

ANNUAL WORKFORCE REPORT

Third 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
Third Quarter FY 2008-09

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.8
Average Annual Salary ¹	\$53,098
Average Years of Service	14.1

WORK FORCE CHARACTERISTICS

Females	51.8%
Males.....	48.2%
Eligible for Longevity	74.6%
Less than Six Years of Service	24.7%
Six to Ten Years of Service.....	19.3%
Over Ten Years of Service.....	56.0%
Exclusively Represented for Collective Bargaining.....	71.9%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.4%
Black	17.5%
Hispanic	2.8%
White	76.8%
Not Disclosed	0.4%

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

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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 14 Jun 27, 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	443.0	2.0	21.0	16.0	6.0	47.0	535.0	0.0	535.0
AGRICULTURE		443.0	2.0	21.0	16.0	6.0	47.0	535.0	0.0	535.0
ATY GNRL CENTRAL OFFICE	1101	453.0	1.0	0.0	11.0	0.0	0.0	465.0	0.0	465.0
PACC	1102	8.0	0.0	0.0	3.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		461.0	1.0	0.0	14.0	0.0	0.0	476.0	0.0	476.0
LEGISLATIVE AUDITOR GENERAL	0301	107.0	0.0	14.0	13.0	0.0	8.0	142.0	0.0	142.0
AUDITOR GENERAL		107.0	0.0	14.0	13.0	0.0	8.0	142.0	0.0	142.0
CIV RGHT CENTRAL OFFICE	1501	95.0	0.0	0.0	2.0	0.0	0.0	97.0	0.0	97.0
CIVIL RIGHTS		95.0	0.0	0.0	2.0	0.0	0.0	97.0	0.0	97.0
CIVIL SERVICE COMMISSION	1901	505.0	4.0	0.0	6.0	1.0	13.0	529.0	2.0	527.0
CIVIL SERVICE COMMISSION		505.0	4.0	0.0	6.0	1.0	13.0	529.0	2.0	527.0
DCH-CARO CENTER	3902	367.0	1.0	1.0	4.0	0.0	4.0	377.0	0.0	377.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,559.0	5.0	9.0	27.0	0.0	62.0	1,662.0	1.5	1,660.5
DCH-CTR FORENSIC PSYCHIATRY	3920	500.0	2.0	0.0	1.0	0.0	4.0	507.0	0.0	507.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	168.0	3.0	0.0	15.0	0.0	4.0	190.0	0.0	190.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	269.0	2.0	0.0	1.0	0.0	0.0	272.0	0.0	272.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	415.0	6.0	0.0	50.0	0.0	2.0	473.0	0.0	473.0
DCH - MT. PLEASANT CENTER	3912	210.0	0.0	1.0	1.0	0.0	0.0	212.0	0.0	212.0
DCH-OFFICE OF SERVICES TO TH	3970	30.0	0.0	1.0	1.0	0.0	0.0	32.0	0.0	32.0
DCH-WALTER P. REUTHER PSY HOSP	3945	393.0	0.0	0.0	6.0	0.0	0.0	399.0	0.0	399.0
COMMUNITY HEALTH		3,911.0	19.0	12.0	106.0	0.0	76.0	4,124.0	1.5	4,122.5
DOC-ADRIAN/GUS HARRISON FAC	4729	527.0	0.0	0.0	1.0	0.0	0.0	528.0	0.0	528.0
DOC-ALGER MAX SECURITY CORRECT	4735	319.0	0.0	0.0	1.0	0.0	0.0	320.0	0.0	320.0
DOC-BARAGA FACILITY	4740	388.0	2.0	0.0	1.0	0.0	1.0	392.0	0.0	392.0
DOC-BELLAMY CREEK FACILITY	4748	468.0	0.0	0.0	1.0	0.0	0.0	469.0	0.0	469.0

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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 14 Jun 27, 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 FAC/T/MUSKEGON TEMP	4730	545.0	1.0	0.0	2.0	0.0	0.0	548.0	0.0	548.0
DOC-CARSON CITY FAC/CARSON CIT	4731	530.0	0.0	0.0	3.0	0.0	0.0	533.0	0.0	533.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	552.0	0.0	0.0	1.0	0.0	3.0	556.0	0.0	556.0
DOC-COOPER STREET FACILITY	4752	452.0	0.0	0.0	4.0	0.0	0.0	456.0	0.0	456.0
DOC-CORRECTN CENTRAL OFFICE	4702	482.0	0.0	0.0	39.0	0.0	38.0	559.0	0.0	559.0
DOC-COTTON FACILITY	4720	458.0	0.0	0.0	1.0	0.0	0.0	459.0	0.0	459.0
DOC-CRANE FACILITY	4716	261.0	0.0	0.0	0.0	0.0	0.0	261.0	0.0	261.0
DOC-EGELER FACILITY	4727	612.0	0.0	0.0	0.0	0.0	0.0	612.0	0.0	612.0
DOC-FIELD OPERATION REGION III	4763	888.0	9.0	2.0	4.0	0.0	0.0	903.0	0.0	903.0
DOC-FIELD OPERATIONS REGION I	4761	835.0	1.0	2.0	1.0	0.0	0.0	839.0	0.0	839.0
DOC-HANDLON MI TRAINING UNT	4705	320.0	0.0	0.0	0.0	0.0	0.0	320.0	0.0	320.0
DOC-HURON VALLEY CORR COMPLEX	4715	654.0	5.0	0.0	7.0	0.0	0.0	666.0	0.0	666.0
DOC-IONIA MAXIMUM FACILITY	4724	314.0	0.0	0.0	1.0	0.0	0.0	315.0	0.0	315.0
DOC-JACKSON CENTRAL REGION	4750	129.0	0.0	0.0	0.0	0.0	0.0	129.0	0.0	129.0
DOC-KINROSS/HIAWATHA FACILITY	4712	562.0	0.0	0.0	1.0	0.0	0.0	563.0	0.0	563.0
DOC-LAKELAND MENS FACILITY	4718	297.0	0.0	0.0	0.0	0.0	0.0	297.0	0.0	297.0
DOC-MACOMB FACILITY	4741	330.0	0.0	0.0	1.0	0.0	0.0	331.0	0.0	331.0
DOC-MARQUETTE BRANCH PRISON	4706	400.0	0.0	0.0	1.0	0.0	1.0	402.0	0.0	402.0
DOC-MAXEY CORRECTIONAL	4749	144.0	0.0	0.0	1.0	0.0	0.0	145.0	0.0	145.0
DOC-MICHIGAN REFORMATORY	4707	344.0	0.0	0.0	2.0	0.0	3.0	349.0	0.0	349.0
DOC-MICHIGAN STATE INDUSTRIES	4709	167.0	0.0	0.0	2.0	0.0	1.0	170.0	0.0	170.0
DOC-MID MICHIGAN FACILITY	4733	576.0	0.0	0.0	1.0	0.0	0.0	577.0	0.0	577.0
DOC-MOUND FACILITY	4737	340.0	1.0	0.0	2.0	0.0	0.0	343.0	0.0	343.0
DOC-MUSKEGON FACILITY	4704	252.0	0.0	0.0	1.0	0.0	0.0	253.0	0.0	253.0
DOC-NEWBERRY FACILITY	4743	279.0	0.0	0.0	1.0	0.0	1.0	281.0	0.0	281.0

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DOC-OAKS FACILITY	4739	337.0	1.0	0.0	1.0	0.0	0.0	339.0	0.0	339.0
DOC-OJIBWAY FACILITY	4746	269.0	1.0	0.0	1.0	0.0	4.0	275.0	0.0	275.0
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	243.0	0.0	0.0	1.0	0.0	0.0	244.0	0.0	244.0
DOC-PUGSLEY FACILITY	4745	245.0	1.0	0.0	0.0	0.0	0.0	246.0	0.0	246.0
DOC-RYAN FACILITY	4738	349.0	0.0	0.0	2.0	0.0	0.0	351.0	0.0	351.0
DOC-SAGINAW FACILITY	4742	356.0	4.0	0.0	1.0	0.0	0.0	361.0	0.0	361.0
DOC-SCOTT FACILITY	4721	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
DOC-STANDISH MAXIMUM FACILITY	4734	405.0	1.0	0.0	1.0	0.0	1.0	408.0	0.0	408.0
DOC-THUMB FACILITY	4725	334.0	0.0	0.0	4.0	0.0	0.0	338.0	0.0	338.0
IONIA REGIONAL OFFICE	4711	113.0	0.0	0.0	0.0	0.0	0.0	113.0	0.0	113.0
REGION I CFA REGIONAL OFFICE	4714	53.0	0.0	0.0	4.0	0.0	0.0	57.0	0.0	57.0
CORRECTIONS		15,444.0	27.0	5.0	95.0	0.0	53.0	15,624.0	0.0	15,624.0
EDUCATION	3103	293.0	7.0	4.0	28.0	81.0	5.0	418.0	1.0	417.0
EDUCATION		293.0	7.0	4.0	28.0	81.0	5.0	418.0	1.0	417.0
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,282.0	7.0	15.0	29.0	0.0	25.0	1,358.0	4.0	1,354.0
ENVIRONMENTAL QUALITY		1,282.0	7.0	15.0	29.0	0.0	25.0	1,358.0	4.0	1,354.0
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	43.0	0.0	8.0	51.0	0.0	51.0
EXECUTIVE OFFICE		0.0	0.0	0.0	43.0	0.0	8.0	51.0	0.0	51.0
HISTORY ARTS AND LIBRARIES	2501	151.0	1.0	4.0	6.0	19.0	59.0	240.0	2.0	238.0
HISTORY ARTS AND LIBRARIES		151.0	1.0	4.0	6.0	19.0	59.0	240.0	2.0	238.0
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	155.0	0.0	0.0	7.0	0.0	0.0	162.0	0.0	162.0
DHS-COUNTIES	4308	2,292.0	2.0	1.0	136.0	24.0	0.0	2,455.0	2.0	2,453.0

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DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,737.0	4.0	20.0	62.0	3.0	7.0	1,833.0	3.0	1,830.0
DHS-GENESEE COUNTY	4302	535.0	0.0	0.0	32.0	0.0	0.0	567.0	0.0	567.0
DHS-INGHAM COUNTY	4312	217.0	0.0	0.0	11.0	0.0	0.0	228.0	0.0	228.0
DHS - INSTITUTIONS	4307	120.0	1.0	23.0	9.0	0.0	0.0	153.0	0.0	153.0
DHS-JACKSON COUNTY	4315	128.0	0.0	0.0	10.0	0.0	0.0	138.0	0.0	138.0
DHS-KALAMAZOO COUNTY	4314	174.0	0.0	0.0	5.0	0.0	0.0	179.0	0.0	179.0
DHS-KENT COUNTY	4303	387.0	0.0	0.0	47.0	8.0	0.0	442.0	4.0	438.0
DHS-MACOMB COUNTY	4304	315.0	1.0	0.0	158.0	0.0	0.0	474.0	1.5	472.5
DHS-MAXEY TRAINING SCHOOL	4311	141.0	0.0	0.0	1.0	0.0	0.0	142.0	0.0	142.0
DHS-MUSKEGON COUNTY	4324	193.0	0.0	0.0	16.0	0.0	0.0	209.0	0.0	209.0
DHS-OAKLAND COUNTY	4305	491.0	0.0	2.0	31.0	0.0	0.0	524.0	0.0	524.0
DHS-SAGINAW COUNTY	4313	236.0	0.0	0.0	6.0	0.0	0.0	242.0	0.0	242.0
DHS-WASHTENAW	4325	136.0	0.0	0.0	7.0	0.0	0.0	143.0	0.0	143.0
DHS-WAYNE COUNTY DSS	4306	154.0	0.0	0.0	8.0	0.0	0.0	162.0	0.0	162.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	701.0	0.0	0.0	38.0	0.0	0.0	739.0	0.0	739.0
DHS-WAYNE COUNTY ZONE 3	4318	539.0	0.0	0.0	28.0	0.0	0.0	567.0	0.0	567.0
DHS-WAYNE COUNTY ZONE 4	4319	435.0	0.0	0.0	31.0	0.0	0.0	466.0	0.0	466.0
DHS-WAYNE COUNTY ZONE L	4316	391.0	0.0	0.0	23.0	0.0	0.0	414.0	0.0	414.0
HUMAN SERVICES		9,627.0	8.0	46.0	667.0	38.0	7.0	10,393.0	10.5	10,382.5
DEPT OF INFORMATION TECHNOLOGY	0801	1,703.0	6.0	1.0	26.0	0.0	66.0	1,802.0	0.0	1,802.0
INFORMATION TECHNOLOGY		1,703.0	6.0	1.0	26.0	0.0	66.0	1,802.0	0.0	1,802.0
DPT OF ENRGY/LABOR/ECNOMC GRTH	6401	3,411.0	14.0	8.0	436.0	46.0	88.0	4,003.0	3.5	3,999.5
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	272.0	8.0	3.0	2.0	0.0	35.0	320.0	0.0	320.0
LABOR & ECONOMIC GROWTH		3,699.0	22.0	11.0	439.0	46.0	123.0	4,340.0	3.5	4,336.5

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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	914.0	6.0	3.0	48.0	0.0	35.0	1,006.0	6.5	999.5
MANAGEMENT & BUDGET		914.0	6.0	3.0	49.0	0.0	35.0	1,007.0	6.5	1,000.5
D.J. JACOBETTI HOME FOR VETERA	5103	141.0	4.0	2.0	0.0	3.0	5.0	155.0	1.0	154.0
GRAND RAPIDS HOME FOR VETERANS	5102	440.0	1.0	9.0	0.0	16.0	9.0	475.0	0.0	475.0
MIL AFFR CENTRAL OFFICE	5101	238.0	0.0	8.0	15.0	30.0	38.0	329.0	0.0	329.0
MILITARY AFFAIRS		819.0	5.0	19.0	15.0	49.0	52.0	959.0	1.0	958.0
DEPARTMENT OF NATURAL RESOURCE	7501	1,281.0	1.0	63.0	20.0	284.0	1,449.0	3,098.0	1.0	3,097.0
NATURAL RESOURCES		1,281.0	1.0	63.0	20.0	284.0	1,449.0	3,098.0	1.0	3,097.0
DEPARTMENT OF STATE	2301	1,201.0	0.0	187.0	35.0	0.0	152.0	1,575.0	0.0	1,575.0
STATE		1,201.0	0.0	187.0	35.0	0.0	152.0	1,575.0	0.0	1,575.0
STATE POLICE	5501	2,494.0	38.0	5.0	31.0	0.0	6.0	2,574.0	1.5	2,572.5
STATE POLICE		2,494.0	38.0	5.0	31.0	0.0	6.0	2,574.0	1.5	2,572.5
STRATEGIC FUND	0740	157.0	3.0	12.0	22.0	0.0	65.0	259.0	0.0	259.0
STRATEGIC FUND		157.0	3.0	12.0	22.0	0.0	65.0	259.0	0.0	259.0
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	1.0	0.0	0.0	29.0	62.0	0.0	62.0
BRIDGE AUTHORITIES-MACKINAC	5902	47.0	0.0	24.0	7.0	0.0	9.0	87.0	0.0	87.0
TRANSPORTATION CENTRAL OFFICE	5901	2,674.0	17.0	13.0	57.0	24.0	394.0	3,179.0	5.5	3,173.5
TRANSPORTATION		2,753.0	17.0	38.0	64.0	24.0	432.0	3,328.0	5.5	3,322.5
BUREAU OF STATE LOTTERY	2795	169.0	0.0	0.0	0.0	0.0	19.0	188.0	0.0	188.0
GAMING CONTROL	2707	91.0	1.0	0.0	6.0	0.0	5.0	103.0	0.0	103.0
TREASURY CENTRAL PAYROLL	2701	1,222.0	5.0	10.0	30.0	0.0	18.0	1,285.0	0.0	1,285.0
TREASURY		1,482.0	6.0	10.0	36.0	0.0	42.0	1,576.0	0.0	1,576.0
STATEWIDE TOTAL		48,822.0	180.0	470.0	1,762.0	548.0	2,723.0	54,505.0	40.0	54,465.0

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

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2009 Appropriated (A)	FTE Positions 6/27/2009 (B)	FTE Positions 3/21/2009 (C)	Difference 6/27/2009 and 3/21/2009 (B-C)	Difference 6/27/2009 and Appropriated (B-A)
AGRICULTURE					
Regular	594.5	448.0	490.1	-42.2	-146.5
Overtime	0.0	0.0	1.9	-1.9	0.0
Total	594.5	448.0	492.0	-44.0	-146.5
ATTORNEY GENERAL					
Regular	537.0	426.8	498.6	-71.8	-110.2
Overtime	0.0	0.2	1.4	-1.2	0.2
Total	537.0	427.0	500.1	-73.1	-110.0
AUDITOR GENERAL					
Regular	0.0	136.7	134.7	2.0	136.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	136.7	134.7	2.0	136.7
CIVIL RIGHTS					
Regular	127.0	83.5	118.2	-34.7	-43.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	127.0	83.5	118.2	-34.7	-43.5
CIVIL SERVICE COMMISSION					
Regular	564.5	466.2	522.6	-56.4	-98.3
Overtime	0.0	0.4	1.4	-1.0	0.4
Total	564.5	466.7	524.0	-57.4	-97.8
COMMUNITY HEALTH					
Regular	4,602.7	3,782.1	4,122.3	-340.2	-820.6
Overtime	0.0	124.0	110.3	13.7	124.0
Total	4,602.7	3,906.1	4,232.7	-326.5	-696.6

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 6/27/2009 (B)	FTE Positions 3/21/2009 (C)	Difference 6/27/2009 and 3/21/2009 (B-C)	Difference 6/27/2009 and Appropriated (B-A)
CORRECTIONS					
Regular	17,087.0	15,028.7	15,832.0	-803.3	-2,058.3
Overtime	0.0	874.2	817.6	56.5	874.2
Total	17,087.0	15,902.9	16,649.7	-746.8	-1,184.1
EDUCATION					
Regular	482.5	314.1	405.9	-91.8	-168.4
Overtime	0.0	0.1	0.9	-0.9	0.1
Total	482.5	314.1	406.8	-92.7	-168.4
ENVIRONMENTAL QUALITY					
Regular	1,520.7	1,196.8	1,331.1	-134.3	-323.9
Overtime	0.0	2.0	1.6	0.4	2.0
Total	1,520.7	1,198.8	1,332.7	-133.9	-321.9
EXECUTIVE OFFICE					
Regular	74.2	42.0	44.1	-2.1	-32.2
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	42.0	44.1	-2.1	-32.2
HISTORY ARTS AND LIBRARIES					
Regular	226.0	191.1	192.2	-1.1	-34.9
Overtime	0.0	0.5	0.0	0.5	0.5
Total	226.0	191.6	192.2	-0.6	-34.4
HUMAN SERVICES					
Regular	10,395.8	9,337.3	10,175.6	-838.4	-1,058.5
Overtime	0.0	610.3	370.6	239.7	610.3
Total	10,395.8	9,947.6	10,546.2	-598.6	-448.2
INFORMATION TECHNOLOGY					
Regular	1,657.0	1,604.9	1,744.3	-139.4	-52.1
Overtime	0.0	7.0	36.6	-29.6	7.0
Total	1,657.0	1,611.9	1,780.9	-169.0	-45.1

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.

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2009 Appropriated (A)	FTE Positions 6/27/2009 (B)	FTE Positions 3/21/2009 (C)	Difference 6/27/2009 and 3/21/2009 (B-C)	Difference 6/27/2009 and Appropriated (B-A)
LABOR & ECONOMIC GROWTH					
Regular	4,300.0	3,992.0	4,143.6	-151.5	-308.0
Overtime	0.0	221.4	202.4	19.0	221.4
Total	4,300.0	4,213.5	4,346.0	-132.5	-86.5
MANAGEMENT & BUDGET					
Regular	859.5	900.1	998.4	-98.4	40.6
Overtime	0.0	7.2	11.3	-4.1	7.2
Total	859.5	907.3	1,009.7	-102.4	47.8
MILITARY AFFAIRS					
Regular	985.0	894.8	910.2	-15.4	-90.2
Overtime	0.0	17.6	16.3	1.2	17.6
Total	985.0	912.4	926.6	-14.2	-72.6
NATURAL RESOURCES					
Regular	2,167.9	2,618.7	1,537.6	1,081.1	450.8
Overtime	0.0	2.3	11.1	-8.9	2.3
Total	2,167.9	2,621.0	1,548.7	1,072.3	453.1
STATE					
Regular	1,809.0	1,374.0	1,479.1	-105.1	-435.0
Overtime	0.0	4.7	1.9	2.9	4.7
Total	1,809.0	1,378.7	1,481.0	-102.3	-430.3
STATE POLICE					
Regular	2,924.0	2,543.2	2,618.6	-75.4	-380.8
Overtime	0.0	123.4	115.8	7.7	123.4
Total	2,924.0	2,666.6	2,734.3	-67.7	-257.4
STRATEGIC FUND					
Regular	153.0	203.9	193.8	10.1	50.9
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	153.0	203.9	193.9	10.0	50.9

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 6/27/2009 (B)	FTE Positions 3/21/2009 (C)	Difference 6/27/2009 and 3/21/2009 (B-C)	Difference 6/27/2009 and Appropriated (B-A)
TRANSPORTATION					
Regular	3,008.3	2,962.3	2,930.6	31.8	-46.0
Overtime	0.0	194.5	74.7	119.8	194.5
Total	3,008.3	3,156.8	3,005.2	151.6	148.5
TREASURY					
Regular	1,837.5	1,403.4	1,522.3	-119.0	-434.1
Overtime	0.0	5.2	5.1	0.2	5.2
Total	1,837.5	1,408.6	1,527.4	-118.8	-428.9
STATEWIDE TOTALS					
Total Regular	55,913.1	49,950.7	51,946.0	-1,995.3	-5,962.4
Total Overtime	0.0	2,195.0	1,781.0	413.9	2,195.0
Grand Total	55,913.1	52,145.7	53,727.0	-1,581.3	-3,767.4

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to 2001, total overtime hours worked were multiplied by 1.5, then divided by 80. Overtime FTE's are not appropriated as a separate category.

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

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 3/21/09		Pay Period Ending 6/27/09	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	538.0	1.0%	535.0	1.0%
Attorney General	503.0	1.0%	476.0	0.9%
Auditor General	138.0	0.3%	142.0	0.3%
Civil Rights	120.0	0.2%	97.0	0.2%
Civil Service Commission	538.0	1.0%	527.0	1.0%
Community Health	4,165.5	7.9%	4,122.5	7.6%
Corrections	15,838.0	30.0%	15,624.0	28.7%
Education	413.0	0.8%	417.0	0.8%
Environmental Quality	1,362.5	2.6%	1,354.0	2.5%
Executive Office	48.0	0.1%	51.0	0.1%
History Arts and Libraries	230.0	0.4%	238.0	0.4%
Human Services	10,250.0	19.4%	10,382.5	19.1%
Information Technology	1,775.0	3.4%	1,802.0	3.3%
Labor and Economic Growth	4,222.0	8.0%	4,336.5	8.0%
Management and Budget	1,010.5	1.9%	1,000.5	1.8%
Military & Veterans Affairs	939.0	1.8%	958.0	1.8%
Natural Resources	1,647.0	3.1%	3,097.0	5.7%
State	1,570.0	3.0%	1,575.0	2.9%
State Police	2,653.5	5.0%	2,572.5	4.7%
Strategic Fund	254.0	0.5%	259.0	0.5%
Transportation	3,008.5	5.7%	3,322.5	6.1%
Treasury	1,546.0	2.9%	1,576.0	2.9%
TOTAL	52,769.5	100.0%	54,465.0	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: 06/27/2009

Department	Current Period Number of Employees
AGRICULTURE	525.0
ATTORNEY GENERAL	476.0
AUDITOR GENERAL	134.0
CIVIL RIGHTS	97.0
CIVIL SERVICE COMMISSION	521.0
COMMUNITY HEALTH	4,052.5
CORRECTIONS	15,585.0
EDUCATION	412.0
ENVIRONMENTAL QUALITY	1,329.0
EXECUTIVE OFFICE	46.0
HISTORY ARTS AND LIBRARIES	179.0
HUMAN SERVICES	10,376.5
INFORMATION TECHNOLOGY	1,736.0
LABOR & ECONOMIC GROWTH	4,213.5
MANAGEMENT & BUDGET	965.5
MILITARY AFFAIRS	920.0
NATURAL RESOURCES	1,685.0
STATE	1,423.0
STATE POLICE	2,566.5
STRATEGIC FUND	194.0
TRANSPORTATION	2,890.5
TREASURY	1,534.0
Sum:	51,861.0

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	20	532.2
ATTORNEY GENERAL	20	500.4
AUDITOR GENERAL	20	135.5
CIVIL RIGHTS	20	117.0
CIVIL SERVICE COMMISSION	20	528.1
COMMUNITY HEALTH	20	4,097.9
CORRECTIONS	20	15,859.2
EDUCATION	20	404.0
ENVIRONMENTAL QUALITY	20	1,331.9
EXECUTIVE OFFICE	20	46.3
HISTORY ARTS AND LIBRARIES	20	183.2
HUMAN SERVICES	20	10,088.8
INFORMATION TECHNOLOGY	20	1,701.5
LABOR & ECONOMIC GROWTH	20	3,995.4
MANAGEMENT & BUDGET	20	968.6
MILITARY AFFAIRS	20	927.4
NATURAL RESOURCES	20	1,584.3
STATE	20	1,456.9
STATE POLICE	20	2,642.1
STRATEGIC FUND	20	191.9
TRANSPORTATION	20	2,892.5
TREASURY	20	1,515.1
Sum:		51,699.9

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 98% of all non-career appointments at this time. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: June 27, 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	535	1.0 %	47.7	\$27.79	407	76.1 %
ATTORNEY GENERAL	476	0.9 %	48.0	\$37.21	324	68.1 %
AUDITOR GENERAL	142	0.3 %	40.9	\$35.48	113	79.6 %
CIVIL RIGHTS	97	0.2 %	50.1	\$30.44	92	94.8 %
CIVIL SERVICE COMMISSION	529	1.0 %	48.5	\$28.99	463	87.5 %
COMMUNITY HEALTH	4,151	7.6 %	48.8	\$27.22	3,038	73.2 %
CORRECTIONS	15,713	28.7 %	45.1	\$24.71	13,151	83.7 %
EDUCATION	418	0.8 %	49.3	\$29.88	245	58.6 %
ENVIRONMENTAL QUALITY	1,358	2.5 %	47.9	\$30.11	1,135	83.6 %
EXECUTIVE OFFICE	51	0.1 %	36.5	\$24.23	14	27.5 %
HISTORY ARTS AND LIBRARIES	240	0.4 %	45.6	\$23.00	150	62.5 %
HUMAN SERVICES	10,402	19.0 %	46.5	\$24.08	7,683	73.9 %
INFORMATION TECHNOLOGY	1,802	3.3 %	46.9	\$31.02	1,331	73.9 %
LABOR & ECONOMIC GROWTH	4,341	7.9 %	46.9	\$26.50	2,864	66.0 %
MANAGEMENT & BUDGET	1,007	1.8 %	47.5	\$27.44	808	80.2 %
MILITARY AFFAIRS	961	1.8 %	47.1	\$22.73	697	72.5 %
NATURAL RESOURCES	3,103	5.7 %	40.2	\$17.66	1,280	41.3 %
STATE	1,576	2.9 %	47.9	\$22.74	1,238	78.6 %
STATE POLICE	2,583	4.7 %	43.7	\$29.70	2,312	89.5 %
STRATEGIC FUND	259	0.5 %	47.9	\$24.31	143	55.2 %
TRANSPORTATION	3,337	6.1 %	43.0	\$25.57	2,252	67.5 %
TREASURY	1,576	2.9 %	46.2	\$27.20	1,060	67.3 %
STATEWIDE TOTALS:	54,657	100.0 %	45.8	\$25.43	40,800	74.6 %

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 06/27/2009

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	488	244	50 %	215	44 %	4	1 %	451	92 %	10	2 %	2	0 %	466	95 %
ATTORNEY GENERAL	476	216	45 %	217	46 %	4	1 %	442	93 %	7	1 %	2	0 %	451	95 %
AUDITOR GENERAL	134	31	23 %	81	60 %	5	4 %	115	86 %	5	4 %	0	0 %	122	91 %
CIVIL RIGHTS	97	59	61 %	33	34 %	3	3 %	95	98 %	1	1 %	0	0 %	96	99 %
CIVIL SERVICE COMMISSION	516	173	34 %	285	55 %	6	1 %	467	91 %	10	2 %	1	0 %	479	93 %
COMMUNITY HEALTH	4,075	2,273	56 %	1,517	37 %	36	1 %	3,742	92 %	111	3 %	10	0 %	3,876	95 %
CORRECTIONS	15,660	9,469	60 %	5,254	34 %	82	1 %	14,588	93 %	288	2 %	33	0 %	14,916	95 %
EDUCATION	413	193	47 %	166	40 %	6	1 %	361	87 %	6	1 %	7	2 %	376	91 %
ENVIRONMENTAL QUALITY	1,333	551	41 %	690	52 %	15	1 %	1,241	93 %	21	2 %	2	0 %	1,267	95 %
EXECUTIVE OFFICE	43	17	40 %	18	42 %	0	0 %	38	88 %	1	2 %	0	0 %	40	93 %
HISTORY ARTS AND LIBRARIES	181	90	50 %	77	43 %	2	1 %	167	92 %	3	2 %	0	0 %	170	94 %
HUMAN SERVICES	10,395	5,480	53 %	4,207	40 %	86	1 %	9,480	91 %	366	4 %	25	0 %	9,886	95 %
INFORMATION TECHNOLOGY	1,736	623	36 %	978	56 %	20	1 %	1,550	89 %	71	4 %	5	0 %	1,629	94 %
LABOR & ECONOMIC GROWTH	4,218	1,932	46 %	1,959	46 %	56	1 %	3,803	90 %	168	4 %	18	0 %	4,009	95 %
MANAGEMENT & BUDGET	972	294	30 %	607	62 %	9	1 %	894	92 %	16	2 %	1	0 %	915	94 %
MILITARY AFFAIRS	909	395	43 %	457	50 %	10	1 %	864	95 %	4	0 %	2	0 %	874	96 %
NATURAL RESOURCES	1,654	1,119	68 %	401	24 %	22	1 %	1,529	92 %	8	0 %	11	1 %	1,559	94 %
STATE	1,424	680	48 %	653	46 %	20	1 %	1,332	94 %	31	2 %	6	0 %	1,372	96 %
STATE POLICE	2,577	1,931	75 %	526	20 %	14	1 %	2,467	96 %	20	1 %	3	0 %	2,494	97 %
STRATEGIC FUND	194	90	46 %	82	42 %	7	4 %	174	90 %	6	3 %	2	1 %	183	94 %
TRANSPORTATION	2,906	1,556	54 %	1,163	40 %	38	1 %	2,730	94 %	35	1 %	6	0 %	2,781	96 %
TREASURY	1,534	548	36 %	865	56 %	21	1 %	1,390	91 %	53	3 %	5	0 %	1,453	95 %
STATEWIDE TOTALS:	51,935	27,964	54 %	20,451	39 %	466	1 %	47,920	92 %	1,241	2 %	141	0 %	49,414	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 06/27/2009

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	488	420	86 %	0	0 %	461	94 %	27	6 %	0	0 %
ATTORNEY GENERAL	476	375	79 %	0	0 %	453	95 %	21	4 %	0	0 %
AUDITOR GENERAL	134	117	87 %	0	0 %	119	89 %	15	11 %	0	0 %
CIVIL RIGHTS	97	91	94 %	0	0 %	88	91 %	9	9 %	0	0 %
CIVIL SERVICE COMMISSION	516	492	95 %	4	1 %	499	97 %	17	3 %	6	1 %
COMMUNITY HEALTH	4,075	3,670	90 %	0	0 %	3,856	95 %	215	5 %	0	0 %
CORRECTIONS	15,660	14,716	94 %	0	0 %	15,131	97 %	469	3 %	0	0 %
EDUCATION	413	303	73 %	0	0 %	384	93 %	28	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,333	1,172	88 %	0	0 %	1,242	93 %	89	7 %	0	0 %
EXECUTIVE OFFICE	43	15	35 %	0	0 %	37	86 %	6	14 %	0	0 %
HISTORY ARTS AND LIBRARIES	181	143	79 %	0	0 %	165	91 %	16	9 %	0	0 %
HUMAN SERVICES	10,395	9,324	90 %	0	0 %	9,851	95 %	539	5 %	0	0 %
INFORMATION TECHNOLOGY	1,736	1,414	81 %	38	2 %	1,647	95 %	85	5 %	35	2 %
LABOR & ECONOMIC GROWTH	4,218	3,513	83 %	1	0 %	3,957	94 %	255	6 %	3	0 %
MANAGEMENT & BUDGET	972	884	91 %	1	0 %	917	94 %	53	5 %	1	0 %
MILITARY AFFAIRS	909	778	86 %	0	0 %	867	95 %	31	3 %	0	0 %
NATURAL RESOURCES	1,654	1,423	86 %	0	0 %	1,573	95 %	78	5 %	0	0 %
STATE	1,424	1,289	91 %	0	0 %	1,351	95 %	72	5 %	0	0 %
STATE POLICE	2,577	2,449	95 %	1,562	61 %	2,420	94 %	100	4 %	1,551	60 %
STRATEGIC FUND	194	162	84 %	0	0 %	180	93 %	14	7 %	0	0 %
TRANSPORTATION	2,906	2,554	88 %	0	0 %	2,749	95 %	151	5 %	0	0 %
TREASURY	1,534	1,324	86 %	0	0 %	1,444	94 %	88	6 %	0	0 %
STATEWIDE TOTALS:	51,935	46,628	90 %	1,606	3 %	49,391	95 %	2,378	5 %	1,596	3 %

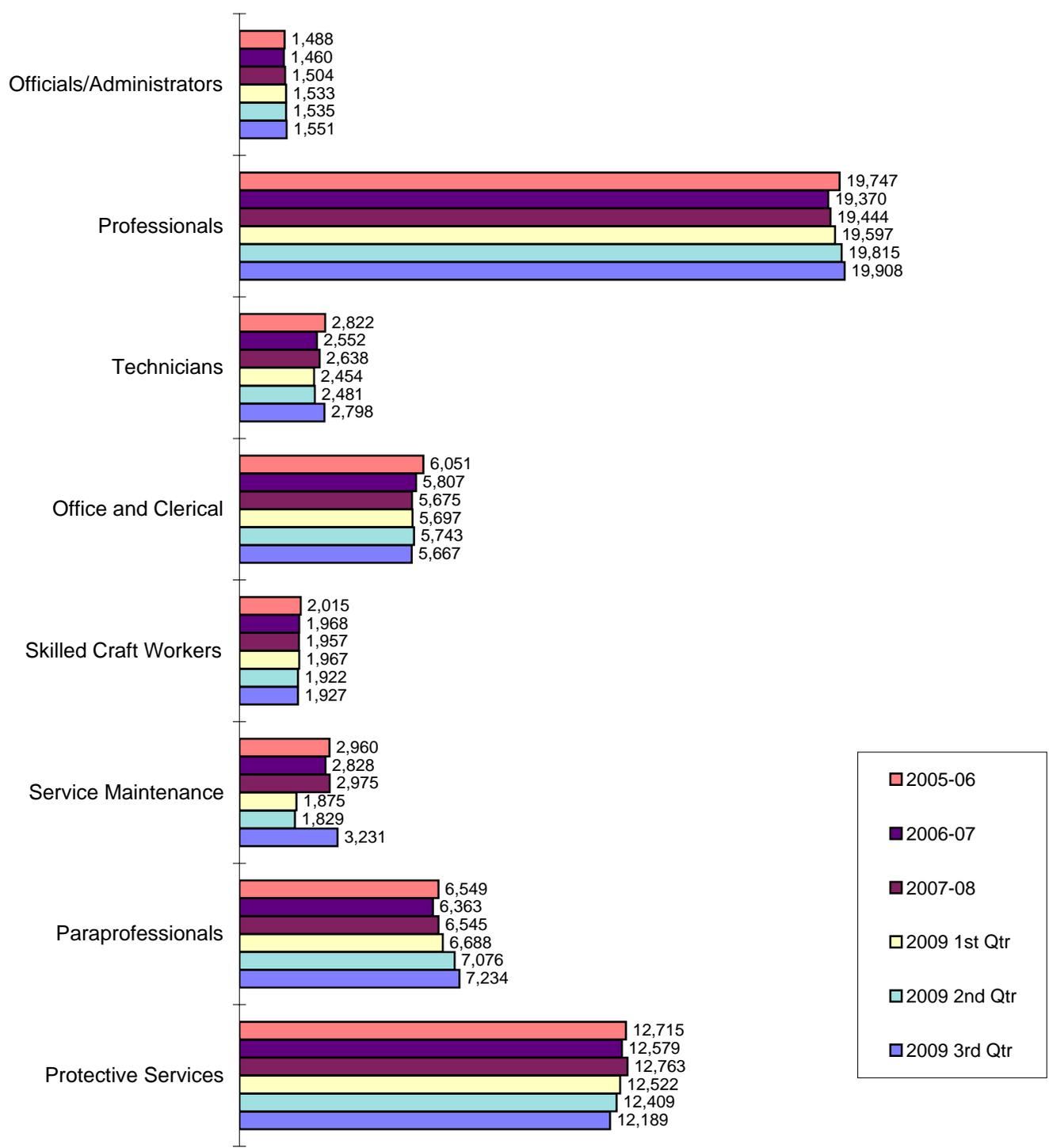
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

Age Distribution for Classified Employees by Department
Pay Period Ending: June 27, 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	2	19	19	47	41	55	100	100	95	44	9	4	535
ATTORNEY GENERAL	0	5	31	36	49	57	66	88	82	51	11	0	476
AUDITOR GENERAL	0	11	15	17	22	21	25	17	10	4	0	0	142
CIVIL RIGHTS	0	0	0	7	13	12	11	14	25	13	2	0	97
CIVIL SERVICE COMMISSION	0	7	12	44	42	56	97	134	87	42	7	1	529
COMMUNITY HEALTH	13	83	183	247	307	398	603	1,023	838	341	77	11	4,124
CORRECTIONS	5	214	748	1,398	2,417	2,734	3,000	2,717	1,709	583	82	17	15,624
EDUCATION	1	4	23	40	29	30	38	103	87	57	6	0	418
ENVIRONMENTAL QUALITY	1	20	48	126	136	127	234	288	262	96	16	4	1,358
EXECUTIVE OFFICE	2	12	10	6	3	0	7	5	2	2	1	1	51
HISTORY ARTS AND LIBRARIES	9	26	6	11	16	43	20	35	45	23	5	1	240
HUMAN SERVICES	2	199	760	1,095	1,178	1,101	1,223	2,039	1,907	751	109	29	10,393
INFORMATION TECHNOLOGY	10	49	77	129	198	222	315	372	290	114	24	2	1,802
LABOR & ECONOMIC GROWTH	23	154	301	384	426	439	567	821	753	385	68	29	4,350
MANAGEMENT & BUDGET	8	26	57	61	97	110	139	219	220	57	12	1	1,007
MILITARY AFFAIRS	12	21	48	67	90	100	179	194	174	59	10	5	959
NATURAL RESOURCES	283	539	205	244	262	222	309	395	347	158	78	56	3,098
STATE	2	41	81	89	144	167	271	340	316	108	14	2	1,575
STATE POLICE	0	23	95	304	527	513	457	387	197	62	7	2	2,574
STRATEGIC FUND	4	17	8	21	17	24	32	60	38	21	11	6	259
TRANSPORTATION	72	326	229	320	332	412	480	541	422	153	31	9	3,327
TREASURY	13	40	104	130	171	174	264	307	251	99	17	6	1,576
Statewide Total:	462	1,836	3,060	4,823	6,517	7,017	8,437	10,199	8,157	3,223	597	186	54,514
Average Age:	19.1	22.6	27.8	32.6	37.6	42.6	47.5	52.6	57.3	61.8	66.9	73.8	45.8

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 Third 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
 2008-09 3rd Quarter: 54,505

Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: June 27, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	25	29
ALGER	357	8	365
ALLEGAN	209	59	268
ALPENA	122	27	149
ANTRIM	26	2	28
ARENAC	330	12	342
BARAGA	412	23	435
BARRY	90	32	122
BAY	265	58	323
BENZIE	21	4	25
BERRIEN	363	66	429
BRANCH	655	13	668
CALHOUN	338	31	369
CASS	86	8	94
CHARLEVOIX	22	64	86
CHEBOYGAN	79	79	158
CHIPPEWA	1,310	116	1,426
CLARE	53	25	78
CLINTON	135	40	175
CRAWFORD	258	99	357
DELTA	191	52	243
DICKINSON	53	10	63
EATON	2,998	344	3,342
EMMET	79	45	124
GENESEE	844	136	980
GLADWIN	42	10	52
GOGEBIC	277	20	297
GRAND TRAVERSE	557	68	625
GRATIOT	887	18	905
HILLSDALE	63	6	69
HOUGHTON	108	38	146
HURON	33	51	84
INGHAM	9,957	1,128	11,085
IONIA	1,747	67	1,814
IOSCO	57	40	97
IRON	108	17	125
ISABELLA	348	24	372
JACKSON	2,407	69	2,476
KALAMAZOO	1,065	144	1,209
KALKASKA	60	8	68
KENT	1,598	198	1,796
KEWEENAW	1	22	23
LAKE	49	8	57
LAPEER	434	34	468
LEELANAU	3	8	11

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: June 27, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	718	38	756
LIVINGSTON	504	113	617
LUCE	365	35	400
MACKINAC	120	104	224
MACOMB	1,206	223	1,429
MANISTEE	386	30	416
MARQUETTE	859	78	937
MASON	40	33	73
MECOSTA	72	10	82
MENOMINEE	39	27	66
MIDLAND	81	5	86
MISSAUKEE	53	3	56
MONROE	162	58	220
MONTCALM	642	20	662
MONTMORENCY	57	22	79
MUSKEGON	1,124	101	1,225
NEWAYGO	72	8	80
OAKLAND	1,147	252	1,399
OCEANA	55	62	117
OGEMAW	57	20	77
ONTONAGON	25	26	51
OSCEOLA	50	1	51
OSCODA	34	4	38
OTSEGO	254	45	299
OTTAWA	178	76	254
OUT OF STATE	52	6	58
PRESQUE ISLE	14	36	50
ROSCOMMON	137	99	236
SAGINAW	1,042	93	1,135
SANILAC	52	12	64
SCHOOLCRAFT	39	26	65
SHIAWASSEE	83	7	90
ST CLAIR	241	89	330
ST JOSEPH	92	8	100
TUSCOLA	508	25	533
VAN BUREN	195	35	230
WASHTENAW	1,588	87	1,675
WAYNE	6,374	445	6,819
WEXFORD	149	46	195
WORK AT HOME - MI	855	72	927
Grand Total:	48,822	5,836	54,658

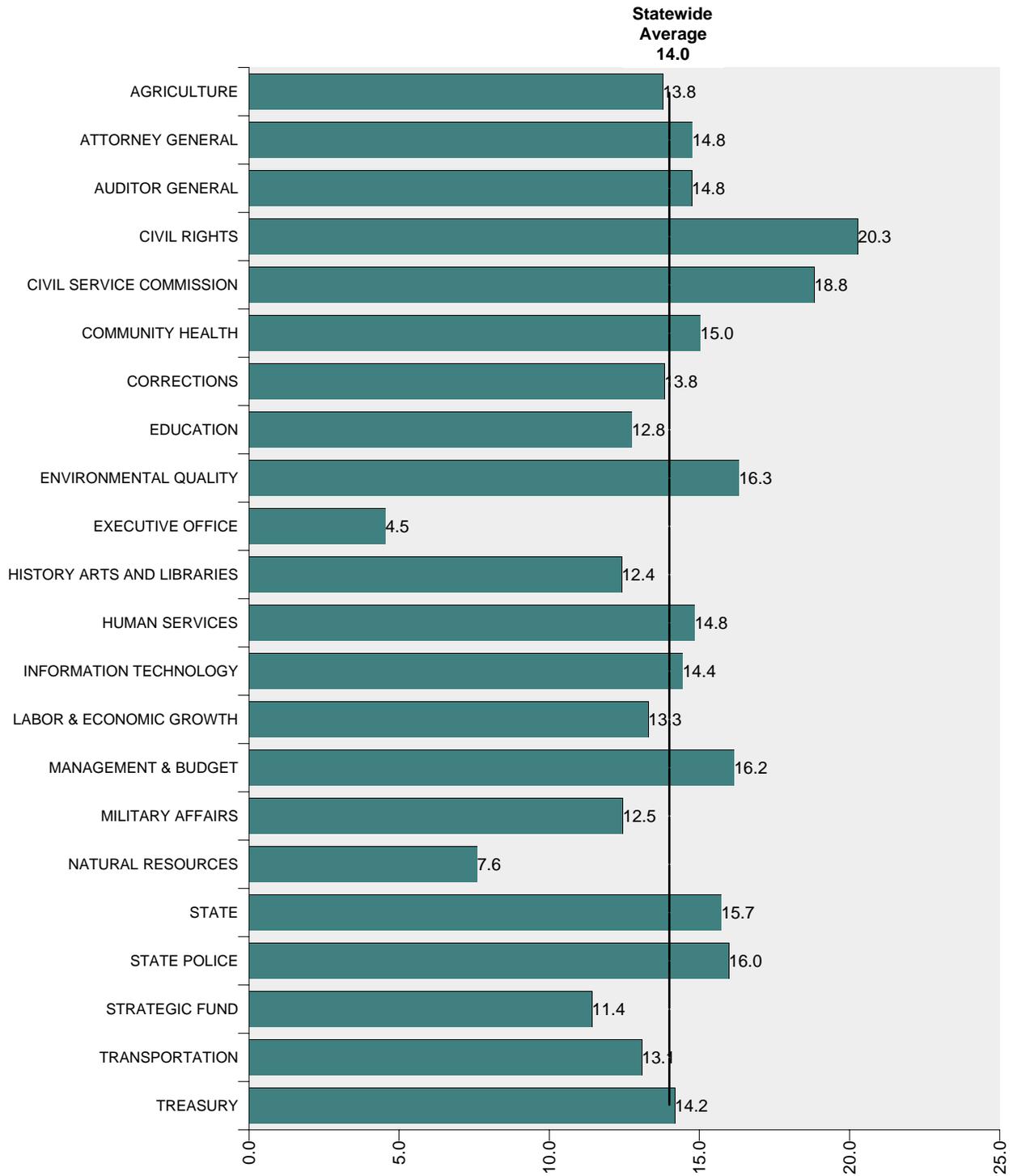
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period End Date: 06/27/2009



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: 14 JUNE 27, 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	51	67	0	2	1	1	1	0	0	1	0	0	53	71	0	0
06 - 10 YEARS	55	57	2	5	1	0	1	2	0	1	0	0	59	65	0	0
11 - 15 YEARS	29	24	2	2	0	2	0	0	0	1	0	0	31	29	0	2
16 - 20 YEARS	47	40	0	2	0	1	1	2	1	2	0	0	49	47	1	0
21 - 25 YEARS	23	27	1	3	0	0	0	0	0	0	0	0	24	30	1	2
26 - 30 YEARS	9	15	1	4	0	0	1	0	1	0	0	0	12	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	240	246	7	19	2	4	5	4	3	5	0	0	257	278	3	9
MORE THAN 10 YEARS:	134	122	5	12	0	3	3	2	3	3	0	0	145	142	3	9
AVERAGE YEARS	14.2	12.8	18.3	17.6	5.5	11.3	16.6	13.5	28.7	12.8	0.0	0.0	14.5	13.1	25.0	25.3
DEPARTMENT AVERAGE YEARS	13.8															

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	55	60	8	7	0	0	0	2	0	0	5	1	68	70	1	0
06 - 10 YEARS	23	38	3	6	0	0	0	2	0	2	0	0	26	48	0	0
11 - 15 YEARS	26	33	2	7	0	0	1	0	0	0	0	0	29	40	0	0
16 - 20 YEARS	13	20	0	1	0	0	0	2	0	0	0	0	13	23	0	1
21 - 25 YEARS	24	27	2	6	0	0	0	1	1	0	0	0	27	34	1	1
26 - 30 YEARS	16	14	1	2	0	1	1	1	0	0	0	0	18	18	0	1
31 - 35 YEARS	29	15	2	2	0	0	1	0	0	0	0	0	32	17	2	1
36 - 40 YEARS	11	1	0	0	0	0	0	0	0	0	0	0	11	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	198	208	18	31	0	1	3	8	1	2	5	1	225	251	5	4
MORE THAN 10 YEARS:	120	110	7	18	0	1	3	4	1	0	0	0	131	133	4	4
AVERAGE YEARS	16.6	13.5	12.2	14.1	0.0	30.0	25.0	14.1	21.0	10.0	3.0	3.0	16.1	13.6	25.6	26.3

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: 14 JUNE 27, 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	21	0	0	0	0	0	0	0	0	0	0	0	7	21	0	0
06 - 10 YEARS	10	12	0	1	0	0	0	0	0	1	0	0	0	10	14	0	0
11 - 15 YEARS	12	17	1	2	0	0	0	0	0	0	0	0	0	13	19	0	0
16 - 20 YEARS	4	11	0	1	0	0	0	0	0	0	0	0	0	4	12	0	0
21 - 25 YEARS	8	9	2	0	0	0	0	0	0	0	0	0	0	10	9	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	75	4	4	0	0	0	0	0	1	0	0	0	62	80	1	3
MORE THAN 10 YEARS:	41	42	4	3	0	0	0	0	0	0	0	0	0	45	45	1	3
AVERAGE YEARS	18.2	11.9	21.5	12.3	0.0	0.0	0.0	0.0	0.0	9.0	0.0	0.0	0.0	18.4	11.9	35.0	24.0

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: 14 JUNE 27, 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	2	0	1	0	0	0	0	0	0	0	0	0	3	0	0
06 - 10 YEARS	6	5	4	8	0	0	0	2	0	0	0	0	10	15	0	0
11 - 15 YEARS	2	2	3	7	0	0	0	1	0	1	0	0	5	11	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	5	0	0	1	1	0	0	0	0	4	10	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	1	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	14	25	11	37	0	0	4	4	1	1	0	0	30	67	0	1
MORE THAN 10 YEARS:	8	18	7	28	0	0	4	2	1	1	0	0	20	49	0	1
AVERAGE YEARS	17.7	22.6	17.4	20.2	0.0	0.0	25.8	16.0	36.0	12.0	0.0	0.0	19.3	20.7	0.0	29.0

DEPARTMENT AVERAGE YEARS 20.3

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	41	3	7	1	0	0	0	1	0	0	1	15	49	0	0
06 - 10 YEARS	9	64	1	10	0	1	0	1	0	2	0	0	10	78	0	0
11 - 15 YEARS	8	46	1	3	0	0	1	0	0	2	0	0	10	51	0	1
16 - 20 YEARS	6	40	0	9	0	2	1	2	0	3	0	0	7	56	0	0
21 - 25 YEARS	7	50	2	21	0	2	1	9	0	1	0	0	10	83	0	5
26 - 30 YEARS	7	35	4	8	1	0	0	2	0	0	0	0	12	45	2	1
31 - 35 YEARS	12	51	3	10	0	2	0	1	0	0	0	0	15	64	3	4
36 - 40 YEARS	3	15	1	3	0	0	1	0	0	0	0	0	5	18	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	63	342	15	71	2	7	4	15	1	8	0	1	85	444	5	11
MORE THAN 10 YEARS:	44	237	11	54	1	6	4	14	0	6	0	0	60	317	5	11
AVERAGE YEARS	19.3	18.3	21.0	20.2	16.5	22.9	24.3	22.8	0.0	15.0	0.0	0.0	19.5	18.7	30.8	25.6
DEPARTMENT AVERAGE YEARS	18.8															

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	201	544	56	121	1	7	11	30	16	18	1	11	286	731	1	3
06 - 10 YEARS	207	388	49	117	1	2	7	8	16	17	0	0	280	532	3	1
11 - 15 YEARS	142	247	23	61	4	4	7	5	4	15	0	0	180	332	4	2
16 - 20 YEARS	65	180	23	56	0	1	4	5	8	14	0	0	100	256	5	15
21 - 25 YEARS	109	189	34	78	1	4	7	15	8	16	0	0	159	302	17	15
26 - 30 YEARS	112	192	48	80	2	3	4	5	3	6	0	0	169	286	11	21
31 - 35 YEARS	141	203	33	34	1	4	3	8	6	3	0	0	184	252	9	14
36 - 40 YEARS	24	38	3	3	0	0	1	0	0	0	0	0	28	41	2	2
MORE THAN 40 YEARS	1	4	0	0	0	0	0	1	0	0	0	0	1	5	0	1
DEPARTMENT TOTAL	1,002	1,985	269	550	10	25	44	77	61	89	1	11	1,387	2,737	52	74
MORE THAN 10 YEARS:	594	1,053	164	312	8	16	26	39	29	54	0	0	821	1,474	48	70
AVERAGE YEARS	16.3	14.4	17.0	14.9	17.9	16.2	14.4	13.9	13.3	14.3	1.0	0.7	16.2	14.4	24.3	24.6
DEPARTMENT AVERAGE YEARS	15.0															

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	1,088	820	207	287	40	12	52	31	8	12	28	15	1,423	1,177	4	3	
06 - 10 YEARS	1,892	784	219	290	34	11	42	29	10	3	0	0	2,197	1,117	5	2	
11 - 15 YEARS	1,971	775	227	274	67	21	63	28	10	3	0	0	2,338	1,101	8	9	
16 - 20 YEARS	1,649	505	143	129	46	12	33	16	6	3	0	0	1,877	665	53	22	
21 - 25 YEARS	1,788	454	278	242	45	10	35	10	4	2	0	0	2,150	718	123	35	
26 - 30 YEARS	225	129	48	52	7	2	4	5	0	0	0	0	284	188	20	13	
31 - 35 YEARS	171	112	20	35	3	1	1	1	0	0	0	0	195	149	15	6	
36 - 40 YEARS	24	11	4	2	0	0	1	0	0	0	0	0	29	13	4	0	
MORE THAN 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	0	0	
DEPARTMENT TOTAL	8,809	3,591	1,146	1,312	242	69	231	120	38	23	28	15	10,494	5,130	232	90	
MORE THAN 10 YEARS:	5,829	1,987	720	735	168	46	137	60	20	8	0	0	6,874	2,836	223	85	
AVERAGE YEARS	14.5	12.7	14.3	13.0	14.1	13.3	12.4	11.4	11.4	8.7	1.6	1.5	14.4	12.7	22.2	21.2	
DEPARTMENT AVERAGE YEARS	13.8																

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	54	87	4	9	0	0	0	2	1	2	0	1	59	101	0	0
06 - 10 YEARS	22	55	3	3	0	0	0	1	0	0	0	0	25	59	0	0
11 - 15 YEARS	4	28	0	1	0	0	0	0	0	0	0	0	4	29	0	0
16 - 20 YEARS	2	21	0	0	0	0	0	0	0	0	0	0	2	21	0	1
21 - 25 YEARS	2	25	1	4	0	0	1	2	0	1	0	0	4	32	0	2
26 - 30 YEARS	2	21	1	1	0	1	1	1	0	0	0	0	4	24	1	1
31 - 35 YEARS	12	30	0	2	0	0	0	0	0	0	0	0	12	32	1	2
36 - 40 YEARS	0	9	0	1	0	0	0	0	0	0	0	0	0	10	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	98	276	9	21	0	1	2	6	1	3	0	1	110	308	2	7
MORE THAN 10 YEARS:	22	134	2	9	0	1	2	3	0	1	0	0	26	148	2	7
AVERAGE YEARS	9.1	14.1	9.3	13.2	0.0	29.0	25.0	14.7	0.0	7.7	0.0	4.0	9.3	14.0	30.5	27.4

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: 14 JUNE 27, 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	92	113	5	1	0	0	1	2	0	2	2	2	100	120	0	0
06 - 10 YEARS	124	112	6	2	0	1	1	2	3	1	0	0	134	118	0	0
11 - 15 YEARS	69	66	1	4	0	0	1	1	2	6	0	0	73	77	0	0
16 - 20 YEARS	159	103	4	8	0	0	4	3	8	3	0	0	175	117	4	5
21 - 25 YEARS	81	83	6	12	1	2	2	1	5	2	0	0	95	100	1	3
26 - 30 YEARS	63	46	4	5	0	0	0	1	2	1	0	0	69	53	5	4
31 - 35 YEARS	63	30	0	3	1	0	1	0	0	0	0	0	65	33	4	2
36 - 40 YEARS	18	8	0	1	0	0	1	0	0	0	0	0	19	9	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	670	561	26	36	2	3	11	10	20	15	2	2	731	627	14	14
MORE THAN 10 YEARS:	454	336	15	33	2	2	9	6	17	12	0	0	497	389	14	14
AVERAGE YEARS	17.2	15.0	15.5	21.4	27.5	17.7	19.2	14.5	18.3	14.4	0.5	0.5	17.2	15.3	26.6	23.9

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: 14 JUNE 27, 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	14	14	0	4	0	0	0	1	0	1	0	2	14	22	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	18	21	1	6	0	0	0	2	0	1	0	2	19	32	0	1
MORE THAN 10 YEARS:	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1
AVERAGE YEARS	2.6	6.8	7.0	4.0	0.0	0.0	0.0	4.5	0.0	1.0	0.0	1.5	2.8	5.6	0.0	40.0

DEPARTMENT AVERAGE YEARS 4.5

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	38	43	1	0	0	1	0	2	0	0	1	1	40	47	0	0
06 - 10 YEARS	17	22	0	0	2	0	0	0	0	0	0	0	19	22	1	0
11 - 15 YEARS	13	17	1	0	0	0	0	0	0	1	0	0	14	18	1	1
16 - 20 YEARS	5	5	1	0	0	0	0	0	0	0	0	0	6	5	0	0
21 - 25 YEARS	8	16	0	0	1	0	0	1	0	0	0	0	9	17	3	1
26 - 30 YEARS	4	5	1	4	0	0	0	1	0	0	0	0	5	10	1	0
31 - 35 YEARS	9	12	0	0	0	0	1	0	0	0	0	0	10	12	0	1
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	96	123	4	4	4	1	1	4	0	1	1	1	106	134	7	3
MORE THAN 10 YEARS:	41	58	3	4	2	0	1	2	0	1	0	0	47	65	6	3
AVERAGE YEARS	11.6	12.3	14.8	28.5	19.8	0.0	35.0	12.5	0.0	13.0	0.0	0.0	12.1	12.7	21.7	20.7

DEPARTMENT AVERAGE YEARS 12.4

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	288	1,358	105	727	2	7	19	87	5	11	1	11	420	2,201	0	5	
06 - 10 YEARS	227	985	74	631	2	3	20	69	3	9	0	0	326	1,697	1	8	
11 - 15 YEARS	214	617	81	385	1	10	12	54	5	9	0	1	313	1,076	2	16	
16 - 20 YEARS	143	498	54	272	2	12	14	53	2	13	0	0	215	848	16	41	
21 - 25 YEARS	124	342	50	186	2	2	17	32	1	2	0	0	194	564	16	29	
26 - 30 YEARS	162	583	47	333	2	10	6	24	5	5	0	1	222	956	18	69	
31 - 35 YEARS	220	517	28	307	1	3	2	9	1	1	0	0	252	837	25	49	
36 - 40 YEARS	59	104	10	73	0	0	1	1	1	0	0	0	71	178	7	10	
MORE THAN 40 YEARS	7	8	1	5	1	0	1	0	0	0	0	0	10	13	1	1	
DEPARTMENT TOTAL	1,444	5,012	450	2,919	13	47	92	329	23	50	1	13	2,023	8,370	86	228	
MORE THAN 10 YEARS:	929	2,669	271	1,561	9	37	53	173	15	30	0	2	1,277	4,472	85	215	
AVERAGE YEARS	17.2	14.4	14.6	14.7	18.8	17.2	14.4	12.6	16.5	13.6	3.0	4.1	16.5	14.4	27.1	24.9	
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: 14 JUNE 27, 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	235	106	13	11	0	0	3	4	44	37	20	10	315	168	1	1	
06 - 10 YEARS	179	73	5	9	1	0	3	1	19	9	0	0	207	92	5	0	
11 - 15 YEARS	190	71	9	7	1	1	8	2	12	4	0	0	220	85	0	1	
16 - 20 YEARS	72	62	8	7	2	0	2	5	5	3	0	0	89	77	5	5	
21 - 25 YEARS	75	86	19	20	0	1	2	2	8	5	0	0	104	114	10	5	
26 - 30 YEARS	43	47	8	13	0	0	2	3	1	4	0	0	54	67	5	2	
31 - 35 YEARS	70	72	5	8	0	0	1	4	1	0	0	0	77	84	3	3	
36 - 40 YEARS	27	14	2	1	0	0	2	1	0	1	0	0	31	17	2	0	
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
DEPARTMENT TOTAL	891	532	69	76	4	2	23	22	90	63	20	10	1,097	705	31	17	
MORE THAN 10 YEARS:	477	353	51	56	3	2	17	17	27	17	0	0	575	445	25	16	
AVERAGE YEARS	13.6	17.0	17.7	19.0	14.0	18.5	16.2	19.5	8.1	8.2	0.9	1.1	13.2	16.3	22.6	22.6	
DEPARTMENT AVERAGE YEARS	14.4																

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	409	591	69	295	3	5	18	27	7	14	1	1	507	933	7	10	
06 - 10 YEARS	182	348	44	201	1	5	10	18	3	10	1	1	241	583	4	4	
11 - 15 YEARS	131	187	24	68	2	1	4	6	2	5	0	0	163	267	11	5	
16 - 20 YEARS	109	161	16	62	0	1	2	11	2	5	0	0	129	240	16	22	
21 - 25 YEARS	114	159	36	83	0	5	10	15	4	4	0	0	164	266	16	14	
26 - 30 YEARS	68	152	28	68	1	3	5	9	0	3	0	0	102	235	14	20	
31 - 35 YEARS	108	186	23	69	1	0	2	3	2	2	0	0	136	260	19	25	
36 - 40 YEARS	33	42	3	20	0	0	0	2	0	0	0	0	36	64	7	9	
MORE THAN 40 YEARS	6	3	2	2	0	0	0	1	0	0	0	0	8	6	0	0	
DEPARTMENT TOTAL	1,160	1,829	245	868	8	20	51	92	20	43	2	2	1,486	2,854	94	109	
MORE THAN 10 YEARS:	569	890	132	372	4	10	23	47	10	19	0	0	738	1,338	83	95	
AVERAGE YEARS	13.2	13.5	14.6	12.6	12.3	14.1	12.4	13.8	13.4	11.7	3.0	3.5	13.4	13.2	22.5	23.4	

DEPARTMENT AVERAGE YEARS 13.3

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	107	74	5	10	0	1	2	3	0	0	1	1	115	89	1	0	
06 - 10 YEARS	101	79	5	3	0	1	3	2	1	1	0	1	110	87	0	0	
11 - 15 YEARS	69	67	6	6	0	1	0	0	1	0	0	0	76	74	0	1	
16 - 20 YEARS	56	27	8	6	0	0	4	2	4	0	0	0	72	35	3	0	
21 - 25 YEARS	41	39	5	5	0	0	2	2	3	1	0	0	51	47	4	3	
26 - 30 YEARS	37	32	7	4	0	0	3	0	0	1	0	0	47	37	4	3	
31 - 35 YEARS	72	39	6	2	1	1	6	1	0	0	0	0	85	43	5	1	
36 - 40 YEARS	19	11	0	1	1	0	4	2	0	0	0	0	24	14	2	0	
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
DEPARTMENT TOTAL	503	368	42	37	2	4	24	12	9	3	1	2	581	426	19	8	
MORE THAN 10 YEARS:	295	215	32	24	2	2	19	7	8	2	0	0	356	250	18	8	
AVERAGE YEARS	16.2	15.3	18.6	15.1	35.5	16.0	24.1	17.5	18.9	19.7	0.0	5.5	16.8	15.3	26.2	24.6	

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: 14 JUNE 27, 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	133	90	6	23	1	0	6	4	0	3	1	1	147	121	0	0
06 - 10 YEARS	69	85	9	45	1	0	2	3	1	4	1	0	83	137	0	1
11 - 15 YEARS	54	70	4	24	0	1	4	2	0	0	0	0	62	97	2	1
16 - 20 YEARS	43	46	2	10	0	0	3	1	0	0	0	0	48	57	1	0
21 - 25 YEARS	32	42	3	8	1	2	0	1	0	1	0	0	36	54	3	3
26 - 30 YEARS	22	32	2	5	2	0	1	2	0	0	0	0	27	39	3	1
31 - 35 YEARS	17	22	1	4	1	0	0	0	0	0	0	0	19	26	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	375	388	27	119	6	3	16	13	1	8	2	1	427	532	12	8
MORE THAN 10 YEARS:	173	213	12	51	4	3	8	6	0	1	0	0	197	274	12	7
AVERAGE YEARS	11.7	13.6	12.4	11.5	20.3	20.0	10.6	12.5	9.0	7.9	4.0	0.0	11.7	13.0	24.8	23.6

DEPARTMENT AVERAGE YEARS 12.5

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	976	703	26	13	6	9	14	2	4	0	23	10	1,049	737	15	1
06 - 10 YEARS	246	101	1	2	3	0	2	2	4	0	0	0	256	105	1	0
11 - 15 YEARS	207	75	6	3	2	1	2	0	3	1	0	0	220	80	1	1
16 - 20 YEARS	131	61	4	5	1	1	3	1	0	0	0	0	139	68	3	2
21 - 25 YEARS	111	59	7	0	5	1	2	5	0	0	0	0	125	65	6	3
26 - 30 YEARS	63	40	1	3	0	0	0	0	1	1	0	0	65	44	1	1
31 - 35 YEARS	75	18	0	0	5	1	0	1	0	0	0	0	80	20	4	1
36 - 40 YEARS	31	5	0	0	0	0	0	0	0	0	0	0	31	5	1	0
MORE THAN 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1	0
DEPARTMENT TOTAL	1,846	1,062	45	26	22	13	23	11	12	2	23	10	1,971	1,124	33	9
MORE THAN 10 YEARS:	624	258	18	11	13	4	7	7	4	2	0	0	666	282	17	8
AVERAGE YEARS	8.5	6.0	8.0	9.0	15.5	6.9	6.7	16.1	7.6	20.5	0.3	0.0	8.5	6.1	13.6	19.8

DEPARTMENT AVERAGE YEARS 7.6

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	39	187	8	56	0	0	1	6	0	3	4	5	52	257	0	1	
06 - 10 YEARS	50	193	7	43	1	3	3	13	0	1	0	0	61	253	1	2	
11 - 15 YEARS	22	122	4	35	0	6	0	5	1	3	0	0	27	171	0	3	
16 - 20 YEARS	20	115	1	46	1	1	1	14	2	1	0	0	25	177	2	21	
21 - 25 YEARS	28	114	10	54	1	2	1	2	1	4	0	0	41	176	3	20	
26 - 30 YEARS	18	94	5	38	0	1	0	7	0	3	0	0	23	143	2	10	
31 - 35 YEARS	40	69	3	11	0	0	2	6	0	0	0	0	45	86	3	3	
36 - 40 YEARS	9	20	0	1	0	0	0	0	0	0	0	0	9	21	2	1	
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	2	
DEPARTMENT TOTAL	226	921	38	285	3	13	8	53	4	15	4	5	283	1,292	13	63	
MORE THAN 10 YEARS:	137	541	23	186	2	10	4	34	4	11	0	0	170	782	12	60	
AVERAGE YEARS	17.3	15.4	16.0	15.7	17.0	15.7	17.1	16.8	17.8	16.5	0.8	1.0	16.9	15.5	26.3	22.4	
DEPARTMENT AVERAGE YEARS	15.7																

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	129	114	2	6	0	1	6	4	1	1	0	2	138	128	0	0
06 - 10 YEARS	303	128	6	6	2	1	4	3	0	0	0	0	315	138	0	0
11 - 15 YEARS	531	118	37	7	12	0	14	0	6	1	0	0	600	126	2	0
16 - 20 YEARS	239	81	25	9	7	0	8	1	1	1	0	0	280	92	1	3
21 - 25 YEARS	237	113	49	15	7	0	18	3	1	1	0	0	312	132	5	4
26 - 30 YEARS	71	24	12	6	0	1	3	3	0	1	0	0	86	35	1	2
31 - 35 YEARS	82	50	10	6	1	1	2	2	0	0	0	0	95	59	0	1
36 - 40 YEARS	22	8	3	0	0	0	1	0	0	0	0	0	26	8	1	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
DEPARTMENT TOTAL	1,617	637	144	55	29	4	56	16	9	5	0	2	1,855	719	10	10
MORE THAN 10 YEARS:	1,185	395	136	43	27	2	46	9	8	4	0	0	1,402	453	10	10
AVERAGE YEARS	15.8	15.1	20.3	18.6	17.5	18.3	17.7	16.9	12.9	16.4	0.0	0.0	16.2	15.4	22.9	23.8

DEPARTMENT AVERAGE YEARS 16.0

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	42	64	1	5	0	0	0	1	0	0	2	0	45	70	1	0
06 - 10 YEARS	6	14	2	4	0	0	1	0	1	1	0	0	10	19	1	1
11 - 15 YEARS	11	12	0	2	0	1	0	0	0	0	0	0	11	15	0	1
16 - 20 YEARS	6	7	0	1	0	0	0	0	0	0	0	0	6	8	0	0
21 - 25 YEARS	9	12	2	0	1	0	2	1	2	1	0	0	16	14	1	1
26 - 30 YEARS	6	16	0	2	0	0	0	0	0	0	0	0	6	18	1	2
31 - 35 YEARS	7	7	0	3	0	0	0	0	0	0	0	0	7	10	2	0
36 - 40 YEARS	0	2	0	2	0	0	0	0	0	0	0	0	0	4	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	87	134	5	19	1	1	3	2	3	2	2	0	101	158	6	6
MORE THAN 10 YEARS:	39	56	2	10	1	1	2	1	2	1	0	0	46	69	4	5
AVERAGE YEARS	10.7	10.8	13.2	16.4	21.0	14.0	17.7	12.0	18.3	17.0	0.0	0.0	11.2	11.6	20.8	23.3
DEPARTMENT AVERAGE YEARS	11.4															

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	677	227	38	18	8	4	11	6	15	8	6	4	755	267	1	1
06 - 10 YEARS	446	161	19	19	3	1	5	2	10	5	0	0	483	188	1	1
11 - 15 YEARS	227	82	13	5	6	5	3	0	4	5	0	0	253	97	2	0
16 - 20 YEARS	252	101	20	10	2	2	5	0	4	0	0	0	283	113	10	7
21 - 25 YEARS	233	90	29	19	5	1	11	4	3	2	0	0	281	116	16	8
26 - 30 YEARS	87	67	16	9	3	0	6	1	3	0	0	0	115	77	9	8
31 - 35 YEARS	113	57	13	10	5	0	8	2	2	0	0	0	141	69	14	6
36 - 40 YEARS	40	13	4	4	1	0	2	0	2	0	0	0	49	17	4	3
MORE THAN 40 YEARS	15	4	0	0	0	0	0	0	4	0	0	0	19	4	4	0
DEPARTMENT TOTAL	2,090	802	152	94	33	13	51	15	47	20	6	4	2,379	948	61	34
MORE THAN 10 YEARS:	967	414	95	57	22	8	35	7	22	7	0	0	1,141	493	59	32
AVERAGE YEARS	12.4	13.7	16.0	16.7	16.6	10.4	19.0	13.5	14.7	7.9	0.3	0.3	12.8	13.8	27.2	25.4

DEPARTMENT AVERAGE YEARS 13.1

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	124	237	24	52	1	3	1	11	5	9	4	7	159	319	0	0
06 - 10 YEARS	85	141	9	26	0	0	2	3	8	5	0	0	104	175	1	0
11 - 15 YEARS	61	101	5	21	0	1	2	1	0	1	0	0	68	125	0	0
16 - 20 YEARS	40	51	7	18	0	1	1	8	3	0	0	0	51	78	5	6
21 - 25 YEARS	36	74	21	26	0	0	4	11	4	1	0	0	65	112	7	5
26 - 30 YEARS	14	70	5	25	1	1	3	6	0	0	0	0	23	102	2	5
31 - 35 YEARS	39	81	7	17	0	1	2	1	0	1	0	0	48	101	6	7
36 - 40 YEARS	17	18	0	3	0	0	1	0	0	0	0	0	18	21	3	1
MORE THAN 40 YEARS	4	1	1	0	0	1	0	0	0	0	0	0	5	2	0	0
DEPARTMENT TOTAL	420	774	79	188	2	8	16	41	20	17	4	7	541	1,035	24	24
MORE THAN 10 YEARS:	211	396	46	110	1	5	13	27	7	3	0	0	278	541	23	24
AVERAGE YEARS	13.6	14.1	15.2	15.6	16.5	17.8	21.1	16.0	11.1	8.1	1.0	1.3	13.9	14.3	25.7	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: 14 JUNE 27, 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	4,769	5,563	581	1,655	64	51	146	225	107	122	100	86	5,767	7,702	32	25
06- 10 YEARS	4,263	3,848	469	1,433	52	29	106	164	79	72	2	2	4,971	5,548	24	20
11- 15 YEARS	3,993	2,778	450	924	95	55	122	105	50	58	0	1	4,710	3,921	33	44
16- 20 YEARS	3,062	2,138	316	657	61	34	88	126	46	48	0	0	3,573	3,003	125	151
21- 25 YEARS	3,091	2,013	559	785	70	32	115	117	45	44	0	0	3,880	2,991	233	161
26- 30 YEARS	1,037	1,622	240	666	19	23	41	71	16	25	0	1	1,353	2,408	100	169
31- 35 YEARS	1,307	1,588	155	528	20	14	34	40	12	7	0	0	1,528	2,177	119	130
36- 40 YEARS	355	330	32	119	3	0	15	6	5	1	0	0	410	456	38	29
MORE THAN 40 YEARS	48	32	4	10	1	1	1	2	4	0	0	0	58	45	6	4
STATEWIDE TOTAL	21,925	19,912	2,806	6,777	385	239	668	856	364	377	102	90	26,250	28,251	710	733
MORE THAN 10 YEARS	12,893	10,501	1,756	3,689	269	159	416	467	178	183	0	2	15,512	15,001	654	688
AVERAGE YEARS	14.1	13.7	15.1	14.3	15.2	14.8	14.8	13.7	12.5	11.8	1.1	1.5	14.2	13.8	23.6	23.9
STATEWIDE TOTAL AVERAGE YEARS	14.0															

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
Third Quarter of FY 2009

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	24	2.8%
Dismissal	100	11.6%
Expired Appointment	43	5.0%
Total Involuntary Separations	167	19.4%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	161	18.7%
Layoff/Leave of Absence Rights Expired	27	3.1%
Waived Rights Leave of Absence	36	4.2%
Settlement	0	0.0%
Total Voluntary Separations	224	26.1%
<i>RETIREMENT</i>		
Retirement	453	52.7%
Disability Retirement	9	1.0%
Deferred Retirement	4	0.5%
Total Retirements	466	54.2%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	2	0.2%
TOTAL SEPARATIONS	859	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 98% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PERIOD FROM: 3/22/2009 TO: 6/27/2009

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	5	9	1	0	15	8	0	5	0	1	14	1
ATTORNEY GENERAL	3	0	0	0	3	5	0	12	0	3	20	-17
AUDITOR GENERAL	1	4	0	0	5	2	0	0	0	0	2	3
CIVIL RIGHTS	0	0	0	0	0	3	0	20	0	1	24	-24
CIVIL SERVICE COMMISSION	1	0	0	0	1	5	0	0	0	0	5	-4
COMMUNITY HEALTH	77	6	14	0	97	65	0	34	6	0	105	-8
CORRECTIONS	73	11	6	1	91	137	0	3	8	0	148	-57
EDUCATION	12	0	0	0	12	5	0	0	1	0	6	6
ENVIRONMENTAL QUALITY	6	2	0	0	8	7	0	0	0	0	7	1
EXECUTIVE OFFICE	2	2	0	0	4	1	0	0	0	0	1	3
HISTORY ARTS AND LIBRARIES	2	24	7	0	33	2	0	0	0	0	2	31
HUMAN SERVICES	327	2	17	1	347	79	0	6	7	0	92	255
INFORMATION TECHNOLOGY	41	10	0	0	51	8	0	0	0	0	8	43
LABOR & ECONOMIC GROWTH	181	15	2	0	198	36	0	1	2	0	39	159
MANAGEMENT & BUDGET	7	3	1	0	11	11	0	1	0	0	12	-1
MILITARY AFFAIRS	7	38	1	0	46	17	0	0	1	0	18	28
NATURAL RESOURCES	17	1,390	121	0	1,528	8	2	0	0	1	11	1,517
STATE	5	52	0	0	57	27	0	0	0	0	27	30
STATE POLICE	27	0	0	0	27	12	0	93	1	0	106	-79
STRATEGIC FUND	4	15	0	0	19	3	0	0	0	0	3	16
TRANSPORTATION	10	333	7	0	350	22	0	0	1	0	23	327
TREASURY	43	19	0	0	62	30	0	0	1	0	31	31
STATEWIDE TOTALS:	851	1,935	177	2	2,965	493	2	175	28	6	704	2,261

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:

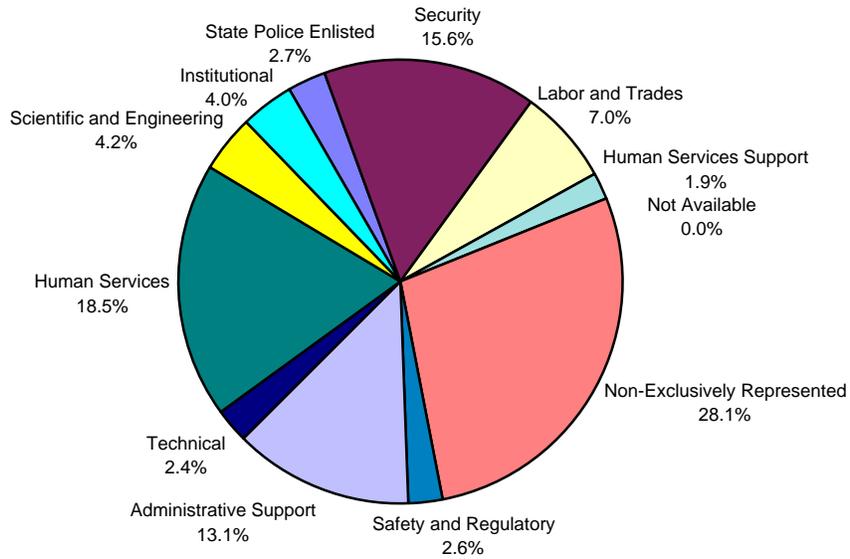
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

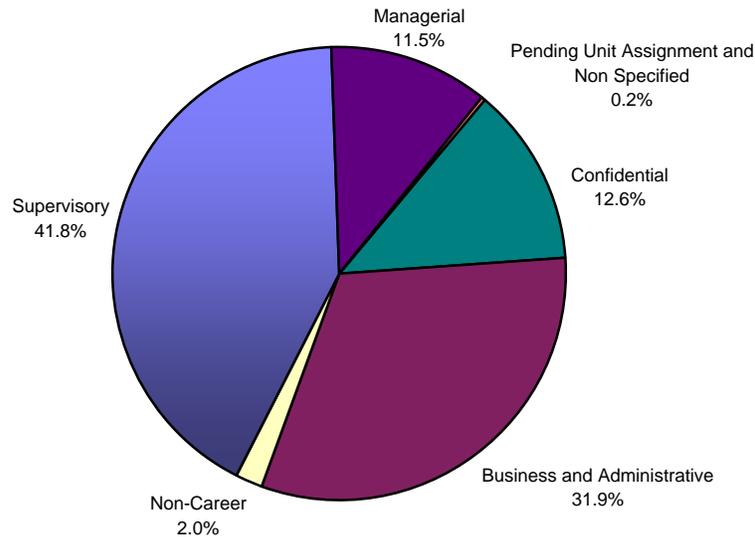
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
Pay Period Ending June 27, 2009**

Graph 5-1



(54,505 Employees)

**Non-Exclusively Represented
15,304 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 54,505 classified employees at fiscal year end, 72 percent were exclusively represented by one of eight employee organizations.

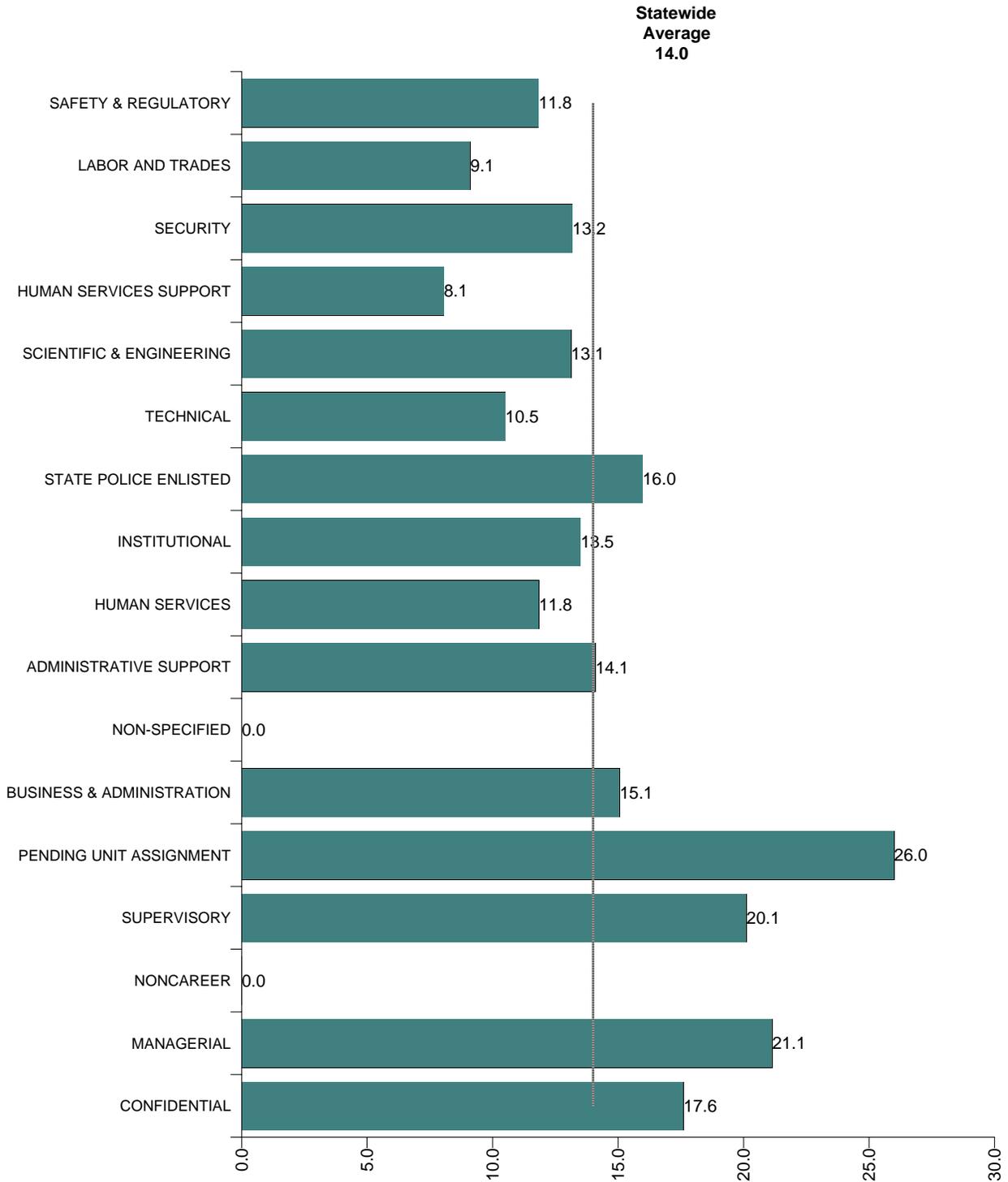
EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT
PAY PERIOD ENDING June 27, 2009

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	1,398	1,230	88.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,798	3,576	94.2	3	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,510	0	0.0	0	0.0	8,181	96.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	1,052	0	0.0	1	0.1	0	0.0	1,021	97.1	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,277	0	0.0	0	0.0	0	0.0	0	0.0	2,190	96.2	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,306	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,259	96.4	0	0.0	0	0.0
N/A UNAVAILABLE	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,467	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,463	99.7	0	0.0
U11 INSTITUTIONAL	2,178	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,137	98.1
W22 HUMAN SERVICES	10,075	2	0.0	9,513	94.4	3	0.0	3	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,139	2	0.0	6,497	91.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	28	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	4,881	0	0.0	11	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,392	1	0.0	9	0.1	1	0.0	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	302	0	0.0	2	0.7	0	0.0	0	0.0	0	0.0	2	0.7	0	0.0	0	0.0
Y98 MANAGERIAL	1,764	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	1,935	1	0.1	5	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	39,201	4,810	12.3	16,014	40.9	8,184	20.9	1,024	2.6	2,190	5.6	1,263	3.2	1,463	3.7	2,138	5.5
NON-EXCLUSIVELY REPRESENTED TOTAL	15,304	2	0.0	27	0.2	1	0.0	0	0.0	3	0.0	2	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	54,505	4,812	8.8	16,041	29.4	8,185	15.0	1,024	1.9	2,193	4.0	1,265	2.3	1,463	2.7	2,138	3.9

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: 06/27/2009



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: 14 JUNE 27, 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	281	87	9	7	2	1	10	0	1	0	2	0	305	95	0	0
06 - 10 YEARS	216	65	10	19	4	1	5	2	2	0	0	0	237	87	0	0
11 - 15 YEARS	170	37	9	15	3	3	4	1	2	0	0	0	188	56	1	1
16 - 20 YEARS	107	27	7	19	2	1	2	1	1	0	0	0	119	48	4	2
21 - 25 YEARS	69	22	18	17	2	0	5	2	1	0	0	0	95	41	2	1
26 - 30 YEARS	29	15	4	14	1	0	1	1	0	0	0	0	35	30	2	0
31 - 35 YEARS	30	10	4	6	2	0	1	0	0	0	0	0	37	16	2	0
36 - 40 YEARS	6	2	0	1	0	0	0	0	0	0	0	0	6	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	908	265	61	98	16	6	28	7	7	0	2	0	1,022	376	12	5
MORE THAN 10 YEARS:	411	113	42	72	10	4	13	5	4	0	0	0	480	194	12	5
AVERAGE YEARS	11.0	11.1	16.3	17.6	15.6	10.8	11.6	17.6	12.4	0.0	4.0	0.0	11.4	12.9	24.3	22.2
DEPARTMENT AVERAGE YEARS	11.8															

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	1,161	583	43	9	13	12	17	3	4	0	24	10	1,262	617	14	1	
06 - 10 YEARS	479	36	33	3	8	0	9	0	0	1	0	0	529	40	1	0	
11 - 15 YEARS	311	33	16	1	11	1	7	1	0	0	0	0	345	36	7	1	
16 - 20 YEARS	236	22	29	2	3	0	8	0	1	0	0	0	277	24	16	0	
21 - 25 YEARS	237	19	26	6	6	0	8	1	2	0	0	0	279	26	27	2	
26 - 30 YEARS	103	14	14	3	2	0	5	2	1	0	0	0	125	19	13	1	
31 - 35 YEARS	147	14	5	2	3	0	9	1	0	0	0	0	164	17	9	2	
36 - 40 YEARS	23	1	1	1	2	0	3	1	0	0	0	0	29	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	2,700	722	167	27	48	13	66	9	8	1	24	10	3,013	782	90	8	
MORE THAN 10 YEARS:	1,060	103	91	15	27	1	40	6	4	0	0	0	1,222	125	75	7	
AVERAGE YEARS	10.2	3.5	13.5	14.7	13.2	0.9	16.2	17.7	11.4	10.0	0.1	0.0	10.4	4.0	20.0	24.0	

DEPARTMENT AVERAGE YEARS 9.1

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	735	237	149	141	35	6	43	15	5	5	24	7	991	411	1	1	
06 - 10 YEARS	1,348	240	162	142	28	3	36	16	5	0	0	0	1,579	401	3	2	
11 - 15 YEARS	1,342	274	134	118	55	8	50	8	5	0	0	0	1,586	408	2	2	
16 - 20 YEARS	1,054	153	72	53	28	6	22	3	3	0	0	0	1,179	215	28	6	
21 - 25 YEARS	1,113	108	164	97	28	3	26	4	1	0	0	0	1,332	212	55	10	
26 - 30 YEARS	97	11	24	6	4	1	2	1	0	0	0	0	127	19	3	3	
31 - 35 YEARS	30	7	7	2	0	0	0	0	0	0	0	0	37	9	1	0	
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	4	0	0	0	
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DEPARTMENT TOTAL	5,722	1,030	713	559	178	27	179	47	19	5	24	7	6,835	1,675	93	24	
MORE THAN 10 YEARS:	3,639	553	402	276	115	18	100	16	9	0	0	0	4,265	863	89	21	
AVERAGE YEARS	13.8	11.4	13.2	11.4	12.9	12.7	11.7	9.5	10.3	3.4	1.7	1.9	13.6	11.3	21.1	19.1	
DEPARTMENT AVERAGE YEARS	13.2																

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	96	189	30	161	1	4	8	17	1	4	0	0	136	375	1	2
06 - 10 YEARS	35	82	23	122	0	2	3	11	2	3	1	1	64	221	3	1
11 - 15 YEARS	8	18	6	10	0	1	1	2	0	1	0	0	15	32	4	0
16 - 20 YEARS	14	21	2	20	0	1	1	7	0	0	0	0	17	49	5	6
21 - 25 YEARS	7	21	5	16	0	0	1	3	0	1	0	0	13	41	4	3
26 - 30 YEARS	3	20	3	11	0	3	1	0	0	0	0	0	7	34	4	5
31 - 35 YEARS	7	19	1	15	1	0	0	0	0	0	0	0	9	34	3	4
36 - 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	1	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	171	373	70	356	2	11	15	40	3	9	1	1	262	790	25	21
MORE THAN 10 YEARS:	40	102	17	73	1	5	4	12	0	2	0	0	62	194	21	18
AVERAGE YEARS	7.2	8.6	7.8	7.8	16.5	12.9	8.3	8.1	4.7	7.2	6.0	7.0	7.5	8.3	19.9	22.2

DEPARTMENT AVERAGE YEARS 8.1

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	289	215	7	8	1	0	5	4	5	12	2	1	309	240	1	0	
06 - 10 YEARS	354	160	9	7	0	1	4	2	14	6	0	0	381	176	1	1	
11 - 15 YEARS	188	85	6	4	1	0	2	1	5	8	0	0	202	98	1	1	
16 - 20 YEARS	237	122	8	7	0	1	6	2	11	4	0	0	262	136	1	2	
21 - 25 YEARS	131	68	14	6	2	4	3	0	6	4	0	0	156	82	7	2	
26 - 30 YEARS	68	23	7	3	0	0	1	0	4	1	0	0	80	27	2	2	
31 - 35 YEARS	75	13	4	1	1	0	2	0	2	0	0	0	84	14	1	0	
36 - 40 YEARS	21	2	0	0	0	0	0	0	1	0	0	0	22	2	0	0	
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	2	0	0	0	6	0	1	0	
DEPARTMENT TOTAL	1,367	688	55	36	5	6	23	9	50	35	2	1	1,502	775	15	8	
MORE THAN 10 YEARS:	724	313	39	21	4	5	14	3	31	17	0	0	812	359	13	7	
AVERAGE YEARS	13.7	11.4	17.7	14.2	17.6	20.2	14.4	8.6	16.8	10.7	0.5	1.0	14.0	11.5	22.3	19.5	

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: 14 JUNE 27, 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	370	127	21	6	4	1	9	2	7	4	2	2	413	142	0	0
06 - 10 YEARS	150	60	1	3	1	0	2	1	4	2	0	0	158	66	1	0
11 - 15 YEARS	89	20	2	0	1	0	2	0	2	2	0	0	96	22	1	0
16 - 20 YEARS	109	34	4	4	0	0	1	0	4	1	0	0	118	39	6	1
21 - 25 YEARS	84	23	14	6	0	1	2	1	0	0	0	0	100	31	2	2
26 - 30 YEARS	21	6	2	4	1	0	2	0	1	0	0	0	27	10	0	1
31 - 35 YEARS	36	4	2	0	0	0	3	1	0	0	0	0	41	5	6	0
36 - 40 YEARS	18	6	1	1	0	0	2	0	2	0	0	0	23	7	2	0
MORE THAN 40 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	0
DEPARTMENT TOTAL	882	282	47	24	7	2	23	5	20	9	2	2	981	324	18	4
MORE THAN 10 YEARS:	362	95	25	15	2	1	12	2	9	3	0	0	410	116	17	4
AVERAGE YEARS	10.5	9.3	12.6	16.1	8.3	11.5	15.5	12.4	12.0	6.9	0.0	0.5	10.8	9.8	25.3	23.8

DEPARTMENT AVERAGE YEARS 10.5

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	56	6	0	0	0	0	0	0	0	0	0	0	0	56	6	0	0
06 - 10 YEARS	213	15	4	1	1	0	4	0	0	0	0	0	0	222	16	0	0
11 - 15 YEARS	454	61	34	3	12	0	14	0	4	0	0	0	0	518	64	1	0
16 - 20 YEARS	176	31	20	4	6	0	8	1	1	1	0	0	0	211	37	1	0
21 - 25 YEARS	131	46	30	2	6	0	12	1	1	0	0	0	0	180	49	1	0
26 - 30 YEARS	29	1	9	0	0	0	2	0	0	0	0	0	0	40	1	0	0
31 - 35 YEARS	42	3	8	1	0	0	2	0	0	0	0	0	0	52	4	0	0
36 - 40 YEARS	6	0	2	0	0	0	1	0	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	0	2	0	0	0
DEPARTMENT TOTAL	1,109	163	107	11	25	0	43	2	6	1	0	0	0	1,290	177	3	0
MORE THAN 10 YEARS:	840	142	103	10	24	0	39	2	6	1	0	0	0	1,012	155	3	0
AVERAGE YEARS	15.3	16.7	20.1	17.9	16.9	0.0	18.9	20.5	15.3	19.0	0.0	0.0	0.0	15.9	16.8	18.0	0.0
DEPARTMENT AVERAGE YEARS		16.0															

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	151	242	41	82	1	2	8	8	1	1	0	2	202	337	0	0
06 - 10 YEARS	175	217	40	112	1	0	5	5	2	6	1	0	224	340	0	0
11 - 15 YEARS	99	124	18	42	1	2	5	4	3	0	0	0	126	172	2	0
16 - 20 YEARS	57	59	13	34	1	0	2	3	2	1	0	0	75	97	1	0
21 - 25 YEARS	65	64	22	35	0	1	1	4	1	1	0	0	89	105	3	4
26 - 30 YEARS	51	78	36	47	3	0	2	1	0	0	0	0	92	126	4	5
31 - 35 YEARS	64	69	20	25	1	0	1	3	1	0	0	0	87	97	6	3
36 - 40 YEARS	2	3	0	1	0	0	1	0	0	0	0	0	3	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	664	857	190	379	8	5	25	28	10	9	1	2	898	1,280	16	12
MORE THAN 10 YEARS:	338	398	109	185	6	3	12	15	7	2	0	0	472	603	16	12
AVERAGE YEARS	13.7	12.7	15.9	13.8	20.1	10.4	12.6	13.7	14.5	11.1	7.0	1.0	14.2	13.0	26.6	27.4

DEPARTMENT AVERAGE YEARS 13.5

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	497	1,629	139	775	3	6	22	80	13	20	5	20	679	2,530	6	9	
06 - 10 YEARS	389	1,010	85	615	4	7	19	63	11	18	0	0	508	1,713	3	3	
11 - 15 YEARS	384	610	108	358	1	12	16	50	4	19	0	0	513	1,049	5	12	
16 - 20 YEARS	225	436	53	206	2	11	11	42	6	16	0	0	297	711	19	33	
21 - 25 YEARS	198	287	52	149	4	2	9	20	0	10	0	0	263	468	17	21	
26 - 30 YEARS	137	305	32	216	1	6	6	12	3	5	0	1	179	545	11	38	
31 - 35 YEARS	130	213	17	150	1	1	2	2	3	0	0	0	153	366	15	18	
36 - 40 YEARS	18	33	6	31	0	0	0	2	0	0	0	0	24	66	2	3	
MORE THAN 40 YEARS	4	3	1	3	0	0	0	0	0	0	0	0	5	6	0	0	
DEPARTMENT TOTAL	1,982	4,526	493	2,503	16	45	85	271	40	88	5	21	2,621	7,454	78	137	
MORE THAN 10 YEARS:	1,096	1,887	269	1,113	9	32	44	128	16	50	0	1	1,434	3,211	69	125	
AVERAGE YEARS	13.4	11.0	12.6	12.1	14.8	14.6	12.4	11.1	11.1	12.5	1.4	2.2	13.2	11.4	22.0	22.3	
DEPARTMENT AVERAGE YEARS	11.8																

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	251	1,294	53	258	0	11	11	70	2	10	13	17	330	1,660	3	5
06 - 10 YEARS	125	955	24	189	1	10	6	41	2	8	0	0	158	1,203	2	10
11 - 15 YEARS	76	627	14	155	1	15	6	20	0	6	0	1	97	824	1	14
16 - 20 YEARS	45	487	5	114	1	5	2	37	2	5	0	0	55	648	9	59
21 - 25 YEARS	30	464	13	156	0	12	5	31	1	5	0	0	49	668	14	51
26 - 30 YEARS	29	430	18	153	0	8	4	24	0	6	0	0	51	621	6	40
31 - 35 YEARS	35	464	2	116	0	6	1	14	0	1	0	0	38	601	7	42
36 - 40 YEARS	8	80	2	35	0	0	0	0	0	0	0	0	10	115	1	5
MORE THAN 40 YEARS	1	9	0	1	0	0	0	0	0	0	0	0	1	10	0	0
DEPARTMENT TOTAL	600	4,810	131	1,177	3	67	35	237	7	41	13	18	789	6,350	43	226
MORE THAN 10 YEARS:	224	2,561	54	730	2	46	18	126	3	23	0	1	301	3,487	38	211
AVERAGE YEARS	10.2	14.2	11.3	16.2	13.0	16.5	12.8	13.8	11.3	13.9	0.4	1.1	10.4	14.6	22.0	23.2

DEPARTMENT AVERAGE YEARS 14.1

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	7	14	1	5	0	0	0	1	0	0	0	0	8	20	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	7	14	1	5	0	0	0	1	0	0	0	0	8	20	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
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: 14 JUNE 27, 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	464	451	38	100	3	5	4	11	53	51	16	10	578	628	3	2
06 - 10 YEARS	323	405	30	89	1	1	6	11	27	17	0	0	387	523	7	2
11 - 15 YEARS	263	290	25	65	1	2	7	7	15	10	0	0	311	374	3	1
16 - 20 YEARS	149	206	25	47	0	1	6	12	7	9	0	0	187	275	14	23
21 - 25 YEARS	162	267	47	79	0	3	12	17	13	8	0	0	234	374	26	19
26 - 30 YEARS	97	194	21	52	2	0	4	5	1	2	0	0	125	253	15	22
31 - 35 YEARS	157	270	21	35	0	2	3	4	2	2	0	0	183	313	15	23
36 - 40 YEARS	49	64	3	8	0	0	2	1	0	1	0	0	54	74	4	7
MORE THAN 40 YEARS	2	4	1	0	0	0	0	1	0	0	0	0	3	5	0	1
DEPARTMENT TOTAL	1,666	2,151	211	475	7	14	44	69	118	100	16	10	2,062	2,819	87	100
MORE THAN 10 YEARS:	879	1,295	143	286	3	8	34	47	38	32	0	0	1,097	1,668	77	96
AVERAGE YEARS	14.0	16.2	17.2	15.6	12.7	14.5	18.6	16.9	8.9	8.7	1.3	1.8	14.1	15.8	23.6	25.6
DEPARTMENT AVERAGE YEARS	15.1															

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
MORE THAN 10 YEARS:	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
AVERAGE YEARS	26.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	0.0	26.0	0.0

DEPARTMENT AVERAGE YEARS 26.0

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	109	131	13	39	0	0	5	2	8	10	0	2	135	184	1	1
06 - 10 YEARS	320	285	33	92	3	1	4	5	9	5	0	0	369	388	2	1
11 - 15 YEARS	482	352	67	125	8	8	5	10	8	7	0	0	570	502	4	7
16 - 20 YEARS	548	305	62	106	18	4	16	12	7	5	0	0	651	432	17	13
21 - 25 YEARS	701	360	126	152	17	4	25	10	13	8	0	0	882	534	58	25
26 - 30 YEARS	270	290	47	107	3	2	8	12	4	7	0	0	332	418	27	37
31 - 35 YEARS	353	223	40	99	8	2	8	7	4	1	0	0	413	332	31	15
36 - 40 YEARS	123	57	10	24	1	0	1	1	1	0	0	0	136	82	16	6
MORE THAN 40 YEARS	17	5	2	4	0	1	0	1	2	0	0	0	21	11	3	3
DEPARTMENT TOTAL	2,923	2,008	400	748	58	22	72	60	56	43	0	2	3,509	2,883	159	108
MORE THAN 10 YEARS:	2,494	1,592	354	617	55	21	63	53	39	28	0	0	3,005	2,311	156	106
AVERAGE YEARS	20.5	19.4	20.7	20.4	21.4	20.3	20.7	21.2	17.7	15.7	0.0	2.5	20.5	19.6	26.6	25.9

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: 14 JUNE 27, 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	129	116	17	16	0	0	2	3	5	2	6	6	159	143	1	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	129	116	17	16	0	0	2	3	5	2	6	6	159	143	1	1
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
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: 14 JUNE 27, 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	96	68	12	17	0	1	2	2	1	2	6	2	117	92	1	1
06 - 10 YEARS	89	57	8	9	0	0	2	3	1	2	0	0	100	71	1	0
11 - 15 YEARS	101	78	4	4	0	2	1	0	1	2	0	0	107	86	1	2
16 - 20 YEARS	90	75	13	13	0	2	2	1	1	2	0	0	106	93	4	1
21 - 25 YEARS	130	104	19	23	5	1	4	4	5	2	0	0	163	134	12	8
26 - 30 YEARS	90	84	21	25	1	2	3	3	1	3	0	0	116	117	10	5
31 - 35 YEARS	177	98	22	31	3	1	2	2	0	2	0	0	204	134	21	7
36 - 40 YEARS	72	19	5	8	0	0	3	0	1	0	0	0	81	27	8	1
MORE THAN 40 YEARS	10	4	0	0	1	0	1	0	0	0	0	0	12	4	2	0
DEPARTMENT TOTAL	855	587	104	130	10	9	20	15	11	15	6	2	1,006	758	60	25
MORE THAN 10 YEARS:	670	462	84	104	10	8	16	10	9	11	0	0	789	595	58	24
AVERAGE YEARS	21.5	20.2	22.4	22.9	28.6	20.7	23.5	18.9	19.9	19.0	2.7	2.0	21.6	20.6	29.0	25.4

DEPARTMENT AVERAGE YEARS 21.1

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

PAY END NUMBER AND DATE: 14 JUNE 27, 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	76	174	8	31	1	2	0	7	1	1	0	7	86	222	0	2
06 - 10 YEARS	47	261	7	30	0	3	1	4	0	4	0	1	55	303	0	0
11 - 15 YEARS	26	169	7	24	0	1	2	1	1	3	0	0	36	198	0	3
16 - 20 YEARS	15	160	3	28	0	2	1	5	0	4	0	0	19	199	0	5
21 - 25 YEARS	32	160	9	41	0	1	2	19	1	5	0	0	44	226	4	13
26 - 30 YEARS	12	151	2	25	1	1	0	10	1	1	0	0	16	188	2	10
31 - 35 YEARS	24	181	2	45	0	2	0	6	0	1	0	0	26	235	2	16
36 - 40 YEARS	5	60	1	9	0	0	2	1	0	0	0	0	8	70	0	5
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	237	1,320	39	233	2	12	8	53	4	19	0	8	290	1,645	8	54
MORE THAN 10 YEARS:	114	885	24	172	1	7	7	42	3	14	0	0	149	1,120	8	52
AVERAGE YEARS	13.4	18.0	14.8	19.7	16.5	16.5	21.4	20.9	17.8	16.9	0.0	2.1	13.9	18.3	26.1	26.4
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: 14 JUNE 27, 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	
NOT AVAILABLE																	
00 - 05 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
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: 14 JUNE 27, 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	4,769	5,563	581	1,655	64	51	146	225	107	122	100	86	5,767	7,702	32	25
06- 10 YEARS	4,263	3,848	469	1,433	52	29	106	164	79	72	2	2	4,971	5,548	24	20
11- 15 YEARS	3,993	2,778	450	924	95	55	122	105	50	58	0	1	4,710	3,921	33	44
16- 20 YEARS	3,062	2,138	316	657	61	34	88	126	46	48	0	0	3,573	3,003	125	151
21- 25 YEARS	3,091	2,013	559	785	70	32	115	117	45	44	0	0	3,880	2,991	233	161
26- 30 YEARS	1,037	1,622	240	666	19	23	41	71	16	25	0	1	1,353	2,408	100	169
31- 35 YEARS	1,307	1,588	155	528	20	14	34	40	12	7	0	0	1,528	2,177	119	130
36- 40 YEARS	355	330	32	119	3	0	15	6	5	1	0	0	410	456	38	29
MORE THAN 40 YEARS	48	32	4	10	1	1	1	2	4	0	0	0	58	45	6	4
STATEWIDE TOTAL	21,925	19,912	2,806	6,777	385	239	668	856	364	377	102	90	26,250	28,251	710	733
MORE THAN 10 YEARS	12,893	10,501	1,756	3,689	269	159	416	467	178	183	0	2	15,512	15,001	654	688
AVERAGE YEARS	14.1	13.7	15.1	14.3	15.2	14.8	14.8	13.7	12.5	11.8	1.1	1.5	14.2	13.8	23.6	23.9
STATEWIDE TOTAL AVERAGE YEARS	14.0															

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay Period Ending: June 27, 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	1,400	2.6 %	45.0	\$23.40	993	70.9 %
A31 - LABOR AND TRADES	3,812	7.0 %	43.5	\$16.91	1,925	50.5 %
C12 - SECURITY	8,586	15.7 %	43.4	\$23.11	7,230	84.2 %
E42 - HUMAN SERVICES SUPPORT	1,052	1.9 %	44.7	\$20.72	540	51.3 %
H21 - SCIENTIFIC & ENGINEERING	2,278	4.2 %	44.3	\$31.15	1,685	74.0 %
L32 - TECHNICAL	1,307	2.4 %	39.7	\$20.75	732	56.0 %
T01 - STATE POLICE ENLISTED	1,476	2.7 %	41.9	\$30.71	1,422	96.3 %
U11 - INSTITUTIONAL	2,198	4.0 %	47.1	\$19.72	1,603	72.9 %
W22 - HUMAN SERVICES	10,084	18.4 %	45.3	\$25.04	6,754	67.0 %
W41 - ADMINISTRATIVE SUPPORT	7,145	13.1 %	46.9	\$19.77	5,057	70.8 %
Y00 - NON-SPECIFIED	28	0.1 %	23.5	\$13.97	0	
Y23 - BUSINESS & ADMINISTRATION	4,881	8.9 %	46.9	\$30.19	3,644	74.7 %
Y50 - PENDING UNIT ASSIGNMENT	2	0.0 %	52.0	\$18.70	2	100.0 %
Y51 - SUPERVISORY	6,405	11.7 %	49.8	\$32.23	6,057	94.6 %
Y52 - NONCAREER	302	0.6 %	24.9	\$13.80	0	
Y98 - MANAGERIAL	1,764	3.2 %	52.1	\$46.42	1,545	87.6 %
Y99 - CONFIDENTIAL	1,937	3.5 %	48.2	\$26.74	1,611	83.2 %
STATEWIDE TOTAL	54,657	100.0 %	45.8	\$25.43	40,800	74.6 %

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 Jun 27, 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	1,342	892	66 %	325	24 %	20	1 %	1,230	92 %	15	1 %	8	1 %	1,260	94 %
A31	LABOR AND TRADES	2,380	1,357	57 %	863	36 %	18	1 %	2,233	94 %	9	0 %	5	0 %	2,254	95 %
C12	SECURITY	8,586	5,483	64 %	2,746	32 %	39	0 %	8,140	95 %	157	2 %	16	0 %	8,312	97 %
E42	HUMAN SERVICES SUPPORT	1,052	599	57 %	369	35 %	11	1 %	938	89 %	50	5 %	7	1 %	1,004	95 %
H21	SCIENTIFIC & ENGINEERING	2,278	1,151	51 %	983	43 %	23	1 %	2,114	93 %	47	2 %	7	0 %	2,180	96 %
L32	TECHNICAL	983	537	55 %	389	40 %	12	1 %	919	93 %	23	2 %	4	0 %	948	96 %
T01	STATE POLICE ENLISTED	1,476	1,340	91 %	103	7 %	3	0 %	1,446	98 %	3	0 %	0	0 %	1,450	98 %
U11	INSTITUTIONAL	2,186	1,368	63 %	699	32 %	7	0 %	2,048	94 %	36	2 %	3	0 %	2,091	96 %
W22	HUMAN SERVICES	9,997	5,442	54 %	3,792	38 %	98	1 %	9,062	91 %	339	3 %	36	0 %	9,475	95 %
W41	ADMINISTRATIVE SUPPORT	6,695	2,824	42 %	3,349	50 %	75	1 %	6,050	90 %	221	3 %	20	0 %	6,313	94 %
Y23	BUSINESS & ADMINISTRATION	4,871	1,880	39 %	2,565	53 %	66	1 %	4,395	90 %	150	3 %	20	0 %	4,571	94 %
Y50	PENDING UNIT ASSIGNMENT	2	0	0 %	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %	2	100 %
Y51	SUPERVISORY	6,403	3,530	55 %	2,458	38 %	57	1 %	5,958	93 %	121	2 %	8	0 %	6,087	95 %
Y98	MANAGERIAL	1,764	876	50 %	776	44 %	16	1 %	1,666	94 %	19	1 %	5	0 %	1,693	96 %
Y99	CONFIDENTIAL	1,920	685	36 %	1,032	54 %	21	1 %	1,719	90 %	51	3 %	2	0 %	1,774	92 %
STATEWIDE TOTALS:		51,935	27,964	54 %	20,451	39 %	466	1 %	47,920	92 %	1,241	2 %	141	0 %	49,414	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: 14 Ending June 27, 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	535	46	28	0	0	229	19	0	0	0	77	399
ATTORNEY GENERAL	11	476	28	1	0	0	0	0	0	0	0	82	111
AUDITOR GENERAL	03	142	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	97	0	0	0	0	0	0	0	0	47	11	58
CIVIL SERVICE COMMISSION	19	529	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,124	39	99	195	0	148	45	0	959	716	605	2,806
CORRECTIONS	47	15,624	10	744	8,315	0	10	111	0	554	2,214	1,085	13,043
EDUCATION	31	418	3	12	0	4	0	3	0	28	129	80	259
ENVIRONMENTAL QUALITY	76	1,358	30	2	0	0	797	48	0	0	1	188	1,066
EXECUTIVE OFFICE	01	51	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	240	18	48	0	0	8	2	0	0	50	49	175
HUMAN SERVICES	43	10,393	171	51	0	55	4	0	0	158	6,393	1,399	8,231
INFORMATION TECHNOLOGY	08	1,802	0	29	0	0	4	49	0	0	0	264	346
LABOR & ECONOMIC GROWTH	64	4,350	254	44	0	993	97	7	0	21	411	736	2,563
MANAGEMENT & BUDGET	07	1,007	3	273	0	0	35	11	0	0	2	142	466
MILITARY AFFAIRS	51	959	31	196	0	0	22	12	0	446	30	52	789
NATURAL RESOURCES	75	3,098	528	1,391	0	0	263	170	0	7	75	213	2,647
STATE	23	1,575	21	23	0	0	0	1	0	0	1	1,018	1,064
STATE POLICE	55	2,574	147	25	0	0	96	36	1,467	5	0	287	2,063
STRATEGIC FUND	07	259	0	39	0	0	0	2	0	0	0	82	123
TRANSPORTATION	59	3,327	58	783	0	0	562	789	0	0	3	243	2,438
TREASURY	27	1,576	11	8	0	0	2	1	0	0	3	524	549
Grand Total:		54,514	1,398	3,798	8,510	1,052	2,277	1,306	1,467	2,178	10,075	7,139	39,200

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: 14 Ending June 27, 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	535	25	14	20	8	0	69	136
ATTORNEY GENERAL	11	476	35	43	278	0	0	9	365
AUDITOR GENERAL	03	142	0	63	34	8	0	33	138
CIVIL RIGHTS	15	97	2	17	11	0	0	9	39
CIVIL SERVICE COMMISSION	19	529	0	435	61	7	3	23	529
COMMUNITY HEALTH	39	4,124	478	110	188	12	2	528	1,318
CORRECTIONS	47	15,624	177	159	149	1	0	2,095	2,581
EDUCATION	31	418	68	27	22	2	1	39	159
ENVIRONMENTAL QUALITY	76	1,358	58	24	21	18	1	170	292
EXECUTIVE OFFICE	01	51	0	48	0	2	0	1	51
HISTORY ARTS AND LIBRARIES	25	240	17	9	17	2	0	20	65
HUMAN SERVICES	43	10,393	513	263	183	0	6	1,197	2,162
INFORMATION TECHNOLOGY	08	1,802	1,083	57	99	37	10	170	1,456
LABOR & ECONOMIC GROWTH	64	4,350	929	179	222	86	0	371	1,787
MANAGEMENT & BUDGET	07	1,007	197	142	74	16	1	111	541
MILITARY AFFAIRS	51	959	25	17	14	0	0	114	170
NATURAL RESOURCES	75	3,098	74	32	53	24	6	262	451
STATE	23	1,575	135	60	48	6	0	262	511
STATE POLICE	55	2,574	117	35	47	6	0	306	511
STRATEGIC FUND	07	259	67	24	22	0	0	23	136
TRANSPORTATION	59	3,327	228	115	89	53	0	404	889
TREASURY	27	1,576	654	62	112	23	0	176	1,027
Grand Total:		54,514	4,882	1,935	1,764	311	30	6,392	15,314

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.