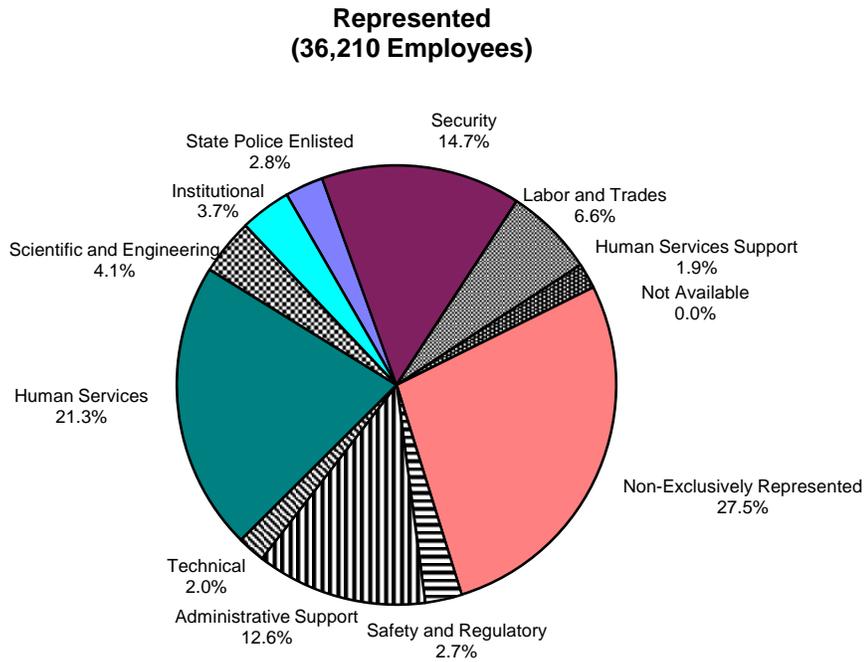


SECTION FIVE

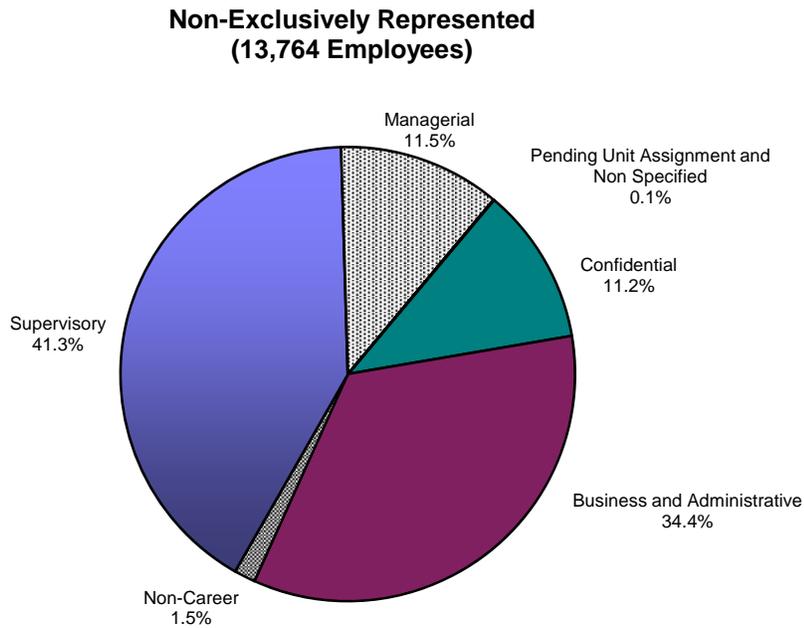
BARGAINING UNIT CHARACTERISTICS

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
Fiscal Year 2010-11**

Graph 5-1



(49,974 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 49,974 classified employees at fiscal year end, 72 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 17, 2011

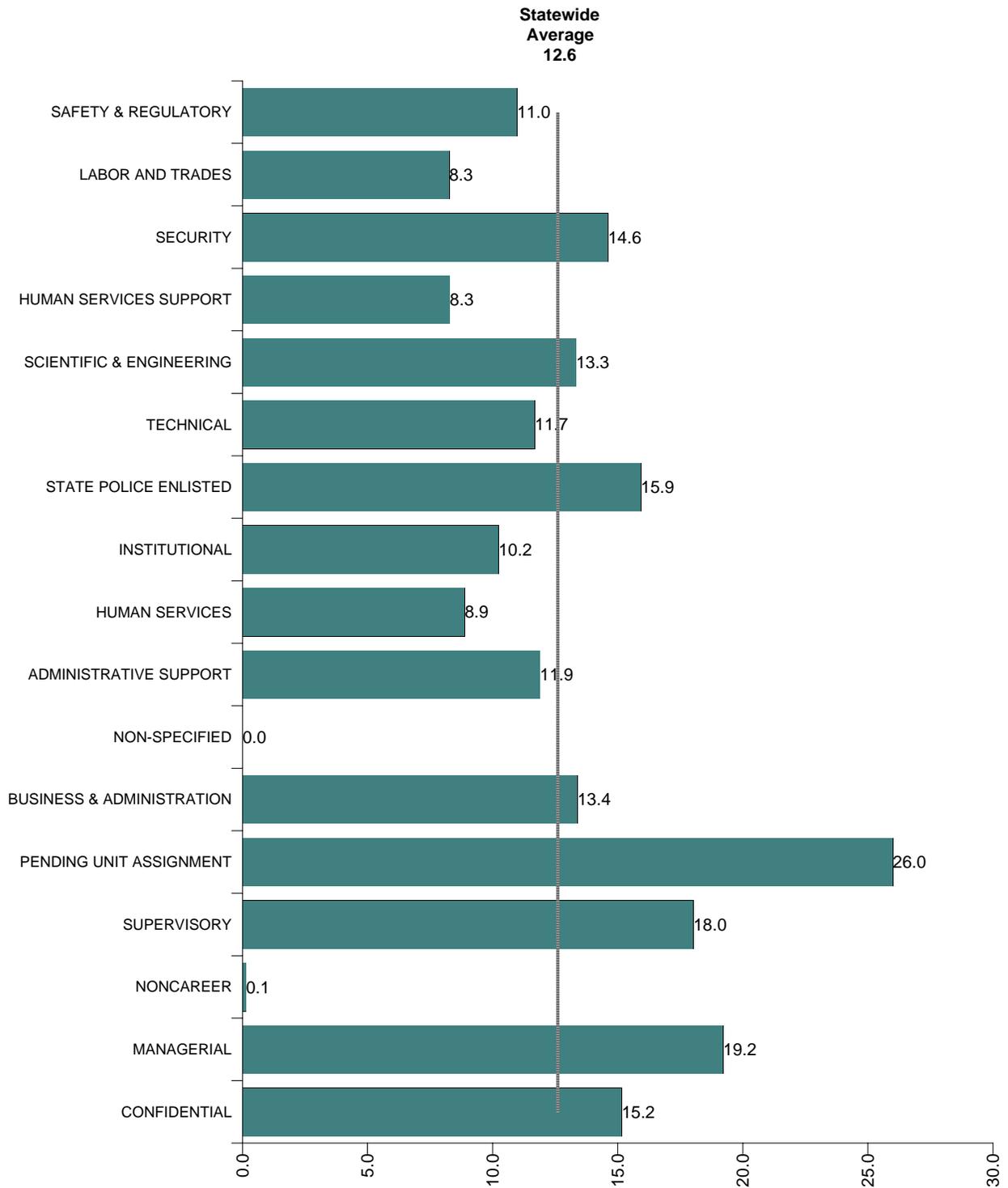
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,357	1,214	89.5	2	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,282	2,853	86.9	4	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,351	0	0.0	0	0.0	7,018	95.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	947	0	0.0	0	0.0	0	0.0	918	96.9	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,057	1	0.0	0	0.0	0	0.0	0	0.0	1,943	94.5	7	0.3	0	0.0	0	0.0
L32 TECHNICAL	1,011	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	947	93.7	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,413	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,405	99.4	0	0.0
U11 INSTITUTIONAL	1,868	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,829	97.9
W22 HUMAN SERVICES	10,638	4	0.0	9,924	93.3	8	0.1	3	0.0	0	0.0	1	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	6,286	0	0.0	5,477	87.1	1	0.0	5	0.1	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,737	0	0.0	0	0.0	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	5,678	0	0.0	7	0.1	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Y52 NONCAREER	210	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,589	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	1,543	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	36,210	4,072	11.2	15,409	42.6	7,027	19.4	927	2.6	1,943	5.4	956	2.6	1,405	3.9	1,830	5.1
NON-EXCLUSIVELY REPRESENTED TOTAL	13,764	0	0.0	7	0.1	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
STATEWIDE TOTAL	49,974	4,072	8.1	15,416	30.8	7,029	14.1	927	1.9	1,943	3.9	956	1.9	1,405	2.8	1,831	3.7

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 17, 2011



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
A02 - SAFETY & REGULATORY																
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
BARGAINING UNIT TOTAL	902	244	60	104	11	8	26	4	7	0	3	1	1,009	361	11	6
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
BARGAINING UNIT AVERAGE YEARS	12.2															

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
A31 - LABOR AND TRADES																
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
BARGAINING UNIT TOTAL	2,435	597	181	35	45	6	64	10	6	0	32	11	2,763	659	61	6
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
BARGAINING UNIT AVERAGE YEARS	9.6															

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.

Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	292	80	10	21	1	1	6	0	1	0	17	1	327	103	0	0
06 - 10 YEARS	197	62	13	14	1	1	7	1	1	0	1	0	220	78	0	0
11 - 15 YEARS	166	43	9	22	4	3	4	0	3	0	0	0	186	68	1	0
16 - 20 YEARS	99	23	6	10	1	1	1	0	0	0	0	0	107	34	1	1
21 - 25 YEARS	86	19	13	27	1	1	5	2	2	0	0	0	107	49	4	3
26 - 30 YEARS	21	8	6	4	0	0	1	1	0	0	0	0	28	13	1	0
31 - 35 YEARS	20	4	0	9	0	0	1	0	0	0	0	0	21	13	0	0
36 - 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
BARGAINING UNIT TOTAL	883	239	58	107	8	7	25	4	7	0	18	1	999	358	8	4
MORE THAN 10 YEARS:	394	97	35	72	6	5	12	3	5	0	0	0	452	177	8	4
AVERAGE YEARS	10.5	10.0	14.7	15.3	13.0	12.0	12.7	21.5	14.6	0.0	0.9	3.0	10.7	11.7	24.0	21.0
BARGAINING UNIT AVERAGE YEARS	11.0															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes classified continuous service 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**

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																
00 - 05 YEARS	1,062	496	32	16	13	8	13	2	2	1	39	19	1,161	542	5	2
06 - 10 YEARS	310	20	22	3	6	0	7	0	0	0	0	0	345	23	0	0
11 - 15 YEARS	424	33	25	3	7	1	7	0	0	0	0	0	463	37	4	0
16 - 20 YEARS	174	18	12	1	8	0	5	1	0	0	0	0	199	20	4	1
21 - 25 YEARS	208	13	28	4	5	0	7	2	3	0	0	0	251	19	17	2
26 - 30 YEARS	66	11	10	0	2	0	3	1	1	0	0	0	82	12	7	0
31 - 35 YEARS	81	9	7	2	0	0	3	0	0	0	0	0	91	11	7	1
36 - 40 YEARS	17	1	1	0	0	0	4	1	0	0	0	0	22	2	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	2,344	601	137	29	41	9	49	7	6	1	39	19	2,616	666	44	7
MORE THAN 10 YEARS:	972	85	83	10	22	1	29	5	4	0	0	0	1,110	101	39	5
AVERAGE YEARS	9.2	3.1	14.1	8.3	11.1	1.4	15.0	18.4	16.7	0.0	0.2	0.0	9.5	3.4	21.1	18.7

BARGAINING UNIT AVERAGE YEARS 8.3

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 classified continuous service 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**

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 - SECURITY																
00 - 05 YEARS	539	138	149	108	23	5	29	10	4	1	16	5	760	267	0	1
06 - 10 YEARS	524	130	80	88	15	2	13	10	3	2	2	0	637	232	3	1
11 - 15 YEARS	1,570	264	148	122	41	9	50	12	4	0	0	0	1,813	407	2	2
16 - 20 YEARS	895	143	91	56	28	3	30	5	3	0	0	0	1,047	207	3	1
21 - 25 YEARS	1,280	132	135	95	40	4	31	2	3	0	0	0	1,489	233	43	12
26 - 30 YEARS	142	15	40	17	2	1	4	0	0	0	0	0	188	33	11	5
31 - 35 YEARS	20	3	6	0	0	0	1	1	0	0	0	0	27	4	1	0
36 - 40 YEARS	3	0	2	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	4,974	825	652	486	149	24	158	40	17	3	18	5	5,968	1,383	63	22
MORE THAN 10 YEARS:	3,911	557	423	290	111	17	116	20	10	0	0	0	4,571	884	60	20
AVERAGE YEARS	15.2	13.3	14.0	12.8	14.7	13.3	13.9	11.0	12.3	5.3	3.9	3.8	15.0	13.0	22.6	21.4
BARGAINING UNIT AVERAGE YEARS	14.6															

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 classified continuous service 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**

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	109	148	28	121	2	3	12	13	1	1	1	1	153	287	2	3
06 - 10 YEARS	37	90	29	142	1	1	5	10	2	2	1	1	75	246	2	1
11 - 15 YEARS	7	11	5	11	0	3	0	3	0	0	0	0	12	28	2	0
16 - 20 YEARS	5	15	1	13	0	0	1	5	0	0	0	0	7	33	2	0
21 - 25 YEARS	8	18	2	16	0	1	2	4	0	1	0	0	12	40	4	6
26 - 30 YEARS	0	7	0	6	0	0	0	0	0	0	0	0	0	13	0	1
31 - 35 YEARS	5	8	2	13	1	1	1	0	0	0	0	0	9	22	3	3
36 - 40 YEARS	1	2	1	6	0	0	0	0	0	0	0	0	2	8	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	172	299	68	328	4	9	21	35	3	4	2	2	270	677	16	15
MORE THAN 10 YEARS:	26	61	11	65	1	5	4	12	0	1	0	0	42	144	12	11
AVERAGE YEARS	6.3	8.2	7.8	9.4	12.0	12.2	7.2	9.5	7.0	10.8	4.5	4.5	6.8	8.9	19.3	21.5

BARGAINING UNIT AVERAGE YEARS 8.3

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 classified continuous service 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**

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	203	136	5	5	1	0	4	0	3	4	6	1	222	146	0	0
06 - 10 YEARS	314	193	9	6	0	1	3	2	10	6	0	0	336	208	2	0
11 - 15 YEARS	247	99	4	4	1	0	3	2	7	10	0	0	262	115	0	1
16 - 20 YEARS	163	95	7	6	0	0	4	1	8	4	0	0	182	106	0	1
21 - 25 YEARS	187	79	7	6	1	1	5	1	6	5	0	0	206	92	5	0
26 - 30 YEARS	53	23	4	4	0	3	1	0	2	1	0	0	60	31	1	1
31 - 35 YEARS	49	7	6	0	1	0	2	0	2	0	0	0	60	7	3	0
36 - 40 YEARS	18	0	1	0	0	0	0	0	1	0	0	0	20	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	2	0	0	0	4	0	1	0
BARGAINING UNIT TOTAL	1,236	632	43	31	4	5	22	6	41	30	6	1	1,352	705	12	3
MORE THAN 10 YEARS:	719	303	29	20	3	4	15	4	28	20	0	0	794	351	10	3
AVERAGE YEARS	13.8	11.8	17.9	15.2	18.5	22.6	16.0	13.7	17.4	13.4	1.5	3.0	14.0	12.1	25.3	19.3
BARGAINING UNIT AVERAGE YEARS	13.3															

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 classified continuous service 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**

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																
00 - 05 YEARS	194	89	15	4	2	1	4	2	1	0	2	4	218	100	0	0
06 - 10 YEARS	135	57	1	2	2	0	4	1	4	2	0	0	146	62	0	0
11 - 15 YEARS	124	27	2	1	2	0	2	0	3	1	0	0	133	29	0	0
16 - 20 YEARS	69	20	4	1	0	0	1	0	1	1	0	0	75	22	3	1
21 - 25 YEARS	110	21	9	4	0	1	3	0	2	1	0	0	124	27	4	1
26 - 30 YEARS	20	6	5	4	0	0	0	0	0	0	0	0	25	10	0	1
31 - 35 YEARS	12	6	1	2	0	0	3	0	0	0	0	0	16	8	1	1
36 - 40 YEARS	9	2	0	0	0	0	1	0	0	0	0	0	10	2	1	0
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	2	2	0	0
BARGAINING UNIT TOTAL	674	230	37	18	6	2	19	3	11	5	2	4	749	262	9	4
MORE THAN 10 YEARS:	345	84	21	12	2	1	11	0	6	3	0	0	385	100	9	4
AVERAGE YEARS	11.9	10.2	13.5	17.8	6.8	12.5	17.1	3.7	12.5	13.8	0.0	1.3	12.1	10.6	24.2	25.8
BARGAINING UNIT AVERAGE YEARS	11.7															

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

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 - STATE POLICE ENLISTED																
00 - 05 YEARS	88	5	3	0	0	0	1	0	1	0	5	0	98	5	0	0
06 - 10 YEARS	65	7	2	1	0	0	1	0	0	0	0	0	68	8	0	0
11 - 15 YEARS	386	32	9	3	3	0	7	0	2	0	0	0	407	35	0	0
16 - 20 YEARS	301	49	29	3	12	0	11	0	2	0	0	0	355	52	2	0
21 - 25 YEARS	178	46	34	3	8	0	13	1	2	1	0	0	235	51	1	0
26 - 30 YEARS	56	5	12	1	1	0	6	0	0	0	0	0	75	6	0	0
31 - 35 YEARS	8	2	3	1	0	0	0	0	0	0	0	0	11	3	0	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,086	146	92	12	24	0	39	1	7	1	5	0	1,253	160	3	0
MORE THAN 10 YEARS:	933	134	87	11	24	0	37	1	6	1	0	0	1,087	147	3	0
AVERAGE YEARS	15.2	17.7	19.8	19.0	19.3	0.0	19.1	22.0	15.3	21.0	1.2	0.0	15.7	17.8	20.0	0.0
BARGAINING UNIT AVERAGE YEARS	15.9															

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Table 5-2

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																
00 - 05 YEARS	170	272	77	131	0	5	7	10	5	5	8	9	267	432	0	0
06 - 10 YEARS	130	169	28	80	1	0	8	2	1	1	1	0	169	252	0	0
11 - 15 YEARS	102	105	22	56	2	1	5	5	1	5	0	0	132	172	1	0
16 - 20 YEARS	62	50	10	31	0	0	3	3	2	0	0	0	77	84	1	1
21 - 25 YEARS	42	45	19	26	1	0	1	2	1	2	0	0	64	75	0	0
26 - 30 YEARS	22	15	10	13	2	0	0	1	0	0	0	0	34	29	1	2
31 - 35 YEARS	20	16	19	15	0	0	0	2	0	0	0	0	39	33	1	0
36 - 40 YEARS	3	2	0	3	0	0	1	0	0	0	0	0	4	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	551	674	185	355	6	6	25	25	10	13	9	9	786	1,082	4	3
MORE THAN 10 YEARS:	251	233	80	144	5	1	10	13	4	7	0	0	350	398	4	3
AVERAGE YEARS	11.2	9.1	11.9	10.4	18.8	4.3	10.2	11.8	8.5	9.5	1.6	1.6	11.2	9.5	22.5	24.3
BARGAINING UNIT AVERAGE YEARS	10.2															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

Pay End Date: September 17, 2011

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																
00 - 05 YEARS	810	2,635	248	1,390	7	21	42	120	17	34	26	86	1,150	4,286	2	9
06 - 10 YEARS	228	649	47	313	0	4	13	24	4	7	0	0	292	997	2	5
11 - 15 YEARS	345	612	85	438	1	9	16	51	8	19	0	0	455	1,129	5	7
16 - 20 YEARS	270	377	61	187	2	4	8	39	1	12	0	0	342	619	6	12
21 - 25 YEARS	163	250	48	177	2	3	10	24	3	7	0	0	226	461	15	20
26 - 30 YEARS	69	101	18	94	1	2	1	3	2	3	0	0	91	203	5	15
31 - 35 YEARS	76	114	17	83	1	1	2	0	1	3	0	0	97	201	4	8
36 - 40 YEARS	21	27	5	27	0	0	1	2	2	0	0	0	29	56	5	4
MORE THAN 40 YEARS	1	1	0	2	0	0	0	0	0	0	0	0	1	3	0	0
BARGAINING UNIT TOTAL	1,983	4,766	529	2,711	14	44	93	263	38	85	26	86	2,683	7,955	44	80
MORE THAN 10 YEARS:	945	1,482	234	1,008	7	19	38	119	17	44	0	0	1,241	2,672	40	66
AVERAGE YEARS	10.8	8.0	10.2	9.0	11.2	9.5	9.5	9.3	10.9	11.0	1.0	0.8	10.6	8.3	22.5	20.8
BARGAINING UNIT AVERAGE YEARS	8.9															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	303	1,303	71	327	1	8	8	72	7	11	23	120	413	1,841	4	11
06 - 10 YEARS	84	702	15	125	2	6	7	29	0	3	0	2	108	867	0	10
11 - 15 YEARS	94	755	21	172	1	13	4	30	1	10	0	1	121	981	1	6
16 - 20 YEARS	31	355	3	70	0	5	2	19	0	0	0	0	36	449	4	22
21 - 25 YEARS	38	408	8	135	1	8	4	35	2	7	0	0	53	593	11	48
26 - 30 YEARS	9	175	10	60	0	7	2	10	0	2	0	0	21	254	5	21
31 - 35 YEARS	17	284	4	95	0	3	2	14	0	2	0	0	23	398	2	25
36 - 40 YEARS	6	86	1	24	0	0	0	2	0	1	0	0	7	113	1	7
MORE THAN 40 YEARS	1	6	0	1	0	0	0	0	0	0	0	0	1	7	0	0
BARGAINING UNIT TOTAL	583	4,074	133	1,009	5	50	29	211	10	36	23	123	783	5,503	28	150
MORE THAN 10 YEARS:	196	2,069	47	557	2	36	14	110	3	22	0	1	262	2,795	24	129
AVERAGE YEARS	8.2	12.4	8.9	13.7	10.8	15.6	12.4	12.8	6.1	13.8	0.3	0.4	8.2	12.4	20.7	22.2
BARGAINING UNIT AVERAGE YEARS	11.9															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y00 - NON-SPECIFIED																
00 - 05 YEARS	4	1	0	0	0	0	0	0	1	0	0	0	5	1	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
BARGAINING UNIT TOTAL	4	1	0	0	0	0	0	0	1	0	0	0	5	1	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

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BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	473	486	43	102	4	4	5	14	41	45	31	21	597	672	1	2
06 - 10 YEARS	305	379	32	92	2	2	3	10	39	29	1	2	382	514	1	1
11 - 15 YEARS	347	399	23	97	0	1	7	15	13	11	0	0	390	523	5	1
16 - 20 YEARS	138	201	15	35	0	3	5	6	9	6	0	0	167	251	5	8
21 - 25 YEARS	156	262	38	74	0	1	8	22	11	5	0	0	213	364	14	25
26 - 30 YEARS	49	100	9	33	0	1	5	8	2	1	0	0	65	143	9	7
31 - 35 YEARS	88	172	20	42	0	2	1	4	0	2	0	0	109	222	8	20
36 - 40 YEARS	39	59	2	8	0	0	2	2	1	1	0	0	44	70	3	4
MORE THAN 40 YEARS	4	6	1	0	0	0	0	0	0	0	0	0	5	6	0	1
BARGAINING UNIT TOTAL	1,599	2,064	183	483	6	14	36	81	116	100	32	23	1,972	2,765	46	69
MORE THAN 10 YEARS:	821	1,199	108	289	0	8	28	57	36	26	0	0	993	1,579	44	66
AVERAGE YEARS	12.3	14.4	15.3	14.8	5.7	15.1	17.8	16.8	9.0	8.3	2.3	1.9	12.3	14.2	24.1	25.8
BARGAINING UNIT AVERAGE YEARS	13.4															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 - PENDING UNIT ASSIGNMENT																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	26.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	0.0	26.0	0.0
BARGAINING UNIT AVERAGE YEARS	26.0															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																
00 - 05 YEARS	146	234	23	86	0	2	4	8	11	8	4	4	188	342	1	1
06 - 10 YEARS	207	294	28	92	2	2	6	12	7	5	0	0	250	405	1	2
11 - 15 YEARS	444	383	48	182	6	4	9	11	8	6	0	0	515	586	0	1
16 - 20 YEARS	456	285	59	97	10	7	9	13	5	4	0	0	539	406	5	11
21 - 25 YEARS	711	353	109	148	21	6	24	15	8	8	0	0	873	530	44	15
26 - 30 YEARS	201	129	41	67	3	3	9	0	6	1	0	0	260	200	18	10
31 - 35 YEARS	168	151	36	64	2	1	5	8	3	1	0	0	214	225	16	16
36 - 40 YEARS	54	39	11	17	0	0	1	3	0	0	0	0	66	59	6	2
MORE THAN 40 YEARS	10	5	1	1	1	0	0	0	2	0	0	0	14	6	3	1
BARGAINING UNIT TOTAL	2,397	1,873	356	754	45	25	67	70	50	33	4	4	2,919	2,759	94	59
MORE THAN 10 YEARS:	2,044	1,345	305	576	43	21	57	50	32	20	0	0	2,481	2,012	92	56
AVERAGE YEARS	19.1	16.6	20.4	17.3	20.8	18.4	19.8	17.3	16.4	13.5	1.8	2.0	19.2	16.8	26.6	25.1
BARGAINING UNIT AVERAGE YEARS	18.0															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																
00 - 05 YEARS	86	84	13	14	1	0	2	1	3	0	2	3	107	102	2	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	86	84	13	14	1	0	3	1	3	0	2	3	108	102	2	1
MORE THAN 10 YEARS:	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	8.7	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.1

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 classified continuous service 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**

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																
00 - 05 YEARS	94	67	9	8	1	0	1	2	3	0	3	4	111	81	1	1
06 - 10 YEARS	101	80	10	12	0	0	3	2	1	3	2	2	117	99	1	0
11 - 15 YEARS	111	80	5	6	0	0	1	2	2	2	0	0	119	90	2	0
16 - 20 YEARS	86	75	6	8	1	3	2	0	0	3	0	0	95	89	1	1
21 - 25 YEARS	125	125	21	27	3	1	3	5	4	2	0	0	156	160	2	5
26 - 30 YEARS	76	48	12	18	2	1	3	0	1	2	0	0	94	69	8	3
31 - 35 YEARS	80	85	18	21	1	1	1	3	1	3	0	0	101	113	9	4
36 - 40 YEARS	43	21	7	13	0	0	0	1	0	0	0	0	50	35	4	1
MORE THAN 40 YEARS	5	5	0	0	0	0	0	0	0	0	0	0	5	5	2	1
BARGAINING UNIT TOTAL	721	586	88	113	8	6	14	15	12	15	5	6	848	741	30	16
MORE THAN 10 YEARS:	526	439	69	93	7	6	10	11	8	12	0	0	620	561	28	15
AVERAGE YEARS	18.6	19.0	22.0	23.3	22.4	22.7	18.2	20.0	15.8	20.3	4.0	3.8	18.9	19.6	28.9	26.7

BARGAINING UNIT AVERAGE YEARS 19.2

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 classified continuous service 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**

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																
00 - 05 YEARS	91	214	5	31	0	1	3	4	1	1	2	7	102	258	0	1
06 - 10 YEARS	27	149	9	20	0	1	0	5	0	1	0	1	36	177	0	0
11 - 15 YEARS	38	228	4	28	0	1	1	2	0	5	0	0	43	264	0	1
16 - 20 YEARS	13	94	4	20	0	2	1	2	1	1	0	0	19	119	1	4
21 - 25 YEARS	25	159	8	38	0	1	2	14	0	3	0	0	35	215	1	9
26 - 30 YEARS	8	43	3	9	0	1	0	9	0	1	0	0	11	63	2	3
31 - 35 YEARS	16	89	1	26	1	1	0	8	0	2	0	0	18	126	2	7
36 - 40 YEARS	5	37	1	9	0	0	1	2	0	0	0	0	7	48	0	7
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
BARGAINING UNIT TOTAL	223	1,015	35	181	1	8	8	46	2	14	2	8	271	1,272	6	32
MORE THAN 10 YEARS:	105	652	21	130	1	6	5	37	1	12	0	0	133	837	6	31
AVERAGE YEARS	11.6	15.2	15.2	18.0	33.0	17.9	14.4	21.8	8.5	17.6	0.5	3.4	12.1	15.8	27.2	27.4
BARGAINING UNIT AVERAGE YEARS	15.2															

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 classified continuous service 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**

Table 5-2

Pay End Date: September 17, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	4,664	6,388	731	2,364	56	59	141	258	102	111	185	285	5,879	9,465	18	32
06- 10 YEARS	2,664	2,981	325	990	32	20	80	108	72	61	8	8	3,181	4,168	12	20
11- 15 YEARS	4,405	3,071	410	1,145	68	45	116	133	52	69	0	1	5,051	4,464	23	19
16- 20 YEARS	2,762	1,800	308	538	62	28	83	94	32	31	0	0	3,247	2,491	38	64
21- 25 YEARS	3,317	1,930	479	780	83	28	118	129	47	42	0	0	4,044	2,909	165	146
26- 30 YEARS	793	686	180	330	13	19	36	33	14	11	0	0	1,036	1,079	69	69
31- 35 YEARS	660	950	140	373	7	10	22	40	7	13	0	0	836	1,386	57	85
36- 40 YEARS	223	276	33	107	0	0	11	13	4	2	0	0	271	398	21	27
MORE THAN 40 YEARS	29	27	3	4	1	0	1	0	4	0	0	0	38	31	7	3
STATEWIDE TOTAL	19,517	18,109	2,609	6,631	322	209	608	808	334	340	193	294	23,583	26,391	410	465
MORE THAN 10 YEARS	12,189	8,740	1,553	3,277	234	130	387	442	160	168	0	1	14,523	12,758	380	413
AVERAGE YEARS	13.5	11.7	14.1	12.1	15.2	13.6	14.3	12.9	12.0	11.6	1.4	0.9	13.5	11.7	23.8	23.2

STATEWIDE TOTAL AVERAGE YEARS 12.6

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 classified continuous service 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 Period Ending: September 17, 2011

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	1,360	2.7 %	44.1	\$24.01	928	68.2 %
A31 - LABOR AND TRADES	3,288	6.6 %	43.8	\$17.10	1,573	47.8 %
C12 - SECURITY	7,442	14.8 %	44.6	\$24.36	6,400	86.0 %
E42 - HUMAN SERVICES SUPPORT	948	1.9 %	45.7	\$22.38	504	53.2 %
H21 - SCIENTIFIC & ENGINEERING	2,057	4.1 %	44.7	\$32.75	1,665	80.9 %
L32 - TECHNICAL	1,011	2.0 %	42.7	\$22.85	678	67.1 %
T01 - STATE POLICE ENLISTED	1,418	2.8 %	42.0	\$30.68	1,326	93.5 %
U11 - INSTITUTIONAL	1,889	3.8 %	45.2	\$20.09	1,183	62.6 %
W22 - HUMAN SERVICES	10,645	21.2 %	42.8	\$24.85	5,170	48.6 %
W41 - ADMINISTRATIVE SUPPORT	6,288	12.5 %	45.6	\$20.00	3,965	63.1 %
Y00 - NON-SPECIFIED	6	0.0 %	21.9	\$11.98	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	4,737	9.5 %	46.1	\$30.08	3,395	71.7 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	46.6	\$18.89	1	100.0 %
Y51 - SUPERVISORY	5,688	11.3 %	48.5	\$32.25	5,133	90.2 %
Y52 - NONCAREER	210	0.4 %	25.9	\$13.51	1	0.5 %
Y98 - MANAGERIAL	1,589	3.2 %	51.1	\$46.42	1,376	86.6 %
Y99 - CONFIDENTIAL	1,543	3.1 %	47.0	\$26.67	1,155	74.9 %
STATEWIDE TOTAL	50,120	100.0 %	45.0	\$25.89	34,453	68.7 %

Comments: 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 17, 2011

Unit Code	Bargaining Unit	Total Employees	Health Insurance							Dental Insurance						
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02	SAFETY & REGULATORY	1,335	841	63 %	355	27 %	21	2 %	0	0 %	1,202	90 %	22	2 %	7	1 %
A31	LABOR AND TRADES	1,966	1,069	54 %	744	38 %	18	1 %	0	0 %	1,825	93 %	10	1 %	6	0 %
C12	SECURITY	7,442	4,548	61 %	2,548	34 %	28	0 %	0	0 %	7,029	94 %	136	2 %	12	0 %
E42	HUMAN SERVICES SUPPORT	948	521	55 %	350	37 %	11	1 %	0	0 %	853	90 %	43	5 %	4	0 %
H21	SCIENTIFIC & ENGINEERING	2,055	986	48 %	928	45 %	18	1 %	0	0 %	1,906	93 %	40	2 %	5	0 %
L32	TECHNICAL	872	449	51 %	363	42 %	14	2 %	0	0 %	808	93 %	19	2 %	6	1 %
T01	STATE POLICE ENLISTED	1,418	182	13 %	34	2 %	1	0 %	1,173	83 %	1,389	98 %	2	0 %	1	0 %
U11	INSTITUTIONAL	1,865	1,031	55 %	701	38 %	10	1 %	0	0 %	1,703	91 %	50	3 %	2	0 %
W22	HUMAN SERVICES	10,550	5,101	48 %	4,569	43 %	109	1 %	0	0 %	9,528	90 %	376	4 %	48	0 %
W41	ADMINISTRATIVE SUPPORT	5,786	2,200	38 %	3,081	53 %	72	1 %	0	0 %	5,221	90 %	182	3 %	15	0 %
Y23	BUSINESS & ADMINISTRATION	4,728	1,700	36 %	2,601	55 %	75	2 %	0	0 %	4,275	90 %	129	3 %	21	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,687	2,929	52 %	2,367	42 %	46	1 %	0	0 %	5,271	93 %	118	2 %	14	0 %
Y52	NONCAREER	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,589	731	46 %	735	46 %	12	1 %	0	0 %	1,488	94 %	13	1 %	4	0 %
Y99	CONFIDENTIAL	1,517	516	34 %	852	56 %	14	1 %	0	0 %	1,362	90 %	39	3 %	2	0 %
STATEWIDE TOTALS:		47,760	22,804	48 %	20,230	42 %	449	1 %	1,173	2 %	43,862	92 %	1,179	2 %	147	0 %

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

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

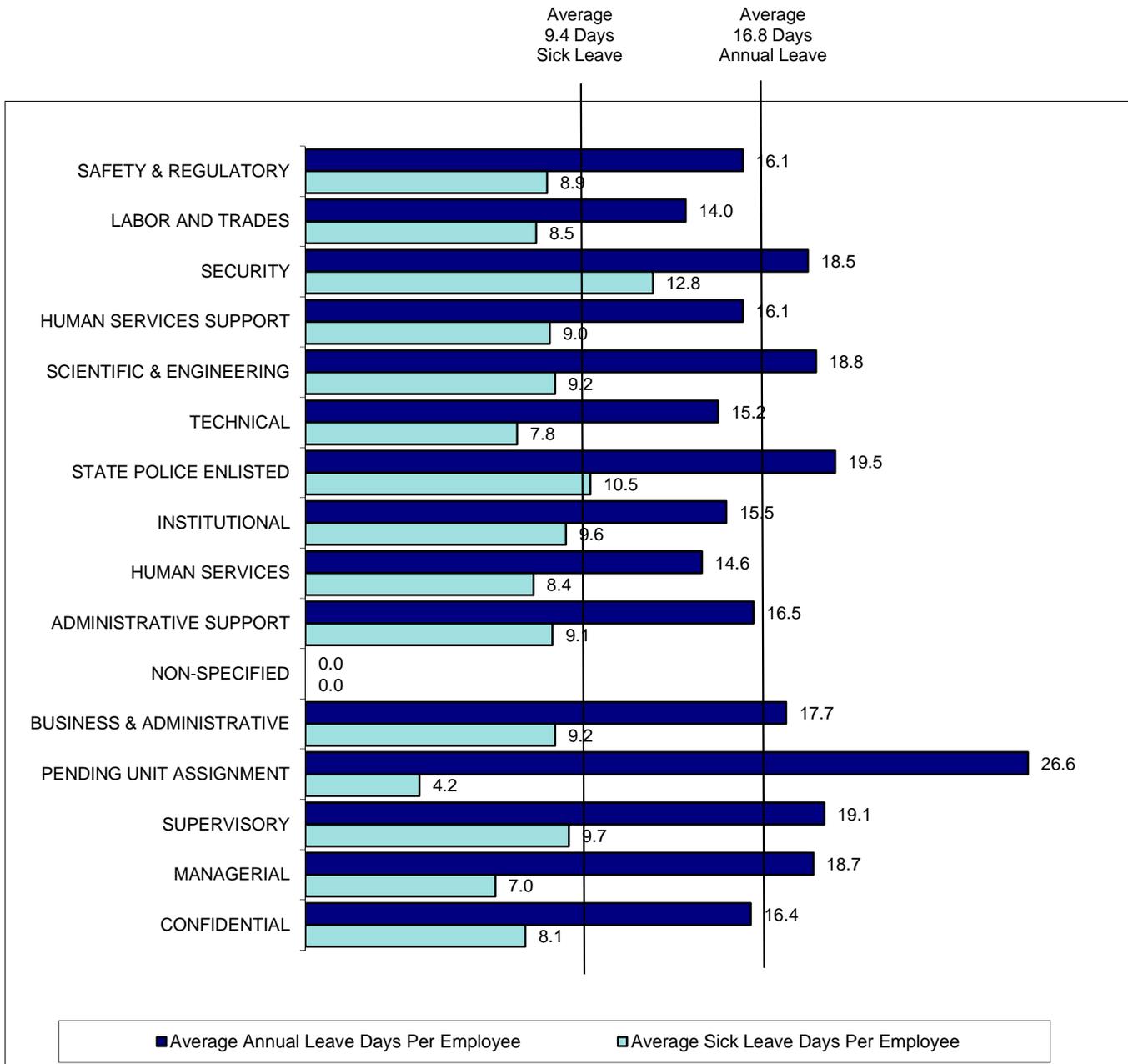
PAY END DATE: September 17, 2011

Unit Code	Bargaining Unit	Total Employees	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,335	1,240	93 %	1,068	80 %	67	5 %	1,258	94 %	71	5 %	62	5 %
A31	LABOR AND TRADES	1,966	1,845	94 %	1,725	88 %	2	0 %	1,889	96 %	68	3 %	5	0 %
C12	SECURITY	7,442	7,179	96 %	7,016	94 %	0	0 %	7,179	96 %	218	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	948	903	95 %	726	77 %	0	0 %	895	94 %	51	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,055	1,961	95 %	1,740	85 %	28	1 %	1,917	93 %	134	7 %	15	1 %
L32	TECHNICAL	872	834	96 %	722	83 %	18	2 %	809	93 %	59	7 %	9	1 %
T01	STATE POLICE ENLISTED	1,418	1,393	98 %	1,436	101 %	917	65 %	1,368	96 %	40	3 %	966	68 %
U11	INSTITUTIONAL	1,865	1,757	94 %	1,607	86 %	2	0 %	1,769	95 %	90	5 %	0	0 %
W22	HUMAN SERVICES	10,550	9,999	95 %	8,492	80 %	0	0 %	9,915	94 %	618	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,786	5,442	94 %	4,837	84 %	102	2 %	5,442	94 %	325	6 %	79	1 %
Y23	BUSINESS & ADMINISTRATION	4,728	4,441	94 %	3,833	81 %	61	1 %	4,443	94 %	280	6 %	38	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,687	5,414	95 %	5,345	94 %	170	3 %	5,495	97 %	176	3 %	165	3 %
Y52	NONCAREER	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,589	1,512	95 %	1,394	88 %	28	2 %	1,508	95 %	78	5 %	31	2 %
Y99	CONFIDENTIAL	1,517	1,403	92 %	1,311	86 %	10	1 %	1,433	94 %	82	5 %	5	0 %
STATEWIDE TOTALS:		47,760	45,325	95 %	41,254	86 %	1,405	3 %	45,322	95 %	2,290	5 %	1,375	3 %

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 2010-11



Comment: 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.

Source: Michigan Civil Service Commission HWF29 and HWF32

SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT
From Pay End Date October 02, 2010 Through Pay End Date September 17, 2011

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,477	105,191.6	71.2	8.9
A31 LABOR AND TRADES	2,936	199,091.2	67.8	8.5
C12 SECURITY	8,159	832,346.3	102.0	12.8
E42 HUMAN SERVICES SUPPORT	1,058	76,045.3	71.9	9.0
H21 SCIENTIFIC & ENGINEERING	2,274	167,894.2	73.8	9.2
L32 TECHNICAL	1,199	74,875.6	62.4	7.8
T01 STATE POLICE ENLISTED	1,512	126,957.5	84.0	10.5
U11 INSTITUTIONAL	2,355	180,269.4	76.5	9.6
W22 HUMAN SERVICES	12,174	816,516.9	67.1	8.4
W41 ADMINISTRATIVE SUPPORT	7,078	516,201.6	72.9	9.1
Y00 NON-SPECIFIED	8	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,503	403,694.4	73.4	9.2
Y50 PENDING UNIT ASSIGNMENT	1	33.5	33.5	4.2
Y51 SUPERVISORY	6,909	538,547.0	77.9	9.7
Y98 MANAGERIAL	2,001	112,487.9	56.2	7.0
Y99 CONFIDENTIAL	1,973	127,791.9	64.8	8.1
STATEWIDE	56,617	4,277,944.3	75.6	9.4

Comment: 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.

Source: Michigan Civil Service Commission HWF29

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT
From Pay End Date October 02, 2010 Through Pay End Date September 17, 2011

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	1,477	190,634.7	129.1	16.1	1,477	2,998.1	2.0	0.3
A31 LABOR AND TRADES	2,936	329,868.0	112.4	14.0	2,936	4,221.6	1.4	0.2
C12 SECURITY	8,159	1,205,271.7	147.7	18.5	8,159	16,529.7	2.0	0.3
E42 HUMAN SERVICES SUPPORT	1,058	136,475.0	129.0	16.1	1,058	9,615.9	9.1	1.1
H21 SCIENTIFIC & ENGINEERING	2,274	341,151.4	150.0	18.8	2,274	15,075.9	6.6	0.8
L32 TECHNICAL	1,199	145,796.4	121.6	15.2	1,199	7,564.0	6.3	0.8
T01 STATE POLICE ENLISTED	1,512	235,919.8	156.0	19.5	1,512	15,305.3	10.1	1.3
U11 INSTITUTIONAL	2,355	291,880.4	123.9	15.5	2,355	35,011.4	14.9	1.9
W22 HUMAN SERVICES	12,174	1,420,816.1	116.7	14.6	12,174	94,841.9	7.8	1.0
W41 ADMINISTRATIVE SUPPORT	7,078	935,960.6	132.2	16.5	7,078	57,714.3	8.2	1.0
Y00 NON-SPECIFIED	8	0.0	0.0	0.0	8	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,503	779,891.9	141.7	17.7	5,503	33,322.1	6.1	0.8
Y50 PENDING UNIT ASSIGNMENT	1	212.5	212.5	26.6	1	0.0	0.0	0.0
Y51 SUPERVISORY	6,909	1,055,958.9	152.8	19.1	6,909	45,931.6	6.6	0.8
Y98 MANAGERIAL	2,001	298,598.6	149.2	18.7	2,001	8,798.6	4.4	0.5
Y99 CONFIDENTIAL	1,973	259,156.1	131.4	16.4	1,973	11,229.8	5.7	0.7
STATEWIDE	56,617	7,627,592.1	134.7	16.8	56,617	358,160.2	6.3	0.8

Comment: 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.

Source: Michigan Civil Service Commission HWF32

**STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
BY BARGAINING UNIT
Fiscal Year 2010-11**

UNION CODE	BARGAINING UNIT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	8.9	16.1	25.0
A31	LABOR AND TRADES	8.5	14.0	22.5
C12	SECURITY	12.8	18.5	31.3
E42	HUMAN SERVICES SUPPORT	9.0	16.1	25.1
H21	SCIENTIFIC & ENGINEERING	9.2	18.8	28.0
L32	TECHNICAL	7.8	15.2	23.0
T01	STATE POLICE ENLISTED	10.5	19.5	30.0
U11	INSTITUTIONAL	9.6	15.5	25.1
W22	HUMAN SERVICES	8.4	14.6	23.0
W41	ADMINISTRATIVE SUPPORT	9.1	16.5	25.6
Y00	NON-SPECIFIED	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	9.2	17.7	26.9
Y50	PENDING UNIT ASSIGNMENT	4.2	26.6	30.8
Y51	SUPERVISORY	9.7	19.1	28.8
Y98	MANAGERIAL	7.0	18.7	25.7
Y99	CONFIDENTIAL	8.1	16.4	24.5
	STATEWIDE AVERAGE	9.4	16.8	26.2

Comment: 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.

Source: Michigan Civil Service Commission HWF29 and HWF32

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

Fiscal Years 2006-07 through 2010-11

UNION CODE	BARGAINING UNIT	2006-07	2007-08	2008-09	2009-10	2010-11
A02	SAFETY & REGULATORY	9.8	9.4	9.0	9.3	8.9
A31	LABOR AND TRADES	9.3	9.2	9.0	9.5	8.5
C12	SECURITY	12.0	10.8	11.7	12.6	12.8
E42	HUMAN SERVICES SUPPORT	11.9	11.8	6.7	9.7	9.0
H21	SCIENTIFIC & ENGINEERING	9.8	9.5	8.8	9.8	9.2
L32	TECHNICAL	8.6	8.4	7.5	8.3	7.8
T01	STATE POLICE ENLISTED	11.5	11.3	11.5	11.5	10.5
U11	INSTITUTIONAL	11.0	10.6	10.8	10.7	9.6
W22	HUMAN SERVICES	10.9	9.9	8.6	9.7	8.4
W41	ADMINISTRATIVE SUPPORT	11.1	10.8	9.9	10.9	9.1
Y00	NON-SPECIFIED	0.0	0.0	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	10.8	10.4	9.4	10.4	9.2
Y50	PENDING UNIT ASSIGNMENT	6.3	27.7	5.3	1.1	4.2
Y51	SUPERVISORY	11.0	10.4	10.0	11.3	9.7
Y98	MANAGERIAL	8.3	8.2	7.5	8.3	7.0
Y99	CONFIDENTIAL	10.6	10.4	9.7	10.8	8.1
	STATEWIDE AVERAGE	10.8	10.2	9.6	10.6	9.4

Comment: 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.

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 17, 2011

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 & RURAL DEVELOPMENT	79	388	22	14	0	0	201	7	0	0	0	50	294
ATTORNEY GENERAL	11	439	22	1	0	0	0	0	0	0	0	72	95
AUDITOR GENERAL	03	136	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	93	0	0	0	0	0	0	0	0	44	16	60
CIVIL SERVICE COMMISSION	19	419	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,345	43	75	191	0	126	40	0	745	525	489	2,234
CORRECTIONS	47	13,865	10	605	7,160	0	10	101	0	560	2,288	929	11,663
EDUCATION	31	447	1	7	0	4	0	3	0	18	155	78	266
ENVIRONMENTAL QUALITY	76	1,106	26	2	0	0	680	42	0	0	1	145	896
EXECUTIVE OFFICE	01	42	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	10,975	195	30	0	50	3	3	0	89	7,106	1,247	8,723
LICENSING & REGULATORY AFFAIRS	64	3,817	267	43	0	893	92	6	0	22	375	668	2,366
MILITARY & VETERAN AFFAIRS	51	961	52	220	0	0	24	14	0	422	32	45	809
NATURAL RESOURCES	75	2,951	497	1,324	0	0	253	166	0	7	99	199	2,545
STATE	23	1,483	12	18	0	0	0	1	0	0	0	998	1,029
STATE POLICE	55	2,361	135	10	0	0	94	29	1,413	5	0	219	1,905
STRATEGIC FUND	07	122	0	1	0	0	0	2	0	0	0	17	20
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,452	0	245	0	0	32	60	0	0	1	312	650
TRANSPORTATION	59	2,741	65	671	0	0	524	534	0	0	3	233	2,030
TREASURY	27	1,831	10	14	0	0	18	3	0	0	9	567	621
Grand Total:		49,974	1,357	3,282	7,351	947	2,057	1,011	1,413	1,868	10,638	6,286	36,210

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, the 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, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the 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. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF05

BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 17, 2011

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 & RURAL DEVELOPMENT	79	388	18	8	17	2	0	49	94
ATTORNEY GENERAL	11	439	29	46	263	0	0	6	344
AUDITOR GENERAL	03	136	0	66	30	5	0	31	132
CIVIL RIGHTS	15	93	1	15	7	0	0	10	33
CIVIL SERVICE COMMISSION	19	419	1	354	52	0	0	12	419
COMMUNITY HEALTH	39	3,345	462	72	163	7	1	406	1,111
CORRECTIONS	47	13,865	173	128	128	1	0	1,772	2,202
EDUCATION	31	447	86	25	26	0	0	44	181
ENVIRONMENTAL QUALITY	76	1,106	44	17	24	11	0	114	210
EXECUTIVE OFFICE	01	42	0	42	0	0	0	0	42
HUMAN SERVICES	43	10,975	526	217	160	0	1	1,348	2,252
LICENSING & REGULATORY AFFAIRS	64	3,817	766	118	201	49	1	316	1,451
MILITARY & VETERAN AFFAIRS	51	961	18	10	11	0	0	113	152
NATURAL RESOURCES	75	2,951	80	30	52	18	0	226	406
STATE	23	1,483	116	57	40	15	0	226	454
STATE POLICE	55	2,361	119	28	44	4	0	261	456
STRATEGIC FUND	07	122	65	12	17	0	0	8	102
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,452	1,235	148	155	45	0	219	1,802
TRANSPORTATION	59	2,741	196	91	76	16	4	328	711
TREASURY	27	1,831	802	59	123	37	0	189	1,210
Grand Total:		49,974	4,737	1,543	1,589	210	7	5,678	13,764

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, the 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, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the 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. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF06