

# **THIRTIETH ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2008-09**  
**October 1, 2008 – September 30, 2009**

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



**Civil Service Commissioners:**

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**Jeremy S. Stephens, State Personnel Director**

This is the Thirtieth Annual Workforce Report covering fiscal year 2008-09 (October 1, 2008 – September 30, 2009). 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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Inquiries about Section IV of the Annual Workforce Report may be directed to:

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

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**STATISTICAL HIGHLIGHTS  
FY 2008-09**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	46.1
Average Annual Salary <sup>1</sup> .....	\$53,453
Average Annual Fringe Benefit Cost <sup>2</sup> .....	\$31,623
Average Sick Leave Days Used.....	9.6
Average Annual Leave Days Used .....	17.9
Average Years of Service .....	14.2

**WORK FORCE CHARACTERISTICS**

Females .....	52.1%
Males.....	47.9%
Eligible for Longevity .....	75.5%
Less than Six Years of Service .....	24.1%
Six to Ten Years of Service.....	19.0%
Over Ten Years of Service .....	56.9%
Eligible to Retire in One Year .....	17.3%
Eligible to Retire in Three Years .....	25.8%
Eligible to Retire in Five Years .....	34.1%
Exclusively Represented for Collective Bargaining .....	71.7%
Turnover Separations.....	5.6%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.1%
Asian .....	1.4%
Black .....	17.9%
Hispanic .....	2.8%
White .....	76.5%
Not Disclosed .....	0.3%

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

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

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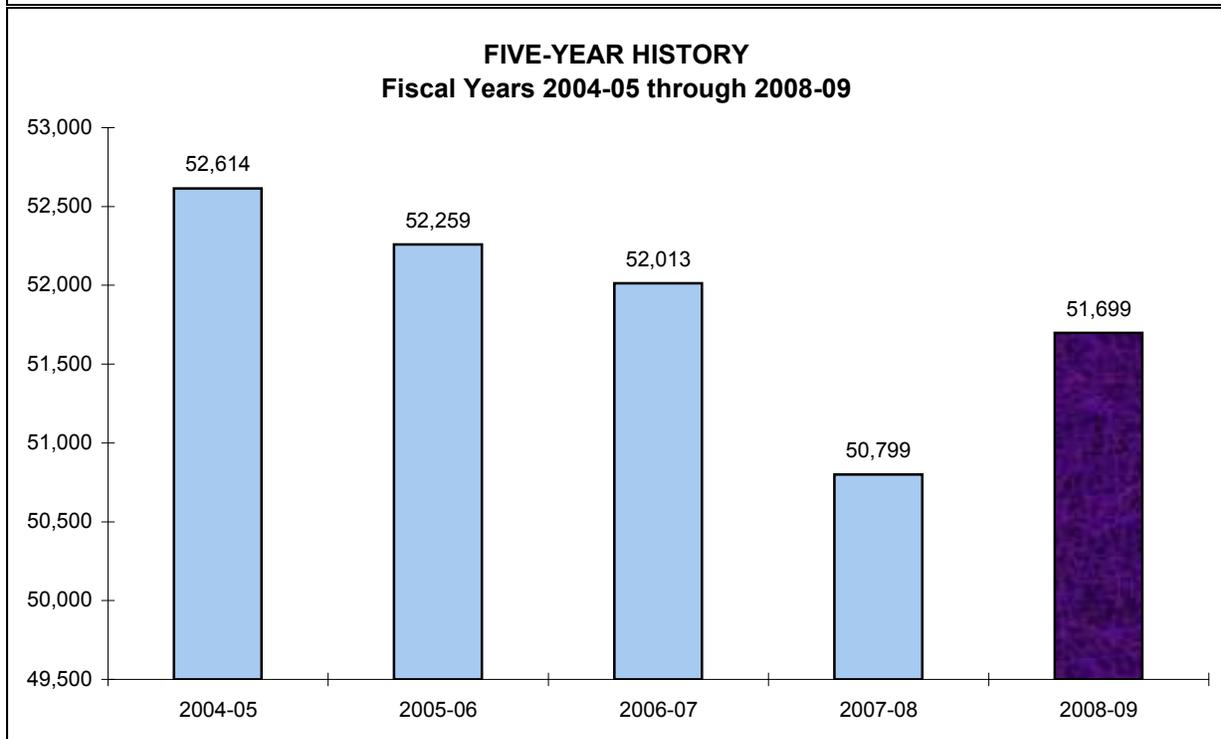
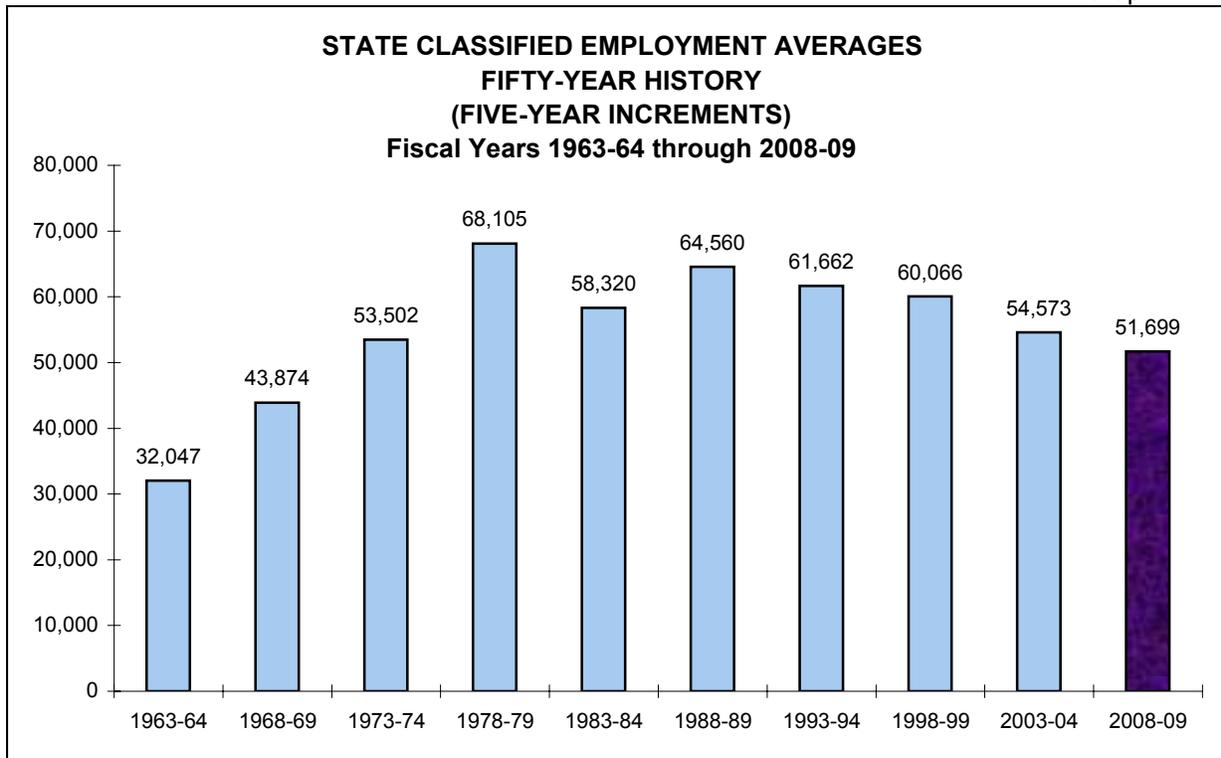
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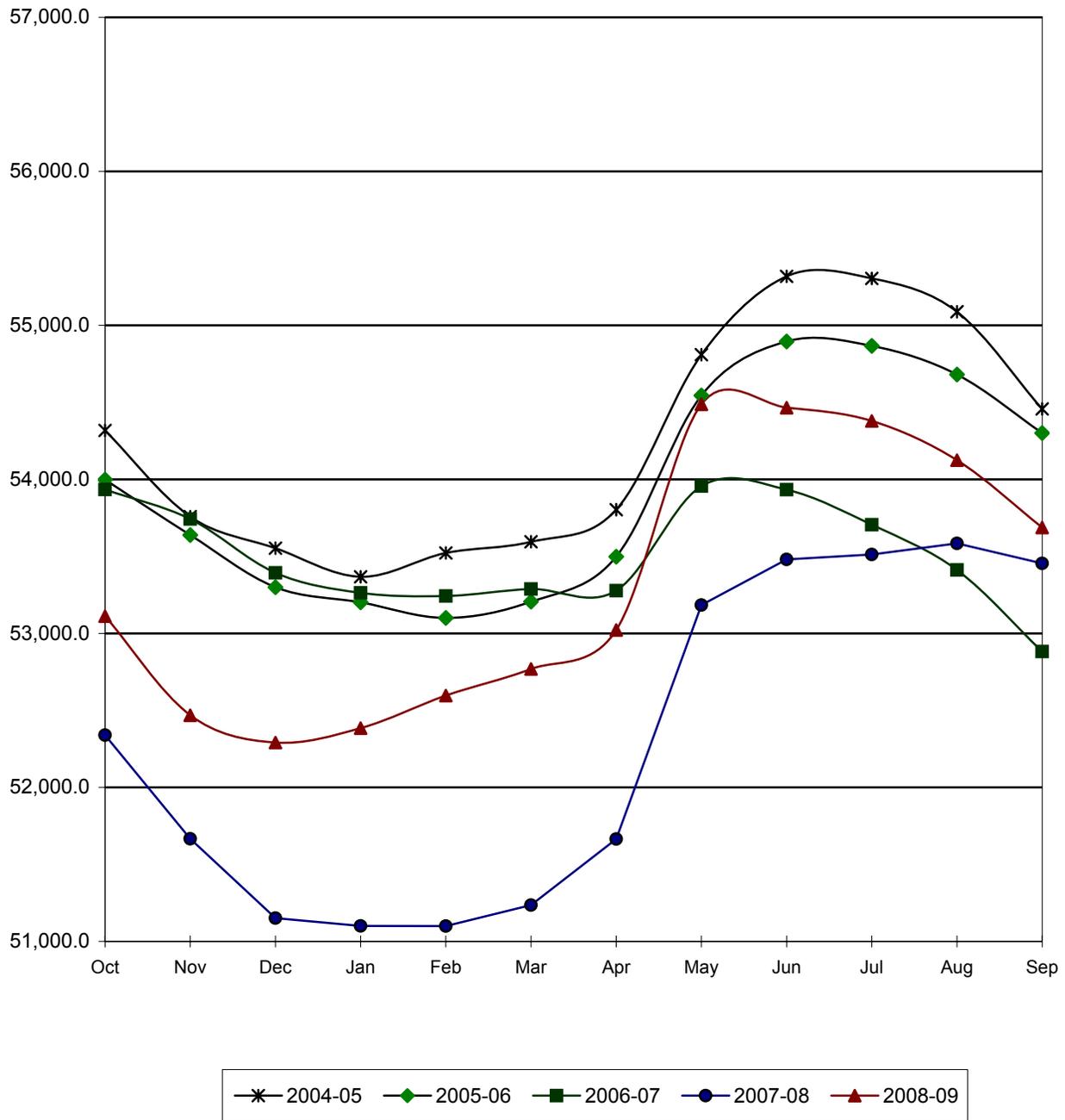
**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**



Source: MAIN, MIDB Civil Service HWF09.

Comment: Employment averages prior to fiscal year 2004-05 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 19, 2009, these positions represented 98% of all non-career appointments.

**STATE CLASSIFIED EMPLOYMENT FIGURES**  
**Fiscal Years 2004-05 through 2008-09**



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 19, 2009

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	442.0	1.0	18.0	15.0	7.0	39.0	522.0	0.0	522.0
<b>AGRICULTURE</b>		<b>442.0</b>	<b>1.0</b>	<b>18.0</b>	<b>15.0</b>	<b>7.0</b>	<b>39.0</b>	<b>522.0</b>	<b>0.0</b>	<b>522.0</b>
ATY GNRL CENTRAL OFFICE	1101	447.0	2.0	0.0	11.0	0.0	0.0	460.0	0.0	460.0
PACC	1102	8.0	0.0	0.0	3.0	0.0	0.0	11.0	0.0	11.0
<b>ATTORNEY GENERAL</b>		<b>455.0</b>	<b>2.0</b>	<b>0.0</b>	<b>14.0</b>	<b>0.0</b>	<b>0.0</b>	<b>471.0</b>	<b>0.0</b>	<b>471.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	106.0	0.0	12.0	14.0	0.0	4.0	136.0	0.0	136.0
<b>AUDITOR GENERAL</b>		<b>106.0</b>	<b>0.0</b>	<b>12.0</b>	<b>14.0</b>	<b>0.0</b>	<b>4.0</b>	<b>136.0</b>	<b>0.0</b>	<b>136.0</b>
CIV RGHT CENTRAL OFFICE	1501	92.0	0.0	0.0	2.0	0.0	0.0	94.0	0.0	94.0
<b>CIVIL RIGHTS</b>		<b>92.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>94.0</b>	<b>0.0</b>	<b>94.0</b>
CIVIL SERVICE COMMISSION	1901	502.0	4.0	0.0	6.0	1.0	11.0	524.0	2.0	522.0
<b>CIVIL SERVICE COMMISSION</b>		<b>502.0</b>	<b>4.0</b>	<b>0.0</b>	<b>6.0</b>	<b>1.0</b>	<b>11.0</b>	<b>524.0</b>	<b>2.0</b>	<b>522.0</b>
DCH-CARO CENTER	3902	395.0	1.0	1.0	4.0	0.0	3.0	404.0	0.0	404.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,564.0	6.0	9.0	24.0	0.0	60.0	1,663.0	1.5	1,661.5
DCH-CTR FORENSIC PSYCHIATRY	3920	503.0	2.0	0.0	3.0	0.0	4.0	512.0	0.0	512.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	167.0	3.0	0.0	16.0	0.0	3.0	189.0	0.0	189.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	273.0	2.0	0.0	1.0	0.0	0.0	276.0	0.0	276.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	414.0	6.0	0.0	45.0	0.0	1.0	466.0	0.0	466.0
DCH - MT. PLEASANT CENTER	3912	19.0	0.0	0.0	1.0	0.0	0.0	20.0	0.0	20.0
DCH-OFFICE OF SERVICES TO TH	3970	32.0	0.0	1.0	1.0	0.0	0.0	34.0	0.0	34.0
DCH-WALTER P. REUTHER PSY HOSP	3945	405.0	0.0	0.0	5.0	0.0	0.0	410.0	0.0	410.0
<b>COMMUNITY HEALTH</b>		<b>3,772.0</b>	<b>20.0</b>	<b>11.0</b>	<b>100.0</b>	<b>0.0</b>	<b>71.0</b>	<b>3,974.0</b>	<b>1.5</b>	<b>3,972.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	523.0	0.0	0.0	1.0	0.0	0.0	524.0	0.0	524.0
DOC-ALGER MAX SECURITY CORRECT	4735	306.0	0.0	0.0	1.0	0.0	0.0	307.0	0.0	307.0
DOC-BARAGA FACILITY	4740	380.0	2.0	0.0	1.0	0.0	1.0	384.0	0.0	384.0
DOC-BELLAMY CREEK FACILITY	4748	471.0	0.0	0.0	1.0	0.0	0.0	472.0	0.0	472.0

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. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

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

Pay Period Number and Pay End Date 20 Sep 19, 2009

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	527.0	1.0	0.0	2.0	0.0	0.0	530.0	0.0	530.0
DOC-CARSON CITY FAC/CARSON CIT	4731	518.0	0.0	0.0	3.0	0.0	0.0	521.0	0.0	521.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	590.0	0.0	0.0	1.0	0.0	0.0	591.0	0.0	591.0
DOC-COOPER STREET FACILITY	4752	452.0	0.0	0.0	4.0	0.0	0.0	456.0	0.0	456.0
DOC-CORRECTN CENTRAL OFFICE	4702	482.0	0.0	0.0	37.0	0.0	34.0	553.0	0.0	553.0
DOC-COTTON FACILITY	4720	448.0	0.0	0.0	1.0	0.0	0.0	449.0	0.0	449.0
DOC-CRANE FACILITY	4716	258.0	0.0	0.0	0.0	0.0	0.0	258.0	0.0	258.0
DOC-EGELER FACILITY	4727	599.0	0.0	0.0	0.0	0.0	0.0	599.0	0.0	599.0
DOC-FIELD OPERATION REGION III	4763	918.0	9.0	2.0	5.0	0.0	0.0	934.0	0.0	934.0
DOC-FIELD OPERATIONS REGION I	4761	863.0	1.0	2.0	1.0	0.0	0.0	867.0	0.0	867.0
DOC-HANDLON MI TRAINING UNT	4705	317.0	0.0	0.0	0.0	0.0	0.0	317.0	0.0	317.0
DOC-HURON VALLEY CORR COMPLEX	4715	645.0	4.0	0.0	9.0	0.0	0.0	658.0	0.0	658.0
DOC-IONIA MAXIMUM FACILITY	4724	322.0	0.0	0.0	1.0	0.0	0.0	323.0	0.0	323.0
DOC-JACKSON CENTRAL REGION	4750	126.0	0.0	0.0	0.0	0.0	0.0	126.0	0.0	126.0
DOC-KINROSS/HIAWATHA FACILITY	4712	410.0	0.0	0.0	1.0	0.0	0.0	411.0	0.0	411.0
DOC-LAKELAND MENS FACILITY	4718	297.0	0.0	0.0	0.0	0.0	0.0	297.0	0.0	297.0
DOC-MACOMB FACILITY	4741	328.0	0.0	0.0	1.0	0.0	0.0	329.0	0.0	329.0
DOC-MARQUETTE BRANCH PRISON	4706	417.0	0.0	0.0	1.0	0.0	1.0	419.0	0.0	419.0
DOC-MAXEY CORRECTIONAL	4749	146.0	0.0	0.0	1.0	0.0	0.0	147.0	0.0	147.0
DOC-MICHIGAN REFORMATORY	4707	343.0	0.0	0.0	2.0	0.0	3.0	348.0	0.0	348.0
DOC-MICHIGAN STATE INDUSTRIES	4709	163.0	0.0	0.0	2.0	0.0	1.0	166.0	0.0	166.0
DOC-MID MICHIGAN FACILITY	4733	563.0	0.0	0.0	1.0	0.0	0.0	564.0	0.0	564.0
DOC-MOUND FACILITY	4737	339.0	1.0	0.0	3.0	0.0	0.0	343.0	0.0	343.0
DOC-MUSKEGON FACILITY	4704	241.0	0.0	0.0	1.0	0.0	0.0	242.0	0.0	242.0
DOC-NEWBERRY FACILITY	4743	295.0	0.0	0.0	1.0	0.0	1.0	297.0	0.0	297.0

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. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

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

Pay Period Number and Pay End Date 20 Sep 19, 2009

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-OAKS FACILITY	4739	329.0	1.0	0.0	1.0	0.0	0.0	331.0	0.0	331.0
DOC-OJIBWAY FACILITY	4746	260.0	1.0	0.0	1.0	0.0	3.0	265.0	0.0	265.0
DOC-PARNALL FACILITY	4751	308.0	0.0	1.0	0.0	0.0	0.0	309.0	0.0	309.0
DOC-PINE RIVER FACILITY	4744	242.0	0.0	0.0	0.0	0.0	0.0	242.0	0.0	242.0
DOC-PUGSLEY FACILITY	4745	246.0	1.0	0.0	0.0	0.0	0.0	247.0	0.0	247.0
DOC-RYAN FACILITY	4738	335.0	0.0	0.0	4.0	0.0	0.0	339.0	0.0	339.0
DOC-SAGINAW FACILITY	4742	351.0	4.0	0.0	1.0	0.0	0.0	356.0	0.0	356.0
DOC-STANDISH MAXIMUM FACILITY	4734	388.0	1.0	0.0	1.0	0.0	1.0	391.0	0.0	391.0
DOC-THUMB FACILITY	4725	328.0	0.0	0.0	5.0	0.0	0.0	333.0	0.0	333.0
IONIA REGIONAL OFFICE	4711	112.0	0.0	0.0	0.0	0.0	0.0	112.0	0.0	112.0
REGION I CFA REGIONAL OFFICE	4714	61.0	0.0	0.0	4.0	0.0	0.0	65.0	0.0	65.0
<b>CORRECTIONS</b>		<b>15,247.0</b>	<b>26.0</b>	<b>5.0</b>	<b>99.0</b>	<b>0.0</b>	<b>45.0</b>	<b>15,422.0</b>	<b>0.0</b>	<b>15,422.0</b>
EDUCATION	3103	289.0	7.0	3.0	29.0	80.0	4.0	412.0	1.0	411.0
<b>EDUCATION</b>		<b>289.0</b>	<b>7.0</b>	<b>3.0</b>	<b>29.0</b>	<b>80.0</b>	<b>4.0</b>	<b>412.0</b>	<b>1.0</b>	<b>411.0</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,275.0	7.0	13.0	29.0	0.0	25.0	1,349.0	3.5	1,345.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,275.0</b>	<b>7.0</b>	<b>13.0</b>	<b>29.0</b>	<b>0.0</b>	<b>25.0</b>	<b>1,349.0</b>	<b>3.5</b>	<b>1,345.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	41.0	0.0	4.0	45.0	0.0	45.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>41.0</b>	<b>0.0</b>	<b>4.0</b>	<b>45.0</b>	<b>0.0</b>	<b>45.0</b>
HISTORY ARTS AND LIBRARIES	2501	150.0	1.0	4.0	5.0	19.0	51.0	230.0	2.0	228.0
<b>HISTORY ARTS AND LIBRARIES</b>		<b>150.0</b>	<b>1.0</b>	<b>4.0</b>	<b>5.0</b>	<b>19.0</b>	<b>51.0</b>	<b>230.0</b>	<b>2.0</b>	<b>228.0</b>
DHS-BERRIEN COUNTY	4322	146.0	0.0	0.0	1.0	3.0	0.0	150.0	0.0	150.0
DHS-CALHOUN COUNTY	4323	151.0	0.0	0.0	11.0	0.0	0.0	162.0	0.0	162.0
DHS-COUNTIES	4308	2,305.0	1.0	2.0	184.0	21.0	0.0	2,513.0	2.0	2,511.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,762.0	4.0	20.0	67.0	3.0	6.0	1,862.0	3.0	1,859.0

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**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 19, 2009

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	518.0	0.0	0.0	52.0	0.0	0.0	570.0	0.0	570.0
DHS-INGHAM COUNTY	4312	220.0	0.0	0.0	14.0	0.0	0.0	234.0	0.0	234.0
DHS - INSTITUTIONS	4307	120.0	1.0	21.0	9.0	0.0	0.0	151.0	0.0	151.0
DHS-JACKSON COUNTY	4315	128.0	0.0	0.0	13.0	0.0	0.0	141.0	0.0	141.0
DHS-KALAMAZOO COUNTY	4314	180.0	0.0	0.0	7.0	0.0	0.0	187.0	0.0	187.0
DHS-KENT COUNTY	4303	381.0	0.0	0.0	59.0	8.0	0.0	448.0	4.0	444.0
DHS-MACOMB COUNTY	4304	350.0	1.0	0.0	127.0	0.0	0.0	478.0	2.0	476.0
DHS-MAXEY TRAINING SCHOOL	4311	135.0	0.0	0.0	1.0	0.0	0.0	136.0	0.0	136.0
DHS-MUSKEGON COUNTY	4324	192.0	0.0	0.0	23.0	0.0	0.0	215.0	0.0	215.0
DHS-OAKLAND COUNTY	4305	498.0	0.0	2.0	41.0	0.0	0.0	541.0	0.0	541.0
DHS-SAGINAW COUNTY	4313	231.0	0.0	0.0	10.0	0.0	0.0	241.0	0.0	241.0
DHS-WASHTENAW	4325	134.0	0.0	0.0	10.0	0.0	0.0	144.0	0.0	144.0
DHS-WAYNE COUNTY DSS	4306	144.0	0.0	0.0	32.0	0.0	0.0	176.0	0.0	176.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	694.0	0.0	0.0	36.0	0.0	0.0	730.0	0.0	730.0
DHS-WAYNE COUNTY ZONE 3	4318	510.0	0.0	0.0	47.0	0.0	0.0	557.0	0.0	557.0
DHS-WAYNE COUNTY ZONE 4	4319	432.0	0.0	0.0	36.0	0.0	0.0	468.0	0.0	468.0
DHS-WAYNE COUNTY ZONE L	4316	392.0	0.0	0.0	29.0	0.0	0.0	421.0	0.0	421.0
<b>HUMAN SERVICES</b>		<b>9,623.0</b>	<b>7.0</b>	<b>45.0</b>	<b>809.0</b>	<b>35.0</b>	<b>6.0</b>	<b>10,525.0</b>	<b>11.0</b>	<b>10,514.0</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,703.0	5.0	0.0	27.0	0.0	60.0	1,795.0	0.0	1,795.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,703.0</b>	<b>5.0</b>	<b>0.0</b>	<b>27.0</b>	<b>0.0</b>	<b>60.0</b>	<b>1,795.0</b>	<b>0.0</b>	<b>1,795.0</b>
DPT OF ENRGY/LABOR/ECNOMC GRTH	6401	3,451.0	14.0	8.0	448.0	48.0	85.0	4,054.0	3.5	4,050.5
MES BOARD OF REVIEW	6415	17.0	0.0	0.0	0.0	0.0	0.0	17.0	0.0	17.0
MSHDA	6405	267.0	8.0	3.0	2.0	0.0	34.0	314.0	0.0	314.0
<b>LABOR &amp; ECONOMIC GROWTH</b>		<b>3,735.0</b>	<b>22.0</b>	<b>11.0</b>	<b>450.0</b>	<b>48.0</b>	<b>119.0</b>	<b>4,385.0</b>	<b>3.5</b>	<b>4,381.5</b>
CHIEF COMPLIANCE OFFICER	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0

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. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

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

Pay Period Number and Pay End Date 20 Sep 19, 2009

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	911.0	5.0	3.0	49.0	0.0	32.0	1,000.0	6.5	993.5
<b>MANAGEMENT &amp; BUDGET</b>		<b>911.0</b>	<b>5.0</b>	<b>3.0</b>	<b>50.0</b>	<b>0.0</b>	<b>32.0</b>	<b>1,001.0</b>	<b>6.5</b>	<b>994.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	141.0	5.0	2.0	0.0	2.0	3.0	153.0	1.0	152.0
GRAND RAPIDS HOME FOR VETERANS	5102	443.0	1.0	9.0	0.0	13.0	16.0	482.0	0.0	482.0
MIL AFFR CENTRAL OFFICE	5101	237.0	0.0	8.0	18.0	30.0	35.0	328.0	0.0	328.0
<b>MILITARY AFFAIRS</b>		<b>821.0</b>	<b>6.0</b>	<b>19.0</b>	<b>18.0</b>	<b>45.0</b>	<b>54.0</b>	<b>963.0</b>	<b>1.0</b>	<b>962.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,277.0	1.0	62.0	21.0	282.0	1,170.0	2,813.0	1.0	2,812.0
<b>NATURAL RESOURCES</b>		<b>1,277.0</b>	<b>1.0</b>	<b>62.0</b>	<b>21.0</b>	<b>282.0</b>	<b>1,170.0</b>	<b>2,813.0</b>	<b>1.0</b>	<b>2,812.0</b>
DEPARTMENT OF STATE	2301	1,195.0	0.0	184.0	34.0	0.0	146.0	1,559.0	0.0	1,559.0
<b>STATE</b>		<b>1,195.0</b>	<b>0.0</b>	<b>184.0</b>	<b>34.0</b>	<b>0.0</b>	<b>146.0</b>	<b>1,559.0</b>	<b>0.0</b>	<b>1,559.0</b>
STATE POLICE	5501	2,477.0	38.0	5.0	30.0	0.0	7.0	2,557.0	1.5	2,555.5
<b>STATE POLICE</b>		<b>2,477.0</b>	<b>38.0</b>	<b>5.0</b>	<b>30.0</b>	<b>0.0</b>	<b>7.0</b>	<b>2,557.0</b>	<b>1.5</b>	<b>2,555.5</b>
STRATEGIC FUND	0740	158.0	3.0	14.0	20.0	0.0	66.0	261.0	0.0	261.0
<b>STRATEGIC FUND</b>		<b>158.0</b>	<b>3.0</b>	<b>14.0</b>	<b>20.0</b>	<b>0.0</b>	<b>66.0</b>	<b>261.0</b>	<b>0.0</b>	<b>261.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	1.0	1.0	0.0	12.0	45.0	0.0	45.0
BRIDGE AUTHORITIES-MACKINAC	5902	47.0	0.0	24.0	9.0	0.0	8.0	88.0	0.0	88.0
TRANSPORTATION CENTRAL OFFICE	5901	2,668.0	16.0	13.0	58.0	24.0	190.0	2,969.0	5.5	2,963.5
<b>TRANSPORTATION</b>		<b>2,746.0</b>	<b>16.0</b>	<b>38.0</b>	<b>68.0</b>	<b>24.0</b>	<b>210.0</b>	<b>3,102.0</b>	<b>5.5</b>	<b>3,096.5</b>
BUREAU OF STATE LOTTERY	2795	164.0	0.0	0.0	0.0	0.0	13.0	177.0	0.0	177.0
GAMING CONTROL	2707	95.0	1.0	0.0	6.0	0.0	5.0	107.0	0.0	107.0
TREASURY CENTRAL PAYROLL	2701	1,221.0	5.0	8.0	35.0	0.0	14.0	1,283.0	0.0	1,283.0
<b>TREASURY</b>		<b>1,480.0</b>	<b>6.0</b>	<b>8.0</b>	<b>41.0</b>	<b>0.0</b>	<b>32.0</b>	<b>1,567.0</b>	<b>0.0</b>	<b>1,567.0</b>
<b>STATEWIDE TOTAL</b>		<b>48,456.0</b>	<b>177.0</b>	<b>455.0</b>	<b>1,922.0</b>	<b>541.0</b>	<b>2,156.0</b>	<b>53,707.0</b>	<b>40.0</b>	<b>53,667.0</b>

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

## Full-Time Equated Position Report by Department

### Fiscal Year 2008 - 2009 Summary

Department		Fiscal Year 2009 Appropriated FTE Positions (A)	Fiscal Year 2009 Average FTE Positions (B)	Fiscal Year 2008 Average FTE Positions (C)	FY 2008 and FY 2009 Difference (B - C)	FY 2009 Average and Appropriated Difference (B - A)
AGRICULTURE	Regular	594.5	476.6	478.6	-1.9	-117.9
	Overtime	0.0	1.6	2.6	-1.0	1.6
	Total	594.5	478.2	481.1	-2.9	-116.3
ATTORNEY GENERAL	Regular	537.0	476.0	476.3	-0.2	-61.0
	Overtime	0.0	1.2	1.6	-0.4	1.2
	Total	537.0	477.2	477.9	-0.7	-59.8
AUDITOR GENERAL	Regular	0.0	130.9	133.3	-2.4	130.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	130.9	133.3	-2.4	130.9
CIVIL RIGHTS	Regular	127.0	108.4	116.3	-8.0	-18.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	127.0	108.4	116.3	-8.0	-18.6
CIVIL SERVICE COMMISSION	Regular	564.5	505.4	178.3	327.1	-59.1
	Overtime	0.0	0.8	0.0	0.8	0.8
	Total	564.5	506.2	178.3	327.9	-58.3
COMMUNITY HEALTH	Regular	4,602.7	3,972.7	3,910.8	61.9	-630.0
	Overtime	0.0	161.0	177.2	-16.2	161.0
	Total	4,602.7	4,133.7	4,088.0	45.7	-469.0

MIDB Civil Service MHR-0160  
 Report Sequence: HRS Dept Cd Desc  
 Universe: Human Resources

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. Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

## Full-Time Equated Position Report by Department

### Fiscal Year 2008 - 2009 Summary

Department		Fiscal Year 2009 Appropriated FTE Positions (A)	Fiscal Year 2009 Average FTE Positions (B)	Fiscal Year 2008 Average FTE Positions (C)	FY 2008 and FY 2009 Difference (B - C)	FY 2009 Average and Appropriated Difference (B - A)
CORRECTIONS	Regular	17,087.0	15,075.0	15,787.3	-712.3	-2,012.0
	Overtime	0.0	1,007.5	1,233.9	-226.4	1,007.5
	Total	17,087.0	16,082.5	17,021.2	-938.7	-1,004.5
EDUCATION	Regular	482.5	379.0	364.7	14.3	-103.5
	Overtime	0.0	1.0	1.0	-0.0	1.0
	Total	482.5	380.0	365.8	14.3	-102.5
ENVIRONMENTAL QUALITY	Regular	1,520.7	1,287.1	1,328.4	-41.3	-233.6
	Overtime	0.0	2.0	1.4	0.5	2.0
	Total	1,520.7	1,289.1	1,329.8	-40.7	-231.6
EXECUTIVE OFFICE	Regular	74.2	43.6	44.1	-0.5	-30.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	43.6	44.1	-0.5	-30.6
HISTORY ARTS AND LIBRARIES	Regular	226.0	194.8	200.5	-5.6	-31.2
	Overtime	0.0	0.4	0.3	0.2	0.4
	Total	226.0	195.3	200.7	-5.5	-30.7
HUMAN SERVICES	Regular	10,395.8	9,801.4	9,321.3	480.2	-594.4
	Overtime	0.0	353.7	164.6	189.1	353.7
	Total	10,395.8	10,155.1	9,485.8	669.3	-240.7

MIDB Civil Service MHR-0160  
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## Full-Time Equated Position Report by Department

### Fiscal Year 2008 - 2009 Summary

Department		Fiscal Year 2009 Appropriated FTE Positions (A)	Fiscal Year 2009 Average FTE Positions (B)	Fiscal Year 2008 Average FTE Positions (C)	FY 2008 and FY 2009 Difference (B - C)	FY 2009 Average and Appropriated Difference (B - A)
INFORMATION TECHNOLOGY	Regular	1,657.0	1,690.3	1,651.8	38.4	33.3
	Overtime	0.0	22.6	26.0	-3.5	22.6
	Total	1,657.0	1,712.9	1,677.9	35.0	55.9
LABOR & ECONOMIC GROWTH	Regular	4,300.0	3,979.3	3,737.8	241.5	-320.7
	Overtime	0.0	159.3	24.3	135.0	159.3
	Total	4,300.0	4,138.6	3,762.1	376.5	-161.4
MANAGEMENT & BUDGET	Regular	859.5	962.4	953.2	9.2	102.9
	Overtime	0.0	11.0	10.7	0.3	11.0
	Total	859.5	973.4	963.9	9.5	113.9
MILITARY AFFAIRS	Regular	985.0	897.7	905.5	-7.9	-87.3
	Overtime	0.0	26.8	32.5	-5.7	26.8
	Total	985.0	924.5	938.0	-13.6	-60.5
NATURAL RESOURCES	Regular	2,167.9	1,968.4	1,934.3	34.1	-199.5
	Overtime	0.0	19.9	29.3	-9.4	19.9
	Total	2,167.9	1,988.3	1,963.5	24.7	-179.6
STATE	Regular	1,809.0	1,448.2	1,494.3	-46.1	-360.8
	Overtime	0.0	5.8	2.4	3.4	5.8
	Total	1,809.0	1,454.0	1,496.7	-42.7	-355.0

MIDB Civil Service MHR-0160  
 Report Sequence: HRS Dept Cd Desc  
 Universe: Human Resources

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## Full-Time Equated Position Report by Department

### Fiscal Year 2008 - 2009 Summary

Department		Fiscal Year 2009 Appropriated FTE Positions (A)	Fiscal Year 2009 Average FTE Positions (B)	Fiscal Year 2008 Average FTE Positions (C)	FY 2008 and FY 2009 Difference (B - C)	FY 2009 Average and Appropriated Difference (B - A)
STATE POLICE	Regular	2,924.0	2,521.6	2,511.4	10.3	-402.4
	Overtime	0.0	143.5	141.8	1.7	143.5
	Total	2,924.0	2,665.1	2,653.2	11.9	-258.9
STRATEGIC FUND	Regular	153.0	196.5	181.6	14.8	43.5
	Overtime	0.0	0.6	0.6	0.0	0.6
	Total	153.0	197.0	182.2	14.8	44.0
TRANSPORTATION	Regular	3,008.3	2,968.6	2,940.7	27.9	-39.7
	Overtime	0.0	141.4	134.5	6.8	141.4
	Total	3,008.3	3,110.0	3,075.3	34.7	101.7
TREASURY	Regular	1,837.5	1,481.3	1,492.9	-11.6	-356.2
	Overtime	0.0	5.8	2.0	3.7	5.8
	Total	1,837.5	1,487.1	1,494.9	-7.8	-350.4
<b>STATEWIDE TOTALS:</b>	<b>Regular</b>	<b>55,913.1</b>	<b>50,565.2</b>	<b>50,143.4</b>	<b>421.9</b>	<b>-5,347.9</b>
	<b>Overtime</b>	<b>0.0</b>	<b>2,065.9</b>	<b>1,986.8</b>	<b>79.0</b>	<b>2,065.9</b>
	<b>Total</b>	<b>55,913.1</b>	<b>52,631.1</b>	<b>52,130.2</b>	<b>500.9</b>	<b>-3,282.0</b>

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### NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

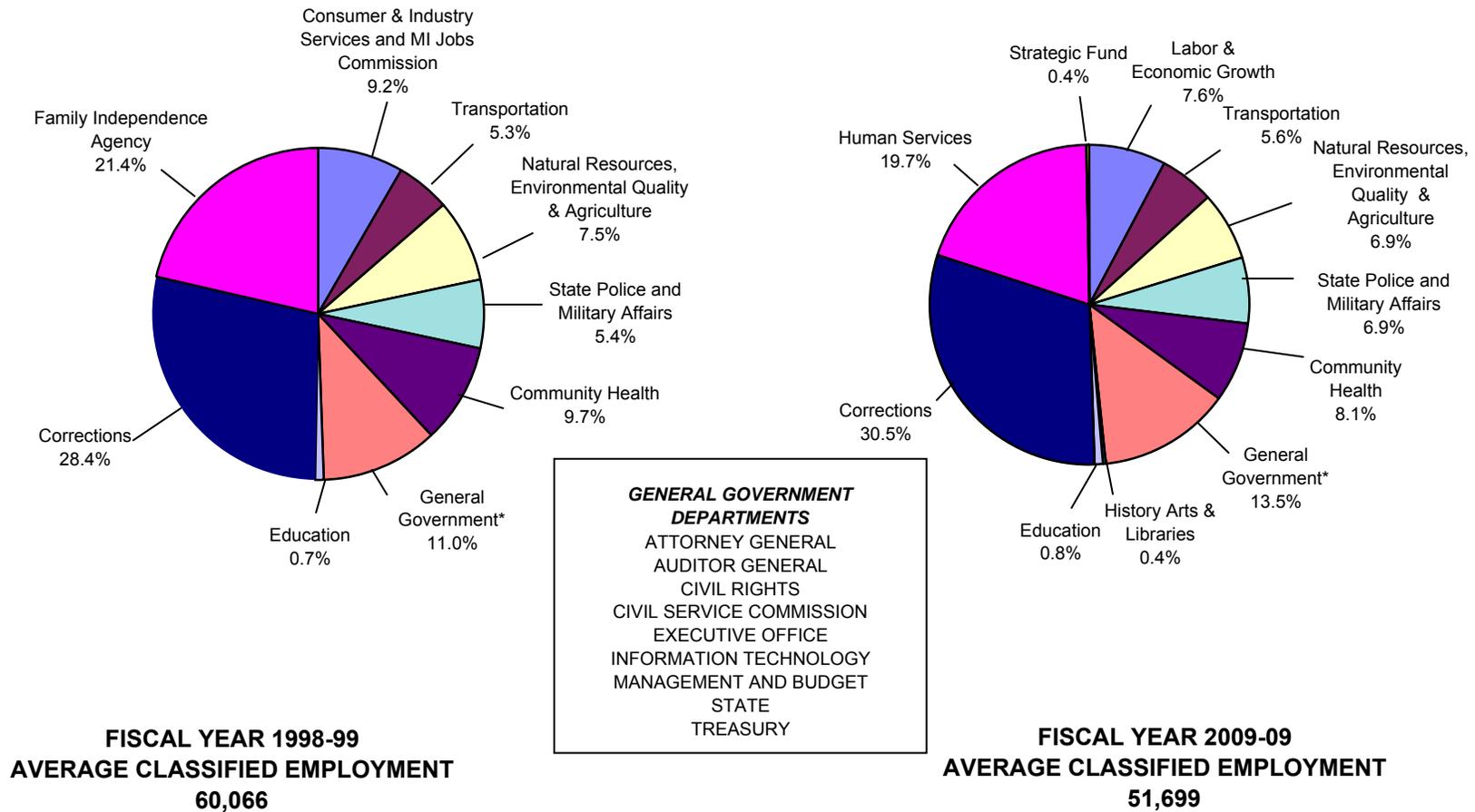
DEPARTMENT	2007-08		2008-09	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	549.0	1.0%	522.0	1.0%
Attorney General	500.0	0.9%	471.0	0.9%
Auditor General	142.0	0.3%	136.0	0.3%
Civil Rights	122.0	0.2%	94.0	0.2%
Civil Service Commission	538.0	1.0%	522.0	1.0%
Community Health	4,080.5	7.6%	3,972.5	7.4%
Corrections	16,099.5	30.1%	15,422.0	28.7%
Education	405.0	0.8%	411.0	0.8%
Environmental Quality	1,358.0	2.5%	1,345.5	2.5%
Executive Office	47.0	0.1%	45.0	0.1%
History Arts and Libraries	255.0	0.5%	228.0	0.4%
Human Services	9,823.5	18.4%	10,514.0	19.6%
Information Technology	1,735.0	3.2%	1,795.0	3.3%
Labor and Economic Growth	3,876.0	7.3%	4,381.5	8.2%
Management and Budget	974.5	1.8%	994.5	1.9%
Military & Veterans Affairs	962.0	1.8%	962.0	1.8%
Natural Resources	2,785.5	5.2%	2,812.0	5.2%
State	1,637.0	3.1%	1,559.0	2.9%
State Police	2,667.5	5.0%	2,555.5	4.8%
Strategic Fund	239.0	0.4%	261.0	0.5%
Transportation	3,139.0	5.9%	3,096.5	5.8%
Treasury	1,519.5	2.8%	1,567.0	2.9%
<b>TOTAL</b>	<b>53,454.5</b>	<b>100.0%</b>	<b>53,667.0</b>	<b>100.0%</b>

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

Comments: Statewide the number of classified employees at fiscal year end increased by 213 from FY2007-08 to FY2008-09.  
Source: MIDB Civil Service HWF03

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES**  
Fiscal Years 1998-99 and 2008-09 Compared

Graph 1-3



Source: HWF09

Comment: Statewide, average classified employment decreased by 8,367 positions (14%) from 1998-99 to 2008-09.

**AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT  
FISCAL YEARS 1999-00 THROUGH 2008-09**

<b><u>DEPARTMENT</u></b>	<b><u>99-00</u></b>	<b><u>00-01</u></b>	<b><u>01-02</u></b>	<b><u>02-03</u></b>	<b><u>03-04</u></b>	<b><u>04-05</u></b>	<b><u>05-06</u></b>	<b><u>06-07</u></b>	<b><u>07-08</u></b>	<b><u>08-09</u></b>
Agriculture	657	697	702	635	687	641	575	535	521	529
Attorney General	559	558	538	474	489	524	528	517	496	494
Auditor General	174	179	176	157	150	143	142	138	138	135
Career Development <sup>1</sup>	--	1,088	1,079	911	901	34	--	--	--	--
Civil Rights	160	166	164	135	133	131	127	119	117	112
Civil Service Commission <sup>2</sup>	206	206	200	176	189	210	210	206	538	526
Community Health	5,914	5,838	5,370	4,465	4,577	4,424	4,241	4,225	3,964	4,075
Consumer and Industry Services	3,843	3,823	3,735	3,186	3,170	209	--	--	--	--
Corrections	17,652	18,296	17,821	17,222	16,781	16,543	16,446	16,357	15,944	15,762
Education	403	396	393	298	324	352	367	369	380	405
Environmental Quality	1,605	1,617	1,567	1,370	1,444	1,419	1,430	1,423	1,354	1,330
Executive Office	65	67	58	51	49	45	44	44	46	45
History Arts and Libraries <sup>3</sup>	--	--	295	287	273	203	200	196	191	182
Human Services	13,254	13,139	12,554	10,303	10,104	9,953	9,778	9,759	9,582	10,168
Information Technology <sup>4</sup>	--	--	--	1,730	1,721	1,675	1,690	1,712	1,670	1,709
Labor & Economic Growth <sup>5</sup>	--	--	--	--	55	3,751	4,128	3,967	3,781	4,056
Management and Budget	1,936	1,931	1,851	1,306	1,277	967	967	971	938	967
MI Jobs Commission <sup>6</sup>	1,055	--	--	--	--	--	--	--	--	--
Military and Veterans Affairs	987	970	962	919	943	928	924	934	921	926
Natural Resources	2,506	2,509	2,446	2,265	2,328	1,669	1,657	1,628	1,564	1,607
State	2,257	2,267	2,095	1,836	1,852	1,705	1,672	1,622	1,535	1,447
State Police	3,190	3,240	3,164	2,800	2,661	2,704	2,690	2,657	2,586	2,622
Strategic Fund	--	--	--	--	--	--	--	174	177	193
Transportation	3,244	3,253	3,185	2,826	2,956	2,849	2,880	2,895	2,854	2,892
Treasury	<u>1,826</u>	<u>1,817</u>	<u>1,793</u>	<u>1,514</u>	<u>1,512</u>	<u>1,535</u>	<u>1,564</u>	<u>1,565</u>	<u>1,502</u>	<u>1,519</u>
TOTAL	61,493	62,057	60,147	54,866	54,573	52,614	52,259	52,013	50,799	51,699

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 98% of all non-career appointments at the end of FY 2008-09. The count of employees who job share are divided in half.

<sup>1</sup> The Department of Career Development was created by Executive Order 1 of 1999.

<sup>2</sup> 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.

<sup>3</sup> The Department of History Arts and Libraries was created by Act 63 of 2001.

<sup>4</sup> The Department of Information Technology was created by Executive Order 3 of 2001.

<sup>5</sup> The Department of Consumer and Industry Services was renamed The Department of Labor & Economic Growth (DLEG) by Executive Order 18 of 2003.

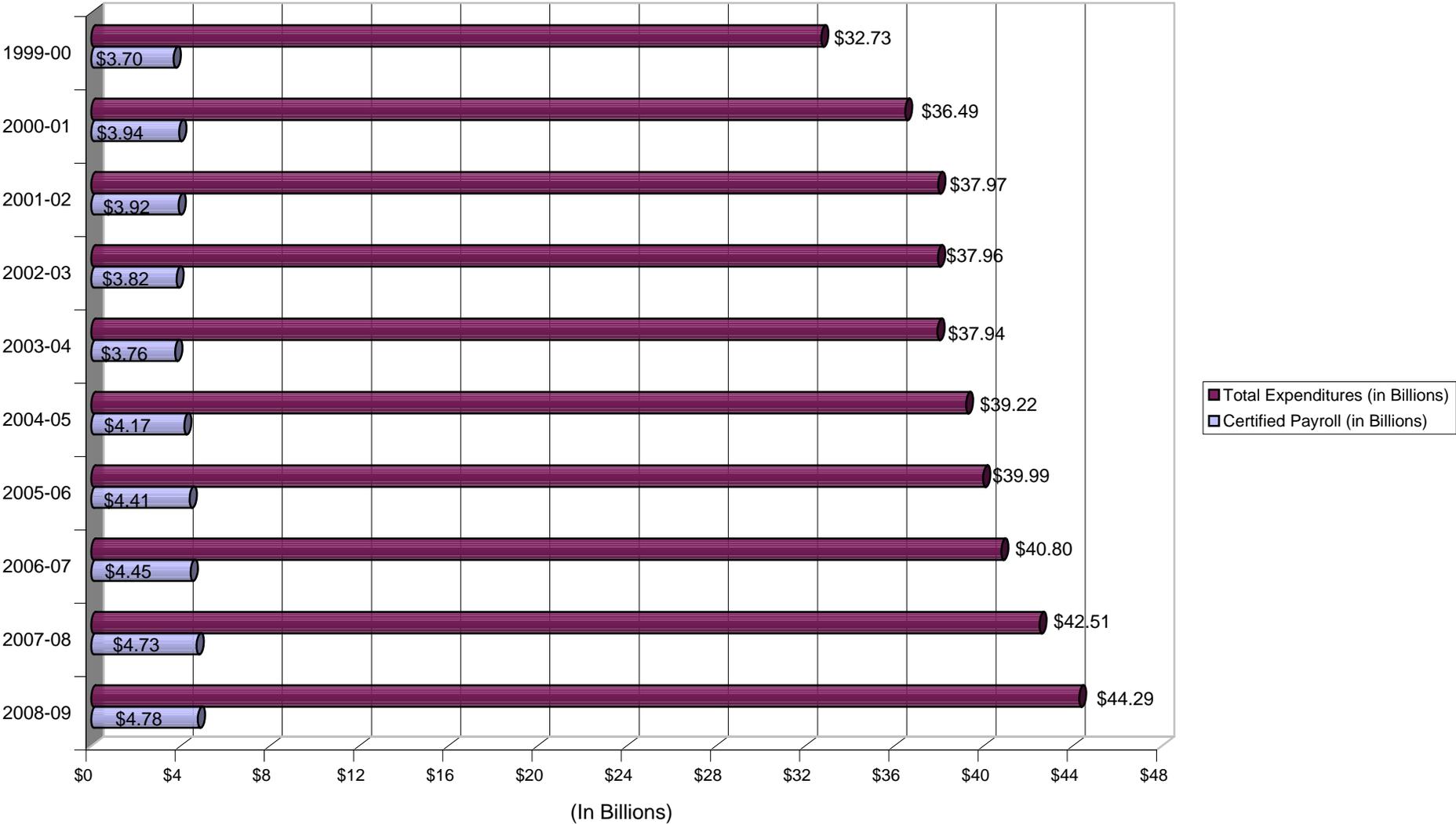
<sup>6</sup> The Michigan Jobs Commission was created as a temporary agency under Executive Order 2 of 1993. It became a principal department by Executive Order 26 of 1994 and then with the creation of Career Development (Executive Order 1 of 1999) duties were transferred to Michigan Strategic Fund and Career Development. In FY2004-05 Career Development and Strategic Fund were transferred to DLEG.

## SECTION TWO

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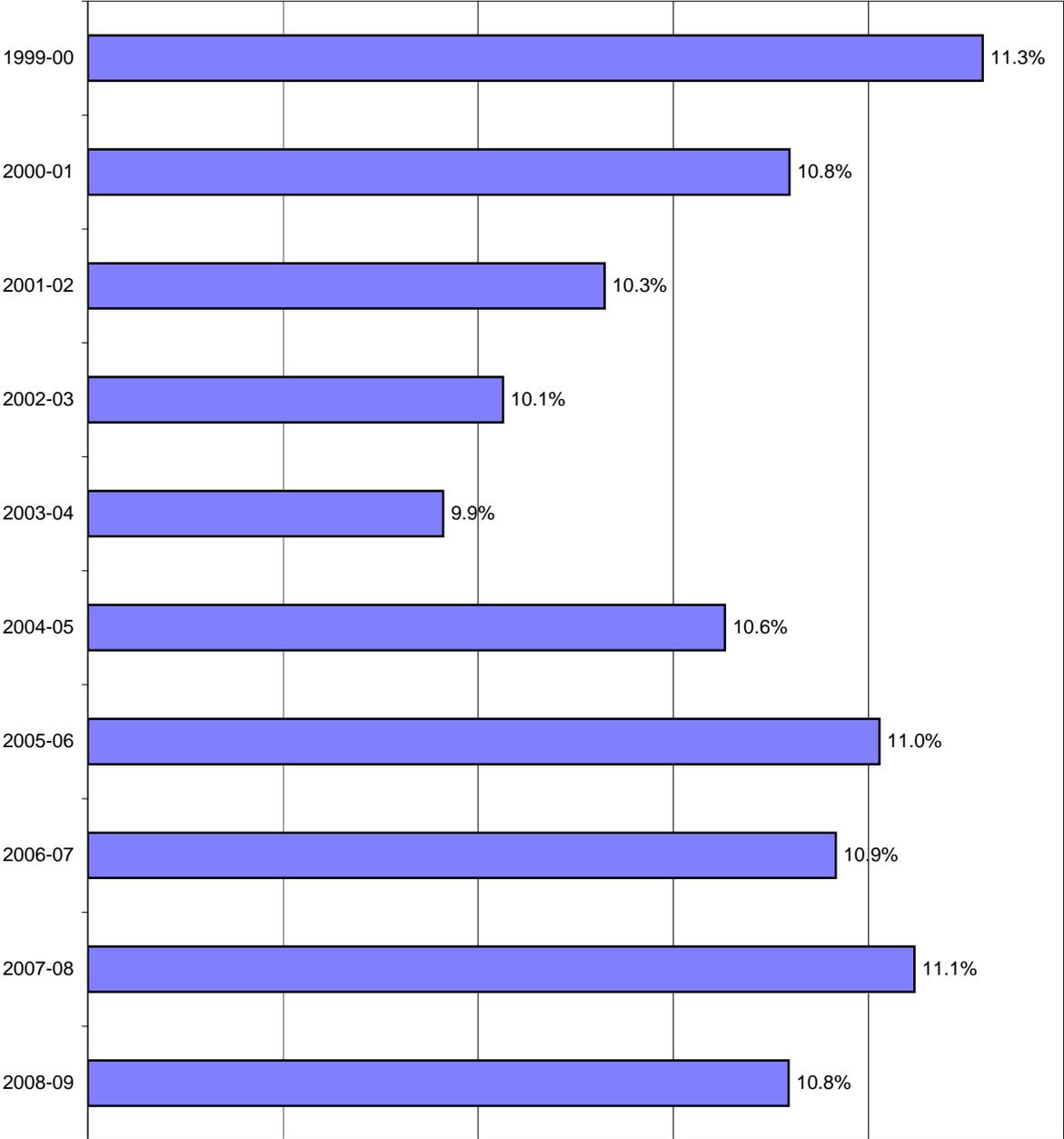
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 1999-00 through 2008-09



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

**STATE CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES  
Fiscal Years 1999-00 through 2008-09**



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

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

Pay Period Ending: September 19, 2009

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	522	1.0 %	47.8	\$28.03	405	77.6 %
ATTORNEY GENERAL	471	0.9 %	48.1	\$37.40	327	69.4 %
AUDITOR GENERAL	136	0.3 %	41.5	\$36.13	112	82.4 %
CIVIL RIGHTS	94	0.2 %	50.2	\$30.72	89	94.7 %
CIVIL SERVICE COMMISSION	524	1.0 %	48.7	\$29.08	463	88.4 %
COMMUNITY HEALTH	3,995	7.4 %	49.0	\$27.55	2,952	73.9 %
CORRECTIONS	15,519	28.8 %	45.2	\$24.76	13,083	84.3 %
EDUCATION	412	0.8 %	49.3	\$29.81	248	60.2 %
ENVIRONMENTAL QUALITY	1,349	2.5 %	48.1	\$30.19	1,140	84.5 %
EXECUTIVE OFFICE	45	0.1 %	37.6	\$23.82	13	28.9 %
HISTORY ARTS AND LIBRARIES	230	0.4 %	46.3	\$23.37	149	64.8 %
HUMAN SERVICES	10,532	19.6 %	46.4	\$24.00	7,635	72.5 %
INFORMATION TECHNOLOGY	1,795	3.3 %	47.1	\$31.07	1,336	74.4 %
LABOR & ECONOMIC GROWTH	4,385	8.1 %	47.0	\$26.46	2,878	65.6 %
MANAGEMENT & BUDGET	1,001	1.9 %	47.8	\$27.54	803	80.2 %
MILITARY AFFAIRS	971	1.8 %	47.1	\$22.78	703	72.4 %
NATURAL RESOURCES	2,813	5.2 %	42.1	\$18.52	1,287	45.8 %
STATE	1,562	2.9 %	48.1	\$22.81	1,246	79.8 %
STATE POLICE	2,565	4.8 %	43.9	\$29.79	2,306	89.9 %
STRATEGIC FUND	261	0.5 %	48.3	\$24.25	144	55.2 %
TRANSPORTATION	3,107	5.8 %	44.6	\$26.50	2,288	73.6 %
TREASURY	1,567	2.9 %	46.5	\$27.30	1,080	68.9 %
<b>STATEWIDE TOTALS:</b>	<b>53,856</b>	<b>100.0 %</b>	<b>46.1</b>	<b>\$25.60</b>	<b>40,687</b>	<b>75.5 %</b>

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

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2004-05 through 2008-09**

<u>Salary Range</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
12,000 - 12,999	3	0	0	0	0
13,000 - 13,999	1	4	0	0	0
14,000 - 14,999	20	28	26	0	0
15,000 - 15,999	377	416	390	532	458
16,000 - 16,999	24	17	15	23	28
17,000 - 17,999	210	196	189	216	283
18,000 - 18,999	398	411	404	416	436
19,000 - 19,999	6	10	15	32	25
20,000 - 20,999	173	96	85	104	125
21,000 - 21,999	51	70	29	32	27
22,000 - 22,999	8	7	8	106	20
23,000 - 23,999	337	27	32	13	12
24,000 - 24,999	67	337	5	6	8
25,000 - 25,999	106	109	261	36	27
26,000 - 26,999	34	56	88	286	281
27,000 - 27,999	299	258	36	104	89
28,000 - 28,999	156	171	148	35	28
29,000 - 29,999	286	194	119	241	306
30,000 - 30,999	446	519	152	174	146
31,000 - 31,999	371	377	533	629	189
32,000 - 32,999	359	337	219	347	195
33,000 - 33,999	643	371	452	196	390
34,000 - 34,999	568	611	245	413	1,217
35,000 - 35,999	639	451	402	377	464
36,000 - 36,999	1,392	712	737	263	284
37,000 - 37,999	2,345	1,333	719	871	834
38,000 - 38,999	866	2,292	590	444	629
39,000 - 39,999	3,388	1,247	2,761	780	550
40,000 - 40,999	849	2,691	692	1,540	1,529
41,000 - 41,999	2,212	385	2,759	2,239	2,283
42,000 - 42,999	1,985	1,903	626	541	612
43,000 - 43,999	1,903	2,300	488	2,763	2,835
44,000 - 44,999	5,399	6,443	1,905	521	674
45,000 - 45,999	664	684	2,171	962	1,082
46,000 - 46,999	6,571	586	6,116	1,451	1,464
47,000 - 47,999	826	6,873	439	1,848	1,675
48,000 - 48,999	587	1,177	735	5,831	5,468
49,000 - 49,999	1,840	286	6,574	438	382

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

<u>Salary Range</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2008-09</u>	<u>2008-09</u>
\$50,000 - 50,999	237	1,790	1,045	691	758
51,000 - 51,999	1,209	237	395	6,375	6,226
52,000 - 52,999	1,171	914	1,862	710	695
53,000 - 53,999	1,287	1,100	239	641	607
54,000 - 54,999	776	1,364	536	405	360
55,000 - 55,999	1,516	1,822	1,393	1,494	1,417
56,000 - 56,999	1,779	561	1,177	486	458
57,000 - 57,999	479	98	373	433	371
58,000 - 58,999	442	2,307	2,005	1,164	1,147
59,000 - 59,999	1,172	568	377	1,520	1,566
60,000 - 60,999	228	1,031	2,173	1,166	1,157
61,000 - 61,999	104	265	525	1,060	1,127
62,000 - 62,999	1,905	219	218	2,036	2,081
63,000 - 63,999	534	2,392	1,191	310	305
64,000 - 64,999	133	233	164	604	647
65,000 - 65,999	494	116	1,044	971	964
66,000 - 66,999	137	485	1,145	428	423
67,000 - 67,999	126	126	247	199	219
68,000 - 68,999	791	153	310	1,028	1,044
69,000 - 69,999	377	840	648	1,177	1,220
70,000 - 70,999	222	251	133	200	157
71,000 - 71,999	289	341	146	653	649
72,000 - 72,999	98	239	765	275	311
73,000 - 73,999	230	197	357	150	142
74,000 - 74,999	52	63	219	111	124
75,000 - 75,999	77	202	252	774	759
76,000 - 76,999	430	92	173	328	326
77,000 - 77,999	104	399	61	226	229
78,000 - 78,999	130	36	186	273	290
79,000 - 79,999	104	194	100	143	141
80,000 - 80,999	49	68	398	96	85
81,000 - 81,999	33	76	32	197	212
82,000 - 82,999	87	41	179	29	37
83,000 - 83,999	30	76	83	461	475
84,000 - 84,999	62	31	63	32	30
85,000 - 85,999	80	40	38	86	116
86,000 - 86,999	128	46	35	141	147
87,000 - 87,999	24	128	86	52	57
88,000 - 88,999	34	174	35	71	78
89,000 - 89,999	21	21	46	36	37
90,000 - 90,999	44	23	118	84	75
91,000 - 91,999	42	16	174	36	39
92,000 - 92,999	60	33	22	42	43
93,000 - 93,999	124	34	18	44	43

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

<u>Salary Range</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
\$94,000 - 94,999	29	80	21	112	108
95,000 - 95,999	22	110	23	156	147
96,000 - 96,999	85	29	39	25	28
97,000 - 97,999	26	20	71	25	37
98,000 - 98,999	23	92	115	21	26
99,000 - 99,999	181	23	21	16	17
100,000 - 100,999	14	24	21	52	57
101,000 - 101,999	19	214	15	66	67
102,000 - 102,999	10	17	96	121	124
103,000 - 103,999	8	7	25	23	25
104,000 - 104,999	13	15	24	22	25
105,000 - 105,999	9	11	202	16	16
106,000 - 106,999	89	5	15	85	75
107,000 - 107,999	4	14	5	27	26
108,000 - 108,999	5	105	17	19	20
109,000 - 109,999	9	3	9	201	186
110,000 - 110,999	23	1	7	12	10
111,000 - 111,999	6	0	8	8	9
112,000 - 112,999	16	22	51	20	21
113,000 - 113,999	0	3	54	11	8
114,000 - 114,999	7	33	2	5	9
115,000 - 115,999	24	2	2	10	14
116,000 - 116,999	1	6	3	7	6
117,000 - 117,999	24	20	20	90	89
118,000 - 118,999	0	1	7	1	1
119,000 - 119,999	0	4	29	2	2
120,000 - 120,999	7	27	5	2	4
121,000 - 121,999	1	0	4	0	0
122,000 - 122,999	2	0	20	18	19
123,000 - 123,999	8	7	2	7	6
124,000 - 124,999	0	0	1	28	25
125,000 - 125,999	1	3	26	7	6
126,000 and above	135	135	141	192	194
<b>STATEWIDE TOTAL</b>	<b>54,661</b>	<b>54,460</b>	<b>53,052</b>	<b>53,655</b>	<b>53,856</b>

Median Salary: \$51,240  
 Average Salary: \$53,460

Source: 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.

**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL  
(Employer Contributions)  
Fiscal Years 2004-05 through 2008-09**

	2004-05	2005-06	2006-07	2007-08	2008-09
<b>Legally Required Payments</b>					
FICA	7.33 %	7.36 %	7.38 %	7.35 %	7.27 %
Unemployment Compensation	.27	.23	.18	.15	.21
Workers Compensation	1.49	1.40	1.26	1.28	1.19
<b>Total Legally Required Payments</b>	<b>9.10 %</b>	<b>9.00 %</b>	<b>8.83 %</b>	<b>8.78 %</b>	<b>8.67 %</b>
<b>Group Insurance</b>					
State Health Plan	8.97 %	10.61 %	11.01 %	11.11 %	10.29 %
Health Maintenance Organization	5.93	6.63	7.15	7.35	7.57
Dental	1.59	1.58	1.66	1.83	1.83
Vision	.26	.27	.26	.25	.25
Life	1.00	1.00	1.00	.99	1.01
Long Term Disability	.91	.80	.80	.80	.78
Flexible Benefits Allowance/Recovery	.08	.07	.07	.06	.07
<b>Total Group Insurance</b>	<b>18.73 %</b>	<b>20.97 %</b>	<b>21.94 %</b>	<b>22.39 %</b>	<b>21.80 %</b>
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	1.10 %	1.04 %	1.23 %	.88 %	.81 %
Terminal Longevity Payments	.01	.01	.02	.02	.02
Professional Development	.00	.01	.01	.01	.01
Uniforms and Dry Cleaning	.15	.25	.25	.23	.23
<b>Total Other Cash Payments</b>	<b>1.27 %</b>	<b>1.31 %</b>	<b>1.50 %</b>	<b>1.14 %</b>	<b>1.08 %</b>
<b>Pension and Deferred Items</b>					
Retirement or Pension Plans	22.51 %	23.25 %	18.62 %	23.39 %	24.93 %
FICA for Early Out Retirees	.00	.00	.00	.00	.00
Defined Contribution Pension Plan	2.11	2.20	2.19	2.46	2.67
Banked Leave Time Employer Contribution	.10	.00	.00	.00	.00
<b>Total Pension and Deferred Items</b>	<b>24.72</b>	<b>25.44</b>	<b>20.81</b>	<b>25.85</b>	<b>27.61</b>
<b>Total Employee Benefits</b>	<b>53.82 %</b>	<b>56.72 %</b>	<b>53.07 %</b>	<b>58.15 %</b>	<b>59.16 %</b>

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

Source: MAIN DAFR 6940 191OFB YER#7 (11/24/09)

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING 09/19/2009**

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	483	241	50 %	215	45 %	4	1 %	446	92 %	10	2 %	2	0 %	462	96 %
ATTORNEY GENERAL	471	215	46 %	214	45 %	3	1 %	437	93 %	7	1 %	1	0 %	445	94 %
AUDITOR GENERAL	132	31	23 %	79	60 %	5	4 %	114	86 %	4	3 %	0	0 %	120	91 %
CIVIL RIGHTS	94	56	60 %	33	35 %	3	3 %	92	98 %	1	1 %	0	0 %	93	99 %
CIVIL SERVICE COMMISSION	513	175	34 %	282	55 %	7	1 %	466	91 %	10	2 %	1	0 %	478	93 %
COMMUNITY HEALTH	3,924	2,132	54 %	1,520	39 %	35	1 %	3,599	92 %	115	3 %	11	0 %	3,738	95 %
CORRECTIONS	15,474	9,341	60 %	5,204	34 %	81	1 %	14,413	93 %	285	2 %	32	0 %	14,736	95 %
EDUCATION	408	191	47 %	165	40 %	7	2 %	359	88 %	6	1 %	7	2 %	372	91 %
ENVIRONMENTAL QUALITY	1,324	546	41 %	688	52 %	13	1 %	1,233	93 %	21	2 %	1	0 %	1,258	95 %
EXECUTIVE OFFICE	41	15	37 %	18	44 %	0	0 %	36	88 %	1	2 %	0	0 %	38	93 %
HISTORY ARTS AND LIBRARIES	179	88	49 %	78	44 %	2	1 %	165	92 %	3	2 %	0	0 %	168	94 %
HUMAN SERVICES	10,526	5,504	52 %	4,297	41 %	89	1 %	9,608	91 %	365	3 %	25	0 %	10,013	95 %
INFORMATION TECHNOLOGY	1,735	628	36 %	973	56 %	21	1 %	1,553	90 %	70	4 %	5	0 %	1,631	94 %
LABOR & ECONOMIC GROWTH	4,266	1,949	46 %	1,978	46 %	57	1 %	3,839	90 %	167	4 %	20	0 %	4,048	95 %
MANAGEMENT & BUDGET	969	295	30 %	604	62 %	10	1 %	892	92 %	17	2 %	1	0 %	914	94 %
MILITARY AFFAIRS	917	401	44 %	459	50 %	10	1 %	872	95 %	4	0 %	2	0 %	882	96 %
NATURAL RESOURCES	1,643	1,108	67 %	398	24 %	24	1 %	1,514	92 %	8	0 %	11	1 %	1,545	94 %
STATE	1,416	672	47 %	656	46 %	19	1 %	1,324	94 %	32	2 %	6	0 %	1,365	96 %
STATE POLICE	2,558	1,913	75 %	525	21 %	14	1 %	2,446	96 %	22	1 %	3	0 %	2,475	97 %
STRATEGIC FUND	195	90	46 %	83	43 %	7	4 %	175	90 %	6	3 %	2	1 %	184	94 %
TRANSPORTATION	2,897	1,551	54 %	1,155	40 %	38	1 %	2,718	94 %	35	1 %	7	0 %	2,769	96 %
TREASURY	1,535	545	36 %	872	57 %	20	1 %	1,395	91 %	52	3 %	5	0 %	1,457	95 %
<b>STATEWIDE TOTALS:</b>	<b>51,700</b>	<b>27,687</b>	<b>54 %</b>	<b>20,496</b>	<b>40 %</b>	<b>469</b>	<b>1 %</b>	<b>47,696</b>	<b>92 %</b>	<b>1,241</b>	<b>2 %</b>	<b>142</b>	<b>0 %</b>	<b>49,191</b>	<b>95 %</b>

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

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING 09/19/2009**

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	483	415	86 %	0	0 %	456	94 %	27	6 %	0	0 %
ATTORNEY GENERAL	471	372	79 %	0	0 %	448	95 %	21	4 %	0	0 %
AUDITOR GENERAL	132	116	88 %	0	0 %	117	89 %	15	11 %	0	0 %
CIVIL RIGHTS	94	88	94 %	0	0 %	85	90 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	513	491	96 %	4	1 %	496	97 %	17	3 %	6	1 %
COMMUNITY HEALTH	3,924	3,521	90 %	0	0 %	3,711	95 %	209	5 %	0	0 %
CORRECTIONS	15,474	14,521	94 %	0	0 %	14,951	97 %	462	3 %	0	0 %
EDUCATION	408	296	73 %	0	0 %	379	93 %	28	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,324	1,165	88 %	0	0 %	1,233	93 %	89	7 %	0	0 %
EXECUTIVE OFFICE	41	14	34 %	0	0 %	36	88 %	5	12 %	0	0 %
HISTORY ARTS AND LIBRARIES	179	141	79 %	0	0 %	162	91 %	17	9 %	0	0 %
HUMAN SERVICES	10,526	9,351	89 %	0	0 %	9,972	95 %	547	5 %	0	0 %
INFORMATION TECHNOLOGY	1,735	1,411	81 %	38	2 %	1,647	95 %	83	5 %	35	2 %
LABOR & ECONOMIC GROWTH	4,266	3,531	83 %	1	0 %	4,001	94 %	260	6 %	3	0 %
MANAGEMENT & BUDGET	969	880	91 %	1	0 %	915	94 %	52	5 %	1	0 %
MILITARY AFFAIRS	917	783	85 %	0	0 %	875	95 %	32	3 %	0	0 %
NATURAL RESOURCES	1,643	1,414	86 %	0	0 %	1,560	95 %	80	5 %	0	0 %
STATE	1,416	1,279	90 %	0	0 %	1,345	95 %	70	5 %	0	0 %
STATE POLICE	2,558	2,422	95 %	1,549	61 %	2,399	94 %	101	4 %	1,536	60 %
STRATEGIC FUND	195	163	84 %	0	0 %	181	93 %	14	7 %	0	0 %
TRANSPORTATION	2,897	2,547	88 %	0	0 %	2,741	95 %	149	5 %	0	0 %
TREASURY	1,535	1,318	86 %	0	0 %	1,443	94 %	90	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>51,700</b>	<b>46,239</b>	<b>89 %</b>	<b>1,593</b>	<b>3 %</b>	<b>49,153</b>	<b>95 %</b>	<b>2,377</b>	<b>5 %</b>	<b>1,581</b>	<b>3 %</b>

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

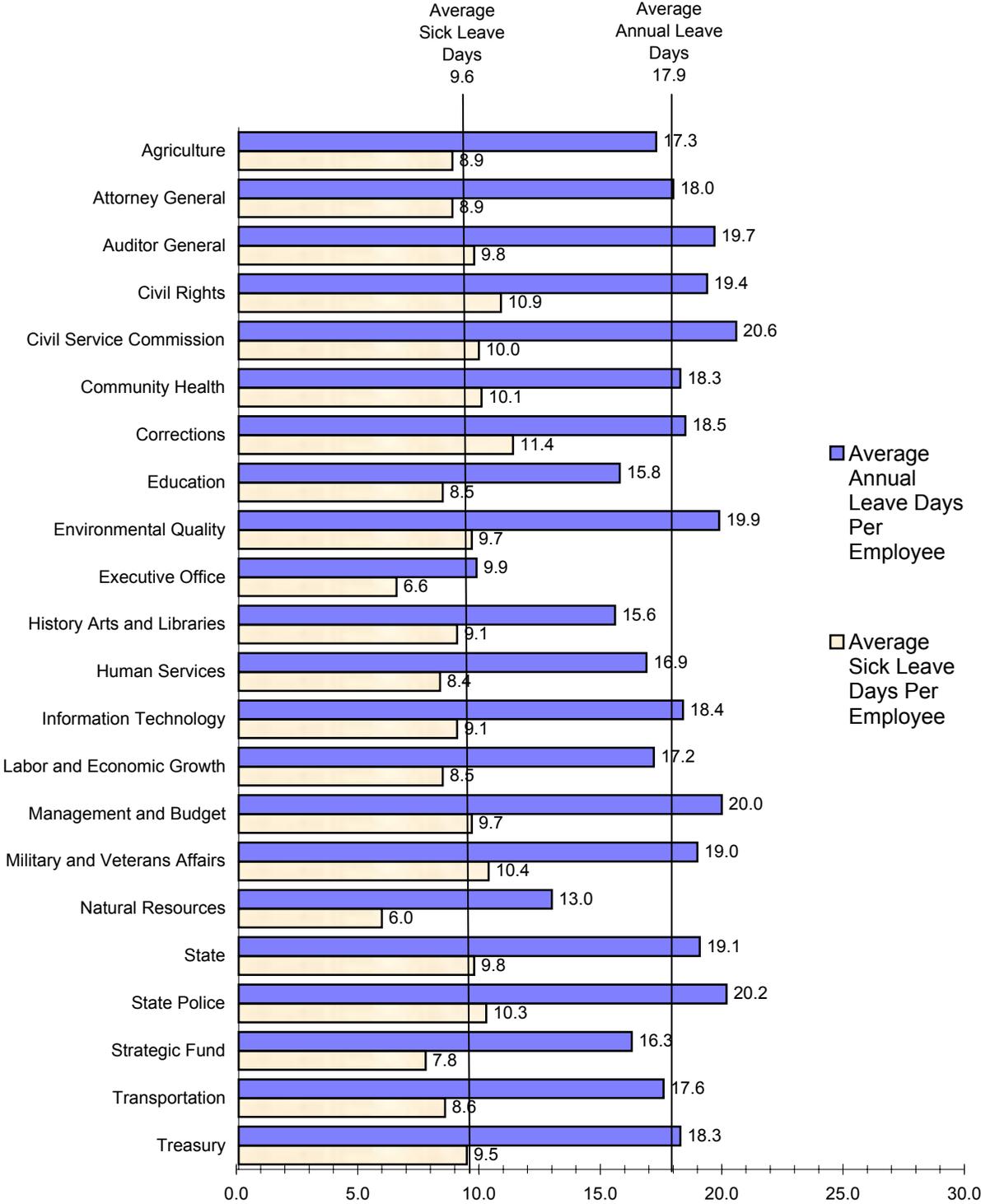
**STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2004-05 through 2008-09**

	2004-05	2005-06	2006-07	2007-08	2008-09
<b>VACATION</b>	9.9 %	8.9 %	8.2 %	7.8 %	7.5 %
<b>HOLIDAY</b>	4.6	4.6	5.0	4.6	4.6
<b>SICK LEAVE</b>	4.1	4.0	4.2	4.0	3.8
<b>TOTAL</b>	18.6 %	17.4 %	17.4 %	16.5 %	15.9 %

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 (11/24/09)

**ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT**  
**Fiscal Year 2008-09**



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.

Source: HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
Fiscal Year 2008-09**

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	8.9	17.3	26.2
Attorney General	8.9	18.0	26.9
Auditor General	9.8	19.7	29.5
Civil Rights	10.9	19.4	30.3
Civil Service Commission	10.0	20.6	30.6
Community Health	10.1	18.3	28.4
Corrections	11.4	18.5	29.9
Education	8.5	15.8	24.3
Environmental Quality	9.7	19.9	29.6
Executive Office	6.6	9.9	16.5
History Arts and Libraries	9.1	15.6	24.7
Human Services	8.4	16.9	25.3
Information Technology	9.1	18.4	27.5
Labor and Economic Growth	8.5	17.2	25.7
Management and Budget	9.7	20.0	29.7
Military and Veterans Affairs	10.4	19.0	29.4
Natural Resources	6.0	13.0	19.0
State	9.8	19.1	28.9
State Police	10.3	20.2	30.5
Strategic Fund	7.8	16.3	24.1
Transportation	8.6	17.6	26.2
Treasury	9.5	18.3	27.8
<b>STATEWIDE AVERAGE</b>	<b>9.6</b>	<b>17.9</b>	<b>27.5</b>

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

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

**Fiscal Years 2004-05 through 2008-09**

<b>DEPARTMENT</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>
Agriculture	8.2	8.3	9.7	9.5	8.9
Attorney General	8.2	9.3	9.8	8.7	8.9
Auditor General	9.3	8.8	9.3	10.2	9.8
Civil Rights	9.5	10.7	11.2	10.5	10.9
Civil Service Commission	10.6	11.9	11.6	10.7	10.0
Community Health	10.2	10.4	11.4	10.8	10.1
Corrections	11.7	11.5	11.9	10.9	11.4
Education	8.3	8.9	8.9	9.4	8.5
Environmental Quality	8.9	9.6	10.3	10.6	9.7
Executive Office	4.7	4.7	5.8	4.0	6.6
History Arts and Libraries	10.2	9.5	9.6	9.4	9.1
Human Services	7.6	10.3	10.9	9.9	8.4
Information Technology	10.0	9.5	10.1	10.1	9.1
Labor and Economic Growth	9.4	9.9	10.8	10.6	8.5
Management and Budget	9.4	9.3	10.2	9.9	9.7
Military and Veterans Affairs	11.4	10.4	10.5	10.5	10.4
Natural Resources	5.2	5.8	6.2	5.8	6.0
State	9.9	9.9	10.5	10.7	9.8
State Police	9.4	9.7	10.7	10.4	10.3
Strategic Fund	--	--	9.5	9.5	7.8
Transportation	8.6	9.0	9.8	9.5	8.6
Treasury	9.7	9.7	10.2	10.4	9.5
<b>STATEWIDE AVERAGE</b>	<b>10.1</b>	<b>10.2</b>	<b>10.8</b>	<b>10.2</b>	<b>9.6</b>

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

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

## SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/4/2008 Through Pay Period Ending: 09/19/2009

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	535	38,150.5	71.3	8.9
ATTORNEY GENERAL	517	36,752.9	71.1	8.9
AUDITOR GENERAL	142	11,082.9	78.0	9.8
CIVIL RIGHTS	117	10,214.1	87.3	10.9
CIVIL SERVICE COMMISSION	541	43,313.5	80.1	10.0
COMMUNITY HEALTH	4,560	369,911.4	81.1	10.1
CORRECTIONS	16,611	1,511,567.8	91.0	11.4
EDUCATION	449	30,635.7	68.2	8.5
ENVIRONMENTAL QUALITY	1,385	106,976.9	77.2	9.7
EXECUTIVE OFFICE	50	2,646.6	52.9	6.6
HISTORY ARTS AND LIBRARIES	221	16,081.1	72.8	9.1
HUMAN SERVICES	11,368	763,897.7	67.2	8.4
INFORMATION TECHNOLOGY	1,826	132,702.7	72.7	9.1
LABOR & ECONOMIC GROWTH	4,577	309,700.0	67.7	8.5
MANAGEMENT & BUDGET	1,021	79,057.1	77.4	9.7
MILITARY AFFAIRS	1,019	84,981.1	83.4	10.4
NATURAL RESOURCES	2,284	109,805.8	48.1	6.0
STATE	1,601	125,659.9	78.5	9.8
STATE POLICE	2,736	224,545.8	82.1	10.3
STRATEGIC FUND	221	13,753.7	62.2	7.8
TRANSPORTATION	3,306	227,658.5	68.9	8.6
TREASURY	1,652	125,229.8	75.8	9.5
<b>STATEWIDE</b>	<b>56,739</b>	<b>4,374,325.5</b>	<b>77.1</b>	<b>9.6</b>

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

## ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/4/2008 Through Pay Period Ending: 09/19/2009

### 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	74,202.9	138.7	17.3	535	1,770.5	3.3	0.4
ATTORNEY GENERAL	517	74,448.4	144.0	18.0	517	1,284.5	2.5	0.3
AUDITOR GENERAL	142	22,328.7	157.2	19.7	142	596.1	4.2	0.5
CIVIL RIGHTS	117	18,166.7	155.3	19.4	117	137.8	1.2	0.1
CIVIL SERVICE COMMISSION	541	89,180.5	164.8	20.6	541	1,287.2	2.4	0.3
COMMUNITY HEALTH	4,560	669,335.1	146.8	18.3	4,560	13,490.0	3.0	0.4
CORRECTIONS	16,611	2,462,449.4	148.2	18.5	16,611	47,877.8	2.9	0.4
EDUCATION	449	56,912.3	126.8	15.8	449	1,209.6	2.7	0.3
ENVIRONMENTAL QUALITY	1,385	221,026.2	159.6	19.9	1,385	5,492.3	4.0	0.5
EXECUTIVE OFFICE	50	3,941.3	78.8	9.9	50	40.0	0.8	0.1
HISTORY ARTS AND LIBRARIES	221	27,630.4	125.0	15.6	221	584.8	2.6	0.3
HUMAN SERVICES	11,368	1,536,319.6	135.1	16.9	11,368	24,654.0	2.2	0.3
INFORMATION TECHNOLOGY	1,826	268,689.6	147.1	18.4	1,826	3,294.5	1.8	0.2
LABOR & ECONOMIC GROWTH	4,577	628,118.6	137.2	17.2	4,577	8,947.3	2.0	0.2
MANAGEMENT & BUDGET	1,021	163,585.7	160.2	20.0	1,021	2,490.8	2.4	0.3
MILITARY AFFAIRS	1,019	154,945.3	152.1	19.0	1,019	3,260.5	3.2	0.4
NATURAL RESOURCES	2,284	238,429.7	104.4	13.0	2,284	4,167.7	1.8	0.2
STATE	1,601	244,329.3	152.6	19.1	1,601	3,057.4	1.9	0.2
STATE POLICE	2,736	441,559.8	161.4	20.2	2,736	10,999.2	4.0	0.5
STRATEGIC FUND	221	28,801.0	130.3	16.3	221	294.6	1.3	0.2
TRANSPORTATION	3,306	464,961.1	140.6	17.6	3,306	8,349.2	2.5	0.3
TREASURY	1,652	241,992.8	146.5	18.3	1,652	2,441.9	1.5	0.2
<b>STATEWIDE</b>	<b>56,739</b>	<b>8,131,354.4</b>	<b>143.3</b>	<b>17.9</b>	<b>56,739</b>	<b>145,727.7</b>	<b>2.6</b>	<b>0.3</b>

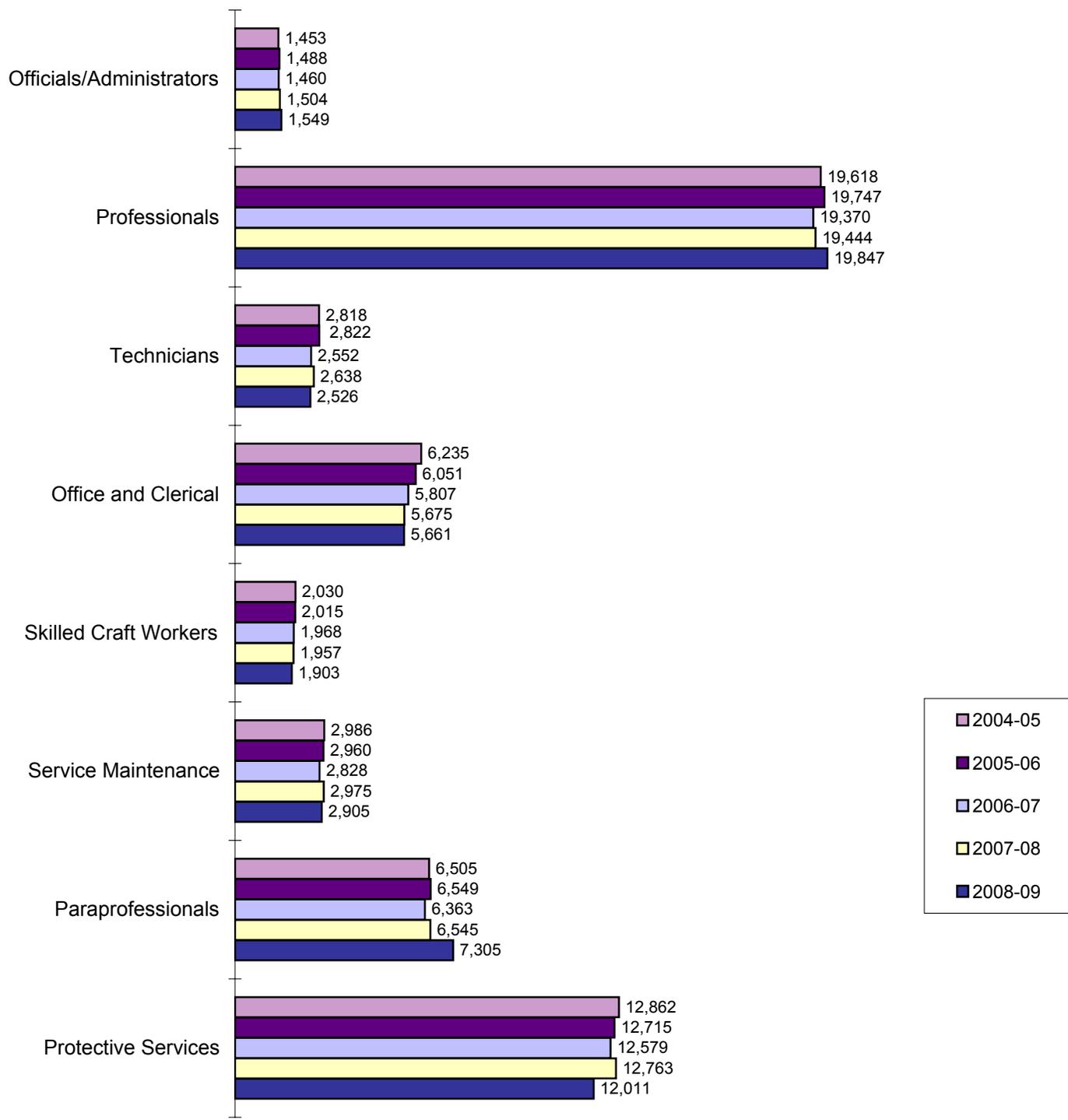
Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included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

**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: September 19, 2009**

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	1	19	18	46	40	52	99	95	98	41	9	4	522
ATTORNEY GENERAL	0	4	25	41	49	59	62	83	85	50	13	0	471
AUDITOR GENERAL	0	6	16	17	21	21	24	17	11	3	0	0	136
CIVIL RIGHTS	0	0	0	8	13	10	9	14	26	12	2	0	94
CIVIL SERVICE COMMISSION	0	7	11	39	47	52	94	132	90	43	8	1	524
COMMUNITY HEALTH	8	81	169	227	306	389	567	944	828	363	81	11	3,974
CORRECTIONS	2	191	730	1,325	2,373	2,715	2,990	2,680	1,724	593	82	17	15,422
EDUCATION	0	5	21	40	29	29	41	100	88	53	6	0	412
ENVIRONMENTAL QUALITY	1	19	43	130	126	131	224	289	266	99	17	4	1,349
EXECUTIVE OFFICE	2	9	9	5	3	0	6	5	2	2	1	1	45
HISTORY ARTS AND LIBRARIES	7	20	7	11	15	42	21	33	45	24	4	1	230
HUMAN SERVICES	2	184	821	1,113	1,239	1,108	1,220	1,992	1,942	762	116	26	10,525
INFORMATION TECHNOLOGY	7	46	70	128	193	223	319	368	291	126	22	2	1,795
LABOR & ECONOMIC GROWTH	16	145	299	390	421	452	575	815	772	400	67	33	4,385
MANAGEMENT & BUDGET	3	26	53	65	95	104	139	216	222	63	14	1	1,001
MILITARY AFFAIRS	9	26	49	66	88	107	178	188	178	59	8	7	963
NATURAL RESOURCES	157	409	197	237	264	219	303	383	342	169	75	58	2,813
STATE	3	41	67	97	138	162	270	329	320	116	14	2	1,559
STATE POLICE	0	20	90	294	517	504	475	369	213	66	7	2	2,557
STRATEGIC FUND	4	16	8	18	19	23	34	58	39	24	12	6	261
TRANSPORTATION	12	179	206	310	333	412	481	539	433	158	29	10	3,102
TREASURY	6	39	95	137	172	173	256	309	252	106	16	6	1,567
<b>Statewide Total:</b>	<b>240</b>	<b>1,492</b>	<b>3,004</b>	<b>4,744</b>	<b>6,501</b>	<b>6,987</b>	<b>8,387</b>	<b>9,958</b>	<b>8,267</b>	<b>3,332</b>	<b>603</b>	<b>192</b>	<b>53,707</b>
<b>Average Age:</b>	<b>19.1</b>	<b>22.8</b>	<b>27.7</b>	<b>32.6</b>	<b>37.6</b>	<b>42.5</b>	<b>47.5</b>	<b>52.6</b>	<b>57.3</b>	<b>61.9</b>	<b>66.9</b>	<b>73.7</b>	<b>46.1</b>

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

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2004-05 through 2008-09



2007-08 Grand Total: 53,707

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

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



**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: September 19, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	22	26
ALGER	341	7	348
ALLEGAN	209	62	271
ALPENA	121	24	145
ANTRIM	25	3	28
ARENAC	319	11	330
BARAGA	444	22	466
BARRY	91	25	116
BAY	272	43	315
BENZIE	21	4	25
BERRIEN	355	61	416
BRANCH	650	14	664
CALHOUN	337	30	367
CASS	85	8	93
CHARLEVOIX	21	63	84
CHEBOYGAN	79	78	157
CHIPPEWA	1,205	87	1,292
CLARE	54	26	80
CLINTON	135	35	170
CRAWFORD	262	123	385
DELTA	191	35	226
DICKINSON	51	13	64
EATON	3,029	355	3,384
EMMET	79	45	124
GENESEE	826	154	980
GLADWIN	44	10	54
GOGEBIC	309	16	325
GRAND TRAVERSE	559	54	613
GRATIOT	877	25	902
HILLSDALE	63	6	69
HOUGHTON	70	37	107
HURON	33	43	76
INGHAM	9,952	1,040	10,992
IONIA	1,755	53	1,808
IOSCO	59	42	101
IRON	65	13	78
ISABELLA	156	14	170
JACKSON	2,376	55	2,431
KALAMAZOO	1,070	130	1,200
KALKASKA	61	5	66
KENT	1,596	208	1,804
KEWEENAW	1	21	22
LAKE	51	8	59
LAPEER	428	36	464
LEELANAU	3	6	9

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: September 19, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	717	36	753
LIVINGSTON	498	89	587
LUCE	379	24	403
MACKINAC	120	102	222
MACOMB	1,238	186	1,424
MANISTEE	376	31	407
MARQUETTE	876	71	947
MASON	38	26	64
MECOSTA	73	12	85
MENOMINEE	39	22	61
MIDLAND	81	6	87
MISSAUKEE	54	2	56
MONROE	166	49	215
MONTCALM	628	19	647
MONTMORENCY	56	18	74
MUSKEGON	1,099	96	1,195
NEWAYGO	74	8	82
OAKLAND	1,163	221	1,384
OCEANA	55	51	106
OGEMAW	58	17	75
ONTONAGON	25	13	38
OSCEOLA	50	1	51
OSCODA	32	4	36
OTSEGO	251	38	289
OTTAWA	180	74	254
OUT OF STATE	48	6	54
PRESQUE ISLE	14	32	46
ROSCOMMON	128	45	173
SAGINAW	1,047	95	1,142
SANILAC	52	12	64
SCHOOLCRAFT	39	22	61
SHIAWASSEE	84	8	92
ST CLAIR	244	85	329
ST JOSEPH	90	10	100
TUSCOLA	533	22	555
VAN BUREN	196	38	234
WASHTENAW	1,582	86	1,668
WAYNE	6,346	474	6,820
WEXFORD	150	30	180
WORK AT HOME - MI	843	47	890
<b>Grand Total:</b>	<b>48,456</b>	<b>5,400</b>	<b>53,856</b>

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.

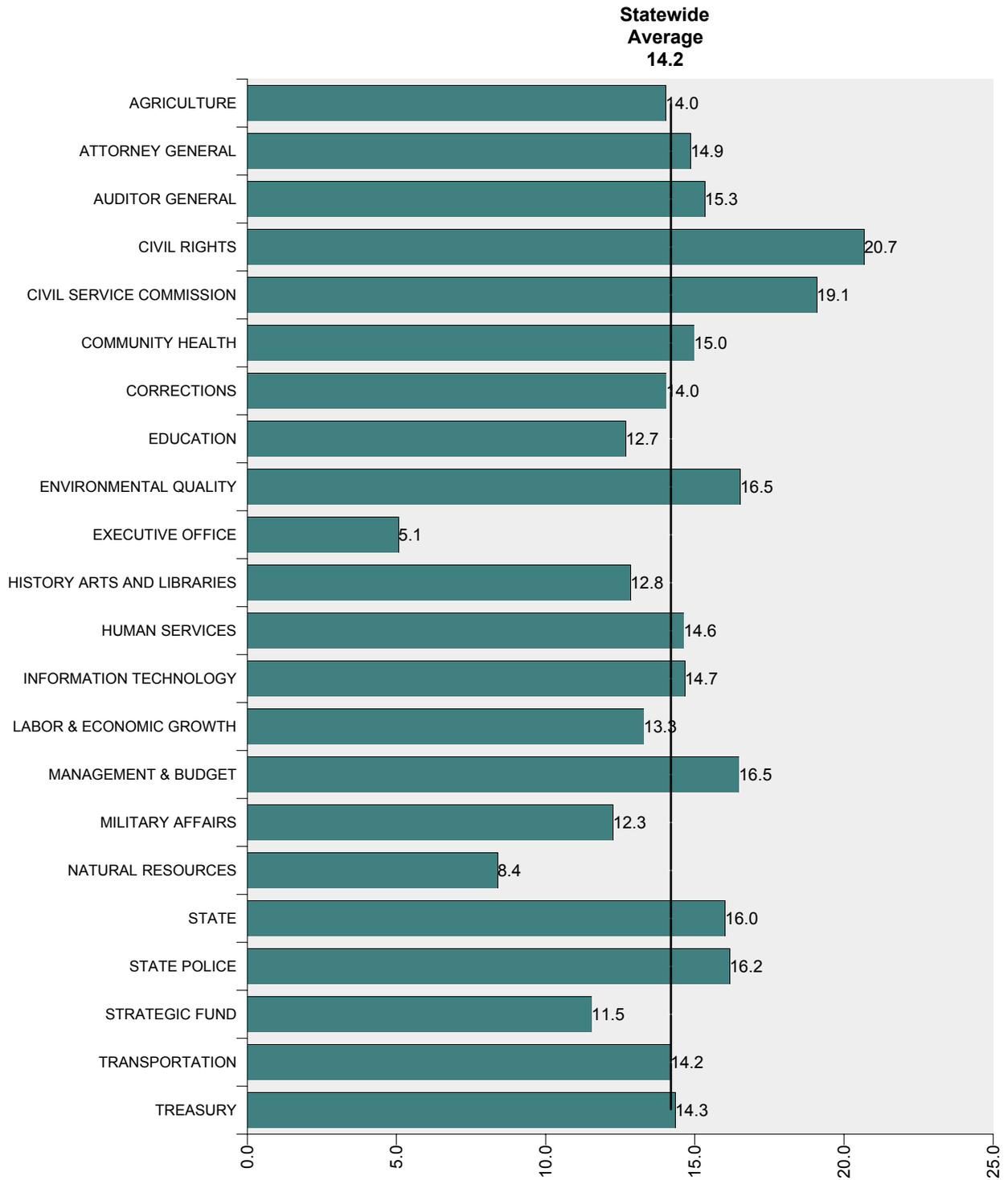
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

# AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period End Date: 09/19/2009



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.

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
00 - 05 YEARS	48	60	0	2	1	1	1	0	0	1	0	0	50	64	0	0
06 - 10 YEARS	55	58	2	5	1	0	1	1	0	1	0	0	59	65	0	0
11 - 15 YEARS	31	24	2	2	0	1	0	1	0	1	0	0	33	29	0	2
16 - 20 YEARS	44	38	0	2	0	0	1	2	1	2	0	0	46	44	1	0
21 - 25 YEARS	25	27	1	3	0	0	0	0	0	0	0	0	26	30	1	2
26 - 30 YEARS	6	16	1	4	0	0	1	0	1	0	0	0	9	20	0	2
31 - 35 YEARS	18	13	1	0	0	0	1	0	0	0	0	0	20	13	1	3
36 - 40 YEARS	10	2	0	1	0	0	0	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>237</b>	<b>239</b>	<b>7</b>	<b>19</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>253</b>	<b>269</b>	<b>3</b>	<b>9</b>
MORE THAN 10 YEARS:	134	121	5	12	0	1	3	3	2	3	0	0	144	140	3	9
AVERAGE YEARS	14.4	13.3	18.4	17.8	5.5	7.0	16.8	13.8	23.5	13.0	0.0	0.0	14.5	13.5	25.3	25.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.0</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	51	54	8	6	0	0	0	2	0	0	5	1	64	63	1	0
06 - 10 YEARS	27	41	4	8	0	0	0	2	0	2	0	0	31	53	0	0
11 - 15 YEARS	23	33	2	7	0	0	1	0	0	0	0	0	26	40	0	0
16 - 20 YEARS	14	19	0	1	0	0	0	2	0	0	0	0	14	22	0	1
21 - 25 YEARS	26	26	2	6	0	0	0	1	1	0	0	0	29	33	1	1
26 - 30 YEARS	15	15	1	2	0	1	1	1	0	0	0	0	17	19	0	1
31 - 35 YEARS	29	14	1	2	0	0	1	0	0	0	0	0	31	16	2	0
36 - 40 YEARS	11	1	0	0	0	0	0	0	0	0	0	0	11	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>197</b>	<b>203</b>	<b>18</b>	<b>32</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>224</b>	<b>247</b>	<b>5</b>	<b>3</b>
MORE THAN 10 YEARS:	119	108	6	18	0	1	3	4	1	0	0	0	129	131	4	3
AVERAGE YEARS	16.8	13.6	11.1	14.1	0.0	30.0	25.0	14.4	21.0	10.5	3.2	3.0	16.1	13.7	25.8	24.0

**DEPARTMENT AVERAGE YEARS 14.9**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	17	0	0	0	0	0	0	0	0	0	0	0	5	17	0	0
06 - 10 YEARS	10	12	0	1	0	0	0	0	0	1	0	0	0	10	14	0	0
11 - 15 YEARS	12	18	1	2	0	0	0	0	0	0	0	0	0	13	20	0	0
16 - 20 YEARS	4	11	0	1	0	0	0	0	0	0	0	0	0	4	12	0	0
21 - 25 YEARS	8	9	2	0	0	0	0	0	0	0	0	0	0	10	9	0	2
26 - 30 YEARS	6	5	0	0	0	0	0	0	0	0	0	0	0	6	5	0	1
31 - 35 YEARS	8	0	1	0	0	0	0	0	0	0	0	0	0	9	0	1	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>55</b>	<b>72</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>59</b>	<b>77</b>	<b>1</b>	<b>3</b>	
MORE THAN 10 YEARS:	40	43	4	3	0	0	0	0	0	0	0	0	0	44	46	1	3
AVERAGE YEARS	18.7	12.6	21.8	12.5	0.0	0.0	0.0	0.0	0.0	9.0	0.0	0.0	18.9	12.6	35.0	24.3	

**DEPARTMENT AVERAGE YEARS 15.3**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	2	0	1	0	0	0	0	0	0	0	0	0	3	0	0
06 - 10 YEARS	6	4	4	8	0	0	0	1	0	0	0	0	10	13	0	0
11 - 15 YEARS	1	2	3	7	0	0	0	0	0	1	0	0	4	10	0	0
16 - 20 YEARS	2	3	0	5	0	0	2	1	0	0	0	0	4	9	0	0
21 - 25 YEARS	1	2	2	2	0	0	0	0	0	0	0	0	3	4	0	0
26 - 30 YEARS	1	2	0	4	0	0	1	0	0	0	0	0	2	6	0	1
31 - 35 YEARS	3	3	0	5	0	0	1	1	0	0	0	0	4	9	0	0
36 - 40 YEARS	0	5	2	3	0	0	0	0	1	0	0	0	3	8	0	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>14</b>	<b>24</b>	<b>11</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>64</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	8	18	7	27	0	0	4	2	1	1	0	0	20	48	0	1
AVERAGE YEARS	17.9	23.5	17.6	20.2	0.0	0.0	26.0	19.3	37.0	12.0	0.0	0.0	19.5	21.2	0.0	30.0

**DEPARTMENT AVERAGE YEARS 20.7**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	9	37	3	7	1	0	0	0	1	0	0	1	14	45	0	0
06 - 10 YEARS	9	65	1	10	0	1	0	1	0	1	0	0	10	78	0	0
11 - 15 YEARS	9	47	1	3	0	0	1	0	0	3	0	0	11	53	0	1
16 - 20 YEARS	5	36	0	8	0	1	1	2	0	3	0	0	6	50	0	0
21 - 25 YEARS	8	53	2	21	0	3	1	9	0	1	0	0	11	87	0	5
26 - 30 YEARS	7	30	4	8	0	0	0	2	0	0	0	0	11	40	2	0
31 - 35 YEARS	10	54	3	10	1	2	0	1	0	0	0	0	14	67	3	5
36 - 40 YEARS	5	16	1	3	0	0	1	0	0	0	0	0	7	19	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>63</b>	<b>338</b>	<b>15</b>	<b>70</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>15</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>85</b>	<b>439</b>	<b>5</b>	<b>11</b>
MORE THAN 10 YEARS:	45	236	11	53	1	6	4	14	0	7	0	0	61	316	5	11
AVERAGE YEARS	19.5	18.5	21.2	20.4	17.0	23.1	24.5	23.0	0.0	15.3	0.0	0.0	19.8	19.0	31.0	25.8

**DEPARTMENT AVERAGE YEARS 19.1**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	201	531	53	122	1	8	12	30	17	18	1	11	285	720	1	3
06 - 10 YEARS	192	360	49	117	1	2	7	9	15	16	0	0	264	504	3	2
11 - 15 YEARS	138	231	27	59	3	5	7	4	5	14	0	0	180	313	2	2
16 - 20 YEARS	61	178	22	56	0	1	4	6	6	14	0	0	93	255	3	15
21 - 25 YEARS	111	177	31	78	1	4	7	14	9	18	0	0	159	291	16	12
26 - 30 YEARS	93	172	46	80	2	2	4	5	3	5	0	0	148	264	11	22
31 - 35 YEARS	134	188	37	37	1	5	4	7	6	4	0	0	182	241	7	13
36 - 40 YEARS	25	37	3	3	0	0	1	0	0	0	0	0	29	40	3	2
MORE THAN 40 YEARS	1	4	0	0	0	0	0	1	0	0	0	0	1	5	0	1
<b>DEPARTMENT TOTAL</b>	<b>956</b>	<b>1,878</b>	<b>268</b>	<b>552</b>	<b>9</b>	<b>27</b>	<b>46</b>	<b>76</b>	<b>61</b>	<b>89</b>	<b>1</b>	<b>11</b>	<b>1,341</b>	<b>2,633</b>	<b>46</b>	<b>72</b>
MORE THAN 10 YEARS:	563	987	166	313	7	17	27	37	29	55	0	0	792	1,409	42	67
AVERAGE YEARS	16.1	14.3	17.1	15.1	19.0	15.6	14.7	13.7	13.2	14.5	1.0	0.9	16.2	14.4	24.8	24.5
<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 19, 2009

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	1,054	791	210	294	38	11	52	30	8	11	27	14	1,389	1,151	4	3	
06 - 10 YEARS	1,808	759	212	276	34	10	38	28	11	3	0	0	2,103	1,076	4	2	
11 - 15 YEARS	1,952	762	228	276	60	20	66	28	8	3	0	0	2,314	1,089	9	8	
16 - 20 YEARS	1,466	452	132	121	34	13	28	14	7	3	0	0	1,667	603	45	19	
21 - 25 YEARS	1,997	507	281	257	62	10	41	12	5	1	0	0	2,386	787	128	37	
26 - 30 YEARS	214	128	46	50	7	2	3	4	0	0	0	0	270	184	19	12	
31 - 35 YEARS	175	116	25	33	3	1	2	2	0	0	0	0	205	152	18	6	
36 - 40 YEARS	24	11	4	2	0	0	1	0	0	0	0	0	29	13	4	0	
MORE THAN 40 YEARS	2	1	0	1	0	0	0	0	0	0	0	0	2	2	0	0	
<b>DEPARTMENT TOTAL</b>	<b>8,692</b>	<b>3,527</b>	<b>1,138</b>	<b>1,310</b>	<b>238</b>	<b>67</b>	<b>231</b>	<b>118</b>	<b>39</b>	<b>21</b>	<b>27</b>	<b>14</b>	<b>10,365</b>	<b>5,057</b>	<b>231</b>	<b>87</b>	
MORE THAN 10 YEARS:	5,830	1,977	716	740	166	46	141	60	20	7	0	0	6,873	2,830	223	82	
AVERAGE YEARS	14.8	12.9	14.3	13.1	14.5	13.7	12.7	11.7	11.6	8.5	1.7	1.7	14.6	12.9	22.5	21.5	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.0</b>																

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	52	86	3	10	0	0	0	2	1	2	0	1	56	101	0	1
06 - 10 YEARS	22	56	3	3	0	0	0	1	0	0	0	0	25	60	0	0
11 - 15 YEARS	3	28	1	1	0	0	0	0	0	0	0	0	4	29	0	0
16 - 20 YEARS	3	19	0	0	0	0	0	0	0	0	0	0	3	19	0	1
21 - 25 YEARS	2	26	1	4	0	0	1	2	0	1	0	0	4	33	0	2
26 - 30 YEARS	1	17	1	0	0	1	1	1	0	0	0	0	3	19	0	1
31 - 35 YEARS	12	32	0	3	0	0	0	0	0	0	0	0	12	35	1	3
36 - 40 YEARS	0	9	0	0	0	0	0	0	0	0	0	0	0	9	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>273</b>	<b>9</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>107</b>	<b>305</b>	<b>1</b>	<b>9</b>
MORE THAN 10 YEARS:	21	131	3	8	0	1	2	3	0	1	0	0	26	144	1	8
AVERAGE YEARS	9.2	13.9	10.7	11.8	0.0	29.0	25.0	14.8	0.0	8.0	0.0	5.0	9.6	13.8	31.0	25.4
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.7</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	89	104	5	1	0	0	1	2	0	3	2	2	97	112	0	0
06 - 10 YEARS	119	113	5	0	0	1	1	2	2	1	0	0	127	117	0	0
11 - 15 YEARS	71	66	2	5	0	0	1	0	3	6	0	0	77	77	0	0
16 - 20 YEARS	158	98	3	7	0	0	4	4	8	3	0	0	173	112	4	5
21 - 25 YEARS	88	88	7	13	1	2	2	1	4	2	0	0	102	106	1	2
26 - 30 YEARS	57	43	4	5	0	0	0	1	3	0	0	0	64	49	5	4
31 - 35 YEARS	66	33	0	3	1	0	1	0	0	1	0	0	68	37	4	2
36 - 40 YEARS	20	8	0	1	0	0	1	0	0	0	0	0	21	9	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>669</b>	<b>553</b>	<b>26</b>	<b>35</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>10</b>	<b>20</b>	<b>16</b>	<b>2</b>	<b>2</b>	<b>730</b>	<b>619</b>	<b>14</b>	<b>13</b>
MORE THAN 10 YEARS:	461	336	16	34	2	2	9	6	18	12	0	0	506	390	14	13
AVERAGE YEARS	17.4	15.2	15.8	22.0	27.5	17.7	19.5	14.7	18.5	13.7	1.0	0.5	17.4	15.5	26.9	24.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.5</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	12	0	4	0	0	0	1	0	1	0	2	12	20	0	0
06 - 10 YEARS	4	2	0	2	0	0	0	1	0	0	0	0	4	5	0	0
11 - 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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	1	0	0	0	0	0	0	0	0	0	0	0	1	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>DEPARTMENT TOTAL</b>	<b>16</b>	<b>18</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>16</b>	<b>29</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1
AVERAGE YEARS	3.1	7.8	0.0	4.2	0.0	0.0	0.0	4.5	0.0	1.0	0.0	2.0	3.1	6.2	0.0	41.0

**DEPARTMENT AVERAGE YEARS 5.1**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	33	36	0	2	0	0	0	2	0	0	1	1	34	41	0	0
06 - 10 YEARS	18	22	1	0	2	0	0	0	0	0	0	0	21	22	1	0
11 - 15 YEARS	14	18	1	0	0	0	0	0	0	1	0	0	15	19	1	1
16 - 20 YEARS	6	4	1	0	0	0	0	0	0	0	0	0	7	4	0	0
21 - 25 YEARS	7	16	0	0	1	0	0	1	0	0	0	0	8	17	3	1
26 - 30 YEARS	4	4	1	3	0	0	0	1	0	0	0	0	5	8	2	0
31 - 35 YEARS	8	11	0	0	0	0	1	0	0	0	0	0	9	11	0	1
36 - 40 YEARS	4	4	0	0	1	0	0	0	0	0	0	0	5	4	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>94</b>	<b>115</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>104</b>	<b>126</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	43	57	3	3	2	0	1	2	0	1	0	0	49	63	7	3
AVERAGE YEARS	12.2	12.9	15.0	17.0	20.0	0.0	35.0	12.8	0.0	13.0	0.0	0.0	12.7	13.0	22.8	21.0

**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 19, 2009

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	313	1,462	118	802	2	8	20	84	5	13	1	11	459	2,380	0	4
06 - 10 YEARS	212	958	67	577	2	4	19	64	3	8	0	0	303	1,611	1	5
11 - 15 YEARS	219	626	85	432	0	10	12	55	5	9	0	1	321	1,133	1	17
16 - 20 YEARS	131	485	54	259	2	10	11	52	2	13	0	0	200	819	18	40
21 - 25 YEARS	134	369	48	195	2	3	19	36	0	1	0	0	203	604	16	29
26 - 30 YEARS	152	551	45	316	2	9	4	24	5	6	0	1	208	907	16	63
31 - 35 YEARS	220	518	28	303	1	3	3	9	1	1	0	0	253	834	26	49
36 - 40 YEARS	62	106	12	82	0	0	1	2	1	0	0	0	76	190	7	10
MORE THAN 40 YEARS	8	8	1	5	1	0	1	0	0	0	0	0	11	13	1	1
<b>DEPARTMENT TOTAL</b>	<b>1,451</b>	<b>5,083</b>	<b>458</b>	<b>2,971</b>	<b>12</b>	<b>47</b>	<b>90</b>	<b>326</b>	<b>22</b>	<b>51</b>	<b>1</b>	<b>13</b>	<b>2,034</b>	<b>8,491</b>	<b>86</b>	<b>218</b>
MORE THAN 10 YEARS:	926	2,663	273	1,592	8	35	51	178	14	30	0	2	1,272	4,500	85	209
AVERAGE YEARS	17.1	14.2	14.3	14.4	19.4	16.5	14.2	12.8	16.4	13.4	3.0	4.3	16.3	14.2	27.2	25.2

**DEPARTMENT AVERAGE YEARS 14.6**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	221	101	15	11	0	0	2	4	36	34	18	10	292	160	1	1
06 - 10 YEARS	170	68	6	6	1	0	3	0	23	8	0	0	203	82	4	0
11 - 15 YEARS	216	79	9	10	1	0	8	2	13	5	0	0	247	96	1	1
16 - 20 YEARS	71	60	7	6	2	1	1	5	4	3	0	0	85	75	3	5
21 - 25 YEARS	77	86	20	21	0	1	3	2	9	5	0	0	109	115	11	5
26 - 30 YEARS	40	46	8	12	0	0	2	3	1	4	0	0	51	65	4	1
31 - 35 YEARS	69	71	5	8	0	0	1	4	1	0	0	0	76	83	4	3
36 - 40 YEARS	30	17	2	1	0	0	2	1	0	1	0	0	34	20	2	0
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>895</b>	<b>529</b>	<b>72</b>	<b>75</b>	<b>4</b>	<b>2</b>	<b>22</b>	<b>21</b>	<b>87</b>	<b>60</b>	<b>18</b>	<b>10</b>	<b>1,098</b>	<b>697</b>	<b>30</b>	<b>16</b>
MORE THAN 10 YEARS:	504	360	51	58	3	2	17	17	28	18	0	0	603	455	25	15
AVERAGE YEARS	13.8	17.2	17.3	19.1	14.3	19.0	17.1	20.3	8.6	8.8	1.2	1.2	13.5	16.6	22.9	22.5
<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 19, 2009

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	416	612	66	298	4	4	19	30	8	12	1	2	514	958	6	11
06 - 10 YEARS	176	337	46	207	1	5	12	18	3	10	1	1	239	578	5	4
11 - 15 YEARS	138	191	22	67	2	1	3	5	2	5	0	0	167	269	9	4
16 - 20 YEARS	104	160	16	58	0	1	3	11	1	5	0	0	124	235	17	22
21 - 25 YEARS	126	170	36	90	1	5	9	15	5	4	0	0	177	284	16	15
26 - 30 YEARS	67	142	24	62	1	3	6	6	0	2	0	0	98	215	14	19
31 - 35 YEARS	107	188	24	72	1	0	2	5	2	3	0	0	136	268	16	27
36 - 40 YEARS	32	50	4	20	0	0	0	2	0	0	0	0	36	72	7	9
MORE THAN 40 YEARS	7	3	2	2	0	0	0	1	0	0	0	0	9	6	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,173</b>	<b>1,853</b>	<b>240</b>	<b>876</b>	<b>10</b>	<b>19</b>	<b>54</b>	<b>93</b>	<b>21</b>	<b>41</b>	<b>2</b>	<b>3</b>	<b>1,500</b>	<b>2,885</b>	<b>90</b>	<b>111</b>
MORE THAN 10 YEARS:	581	904	128	371	5	10	23	45	10	19	0	0	747	1,349	79	96
AVERAGE YEARS	13.2	13.5	14.7	12.6	12.4	15.1	11.9	13.4	13.0	12.3	3.5	2.7	13.4	13.2	22.3	23.5

**DEPARTMENT AVERAGE YEARS 13.3**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	103	69	3	8	0	1	3	3	0	0	1	1	110	82	1	0
06 - 10 YEARS	98	76	3	4	0	1	3	1	1	1	0	1	105	84	0	0
11 - 15 YEARS	74	66	7	6	0	1	0	1	1	0	0	0	82	74	0	1
16 - 20 YEARS	54	30	7	6	0	0	4	2	3	0	0	0	68	38	2	0
21 - 25 YEARS	42	39	7	5	0	0	2	3	4	1	0	0	55	48	5	3
26 - 30 YEARS	36	29	7	4	0	0	3	0	0	1	0	0	46	34	4	3
31 - 35 YEARS	73	42	6	2	1	1	6	1	0	0	0	0	86	46	5	1
36 - 40 YEARS	22	11	0	1	1	0	5	2	0	0	0	0	28	14	2	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>503</b>	<b>362</b>	<b>40</b>	<b>36</b>	<b>2</b>	<b>4</b>	<b>26</b>	<b>13</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>581</b>	<b>420</b>	<b>19</b>	<b>8</b>
MORE THAN 10 YEARS:	302	217	34	24	2	2	20	9	8	2	0	0	366	254	18	8
AVERAGE YEARS	16.4	15.6	19.9	15.7	35.5	16.3	23.9	17.9	19.1	19.7	0.0	5.5	17.1	15.7	26.5	24.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.5</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	138	95	8	23	1	0	4	4	0	3	1	1	152	126	0	0
06 - 10 YEARS	67	82	9	43	1	0	2	2	1	4	1	0	81	131	0	1
11 - 15 YEARS	56	71	4	26	0	1	5	3	0	0	0	0	65	101	2	1
16 - 20 YEARS	44	49	2	7	0	0	3	1	0	0	0	0	49	57	2	0
21 - 25 YEARS	32	38	2	10	1	2	0	1	0	1	0	0	35	52	3	3
26 - 30 YEARS	22	29	2	4	1	0	1	2	0	0	0	0	26	35	3	2
31 - 35 YEARS	14	25	2	5	0	0	0	0	0	0	0	0	16	30	2	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>379</b>	<b>390</b>	<b>29</b>	<b>118</b>	<b>4</b>	<b>3</b>	<b>15</b>	<b>13</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>430</b>	<b>533</b>	<b>13</b>	<b>9</b>
MORE THAN 10 YEARS:	174	213	12	52	2	3	9	7	0	1	0	0	197	276	13	8
AVERAGE YEARS	11.4	13.4	11.8	11.6	15.5	20.3	11.2	12.5	9.0	8.1	4.5	0.0	11.4	12.9	24.5	24.4

**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 19, 2009

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	830	582	22	10	6	6	13	2	4	0	20	8	895	608	15	1	
06 - 10 YEARS	245	100	1	1	3	0	3	2	4	0	0	0	256	103	1	0	
11 - 15 YEARS	208	78	7	3	2	1	2	0	3	1	0	0	222	83	1	1	
16 - 20 YEARS	126	59	4	6	1	1	3	1	0	0	0	0	134	67	2	2	
21 - 25 YEARS	115	63	7	0	4	1	2	5	0	0	0	0	128	69	6	4	
26 - 30 YEARS	59	35	1	3	0	0	0	0	1	1	0	0	61	39	1	1	
31 - 35 YEARS	78	22	0	1	5	1	0	1	0	0	0	0	83	25	4	1	
36 - 40 YEARS	28	6	0	0	0	0	0	0	0	0	0	0	28	6	1	0	
MORE THAN 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1	0	
<b>DEPARTMENT TOTAL</b>	<b>1,695</b>	<b>945</b>	<b>42</b>	<b>24</b>	<b>21</b>	<b>10</b>	<b>23</b>	<b>11</b>	<b>12</b>	<b>2</b>	<b>20</b>	<b>8</b>	<b>1,813</b>	<b>1,000</b>	<b>32</b>	<b>10</b>	
MORE THAN 10 YEARS:	620	263	19	13	12	4	7	7	4	2	0	0	662	289	16	9	
AVERAGE YEARS	9.2	6.8	9.0	11.3	15.3	9.1	6.9	16.3	7.8	20.5	0.4	0.0	9.1	7.0	13.7	20.3	

**DEPARTMENT AVERAGE YEARS 8.4**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	39	166	7	56	0	0	0	6	0	3	4	5	50	236	0	1
06 - 10 YEARS	47	194	8	41	1	2	2	13	0	1	0	0	58	251	1	1
11 - 15 YEARS	24	126	4	37	0	6	1	3	1	3	0	0	30	175	0	3
16 - 20 YEARS	21	111	1	39	1	2	0	15	2	1	0	0	25	168	2	18
21 - 25 YEARS	27	115	10	61	1	2	2	3	1	4	0	0	41	185	3	20
26 - 30 YEARS	16	97	5	34	0	0	0	6	0	3	0	0	21	140	2	11
31 - 35 YEARS	41	68	3	14	0	1	2	7	0	0	0	0	46	90	3	3
36 - 40 YEARS	10	24	0	1	0	0	0	0	0	0	0	0	10	25	2	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>225</b>	<b>908</b>	<b>38</b>	<b>284</b>	<b>3</b>	<b>13</b>	<b>7</b>	<b>53</b>	<b>4</b>	<b>15</b>	<b>4</b>	<b>5</b>	<b>281</b>	<b>1,278</b>	<b>13</b>	<b>60</b>
MORE THAN 10 YEARS:	139	548	23	187	2	11	5	34	4	11	0	0	173	791	12	58
AVERAGE YEARS	17.5	15.8	16.2	15.8	17.3	15.9	19.4	17.0	18.0	16.4	0.8	1.0	17.1	15.8	26.5	22.7

**DEPARTMENT AVERAGE YEARS 16.0**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	128	111	2	6	0	1	6	4	1	1	0	2	137	125	0	0	
06 - 10 YEARS	298	117	6	7	2	1	4	3	0	0	0	0	310	128	0	0	
11 - 15 YEARS	524	129	37	8	12	0	14	0	6	1	0	0	593	138	2	0	
16 - 20 YEARS	239	78	24	9	7	0	9	1	1	1	0	0	280	89	1	3	
21 - 25 YEARS	236	114	49	15	7	0	18	3	1	1	0	0	311	133	5	4	
26 - 30 YEARS	73	25	10	5	0	1	3	3	0	1	0	0	86	35	1	2	
31 - 35 YEARS	80	49	9	7	1	1	1	2	0	0	0	0	91	59	0	1	
36 - 40 YEARS	23	10	2	0	0	0	2	0	0	0	0	0	27	10	1	0	
MORE THAN 40 YEARS	3	1	1	0	0	0	0	0	0	0	0	0	4	1	0	0	
<b>DEPARTMENT TOTAL</b>	<b>1,604</b>	<b>634</b>	<b>140</b>	<b>57</b>	<b>29</b>	<b>4</b>	<b>57</b>	<b>16</b>	<b>9</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>1,839</b>	<b>718</b>	<b>10</b>	<b>10</b>	
MORE THAN 10 YEARS:	1,178	406	132	44	27	2	47	9	8	4	0	0	1,392	465	10	10	
AVERAGE YEARS	16.0	15.2	20.3	18.5	17.7	18.5	17.9	17.1	13.1	16.8	0.0	0.5	16.4	15.5	23.2	24.0	

**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 19, 2009

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	42	65	1	5	0	0	0	1	0	0	2	0	45	71	1	0
06 - 10 YEARS	5	14	2	3	0	0	1	0	1	1	0	0	9	18	1	1
11 - 15 YEARS	11	12	0	3	0	1	0	0	0	0	0	0	11	16	0	1
16 - 20 YEARS	7	7	0	2	0	0	0	0	0	0	0	0	7	9	0	1
21 - 25 YEARS	10	11	2	0	1	0	2	1	2	1	0	0	17	13	2	1
26 - 30 YEARS	6	15	0	2	0	0	0	0	0	0	0	0	6	17	1	2
31 - 35 YEARS	7	8	0	3	0	0	0	0	0	0	0	0	7	11	2	0
36 - 40 YEARS	0	2	0	2	0	0	0	0	0	0	0	0	0	4	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>88</b>	<b>134</b>	<b>5</b>	<b>20</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>102</b>	<b>159</b>	<b>7</b>	<b>7</b>
MORE THAN 10 YEARS:	41	55	2	12	1	1	2	1	2	1	0	0	48	70	5	6
AVERAGE YEARS	11.0	10.7	13.4	16.7	21.0	15.0	18.0	12.0	18.7	17.5	0.0	0.0	11.5	11.6	21.3	22.7

**DEPARTMENT AVERAGE YEARS 11.5**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	505	177	30	17	7	2	11	5	12	6	4	3	569	210	1	1
06 - 10 YEARS	444	168	21	19	3	1	4	2	10	4	0	0	482	194	1	1
11 - 15 YEARS	237	85	13	5	6	5	4	0	4	6	0	0	264	101	2	0
16 - 20 YEARS	235	100	18	9	1	1	4	0	4	0	0	0	262	110	9	7
21 - 25 YEARS	250	90	29	20	6	2	13	3	3	2	0	0	301	117	17	8
26 - 30 YEARS	87	64	13	9	3	0	4	1	3	0	0	0	110	74	8	8
31 - 35 YEARS	112	60	16	11	5	0	8	2	2	0	0	0	143	73	15	6
36 - 40 YEARS	38	13	5	4	1	0	3	0	2	0	0	0	49	17	4	3
MORE THAN 40 YEARS	18	4	0	0	0	0	0	0	4	0	0	0	22	4	4	0
<b>DEPARTMENT TOTAL</b>	<b>1,926</b>	<b>761</b>	<b>145</b>	<b>94</b>	<b>32</b>	<b>11</b>	<b>51</b>	<b>13</b>	<b>44</b>	<b>18</b>	<b>4</b>	<b>3</b>	<b>2,202</b>	<b>900</b>	<b>61</b>	<b>34</b>
MORE THAN 10 YEARS:	977	416	94	58	22	8	36	6	22	8	0	0	1,151	496	59	32
AVERAGE YEARS	13.6	14.6	16.9	17.3	17.4	12.5	19.1	14.2	16.0	8.9	0.8	0.3	14.0	14.7	27.4	25.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.2</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	111	219	21	40	0	3	1	10	4	7	4	6	141	285	0	0	
06 - 10 YEARS	96	160	11	38	1	0	2	2	8	7	0	0	118	207	1	0	
11 - 15 YEARS	60	101	4	23	0	1	2	2	1	1	0	0	67	128	0	0	
16 - 20 YEARS	39	50	6	14	0	1	1	8	2	0	0	0	48	73	5	6	
21 - 25 YEARS	37	75	22	27	0	0	4	12	4	0	0	0	67	114	7	5	
26 - 30 YEARS	13	68	4	22	1	1	2	6	1	0	0	0	21	97	2	5	
31 - 35 YEARS	36	84	7	18	0	1	3	1	0	1	0	0	46	105	6	7	
36 - 40 YEARS	20	19	1	3	0	0	1	0	0	0	0	0	22	22	3	1	
MORE THAN 40 YEARS	4	0	1	0	0	1	0	0	0	0	0	0	5	1	0	0	
<b>DEPARTMENT TOTAL</b>	<b>416</b>	<b>776</b>	<b>77</b>	<b>185</b>	<b>2</b>	<b>8</b>	<b>16</b>	<b>41</b>	<b>20</b>	<b>16</b>	<b>4</b>	<b>6</b>	<b>535</b>	<b>1,032</b>	<b>24</b>	<b>24</b>	
MORE THAN 10 YEARS:	209	397	45	107	1	5	13	29	8	2	0	0	276	540	23	24	
AVERAGE YEARS	13.8	14.3	15.6	15.5	16.5	18.0	21.3	16.7	11.3	7.5	1.3	1.7	14.1	14.5	25.9	26.2	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.3</b>																

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

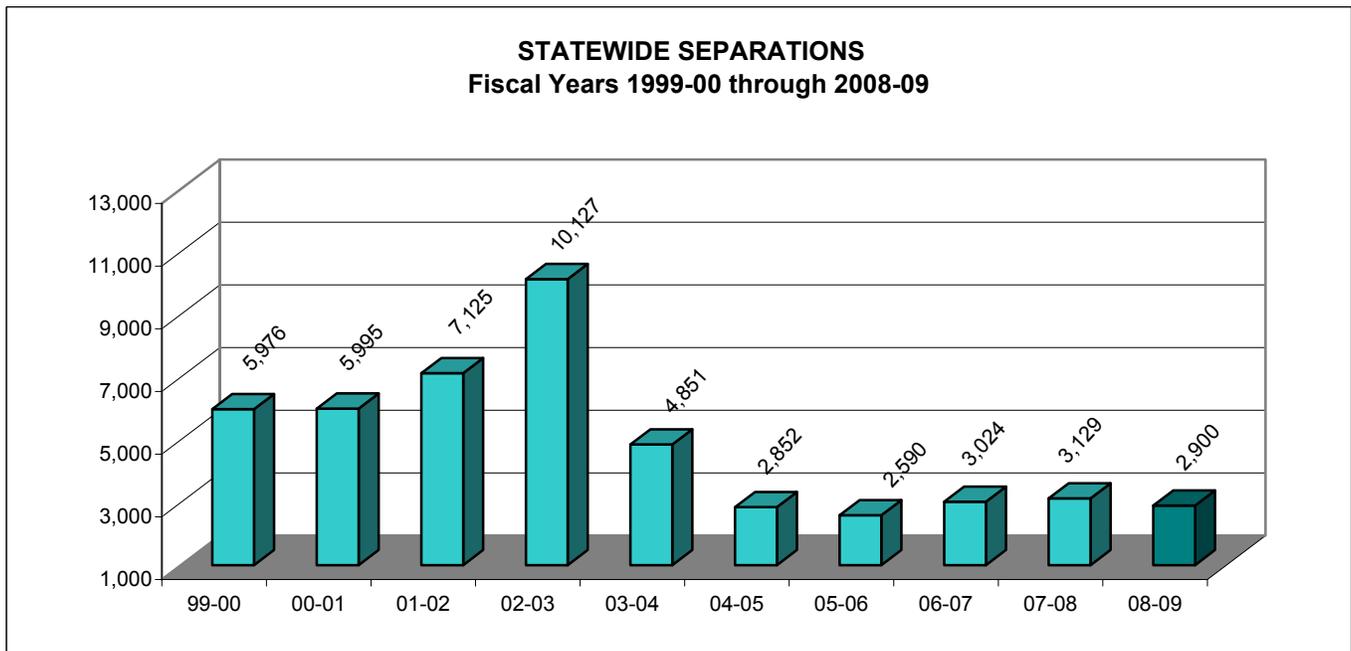
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>STATEWIDE TOTAL</b>																	
00- 05 YEARS	4,400	5,389	575	1,725	61	45	145	222	97	115	92	82	5,370	7,578	31	26	
06- 10 YEARS	4,128	3,766	461	1,376	53	28	102	153	82	69	2	2	4,828	5,394	23	17	
11- 15 YEARS	4,021	2,794	460	982	86	53	127	104	52	60	0	1	4,746	3,994	30	43	
16- 20 YEARS	2,834	2,047	297	616	48	32	79	127	41	48	0	0	3,299	2,870	114	145	
21- 25 YEARS	3,359	2,102	561	828	88	35	126	124	48	43	0	0	4,182	3,132	241	161	
26- 30 YEARS	975	1,534	223	629	17	20	36	66	18	23	0	1	1,269	2,273	95	161	
31- 35 YEARS	1,300	1,599	168	537	20	16	37	43	12	10	0	0	1,537	2,205	120	133	
36- 40 YEARS	371	352	36	127	3	0	18	7	4	1	0	0	432	487	39	28	
MORE THAN 40 YEARS	55	32	5	10	1	1	1	2	4	0	0	0	66	45	6	5	
<b>STATEWIDE TOTAL</b>	<b>21,443</b>	<b>19,615</b>	<b>2,786</b>	<b>6,830</b>	<b>377</b>	<b>230</b>	<b>671</b>	<b>848</b>	<b>358</b>	<b>369</b>	<b>94</b>	<b>86</b>	<b>25,729</b>	<b>27,978</b>	<b>699</b>	<b>719</b>	
MORE THAN 10 YEARS	12,915	10,460	1,750	3,729	263	157	424	473	179	185	0	2	15,531	15,006	645	676	
AVERAGE YEARS	14.5	13.8	15.2	14.3	15.5	15.3	15.0	13.9	12.7	12.1	1.3	1.7	14.5	13.9	23.8	24.1	
<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.

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
Fiscal Year 2008-09

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	70	2.4%
Dismissal	268	9.2%
Expired Appointment	128	4.4%
<b>Total Involuntary Separations</b>	<b>466</b>	<b>16.1%</b>
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	622	21.4%
Layoff/Leave of Absence Rights Expired	98	3.4%
Waived Rights Leave of Absence	153	5.3%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>873</b>	<b>30.1%</b>
<i>RETIREMENT</i>		
Retirement	1,425	49.1%
Disability Retirement	78	2.7%
Deferred Retirement	40	1.4%
<b>Total Retirements</b>	<b>1,543</b>	<b>53.2%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>18</b>	<b>0.6%</b>
<b>TOTAL SEPARATIONS</b>	<b>2,900</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 98% of all non-career appointments at the end of FY 2009. 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: 9/21/2008 TO: 9/19/2009

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					NET TOTAL	
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	SEPARATIONS		
AGRICULTURE	18	18	5	0	41	52	1	7	0	1	61	-20
ATTORNEY GENERAL	23	0	3	0	26	17	0	12	0	3	32	-6
AUDITOR GENERAL	3	6	0	0	9	8	0	0	0	0	8	1
CIVIL RIGHTS	0	0	0	0	0	5	0	21	0	1	27	-27
CIVIL SERVICE COMMISSION	8	3	0	0	11	20	0	0	0	0	20	-9
COMMUNITY HEALTH	321	31	32	4	388	257	0	236	18	2	513	-125
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	1	0	0	0	0	1	-1
CORRECTIONS	290	24	55	4	373	608	0	84	20	4	716	-343
EDUCATION	40	0	3	0	43	19	1	0	1	0	21	22
ENVIRONMENTAL QUALITY	33	7	0	2	42	31	0	0	1	0	32	10
EXECUTIVE OFFICE	6	4	0	0	10	10	0	0	0	0	10	0
HISTORY ARTS AND LIBRARIES	3	33	12	0	48	12	11	0	0	1	24	24
HUMAN SERVICES	1,232	5	39	1	1,277	465	2	24	30	2	523	754
INFORMATION TECHNOLOGY	133	19	0	0	152	52	0	0	2	0	54	98
LABOR & ECONOMIC GROWTH	639	60	14	0	713	200	0	2	21	0	223	490
MANAGEMENT & BUDGET	36	12	1	0	49	40	0	1	2	0	43	6
MILITARY AFFAIRS	34	59	30	0	123	87	25	0	1	1	114	9
NATURAL RESOURCES	62	1,522	242	1	1,827	46	235	0	1	9	291	1,536
STATE	16	122	0	0	138	140	0	0	3	0	143	-5
STATE POLICE	55	3	1	0	59	69	0	93	1	0	163	-104
STRATEGIC FUND	28	25	0	0	53	21	0	0	0	0	21	32
TRANSPORTATION	74	396	21	1	492	426	20	0	6	0	452	40
TREASURY	99	47	4	0	150	80	2	0	1	0	83	67
<b>STATEWIDE TOTALS:</b>	<b>3,153</b>	<b>2,396</b>	<b>462</b>	<b>13</b>	<b>6,024</b>	<b>2,666</b>	<b>297</b>	<b>480</b>	<b>108</b>	<b>24</b>	<b>3,575</b>	<b>2,449</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.

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2009**

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 2009**

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%
2008-09	51,699	2,900	5.6%

\* 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 98% of all non-career appointments at the end of FY 2009. 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 2,900 turnover separations during fiscal year 2008-09, 1,425 (49%) were retirements, 622 (21%) were resignations and 268 (9%) were dismissals.

TURNOVER SEPARATIONS BY DEPARTMENT  
Fiscal Years 2004-05 Through 2008-09

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Agriculture</b>			
2004-05	641	101	15.8%
2005-06	575	95	16.5%
2006-07	535	55	10.3%
2007-08	521	33	6.3%
2008-09	529	41	7.8%
<b>Attorney General</b>			
2004-05	524	32	6.1%
2005-06	528	33	6.3%
2006-07	517	43	8.3%
2007-08	496	47	9.5%
2008-09	494	28	5.7%
<b>Auditor General</b>			
2004-05	143	4	2.8%
2005-06	142	8	5.6%
2006-07	138	6	4.3%
2007-08	138	4	2.9%
2008-09	135	3	2.2%
<b>Career Development</b>			
2004-05	34	6	17.6%
2005-06	--	--	--
2006-07	--	--	--
2007-08	--	--	--
2008-09	--	--	--
<b>Civil Rights</b>			
2004-05	131	7	5.3%
2005-06	127	7	5.5%
2006-07	119	6	5.0%
2007-08	117	7	6.0%
2008-09	112	2	1.8%
<b>Civil Service Commission</b>			
2004-05	210	7	3.3%
2005-06	210	7	3.3%
2006-07	206	7	3.4%
2007-08	538	16	3.0%
2008-09	526	18	3.4%
<b>Community Health</b>			
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%
2008-09	4,075	375	9.2%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2004-05 Through 2008-09

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Consumer and Industry Services</b>			
2004-05	209	12	5.7%
2005-06	--	--	--
2006-07	--	--	--
2007-08	--	--	--
2008-09	--	--	--
<b>Corrections</b>			
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%
2008-09	15,762	855	5.4%
<b>Education</b>			
2004-05	352	20	5.7%
2005-06	367	26	7.1%
2006-07	369	23	6.2%
2007-08	380	29	7.6%
2008-09	405	31	7.7%
<b>Environmental Quality</b>			
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%
2008-09	1,330	38	2.9%
<b>Executive Office</b>			
2004-05	45	2	4.4%
2005-06	44	5	11.4%
2006-07	44	14	32.0%
2007-08	46	7	15.2%
2008-09	45	9	19.8%
<b>History Arts and Libraries</b>			
2004-05	203	8	3.9%
2005-06	200	6	3.0%
2006-07	196	9	4.6%
2007-08	191	6	3.1%
2008-09	182	9	5.0%
<b>Human Services</b>			
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%
2008-09	10,168	634	6.2%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2004-05 Through 2008-09

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Information Technology</b>			
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%
2008-09	1,709	70	4.1%
<b>Labor and Economic Growth</b>			
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%
2008-09	4,056	234	5.8%
<b>Management and Budget</b>			
2004-05	967	40	4.1%
2005-06	967	44	4.6%
2006-07	971	43	4.4%
2007-08	938	36	3.8%
2008-09	967	33	3.4%
<b>Military and Veterans Affairs</b>			
2004-05	928	50	5.4%
2005-06	924	67	7.2%
2006-07	934	91	9.7%
2007-08	921	90	9.8%
2008-09	926	85	9.2%
<b>Natural Resources</b>			
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%
2008-09	1,607	84	5.2%
<b>State</b>			
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%
2008-09	1,447	64	4.4%
<b>State Police</b>			
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%
2008-09	2,622	84	3.2%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2004-05 Through 2008-09

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Strategic Fund</b>			
2004-05	--	--	--
2005-06	--	--	--
2006-07 <sup>2</sup>	174	9	5.2%
2007-08	177	13	7.3%
2008-09	193	18	9.4%
<b>Transportation</b>			
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%
2008-09	2,892	101	3.5%
<b>Treasury</b>			
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%
2008-09	1,519	84	5.5%
<b>Statewide Total</b>			
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%
2008-09	51,699	2,900	5.6%

<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.

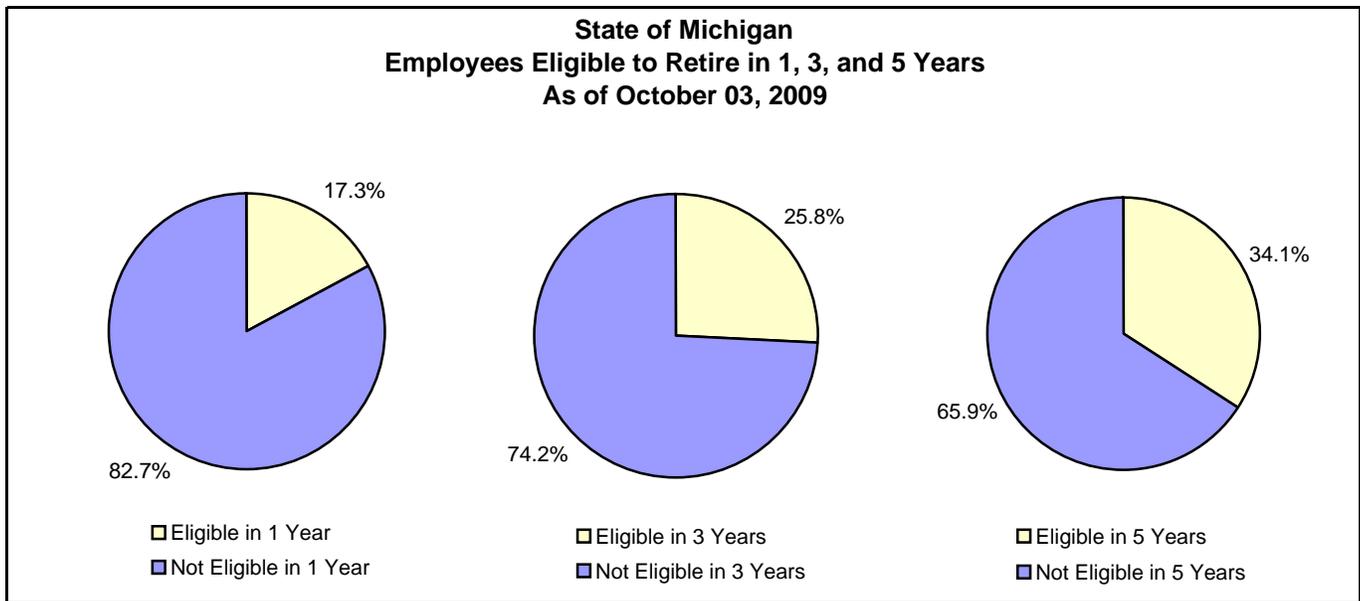
<sup>3</sup> In FY 2003-04 and FY 2004-05, adjustments of 6 and 13 departures respectively have been added to both separations total columns for final departures from Biologic Products Institute no longer listed on this report. BPI was sold to the private firm "BioPort" in September 1998.

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 98% of all non-career appointments at the end of FY 2009. 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 ONE, THREE, AND FIVE YEAR PERIODS  
As of October 03, 2009**

<b>Retirement Projections</b>			
<b>Department</b>	<b>1 Year (2010)</b>	<b>3 Years (2012)</b>	<b>5 Years (2014)</b>
Agriculture	17.2%	25.5%	34.8%
Attorney General	22.4%	27.8%	36.8%
Auditor General	8.2%	16.4%	18.7%
Civil Rights	36.4%	43.4%	48.5%
Civil Service Commission	26.0%	35.1%	42.7%
Community Health	21.8%	32.0%	41.7%
Corrections	13.5%	22.1%	31.7%
Education	20.9%	29.8%	38.3%
Environmental Quality	19.4%	28.6%	36.6%
Human Services	20.0%	28.6%	34.6%
Information Technology	18.6%	25.8%	33.3%
Energy, Labor & Economic Growth	19.3%	27.0%	34.4%
Management and Budget	21.5%	32.0%	39.7%
Military Affairs	12.6%	20.9%	29.4%
Natural Resources	14.4%	21.4%	27.9%
State	20.9%	31.0%	40.8%
State Police	13.5%	22.9%	34.3%
Strategic Fund	20.4%	29.4%	36.3%
Transportation	16.0%	22.4%	29.5%
Treasury	18.1%	25.5%	34.8%
<b>Statewide</b>	<b>17.3%</b>	<b>25.8%</b>	<b>34.1%</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.

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

### BREAKDOWNS

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

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

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

**Gender.** Each race/ethnic group is further broken down by gender: male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “EEO-4 Report”). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

**STATE EMPLOYEES BY EEO CATEGORY-STATEWIDE**  
**PAY PERIOD ENDING: September 19, 2009**

EEO Category	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	744 48 %	525 34 %	91 6 %	111 7 %	10 1 %	9 1 %	18 1 %	13 1 %	13 1 %	13 1 %	1 0 %	1 0 %	877	672
02 Professional	6,648 33 %	8,195 41 %	909 5 %	2,949 15 %	48 0 %	70 0 %	173 1 %	284 1 %	253 1 %	270 1 %	28 0 %	34 0 %	8,059	11,802
03 Technician	1,378 55 %	750 30 %	99 4 %	151 6 %	12 0 %	3 0 %	42 2 %	23 1 %	24 1 %	18 1 %	13 1 %	14 1 %	1,568	959
04 Protective Service	8,322 69 %	1,484 12 %	972 8 %	662 5 %	241 2 %	34 0 %	264 2 %	61 1 %	33 0 %	5 0 %	25 0 %	7 0 %	9,857	2,253
05 Para-Professionals	1,008 14 %	3,620 49 %	391 5 %	1,874 26 %	9 0 %	38 1 %	68 1 %	260 4 %	19 0 %	30 0 %	1 0 %	7 0 %	1,496	5,829
06 Admin Support	290 5 %	4,029 71 %	73 1 %	964 17 %	1 0 %	59 1 %	19 0 %	188 3 %	4 0 %	30 1 %	0 0 %	8 0 %	387	5,278
07 Skilled Craft	1,630 85 %	84 4 %	100 5 %	10 1 %	36 2 %	0 0 %	41 2 %	4 0 %	4 0 %	0 0 %	2 0 %	0 0 %	1,813	98
08 Service/Maintenance	1,510 52 %	959 33 %	159 5 %	119 4 %	26 1 %	17 1 %	52 2 %	15 1 %	9 0 %	3 0 %	24 1 %	15 1 %	1,780	1,128
<b>Statewide Total by Category:</b>	<b>21,530 40 %</b>	<b>19,646 36 %</b>	<b>2,794 5 %</b>	<b>6,840 13 %</b>	<b>383 1 %</b>	<b>230 0 %</b>	<b>677 1 %</b>	<b>848 2 %</b>	<b>359 1 %</b>	<b>369 1 %</b>	<b>94 0 %</b>	<b>86 0 %</b>	<b>25,837</b>	<b>28,019</b>

**State Employees Grand Total: 53,856**

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 19, 2009**

AGRICULTURE		White		Black		American Indian		Hispanic		Asian		Other		Total					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	<b>Official/Administrator</b>	10	59 %	7	41 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	7		
02	<b>Professional</b>	162	51 %	126	39 %	6	2 %	13	4 %	1	0 %	1	0 %	3	1 %	4	1 %	174	145
03	<b>Technician</b>	39	58 %	28	42 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	39	28
05	<b>Para-Professionals</b>	6	25 %	14	58 %	0	0 %	1	4 %	0	0 %	2	8 %	0	0 %	1	4 %	6	18
06	<b>Admin Support</b>	1	2 %	55	87 %	0	0 %	5	8 %	0	0 %	1	2 %	0	0 %	0	0 %	1	62
07	<b>Skilled Craft</b>	3	75 %	0	0 %	0	0 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	4	0
08	<b>Service/Maintenance</b>	16	57 %	9	32 %	1	4 %	0	0 %	1	4 %	0	0 %	1	4 %	0	0 %	19	9
<b>Department Totals by Category:</b>		<b>237</b>	<b>45 %</b>	<b>239</b>	<b>46 %</b>	<b>7</b>	<b>1 %</b>	<b>19</b>	<b>4 %</b>	<b>2</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>5</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>253</b>	<b>269</b>

**Department Total: 522**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

ATTORNEY GENERAL		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	59	69 %	20	23 %	3	3 %	3	3 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	62	24						
02	Professional	118	51 %	79	34 %	10	4 %	11	5 %	0	0 %	0	0 %	2	1 %	3	1 %	1	0 %	1	0 %	136	95				
04	Protective Service	16	57 %	7	25 %	4	14 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	21	7				
05	Para-Professionals	2	8 %	18	69 %	1	4 %	3	12 %	0	0 %	1	4 %	0	0 %	1	4 %	0	0 %	0	0 %	3	23				
06	Admin Support	2	2 %	78	79 %	0	0 %	15	15 %	0	0 %	0	0 %	3	3 %	0	0 %	1	1 %	0	0 %	2	97				
08	Service/Maintenance	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1				
<b>Department Totals by Category:</b>		<b>197</b>	<b>42 %</b>	<b>203</b>	<b>43 %</b>	<b>18</b>	<b>4 %</b>	<b>32</b>	<b>7 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>8</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>5</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>224</b>	<b>247</b>

**Department Total: 471**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

AUDITOR GENERAL EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	9	75 %	3	25 %	0	0 %	0	0 %	0	0 %	0	0 %	9	3
02	Professional	45	41 %	58	52 %	4	4 %	3	3 %	0	0 %	0	0 %	49	62
03	Technician	0	0 %	4	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	4
06	Admin Support	0	0 %	5	83 %	0	0 %	1	17 %	0	0 %	0	0 %	0	6
07	Skilled Craft	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
<b>Department Totals by Category:</b>		<b>55</b>	<b>40 %</b>	<b>72</b>	<b>53 %</b>	<b>4</b>	<b>3 %</b>	<b>4</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>59</b>	<b>77</b>

**Department Total: 136**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

CIVIL RIGHTS EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	4	36 %	2	18 %	1	9 %	2	18 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	7	4						
02	Professional	10	14 %	19	28 %	10	14 %	25	36 %	0	0 %	0	0 %	2	3 %	2	3 %	0	0 %	1	1 %	0	0 %	0	0 %	22	47
05	Para-Professionals	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1
06	Admin Support	0	0 %	3	25 %	0	0 %	9	75 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	12
<b>Department Totals by Category:</b>		<b>14</b>	<b>15 %</b>	<b>24</b>	<b>26 %</b>	<b>11</b>	<b>12 %</b>	<b>36</b>	<b>38 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>4</b>	<b>4 %</b>	<b>3</b>	<b>3 %</b>	<b>1</b>	<b>1 %</b>	<b>1</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>30</b>	<b>64</b>

**Department Total: 94**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

CIVIL SERVICE COMMISSION		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	17	27 %	31	49 %	3	5 %	7	11 %	0	0 %	2	3 %	2	3 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	22	41
02	Professional	32	15 %	129	59 %	10	5 %	32	15 %	1	0 %	3	1 %	2	1 %	5	2 %	0	0 %	6	3 %	0	0 %	0	0 %	45	175
03	Technician	2	50 %	0	0 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	25 %	2	2
05	Para-Professionals	3	5 %	51	84 %	0	0 %	4	7 %	1	2 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	4	57
06	Admin Support	7	4 %	127	73 %	2	1 %	26	15 %	0	0 %	2	1 %	0	0 %	7	4 %	1	1 %	2	1 %	0	0 %	0	0 %	10	164
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
<b>Department Totals by Category:</b>		<b>63</b>	<b>12 %</b>	<b>338</b>	<b>65 %</b>	<b>15</b>	<b>3 %</b>	<b>70</b>	<b>13 %</b>	<b>2</b>	<b>0 %</b>	<b>7</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>15</b>	<b>3 %</b>	<b>1</b>	<b>0 %</b>	<b>8</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>85</b>	<b>439</b>

**Department Total: 524**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

COMMUNITY HEALTH		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	64	32 %	94	48 %	10	5 %	10	5 %	2	1 %	2	1 %	3	2 %	1	1 %	5	3 %	5	3 %	0	0 %	1	1 %	84	113
02	Professional	428	24 %	927	51 %	57	3 %	222	12 %	4	0 %	11	1 %	12	1 %	25	1 %	50	3 %	72	4 %	1	0 %	7	0 %	552	1,264
03	Technician	31	15 %	96	47 %	10	5 %	50	25 %	0	0 %	0	0 %	4	2 %	4	2 %	1	0 %	6	3 %	0	0 %	2	1 %	46	158
04	Protective Service	129	49 %	35	13 %	58	22 %	26	10 %	3	1 %	1	0 %	8	3 %	4	2 %	1	0 %	0	0 %	0	0 %	0	0 %	199	66
05	Para-Professionals	181	23 %	323	41 %	95	12 %	161	20 %	0	0 %	2	0 %	10	1 %	13	2 %	4	1 %	6	1 %	0	0 %	0	0 %	290	505
06	Admin Support	16	4 %	338	75 %	3	1 %	55	12 %	0	0 %	9	2 %	3	1 %	25	6 %	0	0 %	0	0 %	0	0 %	1	0 %	22	428
07	Skilled Craft	61	78 %	2	3 %	11	14 %	1	1 %	0	0 %	0	0 %	3	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	75	3
08	Service/Maintenance	54	28 %	71	37 %	24	13 %	32	17 %	0	0 %	2	1 %	3	2 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	81	109
<b>Department Totals by Category:</b>		<b>964</b>	<b>24 %</b>	<b>1,886</b>	<b>47 %</b>	<b>268</b>	<b>7 %</b>	<b>557</b>	<b>14 %</b>	<b>9</b>	<b>0 %</b>	<b>27</b>	<b>1 %</b>	<b>46</b>	<b>1 %</b>	<b>76</b>	<b>2 %</b>	<b>61</b>	<b>2 %</b>	<b>89</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>11</b>	<b>0 %</b>	<b>1,349</b>	<b>2,646</b>

**Department Total: 3,995**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

CORRECTIONS		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	93	53 %	53	30 %	10	6 %	15	8 %	2	1 %	2	1 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	106	71		
02	Professional	1,181	39 %	1,079	35 %	248	8 %	430	14 %	16	1 %	14	0 %	22	1 %	33	1 %	10	0 %	10	0 %	4	0 %	3	0 %	1,481	1,569
03	Technician	43	21 %	117	57 %	7	3 %	26	13 %	0	0 %	1	0 %	1	0 %	3	1 %	3	1 %	3	1 %	0	0 %	1	0 %	54	151
04	Protective Service	6,411	67 %	1,167	12 %	780	8 %	618	6 %	201	2 %	33	0 %	192	2 %	54	1 %	22	0 %	4	0 %	23	0 %	7	0 %	7,629	1,883
05	Para-Professionals	36	8 %	349	74 %	12	3 %	57	12 %	1	0 %	4	1 %	1	0 %	9	2 %	0	0 %	0	0 %	0	0 %	1	0 %	50	420
06	Admin Support	35	4 %	628	75 %	4	0 %	141	17 %	0	0 %	13	2 %	1	0 %	17	2 %	0	0 %	3	0 %	0	0 %	0	0 %	40	802
07	Skilled Craft	519	89 %	22	4 %	21	4 %	1	0 %	11	2 %	0	0 %	8	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	560	23
08	Service/Maintenance	438	64 %	128	19 %	63	9 %	24	4 %	10	1 %	0	0 %	9	1 %	2	0 %	4	1 %	0	0 %	0	0 %	2	0 %	524	156
<b>Department Totals by Category:</b>		<b>8,756</b>	<b>56 %</b>	<b>3,543</b>	<b>23 %</b>	<b>1,145</b>	<b>7 %</b>	<b>1,312</b>	<b>8 %</b>	<b>241</b>	<b>2 %</b>	<b>67</b>	<b>0 %</b>	<b>235</b>	<b>2 %</b>	<b>118</b>	<b>1 %</b>	<b>40</b>	<b>0 %</b>	<b>21</b>	<b>0 %</b>	<b>27</b>	<b>0 %</b>	<b>14</b>	<b>0 %</b>	<b>10,444</b>	<b>5,075</b>

**Department Total: 15,519**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

EDUCATION EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	Official/Administrator	10	40 %	12	48 %	1	4 %	2	8 %	0	0 %	0	0 %	0	0 %	11	14		
02	Professional	58	25 %	147	64 %	4	2 %	11	5 %	0	0 %	1	0 %	4	2 %	64	165		
03	Technician	1	14 %	4	57 %	0	0 %	0	0 %	0	0 %	1	14 %	0	0 %	2	5		
04	Protective Service	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0		
05	Para-Professionals	14	25 %	34	60 %	2	4 %	5	9 %	0	0 %	1	2 %	0	0 %	16	41		
06	Admin Support	1	1 %	73	94 %	0	0 %	3	4 %	0	0 %	1	1 %	0	0 %	1	77		
07	Skilled Craft	4	80 %	0	0 %	1	20 %	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 %	5	3		
<b>Department Totals by Category:</b>		<b>95</b>	<b>23 %</b>	<b>273</b>	<b>66 %</b>	<b>9</b>	<b>2 %</b>	<b>21</b>	<b>5 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>6</b>	<b>1 %</b>	<b>107</b>	<b>305</b>

**Department Total: 412**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

ENVIRONMENTAL QUALITY		White		Black		American Indian		Hispanic		Asian		Other		Total					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	Official/Administrator	15	63 %	7	29 %	2	8 %	0	0 %	0	0 %	0	0 %	0	0 %	17	7		
02	Professional	578	57 %	354	35 %	17	2 %	16	2 %	2	0 %	3	0 %	9	1 %	3	0 %	627	391
03	Technician	60	63 %	23	24 %	5	5 %	2	2 %	0	0 %	0	0 %	1	1 %	1	1 %	67	28
04	Protective Service	6	55 %	4	36 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	4
05	Para-Professionals	4	11 %	26	74 %	0	0 %	4	11 %	0	0 %	0	0 %	1	3 %	0	0 %	4	31
06	Admin Support	4	2 %	139	85 %	1	1 %	13	8 %	0	0 %	0	0 %	1	1 %	5	3 %	6	158
07	Skilled Craft	1	100 %	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 %	1	0
<b>Department Totals by Category:</b>		<b>669</b>	<b>50 %</b>	<b>553</b>	<b>41 %</b>	<b>26</b>	<b>2 %</b>	<b>35</b>	<b>3 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>11</b>	<b>1 %</b>	<b>10</b>	<b>1 %</b>	<b>20</b>	<b>619</b>

**Department Total: 1,349**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

EXECUTIVE OFFICE		White		Black		American Indian		Hispanic		Asian		Other		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	3	75 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	1
02	Professional	5	29 %	9	53 %	0	0 %	3	18 %	0	0 %	0	0 %	0	0 %	5	12
03	Technician	1	25 %	3	75 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3
05	Para-Professionals	4	31 %	4	31 %	0	0 %	2	15 %	0	0 %	2	15 %	0	0 %	4	9
06	Admin Support	3	43 %	1	14 %	0	0 %	1	14 %	0	0 %	1	14 %	0	0 %	3	4
<b>Department Totals by Category:</b>		<b>16</b>	<b>36 %</b>	<b>18</b>	<b>40 %</b>	<b>0</b>	<b>0 %</b>	<b>6</b>	<b>13 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>4 %</b>	<b>0</b>	<b>0 %</b>	<b>16</b>	<b>29</b>

**Department Total: 45**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

HISTORY ARTS AND LIBRARIE		White		Black		American Indian		Hispanic		Asian		Other		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	5	42 %	6	50 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	5	7
02	Professional	38	40 %	52	55 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	40	54
03	Technician	4	24 %	9	53 %	0	0 %	0	0 %	1	6 %	0	0 %	1	6 %	6	11
04	Protective Service	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0
05	Para-Professionals	2	8 %	17	71 %	3	13 %	1	4 %	0	0 %	0	0 %	0	0 %	5	19
06	Admin Support	3	18 %	13	76 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	3	14
07	Skilled Craft	14	93 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	15	0
08	Service/Maintenance	25	52 %	18	38 %	0	0 %	2	4 %	1	2 %	1	2 %	0	0 %	27	21
<b>Department Totals by Category:</b>		<b>94</b>	<b>41 %</b>	<b>115</b>	<b>50 %</b>	<b>4</b>	<b>2 %</b>	<b>5</b>	<b>2 %</b>	<b>4</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>4</b>	<b>2 %</b>	<b>104</b>	<b>126</b>

**Department Total: 230**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

HUMAN SERVICES		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	62	31 %	75	37 %	20	10 %	34	17 %	2	1 %	0	0 %	4	2 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	88	113
02	Professional	953	16 %	2,768	47 %	217	4 %	1,631	28 %	5	0 %	20	0 %	44	1 %	142	2 %	16	0 %	38	1 %	1	0 %	8	0 %	1,236	4,607
03	Technician	15	26 %	33	58 %	3	5 %	4	7 %	0	0 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	19	38
04	Protective Service	8	50 %	2	13 %	5	31 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	14	2
05	Para-Professionals	310	11 %	1,336	46 %	168	6 %	911	31 %	6	0 %	15	1 %	32	1 %	128	4 %	5	0 %	6	0 %	0	0 %	4	0 %	521	2,400
06	Admin Support	59	4 %	870	61 %	35	2 %	392	27 %	0	0 %	12	1 %	6	0 %	51	4 %	0	0 %	7	0 %	0	0 %	1	0 %	100	1,333
07	Skilled Craft	20	83 %	0	0 %	3	13 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	24	0
08	Service/Maintenance	26	70 %	1	3 %	8	22 %	0	0 %	0	0 %	0	0 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	36	1
<b>Department Totals by Category:</b>		<b>1,453</b>	<b>14 %</b>	<b>5,085</b>	<b>48 %</b>	<b>459</b>	<b>4 %</b>	<b>2,972</b>	<b>28 %</b>	<b>13</b>	<b>0 %</b>	<b>47</b>	<b>0 %</b>	<b>90</b>	<b>1 %</b>	<b>326</b>	<b>3 %</b>	<b>22</b>	<b>0 %</b>	<b>51</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>13</b>	<b>0 %</b>	<b>2,038</b>	<b>8,494</b>

**Department Total: 10,532**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

INFORMATION TECHNOLOGY		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	60	59 %	30	30 %	3	3 %	1	1 %	0	0 %	0	0 %	1	1 %	3	3 %	2	2 %	0	0 %	0	0 %	67	34		
02	Professional	611	50 %	338	27 %	50	4 %	46	4 %	2	0 %	2	0 %	17	1 %	11	1 %	83	7 %	57	5 %	10	1 %	5	0 %	773	459
03	Technician	193	56 %	93	27 %	17	5 %	19	6 %	2	1 %	0	0 %	3	1 %	4	1 %	1	0 %	1	0 %	8	2 %	4	1 %	224	121
05	Para-Professionals	1	7 %	11	73 %	0	0 %	2	13 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	1	14
06	Admin Support	4	6 %	55	76 %	1	1 %	7	10 %	0	0 %	0	0 %	0	0 %	4	6 %	0	0 %	0	0 %	0	0 %	1	1 %	5	67
07	Skilled Craft	17	85 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	19	1
08	Service/Maintenance	9	90 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	1
<b>Department Totals by Category:</b>		<b>895</b>	<b>50 %</b>	<b>529</b>	<b>29 %</b>	<b>72</b>	<b>4 %</b>	<b>75</b>	<b>4 %</b>	<b>4</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>22</b>	<b>1 %</b>	<b>21</b>	<b>1 %</b>	<b>87</b>	<b>5 %</b>	<b>60</b>	<b>3 %</b>	<b>18</b>	<b>1 %</b>	<b>10</b>	<b>1 %</b>	<b>1,098</b>	<b>697</b>

**Department Total: 1,795**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

LABOR & ECONOMIC GROWTH		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	70	44 %	50	31 %	13	8 %	20	13 %	0	0 %	0	0 %	1	1 %	3	2 %	0	0 %	2	1 %	0	0 %	0	0 %	84	75
02	Professional	654	33 %	804	41 %	121	6 %	292	15 %	4	0 %	8	0 %	19	1 %	23	1 %	12	1 %	26	1 %	0	0 %	2	0 %	810	1,155
03	Technician	178	63 %	54	19 %	16	6 %	16	6 %	3	1 %	0	0 %	8	3 %	2	1 %	2	1 %	1	0 %	1	0 %	0	0 %	208	73
04	Protective Service	31	91 %	1	3 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	33	1
05	Para-Professionals	190	15 %	469	38 %	75	6 %	419	34 %	1	0 %	5	0 %	18	1 %	44	4 %	6	0 %	8	1 %	1	0 %	1	0 %	291	946
06	Admin Support	20	3 %	464	72 %	4	1 %	123	19 %	0	0 %	6	1 %	2	0 %	20	3 %	1	0 %	4	1 %	0	0 %	0	0 %	27	617
07	Skilled Craft	14	54 %	0	0 %	6	23 %	2	8 %	0	0 %	0	0 %	3	12 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	23	3
08	Service/Maintenance	16	41 %	11	28 %	4	10 %	4	10 %	1	3 %	0	0 %	3	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	24	15
<b>Department Totals by Category:</b>		<b>1,173</b>	<b>27 %</b>	<b>1,853</b>	<b>42 %</b>	<b>240</b>	<b>5 %</b>	<b>876</b>	<b>20 %</b>	<b>10</b>	<b>0 %</b>	<b>19</b>	<b>0 %</b>	<b>54</b>	<b>1 %</b>	<b>93</b>	<b>2 %</b>	<b>21</b>	<b>0 %</b>	<b>41</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>1,500</b>	<b>2,885</b>

**Department Total: 4,385**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

MANAGEMENT & BUDGET EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	28	44 %	24	38 %	4	6 %	1	2 %	0	0 %	2	3 %	2	3 %	0	0 %	0	0 %	36	28						
02	Professional	166	45 %	163	44 %	12	3 %	17	5 %	0	0 %	1	0 %	2	1 %	1	0 %	6	2 %	2	1 %	0	0 %	2	1 %	186	186
03	Technician	28	54 %	19	37 %	1	2 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	30	22		
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 %	1	2		
05	Para-Professionals	29	24 %	84	69 %	1	1 %	5	4 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	30	91		
06	Admin Support	2	3 %	47	72 %	1	2 %	9	14 %	0	0 %	0	0 %	6	9 %	0	0 %	0	0 %	0	0 %	0	0 %	3	62		
07	Skilled Craft	159	84 %	7	4 %	9	5 %	1	1 %	2	1 %	0	0 %	10	5 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	180	10
08	Service/Maintenance	90	67 %	16	12 %	12	9 %	2	1 %	0	0 %	0	0 %	12	9 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	115	19
<b>Department Totals by Category:</b>		<b>503</b>	<b>50 %</b>	<b>362</b>	<b>36 %</b>	<b>40</b>	<b>4 %</b>	<b>36</b>	<b>4 %</b>	<b>2</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>26</b>	<b>3 %</b>	<b>13</b>	<b>1 %</b>	<b>9</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>581</b>	<b>420</b>

**Department Total: 1,001**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

MILITARY AFFAIRS		White		Black		American Indian		Hispanic		Asian		Other		Total					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	Official/Administrator	10	67 %	3	20 %	2	13 %	0	0 %	0	0 %	0	0 %	0	0 %	12	3		
02	Professional	60	35 %	92	54 %	5	3 %	9	5 %	0	0 %	1	1 %	0	0 %	65	106		
03	Technician	33	21 %	93	60 %	3	2 %	16	10 %	1	1 %	1	1 %	2	1 %	39	115		
04	Protective Service	29	85 %	1	3 %	0	0 %	0	0 %	4	12 %	0	0 %	0	0 %	33	1		
05	Para-Professionals	46	17 %	122	46 %	9	3 %	76	29 %	0	0 %	1	0 %	2	1 %	56	208		
06	Admin Support	0	0 %	31	70 %	0	0 %	12	27 %	0	0 %	1	2 %	0	0 %	0	44		
07	Skilled Craft	109	92 %	3	3 %	2	2 %	0	0 %	3	3 %	0	0 %	0	0 %	116	3		
08	Service/Maintenance	94	55 %	49	29 %	8	5 %	6	4 %	1	1 %	0	0 %	1	1 %	112	58		
<b>Department Totals by Category:</b>		<b>381</b>	<b>39 %</b>	<b>394</b>	<b>41 %</b>	<b>29</b>	<b>3 %</b>	<b>119</b>	<b>12 %</b>	<b>4</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>16</b>	<b>2 %</b>	<b>13</b>	<b>1 %</b>	<b>433</b>	<b>538</b>

**Department Total: 971**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

NATURAL RESOURCES		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	35	69 %	14	27 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	37	14										
02	Professional	310	64 %	142	30 %	5	1 %	7	1 %	4	1 %	2	0 %	2	0 %	325	156										
03	Technician	207	81 %	38	15 %	4	2 %	2	1 %	2	1 %	0	0 %	1	0 %	214	40										
04	Protective Service	450	79 %	83	15 %	10	2 %	3	1 %	8	1 %	0	0 %	10	2 %	483	86										
05	Para-Professionals	12	23 %	34	64 %	1	2 %	3	6 %	0	0 %	0	0 %	0	0 %	13	40										
06	Admin Support	6	4 %	151	92 %	0	0 %	2	1 %	0	0 %	3	2 %	0	0 %	6	158										
07	Skilled Craft	83	88 %	8	9 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	86	8										
08	Service/Maintenance	592	52 %	475	41 %	21	2 %	7	1 %	5	0 %	6	1 %	10	1 %	649	498										
<b>Department Totals by Category:</b>		<b>1,695</b>	<b>60 %</b>	<b>945</b>	<b>34 %</b>	<b>42</b>	<b>1 %</b>	<b>24</b>	<b>1 %</b>	<b>21</b>	<b>1 %</b>	<b>10</b>	<b>0 %</b>	<b>23</b>	<b>1 %</b>	<b>11</b>	<b>0 %</b>	<b>12</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>20</b>	<b>1 %</b>	<b>8</b>	<b>0 %</b>	<b>1,813</b>	<b>1,000</b>

**Department Total: 2,813**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

STATE		White		Black		American Indian		Hispanic		Asian		Other		Total									
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female								
01	Official/Administrator	25	45 %	18	33 %	2	4 %	6	11 %	1	2 %	0	0 %	1	2 %	29	26						
02	Professional	82	37 %	83	38 %	12	5 %	29	13 %	1	0 %	1	0 %	3	1 %	4	2 %	100	119				
03	Technician	4	40 %	4	40 %	0	0 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	4	6				
05	Para-Professionals	55	7 %	521	63 %	13	2 %	182	22 %	0	0 %	9	1 %	3	0 %	34	4 %	73	750				
06	Admin Support	34	11 %	201	67 %	6	2 %	33	11 %	1	0 %	3	1 %	0	0 %	12	4 %	42	256				
07	Skilled Craft	9	69 %	4	31 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	4				
08	Service/Maintenance	17	12 %	78	54 %	5	3 %	34	24 %	0	0 %	0	0 %	0	0 %	2	1 %	3	2 %	25	119		
<b>Department Totals by Category:</b>		<b>226</b>	<b>14 %</b>	<b>909</b>	<b>58 %</b>	<b>38</b>	<b>2 %</b>	<b>285</b>	<b>18 %</b>	<b>3</b>	<b>0 %</b>	<b>13</b>	<b>1 %</b>	<b>7</b>	<b>0 %</b>	<b>53</b>	<b>3 %</b>	<b>4</b>	<b>0 %</b>	<b>15</b>	<b>1 %</b>	<b>282</b>	<b>1,280</b>

**Department Total: 1,562**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

STATE POLICE EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	34	71 %	11	23 %	2	4 %	1	2 %	0	0 %	0	0 %	0	0 %	36	12										
02	Professional	231	50 %	180	39 %	22	5 %	12	3 %	2	0 %	1	0 %	6	1 %	4	1 %	263	201								
03	Technician	34	60 %	20	35 %	0	0 %	2	4 %	0	0 %	0	0 %	1	2 %	0	0 %	35	22								
04	Protective Service	1,235	76 %	182	11 %	113	7 %	15	1 %	28	2 %	0	0 %	49	3 %	3	0 %	6	0 %	1,431	201						
05	Para-Professionals	11	15 %	52	70 %	1	1 %	8	11 %	0	0 %	0	0 %	0	0 %	2	3 %	0	0 %	12	62						
06	Admin Support	42	16 %	184	72 %	1	0 %	18	7 %	0	0 %	3	1 %	1	0 %	5	2 %	0	0 %	44	212						
07	Skilled Craft	16	94 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	0	0 %	17	0				
08	Service/Maintenance	8	47 %	5	29 %	1	6 %	1	6 %	0	0 %	0	0 %	0	0 %	2	12 %	0	0 %	0	0 %	9	8				
<b>Department Totals by Category:</b>		<b>1,611</b>	<b>63 %</b>	<b>634</b>	<b>25 %</b>	<b>140</b>	<b>5 %</b>	<b>57</b>	<b>2 %</b>	<b>30</b>	<b>1 %</b>	<b>4</b>	<b>0 %</b>	<b>57</b>	<b>2 %</b>	<b>16</b>	<b>1 %</b>	<b>9</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>1,847</b>	<b>718</b>

**Department Total: 2,565**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

STRATEGIC FUND EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	11	39 %	11	39 %	1	4 %	1	4 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	15	13								
02	Professional	29	35 %	37	45 %	3	4 %	8	10 %	0	0 %	0	0 %	1	1 %	2	2 %	1	1 %	1	1 %	0	0 %	0	0 %	34	48		
03	Technician	0	0 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
05	Para-Professionals	8	30 %	18	67 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	19
06	Admin Support	2	5 %	24	63 %	1	3 %	11	29 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	35
08	Service/Maintenance	38	46 %	42	51 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	2 %	0	0 %	41	42		
<b>Department Totals by Category:</b>		<b>88</b>	<b>34 %</b>	<b>134</b>	<b>51 %</b>	<b>5</b>	<b>2 %</b>	<b>20</b>	<b>8 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>2</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>2</b>	<b>1 %</b>	<b>2</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>102</b>	<b>159</b>		

**Department Total: 261**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

TRANSPORTATION		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	60	63 %	21	22 %	9	9 %	4	4 %	2	2 %	0	0 %	0	0 %	71	25										
02	Professional	625	56 %	333	30 %	43	4 %	39	4 %	3	0 %	0	0 %	17	2 %	7	1 %	28	3 %	14	1 %	2	0 %	0	0 %	718	393
03	Technician	490	73 %	100	15 %	31	5 %	11	2 %	3	0 %	0	0 %	18	3 %	1	0 %	15	2 %	3	0 %	1	0 %	1	0 %	558	116
05	Para-Professionals	78	59 %	41	31 %	3	2 %	6	5 %	0	0 %	0	0 %	2	2 %	2	2 %	0	0 %	1	1 %	0	0 %	0	0 %	83	50
06	Admin Support	1	0 %	182	85 %	2	1 %	23	11 %	0	0 %	2	1 %	0	0 %	3	1 %	0	0 %	0	0 %	0	0 %	1	0 %	3	211
07	Skilled Craft	600	84 %	34	5 %	46	6 %	4	1 %	19	3 %	0	0 %	11	2 %	0	0 %	1	0 %	0	0 %	1	0 %	0	0 %	678	38
08	Service/Maintenance	75	46 %	50	31 %	11	7 %	7	4 %	6	4 %	9	6 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	96	67
<b>Department Totals by Category:</b>		<b>1,929</b>	<b>62 %</b>	<b>761</b>	<b>24 %</b>	<b>145</b>	<b>5 %</b>	<b>94</b>	<b>3 %</b>	<b>33</b>	<b>1 %</b>	<b>11</b>	<b>0 %</b>	<b>52</b>	<b>2 %</b>	<b>13</b>	<b>0 %</b>	<b>44</b>	<b>1 %</b>	<b>18</b>	<b>1 %</b>	<b>4</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>2,207</b>	<b>900</b>

**Department Total: 3,107**

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: September 19, 2009**

TREASURY		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	60	58 %	32	31 %	4	4 %	3	3 %	0	0 %	1	1 %	1	1 %	66	37										
02	Professional	272	36 %	276	37 %	52	7 %	92	12 %	2	0 %	1	0 %	9	1 %	9	1 %	17	2 %	11	1 %	2	0 %	4	1 %	354	393
03	Technician	15	45 %	10	30 %	2	6 %	0	0 %	0	0 %	0	0 %	0	0 %	2	6 %	1	3 %	0	0 %	1	3 %	2	6 %	19	14
05	Para-Professionals	16	11 %	96	64 %	7	5 %	24	16 %	0	0 %	0	0 %	1	1 %	5	3 %	1	1 %	0	0 %	0	0 %	0	0 %	25	125
06	Admin Support	48	9 %	360	69 %	12	2 %	65	12 %	0	0 %	6	1 %	5	1 %	24	5 %	1	0 %	4	1 %	0	0 %	0	0 %	66	459
07	Skilled Craft	0	0 %	1	33 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
08	Service/Maintenance	5	83 %	1	17 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	1
<b>Department Totals by Category:</b>		<b>416</b>	<b>27 %</b>	<b>776</b>	<b>50 %</b>	<b>77</b>	<b>5 %</b>	<b>185</b>	<b>12 %</b>	<b>2</b>	<b>0 %</b>	<b>8</b>	<b>1 %</b>	<b>16</b>	<b>1 %</b>	<b>41</b>	<b>3 %</b>	<b>20</b>	<b>1 %</b>	<b>16</b>	<b>1 %</b>	<b>4</b>	<b>0 %</b>	<b>6</b>	<b>0 %</b>	<b>535</b>	<b>1,032</b>

**Department Total: 1,567**

<b>Statewide Totals:</b>	<b>21,530</b>	<b>40 %</b>	<b>19,646</b>	<b>36 %</b>	<b>2,794</b>	<b>5 %</b>	<b>6,840</b>	<b>13 %</b>	<b>383</b>	<b>1 %</b>	<b>230</b>	<b>0 %</b>	<b>677</b>	<b>1 %</b>	<b>848</b>	<b>2 %</b>	<b>359</b>	<b>1 %</b>	<b>369</b>	<b>1 %</b>	<b>94</b>	<b>0 %</b>	<b>86</b>	<b>0 %</b>	<b>25,837</b>	<b>28,019</b>
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**Statewide Total: 53,856**

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

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

Pay Period Ending September 19, 2009

DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN / ALASKAN NATIVE				HISPANIC				ASIAN/PACIFIC ISLANDERS				NON DISCLOSED				FEMALE MINORITY No. %	GRAND TOTAL			
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE						
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%					
AGRICULTURE	237	45.4	239	45.8	7	1.3	19	3.6	2	0.4	2	0.4	5	1.0	4	0.8	2	0.4	5	1.0	0	0.0	0	0.0	269	51.5	46	8.8	522
ATTORNEY GENERAL	197	41.8	203	43.1	18	3.8	32	6.8	0	0.0	1	0.2	3	0.6	8	1.7	1	0.2	2	0.4	5	1.1	1	0.2	247	52.4	65	13.8	471
AUDITOR GENERAL	55	40.4	72	52.9	4	2.9	4	2.9	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	0	0.0	77	56.6	9	6.6	136
CIVIL RIGHTS	14	14.9	24	25.5	11	11.7	36	38.3	0	0.0	0	0.0	4	4.3	3	3.2	1	1.1	1	1.1	0	0.0	0	0.0	64	68.1	56	59.6	94
CIVIL SERVICE COMMISSION	63	12.0	338	64.5	15	2.9	70	13.4	2	0.4	7	1.3	4	0.8	15	2.9	1	0.2	8	1.5	0	0.0	1	0.2	439	83.8	122	23.3	524
COMMUNITY HEALTH	956	24.1	1,878	47.3	268	6.7	552	13.9	9	0.2	27	0.7	46	1.2	76	1.9	61	1.5	89	2.2	1	0.0	11	0.3	2,633	66.3	1,128	28.4	3,974
CORRECTIONS	8,692	56.4	3,527	22.9	1,138	7.4	1,310	8.5	238	1.5	67	0.4	231	1.5	118	0.8	39	0.3	21	0.1	27	0.2	14	0.1	5,057	32.8	3,162	20.5	15,422
EDUCATION	95	23.1	273	66.3	9	2.2	21	5.1	0	0.0	1	0.2	2	0.5	6	1.5	1	0.2	3	0.7	0	0.0	1	0.2	305	74.0	43	10.4	412
ENVIRONMENTAL QUALITY	669	49.6	553	41.0	26	1.9	35	2.6	2	0.1	3	0.2	11	0.8	10	0.7	20	1.5	16	1.2	2	0.1	2	0.1	619	45.9	123	9.1	1,349
EXECUTIVE OFFICE	16	35.6	18	40.0	0	0.0	6	13.3	0	0.0	0	0.0	0	0.0	2	4.4	0	0.0	1	2.2	0	0.0	2	4.4	29	64.4	9	20.0	45
HISTORY ARTS AND LIBRARIES	94	40.9	115	50.0	4	1.7	5	2.2	4	1.7	0	0.0	1	0.4	4	1.7	0	0.0	1	0.4	1	0.4	1	0.4	126	54.8	19	8.3	230
HUMAN SERVICES	1,451	13.8	5,083	48.3	458	4.4	2,971	28.2	12	0.1	47	0.4	90	0.9	326	3.1	22	0.2	51	0.5	1	0.0	13	0.1	8,491	80.7	3,977	37.8	10,525
INFORMATION TECHNOLOGY	895	49.9	529	29.5	72	4.0	75	4.2	4	0.2	2	0.1	22	1.2	21	1.2	87	4.8	60	3.3	18	1.0	10	0.6	697	38.8	343	19.1	1,795
LABOR & ECONOMIC GROWTH	1,173	26.8	1,853	42.3	240	5.5	876	20.0	10	0.2	19	0.4	54	1.2	93	2.1	21	0.5	41	0.9	2	0.0	3	0.1	2,885	65.8	1,354	30.9	4,385
MANAGEMENT & BUDGET	503	50.2	362	36.2	40	4.0	36	3.6	2	0.2	4	0.4	26	2.6	13	1.3	9	0.9	3	0.3	1	0.1	2	0.2	420	42.0	133	13.3	1,001
MILITARY AFFAIRS	379	39.4	390	40.5	29	3.0	118	12.3	4	0.4	3	0.3	15	1.6	13	1.3	1	0.1	8	0.8	2	0.2	1	0.1	533	55.3	191	19.8	963
NATURAL RESOURCES	1,695	60.3	945	33.6	42	1.5	24	0.9	21	0.7	10	0.4	23	0.8	11	0.4	12	0.4	2	0.1	20	0.7	8	0.3	1,000	35.5	145	5.2	2,813
STATE	225	14.4	908	58.2	38	2.4	284	18.2	3	0.2	13	0.8	7	0.4	53	3.4	4	0.3	15	1.0	4	0.3	5	0.3	1,278	82.0	417	26.7	1,559
STATE POLICE	1,604	62.7	634	24.8	140	5.5	57	2.2	29	1.1	4	0.2	57	2.2	16	0.6	9	0.4	5	0.2	0	0.0	2	0.1	718	28.1	317	12.4	2,557
STRATEGIC FUND	88	33.7	134	51.3	5	1.9	20	7.7	1	0.4	1	0.4	3	1.1	2	0.8	3	1.1	2	0.8	2	0.8	0	0.0	159	60.9	37	14.2	261
TRANSPORTATION	1,926	62.1	761	24.5	145	4.7	94	3.0	32	1.0	11	0.4	51	1.6	13	0.4	44	1.4	18	0.6	4	0.1	3	0.1	900	29.0	408	13.2	3,102
TREASURY	416	26.5	776	49.5	77	4.9	185	11.8	2	0.1	8	0.5	16	1.0	41	2.6	20	1.3	16	1.0	4	0.3	6	0.4	1,032	65.9	365	23.3	1,567
<b>STATEWIDE TOTALS:</b>	<b>21,443</b>	<b>39.9</b>	<b>19,615</b>	<b>36.5</b>	<b>2,786</b>	<b>5.2</b>	<b>6,830</b>	<b>12.7</b>	<b>377</b>	<b>0.7</b>	<b>230</b>	<b>0.4</b>	<b>671</b>	<b>1.2</b>	<b>848</b>	<b>1.6</b>	<b>358</b>	<b>0.7</b>	<b>369</b>	<b>0.7</b>	<b>94</b>	<b>0.2</b>	<b>86</b>	<b>0.2</b>	<b>27,978</b>	<b>52.1</b>	<b>12,469</b>	<b>23.2</b>	<b>53,707</b>

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

**STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE**  
**PAY PERIOD ENDING: September 19, 2009**

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	49	65 %	21	28 %	3	4 %	2	3 %	0	0 %	0	0 %	0	0 %	52	23										
02 Professional	243	43 %	220	39 %	15	3 %	62	11 %	0	0 %	3	1 %	5	1 %	6	1 %	4	1 %	1	0 %	0	0 %	0	0 %	267	292
03 Technician	33	63 %	12	23 %	1	2 %	3	6 %	0	0 %	1	2 %	0	0 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	36	16
04 Protective Service	136	73 %	23	12 %	13	7 %	10	5 %	0	0 %	3	2 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	151	36
05 Para-Professionals	46	22 %	111	53 %	12	6 %	31	15 %	0	0 %	2	1 %	1	0 %	4	2 %	0	0 %	0	0 %	0	0 %	1	0 %	59	149
06 Admin Support	26	11 %	152	67 %	5	2 %	32	14 %	0	0 %	3	1 %	2	1 %	7	3 %	0	0 %	1	0 %	0	0 %	0	0 %	33	195
07 Skilled Craft	50	89 %	2	4 %	1	2 %	0	0 %	1	2 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	53	3
08 Service/Maintenance	41	69 %	7	12 %	7	12 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	52	7
<b>STATEWIDE TOTAL BY CATEGORY:</b>	<b>624</b>	<b>44 %</b>	<b>548</b>	<b>38 %</b>	<b>57</b>	<b>4 %</b>	<b>140</b>	<b>10 %</b>	<b>2</b>	<b>0 %</b>	<b>12</b>	<b>1 %</b>	<b>12</b>	<b>1 %</b>	<b>18</b>	<b>1 %</b>	<b>8</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>703</b>	<b>721</b>

State Employees Grand Total: 1,424

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

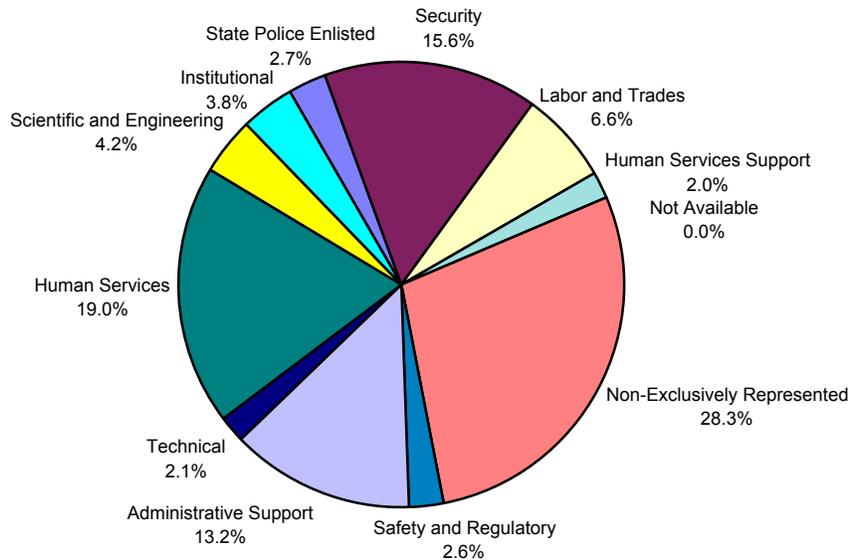
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

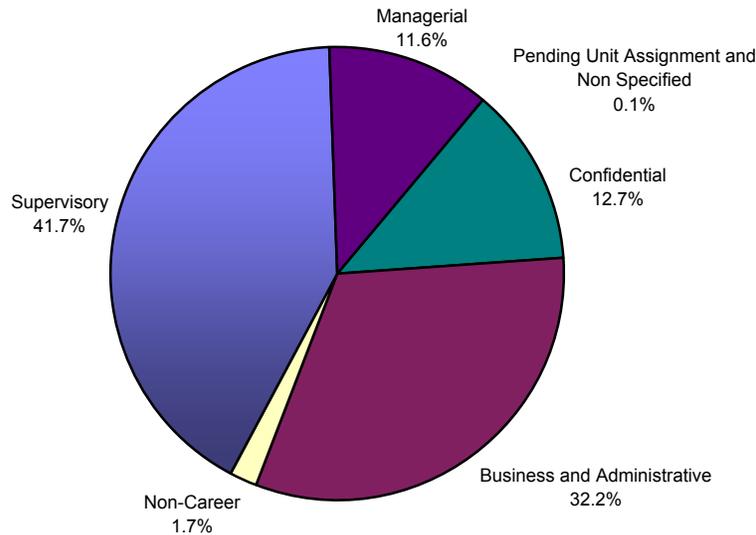
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Fiscal Year 2008-09**

Graph 5-1



(53,707 Employees)

**Non-Exclusively Represented  
15,183 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 53,707 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**

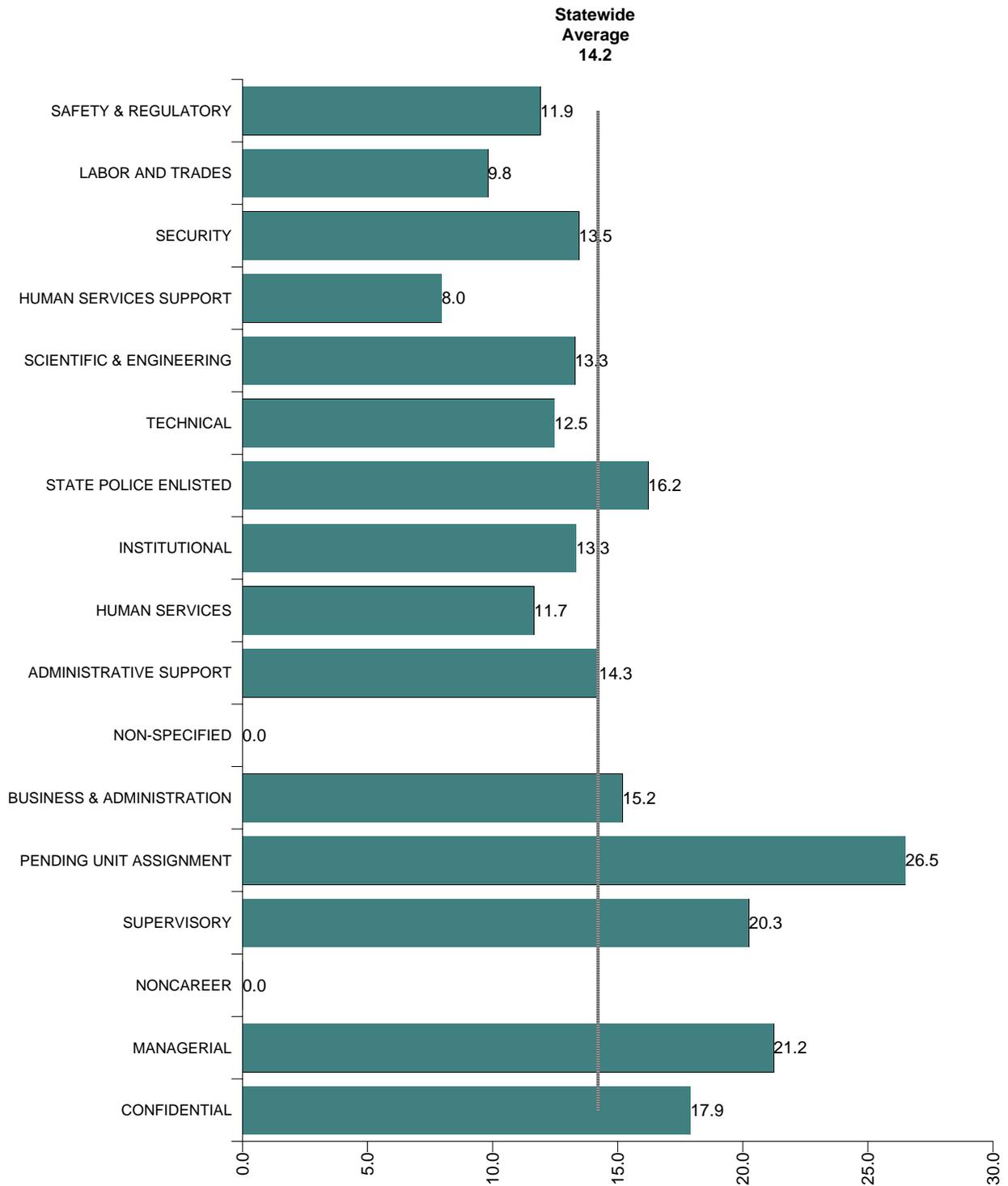
**PAY PERIOD ENDING September 19, 2009**

UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,391	1,238	89.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,522	3,160	89.7	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,403	0	0.0	0	0.0	8,082	96.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	1,090	1	0.1	1	0.1	0	0.0	1,059	97.2	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,273	0	0.0	0	0.0	0	0.0	0	0.0	2,190	96.3	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,108	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,059	95.6	0	0.0	1	0.1
T01 STATE POLICE ENLISTED	1,443	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,439	99.7	0	0.0
U11 INSTITUTIONAL	2,025	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,993	98.4
W22 HUMAN SERVICES	10,183	4	0.0	9,652	94.8	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,086	1	0.0	6,434	90.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	18	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	4,889	1	0.0	12	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	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
Y51 SUPERVISORY	6,328	0	0.0	13	0.2	1	0.0	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	260	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0
Y98 MANAGERIAL	1,764	0	0.0	1	0.1	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,922	0	0.0	5	0.3	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>38,524</b>	<b>4,404</b>	<b>11.4</b>	<b>16,088</b>	<b>41.8</b>	<b>8,086</b>	<b>21.0</b>	<b>1,059</b>	<b>2.7</b>	<b>2,190</b>	<b>5.7</b>	<b>1,063</b>	<b>2.8</b>	<b>1,439</b>	<b>3.7</b>	<b>1,993</b>	<b>5.2</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>15,183</b>	<b>1</b>	<b>0.0</b>	<b>32</b>	<b>0.2</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>4</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>53,707</b>	<b>4,405</b>	<b>8.2</b>	<b>16,120</b>	<b>30.0</b>	<b>8,088</b>	<b>15.1</b>	<b>1,059</b>	<b>2.0</b>	<b>2,194</b>	<b>4.1</b>	<b>1,064</b>	<b>2.0</b>	<b>1,439</b>	<b>2.7</b>	<b>1,994</b>	<b>3.7</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only paying membership dues to exclusive representative organizations only. The number and percentage under each union represnets those paying member fees.

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay Period End Date: 09/19/2009



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.

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>A02 - SAFETY &amp; REGULATORY</b>																	
00 - 05 YEARS	282	85	8	7	2	1	9	0	1	0	2	0	304	93	0	0	
06 - 10 YEARS	215	61	11	16	4	2	6	1	2	0	0	0	238	80	0	0	
11 - 15 YEARS	174	36	9	17	3	3	4	2	2	0	0	0	192	58	1	0	
16 - 20 YEARS	102	25	7	20	2	0	2	0	1	0	0	0	114	45	5	3	
21 - 25 YEARS	76	22	18	17	2	1	5	3	1	0	0	0	102	43	2	1	
26 - 30 YEARS	28	15	4	13	1	0	2	1	0	0	0	0	35	29	2	0	
31 - 35 YEARS	28	9	4	7	2	0	1	0	0	0	0	0	35	16	2	0	
36 - 40 YEARS	5	1	0	1	0	0	0	0	0	0	0	0	5	2	1	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>910</b>	<b>254</b>	<b>61</b>	<b>98</b>	<b>16</b>	<b>7</b>	<b>29</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1,025</b>	<b>366</b>	<b>13</b>	<b>5</b>	
MORE THAN 10 YEARS:	413	108	42	75	10	4	14	6	4	0	0	0	483	193	13	5	
AVERAGE YEARS	11.1	11.1	16.6	17.8	15.9	10.3	12.4	17.7	12.7	0.0	4.0	0.0	11.5	13.0	24.1	22.6	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.9</b>																

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>A31 - LABOR AND TRADES</b>																	
00 - 05 YEARS	1,017	476	40	9	12	7	19	3	4	0	22	9	1,114	504	14	1	
06 - 10 YEARS	473	34	33	3	8	0	8	0	0	1	0	0	522	38	1	0	
11 - 15 YEARS	319	36	17	1	10	1	8	1	0	0	0	0	354	39	6	1	
16 - 20 YEARS	212	21	26	2	3	0	7	0	1	0	0	0	249	23	12	0	
21 - 25 YEARS	250	19	27	6	6	0	10	1	2	0	0	0	295	26	29	2	
26 - 30 YEARS	96	13	13	2	2	0	4	2	1	0	0	0	116	17	10	1	
31 - 35 YEARS	148	15	7	2	2	0	8	1	0	0	0	0	165	18	10	2	
36 - 40 YEARS	27	1	1	1	2	0	5	1	0	0	0	0	35	3	3	1	
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	
<b>DEPARTMENT TOTAL</b>	<b>2,546</b>	<b>615</b>	<b>164</b>	<b>26</b>	<b>45</b>	<b>8</b>	<b>69</b>	<b>9</b>	<b>8</b>	<b>1</b>	<b>22</b>	<b>9</b>	<b>2,854</b>	<b>668</b>	<b>85</b>	<b>8</b>	
MORE THAN 10 YEARS:	1,056	105	91	14	25	1	42	6	4	0	0	0	1,218	126	70	7	
AVERAGE YEARS	10.7	4.2	13.8	14.3	13.3	1.5	16.2	17.8	11.5	10.0	0.1	0.0	11.0	4.7	20.0	24.3	

**DEPARTMENT AVERAGE YEARS 9.8**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>C12 - SECURITY</b>																	
00 - 05 YEARS	703	220	146	132	33	6	42	16	5	4	23	7	952	385	1	1	
06 - 10 YEARS	1,303	231	157	136	29	3	30	16	6	0	0	0	1,525	386	2	2	
11 - 15 YEARS	1,325	279	136	119	50	9	54	8	4	0	0	0	1,569	415	3	1	
16 - 20 YEARS	926	138	66	48	18	6	19	3	4	0	0	0	1,033	195	25	6	
21 - 25 YEARS	1,273	128	164	105	42	3	29	4	1	0	0	0	1,509	240	58	11	
26 - 30 YEARS	92	11	23	6	4	1	1	1	0	0	0	0	120	19	3	3	
31 - 35 YEARS	32	7	8	2	0	0	1	0	0	0	0	0	41	9	1	0	
36 - 40 YEARS	4	0	1	0	0	0	0	0	0	0	0	0	5	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>5,658</b>	<b>1,014</b>	<b>701</b>	<b>548</b>	<b>176</b>	<b>28</b>	<b>176</b>	<b>48</b>	<b>20</b>	<b>4</b>	<b>23</b>	<b>7</b>	<b>6,754</b>	<b>1,649</b>	<b>93</b>	<b>24</b>	
MORE THAN 10 YEARS:	3,652	563	398	280	114	19	104	16	9	0	0	0	4,277	878	90	21	
AVERAGE YEARS	14.1	11.8	13.3	11.8	13.3	12.9	12.1	9.6	10.5	3.5	1.8	2.0	13.9	11.7	21.3	19.8	
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.5</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	106	202	27	171	1	3	9	19	2	3	0	0	145	398	1	2
06 - 10 YEARS	35	79	25	127	0	2	5	11	2	3	1	1	68	223	3	1
11 - 15 YEARS	8	17	6	12	0	1	0	1	0	1	0	0	14	32	3	0
16 - 20 YEARS	13	23	2	19	0	0	2	8	0	0	0	0	17	50	6	5
21 - 25 YEARS	7	22	4	17	0	1	1	3	0	1	0	0	12	44	4	3
26 - 30 YEARS	3	19	3	9	0	2	1	0	0	0	0	0	7	30	4	5
31 - 35 YEARS	7	20	1	17	1	0	0	0	0	0	0	0	9	37	3	4
36 - 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>179</b>	<b>385</b>	<b>68</b>	<b>373</b>	<b>2</b>	<b>9</b>	<b>18</b>	<b>42</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>272</b>	<b>818</b>	<b>24</b>	<b>20</b>
MORE THAN 10 YEARS:	38	104	16	75	1	4	4	12	0	2	0	0	59	197	20	17
AVERAGE YEARS	6.8	8.5	7.9	7.9	17.0	12.6	7.1	7.9	3.8	8.3	7.0	7.0	7.1	8.2	19.4	22.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>8.0</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>H21 - SCIENTIFIC &amp; ENGINEERING</b>																	
00 - 05 YEARS	278	205	6	8	1	0	5	4	6	12	2	1	298	230	1	0	
06 - 10 YEARS	353	166	9	6	0	1	3	2	13	5	0	0	378	180	1	1	
11 - 15 YEARS	191	84	7	4	1	0	3	1	6	9	0	0	208	98	1	1	
16 - 20 YEARS	236	121	7	7	0	0	6	2	11	4	0	0	260	134	1	2	
21 - 25 YEARS	142	74	15	6	2	4	3	0	5	4	0	0	167	88	7	2	
26 - 30 YEARS	58	24	5	3	0	0	1	0	5	1	0	0	69	28	2	2	
31 - 35 YEARS	80	12	6	1	1	0	2	0	2	0	0	0	91	13	1	0	
36 - 40 YEARS	22	2	0	0	0	0	0	0	1	0	0	0	23	2	0	0	
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	2	0	0	0	6	0	1	0	
<b>DEPARTMENT TOTAL</b>	<b>1,364</b>	<b>688</b>	<b>55</b>	<b>35</b>	<b>5</b>	<b>5</b>	<b>23</b>	<b>9</b>	<b>51</b>	<b>35</b>	<b>2</b>	<b>1</b>	<b>1,500</b>	<b>773</b>	<b>15</b>	<b>8</b>	
MORE THAN 10 YEARS:	733	317	40	21	4	4	15	3	32	18	0	0	824	363	13	7	
AVERAGE YEARS	13.9	11.6	18.0	14.6	17.8	20.6	14.6	8.8	16.7	10.9	1.0	1.0	14.1	11.7	22.5	19.8	

**DEPARTMENT AVERAGE YEARS 13.3**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>L32 - TECHNICAL</b>																
00 - 05 YEARS	219	96	16	4	4	0	8	2	3	2	1	2	251	106	0	0
06 - 10 YEARS	149	61	1	3	1	0	2	1	4	2	0	0	157	67	1	0
11 - 15 YEARS	93	20	2	0	1	0	2	0	2	2	0	0	100	22	1	0
16 - 20 YEARS	103	31	4	4	0	0	1	0	4	0	0	0	112	35	6	1
21 - 25 YEARS	91	24	14	6	0	1	2	1	0	1	0	0	107	33	2	2
26 - 30 YEARS	20	4	1	4	1	0	2	0	1	0	0	0	25	8	0	1
31 - 35 YEARS	36	5	3	0	0	0	3	1	0	0	0	0	42	6	6	0
36 - 40 YEARS	19	6	1	1	0	0	2	0	1	0	0	0	23	7	2	0
MORE THAN 40 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>735</b>	<b>249</b>	<b>42</b>	<b>22</b>	<b>7</b>	<b>1</b>	<b>22</b>	<b>5</b>	<b>15</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>822</b>	<b>286</b>	<b>18</b>	<b>4</b>
MORE THAN 10 YEARS:	367	92	25	15	2	1	12	2	8	3	0	0	414	113	17	4
AVERAGE YEARS	12.9	10.5	14.3	17.8	8.4	23.0	16.4	12.8	13.6	9.1	0.0	1.0	13.0	11.0	25.5	24.0

**DEPARTMENT 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 19, 2009

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>T01 - STATE POLICE ENLISTED</b>																	
00 - 05 YEARS	50	7	0	0	0	0	0	0	0	0	0	0	0	50	7	0	0
06 - 10 YEARS	211	12	4	1	1	0	4	0	0	0	0	0	0	220	13	0	0
11 - 15 YEARS	446	61	34	3	12	0	14	0	4	0	0	0	0	510	64	1	0
16 - 20 YEARS	176	31	19	4	6	0	9	1	1	1	0	0	0	211	37	1	0
21 - 25 YEARS	128	44	30	2	6	0	12	1	1	0	0	0	0	177	47	1	0
26 - 30 YEARS	30	2	7	0	0	0	2	0	0	0	0	0	0	39	2	0	0
31 - 35 YEARS	42	3	7	1	0	0	1	0	0	0	0	0	0	50	4	0	0
36 - 40 YEARS	6	0	1	0	0	0	2	0	0	0	0	0	0	9	0	0	0
MORE THAN 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,091</b>	<b>160</b>	<b>103</b>	<b>11</b>	<b>25</b>	<b>0</b>	<b>44</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1,269</b>	<b>174</b>	<b>3</b>	<b>0</b>	
MORE THAN 10 YEARS:	830	141	99	10	24	0	40	2	6	1	0	0	999	154	3	0	
AVERAGE YEARS	15.6	16.9	20.1	18.2	17.1	0.0	19.2	20.5	15.5	19.0	0.0	0.0	16.1	17.0	18.0	0.0	
<b>DEPARTMENT AVERAGE YEARS</b>		<b>16.2</b>															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	146	228	43	82	1	1	6	5	1	2	0	2	197	320	0	0
06 - 10 YEARS	161	199	37	109	1	0	6	6	2	6	1	0	208	320	0	0
11 - 15 YEARS	96	103	19	40	0	2	5	4	3	0	0	0	123	149	2	0
16 - 20 YEARS	55	55	12	31	1	0	1	3	2	0	0	0	71	89	2	0
21 - 25 YEARS	63	57	21	38	1	1	1	3	1	2	0	0	87	101	2	2
26 - 30 YEARS	43	59	35	43	2	0	1	1	0	0	0	0	81	103	5	7
31 - 35 YEARS	58	56	21	29	1	0	2	2	1	0	0	0	83	87	6	2
36 - 40 YEARS	2	1	0	0	0	0	1	0	0	0	0	0	3	1	0	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>624</b>	<b>759</b>	<b>188</b>	<b>373</b>	<b>7</b>	<b>4</b>	<b>23</b>	<b>24</b>	<b>10</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>853</b>	<b>1,172</b>	<b>17</b>	<b>11</b>
MORE THAN 10 YEARS:	317	332	108	182	5	3	11	13	7	2	0	0	448	532	17	11
AVERAGE YEARS	13.6	12.2	15.9	14.0	20.9	12.5	13.0	13.4	14.8	10.2	7.0	1.5	14.2	12.7	26.4	27.9

**DEPARTMENT AVERAGE YEARS 13.3**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>W22 - HUMAN SERVICES</b>																	
00 - 05 YEARS	527	1,719	155	850	3	9	24	78	14	24	5	18	728	2,698	6	9	
06 - 10 YEARS	362	985	79	577	4	6	19	59	11	17	0	0	475	1,644	3	3	
11 - 15 YEARS	389	606	113	376	1	12	15	50	4	18	0	0	522	1,062	5	11	
16 - 20 YEARS	222	430	51	204	2	9	9	42	4	17	0	0	288	702	17	32	
21 - 25 YEARS	204	299	50	156	4	2	11	23	1	8	0	0	270	488	16	24	
26 - 30 YEARS	125	282	33	200	1	6	4	10	3	5	0	1	166	504	8	33	
31 - 35 YEARS	135	211	17	150	1	1	3	2	3	1	0	0	159	365	16	20	
36 - 40 YEARS	19	36	8	35	0	0	0	2	0	0	0	0	27	73	3	3	
MORE THAN 40 YEARS	5	3	1	3	0	0	0	0	0	0	0	0	6	6	0	0	
<b>DEPARTMENT TOTAL</b>	<b>1,988</b>	<b>4,571</b>	<b>507</b>	<b>2,551</b>	<b>16</b>	<b>45</b>	<b>85</b>	<b>266</b>	<b>40</b>	<b>90</b>	<b>5</b>	<b>19</b>	<b>2,641</b>	<b>7,542</b>	<b>74</b>	<b>135</b>	
MORE THAN 10 YEARS:	1,099	1,867	273	1,124	9	30	42	129	15	49	0	1	1,438	3,200	65	123	
AVERAGE YEARS	13.3	10.8	12.3	11.8	15.0	13.8	12.0	11.3	10.8	12.1	1.6	2.7	13.0	11.2	22.3	22.4	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.7</b>																

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	250	1,242	49	263	0	10	10	69	2	8	11	15	322	1,607	3	6
06 - 10 YEARS	121	943	26	177	1	9	6	37	2	9	0	0	156	1,175	1	7
11 - 15 YEARS	87	657	16	170	1	16	6	19	0	6	0	1	110	869	1	16
16 - 20 YEARS	42	449	4	97	1	3	2	38	1	5	0	0	50	592	9	56
21 - 25 YEARS	32	491	13	164	0	12	5	31	2	5	0	0	52	703	15	50
26 - 30 YEARS	29	427	18	149	0	6	4	22	0	5	0	0	51	609	7	41
31 - 35 YEARS	32	470	2	117	0	8	1	16	0	2	0	0	35	613	7	42
36 - 40 YEARS	9	85	2	35	0	0	0	1	0	0	0	0	11	121	1	5
MORE THAN 40 YEARS	1	8	0	1	0	0	0	0	0	0	0	0	1	9	0	0
<b>DEPARTMENT TOTAL</b>	<b>603</b>	<b>4,772</b>	<b>130</b>	<b>1,173</b>	<b>3</b>	<b>64</b>	<b>34</b>	<b>233</b>	<b>7</b>	<b>40</b>	<b>11</b>	<b>16</b>	<b>788</b>	<b>6,298</b>	<b>44</b>	<b>223</b>
MORE THAN 10 YEARS:	232	2,587	55	733	2	45	18	127	3	23	0	1	310	3,516	40	210
AVERAGE YEARS	10.2	14.4	11.4	16.2	13.3	16.9	13.3	14.0	11.4	14.3	0.5	1.4	10.4	14.7	22.4	23.3

**DEPARTMENT 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 19, 2009

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>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	6	8	1	2	0	0	0	1	0	0	0	0	7	11	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>6</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**DEPARTMENT 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 19, 2009

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>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	441	433	39	89	3	5	4	12	45	48	16	11	548	598	2	2
06 - 10 YEARS	324	405	30	97	2	1	6	8	31	17	0	0	393	528	8	2
11 - 15 YEARS	281	296	26	75	0	1	7	8	17	11	0	0	331	391	2	1
16 - 20 YEARS	148	207	25	41	1	3	4	13	4	9	0	0	182	273	12	22
21 - 25 YEARS	170	278	46	86	0	3	14	17	14	7	0	0	244	391	29	19
26 - 30 YEARS	92	184	16	48	2	0	3	5	2	2	0	0	115	239	14	20
31 - 35 YEARS	157	277	26	37	0	2	4	4	2	2	0	0	189	322	13	24
36 - 40 YEARS	49	71	3	8	0	0	2	1	0	1	0	0	54	81	4	7
MORE THAN 40 YEARS	4	4	1	0	0	0	0	1	0	0	0	0	5	5	0	1
<b>DEPARTMENT TOTAL</b>	<b>1,666</b>	<b>2,155</b>	<b>212</b>	<b>481</b>	<b>8</b>	<b>15</b>	<b>44</b>	<b>69</b>	<b>115</b>	<b>97</b>	<b>16</b>	<b>11</b>	<b>2,061</b>	<b>2,828</b>	<b>84</b>	<b>98</b>
MORE THAN 10 YEARS:	901	1,317	143	295	3	9	34	49	39	32	0	0	1,120	1,702	74	94
AVERAGE YEARS	14.2	16.4	17.2	15.6	11.4	15.0	18.8	17.1	9.1	8.9	1.6	1.9	14.2	15.9	23.6	25.8
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.2</b>														

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
AVERAGE YEARS	26.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.5	0.0	26.5

**DEPARTMENT AVERAGE YEARS 26.5**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>Y51 - SUPERVISORY</b>																	
00 - 05 YEARS	107	138	13	44	0	0	5	2	8	8	0	2	133	194	1	1	
06 - 10 YEARS	286	280	34	86	2	1	4	5	8	4	0	0	334	376	2	1	
11 - 15 YEARS	478	335	63	132	7	6	4	9	8	7	0	0	560	489	3	7	
16 - 20 YEARS	495	301	58	101	14	7	14	11	8	6	0	0	589	426	14	12	
21 - 25 YEARS	756	367	131	158	20	4	27	13	13	8	0	0	947	550	60	25	
26 - 30 YEARS	258	279	47	103	3	2	8	12	4	6	0	0	320	402	28	36	
31 - 35 YEARS	349	223	42	97	8	2	9	8	4	2	0	0	412	332	32	15	
36 - 40 YEARS	126	61	12	27	1	0	1	1	1	0	0	0	141	89	17	6	
MORE THAN 40 YEARS	20	4	2	4	0	1	0	1	2	0	0	0	24	10	3	3	
<b>DEPARTMENT TOTAL</b>	<b>2,875</b>	<b>1,988</b>	<b>402</b>	<b>752</b>	<b>55</b>	<b>23</b>	<b>72</b>	<b>62</b>	<b>56</b>	<b>41</b>	<b>0</b>	<b>2</b>	<b>3,460</b>	<b>2,868</b>	<b>160</b>	<b>106</b>	
MORE THAN 10 YEARS:	2,482	1,570	355	622	53	22	63	55	40	29	0	0	2,993	2,298	157	104	
AVERAGE YEARS	20.7	19.4	21.0	20.3	22.0	20.6	21.1	21.5	17.9	16.6	0.0	3.0	20.7	19.7	26.9	26.2	

**DEPARTMENT AVERAGE YEARS 20.3**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>Y52 - NONCAREER</b>																	
00 - 05 YEARS	111	100	16	14	0	0	2	2	4	1	4	6	137	123	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	
<b>DEPARTMENT TOTAL</b>	<b>111</b>	<b>100</b>	<b>16</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>137</b>	<b>123</b>	<b>1</b>	<b>1</b>	
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>0.0</b>																

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	87	67	10	16	0	1	2	2	1	2	6	2	106	90	1	1
06 - 10 YEARS	89	61	9	10	0	0	2	3	1	2	0	0	101	76	1	0
11 - 15 YEARS	106	80	4	5	0	2	2	0	1	2	0	0	113	89	1	2
16 - 20 YEARS	91	68	13	12	0	2	2	1	0	2	0	0	106	85	4	1
21 - 25 YEARS	133	110	19	25	5	1	4	4	6	2	0	0	167	142	11	8
26 - 30 YEARS	88	77	16	24	1	2	3	3	1	3	0	0	109	109	9	3
31 - 35 YEARS	172	103	22	30	3	1	2	2	0	2	0	0	199	138	21	8
36 - 40 YEARS	78	21	6	9	0	0	3	0	1	0	0	0	88	30	8	1
MORE THAN 40 YEARS	10	4	0	0	1	0	1	0	0	0	0	0	12	4	2	0
<b>DEPARTMENT TOTAL</b>	<b>854</b>	<b>591</b>	<b>99</b>	<b>131</b>	<b>10</b>	<b>9</b>	<b>21</b>	<b>15</b>	<b>11</b>	<b>15</b>	<b>6</b>	<b>2</b>	<b>1,001</b>	<b>763</b>	<b>58</b>	<b>24</b>
MORE THAN 10 YEARS:	678	463	80	105	10	8	17	10	9	11	0	0	794	597	56	23
AVERAGE YEARS	21.7	20.2	22.5	22.8	28.8	20.9	23.2	19.2	20.2	19.3	2.8	2.0	21.7	20.6	29.3	25.5

**DEPARTMENT AVERAGE YEARS 21.2**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	70	163	6	34	1	2	0	7	1	1	0	7	78	214	0	2
06 - 10 YEARS	46	249	6	28	0	3	1	4	0	3	0	1	53	288	0	0
11 - 15 YEARS	28	184	8	28	0	0	3	1	1	4	0	0	40	217	0	3
16 - 20 YEARS	13	147	3	26	0	2	1	5	0	4	0	0	17	184	0	5
21 - 25 YEARS	33	167	9	42	0	2	2	20	1	5	0	0	45	236	4	12
26 - 30 YEARS	12	138	2	25	0	1	0	9	1	1	0	0	15	174	2	9
31 - 35 YEARS	24	188	2	47	1	2	0	7	0	1	0	0	27	245	2	16
36 - 40 YEARS	5	64	1	10	0	0	2	1	0	0	0	0	8	75	0	4
MORE THAN 40 YEARS	0	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1
<b>DEPARTMENT TOTAL</b>	<b>231</b>	<b>1,306</b>	<b>37</b>	<b>240</b>	<b>2</b>	<b>12</b>	<b>9</b>	<b>54</b>	<b>4</b>	<b>19</b>	<b>0</b>	<b>8</b>	<b>283</b>	<b>1,639</b>	<b>8</b>	<b>52</b>
MORE THAN 10 YEARS:	115	894	25	178	1	7	8	43	3	15	0	0	152	1,137	8	50
AVERAGE YEARS	13.8	18.3	16.0	19.7	17.0	16.8	20.2	21.1	18.0	17.2	0.0	2.4	14.4	18.5	26.4	26.6

**DEPARTMENT AVERAGE YEARS 17.9**

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

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	4,400	5,389	575	1,725	61	45	145	222	97	115	92	82	5,370	7,578	31	26	
06- 10 YEARS	4,128	3,766	461	1,376	53	28	102	153	82	69	2	2	4,828	5,394	23	17	
11- 15 YEARS	4,021	2,794	460	982	86	53	127	104	52	60	0	1	4,746	3,994	30	43	
16- 20 YEARS	2,834	2,047	297	616	48	32	79	127	41	48	0	0	3,299	2,870	114	145	
21- 25 YEARS	3,359	2,102	561	828	88	35	126	124	48	43	0	0	4,182	3,132	241	161	
26- 30 YEARS	975	1,534	223	629	17	20	36	66	18	23	0	1	1,269	2,273	95	161	
31- 35 YEARS	1,300	1,599	168	537	20	16	37	43	12	10	0	0	1,537	2,205	120	133	
36- 40 YEARS	371	352	36	127	3	0	18	7	4	1	0	0	432	487	39	28	
MORE THAN 40 YEARS	55	32	5	10	1	1	1	2	4	0	0	0	66	45	6	5	
<b>STATEWIDE TOTAL</b>	<b>21,443</b>	<b>19,615</b>	<b>2,786</b>	<b>6,830</b>	<b>377</b>	<b>230</b>	<b>671</b>	<b>848</b>	<b>358</b>	<b>369</b>	<b>94</b>	<b>86</b>	<b>25,729</b>	<b>27,978</b>	<b>699</b>	<b>719</b>	
MORE THAN 10 YEARS	12,915	10,460	1,750	3,729	263	157	424	473	179	185	0	2	15,531	15,006	645	676	
AVERAGE YEARS	14.5	13.8	15.2	14.3	15.5	15.3	15.0	13.9	12.7	12.1	1.3	1.7	14.5	13.9	23.8	24.1	
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.2</b>																

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: September 19, 2009**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,391	2.6 %	44.9	\$23.47	990	71.2 %
A31 - LABOR AND TRADES	3,532	6.6 %	45.2	\$17.51	1,914	54.2 %
C12 - SECURITY	8,486	15.8 %	43.6	\$23.21	7,256	85.5 %
E42 - HUMAN SERVICES SUPPORT	1,090	2.0 %	44.9	\$20.69	545	50.0 %
H21 - SCIENTIFIC & ENGINEERING	2,273	4.2 %	44.5	\$31.20	1,711	75.3 %
L32 - TECHNICAL	1,108	2.1 %	42.9	\$22.07	746	67.3 %
T01 - STATE POLICE ENLISTED	1,451	2.7 %	42.1	\$30.87	1,401	96.6 %
U11 - INSTITUTIONAL	2,044	3.8 %	47.3	\$19.75	1,512	74.0 %
W22 - HUMAN SERVICES	10,195	18.9 %	45.2	\$24.92	6,694	65.7 %
W41 - ADMINISTRATIVE SUPPORT	7,092	13.2 %	47.2	\$19.83	5,080	71.6 %
Y00 - NON-SPECIFIED	18	0.0 %	24.2	\$13.60	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	4,889	9.1 %	47.1	\$30.25	3,676	75.2 %
Y50 - PENDING UNIT ASSIGNMENT	2	0.0 %	52.2	\$18.70	2	100.0 %
Y51 - SUPERVISORY	6,339	11.8 %	50.0	\$32.27	5,991	94.5 %
Y52 - NONCAREER	260	0.5 %	25.5	\$13.74	0	0.0 %
Y98 - MANAGERIAL	1,764	3.3 %	52.3	\$46.47	1,552	88.0 %
Y99 - CONFIDENTIAL	1,922	3.6 %	48.4	\$26.76	1,617	84.1 %
<b>STATEWIDE TOTAL</b>	<b>53,856</b>	<b>100.0 %</b>	<b>46.1</b>	<b>\$25.60</b>	<b>40,687</b>	<b>75.5 %</b>

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

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

PAY PERIOD ENDING Sep 19, 2009

Unit Code	Bargaining Unit	Total Employees	Health Insurance						Dental Insurance				Vision Insurance			
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
A02	SAFETY & REGULATORY	1,344	887	66 %	328	24 %	20	1 %	1,224	91 %	15	1 %	8	1 %	1,254	93 %
A31	LABOR AND TRADES	2,353	1,336	57 %	858	36 %	19	1 %	2,207	94 %	9	0 %	5	0 %	2,229	95 %
C12	SECURITY	8,486	5,416	64 %	2,713	32 %	37	0 %	8,044	95 %	154	2 %	16	0 %	8,212	97 %
E42	HUMAN SERVICES SUPPORT	1,090	613	56 %	386	35 %	14	1 %	973	89 %	49	4 %	7	1 %	1,038	95 %
H21	SCIENTIFIC & ENGINEERING	2,272	1,144	50 %	985	43 %	21	1 %	2,109	93 %	48	2 %	8	0 %	2,176	96 %
L32	TECHNICAL	976	533	55 %	383	39 %	13	1 %	912	93 %	22	2 %	4	0 %	940	96 %
T01	STATE POLICE ENLISTED	1,451	1,316	91 %	101	7 %	3	0 %	1,420	98 %	3	0 %	0	0 %	1,424	98 %
U11	INSTITUTIONAL	2,030	1,237	61 %	687	34 %	7	0 %	1,900	94 %	37	2 %	3	0 %	1,942	96 %
W22	HUMAN SERVICES	10,119	5,460	54 %	3,883	38 %	97	1 %	9,178	91 %	341	3 %	38	0 %	9,592	95 %
W41	ADMINISTRATIVE SUPPORT	6,680	2,811	42 %	3,357	50 %	76	1 %	6,039	90 %	225	3 %	18	0 %	6,305	94 %
Y23	BUSINESS & ADMINISTRATION	4,883	1,888	39 %	2,566	53 %	67	1 %	4,402	90 %	149	3 %	21	0 %	4,580	94 %
Y50	PENDING UNIT ASSIGNMENT	2	0	0 %	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %	2	100 %
Y51	SUPERVISORY	6,338	3,475	55 %	2,456	39 %	57	1 %	5,903	93 %	121	2 %	8	0 %	6,035	95 %
Y98	MANAGERIAL	1,764	880	50 %	771	44 %	16	1 %	1,667	95 %	19	1 %	4	0 %	1,693	96 %
Y99	CONFIDENTIAL	1,912	691	36 %	1,020	53 %	22	1 %	1,716	90 %	49	3 %	2	0 %	1,769	93 %
<b>STATEWIDE TOTALS:</b>		<b>51,700</b>	<b>27,687</b>	<b>54 %</b>	<b>20,496</b>	<b>40 %</b>	<b>469</b>	<b>1 %</b>	<b>47,696</b>	<b>92 %</b>	<b>1,241</b>	<b>2 %</b>	<b>142</b>	<b>0 %</b>	<b>49,191</b>	<b>95 %</b>

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

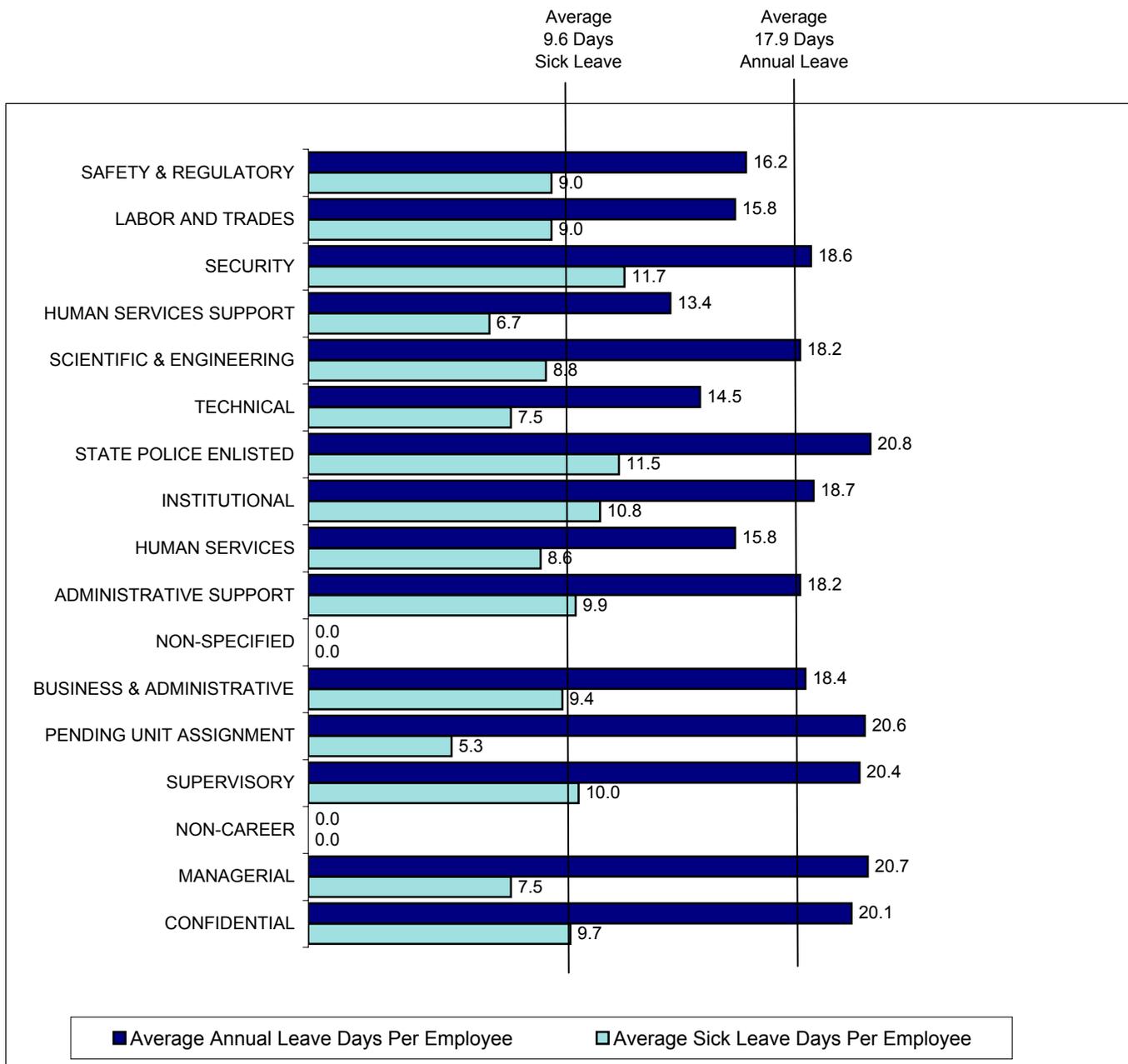
## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING Sep 19, 2009

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,344	1,146	85 %	85	6 %	1,264	94 %	75	6 %	84	6 %
A31	LABOR AND TRADES	2,353	2,105	89 %	13	1 %	2,261	96 %	83	4 %	17	1 %
C12	SECURITY	8,486	8,002	94 %	0	0 %	8,188	96 %	255	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	1,090	807	74 %	0	0 %	1,024	94 %	64	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,272	1,912	84 %	31	1 %	2,093	92 %	170	7 %	23	1 %
L32	TECHNICAL	976	825	85 %	26	3 %	898	92 %	70	7 %	17	2 %
T01	STATE POLICE ENLISTED	1,451	1,419	98 %	967	67 %	1,411	97 %	25	2 %	1,028	71 %
U11	INSTITUTIONAL	2,030	1,844	91 %	2	0 %	1,952	96 %	72	4 %	0	0 %
W22	HUMAN SERVICES	10,119	8,762	87 %	0	0 %	9,545	94 %	563	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,680	5,880	88 %	147	2 %	6,317	95 %	334	5 %	111	2 %
Y23	BUSINESS & ADMINISTRATION	4,883	4,156	85 %	64	1 %	4,576	94 %	295	6 %	46	1 %
Y50	PENDING UNIT ASSIGNMENT	2	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,338	6,066	96 %	207	3 %	6,140	97 %	187	3 %	199	3 %
Y98	MANAGERIAL	1,764	1,594	90 %	32	2 %	1,678	95 %	81	5 %	39	2 %
Y99	CONFIDENTIAL	1,912	1,719	90 %	19	1 %	1,804	94 %	103	5 %	17	1 %
<b>STATEWIDE TOTALS:</b>		<b>51,700</b>	<b>46,239</b>	<b>89 %</b>	<b>1,593</b>	<b>3 %</b>	<b>49,153</b>	<b>95 %</b>	<b>2,377</b>	<b>5 %</b>	<b>1,581</b>	<b>3 %</b>

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

### ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2008-09



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: 10/4/2008 Through Pay Period Ending: 09/19/2009

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	105,780.8	71.7	9.0
A31 LABOR AND TRADES	3,016	217,042.6	72.0	9.0
C12 SECURITY	9,059	848,764.1	93.7	11.7
E42 HUMAN SERVICES SUPPORT	1,191	64,227.5	53.9	6.7
H21 SCIENTIFIC & ENGINEERING	2,338	164,538.7	70.4	8.8
L32 TECHNICAL	1,306	78,642.2	60.2	7.5
T01 STATE POLICE ENLISTED	1,583	146,082.6	92.3	11.5
U11 INSTITUTIONAL	2,490	214,221.7	86.0	10.8
W22 HUMAN SERVICES	11,024	757,096.0	68.7	8.6
W41 ADMINISTRATIVE SUPPORT	7,332	582,755.0	79.5	9.9
Y00 NON-SPECIFIED	11	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,128	385,269.9	75.1	9.4
Y50 PENDING UNIT ASSIGNMENT	2	85.0	42.5	5.3
Y51 SUPERVISORY	6,787	541,025.4	79.7	10.0
Y52 NONCAREER	102	0.0	0.0	0.0
Y98 MANAGERIAL	1,876	112,617.5	60.0	7.5
Y99 CONFIDENTIAL	2,019	156,176.5	77.4	9.7
<b>STATEWIDE</b>	<b>56,739</b>	<b>4,374,325.5</b>	<b>77.1</b>	<b>9.6</b>

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

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

From Pay Period Ending: 10/4/2008 Through Pay Period Ending: 09/19/2009

Bargaining Unit Code/Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,475	190,667.1	129.3	16.2	1,475	4,749.2	3.2	0.4
A31 LABOR AND TRADES	3,016	380,937.3	126.3	15.8	3,016	6,874.0	2.3	0.3
C12 SECURITY	9,059	1,350,759.6	149.1	18.6	9,059	27,845.4	3.1	0.4
E42 HUMAN SERVICES SUPPORT	1,191	127,978.7	107.5	13.4	1,191	1,030.3	0.9	0.1
H21 SCIENTIFIC & ENGINEERING	2,338	340,438.6	145.6	18.2	2,338	8,351.4	3.6	0.4
L32 TECHNICAL	1,306	151,252.2	115.8	14.5	1,306	3,278.3	2.5	0.3
T01 STATE POLICE ENLISTED	1,583	263,971.0	166.8	20.8	1,583	8,237.1	5.2	0.7
U11 INSTITUTIONAL	2,490	372,168.1	149.5	18.7	2,490	9,685.2	3.9	0.5
W22 HUMAN SERVICES	11,024	1,389,119.0	126.0	15.8	11,024	24,507.9	2.2	0.3
W41 ADMINISTRATIVE SUPPORT	7,332	1,065,266.6	145.3	18.2	7,332	13,281.2	1.8	0.2
Y00 NON-SPECIFIED	11	0.0	0.0	0.0	11	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,128	755,620.0	147.4	18.4	5,128	11,510.7	2.2	0.3
Y50 PENDING UNIT ASSIGNMENT	2	330.0	165.0	20.6	2	0.0	0.0	0.0
Y51 SUPERVISORY	6,787	1,108,627.3	163.3	20.4	6,787	17,592.0	2.6	0.3
Y52 NONCAREER	102	0.0	0.0	0.0	102	0.0	0.0	0.0
Y98 MANAGERIAL	1,876	310,347.8	165.4	20.7	1,876	3,823.9	2.0	0.3
Y99 CONFIDENTIAL	2,019	323,871.1	160.4	20.1	2,019	4,961.1	2.5	0.3
<b>STATEWIDE</b>	<b>56,739</b>	<b>8,131,354.4</b>	<b>143.3</b>	<b>17.9</b>	<b>56,739</b>	<b>145,727.7</b>	<b>2.6</b>	<b>0.3</b>

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

**STATE CLASSIFIED EMPLOYEE AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
BY BARGAINING UNIT  
Fiscal Year 2008-09**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	9.0	16.2	25.2
A31	LABOR AND TRADES	9.0	15.8	24.8
C12	SECURITY	11.7	18.6	30.3
E42	HUMAN SERVICES SUPPORT	6.7	13.4	20.1
H21	SCIENTIFIC & ENGINEERING	8.8	18.2	27.0
L32	TECHNICAL	7.5	14.5	22.0
T01	STATE POLICE ENLISTED	11.5	20.8	32.3
U11	INSTITUTIONAL	10.8	18.7	29.5
W22	HUMAN SERVICES	8.6	15.8	24.4
W41	ADMINISTRATIVE SUPPORT	9.9	18.2	28.1
Y23	BUSINESS & ADMINISTRATION	9.4	18.4	27.8
Y50	PENDING UNIT ASSIGNMENT	5.3	20.6	25.9
Y51	SUPERVISORY	10.0	20.4	30.4
Y52	NON-CAREER	0.0	0.0	0.0
Y98	MANAGERIAL	7.5	20.7	28.2
Y99	CONFIDENTIAL	9.7	20.1	29.8
	STATEWIDE AVERAGE	9.6	17.9	27.5

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 2004-05 through 2008-09**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>
A02	SAFETY & REGULATORY	8.7	9.1	9.8	9.4	9.0
A31	LABOR AND TRADES	8.5	8.8	9.3	9.2	9.0
C12	SECURITY	12.2	11.6	12.0	10.8	11.7
E42	HUMAN SERVICES SUPPORT	10.0	11.0	11.9	11.8	6.7
H21	SCIENTIFIC & ENGINEERING	8.5	8.9	9.8	9.5	8.8
L32	TECHNICAL	7.2	8.0	8.6	8.4	7.5
T01	STATE POLICE ENLISTED	10.1	10.3	11.5	11.3	11.5
U11	INSTITUTIONAL	10.4	10.5	11.0	10.6	10.8
W22	HUMAN SERVICES	10.2	10.4	10.9	9.9	8.6
W41	ADMINISTRATIVE SUPPORT	10.5	10.7	11.1	10.8	9.9
Y23	BUSINESS & ADMINISTRATION	9.9	9.9	10.8	10.4	9.4
Y50	PENDING UNIT ASSIGNMENT	8.1	7.6	6.3	27.7	5.3
Y51	SUPERVISORY	10.4	10.5	11.0	10.4	10.0
Y52	NON-CAREER	0.0	0.0	0.1	0.3	0.0
Y98	MANAGERIAL	7.3	7.5	8.3	8.2	7.5
Y99	CONFIDENTIAL	9.6	9.8	10.6	10.4	9.7
	STATEWIDE AVERAGE	10.1	10.2	10.8	10.2	9.6

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 19, 2009

### 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	522	39	30	0	0	227	17	0	0	0	74	387
ATTORNEY GENERAL	11	471	29	1	0	0	0	0	0	0	0	78	108
AUDITOR GENERAL	03	136	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	46	9	55
CIVIL SERVICE COMMISSION	19	524	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,974	41	94	199	0	145	44	0	818	721	598	2,660
CORRECTIONS	47	15,422	10	730	8,204	0	10	104	0	549	2,222	1,064	12,893
EDUCATION	31	412	3	12	0	4	0	3	0	27	126	81	256
ENVIRONMENTAL QUALITY	76	1,349	30	2	0	0	797	46	0	0	1	184	1,060
EXECUTIVE OFFICE	01	45	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	230	17	47	0	0	8	2	0	0	50	44	168
HUMAN SERVICES	43	10,525	172	50	0	57	4	0	0	153	6,488	1,408	8,332
INFORMATION TECHNOLOGY	08	1,795	0	29	0	0	4	51	0	0	0	266	350
LABOR & ECONOMIC GROWTH	64	4,385	254	43	0	1,029	98	7	0	21	420	738	2,610
MANAGEMENT & BUDGET	07	1,001	3	273	0	0	34	11	0	0	2	143	466
MILITARY AFFAIRS	51	963	32	198	0	0	20	14	0	445	30	52	791
NATURAL RESOURCES	75	2,813	521	1,154	0	0	264	169	0	7	70	206	2,391
STATE	23	1,559	18	21	0	0	0	1	0	0	1	1,008	1,049
STATE POLICE	55	2,557	152	25	0	0	97	35	1,443	5	0	285	2,042
STRATEGIC FUND	07	261	0	38	0	0	0	2	0	0	0	85	125
TRANSPORTATION	59	3,102	59	765	0	0	562	601	0	0	3	240	2,230
TREASURY	27	1,567	11	8	0	0	3	1	0	0	3	521	547
<b>Grand Total:</b>		<b>53,707</b>	<b>1,391</b>	<b>3,522</b>	<b>8,403</b>	<b>1,090</b>	<b>2,273</b>	<b>1,108</b>	<b>1,443</b>	<b>2,025</b>	<b>10,183</b>	<b>7,086</b>	<b>38,524</b>

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

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 20 Ending September 19, 2009

### 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	522	25	13	20	8	0	69	135
ATTORNEY GENERAL	11	471	34	43	278	0	0	8	363
AUDITOR GENERAL	03	136	0	61	35	4	0	32	132
CIVIL RIGHTS	15	94	2	17	11	0	0	9	39
CIVIL SERVICE COMMISSION	19	524	0	431	61	7	2	23	524
COMMUNITY HEALTH	39	3,974	481	114	188	10	2	519	1,314
CORRECTIONS	47	15,422	178	159	145	3	0	2,044	2,529
EDUCATION	31	412	69	27	22	2	1	35	156
ENVIRONMENTAL QUALITY	76	1,349	55	24	23	18	1	168	289
EXECUTIVE OFFICE	01	45	0	43	0	2	0	0	45
HISTORY ARTS AND LIBRARIES	25	230	16	8	17	2	0	19	62
HUMAN SERVICES	43	10,525	527	269	190	0	5	1,202	2,193
INFORMATION TECHNOLOGY	08	1,795	1,078	56	97	35	8	171	1,445
LABOR & ECONOMIC GROWTH	64	4,385	926	177	216	77	0	379	1,775
MANAGEMENT & BUDGET	07	1,001	194	140	76	15	0	110	535
MILITARY AFFAIRS	51	963	23	17	14	0	0	118	172
NATURAL RESOURCES	75	2,813	76	33	52	5	1	255	422
STATE	23	1,559	134	62	50	6	0	258	510
STATE POLICE	55	2,557	118	35	47	7	0	308	515
STRATEGIC FUND	07	261	70	21	22	0	0	23	136
TRANSPORTATION	59	3,102	232	113	90	38	0	399	872
TREASURY	27	1,567	651	59	110	21	0	179	1,020
<b>Grand Total:</b>		<b>53,707</b>	<b>4,889</b>	<b>1,922</b>	<b>1,764</b>	<b>260</b>	<b>20</b>	<b>6,328</b>	<b>15,183</b>

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

# **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 Employees** - Employees 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 Employees** - 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** - 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 Employees** - 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 Employees** - 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 Employees** - 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 Employees** - 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 Michigan 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 Employees** - 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 Employees** - Contractors who are employees of state agencies and who are not classified employees, exempt employees, or excepted employees.

**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 Employees** - Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

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

#### **Union Codes**

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

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

- 51**     **Supervisory Unit**  
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.
- 52**     **Non-Career**  
Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).
- 98**     **Managerial Unit**  
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.
- 99**     **Confidential Unit**  
Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

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

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