

ANNUAL WORKFORCE REPORT

Second Quarter

FISCAL YEAR 2008-09

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

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

Jeremy S. Stephens, State Personnel Director

STATISTICAL HIGHLIGHTS
Second Quarter FY 2008-09

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	46.2
Average Annual Salary ¹	\$54,246
Average Years of Service	14.5

WORK FORCE CHARACTERISTICS

Females	52.0%
Males.....	48.0%
Eligible for Longevity	77.5%
Less than Six Years of Service	21.7%
Six to Ten Years of Service.....	20.3%
Over Ten Years of Service.....	58.0%
Exclusively Represented for Collective Bargaining.....	72.6%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.4%
Black	18.0%
Hispanic	2.9%
White	76.3%
Not Disclosed	0.3%

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

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS	i
-------------------------------------	----------

TABLE OF CONTENTS	ii
--------------------------------	-----------

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Table 1-1 - Active Classified Employees by Employee Status	1-1
Table 1-2 - Full-Time Equated Position Report by Department.....	1-6
Table 1-3 - Number and Percent of Classified Employees by Department	1-10
Table 1-4 - Fiscal Year to Date Average Number of Classified Employees by Department	1-11

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department	2-1
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-2
Table 2-10 - Age Distribution for Classified Employees by Department and Statewide.....	2-4
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2005-06 through Second Quarter 2009.....	2-5
Table 2-11 - Active Classified Employees by Work County	2-6

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department	3-1
Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis.....	3-2
Table 3-2 - Statewide Separations by Reason, Second Quarter 2009.....	3-25
Table 3-3 - New Hires, Returns and Separations by Department	3-26

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

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

Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit..... 5-22

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by
Bargaining Unit 5-23

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented 5-25

Table 5-10- Bargaining Unit Analysis by Department, Non-Exclusively Represented 5-26

GLOSSARY

SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

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

Pay Period Number and Pay End Date 07 Mar 21, 2009

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	26.0	13.0	5.0	43.0	538.0	0.0	538.0
AGRICULTURE		448.0	3.0	26.0	13.0	5.0	43.0	538.0	0.0	538.0
ATY GNRL CENTRAL OFFICE	1101	472.0	2.0	0.0	18.0	0.0	0.0	492.0	0.0	492.0
PACC	1102	8.0	0.0	0.0	3.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		480.0	2.0	0.0	21.0	0.0	0.0	503.0	0.0	503.0
LEGISLATIVE AUDITOR GENERAL	0301	109.0	0.0	10.0	14.0	0.0	5.0	138.0	0.0	138.0
AUDITOR GENERAL		109.0	0.0	10.0	14.0	0.0	5.0	138.0	0.0	138.0
CIV RGHT CENTRAL OFFICE	1501	116.0	0.0	0.0	3.0	0.0	1.0	120.0	0.0	120.0
CIVIL RIGHTS		116.0	0.0	0.0	3.0	0.0	1.0	120.0	0.0	120.0
CIVIL SERVICE COMMISSION	1901	510.0	4.0	0.0	8.0	1.0	17.0	540.0	2.0	538.0
CIVIL SERVICE COMMISSION		510.0	4.0	0.0	8.0	1.0	17.0	540.0	2.0	538.0
DCH-CARO CENTER	3902	365.0	1.0	1.0	5.0	0.0	3.0	375.0	0.0	375.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,544.0	6.0	9.0	27.0	0.0	61.0	1,647.0	1.5	1,645.5
DCH-CTR FORENSIC PSYCHIATRY	3920	495.0	2.0	0.0	1.0	0.0	4.0	502.0	0.0	502.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	167.0	3.0	0.0	11.0	0.0	4.0	185.0	0.0	185.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	264.0	2.0	0.0	1.0	0.0	0.0	267.0	0.0	267.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	370.0	6.0	0.0	53.0	0.0	4.0	433.0	0.0	433.0
DCH - MT. PLEASANT CENTER	3912	321.0	0.0	2.0	0.0	0.0	0.0	323.0	0.0	323.0
DCH-OFFICE OF SERVICES TO TH	3970	31.0	0.0	1.0	1.0	0.0	0.0	33.0	0.0	33.0
DCH-WALTER P. REUTHER PSY HOSP	3945	397.0	0.0	0.0	5.0	0.0	0.0	402.0	0.0	402.0
COMMUNITY HEALTH		3,954.0	20.0	13.0	104.0	0.0	76.0	4,167.0	1.5	4,165.5
DOC-ADRIAN/GUS HARRISON FAC	4729	517.0	0.0	0.0	1.0	0.0	0.0	518.0	0.0	518.0
DOC-ALGER MAX SECURITY CORRECT	4735	327.0	0.0	0.0	1.0	0.0	0.0	328.0	0.0	328.0
DOC-BARAGA FACILITY	4740	398.0	2.0	0.0	1.0	0.0	0.0	401.0	0.0	401.0
DOC-BELLAMY CREEK FACILITY	4748	432.0	0.0	0.0	1.0	0.0	0.0	433.0	0.0	433.0

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

Pay Period Number and Pay End Date 07 Mar 21, 2009

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	541.0	1.0	0.0	2.0	0.0	0.0	544.0	0.0	544.0
DOC-CARSON CITY FAC/CARSON CIT	4731	532.0	0.0	0.0	2.0	0.0	0.0	534.0	0.0	534.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	558.0	0.0	0.0	3.0	0.0	9.0	570.0	0.0	570.0
DOC-COOPER STREET FACILITY	4752	455.0	0.0	0.0	4.0	0.0	0.0	459.0	0.0	459.0
DOC-CORRECTN CENTRAL OFFICE	4702	460.0	0.0	0.0	36.0	0.0	35.0	531.0	0.0	531.0
DOC-COTTON FACILITY	4720	447.0	0.0	0.0	1.0	0.0	0.0	448.0	0.0	448.0
DOC-CRANE FACILITY	4716	265.0	0.0	0.0	0.0	0.0	0.0	265.0	0.0	265.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	167.0	0.0	0.0	0.0	0.0	0.0	167.0	0.0	167.0
DOC-EGELER FACILITY	4727	635.0	0.0	0.0	1.0	0.0	0.0	636.0	0.0	636.0
DOC-FIELD OPERATION REGION III	4763	877.0	9.0	2.0	3.0	0.0	0.0	891.0	0.0	891.0
DOC-FIELD OPERATIONS REGION I	4761	822.0	1.0	2.0	1.0	0.0	0.0	826.0	0.0	826.0
DOC-HANDLON MI TRAINING UNT	4705	323.0	0.0	0.0	0.0	0.0	0.0	323.0	0.0	323.0
DOC-HURON VALLEY CORR COMPLEX	4715	616.0	4.0	0.0	4.0	0.0	0.0	624.0	0.0	624.0
DOC-IONIA MAXIMUM FACILITY	4724	299.0	0.0	0.0	1.0	0.0	0.0	300.0	0.0	300.0
DOC-JACKSON CENTRAL REGION	4750	124.0	0.0	0.0	0.0	0.0	0.0	124.0	0.0	124.0
DOC-KINROSS/HIAWATHA FACILITY	4712	582.0	0.0	0.0	3.0	0.0	0.0	585.0	0.0	585.0
DOC-LAKELAND MENS FACILITY	4718	311.0	0.0	0.0	0.0	0.0	0.0	311.0	0.0	311.0
DOC-MACOMB FACILITY	4741	312.0	0.0	0.0	1.0	0.0	0.0	313.0	0.0	313.0
DOC-MARQUETTE BRANCH PRISON	4706	407.0	0.0	0.0	1.0	0.0	0.0	408.0	0.0	408.0
DOC-MICHIGAN REFORMATORY	4707	328.0	0.0	0.0	1.0	0.0	4.0	333.0	0.0	333.0
DOC-MICHIGAN STATE INDUSTRIES	4709	166.0	0.0	0.0	0.0	0.0	1.0	167.0	0.0	167.0
DOC-MID MICHIGAN FACILITY	4733	570.0	0.0	0.0	1.0	0.0	0.0	571.0	0.0	571.0
DOC-MOUND FACILITY	4737	312.0	1.0	0.0	1.0	0.0	0.0	314.0	0.0	314.0
DOC-MUSKEGON FACILITY	4704	261.0	0.0	0.0	1.0	0.0	0.0	262.0	0.0	262.0
DOC-NEWBERRY FACILITY	4743	282.0	0.0	0.0	1.0	0.0	0.0	283.0	0.0	283.0

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DOC-OAKS FACILITY	4739	345.0	1.0	0.0	1.0	0.0	0.0	347.0	0.0	347.0
DOC-OJIBWAY FACILITY	4746	275.0	1.0	0.0	1.0	0.0	0.0	277.0	0.0	277.0
DOC-PARNALL FACILITY	4751	313.0	0.0	1.0	0.0	0.0	0.0	314.0	0.0	314.0
DOC-PINE RIVER FACILITY	4744	242.0	0.0	0.0	1.0	0.0	0.0	243.0	0.0	243.0
DOC-PUGSLEY FACILITY	4745	248.0	2.0	0.0	0.0	0.0	0.0	250.0	0.0	250.0
DOC-RYAN FACILITY	4738	329.0	0.0	0.0	1.0	0.0	0.0	330.0	0.0	330.0
DOC-SAGINAW FACILITY	4742	355.0	4.0	0.0	1.0	0.0	0.0	360.0	0.0	360.0
DOC-SCOTT FACILITY	4721	346.0	0.0	0.0	1.0	0.0	0.0	347.0	0.0	347.0
DOC-STANDISH MAXIMUM FACILITY	4734	408.0	1.0	0.0	1.0	0.0	0.0	410.0	0.0	410.0
DOC-THUMB FACILITY	4725	339.0	0.0	0.0	3.0	0.0	0.0	342.0	0.0	342.0
IONIA REGIONAL OFFICE	4711	106.0	0.0	0.0	0.0	0.0	0.0	106.0	0.0	106.0
REGION I CFA REGIONAL OFFICE	4714	43.0	0.0	0.0	0.0	0.0	0.0	43.0	0.0	43.0
CORRECTIONS		15,675.0	27.0	5.0	82.0	0.0	49.0	15,838.0	0.0	15,838.0
EDUCATION	3103	293.0	7.0	4.0	27.0	76.0	7.0	414.0	1.0	413.0
EDUCATION		293.0	7.0	4.0	27.0	76.0	7.0	414.0	1.0	413.0
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,288.0	7.0	15.0	30.0	0.0	27.0	1,367.0	4.5	1,362.5
ENVIRONMENTAL QUALITY		1,288.0	7.0	15.0	30.0	0.0	27.0	1,367.0	4.5	1,362.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	43.0	0.0	5.0	48.0	0.0	48.0
EXECUTIVE OFFICE		0.0	0.0	0.0	43.0	0.0	5.0	48.0	0.0	48.0
HISTORY ARTS AND LIBRARIES	2501	161.0	1.0	4.0	7.0	11.0	48.0	232.0	2.0	230.0
HISTORY ARTS AND LIBRARIES		161.0	1.0	4.0	7.0	11.0	48.0	232.0	2.0	230.0
DHS-BERRIEN COUNTY	4322	150.0	0.0	0.0	1.0	3.0	0.0	154.0	0.0	154.0
DHS-CALHOUN COUNTY	4323	158.0	0.0	0.0	4.0	0.0	0.0	162.0	0.0	162.0
DHS-COUNTIES	4308	2,331.0	2.0	1.0	98.0	16.0	0.0	2,448.0	2.5	2,445.5

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DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,689.0	4.0	20.0	57.0	3.0	5.0	1,778.0	3.5	1,774.5
DHS-GENESEE COUNTY	4302	543.0	0.0	0.0	23.0	0.0	0.0	566.0	0.0	566.0
DHS-INGHAM COUNTY	4312	217.0	0.0	0.0	5.0	0.0	0.0	222.0	0.0	222.0
DHS - INSTITUTIONS	4307	134.0	1.0	24.0	6.0	0.0	0.0	165.0	0.0	165.0
DHS-JACKSON COUNTY	4315	129.0	0.0	0.0	13.0	0.0	0.0	142.0	0.0	142.0
DHS-KALAMAZOO COUNTY	4314	182.0	0.0	0.0	3.0	0.0	0.0	185.0	0.0	185.0
DHS-KENT COUNTY	4303	387.0	0.0	0.0	35.0	8.0	0.0	430.0	3.5	426.5
DHS-MACOMB COUNTY	4304	309.0	2.0	0.0	131.0	0.0	0.0	442.0	1.5	440.5
DHS-MAXEY TRAINING SCHOOL	4311	142.0	0.0	0.0	0.0	0.0	0.0	142.0	0.0	142.0
DHS-MUSKEGON COUNTY	4324	195.0	0.0	0.0	11.0	0.0	0.0	206.0	0.0	206.0
DHS-OAKLAND COUNTY	4305	496.0	0.0	2.0	18.0	0.0	0.0	516.0	0.0	516.0
DHS-SAGINAW COUNTY	4313	231.0	0.0	0.0	5.0	0.0	0.0	236.0	0.0	236.0
DHS-WASHTENAW	4325	135.0	0.0	0.0	6.0	0.0	0.0	141.0	0.0	141.0
DHS-WAYNE COUNTY DSS	4306	156.0	0.0	0.0	4.0	0.0	0.0	160.0	0.0	160.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	652.0	0.0	0.0	79.0	0.0	0.0	731.0	0.0	731.0
DHS-WAYNE COUNTY ZONE 3	4318	539.0	0.0	0.0	17.0	0.0	0.0	556.0	0.0	556.0
DHS-WAYNE COUNTY ZONE 4	4319	442.0	0.0	0.0	24.0	0.0	0.0	466.0	0.0	466.0
DHS-WAYNE COUNTY ZONE L	4316	399.0	0.0	0.0	14.0	0.0	0.0	413.0	0.0	413.0
HUMAN SERVICES		9,616.0	9.0	47.0	554.0	30.0	5.0	10,261.0	11.0	10,250.0
DEPT OF INFORMATION TECHNOLOGY	0801	1,680.0	6.0	1.0	26.0	0.0	62.0	1,775.0	0.0	1,775.0
INFORMATION TECHNOLOGY		1,680.0	6.0	1.0	26.0	0.0	62.0	1,775.0	0.0	1,775.0
DPT OF ENRGY/LABOR/ECNOMC GRTH	6401	3,421.0	14.0	9.0	318.0	46.0	86.0	3,894.0	4.0	3,890.0
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	265.0	6.0	3.0	3.0	0.0	38.0	315.0	0.0	315.0
LABOR & ECONOMIC GROWTH		3,702.0	20.0	12.0	322.0	46.0	124.0	4,226.0	4.0	4,222.0

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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	925.0	6.0	3.0	48.0	0.0	33.0	1,015.0	5.5	1,009.5
MANAGEMENT & BUDGET		925.0	6.0	3.0	49.0	0.0	33.0	1,016.0	5.5	1,010.5
D.J. JACOBETTI HOME FOR VETERA	5103	143.0	4.0	2.0	0.0	4.0	4.0	157.0	1.0	156.0
GRAND RAPIDS HOME FOR VETERANS	5102	442.0	1.0	9.0	0.0	14.0	16.0	482.0	0.0	482.0
MIL AFFR CENTRAL OFFICE	5101	241.0	0.0	8.0	15.0	31.0	6.0	301.0	0.0	301.0
MILITARY AFFAIRS		826.0	5.0	19.0	15.0	49.0	26.0	940.0	1.0	939.0
DEPARTMENT OF NATURAL RESOURCE	7501	1,303.0	1.0	62.0	17.0	160.0	105.0	1,648.0	1.0	1,647.0
NATURAL RESOURCES		1,303.0	1.0	62.0	17.0	160.0	105.0	1,648.0	1.0	1,647.0
DEPARTMENT OF STATE	2301	1,211.0	0.0	199.0	33.0	0.0	127.0	1,570.0	0.0	1,570.0
STATE		1,211.0	0.0	199.0	33.0	0.0	127.0	1,570.0	0.0	1,570.0
STATE POLICE	5501	2,572.0	38.0	5.0	33.0	0.0	7.0	2,655.0	1.5	2,653.5
STATE POLICE		2,572.0	38.0	5.0	33.0	0.0	7.0	2,655.0	1.5	2,653.5
STRATEGIC FUND	0740	155.0	3.0	13.0	25.0	0.0	58.0	254.0	0.0	254.0
STRATEGIC FUND		155.0	3.0	13.0	25.0	0.0	58.0	254.0	0.0	254.0
BRIDGE AUTHORITIES-INTERNATION	5903	33.0	0.0	1.0	0.0	0.0	8.0	42.0	0.0	42.0
BRIDGE AUTHORITIES-MACKINAC	5902	47.0	0.0	24.0	8.0	0.0	7.0	86.0	0.0	86.0
TRANSPORTATION CENTRAL OFFICE	5901	2,677.0	17.0	13.0	63.0	17.0	99.0	2,886.0	5.5	2,880.5
TRANSPORTATION		2,757.0	17.0	38.0	71.0	17.0	114.0	3,014.0	5.5	3,008.5
BUREAU OF STATE LOTTERY	2795	166.0	0.0	1.0	0.0	0.0	6.0	173.0	0.0	173.0
GAMING CONTROL	2707	91.0	1.0	0.0	5.0	0.0	5.0	102.0	0.0	102.0
TREASURY CENTRAL PAYROLL	2701	1,183.0	5.0	10.0	39.0	0.0	34.0	1,271.0	0.0	1,271.0
TREASURY		1,440.0	6.0	11.0	44.0	0.0	45.0	1,546.0	0.0	1,546.0
STATEWIDE TOTAL		49,221.0	182.0	487.0	1,541.0	395.0	984.0	52,810.0	40.5	52,769.5

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

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2009 Appropriated (A)	FTE Positions 3/21/2009 (B)	FTE Positions 12/27/2008 (C)	Difference 3/21/2009 and 12/27/2008 (B-C)	Difference 3/21/2009 and Appropriated (B-A)
AGRICULTURE					
Regular	594.5	490.1	493.7	-3.6	-104.4
Overtime	0.0	1.9	1.7	0.1	1.9
Total	594.5	492.0	495.4	-3.4	-102.5
ATTORNEY GENERAL					
Regular	537.0	498.6	504.0	-5.3	-38.4
Overtime	0.0	1.4	0.2	1.2	1.4
Total	537.0	500.1	504.2	-4.1	-36.9
AUDITOR GENERAL					
Regular	0.0	134.7	135.0	-0.3	134.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	134.7	135.0	-0.3	134.7
CIVIL RIGHTS					
Regular	127.0	118.2	119.5	-1.3	-8.8
Overtime	0.0	0.0	0.0	0.0	0.0
Total	127.0	118.2	119.5	-1.3	-8.8
CIVIL SERVICE COMMISSION					
Regular	564.5	522.6	529.7	-7.1	-41.9
Overtime	0.0	1.4	1.1	0.4	1.4
Total	564.5	524.0	530.7	-6.7	-40.5
COMMUNITY HEALTH					
Regular	4,602.7	4,122.3	4,154.0	-31.7	-480.4
Overtime	0.0	110.3	311.7	-201.4	110.3
Total	4,602.7	4,232.7	4,465.8	-233.1	-370.0

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to 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 3/21/2009 (B)	FTE Positions 12/27/2008 (C)	Difference 3/21/2009 and 12/27/2008 (B-C)	Difference 3/21/2009 and Appropriated (B-A)
CORRECTIONS					
Regular	17,087.0	15,832.0	16,494.6	-662.6	-1,255.0
Overtime	0.0	817.6	1,909.8	-1,092.2	817.6
Total	17,087.0	16,649.7	18,404.5	-1,754.8	-437.3
EDUCATION					
Regular	482.5	405.9	401.9	3.9	-76.6
Overtime	0.0	0.9	0.5	0.4	0.9
Total	482.5	406.8	402.4	4.4	-75.7
ENVIRONMENTAL QUALITY					
Regular	1,520.7	1,331.1	1,331.4	-0.3	-189.6
Overtime	0.0	1.6	1.4	0.2	1.6
Total	1,520.7	1,332.7	1,332.8	-0.1	-188.0
EXECUTIVE OFFICE					
Regular	74.2	44.1	47.1	-3.1	-30.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	44.1	47.1	-3.1	-30.1
HISTORY ARTS AND LIBRARIES					
Regular	226.0	192.2	191.8	0.4	-33.8
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	226.0	192.2	191.9	0.3	-33.8
HUMAN SERVICES					
Regular	10,395.8	10,174.6	9,834.3	340.3	-221.2
Overtime	0.0	370.6	225.5	145.1	370.6
Total	10,395.8	10,545.2	10,059.8	485.4	149.4
INFORMATION TECHNOLOGY					
Regular	1,657.0	1,744.3	1,723.7	20.5	87.3
Overtime	0.0	36.6	22.0	14.6	36.6
Total	1,657.0	1,780.9	1,745.7	35.2	123.9

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 3/21/2009 (B)	FTE Positions 12/27/2008 (C)	Difference 3/21/2009 and 12/27/2008 (B-C)	Difference 3/21/2009 and Appropriated (B-A)
LABOR & ECONOMIC GROWTH					
Regular	4,300.0	4,143.7	3,861.1	282.6	-156.3
Overtime	0.0	202.4	64.3	138.1	202.4
Total	4,300.0	4,346.1	3,925.4	420.7	46.1
MANAGEMENT & BUDGET					
Regular	859.5	998.4	987.9	10.6	138.9
Overtime	0.0	11.3	17.4	-6.1	11.3
Total	859.5	1,009.7	1,005.2	4.5	150.2
MILITARY AFFAIRS					
Regular	985.0	910.2	923.9	-13.7	-74.8
Overtime	0.0	16.3	52.8	-36.5	16.3
Total	985.0	926.6	976.7	-50.2	-58.4
NATURAL RESOURCES					
Regular	2,167.9	1,537.6	1,461.2	76.4	-630.3
Overtime	0.0	11.1	5.4	5.7	11.1
Total	2,167.9	1,548.7	1,466.6	82.2	-619.2
STATE					
Regular	1,809.0	1,479.1	1,482.1	-3.0	-329.9
Overtime	0.0	1.9	1.4	0.5	1.9
Total	1,809.0	1,481.0	1,483.5	-2.5	-328.0
STATE POLICE					
Regular	2,924.0	2,618.6	2,614.9	3.7	-305.4
Overtime	0.0	115.8	203.6	-87.8	115.8
Total	2,924.0	2,734.3	2,818.5	-84.1	-189.7
STRATEGIC FUND					
Regular	153.0	193.8	197.7	-3.9	40.8
Overtime	0.0	0.1	0.7	-0.6	0.1
Total	153.0	193.9	198.4	-4.5	40.9

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 3/21/2009 (B)	FTE Positions 12/27/2008 (C)	Difference 3/21/2009 and 12/27/2008 (B-C)	Difference 3/21/2009 and Appropriated (B-A)
TRANSPORTATION					
Regular	3,008.3	2,930.4	2,924.4	6.0	-77.9
Overtime	0.0	74.7	169.6	-94.9	74.7
Total	3,008.3	3,005.1	3,094.0	-88.9	-3.2
TREASURY					
Regular	1,837.5	1,522.3	1,519.1	3.3	-315.2
Overtime	0.0	5.1	3.9	1.1	5.1
Total	1,837.5	1,527.4	1,523.0	4.4	-310.1
STATEWIDE TOTALS					
Total Regular	55,913.1	51,944.9	51,932.9	12.0	-3,968.2
Total Overtime	0.0	1,781.0	2,993.3	-1,212.2	1,781.0
Grand Total	55,913.1	53,726.0	54,926.2	-1,200.2	-2,187.1

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 12/27/08		Pay Period Ending 3/21/09	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	549.0	1.0%	538.0	1.0%
Attorney General	506.0	1.0%	503.0	1.0%
Auditor General	139.0	0.3%	138.0	0.3%
Civil Rights	121.0	0.2%	120.0	0.2%
Civil Service Commission	542.0	1.0%	538.0	1.0%
Community Health	4,183.5	8.0%	4,165.5	7.9%
Corrections	16,042.0	30.7%	15,838.0	30.0%
Education	409.0	0.8%	413.0	0.8%
Environmental Quality	1,360.5	2.6%	1,362.5	2.6%
Executive Office	50.0	0.1%	48.0	0.1%
History Arts and Libraries	231.0	0.4%	230.0	0.4%
Human Services	9,878.0	18.9%	10,250.0	19.4%
Information Technology	1,755.0	3.4%	1,775.0	3.4%
Labor and Economic Growth	3,941.0	7.5%	4,222.0	8.0%
Management and Budget	997.0	1.9%	1,010.5	1.9%
Military & Veterans Affairs	919.0	1.8%	939.0	1.8%
Natural Resources	1,599.5	3.1%	1,647.0	3.1%
State	1,624.0	3.1%	1,570.0	3.0%
State Police	2,646.5	5.1%	2,653.5	5.0%
Strategic Fund	258.0	0.5%	254.0	0.5%
Transportation	2,998.5	5.7%	3,008.5	5.7%
Treasury	1,541.5	2.9%	1,546.0	2.9%
TOTAL	52,291.0	100.0%	52,769.5	100.0%

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: 03/21/2009

Department	Current Period Number of Employees
AGRICULTURE	528.0
ATTORNEY GENERAL	503.0
AUDITOR GENERAL	133.0
CIVIL RIGHTS	119.0
CIVIL SERVICE COMMISSION	528.0
COMMUNITY HEALTH	4,096.5
CORRECTIONS	15,802.0
EDUCATION	406.0
ENVIRONMENTAL QUALITY	1,335.5
EXECUTIVE OFFICE	46.0
HISTORY ARTS AND LIBRARIES	182.0
HUMAN SERVICES	10,246.0
INFORMATION TECHNOLOGY	1,713.0
LABOR & ECONOMIC GROWTH	4,098.0
MANAGEMENT & BUDGET	977.5
MILITARY AFFAIRS	928.0
NATURAL RESOURCES	1,544.0
STATE	1,443.0
STATE POLICE	2,646.5
STRATEGIC FUND	196.0
TRANSPORTATION	2,901.5
TREASURY	1,518.0
Sum:	51,890.5

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	13	535.4
ATTORNEY GENERAL	13	505.5
AUDITOR GENERAL	13	135.7
CIVIL RIGHTS	13	119.3
CIVIL SERVICE COMMISSION	13	531.5
COMMUNITY HEALTH	13	4,105.8
CORRECTIONS	13	15,961.1
EDUCATION	13	400.2
ENVIRONMENTAL QUALITY	13	1,331.5
EXECUTIVE OFFICE	13	46.5
HISTORY ARTS AND LIBRARIES	13	183.7
HUMAN SERVICES	13	9,970.1
INFORMATION TECHNOLOGY	13	1,686.5
LABOR & ECONOMIC GROWTH	13	3,891.1
MANAGEMENT & BUDGET	13	968.0
MILITARY AFFAIRS	13	929.9
NATURAL RESOURCES	13	1,540.4
STATE	13	1,467.8
STATE POLICE	13	2,642.7
STRATEGIC FUND	13	189.8
TRANSPORTATION	13	2,892.7
TREASURY	13	1,512.6
Sum:		51,547.8

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. Current, these positions represent 92% of all non-career appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT
Pay Period Ending: March 21, 2009

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	538	1.0 %	47.4	\$27.83	407	75.7 %
ATTORNEY GENERAL	503	0.9 %	47.7	\$36.69	329	65.4 %
AUDITOR GENERAL	138	0.3 %	41.2	\$35.97	111	80.4 %
CIVIL RIGHTS	120	0.2 %	48.0	\$29.20	98	81.7 %
CIVIL SERVICE COMMISSION	541	1.0 %	48.1	\$28.77	463	85.6 %
COMMUNITY HEALTH	4,191	7.9 %	48.7	\$27.12	3,077	73.4 %
CORRECTIONS	15,919	30.1 %	45.0	\$24.67	13,330	83.7 %
EDUCATION	414	0.8 %	49.4	\$29.67	248	59.9 %
ENVIRONMENTAL QUALITY	1,367	2.6 %	47.7	\$30.05	1,130	82.7 %
EXECUTIVE OFFICE	48	0.1 %	36.9	\$25.68	13	27.1 %
HISTORY ARTS AND LIBRARIES	232	0.4 %	45.5	\$24.02	156	67.2 %
HUMAN SERVICES	10,268	19.4 %	46.7	\$24.18	7,727	75.3 %
INFORMATION TECHNOLOGY	1,776	3.4 %	47.0	\$31.16	1,345	75.7 %
LABOR & ECONOMIC GROWTH	4,230	8.0 %	47.0	\$26.75	2,850	67.4 %
MANAGEMENT & BUDGET	1,016	1.9 %	47.5	\$27.38	820	80.7 %
MILITARY AFFAIRS	944	1.8 %	47.4	\$22.99	696	73.7 %
NATURAL RESOURCES	1,653	3.1 %	45.4	\$25.13	1,235	74.7 %
STATE	1,573	3.0 %	47.7	\$22.92	1,243	79.0 %
STATE POLICE	2,666	5.0 %	43.0	\$29.44	2,331	87.4 %
STRATEGIC FUND	254	0.5 %	48.2	\$24.55	144	56.7 %
TRANSPORTATION	3,026	5.7 %	44.9	\$26.80	2,223	73.5 %
TREASURY	1,547	2.9 %	46.6	\$27.22	1,048	67.7 %
STATEWIDE TOTALS:	52,964	100.0 %	46.2	\$25.98	41,024	77.5 %

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING 03/21/2009

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	495	248	50 %	216	44 %	5	1 %	457	92 %	9	2 %	2	0 %	473	96 %
ATTORNEY GENERAL	503	229	46 %	227	45 %	4	1 %	467	93 %	8	2 %	2	0 %	477	95 %
AUDITOR GENERAL	133	33	25 %	78	59 %	5	4 %	115	86 %	4	3 %	0	0 %	121	91 %
CIVIL RIGHTS	119	70	59 %	44	37 %	3	3 %	115	97 %	3	3 %	0	0 %	118	99 %
CIVIL SERVICE COMMISSION	524	175	33 %	288	55 %	6	1 %	473	90 %	10	2 %	1	0 %	484	92 %
COMMUNITY HEALTH	4,115	2,315	56 %	1,512	37 %	38	1 %	3,770	92 %	113	3 %	11	0 %	3,912	95 %
CORRECTIONS	15,870	9,615	61 %	5,300	33 %	84	1 %	14,775	93 %	298	2 %	35	0 %	15,110	95 %
EDUCATION	407	193	47 %	161	40 %	6	1 %	355	87 %	6	1 %	7	2 %	369	91 %
ENVIRONMENTAL QUALITY	1,340	551	41 %	697	52 %	17	1 %	1,248	93 %	21	2 %	2	0 %	1,275	95 %
EXECUTIVE OFFICE	43	17	40 %	19	44 %	0	0 %	38	88 %	1	2 %	0	0 %	40	93 %
HISTORY ARTS AND LIBRARIES	184	83	45 %	88	48 %	1	1 %	170	92 %	3	2 %	0	0 %	173	94 %
HUMAN SERVICES	10,263	5,457	53 %	4,130	40 %	75	1 %	9,385	91 %	348	3 %	24	0 %	9,769	95 %
INFORMATION TECHNOLOGY	1,714	610	36 %	970	57 %	18	1 %	1,530	89 %	69	4 %	4	0 %	1,606	94 %
LABOR & ECONOMIC GROWTH	4,105	1,894	46 %	1,905	46 %	51	1 %	3,706	90 %	161	4 %	19	0 %	3,899	95 %
MANAGEMENT & BUDGET	983	296	30 %	612	62 %	9	1 %	902	92 %	16	2 %	1	0 %	924	94 %
MILITARY AFFAIRS	918	397	43 %	466	51 %	10	1 %	875	95 %	4	0 %	2	0 %	884	96 %
NATURAL RESOURCES	1,547	1,056	68 %	379	24 %	16	1 %	1,448	94 %	9	1 %	7	0 %	1,473	95 %
STATE	1,446	690	48 %	663	46 %	20	1 %	1,354	94 %	31	2 %	6	0 %	1,395	96 %
STATE POLICE	2,659	2,011	76 %	526	20 %	16	1 %	2,553	96 %	16	1 %	4	0 %	2,577	97 %
STRATEGIC FUND	196	89	45 %	85	43 %	7	4 %	175	89 %	6	3 %	2	1 %	184	94 %
TRANSPORTATION	2,912	1,553	53 %	1,174	40 %	37	1 %	2,730	94 %	34	1 %	7	0 %	2,788	96 %
TREASURY	1,502	541	36 %	846	56 %	23	2 %	1,371	91 %	47	3 %	3	0 %	1,425	95 %
STATEWIDE TOTALS:	51,978	28,123	54 %	20,386	39 %	451	1 %	48,012	92 %	1,217	2 %	139	0 %	49,476	95 %

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING 03/21/2009

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	495	428	86 %	0	0 %	468	95 %	27	5 %	0	0 %
ATTORNEY GENERAL	503	390	78 %	0	0 %	482	96 %	20	4 %	0	0 %
AUDITOR GENERAL	133	117	88 %	0	0 %	118	89 %	15	11 %	0	0 %
CIVIL RIGHTS	119	110	92 %	0	0 %	107	90 %	12	10 %	0	0 %
CIVIL SERVICE COMMISSION	524	503	96 %	4	1 %	507	97 %	17	3 %	6	1 %
COMMUNITY HEALTH	4,115	3,727	91 %	0	0 %	3,900	95 %	212	5 %	0	0 %
CORRECTIONS	15,870	14,949	94 %	0	0 %	15,383	97 %	481	3 %	0	0 %
EDUCATION	407	301	74 %	0	0 %	380	93 %	26	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,340	1,181	88 %	0	0 %	1,249	93 %	90	7 %	0	0 %
EXECUTIVE OFFICE	43	16	37 %	0	0 %	37	86 %	6	14 %	0	0 %
HISTORY ARTS AND LIBRARIES	184	150	82 %	0	0 %	169	92 %	15	8 %	0	0 %
HUMAN SERVICES	10,263	9,330	91 %	1	0 %	9,731	95 %	531	5 %	0	0 %
INFORMATION TECHNOLOGY	1,714	1,410	82 %	39	2 %	1,626	95 %	85	5 %	35	2 %
LABOR & ECONOMIC GROWTH	4,105	3,479	85 %	1	0 %	3,853	94 %	249	6 %	3	0 %
MANAGEMENT & BUDGET	983	894	91 %	1	0 %	930	95 %	51	5 %	1	0 %
MILITARY AFFAIRS	918	790	86 %	0	0 %	882	96 %	34	4 %	0	0 %
NATURAL RESOURCES	1,547	1,364	88 %	0	0 %	1,479	96 %	69	4 %	0	0 %
STATE	1,446	1,310	91 %	0	0 %	1,373	95 %	72	5 %	0	0 %
STATE POLICE	2,659	2,536	95 %	1,630	61 %	2,501	94 %	115	4 %	1,619	61 %
STRATEGIC FUND	196	166	85 %	0	0 %	182	93 %	14	7 %	0	0 %
TRANSPORTATION	2,912	2,565	88 %	0	0 %	2,759	95 %	151	5 %	0	0 %
TREASURY	1,502	1,327	88 %	0	0 %	1,417	94 %	83	6 %	0	0 %
STATEWIDE TOTALS:	51,978	47,043	91 %	1,676	3 %	49,533	95 %	2,375	5 %	1,664	3 %

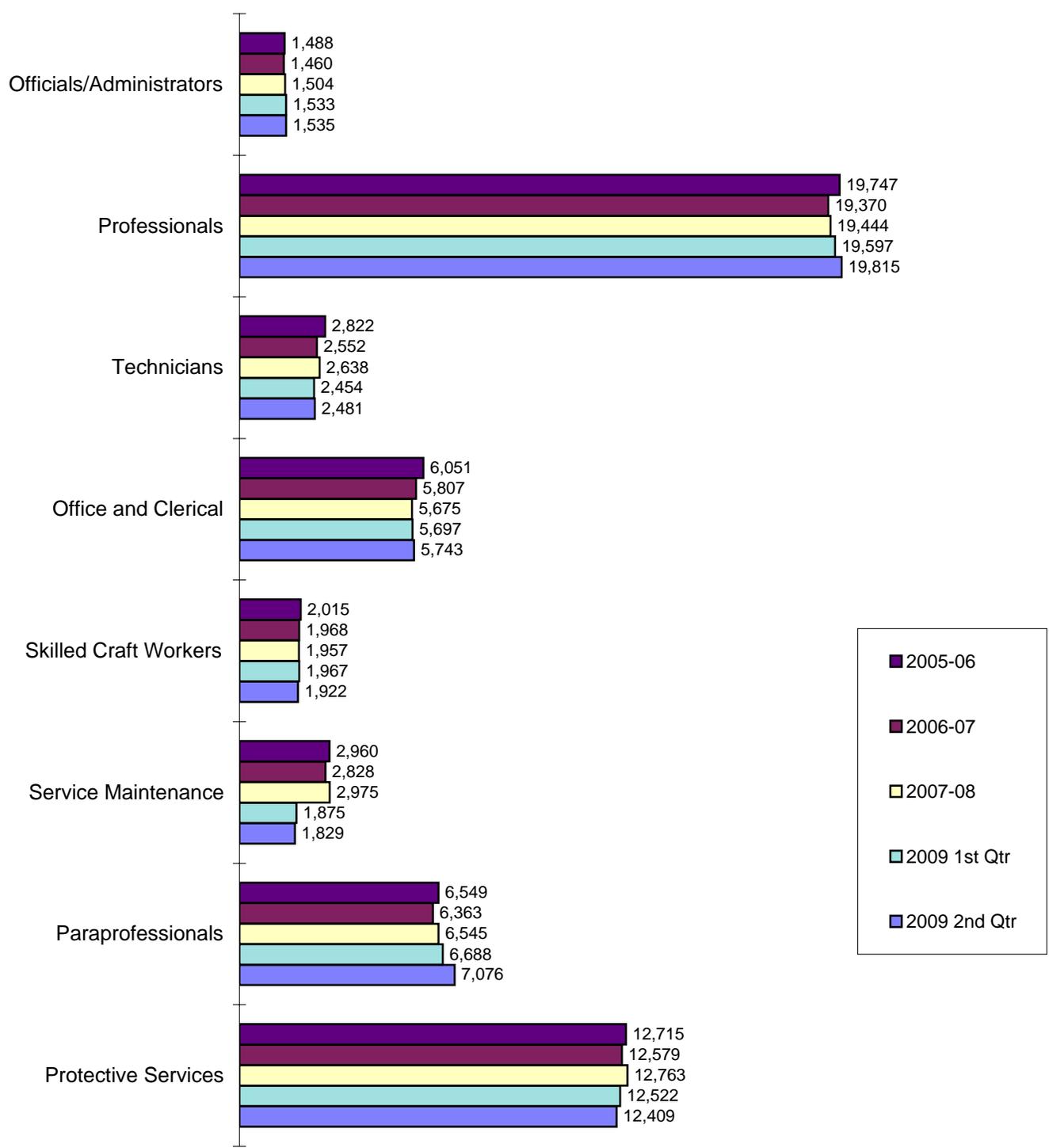
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

Age Distribution for Classified Employees by Department
Pay Period Ending: March 21, 2009

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	3	19	23	45	40	59	99	108	88	42	10	2	538
ATTORNEY GENERAL	0	7	35	40	47	64	64	93	90	51	12	0	503
AUDITOR GENERAL	0	11	13	18	21	22	22	17	9	4	1	0	138
CIVIL RIGHTS	0	2	4	13	13	15	16	14	28	13	2	0	120
CIVIL SERVICE COMMISSION	0	10	15	44	44	65	97	139	79	40	6	1	540
COMMUNITY HEALTH	15	81	186	254	315	394	618	1,072	815	323	86	8	4,167
CORRECTIONS	4	232	762	1,461	2,468	2,773	2,986	2,755	1,725	573	83	16	15,838
EDUCATION	1	6	26	33	26	31	40	97	90	57	6	1	414
ENVIRONMENTAL QUALITY	2	22	52	122	137	133	242	297	250	92	14	4	1,367
EXECUTIVE OFFICE	1	11	10	5	4	0	9	3	1	2	1	1	48
HISTORY ARTS AND LIBRARIES	9	21	10	11	18	39	18	36	47	19	3	1	232
HUMAN SERVICES	1	190	713	1,058	1,120	1,073	1,210	2,098	1,936	728	104	30	10,261
INFORMATION TECHNOLOGY	12	41	75	129	187	226	305	379	281	113	25	2	1,775
LABOR & ECONOMIC GROWTH	23	132	299	366	408	422	548	833	734	375	69	27	4,236
MANAGEMENT & BUDGET	7	24	58	63	99	108	146	228	215	56	12	0	1,016
MILITARY AFFAIRS	0	18	50	66	93	100	183	191	166	58	10	5	940
NATURAL RESOURCES	2	34	112	192	222	182	257	293	237	80	31	6	1,648
STATE	2	43	82	93	142	167	261	348	304	111	15	2	1,570
STATE POLICE	1	48	132	327	534	518	455	379	191	61	6	3	2,655
STRATEGIC FUND	2	17	10	18	15	27	30	58	39	21	11	6	254
TRANSPORTATION	9	113	227	305	334	418	476	545	404	150	24	9	3,014
TREASURY	5	33	104	118	164	175	269	315	239	101	18	5	1,546
Statewide Total:	99	1,115	2,998	4,781	6,451	7,011	8,351	10,298	7,968	3,070	549	129	52,820
Average Age:	19.2	23.1	27.8	32.6	37.6	42.6	47.5	52.6	57.2	61.8	66.9	73.8	46.2

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

EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2005-06 through Second 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
 2008-09 2nd Quarter: 52,810

Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: March 21, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	3	7
ALGER	366	5	371
ALLEGAN	215	58	273
ALPENA	123	21	144
ANTRIM	26	1	27
ARENAC	334	9	343
BARAGA	425	11	436
BARRY	93	9	102
BAY	273	30	303
BENZIE	23	3	26
BERRIEN	385	34	419
BRANCH	672	13	685
CALHOUN	346	16	362
CASS	65	3	68
CHARLEVOIX	22	26	48
CHEBOYGAN	84	24	108
CHIPPEWA	1,320	43	1,363
CLARE	51	9	60
CLINTON	137	13	150
CRAWFORD	264	66	330
DELTA	194	20	214
DICKINSON	52	8	60
EATON	2,899	274	3,173
EMMET	82	13	95
GENESEE	854	123	977
GLADWIN	44	6	50
GOGEBIC	281	14	295
GRAND TRAVERSE	554	23	577
GRATIOT	877	18	895
HILLSDALE	67	4	71
HOUGHTON	111	13	124
HURON	34	10	44
INGHAM	10,009	1,060	11,069
IONIA	1,845	33	1,878
IOSCO	60	10	70
IRON	113	4	117
ISABELLA	466	17	483
JACKSON	2,409	65	2,474
KALAMAZOO	1,022	104	1,126
KALKASKA	63	6	69
KENT	1,608	163	1,771
KEWEENAW	1	2	3
LAKE	47	2	49
LAPEER	439	13	452
LEELANAU	3	2	5

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: March 21, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	713	16	729
LIVINGSTON	326	23	349
LUCE	373	10	383
MACKINAC	124	63	187
MACOMB	1,175	177	1,352
MANISTEE	400	12	412
MARQUETTE	867	45	912
MASON	37	2	39
MECOSTA	77	6	83
MENOMINEE	42	9	51
MIDLAND	79	7	86
MISSAUKEE	55	3	58
MONROE	169	21	190
MONTCALM	648	12	660
MONTMORENCY	56	9	65
MUSKEGON	1,132	31	1,163
NEWAYGO	75	6	81
OAKLAND	1,146	95	1,241
OCEANA	57	10	67
OGEMAW	58	6	64
ONTONAGON	24		24
OSCEOLA	51	3	54
OSCODA	31	1	32
OTSEGO	257	18	275
OTTAWA	183	28	211
OUT OF STATE	50	6	56
PRESQUE ISLE	14	4	18
ROSCOMMON	134	22	156
SAGINAW	1,048	80	1,128
SANILAC	53	2	55
SCHOOLCRAFT	38	4	42
SHIAWASSEE	84	5	89
ST CLAIR	239	35	274
ST JOSEPH	96	6	102
TUSCOLA	509	22	531
VAN BUREN	195	23	218
WASHTENAW	1,644	51	1,695
WAYNE	6,592	393	6,985
WEXFORD	154	17	171
WORK AT HOME - MI	854	56	910
Grand Total:	49,221	3,743	52,964

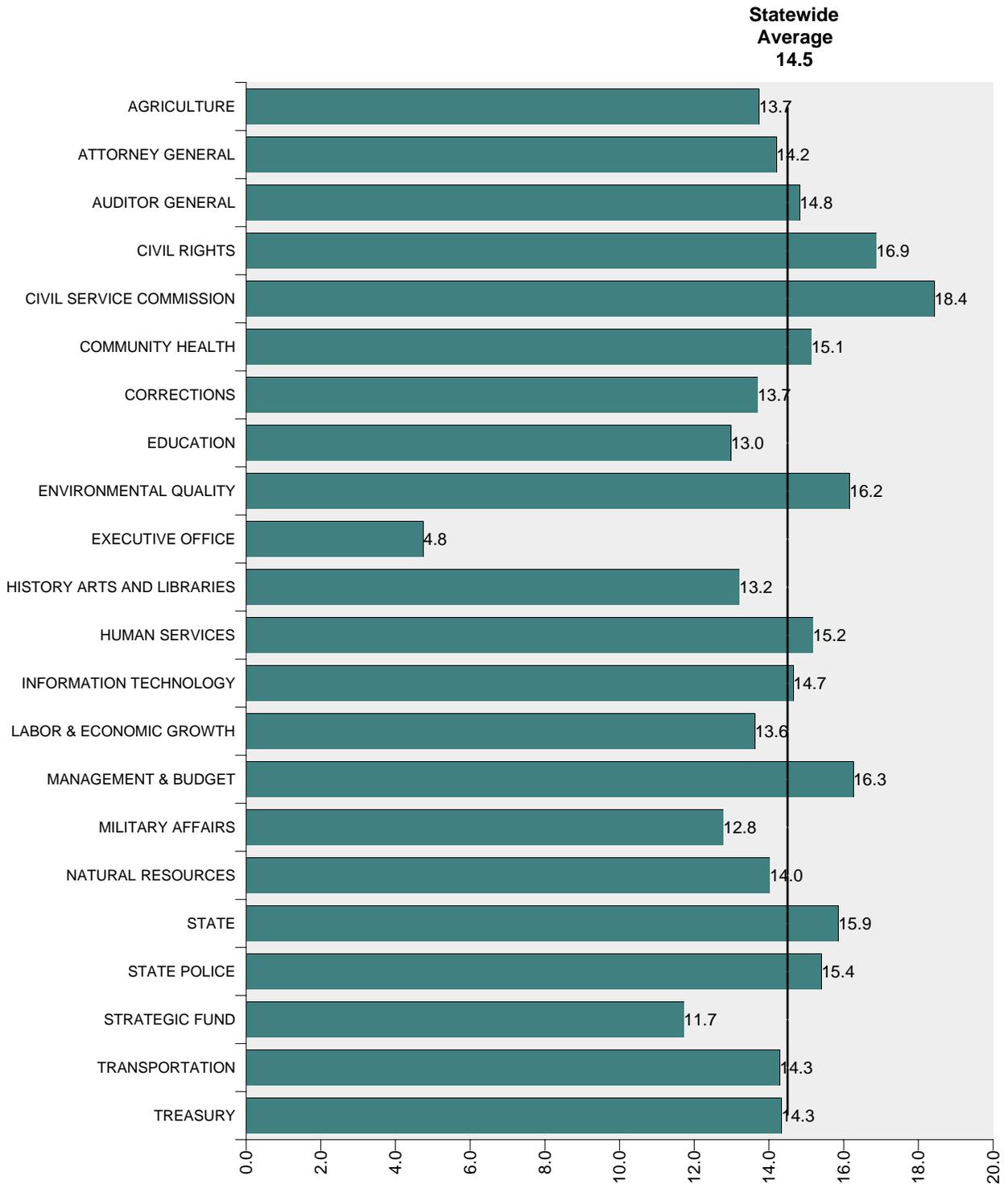
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period End Date: 03/21/2009



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 DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
00 - 05 YEARS	49	69	0	2	1	1	2	0	0	1	0	0	52	73	0	0
06 - 10 YEARS	56	57	2	5	1	0	0	2	0	1	0	0	59	65	1	0
11 - 15 YEARS	29	24	2	2	0	2	0	0	0	1	0	0	31	29	0	2
16 - 20 YEARS	48	41	0	2	0	1	1	2	1	2	0	0	50	48	1	0
21 - 25 YEARS	23	25	1	3	0	0	0	0	0	0	0	0	24	28	2	2
26 - 30 YEARS	11	15	1	4	0	0	1	0	1	0	0	0	14	19	0	3
31 - 35 YEARS	17	13	1	0	0	0	1	0	0	0	0	0	19	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
DEPARTMENT TOTAL	242	247	7	19	2	4	5	4	3	5	0	0	259	279	5	9
MORE THAN 10 YEARS:	137	121	5	12	0	3	3	2	3	3	0	0	148	141	4	9
AVERAGE YEARS	14.4	12.6	18.0	17.4	5.0	11.0	16.4	13.3	28.7	12.6	0.0	0.0	14.6	12.9	20.6	25.0

DEPARTMENT AVERAGE YEARS 13.7

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	63	79	8	8	0	0	0	2	0	0	5	2	76	91	1	0
06 - 10 YEARS	21	36	3	6	0	0	0	2	0	2	0	0	24	46	0	0
11 - 15 YEARS	24	31	2	7	0	0	1	0	0	0	0	0	27	38	0	0
16 - 20 YEARS	15	21	0	1	0	0	0	2	0	0	0	0	15	24	0	1
21 - 25 YEARS	23	27	2	6	0	0	0	1	1	0	0	0	26	34	1	1
26 - 30 YEARS	18	17	2	2	0	1	1	1	0	0	0	0	21	21	0	1
31 - 35 YEARS	28	14	1	1	0	0	1	0	0	0	0	0	30	15	2	1
36 - 40 YEARS	12	2	0	0	0	0	0	0	0	0	0	0	12	2	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	205	227	18	31	0	1	3	8	1	2	5	2	232	271	5	4
MORE THAN 10 YEARS:	121	112	7	17	0	1	3	4	1	0	0	0	132	134	4	4
AVERAGE YEARS	16.2	12.9	11.9	13.0	0.0	30.0	24.7	13.9	21.0	10.0	2.6	2.0	15.7	12.9	25.2	26.0
DEPARTMENT AVERAGE YEARS	14.2															

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
AUDITOR GENERAL																	
00 - 05 YEARS	7	18	0	1	0	0	0	0	0	0	0	0	0	7	19	0	0
06 - 10 YEARS	10	14	1	0	0	0	0	0	0	1	0	0	0	11	15	0	0
11 - 15 YEARS	13	16	0	1	0	0	0	0	0	0	0	0	0	13	17	0	0
16 - 20 YEARS	3	12	0	1	0	0	0	0	0	0	0	0	0	3	13	0	0
21 - 25 YEARS	8	7	2	0	0	0	0	0	0	0	0	0	0	10	7	0	2
26 - 30 YEARS	7	5	1	0	0	0	0	0	0	0	0	0	0	8	5	0	1
31 - 35 YEARS	7	0	0	0	0	0	0	0	0	0	0	0	0	7	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
DEPARTMENT TOTAL	58	72	4	3	0	0	0	0	0	1	0	0	0	62	76	1	3
MORE THAN 10 YEARS:	41	40	3	2	0	0	0	0	0	0	0	0	0	44	42	1	3
AVERAGE YEARS	18.0	12.2	21.3	11.7	0.0	0.0	0.0	0.0	0.0	9.0	0.0	0.0	0.0	18.2	12.1	35.0	23.7

DEPARTMENT AVERAGE YEARS 14.8

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	0	9	1	9	0	0	1	0	0	1	0	0	2	19	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	6	0	0	0	1	0	1	0	0	5	10	0	0
16 - 20 YEARS	1	3	0	5	0	0	2	0	0	0	0	0	3	8	0	0
21 - 25 YEARS	1	2	2	3	0	0	0	0	0	0	0	0	3	5	0	0
26 - 30 YEARS	1	2	0	4	0	0	1	0	0	0	0	0	2	6	0	1
31 - 35 YEARS	3	4	0	6	0	0	1	1	0	0	0	0	4	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
DEPARTMENT TOTAL	14	34	13	46	0	0	5	5	1	2	0	0	33	87	0	1
MORE THAN 10 YEARS:	8	18	7	27	0	0	4	2	1	1	0	0	20	48	0	1
AVERAGE YEARS	17.4	17.6	15.1	16.5	0.0	0.0	20.6	14.0	36.0	8.5	0.0	0.0	17.5	16.6	0.0	29.0

DEPARTMENT AVERAGE YEARS 16.9

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	10	43	3	8	1	0	0	1	1	0	0	1	15	53	0	0
06 - 10 YEARS	9	65	1	11	0	1	0	1	0	2	0	0	10	80	0	0
11 - 15 YEARS	9	48	1	4	0	0	1	0	0	2	0	0	11	54	0	1
16 - 20 YEARS	5	48	0	9	0	2	1	3	0	3	0	0	6	65	0	2
21 - 25 YEARS	8	45	2	21	0	2	1	8	0	1	0	0	11	77	1	3
26 - 30 YEARS	9	34	4	10	1	1	0	3	0	0	0	0	14	48	3	1
31 - 35 YEARS	10	51	3	8	0	1	0	1	0	0	0	0	13	61	2	4
36 - 40 YEARS	4	12	1	3	0	0	1	0	0	0	0	0	6	15	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	65	346	15	74	2	7	4	17	1	8	0	1	87	453	6	11
MORE THAN 10 YEARS:	46	238	11	55	1	6	4	15	0	6	0	0	62	320	6	11
AVERAGE YEARS	19.4	17.8	20.7	19.4	16.5	22.6	24.0	21.6	0.0	14.8	0.0	0.0	19.6	18.2	29.3	25.4
DEPARTMENT AVERAGE YEARS	18.4															

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
00 - 05 YEARS	196	548	62	122	1	7	13	28	14	20	1	11	287	736	1	2
06 - 10 YEARS	205	371	51	114	3	3	7	8	16	17	0	0	282	513	3	1
11 - 15 YEARS	149	253	19	59	3	3	5	6	4	16	0	0	180	337	4	4
16 - 20 YEARS	71	188	24	58	0	2	6	5	8	16	0	0	109	269	6	18
21 - 25 YEARS	110	192	35	76	1	4	6	16	8	13	0	0	160	301	16	13
26 - 30 YEARS	118	206	55	85	2	4	6	5	3	7	0	0	184	307	11	22
31 - 35 YEARS	144	208	26	31	1	3	2	8	6	2	0	0	179	252	9	14
36 - 40 YEARS	21	36	5	2	0	0	1	0	0	0	0	0	27	38	2	1
MORE THAN 40 YEARS	1	4	0	0	0	0	0	1	0	0	0	0	1	5	0	1
DEPARTMENT TOTAL	1,015	2,006	277	547	11	26	46	77	59	91	1	11	1,409	2,758	52	76
MORE THAN 10 YEARS:	614	1,087	164	311	7	16	26	41	29	54	0	0	840	1,509	48	73
AVERAGE YEARS	16.4	14.6	16.7	15.0	16.9	16.1	14.5	14.1	13.5	13.8	1.0	0.5	16.3	14.6	24.0	24.6
DEPARTMENT AVERAGE YEARS		15.1														

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
00 - 05 YEARS	1,106	818	209	293	40	13	53	30	8	13	28	14	1,444	1,181	4	2
06 - 10 YEARS	2,004	801	222	300	36	11	43	31	13	3	0	0	2,318	1,146	4	3
11 - 15 YEARS	1,933	779	228	263	66	20	65	25	10	3	0	0	2,302	1,090	10	8
16 - 20 YEARS	1,767	518	154	138	49	13	41	16	6	3	0	0	2,017	688	60	24
21 - 25 YEARS	1,705	447	268	247	41	8	33	10	3	2	0	0	2,050	714	120	38
26 - 30 YEARS	246	143	49	49	7	2	3	5	0	0	0	0	305	199	25	16
31 - 35 YEARS	169	107	24	38	3	1	1	1	0	0	0	0	197	147	18	6
36 - 40 YEARS	19	12	3	2	0	0	1	0	0	0	0	0	23	14	1	0
MORE THAN 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	8,950	3,626	1,157	1,331	242	68	240	118	40	24	28	14	10,657	5,181	242	97
MORE THAN 10 YEARS:	5,840	2,007	726	738	166	44	144	57	19	8	0	0	6,895	2,854	234	92
AVERAGE YEARS	14.3	12.6	14.2	12.9	13.8	12.9	12.3	11.4	11.1	8.3	1.3	1.3	14.2	12.6	22.2	21.5
DEPARTMENT AVERAGE YEARS	13.7															

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
EDUCATION																	
00 - 05 YEARS	53	89	2	11	0	0	0	2	0	1	0	1	55	104	0	0	
06 - 10 YEARS	20	50	3	2	0	0	0	1	0	0	0	0	23	53	0	0	
11 - 15 YEARS	4	30	0	1	0	0	0	0	0	0	0	0	4	31	0	0	
16 - 20 YEARS	3	18	0	1	0	0	0	0	0	0	0	0	3	19	0	0	
21 - 25 YEARS	2	28	1	3	0	0	1	2	0	1	0	0	4	34	0	3	
26 - 30 YEARS	4	20	1	1	0	1	1	1	0	0	0	0	6	23	1	0	
31 - 35 YEARS	11	33	0	2	0	0	0	0	0	0	0	0	11	35	1	3	
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	
DEPARTMENT TOTAL	97	276	7	22	0	1	2	6	0	2	0	1	106	308	2	7	
MORE THAN 10 YEARS:	24	137	2	9	0	1	2	3	0	1	0	0	28	151	2	7	
AVERAGE YEARS	9.3	14.2	11.7	12.5	0.0	28.0	25.0	14.3	0.0	11.5	0.0	4.0	9.8	14.1	30.0	29.3	
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: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	102	113	5	1	0	0	1	2	0	2	2	2	110	120	0	0
06 - 10 YEARS	123	112	6	4	0	1	2	2	3	2	0	0	134	121	0	0
11 - 15 YEARS	72	66	1	3	0	0	0	2	3	6	0	0	76	77	0	1
16 - 20 YEARS	158	104	5	8	0	0	4	2	7	2	0	0	174	116	5	4
21 - 25 YEARS	77	78	5	12	1	2	2	1	5	2	0	0	90	95	1	3
26 - 30 YEARS	72	50	4	5	0	0	0	1	2	1	0	0	78	57	6	4
31 - 35 YEARS	58	26	0	3	1	0	1	0	0	0	0	0	60	29	4	2
36 - 40 YEARS	20	8	0	1	0	0	1	0	0	0	0	0	21	9	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	682	557	26	37	2	3	11	10	20	15	2	2	743	624	16	14
MORE THAN 10 YEARS:	457	332	15	32	2	2	8	6	17	11	0	0	499	383	16	14
AVERAGE YEARS	17.0	14.9	15.3	20.8	27.0	17.3	18.9	14.3	18.0	14.1	0.5	0.0	16.9	15.2	26.0	23.6

DEPARTMENT AVERAGE YEARS 16.2

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
00 - 05 YEARS	12	14	0	4	0	0	0	1	0	1	0	1	12	21	0	0
06 - 10 YEARS	4	3	1	2	0	0	0	1	0	0	0	0	5	6	0	0
11 - 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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
DEPARTMENT TOTAL	16	21	1	6	0	0	0	2	0	1	0	1	17	31	0	1
MORE THAN 10 YEARS:	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1
AVERAGE YEARS	3.1	6.7	6.0	3.7	0.0	0.0	0.0	4.0	0.0	1.0	0.0	1.0	3.3	5.6	0.0	40.0

DEPARTMENT AVERAGE YEARS 4.8

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
00 - 05 YEARS	28	41	1	0	0	0	0	2	0	0	1	1	30	44	0	0
06 - 10 YEARS	16	26	1	0	1	0	0	0	0	0	0	0	18	26	0	1
11 - 15 YEARS	14	14	0	0	0	0	0	0	0	1	0	0	14	15	1	0
16 - 20 YEARS	8	9	1	0	0	0	0	1	0	0	0	0	9	10	1	1
21 - 25 YEARS	6	14	0	0	1	0	0	0	0	0	0	0	7	14	2	0
26 - 30 YEARS	6	7	1	4	0	0	0	1	0	0	0	0	7	12	1	1
31 - 35 YEARS	8	11	0	0	0	0	1	0	0	0	0	0	9	11	0	0
36 - 40 YEARS	2	3	0	0	1	0	0	0	0	0	0	0	3	3	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	88	125	4	4	3	0	1	4	0	1	1	1	97	135	6	3
MORE THAN 10 YEARS:	44	58	2	4	2	0	1	2	0	1	0	0	49	65	6	2
AVERAGE YEARS	13.0	12.7	14.5	28.3	22.7	0.0	35.0	12.5	0.0	13.0	0.0	0.0	13.4	13.0	23.3	20.3

DEPARTMENT AVERAGE YEARS 13.2

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
HUMAN SERVICES																	
00 - 05 YEARS	249	1,234	93	665	2	7	19	84	4	10	0	11	367	2,011	0	4	
06 - 10 YEARS	237	1,017	79	653	2	5	20	67	3	11	0	0	341	1,753	0	9	
11 - 15 YEARS	207	603	78	368	2	10	13	56	5	9	0	1	305	1,047	2	18	
16 - 20 YEARS	154	526	55	288	1	11	17	53	2	12	0	0	229	890	21	40	
21 - 25 YEARS	117	310	46	167	2	2	14	32	2	2	0	0	181	513	14	26	
26 - 30 YEARS	182	625	50	365	2	12	7	23	5	5	0	1	246	1,031	21	76	
31 - 35 YEARS	225	523	31	293	1	2	2	9	1	1	0	0	260	828	24	48	
36 - 40 YEARS	55	100	10	69	0	0	0	1	1	0	0	0	66	170	8	8	
MORE THAN 40 YEARS	8	8	1	4	1	0	1	0	0	0	0	0	11	12	2	1	
DEPARTMENT TOTAL	1,434	4,946	443	2,872	13	49	93	325	23	50	0	13	2,006	8,255	92	230	
MORE THAN 10 YEARS:	948	2,695	271	1,554	9	37	54	174	16	29	0	2	1,298	4,491	92	217	
AVERAGE YEARS	17.7	14.8	15.1	15.0	18.5	16.9	14.1	12.7	17.2	13.6	0.0	3.8	17.0	14.7	27.0	24.8	
DEPARTMENT AVERAGE YEARS	15.2																

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
INFORMATION TECHNOLOGY																	
00 - 05 YEARS	210	97	13	9	0	0	2	3	41	37	20	10	286	156	1	0	
06 - 10 YEARS	189	79	7	9	1	0	4	1	18	9	0	0	219	98	5	0	
11 - 15 YEARS	189	66	8	7	1	1	7	3	10	4	0	0	215	81	0	2	
16 - 20 YEARS	72	73	12	7	1	0	2	4	5	3	0	0	92	87	6	4	
21 - 25 YEARS	74	81	15	20	0	1	2	2	8	5	0	0	99	109	9	6	
26 - 30 YEARS	49	53	9	14	0	0	2	3	1	4	0	0	61	74	7	1	
31 - 35 YEARS	70	69	5	7	0	0	1	4	1	0	0	0	77	80	2	3	
36 - 40 YEARS	23	11	1	1	0	0	2	1	0	1	0	0	26	14	3	0	
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
DEPARTMENT TOTAL	876	530	70	74	3	2	22	21	84	63	20	10	1,075	700	33	16	
MORE THAN 10 YEARS:	477	354	50	56	2	2	16	17	25	17	0	0	570	446	27	16	
AVERAGE YEARS	13.9	17.2	17.3	19.2	12.0	18.5	16.7	20.2	8.4	7.9	0.7	0.9	13.5	16.4	23.0	23.1	
DEPARTMENT AVERAGE YEARS	14.7																

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
LABOR & ECONOMIC GROWTH																	
00 - 05 YEARS	382	540	65	270	3	5	18	23	5	12	1	1	474	851	8	11	
06 - 10 YEARS	181	350	44	202	0	5	12	17	2	10	1	1	240	585	4	4	
11 - 15 YEARS	131	180	24	68	2	1	2	6	2	6	0	0	161	261	11	4	
16 - 20 YEARS	114	167	22	66	0	1	2	11	2	5	0	0	140	250	16	27	
21 - 25 YEARS	107	149	32	78	2	5	10	13	4	3	0	0	155	248	15	11	
26 - 30 YEARS	73	162	28	76	0	3	4	9	0	3	0	0	105	253	16	21	
31 - 35 YEARS	113	186	22	68	1	0	2	3	2	2	0	0	140	259	18	24	
36 - 40 YEARS	31	36	2	19	0	0	0	2	0	0	0	0	33	57	7	9	
MORE THAN 40 YEARS	6	3	2	2	0	0	0	1	0	0	0	0	8	6	0	0	
DEPARTMENT TOTAL	1,138	1,773	241	849	8	20	50	85	17	41	2	2	1,456	2,770	95	111	
MORE THAN 10 YEARS:	575	883	132	377	5	10	20	45	10	19	0	0	742	1,334	83	96	
AVERAGE YEARS	13.7	13.9	14.7	12.9	13.9	13.9	11.8	14.2	15.0	12.0	3.0	3.5	13.8	13.6	22.4	23.0	
DEPARTMENT AVERAGE YEARS	13.6																

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
00 - 05 YEARS	101	73	5	9	0	1	2	3	0	0	1	1	109	87	1	0
06 - 10 YEARS	107	86	5	3	0	1	3	2	1	1	0	1	116	94	0	0
11 - 15 YEARS	64	63	6	7	0	1	0	0	1	0	0	0	71	71	0	1
16 - 20 YEARS	56	30	8	6	0	0	5	3	4	1	0	0	73	40	3	0
21 - 25 YEARS	40	38	5	4	0	0	1	2	3	0	0	0	49	44	4	3
26 - 30 YEARS	42	36	10	4	0	0	3	0	0	1	0	0	55	41	4	3
31 - 35 YEARS	75	37	5	2	1	1	8	1	0	0	0	0	89	41	7	1
36 - 40 YEARS	18	10	0	1	1	0	3	2	0	0	0	0	22	13	2	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	504	373	44	36	2	4	25	13	9	3	1	2	585	431	21	8
MORE THAN 10 YEARS:	296	214	34	24	2	2	20	8	8	2	0	0	360	250	20	8
AVERAGE YEARS	16.5	15.1	18.9	15.2	33.5	15.8	24.3	17.5	18.7	19.3	0.0	5.0	17.0	15.2	26.6	24.4

DEPARTMENT AVERAGE YEARS 16.3

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
00 - 05 YEARS	105	93	6	28	1	0	5	5	0	3	1	1	118	130	0	0
06 - 10 YEARS	67	83	9	46	1	0	2	3	1	4	1	0	81	136	0	1
11 - 15 YEARS	56	68	4	23	0	1	4	2	0	0	0	0	64	94	2	1
16 - 20 YEARS	42	43	2	10	0	0	3	1	0	0	0	0	47	54	1	0
21 - 25 YEARS	37	47	4	8	1	2	0	1	0	1	0	0	42	59	5	3
26 - 30 YEARS	18	32	2	5	2	0	1	2	0	0	0	0	23	39	2	1
31 - 35 YEARS	18	23	1	4	1	0	0	0	0	0	0	0	20	27	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
DEPARTMENT TOTAL	348	390	28	124	6	3	15	14	1	8	2	1	400	540	13	8
MORE THAN 10 YEARS:	176	214	13	50	4	3	8	6	0	1	0	0	201	274	13	7
AVERAGE YEARS	12.7	13.7	12.6	10.8	20.0	19.7	11.0	11.4	9.0	7.6	4.0	0.0	12.6	12.9	24.5	23.4
DEPARTMENT AVERAGE YEARS	12.8															

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
NATURAL RESOURCES																
00 - 05 YEARS	243	131	3	3	2	1	3	0	0	0	6	0	257	135	3	0
06 - 10 YEARS	220	89	0	1	2	0	2	2	3	0	0	0	227	92	1	0
11 - 15 YEARS	194	74	4	2	2	1	2	0	3	1	0	0	205	78	1	1
16 - 20 YEARS	128	61	4	5	2	1	3	2	0	0	0	0	137	69	3	3
21 - 25 YEARS	110	57	7	0	5	1	2	4	0	0	0	0	124	62	6	2
26 - 30 YEARS	65	44	1	3	1	0	0	0	1	1	0	0	68	48	1	1
31 - 35 YEARS	80	17	0	1	4	1	0	1	0	0	0	0	84	20	5	1
36 - 40 YEARS	32	4	0	0	0	0	0	0	0	0	0	0	32	4	1	0
MORE THAN 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
DEPARTMENT TOTAL	1,077	478	19	15	18	5	12	9	7	2	6	0	1,139	509	22	8
MORE THAN 10 YEARS:	614	258	16	11	14	4	7	7	4	2	0	0	655	282	18	8
AVERAGE YEARS	14.3	13.1	16.9	15.9	19.4	17.8	11.8	19.4	11.9	20.0	1.8	0.0	14.3	13.3	21.6	21.8
DEPARTMENT AVERAGE YEARS	14.0															

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
00 - 05 YEARS	35	178	8	57	0	0	1	5	0	3	4	3	48	246	0	0
06 - 10 YEARS	51	198	6	39	1	3	3	13	0	1	0	0	61	254	1	3
11 - 15 YEARS	23	117	4	36	0	6	0	5	1	3	0	0	28	167	0	3
16 - 20 YEARS	21	122	1	45	1	0	1	13	2	1	0	0	26	181	2	24
21 - 25 YEARS	28	113	10	57	1	2	1	3	1	4	0	0	41	179	3	18
26 - 30 YEARS	21	100	5	36	0	1	0	9	0	3	0	0	26	149	2	10
31 - 35 YEARS	37	69	4	11	0	0	2	5	0	0	0	0	43	85	3	3
36 - 40 YEARS	9	18	0	1	0	0	0	0	0	0	0	0	9	19	2	1
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	2
DEPARTMENT TOTAL	225	922	38	283	3	12	8	53	4	15	4	3	282	1,288	13	64
MORE THAN 10 YEARS:	139	546	24	187	2	9	4	35	4	11	0	0	173	788	12	61
AVERAGE YEARS	17.4	15.6	16.6	15.6	16.7	15.3	16.9	17.1	17.5	16.3	0.5	1.3	17.0	15.6	26.1	22.2
DEPARTMENT AVERAGE YEARS	15.9															

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATE POLICE																	
00 - 05 YEARS	204	104	5	5	0	1	8	4	1	0	1	1	219	115	0	0	
06 - 10 YEARS	310	129	7	6	2	1	4	3	0	0	0	0	323	139	0	0	
11 - 15 YEARS	529	118	38	8	12	0	14	0	6	1	0	0	599	127	2	0	
16 - 20 YEARS	241	79	25	8	7	0	9	1	1	1	0	0	283	89	1	3	
21 - 25 YEARS	238	112	50	16	7	0	19	3	1	1	0	0	315	132	5	4	
26 - 30 YEARS	85	26	12	5	0	1	3	3	0	1	0	0	100	36	1	2	
31 - 35 YEARS	71	48	10	6	1	1	2	2	0	0	0	0	84	57	0	1	
36 - 40 YEARS	22	7	3	0	0	0	1	0	0	0	0	0	26	7	1	0	
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0	
DEPARTMENT TOTAL	1,703	624	150	54	29	4	60	16	9	4	1	1	1,952	703	10	10	
MORE THAN 10 YEARS:	1,189	391	138	43	27	2	48	9	8	4	0	0	1,410	449	10	10	
AVERAGE YEARS	15.0	15.1	19.6	18.7	17.2	18.0	17.1	16.7	12.8	20.3	1.0	0.0	15.4	15.5	22.7	23.5	
DEPARTMENT AVERAGE YEARS	15.4																

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STRATEGIC FUND																
00 - 05 YEARS	38	61	1	5	0	0	1	1	0	0	1	0	41	67	1	0
06 - 10 YEARS	6	15	2	4	0	0	1	0	1	1	0	0	10	20	1	1
11 - 15 YEARS	13	14	0	2	0	1	0	0	0	0	0	0	13	17	0	1
16 - 20 YEARS	4	5	0	2	0	0	0	0	0	0	0	0	4	7	0	1
21 - 25 YEARS	8	12	2	0	1	0	2	1	2	1	0	0	15	14	1	2
26 - 30 YEARS	6	16	0	2	0	0	0	0	0	0	0	0	6	18	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	0	1	0	0	0	0	0	0	0	0	0	3	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	82	133	5	20	1	1	4	2	3	2	1	0	96	158	6	8
MORE THAN 10 YEARS:	38	57	2	11	1	1	2	1	2	1	0	0	45	71	4	7
AVERAGE YEARS	11.2	11.1	13.0	16.1	21.0	14.0	13.0	11.5	18.0	17.0	0.0	0.0	11.6	11.8	20.7	22.4
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: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
00 - 05 YEARS	459	187	25	24	6	3	5	6	8	6	3	1	506	227	2	1
06 - 10 YEARS	453	158	17	15	3	1	5	2	10	6	0	0	488	182	1	1
11 - 15 YEARS	211	76	13	5	7	5	3	0	4	3	0	0	238	89	2	1
16 - 20 YEARS	265	106	23	10	2	1	6	1	4	1	0	0	300	119	11	7
21 - 25 YEARS	223	84	27	19	4	1	12	3	4	1	0	0	270	108	16	8
26 - 30 YEARS	88	70	15	11	4	0	6	1	2	0	0	0	115	82	9	8
31 - 35 YEARS	111	53	15	9	5	0	8	2	2	0	0	0	141	64	14	7
36 - 40 YEARS	44	12	2	4	0	0	2	0	2	0	0	0	50	16	4	2
MORE THAN 40 YEARS	12	3	0	0	0	0	0	0	4	0	0	0	16	3	3	0
DEPARTMENT TOTAL	1,866	749	137	97	31	11	47	15	40	17	3	1	2,124	890	62	35
MORE THAN 10 YEARS:	954	404	95	58	22	7	37	7	22	5	0	0	1,130	481	59	33
AVERAGE YEARS	13.7	14.4	17.7	16.7	17.5	10.4	21.2	13.3	17.0	8.7	0.3	0.0	14.2	14.4	26.0	24.9
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: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	112	237	21	48	1	3	1	8	5	12	4	6	144	314	1	1
06 - 10 YEARS	85	138	9	28	0	0	2	3	8	4	0	0	104	173	0	0
11 - 15 YEARS	66	98	6	19	0	1	2	1	0	1	0	0	74	120	0	0
16 - 20 YEARS	32	51	6	19	0	1	2	9	4	0	0	0	44	80	5	6
21 - 25 YEARS	34	76	22	24	0	0	3	9	3	1	0	0	62	110	7	5
26 - 30 YEARS	16	74	5	33	1	1	3	6	0	0	0	0	25	114	2	6
31 - 35 YEARS	40	74	6	11	0	1	2	1	0	1	0	0	48	88	6	6
36 - 40 YEARS	17	20	0	2	0	1	1	0	0	0	0	0	18	23	3	1
MORE THAN 40 YEARS	3	1	1	0	0	0	0	0	0	0	0	0	4	1	0	0
DEPARTMENT TOTAL	405	769	76	184	2	8	16	37	20	19	4	6	523	1,023	24	25
MORE THAN 10 YEARS:	208	394	46	108	1	5	13	26	7	3	0	0	275	536	23	24
AVERAGE YEARS	14.0	14.2	15.5	15.8	16.0	17.5	21.1	16.9	10.9	6.8	1.0	0.7	14.2	14.4	25.4	24.9
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: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																	
00- 05 YEARS	3,764	4,776	536	1,582	58	42	135	210	87	122	79	68	4,659	6,800	23	21	
06- 10 YEARS	4,380	3,884	481	1,460	53	32	110	164	79	75	2	2	5,105	5,617	21	24	
11- 15 YEARS	3,932	2,741	441	891	95	53	119	107	49	58	0	1	4,636	3,851	35	48	
16- 20 YEARS	3,208	2,225	342	689	63	33	105	129	46	50	0	0	3,764	3,126	142	165	
21- 25 YEARS	2,979	1,945	538	764	67	30	109	111	45	38	0	0	3,738	2,888	228	153	
26- 30 YEARS	1,137	1,738	255	718	20	27	42	73	15	26	0	1	1,469	2,583	113	181	
31- 35 YEARS	1,302	1,574	154	505	19	11	35	39	12	6	0	0	1,522	2,135	121	128	
36- 40 YEARS	345	309	29	111	2	1	13	6	5	1	0	0	394	428	37	25	
MORE THAN 40 YEARS	43	32	4	8	1	0	1	2	4	0	0	0	53	42	6	4	
STATEWIDE TOTAL	21,090	19,224	2,780	6,728	378	229	669	841	342	376	81	72	25,340	27,470	726	749	
MORE THAN 10 YEARS	12,946	10,564	1,763	3,686	267	155	424	467	176	179	0	2	15,576	15,053	682	704	
AVERAGE YEARS	14.7	14.2	15.4	14.5	15.3	15.2	15.0	13.9	13.1	11.7	1.2	1.6	14.8	14.2	23.9	23.8	
STATEWIDE TOTAL AVERAGE YEARS	14.5																

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. 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
Second Quarter of FY 2009

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	11	1.7%
Dismissal	68	10.3%
Expired Appointment	29	4.4%
Total Involuntary Separations	108	16.4%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	133	20.2%
Layoff/Leave of Absence Rights Expired	14	2.1%
Waived Rights Leave of Absence	38	5.8%
Settlement	0	0.0%
Total Voluntary Separations	185	28.0%
<i>RETIREMENT</i>		
Retirement	345	52.3%
Disability Retirement	7	1.1%
Deferred Retirement	7	1.1%
Total Retirements	359	54.4%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	8	1.2%
TOTAL SEPARATIONS	660	100.0%

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: 12/28/2008 TO: 3/21/2009

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					NET TOTAL	
	HIRES	NON-CAREER	RETURNS FROM		TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	SEPARATIONS		
	CAREER HIRES	CAREER HIRES	RECALLS	WAIVED RIGHTS LEAVES								
AGRICULTURE	4	2	1	0	7	12	1	2	0	0	15	-8
ATTORNEY GENERAL	9	0	0	0	9	5	0	0	0	0	5	4
AUDITOR GENERAL	2	2	0	0	4	0	0	0	0	0	0	4
CIVIL RIGHTS	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL SERVICE COMMISSION	2	1	0	0	3	5	0	0	0	0	5	-2
COMMUNITY HEALTH	81	7	4	3	95	69	0	49	3	0	121	-26
CORRECTIONS	52	3	10	0	65	189	0	5	1	3	198	-133
EDUCATION	10	0	1	0	11	4	1	0	0	0	5	6
ENVIRONMENTAL QUALITY	10	2	0	1	13	11	0	0	0	0	11	2
EXECUTIVE OFFICE	0	2	0	0	2	1	0	0	0	0	1	1
HISTORY ARTS AND LIBRARIES	0	3	4	0	7	3	0	0	0	0	3	4
HUMAN SERVICES	448	2	8	0	458	150	0	14	5	0	169	289
INFORMATION TECHNOLOGY	38	6	0	0	44	14	0	0	1	0	15	29
LABOR & ECONOMIC GROWTH	286	14	5	0	305	58	0	1	6	0	65	240
MANAGEMENT & BUDGET	16	3	0	0	19	8	0	0	0	0	8	11
MILITARY AFFAIRS	10	5	25	0	40	15	0	0	0	0	15	25
NATURAL RESOURCES	22	17	111	1	151	16	23	0	1	0	40	111
STATE	3	7	0	0	10	35	0	0	0	0	35	-25
STATE POLICE	13	0	0	0	13	11	0	0	0	0	11	2
STRATEGIC FUND	1	2	0	0	3	10	0	0	0	0	10	-7
TRANSPORTATION	19	35	14	0	68	29	0	0	0	0	29	39
TREASURY	19	15	2	0	36	14	0	0	0	0	14	22
STATEWIDE TOTALS:	1,045	128	185	5	1,363	660	25	71	17	3	776	587

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

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

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

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

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

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

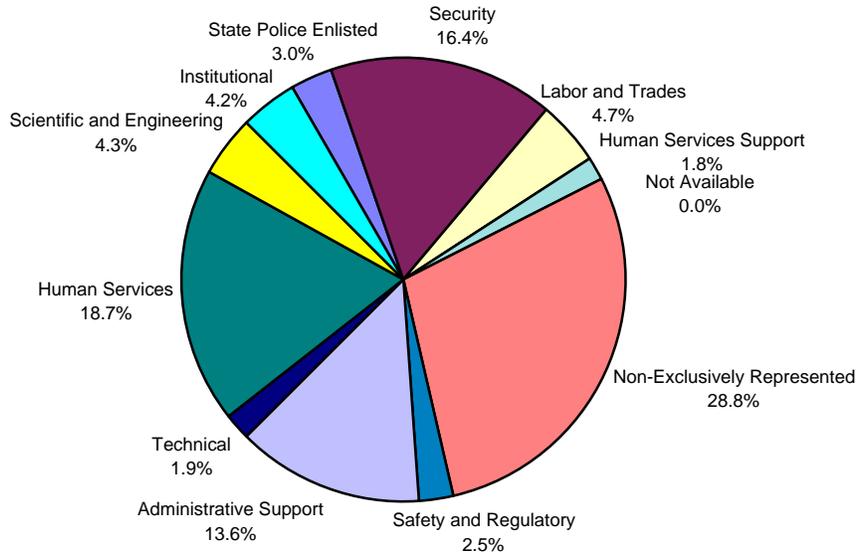
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

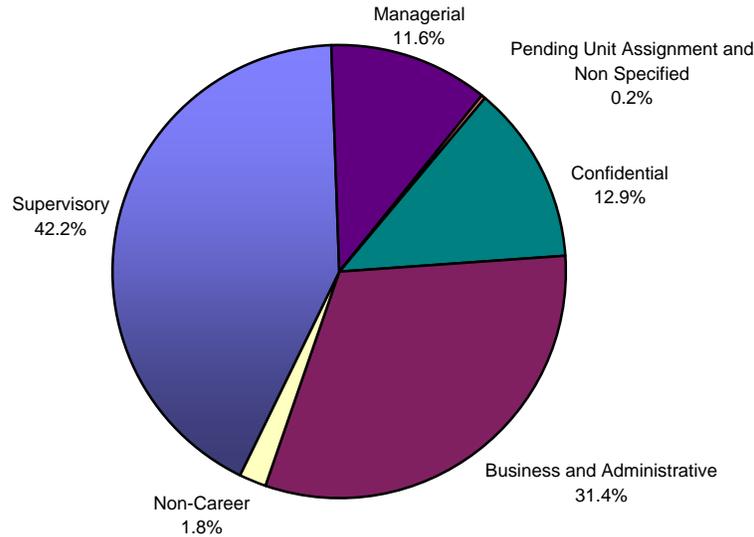
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
Pay Period Ending March 21, 2008**

Graph 5-1



(52,810 Employees)

**Non-Exclusively Represented
15,210 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 52,810 classified employees at fiscal year end, 72.6 percent were exclusively represented by one of eight employee organizations.

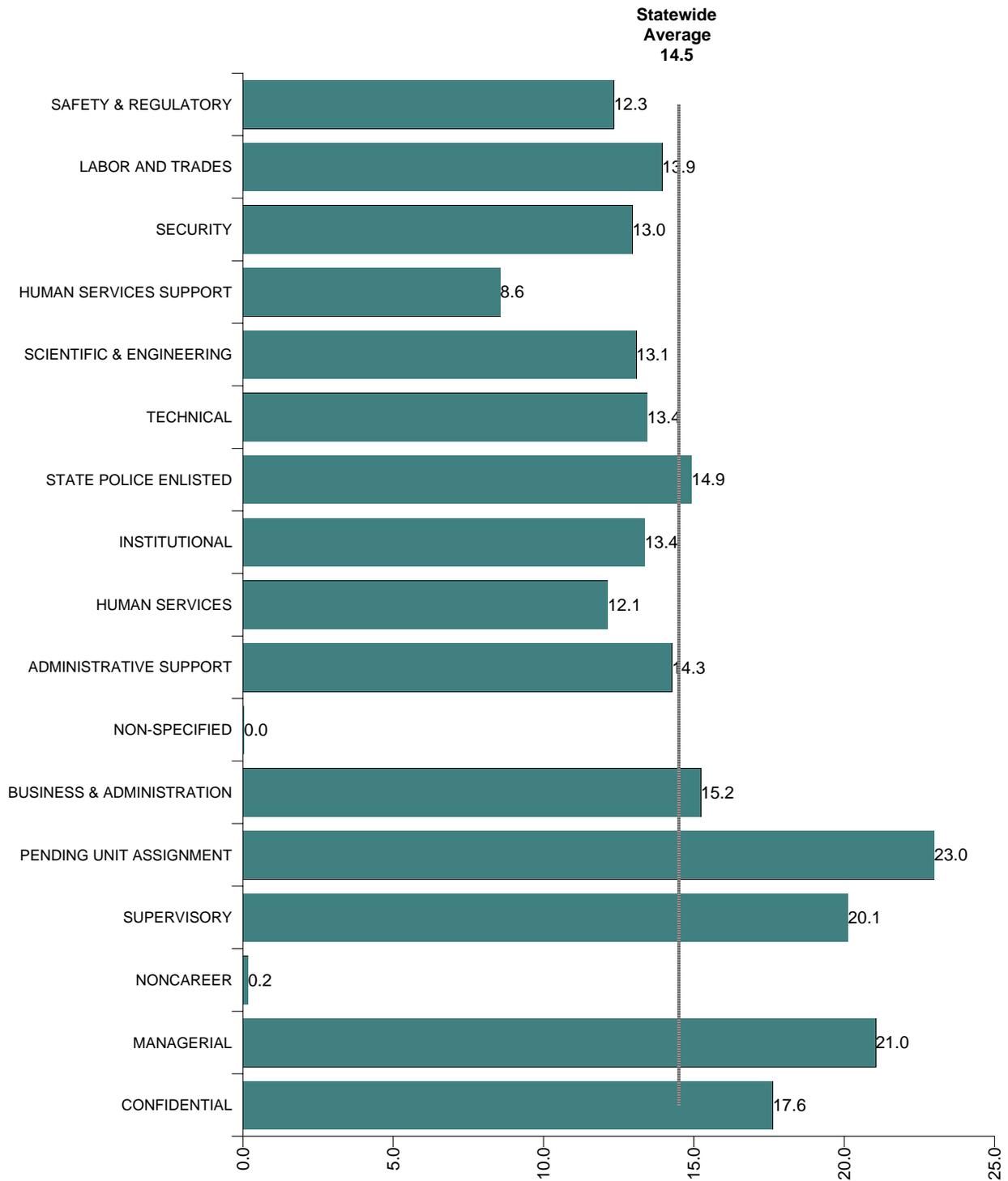
EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT
PAY PERIOD ENDING March 21, 2009

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	1,302	1,128	86.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,484	2,386	96.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,682	0	0.0	0	0.0	8,357	96.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	971	1	0.1	0	0.0	0	0.0	845	87.0	0	0.0	1	0.1	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,261	0	0.0	0	0.0	0	0.0	0	0.0	2,174	96.2	5	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,014	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	967	95.4	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,574	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,569	99.7	0	0.0
U11 INSTITUTIONAL	2,242	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,201	98.2
W22 HUMAN SERVICES	9,901	0	0.0	9,372	94.7	1	0.0	2	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,169	1	0.0	6,505	90.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	23	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	4,778	0	0.0	7	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	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	6,415	1	0.0	10	0.2	1	0.0	0	0.0	3	0.0	0	0.0	1	0.0	0	0.0
Y52 NONCAREER	267	0	0.0	2	0.7	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0
Y98 MANAGERIAL	1,763	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,960	0	0.0	4	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	37,600	3,516	9.4	15,877	42.2	8,358	22.2	847	2.3	2,174	5.8	973	2.6	1,569	4.2	2,202	5.9
NON-EXCLUSIVELY REPRESENTED TOTAL	15,210	1	0.0	23	0.2	1	0.0	0	0.0	4	0.0	1	0.0	1	0.0	0	0.0
STATEWIDE TOTAL	52,810	3,517	6.7	15,900	30.1	8,359	15.8	847	1.6	2,178	4.1	974	1.8	1,570	3.0	2,202	4.2

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

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay Period End Date: 03/21/2009



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: 07 MARCH 21, 2009

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
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	231	75	8	7	2	1	9	0	1	0	3	0	254	83	0	0
06 - 10 YEARS	201	55	13	18	3	2	6	2	1	0	0	0	224	77	1	0
11 - 15 YEARS	167	33	5	16	3	3	3	1	2	0	0	0	180	53	1	1
16 - 20 YEARS	112	27	9	18	2	0	2	1	1	0	0	0	126	46	6	2
21 - 25 YEARS	65	22	15	16	2	0	5	2	1	0	0	0	88	40	2	1
26 - 30 YEARS	39	16	4	13	0	0	2	1	0	0	0	0	45	30	2	0
31 - 35 YEARS	22	9	5	7	2	0	1	0	0	0	0	0	30	16	3	0
36 - 40 YEARS	7	2	0	1	0	0	0	0	0	0	0	0	7	3	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	844	239	59	96	14	6	28	7	6	0	3	0	954	348	16	5
MORE THAN 10 YEARS:	412	109	38	71	9	3	13	5	4	0	0	0	476	188	15	5
AVERAGE YEARS	11.6	11.8	16.5	17.7	15.5	8.2	12.1	17.3	13.2	0.0	3.3	0.0	11.9	13.4	22.5	22.0
DEPARTMENT AVERAGE YEARS	12.3															

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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	
A31 - LABOR AND TRADES																	
00 - 05 YEARS	460	63	23	3	8	2	6	1	0	0	4	0	501	69	3	0	
06 - 10 YEARS	486	32	30	3	8	0	9	0	0	1	0	0	533	36	0	0	
11 - 15 YEARS	293	31	16	0	11	1	6	1	0	0	0	0	326	33	7	1	
16 - 20 YEARS	246	24	30	4	2	0	10	0	1	0	0	0	289	28	18	0	
21 - 25 YEARS	233	18	26	5	7	0	8	1	2	0	0	0	276	24	25	2	
26 - 30 YEARS	110	16	16	3	2	0	5	2	1	0	0	0	134	21	13	1	
31 - 35 YEARS	146	14	6	2	4	0	10	1	0	0	0	0	166	17	11	2	
36 - 40 YEARS	21	1	0	1	1	0	3	1	0	0	0	0	25	3	3	1	
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
DEPARTMENT TOTAL	1,998	199	147	21	43	3	57	7	4	1	4	0	2,253	231	80	7	
MORE THAN 10 YEARS:	1,052	104	94	15	27	1	42	6	4	0	0	0	1,219	126	77	7	
AVERAGE YEARS	13.7	12.9	15.9	19.6	14.8	3.7	19.7	22.4	22.5	10.0	0.3	0.0	14.0	13.7	22.9	27.1	

DEPARTMENT AVERAGE YEARS 13.9

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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	
C12 - SECURITY																	
00 - 05 YEARS	764	252	153	149	35	6	43	16	5	5	24	7	1,024	435	1	0	
06 - 10 YEARS	1,442	251	161	141	30	4	36	18	7	0	0	0	1,676	414	3	2	
11 - 15 YEARS	1,302	271	133	114	54	7	53	6	4	0	0	0	1,546	398	3	2	
16 - 20 YEARS	1,151	154	84	55	29	5	30	3	3	0	0	0	1,297	217	34	7	
21 - 25 YEARS	1,051	111	153	105	26	2	22	4	1	0	0	0	1,253	222	50	11	
26 - 30 YEARS	104	13	25	4	4	1	2	1	0	0	0	0	135	19	3	3	
31 - 35 YEARS	29	5	8	1	0	0	0	0	0	0	0	0	37	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	
DEPARTMENT TOTAL	5,844	1,058	718	569	178	25	186	48	20	5	24	7	6,970	1,712	95	25	
MORE THAN 10 YEARS:	3,638	555	404	279	113	15	107	14	8	0	0	0	4,270	863	91	23	
AVERAGE YEARS	13.6	11.2	13.0	11.3	12.6	11.9	11.7	9.1	10.0	3.2	1.4	1.6	13.4	11.1	20.8	19.8	
DEPARTMENT AVERAGE YEARS	13.0																

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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	
E42 - HUMAN SERVICES SUPPORT																	
00 - 05 YEARS	78	144	27	146	1	4	8	13	0	3	0	0	114	310	3	2	
06 - 10 YEARS	37	86	25	121	0	2	3	10	1	4	1	1	67	224	2	1	
11 - 15 YEARS	9	19	6	11	0	1	1	2	0	1	0	0	16	34	4	0	
16 - 20 YEARS	15	21	3	21	0	1	1	6	0	0	0	0	19	49	5	7	
21 - 25 YEARS	6	20	4	16	0	0	1	3	0	1	0	0	11	40	4	2	
26 - 30 YEARS	3	19	3	10	0	3	0	0	0	0	0	0	6	32	4	5	
31 - 35 YEARS	6	20	1	16	1	0	0	0	0	0	0	0	8	36	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	
DEPARTMENT TOTAL	155	332	69	342	2	11	14	34	1	9	1	1	242	729	26	21	
MORE THAN 10 YEARS:	40	102	17	75	1	5	3	11	0	2	0	0	61	195	21	18	
AVERAGE YEARS	7.7	9.5	8.0	8.1	16.5	12.6	6.6	8.6	7.0	7.7	6.0	7.0	7.8	8.8	19.1	22.0	

DEPARTMENT AVERAGE YEARS 8.6

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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	
H21 - SCIENTIFIC & ENGINEERING																	
00 - 05 YEARS	306	217	7	8	1	0	6	4	5	10	2	1	327	240	1	0	
06 - 10 YEARS	345	151	9	6	0	0	4	2	14	8	0	0	372	167	1	1	
11 - 15 YEARS	187	84	5	4	1	0	1	2	6	7	0	0	200	97	1	1	
16 - 20 YEARS	238	123	9	6	0	1	6	1	11	4	0	0	264	135	2	2	
21 - 25 YEARS	125	62	13	6	2	4	3	0	6	3	0	0	149	75	8	2	
26 - 30 YEARS	73	26	7	2	0	0	1	0	4	1	0	0	85	29	3	2	
31 - 35 YEARS	72	10	4	1	1	0	2	0	2	0	0	0	81	11	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	2	0	0	0	0	0	0	0	2	0	0	0	4	0	1	0	
DEPARTMENT TOTAL	1,370	675	54	33	5	5	23	9	51	33	2	1	1,505	756	18	8	
MORE THAN 10 YEARS:	719	307	38	19	4	5	13	3	32	15	0	0	806	349	16	7	
AVERAGE YEARS	13.6	11.4	17.8	14.1	17.4	22.6	14.1	8.3	16.5	11.0	0.5	0.0	13.9	11.5	22.5	19.3	

DEPARTMENT AVERAGE YEARS 13.1

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
L32 - TECHNICAL																
00 - 05 YEARS	158	83	8	4	3	0	3	2	1	2	0	1	173	92	0	0
06 - 10 YEARS	150	59	1	2	1	0	2	1	4	2	0	0	158	64	1	0
11 - 15 YEARS	89	22	3	0	1	0	2	0	3	3	0	0	98	25	1	0
16 - 20 YEARS	107	33	5	5	0	0	1	0	3	1	0	0	116	39	6	1
21 - 25 YEARS	86	21	12	5	0	1	2	1	0	0	0	0	100	28	2	2
26 - 30 YEARS	20	6	2	5	1	0	2	0	1	0	0	0	26	11	0	1
31 - 35 YEARS	37	4	3	0	0	0	3	1	0	0	0	0	43	5	6	0
36 - 40 YEARS	17	6	0	1	0	0	2	0	2	0	0	0	21	7	2	0
MORE THAN 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	0	0
DEPARTMENT TOTAL	670	236	34	22	6	1	17	5	14	8	0	1	741	273	18	4
MORE THAN 10 YEARS:	362	94	25	16	2	1	12	2	9	4	0	0	410	117	17	4
AVERAGE YEARS	13.8	11.0	17.2	18.7	9.3	22.0	20.6	12.2	16.8	9.4	0.0	1.0	14.1	11.6	25.0	23.5

DEPARTMENT AVERAGE YEARS 13.4

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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	
T01 - STATE POLICE ENLISTED																	
00 - 05 YEARS	131	10	4	1	0	0	3	0	1	0	1	0	140	11	0	0	
06 - 10 YEARS	216	16	4	1	1	0	4	0	0	0	0	0	225	17	0	0	
11 - 15 YEARS	458	61	35	4	12	0	14	0	4	0	0	0	523	65	1	0	
16 - 20 YEARS	180	30	20	3	6	0	9	1	1	1	0	0	216	35	1	0	
21 - 25 YEARS	134	44	31	2	6	0	13	1	1	0	0	0	185	47	1	0	
26 - 30 YEARS	31	1	9	0	0	0	2	0	0	0	0	0	42	1	0	0	
31 - 35 YEARS	42	3	8	1	0	0	2	0	0	0	0	0	52	4	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	
DEPARTMENT TOTAL	1,200	165	113	12	25	0	48	2	7	1	1	0	1,394	180	3	0	
MORE THAN 10 YEARS:	853	139	105	10	24	0	41	2	6	1	0	0	1,029	152	3	0	
AVERAGE YEARS	14.2	16.0	19.2	16.5	16.6	0.0	17.8	20.0	13.0	19.0	1.0	0.0	14.8	16.1	17.7	0.0	
DEPARTMENT AVERAGE YEARS	14.9																

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
U11 - INSTITUTIONAL																
00 - 05 YEARS	158	271	47	94	1	2	8	7	1	1	0	2	215	377	0	0
06 - 10 YEARS	170	202	40	111	1	0	5	5	2	5	1	0	219	323	0	0
11 - 15 YEARS	103	129	17	41	1	2	6	4	3	0	0	0	130	176	2	0
16 - 20 YEARS	59	62	13	35	1	0	2	3	3	1	0	0	78	101	1	0
21 - 25 YEARS	64	63	22	36	1	1	1	5	0	1	0	0	88	106	4	5
26 - 30 YEARS	55	87	39	50	3	0	3	1	0	0	0	0	100	138	3	6
31 - 35 YEARS	63	73	16	24	1	0	0	3	1	0	0	0	81	100	6	3
36 - 40 YEARS	2	3	1	1	0	0	1	0	0	0	0	0	4	4	0	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	674	891	195	393	9	5	26	28	10	8	1	2	915	1,327	16	14
MORE THAN 10 YEARS:	346	418	108	188	7	3	13	16	7	2	0	0	481	627	16	14
AVERAGE YEARS	13.6	12.7	15.5	13.5	20.3	10.0	12.4	14.1	14.3	11.0	7.0	1.0	14.0	12.9	26.4	27.6

DEPARTMENT AVERAGE YEARS 13.4

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
W22 - HUMAN SERVICES																
00 - 05 YEARS	444	1,486	129	725	3	7	24	75	10	22	4	18	614	2,333	4	9
06 - 10 YEARS	406	1,040	89	625	4	8	21	62	11	18	0	0	531	1,753	3	5
11 - 15 YEARS	384	609	109	346	2	12	14	51	6	20	0	0	515	1,038	5	14
16 - 20 YEARS	226	461	55	213	1	11	12	42	5	14	0	0	299	741	19	36
21 - 25 YEARS	193	261	51	143	4	2	8	20	1	9	0	0	257	435	16	19
26 - 30 YEARS	146	320	33	229	1	7	6	11	3	5	0	1	189	573	16	39
31 - 35 YEARS	136	218	20	143	1	1	2	2	3	0	0	0	162	364	12	19
36 - 40 YEARS	14	35	7	30	0	0	0	2	0	0	0	0	21	67	2	2
MORE THAN 40 YEARS	4	2	1	2	0	0	0	0	0	0	0	0	5	4	0	0
DEPARTMENT TOTAL	1,953	4,432	494	2,456	16	48	87	265	39	88	4	19	2,593	7,308	77	143
MORE THAN 10 YEARS:	1,103	1,906	276	1,106	9	33	42	128	18	48	0	1	1,448	3,222	70	129
AVERAGE YEARS	13.7	11.3	12.9	12.3	14.5	14.5	11.9	11.4	12.0	12.0	0.8	2.2	13.5	11.7	22.6	22.0
DEPARTMENT AVERAGE YEARS	12.1															

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	226	1,260	49	254	0	11	11	66	3	14	10	13	299	1,618	2	4
06 - 10 YEARS	130	984	25	201	1	10	7	41	2	7	0	0	165	1,243	2	10
11 - 15 YEARS	73	608	14	152	1	14	5	21	0	5	0	1	93	801	1	17
16 - 20 YEARS	52	528	8	131	1	5	3	39	2	6	0	0	66	709	13	63
21 - 25 YEARS	27	448	10	142	0	11	4	27	1	4	0	0	42	632	12	48
26 - 30 YEARS	29	475	18	163	0	10	4	26	0	6	0	0	51	680	7	46
31 - 35 YEARS	36	465	2	113	0	4	1	13	0	1	0	0	39	596	7	40
36 - 40 YEARS	10	77	2	34	0	0	0	0	0	0	0	0	12	111	1	5
MORE THAN 40 YEARS	1	10	0	1	0	0	0	0	0	0	0	0	1	11	0	0
DEPARTMENT TOTAL	584	4,855	128	1,191	3	65	35	233	8	43	10	14	768	6,401	45	233
MORE THAN 10 YEARS:	228	2,611	54	736	2	44	17	126	3	22	0	1	304	3,540	41	219
AVERAGE YEARS	10.7	14.4	11.4	16.1	12.7	16.3	12.5	13.9	9.8	13.0	0.3	1.3	10.8	14.7	22.2	23.1

DEPARTMENT AVERAGE YEARS 14.3

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
Y00 - NON-SPECIFIED																
00 - 05 YEARS	5	13	0	4	0	0	0	1	0	0	0	0	5	18	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
DEPARTMENT TOTAL	5	13	0	4	0	0	0	1	0	0	0	0	5	18	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0

DEPARTMENT AVERAGE YEARS 0.0

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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	
Y23 - BUSINESS & ADMINISTRATION																	
00 - 05 YEARS	433	414	33	89	3	5	5	10	49	47	16	10	539	575	3	1	
06 - 10 YEARS	334	414	30	98	1	2	7	10	26	19	0	0	398	543	6	2	
11 - 15 YEARS	248	280	24	57	1	2	6	8	13	10	0	0	292	357	3	3	
16 - 20 YEARS	149	204	30	50	1	1	7	13	8	8	0	0	195	276	15	23	
21 - 25 YEARS	154	263	44	76	0	3	11	13	12	8	0	0	221	363	27	19	
26 - 30 YEARS	115	200	23	65	2	0	4	6	1	3	0	0	145	274	16	23	
31 - 35 YEARS	154	264	20	30	0	2	4	4	2	1	0	0	180	301	16	23	
36 - 40 YEARS	43	56	2	7	0	0	1	1	0	1	0	0	46	65	6	6	
MORE THAN 40 YEARS	2	4	1	0	0	0	0	1	0	0	0	0	3	5	0	1	
DEPARTMENT TOTAL	1,632	2,099	207	472	8	15	45	66	111	97	16	10	2,019	2,759	92	101	
MORE THAN 10 YEARS:	865	1,271	144	285	4	8	33	46	36	31	0	0	1,082	1,641	83	98	
AVERAGE YEARS	14.3	16.3	17.6	15.9	13.4	13.7	18.1	17.0	9.2	8.7	1.1	1.6	14.3	15.9	24.1	25.6	
DEPARTMENT AVERAGE YEARS	15.2																

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
Y50 - PENDING UNIT ASSIGNMENT																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	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	1	0	0	0	0	0	0	0	0	0	0	0	0	1	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
DEPARTMENT TOTAL	2	2	0	0	0	0	0	0	0	0	0	0	0	2	2	2
MORE THAN 10 YEARS:	2	1	0	0	0	0	0	0	0	0	0	0	0	2	1	2
AVERAGE YEARS	26.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	20.0	26.0

DEPARTMENT AVERAGE YEARS 23.0

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
Y51 - SUPERVISORY																
00 - 05 YEARS	103	139	11	32	0	0	5	1	5	11	0	1	124	184	3	1
06 - 10 YEARS	323	279	37	96	3	1	4	6	10	5	0	0	377	387	1	2
11 - 15 YEARS	483	352	64	116	8	8	5	10	6	7	0	0	566	493	4	5
16 - 20 YEARS	574	308	61	102	20	5	18	12	7	8	0	0	680	435	19	16
21 - 25 YEARS	677	361	128	149	14	4	26	11	14	7	0	0	859	532	59	22
26 - 30 YEARS	296	308	52	116	5	2	8	12	3	7	0	0	364	445	32	38
31 - 35 YEARS	360	212	37	95	6	2	7	7	4	1	0	0	414	317	32	14
36 - 40 YEARS	122	51	9	22	1	1	1	1	1	0	0	0	134	75	15	5
MORE THAN 40 YEARS	15	6	2	3	0	0	0	1	2	0	0	0	19	10	4	3
DEPARTMENT TOTAL	2,953	2,016	401	731	57	23	74	61	52	46	0	1	3,537	2,878	169	106
MORE THAN 10 YEARS:	2,527	1,598	353	603	54	22	65	54	37	30	0	0	3,036	2,307	165	103
AVERAGE YEARS	20.5	19.3	20.7	20.5	21.2	20.0	20.4	21.1	18.4	15.2	0.0	1.0	20.5	19.6	26.3	25.8

DEPARTMENT AVERAGE YEARS 20.1

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
Y52 - NONCAREER																
00 - 05 YEARS	99	107	15	14	0	0	2	4	4	4	9	7	129	136	1	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	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	1	0	0	0	0	0	0	0	0	0	0	0	1	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
DEPARTMENT TOTAL	100	108	15	14	0	0	2	4	4	4	9	7	130	137	1	1
MORE THAN 10 YEARS:	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
AVERAGE YEARS	0.2	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.0	0.0

DEPARTMENT AVERAGE YEARS 0.2

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
Y98 - MANAGERIAL																
00 - 05 YEARS	100	70	14	19	0	1	2	2	1	2	6	3	123	97	2	1
06 - 10 YEARS	85	58	7	8	0	0	1	3	1	1	0	0	94	70	1	1
11 - 15 YEARS	108	71	5	4	0	2	1	0	1	2	0	0	115	79	2	1
16 - 20 YEARS	81	79	12	16	0	2	2	1	1	1	0	0	96	99	3	2
21 - 25 YEARS	131	98	19	23	5	1	4	4	5	2	0	0	164	128	12	7
26 - 30 YEARS	101	84	22	27	1	2	3	2	1	3	0	0	128	118	11	5
31 - 35 YEARS	176	96	21	30	3	1	2	2	0	2	0	0	202	131	21	7
36 - 40 YEARS	73	18	4	6	0	0	3	0	1	0	0	0	81	24	6	1
MORE THAN 40 YEARS	8	4	0	0	1	0	1	0	0	0	0	0	10	4	1	0
DEPARTMENT TOTAL	863	578	104	133	10	9	19	14	11	13	6	3	1,013	750	59	25
MORE THAN 10 YEARS:	678	450	83	106	10	8	16	9	9	10	0	0	796	583	56	23
AVERAGE YEARS	21.5	20.2	22.0	22.3	28.3	20.3	24.1	17.9	19.6	19.8	2.3	1.7	21.5	20.4	27.9	25.2

DEPARTMENT AVERAGE YEARS 21.0

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

PAY END NUMBER AND DATE: 07 MARCH 21, 2009

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
Y99 - CONFIDENTIAL																
00 - 05 YEARS	68	172	8	33	1	3	0	8	1	1	0	5	78	222	0	2
06 - 10 YEARS	55	256	10	29	0	3	1	4	0	5	0	1	66	298	0	0
11 - 15 YEARS	27	171	5	26	0	1	2	1	1	3	0	0	35	202	0	3
16 - 20 YEARS	18	171	3	30	0	2	2	7	0	6	0	0	23	216	0	6
21 - 25 YEARS	32	153	10	40	0	1	1	19	1	3	0	0	44	216	5	13
26 - 30 YEARS	14	167	2	31	1	2	0	11	1	1	0	0	18	212	2	12
31 - 35 YEARS	23	179	3	42	0	1	1	6	0	1	0	0	27	229	2	16
36 - 40 YEARS	6	54	1	8	0	0	1	1	0	0	0	0	8	63	0	4
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	243	1,326	42	239	2	13	8	57	4	20	0	6	299	1,661	9	56
MORE THAN 10 YEARS:	120	898	24	177	1	7	7	45	3	14	0	0	155	1,141	9	54
AVERAGE YEARS	13.8	18.1	15.1	19.4	16.5	15.0	21.1	20.6	17.5	16.3	0.0	2.3	14.2	18.2	25.7	26.1
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: 07 MARCH 21, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	3,764	4,776	536	1,582	58	42	135	210	87	122	79	68	4,659	6,800	23	21
06- 10 YEARS	4,380	3,884	481	1,460	53	32	110	164	79	75	2	2	5,105	5,617	21	24
11- 15 YEARS	3,932	2,741	441	891	95	53	119	107	49	58	0	1	4,636	3,851	35	48
16- 20 YEARS	3,208	2,225	342	689	63	33	105	129	46	50	0	0	3,764	3,126	142	165
21- 25 YEARS	2,979	1,945	538	764	67	30	109	111	45	38	0	0	3,738	2,888	228	153
26- 30 YEARS	1,137	1,738	255	718	20	27	42	73	15	26	0	1	1,469	2,583	113	181
31- 35 YEARS	1,302	1,574	154	505	19	11	35	39	12	6	0	0	1,522	2,135	121	128
36- 40 YEARS	345	309	29	111	2	1	13	6	5	1	0	0	394	428	37	25
MORE THAN 40 YEARS	43	32	4	8	1	0	1	2	4	0	0	0	53	42	6	4
STATEWIDE TOTAL	21,090	19,224	2,780	6,728	378	229	669	841	342	376	81	72	25,340	27,470	726	749
MORE THAN 10 YEARS	12,946	10,564	1,763	3,686	267	155	424	467	176	179	0	2	15,576	15,053	682	704
AVERAGE YEARS	14.7	14.2	15.4	14.5	15.3	15.2	15.0	13.9	13.1	11.7	1.2	1.6	14.8	14.2	23.9	23.8
STATEWIDE TOTAL AVERAGE YEARS	14.5															

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay Period Ending: March 21, 2009

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	1,307	2.5 %	45.1	\$23.83	966	73.9 %
A31 - LABOR AND TRADES	2,499	4.7 %	48.5	\$21.43	1,926	77.1 %
C12 - SECURITY	8,751	16.5 %	43.2	\$23.03	7,347	84.0 %
E42 - HUMAN SERVICES SUPPORT	971	1.8 %	44.9	\$21.16	532	54.8 %
H21 - SCIENTIFIC & ENGINEERING	2,262	4.3 %	44.3	\$31.12	1,671	73.9 %
L32 - TECHNICAL	1,016	1.9 %	44.5	\$22.84	724	71.3 %
T01 - STATE POLICE ENLISTED	1,583	3.0 %	40.8	\$30.15	1,443	91.2 %
U11 - INSTITUTIONAL	2,262	4.3 %	46.7	\$19.66	1,622	71.7 %
W22 - HUMAN SERVICES	9,911	18.7 %	45.6	\$25.23	6,794	68.6 %
W41 - ADMINISTRATIVE SUPPORT	7,175	13.5 %	47.1	\$19.88	5,124	71.4 %
Y00 - NON-SPECIFIED	23	0.0 %	23.1	\$13.70	0	
Y23 - BUSINESS & ADMINISTRATION	4,780	9.0 %	47.0	\$30.33	3,618	75.7 %
Y50 - PENDING UNIT ASSIGNMENT	4	0.0 %	50.0	\$22.87	4	100.0 %
Y51 - SUPERVISORY	6,428	12.1 %	49.8	\$32.20	6,090	94.7 %
Y52 - NONCAREER	267	0.5 %	25.9	\$13.79	2	0.7 %
Y98 - MANAGERIAL	1,763	3.3 %	52.0	\$46.42	1,536	87.1 %
Y99 - CONFIDENTIAL	1,962	3.7 %	48.2	\$26.78	1,625	82.8 %
STATEWIDE TOTAL	52,964	100.0 %	46.2	\$25.98	41,024	77.5 %

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

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

PAY PERIOD ENDING Mar 21, 2009

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	1,261	848	67 %	303	24 %	16	1 %	1,167	93 %	13	1 %	6	0 %	1,191	94 %
A31	LABOR AND TRADES	2,380	1,350	57 %	870	37 %	15	1 %	2,225	93 %	9	0 %	5	0 %	2,253	95 %
C12	SECURITY	8,751	5,582	64 %	2,796	32 %	40	0 %	8,282	95 %	164	2 %	18	0 %	8,462	97 %
E42	HUMAN SERVICES SUPPORT	971	570	59 %	331	34 %	8	1 %	870	90 %	43	4 %	8	1 %	924	95 %
H21	SCIENTIFIC & ENGINEERING	2,260	1,141	50 %	976	43 %	24	1 %	2,100	93 %	44	2 %	8	0 %	2,164	96 %
L32	TECHNICAL	977	533	55 %	390	40 %	12	1 %	920	94 %	22	2 %	2	0 %	947	97 %
T01	STATE POLICE ENLISTED	1,583	1,436	91 %	114	7 %	4	0 %	1,553	98 %	3	0 %	1	0 %	1,558	98 %
U11	INSTITUTIONAL	2,240	1,409	63 %	710	32 %	7	0 %	2,098	94 %	37	2 %	3	0 %	2,142	96 %
W22	HUMAN SERVICES	9,876	5,422	55 %	3,724	38 %	89	1 %	8,983	91 %	321	3 %	37	0 %	9,374	95 %
W41	ADMINISTRATIVE SUPPORT	6,765	2,878	43 %	3,374	50 %	73	1 %	6,122	90 %	223	3 %	18	0 %	6,383	94 %
Y23	BUSINESS & ADMINISTRATION	4,770	1,836	38 %	2,517	53 %	66	1 %	4,307	90 %	145	3 %	17	0 %	4,480	94 %
Y50	PENDING UNIT ASSIGNMENT	4	2	50 %	2	50 %	0	0 %	4	100 %	0	0 %	0	0 %	4	100 %
Y51	SUPERVISORY	6,428	3,549	55 %	2,455	38 %	60	1 %	5,973	93 %	124	2 %	8	0 %	6,105	95 %
Y98	MANAGERIAL	1,763	872	49 %	779	44 %	16	1 %	1,664	94 %	21	1 %	6	0 %	1,694	96 %
Y99	CONFIDENTIAL	1,949	695	36 %	1,045	54 %	21	1 %	1,744	89 %	48	2 %	2	0 %	1,795	92 %
STATEWIDE TOTALS:		51,978	28,123	54 %	20,386	39 %	451	1 %	48,012	92 %	1,217	2 %	139	0 %	49,476	95 %

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

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

PAY PERIOD ENDING Mar 21, 2009

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha		United of Omaha Reduced Life		Reliastar	
A02	SAFETY & REGULATORY	1,261	1,101	87 %	85	7 %	1,194	95 %	68	5 %	82	7 %
A31	LABOR AND TRADES	2,380	2,140	90 %	13	1 %	2,291	96 %	84	4 %	17	1 %
C12	SECURITY	8,751	8,261	94 %	0	0 %	8,477	97 %	273	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	971	764	79 %	0	0 %	909	94 %	62	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,260	1,915	85 %	31	1 %	2,086	92 %	170	8 %	22	1 %
L32	TECHNICAL	977	833	85 %	27	3 %	901	92 %	70	7 %	17	2 %
T01	STATE POLICE ENLISTED	1,583	1,559	98 %	1,053	67 %	1,536	97 %	42	3 %	1,118	71 %
U11	INSTITUTIONAL	2,240	2,049	91 %	2	0 %	2,165	97 %	75	3 %	0	0 %
W22	HUMAN SERVICES	9,876	8,759	89 %	1	0 %	9,329	94 %	545	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,765	6,027	89 %	148	2 %	6,404	95 %	333	5 %	114	2 %
Y23	BUSINESS & ADMINISTRATION	4,770	4,103	86 %	64	1 %	4,477	94 %	283	6 %	46	1 %
Y50	PENDING UNIT ASSIGNMENT	4	4	100 %	0	0 %	3	75 %	1	25 %	0	0 %
Y51	SUPERVISORY	6,428	6,176	96 %	201	3 %	6,232	97 %	192	3 %	192	3 %
Y98	MANAGERIAL	1,763	1,594	90 %	32	2 %	1,684	96 %	76	4 %	39	2 %
Y99	CONFIDENTIAL	1,949	1,758	90 %	19	1 %	1,845	95 %	101	5 %	17	1 %
STATEWIDE TOTALS:		51,978	47,043	91 %	1,676	3 %	49,533	95 %	2,375	5 %	1,664	3 %

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

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 07 Ending March 21, 2009

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	538	46	28	0	0	227	21	0	0	0	84	406
ATTORNEY GENERAL	11	503	28	1	0	0	0	0	0	0	0	92	121
AUDITOR GENERAL	03	138	0	2	0	0	0	0	0	0	0	1	3
CIVIL RIGHTS	15	120	0	0	0	0	0	0	0	0	55	17	72
CIVIL SERVICE COMMISSION	19	540	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,167	38	104	194	0	146	47	0	997	716	611	2,853
CORRECTIONS	47	15,838	7	748	8,487	0	10	112	0	555	2,191	1,089	13,199
EDUCATION	31	414	2	11	0	3	0	1	0	28	127	84	256
ENVIRONMENTAL QUALITY	76	1,367	30	2	0	0	800	48	0	0	1	191	1,072
EXECUTIVE OFFICE	01	48	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	232	15	33	0	0	11	2	0	0	49	53	163
HUMAN SERVICES	43	10,261	177	54	1	55	4	0	0	166	6,288	1,396	8,141
INFORMATION TECHNOLOGY	08	1,775	0	28	0	0	3	51	0	0	0	256	338
LABOR & ECONOMIC GROWTH	64	4,236	256	43	0	913	94	7	0	22	409	740	2,484
MANAGEMENT & BUDGET	07	1,016	3	281	0	0	35	12	0	0	2	146	479
MILITARY AFFAIRS	51	940	32	163	0	0	21	15	0	462	27	52	772
NATURAL RESOURCES	75	1,648	431	133	0	0	260	157	0	7	30	198	1,216
STATE	23	1,570	21	19	0	0	0	1	0	0	1	1,009	1,051
STATE POLICE	55	2,655	150	25	0	0	86	33	1,574	5	0	286	2,159
STRATEGIC FUND	07	254	0	34	0	0	0	1	0	0	0	84	119
TRANSPORTATION	59	3,014	55	767	0	0	562	505	0	0	3	244	2,136
TREASURY	27	1,546	11	8	0	0	2	1	0	0	2	536	560
Grand Total:		52,820	1,302	2,484	8,682	971	2,261	1,014	1,574	2,242	9,901	7,169	37,600

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

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 07 Ending March 21, 2009

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	538	28	12	20	3	0	69	132
ATTORNEY GENERAL	11	503	37	46	289	0	0	10	382
AUDITOR GENERAL	03	138	0	62	34	5	0	34	135
CIVIL RIGHTS	15	120	2	21	11	1	0	13	48
CIVIL SERVICE COMMISSION	19	540	1	440	62	10	4	23	540
COMMUNITY HEALTH	39	4,167	477	106	184	13	2	532	1,314
CORRECTIONS	47	15,838	172	166	149	2	0	2,150	2,639
EDUCATION	31	414	70	28	21	2	1	36	158
ENVIRONMENTAL QUALITY	76	1,367	60	23	21	19	1	171	295
EXECUTIVE OFFICE	01	48	0	47	0	1	0	0	48
HISTORY ARTS AND LIBRARIES	25	232	20	9	18	0	0	22	69
HUMAN SERVICES	43	10,261	490	270	181	0	6	1,173	2,120
INFORMATION TECHNOLOGY	08	1,775	1,067	56	99	39	11	165	1,437
LABOR & ECONOMIC GROWTH	64	4,236	898	179	219	90	0	366	1,752
MANAGEMENT & BUDGET	07	1,016	189	145	74	16	2	111	537
MILITARY AFFAIRS	51	940	25	18	15	0	0	110	168
NATURAL RESOURCES	75	1,648	77	33	51	6	0	265	432
STATE	23	1,570	137	62	47	8	0	265	519
STATE POLICE	55	2,655	117	30	46	7	0	296	496
STRATEGIC FUND	07	254	65	25	22	0	0	23	135
TRANSPORTATION	59	3,014	223	121	90	36	0	408	878
TREASURY	27	1,546	624	61	110	18	0	173	986
Grand Total:		52,820	4,779	1,960	1,763	276	27	6,415	15,220

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

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

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

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.