

# **ANNUAL WORKFORCE REPORT**

First Quarter

**FISCAL YEAR 2007-08**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Bryan J. Waldman, Chairperson  
Andrew P. Abood  
Sherry L. McMillan  
Thomas M. Wardrop**

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

**STATISTICAL HIGHLIGHTS**  
**First Quarter FY 2007-08**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	46.4
Average Annual Salary <sup>1</sup> .....	\$53,870
Average Years of Service .....	14.9

**WORK FORCE CHARACTERISTICS**

Females .....	51.2%
Males.....	48.8%
Eligible for Longevity .....	79.9%
Less than Six Years of Service .....	20.1%
Six to Ten Years of Service.....	21.2%
Over Ten Years of Service .....	58.7%
Exclusively Represented for Collective Bargaining.....	71.2%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.2%
Asian .....	1.3%
Black .....	17.9%
Hispanic .....	2.7%
White .....	76.8%
Not Disclosed .....	0.1%

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

## TABLE OF CONTENTS

<b>STATISTICAL HIGHLIGHTS .....</b>	<b>i</b>
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<b>TABLE OF CONTENTS .....</b>	<b>ii</b>
--------------------------------	-----------

### **SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE**

Table 1-1 - Active Classified Employees by Employee Status .....	1-1
Table 1-2 - Full-Time Equated Position Report by Department.....	1-6
Table 1-3 - Number and Percent of Classified Employees by Department .....	1-9
Table 1-4 - Fiscal Year to Date Average Number of Classified Employees by Department .....	1-10

### **SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department .....	2-1
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-2
Table 2-10 - Age Distribution for Classified Employees by Department and Statewide.....	2-4
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2004-05 through First Quarter 2008.....	2-5
Table 2-11 - Active Classified Employees by Work County .....	2-6

### **SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW**

Graph 3-1 - Average Years of Service by Department .....	3-1
Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis.....	3-2
Table 3-2 - Statewide Separations by Reason, First Quarter 2008 .....	3-25
Table 3-3 - New Hires, Returns and Separations by Department .....	3-26

### **SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING**

### **SECTION FIVE - BARGAINING UNIT CHARACTERISTICS**

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit.....	5-1
Table 5-1 - Employees Paying Union Membership Fees by Bargaining Unit.....	5-2
Graph 5-2 - Average Years of Service by Bargaining Unit .....	5-3
Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis .....	5-4

Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit..... 5-23

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by  
Bargaining Unit ..... 5-24

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented ..... 5-26

Table 5-10- Bargaining Unit Analysis by Department, Non-Exclusively Represented ..... 5-27

**GLOSSARY**

## SECTION ONE

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# TRENDS IN THE STATE CLASSIFIED WORKFORCE

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

Pay Period Number and Pay End Date 01 Dec 29, 2007

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	443.0	4.0	20.0	9.0	9.0	40.0	525.0	0.0	525.0
<b>AGRICULTURE</b>		<b>443.0</b>	<b>4.0</b>	<b>20.0</b>	<b>9.0</b>	<b>9.0</b>	<b>40.0</b>	<b>525.0</b>	<b>0.0</b>	<b>525.0</b>
ATY GNRL CENTRAL OFFICE	1101	469.0	4.0	0.0	19.0	0.0	0.0	492.0	0.0	492.0
<b>ATTORNEY GENERAL</b>		<b>469.0</b>	<b>4.0</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>0.0</b>	<b>492.0</b>	<b>0.0</b>	<b>492.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	109.0	0.0	15.0	13.0	0.0	5.0	142.0	0.0	142.0
<b>AUDITOR GENERAL</b>		<b>109.0</b>	<b>0.0</b>	<b>15.0</b>	<b>13.0</b>	<b>0.0</b>	<b>5.0</b>	<b>142.0</b>	<b>0.0</b>	<b>142.0</b>
CIV RGHT CENTRAL OFFICE	1501	114.0	0.0	0.0	3.0	0.0	2.0	119.0	0.0	119.0
<b>CIVIL RIGHTS</b>		<b>114.0</b>	<b>0.0</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>2.0</b>	<b>119.0</b>	<b>0.0</b>	<b>119.0</b>
CIVIL SERVICE COMMISSION	1901	529.0	7.0	0.0	6.0	1.0	12.0	555.0	2.0	553.0
<b>CIVIL SERVICE COMMISSION</b>		<b>529.0</b>	<b>7.0</b>	<b>0.0</b>	<b>6.0</b>	<b>1.0</b>	<b>12.0</b>	<b>555.0</b>	<b>2.0</b>	<b>553.0</b>
DCH-CARO CENTER	3902	362.0	1.0	2.0	0.0	0.0	0.0	365.0	0.0	365.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,479.0	6.0	10.0	22.0	0.0	61.0	1,578.0	1.5	1,576.5
DCH-CTR FORENSIC PSYCHIATRY	3920	420.0	1.0	0.0	3.0	0.0	4.0	428.0	0.0	428.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	167.0	3.0	0.0	11.0	0.0	1.0	182.0	0.0	182.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	238.0	3.0	0.0	0.0	0.0	0.0	241.0	0.0	241.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	355.0	7.0	0.0	27.0	0.0	0.0	389.0	0.0	389.0
DCH - MT. PLEASANT CENTER	3912	404.0	0.0	5.0	2.0	0.0	0.0	411.0	0.0	411.0
DCH-OFFICE OF SERVICES TO TH	3970	33.0	0.0	1.0	1.0	0.0	0.0	35.0	0.0	35.0
DCH-WALTER P. REUTHER PSY HOSP	3945	390.0	0.0	0.0	0.0	0.0	0.0	390.0	0.0	390.0
<b>COMMUNITY HEALTH</b>		<b>3,848.0</b>	<b>21.0</b>	<b>18.0</b>	<b>66.0</b>	<b>0.0</b>	<b>66.0</b>	<b>4,019.0</b>	<b>1.5</b>	<b>4,017.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	570.0	0.0	0.0	1.0	0.0	0.0	571.0	0.0	571.0
DOC-ALGER MAX SECURITY CORRECT	4735	346.0	0.0	0.0	1.0	0.0	0.0	347.0	0.0	347.0
DOC-BARAGA FACILITY	4740	385.0	2.0	0.0	1.0	0.0	0.0	388.0	0.0	388.0
DOC-BELLAMY CREEK FACILITY	4748	465.0	0.0	0.0	2.0	0.0	0.0	467.0	0.0	467.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	502.0	1.0	0.0	2.0	0.0	0.0	505.0	0.0	505.0

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

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

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DOC-CARSON CITY FAC/CARSON CIT	4731	517.0	0.0	0.0	1.0	0.0	0.0	518.0	0.5	517.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	558.0	1.0	0.0	1.0	0.0	3.0	563.0	0.0	563.0
DOC-COOPER STREET FACILITY	4752	466.0	0.0	0.0	1.0	0.0	0.0	467.0	0.0	467.0
DOC-CORRECTN CENTRAL OFFICE	4702	422.0	0.0	0.0	38.0	0.0	28.0	488.0	0.0	488.0
DOC-COTTON FACILITY	4720	458.0	0.0	1.0	1.0	0.0	0.0	460.0	0.0	460.0
DOC-CRANE FACILITY	4716	370.0	0.0	0.0	0.0	0.0	0.0	370.0	0.0	370.0
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	643.0	0.0	0.0	1.0	0.0	0.0	644.0	0.0	644.0
DOC-FIELD OPERATION REGION III	4763	826.0	13.0	2.0	3.0	0.0	0.0	844.0	0.0	844.0
DOC-FIELD OPERATIONS REGION I	4761	771.0	1.0	2.0	1.0	0.0	0.0	775.0	0.0	775.0
DOC-HANDLON MI TRAINING UNT	4705	304.0	0.0	0.0	0.0	0.0	0.0	304.0	0.0	304.0
DOC-HURON VALLEY CORR COMPLEX	4715	666.0	5.0	0.0	1.0	0.0	0.0	672.0	0.0	672.0
DOC-IONIA MAXIMUM FACILITY	4724	321.0	0.0	0.0	1.0	0.0	0.0	322.0	0.0	322.0
DOC-JACKSON CENTRAL REGION	4750	96.0	0.0	0.0	0.0	0.0	0.0	96.0	0.0	96.0
DOC-KINROSS/HIAWATHA FACILITY	4712	554.0	0.0	0.0	0.0	0.0	0.0	554.0	0.5	553.5
DOC-LAKELAND MENS FACILITY	4718	291.0	0.0	0.0	0.0	0.0	0.0	291.0	0.0	291.0
DOC-MACOMB FACILITY	4741	326.0	1.0	0.0	1.0	0.0	0.0	328.0	0.5	327.5
DOC-MARQUETTE BRANCH PRISON	4706	403.0	0.0	0.0	1.0	0.0	0.0	404.0	0.0	404.0
DOC-MICHIGAN REFORMATORY	4707	384.0	0.0	0.0	0.0	0.0	0.0	384.0	0.0	384.0
DOC-MICHIGAN STATE INDUSTRIES	4709	179.0	0.0	0.0	0.0	0.0	0.0	179.0	0.0	179.0
DOC-MID MICHIGAN FACILITY	4733	595.0	0.0	0.0	1.0	0.0	0.0	596.0	0.0	596.0
DOC-MOUND FACILITY	4737	289.0	1.0	0.0	2.0	0.0	0.0	292.0	0.0	292.0
DOC-MUSKEGON FACILITY	4704	251.0	0.0	0.0	2.0	0.0	0.0	253.0	0.0	253.0
DOC-NEWBERRY FACILITY	4743	300.0	0.0	0.0	1.0	0.0	0.0	301.0	0.0	301.0
DOC-OAKS FACILITY	4739	335.0	0.0	0.0	1.0	0.0	0.0	336.0	0.0	336.0

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DOC-OJIBWAY FACILITY	4746	270.0	1.0	0.0	0.0	0.0	0.0	271.0	0.0	271.0
DOC-PARNALL FACILITY	4751	330.0	0.0	1.0	1.0	0.0	0.0	332.0	0.5	331.5
DOC-PINE RIVER FACILITY	4744	233.0	0.0	0.0	1.0	0.0	0.0	234.0	0.0	234.0
DOC-PUGSLEY FACILITY	4745	250.0	1.0	0.0	1.0	0.0	0.0	252.0	0.0	252.0
DOC-RYAN FACILITY	4738	331.0	0.0	0.0	1.0	0.0	0.0	332.0	0.0	332.0
DOC-SAGINAW FACILITY	4742	348.0	2.0	0.0	0.0	0.0	0.0	350.0	0.0	350.0
DOC-SCOTT FACILITY	4721	359.0	0.0	0.0	1.0	0.0	0.0	360.0	0.0	360.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	6.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	6.0
DOC-STANDISH MAXIMUM FACILITY	4734	406.0	1.0	0.0	1.0	0.0	0.0	408.0	0.0	408.0
DOC-THUMB FACILITY	4725	349.0	0.0	0.0	2.0	0.0	0.0	351.0	0.0	351.0
<b>CORRECTIONS</b>		<b>15,697.0</b>	<b>30.0</b>	<b>6.0</b>	<b>74.0</b>	<b>0.0</b>	<b>31.0</b>	<b>15,838.0</b>	<b>2.0</b>	<b>15,836.0</b>
EDUCATION	3103	275.0	7.0	3.0	26.0	72.0	2.0	385.0	1.0	384.0
<b>EDUCATION</b>		<b>275.0</b>	<b>7.0</b>	<b>3.0</b>	<b>26.0</b>	<b>72.0</b>	<b>2.0</b>	<b>385.0</b>	<b>1.0</b>	<b>384.0</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,324.0	7.0	18.0	37.0	0.0	21.0	1,407.0	4.0	1,403.0
<b>ENVIRONMENTAL QUALITY</b>		<b>1,324.0</b>	<b>7.0</b>	<b>18.0</b>	<b>37.0</b>	<b>0.0</b>	<b>21.0</b>	<b>1,407.0</b>	<b>4.0</b>	<b>1,403.0</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	45.0	0.0	3.0	48.0	0.0	48.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>45.0</b>	<b>0.0</b>	<b>3.0</b>	<b>48.0</b>	<b>0.0</b>	<b>48.0</b>
HISTORY ARTS AND LIBRARIES	2501	167.0	2.0	5.0	6.0	7.0	39.0	226.0	2.5	223.5
<b>HISTORY ARTS AND LIBRARIES</b>		<b>167.0</b>	<b>2.0</b>	<b>5.0</b>	<b>6.0</b>	<b>7.0</b>	<b>39.0</b>	<b>226.0</b>	<b>2.5</b>	<b>223.5</b>
DHS-BERRIEN COUNTY	4322	138.0	0.0	0.0	2.0	1.0	0.0	141.0	0.0	141.0
DHS-CALHOUN COUNTY	4323	132.0	0.0	0.0	0.0	0.0	0.0	132.0	0.0	132.0
DHS-COUNTIES	4308	2,003.0	2.0	1.0	65.0	2.0	0.0	2,073.0	1.0	2,072.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,693.0	4.0	21.0	49.0	2.0	3.0	1,772.0	3.5	1,768.5
DHS-GENESEE COUNTY	4302	495.0	0.0	0.0	6.0	0.0	0.0	501.0	0.0	501.0

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**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
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DHS-INGHAM COUNTY	4312	200.0	0.0	0.0	1.0	0.0	0.0	201.0	0.0	201.0
DHS - INSTITUTIONS	4307	239.0	1.0	23.0	22.0	0.0	1.0	286.0	0.0	286.0
DHS-JACKSON COUNTY	4315	115.0	0.0	0.0	6.0	0.0	0.0	121.0	0.0	121.0
DHS-KALAMAZOO COUNTY	4314	170.0	0.0	0.0	1.0	0.0	0.0	171.0	0.0	171.0
DHS-KENT COUNTY	4303	372.0	0.0	0.0	13.0	0.0	0.0	385.0	0.5	384.5
DHS-MACOMB COUNTY	4304	309.0	2.0	0.0	27.0	0.0	0.0	338.0	0.5	337.5
DHS-MAXEY TRAINING SCHOOL	4311	257.0	0.0	0.0	1.0	0.0	0.0	258.0	0.0	258.0
DHS-MUSKEGON COUNTY	4324	181.0	0.0	0.0	1.0	0.0	0.0	182.0	0.0	182.0
DHS-OAKLAND COUNTY	4305	441.0	0.0	3.0	1.0	0.0	0.0	445.0	0.0	445.0
DHS-SAGINAW COUNTY	4313	229.0	0.0	0.0	2.0	0.0	0.0	231.0	0.0	231.0
DHS-WASHTENAW	4325	124.0	0.0	0.0	2.0	0.0	0.0	126.0	0.0	126.0
DHS-WAYNE COUNTY DSS	4306	118.0	0.0	0.0	2.0	0.0	0.0	120.0	0.0	120.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	614.0	0.0	0.0	12.0	0.0	0.0	626.0	0.0	626.0
DHS-WAYNE COUNTY ZONE 3	4318	506.0	0.0	0.0	11.0	0.0	0.0	517.0	0.0	517.0
DHS-WAYNE COUNTY ZONE 4	4319	431.0	0.0	0.0	15.0	0.0	0.0	446.0	0.0	446.0
DHS-WAYNE COUNTY ZONE L	4316	379.0	0.0	0.0	18.0	0.0	0.0	397.0	0.0	397.0
<b>HUMAN SERVICES</b>		<b>9,146.0</b>	<b>9.0</b>	<b>48.0</b>	<b>257.0</b>	<b>5.0</b>	<b>4.0</b>	<b>9,469.0</b>	<b>5.5</b>	<b>9,463.5</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,635.0	4.0	2.0	35.0	0.0	35.0	1,711.0	0.0	1,711.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,635.0</b>	<b>4.0</b>	<b>2.0</b>	<b>35.0</b>	<b>0.0</b>	<b>35.0</b>	<b>1,711.0</b>	<b>0.0</b>	<b>1,711.0</b>
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,344.0	19.0	5.0	131.0	46.0	63.0	3,608.0	5.5	3,602.5
MES BOARD OF REVIEW	6415	15.0	0.0	0.0	0.0	0.0	0.0	15.0	0.0	15.0
MSHDA	6405	247.0	6.0	3.0	3.0	0.0	15.0	274.0	2.0	272.0
<b>LABOR &amp; ECONOMIC GROWTH</b>		<b>3,606.0</b>	<b>25.0</b>	<b>8.0</b>	<b>134.0</b>	<b>46.0</b>	<b>78.0</b>	<b>3,897.0</b>	<b>7.5</b>	<b>3,889.5</b>
CHIEF COMPLIANCE OFFICER	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
MGMT BUD CENTRAL OFFICE	0701	891.0	10.0	3.0	42.0	0.0	30.0	976.0	7.0	969.0

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Pay Period Number and Pay End Date 01 Dec 29, 2007

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
<b>MANAGEMENT &amp; BUDGET</b>		<b>891.0</b>	<b>10.0</b>	<b>3.0</b>	<b>43.0</b>	<b>0.0</b>	<b>30.0</b>	<b>977.0</b>	<b>7.0</b>	<b>970.0</b>
D.J. JACOBETTI HOME FOR VETERA	5103	143.0	5.0	2.0	0.0	2.0	6.0	158.0	1.0	157.0
GRAND RAPIDS HOME FOR VETERANS	5102	449.0	1.0	9.0	0.0	14.0	13.0	486.0	0.0	486.0
MIL AFFR CENTRAL OFFICE	5101	235.0	1.0	9.0	9.0	5.0	3.0	262.0	0.0	262.0
<b>MILITARY AFFAIRS</b>		<b>827.0</b>	<b>7.0</b>	<b>20.0</b>	<b>9.0</b>	<b>21.0</b>	<b>22.0</b>	<b>906.0</b>	<b>1.0</b>	<b>905.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,277.0	7.0	59.0	14.0	56.0	92.0	1,505.0	1.5	1,503.5
<b>NATURAL RESOURCES</b>		<b>1,277.0</b>	<b>7.0</b>	<b>59.0</b>	<b>14.0</b>	<b>56.0</b>	<b>92.0</b>	<b>1,505.0</b>	<b>1.5</b>	<b>1,503.5</b>
DEPARTMENT OF STATE	2301	1,265.0	0.0	263.0	33.0	0.0	131.0	1,692.0	0.0	1,692.0
<b>STATE</b>		<b>1,265.0</b>	<b>0.0</b>	<b>263.0</b>	<b>33.0</b>	<b>0.0</b>	<b>131.0</b>	<b>1,692.0</b>	<b>0.0</b>	<b>1,692.0</b>
STATE POLICE	5501	2,508.0	41.0	4.0	25.0	0.0	1.0	2,579.0	2.0	2,577.0
<b>STATE POLICE</b>		<b>2,508.0</b>	<b>41.0</b>	<b>4.0</b>	<b>25.0</b>	<b>0.0</b>	<b>1.0</b>	<b>2,579.0</b>	<b>2.0</b>	<b>2,577.0</b>
STRATEGIC FUND	0740	156.0	3.0	13.0	7.0	0.0	54.0	233.0	1.0	232.0
<b>STRATEGIC FUND</b>		<b>156.0</b>	<b>3.0</b>	<b>13.0</b>	<b>7.0</b>	<b>0.0</b>	<b>54.0</b>	<b>233.0</b>	<b>1.0</b>	<b>232.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	3.0	0.0	10.0	44.0	0.0	44.0
BRIDGE AUTHORITIES-MACKINAC	5902	50.0	0.0	26.0	5.0	0.0	8.0	89.0	0.0	89.0
TRANSPORTATION CENTRAL OFFICE	5901	2,627.0	20.0	14.0	53.0	8.0	77.0	2,799.0	5.0	2,794.0
<b>TRANSPORTATION</b>		<b>2,708.0</b>	<b>20.0</b>	<b>40.0</b>	<b>61.0</b>	<b>8.0</b>	<b>95.0</b>	<b>2,932.0</b>	<b>5.0</b>	<b>2,927.0</b>
BUREAU OF STATE LOTTERY	2795	163.0	0.0	0.0	0.0	0.0	4.0	167.0	0.0	167.0
GAMING CONTROL	2707	91.0	1.0	1.0	4.0	0.0	6.0	103.0	0.5	102.5
TREASURY CENTRAL PAYROLL	2701	1,217.0	5.0	12.0	15.0	0.0	19.0	1,268.0	0.0	1,268.0
<b>TREASURY</b>		<b>1,471.0</b>	<b>6.0</b>	<b>13.0</b>	<b>19.0</b>	<b>0.0</b>	<b>29.0</b>	<b>1,538.0</b>	<b>0.5</b>	<b>1,537.5</b>
<b>STATEWIDE TOTAL</b>		<b>48,465.0</b>	<b>214.0</b>	<b>558.0</b>	<b>941.0</b>	<b>225.0</b>	<b>792.0</b>	<b>51,195.0</b>	<b>44.0</b>	<b>51,151.0</b>

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

**Full-Time Equated Positions by Department**

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 12/29/2007 ( B )	FTE Positions 09/22/2007 ( C )	Difference 12/29/2007 - 09/22/2007 ( B - C )	Difference 12/29/2007 - Appropriated ( B - A )
AGRICULTURE	Regular	686.5	484.2	495.8	-11.6	-202.3
	Overtime	0.0	1.4	3.2	-1.8	1.4
	Total	686.5	485.6	499.0	-13.4	-200.9
ATTORNEY GENERAL	Regular	556.0	441.4	494.6	-53.3	-114.6
	Overtime	0.0	0.4	5.9	-5.6	0.4
	Total	556.0	441.7	500.5	-58.8	-114.3
AUDITOR GENERAL	Regular	0.0	135.9	138.5	-2.6	135.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	135.9	138.5	-2.6	135.9
CIVIL RIGHTS	Regular	136.0	116.7	116.3	0.4	-19.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	116.7	116.3	0.4	-19.3
CIVIL SERVICE COMMISSION	Regular	240.5	188.6	190.6	-1.9	-51.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	188.6	190.6	-1.9	-51.9
COMMUNITY HEALTH	Regular	4,761.6	4,014.4	4,074.1	-59.7	-747.2
	Overtime	0.0	317.6	104.5	213.1	317.6
	Total	4,761.6	4,332.0	4,178.6	153.4	-429.6
CORRECTIONS	Regular	17,637.4	16,443.1	16,145.0	298.2	-1,194.3
	Overtime	0.0	2,077.5	1,068.2	1,009.3	2,077.5
	Total	17,637.4	18,520.6	17,213.1	1,307.5	883.2
EDUCATION	Regular	460.5	384.2	357.0	27.3	-76.3
	Overtime	0.0	0.8	1.2	-0.4	0.8
	Total	460.5	385.0	358.1	26.9	-75.5
ENVIRONMENTAL QUALITY	Regular	1,561.7	1,384.3	1,395.9	-11.6	-177.4
	Overtime	0.0	1.1	3.4	-2.3	1.1
	Total	1,561.7	1,385.4	1,399.3	-13.9	-176.3
EXECUTIVE OFFICE	Regular	74.2	45.2	42.3	2.9	-29.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	45.2	42.3	2.9	-29.0

## Full-Time Equated Positions by Department

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 12/29/2007 ( B )	FTE Positions 09/22/2007 ( C )	Difference 12/29/2007 - 09/22/2007 ( B - C )	Difference 12/29/2007 - Appropriated ( B - A )
HISTORY ARTS AND LIBRARIES	Regular	230.0	186.3	206.8	-20.5	-43.7
	Overtime	0.0	0.0	0.2	-0.2	0.0
	Total	230.0	186.3	207.0	-20.7	-43.7
HUMAN SERVICES	Regular	10,575.4	9,423.1	9,515.0	-91.9	-1,152.3
	Overtime	0.0	146.2	146.3	-0.1	146.2
	Total	10,575.4	9,569.3	9,661.3	-92.0	-1,006.1
INFORMATION TECHNOLOGY	Regular	1,774.4	1,692.6	1,709.7	-17.2	-81.8
	Overtime	0.0	17.7	18.0	-0.4	17.7
	Total	1,774.4	1,710.2	1,727.8	-17.5	-64.2
LABOR & ECONOMIC GROWTH	Regular	4,282.5	3,856.7	3,907.5	-50.8	-425.8
	Overtime	0.0	6.1	7.7	-1.6	6.1
	Total	4,282.5	3,862.8	3,915.2	-52.5	-419.7
MANAGEMENT & BUDGET	Regular	747.5	974.3	984.3	-9.9	226.8
	Overtime	0.0	17.8	8.4	9.4	17.8
	Total	747.5	992.1	992.7	-0.6	244.6
MILITARY AFFAIRS	Regular	1,015.0	911.8	919.4	-7.6	-103.2
	Overtime	0.0	55.5	26.9	28.6	55.5
	Total	1,015.0	967.3	946.3	21.0	-47.7
NATURAL RESOURCES	Regular	2,082.9	1,412.4	2,131.1	-718.7	-670.5
	Overtime	0.0	3.2	18.4	-15.2	3.2
	Total	2,082.9	1,415.5	2,149.5	-733.9	-667.4
STATE	Regular	1,853.8	1,526.7	1,587.5	-60.8	-327.1
	Overtime	0.0	1.1	1.9	-0.8	1.1
	Total	1,853.8	1,527.8	1,589.4	-61.6	-326.0
STATE POLICE	Regular	2,899.0	2,567.1	2,583.3	-16.2	-331.9
	Overtime	0.0	163.2	248.3	-85.1	163.2
	Total	2,899.0	2,730.2	2,831.5	-101.3	-168.8
STRATEGIC FUND	Regular	152.0	175.9	185.6	-9.7	23.9
	Overtime	0.0	1.0	0.1	0.9	1.0
	Total	152.0	176.9	185.7	-8.7	24.9

### Full-Time Equated Positions by Department

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 12/29/2007 ( B )	FTE Positions 09/22/2007 ( C )	Difference 12/29/2007 - 09/22/2007 ( B - C )	Difference 12/29/2007 - Appropriated ( B - A )
TRANSPORTATION	Regular	3,029.3	2,882.3	2,966.3	-84.1	-147.0
	Overtime	0.0	109.0	171.4	-62.4	109.0
	Total	3,029.3	2,991.3	3,137.7	-146.4	-38.0
TREASURY	Regular	1,744.5	1,537.8	1,530.5	7.3	-206.7
	Overtime	0.0	2.9	1.0	1.9	2.9
	Total	1,744.5	1,540.7	1,531.5	9.2	-203.8
STATEWIDE TOTALS	Total Regular	<b>56,500.7</b>	<b>50,785.2</b>	<b>51,677.1</b>	<b>-891.9</b>	<b>-5,715.5</b>
	Total Overtime	<b>0</b>	<b>2,922.2</b>	<b>1,835.0</b>	<b>1,087.3</b>	<b>2,922.2</b>
	Grand Total	<b>56,500.7</b>	<b>53,707.4</b>	<b>53,512.1</b>	<b>195.3</b>	<b>-2,793.3</b>

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.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff are reflected in the totals for the agency they were employed with prior to the effective date of the order.

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 9/22/07		Pay Period Ending 12/29/07	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	537.0	1.0%	525.0	1.0%
Attorney General	498.0	0.9%	492.0	1.0%
Auditor General	144.0	0.3%	142.0	0.3%
Civil Rights	119.0	0.2%	119.0	0.2%
Civil Service Commission	201.0	0.4%	553.0	1.1%
Community Health	4,126.5	7.8%	4,017.5	7.9%
Corrections	16,103.0	30.5%	15,836.0	31.0%
Education	361.0	0.7%	384.0	0.8%
Environmental Quality	1,426.5	2.7%	1,403.0	2.7%
Executive Office	46.0	0.1%	48.0	0.1%
History Arts and Libraries	243.5	0.5%	223.5	0.4%
Human Services	9,605.5	18.2%	9,463.5	18.5%
Information Technology	1,734.0	3.3%	1,711.0	3.3%
Labor and Economic Growth	3,980.5	7.5%	3,889.5	7.6%
Management and Budget	996.0	1.9%	970.0	1.9%
Military & Veterans Affairs	937.0	1.8%	905.0	1.8%
Natural Resources	2,633.5	5.0%	1,503.5	2.9%
State	1,730.0	3.3%	1,692.0	3.3%
State Police	2,622.0	5.0%	2,577.0	5.0%
Strategic Fund	228.0	0.4%	232.0	0.5%
Transportation	3,056.0	5.8%	2,927.0	5.7%
Treasury	1,554.5	2.9%	1,537.5	3.0%
<b>TOTAL</b>	<b>52,882.5</b>	<b>100.0%</b>	<b>51,151.0</b>	<b>100.0%</b>

Source: MIDB Civil Service HWF03

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

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

Comments: Statewide the number of classified employees decreased 3.2% from September 22, 2007 to December 29, 2007.

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

As of Pay End Date: 12/29/2007

Department	Current Period Number of Employees
AGRICULTURE	518.0
ATTORNEY GENERAL	492.0
AUDITOR GENERAL	137.0
CIVIL RIGHTS	117.0
CIVIL SERVICE COMMISSION	548.0
COMMUNITY HEALTH	3,951.5
CORRECTIONS	15,808.0
EDUCATION	382.0
ENVIRONMENTAL QUALITY	1,382.0
EXECUTIVE OFFICE	47.0
HISTORY ARTS AND LIBRARIES	184.5
HUMAN SERVICES	9,462.5
INFORMATION TECHNOLOGY	1,676.0
LABOR & ECONOMIC GROWTH	3,811.5
MANAGEMENT & BUDGET	940.0
MILITARY AFFAIRS	895.0
NATURAL RESOURCES	1,412.5
STATE	1,561.0
STATE POLICE	2,576.0
STRATEGIC FUND	178.0
TRANSPORTATION	2,838.0
TREASURY	1,511.5
<b>Sum:</b>	<b>50,429.0</b>

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	7	520.1
ATTORNEY GENERAL	7	494.4
AUDITOR GENERAL	7	137.7
CIVIL RIGHTS	7	116.3
CIVIL SERVICE COMMISSION	7	550.4
COMMUNITY HEALTH	7	3,984.8
CORRECTIONS	7	15,875.7
EDUCATION	7	369.6
ENVIRONMENTAL QUALITY	7	1,385.5
EXECUTIVE OFFICE	7	45.4
HISTORY ARTS AND LIBRARIES	7	187.8
HUMAN SERVICES	7	9,514.9
INFORMATION TECHNOLOGY	7	1,683.3
LABOR & ECONOMIC GROWTH	7	3,831.8
MANAGEMENT & BUDGET	7	942.3
MILITARY AFFAIRS	7	901.3
NATURAL RESOURCES	7	1,537.9
STATE	7	1,574.3
STATE POLICE	7	2,590.0
STRATEGIC FUND	7	177.6
TRANSPORTATION	7	2,846.4
TREASURY	7	1,505.4
<b>Sum:</b>		<b>50,772.9</b>

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 93% of all non-career appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**  
**Pay Period Ending: December 29, 2007**

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	526	1.0 %	47.2	\$27.49	404	76.8 %
ATTORNEY GENERAL	492	1.0 %	48.1	\$36.86	352	71.5 %
AUDITOR GENERAL	142	0.3 %	40.4	\$34.69	119	83.8 %
CIVIL RIGHTS	119	0.2 %	47.0	\$28.74	90	75.6 %
CIVIL SERVICE COMMISSION	555	1.1 %	47.8	\$28.37	467	84.1 %
COMMUNITY HEALTH	4,043	7.9 %	48.8	\$26.56	3,018	74.6 %
CORRECTIONS	15,895	31.0 %	44.8	\$24.38	13,636	85.8 %
EDUCATION	385	0.8 %	49.4	\$28.81	238	61.8 %
ENVIRONMENTAL QUALITY	1,407	2.7 %	47.2	\$29.42	1,147	81.5 %
EXECUTIVE OFFICE	48	0.1 %	37.2	\$25.09	10	20.8 %
HISTORY ARTS AND LIBRARIES	226	0.4 %	45.8	\$23.97	156	69.0 %
HUMAN SERVICES	9,477	18.5 %	48.0	\$24.62	7,729	81.6 %
INFORMATION TECHNOLOGY	1,713	3.3 %	47.1	\$30.83	1,378	80.4 %
LABOR & ECONOMIC GROWTH	3,898	7.6 %	47.9	\$26.90	2,665	68.4 %
MANAGEMENT & BUDGET	978	1.9 %	47.2	\$26.58	779	79.7 %
MILITARY AFFAIRS	905	1.8 %	47.4	\$22.73	664	73.4 %
NATURAL RESOURCES	1,505	2.9 %	45.8	\$25.28	1,161	77.1 %
STATE	1,693	3.3 %	46.8	\$22.34	1,302	76.9 %
STATE POLICE	2,589	5.0 %	42.7	\$29.09	2,310	89.2 %
STRATEGIC FUND	233	0.5 %	49.7	\$25.21	152	65.2 %
TRANSPORTATION	2,940	5.7 %	44.9	\$26.30	2,152	73.2 %
TREASURY	1,539	3.0 %	46.5	\$26.62	1,052	68.4 %
<b>STATEWIDE TOTALS:</b>	<b>51,308</b>	<b>100.0 %</b>	<b>46.4</b>	<b>\$25.80</b>	<b>40,981</b>	<b>79.9 %</b>

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

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 12/29/2007

Department	Health Insurance						Dental Insurance						Vision Insurance		
	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	486	254	52 %	204	42 %	4	1 %	454	93 %	9	2 %	3	1 %	466	96 %
ATTORNEY GENERAL	492	236	48 %	215	44 %	3	1 %	457	93 %	7	1 %	4	1 %	470	96 %
AUDITOR GENERAL	137	33	24 %	84	61 %	5	4 %	120	88 %	2	1 %	0	0 %	124	91 %
CIVIL RIGHTS	117	74	63 %	39	33 %	2	2 %	113	97 %	3	3 %	0	0 %	116	99 %
CIVIL SERVICE COMMISSION	543	195	36 %	292	54 %	5	1 %	493	91 %	11	2 %	1	0 %	503	93 %
COMMUNITY HEALTH	3,977	2,353	59 %	1,347	34 %	36	1 %	3,645	92 %	100	3 %	11	0 %	3,769	95 %
CORRECTIONS	15,864	9,738	61 %	5,171	33 %	85	1 %	14,753	93 %	304	2 %	32	0 %	15,095	95 %
EDUCATION	383	185	48 %	158	41 %	2	1 %	343	90 %	4	1 %	4	1 %	352	92 %
ENVIRONMENTAL QUALITY	1,386	614	44 %	680	49 %	17	1 %	1,291	93 %	24	2 %	2	0 %	1,321	95 %
EXECUTIVE OFFICE	45	19	42 %	15	33 %	1	2 %	36	80 %	2	4 %	0	0 %	39	87 %
HISTORY ARTS AND LIBRARIES	187	82	44 %	90	48 %	0	0 %	171	91 %	3	2 %	0	0 %	174	93 %
HUMAN SERVICES	9,473	5,320	56 %	3,573	38 %	72	1 %	8,725	92 %	285	3 %	28	0 %	9,037	95 %
INFORMATION TECHNOLOGY	1,678	616	37 %	939	56 %	20	1 %	1,517	90 %	59	4 %	4	0 %	1,583	94 %
LABOR & ECONOMIC GROWTH	3,820	1,851	48 %	1,707	45 %	49	1 %	3,462	91 %	162	4 %	14	0 %	3,650	96 %
MANAGEMENT & BUDGET	948	283	30 %	598	63 %	9	1 %	870	92 %	18	2 %	1	0 %	890	94 %
MILITARY AFFAIRS	884	382	43 %	452	51 %	13	1 %	842	95 %	4	0 %	2	0 %	851	96 %
NATURAL RESOURCES	1,413	980	69 %	341	24 %	14	1 %	1,330	94 %	9	1 %	7	0 %	1,353	96 %
STATE	1,562	767	49 %	698	45 %	21	1 %	1,452	93 %	39	2 %	8	1 %	1,504	96 %
STATE POLICE	2,588	1,972	76 %	501	19 %	13	1 %	2,480	96 %	18	1 %	2	0 %	2,502	97 %
STRATEGIC FUND	179	83	46 %	82	46 %	3	2 %	161	90 %	5	3 %	2	1 %	169	94 %
TRANSPORTATION	2,845	1,573	55 %	1,108	39 %	32	1 %	2,693	95 %	28	1 %	7	0 %	2,734	96 %
TREASURY	1,510	575	38 %	820	54 %	25	2 %	1,368	91 %	56	4 %	4	0 %	1,430	95 %
<b>STATEWIDE TOTALS:</b>	<b>50,517</b>	<b>28,185</b>	<b>56 %</b>	<b>19,114</b>	<b>38 %</b>	<b>431</b>	<b>1 %</b>	<b>46,776</b>	<b>93 %</b>	<b>1,152</b>	<b>2 %</b>	<b>136</b>	<b>0 %</b>	<b>48,132</b>	<b>95 %</b>

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

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING 12/29/2007**

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
AGRICULTURE	486	424	87 %	0	0 %	457	94 %	29	6 %	0	0 %
ATTORNEY GENERAL	492	411	84 %	0	0 %	475	97 %	16	3 %	0	0 %
AUDITOR GENERAL	137	121	88 %	0	0 %	120	88 %	16	12 %	0	0 %
CIVIL RIGHTS	117	108	92 %	0	0 %	104	89 %	13	11 %	0	0 %
CIVIL SERVICE COMMISSION	543	525	97 %	5	1 %	523	96 %	19	3 %	7	1 %
COMMUNITY HEALTH	3,977	3,675	92 %	0	0 %	3,773	95 %	202	5 %	0	0 %
CORRECTIONS	15,864	15,149	95 %	0	0 %	15,357	97 %	506	3 %	0	0 %
EDUCATION	383	297	78 %	0	0 %	358	93 %	24	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,386	1,216	88 %	0	0 %	1,284	93 %	101	7 %	0	0 %
EXECUTIVE OFFICE	45	19	42 %	0	0 %	39	87 %	7	16 %	0	0 %
HISTORY ARTS AND LIBRARIES	187	156	83 %	0	0 %	176	94 %	11	6 %	0	0 %
HUMAN SERVICES	9,473	8,918	94 %	1	0 %	9,004	95 %	470	5 %	0	0 %
INFORMATION TECHNOLOGY	1,678	1,425	85 %	41	2 %	1,588	95 %	86	5 %	38	2 %
LABOR & ECONOMIC GROWTH	3,820	3,376	88 %	2	0 %	3,571	93 %	244	6 %	4	0 %
MANAGEMENT & BUDGET	948	869	92 %	1	0 %	896	95 %	50	5 %	1	0 %
MILITARY AFFAIRS	884	777	88 %	0	0 %	852	96 %	30	3 %	0	0 %
NATURAL RESOURCES	1,413	1,290	91 %	0	0 %	1,346	95 %	67	5 %	0	0 %
STATE	1,562	1,403	90 %	0	0 %	1,482	95 %	80	5 %	0	0 %
STATE POLICE	2,588	2,433	94 %	1,612	62 %	2,442	94 %	99	4 %	1,602	62 %
STRATEGIC FUND	179	159	89 %	0	0 %	169	94 %	10	6 %	0	0 %
TRANSPORTATION	2,845	2,532	89 %	0	0 %	2,696	95 %	147	5 %	0	0 %
TREASURY	1,510	1,344	89 %	0	0 %	1,422	94 %	85	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>50,517</b>	<b>46,627</b>	<b>92 %</b>	<b>1,662</b>	<b>3 %</b>	<b>48,134</b>	<b>95 %</b>	<b>2,312</b>	<b>5 %</b>	<b>1,652</b>	<b>3 %</b>

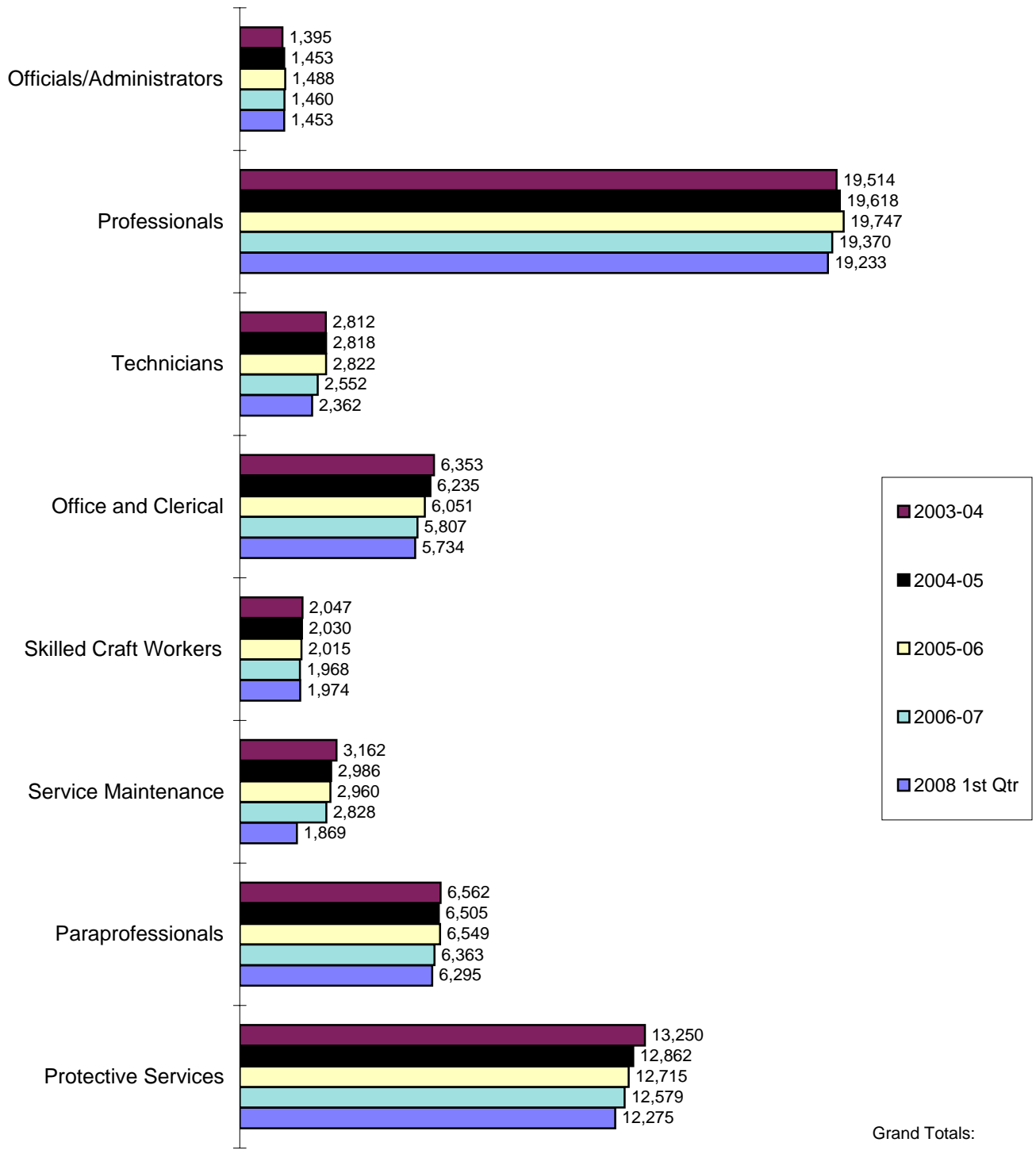
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: December 29, 2007**

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	3	9	27	44	36	72	91	119	80	33	9	2	525
ATTORNEY GENERAL	0	2	16	44	60	58	72	97	90	43	10	0	492
AUDITOR GENERAL	1	13	12	21	21	24	22	15	11	2	0	0	142
CIVIL RIGHTS	0	1	7	14	15	13	13	18	26	12	0	0	119
CIVIL SERVICE COMMISSION	0	7	23	38	40	80	112	137	86	27	4	1	555
COMMUNITY HEALTH	6	78	176	205	285	378	679	1,102	763	276	64	7	4,019
CORRECTIONS	2	145	744	1,547	2,547	2,861	2,972	2,759	1,669	505	73	14	15,838
EDUCATION	0	2	24	22	31	33	47	99	82	37	7	1	385
ENVIRONMENTAL QUALITY	0	22	64	122	135	168	240	329	238	74	11	4	1,407
EXECUTIVE OFFICE	0	12	5	7	7	4	6	2	2	1	2	0	48
HISTORY ARTS AND LIBRARIES	2	17	10	17	20	34	28	38	41	14	3	2	226
HUMAN SERVICES	0	47	456	831	980	932	1,286	2,269	1,926	616	104	22	9,469
INFORMATION TECHNOLOGY	0	33	69	123	178	232	328	375	268	86	18	1	1,711
LABOR & ECONOMIC GROWTH	4	81	237	286	348	382	573	842	738	320	58	28	3,897
MANAGEMENT & BUDGET	2	26	47	61	100	108	152	256	180	39	6	0	977
MILITARY AFFAIRS	2	17	40	57	86	117	176	195	158	48	5	4	905
NATURAL RESOURCES	1	19	84	165	198	191	248	306	197	73	19	4	1,505
STATE	8	61	96	110	139	204	280	394	294	93	10	3	1,692
STATE POLICE	0	9	144	364	553	548	388	362	151	48	8	4	2,579
STRATEGIC FUND	2	8	8	16	10	23	34	58	34	23	9	8	233
TRANSPORTATION	4	84	238	269	339	426	492	557	369	127	22	5	2,932
TREASURY	1	34	110	113	152	186	287	320	229	86	16	4	1,538
<b>Statewide Total:</b>	<b>38</b>	<b>727</b>	<b>2,637</b>	<b>4,476</b>	<b>6,280</b>	<b>7,074</b>	<b>8,526</b>	<b>10,649</b>	<b>7,632</b>	<b>2,583</b>	<b>458</b>	<b>114</b>	<b>51,194</b>
<b>Average Age:</b>	<b>19.4</b>	<b>23.1</b>	<b>27.9</b>	<b>32.6</b>	<b>37.5</b>	<b>42.6</b>	<b>47.6</b>	<b>52.5</b>	<b>57.2</b>	<b>61.7</b>	<b>66.7</b>	<b>73.8</b>	<b>46.4</b>

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

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2003-04 through First Quarter 2007-08



Grand Totals:

2003-04 Year End:	55,095
2004-05 Year End:	54,507
2005-06 Year End:	54,347
2006-07 Year End:	52,927
2007-08 1st Quarter:	51,195

Source: MAIN MIDB Civil Service HWF27

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: December 29, 2007

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	11	3	14
ALGER	380	6	386
ALLEGAN	183	55	238
ALPENA	118	15	133
ANTRIM	20	2	22
ARENAC	322	11	333
BARAGA	412	6	418
BARRY	84	5	89
BAY	272	27	299
BENZIE	21	6	27
BERRIEN	364	26	390
BRANCH	746	9	755
CALHOUN	321	11	332
CASS	67	2	69
CHARLEVOIX	20	9	29
CHEBOYGAN	80	16	96
CHIPPEWA	1,267	32	1,299
CLARE	47	10	57
CLINTON	107	10	117
CRAWFORD	266	43	309
DELTA	200	25	225
DICKINSON	47	6	53
EATON	2,845	144	2,989
EMMET	71	9	80
GENESEE	812	112	924
GLADWIN	40	5	45
GOGEBIC	268	10	278
GRAND TRAVERSE	545	19	564
GRATIOT	888	13	901
HILLSDALE	52	3	55
HOUGHTON	107	9	116
HURON	35	8	43
INGHAM	9,721	931	10,652
IONIA	1,863	22	1,885
IOSCO	48	10	58
IRON	112	4	116
ISABELLA	542	21	563
JACKSON	2,391	45	2,436
KALAMAZOO	989	73	1,062
KALKASKA	55	3	58
KENT	1,598	116	1,714
KEWEENAW	1	2	3
LAKE	44	1	45
LAPEER	442	8	450
LEELANAU	3	1	4

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: December 29, 2007

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	826	23	849
LIVINGSTON	446	19	465
LUCE	384	7	391
MACKINAC	134	57	191
MACOMB	1,198	69	1,267
MANISTEE	387	14	401
MARQUETTE	856	47	903
MASON	35	4	39
MECOSTA	65	5	70
MENOMINEE	38	10	48
MIDLAND	81	6	87
MISSAUKEE	48	3	51
MONROE	159	19	178
MONTCALM	623	10	633
MONTMORENCY	56	4	60
MUSKEGON	1,064	20	1,084
NEWAYGO	67	4	71
OAKLAND	1,114	67	1,181
OCEANA	54	5	59
OGEMAW	57	7	64
ONTONAGON	22		22
OSCEOLA	49	1	50
OSCODA	27	3	30
OTSEGO	251	13	264
OTTAWA	170	19	189
OUT OF STATE	45	4	49
PRESQUE ISLE	14	2	16
ROSCOMMON	131	22	153
SAGINAW	1,025	27	1,052
SANILAC	48	3	51
SCHOOLCRAFT	38	5	43
SHIAWASSEE	78	9	87
ST CLAIR	225	27	252
ST JOSEPH	87	7	94
TUSCOLA	495	14	509
VAN BUREN	212	9	221
WASHTENAW	1,628	41	1,669
WAYNE	6,405	273	6,678
WEXFORD	161	14	175
WORK AT HOME - MI	835	47	882
<b>Grand Total:</b>	<b>48,465</b>	<b>2,844</b>	<b>51,309</b>

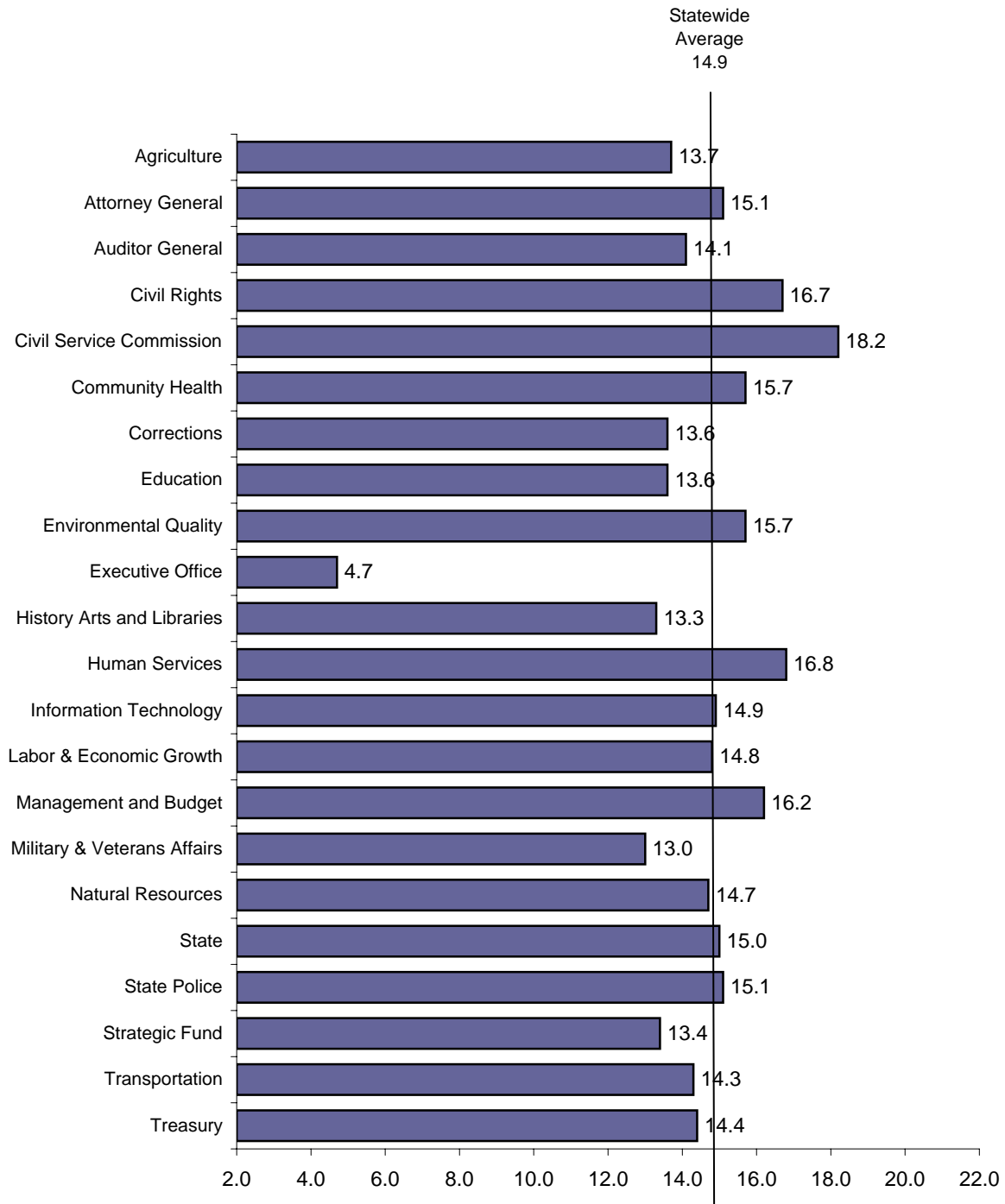
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

**AVERAGE YEARS OF SERVICE BY DEPARTMENT**  
**Pay Period Ending December 29, 2007**



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

**Comment:** MIDB Civil Service HWF18

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

PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
00 - 05 YEARS	49	71	1	4	1	0	2	0	0	0	0	0	53	75	1	0
06 - 10 YEARS	52	50	1	5	1	0	0	2	0	1	0	0	54	58	0	1
11 - 15 YEARS	37	29	2	2	0	2	1	1	0	1	0	0	40	35	0	1
16 - 20 YEARS	50	36	0	2	0	1	0	1	1	2	0	0	51	42	2	0
21 - 25 YEARS	14	19	1	4	0	0	0	0	0	0	0	0	15	23	2	2
26 - 30 YEARS	16	18	1	4	0	0	1	0	1	0	0	0	19	22	0	3
31 - 35 YEARS	19	10	1	1	0	0	1	0	0	0	0	0	21	11	2	2
36 - 40 YEARS	2	2	0	0	0	0	0	0	1	0	0	0	3	2	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>239</b>	<b>236</b>	<b>7</b>	<b>22</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>256</b>	<b>269</b>	<b>7</b>	<b>9</b>
MORE THAN 10 YEARS:	138	115	5	13	0	3	3	2	3	3	0	0	149	136	6	8
AVERAGE YEARS	14.4	12.7	16.9	15.5	4.0	13.3	15.4	12.0	27.3	13.8	0.0	0.0	14.6	12.9	21.6	23.8

**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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

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

PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	51	63	12	10	0	0	0	2	0	0	2	1	65	76	1	0
06 - 10 YEARS	16	51	2	6	0	0	0	2	0	2	0	0	18	61	0	0
11 - 15 YEARS	26	23	2	3	0	0	1	0	0	0	0	0	29	26	0	0
16 - 20 YEARS	19	30	0	2	0	0	0	2	1	0	0	0	20	34	0	1
21 - 25 YEARS	22	17	2	5	0	0	0	1	0	0	0	0	24	23	1	1
26 - 30 YEARS	24	27	4	2	0	1	2	1	0	0	0	0	30	31	1	2
31 - 35 YEARS	28	9	0	2	0	0	0	0	0	0	0	0	28	11	2	1
36 - 40 YEARS	11	3	0	0	0	0	0	0	0	0	0	0	11	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>198</b>	<b>224</b>	<b>22</b>	<b>30</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>226</b>	<b>266</b>	<b>5</b>	<b>5</b>
MORE THAN 10 YEARS:	131	110	8	14	0	1	3	4	1	0	0	0	143	129	4	5
AVERAGE YEARS	17.7	13.7	11.1	13.1	0.0	29.0	23.3	13.8	19.0	8.5	2.0	0.0	17.0	13.6	24.0	25.4

**DEPARTMENT AVERAGE YEARS 15.1**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>AUDITOR GENERAL</b>																	
00 - 05 YEARS	4	18	0	1	0	0	0	0	0	0	0	0	0	4	19	0	0
06 - 10 YEARS	19	21	1	0	0	0	0	0	0	1	0	0	0	20	22	0	0
11 - 15 YEARS	9	12	0	3	0	0	0	0	0	0	0	0	0	9	15	0	0
16 - 20 YEARS	1	13	0	0	0	0	0	0	0	0	0	0	0	1	13	0	0
21 - 25 YEARS	11	7	2	0	0	0	0	0	0	0	0	0	0	13	7	0	3
26 - 30 YEARS	6	3	1	0	0	0	0	0	0	0	0	0	0	7	3	0	0
31 - 35 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	0	6	0	1	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>59</b>	<b>74</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>63</b>	<b>79</b>	<b>1</b>	<b>3</b>
MORE THAN 10 YEARS:	36	35	3	3	0	0	0	0	0	0	0	0	0	39	38	1	3
AVERAGE YEARS	17.6	11.3	20.0	10.8	0.0	0.0	0.0	0.0	0.0	8.0	0.0	0.0	0.0	17.7	11.3	34.0	22.7

**DEPARTMENT AVERAGE YEARS 14.1**

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

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

PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	2	9	6	7	0	0	0	1	0	1	0	0	8	18	0	0
06 - 10 YEARS	4	4	3	10	0	0	0	3	0	0	0	0	7	17	0	0
11 - 15 YEARS	3	2	3	4	0	0	0	1	0	1	0	0	6	8	0	0
16 - 20 YEARS	1	3	1	6	0	0	2	0	0	0	0	0	4	9	0	0
21 - 25 YEARS	0	1	1	3	0	0	0	0	0	0	0	0	1	4	0	0
26 - 30 YEARS	2	3	0	6	0	0	1	0	0	0	0	0	3	9	0	1
31 - 35 YEARS	2	6	2	5	0	0	2	2	1	0	0	0	7	13	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>14</b>	<b>31</b>	<b>16</b>	<b>43</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>83</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	8	18	7	26	0	0	5	3	1	1	0	0	21	48	0	1
AVERAGE YEARS	16.1	18.1	12.1	17.0	0.0	0.0	26.0	13.9	35.0	7.0	0.0	0.0	16.2	16.9	0.0	28.0

**DEPARTMENT AVERAGE YEARS 16.7**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	8	58	5	7	1	0	1	1	1	0	0	0	16	66	0	0
06 - 10 YEARS	10	64	1	10	0	1	0	0	0	4	0	0	11	79	0	1
11 - 15 YEARS	6	40	0	6	0	2	1	0	0	0	0	0	7	48	0	0
16 - 20 YEARS	7	61	2	13	0	2	1	5	0	4	0	0	10	85	0	2
21 - 25 YEARS	7	30	1	17	0	2	1	6	0	0	0	0	9	55	1	4
26 - 30 YEARS	10	50	5	16	1	2	0	3	0	0	0	0	16	71	3	2
31 - 35 YEARS	12	44	2	12	1	0	0	1	0	0	0	0	15	57	2	5
36 - 40 YEARS	4	5	0	0	0	0	1	0	0	0	0	0	5	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>64</b>	<b>352</b>	<b>16</b>	<b>81</b>	<b>3</b>	<b>9</b>	<b>5</b>	<b>16</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>89</b>	<b>466</b>	<b>6</b>	<b>14</b>
MORE THAN 10 YEARS:	46	230	10	64	2	8	4	15	0	4	0	0	62	321	6	13
AVERAGE YEARS	20.3	17.3	18.7	20.1	21.3	19.8	18.2	21.8	0.0	13.6	0.0	0.0	19.7	17.9	29.0	24.9

**DEPARTMENT AVERAGE YEARS 18.2**

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

PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	244	519	66	108	1	7	15	18	10	18	0	0	336	670	1	2
06 - 10 YEARS	151	343	24	106	3	4	5	6	13	14	0	0	196	473	2	2
11 - 15 YEARS	114	212	23	55	3	2	6	3	6	16	0	0	152	288	5	7
16 - 20 YEARS	90	214	28	74	1	2	4	8	6	17	0	0	129	315	6	19
21 - 25 YEARS	102	176	31	68	0	3	5	13	7	11	0	0	145	271	17	18
26 - 30 YEARS	198	270	72	96	2	6	6	10	7	9	0	0	285	391	19	23
31 - 35 YEARS	116	167	15	16	0	1	1	3	3	0	0	0	135	187	11	10
36 - 40 YEARS	16	20	2	2	0	0	1	1	0	0	0	0	19	23	1	1
MORE THAN 40 YEARS	1	2	0	1	0	0	0	0	0	0	0	0	1	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,032</b>	<b>1,923</b>	<b>261</b>	<b>526</b>	<b>10</b>	<b>25</b>	<b>43</b>	<b>62</b>	<b>52</b>	<b>85</b>	<b>0</b>	<b>0</b>	<b>1,398</b>	<b>2,621</b>	<b>62</b>	<b>82</b>
MORE THAN 10 YEARS:	637	1,061	171	312	6	14	23	38	29	53	0	0	866	1,478	59	78
AVERAGE YEARS	16.9	15.0	17.2	15.5	14.5	15.2	13.7	15.8	15.2	14.0	0.0	0.0	16.8	15.1	24.5	23.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.7</b>															

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>CORRECTIONS</b>																	
00 - 05 YEARS	1,094	732	187	280	22	10	36	31	7	12	6	5	1,352	1,070	3	4	
06 - 10 YEARS	2,347	883	243	297	52	17	55	32	12	5	0	0	2,709	1,234	7	3	
11 - 15 YEARS	1,841	741	209	239	55	15	61	31	9	3	0	0	2,175	1,029	19	14	
16 - 20 YEARS	1,984	608	200	192	71	13	46	17	8	3	0	0	2,309	833	87	37	
21 - 25 YEARS	1,339	332	236	204	26	9	25	4	1	2	0	0	1,627	551	100	29	
26 - 30 YEARS	358	179	55	52	4	2	2	7	0	0	0	0	419	240	39	18	
31 - 35 YEARS	128	80	21	26	3	0	1	0	0	0	0	0	153	106	18	4	
36 - 40 YEARS	16	8	1	3	0	0	1	0	0	0	0	0	18	11	0	0	
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	
<b>DEPARTMENT TOTAL</b>	<b>9,108</b>	<b>3,564</b>	<b>1,152</b>	<b>1,293</b>	<b>233</b>	<b>66</b>	<b>227</b>	<b>122</b>	<b>37</b>	<b>25</b>	<b>6</b>	<b>5</b>	<b>10,763</b>	<b>5,075</b>	<b>273</b>	<b>109</b>	
MORE THAN 10 YEARS:	5,667	1,949	722	716	159	39	136	59	18	8	0	0	6,702	2,771	263	102	
AVERAGE YEARS	14.0	12.6	14.2	13.0	14.2	13.1	12.5	10.8	10.8	8.0	1.7	1.2	14.0	12.7	21.3	19.9	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.6</b>																

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>EDUCATION</b>																	
00 - 05 YEARS	51	81	4	9	0	1	0	3	0	0	0	0	55	94	0	0	
06 - 10 YEARS	14	42	1	3	0	0	0	1	0	0	0	0	15	46	0	0	
11 - 15 YEARS	2	24	0	1	0	0	0	0	0	0	0	0	2	25	0	0	
16 - 20 YEARS	3	24	0	3	0	0	0	1	0	0	0	0	3	28	0	1	
21 - 25 YEARS	3	22	1	1	0	0	1	1	0	1	0	0	5	25	0	2	
26 - 30 YEARS	6	27	1	1	0	1	0	2	0	0	0	0	7	31	2	1	
31 - 35 YEARS	9	32	0	2	0	0	0	0	0	0	0	0	9	34	0	3	
36 - 40 YEARS	0	5	0	1	0	0	0	0	0	0	0	0	0	6	0	0	
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>DEPARTMENT TOTAL</b>	<b>88</b>	<b>257</b>	<b>7</b>	<b>21</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>96</b>	<b>289</b>	<b>2</b>	<b>7</b>	
MORE THAN 10 YEARS:	23	134	2	9	0	1	1	4	0	1	0	0	26	149	2	7	
AVERAGE YEARS	9.7	14.9	10.4	13.0	0.0	14.5	22.0	13.9	0.0	22.0	0.0	0.0	9.9	14.8	29.0	28.0	

**DEPARTMENT AVERAGE YEARS 13.6**

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

PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	117	132	6	1	1	1	3	2	0	2	0	0	127	138	0	0
06 - 10 YEARS	120	114	5	3	0	0	1	1	3	4	0	0	129	122	0	0
11 - 15 YEARS	87	65	3	5	0	0	1	1	8	5	0	0	99	76	3	2
16 - 20 YEARS	151	115	5	11	0	0	4	2	3	2	0	0	163	130	4	5
21 - 25 YEARS	57	66	6	9	1	2	1	1	4	2	0	0	69	80	0	2
26 - 30 YEARS	96	58	5	6	1	0	0	2	2	1	0	0	104	67	7	4
31 - 35 YEARS	51	22	0	2	0	0	1	0	1	0	0	0	53	24	3	2
36 - 40 YEARS	17	7	0	0	0	0	1	0	0	0	0	0	18	7	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>696</b>	<b>580</b>	<b>30</b>	<b>37</b>	<b>3</b>	<b>3</b>	<b>12</b>	<b>9</b>	<b>21</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>762</b>	<b>645</b>	<b>17</b>	<b>15</b>
MORE THAN 10 YEARS:	459	334	19	33	2	2	8	6	18	10	0	0	506	385	17	15
AVERAGE YEARS	16.5	14.5	15.3	19.7	18.7	16.3	16.3	15.8	17.6	13.6	0.0	0.0	16.5	14.8	24.1	22.1

**DEPARTMENT AVERAGE YEARS 15.7**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	11	17	0	5	0	0	0	3	0	0	0	1	11	26	0	0
06 - 10 YEARS	1	2	0	3	0	0	0	0	0	0	0	0	1	5	0	0
11 - 15 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	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
<b>DEPARTMENT TOTAL</b>	<b>13</b>	<b>23</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>13</b>	<b>35</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	1	4	0	0	0	0	0	0	0	0	0	0	1	4	0	1
AVERAGE YEARS	3.7	6.2	0.0	3.6	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	3.7	5.1	0.0	39.0

**DEPARTMENT AVERAGE YEARS 4.7**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HISTORY ARTS AND LIBRARIES</b>																
00 - 05 YEARS	20	37	2	2	0	0	2	0	0	0	2	1	26	40	0	0
06 - 10 YEARS	21	29	1	0	0	0	0	0	0	0	0	0	22	29	0	1
11 - 15 YEARS	8	13	0	1	0	0	0	0	0	1	0	0	8	15	1	0
16 - 20 YEARS	9	15	1	0	1	0	0	1	0	0	0	0	11	16	2	1
21 - 25 YEARS	4	7	1	1	0	0	0	1	0	0	0	0	5	9	1	0
26 - 30 YEARS	8	9	0	3	0	0	0	1	0	0	0	0	8	13	2	1
31 - 35 YEARS	8	11	0	0	0	0	1	0	0	0	0	0	9	11	0	0
36 - 40 YEARS	2	1	0	0	1	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>80</b>	<b>122</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>92</b>	<b>134</b>	<b>7</b>	<b>3</b>
MORE THAN 10 YEARS:	39	56	2	5	2	0	1	3	0	1	0	0	44	65	7	2
AVERAGE YEARS	14.0	12.5	10.6	18.4	29.0	0.0	12.3	22.7	0.0	12.0	0.0	0.0	13.7	13.0	22.9	19.3

**DEPARTMENT AVERAGE YEARS 13.3**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	205	813	61	470	1	5	16	51	4	5	0	5	287	1,349	1	8
06 - 10 YEARS	249	909	91	640	1	9	12	57	4	13	0	0	357	1,628	0	10
11 - 15 YEARS	190	592	81	265	2	7	10	46	3	8	0	0	286	918	7	20
16 - 20 YEARS	159	486	55	308	1	11	24	56	3	12	0	0	242	873	22	44
21 - 25 YEARS	104	319	42	169	2	3	10	26	4	3	0	0	162	520	11	33
26 - 30 YEARS	275	815	67	467	2	13	8	26	3	5	0	0	355	1,326	29	99
31 - 35 YEARS	206	474	21	266	1	1	2	7	2	1	0	0	232	749	20	45
36 - 40 YEARS	49	76	8	41	1	0	0	2	0	0	0	0	58	119	6	7
MORE THAN 40 YEARS	4	1	0	2	0	0	1	0	0	0	0	0	5	3	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,441</b>	<b>4,485</b>	<b>426</b>	<b>2,628</b>	<b>11</b>	<b>49</b>	<b>83</b>	<b>271</b>	<b>23</b>	<b>47</b>	<b>0</b>	<b>5</b>	<b>1,984</b>	<b>7,485</b>	<b>97</b>	<b>268</b>
MORE THAN 10 YEARS:	987	2,763	274	1,518	9	35	55	163	15	29	0	0	1,340	4,508	96	250
AVERAGE YEARS	18.7	16.7	16.0	16.4	20.5	17.0	15.6	14.2	16.7	14.2	0.0	0.2	18.0	16.5	25.8	24.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.8</b>															

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>INFORMATION TECHNOLOGY</b>																	
00 - 05 YEARS	189	74	10	7	1	0	1	1	37	29	3	2	241	113	0	0	
06 - 10 YEARS	266	100	14	16	1	0	7	2	15	4	0	0	303	122	5	0	
11 - 15 YEARS	114	51	5	3	0	1	3	2	6	4	0	0	128	61	1	2	
16 - 20 YEARS	99	94	17	11	1	0	3	5	6	4	0	0	126	114	8	8	
21 - 25 YEARS	50	60	9	18	0	1	1	1	4	5	0	0	64	85	7	3	
26 - 30 YEARS	78	76	11	18	0	0	3	4	2	4	0	0	94	102	10	1	
31 - 35 YEARS	62	52	4	6	0	0	2	5	0	1	0	0	68	64	2	3	
36 - 40 YEARS	14	10	1	0	0	0	0	0	0	0	0	0	15	10	3	1	
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
<b>DEPARTMENT TOTAL</b>	<b>873</b>	<b>517</b>	<b>71</b>	<b>79</b>	<b>3</b>	<b>2</b>	<b>20</b>	<b>20</b>	<b>70</b>	<b>51</b>	<b>3</b>	<b>2</b>	<b>1,040</b>	<b>671</b>	<b>36</b>	<b>18</b>	
MORE THAN 10 YEARS:	418	343	47	56	1	2	12	17	18	18	0	0	496	436	31	18	
AVERAGE YEARS	13.7	17.4	17.0	18.8	10.7	17.0	17.1	21.7	8.5	9.4	0.7	2.0	13.6	17.0	22.9	22.6	

**DEPARTMENT AVERAGE YEARS 14.9**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>LABOR &amp; ECONOMIC GROWTH</b>																	
00 - 05 YEARS	285	479	65	295	2	3	11	20	6	10	1	1	370	808	5	8	
06 - 10 YEARS	184	266	32	98	1	4	11	17	2	10	0	1	230	396	8	4	
11 - 15 YEARS	121	176	16	70	2	2	2	5	2	4	0	0	143	257	12	10	
16 - 20 YEARS	130	186	31	75	0	1	6	11	2	7	0	0	169	280	20	25	
21 - 25 YEARS	91	126	27	64	2	5	7	10	4	1	0	0	131	206	9	14	
26 - 30 YEARS	116	223	36	92	0	4	4	13	0	3	0	0	156	335	24	31	
31 - 35 YEARS	93	149	19	62	1	1	2	2	2	2	0	0	117	216	18	25	
36 - 40 YEARS	26	27	2	15	0	0	0	1	0	0	0	0	28	43	5	3	
MORE THAN 40 YEARS	4	3	2	2	0	0	0	1	0	0	0	0	6	6	0	0	
<b>DEPARTMENT TOTAL</b>	<b>1,050</b>	<b>1,635</b>	<b>230</b>	<b>773</b>	<b>8</b>	<b>20</b>	<b>43</b>	<b>80</b>	<b>18</b>	<b>37</b>	<b>1</b>	<b>2</b>	<b>1,350</b>	<b>2,547</b>	<b>101</b>	<b>120</b>	
MORE THAN 10 YEARS:	581	890	133	380	5	13	21	43	10	17	0	0	750	1,343	88	108	
AVERAGE YEARS	15.1	14.9	15.9	13.9	14.8	16.8	13.7	14.7	13.4	12.2	5.0	4.0	15.1	14.6	22.6	23.2	

**DEPARTMENT AVERAGE YEARS 14.8**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	105	77	3	8	0	1	4	3	0	0	0	2	112	91	1	0
06 - 10 YEARS	96	82	8	4	0	1	1	1	1	1	0	0	106	89	0	0
11 - 15 YEARS	52	53	3	6	0	0	1	1	0	0	0	0	56	60	1	1
16 - 20 YEARS	58	43	9	3	0	0	5	3	5	1	0	0	77	50	3	2
21 - 25 YEARS	30	25	4	2	0	0	0	1	2	0	0	0	36	28	4	3
26 - 30 YEARS	69	51	11	5	0	0	4	1	0	1	0	0	84	58	6	3
31 - 35 YEARS	55	27	7	3	2	1	9	2	0	0	0	0	73	33	4	1
36 - 40 YEARS	13	8	0	0	0	0	3	0	0	0	0	0	16	8	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>478</b>	<b>366</b>	<b>45</b>	<b>31</b>	<b>2</b>	<b>3</b>	<b>27</b>	<b>12</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>560</b>	<b>417</b>	<b>21</b>	<b>10</b>
MORE THAN 10 YEARS:	277	207	34	19	2	1	22	8	7	2	0	0	342	237	20	10
AVERAGE YEARS	16.1	15.1	20.2	15.4	34.0	14.7	23.9	17.1	18.1	18.0	0.0	4.0	16.9	15.1	25.5	23.4

**DEPARTMENT AVERAGE YEARS 16.2**

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

PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY AFFAIRS</b>																
00 - 05 YEARS	94	103	10	43	1	1	3	2	0	1	1	1	109	151	0	1
06 - 10 YEARS	52	78	5	32	1	0	4	3	1	4	0	0	63	117	0	0
11 - 15 YEARS	49	55	1	19	0	1	3	2	0	0	0	0	53	77	2	1
16 - 20 YEARS	55	48	3	13	0	0	3	2	0	1	0	0	61	64	3	0
21 - 25 YEARS	30	46	3	7	2	2	0	0	0	0	0	0	35	55	5	3
26 - 30 YEARS	24	43	2	3	1	0	1	2	0	0	0	0	28	48	2	1
31 - 35 YEARS	17	17	1	4	1	0	0	0	0	0	0	0	19	21	1	2
36 - 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>325</b>	<b>391</b>	<b>25</b>	<b>121</b>	<b>6</b>	<b>4</b>	<b>14</b>	<b>11</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>372</b>	<b>534</b>	<b>14</b>	<b>8</b>
MORE THAN 10 YEARS:	179	210	10	46	4	3	7	6	0	1	0	0	200	266	14	7
AVERAGE YEARS	13.4	13.6	12.2	10.2	19.0	14.0	11.9	12.9	8.0	8.8	5.0	0.0	13.3	12.8	22.9	22.3

**DEPARTMENT AVERAGE YEARS 13.0**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>NATURAL RESOURCES</b>																	
00 - 05 YEARS	185	133	2	3	1	0	2	0	3	0	7	0	200	136	4	0	
06 - 10 YEARS	189	79	1	2	1	0	1	1	1	0	0	0	193	82	0	1	
11 - 15 YEARS	161	61	5	4	1	1	2	0	1	0	0	0	170	66	1	0	
16 - 20 YEARS	139	71	7	5	2	1	3	5	0	0	0	0	151	82	4	3	
21 - 25 YEARS	97	53	4	1	3	1	1	1	0	0	0	0	105	56	5	4	
26 - 30 YEARS	84	40	2	3	2	0	0	1	1	1	0	0	89	45	4	0	
31 - 35 YEARS	87	15	0	1	3	1	1	0	0	0	0	0	91	17	3	2	
36 - 40 YEARS	16	0	0	0	0	0	0	0	0	0	0	0	16	0	2	0	
MORE THAN 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0	
<b>DEPARTMENT TOTAL</b>	<b>963</b>	<b>453</b>	<b>21</b>	<b>19</b>	<b>13</b>	<b>4</b>	<b>10</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>1,020</b>	<b>485</b>	<b>24</b>	<b>10</b>	
MORE THAN 10 YEARS:	589	241	18	14	11	4	7	7	2	1	0	0	627	267	20	9	
AVERAGE YEARS	15.4	12.9	16.7	15.6	21.7	21.0	14.7	19.5	10.5	28.0	1.0	0.0	15.3	13.2	22.2	22.1	

**DEPARTMENT AVERAGE YEARS 14.7**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>STATE</b>																	
00 - 05 YEARS	44	238	10	69	1	1	3	7	0	4	2	5	60	324	0	0	
06 - 10 YEARS	47	203	3	52	1	3	4	14	1	2	0	0	56	274	1	3	
11 - 15 YEARS	17	101	4	33	0	5	0	7	1	2	0	0	22	148	0	5	
16 - 20 YEARS	32	146	4	63	1	1	2	15	2	1	0	0	41	226	3	27	
21 - 25 YEARS	20	110	9	44	1	2	2	5	1	6	0	0	33	167	2	18	
26 - 30 YEARS	42	119	7	37	0	1	0	11	0	2	0	0	49	170	4	10	
31 - 35 YEARS	26	62	2	9	0	0	2	2	0	0	0	0	30	73	3	4	
36 - 40 YEARS	3	7	0	1	0	0	0	0	0	0	0	0	3	8	0	0	
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	2	
<b>DEPARTMENT TOTAL</b>	<b>231</b>	<b>993</b>	<b>39</b>	<b>309</b>	<b>4</b>	<b>13</b>	<b>13</b>	<b>61</b>	<b>5</b>	<b>17</b>	<b>2</b>	<b>5</b>	<b>294</b>	<b>1,398</b>	<b>13</b>	<b>69</b>	
MORE THAN 10 YEARS:	140	552	26	188	2	9	6	40	4	11	0	0	178	800	12	66	
AVERAGE YEARS	16.9	14.7	16.5	14.6	11.8	14.3	13.4	15.8	15.2	14.8	0.5	1.0	16.5	14.7	24.8	21.5	

**DEPARTMENT AVERAGE YEARS 15.0**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>STATE POLICE</b>																	
00 - 05 YEARS	140	108	4	4	0	1	5	3	0	0	0	0	149	116	0	0	
06 - 10 YEARS	450	132	9	15	2	1	7	2	1	0	0	0	469	150	0	0	
11 - 15 YEARS	450	106	39	6	16	0	12	0	4	1	0	0	521	113	3	0	
16 - 20 YEARS	247	100	40	9	7	0	14	3	2	2	0	0	310	114	2	3	
21 - 25 YEARS	183	73	34	13	4	0	12	1	0	0	0	0	233	87	4	2	
26 - 30 YEARS	119	41	19	10	0	2	5	5	0	1	0	0	143	59	1	3	
31 - 35 YEARS	47	37	4	3	1	0	1	0	0	0	0	0	53	40	0	1	
36 - 40 YEARS	10	4	2	0	0	0	1	0	0	0	0	0	13	4	1	0	
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0	
<b>DEPARTMENT TOTAL</b>	<b>1,650</b>	<b>602</b>	<b>151</b>	<b>60</b>	<b>30</b>	<b>4</b>	<b>57</b>	<b>14</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1,895</b>	<b>684</b>	<b>11</b>	<b>9</b>	
MORE THAN 10 YEARS:	1,060	362	138	41	28	2	45	9	6	4	0	0	1,277	418	11	9	
AVERAGE YEARS	14.6	14.7	18.8	17.5	15.9	16.8	16.9	17.1	13.4	19.0	0.0	0.0	15.1	15.1	21.0	23.4	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.1</b>																

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>STRATEGIC FUND</b>																	
00 - 05 YEARS	30	46	0	2	0	0	0	0	0	0	0	0	0	30	48	1	0
06 - 10 YEARS	9	19	0	5	0	0	1	0	1	1	0	0	11	25	1	1	
11 - 15 YEARS	10	12	0	1	0	1	0	0	0	0	0	0	10	14	0	1	
16 - 20 YEARS	3	8	0	2	1	0	1	0	1	0	0	0	6	10	0	1	
21 - 25 YEARS	10	11	2	2	0	0	1	1	1	1	0	0	14	15	1	2	
26 - 30 YEARS	8	16	1	2	0	0	0	0	0	0	0	0	9	18	2	2	
31 - 35 YEARS	7	8	0	4	0	0	0	0	0	0	0	0	7	12	1	1	
36 - 40 YEARS	1	2	1	0	0	0	0	0	0	0	0	0	2	2	0	0	
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>DEPARTMENT TOTAL</b>	<b>78</b>	<b>122</b>	<b>4</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>89</b>	<b>144</b>	<b>6</b>	<b>8</b>	
MORE THAN 10 YEARS:	39	57	4	11	1	1	2	1	2	1	0	0	48	71	4	7	
AVERAGE YEARS	12.8	12.3	27.5	18.6	19.0	13.0	16.3	22.0	16.7	15.5	0.0	0.0	13.8	13.2	19.7	21.3	

**DEPARTMENT AVERAGE YEARS 13.4**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
00 - 05 YEARS	471	199	29	24	7	1	6	4	8	7	0	0	521	235	1	0
06 - 10 YEARS	417	123	22	13	3	3	3	2	10	4	0	0	455	145	1	1
11 - 15 YEARS	171	73	8	6	6	3	3	0	2	2	0	0	190	84	2	2
16 - 20 YEARS	322	119	26	17	2	2	9	3	4	2	0	0	363	143	18	8
21 - 25 YEARS	159	72	21	13	6	1	11	2	4	0	0	0	201	88	11	8
26 - 30 YEARS	111	84	19	11	7	0	8	2	3	0	0	0	148	97	12	10
31 - 35 YEARS	105	45	13	12	5	0	8	1	1	0	0	0	132	58	13	7
36 - 40 YEARS	39	9	1	1	0	0	1	0	4	0	0	0	45	10	5	1
MORE THAN 40 YEARS	15	0	0	0	0	0	0	0	2	0	0	0	17	0	4	0
<b>DEPARTMENT TOTAL</b>	<b>1,810</b>	<b>724</b>	<b>139</b>	<b>97</b>	<b>36</b>	<b>10</b>	<b>49</b>	<b>14</b>	<b>38</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>2,072</b>	<b>860</b>	<b>67</b>	<b>37</b>
MORE THAN 10 YEARS:	922	402	88	60	26	6	40	8	20	4	0	0	1,096	480	65	36
AVERAGE YEARS	13.8	14.5	16.6	16.5	18.0	12.3	20.5	15.3	16.9	7.9	0.0	0.0	14.3	14.6	25.9	24.9

**DEPARTMENT AVERAGE YEARS 14.3**

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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 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
00 - 05 YEARS	125	241	17	61	1	2	1	6	7	9	1	3	152	322	1	1
06 - 10 YEARS	80	137	9	23	0	0	3	4	5	4	0	0	97	168	0	0
11 - 15 YEARS	54	75	6	17	0	2	1	3	0	1	0	0	61	98	5	1
16 - 20 YEARS	39	68	14	27	0	0	3	12	5	1	0	0	61	108	2	6
21 - 25 YEARS	19	62	12	20	0	0	3	8	3	0	0	0	37	90	6	3
26 - 30 YEARS	27	117	7	35	1	1	2	5	0	0	0	0	37	158	5	12
31 - 35 YEARS	44	50	6	10	0	1	3	1	1	1	0	0	54	63	7	4
36 - 40 YEARS	10	16	1	0	0	1	0	0	0	0	0	0	11	17	2	0
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	1	1
<b>DEPARTMENT TOTAL</b>	<b>400</b>	<b>768</b>	<b>72</b>	<b>193</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>39</b>	<b>21</b>	<b>16</b>	<b>1</b>	<b>3</b>	<b>512</b>	<b>1,026</b>	<b>29</b>	<b>28</b>
MORE THAN 10 YEARS:	195	390	46	109	1	5	12	29	9	3	0	0	263	536	28	27
AVERAGE YEARS	14.0	14.4	16.1	14.7	15.0	18.7	19.9	17.0	12.1	7.3	1.0	0.3	14.4	14.4	25.7	25.2

**DEPARTMENT AVERAGE YEARS 14.4**

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

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

PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>STATEWIDE TOTAL</b>																	
00- 05 YEARS	3,524	4,248	500	1,420	41	34	111	158	83	98	25	27	4,284	5,985	20	24	
06- 10 YEARS	4,794	3,731	476	1,343	67	43	115	150	70	74	0	1	5,522	5,342	25	28	
11- 15 YEARS	3,523	2,517	410	749	85	44	108	103	42	49	0	0	4,168	3,462	62	67	
16- 20 YEARS	3,598	2,489	443	836	88	34	130	152	49	59	0	0	4,308	3,570	186	193	
21- 25 YEARS	2,352	1,634	449	665	47	31	81	83	35	32	0	0	2,964	2,445	187	154	
26- 30 YEARS	1,677	2,270	326	869	21	33	47	96	19	27	0	0	2,090	3,295	172	227	
31- 35 YEARS	1,128	1,317	118	446	18	6	37	26	11	5	0	0	1,312	1,800	111	122	
36- 40 YEARS	256	214	19	66	2	1	9	4	5	0	0	0	291	285	29	14	
MORE THAN 40 YEARS	38	22	2	6	0	0	1	1	2	0	0	0	43	29	7	5	
<b>STATEWIDE TOTAL</b>	<b>20,890</b>	<b>18,442</b>	<b>2,743</b>	<b>6,400</b>	<b>369</b>	<b>226</b>	<b>639</b>	<b>773</b>	<b>316</b>	<b>344</b>	<b>25</b>	<b>28</b>	<b>24,982</b>	<b>26,213</b>	<b>799</b>	<b>834</b>	
MORE THAN 10 YEARS	12,572	10,463	1,767	3,637	261	149	413	465	163	172	0	0	15,176	14,886	754	782	
AVERAGE YEARS	14.8	14.8	15.5	15.1	15.5	15.4	15.3	14.6	13.4	12.1	1.4	1.2	14.9	14.8	23.3	23.1	
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.9</b>																

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

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**First Quarter of FY 2008**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	20	2.7%
Dismissal	63	8.4%
Expired Appointment	17	2.3%
<b>Total Involuntary Separations</b>	<b>100</b>	<b>13.3%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	174	23.2%
Layoff/Leave of Absence Rights Expired	38	5.1%
Waived Rights Leave of Absence	46	6.1%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>258</b>	<b>34.4%</b>
<b><i>RETIREMENT</i></b>		
Retirement	351	46.7%
Disability Retirement	19	2.5%
Deferred Retirement	18	2.4%
<b>Total Retirements</b>	<b>388</b>	<b>51.7%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
Undefined Separations	5	0.7%
<b>TOTAL SEPARATIONS</b>	<b>751</b>	<b>100.0%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent 93% 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-23-2007 TO PAY PERIOD ENDING DEC-29-2007

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL	
AGRICULTURE	1	0	2	0	3	5	5	0	0	0	10	-7
ATTORNEY GENERAL	0	0	0	0	0	8	0	0	0	0	8	-8
AUDITOR GENERAL	0	0	0	0	0	2	0	0	0	0	2	-2
CIVIL RIGHTS	1	0	0	0	1	0	0	0	1	0	1	0
CIVIL SERVICE COMMISSION	0	0	0	0	0	2	0	0	0	0	2	-2
COMMUNITY HEALTH	11	0	1	0	12	97	0	2	12	0	111	-99
CORRECTIONS	56	3	1	1	61	232	0	2	7	0	241	-180
EDUCATION	5	0	0	0	5	7	0	0	0	0	7	-2
ENVIRONMENTAL QUALITY	5	0	0	0	5	18	0	0	0	0	18	-13
EXECUTIVE OFFICE	4	1	0	0	5	5	0	0	0	0	5	0
HISTORY ARTS AND LIBRARIES	0	0	0	0	0	5	10	0	0	0	15	-15
HUMAN SERVICES	39	0	11	0	50	126	4	1	5	1	137	-87
INFORMATION TECHNOLOGY	1	0	0	0	1	23	0	0	1	0	24	-23
LABOR & ECONOMIC GROWTH	17	0	3	0	20	64	0	0	5	0	69	-49
MANAGEMENT & BUDGET	0	0	0	0	0	12	0	0	0	0	12	-12
MILITARY AFFAIRS	13	9	2	0	24	32	22	0	1	0	55	-31
NATURAL RESOURCES	2	21	13	0	36	26	233	0	0	0	259	-223
STATE	1	1	0	0	2	46	0	0	1	0	47	-45
STATE POLICE	3	0	1	0	4	25	0	0	1	0	26	-22
STRATEGIC FUND	3	1	0	0	4	2	0	0	0	0	2	2
TRANSPORTATION	33	9	0	0	42	130	16	0	0	3	149	-107
TREASURY	10	3	5	0	18	21	0	0	0	0	21	-3
	<b>205</b>	<b>48</b>	<b>39</b>	<b>1</b>	<b>293</b>	<b>888</b>	<b>290</b>	<b>5</b>	<b>34</b>	<b>4</b>	<b>1,221</b>	<b>-928</b>

**NOTE:** This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns. It reflects status codes waived rights, departure, and retirement for separations. Action reasons layoff medical, layoff RIF, and layoff seasonal are used for layoffs.

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

### BREAKDOWNS

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

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

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

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

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

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

## SECTION FIVE

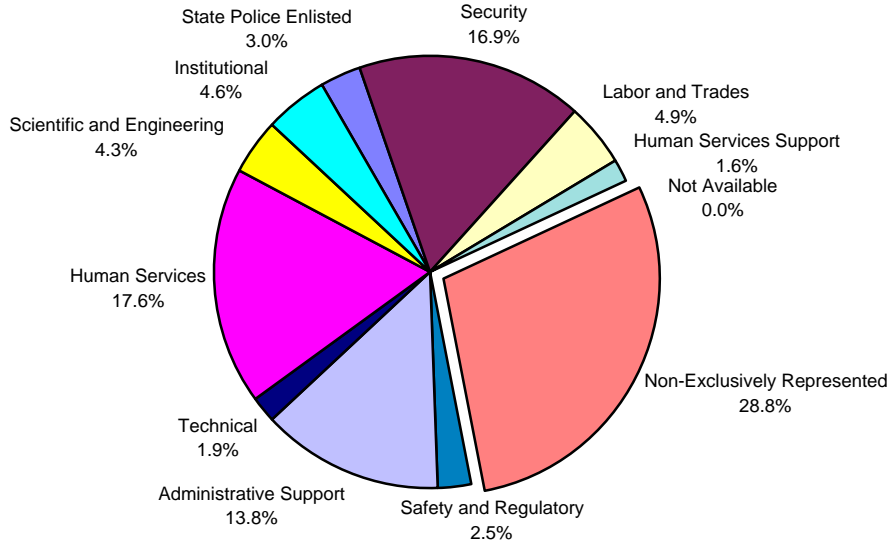
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# **BARGAINING UNIT CHARACTERISTICS**

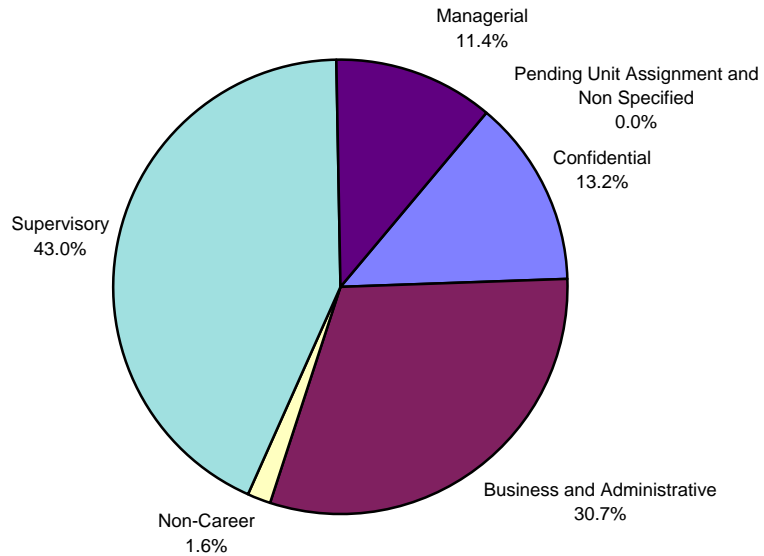
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Pay Period Ending December 29, 2007**

Graph 5-1

**Exclusively and Non-Exclusively Represented  
51,195 Employees**



**Non-Exclusively Represented  
14,760 Employees**



Source: MAIN MIDB Civil Service HWF 44

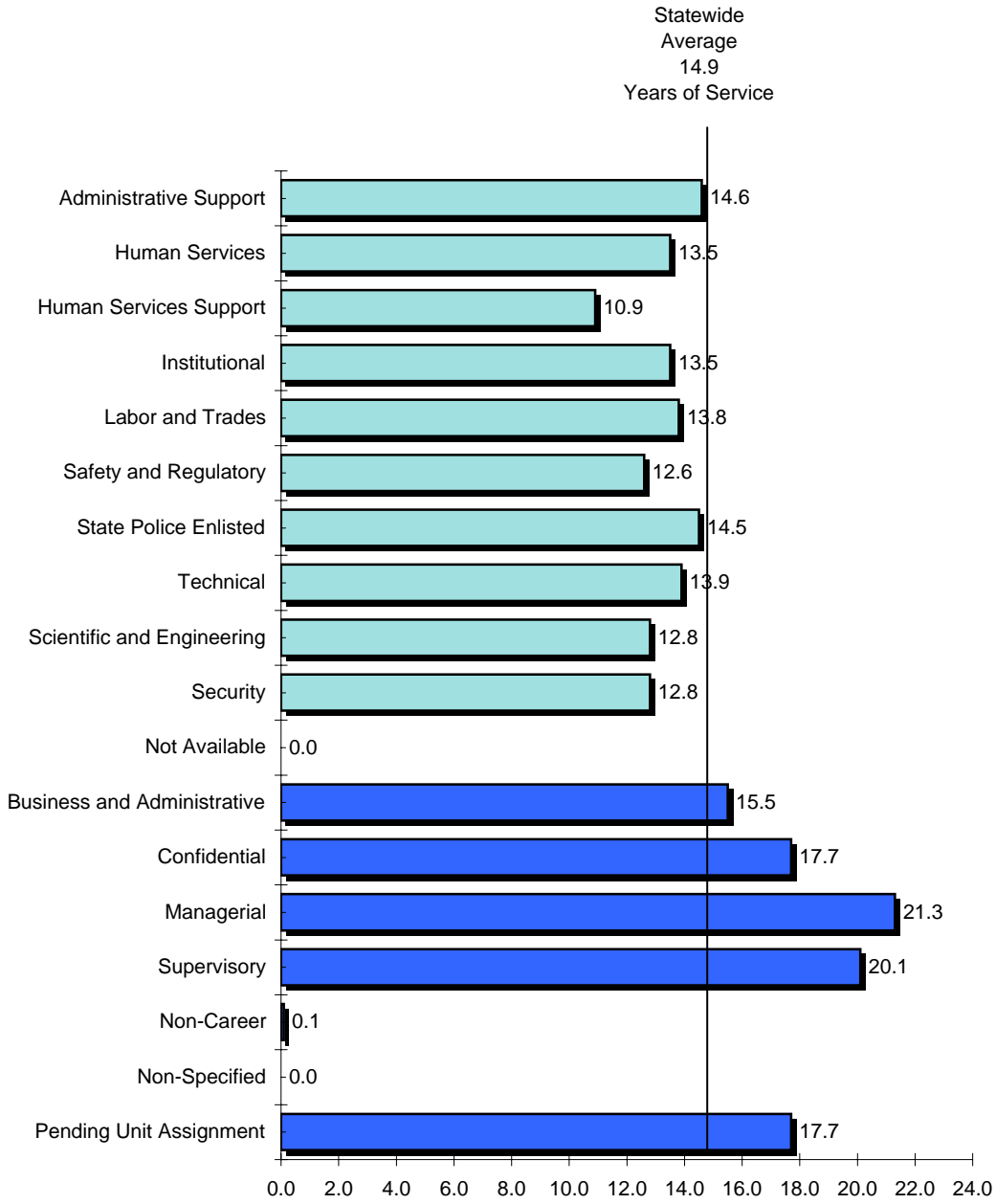
Comment: Of the 51,195 classified employees at fiscal year end, 71 percent were exclusively represented by one of eight employee organizations.

**EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT**  
**PAY PERIOD ENDING December 29, 2007**

UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,261	1,072	85.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,518	2,402	95.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,660	0	0.0	0	0.0	8,412	97.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	798	0	0.0	0	0.0	0	0.0	769	96.4	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,225	0	0.0	0	0.0	0	0.0	0	0.0	2,155	96.9	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	974	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	925	95.0	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	1,521	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,512	99.4	0	0.0
U11 INSTITUTIONAL	2,365	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,338	98.9
W22 HUMAN SERVICES	9,028	0	0.0	8,590	95.1	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,084	0	0.0	6,480	91.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	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
Y23 BUSINESS & ADMINISTRATION	4,526	0	0.0	3	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Y50 PENDING UNIT ASSIGNMENT	3	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	6,353	1	0.0	5	0.1	0	0.0	0	0.0	4	0.1	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	233	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,690	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,954	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>36,435</b>	<b>3,474</b>	<b>9.5</b>	<b>15,070</b>	<b>41.4</b>	<b>8,412</b>	<b>23.1</b>	<b>770</b>	<b>2.1</b>	<b>2,155</b>	<b>5.9</b>	<b>926</b>	<b>2.5</b>	<b>1,512</b>	<b>4.1</b>	<b>2,339</b>	<b>6.4</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,760</b>	<b>1</b>	<b>0.0</b>	<b>9</b>	<b>0.1</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>4</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>51,195</b>	<b>3,475</b>	<b>6.8</b>	<b>15,079</b>	<b>29.5</b>	<b>8,412</b>	<b>16.4</b>	<b>770</b>	<b>1.5</b>	<b>2,159</b>	<b>4.2</b>	<b>926</b>	<b>1.8</b>	<b>1,512</b>	<b>3.0</b>	<b>2,340</b>	<b>4.6</b>

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

### AVERAGE YEARS OF SERVICE BY BARGAINING UNIT As of Pay Period Ending December 29, 2007



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 29, 2007**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	200	81	14	9	1	2	9	0	2	0	4	0	230	92	1	0
06 - 10 YEARS	207	48	17	19	2	3	4	1	1	0	0	0	231	71	0	0
11 - 15 YEARS	136	23	7	15	3	2	1	1	1	0	0	0	148	41	2	0
16 - 20 YEARS	126	31	13	19	1	1	6	2	1	0	0	0	147	53	5	3
21 - 25 YEARS	60	22	14	14	2	0	3	0	1	0	0	0	80	36	2	0
26 - 30 YEARS	43	18	6	12	0	0	3	1	0	0	0	0	52	31	3	0
31 - 35 YEARS	19	8	3	8	2	0	1	0	0	0	0	0	25	16	1	2
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>798</b>	<b>232</b>	<b>74</b>	<b>96</b>	<b>11</b>	<b>8</b>	<b>27</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>920</b>	<b>341</b>	<b>16</b>	<b>5</b>
MORE THAN 10 YEARS:	391	103	43	68	8	3	14	4	3	0	0	0	459	178	15	5
AVERAGE YEARS	12.1	11.7	14.5	17.2	17.1	9.6	13.4	16.4	10.5	0.0	1.8	0.0	12.4	13.3	22.6	24.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	489	62	31	3	7	0	9	0	0	0	4	0	540	65	3	0
06 - 10 YEARS	482	39	27	3	10	0	7	0	0	1	0	0	526	43	1	0
11 - 15 YEARS	268	27	12	2	7	1	5	1	0	0	0	0	292	31	10	1
16 - 20 YEARS	292	28	36	6	4	0	12	1	3	0	0	0	347	35	21	2
21 - 25 YEARS	187	17	21	3	5	0	7	2	0	0	0	0	220	22	22	0
26 - 30 YEARS	174	22	17	3	4	0	7	2	0	0	0	0	202	27	20	1
31 - 35 YEARS	116	9	6	2	5	0	9	1	0	0	0	0	136	12	8	2
36 - 40 YEARS	15	1	1	0	0	0	2	0	0	0	0	0	18	1	2	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,024</b>	<b>205</b>	<b>151</b>	<b>22</b>	<b>42</b>	<b>1</b>	<b>58</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>2,282</b>	<b>236</b>	<b>87</b>	<b>7</b>
MORE THAN 10 YEARS:	1,053	104	93	16	25	1	42	7	3	0	0	0	1,216	128	83	7
AVERAGE YEARS	13.6	12.7	15.3	18.5	15.4	11.0	18.8	24.6	19.3	8.0	0.0	0.0	13.8	13.6	22.1	26.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	729	205	126	130	21	6	29	15	5	5	6	4	916	365	1	2
06 - 10 YEARS	1,740	288	172	148	43	8	46	17	5	0	0	0	2,006	461	3	2
11 - 15 YEARS	1,186	257	120	102	43	5	47	9	3	0	0	0	1,399	373	6	3
16 - 20 YEARS	1,323	184	107	74	49	6	35	5	3	0	0	0	1,517	269	45	11
21 - 25 YEARS	787	70	137	88	15	3	13	1	1	0	0	0	953	162	43	12
26 - 30 YEARS	139	16	28	9	2	0	2	1	0	0	0	0	171	26	7	1
31 - 35 YEARS	28	4	6	1	0	0	0	0	0	0	0	0	34	5	1	0
36 - 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5,933</b>	<b>1,025</b>	<b>697</b>	<b>552</b>	<b>173</b>	<b>28</b>	<b>172</b>	<b>48</b>	<b>17</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>6,998</b>	<b>1,662</b>	<b>106</b>	<b>31</b>
MORE THAN 10 YEARS:	3,464	532	399	274	109	14	97	16	7	0	0	0	4,076	836	102	27
AVERAGE YEARS	13.3	11.4	13.2	11.6	13.0	11.8	11.9	9.1	9.9	2.0	1.7	1.5	13.2	11.4	20.0	18.1
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>E42 - HUMAN SERVICES SUPPORT</b>																	
00 - 05 YEARS	45	100	29	170	0	1	5	11	0	3	1	0	80	285	2	2	
06 - 10 YEARS	25	49	13	38	0	3	3	8	2	2	0	1	43	101	3	1	
11 - 15 YEARS	15	25	4	22	0	0	1	3	0	1	0	0	20	51	5	2	
16 - 20 YEARS	13	27	5	20	0	1	2	6	0	1	0	0	20	55	7	7	
21 - 25 YEARS	5	21	1	15	0	0	0	2	0	0	0	0	6	38	1	3	
26 - 30 YEARS	5	24	3	14	0	4	1	0	0	0	0	0	9	42	5	7	
31 - 35 YEARS	7	14	1	14	1	0	0	0	0	0	0	0	9	28	3	2	
36 - 40 YEARS	4	5	0	0	0	0	0	0	0	0	0	0	4	5	1	0	
MORE THAN 40 YEARS	0	0	1	1	0	0	0	0	0	0	0	0	1	1	0	0	
<b>BARGAINING UNIT TOTAL</b>	<b>119</b>	<b>265</b>	<b>57</b>	<b>294</b>	<b>1</b>	<b>9</b>	<b>12</b>	<b>30</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>192</b>	<b>606</b>	<b>27</b>	<b>24</b>	
MORE THAN 10 YEARS:	49	116	15	86	1	5	4	11	0	2	0	0	69	220	22	21	
AVERAGE YEARS	11.7	12.4	9.7	9.4	31.0	17.6	9.4	9.6	6.0	8.6	5.0	6.0	10.9	10.9	19.3	20.5	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.9</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	329	216	11	8	1	0	4	2	5	9	0	0	350	235	1	0
06 - 10 YEARS	325	137	7	9	1	0	3	4	14	7	0	0	350	157	1	2
11 - 15 YEARS	189	100	8	7	0	0	3	1	9	8	0	0	209	116	2	1
16 - 20 YEARS	246	114	7	6	1	1	5	1	7	5	0	0	266	127	7	2
21 - 25 YEARS	92	48	12	6	1	4	2	0	5	1	0	0	112	59	3	2
26 - 30 YEARS	97	30	9	2	1	0	1	0	6	1	0	0	114	33	4	1
31 - 35 YEARS	64	6	3	1	0	0	2	0	1	0	0	0	70	7	0	0
36 - 40 YEARS	15	0	0	0	0	0	0	0	1	0	0	0	16	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	1	0	0	0	4	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,360</b>	<b>651</b>	<b>57</b>	<b>39</b>	<b>5</b>	<b>5</b>	<b>20</b>	<b>8</b>	<b>49</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>1,491</b>	<b>734</b>	<b>19</b>	<b>8</b>
MORE THAN 10 YEARS:	706	298	39	22	3	5	13	2	30	15	0	0	791	342	17	6
AVERAGE YEARS	13.3	11.2	16.8	13.2	17.0	21.4	14.9	9.3	15.9	10.6	0.0	0.0	13.6	11.3	20.9	18.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
PAY END NUMBER AND DATE: 01 DECEMBER 29, 2007**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	147	77	5	4	2	0	3	1	3	3	0	0	160	85	1	0
06 - 10 YEARS	139	51	3	3	2	0	2	0	3	1	0	0	149	55	0	0
11 - 15 YEARS	87	25	3	1	0	0	2	0	2	2	0	0	94	28	2	0
16 - 20 YEARS	127	35	8	5	0	0	1	0	3	1	0	0	139	41	7	1
21 - 25 YEARS	52	14	9	5	0	1	2	1	0	0	0	0	63	21	0	2
26 - 30 YEARS	26	11	5	4	1	0	2	1	1	0	0	0	35	16	0	1
31 - 35 YEARS	49	4	2	1	0	0	3	0	0	0	0	0	54	5	7	0
36 - 40 YEARS	13	4	0	0	0	0	2	0	2	0	0	0	17	4	2	0
MORE THAN 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>647</b>	<b>222</b>	<b>35</b>	<b>23</b>	<b>5</b>	<b>1</b>	<b>17</b>	<b>3</b>	<b>14</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>718</b>	<b>256</b>	<b>20</b>	<b>4</b>
MORE THAN 10 YEARS:	361	94	27	16	1	1	12	2	8	3	0	0	409	116	19	4
AVERAGE YEARS	14.4	11.4	18.2	17.0	10.0	21.0	19.7	19.0	15.6	9.4	0.0	0.0	14.7	11.9	25.2	22.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.9</b>															



























**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: December 29, 2007**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,263	2.5%	45.5	\$23.72	941	74.5%
A31 - LABOR AND TRADES	2,529	4.9%	48.1	\$21.12	1,952	77.2%
C12 - SECURITY	8,705	17.0%	43.0	\$22.84	7,586	87.1%
E42 - HUMAN SERVICES SUPPORT	799	1.6%	46.8	\$21.98	391	48.9%
H21 - SCIENTIFIC & ENGINEERING	2,225	4.3%	43.9	\$30.59	1,632	73.3%
L32 - TECHNICAL	974	1.9%	44.9	\$22.86	716	73.5%
T01 - STATE POLICE ENLISTED	1,530	3.0%	40.4	\$29.97	1,464	95.7%
U11 - INSTITUTIONAL	2,386	4.7%	46.7	\$19.47	1,695	71.0%
W22 - HUMAN SERVICES	9,033	17.6%	46.7	\$25.62	6,682	74.0%
W41 - ADMINISTRATIVE SUPPORT	7,089	13.8%	47.1	\$19.76	5,298	74.7%
Y00 - NON-SPECIFIED	1	0.0%	20.5	\$13.42	0	0.0%
Y23 - BUSINESS & ADMINISTRATION	4,528	8.8%	47.1	\$29.99	3,457	76.3%
Y50 - PENDING UNIT ASSIGNMENT	3	0.0%	49.5	\$21.32	2	66.7%
Y51 - SUPERVISORY	6,365	12.4%	49.7	\$31.69	6,048	95.0%
Y52 - NONCAREER	233	0.5%	25.5	\$13.40	2	0.9%
Y98 - MANAGERIAL	1,690	3.3%	52.0	\$45.99	1,485	87.9%
Y99 - CONFIDENTIAL	1,955	3.8%	47.9	\$26.26	1,630	83.4%
<b>STATEWIDE TOTAL</b>	<b>51,308</b>	<b>100.0%</b>	<b>46.4</b>	<b>\$25.80</b>	<b>40,981</b>	<b>79.9%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only. Since September 23, 2006, the average hourly pay rate has increased by \$1.09 (4.6%) and the percentage of employees eligible for longevity has increased from 77% to 78%. The average employee age has increased from 45.4 to 46 years of age.

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

PAY PERIOD ENDING Dec 29, 2007

Unit Code	Bargaining Unit	Total Employees	Health Insurance						Dental Insurance					Vision Insurance		
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
A02	SAFETY & REGULATORY	1,215	833	69 %	292	24 %	12	1 %	1,133	93 %	12	1 %	5	0 %	1,157	95 %
A31	LABOR AND TRADES	2,426	1,392	57 %	882	36 %	14	1 %	2,279	94 %	11	0 %	5	0 %	2,295	95 %
C12	SECURITY	8,705	5,556	64 %	2,771	32 %	37	0 %	8,214	94 %	174	2 %	16	0 %	8,401	97 %
E42	HUMAN SERVICES SUPPORT	799	503	63 %	251	31 %	6	1 %	727	91 %	40	5 %	2	0 %	773	97 %
H21	SCIENTIFIC & ENGINEERING	2,224	1,178	53 %	919	41 %	24	1 %	2,077	93 %	44	2 %	8	0 %	2,138	96 %
L32	TECHNICAL	960	546	57 %	366	38 %	10	1 %	907	94 %	22	2 %	3	0 %	933	97 %
T01	STATE POLICE ENLISTED	1,530	1,387	91 %	108	7 %	4	0 %	1,499	98 %	3	0 %	0	0 %	1,503	98 %
U11	INSTITUTIONAL	2,366	1,540	65 %	711	30 %	9	0 %	2,224	94 %	38	2 %	3	0 %	2,269	96 %
W22	HUMAN SERVICES	9,012	5,230	58 %	3,154	35 %	83	1 %	8,242	91 %	271	3 %	32	0 %	8,565	95 %
W41	ADMINISTRATIVE SUPPORT	6,749	3,035	45 %	3,213	48 %	72	1 %	6,104	90 %	220	3 %	26	0 %	6,364	94 %
Y23	BUSINESS & ADMINISTRATION	4,522	1,795	40 %	2,355	52 %	68	2 %	4,107	91 %	134	3 %	15	0 %	4,265	94 %
Y50	PENDING UNIT ASSIGNMENT	3	0	0 %	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %	3	100 %
Y51	SUPERVISORY	6,364	3,601	57 %	2,344	37 %	60	1 %	5,921	93 %	111	2 %	13	0 %	6,047	95 %
Y52	NONCAREER	2	1	50 %	1	50 %	0	0 %	2	100 %	0	0 %	0	0 %	2	100 %
Y98	MANAGERIAL	1,690	858	51 %	722	43 %	13	1 %	1,587	94 %	22	1 %	6	0 %	1,617	96 %
Y99	CONFIDENTIAL	1,950	730	37 %	1,022	52 %	19	1 %	1,750	90 %	50	3 %	2	0 %	1,800	92 %
<b>STATEWIDE TOTALS:</b>		<b>50,517</b>	<b>28,185</b>	<b>56 %</b>	<b>19,114</b>	<b>38 %</b>	<b>431</b>	<b>1 %</b>	<b>46,776</b>	<b>93 %</b>	<b>1,152</b>	<b>2 %</b>	<b>136</b>	<b>0 %</b>	<b>48,132</b>	<b>95 %</b>

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

MIDB Civil Service HWF47  
 Universe: Human Resources  
 Report Sequence: HRS Dept Cd Desc

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

PAY PERIOD ENDING Dec 29, 2007

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
A02	SAFETY & REGULATORY	1,215	1,088	90 %	96	8 %	1,150	95 %	64	5 %	87	7 %
A31	LABOR AND TRADES	2,426	2,201	91 %	14	1 %	2,334	96 %	85	4 %	18	1 %
C12	SECURITY	8,705	8,378	96 %	0	0 %	8,407	97 %	299	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	799	692	87 %	0	0 %	745	93 %	54	7 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,224	1,890	85 %	32	1 %	2,058	93 %	162	7 %	24	1 %
L32	TECHNICAL	960	831	87 %	28	3 %	886	92 %	71	7 %	17	2 %
T01	STATE POLICE ENLISTED	1,530	1,494	98 %	1,022	67 %	1,490	97 %	31	2 %	1,086	71 %
U11	INSTITUTIONAL	2,366	2,191	93 %	2	0 %	2,297	97 %	69	3 %	0	0 %
W22	HUMAN SERVICES	9,012	8,296	92 %	1	0 %	8,512	94 %	500	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,749	6,133	91 %	155	2 %	6,389	95 %	337	5 %	123	2 %
Y23	BUSINESS & ADMINISTRATION	4,522	3,946	87 %	61	1 %	4,224	93 %	283	6 %	45	1 %
Y50	PENDING UNIT ASSIGNMENT	3	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,364	6,134	96 %	197	3 %	6,172	97 %	188	3 %	196	3 %
Y52	NONCAREER	2	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,690	1,558	92 %	31	2 %	1,616	96 %	72	4 %	34	2 %
Y99	CONFIDENTIAL	1,950	1,792	92 %	23	1 %	1,849	95 %	97	5 %	22	1 %
<b>STATEWIDE TOTALS:</b>		<b>50,517</b>	<b>46,627</b>	<b>92 %</b>	<b>1,662</b>	<b>3 %</b>	<b>48,134</b>	<b>95 %</b>	<b>2,312</b>	<b>5 %</b>	<b>1,652</b>	<b>3 %</b>

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

MIDB Civil Service HWF47  
 Universe: Human Resources  
 Report Sequence: HRS Dept Cd Desc

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 01 Ending December 29, 2007

### EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	525	46	28	0	0	218	21	0	0	0	76	389
ATTORNEY GENERAL	11	492	33	1	0	0	0	0	0	0	0	91	125
AUDITOR GENERAL	03	142	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	119	0	0	0	0	0	0	0	0	55	14	69
CIVIL SERVICE COMMISSION	19	555	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,019	39	116	178	0	146	45	0	999	644	579	2,746
CORRECTIONS	47	15,838	10	811	8,482	0	12	103	0	545	2,070	1,143	13,176
EDUCATION	31	385	3	12	0	2	0	0	0	25	110	91	243
ENVIRONMENTAL QUALITY	76	1,407	33	2	0	0	810	56	0	0	1	195	1,097
EXECUTIVE OFFICE	01	48	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	226	17	28	0	0	7	2	0	0	48	52	154
HUMAN SERVICES	43	9,469	183	60	0	56	4	2	0	305	5,659	1,239	7,508
INFORMATION TECHNOLOGY	08	1,711	0	29	0	0	4	52	0	0	0	262	347
LABOR & ECONOMIC GROWTH	64	3,897	263	44	0	740	93	6	0	21	379	742	2,288
MANAGEMENT & BUDGET	07	977	4	277	0	0	35	12	0	0	2	137	467
MILITARY AFFAIRS	51	905	31	135	0	0	23	12	0	455	26	51	733
NATURAL RESOURCES	75	1,505	347	124	0	0	247	137	0	11	27	193	1,086
STATE	23	1,692	23	21	0	0	0	1	0	0	1	1,110	1,156
STATE POLICE	55	2,579	162	27	0	0	83	29	1,521	4	0	286	2,112
STRATEGIC FUND	07	233	0	34	0	0	0	2	0	0	0	65	101
TRANSPORTATION	59	2,932	57	758	0	0	541	493	0	0	3	238	2,090
TREASURY	27	1,538	10	9	0	0	2	1	0	0	3	518	543
<b>Grand Total:</b>		<b>51,194</b>	<b>1,261</b>	<b>2,518</b>	<b>8,660</b>	<b>798</b>	<b>2,225</b>	<b>974</b>	<b>1,521</b>	<b>2,365</b>	<b>9,028</b>	<b>7,084</b>	<b>36,434</b>

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

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 01 Ending December 29, 2007

### NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	525	29	12	19	5	0	71	136
ATTORNEY GENERAL	11	492	31	45	280	0	0	11	367
AUDITOR GENERAL	03	142	0	64	34	5	0	35	138
CIVIL RIGHTS	15	119	2	19	12	2	0	15	50
CIVIL SERVICE COMMISSION	19	555	3	452	48	12	0	40	555
COMMUNITY HEALTH	39	4,019	458	100	176	17	2	520	1,273
CORRECTIONS	47	15,838	160	160	141	4	0	2,197	2,662
EDUCATION	31	385	65	25	19	1	0	32	142
ENVIRONMENTAL QUALITY	76	1,407	64	29	21	17	0	179	310
EXECUTIVE OFFICE	01	48	0	45	1	2	0	0	48
HISTORY ARTS AND LIBRARIES	25	226	22	9	20	1	0	20	72
HUMAN SERVICES	43	9,469	413	278	178	0	0	1,092	1,961
INFORMATION TECHNOLOGY	08	1,711	1,019	57	90	24	0	174	1,364
LABOR & ECONOMIC GROWTH	64	3,897	833	171	210	43	1	351	1,609
MANAGEMENT & BUDGET	07	977	173	138	66	23	0	110	510
MILITARY AFFAIRS	51	905	23	18	16	0	0	115	172
NATURAL RESOURCES	75	1,505	72	36	48	6	0	257	419
STATE	23	1,692	143	68	53	9	0	263	536
STATE POLICE	55	2,579	101	33	41	1	0	291	467
STRATEGIC FUND	07	233	68	21	21	0	0	22	132
TRANSPORTATION	59	2,932	210	116	92	37	1	386	842
TREASURY	27	1,538	637	58	104	24	0	172	995
<b>Grand Total:</b>		<b>51,194</b>	<b>4,526</b>	<b>1,954</b>	<b>1,690</b>	<b>233</b>	<b>4</b>	<b>6,353</b>	<b>14,760</b>

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

# **GLOSSARY**

## GLOSSARY

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

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

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

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

**Career Appointment** – An indefinite appointment or limited term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

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

**Classified 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 ((not classified)

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

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

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

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

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

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

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

**Intermittent 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.

**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.

**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.

**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.

**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** - Starting in FY2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

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

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

**Union Codes**

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

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

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

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

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