

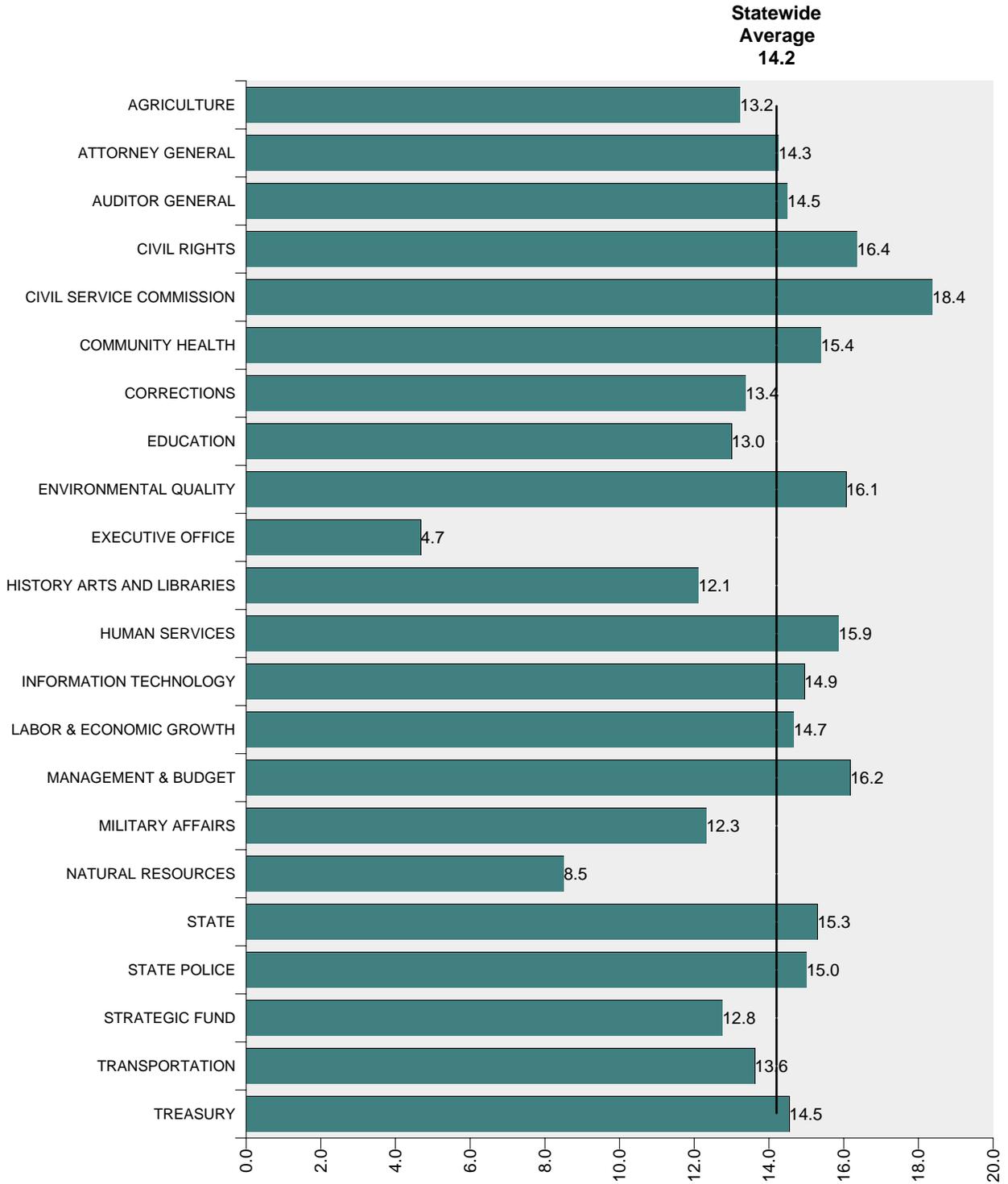
## SECTION THREE

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# **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.

**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
<b>AGRICULTURE</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>248</b>	<b>252</b>	<b>7</b>	<b>20</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>265</b>	<b>284</b>	<b>6</b>	<b>9</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.2</b>															

**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
<b>ATTORNEY GENERAL</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>204</b>	<b>220</b>	<b>19</b>	<b>34</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>232</b>	<b>268</b>	<b>5</b>	<b>4</b>
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**

**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	
<b>AUDITOR GENERAL</b>																	
00 - 05 YEARS	5	19	0	1	0	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	
<b>DEPARTMENT TOTAL</b>	<b>58</b>	<b>75</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>80</b>	<b>1</b>	<b>3</b>	
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	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.5</b>																

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 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
<b>CIVIL RIGHTS</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>14</b>	<b>34</b>	<b>13</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>34</b>	<b>88</b>	<b>0</b>	<b>1</b>
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**

**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
<b>CIVIL SERVICE COMMISSION</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>66</b>	<b>345</b>	<b>15</b>	<b>75</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>16</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>89</b>	<b>451</b>	<b>6</b>	<b>12</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>18.4</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 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
<b>COMMUNITY HEALTH</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,012</b>	<b>1,961</b>	<b>266</b>	<b>539</b>	<b>11</b>	<b>25</b>	<b>47</b>	<b>70</b>	<b>55</b>	<b>88</b>	<b>1</b>	<b>7</b>	<b>1,392</b>	<b>2,690</b>	<b>52</b>	<b>83</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.4</b>														

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 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	
<b>CORRECTIONS</b>																	
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	
<b>DEPARTMENT TOTAL</b>	<b>9,114</b>	<b>3,667</b>	<b>1,197</b>	<b>1,340</b>	<b>242</b>	<b>72</b>	<b>242</b>	<b>119</b>	<b>40</b>	<b>24</b>	<b>27</b>	<b>16</b>	<b>10,862</b>	<b>5,238</b>	<b>252</b>	<b>99</b>	
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	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.4</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
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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
<b>EDUCATION</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>95</b>	<b>272</b>	<b>7</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>104</b>	<b>302</b>	<b>2</b>	<b>7</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.0</b>															

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	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
<b>DEPARTMENT TOTAL</b>	<b>681</b>	<b>555</b>	<b>27</b>	<b>38</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>9</b>	<b>21</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>742</b>	<b>620</b>	<b>16</b>	<b>14</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.1</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	12	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
<b>DEPARTMENT TOTAL</b>	<b>15</b>	<b>20</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>16</b>	<b>31</b>	<b>0</b>	<b>1</b>
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**

**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
<b>HISTORY ARTS AND LIBRARIES</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>101</b>	<b>132</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>113</b>	<b>144</b>	<b>8</b>	<b>3</b>
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
<b>HUMAN SERVICES</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,399</b>	<b>4,682</b>	<b>417</b>	<b>2,789</b>	<b>12</b>	<b>49</b>	<b>90</b>	<b>322</b>	<b>21</b>	<b>45</b>	<b>0</b>	<b>8</b>	<b>1,939</b>	<b>7,895</b>	<b>90</b>	<b>242</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.9</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 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
<b>INFORMATION TECHNOLOGY</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>862</b>	<b>522</b>	<b>67</b>	<b>77</b>	<b>3</b>	<b>2</b>	<b>21</b>	<b>24</b>	<b>74</b>	<b>56</b>	<b>19</b>	<b>8</b>	<b>1,046</b>	<b>689</b>	<b>35</b>	<b>18</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.9</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 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
<b>LABOR &amp; ECONOMIC GROWTH</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,043</b>	<b>1,648</b>	<b>232</b>	<b>762</b>	<b>7</b>	<b>18</b>	<b>43</b>	<b>74</b>	<b>17</b>	<b>35</b>	<b>2</b>	<b>2</b>	<b>1,344</b>	<b>2,539</b>	<b>97</b>	<b>115</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.7</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 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
<b>MANAGEMENT &amp; BUDGET</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>492</b>	<b>359</b>	<b>43</b>	<b>31</b>	<b>2</b>	<b>4</b>	<b>24</b>	<b>12</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>570</b>	<b>411</b>	<b>21</b>	<b>8</b>
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**

**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
<b>MILITARY AFFAIRS</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>354</b>	<b>403</b>	<b>28</b>	<b>131</b>	<b>6</b>	<b>3</b>	<b>16</b>	<b>12</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>407</b>	<b>556</b>	<b>13</b>	<b>8</b>
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**

**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	
<b>NATURAL RESOURCES</b>																	
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	
<b>DEPARTMENT TOTAL</b>	<b>1,674</b>	<b>947</b>	<b>37</b>	<b>27</b>	<b>21</b>	<b>9</b>	<b>25</b>	<b>12</b>	<b>10</b>	<b>2</b>	<b>16</b>	<b>7</b>	<b>1,783</b>	<b>1,004</b>	<b>28</b>	<b>13</b>	
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**

**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
<b>STATE</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>226</b>	<b>960</b>	<b>39</b>	<b>303</b>	<b>3</b>	<b>13</b>	<b>10</b>	<b>56</b>	<b>5</b>	<b>16</b>	<b>3</b>	<b>3</b>	<b>286</b>	<b>1,351</b>	<b>13</b>	<b>64</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.3</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 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
<b>STATE POLICE</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1,711</b>	<b>627</b>	<b>154</b>	<b>54</b>	<b>29</b>	<b>4</b>	<b>60</b>	<b>16</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1,964</b>	<b>705</b>	<b>10</b>	<b>10</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.0</b>															

**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	
<b>STRATEGIC FUND</b>																	
00 - 05 YEARS	33	55	0	3	0	0	1	0	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	
<b>DEPARTMENT TOTAL</b>	<b>78</b>	<b>128</b>	<b>4</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>90</b>	<b>150</b>	<b>6</b>	<b>8</b>	
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**

**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	
<b>TRANSPORTATION</b>																	
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	
<b>DEPARTMENT TOTAL</b>	<b>1,974</b>	<b>755</b>	<b>146</b>	<b>99</b>	<b>33</b>	<b>11</b>	<b>53</b>	<b>15</b>	<b>40</b>	<b>17</b>	<b>2</b>	<b>0</b>	<b>2,248</b>	<b>897</b>	<b>62</b>	<b>35</b>	
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	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.6</b>																

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 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
<b>TREASURY</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>399</b>	<b>751</b>	<b>76</b>	<b>183</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>39</b>	<b>19</b>	<b>16</b>	<b>5</b>	<b>7</b>	<b>517</b>	<b>1,003</b>	<b>27</b>	<b>27</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.5</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

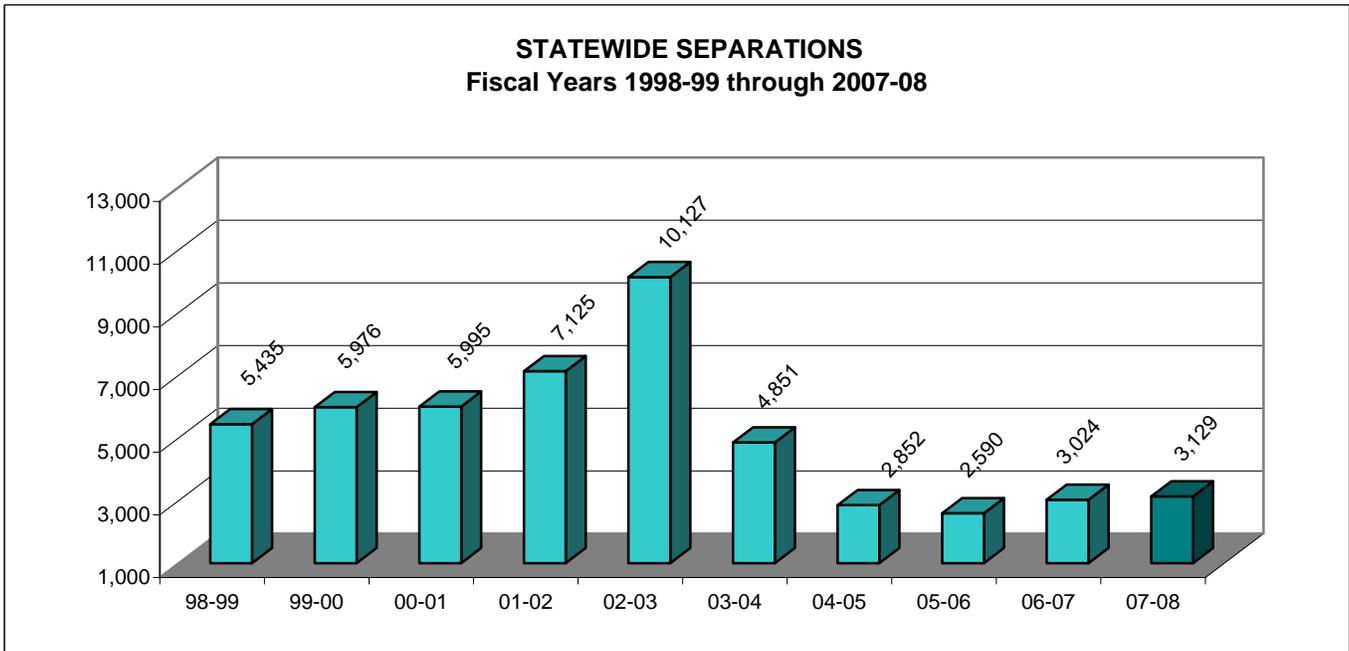
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>STATEWIDE TOTAL</b>																	
00- 05 YEARS	4,424	4,877	528	1,477	58	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	
<b>STATEWIDE TOTAL</b>	<b>21,820</b>	<b>19,315</b>	<b>2,803</b>	<b>6,605</b>	<b>382</b>	<b>235</b>	<b>684</b>	<b>826</b>	<b>329</b>	<b>349</b>	<b>87</b>	<b>66</b>	<b>26,105</b>	<b>27,396</b>	<b>750</b>	<b>784</b>	
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	
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.2</b>																

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

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
Fiscal Year 2007-08

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	61	1.9%
Dismissal	211	6.7%
Expired Appointment	98	3.1%
<b>Total Involuntary Separations</b>	<b>370</b>	<b>11.8%</b>
<i>VOLUNTARY SEPARATIONS</i>		
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%
<b>Total Voluntary Separations</b>	<b>1,084</b>	<b>34.6%</b>
<i>RETIREMENT</i>		
Retirement	1,490	47.6%
Disability Retirement	76	2.4%
Deferred Retirement	68	2.2%
<b>Total Retirements</b>	<b>1,634</b>	<b>52.2%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>41</b>	<b>1.3%</b>
<b>TOTAL SEPARATIONS</b>	<b>3,129</b>	<b>100.0%</b>



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

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

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.

**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**  
Fiscal Years 2003-04 Through 2007-08

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Agriculture</b>			
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%
<b>Attorney General</b>			
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%
<b>Auditor General</b>			
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%
<b>Career Development</b>			
2003-04	901	46	5.1%
2004-05	34	6	17.6%
2005-06	--	--	--
2006-07	--	--	--
2007-08	--	--	--
<b>Civil Rights</b>			
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%
<b>Civil Service Commission</b>			
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%
<b>Community Health</b>			
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**  
Fiscal Years 2003-04 Through 2007-08

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Consumer and Industry Services</b>			
2003-04	3,170	190	6.0%
2004-05	209	12	5.7%
2005-06	--	--	--
2006-07	--	--	--
2007-08	--	--	--
<b>Corrections</b>			
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%
<b>Education</b>			
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%
<b>Environmental Quality</b>			
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%
<b>Executive Office</b>			
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%
<b>History Arts and Libraries</b>			
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%
<b>Human Services</b>			
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**  
Fiscal Years 2003-04 Through 2007-08

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Information Technology</b>			
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%
<b>Labor and Economic Growth</b>			
2003-04 <sup>1</sup>	55	4	7.3%
2004-05	3,751	155	4.1%
2005-06	4,128	208	5.0%
2006-07	3,967	220	5.5%
2007-08	3,781	251	6.6%
<b>Management and Budget</b>			
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%
<b>Military and Veterans Affairs</b>			
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%
<b>Natural Resources</b>			
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%
<b>State</b>			
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%
<b>State Police</b>			
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**  
Fiscal Years 2003-04 Through 2007-08

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Strategic Fund</b>			
2003-04	--	--	--
2004-05	--	--	--
2005-06	--	--	--
2006-07 <sup>2</sup>	174	9	5.2%
2007-08	177	13	7.3%
<b>Transportation</b>			
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%
<b>Treasury</b>			
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%
<b>Statewide Total</b>			
2003-04 <sup>3</sup>	54,573	3,727	6.8%
2004-05 <sup>3</sup>	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%

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

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

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

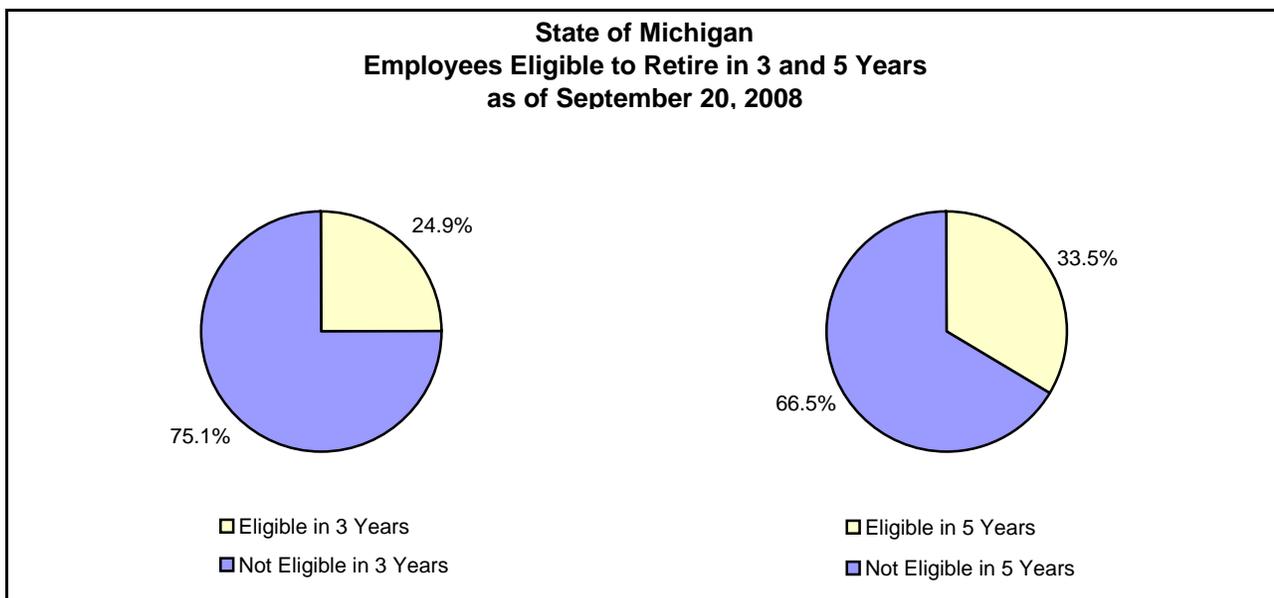
Note: The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

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.

**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%
<b>Statewide</b>	<b>24.9%</b>	<b>33.5%</b>



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.