

# ANNUAL WORKFORCE REPORT

Second Quarter

**FISCAL YEAR 2006-07**

**State of Michigan  
Department of Civil Service**



**Civil Service Commissioners:**

**Susan Grimes Munsell, Chairperson  
F. Thomas Lewand  
Sherry L. McMillan**

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

**STATISTICAL HIGHLIGHTS**  
**Second Quarter FY 2006-07**

**PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES**

|  |          |
|--|----------|
| Average Age .....                        | 45.8     |
| Average Annual Salary <sup>1</sup> ..... | \$51,260 |
| Average Years of Service .....           | 14.2     |

**WORK FORCE CHARACTERISTICS**

|  |       |
|--|-------|
| Females .....  | 51.3% |
| Males.....   | 48.7% |
| Eligible for Longevity .....                           | 78.3% |
| Less than Six Years of Service .....                   | 21.5% |
| Six to Ten Years of Service.....                       | 21.2% |
| Over Ten Years of Service.....                         | 57.3% |
| Exclusively Represented for Collective Bargaining..... | 71.6% |

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

|                       |       |
|-----------------------|-------|
| American Indian ..... | 1.2%  |
| Asian .....           | 1.2%  |
| Black .....           | 17.8% |
| Hispanic .....        | 2.8%  |
| White .....           | 76.6% |
| Not Disclosed .....   | 0.4%  |

<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.

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SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

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

Pay Period Number and Pay End Date 07 Mar 24, 2007

| DEPARTMENT / PROCESS LEVEL     |      | FULL TIME      | PART TIME   | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL    | NON CAREER  | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--------------------------------|------|----------------|-------------|------------------------|--------------|-------------|-------------|---------------------|----------------------|-----------------|
| AGRICULTURE CENTRAL OFFICE     | 7901 | 472.0          | 4.0         | 14.0                   | 11.0         | 11.0        | 24.0        | 536.0               | 0.0                  | 536.0           |
| <b>AGRICULTURE</b>             |      | <b>472.0</b>   | <b>4.0</b>  | <b>14.0</b>            | <b>11.0</b>  | <b>11.0</b> | <b>24.0</b> | <b>536.0</b>        | <b>0.0</b>           | <b>536.0</b>    |
| ATY GNRL CENTRAL OFFICE        | 1101 | 495.0          | 13.0        | 0.0                    | 18.0         | 0.0         | 0.0         | 526.0               | 0.0                  | 526.0           |
| <b>ATTORNEY GENERAL</b>        |      | <b>495.0</b>   | <b>13.0</b> | <b>0.0</b>             | <b>18.0</b>  | <b>0.0</b>  | <b>0.0</b>  | <b>526.0</b>        | <b>0.0</b>           | <b>526.0</b>    |
| LEGISLATIVE AUDITOR GENERAL    | 0301 | 110.0          | 0.0         | 14.0                   | 13.0         | 0.0         | 8.0         | 145.0               | 0.0                  | 145.0           |
| <b>AUDITOR GENERAL</b>         |      | <b>110.0</b>   | <b>0.0</b>  | <b>14.0</b>            | <b>13.0</b>  | <b>0.0</b>  | <b>8.0</b>  | <b>145.0</b>        | <b>0.0</b>           | <b>145.0</b>    |
| CIV RGHT CENTRAL OFFICE        | 1501 | 112.0          | 0.0         | 0.0                    | 7.0          | 0.0         | 3.0         | 122.0               | 0.0                  | 122.0           |
| <b>CIVIL RIGHTS</b>            |      | <b>112.0</b>   | <b>0.0</b>  | <b>0.0</b>             | <b>7.0</b>   | <b>0.0</b>  | <b>3.0</b>  | <b>122.0</b>        | <b>0.0</b>           | <b>122.0</b>    |
| CIV SERV CENTRAL OFFICE        | 1901 | 192.0          | 2.0         | 0.0                    | 7.0          | 0.0         | 11.0        | 212.0               | 1.0                  | 211.0           |
| <b>CIVIL SERVICE</b>           |      | <b>192.0</b>   | <b>2.0</b>  | <b>0.0</b>             | <b>7.0</b>   | <b>0.0</b>  | <b>11.0</b> | <b>212.0</b>        | <b>1.0</b>           | <b>211.0</b>    |
| DCH-CARO CENTER                | 3902 | 384.0          | 1.0         | 1.0                    | 13.0         | 0.0         | 5.0         | 404.0               | 0.0                  | 404.0           |
| DCH-COM HEALTH CENTRAL OFFICE  | 3901 | 1,550.0        | 6.0         | 9.0                    | 27.0         | 0.0         | 70.0        | 1,662.0             | 1.5                  | 1,660.5         |
| DCH-CTR FORENSIC PSYCHIATRY    | 3920 | 444.0          | 2.0         | 0.0                    | 1.0          | 0.0         | 5.0         | 452.0               | 0.0                  | 452.0           |
| DCH-HAWTHORN CENTER NORTHVILLE | 3906 | 178.0          | 3.0         | 0.0                    | 11.0         | 0.0         | 2.0         | 194.0               | 0.0                  | 194.0           |
| DCH-HURON VALLEY CTR-ANN ARBOR | 3904 | 259.0          | 3.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 262.0               | 0.0                  | 262.0           |
| DCH-KALAMAZOO PSYCHIATRIC HOSP | 3909 | 380.0          | 10.0        | 0.0                    | 34.0         | 0.0         | 0.0         | 424.0               | 0.0                  | 424.0           |
| DCH - MT. PLEASANT CENTER      | 3912 | 458.0          | 0.0         | 5.0                    | 47.0         | 0.0         | 0.0         | 510.0               | 0.0                  | 510.0           |
| DCH-NORTHVILLE PSYCH HOSPITAL  | 3914 | 0.0            | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 1.0                 | 0.0                  | 1.0             |
| DCH-OFFICE OF SERVICES TO TH   | 3970 | 28.0           | 0.0         | 1.0                    | 5.0          | 0.0         | 0.0         | 34.0                | 0.0                  | 34.0            |
| DCH-WALTER P. REUTHER PSY HOSP | 3945 | 415.0          | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 415.0               | 0.0                  | 415.0           |
| <b>COMMUNITY HEALTH</b>        |      | <b>4,096.0</b> | <b>25.0</b> | <b>16.0</b>            | <b>139.0</b> | <b>0.0</b>  | <b>82.0</b> | <b>4,358.0</b>      | <b>1.5</b>           | <b>4,356.5</b>  |
| DOC-ADRIAN/GUS HARRISON FAC    | 4729 | 543.0          | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 544.0               | 0.0                  | 544.0           |
| DOC-ALGER MAX SECURITY CORRECT | 4735 | 350.0          | 1.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 352.0               | 0.0                  | 352.0           |
| DOC-BARAGA FACILITY            | 4740 | 399.0          | 2.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 402.0               | 0.0                  | 402.0           |
| DOC-BELLAMY CREEK FACILITY     | 4748 | 466.0          | 0.0         | 0.0                    | 2.0          | 0.0         | 0.0         | 468.0               | 0.0                  | 468.0           |

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 07 Mar 24, 2007

| DEPARTMENT / PROCESS LEVEL     |      | FULL TIME | PART TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--------------------------------|------|-----------|-----------|------------------------|--------------|----------|------------|---------------------|----------------------|-----------------|
| DOC-BROOKS FACTY/MUSKEGON TEMP | 4730 | 521.0     | 1.0       | 0.0                    | 2.0          | 0.0      | 0.0        | 524.0               | 0.0                  | 524.0           |
| DOC-CARSON CITY FAC/CARSON CIT | 4731 | 530.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 531.0               | 0.5                  | 530.5           |
| DOC-CHIPPEWA FAC/CHIPPEWA TEM  | 4732 | 580.0     | 1.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 582.0               | 0.0                  | 582.0           |
| DOC-COOPER STREET FACILITY     | 4752 | 387.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 388.0               | 0.0                  | 388.0           |
| DOC-CORRECTN CENTRAL OFFICE    | 4702 | 520.0     | 0.0       | 0.0                    | 39.0         | 0.0      | 37.0       | 596.0               | 0.0                  | 596.0           |
| DOC-COTTON FACILITY            | 4720 | 432.0     | 0.0       | 1.0                    | 1.0          | 0.0      | 0.0        | 434.0               | 0.0                  | 434.0           |
| DOC-CRANE FACILITY             | 4716 | 367.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 367.0               | 0.0                  | 367.0           |
| DOC-DEERFIELD CORRECTIONAL FCL | 4719 | 223.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 224.0               | 0.0                  | 224.0           |
| DOC-EGELER FACILITY            | 4727 | 698.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 699.0               | 0.0                  | 699.0           |
| DOC-FIELD OPERATION REGION III | 4763 | 551.0     | 14.0      | 0.0                    | 3.0          | 0.0      | 0.0        | 568.0               | 0.0                  | 568.0           |
| DOC-FIELD OPERATIONS REGION I  | 4761 | 504.0     | 0.0       | 0.0                    | 2.0          | 0.0      | 0.0        | 506.0               | 0.0                  | 506.0           |
| DOC-FIELD OPERATIONS REGION II | 4762 | 533.0     | 2.0       | 4.0                    | 3.0          | 0.0      | 0.0        | 542.0               | 0.0                  | 542.0           |
| DOC-HANDLON MI TRAINING UNT    | 4705 | 293.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 293.0               | 0.0                  | 293.0           |
| DOC-HURON VALLEY CORR COMPLEX  | 4715 | 726.0     | 4.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 731.0               | 0.0                  | 731.0           |
| DOC-IONIA MAXIMUM FACILITY     | 4724 | 330.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 331.0               | 0.0                  | 331.0           |
| DOC-JACKSON CENTRAL REGION     | 4750 | 90.0      | 0.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 90.0                | 0.0                  | 90.0            |
| DOC-KINROSS/HIAWATHA FACILITY  | 4712 | 570.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 571.0               | 0.5                  | 570.5           |
| DOC-LAKELAND MENS FACILITY     | 4718 | 285.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 285.0               | 0.0                  | 285.0           |
| DOC-MACOMB FACILITY            | 4741 | 331.0     | 1.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 333.0               | 0.5                  | 332.5           |
| DOC-MARQUETTE BRANCH PRISON    | 4706 | 410.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 411.0               | 0.0                  | 411.0           |
| DOC-MICHIGAN STATE INDUSTRIES  | 4709 | 186.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 1.0        | 187.0               | 0.0                  | 187.0           |
| DOC-MID MICHIGAN FACILITY      | 4733 | 595.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 596.0               | 0.0                  | 596.0           |
| DOC-MOUND FACILITY             | 4737 | 288.0     | 1.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 290.0               | 0.0                  | 290.0           |
| DOC-MUSKEGON FACILITY          | 4704 | 260.0     | 0.0       | 0.0                    | 2.0          | 0.0      | 0.0        | 262.0               | 0.0                  | 262.0           |
| DOC-NEWBERRY FACILITY          | 4743 | 347.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 348.0               | 0.0                  | 348.0           |
| DOC-OAKS FACILITY              | 4739 | 349.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 350.0               | 0.0                  | 350.0           |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
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|-----------------------------------|------|-----------------|-------------|------------------------|--------------|-------------|-------------|---------------------|----------------------|-----------------|
| DOC-OJIBWAY FACILITY              | 4746 | 277.0           | 1.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 279.0               | 0.0                  | 279.0           |
| DOC-PARNALL FACILITY              | 4751 | 282.0           | 0.0         | 1.0                    | 1.0          | 0.0         | 0.0         | 284.0               | 0.5                  | 283.5           |
| DOC-PINE RIVER FACILITY           | 4744 | 220.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 221.0               | 0.0                  | 221.0           |
| DOC-PUGSLEY FACILITY              | 4745 | 254.0           | 1.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 256.0               | 0.0                  | 256.0           |
| DOC-RIVERSIDE FACILITY            | 4711 | 423.0           | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 423.0               | 0.0                  | 423.0           |
| DOC-RYAN FACILITY                 | 4738 | 331.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 332.0               | 0.0                  | 332.0           |
| DOC-SAGINAW FACILITY              | 4742 | 358.0           | 2.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 360.0               | 0.0                  | 360.0           |
| DOC-SCOTT FACILITY                | 4721 | 344.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 345.0               | 0.0                  | 345.0           |
| DOC-SOUTHERN MICHIGAN FACILITY    | 4753 | 418.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 419.0               | 0.0                  | 419.0           |
| DOC-STANDISH MAXIMUM FACILITY     | 4734 | 421.0           | 1.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 423.0               | 0.0                  | 423.0           |
| DOC-THUMB FACILITY                | 4725 | 341.0           | 0.0         | 0.0                    | 2.0          | 0.0         | 0.0         | 343.0               | 0.0                  | 343.0           |
| <b>CORRECTIONS</b>                |      | <b>16,333.0</b> | <b>32.0</b> | <b>6.0</b>             | <b>81.0</b>  | <b>0.0</b>  | <b>38.0</b> | <b>16,490.0</b>     | <b>2.0</b>           | <b>16,488.0</b> |
| EDUCATION                         | 3103 | 269.0           | 4.0         | 3.0                    | 29.0         | 70.0        | 1.0         | 376.0               | 1.0                  | 375.0           |
| <b>EDUCATION</b>                  |      | <b>269.0</b>    | <b>4.0</b>  | <b>3.0</b>             | <b>29.0</b>  | <b>70.0</b> | <b>1.0</b>  | <b>376.0</b>        | <b>1.0</b>           | <b>375.0</b>    |
| DEPARTMENT OF ENVIRONMENTAL QU    | 7601 | 1,369.0         | 8.0         | 18.0                   | 42.0         | 0.0         | 48.0        | 1,485.0             | 4.5                  | 1,480.5         |
| <b>ENVIRONMENTAL QUALITY</b>      |      | <b>1,369.0</b>  | <b>8.0</b>  | <b>18.0</b>            | <b>42.0</b>  | <b>0.0</b>  | <b>48.0</b> | <b>1,485.0</b>      | <b>4.5</b>           | <b>1,480.5</b>  |
| OFFICE OF THE GOVERNOR            | 0101 | 0.0             | 0.0         | 0.0                    | 45.0         | 0.0         | 5.0         | 50.0                | 0.0                  | 50.0            |
| <b>EXECUTIVE OFFICE</b>           |      | <b>0.0</b>      | <b>0.0</b>  | <b>0.0</b>             | <b>45.0</b>  | <b>0.0</b>  | <b>5.0</b>  | <b>50.0</b>         | <b>0.0</b>           | <b>50.0</b>     |
| HISTORY ARTS AND LIBRARIES        | 2501 | 176.0           | 2.0         | 5.0                    | 5.0          | 11.0        | 57.0        | 256.0               | 2.5                  | 253.5           |
| <b>HISTORY ARTS AND LIBRARIES</b> |      | <b>176.0</b>    | <b>2.0</b>  | <b>5.0</b>             | <b>5.0</b>   | <b>11.0</b> | <b>57.0</b> | <b>256.0</b>        | <b>2.5</b>           | <b>253.5</b>    |
| DHS-BERRIEN COUNTY                | 4322 | 144.0           | 0.0         | 0.0                    | 2.0          | 1.0         | 0.0         | 147.0               | 0.0                  | 147.0           |
| DHS-CALHOUN COUNTY                | 4323 | 134.0           | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 134.0               | 0.0                  | 134.0           |
| DHS-COUNTIES                      | 4308 | 2,031.0         | 6.0         | 1.0                    | 92.0         | 10.0        | 2.0         | 2,142.0             | 1.0                  | 2,141.0         |
| DHS-DPT OF HUMAN SVCS CNTL OFC    | 4301 | 1,783.0         | 7.0         | 22.0                   | 54.0         | 2.0         | 7.0         | 1,875.0             | 5.0                  | 1,870.0         |
| DHS-GENESEEE COUNTY               | 4302 | 510.0           | 0.0         | 0.0                    | 16.0         | 0.0         | 0.0         | 526.0               | 0.0                  | 526.0           |

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|------------------------------------|------|----------------|-------------|------------------------|--------------|-------------|--------------|---------------------|----------------------|-----------------|
| DHS-INGHAM COUNTY                  | 4312 | 205.0          | 0.0         | 0.0                    | 6.0          | 0.0         | 0.0          | 211.0               | 0.0                  | 211.0           |
| DHS - INSTITUTIONS                 | 4307 | 250.0          | 1.0         | 26.0                   | 24.0         | 0.0         | 2.0          | 303.0               | 0.0                  | 303.0           |
| DHS-JACKSON COUNTY                 | 4315 | 117.0          | 0.0         | 0.0                    | 6.0          | 0.0         | 0.0          | 123.0               | 0.0                  | 123.0           |
| DHS-KALAMAZOO COUNTY               | 4314 | 174.0          | 0.0         | 0.0                    | 4.0          | 0.0         | 0.0          | 178.0               | 0.0                  | 178.0           |
| DHS-KENT COUNTY                    | 4303 | 379.0          | 0.0         | 0.0                    | 15.0         | 7.0         | 0.0          | 401.0               | 0.5                  | 400.5           |
| DHS-MACOMB COUNTY                  | 4304 | 326.0          | 0.0         | 0.0                    | 23.0         | 0.0         | 0.0          | 349.0               | 0.5                  | 348.5           |
| DHS-MAXEY TRAINING SCHOOL          | 4311 | 262.0          | 0.0         | 0.0                    | 2.0          | 0.0         | 0.0          | 264.0               | 0.0                  | 264.0           |
| DHS-MUSKEGON COUNTY                | 4324 | 184.0          | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0          | 185.0               | 0.0                  | 185.0           |
| DHS-OAKLAND COUNTY                 | 4305 | 450.0          | 0.0         | 7.0                    | 4.0          | 0.0         | 1.0          | 462.0               | 0.0                  | 462.0           |
| DHS-SAGINAW COUNTY                 | 4313 | 232.0          | 0.0         | 0.0                    | 2.0          | 0.0         | 0.0          | 234.0               | 0.0                  | 234.0           |
| DHS-WASHTENAW                      | 4325 | 127.0          | 0.0         | 0.0                    | 2.0          | 0.0         | 0.0          | 129.0               | 0.0                  | 129.0           |
| DHS-WAYNE COUNTY DSS               | 4306 | 124.0          | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0          | 125.0               | 0.0                  | 125.0           |
| DHS-WAYNE COUNTY O.C.Y.S.          | 4320 | 640.0          | 0.0         | 0.0                    | 10.0         | 0.0         | 0.0          | 650.0               | 0.0                  | 650.0           |
| DHS-WAYNE COUNTY ZONE 3            | 4318 | 503.0          | 0.0         | 0.0                    | 10.0         | 0.0         | 0.0          | 513.0               | 0.0                  | 513.0           |
| DHS-WAYNE COUNTY ZONE 4            | 4319 | 491.0          | 0.0         | 0.0                    | 17.0         | 0.0         | 0.0          | 508.0               | 0.0                  | 508.0           |
| DHS-WAYNE COUNTY ZONE L            | 4316 | 377.0          | 0.0         | 0.0                    | 11.0         | 0.0         | 0.0          | 388.0               | 0.0                  | 388.0           |
| <b>HUMAN SERVICES</b>              |      | <b>9,443.0</b> | <b>14.0</b> | <b>56.0</b>            | <b>302.0</b> | <b>20.0</b> | <b>12.0</b>  | <b>9,847.0</b>      | <b>7.0</b>           | <b>9,840.0</b>  |
| DEPT OF INFORMATION TECHNOLOGY     | 0801 | 1,682.0        | 3.0         | 2.0                    | 32.0         | 0.0         | 47.0         | 1,766.0             | 0.0                  | 1,766.0         |
| <b>INFORMATION TECHNOLOGY</b>      |      | <b>1,682.0</b> | <b>3.0</b>  | <b>2.0</b>             | <b>32.0</b>  | <b>0.0</b>  | <b>47.0</b>  | <b>1,766.0</b>      | <b>0.0</b>           | <b>1,766.0</b>  |
| DEPT OF LABOR/ECONOMIC GROWTH      | 6401 | 3,508.0        | 28.0        | 9.0                    | 140.0        | 46.0        | 114.0        | 3,845.0             | 6.0                  | 3,839.0         |
| MES BOARD OF REVIEW                | 6415 | 14.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0          | 15.0                | 0.0                  | 15.0            |
| MSHDA                              | 6405 | 247.0          | 6.0         | 3.0                    | 1.0          | 0.0         | 21.0         | 278.0               | 2.0                  | 276.0           |
| <b>LABOR &amp; ECONOMIC GROWTH</b> |      | <b>3,769.0</b> | <b>34.0</b> | <b>12.0</b>            | <b>142.0</b> | <b>46.0</b> | <b>135.0</b> | <b>4,138.0</b>      | <b>8.0</b>           | <b>4,130.0</b>  |
| CHIEF COMPLIANCE OFFICER           | 0741 | 0.0            | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0          | 1.0                 | 0.0                  | 1.0             |
| MGMT BUD CENTRAL OFFICE            | 0701 | 920.0          | 12.0        | 4.0                    | 45.0         | 0.0         | 44.0         | 1,025.0             | 7.0                  | 1,018.0         |

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 07 Mar 24, 2007

| DEPARTMENT / PROCESS LEVEL     |      | FULL TIME       | PART TIME    | PERMANENT INTERMITTENT | LIMITED TERM   | SEASONAL     | NON CAREER     | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--------------------------------|------|-----------------|--------------|------------------------|----------------|--------------|----------------|---------------------|----------------------|-----------------|
| <b>MANAGEMENT &amp; BUDGET</b> |      | <b>920.0</b>    | <b>12.0</b>  | <b>4.0</b>             | <b>46.0</b>    | <b>0.0</b>   | <b>44.0</b>    | <b>1,026.0</b>      | <b>7.0</b>           | <b>1,019.0</b>  |
| D.J. JACOBETTI HOME FOR VETERA | 5103 | 143.0           | 5.0          | 2.0                    | 0.0            | 5.0          | 3.0            | 158.0               | 1.0                  | 157.0           |
| GRAND RAPIDS HOME FOR VETERANS | 5102 | 466.0           | 1.0          | 10.0                   | 0.0            | 15.0         | 29.0           | 521.0               | 0.0                  | 521.0           |
| MIL AFFR CENTRAL OFFICE        | 5101 | 240.0           | 1.0          | 10.0                   | 13.0           | 20.0         | 6.0            | 290.0               | 0.0                  | 290.0           |
| <b>MILITARY AFFAIRS</b>        |      | <b>849.0</b>    | <b>7.0</b>   | <b>22.0</b>            | <b>13.0</b>    | <b>40.0</b>  | <b>38.0</b>    | <b>969.0</b>        | <b>1.0</b>           | <b>968.0</b>    |
| DEPARTMENT OF NATURAL RESOURCE | 7501 | 1,342.0         | 7.0          | 59.0                   | 13.0           | 154.0        | 98.0           | 1,673.0             | 1.5                  | 1,671.5         |
| <b>NATURAL RESOURCES</b>       |      | <b>1,342.0</b>  | <b>7.0</b>   | <b>59.0</b>            | <b>13.0</b>    | <b>154.0</b> | <b>98.0</b>    | <b>1,673.0</b>      | <b>1.5</b>           | <b>1,671.5</b>  |
| DEPARTMENT OF STATE            | 2301 | 1,309.0         | 0.0          | 295.0                  | 32.0           | 0.0          | 124.0          | 1,760.0             | 0.0                  | 1,760.0         |
| <b>STATE</b>                   |      | <b>1,309.0</b>  | <b>0.0</b>   | <b>295.0</b>           | <b>32.0</b>    | <b>0.0</b>   | <b>124.0</b>   | <b>1,760.0</b>      | <b>0.0</b>           | <b>1,760.0</b>  |
| STATE POLICE                   | 5501 | 2,583.0         | 40.0         | 3.0                    | 42.0           | 0.0          | 11.0           | 2,679.0             | 2.0                  | 2,677.0         |
| <b>STATE POLICE</b>            |      | <b>2,583.0</b>  | <b>40.0</b>  | <b>3.0</b>             | <b>42.0</b>    | <b>0.0</b>   | <b>11.0</b>    | <b>2,679.0</b>      | <b>2.0</b>           | <b>2,677.0</b>  |
| STRATEGIC FUND                 | 0740 | 155.0           | 3.0          | 13.0                   | 9.0            | 0.0          | 53.0           | 233.0               | 1.0                  | 232.0           |
| <b>STRATEGIC FUND</b>          |      | <b>155.0</b>    | <b>3.0</b>   | <b>13.0</b>            | <b>9.0</b>     | <b>0.0</b>   | <b>53.0</b>    | <b>233.0</b>        | <b>1.0</b>           | <b>232.0</b>    |
| BRIDGE AUTHORITIES-INTERNATION | 5903 | 31.0            | 0.0          | 0.0                    | 4.0            | 0.0          | 5.0            | 40.0                | 0.0                  | 40.0            |
| BRIDGE AUTHORITIES-MACKINAC    | 5902 | 49.0            | 0.0          | 26.0                   | 5.0            | 0.0          | 3.0            | 83.0                | 0.0                  | 83.0            |
| TRANSPORTATION CENTRAL OFFICE  | 5901 | 2,666.0         | 26.0         | 14.0                   | 62.0           | 21.0         | 130.0          | 2,919.0             | 6.5                  | 2,912.5         |
| <b>TRANSPORTATION</b>          |      | <b>2,746.0</b>  | <b>26.0</b>  | <b>40.0</b>            | <b>71.0</b>    | <b>21.0</b>  | <b>138.0</b>   | <b>3,042.0</b>      | <b>6.5</b>           | <b>3,035.5</b>  |
| BUREAU OF STATE LOTTERY        | 2795 | 165.0           | 0.0          | 0.0                    | 1.0            | 0.0          | 7.0            | 173.0               | 0.0                  | 173.0           |
| GAMING CONTROL                 | 2707 | 92.0            | 1.0          | 1.0                    | 6.0            | 0.0          | 9.0            | 109.0               | 0.5                  | 108.5           |
| TREASURY CENTRAL PAYROLL       | 2701 | 1,267.0         | 6.0          | 13.0                   | 14.0           | 0.0          | 64.0           | 1,364.0             | 0.0                  | 1,364.0         |
| <b>TREASURY</b>                |      | <b>1,524.0</b>  | <b>7.0</b>   | <b>14.0</b>            | <b>21.0</b>    | <b>0.0</b>   | <b>80.0</b>    | <b>1,646.0</b>      | <b>0.5</b>           | <b>1,645.5</b>  |
| <b>STATEWIDE TOTAL</b>         |      | <b>49,946.0</b> | <b>243.0</b> | <b>596.0</b>           | <b>1,120.0</b> | <b>373.0</b> | <b>1,057.0</b> | <b>53,335.0</b>     | <b>47.0</b>          | <b>53,288.0</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 Employee Statistical Reporting System**  
**Full-Time Equated Position Report**

| DEPARTMENT            |          | FTE Positions<br>Fiscal Year 2007<br>Appropriated<br>( A ) | FTE Positions<br>03/24/2007<br>( B ) | FTE Positions<br>12/30/2006<br>( C ) | Difference<br>03/24/2007 -<br>12/30/2006<br>( B - C ) | Difference<br>03/24/2007 -<br>Appropriated<br>( B - A ) |
|-----------------------|----------|--|--------------------------------------|--------------------------------------|---|---|
| AGRICULTURE           | Regular  | 690.0  | 516.4                                | 539.5                                | -23.1   | -173.6  |
|                       | Overtime | 0.0  | 2.4                                  | 1.8                                  | 0.6   | 2.4   |
|                       | Total    | 690.0  | 518.8                                | 541.2                                | -22.5   | -171.2  |
| ATTORNEY GENERAL      | Regular  | 559.0  | 522.7                                | 533.9                                | -11.2   | -36.3   |
|                       | Overtime | 0.0  | 0.5                                  | 1.3                                  | -0.8  | 0.5   |
|                       | Total    | 559.0  | 523.1                                | 535.2                                | -12.0   | -35.9   |
| AUDITOR GENERAL       | Regular  | 0.0  | 138.0                                | 142.1                                | -4.1  | 138.0   |
|                       | Overtime | 0.0  | 0.0                                  | 0.2                                  | -0.2  | 0.0   |
|                       | Total    | 0.0  | 138.0                                | 142.3                                | -4.3  | 138.0   |
| CIVIL RIGHTS          | Regular  | 136.0  | 119.2                                | 120.5                                | -1.3  | -16.8   |
|                       | Overtime | 0.0  | 0.0                                  | 0.0                                  | 0.0   | 0.0   |
|                       | Total    | 136.0  | 119.2                                | 120.5                                | -1.3  | -16.8   |
| CIVIL SERVICE         | Regular  | 240.5  | 200.2                                | 201.9                                | -1.6  | -40.3   |
|                       | Overtime | 0.0  | 0.0                                  | 0.0                                  | 0.0   | 0.0   |
|                       | Total    | 240.5  | 200.2                                | 201.9                                | -1.6  | -40.3   |
| COMMUNITY HEALTH      | Regular  | 4,658.1  | 4,270.4                              | 4,350.7                              | -80.3   | -387.7  |
|                       | Overtime | 0.0  | 65.3                                 | 256.9                                | -191.6  | 65.3  |
|                       | Total    | 4,658.1  | 4,335.7                              | 4,607.6                              | -271.9  | -322.4  |
| CORRECTIONS           | Regular  | 17,782.0   | 16,452.2                             | 17,097.5                             | -645.2  | -1,329.8  |
|                       | Overtime | 0.0  | 987.0                                | 2,295.2                              | -1,308.1  | 987.0   |
|                       | Total    | 17,782.0   | 17,439.3                             | 19,392.6                             | -1,953.4  | -342.7  |
| EDUCATION             | Regular  | 429.5  | 374.0                                | 367.4                                | 6.6   | -55.5   |
|                       | Overtime | 0.0  | 1.7                                  | 0.2                                  | 1.5   | 1.7   |
|                       | Total    | 429.5  | 375.7                                | 367.6                                | 8.1   | -53.8   |
| ENVIRONMENTAL QUALITY | Regular  | 1,561.7  | 1,438.1                              | 1,448.8                              | -10.6   | -123.6  |
|                       | Overtime | 0.0  | 2.3                                  | 1.1                                  | 1.2   | 2.3   |
|                       | Total    | 1,561.7  | 1,440.5                              | 1,449.9                              | -9.4  | -121.2  |
| EXECUTIVE OFFICE      | Regular  | 74.2   | 47.3                                 | 44.3                                 | 3.0   | -26.9   |
|                       | Overtime | 0.0  | 0.0                                  | 0.0                                  | 0.0   | 0.0   |
|                       | Total    | 74.2   | 47.3                                 | 44.3                                 | 3.0   | -26.9   |

**Full-Time Equated Employee Statistical Reporting System**  
**Full-Time Equated Position Report**

| DEPARTMENT                 |          | FTE Positions<br>Fiscal Year 2007<br>Appropriated<br>( A ) | FTE Positions<br>03/24/2007<br>( B ) | FTE Positions<br>12/30/2006<br>( C ) | Difference<br>03/24/2007 -<br>12/30/2006<br>( B - C ) | Difference<br>03/24/2007 -<br>Appropriated<br>( B - A ) |
|----------------------------|----------|--|--------------------------------------|--------------------------------------|---|---|
| HISTORY ARTS AND LIBRARIES | Regular  | 232.0  | 202.8                                | 201.1                                | 1.8   | -29.2   |
|                            | Overtime | 0.0  | 0.0                                  | 0.0                                  | 0.0   | 0.0   |
|                            | Total    | 232.0  | 202.8                                | 201.1                                | 1.7   | -29.2   |
| HUMAN SERVICES             | Regular  | 10,343.4   | 9,722.2                              | 9,712.4                              | 9.8   | -621.2  |
|                            | Overtime | 0.0  | 381.5                                | 148.9                                | 232.6   | 381.5   |
|                            | Total    | 10,343.4   | 10,103.8                             | 9,861.4                              | 242.4   | -239.6  |
| INFORMATION TECHNOLOGY     | Regular  | 1,776.4  | 1,737.0                              | 1,737.4                              | -0.4  | -39.4   |
|                            | Overtime | 0.0  | 23.3                                 | 18.3                                 | 4.9   | 23.3  |
|                            | Total    | 1,776.4  | 1,760.2                              | 1,755.7                              | 4.5   | -16.2   |
| LABOR & ECONOMIC GROWTH    | Regular  | 4,238.5  | 4,036.9                              | 4,061.4                              | -24.5   | -201.6  |
|                            | Overtime | 0.0  | 54.1                                 | 21.6                                 | 32.5  | 54.1  |
|                            | Total    | 4,238.5  | 4,091.1                              | 4,083.0                              | 8.0   | -147.4  |
| MANAGEMENT & BUDGET        | Regular  | 752.0  | 1,005.8                              | 1,003.0                              | 2.8   | 253.8   |
|                            | Overtime | 0.0  | 10.6                                 | 11.1                                 | -0.5  | 10.6  |
|                            | Total    | 752.0  | 1,016.4                              | 1,014.1                              | 2.3   | 264.4   |
| MILITARY AFFAIRS           | Regular  | 1,015.0  | 939.6                                | 925.6                                | 14.0  | -75.4   |
|                            | Overtime | 0.0  | 14.0                                 | 60.0                                 | -46.0   | 14.0  |
|                            | Total    | 1,015.0  | 953.5                                | 985.6                                | -32.0   | -61.5   |
| NATURAL RESOURCES          | Regular  | 2,086.4  | 1,553.5                              | 1,492.8                              | 60.6  | -532.9  |
|                            | Overtime | 0.0  | 5.3                                  | 4.5                                  | 0.8   | 5.3   |
|                            | Total    | 2,086.4  | 1,558.8                              | 1,497.4                              | 61.4  | -527.6  |
| STATE                      | Regular  | 1,853.8  | 1,568.5                              | 1,601.3                              | -32.8   | -285.3  |
|                            | Overtime | 0.0  | 2.2                                  | 1.4                                  | 0.7   | 2.2   |
|                            | Total    | 1,853.8  | 1,570.7                              | 1,602.8                              | -32.1   | -283.1  |
| STATE POLICE               | Regular  | 2,900.0  | 2,641.5                              | 2,665.7                              | -24.2   | -258.5  |
|                            | Overtime | 0.0  | 66.4                                 | 156.4                                | -90.0   | 66.4  |
|                            | Total    | 2,900.0  | 2,707.9                              | 2,822.1                              | -114.2  | -192.1  |
| STRATEGIC FUND             | Regular  | 152.0  | 174.5                                | 172.2                                | 2.3   | 22.5  |
|                            | Overtime | 0.0  | 0.0                                  | 0.8                                  | -0.8  | 0.0   |
|                            | Total    | 152.0  | 174.5                                | 173.1                                | 1.5   | 22.5  |

**Full-Time Equated Employee Statistical Reporting System**  
**Full-Time Equated Position Report**

| DEPARTMENT       |                | FTE Positions<br>Fiscal Year 2007<br>Appropriated<br>( A ) | FTE Positions<br>03/24/2007<br>( B ) | FTE Positions<br>12/30/2006<br>( C ) | Difference<br>03/24/2007 -<br>12/30/2006<br>( B - C ) | Difference<br>03/24/2007 -<br>Appropriated<br>( B - A ) |
|------------------|----------------|--|--------------------------------------|--------------------------------------|---|---|
| TRANSPORTATION   | Regular        | 3,030.3  | 2,944.6                              | 2,937.3                              | 7.3   | -85.7   |
|                  | Overtime       | 0.0  | 89.2                                 | 57.7                                 | 31.4  | 89.2  |
|                  | Total          | 3,030.3  | 3,033.8                              | 2,995.0                              | 38.8  | 3.5   |
| TREASURY         | Regular        | 1,697.5  | 1,611.2                              | 1,599.9                              | 11.3  | -86.3   |
|                  | Overtime       | 0.0  | 1.7                                  | 3.6                                  | -1.9  | 1.7   |
|                  | Total          | 1,697.5  | 1,612.9                              | 1,603.5                              | 9.4   | -84.6   |
| STATEWIDE TOTALS | Total Regular  | 56,208.3   | 52,216.9                             | 52,956.7                             | -739.9  | -3,991.4  |
|                  | Total Overtime | 0  | 1,707.4                              | 3,041.1                              | -1,333.6  | 1,707.4   |
|                  | Grand Total    | 56,208.3   | 53,924.3                             | 55,997.8                             | -2,073.5  | -2,284.0  |

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

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

### NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

| DEPARTMENT                  | Pay Period Ending 12/30/2006 |                                       | Pay Period Ending 3/24/2007 |                                       |
|-----------------------------|------------------------------|---------------------------------------|-----------------------------|---------------------------------------|
|                             | NUMBER OF EMPLOYEES          | PERCENT OF TOTAL CLASSIFIED EMPLOYEES | NUMBER OF EMPLOYEES         | PERCENT OF TOTAL CLASSIFIED EMPLOYEES |
| Agriculture                 | 564.0                        | 1.1%                                  | 536.0                       | 1.0%                                  |
| Attorney General            | 536.0                        | 1.0%                                  | 526.0                       | 1.0%                                  |
| Auditor General             | 144.0                        | 0.3%                                  | 145.0                       | 0.3%                                  |
| Civil Rights                | 124.0                        | 0.2%                                  | 122.0                       | 0.2%                                  |
| Civil Service               | 209.0                        | 0.4%                                  | 211.0                       | 0.4%                                  |
| Community Health            | 4,381.5                      | 8.2%                                  | 4,356.5                     | 8.2%                                  |
| Corrections                 | 16,652.0                     | 31.2%                                 | 16,488.0                    | 30.9%                                 |
| Education                   | 372.0                        | 0.7%                                  | 375.0                       | 0.7%                                  |
| Environmental Quality       | 1,490.5                      | 2.8%                                  | 1,480.5                     | 2.8%                                  |
| Executive Office            | 49.0                         | 0.1%                                  | 50.0                        | 0.1%                                  |
| History Arts and Libraries  | 251.5                        | 0.5%                                  | 253.5                       | 0.5%                                  |
| Human Services              | 9,796.0                      | 18.3%                                 | 9,840.0                     | 18.5%                                 |
| Information Technology      | 1,761.0                      | 3.3%                                  | 1,766.0                     | 3.3%                                  |
| Labor and Economic Growth   | 4,136.0                      | 7.7%                                  | 4,130.0                     | 7.8%                                  |
| Management and Budget       | 1,014.0                      | 1.9%                                  | 1,019.0                     | 1.9%                                  |
| Military & Veterans Affairs | 941.0                        | 1.8%                                  | 968.0                       | 1.8%                                  |
| Natural Resources           | 1,609.5                      | 3.0%                                  | 1,671.5                     | 3.1%                                  |
| State                       | 1,781.0                      | 3.3%                                  | 1,760.0                     | 3.3%                                  |
| State Police                | 2,697.0                      | 5.1%                                  | 2,677.0                     | 5.0%                                  |
| Strategic Fund              | 231.0                        | 0.4%                                  | 232.0                       | 0.4%                                  |
| Transportation              | 3,034.0                      | 5.7%                                  | 3,035.5                     | 5.7%                                  |
| Treasury                    | 1,619.5                      | 3.0%                                  | 1,645.5                     | 3.1%                                  |
| <b>TOTAL</b>                | <b>53,393.5</b>              | <b>100.0%</b>                         | <b>53,288.0</b>             | <b>100.0%</b>                         |

Source: MAIN, MIDB Civil Service HWF03

**FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES  
BY DEPARTMENT**

As of Pay End Date: 03/24/2007

| Department                 | Current Period<br>Number of<br>Employees |
|----------------------------|--|
| AGRICULTURE                | 526.0                                    |
| ATTORNEY GENERAL           | 526.0                                    |
| AUDITOR GENERAL            | 137.0                                    |
| CIVIL RIGHTS               | 119.0                                    |
| CIVIL SERVICE              | 209.0                                    |
| COMMUNITY HEALTH           | 4,279.5                                  |
| CORRECTIONS                | 16,450.0                                 |
| EDUCATION                  | 374.0                                    |
| ENVIRONMENTAL QUALITY      | 1,432.5                                  |
| EXECUTIVE OFFICE           | 45.0                                     |
| HISTORY ARTS AND LIBRARIES | 196.5                                    |
| HUMAN SERVICES             | 9,836.0                                  |
| INFORMATION TECHNOLOGY     | 1,719.0                                  |
| LABOR & ECONOMIC GROWTH    | 3,995.0                                  |
| MANAGEMENT & BUDGET        | 975.0                                    |
| MILITARY AFFAIRS           | 950.0                                    |
| NATURAL RESOURCES          | 1,573.5                                  |
| STATE                      | 1,636.0                                  |
| STATE POLICE               | 2,666.0                                  |
| STRATEGIC FUND             | 178.0                                    |
| TRANSPORTATION             | 2,912.5                                  |
| TREASURY                   | 1,593.5                                  |
| <b>Sum:</b>                | <b>52,329.0</b>                          |

| Department                 | Number of<br>Pay<br>Periods | FYTD Average<br>Number of<br>Employees |
|----------------------------|-----------------------------|--|
| AGRICULTURE                | 13.0                        | 547.9                                  |
| ATTORNEY GENERAL           | 13.0                        | 532.5                                  |
| AUDITOR GENERAL            | 13.0                        | 138.2                                  |
| CIVIL RIGHTS               | 13.0                        | 120.2                                  |
| CIVIL SERVICE              | 13.0                        | 207.6                                  |
| COMMUNITY HEALTH           | 13.0                        | 4,303.5                                |
| CORRECTIONS                | 13.0                        | 16,492.8                               |
| EDUCATION                  | 13.0                        | 369.9                                  |
| ENVIRONMENTAL QUALITY      | 13.0                        | 1,433.0                                |
| EXECUTIVE OFFICE           | 13.0                        | 42.8                                   |
| HISTORY ARTS AND LIBRARIES | 13.0                        | 195.4                                  |
| HUMAN SERVICES             | 13.0                        | 9,822.3                                |
| INFORMATION TECHNOLOGY     | 13.0                        | 1,713.5                                |
| LABOR & ECONOMIC GROWTH    | 13.0                        | 3,999.9                                |
| MANAGEMENT & BUDGET        | 13.0                        | 973.6                                  |
| MILITARY AFFAIRS           | 13.0                        | 935.5                                  |
| NATURAL RESOURCES          | 13.0                        | 1,580.2                                |
| STATE                      | 13.0                        | 1,642.5                                |
| STATE POLICE               | 13.0                        | 2,678.1                                |
| STRATEGIC FUND             | 13.0                        | 173.1                                  |
| TRANSPORTATION             | 13.0                        | 2,909.5                                |
| TREASURY                   | 13.0                        | 1,584.3                                |
| <b>Sum:</b>                | <b>Sum:</b>                 | <b>52,396.3</b>                        |

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 represent approximately 91.9% of all non-career appointments. 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.

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**  
**Pay Period Ending: March 24, 2007**

| DEPARTMENT                 | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Department Eligible for Longevity |
|----------------------------|---------------------|---------------------------------|-------------|------------------|---|--|
| AGRICULTURE                | 538                 | 1.0 %                           | 46.7        | \$26.91          | 415                                       | 77.1 %                                       |
| ATTORNEY GENERAL           | 526                 | 1.0 %                           | 47.6        | \$34.82          | 375                                       | 71.3 %                                       |
| AUDITOR GENERAL            | 145                 | 0.3 %                           | 40.0        | \$32.76          | 120                                       | 82.8 %                                       |
| CIVIL RIGHTS               | 122                 | 0.2 %                           | 46.4        | \$27.66          | 88  | 72.1 %                                       |
| CIVIL SERVICE              | 212                 | 0.4 %                           | 47.6        | \$27.66          | 167                                       | 78.8 %                                       |
| COMMUNITY HEALTH           | 4,380               | 8.2 %                           | 47.9        | \$25.09          | 3,172                                     | 72.4 %                                       |
| CORRECTIONS                | 16,556              | 31.0 %                          | 44.3        | \$23.26          | 14,002                                    | 84.6 %                                       |
| EDUCATION                  | 376                 | 0.7 %                           | 49.2        | \$27.82          | 232                                       | 61.7 %                                       |
| ENVIRONMENTAL QUALITY      | 1,485               | 2.8 %                           | 46.2        | \$27.87          | 1,175                                     | 79.1 %                                       |
| EXECUTIVE OFFICE           | 50                  | 0.1 %                           | 34.8        | \$23.37          | 8   | 16.0 %                                       |
| HISTORY ARTS AND LIBRARIES | 256                 | 0.5 %                           | 44.4        | \$22.03          | 160                                       | 62.5 %                                       |
| HUMAN SERVICES             | 9,859               | 18.4 %                          | 47.5        | \$23.58          | 7,941                                     | 80.5 %                                       |
| INFORMATION TECHNOLOGY     | 1,766               | 3.3 %                           | 46.3        | \$29.30          | 1,388                                     | 78.6 %                                       |
| LABOR & ECONOMIC GROWTH    | 4,137               | 7.7 %                           | 47.2        | \$25.48          | 2,763                                     | 66.8 %                                       |
| MANAGEMENT & BUDGET        | 1,027               | 1.9 %                           | 46.4        | \$25.30          | 803                                       | 78.2 %                                       |
| MILITARY AFFAIRS           | 971                 | 1.8 %                           | 46.7        | \$21.65          | 689                                       | 71.0 %                                       |
| NATURAL RESOURCES          | 1,677               | 3.1 %                           | 45.1        | \$23.84          | 1,257                                     | 75.0 %                                       |
| STATE                      | 1,762               | 3.3 %                           | 46.5        | \$21.43          | 1,336                                     | 75.8 %                                       |
| STATE POLICE               | 2,687               | 5.0 %                           | 42.1        | \$27.76          | 2,356                                     | 87.7 %                                       |
| STRATEGIC FUND             | 233                 | 0.4 %                           | 49.4        | \$24.59          | 155                                       | 66.5 %                                       |
| TRANSPORTATION             | 3,046               | 5.7 %                           | 44.3        | \$25.03          | 2,160                                     | 70.9 %                                       |
| TREASURY                   | 1,646               | 3.1 %                           | 46.0        | \$24.99          | 1,076                                     | 65.4 %                                       |
| <b>STATEWIDE TOTALS:</b>   | <b>53,457</b>       | <b>100.0 %</b>                  | <b>45.8</b> | <b>\$24.55</b>   | <b>41,838</b>                             | <b>78.3 %</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 SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 03/24/2007

| Department                 | Total Employees | Health Insurance       |             |                    |                     | Dental Insurance       |            |                    |                     | Vision Insurance       |            |            |            |               |             |
|----------------------------|-----------------|------------------------|-------------|--------------------|---------------------|------------------------|------------|--------------------|---------------------|------------------------|------------|------------|------------|---------------|-------------|
|                            |                 | State Sponsored Health | %           | Health Maintenance | Catastrophic Health | State Sponsored Dental | %          | Dental Maintenance | Preventative Dental | State Sponsored Vision | %          |            |            |               |             |
| AGRICULTURE                | 514             | 269                    | 52 %        | 216                | 42 %                | 4                      | 1 %        | 480                | 93 %                | 10                     | 2 %        | 4          | 1 %        | 495           | 96 %        |
| ATTORNEY GENERAL           | 526             | 248                    | 47 %        | 235                | 45 %                | 4                      | 1 %        | 486                | 92 %                | 11                     | 2 %        | 4          | 1 %        | 504           | 96 %        |
| AUDITOR GENERAL            | 137             | 32                     | 23 %        | 84                 | 61 %                | 6                      | 4 %        | 121                | 88 %                | 2                      | 1 %        | 1          | 1 %        | 126           | 92 %        |
| CIVIL RIGHTS               | 119             | 72                     | 61 %        | 41                 | 34 %                | 2                      | 2 %        | 115                | 97 %                | 3                      | 3 %        | 0          | 0 %        | 118           | 99 %        |
| CIVIL SERVICE              | 201             | 82                     | 41 %        | 104                | 52 %                | 1                      | 0 %        | 183                | 91 %                | 6                      | 3 %        | 0          | 0 %        | 188           | 94 %        |
| COMMUNITY HEALTH           | 4,298           | 2,534                  | 59 %        | 1,456              | 34 %                | 45                     | 1 %        | 3,948              | 92 %                | 101                    | 2 %        | 11         | 0 %        | 4,074         | 95 %        |
| CORRECTIONS                | 16,518          | 10,031                 | 61 %        | 5,453              | 33 %                | 103                    | 1 %        | 15,332             | 93 %                | 315                    | 2 %        | 40         | 0 %        | 15,692        | 95 %        |
| EDUCATION                  | 375             | 181                    | 48 %        | 152                | 41 %                | 4                      | 1 %        | 337                | 90 %                | 5                      | 1 %        | 5          | 1 %        | 347           | 93 %        |
| ENVIRONMENTAL QUALITY      | 1,437           | 629                    | 44 %        | 708                | 49 %                | 20                     | 1 %        | 1,327              | 92 %                | 31                     | 2 %        | 5          | 0 %        | 1,365         | 95 %        |
| EXECUTIVE OFFICE           | 45              | 27                     | 60 %        | 11                 | 24 %                | 0                      | 0 %        | 40                 | 89 %                | 1                      | 2 %        | 0          | 0 %        | 41            | 91 %        |
| HISTORY ARTS AND LIBRARIES | 199             | 87                     | 44 %        | 98                 | 49 %                | 0                      | 0 %        | 184                | 92 %                | 3                      | 2 %        | 0          | 0 %        | 187           | 94 %        |
| HUMAN SERVICES             | 9,848           | 5,488                  | 56 %        | 3,729              | 38 %                | 83                     | 1 %        | 9,039              | 92 %                | 313                    | 3 %        | 25         | 0 %        | 9,383         | 95 %        |
| INFORMATION TECHNOLOGY     | 1,719           | 638                    | 37 %        | 949                | 55 %                | 23                     | 1 %        | 1,539              | 90 %                | 67                     | 4 %        | 8          | 0 %        | 1,620         | 94 %        |
| LABOR & ECONOMIC GROWTH    | 4,003           | 1,953                  | 49 %        | 1,765              | 44 %                | 60                     | 1 %        | 3,622              | 90 %                | 168                    | 4 %        | 18         | 0 %        | 3,823         | 96 %        |
| MANAGEMENT & BUDGET        | 983             | 299                    | 30 %        | 611                | 62 %                | 11                     | 1 %        | 899                | 91 %                | 19                     | 2 %        | 3          | 0 %        | 923           | 94 %        |
| MILITARY AFFAIRS           | 933             | 395                    | 42 %        | 483                | 52 %                | 12                     | 1 %        | 890                | 95 %                | 4                      | 0 %        | 2          | 0 %        | 899           | 96 %        |
| NATURAL RESOURCES          | 1,579           | 1,073                  | 68 %        | 392                | 25 %                | 22                     | 1 %        | 1,480              | 94 %                | 11                     | 1 %        | 8          | 1 %        | 1,507         | 95 %        |
| STATE                      | 1,638           | 806                    | 49 %        | 727                | 44 %                | 22                     | 1 %        | 1,529              | 93 %                | 38                     | 2 %        | 9          | 1 %        | 1,581         | 97 %        |
| STATE POLICE               | 2,676           | 2,017                  | 75 %        | 536                | 20 %                | 15                     | 1 %        | 2,558              | 96 %                | 21                     | 1 %        | 4          | 0 %        | 2,586         | 97 %        |
| STRATEGIC FUND             | 180             | 81                     | 45 %        | 83                 | 46 %                | 4                      | 2 %        | 163                | 91 %                | 5                      | 3 %        | 2          | 1 %        | 170           | 94 %        |
| TRANSPORTATION             | 2,908           | 1,596                  | 55 %        | 1,133              | 39 %                | 36                     | 1 %        | 2,744              | 94 %                | 29                     | 1 %        | 9          | 0 %        | 2,787         | 96 %        |
| TREASURY                   | 1,566           | 577                    | 37 %        | 861                | 55 %                | 30                     | 2 %        | 1,414              | 90 %                | 58                     | 4 %        | 8          | 1 %        | 1,479         | 94 %        |
| <b>STATEWIDE TOTALS:</b>   | <b>52,402</b>   | <b>29,115</b>          | <b>56 %</b> | <b>19,827</b>      | <b>38 %</b>         | <b>507</b>             | <b>1 %</b> | <b>48,430</b>      | <b>92 %</b>         | <b>1,221</b>           | <b>2 %</b> | <b>166</b> | <b>0 %</b> | <b>49,895</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 03/24/2007

| Department                 | Total Employees | Disability Insurance |             |              |            | Life Insurance  |             |                              |            |              |            |
|----------------------------|-----------------|----------------------|-------------|--------------|------------|-----------------|-------------|------------------------------|------------|--------------|------------|
|                            |                 | CMI                  | %           | Reliance     | %          | United of Omaha | %           | United of Omaha Reduced Life | %          | Relistar     | %          |
| AGRICULTURE                | 514             | 444                  | 86 %        | 0            | 0 %        | 481             | 94 %        | 33                           | 6 %        | 0            | 0 %        |
| ATTORNEY GENERAL           | 526             | 429                  | 82 %        | 0            | 0 %        | 507             | 96 %        | 18                           | 3 %        | 0            | 0 %        |
| AUDITOR GENERAL            | 137             | 121                  | 88 %        | 0            | 0 %        | 119             | 87 %        | 18                           | 13 %       | 0            | 0 %        |
| CIVIL RIGHTS               | 119             | 109                  | 92 %        | 0            | 0 %        | 107             | 90 %        | 12                           | 10 %       | 0            | 0 %        |
| CIVIL SERVICE              | 201             | 188                  | 94 %        | 0            | 0 %        | 191             | 95 %        | 10                           | 5 %        | 0            | 0 %        |
| COMMUNITY HEALTH           | 4,298           | 3,930                | 91 %        | 0            | 0 %        | 4,081           | 95 %        | 216                          | 5 %        | 0            | 0 %        |
| CORRECTIONS                | 16,518          | 15,656               | 95 %        | 0            | 0 %        | 15,975          | 97 %        | 559                          | 3 %        | 0            | 0 %        |
| EDUCATION                  | 375             | 283                  | 75 %        | 0            | 0 %        | 348             | 93 %        | 27                           | 7 %        | 0            | 0 %        |
| ENVIRONMENTAL QUALITY      | 1,437           | 1,248                | 87 %        | 0            | 0 %        | 1,321           | 92 %        | 115                          | 8 %        | 0            | 0 %        |
| EXECUTIVE OFFICE           | 45              | 18                   | 40 %        | 0            | 0 %        | 35              | 78 %        | 10                           | 22 %       | 0            | 0 %        |
| HISTORY ARTS AND LIBRARIES | 199             | 168                  | 84 %        | 0            | 0 %        | 184             | 92 %        | 15                           | 8 %        | 0            | 0 %        |
| HUMAN SERVICES             | 9,848           | 9,208                | 94 %        | 1            | 0 %        | 9,338           | 95 %        | 508                          | 5 %        | 0            | 0 %        |
| INFORMATION TECHNOLOGY     | 1,719           | 1,434                | 83 %        | 42           | 2 %        | 1,623           | 94 %        | 92                           | 5 %        | 39           | 2 %        |
| LABOR & ECONOMIC GROWTH    | 4,003           | 3,477                | 87 %        | 2            | 0 %        | 3,739           | 93 %        | 260                          | 6 %        | 4            | 0 %        |
| MANAGEMENT & BUDGET        | 983             | 890                  | 91 %        | 1            | 0 %        | 928             | 94 %        | 53                           | 5 %        | 1            | 0 %        |
| MILITARY AFFAIRS           | 933             | 815                  | 87 %        | 0            | 0 %        | 897             | 96 %        | 33                           | 4 %        | 0            | 0 %        |
| NATURAL RESOURCES          | 1,579           | 1,389                | 88 %        | 0            | 0 %        | 1,494           | 95 %        | 85                           | 5 %        | 0            | 0 %        |
| STATE                      | 1,638           | 1,468                | 90 %        | 0            | 0 %        | 1,554           | 95 %        | 85                           | 5 %        | 0            | 0 %        |
| STATE POLICE               | 2,676           | 2,474                | 92 %        | 1,648        | 62 %       | 2,507           | 94 %        | 110                          | 4 %        | 1,646        | 62 %       |
| STRATEGIC FUND             | 180             | 157                  | 87 %        | 0            | 0 %        | 166             | 92 %        | 14                           | 8 %        | 0            | 0 %        |
| TRANSPORTATION             | 2,908           | 2,580                | 89 %        | 0            | 0 %        | 2,736           | 94 %        | 171                          | 6 %        | 0            | 0 %        |
| TREASURY                   | 1,566           | 1,377                | 88 %        | 0            | 0 %        | 1,469           | 94 %        | 96                           | 6 %        | 0            | 0 %        |
| <b>STATEWIDE TOTALS:</b>   | <b>52,402</b>   | <b>47,863</b>        | <b>91 %</b> | <b>1,694</b> | <b>3 %</b> | <b>49,800</b>   | <b>95 %</b> | <b>2,540</b>                 | <b>5 %</b> | <b>1,690</b> | <b>3 %</b> |

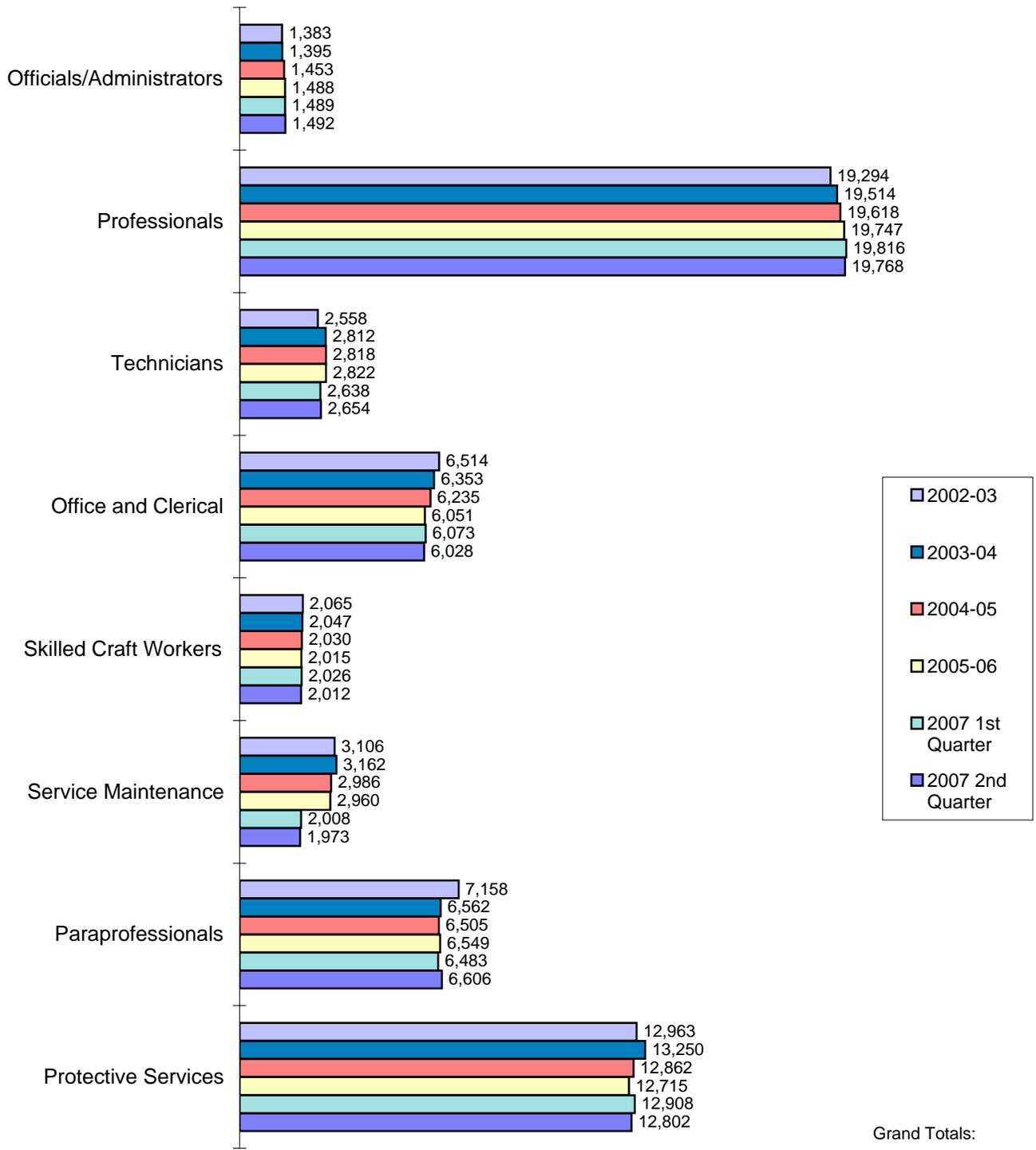
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: March 24, 2007**

| Department                 | 19 & Under  | 20-24        | 25-29        | 30-34        | 35-39        | 40-44        | 45-49        | 50-54         | 55-59        | 60-64        | 65-69       | 70 & Over   | Total         |
|----------------------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|-------------|-------------|---------------|
| AGRICULTURE                | 0           | 13           | 37           | 43           | 34           | 85           | 82           | 126           | 73           | 35           | 8           | 0           | 536           |
| ATTORNEY GENERAL           | 0           | 3            | 19           | 43           | 66           | 76           | 76           | 100           | 91           | 47           | 5           | 0           | 526           |
| AUDITOR GENERAL            | 1           | 14           | 14           | 19           | 24           | 25           | 21           | 16            | 8            | 3            | 0           | 0           | 145           |
| CIVIL RIGHTS               | 0           | 2            | 10           | 13           | 12           | 13           | 18           | 19            | 26           | 9            | 0           | 0           | 122           |
| CIVIL SERVICE              | 0           | 4            | 12           | 18           | 15           | 25           | 35           | 46            | 43           | 11           | 3           | 0           | 212           |
| COMMUNITY HEALTH           | 16          | 105          | 217          | 244          | 333          | 425          | 775          | 1,179         | 740          | 262          | 56          | 6           | 4,358         |
| CORRECTIONS                | 10          | 223          | 856          | 1,700        | 2,736        | 2,991        | 3,034        | 2,749         | 1,647        | 460          | 73          | 11          | 16,490        |
| EDUCATION                  | 0           | 4            | 25           | 19           | 28           | 28           | 56           | 95            | 81           | 33           | 6           | 1           | 376           |
| ENVIRONMENTAL QUALITY      | 1           | 42           | 92           | 124          | 135          | 194          | 248          | 353           | 217          | 68           | 8           | 3           | 1,485         |
| EXECUTIVE OFFICE           | 0           | 13           | 7            | 11           | 3            | 6            | 4            | 2             | 3            | 1            | 0           | 0           | 50            |
| HISTORY ARTS AND LIBRARIES | 4           | 25           | 15           | 17           | 28           | 33           | 38           | 32            | 46           | 13           | 3           | 2           | 256           |
| HUMAN SERVICES             | 2           | 82           | 538          | 892          | 962          | 979          | 1,464        | 2,452         | 1,843        | 532          | 80          | 20          | 9,846         |
| INFORMATION TECHNOLOGY     | 6           | 46           | 75           | 139          | 185          | 251          | 344          | 371           | 265          | 76           | 7           | 1           | 1,766         |
| LABOR & ECONOMIC GROWTH    | 13          | 140          | 263          | 297          | 377          | 398          | 653          | 881           | 753          | 285          | 54          | 23          | 4,137         |
| MANAGEMENT & BUDGET        | 7           | 35           | 51           | 72           | 90           | 120          | 181          | 279           | 147          | 40           | 4           | 0           | 1,026         |
| MILITARY AFFAIRS           | 3           | 27           | 43           | 61           | 104          | 129          | 190          | 207           | 147          | 44           | 11          | 3           | 969           |
| NATURAL RESOURCES          | 0           | 36           | 120          | 177          | 226          | 203          | 289          | 333           | 186          | 77           | 20          | 6           | 1,673         |
| STATE                      | 2           | 66           | 101          | 117          | 152          | 235          | 299          | 411           | 282          | 82           | 9           | 4           | 1,760         |
| STATE POLICE               | 1           | 18           | 190          | 414          | 551          | 545          | 395          | 362           | 152          | 40           | 9           | 2           | 2,679         |
| STRATEGIC FUND             | 2           | 9            | 8            | 10           | 11           | 27           | 42           | 52            | 37           | 19           | 8           | 8           | 233           |
| TRANSPORTATION             | 11          | 126          | 255          | 270          | 362          | 434          | 517          | 571           | 369          | 103          | 17          | 7           | 3,042         |
| TREASURY                   | 3           | 47           | 120          | 127          | 149          | 218          | 303          | 329           | 251          | 80           | 14          | 5           | 1,646         |
| <b>Statewide Total:</b>    | <b>82</b>   | <b>1,080</b> | <b>3,068</b> | <b>4,827</b> | <b>6,583</b> | <b>7,440</b> | <b>9,064</b> | <b>10,965</b> | <b>7,407</b> | <b>2,320</b> | <b>395</b>  | <b>102</b>  | <b>53,333</b> |
| <b>Average Age:</b>        | <b>19.4</b> | <b>23.0</b>  | <b>27.8</b>  | <b>32.6</b>  | <b>37.5</b>  | <b>42.6</b>  | <b>47.6</b>  | <b>52.5</b>   | <b>57.2</b>  | <b>61.8</b>  | <b>66.8</b> | <b>73.8</b> | <b>45.8</b>   |

Comment: 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 2002-03 through Second Quarter 2006-07**



Grand Totals:

|                      |        |
|----------------------|--------|
| 2002-03 Year End:    | 55,041 |
| 2003-04 Year End:    | 55,095 |
| 2004-05 Year End:    | 54,507 |
| 2005-06 Year End:    | 54,347 |
| 2006-07 1st Quarter: | 53,441 |

Source: MAIN MIDB Civil Service HWF27

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: March 24, 2007

| COUNTY NAME    | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|----------------|-----------|----------------------|-----------------|
| ALCONA         | 12        | 2                    | 14              |
| ALGER          | 382       | 6                    | 388             |
| ALLEGAN        | 187       | 64                   | 251             |
| ALPENA         | 119       | 19                   | 138             |
| ANTRIM         | 22        | 2                    | 24              |
| ARENAC         | 335       | 6                    | 341             |
| BARAGA         | 423       | 7                    | 430             |
| BARRY          | 85        | 9                    | 94              |
| BAY            | 270       | 34                   | 304             |
| BENZIE         | 20        | 4                    | 24              |
| BERRIEN        | 376       | 38                   | 414             |
| BRANCH         | 737       | 12                   | 749             |
| CALHOUN        | 323       | 17                   | 340             |
| CASS           | 68        | 5                    | 73              |
| CHARLEVOIX     | 19        | 27                   | 46              |
| CHEBOYGAN      | 84        | 19                   | 103             |
| CHIPPEWA       | 1,309     | 29                   | 1,338           |
| CLARE          | 46        | 11                   | 57              |
| CLINTON        | 114       | 8                    | 122             |
| CRAWFORD       | 267       | 64                   | 331             |
| DELTA          | 206       | 24                   | 230             |
| DICKINSON      | 48        | 7                    | 55              |
| EATON          | 2,977     | 250                  | 3,227           |
| EMMET          | 76        | 9                    | 85              |
| GENESEE        | 830       | 115                  | 945             |
| GLADWIN        | 42        | 6                    | 48              |
| GOGEBIC        | 274       | 11                   | 285             |
| GRAND TRAVERSE | 550       | 24                   | 574             |
| GRATIOT        | 877       | 16                   | 893             |
| HILLSDALE      | 56        | 5                    | 61              |
| HOUGHTON       | 112       | 13                   | 125             |
| HURON          | 36        | 12                   | 48              |
| INGHAM         | 9,914     | 1,137                | 11,051          |
| IONIA          | 1,907     | 31                   | 1,938           |
| IOSCO          | 48        | 12                   | 60              |
| IRON           | 116       | 5                    | 121             |
| ISABELLA       | 587       | 67                   | 654             |
| JACKSON        | 2,728     | 57                   | 2,785           |
| KALAMAZOO      | 1,014     | 94                   | 1,108           |
| KALKASKA       | 53        | 4                    | 57              |
| KENT           | 1,651     | 154                  | 1,805           |
| KEWEENAW       | 1         | 2                    | 3               |
| LAKE           | 44        | 2                    | 46              |
| LAPEER         | 433       | 13                   | 446             |

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: March 24, 2007

| COUNTY NAME         | FULL-TIME     | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|---------------------|---------------|----------------------|-----------------|
| LEELANAU            | 3             | 1                    | 4               |
| LENAWEE             | 806           | 35                   | 841             |
| LIVINGSTON          | 513           | 32                   | 545             |
| LUCE                | 391           | 7                    | 398             |
| MACKINAC            | 128           | 59                   | 187             |
| MACOMB              | 1,227         | 76                   | 1,303           |
| MANISTEE            | 397           | 16                   | 413             |
| MARQUETTE           | 872           | 44                   | 916             |
| MASON               | 35            | 3                    | 38              |
| MECOSTA             | 67            | 7                    | 74              |
| MENOMINEE           | 43            | 8                    | 51              |
| MIDLAND             | 77            | 6                    | 83              |
| MISSAUKEE           | 49            | 5                    | 54              |
| MONROE              | 160           | 19                   | 179             |
| MONTCALM            | 637           | 11                   | 648             |
| MONTMORENCY         | 52            | 3                    | 55              |
| MUSKEGON            | 1,095         | 26                   | 1,121           |
| NEWAYGO             | 68            | 7                    | 75              |
| OAKLAND             | 1,099         | 100                  | 1,199           |
| OCEANA              | 52            | 13                   | 65              |
| OGEMAW              | 55            | 8                    | 63              |
| ONTONAGON           | 24            |                      | 24              |
| OSCEOLA             | 54            | 3                    | 57              |
| OSCODA              | 31            | 2                    | 33              |
| OTSEGO              | 254           | 17                   | 271             |
| OTTAWA              | 173           | 27                   | 200             |
| OUT OF STATE        | 52            | 4                    | 56              |
| PRESQUE ISLE        | 14            | 4                    | 18              |
| ROSCOMMON           | 135           | 22                   | 157             |
| SAGINAW             | 1,050         | 33                   | 1,083           |
| SANILAC             | 47            | 4                    | 51              |
| SCHOOLCRAFT         | 84            | 5                    | 89              |
| SHIAWASSEE          | 75            | 12                   | 87              |
| ST CLAIR            | 237           | 25                   | 262             |
| ST JOSEPH           | 85            | 7                    | 92              |
| TUSCOLA             | 514           | 35                   | 549             |
| VAN BUREN           | 224           | 20                   | 244             |
| WASHTENAW           | 1,648         | 39                   | 1,687           |
| WAYNE               | 6,621         | 260                  | 6,881           |
| WEXFORD             | 163           | 17                   | 180             |
| WORK AT HOME - MI   | 857           | 38                   | 895             |
| <b>Grand Total:</b> | <b>49,946</b> | <b>3,513</b>         | <b>53,459</b>   |

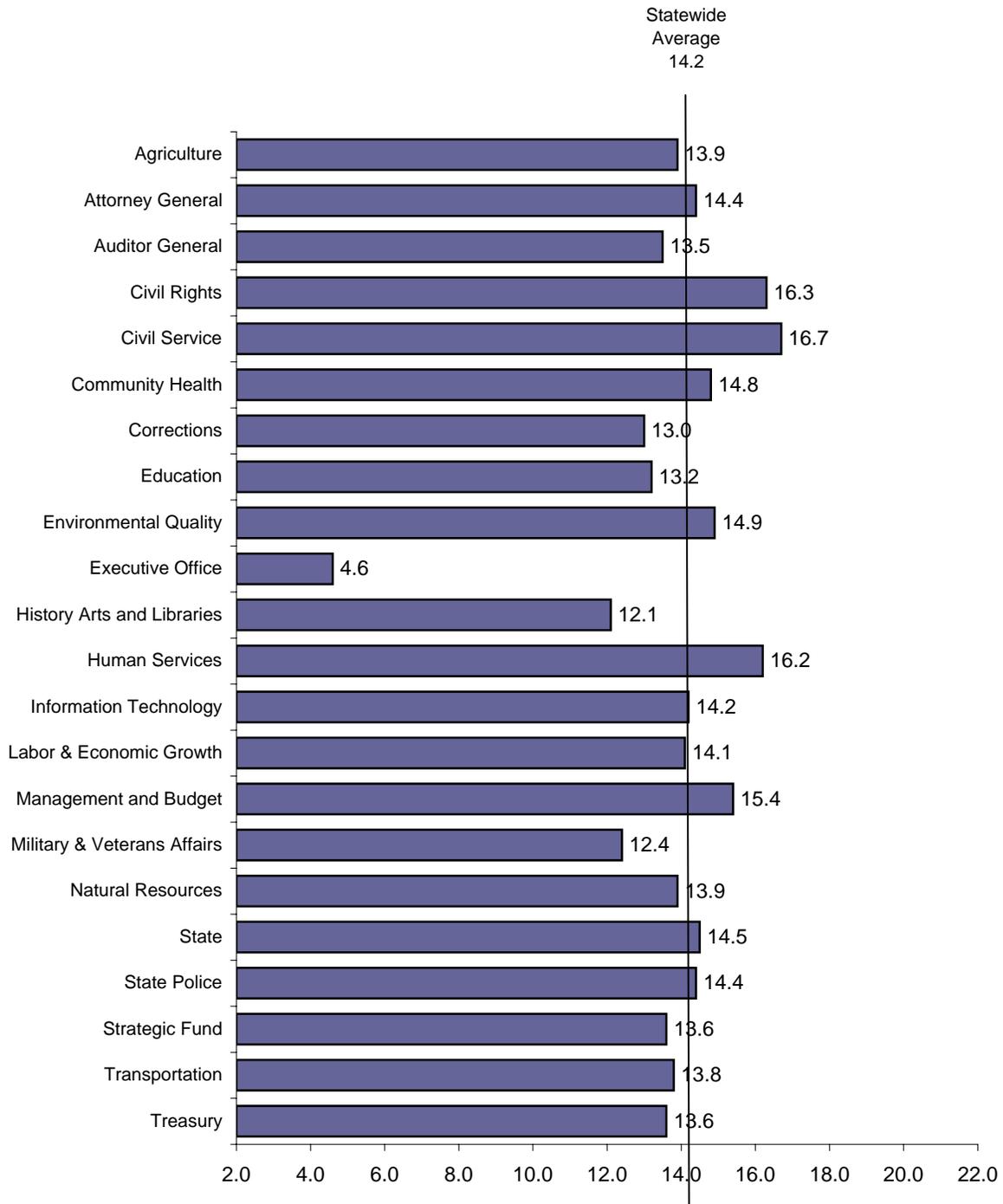
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

**AVERAGE YEARS OF SERVICE BY DEPARTMENT**  
**Pay Period Ending March 24, 2007**



**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.

**Comment:** MIDB Civil Service HWF18

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                      | WHITE       |            | BLACK    |           | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | NOT      |          | TOTAL      |            | DISABLED |           |
|---------------------------------|-------------|------------|----------|-----------|-----------------|----------|----------|----------|----------------|----------|----------|----------|------------|------------|----------|-----------|
|                                 | MALE        | FEMALE     | MALE     | FEMALE    | MALE            | FEMALE   | MALE     | FEMALE   | MALE           | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE    |
| <b>AGRICULTURE</b>              |             |            |          |           |                 |          |          |          |                |          |          |          |            |            |          |           |
| 00 - 05 YEARS                   | 42          | 70         | 1        | 5         | 0               | 0        | 2        | 0        | 0              | 0        | 2        | 2        | 47         | 77         | 1        | 0         |
| 06 - 10 YEARS                   | 53          | 45         | 2        | 4         | 1               | 1        | 0        | 2        | 0              | 1        | 0        | 0        | 56         | 53         | 0        | 1         |
| 11 - 15 YEARS                   | 40          | 30         | 1        | 2         | 0               | 1        | 1        | 2        | 0              | 1        | 0        | 0        | 42         | 36         | 0        | 1         |
| 16 - 20 YEARS                   | 52          | 39         | 0        | 3         | 0               | 1        | 0        | 0        | 1              | 2        | 0        | 0        | 53         | 45         | 2        | 1         |
| 21 - 25 YEARS                   | 13          | 18         | 1        | 4         | 0               | 0        | 0        | 0        | 0              | 0        | 0        | 0        | 14         | 22         | 2        | 1         |
| 26 - 30 YEARS                   | 21          | 20         | 1        | 3         | 0               | 0        | 2        | 0        | 1              | 0        | 0        | 0        | 25         | 23         | 0        | 5         |
| 31 - 35 YEARS                   | 22          | 9          | 1        | 4         | 0               | 0        | 0        | 1        | 0              | 0        | 0        | 0        | 23         | 14         | 2        | 1         |
| 36 - 40 YEARS                   | 2           | 1          | 0        | 0         | 0               | 0        | 0        | 0        | 2              | 0        | 0        | 0        | 4          | 1          | 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>245</b>  | <b>233</b> | <b>7</b> | <b>25</b> | <b>1</b>        | <b>3</b> | <b>5</b> | <b>5</b> | <b>4</b>       | <b>4</b> | <b>2</b> | <b>2</b> | <b>264</b> | <b>272</b> | <b>7</b> | <b>10</b> |
| MORE THAN 10 YEARS:             | 150         | 118        | 4        | 16        | 0               | 2        | 3        | 3        | 4              | 3        | 0        | 0        | 161        | 142        | 6        | 9         |
| AVERAGE YEARS                   | 14.8        | 12.6       | 16.1     | 17.1      | 7.0             | 12.7     | 14.8     | 15.4     | 29.3           | 13.0     | 3.0      | 2.5      | 15.0       | 13.0       | 20.9     | 23.5      |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>13.9</b> |            |          |           |                 |          |          |          |                |          |          |          |            |            |          |           |

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.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE      |            | BLACK     |           | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | 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           | 52         | 72         | 12        | 13        | 0               | 0        | 0        | 2        | 0              | 0        | 1             | 1        | 65         | 88         | 0        | 0        |
| 06 - 10 YEARS           | 27         | 55         | 2         | 9         | 0               | 0        | 0        | 2        | 0              | 2        | 0             | 0        | 29         | 68         | 0        | 0        |
| 11 - 15 YEARS           | 19         | 24         | 2         | 3         | 0               | 0        | 1        | 0        | 0              | 0        | 0             | 0        | 22         | 27         | 0        | 0        |
| 16 - 20 YEARS           | 21         | 36         | 0         | 4         | 0               | 0        | 0        | 2        | 1              | 0        | 0             | 0        | 22         | 42         | 0        | 2        |
| 21 - 25 YEARS           | 20         | 15         | 2         | 4         | 0               | 0        | 0        | 1        | 0              | 0        | 0             | 0        | 22         | 20         | 1        | 0        |
| 26 - 30 YEARS           | 30         | 32         | 4         | 2         | 0               | 1        | 2        | 1        | 0              | 0        | 0             | 0        | 36         | 36         | 1        | 2        |
| 31 - 35 YEARS           | 28         | 6          | 0         | 3         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 28         | 9          | 2        | 1        |
| 36 - 40 YEARS           | 9          | 2          | 0         | 0         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 9          | 2          | 0        | 0        |
| MORE THAN 40 YEARS      | 0          | 1          | 0         | 0         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0          | 1          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b> | <b>206</b> | <b>243</b> | <b>22</b> | <b>38</b> | <b>0</b>        | <b>1</b> | <b>3</b> | <b>8</b> | <b>1</b>       | <b>2</b> | <b>1</b>      | <b>1</b> | <b>233</b> | <b>293</b> | <b>4</b> | <b>5</b> |
| MORE THAN 10 YEARS:     | 127        | 116        | 8         | 16        | 0               | 1        | 3        | 4        | 1              | 0        | 0             | 0        | 139        | 137        | 4        | 5        |
| AVERAGE YEARS           | 17.1       | 12.8       | 10.5      | 11.9      | 0.0             | 28.0     | 22.7     | 13.0     | 19.0           | 8.0      | 1.0           | 1.0      | 16.5       | 12.7       | 29.3     | 24.6     |

**DEPARTMENT AVERAGE YEARS 14.4**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE     |           | BLACK    |          | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | 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        | 1        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 5         | 18        | 0        | 0        |
| 06 - 10 YEARS           | 19        | 27        | 1        | 0        | 0               | 0        | 0        | 0        | 0              | 1        | 0             | 0        | 20        | 28        | 0        | 0        |
| 11 - 15 YEARS           | 9         | 10        | 0        | 3        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 9         | 13        | 0        | 0        |
| 16 - 20 YEARS           | 4         | 14        | 1        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 5         | 14        | 0        | 1        |
| 21 - 25 YEARS           | 8         | 4         | 1        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 9         | 4         | 0        | 2        |
| 26 - 30 YEARS           | 8         | 3         | 1        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 9         | 3         | 0        | 0        |
| 31 - 35 YEARS           | 4         | 0         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 4         | 0         | 1        | 0        |
| 36 - 40 YEARS           | 4         | 0         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 4         | 0         | 0        | 0        |
| MORE THAN 40 YEARS      | 0         | 0         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0         | 0        | 0        |
| <b>DEPARTMENT TOTAL</b> | <b>61</b> | <b>75</b> | <b>4</b> | <b>4</b> | <b>0</b>        | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>       | <b>1</b> | <b>0</b>      | <b>0</b> | <b>65</b> | <b>80</b> | <b>1</b> | <b>3</b> |
| MORE THAN 10 YEARS:     | 37        | 31        | 3        | 3        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 40        | 34        | 1        | 3        |
| AVERAGE YEARS           | 16.9      | 10.7      | 19.3     | 10.0     | 0.0             | 0.0      | 0.0      | 0.0      | 0.0            | 7.0      | 0.0           | 0.0      | 17.0      | 10.7      | 33.0     | 21.7     |

**DEPARTMENT AVERAGE YEARS 13.5**

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.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE     |           | BLACK     |           | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | NOT DISCLOSED |          | TOTAL     |           | DISABLED |          |
|-------------------------|-----------|-----------|-----------|-----------|-----------------|----------|----------|----------|----------------|----------|---------------|----------|-----------|-----------|----------|----------|
|                         | MALE      | FEMALE    | MALE      | FEMALE    | MALE            | FEMALE   | MALE     | FEMALE   | MALE           | FEMALE   | MALE          | FEMALE   | MALE      | FEMALE    | MALE     | FEMALE   |
| <b>CIVIL RIGHTS</b>     |           |           |           |           |                 |          |          |          |                |          |               |          |           |           |          |          |
| 00 - 05 YEARS           | 2         | 9         | 7         | 8         | 0               | 0        | 0        | 5        | 0              | 1        | 0             | 0        | 9         | 23        | 0        | 0        |
| 06 - 10 YEARS           | 5         | 4         | 3         | 8         | 0               | 0        | 0        | 0        | 0              | 1        | 0             | 0        | 8         | 13        | 0        | 0        |
| 11 - 15 YEARS           | 2         | 2         | 3         | 3         | 0               | 0        | 0        | 1        | 0              | 0        | 0             | 0        | 5         | 6         | 0        | 0        |
| 16 - 20 YEARS           | 1         | 3         | 1         | 7         | 0               | 0        | 2        | 0        | 0              | 0        | 0             | 0        | 4         | 10        | 0        | 0        |
| 21 - 25 YEARS           | 0         | 1         | 1         | 3         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 1         | 4         | 0        | 0        |
| 26 - 30 YEARS           | 3         | 5         | 0         | 6         | 0               | 0        | 2        | 0        | 0              | 0        | 0             | 0        | 5         | 11        | 0        | 1        |
| 31 - 35 YEARS           | 2         | 6         | 3         | 4         | 0               | 0        | 1        | 2        | 1              | 0        | 0             | 0        | 7         | 12        | 0        | 0        |
| 36 - 40 YEARS           | 0         | 2         | 0         | 2         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 4         | 0        | 0        |
| MORE THAN 40 YEARS      | 0         | 0         | 0         | 0         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0         | 0        | 0        |
| <b>DEPARTMENT TOTAL</b> | <b>15</b> | <b>32</b> | <b>18</b> | <b>41</b> | <b>0</b>        | <b>0</b> | <b>5</b> | <b>8</b> | <b>1</b>       | <b>2</b> | <b>0</b>      | <b>0</b> | <b>39</b> | <b>83</b> | <b>0</b> | <b>1</b> |
| MORE THAN 10 YEARS:     | 8         | 19        | 8         | 25        | 0               | 0        | 5        | 3        | 1              | 0        | 0             | 0        | 22        | 47        | 0        | 1        |
| AVERAGE YEARS           | 15.5      | 17.9      | 12.2      | 17.0      | 0.0             | 0.0      | 25.2     | 12.0     | 34.0           | 6.5      | 0.0           | 0.0      | 15.7      | 16.6      | 0.0      | 27.0     |

**DEPARTMENT AVERAGE YEARS 16.3**

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.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE     |            | BLACK    |           | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | NOT DISCLOSED |          | TOTAL     |            | DISABLED |          |
|-------------------------|-----------|------------|----------|-----------|-----------------|----------|----------|----------|----------------|----------|---------------|----------|-----------|------------|----------|----------|
|                         | MALE      | FEMALE     | MALE     | FEMALE    | MALE            | FEMALE   | MALE     | FEMALE   | MALE           | FEMALE   | MALE          | FEMALE   | MALE      | FEMALE     | MALE     | FEMALE   |
| <b>CIVIL SERVICE</b>    |           |            |          |           |                 |          |          |          |                |          |               |          |           |            |          |          |
| 00 - 05 YEARS           | 6         | 28         | 2        | 7         | 0               | 0        | 0        | 0        | 1              | 0        | 0             | 0        | 9         | 35         | 0        | 0        |
| 06 - 10 YEARS           | 5         | 19         | 1        | 4         | 0               | 1        | 0        | 0        | 0              | 1        | 0             | 0        | 6         | 25         | 0        | 0        |
| 11 - 15 YEARS           | 3         | 12         | 0        | 2         | 0               | 1        | 0        | 0        | 0              | 0        | 0             | 0        | 3         | 15         | 0        | 1        |
| 16 - 20 YEARS           | 5         | 22         | 0        | 3         | 0               | 1        | 0        | 1        | 0              | 3        | 0             | 0        | 5         | 30         | 0        | 0        |
| 21 - 25 YEARS           | 4         | 10         | 0        | 5         | 0               | 1        | 0        | 3        | 0              | 0        | 0             | 0        | 4         | 19         | 1        | 2        |
| 26 - 30 YEARS           | 7         | 18         | 3        | 6         | 1               | 1        | 0        | 1        | 0              | 0        | 0             | 0        | 11        | 26         | 1        | 2        |
| 31 - 35 YEARS           | 6         | 13         | 1        | 2         | 1               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 8         | 15         | 2        | 2        |
| 36 - 40 YEARS           | 1         | 0          | 0        | 0         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 1         | 0          | 0        | 0        |
| MORE THAN 40 YEARS      | 0         | 0          | 0        | 0         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b> | <b>37</b> | <b>122</b> | <b>7</b> | <b>29</b> | <b>2</b>        | <b>5</b> | <b>0</b> | <b>5</b> | <b>1</b>       | <b>4</b> | <b>0</b>      | <b>0</b> | <b>47</b> | <b>165</b> | <b>4</b> | <b>7</b> |
| MORE THAN 10 YEARS:     | 26        | 75         | 4        | 18        | 2               | 4        | 0        | 5        | 0              | 3        | 0             | 0        | 32        | 105        | 4        | 7        |
| AVERAGE YEARS           | 19.1      | 15.8       | 18.4     | 15.7      | 30.5            | 17.2     | 0.0      | 22.4     | 0.0            | 14.3     | 0.0           | 0.0      | 19.0      | 16.0       | 28.5     | 24.9     |

**DEPARTMENT AVERAGE YEARS 16.7**

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.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                      | WHITE        |              | BLACK      |            | AMERICAN INDIAN |           | HISPANIC  |           | ASIAN/ PACIFIC |           | 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                   | 286          | 613          | 77         | 129        | 1               | 6         | 15        | 17        | 12             | 21        | 8             | 16        | 399          | 802          | 2         | 2         |
| 06 - 10 YEARS                   | 151          | 366          | 27         | 112        | 4               | 4         | 5         | 6         | 12             | 17        | 0             | 0         | 199          | 505          | 2         | 3         |
| 11 - 15 YEARS                   | 113          | 211          | 26         | 61         | 3               | 2         | 5         | 4         | 4              | 14        | 0             | 0         | 151          | 292          | 5         | 7         |
| 16 - 20 YEARS                   | 116          | 257          | 29         | 82         | 1               | 3         | 5         | 12        | 8              | 20        | 0             | 0         | 159          | 374          | 9         | 24        |
| 21 - 25 YEARS                   | 96           | 170          | 29         | 67         | 0               | 3         | 5         | 9         | 8              | 9         | 0             | 0         | 138          | 258          | 18        | 17        |
| 26 - 30 YEARS                   | 239          | 326          | 78         | 106        | 3               | 7         | 7         | 9         | 6              | 8         | 1             | 0         | 334          | 456          | 21        | 29        |
| 31 - 35 YEARS                   | 93           | 130          | 12         | 12         | 0               | 0         | 1         | 2         | 3              | 0         | 0             | 0         | 109          | 144          | 10        | 10        |
| 36 - 40 YEARS                   | 15           | 17           | 1          | 2          | 0               | 0         | 0         | 1         | 0              | 0         | 0             | 0         | 16           | 20           | 1         | 1         |
| 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>1,109</b> | <b>2,091</b> | <b>279</b> | <b>572</b> | <b>12</b>       | <b>25</b> | <b>43</b> | <b>60</b> | <b>53</b>      | <b>89</b> | <b>9</b>      | <b>16</b> | <b>1,505</b> | <b>2,853</b> | <b>68</b> | <b>93</b> |
| MORE THAN 10 YEARS:             | 672          | 1,112        | 175        | 331        | 7               | 15        | 23        | 37        | 29             | 51        | 1             | 0         | 907          | 1,546        | 64        | 88        |
| AVERAGE YEARS                   | 16.2         | 14.2         | 16.2       | 14.8       | 14.3            | 15.4      | 13.6      | 15.3      | 14.8           | 12.9      | 4.2           | 1.8       | 16.0         | 14.2         | 23.4      | 22.6      |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>14.8</b>  |              |            |            |                 |           |           |           |                |           |               |           |              |              |           |           |

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                      | WHITE        |              | BLACK        |              | AMERICAN INDIAN |           | HISPANIC   |            | ASIAN/ PACIFIC |           | NOT       |           | TOTAL         |              | DISABLED   |            |
|---------------------------------|--------------|--------------|--------------|--------------|-----------------|-----------|------------|------------|----------------|-----------|-----------|-----------|---------------|--------------|------------|------------|
|                                 | MALE         | FEMALE       | MALE         | FEMALE       | MALE            | FEMALE    | MALE       | FEMALE     | MALE           | FEMALE    | MALE      | FEMALE    | MALE          | FEMALE       | MALE       | FEMALE     |
| <b>CORRECTIONS</b>              |              |              |              |              |                 |           |            |            |                |           |           |           |               |              |            |            |
| 00 - 05 YEARS                   | 1,149        | 768          | 204          | 280          | 25              | 14        | 30         | 27         | 6              | 10        | 24        | 17        | 1,438         | 1,116        | 2          | 3          |
| 06 - 10 YEARS                   | 2,538        | 988          | 269          | 329          | 57              | 20        | 68         | 34         | 13             | 7         | 0         | 0         | 2,945         | 1,378        | 8          | 5          |
| 11 - 15 YEARS                   | 1,856        | 752          | 211          | 233          | 56              | 14        | 53         | 31         | 8              | 2         | 0         | 0         | 2,184         | 1,032        | 23         | 19         |
| 16 - 20 YEARS                   | 2,339        | 706          | 259          | 251          | 78              | 17        | 54         | 19         | 9              | 3         | 0         | 0         | 2,739         | 996          | 119        | 42         |
| 21 - 25 YEARS                   | 961          | 271          | 190          | 168          | 18              | 7         | 22         | 5          | 0              | 2         | 0         | 0         | 1,191         | 453          | 78         | 26         |
| 26 - 30 YEARS                   | 424          | 226          | 63           | 62           | 6               | 3         | 3          | 8          | 0              | 0         | 0         | 0         | 496           | 299          | 45         | 16         |
| 31 - 35 YEARS                   | 103          | 60           | 15           | 21           | 3               | 0         | 2          | 0          | 0              | 0         | 0         | 0         | 123           | 81           | 14         | 5          |
| 36 - 40 YEARS                   | 9            | 6            | 1            | 1            | 0               | 0         | 1          | 0          | 0              | 0         | 0         | 0         | 11            | 7            | 0          | 0          |
| MORE THAN 40 YEARS              | 0            | 1            | 0            | 0            | 0               | 0         | 0          | 0          | 0              | 0         | 0         | 0         | 0             | 1            | 0          | 0          |
| <b>DEPARTMENT TOTAL</b>         | <b>9,379</b> | <b>3,778</b> | <b>1,212</b> | <b>1,345</b> | <b>243</b>      | <b>75</b> | <b>233</b> | <b>124</b> | <b>36</b>      | <b>24</b> | <b>24</b> | <b>17</b> | <b>11,127</b> | <b>5,363</b> | <b>289</b> | <b>116</b> |
| MORE THAN 10 YEARS:             | 5,692        | 2,022        | 739          | 736          | 161             | 41        | 135        | 63         | 17             | 7         | 0         | 0         | 6,744         | 2,869        | 279        | 108        |
| AVERAGE YEARS                   | 13.4         | 12.3         | 13.5         | 12.6         | 13.6            | 12.2      | 12.5       | 11.0       | 10.3           | 8.3       | 1.2       | 1.5       | 13.4          | 12.3         | 20.8       | 19.5       |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>13.0</b>  |              |              |              |                 |           |            |            |                |           |           |           |               |              |            |            |

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.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE     |            | BLACK    |           | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | 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           | 47        | 81         | 4        | 7         | 0               | 1        | 0        | 3        | 0              | 0        | 0             | 0        | 51        | 92         | 0        | 0        |
| 06 - 10 YEARS           | 16        | 38         | 1        | 4         | 0               | 0        | 0        | 1        | 0              | 0        | 0             | 0        | 17        | 43         | 0        | 0        |
| 11 - 15 YEARS           | 2         | 26         | 0        | 0         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 2         | 26         | 0        | 0        |
| 16 - 20 YEARS           | 3         | 22         | 0        | 3         | 0               | 0        | 0        | 2        | 0              | 0        | 0             | 0        | 3         | 27         | 0        | 1        |
| 21 - 25 YEARS           | 4         | 22         | 1        | 1         | 0               | 0        | 1        | 1        | 0              | 1        | 0             | 0        | 6         | 25         | 0        | 1        |
| 26 - 30 YEARS           | 11        | 32         | 1        | 1         | 0               | 1        | 0        | 2        | 0              | 0        | 0             | 0        | 12        | 36         | 2        | 1        |
| 31 - 35 YEARS           | 5         | 26         | 0        | 2         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 5         | 28         | 0        | 2        |
| 36 - 40 YEARS           | 0         | 2          | 0        | 1         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 3          | 0        | 0        |
| MORE THAN 40 YEARS      | 0         | 0          | 0        | 0         | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b> | <b>88</b> | <b>249</b> | <b>7</b> | <b>19</b> | <b>0</b>        | <b>2</b> | <b>1</b> | <b>9</b> | <b>0</b>       | <b>1</b> | <b>0</b>      | <b>0</b> | <b>96</b> | <b>280</b> | <b>2</b> | <b>5</b> |
| MORE THAN 10 YEARS:     | 25        | 130        | 2        | 8         | 0               | 1        | 1        | 5        | 0              | 1        | 0             | 0        | 28        | 145        | 2        | 5        |
| AVERAGE YEARS           | 10.1      | 14.3       | 9.7      | 13.4      | 0.0             | 14.0     | 22.0     | 13.7     | 0.0            | 21.0     | 0.0           | 0.0      | 10.2      | 14.2       | 28.0     | 27.6     |

**DEPARTMENT AVERAGE YEARS 13.2**

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                   | WHITE      |            | BLACK     |           | AMERICAN INDIAN |          | HISPANIC  |           | ASIAN/ PACIFIC |           | 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                | 143        | 161        | 8         | 4         | 1               | 1        | 3         | 3         | 2              | 5         | 0             | 0        | 157        | 174        | 0         | 0         |
| 06 - 10 YEARS                | 109        | 110        | 4         | 5         | 0               | 0        | 1         | 1         | 2              | 3         | 0             | 0        | 116        | 119        | 0         | 0         |
| 11 - 15 YEARS                | 105        | 77         | 2         | 4         | 0               | 0        | 1         | 1         | 8              | 5         | 0             | 0        | 116        | 87         | 4         | 3         |
| 16 - 20 YEARS                | 144        | 124        | 5         | 15        | 0               | 0        | 4         | 2         | 3              | 2         | 0             | 0        | 156        | 143        | 4         | 4         |
| 21 - 25 YEARS                | 51         | 54         | 9         | 8         | 1               | 3        | 1         | 1         | 4              | 2         | 0             | 0        | 66         | 68         | 0         | 3         |
| 26 - 30 YEARS                | 111        | 63         | 3         | 8         | 1               | 0        | 0         | 2         | 2              | 1         | 0             | 0        | 117        | 74         | 9         | 4         |
| 31 - 35 YEARS                | 48         | 20         | 0         | 2         | 0               | 0        | 1         | 0         | 2              | 0         | 0             | 0        | 51         | 22         | 1         | 1         |
| 36 - 40 YEARS                | 10         | 8          | 0         | 0         | 0               | 0        | 1         | 0         | 0              | 0         | 0             | 0        | 11         | 8          | 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>721</b> | <b>617</b> | <b>31</b> | <b>46</b> | <b>3</b>        | <b>4</b> | <b>12</b> | <b>10</b> | <b>23</b>      | <b>18</b> | <b>0</b>      | <b>0</b> | <b>790</b> | <b>695</b> | <b>18</b> | <b>15</b> |
| MORE THAN 10 YEARS:          | 469        | 346        | 19        | 37        | 2               | 3        | 8         | 6         | 19             | 10        | 0             | 0        | 517        | 402        | 18        | 15        |
| AVERAGE YEARS                | 15.7       | 13.6       | 14.8      | 18.0      | 17.7            | 17.3     | 15.5      | 14.1      | 17.1           | 11.6      | 0.0           | 0.0      | 15.7       | 13.9       | 22.8      | 21.4      |

**DEPARTMENT AVERAGE YEARS 14.9**

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE     |           | BLACK    |          | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | 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           | 11        | 17        | 1        | 7        | 0               | 0        | 0        | 2        | 0              | 0        | 0             | 1        | 12        | 27        | 0        | 0        |
| 06 - 10 YEARS           | 1         | 4         | 0        | 2        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 1         | 6         | 0        | 0        |
| 11 - 15 YEARS           | 0         | 0         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0         | 0        | 0        |
| 16 - 20 YEARS           | 1         | 1         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 1         | 1         | 0        | 0        |
| 21 - 25 YEARS           | 0         | 0         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0         | 0        | 0        |
| 26 - 30 YEARS           | 0         | 1         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 1         | 0        | 0        |
| 31 - 35 YEARS           | 0         | 0         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0         | 0        | 0        |
| 36 - 40 YEARS           | 0         | 1         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 1         | 0        | 1        |
| MORE THAN 40 YEARS      | 0         | 0         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0         | 0        | 0        |
| <b>DEPARTMENT TOTAL</b> | <b>13</b> | <b>24</b> | <b>1</b> | <b>9</b> | <b>0</b>        | <b>0</b> | <b>0</b> | <b>2</b> | <b>0</b>       | <b>0</b> | <b>0</b>      | <b>1</b> | <b>14</b> | <b>36</b> | <b>0</b> | <b>1</b> |
| MORE THAN 10 YEARS:     | 1         | 3         | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 1         | 3         | 0        | 1        |
| AVERAGE YEARS           | 3.5       | 6.2       | 4.0      | 2.7      | 0.0             | 0.0      | 0.0      | 2.0      | 0.0            | 0.0      | 0.0           | 4.0      | 3.6       | 5.0       | 0.0      | 38.0     |

**DEPARTMENT AVERAGE YEARS 4.6**

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                        | WHITE     |            | BLACK    |          | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | 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                     | 25        | 53         | 3        | 2        | 0               | 0        | 2        | 0        | 0              | 0        | 2             | 4        | 32        | 59         | 0        | 0        |
| 06 - 10 YEARS                     | 21        | 30         | 1        | 0        | 2               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 24        | 30         | 2        | 1        |
| 11 - 15 YEARS                     | 6         | 11         | 1        | 1        | 0               | 0        | 0        | 0        | 0              | 1        | 0             | 0        | 7         | 13         | 0        | 0        |
| 16 - 20 YEARS                     | 9         | 18         | 0        | 0        | 1               | 0        | 0        | 2        | 0              | 0        | 0             | 0        | 10        | 20         | 2        | 1        |
| 21 - 25 YEARS                     | 5         | 7          | 1        | 1        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 6         | 8          | 2        | 0        |
| 26 - 30 YEARS                     | 8         | 13         | 0        | 3        | 0               | 0        | 0        | 1        | 0              | 0        | 0             | 0        | 8         | 17         | 1        | 1        |
| 31 - 35 YEARS                     | 8         | 8          | 0        | 0        | 0               | 0        | 1        | 0        | 0              | 0        | 0             | 0        | 9         | 8          | 1        | 0        |
| 36 - 40 YEARS                     | 2         | 2          | 0        | 0        | 1               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 3         | 2          | 0        | 0        |
| MORE THAN 40 YEARS                | 0         | 0          | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0         | 0          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>           | <b>84</b> | <b>142</b> | <b>6</b> | <b>7</b> | <b>4</b>        | <b>0</b> | <b>3</b> | <b>3</b> | <b>0</b>       | <b>1</b> | <b>2</b>      | <b>4</b> | <b>99</b> | <b>157</b> | <b>8</b> | <b>3</b> |
| MORE THAN 10 YEARS:               | 38        | 59         | 2        | 5        | 2               | 0        | 1        | 3        | 0              | 1        | 0             | 0        | 43        | 68         | 6        | 2        |
| AVERAGE YEARS                     | 13.5      | 11.3       | 8.3      | 17.9     | 17.8            | 0.0      | 11.7     | 22.0     | 0.0            | 11.0     | 0.0           | 0.0      | 13.0      | 11.5       | 20.5     | 18.3     |

**DEPARTMENT AVERAGE YEARS 12.1**

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE        |              | BLACK      |              | AMERICAN INDIAN |           | HISPANIC  |            | ASIAN/ PACIFIC |           | 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           | 236          | 933          | 69         | 503          | 2               | 8         | 20        | 58         | 4              | 6         | 0             | 1        | 331          | 1,509        | 1          | 9          |
| 06 - 10 YEARS           | 254          | 874          | 106        | 653          | 1               | 7         | 12        | 71         | 5              | 13        | 0             | 0        | 378          | 1,618        | 0          | 10         |
| 11 - 15 YEARS           | 185          | 597          | 72         | 256          | 2               | 9         | 13        | 44         | 2              | 8         | 0             | 0        | 274          | 914          | 8          | 26         |
| 16 - 20 YEARS           | 196          | 572          | 70         | 343          | 1               | 13        | 26        | 65         | 4              | 10        | 0             | 0        | 297          | 1,003        | 28         | 57         |
| 21 - 25 YEARS           | 84           | 316          | 35         | 194          | 2               | 2         | 6         | 21         | 4              | 3         | 0             | 0        | 131          | 536          | 12         | 38         |
| 26 - 30 YEARS           | 327          | 931          | 61         | 485          | 3               | 12        | 9         | 24         | 3              | 4         | 0             | 0        | 403          | 1,456        | 35         | 102        |
| 31 - 35 YEARS           | 186          | 394          | 23         | 240          | 0               | 2         | 2         | 8          | 2              | 1         | 0             | 0        | 213          | 645          | 20         | 39         |
| 36 - 40 YEARS           | 42           | 55           | 5          | 29           | 1               | 0         | 0         | 2          | 0              | 0         | 0             | 0        | 48           | 86           | 5          | 5          |
| MORE THAN 40 YEARS      | 2            | 1            | 1          | 0            | 0               | 0         | 1         | 0          | 0              | 0         | 0             | 0        | 4            | 1            | 0          | 1          |
| <b>DEPARTMENT TOTAL</b> | <b>1,512</b> | <b>4,673</b> | <b>442</b> | <b>2,703</b> | <b>12</b>       | <b>53</b> | <b>89</b> | <b>293</b> | <b>24</b>      | <b>45</b> | <b>0</b>      | <b>1</b> | <b>2,079</b> | <b>7,768</b> | <b>109</b> | <b>287</b> |
| MORE THAN 10 YEARS:     | 1,022        | 2,866        | 267        | 1,547        | 9               | 38        | 57        | 164        | 15             | 26        | 0             | 0        | 1,370        | 4,641        | 108        | 268        |
| AVERAGE YEARS           | 18.1         | 16.2         | 15.2       | 15.8         | 18.8            | 16.3      | 14.6      | 13.4       | 16.0           | 13.6      | 0.0           | 0.0      | 17.3         | 15.9         | 25.0       | 23.2       |

**DEPARTMENT AVERAGE YEARS 16.2**

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.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                    | WHITE      |            | BLACK     |           | AMERICAN INDIAN |          | HISPANIC  |           | ASIAN/ PACIFIC |           | 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                 | 162        | 68         | 5         | 7         | 1               | 0        | 1         | 2         | 16             | 13        | 75            | 33        | 260          | 123        | 0         | 0         |
| 06 - 10 YEARS                 | 279        | 104        | 15        | 17        | 1               | 0        | 7         | 2         | 15             | 4         | 0             | 0         | 317          | 127        | 4         | 1         |
| 11 - 15 YEARS                 | 112        | 58         | 4         | 2         | 0               | 1        | 2         | 2         | 6              | 5         | 0             | 0         | 124          | 68         | 1         | 2         |
| 16 - 20 YEARS                 | 99         | 104        | 18        | 17        | 1               | 1        | 3         | 5         | 6              | 3         | 0             | 0         | 127          | 130        | 8         | 9         |
| 21 - 25 YEARS                 | 49         | 49         | 10        | 15        | 0               | 0        | 1         | 2         | 4              | 7         | 0             | 0         | 64           | 73         | 8         | 3         |
| 26 - 30 YEARS                 | 88         | 89         | 10        | 18        | 0               | 0        | 3         | 7         | 2              | 2         | 0             | 0         | 103          | 116        | 12        | 2         |
| 31 - 35 YEARS                 | 55         | 45         | 4         | 4         | 1               | 0        | 2         | 2         | 0              | 1         | 0             | 0         | 62           | 52         | 1         | 3         |
| 36 - 40 YEARS                 | 11         | 7          | 1         | 0         | 0               | 0        | 0         | 0         | 0              | 0         | 0             | 0         | 12           | 7          | 3         | 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>856</b> | <b>524</b> | <b>67</b> | <b>80</b> | <b>4</b>        | <b>2</b> | <b>19</b> | <b>22</b> | <b>49</b>      | <b>35</b> | <b>75</b>     | <b>33</b> | <b>1,070</b> | <b>696</b> | <b>37</b> | <b>20</b> |
| MORE THAN 10 YEARS:           | 415        | 352        | 47        | 56        | 2               | 2        | 11        | 18        | 18             | 18        | 0             | 0         | 493          | 446        | 33        | 19        |
| AVERAGE YEARS                 | 13.5       | 17.1       | 17.6      | 18.0      | 16.0            | 16.5     | 16.7      | 20.4      | 10.3           | 12.3      | 1.5           | 0.7       | 12.8         | 16.3       | 22.7      | 21.0      |

**DEPARTMENT 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. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                         | WHITE        |              | BLACK      |            | AMERICAN INDIAN |           | HISPANIC  |           | ASIAN/ PACIFIC |           | 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                      | 331          | 548          | 76         | 344        | 2               | 4         | 17        | 24        | 9              | 10        | 3             | 6        | 438          | 936          | 5          | 10         |
| 06 - 10 YEARS                      | 176          | 244          | 29         | 74         | 1               | 3         | 7         | 17        | 2              | 9         | 0             | 0        | 215          | 347          | 9          | 4          |
| 11 - 15 YEARS                      | 123          | 186          | 18         | 78         | 2               | 2         | 1         | 7         | 2              | 5         | 0             | 0        | 146          | 278          | 11         | 11         |
| 16 - 20 YEARS                      | 152          | 223          | 39         | 90         | 0               | 1         | 7         | 17        | 3              | 8         | 0             | 0        | 201          | 339          | 22         | 33         |
| 21 - 25 YEARS                      | 79           | 120          | 21         | 55         | 2               | 6         | 6         | 6         | 3              | 2         | 0             | 0        | 111          | 189          | 11         | 15         |
| 26 - 30 YEARS                      | 135          | 258          | 41         | 101        | 1               | 4         | 5         | 15        | 1              | 3         | 0             | 0        | 183          | 381          | 30         | 38         |
| 31 - 35 YEARS                      | 82           | 133          | 16         | 67         | 0               | 1         | 2         | 2         | 1              | 1         | 0             | 0        | 101          | 204          | 14         | 24         |
| 36 - 40 YEARS                      | 26           | 28           | 1          | 6          | 0               | 0         | 0         | 1         | 0              | 0         | 0             | 0        | 27           | 35           | 5          | 3          |
| MORE THAN 40 YEARS                 | 4            | 0            | 2          | 1          | 0               | 0         | 0         | 0         | 0              | 0         | 0             | 0        | 6            | 1            | 0          | 0          |
| <b>DEPARTMENT TOTAL</b>            | <b>1,108</b> | <b>1,740</b> | <b>243</b> | <b>816</b> | <b>8</b>        | <b>21</b> | <b>45</b> | <b>89</b> | <b>21</b>      | <b>38</b> | <b>3</b>      | <b>6</b> | <b>1,428</b> | <b>2,710</b> | <b>107</b> | <b>138</b> |
| MORE THAN 10 YEARS:                | 601          | 948          | 138        | 398        | 5               | 14        | 21        | 48        | 10             | 19        | 0             | 0        | 775          | 1,427        | 93         | 124        |
| AVERAGE YEARS                      | 14.3         | 14.4         | 15.1       | 13.2       | 14.0            | 16.6      | 13.0      | 13.8      | 11.6           | 12.4      | 3.7           | 3.5      | 14.4         | 14.0         | 22.4       | 22.5       |

**DEPARTMENT AVERAGE YEARS 14.1**

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.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                     | WHITE      |            | BLACK     |           | AMERICAN INDIAN |          | HISPANIC  |           | ASIAN/ PACIFIC |          | 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                  | 114        | 80         | 3         | 12        | 0               | 1        | 5         | 3         | 0              | 0        | 6             | 7        | 128        | 103        | 1         | 0         |
| 06 - 10 YEARS                  | 97         | 84         | 10        | 4         | 0               | 0        | 0         | 1         | 1              | 1        | 0             | 0        | 108        | 90         | 0         | 0         |
| 11 - 15 YEARS                  | 47         | 53         | 3         | 7         | 0               | 0        | 2         | 1         | 0              | 0        | 0             | 0        | 52         | 61         | 1         | 1         |
| 16 - 20 YEARS                  | 64         | 50         | 11        | 3         | 0               | 0        | 4         | 3         | 5              | 1        | 0             | 0        | 84         | 57         | 5         | 3         |
| 21 - 25 YEARS                  | 29         | 24         | 4         | 3         | 0               | 0        | 0         | 1         | 2              | 0        | 0             | 0        | 35         | 28         | 3         | 2         |
| 26 - 30 YEARS                  | 77         | 65         | 10        | 5         | 0               | 0        | 5         | 1         | 0              | 1        | 0             | 0        | 92         | 72         | 7         | 4         |
| 31 - 35 YEARS                  | 54         | 24         | 6         | 3         | 2               | 1        | 11        | 2         | 0              | 0        | 0             | 0        | 73         | 30         | 6         | 1         |
| 36 - 40 YEARS                  | 9          | 3          | 0         | 0         | 0               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 9          | 3          | 1         | 0         |
| MORE THAN 40 YEARS             | 1          | 0          | 0         | 0         | 0               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 1          | 0          | 1         | 0         |
| <b>DEPARTMENT TOTAL</b>        | <b>492</b> | <b>383</b> | <b>47</b> | <b>37</b> | <b>2</b>        | <b>2</b> | <b>27</b> | <b>12</b> | <b>8</b>       | <b>3</b> | <b>6</b>      | <b>7</b> | <b>582</b> | <b>444</b> | <b>25</b> | <b>11</b> |
| MORE THAN 10 YEARS:            | 281        | 219        | 34        | 21        | 2               | 1        | 22        | 8         | 7              | 2        | 0             | 0        | 346        | 251        | 24        | 11        |
| AVERAGE YEARS                  | 15.6       | 14.7       | 19.0      | 13.4      | 33.0            | 17.5     | 23.1      | 16.3      | 17.4           | 17.3     | 3.7           | 3.9      | 16.2       | 14.5       | 25.5      | 23.4      |

**DEPARTMENT AVERAGE YEARS 15.4**

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                      | WHITE       |            | BLACK     |            | AMERICAN INDIAN |          | HISPANIC  |           | ASIAN/ PACIFIC |          | 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                   | 113         | 110        | 10        | 53         | 0               | 0        | 4         | 6         | 1              | 1        | 1             | 1        | 129        | 171        | 0         | 1        |
| 06 - 10 YEARS                   | 51          | 79         | 5         | 33         | 1               | 0        | 4         | 2         | 1              | 4        | 0             | 0        | 62         | 118        | 0         | 0        |
| 11 - 15 YEARS                   | 55          | 58         | 1         | 16         | 0               | 1        | 3         | 2         | 0              | 0        | 0             | 0        | 59         | 77         | 2         | 1        |
| 16 - 20 YEARS                   | 55          | 58         | 3         | 15         | 0               | 1        | 3         | 2         | 0              | 1        | 0             | 0        | 61         | 77         | 5         | 0        |
| 21 - 25 YEARS                   | 32          | 47         | 3         | 5          | 3               | 2        | 0         | 1         | 0              | 0        | 0             | 0        | 38         | 55         | 5         | 3        |
| 26 - 30 YEARS                   | 25          | 42         | 2         | 5          | 0               | 0        | 1         | 3         | 0              | 0        | 0             | 0        | 28         | 50         | 3         | 1        |
| 31 - 35 YEARS                   | 14          | 21         | 1         | 2          | 1               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 16         | 23         | 0         | 2        |
| 36 - 40 YEARS                   | 5           | 0          | 0         | 0          | 0               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 5          | 0          | 1         | 0        |
| MORE THAN 40 YEARS              | 0           | 0          | 0         | 0          | 0               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 0          | 0          | 0         | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>350</b>  | <b>415</b> | <b>25</b> | <b>129</b> | <b>5</b>        | <b>4</b> | <b>15</b> | <b>16</b> | <b>2</b>       | <b>6</b> | <b>1</b>      | <b>1</b> | <b>398</b> | <b>571</b> | <b>16</b> | <b>8</b> |
| MORE THAN 10 YEARS:             | 186         | 226        | 10        | 43         | 4               | 4        | 7         | 8         | 0              | 1        | 0             | 0        | 207        | 282        | 16        | 7        |
| AVERAGE YEARS                   | 12.7        | 13.3       | 11.4      | 9.0        | 22.0            | 17.8     | 10.4      | 12.1      | 3.5            | 8.0      | 5.0           | 0.0      | 12.6       | 12.3       | 22.0      | 21.5     |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>12.4</b> |            |           |            |                 |          |           |           |                |          |               |          |            |            |           |          |

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MIDB Civil Service HWF18  
Report Sequence: HRS Department Code Description  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT               | WHITE        |            | BLACK     |           | AMERICAN INDIAN |          | HISPANIC  |           | ASIAN/ PACIFIC |          | 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            | 247          | 157        | 2         | 2         | 2               | 1        | 4         | 0         | 4              | 0        | 7             | 0        | 266          | 160        | 3         | 0         |
| 06 - 10 YEARS            | 230          | 94         | 1         | 3         | 1               | 0        | 1         | 1         | 1              | 0        | 0             | 0        | 234          | 98         | 1         | 1         |
| 11 - 15 YEARS            | 137          | 58         | 3         | 5         | 1               | 1        | 5         | 0         | 2              | 0        | 0             | 0        | 148          | 64         | 0         | 1         |
| 16 - 20 YEARS            | 171          | 76         | 8         | 4         | 5               | 1        | 3         | 7         | 0              | 1        | 0             | 0        | 187          | 89         | 5         | 3         |
| 21 - 25 YEARS            | 81           | 53         | 5         | 2         | 2               | 1        | 0         | 1         | 0              | 0        | 0             | 0        | 88           | 57         | 4         | 4         |
| 26 - 30 YEARS            | 102          | 45         | 2         | 4         | 3               | 1        | 1         | 1         | 1              | 1        | 0             | 0        | 109          | 52         | 6         | 0         |
| 31 - 35 YEARS            | 76           | 15         | 0         | 1         | 2               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 78           | 16         | 2         | 2         |
| 36 - 40 YEARS            | 21           | 0          | 0         | 0         | 0               | 0        | 1         | 0         | 0              | 0        | 0             | 0        | 22           | 0          | 4         | 0         |
| MORE THAN 40 YEARS       | 4            | 1          | 0         | 0         | 0               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 4            | 1          | 0         | 0         |
| <b>DEPARTMENT TOTAL</b>  | <b>1,069</b> | <b>499</b> | <b>21</b> | <b>21</b> | <b>16</b>       | <b>5</b> | <b>15</b> | <b>10</b> | <b>8</b>       | <b>2</b> | <b>7</b>      | <b>0</b> | <b>1,136</b> | <b>537</b> | <b>25</b> | <b>11</b> |
| MORE THAN 10 YEARS:      | 592          | 248        | 18        | 16        | 13              | 4        | 10        | 9         | 3              | 2        | 0             | 0        | 636          | 279        | 21        | 10        |
| AVERAGE YEARS            | 14.4         | 12.4       | 17.0      | 16.9      | 20.1            | 16.2     | 14.4      | 18.6      | 9.3            | 21.5     | 0.6           | 0.0      | 14.4         | 12.7       | 23.3      | 21.3      |

**DEPARTMENT AVERAGE YEARS 13.9**

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                      | WHITE       |              | BLACK     |            | AMERICAN INDIAN |           | HISPANIC  |           | ASIAN/ PACIFIC |           | 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                   | 51          | 251          | 10        | 62         | 1               | 2         | 2         | 9         | 0              | 4         | 2             | 4        | 66         | 332          | 0         | 0         |
| 06 - 10 YEARS                   | 54          | 224          | 5         | 61         | 1               | 4         | 4         | 13        | 1              | 1         | 0             | 0        | 65         | 303          | 2         | 4         |
| 11 - 15 YEARS                   | 13          | 97           | 6         | 26         | 0               | 6         | 0         | 8         | 1              | 3         | 0             | 0        | 20         | 140          | 0         | 7         |
| 16 - 20 YEARS                   | 36          | 166          | 4         | 74         | 1               | 0         | 1         | 15        | 4              | 2         | 0             | 0        | 46         | 257          | 3         | 31        |
| 21 - 25 YEARS                   | 15          | 111          | 8         | 43         | 1               | 2         | 1         | 9         | 0              | 4         | 0             | 0        | 25         | 169          | 2         | 19        |
| 26 - 30 YEARS                   | 53          | 122          | 8         | 38         | 0               | 1         | 1         | 8         | 0              | 1         | 0             | 0        | 62         | 170          | 5         | 11        |
| 31 - 35 YEARS                   | 19          | 55           | 1         | 7          | 0               | 0         | 1         | 2         | 0              | 0         | 0             | 0        | 21         | 64           | 4         | 4         |
| 36 - 40 YEARS                   | 4           | 10           | 0         | 1          | 0               | 0         | 0         | 0         | 0              | 0         | 0             | 0        | 4          | 11           | 0         | 0         |
| MORE THAN 40 YEARS              | 0           | 5            | 0         | 0          | 0               | 0         | 0         | 0         | 0              | 0         | 0             | 0        | 0          | 5            | 0         | 2         |
| <b>DEPARTMENT TOTAL</b>         | <b>245</b>  | <b>1,041</b> | <b>42</b> | <b>312</b> | <b>4</b>        | <b>15</b> | <b>10</b> | <b>64</b> | <b>6</b>       | <b>15</b> | <b>2</b>      | <b>4</b> | <b>309</b> | <b>1,451</b> | <b>16</b> | <b>78</b> |
| MORE THAN 10 YEARS:             | 140         | 566          | 27        | 189        | 2               | 9         | 4         | 42        | 5              | 10        | 0             | 0        | 178        | 816          | 14        | 74        |
| AVERAGE YEARS                   | 16.0        | 14.2         | 15.4      | 14.6       | 11.0            | 12.7      | 12.8      | 15.3      | 15.3           | 14.1      | 0.0           | 1.0      | 15.6       | 14.3         | 23.9      | 20.5      |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>14.5</b> |              |           |            |                 |           |           |           |                |           |               |          |            |              |           |           |

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MIDB Civil Service HWF18  
Report Sequence: HRS Department Code Description  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                      | WHITE        |            | BLACK      |           | AMERICAN INDIAN |          | HISPANIC  |           | ASIAN/ PACIFIC |          | 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                   | 167          | 136        | 7          | 3         | 0               | 2        | 6         | 5         | 0              | 0        | 0             | 0        | 180          | 146        | 0         | 0         |
| 06 - 10 YEARS                   | 486          | 129        | 10         | 15        | 4               | 1        | 6         | 2         | 2              | 0        | 0             | 0        | 508          | 147        | 0         | 0         |
| 11 - 15 YEARS                   | 407          | 110        | 36         | 7         | 16              | 0        | 13        | 0         | 3              | 1        | 0             | 0        | 475          | 118        | 3         | 0         |
| 16 - 20 YEARS                   | 294          | 131        | 56         | 10        | 9               | 0        | 19        | 3         | 2              | 1        | 0             | 0        | 380          | 145        | 4         | 5         |
| 21 - 25 YEARS                   | 159          | 53         | 27         | 13        | 2               | 0        | 10        | 2         | 0              | 0        | 0             | 0        | 198          | 68         | 2         | 2         |
| 26 - 30 YEARS                   | 117          | 60         | 20         | 8         | 1               | 4        | 2         | 5         | 0              | 1        | 0             | 0        | 140          | 78         | 2         | 2         |
| 31 - 35 YEARS                   | 42           | 27         | 1          | 1         | 0               | 0        | 2         | 0         | 0              | 0        | 0             | 0        | 45           | 28         | 1         | 1         |
| 36 - 40 YEARS                   | 12           | 7          | 2          | 0         | 0               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 14           | 7          | 0         | 0         |
| MORE THAN 40 YEARS              | 2            | 0          | 0          | 0         | 0               | 0        | 0         | 0         | 0              | 0        | 0             | 0        | 2            | 0          | 0         | 0         |
| <b>DEPARTMENT TOTAL</b>         | <b>1,686</b> | <b>653</b> | <b>159</b> | <b>57</b> | <b>32</b>       | <b>7</b> | <b>58</b> | <b>17</b> | <b>7</b>       | <b>3</b> | <b>0</b>      | <b>0</b> | <b>1,942</b> | <b>737</b> | <b>12</b> | <b>10</b> |
| MORE THAN 10 YEARS:             | 1,033        | 388        | 142        | 39        | 28              | 4        | 46        | 10        | 5              | 3        | 0             | 0        | 1,254        | 444        | 12        | 10        |
| AVERAGE YEARS                   | 14.0         | 14.1       | 18.0       | 16.8      | 14.8            | 17.4     | 15.9      | 15.6      | 12.7           | 19.0     | 0.0           | 0.0      | 14.4         | 14.4       | 20.7      | 22.4      |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>14.4</b>  |            |            |           |                 |          |           |           |                |          |               |          |              |            |           |           |

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE     |            | BLACK    |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 24        | 48         | 0        | 4         | 0                                 | 0        | 1        | 0        | 0                          | 0        | 0                | 0        | 25        | 52         | 1        | 0        |
| 06 - 10 YEARS           | 13        | 14         | 0        | 5         | 0                                 | 0        | 0        | 0        | 1                          | 1        | 0                | 0        | 14        | 20         | 2        | 1        |
| 11 - 15 YEARS           | 9         | 11         | 0        | 2         | 0                                 | 1        | 0        | 0        | 0                          | 0        | 0                | 0        | 9         | 14         | 0        | 2        |
| 16 - 20 YEARS           | 3         | 10         | 0        | 1         | 1                                 | 0        | 1        | 0        | 1                          | 0        | 0                | 0        | 6         | 11         | 0        | 0        |
| 21 - 25 YEARS           | 10        | 11         | 1        | 2         | 0                                 | 0        | 1        | 1        | 1                          | 1        | 0                | 0        | 13        | 15         | 1        | 2        |
| 26 - 30 YEARS           | 11        | 19         | 1        | 4         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 12        | 23         | 3        | 3        |
| 31 - 35 YEARS           | 7         | 8          | 0        | 3         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 7         | 11         | 0        | 1        |
| 36 - 40 YEARS           | 0         | 0          | 1        | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 1         | 0          | 0        | 0        |
| MORE THAN 40 YEARS      | 0         | 0          | 0        | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0         | 0          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b> | <b>77</b> | <b>121</b> | <b>3</b> | <b>21</b> | <b>1</b>                          | <b>1</b> | <b>3</b> | <b>1</b> | <b>3</b>                   | <b>2</b> | <b>0</b>         | <b>0</b> | <b>87</b> | <b>146</b> | <b>7</b> | <b>9</b> |
| MORE THAN 10 YEARS:     | 40        | 59         | 3        | 12        | 1                                 | 1        | 2        | 1        | 2                          | 1        | 0                | 0        | 48        | 74         | 4        | 8        |
| AVERAGE YEARS           | 13.7      | 12.4       | 28.7     | 16.6      | 19.0                              | 12.0     | 15.3     | 21.0     | 16.0                       | 15.0     | 0.0              | 0.0      | 14.4      | 13.1       | 17.4     | 21.2     |

**DEPARTMENT AVERAGE YEARS 13.6**

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE        |            | BLACK      |            | AMERICAN INDIAN |           | HISPANIC  |           | ASIAN/ PACIFIC |           | 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           | 522          | 227        | 30         | 33         | 9               | 0         | 6         | 6         | 14             | 9         | 0             | 1        | 581          | 276        | 2         | 0         |
| 06 - 10 YEARS           | 393          | 125        | 20         | 14         | 1               | 4         | 4         | 2         | 8              | 5         | 0             | 0        | 426          | 150        | 0         | 1         |
| 11 - 15 YEARS           | 164          | 77         | 12         | 7          | 6               | 2         | 6         | 0         | 1              | 1         | 0             | 0        | 189          | 87         | 2         | 2         |
| 16 - 20 YEARS           | 350          | 129        | 31         | 19         | 5               | 2         | 12        | 4         | 7              | 2         | 0             | 0        | 405          | 156        | 18        | 9         |
| 21 - 25 YEARS           | 132          | 65         | 18         | 12         | 4               | 2         | 6         | 2         | 1              | 0         | 0             | 0        | 161          | 81         | 12        | 10        |
| 26 - 30 YEARS           | 130          | 97         | 22         | 17         | 8               | 1         | 11        | 2         | 3              | 0         | 0             | 0        | 174          | 117        | 16        | 11        |
| 31 - 35 YEARS           | 100          | 33         | 14         | 9          | 4               | 0         | 8         | 1         | 2              | 0         | 0             | 0        | 128          | 43         | 11        | 6         |
| 36 - 40 YEARS           | 39           | 10         | 0          | 1          | 0               | 0         | 0         | 0         | 3              | 0         | 0             | 0        | 42           | 11         | 6         | 2         |
| MORE THAN 40 YEARS      | 13           | 0          | 0          | 0          | 0               | 0         | 0         | 0         | 2              | 0         | 0             | 0        | 15           | 0          | 4         | 0         |
| <b>DEPARTMENT TOTAL</b> | <b>1,843</b> | <b>763</b> | <b>147</b> | <b>112</b> | <b>37</b>       | <b>11</b> | <b>53</b> | <b>17</b> | <b>41</b>      | <b>17</b> | <b>0</b>      | <b>1</b> | <b>2,121</b> | <b>921</b> | <b>71</b> | <b>41</b> |
| MORE THAN 10 YEARS:     | 928          | 411        | 97         | 65         | 27              | 7         | 43        | 9         | 19             | 3         | 0             | 0        | 1,114        | 495        | 69        | 40        |
| AVERAGE YEARS           | 13.4         | 13.6       | 16.5       | 15.0       | 17.6            | 15.3      | 19.7      | 13.5      | 15.0           | 6.5       | 0.0           | 0.0      | 13.8         | 13.7       | 25.7      | 24.3      |

**DEPARTMENT AVERAGE YEARS 13.8**

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.

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT              | WHITE      |            | BLACK     |            | AMERICAN INDIAN |          | HISPANIC  |           | ASIAN/ PACIFIC |           | 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           | 141        | 283        | 22        | 68         | 1               | 2        | 0         | 9         | 7              | 13        | 0             | 2        | 171        | 377          | 0         | 1         |
| 06 - 10 YEARS           | 80         | 133        | 8         | 24         | 0               | 0        | 4         | 4         | 4              | 5         | 0             | 0        | 96         | 166          | 0         | 2         |
| 11 - 15 YEARS           | 54         | 73         | 5         | 15         | 0               | 2        | 0         | 4         | 0              | 2         | 0             | 0        | 59         | 96           | 5         | 2         |
| 16 - 20 YEARS           | 50         | 87         | 18        | 29         | 0               | 0        | 4         | 17        | 6              | 1         | 0             | 0        | 78         | 134          | 3         | 7         |
| 21 - 25 YEARS           | 8          | 63         | 8         | 22         | 1               | 0        | 2         | 4         | 2              | 0         | 0             | 0        | 21         | 89           | 5         | 3         |
| 26 - 30 YEARS           | 38         | 133        | 11        | 33         | 0               | 2        | 3         | 6         | 0              | 0         | 0             | 0        | 52         | 174          | 10        | 12        |
| 31 - 35 YEARS           | 37         | 48         | 4         | 11         | 0               | 0        | 2         | 1         | 1              | 1         | 0             | 0        | 44         | 61           | 3         | 3         |
| 36 - 40 YEARS           | 11         | 11         | 1         | 0          | 0               | 1        | 1         | 0         | 0              | 0         | 0             | 0        | 13         | 12           | 3         | 1         |
| MORE THAN 40 YEARS      | 2          | 1          | 0         | 0          | 0               | 0        | 0         | 0         | 0              | 0         | 0             | 0        | 2          | 1            | 1         | 0         |
| <b>DEPARTMENT TOTAL</b> | <b>421</b> | <b>832</b> | <b>77</b> | <b>202</b> | <b>2</b>        | <b>7</b> | <b>16</b> | <b>45</b> | <b>20</b>      | <b>22</b> | <b>0</b>      | <b>2</b> | <b>536</b> | <b>1,110</b> | <b>30</b> | <b>31</b> |
| MORE THAN 10 YEARS:     | 200        | 416        | 47        | 110        | 1               | 5        | 12        | 32        | 9              | 4         | 0             | 0        | 269        | 567          | 30        | 28        |
| AVERAGE YEARS           | 13.3       | 13.6       | 15.3      | 13.9       | 14.0            | 18.0     | 21.2      | 15.8      | 12.1           | 5.7       | 0.0           | 1.5      | 13.8       | 13.6         | 26.2      | 23.1      |

**DEPARTMENT AVERAGE YEARS 13.6**

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

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| DEPARTMENT                           | WHITE         |               | BLACK        |              | AMERICAN INDIAN |            | HISPANIC   |            | ASIAN/ PACIFIC |            | 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                         | 3,876         | 4,730         | 553          | 1,554        | 45              | 42         | 118        | 181        | 76             | 93         | 131           | 96        | 4,799         | 6,696         | 18         | 26         |  |
| 06- 10 YEARS                         | 5,058         | 3,790         | 520          | 1,380        | 75              | 45         | 123        | 161        | 68             | 76         | 0             | 0         | 5,844         | 5,452         | 30         | 34         |  |
| 11- 15 YEARS                         | 3,461         | 2,533         | 406          | 733          | 86              | 43         | 106        | 107        | 37             | 48         | 0             | 0         | 4,096         | 3,464         | 65         | 86         |  |
| 16- 20 YEARS                         | 4,165         | 2,848         | 553          | 973          | 103             | 41         | 148        | 178        | 60             | 60         | 0             | 0         | 5,029         | 4,100         | 237        | 233        |  |
| 21- 25 YEARS                         | 1,840         | 1,484         | 375          | 627          | 36              | 29         | 62         | 70         | 29             | 31         | 0             | 0         | 2,342         | 2,241         | 167        | 153        |  |
| 26- 30 YEARS                         | 1,965         | 2,600         | 342          | 915          | 27              | 38         | 57         | 96         | 19             | 22         | 1             | 0         | 2,411         | 3,671         | 209        | 247        |  |
| 31- 35 YEARS                         | 991           | 1,081         | 102          | 398          | 14              | 4          | 36         | 23         | 12             | 4          | 0             | 0         | 1,155         | 1,510         | 95         | 108        |  |
| 36- 40 YEARS                         | 232           | 172           | 13           | 43           | 2               | 1          | 4          | 4          | 5              | 0          | 0             | 0         | 256           | 220           | 29         | 13         |  |
| MORE THAN 40 YEARS                   | 29            | 12            | 3            | 2            | 0               | 0          | 1          | 0          | 2              | 0          | 0             | 0         | 35            | 14            | 6          | 3          |  |
| <b>STATEWIDE TOTAL</b>               | <b>21,617</b> | <b>19,250</b> | <b>2,867</b> | <b>6,625</b> | <b>388</b>      | <b>243</b> | <b>655</b> | <b>820</b> | <b>308</b>     | <b>334</b> | <b>132</b>    | <b>96</b> | <b>25,967</b> | <b>27,368</b> | <b>856</b> | <b>903</b> |  |
| MORE THAN 10 YEARS                   | 12,683        | 10,730        | 1,794        | 3,691        | 268             | 156        | 414        | 478        | 164            | 165        | 1             | 0         | 15,324        | 15,220        | 808        | 843        |  |
| AVERAGE YEARS                        | 14.2          | 14.2          | 14.8         | 14.5         | 14.9            | 14.8       | 14.8       | 13.9       | 13.5           | 11.7       | 1.7           | 1.5       | 14.3          | 14.2          | 22.8       | 22.3       |  |
| <b>STATEWIDE TOTAL AVERAGE YEARS</b> | <b>14.2</b>   |               |              |              |                 |            |            |            |                |            |               |           |               |               |            |            |  |

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

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Second Quarter of FY 2007**

| SEPARATION REASON                      | TOTAL      | PERCENT OF SEPARATIONS |
|--|------------|------------------------|
| <b><i>INVOLUNTARY SEPARATIONS</i></b>  |            |                        |
| Death                                  | 21         | 3.18%                  |
| Dismissal                              | 73         | 11.04%                 |
| Expired Appointment                    | 25         | 3.78%                  |
| <b>Total Involuntary Separations</b>   | <b>119</b> | <b>18.00%</b>          |
| <b><i>VOLUNTARY SEPARATIONS</i></b>    |            |                        |
| Resigned Classified Employment         | 166        | 25.11%                 |
| Layoff/Leave of Absence Rights Expired | 26         | 3.93%                  |
| Waived Rights Leave of Absence         | 44         | 6.66%                  |
| Settlement                             | 0          | 0.00%                  |
| <b>Total Voluntary Separations</b>     | <b>236</b> | <b>35.70%</b>          |
| <b><i>RETIREMENT</i></b>               |            |                        |
| Retirement                             | 247        | 37.37%                 |
| Disability Retirement                  | 19         | 2.87%                  |
| Deferred Retirement                    | 18         | 2.72%                  |
| <b>Total Retirements</b>               | <b>284</b> | <b>42.97%</b>          |
| <b><i>UNDEFINED SEPARATIONS</i></b>    |            |                        |
| Undefined Separations                  | 22         | 3.33%                  |
| <b>TOTAL SEPARATIONS</b>               | <b>661</b> | <b>100.00%</b>         |

Note: 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 represent 91.9% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING DEC-31-2006 TO PAY PERIOD ENDING MAR-24-2007

| DEPARTMENT NAME            | NUMBER OF HIRES AND RETURNS |                  |            |                                   |                    | NUMBER OF SEPARATIONS AND LAYOFFS |             |             |                   |                   |            |             |
|----------------------------|-----------------------------|------------------|------------|-----------------------------------|--------------------|-----------------------------------|-------------|-------------|-------------------|-------------------|------------|-------------|
|                            | CAREER HIRES                | NON-CAREER HIRES | RECALLS    | RETURNS FROM WAIVED RIGHTS LEAVES | TOTAL APPOINTMENTS | SEASONAL SEPARATIONS              | RIF LAYOFFS | MED LAYOFFS | UNDEFINED LAYOFFS | TOTAL SEPARATIONS | NET TOTAL  |             |
| AGRICULTURE                | 0                           | 1                | 0          | 0                                 | 1                  | 13                                | 0           | 0           | 0                 | 1                 | 14         | -13         |
| ATTORNEY GENERAL           | 2                           | 0                | 0          | 0                                 | 2                  | 9                                 | 0           | 0           | 0                 | 0                 | 9          | -7          |
| AUDITOR GENERAL            | 0                           | 4                | 0          | 0                                 | 4                  | 9                                 | 0           | 0           | 0                 | 0                 | 9          | -5          |
| CIVIL RIGHTS               | 3                           | 0                | 0          | 0                                 | 3                  | 3                                 | 0           | 0           | 0                 | 0                 | 3          | 0           |
| CIVIL SERVICE              | 1                           | 4                | 0          | 0                                 | 5                  | 0                                 | 0           | 0           | 0                 | 0                 | 0          | 5           |
| COMMUNITY HEALTH           | 30                          | 0                | 0          | 0                                 | 30                 | 85                                | 0           | 0           | 9                 | 0                 | 94         | -64         |
| CORRECTIONS                | 86                          | 1                | 8          | 0                                 | 95                 | 242                               | 0           | 0           | 5                 | 0                 | 247        | -152        |
| EDUCATION                  | 9                           | 0                | 0          | 0                                 | 9                  | 2                                 | 0           | 0           | 0                 | 0                 | 2          | 7           |
| ENVIRONMENTAL QUALITY      | 3                           | 2                | 0          | 0                                 | 5                  | 14                                | 0           | 0           | 0                 | 0                 | 14         | -9          |
| EXECUTIVE OFFICE           | 9                           | 0                | 0          | 0                                 | 9                  | 6                                 | 0           | 0           | 0                 | 0                 | 6          | 3           |
| HISTORY ARTS AND LIBRARIES | 0                           | 1                | 3          | 0                                 | 4                  | 2                                 | 0           | 0           | 1                 | 0                 | 3          | 1           |
| HUMAN SERVICES             | 146                         | 3                | 9          | 0                                 | 158                | 142                               | 0           | 24          | 28                | 2                 | 196        | -38         |
| INFORMATION TECHNOLOGY     | 30                          | 2                | 1          | 0                                 | 33                 | 31                                | 0           | 0           | 1                 | 0                 | 32         | 1           |
| LABOR & ECONOMIC GROWTH    | 51                          | 4                | 2          | 0                                 | 57                 | 60                                | 0           | 0           | 1                 | 0                 | 61         | -4          |
| MANAGEMENT & BUDGET        | 12                          | 2                | 0          | 0                                 | 14                 | 15                                | 0           | 2           | 0                 | 0                 | 17         | -3          |
| MILITARY AFFAIRS           | 11                          | 12               | 13         | 0                                 | 36                 | 19                                | 1           | 0           | 2                 | 0                 | 22         | 14          |
| NATURAL RESOURCES          | 7                           | 24               | 111        | 0                                 | 142                | 33                                | 23          | 0           | 0                 | 0                 | 56         | 86          |
| STATE                      | 3                           | 8                | 0          | 0                                 | 11                 | 23                                | 0           | 0           | 2                 | 0                 | 25         | -14         |
| STATE POLICE               | 1                           | 1                | 0          | 0                                 | 2                  | 21                                | 0           | 0           | 1                 | 0                 | 22         | -20         |
| STRATEGIC FUND             | 4                           | 0                | 0          | 0                                 | 4                  | 2                                 | 0           | 0           | 0                 | 0                 | 2          | 2           |
| TRANSPORTATION             | 23                          | 47               | 14         | 0                                 | 84                 | 108                               | 5           | 0           | 0                 | 0                 | 113        | -29         |
| TREASURY                   | 15                          | 34               | 0          | 0                                 | 49                 | 36                                | 0           | 0           | 1                 | 0                 | 37         | 12          |
| <b>STATEWIDE TOTALS</b>    | <b>446</b>                  | <b>150</b>       | <b>161</b> | <b>0</b>                          | <b>757</b>         | <b>875</b>                        | <b>29</b>   | <b>26</b>   | <b>51</b>         | <b>3</b>          | <b>984</b> | <b>-227</b> |

**NOTE:** This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns. It reflects status codes waived rights final, departure final, and retirement final for separations. Action reasons layoff medical, layoff RIF, and layoff seasonal are used for layoffs. This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE HWF35  
 REPORT SEQUENCE: HRS\_DEPT\_CD\_DESC  
 TABLES USED: HRM\_APPT\_DEPART

## 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

## SECTION FIVE

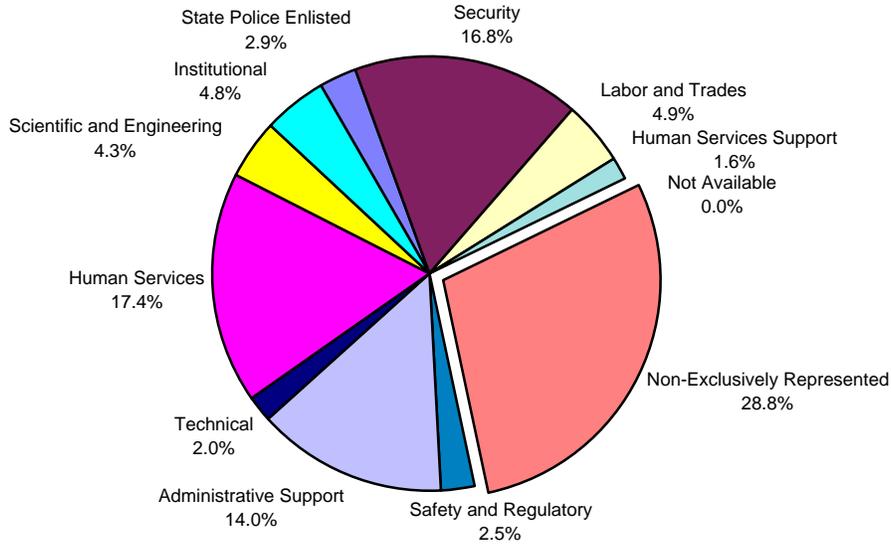
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# **BARGAINING UNIT CHARACTERISTICS**

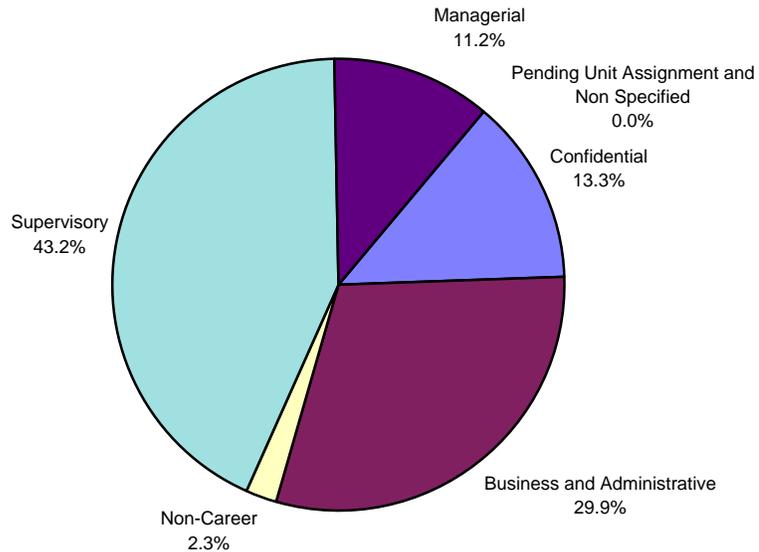
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Pay Period Ending March 24, 2007**

Graph 5-1

**Exclusively and Non-Exclusively Represented  
53,335 Employees**



**Non-Exclusively Represented  
15,380 Employees**



Source: MAIN MIDB Civil Service HWF 44

Comment: Of the 53,335 classified employees at fiscal year end, 71 percent were exclusively represented by one of eight employee organizations.

## EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT

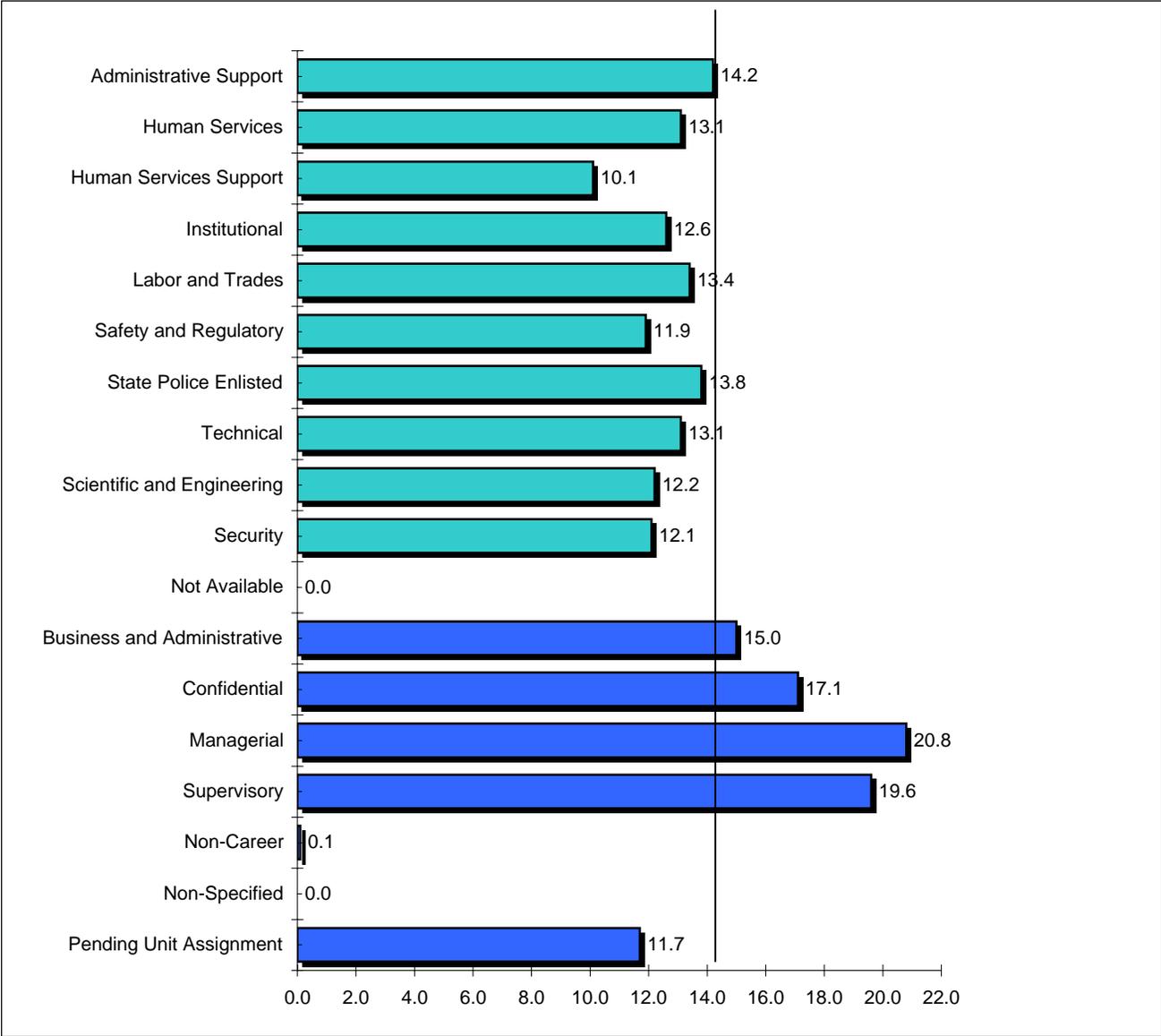
### PAY PERIOD ENDING MARCH 24, 2007

| UNION CODE/UNIT NAME                     | TOTAL<br>EMPLOYEES | MSEA         |            | UAW<br>LOCAL 6000 |             | MCO, SEIU<br>LOCAL 526M |             | HSS, SEIU<br>LOCAL 517M |            | S & E, SEIU<br>LOCAL 517M |            | TECH, SEIU<br>LOCAL 517M |            | MSPTA        |            | AFSCME<br>COUNCIL 25 |            |
|--|--------------------|--------------|------------|-------------------|-------------|-------------------------|-------------|-------------------------|------------|---------------------------|------------|--------------------------|------------|--------------|------------|----------------------|------------|
|  |                    | EMPLS        | PCT        | EMPLS             | PCT         | EMPLS                   | PCT         | EMPLS                   | PCT        | EMPLS                     | PCT        | EMPLS                    | PCT        | EMPLS        | PCT        | EMPLS                | PCT        |
| A02 SAFETY & REGULATORY                  | 1,355              | 1,169        | 86.3       | 1                 | 0.1         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| A31 LABOR AND TRADES                     | 2,601              | 2,483        | 95.5       | 0                 | 0.0         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| C12 SECURITY                             | 8,977              | 0            | 0.0        | 2                 | 0.0         | 8,749                   | 97.5        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| E42 HUMAN SERVICES SUPPORT               | 836                | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0         | 803                     | 96.1       | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| H21 SCIENTIFIC & ENGINEERING             | 2,291              | 1            | 0.0        | 0                 | 0.0         | 0                       | 0.0         | 0                       | 0.0        | 2,215                     | 96.7       | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| L32 TECHNICAL                            | 1,048              | 1            | 0.1        | 0                 | 0.0         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 1,011                    | 96.5       | 0            | 0.0        | 0                    | 0.0        |
| N/A UNAVAILABLE                          | 2                  | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| T01 STATE POLICE ENLISTED                | 1,533              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 1,525        | 99.5       | 0                    | 0.0        |
| U11 INSTITUTIONAL                        | 2,570              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 2,496                | 97.1       |
| W22 HUMAN SERVICES                       | 9,255              | 0            | 0.0        | 8,808             | 95.2        | 1                       | 0.0         | 2                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 6                    | 0.1        |
| W41 ADMINISTRATIVE SUPPORT               | 7,487              | 0            | 0.0        | 6,809             | 90.9        | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y23 BUSINESS & ADMINISTRATION            | 4,606              | 0            | 0.0        | 4                 | 0.1         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y50 PENDING UNIT ASSIGNMENT              | 7                  | 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                          | 6,639              | 0            | 0.0        | 6                 | 0.1         | 2                       | 0.0         | 0                       | 0.0        | 3                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y52 NONCAREER                            | 353                | 0            | 0.0        | 1                 | 0.3         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y98 MANAGERIAL                           | 1,726              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0         | 0                       | 0.0        | 1                         | 0.1        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y99 CONFIDENTIAL                         | 2,049              | 0            | 0.0        | 1                 | 0.0         | 0                       | 0.0         | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| <b>EXCLUSIVELY REPRESENTED TOTAL</b>     | <b>37,955</b>      | <b>3,654</b> | <b>9.6</b> | <b>15,620</b>     | <b>41.2</b> | <b>8,750</b>            | <b>23.1</b> | <b>805</b>              | <b>2.1</b> | <b>2,215</b>              | <b>5.8</b> | <b>1,011</b>             | <b>2.7</b> | <b>1,525</b> | <b>4.0</b> | <b>2,502</b>         | <b>6.6</b> |
| <b>NON-EXCLUSIVELY REPRESENTED TOTAL</b> | <b>15,380</b>      | <b>0</b>     | <b>0.0</b> | <b>12</b>         | <b>0.1</b>  | <b>2</b>                | <b>0.0</b>  | <b>0</b>                | <b>0.0</b> | <b>4</b>                  | <b>0.0</b> | <b>0</b>                 | <b>0.0</b> | <b>0</b>     | <b>0.0</b> | <b>0</b>             | <b>0.0</b> |
| <b>STATEWIDE TOTALS</b>                  | <b>53,335</b>      | <b>3,654</b> | <b>6.9</b> | <b>15,632</b>     | <b>29.3</b> | <b>8,752</b>            | <b>16.4</b> | <b>805</b>              | <b>1.5</b> | <b>2,219</b>              | <b>4.2</b> | <b>1,011</b>             | <b>1.9</b> | <b>1,525</b> | <b>2.9</b> | <b>2,502</b>         | <b>4.7</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 represents those paying member fees.

**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**As of Pay Period Ending March 24, 2007**

Statewide  
 Average  
 14.2  
 Years of Service



- Exclusively Represented Units
- Non-Exclusively Represented Units

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.

Source: MAIN MIDB Civil Service HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT                      | WHITE       |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                        | 247         | 88         | 15        | 9         | 2                                 | 1        | 11        | 1        | 3                          | 0        | 5                | 1        | 283          | 100        | 1         | 0        |  |
| 06 - 10 YEARS                        | 237         | 52         | 16        | 17        | 2                                 | 3        | 3         | 1        | 2                          | 0        | 0                | 0        | 260          | 73         | 1         | 0        |  |
| 11 - 15 YEARS                        | 131         | 26         | 5         | 15        | 3                                 | 2        | 4         | 0        | 2                          | 0        | 0                | 0        | 145          | 43         | 1         | 0        |  |
| 16 - 20 YEARS                        | 130         | 35         | 17        | 24        | 2                                 | 1        | 6         | 2        | 2                          | 0        | 0                | 0        | 157          | 62         | 5         | 3        |  |
| 21 - 25 YEARS                        | 54          | 14         | 10        | 12        | 3                                 | 0        | 2         | 0        | 0                          | 0        | 0                | 0        | 69           | 26         | 2         | 0        |  |
| 26 - 30 YEARS                        | 54          | 20         | 9         | 15        | 1                                 | 0        | 2         | 1        | 0                          | 0        | 0                | 0        | 66           | 36         | 4         | 1        |  |
| 31 - 35 YEARS                        | 10          | 8          | 2         | 5         | 1                                 | 0        | 1         | 0        | 0                          | 0        | 0                | 0        | 14           | 13         | 1         | 2        |  |
| 36 - 40 YEARS                        | 7           | 1          | 0         | 0         | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 7            | 1          | 2         | 0        |  |
| MORE THAN 40 YEARS                   | 0           | 0          | 0         | 0         | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 0            | 0          | 0         | 0        |  |
| <b>BARGAINING UNIT TOTAL</b>         | <b>870</b>  | <b>244</b> | <b>74</b> | <b>97</b> | <b>14</b>                         | <b>7</b> | <b>29</b> | <b>5</b> | <b>9</b>                   | <b>0</b> | <b>5</b>         | <b>1</b> | <b>1,001</b> | <b>354</b> | <b>17</b> | <b>6</b> |  |
| MORE THAN 10 YEARS:                  | 386         | 104        | 43        | 71        | 10                                | 3        | 15        | 3        | 4                          | 0        | 0                | 0        | 458          | 181        | 15        | 6        |  |
| AVERAGE YEARS                        | 11.3        | 11.2       | 14.5      | 17.0      | 16.2                              | 10.3     | 12.2      | 15.6     | 8.9                        | 0.0      | 1.2              | 0.0      | 11.6         | 12.8       | 22.1      | 23.8     |  |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>11.9</b> |            |           |           |                                   |          |           |          |                            |          |                  |          |              |            |           |          |  |

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: 07 MARCH 24, 2007

| BARGAINING UNIT               | WHITE        |            | BLACK      |           | AMERICAN INDIAN |          | HISPANIC  |          | ASIAN/ PACIFIC |          | NOT      |          | 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                 | 509          | 64         | 29         | 3         | 8               | 1        | 11        | 0        | 0              | 0        | 7        | 1        | 564          | 69         | 2         | 0        |  |
| 06 - 10 YEARS                 | 498          | 45         | 31         | 4         | 8               | 1        | 7         | 0        | 0              | 1        | 0        | 0        | 544          | 51         | 3         | 0        |  |
| 11 - 15 YEARS                 | 265          | 29         | 17         | 2         | 7               | 0        | 6         | 0        | 0              | 0        | 0        | 0        | 295          | 31         | 10        | 1        |  |
| 16 - 20 YEARS                 | 330          | 26         | 37         | 6         | 9               | 0        | 11        | 1        | 3              | 0        | 0        | 0        | 390          | 33         | 27        | 2        |  |
| 21 - 25 YEARS                 | 167          | 17         | 21         | 4         | 3               | 0        | 6         | 2        | 0              | 0        | 0        | 0        | 197          | 23         | 18        | 0        |  |
| 26 - 30 YEARS                 | 194          | 26         | 17         | 3         | 5               | 0        | 10        | 2        | 0              | 0        | 0        | 0        | 226          | 31         | 22        | 1        |  |
| 31 - 35 YEARS                 | 102          | 5          | 6          | 2         | 5               | 0        | 10        | 1        | 0              | 0        | 0        | 0        | 123          | 8          | 7         | 2        |  |
| 36 - 40 YEARS                 | 11           | 1          | 1          | 0         | 0               | 0        | 0         | 0        | 0              | 0        | 0        | 0        | 12           | 1          | 2         | 1        |  |
| MORE THAN 40 YEARS            | 3            | 0          | 0          | 0         | 0               | 0        | 0         | 0        | 0              | 0        | 0        | 0        | 3            | 0          | 1         | 0        |  |
| <b>BARGAINING UNIT TOTAL</b>  | <b>2,079</b> | <b>213</b> | <b>159</b> | <b>24</b> | <b>45</b>       | <b>2</b> | <b>61</b> | <b>6</b> | <b>3</b>       | <b>1</b> | <b>7</b> | <b>1</b> | <b>2,354</b> | <b>247</b> | <b>92</b> | <b>7</b> |  |
| MORE THAN 10 YEARS:           | 1,072        | 104        | 99         | 17        | 29              | 0        | 43        | 6        | 3              | 0        | 0        | 0        | 1,246        | 127        | 87        | 7        |  |
| AVERAGE YEARS                 | 13.2         | 12.0       | 15.1       | 17.6      | 15.9            | 5.0      | 18.2      | 25.8     | 18.7           | 8.0      | 1.1      | 0.0      | 13.5         | 12.8       | 21.8      | 25.1     |  |

**BARGAINING UNIT AVERAGE YEARS 13.4**

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: 07 MARCH 24, 2007**

| BARGAINING UNIT              | WHITE        |              | BLACK      |            | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC   |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                | 770          | 224          | 145        | 145        | 22                                | 7         | 28         | 15        | 4                          | 4        | 22               | 11        | 991          | 406          | 1          | 1         |
| 06 - 10 YEARS                | 1,909        | 358          | 187        | 165        | 49                                | 8         | 56         | 18        | 5                          | 1        | 0                | 0         | 2,206        | 550          | 3          | 3         |
| 11 - 15 YEARS                | 1,174        | 225          | 119        | 91         | 44                                | 4         | 42         | 8         | 3                          | 0        | 0                | 0         | 1,382        | 328          | 7          | 2         |
| 16 - 20 YEARS                | 1,558        | 205          | 142        | 104        | 50                                | 7         | 38         | 5         | 5                          | 0        | 0                | 0         | 1,793        | 321          | 64         | 14        |
| 21 - 25 YEARS                | 520          | 47           | 103        | 61         | 10                                | 3         | 12         | 1         | 0                          | 0        | 0                | 0         | 645          | 112          | 26         | 9         |
| 26 - 30 YEARS                | 152          | 17           | 29         | 8          | 2                                 | 0         | 1          | 1         | 0                          | 0        | 0                | 0         | 184          | 26           | 7          | 0         |
| 31 - 35 YEARS                | 25           | 2            | 4          | 0          | 0                                 | 0         | 0          | 0         | 0                          | 0        | 0                | 0         | 29           | 2            | 1          | 0         |
| 36 - 40 YEARS                | 1            | 0            | 1          | 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         |
| <b>BARGAINING UNIT TOTAL</b> | <b>6,109</b> | <b>1,078</b> | <b>730</b> | <b>574</b> | <b>177</b>                        | <b>29</b> | <b>177</b> | <b>48</b> | <b>17</b>                  | <b>5</b> | <b>22</b>        | <b>11</b> | <b>7,232</b> | <b>1,745</b> | <b>109</b> | <b>29</b> |
| MORE THAN 10 YEARS:          | 3,430        | 496          | 398        | 264        | 106                               | 14        | 93         | 15        | 8                          | 0        | 0                | 0         | 4,035        | 789          | 105        | 25        |
| AVERAGE YEARS                | 12.6         | 10.6         | 12.3       | 10.9       | 12.2                              | 11.2      | 11.3       | 8.4       | 10.2                       | 2.6      | 1.0              | 1.2       | 12.5         | 10.6         | 19.3       | 17.7      |

**BARGAINING UNIT AVERAGE YEARS 12.1**

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: 07 MARCH 24, 2007**

| BARGAINING UNIT                     | WHITE      |            | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                       | 54         | 133        | 33        | 205        | 0                                 | 1        | 7         | 11        | 2                          | 3        | 3                | 3        | 99         | 356        | 3         | 2         |  |
| 06 - 10 YEARS                       | 19         | 20         | 13        | 14         | 0                                 | 3        | 1         | 8         | 1                          | 3        | 0                | 0        | 34         | 48         | 3         | 1         |  |
| 11 - 15 YEARS                       | 17         | 32         | 3         | 29         | 0                                 | 0        | 1         | 5         | 0                          | 0        | 0                | 0        | 21         | 66         | 7         | 3         |  |
| 16 - 20 YEARS                       | 12         | 30         | 6         | 18         | 0                                 | 1        | 2         | 8         | 0                          | 1        | 0                | 0        | 20         | 58         | 6         | 9         |  |
| 21 - 25 YEARS                       | 4          | 16         | 1         | 13         | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 5          | 29         | 1         | 2         |  |
| 26 - 30 YEARS                       | 5          | 28         | 3         | 16         | 1                                 | 4        | 1         | 0         | 0                          | 0        | 0                | 0        | 10         | 48         | 4         | 7         |  |
| 31 - 35 YEARS                       | 7          | 13         | 1         | 12         | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 8          | 25         | 2         | 2         |  |
| 36 - 40 YEARS                       | 4          | 3          | 0         | 0          | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 4          | 3          | 1         | 0         |  |
| MORE THAN 40 YEARS                  | 0          | 0          | 1         | 1          | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 1          | 1          | 0         | 0         |  |
| <b>BARGAINING UNIT TOTAL</b>        | <b>122</b> | <b>275</b> | <b>61</b> | <b>308</b> | <b>1</b>                          | <b>9</b> | <b>12</b> | <b>32</b> | <b>3</b>                   | <b>7</b> | <b>3</b>         | <b>3</b> | <b>202</b> | <b>634</b> | <b>27</b> | <b>26</b> |  |
| MORE THAN 10 YEARS:                 | 49         | 122        | 15        | 89         | 1                                 | 5        | 4         | 13        | 0                          | 1        | 0                | 0        | 69         | 230        | 21        | 23        |  |
| AVERAGE YEARS                       | 11.0       | 11.8       | 8.9       | 8.6        | 30.0                              | 16.8     | 8.7       | 9.3       | 6.7                        | 7.9      | 3.7              | 4.3      | 10.2       | 10.1       | 17.9      | 19.5      |  |

**BARGAINING UNIT AVERAGE YEARS 10.1**

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| BARGAINING UNIT                           | WHITE        |            | BLACK     |           | AMERICAN INDIAN |          | HISPANIC  |          | ASIAN/ PACIFIC |           | NOT      |          | 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                             | 385          | 245        | 14        | 10        | 1               | 0        | 4         | 2        | 12             | 13        | 0        | 2        | 416          | 272        | 2         | 0        |  |
| 06 - 10 YEARS                             | 288          | 124        | 5         | 8         | 1               | 0        | 4         | 4        | 11             | 7         | 0        | 0        | 309          | 143        | 0         | 2        |  |
| 11 - 15 YEARS                             | 200          | 112        | 8         | 7         | 0               | 0        | 4         | 1        | 9              | 7         | 0        | 0        | 221          | 127        | 2         | 1        |  |
| 16 - 20 YEARS                             | 247          | 113        | 11        | 6         | 1               | 1        | 4         | 1        | 7              | 5         | 0        | 0        | 270          | 126        | 9         | 2        |  |
| 21 - 25 YEARS                             | 79           | 43         | 10        | 6         | 1               | 4        | 1         | 0        | 5              | 1         | 0        | 0        | 96           | 54         | 2         | 2        |  |
| 26 - 30 YEARS                             | 114          | 32         | 8         | 3         | 1               | 0        | 2         | 0        | 6              | 1         | 0        | 0        | 131          | 36         | 4         | 2        |  |
| 31 - 35 YEARS                             | 61           | 5          | 3         | 0         | 0               | 0        | 1         | 0        | 3              | 0         | 0        | 0        | 68           | 5          | 0         | 0        |  |
| 36 - 40 YEARS                             | 11           | 0          | 0         | 0         | 0               | 0        | 0         | 0        | 1              | 0         | 0        | 0        | 12           | 0          | 0         | 0        |  |
| MORE THAN 40 YEARS                        | 4            | 0          | 0         | 0         | 0               | 0        | 0         | 0        | 1              | 0         | 0        | 0        | 5            | 0          | 2         | 0        |  |
| <b>BARGAINING UNIT TOTAL</b>              | <b>1,389</b> | <b>674</b> | <b>59</b> | <b>40</b> | <b>5</b>        | <b>5</b> | <b>20</b> | <b>8</b> | <b>55</b>      | <b>34</b> | <b>0</b> | <b>2</b> | <b>1,528</b> | <b>763</b> | <b>21</b> | <b>9</b> |  |
| MORE THAN 10 YEARS:                       | 716          | 305        | 40        | 22        | 3               | 5        | 12        | 2        | 32             | 14        | 0        | 0        | 803          | 348        | 19        | 7        |  |
| AVERAGE YEARS                             | 12.8         | 10.5       | 15.8      | 12.2      | 16.2            | 20.6     | 14.2      | 8.5      | 14.9           | 9.1       | 0.0      | 4.0      | 13.0         | 10.5       | 21.3      | 18.4     |  |

**BARGAINING UNIT AVERAGE YEARS 12.2**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT              | WHITE      |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                | 195        | 94         | 7         | 8         | 2                                 | 0        | 4         | 1        | 4                          | 3        | 1                | 1        | 213        | 107        | 1         | 0        |  |
| 06 - 10 YEARS                | 143        | 38         | 2         | 3         | 2                                 | 0        | 1         | 0        | 3                          | 1        | 0                | 0        | 151        | 42         | 0         | 0        |  |
| 11 - 15 YEARS                | 76         | 29         | 3         | 1         | 0                                 | 0        | 2         | 0        | 1                          | 2        | 0                | 0        | 82         | 32         | 2         | 0        |  |
| 16 - 20 YEARS                | 146        | 39         | 12        | 6         | 0                                 | 0        | 3         | 1        | 3                          | 1        | 0                | 0        | 164        | 47         | 6         | 1        |  |
| 21 - 25 YEARS                | 39         | 11         | 7         | 6         | 0                                 | 1        | 0         | 0        | 0                          | 0        | 0                | 0        | 46         | 18         | 0         | 2        |  |
| 26 - 30 YEARS                | 30         | 13         | 6         | 2         | 1                                 | 0        | 3         | 1        | 1                          | 0        | 0                | 0        | 41         | 16         | 3         | 1        |  |
| 31 - 35 YEARS                | 48         | 4          | 1         | 1         | 0                                 | 0        | 4         | 0        | 0                          | 0        | 0                | 0        | 53         | 5          | 5         | 0        |  |
| 36 - 40 YEARS                | 18         | 3          | 0         | 0         | 0                                 | 0        | 1         | 0        | 2                          | 0        | 0                | 0        | 21         | 3          | 1         | 0        |  |
| MORE THAN 40 YEARS           | 6          | 1          | 0         | 0         | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 6          | 1          | 1         | 0        |  |
| <b>BARGAINING UNIT TOTAL</b> | <b>701</b> | <b>232</b> | <b>38</b> | <b>27</b> | <b>5</b>                          | <b>1</b> | <b>18</b> | <b>3</b> | <b>14</b>                  | <b>7</b> | <b>1</b>         | <b>1</b> | <b>777</b> | <b>271</b> | <b>19</b> | <b>4</b> |  |
| MORE THAN 10 YEARS:          | 363        | 100        | 29        | 16        | 1                                 | 1        | 13        | 2        | 7                          | 3        | 0                | 0        | 413        | 122        | 18        | 4        |  |
| AVERAGE YEARS                | 13.5       | 10.7       | 17.0      | 14.1      | 9.2                               | 21.0     | 19.4      | 17.3     | 14.8                       | 8.7      | 5.0              | 1.0      | 13.8       | 11.1       | 24.8      | 21.5     |  |

**BARGAINING UNIT AVERAGE YEARS 13.1**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT              | WHITE    |          | BLACK    |          | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | NOT DISCLOSED |          | TOTAL    |          | DISABLED |          |          |
|------------------------------|----------|----------|----------|----------|-----------------|----------|----------|----------|----------------|----------|---------------|----------|----------|----------|----------|----------|----------|
|                              | MALE     | FEMALE   | MALE     | FEMALE   | MALE            | FEMALE   | MALE     | FEMALE   | MALE           | FEMALE   | MALE          | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   |          |
| <b>NOT AVAILABLE</b>         |          |          |          |          |                 |          |          |          |                |          |               |          |          |          |          |          |          |
| 00 - 05 YEARS                | 1        | 1        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0        | 1        | 1        | 0        | 0        |
| 06 - 10 YEARS                | 0        | 0        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0        | 0        | 0        | 0        | 0        |
| 11 - 15 YEARS                | 0        | 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        | 0        |
| 21 - 25 YEARS                | 0        | 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        | 0        |
| 31 - 35 YEARS                | 0        | 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        | 0        |
| MORE THAN 40 YEARS           | 0        | 0        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0        | 0        | 0        | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b> | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>        | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>       | <b>0</b> | <b>0</b>      | <b>0</b> | <b>0</b> | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS:          | 0        | 0        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0             | 0        | 0        | 0        | 0        | 0        | 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      | 0.0      |

**BARGAINING UNIT AVERAGE YEARS 0.0**

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| BARGAINING UNIT                    | WHITE        |            | BLACK      |           | AMERICAN INDIAN |          | HISPANIC  |          | ASIAN/ PACIFIC |          | NOT      |          | TOTAL        |            | DISABLED |          |  |
|------------------------------------|--------------|------------|------------|-----------|-----------------|----------|-----------|----------|----------------|----------|----------|----------|--------------|------------|----------|----------|--|
|                                    | MALE         | FEMALE     | MALE       | FEMALE    | MALE            | FEMALE   | MALE      | FEMALE   | MALE           | FEMALE   | MALE     | FEMALE   | MALE         | FEMALE     | MALE     | FEMALE   |  |
| <b>T01 - STATE POLICE ENLISTED</b> |              |            |            |           |                 |          |           |          |                |          |          |          |              |            |          |          |  |
| 00 - 05 YEARS                      | 64           | 8          | 2          | 1         | 0               | 0        | 1         | 0        | 0              | 0        | 0        | 0        | 67           | 9          | 0        | 0        |  |
| 06 - 10 YEARS                      | 406          | 32         | 9          | 1         | 3               | 0        | 6         | 0        | 2              | 0        | 0        | 0        | 426          | 33         | 0        | 0        |  |
| 11 - 15 YEARS                      | 329          | 59         | 34         | 4         | 16              | 0        | 13        | 0        | 2              | 0        | 0        | 0        | 394          | 63         | 2        | 0        |  |
| 16 - 20 YEARS                      | 198          | 49         | 38         | 2         | 6               | 0        | 14        | 2        | 2              | 0        | 0        | 0        | 258          | 53         | 1        | 0        |  |
| 21 - 25 YEARS                      | 80           | 19         | 20         | 2         | 2               | 0        | 8         | 0        | 0              | 0        | 0        | 0        | 110          | 21         | 0        | 0        |  |
| 26 - 30 YEARS                      | 52           | 6          | 14         | 1         | 0               | 0        | 1         | 0        | 0              | 0        | 0        | 0        | 67           | 7          | 0        | 0        |  |
| 31 - 35 YEARS                      | 15           | 0          | 1          | 0         | 0               | 0        | 2         | 0        | 0              | 0        | 0        | 0        | 18           | 0          | 0        | 0        |  |
| 36 - 40 YEARS                      | 5            | 0          | 1          | 0         | 0               | 0        | 0         | 0        | 0              | 0        | 0        | 0        | 6            | 0          | 0        | 0        |  |
| MORE THAN 40 YEARS                 | 1            | 0          | 0          | 0         | 0               | 0        | 0         | 0        | 0              | 0        | 0        | 0        | 1            | 0          | 0        | 0        |  |
| <b>BARGAINING UNIT TOTAL</b>       | <b>1,150</b> | <b>173</b> | <b>119</b> | <b>11</b> | <b>27</b>       | <b>0</b> | <b>45</b> | <b>2</b> | <b>6</b>       | <b>0</b> | <b>0</b> | <b>0</b> | <b>1,347</b> | <b>186</b> | <b>3</b> | <b>0</b> |  |
| MORE THAN 10 YEARS:                | 680          | 133        | 108        | 9         | 24              | 0        | 38        | 2        | 4              | 0        | 0        | 0        | 854          | 144        | 3        | 0        |  |
| AVERAGE YEARS                      | 13.1         | 14.5       | 17.7       | 15.2      | 14.0            | 0.0      | 16.6      | 18.0     | 13.0           | 0.0      | 0.0      | 0.0      | 13.6         | 14.5       | 15.7     | 0.0      |  |

**BARGAINING UNIT AVERAGE YEARS 13.8**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT              | WHITE      |              | BLACK      |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                | 259        | 371          | 72         | 125        | 0                                 | 2        | 10        | 12        | 2                          | 2         | 2                | 2        | 345          | 514          | 1         | 0         |
| 06 - 10 YEARS                | 140        | 214          | 47         | 91         | 1                                 | 1        | 6         | 5         | 2                          | 6         | 0                | 0        | 196          | 317          | 0         | 1         |
| 11 - 15 YEARS                | 97         | 88           | 36         | 44         | 1                                 | 1        | 5         | 3         | 2                          | 1         | 0                | 0        | 141          | 137          | 4         | 0         |
| 16 - 20 YEARS                | 86         | 76           | 31         | 48         | 2                                 | 0        | 5         | 4         | 2                          | 2         | 0                | 0        | 126          | 130          | 6         | 1         |
| 21 - 25 YEARS                | 53         | 82           | 19         | 41         | 4                                 | 1        | 0         | 4         | 0                          | 0         | 0                | 0        | 76           | 128          | 4         | 6         |
| 26 - 30 YEARS                | 115        | 138          | 53         | 59         | 1                                 | 0        | 4         | 4         | 1                          | 0         | 0                | 0        | 174          | 201          | 11        | 9         |
| 31 - 35 YEARS                | 25         | 37           | 6          | 9          | 1                                 | 0        | 1         | 0         | 0                          | 0         | 0                | 0        | 33           | 46           | 2         | 1         |
| 36 - 40 YEARS                | 2          | 2            | 0          | 2          | 0                                 | 0        | 0         | 0         | 0                          | 0         | 0                | 0        | 2            | 4            | 1         | 0         |
| MORE THAN 40 YEARS           | 0          | 0            | 0          | 0          | 0                                 | 0        | 0         | 0         | 0                          | 0         | 0                | 0        | 0            | 0            | 0         | 0         |
| <b>BARGAINING UNIT TOTAL</b> | <b>777</b> | <b>1,008</b> | <b>264</b> | <b>419</b> | <b>10</b>                         | <b>5</b> | <b>31</b> | <b>32</b> | <b>9</b>                   | <b>11</b> | <b>2</b>         | <b>2</b> | <b>1,093</b> | <b>1,477</b> | <b>29</b> | <b>18</b> |
| MORE THAN 10 YEARS:          | 378        | 423          | 145        | 203        | 9                                 | 2        | 15        | 15        | 5                          | 3         | 0                | 0        | 552          | 646          | 28        | 17        |
| AVERAGE YEARS                | 12.7       | 12.0         | 14.0       | 12.9       | 20.5                              | 9.4      | 12.3      | 11.9      | 12.2                       | 8.6       | 4.0              | 3.0      | 13.1         | 12.2         | 23.1      | 24.7      |

**BARGAINING UNIT AVERAGE YEARS 12.6**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT                      | WHITE        |              | BLACK      |              | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |            | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                        | 378          | 1,169        | 91         | 591          | 3                                 | 12        | 17        | 53         | 9                          | 17        | 4                | 11        | 502          | 1,853        | 3         | 12         |  |
| 06 - 10 YEARS                        | 431          | 915          | 98         | 619          | 1                                 | 11        | 16        | 60         | 13                         | 25        | 0                | 0         | 559          | 1,630        | 7         | 10         |  |
| 11 - 15 YEARS                        | 358          | 646          | 83         | 268          | 2                                 | 9         | 12        | 51         | 1                          | 13        | 0                | 0         | 456          | 987          | 9         | 25         |  |
| 16 - 20 YEARS                        | 250          | 479          | 58         | 260          | 2                                 | 11        | 15        | 47         | 5                          | 10        | 0                | 0         | 330          | 807          | 27        | 43         |  |
| 21 - 25 YEARS                        | 133          | 243          | 37         | 163          | 2                                 | 3         | 4         | 14         | 5                          | 9         | 0                | 0         | 181          | 432          | 13        | 25         |  |
| 26 - 30 YEARS                        | 262          | 464          | 36         | 274          | 2                                 | 7         | 5         | 10         | 1                          | 4         | 0                | 0         | 306          | 759          | 26        | 46         |  |
| 31 - 35 YEARS                        | 99           | 154          | 18         | 119          | 0                                 | 1         | 2         | 5          | 2                          | 0         | 0                | 0         | 121          | 279          | 11        | 18         |  |
| 36 - 40 YEARS                        | 13           | 18           | 3          | 16           | 0                                 | 0         | 0         | 1          | 0                          | 0         | 0                | 0         | 16           | 35           | 0         | 0          |  |
| MORE THAN 40 YEARS                   | 2            | 0            | 0          | 0            | 0                                 | 0         | 0         | 0          | 0                          | 0         | 0                | 0         | 2            | 0            | 0         | 0          |  |
| <b>BARGAINING UNIT TOTAL</b>         | <b>1,926</b> | <b>4,088</b> | <b>424</b> | <b>2,310</b> | <b>12</b>                         | <b>54</b> | <b>71</b> | <b>241</b> | <b>36</b>                  | <b>78</b> | <b>4</b>         | <b>11</b> | <b>2,473</b> | <b>6,782</b> | <b>96</b> | <b>179</b> |  |
| MORE THAN 10 YEARS:                  | 1,117        | 2,004        | 235        | 1,100        | 8                                 | 31        | 38        | 128        | 14                         | 36        | 0                | 0         | 1,412        | 3,299        | 86        | 157        |  |
| AVERAGE YEARS                        | 14.4         | 12.5         | 13.4       | 13.1         | 15.3                              | 13.3      | 12.8      | 12.0       | 12.3                       | 11.6      | 1.8              | 1.8       | 14.1         | 12.7         | 21.3      | 20.3       |  |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>13.1</b>  |              |            |              |                                   |           |           |            |                            |           |                  |           |              |              |           |            |  |

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT                     | WHITE      |              | BLACK      |              | AMERICAN INDIAN |           | HISPANIC  |            | ASIAN/ PACIFIC |           | 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                       | 210        | 1,337        | 39         | 246          | 1               | 10        | 10        | 57         | 1              | 15        | 19            | 15        | 280        | 1,680        | 1         | 7          |
| 06 - 10 YEARS                       | 141        | 1,056        | 28         | 245          | 2               | 15        | 8         | 50         | 4              | 10        | 0             | 0         | 183        | 1,376        | 3         | 13         |
| 11 - 15 YEARS                       | 53         | 564          | 9          | 117          | 0               | 14        | 2         | 23         | 0              | 4         | 0             | 0         | 64         | 722          | 6         | 36         |
| 16 - 20 YEARS                       | 55         | 707          | 11         | 210          | 1               | 9         | 4         | 53         | 3              | 7         | 0             | 0         | 74         | 986          | 19        | 83         |
| 21 - 25 YEARS                       | 29         | 368          | 11         | 108          | 1               | 11        | 4         | 27         | 0              | 5         | 0             | 0         | 45         | 519          | 10        | 49         |
| 26 - 30 YEARS                       | 52         | 739          | 15         | 211          | 0               | 13        | 5         | 29         | 0              | 4         | 0             | 0         | 72         | 996          | 14        | 72         |
| 31 - 35 YEARS                       | 21         | 299          | 3          | 90           | 0               | 1         | 0         | 8          | 0              | 1         | 0             | 0         | 24         | 399          | 4         | 26         |
| 36 - 40 YEARS                       | 4          | 50           | 0          | 10           | 0               | 0         | 0         | 0          | 0              | 0         | 0             | 0         | 4          | 60           | 0         | 4          |
| MORE THAN 40 YEARS                  | 0          | 3            | 0          | 0            | 0               | 0         | 0         | 0          | 0              | 0         | 0             | 0         | 0          | 3            | 0         | 0          |
| <b>BARGAINING UNIT TOTAL</b>        | <b>565</b> | <b>5,123</b> | <b>116</b> | <b>1,237</b> | <b>5</b>        | <b>73</b> | <b>33</b> | <b>247</b> | <b>8</b>       | <b>46</b> | <b>19</b>     | <b>15</b> | <b>746</b> | <b>6,741</b> | <b>57</b> | <b>290</b> |
| MORE THAN 10 YEARS:                 | 214        | 2,730        | 49         | 746          | 2               | 48        | 15        | 140        | 3              | 21        | 0             | 0         | 283        | 3,685        | 53        | 270        |
| AVERAGE YEARS                       | 10.7       | 14.0         | 11.7       | 15.7         | 11.2            | 15.3      | 12.2      | 13.8       | 10.4           | 11.5      | 1.3           | 0.8       | 10.7       | 14.3         | 20.7      | 21.4       |

**BARGAINING UNIT AVERAGE YEARS 13.9**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT                            | WHITE        |              | BLACK      |            | AMERICAN INDIAN |           | HISPANIC  |           | ASIAN/ PACIFIC |           | 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                              | 401          | 400          | 40         | 92         | 4               | 6         | 5         | 9         | 29             | 25        | 51            | 37        | 530          | 569          | 1          | 1          |
| 06 - 10 YEARS                              | 361          | 367          | 36         | 84         | 1               | 0         | 8         | 10        | 15             | 13        | 0             | 0         | 421          | 474          | 7          | 1          |
| 11 - 15 YEARS                              | 174          | 213          | 17         | 34         | 1               | 2         | 4         | 5         | 9              | 12        | 0             | 0         | 205          | 266          | 5          | 4          |
| 16 - 20 YEARS                              | 203          | 302          | 49         | 76         | 3               | 2         | 11        | 21        | 12             | 12        | 0             | 0         | 278          | 413          | 22         | 32         |
| 21 - 25 YEARS                              | 101          | 171          | 24         | 61         | 1               | 2         | 7         | 5         | 8              | 5         | 0             | 0         | 141          | 244          | 23         | 10         |
| 26 - 30 YEARS                              | 199          | 333          | 40         | 74         | 1               | 3         | 6         | 9         | 2              | 6         | 0             | 0         | 248          | 425          | 24         | 38         |
| 31 - 35 YEARS                              | 115          | 167          | 8          | 27         | 1               | 0         | 4         | 1         | 1              | 2         | 0             | 0         | 129          | 197          | 15         | 14         |
| 36 - 40 YEARS                              | 22           | 36           | 1          | 1          | 0               | 0         | 1         | 1         | 0              | 0         | 0             | 0         | 24           | 38           | 4          | 2          |
| MORE THAN 40 YEARS                         | 2            | 1            | 1          | 0          | 0               | 0         | 0         | 0         | 0              | 0         | 0             | 0         | 3            | 1            | 1          | 1          |
| <b>BARGAINING UNIT TOTAL</b>               | <b>1,578</b> | <b>1,990</b> | <b>216</b> | <b>449</b> | <b>12</b>       | <b>15</b> | <b>46</b> | <b>61</b> | <b>76</b>      | <b>75</b> | <b>51</b>     | <b>37</b> | <b>1,979</b> | <b>2,627</b> | <b>102</b> | <b>103</b> |
| MORE THAN 10 YEARS:                        | 816          | 1,223        | 140        | 273        | 7               | 9         | 33        | 42        | 32             | 37        | 0             | 0         | 1,028        | 1,584        | 94         | 101        |
| AVERAGE YEARS                              | 14.1         | 16.2         | 16.2       | 15.7       | 14.2            | 13.7      | 17.8      | 16.5      | 10.7           | 11.6      | 2.0           | 1.2       | 14.0         | 15.8         | 23.6       | 24.3       |

**BARGAINING UNIT AVERAGE YEARS 15.0**

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| BARGAINING UNIT                      | WHITE    |          | BLACK    |          | AMERICAN INDIAN |          | HISPANIC |          | ASIAN/ PACIFIC |          | NOT      |          | 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                        | 1        | 1        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0        | 0        | 0        | 1        | 1        | 0        | 0        |
| 06 - 10 YEARS                        | 0        | 2        | 0        | 1        | 0               | 0        | 0        | 0        | 0              | 0        | 0        | 0        | 0        | 0        | 3        | 0        | 0        |
| 11 - 15 YEARS                        | 0        | 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        | 0        |
| 21 - 25 YEARS                        | 1        | 0        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0        | 0        | 0        | 1        | 0        | 1        | 0        |
| 26 - 30 YEARS                        | 1        | 0        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0        | 0        | 0        | 1        | 0        | 1        | 0        |
| 31 - 35 YEARS                        | 0        | 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        | 0        |
| MORE THAN 40 YEARS                   | 0        | 0        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>3</b> | <b>3</b> | <b>0</b> | <b>1</b> | <b>0</b>        | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>3</b> | <b>4</b> | <b>2</b> | <b>0</b> |
| MORE THAN 10 YEARS:                  | 2        | 0        | 0        | 0        | 0               | 0        | 0        | 0        | 0              | 0        | 0        | 0        | 0        | 2        | 0        | 2        | 0        |
| AVERAGE YEARS                        | 17.3     | 7.0      | 0.0      | 9.0      | 0.0             | 0.0      | 0.0      | 0.0      | 0.0            | 0.0      | 0.0      | 0.0      | 0.0      | 17.3     | 7.5      | 24.0     | 0.0      |

**BARGAINING UNIT AVERAGE YEARS 11.7**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT              | WHITE        |              | BLACK      |            | AMERICAN INDIAN |           | HISPANIC  |           | ASIAN/ PACIFIC |           | NOT      |          | 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                | 125          | 158          | 19         | 33         | 0               | 0         | 2         | 3         | 4              | 5         | 4        | 1        | 154          | 200          | 1          | 1          |  |
| 06 - 10 YEARS                | 345          | 253          | 33         | 84         | 5               | 2         | 5         | 2         | 10             | 4         | 0        | 0        | 398          | 345          | 1          | 1          |  |
| 11 - 15 YEARS                | 486          | 301          | 62         | 91         | 11              | 9         | 9         | 10        | 6              | 8         | 0        | 0        | 574          | 419          | 9          | 7          |  |
| 16 - 20 YEARS                | 809          | 426          | 115        | 147        | 25              | 7         | 29        | 17        | 11             | 13        | 0        | 0        | 989          | 610          | 39         | 25         |  |
| 21 - 25 YEARS                | 474          | 274          | 88         | 116        | 6               | 3         | 14        | 4         | 9              | 4         | 0        | 0        | 591          | 401          | 53         | 31         |  |
| 26 - 30 YEARS                | 533          | 438          | 74         | 148        | 8               | 4         | 13        | 18        | 6              | 4         | 1        | 0        | 635          | 612          | 62         | 45         |  |
| 31 - 35 YEARS                | 285          | 155          | 32         | 79         | 2               | 1         | 7         | 3         | 3              | 1         | 0        | 0        | 329          | 239          | 29         | 14         |  |
| 36 - 40 YEARS                | 83           | 27           | 4          | 11         | 1               | 1         | 0         | 2         | 2              | 0         | 0        | 0        | 90           | 41           | 14         | 4          |  |
| MORE THAN 40 YEARS           | 6            | 3            | 1          | 1          | 0               | 0         | 0         | 0         | 1              | 0         | 0        | 0        | 8            | 4            | 0          | 2          |  |
| <b>BARGAINING UNIT TOTAL</b> | <b>3,146</b> | <b>2,035</b> | <b>428</b> | <b>710</b> | <b>58</b>       | <b>27</b> | <b>79</b> | <b>59</b> | <b>52</b>      | <b>39</b> | <b>5</b> | <b>1</b> | <b>3,768</b> | <b>2,871</b> | <b>208</b> | <b>130</b> |  |
| MORE THAN 10 YEARS:          | 2,676        | 1,624        | 376        | 593        | 53              | 25        | 72        | 54        | 38             | 30        | 1        | 0        | 3,216        | 2,326        | 206        | 128        |  |
| AVERAGE YEARS                | 19.9         | 19.0         | 20.0       | 20.2       | 19.3            | 18.5      | 20.4      | 20.7      | 18.3           | 15.6      | 6.4      | 3.0      | 19.9         | 19.3         | 25.4       | 24.6       |  |

**BARGAINING UNIT AVERAGE YEARS 19.6**

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

PAY END NUMBER AND DATE: 07 MARCH 24, 2007

| BARGAINING UNIT              | WHITE      |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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        | 160        | 14        | 32        | 1                                 | 0        | 5        | 8        | 4                          | 2        | 11               | 4        | 146        | 206        | 0        | 0        |
| 06 - 10 YEARS                | 0          | 0          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 0          | 0        | 0        |
| 11 - 15 YEARS                | 0          | 0          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 0          | 0        | 0        |
| 16 - 20 YEARS                | 0          | 1          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 1          | 0        | 0        |
| 21 - 25 YEARS                | 0          | 0          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 0          | 0        | 0        |
| 26 - 30 YEARS                | 0          | 0          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 0          | 0        | 0        |
| 31 - 35 YEARS                | 0          | 0          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 0          | 0        | 0        |
| 36 - 40 YEARS                | 0          | 0          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 0          | 0        | 0        |
| MORE THAN 40 YEARS           | 0          | 0          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b> | <b>111</b> | <b>161</b> | <b>14</b> | <b>32</b> | <b>1</b>                          | <b>0</b> | <b>5</b> | <b>8</b> | <b>4</b>                   | <b>2</b> | <b>11</b>        | <b>4</b> | <b>146</b> | <b>207</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS:          | 0          | 1          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0          | 1          | 0        | 0        |
| AVERAGE YEARS                | 0.0        | 0.1        | 0.3       | 0.0       | 0.0                               | 0.0      | 0.0      | 0.0      | 0.0                        | 0.0      | 0.0              | 0.0      | 0.0        | 0.1        | 0.0      | 0.0      |

**BARGAINING UNIT AVERAGE YEARS 0.1**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT              | WHITE      |            | BLACK      |            | AMERICAN INDIAN |          | HISPANIC  |           | ASIAN/ PACIFIC |           | NOT      |          | 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                | 98         | 74         | 16         | 16         | 0               | 1        | 2         | 2         | 2              | 1         | 1        | 3        | 119          | 97         | 0         | 0         |  |
| 06 - 10 YEARS                | 88         | 56         | 10         | 8          | 0               | 0        | 0         | 1         | 0              | 1         | 0        | 0        | 98           | 66         | 2         | 1         |  |
| 11 - 15 YEARS                | 81         | 56         | 5          | 4          | 0               | 0        | 1         | 0         | 1              | 0         | 0        | 0        | 88           | 60         | 1         | 1         |  |
| 16 - 20 YEARS                | 106        | 103        | 16         | 22         | 2               | 0        | 3         | 2         | 5              | 2         | 0        | 0        | 132          | 129        | 4         | 6         |  |
| 21 - 25 YEARS                | 93         | 66         | 20         | 11         | 3               | 0        | 4         | 1         | 1              | 5         | 0        | 0        | 121          | 83         | 11        | 5         |  |
| 26 - 30 YEARS                | 171        | 129        | 32         | 33         | 3               | 4        | 4         | 3         | 1              | 1         | 0        | 0        | 211          | 170        | 24        | 8         |  |
| 31 - 35 YEARS                | 163        | 67         | 15         | 25         | 2               | 0        | 4         | 2         | 3              | 0         | 0        | 0        | 187          | 94         | 16        | 10        |  |
| 36 - 40 YEARS                | 44         | 12         | 2          | 3          | 1               | 0        | 1         | 0         | 0              | 0         | 0        | 0        | 48           | 15         | 4         | 1         |  |
| MORE THAN 40 YEARS           | 5          | 2          | 0          | 0          | 0               | 0        | 1         | 0         | 0              | 0         | 0        | 0        | 6            | 2          | 1         | 0         |  |
| <b>BARGAINING UNIT TOTAL</b> | <b>849</b> | <b>565</b> | <b>116</b> | <b>122</b> | <b>11</b>       | <b>5</b> | <b>20</b> | <b>11</b> | <b>13</b>      | <b>10</b> | <b>1</b> | <b>3</b> | <b>1,010</b> | <b>716</b> | <b>63</b> | <b>32</b> |  |
| MORE THAN 10 YEARS:          | 663        | 435        | 90         | 98         | 11              | 4        | 18        | 8         | 11             | 8         | 0        | 0        | 793          | 553        | 61        | 31        |  |
| AVERAGE YEARS                | 21.4       | 19.7       | 20.6       | 21.6       | 26.4            | 23.4     | 24.4      | 20.2      | 20.1           | 19.2      | 1.0      | 2.3      | 21.4         | 19.9       | 27.7      | 25.9      |  |

**BARGAINING UNIT AVERAGE YEARS 20.8**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT              | WHITE      |              | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                | 68         | 203          | 17        | 38         | 1                                 | 1         | 1        | 7         | 0                          | 3         | 1                | 4        | 88         | 256          | 1         | 2         |
| 06 - 10 YEARS                | 52         | 258          | 5         | 36         | 0                                 | 1         | 2        | 2         | 0                          | 4         | 0                | 0        | 59         | 301          | 0         | 1         |
| 11 - 15 YEARS                | 20         | 153          | 5         | 26         | 1                                 | 2         | 1        | 1         | 1                          | 1         | 0                | 0        | 28         | 183          | 0         | 6         |
| 16 - 20 YEARS                | 35         | 257          | 10        | 44         | 0                                 | 2         | 3        | 14        | 0                          | 7         | 0                | 0        | 48         | 324          | 2         | 12        |
| 21 - 25 YEARS                | 13         | 113          | 4         | 23         | 0                                 | 1         | 0        | 12        | 1                          | 2         | 0                | 0        | 18         | 151          | 3         | 12        |
| 26 - 30 YEARS                | 31         | 217          | 6         | 68         | 1                                 | 3         | 0        | 18        | 1                          | 2         | 0                | 0        | 39         | 308          | 3         | 17        |
| 31 - 35 YEARS                | 15         | 165          | 2         | 29         | 2                                 | 1         | 0        | 3         | 0                          | 0         | 0                | 0        | 19         | 198          | 2         | 19        |
| 36 - 40 YEARS                | 7          | 19           | 0         | 0          | 0                                 | 0         | 1        | 0         | 0                          | 0         | 0                | 0        | 8          | 19           | 0         | 1         |
| MORE THAN 40 YEARS           | 0          | 2            | 0         | 0          | 0                                 | 0         | 0        | 0         | 0                          | 0         | 0                | 0        | 0          | 2            | 0         | 0         |
| <b>BARGAINING UNIT TOTAL</b> | <b>241</b> | <b>1,387</b> | <b>49</b> | <b>264</b> | <b>5</b>                          | <b>11</b> | <b>8</b> | <b>57</b> | <b>3</b>                   | <b>19</b> | <b>1</b>         | <b>4</b> | <b>307</b> | <b>1,742</b> | <b>11</b> | <b>70</b> |
| MORE THAN 10 YEARS:          | 121        | 926          | 27        | 190        | 4                                 | 9         | 5        | 48        | 3                          | 12        | 0                | 0        | 160        | 1,185        | 10        | 67        |
| AVERAGE YEARS                | 14.1       | 17.4         | 13.5      | 18.6       | 21.6                              | 19.3      | 15.4     | 20.4      | 20.3                       | 14.3      | 4.0              | 3.8      | 14.2       | 17.6         | 23.0      | 24.4      |

**BARGAINING UNIT AVERAGE YEARS 17.1**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 07 MARCH 24, 2007**

| BARGAINING UNIT                      | WHITE         |               | BLACK        |              | AMERICAN INDIAN |            | HISPANIC   |            | ASIAN/ PACIFIC |            | 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                         | 3,876         | 4,730         | 553          | 1,554        | 45              | 42         | 118        | 181        | 76             | 93         | 131           | 96        | 4,799         | 6,696         | 18         | 26         |  |
| 06- 10 YEARS                         | 5,058         | 3,790         | 520          | 1,380        | 75              | 45         | 123        | 161        | 68             | 76         | 0             | 0         | 5,844         | 5,452         | 30         | 34         |  |
| 11- 15 YEARS                         | 3,461         | 2,533         | 406          | 733          | 86              | 43         | 106        | 107        | 37             | 48         | 0             | 0         | 4,096         | 3,464         | 65         | 86         |  |
| 16- 20 YEARS                         | 4,165         | 2,848         | 553          | 973          | 103             | 41         | 148        | 178        | 60             | 60         | 0             | 0         | 5,029         | 4,100         | 237        | 233        |  |
| 21- 25 YEARS                         | 1,840         | 1,484         | 375          | 627          | 36              | 29         | 62         | 70         | 29             | 31         | 0             | 0         | 2,342         | 2,241         | 167        | 153        |  |
| 26- 30 YEARS                         | 1,965         | 2,600         | 342          | 915          | 27              | 38         | 57         | 96         | 19             | 22         | 1             | 0         | 2,411         | 3,671         | 209        | 247        |  |
| 31- 35 YEARS                         | 991           | 1,081         | 102          | 398          | 14              | 4          | 36         | 23         | 12             | 4          | 0             | 0         | 1,155         | 1,510         | 95         | 108        |  |
| 36- 40 YEARS                         | 232           | 172           | 13           | 43           | 2               | 1          | 4          | 4          | 5              | 0          | 0             | 0         | 256           | 220           | 29         | 13         |  |
| MORE THAN 40 YEARS                   | 29            | 12            | 3            | 2            | 0               | 0          | 1          | 0          | 2              | 0          | 0             | 0         | 35            | 14            | 6          | 3          |  |
| <b>STATEWIDE TOTAL</b>               | <b>21,617</b> | <b>19,250</b> | <b>2,867</b> | <b>6,625</b> | <b>388</b>      | <b>243</b> | <b>655</b> | <b>820</b> | <b>308</b>     | <b>334</b> | <b>132</b>    | <b>96</b> | <b>25,967</b> | <b>27,368</b> | <b>856</b> | <b>903</b> |  |
| MORE THAN 10 YEARS                   | 12,683        | 10,730        | 1,794        | 3,691        | 268             | 156        | 414        | 478        | 164            | 165        | 1             | 0         | 15,324        | 15,220        | 808        | 843        |  |
| AVERAGE YEARS                        | 14.2          | 14.2          | 14.8         | 14.5         | 14.9            | 14.8       | 14.8       | 13.9       | 13.5           | 11.7       | 1.7           | 1.5       | 14.3          | 14.2          | 22.8       | 22.3       |  |
| <b>STATEWIDE TOTAL AVERAGE YEARS</b> | <b>14.2</b>   |               |              |              |                 |            |            |            |                |            |               |           |               |               |            |            |  |

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**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: March 24, 2007**

| BARGAINING UNIT                 | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Bargaining Unit Eligible for Longevity |
|---------------------------------|---------------------|---------------------------------|-------------|------------------|---|---|
| A02 - SAFETY & REGULATORY       | 1,358               | 2.5 %                           | 44.4        | \$22.49          | 984                                       | 72.5 %  |
| A31 - LABOR AND TRADES          | 2,610               | 4.9 %                           | 47.7        | \$20.27          | 2,010                                     | 77.0 %  |
| C12 - SECURITY                  | 9,030               | 16.9 %                          | 42.3        | \$21.72          | 7,646                                     | 84.7 %  |
| E42 - HUMAN SERVICES SUPPORT    | 836                 | 1.6 %                           | 46.0        | \$20.76          | 385                                       | 46.1 %  |
| H21 - SCIENTIFIC & ENGINEERING  | 2,292               | 4.3 %                           | 43.4        | \$29.09          | 1,611                                     | 70.3 %  |
| L32 - TECHNICAL                 | 1,049               | 2.0 %                           | 44.0        | \$21.45          | 732                                       | 69.8 %  |
| T01 - STATE POLICE ENLISTED     | 1,541               | 2.9 %                           | 39.6        | \$28.63          | 1,474                                     | 95.7 %  |
| U11 - INSTITUTIONAL             | 2,597               | 4.9 %                           | 45.7        | \$18.48          | 1,741                                     | 67.0 %  |
| W22 - HUMAN SERVICES            | 9,262               | 17.3 %                          | 46.3        | \$24.57          | 6,804                                     | 73.5 %  |
| W41 - ADMINISTRATIVE SUPPORT    | 7,490               | 14.0 %                          | 46.5        | \$18.80          | 5,454                                     | 72.8 %  |
| Y23 - BUSINESS & ADMINISTRATION | 4,606               | 8.6 %                           | 46.6        | \$28.54          | 3,486                                     | 75.7 %  |
| Y50 - PENDING UNIT ASSIGNMENT   | 7                   | 0.0 %                           | 41.0        | \$22.69          | 5   | 71.4 %  |
| Y51 - SUPERVISORY               | 6,650               | 12.4 %                          | 49.3        | \$30.35          | 6,294                                     | 94.6 %  |
| Y52 - NONCAREER                 | 353                 | 0.7 %                           | 24.9        | \$12.96          | 2   | 0.6 %   |
| Y98 - MANAGERIAL                | 1,726               | 3.2 %                           | 51.6        | \$44.27          | 1,517                                     | 87.9 %  |
| Y99 - CONFIDENTIAL              | 2,050               | 3.8 %                           | 47.4        | \$25.12          | 1,693                                     | 82.6 %  |
| <b>STATEWIDE TOTAL</b>          | <b>53,457</b>       | <b>100.0 %</b>                  | <b>45.8</b> | <b>\$24.55</b>   | <b>41,838</b>                             | <b>78.3 %</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 03/24/2007

| Unit Code                | Bargaining Unit           | Health Insurance |                        |             |                    |             | Dental Insurance    |            |                        |             |                    | Vision Insurance |                     |            |                        |             |
|--------------------------|---------------------------|------------------|------------------------|-------------|--------------------|-------------|---------------------|------------|------------------------|-------------|--------------------|------------------|---------------------|------------|------------------------|-------------|
|                          |                           | Total Employees  | State Sponsored Health | %           | Health Maintenance | %           | Catastrophic Health | %          | State Sponsored Dental | %           | Dental Maintenance | %                | Preventative Dental | %          | State Sponsored Vision | %           |
| W41                      | ADMINISTRATIVE SUPPORT    | 7,047            | 3,179                  | 45 %        | 3,316              | 47 %        | 85                  | 1 %        | 6,352                  | 90 %        | 245                | 3 %              | 28                  | 0 %        | 6,641                  | 94 %        |
| Y23                      | BUSINESS & ADMINISTRATION | 4,598            | 1,829                  | 40 %        | 2,381              | 52 %        | 77                  | 2 %        | 4,153                  | 90 %        | 150                | 3 %              | 23                  | 1 %        | 4,336                  | 94 %        |
| Y99                      | CONFIDENTIAL              | 2,044            | 779                    | 38 %        | 1,051              | 51 %        | 25                  | 1 %        | 1,834                  | 90 %        | 51                 | 2 %              | 2                   | 0 %        | 1,885                  | 92 %        |
| W22                      | HUMAN SERVICES            | 9,241            | 5,353                  | 58 %        | 3,215              | 35 %        | 99                  | 1 %        | 8,426                  | 91 %        | 287                | 3 %              | 36                  | 0 %        | 8,772                  | 95 %        |
| E42                      | HUMAN SERVICES SUPPORT    | 836              | 525                    | 63 %        | 266                | 32 %        | 7                   | 1 %        | 767                    | 92 %        | 37                 | 4 %              | 1                   | 0 %        | 809                    | 97 %        |
| U11                      | INSTITUTIONAL             | 2,559            | 1,641                  | 64 %        | 770                | 30 %        | 12                  | 0 %        | 2,392                  | 93 %        | 37                 | 1 %              | 2                   | 0 %        | 2,434                  | 95 %        |
| A31                      | LABOR AND TRADES          | 2,499            | 1,429                  | 57 %        | 915                | 37 %        | 13                  | 1 %        | 2,351                  | 94 %        | 7                  | 0 %              | 6                   | 0 %        | 2,364                  | 95 %        |
| Y98                      | MANAGERIAL                | 1,726            | 874                    | 51 %        | 741                | 43 %        | 16                  | 1 %        | 1,625                  | 94 %        | 22                 | 1 %              | 7                   | 0 %        | 1,655                  | 96 %        |
| Y52                      | NONCAREER                 | 3                | 1                      | 33 %        | 2                  | 67 %        | 0                   | 0 %        | 3                      | 100 %       | 0                  | 0 %              | 0                   | 0 %        | 3                      | 100 %       |
| Y50                      | PENDING UNIT ASSIGNMENT   | 7                | 0                      | 0 %         | 6                  | 86 %        | 0                   | 0 %        | 6                      | 86 %        | 0                  | 0 %              | 0                   | 0 %        | 6                      | 86 %        |
| A02                      | SAFETY & REGULATORY       | 1,323            | 906                    | 68 %        | 318                | 24 %        | 14                  | 1 %        | 1,233                  | 93 %        | 11                 | 1 %              | 5                   | 0 %        | 1,257                  | 95 %        |
| H21                      | SCIENTIFIC & ENGINEERING  | 2,288            | 1,199                  | 52 %        | 942                | 41 %        | 30                  | 1 %        | 2,119                  | 93 %        | 50                 | 2 %              | 15                  | 1 %        | 2,193                  | 96 %        |
| C12                      | SECURITY                  | 9,030            | 5,691                  | 63 %        | 2,942              | 33 %        | 41                  | 0 %        | 8,512                  | 94 %        | 186                | 2 %              | 19                  | 0 %        | 8,716                  | 97 %        |
| T01                      | STATE POLICE ENLISTED     | 1,541            | 1,395                  | 91 %        | 114                | 7 %         | 4                   | 0 %        | 1,512                  | 98 %        | 3                  | 0 %              | 0                   | 0 %        | 1,515                  | 98 %        |
| Y51                      | SUPERVISORY               | 6,649            | 3,727                  | 56 %        | 2,475              | 37 %        | 71                  | 1 %        | 6,189                  | 93 %        | 113                | 2 %              | 17                  | 0 %        | 6,324                  | 95 %        |
| L32                      | TECHNICAL                 | 1,011            | 587                    | 58 %        | 373                | 37 %        | 13                  | 1 %        | 956                    | 95 %        | 22                 | 2 %              | 5                   | 0 %        | 985                    | 97 %        |
| <b>STATEWIDE TOTALS:</b> |                           | <b>52,402</b>    | <b>29,115</b>          | <b>56 %</b> | <b>19,827</b>      | <b>38 %</b> | <b>507</b>          | <b>1 %</b> | <b>48,430</b>          | <b>92 %</b> | <b>1,221</b>       | <b>2 %</b>       | <b>166</b>          | <b>0 %</b> | <b>49,895</b>          | <b>95 %</b> |

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

**PAY PERIOD ENDING 03/24/2007**

| Unit Code                | Bargaining Unit           | Total Employees | Disability Insurance |             |              |            | Life Insurance  |             |                              |            |              |            |
|--------------------------|---------------------------|-----------------|----------------------|-------------|--------------|------------|-----------------|-------------|------------------------------|------------|--------------|------------|
|                          |                           |                 | CMI                  | %           | Reliance     | %          | United of Omaha | %           | United of Omaha Reduced Life | %          | Relistar     | %          |
| A02                      | SAFETY & REGULATORY       | 1,323           | 1,154                | 87 %        | 97           | 7 %        | 1,244           | 94 %        | 76                           | 6 %        | 90           | 7 %        |
| A31                      | LABOR AND TRADES          | 2,499           | 2,260                | 90 %        | 16           | 1 %        | 2,396           | 96 %        | 96                           | 4 %        | 18           | 1 %        |
| C12                      | SECURITY                  | 9,030           | 8,599                | 95 %        | 0            | 0 %        | 8,719           | 97 %        | 330                          | 4 %        | 0            | 0 %        |
| E42                      | HUMAN SERVICES SUPPORT    | 836             | 697                  | 83 %        | 0            | 0 %        | 779             | 93 %        | 56                           | 7 %        | 0            | 0 %        |
| H21                      | SCIENTIFIC & ENGINEERING  | 2,288           | 1,901                | 83 %        | 32           | 1 %        | 2,103           | 92 %        | 182                          | 8 %        | 24           | 1 %        |
| L32                      | TECHNICAL                 | 1,011           | 850                  | 84 %        | 27           | 3 %        | 926             | 92 %        | 81                           | 8 %        | 17           | 2 %        |
| T01                      | STATE POLICE ENLISTED     | 1,541           | 1,507                | 98 %        | 1,026        | 67 %       | 1,499           | 97 %        | 32                           | 2 %        | 1,087        | 71 %       |
| U11                      | INSTITUTIONAL             | 2,559           | 2,324                | 91 %        | 2            | 0 %        | 2,479           | 97 %        | 80                           | 3 %        | 1            | 0 %        |
| W22                      | HUMAN SERVICES            | 9,241           | 8,443                | 91 %        | 1            | 0 %        | 8,716           | 94 %        | 525                          | 6 %        | 0            | 0 %        |
| W41                      | ADMINISTRATIVE SUPPORT    | 7,047           | 6,344                | 90 %        | 159          | 2 %        | 6,653           | 94 %        | 367                          | 5 %        | 127          | 2 %        |
| Y23                      | BUSINESS & ADMINISTRATION | 4,598           | 3,939                | 86 %        | 63           | 1 %        | 4,270           | 93 %        | 315                          | 7 %        | 48           | 1 %        |
| Y50                      | PENDING UNIT ASSIGNMENT   | 7               | 6                    | 86 %        | 1            | 14 %       | 7               | 100 %       | 0                            | 0 %        | 0            | 0 %        |
| Y51                      | SUPERVISORY               | 6,649           | 6,394                | 96 %        | 209          | 3 %        | 6,436           | 97 %        | 207                          | 3 %        | 217          | 3 %        |
| Y52                      | NONCAREER                 | 3               | 0                    | 0 %         | 0            | 0 %        | 3               | 100 %       | 0                            | 0 %        | 0            | 0 %        |
| Y98                      | MANAGERIAL                | 1,726           | 1,583                | 92 %        | 36           | 2 %        | 1,644           | 95 %        | 80                           | 5 %        | 37           | 2 %        |
| Y99                      | CONFIDENTIAL              | 2,044           | 1,862                | 91 %        | 25           | 1 %        | 1,926           | 94 %        | 113                          | 6 %        | 24           | 1 %        |
| <b>STATEWIDE TOTALS:</b> |                           | <b>52,402</b>   | <b>47,863</b>        | <b>91 %</b> | <b>1,694</b> | <b>3 %</b> | <b>49,800</b>   | <b>95 %</b> | <b>2,540</b>                 | <b>5 %</b> | <b>1,690</b> | <b>3 %</b> |

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**BARGAINING UNIT ANALYSIS BY DEPARTMENT**

Pay Period Number: 07 Ending March 24, 2007

**EXCLUSIVELY REPRESENTED EMPLOYEES**

| Department                 |    | No. of Employees | A02 Safety & Regulatory | A31 Labor & Trades | C12 Security | E42 Human Services Support | H21 Scientific & Engineering | L32 Technical | T01 State Police Enlisted | U11 Institutional | W22 Human Services | W41 Administrative Support | Total Exclusively Represented |
|----------------------------|----|------------------|-------------------------|--------------------|--------------|----------------------------|------------------------------|---------------|---------------------------|-------------------|--------------------|----------------------------|-------------------------------|
| AGRICULTURE                | 79 | 536              | 27                      | 26                 | 0            | 0                          | 229                          | 20            | 0                         | 0                 | 0                  | 86                         | 388                           |
| ATTORNEY GENERAL           | 11 | 526              | 33                      | 1                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 0                  | 110                        | 144                           |
| AUDITOR GENERAL            | 03 | 145              | 0                       | 2                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 0                  | 2                          | 4                             |
| CIVIL RIGHTS               | 15 | 122              | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 54                 | 15                         | 69                            |
| CIVIL SERVICE              | 19 | 212              | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 0                  | 0                          | 0                             |
| COMMUNITY HEALTH           | 39 | 4,358            | 41                      | 120                | 188          | 0                          | 150                          | 49            | 0                         | 1,143             | 686                | 609                        | 2,986                         |
| CORRECTIONS                | 47 | 16,490           | 10                      | 837                | 8,789        | 0                          | 12                           | 107           | 0                         | 566               | 2,039              | 1,208                      | 13,568                        |
| EDUCATION                  | 31 | 376              | 2                       | 13                 | 0            | 2                          | 0                            | 0             | 0                         | 25                | 106                | 83                         | 231                           |
| ENVIRONMENTAL QUALITY      | 76 | 1,485            | 34                      | 2                  | 0            | 0                          | 836                          | 57            | 0                         | 0                 | 1                  | 203                        | 1,133                         |
| EXECUTIVE OFFICE           | 01 | 50               | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 0                  | 0                          | 0                             |
| HISTORY ARTS AND LIBRARIES | 25 | 256              | 25                      | 32                 | 0            | 0                          | 7                            | 2             | 0                         | 0                 | 54                 | 58                         | 178                           |
| HUMAN SERVICES             | 43 | 9,846            | 187                     | 63                 | 0            | 60                         | 4                            | 4             | 0                         | 317               | 5,852              | 1,290                      | 7,777                         |
| INFORMATION TECHNOLOGY     | 08 | 1,766            | 0                       | 29                 | 0            | 0                          | 4                            | 53            | 0                         | 0                 | 0                  | 268                        | 354                           |
| LABOR & ECONOMIC GROWTH    | 64 | 4,137            | 271                     | 45                 | 0            | 774                        | 95                           | 6             | 0                         | 22                | 402                | 801                        | 2,416                         |
| MANAGEMENT & BUDGET        | 07 | 1,026            | 5                       | 288                | 0            | 0                          | 35                           | 13            | 0                         | 0                 | 2                  | 140                        | 483                           |
| MILITARY AFFAIRS           | 51 | 969              | 32                      | 150                | 0            | 0                          | 23                           | 11            | 0                         | 481               | 27                 | 57                         | 781                           |
| NATURAL RESOURCES          | 75 | 1,673            | 434                     | 125                | 0            | 0                          | 256                          | 164           | 0                         | 11                | 25                 | 203                        | 1,218                         |
| STATE                      | 23 | 1,760            | 25                      | 20                 | 0            | 0                          | 0                            | 1             | 0                         | 0                 | 1                  | 1,150                      | 1,197                         |
| STATE POLICE               | 55 | 2,679            | 167                     | 28                 | 0            | 0                          | 85                           | 30            | 1,533                     | 5                 | 0                  | 301                        | 2,149                         |
| STRATEGIC FUND             | 07 | 233              | 1                       | 31                 | 0            | 0                          | 0                            | 1             | 0                         | 0                 | 0                  | 68                         | 101                           |
| TRANSPORTATION             | 59 | 3,042            | 51                      | 780                | 0            | 0                          | 553                          | 529           | 0                         | 0                 | 3                  | 258                        | 2,174                         |
| TREASURY                   | 27 | 1,646            | 10                      | 9                  | 0            | 0                          | 2                            | 1             | 0                         | 0                 | 3                  | 577                        | 602                           |
| <b>Grand Total:</b>        |    | <b>53,333</b>    | <b>1,355</b>            | <b>2,601</b>       | <b>8,977</b> | <b>836</b>                 | <b>2,291</b>                 | <b>1,048</b>  | <b>1,533</b>              | <b>2,570</b>      | <b>9,255</b>       | <b>7,487</b>               | <b>37,953</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: 07 Ending March 24, 2007

### NON-EXCLUSIVELY REPRESENTED EMPLOYEES

| Department                 |    | No. of Employees | Y23 Business & Administrative | Y99 Confidential | Y98 Managerial | Y52 Non-Career | Y00/Y50 Pending Assignment | Y51 Supervisory | Total Non-Exclusively Represented |
|----------------------------|----|------------------|-------------------------------|------------------|----------------|----------------|----------------------------|-----------------|-----------------------------------|
| AGRICULTURE                | 79 | 536              | 30                            | 17               | 24             | 4              | 0                          | 73              | 148                               |
| ATTORNEY GENERAL           | 11 | 526              | 27                            | 53               | 290            | 0              | 0                          | 12              | 382                               |
| AUDITOR GENERAL            | 03 | 145              | 0                             | 63               | 34             | 8              | 0                          | 36              | 141                               |
| CIVIL RIGHTS               | 15 | 122              | 2                             | 21               | 13             | 3              | 0                          | 14              | 53                                |
| CIVIL SERVICE              | 19 | 212              | 0                             | 164              | 20             | 11             | 0                          | 17              | 212                               |
| COMMUNITY HEALTH           | 39 | 4,358            | 482                           | 129              | 183            | 20             | 2                          | 556             | 1,372                             |
| CORRECTIONS                | 47 | 16,490           | 155                           | 291              | 152            | 5              | 0                          | 2,319           | 2,922                             |
| EDUCATION                  | 31 | 376              | 57                            | 33               | 21             | 1              | 1                          | 32              | 145                               |
| ENVIRONMENTAL QUALITY      | 76 | 1,485            | 63                            | 43               | 20             | 38             | 0                          | 188             | 352                               |
| EXECUTIVE OFFICE           | 01 | 50               | 0                             | 45               | 0              | 5              | 0                          | 0               | 50                                |
| HISTORY ARTS AND LIBRARIES | 25 | 256              | 22                            | 13               | 21             | 2              | 0                          | 20              | 78                                |
| HUMAN SERVICES             | 43 | 9,846            | 413                           | 352              | 175            | 2              | 0                          | 1,127           | 2,069                             |
| INFORMATION TECHNOLOGY     | 08 | 1,766            | 1,047                         | 61               | 89             | 35             | 0                          | 180             | 1,412                             |
| LABOR & ECONOMIC GROWTH    | 64 | 4,137            | 849                           | 191              | 229            | 75             | 1                          | 376             | 1,721                             |
| MANAGEMENT & BUDGET        | 07 | 1,026            | 179                           | 143              | 69             | 37             | 0                          | 115             | 543                               |
| MILITARY AFFAIRS           | 51 | 969              | 23                            | 26               | 17             | 2              | 0                          | 120             | 188                               |
| NATURAL RESOURCES          | 75 | 1,673            | 75                            | 48               | 50             | 7              | 0                          | 275             | 455                               |
| STATE                      | 23 | 1,760            | 151                           | 71               | 53             | 14             | 0                          | 274             | 563                               |
| STATE POLICE               | 55 | 2,679            | 110                           | 50               | 47             | 3              | 1                          | 319             | 530                               |
| STRATEGIC FUND             | 07 | 233              | 65                            | 22               | 19             | 0              | 2                          | 24              | 132                               |
| TRANSPORTATION             | 59 | 3,042            | 216                           | 138              | 91             | 49             | 0                          | 374             | 868                               |
| TREASURY                   | 27 | 1,646            | 640                           | 75               | 109            | 32             | 0                          | 188             | 1,044                             |
| <b>Grand Total:</b>        |    | <b>53,333</b>    | <b>4,606</b>                  | <b>2,049</b>     | <b>1,726</b>   | <b>353</b>     | <b>7</b>                   | <b>6,639</b>    | <b>15,380</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 expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employee** - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

**Disability** - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
  - (A) Substantially limits one or more of the major life activities of the person, and
  - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

### **Employee Status Code Descriptions (active employees):**

- AA**: Full-time (Classified)
- AB**: Part-time (Classified)
- AC**: Permanent Intermittent (Classified)
- AD**: Limited Term (Classified)
- AE**: Seasonal (Classified)
- AF**: Unclassified
- AP**: Workers Compensation
- AQ**: Non Career/Per Diem
- AR**: Special Personal Services (Unclassified)

**Filled Position** - A position in which a person is presently working.

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full Time Employee** - Those employees scheduled to work 80 hours biweekly full-time.

**General Fund** - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Hourly Employees** - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

**HRMN** - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Intermittent Employee** - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employee** - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

**Limited Term Employee** - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**Median** - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

**MIDB** - Management Information Data Base.

**Non-Career Employee** - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Pay Range** - A number that designates the range of pay rates or single pay received by a job class.

**Pay Step** - A pay level within a pay range.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Recall List** - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

**Seasonal Employee** - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employee** - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

**Turnover Separation** - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

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

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

**Union Codes**

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

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

**Vacant Position** - A position that is unfilled.

**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.