

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 ¹	\$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%

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

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SECTION ONE

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
AGRICULTURE		472.0	4.0	14.0	11.0	11.0	24.0	536.0	0.0	536.0
ATY GNRL CENTRAL OFFICE	1101	495.0	13.0	0.0	18.0	0.0	0.0	526.0	0.0	526.0
ATTORNEY GENERAL		495.0	13.0	0.0	18.0	0.0	0.0	526.0	0.0	526.0
LEGISLATIVE AUDITOR GENERAL	0301	110.0	0.0	14.0	13.0	0.0	8.0	145.0	0.0	145.0
AUDITOR GENERAL		110.0	0.0	14.0	13.0	0.0	8.0	145.0	0.0	145.0
CIV RGHT CENTRAL OFFICE	1501	112.0	0.0	0.0	7.0	0.0	3.0	122.0	0.0	122.0
CIVIL RIGHTS		112.0	0.0	0.0	7.0	0.0	3.0	122.0	0.0	122.0
CIV SERV CENTRAL OFFICE	1901	192.0	2.0	0.0	7.0	0.0	11.0	212.0	1.0	211.0
CIVIL SERVICE		192.0	2.0	0.0	7.0	0.0	11.0	212.0	1.0	211.0
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
COMMUNITY HEALTH		4,096.0	25.0	16.0	139.0	0.0	82.0	4,358.0	1.5	4,356.5
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

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

Pay Period Number and Pay End Date 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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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
CORRECTIONS		16,333.0	32.0	6.0	81.0	0.0	38.0	16,490.0	2.0	16,488.0
EDUCATION	3103	269.0	4.0	3.0	29.0	70.0	1.0	376.0	1.0	375.0
EDUCATION		269.0	4.0	3.0	29.0	70.0	1.0	376.0	1.0	375.0
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
ENVIRONMENTAL QUALITY		1,369.0	8.0	18.0	42.0	0.0	48.0	1,485.0	4.5	1,480.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	45.0	0.0	5.0	50.0	0.0	50.0
EXECUTIVE OFFICE		0.0	0.0	0.0	45.0	0.0	5.0	50.0	0.0	50.0
HISTORY ARTS AND LIBRARIES	2501	176.0	2.0	5.0	5.0	11.0	57.0	256.0	2.5	253.5
HISTORY ARTS AND LIBRARIES		176.0	2.0	5.0	5.0	11.0	57.0	256.0	2.5	253.5
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-GENESEE 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
HUMAN SERVICES		9,443.0	14.0	56.0	302.0	20.0	12.0	9,847.0	7.0	9,840.0
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
INFORMATION TECHNOLOGY		1,682.0	3.0	2.0	32.0	0.0	47.0	1,766.0	0.0	1,766.0
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
LABOR & ECONOMIC GROWTH		3,769.0	34.0	12.0	142.0	46.0	135.0	4,138.0	8.0	4,130.0
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

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MANAGEMENT & BUDGET		920.0	12.0	4.0	46.0	0.0	44.0	1,026.0	7.0	1,019.0
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
MILITARY AFFAIRS		849.0	7.0	22.0	13.0	40.0	38.0	969.0	1.0	968.0
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
NATURAL RESOURCES		1,342.0	7.0	59.0	13.0	154.0	98.0	1,673.0	1.5	1,671.5
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
STATE		1,309.0	0.0	295.0	32.0	0.0	124.0	1,760.0	0.0	1,760.0
STATE POLICE	5501	2,583.0	40.0	3.0	42.0	0.0	11.0	2,679.0	2.0	2,677.0
STATE POLICE		2,583.0	40.0	3.0	42.0	0.0	11.0	2,679.0	2.0	2,677.0
STRATEGIC FUND	0740	155.0	3.0	13.0	9.0	0.0	53.0	233.0	1.0	232.0
STRATEGIC FUND		155.0	3.0	13.0	9.0	0.0	53.0	233.0	1.0	232.0
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
TRANSPORTATION		2,746.0	26.0	40.0	71.0	21.0	138.0	3,042.0	6.5	3,035.5
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
TREASURY		1,524.0	7.0	14.0	21.0	0.0	80.0	1,646.0	0.5	1,645.5
STATEWIDE TOTAL		49,946.0	243.0	596.0	1,120.0	373.0	1,057.0	53,335.0	47.0	53,288.0

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.

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

DEPARTMENT		FTE Positions Fiscal Year 2007 Appropriated (A)	FTE Positions 03/24/2007 (B)	FTE Positions 12/30/2006 (C)	Difference 03/24/2007 - 12/30/2006 (B - C)	Difference 03/24/2007 - Appropriated (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 Fiscal Year 2007 Appropriated (A)	FTE Positions 03/24/2007 (B)	FTE Positions 12/30/2006 (C)	Difference 03/24/2007 - 12/30/2006 (B - C)	Difference 03/24/2007 - Appropriated (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 Fiscal Year 2007 Appropriated (A)	FTE Positions 03/24/2007 (B)	FTE Positions 12/30/2006 (C)	Difference 03/24/2007 - 12/30/2006 (B - C)	Difference 03/24/2007 - Appropriated (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%
TOTAL	53,393.5	100.0%	53,288.0	100.0%

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 Number of 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
Sum:	52,329.0

Department	Number of Pay Periods	FYTD Average Number of 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
Sum:	Sum:	52,396.3

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

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 %
STATEWIDE TOTALS:	53,457	100.0 %	45.8	\$24.55	41,838	78.3 %

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 %
STATEWIDE TOTALS:	52,402	29,115	56 %	19,827	38 %	507	1 %	48,430	92 %	1,221	2 %	166	0 %	49,895	95 %

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

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 %
STATEWIDE TOTALS:	52,402	47,863	91 %	1,694	3 %	49,800	95 %	2,540	5 %	1,690	3 %

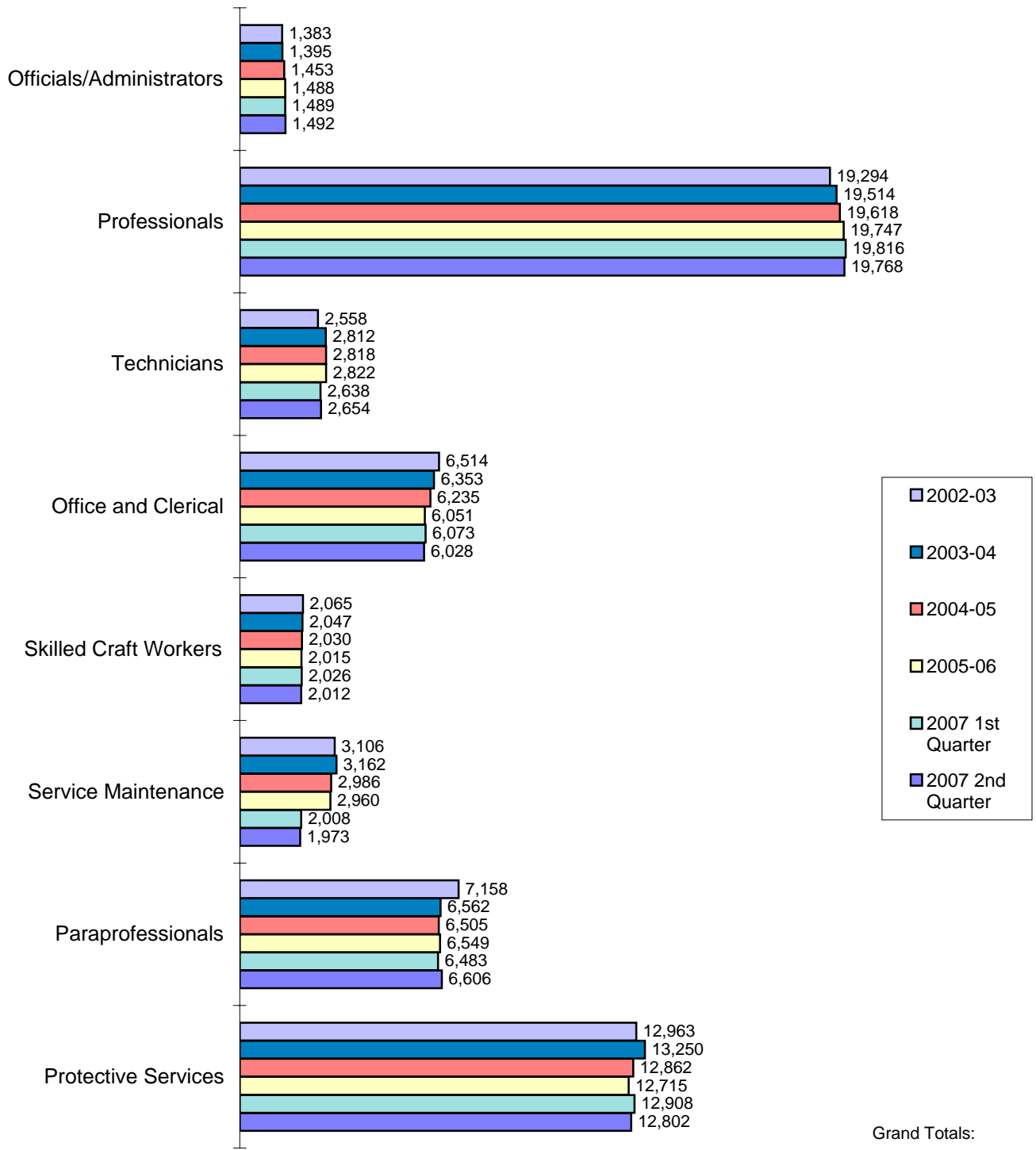
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

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
Statewide Total:	82	1,080	3,068	4,827	6,583	7,440	9,064	10,965	7,407	2,320	395	102	53,333
Average Age:	19.4	23.0	27.8	32.6	37.5	42.6	47.6	52.5	57.2	61.8	66.8	73.8	45.8

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

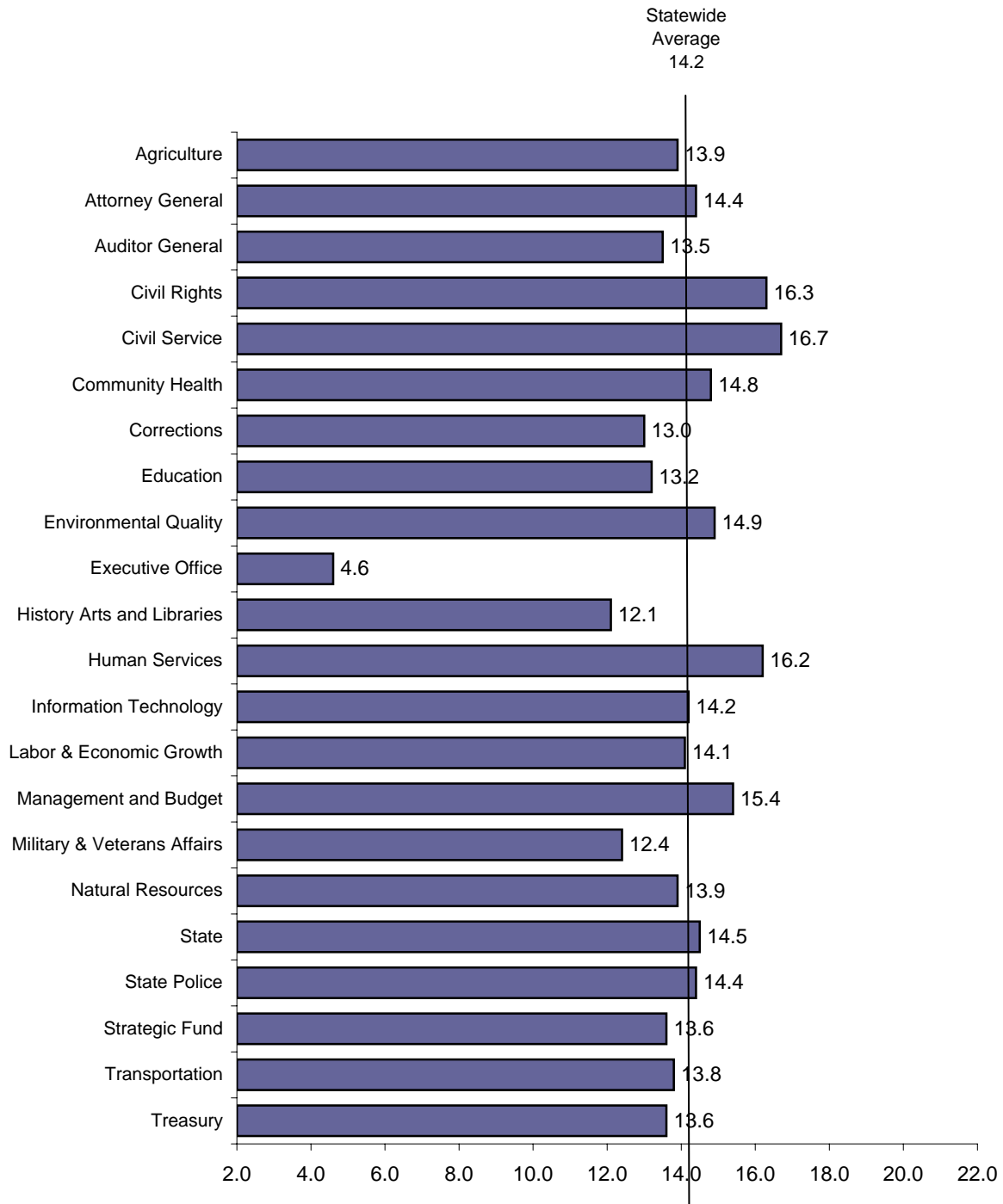
COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	1	4
LENAWEE	806	35	841
LIVINGSTON	513	32	545
LUCE	391	7	398
MACKINAC	128	59	187
MACOMB	1,227	76	1,303
MANISTEE	397	16	413
MARQUETTE	872	44	916
MASON	35	3	38
MECOSTA	67	7	74
MENOMINEE	43	8	51
MIDLAND	77	6	83
MISSAUKEE	49	5	54
MONROE	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
Grand Total:	49,946	3,513	53,459

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

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
AGRICULTURE																
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
DEPARTMENT TOTAL	245	233	7	25	1	3	5	5	4	4	2	2	264	272	7	10
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
DEPARTMENT AVERAGE YEARS	13.9															

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
ATTORNEY GENERAL																
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
DEPARTMENT TOTAL	206	243	22	38	0	1	3	8	1	2	1	1	233	293	4	5
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
AUDITOR GENERAL																
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
DEPARTMENT TOTAL	61	75	4	4	0	0	0	0	0	1	0	0	65	80	1	3
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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	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
DEPARTMENT TOTAL	15	32	18	41	0	0	5	8	1	2	0	0	39	83	0	1
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
CIVIL SERVICE																
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
DEPARTMENT TOTAL	37	122	7	29	2	5	0	5	1	4	0	0	47	165	4	7
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
COMMUNITY HEALTH																
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
DEPARTMENT TOTAL	1,109	2,091	279	572	12	25	43	60	53	89	9	16	1,505	2,853	68	93
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
DEPARTMENT AVERAGE YEARS	14.8															

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
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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
CORRECTIONS																
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
DEPARTMENT TOTAL	9,379	3,778	1,212	1,345	243	75	233	124	36	24	24	17	11,127	5,363	289	116
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
DEPARTMENT AVERAGE YEARS	13.0															

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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	
EDUCATION																	
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	
DEPARTMENT TOTAL	88	249	7	19	0	2	1	9	0	1	0	0	96	280	2	5	
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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	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
DEPARTMENT TOTAL	721	617	31	46	3	4	12	10	23	18	0	0	790	695	18	15
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
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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
EXECUTIVE OFFICE																
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
DEPARTMENT TOTAL	13	24	1	9	0	0	0	2	0	0	0	1	14	36	0	1
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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**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
HISTORY ARTS AND LIBRARIES																
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
DEPARTMENT TOTAL	84	142	6	7	4	0	3	3	0	1	2	4	99	157	8	3
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
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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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
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
DEPARTMENT TOTAL	1,512	4,673	442	2,703	12	53	89	293	24	45	0	1	2,079	7,768	109	287
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

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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
INFORMATION TECHNOLOGY																
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
DEPARTMENT TOTAL	856	524	67	80	4	2	19	22	49	35	75	33	1,070	696	37	20
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

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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	
LABOR & ECONOMIC GROWTH																	
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	
DEPARTMENT TOTAL	1,108	1,740	243	816	8	21	45	89	21	38	3	6	1,428	2,710	107	138	
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

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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
MANAGEMENT & BUDGET																
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
DEPARTMENT TOTAL	492	383	47	37	2	2	27	12	8	3	6	7	582	444	25	11
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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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
MILITARY AFFAIRS																
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
DEPARTMENT TOTAL	350	415	25	129	5	4	15	16	2	6	1	1	398	571	16	8
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
DEPARTMENT AVERAGE YEARS	12.4															

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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	
NATURAL RESOURCES																	
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	
DEPARTMENT TOTAL	1,069	499	21	21	16	5	15	10	8	2	7	0	1,136	537	25	11	
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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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
STATE																
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
DEPARTMENT TOTAL	245	1,041	42	312	4	15	10	64	6	15	2	4	309	1,451	16	78
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
DEPARTMENT AVERAGE YEARS	14.5															

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
STATE POLICE																
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
DEPARTMENT TOTAL	1,686	653	159	57	32	7	58	17	7	3	0	0	1,942	737	12	10
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
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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STRATEGIC FUND																
00 - 05 YEARS	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
DEPARTMENT TOTAL	77	121	3	21	1	1	3	1	3	2	0	0	87	146	7	9
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

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
TRANSPORTATION																
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
DEPARTMENT TOTAL	1,843	763	147	112	37	11	53	17	41	17	0	1	2,121	921	71	41
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
TREASURY																
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
DEPARTMENT TOTAL	421	832	77	202	2	7	16	45	20	22	0	2	536	1,110	30	31
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

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	
STATEWIDE TOTAL																	
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	
STATEWIDE TOTAL	21,617	19,250	2,867	6,625	388	243	655	820	308	334	132	96	25,967	27,368	856	903	
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	
STATEWIDE TOTAL AVERAGE YEARS	14.2																

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

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Second Quarter of FY 2007

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	21	3.18%
Dismissal	73	11.04%
Expired Appointment	25	3.78%
Total Involuntary Separations	119	18.00%
<i>VOLUNTARY SEPARATIONS</i>		
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%
Total Voluntary Separations	236	35.70%
<i>RETIREMENT</i>		
Retirement	247	37.37%
Disability Retirement	19	2.87%
Deferred Retirement	18	2.72%
Total Retirements	284	42.97%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	22	3.33%
TOTAL SEPARATIONS	661	100.00%

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
STATEWIDE TOTALS	446	150	161	0	757	875	29	26	51	3	984	-227

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

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

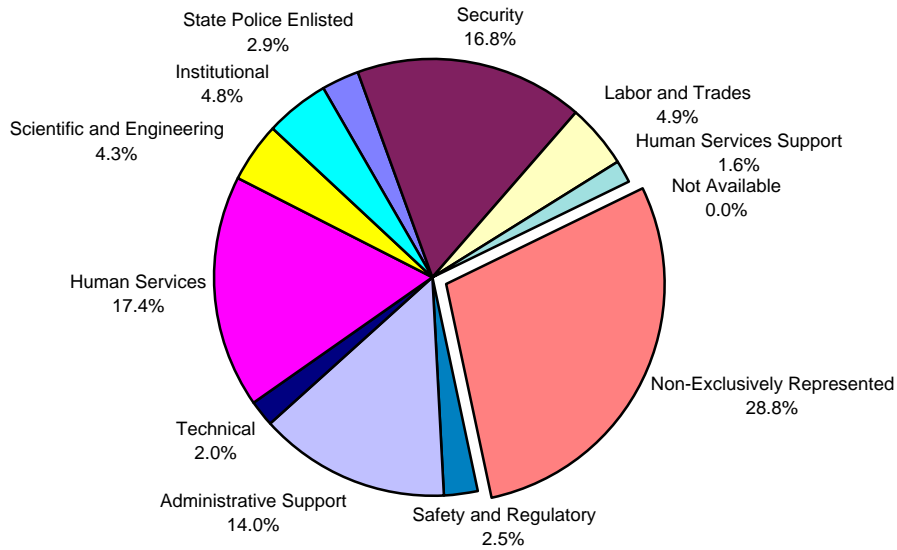
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

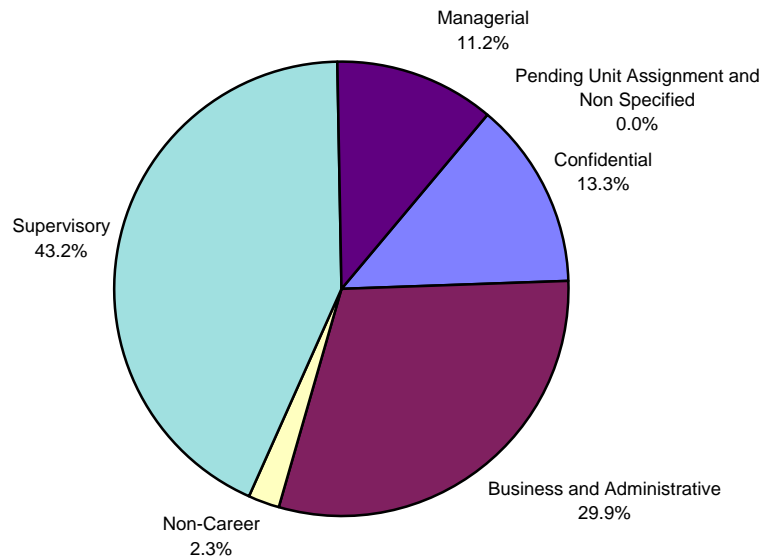
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
Pay Period Ending March 24, 2007**

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

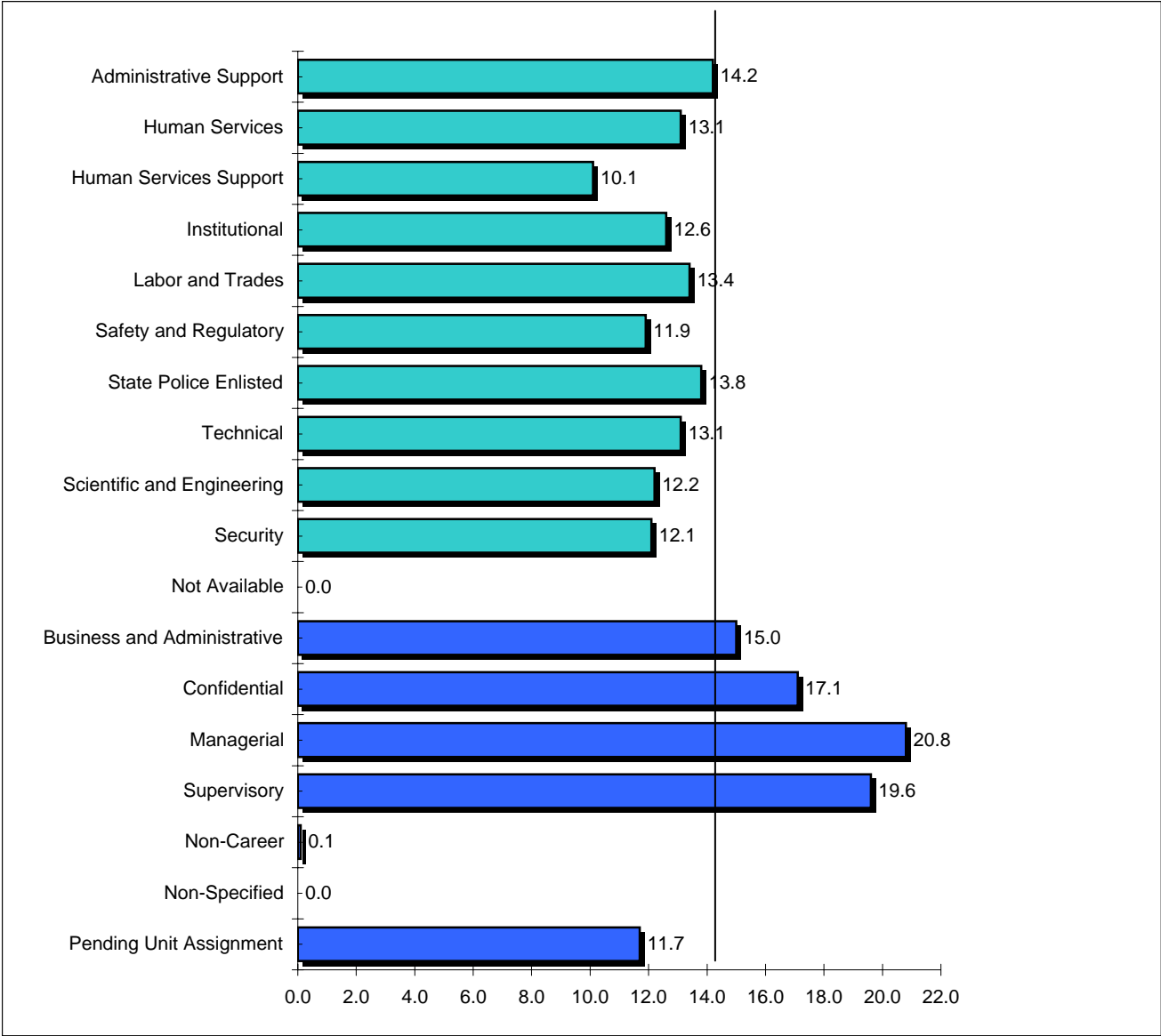
PAY PERIOD ENDING MARCH 24, 2007

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		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
EXCLUSIVELY REPRESENTED TOTAL	37,955	3,654	9.6	15,620	41.2	8,750	23.1	805	2.1	2,215	5.8	1,011	2.7	1,525	4.0	2,502	6.6
NON-EXCLUSIVELY REPRESENTED TOTAL	15,380	0	0.0	12	0.1	2	0.0	0	0.0	4	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTALS	53,335	3,654	6.9	15,632	29.3	8,752	16.4	805	1.5	2,219	4.2	1,011	1.9	1,525	2.9	2,502	4.7

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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
A02 - SAFETY & REGULATORY																	
00 - 05 YEARS	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	
BARGAINING UNIT TOTAL	870	244	74	97	14	7	29	5	9	0	5	1	1,001	354	17	6	
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	

BARGAINING UNIT AVERAGE YEARS 11.9

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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		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
A31 - LABOR AND TRADES																	
00 - 05 YEARS	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	
BARGAINING UNIT TOTAL	2,079	213	159	24	45	2	61	6	3	1	7	1	2,354	247	92	7	
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

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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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
C12 - SECURITY																	
00 - 05 YEARS	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	
BARGAINING UNIT TOTAL	6,109	1,078	730	574	177	29	177	48	17	5	22	11	7,232	1,745	109	29	
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

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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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	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
BARGAINING UNIT TOTAL	122	275	61	308	1	9	12	32	3	7	3	3	202	634	27	26
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 DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	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
BARGAINING UNIT TOTAL	1,389	674	59	40	5	5	20	8	55	34	0	2	1,528	763	21	9
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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																
00 - 05 YEARS	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
BARGAINING UNIT TOTAL	701	232	38	27	5	1	18	3	14	7	1	1	777	271	19	4
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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
NOT AVAILABLE																	
00 - 05 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	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
BARGAINING UNIT TOTAL	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
T01 - STATE POLICE ENLISTED																	
00 - 05 YEARS	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	
BARGAINING UNIT TOTAL	1,150	173	119	11	27	0	45	2	6	0	0	0	1,347	186	3	0	
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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																
00 - 05 YEARS	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
BARGAINING UNIT TOTAL	777	1,008	264	419	10	5	31	32	9	11	2	2	1,093	1,477	29	18
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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																
00 - 05 YEARS	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
BARGAINING UNIT TOTAL	1,926	4,088	424	2,310	12	54	71	241	36	78	4	11	2,473	6,782	96	179
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
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		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
W41 - ADMINISTRATIVE SUPPORT																	
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	
BARGAINING UNIT TOTAL	565	5,123	116	1,237	5	73	33	247	8	46	19	15	746	6,741	57	290	
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		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Y23 - BUSINESS & ADMINISTRATION																	
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	
BARGAINING UNIT TOTAL	1,578	1,990	216	449	12	15	46	61	76	75	51	37	1,979	2,627	102	103	
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	
Y50 - PENDING UNIT ASSIGNMENT																	
00 - 05 YEARS	1	1	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	3	0	0	
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BARGAINING UNIT TOTAL	3	3	0	1	0	0	0	0	0	0	0	0	3	4	2	0	
MORE THAN 10 YEARS:	2	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	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	
Y51 - SUPERVISORY																	
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	
BARGAINING UNIT TOTAL	3,146	2,035	428	710	58	27	79	59	52	39	5	1	3,768	2,871	208	130	
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 ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																
00 - 05 YEARS	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
BARGAINING UNIT TOTAL	111	161	14	32	1	0	5	8	4	2	11	4	146	207	0	0
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 DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Y98 - MANAGERIAL																	
00 - 05 YEARS	98	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	
BARGAINING UNIT TOTAL	849	565	116	122	11	5	20	11	13	10	1	3	1,010	716	63	32	
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		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																
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
BARGAINING UNIT TOTAL	241	1,387	49	264	5	11	8	57	3	19	1	4	307	1,742	11	70
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	
STATEWIDE TOTAL																	
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	
STATEWIDE TOTAL	21,617	19,250	2,867	6,625	388	243	655	820	308	334	132	96	25,967	27,368	856	903	
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	
STATEWIDE TOTAL AVERAGE YEARS	14.2																

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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 %
STATEWIDE TOTAL	53,457	100.0 %	45.8	\$24.55	41,838	78.3 %

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.

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
Grand Total:		53,333	1,355	2,601	8,977	836	2,291	1,048	1,533	2,570	9,255	7,487	37,953

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
Grand Total:		53,333	4,606	2,049	1,726	353	7	6,639	15,380

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

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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

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