

# **ANNUAL WORKFORCE REPORT**

First Quarter

**FISCAL YEAR 2008-09**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Andrew P. Abood  
Kelly G. Keenan  
Sherry L. McMillan  
Thomas M. Wardrop**

**Jeremy S. Stephens, State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**First Quarter FY 2008-09**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	46.2
Average Annual Salary <sup>1</sup> .....	\$54,372
Average Years of Service .....	14.8

**WORK FORCE CHARACTERISTICS**

Females .....	51.7%
Males.....	48.3%
Eligible for Longevity .....	78.0%
Less than Six Years of Service .....	20.9%
Six to Ten Years of Service.....	20.8%
Over Ten Years of Service .....	58.3%
Exclusively Represented for Collective Bargaining.....	71.1%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.2%
Asian .....	1.3%
Black .....	18.0%
Hispanic .....	2.8%
White .....	76.4%
Not Disclosed .....	0.3%

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

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SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

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

Pay Period Number and Pay End Date 01 Dec 27, 2008

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	448.0	3.0	28.0	13.0	6.0	51.0	549.0	0.0	549.0
<b>AGRICULTURE</b>		<b>448.0</b>	<b>3.0</b>	<b>28.0</b>	<b>13.0</b>	<b>6.0</b>	<b>51.0</b>	<b>549.0</b>	<b>0.0</b>	<b>549.0</b>
ATY GNRL CENTRAL OFFICE	1101	477.0	1.0	0.0	17.0	0.0	0.0	495.0	0.0	495.0
PACC	1102	8.0	0.0	0.0	3.0	0.0	0.0	11.0	0.0	11.0
<b>ATTORNEY GENERAL</b>		<b>485.0</b>	<b>1.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>506.0</b>	<b>0.0</b>	<b>506.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	109.0	0.0	14.0	13.0	0.0	3.0	139.0	0.0	139.0
<b>AUDITOR GENERAL</b>		<b>109.0</b>	<b>0.0</b>	<b>14.0</b>	<b>13.0</b>	<b>0.0</b>	<b>3.0</b>	<b>139.0</b>	<b>0.0</b>	<b>139.0</b>
CIV RGHT CENTRAL OFFICE	1501	114.0	0.0	0.0	5.0	0.0	2.0	121.0	0.0	121.0
<b>CIVIL RIGHTS</b>		<b>114.0</b>	<b>0.0</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>2.0</b>	<b>121.0</b>	<b>0.0</b>	<b>121.0</b>
CIVIL SERVICE COMMISSION	1901	515.0	4.0	0.0	7.0	1.0	17.0	544.0	2.0	542.0
<b>CIVIL SERVICE COMMISSION</b>		<b>515.0</b>	<b>4.0</b>	<b>0.0</b>	<b>7.0</b>	<b>1.0</b>	<b>17.0</b>	<b>544.0</b>	<b>2.0</b>	<b>542.0</b>
DCH-CARO CENTER	3902	364.0	1.0	1.0	8.0	0.0	0.0	374.0	0.0	374.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,517.0	6.0	10.0	21.0	0.0	62.0	1,616.0	1.5	1,614.5
DCH-CTR FORENSIC PSYCHIATRY	3920	498.0	2.0	0.0	1.0	0.0	3.0	504.0	0.0	504.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	172.0	3.0	0.0	13.0	0.0	4.0	192.0	0.0	192.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	248.0	3.0	0.0	0.0	0.0	0.0	251.0	0.0	251.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	366.0	6.0	0.0	54.0	0.0	4.0	430.0	0.0	430.0
DCH - MT. PLEASANT CENTER	3912	376.0	0.0	4.0	6.0	0.0	0.0	386.0	0.0	386.0
DCH-OFFICE OF SERVICES TO TH	3970	34.0	0.0	1.0	1.0	0.0	0.0	36.0	0.0	36.0
DCH-WALTER P. REUTHER PSY HOSP	3945	389.0	0.0	0.0	4.0	0.0	3.0	396.0	0.0	396.0
<b>COMMUNITY HEALTH</b>		<b>3,964.0</b>	<b>21.0</b>	<b>16.0</b>	<b>108.0</b>	<b>0.0</b>	<b>76.0</b>	<b>4,185.0</b>	<b>1.5</b>	<b>4,183.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	512.0	0.0	0.0	1.0	0.0	0.0	513.0	0.0	513.0
DOC-ALGER MAX SECURITY CORRECT	4735	326.0	0.0	0.0	1.0	0.0	0.0	327.0	0.0	327.0
DOC-BARAGA FACILITY	4740	405.0	2.0	0.0	1.0	0.0	0.0	408.0	0.0	408.0
DOC-BELLAMY CREEK FACILITY	4748	446.0	0.0	0.0	1.0	0.0	0.0	447.0	0.0	447.0

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
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DOC-BROOKS FACTY/MUSKEGON TEMP	4730	544.0	1.0	0.0	2.0	0.0	0.0	547.0	0.0	547.0
DOC-CARSON CITY FAC/CARSON CIT	4731	518.0	0.0	0.0	1.0	0.0	0.0	519.0	0.0	519.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	574.0	0.0	0.0	1.0	0.0	6.0	581.0	0.0	581.0
DOC-COOPER STREET FACILITY	4752	445.0	0.0	0.0	1.0	0.0	0.0	446.0	0.0	446.0
DOC-CORRECTN CENTRAL OFFICE	4702	449.0	0.0	0.0	35.0	0.0	36.0	520.0	0.0	520.0
DOC-COTTON FACILITY	4720	444.0	0.0	0.0	1.0	0.0	0.0	445.0	0.0	445.0
DOC-CRANE FACILITY	4716	362.0	0.0	0.0	0.0	0.0	0.0	362.0	0.0	362.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	220.0	0.0	0.0	0.0	0.0	0.0	220.0	0.0	220.0
DOC-EGELER FACILITY	4727	636.0	0.0	0.0	1.0	0.0	0.0	637.0	0.0	637.0
DOC-FIELD OPERATION REGION III	4763	877.0	10.0	2.0	3.0	0.0	0.0	892.0	0.0	892.0
DOC-FIELD OPERATIONS REGION I	4761	819.0	1.0	2.0	2.0	0.0	0.0	824.0	0.0	824.0
DOC-HANDLON MI TRAINING UNT	4705	331.0	0.0	0.0	0.0	0.0	0.0	331.0	0.0	331.0
DOC-HURON VALLEY CORR COMPLEX	4715	635.0	4.0	0.0	2.0	0.0	0.0	641.0	0.0	641.0
DOC-IONIA MAXIMUM FACILITY	4724	319.0	0.0	0.0	1.0	0.0	0.0	320.0	0.0	320.0
DOC-JACKSON CENTRAL REGION	4750	120.0	0.0	0.0	0.0	0.0	0.0	120.0	0.0	120.0
DOC-KINROSS/HIAWATHA FACILITY	4712	583.0	0.0	0.0	1.0	0.0	0.0	584.0	0.0	584.0
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	320.0	0.0	0.0	1.0	0.0	0.0	321.0	0.0	321.0
DOC-MARQUETTE BRANCH PRISON	4706	412.0	0.0	0.0	1.0	0.0	0.0	413.0	0.0	413.0
DOC-MICHIGAN REFORMATORY	4707	345.0	0.0	0.0	2.0	0.0	4.0	351.0	0.0	351.0
DOC-MICHIGAN STATE INDUSTRIES	4709	176.0	0.0	0.0	0.0	0.0	1.0	177.0	0.0	177.0
DOC-MID MICHIGAN FACILITY	4733	579.0	0.0	0.0	1.0	0.0	0.0	580.0	0.0	580.0
DOC-MOUND FACILITY	4737	312.0	1.0	0.0	2.0	0.0	0.0	315.0	0.0	315.0
DOC-MUSKEGON FACILITY	4704	262.0	0.0	0.0	1.0	0.0	0.0	263.0	0.0	263.0
DOC-NEWBERRY FACILITY	4743	285.0	0.0	0.0	1.0	0.0	0.0	286.0	0.0	286.0

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DOC-OAKS FACILITY	4739	339.0	1.0	0.0	1.0	0.0	0.0	341.0	0.0	341.0
DOC-OJIBWAY FACILITY	4746	278.0	1.0	0.0	1.0	0.0	0.0	280.0	0.0	280.0
DOC-PARNALL FACILITY	4751	312.0	0.0	1.0	0.0	0.0	0.0	313.0	0.0	313.0
DOC-PINE RIVER FACILITY	4744	235.0	0.0	0.0	1.0	0.0	0.0	236.0	0.0	236.0
DOC-PUGSLEY FACILITY	4745	244.0	1.0	0.0	1.0	0.0	0.0	246.0	0.0	246.0
DOC-RYAN FACILITY	4738	336.0	0.0	0.0	1.0	0.0	0.0	337.0	0.0	337.0
DOC-SAGINAW FACILITY	4742	355.0	3.0	0.0	1.0	0.0	0.0	359.0	0.0	359.0
DOC-SCOTT FACILITY	4721	362.0	0.0	0.0	1.0	0.0	0.0	363.0	0.0	363.0
DOC-STANDISH MAXIMUM FACILITY	4734	415.0	1.0	0.0	1.0	0.0	0.0	417.0	0.0	417.0
DOC-THUMB FACILITY	4725	341.0	0.0	0.0	3.0	0.0	0.0	344.0	0.0	344.0
IONIA REGIONAL OFFICE	4711	85.0	0.0	0.0	0.0	0.0	0.0	85.0	0.0	85.0
REGION I CFA REGIONAL OFFICE	4714	40.0	0.0	0.0	0.0	0.0	0.0	40.0	0.0	40.0
<b>CORRECTIONS</b>		<b>15,889.0</b>	<b>26.0</b>	<b>5.0</b>	<b>75.0</b>	<b>0.0</b>	<b>47.0</b>	<b>16,042.0</b>	<b>0.0</b>	<b>16,042.0</b>
EDUCATION	3103	291.0	6.0	4.0	26.0	76.0	7.0	410.0	1.0	409.0
<b>EDUCATION</b>		<b>291.0</b>	<b>6.0</b>	<b>4.0</b>	<b>26.0</b>	<b>76.0</b>	<b>7.0</b>	<b>410.0</b>	<b>1.0</b>	<b>409.0</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,283.0	7.0	15.0	34.0	0.0	26.0	1,365.0	4.5	1,360.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,283.0</b>	<b>7.0</b>	<b>15.0</b>	<b>34.0</b>	<b>0.0</b>	<b>26.0</b>	<b>1,365.0</b>	<b>4.5</b>	<b>1,360.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	47.0	0.0	3.0	50.0	0.0	50.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>47.0</b>	<b>0.0</b>	<b>3.0</b>	<b>50.0</b>	<b>0.0</b>	<b>50.0</b>
HISTORY ARTS AND LIBRARIES	2501	164.0	1.0	4.0	7.0	7.0	50.0	233.0	2.0	231.0
<b>HISTORY ARTS AND LIBRARIES</b>		<b>164.0</b>	<b>1.0</b>	<b>4.0</b>	<b>7.0</b>	<b>7.0</b>	<b>50.0</b>	<b>233.0</b>	<b>2.0</b>	<b>231.0</b>
DHS-BERRIEN COUNTY	4322	136.0	0.0	0.0	1.0	3.0	0.0	140.0	0.0	140.0
DHS-CALHOUN COUNTY	4323	146.0	0.0	0.0	3.0	0.0	0.0	149.0	0.0	149.0
DHS-COUNTIES	4308	2,188.0	2.0	1.0	89.0	5.0	0.0	2,285.0	2.5	2,282.5

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**STATE OF MICHIGAN**  
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**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

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DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,644.0	4.0	20.0	54.0	3.0	1.0	1,726.0	3.5	1,722.5
DHS-GENESEE COUNTY	4302	517.0	0.0	0.0	20.0	0.0	0.0	537.0	0.0	537.0
DHS-INGHAM COUNTY	4312	208.0	0.0	0.0	5.0	0.0	0.0	213.0	0.0	213.0
DHS - INSTITUTIONS	4307	201.0	1.0	24.0	7.0	0.0	0.0	233.0	0.0	233.0
DHS-JACKSON COUNTY	4315	116.0	0.0	0.0	11.0	0.0	0.0	127.0	0.0	127.0
DHS-KALAMAZOO COUNTY	4314	176.0	0.0	0.0	5.0	0.0	0.0	181.0	0.0	181.0
DHS-KENT COUNTY	4303	388.0	0.0	0.0	24.0	0.0	0.0	412.0	3.5	408.5
DHS-MACOMB COUNTY	4304	307.0	2.0	0.0	110.0	0.0	0.0	419.0	1.5	417.5
DHS-MAXEY TRAINING SCHOOL	4311	143.0	0.0	0.0	0.0	0.0	0.0	143.0	0.0	143.0
DHS-MUSKEGON COUNTY	4324	184.0	0.0	0.0	2.0	0.0	0.0	186.0	0.0	186.0
DHS-OAKLAND COUNTY	4305	494.0	0.0	2.0	9.0	0.0	0.0	505.0	0.0	505.0
DHS-SAGINAW COUNTY	4313	220.0	0.0	0.0	3.0	0.0	0.0	223.0	0.0	223.0
DHS-WASHTENAW	4325	134.0	0.0	0.0	3.0	0.0	0.0	137.0	0.0	137.0
DHS-WAYNE COUNTY DSS	4306	155.0	0.0	0.0	4.0	0.0	0.0	159.0	0.0	159.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	639.0	0.0	0.0	61.0	0.0	0.0	700.0	0.0	700.0
DHS-WAYNE COUNTY ZONE 3	4318	527.0	0.0	0.0	17.0	0.0	0.0	544.0	0.0	544.0
DHS-WAYNE COUNTY ZONE 4	4319	428.0	0.0	0.0	22.0	0.0	0.0	450.0	0.0	450.0
DHS-WAYNE COUNTY ZONE L	4316	405.0	0.0	0.0	15.0	0.0	0.0	420.0	0.0	420.0
<b>HUMAN SERVICES</b>		<b>9,356.0</b>	<b>9.0</b>	<b>47.0</b>	<b>465.0</b>	<b>11.0</b>	<b>1.0</b>	<b>9,889.0</b>	<b>11.0</b>	<b>9,878.0</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,657.0	5.0	1.0	31.0	0.0	61.0	1,755.0	0.0	1,755.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,657.0</b>	<b>5.0</b>	<b>1.0</b>	<b>31.0</b>	<b>0.0</b>	<b>61.0</b>	<b>1,755.0</b>	<b>0.0</b>	<b>1,755.0</b>
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,379.0	13.0	5.0	101.0	44.0	76.0	3,618.0	4.0	3,614.0
MES BOARD OF REVIEW	6415	16.0	0.0	0.0	1.0	0.0	0.0	17.0	0.0	17.0
MSHDA	6405	261.0	6.0	3.0	3.0	0.0	37.0	310.0	0.0	310.0
<b>LABOR &amp; ECONOMIC GROWTH</b>		<b>3,656.0</b>	<b>19.0</b>	<b>8.0</b>	<b>105.0</b>	<b>44.0</b>	<b>113.0</b>	<b>3,945.0</b>	<b>4.0</b>	<b>3,941.0</b>

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DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
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	914.0	7.0	3.0	46.0	0.0	32.0	1,002.0	6.0	996.0
<b>MANAGEMENT &amp; BUDGET</b>		<b>914.0</b>	<b>7.0</b>	<b>3.0</b>	<b>47.0</b>	<b>0.0</b>	<b>32.0</b>	<b>1,003.0</b>	<b>6.0</b>	<b>997.0</b>
D.J. JACOBETTI HOME FOR VETERA	5103	142.0	4.0	2.0	0.0	3.0	5.0	156.0	1.0	155.0
GRAND RAPIDS HOME FOR VETERANS	5102	449.0	1.0	9.0	0.0	16.0	16.0	491.0	0.0	491.0
MIL AFFR CENTRAL OFFICE	5101	237.0	0.0	9.0	14.0	9.0	4.0	273.0	0.0	273.0
<b>MILITARY AFFAIRS</b>		<b>828.0</b>	<b>5.0</b>	<b>20.0</b>	<b>14.0</b>	<b>28.0</b>	<b>25.0</b>	<b>920.0</b>	<b>1.0</b>	<b>919.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,301.0	4.0	63.0	17.0	78.0	138.0	1,601.0	1.5	1,599.5
<b>NATURAL RESOURCES</b>		<b>1,301.0</b>	<b>4.0</b>	<b>63.0</b>	<b>17.0</b>	<b>78.0</b>	<b>138.0</b>	<b>1,601.0</b>	<b>1.5</b>	<b>1,599.5</b>
DEPARTMENT OF STATE	2301	1,229.0	0.0	214.0	32.0	0.0	149.0	1,624.0	0.0	1,624.0
<b>STATE</b>		<b>1,229.0</b>	<b>0.0</b>	<b>214.0</b>	<b>32.0</b>	<b>0.0</b>	<b>149.0</b>	<b>1,624.0</b>	<b>0.0</b>	<b>1,624.0</b>
STATE POLICE	5501	2,567.0	39.0	5.0	30.0	0.0	7.0	2,648.0	1.5	2,646.5
<b>STATE POLICE</b>		<b>2,567.0</b>	<b>39.0</b>	<b>5.0</b>	<b>30.0</b>	<b>0.0</b>	<b>7.0</b>	<b>2,648.0</b>	<b>1.5</b>	<b>2,646.5</b>
STRATEGIC FUND	0740	154.0	2.0	15.0	27.0	0.0	60.0	258.0	0.0	258.0
<b>STRATEGIC FUND</b>		<b>154.0</b>	<b>2.0</b>	<b>15.0</b>	<b>27.0</b>	<b>0.0</b>	<b>60.0</b>	<b>258.0</b>	<b>0.0</b>	<b>258.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	34.0	0.0	0.0	0.0	0.0	10.0	44.0	0.0	44.0
BRIDGE AUTHORITIES-MACKINAC	5902	49.0	0.0	25.0	8.0	0.0	7.0	89.0	0.0	89.0
TRANSPORTATION CENTRAL OFFICE	5901	2,671.0	17.0	14.0	64.0	6.0	99.0	2,871.0	5.5	2,865.5
<b>TRANSPORTATION</b>		<b>2,754.0</b>	<b>17.0</b>	<b>39.0</b>	<b>72.0</b>	<b>6.0</b>	<b>116.0</b>	<b>3,004.0</b>	<b>5.5</b>	<b>2,998.5</b>
BUREAU OF STATE LOTTERY	2795	168.0	0.0	1.0	0.0	0.0	6.0	175.0	0.0	175.0
GAMING CONTROL	2707	89.0	1.0	0.0	6.0	0.0	6.0	102.0	0.5	101.5
TREASURY CENTRAL PAYROLL	2701	1,197.0	5.0	10.0	33.0	0.0	20.0	1,265.0	0.0	1,265.0
<b>TREASURY</b>		<b>1,454.0</b>	<b>6.0</b>	<b>11.0</b>	<b>39.0</b>	<b>0.0</b>	<b>32.0</b>	<b>1,542.0</b>	<b>0.5</b>	<b>1,541.5</b>
<b>STATEWIDE TOTAL</b>		<b>49,132.0</b>	<b>182.0</b>	<b>512.0</b>	<b>1,234.0</b>	<b>257.0</b>	<b>1,016.0</b>	<b>52,333.0</b>	<b>42.0</b>	<b>52,291.0</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 Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2009 Appropriated (A)	FTE Positions 12/27/2008 (B)	FTE Positions 09/20/2008 (C)	Difference 12/27/2008 and 09/20/2008 (B-C)	Difference 12/27/2008 and Appropriated (B-A)
<b>AGRICULTURE</b>					
Regular	594.5	493.7	504.8	-11.1	-100.8
Overtime	0.0	1.7	3.1	-1.4	1.7
Total	594.5	495.4	507.9	-12.5	-99.1
<b>ATTORNEY GENERAL</b>					
Regular	537.0	504.0	496.2	7.7	-33.0
Overtime	0.0	0.2	2.4	-2.2	0.2
Total	537.0	504.2	498.6	5.6	-32.8
<b>AUDITOR GENERAL</b>					
Regular	0.0	135.0	136.9	-1.9	135.0
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	135.0	136.9	-1.9	135.0
<b>CIVIL RIGHTS</b>					
Regular	127.0	119.5	123.5	-4.0	-7.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	127.0	119.5	123.5	-4.0	-7.5
<b>CIVIL SERVICE COMMISSION</b>					
Regular	564.5	529.7	177.3	352.4	-34.8
Overtime	0.0	1.1	0.5	0.6	1.1
Total	564.5	530.7	177.7	353.0	-33.8
<b>COMMUNITY HEALTH</b>					
Regular	4,602.7	4,154.0	4,030.9	123.1	-448.7
Overtime	0.0	311.7	173.7	138.1	311.7
Total	4,602.7	4,465.8	4,204.5	261.2	-136.9

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 2001, total overtime hours worked were multiplied by 1.5, then divided by 80. Overtime FTE's are not appropriated as a separate category.

Appropriated Position Figures are provided by DMB, Office of the Budget.

### Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2009 Appropriated (A)	FTE Positions 12/27/2008 (B)	FTE Positions 09/20/2008 (C)	Difference 12/27/2008 and 09/20/2008 (B-C)	Difference 12/27/2008 and Appropriated (B-A)
<b>CORRECTIONS</b>					
Regular	17,087.0	16,494.6	16,196.2	298.4	-592.4
Overtime	0.0	1,909.8	901.8	1,008.1	1,909.8
Total	17,087.0	18,404.5	17,098.0	1,306.5	1,317.5
<b>EDUCATION</b>					
Regular	482.5	401.9	397.8	4.1	-80.6
Overtime	0.0	0.5	1.4	-0.9	0.5
Total	482.5	402.4	399.1	3.3	-80.1
<b>ENVIRONMENTAL QUALITY</b>					
Regular	1,520.7	1,331.4	1,332.4	-1.0	-189.3
Overtime	0.0	1.4	2.0	-0.6	1.4
Total	1,520.7	1,332.8	1,334.4	-1.6	-187.9
<b>EXECUTIVE OFFICE</b>					
Regular	74.2	47.1	43.8	3.3	-27.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	47.1	43.8	3.3	-27.1
<b>HISTORY ARTS AND LIBRARIES</b>					
Regular	226.0	191.8	223.3	-31.5	-34.2
Overtime	0.0	0.1	0.9	-0.8	0.1
Total	226.0	191.9	224.2	-32.3	-34.1
<b>HUMAN SERVICES</b>					
Regular	10,395.8	9,834.3	9,780.8	53.5	-561.5
Overtime	0.0	225.5	329.7	-104.2	225.5
Total	10,395.8	10,059.8	10,110.5	-50.7	-336.0
<b>INFORMATION TECHNOLOGY</b>					
Regular	1,657.0	1,723.7	1,706.0	17.7	66.7
Overtime	0.0	22.0	32.1	-10.2	22.0
Total	1,657.0	1,745.7	1,738.1	7.6	88.7

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 2001, total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Appropriated Position Figures are provided by DMB, Office of the Budget.

### Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2009 Appropriated (A)	FTE Positions 12/27/2008 (B)	FTE Positions 09/20/2008 (C)	Difference 12/27/2008 and 09/20/2008 (B-C)	Difference 12/27/2008 and Appropriated (B-A)
<b>LABOR &amp; ECONOMIC GROWTH</b>					
Regular	4,300.0	3,861.1	3,828.6	32.4	-438.9
Overtime	0.0	64.3	91.4	-27.1	64.3
Total	4,300.0	3,925.4	3,920.1	5.3	-374.6
<b>MANAGEMENT &amp; BUDGET</b>					
Regular	859.5	987.9	982.5	5.4	128.4
Overtime	0.0	17.4	13.4	4.0	17.4
Total	859.5	1,005.2	995.9	9.4	145.7
<b>MILITARY AFFAIRS</b>					
Regular	985.0	923.9	943.7	-19.8	-61.1
Overtime	0.0	52.8	22.1	30.7	52.8
Total	985.0	976.7	965.8	10.9	-8.3
<b>NATURAL RESOURCES</b>					
Regular	2,167.9	1,461.2	2,238.5	-777.3	-706.7
Overtime	0.0	5.4	36.5	-31.0	5.4
Total	2,167.9	1,466.6	2,274.9	-808.3	-701.3
<b>STATE</b>					
Regular	1,809.0	1,482.1	1,548.8	-66.7	-326.9
Overtime	0.0	1.4	11.8	-10.4	1.4
Total	1,809.0	1,483.5	1,560.7	-77.2	-325.5
<b>STATE POLICE</b>					
Regular	2,924.0	2,614.9	2,662.3	-47.4	-309.1
Overtime	0.0	203.6	231.3	-27.7	203.6
Total	2,924.0	2,818.5	2,893.6	-75.2	-105.5
<b>STRATEGIC FUND</b>					
Regular	153.0	197.7	188.5	9.2	44.7
Overtime	0.0	0.7	0.4	0.3	0.7
Total	153.0	198.4	188.9	9.5	45.4

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 2001, total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Appropriated Position Figures are provided by DMB, Office of the Budget.

### Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2009 Appropriated (A)	FTE Positions 12/27/2008 (B)	FTE Positions 09/20/2008 (C)	Difference 12/27/2008 and 09/20/2008 (B-C)	Difference 12/27/2008 and Appropriated (B-A)
<b>TRANSPORTATION</b>					
Regular	3,008.3	2,924.4	3,022.2	-97.8	-83.9
Overtime	0.0	169.6	153.4	16.2	169.6
Total	3,008.3	3,094.0	3,175.6	-81.6	85.7
<b>TREASURY</b>					
Regular	1,837.5	1,519.1	1,517.5	1.5	-318.4
Overtime	0.0	3.9	8.9	-5.0	3.9
Total	1,837.5	1,523.0	1,526.4	-3.4	-314.5
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>55,913.1</b>	<b>51,932.9</b>	<b>52,082.5</b>	<b>-149.5</b>	<b>-3,980.2</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>2,993.3</b>	<b>2,016.8</b>	<b>976.5</b>	<b>2,993.3</b>
<b>Grand Total</b>	<b>55,913.1</b>	<b>54,926.2</b>	<b>54,099.2</b>	<b>827.0</b>	<b>-986.9</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 2001, total overtime hours worked were multiplied by 1.5, then divided by 80. Overtime FTE's are not appropriated as a separate category.

Appropriated Position Figures are provided by DMB, Office of the Budget.

### NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 9/20/08		Pay Period Ending 12/27/08	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	549.0	1.0%	549.0	1.0%
Attorney General	500.0	0.9%	506.0	1.0%
Auditor General	142.0	0.3%	139.0	0.3%
Civil Rights	122.0	0.2%	121.0	0.2%
Civil Service Commission	538.0	1.0%	542.0	1.0%
Community Health	4,080.5	7.6%	4,183.5	8.0%
Corrections	16,099.5	30.1%	16,042.0	30.7%
Education	405.0	0.8%	409.0	0.8%
Environmental Quality	1,358.0	2.5%	1,360.5	2.6%
Executive Office	47.0	0.1%	50.0	0.1%
History Arts and Libraries	255.0	0.5%	231.0	0.4%
Human Services	9,823.5	18.4%	9,878.0	18.9%
Information Technology	1,735.0	3.2%	1,755.0	3.4%
Labor and Economic Growth	3,876.0	7.3%	3,941.0	7.5%
Management and Budget	974.5	1.8%	997.0	1.9%
Military & Veterans Affairs	962.0	1.8%	919.0	1.8%
Natural Resources	2,785.5	5.2%	1,599.5	3.1%
State	1,637.0	3.1%	1,624.0	3.1%
State Police	2,667.5	5.0%	2,646.5	5.1%
Strategic Fund	239.0	0.4%	258.0	0.5%
Transportation	3,139.0	5.9%	2,998.5	5.7%
Treasury	1,519.5	2.8%	1,541.5	2.9%
<b>TOTAL</b>	<b>53,454.5</b>	<b>100.0%</b>	<b>52,291.0</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.

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

As of Pay End Date: 12/27/2008

Department	Current Period Number of Employees
AGRICULTURE	538.0
ATTORNEY GENERAL	506.0
AUDITOR GENERAL	136.0
CIVIL RIGHTS	119.0
CIVIL SERVICE COMMISSION	532.0
COMMUNITY HEALTH	4,114.5
CORRECTIONS	16,005.0
EDUCATION	402.0
ENVIRONMENTAL QUALITY	1,334.5
EXECUTIVE OFFICE	48.0
HISTORY ARTS AND LIBRARIES	181.0
HUMAN SERVICES	9,878.0
INFORMATION TECHNOLOGY	1,692.0
LABOR & ECONOMIC GROWTH	3,828.0
MANAGEMENT & BUDGET	965.0
MILITARY AFFAIRS	908.0
NATURAL RESOURCES	1,492.5
STATE	1,475.0
STATE POLICE	2,639.5
STRATEGIC FUND	198.0
TRANSPORTATION	2,890.5
TREASURY	1,517.5
<b>Sum:</b>	<b>51,400.0</b>

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	7	535.3
ATTORNEY GENERAL	7	504.6
AUDITOR GENERAL	7	136.7
CIVIL RIGHTS	7	118.9
CIVIL SERVICE COMMISSION	7	532.3
COMMUNITY HEALTH	7	4,075.9
CORRECTIONS	7	16,026.0
EDUCATION	7	398.1
ENVIRONMENTAL QUALITY	7	1,328.1
EXECUTIVE OFFICE	7	46.6
HISTORY ARTS AND LIBRARIES	7	186.6
HUMAN SERVICES	7	9,874.6
INFORMATION TECHNOLOGY	7	1,673.3
LABOR & ECONOMIC GROWTH	7	3,802.5
MANAGEMENT & BUDGET	7	966.7
MILITARY AFFAIRS	7	930.4
NATURAL RESOURCES	7	1,593.5
STATE	7	1,476.1
STATE POLICE	7	2,646.1
STRATEGIC FUND	7	183.4
TRANSPORTATION	7	2,895.7
TREASURY	7	1,509.6
<b>Sum:</b>		<b>51,441.1</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 91% all non-career appointments at this time. 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 27, 2008**

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	550	1.0 %	47.2	\$27.52	406	73.8 %
ATTORNEY GENERAL	506	1.0 %	47.6	\$36.62	333	65.8 %
AUDITOR GENERAL	139	0.3 %	41.4	\$35.99	116	83.5 %
CIVIL RIGHTS	121	0.2 %	47.2	\$28.91	95	78.5 %
CIVIL SERVICE COMMISSION	544	1.0 %	47.9	\$28.66	461	84.7 %
COMMUNITY HEALTH	4,215	8.0 %	48.7	\$27.04	3,099	73.5 %
CORRECTIONS	16,121	30.7 %	44.8	\$24.62	13,441	83.4 %
EDUCATION	410	0.8 %	49.3	\$29.66	241	58.8 %
ENVIRONMENTAL QUALITY	1,366	2.6 %	47.6	\$30.06	1,127	82.5 %
EXECUTIVE OFFICE	50	0.1 %	36.6	\$25.82	11	22.0 %
HISTORY ARTS AND LIBRARIES	233	0.4 %	45.3	\$23.89	155	66.5 %
HUMAN SERVICES	9,901	18.9 %	47.2	\$24.45	7,674	77.5 %
INFORMATION TECHNOLOGY	1,755	3.3 %	47.0	\$31.20	1,340	76.4 %
LABOR & ECONOMIC GROWTH	3,950	7.5 %	47.6	\$27.32	2,746	69.5 %
MANAGEMENT & BUDGET	1,003	1.9 %	47.5	\$27.47	819	81.7 %
MILITARY AFFAIRS	921	1.8 %	47.3	\$23.04	682	74.0 %
NATURAL RESOURCES	1,604	3.1 %	45.4	\$25.20	1,197	74.6 %
STATE	1,627	3.1 %	47.3	\$22.71	1,262	77.6 %
STATE POLICE	2,655	5.1 %	42.9	\$29.47	2,320	87.4 %
STRATEGIC FUND	259	0.5 %	47.8	\$24.42	145	56.0 %
TRANSPORTATION	3,015	5.7 %	44.9	\$26.78	2,209	73.3 %
TREASURY	1,542	2.9 %	46.6	\$27.25	1,038	67.3 %
<b>STATEWIDE TOTALS:</b>	<b>52,487</b>	<b>100.0 %</b>	<b>46.2</b>	<b>\$26.04</b>	<b>40,917</b>	<b>78.0 %</b>

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

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING 12/27/2008**

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	499	248	50 %	217	43 %	5	1 %	456	91 %	11	2 %	2	0 %	474	95 %
ATTORNEY GENERAL	506	232	46 %	226	45 %	3	1 %	469	93 %	7	1 %	2	0 %	479	95 %
AUDITOR GENERAL	136	32	24 %	83	61 %	5	4 %	119	88 %	3	2 %	0	0 %	124	91 %
CIVIL RIGHTS	119	70	59 %	45	38 %	2	2 %	115	97 %	3	3 %	0	0 %	118	99 %
CIVIL SERVICE COMMISSION	527	179	34 %	288	55 %	6	1 %	478	91 %	10	2 %	1	0 %	488	93 %
COMMUNITY HEALTH	4,138	2,357	57 %	1,493	36 %	38	1 %	3,798	92 %	109	3 %	10	0 %	3,931	95 %
CORRECTIONS	16,074	9,749	61 %	5,353	33 %	85	1 %	14,952	93 %	307	2 %	37	0 %	15,301	95 %
EDUCATION	403	193	48 %	164	41 %	3	1 %	356	88 %	6	1 %	6	1 %	368	91 %
ENVIRONMENTAL QUALITY	1,340	553	41 %	699	52 %	17	1 %	1,252	93 %	20	1 %	2	0 %	1,278	95 %
EXECUTIVE OFFICE	47	19	40 %	20	43 %	0	0 %	41	87 %	1	2 %	0	0 %	43	91 %
HISTORY ARTS AND LIBRARIES	183	81	44 %	89	49 %	1	1 %	169	92 %	3	2 %	0	0 %	172	94 %
HUMAN SERVICES	9,900	5,313	54 %	3,949	40 %	70	1 %	9,070	92 %	325	3 %	24	0 %	9,427	95 %
INFORMATION TECHNOLOGY	1,691	604	36 %	955	56 %	16	1 %	1,515	90 %	61	4 %	4	0 %	1,582	94 %
LABOR & ECONOMIC GROWTH	3,836	1,768	46 %	1,803	47 %	43	1 %	3,488	91 %	148	4 %	9	0 %	3,661	95 %
MANAGEMENT & BUDGET	971	294	30 %	606	62 %	11	1 %	894	92 %	15	2 %	1	0 %	913	94 %
MILITARY AFFAIRS	897	376	42 %	470	52 %	11	1 %	858	96 %	4	0 %	2	0 %	866	97 %
NATURAL RESOURCES	1,466	995	68 %	369	25 %	16	1 %	1,381	94 %	9	1 %	5	0 %	1,403	96 %
STATE	1,478	699	47 %	689	47 %	19	1 %	1,386	94 %	32	2 %	6	0 %	1,427	97 %
STATE POLICE	2,648	2,005	76 %	521	20 %	16	1 %	2,536	96 %	17	1 %	4	0 %	2,561	97 %
STRATEGIC FUND	199	93	47 %	85	43 %	7	4 %	178	89 %	6	3 %	2	1 %	188	94 %
TRANSPORTATION	2,899	1,551	54 %	1,165	40 %	35	1 %	2,726	94 %	34	1 %	7	0 %	2,776	96 %
TREASURY	1,510	546	36 %	853	56 %	22	1 %	1,379	91 %	49	3 %	3	0 %	1,435	95 %
<b>STATEWIDE TOTALS:</b>	<b>51,467</b>	<b>27,957</b>	<b>54 %</b>	<b>20,142</b>	<b>39 %</b>	<b>431</b>	<b>1 %</b>	<b>47,616</b>	<b>93 %</b>	<b>1,180</b>	<b>2 %</b>	<b>127</b>	<b>0 %</b>	<b>49,015</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 SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING 12/27/2008**

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	499	429	86 %	0	0 %	472	95 %	27	5 %	0	0 %
ATTORNEY GENERAL	506	399	79 %	0	0 %	486	96 %	18	4 %	0	0 %
AUDITOR GENERAL	136	122	90 %	0	0 %	121	89 %	15	11 %	0	0 %
CIVIL RIGHTS	119	110	92 %	0	0 %	107	90 %	12	10 %	0	0 %
CIVIL SERVICE COMMISSION	527	508	96 %	5	1 %	510	97 %	17	3 %	7	1 %
COMMUNITY HEALTH	4,138	3,774	91 %	0	0 %	3,923	95 %	212	5 %	0	0 %
CORRECTIONS	16,074	15,165	94 %	0	0 %	15,582	97 %	487	3 %	0	0 %
EDUCATION	403	301	75 %	0	0 %	377	94 %	25	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,340	1,188	89 %	0	0 %	1,250	93 %	89	7 %	0	0 %
EXECUTIVE OFFICE	47	16	34 %	0	0 %	40	85 %	7	15 %	0	0 %
HISTORY ARTS AND LIBRARIES	183	151	83 %	0	0 %	170	93 %	13	7 %	0	0 %
HUMAN SERVICES	9,900	9,106	92 %	1	0 %	9,399	95 %	500	5 %	0	0 %
INFORMATION TECHNOLOGY	1,691	1,419	84 %	38	2 %	1,603	95 %	84	5 %	35	2 %
LABOR & ECONOMIC GROWTH	3,836	3,349	87 %	1	0 %	3,608	94 %	224	6 %	3	0 %
MANAGEMENT & BUDGET	971	894	92 %	1	0 %	920	95 %	49	5 %	1	0 %
MILITARY AFFAIRS	897	781	87 %	0	0 %	862	96 %	33	4 %	0	0 %
NATURAL RESOURCES	1,466	1,327	91 %	0	0 %	1,405	96 %	60	4 %	0	0 %
STATE	1,478	1,340	91 %	0	0 %	1,402	95 %	75	5 %	0	0 %
STATE POLICE	2,648	2,524	95 %	1,627	61 %	2,489	94 %	112	4 %	1,617	61 %
STRATEGIC FUND	199	167	84 %	0	0 %	185	93 %	14	7 %	0	0 %
TRANSPORTATION	2,899	2,563	88 %	0	0 %	2,749	95 %	148	5 %	0	0 %
TREASURY	1,510	1,345	89 %	0	0 %	1,429	95 %	79	5 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>51,467</b>	<b>46,978</b>	<b>91 %</b>	<b>1,673</b>	<b>3 %</b>	<b>49,089</b>	<b>95 %</b>	<b>2,300</b>	<b>4 %</b>	<b>1,663</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.

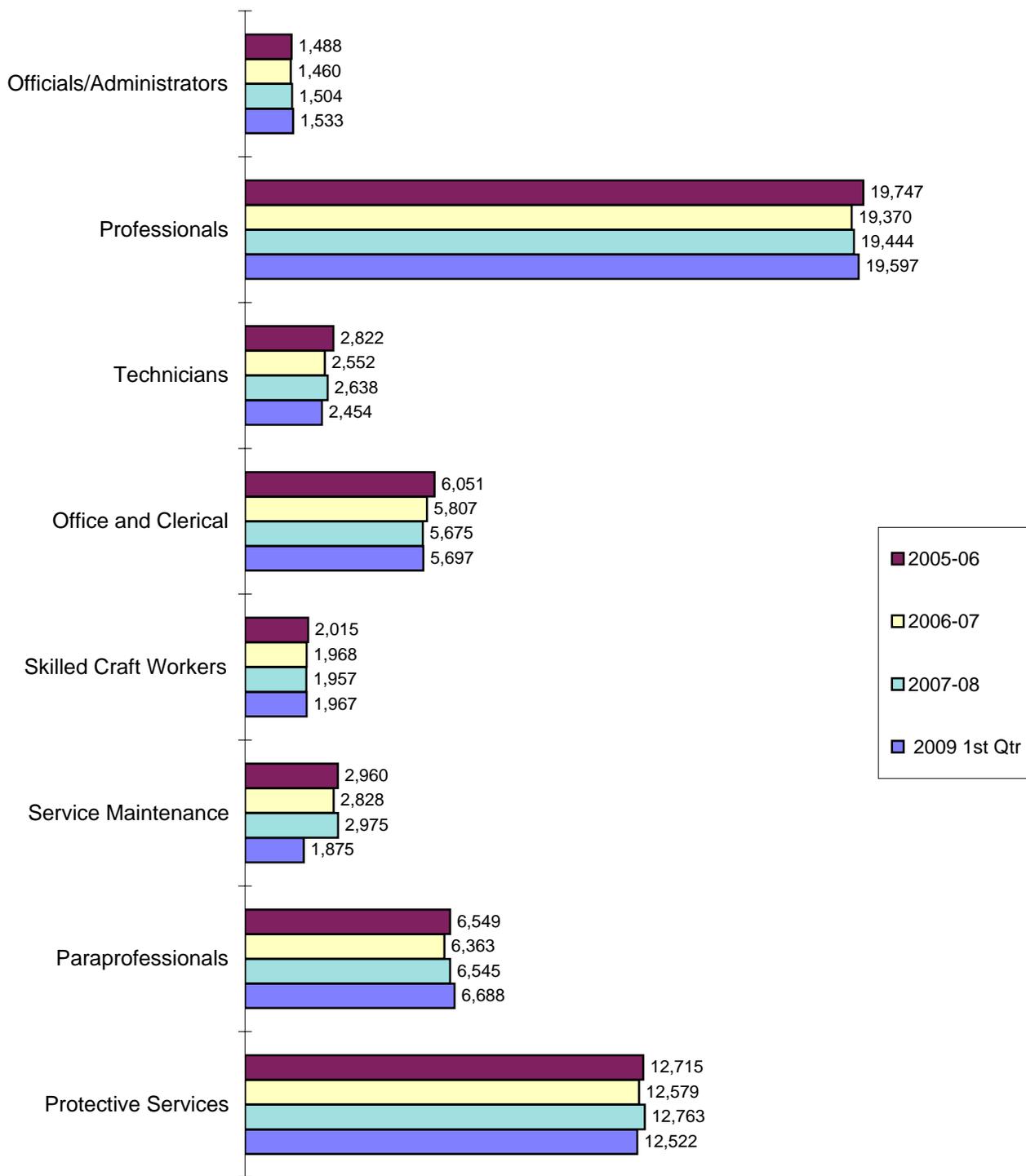
**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: December 27, 2008**

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	4	22	22	44	46	58	101	117	81	40	11	3	549
ATTORNEY GENERAL	0	6	32	41	54	62	69	91	92	48	11	0	506
AUDITOR GENERAL	1	7	15	18	20	24	23	17	9	4	1	0	139
CIVIL RIGHTS	0	2	6	14	14	14	15	14	27	14	1	0	121
CIVIL SERVICE COMMISSION	1	9	18	44	41	70	99	136	81	38	6	1	544
COMMUNITY HEALTH	20	73	195	246	312	391	627	1,102	818	306	87	8	4,185
CORRECTIONS	8	246	807	1,525	2,491	2,815	2,995	2,751	1,743	563	85	13	16,042
EDUCATION	1	7	28	28	27	35	37	92	95	52	7	1	410
ENVIRONMENTAL QUALITY	4	19	56	121	132	137	244	299	252	83	15	3	1,365
EXECUTIVE OFFICE	1	12	9	6	5	1	8	3	1	2	1	1	50
HISTORY ARTS AND LIBRARIES	10	20	10	11	20	36	20	40	44	18	3	1	233
HUMAN SERVICES	0	128	637	962	1,061	1,019	1,169	2,130	1,967	683	105	28	9,889
INFORMATION TECHNOLOGY	9	42	76	126	178	226	310	371	285	106	24	2	1,755
LABOR & ECONOMIC GROWTH	28	97	249	321	354	392	517	821	724	364	61	27	3,955
MANAGEMENT & BUDGET	6	23	55	62	95	108	152	229	209	52	12	0	1,003
MILITARY AFFAIRS	0	18	51	63	85	110	176	185	161	58	8	4	919
NATURAL RESOURCES	8	32	105	177	218	174	255	297	220	82	28	5	1,601
STATE	4	52	89	97	146	178	269	367	300	104	17	1	1,624
STATE POLICE	1	47	135	336	536	523	446	374	183	57	7	3	2,648
STRATEGIC FUND	2	19	13	17	14	26	33	55	40	22	10	7	258
TRANSPORTATION	10	110	242	281	339	418	477	548	399	148	23	9	3,004
TREASURY	5	33	104	117	163	177	274	304	247	95	19	4	1,542
<b>Statewide Total:</b>	<b>123</b>	<b>1,024</b>	<b>2,954</b>	<b>4,657</b>	<b>6,351</b>	<b>6,994</b>	<b>8,316</b>	<b>10,343</b>	<b>7,978</b>	<b>2,939</b>	<b>542</b>	<b>121</b>	<b>52,342</b>
<b>Average Age:</b>	<b>19.2</b>	<b>23.1</b>	<b>27.8</b>	<b>32.6</b>	<b>37.6</b>	<b>42.6</b>	<b>47.5</b>	<b>52.5</b>	<b>57.2</b>	<b>61.8</b>	<b>66.8</b>	<b>74.0</b>	<b>46.2</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.

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.

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2005-06 through First Quarter 2008-09



**Grand Totals:**

2005-06 Year End: 54,347  
 2006-07 Year End: 52,927  
 2007-08 Year End: 53,501  
 2008-09 1st Quarter: 52,333

Source: MAIN MIDB Civil Service HWF27

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: December 27, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	2	6
ALGER	363	6	369
ALLEGAN	209	60	269
ALPENA	120	19	139
ANTRIM	22	3	25
ARENAC	335	9	344
BARAGA	430	10	440
BARRY	89	9	98
BAY	276	26	302
BENZIE	22	4	26
BERRIEN	373	26	399
BRANCH	745	12	757
CALHOUN	334	14	348
CASS	70	2	72
CHARLEVOIX	22	17	39
CHEBOYGAN	78	19	97
CHIPPEWA	1,338	35	1,373
CLARE	49	14	63
CLINTON	136	11	147
CRAWFORD	264	47	311
DELTA	196	20	216
DICKINSON	47	8	55
EATON	2,835	158	2,993
EMMET	76	12	88
GENESEE	829	125	954
GLADWIN	42	6	48
GOGEBIC	280	14	294
GRAND TRAVERSE	546	20	566
GRATIOT	869	16	885
HILLSDALE	61	3	64
HOUGHTON	111	13	124
HURON	35	9	44
INGHAM	9,941	1,042	10,983
IONIA	1,922	27	1,949
IOSCO	58	9	67
IRON	112	5	117
ISABELLA	516	32	548
JACKSON	2,389	53	2,442
KALAMAZOO	1,008	107	1,115
KALKASKA	56	6	62
KENT	1,613	116	1,729
KEWEENAW	1	2	3
LAKE	48	2	50
LAPEER	440	9	449
LEELANAU	3	1	4

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: December 27, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	765	21	786
LIVINGSTON	327	24	351
LUCE	377	8	385
MACKINAC	131	60	191
MACOMB	1,184	151	1,335
MANISTEE	393	8	401
MARQUETTE	873	45	918
MASON	36	2	38
MECOSTA	72	4	76
MENOMINEE	41	8	49
MIDLAND	77	5	82
MISSAUKEE	50	3	53
MONROE	165	20	185
MONTCALM	629	16	645
MONTMORENCY	55	11	66
MUSKEGON	1,120	39	1,159
NEWAYGO	74	4	78
OAKLAND	1,149	72	1,221
OCEANA	53	8	61
OGEMAW	56	5	61
ONTONAGON	23	1	24
OSCEOLA	50	3	53
OSCODA	29	4	33
OTSEGO	256	23	279
OTTAWA	179	23	202
OUT OF STATE	46	6	52
PRESQUE ISLE	15	4	19
ROSCOMMON	131	19	150
SAGINAW	1,046	32	1,078
SANILAC	52	3	55
SCHOOLCRAFT	37	6	43
SHIAWASSEE	78	5	83
ST CLAIR	244	37	281
ST JOSEPH	88	6	94
TUSCOLA	506	22	528
VAN BUREN	198	20	218
WASHTENAW	1,668	48	1,716
WAYNE	6,553	348	6,901
WEXFORD	156	16	172
WORK AT HOME - MI	837	56	893
<b>Grand Total:</b>	<b>49,132</b>	<b>3,356</b>	<b>52,488</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.

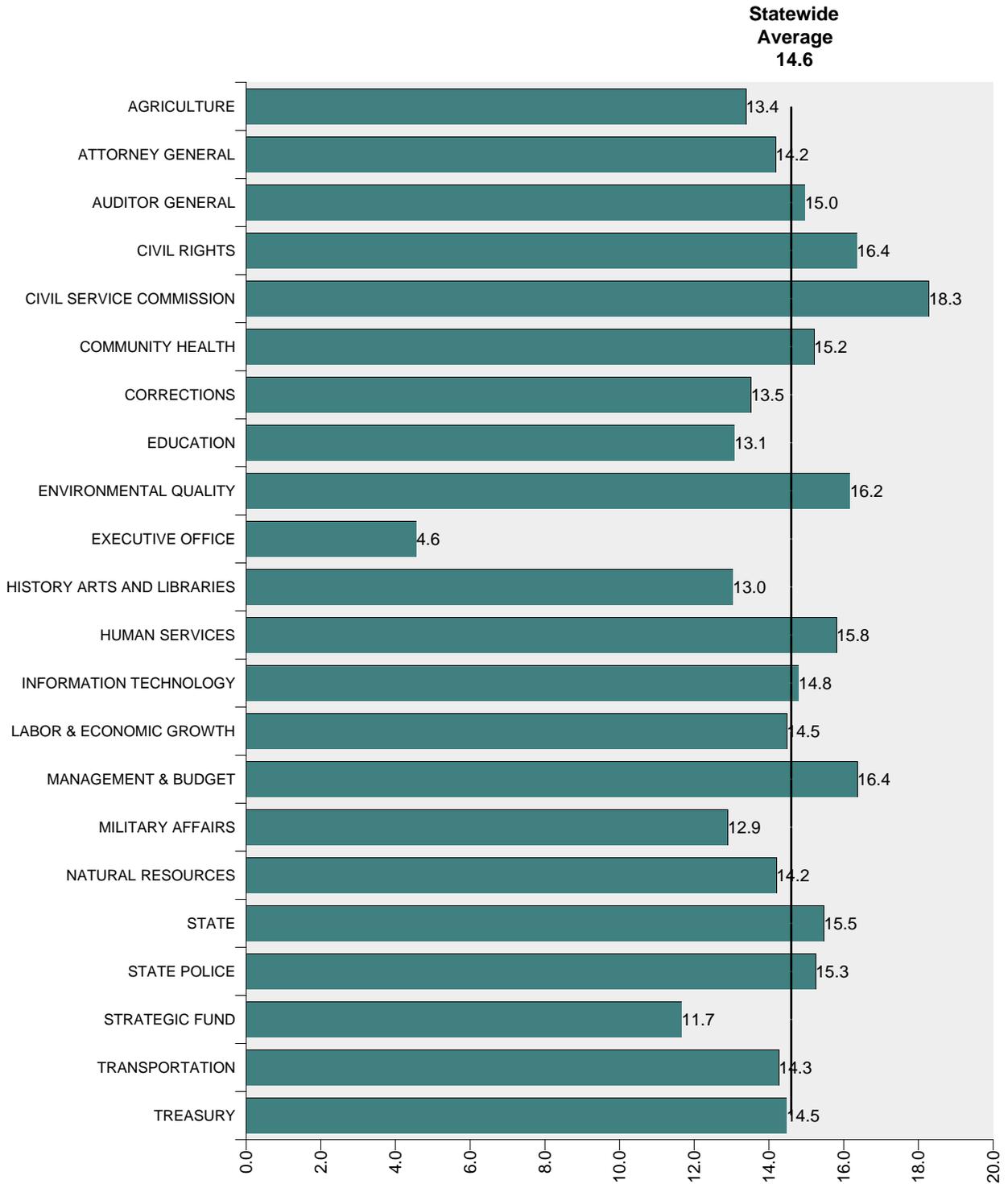
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

# AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period End Date: 12/27/2008



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. 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.

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	51	78	0	2	1	1	2	0	0	1	0	0	54	82	1	0
06 - 10 YEARS	59	60	2	5	1	0	0	2	0	1	0	0	62	68	0	1
11 - 15 YEARS	27	22	2	2	0	2	1	1	0	1	0	0	30	28	0	1
16 - 20 YEARS	48	39	0	2	0	1	0	1	1	2	0	0	49	45	1	0
21 - 25 YEARS	23	25	1	3	0	0	0	0	0	0	0	0	24	28	2	2
26 - 30 YEARS	12	15	1	4	0	0	1	0	1	0	0	0	15	19	0	3
31 - 35 YEARS	16	13	1	0	0	0	1	0	0	0	0	0	18	13	1	2
36 - 40 YEARS	9	2	0	1	0	0	0	0	1	0	0	0	10	3	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>245</b>	<b>255</b>	<b>7</b>	<b>19</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>262</b>	<b>287</b>	<b>5</b>	<b>9</b>
MORE THAN 10 YEARS:	135	117	5	12	0	3	3	2	3	3	0	0	146	137	4	8
AVERAGE YEARS	14.1	12.2	17.9	17.1	5.0	10.8	16.2	13.0	28.3	12.2	0.0	0.0	14.4	12.5	20.4	24.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.4</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	65	80	9	10	0	0	0	2	0	0	5	2	79	94	1	0
06 - 10 YEARS	21	35	3	7	0	0	0	3	0	2	0	0	24	47	0	0
11 - 15 YEARS	20	27	2	6	0	0	1	0	0	0	0	0	23	33	0	0
16 - 20 YEARS	16	22	0	1	0	0	0	2	1	0	0	0	17	25	0	1
21 - 25 YEARS	27	26	2	6	0	0	0	1	0	0	0	0	29	33	1	1
26 - 30 YEARS	18	18	2	3	0	1	1	1	0	0	0	0	21	23	0	1
31 - 35 YEARS	28	14	1	1	0	0	1	0	0	0	0	0	30	15	2	1
36 - 40 YEARS	10	2	0	0	0	0	0	0	0	0	0	0	10	2	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>206</b>	<b>224</b>	<b>19</b>	<b>34</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>234</b>	<b>272</b>	<b>5</b>	<b>4</b>
MORE THAN 10 YEARS:	120	109	7	17	0	1	3	4	1	0	0	0	131	131	4	4
AVERAGE YEARS	16.3	12.9	11.4	12.6	0.0	30.0	24.3	13.2	20.0	9.5	2.4	2.0	15.7	12.9	25.0	25.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.2</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	3	18	0	1	0	0	0	0	0	0	0	0	0	3	19	0	0
06 - 10 YEARS	13	15	1	0	0	0	0	0	0	1	0	0	0	14	16	0	0
11 - 15 YEARS	13	19	0	2	0	0	0	0	0	0	0	0	0	13	21	0	0
16 - 20 YEARS	1	10	0	1	0	0	0	0	0	0	0	0	0	1	11	0	0
21 - 25 YEARS	9	9	2	0	0	0	0	0	0	0	0	0	0	11	9	0	2
26 - 30 YEARS	7	4	1	0	0	0	0	0	0	0	0	0	0	8	4	0	1
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>55</b>	<b>75</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>59</b>	<b>80</b>	<b>1</b>	<b>3</b>	
MORE THAN 10 YEARS:	39	42	3	3	0	0	0	0	0	0	0	0	42	45	1	3	
AVERAGE YEARS	18.8	12.1	21.0	11.8	0.0	0.0	0.0	0.0	0.0	9.0	0.0	0.0	19.0	12.0	35.0	23.7	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.0</b>																

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	0	10	1	11	0	0	1	0	0	1	0	0	2	22	0	0
06 - 10 YEARS	6	7	5	10	0	0	0	3	0	0	0	0	11	20	0	0
11 - 15 YEARS	2	2	3	5	0	0	0	1	0	1	0	0	5	9	0	0
16 - 20 YEARS	1	2	1	5	0	0	2	0	0	0	0	0	4	7	0	0
21 - 25 YEARS	1	2	1	3	0	0	0	0	0	0	0	0	2	5	0	0
26 - 30 YEARS	1	1	0	4	0	0	1	0	0	0	0	0	2	5	0	1
31 - 35 YEARS	3	4	0	6	0	0	2	1	0	0	0	0	5	11	0	0
36 - 40 YEARS	0	4	2	3	0	0	0	0	1	0	0	0	3	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>14</b>	<b>33</b>	<b>13</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>34</b>	<b>87</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	8	16	7	26	0	0	5	2	1	1	0	0	21	45	0	1
AVERAGE YEARS	17.2	16.5	14.8	15.9	0.0	0.0	22.7	13.8	36.0	8.0	0.0	0.0	17.8	15.8	0.0	29.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.4</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	9	46	3	9	1	0	0	1	1	0	0	0	14	56	0	0
06 - 10 YEARS	10	68	1	12	0	1	0	1	0	2	0	0	11	84	0	0
11 - 15 YEARS	8	44	1	4	0	0	1	0	0	2	0	0	10	50	0	1
16 - 20 YEARS	6	53	0	10	0	2	1	4	0	3	0	0	7	72	0	2
21 - 25 YEARS	8	41	2	19	0	2	1	7	0	1	0	0	11	70	1	3
26 - 30 YEARS	9	34	4	10	1	1	0	3	0	0	0	0	14	48	3	1
31 - 35 YEARS	9	57	3	10	0	1	0	1	0	0	0	0	12	69	2	4
36 - 40 YEARS	4	8	1	1	0	0	1	0	0	0	0	0	6	9	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>64</b>	<b>351</b>	<b>15</b>	<b>75</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>17</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>86</b>	<b>458</b>	<b>6</b>	<b>11</b>
MORE THAN 10 YEARS:	45	237	11	54	1	6	4	15	0	6	0	0	61	318	6	11
AVERAGE YEARS	19.5	17.7	20.5	18.8	16.0	22.4	23.8	21.4	0.0	14.5	0.0	0.0	19.6	18.0	29.2	24.9

**DEPARTMENT AVERAGE YEARS 18.3**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	221	525	64	128	1	7	13	27	11	20	1	11	311	718	1	3	
06 - 10 YEARS	197	384	50	112	3	4	8	9	16	17	0	0	274	526	3	1	
11 - 15 YEARS	142	239	18	57	3	2	5	5	6	18	0	0	174	321	3	4	
16 - 20 YEARS	80	197	24	62	0	2	7	5	8	15	0	0	119	281	7	21	
21 - 25 YEARS	103	193	35	76	1	3	5	16	8	11	0	0	152	299	15	13	
26 - 30 YEARS	132	215	62	90	2	4	7	7	3	8	0	0	206	324	11	22	
31 - 35 YEARS	138	207	18	26	1	3	1	6	6	1	0	0	164	243	10	14	
36 - 40 YEARS	23	36	5	2	0	0	1	1	0	0	0	0	29	39	2	2	
MORE THAN 40 YEARS	1	3	0	1	0	0	0	0	0	0	0	0	1	4	0	0	
<b>DEPARTMENT TOTAL</b>	<b>1,037</b>	<b>1,999</b>	<b>276</b>	<b>554</b>	<b>11</b>	<b>25</b>	<b>47</b>	<b>76</b>	<b>58</b>	<b>90</b>	<b>1</b>	<b>11</b>	<b>1,430</b>	<b>2,755</b>	<b>52</b>	<b>80</b>	
MORE THAN 10 YEARS:	619	1,090	162	314	7	14	26	40	31	53	0	0	845	1,511	48	76	
AVERAGE YEARS	16.3	14.8	16.5	15.0	16.6	15.8	14.1	14.1	14.0	13.5	0.0	0.3	16.2	14.7	24.3	24.1	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.2</b>																

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	1,166	851	220	315	40	14	53	34	9	13	28	15	1,516	1,242	5	3
06 - 10 YEARS	2,028	837	231	306	40	11	44	31	12	3	0	0	2,355	1,188	4	2
11 - 15 YEARS	1,955	764	232	254	63	20	64	25	10	3	0	0	2,324	1,066	13	10
16 - 20 YEARS	1,860	532	163	144	62	13	45	17	6	3	0	0	2,136	709	64	27
21 - 25 YEARS	1,596	429	262	243	32	10	31	9	3	3	0	0	1,924	694	116	36
26 - 30 YEARS	261	152	47	44	6	2	2	6	0	0	0	0	316	204	26	16
31 - 35 YEARS	164	99	24	39	3	1	1	0	0	0	0	0	192	139	19	6
36 - 40 YEARS	18	13	2	1	0	0	1	0	0	0	0	0	21	14	1	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>9,048</b>	<b>3,678</b>	<b>1,181</b>	<b>1,347</b>	<b>246</b>	<b>71</b>	<b>241</b>	<b>122</b>	<b>40</b>	<b>25</b>	<b>28</b>	<b>15</b>	<b>10,784</b>	<b>5,258</b>	<b>248</b>	<b>100</b>
MORE THAN 10 YEARS:	5,854	1,990	730	726	166	46	144	57	19	9	0	0	6,913	2,828	239	95
AVERAGE YEARS	14.2	12.4	13.9	12.7	13.8	13.0	12.2	11.0	10.9	8.6	1.1	1.1	14.1	12.4	21.9	21.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.5</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	54	90	2	11	0	0	0	2	0	1	0	1	56	105	0	0
06 - 10 YEARS	19	47	3	1	0	0	0	1	0	0	0	0	22	49	0	0
11 - 15 YEARS	4	28	0	1	0	0	0	0	0	0	0	0	4	29	0	0
16 - 20 YEARS	3	19	0	1	0	0	0	0	0	0	0	0	3	20	0	1
21 - 25 YEARS	2	28	1	3	0	0	1	2	0	1	0	0	4	34	0	2
26 - 30 YEARS	5	21	1	1	0	1	1	1	0	0	0	0	7	24	2	1
31 - 35 YEARS	10	32	0	2	0	0	0	0	0	0	0	0	10	34	0	2
36 - 40 YEARS	0	8	0	1	0	0	0	0	0	0	0	0	0	9	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>97</b>	<b>273</b>	<b>7</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>106</b>	<b>304</b>	<b>2</b>	<b>7</b>
MORE THAN 10 YEARS:	24	136	2	9	0	1	2	3	0	1	0	0	28	150	2	7
AVERAGE YEARS	9.2	14.4	11.4	12.8	0.0	28.0	25.0	14.2	0.0	11.5	0.0	4.0	9.7	14.3	30.0	29.0

**DEPARTMENT AVERAGE YEARS 13.1**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	102	110	5	1	0	1	1	2	0	2	1	1	109	117	0	0
06 - 10 YEARS	129	114	6	4	0	0	2	1	3	3	0	0	140	122	0	0
11 - 15 YEARS	71	65	1	3	0	0	0	2	4	5	0	0	76	75	0	2
16 - 20 YEARS	156	105	6	9	0	0	4	2	6	3	0	0	172	119	6	3
21 - 25 YEARS	73	78	5	11	1	2	2	1	5	1	0	0	86	93	0	3
26 - 30 YEARS	74	53	4	5	0	0	0	1	2	1	0	0	80	60	6	4
31 - 35 YEARS	59	24	0	4	1	0	1	0	0	0	0	0	61	28	4	2
36 - 40 YEARS	17	9	0	0	0	0	1	0	0	0	0	0	18	9	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>681</b>	<b>558</b>	<b>27</b>	<b>37</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>9</b>	<b>20</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>742</b>	<b>623</b>	<b>16</b>	<b>14</b>
MORE THAN 10 YEARS:	450	334	16	32	2	2	8	6	17	10	0	0	493	384	16	14
AVERAGE YEARS	16.9	15.0	15.3	20.6	27.0	17.0	18.7	15.2	17.8	13.9	0.0	0.0	16.9	15.3	25.8	23.4
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.2</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	13	15	0	4	0	0	0	1	0	1	0	1	13	22	0	0
06 - 10 YEARS	4	4	1	2	0	0	0	1	0	0	0	0	5	7	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	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>17</b>	<b>22</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>18</b>	<b>32</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	2.9	6.5	6.0	3.5	0.0	0.0	0.0	4.0	0.0	0.0	0.0	1.0	3.1	5.4	0.0	40.0

**DEPARTMENT AVERAGE YEARS 4.6**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	27	43	1	0	0	0	1	0	0	0	2	1	31	44	0	0	
06 - 10 YEARS	16	27	1	0	0	0	0	0	0	0	0	0	17	27	0	1	
11 - 15 YEARS	13	14	0	0	0	0	0	0	0	1	0	0	13	15	1	0	
16 - 20 YEARS	9	11	1	1	0	0	0	1	0	0	0	0	10	13	2	1	
21 - 25 YEARS	5	12	1	1	1	0	0	0	0	0	0	0	7	13	1	0	
26 - 30 YEARS	6	8	0	3	0	0	0	1	0	0	0	0	6	12	1	1	
31 - 35 YEARS	8	12	0	0	0	0	1	0	0	0	0	0	9	12	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>86</b>	<b>128</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>96</b>	<b>137</b>	<b>6</b>	<b>3</b>	
MORE THAN 10 YEARS:	43	58	2	5	2	0	1	2	0	1	0	0	48	66	6	2	
AVERAGE YEARS	13.0	12.3	14.3	25.6	30.0	0.0	19.5	24.5	0.0	13.0	0.0	0.0	13.3	12.9	23.2	20.3	

**DEPARTMENT AVERAGE YEARS 13.0**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	208	994	71	584	1	6	16	76	4	9	0	8	300	1,677	0	4
06 - 10 YEARS	242	1,019	81	677	2	5	18	64	3	10	0	0	346	1,775	0	11
11 - 15 YEARS	204	589	77	336	2	12	12	47	3	9	0	1	298	994	2	15
16 - 20 YEARS	156	533	55	295	1	10	20	54	2	12	0	0	234	904	21	44
21 - 25 YEARS	113	305	44	166	2	2	12	29	3	2	0	0	174	504	13	23
26 - 30 YEARS	201	654	53	401	2	12	7	24	5	5	0	1	268	1,097	25	80
31 - 35 YEARS	222	527	30	277	1	2	3	8	1	1	0	0	257	815	21	48
36 - 40 YEARS	53	98	9	66	1	0	0	2	1	0	0	0	64	166	7	8
MORE THAN 40 YEARS	6	5	1	3	0	0	1	0	0	0	0	0	8	8	2	1
<b>DEPARTMENT TOTAL</b>	<b>1,405</b>	<b>4,724</b>	<b>421</b>	<b>2,805</b>	<b>12</b>	<b>49</b>	<b>89</b>	<b>304</b>	<b>22</b>	<b>48</b>	<b>0</b>	<b>10</b>	<b>1,949</b>	<b>7,940</b>	<b>91</b>	<b>234</b>
MORE THAN 10 YEARS:	955	2,711	269	1,544	9	38	55	164	15	29	0	2	1,303	4,488	91	219
AVERAGE YEARS	18.2	15.5	15.8	15.4	19.8	17.1	14.8	13.1	18.0	13.8	0.0	4.6	17.6	15.4	26.9	24.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.8</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	198	94	9	9	0	0	1	3	36	34	21	9	265	149	1	0
06 - 10 YEARS	198	85	7	10	2	0	4	1	20	10	0	0	231	106	5	0
11 - 15 YEARS	178	60	9	7	0	1	7	3	7	3	0	0	201	74	0	2
16 - 20 YEARS	77	82	14	8	1	0	2	4	4	3	0	0	98	97	6	7
21 - 25 YEARS	70	75	13	20	0	1	2	2	7	6	0	0	92	104	9	4
26 - 30 YEARS	58	59	9	14	0	0	3	4	1	4	0	0	71	81	7	1
31 - 35 YEARS	66	65	5	5	0	0	0	3	1	1	0	0	72	74	3	3
36 - 40 YEARS	23	11	1	1	0	0	2	1	0	0	0	0	26	13	3	1
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>868</b>	<b>532</b>	<b>67</b>	<b>74</b>	<b>3</b>	<b>2</b>	<b>21</b>	<b>21</b>	<b>76</b>	<b>61</b>	<b>21</b>	<b>9</b>	<b>1,056</b>	<b>699</b>	<b>34</b>	<b>18</b>
MORE THAN 10 YEARS:	472	353	51	55	1	2	16	17	20	17	0	0	560	444	28	18
AVERAGE YEARS	14.0	17.2	18.0	18.8	11.7	18.0	17.2	20.0	8.7	8.4	0.5	0.8	13.7	16.5	23.1	23.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.8</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	315	441	51	196	2	2	12	16	5	10	1	0	386	665	9	11
06 - 10 YEARS	187	346	45	203	1	5	12	19	1	10	1	1	247	584	5	4
11 - 15 YEARS	129	176	21	64	1	1	2	7	2	6	0	0	155	254	10	5
16 - 20 YEARS	120	175	24	65	0	1	2	9	2	5	0	0	148	255	17	28
21 - 25 YEARS	102	145	30	80	2	5	10	13	4	3	0	0	148	246	14	11
26 - 30 YEARS	77	175	28	76	0	3	5	10	0	3	0	0	110	267	15	26
31 - 35 YEARS	113	173	20	67	1	1	2	2	2	2	0	0	138	245	17	21
36 - 40 YEARS	27	36	3	17	0	0	0	2	0	0	0	0	30	55	7	10
MORE THAN 40 YEARS	6	2	1	2	0	0	0	1	0	0	0	0	7	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,076</b>	<b>1,669</b>	<b>223</b>	<b>770</b>	<b>7</b>	<b>18</b>	<b>45</b>	<b>79</b>	<b>16</b>	<b>39</b>	<b>2</b>	<b>1</b>	<b>1,369</b>	<b>2,576</b>	<b>94</b>	<b>116</b>
MORE THAN 10 YEARS:	574	882	127	371	4	11	21	44	10	19	0	0	736	1,327	80	101
AVERAGE YEARS	14.4	14.7	15.4	14.0	15.7	17.1	13.6	15.0	15.7	12.3	3.0	7.0	14.5	14.5	21.9	23.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.5</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	99	59	3	9	0	1	2	2	0	0	1	1	105	72	1	0
06 - 10 YEARS	112	90	6	3	0	1	3	2	1	1	0	1	122	98	0	0
11 - 15 YEARS	66	60	5	8	0	1	0	1	1	0	0	0	72	70	0	1
16 - 20 YEARS	56	30	8	6	0	0	5	4	4	1	0	0	73	41	3	1
21 - 25 YEARS	36	37	5	3	0	0	1	1	3	0	0	0	45	41	4	2
26 - 30 YEARS	50	39	11	4	0	0	3	0	0	1	0	0	64	44	6	3
31 - 35 YEARS	69	34	4	2	1	1	8	1	0	0	0	0	82	38	4	1
36 - 40 YEARS	19	10	0	1	1	0	3	2	0	0	0	0	23	13	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>507</b>	<b>359</b>	<b>42</b>	<b>36</b>	<b>2</b>	<b>4</b>	<b>25</b>	<b>13</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>586</b>	<b>417</b>	<b>20</b>	<b>8</b>
MORE THAN 10 YEARS:	296	210	33	24	2	2	20	9	8	2	0	0	359	247	19	8
AVERAGE YEARS	16.3	15.5	19.6	15.2	35.0	15.5	24.1	18.2	18.4	19.0	0.0	5.0	17.0	15.5	25.9	24.1

**DEPARTMENT AVERAGE YEARS 16.4**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	93	99	5	29	1	0	5	4	0	2	1	1	105	135	0	0
06 - 10 YEARS	61	83	9	46	1	0	3	3	1	4	1	0	76	136	0	1
11 - 15 YEARS	50	65	4	23	0	1	3	2	0	0	0	0	57	91	2	1
16 - 20 YEARS	46	46	2	10	0	0	4	1	0	0	0	0	52	57	1	0
21 - 25 YEARS	36	45	4	9	1	2	0	1	0	1	0	0	41	58	5	3
26 - 30 YEARS	18	29	2	4	2	0	1	2	0	0	0	0	23	35	2	1
31 - 35 YEARS	18	24	1	4	1	0	0	0	0	0	0	0	20	28	2	2
36 - 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>327</b>	<b>392</b>	<b>27</b>	<b>125</b>	<b>6</b>	<b>3</b>	<b>16</b>	<b>13</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>379</b>	<b>541</b>	<b>13</b>	<b>8</b>
MORE THAN 10 YEARS:	173	210	13	50	4	3	8	6	0	1	0	0	198	270	13	7
AVERAGE YEARS	13.3	13.4	12.8	10.7	19.8	19.7	11.3	11.8	9.0	8.4	3.5	0.0	13.2	12.7	24.2	23.1

**DEPARTMENT AVERAGE YEARS 12.9**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	213	151	3	5	1	0	2	0	1	0	6	0	226	156	3	0
06 - 10 YEARS	206	84	0	1	2	0	2	1	3	0	0	0	213	86	1	0
11 - 15 YEARS	175	66	5	3	1	1	2	0	3	1	0	0	186	71	1	1
16 - 20 YEARS	138	63	5	4	3	1	2	2	0	0	0	0	148	70	3	3
21 - 25 YEARS	105	58	6	1	4	1	2	4	0	0	0	0	117	64	6	3
26 - 30 YEARS	76	43	1	3	1	0	0	1	1	1	0	0	79	48	4	1
31 - 35 YEARS	76	15	0	1	4	1	0	0	0	0	0	0	80	17	2	1
36 - 40 YEARS	29	5	0	0	0	0	0	0	0	0	0	0	29	5	1	1
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>1,023</b>	<b>486</b>	<b>20</b>	<b>18</b>	<b>16</b>	<b>4</b>	<b>10</b>	<b>8</b>	<b>8</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>1,083</b>	<b>518</b>	<b>22</b>	<b>10</b>
MORE THAN 10 YEARS:	604	251	17	12	13	4	6	7	4	2	0	0	644	276	18	10
AVERAGE YEARS	14.8	12.6	16.5	14.5	20.8	22.0	12.5	20.5	11.0	20.0	1.7	0.0	14.8	12.9	21.4	23.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.2</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	37	203	10	68	0	1	2	6	0	3	3	3	52	284	0	0
06 - 10 YEARS	52	207	4	40	1	2	3	14	0	1	0	0	60	264	1	3
11 - 15 YEARS	21	109	4	34	0	6	0	5	1	3	0	0	26	157	0	3
16 - 20 YEARS	24	126	2	50	1	1	1	14	2	1	0	0	30	192	2	26
21 - 25 YEARS	25	115	8	54	1	2	1	5	1	4	0	0	36	180	3	17
26 - 30 YEARS	25	102	6	38	0	1	0	10	0	3	0	0	31	154	2	10
31 - 35 YEARS	36	71	3	10	0	0	2	3	0	0	0	0	41	84	3	3
36 - 40 YEARS	7	17	0	1	0	0	0	0	0	0	0	0	7	18	2	1
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>227</b>	<b>957</b>	<b>37</b>	<b>296</b>	<b>3</b>	<b>13</b>	<b>9</b>	<b>57</b>	<b>4</b>	<b>15</b>	<b>3</b>	<b>3</b>	<b>283</b>	<b>1,341</b>	<b>13</b>	<b>65</b>
MORE THAN 10 YEARS:	138	547	23	188	2	10	4	37	4	11	0	0	171	793	12	62
AVERAGE YEARS	17.2	15.2	16.2	15.0	16.7	15.2	14.9	16.6	17.3	16.1	0.7	1.3	16.8	15.2	25.8	21.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.5</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	203	108	5	4	0	1	8	4	1	0	1	1	218	118	0	0	
06 - 10 YEARS	372	131	9	8	1	1	5	2	1	0	0	0	388	142	0	0	
11 - 15 YEARS	470	112	36	7	13	0	13	0	5	1	0	0	537	120	2	0	
16 - 20 YEARS	253	80	37	8	7	0	11	1	2	1	0	0	310	90	1	3	
21 - 25 YEARS	221	106	39	16	7	0	17	3	0	1	0	0	284	126	5	4	
26 - 30 YEARS	105	31	16	6	0	1	3	3	0	1	0	0	124	42	1	2	
31 - 35 YEARS	54	44	5	5	1	1	2	2	0	0	0	0	62	52	0	1	
36 - 40 YEARS	20	7	3	0	0	0	1	0	0	0	0	0	24	7	1	0	
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0	
<b>DEPARTMENT TOTAL</b>	<b>1,701</b>	<b>620</b>	<b>150</b>	<b>54</b>	<b>29</b>	<b>4</b>	<b>60</b>	<b>15</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1,950</b>	<b>698</b>	<b>10</b>	<b>10</b>	
MORE THAN 10 YEARS:	1,126	381	136	42	28	2	47	9	7	4	0	0	1,344	438	10	10	
AVERAGE YEARS	14.8	15.0	19.3	18.6	17.2	17.8	16.9	17.1	12.4	20.0	0.0	0.0	15.2	15.3	22.4	23.3	
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.3</b>																

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	39	62	1	7	0	0	1	1	0	0	0	0	41	70	1	0
06 - 10 YEARS	6	15	2	3	0	0	1	0	1	1	0	0	10	19	1	1
11 - 15 YEARS	13	13	0	2	0	1	0	0	0	0	0	0	13	16	0	1
16 - 20 YEARS	4	8	0	2	1	0	0	0	0	0	0	0	5	10	0	1
21 - 25 YEARS	8	12	2	0	0	0	2	1	2	1	0	0	14	14	1	2
26 - 30 YEARS	6	15	0	2	0	0	0	0	0	0	0	0	6	17	1	2
31 - 35 YEARS	7	8	0	4	0	0	0	0	0	0	0	0	7	12	2	0
36 - 40 YEARS	0	2	1	1	0	0	0	0	0	0	0	0	1	3	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>83</b>	<b>135</b>	<b>6</b>	<b>21</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>97</b>	<b>161</b>	<b>6</b>	<b>8</b>
MORE THAN 10 YEARS:	38	58	3	11	1	1	2	1	2	1	0	0	46	72	4	7
AVERAGE YEARS	10.9	11.1	17.0	14.8	20.0	14.0	13.0	11.5	17.7	16.5	0.0	0.0	11.7	11.7	20.5	22.1

**DEPARTMENT AVERAGE YEARS 11.7**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	482	184	26	23	6	3	7	6	8	6	3	0	532	222	1	1	
06 - 10 YEARS	429	153	18	14	3	3	5	2	9	5	0	0	464	177	1	1	
11 - 15 YEARS	209	76	11	6	7	3	3	0	4	3	0	0	234	88	1	1	
16 - 20 YEARS	281	104	23	13	2	2	6	2	4	2	0	0	316	123	12	7	
21 - 25 YEARS	209	84	27	16	4	1	12	2	4	0	0	0	256	103	15	9	
26 - 30 YEARS	93	69	15	11	4	0	7	2	2	0	0	0	121	82	9	8	
31 - 35 YEARS	106	54	16	9	5	0	7	1	2	0	0	0	136	64	14	6	
36 - 40 YEARS	47	10	1	4	0	0	2	0	2	0	0	0	52	14	4	2	
MORE THAN 40 YEARS	13	3	0	0	0	0	0	0	4	0	0	0	17	3	4	0	
<b>DEPARTMENT TOTAL</b>	<b>1,869</b>	<b>737</b>	<b>137</b>	<b>96</b>	<b>31</b>	<b>12</b>	<b>49</b>	<b>15</b>	<b>39</b>	<b>16</b>	<b>3</b>	<b>0</b>	<b>2,128</b>	<b>876</b>	<b>61</b>	<b>35</b>	
MORE THAN 10 YEARS:	958	400	93	59	22	6	37	7	22	5	0	0	1,132	477	59	33	
AVERAGE YEARS	13.7	14.4	17.4	16.7	17.3	11.0	20.1	13.6	17.3	8.7	0.3	0.0	14.2	14.5	26.8	24.6	

**DEPARTMENT AVERAGE YEARS 14.3**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	121	231	21	51	1	3	1	8	6	11	4	7	154	311	1	1
06 - 10 YEARS	78	132	9	27	0	0	2	3	7	4	0	0	96	166	0	0
11 - 15 YEARS	63	98	6	20	0	1	2	2	0	1	0	0	71	122	1	0
16 - 20 YEARS	34	53	7	20	0	1	2	9	4	0	0	0	47	83	5	6
21 - 25 YEARS	32	70	21	25	0	0	3	11	3	1	0	0	59	107	6	4
26 - 30 YEARS	17	80	6	32	1	1	3	5	0	0	0	0	27	118	2	8
31 - 35 YEARS	42	73	5	10	0	1	2	1	0	1	0	0	49	86	6	5
36 - 40 YEARS	16	20	1	2	0	1	1	0	0	0	0	0	18	23	3	1
MORE THAN 40 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	3	2	1	1
<b>DEPARTMENT TOTAL</b>	<b>406</b>	<b>759</b>	<b>76</b>	<b>187</b>	<b>2</b>	<b>8</b>	<b>16</b>	<b>39</b>	<b>20</b>	<b>18</b>	<b>4</b>	<b>7</b>	<b>524</b>	<b>1,018</b>	<b>25</b>	<b>26</b>
MORE THAN 10 YEARS:	207	396	46	109	1	5	13	28	7	3	0	0	274	541	24	25
AVERAGE YEARS	14.1	14.5	15.4	15.4	16.0	17.3	20.9	17.1	10.7	7.0	0.8	0.6	14.3	14.6	26.0	25.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.5</b>															

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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	3,719	4,492	510	1,477	55	40	128	195	82	114	78	62	4,572	6,380	25	23	
06- 10 YEARS	4,445	3,943	494	1,491	57	33	112	163	78	75	2	2	5,188	5,707	21	26	
11- 15 YEARS	3,833	2,648	437	844	90	52	116	101	46	58	0	1	4,522	3,704	36	48	
16- 20 YEARS	3,369	2,290	372	717	78	34	114	132	46	51	0	0	3,979	3,224	151	182	
21- 25 YEARS	2,804	1,896	511	755	56	31	102	108	43	36	0	0	3,516	2,826	217	144	
26- 30 YEARS	1,251	1,818	269	755	19	27	45	81	15	27	0	1	1,599	2,709	123	193	
31- 35 YEARS	1,250	1,550	136	482	19	12	34	29	12	6	0	0	1,451	2,079	113	122	
36- 40 YEARS	331	301	29	102	3	1	13	8	5	0	0	0	381	412	36	29	
MORE THAN 40 YEARS	40	28	2	8	0	0	1	1	4	0	0	0	47	37	8	4	
<b>STATEWIDE TOTAL</b>	<b>21,042</b>	<b>18,966</b>	<b>2,760</b>	<b>6,631</b>	<b>377</b>	<b>230</b>	<b>665</b>	<b>818</b>	<b>331</b>	<b>367</b>	<b>80</b>	<b>66</b>	<b>25,255</b>	<b>27,078</b>	<b>730</b>	<b>771</b>	
MORE THAN 10 YEARS	12,878	10,531	1,756	3,663	265	157	425	460	171	178	0	2	15,495	14,991	684	722	
AVERAGE YEARS	14.8	14.4	15.4	14.7	15.3	15.5	15.0	14.1	13.4	11.8	1.0	1.6	14.8	14.4	23.7	23.7	
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.6</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 2009**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	16	2.4%
Dismissal	71	10.8%
Expired Appointment	35	5.3%
<b>Total Involuntary Separations</b>	<b>122</b>	<b>18.6%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	129	19.7%
Layoff/Leave of Absence Rights Expired	32	4.9%
Waived Rights Leave of Absence	43	6.6%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>204</b>	<b>31.1%</b>
<b><i>RETIREMENT</i></b>		
Retirement	282	43.0%
Disability Retirement	24	3.7%
Deferred Retirement	15	2.3%
<b>Total Retirements</b>	<b>321</b>	<b>48.9%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
Undefined Separations	9	1.4%
<b>TOTAL SEPARATIONS</b>	<b>656</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 approximately 91% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PERIOD FROM: 09/21/2008 TO: 12/27/2008

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						NET TOTAL
	HIRES	NON-CAREER	RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	SEPARATIONS		
	CAREER HIRES	CAREER HIRES	WAIVED RIGHTS	LEAVES	APPOINTMENTS						LAYOFFS	
AGRICULTURE	7	2	3	0	12	9	0	0	0	0	9	3
ATTORNEY GENERAL	10	0	2	0	12	2	0	0	0	0	2	10
AUDITOR GENERAL	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL RIGHTS	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL SERVICE COMMISSION	5	2	0	0	7	7	0	0	0	0	7	0
COMMUNITY HEALTH	108	16	8	0	132	75	0	0	4	1	80	52
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	1	0	0	0	0	1	-1
CORRECTIONS	117	9	8	3	137	172	0	13	8	0	193	-56
EDUCATION	10	0	0	0	10	3	0	0	0	0	3	7
ENVIRONMENTAL QUALITY	17	0	0	1	18	8	0	0	1	0	9	9
EXECUTIVE OFFICE	4	0	0	0	4	2	0	0	0	0	2	2
HISTORY ARTS AND LIBRARIES	1	3	1	0	5	3	11	0	0	1	15	-10
HUMAN SERVICES	194	0	6	0	200	135	2	1	10	1	149	51
INFORMATION TECHNOLOGY	47	3	0	0	50	20	0	0	1	0	21	29
LABOR & ECONOMIC GROWTH	96	24	1	0	121	64	0	0	4	0	68	53
MANAGEMENT & BUDGET	8	5	0	0	13	11	0	0	0	0	11	2
MILITARY AFFAIRS	8	6	2	0	16	38	24	0	0	1	63	-47
NATURAL RESOURCES	18	45	17	0	80	13	212	0	0	8	233	-153
STATE	7	23	0	0	30	31	0	0	1	0	32	-2
STATE POLICE	11	2	0	0	13	30	0	0	0	0	30	-17
STRATEGIC FUND	21	4	0	0	25	5	0	0	0	0	5	20
TRANSPORTATION	40	22	0	1	63	140	20	0	4	0	164	-101
TREASURY	24	11	2	0	37	19	0	0	0	0	19	18
<b>STATEWIDE TOTALS:</b>	<b>753</b>	<b>177</b>	<b>50</b>	<b>5</b>	<b>985</b>	<b>790</b>	<b>269</b>	<b>14</b>	<b>33</b>	<b>12</b>	<b>1,118</b>	<b>-133</b>

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

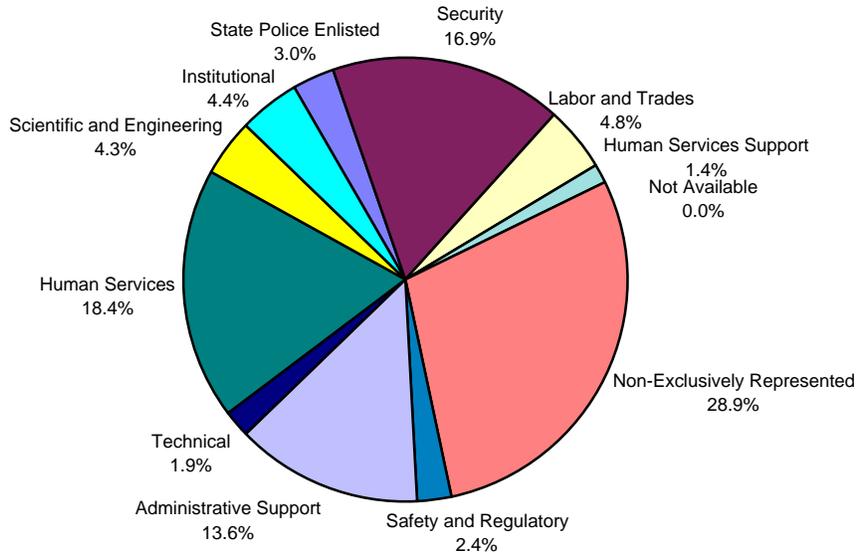
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# **BARGAINING UNIT CHARACTERISTICS**

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT**

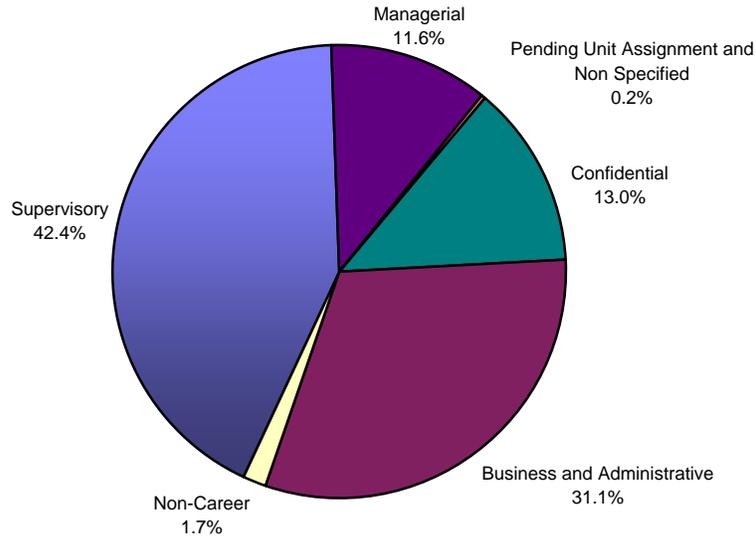
Graph 5-1

**Pay Period Ending December 27, 2008**



(52,333 Employees)

**Non-Exclusively Represented  
15,141 Employees**



Source: MIDB CIVIL SERVICE HWF44

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

Comment: Of the 52,333 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**

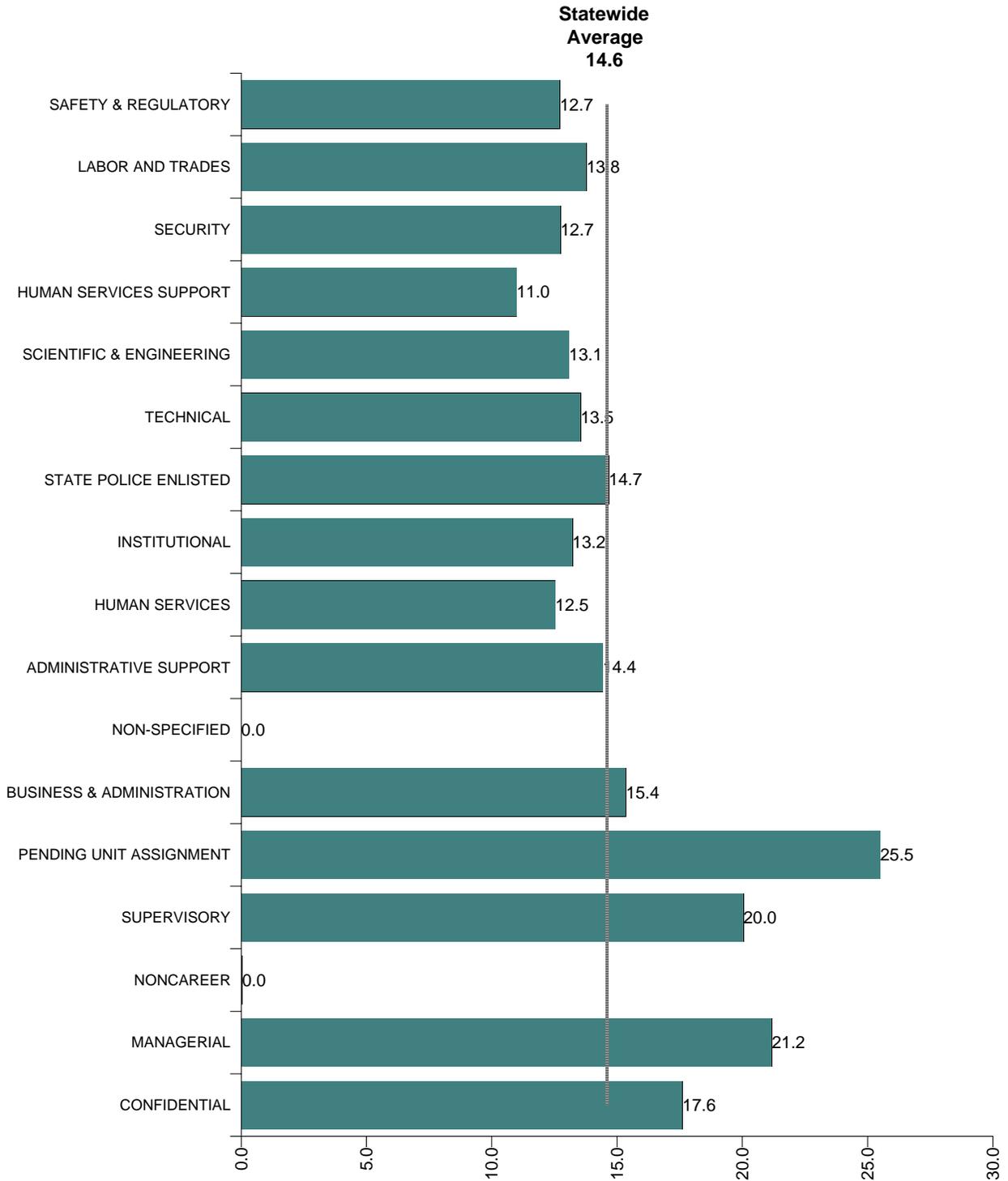
**PAY PERIOD ENDING December 27, 2008**

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	1,242	1,058	85.2	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0
A31 LABOR AND TRADES	2,526	2,391	94.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,836	0	0.0	1	0.0	8,496	96.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	737	0	0.0	0	0.0	0	0.0	704	95.5	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,231	0	0.0	0	0.0	0	0.0	0	0.0	2,144	96.1	2	0.1	0	0.0	0	0.0
L32 TECHNICAL	996	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	932	93.6	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	1,580	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,492	94.4	0	0.0
U11 INSTITUTIONAL	2,309	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,273	98.4
W22 HUMAN SERVICES	9,614	0	0.0	9,109	94.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,120	1	0.0	6,435	90.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	24	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	4,710	0	0.0	9	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,421	0	0.0	9	0.1	2	0.0	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	261	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	2	0.8	0	0.0	0	0.0
Y98 MANAGERIAL	1,754	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	1,969	0	0.0	4	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>37,192</b>	<b>3,451</b>	<b>9.3</b>	<b>15,545</b>	<b>41.8</b>	<b>8,496</b>	<b>22.8</b>	<b>704</b>	<b>1.9</b>	<b>2,144</b>	<b>5.8</b>	<b>935</b>	<b>2.5</b>	<b>1,492</b>	<b>4.0</b>	<b>2,274</b>	<b>6.1</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>15,141</b>	<b>0</b>	<b>0.0</b>	<b>23</b>	<b>0.2</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>3</b>	<b>0.0</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>52,333</b>	<b>3,451</b>	<b>6.6</b>	<b>15,568</b>	<b>29.7</b>	<b>8,498</b>	<b>16.2</b>	<b>704</b>	<b>1.3</b>	<b>2,147</b>	<b>4.1</b>	<b>937</b>	<b>1.8</b>	<b>1,492</b>	<b>2.9</b>	<b>2,274</b>	<b>4.3</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 represnets those paying member fees.

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay Period End Date: 12/27/2008



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

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	192	73	8	6	1	1	8	0	1	0	3	0	213	80	2	0
06 - 10 YEARS	201	55	15	17	4	4	6	2	2	0	0	0	228	78	0	0
11 - 15 YEARS	153	25	5	18	2	1	2	1	2	0	0	0	164	45	1	0
16 - 20 YEARS	120	26	11	19	2	1	2	1	1	0	0	0	136	47	5	2
21 - 25 YEARS	58	22	14	17	2	0	5	2	1	0	0	0	80	41	1	1
26 - 30 YEARS	42	17	5	12	0	0	2	1	0	0	0	0	49	30	4	0
31 - 35 YEARS	20	9	4	7	2	0	1	0	0	0	0	0	27	16	1	1
36 - 40 YEARS	6	1	0	1	0	0	0	0	0	0	0	0	6	2	1	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>792</b>	<b>228</b>	<b>62</b>	<b>97</b>	<b>13</b>	<b>7</b>	<b>26</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>903</b>	<b>339</b>	<b>15</b>	<b>5</b>
MORE THAN 10 YEARS:	399	100	39	74	8	2	12	5	4	0	0	0	462	181	13	5
AVERAGE YEARS	12.1	11.9	16.2	17.7	16.5	9.7	12.3	17.0	12.0	0.0	3.3	0.0	12.4	13.6	21.1	25.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.7</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 27, 2008

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>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	481	82	25	3	6	1	9	0	0	0	5	0	526	86	3	0
06 - 10 YEARS	474	35	30	3	9	0	9	0	0	1	0	0	522	39	0	0
11 - 15 YEARS	293	25	15	0	9	1	5	1	0	0	0	0	322	27	6	1
16 - 20 YEARS	265	25	30	5	3	0	11	1	1	0	0	0	310	31	19	1
21 - 25 YEARS	218	19	26	2	6	0	8	1	2	0	0	0	260	22	25	1
26 - 30 YEARS	127	17	17	3	2	0	5	1	1	0	0	0	152	21	14	1
31 - 35 YEARS	139	14	6	2	4	0	10	1	0	0	0	0	159	17	10	2
36 - 40 YEARS	21	1	1	1	1	0	3	1	0	0	0	0	26	3	3	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>2,021</b>	<b>218</b>	<b>150</b>	<b>19</b>	<b>40</b>	<b>2</b>	<b>60</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>2,280</b>	<b>246</b>	<b>80</b>	<b>7</b>
MORE THAN 10 YEARS:	1,066	101	95	13	25	1	42	6	4	0	0	0	1,232	121	77	7
AVERAGE YEARS	13.6	11.8	15.8	19.1	15.6	5.5	18.8	26.0	22.3	9.0	0.2	0.0	13.9	12.6	22.8	27.0

**DEPARTMENT AVERAGE YEARS 13.8**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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>C12 - SECURITY</b>																
00 - 05 YEARS	828	287	164	170	37	6	44	18	6	5	24	8	1,103	494	1	1
06 - 10 YEARS	1,450	256	166	140	31	4	37	18	6	0	0	0	1,690	418	3	1
11 - 15 YEARS	1,296	263	130	106	53	8	52	6	4	0	0	0	1,535	383	4	3
16 - 20 YEARS	1,233	166	90	60	42	5	33	4	3	0	0	0	1,401	235	32	9
21 - 25 YEARS	967	104	152	105	18	3	18	4	1	0	0	0	1,156	216	51	11
26 - 30 YEARS	110	14	22	5	3	1	2	1	0	0	0	0	137	21	4	3
31 - 35 YEARS	30	5	8	1	0	0	0	0	0	0	0	0	38	6	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>DEPARTMENT TOTAL</b>	<b>5,915</b>	<b>1,096</b>	<b>733</b>	<b>587</b>	<b>184</b>	<b>27</b>	<b>186</b>	<b>51</b>	<b>20</b>	<b>5</b>	<b>24</b>	<b>8</b>	<b>7,062</b>	<b>1,774</b>	<b>96</b>	<b>28</b>
MORE THAN 10 YEARS:	3,637	553	403	277	116	17	105	15	8	0	0	0	4,269	862	92	26
AVERAGE YEARS	13.4	11.0	12.7	11.0	12.5	12.1	11.5	8.7	9.8	3.0	1.2	1.4	13.2	10.9	20.6	19.4
<b>DEPARTMENT AVERAGE YEARS</b>		<b>12.7</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 27, 2008

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>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	36	65	13	73	0	1	3	6	0	1	0	0	52	146	3	2
06 - 10 YEARS	38	83	23	120	0	2	3	11	1	4	1	1	66	221	3	1
11 - 15 YEARS	8	20	6	9	0	1	1	3	0	1	0	0	15	34	3	0
16 - 20 YEARS	16	22	3	21	0	1	1	4	0	0	0	0	20	48	6	8
21 - 25 YEARS	4	21	4	16	0	0	1	3	0	1	0	0	9	41	2	1
26 - 30 YEARS	2	18	2	11	0	3	1	0	0	0	0	0	5	32	2	5
31 - 35 YEARS	7	19	1	15	1	0	0	0	0	0	0	0	9	34	3	4
36 - 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	1	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>112</b>	<b>251</b>	<b>52</b>	<b>266</b>	<b>1</b>	<b>8</b>	<b>10</b>	<b>27</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>177</b>	<b>560</b>	<b>23</b>	<b>21</b>
MORE THAN 10 YEARS:	38	103	16	73	1	5	4	10	0	2	0	0	59	193	17	18
AVERAGE YEARS	10.3	12.4	9.8	10.1	32.0	17.0	11.8	10.1	7.0	9.6	6.0	7.0	10.3	11.2	18.1	21.4
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.0</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 27, 2008

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>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	318	207	7	8	1	0	5	4	5	10	0	1	336	230	1	0
06 - 10 YEARS	339	150	9	5	0	0	4	4	13	7	0	0	365	166	1	2
11 - 15 YEARS	181	85	6	5	1	0	2	1	7	7	0	0	197	98	1	0
16 - 20 YEARS	238	120	9	7	1	1	6	1	10	5	0	0	264	134	4	2
21 - 25 YEARS	118	59	12	5	1	4	2	0	6	2	0	0	139	70	6	2
26 - 30 YEARS	76	28	7	2	0	0	1	0	4	1	0	0	88	31	3	2
31 - 35 YEARS	67	7	4	1	1	0	2	0	2	0	0	0	76	8	1	0
36 - 40 YEARS	22	2	0	0	0	0	0	0	1	0	0	0	23	2	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	1	0	0	0	4	0	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,362</b>	<b>658</b>	<b>54</b>	<b>33</b>	<b>5</b>	<b>5</b>	<b>22</b>	<b>10</b>	<b>49</b>	<b>32</b>	<b>0</b>	<b>1</b>	<b>1,492</b>	<b>739</b>	<b>18</b>	<b>8</b>
MORE THAN 10 YEARS:	705	301	38	20	4	5	13	2	31	15	0	0	791	343	16	6
AVERAGE YEARS	13.6	11.4	17.6	14.0	17.2	22.4	14.5	8.3	16.1	10.9	0.0	0.0	13.8	11.6	22.3	19.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.1</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 27, 2008

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>L32 - TECHNICAL</b>																
00 - 05 YEARS	152	86	7	5	2	0	4	2	1	2	1	1	167	96	0	0
06 - 10 YEARS	139	59	1	2	2	0	2	0	4	1	0	0	148	62	1	0
11 - 15 YEARS	85	22	3	1	0	0	2	0	3	3	0	0	93	26	1	0
16 - 20 YEARS	117	33	6	4	0	0	1	0	3	1	0	0	127	38	6	1
21 - 25 YEARS	77	20	11	5	0	1	2	1	0	0	0	0	90	27	2	2
26 - 30 YEARS	23	6	2	5	1	0	3	1	1	0	0	0	30	12	0	1
31 - 35 YEARS	36	4	3	1	0	0	2	0	0	0	0	0	41	5	6	0
36 - 40 YEARS	16	6	0	0	0	0	2	0	2	0	0	0	20	6	2	0
MORE THAN 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>651</b>	<b>238</b>	<b>33</b>	<b>23</b>	<b>5</b>	<b>1</b>	<b>18</b>	<b>4</b>	<b>14</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>722</b>	<b>274</b>	<b>18</b>	<b>4</b>
MORE THAN 10 YEARS:	360	93	25	16	1	1	12	2	9	4	0	0	407	116	17	4
AVERAGE YEARS	14.0	10.9	17.5	17.7	11.0	22.0	19.3	15.0	16.6	10.4	0.0	1.0	14.3	11.5	24.8	23.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.5</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 27, 2008

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>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	131	10	4	1	0	0	3	0	1	0	1	0	140	11	0	0
06 - 10 YEARS	287	22	6	2	0	0	5	0	1	0	0	0	299	24	0	0
11 - 15 YEARS	394	56	33	3	13	0	13	0	3	0	0	0	456	59	1	0
16 - 20 YEARS	190	33	28	3	6	0	9	1	2	1	0	0	235	38	1	0
21 - 25 YEARS	123	40	24	2	6	0	13	1	0	0	0	0	166	43	1	0
26 - 30 YEARS	42	2	13	0	0	0	2	0	0	0	0	0	57	2	0	0
31 - 35 YEARS	31	2	3	1	0	0	2	0	0	0	0	0	36	3	0	0
36 - 40 YEARS	6	0	2	0	0	0	1	0	0	0	0	0	9	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,206</b>	<b>165</b>	<b>113</b>	<b>12</b>	<b>25</b>	<b>0</b>	<b>48</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1,400</b>	<b>180</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	788	133	103	9	25	0	40	2	5	1	0	0	961	145	3	0
AVERAGE YEARS	14.0	15.8	19.0	16.3	16.6	0.0	17.6	20.0	12.7	18.0	0.0	0.0	14.5	15.9	17.3	0.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.7</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 27, 2008

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>U11 - INSTITUTIONAL</b>																	
00 - 05 YEARS	172	294	48	102	1	1	8	9	1	1	0	2	230	409	1	0	
06 - 10 YEARS	169	210	42	104	1	1	6	5	2	6	1	0	221	326	0	0	
11 - 15 YEARS	106	118	19	42	1	1	6	4	3	0	0	0	135	165	2	0	
16 - 20 YEARS	66	63	13	34	1	0	5	3	3	1	0	0	88	101	2	0	
21 - 25 YEARS	66	63	23	40	1	1	1	5	0	1	0	0	91	110	4	6	
26 - 30 YEARS	61	95	45	51	3	0	3	2	0	0	0	0	112	148	3	7	
31 - 35 YEARS	59	70	9	21	1	0	0	2	1	0	0	0	70	93	6	1	
36 - 40 YEARS	2	4	1	1	0	0	1	0	0	0	0	0	4	5	0	0	
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	
<b>DEPARTMENT TOTAL</b>	<b>701</b>	<b>917</b>	<b>200</b>	<b>396</b>	<b>9</b>	<b>4</b>	<b>30</b>	<b>30</b>	<b>10</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>951</b>	<b>1,358</b>	<b>18</b>	<b>14</b>	
MORE THAN 10 YEARS:	360	413	110	190	7	2	16	16	7	2	0	0	500	623	17	14	
AVERAGE YEARS	13.5	12.5	15.2	13.4	20.1	12.3	12.7	13.1	14.0	10.6	6.0	0.5	13.9	12.8	24.1	27.4	

**DEPARTMENT AVERAGE YEARS 13.2**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	398	1,292	110	669	3	7	22	71	9	21	4	15	546	2,075	4	9
06 - 10 YEARS	410	1,043	91	652	4	9	18	57	10	18	0	0	533	1,779	3	7
11 - 15 YEARS	391	607	107	328	2	12	14	47	6	20	0	0	520	1,014	6	12
16 - 20 YEARS	219	474	52	220	1	10	11	43	5	15	0	0	288	762	19	37
21 - 25 YEARS	182	252	46	145	4	3	7	18	1	8	0	0	240	426	14	18
26 - 30 YEARS	157	340	34	250	1	7	6	11	3	5	0	1	201	614	17	40
31 - 35 YEARS	134	219	22	138	1	1	3	2	3	0	0	0	163	360	11	19
36 - 40 YEARS	13	35	6	29	0	0	0	3	0	0	0	0	19	67	2	2
MORE THAN 40 YEARS	4	1	1	1	0	0	0	0	0	0	0	0	5	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,908</b>	<b>4,263</b>	<b>469</b>	<b>2,432</b>	<b>16</b>	<b>49</b>	<b>81</b>	<b>252</b>	<b>37</b>	<b>87</b>	<b>4</b>	<b>16</b>	<b>2,515</b>	<b>7,099</b>	<b>76</b>	<b>144</b>
MORE THAN 10 YEARS:	1,100	1,928	268	1,111	9	33	41	124	18	48	0	1	1,436	3,245	69	128
AVERAGE YEARS	14.0	11.9	13.3	12.6	14.3	14.6	12.2	11.6	12.5	12.0	0.5	2.4	13.8	12.1	22.4	21.8
<b>DEPARTMENT AVERAGE YEARS</b>		<b>12.5</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 27, 2008

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>W41 - ADMINISTRATIVE SUPPORT</b>																	
00 - 05 YEARS	212	1,220	40	252	0	12	11	59	3	14	9	11	275	1,568	2	5	
06 - 10 YEARS	133	1,003	25	209	1	9	7	43	2	7	0	0	168	1,271	2	11	
11 - 15 YEARS	73	583	11	142	1	14	5	19	0	5	0	1	90	764	3	18	
16 - 20 YEARS	51	538	10	139	1	7	3	40	2	6	0	0	67	730	13	68	
21 - 25 YEARS	27	446	9	139	0	10	4	28	1	4	0	0	41	627	11	48	
26 - 30 YEARS	36	502	18	175	0	10	4	28	0	6	0	0	58	721	10	51	
31 - 35 YEARS	31	452	1	110	0	4	1	10	0	1	0	0	33	577	4	38	
36 - 40 YEARS	11	77	2	30	0	0	0	0	0	0	0	0	13	107	1	6	
MORE THAN 40 YEARS	0	9	0	1	0	0	0	0	0	0	0	0	0	10	0	0	
<b>DEPARTMENT TOTAL</b>	<b>574</b>	<b>4,830</b>	<b>116</b>	<b>1,197</b>	<b>3</b>	<b>66</b>	<b>35</b>	<b>227</b>	<b>8</b>	<b>43</b>	<b>9</b>	<b>12</b>	<b>745</b>	<b>6,375</b>	<b>46</b>	<b>245</b>	
MORE THAN 10 YEARS:	229	2,607	51	736	2	45	17	125	3	22	0	1	302	3,536	42	229	
AVERAGE YEARS	11.0	14.5	12.3	16.2	12.7	16.1	12.3	14.2	9.6	12.8	0.2	1.4	11.1	14.8	21.8	22.8	

**DEPARTMENT AVERAGE YEARS 14.4**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	419	382	34	90	3	6	4	10	44	44	16	10	520	542	2	1
06 - 10 YEARS	334	422	31	101	1	1	7	10	25	20	0	0	398	554	6	2
11 - 15 YEARS	238	263	25	54	1	2	6	8	10	12	0	0	280	339	3	4
16 - 20 YEARS	154	215	32	52	1	1	7	12	7	7	0	0	201	287	17	26
21 - 25 YEARS	150	255	41	81	0	3	11	13	12	9	0	0	214	361	26	15
26 - 30 YEARS	123	209	25	64	2	0	5	7	1	3	0	0	156	283	18	25
31 - 35 YEARS	149	255	17	28	0	2	3	3	2	2	0	0	171	290	15	22
36 - 40 YEARS	41	53	2	6	0	0	1	1	0	0	0	0	44	60	5	5
MORE THAN 40 YEARS	3	5	1	0	0	0	0	1	0	0	0	0	4	6	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,611</b>	<b>2,059</b>	<b>208</b>	<b>476</b>	<b>8</b>	<b>15</b>	<b>44</b>	<b>65</b>	<b>101</b>	<b>97</b>	<b>16</b>	<b>10</b>	<b>1,988</b>	<b>2,722</b>	<b>93</b>	<b>102</b>
MORE THAN 10 YEARS:	858	1,255	143	285	4	8	33	45	32	33	0	0	1,070	1,626	85	99
AVERAGE YEARS	14.4	16.5	17.2	15.9	13.1	13.4	18.3	16.9	9.8	9.1	0.8	1.4	14.4	16.0	24.2	25.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.4</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 27, 2008

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>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
AVERAGE YEARS	25.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.5	0.0	25.5

**DEPARTMENT AVERAGE YEARS 25.5**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	112	137	11	32	0	0	4	2	4	10	0	1	131	182	3	1
06 - 10 YEARS	328	278	37	96	4	1	5	6	12	5	0	0	386	386	1	1
11 - 15 YEARS	489	352	67	107	7	9	5	10	6	7	0	0	574	485	3	6
16 - 20 YEARS	593	310	69	108	20	4	21	12	7	8	0	0	710	442	23	18
21 - 25 YEARS	657	353	120	138	13	4	25	10	14	7	0	0	829	512	57	19
26 - 30 YEARS	325	315	56	115	5	2	8	13	3	7	0	0	397	452	34	39
31 - 35 YEARS	351	214	36	88	6	2	7	6	4	1	0	0	404	311	34	16
36 - 40 YEARS	113	49	9	21	1	1	1	2	1	0	0	0	125	73	14	7
MORE THAN 40 YEARS	11	4	0	4	0	0	0	0	3	0	0	0	14	8	4	2
<b>DEPARTMENT TOTAL</b>	<b>2,979</b>	<b>2,012</b>	<b>405</b>	<b>709</b>	<b>56</b>	<b>23</b>	<b>76</b>	<b>61</b>	<b>54</b>	<b>45</b>	<b>0</b>	<b>1</b>	<b>3,570</b>	<b>2,851</b>	<b>173</b>	<b>109</b>
MORE THAN 10 YEARS:	2,539	1,597	357	581	52	22	67	53	38	30	0	0	3,053	2,283	169	107
AVERAGE YEARS	20.4	19.3	20.6	20.5	21.1	19.8	20.5	20.8	18.6	15.6	0.0	1.0	20.4	19.6	26.2	25.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>20.0</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 27, 2008

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>Y52 - NONCAREER</b>																
00 - 05 YEARS	100	107	14	12	0	0	2	4	4	3	9	6	129	132	1	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>100</b>	<b>107</b>	<b>14</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>9</b>	<b>6</b>	<b>129</b>	<b>132</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.1	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>0.0</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 27, 2008

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>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	99	66	15	19	0	1	1	1	2	2	6	3	123	92	1	1
06 - 10 YEARS	86	62	8	8	0	0	2	3	0	1	0	0	96	74	1	1
11 - 15 YEARS	99	62	5	3	0	2	1	0	1	1	0	0	106	68	2	1
16 - 20 YEARS	87	84	16	16	0	2	2	2	2	1	0	0	107	105	4	4
21 - 25 YEARS	128	91	18	22	5	1	4	3	4	1	0	0	159	118	11	5
26 - 30 YEARS	112	90	21	30	1	2	3	3	1	4	0	0	138	129	11	7
31 - 35 YEARS	171	94	19	28	3	1	2	1	0	1	0	0	195	125	19	5
36 - 40 YEARS	73	17	4	7	1	0	3	0	1	0	0	0	82	24	7	2
MORE THAN 40 YEARS	8	4	0	0	0	0	1	0	0	0	0	0	9	4	2	0
<b>DEPARTMENT TOTAL</b>	<b>863</b>	<b>570</b>	<b>106</b>	<b>133</b>	<b>10</b>	<b>9</b>	<b>19</b>	<b>13</b>	<b>11</b>	<b>11</b>	<b>6</b>	<b>3</b>	<b>1,015</b>	<b>739</b>	<b>58</b>	<b>26</b>
MORE THAN 10 YEARS:	678	442	83	106	10	8	16	9	9	8	0	0	796	573	56	24
AVERAGE YEARS	21.7	20.3	21.2	22.5	28.1	20.1	24.2	19.1	19.5	19.8	2.2	1.3	21.6	20.6	28.6	25.4

**DEPARTMENT AVERAGE YEARS 21.2**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	64	168	10	32	1	4	0	8	1	1	0	4	76	217	1	2
06 - 10 YEARS	57	265	10	32	0	2	1	4	0	5	0	1	68	309	0	0
11 - 15 YEARS	27	167	5	26	0	1	2	1	1	2	0	0	35	197	0	3
16 - 20 YEARS	20	181	3	29	0	2	2	8	0	6	0	0	25	226	0	6
21 - 25 YEARS	28	151	11	38	0	1	1	19	1	3	0	0	41	212	5	15
26 - 30 YEARS	14	165	2	32	1	2	0	13	1	1	0	0	18	213	2	12
31 - 35 YEARS	25	186	3	41	0	2	1	4	0	1	0	0	29	234	2	14
36 - 40 YEARS	5	52	1	6	0	0	1	1	0	0	0	0	7	59	0	5
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>240</b>	<b>1,338</b>	<b>45</b>	<b>236</b>	<b>2</b>	<b>14</b>	<b>8</b>	<b>58</b>	<b>4</b>	<b>19</b>	<b>0</b>	<b>5</b>	<b>299</b>	<b>1,670</b>	<b>10</b>	<b>57</b>
MORE THAN 10 YEARS:	119	905	25	172	1	8	7	46	3	13	0	0	155	1,144	9	55
AVERAGE YEARS	13.9	18.1	14.4	19.2	16.0	16.2	20.9	20.4	17.3	16.3	0.0	2.4	14.2	18.2	23.0	25.9

**DEPARTMENT AVERAGE YEARS 17.6**

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

PAY END NUMBER AND DATE: 01 DECEMBER 27, 2008

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>NOT AVAILABLE</b>																	
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>0.0</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 27, 2008

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>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	5	15	0	3	0	0	0	1	0	0	0	0	5	19	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>5</b>	<b>15</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>19</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>0.0</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 27, 2008

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	3,719	4,492	510	1,477	55	40	128	195	82	114	78	62	4,572	6,380	25	23
06- 10 YEARS	4,445	3,943	494	1,491	57	33	112	163	78	75	2	2	5,188	5,707	21	26
11- 15 YEARS	3,833	2,648	437	844	90	52	116	101	46	58	0	1	4,522	3,704	36	48
16- 20 YEARS	3,369	2,290	372	717	78	34	114	132	46	51	0	0	3,979	3,224	151	182
21- 25 YEARS	2,804	1,896	511	755	56	31	102	108	43	36	0	0	3,516	2,826	217	144
26- 30 YEARS	1,251	1,818	269	755	19	27	45	81	15	27	0	1	1,599	2,709	123	193
31- 35 YEARS	1,250	1,550	136	482	19	12	34	29	12	6	0	0	1,451	2,079	113	122
36- 40 YEARS	331	301	29	102	3	1	13	8	5	0	0	0	381	412	36	29
MORE THAN 40 YEARS	40	28	2	8	0	0	1	1	4	0	0	0	47	37	8	4
<b>STATEWIDE TOTAL</b>	<b>21,042</b>	<b>18,966</b>	<b>2,760</b>	<b>6,631</b>	<b>377</b>	<b>230</b>	<b>665</b>	<b>818</b>	<b>331</b>	<b>367</b>	<b>80</b>	<b>66</b>	<b>25,255</b>	<b>27,078</b>	<b>730</b>	<b>771</b>
MORE THAN 10 YEARS	12,878	10,531	1,756	3,663	265	157	425	460	171	178	0	2	15,495	14,991	684	722
AVERAGE YEARS	14.8	14.4	15.4	14.7	15.3	15.5	15.0	14.1	13.4	11.8	1.0	1.6	14.8	14.4	23.7	23.7
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.6</b>															

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: December 27, 2008**

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	1,247	2.4 %	45.6	\$24.09	945	75.8 %
A31 - LABOR AND TRADES	2,539	4.8 %	48.2	\$21.34	1,930	76.0 %
C12 - SECURITY	8,900	17.0 %	43.0	\$22.94	7,424	83.4 %
E42 - HUMAN SERVICES SUPPORT	737	1.4 %	47.1	\$22.55	466	63.2 %
H21 - SCIENTIFIC & ENGINEERING	2,233	4.3 %	44.2	\$31.17	1,643	73.6 %
L32 - TECHNICAL	997	1.9 %	44.5	\$22.97	715	71.7 %
T01 - STATE POLICE ENLISTED	1,585	3.0 %	40.6	\$30.13	1,445	91.2 %
U11 - INSTITUTIONAL	2,343	4.5 %	46.6	\$19.67	1,653	70.6 %
W22 - HUMAN SERVICES	9,620	18.3 %	46.0	\$25.47	6,746	70.1 %
W41 - ADMINISTRATIVE SUPPORT	7,129	13.6 %	47.1	\$19.93	5,145	72.2 %
Y00 - NON-SPECIFIED	24	0.0 %	23.3	\$14.08	0	
Y23 - BUSINESS & ADMINISTRATION	4,710	9.0 %	47.0	\$30.38	3,560	75.6 %
Y50 - PENDING UNIT ASSIGNMENT	2	0.0 %	51.5	\$18.70	2	100.0 %
Y51 - SUPERVISORY	6,435	12.3 %	49.7	\$32.20	6,084	94.5 %
Y52 - NONCAREER	261	0.5 %	25.6	\$13.77	1	0.4 %
Y98 - MANAGERIAL	1,755	3.3 %	52.0	\$46.55	1,534	87.4 %
Y99 - CONFIDENTIAL	1,970	3.8 %	48.1	\$26.71	1,624	82.4 %
<b>STATEWIDE TOTAL</b>	<b>52,487</b>	<b>100.0 %</b>	<b>46.2</b>	<b>\$26.04</b>	<b>40,917</b>	<b>78.0 %</b>

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

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

PAY PERIOD ENDING Dec 27, 2008

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	1,195	802	67 %	293	25 %	14	1 %	1,114	93 %	13	1 %	3	0 %	1,134	95 %
A31	LABOR AND TRADES	2,387	1,351	57 %	880	37 %	14	1 %	2,241	94 %	9	0 %	5	0 %	2,261	95 %
C12	SECURITY	8,900	5,681	64 %	2,839	32 %	40	0 %	8,421	95 %	168	2 %	19	0 %	8,605	97 %
E42	HUMAN SERVICES SUPPORT	737	460	62 %	241	33 %	2	0 %	680	92 %	31	4 %	1	0 %	714	97 %
H21	SCIENTIFIC & ENGINEERING	2,231	1,127	51 %	968	43 %	24	1 %	2,080	93 %	41	2 %	8	0 %	2,140	96 %
L32	TECHNICAL	965	524	54 %	386	40 %	13	1 %	904	94 %	24	2 %	2	0 %	934	97 %
T01	STATE POLICE ENLISTED	1,585	1,437	91 %	115	7 %	4	0 %	1,554	98 %	3	0 %	1	0 %	1,559	98 %
U11	INSTITUTIONAL	2,317	1,474	64 %	719	31 %	8	0 %	2,170	94 %	38	2 %	3	0 %	2,213	96 %
W22	HUMAN SERVICES	9,590	5,309	55 %	3,583	37 %	87	1 %	8,736	91 %	306	3 %	36	0 %	9,107	95 %
W41	ADMINISTRATIVE SUPPORT	6,711	2,854	43 %	3,349	50 %	71	1 %	6,074	91 %	219	3 %	17	0 %	6,329	94 %
Y23	BUSINESS & ADMINISTRATION	4,698	1,810	39 %	2,486	53 %	60	1 %	4,250	90 %	137	3 %	16	0 %	4,419	94 %
Y50	PENDING UNIT ASSIGNMENT	2	0	0 %	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %	2	100 %
Y51	SUPERVISORY	6,435	3,568	55 %	2,447	38 %	57	1 %	5,983	93 %	123	2 %	8	0 %	6,112	95 %
Y98	MANAGERIAL	1,755	868	49 %	774	44 %	16	1 %	1,653	94 %	20	1 %	6	0 %	1,682	96 %
Y99	CONFIDENTIAL	1,959	692	35 %	1,060	54 %	21	1 %	1,754	90 %	48	2 %	2	0 %	1,804	92 %
<b>STATEWIDE TOTALS:</b>		<b>51,467</b>	<b>27,957</b>	<b>54 %</b>	<b>20,142</b>	<b>39 %</b>	<b>431</b>	<b>1 %</b>	<b>47,616</b>	<b>93 %</b>	<b>1,180</b>	<b>2 %</b>	<b>127</b>	<b>0 %</b>	<b>49,015</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 SPONSORED INSURANCE PLANS BY BARGAINING UNIT**

**PAY PERIOD ENDING Dec 27, 2008**

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,195	1,075	90 %	85	7 %	1,134	95 %	60	5 %	82	7 %
A31	LABOR AND TRADES	2,387	2,159	90 %	12	1 %	2,300	96 %	82	3 %	16	1 %
C12	SECURITY	8,900	8,411	95 %	0	0 %	8,620	97 %	279	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	737	638	87 %	0	0 %	699	95 %	38	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,231	1,904	85 %	31	1 %	2,060	92 %	167	7 %	22	1 %
L32	TECHNICAL	965	832	86 %	27	3 %	893	93 %	67	7 %	17	2 %
T01	STATE POLICE ENLISTED	1,585	1,562	99 %	1,052	66 %	1,537	97 %	42	3 %	1,119	71 %
U11	INSTITUTIONAL	2,317	2,114	91 %	2	0 %	2,242	97 %	75	3 %	0	0 %
W22	HUMAN SERVICES	9,590	8,604	90 %	1	0 %	9,063	95 %	526	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,711	6,027	90 %	146	2 %	6,357	95 %	323	5 %	112	2 %
Y23	BUSINESS & ADMINISTRATION	4,698	4,087	87 %	63	1 %	4,412	94 %	274	6 %	45	1 %
Y50	PENDING UNIT ASSIGNMENT	2	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,435	6,192	96 %	201	3 %	6,234	97 %	197	3 %	193	3 %
Y98	MANAGERIAL	1,755	1,596	91 %	32	2 %	1,680	96 %	71	4 %	39	2 %
Y99	CONFIDENTIAL	1,959	1,775	91 %	21	1 %	1,856	95 %	99	5 %	18	1 %
<b>STATEWIDE TOTALS:</b>		<b>51,467</b>	<b>46,978</b>	<b>91 %</b>	<b>1,673</b>	<b>3 %</b>	<b>49,089</b>	<b>95 %</b>	<b>2,300</b>	<b>4 %</b>	<b>1,663</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.

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 01 Ending December 27, 2008

### 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	549	48	34	0	0	223	24	0	0	0	85	414
ATTORNEY GENERAL	11	506	29	1	0	0	0	0	0	0	0	95	125
AUDITOR GENERAL	03	139	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	121	0	0	0	0	0	0	0	0	54	17	71
CIVIL SERVICE COMMISSION	19	544	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,185	40	113	201	0	142	48	0	1,009	701	600	2,854
CORRECTIONS	47	16,042	8	757	8,635	0	11	114	0	561	2,192	1,093	13,371
EDUCATION	31	410	2	11	0	2	0	0	0	28	124	86	253
ENVIRONMENTAL QUALITY	76	1,365	30	2	0	0	793	50	0	0	1	191	1,067
EXECUTIVE OFFICE	01	50	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	233	16	31	0	0	11	2	0	0	48	56	164
HUMAN SERVICES	43	9,889	176	54	0	53	4	0	0	211	6,022	1,319	7,839
INFORMATION TECHNOLOGY	08	1,755	0	30	0	0	3	51	0	0	0	255	339
LABOR & ECONOMIC GROWTH	64	3,955	253	41	0	682	93	6	0	22	407	747	2,251
MANAGEMENT & BUDGET	07	1,003	4	280	0	0	35	12	0	0	2	140	473
MILITARY AFFAIRS	51	919	33	140	0	0	21	14	0	465	27	50	750
NATURAL RESOURCES	75	1,601	362	168	0	0	253	145	0	8	29	204	1,169
STATE	23	1,624	21	23	0	0	0	1	0	0	1	1,051	1,097
STATE POLICE	55	2,648	150	22	0	0	86	30	1,580	5	0	280	2,153
STRATEGIC FUND	07	258	0	35	0	0	0	1	0	0	0	85	121
TRANSPORTATION	59	3,004	59	774	0	0	554	497	0	0	3	239	2,126
TREASURY	27	1,542	11	8	0	0	2	1	0	0	3	525	550
<b>Grand Total:</b>		<b>52,342</b>	<b>1,242</b>	<b>2,526</b>	<b>8,836</b>	<b>737</b>	<b>2,231</b>	<b>996</b>	<b>1,580</b>	<b>2,309</b>	<b>9,614</b>	<b>7,120</b>	<b>37,191</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 27, 2008

### 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	549	28	13	21	4	0	69	135
ATTORNEY GENERAL	11	506	35	45	291	0	0	10	381
AUDITOR GENERAL	03	139	0	64	34	3	0	34	135
CIVIL RIGHTS	15	121	2	20	11	2	0	15	50
CIVIL SERVICE COMMISSION	19	544	7	441	61	9	5	21	544
COMMUNITY HEALTH	39	4,185	469	112	190	15	2	543	1,331
CORRECTIONS	47	16,042	172	165	150	2	0	2,182	2,671
EDUCATION	31	410	69	28	22	2	1	35	157
ENVIRONMENTAL QUALITY	76	1,365	62	22	22	18	1	173	298
EXECUTIVE OFFICE	01	50	0	49	0	1	0	0	50
HISTORY ARTS AND LIBRARIES	25	233	20	9	18	0	0	22	69
HUMAN SERVICES	43	9,889	471	269	179	0	0	1,131	2,050
INFORMATION TECHNOLOGY	08	1,755	1,048	54	94	39	12	169	1,416
LABOR & ECONOMIC GROWTH	64	3,955	870	179	208	82	0	365	1,704
MANAGEMENT & BUDGET	07	1,003	182	141	76	16	2	113	530
MILITARY AFFAIRS	51	919	24	18	15	0	0	112	169
NATURAL RESOURCES	75	1,601	78	35	49	4	1	265	432
STATE	23	1,624	142	63	47	9	0	266	527
STATE POLICE	55	2,648	110	35	46	7	0	297	495
STRATEGIC FUND	07	258	67	24	22	0	0	24	137
TRANSPORTATION	59	3,004	218	122	92	39	2	405	878
TREASURY	27	1,542	637	61	106	18	0	170	992
<b>Grand Total:</b>		<b>52,342</b>	<b>4,711</b>	<b>1,969</b>	<b>1,754</b>	<b>270</b>	<b>26</b>	<b>6,421</b>	<b>15,151</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>
01	<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>
02	<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>
11	<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>
12	<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>
21	<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>
22	<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>
23	<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>
31	<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>
32	<p><b><u>Technical Unit</u></b>  Employees in this unit provide support services in the area of science and engineering.</p>
41	<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>
42	<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>
50	<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.