ANNUAL WORKFORCE REPORT

Third Quarter

FISCAL YEAR 2003-04

State of Michigan
Department of Civil Service

Civil Service Commissioners:

Susan Grimes Munsell, Chairperson
F. Thomas Lewand
Sherry L. McMillan
James P. Pitz

Janet McClelland, Acting State Personnel Director

STATISTICAL HIGHLIGHTS
Third Quarter FY 2003-04

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	43.9
Average Annual Salary	$45,622
Average Years of Service	12.6

WORK FORCE CHARACTERISTICS

Females	50.5%
Males	49.5%
Eligible for Longevity	70.0%
Less than Six Years of Service	30.2%
Six to Ten Years of Service	18.1%
Over Ten Years of Service	51.7%
Exclusively Represented for Collective Bargaining	72.6%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.1%
Black	17.3%
Hispanic	2.7%
White	77.3%
Not Disclosed	0.4%

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 13, ENDING JUN 19, 2004

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
AGRICULTURE CENTRAL OFFICE	79/01	504.0	11.0	13.0	112.0	16.0	49.0	705.0	0.5	**704.5**
AGRICULTURE TOTAL		**504.0**	**11.0**	**13.0**	**112.0**	**16.0**	**49.0**	**705.0**	**0.5**	**704.5**
ATY GNRL CENTRAL OFFICE	11/01	434.0	14.0	0.0	46.0	0.0	0.0	494.0	0.0	**494.0**
ATTORNEY GENERAL TOTAL		**434.0**	**14.0**	**0.0**	**46.0**	**0.0**	**0.0**	**494.0**	**0.0**	**494.0**
LEGISLATIVE AUDITOR GENERAL	03/01	107.0	0.0	16.0	18.0	0.0	10.0	151.0	0.0	**151.0**
AUDITOR GENERAL TOTAL		**107.0**	**0.0**	**16.0**	**18.0**	**0.0**	**10.0**	**151.0**	**0.0**	**151.0**
MDCD EMPLOYMENT SERVICE AGENCY	80/02	208.0	0.0	0.0	31.0	0.0	6.0	245.0	0.0	**245.0**
MI DEPT. OF CAREER DEV.	80/01	592.0	4.0	3.0	10.0	38.0	9.0	656.0	1.0	**655.0**
CAREER DEVELOPMENT TOTAL		**800.0**	**4.0**	**3.0**	**41.0**	**38.0**	**15.0**	**901.0**	**1.0**	**900.0**
CIV RGHT CENTRAL OFFICE	15/01	113.0	0.0	0.0	16.0	0.0	4.0	133.0	0.0	**133.0**
CIVIL RIGHTS TOTAL		**113.0**	**0.0**	**0.0**	**16.0**	**0.0**	**4.0**	**133.0**	**0.0**	**133.0**
CIV SERV CENTRAL OFFICE	19/01	177.0	2.0	0.0	4.0	0.0	6.0	189.0	1.0	**188.0**
CIVIL SERVICE TOTAL		**177.0**	**2.0**	**0.0**	**4.0**	**0.0**	**6.0**	**189.0**	**1.0**	**188.0**
DCH - MT. PLEASANT CENTER	39/12	401.0	0.0	18.0	70.0	0.0	0.0	489.0	0.0	**489.0**
DCH - SOUTHGATE CENTER	39/28	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	**3.0**
DCH-CARO CENTER	39/02	420.0	1.0	1.0	64.0	0.0	2.0	488.0	0.0	**488.0**
DCH-CLINTON VALLEY CTR-PONTIAC	39/15	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	**3.0**
DCH-COM HEALTH CENTRAL OFFICE	39/01	1,132.0	6.0	10.0	23.0	0.0	62.0	1,233.0	1.0	**1,232.0**
DCH-CTR FORENSIC PSYCHIATRY	39/20	482.0	2.0	0.0	18.0	0.0	0.0	502.0	0.0	**502.0**
DCH-HAWTHORN CENTER NORTHVILLE	39/06	196.0	3.0	0.0	13.0	0.0	0.0	212.0	0.0	**212.0**
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	653.0	5.0	0.0	0.0	0.0	0.0	658.0	0.0	**658.0**
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	382.0	7.0	0.0	67.0	0.0	4.0	460.0	0.0	**460.0**
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	0.0	0.0	0.0	18.0	0.0	0.0	18.0	0.0	**18.0**
DCH-OFFICE OF SERVICES TO TH	39/70	23.0	0.0	1.0	5.0	0.0	0.0	29.0	0.0	**29.0**
DCH-WALTER P. REUTHER PSY HOSP	39/45	412.0	0.0	0.0	0.0	0.0	0.0	412.0	0.0	**412.0**
COMMUNITY HEALTH TOTAL		**4,101.0**	**24.0**	**30.0**	**284.0**	**0.0**	**68.0**	**4,507.0**	**1.0**	**4,506.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
REPORT SEQUENCE: HRS_DEPT_CD_DESC, HRS_AGENCY_CD
TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 13, ENDING JUN 19, 2004

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
CIS - CENTRAL OFFICE	63/01	2,848.0	31.0	77.0	27.0	2.0	111.0	3,096.0	4.0	**3,092.0**
MES BOARD OF REVIEW	63/15	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	**16.0**
MSHDA	63/05	195.0	8.0	6.0	4.0	0.0	22.0	235.0	3.0	**232.0**
CONSUMER & INDUSTRY SERVICES TOTAL		**3,058.0**	**39.0**	**83.0**	**32.0**	**2.0**	**133.0**	**3,347.0**	**7.0**	**3,340.0**
DOC-ADRIAN/GUS HARRISON FAC	47/29	517.0	0.0	0.0	0.0	0.0	0.0	517.0	0.0	**517.0**
DOC-ALGER MAX SECURITY CORRECT	47/35	347.0	0.0	0.0	1.0	0.0	0.0	348.0	0.0	**348.0**
DOC-BARAGA FACILITY	47/40	418.0	2.0	0.0	1.0	0.0	0.0	421.0	0.0	**421.0**
DOC-BELLAMY CREEK FACILITY	47/48	492.0	0.0	0.0	1.0	0.0	0.0	493.0	0.0	**493.0**
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	527.0	0.0	0.0	1.0	0.0	0.0	528.0	0.0	**528.0**
DOC-CARSON CITY FAC/CARSON CIT	47/31	545.0	0.0	0.0	2.0	0.0	0.0	547.0	0.5	**546.5**
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	575.0	0.0	0.0	1.0	0.0	0.0	576.0	0.0	**576.0**
DOC-COOPER STREET FACILITY	47/52	272.0	0.0	0.0	1.0	0.0	0.0	273.0	0.0	**273.0**
DOC-CORRECTN CENTRAL OFFICE	47/02	512.0	0.0	0.0	28.0	0.0	30.0	570.0	0.0	**570.0**
DOC-COTTON FACILITY	47/20	423.0	0.0	1.0	1.0	0.0	0.0	425.0	0.0	**425.0**
DOC-CRANE FACILITY	47/16	373.0	0.0	0.0	0.0	0.0	0.0	373.0	0.0	**373.0**
DOC-EGELER FACILITY	47/27	715.0	0.0	1.0	1.0	0.0	0.0	717.0	0.0	**717.0**
DOC-FIELD OPERATION REGION III	47/63	581.0	13.0	0.0	3.0	0.0	0.0	597.0	0.0	**597.0**
DOC-FIELD OPERATIONS REGION I	47/61	530.0	0.0	0.0	2.0	0.0	0.0	532.0	0.0	**532.0**
DOC-FIELD OPERATIONS REGION II	47/62	739.0	2.0	5.0	1.0	0.0	0.0	747.0	0.0	**747.0**
DOC-HANDLON MI TRAINING UNT	47/05	287.0	0.0	0.0	2.0	0.0	0.0	289.0	0.0	**289.0**
DOC-HURON VALLEY MENS FACILITY	47/15	285.0	3.0	0.0	1.0	0.0	0.0	289.0	0.0	**289.0**
DOC-IONIA MAXIMUM FACILITY	47/24	354.0	0.0	0.0	2.0	0.0	0.0	356.0	0.0	**356.0**
DOC-IONIA TEMP FACILITY	47/19	205.0	0.0	0.0	1.0	0.0	0.0	206.0	0.0	**206.0**
DOC-JACKSON CENTRAL REGION	47/50	102.0	0.0	0.0	5.0	0.0	0.0	107.0	0.0	**107.0**
DOC-KINROSS/HIAWATHA FACILITY	47/12	561.0	0.0	0.0	1.0	0.0	0.0	562.0	0.5	**561.5**
DOC-LAKELAND MEN'S FACILITY	47/18	283.0	0.0	0.0	0.0	0.0	0.0	283.0	0.0	**283.0**
DOC-MACOMB FACILITY	47/41	306.0	1.0	0.0	1.0	0.0	0.0	308.0	0.5	**307.5**
DOC-MARQUETTE BRANCH PRISON	47/06	416.0	0.0	0.0	2.0	0.0	0.0	418.0	0.0	**418.0**
DOC-MICHIGAN STATE INDUSTRIES	47/09	197.0	0.0	0.0	0.0	0.0	2.0	199.0	0.0	**199.0**
DOC-MID MICHIGAN FACILITY	47/33	610.0	0.0	0.0	1.0	0.0	0.0	611.0	0.0	**611.0**
DOC-MOUND FACILITY	47/37	315.0	1.0	0.0	1.0	0.0	0.0	317.0	0.0	**317.0**
DOC-MUSKEGON FACILITY	47/04	278.0	0.0	0.0	1.0	0.0	0.0	279.0	0.0	**279.0**
DOC-NEWBERRY FACILITY	47/43	350.0	1.0	0.0	0.0	0.0	0.0	351.0	0.0	**351.0**
DOC-OAKS FACILITY	47/39	362.0	1.0	0.0	1.0	0.0	0.0	364.0	0.0	**364.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

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HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-OJIBWAY FACILITY	47/46	289.0	1.0	0.0	1.0	0.0	0.0	291.0	0.0	**291.0**
DOC-PARNALL FACILITY	47/51	277.0	0.0	0.0	3.0	0.0	0.0	280.0	0.5	**279.5**
DOC-PINE RIVER FACILITY	47/44	224.0	0.0	0.0	1.0	0.0	0.0	225.0	0.0	**225.0**
DOC-PUGSLEY FACILITY	47/45	221.0	1.0	0.0	0.0	0.0	0.0	222.0	0.0	**222.0**
DOC-RIVERSIDE FACILITY	47/11	452.0	0.0	0.0	0.0	0.0	0.0	452.0	0.0	**452.0**
DOC-RYAN FACILITY	47/38	313.0	1.0	0.0	1.0	0.0	0.0	315.0	0.0	**315.0**
DOC-SAGINAW FACILITY	47/42	372.0	2.0	0.0	1.0	0.0	0.0	375.0	0.0	**375.0**
DOC-SCOTT FACILITY	47/21	404.0	1.0	0.0	1.0	0.0	0.0	406.0	0.0	**406.0**
DOC-SOUTHERN MICHIGAN FACILITY	47/53	412.0	0.0	0.0	1.0	0.0	0.0	413.0	0.0	**413.0**
DOC-STANDISH MAXIMUM FACILITY	47/34	420.0	1.0	0.0	1.0	0.0	0.0	422.0	0.0	**422.0**
DOC-THUMB FACILITY	47/25	374.0	0.0	0.0	1.0	0.0	1.0	376.0	0.0	**376.0**
DOC-WESTERN WAYNE FACILITY	47/17	267.0	0.0	0.0	0.0	0.0	0.0	267.0	0.0	**267.0**
CORRECTIONS TOTAL		**16,502.0**	**31.0**	**7.0**	**74.0**	**0.0**	**33.0**	**16,647.0**	**2.0**	**16,645.0**
EDUCATION	31/03	231.0	15.0	5.0	24.0	57.0	0.0	332.0	4.0	**328.0**
EDUCATION TOTAL		**231.0**	**15.0**	**5.0**	**24.0**	**57.0**	**0.0**	**332.0**	**4.0**	**328.0**
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,314.0	7.0	21.0	34.0	0.0	88.0	1,464.0	4.0	**1,460.0**
ENVIRONMENTAL QUALITY TOTAL		**1,314.0**	**7.0**	**21.0**	**34.0**	**0.0**	**88.0**	**1,464.0**	**4.0**	**1,460.0**
OFFICE OF THE GOVERNOR	01/01	0.0	0.0	0.0	43.0	0.0	0.0	43.0	0.0	**43.0**
EXECUTIVE OFFICE TOTAL		**0.0**	**0.0**	**0.0**	**43.0**	**0.0**	**0.0**	**43.0**	**0.0**	**43.0**
FIA - INSTITUTIONS	43/07	278.0	1.0	20.0	28.0	0.0	0.0	327.0	0.0	**327.0**
FIA-BERRIEN COUNTY	43/22	156.0	0.0	0.0	0.0	6.0	0.0	162.0	0.0	**162.0**
FIA-CALHOUN COUNTY	43/23	135.0	0.0	0.0	6.0	0.0	0.0	141.0	0.0	**141.0**
FIA-COUNTIES	43/08	2,155.0	0.0	1.0	81.0	36.0	0.0	2,273.0	1.5	**2,271.5**
FIA-FMLY IND CENTRAL OFFICE	43/01	1,601.0	11.0	17.0	45.0	0.0	7.0	1,681.0	6.0	**1,675.0**
FIA-GENESEE COUNTY	43/02	514.0	0.0	0.0	27.0	0.0	0.0	541.0	0.0	**541.0**
FIA-INGHAM COUNTY	43/12	239.0	0.0	0.0	9.0	1.0	0.0	249.0	0.0	**249.0**
FIA-JACKSON COUNTY	43/15	117.0	0.0	0.0	5.0	0.0	0.0	122.0	0.0	**122.0**
FIA-KALAMAZOO COUNTY	43/14	189.0	0.0	0.0	3.0	0.0	0.0	192.0	0.0	**192.0**
FIA-KENT COUNTY	43/03	358.0	0.0	0.0	18.0	10.0	0.0	386.0	0.5	**385.5**
FIA-MACOMB COUNTY	43/04	321.0	0.0	0.0	21.0	0.0	0.0	342.0	0.5	**341.5**
FIA-MAXEY TRAINING SCHOOL	43/11	320.0	0.0	0.0	4.0	0.0	0.0	324.0	0.0	**324.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

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FIA-MUSKEGON COUNTY	43/24	171.0	0.0	0.0	3.0	0.0	0.0	174.0	0.0	**174.0**
FIA-OAKLAND COUNTY	43/05	413.0	0.0	0.0	16.0	0.0	0.0	429.0	0.0	**429.0**
FIA-SAGINAW COUNTY	43/13	239.0	0.0	0.0	3.0	0.0	0.0	242.0	0.0	**242.0**
FIA-WASHTENAW	43/25	127.0	0.0	0.0	1.0	0.0	0.0	128.0	0.0	**128.0**
FIA-WAYNE COUNTY DSS	43/06	129.0	0.0	0.0	13.0	0.0	0.0	142.0	0.0	**142.0**
FIA-WAYNE COUNTY O.C.Y.S.	43/20	693.0	0.0	0.0	9.0	0.0	0.0	702.0	0.0	**702.0**
FIA-WAYNE COUNTY ZONE 3	43/18	474.0	0.0	0.0	5.0	0.0	0.0	479.0	0.0	**479.0**
FIA-WAYNE COUNTY ZONE 4	43/19	551.0	0.0	0.0	8.0	0.0	0.0	559.0	0.0	**559.0**
FIA-WAYNE COUNTY ZONE L	43/16	409.0	0.0	0.0	9.0	0.0	0.0	418.0	0.0	**418.0**
FAMILY INDEPENDENCE AGENCY TOTAL		**9,589.0**	**12.0**	**38.0**	**314.0**	**53.0**	**7.0**	**10,013.0**	**8.5**	**10,004.5**
HISTORY ARTS AND LIBRARIES	25/01	181.0	2.0	4.0	6.0	18.0	84.0	295.0	2.0	**293.0**
HISTORY ARTS AND LIBRARIES TOTAL		**181.0**	**2.0**	**4.0**	**6.0**	**18.0**	**84.0**	**295.0**	**2.0**	**293.0**
DEPT OF INFORMATION TECHNOLOGY	08/01	1,639.0	4.0	4.0	35.0	0.0	53.0	1,735.0	0.0	**1,735.0**
INFORMATION TECHNOLOGY TOTAL		**1,639.0**	**4.0**	**4.0**	**35.0**	**0.0**	**53.0**	**1,735.0**	**0.0**	**1,735.0**
DEPT OF LABOR/ECONOMIC GROWTH	64/01	5.0	0.0	0.0	3.0	0.0	2.0	10.0	0.0	**10.0**
LABOR & ECONOMIC GROWTH TOTAL		**5.0**	**0.0**	**0.0**	**3.0**	**0.0**	**2.0**	**10.0**	**0.0**	**10.0**
MGMT BUD CENTRAL OFFICE	07/01	915.0	19.0	1.0	41.0	0.0	41.0	1,017.0	5.5	**1,011.5**
STRATEGIC FUND	07/40	201.0	3.0	12.0	11.0	0.0	47.0	274.0	1.0	**273.0**
MANAGEMENT & BUDGET TOTAL		**1,116.0**	**22.0**	**13.0**	**52.0**	**0.0**	**88.0**	**1,291.0**	**6.5**	**1,284.5**
D.J. JACOBETTI HOME FOR VETERA	51/03	145.0	5.0	4.0	0.0	0.0	0.0	154.0	1.0	**153.0**
GRAND RAPIDS HOME FOR VETERANS	51/02	473.0	2.0	15.0	0.0	7.0	15.0	512.0	0.0	**512.0**
MIL AFFR CENTRAL OFFICE	51/01	234.0	1.0	13.0	10.0	17.0	21.0	296.0	0.0	**296.0**
MILITARY AFFAIRS TOTAL		**852.0**	**8.0**	**32.0**	**10.0**	**24.0**	**36.0**	**962.0**	**1.0**	**961.0**
DEPARTMENT OF NATURAL RESOURCE	75/01	1,341.0	8.0	59.0	26.0	317.0	1,419.0	3,170.0	1.5	**3,168.5**
DEPT OF NATURAL RESOURCES-EXEC	75/04	1.0	0.0	0.0	1.0	0.0	0.0	2.0	0.0	**2.0**
NATURAL RESOURCES TOTAL		**1,342.0**	**8.0**	**59.0**	**27.0**	**317.0**	**1,419.0**	**3,172.0**	**1.5**	**3,170.5**
DEPARTMENT OF STATE	23/01	1,262.0	0.0	424.0	16.0	0.0	161.0	1,863.0	0.5	**1,862.5**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 13, ENDING JUN 19, 2004

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
STATE TOTAL		**1,262.0**	**0.0**	**424.0**	**16.0**	**0.0**	**161.0**	**1,863.0**	**0.5**	**1,862.5**
STATE POLICE	55/01	2,545.0	42.0	6.0	23.0	0.0	7.0	2,623.0	1.5	**2,621.5**
STATE POLICE TOTAL		**2,545.0**	**42.0**	**6.0**	**23.0**	**0.0**	**7.0**	**2,623.0**	**1.5**	**2,621.5**
BRIDGE AUTHORITIES-INTERNATION	59/03	31.0	0.0	3.0	0.0	0.0	15.0	49.0	0.0	**49.0**
BRIDGE AUTHORITIES-MACKINAC	59/02	50.0	0.0	30.0	4.0	0.0	13.0	97.0	0.0	**97.0**
TRANSPORTATION CENTRAL OFFICE	59/01	2,564.0	35.0	10.0	72.0	37.0	324.0	3,042.0	9.0	**3,033.0**
TRANSPORTATION TOTAL		**2,645.0**	**35.0**	**43.0**	**76.0**	**37.0**	**352.0**	**3,188.0**	**9.0**	**3,179.0**
BUREAU OF STATE LOTTERY	27/95	150.0	0.0	0.0	1.0	0.0	5.0	156.0	0.0	**156.0**
GAMING CONTROL	27/07	85.0	1.0	0.0	7.0	0.0	3.0	96.0	0.5	**95.5**
TREASURY CENTRAL PAYROLL	27/01	1,213.0	4.0	12.0	21.0	0.0	36.0	1,286.0	1.5	**1,284.5**
TREASURY TOTAL		**1,448.0**	**5.0**	**12.0**	**29.0**	**0.0**	**44.0**	**1,538.0**	**2.0**	**1,536.0**
STATEWIDE TOTAL:		**49,965.0**	**285.0**	**813.0**	**1,319.0**	**562.0**	**2,659.0**	**55,603.0**	**53.0**	**55,550.0**

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

Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be Part Time, Permanent Intermittent, Limited Term, Seasonal, or Non-Career. For this report, the actual number of employees who Job Share are divided in half.

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2004 Appropriated (A)	FTE Positions 06/19/2004 (B)	FTE Positions 03/27/2004 (C)	Difference 06/19/2004 - 03/27/2004 (B - C)	Difference 06/19/2004 - Appropriated (B - A)
AGRICULTURE	Regular	563.0	657.2	635.1	22.1	94.2
	Overtime	0.0	6.7	6.6	0.1	6.7
	Total	563.0	663.9	641.7	22.2	100.9
ATTORNEY GENERAL	Regular	562.0	480.3	473.8	6.5	-81.7
	Overtime	0.0	2.0	0.1	1.9	2.0
	Total	562.0	482.3	473.8	8.5	-79.7
AUDITOR GENERAL	Regular	0.0	144.9	141.4	3.4	144.9
	Overtime	0.0	0.1	0.0	0.1	0.1
	Total	0.0	144.9	141.4	3.5	144.9
CAREER DEVELOPMENT	Regular	989.5	882.4	881.4	1.0	-107.1
	Overtime	0.0	1.1	1.7	-0.6	1.1
	Total	989.5	883.5	883.1	0.4	-106.0
CIVIL RIGHTS	Regular	137.0	130.5	128.9	1.6	-6.5
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	137.0	130.5	128.9	1.6	-6.5
CIVIL SERVICE	Regular	211.5	179.4	173.4	5.9	-32.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	211.5	179.4	173.4	5.9	-32.1
COMMUNITY HEALTH	Regular	4,382.3	4,393.6	4,401.0	-7.4	11.3
	Overtime	0.0	162.6	121.3	41.3	162.6
	Total	4,382.3	4,556.2	4,522.3	33.9	173.9
CONSUMER & INDUSTRY SERVICES	Regular	3,470.0	3,225.9	3,134.0	91.9	-244.1
	Overtime	0.0	31.8	130.4	-98.6	31.8
	Total	3,470.0	3,257.7	3,264.4	-6.7	-212.3
CORRECTIONS	Regular	18,296.7	16,447.7	16,615.6	-167.9	-1,849.0
	Overtime	0.0	699.6	559.4	140.2	699.6
	Total	18,296.7	17,147.3	17,175.0	-27.7	-1,149.4
EDUCATION	Regular	427.1	297.7	318.9	-21.2	-129.4
	Overtime	0.0	0.6	1.4	-0.8	0.6
	Total	427.1	298.3	320.3	-22.0	-128.8

Report and Script Names: FTESUM04.CLR, FTESUM04.CLS, or FTESUM03_04.cls
Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2004 Appropriated (A)	FTE Positions 06/19/2004 (B)	FTE Positions 03/27/2004 (C)	Difference 06/19/2004 - 03/27/2004 (B - C)	Difference 06/19/2004 - Appropriated (B - A)
ENVIRONMENTAL QUALITY	Regular	1,605.7	1,385.8	1,385.9	-0.1	-219.9
	Overtime	0.0	1.3	2.0	-0.7	1.3
	Total	1,605.7	1,387.1	1,388.0	-0.9	-218.6
EXECUTIVE OFFICE	Regular	74.2	40.7	43.7	-3.0	-33.5
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	40.7	43.7	-3.0	-33.5
FAMILY INDEPENDENCE AGENCY	Regular	10,774.6	9,783.4	9,955.2	-171.8	-991.2
	Overtime	0.0	134.2	138.5	-4.3	134.2
	Total	10,774.6	9,917.6	10,093.7	-176.1	-857.0
HISTORY ARTS AND LIBRARIES	Regular	248.5	253.5	204.6	48.9	5.0
	Overtime	0.0	0.5	0.3	0.2	0.5
	Total	248.5	254.0	204.9	49.1	5.5
INFORMATION TECHNOLOGY	Regular	1,749.4	1,684.4	1,660.9	23.5	-65.0
	Overtime	0.0	13.9	14.5	-0.6	13.9
	Total	1,749.4	1,698.3	1,675.4	22.9	-51.1
LABOR & ECONOMIC GROWTH	Regular	0.0	9.3	0.0	9.3	9.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	9.3	0.0	9.3	9.3
MANAGEMENT & BUDGET	Regular	916.0	1,224.8	1,184.9	39.9	308.8
	Overtime	0.0	6.9	7.1	-0.2	6.9
	Total	916.0	1,231.7	1,192.0	39.7	315.7
MILITARY AFFAIRS	Regular	1,072.0	929.7	909.6	20.0	-142.3
	Overtime	0.0	21.9	29.5	-7.6	21.9
	Total	1,072.0	951.5	939.1	12.4	-120.5
NATURAL RESOURCES	Regular	2,088.5	2,888.7	1,581.7	1,307.0	800.2
	Overtime	0.0	41.4	5.8	35.6	41.4
	Total	2,088.5	2,930.1	1,587.5	1,342.6	841.6
STATE	Regular	1,849.8	1,702.9	1,631.8	71.1	-146.9
	Overtime	0.0	2.2	2.0	0.2	2.2
	Total	1,849.8	1,705.0	1,633.8	71.2	-144.8

Report and Script Names: FTESUM04.CLR, FTESUM04.CLS, or FTESUM03_04.cls
Report Sequence: HRS_Dept_Cd_Desc

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2004 Appropriated (A)	FTE Positions 06/19/2004 (B)	FTE Positions 03/27/2004 (C)	Difference 06/19/2004 - 03/27/2004 (B - C)	Difference 06/19/2004 - Appropriated (B - A)
STATE POLICE	Regular	2,987.0	2,577.5	2,605.5	-28.1	-409.5
	Overtime	0.0	129.8	86.7	43.1	129.8
	Total	2,987.0	2,707.3	2,692.2	15.1	-279.7
TRANSPORTATION	Regular	3,050.3	3,078.6	2,734.0	344.6	28.3
	Overtime	0.0	184.3	77.7	106.6	184.3
	Total	3,050.3	3,262.9	2,811.7	451.2	212.6
TREASURY	Regular	1,526.0	1,498.6	1,474.4	24.2	-27.4
	Overtime	0.0	0.4	2.7	-2.3	0.4
	Total	1,526.0	1,499.0	1,477.1	21.9	-27.0
STATEWIDE TOTALS	**Total Regular**	**56,981.1**	**53,897.4**	**52,275.9**	**1,621.5**	**-3,083.7**
	Total Overtime	**0.0**	**1,441.2**	**1,187.6**	**253.6**	**1,441.2**
	Grand Total	**56,981.1**	**55,338.6**	**53,463.6**	**1,875.0**	**-1,642.5**

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 3/27/04 NUMBER	Pay Period Ending 3/27/04 PERCENT OF CLASSIFIED EMPLOYEES	Pay Period Ending 6/19/2004 NUMBER	Pay Period Ending 6/19/2004 PERCENT OF CLASSIFIED EMPLOYEES
Agriculture	680.5	1.3%	704.5	1.3%
Attorney General	485.0	0.9%	494.0	0.9%
Auditor General	148.0	0.3%	151.0	0.3%
Career Development	896.0	1.7%	900.0	1.6%
Civil Rights	132.0	0.2%	133.0	0.2%
Civil Service	180.0	0.3%	188.0	0.3%
Community Health	4,506.0	8.4%	4,506.0	8.1%
Consumer and Industry Services	3,265.0	6.1%	3,340.0	6.0%
Corrections	16,787.0	31.3%	16,645.0	30.0%
Education	324.0	0.6%	328.0	0.6%
Environmental Quality	1,443.0	2.7%	1,460.0	2.6%
Executive Office	45.0	0.1%	43.0	0.1%
Family Independence Agency	10,085.0	18.8%	10,004.5	18.0%
History Arts and Libraries	252.0	0.5%	293.0	0.5%
Information Technology	1,718.0	3.2%	1,735.0	3.1%
Labor & Economic Growth	--	--	10.0	0.0%
Management and Budget	1,279.0	2.4%	1,284.5	2.3%
Military & Veterans Affairs	933.0	1.7%	961.0	1.7%
Natural Resources	1,717.5	3.2%	3,170.5	5.7%
State	1,839.5	3.4%	1,862.5	3.4%
State Police	2,643.5	4.9%	2,621.5	4.7%
Transportation	2,834.0	5.3%	3,179.0	5.7%
Treasury	1,512.5	2.8%	1,536.0	2.8%
TOTAL	53,705.5	100.0%	55,550.0	100.0%

Source: MAIN, MIDB Civil Service HWF03

Table 1-4

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

PAY PERIOD NUMBER 13 , ENDING JUN 19, 2004

HRS DEPARTMENT	DEPT CODE	CURRENT PAY TOTAL EMPLOYEES	NUMBER OF PAY PERIODS	FYTD AVERAGE NO. OF EMPLOYEES
AGRICULTURE	79	704.5	19	676.9
ATTORNEY GENERAL	11	494.0	19	483.9
AUDITOR GENERAL	03	151.0	19	149.6
CAREER DEVELOPMENT	80	900.0	19	900.8
CIVIL RIGHTS	15	133.0	19	132.3
CIVIL SERVICE	19	188.0	19	182.9
COMMUNITY HEALTH	39	4,506.0	19	4,501.2
CONSUMER & INDUSTRY SERVICES	63	3,340.0	19	3,266.6
CORRECTIONS	47	16,645.0	19	16,869.9
EDUCATION	31	328.0	19	320.7
ENVIRONMENTAL QUALITY	76	1,460.0	19	1,433.2
EXECUTIVE OFFICE	01	43.0	19	50.3
FAMILY INDEPENDENCE AGENCY	43	10,004.5	19	10,129.6
HISTORY ARTS AND LIBRARIES	25	293.0	19	263.4
INFORMATION TECHNOLOGY	08	1,735.0	19	1,714.9
LABOR & ECONOMIC GROWTH	64	10.0	5	9.0
MANAGEMENT & BUDGET	07	1,284.5	19	1,275.2
MILITARY AFFAIRS	51	961.0	19	938.5
NATURAL RESOURCES	75	3,170.5	19	2,035.3
STATE	23	1,862.5	19	1,847.4
STATE POLICE	55	2,621.5	19	2,653.4
TRANSPORTATION	59	3,179.0	19	2,889.2
TREASURY	27	1,536.0	19	1,496.2
GRAND TOTAL:		**55,550.0**	**19**	**54,213.9**

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, the number of employees who Job Share are dividied 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.

MAIN MIDB CIVIL SERVICE WORKFORCE 09
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRS_APPOINTMENTS, HRM_APPT_DEPART, PROFILE_HRS_DEPT_AGENCY, VTS_PROFILE_HRS_PAY_PERIOD

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY HRS DEPARTMENT

PAY PERIOD ENDING JUNE 19, 2004

HRS DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	703	1%	42.7	$21.96	362	51%
ATTORNEY GENERAL	494	1%	47.0	$32.31	355	72%
AUDITOR GENERAL	151	0%	37.9	$29.29	101	67%
CAREER DEVELOPMENT	901	2%	48.1	$23.83	656	73%
CIVIL RIGHTS	133	0%	44.1	$24.19	84	63%
CIVIL SERVICE	189	0%	46.8	$25.74	151	80%
COMMUNITY HEALTH	4,542	8%	45.9	$22.32	3,087	68%
CONSUMER & INDUSTRY SERVICES	3,349	6%	45.8	$22.81	2,187	65%
CORRECTIONS	16,719	30%	43.1	$21.45	12,999	78%
EDUCATION	332	1%	49.0	$25.95	211	64%
ENVIRONMENTAL QUALITY	1,464	3%	44.1	$25.09	1,056	72%
EXECUTIVE OFFICE	43	0%	37.4	$22.32	4	9%
FAMILY INDEPENDENCE AGENCY	10,024	18%	46.0	$21.46	7,317	73%
HISTORY ARTS AND LIBRARIES	295	1%	41.8	$18.84	139	47%
INFORMATION TECHNOLOGY	1,735	3%	44.9	$26.41	1,255	72%
LABOR & ECONOMIC GROWTH	10	0%	42.1	$28.91	4	40%
MANAGEMENT & BUDGET	1,292	2%	45.5	$23.14	903	70%
MILITARY AFFAIRS	963	2%	45.3	$19.37	630	65%
NATURAL RESOURCES	3,169	6%	38.3	$15.60	1,208	38%
STATE	1,863	3%	44.4	$19.18	1,225	66%
STATE POLICE	2,633	5%	40.4	$24.61	2,112	80%
TRANSPORTATION	3,196	6%	41.5	$21.76	1,947	61%
TREASURY	1,538	3%	45.2	$22.75	1,023	67%
STATEWIDE TOTALS	**55,738**	**100%**	**43.9**	**$21.85**	**39,016**	**70%**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 24
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED HRM_APPT_DEPART

Table 2-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING JUNE 19, 2004

		Health						Dental						Vision	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	**705**	351	50%	248	35%	10	1%	595	84%	14	2%	3	0%	621	88%
ATTORNEY GENERAL	**494**	254	51%	188	38%	6	1%	447	90%	12	2%	2	0%	464	94%
AUDITOR GENERAL	**151**	35	23%	85	56%	9	6%	125	83%	1	1%	1	1%	128	85%
CAREER DEVELOPMENT	**901**	521	58%	287	32%	32	4%	798	89%	39	4%	7	1%	845	94%
CIVIL RIGHTS	**133**	78	59%	45	34%	3	2%	119	89%	7	5%	1	1%	128	96%
CIVIL SERVICE	**189**	78	41%	88	47%	1	1%	165	87%	5	3%	0	0%	170	90%
COMMUNITY HEALTH	**4,542**	2,702	59%	1,435	32%	55	1%	4,068	90%	149	3%	9	0%	4,234	93%
CONSUMER & INDUSTRY SERVICES	**3,349**	1,551	46%	1,384	41%	62	2%	2,873	86%	136	4%	15	0%	3,036	91%
CORRECTIONS	**16,719**	10,038	60%	5,502	33%	155	1%	15,404	92%	361	2%	37	0%	15,812	95%
EDUCATION	**332**	156	47%	133	40%	8	2%	288	87%	7	2%	5	2%	305	92%
ENVIRONMENTAL QUALITY	**1,464**	641	44%	632	43%	18	1%	1,271	87%	32	2%	5	0%	1,309	89%
EXECUTIVE OFFICE	**43**	25	58%	11	26%	0	0%	38	88%	0	0%	0	0%	38	88%
FAMILY INDEPENDENCE AGENCY	**10,024**	5,711	57%	3,668	37%	126	1%	9,193	92%	365	4%	40	0%	9,590	96%
HISTORY ARTS AND LIBRARIES	**295**	97	33%	98	33%	1	0%	191	65%	6	2%	1	0%	197	67%
INFORMATION TECHNOLOGY	**1,735**	664	38%	890	51%	26	1%	1,510	87%	66	4%	6	0%	1,589	92%
LABOR & ECONOMIC GROWTH	**10**	5	50%	2	20%	1	10%	8	80%	0	0%	0	0%	8	80%
MANAGEMENT & BUDGET	**1,292**	419	32%	684	53%	19	1%	1,110	86%	21	2%	3	0%	1,135	88%
MILITARY AFFAIRS	**963**	385	40%	474	49%	19	2%	879	91%	4	0%	1	0%	885	92%
NATURAL RESOURCES	**3,174**	1,219	38%	365	11%	50	2%	1,587	50%	12	0%	15	0%	1,617	51%
STATE	**1,863**	866	46%	705	38%	27	1%	1,560	84%	56	3%	8	0%	1,626	87%
STATE POLICE	**2,633**	2,003	76%	479	18%	26	1%	2,483	94%	31	1%	8	0%	2,520	96%
TRANSPORTATION	**3,196**	1,591	50%	1,054	33%	43	1%	2,661	83%	37	1%	9	0%	2,707	85%
TREASURY	**1,538**	616	40%	739	48%	41	3%	1,336	87%	67	4%	10	1%	1,417	92%
STATEWIDE TOTALS:	**55,745**	**30,006**	**54%**	**19,196**	**34%**	**738**	**1%**	**48,709**	**87%**	**1,428**	**3%**	**186**	**0%**	**50,381**	**90%**

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.

MAIN MIDB CIVIL SERVICE WORKFORCE 47
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_BENEFITS_UNION; HRM_EMP_COMMON; HRM_DEDUCTIONS_UNION

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING JUNE 19, 2004

		Disability Insurance				Life Insurance				Long Term Care Insurance	
Department	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	**705**	516	73%	0	0%	610	87%	46	7%	89	13%
ATTORNEY GENERAL	**494**	419	85%	0	0%	470	95%	19	4%	97	20%
AUDITOR GENERAL	**151**	125	83%	0	0%	121	80%	20	13%	32	21%
CAREER DEVELOPMENT	**901**	797	88%	0	0%	808	90%	75	8%	143	16%
CIVIL RIGHTS	**133**	113	85%	0	0%	116	87%	13	10%	24	18%
CIVIL SERVICE	**189**	170	90%	0	0%	166	88%	16	8%	64	34%
COMMUNITY HEALTH	**4,542**	4,110	90%	0	0%	4,241	93%	230	5%	463	10%
CONSUMER & INDUSTRY SERVICES	**3,349**	2,768	83%	4	0%	2,970	89%	232	7%	500	15%
CORRECTIONS	**16,719**	16,029	96%	0	0%	16,190	97%	487	3%	939	6%
EDUCATION	**332**	269	81%	0	0%	304	92%	28	8%	73	22%
ENVIRONMENTAL QUALITY	**1,464**	1,211	83%	0	0%	1,264	86%	111	8%	232	16%
EXECUTIVE OFFICE	**43**	18	42%	0	0%	34	79%	9	21%	2	5%
FAMILY INDEPENDENCE AGENCY	**10,024**	9,422	94%	0	0%	9,469	94%	544	5%	1,304	13%
HISTORY ARTS AND LIBRARIES	**295**	173	59%	0	0%	193	65%	18	6%	55	19%
INFORMATION TECHNOLOGY	**1,735**	1,430	82%	50	3%	1,464	84%	106	6%	267	15%
LABOR & ECONOMIC GROWTH	**10**	4	40%	0	0%	8	80%	0	0%	0	0%
MANAGEMENT & BUDGET	**1,292**	1,060	82%	0	0%	1,126	87%	77	6%	184	14%
MILITARY AFFAIRS	**963**	798	83%	0	0%	882	92%	39	4%	59	6%
NATURAL RESOURCES	**3,174**	1,489	47%	0	0%	1,642	52%	113	4%	182	6%
STATE	**1,863**	1,450	78%	0	0%	1,585	85%	117	6%	235	13%
STATE POLICE	**2,633**	2,411	92%	1,661	63%	3	0%	109	4%	199	8%
TRANSPORTATION	**3,196**	2,497	78%	0	0%	2,638	83%	204	6%	288	9%
TREASURY	**1,538**	1,283	83%	0	0%	1,395	91%	95	6%	211	14%
STATEWIDE TOTALS:	**55,745**	**48,562**	**87%**	**1,715**	**3%**	**47,699**	**86%**	**2,708**	**5%**	**5,642**	**10%**

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.

MAIN MIDB CIVIL SERVICE WORKFORCE 47
REPORT SEQUENCE: HRS DEPT_CD_DESC
TABLES USED: HRM_BENEFITS_UNION; HRM_EMP_COMMON; HRM_DEDUCTIONS_UNION

Table 2-10

AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

PAY PERIOD ENDING JUN 19, 2004

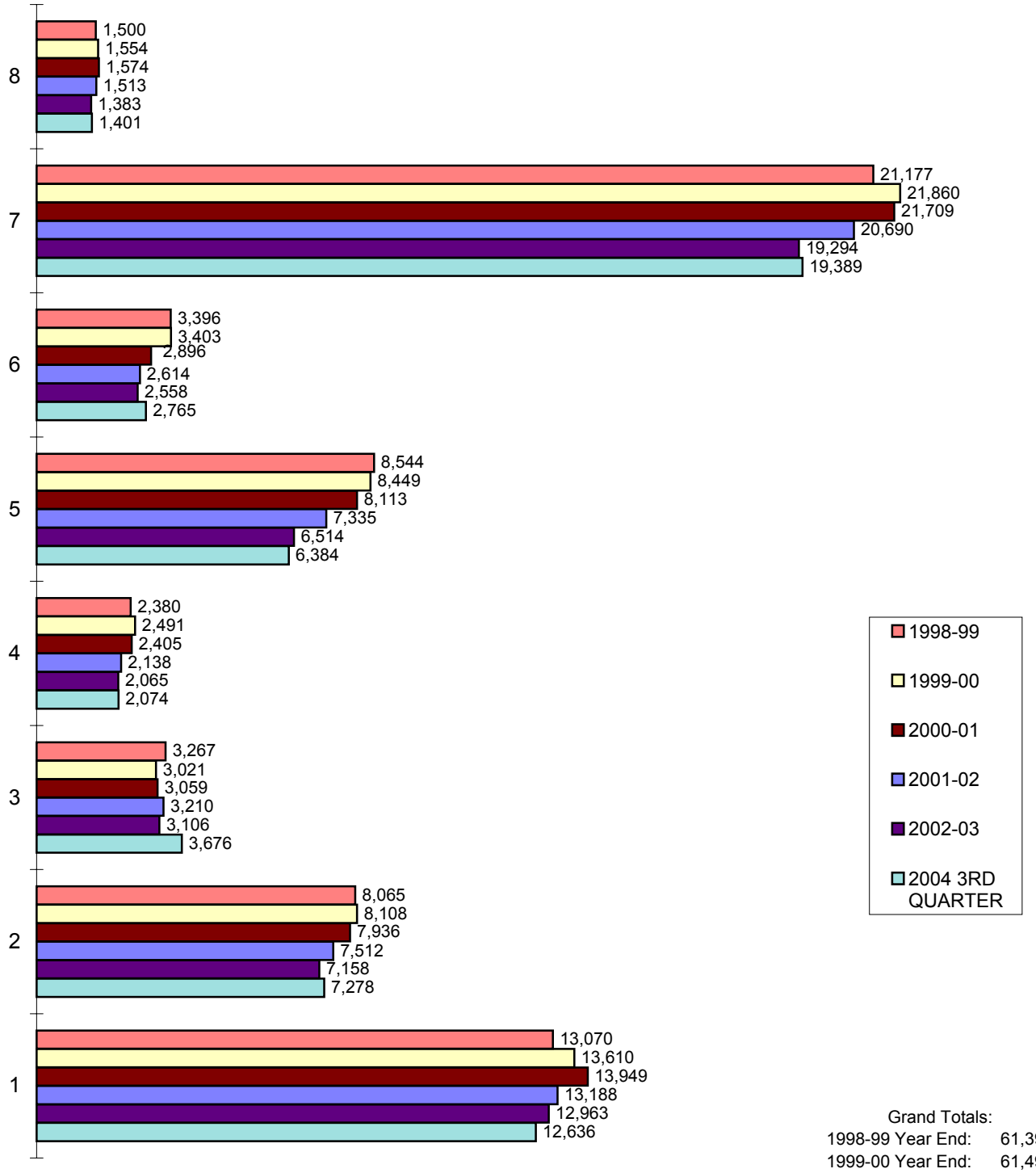
HRS DEPARTMENT	19 & UNDER	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 & OVER	TOTAL
AGRICULTURE	10	57	92	64	71	123	142	161	83	30	12	0	705
ATTORNEY GENERAL	0	3	18	47	71	79	111	116	102	40	6	0	494
AUDITOR GENERAL	4	13	28	29	26	32	23	13	7	3	0	0	151
CAREER DEVELOPMENT	2	17	35	62	82	123	212	277	192	68	12	5	901
CIVIL RIGHTS	0	5	14	17	16	16	24	33	27	8	1	0	133
CIVIL SERVICE	1	4	13	16	18	35	47	47	39	7	2	1	189
COMMUNITY HEALTH	14	160	264	366	467	667	1,258	1,289	683	226	38	8	4,507
CONSUMER & INDUSTRY SERVICES	20	156	242	288	335	475	778	846	591	202	46	10	3,347
CORRECTIONS	4	209	1,197	2,614	3,243	3,634	3,622	3,244	1,672	448	72	15	16,647
EDUCATION	0	3	16	18	25	34	98	94	75	33	3	2	332
ENVIRONMENTAL QUALITY	13	77	115	150	167	271	348	368	186	46	8	1	1,464
EXECUTIVE OFFICE	0	3	10	12	5	10	3	3	4	2	0	0	43
FAMILY INDEPENDENCE AGENCY	0	110	754	1,110	1,129	1,321	2,354	3,012	1,639	396	64	19	10,013
HISTORY ARTS AND LIBRARIES	12	45	19	33	50	29	47	61	42	16	4	4	295
INFORMATION TECHNOLOGY	11	55	105	166	221	342	421	429	235	72	7	1	1,735
LABOR & ECONOMIC GROWTH	0	1	1	1	1	0	2	4	1	0	0	0	10
MANAGEMENT & BUDGET	9	63	76	106	145	208	324	377	161	56	13	8	1,291
MILITARY AFFAIRS	18	33	53	87	114	174	226	253	120	44	14	5	962
NATURAL RESOURCES	314	744	350	335	290	355	465	453	277	140	72	51	3,172
STATE	14	122	134	165	215	335	434	482	260	75	9	5	1,863
STATE POLICE	1	29	275	601	600	595	512	332	140	29	5	2	2,623
TRANSPORTATION	58	360	304	341	458	548	660	618	334	91	19	4	3,188
TREASURY	3	51	111	142	185	279	371	391	221	66	15	3	1,538
STATEWIDE TOTAL	**508**	**2,320**	**4,226**	**6,770**	**7,934**	**9,685**	**12,482**	**12,903**	**7,091**	**2,098**	**422**	**144**	**55,603**
AVERAGE AGE	**19.09**	**22.20**	**27.34**	**32.26**	**37.09**	**42.11**	**47.21**	**51.83**	**56.42**	**61.17**	**66.13**	**72.98**	**43.93**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 23
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_APPT_DEPART

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 1998-99 through Third Quarter 2003-04



Grand Totals:

1998-99 Year End:	61,399
1999-00 Year End:	61,496
2000-01 Year End:	61,641
2001-02 Year End:	58,200
2002-03 Year End:	55,041
2003-04 3rd Quarter:	55,603

Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: JUN 19, 2004

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	17	30
ALGER	385	12	397
ALLEGAN	189	62	251
ALPENA	126	24	150
ANTRIM	27	2	29
ARENAC	364	16	380
BARAGA	446	34	480
BARRY	75	33	108
BAY	281	65	346
BENZIE	23	8	31
BERRIEN	377	73	450
BRANCH	748	11	759
CALHOUN	327	33	360
CASS	67	9	76
CHARLEVOIX	30	73	103
CHEBOYGAN	83	87	170
CHIPPEWA	1,297	82	1,379
CLARE	42	30	72
CLINTON	131	70	201
CRAWFORD	240	120	360
DELTA	204	57	261
DICKINSON	51	8	59
EATON	2,784	205	2,989
EMMET	68	51	119
GENESEE	832	112	944
GLADWIN	45	12	57
GOGEBIC	289	15	304
GRAND TRAVERSE	512	66	578
GRATIOT	897	11	908
HILLSDALE	59	7	66
HOUGHTON	102	38	140
HURON	41	45	86
INGHAM	9,726	1,262	10,988
IONIA	1,965	53	2,018
IOSCO	49	44	93
IRON	118	25	143
ISABELLA	522	105	627
JACKSON	2,722	101	2,823
KALAMAZOO	1,019	143	1,162
KALKASKA	56	7	63
KENT	1,576	151	1,727
KEWEENAW	1	21	22
LAKE	47	7	54
LAPEER	422	64	486

MAIN MIDB CIVIL SERVICE WORKFORCE 55
REPORT SEQUENCE: WORK_COUNTY_CD_DESC
TABLE USED: HRM_APPT_DEPART

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: JUN 19, 2004

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	2	10	12
LENAWEE	795	83	878
LIVINGSTON	575	78	653
LUCE	441	33	474
MACKINAC	131	116	247
MACOMB	1,031	109	1,140
MANISTEE	380	31	411
MARQUETTE	860	83	943
MASON	70	34	104
MECOSTA	55	4	59
MENOMINEE	44	20	64
MIDLAND	74	9	83
MISSAUKEE	40	9	49
MONROE	163	58	221
MONTCALM	652	18	670
MONTMORENCY	51	20	71
MUSKEGON	1,108	87	1,195
NEWAYGO	71	10	81
OAKLAND	1,038	262	1,300
OCEANA	55	69	124
OGEMAW	61	25	86
ONTONAGON	26	25	51
OSCEOLA	71	4	75
OSCODA	35	7	42
OTSEGO	238	55	293
OTTAWA	165	74	239
OUT OF STATE	53	5	58
PRESQUE ISLE	17	20	37
ROSCOMMON	142	56	198
SAGINAW	1,081	37	1,118
SANILAC	51	7	58
SCHOOLCRAFT	46	32	78
SHIAWASSEE	78	11	89
ST CLAIR	214	75	289
ST JOSEPH	97	6	103
STATEWIDE	802	49	851
TUSCOLA	553	88	641
VAN BUREN	244	57	301
WASHTENAW	1,774	98	1,872
WAYNE	7,033	382	7,415
WEXFORD	170	53	223
GRAND TOTAL:	**49,965**	**5,780**	**55,745**

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

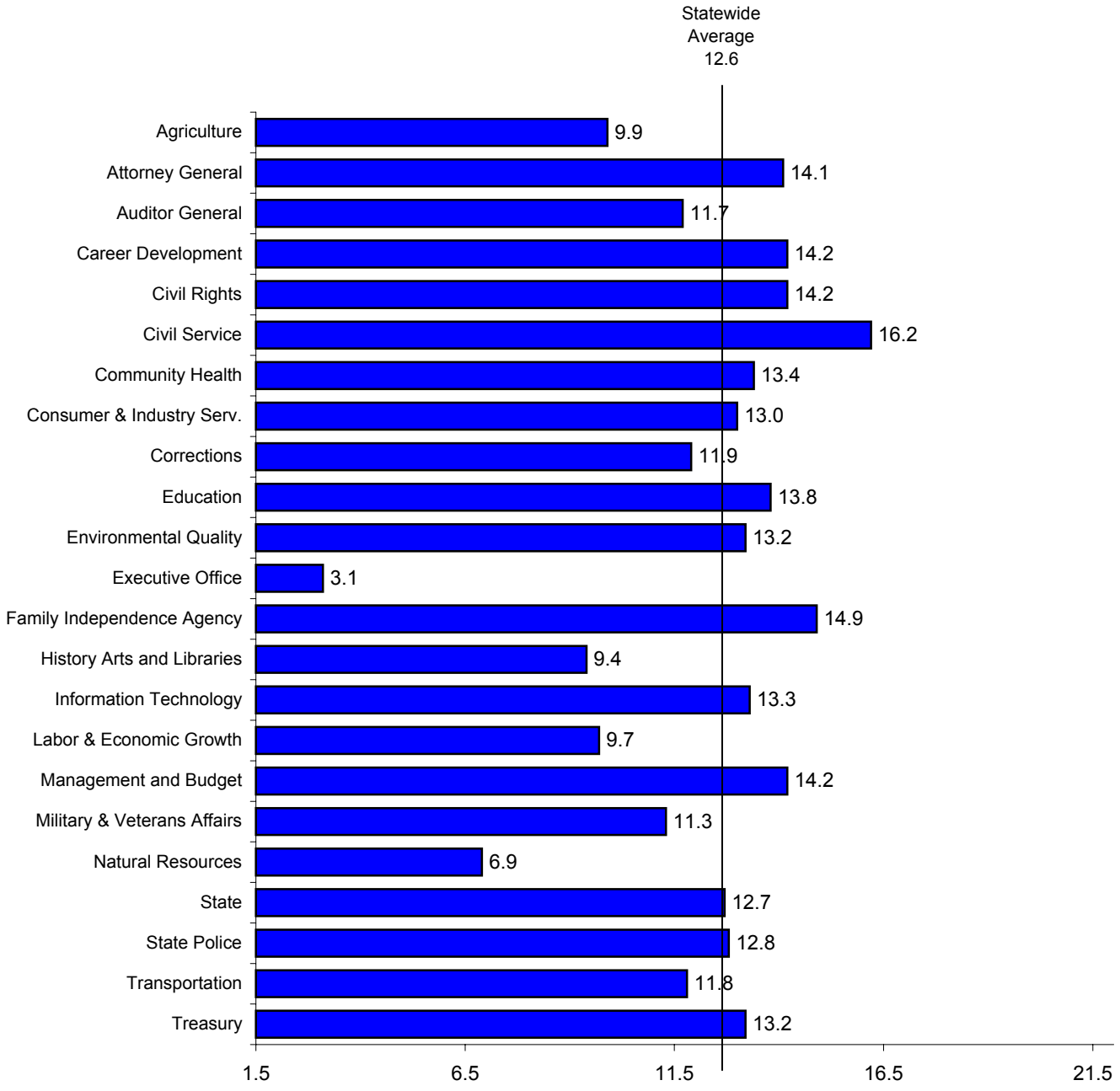
MAIN MIDB CIVIL SERVICE WORKFORCE 55
REPORT SEQUENCE: WORK_COUNTY_CD_DESC
TABLE USED: HRM_APPT_DEPART

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT
Pay Period Ending June 19, 2004



Note: Years of service computed for this report do not include service credit for military service college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
AGRICULTURE																
LESS THAN 6 YEARS	168	133	7	7	3	1	3	4	1	4	2	2	184	151	3	0
6 - 10 YEARS	40	31	3	6	0	2	0	0	0	1	0	0	43	40	1	2
11- 15 YEARS	52	44	0	2	0	1	1	2	1	1	0	0	54	50	1	0
16 - 20 YEARS	30	29	1	4	0	0	0	0	0	0	0	0	31	33	3	2
21 - 25 YEARS	12	21	2	4	0	0	1	0	1	0	0	0	16	25	0	4
26 - 30 YEARS	29	19	1	1	0	0	1	1	0	0	0	0	31	21	1	2
31 - 35 YEARS	15	4	0	3	0	0	0	0	2	0	0	0	17	7	1	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	**347**	**282**	**14**	**27**	**3**	**4**	**6**	**7**	**5**	**6**	**2**	**2**	**377**	**328**	**10**	**10**
MORE THAN 10 YEARS	139	118	4	14	0	1	3	3	4	1	0	0	150	137	6	8
AVERAGE YEARS	9.8	9.7	8.9	14.5	2.0	7.8	10.3	9.6	21.2	4.3	1.0	1.0	9.9	9.9	14.0	20.8

DEPARTMENT AVERAGE YEARS **9.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
ATTORNEY GENERAL																
LESS THAN 6 YEARS	38	62	11	13	0	0	0	2	0	1	0	0	49	78	0	0
6 - 10 YEARS	35	45	2	9	0	0	1	1	0	0	0	0	38	55	0	0
11- 15 YEARS	19	25	0	1	0	0	0	2	0	0	0	0	19	28	0	1
16 - 20 YEARS	31	37	4	7	0	0	0	2	1	0	0	0	36	46	1	2
21 - 25 YEARS	17	24	1	3	0	1	1	1	0	0	0	0	19	29	0	1
26 - 30 YEARS	41	24	3	2	0	0	1	0	0	0	0	0	45	26	2	1
31 - 35 YEARS	15	5	0	1	0	0	0	0	0	0	0	0	15	6	1	0
36 - 40 YEARS	3	1	0	1	0	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**199**	**223**	**21**	**37**	**0**	**1**	**3**	**8**	**1**	**1**	**0**	**0**	**224**	**270**	**4**	**5**
MORE THAN 10 YEARS	126	116	8	15	0	1	2	5	1	0	0	0	137	137	4	5
AVERAGE YEARS	16.4	12.9	9.9	11.4	0.0	25.0	20.0	12.4	16.0	5.0	0.0	0.0	15.8	12.7	26.3	20.6

DEPARTMENT AVERAGE YEARS **14.1**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

HRS 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																
LESS THAN 6 YEARS	16	27	1	1	0	0	0	1	0	1	0	0	17	30	0	0
6 - 10 YEARS	14	23	0	2	0	0	0	0	0	0	0	0	14	25	0	0
11- 15 YEARS	4	11	0	1	0	0	0	0	0	0	0	0	4	12	0	0
16 - 20 YEARS	8	11	2	0	0	0	0	0	0	0	0	0	10	11	0	2
21 - 25 YEARS	8	5	1	0	0	0	0	0	0	0	0	0	9	5	0	1
26 - 30 YEARS	8	0	0	0	0	0	0	0	0	0	0	0	8	0	1	0
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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	**64**	**77**	**4**	**4**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**68**	**83**	**1**	**3**
MORE THAN 10 YEARS	34	27	3	1	0	0	0	0	0	0	0	0	37	28	1	3
AVERAGE YEARS	15.2	9.1	16.3	7.3	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	15.3	8.8	30.0	19.3

DEPARTMENT AVERAGE YEARS **11.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CAREER DEVELOPMENT																
LESS THAN 6 YEARS	64	98	19	45	0	3	7	7	0	6	3	0	93	159	5	1
6 - 10 YEARS	36	56	13	25	1	0	2	3	1	2	0	0	53	86	8	2
11- 15 YEARS	38	43	10	19	0	0	2	5	0	1	0	0	50	68	12	6
16 - 20 YEARS	36	48	7	22	1	0	1	5	0	1	0	0	45	76	10	6
21 - 25 YEARS	21	39	6	17	0	1	1	4	0	0	0	0	28	61	8	3
26 - 30 YEARS	41	58	11	23	1	0	2	1	0	0	0	0	55	82	11	10
31 - 35 YEARS	12	10	3	10	0	0	0	1	0	0	0	0	15	21	4	2
36 - 40 YEARS	5	3	0	0	0	0	0	0	0	0	0	0	5	3	2	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**253**	**355**	**70**	**161**	**3**	**4**	**15**	**26**	**1**	**10**	**3**	**0**	**345**	**556**	**60**	**30**
MORE THAN 10 YEARS	153	201	38	91	2	1	6	16	0	2	0	0	199	311	47	27
AVERAGE YEARS	15.0	14.3	13.7	14.4	18.3	8.0	10.3	13.5	7.0	6.6	1.0	0.0	14.4	14.1	18.4	20.6

DEPARTMENT AVERAGE YEARS **14.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CIVIL RIGHTS																
LESS THAN 6 YEARS	8	12	8	16	0	0	0	4	0	1	0	0	16	33	0	0
6 - 10 YEARS	2	3	3	8	0	1	0	1	0	1	0	0	5	14	0	0
11- 15 YEARS	0	3	0	5	0	0	2	0	0	1	0	0	2	9	0	1
16 - 20 YEARS	1	2	2	4	0	0	0	0	0	0	0	0	3	6	0	0
21 - 25 YEARS	2	4	0	4	0	0	1	0	0	0	0	0	3	8	0	1
26 - 30 YEARS	3	5	1	5	0	0	2	2	0	0	0	0	6	12	0	0
31 - 35 YEARS	2	4	4	3	0	0	0	0	1	0	0	0	7	7	0	0
36 - 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**18**	**34**	**18**	**46**	**0**	**1**	**5**	**7**	**1**	**3**	**0**	**0**	**42**	**91**	**0**	**2**
MORE THAN 10 YEARS	8	19	7	22	0	0	5	2	1	1	0	0	21	44	0	2
AVERAGE YEARS	14.4	15.8	13.1	13.2	0.0	7.0	22.6	11.0	31.0	6.7	0.0	0.0	15.2	13.7	0.0	18.0

DEPARTMENT AVERAGE YEARS **14.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CIVIL SERVICE																
LESS THAN 6 YEARS	5	23	0	7	0	0	1	2	0	1	0	0	6	33	0	0
6 - 10 YEARS	3	18	1	1	0	1	0	0	0	0	0	0	4	20	0	1
11- 15 YEARS	4	17	0	0	0	1	0	0	0	3	0	0	4	21	0	0
16 - 20 YEARS	5	14	0	8	0	1	0	3	0	0	0	0	5	26	1	2
21 - 25 YEARS	3	12	2	6	1	0	0	1	0	0	0	0	6	19	0	1
26 - 30 YEARS	7	21	1	2	1	0	0	0	0	0	0	0	9	23	3	3
31 - 35 YEARS	5	6	1	1	0	0	0	0	0	0	0	0	6	7	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	**32**	**111**	**5**	**25**	**2**	**3**	**1**	**6**	**0**	**4**	**0**	**0**	**40**	**149**	**4**	**7**
MORE THAN 10 YEARS	24	70	4	17	2	2	0	4	0	3	0	0	30	96	4	6
AVERAGE YEARS	18.9	15.5	22.6	15.9	27.5	14.7	0.0	13.8	0.0	11.5	0.0	0.0	19.4	15.4	25.8	21.9

DEPARTMENT AVERAGE YEARS **16.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
COMMUNITY HEALTH																
LESS THAN 6 YEARS	375	629	115	201	5	4	16	14	16	25	4	8	531	881	2	1
6 - 10 YEARS	255	305	45	78	4	6	11	6	10	15	0	0	325	410	5	5
11- 15 YEARS	81	204	35	68	0	1	7	5	6	16	0	0	129	294	6	18
16 - 20 YEARS	139	272	39	100	1	4	7	15	9	16	0	0	195	407	28	19
21 - 25 YEARS	176	243	73	99	2	3	6	7	4	8	0	0	261	360	16	30
26 - 30 YEARS	207	267	38	52	1	4	3	9	7	3	0	0	256	335	24	23
31 - 35 YEARS	41	53	5	9	0	0	1	0	0	1	0	0	47	63	5	4
36 - 40 YEARS	4	6	0	2	0	0	0	0	0	0	0	0	4	8	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**1,278**	**1,979**	**350**	**610**	**13**	**22**	**51**	**56**	**52**	**84**	**4**	**8**	**1,748**	**2,759**	**86**	**100**
MORE THAN 10 YEARS	648	1,045	190	331	4	12	24	36	26	44	0	0	892	1,468	79	94
AVERAGE YEARS	14.0	13.3	13.5	13.1	11.7	14.6	11.5	14.8	12.5	11.8	1.0	0.6	13.7	13.2	21.6	20.9

DEPARTMENT AVERAGE YEARS **13.4**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CONSUMER & INDUSTRY SERVICES																
LESS THAN 6 YEARS	243	481	67	276	0	4	12	29	6	13	0	5	328	808	1	2
6 - 10 YEARS	144	193	14	60	1	0	2	3	2	7	0	0	163	263	0	4
11- 15 YEARS	117	193	19	67	1	2	2	12	2	5	0	0	141	279	7	28
16 - 20 YEARS	111	193	37	79	2	5	11	13	5	5	0	0	166	295	13	23
21 - 25 YEARS	73	152	26	68	0	3	4	7	0	2	0	0	103	232	14	23
26 - 30 YEARS	119	193	22	82	1	4	0	4	2	3	0	0	144	286	15	26
31 - 35 YEARS	41	57	1	17	0	0	0	1	0	0	0	0	42	75	5	8
36 - 40 YEARS	6	7	2	3	0	0	0	2	0	0	0	0	8	12	1	2
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	**855**	**1,469**	**189**	**652**	**5**	**18**	**31**	**71**	**17**	**35**	**0**	**5**	**1,097**	**2,250**	**56**	**116**
MORE THAN 10 YEARS	468	795	108	316	4	14	17	39	9	15	0	0	606	1,179	55	110
AVERAGE YEARS	13.7	13.2	13.2	11.9	16.6	16.9	11.2	12.1	12.2	10.3	0.0	1.8	13.6	12.8	22.9	20.7

DEPARTMENT AVERAGE YEARS **13.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
CORRECTIONS																
LESS THAN 6 YEARS	2,221	1,050	271	359	34	15	43	43	14	5	25	13	2,608	1,485	8	1
6 - 10 YEARS	2,139	980	269	330	67	23	70	32	10	4	0	0	2,555	1,369	15	10
11- 15 YEARS	1,941	669	172	162	54	13	43	19	8	2	0	0	2,218	865	77	38
16 - 20 YEARS	2,280	663	351	342	58	12	45	17	5	4	0	0	2,739	1,038	166	62
21 - 25 YEARS	499	205	75	76	11	4	7	6	0	1	0	0	592	292	60	26
26 - 30 YEARS	476	195	48	46	8	1	5	3	0	0	0	0	537	245	51	12
31 - 35 YEARS	53	24	10	8	0	0	2	0	0	0	0	0	65	32	6	0
36 - 40 YEARS	2	2	2	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**9,611**	**3,788**	**1,199**	**1,323**	**232**	**68**	**215**	**120**	**37**	**16**	**25**	**13**	**11,319**	**5,328**	**383**	**149**
MORE THAN 10 YEARS	5,251	1,758	659	634	131	30	102	45	13	7	0	0	6,156	2,474	360	138
AVERAGE YEARS	12.2	11.2	12.5	11.4	12.4	10.7	11.3	9.8	9.0	10.8	2.2	1.5	12.2	11.2	18.6	17.7

DEPARTMENT AVERAGE YEARS **11.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

HRS 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																
LESS THAN 6 YEARS	32	79	2	3	0	0	0	1	0	0	0	0	34	83	0	0
6 - 10 YEARS	9	29	0	3	0	0	0	0	0	0	0	0	9	32	0	0
11- 15 YEARS	5	26	0	0	0	0	0	1	0	0	0	0	5	27	0	1
16 - 20 YEARS	4	29	0	4	0	0	1	2	0	1	0	0	5	36	0	2
21 - 25 YEARS	3	18	1	2	0	1	0	2	0	0	0	0	4	23	1	2
26 - 30 YEARS	13	39	0	3	0	0	0	0	0	0	0	0	13	42	2	3
31 - 35 YEARS	2	12	0	2	0	0	0	0	0	0	0	0	2	14	0	1
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**69**	**234**	**3**	**17**	**0**	**1**	**1**	**6**	**0**	**1**	**0**	**0**	**73**	**259**	**3**	**9**
MORE THAN 10 YEARS	28	126	1	11	0	1	1	5	0	1	0	0	30	144	3	9
AVERAGE YEARS	11.9	14.0	10.0	17.6	0.0	24.0	19.0	17.0	0.0	18.0	0.0	0.0	11.9	14.4	27.0	23.9

DEPARTMENT AVERAGE YEARS **13.8**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	180	187	9	7	1	1	1	3	4	1	1	3	196	202	0	0
6 - 10 YEARS	81	84	1	5	0	1	1	1	2	6	0	0	85	97	0	1
11- 15 YEARS	180	127	4	9	0	0	4	4	9	3	0	0	197	143	6	5
16 - 20 YEARS	87	95	10	14	1	2	3	1	6	3	0	0	107	115	1	3
21 - 25 YEARS	72	55	5	6	0	0	0	2	2	1	0	0	79	64	6	4
26 - 30 YEARS	85	41	0	5	1	0	1	0	1	0	0	0	88	46	6	2
31 - 35 YEARS	25	12	0	2	0	0	1	0	1	0	0	0	27	14	0	0
36 - 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**712**	**603**	**29**	**48**	**3**	**4**	**11**	**11**	**25**	**14**	**1**	**3**	**781**	**683**	**20**	**15**
MORE THAN 10 YEARS	451	332	19	36	2	2	9	7	19	7	0	0	500	384	20	14
AVERAGE YEARS	14.0	12.1	13.2	15.9	15.0	12.5	16.0	12.0	14.5	11.9	0.0	0.3	14.0	12.3	21.9	18.6

DEPARTMENT AVERAGE YEARS **13.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	8	19	3	7	0	0	0	2	0	0	0	0	11	28	0	0
6 - 10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
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	**9**	**22**	**3**	**7**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**12**	**31**	**0**	**1**
MORE THAN 10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1
AVERAGE YEARS	2.0	4.3	1.0	2.1	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	1.8	3.7	0.0	35.0

DEPARTMENT AVERAGE YEARS **3.1**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
FAMILY INDEPENDENCE AGENCY																
LESS THAN 6 YEARS	314	1,217	109	738	4	5	27	81	3	14	0	1	457	2,056	0	10
6 - 10 YEARS	262	742	113	457	3	14	15	59	6	11	0	0	399	1,283	2	25
11- 15 YEARS	189	660	66	322	2	16	21	65	4	14	0	0	282	1,077	25	59
16 - 20 YEARS	163	419	66	216	2	5	17	49	3	4	0	0	251	693	24	38
21 - 25 YEARS	205	782	66	400	2	12	8	27	6	7	0	0	287	1,228	27	112
26 - 30 YEARS	341	729	41	430	1	5	4	13	2	2	0	0	389	1,179	35	77
31 - 35 YEARS	99	175	12	94	0	0	1	4	1	0	0	0	113	273	11	18
36 - 40 YEARS	12	19	1	8	1	1	1	0	0	0	0	0	15	28	2	1
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	1
DEPARTMENT TOTAL	**1,586**	**4,743**	**475**	**2,666**	**15**	**58**	**94**	**298**	**25**	**52**	**0**	**1**	**2,195**	**7,818**	**126**	**341**
MORE THAN 10 YEARS	1,010	2,784	253	1,471	8	39	52	158	16	27	0	0	1,339	4,479	124	306
AVERAGE YEARS	16.7	14.8	13.5	14.5	14.1	15.1	12.4	11.9	16.0	11.9	0.0	2.0	15.8	14.6	22.4	20.9

DEPARTMENT AVERAGE YEARS **14.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	60	63	1	0	1	0	0	1	1	1	8	14	71	79	0	0
6 - 10 YEARS	16	19	1	0	2	0	0	0	0	1	0	0	19	20	2	1
11- 15 YEARS	5	7	1	1	0	0	0	0	0	0	0	0	6	8	0	0
16 - 20 YEARS	9	24	0	0	1	1	0	2	0	0	0	0	10	27	4	1
21 - 25 YEARS	5	7	1	4	0	0	0	1	0	0	0	0	6	12	2	0
26 - 30 YEARS	15	12	0	0	0	0	1	0	0	0	0	0	16	12	0	1
31 - 35 YEARS	2	5	0	0	1	0	0	0	0	0	0	0	3	5	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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	**113**	**137**	**4**	**5**	**5**	**1**	**1**	**4**	**1**	**2**	**8**	**14**	**132**	**163**	**9**	**3**
MORE THAN 10 YEARS	37	55	2	5	2	1	1	3	0	0	0	0	42	64	7	2
AVERAGE YEARS	9.3	10.1	10.0	21.2	13.6	19.0	30.0	14.5	0.0	4.5	0.3	0.1	9.0	9.7	17.7	16.0

DEPARTMENT AVERAGE YEARS **9.4**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	249	112	10	12	1	0	2	2	13	8	57	16	332	150	2	0
6 - 10 YEARS	229	85	14	12	0	1	8	4	12	6	0	0	263	108	1	4
11- 15 YEARS	87	79	6	11	1	0	2	5	5	3	1	0	102	98	6	8
16 - 20 YEARS	87	98	22	21	0	1	3	2	8	6	0	0	120	128	11	6
21 - 25 YEARS	51	61	8	17	1	0	2	3	1	4	0	0	63	85	8	2
26 - 30 YEARS	98	89	7	13	0	0	1	5	1	0	0	0	107	107	7	3
31 - 35 YEARS	35	22	3	1	1	0	2	1	0	1	0	0	41	25	4	1
36 - 40 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**839**	**549**	**70**	**87**	**4**	**2**	**20**	**22**	**40**	**28**	**58**	**16**	**1,031**	**704**	**39**	**24**
MORE THAN 10 YEARS	361	352	46	63	3	1	10	16	15	14	1	0	436	446	36	20
AVERAGE YEARS	12.5	15.5	15.4	16.6	17.3	13.5	14.3	17.3	9.7	12.3	0.5	0.2	11.9	15.2	21.1	17.5

DEPARTMENT AVERAGE YEARS **13.3**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
LABOR & ECONOMIC GROWTH																
LESS THAN 6 YEARS	1	2	2	0	0	0	0	0	0	0	0	1	3	3	0	0
6 - 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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	1	0	0	0	0	0	0	0	0	0	1	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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	**2**	**4**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**5**	**5**	**0**	**0**
MORE THAN 10 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0
AVERAGE YEARS	19.5	9.8	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.6	7.8	0.0	0.0

DEPARTMENT AVERAGE YEARS **9.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	139	162	4	11	0	2	3	4	2	3	18	27	166	209	1	1
6 - 10 YEARS	88	98	9	9	0	1	0	1	1	1	0	0	98	110	2	1
11- 15 YEARS	61	49	8	6	0	0	4	2	3	1	0	0	76	58	6	3
16 - 20 YEARS	64	68	8	7	1	0	4	4	5	1	0	0	82	80	5	7
21 - 25 YEARS	54	66	8	9	0	0	3	1	0	1	0	0	65	77	8	8
26 - 30 YEARS	104	64	10	9	1	1	10	2	0	0	0	0	125	76	11	5
31 - 35 YEARS	30	18	4	3	1	0	3	3	1	0	0	0	39	24	5	1
36 - 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**544**	**527**	**51**	**54**	**3**	**4**	**27**	**17**	**12**	**7**	**18**	**27**	**655**	**636**	**39**	**26**
MORE THAN 10 YEARS	317	267	38	34	3	1	24	12	9	3	0	0	391	317	36	24
AVERAGE YEARS	15.3	13.3	18.5	15.7	25.3	11.8	21.6	17.2	14.9	11.3	0.6	0.5	15.4	13.0	22.4	20.4

DEPARTMENT AVERAGE YEARS **14.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	123	138	15	54	0	0	4	5	1	5	1	0	144	202	0	1
6 - 10 YEARS	64	78	6	27	0	1	4	2	0	0	0	0	74	108	2	0
11- 15 YEARS	57	47	2	14	0	2	4	1	0	0	0	0	63	64	3	1
16 - 20 YEARS	40	68	9	9	1	2	0	2	0	1	0	0	50	82	6	4
21 - 25 YEARS	30	45	2	5	3	0	1	3	0	0	0	0	36	53	4	1
26 - 30 YEARS	28	39	1	5	2	0	0	0	0	0	0	0	31	44	2	2
31 - 35 YEARS	5	3	0	0	0	0	0	0	0	0	0	0	5	3	1	0
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**349**	**419**	**35**	**114**	**6**	**5**	**13**	**13**	**1**	**6**	**1**	**0**	**405**	**557**	**18**	**9**
MORE THAN 10 YEARS	162	203	14	33	6	4	5	6	0	1	0	0	187	247	16	8
AVERAGE YEARS	11.3	12.2	10.3	8.6	23.5	14.6	9.2	11.9	4.0	6.5	2.0	0.0	11.3	11.4	19.3	18.9

DEPARTMENT AVERAGE YEARS **11.3**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
NATURAL RESOURCES																
LESS THAN 6 YEARS	1,104	783	9	7	3	5	13	6	5	2	2	6	1,136	809	6	1
6 - 10 YEARS	242	95	8	5	2	1	2	0	3	2	0	0	257	103	2	1
11- 15 YEARS	152	77	6	8	3	1	3	3	0	1	0	0	164	90	2	3
16 - 20 YEARS	145	79	8	2	8	1	2	6	0	0	0	0	163	88	8	3
21 - 25 YEARS	77	44	4	4	0	0	0	0	1	1	0	0	82	49	1	1
26 - 30 YEARS	109	30	0	2	5	1	1	2	0	0	0	0	115	35	6	2
31 - 35 YEARS	60	7	0	1	0	0	0	0	0	0	0	0	60	8	4	2
36 - 40 YEARS	12	1	0	0	0	0	0	0	0	0	0	0	12	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,901**	**1,116**	**35**	**29**	**21**	**9**	**21**	**17**	**9**	**6**	**2**	**6**	**1,989**	**1,183**	**31**	**13**
MORE THAN 10 YEARS	555	238	18	17	16	3	6	11	1	2	0	0	596	271	23	11
AVERAGE YEARS	7.7	5.1	11.2	12.4	16.1	7.9	6.2	11.6	6.0	8.8	0.0	0.0	7.8	5.4	18.6	18.8

DEPARTMENT AVERAGE YEARS **6.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**	**MALE**	**FEMALE**
STATE																
LESS THAN 6 YEARS	76	360	15	97	2	3	5	25	0	5	3	17	101	507	1	2
6 - 10 YEARS	26	162	7	47	0	11	0	7	2	3	0	0	35	230	1	4
11- 15 YEARS	24	139	2	55	1	1	2	15	2	1	0	0	31	211	3	27
16 - 20 YEARS	29	165	10	73	1	2	2	6	2	5	0	0	44	251	3	30
21 - 25 YEARS	24	129	7	44	0	1	0	9	0	3	0	0	31	186	2	12
26 - 30 YEARS	50	96	4	20	0	0	2	7	0	0	0	0	56	123	9	8
31 - 35 YEARS	14	28	0	2	0	0	0	0	0	0	0	0	14	30	2	1
36 - 40 YEARS	1	10	0	1	0	0	0	0	0	0	0	0	1	11	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	**244**	**1,090**	**45**	**339**	**4**	**18**	**11**	**69**	**6**	**17**	**3**	**17**	**313**	**1,550**	**21**	**86**
MORE THAN 10 YEARS	142	568	23	195	2	4	6	37	4	9	0	0	177	813	19	80
AVERAGE YEARS	14.9	12.6	12.4	12.6	9.0	9.5	12.4	11.8	12.5	11.9	0.7	0.1	14.2	12.4	22.0	18.0

DEPARTMENT AVERAGE YEARS **12.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

HRS 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																
LESS THAN 6 YEARS	330	170	8	8	1	1	4	3	0	2	0	0	343	184	0	0
6 - 10 YEARS	559	128	36	11	15	0	15	0	5	1	0	0	630	140	2	0
11- 15 YEARS	257	90	26	10	7	0	9	2	2	1	0	0	301	103	3	2
16 - 20 YEARS	254	126	54	16	7	1	21	3	1	1	0	0	337	147	5	4
21 - 25 YEARS	104	36	22	5	0	1	4	4	0	1	0	0	130	47	2	2
26 - 30 YEARS	108	67	13	7	1	3	4	2	0	0	0	0	126	79	1	2
31 - 35 YEARS	32	11	4	0	0	0	1	0	0	0	0	0	37	11	1	0
36 - 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,650**	**630**	**163**	**57**	**31**	**6**	**58**	**14**	**8**	**6**	**0**	**0**	**1,910**	**713**	**14**	**10**
MORE THAN 10 YEARS	761	332	119	38	15	5	39	11	3	3	0	0	937	389	12	10
AVERAGE YEARS	12.3	12.8	16.2	14.4	12.3	20.5	15.0	17.0	10.5	11.8	0.0	0.0	12.7	13.1	18.5	20.0

DEPARTMENT AVERAGE YEARS **12.8**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

HRS 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																
LESS THAN 6 YEARS	785	305	43	41	6	2	9	9	17	7	1	1	861	365	2	0
6 - 10 YEARS	250	86	15	10	6	5	4	0	4	5	0	0	279	106	2	1
11- 15 YEARS	302	122	24	11	3	2	7	0	5	0	0	0	341	135	12	7
16 - 20 YEARS	263	101	34	18	7	1	12	6	4	3	0	0	320	129	22	10
21 - 25 YEARS	107	88	18	12	5	2	9	2	2	0	0	0	141	104	10	15
26 - 30 YEARS	134	64	17	16	7	0	12	2	2	0	0	0	172	82	18	8
31 - 35 YEARS	75	17	4	6	1	0	2	0	2	0	0	0	84	23	9	4
36 - 40 YEARS	33	5	0	0	0	0	0	0	4	0	0	0	37	5	6	0
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0
DEPARTMENT TOTAL	**1,953**	**788**	**155**	**114**	**35**	**12**	**55**	**19**	**40**	**15**	**1**	**1**	**2,239**	**949**	**83**	**45**
MORE THAN 10 YEARS	918	397	97	63	23	5	42	10	19	3	0	0	1,099	478	79	44
AVERAGE YEARS	11.3	11.7	13.8	13.4	16.3	11.7	17.9	11.4	13.1	6.3	0.0	0.0	11.8	11.8	23.3	21.8

DEPARTMENT AVERAGE YEARS **11.8**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	159	243	15	52	1	1	4	4	10	11	2	1	191	312	0	3
6 - 10 YEARS	66	129	9	25	0	1	2	3	0	3	0	0	77	161	1	1
11- 15 YEARS	43	62	8	26	0	2	2	8	4	0	0	0	57	98	6	7
16 - 20 YEARS	40	89	24	32	0	0	4	14	5	1	0	0	73	136	7	5
21 - 25 YEARS	18	94	6	35	1	1	4	7	0	0	0	0	29	137	1	8
26 - 30 YEARS	51	107	10	19	0	1	2	1	0	0	0	0	63	128	9	10
31 - 35 YEARS	27	28	3	2	0	0	2	0	1	0	0	0	33	30	6	1
36 - 40 YEARS	6	4	1	0	0	1	0	0	0	0	0	0	7	5	2	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**411**	**756**	**76**	**191**	**2**	**7**	**20**	**37**	**20**	**15**	**2**	**1**	**531**	**1,007**	**32**	**36**
MORE THAN 10 YEARS	186	384	52	114	1	5	14	30	10	1	0	0	263	534	31	32
AVERAGE YEARS	12.2	13.4	15.4	13.7	11.5	17.9	16.5	15.7	10.2	3.7	1.5	1.0	12.7	13.4	23.6	20.3

DEPARTMENT AVERAGE YEARS **13.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
HRS DEPARTMENT	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,698	6,355	744	1,962	62	47	154	252	93	116	127	115	7,878	8,847	31	23
6 - 10 YEARS	4,561	3,391	569	1,130	101	69	137	123	58	69	0	0	5,426	4,782	46	63
11- 15 YEARS	3,618	2,694	389	798	72	42	115	151	51	53	1	0	4,246	3,738	175	215
16 - 20 YEARS	3,826	2,630	689	978	91	38	133	152	54	52	0	0	4,793	3,850	318	231
21 - 25 YEARS	1,561	2,131	334	820	26	30	52	87	17	29	0	0	1,990	3,097	170	257
26 - 30 YEARS	2,067	2,160	228	742	30	20	52	54	15	8	0	0	2,392	2,984	214	200
31 - 35 YEARS	596	502	54	165	4	0	15	10	9	2	0	0	678	679	66	44
36 - 40 YEARS	103	71	6	16	1	2	1	2	4	0	0	0	115	91	17	5
MORE THAN 40 YEARS	9	2	4	2	0	0	0	0	0	0	0	0	13	4	2	2
STATEWIDE TOTAL	**23,039**	**19,936**	**3,017**	**6,613**	**387**	**248**	**659**	**831**	**301**	**329**	**128**	**115**	**27,531**	**28,072**	**1,039**	**1,040**
MORE THAN 10 YEARS	11,780	10,190	1,704	3,521	224	132	368	456	150	144	1	0	14,227	14,443	962	954
AVERAGE YEARS	12.4	12.6	13.3	13.3	13.4	13.1	13.0	12.3	12.0	10.4	0.9	0.5	12.5	12.7	20.5	20.0

STATEWIDE AVERAGE YEARS **12.6**

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, county or unclassified employment.

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Third Quarter of FY 2004

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	15	1.92%
Dismissal	66	8.43%
Expired Appointment	72	9.20%
Total Involuntary Separations	**153**	**19.54%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	243	31.03%
Layoff/Leave of Absence Rights Expired	56	7.15%
Waived Rights Leave of Absence	59	7.54%
Settlement	0	0.00%
Total Voluntary Separations	**358**	**45.72%**
RETIREMENT		
Retirement	151	19.28%
Early Retirement	6	0.77%
Disability Retirement	34	4.34%
Deferred Retirement	34	4.34%
Undefined Separations	47	6.00%
Total Retirements	**272**	**34.74%**
TOTAL SEPARATIONS	**783**	**100.00%**

Source: MAIN MIDB Civil Service HWF10

Table 3-3

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING MAR-28-2004 TO PAY PERIOD ENDING JUN-19-2004

	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					
DEPARTMENT NAME	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	15	20	0	0	35	13	0	0	1	14	21
ATTORNEY GENERAL	16	0	1	0	17	6	0	0	0	6	11
AUDITOR GENERAL	0	7	0	0	7	2	0	0	0	2	5
CAREER DEVELOPMENT	12	1	0	0	13	8	0	0	0	8	5
CIVIL RIGHTS	0	4	1	0	5	4	0	0	0	4	1
CIVIL SERVICE	0	1	0	0	1	1	0	0	0	1	0
COMMUNITY HEALTH	87	10	0	0	97	122	0	1	5	128	-31
CONSUMER & INDUSTRY SERVICES	95	9	0	0	104	48	0	0	1	49	55
CORRECTIONS	31	5	12	1	51	203	0	0	7	210	-159
EDUCATION	5	0	0	0	5	1	0	0	0	1	4
ENVIRONMENTAL QUALITY	5	29	0	0	34	15	0	0	1	16	18
EXECUTIVE OFFICE	1	0	0	0	1	0	0	0	0	0	1
FAMILY INDEPENDENCE AGENCY	18	0	6	1	25	99	0	0	21	120	-95
HISTORY ARTS AND LIBRARIES	7	34	7	0	48	2	0	0	0	2	46
INFORMATION TECHNOLOGY	34	9	0	0	43	20	0	0	1	21	22
LABOR & ECONOMIC GROWTH	0	1	0	0	1	1	0	0	0	1	0
MANAGEMENT & BUDGET	3	21	0	0	24	14	0	0	0	14	10
MILITARY AFFAIRS	8	29	0	0	37	17	0	0	0	17	20
NATURAL RESOURCES	22	1347	142	0	1511	61	0	0	0	61	1,450
STATE	5	51	5	0	61	34	0	0	2	36	25
STATE POLICE	7	1	0	0	8	19	0	0	0	19	-11
TRANSPORTATION	64	292	14	0	375	24	0	0	1	25	350
TREASURY	19	20	3	0	42	18	0	0	1	19	23
STATEWIDE TOTALS	**454**	**1,891**	**191**	**2**	**2,538**	**732**	**0**	**1**	**41**	**774**	**1,764**

NOTE: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE WORKFORCE 35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

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/Ethic 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/ethic 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

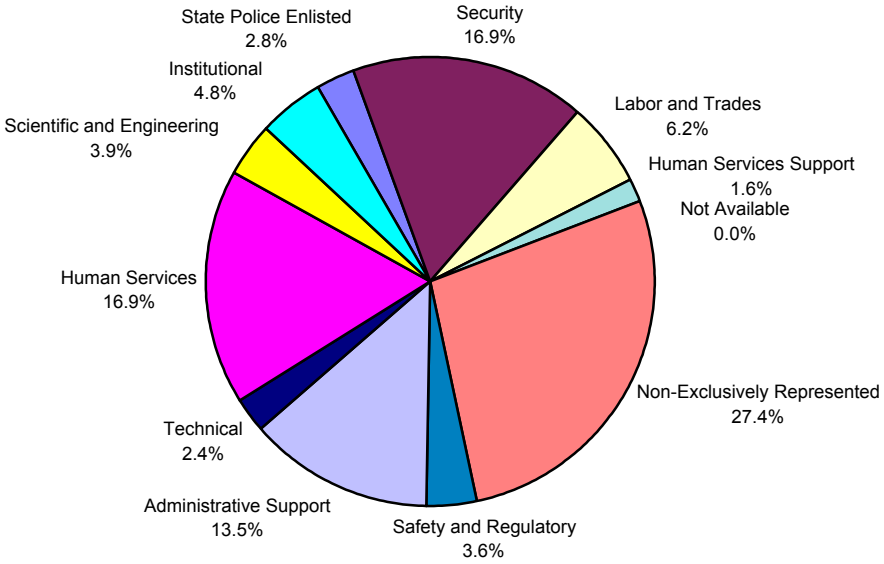
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

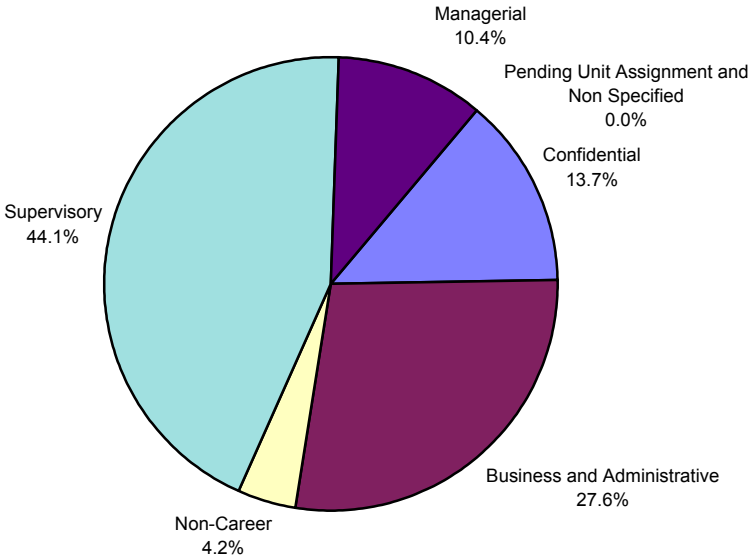
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT
As of June 19, 2004

Exclusively Represented
40,363 Employees



Non-Exclusively Represented
15,240 Employees



Source: MAIN MIDB Civil Service HWF 44
Comment: Of the 55,603 classified employees at fiscal year end, 73 percent were exclusively represented by one of eight employee organizations.

Table 5-1

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

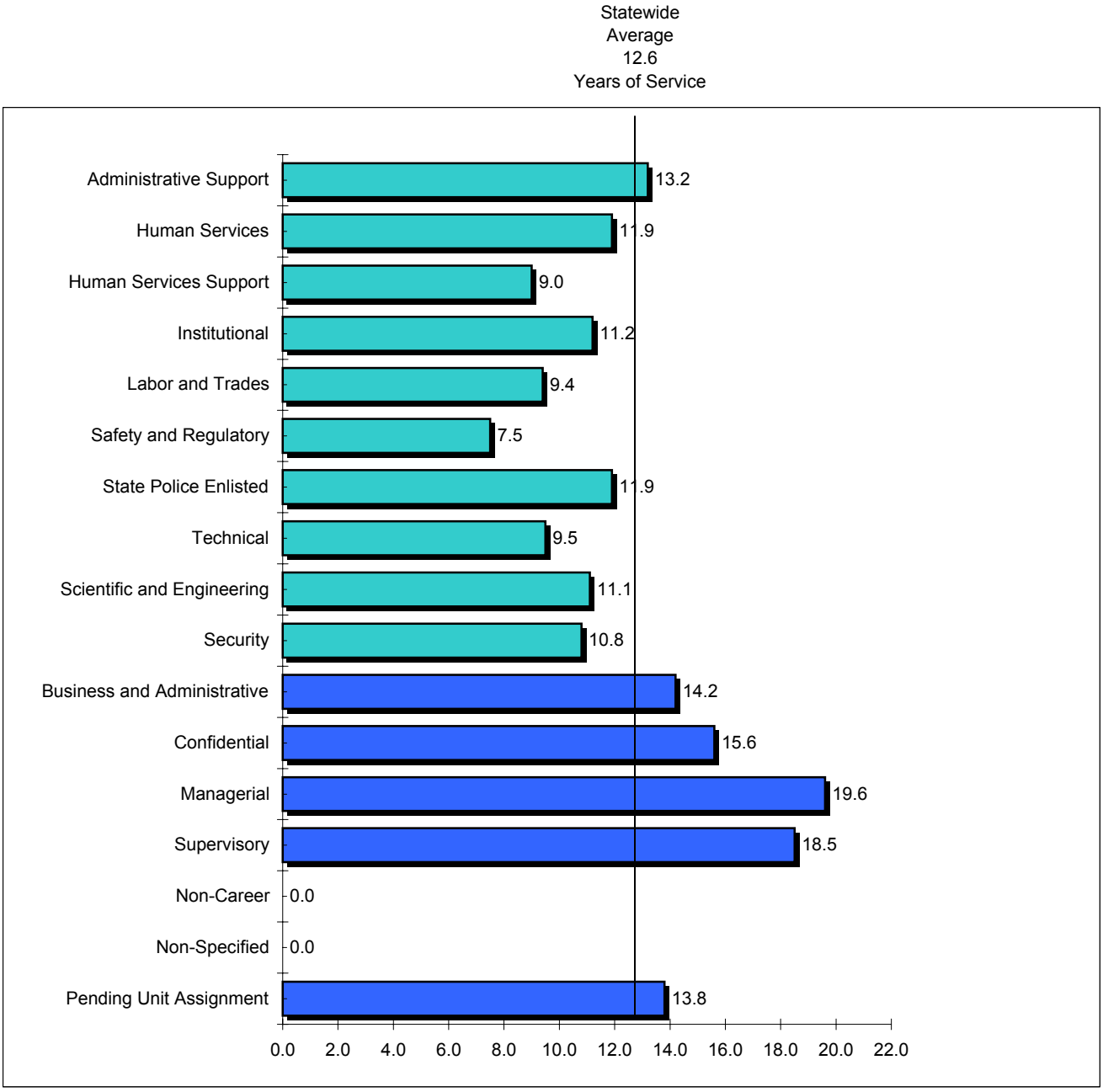
PAY PERIOD ENDING JUNE 19, 2004

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A.		U.A.W. LOCAL 6008		MCO, SEIU LOCAL 526-M		SEIU LOCAL 31-M		MPES, SEIU LOCAL 517		U.T.E.A.		M.S.P.T.A.		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	2,025	1,718	84.8	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	3,473	3,298	95.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	2	0.1
C12 SECURITY	9,372	0	0.0	0	0.0	9,052	96.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	877	0	0.0	0	0.0	0	0.0	831	94.8	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,145	3	0.1	0	0.0	0	0.0	0	0.0	2,060	96.0	2	0.1	0	0.0	0	0.0
L32 TECHNICAL	1,322	2	0.2	0	0.0	0	0.0	0	0.0	2	0.2	1,262	95.5	0	0.0	0	0.0
N/A UNAVAILABLE	7	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,554	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,544	99.4	0	0.0
U11 INSTITUTIONAL	2,679	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,993	74.4
W22 HUMAN SERVICES	9,386	1	0.0	8,852	94.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,523	6	0.1	6,980	92.8	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,210	1	0.0	3	0.1	0	0.0	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,721	0	0.0	5	0.1	2	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0
Y52 NONCAREER	634	4	0.6	3	0.5	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0
Y98 MANAGERIAL	1,585	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	2,086	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**40,363**	**5,029**	**12.5**	**15,832**	**39.2**	**9,052**	**22.4**	**832**	**2.1**	**2,062**	**5.1**	**1,265**	**3.1**	**1,544**	**3.8**	**1,995**	**4.9**
NON-EXCLUSIVELY REPRESENTED TOTAL	**15,240**	**5**	**0.0**	**13**	**0.1**	**2**	**0.0**	**1**	**0.0**	**1**	**0.0**	**1**	**0.0**	**1**	**0.0**	**0**	**0.0**
STATEWIDE TOTALS	**55,603**	**5,034**	**9.1**	**15,845**	**28.5**	**9,054**	**16.3**	**833**	**1.5**	**2,063**	**3.7**	**1,266**	**2.3**	**1,545**	**2.8**	**1,995**	**3.6**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 44
REPORT SEQUENCE: UNION_CD
TABLES USED: HRM_GRP1-5_DEDUCTIONS, HRM_APPT_DEPART

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
As of Pay Period Ending June 19, 2004



Exclusively Represented Units

Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20

Table 5-2

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS

PAY PERIOD ENDING JUN 19, 2004

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	660	336	27	15	3	3	14	4	3	2	4	8	711	368	5	1
6 - 10 YEARS	251	41	14	18	5	3	4	0	2	0	0	0	276	62	3	0
11- 15 YEARS	146	37	12	19	3	3	5	1	1	0	0	0	167	60	4	1
16 - 20 YEARS	102	35	23	15	6	1	6	1	1	0	0	0	138	52	5	2
21 - 25 YEARS	35	21	7	17	0	0	2	1	0	0	0	0	44	39	2	1
26 - 30 YEARS	45	16	7	12	2	0	1	0	0	0	0	0	55	28	2	2
31 - 35 YEARS	14	5	0	1	0	0	1	0	0	0	0	0	15	6	1	1
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**1,256**	**492**	**90**	**97**	**19**	**10**	**33**	**7**	**7**	**2**	**4**	**8**	**1,409**	**616**	**23**	**8**
MORE THAN 10 YEARS	345	115	49	64	11	4	15	3	2	0	0	0	422	186	15	7
AVERAGE YEARS	7.3	5.6	12.0	15.1	13.5	8.3	9.6	8.1	8.6	2.5	0.0	0.0	7.7	7.1	14.9	19.8

BARGAINING UNIT AVERAGE YEARS **7.5**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	1,138	397	58	9	10	2	14	2	2	2	9	9	1,231	421	2	0
6 - 10 YEARS	387	42	26	2	12	1	9	2	0	0	0	0	434	47	8	1
11- 15 YEARS	303	33	31	4	5	0	11	0	1	0	0	0	351	37	19	0
16 - 20 YEARS	323	27	40	7	7	0	10	2	2	0	0	0	382	36	40	2
21 - 25 YEARS	151	16	20	4	4	0	8	3	0	0	0	0	183	23	20	1
26 - 30 YEARS	211	20	12	5	7	0	14	1	0	0	0	0	244	26	18	3
31 - 35 YEARS	37	3	3	1	2	0	3	1	0	0	0	0	45	5	6	1
36 - 40 YEARS	8	0	0	0	0	0	0	0	0	0	0	0	8	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**2,558**	**538**	**190**	**32**	**47**	**3**	**69**	**11**	**5**	**2**	**9**	**9**	**2,878**	**595**	**114**	**8**
MORE THAN 10 YEARS	1,033	99	106	21	25	0	46	7	3	0	0	0	1,213	127	104	7
AVERAGE YEARS	10.0	4.5	12.4	14.8	14.2	3.0	16.1	16.0	9.6	2.5	0.4	0.0	10.3	5.2	19.7	23.6

BARGAINING UNIT AVERAGE YEARS **9.4**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	1,681	379	220	200	32	8	39	26	7	1	20	7	1,999	621	3	1
6 - 10 YEARS	1,598	369	184	173	57	10	61	12	5	0	0	0	1,905	564	4	4
11- 15 YEARS	1,286	207	82	66	36	6	30	4	4	0	0	0	1,438	283	43	6
16 - 20 YEARS	1,423	177	201	143	38	4	32	5	1	1	0	0	1,695	330	78	19
21 - 25 YEARS	244	21	42	18	5	0	4	0	0	0	0	0	295	39	15	2
26 - 30 YEARS	156	12	15	4	2	0	1	1	0	0	0	0	174	17	8	0
31 - 35 YEARS	8	1	2	0	0	0	0	0	0	0	0	0	10	1	0	0
36 - 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**6,396**	**1,166**	**747**	**604**	**170**	**28**	**167**	**48**	**17**	**2**	**20**	**7**	**7,517**	**1,855**	**151**	**32**
MORE THAN 10 YEARS	3,117	418	343	231	81	10	67	10	5	1	0	0	3,613	670	144	27
AVERAGE YEARS	11.2	9.3	11.2	9.7	11.1	9.0	10.2	7.2	8.1	11.5	2.3	1.7	11.1	9.3	17.1	15.3

BARGAINING UNIT AVERAGE YEARS **10.8**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	54	135	48	192	0	3	6	16	2	7	2	5	112	358	4	2
6 - 10 YEARS	14	28	10	14	0	2	1	1	1	1	0	0	26	46	4	2
11- 15 YEARS	26	44	3	38	0	2	2	10	0	0	0	0	31	94	7	13
16 - 20 YEARS	12	31	8	20	0	1	2	4	0	1	0	0	22	57	8	3
21 - 25 YEARS	5	28	4	15	0	2	1	2	0	0	0	0	10	47	4	5
26 - 30 YEARS	11	24	1	21	1	1	0	0	0	0	0	0	13	46	4	6
31 - 35 YEARS	5	7	0	1	0	0	0	0	0	0	0	0	5	8	2	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**127**	**297**	**75**	**302**	**1**	**11**	**12**	**33**	**3**	**9**	**2**	**5**	**220**	**657**	**33**	**31**
MORE THAN 10 YEARS	59	134	17	96	1	6	5	16	0	1	0	0	82	253	25	27
AVERAGE YEARS	10.3	10.5	6.6	7.7	28.0	12.5	8.8	9.0	3.7	4.2	1.0	1.8	8.9	9.0	16.3	16.9

BARGAINING UNIT AVERAGE YEARS **9.0**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	463	232	12	7	1	1	4	2	16	10	1	3	497	255	2	0
6 - 10 YEARS	219	92	8	10	0	0	2	2	6	10	0	0	235	114	2	1
11- 15 YEARS	280	145	11	8	0	1	6	2	12	3	0	0	309	159	4	2
16 - 20 YEARS	154	84	16	7	2	2	3	0	7	4	0	0	182	97	7	2
21 - 25 YEARS	83	27	8	2	0	0	1	0	4	1	0	0	96	30	2	3
26 - 30 YEARS	96	17	5	1	0	0	2	0	2	0	0	0	105	18	2	0
31 - 35 YEARS	30	2	0	0	0	0	0	0	4	0	0	0	34	2	1	0
36 - 40 YEARS	9	0	0	0	0	0	0	0	1	0	0	0	10	0	2	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	**1,336**	**599**	**60**	**35**	**3**	**4**	**18**	**6**	**52**	**28**	**1**	**3**	**1,470**	**675**	**23**	**8**
MORE THAN 10 YEARS	654	275	40	18	2	3	12	2	30	8	0	0	738	306	19	7
AVERAGE YEARS	11.5	9.7	14.2	12.1	11.7	13.0	12.8	8.0	13.7	8.4	3.0	0.7	11.7	9.8	19.5	17.4

BARGAINING UNIT AVERAGE YEARS **11.1**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	427	153	13	19	1	0	7	2	10	2	1	1	459	177	2	0
6 - 10 YEARS	110	26	3	1	0	0	2	0	4	3	0	0	119	30	1	0
11- 15 YEARS	138	44	4	5	1	0	1	0	4	1	0	0	148	50	6	1
16 - 20 YEARS	100	34	16	6	0	1	2	2	0	0	0	0	118	43	3	2
21 - 25 YEARS	30	11	4	4	2	0	1	0	1	0	0	0	38	15	1	1
26 - 30 YEARS	41	4	2	0	1	0	5	1	0	0	0	0	49	5	6	0
31 - 35 YEARS	41	6	1	1	0	0	2	0	2	0	0	0	46	7	4	0
36 - 40 YEARS	15	1	0	0	0	0	0	0	0	0	0	0	15	1	3	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
BARGAINING UNIT TOTAL	**903**	**280**	**43**	**36**	**5**	**1**	**20**	**5**	**21**	**6**	**1**	**1**	**993**	**329**	**26**	**4**
MORE THAN 10 YEARS	366	101	27	16	4	1	11	3	7	1	0	0	415	122	23	4
AVERAGE YEARS	9.7	7.9	12.8	9.1	16.4	18.0	15.2	12.8	9.0	7.0	2.0	2.0	10.0	8.1	22.5	18.8

BARGAINING UNIT AVERAGE YEARS **9.5**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
N/A UNAVAILABLE																
LESS THAN 6 YEARS	4	2	0	0	0	0	0	1	0	0	0	0	4	3	0	0
6 - 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
BARGAINING UNIT TOTAL	**4**	**2**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**4**	**3**	**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

BARGAINING UNIT AVERAGE YEARS **0.0**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	218	12	3	0	0	0	4	0	0	0	0	0	225	12	0	0
6 - 10 YEARS	492	72	34	3	15	0	15	0	4	0	0	0	560	75	1	0
11- 15 YEARS	196	31	22	5	6	0	9	1	1	1	0	0	234	38	1	0
16 - 20 YEARS	143	52	36	2	5	0	15	1	1	0	0	0	200	55	1	0
21 - 25 YEARS	49	5	14	1	0	0	2	0	0	0	0	0	65	6	1	0
26 - 30 YEARS	50	4	10	1	0	0	3	0	0	0	0	0	63	5	0	0
31 - 35 YEARS	9	0	2	0	0	0	1	0	0	0	0	0	12	0	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**1,161**	**176**	**121**	**12**	**26**	**0**	**49**	**2**	**6**	**1**	**0**	**0**	**1,363**	**191**	**4**	**0**
MORE THAN 10 YEARS	451	92	84	9	11	0	30	2	2	1	0	0	578	104	3	0
AVERAGE YEARS	11.2	12.5	15.8	14.4	11.6	0.0	14.2	15.0	10.2	14.0	0.0	0.0	11.7	12.7	15.8	0.0

BARGAINING UNIT AVERAGE YEARS **11.9**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	318	416	104	179	2	0	13	10	3	6	3	1	443	612	0	0
6 - 10 YEARS	148	184	49	65	1	3	7	6	3	0	0	0	208	258	2	0
11- 15 YEARS	88	78	32	49	2	1	6	4	1	1	0	0	129	133	7	1
16 - 20 YEARS	84	109	35	54	2	1	1	6	1	1	0	0	123	171	6	5
21 - 25 YEARS	89	117	49	60	3	0	4	1	0	0	0	0	145	178	7	8
26 - 30 YEARS	90	111	22	36	1	0	1	3	1	0	0	0	115	150	11	6
31 - 35 YEARS	3	4	1	1	0	0	1	0	0	0	0	0	5	5	1	0
36 - 40 YEARS	0	2	0	2	0	0	0	0	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**820**	**1,021**	**292**	**446**	**11**	**5**	**33**	**30**	**9**	**8**	**3**	**1**	**1,168**	**1,511**	**34**	**20**
MORE THAN 10 YEARS	354	421	139	202	8	2	13	14	3	2	0	0	517	641	32	20
AVERAGE YEARS	11.2	11.1	11.8	11.5	16.2	10.8	10.2	11.4	9.9	7.0	1.3	1.0	11.3	11.2	21.4	22.9

BARGAINING UNIT AVERAGE YEARS **11.2**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	531	1,485	120	794	5	11	26	74	14	29	7	5	703	2,398	6	6
6 - 10 YEARS	468	836	128	435	2	16	17	60	10	20	0	0	625	1,367	7	20
11- 15 YEARS	289	619	63	254	2	13	14	56	5	15	0	0	373	957	21	53
16 - 20 YEARS	250	414	60	188	3	3	9	33	2	12	0	0	324	650	24	35
21 - 25 YEARS	181	432	38	263	1	8	6	16	5	7	0	0	231	726	19	64
26 - 30 YEARS	256	327	29	223	2	3	3	5	3	0	0	0	293	558	27	29
31 - 35 YEARS	35	67	10	43	0	0	0	3	0	0	0	0	45	113	4	7
36 - 40 YEARS	8	8	1	4	0	1	0	0	0	0	0	0	9	13	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**2,019**	**4,188**	**449**	**2,204**	**15**	**55**	**75**	**247**	**39**	**83**	**7**	**5**	**2,604**	**6,782**	**108**	**214**
MORE THAN 10 YEARS	1,020	1,867	201	975	8	28	32	113	15	34	0	0	1,276	3,017	95	188
AVERAGE YEARS	13.1	11.4	11.8	12.0	12.6	12.3	10.6	10.6	10.5	9.9	1.6	1.4	12.7	11.5	19.4	18.8

BARGAINING UNIT AVERAGE YEARS **11.9**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	207	1,564	38	300	2	10	8	73	4	17	12	35	271	1,999	1	12
6 - 10 YEARS	116	866	17	212	1	21	7	29	1	9	0	0	142	1,137	7	22
11- 15 YEARS	64	662	7	146	2	8	2	46	2	6	0	0	77	868	18	94
16 - 20 YEARS	41	659	13	203	0	14	8	45	1	7	0	0	63	928	18	78
21 - 25 YEARS	36	611	19	183	0	12	4	32	0	6	0	0	59	844	11	70
26 - 30 YEARS	50	680	3	160	0	7	2	17	0	0	0	0	55	864	11	65
31 - 35 YEARS	11	129	3	50	0	0	0	0	0	0	0	0	14	179	2	8
36 - 40 YEARS	1	21	0	1	0	0	0	0	0	0	0	0	1	22	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**526**	**5,192**	**100**	**1,255**	**5**	**72**	**31**	**242**	**8**	**45**	**12**	**35**	**682**	**6,841**	**68**	**350**
MORE THAN 10 YEARS	203	2,762	45	743	2	41	16	140	3	19	0	0	269	3,705	60	316
AVERAGE YEARS	10.7	13.4	11.6	14.6	7.8	14.4	13.0	12.7	8.4	9.9	0.3	0.2	10.7	13.5	18.4	18.9

BARGAINING UNIT AVERAGE YEARS **13.2**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	427	427	45	80	4	3	9	11	20	21	49	17	554	559	4	1
6 - 10 YEARS	280	279	35	70	2	2	6	4	15	12	0	0	338	367	4	4
11- 15 YEARS	173	212	23	47	1	1	6	11	7	7	1	0	211	278	15	18
16 - 20 YEARS	189	282	57	85	2	3	13	14	16	11	0	0	277	395	32	21
21 - 25 YEARS	125	203	27	67	2	1	7	5	1	4	0	0	162	280	20	22
26 - 30 YEARS	212	292	31	55	0	2	3	2	3	2	0	0	249	353	26	29
31 - 35 YEARS	70	78	3	8	1	0	1	1	0	1	0	0	75	88	10	7
36 - 40 YEARS	9	13	0	0	0	0	0	1	0	0	0	0	9	14	1	2
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**1,485**	**1,786**	**222**	**412**	**12**	**12**	**45**	**49**	**62**	**58**	**50**	**17**	**1,876**	**2,334**	**112**	**104**
MORE THAN 10 YEARS	778	1,080	142	262	6	7	30	34	27	25	1	0	984	1,408	104	99
AVERAGE YEARS	13.7	15.2	15.1	15.0	12.8	14.3	14.9	14.2	10.7	10.6	0.7	0.6	13.5	14.9	21.4	21.9

BARGAINING UNIT AVERAGE YEARS **14.2**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	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
BARGAINING UNIT TOTAL	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**2**	**2**	**0**
MORE THAN 10 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	21.0	6.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	21.0	6.5	21.0	0.0

BARGAINING UNIT AVERAGE YEARS **13.8**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	194	160	12	45	1	1	1	1	7	4	1	1	216	212	2	0
6 - 10 YEARS	356	295	46	91	6	8	3	5	6	8	0	0	417	407	2	4
11- 15 YEARS	528	323	83	114	13	5	18	11	11	11	0	0	653	464	23	18
16 - 20 YEARS	864	432	159	179	23	5	27	14	16	10	0	0	1,089	640	85	37
21 - 25 YEARS	418	380	76	127	6	4	9	12	3	7	0	0	512	530	53	55
26 - 30 YEARS	609	312	65	123	9	3	14	11	5	2	0	0	702	451	72	28
31 - 35 YEARS	213	92	18	37	1	0	1	4	1	0	0	0	234	133	22	8
36 - 40 YEARS	30	11	4	7	0	1	0	1	3	0	0	0	37	20	6	2
MORE THAN 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	1
BARGAINING UNIT TOTAL	**3,213**	**2,006**	**464**	**724**	**59**	**27**	**73**	**59**	**52**	**42**	**1**	**1**	**3,862**	**2,859**	**265**	**153**
MORE THAN 10 YEARS	2,663	1,551	406	588	52	18	69	53	39	30	0	0	3,229	2,240	261	149
AVERAGE YEARS	19.0	17.9	18.8	18.6	17.9	16.4	18.9	20.5	16.8	15.0	1.0	0.0	18.9	18.1	22.8	22.0

BARGAINING UNIT AVERAGE YEARS **18.5**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	206	291	19	49	1	2	5	17	4	6	16	18	251	383	0	0
6 - 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
BARGAINING UNIT TOTAL	**206**	**291**	**19**	**49**	**1**	**2**	**5**	**17**	**4**	**6**	**16**	**18**	**251**	**383**	**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	0.1	0.0	0.0	0.0	0.0	0.0	0.0	-0.2	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.0**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	93	65	10	19	0	0	2	3	1	2	1	1	107	90	0	0
6 - 10 YEARS	86	58	4	1	0	0	1	0	1	2	0	0	92	61	0	2
11- 15 YEARS	78	57	11	11	0	0	4	1	2	3	0	0	95	72	5	0
16 - 20 YEARS	110	97	17	20	3	0	3	2	5	1	0	0	138	120	8	7
21 - 25 YEARS	100	70	22	25	2	2	3	2	1	2	0	0	128	101	11	6
26 - 30 YEARS	208	114	22	35	3	2	2	2	1	2	0	0	236	155	22	11
31 - 35 YEARS	107	26	10	10	0	0	4	0	2	1	0	0	123	37	13	2
36 - 40 YEARS	14	8	0	0	1	0	1	0	0	0	0	0	16	8	3	0
MORE THAN 40 YEARS	4	0	1	1	0	0	0	0	0	0	0	0	5	1	1	1
BARGAINING UNIT TOTAL	**800**	**495**	**97**	**122**	**9**	**4**	**20**	**10**	**13**	**13**	**1**	**1**	**940**	**645**	**63**	**29**
MORE THAN 10 YEARS	621	372	83	102	9	4	17	7	11	9	0	0	741	494	63	27
AVERAGE YEARS	20.2	18.2	20.4	20.5	24.7	25.5	20.8	15.8	18.2	16.5	1.0	1.0	20.3	18.6	26.5	24.0

BARGAINING UNIT AVERAGE YEARS **19.6**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	77	300	15	54	0	3	2	10	0	7	1	4	95	378	0	0
6 - 10 YEARS	36	203	11	35	0	3	2	2	0	4	0	0	49	247	1	3
11- 15 YEARS	23	201	5	32	1	2	1	4	0	5	0	0	30	244	2	8
16 - 20 YEARS	30	197	8	49	0	3	2	23	1	4	0	0	41	276	2	18
21 - 25 YEARS	14	189	4	34	1	1	0	13	2	2	0	0	21	239	3	19
26 - 30 YEARS	32	227	4	66	2	2	1	11	0	2	0	0	39	308	5	21
31 - 35 YEARS	13	82	1	12	0	0	1	1	0	0	0	0	15	95	0	10
36 - 40 YEARS	2	6	0	1	0	0	0	0	0	0	0	0	2	7	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**227**	**1,405**	**48**	**283**	**4**	**14**	**9**	**64**	**3**	**24**	**1**	**4**	**292**	**1,794**	**13**	**79**
MORE THAN 10 YEARS	114	902	22	194	4	8	5	52	3	13	0	0	148	1,169	12	76
AVERAGE YEARS	13.4	15.8	11.6	17.0	23.8	14.6	14.1	17.8	22.3	12.4	0.0	1.5	13.3	16.0	21.2	22.8

BARGAINING UNIT AVERAGE YEARS **15.6**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,698	6,355	744	1,962	62	47	154	252	93	116	127	115	7,878	8,847	31	23
6 - 10 YEARS	4,561	3,391	569	1,130	101	69	137	123	58	69	0	0	5,426	4,782	46	63
11- 15 YEARS	3,618	2,694	389	798	72	42	115	151	51	53	1	0	4,246	3,738	175	215
16 - 20 YEARS	3,826	2,630	689	978	91	38	133	152	54	52	0	0	4,793	3,850	318	231
21 - 25 YEARS	1,561	2,131	334	820	26	30	52	87	17	29	0	0	1,990	3,097	170	257
26 - 30 YEARS	2,067	2,160	228	742	30	20	52	54	15	8	0	0	2,392	2,984	214	200
31 - 35 YEARS	596	502	54	165	4	0	15	10	9	2	0	0	678	679	66	44
36 - 40 YEARS	103	71	6	16	1	2	1	2	4	0	0	0	115	91	17	5
MORE THAN 40 YEARS	9	2	4	2	0	0	0	0	0	0	0	0	13	4	2	2
STATEWIDE TOTAL	**23,039**	**19,936**	**3,017**	**6,613**	**387**	**248**	**659**	**831**	**301**	**329**	**128**	**115**	**27,531**	**28,072**	**1,039**	**1,040**
MORE THAN 10 YEARS	11,780	10,190	1,704	3,521	224	132	368	456	150	144	1	0	14,227	14,443	962	954
AVERAGE YEARS	12.4	12.6	13.3	13.3	13.4	13.1	13.0	12.3	12.0	10.4	0.9	0.5	12.5	12.7	20.5	20.0
STATEWIDE AVERAGE YEARS			**12.6**													

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

Table 5-3

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

PAY PERIOD ENDING JUNE 19, 2004

UNIT CODE/ NAME		NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
A02	SAFETY & REGULATORY	2,029	4%	40.2	$16.93	955	47%
A31	LABOR AND TRADES	3,481	6%	42.9	$16.36	1,848	53%
C12	SECURITY	9,440	17%	41.0	$20.10	7,210	76%
E42	HUMAN SERVICES SUPPORT	877	2%	45.4	$17.66	433	49%
H21	SCIENTIFIC & ENGINEERING	2,145	4%	42.3	$26.47	1,363	64%
L32	TECHNICAL	1,324	2%	38.5	$17.82	689	52%
N/A	UNAVAILABLE	7	0%	23.0	$8.06	0	0%
T01	STATE POLICE ENLISTED	1,561	3%	37.7	$25.08	1,317	84%
U11	INSTITUTIONAL	2,702	5%	44.0	$16.74	1,650	61%
W22	HUMAN SERVICES	9,401	17%	44.8	$22.34	6,129	65%
W41	ADMINISTRATIVE SUPPORT	7,525	13%	45.6	$17.40	5,102	68%
Y23	BUSINESS & ADMINISTRATION	4,211	8%	45.6	$26.18	3,037	72%
Y50	PENDING UNIT ASSIGNMENT	4	0%	44.0	$19.06	3	75%
Y51	SUPERVISORY	6,733	12%	48.2	$27.69	6,291	93%
Y52	NONCAREER	634	1%	24.0	$11.66	0	0%
Y98	MANAGERIAL	1,585	3%	50.3	$40.21	1,391	88%
Y99	CONFIDENTIAL	2,086	4%	45.7	$22.88	1,598	77%
STATEWIDE TOTALS		**55,745**	**100%**	**43.9**	**$21.85**	**39,016**	**70%**

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.

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REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_APPT_DEPART

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING JUNE 19, 2004

			Health Insurance						Dental Insurance						Vision Insurance	
	Bargaining Unit	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	**7,525**	3,458	46%	3,129	42%	125	2%	6,472	86%	291	4%	32	0%	6,811	91%
Y23	BUSINESS & ADMINISTRATION	**4,211**	1,780	42%	2,066	49%	88	2%	3,786	90%	158	4%	22	1%	3,980	95%
Y99	CONFIDENTIAL	**2,086**	862	41%	980	47%	40	2%	1,857	89%	53	3%	4	0%	1,912	92%
W22	HUMAN SERVICES	**9,401**	5,453	58%	3,190	34%	155	2%	8,502	90%	337	4%	47	0%	8,892	95%
E42	HUMAN SERVICES SUPPORT	**877**	537	61%	274	31%	12	1%	781	89%	46	5%	2	0%	828	94%
U11	INSTITUTIONAL	**2,702**	1,712	63%	795	29%	16	1%	2,490	92%	48	2%	3	0%	2,546	94%
A31	LABOR AND TRADES	**3,481**	1,543	44%	935	27%	33	1%	2,508	72%	2	0%	7	0%	2,517	72%
Y98	MANAGERIAL	**1,585**	857	54%	635	40%	20	1%	1,496	94%	25	2%	4	0%	1,527	96%
Y52	NONCAREER	**634**	2	0%	2	0%	0	0%	3	0%	0	0%	0	0%	4	1%
Y50	PENDING UNIT ASSIGNMENT	**4**	0	0%	4	100%	0	0%	3	75%	1	25%	0	0%	4	100
A02	SAFETY & REGULATORY	**2,029**	955	47%	318	16%	40	2%	1,273	63%	11	1%	14	1%	1,303	64%
H21	SCIENTIFIC & ENGINEERING	**2,145**	1,178	55%	820	38%	38	2%	1,989	93%	53	2%	12	1%	2,067	96%
C12	SECURITY	**9,440**	5,807	62%	3,159	33%	67	1%	8,828	94%	235	2%	14	0%	9,077	96%
T01	STATE POLICE ENLISTED	**1,561**	1,419	91%	103	7%	6	0%	1,520	97%	7	0%	1	0%	1,526	98%
Y51	SUPERVISORY	**6,733**	3,845	57%	2,427	36%	85	1%	6,260	93%	134	2%	19	0%	6,414	95%
L32	TECHNICAL	**1,324**	598	45%	359	27%	13	1%	941	71%	27	2%	5	0%	973	73%
	UNAVAILABLE	**7**	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
STATEWIDE TOTALS:		**55,745**	**30,006**	**54%**	**19,196**	**34%**	**738**	**1%**	**48,709**	**87%**	**1,428**	**3%**	**186**	**0%**	**50,381**	**90%**

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING JUNE 19, 2004

			Disability Insurance				Life Insurance				Long Term Care Insurance	
	Bargaining Unit	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	**7,525**	6,511	87%	145	2%	6,547	87%	433	6%	733	10%
Y23	BUSINESS & ADMINISTRATION	**4,211**	3,696	88%	46	1%	3,769	90%	323	8%	833	20%
Y99	CONFIDENTIAL	**2,086**	1,895	91%	25	1%	1,897	91%	132	6%	405	19%
W22	HUMAN SERVICES	**9,401**	8,592	91%	0	0%	8,764	93%	575	6%	1,109	12%
E42	HUMAN SERVICES SUPPORT	**877**	636	73%	0	0%	809	92%	67	8%	45	5%
U11	INSTITUTIONAL	**2,702**	2,399	89%	2	0%	2,578	95%	97	4%	70	3%
A31	LABOR AND TRADES	**3,481**	2,394	69%	18	1%	2,529	73%	115	3%	117	3%
Y98	MANAGERIAL	**1,585**	1,475	93%	33	2%	1,460	92%	82	5%	431	27%
Y52	NONCAREER	**634**	2	0%	0	0%	7	1%	1	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**4**	4	100%	0	0%	4	100%	0	0%	0	0%
A02	SAFETY & REGULATORY	**2,029**	1,199	59%	83	4%	1,198	59%	92	5%	97	5%
H21	SCIENTIFIC & ENGINEERING	**2,145**	1,777	83%	20	1%	1,889	88%	190	9%	282	13%
C12	SECURITY	**9,440**	9,100	96%	0	0%	9,197	97%	241	3%	223	2%
T01	STATE POLICE ENLISTED	**1,561**	1,470	94%	1,123	72%	0	0%	23	1%	82	5%
Y51	SUPERVISORY	**6,733**	6,563	97%	199	3%	6,188	92%	247	4%	1,130	17%
L32	TECHNICAL	**1,324**	849	64%	21	2%	863	65%	90	7%	85	6%
	UNAVAILABLE	**7**	0	0%	0	0%	0	0%	0	0%	0	0%
STATEWIDE TOTALS:		**55,745**	**48,562**	**87%**	**1,715**	**3%**	**47,699**	**86%**	**2,708**	**5%**	**5,642**	**10%**

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.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 13, ENDING JUN 19, 2004

EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO. OF EMPLOYEES	SAFETY & REGULATION	LABOR AND TRADES	SECURITY	HUMAN SERVICES SUPPORT	SCIENTIFIC & ENGINEERING	TECHNICAL	STATE POLICE ENLISTED	INSTITUTIONAL	HUMAN SERVICES	ADMINISTRATIVE SUPPORT	TOTAL EXCLUSIVELY REPRESENTED
AGRICULTURE	79	703	27	133	0	0	247	22	0	0	0	98	527
ATTORNEY GENERAL	11	494	33	3	0	0	0	0	0	0	0	105	141
AUDITOR GENERAL	03	151	0	2	0	0	0	0	0	0	0	2	4
CAREER DEVELOPMENT	80	901	5	10	0	141	0	2	0	17	322	128	625
CIVIL RIGHTS	15	133	0	0	0	0	0	0	0	0	60	16	76
CIVIL SERVICE	19	189	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,507	34	149	469	0	112	54	0	1,285	589	479	3,171
CONSUMER & INDUSTRY SERVICES	63	3,347	265	35	0	661	112	4	0	0	233	644	1,954
CORRECTIONS	47	16,647	16	831	8,903	0	10	85	0	505	2,080	1,199	13,629
EDUCATION	31	332	1	7	0	1	0	0	0	22	102	79	212
ENVIRONMENTAL QUALITY	76	1,464	36	2	0	0	780	48	0	0	1	213	1,080
EXECUTIVE OFFICE	01	43	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	10,013	194	69	0	74	4	4	0	365	5,850	1,347	7,907
HISTORY ARTS AND LIBRARIES	25	295	25	56	0	0	6	3	0	0	49	49	188
INFORMATION TECHNOLOGY	08	1,735	0	29	0	0	5	60	0	0	1	303	398
LABOR & ECONOMIC GROWTH	64	10	0	0	0	0	0	0	0	0	0	0	0
MANAGEMENT & BUDGET	07	1,291	6	331	0	0	30	12	0	0	2	214	595
MILITARY AFFAIRS	51	962	32	169	0	0	21	8	0	468	25	55	778
NATURAL RESOURCES	75	3,167	1,103	806	0	0	237	240	0	11	67	236	2,700
STATE	23	1,863	28	21	0	0	0	0	0	0	0	1,255	1,304
STATE POLICE	55	2,623	151	28	0	0	75	26	1,554	6	0	301	2,141
TRANSPORTATION	59	3,188	58	782	0	0	503	753	0	0	2	260	2,358
TREASURY	27	1,538	11	10	0	0	3	1	0	0	3	540	568
GRAND TOTAL:		**55,596**	**2,025**	**3,473**	**9,372**	**877**	**2,145**	**1,322**	**1,554**	**2,679**	**9,386**	**7,523**	**40,356**

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 HRS DEPARTMENT

Table 5-10

PAY PERIOD NUMBER 13, ENDING JUN 19, 2004

NON-EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO OF EMPLOYEES	BUSINESS AND ADMINISTRATIVE	CONFIDENTIAL	MANAGERIAL	NON-CAREER	PENDING UNIT ASSIGNMENT	SUPERVISORY	TOTAL NERE'S
AGRICULTURE	79	703	34	21	22	25	0	74	176
ATTORNEY GENERAL	11	494	21	53	271	0	0	8	353
AUDITOR GENERAL	03	151	5	66	24	10	0	42	147
CAREER DEVELOPMENT	80	901	113	25	38	15	0	85	276
CIVIL RIGHTS	15	133	2	26	10	3	0	16	57
CIVIL SERVICE	19	189	4	149	15	5	0	16	189
COMMUNITY HEALTH	39	4,507	361	136	153	68	2	616	1,336
CONSUMER & INDUSTRY SERVICES	63	3,347	607	172	173	133	1	307	1,393
CORRECTIONS	47	16,647	173	310	157	33	0	2,345	3,018
EDUCATION	31	332	48	29	17	0	0	26	120
ENVIRONMENTAL QUALITY	76	1,464	62	45	18	89	0	170	384
EXECUTIVE OFFICE	01	43	0	42	1	0	0	0	43
FAMILY INDEPENDENCE AGENCY	43	10,013	414	369	169	7	0	1,147	2,106
HISTORY ARTS AND LIBRARIES	25	295	21	13	21	31	0	21	107
INFORMATION TECHNOLOGY	08	1,735	946	71	73	55	0	192	1,337
LABOR & ECONOMIC GROWTH	64	10	3	2	3	2	0	0	10
MANAGEMENT & BUDGET	07	1,291	282	147	82	42	0	143	696
MILITARY AFFAIRS	51	962	18	27	13	4	0	122	184
NATURAL RESOURCES	75	3,167	80	47	53	14	0	273	467
STATE	23	1,863	127	77	45	13	0	297	559
STATE POLICE	55	2,623	103	51	41	8	0	279	482
TRANSPORTATION	59	3,188	188	137	82	57	1	365	830
TREASURY	27	1,538	598	71	104	20	0	177	970
GRAND TOTAL:		**55,596**	**4,210**	**2,086**	**1,585**	**634**	**4**	**6,721**	**15,240**

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

EMPLOYEE ORGANIZATION MEMBERSHIP ANALYSIS FOR NON-REPRESENTED UNITS BY DEPARTMENT

PAY PERIOD ENDING JUNE 19, 2004

Department	Total Employees	Assoc. Of State Executives	Michigan Assoc Of Gov't Employees	Police Officer Assoc. of Michigan	Michigan Inst. Supv. Union	Michigan Nurses Assoc.	Michigan State Employees Assoc.	Michigan State Police Command Officers Assoc.	UAW	Michigan State Employees Assoc.	Total
AGRICULTURE	176	1	5	0	0	0	0	0	0	0	6
ATTORNEY GENERAL	353	0	1	0	0	0	0	0	0	0	1
AUDITOR GENERAL	147	0	2	0	0	0	0	0	1	0	3
CAREER DEVELOPMENT	276	6	8	0	2	0	0	0	0	0	16
CIVIL RIGHTS	57	0	2	0	0	0	0	0	0	0	2
CIVIL SERVICE	189	0	1	0	0	0	0	0	0	0	1
COMMUNITY HEALTH	1,341	0	185	0	15	0	0	0	2	0	202
CONSUMER & INDUSTRY SERVICES	1,393	40	34	0	3	0	0	0	0	0	77
CORRECTIONS	3,024	5	281	0	434	0	1	0	4	0	725
EDUCATION	120	1	0	0	0	0	0	0	1	0	2
ENVIRONMENTAL QUALITY	384	1	5	0	0	0	2	0	0	1	9
EXECUTIVE OFFICE	43	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	2,106	4	277	0	42	0	0	0	2	0	325
HISTORY ARTS AND LIBRARIES	107	0	1	0	0	0	1	0	0	0	2
INFORMATION TECHNOLOGY	1,337	1	14	0	1	0	0	0	1	0	17
LABOR & ECONOMIC GROWTH	10	0	0	0	0	0	0	0	0	0	0
MANAGEMENT & BUDGET	696	2	8	0	4	0	0	0	0	0	14
MILITARY AFFAIRS	184	0	11	0	40	0	1	0	0	0	52
NATURAL RESOURCES	467	1	37	0	0	0	0	0	0	0	38
STATE	559	0	39	0	11	0	0	0	0	0	50
STATE POLICE	483	0	25	0	0	0	0	155	0	0	180
TRANSPORTATION	831	6	27	0	2	0	0	0	1	0	36
TREASURY	970	2	23	0	3	0	0	0	1	0	29
STATEWIDE TOTALS:	**15,253**	**70**	**986**	**0**	**557**	**0**	**5**	**155**	**13**	**1**	**1,787**

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

MAIN MIDB CIVIL SERVICE WORKFORCE 43
REPORT SEQUENCE: DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART, HRM_GRP1-5_DEDUCTIONS