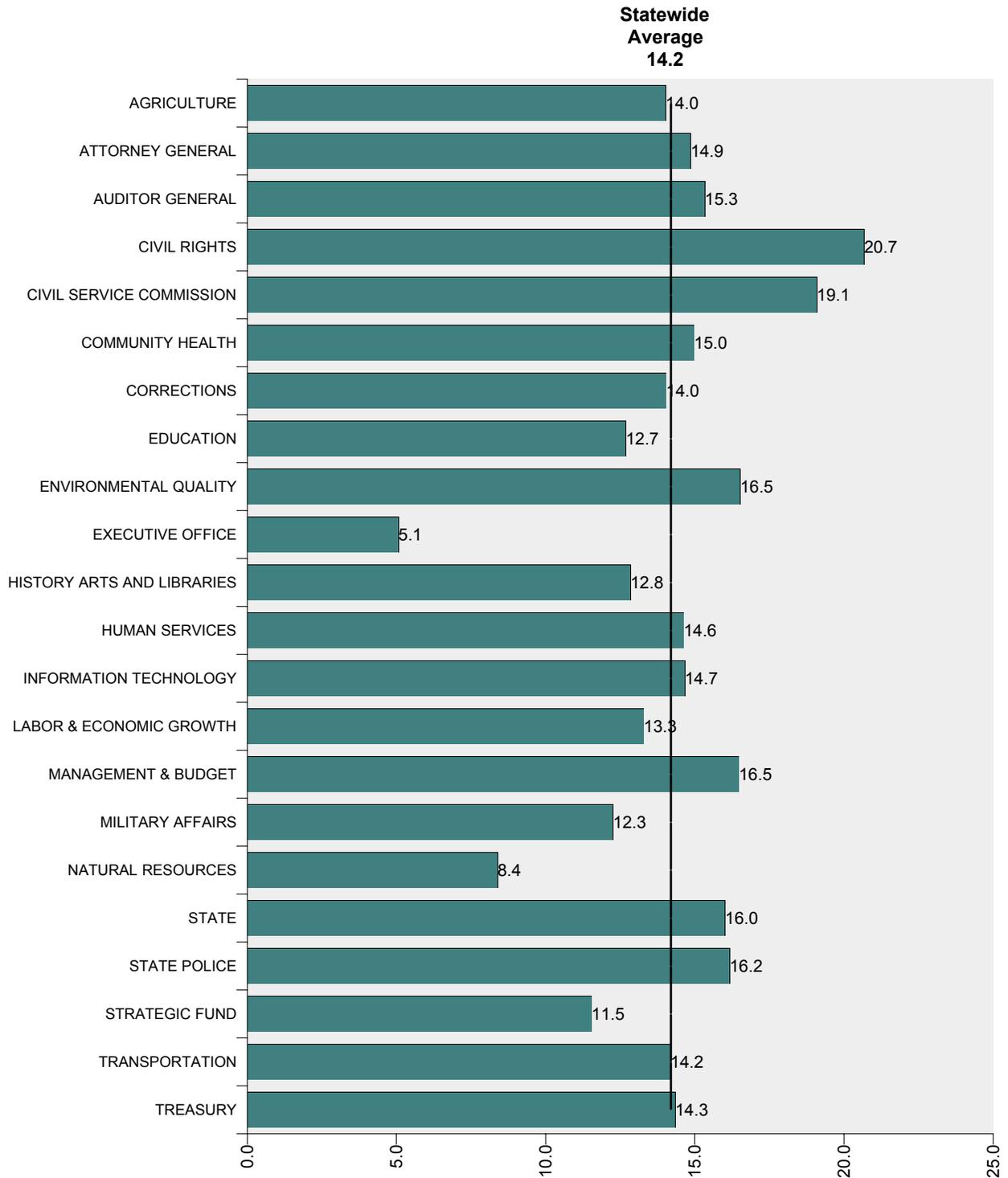


SECTION THREE

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
AGRICULTURE																
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
DEPARTMENT TOTAL	237	239	7	19	2	2	5	4	2	5	0	0	253	269	3	9
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

DEPARTMENT AVERAGE YEARS 14.0

**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
ATTORNEY GENERAL																
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
DEPARTMENT TOTAL	197	203	18	32	0	1	3	8	1	2	5	1	224	247	5	3
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	
AUDITOR GENERAL																	
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
DEPARTMENT TOTAL	55	72	4	4	0	0	0	0	0	1	0	0	0	59	77	1	3
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	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	
CIVIL RIGHTS																	
00 - 05 YEARS	0	2	0	1	0	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	0	10	13	0	0
11 - 15 YEARS	1	2	3	7	0	0	0	0	0	1	0	0	0	4	10	0	0
16 - 20 YEARS	2	3	0	5	0	0	2	1	0	0	0	0	0	4	9	0	0
21 - 25 YEARS	1	2	2	2	0	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	0	2	6	0	1
31 - 35 YEARS	3	3	0	5	0	0	1	1	0	0	0	0	0	4	9	0	0
36 - 40 YEARS	0	5	2	3	0	0	0	0	1	0	0	0	0	3	8	0	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	14	24	11	36	0	0	4	3	1	1	0	0	30	64	0	1	
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
CIVIL SERVICE COMMISSION																
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
DEPARTMENT TOTAL	63	338	15	70	2	7	4	15	1	8	0	1	85	439	5	11
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
COMMUNITY HEALTH																
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
DEPARTMENT TOTAL	956	1,878	268	552	9	27	46	76	61	89	1	11	1,341	2,633	46	72
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
DEPARTMENT AVERAGE YEARS	15.0															

**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
CORRECTIONS																
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
DEPARTMENT TOTAL	8,692	3,527	1,138	1,310	238	67	231	118	39	21	27	14	10,365	5,057	231	87
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
DEPARTMENT AVERAGE YEARS	14.0															

**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	
EDUCATION																	
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	
DEPARTMENT TOTAL	95	273	9	21	0	1	2	6	1	3	0	1	107	305	1	9	
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	

DEPARTMENT AVERAGE YEARS 12.7

**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	
ENVIRONMENTAL QUALITY																	
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	
DEPARTMENT TOTAL	669	553	26	35	2	3	11	10	20	16	2	2	730	619	14	13	
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	
DEPARTMENT AVERAGE YEARS	16.5																

**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
EXECUTIVE OFFICE																
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
DEPARTMENT TOTAL	16	18	0	6	0	0	0	2	0	1	0	2	16	29	0	1
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
HISTORY ARTS AND LIBRARIES																
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
DEPARTMENT TOTAL	94	115	4	5	4	0	1	4	0	1	1	1	104	126	8	3
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
HUMAN SERVICES																
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
DEPARTMENT TOTAL	1,451	5,083	458	2,971	12	47	90	326	22	51	1	13	2,034	8,491	86	218
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
INFORMATION TECHNOLOGY																
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
DEPARTMENT TOTAL	895	529	72	75	4	2	22	21	87	60	18	10	1,098	697	30	16
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
DEPARTMENT AVERAGE YEARS	14.7															

**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	
LABOR & ECONOMIC GROWTH																	
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	
DEPARTMENT TOTAL	1,173	1,853	240	876	10	19	54	93	21	41	2	3	1,500	2,885	90	111	
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
MANAGEMENT & BUDGET																
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
DEPARTMENT TOTAL	503	362	40	36	2	4	26	13	9	3	1	2	581	420	19	8
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
DEPARTMENT AVERAGE YEARS	16.5															

**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
MILITARY AFFAIRS																
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
DEPARTMENT TOTAL	379	390	29	118	4	3	15	13	1	8	2	1	430	533	13	9
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
NATURAL RESOURCES																
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
DEPARTMENT TOTAL	1,695	945	42	24	21	10	23	11	12	2	20	8	1,813	1,000	32	10
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	
STATE																	
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	
DEPARTMENT TOTAL	225	908	38	284	3	13	7	53	4	15	4	5	281	1,278	13	60	
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
STATE POLICE																
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
DEPARTMENT TOTAL	1,604	634	140	57	29	4	57	16	9	5	0	2	1,839	718	10	10
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
STRATEGIC FUND																
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
DEPARTMENT TOTAL	88	134	5	20	1	1	3	2	3	2	2	0	102	159	7	7
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	
TRANSPORTATION																	
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	
DEPARTMENT TOTAL	1,926	761	145	94	32	11	51	13	44	18	4	3	2,202	900	61	34	
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	
DEPARTMENT AVERAGE YEARS	14.2																

**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
TREASURY																
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
DEPARTMENT TOTAL	416	776	77	185	2	8	16	41	20	16	4	6	535	1,032	24	24
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
DEPARTMENT AVERAGE YEARS	14.3															

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

PAY END NUMBER AND DATE: 20 SEPTEMBER 19, 2009

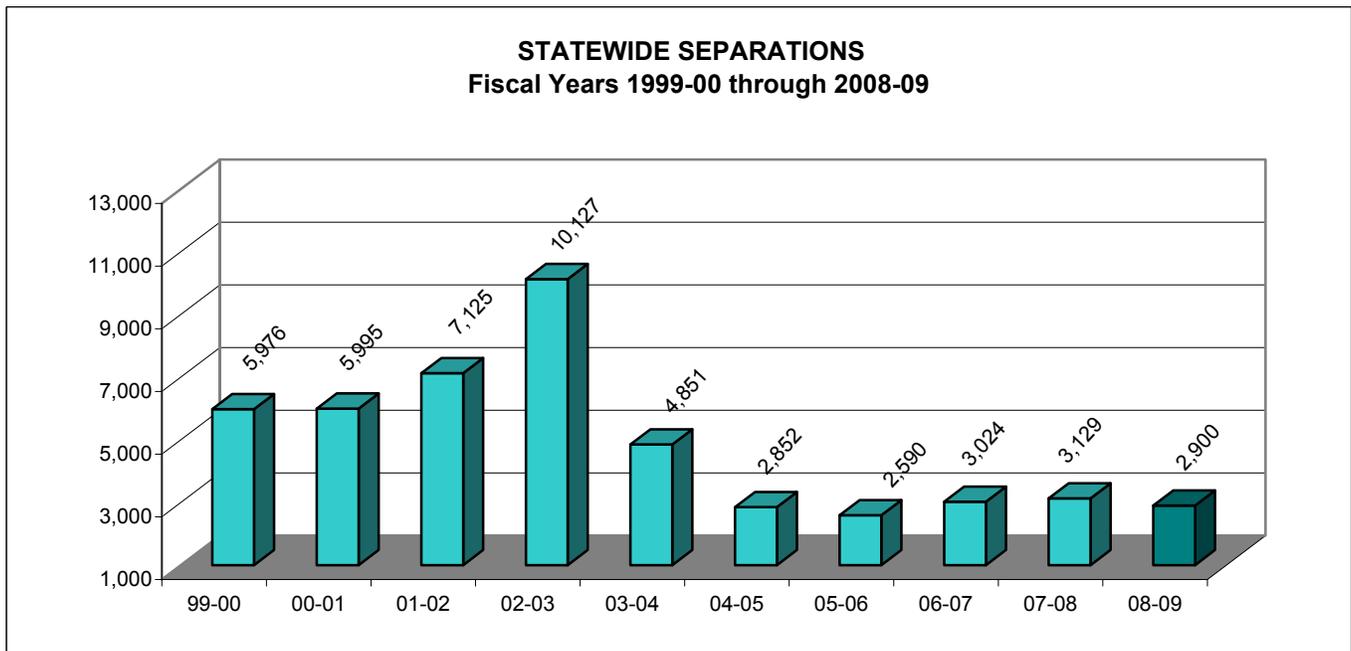
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	4,400	5,389	575	1,725	61	45	145	222	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
STATEWIDE TOTAL	21,443	19,615	2,786	6,830	377	230	671	848	358	369	94	86	25,729	27,978	699	719
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
STATEWIDE TOTAL AVERAGE YEARS	14.2															

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

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%
Total Involuntary Separations	466	16.1%
<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%
Total Voluntary Separations	873	30.1%
<i>RETIREMENT</i>		
Retirement	1,425	49.1%
Disability Retirement	78	2.7%
Deferred Retirement	40	1.4%
Total Retirements	1,543	53.2%
<i>UNDEFINED SEPARATIONS</i>	18	0.6%
TOTAL SEPARATIONS	2,900	100.0%



Source: HWF10 for each fiscal year.

Comments: Starting in FY 2005 separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 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
STATEWIDE TOTALS:	3,153	2,396	462	13	6,024	2,666	297	480	108	24	3,575	2,449

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
Agriculture			
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%
Attorney General			
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%
Auditor General			
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%
Career Development			
2004-05	34	6	17.6%
2005-06	--	--	--
2006-07	--	--	--
2007-08	--	--	--
2008-09	--	--	--
Civil Rights			
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%
Civil Service Commission			
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%
Community Health			
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
Consumer and Industry Services			
2004-05	209	12	5.7%
2005-06	--	--	--
2006-07	--	--	--
2007-08	--	--	--
2008-09	--	--	--
Corrections			
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%
Education			
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%
Environmental Quality			
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%
Executive Office			
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%
History Arts and Libraries			
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%
Human Services			
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
Information Technology			
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%
Labor and Economic Growth			
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%
Management and Budget			
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%
Military and Veterans Affairs			
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%
Natural Resources			
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%
State			
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%
State Police			
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
Strategic Fund			
2004-05	--	--	--
2005-06	--	--	--
2006-07 ²	174	9	5.2%
2007-08	177	13	7.3%
2008-09	193	18	9.4%
Transportation			
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%
Treasury			
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%
Statewide Total			
2004-05 ³	52,614	2,845	5.4%
2005-06	52,259	2,603	5.0%
2006-07	52,013	3,024	5.8%
2007-08	50,799	3,129	6.2%
2008-09	51,699	2,900	5.6%

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

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

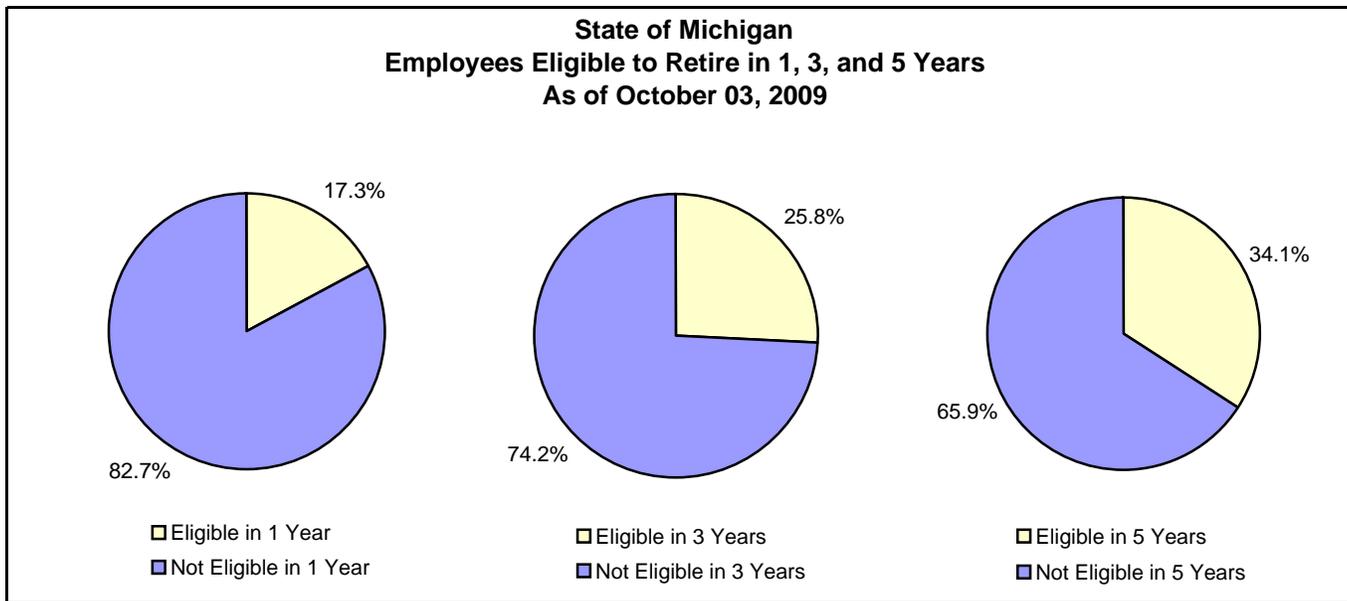
³ In FY 2003-04 and FY 2004-05, adjustments of 6 and 13 departures respectively have been added to both separations total columns for final departures from Biologic Products Institute no longer listed on this report. BPI was sold to the private firm "BioPort" in September 1998.

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**

Retirement Projections			
Department	1 Year (2010)	3 Years (2012)	5 Years (2014)
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%
Statewide	17.3%	25.8%	34.1%



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.