

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2009-10

**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
First Quarter FY 2009-10

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	46.5
Average Annual Salary ¹	\$54,977
Average Years of Service	14.7

WORK FORCE CHARACTERISTICS

Females	52.6%
Males.....	47.4%
Eligible for Longevity	77.6%
Less than Six Years of Service	22.1%
Six to Ten Years of Service.....	18.7%
Over Ten Years of Service.....	59.2%
Exclusively Represented for Collective Bargaining.....	70.9%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.4%
Black	18.4%
Hispanic	2.8%
White	75.9%
Not Disclosed	0.3%

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

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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 01 Dec 26, 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	418.0	0.0	18.0	10.0	5.0	14.0	465.0	0.0	465.0
AGRICULTURE		418.0	0.0	18.0	10.0	5.0	14.0	465.0	0.0	465.0
ATY GNRL CENTRAL OFFICE	1101	442.0	2.0	0.0	10.0	0.0	0.0	454.0	0.0	454.0
PACC	1102	8.0	0.0	0.0	3.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		450.0	2.0	0.0	13.0	0.0	0.0	465.0	0.0	465.0
LEGISLATIVE AUDITOR GENERAL	0301	101.0	0.0	14.0	14.0	0.0	3.0	132.0	0.0	132.0
AUDITOR GENERAL		101.0	0.0	14.0	14.0	0.0	3.0	132.0	0.0	132.0
CIV RGHT CENTRAL OFFICE	1501	92.0	0.0	0.0	2.0	0.0	0.0	94.0	0.0	94.0
CIVIL RIGHTS		92.0	0.0	0.0	2.0	0.0	0.0	94.0	0.0	94.0
CIVIL SERVICE COMMISSION	1901	493.0	4.0	0.0	6.0	1.0	0.0	504.0	2.0	502.0
CIVIL SERVICE COMMISSION		493.0	4.0	0.0	6.0	1.0	0.0	504.0	2.0	502.0
DCH-CARO CENTER	3902	395.0	1.0	1.0	4.0	0.0	5.0	406.0	0.0	406.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,552.0	6.0	10.0	23.0	0.0	56.0	1,647.0	1.5	1,645.5
DCH-CTR FORENSIC PSYCHIATRY	3920	508.0	2.0	0.0	2.0	0.0	4.0	516.0	0.0	516.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	168.0	3.0	0.0	20.0	0.0	5.0	196.0	0.0	196.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	278.0	2.0	0.0	4.0	0.0	0.0	284.0	0.0	284.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	414.0	7.0	0.0	58.0	0.0	0.0	479.0	0.0	479.0
DCH - MT. PLEASANT CENTER	3912	18.0	0.0	0.0	1.0	0.0	0.0	19.0	0.0	19.0
DCH-OFFICE OF SERVICES TO TH	3970	40.0	0.0	1.0	1.0	0.0	0.0	42.0	0.0	42.0
DCH-WALTER P. REUTHER PSY HOSP	3945	402.0	0.0	0.0	5.0	0.0	0.0	407.0	0.0	407.0
COMMUNITY HEALTH		3,775.0	21.0	12.0	118.0	0.0	70.0	3,996.0	1.5	3,994.5
DOC-ADRIAN/GUS HARRISON FAC	4729	534.0	0.0	0.0	1.0	0.0	0.0	535.0	0.0	535.0
DOC-ALGER MAX SECURITY CORRECT	4735	302.0	0.0	0.0	1.0	0.0	0.0	303.0	0.0	303.0
DOC-BARAGA FACILITY	4740	381.0	2.0	0.0	1.0	0.0	3.0	387.0	0.0	387.0
DOC-BELLAMY CREEK FACILITY	4748	462.0	0.0	0.0	2.0	0.0	0.0	464.0	0.0	464.0

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

Pay Period Number and Pay End Date 01 Dec 26, 2009

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	517.0	1.0	0.0	2.0	0.0	0.0	520.0	0.0	520.0
DOC-CARSON CITY FAC/CARSON CIT	4731	537.0	0.0	0.0	3.0	0.0	0.0	540.0	0.0	540.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	583.0	0.0	0.0	1.0	0.0	0.0	584.0	0.0	584.0
DOC-COOPER STREET FACILITY	4752	450.0	0.0	0.0	3.0	0.0	0.0	453.0	0.5	452.5
DOC-CORRECTN CENTRAL OFFICE	4702	490.0	0.0	0.0	34.0	0.0	28.0	552.0	0.0	552.0
DOC-COTTON FACILITY	4720	451.0	0.0	0.0	1.0	0.0	0.0	452.0	0.0	452.0
DOC-CRANE FACILITY	4716	254.0	0.0	0.0	0.0	0.0	0.0	254.0	0.0	254.0
DOC-EGELER FACILITY	4727	610.0	0.0	0.0	1.0	0.0	0.0	611.0	0.0	611.0
DOC-FIELD OPERATION REGION III	4763	955.0	8.0	2.0	5.0	0.0	0.0	970.0	0.0	970.0
DOC-FIELD OPERATIONS REGION I	4761	870.0	1.0	2.0	1.0	0.0	0.0	874.0	0.0	874.0
DOC-HANDLON MI TRAINING UNT	4705	314.0	0.0	0.0	0.0	0.0	0.0	314.0	0.0	314.0
DOC-HURON VALLEY CORR COMPLEX	4715	602.0	4.0	0.0	8.0	0.0	0.0	614.0	0.0	614.0
DOC-IONIA MAXIMUM FACILITY	4724	323.0	0.0	0.0	1.0	0.0	0.0	324.0	0.0	324.0
DOC-JACKSON CENTRAL REGION	4750	128.0	0.0	0.0	0.0	0.0	0.0	128.0	0.0	128.0
DOC-KINROSS/HIAWATHA FACILITY	4712	399.0	0.0	0.0	1.0	0.0	0.0	400.0	0.0	400.0
DOC-LAKELAND MENS FACILITY	4718	295.0	0.0	0.0	0.0	0.0	0.0	295.0	0.0	295.0
DOC-MACOMB FACILITY	4741	344.0	0.0	0.0	1.0	0.0	0.0	345.0	0.0	345.0
DOC-MARQUETTE BRANCH PRISON	4706	405.0	0.0	0.0	1.0	0.0	1.0	407.0	0.0	407.0
DOC-MAXEY CORRECTIONAL	4749	153.0	0.0	0.0	1.0	0.0	0.0	154.0	0.0	154.0
DOC-MICHIGAN REFORMATORY	4707	335.0	0.0	0.0	3.0	0.0	3.0	341.0	0.0	341.0
DOC-MICHIGAN STATE INDUSTRIES	4709	162.0	0.0	0.0	0.0	0.0	1.0	163.0	0.0	163.0
DOC-MID MICHIGAN FACILITY	4733	596.0	0.0	0.0	1.0	0.0	0.0	597.0	0.0	597.0
DOC-MOUND FACILITY	4737	335.0	0.0	0.0	3.0	0.0	0.0	338.0	0.0	338.0
DOC-MUSKEGON FACILITY	4704	238.0	0.0	0.0	1.0	0.0	0.0	239.0	0.0	239.0
DOC-NEWBERRY FACILITY	4743	299.0	0.0	0.0	1.0	0.0	1.0	301.0	0.0	301.0

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DOC-OAKS FACILITY	4739	342.0	1.0	0.0	1.0	0.0	0.0	344.0	0.0	344.0
DOC-OJIBWAY FACILITY	4746	259.0	1.0	0.0	1.0	0.0	5.0	266.0	0.0	266.0
DOC-PARNALL FACILITY	4751	319.0	0.0	1.0	0.0	0.0	0.0	320.0	0.0	320.0
DOC-PINE RIVER FACILITY	4744	260.0	1.0	0.0	1.0	0.0	0.0	262.0	0.0	262.0
DOC-PUGSLEY FACILITY	4745	271.0	1.0	0.0	0.0	0.0	0.0	272.0	0.0	272.0
DOC-RYAN FACILITY	4738	341.0	0.0	0.0	3.0	0.0	0.0	344.0	0.0	344.0
DOC-SAGINAW FACILITY	4742	373.0	4.0	0.0	1.0	0.0	0.0	378.0	0.0	378.0
DOC-STANDISH MAXIMUM FACILITY	4734	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
DOC-THUMB FACILITY	4725	349.0	0.0	0.0	3.0	0.0	0.0	352.0	0.0	352.0
IONIA REGIONAL OFFICE	4711	118.0	0.0	0.0	0.0	0.0	0.0	118.0	0.0	118.0
REGION I CFA REGIONAL OFFICE	4714	59.0	0.0	0.0	4.0	0.0	0.0	63.0	0.0	63.0
CORRECTIONS		15,018.0	24.0	5.0	92.0	0.0	42.0	15,181.0	0.5	15,180.5
EDUCATION	3103	335.0	7.0	3.0	27.0	79.0	3.0	454.0	1.0	453.0
EDUCATION		335.0	7.0	3.0	27.0	79.0	3.0	454.0	1.0	453.0
DPT OF ENRGY/LABOR/ECNOMC GRTH	6401	3,497.0	14.0	4.0	474.0	50.0	92.0	4,131.0	3.0	4,128.0
MES BOARD OF REVIEW	6415	17.0	0.0	0.0	0.0	0.0	0.0	17.0	0.0	17.0
MSHDA	6405	285.0	8.0	3.0	2.0	0.0	38.0	336.0	1.5	334.5
ENERGY,LABOR & ECONOMIC GROWTH		3,799.0	22.0	7.0	476.0	50.0	130.0	4,484.0	4.5	4,479.5
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,256.0	7.0	15.0	31.0	0.0	20.0	1,329.0	3.5	1,325.5
ENVIRONMENTAL QUALITY		1,256.0	7.0	15.0	31.0	0.0	20.0	1,329.0	3.5	1,325.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	41.0	0.0	3.0	44.0	0.0	44.0
EXECUTIVE OFFICE		0.0	0.0	0.0	41.0	0.0	3.0	44.0	0.0	44.0
DHS-BERRIEN COUNTY	4322	149.0	0.0	0.0	0.0	1.0	0.0	150.0	0.0	150.0
DHS-CALHOUN COUNTY	4323	148.0	0.0	0.0	12.0	0.0	0.0	160.0	0.0	160.0

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DHS-COUNTIES	4308	2,288.0	3.0	1.0	184.0	4.0	0.0	2,480.0	2.0	2,478.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,760.0	4.0	18.0	110.0	3.0	5.0	1,900.0	3.0	1,897.0
DHS-GENESEE COUNTY	4302	535.0	0.0	0.0	40.0	0.0	0.0	575.0	0.0	575.0
DHS-INGHAM COUNTY	4312	219.0	0.0	0.0	9.0	0.0	0.0	228.0	0.0	228.0
DHS - INSTITUTIONS	4307	118.0	1.0	20.0	6.0	0.0	1.0	146.0	0.0	146.0
DHS-JACKSON COUNTY	4315	128.0	0.0	0.0	12.0	0.0	0.0	140.0	0.0	140.0
DHS-KALAMAZOO COUNTY	4314	179.0	0.0	0.0	9.0	0.0	0.0	188.0	0.0	188.0
DHS-KENT COUNTY	4303	385.0	0.0	0.0	43.0	0.0	0.0	428.0	4.0	424.0
DHS-MACOMB COUNTY	4304	455.0	1.0	0.0	26.0	0.0	0.0	482.0	2.5	479.5
DHS-MAXEY TRAINING SCHOOL	4311	112.0	0.0	0.0	0.0	0.0	0.0	112.0	0.0	112.0
DHS-MUSKEGON COUNTY	4324	191.0	0.0	0.0	23.0	0.0	0.0	214.0	0.0	214.0
DHS-OAKLAND COUNTY	4305	514.0	0.0	2.0	29.0	0.0	0.0	545.0	0.0	545.0
DHS-SAGINAW COUNTY	4313	225.0	0.0	0.0	11.0	0.0	0.0	236.0	0.0	236.0
DHS-WASHTENAW	4325	130.0	0.0	0.0	10.0	0.0	0.0	140.0	0.0	140.0
DHS-WAYNE COUNTY DSS	4306	147.0	0.0	0.0	21.0	0.0	0.0	168.0	0.0	168.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	685.0	0.0	0.0	32.0	0.0	0.0	717.0	0.0	717.0
DHS-WAYNE COUNTY ZONE 3	4318	520.0	0.0	0.0	41.0	0.0	0.0	561.0	0.0	561.0
DHS-WAYNE COUNTY ZONE 4	4319	440.0	0.0	0.0	38.0	0.0	0.0	478.0	0.0	478.0
DHS-WAYNE COUNTY ZONE L	4316	382.0	0.0	0.0	25.0	0.0	0.0	407.0	0.0	407.0
HUMAN SERVICES		9,710.0	9.0	41.0	681.0	8.0	6.0	10,455.0	11.5	10,443.5
DEPT OF INFORMATION TECHNOLOGY	0801	1,699.0	5.0	0.0	26.0	0.0	66.0	1,796.0	0.0	1,796.0
INFORMATION TECHNOLOGY		1,699.0	5.0	0.0	26.0	0.0	66.0	1,796.0	0.0	1,796.0
CHIEF COMPLIANCE OFFICER	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
MGMT BUD CENTRAL OFFICE	0701	905.0	5.0	3.0	48.0	0.0	27.0	988.0	8.5	979.5
MANAGEMENT AND BUDGET		905.0	5.0	3.0	49.0	0.0	27.0	989.0	8.5	980.5

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D.J. JACOBETTI HOME FOR VETERA	5103	140.0	6.0	2.0	0.0	4.0	4.0	156.0	1.0	155.0
GRAND RAPIDS HOME FOR VETERANS	5102	436.0	1.0	8.0	1.0	12.0	19.0	477.0	0.0	477.0
MIL AFFR CENTRAL OFFICE	5101	232.0	0.0	8.0	11.0	8.0	8.0	267.0	0.0	267.0
MILITARY & VETERAN AFFAIRS		808.0	7.0	18.0	12.0	24.0	31.0	900.0	1.0	899.0
DEPARTMENT OF NATURAL RESOURCE	7501	1,331.0	2.0	65.0	25.0	61.0	118.0	1,602.0	1.0	1,601.0
NATURAL RESOURCES		1,331.0	2.0	65.0	25.0	61.0	118.0	1,602.0	1.0	1,601.0
DEPARTMENT OF STATE	2301	1,176.0	0.0	185.0	38.0	0.0	157.0	1,556.0	0.0	1,556.0
STATE		1,176.0	0.0	185.0	38.0	0.0	157.0	1,556.0	0.0	1,556.0
STATE POLICE	5501	2,494.0	35.0	5.0	30.0	0.0	6.0	2,570.0	1.5	2,568.5
STATE POLICE		2,494.0	35.0	5.0	30.0	0.0	6.0	2,570.0	1.5	2,568.5
STRATEGIC FUND	0740	160.0	3.0	15.0	20.0	0.0	62.0	260.0	0.0	260.0
STRATEGIC FUND		160.0	3.0	15.0	20.0	0.0	62.0	260.0	0.0	260.0
BRIDGE AUTHORITIES-INTERNATION	5903	30.0	0.0	1.0	1.0	0.0	8.0	40.0	0.0	40.0
BRIDGE AUTHORITIES-MACKINAC	5902	45.0	0.0	24.0	8.0	0.0	5.0	82.0	0.0	82.0
TRANSPORTATION CENTRAL OFFICE	5901	2,667.0	17.0	13.0	61.0	6.0	95.0	2,859.0	5.5	2,853.5
TRANSPORTATION		2,742.0	17.0	38.0	70.0	6.0	108.0	2,981.0	5.5	2,975.5
BUREAU OF STATE LOTTERY	2795	168.0	0.0	0.0	0.0	0.0	14.0	182.0	0.0	182.0
GAMING CONTROL	2707	94.0	1.0	0.0	5.0	0.0	5.0	105.0	0.0	105.0
TREASURY CENTRAL PAYROLL	2701	1,217.0	5.0	10.0	33.0	0.0	33.0	1,298.0	0.0	1,298.0
TREASURY		1,479.0	6.0	10.0	38.0	0.0	52.0	1,585.0	0.0	1,585.0
STATEWIDE TOTAL		48,241.0	176.0	454.0	1,819.0	234.0	918.0	51,842.0	42.0	51,800.0

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 2010 Appropriated (A)	FTE Positions 12/26/2009 (B)	FTE Positions 9/19/2009 (C)	Difference 12/26/2009 and 9/19/2009 (B-C)	Difference 12/26/2009 and Appropriated (B-A)
AGRICULTURE					
Regular	591.5	443.2	483.2	-40.0	-148.3
Overtime	0.0	0.4	0.6	-0.2	0.4
Total	591.5	443.6	483.8	-40.2	-147.9
ATTORNEY GENERAL					
Regular	537.0	460.7	467.6	-7.0	-76.3
Overtime	0.0	0.7	0.3	0.4	0.7
Total	537.0	461.4	467.9	-6.5	-75.6
AUDITOR GENERAL					
Regular	0.0	129.1	131.8	-2.7	129.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	129.1	131.8	-2.7	129.1
CIVIL RIGHTS					
Regular	125.0	94.0	94.1	-0.1	-31.0
Overtime	0.0	0.0	0.0	0.0	0.0
Total	125.0	94.0	94.1	-0.1	-31.0
CIVIL SERVICE COMMISSION					
Regular	533.5	500.5	510.6	-10.1	-33.0
Overtime	0.0	0.0	0.4	-0.4	0.0
Total	533.5	500.5	511.0	-10.5	-33.0
COMMUNITY HEALTH					
Regular	4,375.6	3,952.1	3,965.1	-13.0	-423.5
Overtime	0.0	276.0	211.5	64.5	276.0
Total	4,375.6	4,228.2	4,176.6	51.5	-147.5

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

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

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2010 Appropriated (A)	FTE Positions 12/26/2009 (B)	FTE Positions 9/19/2009 (C)	Difference 12/26/2009 and 9/19/2009 (B-C)	Difference 12/26/2009 and Appropriated (B-A)
CORRECTIONS					
Regular	15,746.1	15,512.7	15,606.9	-94.2	-233.4
Overtime	0.0	1,438.9	1,115.6	323.3	1,438.9
Total	15,746.1	16,951.6	16,722.5	229.1	1,205.5
EDUCATION					
Regular	538.5	447.7	407.0	40.7	-90.8
Overtime	0.0	0.4	1.6	-1.3	0.4
Total	538.5	448.1	408.7	39.4	-90.4
ENERGY, LABOR & ECONOMIC GROWTH					
Regular	4,680.5	4,399.8	4,307.9	92.0	-280.7
Overtime	0.0	174.3	282.0	-107.7	174.3
Total	4,680.5	4,574.2	4,589.9	-15.7	-106.3
ENVIRONMENTAL QUALITY					
Regular	1,491.1	1,296.5	1,313.9	-17.4	-194.6
Overtime	0.0	1.5	4.6	-3.1	1.5
Total	1,491.1	1,298.0	1,318.5	-20.5	-193.1
EXECUTIVE OFFICE					
Regular	74.2	41.4	41.6	-0.2	-32.8
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	41.4	41.6	-0.2	-32.8
HISTORY ARTS AND LIBRARIES					
Regular	0.0	0.0	197.4	-197.4	0.0
Overtime	0.0	0.0	1.6	-1.6	0.0
Total	0.0	0.0	199.0	-199.0	0.0
HUMAN SERVICES					
Regular	10,905.8	10,394.5	10,421.3	-26.8	-511.3
Overtime	0.0	384.3	625.9	-241.6	384.3
Total	10,905.8	10,778.9	11,047.2	-268.3	-126.9

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). Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

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

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2010 Appropriated (A)	FTE Positions 12/26/2009 (B)	FTE Positions 9/19/2009 (C)	Difference 12/26/2009 and 9/19/2009 (B-C)	Difference 12/26/2009 and Appropriated (B-A)
INFORMATION TECHNOLOGY					
Regular	1,632.0	1,759.9	1,764.7	-4.8	127.9
Overtime	0.0	12.8	10.4	2.4	12.8
Total	1,632.0	1,772.7	1,775.1	-2.4	140.7
MANAGEMENT AND BUDGET					
Regular	872.5	972.9	981.3	-8.4	100.4
Overtime	0.0	15.8	19.4	-3.6	15.8
Total	872.5	988.7	1,000.7	-12.0	116.2
MILITARY & VETERAN AFFAIRS					
Regular	985.0	922.4	931.9	-9.5	-62.6
Overtime	0.0	47.4	34.0	13.4	47.4
Total	985.0	969.8	965.9	3.9	-15.2
NATURAL RESOURCES					
Regular	2,209.9	1,492.7	2,235.7	-743.0	-717.2
Overtime	0.0	2.7	44.5	-41.7	2.7
Total	2,209.9	1,495.4	2,280.1	-784.7	-714.5
STATE					
Regular	1,809.0	1,411.8	1,494.8	-83.0	-397.2
Overtime	0.0	1.4	30.0	-28.7	1.4
Total	1,809.0	1,413.2	1,524.8	-111.6	-395.8
STATE POLICE					
Regular	2,866.0	2,540.1	2,524.5	15.6	-325.9
Overtime	0.0	169.5	183.9	-14.4	169.5
Total	2,866.0	2,709.5	2,708.4	1.1	-156.5
STRATEGIC FUND					
Regular	155.0	193.0	212.4	-19.4	38.0
Overtime	0.0	0.7	2.6	-1.9	0.7
Total	155.0	193.8	215.0	-21.3	38.8

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). Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

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

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2010 Appropriated (A)	FTE Positions 12/26/2009 (B)	FTE Positions 9/19/2009 (C)	Difference 12/26/2009 and 9/19/2009 (B-C)	Difference 12/26/2009 and Appropriated (B-A)
TRANSPORTATION					
Regular	3,008.3	2,907.8	3,021.6	-113.8	-100.5
Overtime	0.0	110.6	217.4	-106.8	110.6
Total	3,008.3	3,018.4	3,239.0	-220.6	10.1
TREASURY					
Regular	1,702.5	1,558.7	1,542.2	16.5	-143.8
Overtime	0.0	8.8	19.0	-10.2	8.8
Total	1,702.5	1,567.6	1,561.3	6.3	-134.9
STATEWIDE TOTALS					
Total Regular	54,839.0	51,431.5	52,657.4	-1,226.0	-3,407.5
Total Overtime	0.0	2,646.4	2,805.5	-159.1	2,646.4
Grand Total	54,839.0	54,077.8	55,462.9	-1,385.1	-761.2

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). Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

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

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	September 19, 2009		December 26, 2009	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	522.0	1.0%	476.0	0.9%
Attorney General	471.0	0.9%	466.0	0.9%
Auditor General	136.0	0.3%	133.0	0.3%
Civil Rights	94.0	0.2%	94.0	0.2%
Civil Service Commission	522.0	1.0%	503.0	1.0%
Community Health	3,972.5	7.4%	3,998.5	7.7%
Corrections	15,422.0	28.7%	15,191.5	29.2%
Education	411.0	0.8%	451.0	0.9%
Energy, Labor and Economic Growth	4,381.5	8.2%	4,487.0	8.6%
Environmental Quality	1,345.5	2.5%	1,326.5	2.6%
Executive Office	45.0	0.1%	45.0	0.1%
History Arts and Libraries	228.0	0.4%	0.0	0.0%
Human Services	10,514.0	19.6%	10,461.5	20.1%
Information Technology	1,795.0	3.3%	1,799.0	3.5%
Management and Budget	994.5	1.9%	981.5	1.9%
Military & Veterans Affairs	962.0	1.8%	937.0	1.8%
Natural Resources	2,812.0	5.2%	1,619.0	3.1%
State	1,559.0	2.9%	1,554.0	3.0%
State Police	2,555.5	4.8%	2,571.5	5.0%
Strategic Fund	261.0	0.5%	260.0	0.5%
Transportation	3,096.5	5.8%	3,011.5	5.8%
Treasury	1,567.0	2.9%	1,581.0	3.0%
TOTAL	53,667.0	100.0%	51,947.5	100.0%

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. For this report, the actual number of employees who job share are divided in half.

Comments: Statewide the number of classified employees at fiscal year end decreased by 1,719 from September 19 to December 26, 2009.

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT

As of Pay End Date: 12/26/2009

Department	Current Period Number of Employees
AGRICULTURE	464.0
ATTORNEY GENERAL	465.0
AUDITOR GENERAL	129.0
CIVIL RIGHTS	94.0
CIVIL SERVICE COMMISSION	502.0
COMMUNITY HEALTH	3,929.5
CORRECTIONS	15,151.5
EDUCATION	450.0
ENERGY,LABOR & ECONOMIC GROWTH	4,349.5
ENVIRONMENTAL QUALITY	1,305.5
EXECUTIVE OFFICE	41.0
HUMAN SERVICES	10,439.5
INFORMATION TECHNOLOGY	1,730.0
MANAGEMENT AND BUDGET	953.5
MILITARY & VETERAN AFFAIRS	881.0
NATURAL RESOURCES	1,487.0
STATE	1,399.0
STATE POLICE	2,562.5
STRATEGIC FUND	198.0
TRANSPORTATION	2,898.5
TREASURY	1,550.0
Sum:	50,980.0

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	7	482.9
ATTORNEY GENERAL	7	466.4
AUDITOR GENERAL	7	130.6
CIVIL RIGHTS	7	94.4
CIVIL SERVICE COMMISSION	7	508.3
COMMUNITY HEALTH	7	3,914.8
CORRECTIONS	7	15,232.9
EDUCATION	7	449.7
ENERGY,LABOR & ECONOMIC GROWTH	7	4,333.1
ENVIRONMENTAL QUALITY	7	1,309.5
EXECUTIVE OFFICE	7	41.1
HUMAN SERVICES	7	10,461.7
INFORMATION TECHNOLOGY	7	1,732.0
MANAGEMENT AND BUDGET	7	957.5
MILITARY & VETERAN AFFAIRS	7	913.0
NATURAL RESOURCES	7	1,600.7
STATE	7	1,401.1
STATE POLICE	7	2,543.2
STRATEGIC FUND	7	199.7
TRANSPORTATION	7	2,885.6
TREASURY	7	1,541.9
Sum:		51,200.1

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. Currently, these positions represent 98% of all non-career appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT
Pay Period Ending: December 26, 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	466	0.9 %	48.6	\$29.13	384	82.4 %
ATTORNEY GENERAL	465	0.9 %	48.2	\$37.58	330	71.0 %
AUDITOR GENERAL	132	0.3 %	42.0	\$36.81	109	82.6 %
CIVIL RIGHTS	94	0.2 %	50.8	\$30.97	91	96.8 %
CIVIL SERVICE COMMISSION	504	1.0 %	49.1	\$29.87	460	91.3 %
COMMUNITY HEALTH	4,014	7.7 %	49.1	\$27.86	2,959	73.7 %
CORRECTIONS	15,276	29.4 %	45.5	\$25.08	12,959	84.8 %
EDUCATION	454	0.9 %	49.4	\$30.17	285	62.8 %
ENERGY, LABOR & ECONOMIC GROWTH	4,485	8.6 %	47.0	\$26.73	2,934	65.4 %
ENVIRONMENTAL QUALITY	1,329	2.6 %	48.4	\$30.57	1,135	85.4 %
EXECUTIVE OFFICE	44	0.1 %	37.8	\$23.83	12	27.3 %
HUMAN SERVICES	10,460	20.1 %	46.3	\$24.21	7,507	71.8 %
INFORMATION TECHNOLOGY	1,796	3.5 %	47.3	\$31.42	1,329	74.0 %
MANAGEMENT AND BUDGET	989	1.9 %	48.1	\$27.84	798	80.7 %
MILITARY & VETERAN AFFAIRS	906	1.7 %	47.8	\$23.47	694	76.6 %
NATURAL RESOURCES	1,603	3.1 %	46.2	\$25.91	1,267	79.0 %
STATE	1,557	3.0 %	48.1	\$22.95	1,244	79.9 %
STATE POLICE	2,579	5.0 %	43.8	\$29.92	2,292	88.9 %
STRATEGIC FUND	260	0.5 %	48.6	\$24.83	148	56.9 %
TRANSPORTATION	2,988	5.7 %	45.6	\$27.35	2,313	77.4 %
TREASURY	1,585	3.0 %	46.6	\$27.47	1,091	68.8 %
STATEWIDE TOTALS:	51,986	100.0 %	46.5	\$26.33	40,341	77.6 %

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 12/26/2009

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	452	224	50 %	208	46 %	4	1 %	423	94 %	8	2 %	2	0 %	437	97 %
ATTORNEY GENERAL	465	210	45 %	217	47 %	2	0 %	434	93 %	5	1 %	2	0 %	440	95 %
AUDITOR GENERAL	129	30	23 %	78	60 %	5	4 %	115	89 %	2	2 %	0	0 %	118	91 %
CIVIL RIGHTS	94	56	60 %	33	35 %	3	3 %	92	98 %	1	1 %	0	0 %	93	99 %
CIVIL SERVICE COMMISSION	504	168	33 %	278	55 %	6	1 %	458	91 %	9	2 %	1	0 %	468	93 %
COMMUNITY HEALTH	3,944	2,104	53 %	1,581	40 %	30	1 %	3,636	92 %	110	3 %	12	0 %	3,767	96 %
CORRECTIONS	15,234	9,003	59 %	5,319	35 %	76	0 %	14,216	93 %	271	2 %	29	0 %	14,514	95 %
EDUCATION	451	210	47 %	190	42 %	7	2 %	404	90 %	6	1 %	4	1 %	414	92 %
ENERGY, LABOR & ECONOMIC G	4,355	1,960	45 %	2,080	48 %	52	1 %	3,962	91 %	162	4 %	16	0 %	4,153	95 %
ENVIRONMENTAL QUALITY	1,309	517	39 %	697	53 %	14	1 %	1,223	93 %	17	1 %	1	0 %	1,245	95 %
EXECUTIVE OFFICE	41	14	34 %	19	46 %	0	0 %	35	85 %	2	5 %	0	0 %	37	90 %
HUMAN SERVICES	10,454	5,342	51 %	4,438	42 %	84	1 %	9,596	92 %	360	3 %	17	0 %	9,984	96 %
INFORMATION TECHNOLOGY	1,730	597	35 %	1,004	58 %	15	1 %	1,557	90 %	66	4 %	3	0 %	1,627	94 %
MANAGEMENT AND BUDGET	962	280	29 %	610	63 %	9	1 %	882	92 %	17	2 %	1	0 %	904	94 %
MILITARY & VETERAN AFFAIRS	875	365	42 %	461	53 %	9	1 %	838	96 %	4	0 %	2	0 %	844	96 %
NATURAL RESOURCES	1,485	974	66 %	407	27 %	16	1 %	1,398	94 %	8	1 %	4	0 %	1,420	96 %
STATE	1,400	670	48 %	646	46 %	16	1 %	1,316	94 %	28	2 %	2	0 %	1,349	96 %
STATE POLICE	2,573	1,938	75 %	523	20 %	14	1 %	2,469	96 %	23	1 %	3	0 %	2,497	97 %
STRATEGIC FUND	198	93	47 %	84	42 %	6	3 %	179	90 %	6	3 %	1	1 %	187	94 %
TRANSPORTATION	2,880	1,511	52 %	1,182	41 %	36	1 %	2,714	94 %	30	1 %	5	0 %	2,758	96 %
TREASURY	1,533	536	35 %	877	57 %	19	1 %	1,401	91 %	44	3 %	4	0 %	1,454	95 %
STATEWIDE TOTALS:	51,068	26,802	52 %	20,932	41 %	423	1 %	47,348	93 %	1,179	2 %	109	0 %	48,710	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 12/26/2009

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	452	389	86 %	0	0 %	428	95 %	23	5 %	0	0 %
ATTORNEY GENERAL	465	370	80 %	0	0 %	444	95 %	18	4 %	0	0 %
AUDITOR GENERAL	129	115	89 %	0	0 %	115	89 %	14	11 %	0	0 %
CIVIL RIGHTS	94	88	94 %	0	0 %	86	91 %	8	9 %	0	0 %
CIVIL SERVICE COMMISSION	504	486	96 %	4	1 %	489	97 %	15	3 %	6	1 %
COMMUNITY HEALTH	3,944	3,566	90 %	0	0 %	3,738	95 %	201	5 %	0	0 %
CORRECTIONS	15,234	14,395	94 %	0	0 %	14,723	97 %	438	3 %	0	0 %
EDUCATION	451	334	74 %	0	0 %	417	92 %	33	7 %	0	0 %
ENERGY,LABOR & ECONOMIC C	4,355	3,649	84 %	1	0 %	4,100	94 %	251	6 %	3	0 %
ENVIRONMENTAL QUALITY	1,309	1,169	89 %	0	0 %	1,220	93 %	86	7 %	0	0 %
EXECUTIVE OFFICE	41	14	34 %	0	0 %	36	88 %	5	12 %	0	0 %
HUMAN SERVICES	10,454	9,397	90 %	0	0 %	9,910	95 %	537	5 %	0	0 %
INFORMATION TECHNOLOGY	1,730	1,424	82 %	39	2 %	1,645	95 %	81	5 %	35	2 %
MANAGEMENT AND BUDGET	962	873	91 %	1	0 %	911	95 %	51	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	875	764	87 %	0	0 %	835	95 %	31	4 %	0	0 %
NATURAL RESOURCES	1,485	1,336	90 %	0	0 %	1,421	96 %	61	4 %	0	0 %
STATE	1,400	1,280	91 %	0	0 %	1,334	95 %	65	5 %	0	0 %
STATE POLICE	2,573	2,479	96 %	1,567	61 %	2,452	95 %	106	4 %	1,545	60 %
STRATEGIC FUND	198	164	83 %	0	0 %	184	93 %	14	7 %	0	0 %
TRANSPORTATION	2,880	2,569	89 %	0	0 %	2,734	95 %	140	5 %	0	0 %
TREASURY	1,533	1,343	88 %	0	0 %	1,438	94 %	93	6 %	0	0 %
STATEWIDE TOTALS:	51,068	46,204	90 %	1,612	3 %	48,660	95 %	2,271	4 %	1,590	3 %

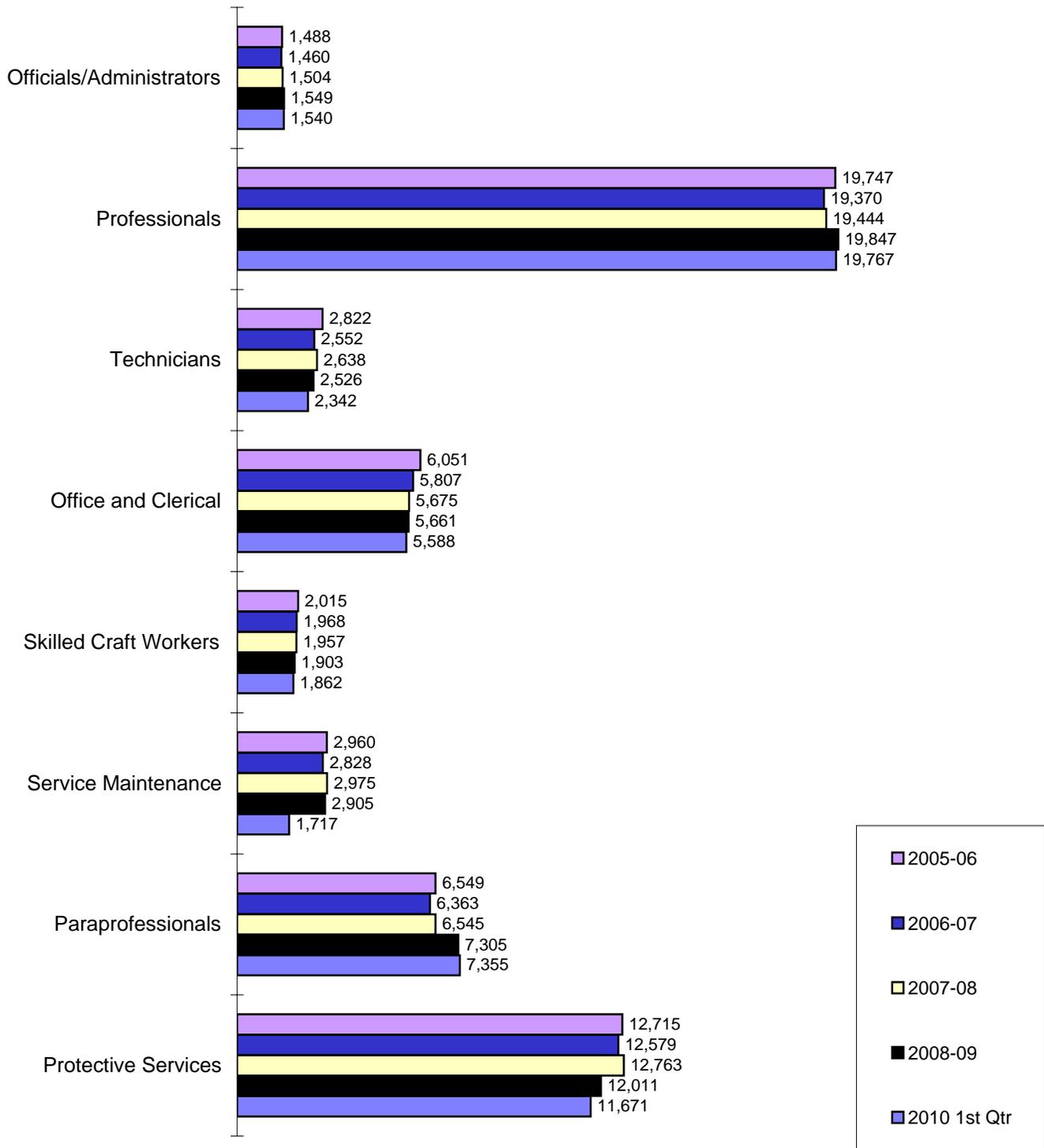
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

Age Distribution for Classified Employees by Department
Pay Period Ending: December 26, 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	0	6	12	40	42	45	92	87	93	41	4	3	465
ATTORNEY GENERAL	0	5	22	40	48	61	59	83	86	48	13	0	465
AUDITOR GENERAL	0	4	17	13	22	20	25	17	11	3	0	0	132
CIVIL RIGHTS	0	0	0	6	12	12	8	14	23	15	4	0	94
CIVIL SERVICE COMMISSION	0	2	8	38	45	44	92	136	91	41	7	0	504
COMMUNITY HEALTH	6	79	172	237	289	409	566	922	848	366	88	14	3,996
CORRECTIONS	2	168	670	1,266	2,267	2,697	2,996	2,684	1,718	614	80	19	15,181
EDUCATION	1	4	23	44	29	37	43	109	95	60	9	0	454
ENERGY, LABOR & ECONOMIC GROWTH	15	143	314	403	427	475	574	825	787	411	75	35	4,484
ENVIRONMENTAL QUALITY	0	16	40	127	124	124	228	277	269	101	19	4	1,329
EXECUTIVE OFFICE	1	7	11	5	4	0	6	4	2	2	1	1	44
HUMAN SERVICES	1	168	835	1,134	1,222	1,104	1,239	1,904	1,937	775	110	26	10,455
INFORMATION TECHNOLOGY	7	44	68	128	192	221	321	369	290	131	22	3	1,796
MANAGEMENT AND BUDGET	2	26	44	66	93	98	135	220	222	65	17	1	989
MILITARY & VETERAN AFFAIRS	4	17	41	65	76	101	163	191	171	57	8	6	900
NATURAL RESOURCES	3	27	86	173	223	189	239	288	245	91	28	10	1,602
STATE	4	45	63	96	137	158	268	318	322	127	16	2	1,556
STATE POLICE	0	27	93	306	518	497	479	355	220	67	7	1	2,570
STRATEGIC FUND	2	18	6	18	21	22	32	60	38	25	12	6	260
TRANSPORTATION	1	78	196	309	331	407	474	543	442	159	32	9	2,981
TREASURY	8	38	95	140	175	169	254	309	254	120	17	6	1,585
Statewide Total:	57	922	2,816	4,654	6,297	6,890	8,293	9,715	8,164	3,319	569	146	51,842
Average Age:	19.4	23.2	27.8	32.6	37.6	42.5	47.6	52.6	57.3	61.9	66.8	73.5	46.5

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

**EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2005-06 through First Quarter 2009-10**



Grand Totals:

2005-06 Year End:	54,347
2006-07 Year End:	52,927
2007-08 Year End:	53,501
2008-09 Year End:	53,707
2009-10 1st Qtr:	51,842

Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: December 26, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	2	6
ALGER	340	8	348
ALLEGAN	209	62	271
ALPENA	123	21	144
ANTRIM	25	1	26
ARENAC	23	5	28
BARAGA	447	10	457
BARRY	89	8	97
BAY	270	23	293
BENZIE	21	5	26
BERRIEN	356	21	377
BRANCH	643	14	657
CALHOUN	324	22	346
CASS	85	9	94
CHARLEVOIX	22	12	34
CHEBOYGAN	78	22	100
CHIPPEWA	1,187	42	1,229
CLARE	53	10	63
CLINTON	137	18	155
CRAWFORD	167	46	213
DELTA	190	16	206
DICKINSON	51	11	62
EATON	3,048	339	3,387
EMMET	78	10	88
GENESEE	845	148	993
GLADWIN	44	6	50
GOGEBIC	306	16	322
GRAND TRAVERSE	582	23	605
GRATIOT	932	25	957
HILLSDALE	65	5	70
HOUGHTON	68	14	82
HURON	35	8	43
INGHAM	9,878	984	10,862
IONIA	1,743	46	1,789
IOSCO	60	7	67
IRON	64	4	68
ISABELLA	157	13	170
JACKSON	2,402	46	2,448
KALAMAZOO	1,077	110	1,187
KALKASKA	61	4	65
KENT	1,598	218	1,816
KEWEENAW	1	2	3
LAKE	51	1	52
LAPEER	450	14	464
LEELANAU	3	1	4

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: December 26, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	726	19	745
LIVINGSTON	482	23	505
LUCE	386	8	394
MACKINAC	120	64	184
MACOMB	1,380	78	1,458
MANISTEE	390	13	403
MARQUETTE	854	47	901
MASON	40	2	42
MECOSTA	73	12	85
MENOMINEE	39	7	46
MIDLAND	81	7	88
MISSAUKEE	54	3	57
MONROE	166	29	195
MONTCALM	649	18	667
MONTMORENCY	57	11	68
MUSKEGON	1,090	44	1,134
NEWAYGO	75	5	80
OAKLAND	1,134	83	1,217
OCEANA	58	4	62
OGEMAW	59	7	66
ONTONAGON	24		24
OSCEOLA	49	1	50
OSCODA	32	1	33
OTSEGO	250	20	270
OTTAWA	180	30	210
OUT OF STATE	46	6	52
PRESQUE ISLE	14	2	16
ROSCOMMON	123	21	144
SAGINAW	1,060	93	1,153
SANILAC	53	2	55
SCHOOLCRAFT	37	5	42
SHIAWASSEE	82	8	90
ST CLAIR	248	45	293
ST JOSEPH	89	9	98
TUSCOLA	534	20	554
VAN BUREN	198	20	218
WASHTENAW	1,569	66	1,635
WAYNE	6,338	434	6,772
WEXFORD	152	16	168
WORK AT HOME - MI	858	30	888
Grand Total:	48,241	3,745	51,986

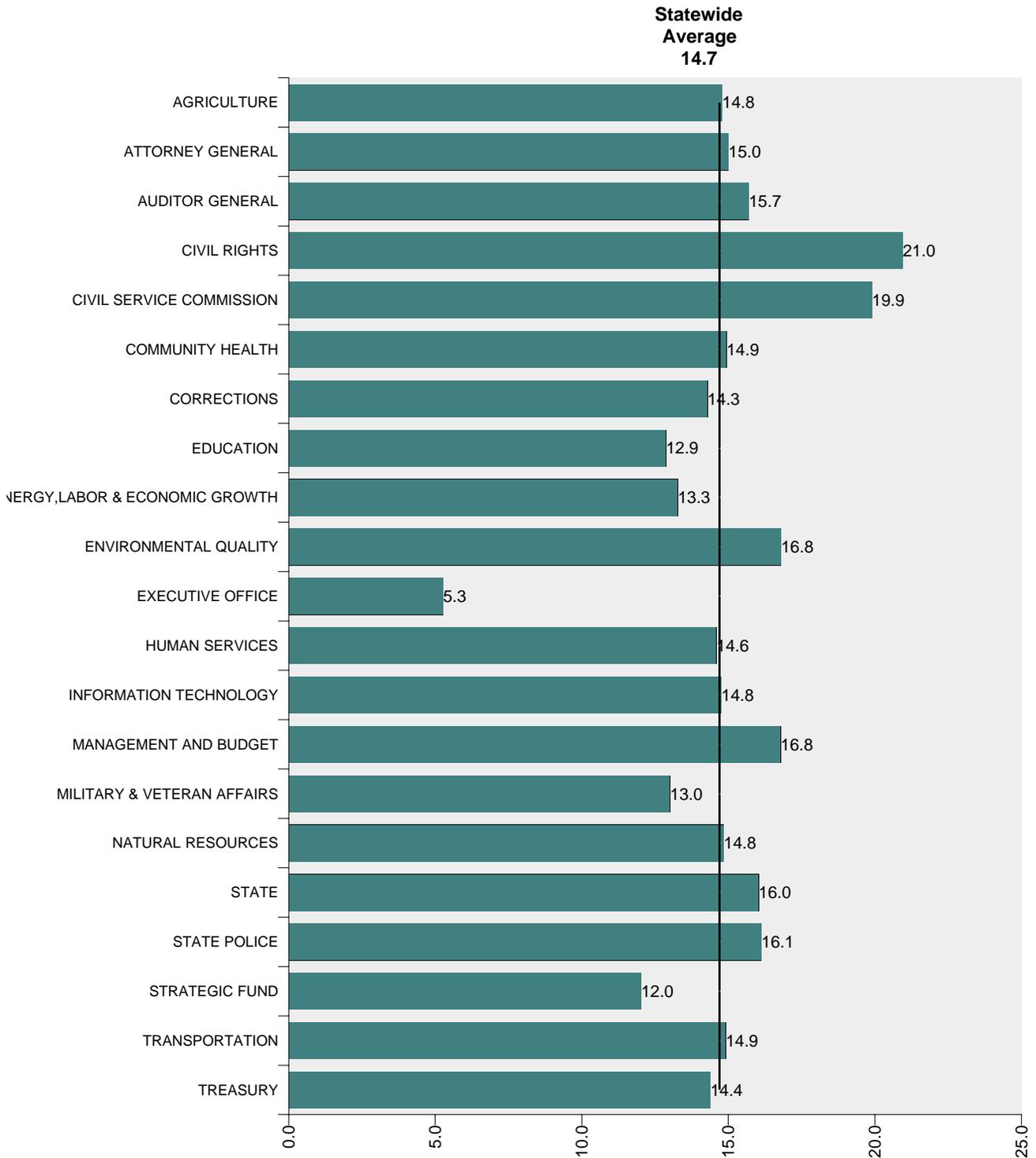
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period End Date: 12/26/2009



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: 01 DECEMBER 26, 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	34	43	0	2	1	1	1	0	0	0	0	0	36	46	0	0
06 - 10 YEARS	47	56	2	4	1	0	1	0	0	1	0	0	51	61	0	0
11 - 15 YEARS	33	22	2	2	0	1	0	2	0	1	0	0	35	28	0	1
16 - 20 YEARS	43	34	0	1	0	1	1	2	1	1	0	0	45	39	1	0
21 - 25 YEARS	25	28	0	4	0	0	0	0	0	0	0	0	25	32	1	2
26 - 30 YEARS	5	14	1	4	0	0	1	0	1	0	0	0	8	18	0	2
31 - 35 YEARS	16	10	0	0	0	0	1	0	0	0	0	0	17	10	0	1
36 - 40 YEARS	10	4	0	0	0	0	0	0	0	0	0	0	10	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	213	211	5	17	2	3	5	4	2	3	0	0	227	238	2	7
MORE THAN 10 YEARS:	132	112	3	11	0	2	3	4	2	2	0	0	140	131	2	7
AVERAGE YEARS	15.3	14.0	14.6	17.6	6.0	11.3	17.2	14.0	24.0	14.3	0.0	0.0	15.3	14.3	20.5	26.6

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: 01 DECEMBER 26, 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	49	48	8	5	0	0	0	2	0	0	4	1	61	56	1	0
06 - 10 YEARS	27	45	5	7	0	0	0	1	0	1	0	0	32	54	0	0
11 - 15 YEARS	25	35	1	8	0	0	1	1	0	1	0	0	27	45	0	0
16 - 20 YEARS	12	15	1	0	0	0	0	1	0	0	0	0	13	16	0	0
21 - 25 YEARS	25	29	1	7	0	0	0	2	1	0	0	0	27	38	1	2
26 - 30 YEARS	16	15	2	2	0	0	1	1	0	0	0	0	19	18	0	1
31 - 35 YEARS	24	16	1	2	0	1	1	0	0	0	0	0	26	19	1	1
36 - 40 YEARS	12	1	0	0	0	0	0	0	0	0	0	0	12	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	191	204	19	31	0	1	3	8	1	2	4	1	218	247	4	4
MORE THAN 10 YEARS:	115	111	6	19	0	1	3	5	1	1	0	0	125	137	3	4
AVERAGE YEARS	16.6	14.0	10.9	14.7	0.0	31.0	25.3	15.1	21.0	10.5	3.3	3.0	16.1	14.1	24.0	26.8
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: 01 DECEMBER 26, 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	5	17	0	0	0	0	0	0	0	0	0	0	0	5	17	0	0
06 - 10 YEARS	6	11	0	0	0	0	0	0	0	1	0	0	0	6	12	0	0
11 - 15 YEARS	15	17	1	2	0	0	0	0	0	0	0	0	0	16	19	0	0
16 - 20 YEARS	3	10	0	1	0	0	0	0	0	0	0	0	0	3	11	0	0
21 - 25 YEARS	9	11	1	0	0	0	0	0	0	0	0	0	0	10	11	0	2
26 - 30 YEARS	6	4	0	0	0	0	0	0	0	0	0	0	0	6	4	0	1
31 - 35 YEARS	6	1	1	0	0	0	0	0	0	0	0	0	0	7	1	0	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	54	71	3	3	0	0	0	0	0	1	0	0	57	75	1	3	
MORE THAN 10 YEARS:	43	43	3	3	0	0	0	0	0	0	0	0	46	46	1	3	
AVERAGE YEARS	19.2	12.9	21.7	14.7	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0	19.3	13.0	36.0	24.7	
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: 01 DECEMBER 26, 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	1	0	1	0	0	0	0	0	0	0	0	0	0	2	0	0
06 - 10 YEARS	4	6	4	8	0	0	0	1	0	0	0	0	0	8	15	0	0
11 - 15 YEARS	2	2	3	7	0	0	0	0	0	1	0	0	0	5	10	0	0
16 - 20 YEARS	2	2	0	5	0	0	0	1	0	0	0	0	0	2	8	0	0
21 - 25 YEARS	1	3	2	2	0	0	2	0	0	0	0	0	0	5	5	0	0
26 - 30 YEARS	1	2	0	4	0	0	0	0	0	0	0	0	0	1	6	0	1
31 - 35 YEARS	3	3	0	4	0	0	2	1	0	0	0	0	0	5	8	0	0
36 - 40 YEARS	0	5	2	3	0	0	0	0	1	0	0	0	0	3	8	0	0
MORE THAN 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	13	25	11	36	0	0	4	3	1	1	0	0	29	65	0	1	
MORE THAN 10 YEARS:	9	18	7	27	0	0	4	2	1	1	0	0	21	48	0	1	
AVERAGE YEARS	19.1	23.1	17.9	20.4	0.0	0.0	26.3	19.3	37.0	13.0	0.0	0.0	20.2	21.3	0.0	30.0	

DEPARTMENT AVERAGE YEARS 21.0

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	7	31	2	2	1	0	0	0	0	0	0	0	0	10	33	0	0
06 - 10 YEARS	9	62	1	9	0	1	0	1	0	1	0	0	0	10	74	0	0
11 - 15 YEARS	8	49	1	3	0	0	1	0	0	3	0	0	0	10	55	0	1
16 - 20 YEARS	6	32	0	7	0	1	0	1	0	3	0	0	0	6	44	0	0
21 - 25 YEARS	8	57	2	22	0	3	2	10	0	1	0	0	0	12	93	0	5
26 - 30 YEARS	7	26	3	8	0	0	0	2	0	0	0	0	0	10	36	2	0
31 - 35 YEARS	8	53	3	9	1	2	0	1	0	0	0	0	0	12	65	3	5
36 - 40 YEARS	7	20	1	4	0	0	1	0	0	0	0	0	0	9	24	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	61	330	13	64	2	7	4	15	0	8	0	0	0	80	424	5	11
MORE THAN 10 YEARS:	45	237	10	53	1	6	4	14	0	7	0	0	0	60	317	5	11
AVERAGE YEARS	20.4	19.1	22.2	22.1	17.0	23.4	24.8	23.3	0.0	15.5	0.0	0.0	0.0	20.9	19.7	31.2	26.1
DEPARTMENT AVERAGE YEARS	19.9																

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	208	536	52	121	1	9	12	28	16	18	2	12	291	724	1	2
06 - 10 YEARS	187	364	52	113	1	2	9	11	16	16	0	0	265	506	2	1
11 - 15 YEARS	140	247	23	60	2	5	6	4	5	16	0	0	176	332	3	3
16 - 20 YEARS	67	166	22	54	1	1	6	6	6	13	0	0	102	240	3	14
21 - 25 YEARS	110	185	31	85	1	4	6	14	8	18	0	0	156	306	14	14
26 - 30 YEARS	88	153	41	73	1	2	3	4	5	5	0	0	138	237	12	20
31 - 35 YEARS	137	190	42	42	2	5	5	8	6	4	0	0	192	249	7	12
36 - 40 YEARS	26	43	3	3	0	0	1	0	0	0	0	0	30	46	3	2
MORE THAN 40 YEARS	1	4	0	0	0	0	0	1	0	0	0	0	1	5	0	1
DEPARTMENT TOTAL	964	1,888	266	551	9	28	48	76	62	90	2	12	1,351	2,645	45	69
MORE THAN 10 YEARS:	569	988	162	317	7	17	27	37	30	56	0	0	795	1,415	42	66
AVERAGE YEARS	16.1	14.2	17.1	15.2	19.2	15.4	14.1	13.9	13.7	14.3	0.5	0.9	16.1	14.3	25.0	24.8
DEPARTMENT AVERAGE YEARS	14.9															

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	1,024	762	207	295	36	11	42	27	8	12	25	14	1,342	1,121	4	3	
06 - 10 YEARS	1,600	723	200	257	32	8	34	27	11	3	0	0	1,877	1,018	3	2	
11 - 15 YEARS	2,040	763	218	277	61	21	67	30	7	3	0	0	2,393	1,094	8	9	
16 - 20 YEARS	1,334	436	137	116	28	10	28	11	8	2	0	0	1,535	575	34	15	
21 - 25 YEARS	2,127	533	288	263	69	13	44	13	5	3	0	0	2,533	825	126	39	
26 - 30 YEARS	212	121	45	56	7	1	3	4	0	0	0	0	267	182	19	12	
31 - 35 YEARS	179	120	25	33	3	2	2	2	0	0	0	0	209	157	18	5	
36 - 40 YEARS	28	13	4	2	1	0	1	0	0	0	0	0	34	15	4	0	
MORE THAN 40 YEARS	2	1	0	1	0	0	0	0	0	0	0	0	2	2	0	0	
DEPARTMENT TOTAL	8,546	3,472	1,124	1,300	237	66	221	114	39	23	25	14	10,192	4,989	216	85	
MORE THAN 10 YEARS:	5,922	1,987	717	748	169	47	145	60	20	8	0	0	6,973	2,850	209	80	
AVERAGE YEARS	15.0	13.1	14.6	13.3	14.9	14.1	13.4	12.0	11.8	9.0	2.1	1.9	14.9	13.1	22.9	21.4	
DEPARTMENT AVERAGE YEARS		14.3															

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	50	94	3	10	0	0	0	2	1	3	0	1	54	110	0	1
06 - 10 YEARS	28	62	3	3	0	0	0	1	0	0	0	0	31	66	0	0
11 - 15 YEARS	4	36	2	1	0	0	0	0	0	0	0	0	6	37	0	1
16 - 20 YEARS	4	18	0	0	0	0	0	0	0	0	0	0	4	18	0	0
21 - 25 YEARS	3	33	0	4	0	0	1	2	0	1	0	0	4	40	1	3
26 - 30 YEARS	0	16	3	1	0	1	0	1	0	0	0	0	3	19	0	2
31 - 35 YEARS	12	37	0	3	0	0	0	0	0	0	0	0	12	40	1	2
36 - 40 YEARS	0	10	0	0	0	0	0	0	0	0	0	0	0	10	0	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	101	306	11	22	0	1	1	6	1	4	0	1	114	340	2	11
MORE THAN 10 YEARS:	23	150	5	9	0	1	1	3	0	1	0	0	29	164	2	10
AVERAGE YEARS	9.5	14.0	11.9	12.7	0.0	29.0	24.0	15.2	1.0	7.3	0.0	5.0	9.8	13.9	26.0	24.6

DEPARTMENT AVERAGE YEARS 12.9

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	
ENERGY, LABOR & ECONOMIC GROWTH																	
00 - 05 YEARS	417	625	68	298	4	4	19	32	9	12	3	3	520	974	6	14	
06 - 10 YEARS	194	350	48	211	1	5	12	19	3	11	1	1	259	597	6	4	
11 - 15 YEARS	143	201	22	72	2	1	4	5	2	5	0	0	173	284	9	3	
16 - 20 YEARS	105	154	20	53	0	1	3	11	0	5	0	0	128	224	15	20	
21 - 25 YEARS	122	178	37	98	1	5	9	16	6	5	0	0	175	302	15	20	
26 - 30 YEARS	67	131	22	58	1	3	5	5	0	2	0	0	95	199	13	16	
31 - 35 YEARS	107	195	24	72	1	0	3	6	1	3	0	0	136	276	17	29	
36 - 40 YEARS	38	56	5	24	0	0	0	2	1	0	0	0	44	82	8	8	
MORE THAN 40 YEARS	8	3	2	2	0	0	0	1	0	0	0	0	10	6	1	0	
DEPARTMENT TOTAL	1,201	1,893	248	888	10	19	55	97	22	43	4	4	1,540	2,944	90	114	
MORE THAN 10 YEARS:	590	918	132	379	5	10	24	46	10	20	0	0	761	1,373	78	96	
AVERAGE YEARS	13.3	13.5	14.6	12.7	12.7	15.3	12.0	13.2	12.6	12.1	3.0	2.3	13.4	13.2	22.4	23.0	
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: 01 DECEMBER 26, 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	83	99	5	1	0	0	1	2	0	2	2	3	91	107	0	0
06 - 10 YEARS	115	105	5	1	0	1	1	2	2	1	0	1	123	111	0	0
11 - 15 YEARS	69	71	2	4	0	0	1	0	2	6	0	0	74	81	0	0
16 - 20 YEARS	157	96	2	7	0	0	4	2	9	3	0	0	172	108	4	5
21 - 25 YEARS	92	87	5	14	1	2	2	3	4	2	0	0	104	108	1	1
26 - 30 YEARS	52	39	3	4	0	0	0	1	3	0	0	0	58	44	5	4
31 - 35 YEARS	71	37	1	3	1	0	1	0	0	1	0	0	74	41	4	2
36 - 40 YEARS	21	9	0	1	0	0	0	0	0	0	0	0	21	10	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	1	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	661	543	23	35	2	3	11	10	20	15	2	4	719	610	14	12
MORE THAN 10 YEARS:	463	339	13	33	2	2	9	6	18	12	0	0	505	392	14	12
AVERAGE YEARS	17.8	15.5	15.2	21.7	28.0	18.0	19.7	15.0	18.8	14.9	1.0	2.0	17.7	15.7	27.1	24.6
DEPARTMENT AVERAGE YEARS	16.8															

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	10	12	1	4	0	0	0	1	0	1	0	2	11	20	0	0
06 - 10 YEARS	4	2	0	2	0	0	0	1	0	0	0	0	4	5	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	14	18	1	6	0	0	0	2	0	1	0	2	15	29	0	1
MORE THAN 10 YEARS:	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1
AVERAGE YEARS	3.3	8.0	0.0	4.5	0.0	0.0	0.0	5.0	0.0	1.0	0.0	2.0	3.1	6.4	0.0	41.0

DEPARTMENT AVERAGE YEARS 5.3

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	324	1,512	122	833	2	8	20	78	5	13	1	11	474	2,455	0	4
06 - 10 YEARS	199	899	60	530	2	4	14	53	2	7	0	0	277	1,493	1	4
11 - 15 YEARS	210	621	80	465	1	10	11	53	5	8	0	1	307	1,158	1	16
16 - 20 YEARS	138	496	55	255	2	10	9	46	2	11	0	0	206	818	17	36
21 - 25 YEARS	139	380	49	200	2	4	21	39	0	3	0	0	211	626	15	32
26 - 30 YEARS	126	524	40	296	2	8	5	25	5	6	0	1	178	860	15	59
31 - 35 YEARS	221	505	27	306	1	3	3	9	1	1	0	0	253	824	25	49
36 - 40 YEARS	66	119	12	87	0	0	1	2	1	0	0	0	80	208	7	12
MORE THAN 40 YEARS	11	7	1	6	1	0	1	0	0	0	0	0	14	13	1	1
DEPARTMENT TOTAL	1,434	5,063	446	2,978	13	47	85	305	21	49	1	13	2,000	8,455	82	213
MORE THAN 10 YEARS:	911	2,652	264	1,615	9	35	51	174	14	29	0	2	1,249	4,507	81	205
AVERAGE YEARS	17.0	14.2	14.1	14.4	19.3	16.5	14.7	13.3	17.0	13.6	3.0	4.5	16.2	14.2	27.3	25.6
DEPARTMENT AVERAGE YEARS	14.6															

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	216	96	16	10	0	0	3	3	32	35	18	9	285	153	1	0
06 - 10 YEARS	164	62	5	5	1	0	3	0	28	8	0	1	201	76	3	1
11 - 15 YEARS	221	87	10	11	1	0	7	2	13	4	0	0	252	104	2	1
16 - 20 YEARS	74	49	6	6	2	1	2	5	4	3	0	0	88	64	2	3
21 - 25 YEARS	86	96	20	21	0	1	3	2	8	6	0	0	117	126	9	7
26 - 30 YEARS	31	39	7	13	0	0	2	3	2	4	0	0	42	59	6	1
31 - 35 YEARS	80	70	6	7	0	0	1	3	1	0	0	0	88	80	4	3
36 - 40 YEARS	28	21	2	2	0	0	2	2	0	1	0	0	32	26	1	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	1	0
DEPARTMENT TOTAL	902	521	72	75	4	2	23	20	88	61	18	10	1,107	689	29	16
MORE THAN 10 YEARS:	522	363	51	60	3	2	17	17	28	18	0	0	621	460	25	15
AVERAGE YEARS	13.9	17.3	17.3	19.6	14.5	19.0	16.7	21.6	8.7	8.9	1.4	1.4	13.5	16.7	23.2	22.8
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: 01 DECEMBER 26, 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 AND BUDGET																
00 - 05 YEARS	98	65	3	9	0	0	3	3	0	0	1	1	105	78	1	0
06 - 10 YEARS	90	68	3	4	0	2	3	1	1	1	0	1	97	77	0	0
11 - 15 YEARS	81	74	7	5	0	1	0	1	1	0	0	0	89	81	0	1
16 - 20 YEARS	47	28	6	4	0	0	3	2	2	0	0	0	58	34	2	0
21 - 25 YEARS	47	40	8	6	0	0	3	3	5	1	0	0	63	50	5	3
26 - 30 YEARS	30	27	7	3	0	0	2	0	0	1	0	0	39	31	5	3
31 - 35 YEARS	80	40	4	2	1	1	5	1	0	0	0	0	90	44	4	1
36 - 40 YEARS	23	17	0	2	1	0	8	2	0	0	0	0	32	21	3	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	496	359	38	35	2	4	27	13	9	3	1	2	573	416	20	8
MORE THAN 10 YEARS:	308	226	32	22	2	2	21	9	8	2	0	0	371	261	19	8
AVERAGE YEARS	16.6	16.1	19.6	15.5	36.0	16.5	24.6	18.2	19.4	20.0	0.0	6.0	17.3	16.1	26.9	25.1

DEPARTMENT AVERAGE YEARS 16.8

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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 & VETERAN AFFAIRS																
00 - 05 YEARS	90	89	7	21	1	1	3	5	1	4	2	1	104	121	0	0
06 - 10 YEARS	65	78	9	40	1	0	2	2	1	3	1	0	79	123	0	1
11 - 15 YEARS	51	71	3	29	0	1	5	3	0	0	0	0	59	104	2	1
16 - 20 YEARS	45	44	3	6	0	0	3	1	0	0	0	0	51	51	2	0
21 - 25 YEARS	34	46	2	11	1	2	0	1	0	1	0	0	37	61	3	4
26 - 30 YEARS	21	29	2	2	1	0	1	2	0	0	0	0	25	33	3	2
31 - 35 YEARS	13	23	2	6	0	0	0	0	0	0	0	0	15	29	2	2
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	326	381	28	115	4	4	14	14	2	8	3	1	377	523	12	10
MORE THAN 10 YEARS:	171	214	12	54	2	3	9	7	0	1	0	0	194	279	12	9
AVERAGE YEARS	13.0	13.7	12.4	11.8	15.8	15.5	12.5	12.1	5.0	7.1	3.0	0.0	12.8	13.1	23.6	24.5
DEPARTMENT AVERAGE YEARS	13.0															

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	181	130	1	5	1	0	2	0	0	0	4	0	189	135	3	0
06 - 10 YEARS	210	89	0	1	2	0	3	1	4	0	0	0	219	91	1	0
11 - 15 YEARS	195	78	4	3	2	1	1	1	3	2	0	0	205	85	0	1
16 - 20 YEARS	121	58	4	4	1	0	3	1	0	0	0	0	129	63	2	1
21 - 25 YEARS	128	73	6	1	3	2	2	6	0	0	0	0	139	82	8	5
26 - 30 YEARS	55	37	2	3	1	0	0	1	1	1	0	0	59	42	1	1
31 - 35 YEARS	85	23	0	1	5	1	0	1	0	0	0	0	90	26	4	2
36 - 40 YEARS	32	8	0	0	1	0	0	0	0	0	0	0	33	8	1	0
MORE THAN 40 YEARS	7	0	0	0	0	0	0	0	0	0	0	0	7	0	1	0
DEPARTMENT TOTAL	1,014	496	17	18	16	4	11	11	8	3	4	0	1,070	532	21	10
MORE THAN 10 YEARS:	623	277	16	12	13	4	6	10	4	3	0	0	662	306	17	10
AVERAGE YEARS	15.3	13.5	19.5	14.6	22.3	23.0	12.8	21.2	11.9	18.3	2.3	0.0	15.4	13.8	22.6	23.6
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: 01 DECEMBER 26, 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	40	163	7	55	0	0	1	4	0	4	4	5	52	231	0	0	
06 - 10 YEARS	40	193	8	42	1	1	2	12	0	1	0	0	51	249	1	0	
11 - 15 YEARS	29	136	3	36	0	6	1	4	1	3	0	0	34	185	0	5	
16 - 20 YEARS	22	103	2	37	1	3	0	13	2	1	0	0	27	157	2	17	
21 - 25 YEARS	28	117	10	62	1	2	2	4	1	4	0	0	42	189	3	20	
26 - 30 YEARS	14	95	3	32	0	0	0	6	0	3	0	0	17	136	2	12	
31 - 35 YEARS	42	68	5	17	0	1	2	7	0	0	0	0	49	93	3	3	
36 - 40 YEARS	9	26	0	1	0	0	0	0	0	0	0	0	9	27	2	1	
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	2	
DEPARTMENT TOTAL	224	908	38	283	3	13	8	50	4	16	4	5	281	1,275	13	60	
MORE THAN 10 YEARS:	144	552	23	186	2	12	5	34	4	11	0	0	178	795	12	60	
AVERAGE YEARS	17.5	15.8	16.4	15.8	17.7	16.2	17.3	17.8	18.3	15.7	0.8	1.0	17.1	15.8	26.8	23.2	
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: 01 DECEMBER 26, 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	164	101	5	4	0	1	6	4	1	1	0	2	176	113	0	0
06 - 10 YEARS	294	112	6	6	1	0	4	3	0	0	0	0	305	121	0	0
11 - 15 YEARS	489	125	32	9	12	1	14	0	6	1	0	0	553	136	0	0
16 - 20 YEARS	249	86	22	6	7	0	8	1	1	1	0	0	287	94	3	2
21 - 25 YEARS	262	116	56	17	8	0	19	3	1	1	0	0	346	137	4	5
26 - 30 YEARS	67	27	10	4	0	1	3	3	0	1	0	0	80	36	1	2
31 - 35 YEARS	79	44	9	8	1	1	0	2	0	0	0	0	89	55	0	1
36 - 40 YEARS	21	11	2	0	0	0	2	0	0	0	0	0	25	11	1	0
MORE THAN 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	0	0
DEPARTMENT TOTAL	1,629	624	142	54	29	4	56	16	9	5	0	2	1,865	705	9	10
MORE THAN 10 YEARS:	1,171	411	131	44	28	3	46	9	8	4	0	0	1,384	471	9	10
AVERAGE YEARS	15.8	15.5	20.2	19.4	18.0	18.8	18.0	17.4	13.4	17.0	0.0	0.5	16.3	15.8	23.2	24.3

DEPARTMENT AVERAGE YEARS 16.1

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	40	60	2	5	0	0	0	1	0	0	2	0	44	66	1	0
06 - 10 YEARS	6	15	2	3	0	0	1	0	1	1	0	0	10	19	1	1
11 - 15 YEARS	13	12	0	3	0	1	0	0	0	0	0	0	13	16	0	1
16 - 20 YEARS	7	7	0	2	0	0	0	0	0	0	0	0	7	9	0	1
21 - 25 YEARS	9	11	2	0	1	0	2	1	2	1	0	0	16	13	2	1
26 - 30 YEARS	7	15	0	2	0	0	0	0	0	0	0	0	7	17	1	2
31 - 35 YEARS	7	8	0	3	0	0	0	0	0	0	0	0	7	11	2	0
36 - 40 YEARS	0	3	0	2	0	0	0	0	0	0	0	0	0	5	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	89	131	6	20	1	1	3	2	3	2	2	0	104	156	7	7
MORE THAN 10 YEARS:	43	56	2	12	1	1	2	1	2	1	0	0	50	71	5	6
AVERAGE YEARS	11.3	11.5	11.5	16.9	21.0	15.0	18.3	12.5	18.7	17.5	0.0	0.0	11.6	12.3	21.6	23.0

DEPARTMENT AVERAGE YEARS 12.0

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	407	154	19	16	5	1	7	4	10	4	3	2	451	181	0	1
06 - 10 YEARS	440	168	18	19	4	1	4	2	9	5	0	0	475	195	2	1
11 - 15 YEARS	246	89	15	4	6	5	5	0	5	6	0	0	277	104	1	0
16 - 20 YEARS	229	95	16	10	1	1	4	0	3	1	0	0	253	107	9	6
21 - 25 YEARS	261	94	28	17	6	2	13	5	4	2	0	0	312	120	16	9
26 - 30 YEARS	85	61	13	9	3	0	3	1	2	0	0	0	106	71	7	6
31 - 35 YEARS	117	67	14	13	5	0	8	2	3	0	0	0	147	82	17	6
36 - 40 YEARS	43	14	7	4	1	0	4	0	1	0	0	0	56	18	3	5
MORE THAN 40 YEARS	17	4	0	0	0	0	0	0	5	0	0	0	22	4	5	0
DEPARTMENT TOTAL	1,845	746	130	92	31	10	48	14	42	18	3	2	2,099	882	60	34
MORE THAN 10 YEARS:	998	424	93	57	22	8	37	8	23	9	0	0	1,173	506	58	32
AVERAGE YEARS	14.3	15.1	18.4	17.6	18.2	14.0	20.8	16.6	17.0	10.3	1.3	0.5	14.8	15.3	27.7	26.0

DEPARTMENT AVERAGE YEARS 14.9

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	108	220	23	43	0	3	2	11	4	7	4	7	141	291	0	1
06 - 10 YEARS	95	161	10	38	1	0	2	3	9	8	0	0	117	210	1	0
11 - 15 YEARS	62	103	5	21	0	0	2	2	1	1	0	0	70	127	0	0
16 - 20 YEARS	39	51	6	16	0	2	1	6	1	0	0	0	47	75	4	6
21 - 25 YEARS	38	74	19	29	0	0	4	14	5	0	0	0	66	117	5	4
26 - 30 YEARS	10	60	3	19	1	1	2	6	1	0	0	0	17	86	1	5
31 - 35 YEARS	35	94	9	21	0	1	3	1	0	1	0	0	47	118	6	7
36 - 40 YEARS	20	21	1	4	0	0	1	0	0	0	0	0	22	25	2	1
MORE THAN 40 YEARS	7	0	1	0	0	1	0	0	0	0	0	0	8	1	2	0
DEPARTMENT TOTAL	414	784	77	191	2	8	17	43	21	17	4	7	535	1,050	21	24
MORE THAN 10 YEARS:	211	403	44	110	1	5	13	29	8	2	0	0	277	549	20	23
AVERAGE YEARS	13.8	14.5	15.3	15.5	17.0	18.3	20.5	16.2	11.0	7.1	1.5	1.6	14.1	14.6	26.8	25.8
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: 01 DECEMBER 26, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																	
00- 05 YEARS	3,555	4,858	551	1,740	52	39	122	207	87	116	75	74	4,442	7,034	18	26	
06- 10 YEARS	3,824	3,631	441	1,303	48	25	95	141	87	69	2	4	4,497	5,173	21	15	
11- 15 YEARS	4,076	2,840	434	1,022	87	54	126	108	51	61	0	1	4,774	4,086	26	44	
16- 20 YEARS	2,704	1,980	302	590	43	31	75	110	39	44	0	0	3,163	2,755	100	126	
21- 25 YEARS	3,554	2,192	567	863	94	40	135	138	50	49	0	0	4,400	3,282	229	178	
26- 30 YEARS	900	1,436	207	593	17	17	31	65	20	23	0	1	1,175	2,135	93	152	
31- 35 YEARS	1,322	1,604	173	552	21	18	37	44	12	10	0	0	1,565	2,228	118	131	
36- 40 YEARS	393	402	39	139	4	0	21	8	4	1	0	0	461	550	37	33	
MORE THAN 40 YEARS	64	31	4	12	1	1	2	2	5	0	0	0	76	46	11	5	
STATEWIDE TOTAL	20,392	18,974	2,718	6,814	367	225	644	823	355	373	77	80	24,553	27,289	653	710	
MORE THAN 10 YEARS	13,013	10,485	1,726	3,771	267	161	427	475	181	188	0	2	15,614	15,082	614	669	
AVERAGE YEARS	15.1	14.3	15.5	14.4	16.1	15.9	15.6	14.3	13.1	12.2	1.8	2.1	15.1	14.2	24.5	24.3	
STATEWIDE TOTAL AVERAGE YEARS	14.7																

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2010

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	17	3.1%
Dismissal	57	10.3%
Expired Appointment	39	7.0%
Total Involuntary Separations	113	20.3%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	133	23.9%
Layoff/Leave of Absence Rights Expired	14	2.5%
Waived Rights Leave of Absence	32	5.8%
Settlement	0	0.0%
Total Voluntary Separations	179	32.2%
<i>RETIREMENT</i>		
Retirement	253	45.5%
Disability Retirement	3	0.5%
Deferred Retirement	6	1.1%
Total Retirements	262	47.1%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	2	0.4%
TOTAL SEPARATIONS	556	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: 10/4/2009 TO: 12/26/2009

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					NET TOTAL	
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	SEPARATIONS		
AGRICULTURE	0	0	0	0	0	19	0	10	0	0	29	-29
ATTORNEY GENERAL	1	0	0	0	1	0	0	0	0	0	0	1
CIVIL RIGHTS	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL SERVICE COMMISSION	0	0	0	0	0	10	0	1	0	0	11	-11
COMMUNITY HEALTH	54	5	15	0	74	42	0	0	3	0	45	29
CORRECTIONS	41	7	24	0	72	77	0	106	6	1	190	-118
EDUCATION	2	0	0	0	2	0	0	0	0	0	0	2
ENERGY, LABOR & ECONOMIC GROV	62	15	5	0	82	29	0	0	2	0	31	51
ENVIRONMENTAL QUALITY	1	0	0	0	1	6	0	2	0	0	8	-7
EXECUTIVE OFFICE	2	0	0	0	2	0	0	0	0	0	0	2
HISTORY ARTS AND LIBRARIES	0	0	0	0	0	1	0	0	0	0	1	-1
HUMAN SERVICES	126	1	10	0	137	56	0	2	4	0	62	75
INFORMATION TECHNOLOGY	8	10	0	0	18	10	0	0	0	0	10	8
LABOR AND ECONOMIC GROWTH	0	0	0	0	0	1	0	0	0	0	1	-1
MANAGEMENT AND BUDGET	2	1	0	0	3	4	0	8	1	0	13	-10
MILITARY & VETERAN AFFAIRS	5	5	1	0	11	31	25	5	0	0	61	-50
NATURAL RESOURCES	6	16	17	0	39	3	233	0	1	3	240	-201
STATE	3	34	0	0	37	5	0	0	1	0	6	31
STATE POLICE	2	0	51	0	53	8	0	12	0	0	20	33
STRATEGIC FUND	1	0	0	0	1	3	0	0	0	0	3	-2
TRANSPORTATION	7	34	0	0	41	132	17	0	0	0	149	-108
TREASURY	10	18	3	0	31	6	0	0	1	0	7	24
STATEWIDE TOTALS:	333	146	126	0	605	444	275	146	19	4	888	-283

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

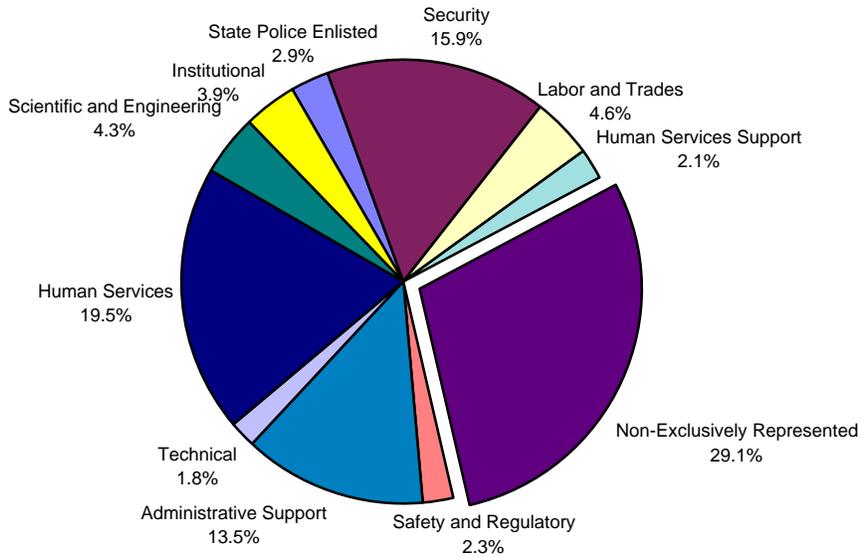
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

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

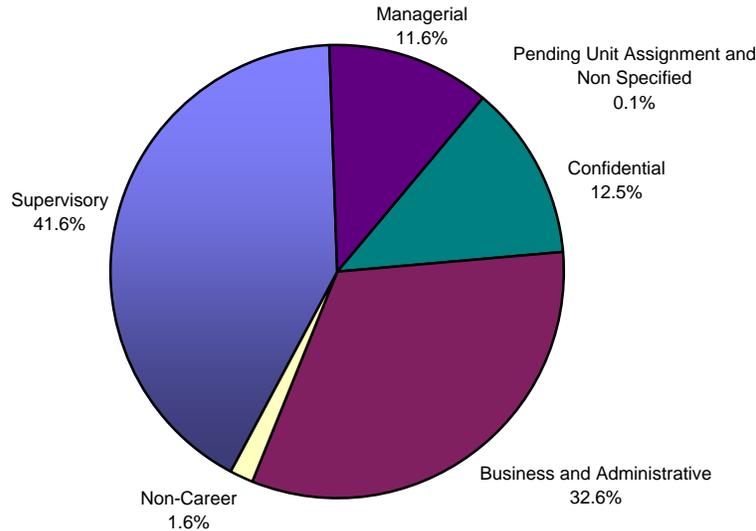
Graph 5-1

Pay Period Ending December 26, 2009



(51,842 Employees)

**Non-Exclusively Represented
15,079 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 51,842 classified employees at fiscal year end, 71 percent were exclusively represented by one of eight employee organizations.

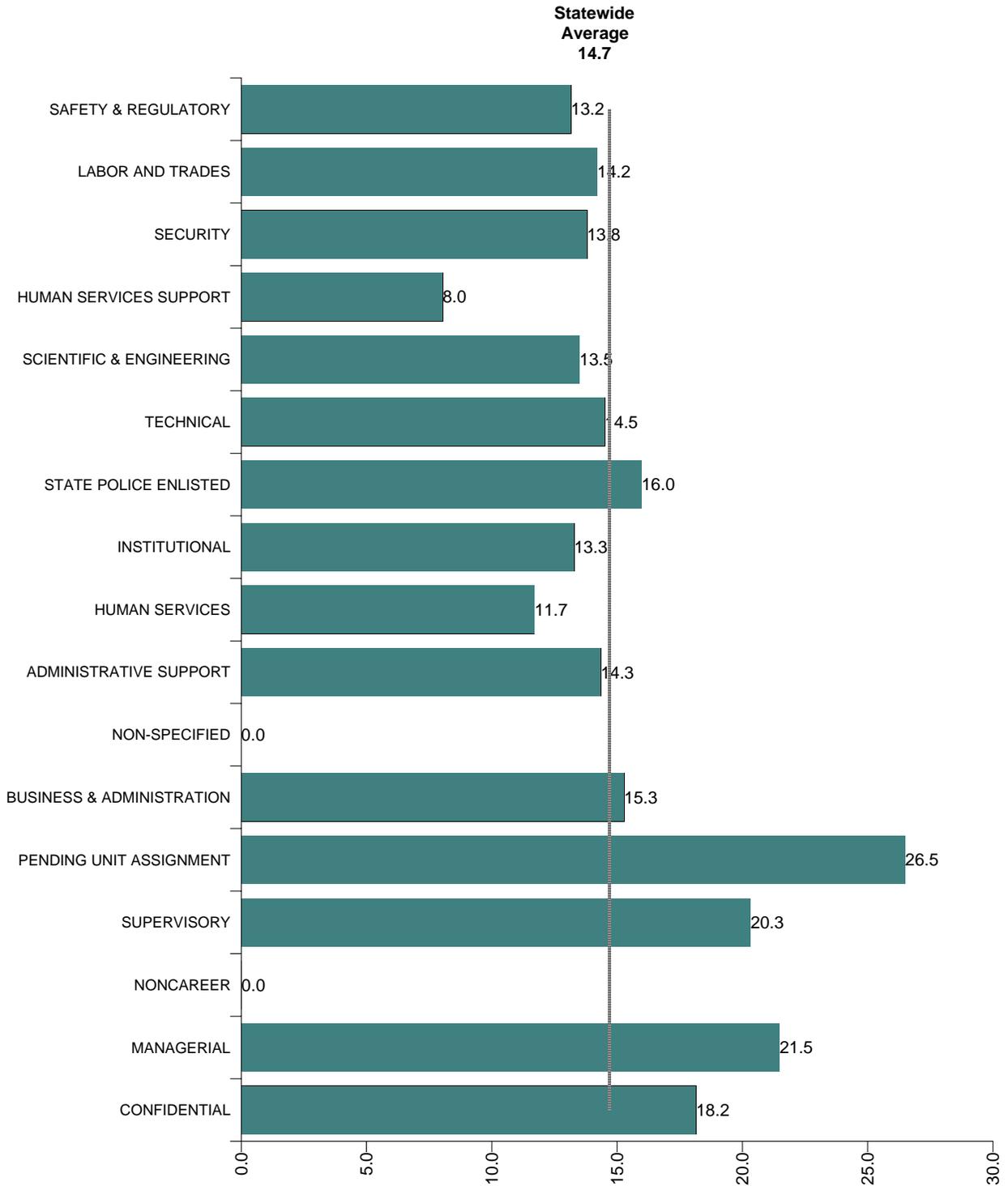
EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT
PAY PERIOD ENDING December 26, 2009

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	1,177	1,030	87.5	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0
A31 LABOR AND TRADES	2,371	2,255	95.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,252	0	0.0	0	0.0	7,887	95.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	1,107	0	0.0	0	0.0	0	0.0	1,076	97.2	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,255	0	0.0	0	0.0	0	0.0	0	0.0	2,163	95.9	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	940	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	896	95.3	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,491	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,486	99.7	0	0.0
U11 INSTITUTIONAL	2,042	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,010	98.4
W22 HUMAN SERVICES	10,104	1	0.0	9,597	95.0	8	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,024	1	0.0	6,310	89.8	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	15	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	4,919	0	0.0	9	0.2	0	0.0	0	0.0	1	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	6,274	0	0.0	7	0.1	2	0.0	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	239	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0
Y98 MANAGERIAL	1,750	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	1,880	0	0.0	6	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	36,763	3,287	8.9	15,907	43.3	7,897	21.5	1,076	2.9	2,163	5.9	901	2.5	1,486	4.0	2,010	5.5
NON-EXCLUSIVELY REPRESENTED TOTAL	15,079	0	0.0	22	0.1	2	0.0	0	0.0	4	0.0	1	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	51,842	3,287	6.3	15,929	30.7	7,899	15.2	1,076	2.1	2,167	4.2	902	1.7	1,486	2.9	2,010	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 represnets those paying member fees.

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay Period End Date: 12/26/2009



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: 01 DECEMBER 26, 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	191	52	6	7	1	1	6	0	1	0	2	0	207	60	0	0
06 - 10 YEARS	178	49	12	15	1	2	6	1	2	0	0	0	199	67	0	0
11 - 15 YEARS	159	32	6	17	4	3	3	0	2	0	0	0	174	52	0	0
16 - 20 YEARS	98	23	7	21	2	0	1	0	1	0	0	0	109	44	5	3
21 - 25 YEARS	78	23	18	17	0	1	6	3	1	0	0	0	103	44	2	1
26 - 30 YEARS	26	14	4	12	2	0	1	1	0	0	0	0	33	27	2	0
31 - 35 YEARS	29	6	4	7	2	0	1	0	0	0	0	0	36	13	2	0
36 - 40 YEARS	5	3	0	1	0	0	0	0	0	0	0	0	5	4	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	764	202	57	97	12	7	24	5	7	0	2	0	866	311	12	5
MORE THAN 10 YEARS:	395	101	39	75	10	4	12	4	4	0	0	0	460	184	12	5
AVERAGE YEARS	12.3	12.7	17.2	18.0	18.3	10.6	13.3	20.6	13.0	0.0	4.5	0.0	12.7	14.4	25.4	22.8
DEPARTMENT AVERAGE YEARS		13.2														

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	426	63	20	2	8	0	7	0	0	0	7	1	468	66	2	0	
06 - 10 YEARS	420	27	27	3	7	0	9	0	0	0	0	0	463	30	0	0	
11 - 15 YEARS	335	28	21	1	10	1	9	1	0	0	0	0	375	31	6	1	
16 - 20 YEARS	204	22	23	2	1	0	5	0	1	0	0	0	234	24	11	0	
21 - 25 YEARS	254	21	27	5	8	0	10	2	2	0	0	0	301	28	26	2	
26 - 30 YEARS	84	11	13	1	2	0	4	1	1	0	0	0	104	13	9	0	
31 - 35 YEARS	151	15	5	3	2	0	8	2	0	0	0	0	166	20	10	2	
36 - 40 YEARS	32	1	1	1	2	0	7	1	0	0	0	0	42	3	3	1	
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
DEPARTMENT TOTAL	1,909	188	137	18	40	1	59	7	4	0	7	1	2,156	215	67	6	
MORE THAN 10 YEARS:	1,063	98	90	13	25	1	43	7	4	0	0	0	1,225	119	65	6	
AVERAGE YEARS	14.0	12.8	15.6	19.6	15.0	12.0	19.4	26.6	23.3	0.0	0.4	0.0	14.3	13.8	23.6	27.7	
DEPARTMENT AVERAGE YEARS	14.2																

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	673	191	143	125	32	6	32	12	5	4	21	7	906	345	1	1
06 - 10 YEARS	1,147	215	150	129	27	3	26	15	6	0	0	0	1,356	362	2	2
11 - 15 YEARS	1,418	284	132	117	52	8	54	9	4	0	0	0	1,660	418	3	2
16 - 20 YEARS	834	135	69	44	17	5	22	2	4	0	0	0	946	186	18	6
21 - 25 YEARS	1,362	138	169	116	44	4	31	4	1	0	0	0	1,607	262	60	13
26 - 30 YEARS	99	12	24	7	4	1	1	1	0	0	0	0	128	21	4	3
31 - 35 YEARS	32	6	8	2	0	0	1	0	0	0	0	0	41	8	1	0
36 - 40 YEARS	5	0	1	0	0	0	0	0	0	0	0	0	6	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	5,570	981	696	540	176	27	167	43	20	4	21	7	6,650	1,602	89	27
MORE THAN 10 YEARS:	3,750	575	403	286	117	18	109	16	9	0	0	0	4,388	895	86	24
AVERAGE YEARS	14.4	12.3	13.7	12.3	13.6	13.2	12.9	10.1	10.7	4.0	2.2	2.3	14.2	12.2	21.6	19.9
DEPARTMENT AVERAGE YEARS	13.8															

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	113	200	26	166	1	3	9	20	2	1	0	0	151	390	1	2
06 - 10 YEARS	38	89	26	130	0	2	5	11	2	4	1	1	72	237	3	1
11 - 15 YEARS	8	16	7	12	0	1	0	0	0	1	0	0	15	30	3	0
16 - 20 YEARS	13	22	2	18	0	0	2	9	0	0	0	0	17	49	6	4
21 - 25 YEARS	7	21	4	18	0	1	1	3	0	1	0	0	12	44	4	4
26 - 30 YEARS	3	20	2	10	0	2	1	0	0	0	0	0	6	32	3	5
31 - 35 YEARS	6	18	1	17	1	0	0	0	0	0	0	0	8	35	3	4
36 - 40 YEARS	1	5	1	1	0	0	0	0	0	0	0	0	2	6	1	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	189	391	69	373	2	9	18	43	4	7	1	1	283	824	24	20
MORE THAN 10 YEARS:	38	102	17	77	1	4	4	12	0	2	0	0	60	197	20	17
AVERAGE YEARS	6.6	8.5	8.0	8.2	17.0	12.9	7.4	8.0	4.0	9.7	7.0	8.0	7.1	8.4	19.7	22.9

DEPARTMENT AVERAGE YEARS 8.0

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	259	198	6	9	1	0	5	3	6	9	3	1	280	220	0	0	
06 - 10 YEARS	356	167	9	6	0	1	3	2	12	5	0	0	380	181	2	1	
11 - 15 YEARS	192	84	7	4	1	0	3	2	6	10	0	0	209	100	0	1	
16 - 20 YEARS	235	118	7	5	0	1	6	1	10	4	0	0	258	129	2	2	
21 - 25 YEARS	149	73	12	8	2	4	3	1	6	4	0	0	172	90	7	2	
26 - 30 YEARS	56	24	6	2	0	0	0	0	5	1	0	0	67	27	2	2	
31 - 35 YEARS	82	14	4	1	1	0	3	0	3	0	0	0	93	15	1	0	
36 - 40 YEARS	23	2	1	0	0	0	0	0	1	0	0	0	25	2	0	0	
MORE THAN 40 YEARS	5	0	0	0	0	0	0	0	2	0	0	0	7	0	1	0	
DEPARTMENT TOTAL	1,357	680	52	35	5	6	23	9	51	33	3	1	1,491	764	15	8	
MORE THAN 10 YEARS:	742	315	37	20	4	5	15	4	33	19	0	0	831	363	13	7	
AVERAGE YEARS	14.1	11.7	17.8	14.0	18.2	20.7	14.9	9.0	17.0	11.7	0.7	1.0	14.3	11.9	22.8	20.0	

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: 01 DECEMBER 26, 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	109	73	5	3	2	0	4	1	1	1	0	2	121	80	0	0	
06 - 10 YEARS	140	59	1	3	2	0	2	1	4	2	0	0	149	65	1	0	
11 - 15 YEARS	92	22	2	0	1	0	2	0	2	2	0	0	99	24	0	0	
16 - 20 YEARS	98	30	3	4	0	0	1	0	3	0	0	0	105	34	6	1	
21 - 25 YEARS	94	25	13	5	0	1	2	1	1	1	0	0	110	33	3	2	
26 - 30 YEARS	18	5	2	4	1	0	1	0	1	0	0	0	23	9	0	0	
31 - 35 YEARS	35	5	3	1	0	0	3	1	0	0	0	0	41	7	6	1	
36 - 40 YEARS	22	6	1	1	0	0	2	0	0	0	0	0	25	7	1	0	
MORE THAN 40 YEARS	5	1	0	0	0	0	1	0	1	0	0	0	7	1	1	0	
DEPARTMENT TOTAL	613	226	30	21	6	1	18	4	13	6	0	2	680	260	18	4	
MORE THAN 10 YEARS:	364	94	24	15	2	1	12	2	8	3	0	0	410	115	17	4	
AVERAGE YEARS	15.1	11.5	19.7	18.9	10.2	23.0	20.3	16.0	15.8	10.8	0.0	1.0	15.4	12.1	25.8	24.3	

DEPARTMENT AVERAGE YEARS 14.5

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	93	7	3	1	0	0	1	0	0	0	0	0	97	8	0	0
06 - 10 YEARS	212	12	4	1	1	0	4	0	0	0	0	0	221	13	0	0
11 - 15 YEARS	412	49	30	3	11	0	14	0	4	0	0	0	471	52	0	0
16 - 20 YEARS	188	41	19	3	6	0	8	1	1	1	0	0	222	46	2	0
21 - 25 YEARS	154	44	34	3	7	0	13	1	1	0	0	0	209	48	1	0
26 - 30 YEARS	28	3	7	0	0	0	2	0	0	0	0	0	37	3	0	0
31 - 35 YEARS	42	3	7	1	0	0	0	0	0	0	0	0	49	4	0	0
36 - 40 YEARS	6	0	1	0	0	0	2	0	0	0	0	0	9	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	1,137	159	105	12	25	0	44	2	6	1	0	0	1,317	174	3	0
MORE THAN 10 YEARS:	832	140	98	10	24	0	39	2	6	1	0	0	999	153	3	0
AVERAGE YEARS	15.3	17.0	19.7	17.3	17.4	0.0	18.8	21.0	15.8	19.0	0.0	0.0	15.8	17.1	18.3	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: 01 DECEMBER 26, 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	145	237	41	84	0	2	6	6	1	5	0	2	193	336	0	0
06 - 10 YEARS	153	203	38	111	1	0	8	6	2	6	1	0	203	326	0	0
11 - 15 YEARS	102	106	15	40	1	2	5	4	3	0	0	0	126	152	2	0
16 - 20 YEARS	50	49	15	32	0	0	2	3	2	0	0	0	69	84	1	0
21 - 25 YEARS	68	57	20	40	2	1	1	4	1	2	0	0	92	104	2	2
26 - 30 YEARS	42	56	29	42	2	0	1	1	0	0	0	0	74	99	5	6
31 - 35 YEARS	61	57	24	32	1	0	2	2	1	0	0	0	89	91	6	2
36 - 40 YEARS	1	0	0	0	0	0	1	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	622	766	182	382	7	5	26	26	10	13	1	2	848	1,194	16	10
MORE THAN 10 YEARS:	324	326	103	187	6	3	12	14	7	2	0	0	452	532	16	10
AVERAGE YEARS	13.7	12.0	15.9	14.0	23.0	10.2	12.6	13.7	15.0	8.1	7.0	1.5	14.2	12.6	27.3	28.3

DEPARTMENT AVERAGE YEARS 13.3

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	515	1,747	160	885	3	9	24	72	14	23	5	18	721	2,754	5	10
06 - 10 YEARS	358	927	72	534	4	6	14	49	11	15	0	0	459	1,531	4	1
11 - 15 YEARS	374	602	103	402	1	12	13	50	4	19	0	0	495	1,085	3	11
16 - 20 YEARS	227	423	57	199	2	9	7	38	3	15	0	0	296	684	17	28
21 - 25 YEARS	216	318	53	163	4	3	13	25	2	10	0	0	288	519	16	25
26 - 30 YEARS	114	263	26	193	0	6	4	12	3	5	0	1	147	480	9	34
31 - 35 YEARS	135	204	19	153	2	1	3	2	3	1	0	0	162	361	15	19
36 - 40 YEARS	23	37	9	39	0	0	0	2	0	0	0	0	32	78	3	4
MORE THAN 40 YEARS	5	2	1	4	0	0	0	0	0	0	0	0	6	6	0	0
DEPARTMENT TOTAL	1,967	4,523	500	2,572	16	46	78	250	40	88	5	19	2,606	7,498	72	132
MORE THAN 10 YEARS:	1,094	1,849	268	1,153	9	31	40	129	15	50	0	1	1,426	3,213	63	121
AVERAGE YEARS	13.5	10.8	12.3	11.8	15.3	14.2	12.3	11.8	11.0	12.3	1.8	2.8	13.2	11.2	22.5	22.8
DEPARTMENT AVERAGE YEARS		11.7														

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	249	1,210	51	272	0	10	12	69	3	9	11	15	326	1,585	3	7	
06 - 10 YEARS	117	908	24	160	1	4	6	34	2	7	0	1	150	1,114	1	6	
11 - 15 YEARS	92	686	16	181	1	19	5	21	0	7	0	1	114	915	1	17	
16 - 20 YEARS	37	424	5	88	1	2	2	28	1	4	0	0	46	546	9	46	
21 - 25 YEARS	36	503	12	166	0	13	5	38	2	6	0	0	55	726	12	55	
26 - 30 YEARS	27	415	18	131	0	4	2	21	0	5	0	0	47	576	7	40	
31 - 35 YEARS	33	473	2	131	0	9	2	16	0	2	0	0	37	631	6	42	
36 - 40 YEARS	8	101	1	34	0	0	0	1	0	0	0	0	9	136	1	6	
MORE THAN 40 YEARS	1	9	0	1	0	0	0	0	0	0	0	0	1	10	0	0	
DEPARTMENT TOTAL	600	4,729	129	1,164	3	61	34	228	8	40	11	17	785	6,239	40	219	
MORE THAN 10 YEARS:	234	2,611	54	732	2	47	16	125	3	24	0	1	309	3,540	36	206	
AVERAGE YEARS	10.2	14.6	11.1	16.1	13.7	17.2	12.5	14.2	10.3	14.3	0.6	1.8	10.3	14.9	22.4	23.5	
DEPARTMENT AVERAGE YEARS		14.3															

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	6	6	1	1	0	0	1	0	0	0	0	0	8	7	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	6	6	1	1	0	0	1	0	0	0	0	0	8	7	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: 01 DECEMBER 26, 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	419	430	41	85	3	5	4	13	41	50	18	12	526	595	2	1
06 - 10 YEARS	326	400	28	89	2	2	6	10	37	18	0	1	399	520	6	3
11 - 15 YEARS	285	326	26	78	0	0	6	10	17	9	0	0	334	423	3	1
16 - 20 YEARS	152	200	24	40	1	4	5	12	4	9	0	0	186	265	9	17
21 - 25 YEARS	181	290	47	88	0	3	14	18	15	9	0	0	257	408	27	26
26 - 30 YEARS	79	171	13	46	2	0	3	5	2	2	0	0	99	224	12	19
31 - 35 YEARS	162	279	29	35	0	2	4	4	1	2	0	0	196	322	13	20
36 - 40 YEARS	51	84	3	10	0	0	2	1	1	1	0	0	57	96	4	10
MORE THAN 40 YEARS	7	3	1	0	0	0	0	1	0	0	0	0	8	4	2	1
DEPARTMENT TOTAL	1,662	2,183	212	471	8	16	44	74	118	100	18	13	2,062	2,857	78	98
MORE THAN 10 YEARS:	917	1,353	143	297	3	9	34	51	40	32	0	0	1,137	1,742	70	94
AVERAGE YEARS	14.3	16.4	17.2	15.8	11.6	14.9	19.1	16.5	9.3	9.0	1.9	1.9	14.3	16.0	23.9	25.8
DEPARTMENT AVERAGE YEARS		15.3														

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	26.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.5	0.0	26.5	0.0

DEPARTMENT AVERAGE YEARS 26.5

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	104	139	14	45	0	1	6	2	8	9	0	2	132	198	1	1	
06 - 10 YEARS	253	274	35	83	2	1	3	6	9	6	0	0	302	370	1	1	
11 - 15 YEARS	473	336	59	137	5	6	7	9	7	7	0	0	551	495	4	7	
16 - 20 YEARS	461	299	56	101	13	7	13	12	9	6	0	0	552	425	10	12	
21 - 25 YEARS	791	378	130	158	22	5	28	12	11	8	0	0	982	561	56	25	
26 - 30 YEARS	229	254	45	102	3	2	8	12	6	6	0	0	291	376	27	32	
31 - 35 YEARS	357	230	43	94	8	2	8	7	4	2	0	0	420	335	33	16	
36 - 40 YEARS	129	65	13	29	2	0	2	2	1	0	0	0	147	96	14	6	
MORE THAN 40 YEARS	25	5	2	5	0	1	0	1	2	0	0	0	29	12	5	3	
DEPARTMENT TOTAL	2,822	1,980	397	754	55	25	75	63	57	44	0	2	3,406	2,868	151	103	
MORE THAN 10 YEARS:	2,465	1,567	348	626	53	23	66	55	40	29	0	0	2,972	2,300	149	101	
AVERAGE YEARS	20.9	19.5	21.0	20.3	22.3	19.7	20.8	21.4	18.0	16.0	0.0	3.0	20.9	19.7	27.3	26.3	

DEPARTMENT AVERAGE YEARS 20.3

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	104	85	14	14	0	0	3	2	4	3	3	7	128	111	2	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	104	85	14	14	0	0	3	2	4	3	3	7	128	111	2	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: 01 DECEMBER 26, 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	84	61	12	12	0	0	2	2	1	1	5	2	104	78	1	1
06 - 10 YEARS	85	64	9	12	0	1	2	2	0	3	0	0	96	82	1	0
11 - 15 YEARS	103	77	4	4	0	2	2	0	1	2	0	0	110	85	1	2
16 - 20 YEARS	93	63	11	10	0	2	1	0	0	2	0	0	105	77	4	1
21 - 25 YEARS	133	122	20	27	5	1	5	5	6	2	0	0	169	157	9	8
26 - 30 YEARS	84	63	17	22	1	1	3	2	1	3	0	0	106	91	10	3
31 - 35 YEARS	172	109	22	31	3	2	2	3	0	2	0	0	199	147	20	8
36 - 40 YEARS	82	25	6	10	0	0	3	0	1	0	0	0	92	35	9	1
MORE THAN 40 YEARS	11	4	0	0	1	0	1	0	0	0	0	0	13	4	2	0
DEPARTMENT TOTAL	847	588	101	128	10	9	21	14	10	15	5	2	994	756	57	24
MORE THAN 10 YEARS:	678	463	80	104	10	8	17	10	9	11	0	0	794	596	55	23
AVERAGE YEARS	21.9	20.5	22.3	23.3	29.1	21.1	23.5	20.4	21.8	19.5	3.0	2.5	21.9	20.9	29.5	25.8

DEPARTMENT AVERAGE YEARS 21.5

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 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	65	159	8	29	1	2	0	5	0	1	0	5	74	201	0	2
06 - 10 YEARS	41	237	6	27	0	3	1	4	0	3	0	1	48	275	0	0
11 - 15 YEARS	31	192	6	26	0	0	3	2	1	4	0	0	41	224	0	2
16 - 20 YEARS	14	131	4	23	0	1	0	4	0	3	0	0	18	162	0	6
21 - 25 YEARS	30	179	8	49	0	3	3	21	1	6	0	0	42	258	3	13
26 - 30 YEARS	10	125	1	21	0	1	0	9	1	1	0	0	12	157	2	8
31 - 35 YEARS	25	185	2	44	1	2	0	7	0	1	0	0	28	239	2	17
36 - 40 YEARS	5	73	1	13	0	0	2	1	0	0	0	0	8	87	0	4
MORE THAN 40 YEARS	0	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1
DEPARTMENT TOTAL	221	1,287	36	232	2	12	9	53	3	19	0	6	271	1,609	7	53
MORE THAN 10 YEARS:	115	891	22	176	1	7	8	44	3	15	0	0	149	1,133	7	51
AVERAGE YEARS	14.1	18.5	14.9	20.2	17.0	17.0	20.6	21.9	23.0	17.4	0.0	3.3	14.5	18.8	27.3	26.9

DEPARTMENT AVERAGE YEARS 18.2

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

PAY END NUMBER AND DATE: 01 DECEMBER 26, 2009

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																	
00- 05 YEARS	3,555	4,858	551	1,740	52	39	122	207	87	116	75	74	4,442	7,034	18	26	
06- 10 YEARS	3,824	3,631	441	1,303	48	25	95	141	87	69	2	4	4,497	5,173	21	15	
11- 15 YEARS	4,076	2,840	434	1,022	87	54	126	108	51	61	0	1	4,774	4,086	26	44	
16- 20 YEARS	2,704	1,980	302	590	43	31	75	110	39	44	0	0	3,163	2,755	100	126	
21- 25 YEARS	3,554	2,192	567	863	94	40	135	138	50	49	0	0	4,400	3,282	229	178	
26- 30 YEARS	900	1,436	207	593	17	17	31	65	20	23	0	1	1,175	2,135	93	152	
31- 35 YEARS	1,322	1,604	173	552	21	18	37	44	12	10	0	0	1,565	2,228	118	131	
36- 40 YEARS	393	402	39	139	4	0	21	8	4	1	0	0	461	550	37	33	
MORE THAN 40 YEARS	64	31	4	12	1	1	2	2	5	0	0	0	76	46	11	5	
STATEWIDE TOTAL	20,392	18,974	2,718	6,814	367	225	644	823	355	373	77	80	24,553	27,289	653	710	
MORE THAN 10 YEARS	13,013	10,485	1,726	3,771	267	161	427	475	181	188	0	2	15,614	15,082	614	669	
AVERAGE YEARS	15.1	14.3	15.5	14.4	16.1	15.9	15.6	14.3	13.1	12.2	1.8	2.1	15.1	14.2	24.5	24.3	
STATEWIDE TOTAL AVERAGE YEARS	14.7																

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay Period Ending: December 26, 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	1,179	2.3 %	45.8	\$24.64	912	77.4 %
A31 - LABOR AND TRADES	2,384	4.6 %	48.8	\$21.66	1,861	78.1 %
C12 - SECURITY	8,333	16.0 %	43.9	\$23.57	7,219	86.6 %
E42 - HUMAN SERVICES SUPPORT	1,107	2.1 %	45.0	\$20.90	548	49.5 %
H21 - SCIENTIFIC & ENGINEERING	2,255	4.3 %	44.7	\$31.62	1,735	76.9 %
L32 - TECHNICAL	941	1.8 %	45.6	\$23.66	735	78.1 %
T01 - STATE POLICE ENLISTED	1,499	2.9 %	41.9	\$30.59	1,403	93.6 %
U11 - INSTITUTIONAL	2,056	4.0 %	47.2	\$19.94	1,518	73.8 %
W22 - HUMAN SERVICES	10,113	19.5 %	45.2	\$25.22	6,608	65.3 %
W41 - ADMINISTRATIVE SUPPORT	7,031	13.5 %	47.3	\$20.04	5,042	71.7 %
Y00 - NON-SPECIFIED	15	0.0 %	25.3	\$13.82	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	4,919	9.5 %	47.1	\$30.55	3,683	74.9 %
Y50 - PENDING UNIT ASSIGNMENT	2	0.0 %	52.5	\$18.89	2	100.0 %
Y51 - SUPERVISORY	6,283	12.1 %	50.1	\$32.64	5,930	94.4 %
Y52 - NONCAREER	239	0.5 %	25.1	\$13.84	0	0.0 %
Y98 - MANAGERIAL	1,750	3.4 %	52.5	\$47.01	1,546	88.3 %
Y99 - CONFIDENTIAL	1,880	3.6 %	48.7	\$27.11	1,599	85.1 %
STATEWIDE TOTAL	51,986	100.0 %	46.5	\$26.33	40,341	77.6 %

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 Dec 26, 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	1,153	728	63 %	328	28 %	14	1 %	1,074	93 %	14	1 %	4	0 %	1,095	95 %
A31	LABOR AND TRADES	2,245	1,248	56 %	853	38 %	16	1 %	2,110	94 %	10	0 %	4	0 %	2,130	95 %
C12	SECURITY	8,333	5,207	62 %	2,769	33 %	32	0 %	7,903	95 %	148	2 %	14	0 %	8,063	97 %
E42	HUMAN SERVICES SUPPORT	1,107	617	56 %	415	37 %	10	1 %	1,008	91 %	47	4 %	5	0 %	1,066	96 %
H21	SCIENTIFIC & ENGINEERING	2,255	1,101	49 %	1,012	45 %	20	1 %	2,102	93 %	43	2 %	7	0 %	2,163	96 %
L32	TECHNICAL	936	500	53 %	382	41 %	13	1 %	882	94 %	19	2 %	2	0 %	906	97 %
T01	STATE POLICE ENLISTED	1,499	1,365	91 %	105	7 %	2	0 %	1,472	98 %	2	0 %	1	0 %	1,476	98 %
U11	INSTITUTIONAL	2,040	1,223	60 %	720	35 %	6	0 %	1,919	94 %	40	2 %	2	0 %	1,961	96 %
W22	HUMAN SERVICES	10,071	5,312	53 %	4,029	40 %	95	1 %	9,202	91 %	325	3 %	28	0 %	9,581	95 %
W41	ADMINISTRATIVE SUPPORT	6,615	2,732	41 %	3,400	51 %	66	1 %	6,031	91 %	208	3 %	11	0 %	6,269	95 %
Y23	BUSINESS & ADMINISTRATION	4,911	1,861	38 %	2,637	54 %	57	1 %	4,454	91 %	138	3 %	18	0 %	4,611	94 %
Y50	PENDING UNIT ASSIGNMENT	2	0	0 %	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %	2	100 %
Y51	SUPERVISORY	6,281	3,384	54 %	2,502	40 %	54	1 %	5,860	93 %	120	2 %	7	0 %	5,986	95 %
Y98	MANAGERIAL	1,750	871	50 %	762	44 %	16	1 %	1,650	94 %	19	1 %	4	0 %	1,676	96 %
Y99	CONFIDENTIAL	1,870	653	35 %	1,016	54 %	22	1 %	1,679	90 %	46	2 %	2	0 %	1,725	92 %
STATEWIDE TOTALS:		51,068	26,802	52 %	20,932	41 %	423	1 %	47,348	93 %	1,179	2 %	109	0 %	48,710	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 Dec 26, 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	1,153	1,028	89 %	79	7 %	1,091	95 %	57	5 %	74	6 %
A31	LABOR AND TRADES	2,245	2,028	90 %	4	0 %	2,161	96 %	76	3 %	10	0 %
C12	SECURITY	8,333	7,918	95 %	0	0 %	8,042	97 %	237	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	1,107	850	77 %	0	0 %	1,045	94 %	60	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,255	1,937	86 %	33	1 %	2,092	93 %	157	7 %	23	1 %
L32	TECHNICAL	936	808	86 %	25	3 %	868	93 %	63	7 %	15	2 %
T01	STATE POLICE ENLISTED	1,499	1,473	98 %	1,000	67 %	1,456	97 %	34	2 %	1,059	71 %
U11	INSTITUTIONAL	2,040	1,882	92 %	2	0 %	1,962	96 %	73	4 %	0	0 %
W22	HUMAN SERVICES	10,071	8,862	88 %	0	0 %	9,507	94 %	551	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,615	5,886	89 %	147	2 %	6,289	95 %	316	5 %	107	2 %
Y23	BUSINESS & ADMINISTRATION	4,911	4,222	86 %	68	1 %	4,610	94 %	297	6 %	48	1 %
Y50	PENDING UNIT ASSIGNMENT	2	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,281	6,031	96 %	205	3 %	6,090	97 %	180	3 %	197	3 %
Y98	MANAGERIAL	1,750	1,586	91 %	32	2 %	1,669	95 %	77	4 %	40	2 %
Y99	CONFIDENTIAL	1,870	1,691	90 %	17	1 %	1,776	95 %	93	5 %	17	1 %
STATEWIDE TOTALS:		51,068	46,204	90 %	1,612	3 %	48,660	95 %	2,271	4 %	1,590	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: 01 Ending December 26, 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	465	26	25	0	0	220	13	0	0	0	64	348
ATTORNEY GENERAL	11	465	30	1	0	0	0	0	0	0	0	78	109
AUDITOR GENERAL	03	132	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	45	10	55
CIVIL SERVICE COMMISSION	19	504	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,996	42	91	200	0	146	43	0	833	727	590	2,672
CORRECTIONS	47	15,181	10	714	8,052	0	9	107	0	561	2,225	1,049	12,727
EDUCATION	31	454	3	12	0	4	0	3	0	27	146	90	285
ENERGY, LABOR & ECONOMIC GROWTH	64	4,484	258	43	0	1,046	112	7	0	21	431	756	2,674
ENVIRONMENTAL QUALITY	76	1,329	29	2	0	0	785	47	0	0	1	182	1,046
EXECUTIVE OFFICE	01	44	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	10,455	174	44	0	57	4	0	0	150	6,444	1,385	8,258
INFORMATION TECHNOLOGY	08	1,796	0	29	0	0	4	52	0	0	0	263	348
MANAGEMENT AND BUDGET	07	989	3	266	0	0	33	11	0	0	3	142	458
MILITARY & VETERAN AFFAIRS	51	900	30	150	0	0	20	14	0	439	30	50	733
NATURAL RESOURCES	75	1,602	349	140	0	0	262	138	0	6	45	210	1,150
STATE	23	1,556	18	19	0	0	0	1	0	0	1	1,005	1,044
STATE POLICE	55	2,570	138	14	0	0	98	33	1,491	5	0	281	2,060
STRATEGIC FUND	07	260	0	37	0	0	0	2	0	0	0	84	123
TRANSPORTATION	59	2,981	56	774	0	0	559	468	0	0	3	241	2,101
TREASURY	27	1,585	11	8	0	0	3	1	0	0	3	542	568
Grand Total:		51,842	1,177	2,371	8,252	1,107	2,255	940	1,491	2,042	10,104	7,024	36,763

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

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 01 Ending December 26, 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	465	24	10	16	2	0	65	117
ATTORNEY GENERAL	11	465	34	45	269	0	0	8	356
AUDITOR GENERAL	03	132	0	58	35	3	0	32	128
CIVIL RIGHTS	15	94	2	17	11	0	0	9	39
CIVIL SERVICE COMMISSION	19	504	0	420	62	0	0	22	504
COMMUNITY HEALTH	39	3,996	496	98	188	11	2	529	1,324
CORRECTIONS	47	15,181	179	153	141	1	0	1,980	2,454
EDUCATION	31	454	70	28	29	2	0	40	169
ENERGY, LABOR & ECONOMIC GROWTH	64	4,484	950	177	222	79	0	382	1,810
ENVIRONMENTAL QUALITY	76	1,329	57	24	22	13	1	166	283
EXECUTIVE OFFICE	01	44	0	43	0	1	0	0	44
HUMAN SERVICES	43	10,455	531	266	190	0	4	1,206	2,197
INFORMATION TECHNOLOGY	08	1,796	1,077	54	99	38	9	171	1,448
MANAGEMENT AND BUDGET	07	989	195	141	72	12	0	111	531
MILITARY & VETERAN AFFAIRS	51	900	24	17	14	0	0	112	167
NATURAL RESOURCES	75	1,602	79	38	57	6	1	271	452
STATE	23	1,556	130	67	50	7	0	258	512
STATE POLICE	55	2,570	118	32	50	6	0	304	510
STRATEGIC FUND	07	260	71	21	21	0	0	24	137
TRANSPORTATION	59	2,981	233	112	91	39	0	405	880
TREASURY	27	1,585	649	59	111	19	0	179	1,017
Grand Total:		51,842	4,919	1,880	1,750	239	17	6,274	15,079

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 Employees - Employees 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 Employees - 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 - 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 Employees - 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 Employees - 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 Employees - 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 Employees - 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 Michigan 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 Employees - 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 Employees - Contractors who are employees of state agencies and who are not classified employees, exempt employees, or excepted employees.

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 Employees - Employees working in positions 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.