

# **TWENTY-EIGHTH ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2006-07**  
**October 1, 2006 – September 30, 2007**

**State of Michigan**  
**Civil Service Commission**



**Civil Service Commissioners:**

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**Andrew P. Abood**  
**Sherry L. McMillan**  
**Thomas M. Wardrop**

**James D. Farrell, State Personnel Director**

This is the Twenty-Eighth Annual Workforce Report covering fiscal year 2006-07 (October 1, 2006 – September 30, 2007). The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The source used for each chart is identified.

Inquiries about this report may be directed to:

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The Annual Workforce Report was published in book form from FY 1979-80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an online document and in the following year, quarterly updates of portions of the report were added to the publication. The Michigan Civil Service Commission web address is: <http://www.michigan.gov/mdcs>. The following Michigan libraries are permanent repositories for previous copies of this document:

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**STATISTICAL HIGHLIGHTS  
FY 2006-07**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	46.0
Average Annual Salary <sup>1</sup> .....	\$51,929
Average Annual Fringe Benefit Cost <sup>2</sup> .....	\$27,559
Average Sick Leave Days Used.....	10.8
Average Annual Leave Days Used .....	19.8
Average Years of Service .....	14.4

**WORK FORCE CHARACTERISTICS**

Females .....	51.0%
Males.....	49.0%
Eligible for Longevity .....	77.9%
Less than Six Years of Service .....	22.2%
Six to Ten Years of Service.....	20.9%
Over Ten Years of Service .....	56.9%
Eligible to Retire in Five Years .....	32.3%
Eligible to Retire in Ten Years.....	52.3%
Exclusively Represented for Collective Bargaining.....	71.8%
Turnover Separations.....	5.8 %

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.2%
Asian .....	1.2%
Black .....	17.5%
Hispanic .....	2.8%
White .....	77.2%
Not Disclosed .....	0.1%

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

<sup>2</sup> Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

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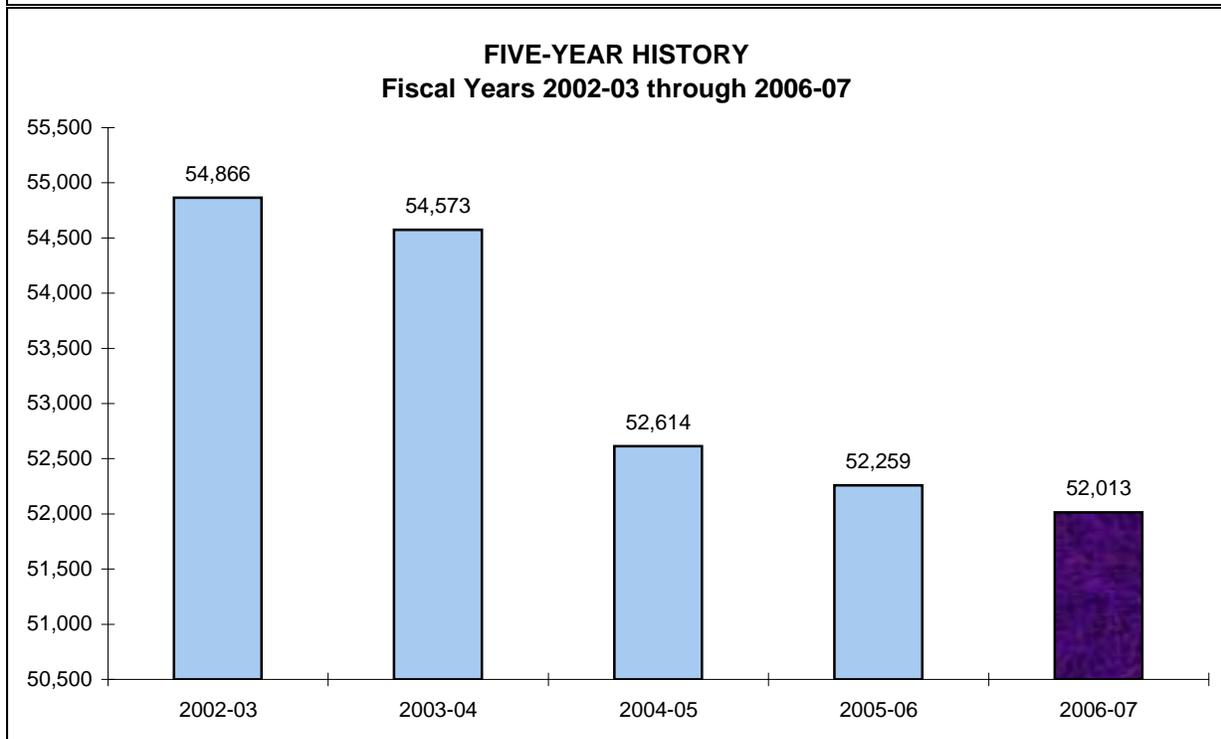
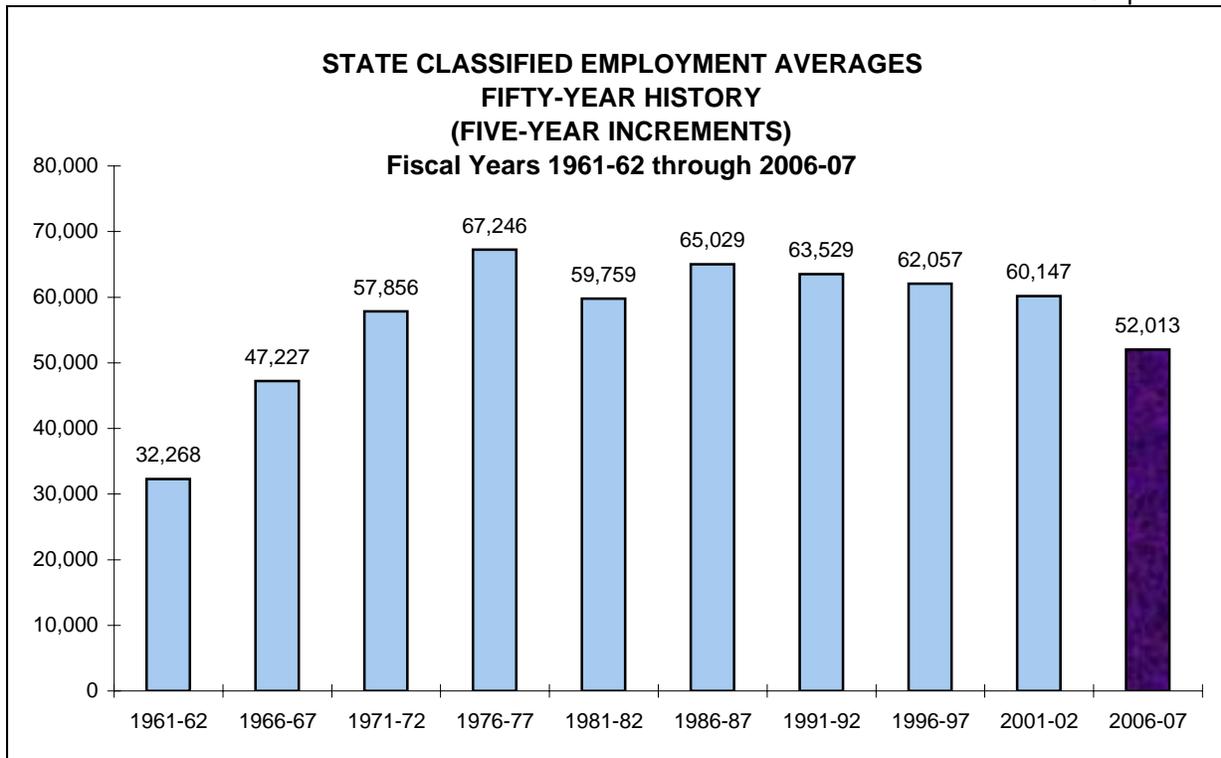
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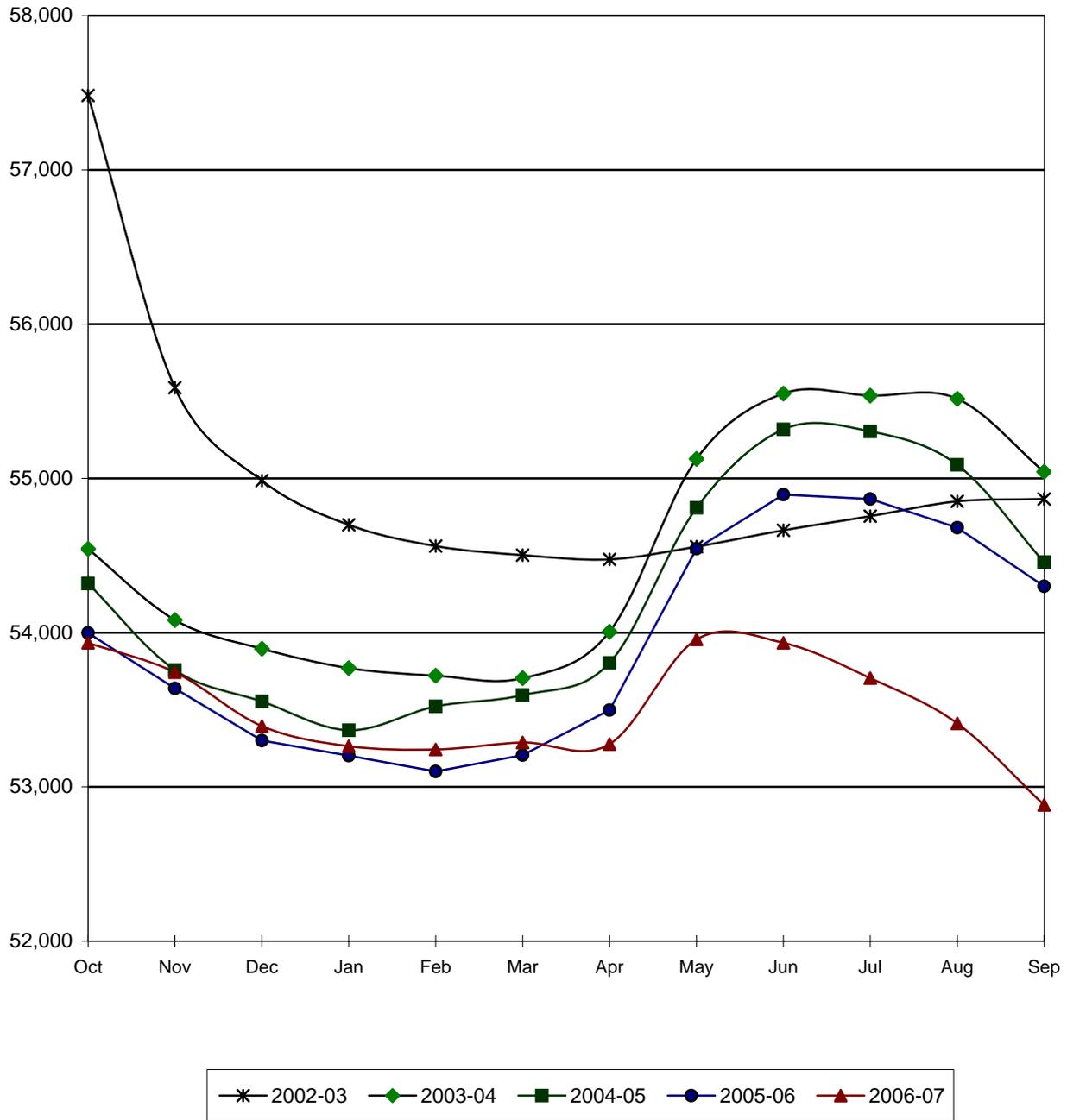
# TRENDS IN THE STATE CLASSIFIED WORKFORCE



Source: MAIN, MIDB Civil Service HWF09.

Comment: Employment averages for FY2002-03 through FY2003-04 are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal and non-career positions for each month during the fiscal year. For this report, the number of employees who Job Share are divided 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. Beginning in FY2004-05 the following non-career appointments have been excluded: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. As of September 22, 2007, these positions represented 97% of all non-career appointments.

### STATE CLASSIFIED EMPLOYMENT FIGURES Fiscal Years 2002-03 through 2006-07



Source: MAIN, MIDB Civil Service HWF03, for the last full pay period each month.

Comment: Nearly 3,000 employees retired during fiscal year 2001-02 and approximately 5,000 additional employees retired during fiscal year 2002-03 under an early retirement program offered with a window period of July 1, 2002 through November 1, 2002. Employment levels typically increase during the summer months when temporary seasonal hiring occurs.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 20 Sep 22, 2007

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	450.0	4.0	15.0	12.0	13.0	43.0	537.0	0.0	537.0
<b>AGRICULTURE</b>		<b>450.0</b>	<b>4.0</b>	<b>15.0</b>	<b>12.0</b>	<b>13.0</b>	<b>43.0</b>	<b>537.0</b>	<b>0.0</b>	<b>537.0</b>
ATY GNRL CENTRAL OFFICE	1101	473.0	4.0	0.0	21.0	0.0	0.0	498.0	0.0	498.0
<b>ATTORNEY GENERAL</b>		<b>473.0</b>	<b>4.0</b>	<b>0.0</b>	<b>21.0</b>	<b>0.0</b>	<b>0.0</b>	<b>498.0</b>	<b>0.0</b>	<b>498.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	110.0	0.0	14.0	14.0	0.0	6.0	144.0	0.0	144.0
<b>AUDITOR GENERAL</b>		<b>110.0</b>	<b>0.0</b>	<b>14.0</b>	<b>14.0</b>	<b>0.0</b>	<b>6.0</b>	<b>144.0</b>	<b>0.0</b>	<b>144.0</b>
CIV RGHT CENTRAL OFFICE	1501	114.0	0.0	0.0	3.0	0.0	2.0	119.0	0.0	119.0
<b>CIVIL RIGHTS</b>		<b>114.0</b>	<b>0.0</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>2.0</b>	<b>119.0</b>	<b>0.0</b>	<b>119.0</b>
CIVIL SERVICE COMMISSION	1901	186.0	2.0	0.0	6.0	0.0	8.0	202.0	1.0	201.0
<b>CIVIL SERVICE COMMISSION</b>		<b>186.0</b>	<b>2.0</b>	<b>0.0</b>	<b>6.0</b>	<b>0.0</b>	<b>8.0</b>	<b>202.0</b>	<b>1.0</b>	<b>201.0</b>
DCH-CARO CENTER	3902	375.0	1.0	3.0	0.0	0.0	0.0	379.0	0.0	379.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,505.0	6.0	8.0	23.0	0.0	63.0	1,605.0	1.5	1,603.5
DCH-CTR FORENSIC PSYCHIATRY	3920	430.0	1.0	0.0	3.0	0.0	5.0	439.0	0.0	439.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	173.0	3.0	0.0	12.0	0.0	1.0	189.0	0.0	189.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	244.0	3.0	0.0	0.0	0.0	0.0	247.0	0.0	247.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	363.0	7.0	0.0	27.0	0.0	0.0	397.0	0.0	397.0
DCH - MT. PLEASANT CENTER	3912	428.0	0.0	5.0	2.0	0.0	0.0	435.0	0.0	435.0
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-WALTER P. REUTHER PSY HOSP	3945	401.0	0.0	0.0	0.0	0.0	0.0	401.0	0.0	401.0
<b>COMMUNITY HEALTH</b>		<b>3,948.0</b>	<b>21.0</b>	<b>17.0</b>	<b>73.0</b>	<b>0.0</b>	<b>69.0</b>	<b>4,128.0</b>	<b>1.5</b>	<b>4,126.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	540.0	0.0	0.0	1.0	0.0	0.0	541.0	0.0	541.0
DOC-ALGER MAX SECURITY CORRECT	4735	334.0	0.0	0.0	1.0	0.0	0.0	335.0	0.0	335.0
DOC-BARAGA FACILITY	4740	383.0	2.0	0.0	1.0	0.0	0.0	386.0	0.0	386.0
DOC-BELLAMY CREEK FACILITY	4748	445.0	0.0	0.0	2.0	0.0	0.0	447.0	0.0	447.0

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 20 Sep 22, 2007

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	509.0	1.0	0.0	2.0	0.0	0.0	512.0	0.0	512.0
DOC-CARSON CITY FAC/CARSON CIT	4731	522.0	0.0	0.0	1.0	0.0	0.0	523.0	0.5	522.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	559.0	1.0	0.0	1.0	0.0	0.0	561.0	0.0	561.0
DOC-COOPER STREET FACILITY	4752	408.0	0.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
DOC-CORRECTN CENTRAL OFFICE	4702	555.0	0.0	0.0	35.0	0.0	29.0	619.0	0.0	619.0
DOC-COTTON FACILITY	4720	447.0	0.0	1.0	1.0	0.0	0.0	449.0	0.0	449.0
DOC-CRANE FACILITY	4716	368.0	0.0	0.0	0.0	0.0	0.0	368.0	0.0	368.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	219.0	0.0	0.0	1.0	0.0	0.0	220.0	0.0	220.0
DOC-EGELER FACILITY	4727	631.0	0.0	0.0	1.0	0.0	0.0	632.0	0.0	632.0
DOC-FIELD OPERATION REGION III	4763	820.0	13.0	2.0	3.0	0.0	0.0	838.0	0.0	838.0
DOC-FIELD OPERATIONS REGION I	4761	767.0	1.0	2.0	1.0	0.0	0.0	771.0	0.0	771.0
DOC-HANDLON MI TRAINING UNT	4705	290.0	0.0	0.0	0.0	0.0	0.0	290.0	0.0	290.0
DOC-HURON VALLEY CORR COMPLEX	4715	672.0	5.0	0.0	1.0	0.0	0.0	678.0	0.0	678.0
DOC-IONIA MAXIMUM FACILITY	4724	317.0	0.0	0.0	1.0	0.0	0.0	318.0	0.0	318.0
DOC-JACKSON CENTRAL REGION	4750	89.0	0.0	0.0	0.0	0.0	0.0	89.0	0.0	89.0
DOC-KINROSS/HIAWATHA FACILITY	4712	558.0	0.0	0.0	1.0	0.0	0.0	559.0	0.5	558.5
DOC-LAKELAND MENS FACILITY	4718	277.0	0.0	0.0	1.0	0.0	0.0	278.0	0.0	278.0
DOC-MACOMB FACILITY	4741	322.0	1.0	0.0	1.0	0.0	0.0	324.0	0.5	323.5
DOC-MARQUETTE BRANCH PRISON	4706	401.0	0.0	0.0	1.0	0.0	0.0	402.0	0.0	402.0
DOC-MICHIGAN STATE INDUSTRIES	4709	180.0	0.0	0.0	0.0	0.0	0.0	180.0	0.0	180.0
DOC-MID MICHIGAN FACILITY	4733	591.0	0.0	0.0	1.0	0.0	0.0	592.0	0.0	592.0
DOC-MOUND FACILITY	4737	280.0	1.0	0.0	1.0	0.0	0.0	282.0	0.0	282.0
DOC-MUSKEGON FACILITY	4704	255.0	0.0	0.0	2.0	0.0	0.0	257.0	0.0	257.0
DOC-NEWBERRY FACILITY	4743	335.0	0.0	0.0	1.0	0.0	0.0	336.0	0.0	336.0
DOC-OAKS FACILITY	4739	337.0	0.0	0.0	1.0	0.0	0.0	338.0	0.0	338.0

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 20 Sep 22, 2007

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-OJIBWAY FACILITY	4746	272.0	1.0	0.0	1.0	0.0	0.0	274.0	0.0	274.0
DOC-PARNALL FACILITY	4751	295.0	0.0	1.0	1.0	0.0	0.0	297.0	0.5	296.5
DOC-PINE RIVER FACILITY	4744	216.0	0.0	0.0	1.0	0.0	0.0	217.0	0.0	217.0
DOC-PUGSLEY FACILITY	4745	252.0	1.0	0.0	1.0	0.0	0.0	254.0	0.0	254.0
DOC-RIVERSIDE FACILITY	4711	406.0	0.0	0.0	0.0	0.0	0.0	406.0	0.0	406.0
DOC-RYAN FACILITY	4738	330.0	0.0	0.0	1.0	0.0	0.0	331.0	0.0	331.0
DOC-SAGINAW FACILITY	4742	351.0	2.0	0.0	1.0	0.0	0.0	354.0	0.0	354.0
DOC-SCOTT FACILITY	4721	363.0	0.0	0.0	1.0	0.0	0.0	364.0	0.0	364.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	325.0	0.0	0.0	0.0	0.0	0.0	325.0	0.0	325.0
DOC-STANDISH MAXIMUM FACILITY	4734	412.0	1.0	0.0	1.0	0.0	0.0	414.0	0.0	414.0
DOC-THUMB FACILITY	4725	331.0	0.0	0.0	4.0	0.0	0.0	335.0	0.0	335.0
<b>CORRECTIONS</b>		<b>15,964.0</b>	<b>30.0</b>	<b>6.0</b>	<b>76.0</b>	<b>0.0</b>	<b>29.0</b>	<b>16,105.0</b>	<b>2.0</b>	<b>16,103.0</b>
EDUCATION	3103	256.0	4.0	3.0	30.0	68.0	1.0	362.0	1.0	361.0
<b>EDUCATION</b>		<b>256.0</b>	<b>4.0</b>	<b>3.0</b>	<b>30.0</b>	<b>68.0</b>	<b>1.0</b>	<b>362.0</b>	<b>1.0</b>	<b>361.0</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,342.0	8.0	17.0	39.0	0.0	25.0	1,431.0	4.5	1,426.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,342.0</b>	<b>8.0</b>	<b>17.0</b>	<b>39.0</b>	<b>0.0</b>	<b>25.0</b>	<b>1,431.0</b>	<b>4.5</b>	<b>1,426.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	44.0	0.0	2.0	46.0	0.0	46.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>44.0</b>	<b>0.0</b>	<b>2.0</b>	<b>46.0</b>	<b>0.0</b>	<b>46.0</b>
HISTORY ARTS AND LIBRARIES	2501	168.0	2.0	5.0	6.0	17.0	48.0	246.0	2.5	243.5
<b>HISTORY ARTS AND LIBRARIES</b>		<b>168.0</b>	<b>2.0</b>	<b>5.0</b>	<b>6.0</b>	<b>17.0</b>	<b>48.0</b>	<b>246.0</b>	<b>2.5</b>	<b>243.5</b>
DHS-BERRIEN COUNTY	4322	139.0	0.0	0.0	2.0	4.0	0.0	145.0	0.0	145.0
DHS-CALHOUN COUNTY	4323	130.0	0.0	0.0	0.0	0.0	0.0	130.0	0.0	130.0
DHS-COUNTIES	4308	1,999.0	2.0	1.0	76.0	27.0	0.0	2,105.0	1.0	2,104.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,747.0	7.0	21.0	51.0	2.0	4.0	1,832.0	5.5	1,826.5

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 20 Sep 22, 2007

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-GENESEE COUNTY	4302	489.0	0.0	0.0	18.0	0.0	0.0	507.0	0.0	507.0
DHS-INGHAM COUNTY	4312	204.0	0.0	0.0	2.0	0.0	0.0	206.0	0.0	206.0
DHS - INSTITUTIONS	4307	241.0	1.0	24.0	24.0	0.0	1.0	291.0	0.0	291.0
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	166.0	0.0	0.0	4.0	0.0	0.0	170.0	0.0	170.0
DHS-KENT COUNTY	4303	375.0	0.0	0.0	12.0	7.0	0.0	394.0	0.5	393.5
DHS-MACOMB COUNTY	4304	310.0	0.0	0.0	23.0	0.0	0.0	333.0	0.5	332.5
DHS-MAXEY TRAINING SCHOOL	4311	253.0	0.0	0.0	1.0	0.0	0.0	254.0	0.0	254.0
DHS-MUSKEGON COUNTY	4324	179.0	0.0	0.0	1.0	0.0	0.0	180.0	0.0	180.0
DHS-OAKLAND COUNTY	4305	440.0	0.0	3.0	3.0	0.0	0.0	446.0	0.0	446.0
DHS-SAGINAW COUNTY	4313	230.0	0.0	0.0	2.0	0.0	0.0	232.0	0.0	232.0
DHS-WASHTENAW	4325	125.0	0.0	0.0	2.0	0.0	0.0	127.0	0.0	127.0
DHS-WAYNE COUNTY DSS	4306	120.0	0.0	0.0	2.0	0.0	0.0	122.0	0.0	122.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	629.0	0.0	0.0	13.0	0.0	0.0	642.0	0.0	642.0
DHS-WAYNE COUNTY ZONE 3	4318	509.0	0.0	0.0	10.0	0.0	0.0	519.0	0.0	519.0
DHS-WAYNE COUNTY ZONE 4	4319	441.0	0.0	0.0	15.0	0.0	0.0	456.0	0.0	456.0
DHS-WAYNE COUNTY ZONE L	4316	370.0	0.0	0.0	29.0	0.0	0.0	399.0	0.0	399.0
<b>HUMAN SERVICES</b>		<b>9,214.0</b>	<b>10.0</b>	<b>49.0</b>	<b>295.0</b>	<b>40.0</b>	<b>5.0</b>	<b>9,613.0</b>	<b>7.5</b>	<b>9,605.5</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,653.0	4.0	3.0	35.0	0.0	39.0	1,734.0	0.0	1,734.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,653.0</b>	<b>4.0</b>	<b>3.0</b>	<b>35.0</b>	<b>0.0</b>	<b>39.0</b>	<b>1,734.0</b>	<b>0.0</b>	<b>1,734.0</b>
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,405.0	26.0	6.0	134.0	46.0	80.0	3,697.0	4.5	3,692.5
MES BOARD OF REVIEW	6415	14.0	0.0	0.0	0.0	0.0	0.0	14.0	0.0	14.0
MSHDA	6405	248.0	6.0	3.0	2.0	0.0	17.0	276.0	2.0	274.0
<b>LABOR &amp; ECONOMIC GROWTH</b>		<b>3,667.0</b>	<b>32.0</b>	<b>9.0</b>	<b>136.0</b>	<b>46.0</b>	<b>97.0</b>	<b>3,987.0</b>	<b>6.5</b>	<b>3,980.5</b>

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 20 Sep 22, 2007

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
CHIEF COMPLIANCE OFFICER	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
MGMT BUD CENTRAL OFFICE	0701	910.0	10.0	4.0	42.0	0.0	36.0	1,002.0	7.0	995.0
<b>MANAGEMENT &amp; BUDGET</b>		<b>910.0</b>	<b>10.0</b>	<b>4.0</b>	<b>43.0</b>	<b>0.0</b>	<b>36.0</b>	<b>1,003.0</b>	<b>7.0</b>	<b>996.0</b>
D.J. JACOBETTI HOME FOR VETERA	5103	135.0	5.0	2.0	0.0	6.0	4.0	152.0	1.0	151.0
GRAND RAPIDS HOME FOR VETERANS	5102	443.0	1.0	9.0	0.0	15.0	13.0	481.0	0.0	481.0
MIL AFFR CENTRAL OFFICE	5101	238.0	1.0	10.0	10.0	27.0	19.0	305.0	0.0	305.0
<b>MILITARY AFFAIRS</b>		<b>816.0</b>	<b>7.0</b>	<b>21.0</b>	<b>10.0</b>	<b>48.0</b>	<b>36.0</b>	<b>938.0</b>	<b>1.0</b>	<b>937.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,311.0	7.0	61.0	15.0	272.0	969.0	2,635.0	1.5	2,633.5
<b>NATURAL RESOURCES</b>		<b>1,311.0</b>	<b>7.0</b>	<b>61.0</b>	<b>15.0</b>	<b>272.0</b>	<b>969.0</b>	<b>2,635.0</b>	<b>1.5</b>	<b>2,633.5</b>
DEPARTMENT OF STATE	2301	1,273.0	0.0	277.0	34.0	0.0	146.0	1,730.0	0.0	1,730.0
<b>STATE</b>		<b>1,273.0</b>	<b>0.0</b>	<b>277.0</b>	<b>34.0</b>	<b>0.0</b>	<b>146.0</b>	<b>1,730.0</b>	<b>0.0</b>	<b>1,730.0</b>
STATE POLICE	5501	2,551.0	41.0	3.0	28.0	0.0	1.0	2,624.0	2.0	2,622.0
<b>STATE POLICE</b>		<b>2,551.0</b>	<b>41.0</b>	<b>3.0</b>	<b>28.0</b>	<b>0.0</b>	<b>1.0</b>	<b>2,624.0</b>	<b>2.0</b>	<b>2,622.0</b>
STRATEGIC FUND	0740	153.0	3.0	13.0	7.0	0.0	53.0	229.0	1.0	228.0
<b>STRATEGIC FUND</b>		<b>153.0</b>	<b>3.0</b>	<b>13.0</b>	<b>7.0</b>	<b>0.0</b>	<b>53.0</b>	<b>229.0</b>	<b>1.0</b>	<b>228.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	30.0	0.0	0.0	4.0	0.0	12.0	46.0	0.0	46.0
BRIDGE AUTHORITIES-MACKINAC	5902	50.0	0.0	26.0	5.0	0.0	10.0	91.0	0.0	91.0
TRANSPORTATION CENTRAL OFFICE	5901	2,627.0	23.0	16.0	57.0	28.0	173.0	2,924.0	5.0	2,919.0
<b>TRANSPORTATION</b>		<b>2,707.0</b>	<b>23.0</b>	<b>42.0</b>	<b>66.0</b>	<b>28.0</b>	<b>195.0</b>	<b>3,061.0</b>	<b>5.0</b>	<b>3,056.0</b>
BUREAU OF STATE LOTTERY	2795	161.0	0.0	0.0	0.0	0.0	5.0	166.0	0.0	166.0
GAMING CONTROL	2707	90.0	1.0	1.0	4.0	0.0	8.0	104.0	0.5	103.5
TREASURY CENTRAL PAYROLL	2701	1,236.0	6.0	9.0	15.0	0.0	19.0	1,285.0	0.0	1,285.0
<b>TREASURY</b>		<b>1,487.0</b>	<b>7.0</b>	<b>10.0</b>	<b>19.0</b>	<b>0.0</b>	<b>32.0</b>	<b>1,555.0</b>	<b>0.5</b>	<b>1,554.5</b>
<b>STATEWIDE TOTAL</b>		<b>48,753.0</b>	<b>219.0</b>	<b>569.0</b>	<b>1,012.0</b>	<b>532.0</b>	<b>1,842.0</b>	<b>52,927.0</b>	<b>44.5</b>	<b>52,882.5</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

**Full-Time Equated Employee Position Report**  
**2006-2007 Fiscal Year Summary**  
**Through Pay Periods Ending Sep 23, 2006 and Sep 22, 2007**

DEPARTMENT		FY 2006-07 Appropriated FTE Positions ( A )	FY 2006-07 Average FTE Positions ( B )	FY 2005-06 Average FTE Positions ( C )	FY 2005-06 and FY 2006-07 Difference ( B - C )	FY 2006-07 Avg and Appropriated Difference ( B - A )
AGRICULTURE	Regular	690.0	510.7	549.2	-38.5	-179.3
	Overtime	0.0	1.8	1.8	0.0	1.8
	Total	690.0	512.5	551.0	-38.5	-177.5
ATTORNEY GENERAL	Regular	559.0	504.3	513.0	-8.8	-54.7
	Overtime	0.0	1.3	1.0	0.3	1.3
	Total	559.0	505.6	514.0	-8.5	-53.4
AUDITOR GENERAL	Regular	0.0	137.9	139.7	-1.8	137.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	137.9	139.7	-1.7	137.9
CIVIL RIGHTS	Regular	136.0	116.4	124.2	-7.7	-19.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	116.4	124.2	-7.7	-19.6
CIVIL SERVICE COMMISSION	Regular	240.5	194.2	201.3	-7.1	-46.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	194.3	201.3	-7.0	-46.3
COMMUNITY HEALTH	Regular	4,658.1	4,154.5	4,162.9	-8.4	-503.6
	Overtime	0.0	119.2	153.6	-34.4	119.2
	Total	4,658.1	4,273.7	4,316.5	-42.7	-384.4
CORRECTIONS	Regular	17,782.0	16,161.1	16,176.5	-15.4	-1,620.9
	Overtime	0.0	1,288.1	1,145.2	142.8	1,288.1
	Total	17,782.0	17,449.1	17,321.7	127.4	-332.9
EDUCATION	Regular	429.5	351.4	346.5	4.9	-78.1
	Overtime	0.0	1.4	2.1	-0.7	1.4
	Total	429.5	352.8	348.6	4.2	-76.7
ENVIRONMENTAL QUALITY	Regular	1,561.7	1,403.2	1,428.6	-25.4	-158.5
	Overtime	0.0	2.0	1.6	0.4	2.0
	Total	1,561.7	1,405.2	1,430.2	-25.0	-156.5

**Full-Time Equated Employee Position Report**  
**2006-2007 Fiscal Year Summary**  
**Through Pay Periods Ending Sep 23, 2006 and Sep 22, 2007**

DEPARTMENT		FY 2006-07 Appropriated FTE Positions ( A )	FY 2006-07 Average FTE Positions ( B )	FY 2005-06 Average FTE Positions ( C )	FY 2005-06 and FY 2006-07 Difference ( B - C )	FY 2006-07 Avg and Appropriated Difference ( B - A )
<b>EXECUTIVE OFFICE</b>	Regular	74.2	44.0	44.6	-0.7	-30.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	44.0	44.6	-0.7	-30.2
<b>HISTORY ARTS AND LIBRARIES</b>	Regular	232.0	203.6	211.8	-8.2	-28.4
	Overtime	0.0	0.2	0.2	-0.1	0.2
	Total	232.0	203.8	212.0	-8.2	-28.2
<b>HUMAN SERVICES</b>	Regular	10,343.4	9,484.4	9,508.4	-24.0	-859.0
	Overtime	0.0	145.4	166.6	-21.1	145.4
	Total	10,343.4	9,629.8	9,675.0	-45.1	-713.6
<b>INFORMATION TECHNOLOGY</b>	Regular	1,776.4	1,700.1	1,676.7	23.5	-76.3
	Overtime	0.0	20.6	21.1	-0.5	20.6
	Total	1,776.4	1,720.7	1,697.8	22.9	-55.7
<b>LABOR &amp; ECONOMIC GROWTH</b>	Regular	4,238.5	3,931.8	4,111.0	-179.2	-306.7
	Overtime	0.0	31.6	86.3	-54.7	31.6
	Total	4,238.5	3,963.4	4,197.3	-233.9	-275.1
<b>MANAGEMENT &amp; BUDGET</b>	Regular	752.0	981.5	976.9	4.6	229.5
	Overtime	0.0	9.9	11.8	-2.0	9.9
	Total	752.0	991.3	988.7	2.6	239.3
<b>MILITARY AFFAIRS</b>	Regular	1,015.0	915.8	908.7	7.1	-99.2
	Overtime	0.0	32.2	35.9	-3.7	32.2
	Total	1,015.0	948.0	944.6	3.4	-67.0
<b>NATURAL RESOURCES</b>	Regular	2,086.4	1,957.9	2,007.1	-49.2	-128.5
	Overtime	0.0	43.4	39.3	4.1	43.4
	Total	2,086.4	2,001.4	2,046.4	-45.1	-85.1
<b>STATE</b>	Regular	1,853.8	1,561.0	1,613.3	-52.3	-292.8
	Overtime	0.0	2.6	2.4	0.2	2.6
	Total	1,853.8	1,563.6	1,615.7	-52.1	-290.2

**Full-Time Equated Employee Position Report**  
**2006-2007 Fiscal Year Summary**  
**Through Pay Periods Ending Sep 23, 2006 and Sep 22, 2007**

DEPARTMENT		FY 2006-07 Appropriated FTE Positions ( A )	FY 2006-07 Average FTE Positions ( B )	FY 2005-06 Average FTE Positions ( C )	FY 2005-06 and FY 2006-07 Difference ( B - C )	FY 2006-07 Avg and Appropriated Difference ( B - A )
STATE POLICE	Regular	2,900.0	2,581.2	2,623.0	-41.8	-318.8
	Overtime	0.0	123.3	144.0	-20.8	123.3
	Total	2,900.0	2,704.4	2,767.0	-62.6	-195.6
STRATEGIC FUND	Regular	152.0	179.2	0.0	179.2	27.2
	Overtime	0.0	0.7	0.0	0.7	0.7
	Total	152.0	179.8	0.0	179.8	27.8
TRANSPORTATION	Regular	3,030.3	2,971.6	2,985.2	-13.5	-58.7
	Overtime	0.0	158.3	152.8	5.5	158.3
	Total	3,030.3	3,130.0	3,138.0	-8.0	99.7
TREASURY	Regular	1,697.5	1,550.5	1,546.9	3.7	-147.0
	Overtime	0.0	2.6	2.8	-0.3	2.6
	Total	1,697.5	1,553.1	1,549.7	3.4	-144.4
STATEWIDE TOTALS	Total Regular	<b>56,208.3</b>	<b>51,596.3</b>	<b>51,855.4</b>	<b>-259.1</b>	<b>-4,612.0</b>
	Total Overtime	<b>0.0</b>	<b>1,984.6</b>	<b>1,968.6</b>	<b>15.9</b>	<b>1,984.6</b>
	Grand Total	<b>56,208.3</b>	<b>53,580.9</b>	<b>53,824.0</b>	<b>-243.1</b>	<b>-2,627.4</b>

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee 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.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

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

## NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	2005-06		2006-07	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	582.0	1.1%	537.0	1.0%
Attorney General	527.0	1.0%	498.0	0.9%
Auditor General	147.0	0.3%	144.0	0.3%
Civil Rights	122.0	0.2%	119.0	0.2%
Civil Service Commission	213.5	0.4%	201.0	0.4%
Community Health	4,364.5	8.0%	4,126.5	7.8%
Corrections	16,269.0	30.0%	16,103.0	30.5%
Education	368.5	0.7%	361.0	0.7%
Environmental Quality	1,493.5	2.8%	1,426.5	2.7%
Executive Office	48.0	0.1%	46.0	0.1%
History Arts and Libraries	261.0	0.5%	243.5	0.5%
Human Services	9,814.5	18.1%	9,605.5	18.2%
Information Technology	1,764.0	3.2%	1,734.0	3.3%
Labor and Economic Growth	4,342.0	8.0%	3,980.5	7.5%
Management and Budget	1,015.5	1.9%	996.0	1.9%
Military & Veterans Affairs	965.5	1.8%	937.0	1.8%
Natural Resources	2,730.5	5.0%	2,633.5	5.0%
State	1,798.0	3.3%	1,730.0	3.3%
State Police	2,689.0	5.0%	2,622.0	5.0%
Strategic Fund	0.0	0.0%	228.0	0.4%
Transportation	3,165.0	5.8%	3,056.0	5.8%
Treasury	1,620.5	3.0%	1,554.5	2.9%
<b>TOTAL</b>	<b>54,300.5</b>	<b>100.0%</b>	<b>52,882.5</b>	<b>100.0%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. For this report, the actual number of employees who job share are divided in half.

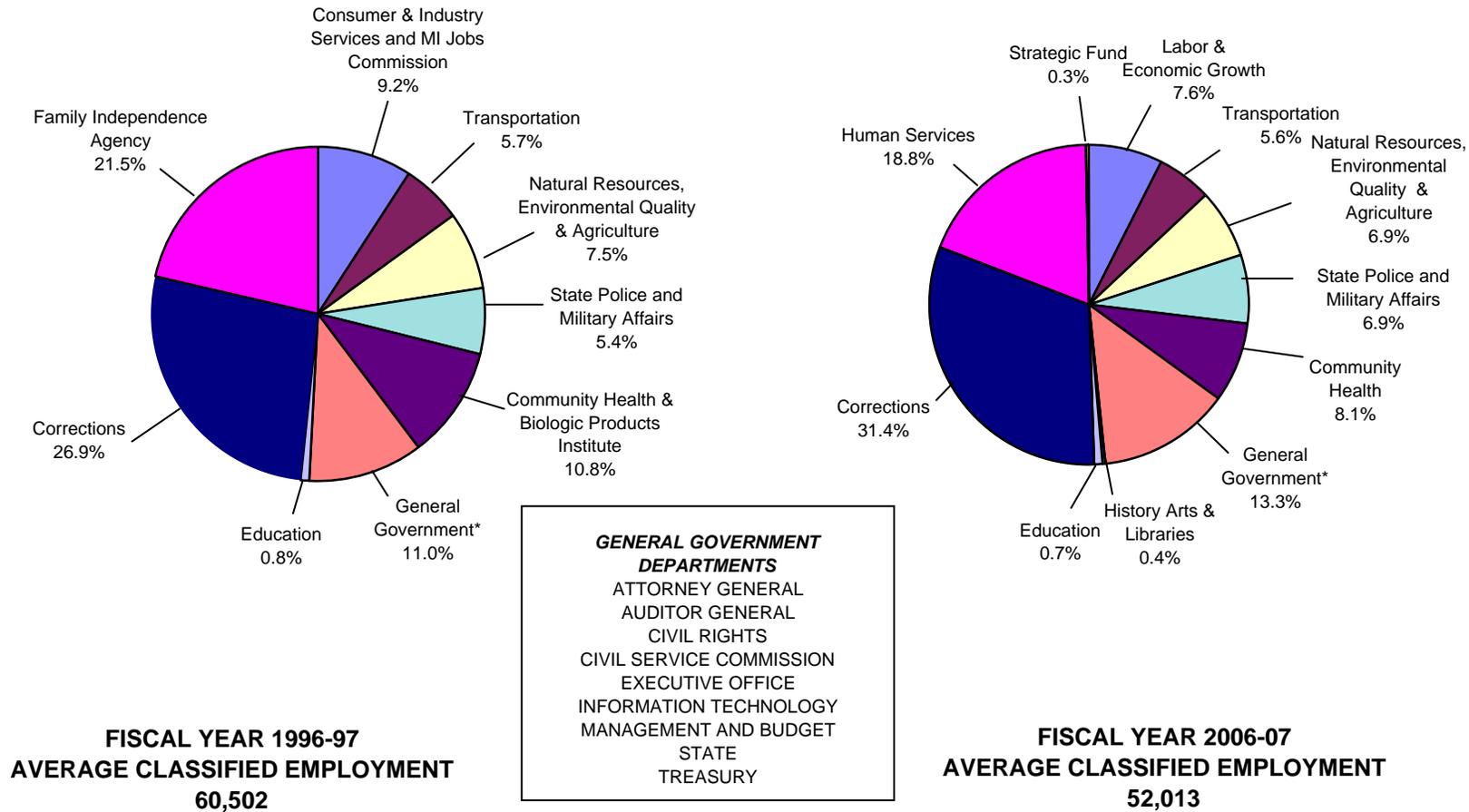
The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

Comments: Statewide the number of classified employees decreased 2.6% from FY2005-06 to FY2006-07.

Source: MIDB Civil Service HWF03

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES**  
Fiscal Years 1996-97 and 2006-07 Compared

Graph 1-3



Source: Averages were developed from monthly KA6020P01 (Classified Employees by Appointment Duration) reports for fiscal year 1996-97 and HWF09 for FY 2006-07.

Note: The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

Comment: Statewide, average classified employment decreased by 8,489 positions (14%) from 1996-97 to 2006-07.

**AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT  
FISCAL YEARS 1997-98 THROUGH 2006-07**

<u>DEPARTMENT</u>	<u>97-98</u>	<u>98-99</u>	<u>99-00</u>	<u>00-01</u>	<u>01-02</u>	<u>02-03</u>	<u>03-04</u>	<u>04-05</u>	<u>05-06</u>	<u>06-07</u>
Agriculture	631	632	657	697	702	635	687	641	575	535
Attorney General	547	549	559	558	538	474	489	524	528	517
Auditor General	163	169	174	179	176	157	150	143	142	138
Biologic Products Institute <sup>1</sup>	77	--	--	--	--	--	--	--	--	--
Career Development <sup>2</sup>	--	--	--	1,088	1,079	911	901	34	--	--
Civil Rights	159	163	160	166	164	135	133	131	127	119
Civil Service Commission <sup>9</sup>	205	207	206	206	200	176	189	210	210	206
Community Health	5,758	5,810	5,914	5,838	5,370	4,465	4,577	4,424	4,241	4,225
Consumer and Industry Services	4,049	3,909	3,843	3,823	3,735	3,186	3,170	209	--	--
Corrections	16,714	17,063	17,652	18,296	17,821	17,222	16,781	16,543	16,446	16,357
Education	436	442	403	396	393	298	324	352	367	369
Environmental Quality <sup>3</sup>	1,479	1,545	1,605	1,617	1,567	1,370	1,444	1,419	1,430	1,423
Executive Office	65	63	65	67	58	51	49	45	44	44
History Arts and Libraries <sup>4</sup>	--	--	--	--	295	287	273	203	200	196
Human Services	12,443	12,836	13,254	13,139	12,554	10,303	10,104	9,953	9,778	9,759
Information Technology <sup>7</sup>	--	--	--	--	--	1,730	1,721	1,675	1,690	1,712
Labor & Economic Growth <sup>8</sup>	--	--	--	--	--	--	55	3,751	4,128	3,967
Lottery <sup>5</sup>	179	--	--	--	--	--	--	--	--	--
Management and Budget	1,495	1,719	1,936	1,931	1,851	1,306	1,277	967	967	971
MI Jobs Commission <sup>6</sup>	1,101	1,149	1,055	--	--	--	--	--	--	--
Military and Veterans Affairs	900	949	987	970	962	919	943	928	924	934
Natural Resources	2,445	2,510	2,506	2,509	2,446	2,265	2,328	1,669	1,657	1,628
State	2,174	2,231	2,257	2,267	2,095	1,836	1,852	1,705	1,672	1,622
State Police	3,014	3,159	3,190	3,240	3,164	2,800	2,661	2,704	2,690	2,657
Strategic Fund	--	--	--	--	--	--	--	--	--	174
Transportation	2,960	3,196	3,244	3,253	3,185	2,826	2,956	2,849	2,880	2,895
Transportation Bridge Authority <sup>5</sup>	150	--	--	--	--	--	--	--	--	--
Treasury	<u>1,531</u>	<u>1,765</u>	<u>1,826</u>	<u>1,817</u>	<u>1,793</u>	<u>1,514</u>	<u>1,512</u>	<u>1,535</u>	<u>1,564</u>	<u>1,565</u>
<b>TOTAL</b>	<b>58,675</b>	<b>60,066</b>	<b>61,493</b>	<b>62,057</b>	<b>60,147</b>	<b>54,866</b>	<b>54,573</b>	<b>52,614</b>	<b>52,259</b>	<b>52,013</b>

Source: MAIN, MIDB Civil Service HWF09.

Footnotes: Starting in FY 2004-05, 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 represented 97% of all non-career appointments at the end of FY 2006-07. The count of employees who job share are divided in half. <sup>1</sup> Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998. <sup>2</sup> Department of Career Development was created by Executive Order 1 of 1999. <sup>3</sup> Department of Environmental Quality was created by Executive Order 18 of 1995. <sup>4</sup> Department of History Arts and Libraries was created by Act 63 of 2001. <sup>5</sup> Starting in fiscal year 1998-99 Lottery totals are included in Department of Treasury, and Transportation Bridge Authority totals are included with the Department of Transportation. <sup>6</sup> Michigan Jobs Commission was created as a temporary agency under Executive Order 2 of 1993. It became a principal department by Executive Order 26 of 1994 and then with the creation of Career Development (Executive Order 1 of 1999) duties were transferred to Michigan Strategic Fund and Career Development. In FY2004-05 Career Development and Strategic Fund were transferred to DLEG. <sup>7</sup> Information Technology was created by Executive Order 3 of 2001. <sup>8</sup> Executive Order 2003-18 renamed the Department of Consumer and Industry Services as Department of Labor & Economic Growth (DLEG). <sup>9</sup> In FY 2004-05 Civil Service positions increased due to creation of the MI HR Service Center.

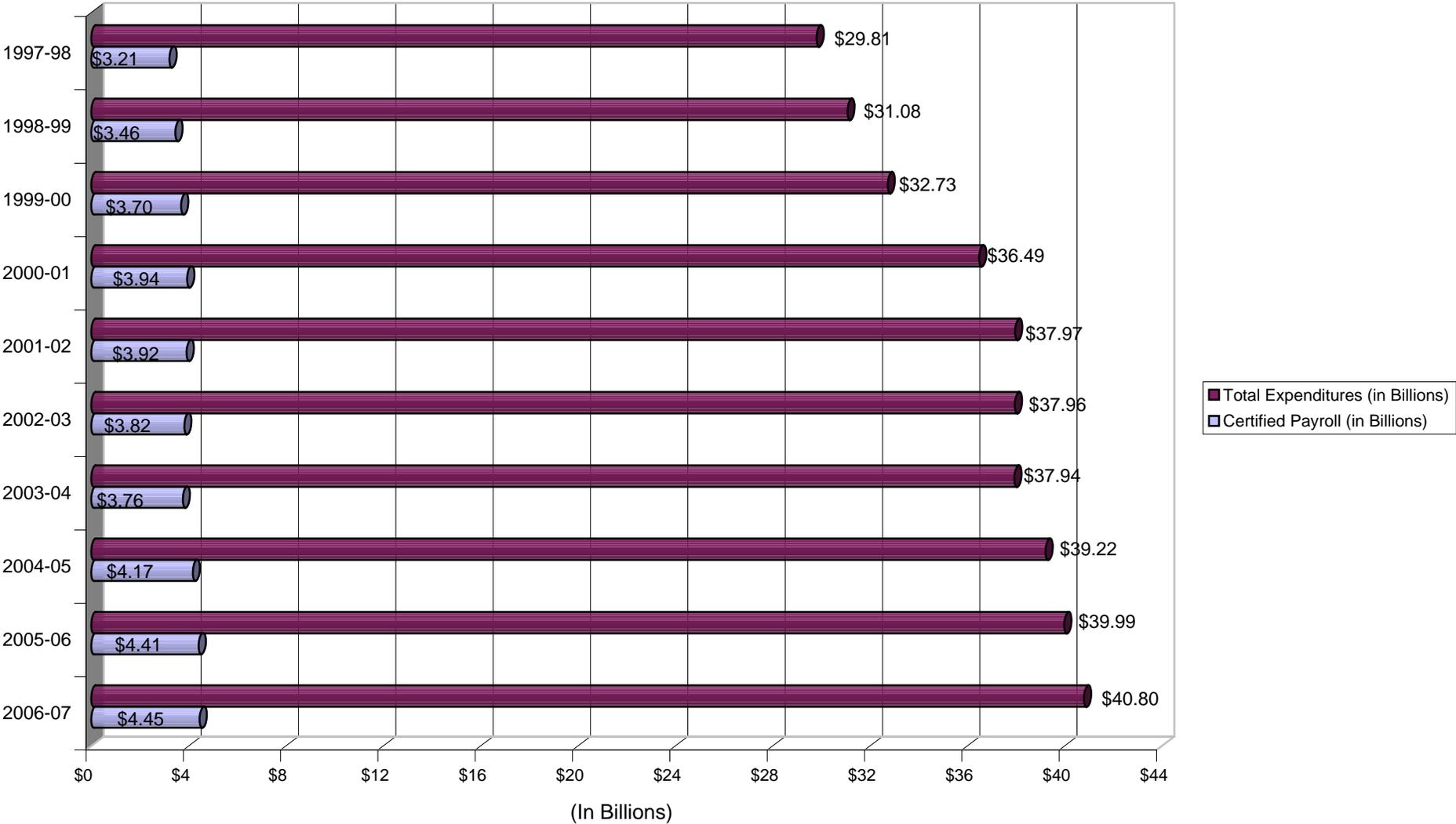
The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## SECTION TWO

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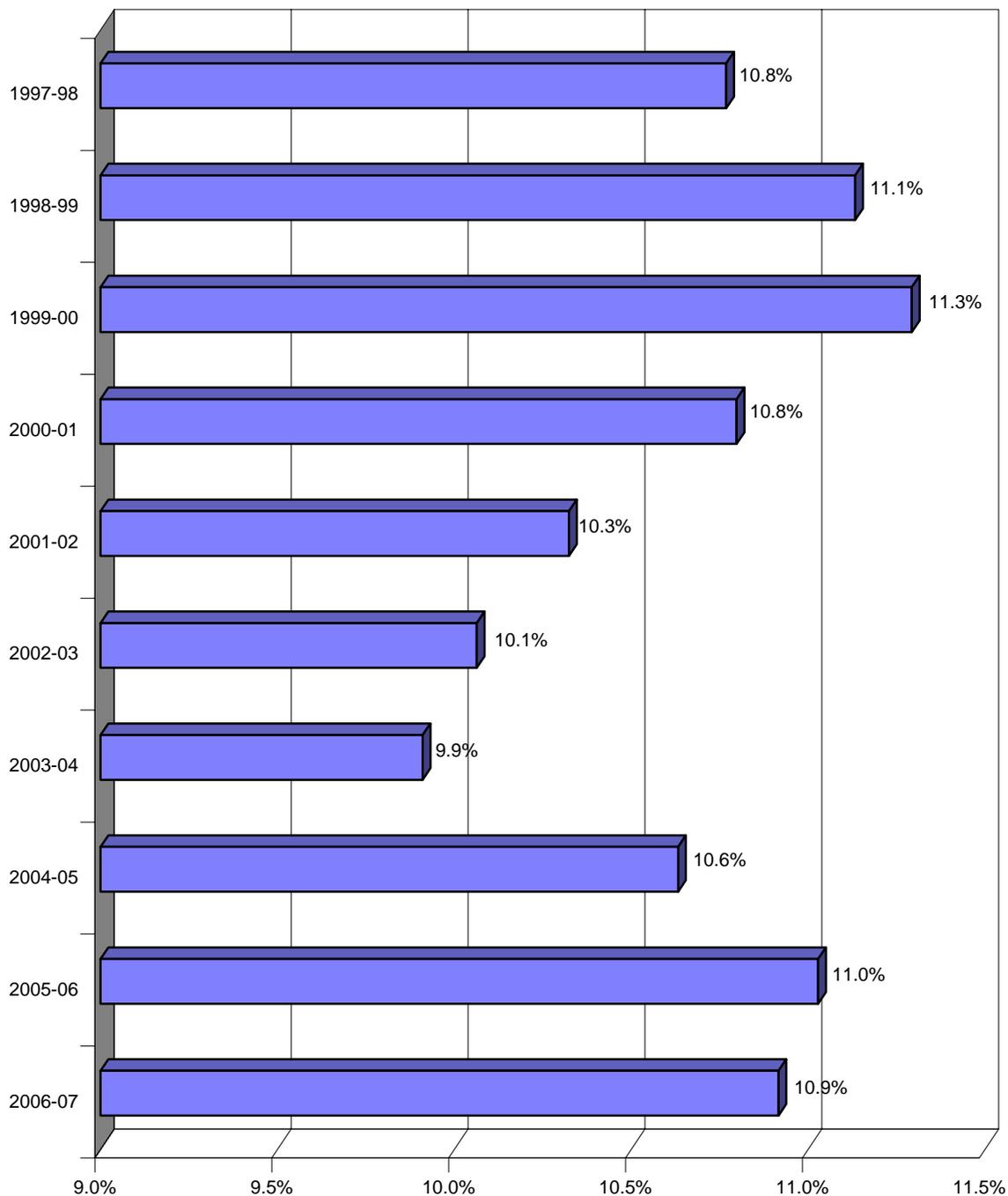
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 1997-98 through 2006-07



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission. Classified Payroll figures include all direct and indirect payroll items.

### STATE CLASSIFIED PAYROLL AS A PERCENT OF TOTAL STATE EXPENDITURES Fiscal Years 1997-98 through 2006-07



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission.

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

Pay Period Ending: September 22, 2007

DEPARTMENT	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	538	1.0 %	47.0	\$26.86	409	76.0 %
ATTORNEY GENERAL	498	0.9 %	47.8	\$36.01	356	71.5 %
AUDITOR GENERAL	144	0.3 %	40.2	\$33.60	120	83.3 %
CIVIL RIGHTS	119	0.2 %	47.1	\$28.39	89	74.8 %
CIVIL SERVICE COMMISSION	202	0.4 %	48.5	\$28.48	163	80.7 %
COMMUNITY HEALTH	4,154	7.8 %	48.6	\$25.93	3,087	74.3 %
CORRECTIONS	16,165	30.5 %	44.7	\$23.82	13,832	85.6 %
EDUCATION	362	0.7 %	49.4	\$28.26	223	61.6 %
ENVIRONMENTAL QUALITY	1,431	2.7 %	47.0	\$28.81	1,160	81.1 %
EXECUTIVE OFFICE	46	0.1 %	36.7	\$24.73	10	21.7 %
HISTORY ARTS AND LIBRARIES	246	0.5 %	44.8	\$22.70	160	65.0 %
HUMAN SERVICES	9,624	18.1 %	47.9	\$24.12	7,833	81.4 %
INFORMATION TECHNOLOGY	1,734	3.3 %	46.8	\$30.13	1,384	79.8 %
LABOR & ECONOMIC GROWTH	3,989	7.5 %	47.7	\$26.27	2,722	68.2 %
MANAGEMENT & BUDGET	1,003	1.9 %	46.9	\$25.99	790	78.8 %
MILITARY AFFAIRS	939	1.8 %	47.2	\$22.13	675	71.9 %
NATURAL RESOURCES	2,637	5.0 %	42.3	\$18.73	1,285	48.7 %
STATE	1,731	3.3 %	46.6	\$21.80	1,313	75.9 %
STATE POLICE	2,633	5.0 %	42.5	\$28.49	2,340	88.9 %
STRATEGIC FUND	229	0.4 %	49.7	\$24.91	150	65.5 %
TRANSPORTATION	3,072	5.8 %	44.1	\$25.37	2,170	70.6 %
TREASURY	1,555	2.9 %	46.2	\$26.02	1,066	68.6 %
<b>STATEWIDE TOTALS:</b>	<b>53,051</b>	<b>100.0 %</b>	<b>46.0</b>	<b>\$24.87</b>	<b>41,337</b>	<b>77.9 %</b>

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 23, 2006, the average hourly pay rate has increased by \$1.09 (4.6%) and the percentage of employees eligible for longevity has increased from 77% to 78%. The average employee age has increased from 45.4 to 46 years of age.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2002-03 through 2006-07**

<u>Salary Range</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
12,000 - 12,999	0	0	3	0	0
13,000 - 13,999	0	0	1	4	0
14,000 - 14,999	38	43	20	28	26
15,000 - 15,999	436	509	377	416	390
16,000 - 16,999	167	23	24	17	15
17,000 - 17,999	303	332	210	196	189
18,000 - 18,999	13	380	398	411	404
19,000 - 19,999	12	6	6	10	15
20,000 - 20,999	177	171	173	96	85
21,000 - 21,999	13	10	51	70	29
22,000 - 22,999	282	298	8	7	8
23,000 - 23,999	102	66	337	27	32
24,000 - 24,999	51	97	67	337	5
25,000 - 25,999	341	41	106	109	261
26,000 - 26,999	281	290	34	56	88
27,000 - 27,999	708	329	299	258	36
28,000 - 28,999	526	358	156	171	148
29,000 - 29,999	702	326	286	194	119
30,000 - 30,999	503	581	446	519	152
31,000 - 31,999	748	329	371	377	533
32,000 - 32,999	678	674	359	337	219
33,000 - 33,999	1,553	727	643	371	452
34,000 - 34,999	3,115	1,406	568	611	245
35,000 - 35,999	1,567	2,962	639	451	402
36,000 - 36,999	3,579	1,260	1,392	712	737
37,000 - 37,999	1,109	3,432	2,345	1,333	719
38,000 - 38,999	1,304	1,169	866	2,292	590
39,000 - 39,999	1,427	1,558	3,388	1,247	2,761
40,000 - 40,999	2,982	1,477	849	2,691	692
41,000 - 41,999	5,083	2,703	2,212	385	2,759
42,000 - 42,999	569	5,509	1,985	1,903	626
43,000 - 43,999	6,200	334	1,903	2,300	488
44,000 - 44,999	1,123	6,569	5,399	6,443	1,905
45,000 - 45,999	1,415	851	664	684	2,171
46,000 - 46,999	1,067	632	6,571	586	6,116
47,000 - 47,999	293	1,894	826	6,873	439
48,000 - 48,999	1,271	246	587	1,177	735
49,000 - 49,999	1,785	1,241	1,840	286	6,574

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
\$50,000 - 50,999	1,577	1,232	237	1,790	1,045
51,000 - 51,999	822	1,308	1,209	237	395
52,000 - 52,999	170	831	1,171	914	1,862
53,000 - 53,999	1,730	1,410	1,287	1,100	239
54,000 - 54,999	548	1,688	776	1,364	536
55,000 - 55,999	1,185	424	1,516	1,822	1,393
56,000 - 56,999	238	384	1,779	561	1,177
57,000 - 57,999	855	1,202	479	98	373
58,000 - 58,999	1,429	227	442	2,307	2,005
59,000 - 59,999	95	924	1,172	568	377
60,000 - 60,999	552	1,050	228	1,031	2,173
61,000 - 61,999	110	592	104	265	525
62,000 - 62,999	193	471	1,905	219	218
63,000 - 63,999	807	89	534	2,392	1,191
64,000 - 64,999	247	142	133	233	164
65,000 - 65,999	324	925	494	116	1,044
66,000 - 66,999	118	350	137	485	1,145
67,000 - 67,999	148	216	126	126	247
68,000 - 68,999	203	159	791	153	310
69,000 - 69,999	75	169	377	840	648
70,000 - 70,999	70	207	222	251	133
71,000 - 71,999	386	81	289	341	146
72,000 - 72,999	124	71	98	239	765
73,000 - 73,999	121	404	230	197	357
74,000 - 74,999	69	118	52	63	219
75,000 - 75,999	58	115	77	202	252
76,000 - 76,999	80	108	430	92	173
77,000 - 77,999	34	43	104	399	61
78,000 - 78,999	68	89	130	36	186
79,000 - 79,999	65	43	104	194	100
80,000 - 80,999	107	36	49	68	398
81,000 - 81,999	36	62	33	76	32
82,000 - 82,999	34	72	87	41	179
83,000 - 83,999	23	84	30	76	83
84,000 - 84,999	32	31	62	31	63
85,000 - 85,999	40	46	80	40	38
86,000 - 86,999	141	32	128	46	35
87,000 - 87,999	27	51	24	128	86
88,000 - 88,999	39	50	34	174	35
89,000 - 89,999	29	122	21	21	46
90,000 - 90,999	70	41	44	23	118
91,000 - 91,999	29	16	42	16	174
92,000 - 92,999	75	29	60	33	22
93,000 - 93,999	108	77	124	34	18

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
\$94,000 - 94,999	15	24	29	80	21
95,000 - 95,999	13	166	22	110	23
96,000 - 96,999	8	13	85	29	39
97,000 - 97,999	17	13	26	20	71
98,000 - 98,999	15	16	23	92	115
99,000 - 99,999	73	7	181	23	21
100,000 - 100,999	5	17	14	24	21
101,000 - 101,999	3	15	19	214	15
102,000 - 102,999	13	68	10	17	96
103,000 - 103,999	20	6	8	7	25
104,000 - 104,999	8	6	13	15	24
105,000 - 105,999	6	10	9	11	202
106,000 - 106,999	6	22	89	5	15
107,000 - 107,999	21	4	4	14	5
108,000 - 108,999	3	10	5	105	17
109,000 - 109,999	8	5	9	3	9
110,000 - 110,999	18	20	23	1	7
111,000 - 111,999	0	1	6	0	8
112,000 - 112,999	4	3	16	22	51
113,000 - 113,999	2	20	0	3	54
114,000 - 114,999	1	0	7	33	2
115,000 - 115,999	8	0	24	2	2
116,000 - 116,999	0	7	1	6	3
117,000 - 117,999	1	3	24	20	20
118,000 - 118,999	0	2	0	1	7
119,000 - 119,999	0	5	0	4	29
120,000 - 120,999	0	1	7	27	5
121,000 - 121,999	4	0	1	0	4
122,000 - 122,999	0	0	2	0	20
123,000 - 123,999	0	0	8	7	2
124,000 - 124,999	0	0	0	0	1
125,000 - 125,999	1	5	1	3	26
126,000 and above	134	130	135	135	141
<b>STATEWIDE TOTAL</b>	<b>55,221</b>	<b>55,253</b>	<b>54,661</b>	<b>54,460</b>	<b>53,052</b>

Median Salary: \$49,256

Average Salary: \$51,937

Source: HWF39A and HWF402.

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.

**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL  
(Employer Contributions)  
Fiscal Years 2002-03 through 2006-07**

	2002-03	2003-04	2004-05	2005-06	2006-07
<b>Legally Required Payments</b>					
FICA	7.37 %	7.37 %	7.33 %	7.36 %	7.38 %
Unemployment Compensation	.31	.30	.27	.23	.18
Workers Compensation	1.80	1.64	1.49	1.40	1.26
<b>Total Legally Required Payments</b>	<b>9.48 %</b>	<b>9.31 %</b>	<b>9.10 %</b>	<b>9.00 %</b>	<b>8.83 %</b>
<b>Group Insurance</b>					
State Health Plan	7.69 %	9.77 %	8.97 %	10.61 %	11.01 %
Health Maintenance Organization	5.20	6.35	5.93	6.63	7.15
Dental	1.57	1.84	1.59	1.58	1.66
Vision	.29	.30	.26	.27	.26
Life	1.01	1.10	1.00	1.00	1.00
Long Term Disability	.92	1.00	.91	.80	.80
Flexible Benefits Allowance/Recovery	.10	.11	.08	.07	.07
<b>Total Group Insurance</b>	<b>16.77 %</b>	<b>20.48 %</b>	<b>18.73 %</b>	<b>20.97 %</b>	<b>21.94 %</b>
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	2.94 %	1.07 %	1.10 %	1.04 %	1.23 %
Terminal Longevity Payments	.12	.01	.01	.01	.02
Professional Development	.07	.00	.00	.01	.01
Uniforms and Dry Cleaning	.16	.15	.15	.25	.25
<b>Total Other Cash Payments</b>	<b>3.29 %</b>	<b>1.23 %</b>	<b>1.27 %</b>	<b>1.31 %</b>	<b>1.50 %</b>
<b>Pension and Deferred Items</b>					
Retirement or Pension Plans	17.33 %	19.10 %	22.51 %	23.25 %	18.62 %
FICA for Early Out Retirees	.03	.01	.00	.00	.00
Defined Contribution Pension Plan	1.71	1.56	2.11	2.20	2.19
Banked Leave Time Employer Contribution	.00	.04	.10	.00	.00
<b>Total Pension and Deferred Items</b>	<b>19.06</b>	<b>20.71</b>	<b>24.72</b>	<b>25.44</b>	<b>20.81</b>
<b>Total Employee Benefits</b>	<b>48.60 %</b>	<b>51.74 %</b>	<b>53.82 %</b>	<b>56.72 %</b>	<b>53.07 %</b>

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#7 (11/21/07)

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 09/22/2007

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	495	258	52 %	208	42 %	4	1 %	461	93 %	9	2 %	4	1 %	475	96 %
ATTORNEY GENERAL	498	238	48 %	220	44 %	4	1 %	461	93 %	10	2 %	4	1 %	478	96 %
AUDITOR GENERAL	138	34	25 %	83	60 %	6	4 %	122	88 %	2	1 %	0	0 %	126	91 %
CIVIL RIGHTS	117	72	62 %	41	35 %	2	2 %	113	97 %	3	3 %	0	0 %	116	99 %
CIVIL SERVICE COMMISSION	194	79	41 %	100	52 %	1	1 %	176	91 %	6	3 %	0	0 %	181	93 %
COMMUNITY HEALTH	4,085	2,391	59 %	1,406	34 %	44	1 %	3,754	92 %	100	2 %	11	0 %	3,876	95 %
CORRECTIONS	16,136	9,783	61 %	5,331	33 %	97	1 %	14,964	93 %	315	2 %	37	0 %	15,322	95 %
EDUCATION	361	171	47 %	150	42 %	3	1 %	323	89 %	5	1 %	4	1 %	332	92 %
ENVIRONMENTAL QUALITY	1,406	613	44 %	692	49 %	20	1 %	1,296	92 %	30	2 %	4	0 %	1,333	95 %
EXECUTIVE OFFICE	44	22	50 %	12	27 %	0	0 %	36	82 %	1	2 %	0	0 %	37	84 %
HISTORY ARTS AND LIBRARIES	198	87	44 %	94	47 %	1	1 %	181	91 %	3	2 %	0	0 %	184	93 %
HUMAN SERVICES	9,619	5,350	56 %	3,670	38 %	81	1 %	8,837	92 %	310	3 %	28	0 %	9,179	95 %
INFORMATION TECHNOLOGY	1,695	629	37 %	938	55 %	22	1 %	1,521	90 %	65	4 %	8	0 %	1,597	94 %
LABOR & ECONOMIC GROWTH	3,892	1,890	49 %	1,724	44 %	59	2 %	3,524	91 %	161	4 %	16	0 %	3,717	96 %
MANAGEMENT & BUDGET	967	291	30 %	605	63 %	11	1 %	886	92 %	18	2 %	3	0 %	908	94 %
MILITARY AFFAIRS	903	389	43 %	459	51 %	13	1 %	859	95 %	4	0 %	3	0 %	868	96 %
NATURAL RESOURCES	1,668	1,141	68 %	397	24 %	27	2 %	1,545	93 %	10	1 %	11	1 %	1,574	94 %
STATE	1,585	775	49 %	711	45 %	20	1 %	1,481	93 %	36	2 %	8	1 %	1,531	97 %
STATE POLICE	2,632	1,984	75 %	525	20 %	15	1 %	2,516	96 %	20	1 %	3	0 %	2,541	97 %
STRATEGIC FUND	176	82	47 %	80	45 %	4	2 %	160	91 %	5	3 %	2	1 %	168	95 %
TRANSPORTATION	2,878	1,583	55 %	1,126	39 %	36	1 %	2,721	95 %	29	1 %	9	0 %	2,763	96 %
TREASURY	1,523	568	37 %	835	55 %	26	2 %	1,376	90 %	59	4 %	7	0 %	1,442	95 %
<b>STATEWIDE TOTALS:</b>	<b>51,210</b>	<b>28,430</b>	<b>56 %</b>	<b>19,407</b>	<b>38 %</b>	<b>496</b>	<b>1 %</b>	<b>47,313</b>	<b>92 %</b>	<b>1,201</b>	<b>2 %</b>	<b>162</b>	<b>0 %</b>	<b>48,748</b>	<b>95 %</b>

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 09/22/2007

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
AGRICULTURE	495	427	86 %	0	0 %	462	93 %	33	7 %	0	0 %
ATTORNEY GENERAL	498	398	80 %	0	0 %	477	96 %	17	3 %	0	0 %
AUDITOR GENERAL	138	119	86 %	0	0 %	119	86 %	19	14 %	0	0 %
CIVIL RIGHTS	117	107	91 %	0	0 %	104	89 %	13	11 %	0	0 %
CIVIL SERVICE COMMISSION	194	183	94 %	0	0 %	184	95 %	10	5 %	0	0 %
COMMUNITY HEALTH	4,085	3,732	91 %	0	0 %	3,870	95 %	212	5 %	0	0 %
CORRECTIONS	16,136	15,278	95 %	0	0 %	15,594	97 %	537	3 %	0	0 %
EDUCATION	361	272	75 %	0	0 %	336	93 %	24	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,406	1,216	86 %	0	0 %	1,294	92 %	111	8 %	0	0 %
EXECUTIVE OFFICE	44	17	39 %	0	0 %	35	80 %	10	23 %	0	0 %
HISTORY ARTS AND LIBRARIES	198	161	81 %	0	0 %	181	91 %	17	9 %	0	0 %
HUMAN SERVICES	9,619	8,996	94 %	1	0 %	9,121	95 %	497	5 %	0	0 %
INFORMATION TECHNOLOGY	1,695	1,412	83 %	41	2 %	1,599	94 %	92	5 %	38	2 %
LABOR & ECONOMIC GROWTH	3,892	3,368	87 %	2	0 %	3,629	93 %	258	7 %	4	0 %
MANAGEMENT & BUDGET	967	875	90 %	1	0 %	913	94 %	52	5 %	1	0 %
MILITARY AFFAIRS	903	793	88 %	0	0 %	871	96 %	29	3 %	0	0 %
NATURAL RESOURCES	1,668	1,433	86 %	0	0 %	1,577	95 %	89	5 %	0	0 %
STATE	1,585	1,415	89 %	0	0 %	1,503	95 %	82	5 %	0	0 %
STATE POLICE	2,632	2,424	92 %	1,620	62 %	2,468	94 %	105	4 %	1,622	62 %
STRATEGIC FUND	176	154	88 %	0	0 %	164	93 %	12	7 %	0	0 %
TRANSPORTATION	2,878	2,536	88 %	0	0 %	2,708	94 %	168	6 %	0	0 %
TREASURY	1,523	1,338	88 %	0	0 %	1,431	94 %	89	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>51,210</b>	<b>46,654</b>	<b>91 %</b>	<b>1,665</b>	<b>3 %</b>	<b>48,640</b>	<b>95 %</b>	<b>2,476</b>	<b>5 %</b>	<b>1,665</b>	<b>3 %</b>

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.

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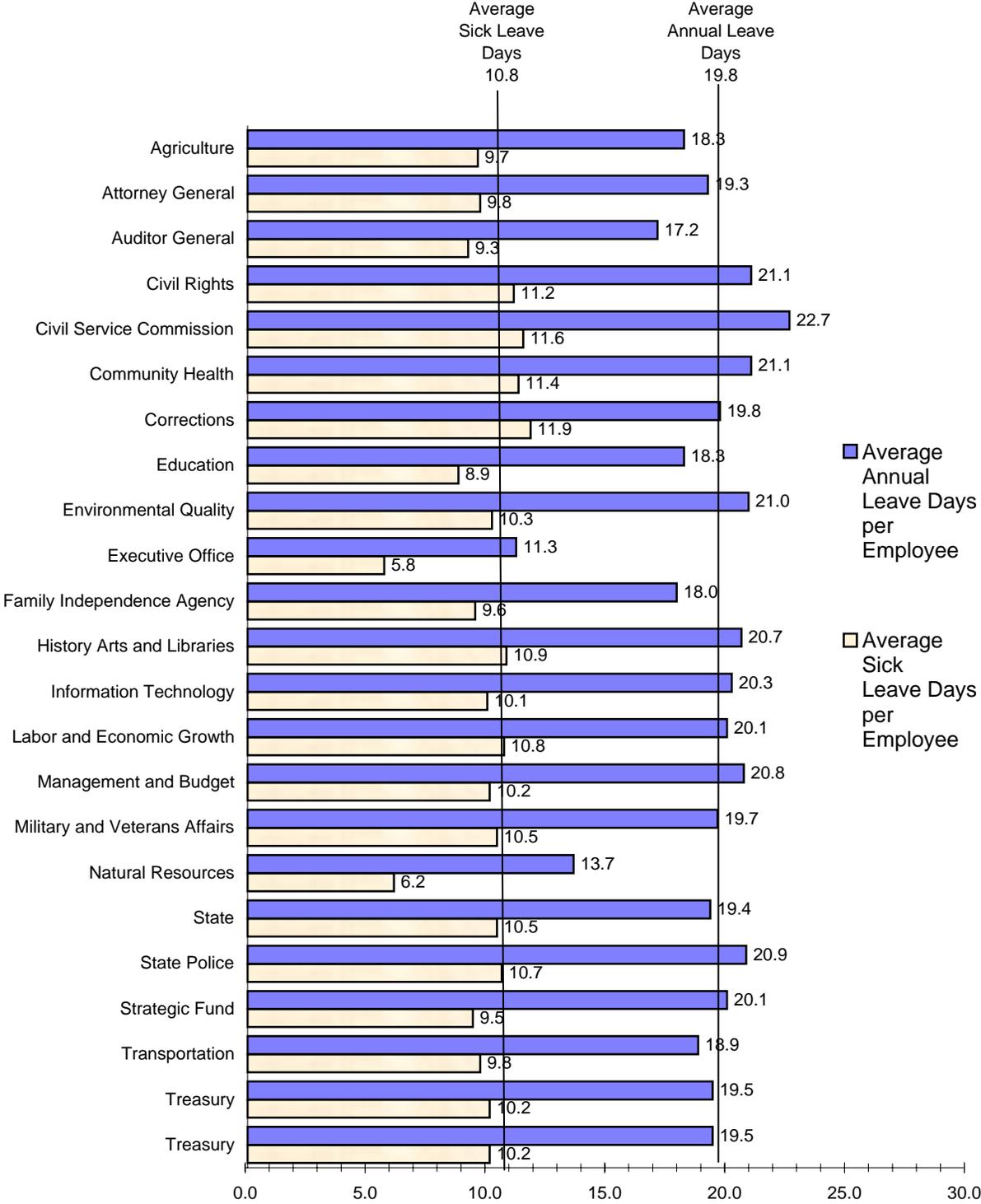
**STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2002-03 through 2006-07**

	2002-03	2003-04	2004-05	2005-06	2006-07
<b>VACATION</b>	7.3 %	8.8 %	9.9 %	8.9 %	8.2 %
<b>HOLIDAY</b>	4.6	4.6	4.6	4.6	5.0
<b>SICK LEAVE</b>	3.8	4.0	4.1	4.0	4.2
<b>TOTAL</b>	15.7 %	17.4 %	18.6 %	17.4 %	17.4 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD YER#7 (11/21/07)

**ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT**  
**Fiscal Year 2006-07**



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.

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Source: HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
Fiscal Year 2006-07**

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	9.7	18.3	28.0
Attorney General	9.8	19.3	29.1
Auditor General	9.3	17.2	26.5
Civil Rights	11.2	21.1	32.3
Civil Service Commission	11.6	22.7	34.3
Community Health	11.4	21.1	32.5
Corrections	11.9	19.8	31.7
Education	8.9	18.3	27.2
Environmental Quality	10.3	21.0	31.3
Executive Office	5.8	11.3	17.1
Family Independence Agency	9.6	18.0	27.6
History Arts and Libraries	10.9	20.7	31.6
Information Technology	10.1	20.3	30.4
Labor and Economic Growth	10.8	20.1	30.9
Management and Budget	10.2	20.8	31.0
Military and Veterans Affairs	10.5	19.7	30.2
Natural Resources	6.2	13.7	19.9
State	10.5	19.4	29.9
State Police	10.7	20.9	31.6
Strategic Fund	9.5	20.1	29.6
Transportation	9.8	18.9	28.7
Treasury	10.2	19.5	29.7
<b>STATEWIDE AVERAGE</b>	<b>10.8</b>	<b>19.8</b>	<b>30.6</b>

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.

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Source: HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON  
(Average Days Per Employee)**

**Fiscal Years 2002-03 through 2006-07**

<b>DEPARTMENT</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
Agriculture	9.4	7.7	8.2	8.3	9.7
Attorney General	9.6	8.0	8.2	9.3	9.8
Auditor General	10.6	10.2	9.3	8.8	9.3
Career Development	10.5	9.2	--	--	--
Civil Rights	10.3	8.1	9.5	10.7	11.2
Civil Service Commission	10.8	9.8	10.6	11.9	11.6
Community Health	10.9	10.2	10.2	10.4	11.4
Consumer and Industry Services	9.9	9.1	--	--	--
Corrections	12.1	11.5	11.7	11.5	11.9
Education	9.0	7.5	8.3	8.9	8.9
Environmental Quality	10.4	9.0	8.9	9.6	10.3
Executive Office	3.2	4.5	4.7	4.7	5.8
History Arts and Libraries	9.4	9.8	10.2	9.5	9.6
Human Services	10.5	10.1	7.6	10.3	10.9
Information Technology	10.1	9.0	10.0	9.5	10.1
Labor and Economic Growth	--	6.7	9.4	9.9	10.8
Management and Budget	10.1	8.8	9.4	9.3	10.2
Military and Veterans Affairs	11.2	10.4	11.4	10.4	10.5
Natural Resources	8.8	7.0	5.2	5.8	6.2
State	10.3	9.5	9.9	9.9	10.5
State Police	10.6	9.2	9.4	9.7	10.7
Strategic Fund	--	--	--	--	9.5
Transportation	10.0	8.2	8.6	9.0	9.8
Treasury	10.6	9.2	9.7	9.7	10.2
<b>STATEWIDE AVERAGE</b>	<b>10.9</b>	<b>10.0</b>	<b>10.1</b>	<b>10.2</b>	<b>10.8</b>

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.

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Source: HWF28, for the last full pay period in each fiscal year.

## SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/7/2006 Through Pay Period Ending: 09/22/2007

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	578	44,773.1	77.5	9.7
ATTORNEY GENERAL	559	43,928.9	78.6	9.8
AUDITOR GENERAL	160	11,902.5	74.4	9.3
CAREER DEVELOPMENT	1	0.0	0.0	0.0
CIVIL RIGHTS	129	11,522.6	89.3	11.2
CIVIL SERVICE COMMISSION	208	19,268.4	92.6	11.6
COMMUNITY HEALTH	4,581	416,719.7	91.0	11.4
CORRECTIONS	17,322	1,647,098.4	95.1	11.9
EDUCATION	388	27,698.1	71.4	8.9
ENVIRONMENTAL QUALITY	1,504	123,365.3	82.0	10.3
EXECUTIVE OFFICE	59	2,755.0	46.7	5.8
HISTORY ARTS AND LIBRARIES	231	17,785.4	77.0	9.6
HUMAN SERVICES	10,406	907,154.8	87.2	10.9
INFORMATION TECHNOLOGY	1,804	145,866.7	80.9	10.1
LABOR & ECONOMIC GROWTH	4,245	366,160.9	86.3	10.8
MANAGEMENT & BUDGET	1,038	84,508.5	81.4	10.2
MILITARY AFFAIRS	1,035	87,285.1	84.3	10.5
NATURAL RESOURCES	2,423	120,375.0	49.7	6.2
STATE	1,760	147,233.1	83.7	10.5
STATE POLICE	2,734	234,089.5	85.6	10.7
STRATEGIC FUND	191	14,579.6	76.3	9.5
TRANSPORTATION	3,305	258,897.8	78.3	9.8
TREASURY	1,717	139,809.5	81.4	10.2
<b>STATEWIDE</b>	<b>56,378</b>	<b>4,872,777.9</b>	<b>86.4</b>	<b>10.8</b>

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.

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## ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/7/2006 Through Pay Period Ending: 09/22/2007

### ANNUAL LEAVE

### DEFERRED HOURS

Department 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
AGRICULTURE	578	84,563.0	146.3	18.3	578	3,522.8	6.1	0.8
ATTORNEY GENERAL	559	86,400.6	154.6	19.3	559	3,047.1	5.5	0.7
AUDITOR GENERAL	160	21,982.6	137.4	17.2	160	1,302.3	8.1	1.0
CAREER DEVELOPMENT	1	0.0	0.0	0.0	1	0.0	0.0	0.0
CIVIL RIGHTS	129	21,742.4	168.5	21.1	129	755.6	5.9	0.7
CIVIL SERVICE COMMISSION	208	37,706.1	181.3	22.7	208	1,790.6	8.6	1.1
COMMUNITY HEALTH	4,581	774,854.7	169.1	21.1	4,581	36,341.4	7.9	1.0
CORRECTIONS	17,322	2,737,141.1	158.0	19.8	17,322	151,593.0	8.8	1.1
EDUCATION	388	56,693.0	146.1	18.3	388	2,322.6	6.0	0.7
ENVIRONMENTAL QUALITY	1,504	252,105.4	167.6	21.0	1,504	9,259.6	6.2	0.8
EXECUTIVE OFFICE	59	5,332.1	90.4	11.3	59	370.0	6.3	0.8
HISTORY ARTS AND LIBRARIES	231	33,221.9	143.8	18.0	231	900.8	3.9	0.5
HUMAN SERVICES	10,406	1,720,458.4	165.3	20.7	10,406	62,271.7	6.0	0.7
INFORMATION TECHNOLOGY	1,804	292,559.3	162.2	20.3	1,804	10,624.9	5.9	0.7
LABOR & ECONOMIC GROWTH	4,245	682,319.7	160.7	20.1	4,245	25,364.6	6.0	0.7
MANAGEMENT & BUDGET	1,038	172,852.2	166.5	20.8	1,038	6,327.7	6.1	0.8
MILITARY AFFAIRS	1,035	163,343.7	157.8	19.7	1,035	9,918.2	9.6	1.2
NATURAL RESOURCES	2,423	265,709.3	109.7	13.7	2,423	12,426.1	5.1	0.6
STATE	1,760	272,602.6	154.9	19.4	1,760	11,794.2	6.7	0.8
STATE POLICE	2,734	457,250.1	167.2	20.9	2,734	24,511.4	9.0	1.1
STRATEGIC FUND	191	30,751.1	161.0	20.1	191	784.1	4.1	0.5
TRANSPORTATION	3,305	498,934.7	151.0	18.9	3,305	18,211.2	5.5	0.7
TREASURY	1,717	267,245.9	155.6	19.5	1,717	10,434.5	6.1	0.8
<b>STATEWIDE</b>	<b>56,378</b>	<b>8,935,769.9</b>	<b>158.5</b>	<b>19.8</b>	<b>56,378</b>	<b>403,874.4</b>	<b>7.2</b>	<b>0.9</b>

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.

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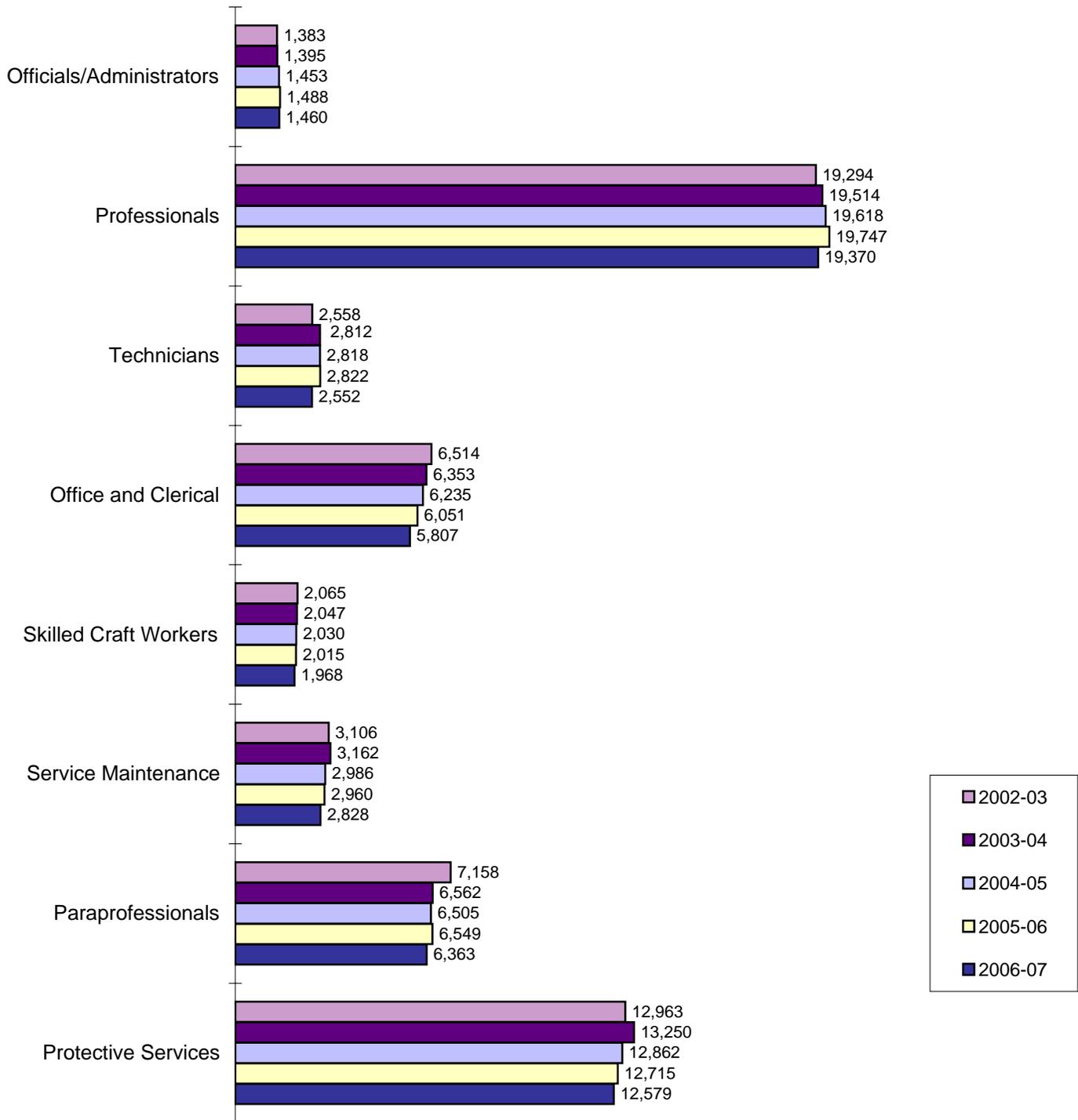
**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: September 22, 2007**

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	3	10	29	45	37	79	87	124	79	33	10	1	537
ATTORNEY GENERAL	0	2	17	44	60	59	76	101	89	42	8	0	498
AUDITOR GENERAL	1	15	12	21	20	24	22	17	9	3	0	0	144
CIVIL RIGHTS	0	1	6	15	13	13	15	19	25	12	0	0	119
CIVIL SERVICE COMMISSION	0	2	11	16	15	21	31	49	41	11	5	0	202
COMMUNITY HEALTH	6	90	179	216	297	389	718	1,138	750	277	61	7	4,128
CORRECTIONS	3	167	778	1,597	2,603	2,935	2,993	2,782	1,665	501	68	13	16,105
EDUCATION	0	1	25	18	27	32	50	95	70	36	7	1	362
ENVIRONMENTAL QUALITY	0	28	70	118	133	179	240	348	232	73	6	4	1,431
EXECUTIVE OFFICE	0	11	5	10	4	5	4	2	2	1	2	0	46
HISTORY ARTS AND LIBRARIES	2	24	12	17	23	38	29	40	43	13	3	2	246
HUMAN SERVICES	0	59	476	845	989	948	1,334	2,337	1,903	604	96	22	9,613
INFORMATION TECHNOLOGY	0	36	74	135	172	240	333	374	269	83	17	1	1,734
LABOR & ECONOMIC GROWTH	5	103	245	284	365	379	601	868	747	308	57	25	3,987
MANAGEMENT & BUDGET	2	31	49	67	98	108	167	272	164	40	5	0	1,003
MILITARY AFFAIRS	4	19	37	58	97	118	185	202	163	41	9	5	938
NATURAL RESOURCES	149	298	207	226	258	235	328	416	272	133	68	45	2,635
STATE	8	71	100	110	143	220	288	387	300	91	10	2	1,730
STATE POLICE	0	12	159	380	550	555	390	364	155	46	11	2	2,624
STRATEGIC FUND	2	8	5	14	12	24	36	55	36	22	7	8	229
TRANSPORTATION	16	158	264	273	338	427	503	565	374	118	19	5	3,060
TREASURY	1	42	110	120	144	193	297	315	235	76	18	4	1,555
<b>Statewide Total:</b>	<b>202</b>	<b>1,188</b>	<b>2,870</b>	<b>4,629</b>	<b>6,398</b>	<b>7,221</b>	<b>8,727</b>	<b>10,870</b>	<b>7,623</b>	<b>2,564</b>	<b>487</b>	<b>147</b>	<b>52,926</b>
<b>Average Age:</b>	<b>19.2</b>	<b>22.7</b>	<b>27.8</b>	<b>32.6</b>	<b>37.5</b>	<b>42.6</b>	<b>47.6</b>	<b>52.5</b>	<b>57.2</b>	<b>61.8</b>	<b>66.8</b>	<b>74.3</b>	<b>46.0</b>

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

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### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2002-03 through 2006-07



2006-07 Grand Total: 59,927

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

Source: HWF27 for the last full pay period in each fiscal year



**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: September 22, 2007

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	11	14	25
ALGER	369	6	375
ALLEGAN	181	60	241
ALPENA	116	19	135
ANTRIM	21	2	23
ARENAC	326	9	335
BARAGA	406	19	425
BARRY	84	16	100
BAY	280	36	316
BENZIE	21	4	25
BERRIEN	364	57	421
BRANCH	730	11	741
CALHOUN	319	18	337
CASS	62	8	70
CHARLEVOIX	20	48	68
CHEBOYGAN	80	60	140
CHIPPEWA	1,270	75	1,345
CLARE	46	19	65
CLINTON	109	21	130
CRAWFORD	265	102	367
DELTA	203	37	240
DICKINSON	48	9	57
EATON	3,006	194	3,200
EMMET	75	31	106
GENESEE	803	112	915
GLADWIN	42	9	51
GOGEBIC	271	15	286
GRAND TRAVERSE	544	57	601
GRATIOT	869	13	882
HILLSDALE	55	3	58
HOUGHTON	112	37	149
HURON	35	40	75
INGHAM	9,639	971	10,610
IONIA	1,848	43	1,891
IOSCO	49	44	93
IRON	113	18	131
ISABELLA	557	31	588
JACKSON	2,601	78	2,679
KALAMAZOO	970	103	1,073
KALKASKA	58	4	62
KENT	1,610	134	1,744
KEWEENAW	1	20	21
LAKE	45	4	49
LAPEER	427	22	449
LEELANAU	3	6	9

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: September 22, 2007

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	793	36	829
LIVINGSTON	446	45	491
LUCE	376	22	398
MACKINAC	132	92	224
MACOMB	1,197	89	1,286
MANISTEE	389	30	419
MARQUETTE	850	74	924
MASON	35	29	64
MECOSTA	63	6	69
MENOMINEE	39	24	63
MIDLAND	79	5	84
MISSAUKEE	49	4	53
MONROE	158	35	193
MONTCALM	626	10	636
MONTMORENCY	54	12	66
MUSKEGON	1,075	80	1,155
NEWAYGO	69	7	76
OAKLAND	1,120	190	1,310
OCEANA	54	45	99
OGEMAW	55	16	71
ONTONAGON	21	17	38
OSCEOLA	51	2	53
OSCODA	31	4	35
OTSEGO	243	31	274
OTTAWA	168	73	241
OUT OF STATE	48	4	52
PRESQUE ISLE	14	19	33
ROSCOMMON	138	38	176
SAGINAW	1,031	30	1,061
SANILAC	47	10	57
SCHOOLCRAFT	81	19	100
SHIAWASSEE	78	11	89
ST CLAIR	218	54	272
ST JOSEPH	85	7	92
TUSCOLA	505	12	517
VAN BUREN	220	26	246
WASHTENAW	1,632	67	1,699
WAYNE	6,421	303	6,724
WEXFORD	160	27	187
WORK AT HOME - MI	838	55	893
<b>Grand Total:</b>	<b>48,753</b>	<b>4,299</b>	<b>53,052</b>

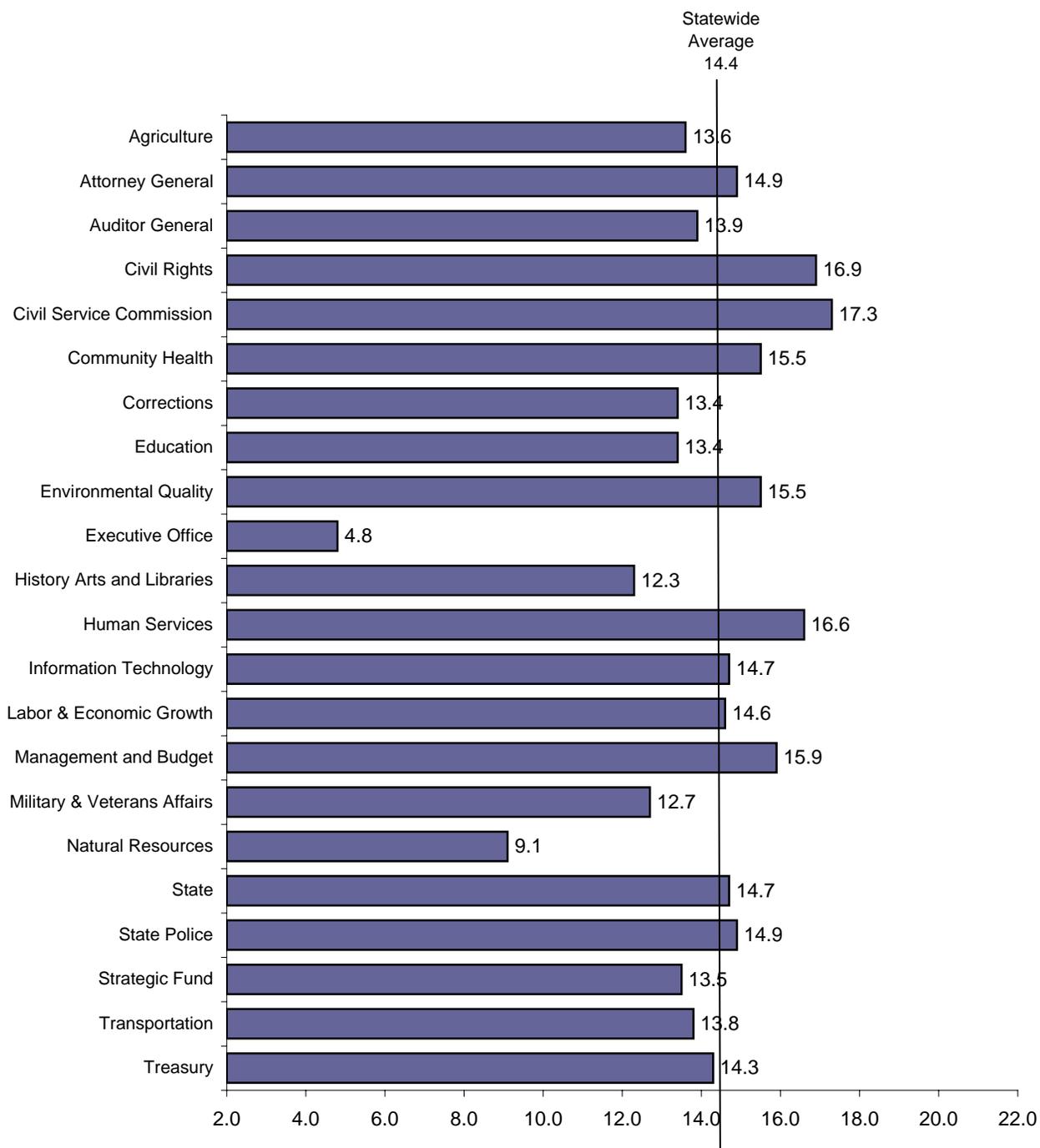
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## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

### AVERAGE YEARS OF SERVICE BY DEPARTMENT Fiscal Year 2006-07



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

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

Source: HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 9-22-07.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>AGRICULTURE</b>																
00 - 05 YEARS	48	76	1	4	1	0	2	1	0	0	0	0	52	81	1	0
06 - 10 YEARS	54	48	2	5	1	0	0	2	0	1	0	0	57	56	0	1
11 - 15 YEARS	36	30	1	2	0	2	1	1	0	1	0	0	38	36	0	1
16 - 20 YEARS	51	37	0	2	0	1	0	1	1	2	0	0	52	43	2	0
21 - 25 YEARS	15	18	1	4	0	0	0	0	0	0	0	0	16	22	2	2
26 - 30 YEARS	16	20	1	4	0	0	2	0	1	0	0	0	20	24	0	4
31 - 35 YEARS	21	10	1	2	0	0	0	1	0	0	0	0	22	13	2	2
36 - 40 YEARS	1	2	0	0	0	0	0	0	1	0	0	0	2	2	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>242</b>	<b>242</b>	<b>7</b>	<b>23</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>259</b>	<b>278</b>	<b>7</b>	<b>10</b>
MORE THAN 10 YEARS:	140	118	4	14	0	3	3	3	3	3	0	0	150	141	6	9
AVERAGE YEARS	14.4	12.4	16.6	16.0	3.5	13.3	15.2	13.5	27.0	13.5	0.0	0.0	14.5	12.8	21.3	24.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	51	66	12	11	0	0	0	2	0	0	2	2	65	81	1	0
06 - 10 YEARS	22	48	2	8	0	0	0	2	0	2	0	0	24	60	0	0
11 - 15 YEARS	22	21	2	3	0	0	1	0	0	0	0	0	25	24	0	0
16 - 20 YEARS	17	31	0	2	0	0	0	2	1	0	0	0	18	35	0	1
21 - 25 YEARS	22	16	2	5	0	0	0	1	0	0	0	0	24	22	1	1
26 - 30 YEARS	28	29	4	2	0	1	2	1	0	0	0	0	34	33	1	2
31 - 35 YEARS	27	9	0	2	0	0	0	0	0	0	0	0	27	11	2	1
36 - 40 YEARS	11	3	0	0	0	0	0	0	0	0	0	0	11	3	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>200</b>	<b>224</b>	<b>22</b>	<b>33</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>228</b>	<b>270</b>	<b>5</b>	<b>5</b>
MORE THAN 10 YEARS:	127	110	8	14	0	1	3	4	1	0	0	0	139	129	4	5
AVERAGE YEARS	17.6	13.5	10.9	12.2	0.0	28.0	23.0	13.5	19.0	8.5	1.5	1.0	16.9	13.3	23.8	25.0
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.9</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	4	19	0	1	0	0	0	0	0	0	0	0	4	20	0	0
06 - 10 YEARS	19	26	1	0	0	0	0	0	0	1	0	0	20	27	0	0
11 - 15 YEARS	9	8	0	3	0	0	0	0	0	0	0	0	9	11	0	0
16 - 20 YEARS	1	13	0	0	0	0	0	0	0	0	0	0	1	13	0	0
21 - 25 YEARS	11	6	2	0	0	0	0	0	0	0	0	0	13	6	0	3
26 - 30 YEARS	6	3	1	0	0	0	0	0	0	0	0	0	7	3	0	0
31 - 35 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	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
<b>DEPARTMENT TOTAL</b>	<b>60</b>	<b>75</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>64</b>	<b>80</b>	<b>1</b>	<b>3</b>
MORE THAN 10 YEARS:	37	30	3	3	0	0	0	0	0	0	0	0	40	33	1	3
AVERAGE YEARS	17.7	10.9	19.8	10.5	0.0	0.0	0.0	0.0	0.0	7.0	0.0	0.0	17.8	10.8	33.0	22.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	2	8	6	8	0	0	0	2	0	1	0	0	8	19	0	0
06 - 10 YEARS	4	4	3	9	0	0	0	2	0	1	0	0	7	16	0	0
11 - 15 YEARS	3	2	3	3	0	0	0	1	0	0	0	0	6	6	0	0
16 - 20 YEARS	1	3	1	6	0	0	2	0	0	0	0	0	4	9	0	0
21 - 25 YEARS	0	1	1	3	0	0	0	0	0	0	0	0	1	4	0	0
26 - 30 YEARS	3	5	0	6	0	0	1	0	0	0	0	0	4	11	0	1
31 - 35 YEARS	2	5	2	5	0	0	2	2	1	0	0	0	7	12	0	0
36 - 40 YEARS	0	3	0	2	0	0	0	0	0	0	0	0	0	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>15</b>	<b>31</b>	<b>16</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>82</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	9	19	7	25	0	0	5	3	1	0	0	0	22	47	0	1
AVERAGE YEARS	16.5	18.8	11.8	17.1	0.0	0.0	25.8	13.7	35.0	7.0	0.0	0.0	16.2	17.2	0.0	28.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>CIVIL SERVICE COMISSION</b>																
00 - 05 YEARS	5	26	2	5	0	0	0	0	1	0	0	0	8	31	0	0
06 - 10 YEARS	4	17	1	5	0	1	0	0	0	1	0	0	5	24	0	0
11 - 15 YEARS	4	12	0	1	0	1	0	0	0	0	0	0	4	14	0	0
16 - 20 YEARS	4	21	0	3	0	1	0	1	0	3	0	0	4	29	0	0
21 - 25 YEARS	5	8	0	6	0	1	0	3	0	0	0	0	5	18	1	2
26 - 30 YEARS	6	19	2	6	1	1	0	1	0	0	0	0	9	27	1	2
31 - 35 YEARS	7	12	1	2	1	0	0	0	0	0	0	0	9	14	2	2
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
<b>DEPARTMENT TOTAL</b>	<b>36</b>	<b>115</b>	<b>6</b>	<b>28</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>157</b>	<b>4</b>	<b>6</b>
MORE THAN 10 YEARS:	27	72	3	18	2	4	0	5	0	3	0	0	32	102	4	6
AVERAGE YEARS	20.1	16.3	17.3	16.7	31.0	17.8	0.0	23.0	0.0	14.8	0.0	0.0	19.7	16.6	29.0	27.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>17.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	252	557	73	109	1	6	16	17	10	20	0	0	352	709	2	2
06 - 10 YEARS	147	349	23	110	3	4	4	6	13	15	0	0	190	484	2	2
11 - 15 YEARS	113	201	24	57	3	2	6	3	5	15	0	0	151	278	5	9
16 - 20 YEARS	98	229	29	79	1	3	4	9	8	18	0	0	140	338	7	23
21 - 25 YEARS	102	182	27	64	0	3	6	13	7	11	0	0	142	273	19	17
26 - 30 YEARS	216	296	75	108	3	6	5	9	7	9	0	0	306	428	20	24
31 - 35 YEARS	106	153	13	14	0	1	1	3	3	0	0	0	123	171	11	11
36 - 40 YEARS	14	19	2	2	0	0	1	1	0	0	0	0	17	22	1	1
MORE THAN 40 YEARS	1	2	0	1	0	0	0	0	0	0	0	0	1	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,049</b>	<b>1,988</b>	<b>266</b>	<b>544</b>	<b>11</b>	<b>25</b>	<b>43</b>	<b>61</b>	<b>53</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>1,422</b>	<b>2,706</b>	<b>67</b>	<b>89</b>
MORE THAN 10 YEARS:	650	1,082	170	325	7	15	23	38	30	53	0	0	880	1,513	63	85
AVERAGE YEARS	16.9	14.8	16.8	15.5	15.4	15.9	13.4	15.8	15.3	13.6	0.0	0.0	16.7	15.0	24.0	22.7
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.5</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,114	759	194	278	23	11	35	29	7	11	6	5	1,379	1,093	3	4
06 - 10 YEARS	2,411	929	251	312	56	18	60	30	11	6	0	0	2,789	1,295	7	5
11 - 15 YEARS	1,920	770	216	244	59	15	58	31	9	1	0	0	2,262	1,061	21	14
16 - 20 YEARS	2,079	649	218	218	69	15	48	20	8	3	0	0	2,422	905	103	36
21 - 25 YEARS	1,128	303	223	191	22	8	24	4	1	2	0	0	1,398	508	89	31
26 - 30 YEARS	387	206	56	58	4	3	3	6	0	0	0	0	450	273	43	18
31 - 35 YEARS	115	76	20	27	3	0	1	0	0	0	0	0	139	103	16	5
36 - 40 YEARS	15	8	0	3	0	0	1	0	0	0	0	0	16	11	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>9,169</b>	<b>3,701</b>	<b>1,178</b>	<b>1,331</b>	<b>236</b>	<b>70</b>	<b>230</b>	<b>120</b>	<b>36</b>	<b>23</b>	<b>6</b>	<b>5</b>	<b>10,855</b>	<b>5,250</b>	<b>282</b>	<b>113</b>
MORE THAN 10 YEARS:	5,644	2,013	733	741	157	41	135	61	18	6	0	0	6,687	2,862	272	104
AVERAGE YEARS	13.8	12.6	14.0	13.0	13.9	13.0	12.5	10.9	10.6	7.7	1.3	1.0	13.8	12.6	21.1	19.9
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.4</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>EDUCATION</b>																
00 - 05 YEARS	45	78	4	8	0	1	0	3	0	0	0	0	49	90	0	0
06 - 10 YEARS	15	38	1	3	0	0	0	1	0	0	0	0	16	42	0	0
11 - 15 YEARS	2	24	0	1	0	0	0	0	0	0	0	0	2	25	0	0
16 - 20 YEARS	3	21	0	3	0	0	0	1	0	0	0	0	3	25	0	1
21 - 25 YEARS	3	19	1	1	0	0	1	1	0	1	0	0	5	22	0	1
26 - 30 YEARS	8	28	1	1	0	1	0	2	0	0	0	0	9	32	2	1
31 - 35 YEARS	7	30	0	2	0	0	0	0	0	0	0	0	7	32	0	2
36 - 40 YEARS	0	2	0	1	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
<b>DEPARTMENT TOTAL</b>	<b>83</b>	<b>240</b>	<b>7</b>	<b>20</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>91</b>	<b>271</b>	<b>2</b>	<b>5</b>
MORE THAN 10 YEARS:	23	124	2	9	0	1	1	4	0	1	0	0	26	139	2	5
AVERAGE YEARS	10.2	14.6	10.1	13.2	0.0	14.5	22.0	13.6	0.0	21.0	0.0	0.0	10.4	14.5	28.5	28.0
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.4</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	121	142	5	1	1	1	3	2	1	2	0	0	131	148	0	0
06 - 10 YEARS	119	112	6	3	0	0	1	1	2	4	0	0	128	120	0	0
11 - 15 YEARS	95	71	2	5	0	0	1	1	8	5	0	0	106	82	3	2
16 - 20 YEARS	146	117	5	12	0	0	4	2	3	2	0	0	158	133	4	5
21 - 25 YEARS	58	59	8	11	1	3	1	1	4	2	0	0	72	76	0	3
26 - 30 YEARS	97	61	4	8	1	0	0	2	2	1	0	0	104	72	7	4
31 - 35 YEARS	53	21	0	2	0	0	1	0	1	0	0	0	55	23	3	1
36 - 40 YEARS	13	8	0	0	0	0	1	0	0	0	0	0	14	8	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>702</b>	<b>592</b>	<b>30</b>	<b>42</b>	<b>3</b>	<b>4</b>	<b>12</b>	<b>9</b>	<b>21</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>768</b>	<b>663</b>	<b>17</b>	<b>15</b>
MORE THAN 10 YEARS:	462	338	19	38	2	3	8	6	18	10	0	0	509	395	17	15
AVERAGE YEARS	16.3	14.3	15.8	20.1	18.3	17.8	16.0	15.6	17.3	13.3	0.0	0.0	16.3	14.7	23.8	21.9
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.5</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	12	14	0	6	0	0	0	2	0	0	0	1	12	23	0	0
06 - 10 YEARS	0	3	0	3	0	0	0	0	0	0	0	0	0	6	0	0
11 - 15 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	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
<b>DEPARTMENT TOTAL</b>	<b>13</b>	<b>21</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>13</b>	<b>33</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	1	4	0	0	0	0	0	0	0	0	0	0	1	4	0	1
AVERAGE YEARS	3.0	6.9	0.0	3.1	0.0	0.0	0.0	2.5	0.0	0.0	0.0	5.0	3.0	5.5	0.0	39.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>4.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>HISTORY ARTS AND LIBRARIES</b>																
00 - 05 YEARS	32	40	3	2	0	1	2	0	0	0	2	1	39	44	0	0
06 - 10 YEARS	21	30	1	0	2	0	0	0	0	0	0	0	24	30	1	1
11 - 15 YEARS	8	13	0	1	0	0	0	0	0	1	0	0	8	15	1	0
16 - 20 YEARS	9	16	1	0	1	0	0	1	0	0	0	0	11	17	2	1
21 - 25 YEARS	4	7	1	1	0	0	0	1	0	0	0	0	5	9	1	0
26 - 30 YEARS	7	11	0	3	0	0	0	1	0	0	0	0	7	15	2	1
31 - 35 YEARS	9	9	0	0	0	0	1	0	0	0	0	0	10	9	1	0
36 - 40 YEARS	1	1	0	0	1	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>91</b>	<b>127</b>	<b>6</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>106</b>	<b>140</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	38	57	2	5	2	0	1	3	0	1	0	0	43	66	7	2
AVERAGE YEARS	12.3	12.1	8.7	18.3	18.3	0.0	12.0	22.3	0.0	12.0	0.0	0.0	12.0	12.5	21.0	19.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	221	856	64	484	1	6	19	61	4	4	0	0	309	1,411	1	7
06 - 10 YEARS	250	894	91	632	2	8	13	71	4	15	0	0	360	1,620	0	9
11 - 15 YEARS	188	599	76	265	2	8	13	49	3	9	0	0	282	930	8	24
16 - 20 YEARS	169	514	62	330	0	12	24	62	3	10	0	0	258	928	24	54
21 - 25 YEARS	93	315	39	167	2	2	9	21	4	4	0	0	147	509	10	30
26 - 30 YEARS	287	870	64	480	2	14	8	26	3	4	0	0	364	1,394	30	100
31 - 35 YEARS	205	442	22	256	1	2	2	7	2	1	0	0	232	708	20	43
36 - 40 YEARS	44	67	8	32	1	0	0	2	0	0	0	0	53	101	5	5
MORE THAN 40 YEARS	3	1	0	2	0	0	1	0	0	0	0	0	4	3	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,460</b>	<b>4,558</b>	<b>426</b>	<b>2,648</b>	<b>11</b>	<b>52</b>	<b>89</b>	<b>299</b>	<b>23</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>2,009</b>	<b>7,604</b>	<b>99</b>	<b>274</b>
MORE THAN 10 YEARS:	989	2,808	271	1,532	8	38	57	167	15	28	0	0	1,340	4,573	98	258
AVERAGE YEARS	18.5	16.6	15.9	16.2	19.5	17.2	14.9	13.5	16.5	14.1	0.0	0.0	17.7	16.3	25.4	23.9
<b>DEPARTMENT AVERAGE YEARS</b>		<b>16.6</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>INFORMATION TECHNOLOGY</b>																
00 - 05 YEARS	199	74	10	6	1	0	1	1	37	29	3	1	251	111	0	0
06 - 10 YEARS	270	104	15	16	1	0	6	3	16	4	0	0	308	127	5	1
11 - 15 YEARS	116	51	4	3	0	1	3	2	6	5	0	0	129	62	1	2
16 - 20 YEARS	100	103	18	14	1	1	3	5	6	3	0	0	128	126	8	9
21 - 25 YEARS	47	55	8	16	0	0	1	2	4	5	0	0	60	78	8	2
26 - 30 YEARS	81	81	12	17	0	0	3	6	2	4	0	0	98	108	10	1
31 - 35 YEARS	60	50	4	6	0	0	2	3	0	1	0	0	66	60	2	3
36 - 40 YEARS	13	7	1	0	0	0	0	0	0	0	0	0	14	7	3	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>887</b>	<b>525</b>	<b>72</b>	<b>78</b>	<b>3</b>	<b>2</b>	<b>19</b>	<b>22</b>	<b>71</b>	<b>51</b>	<b>3</b>	<b>1</b>	<b>1,055</b>	<b>679</b>	<b>37</b>	<b>19</b>
MORE THAN 10 YEARS:	418	347	47	56	1	2	12	18	18	18	0	0	496	441	32	18
AVERAGE YEARS	13.3	17.2	16.9	18.7	10.3	17.0	17.3	20.9	8.3	9.2	0.7	3.0	13.3	16.8	22.7	21.4
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>LABOR &amp; ECONOMIC GROWTH</b>																
00 - 05 YEARS	297	509	70	315	2	4	12	20	6	10	1	2	388	860	4	7
06 - 10 YEARS	184	259	30	81	1	3	11	16	2	8	0	0	228	367	9	4
11 - 15 YEARS	113	187	17	70	2	2	1	6	2	4	0	0	135	269	12	10
16 - 20 YEARS	135	197	33	82	0	1	7	13	2	7	0	0	177	300	20	27
21 - 25 YEARS	89	127	25	58	2	5	6	10	4	1	0	0	126	201	9	15
26 - 30 YEARS	123	238	37	100	0	4	5	15	0	3	0	0	165	360	28	36
31 - 35 YEARS	89	149	20	64	1	1	2	1	2	2	0	0	114	217	15	26
36 - 40 YEARS	27	28	2	12	0	0	0	1	0	0	0	0	29	41	5	2
MORE THAN 40 YEARS	4	2	2	1	0	0	0	1	0	0	0	0	6	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,061</b>	<b>1,696</b>	<b>236</b>	<b>783</b>	<b>8</b>	<b>20</b>	<b>44</b>	<b>83</b>	<b>18</b>	<b>35</b>	<b>1</b>	<b>2</b>	<b>1,368</b>	<b>2,619</b>	<b>102</b>	<b>127</b>
MORE THAN 10 YEARS:	580	928	136	387	5	13	21	47	10	17	0	0	752	1,392	89	116
AVERAGE YEARS	14.9	14.8	15.6	13.8	14.5	16.5	13.8	14.7	13.1	12.7	5.0	4.0	15.0	14.5	22.7	23.3
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.6</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	111	85	3	9	0	1	5	3	0	0	0	2	119	100	1	0
06 - 10 YEARS	101	81	8	4	0	1	0	1	1	1	0	0	110	88	0	0
11 - 15 YEARS	46	52	4	7	0	0	2	1	0	0	0	0	52	60	1	1
16 - 20 YEARS	60	48	10	4	0	0	4	3	5	1	0	0	79	56	4	3
21 - 25 YEARS	28	23	3	3	0	0	0	1	2	0	0	0	33	27	3	2
26 - 30 YEARS	71	58	11	5	0	0	5	1	0	1	0	0	87	65	7	4
31 - 35 YEARS	56	30	7	3	2	1	10	2	0	0	0	0	75	36	5	0
36 - 40 YEARS	11	3	0	0	0	0	1	0	0	0	0	0	12	3	2	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
<b>DEPARTMENT TOTAL</b>	<b>485</b>	<b>380</b>	<b>46</b>	<b>35</b>	<b>2</b>	<b>3</b>	<b>27</b>	<b>12</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>568</b>	<b>435</b>	<b>24</b>	<b>10</b>
MORE THAN 10 YEARS:	273	214	35	22	2	1	22	8	7	2	0	0	339	247	23	10
AVERAGE YEARS	15.9	14.9	19.7	15.0	33.5	14.7	23.6	16.8	17.9	17.7	0.0	3.5	16.7	14.9	26.4	23.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>MILITARY AFFAIRS</b>																
00 - 05 YEARS	115	103	11	42	0	0	3	4	0	1	1	1	130	151	0	1
06 - 10 YEARS	54	79	5	30	1	0	4	3	1	4	0	0	65	116	0	0
11 - 15 YEARS	50	58	1	18	0	1	3	2	0	0	0	0	54	79	1	1
16 - 20 YEARS	56	50	3	15	0	1	3	2	0	1	0	0	62	69	3	0
21 - 25 YEARS	33	47	3	5	2	2	0	1	0	0	0	0	38	55	6	3
26 - 30 YEARS	25	42	2	4	1	0	1	2	0	0	0	0	29	48	2	1
31 - 35 YEARS	16	17	1	3	1	0	0	0	0	0	0	0	18	20	1	2
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>353</b>	<b>396</b>	<b>26</b>	<b>117</b>	<b>5</b>	<b>4</b>	<b>14</b>	<b>14</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>400</b>	<b>538</b>	<b>14</b>	<b>8</b>
MORE THAN 10 YEARS:	184	214	10	45	4	4	7	7	0	1	0	0	205	271	14	7
AVERAGE YEARS	12.7	13.5	11.5	10.1	22.4	18.3	11.6	12.0	7.0	8.5	5.0	0.0	12.7	12.7	23.6	21.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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	
<b>NATURAL RESOURCES</b>																	
00 - 05 YEARS	748	536	12	8	3	5	8	2	4	0	13	5	788	556	8	1	
06 - 10 YEARS	247	98	2	1	3	0	1	1	1	0	0	0	254	100	0	1	
11 - 15 YEARS	159	68	5	7	1	1	3	0	2	0	0	0	170	76	1	0	
16 - 20 YEARS	147	73	7	4	4	1	4	6	0	0	0	0	162	84	5	3	
21 - 25 YEARS	101	55	5	1	3	1	1	1	0	0	0	0	110	58	4	4	
26 - 30 YEARS	88	45	2	3	2	1	0	1	1	1	0	0	93	51	4	0	
31 - 35 YEARS	86	16	0	2	3	0	1	0	0	0	0	0	90	18	3	2	
36 - 40 YEARS	20	0	0	0	0	0	0	0	0	0	0	0	20	0	3	0	
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0	
<b>DEPARTMENT TOTAL</b>	<b>1,600</b>	<b>892</b>	<b>33</b>	<b>26</b>	<b>19</b>	<b>9</b>	<b>18</b>	<b>11</b>	<b>8</b>	<b>1</b>	<b>13</b>	<b>5</b>	<b>1,691</b>	<b>944</b>	<b>28</b>	<b>11</b>	
MORE THAN 10 YEARS:	605	258	19	17	13	4	9	8	3	1	0	0	649	288	20	9	
AVERAGE YEARS	9.9	7.2	11.4	13.2	17.6	9.2	10.3	15.5	9.8	28.0	0.5	0.0	10.0	7.5	18.9	19.9	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>9.1</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>STATE</b>																
00 - 05 YEARS	46	244	12	79	1	1	2	9	0	5	2	6	63	344	0	0
06 - 10 YEARS	51	210	3	51	1	3	4	11	1	1	0	0	60	276	1	3
11 - 15 YEARS	15	99	5	33	0	5	0	7	1	2	0	0	21	146	0	5
16 - 20 YEARS	32	157	4	63	1	1	1	15	3	1	0	0	41	237	3	28
21 - 25 YEARS	20	109	8	44	1	2	2	6	1	6	0	0	32	167	2	17
26 - 30 YEARS	47	120	7	38	0	1	0	11	0	2	0	0	54	172	4	11
31 - 35 YEARS	22	60	2	8	0	0	2	2	0	0	0	0	26	70	4	4
36 - 40 YEARS	3	9	0	2	0	0	0	0	0	0	0	0	3	11	0	0
MORE THAN 40 YEARS	0	7	0	0	0	0	0	0	0	0	0	0	0	7	0	2
<b>DEPARTMENT TOTAL</b>	<b>236</b>	<b>1,015</b>	<b>41</b>	<b>318</b>	<b>4</b>	<b>13</b>	<b>11</b>	<b>61</b>	<b>6</b>	<b>17</b>	<b>2</b>	<b>6</b>	<b>300</b>	<b>1,430</b>	<b>14</b>	<b>70</b>
MORE THAN 10 YEARS:	139	561	26	188	2	9	5	41	5	11	0	0	177	810	13	67
AVERAGE YEARS	16.6	14.5	15.3	14.1	11.5	14.1	14.0	15.9	15.8	14.6	0.5	0.7	16.1	14.4	25.1	21.3
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.7</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>STATE POLICE</b>																
00 - 05 YEARS	141	113	4	4	0	1	5	3	0	0	0	0	150	121	0	0
06 - 10 YEARS	503	139	10	13	3	1	7	2	2	0	0	0	525	155	0	0
11 - 15 YEARS	402	109	38	7	17	0	13	0	3	1	0	0	473	117	3	0
16 - 20 YEARS	258	108	41	9	6	0	16	3	2	2	0	0	323	122	2	3
21 - 25 YEARS	177	72	35	13	4	0	10	1	0	0	0	0	226	86	4	4
26 - 30 YEARS	125	49	20	11	0	4	5	6	0	1	0	0	150	71	1	2
31 - 35 YEARS	43	33	2	1	1	0	1	0	0	0	0	0	47	34	0	1
36 - 40 YEARS	12	5	2	0	0	0	1	0	0	0	0	0	15	5	1	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,664</b>	<b>629</b>	<b>152</b>	<b>58</b>	<b>31</b>	<b>6</b>	<b>58</b>	<b>15</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1,912</b>	<b>712</b>	<b>11</b>	<b>10</b>
MORE THAN 10 YEARS:	1,020	377	138	41	28	4	46	10	5	4	0	0	1,237	436	11	10
AVERAGE YEARS	14.4	14.6	18.5	17.5	15.2	20.7	16.6	17.5	13.1	18.8	0.0	0.0	14.8	15.0	20.7	22.9
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.9</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	26	47	0	2	0	0	0	0	0	0	0	0	26	49	1	0
06 - 10 YEARS	12	17	0	5	0	0	1	0	1	1	0	0	14	23	2	1
11 - 15 YEARS	8	12	0	1	0	1	0	0	0	0	0	0	8	14	0	1
16 - 20 YEARS	3	9	0	2	1	0	1	0	1	0	0	0	6	11	0	1
21 - 25 YEARS	10	10	1	2	0	0	1	1	1	1	0	0	13	14	1	2
26 - 30 YEARS	9	17	1	3	0	0	0	0	0	0	0	0	10	20	3	2
31 - 35 YEARS	7	9	0	3	0	0	0	0	0	0	0	0	7	12	0	1
36 - 40 YEARS	0	1	1	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
<b>DEPARTMENT TOTAL</b>	<b>75</b>	<b>122</b>	<b>3</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>85</b>	<b>144</b>	<b>7</b>	<b>8</b>
MORE THAN 10 YEARS:	37	58	3	11	1	1	2	1	2	1	0	0	45	72	4	7
AVERAGE YEARS	13.2	12.3	29.3	18.4	19.0	13.0	16.0	21.0	16.7	15.5	0.0	0.0	14.0	13.2	17.9	21.0
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.5</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>TRANSPORTATION</b>																
00 - 05 YEARS	543	232	35	30	7	1	7	7	8	7	1	1	601	278	1	0
06 - 10 YEARS	412	121	22	14	3	3	4	2	11	4	0	0	452	144	1	1
11 - 15 YEARS	163	76	10	7	6	3	5	0	1	2	0	0	185	88	1	2
16 - 20 YEARS	335	121	28	19	4	2	10	2	5	2	0	0	382	146	18	8
21 - 25 YEARS	146	69	20	13	5	1	9	3	3	0	0	0	183	86	12	9
26 - 30 YEARS	117	89	19	15	7	0	9	2	3	0	0	0	155	106	13	11
31 - 35 YEARS	99	45	16	10	4	0	9	1	1	0	0	0	129	56	12	6
36 - 40 YEARS	41	9	0	1	0	0	0	0	4	0	0	0	45	10	6	2
MORE THAN 40 YEARS	13	0	0	0	0	0	0	0	2	0	0	0	15	0	4	0
<b>DEPARTMENT TOTAL</b>	<b>1,869</b>	<b>762</b>	<b>150</b>	<b>109</b>	<b>36</b>	<b>10</b>	<b>53</b>	<b>17</b>	<b>38</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>2,147</b>	<b>914</b>	<b>68</b>	<b>39</b>
MORE THAN 10 YEARS:	914	409	93	65	26	6	42	8	19	4	0	0	1,094	492	66	38
AVERAGE YEARS	13.2	13.8	16.1	15.7	17.8	12.1	19.6	12.8	16.6	7.6	0.0	0.0	13.7	13.9	26.0	24.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>TREASURY</b>																
00 - 05 YEARS	129	244	19	62	1	2	0	8	6	9	1	1	156	326	0	1
06 - 10 YEARS	82	136	6	25	0	0	4	3	4	5	0	0	96	169	0	2
11 - 15 YEARS	53	73	6	15	0	2	0	3	0	1	0	0	59	94	5	1
16 - 20 YEARS	44	75	15	27	0	0	4	15	6	1	0	0	69	118	2	7
21 - 25 YEARS	15	62	11	20	0	0	2	7	2	0	0	0	30	89	6	2
26 - 30 YEARS	31	119	10	35	1	1	2	5	0	0	0	0	44	160	6	13
31 - 35 YEARS	42	49	4	10	0	1	3	1	1	1	0	0	50	62	7	3
36 - 40 YEARS	10	16	1	0	0	1	1	0	0	0	0	0	12	17	2	0
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	1	1
<b>DEPARTMENT TOTAL</b>	<b>408</b>	<b>776</b>	<b>72</b>	<b>194</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>42</b>	<b>19</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>518</b>	<b>1,037</b>	<b>29</b>	<b>30</b>
MORE THAN 10 YEARS:	197	396	47	107	1	5	12	31	9	3	0	0	266	542	29	27
AVERAGE YEARS	13.8	14.3	16.0	14.5	14.5	18.4	21.7	16.3	12.8	7.2	0.0	0.0	14.3	14.3	26.2	23.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007

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
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,262	4,828	540	1,474	42	41	120	176	84	99	32	28	5,080	6,646	23	23
06- 10 YEARS	4,982	3,742	483	1,330	77	42	120	157	70	74	0	0	5,732	5,345	28	31
11- 15 YEARS	3,526	2,537	414	753	90	44	110	107	40	47	0	0	4,180	3,488	63	73
16- 20 YEARS	3,748	2,593	475	894	88	39	135	163	54	56	0	0	4,500	3,745	207	210
21- 25 YEARS	2,107	1,563	424	628	42	28	73	78	33	33	0	0	2,679	2,330	178	150
26- 30 YEARS	1,778	2,407	329	907	22	37	51	97	19	26	0	0	2,199	3,474	184	238
31- 35 YEARS	1,078	1,225	115	422	17	6	38	23	11	5	0	0	1,259	1,681	107	115
36- 40 YEARS	245	192	17	55	2	1	6	4	5	0	0	0	275	252	29	12
MORE THAN 40 YEARS	32	20	2	4	0	0	1	1	2	0	0	0	37	25	7	5
<b>STATEWIDE TOTAL</b>	<b>21,758</b>	<b>19,107</b>	<b>2,799</b>	<b>6,467</b>	<b>380</b>	<b>238</b>	<b>654</b>	<b>806</b>	<b>318</b>	<b>340</b>	<b>32</b>	<b>28</b>	<b>25,941</b>	<b>26,986</b>	<b>826</b>	<b>857</b>
MORE THAN 10 YEARS	12,514	10,537	1,776	3,663	261	155	414	473	164	167	0	0	15,129	14,995	775	803
AVERAGE YEARS	14.2	14.3	15.2	14.9	15.1	15.1	14.9	14.2	13.3	12.0	0.9	1.2	14.3	14.4	23.0	22.8

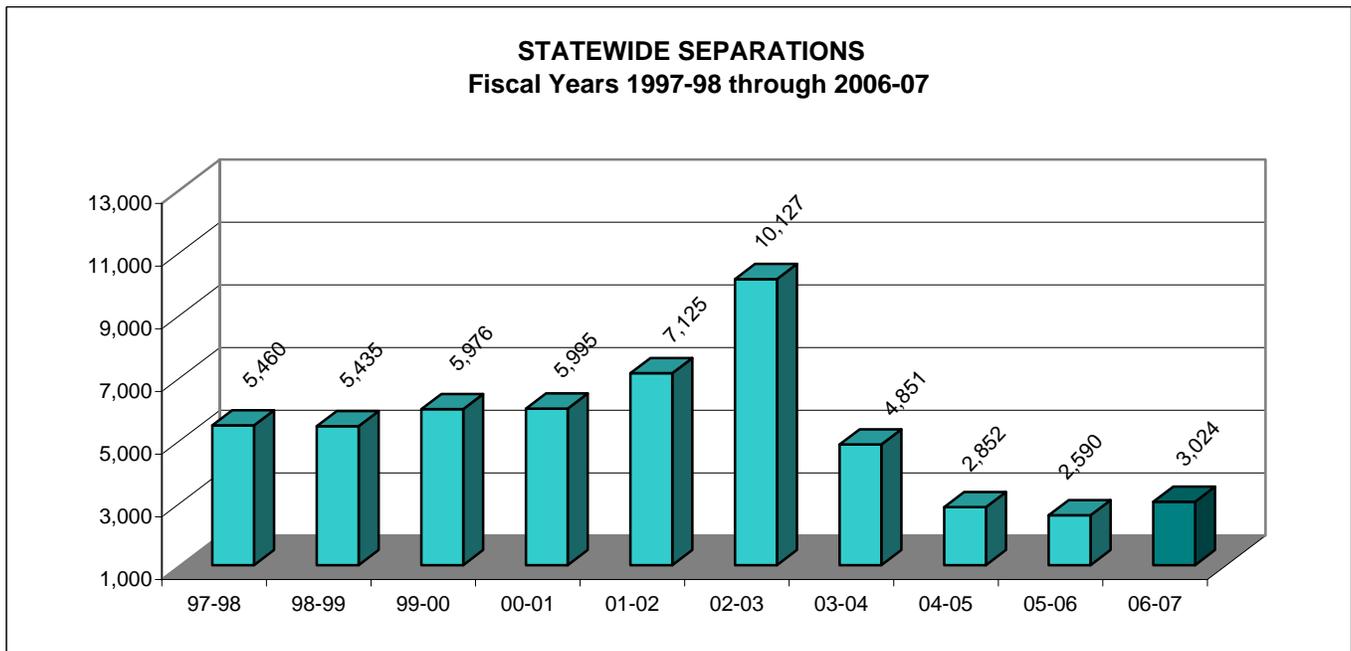
**STATEWIDE TOTAL AVERAGE YEARS: 14.4**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
Fiscal Year 2006-07

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	61	2.0%
Dismissal	258	8.5%
Expired Appointment	171	5.7%
<b>Total Involuntary Separations</b>	<b>490</b>	<b>16.2%</b>
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	793	26.2%
Layoff/Leave of Absence Rights Expired	85	2.8%
Waived Rights Leave of Absence	209	6.9%
Settlement	2	0.1%
<b>Total Voluntary Separations</b>	<b>1,089</b>	<b>36.0%</b>
<i>RETIREMENT</i>		
Retirement	1,210	40.0%
Disability Retirement	95	3.1%
Deferred Retirement	89	2.9%
<b>Total Retirements</b>	<b>1,394</b>	<b>46.1%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>51</b>	<b>1.7%</b>
<b>TOTAL SEPARATIONS</b>	<b>3,024</b>	<b>100.0%</b>



Source: MAIN MIDB Civil Service HWF10 for each fiscal year.

Comments: Starting in FY 2005 separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or 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 represented 97% of all non-career appointments at the end of FY 2007. An increase in separations occurred in fiscal years 2002 and 2003 due to early retirement programs.

**NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT**  
**FOR PAY PERIOD BEGINNING SEP-24-2006 TO PAY PERIOD ENDING SEP-22-2007**

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL	
AGRICULTURE	4	45	6	0	55	83	6	6	0	0	95	-40
ATTORNEY GENERAL	21	0	1	0	22	36	0	12	0	1	49	-27
AUDITOR GENERAL	3	15	0	0	18	18	0	0	0	0	18	0
CIVIL RIGHTS	3	4	0	0	7	7	0	0	0	0	7	0
CIVIL SERVICE COMMISSION	5	4	0	0	9	9	0	0	0	0	9	0
COMMUNITY HEALTH	129	11	3	0	143	344	0	0	35	0	379	-236
CONSUMER & INDUSTRY SERVICES	1	0	0	0	1	2	0	0	0	0	2	-1
CORRECTIONS	755	4	14	1	774	861	0	2	25	0	888	-114
EDUCATION	20	0	0	0	20	22	0	0	0	0	22	-2
ENVIRONMENTAL QUALITY	14	5	0	0	19	74	0	0	1	0	75	-56
EXECUTIVE OFFICE	13	3	0	0	16	17	0	0	0	0	17	-1
HISTORY ARTS AND LIBRARIES	2	24	13	0	39	9	13	0	0	0	22	17
HUMAN SERVICES	362	8	24	1	395	540	1	29	27	1	598	-203
INFORMATION TECHNOLOGY	59	15	1	0	75	85	0	0	2	0	87	-12
LABOR & ECONOMIC GROWTH	150	25	10	1	186	260	1	10	10	0	281	-95
MANAGEMENT & BUDGET	24	11	1	0	36	54	0	3	1	0	58	-22
MILITARY AFFAIRS	44	57	25	1	127	120	28	4	2	1	155	-28
NATURAL RESOURCES	22	1,408	255	0	1,685	108	260	1	0	1	370	1,315
STATE	14	81	1	0	96	132	0	0	7	0	139	-43
STATE POLICE	29	3	2	0	34	96	0	2	1	0	99	-65
STRATEGIC FUND	10	10	0	0	20	16	0	0	0	0	16	4
TRANSPORTATION	80	336	24	0	440	473	24	1	2	0	500	-60
TREASURY	45	48	0	0	93	145	4	0	6	0	155	-62
	<b>1,809</b>	<b>2,117</b>	<b>380</b>	<b>4</b>	<b>4,310</b>	<b>3,511</b>	<b>337</b>	<b>70</b>	<b>119</b>	<b>4</b>	<b>4,041</b>	<b>269</b>

**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. It reflects status codes waived rights, departure, and retirement for separations. Action reasons layoff medical, layoff RIF, and layoff seasonal are used for layoffs.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. They are reflected in the totals for the agency they were employed with prior to the effective date of the Order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty Ninth Annual Workforce Report for 2007 - 2008.

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2007**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78	64,456	*	*
1978-79	68,105	8,483	12.5%
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2007**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,334	7.0%
2001-02	60,147	6,214	10.3%
2002-03	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%
2005-06	52,259	2,590	5.0%
2006-07	52,013	3,024	5.8%

\* Turnover Figures for 1977-78 are not available.

Note: Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or 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 represented 97% of all non-career appointments at the end of FY 2006. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1986-87 waived rights leaves of absence were counted as turnover separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

Comments: Early retirement programs were offered in fiscal years 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02 and 2002-03 increasing turnover in each of those fiscal years. Of the 3,596 turnover separations during fiscal year 2006-07, 1,506 (42%) were retirements, 897 (25%) were resignations and 259 (7%) were dismissals.

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2002-03 Through 2006-07

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Agriculture</b>			
2002-03	635	110	17.3%
2003-04	687	87	12.7%
2004-05	641	101	15.8%
2005-06	575	95	16.5%
2006-07	535	55	10.3%
<b>Attorney General</b>			
2002-03	474	54	11.4%
2003-04	489	36	7.4%
2004-05	524	32	6.1%
2005-06	528	33	6.3%
2006-07	517	43	8.3%
<b>Auditor General</b>			
2002-03	157	13	8.3%
2003-04	150	10	6.7%
2004-05	143	4	2.8%
2005-06	142	8	5.6%
2006-07	138	6	4.3%
<b>Career Development</b>			
2002-03	911	167	18.3%
2003-04	901	46	5.1%
2004-05	34	6	17.6%
2005-06	--	--	--
2006-07	--	--	--
<b>Civil Rights</b>			
2002-03	135	42	31.1%
2003-04	133	13	9.8%
2004-05	131	7	5.3%
2005-06	127	7	5.5%
2006-07	119	6	5.0%
<b>Civil Service Commission</b>			
2002-03	176	23	13.1%
2003-04	189	8	4.2%
2004-05	210	7	3.3%
2005-06	210	7	3.3%
2006-07	206	7	3.4%
<b>Community Health</b>			
2002-03	4,465	970	21.7%
2003-04	4,576	505	11.0%
2004-05	4,424	503	11.4%
2005-06	4,241	294	6.9%
2006-07	4,225	366	8.7%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2002-03 Through 2006-07

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Consumer and Industry Services</b>			
2002-03	3,186	806	25.3%
2003-04	3,170	190	6.0%
2004-05	209	12	5.7%
2005-06	--	--	--
2006-07	--	--	--
<b>Corrections</b>			
2002-03	17,222	1,284	7.5%
2003-04	16,781	919	5.5%
2004-05	16,543	870	5.3%
2005-06	16,446	856	5.2%
2006-07	16,357	915	5.6%
<b>Education</b>			
2002-03	298	68	22.8%
2003-04	324	21	6.5%
2004-05	352	20	5.7%
2005-06	367	26	7.1%
2006-07	369	23	6.2%
<b>Environmental Quality</b>			
2002-03	1,370	141	10.3%
2003-04	1,444	80	5.5%
2004-05	1,419	48	3.4%
2005-06	1,430	36	2.5%
2006-07	1,423	48	3.4%
<b>Executive Office</b>			
2002-03	51	19	37.3%
2003-04	49	7	14.3%
2004-05	45	2	4.4%
2005-06	44	5	11.4%
2006-07	44	14	32.0%
<b>History Arts and Libraries</b>			
2002-03	287	48	16.7%
2003-04	272	43	15.8%
2004-05	203	8	3.9%
2005-06	200	6	3.0%
2006-07	196	9	4.6%
<b>Human Services</b>			
2002-03	10,303	2,246	21.8%
2003-04	10,104	461	4.6%
2004-05	9,953	434	4.4%
2005-06	9,778	462	4.7%
2006-07	9,759	544	5.6%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2002-03 Through 2006-07

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Information Technology</b>			
2002-03	1,730	242	14.0%
2003-04	1,721	86	5.0%
2004-05	1,675	65	3.9%
2005-06	1,690	62	3.7%
2006-07	1,712	76	4.4%
<b>Labor and Economic Growth</b>			
2002-03	--	--	--
2003-04 <sup>1</sup>	55	4	7.3%
2004-05	3,751	155	4.1%
2005-06	4,128	208	5.0%
2006-07	3,967	220	5.5%
<b>Management and Budget</b>			
2002-03	1,306	189	14.5%
2003-04	1,277	68	5.3%
2004-05	967	40	4.1%
2005-06	967	44	4.6%
2006-07	971	43	4.4%
<b>Military and Veterans Affairs</b>			
2002-03	919	131	14.3%
2003-04	943	52	5.5%
2004-05	928	50	5.4%
2005-06	924	67	7.2%
2006-07	934	91	9.7%
<b>Natural Resources</b>			
2002-03	2,265	923	40.8%
2003-04	2,327	550	23.6%
2004-05	1,669	107	6.4%
2005-06	1,657	68	4.1%
2006-07	1,628	114	7.0%
<b>State</b>			
2002-03	1,836	260	14.2%
2003-04	1,852	105	5.7%
2004-05	1,705	67	3.9%
2005-06	1,672	67	4.0%
2006-07	1,622	65	4.0%
<b>State Police</b>			
2002-03	2,800	293	10.5%
2003-04	2,661	150	5.6%
2004-05	2,704	97	3.6%
2005-06	2,690	57	2.1%
2006-07	2,657	84	3.2%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2002-03 Through 2006-07

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Strategic Fund</b>			
2002-03	--	--	--
2003-04	--	--	--
2004-05	--	--	--
2005-06	--	--	--
2006-07 <sup>2</sup>	174	9	5.2%
<b>Transportation</b>			
2002-03	2,826	574	20.3%
2003-04	2,956	203	6.9%
2004-05	2,849	90	3.2%
2005-06	2,880	103	3.6%
2006-07	2,895	158	5.5%
<b>Treasury</b>			
2002-03	1,514	242	16.0%
2003-04	1,512	83	5.5%
2004-05	1,535	114	7.4%
2005-06	1,564	79	5.1%
2006-07	1,565	128	8.2%
<b>Statewide Total</b>			
2002-03	54,866	8,845	16.1%
2003-04 <sup>3</sup>	54,573	3,733	6.8%
2004-05 <sup>3</sup>	52,614	2,852	5.4%
2005-06	52,260	2,590	5.0%
2006-07	52,013	3,024	5.8%

<sup>1</sup> The Department of Consumer and Industry Services was renamed Department of Labor & Economic Growth by Executive Order 2003-18.

<sup>2</sup> Effective October 1, 2007, Strategic Fund became autonomous.

<sup>3</sup> In FY 2003-04 and FY 2004-05, adjustments of 6 and 13 departures respectively have been added to both separations total columns for final departures from Biologic Products Institute no longer listed on this report. BPI was sold to the private firm "BioPort" in September 1998.

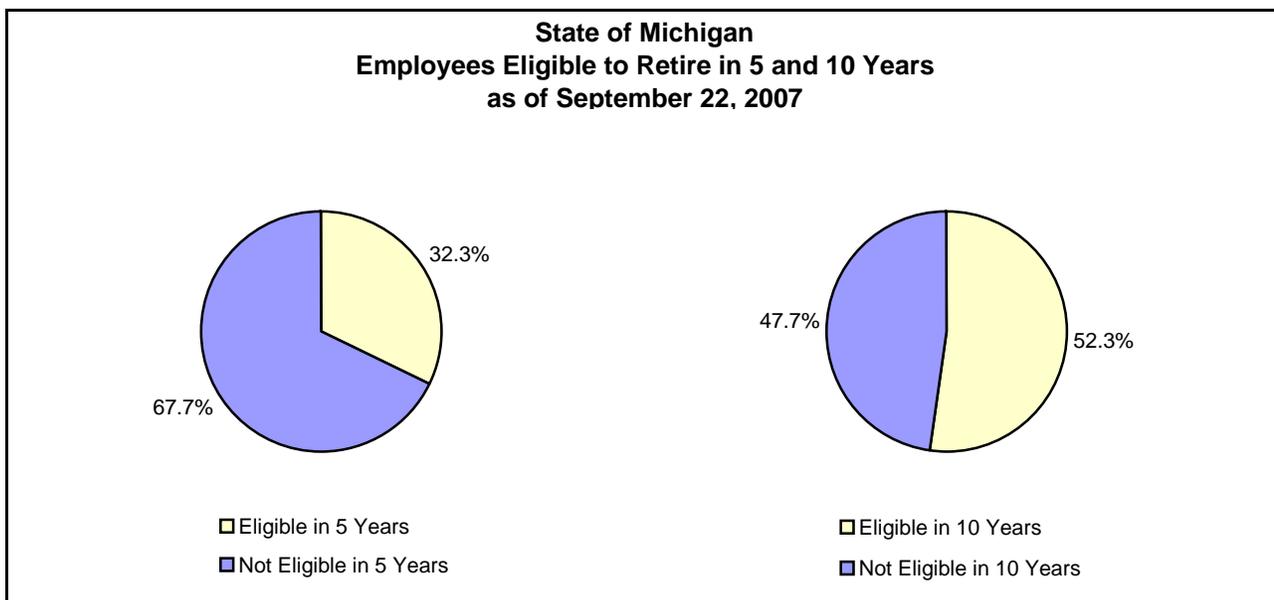
Note: The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or 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 represented 97% of all non-career appointments at the end of FY 2007. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff.

Source: MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

**STATE OF MICHIGAN  
PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE  
OVER THE NEXT FIVE AND TEN YEAR PERIODS  
As of September 22, 2007**

Retirement Projections		
Department	5 Years (2012)	10 Years (2017)
Agriculture	30.3%	51.3%
Attorney General	33.5%	51.5%
Auditor General	17.9%	29.3%
Civil Rights	38.7%	50.8%
Civil Service Commission	43.4%	58.1%
Community Health	39.5%	62.2%
Corrections	27.5%	48.7%
Education	38.0%	63.9%
Environmental Quality	31.9%	52.9%
History Arts and Libraries	35.3%	51.2%
Human Services	40.0%	56.1%
Information Technology	30.9%	51.4%
Labor and Economic Growth	36.5%	57.2%
Management and Budget	38.0%	57.3%
Military Affairs	27.4%	48.6%
Natural Resources	25.6%	43.8%
State	34.3%	55.6%
State Police	25.2%	47.5%
Strategic Fund	42.0%	63.6%
Transportation	26.5%	44.9%
Treasury	30.6%	51.0%
<b>Statewide</b>	<b>32.3%</b>	<b>52.3%</b>



The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

This report includes classified employees who are full time, part-time, permanent intermittent, limited term, seasonal or on workers compensation and employees who are unclassified, on leave of absence pending last pay or on leave of absence final. It does not include employees in Non-State Supervisor Job Code Description or per diem employees.

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

### BREAKDOWNS

**Race/Ethnic 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/ethnic 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

## STATE EMPLOYEES BY EEO CATEGORY

Pay Period Ending: September 22, 2007

EEO CODE/CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>01</b> <b>Official/Administrator</b>	715	50 %	463	32 %	98	7 %	97	7 %	10	1 %	5	0 %	14	1 %	9	1 %	15	1 %	11	1 %	0	0 %	0	0 %	852	585
<b>02</b> <b>Professional</b>	6,659	34 %	7,822	40 %	915	5 %	2,907	15 %	46	0 %	76	0 %	179	1 %	266	1 %	221	1 %	245	1 %	5	0 %	7	0 %	8,025	11,323
<b>03</b> <b>Technician</b>	1,341	53 %	826	32 %	94	4 %	164	6 %	14	1 %	4	0 %	37	1 %	30	1 %	24	1 %	15	1 %	3	0 %	2	0 %	1,513	1,041
<b>04</b> <b>Protective Service</b>	8,759	69 %	1,540	12 %	1,017	8 %	679	5 %	240	2 %	37	0 %	260	2 %	59	0 %	32	0 %	8	0 %	9	0 %	4	0 %	10,317	2,327
<b>05</b> <b>Para-Professionals</b>	930	15 %	3,206	50 %	354	6 %	1,491	23 %	9	0 %	39	1 %	58	1 %	232	4 %	13	0 %	25	0 %	1	0 %	3	0 %	1,365	4,996
<b>06</b> <b>Administrative Support</b>	261	4 %	4,201	72 %	59	1 %	975	17 %	2	0 %	60	1 %	16	0 %	191	3 %	4	0 %	32	1 %	0	0 %	1	0 %	342	5,460
<b>07</b> <b>Skilled Craft</b>	1,697	86 %	77	4 %	107	5 %	10	1 %	39	2 %	0	0 %	43	2 %	5	0 %	4	0 %	0	0 %	0	0 %	0	0 %	1,890	92
<b>08</b> <b>Service/Maintenance</b>	1,441	51 %	961	34 %	161	6 %	137	5 %	22	1 %	17	1 %	49	2 %	13	0 %	5	0 %	3	0 %	13	0 %	10	0 %	1,691	1,141
<b>STATEWIDE TOTALS BY CATEGORY:</b>	<b>21,803</b>	<b>41 %</b>	<b>19,096</b>	<b>36 %</b>	<b>2,805</b>	<b>5 %</b>	<b>6,460</b>	<b>12 %</b>	<b>382</b>	<b>1 %</b>	<b>238</b>	<b>0 %</b>	<b>656</b>	<b>1 %</b>	<b>805</b>	<b>2 %</b>	<b>318</b>	<b>1 %</b>	<b>339</b>	<b>1 %</b>	<b>31</b>	<b>0 %</b>	<b>27</b>	<b>0 %</b>	<b>25,995</b>	<b>26,965</b>

**State Employees Grand Total: 52,960**

Note: This report includes all active classified employees in Job categories 1 - 8 except employees in the following job codes: EXOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: AGRICULTURE</b>																											
01	Official/Administrator	9	56 %	7	44 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	7										
02	Professional	167	52 %	121	38 %	6	2 %	14	4 %	1	0 %	2	1 %	2	1 %	3	1 %	178	141								
03	Technician	39	53 %	33	45 %	0	0 %	1	1 %	0	0 %	0	0 %	1	1 %	0	0 %	40	34								
04	Protective Service	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0								
05	Para-Professionals	5	25 %	11	55 %	0	0 %	1	5 %	0	0 %	2	10 %	0	0 %	1	5 %	5	15								
06	Administrative Support	4	5 %	60	80 %	0	0 %	7	9 %	0	0 %	3	4 %	0	0 %	0	0 %	4	71								
07	Skilled Craft	4	80 %	0	0 %	0	0 %	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	5	0								
08	Service/Maintenance	13	48 %	10	37 %	1	4 %	0	0 %	1	4 %	0	0 %	2	7 %	0	0 %	17	10								
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>241</b>	<b>45 %</b>	<b>242</b>	<b>45 %</b>	<b>7</b>	<b>1 %</b>	<b>23</b>	<b>4 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>5</b>	<b>1 %</b>	<b>6</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>258</b>	<b>278</b>

Department Total: 536

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
<b>Department: ATTORNEY GENERAL</b>																													
01	Official/Administrator	58	69 %	20	24 %	2	2 %	3	4 %	0	0 %	0	0 %	0	0 %	60	24												
02	Professional	122	52 %	77	33 %	13	6 %	11	5 %	0	0 %	0	0 %	2	1 %	3	1 %	1	0 %	1	0 %	2	1 %	2	1 %	140	94		
03	Technician	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
04	Protective Service	17	57 %	6	20 %	6	20 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	24	6
05	Para-Professionals	3	9 %	23	70 %	1	3 %	3	9 %	0	0 %	1	3 %	0	0 %	2	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	29
06	Administrative Support	0	0 %	97	84 %	0	0 %	16	14 %	0	0 %	0	0 %	0	0 %	2	2 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	116
07	Skilled Craft	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
08	Service/Maintenance	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>200</b>	<b>40 %</b>	<b>224</b>	<b>45 %</b>	<b>22</b>	<b>4 %</b>	<b>33</b>	<b>7 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>8</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>228</b>	<b>270</b>						
															<b>Department Total:</b>		<b>498</b>												

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
<b>Department: AUDITOR GENERAL</b>																			
01	Official/Administrator	9	75 %	3	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	3		
02	Professional	49	42 %	59	51 %	4	3 %	3	3 %	0	0 %	0	0 %	0	0 %	1	1 %	53	63
03	Technician	1	14 %	6	86 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6
04	Protective Service	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0
05	Para-Professionals	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0
06	Administrative Support	0	0 %	5	83 %	0	0 %	1	17 %	0	0 %	0	0 %	0	0 %	0	0 %	0	6
07	Skilled Craft	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
08	Service/Maintenance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>60</b>	<b>42 %</b>	<b>75</b>	<b>52 %</b>	<b>4</b>	<b>3 %</b>	<b>4</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>1 %</b>	<b>64</b>	<b>80</b>

Department Total: 144

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total																	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																
<b>Department: CIVIL RIGHTS</b>																															
01	Official/Administrator	5	38 %	2	15 %	1	8 %	2	15 %	0	0 %	0	0 %	1	8 %	1	8 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	8	5		
02	Professional	10	12 %	23	28 %	14	17 %	28	34 %	0	0 %	0	0 %	3	4 %	3	4 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	27	56
03	Technician	0	0 %	0	0 %	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	2
04	Protective Service	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
05	Para-Professionals	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1
06	Administrative Support	0	0 %	6	33 %	0	0 %	11	61 %	0	0 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	18
07	Skilled Craft	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
08	Service/Maintenance	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
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>15</b>	<b>13 %</b>	<b>31</b>	<b>26 %</b>	<b>15</b>	<b>13 %</b>	<b>42</b>	<b>36 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>5</b>	<b>4 %</b>	<b>7</b>	<b>6 %</b>	<b>1</b>	<b>1 %</b>	<b>2</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>36</b>	<b>82</b>		

Department Total: 118

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
<b>Department: CIVIL SERVICE COMMISSION</b>																	
01	Official/Administrator	7	35 %	10	50 %	2	10 %	1	5 %	0	0 %	0	0 %	0	0 %	9	11
02	Professional	20	22 %	47	52 %	2	2 %	13	14 %	1	1 %	3	3 %	0	0 %	23	68
03	Technician	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0
04	Protective Service	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0
05	Para-Professionals	2	10 %	17	81 %	0	0 %	1	5 %	1	5 %	0	0 %	0	0 %	3	18
06	Administrative Support	5	7 %	41	60 %	2	3 %	13	19 %	0	0 %	2	3 %	0	0 %	8	60
07	Skilled Craft	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0
08	Service/Maintenance	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>36</b>	<b>18 %</b>	<b>115</b>	<b>57 %</b>	<b>6</b>	<b>3 %</b>	<b>28</b>	<b>14 %</b>	<b>2</b>	<b>1 %</b>	<b>5</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>45</b>	<b>157</b>

Department Total: 202

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: COMMUNITY HEALTH</b>																											
01	Official/Administrator	69	37 %	83	45 %	10	5 %	7	4 %	2	1 %	1	1 %	2	1 %	1	1 %	6	3 %	4	2 %	0	0 %	0	0 %	89	96
02	Professional	442	26 %	854	50 %	63	4 %	206	12 %	5	0 %	10	1 %	13	1 %	17	1 %	42	2 %	72	4 %	0	0 %	0	0 %	565	1,159
03	Technician	35	15 %	126	53 %	11	5 %	51	22 %	0	0 %	0	0 %	3	1 %	4	2 %	1	0 %	5	2 %	0	0 %	0	0 %	50	186
04	Protective Service	127	51 %	33	13 %	47	19 %	26	10 %	3	1 %	1	0 %	9	4 %	1	0 %	2	1 %	0	0 %	0	0 %	0	0 %	188	61
05	Para-Professionals	236	24 %	437	45 %	95	10 %	168	17 %	0	0 %	2	0 %	9	1 %	14	1 %	2	0 %	6	1 %	0	0 %	0	0 %	342	627
06	Administrative Support	12	3 %	354	78 %	3	1 %	53	12 %	0	0 %	9	2 %	3	1 %	19	4 %	0	0 %	0	0 %	0	0 %	0	0 %	18	435
07	Skilled Craft	73	79 %	3	3 %	11	12 %	1	1 %	1	1 %	0	0 %	3	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	88	4
08	Service/Maintenance	63	26 %	106	44 %	28	12 %	34	14 %	0	0 %	2	1 %	2	1 %	6	2 %	0	0 %	1	0 %	0	0 %	0	0 %	93	149
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,057</b>	<b>25 %</b>	<b>1,996</b>	<b>48 %</b>	<b>268</b>	<b>6 %</b>	<b>546</b>	<b>13 %</b>	<b>11</b>	<b>0 %</b>	<b>25</b>	<b>1 %</b>	<b>44</b>	<b>1 %</b>	<b>62</b>	<b>1 %</b>	<b>53</b>	<b>1 %</b>	<b>88</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1,433</b>	<b>2,717</b>
														<b>Department Total:</b>		<b>4,150</b>											

Department Total: 4,150

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: CORRECTIONS</b>																											
01	Official/Administrator	87	49 %	52	30 %	16	9 %	14	8 %	2	1 %	2	1 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	107	69		
02	Professional	1,179	40 %	1,028	35 %	237	8 %	404	14 %	14	0 %	13	0 %	20	1 %	27	1 %	9	0 %	8	0 %	0	0 %	0	0 %	1,459	1,480
03	Technician	41	22 %	103	56 %	6	3 %	26	14 %	0	0 %	0	0 %	1	1 %	2	1 %	2	1 %	2	1 %	0	0 %	0	0 %	50	133
04	Protective Service	3,750	68 %	1,218	12 %	813	8 %	635	6 %	198	2 %	36	0 %	186	2 %	55	1 %	20	0 %	7	0 %	6	0 %	4	0 %	7,973	1,955
05	Para-Professionals	29	6 %	348	75 %	11	2 %	57	12 %	1	0 %	5	1 %	1	0 %	8	2 %	0	0 %	1	0 %	0	0 %	1	0 %	42	420
06	Administrative Support	42	4 %	781	75 %	4	0 %	168	16 %	1	0 %	13	1 %	0	0 %	26	3 %	0	0 %	3	0 %	0	0 %	0	0 %	47	991
07	Skilled Craft	585	90 %	21	3 %	23	4 %	1	0 %	13	2 %	0	0 %	9	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	631	22
08	Service/Maintenance	498	64 %	156	20 %	70	9 %	30	4 %	8	1 %	1	0 %	12	2 %	2	0 %	4	1 %	0	0 %	0	0 %	0	0 %	592	189
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>3,211</b>	<b>57 %</b>	<b>3,707</b>	<b>23 %</b>	<b>1,180</b>	<b>7 %</b>	<b>1,335</b>	<b>8 %</b>	<b>237</b>	<b>1 %</b>	<b>70</b>	<b>0 %</b>	<b>231</b>	<b>1 %</b>	<b>120</b>	<b>1 %</b>	<b>36</b>	<b>0 %</b>	<b>22</b>	<b>0 %</b>	<b>6</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>10,901</b>	<b>5,259</b>

Department Total: 16,160

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: EDUCATION</b>																											
01	Official/Administrator	6	29 %	13	62 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	7	14										
02	Professional	53	28 %	120	63 %	2	1 %	8	4 %	0	0 %	2	1 %	1	1 %	3	2 %	0	0 %	0	0 %	0	0 %	56	133		
03	Technician	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0		
04	Protective Service	2	67 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1		
05	Para-Professionals	11	22 %	29	59 %	2	4 %	4	8 %	0	0 %	0	0 %	0	0 %	2	4 %	0	0 %	1	2 %	0	0 %	0	0 %	13	36
06	Administrative Support	1	1 %	74	88 %	0	0 %	6	7 %	0	0 %	0	0 %	0	0 %	3	4 %	0	0 %	0	0 %	0	0 %	0	0 %	1	83
07	Skilled Craft	4	80 %	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0
08	Service/Maintenance	4	50 %	3	38 %	1	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	3
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>82</b>	<b>23 %</b>	<b>240</b>	<b>67 %</b>	<b>7</b>	<b>2 %</b>	<b>19</b>	<b>5 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>8</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>90</b>	<b>270</b>
															<b>Department Total:</b>		<b>360</b>										

Department Total: 360

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: ENVIRONMENTAL QUALITY</b>																											
01	Official/Administrator	14	61 %	7	30 %	1	4 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	15	8						
02	Professional	605	57 %	368	34 %	20	2 %	21	2 %	3	0 %	4	0 %	9	1 %	3	0 %	20	2 %	14	1 %	0	0 %	0	0 %	657	410
03	Technician	60	58 %	31	30 %	6	6 %	2	2 %	0	0 %	0	0 %	2	2 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	69	34
04	Protective Service	8	53 %	4	27 %	3	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	4
05	Para-Professionals	4	10 %	29	74 %	0	0 %	5	13 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	4	35
06	Administrative Support	5	3 %	152	86 %	0	0 %	13	7 %	0	0 %	0	0 %	1	1 %	4	2 %	0	0 %	2	1 %	0	0 %	0	0 %	6	171
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
08	Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>698</b>	<b>49 %</b>	<b>591</b>	<b>41 %</b>	<b>30</b>	<b>2 %</b>	<b>42</b>	<b>3 %</b>	<b>3</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>12</b>	<b>1 %</b>	<b>9</b>	<b>1 %</b>	<b>21</b>	<b>1 %</b>	<b>16</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>764</b>	<b>662</b>
																				<b>Department Total:</b>		<b>1,426</b>					

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total									
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female								
<b>Department: HISTORY ARTS AND LIBRARIES</b>																							
01	Official/Administrator	6	40 %	8	53 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	6	9						
02	Professional	40	41 %	53	54 %	1	1 %	2	2 %	1	1 %	0	0 %	0	0 %	42	56						
03	Technician	2	13 %	8	50 %	2	13 %	0	0 %	1	6 %	0	0 %	0	0 %	7	9						
04	Protective Service	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0						
05	Para-Professionals	2	6 %	22	71 %	3	10 %	3	10 %	0	0 %	0	0 %	1	3 %	5	26						
06	Administrative Support	3	14 %	15	71 %	0	0 %	1	5 %	0	0 %	1	5 %	0	0 %	3	18						
07	Skilled Craft	12	92 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	13	0						
08	Service/Maintenance	23	47 %	21	43 %	0	0 %	0	0 %	1	2 %	1	2 %	2	4 %	0	0 %						
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>91</b>	<b>37 %</b>	<b>127</b>	<b>52 %</b>	<b>6</b>	<b>2 %</b>	<b>7</b>	<b>3 %</b>	<b>4</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>						
														<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>106</b>	<b>140</b>
<b>Department Total:</b>																<b>246</b>							

Department Total: 246

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: HUMAN SERVICES</b>																											
01	Official/Administrator	68	37 %	57	31 %	21	11 %	33	18 %	2	1 %	0	0 %	1	1 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	93	92
02	Professional	1,024	17 %	2,729	46 %	211	4 %	1,655	28 %	5	0 %	23	0 %	51	1 %	144	2 %	17	0 %	37	1 %	0	0 %	0	0 %	1,308	4,588
03	Technician	18	17 %	63	61 %	5	5 %	14	14 %	0	0 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	24	79
04	Protective Service	13	54 %	2	8 %	8	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	22	2
05	Para-Professionals	240	12 %	898	44 %	142	7 %	589	29 %	4	0 %	16	1 %	28	1 %	106	5 %	3	0 %	2	0 %	0	0 %	0	0 %	417	1,611
06	Administrative Support	47	4 %	805	62 %	26	2 %	357	27 %	0	0 %	12	1 %	5	0 %	47	4 %	0	0 %	7	1 %	0	0 %	0	0 %	78	1,228
07	Skilled Craft	29	83 %	0	0 %	4	11 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	35	0
08	Service/Maintenance	26	59 %	4	9 %	11	25 %	1	2 %	0	0 %	0	0 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	39	5
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,465</b>	<b>15 %</b>	<b>4,558</b>	<b>47 %</b>	<b>428</b>	<b>4 %</b>	<b>2,649</b>	<b>28 %</b>	<b>11</b>	<b>0 %</b>	<b>52</b>	<b>1 %</b>	<b>89</b>	<b>1 %</b>	<b>299</b>	<b>3 %</b>	<b>23</b>	<b>0 %</b>	<b>47</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>2,016</b>	<b>7,605</b>
																								<b>Department Total:</b>	<b>9,621</b>		

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: INFORMATION TECHNOLOGY</b>																											
01	Official/Administrator	53	58 %	29	32 %	2	2 %	1	1 %	0	0 %	0	0 %	1	1 %	1	1 %	2	2 %	2	2 %	0	0 %	0	0 %	58	33
02	Professional	611	51 %	339	28 %	53	4 %	47	4 %	1	0 %	2	0 %	16	1 %	10	1 %	66	6 %	47	4 %	1	0 %	1	0 %	748	446
03	Technician	190	57 %	91	27 %	15	5 %	20	6 %	2	1 %	0	0 %	2	1 %	5	2 %	3	1 %	2	1 %	1	0 %	0	0 %	213	118
04	Protective Service	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
05	Para-Professionals	1	8 %	8	62 %	0	0 %	2	15 %	0	0 %	0	0 %	0	0 %	2	15 %	0	0 %	0	0 %	0	0 %	0	0 %	1	12
06	Administrative Support	4	6 %	55	76 %	1	1 %	8	11 %	0	0 %	0	0 %	0	0 %	4	6 %	0	0 %	0	0 %	0	0 %	0	0 %	5	67
07	Skilled Craft	20	91 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	21	1
08	Service/Maintenance	8	89 %	1	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	1
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>887</b>	<b>51 %</b>	<b>524</b>	<b>30 %</b>	<b>72</b>	<b>4 %</b>	<b>78</b>	<b>5 %</b>	<b>3</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>19</b>	<b>1 %</b>	<b>22</b>	<b>1 %</b>	<b>71</b>	<b>4 %</b>	<b>51</b>	<b>3 %</b>	<b>2</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>1,054</b>	<b>678</b>
<b>Department Total:</b>																								<b>1,732</b>			

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: LABOR &amp; ECONOMIC GROWTH</b>																											
01	Official/Administrator	70	46 %	46	30 %	14	9 %	19	13 %	0	0 %	0	0 %	1	1 %	1	1 %	0	0 %	0	0 %	85	67				
02	Professional	616	33 %	737	40 %	134	7 %	281	15 %	1	0 %	8	0 %	19	1 %	19	1 %	9	0 %	22	1 %	0	0 %	1	0 %	779	1,068
03	Technician	159	61 %	59	23 %	11	4 %	10	4 %	3	1 %	1	0 %	6	2 %	7	3 %	4	2 %	1	0 %	0	0 %	0	0 %	183	78
04	Protective Service	30	88 %	2	6 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	32	2
05	Para-Professionals	137	14 %	355	37 %	63	7 %	331	35 %	1	0 %	4	0 %	13	1 %	33	3 %	4	0 %	6	1 %	1	0 %	1	0 %	219	730
06	Administrative Support	16	2 %	482	72 %	6	1 %	133	20 %	0	0 %	7	1 %	1	0 %	22	3 %	1	0 %	5	1 %	0	0 %	0	0 %	24	649
07	Skilled Craft	15	60 %	0	0 %	4	16 %	2	8 %	1	4 %	0	0 %	2	8 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	22	3
08	Service/Maintenance	17	41 %	12	29 %	3	7 %	6	15 %	1	2 %	0	0 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	23	18
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,060</b>	<b>27 %</b>	<b>1,693</b>	<b>43 %</b>	<b>236</b>	<b>6 %</b>	<b>782</b>	<b>20 %</b>	<b>8</b>	<b>0 %</b>	<b>20</b>	<b>1 %</b>	<b>44</b>	<b>1 %</b>	<b>83</b>	<b>2 %</b>	<b>18</b>	<b>0 %</b>	<b>35</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>1,367</b>	<b>2,615</b>
														<b>Department Total:</b>		<b>3,982</b>											

Department Total: 3,982

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total									
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female								
<b>Department: MANAGEMENT &amp; BUDGET</b>																							
01	Official/Administrator	23	44 %	21	40 %	4	8 %	0	0 %	0	0 %	1	2 %	1	2 %	1	2 %	0	0 %	0	0 %	29	23
02	Professional	145	42 %	155	45 %	14	4 %	17	5 %	0	0 %	1	0 %	3	1 %	0	0 %	6	2 %	2	1 %	168	177
03	Technician	26	45 %	27	47 %	0	0 %	2	3 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	27	31
04	Protective Service	2	40 %	2	40 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	2
05	Para-Professionals	27	23 %	85	71 %	0	0 %	5	4 %	0	0 %	0	0 %	0	0 %	2	2 %	0	0 %	1	1 %	27	93
06	Administrative Support	1	1 %	60	81 %	1	1 %	7	9 %	0	0 %	0	0 %	0	0 %	5	7 %	0	0 %	0	0 %	2	72
07	Skilled Craft	162	83 %	7	4 %	12	6 %	1	1 %	2	1 %	0	0 %	10	5 %	2	1 %	0	0 %	0	0 %	186	10
08	Service/Maintenance	95	66 %	19	13 %	14	10 %	2	1 %	0	0 %	0	0 %	12	8 %	1	1 %	1	1 %	0	0 %	122	22
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>481</b>	<b>48 %</b>	<b>376</b>	<b>38 %</b>	<b>46</b>	<b>5 %</b>	<b>34</b>	<b>3 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>27</b>	<b>3 %</b>	<b>12</b>	<b>1 %</b>	<b>8</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>564</b>	<b>430</b>
<b>Department Total:</b>																						<b>994</b>	

Department Total: 994

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
<b>Department: MILITARY AFFAIRS</b>																													
01	Official/Administrator	12	67 %	4	22 %	2	11 %	0	0 %	0	0 %	0	0 %	0	0 %	14	4												
02	Professional	63	37 %	92	54 %	3	2 %	9	5 %	0	0 %	1	1 %	0	0 %	66	104												
03	Technician	30	20 %	94	64 %	0	0 %	13	9 %	1	1 %	1	1 %	3	2 %	3	2 %	0	0 %	2	1 %	0	0 %	0	0 %	34	113		
04	Protective Service	32	94 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	34	0
05	Para-Professionals	49	18 %	124	45 %	9	3 %	79	29 %	1	0 %	1	0 %	0	0 %	9	3 %	1	0 %	2	1 %	0	0 %	0	0 %	0	0 %	60	215
06	Administrative Support	0	0 %	38	76 %	0	0 %	10	20 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	50
07	Skilled Craft	99	91 %	2	2 %	3	3 %	0	0 %	2	2 %	0	0 %	3	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	107	2
08	Service/Maintenance	69	51 %	42	31 %	9	7 %	6	4 %	1	1 %	0	0 %	6	4 %	0	0 %	0	0 %	1	1 %	1	1 %	1	1 %	1	1 %	86	50
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>354</b>	<b>38 %</b>	<b>396</b>	<b>42 %</b>	<b>26</b>	<b>3 %</b>	<b>117</b>	<b>12 %</b>	<b>5</b>	<b>1 %</b>	<b>4</b>	<b>0 %</b>	<b>14</b>	<b>1 %</b>	<b>14</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>6</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>401</b>	<b>538</b>		
																<b>Department Total:</b>	<b>939</b>												

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: NATURAL RESOURCES</b>																											
01	Official/Administrator	30	59 %	17	33 %	3	6 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	34	17						
02	Professional	300	63 %	145	31 %	4	1 %	9	2 %	5	1 %	2	0 %	1	0 %	3	1 %	4	1 %	1	0 %	0	0 %	0	0 %	314	160
03	Technician	217	83 %	36	14 %	4	2 %	2	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	223	38
04	Protective Service	462	80 %	80	14 %	10	2 %	3	1 %	8	1 %	0	0 %	11	2 %	0	0 %	3	1 %	0	0 %	3	1 %	0	0 %	497	83
05	Para-Professionals	13	25 %	32	63 %	1	2 %	3	6 %	0	0 %	0	0 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	14	37
06	Administrative Support	3	2 %	163	92 %	0	0 %	4	2 %	0	0 %	2	1 %	1	1 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	4	173
07	Skilled Craft	73	96 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	74	2
08	Service/Maintenance	503	52 %	417	43 %	10	1 %	5	1 %	3	0 %	5	1 %	5	1 %	2	0 %	0	0 %	0	0 %	10	1 %	5	1 %	531	434
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,601</b>	<b>61 %</b>	<b>892</b>	<b>34 %</b>	<b>32</b>	<b>1 %</b>	<b>26</b>	<b>1 %</b>	<b>19</b>	<b>1 %</b>	<b>9</b>	<b>0 %</b>	<b>18</b>	<b>1 %</b>	<b>11</b>	<b>0 %</b>	<b>8</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>13</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>1,691</b>	<b>944</b>
																			<b>Department Total:</b>		<b>2,635</b>						

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: STATE</b>																											
01	Official/Administrator	26	46 %	18	32 %	2	4 %	6	11 %	1	2 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	31	26				
02	Professional	89	36 %	94	38 %	14	6 %	33	13 %	1	0 %	1	0 %	5	2 %	5	2 %	2	1 %	2	1 %	1	0 %	0	0 %	112	135
03	Technician	7	47 %	7	47 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	8
04	Protective Service	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
05	Para-Professionals	59	6 %	586	64 %	16	2 %	195	21 %	0	0 %	9	1 %	3	0 %	40	4 %	2	0 %	5	1 %	0	0 %	1	0 %	80	836
06	Administrative Support	35	10 %	235	69 %	3	1 %	40	12 %	1	0 %	3	1 %	1	0 %	14	4 %	1	0 %	8	2 %	0	0 %	1	0 %	41	301
07	Skilled Craft	9	69 %	3	23 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	3
08	Service/Maintenance	11	8 %	73	52 %	5	4 %	43	30 %	1	1 %	0	0 %	1	1 %	1	1 %	0	0 %	1	1 %	1	1 %	4	3 %	19	122
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>236</b>	<b>14 %</b>	<b>1,016</b>	<b>59 %</b>	<b>41</b>	<b>2 %</b>	<b>318</b>	<b>18 %</b>	<b>4</b>	<b>0 %</b>	<b>13</b>	<b>1 %</b>	<b>11</b>	<b>1 %</b>	<b>61</b>	<b>4 %</b>	<b>6</b>	<b>0 %</b>	<b>17</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>6</b>	<b>0 %</b>	<b>300</b>	<b>1,431</b>
																						<b>Department Total:</b>		<b>1,731</b>			

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: STATE POLICE</b>																											
01	Official/Administrator	30	68 %	10	23 %	2	5 %	1	2 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	33	11		
02	Professional	223	51 %	163	37 %	20	5 %	11	3 %	2	0 %	3	1 %	6	1 %	4	1 %	1	0 %	3	1 %	0	0 %	0	0 %	252	184
03	Technician	29	64 %	15	33 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	29	16
04	Protective Service	1,313	76 %	192	11 %	128	7 %	15	1 %	30	2 %	0	0 %	51	3 %	3	0 %	6	0 %	1	0 %	0	0 %	0	0 %	1,528	211
05	Para-Professionals	12	17 %	47	66 %	1	1 %	9	13 %	0	0 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	13	58
06	Administrative Support	37	14 %	199	75 %	1	0 %	19	7 %	0	0 %	3	1 %	0	0 %	5	2 %	0	0 %	0	0 %	0	0 %	0	0 %	38	226
07	Skilled Craft	17	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	17	0
08	Service/Maintenance	8	47 %	5	29 %	1	6 %	2	12 %	0	0 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	9	8
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,669</b>	<b>63 %</b>	<b>631</b>	<b>24 %</b>	<b>153</b>	<b>6 %</b>	<b>58</b>	<b>2 %</b>	<b>32</b>	<b>1 %</b>	<b>6</b>	<b>0 %</b>	<b>58</b>	<b>2 %</b>	<b>15</b>	<b>1 %</b>	<b>7</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1,919</b>	<b>714</b>
																							<b>Department Total:</b>		<b>2,633</b>		

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: STRATEGIC FUND</b>																											
01	Official/Administrator	12	50 %	8	33 %	0	0 %	0	0 %	1	4 %	0	0 %	2	8 %	1	4 %	0	0 %	0	0 %	15	9				
02	Professional	23	31 %	37	49 %	2	3 %	9	12 %	0	0 %	0	0 %	1	1 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	27	48
03	Technician	0	0 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
04	Protective Service	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
05	Para-Professionals	5	21 %	17	71 %	0	0 %	1	4 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	19
06	Administrative Support	2	7 %	21	70 %	0	0 %	7	23 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	28
07	Skilled Craft	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
08	Service/Maintenance	33	46 %	37	51 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	35	37
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>75</b>	<b>33 %</b>	<b>122</b>	<b>54 %</b>	<b>3</b>	<b>1 %</b>	<b>17</b>	<b>7 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>2</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>85</b>	<b>143</b>
																					<b>Department Total:</b>		<b>228</b>				

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: TRANSPORTATION</b>																											
01	Official/Administrator	61	62 %	22	22 %	10	10 %	4	4 %	2	2 %	0	0 %	0	0 %	73	26										
02	Professional	603	56 %	312	29 %	47	4 %	43	4 %	4	0 %	0	0 %	18	2 %	8	1 %	26	2 %	13	1 %	0	0 %	0	0 %	698	376
03	Technician	480	71 %	107	16 %	33	5 %	16	2 %	5	1 %	0	0 %	16	2 %	3	0 %	11	2 %	2	0 %	1	0 %	1	0 %	546	129
04	Protective Service	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
05	Para-Professionals	75	54 %	49	36 %	4	3 %	6	4 %	1	1 %	0	0 %	2	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	82	56
06	Administrative Support	2	1 %	186	83 %	3	1 %	28	12 %	0	0 %	2	1 %	0	0 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	5	220
07	Skilled Craft	593	83 %	35	5 %	47	7 %	4	1 %	19	3 %	0	0 %	14	2 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	674	40
08	Service/Maintenance	62	42 %	53	36 %	7	5 %	8	5 %	5	3 %	8	5 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	77	69
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,876</b>	<b>61 %</b>	<b>764</b>	<b>25 %</b>	<b>151</b>	<b>5 %</b>	<b>109</b>	<b>4 %</b>	<b>36</b>	<b>1 %</b>	<b>10</b>	<b>0 %</b>	<b>53</b>	<b>2 %</b>	<b>17</b>	<b>1 %</b>	<b>38</b>	<b>1 %</b>	<b>15</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2,155</b>	<b>916</b>
																<b>Department Total:</b>		<b>3,071</b>									

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
<b>Department: TREASURY</b>																											
01	Official/Administrator	60	61 %	26	26 %	5	5 %	3	3 %	0	0 %	1	1 %	2	2 %	1	1 %	0	0 %	0	0 %	68	31				
02	Professional	275	38 %	269	37 %	51	7 %	83	11 %	2	0 %	1	0 %	9	1 %	11	2 %	15	2 %	12	2 %	1	0 %	1	0 %	353	377
03	Technician	6	18 %	18	55 %	1	3 %	4	12 %	0	0 %	0	0 %	0	0 %	2	6 %	1	3 %	1	3 %	0	0 %	0	0 %	8	25
04	Protective Service	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
05	Para-Professionals	20	13 %	89	59 %	6	4 %	29	19 %	0	0 %	0	0 %	1	1 %	4	3 %	1	1 %	0	0 %	0	0 %	0	0 %	28	122
06	Administrative Support	42	8 %	372	70 %	9	2 %	73	14 %	0	0 %	5	1 %	4	1 %	23	4 %	1	0 %	4	1 %	0	0 %	0	0 %	56	477
07	Skilled Craft	0	0 %	1	33 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
08	Service/Maintenance	5	83 %	1	17 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	1
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>408</b>	<b>26 %</b>	<b>776</b>	<b>50 %</b>	<b>72</b>	<b>5 %</b>	<b>193</b>	<b>12 %</b>	<b>2</b>	<b>0 %</b>	<b>7</b>	<b>0 %</b>	<b>16</b>	<b>1 %</b>	<b>42</b>	<b>3 %</b>	<b>19</b>	<b>1 %</b>	<b>17</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>518</b>	<b>1,036</b>
<b>Department Total:</b>																						<b>1,554</b>					

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

## STATE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 22, 2007

EEO CODE/CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
Statewide Totals by Category:	21,803	41 %	19,096	36 %	2,805	5 %	6,460	12 %	382	1 %	238	0 %	656	1 %	805	2 %	318	1 %	339	1 %	31	0 %	27	0 %	25,995	26,965
<b>Statewide Employee Grand Total:</b>																							<b>52,960</b>			

Note: This report includes all active classified employees in job categories 1 - 8. This report excludes the following job codes: EXCOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, EXCOFCREP. The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT  
RACE/ETHNIC GROUP, AND GENDER ANALYSIS**

Pay Period Ending September 22, 2007

DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN / ALASKAN NATIVE				HISPANIC				ASIAN/PACIFIC ISLANDERS				NON DISCLOSED				MINORITY		GRAND TOTAL		
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		No.	%			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%							
AGRICULTURE	242	45.1	242	45.1	7	1.3	23	4.3	2	0.4	3	0.6	5	0.9	6	1.1	3	0.6	4	0.7	0	0.0	0	0.0	278	51.8	53	9.9	537
ATTORNEY GENERAL	200	40.2	224	45.0	22	4.4	33	6.6	0	0.0	1	0.2	3	0.6	8	1.6	1	0.2	2	0.4	2	0.4	2	0.4	270	54.2	70	14.1	498
AUDITOR GENERAL	60	41.7	75	52.1	4	2.8	4	2.8	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	0	0.0	80	55.6	9	6.3	144
CIVIL RIGHTS	15	12.6	31	26.1	16	13.4	42	35.3	0	0.0	0	0.0	5	4.2	7	5.9	1	0.8	2	1.7	0	0.0	0	0.0	82	68.9	73	61.3	119
CIVIL SERVICE	36	17.8	115	56.9	6	3.0	28	13.9	2	1.0	5	2.5	0	0.0	5	2.5	1	0.5	4	2.0	0	0.0	0	0.0	157	77.7	51	25.2	202
COMMUNITY HEALTH	1,049	25.4	1,988	48.2	266	6.4	544	13.2	11	0.3	25	0.6	43	1.0	61	1.5	53	1.3	88	2.1	0	0.0	0	0.0	2,706	65.6	1,091	26.4	4,128
CORRECTIONS	9,169	56.9	3,701	23.0	1,178	7.3	1,331	8.3	236	1.5	70	0.4	230	1.4	120	0.7	36	0.2	23	0.1	6	0.0	5	0.0	5,250	32.6	3,224	20.0	16,105
EDUCATION	83	22.9	240	66.3	7	1.9	20	5.5	0	0.0	2	0.6	1	0.3	8	2.2	0	0.0	1	0.3	0	0.0	0	0.0	271	74.9	39	10.8	362
ENVIRONMENTAL QUALITY	702	49.1	592	41.4	30	2.1	42	2.9	3	0.2	4	0.3	12	0.8	9	0.6	21	1.5	16	1.1	0	0.0	0	0.0	663	46.3	137	9.6	1,431
EXECUTIVE OFFICE	13	28.3	21	45.7	0	0.0	9	19.6	0	0.0	0	0.0	0	0.0	2	4.3	0	0.0	0	0.0	0	0.0	1	2.2	33	71.7	11	23.9	46
HISTORY ARTS AND LIBRARIES	91	37.0	127	51.6	6	2.4	7	2.8	4	1.6	1	0.4	3	1.2	3	1.2	0	0.0	1	0.4	2	0.8	1	0.4	140	56.9	25	10.2	246
HUMAN SERVICES	1,460	15.2	4,558	47.4	426	4.4	2,648	27.5	11	0.1	52	0.5	89	0.9	299	3.1	23	0.2	47	0.5	0	0.0	0	0.0	7,604	79.1	3,595	37.4	9,613
INFORMATION TECHNOLOGY	887	51.2	525	30.3	72	4.2	78	4.5	3	0.2	2	0.1	19	1.1	22	1.3	71	4.1	51	2.9	3	0.2	1	0.1	679	39.2	318	18.3	1,734
LABOR & ECONOMIC GROWTH	1,061	26.6	1,696	42.5	236	5.9	783	19.6	8	0.2	20	0.5	44	1.1	83	2.1	18	0.5	35	0.9	1	0.0	2	0.1	2,619	65.7	1,227	30.8	3,987
MANAGEMENT & BUDGET	485	48.4	380	37.9	46	4.6	35	3.5	2	0.2	3	0.3	27	2.7	12	1.2	8	0.8	3	0.3	0	0.0	2	0.2	435	43.4	136	13.6	1,003
MILITARY AFFAIRS	353	37.6	396	42.2	26	2.8	117	12.5	5	0.5	4	0.4	14	1.5	14	1.5	1	0.1	6	0.6	1	0.1	1	0.1	538	57.4	187	19.9	938
NATURAL RESOURCES	1,600	60.7	892	33.9	33	1.3	26	1.0	19	0.7	9	0.3	18	0.7	11	0.4	8	0.3	1	0.0	13	0.5	5	0.2	944	35.8	125	4.7	2,635
STATE	236	13.6	1,015	58.7	41	2.4	318	18.4	4	0.2	13	0.8	11	0.6	61	3.5	6	0.3	17	1.0	2	0.1	6	0.3	1,430	82.7	471	27.2	1,730
STATE POLICE	1,664	63.4	629	24.0	152	5.8	58	2.2	31	1.2	6	0.2	58	2.2	15	0.6	7	0.3	4	0.2	0	0.0	0	0.0	712	27.1	331	12.6	2,624
STRATEGIC FUND	75	32.8	122	53.3	3	1.3	18	7.9	1	0.4	1	0.4	3	1.3	1	0.4	3	1.3	2	0.9	0	0.0	0	0.0	144	62.9	32	14.0	229
TRANSPORTATION	1,869	61.1	762	24.9	150	4.9	109	3.6	36	1.2	10	0.3	53	1.7	17	0.6	38	1.2	15	0.5	1	0.0	1	0.0	914	29.9	428	14.0	3,061
TREASURY	408	26.2	776	49.9	72	4.6	194	12.5	2	0.1	7	0.5	16	1.0	42	2.7	19	1.2	17	1.1	1	0.1	1	0.1	1,037	66.7	369	23.7	1,555
<b>STATEWIDE TOTALS:</b>	<b>21,758</b>	<b>41.1</b>	<b>19,107</b>	<b>36.1</b>	<b>2,799</b>	<b>5.3</b>	<b>6,467</b>	<b>12.2</b>	<b>380</b>	<b>0.7</b>	<b>238</b>	<b>0.4</b>	<b>654</b>	<b>1.2</b>	<b>806</b>	<b>1.5</b>	<b>318</b>	<b>0.6</b>	<b>340</b>	<b>0.6</b>	<b>32</b>	<b>0.1</b>	<b>28</b>	<b>0.1</b>	<b>26,986</b>	<b>51.0</b>	<b>12,002</b>	<b>22.7</b>	<b>52,927</b>

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

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. They are reflected in the totals for the agency they were employed with prior to the effective date of the Order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty Ninth Annual Workforce Report for 2007 - 2008.

**STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE**  
**PAY PERIOD ENDING: September 22, 2007**

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	50	63 %	23	29 %	3	4 %	3	4 %	0	0 %	0	0 %	0	0 %	53	26										
02 Professional	300	45 %	254	38 %	17	3 %	72	11 %	0	0 %	5	1 %	6	1 %	7	1 %	5	1 %	1	0 %	0	0 %	0	0 %	328	339
03 Technician	37	63 %	13	22 %	1	2 %	4	7 %	0	0 %	1	2 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	40	19
04 Protective Service	166	72 %	28	12 %	15	7 %	14	6 %	0	0 %	3	1 %	2	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	184	45
05 Para-Professionals	59	24 %	135	55 %	13	5 %	32	13 %	1	0 %	2	1 %	1	0 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	74	173
06 Admin Support	28	10 %	194	70 %	5	2 %	36	13 %	0	0 %	4	1 %	2	1 %	8	3 %	0	0 %	1	0 %	0	0 %	0	0 %	35	243
07 Skilled Craft	56	88 %	2	3 %	2	3 %	0	0 %	1	2 %	0	0 %	2	3 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	61	3
08 Service/Maintenance	47	75 %	10	16 %	3	5 %	0	0 %	1	2 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	53	10
<b>STATEWIDE TOTAL BY CATEGORY:</b>	<b>743</b>	<b>44 %</b>	<b>659</b>	<b>39 %</b>	<b>59</b>	<b>3 %</b>	<b>161</b>	<b>10 %</b>	<b>3</b>	<b>0 %</b>	<b>15</b>	<b>1 %</b>	<b>15</b>	<b>1 %</b>	<b>21</b>	<b>1 %</b>	<b>8</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>828</b>	<b>858</b>

**State Employees Grand Total: 1,686**

Note: This report includes all active classified employees with a disability in Job Categories 1 - 8 except employees in the following job codes: EXOFCADM, EXCOFCAST, EXCOFCASC, EXCOFCMGR, EXCOFCOFL, AND EXCOFCREP.

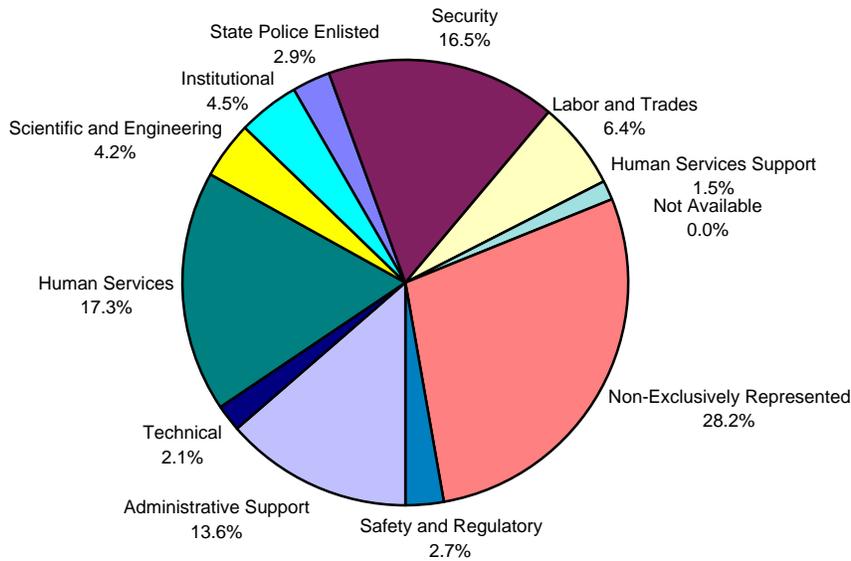
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

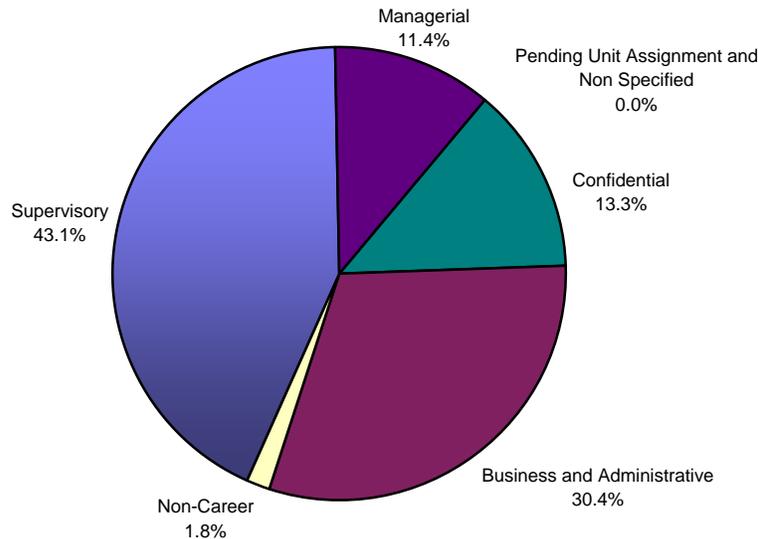
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Fiscal Year 2006-07**

Graph 5-1



(52,927 Employees)

**Non-Exclusively Represented  
14,914 Employees**



Source: MIDB CIVIL SERVICE HWF44

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

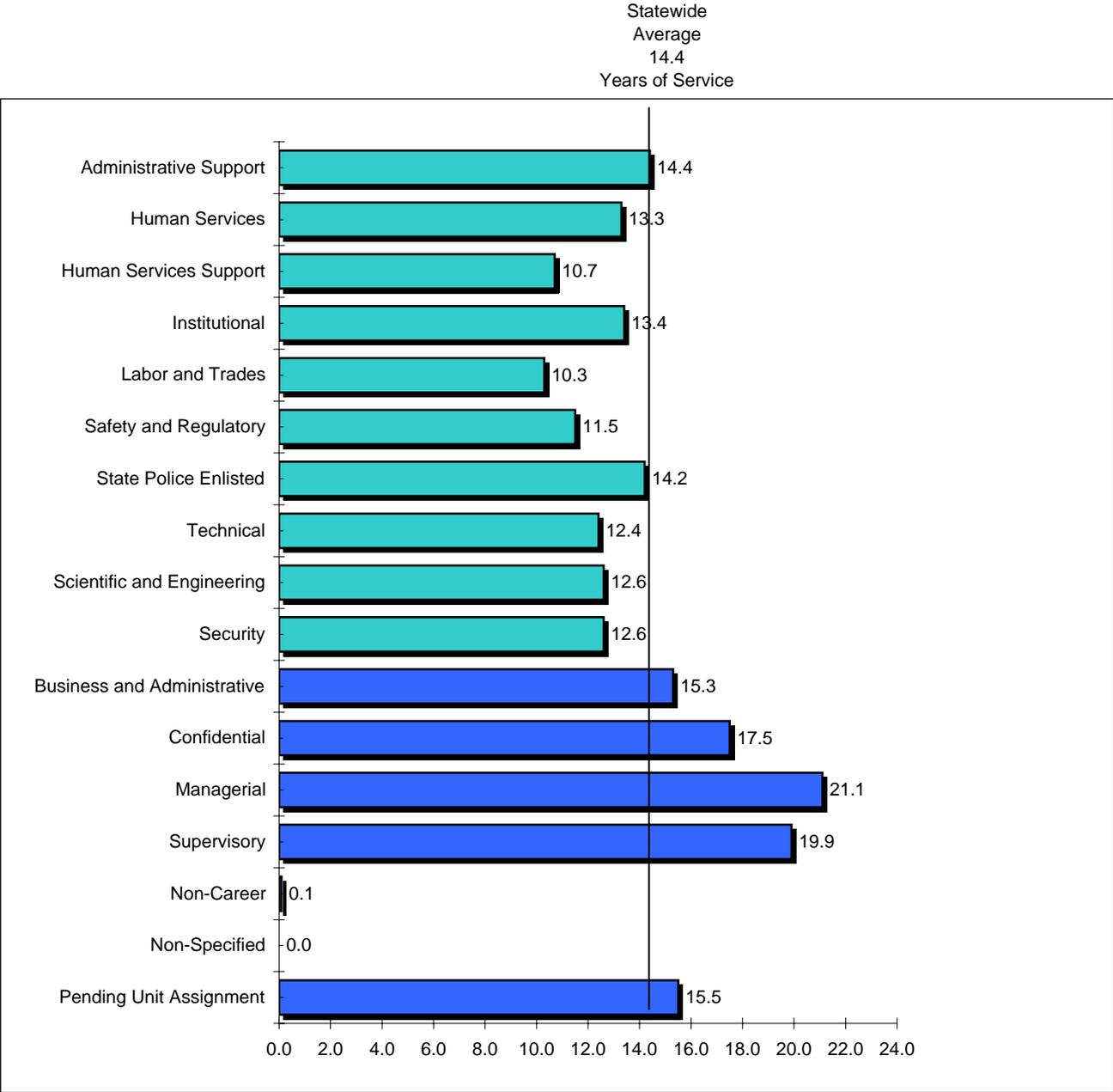
Comment: Of the 52,927 classified employees at fiscal year end, 72 percent were exclusively represented by one of eight employee organizations.

**EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT**  
**PAY PERIOD ENDING September 22, 2007**

UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,447	1,260	87.1	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	3,404	3,046	89.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,731	0	0.0	0	0.0	8,479	97.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	802	0	0.0	0	0.0	0	0.0	773	96.4	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,239	0	0.0	0	0.0	0	0.0	0	0.0	2,166	96.7	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,107	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,057	95.5	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	1,536	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,527	99.4	0	0.0
U11 INSTITUTIONAL	2,392	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,353	98.4
W22 HUMAN SERVICES	9,131	0	0.0	8,700	95.3	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,223	0	0.0	6,616	91.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,541	0	0.0	3	0.1	0	0.0	0	0.0	0	0.0	0	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	6,423	1	0.0	3	0.0	0	0.0	0	0.0	3	0.0	0	0.0	1	0.0	0	0.0
Y52 NONCAREER	262	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,698	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	1,986	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>38,013</b>	<b>4,306</b>	<b>11.3</b>	<b>15,316</b>	<b>40.3</b>	<b>8,481</b>	<b>22.3</b>	<b>773</b>	<b>2.0</b>	<b>2,166</b>	<b>5.7</b>	<b>1,057</b>	<b>2.8</b>	<b>1,527</b>	<b>4.0</b>	<b>2,352</b>	<b>6.2</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,914</b>	<b>1</b>	<b>0.0</b>	<b>7</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>3</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>52,927</b>	<b>4,307</b>	<b>8.1</b>	<b>15,323</b>	<b>29.0</b>	<b>8,481</b>	<b>16.0</b>	<b>773</b>	<b>1.5</b>	<b>2,169</b>	<b>4.1</b>	<b>1,057</b>	<b>2.0</b>	<b>1,528</b>	<b>2.9</b>	<b>2,353</b>	<b>4.4</b>

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. The number and percentage under each union represents those paying member fees.

### AVERAGE YEARS OF SERVICE BY BARGAINING UNIT Fiscal Year 2006-07



- 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 9-22-07.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	285	105	16	10	1	2	10	0	3	0	4	0	319	117	1	0
06 - 10 YEARS	259	58	17	20	4	3	4	2	1	0	0	0	285	83	0	0
11 - 15 YEARS	133	29	7	16	3	2	2	0	2	0	0	0	147	47	2	0
16 - 20 YEARS	129	33	15	23	2	1	7	2	1	0	0	0	154	59	5	3
21 - 25 YEARS	58	17	11	11	3	0	4	0	1	0	0	0	77	28	2	0
26 - 30 YEARS	47	18	7	13	0	0	2	1	0	0	0	0	56	32	3	0
31 - 35 YEARS	13	8	3	7	2	0	1	0	0	0	0	0	19	15	1	2
36 - 40 YEARS	8	1	0	0	0	0	0	0	0	0	0	0	8	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>932</b>	<b>269</b>	<b>76</b>	<b>100</b>	<b>15</b>	<b>8</b>	<b>30</b>	<b>5</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1,065</b>	<b>382</b>	<b>16</b>	<b>5</b>
MORE THAN 10 YEARS:	388	106	43	70	10	3	16	3	4	0	0	0	461	182	15	5
AVERAGE YEARS	10.9	10.6	14.2	16.8	16.1	9.5	13.0	16.2	9.8	0.0	1.5	0.0	11.3	12.2	22.4	24.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.5</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	948	418	37	8	7	6	14	2	0	0	10	5	1,016	439	6	1
06 - 10 YEARS	501	43	30	4	11	0	8	0	0	1	0	0	550	48	2	0
11 - 15 YEARS	262	30	14	2	7	1	6	1	0	0	0	0	289	34	8	1
16 - 20 YEARS	313	28	36	6	5	0	10	1	3	0	0	0	367	35	24	2
21 - 25 YEARS	171	17	19	4	5	0	7	2	0	0	0	0	202	23	20	0
26 - 30 YEARS	185	23	17	3	3	0	9	2	0	0	0	0	214	28	21	1
31 - 35 YEARS	108	8	7	2	5	0	10	1	0	0	0	0	130	11	7	2
36 - 40 YEARS	14	1	1	0	0	0	0	0	0	0	0	0	15	1	2	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,504</b>	<b>568</b>	<b>161</b>	<b>29</b>	<b>43</b>	<b>7</b>	<b>64</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>5</b>	<b>2,785</b>	<b>619</b>	<b>91</b>	<b>8</b>
MORE THAN 10 YEARS:	1,055	107	94	17	25	1	42	7	3	0	0	0	1,219	132	83	7
AVERAGE YEARS	11.0	4.7	14.5	15.0	15.0	1.6	17.5	18.9	19.0	8.0	0.0	0.0	11.4	5.3	21.5	22.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>C12 - SECURITY</b>																
00 - 05 YEARS	736	212	134	130	21	7	29	15	5	5	6	4	931	373	1	2
06 - 10 YEARS	1,795	320	177	159	47	8	48	16	4	1	0	0	2,071	504	3	3
11 - 15 YEARS	1,232	248	123	101	47	5	46	8	3	0	0	0	1,451	362	6	2
16 - 20 YEARS	1,384	188	116	86	46	6	35	5	4	0	0	0	1,585	285	56	10
21 - 25 YEARS	642	57	126	74	11	3	12	1	1	0	0	0	792	135	36	13
26 - 30 YEARS	146	19	29	8	2	0	1	0	0	0	0	0	178	27	7	0
31 - 35 YEARS	26	2	5	1	0	0	0	0	0	0	0	0	31	3	1	0
36 - 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5,962</b>	<b>1,047</b>	<b>711</b>	<b>559</b>	<b>174</b>	<b>29</b>	<b>171</b>	<b>45</b>	<b>17</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>7,041</b>	<b>1,690</b>	<b>110</b>	<b>30</b>
MORE THAN 10 YEARS:	3,431	515	400	270	106	14	94	14	8	0	0	0	4,039	813	106	25
AVERAGE YEARS	13.0	11.2	13.0	11.4	12.7	11.4	11.6	8.5	10.4	2.8	1.3	1.3	13.0	11.1	19.8	17.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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	
<b>E42 - HUMAN SERVICES SUPPORT</b>																	
00 - 05 YEARS	52	117	32	184	0	1	6	10	0	3	1	1	91	316	2	2	
06 - 10 YEARS	18	34	12	23	0	3	2	8	2	2	0	0	34	70	3	1	
11 - 15 YEARS	18	28	4	20	0	0	1	4	0	1	0	0	23	53	6	2	
16 - 20 YEARS	11	26	5	21	0	1	2	7	0	0	0	0	18	55	6	8	
21 - 25 YEARS	3	20	1	14	0	0	0	2	0	0	0	0	4	36	0	3	
26 - 30 YEARS	6	26	3	15	0	4	1	0	0	0	0	0	10	45	6	7	
31 - 35 YEARS	7	14	1	13	1	0	0	0	0	0	0	0	9	27	2	2	
36 - 40 YEARS	4	5	0	0	0	0	0	0	0	0	0	0	4	5	1	0	
MORE THAN 40 YEARS	0	0	1	1	0	0	0	0	0	0	0	0	1	1	0	0	
<b>BARGAINING UNIT TOTAL</b>	<b>119</b>	<b>270</b>	<b>59</b>	<b>291</b>	<b>1</b>	<b>9</b>	<b>12</b>	<b>31</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>194</b>	<b>608</b>	<b>26</b>	<b>25</b>	
MORE THAN 10 YEARS:	49	119	15	84	1	5	4	13	0	1	0	0	69	222	21	22	
AVERAGE YEARS	11.5	12.3	9.3	9.1	31.0	17.3	9.2	10.0	5.5	6.3	5.0	5.0	10.7	10.6	19.2	20.2	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.7</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	348	221	12	8	1	0	4	2	6	9	0	0	371	240	1	0
06 - 10 YEARS	317	134	7	9	1	0	4	4	13	7	0	0	342	154	1	2
11 - 15 YEARS	192	108	8	7	0	0	3	1	9	8	0	0	212	124	2	1
16 - 20 YEARS	240	107	9	6	1	1	4	1	7	5	0	0	261	120	8	2
21 - 25 YEARS	90	48	11	6	1	4	2	0	5	1	0	0	109	59	2	2
26 - 30 YEARS	102	31	9	3	1	0	2	0	6	1	0	0	120	35	4	2
31 - 35 YEARS	65	6	3	0	0	0	1	0	1	0	0	0	70	6	0	0
36 - 40 YEARS	11	0	0	0	0	0	0	0	1	0	0	0	12	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	1	0	0	0	4	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,368</b>	<b>655</b>	<b>59</b>	<b>39</b>	<b>5</b>	<b>5</b>	<b>20</b>	<b>8</b>	<b>49</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>1,501</b>	<b>738</b>	<b>19</b>	<b>9</b>
MORE THAN 10 YEARS:	703	300	40	22	3	5	12	2	30	15	0	0	788	344	17	7
AVERAGE YEARS	13.1	11.0	16.3	12.9	16.8	21.2	14.7	9.0	15.6	10.4	0.0	0.0	13.3	11.1	20.6	18.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	237	106	11	6	3	0	4	2	3	3	1	0	259	117	2	0
06 - 10 YEARS	146	45	3	2	2	0	2	0	4	1	0	0	157	48	0	0
11 - 15 YEARS	85	26	3	1	0	0	2	0	1	2	0	0	91	29	2	0
16 - 20 YEARS	134	36	8	6	0	0	3	0	3	1	0	0	148	43	7	1
21 - 25 YEARS	50	13	9	4	0	1	0	1	0	0	0	0	59	19	0	2
26 - 30 YEARS	25	12	5	4	1	0	2	1	1	0	0	0	34	17	0	1
31 - 35 YEARS	47	4	2	1	0	0	4	0	0	0	0	0	53	5	7	0
36 - 40 YEARS	15	4	0	0	0	0	1	0	2	0	0	0	18	4	2	0
MORE THAN 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>744</b>	<b>247</b>	<b>41</b>	<b>24</b>	<b>6</b>	<b>1</b>	<b>18</b>	<b>4</b>	<b>14</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>824</b>	<b>283</b>	<b>21</b>	<b>4</b>
MORE THAN 10 YEARS:	361	96	27	16	1	1	12	2	7	3	0	0	408	118	19	4
AVERAGE YEARS	12.6	10.4	15.3	15.9	8.2	21.0	18.4	14.3	15.3	9.1	0.0	0.0	12.9	10.9	23.8	22.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.4</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
 RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
 PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>NOT AVAILABLE</b>																
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
<b>BARGAINING UNIT TOTAL</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	64	8	2	1	0	0	1	0	0	0	0	0	67	9	0	0
06 - 10 YEARS	402	30	8	1	2	0	7	0	2	0	0	0	421	31	0	0
11 - 15 YEARS	335	58	36	4	17	0	13	0	2	0	0	0	403	62	2	0
16 - 20 YEARS	181	40	29	2	5	0	12	2	2	1	0	0	229	45	0	0
21 - 25 YEARS	97	27	24	2	4	0	8	0	0	0	0	0	133	29	1	0
26 - 30 YEARS	57	4	15	1	0	0	3	0	0	0	0	0	75	5	0	0
31 - 35 YEARS	17	0	1	0	0	0	1	0	0	0	0	0	19	0	0	0
36 - 40 YEARS	4	0	1	0	0	0	1	0	0	0	0	0	6	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,159</b>	<b>167</b>	<b>116</b>	<b>11</b>	<b>28</b>	<b>0</b>	<b>46</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1,355</b>	<b>181</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	693	129	106	9	26	0	38	2	4	1	0	0	867	141	3	0
AVERAGE YEARS	13.6	14.9	18.1	15.6	14.8	0.0	17.0	18.5	13.5	17.0	0.0	0.0	14.1	15.0	16.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.2</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	230	311	63	103	0	2	10	7	1	1	1	0	305	424	1	0
06 - 10 YEARS	136	202	37	86	1	1	6	7	1	6	0	0	181	302	0	0
11 - 15 YEARS	95	89	35	50	1	1	4	3	3	0	0	0	138	143	3	1
16 - 20 YEARS	78	71	31	47	2	0	6	4	2	3	0	0	119	125	4	1
21 - 25 YEARS	61	76	19	36	3	1	0	4	0	0	0	0	83	117	4	7
26 - 30 YEARS	98	125	53	64	2	0	3	3	1	0	0	0	157	192	8	7
31 - 35 YEARS	35	46	6	10	1	0	0	1	0	0	0	0	42	57	4	1
36 - 40 YEARS	1	2	1	1	0	0	1	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>734</b>	<b>922</b>	<b>245</b>	<b>398</b>	<b>10</b>	<b>5</b>	<b>30</b>	<b>29</b>	<b>8</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>1,028</b>	<b>1,364</b>	<b>24</b>	<b>17</b>
MORE THAN 10 YEARS:	368	409	145	209	9	2	14	15	6	3	0	0	542	638	23	17
AVERAGE YEARS	13.4	12.9	14.9	13.8	21.0	9.8	12.2	13.4	14.3	10.1	5.0	0.0	13.8	13.1	23.2	24.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.4</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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	
<b>W22 - HUMAN SERVICES</b>																	
00 - 05 YEARS	386	1,135	92	586	2	8	20	55	8	15	0	1	508	1,800	3	11	
06 - 10 YEARS	433	930	94	605	2	11	16	60	12	24	0	0	557	1,630	6	8	
11 - 15 YEARS	363	635	84	270	2	9	15	51	3	15	0	0	467	980	10	22	
16 - 20 YEARS	219	435	50	251	1	10	14	45	4	10	0	0	288	751	23	39	
21 - 25 YEARS	146	249	39	139	2	4	5	14	4	10	0	0	196	416	11	23	
26 - 30 YEARS	235	438	37	279	1	9	5	11	2	4	0	0	280	741	26	46	
31 - 35 YEARS	114	181	17	129	1	1	3	3	2	0	0	0	137	314	10	21	
36 - 40 YEARS	13	25	5	19	0	0	0	2	0	0	0	0	18	46	1	1	
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	
<b>BARGAINING UNIT TOTAL</b>	<b>1,911</b>	<b>4,028</b>	<b>418</b>	<b>2,278</b>	<b>11</b>	<b>52</b>	<b>78</b>	<b>241</b>	<b>35</b>	<b>78</b>	<b>0</b>	<b>1</b>	<b>2,453</b>	<b>6,678</b>	<b>90</b>	<b>171</b>	
MORE THAN 10 YEARS:	1,092	1,963	232	1,087	7	33	42	126	15	39	0	0	1,388	3,248	81	152	
AVERAGE YEARS	14.4	12.8	13.7	13.4	15.6	14.7	12.7	12.1	12.6	12.2	0.0	2.0	14.2	13.0	21.8	21.1	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.3</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	200	1,246	41	248	1	7	9	55	1	12	1	9	253	1,577	1	5
06 - 10 YEARS	142	1,042	24	220	2	12	9	46	4	9	0	0	181	1,329	2	12
11 - 15 YEARS	52	549	7	123	0	13	2	21	0	2	0	0	61	708	5	27
16 - 20 YEARS	50	650	10	187	1	9	3	50	2	6	0	0	66	902	15	79
21 - 25 YEARS	26	380	10	118	1	9	5	25	1	6	0	0	43	538	10	46
26 - 30 YEARS	51	672	18	215	0	13	3	32	0	6	0	0	72	938	12	67
31 - 35 YEARS	25	350	1	88	0	1	2	8	0	1	0	0	28	448	4	31
36 - 40 YEARS	4	54	1	14	0	0	0	0	0	0	0	0	5	68	0	3
MORE THAN 40 YEARS	0	6	0	0	0	0	0	0	0	0	0	0	0	6	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>550</b>	<b>4,949</b>	<b>112</b>	<b>1,213</b>	<b>5</b>	<b>64</b>	<b>33</b>	<b>237</b>	<b>8</b>	<b>42</b>	<b>1</b>	<b>9</b>	<b>709</b>	<b>6,514</b>	<b>49</b>	<b>270</b>
MORE THAN 10 YEARS:	208	2,661	47	745	2	45	15	136	3	21	0	0	275	3,608	46	253
AVERAGE YEARS	11.2	14.5	11.8	16.0	11.6	16.2	12.6	14.1	10.9	13.1	0.0	0.4	11.3	14.7	21.3	22.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.4</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	415	406	38	92	4	6	5	7	49	40	3	2	514	553	1	0
06 - 10 YEARS	365	355	30	82	1	0	6	7	16	13	0	0	418	457	8	2
11 - 15 YEARS	173	224	21	38	1	2	5	7	9	11	0	0	209	282	6	4
16 - 20 YEARS	195	272	45	71	3	2	10	18	12	10	0	0	265	373	22	29
21 - 25 YEARS	106	190	28	64	0	2	8	6	8	6	0	0	150	268	22	13
26 - 30 YEARS	184	299	39	70	2	2	6	9	2	6	0	0	233	386	25	36
31 - 35 YEARS	126	189	10	30	0	1	4	2	1	2	0	0	141	224	16	13
36 - 40 YEARS	26	32	1	1	0	0	0	0	0	0	0	0	27	33	4	1
MORE THAN 40 YEARS	2	4	1	0	0	0	0	1	0	0	0	0	3	5	1	2
<b>BARGAINING UNIT TOTAL</b>	<b>1,592</b>	<b>1,971</b>	<b>213</b>	<b>448</b>	<b>11</b>	<b>15</b>	<b>44</b>	<b>57</b>	<b>97</b>	<b>88</b>	<b>3</b>	<b>2</b>	<b>1,960</b>	<b>2,581</b>	<b>105</b>	<b>100</b>
MORE THAN 10 YEARS:	812	1,210	145	274	6	9	33	43	32	35	0	0	1,028	1,571	96	98
AVERAGE YEARS	14.3	16.3	16.8	15.9	12.8	14.1	18.0	17.3	9.3	10.2	0.7	1.5	14.4	16.0	23.7	24.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
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	1	0	0	0	0	0	0	0	0	0	1	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	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
<b>BARGAINING UNIT TOTAL</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS:	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
AVERAGE YEARS	24.5	3.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	24.5	6.5	24.5	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.5</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	115	147	20	29	0	0	2	3	3	5	0	0	140	184	2	1
06 - 10 YEARS	336	248	31	75	4	2	6	4	11	5	0	0	388	334	1	1
11 - 15 YEARS	482	314	60	93	11	9	9	10	6	7	0	0	568	433	9	7
16 - 20 YEARS	691	381	98	128	21	7	24	14	9	11	0	0	843	541	31	23
21 - 25 YEARS	537	284	101	116	8	3	17	7	11	5	0	0	674	415	56	21
26 - 30 YEARS	459	397	64	146	7	4	10	18	5	5	0	0	545	570	50	47
31 - 35 YEARS	310	180	40	78	3	1	10	3	4	1	0	0	367	263	35	17
36 - 40 YEARS	88	28	4	15	1	1	0	2	2	0	0	0	95	46	13	3
MORE THAN 40 YEARS	10	4	0	2	0	0	0	0	1	0	0	0	11	6	1	3
<b>BARGAINING UNIT TOTAL</b>	<b>3,028</b>	<b>1,983</b>	<b>418</b>	<b>682</b>	<b>55</b>	<b>27</b>	<b>78</b>	<b>61</b>	<b>52</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>3,631</b>	<b>2,792</b>	<b>198</b>	<b>123</b>
MORE THAN 10 YEARS:	2,577	1,588	367	578	51	25	70	54	38	29	0	0	3,103	2,274	195	121
AVERAGE YEARS	20.2	19.3	20.3	20.8	20.0	19.0	20.6	20.6	18.8	15.8	0.0	0.0	20.2	19.6	25.5	25.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>19.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	85	125	11	19	1	0	3	9	3	2	2	1	105	156	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	1	0	0	0	0	0	0	0	0	0	0	0	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	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
<b>BARGAINING UNIT TOTAL</b>	<b>85</b>	<b>126</b>	<b>11</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>105</b>	<b>157</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.1</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	97	71	16	16	0	1	2	2	2	2	2	2	119	94	1	0
06 - 10 YEARS	84	54	8	5	0	0	0	1	0	1	0	0	92	61	2	1
11 - 15 YEARS	83	50	7	3	0	0	1	0	1	0	0	0	92	53	2	1
16 - 20 YEARS	93	94	15	21	1	0	2	2	5	2	0	0	116	119	4	4
21 - 25 YEARS	103	74	20	14	4	0	5	1	1	3	0	0	133	92	10	6
26 - 30 YEARS	158	124	30	32	2	2	4	3	1	3	0	0	195	164	19	8
31 - 35 YEARS	166	67	16	27	2	1	2	2	3	0	0	0	189	97	18	6
36 - 40 YEARS	50	14	2	4	1	0	2	0	0	0	0	0	55	18	4	2
MORE THAN 40 YEARS	6	2	0	0	0	0	1	0	0	0	0	0	7	2	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>840</b>	<b>550</b>	<b>114</b>	<b>122</b>	<b>10</b>	<b>4</b>	<b>19</b>	<b>11</b>	<b>13</b>	<b>11</b>	<b>2</b>	<b>2</b>	<b>998</b>	<b>700</b>	<b>62</b>	<b>28</b>
MORE THAN 10 YEARS:	659	425	90	101	10	3	17	8	11	8	0	0	787	545	59	27
AVERAGE YEARS	21.6	20.1	20.9	22.6	26.8	22.0	24.3	20.6	20.6	18.2	1.5	1.0	21.6	20.5	27.4	25.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>21.1</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	64	198	15	34	1	1	1	7	0	2	1	3	82	245	1	1
06 - 10 YEARS	48	247	5	38	0	2	2	2	0	4	0	0	55	293	0	1
11 - 15 YEARS	21	149	5	25	1	2	1	1	1	1	0	0	29	178	0	5
16 - 20 YEARS	30	231	8	39	0	2	3	12	0	7	0	0	41	291	2	9
21 - 25 YEARS	16	111	6	26	0	1	0	15	1	2	0	0	23	155	3	14
26 - 30 YEARS	24	219	3	54	1	3	0	17	1	1	0	0	29	294	2	16
31 - 35 YEARS	19	170	3	36	2	1	0	3	0	1	0	0	24	211	2	20
36 - 40 YEARS	6	25	0	1	0	0	1	0	0	0	0	0	7	26	0	1
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>228</b>	<b>1,353</b>	<b>45</b>	<b>253</b>	<b>5</b>	<b>12</b>	<b>8</b>	<b>57</b>	<b>3</b>	<b>18</b>	<b>1</b>	<b>3</b>	<b>290</b>	<b>1,696</b>	<b>10</b>	<b>67</b>
MORE THAN 10 YEARS:	116	908	25	181	4	9	5	48	3	12	0	0	153	1,158	9	65
AVERAGE YEARS	14.3	17.8	13.7	18.9	22.0	18.8	15.9	20.7	20.7	15.7	1.0	4.0	14.4	18.0	22.9	25.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>17.5</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 20 SEPTEMBER 22, 2007**

BARGAINING UNIT	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	
<b>STATEWIDE TOTAL</b>																	
00- 05 YEARS	4,262	4,828	540	1,474	42	41	120	176	84	99	32	28	5,080	6,646	23	23	
06- 10 YEARS	4,982	3,742	483	1,330	77	42	120	157	70	74	0	0	5,732	5,345	28	31	
11- 15 YEARS	3,526	2,537	414	753	90	44	110	107	40	47	0	0	4,180	3,488	63	73	
16- 20 YEARS	3,748	2,593	475	894	88	39	135	163	54	56	0	0	4,500	3,745	207	210	
21- 25 YEARS	2,107	1,563	424	628	42	28	73	78	33	33	0	0	2,679	2,330	178	150	
26- 30 YEARS	1,778	2,407	329	907	22	37	51	97	19	26	0	0	2,199	3,474	184	238	
31- 35 YEARS	1,078	1,225	115	422	17	6	38	23	11	5	0	0	1,259	1,681	107	115	
36- 40 YEARS	245	192	17	55	2	1	6	4	5	0	0	0	275	252	29	12	
MORE THAN 40 YEARS	32	20	2	4	0	0	1	1	2	0	0	0	37	25	7	5	
<b>STATEWIDE TOTAL</b>	<b>21,758</b>	<b>19,107</b>	<b>2,799</b>	<b>6,467</b>	<b>380</b>	<b>238</b>	<b>654</b>	<b>806</b>	<b>318</b>	<b>340</b>	<b>32</b>	<b>28</b>	<b>25,941</b>	<b>26,986</b>	<b>826</b>	<b>857</b>	
MORE THAN 10 YEARS	12,514	10,537	1,776	3,663	261	155	414	473	164	167	0	0	15,129	14,995	775	803	
AVERAGE YEARS	14.2	14.3	15.2	14.9	15.1	15.1	14.9	14.2	13.3	12.0	0.9	1.2	14.3	14.4	23.0	22.8	
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.4</b>																

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: September 22, 2007**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,451	2.7 %	44.4	\$22.54	1,012	69.7 %
A31 - LABOR AND TRADES	3,418	6.4 %	45.3	\$17.59	1,993	58.3 %
C12 - SECURITY	8,784	16.6 %	42.8	\$22.30	7,594	86.5 %
E42 - HUMAN SERVICES SUPPORT	802	1.5 %	46.5	\$21.40	386	48.1 %
H21 - SCIENTIFIC & ENGINEERING	2,240	4.2 %	43.8	\$29.90	1,615	72.1 %
L32 - TECHNICAL	1,108	2.1 %	42.9	\$21.38	723	65.3 %
T01 - STATE POLICE ENLISTED	1,543	2.9 %	40.1	\$29.36	1,476	95.7 %
U11 - INSTITUTIONAL	2,421	4.6 %	46.5	\$19.05	1,715	70.8 %
W22 - HUMAN SERVICES	9,133	17.2 %	46.5	\$25.06	6,745	73.9 %
W41 - ADMINISTRATIVE SUPPORT	7,228	13.6 %	46.9	\$19.29	5,358	74.1 %
Y23 - BUSINESS & ADMINISTRATION	4,541	8.6 %	47.0	\$29.32	3,469	76.4 %
Y50 - PENDING UNIT ASSIGNMENT	4	0.0 %	45.2	\$21.79	3	75.0 %
Y51 - SUPERVISORY	6,432	12.1 %	49.6	\$30.97	6,101	94.9 %
Y52 - NONCAREER	262	0.5 %	25.4	\$13.16	2	0.8 %
Y98 - MANAGERIAL	1,698	3.2 %	51.9	\$45.08	1,492	87.9 %
Y99 - CONFIDENTIAL	1,986	3.7 %	47.8	\$25.67	1,653	83.2 %
<b>STATEWIDE TOTAL</b>	<b>53,051</b>	<b>100.0 %</b>	<b>46.0</b>	<b>\$24.87</b>	<b>41,337</b>	<b>77.9 %</b>

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 23, 2006, the average hourly pay rate has increased by \$1.09 (4.6%) and the percentage of employees eligible for longevity has increased from 77% to 78%. The average employee age has increased from 45.4 to 46 years of age.

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING Sep 22, 2007

Unit Code	Bargaining Unit	Total Employees	Health Insurance						Dental Insurance					Vision Insurance		
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
A02	SAFETY & REGULATORY	1,394	953	68 %	326	23 %	19	1 %	1,281	92 %	11	1 %	8	1 %	1,308	94 %
A31	LABOR AND TRADES	2,467	1,416	57 %	900	36 %	18	1 %	2,325	94 %	7	0 %	6	0 %	2,338	95 %
C12	SECURITY	8,784	5,526	63 %	2,858	33 %	41	0 %	8,274	94 %	179	2 %	19	0 %	8,468	96 %
E42	HUMAN SERVICES SUPPORT	802	507	63 %	252	31 %	7	1 %	737	92 %	35	4 %	0	0 %	776	97 %
H21	SCIENTIFIC & ENGINEERING	2,239	1,171	52 %	927	41 %	29	1 %	2,075	93 %	48	2 %	13	1 %	2,145	96 %
L32	TECHNICAL	999	579	58 %	366	37 %	14	1 %	942	94 %	22	2 %	5	1 %	970	97 %
T01	STATE POLICE ENLISTED	1,543	1,395	90 %	112	7 %	4	0 %	1,510	98 %	3	0 %	0	0 %	1,513	98 %
U11	INSTITUTIONAL	2,400	1,540	64 %	729	30 %	12	1 %	2,252	94 %	34	1 %	3	0 %	2,289	95 %
W22	HUMAN SERVICES	9,091	5,262	58 %	3,181	35 %	93	1 %	8,289	91 %	291	3 %	35	0 %	8,642	95 %
W41	ADMINISTRATIVE SUPPORT	6,841	3,073	45 %	3,242	47 %	79	1 %	6,166	90 %	243	4 %	28	0 %	6,453	94 %
Y23	BUSINESS & ADMINISTRATION	4,535	1,805	40 %	2,350	52 %	75	2 %	4,096	90 %	149	3 %	21	0 %	4,274	94 %
Y50	PENDING UNIT ASSIGNMENT	4	0	0 %	4	100 %	0	0 %	4	100 %	0	0 %	0	0 %	4	100 %
Y51	SUPERVISORY	6,431	3,604	56 %	2,395	37 %	66	1 %	5,984	93 %	107	2 %	15	0 %	6,110	95 %
Y52	NONCAREER	2	1	50 %	1	50 %	0	0 %	2	100 %	0	0 %	0	0 %	2	100 %
Y98	MANAGERIAL	1,698	857	50 %	731	43 %	16	1 %	1,594	94 %	23	1 %	8	0 %	1,627	96 %
Y99	CONFIDENTIAL	1,980	741	37 %	1,033	52 %	23	1 %	1,782	90 %	49	2 %	1	0 %	1,829	92 %
<b>STATEWIDE TOTALS:</b>		<b>51,210</b>	<b>28,430</b>	<b>56 %</b>	<b>19,407</b>	<b>38 %</b>	<b>496</b>	<b>1 %</b>	<b>47,313</b>	<b>92 %</b>	<b>1,201</b>	<b>2 %</b>	<b>162</b>	<b>0 %</b>	<b>48,748</b>	<b>95 %</b>

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.

MIDB Civil Service HWF47  
 Universe: Human Resources  
 Report Sequence: HRS Dept Cd Desc

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY BARGAINING UNIT

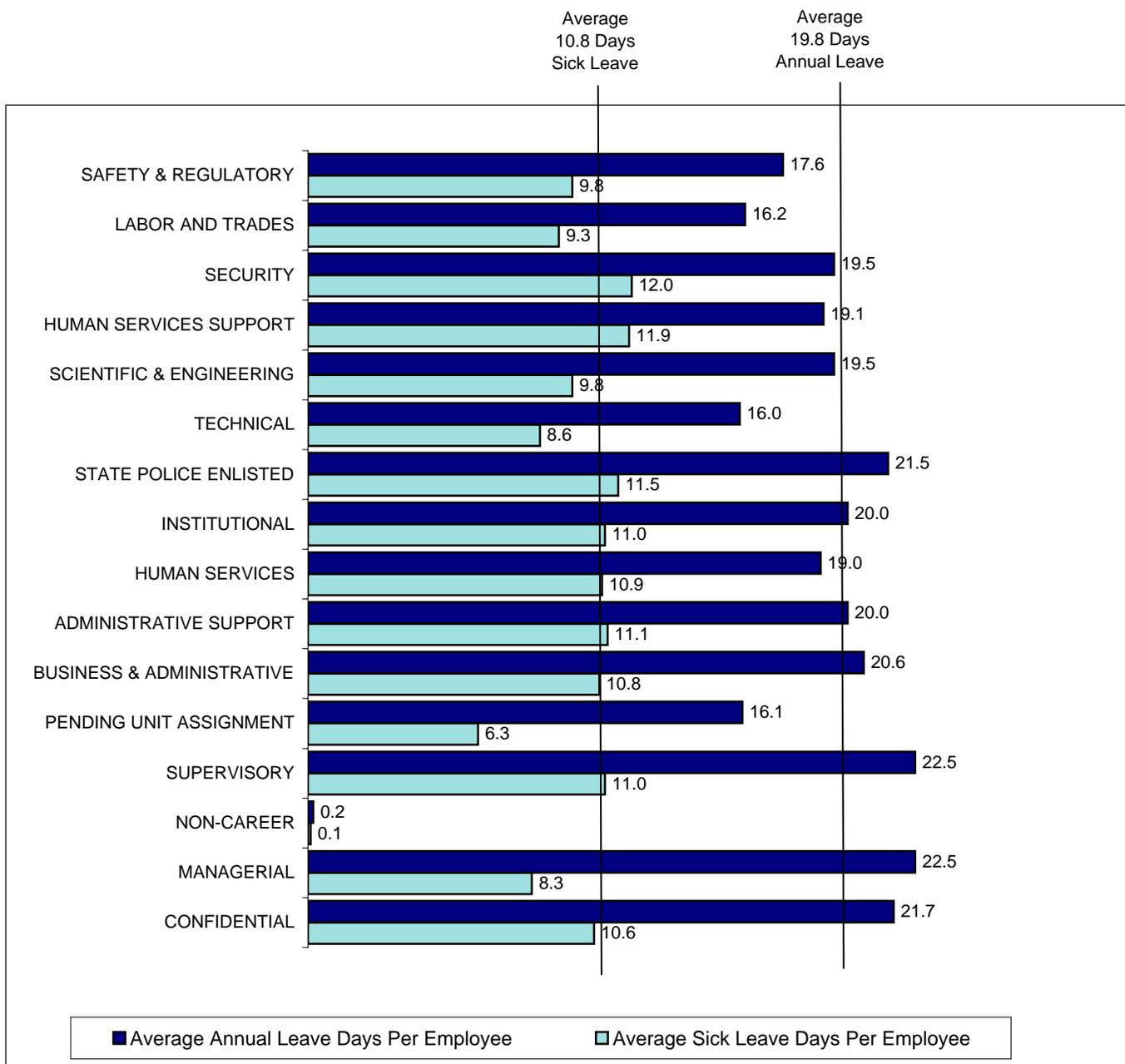
PAY PERIOD ENDING Sep 22, 2007

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
A02	SAFETY & REGULATORY	1,394	1,182	85 %	97	7 %	1,308	94 %	83	6 %	89	6 %
A31	LABOR AND TRADES	2,467	2,211	90 %	15	1 %	2,362	96 %	97	4 %	18	1 %
C12	SECURITY	8,784	8,367	95 %	0	0 %	8,469	96 %	313	4 %	0	0 %
E42	HUMAN SERVICES SUPPORT	802	666	83 %	0	0 %	747	93 %	54	7 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,239	1,857	83 %	32	1 %	2,060	92 %	175	8 %	24	1 %
L32	TECHNICAL	999	834	83 %	26	3 %	913	91 %	82	8 %	17	2 %
T01	STATE POLICE ENLISTED	1,543	1,499	97 %	1,021	66 %	1,498	97 %	32	2 %	1,091	71 %
U11	INSTITUTIONAL	2,400	2,187	91 %	1	0 %	2,326	97 %	73	3 %	0	0 %
W22	HUMAN SERVICES	9,091	8,293	91 %	1	0 %	8,570	94 %	521	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,841	6,141	90 %	157	2 %	6,460	94 %	351	5 %	125	2 %
Y23	BUSINESS & ADMINISTRATION	4,535	3,885	86 %	61	1 %	4,213	93 %	306	7 %	46	1 %
Y50	PENDING UNIT ASSIGNMENT	4	3	75 %	0	0 %	4	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,431	6,182	96 %	198	3 %	6,230	97 %	196	3 %	197	3 %
Y52	NONCAREER	2	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,698	1,548	91 %	33	2 %	1,613	95 %	81	5 %	36	2 %
Y99	CONFIDENTIAL	1,980	1,799	91 %	23	1 %	1,865	94 %	112	6 %	22	1 %
<b>STATEWIDE TOTALS:</b>		<b>51,210</b>	<b>46,654</b>	<b>91 %</b>	<b>1,665</b>	<b>3 %</b>	<b>48,640</b>	<b>95 %</b>	<b>2,476</b>	<b>5 %</b>	<b>1,665</b>	<b>3 %</b>

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.

MIDB Civil Service HWF47  
 Universe: Human Resources  
 Report Sequence: HRS Dept Cd Desc

### ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2006-07



Source: HWF29 and HWF32, pay period beginning 9-24-06 through pay period ending 9-22-07.

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

From Pay Period Ending: 10/7/2006 Through Pay Period Ending: 09/22/2007

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,519	119,248.9	78.5	9.8
A31 LABOR AND TRADES	3,252	242,304.2	74.5	9.3
C12 SECURITY	9,358	897,787.4	95.9	12.0
E42 HUMAN SERVICES SUPPORT	881	83,643.9	94.9	11.9
H21 SCIENTIFIC & ENGINEERING	2,362	185,793.4	78.7	9.8
L32 TECHNICAL	1,308	89,711.1	68.6	8.6
T01 STATE POLICE ENLISTED	1,577	145,181.5	92.1	11.5
U11 INSTITUTIONAL	2,811	247,437.8	88.0	11.0
W22 HUMAN SERVICES	9,919	867,719.6	87.5	10.9
W41 ADMINISTRATIVE SUPPORT	7,575	670,890.7	88.6	11.1
Y23 BUSINESS & ADMINISTRATION	4,813	416,645.7	86.6	10.8
Y50 PENDING UNIT ASSIGNMENT	5	251.5	50.3	6.3
Y51 SUPERVISORY	6,896	607,737.9	88.1	11.0
Y52 NONCAREER	176	85.8	0.5	0.1
Y98 MANAGERIAL	1,830	121,001.6	66.1	8.3
Y99 CONFIDENTIAL	2,096	177,336.9	84.6	10.6
<b>STATEWIDE</b>	<b>56,378</b>	<b>4,872,777.9</b>	<b>86.4</b>	<b>10.8</b>

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.

## ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT

From Pay Period Ending: 10/7/2006 Through Pay Period Ending: 09/22/2007

Bargaining Unit Code/Name	ANNUAL LEAVE				DEFERRED HOURS			
	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	1,519	213,823.5	140.8	17.6	1,519	10,699.1	7.0	0.9
A31 LABOR AND TRADES	3,252	422,181.1	129.8	16.2	3,252	17,918.8	5.5	0.7
C12 SECURITY	9,358	1,458,714.4	155.9	19.5	9,358	88,822.6	9.5	1.2
E42 HUMAN SERVICES SUPPORT	881	134,638.8	152.8	19.1	881	3,813.4	4.3	0.5
H21 SCIENTIFIC & ENGINEERING	2,362	368,962.7	156.2	19.5	2,362	13,769.8	5.8	0.7
L32 TECHNICAL	1,308	167,773.0	128.3	16.0	1,308	8,877.2	6.8	0.8
T01 STATE POLICE ENLISTED	1,577	270,996.9	171.8	21.5	1,577	16,432.7	10.4	1.3
U11 INSTITUTIONAL	2,811	449,407.3	159.9	20.0	2,811	30,277.4	10.8	1.3
W22 HUMAN SERVICES	9,919	1,510,356.2	152.3	19.0	9,919	67,187.8	6.8	0.8
W41 ADMINISTRATIVE SUPPORT	7,575	1,212,365.1	160.0	20.0	7,575	41,116.2	5.4	0.7
Y23 BUSINESS & ADMINISTRATION	4,813	791,978.5	164.5	20.6	4,813	33,543.2	7.0	0.9
Y50 PENDING UNIT ASSIGNMENT	5	645.8	129.2	16.1	5	92.0	18.4	2.3
Y51 SUPERVISORY	6,896	1,240,814.2	179.9	22.5	6,896	46,538.8	6.7	0.8
Y52 NONCAREER	176	257.5	1.5	0.2	176	35.7	0.2	0.0
Y98 MANAGERIAL	1,830	329,203.9	179.9	22.5	1,830	10,289.6	5.6	0.7
Y99 CONFIDENTIAL	2,096	363,651.0	173.5	21.7	2,096	14,460.1	6.9	0.9
<b>STATEWIDE</b>	<b>56,378</b>	<b>8,935,769.9</b>	<b>158.5</b>	<b>19.8</b>	<b>56,378</b>	<b>403,874.4</b>	<b>7.2</b>	<b>0.9</b>

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.

**STATE CLASSIFIED EMPLOYEE AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
BY BARGAINING UNIT  
Fiscal Year 2006-07**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	9.8	17.6	27.4
A31	LABOR AND TRADES	9.3	16.2	25.5
C12	SECURITY	12.0	19.5	31.5
E42	HUMAN SERVICES SUPPORT	11.9	19.1	31.0
H21	SCIENTIFIC & ENGINEERING	9.8	19.5	29.3
L32	TECHNICAL	8.6	16.0	24.6
T01	STATE POLICE ENLISTED	11.5	21.5	33.0
U11	INSTITUTIONAL	11.0	20.0	31.0
W22	HUMAN SERVICES	10.9	19.0	29.9
W41	ADMINISTRATIVE SUPPORT	11.1	20.0	31.1
Y23	BUSINESS & ADMINISTRATION	10.8	20.6	31.4
Y50	PENDING UNIT ASSIGNMENT	6.3	16.1	22.4
Y51	SUPERVISORY	11.0	22.5	33.5
Y52	NON-CAREER	0.1	0.2	0.3
Y98	MANAGERIAL	8.3	22.5	30.8
Y99	CONFIDENTIAL	10.6	21.7	32.3
	STATEWIDE AVERAGE	10.8	19.8	30.6

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-22-07.

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 2002-03 through 2006-07**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
A02	SAFETY & REGULATORY	10.0	8.4	8.7	9.1	9.8
A31	LABOR AND TRADES	11.6	10.0	8.5	8.8	9.3
C12	SECURITY	12.4	12.3	12.2	11.6	12.0
E42	HUMAN SERVICES SUPPORT	9.4	10.1	10.0	11.0	11.9
H21	SCIENTIFIC & ENGINEERING	9.7	7.8	8.5	8.9	9.8
L32	TECHNICAL	9.3	7.4	7.2	8.0	8.6
T01	STATE POLICE ENLISTED	11.0	9.8	10.1	10.3	11.5
U11	INSTITUTIONAL	11.4	10.8	10.4	10.5	11.0
W22	HUMAN SERVICES	10.6	10.1	10.2	10.4	10.9
W41	ADMINISTRATIVE SUPPORT	10.9	10.4	10.5	10.7	11.1
Y23	BUSINESS & ADMINISTRATION	10.1	8.9	9.9	9.9	10.8
Y50	PENDING UNIT ASSIGNMENT	7.0	1.8	8.1	7.6	6.3
Y51	SUPERVISORY	10.7	9.6	10.4	10.5	11.0
Y52	NON-CAREER	6.7	0.9	0.0	0.0	0.1
Y98	MANAGERIAL	8.5	6.5	7.3	7.5	8.3
Y99	CONFIDENTIAL	10.0	8.9	9.6	9.8	10.6
	STATEWIDE AVERAGE	10.9	10.0	10.1	10.2	10.8

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 22, 2007

### 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	537	44	30	0	0	218	22	0	0	0	81	395
ATTORNEY GENERAL	11	498	33	1	0	0	0	0	0	0	0	93	127
AUDITOR GENERAL	03	144	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	119	0	0	0	0	0	0	0	0	53	14	67
CIVIL SERVICE	19	202	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,128	39	115	179	0	145	47	0	1,027	659	588	2,799
CORRECTIONS	47	16,105	10	816	8,552	0	12	103	0	557	2,076	1,156	13,282
EDUCATION	31	362	3	12	0	2	0	0	0	23	103	84	227
ENVIRONMENTAL QUALITY	76	1,431	33	2	0	0	815	54	0	0	1	195	1,100
EXECUTIVE OFFICE	01	46	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	246	20	43	0	0	7	2	0	0	48	51	171
HUMAN SERVICES	43	9,613	185	62	0	57	4	4	0	301	5,711	1,259	7,583
INFORMATION TECHNOLOGY	08	1,734	0	29	0	0	4	52	0	0	0	268	353
LABOR & ECONOMIC GROWTH	64	3,987	262	43	0	743	94	6	0	20	393	771	2,332
MANAGEMENT & BUDGET	07	1,003	4	284	0	0	34	12	0	0	2	138	474
MILITARY AFFAIRS	51	938	32	162	0	0	24	10	0	450	26	54	758
NATURAL RESOURCES	75	2,635	524	962	0	0	249	179	0	11	52	215	2,192
STATE	23	1,730	24	20	0	0	0	1	0	0	1	1,137	1,183
STATE POLICE	55	2,624	165	27	0	0	83	29	1,536	3	0	288	2,131
STRATEGIC FUND	07	229	0	35	0	0	0	2	0	0	0	64	101
TRANSPORTATION	59	3,060	59	750	0	0	548	583	0	0	3	247	2,190
TREASURY	27	1,555	10	9	0	0	2	1	0	0	3	518	543
<b>Grand Total:</b>		<b>52,926</b>	<b>1,447</b>	<b>3,404</b>	<b>8,731</b>	<b>802</b>	<b>2,239</b>	<b>1,107</b>	<b>1,536</b>	<b>2,392</b>	<b>9,131</b>	<b>7,223</b>	<b>38,012</b>

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

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. They are reflected in the totals for the agency they were employed with prior to the effective date of the Order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty Ninth Annual Workforce Report for 2007 - 2008.

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 20 Ending September 22, 2007

### 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	537	28	17	19	5	0	73	142
ATTORNEY GENERAL	11	498	27	50	284	0	0	10	371
AUDITOR GENERAL	03	144	0	64	34	6	0	36	140
CIVIL RIGHTS	15	119	2	20	13	2	0	15	52
CIVIL SERVICE	19	202	0	158	20	8	0	16	202
COMMUNITY HEALTH	39	4,128	468	128	179	18	2	534	1,329
CORRECTIONS	47	16,105	160	293	149	4	0	2,217	2,823
EDUCATION	31	362	58	28	20	1	0	28	135
ENVIRONMENTAL QUALITY	76	1,431	62	43	20	20	0	186	331
EXECUTIVE OFFICE	01	46	0	44	0	2	0	0	46
HISTORY ARTS AND LIBRARIES	25	246	22	11	20	2	0	20	75
HUMAN SERVICES	43	9,613	415	318	181	1	0	1,115	2,030
INFORMATION TECHNOLOGY	08	1,734	1,031	59	89	27	0	175	1,381
LABOR & ECONOMIC GROWTH	64	3,987	842	188	219	48	1	357	1,655
MANAGEMENT & BUDGET	07	1,003	172	149	68	28	0	112	529
MILITARY AFFAIRS	51	938	23	24	17	0	0	116	180
NATURAL RESOURCES	75	2,635	75	46	51	6	0	265	443
STATE	23	1,730	147	70	53	11	0	266	547
STATE POLICE	55	2,624	106	46	44	1	0	296	493
STRATEGIC FUND	07	229	63	22	20	0	1	22	128
TRANSPORTATION	59	3,060	210	136	91	44	0	389	870
TREASURY	27	1,555	630	72	107	28	0	175	1,012
<b>Grand Total:</b>		<b>52,926</b>	<b>4,541</b>	<b>1,986</b>	<b>1,698</b>	<b>262</b>	<b>4</b>	<b>6,423</b>	<b>14,914</b>

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

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. They are reflected in the totals for the agency they were employed with prior to the effective date of the Order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty Ninth Annual Workforce Report for 2007 - 2008.

# **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 or limited term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**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 ((not classified)

**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.

**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) is 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.

**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.

**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.

**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.

**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** - Starting in FY2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or 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 about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

Before FY2005, turnover separations included all separations whether voluntary or involuntary, except 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)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- 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

<b><u>Unit Code</u></b>	<b><u>Unit</u></b>
<b>01</b>	<p><b><u>State Police Enlisted Unit</u></b>  This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.</p>
<b>02</b>	<p><b><u>Safety and Regulatory Unit</u></b>  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.</p>
<b>11</b>	<p><b><u>Institutional Unit</u></b>  This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.</p>
<b>12</b>	<p><b><u>Security Unit</u></b>  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.</p>
<b>21</b>	<p><b><u>Scientific and Engineering Unit</u></b>  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.</p>
<b>22</b>	<p><b><u>Human Services Unit</u></b>  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.</p>
<b>23</b>	<p><b><u>Business and Administrative Unit</u></b>  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.</p>
<b>31</b>	<p><b><u>Labor and Trades Unit</u></b>  Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.</p>
<b>32</b>	<p><b><u>Technical Unit</u></b>  Employees in this unit provide support services in the area of science and engineering.</p>
<b>41</b>	<p><b><u>Administrative Support Unit</u></b>  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.</p>
<b>42</b>	<p><b><u>Human Services Support Unit</u></b>  This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.</p>
<b>50</b>	<p><b><u>Pending Unit Assignment</u></b>  Employees in positions in classifications that are pending unit assignment.</p>

- 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.

**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.