TWENTY-NINTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2007-08
October 1, 2007 – September 30, 2008

State of Michigan
Civil Service Commission

Civil Service Commissioners:

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Jeremy S. Stephens, State Personnel Director

This is the Twenty-Ninth Annual Workforce Report covering fiscal year 2007-08 (October 1, 2007 – September 30, 2008). 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.

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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 on-line 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 2007-08

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.9
Average Annual Salary [1]	$53,495
Average Annual Fringe Benefit Cost [2]	$31,107
Average Sick Leave Days Used	10.2
Average Annual Leave Days Used	18.9
Average Years of Service	14.2

WORK FORCE CHARACTERISTICS

Females	51.2%
Males	48.8%
Eligible for Longevity	75.5%
Less than Six Years of Service	22.6%
Six to Ten Years of Service	20.9%
Over Ten Years of Service	56.5%
Eligible to Retire in Three Years	24.9%
Eligible to Retire in Five Years	33.5%
Exclusively Represented for Collective Bargaining	72.0%
Turnover Separations	6.2%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.3%
Black	17.6%
Hispanic	2.8%
White	76.9%
Not Disclosed	0.3%

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

[2] 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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GLOSSARY

SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

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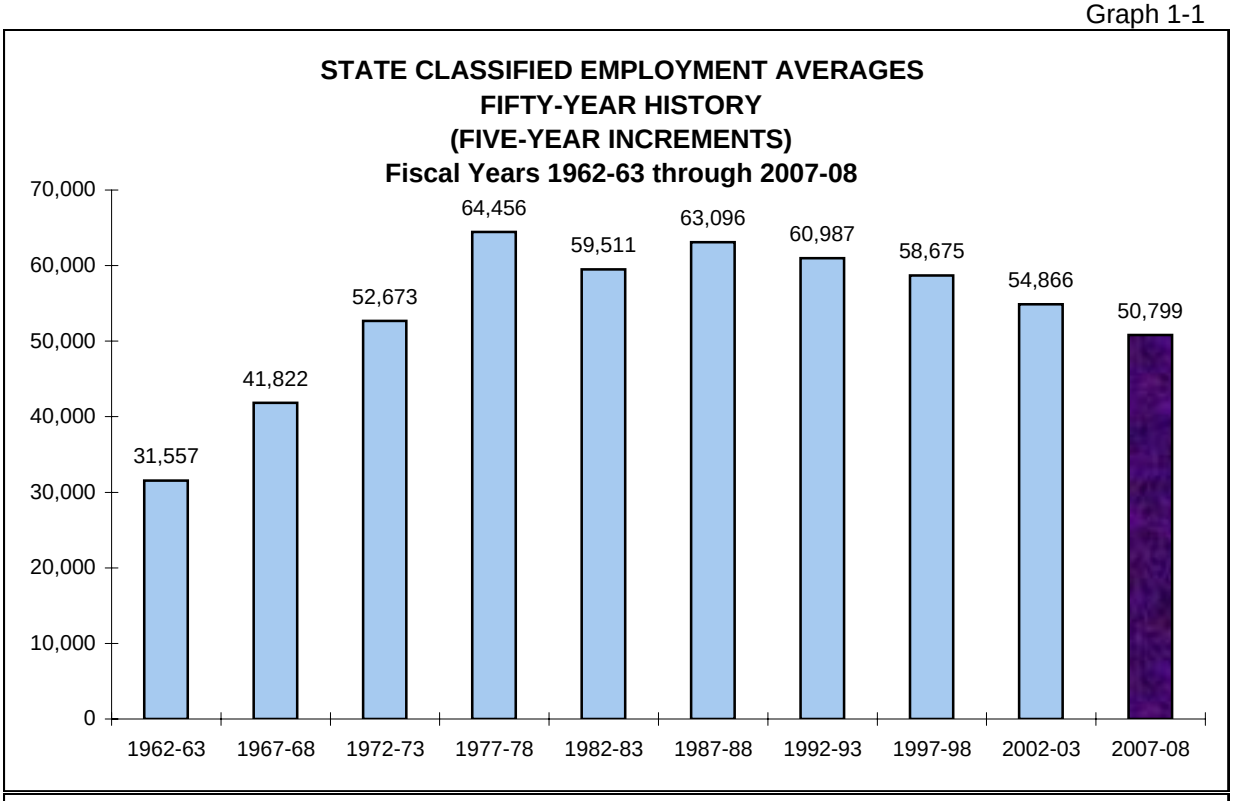
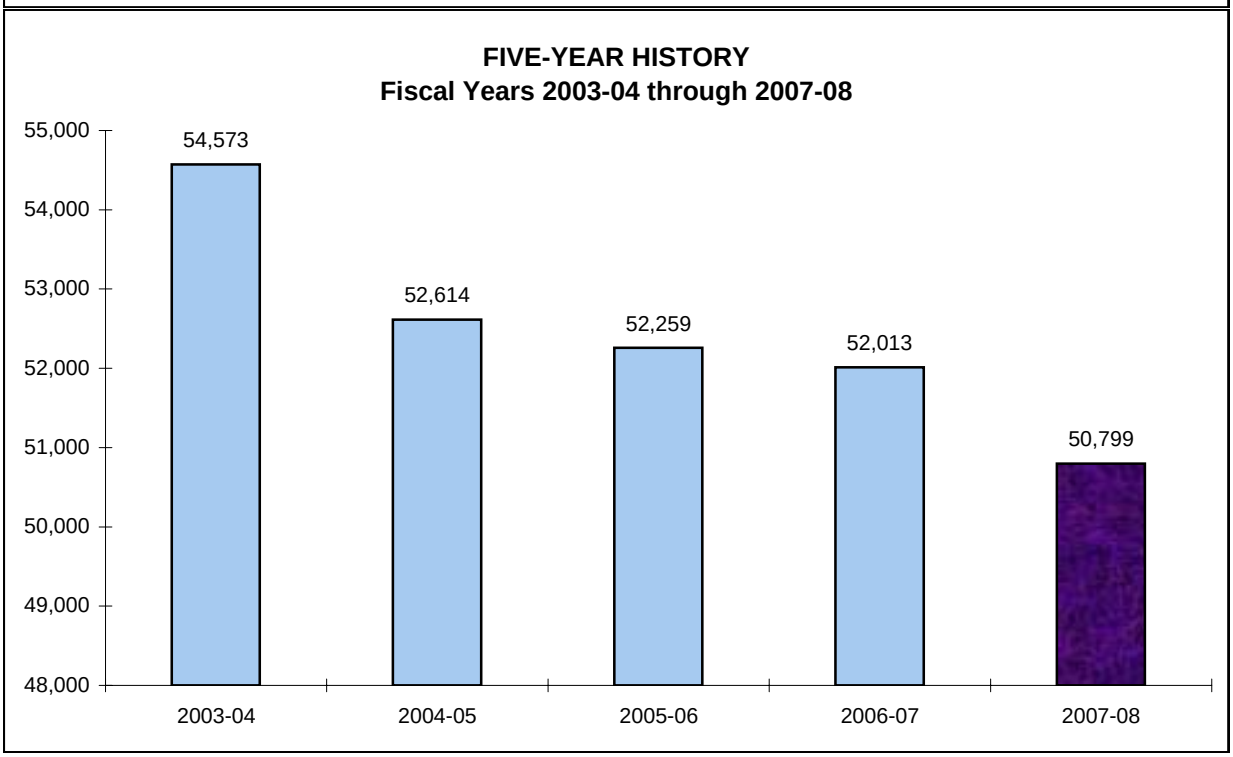
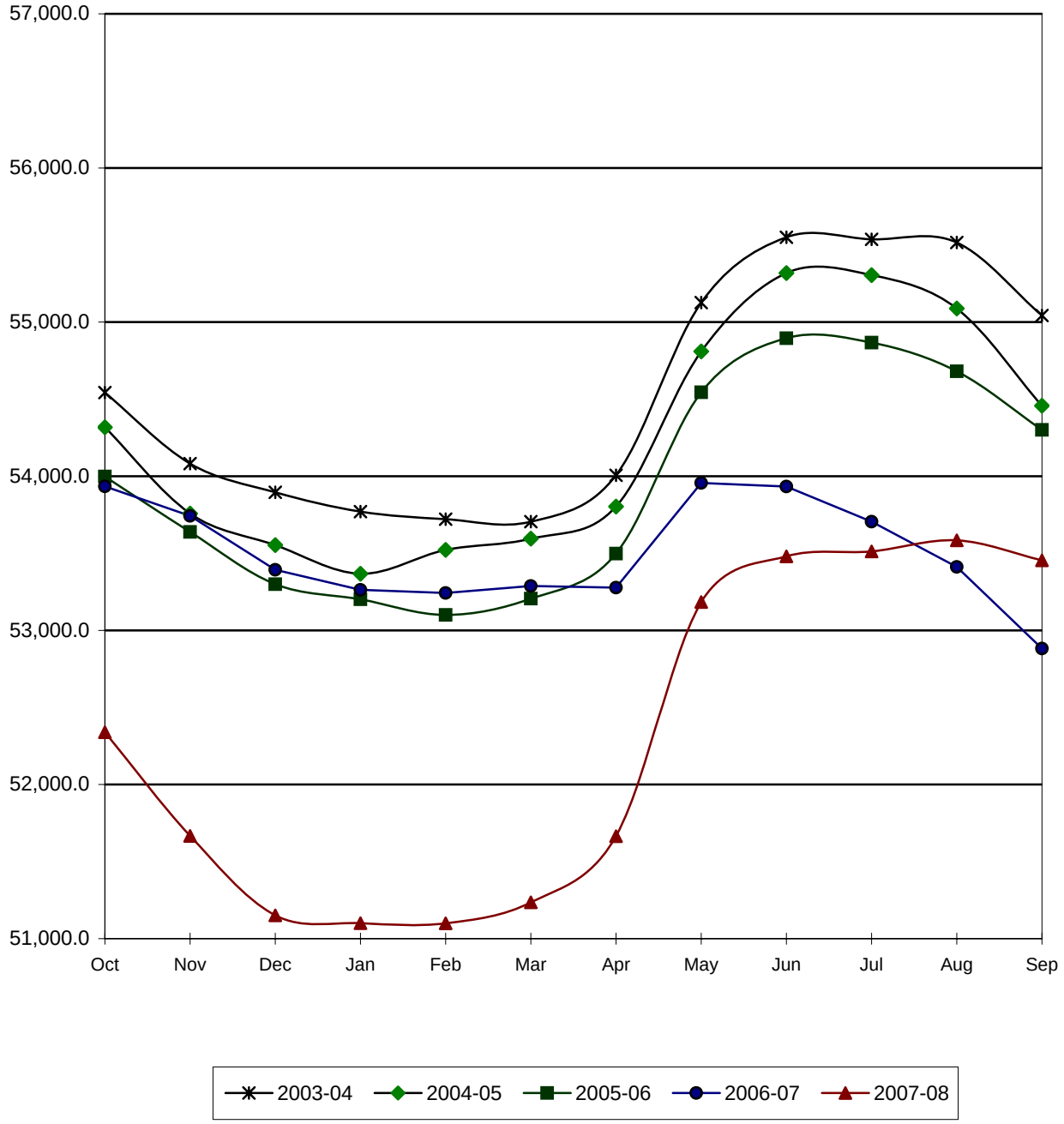




Source: MAIN, MIDB Civil Service HWF09.

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 20, 2008, these positions represented 96% of all non-career appointments.

STATE CLASSIFIED EMPLOYMENT FIGURES
Fiscal Years 2003-04 through 2007-08



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

Comment: 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 20, 2008

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	446.0	4.0	25.0	10.0	7.0	57.0	549.0	0.0	549.0
AGRICULTURE		**446.0**	**4.0**	**25.0**	**10.0**	**7.0**	**57.0**	**549.0**	**0.0**	**549.0**
ATY GNRL CENTRAL OFFICE	1101	482.0	1.0	0.0	17.0	0.0	0.0	500.0	0.0	500.0
ATTORNEY GENERAL		**482.0**	**1.0**	**0.0**	**17.0**	**0.0**	**0.0**	**500.0**	**0.0**	**500.0**
LEGISLATIVE AUDITOR GENERAL	0301	110.0	0.0	15.0	13.0	0.0	4.0	142.0	0.0	142.0
AUDITOR GENERAL		**110.0**	**0.0**	**15.0**	**13.0**	**0.0**	**4.0**	**142.0**	**0.0**	**142.0**
CIV RGHT CENTRAL OFFICE	1501	110.0	0.0	0.0	9.0	0.0	3.0	122.0	0.0	122.0
CIVIL RIGHTS		**110.0**	**0.0**	**0.0**	**9.0**	**0.0**	**3.0**	**122.0**	**0.0**	**122.0**
CIVIL SERVICE COMMISSION	1901	509.0	7.0	0.0	7.0	1.0	16.0	540.0	2.0	538.0
CIVIL SERVICE COMMISSION		**509.0**	**7.0**	**0.0**	**7.0**	**1.0**	**16.0**	**540.0**	**2.0**	**538.0**
DCH-CARO CENTER	3902	345.0	1.0	2.0	15.0	0.0	0.0	363.0	0.0	363.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,490.0	6.0	10.0	21.0	0.0	71.0	1,598.0	1.5	1,596.5
DCH-CTR FORENSIC PSYCHIATRY	3920	462.0	2.0	0.0	0.0	0.0	2.0	466.0	0.0	466.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	171.0	3.0	0.0	8.0	0.0	3.0	185.0	0.0	185.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	233.0	3.0	0.0	0.0	0.0	0.0	236.0	0.0	236.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	356.0	6.0	0.0	40.0	0.0	0.0	402.0	0.0	402.0
DCH - MT. PLEASANT CENTER	3912	383.0	0.0	4.0	6.0	0.0	0.0	393.0	0.0	393.0
DCH-OFFICE OF SERVICES TO TH	3970	33.0	0.0	1.0	1.0	0.0	0.0	35.0	0.0	35.0
DCH-WALTER P. REUTHER PSY HOSP	3945	393.0	0.0	0.0	3.0	0.0	8.0	404.0	0.0	404.0
COMMUNITY HEALTH		**3,866.0**	**21.0**	**17.0**	**94.0**	**0.0**	**84.0**	**4,082.0**	**1.5**	**4,080.5**
DOC-ADRIAN/GUS HARRISON FAC	4729	521.0	0.0	0.0	1.0	0.0	0.0	522.0	0.0	522.0
DOC-ALGER MAX SECURITY CORRECT	4735	343.0	0.0	0.0	1.0	0.0	0.0	344.0	0.0	344.0
DOC-BARAGA FACILITY	4740	402.0	2.0	0.0	1.0	0.0	0.0	405.0	0.0	405.0
DOC-BELLAMY CREEK FACILITY	4748	465.0	0.0	0.0	1.0	0.0	0.0	466.0	0.0	466.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	549.0	1.0	0.0	2.0	0.0	0.0	552.0	0.0	552.0

MIDB Civil Service HWF04
Report Sequence: HRS Dept Cd Desc, Process Level Cd Desc
Universe: Human Resources

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 20, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CARSON CITY FAC/CARSON CIT	4731	520.0	0.0	0.0	1.0	0.0	0.0	521.0	0.5	520.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	596.0	0.0	0.0	2.0	0.0	4.0	602.0	0.0	602.0
DOC-COOPER STREET FACILITY	4752	456.0	0.0	0.0	0.0	0.0	0.0	456.0	0.0	456.0
DOC-CORRECTN CENTRAL OFFICE	4702	452.0	0.0	0.0	32.0	0.0	36.0	520.0	0.0	520.0
DOC-COTTON FACILITY	4720	463.0	0.0	0.0	1.0	0.0	0.0	464.0	0.0	464.0
DOC-CRANE FACILITY	4716	366.0	0.0	0.0	0.0	0.0	0.0	366.0	0.0	366.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	222.0	0.0	0.0	1.0	0.0	0.0	223.0	0.0	223.0
DOC-EGELER FACILITY	4727	611.0	0.0	0.0	1.0	0.0	0.0	612.0	0.0	612.0
DOC-FIELD OPERATION REGION III	4763	871.0	10.0	2.0	2.0	0.0	0.0	885.0	0.0	885.0
DOC-FIELD OPERATIONS REGION I	4761	804.0	1.0	2.0	2.0	0.0	0.0	809.0	0.0	809.0
DOC-HANDLON MI TRAINING UNT	4705	330.0	0.0	0.0	0.0	0.0	0.0	330.0	0.0	330.0
DOC-HURON VALLEY CORR COMPLEX	4715	649.0	5.0	0.0	2.0	0.0	0.0	656.0	0.0	656.0
DOC-IONIA MAXIMUM FACILITY	4724	324.0	0.0	0.0	1.0	0.0	0.0	325.0	0.0	325.0
DOC-JACKSON CENTRAL REGION	4750	81.0	0.0	0.0	0.0	0.0	0.0	81.0	0.0	81.0
DOC-KINROSS/HIAWATHA FACILITY	4712	586.0	0.0	0.0	1.0	0.0	0.0	587.0	0.0	587.0
DOC-LAKELAND MENS FACILITY	4718	295.0	0.0	0.0	0.0	0.0	0.0	295.0	0.0	295.0
DOC-MACOMB FACILITY	4741	327.0	0.0	0.0	1.0	0.0	0.0	328.0	0.0	328.0
DOC-MARQUETTE BRANCH PRISON	4706	420.0	0.0	0.0	2.0	0.0	0.0	422.0	0.0	422.0
DOC-MICHIGAN REFORMATORY	4707	352.0	0.0	0.0	1.0	0.0	2.0	355.0	0.0	355.0
DOC-MICHIGAN STATE INDUSTRIES	4709	172.0	0.0	0.0	0.0	0.0	1.0	173.0	0.0	173.0
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	309.0	1.0	0.0	2.0	0.0	0.0	312.0	0.0	312.0
DOC-MUSKEGON FACILITY	4704	264.0	0.0	0.0	1.0	0.0	0.0	265.0	0.0	265.0
DOC-NEWBERRY FACILITY	4743	296.0	0.0	0.0	1.0	0.0	0.0	297.0	0.0	297.0
DOC-OAKS FACILITY	4739	340.0	1.0	0.0	1.0	0.0	0.0	342.0	0.0	342.0

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 20, 2008

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	279.0	1.0	0.0	1.0	0.0	0.0	281.0	0.0	281.0
DOC-PARNALL FACILITY	4751	319.0	0.0	1.0	0.0	0.0	0.0	320.0	0.0	320.0
DOC-PINE RIVER FACILITY	4744	238.0	0.0	0.0	1.0	0.0	0.0	239.0	0.0	239.0
DOC-PUGSLEY FACILITY	4745	248.0	1.0	0.0	1.0	0.0	0.0	250.0	0.0	250.0
DOC-RYAN FACILITY	4738	346.0	0.0	0.0	1.0	0.0	0.0	347.0	0.0	347.0
DOC-SAGINAW FACILITY	4742	352.0	4.0	0.0	1.0	0.0	0.0	357.0	0.0	357.0
DOC-SCOTT FACILITY	4721	372.0	0.0	0.0	1.0	0.0	0.0	373.0	0.0	373.0
DOC-STANDISH MAXIMUM FACILITY	4734	414.0	1.0	0.0	1.0	0.0	0.0	416.0	0.0	416.0
DOC-THUMB FACILITY	4725	347.0	0.0	0.0	3.0	0.0	0.0	350.0	0.0	350.0
IONIA REGIONAL OFFICE	4711	58.0	0.0	0.0	0.0	0.0	0.0	58.0	0.0	58.0
REGION I CFA REGIONAL OFFICE	4714	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
CORRECTIONS		**15,952.0**	**28.0**	**5.0**	**72.0**	**0.0**	**43.0**	**16,100.0**	**0.5**	**16,099.5**
EDUCATION	3103	289.0	7.0	4.0	23.0	76.0	7.0	406.0	1.0	405.0
EDUCATION		**289.0**	**7.0**	**4.0**	**23.0**	**76.0**	**7.0**	**406.0**	**1.0**	**405.0**
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,271.0	7.0	18.0	37.0	0.0	29.0	1,362.0	4.0	1,358.0
ENVIRONMENTAL QUALITY		**1,271.0**	**7.0**	**18.0**	**37.0**	**0.0**	**29.0**	**1,362.0**	**4.0**	**1,358.0**
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	44.0	0.0	3.0	47.0	0.0	47.0
EXECUTIVE OFFICE		**0.0**	**0.0**	**0.0**	**44.0**	**0.0**	**3.0**	**47.0**	**0.0**	**47.0**
HISTORY ARTS AND LIBRARIES	2501	167.0	1.0	4.0	8.0	17.0	60.0	257.0	2.0	255.0
HISTORY ARTS AND LIBRARIES		**167.0**	**1.0**	**4.0**	**8.0**	**17.0**	**60.0**	**257.0**	**2.0**	**255.0**
DHS-BERRIEN COUNTY	4322	139.0	0.0	0.0	0.0	3.0	0.0	142.0	0.0	142.0
DHS-CALHOUN COUNTY	4323	142.0	0.0	0.0	1.0	0.0	0.0	143.0	0.0	143.0
DHS-COUNTIES	4308	2,160.0	3.0	0.0	100.0	26.0	0.0	2,289.0	2.5	2,286.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,658.0	4.0	19.0	60.0	3.0	2.0	1,746.0	3.0	1,743.0

MIDB Civil Service HWF04
Report Sequence: HRS Dept Cd Desc, Process Level Cd Desc
Universe: Human Resources

STATE OF MICHIGAN

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Pay Period Number and Pay End Date 20 Sep 20, 2008

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	500.0	0.0	0.0	36.0	0.0	0.0	536.0	0.0	536.0
DHS-INGHAM COUNTY	4312	214.0	0.0	0.0	5.0	1.0	0.0	220.0	0.0	220.0
DHS - INSTITUTIONS	4307	199.0	1.0	25.0	7.0	0.0	0.0	232.0	0.0	232.0
DHS-JACKSON COUNTY	4315	119.0	0.0	0.0	7.0	0.0	0.0	126.0	0.0	126.0
DHS-KALAMAZOO COUNTY	4314	174.0	0.0	0.0	8.0	0.0	0.0	182.0	0.0	182.0
DHS-KENT COUNTY	4303	374.0	0.0	0.0	25.0	7.0	0.0	406.0	4.5	401.5
DHS-MACOMB COUNTY	4304	309.0	2.0	0.0	92.0	0.0	0.0	403.0	0.5	402.5
DHS-MAXEY TRAINING SCHOOL	4311	141.0	0.0	0.0	0.0	0.0	0.0	141.0	0.0	141.0
DHS-MUSKEGON COUNTY	4324	178.0	0.0	0.0	0.0	0.0	0.0	178.0	0.0	178.0
DHS-OAKLAND COUNTY	4305	482.0	0.0	3.0	5.0	0.0	0.0	490.0	0.0	490.0
DHS-SAGINAW COUNTY	4313	220.0	0.0	0.0	6.0	0.0	0.0	226.0	0.0	226.0
DHS-WASHTENAW	4325	132.0	0.0	0.0	2.0	0.0	0.0	134.0	0.0	134.0
DHS-WAYNE COUNTY DSS	4306	158.0	0.0	0.0	4.0	0.0	0.0	162.0	0.0	162.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	622.0	0.0	0.0	62.0	0.0	0.0	684.0	0.0	684.0
DHS-WAYNE COUNTY ZONE 3	4318	535.0	0.0	0.0	11.0	0.0	0.0	546.0	0.0	546.0
DHS-WAYNE COUNTY ZONE 4	4319	445.0	0.0	0.0	12.0	0.0	0.0	457.0	0.0	457.0
DHS-WAYNE COUNTY ZONE L	4316	383.0	0.0	0.0	8.0	0.0	0.0	391.0	0.0	391.0
HUMAN SERVICES		**9,284.0**	**10.0**	**47.0**	**451.0**	**40.0**	**2.0**	**9,834.0**	**10.5**	**9,823.5**
DEPT OF INFORMATION TECHNOLOGY	0801	1,634.0	5.0	1.0	29.0	0.0	66.0	1,735.0	0.0	1,735.0
INFORMATION TECHNOLOGY		**1,634.0**	**5.0**	**1.0**	**29.0**	**0.0**	**66.0**	**1,735.0**	**0.0**	**1,735.0**
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,327.0	14.0	5.0	110.0	47.0	71.0	3,574.0	5.0	3,569.0
MES BOARD OF REVIEW	6415	16.0	0.0	0.0	1.0	0.0	0.0	17.0	0.0	17.0
MSHDA	6405	249.0	5.0	3.0	2.0	0.0	33.0	292.0	2.0	290.0
LABOR & ECONOMIC GROWTH		**3,592.0**	**19.0**	**8.0**	**113.0**	**47.0**	**104.0**	**3,883.0**	**7.0**	**3,876.0**
CHIEF COMPLIANCE OFFICER	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0

MIDB Civil Service HWF04
Report Sequence: HRS Dept Cd Desc, Process Level Cd Desc
Universe: Human Resources

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 20, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MGMT BUD CENTRAL OFFICE	0701	885.0	11.0	3.0	46.0	0.0	35.0	980.0	6.5	973.5
MANAGEMENT & BUDGET		**885.0**	**11.0**	**3.0**	**47.0**	**0.0**	**35.0**	**981.0**	**6.5**	**974.5**
D.J. JACOBETTI HOME FOR VETERA	5103	143.0	4.0	2.0	0.0	4.0	2.0	155.0	1.0	154.0
GRAND RAPIDS HOME FOR VETERANS	5102	456.0	1.0	9.0	0.0	15.0	26.0	507.0	0.0	507.0
MIL AFFR CENTRAL OFFICE	5101	231.0	0.0	9.0	15.0	25.0	21.0	301.0	0.0	301.0
MILITARY AFFAIRS		**830.0**	**5.0**	**20.0**	**15.0**	**44.0**	**49.0**	**963.0**	**1.0**	**962.0**
DEPARTMENT OF NATURAL RESOURCE	7501	1,298.0	5.0	64.0	15.0	265.0	1,140.0	2,787.0	1.5	2,785.5
NATURAL RESOURCES		**1,298.0**	**5.0**	**64.0**	**15.0**	**265.0**	**1,140.0**	**2,787.0**	**1.5**	**2,785.5**
DEPARTMENT OF STATE	2301	1,234.0	0.0	224.0	29.0	0.0	150.0	1,637.0	0.0	1,637.0
STATE		**1,234.0**	**0.0**	**224.0**	**29.0**	**0.0**	**150.0**	**1,637.0**	**0.0**	**1,637.0**
STATE POLICE	5501	2,588.0	41.0	5.0	30.0	0.0	5.0	2,669.0	1.5	2,667.5
STATE POLICE		**2,588.0**	**41.0**	**5.0**	**30.0**	**0.0**	**5.0**	**2,669.0**	**1.5**	**2,667.5**
STRATEGIC FUND	0740	155.0	3.0	14.0	8.0	0.0	60.0	240.0	1.0	239.0
STRATEGIC FUND		**155.0**	**3.0**	**14.0**	**8.0**	**0.0**	**60.0**	**240.0**	**1.0**	**239.0**
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	2.0	0.0	15.0	49.0	0.0	49.0
BRIDGE AUTHORITIES-MACKINAC	5902	48.0	0.0	26.0	7.0	0.0	9.0	90.0	0.0	90.0
TRANSPORTATION CENTRAL OFFICE	5901	2,665.0	19.0	13.0	59.0	25.0	225.0	3,006.0	6.0	3,000.0
TRANSPORTATION		**2,745.0**	**19.0**	**39.0**	**68.0**	**25.0**	**249.0**	**3,145.0**	**6.0**	**3,139.0**
BUREAU OF STATE LOTTERY	2795	162.0	0.0	1.0	0.0	0.0	4.0	167.0	0.0	167.0
GAMING CONTROL	2707	92.0	1.0	1.0	6.0	0.0	7.0	107.0	0.5	106.5
TREASURY CENTRAL PAYROLL	2701	1,192.0	5.0	9.0	29.0	0.0	11.0	1,246.0	0.0	1,246.0
TREASURY		**1,446.0**	**6.0**	**11.0**	**35.0**	**0.0**	**22.0**	**1,520.0**	**0.5**	**1,519.5**
STATEWIDE TOTAL		**48,893.0**	**200.0**	**524.0**	**1,174.0**	**522.0**	**2,188.0**	**53,501.0**	**46.5**	**53,454.5**

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

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

MIDB Civil Service HWF04
Report Sequence: HRS Dept Cd Desc, Process Level Cd Desc
Universe: Human Resources

Table 1-2

Full-Time Equated Employee Position Report

2007-2008 Fiscal Year Summary

Through Pay Periods Ending Sep 22, 2007 and Sep 20, 2008

DEPARTMENT		FY 2007-08 Appropriated FTE Positions (A)	FY 2007-08 Average FTE Positions (B)	FY 2006-07 Average FTE Positions (C)	FY 2006-07 and FY 2007-08 Difference (B - C)	FY 2007-08 Avg and Appropriated Difference (B - A)
AGRICULTURE	Regular	686.5	480.7	510.7	-30.0	-205.8
	Overtime	0.0	2.5	1.8	0.8	2.5
	Total	686.5	483.3	512.5	-29.2	-203.2
ATTORNEY GENERAL	Regular	556.0	478.2	504.3	-26.1	-77.8
	Overtime	0.0	1.8	1.3	0.5	1.8
	Total	556.0	480.0	505.6	-25.6	-76.0
AUDITOR GENERAL	Regular	0.0	134.0	137.9	-4.0	134.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	134.0	137.9	-4.0	134.0
CIVIL RIGHTS	Regular	136.0	116.8	116.4	0.3	-19.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	116.8	116.4	0.3	-19.2
CIVIL SERVICE COMMISSION	Regular	240.5	178.9	194.2	-15.3	-61.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	179.0	194.3	-15.3	-61.5
COMMUNITY HEALTH	Regular	4,761.6	3,933.5	4,154.5	-221.1	-828.1
	Overtime	0.0	178.7	119.2	59.5	178.7
	Total	4,761.6	4,112.2	4,273.8	-161.6	-649.4

Report and Script Names: FTEAVG.CLR, FTEAVG.CLS
Report Sequence: Dept_Desc

Table 1-2

Full-Time Equated Employee Position Report

2007-2008 Fiscal Year Summary

Through Pay Periods Ending Sep 22, 2007 and Sep 20, 2008

DEPARTMENT		FY 2007-08 Appropriated FTE Positions (A)	FY 2007-08 Average FTE Positions (B)	FY 2006-07 Average FTE Positions (C)	FY 2006-07 and FY 2007-08 Difference (B - C)	FY 2007-08 Avg and Appropriated Difference (B - A)
CORRECTIONS	Regular	17,637.4	15,958.2	16,161.1	-202.9	-1,679.2
	Overtime	0.0	1,227.5	1,288.1	-60.5	1,227.5
	Total	17,637.4	17,185.7	17,449.1	-263.4	-451.7
EDUCATION	Regular	460.5	366.3	351.4	14.9	-94.2
	Overtime	0.0	1.0	1.4	-0.4	1.0
	Total	460.5	367.4	352.8	14.5	-93.2
ENVIRONMENTAL QUALITY	Regular	1,561.7	1,334.6	1,403.2	-68.6	-227.1
	Overtime	0.0	1.5	2.0	-0.5	1.5
	Total	1,561.7	1,336.1	1,405.2	-69.1	-225.6
EXECUTIVE OFFICE	Regular	74.2	44.3	44.0	0.4	-29.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	44.3	44.0	0.4	-29.9
HISTORY ARTS AND LIBRARIES	Regular	230.0	201.5	203.6	-2.2	-28.5
	Overtime	0.0	0.3	0.2	0.1	0.3
	Total	230.0	201.7	203.8	-2.1	-28.3
HUMAN SERVICES	Regular	10,575.4	9,359.4	9,484.4	-125.0	-1,216.0
	Overtime	0.0	167.6	145.4	22.2	167.6
	Total	10,575.4	9,527.0	9,629.8	-102.9	-1,048.4

Report and Script Names: FTEAVG.CLR, FTEAVG.CLS
Report Sequence: Dept_Desc

Table 1-2

Full-Time Equated Employee Position Report

2007-2008 Fiscal Year Summary

Through Pay Periods Ending Sep 22, 2007 and Sep 20, 2008

DEPARTMENT		FY 2007-08 Appropriated FTE Positions (A)	FY 2007-08 Average FTE Positions (B)	FY 2006-07 Average FTE Positions (C)	FY 2006-07 and FY 2007-08 Difference (B - C)	FY 2007-08 Avg and Appropriated Difference (B - A)
INFORMATION TECHNOLOGY	Regular	1,774.4	1,658.6	1,700.1	-41.6	-115.8
	Overtime	0.0	26.2	20.6	5.6	26.2
	Total	1,774.4	1,684.8	1,720.7	-36.0	-89.6
LABOR & ECONOMIC GROWTH	Regular	4,282.5	3,752.6	3,931.8	-179.2	-529.9
	Overtime	0.0	24.5	31.6	-7.1	24.5
	Total	4,282.5	3,777.1	3,963.4	-186.3	-505.4
MANAGEMENT & BUDGET	Regular	747.5	957.0	981.5	-24.5	209.5
	Overtime	0.0	10.8	9.9	0.9	10.8
	Total	747.5	967.8	991.3	-23.6	220.3
MILITARY AFFAIRS	Regular	1,015.0	911.7	915.8	-4.1	-103.4
	Overtime	0.0	32.8	32.2	0.6	32.8
	Total	1,015.0	944.5	948.0	-3.5	-70.5
NATURAL RESOURCES	Regular	2,082.9	1,951.9	1,957.9	-6.1	-131.0
	Overtime	0.0	29.8	43.4	-13.7	29.8
	Total	2,082.9	1,981.6	2,001.4	-19.7	-101.3
STATE	Regular	1,853.8	1,501.7	1,561.0	-59.3	-352.2
	Overtime	0.0	2.7	2.6	0.1	2.7
	Total	1,853.8	1,504.3	1,563.6	-59.3	-349.5

Report and Script Names: FTEAVG.CLR, FTEAVG.CLS
Report Sequence: Dept_Desc

Table 1-2

Full-Time Equated Employee Position Report

2007-2008 Fiscal Year Summary

Through Pay Periods Ending Sep 22, 2007 and Sep 20, 2008

DEPARTMENT		FY 2007-08 Appropriated FTE Positions (A)	FY 2007-08 Average FTE Positions (B)	FY 2006-07 Average FTE Positions (C)	FY 2006-07 and FY 2007-08 Difference (B - C)	FY 2007-08 Avg and Appropriated Difference (B - A)
STATE POLICE	Regular	2,899.0	2,527.6	2,581.2	-53.6	-371.4
	Overtime	0.0	144.9	123.3	21.6	144.9
	Total	2,899.0	2,672.5	2,704.4	-31.9	-226.5
STRATEGIC FUND	Regular	152.0	182.8	179.2	3.6	30.8
	Overtime	0.0	0.6	0.7	-0.1	0.6
	Total	152.0	183.3	179.8	3.5	31.3
TRANSPORTATION	Regular	3,029.3	2,952.9	2,971.6	-18.7	-76.4
	Overtime	0.0	136.5	158.3	-21.8	136.5
	Total	3,029.3	3,089.4	3,130.0	-40.5	60.1
TREASURY	Regular	1,744.5	1,499.0	1,550.5	-51.5	-245.5
	Overtime	0.0	2.0	2.6	-0.5	2.0
	Total	1,744.5	1,501.0	1,553.1	-52.1	-243.5
STATEWIDE TOTALS	**Total Regular**	**56,500.7**	**50,481.9**	**51,596.3**	**-1,114.4**	**-6,018.8**
	Total Overtime	**0.0**	**1,991.7**	**1,984.6**	**7.1**	**1,991.7**
	Grand Total	**56,500.7**	**52,473.6**	**53,580.9**	**-1,107.3**	**-4,027.1**

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). 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.

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

Report and Script Names: FTEAVG.CLR, FTEAVG.CLS
Report Sequence: Dept_Desc

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	2006-07		2007-08	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	537.0	1.0%	549.0	1.0%
Attorney General	498.0	0.9%	500.0	0.9%
Auditor General	144.0	0.3%	142.0	0.3%
Civil Rights	119.0	0.2%	122.0	0.2%
Civil Service Commission	201.0	0.4%	538.0	1.0%
Community Health	4,126.5	7.8%	4,080.5	7.6%
Corrections	16,103.0	30.5%	16,099.5	30.1%
Education	361.0	0.7%	405.0	0.8%
Environmental Quality	1,426.5	2.7%	1,358.0	2.5%
Executive Office	46.0	0.1%	47.0	0.1%
History Arts and Libraries	243.5	0.5%	255.0	0.5%
Human Services	9,605.5	18.2%	9,823.5	18.4%
Information Technology	1,734.0	3.3%	1,735.0	3.2%
Labor and Economic Growth	3,980.5	7.5%	3,876.0	7.3%
Management and Budget	996.0	1.9%	974.5	1.8%
Military & Veterans Affairs	937.0	1.8%	962.0	1.8%
Natural Resources	2,633.5	5.0%	2,785.5	5.2%
State	1,730.0	3.3%	1,637.0	3.1%
State Police	2,622.0	5.0%	2,667.5	5.0%
Strategic Fund	228.0	0.4%	239.0	0.4%
Transportation	3,056.0	5.8%	3,139.0	5.9%
Treasury	1,554.5	2.9%	1,519.5	2.8%
TOTAL	52,882.5	100.0%	53,454.5	100.0%

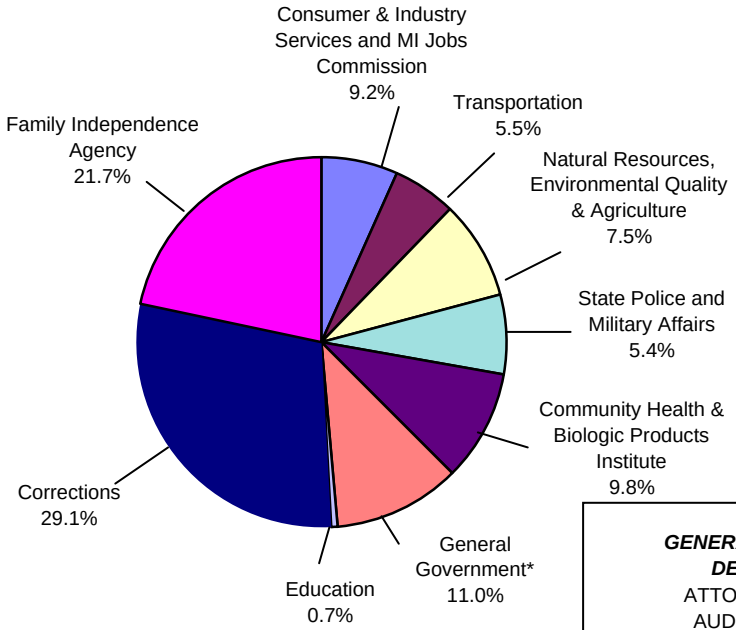
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally 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 reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007

Comments: Statewide the number of classified employees at fiscal year end increased by 572 (1%) from FY2006-07 to FY2007-08.
Source: MIDB Civil Service HWF03

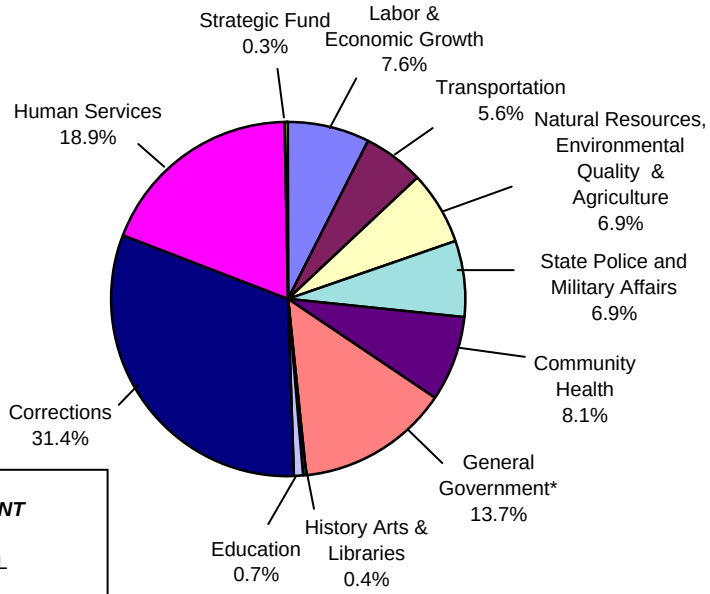
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES
Fiscal Years 1997-98 and 2007-08 Compared

Graph 1-3



FISCAL YEAR 1997-98
AVERAGE CLASSIFIED EMPLOYMENT
58,292

GENERAL GOVERNMENT DEPARTMENTS
ATTORNEY GENERAL
AUDITOR GENERAL
CIVIL RIGHTS
CIVIL SERVICE COMMISSION
EXECUTIVE OFFICE
INFORMATION TECHNOLOGY
MANAGEMENT AND BUDGET
STATE
TREASURY



FISCAL YEAR 2007-08
AVERAGE CLASSIFIED EMPLOYMENT
50,799

Source: Averages were developed from monthly KA6020P01 (Classified Emloyees by Appointment Duration) reports for FY1997-98 and HWF09 for FY2007-08.

Note: The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

Comment: Statewide, average classified employment decreased by 7,493 positions (13%) from 1997-98 to 2007-08.

AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 1998-99 THROUGH 2007-08

DEPARTMENT	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08
Agriculture	632	657	697	702	635	687	641	575	535	521
Attorney General	549	559	558	538	474	489	524	528	517	496
Auditor General	169	174	179	176	157	150	143	142	138	138
Career Development [1]	--	--	1,088	1,079	911	901	34	--	--	--
Civil Rights	163	160	166	164	135	133	131	127	119	117
Civil Service Commission [2]	207	206	206	200	176	189	210	210	206	538
Community Health	5,810	5,914	5,838	5,370	4,465	4,577	4,424	4,241	4,225	3,964
Consumer and Industry Services	3,909	3,843	3,823	3,735	3,186	3,170	209	--	--	--
Corrections	17,063	17,652	18,296	17,821	17,222	16,781	16,543	16,446	16,357	15,944
Education	442	403	396	393	298	324	352	367	369	380
Environmental Quality [3]	1,545	1,605	1,617	1,567	1,370	1,444	1,419	1,430	1,423	1,354
Executive Office	63	65	67	58	51	49	45	44	44	46
History Arts and Libraries [4]	--	--	--	295	287	273	203	200	196	191
Human Services	12,836	13,254	13,139	12,554	10,303	10,104	9,953	9,778	9,759	9,582
Information Technology [5]	--	--	--	--	1,730	1,721	1,675	1,690	1,712	1,670
Labor & Economic Growth [6]	--	--	--	--	--	55	3,751	4,128	3,967	3,781
Management and Budget	1,719	1,936	1,931	1,851	1,306	1,277	967	967	971	938
MI Jobs Commission [7]	1,149	1,055	--	--	--	--	--	--	--	--
Military and Veterans Affairs	949	987	970	962	919	943	928	924	934	921
Natural Resources	2,510	2,506	2,509	2,446	2,265	2,328	1,669	1,657	1,628	1,564
State	2,231	2,257	2,267	2,095	1,836	1,852	1,705	1,672	1,622	1,535
State Police	3,159	3,190	3,240	3,164	2,800	2,661	2,704	2,690	2,657	2,586
Strategic Fund	--	--	--	--	--	--	--	--	174	177
Transportation	3,196	3,244	3,253	3,185	2,826	2,956	2,849	2,880	2,895	2,854
Treasury	1,765	1,826	1,817	1,793	1,514	1,512	1,535	1,564	1,565	1,502
TOTAL	60,066	61,493	62,057	60,147	54,866	54,573	52,614	52,259	52,013	50,799

Source: 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 96% of all non-career appointments at the end of FY 2007-08. The count of employees who job share are divided in half.

[1] The Department of Career Development was created by Executive Order 1 of 1999.

[2] Civil Service positions increased in FY 2004-05 due to creation of the MI HR Service Center. The Department of Civil Service was renamed the Civil Service Commission and human resources staff were consolidated into the Civil Service Commission under Executive Order 30 of 2007. Totals provided in this report reflected the human resources consolidation beginning in FY 2007-08.

[3] The Department of Environmental Quality was created by Executive Order 18 of 1995.

[4] The Department of History Arts and Libraries was created by Act 63 of 2001.

[5] The Department of Information Technology was created by Executive Order 3 of 2001.

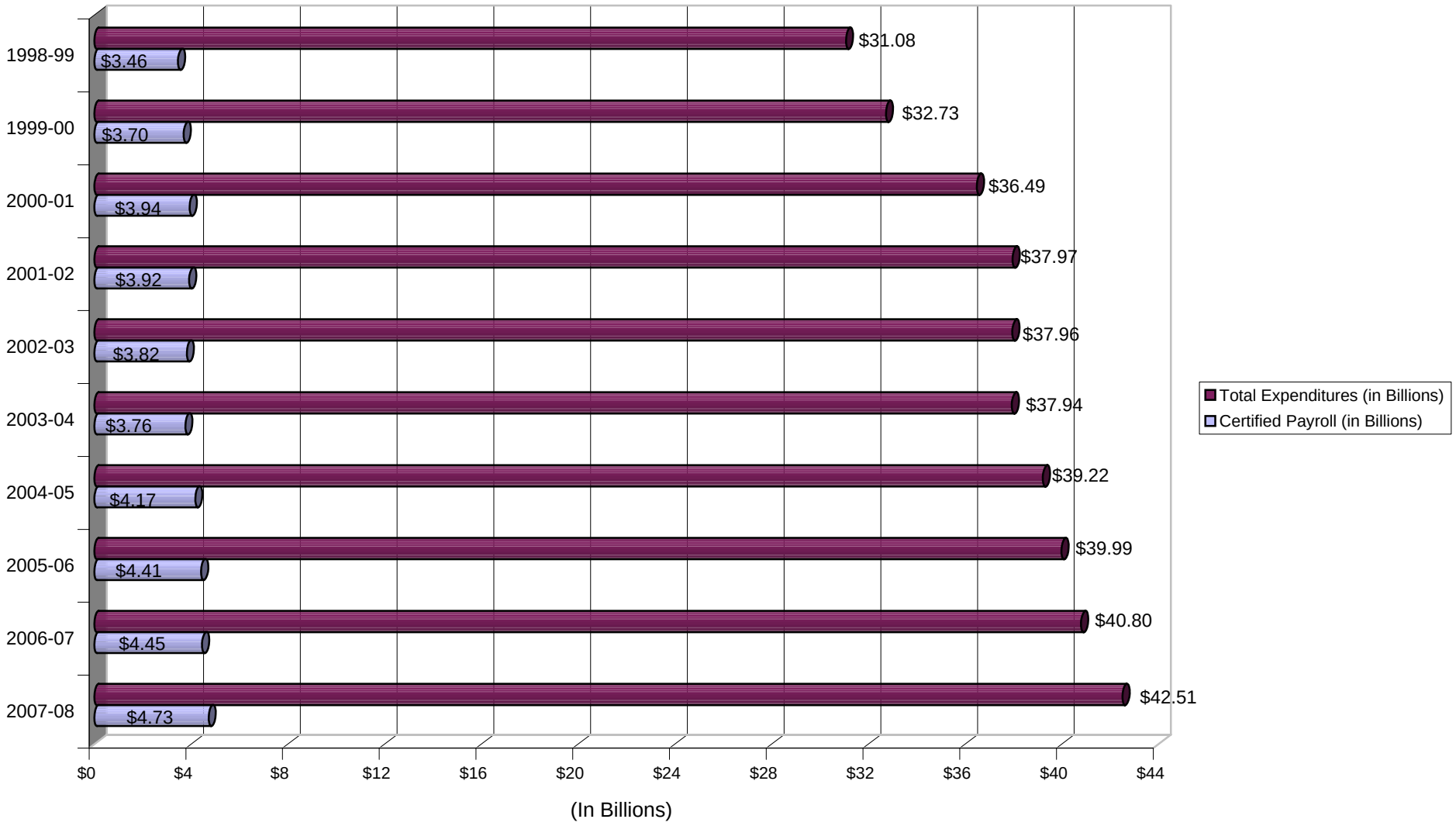
[6] The Department of Consumer and Industry Services was renamed The Department of Labor & Economic Growth (DLEG) by Executive Order 18 of 2003.

[7] The Michigan Jobs Commission was created as a temporary agency under Executive Order 2 of 1993. It became a prinicipal 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.

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1

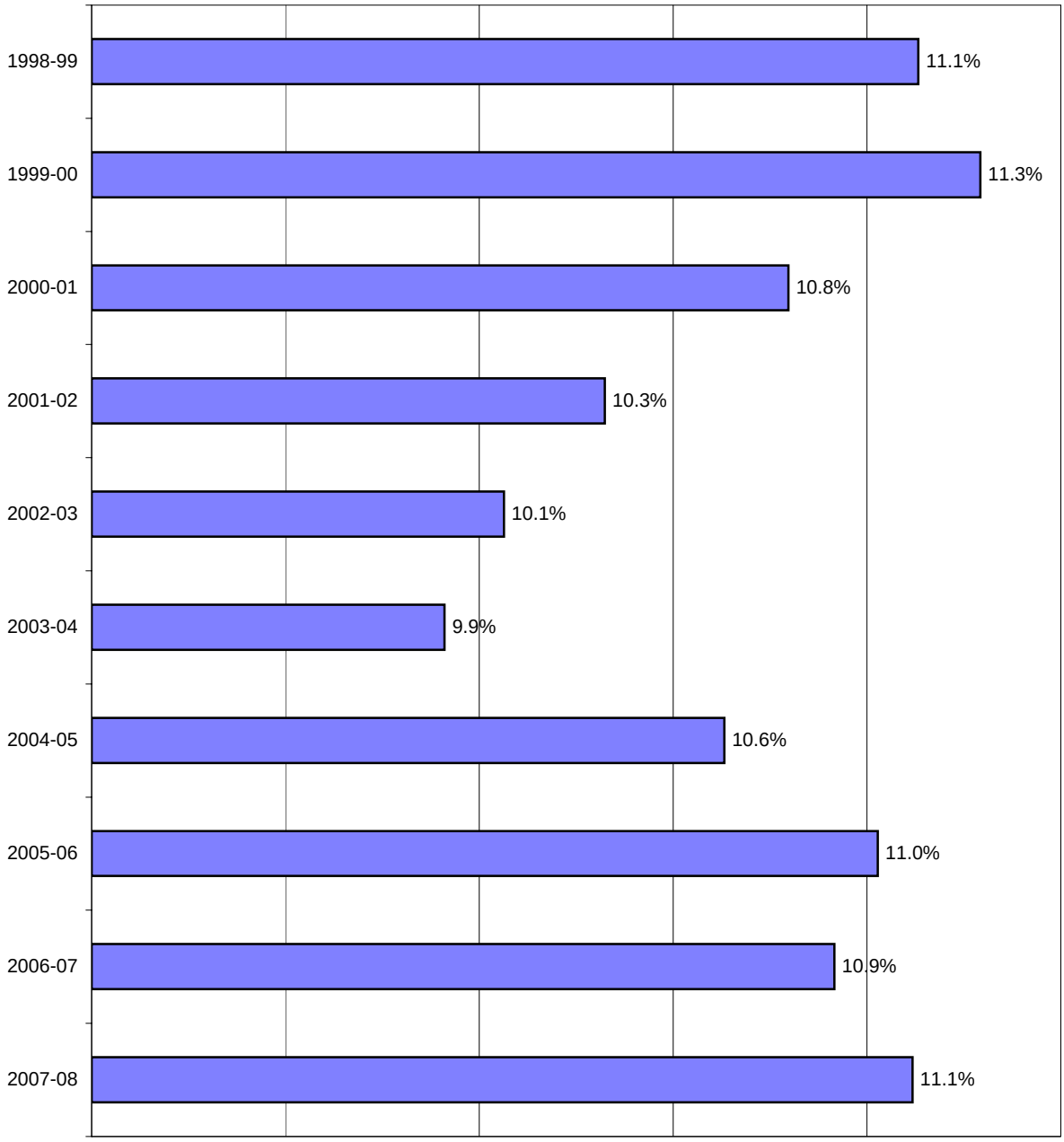
Trend of Total State Expenditures Compared to Total State Classified Payroll
Fiscal Years 1998-99 through 2007-08



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, Department of Civil Service. Classified Payroll figures include all direct and indirect payroll items.

Graph 2-2

STATE CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 1998-99 through 2007-08



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, Department of Civil Service.

Table 2-1

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: September 20, 2008

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	550	1.0 %	46.8	$27.45	398	72.4 %
ATTORNEY GENERAL	500	0.9 %	47.5	$36.72	327	65.4 %
AUDITOR GENERAL	142	0.3 %	40.9	$35.59	117	82.4 %
CIVIL RIGHTS	122	0.2 %	46.8	$28.98	93	76.2 %
CIVIL SERVICE COMMISSION	540	1.0 %	47.9	$28.85	453	83.9 %
COMMUNITY HEALTH	4,118	7.7 %	48.7	$27.04	3,002	72.9 %
CORRECTIONS	16,179	30.2 %	44.7	$24.59	13,380	82.7 %
EDUCATION	406	0.8 %	49.2	$29.47	235	57.9 %
ENVIRONMENTAL QUALITY	1,363	2.5 %	47.4	$30.08	1,112	81.6 %
EXECUTIVE OFFICE	47	0.1 %	36.7	$25.43	9	19.1 %
HISTORY ARTS AND LIBRARIES	257	0.5 %	44.7	$23.11	159	61.9 %
HUMAN SERVICES	9,847	18.4 %	47.2	$24.52	7,588	77.1 %
INFORMATION TECHNOLOGY	1,735	3.2 %	47.0	$31.24	1,341	77.3 %
LABOR & ECONOMIC GROWTH	3,887	7.2 %	47.8	$27.41	2,658	68.4 %
MANAGEMENT & BUDGET	982	1.8 %	47.3	$27.17	769	78.3 %
MILITARY AFFAIRS	963	1.8 %	46.8	$22.76	672	69.8 %
NATURAL RESOURCES	2,791	5.2 %	42.1	$18.63	1,260	45.1 %
STATE	1,639	3.1 %	47.1	$22.72	1,264	77.1 %
STATE POLICE	2,675	5.0 %	42.6	$29.08	2,315	86.5 %
STRATEGIC FUND	240	0.4 %	48.6	$24.95	149	62.1 %
TRANSPORTATION	3,149	5.9 %	43.9	$26.19	2,180	69.2 %
TREASURY	1,521	2.8 %	46.5	$27.38	1,033	67.9 %
STATEWIDE TOTALS:	**53,653**	**100.0 %**	**45.9**	**$25.62**	**40,514**	**75.5 %**

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.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

MIDB Civil Service HWF24
Report Sequence: HRS DEPT CD DESC
Universe: Human Resources

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2003-04 through 2007-08

Salary Range	2003-04	2004-05	2005-06	2006-07	2007-08
12,000 - 12,999	0	3	0	0	0
13,000 - 13,999	0	1	4	0	0
14,000 - 14,999	43	20	28	26	0
15,000 - 15,999	509	377	416	390	532
16,000 - 16,999	23	24	17	15	23
17,000 - 17,999	332	210	196	189	216
18,000 - 18,999	380	398	411	404	416
19,000 - 19,999	6	6	10	15	32
20,000 - 20,999	171	173	96	85	104
21,000 - 21,999	10	51	70	29	32
22,000 - 22,999	298	8	7	8	106
23,000 - 23,999	66	337	27	32	13
24,000 - 24,999	97	67	337	5	6
25,000 - 25,999	41	106	109	261	36
26,000 - 26,999	290	34	56	88	286
27,000 - 27,999	329	299	258	36	104
28,000 - 28,999	358	156	171	148	35
29,000 - 29,999	326	286	194	119	241
30,000 - 30,999	581	446	519	152	174
31,000 - 31,999	329	371	377	533	629
32,000 - 32,999	674	359	337	219	347
33,000 - 33,999	727	643	371	452	196
34,000 - 34,999	1,406	568	611	245	413
35,000 - 35,999	2,962	639	451	402	377
36,000 - 36,999	1,260	1,392	712	737	263
37,000 - 37,999	3,432	2,345	1,333	719	871
38,000 - 38,999	1,169	866	2,292	590	444
39,000 - 39,999	1,558	3,388	1,247	2,761	780
40,000 - 40,999	1,477	849	2,691	692	1,540
41,000 - 41,999	2,703	2,212	385	2,759	2,239
42,000 - 42,999	5,509	1,985	1,903	626	541
43,000 - 43,999	334	1,903	2,300	488	2,763
44,000 - 44,999	6,569	5,399	6,443	1,905	521
45,000 - 45,999	851	664	684	2,171	962
46,000 - 46,999	632	6,571	586	6,116	1,451
47,000 - 47,999	1,894	826	6,873	439	1,848
48,000 - 48,999	246	587	1,177	735	5,831
49,000 - 49,999	1,241	1,840	286	6,574	438

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range	2003-04	2004-05	2005-06	2006-07	2007-08
$50,000 - 50,999	1,232	237	1,790	1,045	691
51,000 - 51,999	1,308	1,209	237	395	6,375
52,000 - 52,999	831	1,171	914	1,862	710
53,000 - 53,999	1,410	1,287	1,100	239	641
54,000 - 54,999	1,688	776	1,364	536	405
55,000 - 55,999	424	1,516	1,822	1,393	1,494
56,000 - 56,999	384	1,779	561	1,177	486
57,000 - 57,999	1,202	479	98	373	433
58,000 - 58,999	227	442	2,307	2,005	1,164
59,000 - 59,999	924	1,172	568	377	1,520
60,000 - 60,999	1,050	228	1,031	2,173	1,166
61,000 - 61,999	592	104	265	525	1,060
62,000 - 62,999	471	1,905	219	218	2,036
63,000 - 63,999	89	534	2,392	1,191	310
64,000 - 64,999	142	133	233	164	604
65,000 - 65,999	925	494	116	1,044	971
66,000 - 66,999	350	137	485	1,145	428
67,000 - 67,999	216	126	126	247	199
68,000 - 68,999	159	791	153	310	1,028
69,000 - 69,999	169	377	840	648	1,177
70,000 - 70,999	207	222	251	133	200
71,000 - 71,999	81	289	341	146	653
72,000 - 72,999	71	98	239	765	275
73,000 - 73,999	404	230	197	357	150
74,000 - 74,999	118	52	63	219	111
75,000 - 75,999	115	77	202	252	774
76,000 - 76,999	108	430	92	173	328
77,000 - 77,999	43	104	399	61	226
78,000 - 78,999	89	130	36	186	273
79,000 - 79,999	43	104	194	100	143
80,000 - 80,999	36	49	68	398	96
81,000 - 81,999	62	33	76	32	197
82,000 - 82,999	72	87	41	179	29
83,000 - 83,999	84	30	76	83	461
84,000 - 84,999	31	62	31	63	32
85,000 - 85,999	46	80	40	38	86
86,000 - 86,999	32	128	46	35	141
87,000 - 87,999	51	24	128	86	52
88,000 - 88,999	50	34	174	35	71
89,000 - 89,999	122	21	21	46	36
90,000 - 90,999	41	44	23	118	84
91,000 - 91,999	16	42	16	174	36
92,000 - 92,999	29	60	33	22	42
93,000 - 93,999	77	124	34	18	44

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range	2003-04	2004-05	2005-06	2006-07	2007-08
$94,000 - 94,999	24	29	80	21	112
95,000 - 95,999	166	22	110	23	156
96,000 - 96,999	13	85	29	39	25
97,000 - 97,999	13	26	20	71	25
98,000 - 98,999	16	23	92	115	21
99,000 - 99,999	7	181	23	21	16
100,000 - 100,999	17	14	24	21	52
101,000 - 101,999	15	19	214	15	66
102,000 - 102,999	68	10	17	96	121
103,000 - 103,999	6	8	7	25	23
104,000 - 104,999	6	13	15	24	22
105,000 - 105,999	10	9	11	202	16
106,000 - 106,999	22	89	5	15	85
107,000 - 107,999	4	4	14	5	27
108,000 - 108,999	10	5	105	17	19
109,000 - 109,999	5	9	3	9	201
110,000 - 110,999	20	23	1	7	12
111,000 - 111,999	1	6	0	8	8
112,000 - 112,999	3	16	22	51	20
113,000 - 113,999	20	0	3	54	11
114,000 - 114,999	0	7	33	2	5
115,000 - 115,999	0	24	2	2	10
116,000 - 116,999	7	1	6	3	7
117,000 - 117,999	3	24	20	20	90
118,000 - 118,999	2	0	1	7	1
119,000 - 119,999	5	0	4	29	2
120,000 - 120,999	1	7	27	5	2
121,000 - 121,999	0	1	0	4	0
122,000 - 122,999	0	2	0	20	18
123,000 - 123,999	0	8	7	2	7
124,000 - 124,999	0	0	0	1	28
125,000 - 125,999	5	1	3	26	7
126,000 and above	130	135	135	141	192
STATEWIDE TOTAL	**55,253**	**54,661**	**54,460**	**53,052**	**53,655**

Median Salary: $51,240
Average Salary: $53,503

Sourc HWF39A and HWF40.

Not This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

Table 2-3

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2003-04 through 2007-08

	2003-04	2004-05	2005-06	2006-07	2007-08
Legally Required Payments					
FICA	7.37 %	7.33 %	7.36 %	7.38 %	7.35 %
Unemployment Compensation	.30	.27	.23	.18	.15
Workers Compensation	1.64	1.49	1.40	1.26	1.28
Total Legally Required Payments	9.31 %	9.10 %	9.00 %	8.83 %	8.78 %
Group Insurance					
State Health Plan	9.77 %	8.97 %	10.61 %	11.01 %	11.11 %
Health Maintenance Organization	6.35	5.93	6.63	7.15	7.35
Dental	1.84	1.59	1.58	1.66	1.83
Vision	.30	.26	.27	.26	.25
Life	1.10	1.00	1.00	1.00	.99
Long Term Disability	1.00	.91	.80	.80	.80
Flexible Benefits Allowance/Recovery	.11	.08	.07	.07	.06
Total Group Insurance	20.48 %	18.73 %	20.97 %	21.94 %	22.39 %
Other Cash Payments					
Terminal Annual & Sick Leave	1.07 %	1.10 %	1.04 %	1.23 %	.88 %
Terminal Longevity Payments	.01	.01	.01	.02	.02
Professional Development	.00	.00	.01	.01	.01
Uniforms and Dry Cleaning	.15	.15	.25	.25	.23
Total Other Cash Payments	1.23 %	1.27 %	1.31 %	1.50 %	1.14 %
Pension and Deferred Items					
Retirement or Pension Plans	19.10 %	22.51 %	23.25 %	18.62 %	23.39 %
FICA for Early Out Retirees	.01	.00	.00	.00	.00
Defined Contribution Pension Plan	1.56	2.11	2.20	2.19	2.46
Banked Leave Time Employer Contribution	.04	.10	.00	.00	.00
Total Pension and Deferred Items	20.71	24.72	25.44	20.81	25.85
Total Employee Benefits	51.74 %	53.82 %	56.72 %	53.07 %	58.15 %

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 (11/21/08)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 09/20/2008

		Health Insurance						Dental Insurance						Vision Insurance	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	497	255	51 %	213	43 %	4	1 %	463	93 %	11	2 %	2	0 %	476	96 %
ATTORNEY GENERAL	500	235	47 %	219	44 %	3	1 %	459	92 %	10	2 %	3	1 %	474	95 %
AUDITOR GENERAL	138	35	25 %	83	60 %	4	3 %	121	88 %	3	2 %	0	0 %	126	91 %
CIVIL RIGHTS	121	76	63 %	41	34 %	2	2 %	117	97 %	3	2 %	0	0 %	120	99 %
CIVIL SERVICE COMMISSION	179	74	41 %	90	50 %	2	1 %	165	92 %	5	3 %	0	0 %	169	94 %
COMMUNITY HEALTH	4,064	2,364	58 %	1,414	35 %	43	1 %	3,726	92 %	104	3 %	10	0 %	3,855	95 %
CORRECTIONS	16,269	9,991	61 %	5,253	32 %	81	0 %	15,072	93 %	330	2 %	38	0 %	15,445	95 %
EDUCATION	404	195	48 %	162	40 %	5	1 %	357	88 %	6	1 %	6	1 %	371	92 %
ENVIRONMENTAL QUALITY	1,345	588	44 %	672	50 %	17	1 %	1,256	93 %	25	2 %	2	0 %	1,286	96 %
EXECUTIVE OFFICE	44	20	45 %	16	36 %	0	0 %	37	84 %	2	5 %	0	0 %	40	91 %
HISTORY ARTS AND LIBRARIES	199	92	46 %	90	45 %	2	1 %	183	92 %	3	2 %	0	0 %	186	93 %
HUMAN SERVICES	9,890	5,475	55 %	3,781	38 %	74	1 %	9,047	91 %	331	3 %	34	0 %	9,420	95 %
INFORMATION TECHNOLOGY	1,668	615	37 %	921	55 %	20	1 %	1,497	90 %	62	4 %	4	0 %	1,566	94 %
LABOR & ECONOMIC GROWTH	3,802	1,812	48 %	1,729	45 %	48	1 %	3,444	91 %	161	4 %	12	0 %	3,633	96 %
MANAGEMENT & BUDGET	962	287	30 %	605	63 %	11	1 %	884	92 %	17	2 %	1	0 %	903	94 %
MILITARY AFFAIRS	924	402	44 %	468	51 %	11	1 %	883	96 %	3	0 %	2	0 %	890	96 %
NATURAL RESOURCES	1,667	1,150	69 %	390	23 %	22	1 %	1,543	93 %	10	1 %	10	1 %	1,572	94 %
STATE	1,489	732	49 %	669	45 %	19	1 %	1,385	93 %	38	3 %	7	0 %	1,434	96 %
STATE POLICE	2,685	2,032	76 %	530	20 %	16	1 %	2,575	96 %	17	1 %	3	0 %	2,598	97 %
STRATEGIC FUND	180	85	47 %	80	44 %	4	2 %	162	90 %	5	3 %	2	1 %	170	94 %
TRANSPORTATION	2,920	1,605	55 %	1,140	39 %	31	1 %	2,754	94 %	32	1 %	6	0 %	2,798	96 %
TREASURY	1,517	582	38 %	820	54 %	22	1 %	1,377	91 %	54	4 %	6	0 %	1,441	95 %
STATEWIDE TOTALS:	**51,464**	**28,702**	**56 %**	**19,386**	**38 %**	**441**	**1 %**	**47,507**	**92 %**	**1,232**	**2 %**	**148**	**0 %**	**48,973**	**95 %**

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

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 09/20/2008

		Disability Insurance				Life Insurance					
Department	Total Employees	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	497	424	85 %	0	0 %	469	94 %	28	6 %	0	0 %
ATTORNEY GENERAL	500	397	79 %	0	0 %	482	96 %	17	3 %	0	0 %
AUDITOR GENERAL	138	121	88 %	0	0 %	121	88 %	17	12 %	0	0 %
CIVIL RIGHTS	121	111	92 %	0	0 %	109	90 %	13	11 %	0	0 %
CIVIL SERVICE COMMISSION	179	167	93 %	0	0 %	172	96 %	7	4 %	0	0 %
COMMUNITY HEALTH	4,064	3,694	91 %	0	0 %	3,852	95 %	210	5 %	0	0 %
CORRECTIONS	16,269	15,273	94 %	0	0 %	15,757	97 %	506	3 %	0	0 %
EDUCATION	404	304	75 %	0	0 %	379	94 %	24	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,345	1,183	88 %	0	0 %	1,249	93 %	95	7 %	0	0 %
EXECUTIVE OFFICE	44	16	36 %	0	0 %	35	80 %	9	20 %	0	0 %
HISTORY ARTS AND LIBRARIES	199	160	80 %	0	0 %	182	91 %	17	9 %	0	0 %
HUMAN SERVICES	9,890	9,048	91 %	1	0 %	9,377	95 %	511	5 %	0	0 %
INFORMATION TECHNOLOGY	1,668	1,401	84 %	39	2 %	1,579	95 %	87	5 %	35	2 %
LABOR & ECONOMIC GROWTH	3,802	3,310	87 %	1	0 %	3,565	94 %	232	6 %	3	0 %
MANAGEMENT & BUDGET	962	880	91 %	1	0 %	912	95 %	48	5 %	1	0 %
MILITARY AFFAIRS	924	793	86 %	0	0 %	889	96 %	33	4 %	0	0 %
NATURAL RESOURCES	1,667	1,450	87 %	0	0 %	1,581	95 %	84	5 %	0	0 %
STATE	1,489	1,332	89 %	0	0 %	1,413	95 %	76	5 %	0	0 %
STATE POLICE	2,685	2,527	94 %	1,644	61 %	2,519	94 %	113	4 %	1,644	61 %
STRATEGIC FUND	180	158	88 %	0	0 %	170	94 %	10	6 %	0	0 %
TRANSPORTATION	2,920	2,563	88 %	0	0 %	2,759	94 %	158	5 %	0	0 %
TREASURY	1,517	1,330	88 %	0	0 %	1,430	94 %	84	6 %	0	0 %
STATEWIDE TOTALS:	**51,464**	**46,642**	**91 %**	**1,686**	**3 %**	**49,001**	**95 %**	**2,379**	**5 %**	**1,683**	**3 %**

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 Serivce HWF47
Universe: Human Resources
Report Sequence: HRS Dept Cd Desc

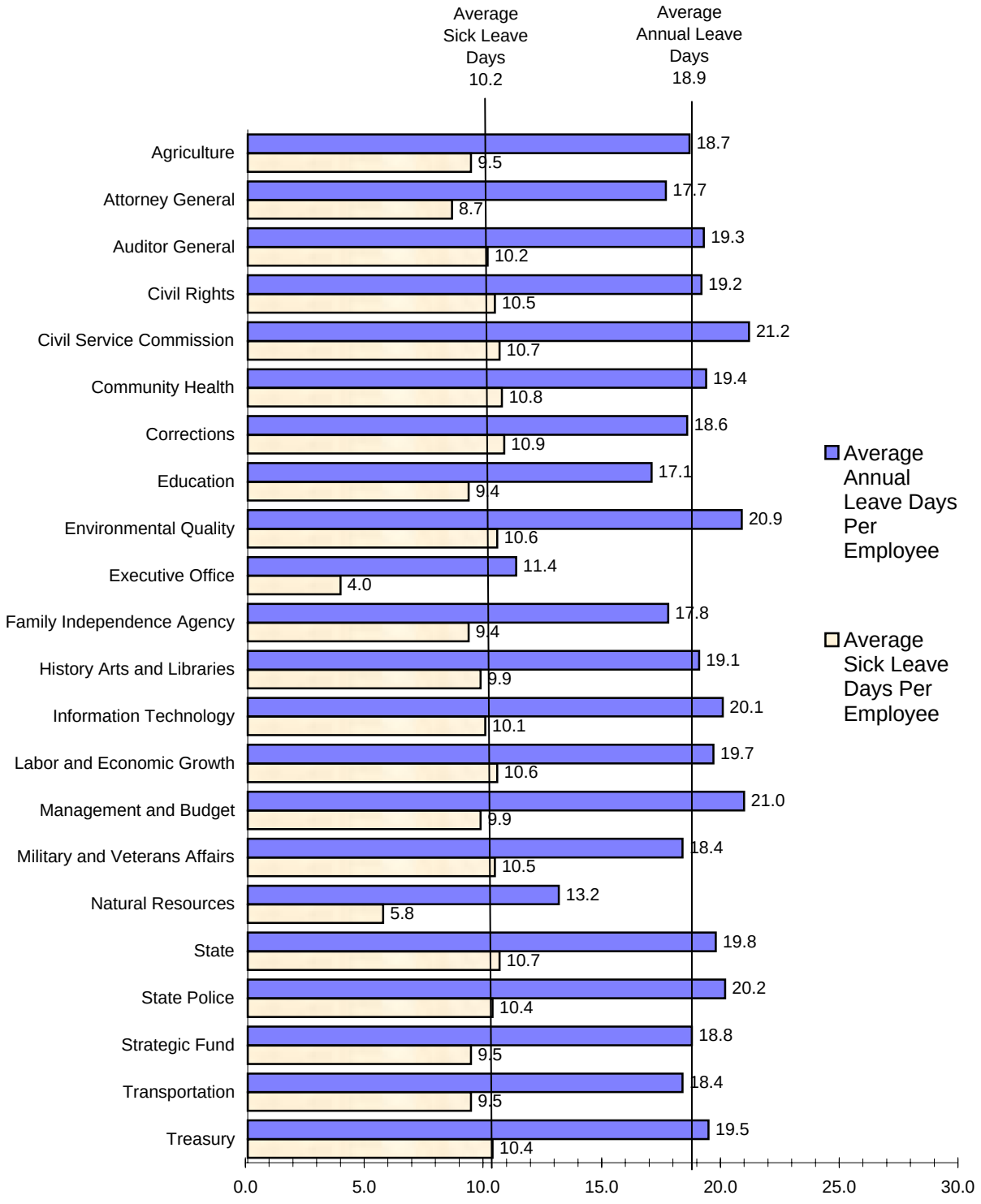
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2003-04 through 2007-08

	2003-04	2004-05	2005-06	2006-07	2007-08
VACATION	8.8 %	9.9 %	8.9 %	8.2 %	7.8 %
HOLIDAY	4.6	4.6	4.6	5.0	4.6
SICK LEAVE	4.0	4.1	4.0	4.2	4.0
TOTAL	17.4 %	18.6 %	17.4 %	17.4 %	16.5 %

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 (11/21/08)

ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT
Fiscal Year 2007-08



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.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

Source: HWF28 and HWF31

Table 2-6

STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2007-08

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	9.5	18.7	28.2
Attorney General	8.7	17.7	26.4
Auditor General	10.2	19.3	29.5
Civil Rights	10.5	19.2	29.7
Civil Service Commission	10.7	21.2	31.9
Community Health	10.8	19.4	30.2
Corrections	10.9	18.6	29.5
Education	9.4	17.1	26.5
Environmental Quality	10.6	20.9	31.5
Executive Office	4.0	11.4	15.4
Family Independence Agency	9.4	17.8	27.2
History Arts and Libraries	9.9	19.1	29.0
Information Technology	10.1	20.1	30.2
Labor and Economic Growth	10.6	19.7	30.3
Management and Budget	9.9	21.0	30.9
Military and Veterans Affairs	10.5	18.4	28.9
Natural Resources	5.8	13.2	19.0
State	10.7	19.8	30.5
State Police	10.4	20.2	30.6
Strategic Fund	9.5	18.8	28.3
Transportation	9.5	18.4	27.9
Treasury	10.4	19.5	29.9
STATEWIDE AVERAGE	10.2	18.9	29.1

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.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

Source: HWF28 and HWF31

Table 2-7

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

Fiscal Years 2003-04 through 2007-08

DEPARTMENT	2003-04	2004-05	2005-06	2006-07	2007-08
Agriculture	7.7	8.2	8.3	9.7	9.5
Attorney General	8.0	8.2	9.3	9.8	8.7
Auditor General	10.2	9.3	8.8	9.3	10.2
Career Development	9.2	--	--	--	--
Civil Rights	8.1	9.5	10.7	11.2	10.5
Civil Service Commission	9.8	10.6	11.9	11.6	10.7
Community Health	10.2	10.2	10.4	11.4	10.8
Consumer and Industry Services	9.1	--	--	--	--
Corrections	11.5	11.7	11.5	11.9	10.9
Education	7.5	8.3	8.9	8.9	9.4
Environmental Quality	9.0	8.9	9.6	10.3	10.6
Executive Office	4.5	4.7	4.7	5.8	4.0
History Arts and Libraries	9.8	10.2	9.5	9.6	9.4
Human Services	10.1	7.6	10.3	10.9	9.9
Information Technology	9.0	10.0	9.5	10.1	10.1
Labor and Economic Growth	6.7	9.4	9.9	10.8	10.6
Management and Budget	8.8	9.4	9.3	10.2	9.9
Military and Veterans Affairs	10.4	11.4	10.4	10.5	10.5
Natural Resources	7.0	5.2	5.8	6.2	5.8
State	9.5	9.9	9.9	10.5	10.7
State Police	9.2	9.4	9.7	10.7	10.4
Strategic Fund	--	--	--	9.5	9.5
Transportation	8.2	8.6	9.0	9.8	9.5
Treasury	9.2	9.7	9.7	10.2	10.4
STATEWIDE AVERAGE	10.0	10.1	10.2	10.8	10.2

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.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

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

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/6/2007 Through Pay Period Ending: 09/20/2008

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	535	40,519.3	75.7	9.5
ATTORNEY GENERAL	553	38,637.7	69.9	8.7
AUDITOR GENERAL	147	11,952.0	81.3	10.2
CIVIL RIGHTS	132	11,048.2	83.7	10.5
CIVIL SERVICE COMMISSION	566	48,375.8	85.5	10.7
COMMUNITY HEALTH	4,481	386,099.4	86.2	10.8
CORRECTIONS	17,322	1,516,392.7	87.5	10.9
EDUCATION	427	32,130.9	75.2	9.4
ENVIRONMENTAL QUALITY	1,421	120,625.7	84.9	10.6
EXECUTIVE OFFICE	51	1,627.9	31.9	4.0
HISTORY ARTS AND LIBRARIES	234	17,591.4	75.2	9.4
HUMAN SERVICES	10,715	848,075.6	79.1	9.9
INFORMATION TECHNOLOGY	1,781	144,279.7	81.0	10.1
LABOR & ECONOMIC GROWTH	4,121	350,661.5	85.1	10.6
MANAGEMENT & BUDGET	1,002	79,142.6	79.0	9.9
MILITARY AFFAIRS	1,039	86,864.8	83.6	10.5
NATURAL RESOURCES	2,344	108,437.1	46.3	5.8
STATE	1,663	141,999.7	85.4	10.7
STATE POLICE	2,746	228,553.7	83.2	10.4
STRATEGIC FUND	201	15,231.0	75.8	9.5
TRANSPORTATION	3,232	246,016.8	76.1	9.5
TREASURY	1,628	135,527.9	83.2	10.4
STATEWIDE	**56,341**	**4,609,791.4**	**81.8**	**10.2**

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

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

MIDB Civil Service HWF28
Report Sequence: HRS Dept Cd Desc
Universe: Human Resources

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/6/2007 Through Pay Period Ending: 09/20/2008

	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	535	80,243.2	150.0	18.7	535	2,227.6	4.2	0.5
ATTORNEY GENERAL	553	78,444.8	141.9	17.7	553	1,904.4	3.4	0.4
AUDITOR GENERAL	147	22,694.5	154.4	19.3	147	671.4	4.6	0.6
CIVIL RIGHTS	132	20,306.5	153.8	19.2	132	437.9	3.3	0.4
CIVIL SERVICE COMMISSION	566	95,856.8	169.4	21.2	566	2,155.9	3.8	0.5
COMMUNITY HEALTH	4,481	697,027.1	155.6	19.4	4,481	16,936.7	3.8	0.5
CORRECTIONS	17,322	2,571,009.0	148.4	18.6	17,322	68,962.4	4.0	0.5
EDUCATION	427	58,484.1	137.0	17.1	427	1,304.0	3.1	0.4
ENVIRONMENTAL QUALITY	1,421	238,138.1	167.6	20.9	1,421	7,234.4	5.1	0.6
EXECUTIVE OFFICE	51	4,638.7	91.0	11.4	51	42.0	0.8	0.1
HISTORY ARTS AND LIBRARIES	234	33,243.4	142.1	17.8	234	895.9	3.8	0.5
HUMAN SERVICES	10,715	1,633,139.4	152.4	19.1	10,715	36,884.3	3.4	0.4
INFORMATION TECHNOLOGY	1,781	286,081.2	160.6	20.1	1,781	6,128.2	3.4	0.4
LABOR & ECONOMIC GROWTH	4,121	649,554.7	157.6	19.7	4,121	15,589.1	3.8	0.5
MANAGEMENT & BUDGET	1,002	168,191.5	167.9	21.0	1,002	4,301.6	4.3	0.5
MILITARY AFFAIRS	1,039	153,134.9	147.4	18.4	1,039	4,590.7	4.4	0.6
NATURAL RESOURCES	2,344	246,978.4	105.4	13.2	2,344	6,682.6	2.9	0.4
STATE	1,663	263,293.2	158.3	19.8	1,663	5,731.6	3.4	0.4
STATE POLICE	2,746	444,756.6	162.0	20.2	2,746	13,129.4	4.8	0.6
STRATEGIC FUND	201	30,155.5	150.0	18.8	201	409.8	2.0	0.3
TRANSPORTATION	3,232	476,023.7	147.3	18.4	3,232	10,310.8	3.2	0.4
TREASURY	1,628	253,709.6	155.8	19.5	1,628	5,404.1	3.3	0.4
STATEWIDE	**56,341**	**8,505,104.9**	**151.0**	**18.9**	**56,341**	**211,934.8**	**3.8**	**0.5**

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.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

MIDB Civil Service HWF31
Report Sequence: HRS Dept Cd Desc
Universe: Human Resources

Age Distribution for Classified Employees by Department

Pay Period Ending: September 20, 2008

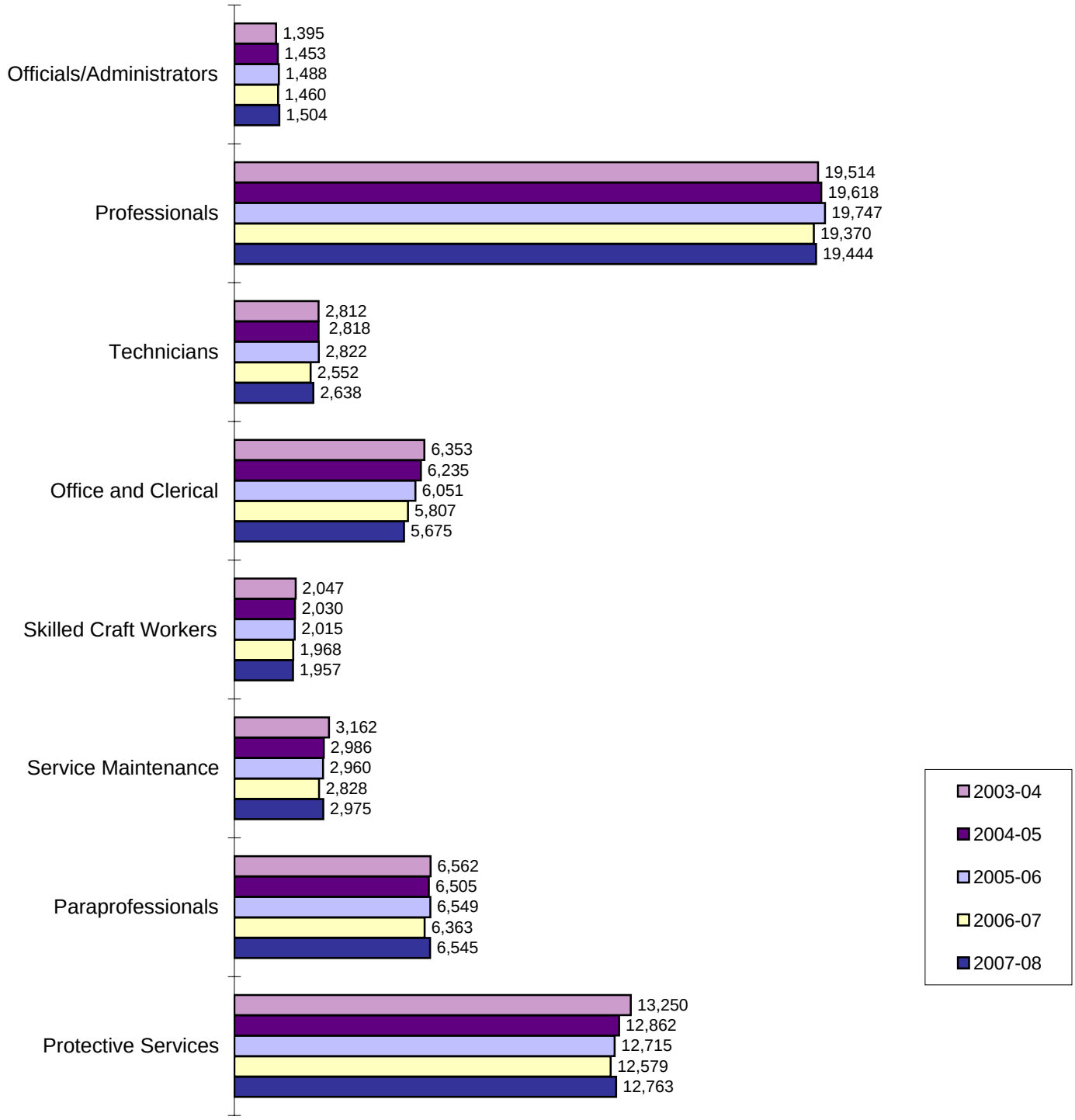
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	4	25	22	46	41	61	105	117	79	37	9	3	549
ATTORNEY GENERAL	0	5	31	40	58	59	68	95	92	42	10	0	500
AUDITOR GENERAL	2	7	16	19	21	24	22	18	9	3	1	0	142
CIVIL RIGHTS	0	2	8	14	14	13	16	13	29	13	0	0	122
CIVIL SERVICE COMMISSION	2	10	18	40	41	68	103	131	84	37	5	1	540
COMMUNITY HEALTH	13	82	179	233	295	378	644	1,076	806	288	80	8	4,082
CORRECTIONS	7	263	827	1,569	2,542	2,815	3,001	2,724	1,719	538	80	15	16,100
EDUCATION	1	9	25	25	30	35	39	94	93	47	7	1	406
ENVIRONMENTAL QUALITY	4	19	57	121	135	133	247	305	248	77	13	3	1,362
EXECUTIVE OFFICE	1	11	7	7	5	1	7	3	1	2	1	1	47
HISTORY ARTS AND LIBRARIES	14	21	13	11	23	38	27	40	50	17	2	1	257
HUMAN SERVICES	0	115	638	939	1,042	997	1,202	2,201	1,916	652	106	26	9,834
INFORMATION TECHNOLOGY	9	42	69	120	179	222	311	377	286	98	20	2	1,735
LABOR & ECONOMIC GROWTH	18	99	235	308	344	371	548	804	727	351	60	27	3,892
MANAGEMENT & BUDGET	5	27	55	55	99	107	145	234	195	50	9	0	981
MILITARY AFFAIRS	7	25	51	69	97	112	180	186	169	53	9	4	962
NATURAL RESOURCES	192	362	195	234	257	222	311	400	321	153	83	57	2,787
STATE	5	57	92	102	145	179	269	378	301	91	16	2	1,637
STATE POLICE	0	49	148	349	545	546	421	372	174	55	7	3	2,669
STRATEGIC FUND	2	16	10	15	12	25	31	56	33	23	10	7	240
TRANSPORTATION	32	211	244	284	343	419	481	553	399	149	20	9	3,144
TREASURY	5	32	107	116	153	172	279	303	244	88	17	4	1,520
Statewide Total:	**323**	**1,489**	**3,047**	**4,716**	**6,421**	**6,997**	**8,457**	**10,480**	**7,975**	**2,864**	**565**	**174**	**53,508**
Average Age:	**19.1**	**22.7**	**27.8**	**32.6**	**37.6**	**42.6**	**47.5**	**52.5**	**57.2**	**61.8**	**66.8**	**74.2**	**45.9**

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 reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2003-04 through 2007-08



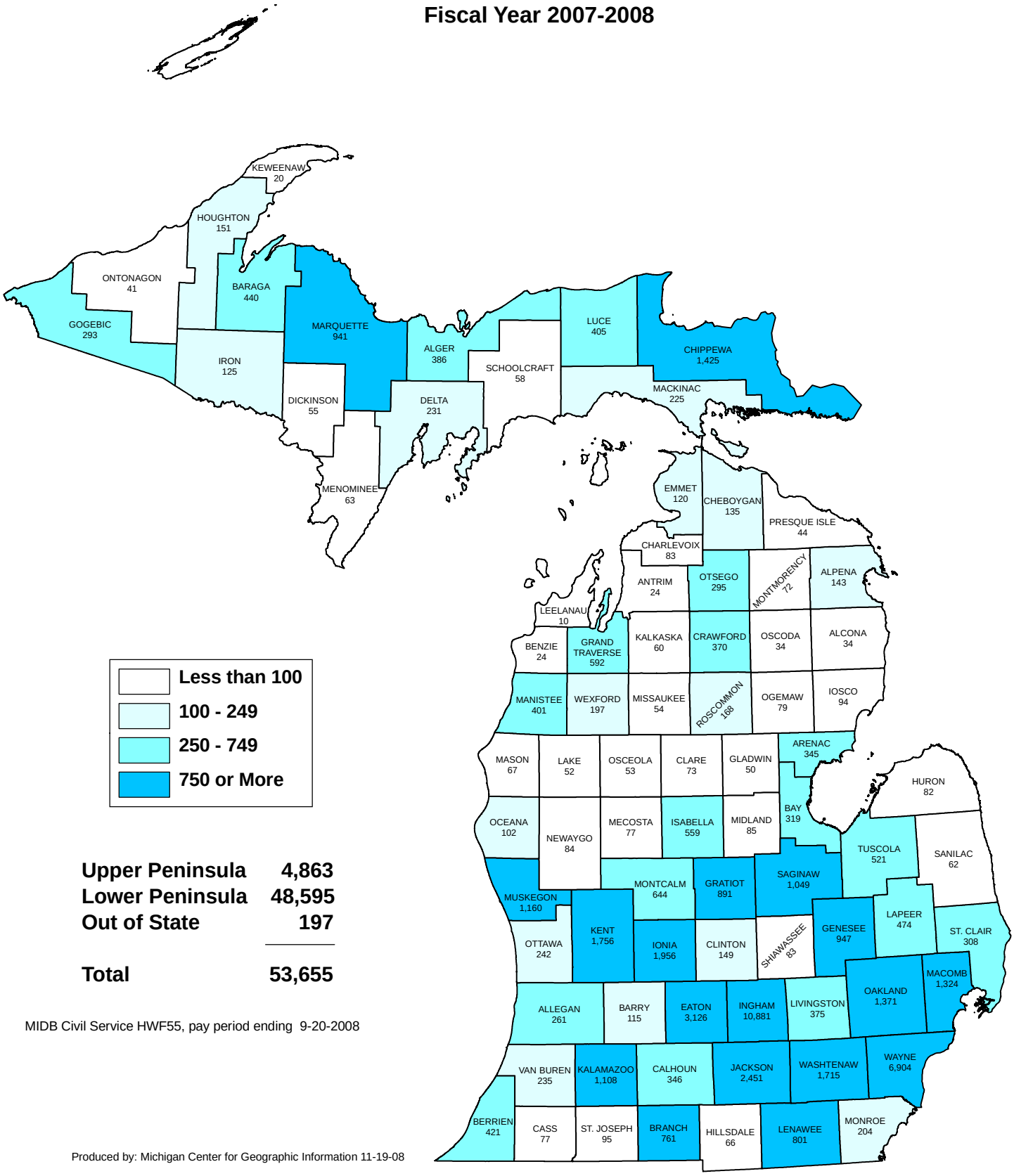
2007-08 Grand Total: 53,501

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

Graph 2-5

DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY
Fiscal Year 2007-2008



Upper Peninsula	**4,863**
Lower Peninsula	**48,595**
Out of State	**197**
Total	**53,655**

MIDB Civil Service HWF55, pay period ending 9-20-2008

Produced by: Michigan Center for Geographic Information 11-19-08

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 20, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	11	23	34
ALGER	380	6	386
ALLEGAN	200	61	261
ALPENA	120	23	143
ANTRIM	21	3	24
ARENAC	335	10	345
BARAGA	418	22	440
BARRY	86	29	115
BAY	276	43	319
BENZIE	21	3	24
BERRIEN	368	53	421
BRANCH	748	13	761
CALHOUN	328	18	346
CASS	71	6	77
CHARLEVOIX	21	62	83
CHEBOYGAN	76	59	135
CHIPPEWA	1,340	85	1,425
CLARE	50	23	73
CLINTON	116	33	149
CRAWFORD	259	111	370
DELTA	197	34	231
DICKINSON	47	8	55
EATON	2,958	168	3,126
EMMET	76	44	120
GENESEE	809	138	947
GLADWIN	43	7	50
GOGEBIC	276	17	293
GRAND TRAVERSE	536	56	592
GRATIOT	878	13	891
HILLSDALE	61	5	66
HOUGHTON	113	38	151
HURON	36	46	82
INGHAM	9,833	1,048	10,881
IONIA	1,919	37	1,956
IOSCO	53	41	94
IRON	112	13	125
ISABELLA	525	34	559
JACKSON	2,365	86	2,451
KALAMAZOO	989	119	1,108
KALKASKA	55	5	60
KENT	1,601	155	1,756
KEWEENAW	1	19	20
LAKE	47	5	52
LAPEER	443	31	474
LEELANAU	3	7	10

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

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
Grand Total:	**48,753**	**4,299**	**53,052**

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

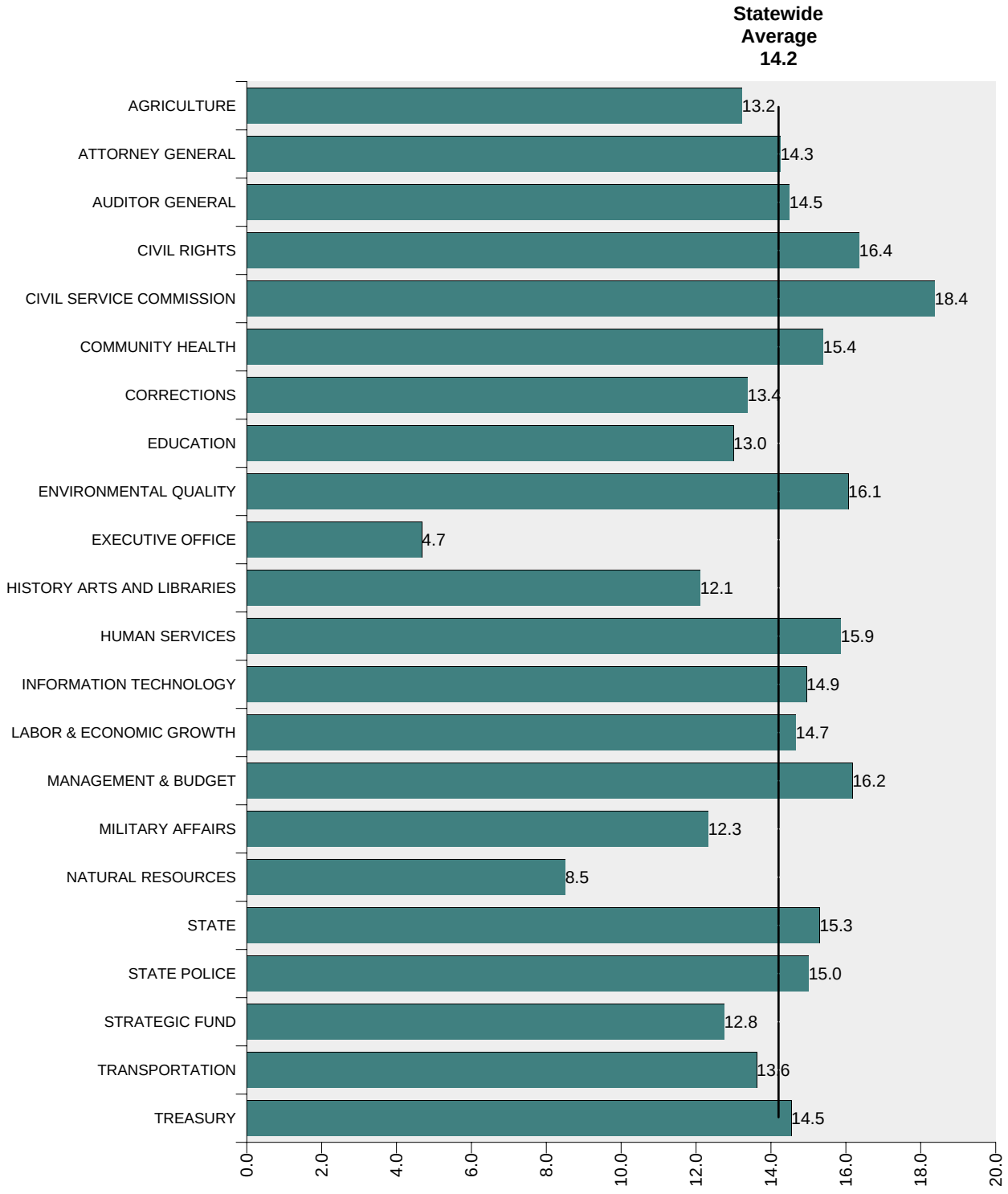
MIDB Civil Service HWF55
Report Sequence: Work_County
Universe: Human Resources

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period End Date: 09/20/2008



Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
00 - 05 YEARS	57	79	0	2	1	1	2	0	0	0	0	0	60	82	1	0
06 - 10 YEARS	55	58	2	6	1	0	0	2	0	1	0	0	58	67	0	1
11 - 15 YEARS	31	23	2	2	0	2	1	1	0	1	0	0	34	29	0	1
16 - 20 YEARS	45	36	0	2	0	1	0	1	1	2	0	0	46	42	1	0
21 - 25 YEARS	23	25	1	3	0	0	0	0	0	0	0	0	24	28	3	2
26 - 30 YEARS	16	18	1	4	0	0	1	0	1	0	0	0	19	22	0	3
31 - 35 YEARS	14	10	1	1	0	0	1	0	0	0	0	0	16	11	1	2
36 - 40 YEARS	7	2	0	0	0	0	0	0	1	0	0	0	8	2	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**248**	**252**	**7**	**20**	**2**	**4**	**5**	**4**	**3**	**4**	**0**	**0**	**265**	**284**	**6**	**9**
MORE THAN 10 YEARS:	136	115	5	12	0	3	3	2	3	3	0	0	147	135	5	8
AVERAGE YEARS	13.9	12.0	17.6	16.6	4.5	10.5	16.0	12.8	28.0	14.5	0.0	0.0	14.1	12.4	20.5	24.6

DEPARTMENT AVERAGE YEARS 13.2

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	63	76	8	11	0	0	0	2	0	0	5	2	76	91	1	0
06 - 10 YEARS	20	37	3	7	0	0	0	3	0	2	0	0	23	49	0	0
11 - 15 YEARS	20	25	2	5	0	0	1	0	0	0	0	0	23	30	0	0
16 - 20 YEARS	17	25	0	2	0	0	0	2	1	0	0	0	18	29	0	1
21 - 25 YEARS	26	22	2	5	0	0	0	1	0	0	0	0	28	28	1	1
26 - 30 YEARS	20	20	3	3	0	1	1	1	0	0	0	0	24	25	0	1
31 - 35 YEARS	27	13	1	1	0	0	1	0	0	0	0	0	29	14	2	1
36 - 40 YEARS	11	2	0	0	0	0	0	0	0	0	0	0	11	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**204**	**220**	**19**	**34**	**0**	**1**	**3**	**9**	**1**	**2**	**5**	**2**	**232**	**268**	**5**	**4**
MORE THAN 10 YEARS:	121	107	8	16	0	1	3	4	1	0	0	0	133	128	4	4
AVERAGE YEARS	16.3	13.1	12.7	12.4	0.0	29.0	24.0	13.0	20.0	9.5	2.2	1.5	15.8	12.9	24.8	25.5

DEPARTMENT AVERAGE YEARS 14.3

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
00 - 05 YEARS	5	19	0	1	0	0	0	0	0	0	0	0	5	20	0	0
06 - 10 YEARS	17	19	1	0	0	0	0	0	0	1	0	0	18	20	0	0
11 - 15 YEARS	10	14	0	2	0	0	0	0	0	0	0	0	10	16	0	0
16 - 20 YEARS	1	11	0	1	0	0	0	0	0	0	0	0	1	12	0	0
21 - 25 YEARS	10	8	2	0	0	0	0	0	0	0	0	0	12	8	0	2
26 - 30 YEARS	6	4	1	0	0	0	0	0	0	0	0	0	7	4	0	1
31 - 35 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**58**	**75**	**4**	**4**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**62**	**80**	**1**	**3**
MORE THAN 10 YEARS:	36	37	3	3	0	0	0	0	0	0	0	0	39	40	1	3
AVERAGE YEARS	17.8	11.8	20.8	11.5	0.0	0.0	0.0	0.0	0.0	8.0	0.0	0.0	18.0	11.8	34.0	23.3

DEPARTMENT AVERAGE YEARS 14.5

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	0	9	1	11	0	0	1	0	0	1	0	0	2	21	0	0
06 - 10 YEARS	6	7	5	10	0	0	0	3	0	0	0	0	11	20	0	0
11 - 15 YEARS	2	2	3	5	0	0	0	1	0	1	0	0	5	9	0	0
16 - 20 YEARS	1	2	1	5	0	0	2	0	0	0	0	0	4	7	0	0
21 - 25 YEARS	1	2	1	3	0	0	0	0	0	0	0	0	2	5	0	0
26 - 30 YEARS	1	3	0	5	0	0	1	0	0	0	0	0	2	8	0	1
31 - 35 YEARS	3	4	0	5	0	0	2	1	0	0	0	0	5	10	0	0
36 - 40 YEARS	0	4	2	3	0	0	0	0	1	0	0	0	3	7	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**14**	**34**	**13**	**47**	**0**	**0**	**6**	**5**	**1**	**2**	**0**	**0**	**34**	**88**	**0**	**1**
MORE THAN 10 YEARS:	8	18	7	26	0	0	5	2	1	1	0	0	21	47	0	1
AVERAGE YEARS	16.9	17.3	14.6	15.5	0.0	0.0	22.3	13.6	36.0	8.0	0.0	0.0	17.5	15.9	0.0	29.0

DEPARTMENT AVERAGE YEARS 16.4

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	10	48	3	9	1	0	0	1	1	0	0	0	15	58	0	0
06 - 10 YEARS	10	64	2	11	0	1	0	0	0	3	0	0	12	79	0	1
11 - 15 YEARS	7	41	0	4	0	0	1	0	0	1	0	0	8	46	0	0
16 - 20 YEARS	7	55	0	12	0	2	1	4	0	3	0	0	8	76	0	2
21 - 25 YEARS	7	39	2	19	0	2	1	7	0	1	0	0	10	68	1	4
26 - 30 YEARS	8	39	5	9	1	2	0	3	0	0	1	0	15	53	3	1
31 - 35 YEARS	12	52	2	10	0	0	0	1	0	0	0	0	14	63	2	4
36 - 40 YEARS	4	7	1	1	0	0	1	0	0	0	0	0	6	8	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**66**	**345**	**15**	**75**	**2**	**7**	**4**	**16**	**1**	**8**	**1**	**0**	**89**	**451**	**6**	**12**
MORE THAN 10 YEARS:	46	233	10	55	1	6	4	15	0	5	1	0	62	314	6	11
AVERAGE YEARS	19.7	17.7	20.3	18.8	16.0	22.1	23.5	22.5	0.0	14.3	30.0	0.0	19.8	18.1	28.8	24.5

DEPARTMENT AVERAGE YEARS 18.4

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
00 - 05 YEARS	217	518	59	119	1	7	14	22	9	20	1	7	301	693	1	3
06 - 10 YEARS	181	363	42	105	3	4	7	10	16	16	0	0	249	498	2	1
11 - 15 YEARS	132	235	20	53	3	2	6	3	7	17	0	0	168	310	4	6
16 - 20 YEARS	85	205	24	65	0	2	7	5	6	15	0	0	122	292	6	21
21 - 25 YEARS	101	185	33	79	1	3	4	16	8	11	0	0	147	294	16	15
26 - 30 YEARS	147	228	64	91	2	5	7	8	5	8	0	0	225	340	12	23
31 - 35 YEARS	128	192	20	23	1	2	1	5	4	1	0	0	154	223	9	13
36 - 40 YEARS	21	32	4	3	0	0	1	1	0	0	0	0	26	36	2	1
MORE THAN 40 YEARS	0	3	0	1	0	0	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	**1,012**	**1,961**	**266**	**539**	**11**	**25**	**47**	**70**	**55**	**88**	**1**	**7**	**1,392**	**2,690**	**52**	**83**
MORE THAN 10 YEARS:	614	1,080	165	315	7	14	26	38	30	52	0	0	842	1,499	49	79
AVERAGE YEARS	16.5	14.8	17.1	15.4	16.4	15.7	13.9	14.7	14.5	13.4	0.0	0.1	16.4	14.9	24.4	23.6

DEPARTMENT AVERAGE YEARS 15.4

MIDB Civil Serivce HWF18
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Universe: Human Resources

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
00 - 05 YEARS	1,168	827	221	314	39	14	53	34	9	12	27	16	1,517	1,217	4	3
06 - 10 YEARS	2,168	876	249	307	41	17	51	30	13	3	0	0	2,522	1,233	5	2
11 - 15 YEARS	1,882	747	229	250	58	15	62	26	9	4	0	0	2,240	1,042	14	12
16 - 20 YEARS	1,903	552	165	148	63	14	45	18	6	3	0	0	2,182	735	66	27
21 - 25 YEARS	1,546	402	264	235	33	10	27	5	3	2	0	0	1,873	654	116	35
26 - 30 YEARS	280	157	43	49	5	2	2	6	0	0	0	0	330	214	27	15
31 - 35 YEARS	150	94	24	35	3	0	1	0	0	0	0	0	178	129	19	5
36 - 40 YEARS	17	11	2	1	0	0	1	0	0	0	0	0	20	12	1	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	**9,114**	**3,667**	**1,197**	**1,340**	**242**	**72**	**242**	**119**	**40**	**24**	**27**	**16**	**10,862**	**5,238**	**252**	**99**
MORE THAN 10 YEARS:	5,778	1,964	727	719	162	41	138	55	18	9	0	0	6,823	2,788	243	94
AVERAGE YEARS	14.0	12.4	13.7	12.6	13.7	12.7	12.0	10.7	10.6	8.6	0.9	0.8	13.9	12.4	21.7	20.8

DEPARTMENT AVERAGE YEARS 13.4

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
00 - 05 YEARS	51	90	2	10	0	0	0	2	0	1	0	1	53	104	0	0
06 - 10 YEARS	21	47	3	1	0	0	0	1	0	0	0	0	24	49	0	0
11 - 15 YEARS	3	28	0	1	0	0	0	0	0	0	0	0	3	29	0	0
16 - 20 YEARS	3	20	0	1	0	0	0	1	0	0	0	0	3	22	0	1
21 - 25 YEARS	2	27	1	3	0	0	1	1	0	1	0	0	4	32	0	2
26 - 30 YEARS	5	21	1	1	0	1	1	1	0	0	0	0	7	24	2	1
31 - 35 YEARS	10	32	0	2	0	0	0	0	0	0	0	0	10	34	0	2
36 - 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**95**	**272**	**7**	**20**	**0**	**1**	**2**	**6**	**0**	**2**	**0**	**1**	**104**	**302**	**2**	**7**
MORE THAN 10 YEARS:	23	135	2	9	0	1	2	3	0	1	0	0	27	149	2	7
AVERAGE YEARS	9.3	14.2	11.1	13.1	0.0	28.0	24.5	13.8	0.0	11.0	0.0	4.0	9.7	14.1	29.5	28.7

DEPARTMENT AVERAGE YEARS 13.0

MIDB Civil Serivce HWF18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	109	108	5	2	0	1	1	3	0	2	0	0	115	116	0	0
06 - 10 YEARS	127	117	6	4	0	0	2	1	3	4	0	0	138	126	0	0
11 - 15 YEARS	69	62	1	3	0	0	0	1	6	4	0	0	76	70	0	2
16 - 20 YEARS	159	108	5	10	0	0	4	2	4	3	0	0	172	123	6	3
21 - 25 YEARS	64	75	6	10	1	2	2	1	5	1	0	0	78	89	0	3
26 - 30 YEARS	80	55	4	5	1	0	0	1	2	1	0	0	87	62	6	4
31 - 35 YEARS	57	21	0	4	0	0	1	0	1	0	0	0	59	25	4	2
36 - 40 YEARS	16	9	0	0	0	0	1	0	0	0	0	0	17	9	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**681**	**555**	**27**	**38**	**2**	**3**	**11**	**9**	**21**	**15**	**0**	**0**	**742**	**620**	**16**	**14**
MORE THAN 10 YEARS:	445	330	16	32	2	2	8	5	18	9	0	0	489	378	16	14
AVERAGE YEARS	16.7	15.0	15.1	19.8	26.5	16.7	18.5	13.8	18.3	13.7	0.0	0.0	16.8	15.2	25.5	23.1

DEPARTMENT AVERAGE YEARS 16.1

MIDB Civil Serivce HWF18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
00 - 05 YEARS	12	13	0	5	0	0	0	1	0	0	0	1	12	20	0	0
06 - 10 YEARS	3	4	1	3	0	0	0	1	0	0	0	0	4	8	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**15**	**20**	**1**	**8**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**1**	**16**	**31**	**0**	**1**
MORE THAN 10 YEARS:	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	2.7	7.0	6.0	3.5	0.0	0.0	0.0	3.5	0.0	0.0	0.0	1.0	2.9	5.6	0.0	40.0

DEPARTMENT AVERAGE YEARS	**4.7**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
00 - 05 YEARS	39	47	1	1	0	1	1	1	0	0	2	1	43	51	0	0
06 - 10 YEARS	20	28	1	0	2	0	0	0	0	0	0	0	23	28	1	1
11 - 15 YEARS	11	13	0	1	0	0	0	0	0	1	0	0	11	15	1	0
16 - 20 YEARS	8	12	1	0	1	0	0	1	0	0	0	0	10	13	2	1
21 - 25 YEARS	5	11	1	1	0	0	0	0	0	0	0	0	6	12	1	0
26 - 30 YEARS	7	8	0	3	0	0	0	1	0	0	0	0	7	12	2	1
31 - 35 YEARS	9	12	0	0	0	0	1	0	0	0	0	0	10	12	0	0
36 - 40 YEARS	2	1	0	0	1	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**101**	**132**	**4**	**6**	**4**	**1**	**2**	**3**	**0**	**1**	**2**	**1**	**113**	**144**	**8**	**3**
MORE THAN 10 YEARS:	42	57	2	5	2	0	1	2	0	1	0	0	47	65	7	2
AVERAGE YEARS	11.8	11.8	14.0	21.8	19.0	0.0	19.0	16.3	0.0	13.0	0.0	0.0	12.0	12.2	21.9	20.0

DEPARTMENT AVERAGE YEARS 12.1

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
00 - 05 YEARS	205	962	73	569	1	7	16	85	3	7	0	7	298	1,637	0	5
06 - 10 YEARS	240	1,015	80	678	2	6	20	68	3	11	0	0	345	1,778	0	10
11 - 15 YEARS	195	589	78	318	2	10	12	53	3	7	0	0	290	977	2	17
16 - 20 YEARS	163	516	57	297	1	10	21	49	3	12	0	0	245	884	24	44
21 - 25 YEARS	106	298	37	179	2	2	10	33	2	2	0	0	157	514	9	26
26 - 30 YEARS	221	705	56	412	2	12	7	25	5	5	0	1	291	1,160	26	84
31 - 35 YEARS	209	501	26	273	1	2	3	7	1	1	0	0	240	784	20	47
36 - 40 YEARS	56	91	9	60	1	0	0	2	1	0	0	0	67	153	8	8
MORE THAN 40 YEARS	4	5	1	3	0	0	1	0	0	0	0	0	6	8	1	1
DEPARTMENT TOTAL	**1,399**	**4,682**	**417**	**2,789**	**12**	**49**	**90**	**322**	**21**	**45**	**0**	**8**	**1,939**	**7,895**	**90**	**242**
MORE THAN 10 YEARS:	954	2,705	264	1,542	9	36	54	169	15	27	0	1	1,296	4,480	90	227
AVERAGE YEARS	18.3	15.7	15.6	15.5	19.6	16.8	14.5	12.7	18.4	14.1	0.0	4.1	17.5	15.5	26.7	24.6

DEPARTMENT AVERAGE YEARS 15.9

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
00 - 05 YEARS	181	84	9	8	0	0	1	5	34	31	19	8	244	136	0	0
06 - 10 YEARS	216	94	10	11	2	0	5	1	22	8	0	0	255	114	5	0
11 - 15 YEARS	163	55	6	6	0	1	6	3	5	3	0	0	180	68	0	2
16 - 20 YEARS	87	84	15	9	1	0	2	4	4	3	0	0	109	100	7	7
21 - 25 YEARS	65	69	12	20	0	1	2	2	7	6	0	0	86	98	9	4
26 - 30 YEARS	65	62	9	16	0	0	3	4	1	4	0	0	78	86	9	1
31 - 35 YEARS	62	62	5	7	0	0	1	4	1	1	0	0	69	74	2	3
36 - 40 YEARS	22	11	1	0	0	0	1	1	0	0	0	0	24	12	3	1
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	**862**	**522**	**67**	**77**	**3**	**2**	**21**	**24**	**74**	**56**	**19**	**8**	**1,046**	**689**	**35**	**18**
MORE THAN 10 YEARS:	465	344	48	58	1	2	15	18	18	17	0	0	547	439	30	18
AVERAGE YEARS	14.1	17.3	17.7	19.3	11.3	18.0	17.0	18.6	8.7	8.9	0.4	0.8	13.8	16.7	23.5	23.3

DEPARTMENT AVERAGE YEARS 14.9

MIDB Civil Serivce HWF18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC GROWTH																
00 - 05 YEARS	285	428	51	198	2	2	9	14	5	6	1	1	353	649	7	11
06 - 10 YEARS	200	337	52	191	1	5	12	18	2	10	1	1	268	562	8	3
11 - 15 YEARS	116	178	19	62	1	1	2	6	2	6	0	0	140	253	7	7
16 - 20 YEARS	118	175	26	72	0	1	3	9	2	5	0	0	149	262	20	27
21 - 25 YEARS	102	142	29	75	2	5	9	12	4	3	0	0	146	237	11	11
26 - 30 YEARS	85	183	35	79	0	3	6	10	0	3	0	0	126	278	21	29
31 - 35 YEARS	111	173	17	67	1	1	2	2	2	2	0	0	133	245	18	21
36 - 40 YEARS	21	30	2	16	0	0	0	2	0	0	0	0	23	48	5	6
MORE THAN 40 YEARS	5	2	1	2	0	0	0	1	0	0	0	0	6	5	0	0
DEPARTMENT TOTAL	**1,043**	**1,648**	**232**	**762**	**7**	**18**	**43**	**74**	**17**	**35**	**2**	**2**	**1,344**	**2,539**	**97**	**115**
MORE THAN 10 YEARS:	558	883	129	373	4	11	22	42	10	19	0	0	723	1,328	82	101
AVERAGE YEARS	14.7	14.8	15.2	14.1	15.4	16.8	14.7	15.5	14.9	13.6	3.0	5.0	14.8	14.6	22.5	22.8

DEPARTMENT AVERAGE YEARS 14.7

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
00 - 05 YEARS	99	61	2	8	0	1	2	3	0	0	1	2	104	75	1	0
06 - 10 YEARS	113	95	7	4	0	1	3	2	1	1	0	0	124	103	0	0
11 - 15 YEARS	58	57	4	7	0	1	0	1	0	0	0	0	62	66	1	1
16 - 20 YEARS	57	29	9	2	0	0	5	2	4	1	0	0	75	34	2	1
21 - 25 YEARS	29	35	5	3	0	0	1	1	3	0	0	0	38	39	4	2
26 - 30 YEARS	53	42	10	4	0	0	2	1	0	1	0	0	65	48	6	3
31 - 35 YEARS	68	31	6	2	2	1	8	1	0	0	0	0	84	35	5	1
36 - 40 YEARS	15	9	0	1	0	0	3	1	0	0	0	0	18	11	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**492**	**359**	**43**	**31**	**2**	**4**	**24**	**12**	**8**	**3**	**1**	**2**	**570**	**411**	**21**	**8**
MORE THAN 10 YEARS:	280	203	34	19	2	2	19	7	7	2	0	0	342	233	20	8
AVERAGE YEARS	16.2	15.3	20.1	15.2	34.5	15.3	23.6	16.3	18.9	18.7	0.0	4.5	16.8	15.3	26.9	23.9

DEPARTMENT AVERAGE YEARS 16.2

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
00 - 05 YEARS	114	108	7	41	1	0	5	4	0	2	1	1	128	156	0	0
06 - 10 YEARS	62	87	10	41	1	0	3	3	1	3	1	0	78	134	0	1
11 - 15 YEARS	53	61	2	23	0	1	3	2	0	0	0	0	58	87	2	1
16 - 20 YEARS	50	45	2	10	0	0	4	1	0	1	0	0	56	57	1	0
21 - 25 YEARS	32	47	4	8	1	2	0	1	0	0	0	0	37	58	6	3
26 - 30 YEARS	20	36	2	4	2	0	1	1	0	0	0	0	25	41	2	1
31 - 35 YEARS	17	18	1	4	1	0	0	0	0	0	0	0	19	22	1	2
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**354**	**403**	**28**	**131**	**6**	**3**	**16**	**12**	**1**	**6**	**2**	**1**	**407**	**556**	**13**	**8**
MORE THAN 10 YEARS:	178	208	11	49	4	3	8	5	0	1	0	0	201	266	13	7
AVERAGE YEARS	12.5	13.1	12.1	9.9	19.5	19.3	10.8	10.1	8.0	8.2	3.5	0.0	12.5	12.2	24.0	22.9

DEPARTMENT AVERAGE YEARS 12.3

MIDB Civil Serivce HWF18
Report Sequence: HRS Department Code Description
Universe: Human Resources

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
00 - 05 YEARS	814	592	17	12	4	5	16	4	4	0	16	7	871	620	11	4
06 - 10 YEARS	238	97	1	0	3	0	2	1	2	1	0	0	246	99	0	1
11 - 15 YEARS	192	75	6	4	1	1	3	0	3	0	0	0	205	80	0	0
16 - 20 YEARS	135	63	5	6	4	1	2	3	0	0	0	0	146	73	3	3
21 - 25 YEARS	106	58	6	1	4	1	2	3	0	0	0	0	118	63	6	3
26 - 30 YEARS	80	42	2	3	1	0	0	1	1	1	0	0	84	47	4	0
31 - 35 YEARS	78	15	0	1	4	1	0	0	0	0	0	0	82	17	2	2
36 - 40 YEARS	26	4	0	0	0	0	0	0	0	0	0	0	26	4	1	0
MORE THAN 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
DEPARTMENT TOTAL	**1,674**	**947**	**37**	**27**	**21**	**9**	**25**	**12**	**10**	**2**	**16**	**7**	**1,783**	**1,004**	**28**	**13**
MORE THAN 10 YEARS:	622	258	19	15	14	4	7	7	4	1	0	0	666	285	17	8
AVERAGE YEARS	9.4	6.7	10.1	11.5	17.0	9.7	5.8	13.5	8.6	19.5	0.6	0.0	9.4	6.9	16.5	15.5

DEPARTMENT AVERAGE YEARS 8.5

MIDB Civil Serivce HWF18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
00 - 05 YEARS	37	219	10	71	0	1	2	6	0	3	3	3	52	303	0	0
06 - 10 YEARS	51	203	3	43	1	2	4	13	1	1	0	0	60	262	1	3
11 - 15 YEARS	19	105	4	34	0	6	0	5	1	3	0	0	24	153	0	3
16 - 20 YEARS	25	129	3	55	1	1	1	14	2	1	0	0	32	200	2	26
21 - 25 YEARS	26	108	10	51	1	2	1	6	1	5	0	0	39	172	3	17
26 - 30 YEARS	26	103	6	38	0	1	0	9	0	3	0	0	32	154	2	8
31 - 35 YEARS	37	70	3	9	0	0	2	3	0	0	0	0	42	82	4	4
36 - 40 YEARS	5	16	0	1	0	0	0	0	0	0	0	0	5	17	1	1
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	2
DEPARTMENT TOTAL	**226**	**960**	**39**	**303**	**3**	**13**	**10**	**56**	**5**	**16**	**3**	**3**	**286**	**1,351**	**13**	**64**
MORE THAN 10 YEARS:	138	538	26	189	2	10	4	37	4	12	0	0	174	786	12	61
AVERAGE YEARS	17.3	15.0	17.1	14.7	16.3	15.0	14.1	16.5	16.0	16.3	0.7	1.3	16.9	15.0	25.5	21.8

DEPARTMENT AVERAGE YEARS	**15.3**

MIDB Civil Serivce HWF18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
00 - 05 YEARS	206	109	8	3	0	1	8	4	1	0	1	0	224	117	0	0
06 - 10 YEARS	389	142	8	10	1	1	5	3	1	0	0	0	404	156	0	0
11 - 15 YEARS	505	110	40	7	16	0	15	0	5	1	0	0	581	118	3	0
16 - 20 YEARS	207	79	33	7	4	0	9	1	2	2	0	0	255	89	0	3
21 - 25 YEARS	229	107	39	16	7	0	17	3	0	0	0	0	292	126	5	4
26 - 30 YEARS	111	29	19	6	0	2	3	5	0	1	0	0	133	43	1	2
31 - 35 YEARS	44	44	4	5	1	0	2	0	0	0	0	0	51	49	0	1
36 - 40 YEARS	17	6	3	0	0	0	1	0	0	0	0	0	21	6	1	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
DEPARTMENT TOTAL	**1,711**	**627**	**154**	**54**	**29**	**4**	**60**	**16**	**9**	**4**	**1**	**0**	**1,964**	**705**	**10**	**10**
MORE THAN 10 YEARS:	1,116	376	138	41	28	2	47	9	7	4	0	0	1,336	432	10	10
AVERAGE YEARS	14.5	14.8	18.9	18.6	16.9	17.5	16.6	16.2	12.2	19.8	0.0	0.0	15.0	15.1	22.2	23.0

DEPARTMENT AVERAGE YEARS	**15.0**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
STRATEGIC FUND																
00 - 05 YEARS	33	55	0	3	0	0	1	0	0	0	0	0	34	58	1	0
06 - 10 YEARS	7	16	1	3	0	0	1	0	1	1	0	0	10	20	1	1
11 - 15 YEARS	12	11	0	2	0	1	0	0	0	0	0	0	12	14	0	1
16 - 20 YEARS	4	9	0	2	1	0	0	0	0	0	0	0	5	11	0	1
21 - 25 YEARS	8	10	2	1	0	0	2	1	2	1	0	0	14	13	1	2
26 - 30 YEARS	8	17	0	2	0	0	0	0	0	0	0	0	8	19	2	2
31 - 35 YEARS	6	8	0	5	0	0	0	0	0	0	0	0	6	13	1	1
36 - 40 YEARS	0	2	1	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**78**	**128**	**4**	**18**	**1**	**1**	**4**	**1**	**3**	**2**	**0**	**0**	**90**	**150**	**6**	**8**
MORE THAN 10 YEARS:	38	57	3	12	1	1	2	1	2	1	0	0	46	72	4	7
AVERAGE YEARS	11.9	11.8	23.3	18.8	20.0	14.0	12.8	22.0	17.7	16.5	0.0	0.0	12.7	12.8	20.2	21.9

DEPARTMENT AVERAGE YEARS 12.8

MIDB Civil Serivce HWF18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
00 - 05 YEARS	601	203	31	26	7	3	9	6	10	9	2	0	660	247	1	1
06 - 10 YEARS	444	146	21	15	3	2	5	2	10	4	0	0	483	169	1	1
11 - 15 YEARS	188	78	11	5	7	3	3	0	2	2	0	0	211	88	2	1
16 - 20 YEARS	285	106	24	12	2	2	6	2	4	2	0	0	321	124	13	8
21 - 25 YEARS	198	85	27	17	4	1	13	2	4	0	0	0	246	105	14	8
26 - 30 YEARS	95	76	18	11	4	0	8	2	3	0	0	0	128	89	10	8
31 - 35 YEARS	107	49	13	11	6	0	7	1	1	0	0	0	134	61	13	6
36 - 40 YEARS	43	10	1	2	0	0	2	0	2	0	0	0	48	12	4	2
MORE THAN 40 YEARS	13	2	0	0	0	0	0	0	4	0	0	0	17	2	4	0
DEPARTMENT TOTAL	**1,974**	**755**	**146**	**99**	**33**	**11**	**53**	**15**	**40**	**17**	**2**	**0**	**2,248**	**897**	**62**	**35**
MORE THAN 10 YEARS:	929	406	94	58	23	6	39	7	20	4	0	0	1,105	481	60	33
AVERAGE YEARS	12.9	14.2	16.6	16.0	17.2	11.0	19.4	13.4	16.6	7.9	0.0	0.0	13.4	14.2	26.3	24.4

DEPARTMENT AVERAGE YEARS	**13.6**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	118	222	20	53	1	2	1	8	6	9	5	7	151	301	1	1
06 - 10 YEARS	77	137	9	25	0	0	2	4	5	4	0	0	93	170	0	0
11 - 15 YEARS	66	96	6	19	0	1	2	1	0	1	0	0	74	118	4	1
16 - 20 YEARS	28	53	9	21	0	1	3	10	4	0	0	0	44	85	3	6
21 - 25 YEARS	31	67	18	22	0	0	2	10	4	1	0	0	55	100	6	3
26 - 30 YEARS	18	90	7	32	1	1	3	5	0	0	0	0	29	128	2	8
31 - 35 YEARS	45	66	5	10	0	1	2	1	0	1	0	0	52	79	7	7
36 - 40 YEARS	13	18	2	1	0	1	1	0	0	0	0	0	16	20	3	0
MORE THAN 40 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	3	2	1	1
DEPARTMENT TOTAL	**399**	**751**	**76**	**183**	**2**	**7**	**16**	**39**	**19**	**16**	**5**	**7**	**517**	**1,003**	**27**	**27**
MORE THAN 10 YEARS:	204	392	47	105	1	5	13	27	8	3	0	0	273	532	26	26
AVERAGE YEARS	14.2	14.6	16.0	15.2	15.5	19.4	20.6	16.8	12.2	7.6	0.4	0.4	14.5	14.6	25.9	25.8

DEPARTMENT AVERAGE YEARS 14.5

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	4,424	4,877	528	1,477	58	46	142	205	82	103	84	64	5,318	6,772	29	28
06- 10 YEARS	4,665	3,989	517	1,475	61	39	122	166	81	74	2	1	5,448	5,744	24	26
11- 15 YEARS	3,734	2,605	433	813	88	45	117	103	43	52	0	0	4,415	3,618	40	55
16- 20 YEARS	3,388	2,315	379	739	78	35	115	129	43	53	0	0	4,003	3,271	156	182
21- 25 YEARS	2,717	1,822	502	751	56	31	94	105	43	34	0	0	3,412	2,743	212	147
26- 30 YEARS	1,352	1,939	286	777	19	30	46	84	18	27	1	1	1,722	2,858	137	197
31- 35 YEARS	1,200	1,467	128	475	20	8	35	26	10	6	0	0	1,393	1,982	111	124
36- 40 YEARS	304	274	28	90	2	1	12	7	5	0	0	0	351	372	34	21
MORE THAN 40 YEARS	36	27	2	8	0	0	1	1	4	0	0	0	43	36	7	4
STATEWIDE TOTAL	**21,820**	**19,315**	**2,803**	**6,605**	**382**	**235**	**684**	**826**	**329**	**349**	**87**	**66**	**26,105**	**27,396**	**750**	**784**
MORE THAN 10 YEARS	12,731	10,449	1,758	3,653	263	150	420	455	166	172	1	1	15,339	14,880	697	730
AVERAGE YEARS	14.2	14.1	15.2	14.7	15.0	15.0	14.6	13.8	13.4	12.1	1.1	1.3	14.2	14.2	23.4	23.3

STATEWIDE TOTAL AVERAGE YEARS 14.2

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. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

MIDB Civil Serivce HWF18
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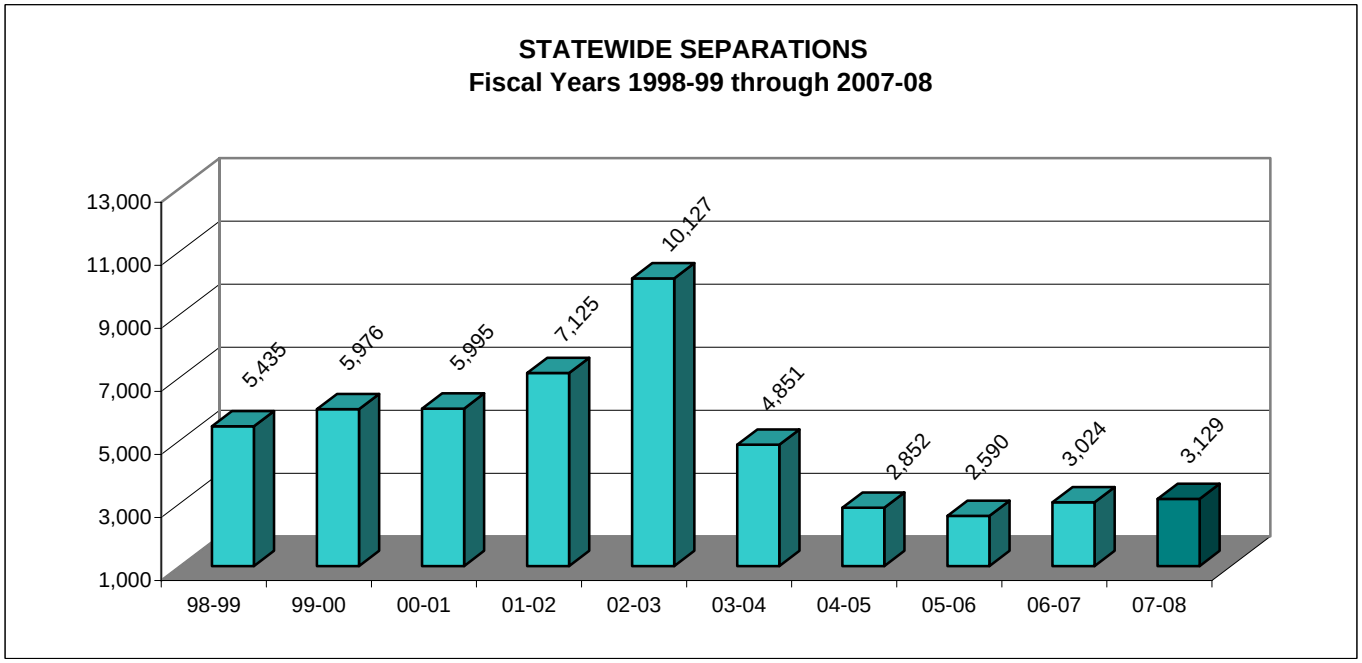
Table 3-2

STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2007-08

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	61	1.9%
Dismissal	211	6.7%
Expired Appointment	98	3.1%
Total Involuntary Separations	**370**	**11.8%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	765	24.4%
Layoff/Leave of Absence Rights Expired	114	3.6%
Waived Rights Leave of Absence	203	6.5%
Settlement	2	0.1%
Total Voluntary Separations	**1,084**	**34.6%**
RETIREMENT		
Retirement	1,490	47.6%
Disability Retirement	76	2.4%
Deferred Retirement	68	2.2%
Total Retirements	**1,634**	**52.2%**
UNDEFINED SEPARATIONS	**41**	**1.3%**
TOTAL SEPARATIONS	**3,129**	**100.0%**



Source: 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 96% of all non-career appointments at the end of FY 2008. An increase in separations occurred in fiscal years 2002 and 2003 due to early retirement programs.

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PERIOD FROM: 9/23/2007 TO: 9/20/2008

	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
DEPARTMENT	HIRES CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	SEPARATIONS	NET TOTAL
AGRICULTURE	21	33	4	0	**58**	40	5	0	0	0	**45**	**13**
ATTORNEY GENERAL	41	0	4	0	**45**	43	0	0	1	1	**45**	**0**
AUDITOR GENERAL	2	4	0	0	**6**	8	0	0	0	0	**8**	**-2**
CIVIL RIGHTS	7	3	0	0	**10**	8	0	0	1	0	**9**	**1**
CIVIL SERVICE COMMISSION	11	5	1	0	**17**	31	1	0	0	0	**32**	**-15**
COMMUNITY HEALTH	235	35	10	3	**283**	339	0	2	22	3	**366**	**-83**
CONSUMER & INDUSTRY SERVICES	0	0	0	0	**0**	7	0	0	0	0	**7**	**-7**
CORRECTIONS	1,073	39	17	7	**1,136**	911	0	6	22	3	**942**	**194**
EDUCATION	35	5	0	0	**40**	31	0	0	0	0	**31**	**9**
ENVIRONMENTAL QUALITY	12	14	0	0	**26**	69	0	0	0	0	**69**	**-43**
EXECUTIVE OFFICE	9	2	0	0	**11**	8	0	0	0	0	**8**	**3**
HISTORY ARTS AND LIBRARIES	5	53	10	0	**68**	8	10	0	0	0	**18**	**50**
HUMAN SERVICES	919	2	68	0	**989**	631	5	46	27	3	**712**	**277**
INFORMATION TECHNOLOGY	42	49	0	0	**91**	87	0	0	2	0	**89**	**2**
LABOR & ECONOMIC GROWTH	162	71	7	0	**240**	272	0	0	14	1	**287**	**-47**
MANAGEMENT & BUDGET	20	12	0	0	**32**	44	0	0	0	0	**44**	**-12**
MILITARY AFFAIRS	70	71	31	0	**172**	114	22	0	5	0	**141**	**31**
NATURAL RESOURCES	69	1,577	249	0	**1,895**	82	254	0	2	3	**341**	**1,554**
STATE	12	77	2	0	**91**	154	0	0	1	1	**156**	**-65**
STATE POLICE	117	5	1	0	**123**	79	0	0	2	2	**83**	**40**
STRATEGIC FUND	9	20	0	0	**29**	11	0	0	0	0	**11**	**18**
TRANSPORTATION	128	343	21	0	**492**	393	17	0	2	3	**415**	**77**
TREASURY	46	37	7	0	**90**	100	2	0	1	0	**103**	**-13**
STATEWIDE TOTALS:	**3,045**	**2,457**	**432**	**10**	**5,944**	**3,470**	**316**	**54**	**102**	**20**	**3,962**	**1,982**

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 reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

MIDB CIVIL SERVICE HWF35
Universe: HR HUMAN RESOURCE

Table 3-4

TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2008

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 2008

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%
2007-08	50,799	3,129	6.2%

***** 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 96% of all non-career appointments at the end of FY 2008. 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 3,129 turnover separations during fiscal year 2007-08, 1,634 (52%) were retirements, 765 (24%) were resignations and 211 (7%) were dismissals.

TURNOVER SEPARATIONS BY DEPARTMENT

Table 3-5

Fiscal Years 2003-04 Through 2007-08

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture			
2003-04	687	87	12.7%
2004-05	641	101	15.8%
2005-06	575	95	16.5%
2006-07	535	55	10.3%
2007-08	521	33	6.3%
Attorney General			
2003-04	489	36	7.4%
2004-05	524	32	6.1%
2005-06	528	33	6.3%
2006-07	517	43	8.3%
2007-08	496	47	9.5%
Auditor General			
2003-04	150	10	6.7%
2004-05	143	4	2.8%
2005-06	142	8	5.6%
2006-07	138	6	4.3%
2007-08	138	4	2.9%
Career Development			
2003-04	901	46	5.1%
2004-05	34	6	17.6%
2005-06	--	--	--
2006-07	--	--	--
2007-08	--	--	--
Civil Rights			
2003-04	133	13	9.8%
2004-05	131	7	5.3%
2005-06	127	7	5.5%
2006-07	119	6	5.0%
2007-08	117	7	6.0%
Civil Service Commission			
2003-04	189	8	4.2%
2004-05	210	7	3.3%
2005-06	210	7	3.3%
2006-07	206	7	3.4%
2007-08	538	16	3.0%
Community Health			
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%
2007-08	3,964	360	9.1%

TURNOVER SEPARATIONS BY DEPARTMENT

Table 3-5

Fiscal Years 2003-04 Through 2007-08

Department	Average Classified Employment	Separations	Turnover Rate
Consumer and Industry Services			
2003-04	3,170	190	6.0%
2004-05	209	12	5.7%
2005-06	--	--	--
2006-07	--	--	--
2007-08	--	--	--
Corrections			
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%
2007-08	15,944	945	5.9%
Education			
2003-04	324	21	6.5%
2004-05	352	20	5.7%
2005-06	367	26	7.1%
2006-07	369	23	6.2%
2007-08	380	29	7.6%
Environmental Quality			
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%
2007-08	1,354	75	5.5%
Executive Office			
2003-04	49	7	14.3%
2004-05	45	2	4.4%
2005-06	44	5	11.4%
2006-07	44	14	32.0%
2007-08	46	7	15.2%
History Arts and Libraries			
2003-04	272	43	15.8%
2004-05	203	8	3.9%
2005-06	200	6	3.0%
2006-07	196	9	4.6%
2007-08	191	6	3.1%
Human Services			
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%
2007-08	9,582	644	6.7%

TURNOVER SEPARATIONS BY DEPARTMENT

Table 3-5

Fiscal Years 2003-04 Through 2007-08

Department	Average Classified Employment	Separations	Turnover Rate
Information Technology			
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%
2007-08	1,670	82	4.9%
Labor and Economic Growth			
2003-04 [1]	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%
2007-08	3,781	251	6.6%
Management and Budget			
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%
2007-08	938	36	3.8%
Military and Veterans Affairs			
2003-04	943	52	5.5%
2004-05	928	50	5.4%
2005-06	924	67	7.2%
2006-07	934	91	9.7%
2007-08	921	90	9.8%
Natural Resources			
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%
2007-08	1,564	83	5.3%
State			
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%
2007-08	1,535	105	6.8%
State Police			
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%
2007-08	2,586	80	3.1%

TURNOVER SEPARATIONS BY DEPARTMENT

Table 3-5

Fiscal Years 2003-04 Through 2007-08

Department	Average Classified Employment	Separations	Turnover Rate
Strategic Fund			
2003-04	--	--	--
2004-05	--	--	--
2005-06	--	--	--
2006-07[2]	174	9	5.2%
2007-08	177	13	7.3%
Transportation			
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%
2007-08	2,854	123	4.3%
Treasury			
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%
2007-08	1,502	93	6.2%
Statewide Total			
2003-04[3]	54,573	3,727	6.8%
2004-05[3]	52,614	2,845	5.4%
2005-06	52,259	2,603	5.0%
2006-07	52,013	3,024	5.8%
2007-08	50,799	3,129	6.2%

[1] The Department of Consumer and Industry Services was renamed Department of Labor & Economic Growth by Executive Order 2003-18.

[2] Effective October 1, 2007, Strategic Fund became autonomous.

[3] 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 reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

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.

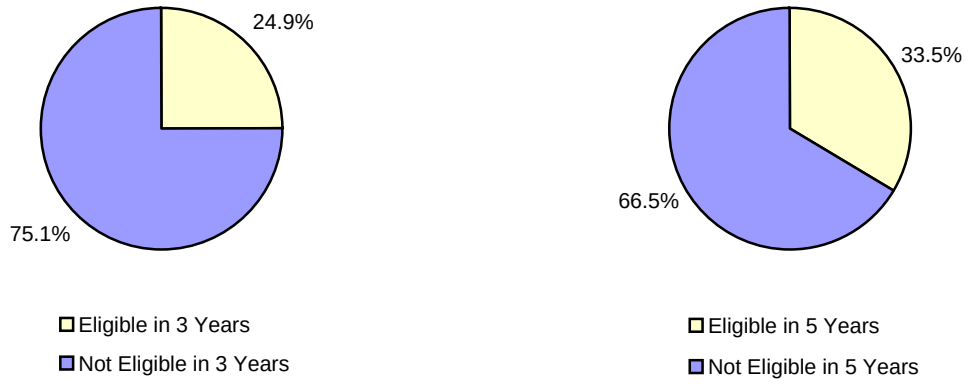
Source: MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

Table 3-6

STATE OF MICHIGAN
PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE
OVER THE NEXT THREE AND FIVE YEAR PERIODS
As of September 20, 2008

Retirement Projections		
Department	**3 Years (2011)**	**5 Years (2013)**
Agriculture	23.6%	30.9%
Attorney General	27.7%	34.4%
Auditor General	12.9%	18.0%
Civil Rights	31.7%	38.9%
Civil Service Commission	32.5%	40.2%
Community Health	31.3%	41.6%
Corrections	20.0%	28.9%
Education	30.3%	39.0%
Environmental Quality	26.1%	33.8%
History Arts and Libraries	30.0%	37.5%
Human Services	30.4%	38.7%
Information Technology	26.4%	33.9%
Labor and Economic Growth	28.8%	37.7%
Management and Budget	30.9%	40.6%
Military Affairs	20.0%	28.6%
Natural Resources	20.7%	26.8%
State	27.5%	37.8%
State Police	18.4%	28.7%
Strategic Fund	32.6%	40.3%
Transportation	21.0%	27.8%
Treasury	23.8%	32.5%
Statewide	**24.9%**	**33.5%**

State of Michigan
Employees Eligible to Retire in 3 and 5 Years
as of September 20, 2008



The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

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.

Source: MHR-0647, MHR-0649 and MHR-0650

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

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

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

Gender. Each race/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-STATEWIDE
PAY PERIOD ENDING: September 20, 2008

	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/Adminstrator**	736	49 %	495	33 %	98	7 %	110	7 %	10	1 %	8	1 %	14	1 %	9	1 %	13	1 %	9	1 %	2	0 %	1	0 %	873	632
02	**Professional**	6,573	34 %	7,939	41 %	911	5 %	2,918	15 %	45	0 %	75	0 %	175	1 %	287	1 %	228	1 %	257	1 %	22	0 %	26	0 %	7,954	11,502
03	**Technician**	1,414	54 %	810	31 %	93	4 %	171	6 %	12	0 %	4	0 %	40	2 %	26	1 %	25	1 %	17	1 %	17	1 %	11	0 %	1,601	1,039
04	**Protective Service**	8,791	68 %	1,615	13 %	1,037	8 %	704	5 %	246	2 %	35	0 %	277	2 %	63	0 %	34	0 %	6	0 %	28	0 %	9	0 %	10,413	2,432
05	**Para-Professonals**	921	14 %	3,321	50 %	352	5 %	1,602	24 %	8	0 %	36	1 %	61	1 %	236	4 %	13	0 %	27	0 %	1	0 %	5	0 %	1,356	5,227
06	**Admin Support**	275	5 %	4,068	72 %	65	1 %	966	17 %	2	0 %	61	1 %	18	0 %	187	3 %	4	0 %	32	1 %	0	0 %	2	0 %	364	5,316
07	**Skilled Craft**	1,679	85 %	79	4 %	106	5 %	9	0 %	39	2 %	0	0 %	44	2 %	5	0 %	4	0 %	0	0 %	0	0 %	0	0 %	1,872	93
08	**Service/Maintenance**	1,509	51 %	1,026	34 %	153	5 %	138	5 %	24	1 %	17	1 %	58	2 %	17	1 %	8	0 %	2	0 %	17	1 %	12	0 %	1,769	1,212
Statewide Total by Category:		**21,898**	**41 %**	**19,353**	**36 %**	**2,815**	**5 %**	**6,618**	**12 %**	**386**	**1 %**	**236**	**0 %**	**687**	**1 %**	**830**	**2 %**	**329**	**1 %**	**350**	**1 %**	**87**	**0 %**	**66**	**0 %**	**26,202**	**27,453**

State Employees Grand Total: 53,655

Note: This report includes all active classified employees with a disability in Job Categories 1 - 8.

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

AGRICULTURE		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	**Official/Adminstrator**	10	59 %	7	41 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	7
02	**Professional**	167	53 %	121	38 %	6	2 %	12	4 %	1	0 %	2	1 %	2	1 %	1	0 %	2	1 %	3	1 %	0	0 %	0	0 %	178	139
03	**Technician**	42	51 %	38	46 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	43	39
05	**Para-Professonals**	6	26 %	13	57 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	2	9 %	0	0 %	1	4 %	0	0 %	0	0 %	6	17
06	**Admin Support**	2	3 %	60	85 %	0	0 %	6	8 %	0	0 %	2	3 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	2	69
07	**Skilled Craft**	4	80 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0
08	**Service/Maintenance**	18	51 %	13	37 %	1	3 %	0	0 %	1	3 %	0	0 %	2	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	22	13
Department Totals by Category:		**249**	**45 %**	**252**	**46 %**	**7**	**1 %**	**20**	**4 %**	**2**	**0 %**	**4**	**1 %**	**5**	**1 %**	**4**	**1 %**	**3**	**1 %**	**4**	**1 %**	**0**	**0 %**	**0**	**0 %**	**266**	**284**

Department Total: 550

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

ATTORNEY GENERAL		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	59	70 %	19	23 %	2	2 %	3	4 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	61	23
02	Professional	125	51 %	82	33 %	13	5 %	12	5 %	0	0 %	0	0 %	2	1 %	4	2 %	1	0 %	1	0 %	5	2 %	2	1 %	146	101
04	Protective Service	16	62 %	6	23 %	3	12 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	20	6
05	Para-Professonals	2	7 %	22	73 %	1	3 %	3	10 %	0	0 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	3	27
06	Admin Support	2	2 %	90	80 %	0	0 %	16	14 %	0	0 %	0	0 %	0	0 %	3	3 %	0	0 %	1	1 %	0	0 %	0	0 %	2	110
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	1
Department Totals by Category:		**204**	**41 %**	**220**	**44 %**	**19**	**4 %**	**34**	**7 %**	**0**	**0 %**	**1**	**0 %**	**3**	**1 %**	**9**	**2 %**	**1**	**0 %**	**2**	**0 %**	**5**	**1 %**	**2**	**0 %**	**232**	**268**

Department Total: 500

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

AUDITOR GENERAL		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	9	75 %	3	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	3
02	Professional	46	40 %	62	53 %	4	3 %	3	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	50	66
03	Technician	2	40 %	3	60 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	3
06	Admin Support	0	0 %	5	83 %	0	0 %	1	17 %	0	0 %	0	0 %	0	0 %	0	0 %	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 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
Department Totals by Category:		**58**	**41 %**	**75**	**53 %**	**4**	**3 %**	**4**	**3 %**	**0**	**0 %**	**0**	**0 %**	**0**	**0 %**	**0**	**0 %**	**0**	**0 %**	**1**	**1 %**	**0**	**0 %**	**0**	**0 %**	**62**	**80**

Department Total: 142

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

CIVIL RIGHTS		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	4	33 %	3	25 %	1	8 %	2	17 %	0	0 %	0	0 %	1	8 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	7	5
02	Professional	10	12 %	23	27 %	12	14 %	31	36 %	0	0 %	0	0 %	4	5 %	4	5 %	0	0 %	2	2 %	0	0 %	0	0 %	26	60
03	Technician	0	0 %	1	33 %	0	0 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
05	Para-Professonals	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1
06	Admin Support	0	0 %	7	37 %	0	0 %	12	63 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	19
Department Totals by Category:		**14**	**11 %**	**34**	**28 %**	**13**	**11 %**	**47**	**39 %**	**0**	**0 %**	**0**	**0 %**	**6**	**5 %**	**5**	**4 %**	**1**	**1 %**	**2**	**2 %**	**0**	**0 %**	**0**	**0 %**	**34**	**88**

Department Total: 122

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

CIVIL SERVICE COMMISSION		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	18	29 %	28	44 %	3	5 %	8	13 %	0	0 %	2	3 %	2	3 %	1	2 %	0	0 %	0	0 %	1	2 %	0	0 %	24	39
02	Professional	33	15 %	128	57 %	10	4 %	35	16 %	1	0 %	3	1 %	2	1 %	6	3 %	0	0 %	6	3 %	0	0 %	0	0 %	46	178
03	Technician	3	33 %	3	33 %	0	0 %	3	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	6
05	Para-Professonals	2	4 %	47	84 %	0	0 %	5	9 %	0	0 %	0	0 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	2	54
06	Admin Support	8	4 %	139	75 %	2	1 %	24	13 %	1	1 %	2	1 %	0	0 %	7	4 %	1	1 %	2	1 %	0	0 %	0	0 %	12	174
08	Service/Maintenance	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0
Department Totals by Category:		**66**	**12 %**	**345**	**64 %**	**15**	**3 %**	**75**	**14 %**	**2**	**0 %**	**7**	**1 %**	**4**	**1 %**	**16**	**3 %**	**1**	**0 %**	**8**	**1 %**	**1**	**0 %**	**0**	**0 %**	**89**	**451**

Department Total: 540

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

COMMUNITY HEALTH		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	67	35 %	90	47 %	10	5 %	9	5 %	2	1 %	1	1 %	2	1 %	1	1 %	5	3 %	3	2 %	0	0 %	1	1 %	86	105
02	Professional	420	24 %	862	50 %	59	3 %	205	12 %	5	0 %	10	1 %	15	1 %	24	1 %	44	3 %	75	4 %	1	0 %	5	0 %	544	1,181
03	Technician	36	16 %	113	49 %	11	5 %	55	24 %	0	0 %	0	0 %	3	1 %	5	2 %	1	0 %	5	2 %	0	0 %	1	0 %	51	179
04	Protective Service	129	51 %	33	13 %	54	21 %	24	9 %	3	1 %	1	0 %	8	3 %	2	1 %	1	0 %	0	0 %	0	0 %	0	0 %	195	60
05	Para-Professonals	224	24 %	430	45 %	96	10 %	163	17 %	0	0 %	3	0 %	10	1 %	14	1 %	3	0 %	5	1 %	0	0 %	0	0 %	333	615
06	Admin Support	13	3 %	339	78 %	2	0 %	52	12 %	0	0 %	8	2 %	3	1 %	20	5 %	0	0 %	0	0 %	0	0 %	0	0 %	18	419
07	Skilled Craft	69	78 %	3	3 %	12	13 %	1	1 %	1	1 %	0	0 %	3	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	85	4
08	Service/Maintenance	66	27 %	104	43 %	24	10 %	36	15 %	0	0 %	2	1 %	3	1 %	6	2 %	1	0 %	1	0 %	0	0 %	0	0 %	94	149
Department Totals by Category:		**1,024**	**25 %**	**1,974**	**48 %**	**268**	**7 %**	**545**	**13 %**	**11**	**0 %**	**25**	**1 %**	**47**	**1 %**	**72**	**2 %**	**55**	**1 %**	**89**	**2 %**	**1**	**0 %**	**7**	**0 %**	**1,406**	**2,712**

Department Total: 4,118

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

CORRECTIONS		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	91	51 %	53	30 %	13	7 %	14	8 %	2	1 %	2	1 %	1	1 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	107	70
02	Professional	1,168	39 %	1,073	36 %	249	8 %	411	14 %	14	0 %	16	1 %	18	1 %	31	1 %	10	0 %	12	0 %	3	0 %	3	0 %	1,462	1,546
03	Technician	44	22 %	118	59 %	5	2 %	23	11 %	0	0 %	1	0 %	2	1 %	2	1 %	3	1 %	2	1 %	0	0 %	1	0 %	54	147
04	Protective Service	6,766	67 %	1,285	13 %	832	8 %	662	7 %	207	2 %	34	0 %	202	2 %	58	1 %	22	0 %	5	0 %	24	0 %	9	0 %	8,053	2,053
05	Para-Professonals	35	8 %	334	75 %	10	2 %	52	12 %	1	0 %	3	1 %	1	0 %	8	2 %	0	0 %	0	0 %	0	0 %	1	0 %	47	398
06	Admin Support	40	4 %	661	74 %	4	0 %	152	17 %	0	0 %	16	2 %	0	0 %	19	2 %	0	0 %	4	0 %	0	0 %	0	0 %	44	852
07	Skilled Craft	555	89 %	21	3 %	21	3 %	1	0 %	13	2 %	0	0 %	9	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	599	22
08	Service/Maintenance	463	64 %	141	19 %	66	9 %	28	4 %	8	1 %	1	0 %	10	1 %	2	0 %	4	1 %	0	0 %	0	0 %	2	0 %	551	174
Department Totals by Category:		**9,162**	**57 %**	**3,686**	**23 %**	**1,200**	**7 %**	**1,343**	**8 %**	**245**	**2 %**	**73**	**0 %**	**243**	**2 %**	**120**	**1 %**	**40**	**0 %**	**24**	**0 %**	**27**	**0 %**	**16**	**0 %**	**10,917**	**5,262**

Department Total: 16,179

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

EDUCATION		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	7	29 %	14	58 %	1	4 %	2	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	16
02	Professional	59	26 %	146	65 %	2	1 %	10	4 %	0	0 %	1	0 %	1	0 %	4	2 %	0	0 %	0	0 %	0	0 %	1	0 %	62	162
03	Technician	4	57 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	5	2
04	Protective Service	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0
05	Para-Professonals	13	24 %	33	61 %	2	4 %	4	7 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	15	39
06	Admin Support	2	2 %	75	91 %	0	0 %	4	5 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	2	80
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
Department Totals by Category:		**95**	**23 %**	**272**	**67 %**	**7**	**2 %**	**20**	**5 %**	**0**	**0 %**	**1**	**0 %**	**2**	**0 %**	**6**	**1 %**	**0**	**0 %**	**2**	**0 %**	**0**	**0 %**	**1**	**0 %**	**104**	**302**

Department Total: 406

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

ENVIRONMENTAL QUALITY		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	16	62 %	9	35 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	17	9
02	Professional	580	57 %	348	34 %	17	2 %	16	2 %	2	0 %	3	0 %	9	1 %	3	0 %	20	2 %	14	1 %	0	0 %	0	0 %	628	384
03	Technician	67	63 %	27	25 %	6	6 %	3	3 %	0	0 %	0	0 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	75	31
04	Protective Service	7	58 %	3	25 %	2	17 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	3
05	Para-Professonals	4	11 %	26	72 %	0	0 %	5	14 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	4	32
06	Admin Support	6	4 %	142	84 %	1	1 %	14	8 %	0	0 %	0	0 %	1	1 %	4	2 %	0	0 %	1	1 %	0	0 %	0	0 %	8	161
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
Department Totals by Category:		**682**	**50 %**	**555**	**41 %**	**27**	**2 %**	**38**	**3 %**	**2**	**0 %**	**3**	**0 %**	**11**	**1 %**	**9**	**1 %**	**21**	**2 %**	**15**	**1 %**	**0**	**0 %**	**0**	**0 %**	**743**	**620**

Department Total: 1,363

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

EXECUTIVE OFFICE		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	4	67 %	2	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	2
02	Professional	4	25 %	9	56 %	1	6 %	2	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	11
03	Technician	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
05	Para-Professonals	4	24 %	7	41 %	0	0 %	4	24 %	0	0 %	0	0 %	0	0 %	2	12 %	0	0 %	0	0 %	0	0 %	0	0 %	4	13
06	Admin Support	2	40 %	0	0 %	0	0 %	2	40 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	20 %	2	3
Department Totals by Category:		**15**	**32 %**	**20**	**43 %**	**1**	**2 %**	**8**	**17 %**	**0**	**0 %**	**0**	**0 %**	**0**	**0 %**	**2**	**4 %**	**0**	**0 %**	**0**	**0 %**	**0**	**0 %**	**1**	**2 %**	**16**	**31**

Department Total: 47

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

HISTORY ARTS AND LIBRARIES		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	6	43 %	7	50 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	8
02	Professional	41	41 %	55	55 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	43	57
03	Technician	5	23 %	13	59 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	1	5 %	1	5 %	7	15
04	Protective Service	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0
05	Para-Professonals	2	7 %	21	70 %	3	10 %	3	10 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	5	25
06	Admin Support	3	15 %	15	75 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	3	17
07	Skilled Craft	12	92 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	0
08	Service/Maintenance	29	53 %	21	38 %	0	0 %	0	0 %	1	2 %	1	2 %	2	4 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	33	22
Department Totals by Category:		**101**	**39 %**	**132**	**51 %**	**4**	**2 %**	**6**	**2 %**	**4**	**2 %**	**1**	**0 %**	**2**	**1 %**	**3**	**1 %**	**0**	**0 %**	**1**	**0 %**	**2**	**1 %**	**1**	**0 %**	**113**	**144**

Department Total: 257

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

HUMAN SERVICES		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	64	34 %	59	32 %	21	11 %	35	19 %	2	1 %	0	0 %	2	1 %	2	1 %	1	1 %	0	0 %	0	0 %	0	0 %	90	96
02	Professional	971	17 %	2,709	47 %	209	4 %	1,641	28 %	5	0 %	22	0 %	46	1 %	145	2 %	17	0 %	34	1 %	0	0 %	5	0 %	1,248	4,556
03	Technician	13	16 %	50	60 %	4	5 %	13	16 %	0	0 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	18	65
04	Protective Service	10	53 %	2	11 %	6	32 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	17	2
05	Para-Professonals	248	11 %	1,056	45 %	138	6 %	727	31 %	5	0 %	15	1 %	34	1 %	120	5 %	2	0 %	4	0 %	0	0 %	3	0 %	427	1,925
06	Admin Support	52	4 %	803	60 %	29	2 %	375	28 %	0	0 %	11	1 %	6	0 %	54	4 %	0	0 %	7	1 %	0	0 %	0	0 %	87	1,250
07	Skilled Craft	24	83 %	0	0 %	4	14 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	29	0
08	Service/Maintenance	22	59 %	3	8 %	9	24 %	1	3 %	0	0 %	0	0 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	33	4
Department Totals by Category:		**1,404**	**14 %**	**4,682**	**48 %**	**420**	**4 %**	**2,792**	**28 %**	**12**	**0 %**	**49**	**0 %**	**92**	**1 %**	**322**	**3 %**	**21**	**0 %**	**45**	**0 %**	**0**	**0 %**	**8**	**0 %**	**1,949**	**7,898**

Department Total: 9,847

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

INFORMATION TECHNOLOGY		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	53	56 %	32	34 %	2	2 %	1	1 %	0	0 %	0	0 %	1	1 %	1	1 %	2	2 %	2	2 %	0	0 %	0	0 %	58	36
02	Professional	592	50 %	327	28 %	50	4 %	46	4 %	1	0 %	2	0 %	16	1 %	12	1 %	70	6 %	51	4 %	8	1 %	4	0 %	737	442
03	Technician	185	53 %	97	28 %	13	4 %	21	6 %	2	1 %	0	0 %	3	1 %	6	2 %	2	1 %	3	1 %	11	3 %	4	1 %	216	131
05	Para-Professonals	1	8 %	9	69 %	0	0 %	2	15 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	1	12
06	Admin Support	4	6 %	55	77 %	1	1 %	7	10 %	0	0 %	0	0 %	0	0 %	4	6 %	0	0 %	0	0 %	0	0 %	0	0 %	5	66
07	Skilled Craft	19	86 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	1	5 %	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
Department Totals by Category:		**862**	**50 %**	**522**	**30 %**	**67**	**4 %**	**77**	**4 %**	**3**	**0 %**	**2**	**0 %**	**21**	**1 %**	**24**	**1 %**	**74**	**4 %**	**56**	**3 %**	**19**	**1 %**	**8**	**0 %**	**1,046**	**689**

Department Total: 1,735

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

LABOR & ECONOMIC GROWTH		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	**Official/Adminstrator**	70	46 %	44	29 %	18	12 %	18	12 %	0	0 %	0	0 %	1	1 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	89	64
02	**Professional**	620	34 %	734	40 %	123	7 %	284	15 %	1	0 %	9	0 %	19	1 %	20	1 %	9	0 %	23	1 %	0	0 %	1	0 %	772	1,071
03	**Technician**	159	61 %	57	22 %	16	6 %	13	5 %	3	1 %	0	0 %	7	3 %	3	1 %	3	1 %	0	0 %	1	0 %	0	0 %	189	73
04	**Protective Service**	25	89 %	1	4 %	1	4 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	27	1
05	**Para-Professonals**	126	14 %	336	38 %	63	7 %	313	35 %	1	0 %	3	0 %	10	1 %	28	3 %	4	0 %	7	1 %	1	0 %	1	0 %	205	688
06	**Admin Support**	15	2 %	464	72 %	5	1 %	128	20 %	0	0 %	6	1 %	2	0 %	21	3 %	1	0 %	4	1 %	0	0 %	0	0 %	23	623
07	**Skilled Craft**	15	65 %	0	0 %	4	17 %	1	4 %	0	0 %	0	0 %	2	9 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	21	2
08	**Service/Maintenance**	17	44 %	12	31 %	2	5 %	5	13 %	1	3 %	0	0 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	22	17
Department Totals by Category:		**1,047**	**27 %**	**1,648**	**42 %**	**232**	**6 %**	**762**	**20 %**	**7**	**0 %**	**18**	**0 %**	**43**	**1 %**	**74**	**2 %**	**17**	**0 %**	**35**	**1 %**	**2**	**0 %**	**2**	**0 %**	**1,348**	**2,539**

Department Total: 3,887

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

MANAGEMENT & BUDGET		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	27	47 %	21	37 %	3	5 %	1	2 %	0	0 %	2	4 %	1	2 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	32	25
02	Professional	150	43 %	155	45 %	13	4 %	15	4 %	0	0 %	1	0 %	2	1 %	1	0 %	6	2 %	2	1 %	0	0 %	2	1 %	171	176
03	Technician	27	51 %	21	40 %	1	2 %	0	0 %	0	0 %	1	2 %	0	0 %	2	4 %	0	0 %	0	0 %	1	2 %	0	0 %	29	24
04	Protective Service	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
05	Para-Professonals	29	25 %	83	70 %	0	0 %	4	3 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	29	89
06	Admin Support	1	1 %	54	79 %	1	1 %	8	12 %	0	0 %	0	0 %	0	0 %	4	6 %	0	0 %	0	0 %	0	0 %	0	0 %	2	66
07	Skilled Craft	164	83 %	7	4 %	12	6 %	1	1 %	2	1 %	0	0 %	10	5 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	188	10
08	Service/Maintenance	93	67 %	16	12 %	14	10 %	2	1 %	0	0 %	0	0 %	11	8 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	119	19
Department Totals by Category:		**492**	**50 %**	**359**	**37 %**	**44**	**4 %**	**31**	**3 %**	**2**	**0 %**	**4**	**0 %**	**24**	**2 %**	**12**	**1 %**	**8**	**1 %**	**3**	**0 %**	**1**	**0 %**	**2**	**0 %**	**571**	**411**

Department Total: 982

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

MILITARY AFFAIRS		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	**Official/Adminstrator**	12	71 %	3	18 %	2	12 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	3
02	**Professional**	58	35 %	89	54 %	4	2 %	10	6 %	0	0 %	1	1 %	0	0 %	1	1 %	0	0 %	2	1 %	0	0 %	0	0 %	62	103
03	**Technician**	33	21 %	95	61 %	1	1 %	17	11 %	1	1 %	1	1 %	3	2 %	4	3 %	0	0 %	1	1 %	0	0 %	0	0 %	38	118
04	**Protective Service**	30	86 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	4	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	34	1
05	**Para-Professonals**	48	17 %	128	45 %	10	4 %	87	31 %	1	0 %	1	0 %	0	0 %	7	2 %	1	0 %	2	1 %	0	0 %	0	0 %	60	225
06	**Admin Support**	0	0 %	34	76 %	0	0 %	11	24 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	45
07	**Skilled Craft**	99	90 %	2	2 %	3	3 %	0	0 %	3	3 %	0	0 %	3	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	108	2
08	**Service/Maintenance**	74	49 %	52	34 %	8	5 %	6	4 %	1	1 %	0	0 %	6	4 %	0	0 %	0	0 %	1	1 %	2	1 %	1	1 %	91	60
Department Totals by Category:		**354**	**37 %**	**404**	**42 %**	**28**	**3 %**	**131**	**14 %**	**6**	**1 %**	**3**	**0 %**	**16**	**2 %**	**12**	**1 %**	**1**	**0 %**	**6**	**1 %**	**2**	**0 %**	**1**	**0 %**	**407**	**557**

Department Total: 964

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

NATURAL RESOURCES		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	30	64 %	14	30 %	2	4 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	33	14
02	Professional	304	64 %	138	29 %	5	1 %	9	2 %	5	1 %	2	0 %	2	0 %	3	1 %	4	1 %	2	0 %	0	0 %	0	0 %	320	154
03	Technician	214	82 %	38	15 %	4	2 %	2	1 %	2	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	221	40
04	Protective Service	447	79 %	84	15 %	10	2 %	2	0 %	8	1 %	0	0 %	9	2 %	0	0 %	3	1 %	0	0 %	3	1 %	0	0 %	480	86
05	Para-Professonals	13	27 %	30	61 %	1	2 %	3	6 %	0	0 %	0	0 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	14	35
06	Admin Support	7	4 %	160	91 %	0	0 %	4	2 %	0	0 %	2	1 %	0	0 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	7	169
07	Skilled Craft	86	93 %	5	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	87	5
08	Service/Maintenance	575	51 %	479	43 %	16	1 %	7	1 %	5	0 %	5	0 %	13	1 %	4	0 %	2	0 %	0	0 %	13	1 %	7	1 %	624	502
Department Totals by Category:		**1,676**	**60 %**	**948**	**34 %**	**38**	**1 %**	**27**	**1 %**	**21**	**1 %**	**9**	**0 %**	**25**	**1 %**	**12**	**0 %**	**10**	**0 %**	**2**	**0 %**	**16**	**1 %**	**7**	**0 %**	**1,786**	**1,005**

Department Total: 2,791

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

STATE		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	24	45 %	16	30 %	2	4 %	6	11 %	1	2 %	0	0 %	1	2 %	1	2 %	1	2 %	1	2 %	0	0 %	0	0 %	29	24
02	Professional	84	35 %	94	39 %	13	5 %	32	13 %	1	0 %	1	0 %	4	2 %	5	2 %	1	0 %	2	1 %	1	0 %	0	0 %	104	134
03	Technician	6	40 %	7	47 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	7	8
05	Para-Professonals	56	7 %	544	64 %	16	2 %	184	22 %	0	0 %	9	1 %	2	0 %	37	4 %	2	0 %	5	1 %	0	0 %	0	0 %	76	779
06	Admin Support	33	10 %	216	68 %	5	2 %	37	12 %	1	0 %	3	1 %	1	0 %	12	4 %	1	0 %	8	3 %	0	0 %	1	0 %	41	277
07	Skilled Craft	10	67 %	4	27 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	4
08	Service/Maintenance	13	9 %	80	55 %	2	1 %	44	30 %	0	0 %	0	0 %	2	1 %	1	1 %	0	0 %	0	0 %	1	1 %	2	1 %	18	127
Department Totals by Category:		**226**	**14 %**	**961**	**59 %**	**39**	**2 %**	**304**	**19 %**	**3**	**0 %**	**13**	**1 %**	**10**	**1 %**	**56**	**3 %**	**5**	**0 %**	**16**	**1 %**	**3**	**0 %**	**3**	**0 %**	**286**	**1,353**

Department Total: 1,639

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

STATE POLICE		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	33	72 %	10	22 %	2	4 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	35	11
02	Professional	222	52 %	160	37 %	20	5 %	11	3 %	2	0 %	1	0 %	6	1 %	4	1 %	1	0 %	3	1 %	0	0 %	0	0 %	251	179
03	Technician	29	60 %	18	38 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	29	19
04	Protective Service	1,355	76 %	198	11 %	129	7 %	16	1 %	27	2 %	0	0 %	53	3 %	3	0 %	7	0 %	1	0 %	1	0 %	0	0 %	1,572	218
05	Para-Professonals	12	16 %	50	68 %	1	1 %	8	11 %	0	0 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	13	60
06	Admin Support	40	16 %	188	74 %	2	1 %	16	6 %	0	0 %	3	1 %	1	0 %	5	2 %	0	0 %	0	0 %	0	0 %	0	0 %	43	212
07	Skilled Craft	15	94 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	16	0
08	Service/Maintenance	8	47 %	5	29 %	1	6 %	1	6 %	0	0 %	0	0 %	0	0 %	2	12 %	0	0 %	0	0 %	0	0 %	0	0 %	9	8
Department Totals by Category:		**1,714**	**64 %**	**629**	**24 %**	**155**	**6 %**	**54**	**2 %**	**29**	**1 %**	**4**	**0 %**	**60**	**2 %**	**16**	**1 %**	**9**	**0 %**	**4**	**0 %**	**1**	**0 %**	**0**	**0 %**	**1,968**	**707**

Department Total: 2,675

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

STRATEGIC FUND		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	11	41 %	11	41 %	0	0 %	1	4 %	0	0 %	0	0 %	1	4 %	0	0 %	2	7 %	1	4 %	0	0 %	0	0 %	14	13
02	Professional	27	35 %	36	46 %	3	4 %	8	10 %	0	0 %	0	0 %	1	1 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	32	46
03	Technician	0	0 %	3	75 %	0	0 %	0	0 %	0	0 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3
05	Para-Professonals	6	24 %	17	68 %	0	0 %	1	4 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	19
06	Admin Support	0	0 %	20	74 %	0	0 %	7	26 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	27
08	Service/Maintenance	34	43 %	41	52 %	1	1 %	1	1 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	37	42
Department Totals by Category:		**78**	**33 %**	**128**	**53 %**	**4**	**2 %**	**18**	**8 %**	**1**	**0 %**	**1**	**0 %**	**4**	**2 %**	**1**	**0 %**	**3**	**1 %**	**2**	**1 %**	**0**	**0 %**	**0**	**0 %**	**90**	**150**

Department Total: 240

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

TRANSPORTATION		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	61	62 %	22	22 %	10	10 %	4	4 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	73	26
02	Professional	624	57 %	320	29 %	45	4 %	39	4 %	4	0 %	0	0 %	16	1 %	8	1 %	26	2 %	13	1 %	1	0 %	0	0 %	716	380
03	Technician	536	74 %	99	14 %	31	4 %	16	2 %	3	0 %	0	0 %	17	2 %	1	0 %	13	2 %	3	0 %	1	0 %	0	0 %	601	119
05	Para-Professonals	76	56 %	45	33 %	4	3 %	6	4 %	0	0 %	0	0 %	2	1 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	82	53
06	Admin Support	1	0 %	183	85 %	2	1 %	23	11 %	0	0 %	3	1 %	0	0 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	3	213
07	Skilled Craft	601	83 %	33	5 %	47	7 %	4	1 %	19	3 %	0	0 %	14	2 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	682	38
08	Service/Maintenance	77	47 %	53	32 %	8	5 %	7	4 %	6	4 %	8	5 %	4	2 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	95	69
Department Totals by Category:		**1,976**	**63 %**	**755**	**24 %**	**147**	**5 %**	**99**	**3 %**	**34**	**1 %**	**11**	**0 %**	**53**	**2 %**	**16**	**1 %**	**40**	**1 %**	**17**	**1 %**	**2**	**0 %**	**0**	**0 %**	**2,252**	**898**

Department Total: 3,150

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

Table 4-2

STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

PAY PERIOD ENDING: September 20, 2008

TREASURY		White				Black				American Indian				Hispanic				Asian				Other				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
01	Official/Adminstrator	60	60 %	28	28 %	5	5 %	4	4 %	0	0 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	67	33
02	Professional	268	37 %	268	37 %	52	7 %	85	12 %	2	0 %	1	0 %	10	1 %	9	1 %	16	2 %	10	1 %	3	0 %	3	0 %	351	376
03	Technician	8	35 %	6	26 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	4 %	2	9 %	1	4 %	4	17 %	11	12
05	Para-Professonals	14	10 %	90	63 %	7	5 %	27	19 %	0	0 %	0	0 %	1	1 %	4	3 %	1	1 %	0	0 %	0	0 %	0	0 %	23	121
06	Admin Support	44	8 %	358	69 %	11	2 %	66	13 %	0	0 %	5	1 %	4	1 %	25	5 %	1	0 %	4	1 %	0	0 %	0	0 %	60	458
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
Department Totals by Category:		**399**	**26 %**	**752**	**49 %**	**76**	**5 %**	**183**	**12 %**	**2**	**0 %**	**7**	**0 %**	**16**	**1 %**	**39**	**3 %**	**19**	**1 %**	**16**	**1 %**	**5**	**0 %**	**7**	**0 %**	**517**	**1,004**

Department Total: 1,521

Statewide Totals:	**21,898**	**41 %**	**19,353**	**36 %**	**2,815**	**5 %**	**6,618**	**12 %**	**386**	**1 %**	**236**	**0 %**	**687**	**1 %**	**830**	**2 %**	**329**	**1 %**	**350**	**1 %**	**87**	**0 %**	**66**	**0 %**	**26,202**	**27,453**

Statewide Total: 53,655

Note: This report includes all active classified employees in Job Categories 1 - 8.

MIDB MHR-0052
Universe: HR HUMAN RESOURCES

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT

RACE/ETHNIC GROUP, AND GENDER ANALYSIS

Pay Period Ending: September 20, 2008

DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN / ALASKAN NATIVE				HISPANIC				ASIAN/PACIFIC ISLANDERS				NON DISCLOSED								
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		FEMALE		MINORITY		GRAND
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	TOTAL
AGRICULTURE	248	45.2	252	45.9	7	1.3	20	3.6	2	0.4	4	0.7	5	0.9	4	0.7	3	0.5	4	0.7	0	0.0	0	0.0	284	51.7	49	8.9	549
ATTORNEY GENERAL	204	40.8	220	44.0	19	3.8	34	6.8	0	0.0	1	0.2	3	0.6	9	1.8	1	0.2	2	0.4	5	1.0	2	0.4	268	53.6	69	13.8	500
AUDITOR GENERAL	58	40.8	75	52.8	4	2.8	4	2.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	80	56.3	9	6.3	142
CIVIL RIGHTS	14	11.5	34	27.9	13	10.7	47	38.5	0	0.0	0	0.0	6	4.9	5	4.1	1	0.8	2	1.6	0	0.0	0	0.0	88	72.1	74	60.7	122
CIVIL SERVICE COMMISSION	66	12.2	345	63.9	15	2.8	75	13.9	2	0.4	7	1.3	4	0.7	16	3.0	1	0.2	8	1.5	1	0.2	0	0.0	451	83.5	128	23.7	540
COMMUNITY HEALTH	1,012	24.8	1,961	48.0	266	6.5	539	13.2	11	0.3	25	0.6	47	1.2	70	1.7	55	1.3	88	2.2	1	0.0	7	0.2	2,690	65.9	1,101	27.0	4,082
CORRECTIONS	9,114	56.6	3,667	22.8	1,197	7.4	1,340	8.3	242	1.5	72	0.4	242	1.5	119	0.7	40	0.2	24	0.1	27	0.2	16	0.1	5,238	32.5	3,276	20.3	16,100
EDUCATION	95	23.4	272	67.0	7	1.7	20	4.9	0	0.0	1	0.2	2	0.5	6	1.5	0	0.0	2	0.5	0	0.0	1	0.2	302	74.4	38	9.4	406
ENVIRONMENTAL QUALITY	681	50.0	555	40.7	27	2.0	38	2.8	2	0.1	3	0.2	11	0.8	9	0.7	21	1.5	15	1.1	0	0.0	0	0.0	620	45.5	126	9.3	1,362
EXECUTIVE OFFICE	15	31.9	20	42.6	1	2.1	8	17.0	0	0.0	0	0.0	0	0.0	2	4.3	0	0.0	0	0.0	0	0.0	1	2.1	31	66.0	11	23.4	47
HISTORY ARTS AND LIBRARIES	101	39.3	132	51.4	4	1.6	6	2.3	4	1.6	1	0.4	2	0.8	3	1.2	0	0.0	1	0.4	2	0.8	1	0.4	144	56.0	21	8.2	257
HUMAN SERVICES	1,399	14.2	4,682	47.6	417	4.2	2,789	28.4	12	0.1	49	0.5	90	0.9	322	3.3	21	0.2	45	0.5	0	0.0	8	0.1	7,895	80.3	3,745	38.1	9,834
INFORMATION TECHNOLOGY	862	49.7	522	30.1	67	3.9	77	4.4	3	0.2	2	0.1	21	1.2	24	1.4	74	4.3	56	3.2	19	1.1	8	0.5	689	39.7	324	18.7	1,735
LABOR & ECONOMIC GROWTH	1,043	26.9	1,648	42.4	232	6.0	762	19.6	7	0.2	18	0.5	43	1.1	74	1.9	17	0.4	35	0.9	2	0.1	2	0.1	2,539	65.4	1,188	30.6	3,883
MANAGEMENT & BUDGET	492	50.2	359	36.6	43	4.4	31	3.2	2	0.2	4	0.4	24	2.4	12	1.2	8	0.8	3	0.3	1	0.1	2	0.2	411	41.9	127	12.9	981
MILITARY AFFAIRS	354	36.8	403	41.8	28	2.9	131	13.6	6	0.6	3	0.3	16	1.7	12	1.2	1	0.1	6	0.6	2	0.2	1	0.1	556	57.7	203	21.1	963
NATURAL RESOURCES	1,674	60.1	947	34.0	37	1.3	27	1.0	21	0.8	9	0.3	25	0.9	12	0.4	10	0.4	2	0.1	16	0.6	7	0.3	1,004	36.0	143	5.1	2,787
STATE	226	13.8	960	58.6	39	2.4	303	18.5	3	0.2	13	0.8	10	0.6	56	3.4	5	0.3	16	1.0	3	0.2	3	0.2	1,351	82.5	445	27.2	1,637
STATE POLICE	1,711	64.1	627	23.5	154	5.8	54	2.0	29	1.1	4	0.1	60	2.2	16	0.6	9	0.3	4	0.1	1	0.0	0	0.0	705	26.4	330	12.4	2,669
STRATEGIC FUND	78	32.5	128	53.3	4	1.7	18	7.5	1	0.4	1	0.4	4	1.7	1	0.4	3	1.3	2	0.8	0	0.0	0	0.0	150	62.5	34	14.2	240
TRANSPORTATION	1,974	62.8	755	24.0	146	4.6	99	3.1	33	1.0	11	0.3	53	1.7	15	0.5	40	1.3	17	0.5	2	0.1	0	0.0	897	28.5	414	13.2	3,145
TREASURY	399	26.3	751	49.4	76	5.0	183	12.0	2	0.1	7	0.5	16	1.1	39	2.6	19	1.3	16	1.1	5	0.3	7	0.5	1,003	66.0	358	23.6	1,520
STATEWIDE TOTALS:	**21,820**	**40.8**	**19,315**	**36.1**	**2,803**	**5.2**	**6,605**	**12.3**	**382**	**0.7**	**235**	**0.4**	**684**	**1.3**	**826**	**1.5**	**329**	**0.6**	**349**	**0.7**	**87**	**0.2**	**66**	**0.1**	**27,396**	**51.2**	**12,213**	**22.8**	**53,501**

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

MIDB HWF21
Universe: Human Resource
Report Sequence: HRS_DEPT_CD_DESC

STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE
PAY PERIOD ENDING: September 20, 2008

	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/Adminstrator**	50	63 %	23	29 %	3	4 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	54	25
02	**Professional**	266	44 %	235	39 %	16	3 %	64	11 %	0	0 %	5	1 %	5	1 %	6	1 %	5	1 %	1	0 %	0	0 %	0	0 %	292	311
03	**Technician**	34	63 %	13	24 %	1	2 %	3	6 %	0	0 %	1	2 %	0	0 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	37	17
04	**Protective Service**	145	73 %	27	14 %	14	7 %	9	5 %	0	0 %	3	2 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	161	39
05	**Para-Professonals**	48	21 %	120	53 %	15	7 %	34	15 %	0	0 %	2	1 %	1	0 %	4	2 %	0	0 %	0	0 %	0	0 %	1	0 %	64	161
06	**Admin Support**	30	12 %	173	68 %	4	2 %	34	13 %	0	0 %	3	1 %	2	1 %	7	3 %	0	0 %	1	0 %	0	0 %	0	0 %	36	218
07	**Skilled Craft**	52	88 %	2	3 %	2	3 %	0	0 %	1	2 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	56	3
08	**Service/Maintenance**	46	73 %	11	17 %	3	5 %	0	0 %	1	2 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	52	11
	STATEWIDE TOTAL BY CATEGORY:	**671**	**44 %**	**604**	**39 %**	**58**	**4 %**	**146**	**9 %**	**2**	**0 %**	**14**	**1 %**	**13**	**1 %**	**18**	**1 %**	**7**	**0 %**	**2**	**0 %**	**1**	**0 %**	**1**	**0 %**	**752**	**785**

State Employees Grand Total: 1,537

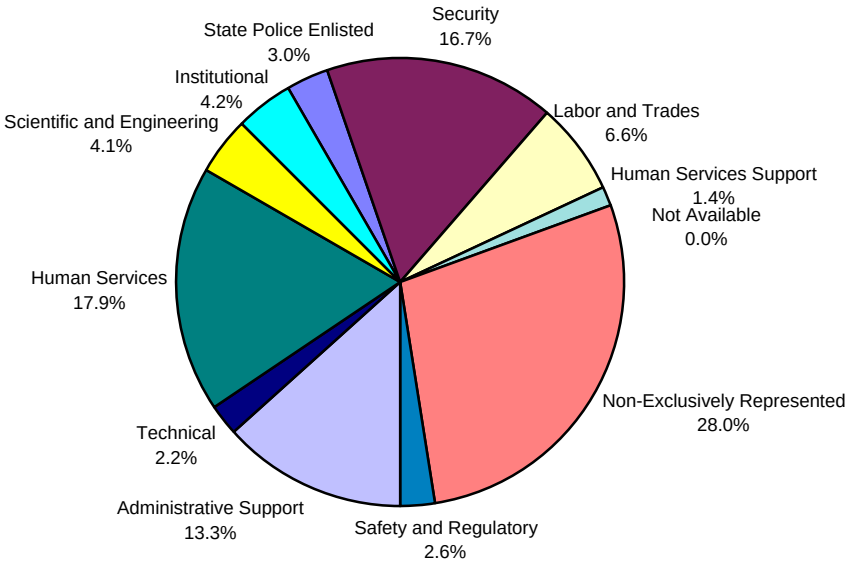
Note: This report includes all active classified employees with a disability in Job Categories 1 - 8.

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

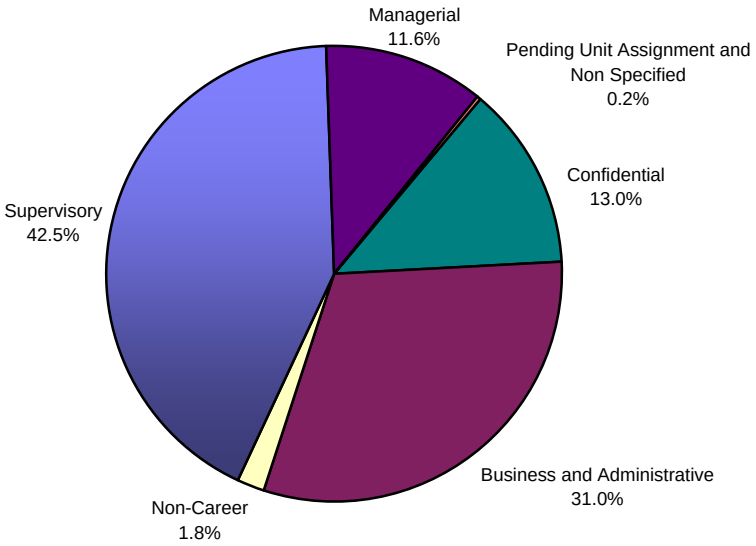
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2007-08



(53,501 Employees)

Non-Exclusively Represented 14,997 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 53,501 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

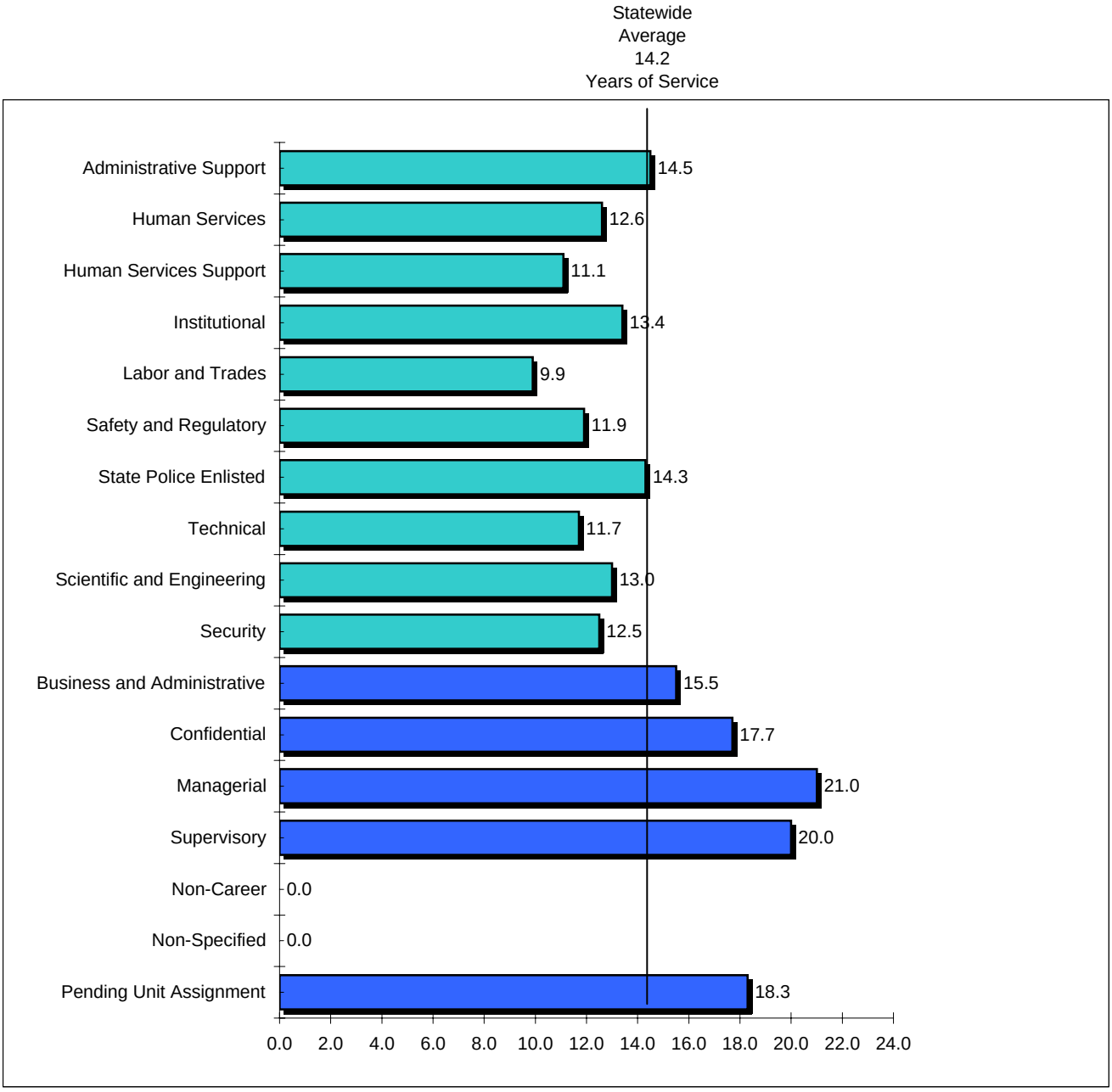
PAY PERIOD ENDING September 20, 2008

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	MSEA EMPLS	MSEA PCT	UAW LOCAL 6000 EMPLS	UAW LOCAL 6000 PCT	MCO, SEIU LOCAL 526M EMPLS	MCO, SEIU LOCAL 526M PCT	HSS, SEIU LOCAL 517M EMPLS	HSS, SEIU LOCAL 517M PCT	S & E, SEIU LOCAL 517M EMPLS	S & E, SEIU LOCAL 517M PCT	TECH, SEIU LOCAL 517M EMPLS	TECH, SEIU LOCAL 517M PCT	MSPTA EMPLS	MSPTA PCT	AFSCME COUNCIL 25 EMPLS	AFSCME COUNCIL 25 PCT
A02 SAFETY & REGULATORY	1,380	1,206	87.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,543	3,131	88.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,930	1	0.0	0	0.0	8,490	95.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	741	0	0.0	0	0.0	0	0.0	710	95.8	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,216	0	0.0	0	0.0	0	0.0	0	0.0	2,133	96.3	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,171	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,064	90.9	0	0.0	0	0.0
N/A UNAVAILABLE	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,603	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,502	93.7	0	0.0
U11 INSTITUTIONAL	2,271	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,224	97.9
W22 HUMAN SERVICES	9,556	1	0.0	9,035	94.5	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	0.0
W41 ADMINISTRATIVE SUPPORT	7,091	1	0.0	6,450	91.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Y00 NON-SPECIFIED	23	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,645	1	0.0	11	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,375	0	0.0	9	0.1	3	0.0	0	0.0	4	0.1	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	269	1	0.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,735	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	1,947	0	0.0	3	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**38,504**	**4,340**	**11.3**	**15,485**	**40.2**	**8,492**	**22.1**	**710**	**1.8**	**2,133**	**5.5**	**1,065**	**2.8**	**1,502**	**3.9**	**2,229**	**5.8**
NON-EXCLUSIVELY REPRESENTED TOTAL	**14,997**	**2**	**0.0**	**23**	**0.2**	**3**	**0.0**	**0**	**0.0**	**4**	**0.0**	**0**	**0.0**	**0**	**0.0**	**0**	**0.0**
STATEWIDE TOTAL	**53,501**	**4,342**	**8.1**	**15,508**	**29.0**	**8,495**	**15.9**	**710**	**1.3**	**2,137**	**4.0**	**1,065**	**2.0**	**1,502**	**2.8**	**2,229**	**4.2**

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 represnets those paying member fees.

MIDB CIVIL SERVICE HWF44
Report Sequence: UNION_CD
Universe: Human Resources

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
Fiscal Year 2007-08



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: MIDB Civil Service HWF20

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	252	99	9	6	1	2	8	0	2	0	3	0	275	107	1	0
06 - 10 YEARS	236	64	14	18	5	2	7	2	2	0	0	0	264	86	0	0
11 - 15 YEARS	155	27	6	14	2	1	3	1	2	0	0	0	168	43	0	0
16 - 20 YEARS	118	27	11	20	3	1	2	1	1	0	0	0	135	49	5	3
21 - 25 YEARS	62	25	15	15	2	0	5	2	1	0	0	0	85	42	0	0
26 - 30 YEARS	39	15	5	12	0	0	2	1	0	0	0	0	46	28	4	0
31 - 35 YEARS	21	9	3	8	2	0	1	0	0	0	0	0	27	17	1	1
36 - 40 YEARS	6	1	0	1	0	0	0	0	0	0	0	0	6	2	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**889**	**267**	**63**	**94**	**15**	**6**	**28**	**7**	**8**	**0**	**3**	**0**	**1,006**	**374**	**12**	**5**
MORE THAN 10 YEARS:	401	104	40	70	9	2	13	5	4	0	0	0	467	181	11	5
AVERAGE YEARS	11.3	10.7	15.9	17.8	15.9	9.7	12.1	16.7	10.8	0.0	3.0	0.0	11.6	12.6	23.8	25.0

BARGAINING UNIT AVERAGE YEARS 11.9

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
A31 - LABOR AND TRADES																
00 - 05 YEARS	1,007	475	39	9	10	7	22	3	2	0	15	7	1,095	501	9	4
06 - 10 YEARS	510	37	32	3	11	0	9	0	0	1	0	0	562	41	1	0
11 - 15 YEARS	280	27	16	2	9	1	5	1	0	0	0	0	310	31	8	1
16 - 20 YEARS	264	26	31	3	3	0	12	1	1	0	0	0	311	30	17	1
21 - 25 YEARS	211	20	26	3	6	0	8	1	2	0	0	0	253	24	26	1
26 - 30 YEARS	141	19	16	3	2	0	5	2	1	0	0	0	165	24	16	1
31 - 35 YEARS	132	12	6	3	5	0	10	1	0	0	0	0	153	16	8	2
36 - 40 YEARS	20	1	1	0	0	0	3	0	0	0	0	0	24	1	3	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	**2,567**	**617**	**167**	**26**	**46**	**8**	**74**	**9**	**6**	**1**	**15**	**7**	**2,875**	**668**	**88**	**11**
MORE THAN 10 YEARS:	1,050	105	96	14	25	1	43	6	4	0	0	0	1,218	126	78	7
AVERAGE YEARS	10.8	4.3	14.4	14.7	13.8	1.4	15.5	17.1	14.7	9.0	0.0	0.0	11.1	4.8	21.0	17.0

BARGAINING UNIT AVERAGE YEARS 9.9

MIDB Civil Service HWF20
Report Sequence: Union Code and Description
Universe: Human Resources

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
C12 - SECURITY																
00 - 05 YEARS	838	293	166	175	37	6	46	17	6	5	24	9	1,117	505	1	1
06 - 10 YEARS	1,564	277	176	139	32	6	43	18	7	0	0	0	1,822	440	3	1
11 - 15 YEARS	1,221	257	130	106	48	6	50	4	3	0	0	0	1,452	373	4	3
16 - 20 YEARS	1,279	168	89	59	43	6	34	5	3	0	0	0	1,448	238	35	10
21 - 25 YEARS	938	99	155	101	19	3	14	2	1	0	0	0	1,127	205	50	13
26 - 30 YEARS	113	15	17	7	2	0	2	1	0	0	0	0	134	23	4	1
31 - 35 YEARS	29	4	9	1	0	0	0	0	0	0	0	0	38	5	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
BARGAINING UNIT TOTAL	**5,983**	**1,114**	**743**	**588**	**181**	**27**	**189**	**47**	**20**	**5**	**24**	**9**	**7,140**	**1,790**	**98**	**29**
MORE THAN 10 YEARS:	3,581	544	401	274	112	15	100	12	7	0	0	0	4,201	845	94	27
AVERAGE YEARS	13.2	10.7	12.5	10.9	12.4	11.9	11.1	8.3	9.5	2.6	0.9	1.1	13.0	10.6	20.3	19.2

BARGAINING UNIT AVERAGE YEARS 12.5

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	35	57	13	81	0	1	3	6	0	1	0	0	51	146	3	2
06 - 10 YEARS	39	84	28	111	0	2	3	9	2	4	1	1	73	211	4	1
11 - 15 YEARS	7	23	5	9	0	1	1	4	0	1	0	0	13	38	2	1
16 - 20 YEARS	17	24	4	22	0	1	1	4	0	0	0	0	22	51	7	7
21 - 25 YEARS	2	21	3	17	0	0	1	3	0	1	0	0	6	42	1	2
26 - 30 YEARS	2	20	3	13	0	3	1	0	0	0	0	0	6	36	4	5
31 - 35 YEARS	8	18	1	13	1	0	0	0	0	0	0	0	10	31	3	4
36 - 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	1	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	**111**	**250**	**57**	**267**	**1**	**8**	**10**	**26**	**2**	**7**	**1**	**1**	**182**	**559**	**25**	**22**
MORE THAN 10 YEARS:	37	109	16	75	1	5	4	11	0	2	0	0	58	202	18	19
AVERAGE YEARS	10.4	12.9	9.8	10.0	32.0	16.8	11.5	10.8	6.5	9.3	6.0	6.0	10.4	11.4	18.6	21.2

BARGAINING UNIT AVERAGE YEARS 11.1

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	325	206	7	7	1	0	4	4	5	8	0	0	342	225	1	0
06 - 10 YEARS	338	149	9	7	0	0	4	4	13	8	0	0	364	168	1	2
11 - 15 YEARS	175	84	6	4	1	0	2	1	8	6	0	0	192	95	1	1
16 - 20 YEARS	241	122	8	7	1	1	6	1	8	5	0	0	264	136	5	1
21 - 25 YEARS	110	54	12	5	1	4	2	0	6	2	0	0	131	65	5	2
26 - 30 YEARS	83	30	7	2	1	0	1	0	5	1	0	0	97	33	3	2
31 - 35 YEARS	65	5	4	1	0	0	2	0	2	0	0	0	73	6	1	0
36 - 40 YEARS	18	2	0	0	0	0	0	0	1	0	0	0	19	2	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	1	0	0	0	4	0	1	0
BARGAINING UNIT TOTAL	**1,358**	**652**	**53**	**33**	**5**	**5**	**21**	**10**	**49**	**30**	**0**	**0**	**1,486**	**730**	**18**	**8**
MORE THAN 10 YEARS:	695	297	37	19	4	5	13	2	31	14	0	0	780	337	16	6
AVERAGE YEARS	13.5	11.4	17.4	13.8	16.8	22.2	14.9	8.0	16.5	11.2	0.0	0.0	13.8	11.5	22.0	18.8

BARGAINING UNIT AVERAGE YEARS 13.0

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
L32 - TECHNICAL																
00 - 05 YEARS	288	102	12	7	2	0	7	1	3	4	1	1	313	115	1	0
06 - 10 YEARS	144	59	2	2	2	0	2	0	4	1	0	0	154	62	0	0
11 - 15 YEARS	94	24	4	1	0	0	2	0	2	2	0	0	102	27	1	0
16 - 20 YEARS	115	31	6	4	0	0	1	0	3	1	0	0	125	36	6	1
21 - 25 YEARS	72	18	11	5	0	1	2	1	0	0	0	0	85	25	2	2
26 - 30 YEARS	25	9	4	5	1	0	3	1	1	0	0	0	34	15	0	1
31 - 35 YEARS	39	4	2	1	0	0	2	0	0	0	0	0	43	5	6	0
36 - 40 YEARS	15	4	0	0	0	0	2	0	2	0	0	0	19	4	2	0
MORE THAN 40 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	0
BARGAINING UNIT TOTAL	**797**	**253**	**41**	**25**	**5**	**1**	**21**	**3**	**15**	**8**	**1**	**1**	**880**	**291**	**18**	**4**
MORE THAN 10 YEARS:	365	92	27	16	1	1	12	2	8	3	0	0	413	114	17	4
AVERAGE YEARS	11.7	10.1	15.2	16.0	10.8	22.0	16.3	19.7	15.3	8.9	0.0	0.0	12.0	10.7	24.5	23.0

BARGAINING UNIT AVERAGE YEARS 11.7

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
NOT AVAILABLE																
00 - 05 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**0**	**0**
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.0

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
T01 - STATE POLICE ENLISTED																
00 - 05 YEARS	136	13	7	1	0	0	3	0	1	0	1	0	148	14	0	0
06 - 10 YEARS	293	26	5	2	0	0	5	0	1	0	0	0	304	28	0	0
11 - 15 YEARS	438	61	37	4	16	0	15	0	3	0	0	0	509	65	2	0
16 - 20 YEARS	146	27	25	2	3	0	7	1	2	1	0	0	183	31	0	0
21 - 25 YEARS	128	41	24	2	6	0	13	1	0	0	0	0	171	44	1	0
26 - 30 YEARS	50	2	15	0	0	0	2	0	0	0	0	0	67	2	0	0
31 - 35 YEARS	20	2	2	1	0	0	2	0	0	0	0	0	24	3	0	0
36 - 40 YEARS	5	0	2	0	0	0	1	0	0	0	0	0	8	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	**1,218**	**172**	**117**	**12**	**25**	**0**	**48**	**2**	**7**	**1**	**1**	**0**	**1,416**	**187**	**3**	**0**
MORE THAN 10 YEARS:	789	133	105	9	25	0	40	2	5	1	0	0	964	145	3	0
AVERAGE YEARS	13.6	15.2	18.3	16.1	16.3	0.0	17.3	19.5	12.4	18.0	0.0	0.0	14.2	15.3	17.0	0.0

BARGAINING UNIT AVERAGE YEARS 14.3

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
U11 - INSTITUTIONAL																
00 - 05 YEARS	179	283	46	105	1	3	8	8	1	1	0	2	235	402	0	0
06 - 10 YEARS	151	207	40	90	1	1	5	6	2	5	1	0	200	309	0	0
11 - 15 YEARS	106	115	19	46	1	1	5	4	3	0	0	0	134	166	2	1
16 - 20 YEARS	71	62	13	34	1	0	5	2	3	2	0	0	93	100	3	1
21 - 25 YEARS	59	64	23	43	1	1	0	5	0	0	0	0	83	113	4	5
26 - 30 YEARS	70	104	45	50	3	0	3	2	0	0	0	0	121	156	4	8
31 - 35 YEARS	54	63	10	19	1	0	0	1	1	0	0	0	66	83	5	1
36 - 40 YEARS	2	4	1	1	0	0	1	0	0	0	0	0	4	5	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	**692**	**902**	**197**	**389**	**9**	**6**	**27**	**28**	**10**	**8**	**1**	**2**	**936**	**1,335**	**18**	**16**
MORE THAN 10 YEARS:	362	412	111	194	7	2	14	14	7	2	0	0	501	624	18	16
AVERAGE YEARS	13.7	12.7	15.4	13.5	19.8	9.0	12.8	12.6	13.8	10.6	6.0	0.5	14.1	12.9	25.1	25.8

BARGAINING UNIT AVERAGE YEARS 13.4

MIDB Civil Service HWF20
Report Sequence: Union Code and Description
Universe: Human Resources

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
W22 - HUMAN SERVICES																
00 - 05 YEARS	390	1,258	106	649	2	6	21	77	5	22	3	14	527	2,026	5	10
06 - 10 YEARS	424	1,042	96	659	4	12	21	63	11	18	0	0	556	1,794	4	6
11 - 15 YEARS	385	619	104	311	2	10	15	49	5	19	0	0	511	1,008	5	17
16 - 20 YEARS	221	457	56	227	2	10	11	40	5	14	0	0	295	748	21	34
21 - 25 YEARS	175	245	40	150	3	3	6	18	1	8	0	0	225	424	11	20
26 - 30 YEARS	174	363	35	250	1	7	6	11	4	5	0	1	220	637	18	40
31 - 35 YEARS	124	207	20	136	1	1	3	2	2	0	0	0	150	346	10	20
36 - 40 YEARS	14	30	6	30	0	0	0	3	0	0	0	0	20	63	2	2
MORE THAN 40 YEARS	3	1	1	1	0	0	0	0	0	0	0	0	4	2	0	0
BARGAINING UNIT TOTAL	**1,910**	**4,222**	**464**	**2,413**	**15**	**49**	**83**	**263**	**33**	**86**	**3**	**15**	**2,508**	**7,048**	**76**	**149**
MORE THAN 10 YEARS:	1,096	1,922	262	1,105	9	31	41	123	17	46	0	1	1,425	3,228	67	133
AVERAGE YEARS	14.0	11.9	13.2	12.7	14.9	14.5	12.1	11.2	13.5	11.8	0.3	2.5	13.8	12.2	21.9	21.6

BARGAINING UNIT AVERAGE YEARS 12.6

MIDB Civil Service HWF20
Report Sequence: Union Code and Description
Universe: Human Resources

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	209	1,216	35	255	0	11	11	63	2	10	7	7	264	1,562	2	6
06 - 10 YEARS	135	1,016	27	212	1	12	7	41	3	7	0	0	173	1,288	1	11
11 - 15 YEARS	64	553	9	133	1	12	5	19	0	5	0	0	79	722	5	15
16 - 20 YEARS	51	556	10	153	1	7	3	40	2	6	0	0	67	762	13	71
21 - 25 YEARS	24	429	10	138	0	10	4	28	1	5	0	0	39	610	10	46
26 - 30 YEARS	41	528	17	186	0	12	4	29	0	6	0	0	62	761	12	53
31 - 35 YEARS	31	436	1	107	0	2	1	10	0	1	0	0	33	556	5	36
36 - 40 YEARS	8	69	2	25	0	0	0	0	0	0	0	0	10	94	0	4
MORE THAN 40 YEARS	0	8	0	1	0	0	0	0	0	0	0	0	0	9	0	0
BARGAINING UNIT TOTAL	**563**	**4,811**	**111**	**1,210**	**3**	**66**	**35**	**230**	**8**	**40**	**7**	**7**	**727**	**6,364**	**48**	**242**
MORE THAN 10 YEARS:	219	2,579	49	743	2	43	17	126	3	23	0	0	290	3,514	45	225
AVERAGE YEARS	11.0	14.5	12.6	16.2	12.3	16.0	12.1	14.0	10.6	14.1	0.1	0.7	11.2	14.8	22.0	22.6

BARGAINING UNIT AVERAGE YEARS 14.5

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
Y00 - NON-SPECIFIED																
00 - 05 YEARS	6	11	0	3	0	0	0	3	0	0	0	0	6	17	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**6**	**11**	**0**	**3**	**0**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**6**	**17**	**0**	**0**
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.0

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	395	367	37	91	3	6	4	9	44	37	15	8	498	518	1	1
06 - 10 YEARS	349	425	32	95	1	1	8	11	24	20	0	0	414	552	8	2
11 - 15 YEARS	222	253	22	49	1	2	5	7	8	11	0	0	258	322	3	4
16 - 20 YEARS	156	226	36	54	1	1	7	12	7	8	0	0	207	301	18	26
21 - 25 YEARS	145	235	39	75	0	3	11	14	13	8	0	0	208	335	25	15
26 - 30 YEARS	137	236	33	65	2	0	5	7	1	4	0	0	178	312	20	26
31 - 35 YEARS	143	241	11	33	0	2	3	3	2	3	0	0	159	282	15	24
36 - 40 YEARS	35	49	2	3	0	0	1	1	0	0	0	0	38	53	4	2
MORE THAN 40 YEARS	3	5	1	0	0	0	0	1	0	0	0	0	4	6	1	2
BARGAINING UNIT TOTAL	**1,585**	**2,037**	**213**	**465**	**8**	**15**	**44**	**65**	**99**	**91**	**15**	**8**	**1,964**	**2,681**	**95**	**102**
MORE THAN 10 YEARS:	841	1,245	144	279	4	8	32	45	31	34	0	0	1,052	1,611	86	99
AVERAGE YEARS	14.5	16.6	17.1	15.9	12.9	13.1	18.0	16.9	9.8	10.1	0.7	1.5	14.5	16.2	24.1	25.4

BARGAINING UNIT AVERAGE YEARS 15.5

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
Y50 - PENDING UNIT ASSIGNMENT																
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	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
BARGAINING UNIT TOTAL	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**1**	**2**	**0**
MORE THAN 10 YEARS:	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
AVERAGE YEARS	25.5	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.5	4.0	25.5	0.0

BARGAINING UNIT AVERAGE YEARS 18.3

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
Y51 - SUPERVISORY																
00 - 05 YEARS	105	140	13	31	0	0	3	3	5	9	0	1	126	184	2	1
06 - 10 YEARS	341	283	36	94	4	1	5	6	12	5	0	0	398	389	1	1
11 - 15 YEARS	468	336	67	105	7	8	6	12	7	6	0	0	555	467	4	7
16 - 20 YEARS	600	321	70	109	20	5	21	11	5	9	0	0	716	455	22	18
21 - 25 YEARS	639	334	116	137	13	4	24	10	14	6	0	0	806	491	62	20
26 - 30 YEARS	343	326	61	120	5	3	8	15	4	6	0	0	421	470	34	40
31 - 35 YEARS	339	198	38	87	6	1	8	4	3	1	0	0	394	291	34	14
36 - 40 YEARS	109	47	9	19	1	1	1	2	1	0	0	0	121	69	15	7
MORE THAN 40 YEARS	11	4	0	4	0	0	0	0	3	0	0	0	14	8	3	2
BARGAINING UNIT TOTAL	**2,955**	**1,989**	**410**	**706**	**56**	**23**	**76**	**63**	**54**	**42**	**0**	**1**	**3,551**	**2,824**	**177**	**110**
MORE THAN 10 YEARS:	2,509	1,566	361	581	52	22	68	54	37	28	0	0	3,027	2,251	174	108
AVERAGE YEARS	20.4	19.2	20.6	20.5	20.8	19.9	20.7	20.3	18.4	15.4	0.0	1.0	20.4	19.5	26.1	25.8

BARGAINING UNIT AVERAGE YEARS 20.0

MIDB Civil Service HWF20
Report Sequence: Union Code and Description
Universe: Human Resources

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
Y52 - NONCAREER																
00 - 05 YEARS	101	116	13	12	0	0	1	3	3	3	9	8	127	142	1	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**101**	**116**	**13**	**12**	**0**	**0**	**1**	**3**	**3**	**3**	**9**	**8**	**127**	**142**	**1**	**1**
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	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.0

MIDB Civil Service HWF20
Report Sequence: Union Code and Description
Universe: Human Resources

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
Y98 - MANAGERIAL																
00 - 05 YEARS	98	68	15	17	0	1	1	1	2	2	6	3	122	92	1	0
06 - 10 YEARS	84	60	7	8	0	0	2	3	0	1	0	0	93	72	1	1
11 - 15 YEARS	94	65	5	4	0	2	1	0	1	1	0	0	101	72	3	1
16 - 20 YEARS	89	83	16	17	0	1	2	2	3	1	0	0	110	104	3	4
21 - 25 YEARS	125	89	18	21	5	1	4	2	3	1	0	0	155	114	11	5
26 - 30 YEARS	116	95	26	29	1	2	4	3	1	4	1	0	149	133	15	7
31 - 35 YEARS	171	87	18	27	3	1	2	1	0	0	0	0	194	116	20	5
36 - 40 YEARS	66	17	3	6	1	0	2	0	1	0	0	0	73	23	6	2
MORE THAN 40 YEARS	7	4	0	0	0	0	1	0	0	0	0	0	8	4	2	0
BARGAINING UNIT TOTAL	**850**	**568**	**108**	**129**	**10**	**8**	**19**	**12**	**11**	**10**	**7**	**3**	**1,005**	**730**	**62**	**25**
MORE THAN 10 YEARS:	668	440	86	104	10	7	16	8	9	7	1	0	790	566	60	24
AVERAGE YEARS	21.6	20.1	21.3	22.4	27.8	20.4	23.8	18.8	19.2	18.3	5.9	1.0	21.5	20.4	28.4	26.1

BARGAINING UNIT AVERAGE YEARS 21.0

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
Y99 - CONFIDENTIAL																
00 - 05 YEARS	59	171	10	28	1	3	0	7	1	1	0	4	71	214	1	2
06 - 10 YEARS	57	260	13	35	0	2	1	3	0	4	0	0	71	304	0	1
11 - 15 YEARS	25	161	3	25	0	1	2	1	1	1	0	0	31	189	0	4
16 - 20 YEARS	20	185	4	28	0	2	3	9	0	6	0	0	27	230	1	5
21 - 25 YEARS	26	148	10	39	0	1	0	18	1	3	0	0	37	209	3	16
26 - 30 YEARS	17	177	2	35	1	3	0	12	1	1	0	0	21	228	2	13
31 - 35 YEARS	24	181	3	38	1	1	1	4	0	1	0	0	29	225	2	17
36 - 40 YEARS	4	46	1	5	0	0	1	1	0	0	0	0	6	52	0	2
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
BARGAINING UNIT TOTAL	**232**	**1,332**	**46**	**233**	**3**	**13**	**8**	**55**	**4**	**17**	**0**	**4**	**293**	**1,654**	**9**	**60**
MORE THAN 10 YEARS:	116	901	23	170	2	8	7	45	3	12	0	0	151	1,136	8	57
AVERAGE YEARS	14.2	18.1	14.0	19.3	21.7	17.2	20.6	20.7	17.0	17.4	0.0	2.5	14.5	18.3	22.8	25.4

BARGAINING UNIT AVERAGE YEARS 17.7

MIDB Civil Service HWF20
Report Sequence: Union Code and Description
Universe: Human Resources

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

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
STATEWIDE TOTAL																
00- 05 YEARS	4,424	4,877	528	1,477	58	46	142	205	82	103	84	64	5,318	6,772	29	28
06- 10 YEARS	4,665	3,989	517	1,475	61	39	122	166	81	74	2	1	5,448	5,744	24	26
11- 15 YEARS	3,734	2,605	433	813	88	45	117	103	43	52	0	0	4,415	3,618	40	55
16- 20 YEARS	3,388	2,315	379	739	78	35	115	129	43	53	0	0	4,003	3,271	156	182
21- 25 YEARS	2,717	1,822	502	751	56	31	94	105	43	34	0	0	3,412	2,743	212	147
26- 30 YEARS	1,352	1,939	286	777	19	30	46	84	18	27	1	1	1,722	2,858	137	197
31- 35 YEARS	1,200	1,467	128	475	20	8	35	26	10	6	0	0	1,393	1,982	111	124
36- 40 YEARS	304	274	28	90	2	1	12	7	5	0	0	0	351	372	34	21
MORE THAN 40 YEARS	36	27	2	8	0	0	1	1	4	0	0	0	43	36	7	4
STATEWIDE TOTAL	**21,820**	**19,315**	**2,803**	**6,605**	**382**	**235**	**684**	**826**	**329**	**349**	**87**	**66**	**26,105**	**27,396**	**750**	**784**
MORE THAN 10 YEARS	12,731	10,449	1,758	3,653	263	150	420	455	166	172	1	1	15,339	14,880	697	730
AVERAGE YEARS	14.2	14.1	15.2	14.7	15.0	15.0	14.6	13.8	13.4	12.1	1.1	1.3	14.2	14.2	23.4	23.3

STATEWIDE TOTAL AVERAGE YEARS 14.2

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.

MIDB Civil Service HWF20
Report Sequence: Union Code and Description
Universe: Human Resources

Table 5-3

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

Pay Period Ending: September 20, 2008

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Avgerage Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,387	2.6 %	44.8	$23.49	979	70.6 %
A31 - LABOR AND TRADES	3,554	6.6 %	45.0	$17.71	1,943	54.7 %
C12 - SECURITY	8,993	16.8 %	42.8	$22.88	7,409	82.4 %
E42 - HUMAN SERVICES SUPPORT	741	1.4 %	47.2	$22.60	431	58.2 %
H21 - SCIENTIFIC & ENGINEERING	2,217	4.1 %	44.1	$31.22	1,621	73.1 %
L32 - TECHNICAL	1,171	2.2 %	41.9	$21.66	728	62.2 %
T01 - STATE POLICE ENLISTED	1,608	3.0 %	40.3	$29.51	1,457	90.6 %
U11 - INSTITUTIONAL	2,309	4.3 %	46.7	$19.72	1,605	69.5 %
W22 - HUMAN SERVICES	9,561	17.8 %	45.9	$25.44	6,633	69.4 %
W41 - ADMINISTRATIVE SUPPORT	7,098	13.2 %	47.0	$19.96	5,119	72.1 %
Y00 - NON-SPECIFIED	23	0.0 %	23.1	$14.06	0	
Y23 - BUSINESS & ADMINISTRATION	4,646	8.7 %	47.0	$30.46	3,482	74.9 %
Y50 - PENDING UNIT ASSIGNMENT	3	0.0 %	50.2	$21.75	2	66.7 %
Y51 - SUPERVISORY	6,390	11.9 %	49.6	$32.20	6,018	94.2 %
Y52 - NONCAREER	269	0.5 %	25.4	$13.70	1	0.4 %
Y98 - MANAGERIAL	1,736	3.2 %	51.9	$46.50	1,499	86.3 %
Y99 - CONFIDENTIAL	1,947	3.6 %	48.0	$26.85	1,587	81.5 %
STATEWIDE TOTAL	**53,653**	**100.0 %**	**45.9**	**$25.62**	**40,514**	**75.5 %**

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

MIDB Civil Service HWF25
Report Sequence: UNIT
Universe: Human Resources

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

PAY PERIOD ENDING Sep 20, 2008

			Health Insurance						Dental Insurance						Vision Insurance	
Unit Code	Bargaining Unit	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
A02	SAFETY & REGULATORY	1,330	906	68 %	304	23 %	18	1 %	1,219	92 %	11	1 %	7	1 %	1,243	93 %
A31	LABOR AND TRADES	2,433	1,414	58 %	865	36 %	15	1 %	2,287	94 %	12	0 %	5	0 %	2,303	95 %
C12	SECURITY	8,993	5,784	64 %	2,784	31 %	37	0 %	8,441	94 %	191	2 %	20	0 %	8,649	96 %
E42	HUMAN SERVICES SUPPORT	741	471	64 %	233	31 %	4	1 %	680	92 %	36	5 %	0	0 %	719	97 %
H21	SCIENTIFIC & ENGINEERING	2,214	1,170	53 %	918	41 %	24	1 %	2,064	93 %	46	2 %	6	0 %	2,128	96 %
L32	TECHNICAL	992	564	57 %	370	37 %	11	1 %	931	94 %	22	2 %	4	0 %	958	97 %
T01	STATE POLICE ENLISTED	1,608	1,450	90 %	123	8 %	3	0 %	1,577	98 %	3	0 %	1	0 %	1,582	98 %
U11	INSTITUTIONAL	2,274	1,456	64 %	703	31 %	8	0 %	2,136	94 %	35	2 %	3	0 %	2,177	96 %
W22	HUMAN SERVICES	9,499	5,446	57 %	3,361	35 %	91	1 %	8,639	91 %	311	3 %	41	0 %	9,023	95 %
W41	ADMINISTRATIVE SUPPORT	6,679	2,972	44 %	3,210	48 %	68	1 %	6,019	90 %	237	4 %	22	0 %	6,293	94 %
Y23	BUSINESS & ADMINISTRATION	4,634	1,845	40 %	2,391	52 %	70	2 %	4,187	90 %	145	3 %	17	0 %	4,363	94 %
Y50	PENDING UNIT ASSIGNMENT	3	0	0 %	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %	3	100 %
Y51	SUPERVISORY	6,390	3,627	57 %	2,354	37 %	58	1 %	5,949	93 %	116	2 %	12	0 %	6,079	95 %
Y98	MANAGERIAL	1,736	867	50 %	760	44 %	14	1 %	1,635	94 %	21	1 %	6	0 %	1,665	96 %
Y99	CONFIDENTIAL	1,938	730	38 %	1,007	52 %	20	1 %	1,740	90 %	46	2 %	4	0 %	1,788	92 %
STATEWIDE TOTALS:		**51,464**	**28,702**	**56 %**	**19,386**	**38 %**	**441**	**1 %**	**47,507**	**92 %**	**1,232**	**2 %**	**148**	**0 %**	**48,973**	**95 %**

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

MIDB Civil Serivce HWF48
Universe: Human Resources
Report Sequence: Union Cd

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

PAY PERIOD ENDING Sep 20, 2008

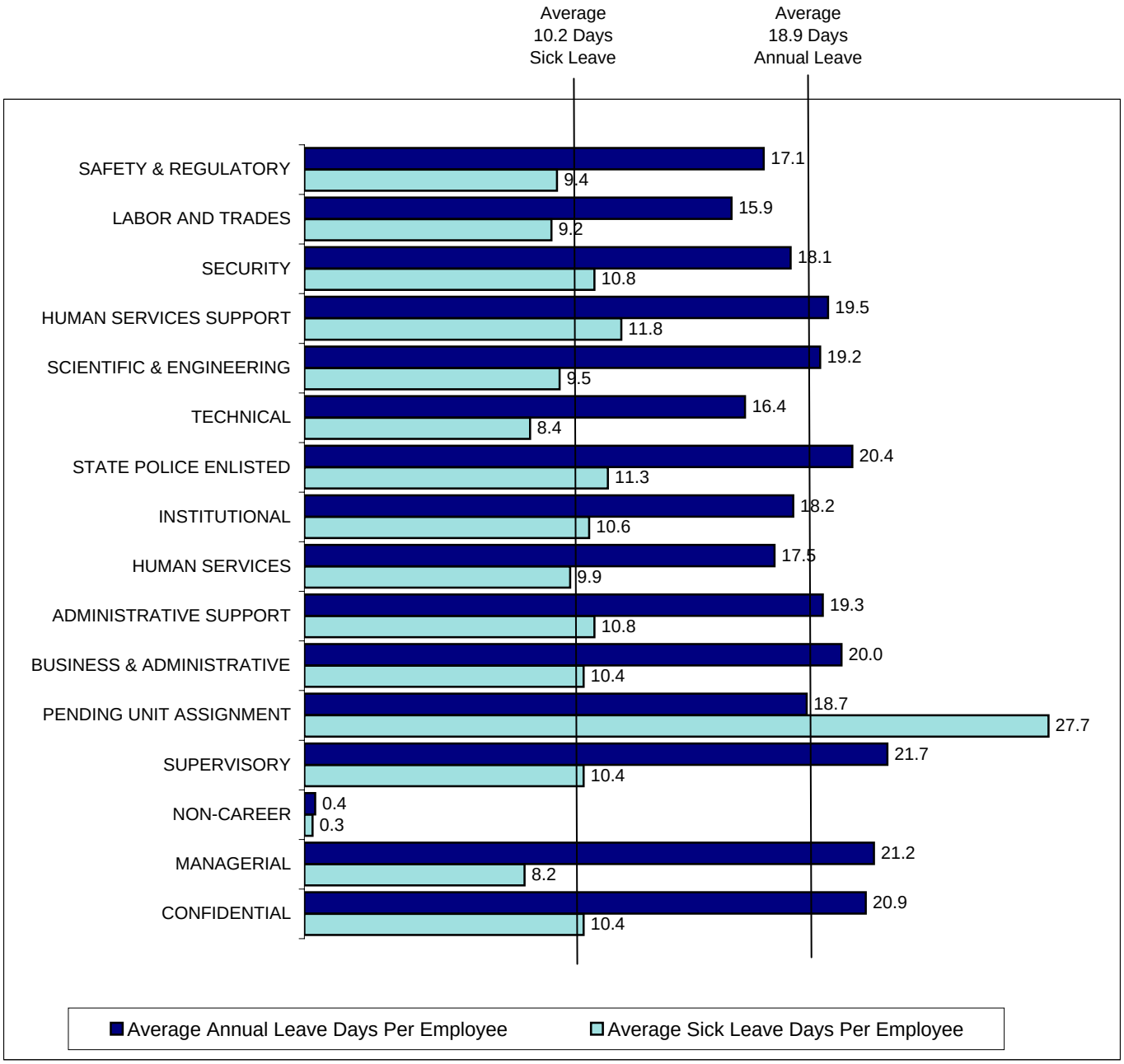
			Disability Insurance				Life Insurance					
Unit Code	Bargaining Unit	Total Employees	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,330	1,137	85 %	86	6 %	1,251	94 %	77	6 %	82	6 %
A31	LABOR AND TRADES	2,433	2,185	90 %	12	0 %	2,339	96 %	88	4 %	16	1 %
C12	SECURITY	8,993	8,430	94 %	0	0 %	8,701	97 %	290	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	741	644	87 %	0	0 %	698	94 %	43	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,214	1,853	84 %	32	1 %	2,045	92 %	165	7 %	23	1 %
L32	TECHNICAL	992	837	84 %	26	3 %	908	92 %	79	8 %	16	2 %
T01	STATE POLICE ENLISTED	1,608	1,578	98 %	1,060	66 %	1,556	97 %	44	3 %	1,134	71 %
U11	INSTITUTIONAL	2,274	2,059	91 %	2	0 %	2,203	97 %	71	3 %	0	0 %
W22	HUMAN SERVICES	9,499	8,478	89 %	1	0 %	8,955	94 %	542	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,679	5,967	89 %	152	2 %	6,314	95 %	338	5 %	119	2 %
Y23	BUSINESS & ADMINISTRATION	4,634	3,989	86 %	62	1 %	4,336	94 %	284	6 %	43	1 %
Y50	PENDING UNIT ASSIGNMENT	3	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,390	6,143	96 %	199	3 %	6,190	97 %	194	3 %	191	3 %
Y98	MANAGERIAL	1,736	1,581	91 %	32	2 %	1,663	96 %	70	4 %	39	2 %
Y99	CONFIDENTIAL	1,938	1,758	91 %	22	1 %	1,839	95 %	94	5 %	20	1 %
STATEWIDE TOTALS:		**51,464**	**46,642**	**91 %**	**1,686**	**3 %**	**49,001**	**95 %**	**2,379**	**5 %**	**1,683**	**3 %**

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 Serivce HWF48
Universe: Human Resources
Report Sequence: Union Cd

Graph 5-3

ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT
Fiscal Year 2007-08



Source: HWF29 and HWF32

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: 10/6/2007 Through Pay Period Ending: 09/20/2008

Bargaining Unit Code/Name		Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02	SAFETY & REGULATORY	1,475	110,536.0	74.9	9.4
A31	LABOR AND TRADES	3,147	231,356.5	73.5	9.2
C12	SECURITY	9,568	828,315.0	86.6	10.8
E42	HUMAN SERVICES SUPPORT	823	77,796.2	94.5	11.8
H21	SCIENTIFIC & ENGINEERING	2,326	177,592.4	76.4	9.5
L32	TECHNICAL	1,222	82,457.7	67.5	8.4
T01	STATE POLICE ENLISTED	1,631	147,196.7	90.2	11.3
U11	INSTITUTIONAL	2,618	221,081.9	84.4	10.6
W22	HUMAN SERVICES	10,360	817,823.6	78.9	9.9
W41	ADMINISTRATIVE SUPPORT	7,339	636,591.5	86.7	10.8
Y00	NON-SPECIFIED	5	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	4,920	411,119.1	83.6	10.4
Y50	PENDING UNIT ASSIGNMENT	2	442.4	221.2	27.7
Y51	SUPERVISORY	6,871	573,335.6	83.4	10.4
Y52	NONCAREER	100	243.1	2.4	0.3
Y98	MANAGERIAL	1,872	123,114.6	65.8	8.2
Y99	CONFIDENTIAL	2,062	170,789.1	82.8	10.4
STATEWIDE		**56,341**	**4,609,791.4**	**81.8**	**10.2**

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

MIDB Civil Service HWF29
Report Sequence: Union Cd
Universe: Human Resources

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT

From Pay Period Ending: 10/6/2007 Through Pay Period Ending: 09/20/2008

		ANNUAL LEAVE				DEFERRED HOURS			
Bargaining Unit Code/Name		Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02	SAFETY & REGULATORY	1,475	202,286.2	137.1	17.1	1,475	6,661.8	4.5	0.6
A31	LABOR AND TRADES	3,147	401,490.3	127.6	15.9	3,147	7,802.1	2.5	0.3
C12	SECURITY	9,568	1,382,302.9	144.5	18.1	9,568	37,851.7	4.0	0.5
E42	HUMAN SERVICES SUPPORT	823	128,507.0	156.1	19.5	823	2,268.7	2.8	0.3
H21	SCIENTIFIC & ENGINEERING	2,326	356,651.7	153.3	19.2	2,326	11,767.2	5.1	0.6
L32	TECHNICAL	1,222	160,195.9	131.1	16.4	1,222	4,599.7	3.8	0.5
T01	STATE POLICE ENLISTED	1,631	265,530.1	162.8	20.4	1,631	9,131.4	5.6	0.7
U11	INSTITUTIONAL	2,618	382,041.6	145.9	18.2	2,618	12,576.3	4.8	0.6
W22	HUMAN SERVICES	10,360	1,454,141.5	140.4	17.5	10,360	35,834.6	3.5	0.4
W41	ADMINISTRATIVE SUPPORT	7,339	1,132,524.7	154.3	19.3	7,339	23,881.7	3.3	0.4
Y00	NON-SPECIFIED	5	0.0	0.0	0.0	5	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	4,920	785,914.9	159.7	20.0	4,920	17,837.6	3.6	0.5
Y50	PENDING UNIT ASSIGNMENT	2	299.6	149.8	18.7	2	0.0	0.0	0.0
Y51	SUPERVISORY	6,871	1,191,884.9	173.5	21.7	6,871	28,875.0	4.2	0.5
Y52	NONCAREER	100	293.7	2.9	0.4	100	30.5	0.3	0.0
Y98	MANAGERIAL	1,872	316,981.6	169.3	21.2	1,872	5,002.8	2.7	0.3
Y99	CONFIDENTIAL	2,062	344,058.3	166.9	20.9	2,062	7,813.7	3.8	0.5
STATEWIDE		**56,341**	**8,505,104.9**	**151.0**	**18.9**	**56,341**	**211,934.8**	**3.8**	**0.5**

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 2007-08

UNION CODE	BARGAINING UNIT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	9.4	17.1	26.5
A31	LABOR AND TRADES	9.2	15.9	25.1
C12	SECURITY	10.8	18.1	28.9
E42	HUMAN SERVICES SUPPORT	11.8	19.5	31.3
H21	SCIENTIFIC & ENGINEERING	9.5	19.2	28.7
L32	TECHNICAL	8.4	16.4	24.8
T01	STATE POLICE ENLISTED	11.3	20.4	31.7
U11	INSTITUTIONAL	10.6	18.2	28.8
W22	HUMAN SERVICES	9.9	17.5	27.4
W41	ADMINISTRATIVE SUPPORT	10.8	19.3	30.1
Y23	BUSINESS & ADMINISTRATION	10.4	20.0	30.4
Y50	PENDING UNIT ASSIGNMENT	27.7	18.7	46.4
Y51	SUPERVISORY	10.4	21.7	32.1
Y52	NON-CAREER	0.3	0.4	0.7
Y98	MANAGERIAL	8.2	21.2	29.4
Y99	CONFIDENTIAL	10.4	20.9	31.3
	STATEWIDE AVERAGE	10.2	18.9	29.1

Source: HWF29 and HWF32

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 2003-04 through 2007-08

UNION CODE	BARGAINING UNIT	2003-04	2004-05	2005-06	2006-07	2007-08
A02	SAFETY & REGULATORY	8.4	8.7	9.1	9.8	9.4
A31	LABOR AND TRADES	10.0	8.5	8.8	9.3	9.2
C12	SECURITY	12.3	12.2	11.6	12.0	10.8
E42	HUMAN SERVICES SUPPORT	10.1	10.0	11.0	11.9	11.8
H21	SCIENTIFIC & ENGINEERING	7.8	8.5	8.9	9.8	9.5
L32	TECHNICAL	7.4	7.2	8.0	8.6	8.4
T01	STATE POLICE ENLISTED	9.8	10.1	10.3	11.5	11.3
U11	INSTITUTIONAL	10.8	10.4	10.5	11.0	10.6
W22	HUMAN SERVICES	10.1	10.2	10.4	10.9	9.9
W41	ADMINISTRATIVE SUPPORT	10.4	10.5	10.7	11.1	10.8
Y23	BUSINESS & ADMINISTRATION	8.9	9.9	9.9	10.8	10.4
Y50	PENDING UNIT ASSIGNMENT	1.8	8.1	7.6	6.3	27.7
Y51	SUPERVISORY	9.6	10.4	10.5	11.0	10.4
Y52	NON-CAREER	0.9	0.0	0.0	0.1	0.3
Y98	MANAGERIAL	6.5	7.3	7.5	8.3	8.2
Y99	CONFIDENTIAL	8.9	9.6	9.8	10.6	10.4
	STATEWIDE AVERAGE	10.0	10.1	10.2	10.8	10.2

Source: 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 20, 2008

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	549	46	37	0	0	218	22	0	0	0	84	407
ATTORNEY GENERAL	11	500	27	1	0	0	0	0	0	0	0	90	118
AUDITOR GENERAL	03	142	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	122	0	0	0	0	0	0	0	0	55	15	70
CIVIL SERVICE COMMISSION	19	540	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,082	40	111	179	0	145	46	0	989	675	595	2,780
CORRECTIONS	47	16,100	9	773	8,751	0	12	108	0	534	2,157	1,109	13,453
EDUCATION	31	406	2	12	0	2	0	0	0	28	122	86	252
ENVIRONMENTAL QUALITY	76	1,362	30	2	0	0	784	54	0	0	1	190	1,061
EXECUTIVE OFFICE	01	47	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	257	22	47	0	0	11	2	0	0	48	56	186
HUMAN SERVICES	43	9,834	174	53	0	53	4	0	0	208	5,996	1,303	7,791
INFORMATION TECHNOLOGY	08	1,735	0	29	0	0	3	51	0	0	0	259	342
LABOR & ECONOMIC GROWTH	64	3,892	249	39	0	686	87	5	0	22	401	738	2,227
MANAGEMENT & BUDGET	07	981	4	279	0	0	36	11	0	0	2	137	469
MILITARY AFFAIRS	51	962	33	174	0	0	21	12	0	475	26	49	790
NATURAL RESOURCES	75	2,787	503	1,116	0	0	252	185	0	10	66	221	2,353
STATE	23	1,637	24	26	0	0	0	1	0	0	1	1,050	1,102
STATE POLICE	55	2,669	149	23	0	0	86	29	1,603	5	0	287	2,182
STRATEGIC FUND	07	240	0	35	0	0	0	2	0	0	0	71	108
TRANSPORTATION	59	3,144	58	776	0	0	555	642	0	0	3	246	2,280
TREASURY	27	1,520	10	8	0	0	2	1	0	0	3	503	527
Grand Total:		**53,508**	**1,380**	**3,543**	**8,930**	**741**	**2,216**	**1,171**	**1,603**	**2,271**	**9,556**	**7,091**	**38,502**

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

MIDB Civil Service HWF05
Report Sequence: HRS Dept Cd Desc
Universe: Human Resources

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 20 Ending September 20, 2008

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	549	28	13	20	7	0	74	142
ATTORNEY GENERAL	11	500	34	46	292	0	0	10	382
AUDITOR GENERAL	03	142	0	66	34	4	0	34	138
CIVIL RIGHTS	15	122	2	20	12	3	0	15	52
CIVIL SERVICE COMMISSION	19	540	6	434	62	9	6	23	540
COMMUNITY HEALTH	39	4,082	457	108	185	21	2	529	1,302
CORRECTIONS	47	16,100	175	159	146	2	0	2,165	2,647
EDUCATION	31	406	68	26	21	2	1	36	154
ENVIRONMENTAL QUALITY	76	1,362	61	26	21	20	1	172	301
EXECUTIVE OFFICE	01	47	0	46	0	1	0	0	47
HISTORY ARTS AND LIBRARIES	25	257	22	9	19	0	0	21	71
HUMAN SERVICES	43	9,834	466	270	176	0	0	1,131	2,043
INFORMATION TECHNOLOGY	08	1,735	1,019	56	91	41	12	174	1,393
LABOR & ECONOMIC GROWTH	64	3,892	859	174	209	71	1	351	1,665
MANAGEMENT & BUDGET	07	981	176	140	69	22	0	105	512
MILITARY AFFAIRS	51	962	23	17	16	0	0	116	172
NATURAL RESOURCES	75	2,787	75	37	50	5	2	265	434
STATE	23	1,637	140	65	47	11	0	272	535
STATE POLICE	55	2,669	109	34	45	5	0	294	487
STRATEGIC FUND	07	240	68	21	21	0	0	22	132
TRANSPORTATION	59	3,144	218	121	92	35	1	397	864
TREASURY	27	1,520	640	59	107	18	0	169	993
Grand Total:		**53,508**	**4,646**	**1,947**	**1,735**	**277**	**26**	**6,375**	**15,006**

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

MIDB Civil Service HWF06
Report Sequence: HRS Dept Cd Desc
Universe: Human Resources

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

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

51 **Supervisory Unit**

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

52 **Non-Career**

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

98 **Managerial Unit**

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

99 **Confidential Unit**

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

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.