

# **THIRTY-FIRST ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2009-10**  
**October 1, 2009 – September 30, 2010**

**State of Michigan**  
**Civil Service Commission**



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This is the Thirty-First Annual Workforce Report covering fiscal year 2009-10 (October 1, 2009 – September 30, 2010). The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The source used for each chart is identified.

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The Annual Workforce Report was published in book form from FY 1979-80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an online document and in the following year, quarterly updates of portions of the report were added to the publication. The Michigan Civil Service Commission web address is: <http://www.michigan.gov/mdcs>. The following Michigan libraries are permanent repositories for previous copies of this document:

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**STATISTICAL HIGHLIGHTS  
FY 2009-10**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	46.2
Average Annual Salary <sup>1</sup> .....	\$54,121
Average Annual Fringe Benefit Cost <sup>2</sup> .....	\$33,057
Average Sick Leave Days Used.....	10.6
Average Annual Leave Days Used .....	19.1
Average Years of Service .....	14.3

**WORK FORCE CHARACTERISTICS**

Females .....	52.5%
Males.....	47.5%
Eligible for Longevity .....	74.8%
Less than Six Years of Service .....	24.7%
Six to Ten Years of Service.....	16.6%
Over Ten Years of Service.....	58.7%
Eligible for Retirement in Retirement Codes 01, 04, and 26 through December 31, 2010.....	26%
Exclusively Represented for Collective Bargaining.....	71.4%
Turnover Separations.....	6.9%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.1%
Asian .....	1.4%
Black .....	18%
Hispanic .....	2.8%
White .....	76.3%
Not Disclosed .....	0.4%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule (see Table 2-1).

<sup>2</sup> Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

## TABLE OF CONTENTS

<b>STATISTICAL HIGHLIGHTS .....</b>	<b>i</b>
-------------------------------------	----------

<b>TABLE OF CONTENTS .....</b>	<b>ii</b>
--------------------------------	-----------

### SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Graph 1-1 - State Classified Employment Averages, Fifty-Year History and Five-Year History .....	1-1
Graph 1-2 - State Classified Employment Figures, Fiscal Years 2005-06 through 2009-10.....	1-2
Table 1-1 - Active Classified Employees by Employee Status .....	1-3
Table 1-2 - Full-Time Equated Employee Position Report by Department.....	1-8
Table 1-3 - Number and Percent of Classified Employees by Department .....	1-12
Graph 1-3 - Breakdown of State Classified Employment Averages, Fiscal Years 1999-00 and 2009-10 .....	1-13
Table 1-4 - Average Number of Classified Employees by Department, Fiscal Years 2000-01 Through 2009-10 .....	1-14

### SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1 - Trend of Total State Expenditures Compared to Total State Classified Payroll, Fiscal Years 2000-01 through 2009-10 .....	2-1
Graph 2-2 - State Classified Payroll as a Percent of Total State Expenditures, Fiscal Years 2000-01 through 2009-10 .....	2-2
Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department .....	2-3
Table 2-2 - Employee Distribution by Salary - Statewide, Fiscal Years 2005-06 through 2009-10.....	2-4
Table 2-3 - Classified Employee Benefits as a Percentage of Base Payroll (Employer Contributions) Fiscal Years 2005-06 through 2009-10 .....	2-7
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-8
Table 2-5 - State Classified Employee Vacation, Holiday, and Sick Leave Pay as a Percentage of Base Payroll, Fiscal Years 2005-06 through 2009-10 .....	2-10
Graph 2-3 - Annual Leave and Sick Leave Usage by Department.....	2-11
Table 2-6 - State Classified Employee Average Sick Leave and Annual Leave Usage.....	2-12
Table 2-7 - State Classified Employee Sick Leave Usage Comparison (Average Days Per Employee) Fiscal Years 2005-06 through 2009-10 .....	2-13
Table 2-8 - Sick Leave Usage Analysis by Department.....	2-14
Table 2-9 - Annual Leave and Deferred Hours Usage Analysis by Department .....	2-15
Table 2-10 - Age Distribution for Classified Employees by Department.....	2-16
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2005-06 through 2009-10 .....	2-17
Graph 2-5 - Map of Michigan Distribution of Classified Employees by County .....	2-18
Table 2-11 - Active Classified Employees by Work County .....	2-19

**SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW**

Graph 3-1 - Average Years of Service by Department .....3-1

Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis .....3-2

Table 3-2 - Statewide Separations by Reason .....3-24

Table 3-3 - New Hires, Returns and Separations by Department .....3-25

Table 3-4 - Turnover Separations in the State Classified Service, 1943 to 2010 .....3-26

Table 3-5 - Turnover Separations by Department, Fiscal Years 2005-06 through 2009-10 .....3-28

Table 3-6 - Percentage of Employees in Retirement Codes 01, 04, and 26 Eligible for Retirement.....3-32

**SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORT**

Table 4-1 - Statewide Employees by EEO Category .....4-1

Table 4-2 - Statewide Employees by Department and EEO Category .....4-2

Table 4-3 - Classified Employee Distribution by Department .....4-23

Table 4-4 - Statewide Employees with a Disability by EEO Category .....4-24

**SECTION FIVE - BARGAINING UNIT CHARACTERISTICS**

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit .....5-1

Table 5-1 - Employees Paying Union Membership Fees by Bargaining Unit .....5-2

Graph 5-2 - Average Years of Service by Bargaining Unit .....5-3

Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis .....5-4

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

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

Graph 5-3 - Annual Leave and Sick Leave Usage by Bargaining Unit.....5-25

Table 5-5 - Sick Leave Usage Analysis by Bargaining Unit.....5-26

Table 5-6 - Annual Leave and Deferred Hours Usage Analysis by Bargaining Unit .....5-27

Table 5-7 - Average Sick Leave and Annual Leave Usage Analysis by Bargaining Unit.....5-28

Table 5-8 - Sick Leave Usage Comparison by Bargaining Unit.....5-29

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented .....5-30

Table 5-10- Bargaining Unit Analysis by Department, Non-Exclusively Represented .....5-31

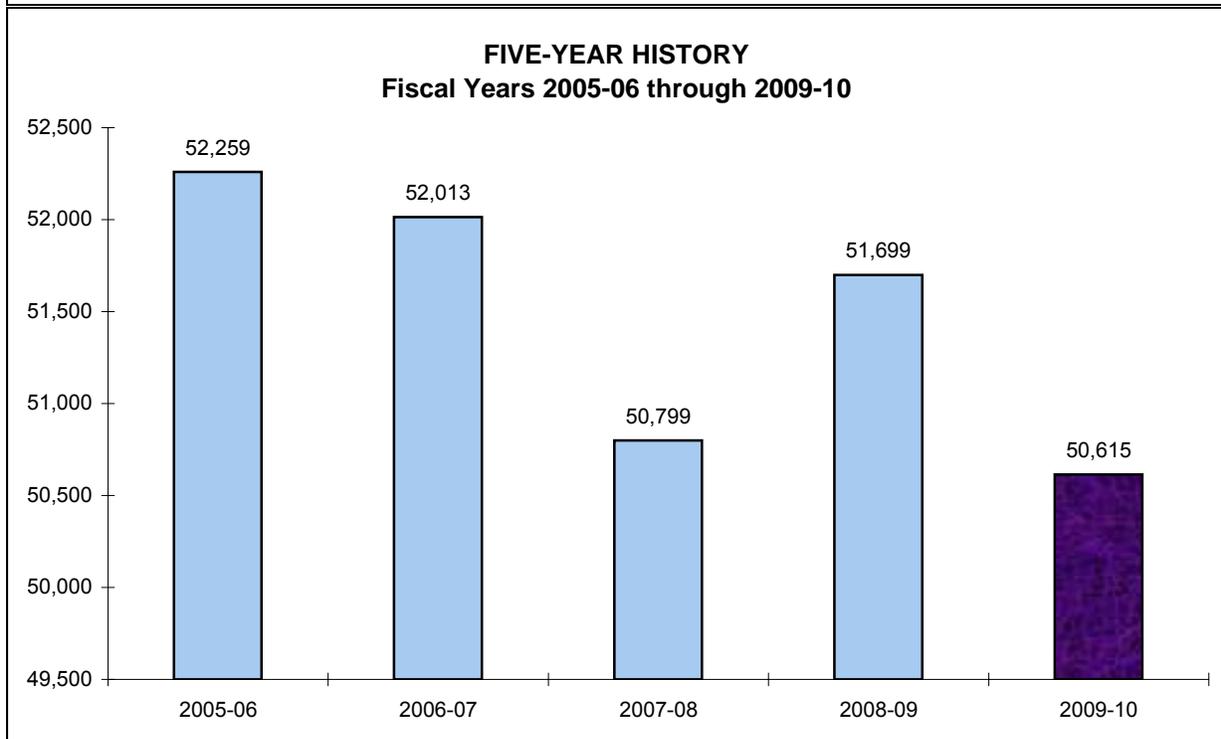
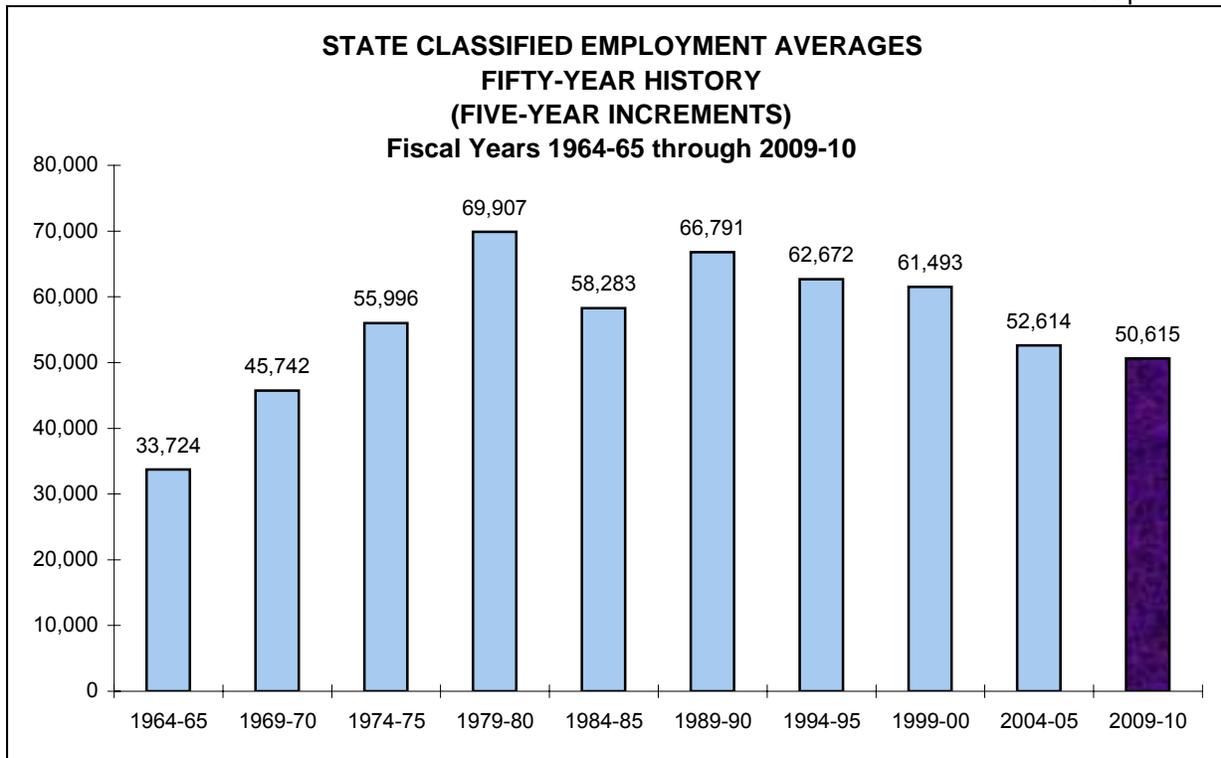
**GLOSSARY**

Glossary ..... G-1

SECTION ONE

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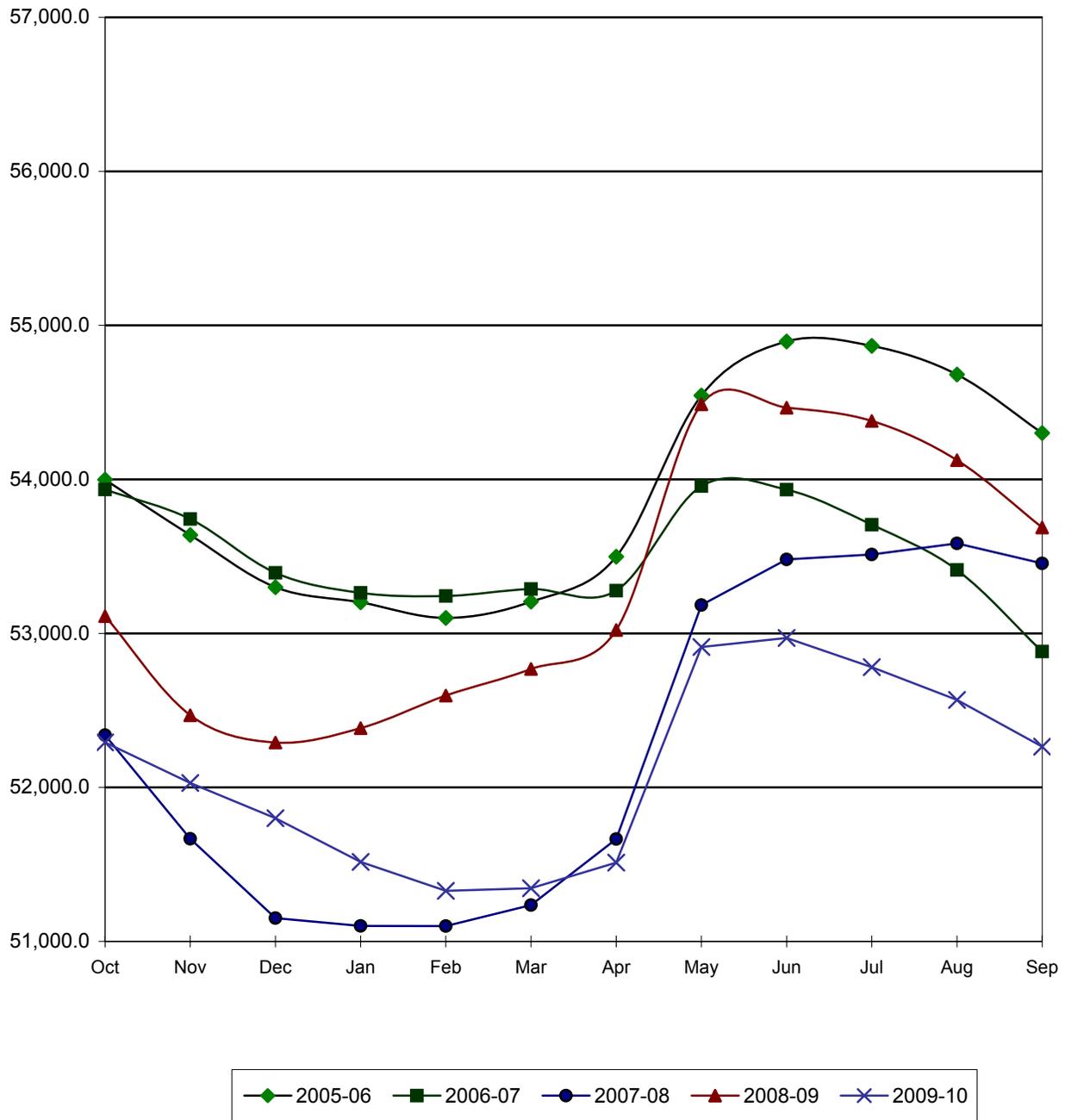
**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**



Comment: Employment averages prior to fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal and non-career positions for each month during the fiscal year. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Beginning in FY2004-05 the following non-career appointments have been excluded: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. As of September 18, 2010, these positions represented 99% of all non-career appointments.

Source: Michigan Civil Service Commission HWF09.

### STATE CLASSIFIED EMPLOYMENT FIGURES Fiscal Years 2005-06 through 2009-10



Comment: Employment levels typically increase during the summer months when temporary seasonal hiring occurs.

Source: Michigan Civil Service Commission HWF03, for the last full pay period of each month.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**  
Pay End Date: September 18, 2010

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	399.0	0.0	10.0	9.0	0.0	20.0	438.0	0.0	438.0
<b>AGRICULTURE</b>		<b>399.0</b>	<b>0.0</b>	<b>10.0</b>	<b>9.0</b>	<b>0.0</b>	<b>20.0</b>	<b>438.0</b>	<b>0.0</b>	<b>438.0</b>
ATY GNRL CENTRAL OFFICE	1101	428.0	3.0	0.0	14.0	0.0	0.0	445.0	0.0	445.0
PROSECUTING ATTY'S COORDINATING COUNCIL	1102	7.0	0.0	0.0	3.0	0.0	0.0	10.0	0.0	10.0
<b>ATTORNEY GENERAL</b>		<b>435.0</b>	<b>3.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>0.0</b>	<b>455.0</b>	<b>0.0</b>	<b>455.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	98.0	0.0	16.0	21.0	0.0	3.0	138.0	0.0	138.0
<b>AUDITOR GENERAL</b>		<b>98.0</b>	<b>0.0</b>	<b>16.0</b>	<b>21.0</b>	<b>0.0</b>	<b>3.0</b>	<b>138.0</b>	<b>0.0</b>	<b>138.0</b>
CIV RGHT CENTRAL OFFICE	1501	85.0	0.0	1.0	8.0	0.0	0.0	94.0	0.0	94.0
<b>CIVIL RIGHTS</b>		<b>85.0</b>	<b>0.0</b>	<b>1.0</b>	<b>8.0</b>	<b>0.0</b>	<b>0.0</b>	<b>94.0</b>	<b>0.0</b>	<b>94.0</b>
CIVIL SERVICE COMMISSION	1901	467.0	3.0	0.0	7.0	1.0	12.0	490.0	1.5	488.5
<b>CIVIL SERVICE COMMISSION</b>		<b>467.0</b>	<b>3.0</b>	<b>0.0</b>	<b>7.0</b>	<b>1.0</b>	<b>12.0</b>	<b>490.0</b>	<b>1.5</b>	<b>488.5</b>
COMMUNITY HLTH CORRECTIONS PRG	3904	281.0	2.0	0.0	3.0	0.0	0.0	286.0	0.0	286.0
DCH-CARO CENTER	3902	366.0	1.0	0.0	0.0	0.0	4.0	371.0	0.0	371.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,540.0	5.0	10.0	26.0	0.0	46.0	1,627.0	1.5	1,625.5
DCH-CTR FORENSIC PSYCHIATRY	3920	502.0	2.0	0.0	4.0	0.0	5.0	513.0	0.0	513.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	155.0	3.0	0.0	25.0	0.0	3.0	186.0	0.0	186.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	417.0	7.0	0.0	51.0	0.0	0.0	475.0	0.0	475.0
DCH-OFFICE OF SRVCS TO AGING	3970	37.0	0.0	1.0	2.0	0.0	0.0	40.0	0.0	40.0
DCH-WALTER P. REUTHER PSY HOSP	3945	397.0	0.0	0.0	4.0	0.0	0.0	401.0	0.0	401.0
<b>COMMUNITY HEALTH</b>		<b>3,695.0</b>	<b>20.0</b>	<b>11.0</b>	<b>115.0</b>	<b>0.0</b>	<b>58.0</b>	<b>3,899.0</b>	<b>1.5</b>	<b>3,897.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	504.0	0.0	0.0	1.0	0.0	0.0	505.0	0.0	505.0
DOC-ALGER MAX SECURITY CORRECT	4735	282.0	0.0	0.0	1.0	0.0	2.0	285.0	0.0	285.0
DOC-BARAGA FACILITY	4740	367.0	1.0	0.0	1.0	0.0	3.0	372.0	0.0	372.0
DOC-BELLAMY CREEK FACILITY	4748	430.0	0.0	0.0	1.0	0.0	0.0	431.0	0.0	431.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	524.0	2.0	0.0	1.0	0.0	0.0	527.0	0.0	527.0

Comment: 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.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**  
 Pay End Date: September 18, 2010

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CARSON CITY FAC/CARSON CIT	4731	513.0	0.0	0.0	1.0	0.0	0.0	514.0	0.0	514.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	533.0	1.0	0.0	1.0	0.0	0.0	535.0	0.0	535.0
DOC-COOPER STREET FACILITY	4752	427.0	0.0	0.0	2.0	0.0	0.0	429.0	0.5	428.5
DOC-CORRECTN CENTRAL OFFICE	4702	503.0	0.0	0.0	36.0	0.0	45.0	584.0	0.0	584.0
DOC-COTTON FACILITY	4720	451.0	0.0	0.0	1.0	0.0	0.0	452.0	1.5	450.5
DOC-CRANE FACILITY	4716	248.0	0.0	0.0	0.0	0.0	0.0	248.0	0.0	248.0
DOC-EGELER FACILITY	4727	597.0	0.0	0.0	1.0	0.0	0.0	598.0	0.0	598.0
DOC-FIELD OPERATION REGION III	4763	982.0	9.0	2.0	3.0	0.0	0.0	996.0	0.0	996.0
DOC-FIELD OPERATIONS REGION I	4761	861.0	1.0	1.0	1.0	0.0	0.0	864.0	0.0	864.0
DOC-HANDLON MI TRAINING UNT	4705	292.0	1.0	0.0	0.0	0.0	0.0	293.0	0.0	293.0
DOC-HURON VALLEY CORR COMPLEX	4715	562.0	2.0	0.0	4.0	0.0	0.0	568.0	0.0	568.0
DOC-IONIA MAXIMUM FACILITY	4724	310.0	0.0	0.0	1.0	0.0	0.0	311.0	0.0	311.0
DOC-JACKSON CENTRAL REGION	4750	126.0	0.0	0.0	0.0	0.0	0.0	126.0	0.0	126.0
DOC-KINROSS/HIAWATHA FACILITY	4712	408.0	0.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
DOC-LAKELAND MENS FACILITY	4718	283.0	0.0	0.0	0.0	0.0	0.0	283.0	0.0	283.0
DOC-MACOMB FACILITY	4741	330.0	0.0	0.0	1.0	0.0	0.0	331.0	0.0	331.0
DOC-MARQUETTE BRANCH PRISON	4706	369.0	0.0	0.0	2.0	0.0	1.0	372.0	0.0	372.0
DOC-MAXEY CORRECTIONAL	4749	164.0	0.0	0.0	2.0	0.0	0.0	166.0	0.0	166.0
DOC-MICHIGAN REFORMATORY	4707	330.0	0.0	0.0	2.0	0.0	6.0	338.0	0.0	338.0
DOC-MICHIGAN STATE INDUSTRIES	4709	147.0	0.0	0.0	0.0	0.0	0.0	147.0	0.0	147.0
DOC-MID MICHIGAN FACILITY	4733	582.0	0.0	0.0	0.0	0.0	0.0	582.0	0.0	582.0
DOC-MOUND FACILITY	4737	314.0	0.0	0.0	0.0	0.0	0.0	314.0	0.0	314.0
DOC-MUSKEGON FACILITY	4704	190.0	0.0	0.0	1.0	0.0	0.0	191.0	0.0	191.0
DOC-NEWBERRY FACILITY	4743	290.0	0.0	0.0	0.0	0.0	0.0	290.0	0.0	290.0
DOC-OAKS FACILITY	4739	336.0	1.0	0.0	1.0	0.0	0.0	338.0	0.0	338.0

Comment: 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.

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**  
Pay End Date: September 18, 2010

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-OJIBWAY FACILITY	4746	243.0	1.0	0.0	1.0	0.0	4.0	249.0	0.0	249.0
DOC-PARNALL FACILITY	4751	303.0	0.0	1.0	0.0	0.0	0.0	304.0	0.0	304.0
DOC-PINE RIVER FACILITY	4744	242.0	1.0	0.0	1.0	0.0	0.0	244.0	0.0	244.0
DOC-PUGSLEY FACILITY	4745	255.0	1.0	0.0	1.0	0.0	1.0	258.0	0.0	258.0
DOC-RYAN FACILITY	4738	325.0	0.0	0.0	1.0	0.0	0.0	326.0	0.0	326.0
DOC-SAGINAW FACILITY	4742	352.0	4.0	0.0	1.0	0.0	0.0	357.0	0.0	357.0
DOC-THUMB FACILITY	4725	330.0	0.0	0.0	3.0	0.0	0.0	333.0	0.0	333.0
NTHRN REGION ADMIN AND SUPPORT	4714	58.0	0.0	0.0	0.0	0.0	0.0	58.0	0.0	58.0
SOUTHERN REGION - IONIA	4711	71.0	0.0	0.0	0.0	0.0	0.0	71.0	0.0	71.0
<b>CORRECTIONS</b>		<b>14,434.0</b>	<b>25.0</b>	<b>4.0</b>	<b>74.0</b>	<b>0.0</b>	<b>62.0</b>	<b>14,599.0</b>	<b>2.0</b>	<b>14,597.0</b>
EDUCATION	3103	343.0	6.0	3.0	24.0	73.0	3.0	452.0	1.0	451.0
<b>EDUCATION</b>		<b>343.0</b>	<b>6.0</b>	<b>3.0</b>	<b>24.0</b>	<b>73.0</b>	<b>3.0</b>	<b>452.0</b>	<b>1.0</b>	<b>451.0</b>
DPT OF ENRGY/LABOR/ECNOMC GRTH	6401	3,494.0	14.0	5.0	363.0	54.0	110.0	4,040.0	1.5	4,038.5
MES BOARD OF REVIEW	6415	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	16.0
MSHDA	6405	290.0	8.0	3.0	20.0	0.0	36.0	357.0	1.5	355.5
<b>ENERGY, LABOR &amp; ECONOMIC GROWTH</b>		<b>3,799.0</b>	<b>22.0</b>	<b>8.0</b>	<b>384.0</b>	<b>54.0</b>	<b>146.0</b>	<b>4,413.0</b>	<b>3.0</b>	<b>4,410.0</b>
DNRE-ENVIRONMENTAL QUALITY	7601	1,212.0	7.0	16.0	27.0	0.0	15.0	1,277.0	3.5	1,273.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,212.0</b>	<b>7.0</b>	<b>16.0</b>	<b>27.0</b>	<b>0.0</b>	<b>15.0</b>	<b>1,277.0</b>	<b>3.5</b>	<b>1,273.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	37.0	0.0	2.0	39.0	0.0	39.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>37.0</b>	<b>0.0</b>	<b>2.0</b>	<b>39.0</b>	<b>0.0</b>	<b>39.0</b>
DHS-BERRIEN COUNTY	4322	149.0	0.0	0.0	5.0	3.0	0.0	157.0	0.0	157.0
DHS-CALHOUN COUNTY	4323	152.0	0.0	0.0	11.0	0.0	0.0	163.0	0.0	163.0
DHS-COUNTIES	4308	2,424.0	4.0	1.0	136.0	28.0	0.0	2,593.0	3.5	2,589.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,905.0	4.0	18.0	198.0	3.0	8.0	2,136.0	3.0	2,133.0

Comment: 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.

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Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**  
Pay End Date: September 18, 2010

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-GENESEE COUNTY	4302	518.0	0.0	0.0	20.0	0.0	0.0	538.0	0.0	538.0
DHS-INGHAM COUNTY	4312	235.0	0.0	0.0	1.0	1.0	0.0	237.0	0.0	237.0
DHS - INSTITUTIONS	4307	78.0	0.0	8.0	9.0	0.0	0.0	95.0	0.0	95.0
DHS-JACKSON COUNTY	4315	127.0	0.0	0.0	8.0	0.0	0.0	135.0	0.0	135.0
DHS-KALAMAZOO COUNTY	4314	213.0	0.0	0.0	7.0	0.0	0.0	220.0	0.0	220.0
DHS-KENT COUNTY	4303	409.0	0.0	0.0	30.0	7.0	0.0	446.0	3.5	442.5
DHS-MACOMB COUNTY	4304	491.0	0.0	0.0	3.0	0.0	0.0	494.0	4.0	490.0
DHS-MAXEY TRAINING SCHOOL	4311	98.0	0.0	0.0	1.0	0.0	0.0	99.0	0.0	99.0
DHS-MUSKEGON COUNTY	4324	202.0	0.0	0.0	13.0	0.0	0.0	215.0	0.0	215.0
DHS-OAKLAND COUNTY	4305	489.0	0.0	2.0	48.0	0.0	0.0	539.0	0.0	539.0
DHS-SAGINAW COUNTY	4313	227.0	0.0	0.0	6.0	0.0	0.0	233.0	0.0	233.0
DHS-WASHTENAW	4325	141.0	0.0	0.0	4.0	0.0	0.0	145.0	0.0	145.0
DHS-WAYNE COUNTY DSS	4306	91.0	0.0	0.0	3.0	0.0	0.0	94.0	0.0	94.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	633.0	0.0	0.0	18.0	0.0	0.0	651.0	0.0	651.0
DHS-WAYNE COUNTY ZONE 3	4318	419.0	0.0	0.0	40.0	0.0	0.0	459.0	0.0	459.0
DHS-WAYNE COUNTY ZONE 4	4319	457.0	0.0	0.0	42.0	0.0	0.0	499.0	0.0	499.0
DHS-WAYNE COUNTY ZONE L	4316	373.0	0.0	0.0	32.0	0.0	0.0	405.0	0.0	405.0
<b>HUMAN SERVICES</b>		<b>9,831.0</b>	<b>8.0</b>	<b>29.0</b>	<b>635.0</b>	<b>42.0</b>	<b>8.0</b>	<b>10,553.0</b>	<b>14.0</b>	<b>10,539.0</b>
TECH, MGMT AND BUDGET - IT	0801	1,670.0	4.0	0.0	28.0	0.0	82.0	1,784.0	0.0	1,784.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,670.0</b>	<b>4.0</b>	<b>0.0</b>	<b>28.0</b>	<b>0.0</b>	<b>82.0</b>	<b>1,784.0</b>	<b>0.0</b>	<b>1,784.0</b>
DTMB - CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - MB	0701	853.0	4.0	3.0	49.0	0.0	30.0	939.0	8.0	931.0
<b>MANAGEMENT AND BUDGET</b>		<b>853.0</b>	<b>4.0</b>	<b>3.0</b>	<b>50.0</b>	<b>0.0</b>	<b>30.0</b>	<b>940.0</b>	<b>8.0</b>	<b>932.0</b>
D.J. JACOBETTI HOME FOR VETERA	5103	134.0	6.0	2.0	0.0	1.0	3.0	146.0	1.0	145.0
GRAND RAPIDS HOME FOR VETERANS	5102	419.0	2.0	8.0	2.0	12.0	20.0	463.0	0.0	463.0

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Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**  
 Pay End Date: September 18, 2010

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MIL AFFR CENTRAL OFFICE	5101	233.0	0.0	6.0	12.0	34.0	43.0	328.0	0.0	328.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>786.0</b>	<b>8.0</b>	<b>16.0</b>	<b>14.0</b>	<b>47.0</b>	<b>66.0</b>	<b>937.0</b>	<b>1.0</b>	<b>936.0</b>
DNRE-NATURAL RESOURCES	7501	1,273.0	2.0	64.0	24.0	298.0	1,242.0	2,903.0	0.0	2,903.0
<b>NATURAL RESOURCES</b>		<b>1,273.0</b>	<b>2.0</b>	<b>64.0</b>	<b>24.0</b>	<b>298.0</b>	<b>1,242.0</b>	<b>2,903.0</b>	<b>0.0</b>	<b>2,903.0</b>
DEPARTMENT OF STATE	2301	1,163.0	0.0	144.0	31.0	0.0	185.0	1,523.0	0.0	1,523.0
<b>STATE</b>		<b>1,163.0</b>	<b>0.0</b>	<b>144.0</b>	<b>31.0</b>	<b>0.0</b>	<b>185.0</b>	<b>1,523.0</b>	<b>0.0</b>	<b>1,523.0</b>
STATE POLICE	5501	2,439.0	30.0	6.0	31.0	0.0	9.0	2,515.0	1.5	2,513.5
<b>STATE POLICE</b>		<b>2,439.0</b>	<b>30.0</b>	<b>6.0</b>	<b>31.0</b>	<b>0.0</b>	<b>9.0</b>	<b>2,515.0</b>	<b>1.5</b>	<b>2,513.5</b>
STRATEGIC FUND	0740	158.0	3.0	14.0	17.0	0.0	39.0	231.0	0.0	231.0
<b>STRATEGIC FUND</b>		<b>158.0</b>	<b>3.0</b>	<b>14.0</b>	<b>17.0</b>	<b>0.0</b>	<b>39.0</b>	<b>231.0</b>	<b>0.0</b>	<b>231.0</b>
BRIDGE AUTHORITIES-INTERNATIONAL	5903	29.0	0.0	1.0	1.0	0.0	13.0	44.0	0.0	44.0
BRIDGE AUTHORITIES-MACKINAC	5902	42.0	0.0	24.0	8.0	0.0	13.0	87.0	0.0	87.0
TRANSPORTATION CENTRAL OFFICE	5901	2,566.0	15.0	12.0	59.0	23.0	232.0	2,907.0	5.0	2,902.0
<b>TRANSPORTATION</b>		<b>2,637.0</b>	<b>15.0</b>	<b>37.0</b>	<b>68.0</b>	<b>23.0</b>	<b>258.0</b>	<b>3,038.0</b>	<b>5.0</b>	<b>3,033.0</b>
BUREAU OF STATE LOTTERY	2795	177.0	0.0	0.0	0.0	0.0	23.0	200.0	0.0	200.0
GAMING CONTROL	2707	95.0	1.0	6.0	6.0	5.0	11.0	124.0	0.0	124.0
TREASURY CENTRAL PAYROLL	2701	1,209.0	5.0	10.0	25.0	0.0	16.0	1,265.0	0.0	1,265.0
<b>TREASURY</b>		<b>1,481.0</b>	<b>6.0</b>	<b>16.0</b>	<b>31.0</b>	<b>5.0</b>	<b>50.0</b>	<b>1,589.0</b>	<b>0.0</b>	<b>1,589.0</b>
<b>STATEWIDE TOTAL</b>		<b>47,258.0</b>	<b>166.0</b>	<b>398.0</b>	<b>1,652.0</b>	<b>543.0</b>	<b>2,290.0</b>	<b>52,307.0</b>	<b>42.0</b>	<b>52,265.0</b>

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Source: Michigan Civil Service Commission HWF04

**Full-Time Equated Position Report by Department**  
**Fiscal Year 2009 - 2010 Summary**

Department		Fiscal Year 2010 Appropriated FTE Positions (A)	Fiscal Year 2010 Average FTE Positions (B)	Fiscal Year 2009 Average FTE Positions (C)	FY 2009 and FY 2010 Difference (B - C)	FY 2010 Average and Appropriated Difference (B - A)
AGRICULTURE	Regular	591.5	432.7	465.8	-33.1	-158.8
	Overtime	0.0	0.4	1.6	-1.1	0.4
	Total	591.5	433.1	467.4	-34.3	-158.4
ATTORNEY GENERAL	Regular	537.0	455.3	465.1	-9.8	-81.7
	Overtime	0.0	0.2	1.2	-0.9	0.2
	Total	537.0	455.6	466.3	-10.7	-81.4
AUDITOR GENERAL	Regular	0.0	129.3	130.9	-1.6	129.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	129.3	130.9	-1.6	129.3
CIVIL RIGHTS	Regular	125.0	94.3	106.1	-11.8	-30.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	125.0	94.3	106.1	-11.8	-30.7
CIVIL SERVICE COMMISSION	Regular	533.5	489.2	493.5	-4.3	-44.3
	Overtime	0.0	0.1	0.8	-0.7	0.1
	Total	533.5	489.3	494.3	-5.0	-44.2
COMMUNITY HEALTH	Regular	4,375.6	3,879.7	3,909.9	-30.2	-495.9
	Overtime	0.0	179.1	161.0	18.0	179.1
	Total	4,375.6	4,058.8	4,070.9	-12.2	-316.8

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee 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). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-022.

The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

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Source: Michigan Civil Service Commission MPR-0160

**Full-Time Equated Position Report by Department**  
**Fiscal Year 2009 - 2010 Summary**

Department		Fiscal Year 2010 Appropriated FTE Positions (A)	Fiscal Year 2010 Average FTE Positions (B)	Fiscal Year 2009 Average FTE Positions (C)	FY 2009 and FY 2010 Difference (B - C)	FY 2010 Average and Appropriated Difference (B - A)
CORRECTIONS	Regular	15,746.1	15,002.6	14,933.0	69.6	-743.5
	Overtime	0.0	811.2	1,007.5	-196.3	811.2
	Total	15,746.1	15,813.8	15,940.5	-126.7	67.7
EDUCATION	Regular	538.5	430.6	371.2	59.5	-107.9
	Overtime	0.0	0.8	1.0	-0.2	0.8
	Total	538.5	431.4	372.2	59.2	-107.1
ENERGY, LABOR & ECONOMIC GROWTH	Regular	4,680.5	4,360.3	3,911.3	449.0	-320.2
	Overtime	0.0	187.3	159.3	28.0	187.3
	Total	4,680.5	4,547.6	4,070.7	476.9	-132.9
ENVIRONMENTAL QUALITY	Regular	1,491.1	1,273.3	1,256.3	17.0	-217.8
	Overtime	0.0	3.2	2.0	1.2	3.2
	Total	1,491.1	1,276.5	1,258.3	18.2	-214.6
EXECUTIVE OFFICE	Regular	74.2	41.4	42.1	-0.7	-32.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	41.4	42.1	-0.7	-32.8
HISTORY ARTS AND LIBRARIES	Regular	0.0	0.0	190.0	-190.0	0.0
	Overtime	0.0	0.0	0.4	-0.4	0.0
	Total	0.0	0.0	190.4	-190.4	0.0

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**Full-Time Equated Position Report by Department**  
**Fiscal Year 2009 - 2010 Summary**

Department		Fiscal Year 2010 Appropriated FTE Positions (A)	Fiscal Year 2010 Average FTE Positions (B)	Fiscal Year 2009 Average FTE Positions (C)	FY 2009 and FY 2010 Difference (B - C)	FY 2010 Average and Appropriated Difference (B - A)
HUMAN SERVICES	Regular	10,905.8	10,361.6	9,576.2	785.5	-544.2
	Overtime	0.0	312.2	353.7	-41.5	312.2
	Total	10,905.8	10,673.8	9,929.9	743.9	-232.0
INFORMATION TECHNOLOGY	Regular	1,632.0	1,758.8	1,650.8	108.0	126.8
	Overtime	0.0	13.4	22.6	-9.2	13.4
	Total	1,632.0	1,772.2	1,673.4	98.8	140.2
MANAGEMENT AND BUDGET	Regular	872.5	953.6	939.7	13.8	81.1
	Overtime	0.0	13.1	11.0	2.1	13.1
	Total	872.5	966.6	950.7	15.9	94.1
MILITARY & VETERAN AFFAIRS	Regular	985.0	902.3	888.0	14.3	-82.7
	Overtime	0.0	32.8	26.8	6.0	32.8
	Total	985.0	935.1	914.8	20.3	-49.9
NATURAL RESOURCES	Regular	2,209.9	2,057.0	1,902.7	154.3	-152.9
	Overtime	0.0	24.9	19.9	5.0	24.9
	Total	2,209.9	2,081.9	1,922.6	159.3	-128.0
SENATE	Regular	0.0	0.0	0.0	0.0	0.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	0.0	0.0	0.0	0.0

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**Full-Time Equated Position Report by Department**  
**Fiscal Year 2009 - 2010 Summary**

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STATE	Regular	1,809.0	1,431.8	1,415.8	15.9	-377.2
	Overtime	0.0	3.6	5.8	-2.2	3.6
	<b>Total</b>	<b>1,809.0</b>	<b>1,435.4</b>	<b>1,421.7</b>	<b>13.7</b>	<b>-373.6</b>
STATE POLICE	Regular	2,866.0	2,528.1	2,498.4	29.7	-337.9
	Overtime	0.0	133.2	143.5	-10.3	133.2
	<b>Total</b>	<b>2,866.0</b>	<b>2,661.3</b>	<b>2,641.9</b>	<b>19.4</b>	<b>-204.7</b>
STRATEGIC FUND	Regular	155.0	199.2	191.3	7.9	44.2
	Overtime	0.0	0.5	0.6	-0.1	0.5
	<b>Total</b>	<b>155.0</b>	<b>199.7</b>	<b>191.9</b>	<b>7.8</b>	<b>44.7</b>
TRANSPORTATION	Regular	3,008.3	3,020.3	2,893.8	126.6	12.0
	Overtime	0.0	112.4	141.4	-29.0	112.4
	<b>Total</b>	<b>3,008.3</b>	<b>3,132.7</b>	<b>3,035.2</b>	<b>97.5</b>	<b>124.4</b>
TREASURY	Regular	1,702.5	1,565.4	1,445.6	119.7	-137.1
	Overtime	0.0	11.2	5.8	5.4	11.2
	<b>Total</b>	<b>1,702.5</b>	<b>1,576.6</b>	<b>1,451.4</b>	<b>125.2</b>	<b>-125.9</b>
<b>STATEWIDE TOTALS:</b>	<b>Regular</b>	<b>54,839.0</b>	<b>51,366.8</b>	<b>49,677.7</b>	<b>1,689.2</b>	<b>-3,472.2</b>
	<b>Overtime</b>	<b>0.0</b>	<b>1,839.4</b>	<b>2,065.9</b>	<b>-226.5</b>	<b>1,839.4</b>
	<b>Total</b>	<b>54,839.0</b>	<b>53,206.2</b>	<b>51,743.5</b>	<b>1,462.7</b>	<b>-1,632.8</b>

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Source: Michigan Civil Service Commission MPR-0160

## NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	2008-09		2009-10	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	522.0	1.0%	438.0	0.8%
Attorney General	471.0	0.9%	455.0	0.9%
Auditor General	136.0	0.3%	138.0	0.3%
Civil Rights	94.0	0.2%	94.0	0.2%
Civil Service Commission	522.0	1.0%	488.5	0.9%
Community Health	3,972.5	7.4%	3,897.5	7.5%
Corrections	15,422.0	28.7%	14,597.0	27.9%
Education	411.0	0.8%	451.0	0.9%
Energy, Labor & Economic Growth	4,381.5	8.2%	4,410.0	8.4%
Environmental Quality	1,345.5	2.5%	1,273.5	2.4%
Executive Office	45.0	0.1%	39.0	0.1%
History Arts and Libraries	228.0	0.4%	0.0	0.0%
Human Services	10,514.0	19.6%	10,539.0	20.2%
Information Technology	1,795.0	3.3%	1,784.0	3.4%
Management and Budget	994.5	1.9%	932.0	1.8%
Military & Veterans Affairs	962.0	1.8%	936.0	1.8%
Natural Resources	2,812.0	5.2%	2,903.0	5.6%
State	1,559.0	2.9%	1,523.0	2.9%
State Police	2,555.5	4.8%	2,513.5	4.8%
Strategic Fund	261.0	0.5%	231.0	0.4%
Transportation	3,096.5	5.8%	3,033.0	5.8%
Treasury	1,567.0	2.9%	1,589.0	3.0%
<b>TOTAL</b>	<b>53,667.0</b>	<b>100.0%</b>	<b>52,265.0</b>	<b>100.0%</b>

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

Statewide, the number of classified employees at fiscal year end decreased by 1,402 (3%) from FY2008-09 to FY2009-10.

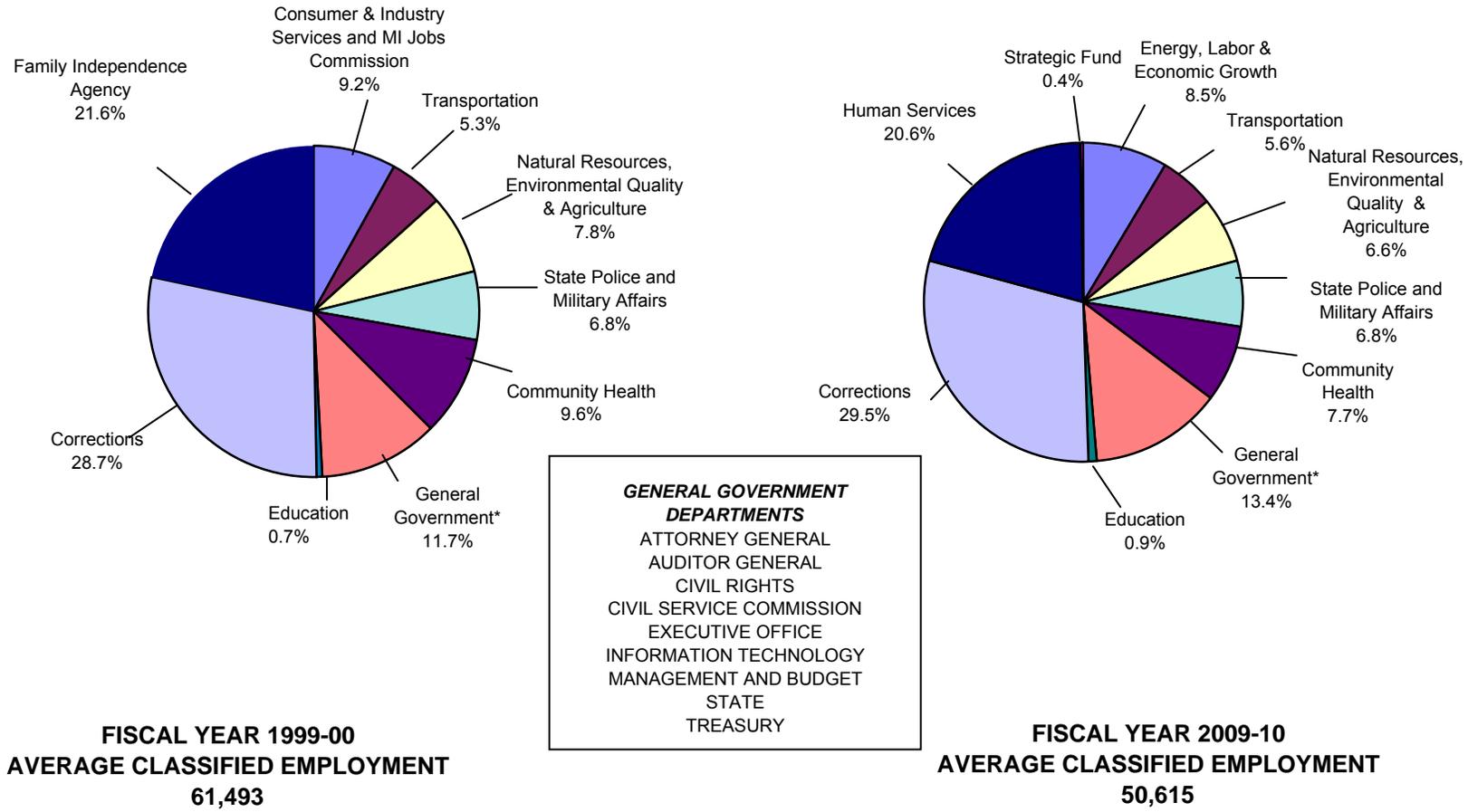
The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009 .

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF03

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES**  
**Fiscal Years 1999-00 and 2009-10 Compared**

Graph 1-3



Comment: Statewide, average classified employment decreased by 10,878 positions (18%) from 1999-00 to 2009-10.

Source: Michigan Civil Service Commission HWF09

**AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT  
FISCAL YEARS 2000-01 THROUGH 2009-10**

<b>DEPARTMENT</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>	<b>05-06</b>	<b>06-07</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>
Agriculture	697	702	635	687	641	575	535	521	529	447
Attorney General	558	538	474	489	524	528	517	496	494	461
Auditor General	179	176	157	150	143	142	138	138	135	132
Career Development <sup>1</sup>	1,088	1,079	911	901	34	--	--	--	--	--
Civil Rights	166	164	135	133	131	127	119	117	112	95
Civil Service Commission <sup>2</sup>	206	200	176	189	210	210	206	538	526	488
Community Health	5,838	5,370	4,465	4,577	4,424	4,241	4,225	3,964	4,075	3,873
Consumer and Industry Services	3,823	3,735	3,186	3,170	209	--	--	--	--	--
Corrections	18,296	17,821	17,222	16,781	16,543	16,446	16,357	15,944	15,762	14,943
Education	396	393	298	324	352	367	369	380	405	445
Energy, Labor & Economic Growth <sup>5</sup>	--	--	--	--	--	--	--	--	--	4,298
Environmental Quality	1,617	1,567	1,370	1,444	1,419	1,430	1,423	1,354	1,330	1,283
Executive Office	67	58	51	49	45	44	44	46	45	41
History Arts and Libraries <sup>3</sup>	--	295	287	273	203	200	196	191	182	--
Human Services	13,139	12,554	10,303	10,104	9,953	9,778	9,759	9,582	10,168	10,414
Information Technology <sup>4</sup>	--	--	1,730	1,721	1,675	1,690	1,712	1,670	1,709	1,720
Labor & Economic Growth <sup>5</sup>	--	--	--	55	3,751	4,128	3,967	3,781	4,056	--
Management and Budget	1,931	1,851	1,306	1,277	967	967	971	938	967	931
Military and Veterans Affairs	970	962	919	943	928	924	934	921	926	897
Natural Resources	2,509	2,446	2,265	2,328	1,669	1,657	1,628	1,564	1,607	1,629
State	2,267	2,095	1,836	1,852	1,705	1,672	1,622	1,535	1,447	1,372
State Police	3,240	3,164	2,800	2,661	2,704	2,690	2,657	2,586	2,622	2,548
Strategic Fund <sup>6</sup>	--	--	--	--	--	--	174	177	193	197
Transportation	3,253	3,185	2,826	2,956	2,849	2,880	2,895	2,854	2,892	2,844
Treasury	<u>1,817</u>	<u>1,793</u>	<u>1,514</u>	<u>1,512</u>	<u>1,535</u>	<u>1,564</u>	<u>1,565</u>	<u>1,502</u>	<u>1,519</u>	<u>1,558</u>
<b>TOTAL</b>	<b>62,057</b>	<b>60,147</b>	<b>54,866</b>	<b>54,573</b>	<b>52,614</b>	<b>52,259</b>	<b>52,013</b>	<b>50,799</b>	<b>51,699</b>	<b>50,615</b>

Footnotes: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2009-10. The count of employees who job share are divided in half.

<sup>1</sup> The Department of Career Development was created by Executive Order 1 of 1999 and then transferred to Dept of Labor & Economic Growth (DLEG) by Executive Order 14 of 2003.

<sup>2</sup> Civil Service positions increased in FY 2004-05 due to creation of the MI HR Service Center. The Department of Civil Service was renamed the Civil Service Commission and human resources staff were consolidated into the Civil Service Commission under Executive Order 30 of 2007. Totals provided in this report reflect the human resources consolidation beginning in FY 2007-08.

<sup>3</sup> The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

<sup>4</sup> The Department of Information Technology was created by Executive Order 3 of 2001.

<sup>5</sup> The Department of Consumer and Industry Services was renamed The Department of Labor & Economic Growth (DLEG) by Executive Order 18 of 2003. The Department of Labor & Economic Growth (DLEG) was renamed Department of Energy, Labor & Economic Growth (DELEG) by Executive Order 20 of 2008

<sup>6</sup> Effective October 1, 2007, Strategic Fund became autonomous.

Comment: In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

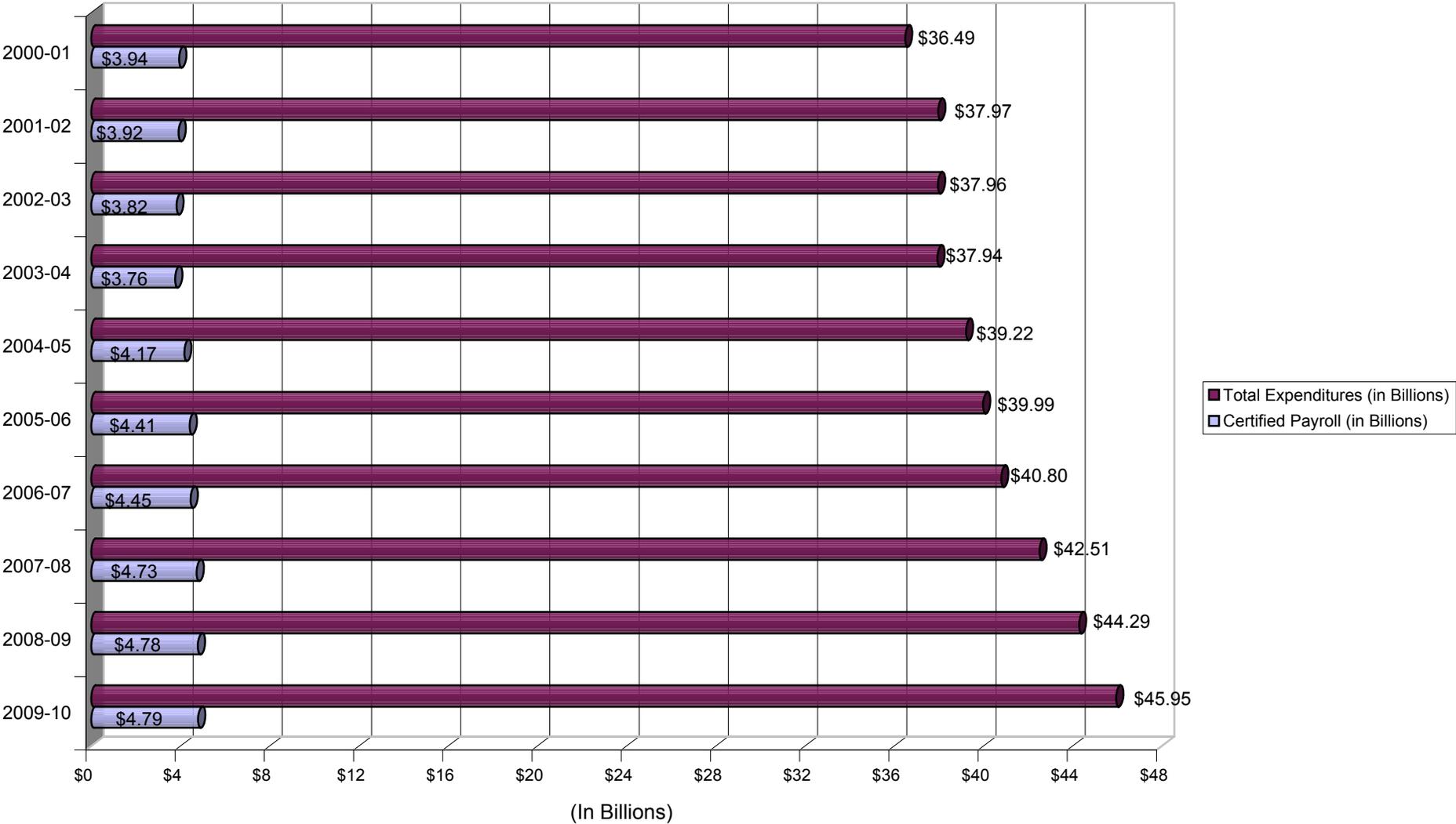
Source: Michigan Civil Service Commission HWF09.

## SECTION TWO

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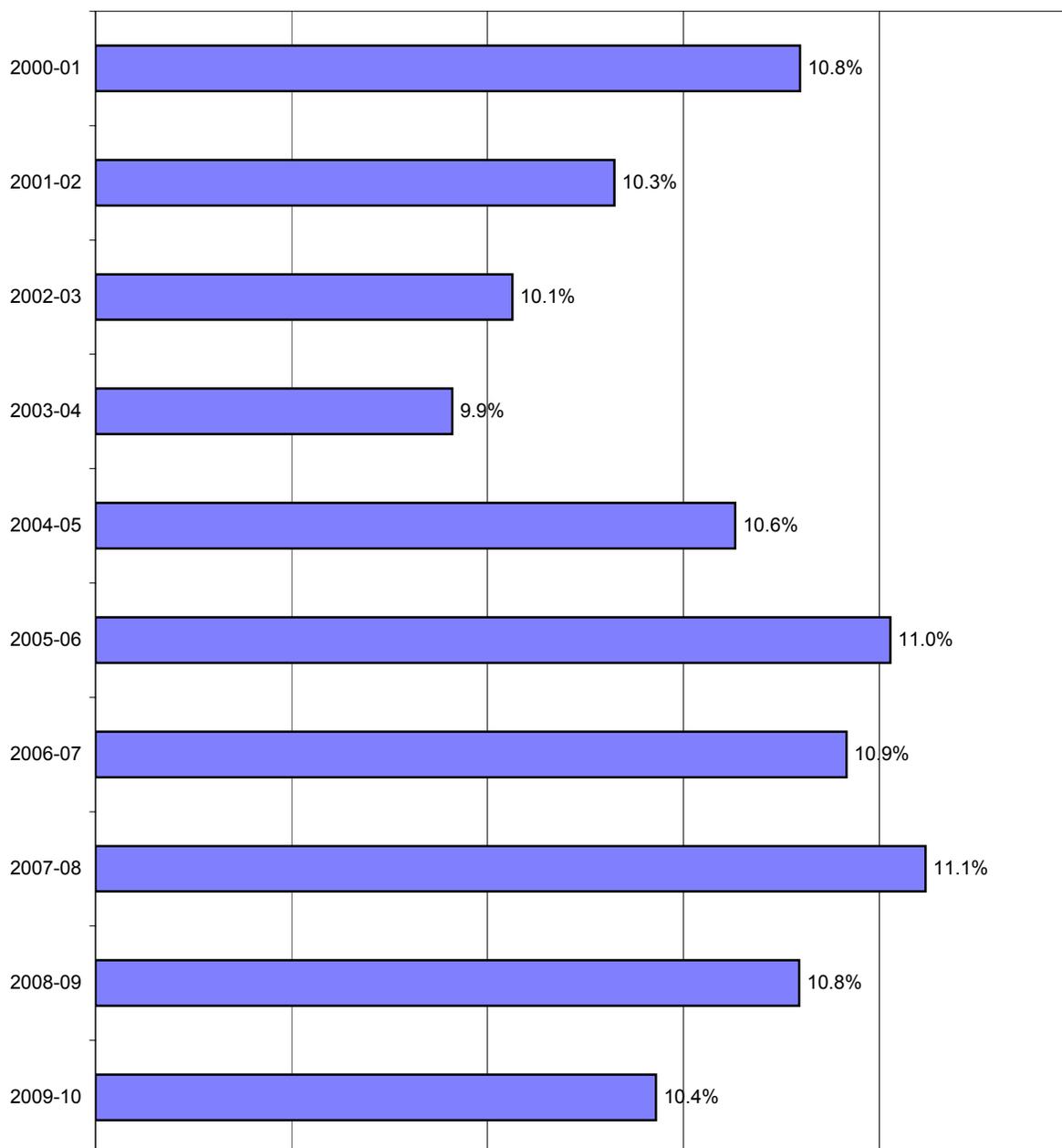
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2000-01 through 2009-10



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission. Classified Payroll figures include all direct and indirect payroll items.

**STATE CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES  
Fiscal Years 2000-01 through 2009-10**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission.

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

Pay End Date: September 18, 2010

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	438	0.8 %	48.8	\$29.37	366	83.6 %
ATTORNEY GENERAL	455	0.9 %	48.5	\$37.63	342	75.2 %
AUDITOR GENERAL	138	0.3 %	41.8	\$35.95	110	79.7 %
CIVIL RIGHTS	94	0.2 %	50.7	\$30.33	85	90.4 %
CIVIL SERVICE COMMISSION	490	0.9 %	48.6	\$29.48	430	87.8 %
COMMUNITY HEALTH	3,926	7.5 %	49.3	\$28.01	2,895	73.7 %
CORRECTIONS	14,735	28.1 %	45.7	\$25.17	12,392	84.1 %
EDUCATION	452	0.9 %	49.7	\$30.27	287	63.5 %
ENERGY, LABOR & ECONOMIC GROWTH	4,413	8.4 %	47.3	\$27.02	2,974	67.4 %
ENVIRONMENTAL QUALITY	1,277	2.4 %	48.8	\$30.82	1,134	88.8 %
EXECUTIVE OFFICE	39	0.1 %	35.5	\$23.17	9	23.1 %
HUMAN SERVICES	10,558	20.1 %	45.9	\$24.17	7,103	67.3 %
INFORMATION TECHNOLOGY	1,784	3.4 %	47.3	\$31.45	1,334	74.8 %
MANAGEMENT AND BUDGET	941	1.8 %	47.9	\$27.76	745	79.2 %
MILITARY & VETERAN AFFAIRS	947	1.8 %	47.5	\$22.95	683	72.1 %
NATURAL RESOURCES	2,904	5.5 %	42.0	\$18.48	1,329	45.8 %
STATE	1,524	2.9 %	47.9	\$22.70	1,207	79.2 %
STATE POLICE	2,521	4.8 %	43.8	\$29.88	2,257	89.5 %
STRATEGIC FUND	231	0.4 %	49.2	\$26.39	145	62.8 %
TRANSPORTATION	3,043	5.8 %	45.1	\$26.80	2,319	76.2 %
TREASURY	1,589	3.0 %	46.7	\$27.61	1,140	71.7 %
<b>STATEWIDE TOTALS:</b>	<b>52,499</b>	<b>100.0 %</b>	<b>46.2</b>	<b>\$25.92</b>	<b>39,286</b>	<b>74.8 %</b>

Comment: 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.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF24

Table 2-2

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2005-06 through 2009-10**

<u>Salary Range</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	4	0	0	0	0
14,000 - 14,999	28	26	0	0	0
15,000 - 15,999	416	390	532	458	442
16,000 - 16,999	17	15	23	28	10
17,000 - 17,999	196	189	216	283	245
18,000 - 18,999	411	404	416	436	518
19,000 - 19,999	10	15	32	25	5
20,000 - 20,999	96	85	104	125	158
21,000 - 21,999	70	29	32	27	37
22,000 - 22,999	7	8	106	20	16
23,000 - 23,999	27	32	13	12	13
24,000 - 24,999	337	5	6	8	53
25,000 - 25,999	109	261	36	27	40
26,000 - 26,999	56	88	286	281	284
27,000 - 27,999	258	36	104	89	92
28,000 - 28,999	171	148	35	28	35
29,000 - 29,999	194	119	241	306	178
30,000 - 30,999	519	152	174	146	106
31,000 - 31,999	377	533	629	189	216
32,000 - 32,999	337	219	347	195	210
33,000 - 33,999	371	452	196	390	232
34,000 - 34,999	611	245	413	1,217	533
35,000 - 35,999	451	402	377	464	473
36,000 - 36,999	712	737	263	284	253
37,000 - 37,999	1,333	719	871	834	917
38,000 - 38,999	2,292	590	444	629	876
39,000 - 39,999	1,247	2,761	780	550	360
40,000 - 40,999	2,691	692	1,540	1,529	973
41,000 - 41,999	385	2,759	2,239	2,283	2,587
42,000 - 42,999	1,903	626	541	612	692
43,000 - 43,999	2,300	488	2,763	2,835	2,862
44,000 - 44,999	6,443	1,905	521	674	577
45,000 - 45,999	684	2,171	962	1,082	817
46,000 - 46,999	586	6,116	1,451	1,464	1,740
47,000 - 47,999	6,873	439	1,848	1,675	2,040
48,000 - 48,999	1,177	735	5,831	5,468	1,554
49,000 - 49,999	286	6,574	438	382	4,384
50,000 - 50,999	1,790	1,045	691	758	371
51,000 - 51,999	237	395	6,375	6,226	3,112
52,000 - 52,999	914	1,862	710	695	3,178
53,000 - 53,999	1,100	239	641	607	844

Comment: 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.

Source: Michigan Civil Service Commission HWF39A and HWF40

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2005-06 through 2009-10**

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2008-09</u>	<u>2008-09</u>	<u>2009-10</u>
54,000 - 54,999	1,364	536	405	360	495
55,000 - 55,999	1,822	1,393	1,494	1,417	833
56,000 - 56,999	561	1,177	486	458	740
57,000 - 57,999	98	373	433	371	491
58,000 - 58,999	2,307	2,005	1,164	1,147	1,127
59,000 - 59,999	568	377	1,520	1,566	1,526
60,000 - 60,999	1,031	2,173	1,166	1,157	130
61,000 - 61,999	265	525	1,060	1,127	2,172
62,000 - 62,999	219	218	2,036	2,081	314
63,000 - 63,999	2,392	1,191	310	305	1,946
64,000 - 64,999	233	164	604	647	553
65,000 - 65,999	116	1,044	971	964	443
66,000 - 66,999	485	1,145	428	423	1,020
67,000 - 67,999	126	247	199	219	288
68,000 - 68,999	153	310	1,028	1,044	236
69,000 - 69,999	840	648	1,177	1,220	1,965
70,000 - 70,999	251	133	200	157	278
71,000 - 71,999	341	146	653	649	318
72,000 - 72,999	239	765	275	311	664
73,000 - 73,999	197	357	150	142	118
74,000 - 74,999	63	219	111	124	137
75,000 - 75,999	202	252	774	759	93
76,000 - 76,999	92	173	328	326	756
77,000 - 77,999	399	61	226	229	342
78,000 - 78,999	36	186	273	290	217
79,000 - 79,999	194	100	143	141	339
80,000 - 80,999	68	398	96	85	104
81,000 - 81,999	76	32	197	212	71
82,000 - 82,999	41	179	29	37	214
83,000 - 83,999	76	83	461	475	110
84,000 - 84,999	31	63	32	30	415
85,000 - 85,999	40	38	86	116	27
86,000 - 86,999	46	35	141	147	113
87,000 - 87,999	128	86	52	57	131
88,000 - 88,999	174	35	71	78	65
89,000 - 89,999	21	46	36	37	64
90,000 - 90,999	23	118	84	75	36
91,000 - 91,999	16	174	36	39	89
92,000 - 92,999	33	22	42	43	38
93,000 - 93,999	34	18	44	43	43

Comment: 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.

Source: Michigan Civil Service Commission HWF39A and HWF40

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2005-06 through 2009-10**

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>
\$94,000 - 94,999	80	21	112	108	41
95,000 - 95,999	110	23	156	147	115
96,000 - 96,999	29	39	25	28	132
97,000 - 97,999	20	71	25	37	24
98,000 - 98,999	92	115	21	26	25
99,000 - 99,999	23	21	16	17	29
100,000 - 100,999	24	21	52	57	20
101,000 - 101,999	214	15	66	67	55
102,000 - 102,999	17	96	121	124	71
103,000 - 103,999	7	25	23	25	118
104,000 - 104,999	15	24	22	25	24
105,000 - 105,999	11	202	16	16	27
106,000 - 106,999	5	15	85	75	14
107,000 - 107,999	14	5	27	26	70
108,000 - 108,999	105	17	19	20	17
109,000 - 109,999	3	9	201	186	21
110,000 - 110,999	1	7	12	10	21
111,000 - 111,999	0	8	8	9	171
112,000 - 112,999	22	51	20	21	12
113,000 - 113,999	3	54	11	8	15
114,000 - 114,999	33	2	5	9	7
115,000 - 115,999	2	2	10	14	11
116,000 - 116,999	6	3	7	6	12
117,000 - 117,999	20	20	90	89	10
118,000 - 118,999	1	7	1	1	90
119,000 - 119,999	4	29	2	2	0
120,000 - 120,999	27	5	2	4	4
121,000 - 121,999	0	4	0	0	1
122,000 - 122,999	0	20	18	19	0
123,000 - 123,999	7	2	7	6	15
124,000 - 124,999	0	1	28	25	6
125,000 - 125,999	3	26	7	6	34
126,000 and above	135	141	192	194	193
<b>STATEWIDE TOTAL</b>	<b>54,460</b>	<b>53,052</b>	<b>53,655</b>	<b>53,856</b>	<b>52,499</b>

Median Salary: \$51,762

Average Salary: \$54,116

Comment: 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.

Source: Michigan Civil Service Commission HWF39A and HWF40

**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL**  
**(Employer Contributions)**  
**Fiscal Years 2005-06 through 2009-10**

	2005-06	2006-07	2007-08	2008-09	2009-10
<b>Legally Required Payments</b>					
FICA	7.36 %	7.38 %	7.35 %	7.27 %	7.29 %
Unemployment Compensation	.23	.18	.15	.21	.46
Workers Compensation	1.40	1.26	1.28	1.19	1.25
<b>Total Legally Required Payments</b>	<b>9.00 %</b>	<b>8.83 %</b>	<b>8.78 %</b>	<b>8.67 %</b>	<b>8.99 %</b>
<b>Group Insurance</b>					
State Health Plan	10.61 %	11.01 %	11.11 %	10.29 %	10.15 %
Health Maintenance Organization	6.63	7.15	7.35	7.57	8.04
Dental	1.58	1.66	1.83	1.83	1.83
Vision	.27	.26	.25	.25	.25
Life	1.00	1.00	.99	1.01	.77
Long Term Disability	.80	.80	.80	.78	1.01
Flexible Benefits Allowance/Recovery	.07	.07	.06	.07	.07
<b>Total Group Insurance</b>	<b>20.97 %</b>	<b>21.94 %</b>	<b>22.39 %</b>	<b>21.80 %</b>	<b>22.11 %</b>
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	1.04 %	1.23 %	.88 %	.81 %	.95 %
Terminal Longevity Payments	.01	.02	.02	.02	.03
Professional Development	.01	.01	.01	.01	.01
Uniforms and Dry Cleaning	.25	.25	.23	.23	.23
<b>Total Other Cash Payments</b>	<b>1.31 %</b>	<b>1.50 %</b>	<b>1.14 %</b>	<b>1.08 %</b>	<b>1.23 %</b>
<b>Pension and Deferred Items</b>					
Retirement or Pension Plans	23.25 %	18.62 %	23.39 %	24.93 %	25.92 %
FICA for Early Out Retirees	.00	.00	.00	.00	.00
Defined Contribution Pension Plan	2.20	2.19	2.46	2.67	2.82
Banked Leave Time Employer Contribution	.00	.00	.00	.00	.00
<b>Total Pension and Deferred Items</b>	<b>25.44</b>	<b>20.81</b>	<b>25.85</b>	<b>27.61</b>	<b>28.75</b>
<b>Total Employee Benefits</b>	<b>56.72 %</b>	<b>53.07 %</b>	<b>58.15 %</b>	<b>59.16 %</b>	<b>61.08 %</b>

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#4 (11/19/10)

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: September 18, 2010

Department	Total Employees	Health Insurance					Dental Insurance					Vision Insurance			
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	418	206	49 %	194	46 %	4	1 %	393	94 %	9	2 %	1	0 %	406	97 %
ATTORNEY GENERAL	455	210	46 %	211	46 %	2	0 %	427	94 %	6	1 %	2	0 %	434	95 %
AUDITOR GENERAL	135	32	24 %	82	61 %	5	4 %	121	90 %	1	1 %	0	0 %	123	91 %
CIVIL RIGHTS	94	49	52 %	39	41 %	3	3 %	89	95 %	3	3 %	0	0 %	92	98 %
CIVIL SERVICE COMMISSION	478	165	35 %	262	55 %	5	1 %	435	91 %	7	1 %	1	0 %	444	93 %
COMMUNITY HEALTH	3,868	2,028	52 %	1,573	41 %	34	1 %	3,545	92 %	119	3 %	12	0 %	3,687	95 %
CORRECTIONS	14,673	8,618	59 %	5,143	35 %	67	0 %	13,654	93 %	273	2 %	27	0 %	13,950	95 %
EDUCATION	449	205	46 %	191	43 %	6	1 %	400	89 %	7	2 %	4	1 %	413	92 %
ENERGY, LABOR & ECONOMIC GROWTH	4,267	1,903	45 %	2,055	48 %	53	1 %	3,877	91 %	164	4 %	14	0 %	4,066	95 %
ENVIRONMENTAL QUALITY	1,262	491	39 %	679	54 %	10	1 %	1,178	93 %	17	1 %	1	0 %	1,198	95 %
EXECUTIVE OFFICE	37	17	46 %	14	38 %	0	0 %	33	89 %	2	5 %	0	0 %	35	95 %
HUMAN SERVICES	10,550	5,257	50 %	4,565	43 %	98	1 %	9,645	91 %	369	3 %	28	0 %	10,056	95 %
INFORMATION TECHNOLOGY	1,702	582	34 %	982	58 %	17	1 %	1,523	89 %	61	4 %	2	0 %	1,591	93 %
MANAGEMENT AND BUDGET	911	266	29 %	574	63 %	7	1 %	831	91 %	17	2 %	1	0 %	853	94 %
MILITARY & VETERAN AFFAIRS	881	378	43 %	448	51 %	8	1 %	838	95 %	4	0 %	2	0 %	844	96 %
NATURAL RESOURCES	1,662	1,096	66 %	423	25 %	22	1 %	1,525	92 %	8	0 %	7	0 %	1,549	93 %
STATE	1,339	640	48 %	621	46 %	11	1 %	1,259	94 %	27	2 %	2	0 %	1,293	97 %
STATE POLICE	2,512	1,881	75 %	514	20 %	13	1 %	2,402	96 %	22	1 %	4	0 %	2,431	97 %
STRATEGIC FUND	192	95	49 %	78	41 %	6	3 %	175	91 %	5	3 %	1	1 %	182	95 %
TRANSPORTATION	2,785	1,467	53 %	1,144	41 %	34	1 %	2,632	95 %	28	1 %	5	0 %	2,674	96 %
TREASURY	1,539	538	35 %	879	57 %	21	1 %	1,407	91 %	44	3 %	4	0 %	1,462	95 %
<b>STATEWIDE TOTALS:</b>	<b>50,209</b>	<b>26,124</b>	<b>52 %</b>	<b>20,671</b>	<b>41 %</b>	<b>426</b>	<b>1 %</b>	<b>46,389</b>	<b>92 %</b>	<b>1,193</b>	<b>2 %</b>	<b>118</b>	<b>0 %</b>	<b>47,783</b>	<b>95 %</b>

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

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF47

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: September 18, 2010

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha		United of Omaha Reduced Life		Reliastar	
							%		%		%
AGRICULTURE	418	363	87 %	0	0 %	397	95 %	21	5 %	0	0 %
ATTORNEY GENERAL	455	352	77 %	0	0 %	428	94 %	25	5 %	0	0 %
AUDITOR GENERAL	135	113	84 %	0	0 %	119	88 %	16	12 %	0	0 %
CIVIL RIGHTS	94	86	91 %	0	0 %	85	90 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	478	457	96 %	4	1 %	462	97 %	16	3 %	6	1 %
COMMUNITY HEALTH	3,868	3,427	89 %	0	0 %	3,660	95 %	201	5 %	0	0 %
CORRECTIONS	14,673	13,731	94 %	0	0 %	14,159	96 %	439	3 %	0	0 %
EDUCATION	449	327	73 %	0	0 %	418	93 %	30	7 %	0	0 %
ENERGY, LABOR & ECONOMIC GROWTH	4,267	3,544	83 %	1	0 %	4,014	94 %	248	6 %	3	0 %
ENVIRONMENTAL QUALITY	1,262	1,123	89 %	0	0 %	1,175	93 %	85	7 %	0	0 %
EXECUTIVE OFFICE	37	9	24 %	0	0 %	29	78 %	8	22 %	0	0 %
HUMAN SERVICES	10,550	9,227	87 %	0	0 %	9,989	95 %	554	5 %	0	0 %
INFORMATION TECHNOLOGY	1,702	1,370	80 %	37	2 %	1,615	95 %	82	5 %	34	2 %
MANAGEMENT AND BUDGET	911	812	89 %	1	0 %	860	94 %	51	6 %	1	0 %
MILITARY & VETERAN AFFAIRS	881	749	85 %	0	0 %	842	96 %	29	3 %	0	0 %
NATURAL RESOURCES	1,662	1,406	85 %	0	0 %	1,574	95 %	85	5 %	0	0 %
STATE	1,339	1,212	91 %	0	0 %	1,274	95 %	64	5 %	0	0 %
STATE POLICE	2,512	2,437	97 %	1,497	60 %	2,394	95 %	100	4 %	1,478	59 %
STRATEGIC FUND	192	158	82 %	0	0 %	178	93 %	14	7 %	0	0 %
TRANSPORTATION	2,785	2,479	89 %	0	0 %	2,641	95 %	139	5 %	0	0 %
TREASURY	1,539	1,312	85 %	0	0 %	1,445	94 %	93	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>50,209</b>	<b>44,694</b>	<b>89 %</b>	<b>1,540</b>	<b>3 %</b>	<b>47,758</b>	<b>95 %</b>	<b>2,309</b>	<b>5 %</b>	<b>1,522</b>	<b>3 %</b>

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

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Source: Michigan Civil Service Commission HWF47

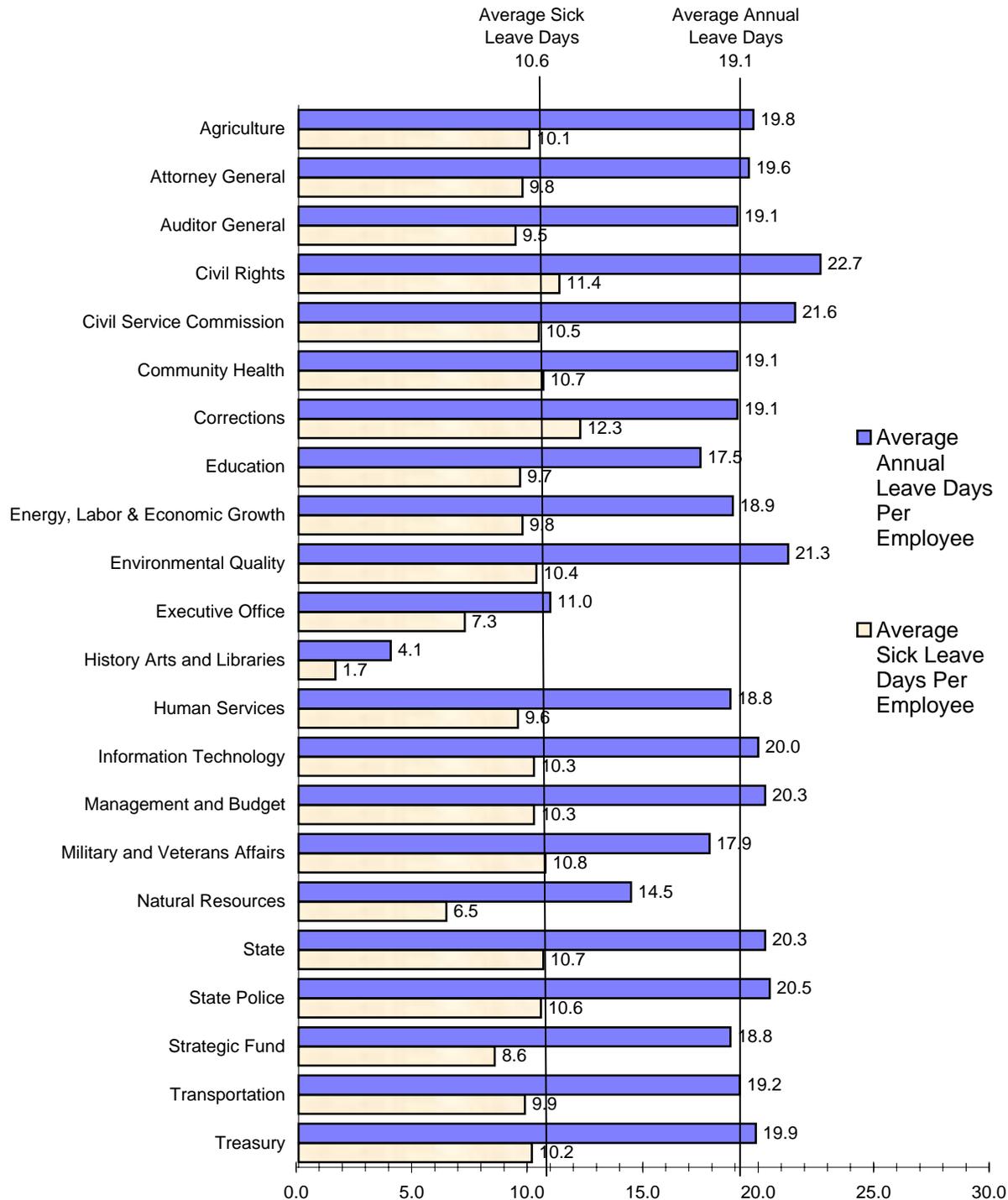
**STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2005-06 through 2009-10**

	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
<b>VACATION</b>	8.9 %	8.2 %	7.8 %	7.5 %	8.2 %
<b>HOLIDAY</b>	4.6 %	5.0 %	4.6 %	4.6 %	4.6 %
<b>SICK LEAVE</b>	4.0 %	4.2 %	4.0 %	3.8 %	4.2 %
<b>TOTAL</b>	<b>17.4 %</b>	<b>17.4 %</b>	<b>16.5 %</b>	<b>15.9 %</b>	<b>17.0 %</b>

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD YER#4 (11/19/10)

### ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT Fiscal Year 2009-10



Comment: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
Fiscal Year 2009-10**

<b>DEPARTMENT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
Agriculture	10.1	19.8	29.9
Attorney General	9.8	19.6	29.4
Auditor General	9.5	19.1	28.6
Civil Rights	11.4	22.7	34.1
Civil Service Commission	10.5	21.6	32.1
Community Health	10.7	19.1	29.8
Corrections	12.3	19.1	31.4
Education	9.7	17.5	27.2
Energy, Labor & Economic Growth	9.8	18.9	28.7
Environmental Quality	10.4	21.3	31.7
Executive Office	7.3	11.0	18.3
History Arts and Libraries	1.7	4.1	5.8
Human Services	9.6	18.8	28.4
Information Technology	10.3	20.0	30.3
Management and Budget	10.3	20.3	20.3
Military and Veterans Affairs	10.8	17.9	28.7
Natural Resources	6.5	14.5	21.0
State	10.7	20.3	31.0
State Police	10.6	20.5	31.1
Strategic Fund	8.6	18.8	27.4
Transportation	9.9	19.2	29.1
Treasury	10.2	19.9	30.1
<b>STATEWIDE AVERAGE</b>	<b>10.6</b>	<b>19.1</b>	<b>29.7</b>

Comments: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON  
(Average Days Per Employee)**

**Fiscal Years 2005-06 through 2009-10**

<b>DEPARTMENT</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
Agriculture	8.3	9.7	9.5	8.9	10.1
Attorney General	9.3	9.8	8.7	8.9	9.8
Auditor General	8.8	9.3	10.2	9.8	9.5
Civil Rights	10.7	11.2	10.5	10.9	11.4
Civil Service Commission	11.9	11.6	10.7	10.0	10.5
Community Health	10.4	11.4	10.8	10.1	10.7
Corrections	11.5	11.9	10.9	11.4	12.3
Education	8.9	8.9	9.4	8.5	9.7
Energy, Labor & Economic Growth	9.9	10.8	10.6	8.5	9.8
Environmental Quality	9.6	10.3	10.6	9.7	10.4
Executive Office	4.7	5.8	4.0	6.6	7.3
History Arts and Libraries	9.5	9.6	9.4	9.1	1.7
Human Services	10.3	10.9	9.9	8.4	9.6
Information Technology	9.5	10.1	10.1	9.1	10.3
Management and Budget	9.3	10.2	9.9	9.7	10.3
Military and Veterans Affairs	10.4	10.5	10.5	10.4	10.8
Natural Resources	5.8	6.2	5.8	6.0	6.5
State	9.9	10.5	10.7	9.8	10.7
State Police	9.7	10.7	10.4	10.3	10.6
Strategic Fund	--	9.5	9.5	7.8	8.6
Transportation	9.0	9.8	9.5	8.6	9.9
Treasury	9.7	10.2	10.4	9.5	10.2
<b>STATEWIDE AVERAGE</b>	<b>10.2</b>	<b>10.8</b>	<b>10.2</b>	<b>9.6</b>	<b>10.6</b>

Comment: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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Effective October 1, 2007. Strategic Fund became autonomous.

Source: Michigan Civil Service Commission HWF28, for the last full pay period in each fiscal year.

## SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 03, 2009 Through Pay End Date September 18, 2010

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	468	37,827.0	80.8	10.1
ATTORNEY GENERAL	495	38,924.9	78.6	9.8
AUDITOR GENERAL	142	10,787.2	76.0	9.5
CIVIL RIGHTS	102	9,312.7	91.3	11.4
CIVIL SERVICE COMMISSION	533	44,760.0	84.0	10.5
COMMUNITY HEALTH	4,339	373,136.6	86.0	10.7
CORRECTIONS	15,998	1,579,986.2	98.8	12.3
EDUCATION	490	38,072.2	77.7	9.7
ENERGY, LABOR & ECONOMIC GROWTH	4,611	361,892.5	78.5	9.8
ENVIRONMENTAL QUALITY	1,349	112,461.7	83.4	10.4
EXECUTIVE OFFICE	41	2,406.0	58.7	7.3
HISTORY ARTS AND LIBRARIES	1	13.5	13.5	1.7
HUMAN SERVICES	11,560	883,650.7	76.4	9.6
INFORMATION TECHNOLOGY	1,826	151,178.5	82.8	10.3
MANAGEMENT AND BUDGET	1,024	84,609.1	82.6	10.3
MILITARY & VETERAN AFFAIRS	1,007	87,261.1	86.7	10.8
NATURAL RESOURCES	2,254	117,360.1	52.1	6.5
STATE	1,544	132,708.4	86.0	10.7
STATE POLICE	2,663	225,826.7	84.8	10.6
STRATEGIC FUND	226	15,529.9	68.7	8.6
TRANSPORTATION	3,235	255,874.7	79.1	9.9
TREASURY	1,649	134,123.9	81.3	10.2
<b>STATEWIDE</b>	<b>55,557</b>	<b>4,697,703.6</b>	<b>84.6</b>	<b>10.6</b>

Comment: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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Source: Michigan Civil Service Commission HWF28

## ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 03, 2009 Through Pay End Date September 18, 2010

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	468	73,965.3	158.0	19.8	468	3,438.3	7.3	0.9
ATTORNEY GENERAL	495	77,694.8	157.0	19.6	495	3,028.1	6.1	0.8
AUDITOR GENERAL	142	21,679.0	152.7	19.1	142	1,220.9	8.6	1.1
CIVIL RIGHTS	102	18,533.9	181.7	22.7	102	770.4	7.6	0.9
CIVIL SERVICE COMMISSION	533	92,014.9	172.6	21.6	533	5,609.2	10.5	1.3
COMMUNITY HEALTH	4,339	662,457.6	152.7	19.1	4,339	36,854.6	8.5	1.1
CORRECTIONS	15,998	2,448,095.9	153.0	19.1	15,998	95,698.2	6.0	0.7
EDUCATION	490	68,465.2	139.7	17.5	490	3,911.2	8.0	1.0
ENERGY, LABOR & ECONOMIC GROWTH	4,611	697,750.7	151.3	18.9	4,611	44,671.7	9.7	1.2
ENVIRONMENTAL QUALITY	1,349	230,063.5	170.5	21.3	1,349	14,551.2	10.8	1.3
EXECUTIVE OFFICE	41	3,599.0	87.8	11.0	41	322.0	7.9	1.0
HISTORY ARTS AND LIBRARIES	1	32.5	32.5	4.1	1	0.0	0.0	0.0
HUMAN SERVICES	11,560	1,737,722.7	150.3	18.8	11,560	87,546.7	7.6	0.9
INFORMATION TECHNOLOGY	1,826	292,024.6	159.9	20.0	1,826	14,696.9	8.0	1.0
MANAGEMENT AND BUDGET	1,024	166,284.8	162.4	20.3	1,024	7,059.5	6.9	0.9
MILITARY & VETERAN AFFAIRS	1,007	143,819.9	142.8	17.9	1,007	8,454.2	8.4	1.0
NATURAL RESOURCES	2,254	262,096.2	116.3	14.5	2,254	10,226.2	4.5	0.6
STATE	1,544	250,261.1	162.1	20.3	1,544	10,612.9	6.9	0.9
STATE POLICE	2,663	437,419.9	164.3	20.5	2,663	16,663.3	6.3	0.8
STRATEGIC FUND	226	34,071.3	150.8	18.8	226	1,296.9	5.7	0.7
TRANSPORTATION	3,235	496,994.8	153.6	19.2	3,235	24,815.4	7.7	1.0
TREASURY	1,649	262,056.2	158.9	19.9	1,649	15,887.1	9.6	1.2
<b>STATEWIDE</b>	<b>55,557</b>	<b>8,477,103.8</b>	<b>152.6</b>	<b>19.1</b>	<b>55,557</b>	<b>407,334.9</b>	<b>7.3</b>	<b>0.9</b>

Comment: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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Source: Michigan Civil Service Commission HWF31

**Age Distribution for Classified Employees by Department**  
**Pay End Date: September 18, 2010**

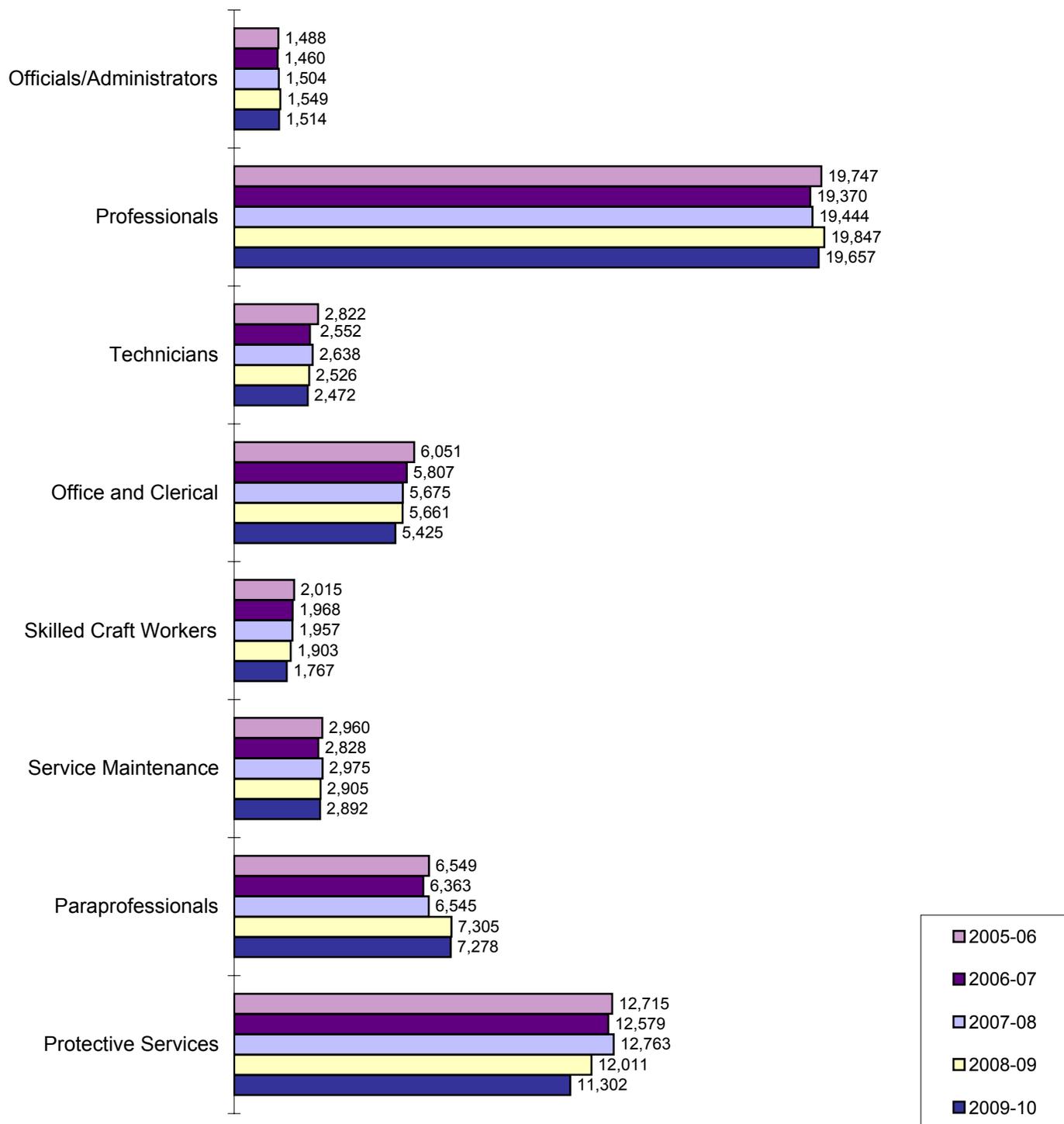
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	1	7	13	37	38	37	81	83	95	33	9	4	438
ATTORNEY GENERAL	0	6	19	34	49	54	67	77	86	49	14	0	455
AUDITOR GENERAL	2	6	18	13	20	21	24	20	9	5	0	0	138
CIVIL RIGHTS	0	0	2	5	13	13	5	15	19	18	4	0	94
CIVIL SERVICE COMMISSION	0	10	11	34	43	45	86	131	82	37	11	0	490
COMMUNITY HEALTH	1	75	172	233	299	390	534	858	841	386	98	12	3,899
CORRECTIONS	8	129	588	1,174	2,086	2,676	2,911	2,652	1,639	635	84	17	14,599
EDUCATION	0	5	21	36	30	49	39	101	100	60	10	1	452
ENERGY, LABOR & ECONOMIC GROWTH	14	126	293	406	412	482	530	792	791	438	92	37	4,413
ENVIRONMENTAL QUALITY	1	11	34	114	115	129	215	260	267	106	21	4	1,277
EXECUTIVE OFFICE	0	10	11	4	3	0	3	4	1	1	1	1	39
HUMAN SERVICES	3	177	892	1,225	1,280	1,215	1,193	1,781	1,858	784	117	28	10,553
INFORMATION TECHNOLOGY	14	50	62	123	188	214	324	356	285	143	22	3	1,784
MANAGEMENT AND BUDGET	0	26	52	55	89	101	134	200	199	68	14	2	940
MILITARY & VETERAN AFFAIRS	4	29	42	64	86	106	154	199	176	61	9	7	937
NATURAL RESOURCES	151	463	203	219	269	245	291	379	368	182	79	54	2,903
STATE	7	60	54	105	137	140	259	293	322	121	24	1	1,523
STATE POLICE	0	33	101	267	500	497	492	350	204	59	11	1	2,515
STRATEGIC FUND	1	9	8	17	20	18	31	53	38	19	11	6	231
TRANSPORTATION	6	172	183	305	313	405	455	547	435	174	31	12	3,038
TREASURY	8	40	98	151	149	175	244	303	269	124	23	5	1,589
<b>Statewide Total:</b>	<b>221</b>	<b>1,444</b>	<b>2,877</b>	<b>4,621</b>	<b>6,139</b>	<b>7,012</b>	<b>8,072</b>	<b>9,454</b>	<b>8,084</b>	<b>3,503</b>	<b>685</b>	<b>195</b>	<b>52,307</b>
<b>Average Age:</b>	<b>19.1</b>	<b>22.7</b>	<b>27.7</b>	<b>32.6</b>	<b>37.7</b>	<b>42.5</b>	<b>47.6</b>	<b>52.6</b>	<b>57.3</b>	<b>61.9</b>	<b>66.9</b>	<b>73.9</b>	<b>46.2</b>

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

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF23

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2005-06 through 2009-10



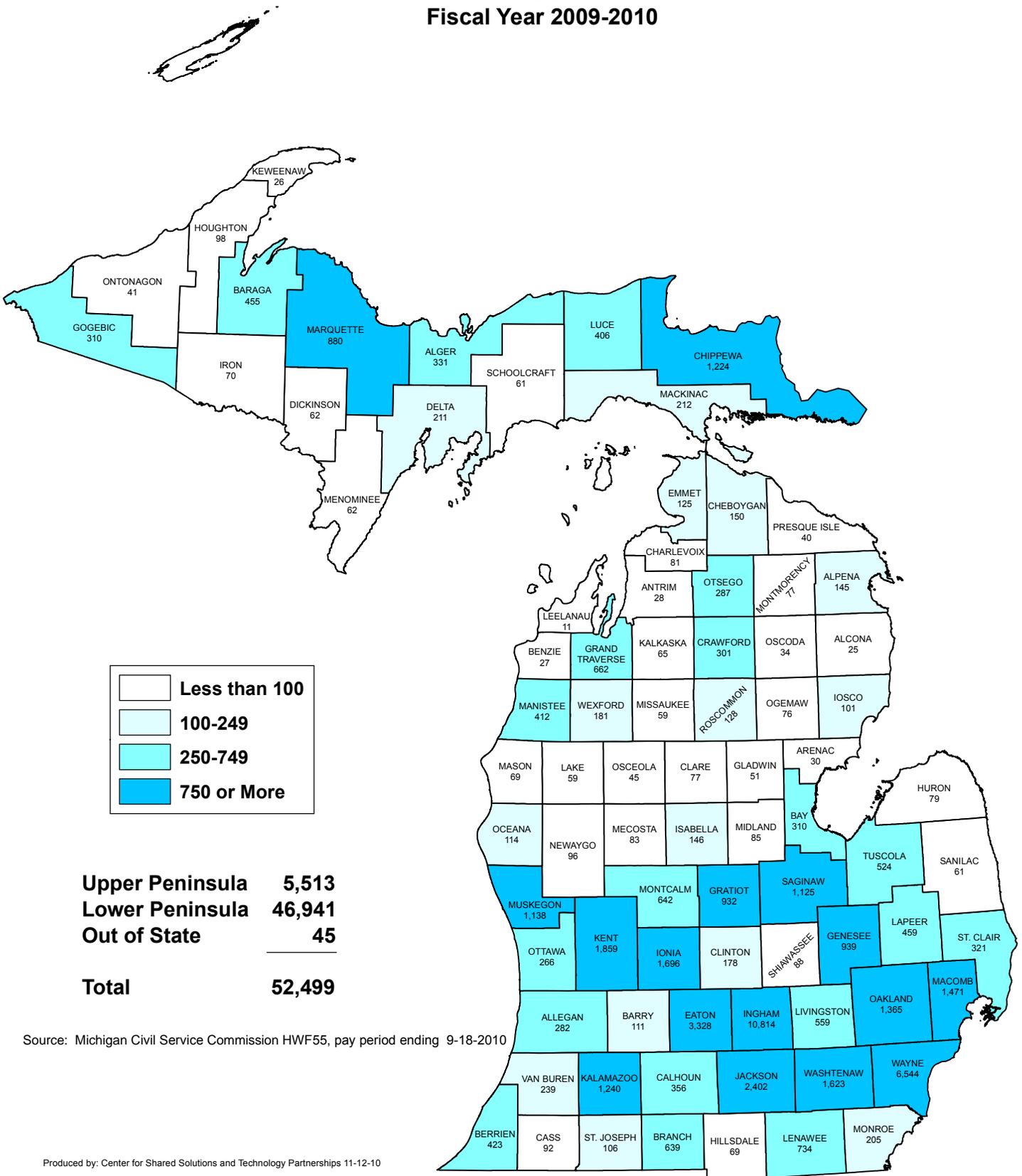
**2009-10 Grand Total: 52,307**

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

**Source:** Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

# DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY Fiscal Year 2009-2010

Graph 2-5



**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: September 18, 2010

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	21	25
ALGER	318	13	331
ALLEGAN	214	68	282
ALPENA	124	21	145
ANTRIM	25	3	28
ARENAC	24	6	30
BARAGA	431	24	455
BARRY	88	23	111
BAY	271	39	310
BENZIE	24	3	27
BERRIEN	355	68	423
BRANCH	628	11	639
CALHOUN	335	21	356
CASS	83	9	92
CHARLEVOIX	19	62	81
CHEBOYGAN	79	71	150
CHIPPEWA	1,134	90	1,224
CLARE	51	26	77
CLINTON	140	38	178
CRAWFORD	165	136	301
DELTA	179	32	211
DICKINSON	52	10	62
EATON	2,988	340	3,328
EMMET	82	43	125
GENESEE	825	114	939
GLADWIN	42	9	51
GOGEBIC	293	17	310
GRAND TRAVERSE	589	73	662
GRATIOT	899	33	932
HILLSDALE	65	4	69
HOUGHTON	67	31	98
HURON	39	40	79
INGHAM	9,749	1,065	10,814
IONIA	1,627	69	1,696
IOSCO	60	41	101
IRON	63	7	70
ISABELLA	130	16	146
JACKSON	2,350	52	2,402
KALAMAZOO	1,108	132	1,240
KALKASKA	58	7	65
KENT	1,600	259	1,859
KEWEENAW	1	25	26
LAKE	50	9	59
LAPEER	428	31	459

Comment: 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.

Source: Michigan Civil Service Commission HWF55

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: September 18, 2010

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	4	7	11
LENAWEE	701	33	734
LIVINGSTON	490	69	559
LUCE	379	27	406
MACKINAC	111	101	212
MACOMB	1,401	70	1,471
MANISTEE	384	28	412
MARQUETTE	808	72	880
MASON	41	28	69
MECOSTA	76	7	83
MENOMINEE	38	24	62
MIDLAND	77	8	85
MISSAUKEE	56	3	59
MONROE	168	37	205
MONTCALM	632	10	642
MONTMORENCY	56	21	77
MUSKEGON	1,052	86	1,138
NEWAYGO	86	10	96
OAKLAND	1,085	280	1,365
OCEANA	58	56	114
OGEMAW	59	17	76
ONTONAGON	25	16	41
OSCEOLA	44	1	45
OSCODA	30	4	34
OTSEGO	248	39	287
OTTAWA	186	80	266
OUT OF STATE	42	3	45
PRESQUE ISLE	14	26	40
ROSCOMMON	98	30	128
SAGINAW	1,060	65	1,125
SANILAC	50	11	61
SCHOOLCRAFT	38	23	61
SHIAWASSEE	79	9	88
ST CLAIR	253	68	321
ST JOSEPH	102	4	106
TUSCOLA	501	23	524
VAN BUREN	203	36	239
WASHTENAW	1,520	103	1,623
WAYNE	6,112	432	6,544
WEXFORD	154	27	181
WORK AT HOME - MI	881	35	916
<b>Grand Total:</b>	<b>47,258</b>	<b>5,241</b>	<b>52,499</b>

Comment: 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.

Source: Michigan Civil Service Commission HWF55

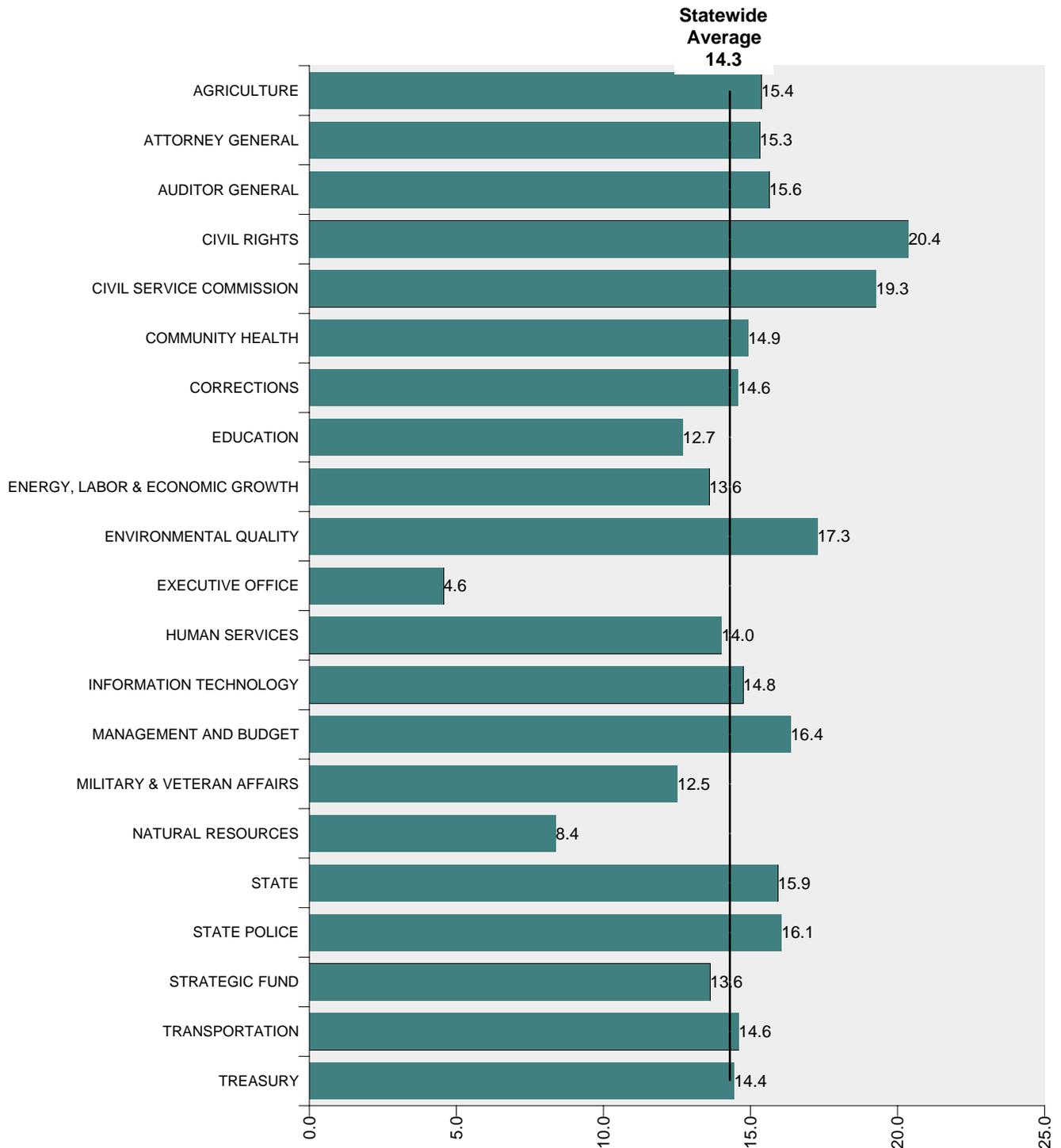
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 18, 2010



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

Executive Office employees are limited to a maximum of eight years of employment due to term limits.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
00 - 05 YEARS	31	33	1	4	1	2	1	0	0	0	0	0	34	39	0	0
06 - 10 YEARS	43	50	2	4	1	0	1	0	0	1	0	0	47	55	0	0
11 - 15 YEARS	35	22	1	2	0	1	0	2	0	1	0	0	36	28	0	1
16 - 20 YEARS	31	23	0	1	0	0	1	1	1	0	0	0	33	25	1	0
21 - 25 YEARS	35	32	0	4	0	0	0	0	0	1	0	0	35	37	1	3
26 - 30 YEARS	5	11	0	5	0	0	0	0	1	0	0	0	6	16	0	1
31 - 35 YEARS	17	14	1	0	0	0	2	0	0	0	0	0	20	14	0	2
36 - 40 YEARS	9	4	0	0	0	0	0	0	0	0	0	0	9	4	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>206</b>	<b>189</b>	<b>5</b>	<b>20</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>220</b>	<b>218</b>	<b>2</b>	<b>8</b>
MORE THAN 10 YEARS:	132	106	2	12	0	1	3	3	2	2	0	0	139	124	2	8
AVERAGE YEARS	15.8	15.1	12.8	15.7	6.5	5.3	17.8	14.0	24.5	15.0	0.0	0.0	15.8	15.0	21.5	26.5

<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.4</b>
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Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
Pay End Date: September 18, 2010**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	44	43	4	5	0	0	0	1	0	0	3	1	51	50	1	0
06 - 10 YEARS	32	46	8	4	0	0	0	2	0	0	0	0	40	52	0	0
11 - 15 YEARS	27	38	0	8	0	0	1	1	0	2	0	0	28	49	0	0
16 - 20 YEARS	11	11	2	1	0	0	0	1	0	0	0	0	13	13	0	0
21 - 25 YEARS	25	31	0	6	0	0	0	2	1	0	0	0	26	39	1	2
26 - 30 YEARS	14	13	3	3	0	0	0	0	0	0	0	0	17	16	0	0
31 - 35 YEARS	16	17	1	2	0	1	2	1	0	0	0	0	19	21	1	0
36 - 40 YEARS	16	2	0	0	0	0	0	0	0	0	0	0	16	2	1	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>188</b>	<b>201</b>	<b>18</b>	<b>29</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>213</b>	<b>242</b>	<b>4</b>	<b>2</b>
MORE THAN 10 YEARS:	112	112	6	20	0	1	3	5	1	2	0	0	122	140	3	2
AVERAGE YEARS	16.7	14.2	12.1	15.9	0.0	31.0	26.0	15.9	22.0	11.5	4.0	4.0	16.3	14.5	24.8	22.5

**DEPARTMENT AVERAGE YEARS 15.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
Pay End Date: September 18, 2010**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	9	18	0	0	0	0	0	0	0	0	0	0	9	18	0	0
06 - 10 YEARS	4	9	0	0	0	0	0	0	0	1	0	0	4	10	0	0
11 - 15 YEARS	14	19	1	2	0	0	0	0	0	0	0	0	15	21	0	0
16 - 20 YEARS	6	8	0	1	0	0	0	0	0	0	0	0	6	9	0	0
21 - 25 YEARS	8	13	2	0	0	0	0	0	0	0	0	0	10	13	0	2
26 - 30 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	1
31 - 35 YEARS	7	3	1	0	0	0	0	0	0	0	0	0	8	3	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>58</b>	<b>72</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>76</b>	<b>1</b>	<b>3</b>
MORE THAN 10 YEARS:	45	45	4	3	0	0	0	0	0	0	0	0	49	48	1	3
AVERAGE YEARS	18.5	13.1	22.8	15.3	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0	18.7	13.1	36.0	25.3

**DEPARTMENT AVERAGE YEARS 15.6**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	0	3	1	5	0	0	0	0	0	0	0	0	1	8	0	0
06 - 10 YEARS	3	4	3	9	0	0	0	1	0	0	0	0	6	14	0	0
11 - 15 YEARS	1	0	0	6	0	0	0	0	0	1	0	0	1	7	0	0
16 - 20 YEARS	3	3	3	5	0	0	0	1	0	0	0	0	6	9	0	0
21 - 25 YEARS	1	3	1	3	0	0	2	0	0	0	0	0	4	6	0	0
26 - 30 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
31 - 35 YEARS	2	2	0	5	0	0	2	1	0	0	0	0	4	8	0	1
36 - 40 YEARS	2	7	2	3	0	0	0	0	0	0	0	0	4	10	0	0
MORE THAN 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>12</b>	<b>24</b>	<b>10</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>68</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	9	17	6	26	0	0	4	2	0	1	0	0	19	46	0	1
AVERAGE YEARS	20.6	23.4	17.6	18.7	0.0	0.0	27.0	20.0	0.0	13.0	0.0	0.0	20.5	20.3	0.0	31.0

**DEPARTMENT AVERAGE YEARS 20.4**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	11	38	2	7	1	0	0	0	0	1	0	0	14	46	0	0
06 - 10 YEARS	6	51	1	8	0	1	0	1	0	1	0	0	7	62	0	0
11 - 15 YEARS	11	55	1	2	0	0	0	0	0	3	0	0	12	60	0	1
16 - 20 YEARS	4	23	0	9	0	1	1	1	0	2	0	0	5	36	0	1
21 - 25 YEARS	7	60	2	23	0	1	0	9	0	2	0	0	9	95	0	4
26 - 30 YEARS	7	25	2	4	0	2	1	2	0	0	0	0	10	33	1	0
31 - 35 YEARS	8	43	3	10	1	2	0	2	0	0	0	0	12	57	4	4
36 - 40 YEARS	5	21	1	2	0	0	1	0	0	0	0	0	7	23	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>60</b>	<b>317</b>	<b>12</b>	<b>65</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>15</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>77</b>	<b>413</b>	<b>5</b>	<b>10</b>
MORE THAN 10 YEARS:	43	228	9	50	1	6	3	14	0	7	0	0	56	305	5	10
AVERAGE YEARS	18.9	18.8	22.2	20.3	18.0	24.1	27.0	24.0	0.0	14.4	0.0	0.0	19.7	19.2	32.0	25.4

**DEPARTMENT AVERAGE YEARS 19.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	200	511	55	120	1	10	11	23	16	15	8	15	291	694	1	1
06 - 10 YEARS	174	353	49	109	0	2	8	15	11	14	0	0	242	493	1	2
11 - 15 YEARS	135	254	24	72	1	4	7	6	9	17	0	0	176	353	2	1
16 - 20 YEARS	79	157	22	59	2	2	5	4	5	14	0	0	113	236	4	11
21 - 25 YEARS	105	198	33	83	1	4	5	15	8	16	0	0	152	316	10	14
26 - 30 YEARS	62	116	25	51	1	2	3	6	3	7	0	0	94	182	6	14
31 - 35 YEARS	135	184	56	51	2	5	5	6	8	5	0	0	206	251	9	16
36 - 40 YEARS	34	49	5	5	0	0	1	0	0	0	0	0	40	54	3	2
MORE THAN 40 YEARS	1	4	0	0	0	0	0	1	0	0	0	0	1	5	0	1
<b>DEPARTMENT TOTAL</b>	<b>925</b>	<b>1,826</b>	<b>269</b>	<b>550</b>	<b>8</b>	<b>29</b>	<b>45</b>	<b>76</b>	<b>60</b>	<b>88</b>	<b>8</b>	<b>15</b>	<b>1,315</b>	<b>2,584</b>	<b>36</b>	<b>62</b>
MORE THAN 10 YEARS:	551	962	165	321	7	17	26	38	33	59	0	0	782	1,397	34	59
AVERAGE YEARS	16.0	14.2	17.2	15.1	21.1	14.9	14.8	14.0	14.1	15.2	0.5	1.3	16.1	14.3	25.5	25.5

**DEPARTMENT AVERAGE YEARS 14.9**

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In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
00 - 05 YEARS	952	810	190	285	33	11	42	26	7	12	23	15	1,247	1,159	4	1
06 - 10 YEARS	1,198	614	160	222	26	8	26	20	7	2	0	0	1,417	866	3	2
11 - 15 YEARS	2,079	776	223	273	60	18	64	28	8	4	0	0	2,434	1,099	7	6
16 - 20 YEARS	1,189	396	115	113	27	8	25	15	6	3	0	0	1,362	535	12	12
21 - 25 YEARS	2,323	591	299	258	66	15	47	13	8	3	0	0	2,743	880	127	32
26 - 30 YEARS	226	95	50	55	9	1	6	1	0	0	0	0	291	152	17	11
31 - 35 YEARS	156	126	28	33	2	2	2	5	0	0	0	0	188	166	15	4
36 - 40 YEARS	27	14	5	6	1	0	1	0	0	0	0	0	34	20	5	1
MORE THAN 40 YEARS	3	2	0	1	0	0	0	0	0	0	0	0	3	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>8,153</b>	<b>3,424</b>	<b>1,070</b>	<b>1,246</b>	<b>224</b>	<b>63</b>	<b>213</b>	<b>108</b>	<b>36</b>	<b>24</b>	<b>23</b>	<b>15</b>	<b>9,719</b>	<b>4,880</b>	<b>190</b>	<b>69</b>
MORE THAN 10 YEARS:	6,003	2,000	720	739	165	44	145	62	22	10	0	0	7,055	2,855	183	66
AVERAGE YEARS	15.4	13.1	15.1	13.6	15.2	14.3	13.9	12.4	13.0	9.6	2.8	2.5	15.3	13.2	23.4	22.1

**DEPARTMENT AVERAGE YEARS 14.6**

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																
00 - 05 YEARS	42	91	2	9	0	0	0	1	1	2	0	0	45	103	0	1
06 - 10 YEARS	33	60	4	2	0	0	0	0	0	1	0	1	37	64	0	0
11 - 15 YEARS	9	53	2	2	0	0	0	1	0	0	0	0	11	56	0	1
16 - 20 YEARS	1	12	0	0	0	0	0	0	0	0	0	0	1	12	0	0
21 - 25 YEARS	5	33	0	4	0	0	1	2	0	1	0	0	6	40	1	2
26 - 30 YEARS	0	14	3	1	0	1	0	1	0	0	0	0	3	17	0	1
31 - 35 YEARS	11	32	0	1	0	0	0	0	0	0	0	0	11	33	1	1
36 - 40 YEARS	1	11	0	1	0	0	0	0	0	0	0	0	1	12	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>102</b>	<b>306</b>	<b>11</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>115</b>	<b>337</b>	<b>2</b>	<b>7</b>
MORE THAN 10 YEARS:	27	155	5	9	0	1	1	4	0	1	0	0	33	170	2	6
AVERAGE YEARS	9.8	13.6	12.6	12.8	0.0	30.0	25.0	18.0	1.0	7.8	0.0	6.0	10.1	13.6	27.0	22.3

**DEPARTMENT AVERAGE YEARS 12.7**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENERGY, LABOR &amp; ECONOMIC GROWTH</b>																
00 - 05 YEARS	402	586	69	262	4	4	19	23	11	9	3	3	508	887	9	14
06 - 10 YEARS	209	351	50	231	1	4	12	18	4	10	1	2	277	616	5	4
11 - 15 YEARS	138	213	20	73	1	2	5	6	1	5	0	0	165	299	9	3
16 - 20 YEARS	110	153	17	52	0	1	3	9	1	4	0	0	131	219	12	18
21 - 25 YEARS	123	188	35	98	1	3	8	18	4	5	0	0	171	312	14	18
26 - 30 YEARS	53	93	19	44	1	4	6	2	2	2	0	0	81	145	9	12
31 - 35 YEARS	107	221	21	75	1	0	2	9	1	3	0	0	132	308	16	26
36 - 40 YEARS	41	53	6	39	0	0	1	1	1	0	0	0	49	93	9	10
MORE THAN 40 YEARS	10	6	2	1	0	0	0	1	0	0	0	0	12	8	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,193</b>	<b>1,864</b>	<b>239</b>	<b>875</b>	<b>9</b>	<b>18</b>	<b>56</b>	<b>87</b>	<b>25</b>	<b>38</b>	<b>4</b>	<b>5</b>	<b>1,526</b>	<b>2,887</b>	<b>84</b>	<b>105</b>
MORE THAN 10 YEARS:	582	927	120	382	4	10	25	46	10	19	0	0	741	1,384	70	87
AVERAGE YEARS	13.3	13.9	14.3	13.3	13.6	15.6	12.4	14.7	11.7	13.3	3.5	4.0	13.4	13.7	21.9	23.0

**DEPARTMENT AVERAGE YEARS 13.6**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	52	70	4	1	0	0	1	2	0	1	2	2	59	76	0	0
06 - 10 YEARS	118	111	5	1	0	1	1	3	2	1	0	1	126	118	0	0
11 - 15 YEARS	80	81	3	4	0	0	1	0	1	4	0	0	85	89	0	0
16 - 20 YEARS	129	82	2	6	0	0	3	2	9	3	0	0	143	93	1	3
21 - 25 YEARS	108	91	4	15	1	2	3	3	3	2	0	0	119	113	4	2
26 - 30 YEARS	43	40	3	3	0	0	0	1	2	1	0	0	48	45	3	3
31 - 35 YEARS	79	45	1	1	1	0	1	0	1	1	0	0	83	47	5	3
36 - 40 YEARS	21	9	0	1	0	0	0	0	0	0	0	0	21	10	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	1	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>630</b>	<b>530</b>	<b>22</b>	<b>32</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>11</b>	<b>18</b>	<b>13</b>	<b>2</b>	<b>3</b>	<b>685</b>	<b>592</b>	<b>13</b>	<b>11</b>
MORE THAN 10 YEARS:	460	349	13	30	2	2	9	6	16	11	0	0	500	398	13	11
AVERAGE YEARS	18.1	16.2	15.3	21.6	28.5	18.7	20.5	15.0	19.2	16.5	2.0	3.3	18.1	16.4	27.4	26.1

<b>DEPARTMENT AVERAGE YEARS</b>	<b>17.3</b>
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	7	13	1	3	0	0	0	1	0	1	0	2	8	20	0	0
06 - 10 YEARS	4	3	0	2	0	0	0	0	0	0	0	0	4	5	0	0
11 - 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>DEPARTMENT TOTAL</b>	<b>11</b>	<b>18</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>12</b>	<b>27</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1
AVERAGE YEARS	3.5	5.6	1.0	5.2	0.0	0.0	0.0	4.0	0.0	2.0	0.0	3.0	3.3	5.1	0.0	42.0

**DEPARTMENT AVERAGE YEARS 4.6**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	402	1,707	143	937	3	10	22	103	5	18	2	11	577	2,786	0	6
06 - 10 YEARS	160	809	45	407	1	4	17	46	3	5	0	0	226	1,271	1	6
11 - 15 YEARS	206	679	77	526	0	11	12	61	2	8	0	1	297	1,286	0	14
16 - 20 YEARS	135	464	52	200	2	11	9	37	2	12	0	0	200	724	11	21
21 - 25 YEARS	158	424	54	255	1	5	22	51	2	6	0	0	237	741	18	39
26 - 30 YEARS	80	396	27	234	2	6	2	17	2	3	0	1	113	657	12	44
31 - 35 YEARS	209	515	33	293	2	3	5	10	3	3	0	0	252	824	18	50
36 - 40 YEARS	76	149	11	92	0	0	1	5	1	0	0	0	89	246	9	15
MORE THAN 40 YEARS	11	9	1	4	1	0	1	0	0	0	0	0	14	13	1	1
<b>DEPARTMENT TOTAL</b>	<b>1,437</b>	<b>5,152</b>	<b>443</b>	<b>2,948</b>	<b>12</b>	<b>50</b>	<b>91</b>	<b>330</b>	<b>20</b>	<b>55</b>	<b>2</b>	<b>13</b>	<b>2,005</b>	<b>8,548</b>	<b>70</b>	<b>196</b>
MORE THAN 10 YEARS:	875	2,636	255	1,604	8	36	52	181	12	32	0	2	1,202	4,491	69	184
AVERAGE YEARS	16.1	13.7	13.6	13.9	19.8	15.5	13.9	12.6	16.1	12.8	2.0	5.1	15.4	13.7	27.5	25.7

**DEPARTMENT AVERAGE YEARS 14.0**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>INFORMATION TECHNOLOGY</b>																
00 - 05 YEARS	228	98	19	10	1	0	3	3	43	35	17	7	311	153	0	0
06 - 10 YEARS	131	49	5	4	1	0	2	0	28	9	0	1	167	63	0	1
11 - 15 YEARS	241	93	11	10	1	0	7	1	12	4	0	0	272	108	4	0
16 - 20 YEARS	70	41	0	2	0	1	2	2	5	4	0	0	77	50	1	4
21 - 25 YEARS	96	89	21	22	2	1	4	5	8	3	0	0	131	120	9	5
26 - 30 YEARS	23	36	6	12	0	0	0	4	2	6	0	0	31	58	3	3
31 - 35 YEARS	80	69	9	8	0	0	2	3	2	1	0	0	93	81	8	1
36 - 40 YEARS	35	24	2	3	0	0	1	2	0	1	0	0	38	30	1	2
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>905</b>	<b>499</b>	<b>73</b>	<b>71</b>	<b>5</b>	<b>2</b>	<b>21</b>	<b>20</b>	<b>100</b>	<b>63</b>	<b>17</b>	<b>8</b>	<b>1,121</b>	<b>663</b>	<b>26</b>	<b>16</b>
MORE THAN 10 YEARS:	546	352	49	57	3	2	16	17	29	19	0	0	643	447	26	15
AVERAGE YEARS	14.0	17.4	16.9	20.3	12.2	20.0	15.8	22.3	8.2	9.2	2.1	2.4	13.5	16.9	24.6	23.5

**DEPARTMENT AVERAGE YEARS 14.8**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MANAGEMENT AND BUDGET</b>																
00 - 05 YEARS	102	72	3	7	0	0	3	2	0	0	1	0	109	81	1	0
06 - 10 YEARS	78	60	1	6	0	0	3	0	0	1	0	2	82	69	0	0
11 - 15 YEARS	88	71	8	5	0	1	0	1	1	0	0	0	97	78	0	0
16 - 20 YEARS	40	28	5	4	0	1	2	2	0	0	0	0	47	35	2	1
21 - 25 YEARS	51	40	8	6	0	0	3	1	7	1	0	0	69	48	3	2
26 - 30 YEARS	25	20	7	3	0	0	1	0	0	1	0	0	33	24	4	3
31 - 35 YEARS	68	39	5	1	0	0	5	1	0	0	0	0	78	41	4	1
36 - 40 YEARS	23	11	0	3	2	0	6	2	1	0	0	0	32	16	2	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>475</b>	<b>342</b>	<b>37</b>	<b>35</b>	<b>2</b>	<b>2</b>	<b>23</b>	<b>9</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>547</b>	<b>393</b>	<b>16</b>	<b>7</b>
MORE THAN 10 YEARS:	295	210	33	22	2	2	17	7	9	2	0	0	356	243	15	7
AVERAGE YEARS	16.1	15.5	20.1	16.2	36.5	13.5	24.0	20.6	23.2	20.7	1.0	6.5	16.9	15.7	27.0	26.1

**DEPARTMENT AVERAGE YEARS 16.4**

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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY &amp; VETERAN AFFAIRS</b>																
00 - 05 YEARS	132	90	9	23	0	0	1	4	2	4	2	1	146	122	0	0
06 - 10 YEARS	70	70	4	38	1	0	3	2	1	1	1	0	80	111	0	1
11 - 15 YEARS	43	66	8	25	0	1	6	2	0	1	0	0	57	95	1	0
16 - 20 YEARS	56	45	1	9	0	0	3	1	0	0	0	0	60	55	0	1
21 - 25 YEARS	34	50	3	10	1	2	0	1	0	1	0	0	38	64	3	3
26 - 30 YEARS	18	24	2	2	1	0	1	1	0	0	0	0	22	27	3	2
31 - 35 YEARS	15	26	3	5	0	0	0	1	0	0	0	0	18	32	3	2
36 - 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	1	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>376</b>	<b>373</b>	<b>30</b>	<b>112</b>	<b>3</b>	<b>3</b>	<b>14</b>	<b>12</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>429</b>	<b>508</b>	<b>11</b>	<b>10</b>
MORE THAN 10 YEARS:	174	213	17	51	2	3	10	6	0	2	0	0	203	275	11	9
AVERAGE YEARS	11.6	13.8	12.2	11.6	21.3	21.3	13.2	13.5	3.3	7.3	3.7	0.0	11.6	13.3	26.7	25.2

<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.5</b>
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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
Pay End Date: September 18, 2010**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	867	587	15	18	6	5	5	3	2	0	32	14	927	627	6	1
06 - 10 YEARS	247	102	2	1	4	0	5	1	4	0	1	0	263	104	1	0
11 - 15 YEARS	201	86	4	3	3	1	2	1	3	2	0	0	213	93	2	1
16 - 20 YEARS	135	57	5	4	1	0	3	0	0	0	0	0	144	61	0	1
21 - 25 YEARS	138	78	7	2	4	2	2	7	0	0	0	0	151	89	10	5
26 - 30 YEARS	43	33	2	2	1	0	0	0	1	0	0	0	47	35	0	2
31 - 35 YEARS	67	24	1	1	3	1	0	2	0	1	0	0	71	29	4	2
36 - 40 YEARS	35	8	0	0	0	0	0	0	0	0	0	0	35	8	1	0
MORE THAN 40 YEARS	5	0	0	0	1	0	0	0	0	0	0	0	6	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,738</b>	<b>975</b>	<b>36</b>	<b>31</b>	<b>23</b>	<b>9</b>	<b>17</b>	<b>14</b>	<b>10</b>	<b>3</b>	<b>33</b>	<b>14</b>	<b>1,857</b>	<b>1,046</b>	<b>24</b>	<b>12</b>
MORE THAN 10 YEARS:	624	286	19	12	13	4	7	10	4	3	0	0	667	315	17	11
AVERAGE YEARS	9.0	7.2	11.1	8.4	15.2	10.6	10.0	17.2	10.1	19.0	0.3	0.0	9.0	7.3	18.1	22.2

**DEPARTMENT AVERAGE YEARS 8.4**

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
00 - 05 YEARS	43	166	7	58	0	0	0	8	0	4	3	6	53	242	0	0
06 - 10 YEARS	39	165	7	38	1	1	2	12	0	1	0	1	49	218	0	0
11 - 15 YEARS	34	154	3	39	0	6	1	3	1	2	0	0	39	204	1	3
16 - 20 YEARS	15	88	2	27	0	3	0	10	2	2	0	0	19	130	1	14
21 - 25 YEARS	32	113	7	64	1	2	2	7	1	4	0	0	43	190	4	21
26 - 30 YEARS	8	86	5	30	0	0	0	5	0	3	0	0	13	124	1	11
31 - 35 YEARS	42	73	6	19	0	1	2	6	0	0	0	0	50	99	3	3
36 - 40 YEARS	12	26	0	2	0	0	0	1	0	0	0	0	12	29	2	1
MORE THAN 40 YEARS	0	8	0	1	0	0	0	0	0	0	0	0	0	9	0	2
<b>DEPARTMENT TOTAL</b>	<b>225</b>	<b>879</b>	<b>37</b>	<b>278</b>	<b>2</b>	<b>13</b>	<b>7</b>	<b>52</b>	<b>4</b>	<b>16</b>	<b>3</b>	<b>7</b>	<b>278</b>	<b>1,245</b>	<b>12</b>	<b>55</b>
MORE THAN 10 YEARS:	143	548	23	182	1	12	5	32	4	11	0	0	176	785	12	55
AVERAGE YEARS	17.1	15.7	17.1	15.7	17.0	16.9	20.4	16.8	19.0	16.3	1.3	0.9	17.1	15.7	27.1	24.0

**DEPARTMENT AVERAGE YEARS 15.9**

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																
00 - 05 YEARS	124	88	4	4	0	1	7	2	2	1	1	2	138	98	0	0
06 - 10 YEARS	261	121	5	3	1	0	1	4	0	0	0	0	268	128	0	0
11 - 15 YEARS	478	117	23	12	6	1	13	1	5	0	0	0	525	131	1	0
16 - 20 YEARS	242	89	17	5	9	0	8	0	1	2	0	0	277	96	3	1
21 - 25 YEARS	344	126	63	14	9	0	20	4	2	1	0	0	438	145	3	5
26 - 30 YEARS	57	23	11	5	1	0	6	2	0	1	0	0	75	31	1	2
31 - 35 YEARS	66	41	9	5	0	1	1	3	0	0	0	0	76	50	1	1
36 - 40 YEARS	17	11	0	1	0	0	1	0	0	0	0	0	18	12	1	0
MORE THAN 40 YEARS	5	4	0	0	0	0	0	0	0	0	0	0	5	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,594</b>	<b>620</b>	<b>132</b>	<b>49</b>	<b>26</b>	<b>3</b>	<b>57</b>	<b>16</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>1,820</b>	<b>695</b>	<b>10</b>	<b>9</b>
MORE THAN 10 YEARS:	1,209	411	123	42	25	2	49	10	8	4	0	0	1,414	469	10	9
AVERAGE YEARS	15.7	15.6	20.3	19.1	18.3	15.7	18.0	18.1	12.9	17.8	2.0	1.0	16.1	15.9	22.9	24.4

**DEPARTMENT AVERAGE YEARS 16.1**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	33	42	2	6	0	0	0	2	0	0	0	0	35	50	0	0
06 - 10 YEARS	5	12	1	2	0	0	1	0	1	0	0	0	8	14	0	1
11 - 15 YEARS	11	14	1	2	0	0	0	0	0	1	0	0	12	17	0	0
16 - 20 YEARS	8	8	0	2	0	1	0	0	0	0	0	0	8	11	0	2
21 - 25 YEARS	7	11	2	1	1	0	2	1	1	0	0	0	13	13	2	1
26 - 30 YEARS	7	9	0	1	0	0	0	0	1	1	0	0	8	11	0	1
31 - 35 YEARS	10	11	0	4	0	0	0	0	0	0	0	0	10	15	3	1
36 - 40 YEARS	0	5	0	1	0	0	0	0	0	0	0	0	0	6	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>81</b>	<b>112</b>	<b>6</b>	<b>19</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>94</b>	<b>137</b>	<b>5</b>	<b>6</b>
MORE THAN 10 YEARS:	43	58	3	11	1	1	2	1	2	2	0	0	51	73	5	5
AVERAGE YEARS	12.9	13.5	12.2	16.1	22.0	16.0	19.0	9.3	19.7	18.5	0.0	0.0	13.3	13.8	28.8	21.3

**DEPARTMENT AVERAGE YEARS 13.6**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
00 - 05 YEARS	425	145	60	21	6	1	13	3	13	3	4	3	521	176	0	1
06 - 10 YEARS	432	161	16	15	5	1	2	1	10	6	0	0	465	184	2	1
11 - 15 YEARS	280	87	17	5	6	4	5	1	6	6	0	0	314	103	0	0
16 - 20 YEARS	189	87	14	9	1	0	4	0	3	1	0	0	211	97	4	3
21 - 25 YEARS	290	104	27	18	5	3	14	5	5	2	0	0	341	132	19	9
26 - 30 YEARS	73	51	10	9	3	0	1	1	1	0	0	0	88	61	3	6
31 - 35 YEARS	126	67	17	12	5	0	7	2	4	0	0	0	159	81	17	7
36 - 40 YEARS	40	16	8	5	2	0	6	0	1	0	0	0	57	21	3	4
MORE THAN 40 YEARS	18	4	0	0	0	0	0	0	5	0	0	0	23	4	5	0
<b>DEPARTMENT TOTAL</b>	<b>1,873</b>	<b>722</b>	<b>169</b>	<b>94</b>	<b>33</b>	<b>9</b>	<b>52</b>	<b>13</b>	<b>48</b>	<b>18</b>	<b>4</b>	<b>3</b>	<b>2,179</b>	<b>859</b>	<b>53</b>	<b>31</b>
MORE THAN 10 YEARS:	1,016	416	93	58	22	7	37	9	25	9	0	0	1,193	499	51	29
AVERAGE YEARS	14.1	15.3	14.1	17.1	17.8	14.4	19.1	18.5	15.5	11.0	1.5	0.7	14.3	15.4	28.4	26.2

<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.6</b>
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
00 - 05 YEARS	115	213	25	42	0	2	1	9	3	5	3	5	147	276	0	0
06 - 10 YEARS	95	166	11	39	1	1	2	4	7	8	0	0	116	218	1	1
11 - 15 YEARS	62	103	6	18	0	0	2	3	2	1	0	0	72	125	0	0
16 - 20 YEARS	42	53	5	14	0	2	0	4	1	0	0	0	48	73	4	3
21 - 25 YEARS	37	82	22	36	0	0	5	16	5	0	0	0	69	134	6	6
26 - 30 YEARS	12	54	4	14	1	1	2	3	1	0	0	0	20	72	1	4
31 - 35 YEARS	28	93	7	23	0	1	3	4	0	0	0	0	38	121	5	8
36 - 40 YEARS	21	19	2	6	0	0	1	0	0	1	0	0	24	26	1	1
MORE THAN 40 YEARS	6	3	1	0	0	0	0	0	0	0	0	0	7	3	2	0
<b>DEPARTMENT TOTAL</b>	<b>418</b>	<b>786</b>	<b>83</b>	<b>192</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>43</b>	<b>19</b>	<b>15</b>	<b>3</b>	<b>5</b>	<b>541</b>	<b>1,048</b>	<b>20</b>	<b>23</b>
MORE THAN 10 YEARS:	208	407	47	111	1	4	13	30	9	2	0	0	278	554	19	22
AVERAGE YEARS	13.5	14.4	15.2	16.1	17.5	15.7	22.3	16.8	12.4	8.8	2.0	1.8	13.9	14.7	26.7	26.2

**DEPARTMENT AVERAGE YEARS 14.4**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
Pay End Date: September 18, 2010**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,221	5,424	616	1,827	56	46	129	216	105	111	104	87	5,231	7,711	22	25
06- 10 YEARS	3,342	3,367	379	1,145	43	23	86	130	78	62	3	8	3,931	4,735	14	19
11- 15 YEARS	4,173	2,982	433	1,089	78	50	126	118	51	62	0	1	4,861	4,302	27	31
16- 20 YEARS	2,495	1,828	262	523	42	31	69	90	36	47	0	0	2,904	2,519	56	96
21- 25 YEARS	3,927	2,357	590	922	93	40	140	160	55	48	0	0	4,805	3,527	235	175
26- 30 YEARS	761	1,142	179	480	20	17	29	46	16	25	0	1	1,005	1,711	64	121
31- 35 YEARS	1,249	1,645	202	549	17	17	41	56	19	14	0	0	1,528	2,281	117	133
36- 40 YEARS	425	441	42	170	5	0	20	11	4	2	0	0	496	624	40	39
MORE THAN 40 YEARS	67	45	4	9	2	0	2	2	5	0	0	0	80	56	9	5
<b>STATEWIDE TOTAL</b>	<b>20,660</b>	<b>19,231</b>	<b>2,707</b>	<b>6,714</b>	<b>356</b>	<b>224</b>	<b>642</b>	<b>829</b>	<b>369</b>	<b>371</b>	<b>107</b>	<b>97</b>	<b>24,841</b>	<b>27,466</b>	<b>584</b>	<b>644</b>
MORE THAN 10 YEARS	13,097	10,440	1,712	3,742	257	155	427	483	186	198	0	2	15,679	15,020	548	600
AVERAGE YEARS	14.7	13.9	15.3	14.2	16.1	15.4	15.6	14.3	12.8	12.7	1.7	2.2	14.7	13.9	24.7	24.6

**STATEWIDE TOTAL AVERAGE YEARS 14.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

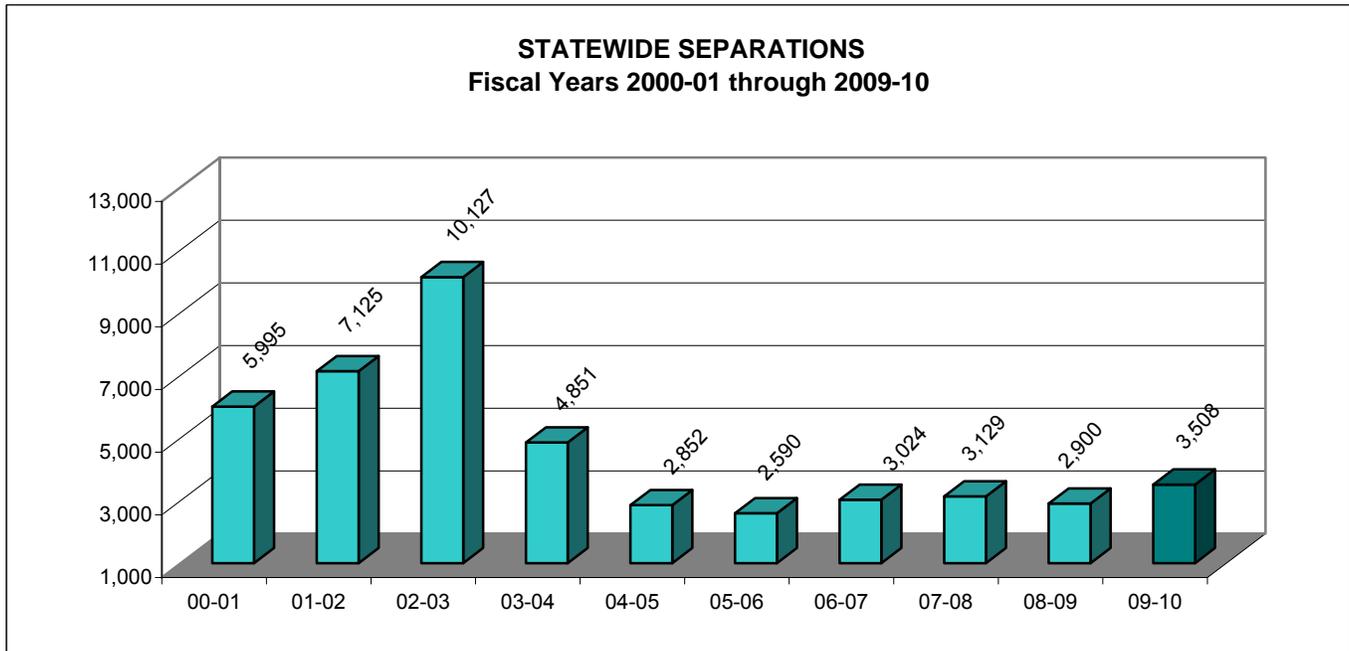
In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF18

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
Fiscal Year 2009-10

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	82	2.3%
Dismissal	226	6.4%
Expired Appointment	141	4.0%
<b>Total Involuntary Separations</b>	<b>449</b>	<b>12.8%</b>
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	772	22.0%
Layoff/Leave of Absence Rights Expired	96	2.7%
Waived Rights Leave of Absence	177	5.0%
Settlement	1	0.0%
<b>Total Voluntary Separations</b>	<b>1,046</b>	<b>29.8%</b>
<i>RETIREMENT</i>		
Retirement	1,908	54.4%
Disability Retirement	72	2.1%
Deferred Retirement	31	0.9%
<b>Total Retirements</b>	<b>2,011</b>	<b>57.3%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>2</b>	<b>0.1%</b>
<b>TOTAL SEPARATIONS</b>	<b>3,508</b>	<b>100.0%</b>



Comments: Starting in FY 2005 separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2010. An increase in separations occurred in fiscal years 2002 and 2003 due to early retirement programs.

Source: Michigan Civil Service Commission HWF10 for each fiscal year.

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From Pay Begin Date September 20, 2009 Through Pay End Date September 18, 2010

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER HIRES	CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	SEPARATIONS	NET TOTAL	
AGRICULTURE	2	17	0	0	19	36	0	13	0	0	49	-30
ATTORNEY GENERAL	11	0	0	0	11	10	0	0	0	0	10	1
AUDITOR GENERAL	8	2	0	0	10	3	0	0	0	0	3	7
CIVIL RIGHTS	1	0	7	0	8	4	0	0	0	0	4	4
CIVIL SERVICE COMMISSION	0	14	0	0	14	16	0	1	0	0	17	-3
COMMUNITY HEALTH	180	15	33	0	228	216	0	10	15	1	242	-14
CORRECTIONS	270	49	105	1	425	385	0	121	31	4	541	-116
EDUCATION	24	1	3	0	28	19	1	3	0	0	23	5
ENERGY, LABOR & ECONOMIC GROWTH	165	92	14	0	271	175	0	1	11	0	187	84
ENVIRONMENTAL QUALITY	2	3	2	0	7	23	0	5	3	0	31	-24
EXECUTIVE OFFICE	6	1	0	0	7	3	0	0	0	0	3	4
HISTORY ARTS AND LIBRARIES	0	0	0	0	0	5	0	2	0	0	7	-7
HUMAN SERVICES	796	7	41	0	844	324	0	61	22	2	409	435
INFORMATION TECHNOLOGY	57	50	1	0	108	51	0	0	0	0	51	57
LABOR AND ECONOMIC GROWTH	0	0	0	0	0	1	0	0	0	0	1	-1
MANAGEMENT AND BUDGET	19	18	6	0	43	37	0	27	4	0	68	-25
MILITARY & VETERAN AFFAIRS	34	65	29	0	128	91	27	7	1	2	128	0
NATURAL RESOURCES	24	1,534	261	0	1,819	33	261	1	3	5	303	1,516
STATE	5	195	0	0	200	151	0	0	5	0	156	44
STATE POLICE	21	4	84	0	109	38	0	18	0	0	56	53
STRATEGIC FUND	4	5	0	0	9	32	0	0	0	0	32	-23
TRANSPORTATION	11	440	18	0	469	430	18	0	11	0	459	10
TREASURY	58	46	6	0	110	52	0	0	2	0	54	56
<b>STATEWIDE TOTALS:</b>	<b>1,698</b>	<b>2,558</b>	<b>610</b>	<b>1</b>	<b>4,867</b>	<b>2,135</b>	<b>307</b>	<b>270</b>	<b>108</b>	<b>14</b>	<b>2,834</b>	<b>2,033</b>

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

The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF35

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2010**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78 <sup>1</sup>	64,456	x	x
1978-79	68,105	8,483	12.5%
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2010**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,334	7.0%
2001-02	60,147	6,214	10.3%
2002-03	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%
2005-06	52,259	2,590	5.0%
2006-07	52,013	3,024	5.8%
2007-08	50,799	3,129	6.2%
2008-09	51,699	2,900	5.6%
2009-10	50,615	3,508	6.9%

**Footnote**<sup>1</sup> Turnover Figures for 1977-78 are not available.

**Comments:** Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2010. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1986-87 waived rights leaves of absence were counted as turnover separations.

Early retirement programs were offered in fiscal years 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02 and 2002-03 increasing turnover in each of those fiscal years. Of the 3,508 turnover separations during fiscal year 2009-10, 1,908 (54%) were retirements, 772 (22%) were resignations and 226 (6.4%) were dismissals.

**Source:** KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

**TURNOVER SEPARATIONS BY DEPARTMENT**  
**Fiscal Years 2005-06 Through 2009-10**

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Agriculture</b>			
2005-06	575	95	16.5%
2006-07	535	55	10.3%
2007-08	521	33	6.3%
2008-09	529	41	7.8%
2009-10	447	39	8.7%
<b>Attorney General</b>			
2005-06	528	33	6.3%
2006-07	517	43	8.3%
2007-08	496	47	9.5%
2008-09	494	28	5.7%
2009-10	461	30	6.5%
<b>Auditor General</b>			
2005-06	142	8	5.6%
2006-07	138	6	4.3%
2007-08	138	4	2.9%
2008-09	135	3	2.2%
2009-10	132	4	3.0%
<b>Civil Rights</b>			
2005-06	127	7	5.5%
2006-07	119	6	5.0%
2007-08	117	7	6.0%
2008-09	112	2	1.8%
2009-10	95	6	6.3%
<b>Civil Service Commission</b>			
2005-06	210	7	3.3%
2006-07	206	7	3.4%
2007-08	538	16	3.0%
2008-09	526	18	3.4%
2009-10	488	48	9.8%
<b>Community Health</b>			
2005-06	4,241	294	6.9%
2006-07	4,225	366	8.7%
2007-08	3,964	360	9.1%
2008-09	4,075	375	9.2%
2009-10	3,873	421	10.9%
<b>Corrections</b>			
2005-06	16,446	856	5.2%
2006-07	16,357	915	5.6%
2007-08	15,944	945	5.9%
2008-09	15,762	855	5.4%
2009-10	14,943	1,026	6.9%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2005-06 Through 2009-10

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Education</b>			
2005-06	367	26	7.1%
2006-07	369	23	6.2%
2007-08	380	29	7.6%
2008-09	405	31	7.7%
2009-10	445	39	8.8%
<b>Energy, Labor &amp; Economic Growth <sup>1</sup></b>			
2005-06	4,128	208	5.0%
2006-07	3,967	220	5.5%
2007-08	3,781	251	6.6%
2008-09	4,056	234	5.8%
2009-10	4,298	246	5.7%
<b>Environmental Quality</b>			
2005-06	1,430	36	2.5%
2006-07	1,423	48	3.4%
2007-08	1,354	75	5.5%
2008-09	1,330	38	2.9%
2009-10	1,283	69	5.4%
<b>Executive Office</b>			
2005-06	44	5	11.4%
2006-07	44	14	32.0%
2007-08	46	7	15.2%
2008-09	45	9	19.8%
2009-10	41	2	4.9%
<b>History Arts and Libraries</b>			
2005-06	200	6	3.0%
2006-07	196	9	4.6%
2007-08	191	6	3.1%
2008-09	182	9	5.0%
2009-10 <sup>3</sup>	--	--	--
<b>Human Services</b>			
2005-06	9,778	462	4.7%
2006-07	9,759	544	5.6%
2007-08	9,582	644	6.7%
2008-09	10,168	634	6.2%
2009-10	10,414	801	7.7%
<b>Information Technology</b>			
2005-06	1,690	62	3.7%
2006-07	1,712	76	4.4%
2007-08	1,670	82	4.9%
2008-09	1,709	70	4.1%
2009-10	1,720	92	5.3%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
**Fiscal Years 2005-06 Through 2009-10**

Table 3-5

<b>Department</b>	<b>Average Classified Employment</b>	<b>Separations</b>	<b>Turnover Rate</b>
<b>Management and Budget</b>			
2005-06	967	44	4.6%
2006-07	971	43	4.4%
2007-08	938	36	3.8%
2008-09	967	33	3.4%
2009-10	931	25	2.7%
<b>Military and Veterans Affairs</b>			
2005-06	924	67	7.2%
2006-07	934	91	9.7%
2007-08	921	90	9.8%
2008-09	926	85	9.2%
2009-10	897	94	10.5%
<b>Natural Resources</b>			
2005-06	1,657	68	4.1%
2006-07	1,628	114	7.0%
2007-08	1,564	83	5.3%
2008-09	1,607	84	5.2%
2009-10	1,629	103	6.3%
<b>State</b>			
2005-06	1,672	67	4.0%
2006-07	1,622	65	4.0%
2007-08	1,535	105	6.8%
2008-09	1,447	64	4.4%
2009-10	1,372	85	6.2%
<b>State Police</b>			
2005-06	2,690	57	2.1%
2006-07	2,657	84	3.2%
2007-08	2,586	80	3.1%
2008-09	2,622	84	3.2%
2009-10	2,548	137	5.4%
<b>Strategic Fund</b>			
2005-06	--	--	--
2006-07 <sup>2</sup>	174	9	5.2%
2007-08	177	13	7.3%
2008-09	193	18	9.4%
2009-10	197	9	4.6%
<b>Transportation</b>			
2005-06	2,880	103	3.6%
2006-07	2,895	158	5.5%
2007-08	2,854	123	4.3%
2008-09	2,892	101	3.5%
2009-10	2,844	149	5.2%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
**Fiscal Years 2005-06 Through 2009-10**

Table 3-5

<b>Department</b>	<b>Average Classified Employment</b>	<b>Separations</b>	<b>Turnover Rate</b>
<b>Treasury</b>			
2005-06	1,564	79	5.1%
2006-07	1,565	128	8.2%
2007-08	1,502	93	6.2%
2008-09	1,519	84	5.5%
2009-10	1,558	83	5.3%
<b>Statewide Total</b>			
2005-06	52,259	2,590	5.0%
2006-07	52,013	3,024	5.8%
2007-08	50,799	3,129	6.2%
2008-09	51,699	2,900	5.6%
2009-10	50,616	3,508	6.9%

- Footnotes: <sup>1</sup> In FY 2005-06 thru FY 2008-09, Energy, Labor & Economic Growth was named Department of Labor and Economic Growth. In FY 2009-10, Department of Labor and Economic Growth was renamed Energy, Labor
- <sup>2</sup> Effective October 1, 2007, Strategic Fund became autonomous.
- <sup>3</sup> The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

Comments: Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2010. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

**Employees in Retirement Codes 01, 04, and 26 Eligible for Retirement  
Through December 31, 2010 as Defined by the Office of Retirement Services  
As of September 18, 2010**

<b>DEPARTMENT</b>	<b>Number of Employees</b>	<b>Eligible for Retirement</b>	<b>Percent Eligible for Retirement</b>
AGRICULTURE	438	120	27%
ATTORNEY GENERAL	455	154	34%
AUDITOR GENERAL	138	29	21%
CIVIL RIGHTS	94	39	41%
CIVIL SERVICE COMMISSION	490	220	45%
COMMUNITY HEALTH	3,926	1,392	35%
CORRECTIONS	14,735	3,065	21%
EDUCATION	452	133	29%
ENERGY, LABOR & ECONOMIC GROWTH	4,413	1,255	28%
ENVIRONMENTAL QUALITY	1,277	465	36%
EXECUTIVE OFFICE	39	4	10%
HUMAN SERVICES	10,558	3,193	30%
INFORMATION TECHNOLOGY	1,784	504	28%
MANAGEMENT AND BUDGET	941	353	38%
MILITARY & VETERAN AFFAIRS	947	219	23%
NATURAL RESOURCES	2,904	428	15%
STATE	1,524	554	36%
STATE POLICE	2,521	225	9%
STRATEGIC FUND	231	74	32%
TRANSPORTATION	3,043	826	27%
TREASURY	1,589	438	28%
<b>STATEWIDE TOTALS:</b>	<b>52,499</b>	<b>13,690</b>	<b>26%</b>

Comment: This report includes employees identified as eligible for regular or incentive retirement by ORS. These are employees who are at least 55 and would have 30 years of service, or are at least 60 and would have 10 years of service, or the combination of age and years of service is equal to or greater than 80, or have 30 years of service regardless of age.

Total number of employees include retirement codes 02 and 17, however, those employees were not eligible for the incentive.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF24 (total employees) and MHR-0751 (eligible for retirement)

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

### BREAKDOWNS

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

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

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

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

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

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

**STATE EMPLOYEES BY EEO CATEGORY-STATEWIDE**  
**Pay End Date: September 18, 2010**

EEO Category	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	716 47 %	526 35 %	90 6 %	105 7 %	9 1 %	7 0 %	18 1 %	11 1 %	16 1 %	14 1 %	1 0 %	1 0 %	850	664
02 Professional	6,516 33 %	8,168 42 %	887 5 %	2,936 15 %	43 0 %	69 0 %	172 1 %	291 1 %	255 1 %	272 1 %	30 0 %	35 0 %	7,903	11,771
03 Technician	1,346 54 %	728 29 %	107 4 %	159 6 %	12 0 %	2 0 %	37 1 %	19 1 %	32 1 %	13 1 %	9 0 %	9 0 %	1,543	930
04 Protective Service	7,915 69 %	1,367 12 %	924 8 %	600 5 %	225 2 %	34 0 %	246 2 %	55 0 %	32 0 %	5 0 %	23 0 %	7 0 %	9,365	2,068
05 Para-Professionals	1,015 14 %	3,609 49 %	372 5 %	1,859 25 %	9 0 %	43 1 %	75 1 %	249 3 %	19 0 %	33 0 %	9 0 %	13 0 %	1,499	5,806
06 Admin Support	281 5 %	3,856 71 %	73 1 %	918 17 %	1 0 %	53 1 %	17 0 %	183 3 %	4 0 %	31 1 %	0 0 %	9 0 %	376	5,050
07 Skilled Craft	1,522 86 %	72 4 %	92 5 %	10 1 %	33 2 %	0 0 %	38 2 %	5 0 %	4 0 %	0 0 %	3 0 %	0 0 %	1,692	87
08 Service/Maintenance	1,465 51 %	941 33 %	177 6 %	139 5 %	28 1 %	17 1 %	46 2 %	17 1 %	7 0 %	3 0 %	32 1 %	23 1 %	1,755	1,140
<b>Statewide Total by Category:</b>	<b>20,776 40 %</b>	<b>19,267 37 %</b>	<b>2,722 5 %</b>	<b>6,726 13 %</b>	<b>360 1 %</b>	<b>225 0 %</b>	<b>649 1 %</b>	<b>830 2 %</b>	<b>369 1 %</b>	<b>371 1 %</b>	<b>107 0 %</b>	<b>97 0 %</b>	<b>24,983</b>	<b>27,516</b>

**State Employees Grand Total: 52,499**

Comment: This report includes all active classified employees with a disability in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0043

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

AGRICULTURE EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	Official/Administrator	7	58 %	5	42 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	5		
02	Professional	153	51 %	118	39 %	4	1 %	13	4 %	1	0 %	1	0 %	3	1 %	2	1 %	163	136
03	Technician	23	66 %	12	34 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	23	12
05	Para-Professionals	6	30 %	12	60 %	0	0 %	1	5 %	0	0 %	0	0 %	1	5 %	0	0 %	6	14
06	Admin Support	0	0 %	38	86 %	0	0 %	4	9 %	0	0 %	1	2 %	0	0 %	0	0 %	0	44
07	Skilled Craft	2	67 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	3	0
08	Service/Maintenance	15	60 %	4	16 %	1	4 %	2	8 %	1	4 %	1	4 %	1	4 %	0	0 %	18	7
<b>Department Totals by Category:</b>		<b>206</b>	<b>47 %</b>	<b>189</b>	<b>43 %</b>	<b>5</b>	<b>1 %</b>	<b>20</b>	<b>5 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>5</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>220</b>	<b>218</b>

**Department Total: 438**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

ATTORNEY GENERAL		White		Black		American Indian		Hispanic		Asian		Other		Total							
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
01	<b>Official/Administrator</b>	56	67 %	20	24 %	3	4 %	3	4 %	0	0 %	0	0 %	0	0 %	59	24				
02	<b>Professional</b>	114	52 %	77	35 %	10	5 %	9	4 %	0	0 %	0	0 %	2	1 %	3	1 %	130	91		
04	<b>Protective Service</b>	14	54 %	7	27 %	4	15 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	19	7		
05	<b>Para-Professionals</b>	2	7 %	20	71 %	1	4 %	3	11 %	0	0 %	1	4 %	0	0 %	0	0 %	3	25		
06	<b>Admin Support</b>	2	2 %	76	79 %	0	0 %	14	15 %	0	0 %	0	0 %	3	3 %	0	0 %	2	94		
08	<b>Service/Maintenance</b>	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1		
<b>Department Totals by Category:</b>		<b>188</b>	<b>41 %</b>	<b>201</b>	<b>44 %</b>	<b>18</b>	<b>4 %</b>	<b>29</b>	<b>6 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>8</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>213</b>	<b>242</b>

**Department Total: 455**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

AUDITOR GENERAL		White		Black		American Indian		Hispanic		Asian		Other		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	9	75 %	3	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	3
02	<b>Professional</b>	48	42 %	59	52 %	4	4 %	2	2 %	0	0 %	0	0 %	0	0 %	52	62
03	<b>Technician</b>	0	0 %	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
06	<b>Admin Support</b>	0	0 %	5	83 %	0	0 %	1	17 %	0	0 %	0	0 %	0	0 %	0	6
07	<b>Skilled Craft</b>	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
<b>Department Totals by Category:</b>		<b>58</b>	<b>42 %</b>	<b>72</b>	<b>52 %</b>	<b>4</b>	<b>3 %</b>	<b>3</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>62</b>	<b>76</b>

**Department Total: 138**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

CIVIL RIGHTS		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	4	40 %	2	20 %	1	10 %	2	20 %	0	0 %	0	0 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	6	4		
02	<b>Professional</b>	8	12 %	19	28 %	9	13 %	27	40 %	0	0 %	0	0 %	2	3 %	2	3 %	0	0 %	1	1 %	0	0 %	0	0 %	19	49
05	<b>Para-Professionals</b>	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1
06	<b>Admin Support</b>	0	0 %	3	21 %	0	0 %	11	79 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	14
<b>Department Totals by Category:</b>		<b>12</b>	<b>13 %</b>	<b>24</b>	<b>26 %</b>	<b>10</b>	<b>11 %</b>	<b>40</b>	<b>43 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>4</b>	<b>4 %</b>	<b>3</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>26</b>	<b>68</b>

**Department Total: 94**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

CIVIL SERVICE COMMISSION		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	16	25 %	35	54 %	2	3 %	6	9 %	0	0 %	2	3 %	2	3 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	20	45
02	<b>Professional</b>	30	15 %	120	59 %	9	4 %	30	15 %	1	0 %	3	1 %	1	0 %	5	2 %	0	0 %	5	2 %	0	0 %	0	0 %	41	163
03	<b>Technician</b>	2	18 %	5	45 %	0	0 %	3	27 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	2	9
05	<b>Para-Professionals</b>	4	6 %	53	82 %	1	2 %	4	6 %	1	2 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	6	59
06	<b>Admin Support</b>	6	4 %	104	73 %	0	0 %	21	15 %	0	0 %	2	1 %	0	0 %	7	5 %	0	0 %	2	1 %	0	0 %	0	0 %	6	136
08	<b>Service/Maintenance</b>	2	67 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1
<b>Department Totals by Category:</b>		<b>60</b>	<b>12 %</b>	<b>317</b>	<b>65 %</b>	<b>12</b>	<b>2 %</b>	<b>65</b>	<b>13 %</b>	<b>2</b>	<b>0 %</b>	<b>7</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>15</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>9</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>77</b>	<b>413</b>

**Department Total: 490**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

COMMUNITY HEALTH		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	63	32 %	94	48 %	9	5 %	9	5 %	2	1 %	1	1 %	3	2 %	1	1 %	7	4 %	5	3 %	0	0 %	1	1 %	84	111
02	<b>Professional</b>	413	23 %	928	51 %	62	3 %	231	13 %	4	0 %	11	1 %	12	1 %	24	1 %	46	3 %	73	4 %	2	0 %	8	0 %	539	1,275
03	<b>Technician</b>	28	15 %	86	46 %	8	4 %	52	28 %	0	0 %	0	0 %	3	2 %	5	3 %	1	1 %	3	2 %	0	0 %	1	1 %	40	147
04	<b>Protective Service</b>	133	49 %	34	12 %	61	22 %	26	9 %	3	1 %	2	1 %	9	3 %	4	1 %	2	1 %	0	0 %	0	0 %	0	0 %	208	66
05	<b>Para-Professionals</b>	178	23 %	307	39 %	94	12 %	152	19 %	0	0 %	4	1 %	12	2 %	15	2 %	4	1 %	7	1 %	6	1 %	4	1 %	294	489
06	<b>Admin Support</b>	15	4 %	321	76 %	3	1 %	52	12 %	0	0 %	9	2 %	2	0 %	22	5 %	0	0 %	0	0 %	0	0 %	1	0 %	20	405
07	<b>Skilled Craft</b>	52	78 %	1	1 %	11	16 %	1	1 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	65	2
08	<b>Service/Maintenance</b>	52	29 %	64	35 %	25	14 %	31	17 %	0	0 %	2	1 %	2	1 %	5	3 %	0	0 %	0	0 %	0	0 %	0	0 %	79	102
<b>Department Totals by Category:</b>		<b>934</b>	<b>24 %</b>	<b>1,835</b>	<b>47 %</b>	<b>273</b>	<b>7 %</b>	<b>554</b>	<b>14 %</b>	<b>9</b>	<b>0 %</b>	<b>29</b>	<b>1 %</b>	<b>45</b>	<b>1 %</b>	<b>76</b>	<b>2 %</b>	<b>60</b>	<b>2 %</b>	<b>88</b>	<b>2 %</b>	<b>8</b>	<b>0 %</b>	<b>15</b>	<b>0 %</b>	<b>1,329</b>	<b>2,597</b>

**Department Total: 3,926**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

CORRECTIONS		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	91	54 %	49	29 %	11	7 %	12	7 %	2	1 %	2	1 %	1	1 %	0	0 %	0	0 %	105	64						
02	<b>Professional</b>	1,158	38 %	1,110	36 %	234	8 %	443	14 %	15	0 %	12	0 %	24	1 %	33	1 %	9	0 %	12	0 %	4	0 %	3	0 %	1,444	1,613
03	<b>Technician</b>	51	22 %	141	60 %	7	3 %	27	11 %	0	0 %	1	0 %	0	0 %	3	1 %	1	0 %	3	1 %	0	0 %	1	0 %	59	176
04	<b>Protective Service</b>	5,991	68 %	1,059	12 %	732	8 %	556	6 %	187	2 %	32	0 %	174	2 %	48	1 %	20	0 %	4	0 %	19	0 %	7	0 %	7,123	1,706
05	<b>Para-Professionals</b>	49	10 %	357	71 %	9	2 %	66	13 %	1	0 %	4	1 %	1	0 %	10	2 %	1	0 %	1	0 %	0	0 %	2	0 %	61	440
06	<b>Admin Support</b>	35	5 %	586	76 %	4	1 %	122	16 %	0	0 %	11	1 %	1	0 %	12	2 %	0	0 %	3	0 %	0	0 %	0	0 %	40	734
07	<b>Skilled Craft</b>	475	89 %	18	3 %	19	4 %	1	0 %	10	2 %	0	0 %	8	2 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	513	19
08	<b>Service/Maintenance</b>	401	63 %	122	19 %	62	10 %	24	4 %	10	2 %	1	0 %	10	2 %	2	0 %	4	1 %	0	0 %	0	0 %	2	0 %	487	151
<b>Department Totals by Category:</b>		<b>8,251</b>	<b>56 %</b>	<b>3,442</b>	<b>23 %</b>	<b>1,078</b>	<b>7 %</b>	<b>1,251</b>	<b>8 %</b>	<b>225</b>	<b>2 %</b>	<b>63</b>	<b>0 %</b>	<b>219</b>	<b>1 %</b>	<b>108</b>	<b>1 %</b>	<b>36</b>	<b>0 %</b>	<b>24</b>	<b>0 %</b>	<b>23</b>	<b>0 %</b>	<b>15</b>	<b>0 %</b>	<b>9,832</b>	<b>4,903</b>

**Department Total: 14,735**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

EDUCATION		White		Black		American Indian		Hispanic		Asian		Other		Total											
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female										
01	<b>Official/Administrator</b>	9	33 %	14	52 %	1	4 %	3	11 %	0	0 %	0	0 %	0	0 %	10	17								
02	<b>Professional</b>	70	27 %	170	65 %	4	2 %	9	3 %	0	0 %	1	0 %	3	1 %	1	0 %	2	1 %	0	0 %	1	0 %	76	186
03	<b>Technician</b>	1	17 %	4	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	17 %	0	0 %	0	0 %	1	5
04	<b>Protective Service</b>	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0
05	<b>Para-Professionals</b>	11	18 %	40	65 %	4	6 %	5	8 %	0	0 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	15	47
06	<b>Admin Support</b>	1	1 %	75	94 %	0	0 %	3	4 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	79
07	<b>Skilled Craft</b>	4	80 %	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0
08	<b>Service/Maintenance</b>	3	43 %	3	43 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	3
<b>Department Totals by Category:</b>		<b>102</b>	<b>23 %</b>	<b>306</b>	<b>68 %</b>	<b>11</b>	<b>2 %</b>	<b>20</b>	<b>4 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>5</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>4</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>115</b>	<b>337</b>

**Department Total: 452**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

ENERGY, LABOR & ECONOMIC		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	68	42 %	49	30 %	17	10 %	22	14 %	0	0 %	0	0 %	1	1 %	3	2 %	0	0 %	2	1 %	0	0 %	0	0 %	86	76
02	<b>Professional</b>	674	33 %	841	41 %	118	6 %	323	16 %	4	0 %	8	0 %	20	1 %	25	1 %	12	1 %	25	1 %	2	0 %	4	0 %	830	1,226
03	<b>Technician</b>	182	60 %	64	21 %	17	6 %	21	7 %	2	1 %	0	0 %	9	3 %	3	1 %	6	2 %	0	0 %	1	0 %	0	0 %	217	88
04	<b>Protective Service</b>	31	91 %	1	3 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	33	1
05	<b>Para-Professionals</b>	184	16 %	430	38 %	72	6 %	383	34 %	1	0 %	5	0 %	18	2 %	35	3 %	6	1 %	7	1 %	1	0 %	1	0 %	282	861
06	<b>Admin Support</b>	23	4 %	468	72 %	5	1 %	121	19 %	0	0 %	5	1 %	1	0 %	20	3 %	1	0 %	4	1 %	0	0 %	0	0 %	30	618
07	<b>Skilled Craft</b>	15	56 %	0	0 %	5	19 %	2	7 %	0	0 %	0	0 %	4	15 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	24	3
08	<b>Service/Maintenance</b>	16	42 %	11	29 %	4	11 %	3	8 %	1	3 %	0	0 %	3	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	24	14
<b>Department Totals by Category:</b>		<b>1,193</b>	<b>27 %</b>	<b>1,864</b>	<b>42 %</b>	<b>239</b>	<b>5 %</b>	<b>875</b>	<b>20 %</b>	<b>9</b>	<b>0 %</b>	<b>18</b>	<b>0 %</b>	<b>56</b>	<b>1 %</b>	<b>87</b>	<b>2 %</b>	<b>25</b>	<b>1 %</b>	<b>38</b>	<b>1 %</b>	<b>4</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>1,526</b>	<b>2,887</b>

**Department Total: 4,413**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

ENVIRONMENTAL QUALITY		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	14	52 %	12	44 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	14	13										
02	<b>Professional</b>	549	57 %	338	35 %	15	2 %	13	1 %	2	0 %	3	0 %	9	1 %	3	0 %	17	2 %	12	1 %	2	0 %	1	0 %	594	370
03	<b>Technician</b>	52	62 %	21	25 %	5	6 %	2	2 %	0	0 %	0	0 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	1	1 %	59	25
04	<b>Protective Service</b>	6	60 %	3	30 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	3
05	<b>Para-Professionals</b>	4	13 %	23	74 %	0	0 %	3	10 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	27
06	<b>Admin Support</b>	3	2 %	133	84 %	1	1 %	13	8 %	0	0 %	0	0 %	1	1 %	6	4 %	0	0 %	1	1 %	0	0 %	1	1 %	5	154
07	<b>Skilled Craft</b>	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
08	<b>Service/Maintenance</b>	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
<b>Department Totals by Category:</b>		<b>630</b>	<b>49 %</b>	<b>530</b>	<b>42 %</b>	<b>22</b>	<b>2 %</b>	<b>32</b>	<b>3 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>11</b>	<b>1 %</b>	<b>11</b>	<b>1 %</b>	<b>18</b>	<b>1 %</b>	<b>13</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>685</b>	<b>592</b>

**Department Total: 1,277**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

EXECUTIVE OFFICE		White		Black		American Indian		Hispanic		Asian		Other		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	2	67 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1
02	<b>Professional</b>	2	13 %	9	60 %	1	7 %	3	20 %	0	0 %	0	0 %	0	0 %	3	12
03	<b>Technician</b>	0	0 %	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	2
05	<b>Para-Professionals</b>	3	33 %	3	33 %	0	0 %	1	11 %	0	0 %	0	0 %	0	0 %	3	6
06	<b>Admin Support</b>	4	40 %	3	30 %	0	0 %	1	10 %	0	0 %	0	0 %	1	10 %	4	6
<b>Department Totals by Category:</b>		<b>11</b>	<b>28 %</b>	<b>18</b>	<b>46 %</b>	<b>1</b>	<b>3 %</b>	<b>5</b>	<b>13 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>12</b>	<b>27</b>

**Department Total: 39**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

HUMAN SERVICES		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	63	32 %	78	39 %	18	9 %	31	16 %	2	1 %	0	0 %	4	2 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	87	112
02	<b>Professional</b>	930	16 %	2,725	48 %	216	4 %	1,578	28 %	4	0 %	22	0 %	41	1 %	143	2 %	16	0 %	39	1 %	1	0 %	7	0 %	1,208	4,514
03	<b>Technician</b>	23	38 %	30	50 %	4	7 %	2	3 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	28	32
04	<b>Protective Service</b>	5	45 %	1	9 %	5	45 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	1
05	<b>Para-Professionals</b>	328	11 %	1,440	47 %	159	5 %	955	31 %	6	0 %	18	1 %	37	1 %	127	4 %	4	0 %	8	0 %	1	0 %	5	0 %	535	2,553
06	<b>Admin Support</b>	57	4 %	880	61 %	35	2 %	383	27 %	0	0 %	11	1 %	6	0 %	57	4 %	0	0 %	8	1 %	0	0 %	1	0 %	98	1,340
07	<b>Skilled Craft</b>	9	82 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	0
08	<b>Service/Maintenance</b>	22	76 %	0	0 %	6	21 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	29	0
<b>Department Totals by Category:</b>		<b>1,437</b>	<b>14 %</b>	<b>5,154</b>	<b>49 %</b>	<b>444</b>	<b>4 %</b>	<b>2,949</b>	<b>28 %</b>	<b>12</b>	<b>0 %</b>	<b>51</b>	<b>0 %</b>	<b>91</b>	<b>1 %</b>	<b>330</b>	<b>3 %</b>	<b>20</b>	<b>0 %</b>	<b>55</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>13</b>	<b>0 %</b>	<b>2,006</b>	<b>8,552</b>

**Department Total: 10,558**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

INFORMATION TECHNOLOGY		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	59	58 %	31	31 %	3	3 %	1	1 %	0	0 %	0	0 %	0	0 %	66	35										
02	<b>Professional</b>	636	50 %	333	26 %	48	4 %	46	4 %	2	0 %	2	0 %	17	1 %	13	1 %	94	7 %	59	5 %	12	1 %	5	0 %	809	458
03	<b>Technician</b>	179	58 %	77	25 %	20	6 %	16	5 %	3	1 %	0	0 %	3	1 %	2	1 %	2	1 %	2	1 %	5	2 %	2	1 %	212	99
05	<b>Para-Professionals</b>	1	10 %	7	70 %	0	0 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9
06	<b>Admin Support</b>	4	6 %	49	75 %	1	2 %	6	9 %	0	0 %	0	0 %	0	0 %	4	6 %	0	0 %	0	0 %	0	0 %	1	2 %	5	60
07	<b>Skilled Craft</b>	18	86 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	20	1
08	<b>Service/Maintenance</b>	8	89 %	1	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	1
<b>Department Totals by Category:</b>		<b>905</b>	<b>51 %</b>	<b>499</b>	<b>28 %</b>	<b>73</b>	<b>4 %</b>	<b>71</b>	<b>4 %</b>	<b>5</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>21</b>	<b>1 %</b>	<b>20</b>	<b>1 %</b>	<b>100</b>	<b>6 %</b>	<b>63</b>	<b>4 %</b>	<b>17</b>	<b>1 %</b>	<b>8</b>	<b>0 %</b>	<b>1,121</b>	<b>663</b>

**Department Total: 1,784**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

MANAGEMENT AND BUDGET		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	28	46 %	22	36 %	4	7 %	1	2 %	0	0 %	1	2 %	2	3 %	0	0 %	3	5 %	0	0 %	0	0 %	0	0 %	37	24
02	<b>Professional</b>	156	43 %	159	44 %	12	3 %	18	5 %	0	0 %	1	0 %	2	1 %	1	0 %	5	1 %	3	1 %	0	0 %	2	1 %	175	184
03	<b>Technician</b>	29	58 %	19	38 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	29	21
04	<b>Protective Service</b>	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
05	<b>Para-Professionals</b>	29	25 %	80	69 %	1	1 %	5	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	31	85
06	<b>Admin Support</b>	3	5 %	42	74 %	1	2 %	7	12 %	0	0 %	0	0 %	0	0 %	4	7 %	0	0 %	0	0 %	0	0 %	0	0 %	4	53
07	<b>Skilled Craft</b>	143	85 %	5	3 %	9	5 %	1	1 %	2	1 %	0	0 %	7	4 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	161	8
08	<b>Service/Maintenance</b>	87	69 %	13	10 %	10	8 %	2	2 %	0	0 %	0	0 %	12	10 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	110	16
<b>Department Totals by Category:</b>		<b>476</b>	<b>51 %</b>	<b>342</b>	<b>36 %</b>	<b>37</b>	<b>4 %</b>	<b>35</b>	<b>4 %</b>	<b>2</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>23</b>	<b>2 %</b>	<b>9</b>	<b>1 %</b>	<b>9</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>548</b>	<b>393</b>

**Department Total: 941**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

MILITARY & VETERAN AFFAIR		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	<b>Official/Administrator</b>	8	62 %	3	23 %	2	15 %	0	0 %	0	0 %	0	0 %	0	3
02	<b>Professional</b>	61	35 %	92	53 %	4	2 %	9	5 %	0	0 %	1	1 %	0	107
03	<b>Technician</b>	37	24 %	90	58 %	3	2 %	16	10 %	1	1 %	1	1 %	0	110
04	<b>Protective Service</b>	31	89 %	1	3 %	0	0 %	0	0 %	3	9 %	0	0 %	0	1
05	<b>Para-Professionals</b>	42	17 %	108	45 %	9	4 %	71	29 %	0	0 %	1	0 %	2	189
06	<b>Admin Support</b>	0	0 %	31	72 %	0	0 %	11	26 %	0	0 %	1	2 %	0	43
07	<b>Skilled Craft</b>	106	93 %	2	2 %	2	2 %	0	0 %	3	3 %	0	0 %	0	2
08	<b>Service/Maintenance</b>	93	53 %	51	29 %	11	6 %	7	4 %	1	1 %	0	0 %	6	60
<b>Department Totals by Category:</b>		<b>378</b>	<b>40 %</b>	<b>378</b>	<b>40 %</b>	<b>31</b>	<b>3 %</b>	<b>114</b>	<b>12 %</b>	<b>3</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>14</b>	<b>515</b>

**Department Total: 947**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

NATURAL RESOURCES		White		Black		American Indian		Hispanic		Asian		Other		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	33	70 %	13	28 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	34	13
02	<b>Professional</b>	299	61 %	159	33 %	5	1 %	6	1 %	4	1 %	2	0 %	2	0 %	4	1 %
03	<b>Technician</b>	201	81 %	34	14 %	4	2 %	4	2 %	3	1 %	0	0 %	1	0 %	0	0 %
04	<b>Protective Service</b>	453	79 %	85	15 %	11	2 %	3	1 %	7	1 %	0	0 %	10	2 %	0	0 %
05	<b>Para-Professionals</b>	12	22 %	35	64 %	1	2 %	3	5 %	0	0 %	0	0 %	4	7 %	0	0 %
06	<b>Admin Support</b>	8	5 %	144	89 %	0	0 %	3	2 %	0	0 %	3	2 %	0	0 %	1	1 %
07	<b>Skilled Craft</b>	107	90 %	7	6 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	1	1 %
08	<b>Service/Maintenance</b>	625	52 %	499	41 %	14	1 %	12	1 %	7	1 %	5	0 %	4	0 %	3	0 %
<b>Department Totals by Category:</b>		<b>1,738</b>	<b>60 %</b>	<b>976</b>	<b>34 %</b>	<b>36</b>	<b>1 %</b>	<b>31</b>	<b>1 %</b>	<b>23</b>	<b>1 %</b>	<b>9</b>	<b>0 %</b>	<b>17</b>	<b>1 %</b>	<b>14</b>	<b>0 %</b>

**Department Total: 2,904**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

STATE		White		Black		American Indian		Hispanic		Asian		Other		Total											
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female										
01	<b>Official/Administrator</b>	24	45 %	17	32 %	2	4 %	6	11 %	1	2 %	0	0 %	0	0 %	28	25								
02	<b>Professional</b>	79	38 %	78	37 %	12	6 %	29	14 %	0	0 %	1	0 %	2	1 %	96	114								
03	<b>Technician</b>	9	41 %	8	36 %	1	5 %	2	9 %	0	0 %	1	5 %	0	0 %	11	11								
05	<b>Para-Professionals</b>	50	6 %	493	64 %	12	2 %	165	21 %	0	0 %	9	1 %	3	0 %	67	706								
06	<b>Admin Support</b>	34	12 %	189	67 %	6	2 %	32	11 %	1	0 %	3	1 %	0	0 %	42	240								
07	<b>Skilled Craft</b>	9	75 %	3	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	3								
08	<b>Service/Maintenance</b>	20	12 %	91	53 %	4	2 %	44	26 %	0	0 %	4	2 %	0	0 %	25	147								
<b>Department Totals by Category:</b>		<b>225</b>	<b>15 %</b>	<b>879</b>	<b>58 %</b>	<b>37</b>	<b>2 %</b>	<b>278</b>	<b>18 %</b>	<b>2</b>	<b>0 %</b>	<b>13</b>	<b>1 %</b>	<b>7</b>	<b>0 %</b>	<b>53</b>	<b>3 %</b>	<b>4</b>	<b>0 %</b>	<b>16</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>278</b>	<b>1,246</b>

**Department Total: 1,524**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

STATE POLICE		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	29	69 %	11	26 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	31	11										
02	<b>Professional</b>	220	48 %	184	40 %	20	4 %	12	3 %	1	0 %	0	0 %	7	2 %	5	1 %	250	205								
03	<b>Technician</b>	32	56 %	23	40 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	33	24								
04	<b>Protective Service</b>	1,247	76 %	174	11 %	109	7 %	15	1 %	27	2 %	0	0 %	49	3 %	3	0 %	7	0 %	1,440	193						
05	<b>Para-Professionals</b>	12	17 %	52	72 %	0	0 %	7	10 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	12	60						
06	<b>Admin Support</b>	41	17 %	172	72 %	1	0 %	14	6 %	0	0 %	3	1 %	1	0 %	5	2 %	0	0 %	0	0 %	43	196				
07	<b>Skilled Craft</b>	13	93 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	14	0				
08	<b>Service/Maintenance</b>	3	33 %	4	44 %	0	0 %	0	0 %	0	0 %	2	22 %	0	0 %	0	0 %	0	0 %	0	0 %	3	6				
<b>Department Totals by Category:</b>		<b>1,597</b>	<b>63 %</b>	<b>620</b>	<b>25 %</b>	<b>132</b>	<b>5 %</b>	<b>49</b>	<b>2 %</b>	<b>28</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>58</b>	<b>2 %</b>	<b>16</b>	<b>1 %</b>	<b>10</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>1,826</b>	<b>695</b>

**Department Total: 2,521**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

STRATEGIC FUND		White		Black		American Indian		Hispanic		Asian		Other		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	10	37 %	11	41 %	1	4 %	1	4 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	14	13								
02	<b>Professional</b>	29	36 %	36	45 %	3	4 %	6	8 %	0	0 %	0	0 %	1	1 %	3	4 %	1	1 %	1	1 %	0	0 %	0	0 %	34	46		
03	<b>Technician</b>	0	0 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
05	<b>Para-Professionals</b>	9	29 %	21	68 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	22
06	<b>Admin Support</b>	2	6 %	20	57 %	2	6 %	11	31 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	31
08	<b>Service/Maintenance</b>	31	56 %	22	40 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	32	23
<b>Department Totals by Category:</b>		<b>81</b>	<b>35 %</b>	<b>112</b>	<b>48 %</b>	<b>6</b>	<b>3 %</b>	<b>19</b>	<b>8 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>2</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>94</b>	<b>137</b>		

**Department Total: 231**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

TRANSPORTATION		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	60	63 %	20	21 %	9	9 %	4	4 %	2	2 %	0	0 %	0	0 %	71	24										
02	<b>Professional</b>	616	57 %	325	30 %	40	4 %	36	3 %	3	0 %	0	0 %	17	2 %	6	1 %	27	2 %	14	1 %	2	0 %	0	0 %	705	381
03	<b>Technician</b>	483	73 %	86	13 %	35	5 %	11	2 %	3	0 %	0	0 %	15	2 %	0	0 %	20	3 %	2	0 %	1	0 %	2	0 %	557	101
05	<b>Para-Professionals</b>	71	57 %	38	30 %	4	3 %	6	5 %	0	0 %	0	0 %	2	2 %	2	2 %	0	0 %	2	2 %	0	0 %	0	0 %	77	48
06	<b>Admin Support</b>	0	0 %	174	86 %	1	0 %	21	10 %	0	0 %	1	0 %	0	0 %	4	2 %	0	0 %	0	0 %	0	0 %	1	0 %	1	201
07	<b>Skilled Craft</b>	567	84 %	32	5 %	43	6 %	4	1 %	18	3 %	0	0 %	11	2 %	1	0 %	1	0 %	0	0 %	1	0 %	0	0 %	641	37
08	<b>Service/Maintenance</b>	79	40 %	48	24 %	38	19 %	12	6 %	7	4 %	8	4 %	7	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	131	68
<b>Department Totals by Category:</b>		<b>1,876</b>	<b>62 %</b>	<b>723</b>	<b>24 %</b>	<b>170</b>	<b>6 %</b>	<b>94</b>	<b>3 %</b>	<b>33</b>	<b>1 %</b>	<b>9</b>	<b>0 %</b>	<b>52</b>	<b>2 %</b>	<b>13</b>	<b>0 %</b>	<b>48</b>	<b>2 %</b>	<b>18</b>	<b>1 %</b>	<b>4</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>2,183</b>	<b>860</b>

**Department Total: 3,043**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2010**

TREASURY		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	63	57 %	36	32 %	4	4 %	3	3 %	0	0 %	1	1 %	2	2 %	0	0 %	1	1 %	0	0 %	70	41				
02	<b>Professional</b>	271	36 %	288	38 %	57	7 %	93	12 %	2	0 %	1	0 %	8	1 %	11	1 %	16	2 %	10	1 %	1	0 %	355	406		
03	<b>Technician</b>	14	33 %	21	49 %	3	7 %	1	2 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	1	2 %	2	5 %		
05	<b>Para-Professionals</b>	20	13 %	90	60 %	5	3 %	27	18 %	0	0 %	0	0 %	1	1 %	6	4 %	1	1 %	0	0 %	0	0 %	27	123		
06	<b>Admin Support</b>	43	8 %	343	68 %	13	3 %	67	13 %	0	0 %	5	1 %	5	1 %	24	5 %	2	0 %	4	1 %	0	0 %	63	443		
07	<b>Skilled Craft</b>	0	0 %	1	33 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	3		
08	<b>Service/Maintenance</b>	7	47 %	7	47 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	7		
<b>Department Totals by Category:</b>		<b>418</b>	<b>26 %</b>	<b>786</b>	<b>49 %</b>	<b>83</b>	<b>5 %</b>	<b>192</b>	<b>12 %</b>	<b>2</b>	<b>0 %</b>	<b>7</b>	<b>0 %</b>	<b>16</b>	<b>1 %</b>	<b>43</b>	<b>3 %</b>	<b>19</b>	<b>1 %</b>	<b>15</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>541</b>	<b>1,048</b>

**Department Total: 1,589**

<b>Statewide Totals:</b>	<b>20,776</b>	<b>40 %</b>	<b>19,267</b>	<b>37 %</b>	<b>2,722</b>	<b>5 %</b>	<b>6,726</b>	<b>13 %</b>	<b>360</b>	<b>1 %</b>	<b>225</b>	<b>0 %</b>	<b>649</b>	<b>1 %</b>	<b>830</b>	<b>2 %</b>	<b>369</b>	<b>1 %</b>	<b>371</b>	<b>1 %</b>	<b>107</b>	<b>0 %</b>	<b>97</b>	<b>0 %</b>	<b>24,983</b>	<b>27,516</b>
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**Statewide Total: 52,499**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT  
RACE/ETHNIC GROUP AND GENDER ANALYSIS**

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN / ALASKAN NATIVE		HISPANIC		ASIAN/PACIFIC ISLANDERS		NON DISCLOSED		FEMALE MINORITY	GRAND TOTAL															
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE																	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%																	
AGRICULTURE	206	47.0	189	43.2	5	1.1	20	4.6	2	0.5	3	0.7	5	1.1	3	0.7	2	0.5	3	0.7	0	0.0	0	0.0	218	49.8	43	9.8	438
ATTORNEY GENERAL	188	41.3	201	44.2	18	4.0	29	6.4	0	0.0	1	0.2	3	0.7	8	1.8	1	0.2	2	0.4	3	0.7	1	0.2	242	53.2	62	13.6	455
AUDITOR GENERAL	58	42.0	72	52.2	4	2.9	3	2.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	76	55.1	8	5.8	138
CIVIL RIGHTS	12	12.8	24	25.5	10	10.6	40	42.6	0	0.0	0	0.0	4	4.3	3	3.2	0	0.0	1	1.1	0	0.0	0	0.0	68	72.3	58	61.7	94
CIVIL SERVICE COMMISSION	60	12.2	317	64.7	12	2.4	65	13.3	2	0.4	7	1.4	3	0.6	15	3.1	0	0.0	9	1.8	0	0.0	0	0.0	413	84.3	113	23.1	490
COMMUNITY HEALTH	925	23.7	1,826	46.8	269	6.9	550	14.1	8	0.2	29	0.7	45	1.2	76	1.9	60	1.5	88	2.3	8	0.2	15	0.4	2,584	66.3	1,125	28.9	3,899
CORRECTIONS	8,153	55.8	3,424	23.5	1,070	7.3	1,246	8.5	224	1.5	63	0.4	213	1.5	108	0.7	36	0.2	24	0.2	23	0.2	15	0.1	4,880	33.4	2,984	20.4	14,599
EDUCATION	102	22.6	306	67.7	11	2.4	20	4.4	0	0.0	1	0.2	1	0.2	5	1.1	1	0.2	4	0.9	0	0.0	1	0.2	337	74.6	43	9.5	452
ENERGY, LABOR & ECONOMIC GROWTH	1,193	27.0	1,864	42.2	239	5.4	875	19.8	9	0.2	18	0.4	56	1.3	87	2.0	25	0.6	38	0.9	4	0.1	5	0.1	2,887	65.4	1,347	30.5	4,413
ENVIRONMENTAL QUALITY	630	49.3	530	41.5	22	1.7	32	2.5	2	0.2	3	0.2	11	0.9	11	0.9	18	1.4	13	1.0	2	0.2	3	0.2	592	46.4	112	8.8	1,277
EXECUTIVE OFFICE	11	28.2	18	46.2	1	2.6	5	12.8	0	0.0	0	0.0	0	0.0	1	2.6	0	0.0	1	2.6	0	0.0	2	5.1	27	69.2	8	20.5	39
HUMAN SERVICES	1,437	13.6	5,152	48.8	443	4.2	2,948	27.9	12	0.1	50	0.5	91	0.9	330	3.1	20	0.2	55	0.5	2	0.0	13	0.1	8,548	81.0	3,949	37.4	10,553
INFORMATION TECHNOLOGY	905	50.7	499	28.0	73	4.1	71	4.0	5	0.3	2	0.1	21	1.2	20	1.1	100	5.6	63	3.5	17	1.0	8	0.4	663	37.2	355	19.9	1,784
MANAGEMENT AND BUDGET	475	50.5	342	36.4	37	3.9	35	3.7	2	0.2	2	0.2	23	2.4	9	1.0	9	1.0	3	0.3	1	0.1	2	0.2	393	41.8	120	12.8	940
MILITARY & VETERAN AFFAIRS	376	40.1	373	39.8	30	3.2	112	12.0	3	0.3	3	0.3	14	1.5	12	1.3	3	0.3	7	0.7	3	0.3	1	0.1	508	54.2	184	19.6	937
NATURAL RESOURCES	1,738	59.9	975	33.6	36	1.2	31	1.1	23	0.8	9	0.3	17	0.6	14	0.5	10	0.3	3	0.1	33	1.1	14	0.5	1,046	36.0	143	4.9	2,903
STATE	225	14.8	879	57.7	37	2.4	278	18.3	2	0.1	13	0.9	7	0.5	52	3.4	4	0.3	16	1.1	3	0.2	7	0.5	1,245	81.7	409	26.9	1,523
STATE POLICE	1,594	63.4	620	24.7	132	5.2	49	1.9	26	1.0	3	0.1	57	2.3	16	0.6	10	0.4	5	0.2	1	0.0	2	0.1	695	27.6	298	11.8	2,515
STRATEGIC FUND	81	35.1	112	48.5	6	2.6	19	8.2	1	0.4	1	0.4	3	1.3	3	1.3	3	1.3	2	0.9	0	0.0	0	0.0	137	59.3	38	16.5	231
TRANSPORTATION	1,873	61.7	722	23.8	169	5.6	94	3.1	33	1.1	9	0.3	52	1.7	13	0.4	48	1.6	18	0.6	4	0.1	3	0.1	859	28.3	436	14.4	3,038
TREASURY	418	26.3	786	49.5	83	5.2	192	12.1	2	0.1	7	0.4	16	1.0	43	2.7	19	1.2	15	0.9	3	0.2	5	0.3	1,048	66.0	377	23.7	1,589
<b>STATEWIDE TOTALS:</b>	<b>20,660</b>	<b>39.5</b>	<b>19,231</b>	<b>36.8</b>	<b>2,707</b>	<b>5.2</b>	<b>6,714</b>	<b>12.8</b>	<b>356</b>	<b>0.7</b>	<b>224</b>	<b>0.4</b>	<b>642</b>	<b>1.2</b>	<b>829</b>	<b>1.6</b>	<b>369</b>	<b>0.7</b>	<b>371</b>	<b>0.7</b>	<b>107</b>	<b>0.2</b>	<b>97</b>	<b>0.2</b>	<b>27,466</b>	<b>52.5</b>	<b>12,212</b>	<b>23.3</b>	<b>52,307</b>

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

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF21

**STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE**  
**Pay End Date: September 18, 2010**

EEO Category	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	43	62 %	21	30 %	3	4 %	2	3 %	0	0 %	0	0 %	0	0 %	46	23										
02 Professional	211	42 %	193	39 %	13	3 %	61	12 %	0	0 %	3	1 %	5	1 %	6	1 %	4	1 %	1	0 %	0	0 %	0	0 %	233	264
03 Technician	29	58 %	12	24 %	2	4 %	3	6 %	0	0 %	1	2 %	1	2 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	34	16
04 Protective Service	114	74 %	19	12 %	9	6 %	8	5 %	0	0 %	2	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	125	29
05 Para-Professionals	38	22 %	96	55 %	8	5 %	27	15 %	0	0 %	2	1 %	1	1 %	3	2 %	0	0 %	0	0 %	0	0 %	1	1 %	47	129
06 Admin Support	21	10 %	139	68 %	5	2 %	28	14 %	0	0 %	3	1 %	2	1 %	6	3 %	0	0 %	1	0 %	0	0 %	0	0 %	28	177
07 Skilled Craft	36	86 %	2	5 %	1	2 %	0	0 %	1	2 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	39	3
08 Service/Maintenance	33	80 %	5	12 %	2	5 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	36	5
<b>STATEWIDE TOTAL BY CATEGORY:</b>	<b>525</b>	<b>43 %</b>	<b>487</b>	<b>39 %</b>	<b>43</b>	<b>3 %</b>	<b>129</b>	<b>10 %</b>	<b>2</b>	<b>0 %</b>	<b>11</b>	<b>1 %</b>	<b>12</b>	<b>1 %</b>	<b>16</b>	<b>1 %</b>	<b>6</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>588</b>	<b>646</b>

**State Employees Grand Total: 1,234**

Comment: This report includes all active classified employees with a disability in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0053

## SECTION FIVE

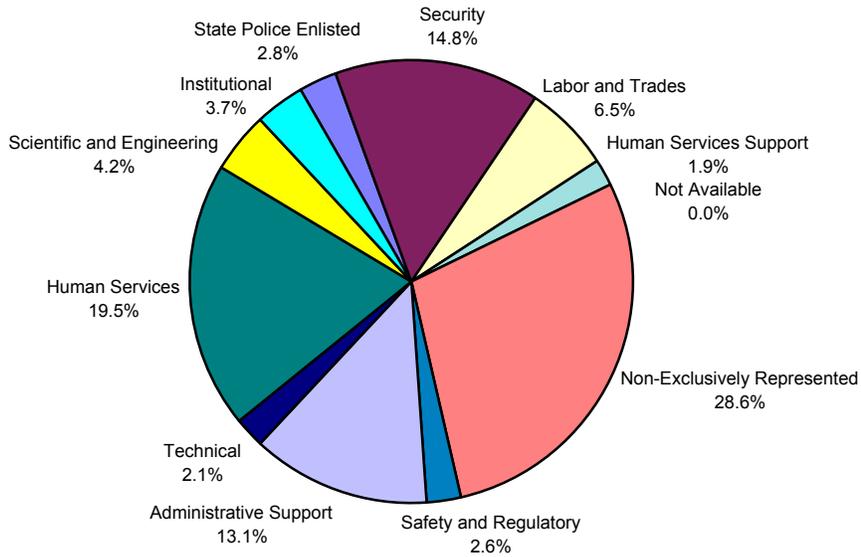
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# **BARGAINING UNIT CHARACTERISTICS**

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Fiscal Year 2009-10**

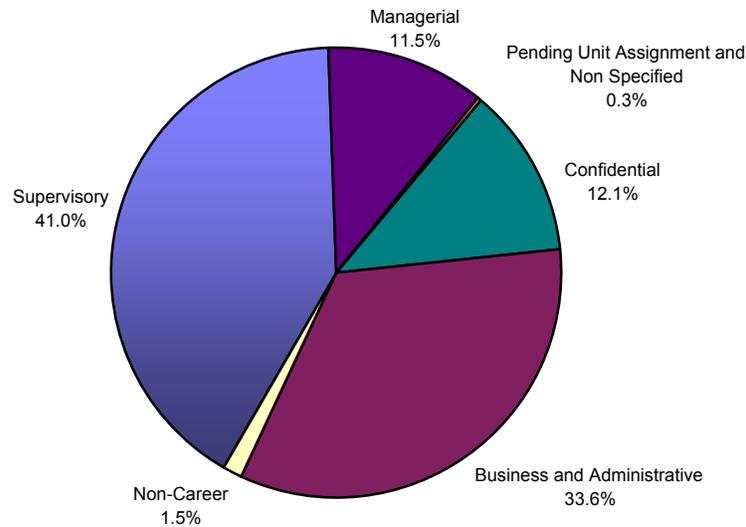
Graph 5-1

**Represented  
(37,354 Employees)**



(52,307 Employees)

**Non-Exclusively Represented  
(14,953 Employees)**



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

Of the 52,307 classified employees at fiscal year end, 71.4 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

**EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT**

Pay End Date: September 18, 2010

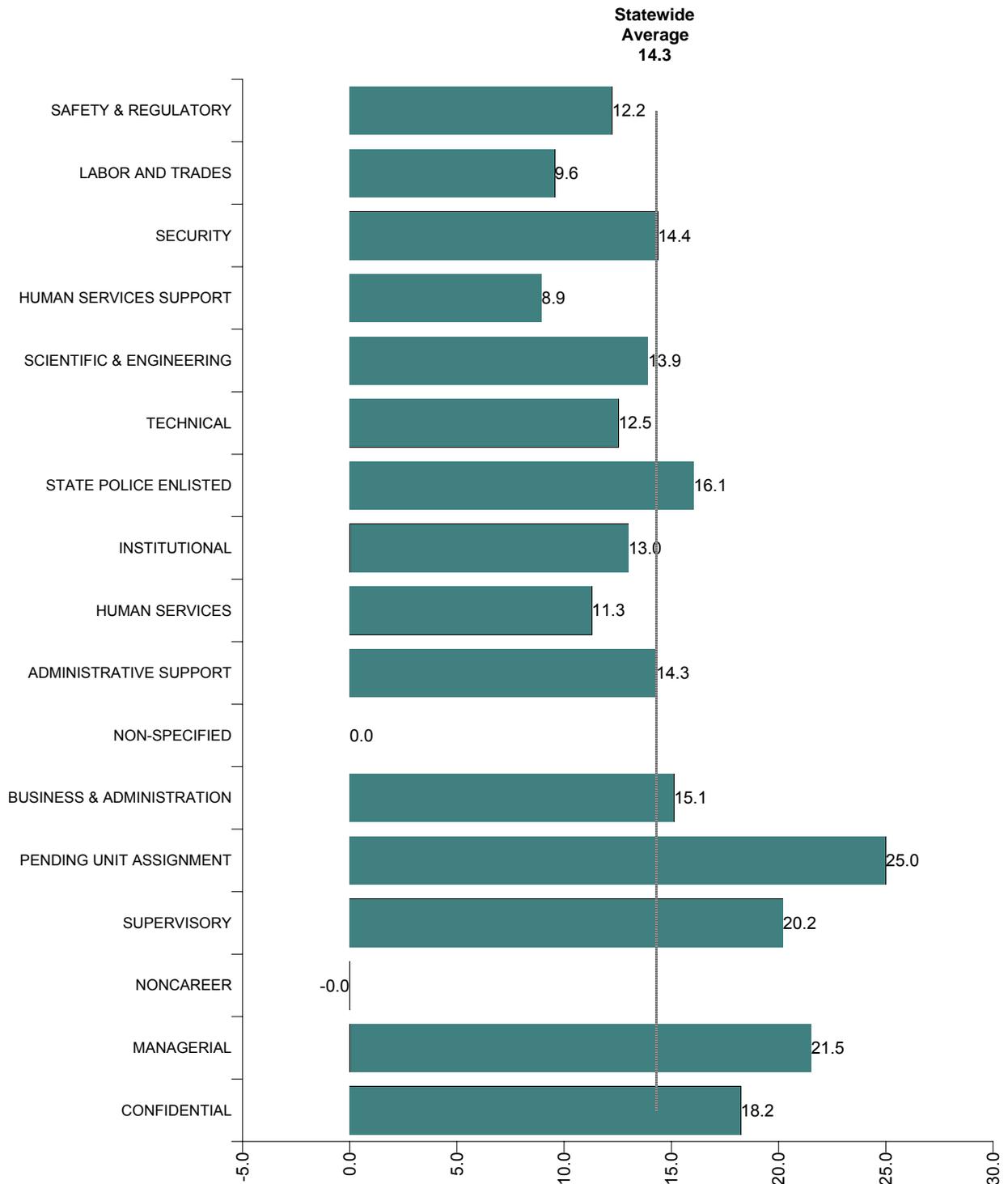
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,370	1,231	89.9	1	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,422	3,065	89.6	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
C12 SECURITY	7,766	0	0.0	0	0.0	7,409	95.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	990	0	0.0	0	0.0	0	0.0	960	97.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,215	0	0.0	0	0.0	0	0.0	0	0.0	2,125	95.9	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,100	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,044	94.9	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,466	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,458	99.5	0	0.0
U11 INSTITUTIONAL	1,946	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	1,906	97.9
W22 HUMAN SERVICES	10,221	0	0.0	9,678	94.7	6	0.1	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,858	0	0.0	6,165	89.9	0	0.0	1	0.0	0	0.0	2	0.0	0	0.0	2	0.0
Y00 NON-SPECIFIED	39	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,029	0	0.0	9	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,135	0	0.0	5	0.1	5	0.1	0	0.0	2	0.0	0	0.0	0	0.0	1	0.0
Y52 NONCAREER	221	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0	1	0.5	0	0.0	0	0.0
Y98 MANAGERIAL	1,717	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,811	0	0.0	4	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>37,354</b>	<b>4,296</b>	<b>11.5</b>	<b>15,846</b>	<b>42.4</b>	<b>7,416</b>	<b>19.9</b>	<b>963</b>	<b>2.6</b>	<b>2,125</b>	<b>5.7</b>	<b>1,050</b>	<b>2.8</b>	<b>1,458</b>	<b>3.9</b>	<b>1,909</b>	<b>5.1</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,953</b>	<b>1</b>	<b>0.0</b>	<b>18</b>	<b>0.1</b>	<b>5</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>52,307</b>	<b>4,297</b>	<b>8.2</b>	<b>15,864</b>	<b>30.3</b>	<b>7,421</b>	<b>14.2</b>	<b>963</b>	<b>1.8</b>	<b>2,127</b>	<b>4.1</b>	<b>1,051</b>	<b>2.0</b>	<b>1,458</b>	<b>2.8</b>	<b>1,910</b>	<b>3.7</b>

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

Source: Michigan Civil Service Commission HWF44

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: September 18, 2010



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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	260	77	7	11	0	2	8	0	1	0	2	1	278	91	0	0
06 - 10 YEARS	215	56	12	17	3	2	6	1	1	0	1	0	238	76	0	0
11 - 15 YEARS	162	40	7	17	3	3	4	0	3	0	0	0	179	60	1	0
16 - 20 YEARS	117	24	8	14	1	0	1	0	0	0	0	0	127	38	1	2
21 - 25 YEARS	82	23	18	26	1	1	6	2	2	0	0	0	109	52	5	2
26 - 30 YEARS	31	12	5	9	2	0	0	1	0	0	0	0	38	22	1	1
31 - 35 YEARS	29	10	3	9	1	0	1	0	0	0	0	0	34	19	1	0
36 - 40 YEARS	6	2	0	1	0	0	0	0	0	0	0	0	6	3	2	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>902</b>	<b>244</b>	<b>60</b>	<b>104</b>	<b>11</b>	<b>8</b>	<b>26</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1,009</b>	<b>361</b>	<b>11</b>	<b>6</b>
MORE THAN 10 YEARS:	427	111	41	76	8	4	12	3	5	0	0	0	493	194	11	6
AVERAGE YEARS	11.6	11.5	16.3	17.1	17.7	9.9	12.5	20.5	13.7	0.0	3.3	2.0	11.9	13.1	24.9	24.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.2</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	999	470	64	18	12	5	14	3	2	0	32	11	1,123	507	5	1
06 - 10 YEARS	387	28	22	2	7	0	10	0	0	0	0	0	426	30	0	0
11 - 15 YEARS	355	31	27	3	11	1	9	0	0	0	0	0	402	35	6	0
16 - 20 YEARS	186	20	19	2	2	0	3	1	1	0	0	0	211	23	6	1
21 - 25 YEARS	252	23	25	5	7	0	10	2	2	0	0	0	296	30	24	2
26 - 30 YEARS	75	9	17	1	1	0	3	1	1	0	0	0	97	11	6	0
31 - 35 YEARS	142	16	6	2	1	0	7	2	0	0	0	0	156	20	11	2
36 - 40 YEARS	36	0	1	2	4	0	8	1	0	0	0	0	49	3	3	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,435</b>	<b>597</b>	<b>181</b>	<b>35</b>	<b>45</b>	<b>6</b>	<b>64</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>32</b>	<b>11</b>	<b>2,763</b>	<b>659</b>	<b>61</b>	<b>6</b>
MORE THAN 10 YEARS:	1,049	99	95	15	26	1	40	7	4	0	0	0	1,214	122	56	5
AVERAGE YEARS	10.6	4.0	11.9	10.5	13.6	2.2	17.4	19.1	16.0	0.0	0.1	0.0	10.8	4.5	22.6	21.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.6</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>C12 - SECURITY</b>																
00 - 05 YEARS	593	171	120	100	28	6	32	11	5	4	19	7	797	299	1	1
06 - 10 YEARS	832	162	125	108	20	2	18	12	4	0	0	0	999	284	2	1
11 - 15 YEARS	1,467	282	136	119	47	9	53	11	5	0	0	0	1,708	421	2	2
16 - 20 YEARS	726	119	58	41	19	2	19	4	1	0	0	0	823	166	6	3
21 - 25 YEARS	1,507	158	176	117	44	7	34	4	4	0	0	0	1,765	286	60	12
26 - 30 YEARS	107	11	23	9	4	1	2	0	0	0	0	0	136	21	4	4
31 - 35 YEARS	34	5	12	0	0	0	1	1	0	0	0	0	47	6	2	0
36 - 40 YEARS	5	0	2	0	0	0	0	0	0	0	0	0	7	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5,272</b>	<b>908</b>	<b>652</b>	<b>494</b>	<b>162</b>	<b>27</b>	<b>159</b>	<b>43</b>	<b>19</b>	<b>4</b>	<b>19</b>	<b>7</b>	<b>6,283</b>	<b>1,483</b>	<b>77</b>	<b>23</b>
MORE THAN 10 YEARS:	3,847	575	407	286	114	19	109	20	10	0	0	0	4,487	900	74	21
AVERAGE YEARS	14.9	12.9	14.4	13.0	14.2	13.9	13.4	10.5	11.5	4.5	2.9	3.0	14.8	12.8	22.1	21.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.4</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	93	158	22	134	1	3	9	11	2	1	0	0	127	307	1	2
06 - 10 YEARS	41	85	27	136	1	1	5	11	2	3	1	1	77	237	2	1
11 - 15 YEARS	8	14	7	14	0	3	0	1	0	1	0	0	15	33	3	0
16 - 20 YEARS	10	17	1	14	0	0	2	9	0	0	0	0	13	40	4	4
21 - 25 YEARS	8	26	3	17	0	1	1	3	0	1	0	0	12	48	5	4
26 - 30 YEARS	2	13	0	7	0	2	1	0	0	0	0	0	3	22	1	3
31 - 35 YEARS	4	18	2	18	1	0	0	0	0	0	0	0	7	36	3	4
36 - 40 YEARS	1	5	1	4	0	0	0	0	0	0	0	0	2	9	1	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>167</b>	<b>337</b>	<b>63</b>	<b>345</b>	<b>3</b>	<b>10</b>	<b>18</b>	<b>35</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>256</b>	<b>734</b>	<b>20</b>	<b>18</b>
MORE THAN 10 YEARS:	33	94	14	75	1	6	4	13	0	2	0	0	52	190	17	15
AVERAGE YEARS	7.1	9.6	8.3	9.1	15.0	13.3	8.1	10.1	4.8	10.3	8.0	8.0	7.5	9.5	20.1	22.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>8.9</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	205	160	5	7	1	0	5	1	3	7	3	1	222	176	0	0
06 - 10 YEARS	360	191	10	9	0	1	2	3	11	5	0	0	383	209	2	1
11 - 15 YEARS	209	90	5	3	1	0	4	2	9	9	0	0	228	104	0	1
16 - 20 YEARS	203	110	5	5	0	0	6	1	10	3	0	0	224	119	1	2
21 - 25 YEARS	179	79	11	8	2	3	3	1	6	5	0	0	201	96	8	1
26 - 30 YEARS	53	27	6	3	0	1	0	0	3	2	0	0	62	33	0	1
31 - 35 YEARS	88	17	7	0	1	0	3	0	5	0	0	0	104	17	3	0
36 - 40 YEARS	28	3	1	0	0	0	0	0	1	0	0	0	30	3	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	2	0	0	0	4	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,327</b>	<b>677</b>	<b>50</b>	<b>35</b>	<b>5</b>	<b>5</b>	<b>23</b>	<b>8</b>	<b>50</b>	<b>31</b>	<b>3</b>	<b>1</b>	<b>1,458</b>	<b>757</b>	<b>15</b>	<b>6</b>
MORE THAN 10 YEARS:	762	326	35	19	4	4	16	4	36	19	0	0	853	372	13	5
AVERAGE YEARS	14.5	12.2	18.4	13.8	18.8	21.6	15.6	10.6	17.5	12.6	1.3	2.0	14.7	12.3	23.5	18.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.9</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	217	91	17	6	3	1	7	1	7	0	1	4	252	103	0	0
06 - 10 YEARS	138	60	1	3	2	0	1	1	3	2	0	0	145	66	1	0
11 - 15 YEARS	108	25	2	0	1	0	1	0	3	1	0	0	115	26	0	0
16 - 20 YEARS	81	24	3	2	0	0	1	0	2	1	0	0	87	27	4	1
21 - 25 YEARS	111	25	10	6	0	1	3	0	3	1	0	0	127	33	5	1
26 - 30 YEARS	20	5	4	3	1	0	1	1	0	0	0	0	26	9	0	1
31 - 35 YEARS	32	5	2	1	0	0	3	1	1	0	0	0	38	7	5	1
36 - 40 YEARS	19	4	1	1	0	0	2	0	0	0	0	0	22	5	1	0
MORE THAN 40 YEARS	8	2	0	0	0	0	1	0	1	0	0	0	10	2	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>734</b>	<b>241</b>	<b>40</b>	<b>22</b>	<b>7</b>	<b>2</b>	<b>20</b>	<b>4</b>	<b>20</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>822</b>	<b>278</b>	<b>17</b>	<b>4</b>
MORE THAN 10 YEARS:	379	90	22	13	2	1	12	2	10	3	0	0	425	109	16	4
AVERAGE YEARS	12.9	10.6	14.0	16.5	9.3	12.0	18.4	16.8	12.0	12.8	0.0	1.0	13.0	11.1	25.9	24.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.5</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	56	3	2	0	0	0	1	0	1	0	1	0	61	3	0	0
06 - 10 YEARS	179	15	3	1	1	0	1	0	0	0	0	0	184	16	0	0
11 - 15 YEARS	403	37	22	4	5	0	13	0	3	0	0	0	446	41	0	0
16 - 20 YEARS	186	45	15	2	9	0	7	0	1	1	0	0	218	48	2	0
21 - 25 YEARS	232	51	42	4	8	0	15	2	2	0	0	0	299	57	1	0
26 - 30 YEARS	22	3	7	0	1	0	4	0	0	0	0	0	34	3	0	0
31 - 35 YEARS	32	2	9	1	0	0	1	0	0	0	0	0	42	3	0	0
36 - 40 YEARS	7	0	0	0	0	0	1	0	0	0	0	0	8	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,120</b>	<b>156</b>	<b>100</b>	<b>12</b>	<b>24</b>	<b>0</b>	<b>43</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1,295</b>	<b>171</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	885	138	95	11	23	0	41	2	6	1	0	0	1,050	152	3	0
AVERAGE YEARS	15.3	17.4	20.1	18.0	18.3	0.0	19.0	21.5	14.4	20.0	2.0	0.0	15.9	17.5	19.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>16.1</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	133	239	46	86	0	3	3	6	2	5	6	6	190	345	0	0
06 - 10 YEARS	144	174	31	101	1	0	9	5	2	3	1	0	188	283	0	0
11 - 15 YEARS	96	106	21	43	0	2	6	4	1	2	0	0	124	157	2	0
16 - 20 YEARS	54	49	10	37	1	0	3	3	3	0	0	0	71	89	0	0
21 - 25 YEARS	60	61	20	32	2	0	1	3	1	2	0	0	84	98	0	1
26 - 30 YEARS	34	44	18	27	2	1	1	2	0	0	0	0	55	74	4	3
31 - 35 YEARS	54	50	33	35	1	0	2	2	1	0	0	0	91	87	3	2
36 - 40 YEARS	5	1	0	2	0	0	1	0	0	0	0	0	6	3	2	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>580</b>	<b>725</b>	<b>179</b>	<b>363</b>	<b>7</b>	<b>6</b>	<b>26</b>	<b>25</b>	<b>10</b>	<b>12</b>	<b>7</b>	<b>6</b>	<b>809</b>	<b>1,137</b>	<b>11</b>	<b>7</b>
MORE THAN 10 YEARS:	303	312	102	176	6	3	14	14	6	4	0	0	431	509	11	7
AVERAGE YEARS	13.7	11.6	15.6	13.6	24.1	9.5	13.6	14.4	14.4	8.7	1.3	1.0	14.1	12.2	27.8	29.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.0</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	596	1,948	175	978	5	12	28	89	15	27	6	21	825	3,075	4	10
06 - 10 YEARS	281	838	55	427	2	6	17	42	9	12	0	0	364	1,325	4	3
11 - 15 YEARS	378	621	94	447	2	9	15	55	5	19	0	0	494	1,151	3	8
16 - 20 YEARS	237	395	63	179	2	10	5	34	2	19	0	0	309	637	10	20
21 - 25 YEARS	236	344	55	189	3	3	15	33	3	9	0	0	312	578	16	27
26 - 30 YEARS	83	207	21	163	0	5	1	9	2	5	0	1	107	390	5	27
31 - 35 YEARS	127	207	19	146	2	2	3	1	3	2	0	0	154	358	12	18
36 - 40 YEARS	32	46	8	42	0	0	1	2	0	0	0	0	41	90	4	5
MORE THAN 40 YEARS	5	2	1	3	0	0	0	0	0	0	0	0	6	5	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,975</b>	<b>4,608</b>	<b>491</b>	<b>2,574</b>	<b>16</b>	<b>47</b>	<b>85</b>	<b>265</b>	<b>39</b>	<b>93</b>	<b>6</b>	<b>22</b>	<b>2,612</b>	<b>7,609</b>	<b>58</b>	<b>118</b>
MORE THAN 10 YEARS:	1,098	1,822	261	1,169	9	29	40	134	15	54	0	1	1,423	3,209	50	105
AVERAGE YEARS	13.1	10.4	12.1	11.5	14.2	13.7	11.4	11.1	11.0	12.3	2.2	2.9	12.8	10.8	22.7	22.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.3</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	266	1,187	59	289	0	8	7	68	3	7	9	15	344	1,574	3	5
06 - 10 YEARS	96	842	21	145	1	7	5	34	1	5	0	2	124	1,035	1	8
11 - 15 YEARS	90	725	18	181	1	17	4	22	1	9	0	1	114	955	1	10
16 - 20 YEARS	34	384	5	75	0	3	3	21	1	3	0	0	43	486	6	38
21 - 25 YEARS	46	523	12	172	1	13	5	42	2	7	0	0	66	757	16	59
26 - 30 YEARS	23	331	14	98	0	3	2	16	0	4	0	0	39	452	6	37
31 - 35 YEARS	30	479	5	129	0	8	3	17	0	2	0	0	38	635	7	38
36 - 40 YEARS	9	120	1	45	0	0	0	3	0	1	0	0	10	169	1	10
MORE THAN 40 YEARS	2	14	0	1	0	0	0	0	0	0	0	0	2	15	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>596</b>	<b>4,605</b>	<b>135</b>	<b>1,135</b>	<b>3</b>	<b>59</b>	<b>29</b>	<b>223</b>	<b>8</b>	<b>38</b>	<b>9</b>	<b>18</b>	<b>780</b>	<b>6,078</b>	<b>41</b>	<b>205</b>
MORE THAN 10 YEARS:	234	2,576	55	701	2	44	17	121	4	26	0	1	312	3,469	37	192
AVERAGE YEARS	10.1	14.6	10.7	15.9	14.3	17.0	14.6	14.1	10.8	15.6	0.4	2.1	10.3	14.8	23.1	23.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.3</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	20	14	3	0	1	0	1	0	0	0	0	0	25	14	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>20</b>	<b>14</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>14</b>	<b>0</b>	<b>0</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	445	456	47	93	3	5	3	14	48	49	18	11	564	628	1	1
06 - 10 YEARS	310	379	29	88	2	1	6	10	37	20	0	3	384	501	2	3
11 - 15 YEARS	316	373	25	77	0	1	8	13	12	10	0	0	361	474	6	1
16 - 20 YEARS	143	189	20	37	1	4	6	5	8	9	0	0	178	244	6	11
21 - 25 YEARS	197	323	50	93	0	2	11	25	14	7	0	0	272	450	26	27
26 - 30 YEARS	59	136	9	43	2	0	3	6	3	3	0	0	76	188	10	14
31 - 35 YEARS	152	293	32	39	0	2	5	4	2	3	0	0	191	341	15	25
36 - 40 YEARS	60	80	3	13	0	0	2	1	1	1	0	0	66	95	5	8
MORE THAN 40 YEARS	7	7	1	0	0	0	0	1	0	0	0	0	8	8	2	1
<b>BARGAINING UNIT TOTAL</b>	<b>1,689</b>	<b>2,236</b>	<b>216</b>	<b>483</b>	<b>8</b>	<b>15</b>	<b>44</b>	<b>79</b>	<b>125</b>	<b>102</b>	<b>18</b>	<b>14</b>	<b>2,100</b>	<b>2,929</b>	<b>73</b>	<b>91</b>
MORE THAN 10 YEARS:	934	1,401	140	302	3	9	35	55	40	33	0	0	1,152	1,800	70	87
AVERAGE YEARS	14.0	16.3	16.8	15.9	12.4	15.2	19.1	16.5	9.2	9.3	2.6	2.9	14.0	15.9	24.8	26.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.1</b>															

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>25.0</b>															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	105	151	18	43	1	0	7	3	7	8	2	1	140	206	1	1
06 - 10 YEARS	239	266	27	74	3	1	4	6	8	6	0	0	281	353	0	1
11 - 15 YEARS	439	357	60	152	7	4	6	10	6	5	0	0	518	528	2	6
16 - 20 YEARS	416	279	46	83	6	7	11	9	7	6	0	0	486	384	5	10
21 - 25 YEARS	838	401	135	168	22	7	29	16	10	9	0	0	1,034	601	56	17
26 - 30 YEARS	180	186	44	90	5	1	8	3	6	5	0	0	243	285	19	21
31 - 35 YEARS	346	263	47	100	7	1	9	14	5	4	0	0	414	382	32	22
36 - 40 YEARS	124	66	13	29	1	0	2	2	1	0	0	0	141	97	13	8
MORE THAN 40 YEARS	25	7	2	4	1	0	0	1	2	0	0	0	30	12	3	3
<b>BARGAINING UNIT TOTAL</b>	<b>2,712</b>	<b>1,976</b>	<b>392</b>	<b>743</b>	<b>53</b>	<b>21</b>	<b>76</b>	<b>64</b>	<b>52</b>	<b>43</b>	<b>2</b>	<b>1</b>	<b>3,287</b>	<b>2,848</b>	<b>131</b>	<b>89</b>
MORE THAN 10 YEARS:	2,368	1,559	347	626	49	20	65	55	37	29	0	0	2,866	2,289	130	87
AVERAGE YEARS	20.8	19.2	21.1	20.3	22.0	19.3	20.6	21.4	18.7	16.7	2.5	3.0	20.8	19.5	27.7	27.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>20.2</b>															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	85	89	14	18	0	0	2	3	6	1	1	2	108	113	5	2
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>85</b>	<b>89</b>	<b>14</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>108</b>	<b>113</b>	<b>5</b>	<b>2</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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BARGAINING UNIT	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
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	80	44	10	12	0	0	2	2	3	0	4	2	99	60	1	1
06 - 10 YEARS	83	76	11	11	0	0	2	1	0	4	0	0	96	92	0	0
11 - 15 YEARS	110	75	4	6	0	0	2	0	2	3	0	0	118	84	1	2
16 - 20 YEARS	92	65	6	8	1	4	1	0	0	2	0	0	100	79	4	0
21 - 25 YEARS	144	127	23	33	3	0	5	5	5	1	0	0	180	166	9	8
26 - 30 YEARS	61	56	10	15	2	1	3	1	1	4	0	0	77	77	6	3
31 - 35 YEARS	154	110	22	26	2	2	3	3	1	2	0	0	182	143	21	7
36 - 40 YEARS	86	29	10	17	0	0	1	1	1	0	0	0	98	47	8	2
MORE THAN 40 YEARS	11	6	0	0	1	0	1	0	0	0	0	0	13	6	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>821</b>	<b>588</b>	<b>96</b>	<b>128</b>	<b>9</b>	<b>7</b>	<b>20</b>	<b>13</b>	<b>13</b>	<b>16</b>	<b>4</b>	<b>2</b>	<b>963</b>	<b>754</b>	<b>52</b>	<b>23</b>
MORE THAN 10 YEARS:	658	468	75	105	9	7	16	10	10	12	0	0	768	602	51	22
AVERAGE YEARS	21.7	20.9	22.4	23.5	27.2	23.0	22.3	22.1	18.2	19.6	3.5	3.0	21.7	21.3	30.1	26.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>21.5</b>															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	68	166	7	32	1	1	0	4	0	2	0	5	76	210	0	1
06 - 10 YEARS	37	195	5	23	0	2	0	4	0	2	0	2	42	228	0	1
11 - 15 YEARS	32	206	5	23	0	1	1	0	1	3	0	0	39	233	0	1
16 - 20 YEARS	10	108	3	24	0	1	1	3	0	3	0	0	14	139	1	4
21 - 25 YEARS	34	193	10	52	0	2	2	22	1	6	0	0	47	275	3	14
26 - 30 YEARS	11	102	1	12	0	2	0	6	0	2	0	0	12	124	2	6
31 - 35 YEARS	25	170	3	43	1	2	0	11	1	1	0	0	30	227	2	14
36 - 40 YEARS	7	85	1	14	0	0	2	1	0	0	0	0	10	100	0	4
MORE THAN 40 YEARS	0	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>224</b>	<b>1,230</b>	<b>35</b>	<b>223</b>	<b>2</b>	<b>11</b>	<b>6</b>	<b>51</b>	<b>3</b>	<b>19</b>	<b>0</b>	<b>7</b>	<b>270</b>	<b>1,541</b>	<b>8</b>	<b>46</b>
MORE THAN 10 YEARS:	119	869	23	168	1	8	6	43	3	15	0	0	152	1,103	8	44
AVERAGE YEARS	14.3	18.5	16.3	19.9	18.0	19.1	24.5	23.1	23.7	17.6	0.0	3.6	14.9	18.8	26.9	26.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.2</b>															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,221	5,424	616	1,827	56	46	129	216	105	111	104	87	5,231	7,711	22	25
06- 10 YEARS	3,342	3,367	379	1,145	43	23	86	130	78	62	3	8	3,931	4,735	14	19
11- 15 YEARS	4,173	2,982	433	1,089	78	50	126	118	51	62	0	1	4,861	4,302	27	31
16- 20 YEARS	2,495	1,828	262	523	42	31	69	90	36	47	0	0	2,904	2,519	56	96
21- 25 YEARS	3,927	2,357	590	922	93	40	140	160	55	48	0	0	4,805	3,527	235	175
26- 30 YEARS	761	1,142	179	480	20	17	29	46	16	25	0	1	1,005	1,711	64	121
31- 35 YEARS	1,249	1,645	202	549	17	17	41	56	19	14	0	0	1,528	2,281	117	133
36- 40 YEARS	425	441	42	170	5	0	20	11	4	2	0	0	496	624	40	39
MORE THAN 40 YEARS	67	45	4	9	2	0	2	2	5	0	0	0	80	56	9	5
<b>STATEWIDE TOTAL</b>	<b>20,660</b>	<b>19,231</b>	<b>2,707</b>	<b>6,714</b>	<b>356</b>	<b>224</b>	<b>642</b>	<b>829</b>	<b>369</b>	<b>371</b>	<b>107</b>	<b>97</b>	<b>24,841</b>	<b>27,466</b>	<b>584</b>	<b>644</b>
MORE THAN 10 YEARS	13,097	10,440	1,712	3,742	257	155	427	483	186	198	0	2	15,679	15,020	548	600
AVERAGE YEARS	14.7	13.9	15.3	14.2	16.1	15.4	15.6	14.3	12.8	12.7	1.7	2.2	14.7	13.9	24.7	24.6

**STATEWIDE TOTAL AVERAGE YEARS 14.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF20

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: September 18, 2010**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,370	2.6 %	45.2	\$23.82	986	72.0 %
A31 - LABOR AND TRADES	3,435	6.5 %	44.9	\$17.29	1,788	52.1 %
C12 - SECURITY	7,884	15.0 %	44.4	\$23.69	6,869	87.1 %
E42 - HUMAN SERVICES SUPPORT	990	1.9 %	46.1	\$21.51	552	55.8 %
H21 - SCIENTIFIC & ENGINEERING	2,215	4.2 %	45.1	\$31.83	1,787	80.7 %
L32 - TECHNICAL	1,101	2.1 %	43.0	\$22.31	746	67.8 %
T01 - STATE POLICE ENLISTED	1,472	2.8 %	42.1	\$30.64	1,397	94.9 %
U11 - INSTITUTIONAL	1,973	3.8 %	47.2	\$19.87	1,423	72.1 %
W22 - HUMAN SERVICES	10,233	19.5 %	44.9	\$25.09	6,246	61.0 %
W41 - ADMINISTRATIVE SUPPORT	6,860	13.1 %	47.2	\$19.97	4,845	70.6 %
Y00 - NON-SPECIFIED	39	0.1 %	24.2	\$13.31	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,029	9.6 %	47.2	\$30.50	3,817	75.9 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	45.6	\$18.89	1	100.0 %
Y51 - SUPERVISORY	6,148	11.7 %	50.1	\$32.69	5,772	93.9 %
Y52 - NONCAREER	221	0.4 %	26.1	\$13.70	0	0.0 %
Y98 - MANAGERIAL	1,717	3.3 %	52.6	\$47.02	1,541	89.7 %
Y99 - CONFIDENTIAL	1,811	3.4 %	48.7	\$26.91	1,516	83.7 %
<b>STATEWIDE TOTAL</b>	<b>52,499</b>	<b>100.0 %</b>	<b>46.2</b>	<b>\$25.92</b>	<b>39,286</b>	<b>74.8 %</b>

Comment: 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.

Source: Michigan Civil Service Commission HWF25

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 18, 2010

Unit Code	Bargaining Unit	Total Employees	Health Insurance						Dental Insurance					Vision Insurance		
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
A02	SAFETY & REGULATORY	1,336	861	64 %	347	26 %	20	1 %	1,216	91 %	14	1 %	5	0 %	1,239	93 %
A31	LABOR AND TRADES	2,166	1,211	56 %	812	37 %	13	1 %	2,028	94 %	12	1 %	4	0 %	2,048	95 %
C12	SECURITY	7,884	4,917	62 %	2,624	33 %	27	0 %	7,472	95 %	139	2 %	13	0 %	7,622	97 %
E42	HUMAN SERVICES SUPPORT	990	566	57 %	363	37 %	8	1 %	903	91 %	47	5 %	4	0 %	957	97 %
H21	SCIENTIFIC & ENGINEERING	2,212	1,087	49 %	989	45 %	16	1 %	2,065	93 %	43	2 %	6	0 %	2,122	96 %
L32	TECHNICAL	958	513	54 %	381	40 %	15	2 %	895	93 %	19	2 %	4	0 %	921	96 %
T01	STATE POLICE ENLISTED	1,472	1,330	90 %	109	7 %	2	0 %	1,441	98 %	2	0 %	1	0 %	1,445	98 %
U11	INSTITUTIONAL	1,959	1,149	59 %	709	36 %	5	0 %	1,826	93 %	43	2 %	2	0 %	1,874	96 %
W22	HUMAN SERVICES	10,152	5,243	52 %	4,129	41 %	107	1 %	9,235	91 %	346	3 %	37	0 %	9,640	95 %
W41	ADMINISTRATIVE SUPPORT	6,407	2,601	41 %	3,317	52 %	62	1 %	5,823	91 %	201	3 %	10	0 %	6,054	94 %
Y23	BUSINESS & ADMINISTRATION	5,023	1,908	38 %	2,683	53 %	64	1 %	4,549	91 %	139	3 %	17	0 %	4,712	94 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %
Y51	SUPERVISORY	6,147	3,267	53 %	2,468	40 %	53	1 %	5,705	93 %	128	2 %	9	0 %	5,851	95 %
Y98	MANAGERIAL	1,717	851	50 %	758	44 %	15	1 %	1,624	95 %	18	1 %	4	0 %	1,649	96 %
Y99	CONFIDENTIAL	1,785	620	35 %	981	55 %	19	1 %	1,606	90 %	42	2 %	2	0 %	1,648	92 %
<b>STATEWIDE TOTALS:</b>		<b>50,209</b>	<b>26,124</b>	<b>52 %</b>	<b>20,671</b>	<b>41 %</b>	<b>426</b>	<b>1 %</b>	<b>46,389</b>	<b>92 %</b>	<b>1,193</b>	<b>2 %</b>	<b>118</b>	<b>0 %</b>	<b>47,783</b>	<b>95 %</b>

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

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

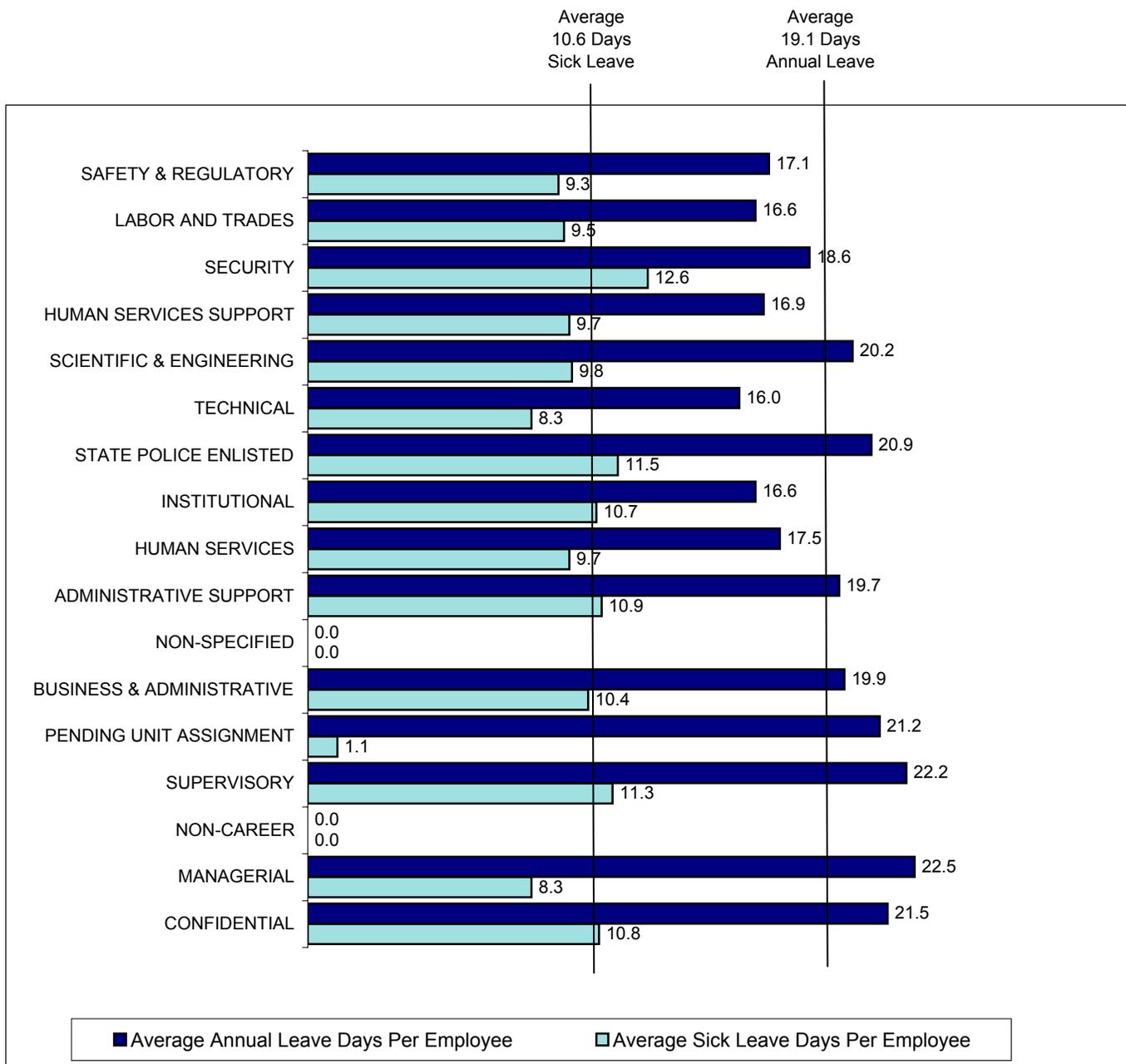
Pay End Date: September 18, 2010

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha		United of Omaha Reduced Life		Reliastar	
								%	%	%	%	%
A02	SAFETY & REGULATORY	1,336	1,120	84 %	77	6 %	1,255	94 %	76	6 %	69	5 %
A31	LABOR AND TRADES	2,166	1,942	90 %	3	0 %	2,080	96 %	78	4 %	9	0 %
C12	SECURITY	7,884	7,429	94 %	0	0 %	7,600	96 %	229	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	990	767	77 %	0	0 %	933	94 %	55	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,212	1,891	85 %	29	1 %	2,051	93 %	157	7 %	22	1 %
L32	TECHNICAL	958	809	84 %	21	2 %	888	93 %	67	7 %	13	1 %
T01	STATE POLICE ENLISTED	1,472	1,445	98 %	971	66 %	1,422	97 %	37	3 %	1,029	70 %
U11	INSTITUTIONAL	1,959	1,762	90 %	2	0 %	1,883	96 %	71	4 %	0	0 %
W22	HUMAN SERVICES	10,152	8,706	86 %	0	0 %	9,573	94 %	567	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,407	5,605	87 %	138	2 %	6,088	95 %	311	5 %	101	2 %
Y23	BUSINESS & ADMINISTRATION	5,023	4,208	84 %	69	1 %	4,709	94 %	307	6 %	48	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,147	5,862	95 %	187	3 %	5,953	97 %	179	3 %	182	3 %
Y98	MANAGERIAL	1,717	1,548	90 %	27	2 %	1,633	95 %	79	5 %	32	2 %
Y99	CONFIDENTIAL	1,785	1,599	90 %	16	1 %	1,689	95 %	96	5 %	17	1 %
<b>STATEWIDE TOTALS:</b>		<b>50,209</b>	<b>44,694</b>	<b>89 %</b>	<b>1,540</b>	<b>3 %</b>	<b>47,758</b>	<b>95 %</b>	<b>2,309</b>	<b>5 %</b>	<b>1,522</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF48

### ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2009-10



Comment: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF29 and HWF32

**SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT**  
**From Pay End Date October 03, 2009 Through Pay End Date September 18, 2010**

<b>Bargaining Unit Code/Name</b>	<b>Number of Employees</b>	<b>Fiscal Year Total Hours Used</b>	<b>Average Hours Per Employee</b>	<b>Average Days Per Employee</b>
A02 SAFETY & REGULATORY	1,447	107,424.7	74.2	9.3
A31 LABOR AND TRADES	2,877	218,024.5	75.8	9.5
C12 SECURITY	8,538	859,962.2	100.7	12.6
E42 HUMAN SERVICES SUPPORT	1,073	83,454.1	77.8	9.7
H21 SCIENTIFIC & ENGINEERING	2,315	181,888.5	78.6	9.8
L32 TECHNICAL	1,260	83,215.5	66.0	8.3
T01 STATE POLICE ENLISTED	1,530	140,839.2	92.1	11.5
U11 INSTITUTIONAL	2,347	201,271.3	85.8	10.7
W22 HUMAN SERVICES	11,163	868,047.6	77.8	9.7
W41 ADMINISTRATIVE SUPPORT	7,103	622,126.6	87.6	10.9
Y00 NON-SPECIFIED	9	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,319	440,426.7	82.8	10.4
Y50 PENDING UNIT ASSIGNMENT	2	17.0	8.5	1.1
Y51 SUPERVISORY	6,678	602,170.5	90.2	11.3
Y52 NONCAREER	113	0.0	0.0	0.0
Y98 MANAGERIAL	1,861	123,232.4	66.2	8.3
Y99 CONFIDENTIAL	1,922	165,602.8	86.2	10.8
<b>STATEWIDE</b>	<b>55,557</b>	<b>4,697,703.6</b>	<b>84.6</b>	<b>10.6</b>

Comment: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF29

**ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT**  
**From Pay End Date October 03, 2009 Through Pay End Date September 18, 2010**

Bargaining Unit Code/Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,447	198,241.1	137.0	17.1	1,447	4,075.8	2.8	0.4
A31 LABOR AND TRADES	2,877	381,808.7	132.7	16.6	2,877	5,326.3	1.9	0.2
C12 SECURITY	8,538	1,272,200.0	149.0	18.6	8,538	26,177.8	3.1	0.4
E42 HUMAN SERVICES SUPPORT	1,073	144,734.8	134.9	16.9	1,073	18,011.6	16.8	2.1
H21 SCIENTIFIC & ENGINEERING	2,315	373,381.4	161.3	20.2	2,315	23,864.5	10.3	1.3
L32 TECHNICAL	1,260	160,825.0	127.6	16.0	1,260	10,653.3	8.5	1.1
T01 STATE POLICE ENLISTED	1,530	255,395.3	166.9	20.9	1,530	8,328.1	5.4	0.7
U11 INSTITUTIONAL	2,347	310,782.8	132.4	16.6	2,347	26,475.2	11.3	1.4
W22 HUMAN SERVICES	11,163	1,562,291.0	140.0	17.5	11,163	81,240.8	7.3	0.9
W41 ADMINISTRATIVE SUPPORT	7,103	1,118,569.3	157.5	19.7	7,103	61,883.1	8.7	1.1
Y00 NON-SPECIFIED	9	0.0	0.0	0.0	9	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,319	848,511.6	159.5	19.9	5,319	50,369.7	9.5	1.2
Y50 PENDING UNIT ASSIGNMENT	2	339.0	169.5	21.2	2	0.0	0.0	0.0
Y51 SUPERVISORY	6,678	1,184,728.3	177.4	22.2	6,678	60,200.3	9.0	1.1
Y52 NONCAREER	113	0.0	0.0	0.0	113	0.0	0.0	0.0
Y98 MANAGERIAL	1,861	334,383.8	179.7	22.5	1,861	11,425.4	6.1	0.8
Y99 CONFIDENTIAL	1,922	330,911.7	172.2	21.5	1,922	19,303.0	10.0	1.3
<b>STATEWIDE</b>	<b>55,557</b>	<b>8,477,103.8</b>	<b>152.6</b>	<b>19.1</b>	<b>55,557</b>	<b>407,334.9</b>	<b>7.3</b>	<b>0.9</b>

Comment: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF32

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
BY BARGAINING UNIT  
Fiscal Year 2009-10**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	9.3	17.1	26.4
A31	LABOR AND TRADES	9.5	16.6	26.1
C12	SECURITY	12.6	18.6	31.2
E42	HUMAN SERVICES SUPPORT	9.7	16.9	26.6
H21	SCIENTIFIC & ENGINEERING	9.8	20.2	30.0
L32	TECHNICAL	8.3	16.0	24.3
T01	STATE POLICE ENLISTED	11.5	20.9	32.4
U11	INSTITUTIONAL	10.7	16.6	27.3
W22	HUMAN SERVICES	9.7	17.5	27.2
W41	ADMINISTRATIVE SUPPORT	10.9	19.7	30.6
Y00	NON-SPECIFIED	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	10.4	19.9	30.3
Y50	PENDING UNIT ASSIGNMENT	1.1	21.2	22.3
Y51	SUPERVISORY	11.3	22.2	33.5
Y52	NON-CAREER	0.0	0.0	0.0
Y98	MANAGERIAL	8.3	22.5	30.8
Y99	CONFIDENTIAL	10.8	21.5	32.3
	STATEWIDE AVERAGE	10.6	19.1	29.7

Comment: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF29 and HWF32

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT  
(Average Days Per Employee)**

**Fiscal Years 2005-06 through 2009-10**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
A02	SAFETY & REGULATORY	9.1	9.8	9.4	9.0	9.3
A31	LABOR AND TRADES	8.8	9.3	9.2	9.0	9.5
C12	SECURITY	11.6	12.0	10.8	11.7	12.6
E42	HUMAN SERVICES SUPPORT	11.0	11.9	11.8	6.7	9.7
H21	SCIENTIFIC & ENGINEERING	8.9	9.8	9.5	8.8	9.8
L32	TECHNICAL	8.0	8.6	8.4	7.5	8.3
T01	STATE POLICE ENLISTED	10.3	11.5	11.3	11.5	11.5
U11	INSTITUTIONAL	10.5	11.0	10.6	10.8	10.7
W22	HUMAN SERVICES	10.4	10.9	9.9	8.6	9.7
W41	ADMINISTRATIVE SUPPORT	10.7	11.1	10.8	9.9	10.9
Y00	NON-SPECIFIED	0.0	0.0	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	9.9	10.8	10.4	9.4	10.4
Y50	PENDING UNIT ASSIGNMENT	7.6	6.3	27.7	5.3	1.1
Y51	SUPERVISORY	10.5	11.0	10.4	10.0	11.3
Y52	NON-CAREER	0.0	0.1	0.3	0.0	0.0
Y98	MANAGERIAL	7.5	8.3	8.2	7.5	8.3
Y99	CONFIDENTIAL	9.8	10.6	10.4	9.7	10.8
	STATEWIDE AVERAGE	10.2	10.8	10.2	9.6	10.6

Comment: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF29, for the last full pay period in each fiscal year

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: September 18, 2010

### EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	438	28	18	0	0	221	12	0	0	0	53	332
ATTORNEY GENERAL	11	455	27	1	0	0	0	0	0	0	0	75	103
AUDITOR GENERAL	03	138	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	46	11	57
CIVIL SERVICE COMMISSION	19	490	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,899	44	83	200	0	143	43	0	783	723	568	2,587
CORRECTIONS	47	14,599	11	656	7,566	0	9	107	0	586	2,253	1,015	12,203
EDUCATION	31	452	3	11	0	4	0	3	0	23	139	94	277
ENERGY, LABOR & ECONOMIC GROWTH	64	4,413	265	43	0	933	114	7	0	22	406	770	2,560
ENVIRONMENTAL QUALITY	76	1,277	29	2	0	0	758	46	0	0	1	172	1,008
EXECUTIVE OFFICE	01	39	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	10,553	172	37	0	53	4	0	0	103	6,532	1,418	8,319
INFORMATION TECHNOLOGY	08	1,784	0	28	0	0	4	50	0	0	0	213	295
MANAGEMENT AND BUDGET	07	940	3	258	0	0	32	12	0	0	3	135	443
MILITARY & VETERAN AFFAIRS	51	937	33	202	0	0	21	15	0	417	32	52	772
NATURAL RESOURCES	75	2,903	537	1,226	0	0	257	171	0	6	80	215	2,492
STATE	23	1,523	16	21	0	0	0	1	0	0	1	983	1,022
STATE POLICE	55	2,515	134	14	0	0	98	36	1,466	6	0	269	2,023
STRATEGIC FUND	07	231	0	29	0	0	0	2	0	0	0	67	98
TRANSPORTATION	59	3,038	58	774	0	0	551	592	0	0	3	220	2,198
TREASURY	27	1,589	10	17	0	0	3	3	0	0	2	526	561
<b>Grand Total:</b>		<b>52,307</b>	<b>1,370</b>	<b>3,422</b>	<b>7,766</b>	<b>990</b>	<b>2,215</b>	<b>1,100</b>	<b>1,466</b>	<b>1,946</b>	<b>10,221</b>	<b>6,858</b>	<b>37,354</b>

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

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF05

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: September 18, 2010

### NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	438	20	8	14	3	0	61	106
ATTORNEY GENERAL	11	455	36	45	262	0	0	9	352
AUDITOR GENERAL	03	138	0	65	33	3	0	33	134
CIVIL RIGHTS	15	94	2	16	10	0	0	9	37
CIVIL SERVICE COMMISSION	19	490	0	408	62	0	0	20	490
COMMUNITY HEALTH	39	3,899	490	97	186	9	1	529	1,312
CORRECTIONS	47	14,599	180	154	145	3	1	1,913	2,396
EDUCATION	31	452	78	25	28	1	0	43	175
ENERGY, LABOR & ECONOMIC GROWTH	64	4,413	994	169	230	83	0	377	1,853
ENVIRONMENTAL QUALITY	76	1,277	55	25	26	10	1	152	269
EXECUTIVE OFFICE	01	39	0	39	0	0	0	0	39
HUMAN SERVICES	43	10,553	552	249	186	0	5	1,242	2,234
INFORMATION TECHNOLOGY	08	1,784	1,123	51	98	23	30	164	1,489
MANAGEMENT AND BUDGET	07	940	187	137	61	10	1	101	497
MILITARY & VETERAN AFFAIRS	51	937	25	15	12	0	0	113	165
NATURAL RESOURCES	75	2,903	79	32	46	8	1	245	411
STATE	23	1,523	127	64	49	16	0	245	501
STATE POLICE	55	2,515	122	31	42	9	0	288	492
STRATEGIC FUND	07	231	69	18	21	0	0	25	133
TRANSPORTATION	59	3,038	227	106	90	29	0	388	840
TREASURY	27	1,589	663	57	116	14	0	178	1,028
<b>Grand Total:</b>		<b>52,307</b>	<b>5,029</b>	<b>1,811</b>	<b>1,717</b>	<b>221</b>	<b>40</b>	<b>6,135</b>	<b>14,953</b>

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

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF06

# **GLOSSARY**

## GLOSSARY

**American Indian or Alaskan Native** - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian or Pacific Islander** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black (Not of Hispanic Origin)** - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** – An indefinite appointment or limited term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employees** - Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

**Disability** - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
  - (A) Substantially limits one or more of the major life activities of the person, and
  - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

### **Employee Status Code Descriptions (active employees):**

- AA**: Full-time (Classified)
- AB**: Part-time (Classified)
- AC**: Permanent Intermittent (Classified)
- AD**: Limited Term (Classified)
- AE**: Seasonal (Classified)
- AF**: Unclassified
- AP**: Workers Compensation
- AQ**: Non Career/Per Diem
- AR**: Special Personal Services (not classified)

**Filled Position** - A position in which a person is presently working.

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full-Time Employees** - Employees scheduled to work 80 hours biweekly.

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Hourly Employees** - Employees scheduled to work less than 80 hours biweekly.

**HRMN** - Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Intermittent Employees** - Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employees** - Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited Term Employees** - Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**MIDB** - Management Information Data Base.

**Non-Career Employees** - Employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

### **Retirement Codes**

- 01 State Employees' Retirement System.**  
Supplemental members hired before 3/31/97.
- 02 Michigan State Police Accident, Pension and Disability Fund.**  
Enlisted personnel working full-time prior to 4/1/86.
- 03 Judges Retirement System.**  
Re-employed retired judges taking office before 3/31/97.
- 04 State Employees' Retirement System.**  
Regular members hired before 3/31/97.
- 05 Employees not eligible for any of the retirement systems.**  
Elected or appointed officials who have elected not to become members; appointed officials who are board or commission members receiving per diem rates; Title V—Older Worker Specialists; CETA or youth corps employees.
- 06 Working Patients.**
- 07 Fees Basis (Secretary of State) and Military Subsistence.**
- 08 Judges Retirement System.**  
Members taking office before 3/31/97.
- 09 Michigan Legislative Retirement System.**  
Members taking office before 3/31/97.
- 10 Michigan Legislative Retirement System.**  
Members taking office before 4/97 with 20 or more years of service.
- 11 Michigan Legislative Retirement System.**  
Members taking office before 3/31/97 who have exceeded the maximum annual member contribution.
- 12 Judges Retirement System.**  
Non-trial judges and elected officials taking office before 3/31/97.
- 13 Judges Retirement System.**  
With salary standardization payment. Taking office before 3/31/97.
- 14 Judges Retirement System.**  
With salary standardization payment. Circuit Court judges taking office before 3/31/97.
- 15 Judges Retirement System.**  
With salary standardization payment. District Court judges taking office before 3/31/97.
- 16 Judges Retirement System.**  
With salary standardization payment & 2250. District Court judges taking office before 3/31/97.
- 17 Michigan State Police Accident, Pension and Disability Fund.**  
Enlisted personnel hired full-time after 3/31/86.
- 18 Employees whose work is specifically to relieve them from unemployment.**  
This does not include programs such as CETA, which were designed to give work experience or training.
- 19 Employees performing emergency services on a temporary basis in case of fire, storm, snow, earthquake, flood or other similar emergencies.**  
Do not confuse this with emergency appointments.
- 20 Employees working for a school system, college or university in which they are enrolled and regularly attending classes.**  
This provision does not include students hired to work for the state, or students working during summer vacation when school is not in session.
- 22 National Guard members working full-time prior to 4/1/86.**  
For use by Department of Military Affairs only.
- 23 National Guard members hired full-time after 3/31/86.**  
For use by Department of Military Affairs only.
- 24 Judges Retirement System.**  
36<sup>th</sup> District Court Judges taking office before 3/31/97.
- 25 Wayne County Retirement System.**  
36<sup>th</sup> District Court Bailiffs.

- 26 State Employees' Retirement System.**  
Conservation Officers hired before 3/31/97.
- 27 Michigan Legislative Retirement System.**  
Members taking office after 12/1/94, but before 3/31/97.
- 30 Michigan Legislative Retirement System.**  
Members who took office 01/01/95.
- 40 State Employees Defined Contribution Pension Plan.**  
Employees hired after 3/30/97 that would have been eligible to be members of the State Employees Retirement System had they been hired before 3/31/97.
- 50 Judges Court of Appeals & Supreme Court Justices that get 100% of salary thru State Defined Contribution Pension Plan.**  
Members taking office after 3/30/97, who would have been eligible to be members of the Judges Retirement System had they taken office before 3/31/97.
- 60 Legislative Defined Contribution Pension Plan.**  
Legislators taking office after 3/30/97 who would have been eligible to be members of the Legislative Retirement System had they taken office before 3/31/97.
- F-1 or J1 Visa Employees.**  
Employees who are non-resident aliens possessing an F-1 or J-1 visa only and are performing services in connection with the purpose for which they entered the country should be set up under the applicable retirement code, 04 or 40 (depending on if they have worked for the State of Michigan before). These employees are not subject to FICA taxes and HR offices should end date FICA codes if they have been set up (contact OFM if FICA taxes have been withheld). All other aliens including those with visas stamped "Under Docket Control" are subject to FICA coverage.

**Seasonal Employees** - Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employees** - Contractors who are employees of state agencies and who are not classified employees, exempt employees, or excepted employees.

**Turnover Separation** - Starting in FY2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

**Unclassified Employees** - Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

**Union Codes**

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M

- H Michigan Public Employees (MPE), SEIU Local 517M
- L Michigan Public Employees (MPE), SEIU Local 517M
- T Michigan State Police Troopers Association (MSPTA)
- U American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y No Exclusive Employee Organization Representation
- Z Unclassified - No Exclusive Employee Organization

**Unit  
Code**

**Unit**

- 01**     **State Police Enlisted Unit**  
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
- 02**     **Safety and Regulatory Unit**  
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
- 11**     **Institutional Unit**  
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
- 12**     **Security Unit**  
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
- 21**     **Scientific and Engineering Unit**  
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
- 22**     **Human Services Unit**  
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 23**     **Business and Administrative Unit**  
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 31**     **Labor and Trades Unit**  
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
- 32**     **Technical Unit**  
Employees in this unit provide support services in the area of science and engineering.

**41 Administrative Support Unit**

This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.

**42 Human Services Support Unit**

This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.

**50 Pending Unit Assignment**

Employees in positions in classifications that are pending unit assignment.

**51 Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

**52 Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

**98 Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**99 Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not of Hispanic Origin)** - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the state of Michigan.