

ANNUAL WORKFORCE REPORT

First 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 P. Pitz**

James D. Farrell, State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2006-07

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	45.6
Average Annual Salary ¹	\$51,260
Average Years of Service	14.1

WORK FORCE CHARACTERISTICS

Females	51.2%
Males.....	48.8%
Eligible for Longevity	77.9%
Less than Six Years of Service	21.4%
Six to Ten Years of Service.....	21.3%
Over Ten Years of Service.....	57.3%
Exclusively Represented for Collective Bargaining.....	71.1%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.2%
Black	17.7%
Hispanic	2.7%
White	76.9%
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 01 Dec 30, 2006

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	478.0	4.0	14.0	26.0	12.0	30.0	564.0	0.0	564.0
AGRICULTURE		478.0	4.0	14.0	26.0	12.0	30.0	564.0	0.0	564.0
ATY GNRL CENTRAL OFFICE	1101	508.0	11.0	0.0	17.0	0.0	0.0	536.0	0.0	536.0
ATTORNEY GENERAL		508.0	11.0	0.0	17.0	0.0	0.0	536.0	0.0	536.0
LEGISLATIVE AUDITOR GENERAL	0301	111.0	0.0	13.0	13.0	0.0	7.0	144.0	0.0	144.0
AUDITOR GENERAL		111.0	0.0	13.0	13.0	0.0	7.0	144.0	0.0	144.0
CIV RGHT CENTRAL OFFICE	1501	116.0	0.0	0.0	5.0	0.0	3.0	124.0	0.0	124.0
CIVIL RIGHTS		116.0	0.0	0.0	5.0	0.0	3.0	124.0	0.0	124.0
CIV SERV CENTRAL OFFICE	1901	194.0	2.0	0.0	7.0	0.0	7.0	210.0	1.0	209.0
CIVIL SERVICE		194.0	2.0	0.0	7.0	0.0	7.0	210.0	1.0	209.0
DCH-CARO CENTER	3902	386.0	1.0	1.0	13.0	0.0	5.0	406.0	0.0	406.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,550.0	6.0	9.0	29.0	0.0	75.0	1,669.0	1.5	1,667.5
DCH-CTR FORENSIC PSYCHIATRY	3920	454.0	2.0	0.0	1.0	0.0	5.0	462.0	0.0	462.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	182.0	3.0	0.0	12.0	0.0	2.0	199.0	0.0	199.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	261.0	3.0	0.0	0.0	0.0	0.0	264.0	0.0	264.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	372.0	11.0	0.0	30.0	0.0	0.0	413.0	0.0	413.0
DCH - MT. PLEASANT CENTER	3912	458.0	0.0	5.0	46.0	0.0	0.0	509.0	0.0	509.0
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	29.0	0.0	1.0	5.0	0.0	0.0	35.0	0.0	35.0
DCH-WALTER P. REUTHER PSY HOSP	3945	425.0	0.0	0.0	0.0	0.0	0.0	425.0	0.0	425.0
COMMUNITY HEALTH		4,117.0	26.0	16.0	137.0	0.0	87.0	4,383.0	1.5	4,381.5
DOC-ADRIAN/GUS HARRISON FAC	4729	548.0	0.0	0.0	1.0	0.0	0.0	549.0	0.0	549.0
DOC-ALGER MAX SECURITY CORRECT	4735	349.0	1.0	0.0	1.0	0.0	0.0	351.0	0.0	351.0
DOC-BARAGA FACILITY	4740	406.0	2.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
DOC-BELLAMY CREEK FACILITY	4748	473.0	0.0	0.0	2.0	0.0	0.0	475.0	0.0	475.0

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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 01 Dec 30, 2006

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	531.0	0.0	0.0	1.0	0.0	0.0	532.0	0.0	532.0
DOC-CARSON CITY FAC/CARSON CIT	4731	537.0	0.0	0.0	1.0	0.0	0.0	538.0	0.5	537.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	586.0	1.0	0.0	2.0	0.0	0.0	589.0	0.0	589.0
DOC-COOPER STREET FACILITY	4752	394.0	0.0	0.0	1.0	0.0	0.0	395.0	0.0	395.0
DOC-CORRECTN CENTRAL OFFICE	4702	519.0	0.0	0.0	39.0	0.0	35.0	593.0	0.0	593.0
DOC-COTTON FACILITY	4720	445.0	0.0	1.0	1.0	0.0	0.0	447.0	0.0	447.0
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	222.0	0.0	0.0	1.0	0.0	0.0	223.0	0.0	223.0
DOC-EGELER FACILITY	4727	692.0	0.0	0.0	1.0	0.0	0.0	693.0	0.0	693.0
DOC-FIELD OPERATION REGION III	4763	548.0	15.0	0.0	3.0	0.0	0.0	566.0	0.0	566.0
DOC-FIELD OPERATIONS REGION I	4761	510.0	0.0	0.0	2.0	0.0	0.0	512.0	0.0	512.0
DOC-FIELD OPERATIONS REGION II	4762	526.0	2.0	4.0	3.0	0.0	0.0	535.0	0.0	535.0
DOC-HANDLON MI TRAINING UNT	4705	295.0	0.0	0.0	0.0	0.0	0.0	295.0	0.0	295.0
DOC-HURON VALLEY CORR COMPLEX	4715	746.0	3.0	0.0	1.0	0.0	0.0	750.0	0.0	750.0
DOC-IONIA MAXIMUM FACILITY	4724	335.0	0.0	0.0	1.0	0.0	0.0	336.0	0.0	336.0
DOC-JACKSON CENTRAL REGION	4750	91.0	0.0	0.0	0.0	0.0	0.0	91.0	0.0	91.0
DOC-KINROSS/HIAWATHA FACILITY	4712	578.0	0.0	0.0	1.0	0.0	0.0	579.0	0.5	578.5
DOC-LAKELAND MENS FACILITY	4718	289.0	0.0	0.0	0.0	0.0	0.0	289.0	0.0	289.0
DOC-MACOMB FACILITY	4741	337.0	1.0	0.0	1.0	0.0	0.0	339.0	0.5	338.5
DOC-MARQUETTE BRANCH PRISON	4706	417.0	0.0	0.0	1.0	0.0	0.0	418.0	0.0	418.0
DOC-MICHIGAN STATE INDUSTRIES	4709	194.0	0.0	0.0	0.0	0.0	1.0	195.0	0.0	195.0
DOC-MID MICHIGAN FACILITY	4733	607.0	0.0	0.0	1.0	0.0	0.0	608.0	0.0	608.0
DOC-MOUND FACILITY	4737	303.0	1.0	0.0	1.0	0.0	0.0	305.0	0.0	305.0
DOC-MUSKEGON FACILITY	4704	261.0	0.0	0.0	2.0	0.0	0.0	263.0	0.0	263.0
DOC-NEWBERRY FACILITY	4743	352.0	0.0	0.0	1.0	0.0	0.0	353.0	0.0	353.0
DOC-OAKS FACILITY	4739	347.0	0.0	0.0	2.0	0.0	0.0	349.0	0.0	349.0

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DOC-OJIBWAY FACILITY	4746	283.0	1.0	0.0	1.0	0.0	0.0	285.0	0.0	285.0
DOC-PARNALL FACILITY	4751	287.0	0.0	1.0	1.0	0.0	0.0	289.0	0.5	288.5
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	255.0	1.0	0.0	1.0	0.0	0.0	257.0	0.0	257.0
DOC-RIVERSIDE FACILITY	4711	425.0	0.0	0.0	0.0	0.0	0.0	425.0	0.0	425.0
DOC-RYAN FACILITY	4738	329.0	0.0	0.0	1.0	0.0	0.0	330.0	0.0	330.0
DOC-SAGINAW FACILITY	4742	364.0	2.0	0.0	0.0	0.0	0.0	366.0	0.0	366.0
DOC-SCOTT FACILITY	4721	349.0	0.0	0.0	1.0	0.0	0.0	350.0	0.0	350.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	421.0	0.0	0.0	1.0	0.0	0.0	422.0	0.0	422.0
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	340.0	0.0	0.0	2.0	0.0	0.0	342.0	0.0	342.0
CORRECTIONS		16,499.0	31.0	6.0	82.0	0.0	36.0	16,654.0	2.0	16,652.0
EDUCATION	3103	268.0	4.0	3.0	28.0	69.0	1.0	373.0	1.0	372.0
EDUCATION		268.0	4.0	3.0	28.0	69.0	1.0	373.0	1.0	372.0
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,373.0	8.0	19.0	42.0	0.0	53.0	1,495.0	4.5	1,490.5
ENVIRONMENTAL QUALITY		1,373.0	8.0	19.0	42.0	0.0	53.0	1,495.0	4.5	1,490.5
OFFICE OF THE GOVERNOR	0101	1.0	0.0	0.0	41.0	0.0	7.0	49.0	0.0	49.0
EXECUTIVE OFFICE		1.0	0.0	0.0	41.0	0.0	7.0	49.0	0.0	49.0
HISTORY ARTS AND LIBRARIES	2501	177.0	2.0	5.0	5.0	9.0	56.0	254.0	2.5	251.5
HISTORY ARTS AND LIBRARIES		177.0	2.0	5.0	5.0	9.0	56.0	254.0	2.5	251.5
DHS-BERRIEN COUNTY	4322	144.0	0.0	0.0	0.0	1.0	0.0	145.0	0.0	145.0
DHS-CALHOUN COUNTY	4323	131.0	0.0	0.0	1.0	0.0	0.0	132.0	0.0	132.0
DHS-COUNTIES	4308	2,033.0	6.0	3.0	99.0	0.0	2.0	2,143.0	1.0	2,142.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,784.0	7.0	24.0	60.0	3.0	6.0	1,884.0	5.0	1,879.0
DHS-GENESEE COUNTY	4302	476.0	0.0	0.0	25.0	0.0	0.0	501.0	0.0	501.0

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DHS-INGHAM COUNTY	4312	206.0	0.0	0.0	2.0	0.0	0.0	208.0	0.0	208.0
DHS - INSTITUTIONS	4307	280.0	1.0	26.0	23.0	0.0	2.0	332.0	0.0	332.0
DHS-JACKSON COUNTY	4315	117.0	0.0	0.0	8.0	0.0	0.0	125.0	0.0	125.0
DHS-KALAMAZOO COUNTY	4314	175.0	0.0	0.0	5.0	0.0	0.0	180.0	0.0	180.0
DHS-KENT COUNTY	4303	354.0	0.0	0.0	36.0	0.0	0.0	390.0	0.5	389.5
DHS-MACOMB COUNTY	4304	336.0	0.0	0.0	22.0	0.0	0.0	358.0	0.5	357.5
DHS-MAXEY TRAINING SCHOOL	4311	293.0	0.0	0.0	1.0	0.0	0.0	294.0	0.0	294.0
DHS-MUSKEGON COUNTY	4324	174.0	0.0	0.0	1.0	0.0	0.0	175.0	0.0	175.0
DHS-OAKLAND COUNTY	4305	449.0	0.0	9.0	9.0	0.0	0.0	467.0	0.0	467.0
DHS-SAGINAW COUNTY	4313	215.0	0.0	0.0	1.0	0.0	0.0	216.0	0.0	216.0
DHS-WASHTENAW	4325	119.0	0.0	0.0	3.0	0.0	0.0	122.0	0.0	122.0
DHS-WAYNE COUNTY DSS	4306	122.0	0.0	0.0	1.0	0.0	0.0	123.0	0.0	123.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	638.0	0.0	0.0	8.0	0.0	0.0	646.0	0.0	646.0
DHS-WAYNE COUNTY ZONE 3	4318	489.0	0.0	0.0	16.0	0.0	0.0	505.0	0.0	505.0
DHS-WAYNE COUNTY ZONE 4	4319	485.0	0.0	0.0	19.0	0.0	0.0	504.0	0.0	504.0
DHS-WAYNE COUNTY ZONE L	4316	339.0	0.0	0.0	14.0	0.0	0.0	353.0	0.0	353.0
HUMAN SERVICES		9,359.0	14.0	62.0	354.0	4.0	10.0	9,803.0	7.0	9,796.0
DEPT OF INFORMATION TECHNOLOGY	0801	1,676.0	3.0	2.0	29.0	0.0	51.0	1,761.0	0.0	1,761.0
INFORMATION TECHNOLOGY		1,676.0	3.0	2.0	29.0	0.0	51.0	1,761.0	0.0	1,761.0
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,529.0	28.0	9.0	123.0	46.0	117.0	3,852.0	6.0	3,846.0
MES BOARD OF REVIEW	6415	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	16.0
MSHDA	6405	248.0	6.0	3.0	1.0	0.0	18.0	276.0	2.0	274.0
LABOR & ECONOMIC GROWTH		3,792.0	34.0	12.0	125.0	46.0	135.0	4,144.0	8.0	4,136.0
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	916.0	12.0	4.0	44.0	0.0	44.0	1,020.0	7.0	1,013.0

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MANAGEMENT & BUDGET		916.0	12.0	4.0	45.0	0.0	44.0	1,021.0	7.0	1,014.0
D.J. JACOBETTI HOME FOR VETERA	5103	143.0	5.0	2.0	0.0	6.0	5.0	161.0	1.0	160.0
GRAND RAPIDS HOME FOR VETERANS	5102	456.0	1.0	11.0	0.0	15.0	29.0	512.0	0.0	512.0
MIL AFFR CENTRAL OFFICE	5101	236.0	0.0	10.0	12.0	6.0	5.0	269.0	0.0	269.0
MILITARY AFFAIRS		835.0	6.0	23.0	12.0	27.0	39.0	942.0	1.0	941.0
DEPARTMENT OF NATURAL RESOURCE	7501	1,361.0	7.0	60.0	17.0	69.0	97.0	1,611.0	1.5	1,609.5
NATURAL RESOURCES		1,361.0	7.0	60.0	17.0	69.0	97.0	1,611.0	1.5	1,609.5
DEPARTMENT OF STATE	2301	1,314.0	0.0	303.0	29.0	0.0	135.0	1,781.0	0.0	1,781.0
STATE		1,314.0	0.0	303.0	29.0	0.0	135.0	1,781.0	0.0	1,781.0
STATE POLICE	5501	2,603.0	40.0	3.0	36.0	0.0	17.0	2,699.0	2.0	2,697.0
STATE POLICE		2,603.0	40.0	3.0	36.0	0.0	17.0	2,699.0	2.0	2,697.0
STRATEGIC FUND	0740	150.0	3.0	14.0	9.0	0.0	56.0	232.0	1.0	231.0
STRATEGIC FUND		150.0	3.0	14.0	9.0	0.0	56.0	232.0	1.0	231.0
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	5.0	0.0	4.0	41.0	0.0	41.0
BRIDGE AUTHORITIES-MACKINAC	5902	50.0	0.0	27.0	6.0	0.0	6.0	89.0	0.0	89.0
TRANSPORTATION CENTRAL OFFICE	5901	2,658.0	31.0	15.0	67.0	12.0	128.0	2,911.0	7.0	2,904.0
TRANSPORTATION		2,740.0	31.0	42.0	78.0	12.0	138.0	3,041.0	7.0	3,034.0
BUREAU OF STATE LOTTERY	2795	167.0	0.0	0.0	1.0	0.0	6.0	174.0	0.0	174.0
GAMING CONTROL	2707	90.0	1.0	1.0	6.0	0.0	11.0	109.0	0.5	108.5
TREASURY CENTRAL PAYROLL	2701	1,274.0	5.0	13.0	13.0	0.0	32.0	1,337.0	0.0	1,337.0
TREASURY		1,531.0	6.0	14.0	20.0	0.0	49.0	1,620.0	0.5	1,619.5
STATEWIDE TOTAL		50,119.0	244.0	615.0	1,157.0	248.0	1,058.0	53,441.0	47.5	53,393.5

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 Positions by Department

DEPARTMENT		FTE Positions Fiscal Year 2007 Appropriated (A)	FTE Positions 12/30/2006 (B)	FTE Positions 09/23/2006 (C)	Difference 12/30/2006 - 09/23/2006 (B - C)	Difference 12/30/2006 - Appropriated (B - A)
AGRICULTURE	Regular	690.0	539.5	550.4	-11.0	-150.5
	Overtime	0.0	1.8	3.5	-1.7	1.8
	Total	690.0	541.2	553.9	-12.7	-148.8
ATTORNEY GENERAL	Regular	559.0	533.9	521.6	12.3	-25.1
	Overtime	0.0	1.3	1.8	-0.5	1.3
	Total	559.0	535.2	523.4	11.8	-23.8
AUDITOR GENERAL	Regular	0.0	142.1	138.3	3.8	142.1
	Overtime	0.0	0.2	0.0	0.2	0.2
	Total	0.0	142.3	138.3	4.0	142.3
CIVIL RIGHTS	Regular	136.0	120.5	121.0	-0.5	-15.5
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	120.5	121.0	-0.5	-15.5
CIVIL SERVICE	Regular	240.5	201.9	204.0	-2.1	-38.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	201.9	204.0	-2.1	-38.6
COMMUNITY HEALTH	Regular	4,658.1	4,350.7	4,284.4	66.2	-307.4
	Overtime	0.0	256.9	95.8	161.1	256.9
	Total	4,658.1	4,607.6	4,380.2	227.4	-50.5
CORRECTIONS	Regular	17,782.0	17,097.5	16,175.4	922.1	-684.5
	Overtime	0.0	2,295.2	1,045.2	1,249.9	2,295.2
	Total	17,782.0	19,392.6	17,220.6	2,172.1	1,610.6
EDUCATION	Regular	429.5	367.4	365.1	2.2	-62.1
	Overtime	0.0	0.2	1.7	-1.5	0.2
	Total	429.5	367.6	366.8	0.8	-61.9
ENVIRONMENTAL QUALITY	Regular	1,561.7	1,448.8	1,442.4	6.3	-112.9
	Overtime	0.0	1.1	3.0	-1.9	1.1
	Total	1,561.7	1,449.9	1,445.4	4.5	-111.8
EXECUTIVE OFFICE	Regular	74.2	44.3	44.2	0.2	-29.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	44.3	44.2	0.2	-29.9

Full-Time Equated Positions by Department

DEPARTMENT		FTE Positions	FTE Positions	FTE Positions	Difference	Difference
		Fiscal Year 2007 Appropriated (A)	12/30/2006 (B)	09/23/2006 (C)	12/30/2006 - 09/23/2006 (B - C)	12/30/2006 - Appropriated (B - A)
HISTORY ARTS AND LIBRARIES	Regular	232.0	201.1	228.2	-27.2	-30.9
	Overtime	0.0	0.0	0.2	-0.1	0.0
	Total	232.0	201.1	228.4	-27.3	-30.9
HUMAN SERVICES	Regular	10,343.4	9,712.4	9,712.7	-0.3	-631.0
	Overtime	0.0	148.9	387.4	-238.4	148.9
	Total	10,343.4	9,861.4	10,100.1	-238.7	-482.0
INFORMATION TECHNOLOGY	Regular	1,776.4	1,737.4	1,734.8	2.6	-39.0
	Overtime	0.0	18.3	23.0	-4.7	18.3
	Total	1,776.4	1,755.7	1,757.8	-2.1	-20.7
LABOR & ECONOMIC GROWTH	Regular	4,238.5	4,061.4	4,211.1	-149.7	-177.1
	Overtime	0.0	21.6	72.3	-50.6	21.6
	Total	4,238.5	4,083.0	4,283.3	-200.3	-155.5
MANAGEMENT & BUDGET	Regular	752.0	1,003.0	999.8	3.3	251.0
	Overtime	0.0	11.1	13.4	-2.3	11.1
	Total	752.0	1,014.1	1,013.1	1.0	262.1
MILITARY AFFAIRS	Regular	1,015.0	925.6	935.7	-10.2	-89.4
	Overtime	0.0	60.0	19.5	40.5	60.0
	Total	1,015.0	985.6	955.2	30.4	-29.4
NATURAL RESOURCES	Regular	2,086.4	1,492.8	2,236.8	-744.0	-593.6
	Overtime	0.0	4.5	38.5	-33.9	4.5
	Total	2,086.4	1,497.4	2,275.2	-777.9	-589.0
STATE	Regular	1,853.8	1,601.3	1,641.3	-39.9	-252.5
	Overtime	0.0	1.4	2.1	-0.7	1.4
	Total	1,853.8	1,602.8	1,643.4	-40.6	-251.0
STATE POLICE	Regular	2,900.0	2,665.7	2,655.4	10.4	-234.3
	Overtime	0.0	156.4	133.4	23.0	156.4
	Total	2,900.0	2,822.1	2,788.8	33.3	-77.9
STRATEGIC FUND	Regular	152.0	172.2	0.0	172.2	20.2
	Overtime	0.0	0.8	0.0	0.8	0.8
	Total	152.0	173.1	0.0	173.1	21.1

Full-Time Equated Positions by Department

DEPARTMENT		FTE Positions Fiscal Year 2007 Appropriated (A)	FTE Positions 12/30/2006 (B)	FTE Positions 09/23/2006 (C)	Difference 12/30/2006 - 09/23/2006 (B - C)	Difference 12/30/2006 - Appropriated (B - A)
TRANSPORTATION	Regular	3,030.3	2,937.3	3,040.6	-103.3	-93.0
	Overtime	0.0	57.7	180.3	-122.6	57.7
	Total	3,030.3	2,995.0	3,220.9	-225.8	-35.3
TREASURY	Regular	1,697.5	1,599.9	1,591.2	8.7	-97.6
	Overtime	0.0	3.6	1.9	1.6	3.6
	Total	1,697.5	1,603.5	1,593.2	10.3	-94.0
STATEWIDE TOTALS	Total Regular	56,208.3	52,956.7	52,834.4	122.3	-3,251.6
	Total Overtime	0	3,041.1	2,022.7	1,018.4	3,041.1
	Grand Total	56,208.3	55,997.8	54,857.1	1,140.7	-210.5

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 9/23/2006		Pay Period Ending 12/30/2006	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	582.0	1.1%	564.0	1.1%
Attorney General	527.0	1.0%	536.0	1.0%
Auditor General	147.0	0.3%	144.0	0.3%
Civil Rights	122.0	0.2%	124.0	0.2%
Civil Service	213.5	0.4%	209.0	0.4%
Community Health	4,364.5	8.0%	4,381.5	8.2%
Corrections	16,269.0	30.0%	16,652.0	31.2%
Education	368.5	0.7%	372.0	0.7%
Environmental Quality	1,493.5	2.8%	1,490.5	2.8%
Executive Office	48.0	0.1%	49.0	0.1%
History Arts and Libraries	261.0	0.5%	251.5	0.5%
Human Services	9,814.5	18.1%	9,796.0	18.3%
Information Technology	1,764.0	3.2%	1,761.0	3.3%
Labor and Economic Growth	4,342.0	8.0%	4,136.0	7.7%
Management and Budget	1,015.5	1.9%	1,014.0	1.9%
Military & Veterans Affairs	965.5	1.8%	941.0	1.8%
Natural Resources	2,730.5	5.0%	1,609.5	3.0%
State	1,798.0	3.3%	1,781.0	3.3%
State Police	2,689.0	5.0%	2,697.0	5.1%
Strategic Fund	0.0	0.0%	231.0	0.4%
Transportation	3,165.0	5.8%	3,034.0	5.7%
Treasury	1,620.5	3.0%	1,619.5	3.0%
TOTAL	54,300.5	100.0%	53,393.5	100.0%

Source: MAIN, MIDB Civil Service HWF03

Comments: Statewide the number of classified employees decreased 1.7% from September 23, 2006 to December 30, 2006.

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

As of Pay End Date: 12/30/2006

Department	Current Period Number of Employees
AGRICULTURE	548.0
ATTORNEY GENERAL	536.0
AUDITOR GENERAL	137.0
CIVIL RIGHTS	121.0
CIVIL SERVICE	207.0
COMMUNITY HEALTH	4,299.5
CORRECTIONS	16,616.0
EDUCATION	371.0
ENVIRONMENTAL QUALITY	1,437.5
EXECUTIVE OFFICE	43.0
HISTORY ARTS AND LIBRARIES	195.5
HUMAN SERVICES	9,793.0
INFORMATION TECHNOLOGY	1,710.0
LABOR & ECONOMIC GROWTH	4,000.0
MANAGEMENT & BUDGET	970.0
MILITARY AFFAIRS	921.0
NATURAL RESOURCES	1,513.5
STATE	1,646.0
STATE POLICE	2,680.0
STRATEGIC FUND	173.0
TRANSPORTATION	2,914.0
TREASURY	1,576.5
Sum:	52,408.5

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	7.0	553.8
ATTORNEY GENERAL	7.0	532.7
AUDITOR GENERAL	7.0	139.1
CIVIL RIGHTS	7.0	120.1
CIVIL SERVICE	7.0	208.5
COMMUNITY HEALTH	7.0	4,308.8
CORRECTIONS	7.0	16,475.4
EDUCATION	7.0	367.8
ENVIRONMENTAL QUALITY	7.0	1,431.8
EXECUTIVE OFFICE	7.0	42.3
HISTORY ARTS AND LIBRARIES	7.0	195.6
HUMAN SERVICES	7.0	9,833.6
INFORMATION TECHNOLOGY	7.0	1,714.6
LABOR & ECONOMIC GROWTH	7.0	4,006.3
MANAGEMENT & BUDGET	7.0	974.5
MILITARY AFFAIRS	7.0	931.3
NATURAL RESOURCES	7.0	1,640.8
STATE	7.0	1,644.3
STATE POLICE	7.0	2,683.0
STRATEGIC FUND	7.0	170.7
TRANSPORTATION	7.0	2,911.8
TREASURY	7.0	1,577.2
Sum:		52,464.1

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 94% 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: December 30, 2006

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	566	1.1 %	46.1	\$26.34	412	72.8 %
ATTORNEY GENERAL	536	1.0 %	47.3	\$34.60	374	69.8 %
AUDITOR GENERAL	144	0.3 %	39.8	\$32.86	118	81.9 %
CIVIL RIGHTS	124	0.2 %	46.4	\$27.86	85	68.5 %
CIVIL SERVICE	210	0.4 %	47.6	\$27.73	166	79.0 %
COMMUNITY HEALTH	4,404	8.2 %	47.7	\$25.08	3,174	72.1 %
CORRECTIONS	16,714	31.2 %	44.2	\$23.23	13,923	83.3 %
EDUCATION	373	0.7 %	49.3	\$27.97	232	62.2 %
ENVIRONMENTAL QUALITY	1,495	2.8 %	45.9	\$27.72	1,170	78.3 %
EXECUTIVE OFFICE	49	0.1 %	36.8	\$24.74	6	12.2 %
HISTORY ARTS AND LIBRARIES	254	0.5 %	44.3	\$22.05	158	62.2 %
HUMAN SERVICES	9,818	18.3 %	47.5	\$23.63	7,951	81.0 %
INFORMATION TECHNOLOGY	1,761	3.3 %	46.1	\$29.33	1,389	78.9 %
LABOR & ECONOMIC GROWTH	4,145	7.7 %	47.1	\$25.43	2,777	67.0 %
MANAGEMENT & BUDGET	1,021	1.9 %	46.3	\$25.39	801	78.5 %
MILITARY AFFAIRS	945	1.8 %	46.6	\$21.70	680	72.0 %
NATURAL RESOURCES	1,613	3.0 %	45.0	\$24.07	1,229	76.2 %
STATE	1,781	3.3 %	46.2	\$21.29	1,327	74.5 %
STATE POLICE	2,708	5.1 %	41.9	\$27.68	2,362	87.2 %
STRATEGIC FUND	232	0.4 %	49.3	\$24.42	153	65.9 %
TRANSPORTATION	3,046	5.7 %	44.2	\$24.98	2,153	70.7 %
TREASURY	1,621	3.0 %	45.9	\$25.19	1,079	66.6 %
STATEWIDE TOTALS:	53,560	100.0 %	45.6	\$24.55	41,719	77.9 %

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 DECEMBER 30, 2006

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	536	281	52%	224	42%	4	1%	498	93%	12	2%	4	1%	515	96%
ATTORNEY GENERAL	536	252	47%	239	45%	4	1%	494	92%	12	2%	4	1%	511	95%
AUDITOR GENERAL	137	32	23%	84	61%	6	4%	121	88%	2	1%	1	1%	126	92%
CIVIL RIGHTS	121	74	61%	41	34%	2	2%	117	97%	3	2%	0	0%	120	99%
CIVIL SERVICE	203	82	40%	107	53%	1	0%	186	92%	6	3%	0	0%	191	94%
COMMUNITY HEALTH	4,317	2,555	59%	1,458	34%	44	1%	3,965	92%	106	2%	11	0%	4,096	95%
CORRECTIONS	16,678	10,112	61%	5,521	33%	104	1%	15,482	93%	319	2%	38	0%	15,844	95%
EDUCATION	372	179	48%	151	41%	4	1%	334	90%	5	1%	5	1%	344	92%
ENVIRONMENTAL QUALITY	1,442	632	44%	709	49%	20	1%	1,333	92%	30	2%	5	0%	1,370	95%
EXECUTIVE OFFICE	42	22	52%	12	29%	0	0%	37	88%	1	2%	0	0%	38	90%
HISTORY ARTS AND LIBRARIES	198	86	43%	98	49%	0	0%	183	92%	3	2%	0	0%	186	94%
HUMAN SERVICES	9,808	5,487	56%	3,692	38%	83	1%	9,004	92%	312	3%	27	0%	9,350	95%
INFORMATION TECHNOLOGY	1,710	636	37%	943	55%	23	1%	1,536	90%	61	4%	8	0%	1,611	94%
LABOR & ECONOMIC GROWTH	4,011	1,963	49%	1,765	44%	57	1%	3,632	91%	167	4%	17	0%	3,830	95%
MANAGEMENT & BUDGET	977	301	31%	605	62%	11	1%	897	92%	18	2%	3	0%	921	94%
MILITARY AFFAIRS	906	377	42%	476	53%	12	1%	865	95%	3	0%	2	0%	872	96%
NATURAL RESOURCES	1,516	1,022	67%	382	25%	21	1%	1,418	94%	11	1%	5	0%	1,443	95%
STATE	1,646	804	49%	736	45%	22	1%	1,536	93%	38	2%	9	1%	1,588	96%
STATE POLICE	2,691	2,035	76%	532	20%	15	1%	2,573	96%	22	1%	4	0%	2,600	97%
STRATEGIC FUND	176	78	44%	81	46%	4	2%	160	91%	4	2%	2	1%	165	94%
TRANSPORTATION	2,908	1,597	55%	1,129	39%	36	1%	2,743	94%	28	1%	8	0%	2,784	96%
TREASURY	1,572	586	37%	856	54%	29	2%	1,415	90%	59	4%	8	1%	1,481	94%
STATEWIDE TOTALS:	52,503	29,193	56%	19,841	38%	502	1%	48,529	92%	1,222	2%	161	0%	49,986	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 SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING DECEMBER 30, 2006**

Department	Total Employees	Disability Insurance				Life Insurance						Long Term Care Insurance	
		CMI	%	Reliance	%	United of Omaha	%	United Of Omaha Reduced Life	%	Reliastar	%	Met Life	%
AGRICULTURE	536	463	86%	0	0%	504	94%	32	6%	0	0%	77	14%
ATTORNEY GENERAL	536	437	82%	0	0%	517	96%	18	3%	0	0%	89	17%
AUDITOR GENERAL	137	121	88%	0	0%	119	87%	18	13%	0	0%	30	22%
CIVIL RIGHTS	121	111	92%	0	0%	109	90%	12	10%	0	0%	22	18%
CIVIL SERVICE	203	188	93%	0	0%	193	95%	10	5%	0	0%	75	37%
COMMUNITY HEALTH	4,317	3,959	92%	0	0%	4,100	95%	217	5%	0	0%	511	12%
CORRECTIONS	16,678	15,839	95%	0	0%	16,128	97%	567	3%	0	0%	934	6%
EDUCATION	372	284	76%	0	0%	345	93%	26	7%	0	0%	67	18%
ENVIRONMENTAL QUALITY	1,442	1,257	87%	0	0%	1,325	92%	116	8%	0	0%	240	17%
EXECUTIVE OFFICE	42	20	48%	0	0%	35	83%	7	17%	0	0%	3	7%
HISTORY ARTS AND LIBRARIES	198	167	84%	0	0%	183	92%	15	8%	0	0%	54	27%
HUMAN SERVICES	9,808	9,216	94%	0	0%	9,305	95%	501	5%	0	0%	1,304	13%
INFORMATION TECHNOLOGY	1,710	1,433	84%	42	2%	1,612	94%	93	5%	41	2%	260	15%
LABOR & ECONOMIC GROWTH	4,011	3,510	88%	3	0%	3,753	94%	255	6%	4	0%	578	14%
MANAGEMENT & BUDGET	977	885	91%	1	0%	921	94%	54	6%	1	0%	149	15%
MILITARY AFFAIRS	906	789	87%	0	0%	872	96%	31	3%	0	0%	69	8%
NATURAL RESOURCES	1,516	1,358	90%	0	0%	1,442	95%	73	5%	0	0%	179	12%
STATE	1,646	1,478	90%	0	0%	1,559	95%	88	5%	0	0%	232	14%
STATE POLICE	2,691	2,493	93%	1,660	62%	2,529	94%	110	4%	1,656	62%	220	8%
STRATEGIC FUND	176	153	87%	0	0%	164	93%	12	7%	0	0%	30	17%
TRANSPORTATION	2,908	2,592	89%	0	0%	2,736	94%	170	6%	0	0%	300	10%
TREASURY	1,572	1,394	89%	0	0%	1,472	94%	98	6%	0	0%	224	14%
STATEWIDE TOTALS:	52,503	48,147	92%	1,706	3%	49,923	95%	2,523	5%	1,702	3%	5,647	11%

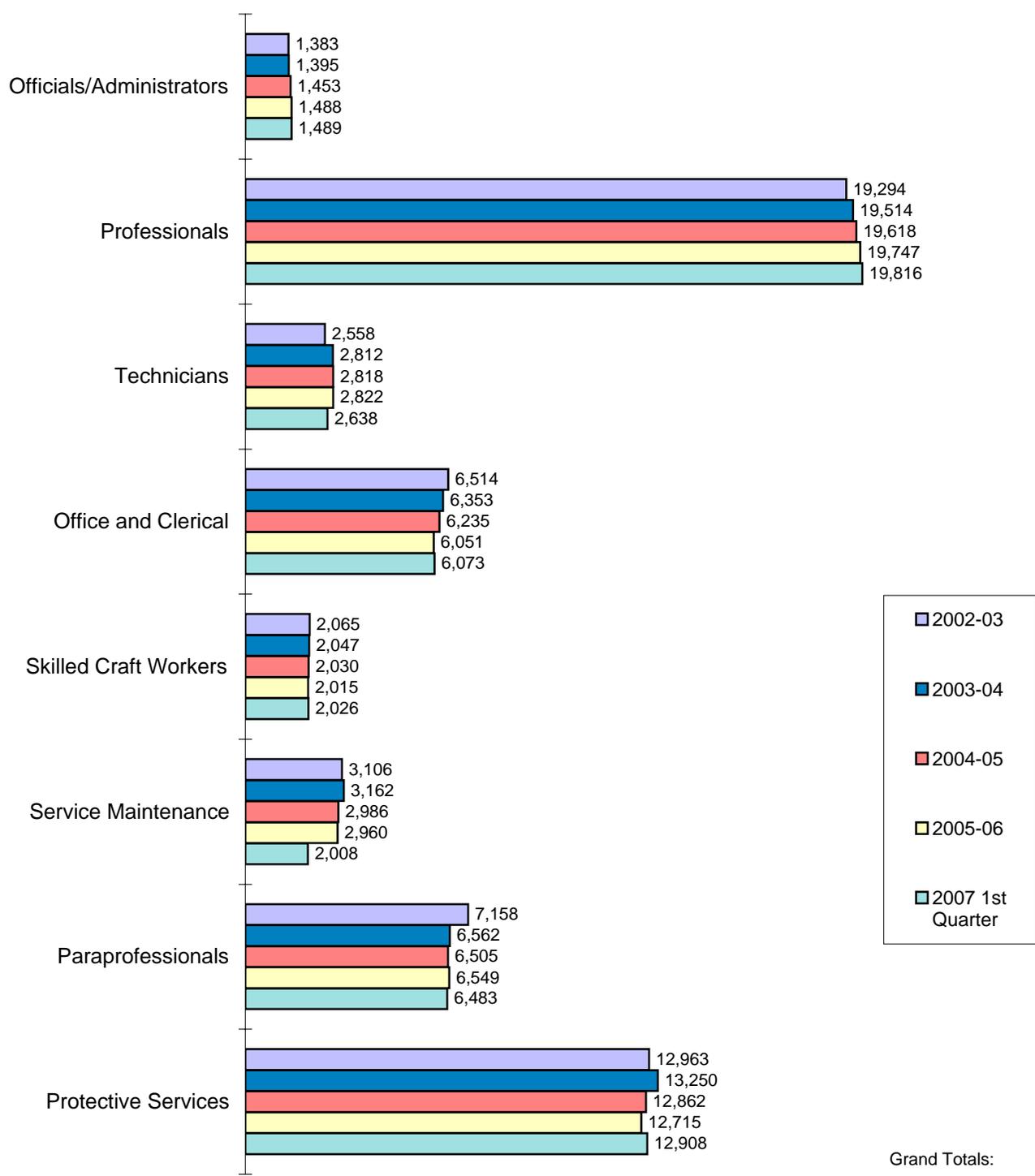
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

Age Distribution for Classified Employees by Department
Pay Period Ending: December 30, 2006

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	2	16	42	48	37	89	85	126	79	32	8	0	564
ATTORNEY GENERAL	0	2	23	49	66	77	82	100	89	43	5	0	536
AUDITOR GENERAL	1	12	15	20	23	25	23	15	7	3	0	0	144
CIVIL RIGHTS	0	2	10	17	10	11	19	19	27	9	0	0	124
CIVIL SERVICE	0	4	11	17	15	26	37	44	41	12	3	0	210
COMMUNITY HEALTH	22	108	212	250	341	435	796	1,191	719	245	56	8	4,383
CORRECTIONS	13	241	884	1,740	2,795	3,022	3,023	2,766	1,657	435	67	11	16,654
EDUCATION	0	3	24	20	26	26	61	96	79	31	6	1	373
ENVIRONMENTAL QUALITY	4	46	101	117	140	197	251	357	214	60	7	1	1,495
EXECUTIVE OFFICE	0	10	6	12	2	8	4	1	3	1	2	0	49
HISTORY ARTS AND LIBRARIES	3	28	11	17	31	31	38	34	43	13	3	2	254
HUMAN SERVICES	2	80	531	896	931	976	1,497	2,479	1,817	495	80	19	9,803
INFORMATION TECHNOLOGY	10	47	73	141	183	255	343	359	269	74	6	1	1,761
LABOR & ECONOMIC GROWTH	13	144	259	304	367	409	664	884	756	264	55	24	4,143
MANAGEMENT & BUDGET	8	36	56	64	89	120	178	287	144	35	4	0	1,021
MILITARY AFFAIRS	4	30	42	61	93	123	187	204	143	43	8	4	942
NATURAL RESOURCES	1	32	111	171	221	200	282	323	181	71	13	5	1,611
STATE	3	74	104	121	157	236	312	410	277	76	7	4	1,781
STATE POLICE	0	26	198	434	536	544	406	360	150	33	10	2	2,699
STRATEGIC FUND	2	10	6	10	11	26	44	54	35	20	6	8	232
TRANSPORTATION	16	121	262	270	360	447	516	561	362	100	19	7	3,041
TREASURY	4	45	121	121	151	218	296	336	237	71	15	5	1,620
Statewide Total:	108	1,117	3,102	4,900	6,585	7,501	9,144	11,006	7,329	2,166	380	102	53,440
Average Age:	19.4	23.0	27.8	32.6	37.4	42.6	47.6	52.5	57.2	61.8	66.7	73.8	45.6

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 First 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: December 30, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	10	2	12
ALGER	382	7	389
ALLEGAN	189	63	252
ALPENA	117	19	136
ANTRIM	22	2	24
ARENAC	337	7	344
BARAGA	430	8	438
BARRY	84	5	89
BAY	273	32	305
BENZIE	20	5	25
BERRIEN	368	34	402
BRANCH	738	14	752
CALHOUN	319	15	334
CASS	70	3	73
CHARLEVOIX	20	13	33
CHEBOYGAN	83	16	99
CHIPPEWA	1,324	29	1,353
CLARE	45	11	56
CLINTON	112	9	121
CRAWFORD	272	50	322
DELTA	211	23	234
DICKINSON	48	6	54
EATON	2,989	204	3,193
EMMET	76	10	86
GENESEE	796	123	919
GLADWIN	43	6	49
GOGEBIC	282	10	292
GRAND TRAVERSE	551	29	580
GRATIOT	889	19	908
HILLSDALE	57	5	62
HOUGHTON	115	15	130
HURON	35	11	46
INGHAM	9,957	1,132	11,089
IONIA	1,919	25	1,944
IOSCO	47	12	59
IRON	114	8	122
ISABELLA	590	64	654
JACKSON	2,754	54	2,808
KALAMAZOO	1,004	98	1,102
KALKASKA	51	6	57
KENT	1,615	180	1,795
KEWEENAW	1	2	3
LAKE	43	2	45
LAPEER	431	11	442
LEELANAU	3	2	5

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: December 30, 2006

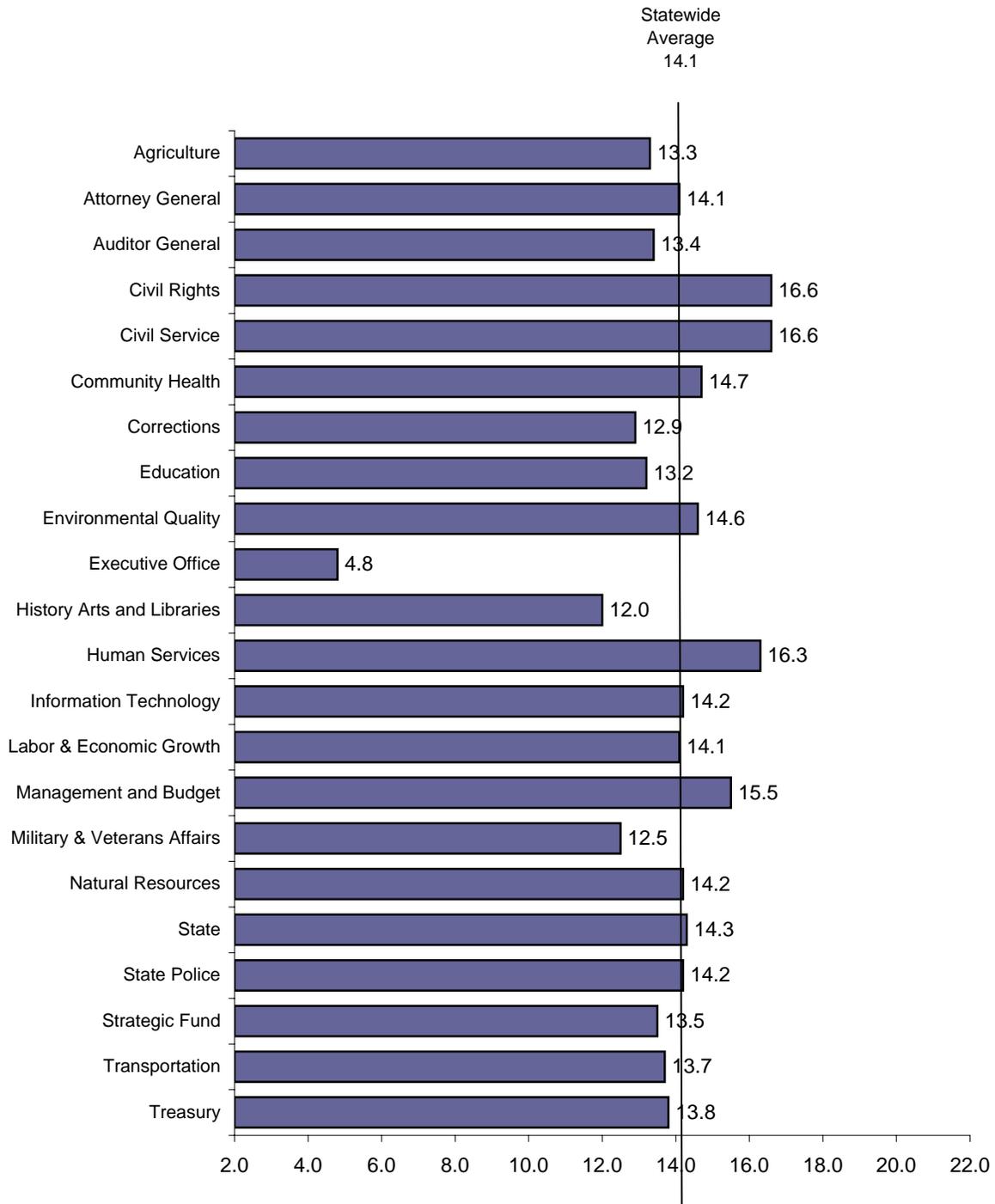
COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	802	29	831
LIVINGSTON	554	26	580
LUCE	395	7	402
MACKINAC	132	78	210
MACOMB	1,230	71	1,301
MANISTEE	394	11	405
MARQUETTE	885	47	932
MASON	37	2	39
MECOSTA	72	7	79
MENOMINEE	43	9	52
MIDLAND	77	9	86
MISSAUKEE	49	5	54
MONROE	156	19	175
MONTCALM	648	10	658
MONTMORENCY	52	5	57
MUSKEGON	1,098	20	1,118
NEWAYGO	70	6	76
OAKLAND	1,091	97	1,188
OCEANA	53	4	57
OGEMAW	57	6	63
ONTONAGON	24		24
OSCEOLA	56	3	59
OSCODA	32	2	34
OTSEGO	256	17	273
OTTAWA	173	23	196
OUT OF STATE	55	4	59
PRESQUE ISLE	18	3	21
ROSCOMMON	136	23	159
SAGINAW	1,045	37	1,082
SANILAC	52	4	56
SCHOOLCRAFT	86	5	91
SHIAWASSEE	77	12	89
STATEWIDE	868	37	905
ST CLAIR	234	31	265
ST JOSEPH	84	7	91
TUSCOLA	509	37	546
VAN BUREN	230	13	243
WASHTENAW	1,694	43	1,737
WAYNE	6,600	254	6,854
WEXFORD	159	18	177
Grand Total:	50,119	3,442	53,561

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 December 30, 2006



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: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
00 - 05 YEARS	56	81	1	5	1	0	2	0	0	1	2	2	62	89	2	0
06 - 10 YEARS	52	45	2	4	1	1	0	2	0	1	0	0	55	53	0	1
11 - 15 YEARS	40	29	1	2	0	1	1	2	0	1	0	0	42	35	0	1
16 - 20 YEARS	51	42	0	3	0	1	0	0	1	2	0	0	52	48	2	1
21 - 25 YEARS	14	16	1	4	0	0	0	0	1	0	0	0	16	20	2	1
26 - 30 YEARS	23	20	1	3	0	0	2	0	0	0	0	0	26	23	0	5
31 - 35 YEARS	22	9	1	4	0	0	0	1	0	0	0	0	23	14	3	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	260	244	7	25	2	3	5	5	4	5	2	2	280	284	9	10
MORE THAN 10 YEARS:	152	118	4	16	0	2	3	3	4	3	0	0	163	142	7	9
AVERAGE YEARS	14.1	12.1	15.9	16.8	5.0	12.7	14.6	15.0	29.0	10.2	3.0	2.0	14.3	12.4	19.8	23.3
DEPARTMENT AVERAGE YEARS	13.3															

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.

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	48	79	12	16	0	0	0	3	0	0	1	2	61	100	0	0
06 - 10 YEARS	28	53	2	9	0	0	0	2	0	2	0	0	30	66	0	0
11 - 15 YEARS	19	24	2	3	0	0	1	0	0	0	0	0	22	27	0	0
16 - 20 YEARS	22	38	0	4	0	0	0	2	1	0	0	0	23	44	0	2
21 - 25 YEARS	22	16	2	4	0	0	0	1	0	0	0	0	24	21	1	0
26 - 30 YEARS	31	31	4	2	0	1	2	1	0	0	0	0	37	35	1	2
31 - 35 YEARS	25	7	0	3	0	0	0	0	0	0	0	0	25	10	2	1
36 - 40 YEARS	9	1	0	0	0	0	0	0	0	0	0	0	9	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	204	250	22	41	0	1	3	9	1	2	1	2	231	305	4	5
MORE THAN 10 YEARS:	128	118	8	16	0	1	3	4	1	0	0	0	140	139	4	5
AVERAGE YEARS	17.1	12.6	10.2	11.0	0.0	28.0	22.3	11.4	18.0	7.5	0.0	0.5	16.5	12.3	29.0	24.4
DEPARTMENT AVERAGE YEARS	14.1															

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Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
00 - 05 YEARS	4	17	0	1	0	0	0	0	0	0	0	0	4	18	0	0
06 - 10 YEARS	20	27	1	0	0	0	0	0	0	1	0	0	21	28	0	0
11 - 15 YEARS	8	10	0	3	0	0	0	0	0	0	0	0	8	13	0	0
16 - 20 YEARS	5	14	1	0	0	0	0	0	0	0	0	0	6	14	0	1
21 - 25 YEARS	7	4	1	0	0	0	0	0	0	0	0	0	8	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	60	75	4	4	0	0	0	0	0	1	0	0	64	80	1	3
MORE THAN 10 YEARS:	36	31	3	3	0	0	0	0	0	0	0	0	39	34	1	3
AVERAGE YEARS	17.0	10.5	19.0	9.8	0.0	0.0	0.0	0.0	0.0	7.0	0.0	0.0	17.1	10.5	33.0	21.7
DEPARTMENT AVERAGE YEARS	13.4															

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Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	1	8	6	10	0	0	0	5	0	1	0	0	7	24	0	0
06 - 10 YEARS	5	4	2	8	0	1	0	0	0	1	0	0	7	14	0	0
11 - 15 YEARS	2	3	3	3	0	0	0	1	0	0	0	0	5	7	0	1
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	3	6	4	4	0	0	1	2	1	0	0	0	9	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	17	43	0	1	5	8	1	2	0	0	38	86	0	2
MORE THAN 10 YEARS:	9	20	9	25	0	0	5	3	1	0	0	0	24	48	0	2
AVERAGE YEARS	17.3	18.1	14.7	16.1	0.0	9.0	25.0	11.9	34.0	6.0	0.0	0.0	17.6	16.2	0.0	20.0
DEPARTMENT AVERAGE YEARS	16.6															

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Source: MIDB HWF18
Report Sequence: Department Code Desc
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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: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
00 - 05 YEARS	6	31	2	3	0	0	0	0	0	0	0	0	8	34	0	0
06 - 10 YEARS	5	20	1	5	0	0	0	0	0	1	0	0	6	26	0	0
11 - 15 YEARS	3	11	0	2	0	1	0	0	0	0	0	0	3	14	0	1
16 - 20 YEARS	5	23	0	5	0	1	0	1	0	3	0	0	5	33	0	0
21 - 25 YEARS	4	10	0	4	0	1	0	3	0	0	0	0	4	18	1	2
26 - 30 YEARS	7	18	3	5	1	1	0	1	0	0	0	0	11	25	1	2
31 - 35 YEARS	6	12	1	2	1	0	0	0	0	0	0	0	8	14	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	125	7	26	2	4	0	5	0	4	0	0	46	164	4	7
MORE THAN 10 YEARS:	26	74	4	18	2	4	0	5	0	3	0	0	32	104	4	7
AVERAGE YEARS	18.8	15.2	18.3	17.5	30.0	20.0	0.0	22.2	0.0	14.0	0.0	0.0	19.2	15.9	28.3	24.6
DEPARTMENT AVERAGE YEARS	16.6															

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.

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
00 - 05 YEARS	287	613	73	138	1	6	15	20	12	21	8	16	396	814	1	2
06 - 10 YEARS	159	368	28	110	4	4	4	5	11	15	0	0	206	502	3	4
11 - 15 YEARS	112	209	26	61	3	2	6	4	4	13	0	0	151	289	4	10
16 - 20 YEARS	116	259	30	83	1	3	6	12	8	21	0	0	161	378	10	23
21 - 25 YEARS	99	171	30	71	0	3	6	11	8	8	0	0	143	264	17	20
26 - 30 YEARS	245	335	78	103	3	7	6	8	6	9	1	0	339	462	21	27
31 - 35 YEARS	91	121	12	15	0	0	1	2	3	1	0	0	107	139	10	9
36 - 40 YEARS	14	14	1	2	0	0	0	1	0	0	0	0	15	17	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,123	2,090	278	583	12	25	44	63	52	88	9	16	1,518	2,865	67	96
MORE THAN 10 YEARS:	677	1,109	177	335	7	15	25	38	29	52	1	0	916	1,549	63	90
AVERAGE YEARS	16.0	14.0	16.3	14.6	14.0	15.2	13.7	14.8	14.7	13.2	4.1	1.8	15.9	14.1	23.7	22.1
DEPARTMENT AVERAGE YEARS	14.7															

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.

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
CORRECTIONS																	
00 - 05 YEARS	1,183	777	208	292	26	13	31	27	6	10	24	17	1,478	1,136	4	4	
06 - 10 YEARS	2,594	1,017	282	331	58	20	72	40	14	7	0	0	3,020	1,415	4	4	
11 - 15 YEARS	1,808	721	203	227	52	13	51	28	8	2	0	0	2,122	991	24	19	
16 - 20 YEARS	2,474	741	283	278	78	17	53	18	10	4	0	0	2,898	1,058	129	43	
21 - 25 YEARS	878	253	174	153	18	7	21	6	0	1	0	0	1,091	420	75	27	
26 - 30 YEARS	438	230	63	65	6	3	3	8	0	0	0	0	510	306	44	18	
31 - 35 YEARS	97	52	16	20	3	0	3	0	0	0	0	0	119	72	13	3	
36 - 40 YEARS	9	6	1	1	0	0	0	0	0	0	0	0	10	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	9,481	3,798	1,230	1,367	241	73	234	127	38	24	24	17	11,248	5,406	293	118	
MORE THAN 10 YEARS:	5,704	2,004	740	744	157	40	131	60	18	7	0	0	6,750	2,855	285	110	
AVERAGE YEARS	13.3	12.2	13.4	12.5	13.4	12.2	12.1	10.9	10.2	8.0	0.9	1.5	13.2	12.2	20.8	19.4	
DEPARTMENT AVERAGE YEARS	12.9																

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Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
EDUCATION																	
00 - 05 YEARS	44	78	4	7	0	1	1	3	0	0	0	0	49	89	0	0	
06 - 10 YEARS	16	39	1	4	0	0	0	1	0	0	0	0	17	44	0	0	
11 - 15 YEARS	2	25	0	0	0	0	0	0	0	0	0	0	2	25	0	0	
16 - 20 YEARS	3	24	0	3	0	0	0	2	0	0	0	0	3	29	0	1	
21 - 25 YEARS	4	20	1	1	0	0	1	1	0	1	0	0	6	23	0	1	
26 - 30 YEARS	12	36	1	1	0	1	0	2	0	0	0	0	13	40	2	2	
31 - 35 YEARS	4	23	0	3	0	0	0	0	0	0	0	0	4	26	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	85	247	7	20	0	2	2	9	0	1	0	0	94	279	2	6	
MORE THAN 10 YEARS:	25	130	2	9	0	1	1	5	0	1	0	0	28	146	2	6	
AVERAGE YEARS	10.2	14.3	9.4	14.2	0.0	13.5	12.0	13.4	0.0	21.0	0.0	0.0	10.2	14.3	28.0	27.0	
DEPARTMENT AVERAGE YEARS	13.2																

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Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	147	165	7	5	1	1	3	4	2	5	0	0	160	180	0	0
06 - 10 YEARS	107	108	4	5	0	0	1	1	2	3	0	0	114	117	0	0
11 - 15 YEARS	110	85	2	4	0	0	1	1	8	5	0	0	121	95	4	3
16 - 20 YEARS	146	119	6	16	0	0	6	3	3	2	0	0	161	140	4	4
21 - 25 YEARS	53	57	8	7	1	3	0	0	4	2	0	0	66	69	1	3
26 - 30 YEARS	105	65	3	8	1	0	0	2	2	1	0	0	111	76	8	5
31 - 35 YEARS	47	15	0	2	0	0	1	0	2	0	0	0	50	17	1	0
36 - 40 YEARS	9	8	0	0	0	0	1	0	0	0	0	0	10	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	724	622	30	47	3	4	13	11	23	18	0	0	793	702	18	15
MORE THAN 10 YEARS:	470	349	19	37	2	3	9	6	19	10	0	0	519	405	18	15
AVERAGE YEARS	15.5	13.4	14.9	17.4	17.7	17.0	15.6	12.6	16.9	11.3	0.0	0.0	15.5	13.6	22.6	21.1
DEPARTMENT AVERAGE YEARS	14.6															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
00 - 05 YEARS	9	20	1	7	0	0	0	2	0	0	0	1	10	30	0	0
06 - 10 YEARS	1	4	0	1	0	0	0	0	0	0	0	0	1	5	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	10	27	1	8	0	0	0	2	0	0	0	1	11	38	0	1
MORE THAN 10 YEARS:	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	2.5	6.2	4.0	3.3	0.0	0.0	0.0	4.0	0.0	0.0	0.0	4.0	2.6	5.4	0.0	38.0
DEPARTMENT AVERAGE YEARS	4.8															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
00 - 05 YEARS	25	55	3	2	0	0	2	0	0	0	2	4	32	61	0	0
06 - 10 YEARS	20	28	1	0	2	0	0	0	0	0	0	0	23	28	2	1
11 - 15 YEARS	6	10	1	1	0	0	0	0	0	1	0	0	7	12	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	8	1	1	0	0	0	0	0	0	0	0	6	9	2	0
26 - 30 YEARS	8	12	0	3	0	0	0	1	0	0	0	0	8	16	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	83	141	6	7	4	0	3	3	0	1	2	4	98	156	8	3
MORE THAN 10 YEARS:	38	58	2	5	2	0	1	3	0	1	0	0	43	67	6	2
AVERAGE YEARS	13.4	11.2	8.2	17.6	17.5	0.0	11.7	21.7	0.0	11.0	0.0	0.0	12.9	11.4	20.3	18.3
DEPARTMENT AVERAGE YEARS	12.0															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
00 - 05 YEARS	233	932	68	447	2	7	18	49	3	5	0	1	324	1,441	1	6
06 - 10 YEARS	264	880	108	659	1	7	12	61	5	11	0	0	390	1,618	0	9
11 - 15 YEARS	189	593	68	235	2	10	13	42	2	8	0	0	274	888	9	27
16 - 20 YEARS	199	591	72	342	1	13	26	63	4	11	0	0	302	1,020	27	57
21 - 25 YEARS	87	339	36	201	2	2	6	20	4	3	0	0	135	565	13	42
26 - 30 YEARS	334	946	62	492	3	12	10	23	4	4	0	0	413	1,477	35	103
31 - 35 YEARS	196	374	23	227	0	2	2	9	2	1	0	0	223	613	22	34
36 - 40 YEARS	35	46	5	25	1	0	0	3	0	0	0	0	41	74	4	5
MORE THAN 40 YEARS	2	1	1	0	0	0	1	0	0	0	0	0	4	1	0	1
DEPARTMENT TOTAL	1,539	4,702	443	2,628	12	53	88	270	24	43	0	1	2,106	7,697	111	284
MORE THAN 10 YEARS:	1,042	2,890	267	1,522	9	39	58	160	16	27	0	0	1,392	4,638	110	269
AVERAGE YEARS	18.1	16.1	15.2	16.0	18.5	16.3	14.8	14.0	17.0	14.2	0.0	0.0	17.3	16.0	24.8	23.3
DEPARTMENT AVERAGE YEARS	16.3															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
00 - 05 YEARS	171	70	6	6	1	0	1	2	16	12	66	22	261	112	0	0
06 - 10 YEARS	284	109	15	17	1	0	7	2	15	4	0	0	322	132	4	1
11 - 15 YEARS	105	56	4	2	0	1	2	2	6	5	0	0	117	66	2	2
16 - 20 YEARS	102	104	20	19	1	1	3	5	6	4	0	0	132	133	8	9
21 - 25 YEARS	45	52	8	13	0	0	1	3	4	6	0	0	58	74	8	3
26 - 30 YEARS	89	86	11	19	0	0	3	6	2	2	0	0	105	113	13	2
31 - 35 YEARS	56	47	3	3	1	0	2	2	0	1	0	0	62	53	1	3
36 - 40 YEARS	14	6	1	0	0	0	0	0	0	0	0	0	15	6	3	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	866	530	68	79	4	2	19	22	49	34	66	22	1,072	689	39	20
MORE THAN 10 YEARS:	411	351	47	56	2	2	11	18	18	18	0	0	489	445	35	19
AVERAGE YEARS	13.3	16.9	17.2	18.0	15.8	16.0	16.5	20.2	10.0	12.4	1.6	0.9	12.8	16.4	22.4	20.8
DEPARTMENT AVERAGE YEARS	14.2															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC GROWTH																
00 - 05 YEARS	328	548	78	339	1	4	17	23	9	10	3	6	436	930	5	8
06 - 10 YEARS	172	249	27	75	1	3	7	18	2	9	0	0	209	354	9	3
11 - 15 YEARS	121	186	21	80	2	2	2	8	2	5	0	0	148	281	10	13
16 - 20 YEARS	155	226	38	95	0	1	8	15	3	8	0	0	204	345	23	33
21 - 25 YEARS	83	122	23	52	2	6	5	6	3	2	0	0	116	188	12	15
26 - 30 YEARS	135	259	39	108	1	4	5	15	1	3	0	0	181	389	30	39
31 - 35 YEARS	84	133	14	59	0	1	2	2	1	1	0	0	101	196	16	24
36 - 40 YEARS	25	26	1	7	0	0	0	1	0	0	0	0	26	34	4	4
MORE THAN 40 YEARS	4	0	2	0	0	0	0	0	0	0	0	0	6	0	0	0
DEPARTMENT TOTAL	1,107	1,749	243	815	7	21	46	88	21	38	3	6	1,427	2,717	109	139
MORE THAN 10 YEARS:	607	952	138	401	5	14	22	47	10	19	0	0	782	1,433	95	128
AVERAGE YEARS	14.4	14.3	14.8	13.2	15.7	16.7	12.8	13.7	11.3	12.1	3.3	3.3	14.4	13.9	22.3	22.9
DEPARTMENT AVERAGE YEARS	14.1															

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PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
00 - 05 YEARS	110	75	3	8	0	1	5	2	0	0	8	8	126	94	0	0
06 - 10 YEARS	103	86	10	5	0	1	0	1	1	1	0	0	114	94	0	0
11 - 15 YEARS	46	51	3	6	0	0	2	1	0	0	0	0	51	58	1	1
16 - 20 YEARS	67	48	12	4	0	0	4	3	6	1	0	0	89	56	6	2
21 - 25 YEARS	26	26	3	3	0	0	0	1	1	0	0	0	30	30	2	2
26 - 30 YEARS	82	64	10	4	0	0	5	1	0	1	0	0	97	70	8	4
31 - 35 YEARS	50	24	6	3	2	1	11	2	0	0	0	0	69	30	5	1
36 - 40 YEARS	8	4	0	0	0	0	0	0	0	0	0	0	8	4	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
DEPARTMENT TOTAL	493	378	47	33	2	3	27	11	8	3	8	8	585	436	24	10
MORE THAN 10 YEARS:	280	217	34	20	2	1	22	8	7	2	0	0	345	248	24	10
AVERAGE YEARS	15.5	14.8	18.8	14.8	33.0	13.7	22.9	17.3	17.1	17.0	3.6	3.1	16.0	14.7	26.3	23.7
DEPARTMENT AVERAGE YEARS	15.5															

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PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
00 - 05 YEARS	107	109	11	45	0	0	4	7	1	1	1	1	124	163	0	1
06 - 10 YEARS	47	77	6	30	1	0	3	2	1	4	0	0	58	113	0	0
11 - 15 YEARS	53	55	1	16	0	1	3	3	0	0	0	0	57	75	2	1
16 - 20 YEARS	55	65	3	13	0	2	3	1	0	1	0	0	61	82	5	2
21 - 25 YEARS	31	42	3	5	3	1	0	1	0	0	0	0	37	49	5	1
26 - 30 YEARS	25	45	2	5	0	0	1	3	0	0	0	0	28	53	3	1
31 - 35 YEARS	14	19	1	2	1	0	0	0	0	0	0	0	16	21	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	337	412	27	116	5	4	14	17	2	6	1	1	386	556	16	8
MORE THAN 10 YEARS:	183	226	10	41	4	4	7	8	0	1	0	0	204	280	16	7
AVERAGE YEARS	12.8	13.4	10.7	9.5	21.8	17.5	10.4	11.2	1.5	7.8	4.0	0.0	12.6	12.4	21.8	21.3
DEPARTMENT AVERAGE YEARS	12.5															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
00 - 05 YEARS	227	144	1	3	1	0	3	0	4	0	7	0	243	147	4	0
06 - 10 YEARS	206	89	1	2	1	0	1	1	1	0	0	0	210	92	1	1
11 - 15 YEARS	143	59	5	4	1	1	4	0	1	0	0	0	154	64	0	1
16 - 20 YEARS	170	79	6	4	5	1	3	8	0	1	0	0	184	93	5	3
21 - 25 YEARS	79	50	5	4	3	1	0	0	0	0	0	0	87	55	4	4
26 - 30 YEARS	101	48	2	2	4	1	1	1	1	1	0	0	109	53	6	0
31 - 35 YEARS	75	14	0	1	1	0	0	0	0	0	0	0	76	15	2	2
36 - 40 YEARS	24	0	0	0	0	0	1	0	0	0	0	0	25	0	4	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
DEPARTMENT TOTAL	1,028	484	20	20	16	4	13	10	7	2	7	0	1,091	520	26	11
MORE THAN 10 YEARS:	595	251	18	15	14	4	9	9	2	2	0	0	638	281	21	10
AVERAGE YEARS	14.7	12.7	17.7	16.6	20.8	20.0	15.0	18.4	8.9	21.5	0.6	0.0	14.7	13.0	22.2	21.1
DEPARTMENT AVERAGE YEARS	14.2															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATE																	
00 - 05 YEARS	51	264	11	68	1	2	3	10	0	5	2	5	68	354	0	1	
06 - 10 YEARS	52	224	5	61	1	4	3	12	1	1	0	0	62	302	2	3	
11 - 15 YEARS	13	102	6	26	0	6	0	10	1	3	0	0	20	147	0	9	
16 - 20 YEARS	37	160	4	72	1	0	2	14	4	2	0	0	48	248	3	29	
21 - 25 YEARS	16	118	8	42	1	2	1	9	0	4	0	0	26	175	2	19	
26 - 30 YEARS	51	123	8	36	0	1	1	8	0	2	0	0	60	170	5	13	
31 - 35 YEARS	21	53	1	6	0	0	1	1	0	0	0	0	23	60	4	2	
36 - 40 YEARS	2	11	0	1	0	0	0	0	0	0	0	0	2	12	0	0	
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	
DEPARTMENT TOTAL	243	1,059	43	312	4	15	11	64	6	17	2	5	309	1,472	16	78	
MORE THAN 10 YEARS:	140	571	27	183	2	9	5	42	5	11	0	0	179	816	14	74	
AVERAGE YEARS	15.9	14.0	14.9	14.2	11.0	12.5	13.4	15.1	15.2	13.9	0.0	0.6	15.5	14.0	23.7	20.2	
DEPARTMENT AVERAGE YEARS	14.3																

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.

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATE POLICE																	
00 - 05 YEARS	172	138	7	3	0	2	6	6	0	0	0	0	185	149	0	0	
06 - 10 YEARS	487	132	10	16	4	1	6	1	2	0	0	0	509	150	0	0	
11 - 15 YEARS	408	111	36	6	15	0	13	0	3	1	0	0	475	118	3	0	
16 - 20 YEARS	298	133	56	11	9	0	19	3	2	2	0	0	384	149	4	5	
21 - 25 YEARS	158	52	28	13	2	0	10	3	0	1	0	0	198	69	3	2	
26 - 30 YEARS	115	66	20	8	1	4	2	4	0	0	0	0	138	82	1	3	
31 - 35 YEARS	45	24	1	1	0	0	2	0	0	0	0	0	48	25	1	0	
36 - 40 YEARS	9	7	2	0	0	0	0	0	0	0	0	0	11	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	1,694	663	160	58	31	7	58	17	7	4	0	0	1,950	749	12	10	
MORE THAN 10 YEARS:	1,035	393	143	39	27	4	46	10	5	4	0	0	1,256	450	12	10	
AVERAGE YEARS	13.8	14.0	17.8	16.6	14.7	17.1	15.7	15.4	12.4	18.3	0.0	0.0	14.2	14.3	20.4	22.2	
DEPARTMENT AVERAGE YEARS	14.2																

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

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	47	0	4	0	0	1	0	0	0	0	0	25	51	1	0
06 - 10 YEARS	13	16	0	5	0	0	0	0	1	1	0	0	14	22	2	1
11 - 15 YEARS	9	9	0	2	0	1	0	0	0	0	0	0	9	12	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	13	1	2	0	0	1	1	1	1	0	0	13	17	1	2
26 - 30 YEARS	12	18	1	4	0	0	0	0	0	0	0	0	13	22	3	3
31 - 35 YEARS	6	7	0	3	0	0	0	0	0	0	0	0	6	10	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	120	3	21	1	1	3	1	3	2	0	0	87	145	7	9
MORE THAN 10 YEARS:	40	57	3	12	1	1	2	1	2	1	0	0	48	72	4	8
AVERAGE YEARS	13.5	12.4	28.7	16.4	18.0	12.0	15.3	21.0	15.7	14.5	0.0	0.0	14.2	13.1	17.3	21.0
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.

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
00 - 05 YEARS	522	233	29	33	9	0	8	7	15	9	0	1	583	283	2	0
06 - 10 YEARS	379	124	22	14	2	4	4	2	7	5	0	0	414	149	0	0
11 - 15 YEARS	175	75	12	7	5	2	6	0	2	1	0	0	200	85	2	3
16 - 20 YEARS	337	131	31	19	5	2	12	4	6	2	0	0	391	158	18	9
21 - 25 YEARS	131	63	18	10	4	2	6	2	1	0	0	0	160	77	13	9
26 - 30 YEARS	146	99	23	17	8	1	11	2	3	0	0	0	191	119	17	11
31 - 35 YEARS	92	31	13	9	4	0	7	1	2	0	0	0	118	41	9	6
36 - 40 YEARS	46	10	0	1	0	0	0	0	3	0	0	0	49	11	8	2
MORE THAN 40 YEARS	10	0	0	0	0	0	0	0	2	0	0	0	12	0	4	0
DEPARTMENT TOTAL	1,838	766	148	110	37	11	54	18	41	17	0	1	2,118	923	73	40
MORE THAN 10 YEARS:	937	409	97	63	26	7	42	9	19	3	0	0	1,121	491	71	40
AVERAGE YEARS	13.4	13.5	16.2	14.8	17.4	15.1	18.5	12.8	14.8	6.4	0.0	0.0	13.8	13.5	25.9	24.6
DEPARTMENT AVERAGE YEARS	13.7															

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.

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	148	264	19	61	1	2	1	8	7	7	0	1	176	343	0	1
06 - 10 YEARS	77	132	8	20	0	0	4	4	4	6	0	0	93	162	0	2
11 - 15 YEARS	53	75	6	15	0	2	0	4	1	1	0	0	60	97	5	2
16 - 20 YEARS	51	91	19	30	0	0	4	17	6	1	0	0	80	139	3	7
21 - 25 YEARS	10	66	8	23	1	0	2	4	2	0	0	0	23	93	5	3
26 - 30 YEARS	35	131	12	34	0	1	3	7	0	0	0	0	50	173	10	12
31 - 35 YEARS	38	47	4	11	0	0	2	0	1	1	0	0	45	59	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	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
DEPARTMENT TOTAL	425	817	77	194	2	6	17	44	21	16	0	1	542	1,078	30	31
MORE THAN 10 YEARS:	200	421	50	113	1	4	12	32	10	3	0	0	273	573	30	28
AVERAGE YEARS	13.0	13.8	15.9	14.4	14.0	16.3	19.9	16.0	11.9	7.4	0.0	3.0	13.6	13.9	26.0	22.9
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.

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																	
00- 05 YEARS	3,903	4,748	550	1,503	45	39	121	178	75	87	124	87	4,818	6,642	20	23	
06- 10 YEARS	5,091	3,831	536	1,381	77	46	124	155	67	73	0	0	5,895	5,486	27	30	
11- 15 YEARS	3,425	2,499	400	705	80	43	105	106	38	46	0	0	4,048	3,399	66	96	
16- 20 YEARS	4,306	2,920	582	1,009	103	42	152	173	61	65	0	0	5,204	4,209	249	232	
21- 25 YEARS	1,762	1,499	360	616	37	28	60	72	29	29	0	0	2,248	2,244	167	158	
26- 30 YEARS	2,005	2,641	344	925	28	37	57	93	19	23	1	0	2,454	3,719	209	254	
31- 35 YEARS	984	1,026	100	378	13	4	36	22	12	5	0	0	1,145	1,435	96	96	
36- 40 YEARS	229	158	13	40	2	1	3	5	5	0	0	0	252	204	29	14	
MORE THAN 40 YEARS	24	9	3	0	0	0	1	0	2	0	0	0	30	9	6	3	
STATEWIDE TOTAL	21,729	19,331	2,888	6,557	385	240	659	804	308	328	125	87	26,094	27,347	869	906	
MORE THAN 10 YEARS	12,735	10,752	1,802	3,673	263	155	414	471	166	168	1	0	15,381	15,219	822	853	
AVERAGE YEARS	14.1	14.1	14.7	14.5	14.8	14.7	14.5	13.9	13.4	12.0	1.7	1.6	14.1	14.1	22.7	22.2	
STATEWIDE TOTAL AVERAGE YEARS	14.1																

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

Source: MIDB HWF18
Report Sequence: Department Code Desc
Universe: HR Human Resource

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2007

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	20	1.64%
Dismissal	67	5.49%
Expired Appointment	41	3.36%
Total Involuntary Separations	128	10.48%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	207	16.95%
Layoff/Leave of Absence Rights Expired	24	1.97%
Waived Rights Leave of Absence	61	5.00%
Settlement	0	0.00%
Total Voluntary Separations	292	23.91%
<i>RETIREMENT</i>		
Retirement	279	22.85%
Disability Retirement	12	0.98%
Deferred Retirement	18	1.47%
Total Retirements	309	25.31%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	492	40.29%
TOTAL SEPARATIONS	1,221	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 94% 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 SEP-24-2006 TO PAY PERIOD ENDING DEC-30-2006

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	2	3	0	0	5	15	4	0	0	19	-14	
ATTORNEY GENERAL	12	0	0	0	12	7	0	0	0	7	5	
AUDITOR GENERAL	1	3	0	0	4	4	0	0	0	4	0	
CIVIL RIGHTS	0	3	0	0	3	1	0	0	0	1	2	
CIVIL SERVICE	3	0	0	0	3	3	0	0	0	3	0	
COMMUNITY HEALTH	74	11	2	0	87	76	0	0	12	88	-1	
CORRECTIONS	549	4	3	1	557	214	0	0	8	222	335	
EDUCATION	6	0	0	0	6	2	0	0	0	2	4	
ENVIRONMENTAL QUALITY	8	3	0	0	11	25	0	0	0	25	-14	
EXECUTIVE OFFICE	0	0	0	0	0	3	0	0	0	3	-3	
HISTORY ARTS AND LIBRARIES	1	10	4	0	15	12	8	0	0	20	-5	
HUMAN SERVICES	152	4	6	1	163	134	4	0	23	162	1	
INFORMATION TECHNOLOGY	22	9	0	0	31	21	0	0	0	21	10	
LABOR & ECONOMIC GROWTH	75	20	4	0	99	71	0	4	2	77	22	
MANAGEMENT & BUDGET	13	5	1	0	19	10	0	0	0	10	9	
MILITARY AFFAIRS	20	8	1	1	30	37	6	0	3	46	-16	
NATURAL RESOURCES	7	22	14	0	43	578	182	0	0	760	-717	
STATE	11	8	0	0	19	35	0	0	2	37	-18	
STATE POLICE	20	1	1	0	22	24	0	0	1	25	-3	
TRANSPORTATION	29	27	0	0	56	103	6	0	0	109	-53	
TREASURY	14	12	0	0	26	19	0	0	3	22	4	
STATEWIDE TOTALS	1,019	153	36	3	1,211	1,394	210	4	54	1,663	-452	

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:

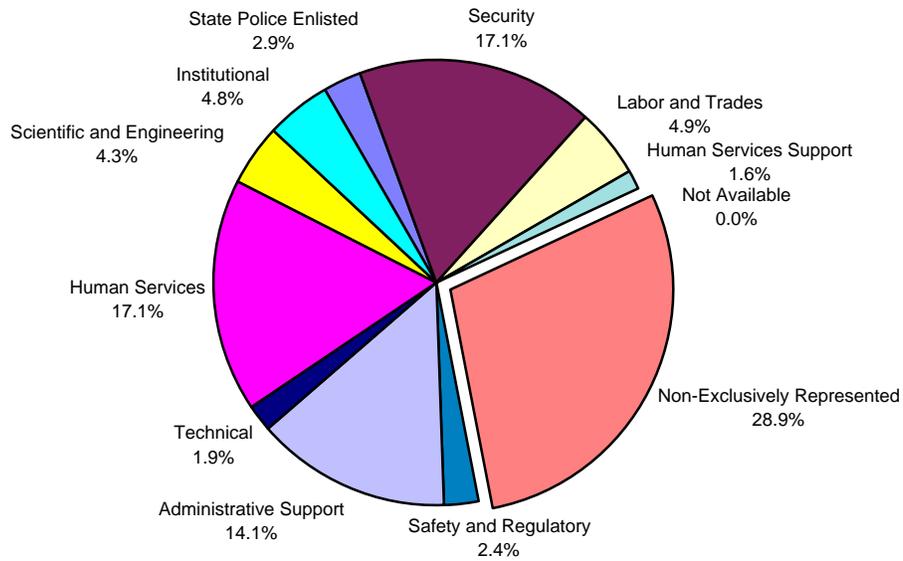
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

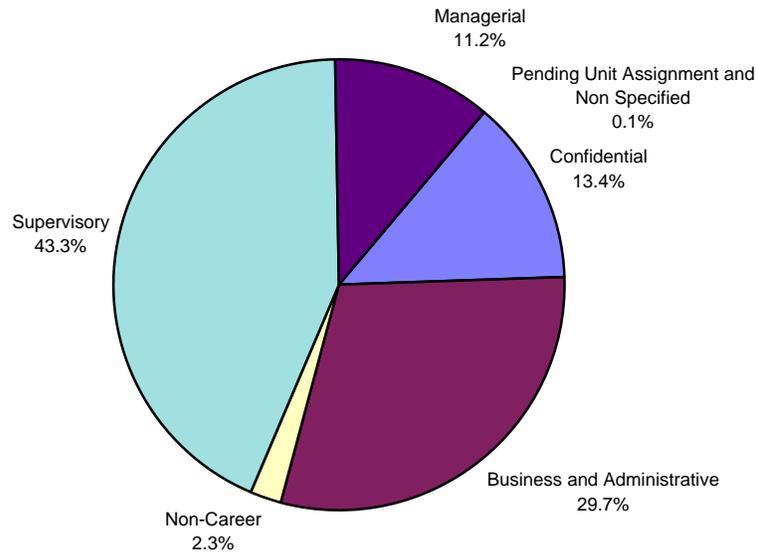
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
Pay Period Ending December 30, 2007**

Graph 5-1



(53,441 Employees)

**Non-Exclusively Represented
15,433 Employees**



Source: MAIN MIDB Civil Service HWF 44

Comment: Of the 53,441 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

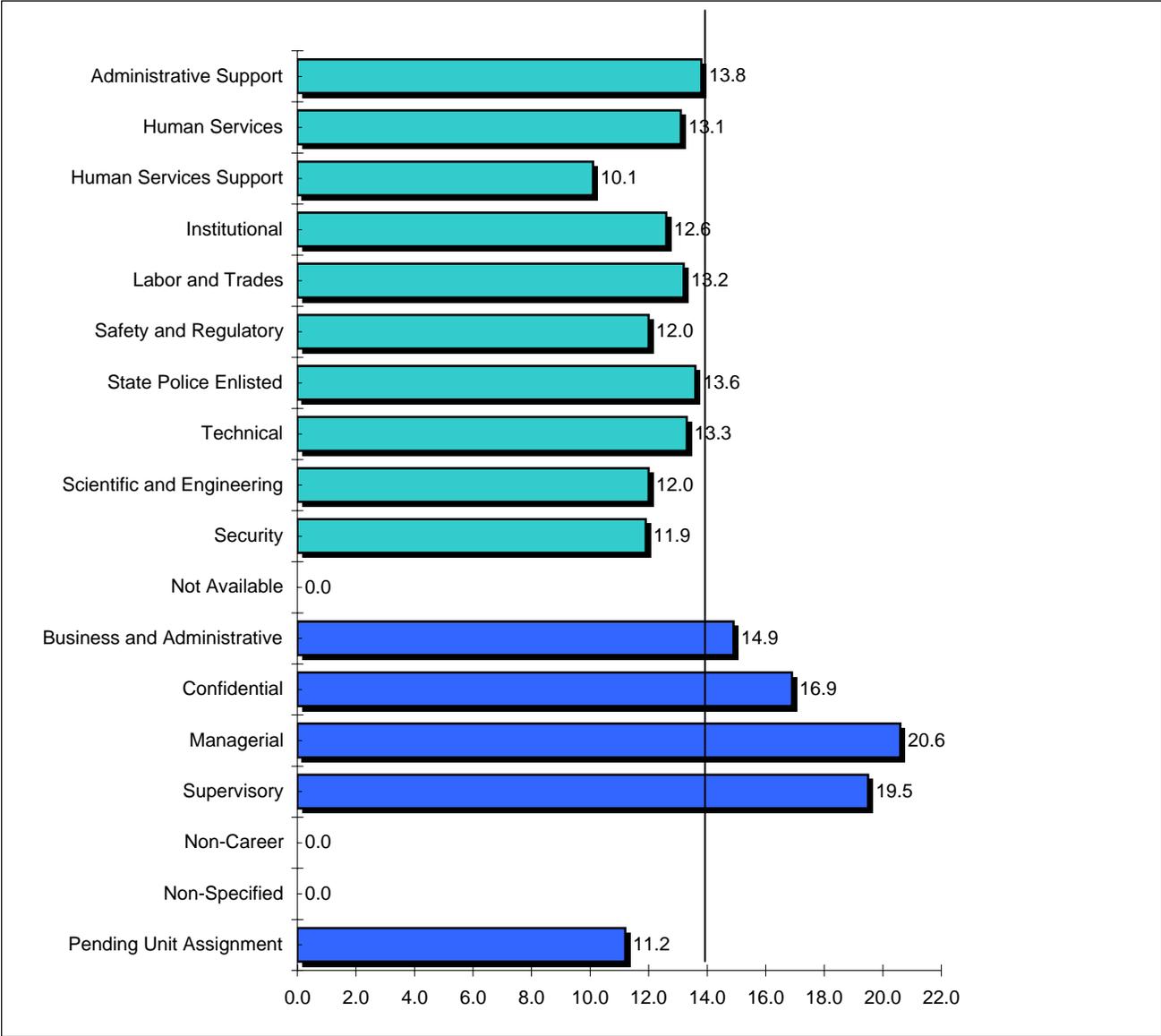
PAY PERIOD ENDING DECEMBER 30, 2006

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	1,296	1,093	84.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,624	2,498	95.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	9,151	1	0.0	2	0.0	8,931	97.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	834	0	0.0	0	0.0	0	0.0	803	96.3	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,292	2	0.1	0	0.0	0	0.0	0	0.0	2,215	96.6	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	952	93.5	0	0.0	0	0.0
N/A UNAVAILABLE	1	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	1,544	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,539	99.7	0	0.0
U11 INSTITUTIONAL	2,585	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,523	97.6
W22 HUMAN SERVICES	9,127	0	0.0	8,689	95.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,536	0	0.0	6,855	91.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,586	0	0.0	3	0.1	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	9	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	6,682	1	0.0	6	0.1	2	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	353	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,734	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	2,069	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	38,008	3,594	9.5	15,546	40.9	8,931	23.5	803	2.1	2,215	5.8	952	2.5	1,539	4.0	2,523	6.6
NON-EXCLUSIVELY REPRESENTED TOTAL	15,433	1	0.0	10	0.1	4	0.0	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTALS	53,441	3,595	6.7	15,556	29.1	8,935	16.7	803	1.5	2,217	4.1	952	1.8	1,539	2.9	2,523	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 December 30, 2006

Statewide
 Average
 14.1
 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: 01 DECEMBER 30, 2006

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	229	79	18	7	1	1	9	1	3	0	5	1	265	89	1	0	
06 - 10 YEARS	222	46	14	18	3	3	3	1	2	0	0	0	244	68	1	0	
11 - 15 YEARS	134	28	7	12	2	2	3	0	1	0	0	0	147	42	1	1	
16 - 20 YEARS	128	36	17	25	2	1	7	2	2	0	0	0	156	64	4	3	
21 - 25 YEARS	48	17	9	11	4	0	2	0	0	0	0	0	63	28	4	1	
26 - 30 YEARS	52	17	8	15	1	0	2	1	0	0	0	0	63	33	2	1	
31 - 35 YEARS	11	6	2	5	1	0	1	0	0	0	0	0	15	11	1	1	
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	831	230	75	93	14	7	27	5	8	0	5	1	960	336	16	7	
MORE THAN 10 YEARS:	380	105	43	68	10	3	15	3	3	0	0	0	451	179	14	7	
AVERAGE YEARS	11.4	11.5	14.1	17.2	17.1	10.1	13.0	15.4	8.5	0.0	1.0	0.0	11.6	13.1	22.1	22.3	

BARGAINING UNIT AVERAGE YEARS 12.0

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.

HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	
A31 - LABOR AND TRADES																	
00 - 05 YEARS	518	68	28	3	9	0	14	0	0	0	7	1	576	72	3	0	
06 - 10 YEARS	503	48	31	4	7	1	8	0	0	1	0	0	549	54	2	0	
11 - 15 YEARS	266	28	17	2	7	0	7	1	0	0	0	0	297	31	10	1	
16 - 20 YEARS	327	26	36	5	9	0	11	1	3	0	0	0	386	32	27	2	
21 - 25 YEARS	168	17	22	3	3	0	6	2	0	0	0	0	199	22	18	0	
26 - 30 YEARS	205	26	19	3	5	0	10	2	0	0	0	0	239	31	24	1	
31 - 35 YEARS	93	4	5	2	5	0	10	1	0	0	0	0	113	7	5	2	
36 - 40 YEARS	12	1	1	0	0	0	0	0	0	0	0	0	13	1	2	1	
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	
BARGAINING UNIT TOTAL	2,094	218	159	22	45	1	66	7	3	1	7	1	2,374	250	92	7	
MORE THAN 10 YEARS:	1,073	102	100	15	29	0	44	7	3	0	0	0	1,249	124	87	7	
AVERAGE YEARS	13.1	11.7	15.1	17.1	15.6	10.0	17.0	23.7	18.3	7.0	1.1	0.0	13.3	12.4	21.5	25.0	

BARGAINING UNIT AVERAGE YEARS 13.2

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.

HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	799	243	152	158	23	5	28	17	4	4	22	12	1,028	439	2	2	
06 - 10 YEARS	1,963	374	195	157	51	9	60	21	5	1	0	0	2,274	562	2	2	
11 - 15 YEARS	1,149	218	117	94	41	4	41	6	3	0	0	0	1,351	322	7	2	
16 - 20 YEARS	1,663	214	157	115	50	7	38	4	5	0	0	0	1,913	340	69	13	
21 - 25 YEARS	456	44	93	55	11	3	12	1	0	0	0	0	572	103	24	8	
26 - 30 YEARS	158	17	27	8	2	0	1	1	0	0	0	0	188	26	6	0	
31 - 35 YEARS	25	2	4	0	0	0	0	0	0	0	0	0	29	2	2	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	6,214	1,112	746	587	178	28	180	50	17	5	22	12	7,357	1,794	112	27	
MORE THAN 10 YEARS:	3,452	495	399	272	104	14	92	12	8	0	0	0	4,055	793	108	23	
AVERAGE YEARS	12.4	10.4	12.1	10.7	12.1	11.5	11.0	8.0	9.9	2.4	0.8	1.3	12.2	10.4	19.2	17.5	

BARGAINING UNIT AVERAGE YEARS 11.9

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.

HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	56	134	34	205	0	1	7	11	2	3	3	3	102	357	3	2
06 - 10 YEARS	17	17	10	13	0	3	1	8	1	3	0	0	29	44	4	0
11 - 15 YEARS	15	35	4	28	0	0	1	5	0	0	0	0	20	68	6	4
16 - 20 YEARS	12	30	7	22	0	1	2	7	0	1	0	0	21	61	6	9
21 - 25 YEARS	4	18	0	12	0	0	0	0	0	0	0	0	4	30	1	3
26 - 30 YEARS	5	26	3	18	1	4	1	0	0	0	0	0	10	48	4	6
31 - 35 YEARS	8	13	1	9	0	0	0	0	0	0	0	0	9	22	3	2
36 - 40 YEARS	3	3	0	2	0	0	0	0	0	0	0	0	3	5	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	120	276	60	309	1	9	12	31	3	7	3	3	199	635	27	26
MORE THAN 10 YEARS:	47	125	16	91	1	5	4	12	0	1	0	0	68	234	20	24
AVERAGE YEARS	11.1	11.7	9.0	8.7	30.0	16.6	8.4	8.8	6.7	7.6	3.3	4.0	10.2	10.1	17.7	20.0

BARGAINING UNIT AVERAGE YEARS 10.1

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	393	247	12	10	1	0	4	2	13	13	0	3	423	275	2	0
06 - 10 YEARS	279	123	7	8	1	0	4	4	9	7	0	0	300	142	0	1
11 - 15 YEARS	203	117	9	7	0	0	4	1	9	7	0	0	225	132	2	1
16 - 20 YEARS	247	109	12	7	1	1	4	1	8	5	0	0	272	123	9	2
21 - 25 YEARS	79	45	9	5	1	4	1	0	5	2	0	0	95	56	2	2
26 - 30 YEARS	113	29	9	3	1	0	2	0	5	0	0	0	130	32	4	2
31 - 35 YEARS	59	5	2	0	0	0	1	0	3	0	0	0	65	5	1	0
36 - 40 YEARS	13	0	0	0	0	0	0	0	1	0	0	0	14	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	1	0	0	0	3	0	2	0
BARGAINING UNIT TOTAL	1,388	675	60	40	5	5	20	8	54	34	0	3	1,527	765	22	8
MORE THAN 10 YEARS:	716	305	41	22	3	5	12	2	32	14	0	0	804	348	20	7
AVERAGE YEARS	12.6	10.3	15.6	12.0	16.0	20.4	13.9	8.3	14.8	8.9	0.0	3.0	12.9	10.4	21.6	19.8

BARGAINING UNIT AVERAGE YEARS 12.0

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	181	90	8	5	2	0	5	1	4	3	1	1	201	100	1	0	
06 - 10 YEARS	132	39	2	3	2	0	1	0	3	1	0	0	140	43	0	0	
11 - 15 YEARS	76	28	4	1	0	0	2	0	2	2	0	0	84	31	2	1	
16 - 20 YEARS	141	38	11	6	0	1	3	1	2	1	0	0	157	47	6	1	
21 - 25 YEARS	40	11	8	6	0	0	0	1	0	0	0	0	48	18	0	1	
26 - 30 YEARS	34	13	5	2	1	0	3	1	1	0	0	0	44	16	3	1	
31 - 35 YEARS	46	4	1	1	0	0	4	0	0	0	0	0	51	5	5	0	
36 - 40 YEARS	21	3	0	0	0	0	1	0	2	0	0	0	24	3	3	0	
MORE THAN 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0	
BARGAINING UNIT TOTAL	676	227	39	24	5	1	19	4	14	7	1	1	754	264	21	4	
MORE THAN 10 YEARS:	363	98	29	16	1	1	13	3	7	3	0	0	413	121	20	4	
AVERAGE YEARS	13.9	10.7	16.5	15.6	9.0	20.0	18.3	18.3	14.6	8.4	4.0	1.0	14.1	11.2	26.0	21.3	

BARGAINING UNIT AVERAGE YEARS 13.3

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.

HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.0

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HWF20
Report Sequence: Union Code and Description
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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: 01 DECEMBER 30, 2006

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	408	33	9	2	3	0	6	0	2	0	0	0	428	35	0	0	
11 - 15 YEARS	332	60	34	3	15	0	13	0	2	0	0	0	396	63	2	0	
16 - 20 YEARS	197	50	38	2	6	0	14	2	2	1	0	0	257	55	1	0	
21 - 25 YEARS	83	18	21	2	2	0	8	0	0	0	0	0	114	20	0	0	
26 - 30 YEARS	52	7	14	1	0	0	1	0	0	0	0	0	67	8	0	0	
31 - 35 YEARS	16	0	1	0	0	0	2	0	0	0	0	0	19	0	0	0	
36 - 40 YEARS	4	0	1	0	0	0	0	0	0	0	0	0	5	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	1,157	176	120	11	26	0	45	2	6	1	0	0	1,354	190	3	0	
MORE THAN 10 YEARS:	685	135	109	8	23	0	38	2	4	1	0	0	859	146	3	0	
AVERAGE YEARS	12.9	14.4	17.5	15.0	13.8	0.0	16.4	18.0	12.8	17.0	0.0	0.0	13.4	14.5	15.3	0.0	

BARGAINING UNIT AVERAGE YEARS 13.6

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	261	367	73	117	0	2	11	12	3	2	2	2	350	502	0	0
06 - 10 YEARS	146	208	54	90	1	1	5	5	2	5	0	0	208	309	1	1
11 - 15 YEARS	92	88	35	47	1	1	5	5	2	1	0	0	135	142	3	1
16 - 20 YEARS	89	84	33	49	2	0	5	3	2	2	0	0	131	138	6	0
21 - 25 YEARS	55	84	18	42	4	1	1	4	0	0	0	0	78	131	4	7
26 - 30 YEARS	118	144	54	60	1	0	4	4	1	0	0	0	178	208	11	8
31 - 35 YEARS	21	31	6	9	1	0	1	0	0	0	0	0	29	40	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	784	1,008	273	416	10	5	32	33	10	10	2	2	1,111	1,474	28	18
MORE THAN 10 YEARS:	377	433	146	209	9	2	16	16	5	3	0	0	553	663	27	17
AVERAGE YEARS	12.6	12.1	13.8	13.0	20.3	9.0	12.4	11.8	10.8	8.5	4.0	3.0	12.9	12.3	23.6	24.4

BARGAINING UNIT AVERAGE YEARS 12.6

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HWF20
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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: 01 DECEMBER 30, 2006

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	372	1,167	82	539	3	14	16	44	7	17	4	9	484	1,790	5	8
06 - 10 YEARS	438	910	95	613	1	10	15	53	14	22	0	0	563	1,608	5	10
11 - 15 YEARS	355	636	80	248	2	8	12	47	1	13	0	0	450	952	11	26
16 - 20 YEARS	256	492	58	260	2	11	15	45	5	13	0	0	336	821	25	45
21 - 25 YEARS	130	245	36	167	2	3	4	14	5	7	0	0	177	436	13	27
26 - 30 YEARS	261	475	35	270	2	7	5	9	2	5	0	0	305	766	26	46
31 - 35 YEARS	107	142	19	112	0	1	2	5	2	0	0	0	130	260	11	15
36 - 40 YEARS	12	15	3	16	0	0	0	1	0	0	0	0	15	32	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	1,933	4,082	408	2,225	12	54	69	218	36	77	4	9	2,462	6,665	96	178
MORE THAN 10 YEARS:	1,123	2,005	231	1,073	8	30	38	121	15	38	0	0	1,415	3,267	86	160
AVERAGE YEARS	14.3	12.5	13.7	13.3	15.1	13.0	12.7	12.5	12.9	11.9	1.5	1.9	14.1	12.7	21.0	20.6

BARGAINING UNIT AVERAGE YEARS 13.1

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

HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	215	1,335	41	252	1	9	11	64	1	10	14	14	283	1,684	1	8
06 - 10 YEARS	143	1,078	29	249	2	15	6	46	4	11	0	0	184	1,399	3	12
11 - 15 YEARS	54	564	6	109	0	14	2	25	0	3	0	0	62	715	7	40
16 - 20 YEARS	57	714	11	215	1	9	6	52	3	7	0	0	78	997	19	82
21 - 25 YEARS	28	373	13	106	1	11	3	27	0	5	0	0	45	522	11	48
26 - 30 YEARS	51	757	13	219	0	12	5	29	0	5	0	0	69	1,022	14	75
31 - 35 YEARS	23	293	3	87	0	1	0	7	0	1	0	0	26	389	4	25
36 - 40 YEARS	3	47	0	9	0	0	0	0	0	0	0	0	3	56	0	4
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
BARGAINING UNIT TOTAL	574	5,163	116	1,246	5	71	33	250	8	42	14	14	750	6,786	59	294
MORE THAN 10 YEARS:	216	2,750	46	745	2	47	16	140	3	21	0	0	283	3,703	55	274
AVERAGE YEARS	10.5	13.9	11.3	15.6	11.0	15.2	12.3	13.5	10.3	13.0	1.6	0.7	10.6	14.2	20.6	21.1

BARGAINING UNIT AVERAGE YEARS 13.8

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	
Y23 - BUSINESS & ADMINISTRATION																	
00 - 05 YEARS	407	396	37	89	3	5	6	9	29	23	48	27	530	549	1	0	
06 - 10 YEARS	356	368	36	86	1	0	8	9	16	13	0	0	417	476	7	1	
11 - 15 YEARS	175	202	21	36	1	2	5	5	10	12	0	0	212	257	6	5	
16 - 20 YEARS	207	310	50	78	3	2	12	21	12	13	0	0	284	424	23	32	
21 - 25 YEARS	100	177	23	61	1	2	6	6	8	4	0	0	138	250	23	9	
26 - 30 YEARS	200	333	41	74	1	3	6	7	2	6	0	0	250	423	25	39	
31 - 35 YEARS	112	162	6	25	1	0	4	1	1	2	0	0	124	190	15	14	
36 - 40 YEARS	21	33	1	1	0	0	1	1	0	0	0	0	23	35	3	2	
MORE THAN 40 YEARS	2	1	1	0	0	0	0	0	0	0	0	0	3	1	1	1	
BARGAINING UNIT TOTAL	1,580	1,982	216	450	11	14	48	59	78	73	48	27	1,981	2,605	104	103	
MORE THAN 10 YEARS:	817	1,218	143	275	7	9	34	41	33	37	0	0	1,034	1,580	96	102	
AVERAGE YEARS	14.0	16.1	16.1	15.6	15.3	14.4	17.2	16.2	10.4	11.7	2.0	1.5	13.9	15.7	23.2	24.3	

BARGAINING UNIT AVERAGE YEARS 14.9

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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
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	2	0	0	0	0	0	0	0	0	0	4	0	0
11 - 15 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	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	1	2	0	0	0	0	0	0	0	0	4	5	2	0
MORE THAN 10 YEARS:	2	0	1	0	0	0	0	0	0	0	0	0	3	0	2	0
AVERAGE YEARS	17.0	6.7	12.0	8.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.8	7.4	23.5	0.0

BARGAINING UNIT AVERAGE YEARS 11.2

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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
Y51 - SUPERVISORY																
00 - 05 YEARS	132	157	18	34	0	0	2	1	4	5	4	1	160	198	1	1
06 - 10 YEARS	344	261	40	91	5	1	4	4	9	4	0	0	402	361	1	1
11 - 15 YEARS	475	297	55	88	10	10	8	10	6	7	0	0	554	412	8	7
16 - 20 YEARS	836	446	126	154	25	7	29	18	12	13	0	0	1,028	638	47	23
21 - 25 YEARS	468	275	84	113	5	3	13	4	9	4	0	0	579	399	52	33
26 - 30 YEARS	545	436	76	150	8	4	13	17	6	4	1	0	649	611	62	49
31 - 35 YEARS	286	145	32	76	2	1	6	4	3	1	0	0	329	227	29	11
36 - 40 YEARS	82	24	4	9	1	1	0	3	2	0	0	0	89	37	14	4
MORE THAN 40 YEARS	5	2	1	0	0	0	0	0	1	0	0	0	7	2	0	2
BARGAINING UNIT TOTAL	3,173	2,043	436	715	56	27	75	61	52	38	5	1	3,797	2,885	214	131
MORE THAN 10 YEARS:	2,697	1,625	378	590	51	26	69	56	39	29	1	0	3,235	2,326	212	129
AVERAGE YEARS	19.8	18.8	19.8	19.9	19.1	18.4	20.3	21.3	18.3	15.5	6.0	3.0	19.8	19.1	25.2	24.6

BARGAINING UNIT AVERAGE YEARS 19.5

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	113	164	14	28	1	0	4	7	3	3	11	5	146	207	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	113	164	14	28	1	0	4	7	3	3	11	5	146	207	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.0

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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	
Y98 - MANAGERIAL																	
00 - 05 YEARS	95	77	16	19	0	1	2	1	2	1	2	4	117	103	0	0	
06 - 10 YEARS	89	53	9	8	0	0	0	1	0	1	0	0	98	63	1	1	
11 - 15 YEARS	81	53	5	4	0	0	1	0	1	0	0	0	88	57	1	1	
16 - 20 YEARS	109	109	16	23	2	0	3	2	5	2	0	0	135	136	5	6	
21 - 25 YEARS	89	61	20	13	3	0	4	1	1	4	0	0	117	79	11	5	
26 - 30 YEARS	177	134	34	35	4	4	4	4	1	1	0	0	220	178	23	9	
31 - 35 YEARS	161	64	16	24	1	0	4	2	3	1	0	0	185	91	16	9	
36 - 40 YEARS	42	13	2	1	1	0	1	0	0	0	0	0	46	14	4	1	
MORE THAN 40 YEARS	5	1	0	0	0	0	1	0	0	0	0	0	6	1	1	0	
BARGAINING UNIT TOTAL	848	565	118	127	11	5	20	11	13	10	2	4	1,012	722	62	32	
MORE THAN 10 YEARS:	664	435	93	100	11	4	18	9	11	8	0	0	797	556	61	31	
AVERAGE YEARS	21.3	19.5	20.8	21.1	26.1	23.0	24.2	22.0	19.8	19.7	2.0	1.8	21.3	19.8	27.6	25.7	

BARGAINING UNIT AVERAGE YEARS 20.6

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HWF20
Report Sequence: Union Code and Description
Universe: HR Human Resource

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

PAY END NUMBER AND DATE: 01 DECEMBER 30, 2006

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
Y99 - CONFIDENTIAL																
00 - 05 YEARS	67	214	15	36	1	1	1	8	0	3	1	4	85	266	0	2
06 - 10 YEARS	51	271	5	37	0	3	3	3	0	4	0	0	59	318	0	1
11 - 15 YEARS	18	145	5	26	1	2	1	1	1	1	0	0	26	175	0	6
16 - 20 YEARS	37	262	10	48	0	2	3	14	0	7	0	0	50	333	2	14
21 - 25 YEARS	13	114	4	20	0	1	0	12	1	3	0	0	18	150	3	14
26 - 30 YEARS	33	227	6	67	1	3	0	18	1	2	0	0	41	317	4	17
31 - 35 YEARS	16	155	2	28	2	1	1	2	0	0	0	0	21	186	2	16
36 - 40 YEARS	6	16	0	0	0	0	0	0	0	0	0	0	6	16	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	1,406	47	262	5	13	9	58	3	20	1	4	306	1,763	11	71
MORE THAN 10 YEARS:	123	921	27	189	4	9	5	47	3	13	0	0	162	1,179	11	68
AVERAGE YEARS	14.2	17.1	13.6	18.5	21.4	17.4	14.4	19.7	20.0	14.7	4.0	3.5	14.2	17.4	25.5	24.0

BARGAINING UNIT AVERAGE YEARS 16.9

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HWF20
Report Sequence: Union Code and Description
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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: 01 DECEMBER 30, 2006

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	
STATEWIDE TOTAL																	
00- 05 YEARS	3,903	4,748	550	1,503	45	39	121	178	75	87	124	87	4,818	6,642	20	23	
06- 10 YEARS	5,091	3,831	536	1,381	77	46	124	155	67	73	0	0	5,895	5,486	27	30	
11- 15 YEARS	3,425	2,499	400	705	80	43	105	106	38	46	0	0	4,048	3,399	66	96	
16- 20 YEARS	4,306	2,920	582	1,009	103	42	152	173	61	65	0	0	5,204	4,209	249	232	
21- 25 YEARS	1,762	1,499	360	616	37	28	60	72	29	29	0	0	2,248	2,244	167	158	
26- 30 YEARS	2,005	2,641	344	925	28	37	57	93	19	23	1	0	2,454	3,719	209	254	
31- 35 YEARS	984	1,026	100	378	13	4	36	22	12	5	0	0	1,145	1,435	96	96	
36- 40 YEARS	229	158	13	40	2	1	3	5	5	0	0	0	252	204	29	14	
MORE THAN 40 YEARS	24	9	3	0	0	0	1	0	2	0	0	0	30	9	6	3	
STATEWIDE TOTAL	21,729	19,331	2,888	6,557	385	240	659	804	308	328	125	87	26,094	27,347	869	906	
MORE THAN 10 YEARS	12,735	10,752	1,802	3,673	263	155	414	471	166	168	1	0	15,381	15,219	822	853	
AVERAGE YEARS	14.1	14.1	14.7	14.5	14.8	14.7	14.5	13.9	13.4	12.0	1.7	1.6	14.1	14.1	22.7	22.2	

STATEWIDE TOTAL AVERAGE YEARS 14.1

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HWF20
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AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay Period Ending: December 30, 2006

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	1,299	2.4 %	44.5	\$22.59	953	73.4 %
A31 - LABOR AND TRADES	2,634	4.9 %	47.4	\$20.22	2,008	76.2 %
C12 - SECURITY	9,197	17.2 %	42.2	\$21.68	7,599	82.6 %
E42 - HUMAN SERVICES SUPPORT	835	1.6 %	46.0	\$20.76	389	46.6 %
H21 - SCIENTIFIC & ENGINEERING	2,292	4.3 %	43.2	\$29.03	1,592	69.5 %
L32 - TECHNICAL	1,018	1.9 %	44.0	\$21.60	719	70.6 %
T01 - STATE POLICE ENLISTED	1,553	2.9 %	39.5	\$28.63	1,483	95.5 %
U11 - INSTITUTIONAL	2,611	4.9 %	45.7	\$18.48	1,767	67.7 %
W22 - HUMAN SERVICES	9,140	17.1 %	46.3	\$24.68	6,736	73.7 %
W41 - ADMINISTRATIVE SUPPORT	7,539	14.1 %	46.3	\$18.76	5,457	72.4 %
Y23 - BUSINESS & ADMINISTRATION	4,588	8.6 %	46.5	\$28.55	3,475	75.7 %
Y50 - PENDING UNIT ASSIGNMENT	9	0.0 %	40.1	\$22.65	7	77.8 %
Y51 - SUPERVISORY	6,689	12.5 %	49.2	\$30.34	6,323	94.5 %
Y52 - NONCAREER	353	0.7 %	24.7	\$12.86	1	0.3 %
Y98 - MANAGERIAL	1,734	3.2 %	51.5	\$44.21	1,517	87.5 %
Y99 - CONFIDENTIAL	2,069	3.9 %	47.3	\$25.05	1,693	81.8 %
STATEWIDE TOTAL	53,560	100.0 %	45.6	\$24.55	41,719	77.9 %

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 BARGAINING UNIT
PAY PERIOD ENDING DECEMBER 30, 2006**

Bargaining Unit Code/Name	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41 ADMINISTRATIVE SUPPORT	7,092	3,205	45%	3,334	47%	84	1%	6,395	90%	247	3%	26	0%	6,684	94%
Y23 BUSINESS & ADMINISTRATION	4,581	1,824	40%	2,372	52%	77	2%	4,145	90%	144	3%	23	1%	4,319	94%
Y99 CONFIDENTIAL	2,061	787	38%	1,063	52%	24	1%	1,855	90%	49	2%	2	0%	1,903	92%
W22 HUMAN SERVICES	9,118	5,303	58%	3,162	35%	96	1%	8,323	91%	288	3%	36	0%	8,669	95%
E42 HUMAN SERVICES SUPPORT	835	528	63%	263	31%	7	1%	767	92%	37	4%	1	0%	808	97%
U11 INSTITUTIONAL	2,572	1,655	64%	767	30%	12	0%	2,405	94%	38	1%	3	0%	2,447	95%
A31 LABOR AND TRADES	2,520	1,440	57%	922	37%	15	1%	2,367	94%	8	0%	6	0%	2,381	94%
Y98 MANAGERIAL	1,734	884	51%	738	43%	14	1%	1,629	94%	22	1%	7	0%	1,659	96%
Y52 NONCAREER	3	1	33%	1	33%	0	0%	2	67%	0	0%	0	0%	2	67%
Y50 PENDING UNIT ASSIGNMENT	9	1	11%	7	78%	0	0%	8	89%	0	0%	0	0%	8	89%
A02 SAFETY & REGULATORY	1,264	864	68%	306	24%	12	1%	1,176	93%	11	1%	4	0%	1,198	95%
H21 SCIENTIFIC & ENGINEERING	2,288	1,198	52%	938	41%	30	1%	2,117	93%	50	2%	13	1%	2,191	96%
C12 SECURITY	9,197	5,795	63%	2,992	33%	42	0%	8,668	94%	189	2%	19	0%	8,874	96%
T01 STATE POLICE ENLISTED	1,553	1,409	91%	113	7%	4	0%	1,525	98%	3	0%	0	0%	1,528	98%
Y51 SUPERVISORY	6,688	3,734	56%	2,491	37%	73	1%	6,213	93%	114	2%	17	0%	6,353	95%
L32 TECHNICAL	988	565	57%	372	38%	12	1%	934	95%	22	2%	4	0%	962	97%
STATEWIDE TOTALS:	52,503	29,193	56%	19,841	38%	502	1%	48,529	92%	1,222	2%	161	0%	49,986	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 SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING DECEMBER 30, 2006**

Bargaining Unit Code/Name	Total Employees	Disability Insurance				Life Insurance						Long Term Care Insurance	
		CMI	%	Reliance	%	United of Omaha	%	United Of Omaha Reduced Life	%	Reliastar	%	Met Life	%
W41 ADMINISTRATIVE SUPPORT	7,092	6,398	90%	162	2%	6,694	94%	373	5%	127	2%	702	10%
Y23 BUSINESS & ADMINISTRATION	4,581	3,954	86%	63	1%	4,258	93%	311	7%	48	1%	880	19%
Y99 CONFIDENTIAL	2,061	1,886	92%	27	1%	1,945	94%	112	5%	25	1%	398	19%
W22 HUMAN SERVICES	9,118	8,387	92%	0	0%	8,600	94%	518	6%	0	0%	1,075	12%
E42 HUMAN SERVICES SUPPORT	835	703	84%	0	0%	777	93%	57	7%	0	0%	58	7%
U11 INSTITUTIONAL	2,572	2,350	91%	2	0%	2,496	97%	78	3%	1	0%	71	3%
A31 LABOR AND TRADES	2,520	2,276	90%	16	1%	2,416	96%	97	4%	17	1%	126	5%
Y98 MANAGERIAL	1,734	1,587	92%	36	2%	1,651	95%	80	5%	37	2%	470	27%
Y52 NONCAREER	3	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%
Y50 PENDING UNIT ASSIGNMENT	9	8	89%	1	11%	8	89%	1	11%	0	0%	1	11%
A02 SAFETY & REGULATORY	1,264	1,119	89%	100	8%	1,196	95%	65	5%	91	7%	90	7%
H21 SCIENTIFIC & ENGINEERING	2,288	1,912	84%	32	1%	2,106	92%	179	8%	24	1%	277	12%
C12 SECURITY	9,197	8,763	95%	0	0%	8,880	97%	336	4%	0	0%	238	3%
T01 STATE POLICE ENLISTED	1,553	1,519	98%	1,033	67%	1,512	97%	32	2%	1,097	71%	92	6%
Y51 SUPERVISORY	6,688	6,443	96%	208	3%	6,474	97%	207	3%	217	3%	1,082	16%
L32 TECHNICAL	988	842	85%	26	3%	907	92%	77	8%	18	2%	87	9%
STATEWIDE TOTALS:	52,503	48,147	92%	1,706	3%	49,923	95%	2,523	5%	1,702	3%	5,647	11%

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.

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 01 Ending December 30, 2006

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	564	28	38	0	0	233	20	0	0	0	90	409
ATTORNEY GENERAL	11	536	31	1	0	0	0	0	0	0	0	116	148
AUDITOR GENERAL	03	144	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	124	0	0	0	0	0	0	0	0	55	16	71
CIVIL SERVICE	19	210	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,383	42	120	197	0	151	50	0	1,142	690	615	3,007
CORRECTIONS	47	16,654	9	841	8,954	0	12	106	0	562	2,013	1,220	13,717
EDUCATION	31	373	2	13	0	2	0	0	0	22	109	83	231
ENVIRONMENTAL QUALITY	76	1,495	34	2	0	0	836	58	0	0	1	205	1,136
EXECUTIVE OFFICE	01	49	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	254	25	31	0	0	7	2	0	0	55	57	177
HUMAN SERVICES	43	9,803	185	65	0	60	4	4	0	353	5,745	1,299	7,715
INFORMATION TECHNOLOGY	08	1,761	0	29	0	0	4	54	0	0	0	264	351
LABOR & ECONOMIC GROWTH	64	4,143	274	47	0	772	96	6	0	20	399	811	2,425
MANAGEMENT & BUDGET	07	1,021	5	291	0	0	35	13	0	0	2	128	474
MILITARY AFFAIRS	51	942	32	137	0	0	23	11	0	470	27	53	753
NATURAL RESOURCES	75	1,611	365	130	0	0	256	146	0	11	25	209	1,142
STATE	23	1,781	26	22	0	0	0	1	0	0	1	1,168	1,218
STATE POLICE	55	2,699	170	28	0	0	85	30	1,544	5	0	308	2,170
STRATEGIC FUND	07	232	2	29	0	0	0	0	0	0	0	70	101
TRANSPORTATION	59	3,041	55	789	0	0	547	516	0	0	2	268	2,177
TREASURY	27	1,620	11	9	0	0	3	1	0	0	3	554	581
Grand Total:		53,440	1,296	2,624	9,151	834	2,292	1,018	1,544	2,585	9,127	7,536	38,007

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: 01 Ending December 30, 2006

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	564	31	19	21	9	0	75	155
ATTORNEY GENERAL	11	536	25	52	297	0	2	12	388
AUDITOR GENERAL	03	144	0	63	34	7	0	36	140
CIVIL RIGHTS	15	124	2	21	13	3	0	14	53
CIVIL SERVICE	19	210	0	167	20	7	0	16	210
COMMUNITY HEALTH	39	4,383	486	130	183	20	2	555	1,376
CORRECTIONS	47	16,654	158	293	156	5	0	2,325	2,937
EDUCATION	31	373	55	34	20	1	1	31	142
ENVIRONMENTAL QUALITY	76	1,495	63	45	20	42	0	189	359
EXECUTIVE OFFICE	01	49	0	42	0	7	0	0	49
HISTORY ARTS AND LIBRARIES	25	254	21	13	21	2	0	20	77
HUMAN SERVICES	43	9,803	408	358	179	2	0	1,141	2,088
INFORMATION TECHNOLOGY	08	1,761	1,041	64	87	35	0	183	1,410
LABOR & ECONOMIC GROWTH	64	4,143	841	196	225	73	1	382	1,718
MANAGEMENT & BUDGET	07	1,021	180	144	69	37	0	117	547
MILITARY AFFAIRS	51	942	23	26	16	2	0	122	189
NATURAL RESOURCES	75	1,611	77	50	51	9	0	282	469
STATE	23	1,781	147	74	53	13	0	276	563
STATE POLICE	55	2,699	112	50	48	2	1	316	529
STRATEGIC FUND	07	232	66	21	19	0	2	23	131
TRANSPORTATION	59	3,041	208	138	90	49	0	379	864
TREASURY	27	1,620	642	69	112	28	0	188	1,039
Grand Total:		53,440	4,586	2,069	1,734	353	9	6,682	15,433

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

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

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

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

Classified Service - The Michigan State classified civil service.

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

Disability - Disability means any of the following:

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

Employee Status Code Descriptions (active employees):

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

MIDB - Management Information Data Base.

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

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

Pay Step - A pay level within a pay range.

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

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

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

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

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

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

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

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

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

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

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

Union Codes

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

<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.