

ANNUAL WORKFORCE REPORT

Third 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
Third Quarter FY 2009-10

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	46.1
Average Annual Salary ¹	\$53,912
Average Years of Service	14.2

WORK FORCE CHARACTERISTICS

Females	52.2%
Males.....	47.8%
Eligible for Longevity	74.6%
Less than Six Years of Service	25.0%
Six to Ten Years of Service.....	17.0%
Over Ten Years of Service.....	58.0%
Exclusively Represented for Collective Bargaining.....	71.7%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.4%
Black	17.7%
Hispanic	2.8%
White	76.6%
Not Disclosed	0.4%

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

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GLOSSARY

SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

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

Pay Period Number and Pay End Date 14 Jun 26, 2010

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	401.0	0.0	10.0	10.0	0.0	24.0	445.0	0.0	445.0
AGRICULTURE		401.0	0.0	10.0	10.0	0.0	24.0	445.0	0.0	445.0
ATY GNRL CENTRAL OFFICE	1101	431.0	3.0	0.0	13.0	0.0	0.0	447.0	0.0	447.0
PACC	1102	7.0	0.0	0.0	3.0	0.0	0.0	10.0	0.0	10.0
ATTORNEY GENERAL		438.0	3.0	0.0	16.0	0.0	0.0	457.0	0.0	457.0
LEGISLATIVE AUDITOR GENERAL	0301	95.0	0.0	16.0	23.0	0.0	4.0	138.0	0.0	138.0
AUDITOR GENERAL		95.0	0.0	16.0	23.0	0.0	4.0	138.0	0.0	138.0
CIV RGHT CENTRAL OFFICE	1501	89.0	1.0	0.0	7.0	0.0	0.0	97.0	0.0	97.0
CIVIL RIGHTS		89.0	1.0	0.0	7.0	0.0	0.0	97.0	0.0	97.0
CIVIL SERVICE COMMISSION	1901	465.0	3.0	0.0	6.0	1.0	13.0	488.0	1.5	486.5
CIVIL SERVICE COMMISSION		465.0	3.0	0.0	6.0	1.0	13.0	488.0	1.5	486.5
COMMUNITY HLTH CORRECTIONS PRG	3904	272.0	2.0	0.0	3.0	0.0	0.0	277.0	0.0	277.0
DCH-CARO CENTER	3902	383.0	1.0	1.0	0.0	0.0	4.0	389.0	0.0	389.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,537.0	6.0	10.0	26.0	0.0	49.0	1,628.0	1.5	1,626.5
DCH-CTR FORENSIC PSYCHIATRY	3920	501.0	2.0	0.0	3.0	0.0	5.0	511.0	0.0	511.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	160.0	3.0	0.0	21.0	0.0	3.0	187.0	0.0	187.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	418.0	7.0	0.0	53.0	0.0	0.0	478.0	0.0	478.0
DCH-OFFICE OF SERVICES TO TH	3970	36.0	0.0	1.0	2.0	0.0	0.0	39.0	0.0	39.0
DCH-WALTER P. REUTHER PSY HOSP	3945	403.0	0.0	0.0	5.0	0.0	0.0	408.0	0.0	408.0
COMMUNITY HEALTH		3,710.0	21.0	12.0	113.0	0.0	61.0	3,917.0	1.5	3,915.5
DOC-ADRIAN/GUS HARRISON FAC	4729	512.0	0.0	0.0	1.0	0.0	0.0	513.0	0.0	513.0
DOC-ALGER MAX SECURITY CORRECT	4735	286.0	0.0	0.0	1.0	0.0	0.0	287.0	0.0	287.0
DOC-BARAGA FACILITY	4740	377.0	2.0	0.0	1.0	0.0	2.0	382.0	0.0	382.0
DOC-BELLAMY CREEK FACILITY	4748	450.0	0.0	0.0	1.0	0.0	0.0	451.0	0.0	451.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	526.0	2.0	0.0	1.0	0.0	0.0	529.0	0.0	529.0

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

Pay Period Number and Pay End Date 14 Jun 26, 2010

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CARSON CITY FAC/CARSON CIT	4731	524.0	0.0	0.0	1.0	0.0	0.0	525.0	0.0	525.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	531.0	0.0	0.0	1.0	0.0	0.0	532.0	0.0	532.0
DOC-COOPER STREET FACILITY	4752	434.0	0.0	0.0	3.0	0.0	0.0	437.0	0.5	436.5
DOC-CORRECTN CENTRAL OFFICE	4702	495.0	0.0	0.0	34.0	0.0	50.0	579.0	0.0	579.0
DOC-COTTON FACILITY	4720	447.0	0.0	0.0	1.0	0.0	0.0	448.0	1.5	446.5
DOC-CRANE FACILITY	4716	249.0	0.0	0.0	0.0	0.0	0.0	249.0	0.0	249.0
DOC-EGELER FACILITY	4727	592.0	0.0	0.0	1.0	0.0	0.0	593.0	0.0	593.0
DOC-FIELD OPERATION REGION III	4763	976.0	8.0	2.0	4.0	0.0	0.0	990.0	0.0	990.0
DOC-FIELD OPERATIONS REGION I	4761	875.0	1.0	1.0	1.0	0.0	0.0	878.0	0.0	878.0
DOC-HANDLON MI TRAINING UNT	4705	300.0	0.0	0.0	0.0	0.0	0.0	300.0	0.0	300.0
DOC-HURON VALLEY CORR COMPLEX	4715	566.0	2.0	0.0	7.0	0.0	0.0	575.0	0.0	575.0
DOC-IONIA MAXIMUM FACILITY	4724	318.0	0.0	0.0	1.0	0.0	0.0	319.0	0.0	319.0
DOC-JACKSON CENTRAL REGION	4750	126.0	0.0	0.0	0.0	0.0	0.0	126.0	0.0	126.0
DOC-KINROSS/HIAWATHA FACILITY	4712	414.0	0.0	0.0	1.0	0.0	0.0	415.0	0.0	415.0
DOC-LAKELAND MENS FACILITY	4718	290.0	0.0	0.0	0.0	0.0	0.0	290.0	0.0	290.0
DOC-MACOMB FACILITY	4741	336.0	0.0	0.0	1.0	0.0	0.0	337.0	0.0	337.0
DOC-MARQUETTE BRANCH PRISON	4706	386.0	0.0	0.0	2.0	0.0	1.0	389.0	0.0	389.0
DOC-MAXEY CORRECTIONAL	4749	162.0	0.0	0.0	2.0	0.0	0.0	164.0	0.0	164.0
DOC-MICHIGAN REFORMATORY	4707	321.0	0.0	0.0	3.0	0.0	3.0	327.0	0.0	327.0
DOC-MICHIGAN STATE INDUSTRIES	4709	152.0	0.0	0.0	0.0	0.0	0.0	152.0	0.0	152.0
DOC-MID MICHIGAN FACILITY	4733	591.0	0.0	0.0	0.0	0.0	0.0	591.0	0.0	591.0
DOC-MOUND FACILITY	4737	316.0	0.0	0.0	0.0	0.0	0.0	316.0	0.0	316.0
DOC-MUSKEGON FACILITY	4704	194.0	0.0	0.0	1.0	0.0	0.0	195.0	0.0	195.0
DOC-NEWBERRY FACILITY	4743	293.0	0.0	0.0	1.0	0.0	1.0	295.0	0.0	295.0
DOC-OAKS FACILITY	4739	341.0	1.0	0.0	1.0	0.0	0.0	343.0	0.0	343.0

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DOC-OJIBWAY FACILITY	4746	244.0	1.0	0.0	1.0	0.0	4.0	250.0	0.0	250.0
DOC-PARNALL FACILITY	4751	307.0	0.0	1.0	0.0	0.0	0.0	308.0	0.0	308.0
DOC-PINE RIVER FACILITY	4744	247.0	1.0	0.0	1.0	0.0	0.0	249.0	0.0	249.0
DOC-PUGSLEY FACILITY	4745	266.0	1.0	0.0	1.0	0.0	0.0	268.0	0.0	268.0
DOC-RYAN FACILITY	4738	327.0	0.0	0.0	1.0	0.0	0.0	328.0	0.0	328.0
DOC-SAGINAW FACILITY	4742	366.0	4.0	0.0	1.0	0.0	0.0	371.0	0.0	371.0
DOC-THUMB FACILITY	4725	341.0	0.0	0.0	3.0	0.0	0.0	344.0	0.0	344.0
IONIA REGIONAL OFFICE	4711	121.0	0.0	0.0	0.0	0.0	0.0	121.0	0.0	121.0
REGION I CFA REGIONAL OFFICE	4714	57.0	0.0	0.0	0.0	0.0	0.0	57.0	0.0	57.0
CORRECTIONS		14,656.0	23.0	4.0	79.0	0.0	61.0	14,823.0	2.0	14,821.0
EDUCATION	3103	340.0	6.0	3.0	26.0	76.0	4.0	455.0	1.0	454.0
EDUCATION		340.0	6.0	3.0	26.0	76.0	4.0	455.0	1.0	454.0
DPT OF ENRGY/LABOR/ECNOMC GRTH	6401	3,472.0	13.0	5.0	396.0	54.0	109.0	4,049.0	2.0	4,047.0
MES BOARD OF REVIEW	6415	16.0	0.0	0.0	1.0	0.0	0.0	17.0	0.0	17.0
MSHDA	6405	286.0	8.0	3.0	14.0	0.0	39.0	350.0	1.5	348.5
ENERGY,LABOR & ECONOMIC GROWTH		3,774.0	21.0	8.0	411.0	54.0	148.0	4,416.0	3.5	4,412.5
DNRE-ENVIRONMENTAL QUALITY	7601	1,222.0	7.0	14.0	30.0	0.0	13.0	1,286.0	3.5	1,282.5
ENVIRONMENTAL QUALITY		1,222.0	7.0	14.0	30.0	0.0	13.0	1,286.0	3.5	1,282.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	38.0	0.0	4.0	42.0	0.0	42.0
EXECUTIVE OFFICE		0.0	0.0	0.0	38.0	0.0	4.0	42.0	0.0	42.0
DHS-BERRIEN COUNTY	4322	142.0	0.0	0.0	2.0	3.0	0.0	147.0	0.0	147.0
DHS-CALHOUN COUNTY	4323	146.0	0.0	0.0	9.0	0.0	0.0	155.0	0.0	155.0
DHS-COUNTIES	4308	2,383.0	4.0	1.0	159.0	27.0	0.0	2,574.0	4.0	2,570.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,852.0	4.0	18.0	180.0	3.0	7.0	2,064.0	3.0	2,061.0

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DHS-GENESEE COUNTY	4302	505.0	0.0	0.0	35.0	0.0	0.0	540.0	0.0	540.0
DHS-INGHAM COUNTY	4312	236.0	0.0	0.0	1.0	1.0	0.0	238.0	0.0	238.0
DHS - INSTITUTIONS	4307	79.0	0.0	8.0	8.0	0.0	0.0	95.0	0.0	95.0
DHS-JACKSON COUNTY	4315	127.0	0.0	0.0	13.0	0.0	0.0	140.0	0.0	140.0
DHS-KALAMAZOO COUNTY	4314	199.0	0.0	0.0	5.0	0.0	0.0	204.0	0.0	204.0
DHS-KENT COUNTY	4303	411.0	0.0	0.0	20.0	9.0	0.0	440.0	3.5	436.5
DHS-MACOMB COUNTY	4304	483.0	0.0	0.0	4.0	0.0	0.0	487.0	4.0	483.0
DHS-MAXEY TRAINING SCHOOL	4311	102.0	0.0	0.0	1.0	0.0	0.0	103.0	0.0	103.0
DHS-MUSKEGON COUNTY	4324	198.0	0.0	0.0	18.0	0.0	0.0	216.0	0.0	216.0
DHS-OAKLAND COUNTY	4305	495.0	0.0	2.0	49.0	0.0	0.0	546.0	0.0	546.0
DHS-SAGINAW COUNTY	4313	222.0	0.0	0.0	11.0	0.0	0.0	233.0	0.0	233.0
DHS-WASHTENAW	4325	136.0	0.0	0.0	4.0	0.0	0.0	140.0	0.0	140.0
DHS-WAYNE COUNTY DSS	4306	142.0	0.0	0.0	18.0	0.0	0.0	160.0	0.0	160.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	624.0	0.0	0.0	25.0	0.0	0.0	649.0	0.0	649.0
DHS-WAYNE COUNTY ZONE 3	4318	512.0	0.0	0.0	47.0	0.0	0.0	559.0	0.0	559.0
DHS-WAYNE COUNTY ZONE 4	4319	421.0	0.0	0.0	40.0	0.0	0.0	461.0	0.0	461.0
DHS-WAYNE COUNTY ZONE L	4316	326.0	0.0	0.0	24.0	0.0	0.0	350.0	0.0	350.0
HUMAN SERVICES		9,741.0	8.0	29.0	673.0	43.0	7.0	10,501.0	14.5	10,486.5
TECH, MGMT AND BUDGET - IT	0801	1,684.0	5.0	0.0	27.0	0.0	69.0	1,785.0	0.0	1,785.0
INFORMATION TECHNOLOGY		1,684.0	5.0	0.0	27.0	0.0	69.0	1,785.0	0.0	1,785.0
DTMB - CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - MB	0701	872.0	4.0	3.0	50.0	0.0	31.0	960.0	7.5	952.5
MANAGEMENT AND BUDGET		872.0	4.0	3.0	51.0	0.0	31.0	961.0	7.5	953.5
D.J. JACOBETTI HOME FOR VETERA	5103	139.0	6.0	2.0	0.0	0.0	5.0	152.0	1.0	151.0
GRAND RAPIDS HOME FOR VETERANS	5102	428.0	1.0	8.0	1.0	12.0	15.0	465.0	0.0	465.0

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MIL AFFR CENTRAL OFFICE	5101	235.0	0.0	7.0	11.0	31.0	44.0	328.0	0.0	328.0
MILITARY & VETERAN AFFAIRS		802.0	7.0	17.0	12.0	43.0	64.0	945.0	1.0	944.0
DNRE-NATURAL RESOURCES	7501	1,311.0	2.0	63.0	21.0	281.0	1,474.0	3,152.0	0.5	3,151.5
NATURAL RESOURCES		1,311.0	2.0	63.0	21.0	281.0	1,474.0	3,152.0	0.5	3,151.5
DEPARTMENT OF STATE	2301	1,162.0	0.0	159.0	31.0	0.0	168.0	1,520.0	0.0	1,520.0
STATE		1,162.0	0.0	159.0	31.0	0.0	168.0	1,520.0	0.0	1,520.0
STATE POLICE	5501	2,463.0	30.0	6.0	34.0	0.0	10.0	2,543.0	1.0	2,542.0
STATE POLICE		2,463.0	30.0	6.0	34.0	0.0	10.0	2,543.0	1.0	2,542.0
STRATEGIC FUND	0740	161.0	3.0	15.0	17.0	0.0	45.0	241.0	0.0	241.0
STRATEGIC FUND		161.0	3.0	15.0	17.0	0.0	45.0	241.0	0.0	241.0
BRIDGE AUTHORITIES-INTERNATION	5903	28.0	0.0	1.0	1.0	0.0	22.0	52.0	0.0	52.0
BRIDGE AUTHORITIES-MACKINAC	5902	41.0	0.0	24.0	8.0	0.0	11.0	84.0	0.0	84.0
TRANSPORTATION CENTRAL OFFICE	5901	2,594.0	16.0	13.0	57.0	23.0	361.0	3,064.0	5.0	3,059.0
TRANSPORTATION		2,663.0	16.0	38.0	66.0	23.0	394.0	3,200.0	5.0	3,195.0
BUREAU OF STATE LOTTERY	2795	173.0	0.0	0.0	0.0	0.0	25.0	198.0	0.0	198.0
GAMING CONTROL	2707	97.0	1.0	5.0	6.0	5.0	9.0	123.0	0.0	123.0
TREASURY CENTRAL PAYROLL	2701	1,219.0	5.0	10.0	25.0	0.0	21.0	1,280.0	0.0	1,280.0
TREASURY		1,489.0	6.0	15.0	31.0	5.0	55.0	1,601.0	0.0	1,601.0
STATEWIDE TOTAL		47,538.0	166.0	412.0	1,722.0	526.0	2,649.0	53,013.0	42.5	52,970.5

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

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2010 Appropriated (A)	FTE Positions 06/26/2010 (B)	FTE Positions 03/20/2010 (C)	Difference 06/26/2010 and 03/20/2010 (B-C)	Difference 06/26/2010 and Appropriated (B-A)
AGRICULTURE					
Regular	591.5	431.4	425.7	5.7	-160.1
Overtime	0.0	0.5	0.1	0.4	0.5
Total	591.5	432.0	425.8	6.2	-159.5
ATTORNEY GENERAL					
Regular	537.0	451.3	455.4	-4.1	-85.7
Overtime	0.0	0.1	0.1	-0.0	0.1
Total	537.0	451.4	455.6	-4.1	-85.6
AUDITOR GENERAL					
Regular	0.0	132.3	129.5	2.8	132.3
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	132.3	129.5	2.8	132.3
CIVIL RIGHTS					
Regular	125.0	95.7	93.4	2.2	-29.3
Overtime	0.0	0.0	0.0	0.0	0.0
Total	125.0	95.7	93.4	2.2	-29.3
CIVIL SERVICE COMMISSION					
Regular	533.5	482.3	480.7	1.6	-51.2
Overtime	0.0	0.1	0.4	-0.3	0.1
Total	533.5	482.3	481.1	1.3	-51.2
COMMUNITY HEALTH					
Regular	4,375.6	3,855.9	3,868.4	-12.5	-519.7
Overtime	0.0	149.6	166.9	-17.3	149.6
Total	4,375.6	4,005.5	4,035.3	-29.9	-370.1

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). 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 06/26/2010 (B)	FTE Positions 03/20/2010 (C)	Difference 06/26/2010 and 03/20/2010 (B-C)	Difference 06/26/2010 and Appropriated (B-A)
CORRECTIONS					
Regular	15,746.1	14,814.5	14,964.4	-150.0	-931.6
Overtime	0.0	721.0	592.9	128.2	721.0
Total	15,746.1	15,535.5	15,557.3	-21.8	-210.6
EDUCATION					
Regular	538.5	415.0	435.7	-20.6	-123.5
Overtime	0.0	0.4	1.1	-0.7	0.4
Total	538.5	415.4	436.8	-21.3	-123.1
ENERGY, LABOR & ECONOMIC GROWTH					
Regular	4,680.5	4,347.0	4,361.0	-14.0	-333.5
Overtime	0.0	153.1	206.2	-53.1	153.1
Total	4,680.5	4,500.1	4,567.2	-67.1	-180.4
ENVIRONMENTAL QUALITY					
Regular	1,491.1	1,264.2	1,274.6	-10.4	-226.9
Overtime	0.0	3.0	0.7	2.3	3.0
Total	1,491.1	1,267.1	1,275.2	-8.1	-224.0
EXECUTIVE OFFICE					
Regular	74.2	40.4	43.5	-3.1	-33.8
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	40.4	43.5	-3.1	-33.8
HUMAN SERVICES					
Regular	10,905.8	10,434.6	10,235.2	199.4	-471.2
Overtime	0.0	232.4	375.4	-143.0	232.4
Total	10,905.8	10,667.0	10,610.7	56.3	-238.8
INFORMATION TECHNOLOGY					
Regular	1,632.0	1,754.6	1,759.9	-5.3	122.6
Overtime	0.0	12.1	10.0	2.1	12.1
Total	1,632.0	1,766.7	1,769.9	-3.2	134.7

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). 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 06/26/2010 (B)	FTE Positions 03/20/2010 (C)	Difference 06/26/2010 and 03/20/2010 (B-C)	Difference 06/26/2010 and Appropriated (B-A)
MANAGEMENT AND BUDGET					
Regular	872.5	947.9	952.4	-4.5	75.4
Overtime	0.0	10.2	14.7	-4.6	10.2
Total	872.5	958.1	967.1	-9.0	85.6
MILITARY & VETERAN AFFAIRS					
Regular	985.0	912.2	887.9	24.3	-72.8
Overtime	0.0	25.5	19.5	6.0	25.5
Total	985.0	937.7	907.4	30.3	-47.3
NATURAL RESOURCES					
Regular	2,209.9	2,950.5	1,564.0	1,386.5	740.6
Overtime	0.0	13.8	3.9	9.9	13.8
Total	2,209.9	2,964.3	1,567.9	1,396.4	754.4
STATE					
Regular	1,809.0	1,452.3	1,422.5	29.7	-356.7
Overtime	0.0	2.9	1.9	1.0	2.9
Total	1,809.0	1,455.1	1,424.4	30.7	-353.9
STATE POLICE					
Regular	2,866.0	2,508.5	2,551.0	-42.5	-357.5
Overtime	0.0	132.6	82.9	49.7	132.6
Total	2,866.0	2,641.1	2,633.9	7.2	-224.9
STRATEGIC FUND					
Regular	155.0	209.0	191.6	17.4	54.0
Overtime	0.0	0.1	0.1	-0.0	0.1
Total	155.0	209.1	191.7	17.4	54.1
TRANSPORTATION					
Regular	3,008.3	3,199.1	2,896.5	302.6	190.8
Overtime	0.0	167.9	39.7	128.2	167.9
Total	3,008.3	3,367.0	2,936.2	430.8	358.7

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). 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 06/26/2010 (B)	FTE Positions 03/20/2010 (C)	Difference 06/26/2010 and 03/20/2010 (B-C)	Difference 06/26/2010 and Appropriated (B-A)
TREASURY					
Regular	1,702.5	1,574.8	1,577.2	-2.4	-127.7
Overtime	0.0	1.3	9.5	-8.3	1.3
Total	1,702.5	1,576.0	1,586.7	-10.7	-126.5
STATEWIDE TOTALS					
Total Regular	54,839.0	52,273.3	50,570.6	1,702.7	-2,565.7
Total Overtime	0.0	1,626.5	1,526.0	100.5	1,626.5
Grand Total	54,839.0	53,899.8	52,096.6	1,803.3	-939.2

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	March 20, 2010		June 26, 2010	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	437.0	0.9%	445.0	0.8%
Attorney General	462.0	0.9%	457.0	0.9%
Auditor General	135.0	0.3%	138.0	0.3%
Civil Rights	95.0	0.2%	97.0	0.2%
Civil Service Commission	486.0	0.9%	486.5	0.9%
Community Health	3,934.5	7.7%	3,915.5	7.4%
Corrections	15,005.5	29.2%	14,821.0	28.0%
Education	442.0	0.9%	454.0	0.9%
Energy, Labor and Economic Growth	4,439.5	8.6%	4,412.5	8.3%
Environmental Quality	1,300.5	2.5%	1,282.5	2.4%
Executive Office	46.0	0.1%	42.0	0.1%
History Arts and Libraries	0.0	0.0%	0.0	0.0%
Human Services	10,297.5	20.1%	10,486.5	19.8%
Information Technology	1,792.0	3.5%	1,785.0	3.4%
Management and Budget	957.5	1.9%	953.5	1.8%
Military & Veterans Affairs	913.0	1.8%	944.0	1.8%
Natural Resources	1,684.0	3.3%	3,151.5	5.9%
State	1,527.0	3.0%	1,520.0	2.9%
State Police	2,575.0	5.0%	2,542.0	4.8%
Strategic Fund	257.0	0.5%	241.0	0.5%
Transportation	2,947.5	5.7%	3,195.0	6.0%
Treasury	1,612.0	3.1%	1,601.0	3.0%
TOTAL	51,345.5	100.0%	52,970.5	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 increased by 1,625 from March 20, 2010 to June 26, 2010.

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT

As of Pay End Date: 06/26/2010

Department	Current Period Number of Employees
AGRICULTURE	432.0
ATTORNEY GENERAL	457.0
AUDITOR GENERAL	134.0
CIVIL RIGHTS	97.0
CIVIL SERVICE COMMISSION	473.5
COMMUNITY HEALTH	3,858.5
CORRECTIONS	14,771.0
EDUCATION	450.0
ENERGY,LABOR & ECONOMIC GROWTH	4,264.5
ENVIRONMENTAL QUALITY	1,269.5
EXECUTIVE OFFICE	38.0
HUMAN SERVICES	10,479.5
INFORMATION TECHNOLOGY	1,716.0
MANAGEMENT AND BUDGET	922.5
MILITARY & VETERAN AFFAIRS	897.0
NATURAL RESOURCES	1,719.5
STATE	1,352.0
STATE POLICE	2,532.0
STRATEGIC FUND	196.0
TRANSPORTATION	2,801.0
TREASURY	1,555.0
Sum:	50,415.5

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	20	452.2
ATTORNEY GENERAL	20	462.8
AUDITOR GENERAL	20	130.6
CIVIL RIGHTS	20	94.7
CIVIL SERVICE COMMISSION	20	492.3
COMMUNITY HEALTH	20	3,883.7
CORRECTIONS	20	15,042.6
EDUCATION	20	443.9
ENERGY,LABOR & ECONOMIC GROWTH	20	4,309.3
ENVIRONMENTAL QUALITY	20	1,290.8
EXECUTIVE OFFICE	20	41.3
HUMAN SERVICES	20	10,399.0
INFORMATION TECHNOLOGY	20	1,724.4
MANAGEMENT AND BUDGET	20	939.5
MILITARY & VETERAN AFFAIRS	20	902.1
NATURAL RESOURCES	20	1,606.2
STATE	20	1,381.0
STATE POLICE	20	2,558.6
STRATEGIC FUND	20	197.8
TRANSPORTATION	20	2,861.8
TREASURY	20	1,559.5
Sum:		50,773.9

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. Currently, these positions represent 99% 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: June 26, 2010

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	446	0.8 %	48.5	\$29.16	366	82.1 %
ATTORNEY GENERAL	457	0.9 %	48.5	\$37.79	341	74.6 %
AUDITOR GENERAL	138	0.3 %	41.3	\$35.96	108	78.3 %
CIVIL RIGHTS	98	0.2 %	50.4	\$30.19	88	89.8 %
CIVIL SERVICE COMMISSION	488	0.9 %	48.5	\$29.58	434	88.9 %
COMMUNITY HEALTH	3,946	7.4 %	49.3	\$27.96	2,914	73.8 %
CORRECTIONS	14,952	28.1 %	45.6	\$25.15	12,616	84.4 %
EDUCATION	455	0.9 %	49.6	\$30.09	290	63.7 %
ENERGY, LABOR & ECONOMIC GROWTH	4,417	8.3 %	47.3	\$26.98	2,953	66.9 %
ENVIRONMENTAL QUALITY	1,286	2.4 %	48.8	\$30.86	1,124	87.4 %
EXECUTIVE OFFICE	42	0.1 %	36.7	\$23.33	12	28.6 %
HUMAN SERVICES	10,504	19.7 %	46.2	\$24.24	7,258	69.1 %
INFORMATION TECHNOLOGY	1,786	3.4 %	47.4	\$31.53	1,343	75.2 %
MANAGEMENT AND BUDGET	961	1.8 %	48.1	\$27.82	769	80.0 %
MILITARY & VETERAN AFFAIRS	953	1.8 %	47.7	\$23.10	694	72.8 %
NATURAL RESOURCES	3,154	5.9 %	40.7	\$17.86	1,355	43.0 %
STATE	1,522	2.9 %	48.0	\$22.85	1,220	80.2 %
STATE POLICE	2,553	4.8 %	43.7	\$29.87	2,238	87.7 %
STRATEGIC FUND	241	0.5 %	49.3	\$25.86	147	61.0 %
TRANSPORTATION	3,209	6.0 %	43.8	\$26.21	2,311	72.0 %
TREASURY	1,601	3.0 %	46.6	\$27.50	1,139	71.1 %
STATEWIDE TOTALS:	53,209	100.0 %	46.1	\$25.82	39,720	74.6 %

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING 06/26/2010

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	422	209	50 %	195	46 %	4	1 %	399	95 %	7	2 %	1	0 %	410	97 %
ATTORNEY GENERAL	457	210	46 %	210	46 %	2	0 %	427	93 %	6	1 %	2	0 %	434	95 %
AUDITOR GENERAL	134	34	25 %	78	58 %	5	4 %	120	90 %	1	1 %	0	0 %	122	91 %
CIVIL RIGHTS	98	53	54 %	39	40 %	3	3 %	93	95 %	3	3 %	0	0 %	96	98 %
CIVIL SERVICE COMMISSION	475	161	34 %	264	56 %	4	1 %	433	91 %	7	1 %	1	0 %	442	93 %
COMMUNITY HEALTH	3,885	2,056	53 %	1,559	40 %	34	1 %	3,564	92 %	115	3 %	12	0 %	3,702	95 %
CORRECTIONS	14,891	8,769	59 %	5,215	35 %	72	0 %	13,883	93 %	266	2 %	29	0 %	14,175	95 %
EDUCATION	451	204	45 %	192	43 %	7	2 %	401	89 %	7	2 %	4	1 %	414	92 %
ENERGY, LABOR & ECONOMIC GROWTH	4,269	1,912	45 %	2,050	48 %	52	1 %	3,883	91 %	164	4 %	14	0 %	4,071	95 %
ENVIRONMENTAL QUALITY	1,273	502	39 %	679	53 %	12	1 %	1,191	94 %	16	1 %	1	0 %	1,211	95 %
EXECUTIVE OFFICE	38	17	45 %	16	42 %	0	0 %	34	89 %	2	5 %	0	0 %	36	95 %
HUMAN SERVICES	10,497	5,269	50 %	4,532	43 %	92	1 %	9,622	92 %	363	3 %	24	0 %	10,029	96 %
INFORMATION TECHNOLOGY	1,717	592	34 %	992	58 %	17	1 %	1,545	90 %	62	4 %	2	0 %	1,612	94 %
MANAGEMENT AND BUDGET	930	269	29 %	589	63 %	8	1 %	849	91 %	16	2 %	1	0 %	871	94 %
MILITARY & VETERAN AFFAIRS	889	382	43 %	454	51 %	8	1 %	848	95 %	4	0 %	2	0 %	854	96 %
NATURAL RESOURCES	1,680	1,109	66 %	429	26 %	23	1 %	1,551	92 %	8	0 %	7	0 %	1,575	94 %
STATE	1,354	644	48 %	627	46 %	15	1 %	1,273	94 %	26	2 %	2	0 %	1,305	96 %
STATE POLICE	2,543	1,908	75 %	520	20 %	13	1 %	2,433	96 %	23	1 %	4	0 %	2,463	97 %
STRATEGIC FUND	196	94	48 %	82	42 %	6	3 %	178	91 %	5	3 %	1	1 %	185	94 %
TRANSPORTATION	2,815	1,481	53 %	1,157	41 %	34	1 %	2,659	94 %	29	1 %	5	0 %	2,702	96 %
TREASURY	1,546	541	35 %	884	57 %	20	1 %	1,417	92 %	42	3 %	4	0 %	1,470	95 %
STATEWIDE TOTALS:	50,560	26,416	52 %	20,763	41 %	431	1 %	46,803	93 %	1,172	2 %	116	0 %	48,179	95 %

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING 06/26/2010

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	422	366	87 %	0	0 %	400	95 %	22	5 %	0	0 %
ATTORNEY GENERAL	457	359	79 %	0	0 %	431	94 %	22	5 %	0	0 %
AUDITOR GENERAL	134	112	84 %	0	0 %	119	89 %	15	11 %	0	0 %
CIVIL RIGHTS	98	88	90 %	0	0 %	89	91 %	9	9 %	0	0 %
CIVIL SERVICE COMMISSION	475	459	97 %	4	1 %	460	97 %	15	3 %	6	1 %
COMMUNITY HEALTH	3,885	3,461	89 %	0	0 %	3,676	95 %	201	5 %	0	0 %
CORRECTIONS	14,891	13,967	94 %	0	0 %	14,380	97 %	439	3 %	0	0 %
EDUCATION	451	334	74 %	0	0 %	418	93 %	32	7 %	0	0 %
ENERGY, LABOR & ECONOMIC GROWTH	4,269	3,562	83 %	1	0 %	4,015	94 %	252	6 %	3	0 %
ENVIRONMENTAL QUALITY	1,273	1,139	89 %	0	0 %	1,187	93 %	84	7 %	0	0 %
EXECUTIVE OFFICE	38	12	32 %	0	0 %	32	84 %	6	16 %	0	0 %
HUMAN SERVICES	10,497	9,279	88 %	0	0 %	9,936	95 %	554	5 %	0	0 %
INFORMATION TECHNOLOGY	1,717	1,388	81 %	38	2 %	1,630	95 %	83	5 %	34	2 %
MANAGEMENT AND BUDGET	930	839	90 %	1	0 %	882	95 %	48	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	889	766	86 %	0	0 %	852	96 %	30	3 %	0	0 %
NATURAL RESOURCES	1,680	1,442	86 %	0	0 %	1,595	95 %	82	5 %	0	0 %
STATE	1,354	1,227	91 %	0	0 %	1,290	95 %	63	5 %	0	0 %
STATE POLICE	2,543	2,464	97 %	1,522	60 %	2,422	95 %	102	4 %	1,503	59 %
STRATEGIC FUND	196	161	82 %	0	0 %	183	93 %	13	7 %	0	0 %
TRANSPORTATION	2,815	2,501	89 %	0	0 %	2,670	95 %	139	5 %	0	0 %
TREASURY	1,546	1,329	86 %	0	0 %	1,449	94 %	95	6 %	0	0 %
STATEWIDE TOTALS:	50,560	45,255	90 %	1,566	3 %	48,116	95 %	2,306	5 %	1,547	3 %

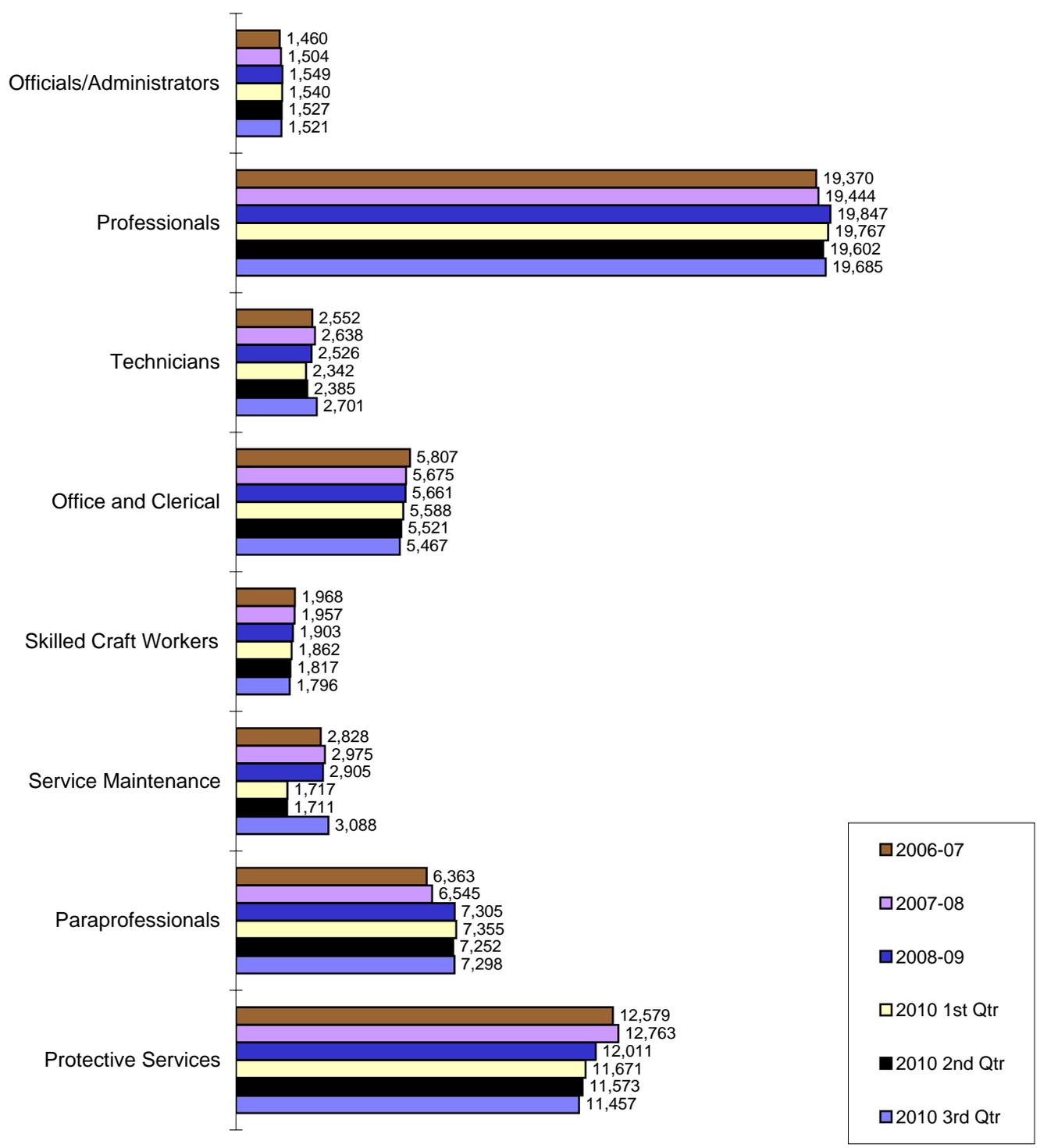
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

Age Distribution for Classified Employees by Department
Pay Period Ending: June 26, 2010

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	1	10	11	40	38	42	81	82	92	37	7	4	445
ATTORNEY GENERAL	0	5	18	34	51	56	66	77	89	47	14	0	457
AUDITOR GENERAL	2	7	20	12	22	18	26	18	9	4	0	0	138
CIVIL RIGHTS	0	0	2	5	14	14	5	16	18	19	4	0	97
CIVIL SERVICE COMMISSION	2	8	12	34	39	46	88	129	85	37	8	0	488
COMMUNITY HEALTH	1	79	171	238	285	391	546	852	866	381	93	14	3,917
CORRECTIONS	12	144	624	1,204	2,151	2,662	2,946	2,655	1,680	636	92	17	14,823
EDUCATION	0	5	23	37	29	50	37	104	93	64	12	1	455
ENERGY, LABOR & ECONOMIC GROWTH	19	136	290	405	404	475	544	799	793	432	84	35	4,416
ENVIRONMENTAL QUALITY	0	12	36	111	120	125	223	259	270	105	22	3	1,286
EXECUTIVE OFFICE	1	8	12	4	3	0	4	5	2	1	1	1	42
HUMAN SERVICES	2	170	857	1,180	1,278	1,144	1,211	1,829	1,893	791	119	27	10,501
INFORMATION TECHNOLOGY	7	46	61	129	189	220	320	354	296	137	23	3	1,785
MANAGEMENT AND BUDGET	0	30	46	58	88	106	132	203	215	66	16	1	961
MILITARY & VETERAN AFFAIRS	5	25	42	65	87	103	164	196	180	63	8	7	945
NATURAL RESOURCES	272	550	199	221	276	244	303	390	378	182	82	55	3,152
STATE	6	54	56	98	133	147	263	301	314	125	22	1	1,520
STATE POLICE	0	39	104	278	508	499	487	350	205	63	9	1	2,543
STRATEGIC FUND	1	11	8	16	22	17	32	55	39	20	13	7	241
TRANSPORTATION	57	285	193	307	316	392	458	541	435	175	30	11	3,200
TREASURY	10	46	99	147	152	181	250	302	265	126	18	5	1,601
Statewide Total:	398	1,670	2,884	4,623	6,205	6,932	8,186	9,517	8,217	3,511	677	193	53,013
Average Age:	19.1	22.6	27.7	32.6	37.7	42.5	47.6	52.6	57.3	61.9	66.9	73.8	46.1

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 2006-07 through Third Quarter 2009-10



Grand Totals:

2006-07 Year End:	52,927
2007-08 Year End:	53,501
2008-09 Year End:	53,707
2009-10 1st Qtr:	51,842
2009-10 2nd Qtr:	51,388
2009-10 3rd Qtr:	53,013

Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: June 26, 2010

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	23	27
ALGER	321	13	334
ALLEGAN	214	68	282
ALPENA	124	24	148
ANTRIM	24	2	26
ARENAC	25	5	30
BARAGA	438	24	462
BARRY	88	30	118
BAY	276	52	328
BENZIE	24	4	28
BERRIEN	352	68	420
BRANCH	638	13	651
CALHOUN	328	26	354
CASS	83	10	93
CHARLEVOIX	19	61	80
CHEBOYGAN	78	85	163
CHIPPEWA	1,141	111	1,252
CLARE	53	25	78
CLINTON	141	35	176
CRAWFORD	170	146	316
DELTA	184	45	229
DICKINSON	52	9	61
EATON	2,990	354	3,344
EMMET	82	45	127
GENESEE	814	137	951
GLADWIN	41	10	51
GOGEBIC	293	22	315
GRAND TRAVERSE	601	70	671
GRATIOT	915	30	945
HILLSDALE	66	5	71
HOUGHTON	68	37	105
HURON	37	47	84
INGHAM	9,785	1,092	10,877
IONIA	1,705	71	1,776
IOSCO	60	39	99
IRON	65	18	83
ISABELLA	136	17	153
JACKSON	2,352	66	2,418
KALAMAZOO	1,099	140	1,239
KALKASKA	60	8	68
KENT	1,611	253	1,864
KEWEENAW	1	28	29
LAKE	50	9	59
LAPEER	438	33	471
LEELANAU	3	7	10

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: June 26, 2010

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	705	45	750
LIVINGSTON	492	80	572
LUCE	381	35	416
MACKINAC	111	108	219
MACOMB	1,404	75	1,479
MANISTEE	386	30	416
MARQUETTE	831	80	911
MASON	39	32	71
MECOSTA	77	11	88
MENOMINEE	40	27	67
MIDLAND	81	9	90
MISSAUKEE	58	3	61
MONROE	171	50	221
MONTCALM	641	15	656
MONTMORENCY	55	25	80
MUSKEGON	1,053	97	1,150
NEWAYGO	78	9	87
OAKLAND	1,098	253	1,351
OCEANA	58	61	119
OGEMAW	57	22	79
ONTONAGON	23	26	49
OSCEOLA	45	1	46
OSCODA	31	1	32
OTSEGO	249	38	287
OTTAWA	183	80	263
OUT OF STATE	44	3	47
PRESQUE ISLE	14	35	49
ROSCOMMON	98	41	139
SAGINAW	1,062	80	1,142
SANILAC	53	14	67
SCHOOLCRAFT	36	30	66
SHIAWASSEE	81	6	87
ST CLAIR	251	81	332
ST JOSEPH	101	5	106
TUSCOLA	518	26	544
VAN BUREN	200	42	242
WASHTENAW	1,526	116	1,642
WAYNE	6,145	471	6,616
WEXFORD	153	38	191
WORK AT HOME - MI	860	53	913
Grand Total:	47,538	5,671	53,209

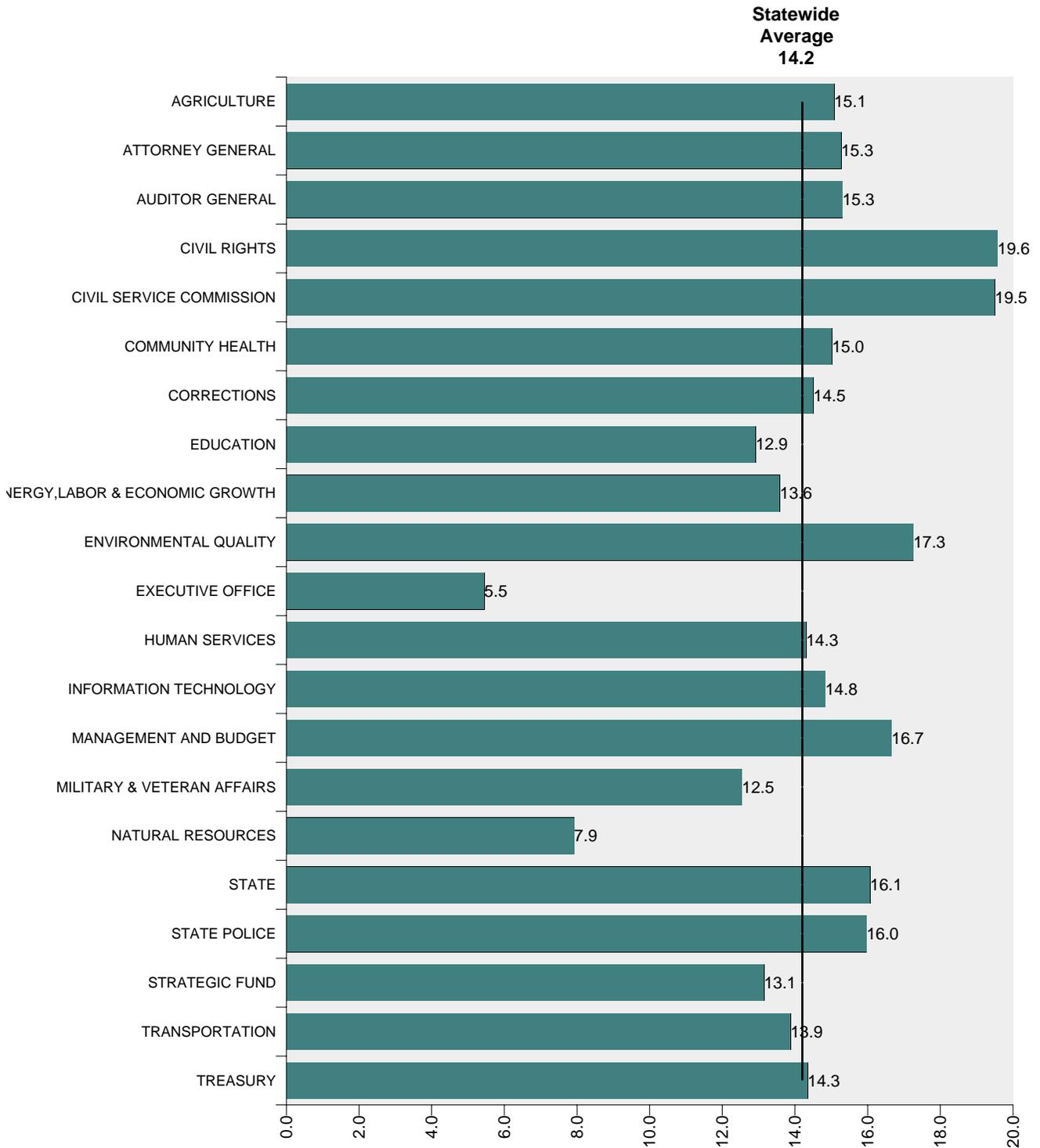
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period End Date: 06/26/2010



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

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	35	34	1	5	1	2	1	0	0	0	0	0	38	41	0	0
06 - 10 YEARS	44	53	2	3	1	0	1	0	0	1	0	0	48	57	0	0
11 - 15 YEARS	33	22	1	3	0	1	0	2	0	1	0	0	34	29	0	1
16 - 20 YEARS	41	25	0	0	0	1	1	1	1	0	0	0	43	27	1	0
21 - 25 YEARS	24	28	0	4	0	0	0	0	0	1	0	0	24	33	1	2
26 - 30 YEARS	5	14	0	5	0	0	1	0	1	0	0	0	7	19	0	2
31 - 35 YEARS	17	11	1	0	0	0	1	0	0	0	0	0	19	11	0	1
36 - 40 YEARS	11	4	0	0	0	0	0	0	0	0	0	0	11	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	210	191	5	20	2	4	5	3	2	3	0	0	224	221	2	7
MORE THAN 10 YEARS:	131	104	2	12	0	2	3	3	2	2	0	0	138	123	2	7
AVERAGE YEARS	15.6	14.6	12.6	15.5	6.5	9.0	17.6	13.7	24.5	15.0	0.0	0.0	15.6	14.6	21.0	27.1
DEPARTMENT AVERAGE YEARS	15.1															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	45	42	4	6	0	0	0	1	0	0	3	1	52	50	1	0
06 - 10 YEARS	32	44	8	5	0	0	0	2	0	0	0	0	40	51	0	0
11 - 15 YEARS	27	38	0	8	0	0	1	1	0	2	0	0	28	49	0	0
16 - 20 YEARS	11	14	2	0	0	0	0	1	0	0	0	0	13	15	0	0
21 - 25 YEARS	25	29	0	6	0	0	0	2	1	0	0	0	26	37	1	2
26 - 30 YEARS	14	15	3	3	0	0	0	1	0	0	0	0	17	19	0	0
31 - 35 YEARS	18	16	1	2	0	1	2	0	0	0	0	0	21	19	1	0
36 - 40 YEARS	17	1	0	0	0	0	0	0	0	0	0	0	17	1	1	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	191	199	18	30	0	1	3	8	1	2	3	1	216	241	4	2
MORE THAN 10 YEARS:	114	113	6	19	0	1	3	5	1	2	0	0	124	140	3	2
AVERAGE YEARS	16.6	14.3	11.8	15.3	0.0	31.0	26.0	15.6	22.0	11.0	3.7	4.0	16.2	14.4	24.5	22.5

DEPARTMENT AVERAGE YEARS 15.3

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	11	18	0	0	0	0	0	0	0	0	0	0	0	11	18	0	0
06 - 10 YEARS	4	10	0	0	0	0	0	0	0	1	0	0	4	11	0	0	
11 - 15 YEARS	16	17	1	1	0	0	0	0	0	0	0	0	17	18	0	0	
16 - 20 YEARS	4	10	0	0	0	0	0	0	0	0	0	0	4	10	0	0	
21 - 25 YEARS	8	12	2	0	0	0	0	0	0	0	0	0	10	12	0	2	
26 - 30 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	1	
31 - 35 YEARS	7	3	1	0	0	0	0	0	0	0	0	0	8	3	0	0	
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0	
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
DEPARTMENT TOTAL	60	72	4	1	0	0	0	0	0	1	0	0	64	74	1	3	
MORE THAN 10 YEARS:	45	44	4	1	0	0	0	0	0	0	0	0	49	45	1	3	
AVERAGE YEARS	17.7	13.0	22.5	14.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0	18.0	13.0	36.0	25.0	

DEPARTMENT AVERAGE YEARS 15.3

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	3	1	4	0	0	0	0	0	0	0	0	0	1	7	0	0
06 - 10 YEARS	4	6	4	10	0	0	0	1	0	0	0	0	0	8	17	0	0
11 - 15 YEARS	2	0	3	6	0	0	0	0	0	1	0	0	0	5	7	0	0
16 - 20 YEARS	2	3	0	5	0	0	0	1	0	0	0	0	0	2	9	0	0
21 - 25 YEARS	1	3	1	3	0	0	2	0	0	0	0	0	0	4	6	0	0
26 - 30 YEARS	1	1	0	3	0	0	0	0	0	0	0	0	0	1	4	0	1
31 - 35 YEARS	1	1	0	4	0	0	2	1	0	0	0	0	0	3	6	0	0
36 - 40 YEARS	2	7	2	3	0	0	0	0	0	0	0	0	0	4	10	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	40	0	0	4	3	0	1	0	0	28	69	0	1	
MORE THAN 10 YEARS:	9	16	6	26	0	0	4	2	0	1	0	0	19	45	0	1	
AVERAGE YEARS	19.5	21.6	16.6	18.6	0.0	0.0	26.8	19.7	0.0	13.0	0.0	0.0	19.4	19.7	0.0	30.0	
DEPARTMENT AVERAGE YEARS	19.6																

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	10	34	2	5	1	0	0	0	0	1	0	0	13	40	0	0
06 - 10 YEARS	6	52	1	8	0	0	0	1	0	1	0	0	7	62	0	0
11 - 15 YEARS	11	54	1	3	0	0	1	0	0	3	0	0	13	60	0	1
16 - 20 YEARS	5	27	0	8	0	1	0	1	0	2	0	0	5	39	0	1
21 - 25 YEARS	6	59	2	22	0	1	1	9	0	2	0	0	9	93	0	4
26 - 30 YEARS	7	25	2	5	0	2	0	2	0	0	0	0	9	34	1	0
31 - 35 YEARS	8	48	3	9	1	2	0	2	0	0	0	0	12	61	4	4
36 - 40 YEARS	5	20	1	2	0	0	1	0	0	0	0	0	7	22	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	59	320	12	62	2	6	3	15	0	9	0	0	76	412	5	10
MORE THAN 10 YEARS:	43	234	9	49	1	6	3	14	0	7	0	0	56	310	5	10
AVERAGE YEARS	19.0	19.0	21.9	20.7	17.5	26.2	26.7	23.8	0.0	14.2	0.0	0.0	19.8	19.5	31.8	25.1
DEPARTMENT AVERAGE YEARS	19.5															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	204	511	54	118	1	9	10	25	15	16	2	12	286	691	1	2
06 - 10 YEARS	172	367	52	112	0	1	9	12	14	15	0	0	247	507	1	1
11 - 15 YEARS	134	243	23	71	3	5	6	6	7	17	0	0	173	342	3	2
16 - 20 YEARS	78	155	22	56	1	1	5	3	5	13	0	0	111	228	3	10
21 - 25 YEARS	100	201	34	82	1	4	5	14	8	17	0	0	148	318	13	17
26 - 30 YEARS	73	125	27	58	1	2	3	6	4	7	0	0	108	198	8	13
31 - 35 YEARS	134	197	53	50	2	5	5	6	8	5	0	0	202	263	9	18
36 - 40 YEARS	32	48	3	5	0	0	1	0	0	0	0	0	36	53	3	2
MORE THAN 40 YEARS	1	4	0	0	0	0	0	1	0	0	0	0	1	5	0	1
DEPARTMENT TOTAL	928	1,851	268	552	9	27	44	73	61	90	2	12	1,312	2,605	41	66
MORE THAN 10 YEARS:	552	973	162	322	8	17	25	36	32	59	0	0	779	1,407	39	63
AVERAGE YEARS	16.0	14.3	17.0	15.3	19.8	15.9	14.9	13.7	14.3	14.9	1.0	1.3	16.1	14.5	25.4	25.5
DEPARTMENT AVERAGE YEARS		15.0														

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	1,022	816	198	289	36	12	44	26	7	12	24	16	1,331	1,171	4	1	
06 - 10 YEARS	1,363	660	176	231	24	9	30	23	8	3	0	0	1,601	926	3	3	
11 - 15 YEARS	1,995	743	204	267	60	19	68	25	9	3	0	0	2,336	1,057	7	6	
16 - 20 YEARS	1,186	408	127	110	28	9	21	15	5	3	0	0	1,367	545	20	11	
21 - 25 YEARS	2,342	581	293	264	67	15	47	12	8	3	0	0	2,757	875	129	32	
26 - 30 YEARS	214	105	49	52	7	1	5	1	0	0	0	0	275	159	16	11	
31 - 35 YEARS	161	127	26	36	2	2	2	5	0	0	0	0	191	170	16	5	
36 - 40 YEARS	26	17	6	5	1	0	1	0	0	0	0	0	34	22	5	1	
MORE THAN 40 YEARS	4	1	0	1	0	0	0	0	0	0	0	0	4	2	0	0	
DEPARTMENT TOTAL	8,313	3,458	1,079	1,255	225	67	218	107	37	24	24	16	9,896	4,927	200	70	
MORE THAN 10 YEARS:	5,928	1,982	705	735	165	46	144	58	22	9	0	0	6,964	2,830	193	66	
AVERAGE YEARS	15.3	13.1	15.0	13.5	15.1	14.1	13.6	12.4	12.7	9.6	2.5	2.2	15.2	13.2	23.3	21.9	
DEPARTMENT AVERAGE YEARS	14.5																

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	42	91	3	9	0	0	0	2	1	2	0	1	46	105	0	1
06 - 10 YEARS	31	60	3	2	0	0	0	1	0	1	0	0	34	64	0	0
11 - 15 YEARS	8	51	2	2	0	0	0	0	0	0	0	0	10	53	0	1
16 - 20 YEARS	1	14	0	0	0	0	0	0	0	0	0	0	1	14	0	0
21 - 25 YEARS	5	37	0	4	0	0	1	2	0	1	0	0	6	44	1	3
26 - 30 YEARS	0	12	3	1	0	1	0	1	0	0	0	0	3	15	0	2
31 - 35 YEARS	11	35	0	1	0	0	0	0	0	0	0	0	11	36	1	1
36 - 40 YEARS	1	10	0	2	0	0	0	0	0	0	0	0	1	12	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	99	310	11	21	0	1	1	6	1	4	0	1	112	343	2	9
MORE THAN 10 YEARS:	26	159	5	10	0	1	1	3	0	1	0	0	32	174	2	8
AVERAGE YEARS	9.9	13.8	12.4	13.7	0.0	30.0	25.0	15.7	1.0	7.8	0.0	5.0	10.2	13.8	26.5	22.6

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: 14 JUNE 26, 2010

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	395	593	65	271	4	3	19	21	11	10	3	2	497	900	9	15	
06 - 10 YEARS	215	346	50	223	1	5	11	20	2	10	1	2	280	606	6	4	
11 - 15 YEARS	134	219	21	74	2	1	5	5	1	5	0	0	163	304	9	3	
16 - 20 YEARS	113	155	16	49	0	1	3	6	1	5	0	0	133	216	15	17	
21 - 25 YEARS	118	177	39	98	1	4	8	18	4	5	0	0	170	302	13	17	
26 - 30 YEARS	63	103	19	47	1	4	6	2	2	2	0	0	91	158	11	16	
31 - 35 YEARS	103	216	25	77	1	0	2	9	1	3	0	0	132	305	16	27	
36 - 40 YEARS	40	54	6	36	0	0	1	1	1	0	0	0	48	91	8	10	
MORE THAN 40 YEARS	9	7	2	1	0	0	0	1	0	0	0	0	11	9	1	0	
DEPARTMENT TOTAL	1,190	1,870	243	876	10	18	55	83	23	40	4	4	1,525	2,891	88	109	
MORE THAN 10 YEARS:	580	931	128	382	5	10	25	42	10	20	0	0	748	1,385	73	90	
AVERAGE YEARS	13.4	13.8	14.8	13.2	13.2	16.6	12.5	14.6	12.2	13.0	3.3	4.0	13.5	13.6	21.6	23.2	
DEPARTMENT AVERAGE YEARS	13.6																

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	54	73	4	1	0	0	1	2	0	1	2	2	61	79	0	0
06 - 10 YEARS	122	114	6	1	0	1	1	3	2	1	0	1	131	121	0	0
11 - 15 YEARS	76	76	2	4	0	0	1	0	2	6	0	0	81	86	0	0
16 - 20 YEARS	139	82	2	6	0	0	3	2	8	3	0	0	152	93	2	5
21 - 25 YEARS	104	90	4	15	1	2	3	3	4	1	0	0	116	111	3	1
26 - 30 YEARS	45	40	3	4	0	0	0	1	2	1	0	0	50	46	4	3
31 - 35 YEARS	78	41	1	2	1	0	1	0	1	1	0	0	82	44	4	3
36 - 40 YEARS	21	8	0	1	0	0	0	0	0	0	0	0	21	9	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	1	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	640	525	22	34	2	3	11	11	19	14	2	3	696	590	13	12
MORE THAN 10 YEARS:	464	338	12	32	2	2	9	6	17	12	0	0	504	390	13	12
AVERAGE YEARS	18.2	16.0	15.0	21.9	28.5	18.7	20.2	14.8	19.3	16.1	1.5	3.0	18.1	16.2	27.2	25.1
DEPARTMENT AVERAGE YEARS	17.3															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	8	13	1	3	0	0	0	1	0	1	0	2	9	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	12	19	1	5	0	0	0	2	0	1	0	2	13	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	3.1	7.8	1.0	5.0	0.0	0.0	0.0	5.5	0.0	2.0	0.0	2.5	2.9	6.6	0.0	41.0

DEPARTMENT AVERAGE YEARS 5.5

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	384	1,659	136	878	3	10	22	98	6	15	2	10	553	2,670	0	4
06 - 10 YEARS	162	816	50	423	1	3	17	49	2	5	0	0	232	1,296	1	5
11 - 15 YEARS	208	653	78	517	0	10	13	60	3	9	0	1	302	1,250	0	14
16 - 20 YEARS	144	488	55	225	2	12	10	42	2	11	0	0	213	778	12	31
21 - 25 YEARS	148	413	52	228	1	4	21	50	1	6	0	0	223	701	19	34
26 - 30 YEARS	91	436	29	259	3	7	2	22	3	4	0	1	128	729	13	50
31 - 35 YEARS	205	514	32	293	1	2	5	9	2	3	0	0	245	821	19	48
36 - 40 YEARS	81	147	11	89	0	0	1	3	2	0	0	0	95	239	10	15
MORE THAN 40 YEARS	11	9	1	3	1	0	1	0	0	0	0	0	14	12	1	1
DEPARTMENT TOTAL	1,434	5,135	444	2,915	12	48	92	333	21	53	2	12	2,005	8,496	75	202
MORE THAN 10 YEARS:	888	2,660	258	1,614	8	35	53	186	13	33	0	2	1,220	4,530	74	193
AVERAGE YEARS	16.3	14.0	13.8	14.2	19.6	15.5	14.1	12.8	16.8	13.6	2.0	5.3	15.7	14.0	27.5	25.9
DEPARTMENT AVERAGE YEARS	14.3															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	12	0	0	3	3	39	36	18	8	292	155	0	0
06 - 10 YEARS	143	52	5	5	1	0	3	0	28	9	0	1	180	67	1	1
11 - 15 YEARS	234	91	11	11	1	0	6	1	12	5	0	0	264	108	3	1
16 - 20 YEARS	72	43	3	4	1	1	2	2	6	3	0	0	84	53	1	3
21 - 25 YEARS	93	97	20	19	1	1	4	5	7	5	0	0	125	127	9	6
26 - 30 YEARS	26	34	8	13	0	0	0	4	3	4	0	0	37	55	6	2
31 - 35 YEARS	80	69	6	7	0	0	2	3	1	1	0	0	89	80	5	1
36 - 40 YEARS	30	28	2	3	0	0	2	2	0	1	0	0	34	34	1	2
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	895	510	71	74	4	2	22	20	96	64	18	9	1,106	679	26	16
MORE THAN 10 YEARS:	536	362	50	57	3	2	16	17	29	19	0	0	634	457	25	15
AVERAGE YEARS	14.0	17.6	17.4	19.4	15.0	19.5	16.6	22.1	8.3	9.0	1.8	2.0	13.6	16.9	24.4	23.3
DEPARTMENT AVERAGE YEARS	14.8															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	97	73	3	6	0	0	3	2	0	0	1	0	104	81	1	0
06 - 10 YEARS	79	62	2	6	0	1	3	1	0	1	0	2	84	73	0	0
11 - 15 YEARS	88	69	7	5	0	1	0	1	1	0	0	0	96	76	0	0
16 - 20 YEARS	45	30	7	4	0	1	2	2	1	0	0	0	55	37	2	1
21 - 25 YEARS	51	41	6	6	0	0	3	1	6	1	0	0	66	49	3	2
26 - 30 YEARS	25	22	7	3	0	0	2	1	0	1	0	0	34	27	4	3
31 - 35 YEARS	71	41	5	1	1	0	4	1	0	0	0	0	81	43	5	1
36 - 40 YEARS	24	15	0	3	1	0	8	2	1	0	0	0	34	20	2	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	480	354	37	34	2	3	25	11	9	3	1	2	554	407	17	7
MORE THAN 10 YEARS:	304	219	32	22	2	2	19	8	9	2	0	0	366	253	16	7
AVERAGE YEARS	16.4	15.9	20.0	16.5	36.5	11.0	24.8	19.7	23.0	20.7	1.0	6.5	17.1	16.0	27.2	25.9
DEPARTMENT AVERAGE YEARS	16.7															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	132	94	7	20	1	0	2	4	1	3	2	1	145	122	0	0
06 - 10 YEARS	72	73	6	38	1	0	2	2	1	2	1	0	83	115	0	1
11 - 15 YEARS	42	68	5	25	0	1	6	2	0	1	0	0	53	97	1	0
16 - 20 YEARS	58	46	1	11	0	0	3	1	0	0	0	0	62	58	2	1
21 - 25 YEARS	33	48	3	9	1	2	0	1	0	1	0	0	37	61	2	3
26 - 30 YEARS	20	28	3	2	1	0	1	1	0	0	0	0	25	31	4	2
31 - 35 YEARS	16	24	2	5	0	0	0	1	0	0	0	0	18	30	3	3
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	380	382	27	110	4	3	14	12	2	7	3	1	430	515	12	10
MORE THAN 10 YEARS:	176	215	14	52	2	3	10	6	0	2	0	0	202	278	12	9
AVERAGE YEARS	11.6	13.7	13.1	11.7	16.3	21.0	13.0	13.3	5.0	8.6	3.3	0.0	11.7	13.2	26.0	25.0
DEPARTMENT AVERAGE YEARS	12.5															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	974	683	19	18	8	7	7	3	3	0	34	17	1,045	728	6	1
06 - 10 YEARS	255	100	2	1	4	0	4	1	4	0	1	0	270	102	1	0
11 - 15 YEARS	205	87	6	3	3	1	2	1	3	2	0	0	219	94	2	1
16 - 20 YEARS	129	58	3	5	1	0	3	1	0	0	0	0	136	64	0	1
21 - 25 YEARS	140	79	8	1	4	2	2	6	0	0	0	0	154	88	10	6
26 - 30 YEARS	50	36	1	3	1	0	0	1	1	1	0	0	53	41	0	1
31 - 35 YEARS	76	25	1	1	4	1	0	1	0	0	0	0	81	28	4	2
36 - 40 YEARS	34	8	0	0	1	0	0	0	0	0	0	0	35	8	1	0
MORE THAN 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0
DEPARTMENT TOTAL	1,869	1,076	40	32	26	11	18	14	11	3	35	17	1,999	1,153	24	12
MORE THAN 10 YEARS:	640	293	19	13	14	4	7	10	4	3	0	0	684	323	17	11
AVERAGE YEARS	8.6	6.6	9.8	8.9	14.6	8.5	9.3	17.0	9.0	18.7	0.3	0.0	8.6	6.8	18.0	21.9

DEPARTMENT AVERAGE YEARS 7.9

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	43	157	6	57	0	0	0	7	0	4	3	5	52	230	0	0	
06 - 10 YEARS	38	175	8	38	1	1	2	11	0	1	0	1	49	227	0	0	
11 - 15 YEARS	32	148	2	39	0	6	1	4	1	3	0	0	36	200	1	3	
16 - 20 YEARS	18	90	2	29	0	3	0	11	2	1	0	0	22	134	2	17	
21 - 25 YEARS	31	117	9	62	1	2	2	6	1	4	0	0	44	191	3	17	
26 - 30 YEARS	9	90	3	32	0	0	0	6	0	3	0	0	12	131	2	11	
31 - 35 YEARS	44	70	6	16	0	1	2	5	0	0	0	0	52	92	3	3	
36 - 40 YEARS	11	24	0	2	0	0	0	1	0	0	0	0	11	27	2	1	
MORE THAN 40 YEARS	0	9	0	1	0	0	0	0	0	0	0	0	0	10	0	2	
DEPARTMENT TOTAL	226	880	36	276	2	13	7	51	4	16	3	6	278	1,242	13	54	
MORE THAN 10 YEARS:	145	548	22	181	1	12	5	33	4	11	0	0	177	785	13	54	
AVERAGE YEARS	17.3	15.8	17.4	15.8	17.0	16.7	20.3	17.2	18.8	16.1	1.3	1.0	17.2	15.8	27.3	23.8	
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: 14 JUNE 26, 2010

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	127	94	3	5	0	1	7	3	2	1	1	2	140	106	0	0
06 - 10 YEARS	260	115	5	2	1	0	1	3	0	0	0	0	267	120	0	0
11 - 15 YEARS	486	124	25	12	7	1	14	1	5	1	0	0	537	139	1	0
16 - 20 YEARS	240	88	19	6	9	0	7	0	1	1	0	0	276	95	3	2
21 - 25 YEARS	345	128	61	13	9	0	21	4	1	1	0	0	437	146	3	5
26 - 30 YEARS	57	23	10	6	1	0	6	2	0	1	0	0	74	32	1	2
31 - 35 YEARS	69	41	11	5	0	1	1	3	0	0	0	0	81	50	1	1
36 - 40 YEARS	19	12	0	1	0	0	1	0	0	0	0	0	20	13	1	0
MORE THAN 40 YEARS	6	4	0	0	0	0	0	0	0	0	0	0	6	4	0	0
DEPARTMENT TOTAL	1,609	629	134	50	27	3	58	16	9	5	1	2	1,838	705	10	10
MORE THAN 10 YEARS:	1,222	420	126	43	26	2	50	10	7	4	0	0	1,431	479	10	10
AVERAGE YEARS	15.6	15.6	20.3	19.1	17.9	15.7	17.8	17.9	11.7	17.4	1.0	1.0	16.0	15.8	22.6	24.8
DEPARTMENT AVERAGE YEARS	16.0															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	35	48	2	5	0	0	0	2	0	0	1	0	38	55	1	0
06 - 10 YEARS	5	14	1	2	0	0	1	0	1	1	0	0	8	17	0	1
11 - 15 YEARS	11	12	1	2	0	1	0	0	0	0	0	0	12	15	0	0
16 - 20 YEARS	8	9	0	3	0	0	0	0	0	0	0	0	8	12	0	2
21 - 25 YEARS	7	11	2	0	1	0	2	1	2	0	0	0	14	12	2	1
26 - 30 YEARS	8	10	0	2	0	0	0	0	0	1	0	0	8	13	1	1
31 - 35 YEARS	9	10	0	3	0	0	0	0	0	0	0	0	9	13	2	1
36 - 40 YEARS	0	6	0	1	0	0	0	0	0	0	0	0	0	7	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	83	120	6	18	1	1	3	3	3	2	1	0	97	144	6	6
MORE THAN 10 YEARS:	43	58	3	11	1	1	2	1	2	1	0	0	51	72	5	5
AVERAGE YEARS	12.4	12.9	12.0	16.8	22.0	15.0	18.7	9.0	19.3	18.0	0.0	0.0	12.7	13.4	23.8	21.2

DEPARTMENT AVERAGE YEARS 13.1

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	573	173	33	21	9	1	10	5	17	4	8	4	650	208	0	1	
06 - 10 YEARS	436	157	16	15	4	1	3	2	9	5	0	0	468	180	2	1	
11 - 15 YEARS	273	89	18	5	5	4	6	0	7	6	0	0	309	104	0	0	
16 - 20 YEARS	203	91	13	8	1	0	3	0	3	1	0	0	223	100	7	5	
21 - 25 YEARS	282	97	31	19	5	3	14	4	4	2	0	0	336	125	17	8	
26 - 30 YEARS	74	54	8	8	3	0	2	1	1	0	0	0	88	63	3	5	
31 - 35 YEARS	120	70	19	12	5	0	8	2	4	0	0	0	156	84	17	8	
36 - 40 YEARS	42	16	7	5	2	0	5	0	1	0	0	0	57	21	3	4	
MORE THAN 40 YEARS	18	5	0	0	0	0	0	0	5	0	0	0	23	5	5	1	
DEPARTMENT TOTAL	2,021	752	145	93	34	9	51	14	51	18	8	4	2,310	890	54	33	
MORE THAN 10 YEARS:	1,012	422	96	57	21	7	38	7	25	9	0	0	1,192	502	52	31	
AVERAGE YEARS	13.0	14.9	16.8	17.0	16.6	14.2	20.1	15.4	14.4	10.8	0.8	0.5	13.5	15.0	28.2	26.6	

DEPARTMENT AVERAGE YEARS 13.9

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	112	226	26	42	0	2	1	9	3	5	4	6	146	290	0	1
06 - 10 YEARS	97	161	11	38	1	1	2	4	8	8	0	0	119	212	1	0
11 - 15 YEARS	62	102	7	19	0	0	2	3	2	1	0	0	73	125	0	0
16 - 20 YEARS	41	50	5	18	0	2	0	4	1	0	0	0	47	74	4	4
21 - 25 YEARS	37	82	21	32	0	0	5	16	5	0	0	0	68	130	6	5
26 - 30 YEARS	13	61	4	15	1	1	2	4	1	0	0	0	21	81	1	6
31 - 35 YEARS	28	90	8	22	0	1	3	3	0	1	0	0	39	117	5	6
36 - 40 YEARS	23	18	2	6	0	0	1	0	0	0	0	0	26	24	1	1
MORE THAN 40 YEARS	6	2	1	0	0	0	0	0	0	0	0	0	7	2	2	0
DEPARTMENT TOTAL	419	792	85	192	2	7	16	43	20	15	4	6	546	1,055	20	23
MORE THAN 10 YEARS:	210	405	48	112	1	4	13	30	9	2	0	0	281	553	19	22
AVERAGE YEARS	13.6	14.3	15.0	16.0	17.5	15.4	22.1	16.6	12.1	8.5	1.8	2.2	14.0	14.5	26.4	26.0
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: 14 JUNE 26, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																	
00- 05 YEARS	4,519	5,531	584	1,775	64	47	130	214	105	111	108	89	5,510	7,767	23	26	
06- 10 YEARS	3,544	3,439	408	1,165	40	23	90	137	79	65	3	7	4,164	4,836	16	17	
11- 15 YEARS	4,077	2,907	418	1,077	81	51	132	112	53	66	0	1	4,761	4,214	27	33	
16- 20 YEARS	2,538	1,886	277	547	43	32	63	93	36	43	0	0	2,957	2,601	74	111	
21- 25 YEARS	3,900	2,331	588	887	93	40	141	154	52	50	0	0	4,774	3,462	235	167	
26- 30 YEARS	800	1,237	179	521	19	18	30	56	18	25	0	1	1,046	1,858	75	132	
31- 35 YEARS	1,256	1,649	201	546	18	16	40	51	17	14	0	0	1,532	2,276	115	133	
36- 40 YEARS	429	444	40	164	5	0	22	9	5	1	0	0	501	618	39	38	
MORE THAN 40 YEARS	68	46	4	8	1	0	2	2	5	0	0	0	80	56	9	6	
STATEWIDE TOTAL	21,131	19,470	2,699	6,690	364	227	650	828	370	375	111	98	25,325	27,688	613	663	
MORE THAN 10 YEARS	13,068	10,500	1,707	3,750	260	157	430	477	186	199	0	2	15,651	15,085	574	620	
AVERAGE YEARS	14.5	13.9	15.4	14.3	15.8	15.3	15.6	14.3	12.8	12.6	1.5	2.1	14.5	14.0	24.5	24.6	
STATEWIDE TOTAL AVERAGE YEARS	14.2																

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Third Quarter of FY 2010

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	12	1.8%
Dismissal	67	9.8%
Expired Appointment	28	4.1%
Total Involuntary Separations	107	15.7%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	165	24.2%
Layoff/Leave of Absence Rights Expired	11	1.6%
Waived Rights Leave of Absence	41	6.0%
Settlement	0	0.0%
Total Voluntary Separations	217	31.8%
<i>RETIREMENT</i>		
Retirement	349	51.1%
Disability Retirement	6	0.9%
Deferred Retirement	3	0.4%
Total Retirements	358	52.4%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	1	0.1%
TOTAL SEPARATIONS	683	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 99% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PERIOD FROM: 3/21/2010 TO: 6/26/2010

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	17	0	0	17	0	0	0	0	0	0	17
ATTORNEY GENERAL	3	0	0	0	3	3	0	0	0	0	3	0
AUDITOR GENERAL	7	1	0	0	8	1	0	0	0	0	1	7
CIVIL RIGHTS	1	0	3	0	4	1	0	0	0	0	1	3
CIVIL SERVICE COMMISSION	0	12	0	0	12	2	0	0	0	0	2	10
COMMUNITY HEALTH	52	0	9	0	61	57	0	0	2	1	60	1
CORRECTIONS	107	22	29	0	158	94	0	0	7	0	101	57
EDUCATION	9	1	0	0	10	5	0	0	0	0	5	5
ENERGY, LABOR & ECONOMIC GROV	23	32	3	0	58	38	0	0	1	0	39	19
ENVIRONMENTAL QUALITY	0	0	0	0	0	4	0	0	1	0	5	-5
EXECUTIVE OFFICE	0	1	0	0	1	2	0	0	0	0	2	-1
HUMAN SERVICES	289	3	10	0	302	78	0	1	5	0	84	218
INFORMATION TECHNOLOGY	22	4	0	0	26	11	0	0	0	0	11	15
MANAGEMENT AND BUDGET	5	6	3	0	14	8	0	2	1	0	11	3
MILITARY & VETERAN AFFAIRS	15	42	2	0	59	14	0	1	0	1	16	43
NATURAL RESOURCES	13	1,391	140	0	1,544	9	2	0	0	2	13	1,531
STATE	0	58	0	0	58	21	0	0	1	0	22	36
STATE POLICE	16	2	2	0	20	7	0	0	0	0	7	13
STRATEGIC FUND	1	1	0	0	2	17	0	0	0	0	17	-15
TRANSPORTATION	0	317	6	0	323	34	0	0	6	0	40	283
TREASURY	13	16	1	0	30	22	0	0	0	0	22	8
STATEWIDE TOTALS:	576	1,926	208	0	2,710	428	2	4	24	4	462	2,248

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

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

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

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

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

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

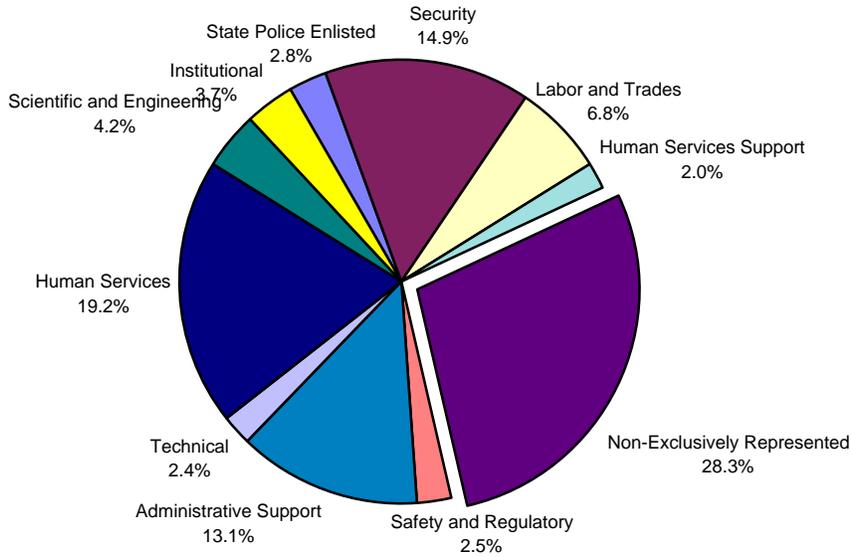
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

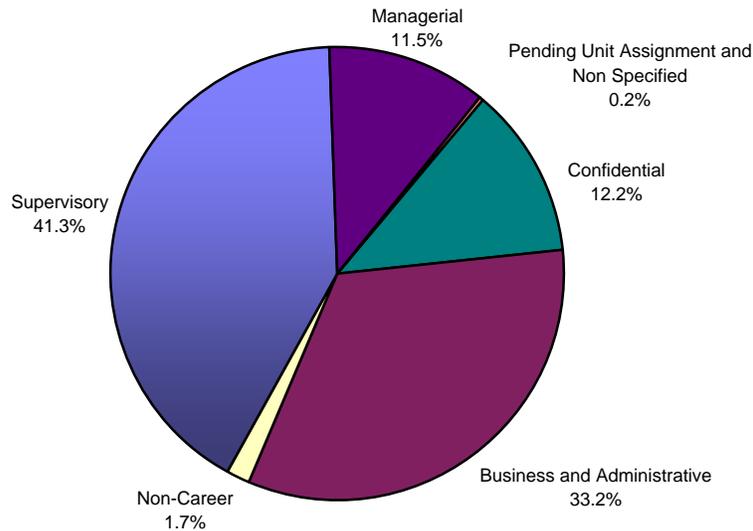
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
Pay Period Ending June 26, 2010**

Graph 5-1



(53,013 Employees)

**Non-Exclusively Represented
14,995 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 53,013 classified employees at fiscal year end, 72 percent were exclusively represented by one of eight employee organizations.

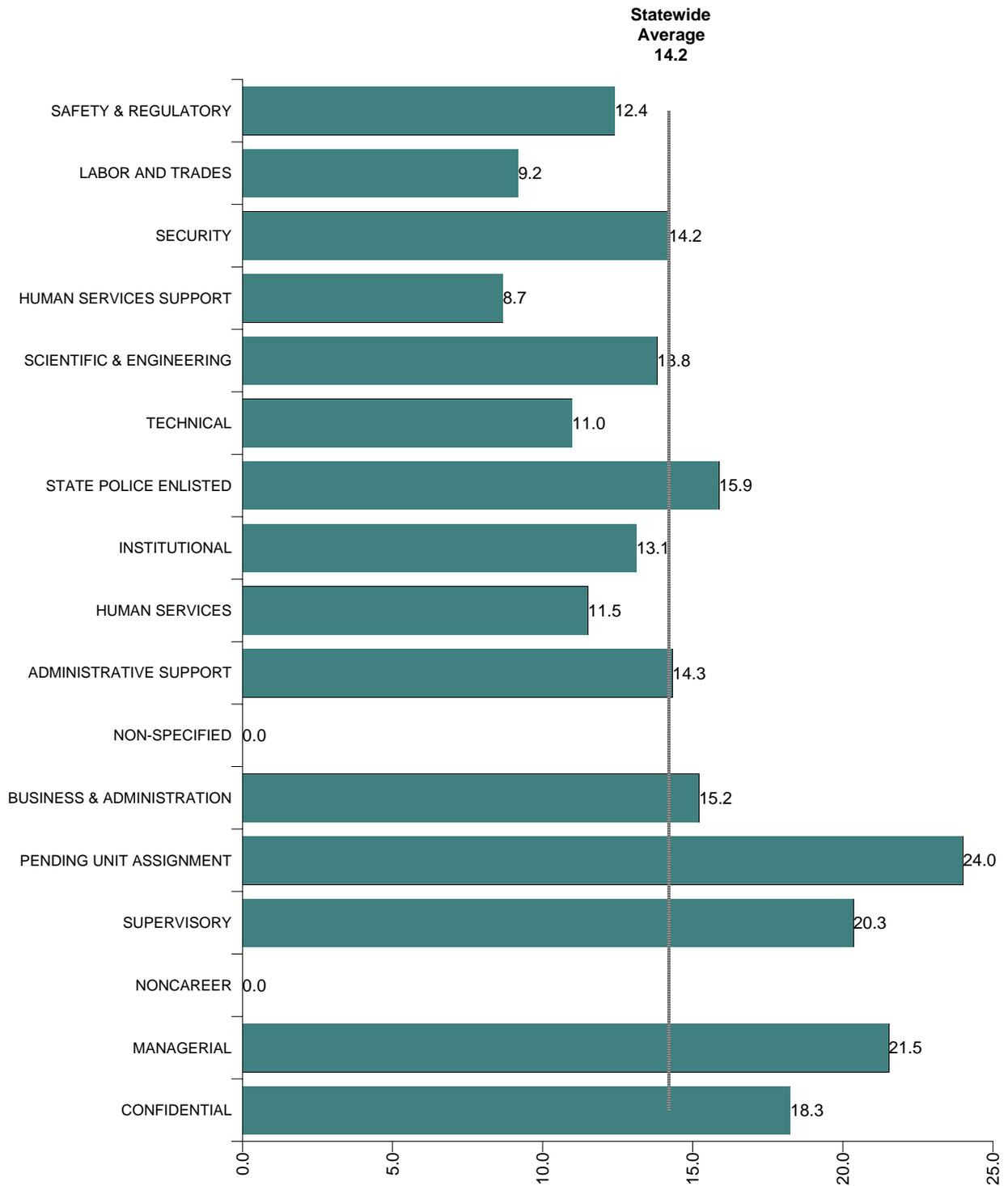
EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT
PAY PERIOD ENDING June 26, 2010

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	1,351	1,201	88.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,626	3,409	94.0	5	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,920	0	0.0	0	0.0	7,552	95.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	1,036	0	0.0	0	0.0	0	0.0	1,007	97.2	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,227	0	0.0	0	0.0	0	0.0	0	0.0	2,138	96.0	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,261	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,207	95.7	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,476	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,470	99.6	0	0.0
U11 INSTITUTIONAL	1,966	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	1,937	98.5
W22 HUMAN SERVICES	10,185	5	0.0	9,673	95.0	5	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,970	1	0.0	6,298	90.4	1	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	26	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,982	0	0.0	11	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,187	0	0.0	6	0.1	6	0.1	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	252	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	1,725	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,822	0	0.0	5	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	38,018	4,616	12.1	15,976	42.0	7,559	19.9	1,007	2.6	2,138	5.6	1,212	3.2	1,470	3.9	1,936	5.1
NON-EXCLUSIVELY REPRESENTED TOTAL	14,995	0	0.0	22	0.1	6	0.0	0	0.0	2	0.0	1	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	53,013	4,616	8.7	15,998	30.2	7,565	14.3	1,007	1.9	2,140	4.0	1,213	2.3	1,470	2.8	1,937	3.7

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

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay Period End Date: 06/26/2010



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

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	253	72	5	11	0	2	8	0	1	0	2	0	269	85	0	0
06 - 10 YEARS	215	53	13	16	3	2	6	1	2	0	1	0	240	72	0	0
11 - 15 YEARS	160	41	9	18	3	3	4	0	2	0	0	0	178	62	1	0
16 - 20 YEARS	113	23	7	19	1	0	1	0	0	0	0	0	122	42	2	3
21 - 25 YEARS	81	25	16	22	1	1	6	2	2	0	0	0	106	50	5	1
26 - 30 YEARS	30	13	7	10	2	0	1	1	0	0	0	0	40	24	2	1
31 - 35 YEARS	29	8	4	8	1	0	1	0	0	0	0	0	35	16	1	0
36 - 40 YEARS	6	3	0	1	0	0	0	0	0	0	0	0	6	4	2	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	887	238	61	105	11	8	27	4	7	0	3	0	996	355	13	6
MORE THAN 10 YEARS:	419	113	43	78	8	4	13	3	4	0	0	0	487	198	13	6
AVERAGE YEARS	11.6	11.8	17.2	17.0	17.4	9.6	13.0	20.5	13.4	0.0	3.3	0.0	12.0	13.4	24.8	24.0
DEPARTMENT AVERAGE YEARS		12.4														

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
A31 - LABOR AND TRADES																	
00 - 05 YEARS	1,109	550	36	16	18	7	12	3	3	0	35	15	1,213	591	5	1	
06 - 10 YEARS	399	29	23	2	6	0	9	0	0	0	0	0	437	31	0	0	
11 - 15 YEARS	351	33	26	3	12	1	9	1	0	0	0	0	398	38	6	0	
16 - 20 YEARS	190	21	18	2	2	0	3	0	1	0	0	0	214	23	8	1	
21 - 25 YEARS	257	23	29	5	7	0	10	2	2	0	0	0	305	30	23	2	
26 - 30 YEARS	82	9	14	1	1	0	4	1	1	0	0	0	102	11	5	0	
31 - 35 YEARS	143	16	8	2	2	0	6	2	0	0	0	0	159	20	14	2	
36 - 40 YEARS	34	1	1	2	3	0	9	1	0	0	0	0	47	4	3	1	
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
DEPARTMENT TOTAL	2,568	682	155	33	51	8	62	10	7	0	35	15	2,878	748	64	7	
MORE THAN 10 YEARS:	1,060	103	96	15	27	1	41	7	4	0	0	0	1,228	126	59	6	
AVERAGE YEARS	10.2	3.6	14.2	11.0	12.2	1.5	18.3	18.9	13.6	0.0	0.1	0.0	10.5	4.1	23.0	24.1	

DEPARTMENT AVERAGE YEARS 9.2

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	661	182	130	105	32	6	33	12	5	4	20	7	881	316	1	1	
06 - 10 YEARS	969	188	139	116	18	3	22	14	4	0	0	0	1,152	321	2	2	
11 - 15 YEARS	1,378	269	123	112	48	8	54	7	5	0	0	0	1,608	396	2	2	
16 - 20 YEARS	712	122	65	42	20	4	17	4	1	0	0	0	815	172	12	3	
21 - 25 YEARS	1,520	157	169	117	42	5	34	4	4	0	0	0	1,769	283	61	11	
26 - 30 YEARS	102	12	26	7	4	1	2	0	0	0	0	0	134	20	3	4	
31 - 35 YEARS	29	5	9	1	0	0	1	1	0	0	0	0	39	7	2	0	
36 - 40 YEARS	5	0	1	0	0	0	0	0	0	0	0	0	6	0	0	0	
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
DEPARTMENT TOTAL	5,377	935	662	500	164	27	163	42	19	4	20	7	6,405	1,515	83	23	
MORE THAN 10 YEARS:	3,747	565	393	279	114	18	108	16	10	0	0	0	4,372	878	80	20	
AVERAGE YEARS	14.7	12.7	14.2	12.8	14.0	13.7	13.2	10.6	11.3	4.5	2.7	2.9	14.6	12.6	22.1	20.0	
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: 14 JUNE 26, 2010

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	94	176	22	151	1	2	9	10	2	1	0	0	128	340	1	2
06 - 10 YEARS	43	86	27	138	1	1	5	13	1	3	1	1	78	242	3	1
11 - 15 YEARS	8	18	7	13	0	3	0	0	0	1	0	0	15	35	3	0
16 - 20 YEARS	12	18	1	15	0	0	2	6	0	0	0	0	15	39	6	3
21 - 25 YEARS	6	24	4	17	0	1	1	3	0	1	0	0	11	46	4	4
26 - 30 YEARS	2	15	0	7	0	2	1	0	0	0	0	0	3	24	1	5
31 - 35 YEARS	4	23	2	17	1	0	0	0	0	0	0	0	7	40	3	4
36 - 40 YEARS	2	4	1	4	0	0	0	0	0	0	0	0	3	8	1	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	171	365	64	363	3	9	18	32	3	6	1	1	260	776	22	19
MORE THAN 10 YEARS:	34	103	15	74	1	6	4	9	0	2	0	0	54	194	18	16
AVERAGE YEARS	7.0	9.4	8.3	8.6	14.7	14.4	7.9	9.3	3.3	10.0	7.0	8.0	7.4	9.1	19.4	23.5

DEPARTMENT AVERAGE YEARS 8.7

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	215	168	5	8	1	0	5	1	5	8	3	1	234	186	0	0	
06 - 10 YEARS	366	188	10	7	0	1	2	3	9	5	0	0	387	204	2	1	
11 - 15 YEARS	201	84	6	4	1	0	4	2	11	10	0	0	223	100	0	1	
16 - 20 YEARS	225	113	5	4	0	1	6	1	8	3	0	0	244	122	2	2	
21 - 25 YEARS	159	77	11	8	2	3	3	1	7	4	0	0	182	93	7	1	
26 - 30 YEARS	57	25	5	3	0	1	0	0	3	2	0	0	65	31	1	1	
31 - 35 YEARS	86	16	7	1	1	0	3	0	5	0	0	0	102	17	2	1	
36 - 40 YEARS	27	3	1	0	0	0	0	0	1	0	0	0	29	3	0	0	
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	2	0	0	0	5	0	1	0	
DEPARTMENT TOTAL	1,339	674	50	35	5	6	23	8	51	32	3	1	1,471	756	15	7	
MORE THAN 10 YEARS:	758	318	35	20	4	5	16	4	37	19	0	0	850	366	13	6	
AVERAGE YEARS	14.4	12.1	18.1	14.5	18.6	21.2	15.4	10.4	17.4	12.5	1.3	2.0	14.6	12.2	23.3	20.1	
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: 14 JUNE 26, 2010

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	343	109	20	7	3	1	7	1	10	1	5	4	388	123	0	0
06 - 10 YEARS	141	60	1	3	2	0	2	1	3	2	0	0	149	66	1	0
11 - 15 YEARS	104	23	2	0	1	0	2	0	3	1	0	0	112	24	0	0
16 - 20 YEARS	87	25	3	2	0	0	0	0	3	1	0	0	93	28	4	1
21 - 25 YEARS	110	27	13	6	0	1	3	0	1	1	0	0	127	35	5	2
26 - 30 YEARS	18	4	2	4	1	0	1	1	0	0	0	0	22	9	0	0
31 - 35 YEARS	32	5	2	1	0	0	3	1	1	0	0	0	38	7	5	1
36 - 40 YEARS	20	5	1	1	0	0	2	0	0	0	0	0	23	6	1	0
MORE THAN 40 YEARS	8	1	0	0	0	0	1	0	1	0	0	0	10	1	1	0
DEPARTMENT TOTAL	863	259	44	24	7	2	21	4	22	6	5	4	962	299	17	4
MORE THAN 10 YEARS:	379	90	23	14	2	1	12	2	9	3	0	0	425	110	16	4
AVERAGE YEARS	11.0	9.9	13.0	16.2	9.1	11.5	17.8	16.3	9.7	11.3	0.2	0.8	11.2	10.4	25.7	24.8

DEPARTMENT AVERAGE YEARS 11.0

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	57	3	1	1	0	0	1	0	1	0	1	0	61	4	0	0
06 - 10 YEARS	180	14	3	0	1	0	1	0	0	0	0	0	185	14	0	0
11 - 15 YEARS	412	39	24	4	6	0	14	0	3	0	0	0	459	43	0	0
16 - 20 YEARS	184	45	15	3	9	0	6	0	1	1	0	0	215	49	2	0
21 - 25 YEARS	230	52	41	3	8	0	16	2	1	0	0	0	296	57	1	0
26 - 30 YEARS	20	3	6	0	1	0	4	0	0	0	0	0	31	3	0	0
31 - 35 YEARS	33	2	10	1	0	0	1	0	0	0	0	0	44	3	0	0
36 - 40 YEARS	8	0	0	0	0	0	1	0	0	0	0	0	9	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	1,127	158	100	12	25	0	44	2	6	1	1	0	1,303	173	3	0
MORE THAN 10 YEARS:	890	141	96	11	24	0	42	2	5	1	0	0	1,057	155	3	0
AVERAGE YEARS	15.1	17.3	20.1	17.8	17.9	0.0	18.8	21.5	12.8	20.0	1.0	0.0	15.7	17.4	19.0	0.0
DEPARTMENT AVERAGE YEARS	15.9															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	139	246	42	81	0	3	4	5	1	4	0	3	186	342	0	0
06 - 10 YEARS	146	182	34	107	1	0	8	5	2	4	1	0	192	298	0	0
11 - 15 YEARS	101	98	18	40	0	1	7	4	2	2	0	0	128	145	2	0
16 - 20 YEARS	51	56	13	39	0	0	2	3	2	0	0	0	68	98	1	0
21 - 25 YEARS	65	56	19	30	2	1	1	3	1	2	0	0	88	92	2	1
26 - 30 YEARS	34	47	18	33	2	0	1	2	0	0	0	0	55	82	4	3
31 - 35 YEARS	55	55	32	33	1	0	2	2	1	0	0	0	91	90	3	4
36 - 40 YEARS	5	0	0	4	0	0	1	0	0	0	0	0	6	4	2	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	596	741	176	367	6	5	26	24	9	12	1	3	814	1,152	14	8
MORE THAN 10 YEARS:	311	313	100	179	5	2	14	14	6	4	0	0	436	512	14	8
AVERAGE YEARS	13.6	11.7	15.9	13.8	24.8	8.8	13.3	14.7	15.8	9.3	8.0	1.7	14.2	12.4	27.0	29.5

DEPARTMENT AVERAGE YEARS 13.1

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	580	1,891	169	922	4	12	27	86	15	25	6	21	801	2,957	4	9	
06 - 10 YEARS	300	860	62	439	2	6	16	46	11	12	0	0	391	1,363	4	2	
11 - 15 YEARS	374	611	96	443	2	11	17	54	4	21	0	0	493	1,140	3	9	
16 - 20 YEARS	242	411	59	182	2	10	6	38	2	17	0	0	311	658	12	25	
21 - 25 YEARS	228	341	56	180	3	3	14	32	3	10	0	0	304	566	17	25	
26 - 30 YEARS	88	226	21	175	0	6	1	11	3	6	0	1	113	425	9	31	
31 - 35 YEARS	133	213	20	152	2	1	3	1	3	2	0	0	161	369	13	19	
36 - 40 YEARS	29	45	8	38	0	0	1	2	0	0	0	0	38	85	4	5	
MORE THAN 40 YEARS	5	2	1	2	0	0	0	0	0	0	0	0	6	4	0	0	
DEPARTMENT TOTAL	1,979	4,600	492	2,533	15	49	85	270	41	93	6	22	2,618	7,567	66	125	
MORE THAN 10 YEARS:	1,099	1,849	261	1,172	9	31	42	138	15	56	0	1	1,426	3,247	58	114	
AVERAGE YEARS	13.2	10.6	12.2	11.8	14.8	13.7	11.7	11.4	11.2	12.7	2.0	2.8	12.9	11.0	23.1	23.2	
DEPARTMENT AVERAGE YEARS	11.5																

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	267	1,219	56	288	0	8	9	70	3	6	12	13	347	1,604	3	6
06 - 10 YEARS	101	858	23	145	1	5	6	33	1	6	0	2	132	1,049	1	7
11 - 15 YEARS	101	707	15	186	1	18	4	24	1	8	0	1	122	944	1	12
16 - 20 YEARS	35	398	6	80	1	2	2	22	1	3	0	0	45	505	6	42
21 - 25 YEARS	44	526	12	167	0	14	5	43	2	7	0	0	63	757	15	54
26 - 30 YEARS	24	369	16	110	0	3	2	20	0	4	0	0	42	506	7	39
31 - 35 YEARS	31	476	3	124	0	8	3	15	0	3	0	0	37	626	6	36
36 - 40 YEARS	11	117	1	45	0	0	0	2	0	0	0	0	12	164	1	11
MORE THAN 40 YEARS	1	13	0	1	0	0	0	0	0	0	0	0	1	14	0	0
DEPARTMENT TOTAL	615	4,683	132	1,146	3	58	31	229	8	37	12	16	801	6,169	40	207
MORE THAN 10 YEARS:	247	2,606	53	713	2	45	16	126	4	25	0	1	322	3,516	36	194
AVERAGE YEARS	10.1	14.6	10.9	15.9	14.0	17.3	13.9	14.1	10.6	15.8	0.8	2.2	10.2	14.9	23.0	23.9
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: 14 JUNE 26, 2010

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	14	10	1	0	0	0	1	0	0	0	0	0	16	10	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	14	10	1	0	0	0	1	0	0	0	0	0	16	10	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
DEPARTMENT AVERAGE YEARS	0.0															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	427	451	44	85	3	5	3	14	46	49	18	12	541	616	1	1
06 - 10 YEARS	321	384	30	85	2	2	7	9	37	21	0	2	397	503	3	3
11 - 15 YEARS	295	365	25	79	0	0	6	11	13	10	0	0	339	465	5	1
16 - 20 YEARS	159	188	22	37	1	4	6	5	8	8	0	0	196	242	9	15
21 - 25 YEARS	185	312	50	91	0	2	11	24	13	10	0	0	259	439	24	27
26 - 30 YEARS	66	141	10	45	2	0	3	5	4	2	0	0	85	193	12	15
31 - 35 YEARS	155	291	33	37	0	2	5	4	1	2	0	0	194	336	14	24
36 - 40 YEARS	56	84	3	11	0	0	2	1	1	1	0	0	62	97	3	8
MORE THAN 40 YEARS	8	8	1	0	0	0	0	1	0	0	0	0	9	9	2	2
DEPARTMENT TOTAL	1,672	2,224	218	470	8	15	43	74	123	103	18	14	2,082	2,900	73	96
MORE THAN 10 YEARS:	924	1,389	144	300	3	8	33	51	40	33	0	0	1,144	1,781	69	92
AVERAGE YEARS	14.1	16.3	17.1	16.1	12.1	14.9	19.0	16.5	9.1	9.3	2.4	2.6	14.1	16.0	24.4	26.2
DEPARTMENT AVERAGE YEARS		15.2														

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 - PENDING UNIT ASSIGNMENT																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	24.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	24.0	0.0	24.0	0.0

DEPARTMENT AVERAGE YEARS 24.0

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	106	148	16	43	1	0	7	2	7	8	0	2	137	203	1	1	
06 - 10 YEARS	243	257	27	75	3	1	4	5	9	6	0	0	286	344	0	1	
11 - 15 YEARS	450	344	59	145	7	5	6	9	6	6	0	0	528	509	3	5	
16 - 20 YEARS	428	285	50	90	6	6	12	10	9	6	0	0	505	397	6	10	
21 - 25 YEARS	840	402	140	160	24	7	29	13	9	8	0	0	1,042	590	58	20	
26 - 30 YEARS	200	206	40	93	4	1	8	5	7	5	0	0	259	310	21	24	
31 - 35 YEARS	346	252	47	99	8	1	9	12	4	4	0	0	414	368	31	20	
36 - 40 YEARS	131	70	14	30	2	0	2	2	2	0	0	0	151	102	13	6	
MORE THAN 40 YEARS	25	8	2	4	0	0	0	1	2	0	0	0	29	13	3	3	
DEPARTMENT TOTAL	2,769	1,972	395	739	55	21	77	59	55	43	0	2	3,351	2,836	136	90	
MORE THAN 10 YEARS:	2,420	1,567	352	621	51	20	66	52	39	29	0	0	2,928	2,289	135	88	
AVERAGE YEARS	20.9	19.5	21.2	20.4	21.9	19.0	20.7	21.8	18.7	16.4	0.0	3.5	20.9	19.7	27.3	27.0	

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: 14 JUNE 26, 2010

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	96	18	14	0	0	2	4	5	3	2	4	131	121	6	2
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	96	18	14	0	0	2	4	5	3	2	4	131	121	6	2
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
DEPARTMENT AVERAGE YEARS	0.0															

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

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	79	48	11	14	0	0	2	2	1	0	4	2	97	66	1	1
06 - 10 YEARS	84	73	10	11	0	1	2	2	0	3	0	0	96	90	0	0
11 - 15 YEARS	109	75	4	5	0	0	3	0	2	3	0	0	118	83	1	2
16 - 20 YEARS	90	67	8	7	1	4	0	0	0	2	0	0	99	80	4	0
21 - 25 YEARS	142	121	20	33	4	0	6	5	6	1	0	0	178	160	9	7
26 - 30 YEARS	66	59	13	18	2	2	2	2	0	4	0	0	83	85	8	3
31 - 35 YEARS	155	114	21	25	1	2	3	3	1	2	0	0	181	146	19	7
36 - 40 YEARS	88	29	8	16	0	0	2	0	1	0	0	0	99	45	9	2
MORE THAN 40 YEARS	11	6	0	0	1	0	1	0	0	0	0	0	13	6	2	0
DEPARTMENT TOTAL	824	592	95	129	9	9	21	14	11	15	4	2	964	761	53	22
MORE THAN 10 YEARS:	661	471	74	104	9	8	17	10	10	12	0	0	771	605	52	21
AVERAGE YEARS	21.7	20.9	22.2	23.2	27.0	21.7	22.8	20.9	21.4	20.0	3.3	3.0	21.8	21.2	30.0	26.4

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: 14 JUNE 26, 2010

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	71	162	8	29	1	1	0	4	0	2	0	5	80	203	0	2
06 - 10 YEARS	36	207	6	21	0	1	0	5	0	3	0	2	42	239	0	0
11 - 15 YEARS	33	200	4	25	0	1	2	0	1	4	0	0	40	230	0	1
16 - 20 YEARS	10	114	5	25	0	1	0	4	0	2	0	0	15	146	0	6
21 - 25 YEARS	32	188	8	48	0	2	2	20	1	6	0	0	43	264	3	12
26 - 30 YEARS	11	108	1	15	0	2	0	8	0	2	0	0	12	135	2	6
31 - 35 YEARS	25	173	3	45	1	2	0	10	1	1	0	0	30	231	2	15
36 - 40 YEARS	7	83	1	12	0	0	2	1	0	0	0	0	10	96	0	4
MORE THAN 40 YEARS	0	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1
DEPARTMENT TOTAL	225	1,241	36	220	2	10	6	52	3	20	0	7	272	1,550	7	47
MORE THAN 10 YEARS:	118	872	22	170	1	8	6	43	3	15	0	0	150	1,108	7	45
AVERAGE YEARS	14.1	18.6	15.7	20.2	17.5	19.8	24.3	22.6	23.3	17.0	0.0	3.3	14.6	18.9	27.7	26.7

DEPARTMENT AVERAGE YEARS 18.3

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

PAY END NUMBER AND DATE: 14 JUNE 26, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																	
00- 05 YEARS	4,519	5,531	584	1,775	64	47	130	214	105	111	108	89	5,510	7,767	23	26	
06- 10 YEARS	3,544	3,439	408	1,165	40	23	90	137	79	65	3	7	4,164	4,836	16	17	
11- 15 YEARS	4,077	2,907	418	1,077	81	51	132	112	53	66	0	1	4,761	4,214	27	33	
16- 20 YEARS	2,538	1,886	277	547	43	32	63	93	36	43	0	0	2,957	2,601	74	111	
21- 25 YEARS	3,900	2,331	588	887	93	40	141	154	52	50	0	0	4,774	3,462	235	167	
26- 30 YEARS	800	1,237	179	521	19	18	30	56	18	25	0	1	1,046	1,858	75	132	
31- 35 YEARS	1,256	1,649	201	546	18	16	40	51	17	14	0	0	1,532	2,276	115	133	
36- 40 YEARS	429	444	40	164	5	0	22	9	5	1	0	0	501	618	39	38	
MORE THAN 40 YEARS	68	46	4	8	1	0	2	2	5	0	0	0	80	56	9	6	
STATEWIDE TOTAL	21,131	19,470	2,699	6,690	364	227	650	828	370	375	111	98	25,325	27,688	613	663	
MORE THAN 10 YEARS	13,068	10,500	1,707	3,750	260	157	430	477	186	199	0	2	15,651	15,085	574	620	
AVERAGE YEARS	14.5	13.9	15.4	14.3	15.8	15.3	15.6	14.3	12.8	12.6	1.5	2.1	14.5	14.0	24.5	24.6	
STATEWIDE TOTAL AVERAGE YEARS	14.2																

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay Period Ending: June 26, 2010

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	1,356	2.5 %	45.3	\$23.90	980	72.3 %
A31 - LABOR AND TRADES	3,641	6.8 %	43.6	\$16.89	1,823	50.1 %
C12 - SECURITY	8,033	15.1 %	44.3	\$23.67	6,996	87.1 %
E42 - HUMAN SERVICES SUPPORT	1,036	1.9 %	45.7	\$21.38	556	53.7 %
H21 - SCIENTIFIC & ENGINEERING	2,227	4.2 %	45.1	\$31.81	1,759	79.0 %
L32 - TECHNICAL	1,263	2.4 %	40.4	\$21.27	750	59.4 %
T01 - STATE POLICE ENLISTED	1,484	2.8 %	41.9	\$30.58	1,366	92.0 %
U11 - INSTITUTIONAL	1,991	3.7 %	47.2	\$19.92	1,452	72.9 %
W22 - HUMAN SERVICES	10,194	19.2 %	45.0	\$25.14	6,394	62.7 %
W41 - ADMINISTRATIVE SUPPORT	6,974	13.1 %	47.2	\$20.01	4,948	70.9 %
Y00 - NON-SPECIFIED	26	0.0 %	24.5	\$13.60	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	4,984	9.4 %	47.2	\$30.55	3,779	75.8 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	45.4	\$18.89	1	100.0 %
Y51 - SUPERVISORY	6,200	11.7 %	50.2	\$32.73	5,837	94.1 %
Y52 - NONCAREER	252	0.5 %	24.7	\$13.54	0	0.0 %
Y98 - MANAGERIAL	1,725	3.2 %	52.6	\$47.04	1,547	89.7 %
Y99 - CONFIDENTIAL	1,822	3.4 %	48.6	\$26.96	1,532	84.1 %
STATEWIDE TOTAL	53,209	100.0 %	46.1	\$25.82	39,720	74.6 %

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

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

PAY PERIOD ENDING Jun 26, 2010

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	1,321	847	64 %	350	26 %	17	1 %	1,207	91 %	14	1 %	5	0 %	1,231	93 %
A31	LABOR AND TRADES	2,207	1,238	56 %	824	37 %	15	1 %	2,067	94 %	11	0 %	4	0 %	2,087	95 %
C12	SECURITY	8,033	5,013	62 %	2,673	33 %	29	0 %	7,618	95 %	138	2 %	14	0 %	7,769	97 %
E42	HUMAN SERVICES SUPPORT	1,036	590	57 %	382	37 %	8	1 %	945	91 %	47	5 %	4	0 %	1,000	97 %
H21	SCIENTIFIC & ENGINEERING	2,223	1,095	49 %	992	45 %	18	1 %	2,077	93 %	43	2 %	6	0 %	2,134	96 %
L32	TECHNICAL	961	516	54 %	383	40 %	14	1 %	900	94 %	19	2 %	4	0 %	925	96 %
T01	STATE POLICE ENLISTED	1,484	1,343	90 %	109	7 %	2	0 %	1,454	98 %	2	0 %	1	0 %	1,458	98 %
U11	INSTITUTIONAL	1,979	1,172	59 %	703	36 %	4	0 %	1,845	93 %	40	2 %	2	0 %	1,889	95 %
W22	HUMAN SERVICES	10,104	5,257	52 %	4,092	40 %	105	1 %	9,224	91 %	329	3 %	34	0 %	9,617	95 %
W41	ADMINISTRATIVE SUPPORT	6,517	2,659	41 %	3,371	52 %	66	1 %	5,935	91 %	205	3 %	10	0 %	6,169	95 %
Y23	BUSINESS & ADMINISTRATION	4,975	1,890	38 %	2,659	53 %	65	1 %	4,516	91 %	136	3 %	17	0 %	4,676	94 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %
Y51	SUPERVISORY	6,199	3,320	54 %	2,473	40 %	54	1 %	5,769	93 %	125	2 %	9	0 %	5,908	95 %
Y98	MANAGERIAL	1,725	847	49 %	766	44 %	16	1 %	1,631	95 %	18	1 %	4	0 %	1,656	96 %
Y99	CONFIDENTIAL	1,795	629	35 %	985	55 %	18	1 %	1,614	90 %	45	3 %	2	0 %	1,659	92 %
STATEWIDE TOTALS:		50,560	26,416	52 %	20,763	41 %	431	1 %	46,803	93 %	1,172	2 %	116	0 %	48,179	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 Jun 26, 2010

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,321	1,122	85 %	78	6 %	1,241	94 %	75	6 %	70	5 %
A31	LABOR AND TRADES	2,207	1,987	90 %	3	0 %	2,121	96 %	77	3 %	9	0 %
C12	SECURITY	8,033	7,582	94 %	0	0 %	7,751	96 %	232	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	1,036	803	78 %	0	0 %	977	94 %	58	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,223	1,903	86 %	29	1 %	2,061	93 %	157	7 %	22	1 %
L32	TECHNICAL	961	817	85 %	22	2 %	892	93 %	65	7 %	14	1 %
T01	STATE POLICE ENLISTED	1,484	1,461	98 %	981	66 %	1,439	97 %	35	2 %	1,039	70 %
U11	INSTITUTIONAL	1,979	1,793	91 %	2	0 %	1,903	96 %	72	4 %	0	0 %
W22	HUMAN SERVICES	10,104	8,760	87 %	0	0 %	9,528	94 %	565	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,517	5,724	88 %	143	2 %	6,190	95 %	318	5 %	105	2 %
Y23	BUSINESS & ADMINISTRATION	4,975	4,197	84 %	68	1 %	4,663	94 %	305	6 %	48	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,199	5,921	96 %	197	3 %	6,002	97 %	180	3 %	191	3 %
Y98	MANAGERIAL	1,725	1,563	91 %	27	2 %	1,645	95 %	75	4 %	32	2 %
Y99	CONFIDENTIAL	1,795	1,621	90 %	16	1 %	1,702	95 %	92	5 %	17	1 %
STATEWIDE TOTALS:		50,560	45,255	90 %	1,566	3 %	48,116	95 %	2,306	5 %	1,547	3 %

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

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 14 Ending June 26, 2010

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	445	32	17	0	0	222	12	0	0	0	54	337
ATTORNEY GENERAL	11	457	28	1	0	0	0	0	0	0	0	75	104
AUDITOR GENERAL	03	138	0	2	0	0	0	0	0	0	0	1	3
CIVIL RIGHTS	15	97	0	0	0	0	0	0	0	0	47	12	59
CIVIL SERVICE COMMISSION	19	488	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,917	44	82	200	0	143	42	0	802	729	568	2,610
CORRECTIONS	47	14,823	11	675	7,720	0	9	108	0	577	2,242	1,055	12,397
EDUCATION	31	455	3	11	0	3	0	3	0	24	144	94	282
ENERGY, LABOR & ECONOMIC GROWTH	64	4,416	257	44	0	977	117	7	0	22	402	764	2,590
ENVIRONMENTAL QUALITY	76	1,286	28	2	0	0	765	46	0	0	1	174	1,016
EXECUTIVE OFFICE	01	42	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	10,501	174	40	0	56	4	0	0	104	6,483	1,420	8,281
INFORMATION TECHNOLOGY	08	1,785	0	29	0	0	4	50	0	0	0	253	336
MANAGEMENT AND BUDGET	07	961	3	258	0	0	33	12	0	0	3	137	446
MILITARY & VETERAN AFFAIRS	51	945	32	203	0	0	20	15	0	425	32	49	776
NATURAL RESOURCES	75	3,152	523	1,436	0	0	259	172	0	6	95	224	2,715
STATE	23	1,520	17	20	0	0	0	1	0	0	1	982	1,021
STATE POLICE	55	2,543	135	14	0	0	97	35	1,476	6	0	274	2,037
STRATEGIC FUND	07	241	0	31	0	0	0	2	0	0	0	73	106
TRANSPORTATION	59	3,200	54	745	0	0	551	753	0	0	3	224	2,330
TREASURY	27	1,601	10	16	0	0	3	3	0	0	3	537	572
Grand Total:		53,013	1,351	3,626	7,920	1,036	2,227	1,261	1,476	1,966	10,185	6,970	38,018

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

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 14 Ending June 26, 2010

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	445	21	8	14	4	0	61	108
ATTORNEY GENERAL	11	457	36	43	265	0	0	9	353
AUDITOR GENERAL	03	138	0	64	34	4	0	33	135
CIVIL RIGHTS	15	97	2	17	10	0	0	9	38
CIVIL SERVICE COMMISSION	19	488	0	405	62	0	0	21	488
COMMUNITY HEALTH	39	3,917	488	98	185	10	1	525	1,307
CORRECTIONS	47	14,823	181	154	142	2	1	1,946	2,426
EDUCATION	31	455	80	24	29	2	0	38	173
ENERGY, LABOR & ECONOMIC GROWTH	64	4,416	970	168	230	81	0	377	1,826
ENVIRONMENTAL QUALITY	76	1,286	54	25	25	9	1	156	270
EXECUTIVE OFFICE	01	42	0	41	0	1	0	0	42
HUMAN SERVICES	43	10,501	546	254	187	0	6	1,227	2,220
INFORMATION TECHNOLOGY	08	1,785	1,090	52	100	30	16	161	1,449
MANAGEMENT AND BUDGET	07	961	193	137	64	12	0	109	515
MILITARY & VETERAN AFFAIRS	51	945	26	15	13	0	0	115	169
NATURAL RESOURCES	75	3,152	81	33	50	11	1	261	437
STATE	23	1,520	130	64	49	9	0	247	499
STATE POLICE	55	2,543	121	34	43	10	0	298	506
STRATEGIC FUND	07	241	70	19	21	0	0	25	135
TRANSPORTATION	59	3,200	225	110	90	51	0	394	870
TREASURY	27	1,601	668	57	112	16	1	175	1,029
Grand Total:		53,013	4,982	1,822	1,725	252	27	6,187	14,995

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.