

THIRTY-THIRD ANNUAL WORKFORCE REPORT

FISCAL YEAR 2011-12
October 1, 2011 – September 30, 2012

State of Michigan
Civil Service Commission



Civil Service Commissioners:

Thomas M. Wardrop, Chair
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Charles Blockett, Jr.
Robert W. Swanson

Janet McClelland, Acting State Personnel Director

This is the Thirty-Third Annual Workforce Report covering fiscal year 2011-12 (October 1, 2011 – September 30, 2012). 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 2011-12**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.2
Average Annual Salary ¹	\$54,475
Average Annual Fringe Benefit Cost ²	\$41,842
Average Sick Leave Days Used	11
Average Annual Leave Days Used	18.2
Average Years of Service	12.8

WORK FORCE CHARACTERISTICS

Females	53.1%
Males	46.9%
Eligible for Longevity	68.3%
Less than Six Years of Service	30.7%
Six to Ten Years of Service	15.4%
Over Ten Years of Service	53.8%
Exclusively Represented for Collective Bargaining	71.4%
Turnover Separations	8.4%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1%
Asian	1.4%
Black	18.2%
Hispanic	2.8%
White	75.3%
Not Disclosed	1.3%

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

² 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.

Comment: This report has been updated to reflect the addition of OPEB costs in the Annual Fringe Benefit Cost report (see Table 2-3) updating the Average Annual Fringe Benefit Cost on this Statistical Highlights page, effective 10/22/2014.

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GLOSSARY

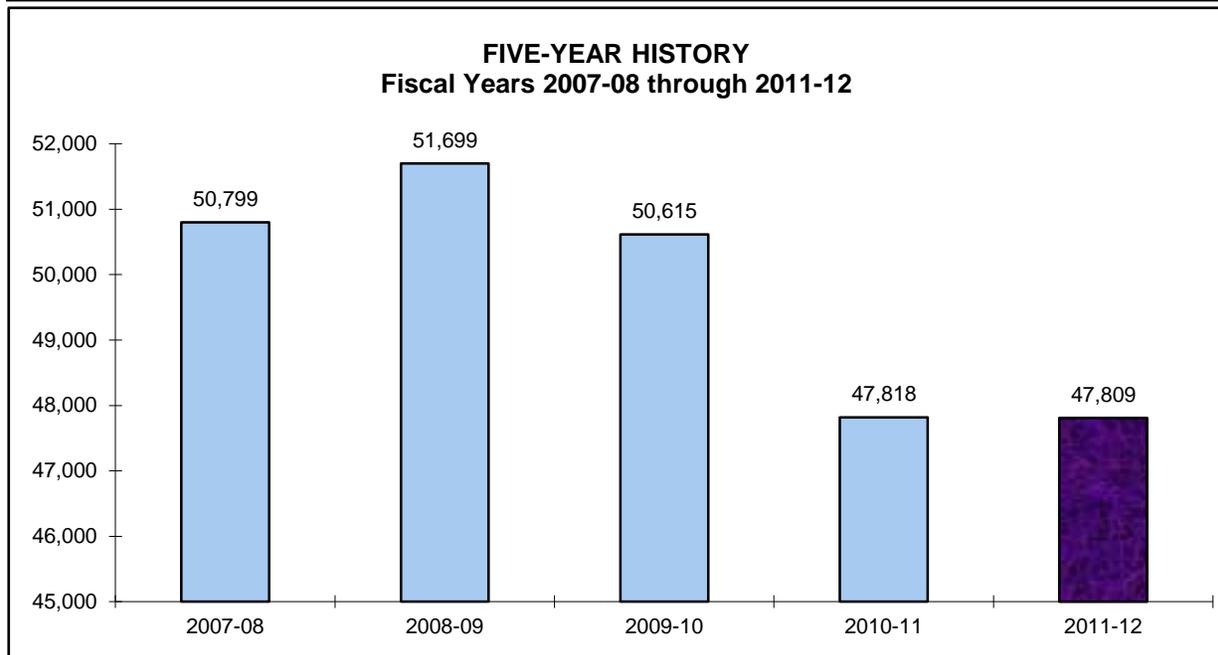
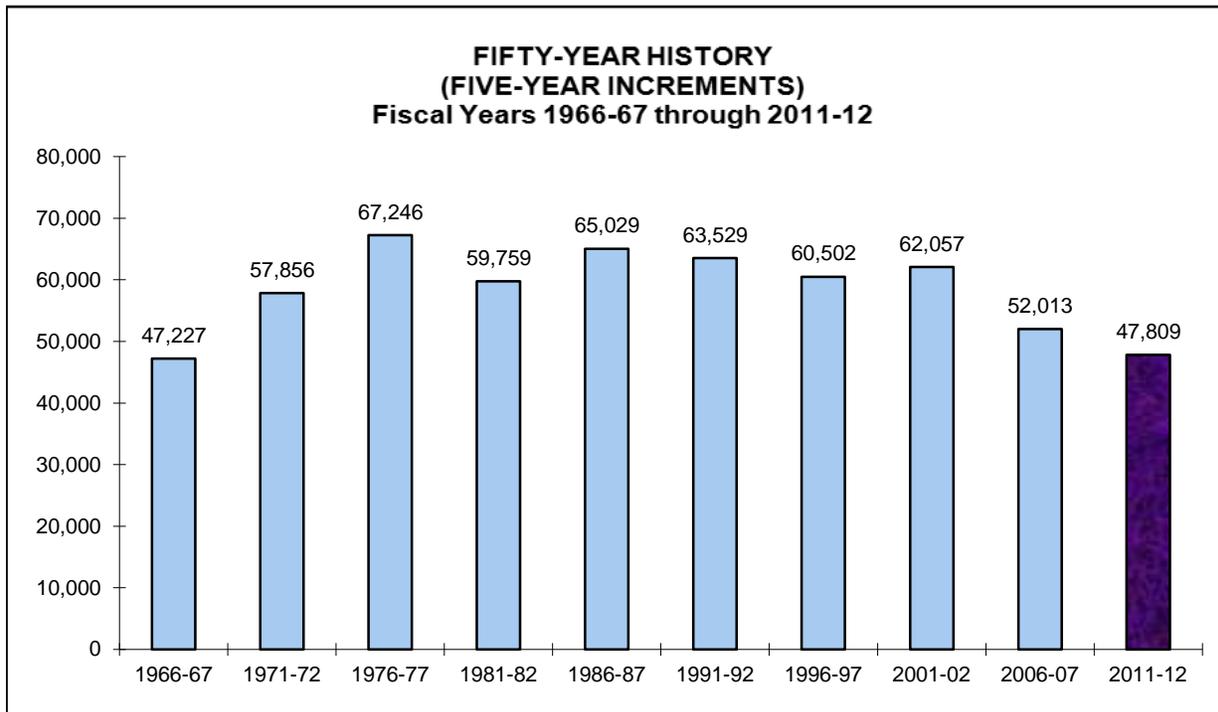
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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

Graph 1-1

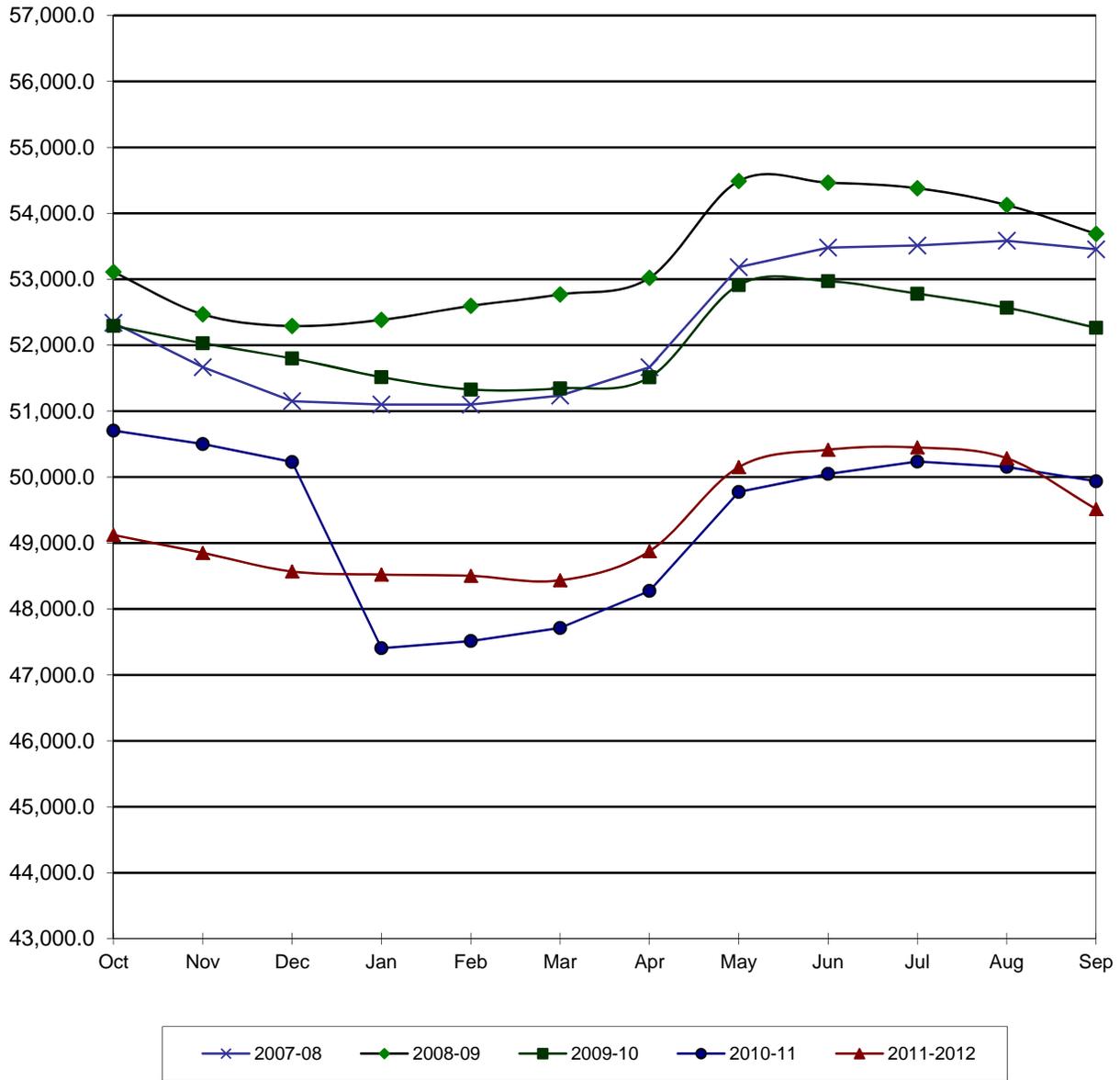


Comment: Employment averages prior to fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only, **except** for the following noncareer appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. As of September 29, 2012, these positions represented 99% of all noncareer appointments. For this report, the number of employees who Job Share is 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.

Source: Michigan Civil Service Commission HWF09.

STATE OF MICHIGAN ACTIVE CLASSIFIED EMPLOYMENT FIGURES Fiscal Years 2007-08 through 2011-2012



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
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: September 29, 2012

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	372.0	0.0	6.0	6.0	0.0	18.0	0.0	402.0	0.0	402.0
AGRICULTURE AND RURAL DVLPMNT		372.0	0.0	6.0	6.0	0.0	18.0	0.0	402.0	0.0	402.0
ATY GNRL CENTRAL OFFICE	1101	445.0	1.0	0.0	15.0	0.0	0.0	0.0	461.0	0.0	461.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
ATTORNEY GENERAL		454.0	1.0	0.0	16.0	0.0	0.0	0.0	471.0	0.0	471.0
LEGISLATIVE AUDITOR GENERAL	0301	114.0	0.0	7.0	19.0	0.0	4.0	0.0	144.0	0.0	144.0
AUDITOR GENERAL		114.0	0.0	7.0	19.0	0.0	4.0	0.0	144.0	0.0	144.0
CIV RGHT CENTRAL OFFICE	1501	85.0	0.0	0.0	8.0	0.0	1.0	0.0	94.0	0.0	94.0
CIVIL RIGHTS		85.0	0.0	0.0	8.0	0.0	1.0	0.0	94.0	0.0	94.0
CIVIL SERVICE COMMISSION	1901	389.0	3.0	2.0	11.0	0.0	14.0	0.0	419.0	1.5	417.5
CIVIL SERVICE COMMISSION		389.0	3.0	2.0	11.0	0.0	14.0	0.0	419.0	1.5	417.5
DCH-CARO CENTER	3902	297.0	0.0	0.0	43.0	0.0	0.0	2.0	342.0	0.0	342.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,135.0	1.0	5.0	19.0	0.0	34.0	0.0	1,194.0	1.0	1,193.0
DCH-CTR FORENSIC PSYCHIATRY	3920	480.0	2.0	0.0	7.0	0.0	3.0	2.0	494.0	0.0	494.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	158.0	2.0	0.0	25.0	0.0	5.0	3.0	193.0	0.0	193.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	402.0	5.0	0.0	85.0	0.0	0.0	0.0	492.0	0.0	492.0
DCH-OFFICE OF SERVICES TO TH	3970	33.0	0.0	0.0	1.0	0.0	0.0	0.0	34.0	0.0	34.0
DCH-WALTER P. REUTHER PSY HOSP	3945	348.0	0.0	0.0	1.0	0.0	0.0	1.0	350.0	0.0	350.0
OFFICE OF THE INSPECTOR GENERA	3947	20.0	0.0	0.0	1.0	0.0	0.0	0.0	21.0	0.0	21.0
COMMUNITY HEALTH		2,873.0	10.0	5.0	182.0	0.0	42.0	8.0	3,120.0	1.0	3,119.0
DOC-ADRIAN/GUS HARRISON FAC	4729	524.0	0.0	0.0	5.0	0.0	0.0	5.0	534.0	0.0	534.0
DOC-ALGER MAX SECURITY CORRECT	4735	280.0	0.0	0.0	4.0	0.0	1.0	0.0	285.0	0.0	285.0
DOC-BARAGA FACILITY	4740	325.0	1.0	0.0	1.0	0.0	1.0	4.0	332.0	0.0	332.0
DOC-BELLAMY CREEK FACILITY	4748	459.0	0.0	0.0	3.0	0.0	0.0	2.0	464.0	0.0	464.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	544.0	2.0	0.0	1.0	0.0	2.0	0.0	549.0	0.0	549.0
DOC-CARSON CITY FAC/CARSON CIT	4731	471.0	0.0	0.0	4.0	0.0	1.0	5.0	481.0	0.0	481.0
DOC-CENTRAL MICHIGAN FACILITY	4744	437.0	1.0	0.0	2.0	0.0	0.0	4.0	444.0	0.0	444.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	491.0	1.0	0.0	4.0	0.0	1.0	2.0	499.0	0.0	499.0
DOC-COOPER STREET FACILITY	4752	389.0	0.0	0.0	4.0	0.0	0.0	2.0	395.0	0.5	394.5

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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 noncareer. For this report, the actual number of employees who job share are divided in half.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 29, 2012

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CORRECTN CENTRAL OFFICE	4702	465.0	0.0	0.0	17.0	0.0	43.0	0.0	525.0	0.0	525.0
DOC-COTTON FACILITY	4720	439.0	0.0	0.0	3.0	0.0	0.0	3.0	445.0	1.5	443.5
DOC-EGELER FACILITY	4727	580.0	0.0	0.0	3.0	0.0	0.0	5.0	588.0	0.0	588.0
DOC-FIELD OPERATION REGION III	4763	913.0	10.0	2.0	1.0	0.0	0.0	0.0	926.0	0.0	926.0
DOC-FIELD OPERATIONS REGION I	4761	784.0	0.0	1.0	2.0	0.0	0.0	1.0	788.0	0.0	788.0
DOC-HANDLON MI TRAINING UNT	4705	308.0	1.0	0.0	1.0	0.0	0.0	1.0	311.0	0.0	311.0
DOC-HURON VALLEY CORR COMPLEX	4715	588.0	3.0	0.0	2.0	0.0	0.0	4.0	597.0	0.0	597.0
DOC-IONIA MAXIMUM FACILITY	4724	310.0	0.0	0.0	2.0	0.0	0.0	4.0	316.0	0.0	316.0
DOC-JACKSON CENTRAL REGION	4750	129.0	0.0	0.0	0.0	0.0	0.0	0.0	129.0	0.0	129.0
DOC-KINROSS/HIAWATHA FACILITY	4712	376.0	0.0	0.0	3.0	0.0	0.0	1.0	380.0	0.0	380.0
DOC-LAKELAND MENS FACILITY	4718	271.0	0.0	0.0	0.0	0.0	0.0	2.0	273.0	0.0	273.0
DOC-MACOMB FACILITY	4741	340.0	1.0	0.0	1.0	0.0	0.0	3.0	345.0	0.0	345.0
DOC-MARQUETTE BRANCH PRISON	4706	347.0	0.0	0.0	5.0	0.0	2.0	4.0	358.0	0.0	358.0
DOC-MAXEY CORRECTIONAL	4749	283.0	0.0	0.0	2.0	0.0	0.0	5.0	290.0	0.0	290.0
DOC-MICHIGAN REFORMATORY	4707	329.0	0.0	0.0	3.0	0.0	2.0	3.0	337.0	0.0	337.0
DOC-MICHIGAN STATE INDUSTRIES	4709	119.0	0.0	0.0	0.0	0.0	2.0	0.0	121.0	0.0	121.0
DOC-NEWBERRY FACILITY	4743	241.0	0.0	0.0	6.0	0.0	0.0	1.0	248.0	0.0	248.0
DOC-OAKS FACILITY	4739	311.0	1.0	0.0	3.0	0.0	2.0	2.0	319.0	0.0	319.0
DOC-OJIBWAY FACILITY	4746	227.0	2.0	0.0	2.0	0.0	3.0	1.0	235.0	0.0	235.0
DOC-PARNALL FACILITY	4751	298.0	0.0	1.0	0.0	0.0	0.0	0.0	299.0	0.0	299.0
DOC-PUGSLEY FACILITY	4745	231.0	1.0	0.0	4.0	0.0	0.0	1.0	237.0	0.0	237.0
DOC-RYAN FACILITY	4738	324.0	0.0	0.0	1.0	0.0	0.0	2.0	327.0	0.0	327.0
DOC-SAGINAW FACILITY	4742	327.0	2.0	0.0	4.0	0.0	2.0	2.0	337.0	0.0	337.0
DOC-ST. LOUIS FACILITY	4733	336.0	0.0	0.0	1.0	0.0	0.0	2.0	339.0	0.0	339.0
DOC-THUMB FACILITY	4725	308.0	0.0	0.0	3.0	0.0	0.0	0.0	311.0	0.0	311.0
NTHRN REGION ADMIN AND SUPPORT	4714	40.0	0.0	0.0	3.0	0.0	0.0	0.0	43.0	0.0	43.0
SOUTHERN REGION - IONIA	4711	51.0	0.0	0.0	0.0	0.0	0.0	0.0	51.0	0.0	51.0
CORRECTIONS		13,195.0	26.0	4.0	100.0	0.0	62.0	71.0	13,458.0	2.0	13,456.0
EDUCATION	3103	413.0	4.0	4.0	16.0	53.0	15.0	0.0	505.0	1.5	503.5
EDUCATION		413.0	4.0	4.0	16.0	53.0	15.0	0.0	505.0	1.5	503.5

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 29, 2012

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DEQ-ENVIRONMENTAL QUALITY	7601	1,075.0	5.0	17.0	24.0	0.0	12.0	0.0	1,133.0	2.5	1,130.5
ENVIRONMENTAL QUALITY		1,075.0	5.0	17.0	24.0	0.0	12.0	0.0	1,133.0	2.5	1,130.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0	0.0	50.0
EXECUTIVE OFFICE		0.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0	0.0	50.0
DHS-BERRIEN COUNTY	4322	165.0	0.0	0.0	0.0	4.0	0.0	0.0	169.0	0.0	169.0
DHS-CALHOUN COUNTY	4323	157.0	0.0	0.0	4.0	0.0	0.0	0.0	161.0	0.0	161.0
DHS-COUNTIES	4308	2,696.0	2.0	2.0	153.0	23.0	0.0	0.0	2,876.0	3.0	2,873.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,055.0	4.0	16.0	148.0	4.0	10.0	0.0	2,237.0	0.5	2,236.5
DHS-GENESEE COUNTY	4302	521.0	0.0	0.0	29.0	0.0	0.0	0.0	550.0	0.0	550.0
DHS-INGHAM COUNTY	4312	265.0	0.0	0.0	8.0	0.0	0.0	0.0	273.0	0.0	273.0
DHS - INSTITUTIONS	4307	63.0	0.0	9.0	7.0	0.0	1.0	1.0	81.0	0.0	81.0
DHS-JACKSON COUNTY	4315	135.0	0.0	0.0	15.0	0.0	0.0	0.0	150.0	0.0	150.0
DHS-KALAMAZOO COUNTY	4314	249.0	0.0	0.0	10.0	0.0	1.0	2.0	262.0	0.0	262.0
DHS-KENT COUNTY	4303	416.0	0.0	0.0	61.0	9.0	0.0	0.0	486.0	2.5	483.5
DHS-MACOMB COUNTY	4304	518.0	0.0	0.0	4.0	0.0	0.0	1.0	523.0	4.5	518.5
DHS-MAXEY TRAINING SCHOOL	4311	76.0	0.0	0.0	4.0	0.0	0.0	1.0	81.0	0.0	81.0
DHS-MUSKEGON COUNTY	4324	238.0	0.0	0.0	10.0	0.0	0.0	0.0	248.0	0.0	248.0
DHS-OAKLAND COUNTY	4305	535.0	0.0	0.0	12.0	0.0	0.0	0.0	547.0	0.0	547.0
DHS-SAGINAW COUNTY	4313	225.0	0.0	0.0	18.0	0.0	0.0	0.0	243.0	0.0	243.0
DHS-WASHTENAW	4325	144.0	0.0	0.0	22.0	0.0	0.0	1.0	167.0	0.0	167.0
DHS-WAYNE COUNTY DSS	4306	74.0	0.0	0.0	0.0	0.0	0.0	0.0	74.0	0.0	74.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	624.0	0.0	0.0	5.0	0.0	0.0	0.0	629.0	0.0	629.0
DHS-WAYNE COUNTY ZONE 3	4318	415.0	0.0	0.0	79.0	0.0	0.0	0.0	494.0	0.0	494.0
DHS-WAYNE COUNTY ZONE 4	4319	463.0	0.0	0.0	43.0	0.0	0.0	0.0	506.0	0.0	506.0
DHS-WAYNE COUNTY ZONE L	4316	352.0	0.0	0.0	27.0	0.0	0.0	0.0	379.0	0.0	379.0
HUMAN SERVICES		10,386.0	6.0	27.0	659.0	40.0	12.0	6.0	11,136.0	10.5	11,125.5
LICENSING AND REGULATORY AFF	6401	3,254.0	11.0	5.0	59.0	43.0	99.0	2.0	3,473.0	1.5	3,471.5
LICENSING & REGULATORY AFFAIRS		3,254.0	11.0	5.0	59.0	43.0	99.0	2.0	3,473.0	1.5	3,471.5
D.J. JACOBETTI HOME FOR VETERA	5103	149.0	3.0	1.0	0.0	1.0	0.0	0.0	154.0	0.5	153.5

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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 noncareer. For this report, the actual number of employees who job share are divided in half.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 29, 2012

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
GRAND RAPIDS HOME FOR VETERANS	5102	341.0	0.0	14.0	15.0	6.0	26.0	4.0	406.0	0.0	406.0
MIL AFFR CENTRAL OFFICE	5101	240.0	1.0	5.0	29.0	35.0	44.0	0.0	354.0	0.0	354.0
MILITARY & VETERAN AFFAIRS		730.0	4.0	20.0	44.0	42.0	70.0	4.0	914.0	0.5	913.5
DNR-NATURAL RESOURCES	7501	1,235.0	1.0	58.0	20.0	278.0	1,076.0	5.0	2,673.0	0.0	2,673.0
NATURAL RESOURCES		1,235.0	1.0	58.0	20.0	278.0	1,076.0	5.0	2,673.0	0.0	2,673.0
DEPARTMENT OF STATE	2301	1,028.0	0.0	91.0	167.0	0.0	244.0	3.0	1,533.0	0.0	1,533.0
STATE		1,028.0	0.0	91.0	167.0	0.0	244.0	3.0	1,533.0	0.0	1,533.0
STATE POLICE	5501	2,352.0	23.0	4.0	19.0	0.0	3.0	3.0	2,404.0	1.0	2,403.0
STATE POLICE		2,352.0	23.0	4.0	19.0	0.0	3.0	3.0	2,404.0	1.0	2,403.0
MSF-WORKFORCE DEVELOPMENT AGY	0742	186.0	2.0	0.0	5.0	0.0	4.0	0.0	197.0	0.0	197.0
MSHDA	6305	271.0	4.0	5.0	18.0	0.0	35.0	0.0	333.0	1.0	332.0
STRATEGIC FUND	0740	148.0	0.0	1.0	18.0	0.0	4.0	0.0	171.0	0.0	171.0
STRATEGIC FUND		605.0	6.0	6.0	41.0	0.0	43.0	0.0	701.0	1.0	700.0
TECH, MGMT AND BUDGET - IT	0801	1,538.0	3.0	0.0	19.0	0.0	64.0	2.0	1,626.0	0.0	1,626.0
TECH, MGMT AND BUDGET - MB	0701	890.0	15.0	3.0	47.0	0.0	29.0	0.0	984.0	2.5	981.5
TECHNOLOGY, MANAGEMENT & BUDGET		2,428.0	18.0	3.0	66.0	0.0	93.0	2.0	2,610.0	2.5	2,607.5
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	18.0	0.0	49.0	0.0	49.0
BRIDGE AUTHORITIES-MACKINAC	5902	39.0	0.0	22.0	10.0	0.0	16.0	0.0	87.0	0.0	87.0
TRANSPORTATION CENTRAL OFFICE	5901	2,324.0	7.0	21.0	48.0	18.0	168.0	4.0	2,590.0	4.0	2,586.0
TRANSPORTATION		2,394.0	7.0	43.0	58.0	18.0	202.0	4.0	2,726.0	4.0	2,722.0
BUREAU OF STATE LOTTERY	2795	171.0	0.0	0.0	2.0	0.0	21.0	1.0	195.0	0.0	195.0
GAMING CONTROL	2707	98.0	0.0	4.0	8.0	0.0	9.0	0.0	119.0	0.0	119.0
TREASURY CENTRAL PAYROLL	2701	1,199.0	2.0	6.0	44.0	0.0	14.0	0.0	1,265.0	0.0	1,265.0
TREASURY		1,468.0	2.0	10.0	54.0	0.0	44.0	1.0	1,579.0	0.0	1,579.0
STATEWIDE TOTAL		44,850.0	127.0	312.0	1,619.0	474.0	2,054.0	109.0	49,545.0	29.5	49,515.5

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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 noncareer. For this report, the actual number of employees who job share are divided in half.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2011 - 2012 Summary

Department		Fiscal Year 2012 Appropriated FTE Positions (A)	Fiscal Year 2012 Average FTE Positions (B)	Fiscal Year 2011 Average FTE Positions (C)	FY 2011 and FY 2012 Difference (B - C)	FY 2012 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	441.0	381.8	368.1	13.7	-59.2
	Overtime	0.0	0.0	0.2	-0.1	0.0
	Total	441.0	381.9	368.3	13.6	-59.1
ATTORNEY GENERAL	Regular	514.0	457.6	412.5	45.1	-56.4
	Overtime	0.0	0.2	0.4	-0.2	0.2
	Total	514.0	457.8	412.9	44.9	-56.2
AUDITOR GENERAL	Regular	0.0	133.1	127.6	5.5	133.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	133.1	127.6	5.5	133.1
CIVIL RIGHTS	Regular	121.0	93.5	86.0	7.5	-27.5
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	121.0	93.5	86.0	7.5	-27.5
CIVIL SERVICE COMMISSION	Regular	506.5	407.9	402.6	5.3	-98.6
	Overtime	0.0	1.0	2.3	-1.3	1.0
	Total	506.5	408.9	404.9	4.0	-97.6
COMMUNITY HEALTH	Regular	3,634.2	3,000.1	3,216.3	-216.2	-634.1
	Overtime	0.0	152.8	142.5	10.3	152.8
	Total	3,634.2	3,153.0	3,358.8	-205.9	-481.2

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 2009-22.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2011 - 2012 Summary

Department		Fiscal Year 2012 Appropriated FTE Positions (A)	Fiscal Year 2012 Average FTE Positions (B)	Fiscal Year 2011 Average FTE Positions (C)	FY 2011 and FY 2012 Difference (B - C)	FY 2012 Average and Appropriated Difference (B - A)
CORRECTIONS	Regular	15,552.8	13,550.4	13,514.1	36.3	-2,002.4
	Overtime	0.0	726.2	797.4	-71.2	726.2
	Total	15,552.8	14,276.6	14,311.5	-34.9	-1,276.2
EDUCATION	Regular	590.0	462.9	416.5	46.4	-127.1
	Overtime	0.0	0.7	1.4	-0.7	0.7
	Total	590.0	463.6	417.9	45.7	-126.4
ENVIRONMENTAL QUALITY	Regular	1,334.5	1,094.7	539.4	555.2	-239.8
	Overtime	0.0	3.1	2.3	0.8	3.1
	Total	1,334.5	1,097.7	541.8	556.0	-236.8
EXECUTIVE OFFICE	Regular	74.2	49.9	35.7	14.2	-24.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	49.9	35.7	14.2	-24.3
HUMAN SERVICES	Regular	11,540.5	10,951.7	9,922.0	1,029.7	-588.8
	Overtime	0.0	88.4	266.8	-178.4	88.4
	Total	11,540.5	11,040.2	10,188.8	851.4	-500.3
LICENSING AND REGULATORY AFF	Regular	4,320.8	3,795.1	3,599.9	195.1	-525.7
	Overtime	0.0	35.8	139.8	-104.0	35.8
	Total	4,320.8	3,830.8	3,739.7	91.1	-490.0

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 2009-22.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2011 - 2012 Summary

Department		Fiscal Year 2012 Appropriated FTE Positions (A)	Fiscal Year 2012 Average FTE Positions (B)	Fiscal Year 2011 Average FTE Positions (C)	FY 2011 and FY 2012 Difference (B - C)	FY 2012 Average and Appropriated Difference (B - A)
MILITARY & VETERAN AFFAIRS	Regular	819.0	878.2	860.3	17.8	59.2
	Overtime	0.0	26.1	30.2	-4.1	26.1
	Total	819.0	904.3	890.5	13.7	85.3
NATURAL RESOURCES	Regular	2,173.4	2,006.8	1,217.3	789.6	-166.6
	Overtime	0.0	35.1	19.8	15.3	35.1
	Total	2,173.4	2,042.0	1,237.1	804.9	-131.4
STATE	Regular	1,809.0	1,374.6	1,298.8	75.8	-434.4
	Overtime	0.0	5.0	8.8	-3.8	5.0
	Total	1,809.0	1,379.5	1,307.6	71.9	-429.5
STATE POLICE	Regular	2,751.0	2,325.8	2,282.9	43.0	-425.2
	Overtime	0.0	133.3	130.6	2.6	133.3
	Total	2,751.0	2,459.1	2,413.5	45.6	-291.9
STRATEGIC FUND	Regular	820.0	646.1	127.0	519.2	-173.9
	Overtime	0.0	0.9	0.1	0.8	0.9
	Total	820.0	647.0	127.0	520.0	-173.0
TECH, MGMT AND BUDGET	Regular	2,526.0	2,519.0	2,350.5	168.5	-7.0
	Overtime	0.0	29.2	29.4	-0.2	29.2
	Total	2,526.0	2,548.3	2,380.0	168.3	22.3

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 2009-22.

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Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2011 - 2012 Summary

Department		Fiscal Year 2012 Appropriated FTE Positions (A)	Fiscal Year 2012 Average FTE Positions (B)	Fiscal Year 2011 Average FTE Positions (C)	FY 2011 and FY 2012 Difference (B - C)	FY 2012 Average and Appropriated Difference (B - A)
TRANSPORTATION	Regular	3,043.3	2,654.3	2,644.9	9.4	-389.0
	Overtime	0.0	94.8	108.7	-13.9	94.8
	Total	3,043.3	2,749.1	2,753.6	-4.5	-294.2
TREASURY	Regular	1,745.5	1,506.1	1,728.6	-222.4	-239.4
	Overtime	0.0	14.7	12.1	2.6	14.7
	Total	1,745.5	1,520.8	1,740.7	-219.9	-224.7
STATEWIDE TOTALS	Regular	54,316.7	48,289.6	45,151.0	3,138.6	-6,027.1
	Overtime	0.0	1,347.5	1,692.9	-345.4	1,347.5
	Total	54,316.7	49,637.1	46,843.9	2,793.2	-4,679.6

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 2009-22.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 MPR-0160

STATE OF MICHIGAN

Table 1-3

**NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
PRIOR AND CURRENT FISCAL YEARS**

Department	2010 - 2011		2011 - 2012	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	388.0	0.8 %	402.0	0.8 %
ATTORNEY GENERAL	439.0	0.9 %	471.0	1.0 %
AUDITOR GENERAL	136.0	0.3 %	144.0	0.3 %
CIVIL RIGHTS	93.0	0.2 %	94.0	0.2 %
CIVIL SERVICE COMMISSION	418.0	0.8 %	417.5	0.8 %
COMMUNITY HEALTH	3,344.0	6.7 %	3,119.0	6.3 %
CORRECTIONS	13,863.0	27.8 %	13,456.0	27.2 %
EDUCATION	446.5	0.9 %	503.5	1.0 %
ENVIRONMENTAL QUALITY	1,103.0	2.2 %	1,130.5	2.3 %
EXECUTIVE OFFICE	42.0	0.1 %	50.0	0.1 %
HUMAN SERVICES	10,963.5	22.0 %	11,125.5	22.5 %
LICENSING & REGULATORY AFFAIRS	3,815.5	7.6 %	3,471.5	7.0 %
MILITARY & VETERAN AFFAIRS	960.5	1.9 %	913.5	1.8 %
NATURAL RESOURCES	2,951.0	5.9 %	2,673.0	5.4 %
STATE	1,483.0	3.0 %	1,533.0	3.1 %
STATE POLICE	2,360.0	4.7 %	2,403.0	4.9 %
STRATEGIC FUND	122.0	0.2 %	700.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,442.0	4.9 %	2,607.5	5.3 %
TRANSPORTATION	2,736.5	5.5 %	2,722.0	5.5 %
TREASURY	1,830.0	3.7 %	1,579.0	3.2 %
TOTAL:	49,936.5	100.0 %	49,515.5	100.0 %

Comments: In FY 2010-2011, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer, in primary positions only. In FY 2011-2012, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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, noncareer, or on worker's compensation. For this report, the actual number of employees who job share are divided in half.

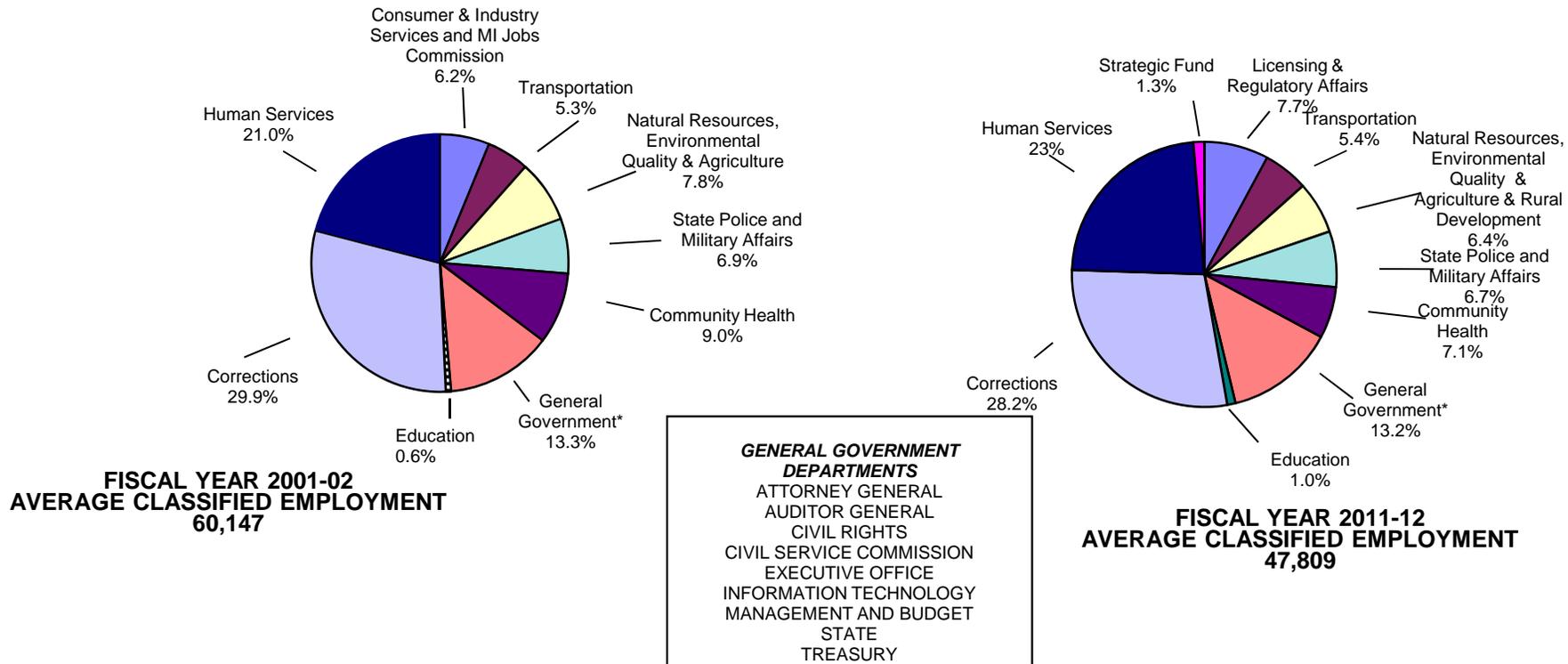
Statewide, the number of classified employees decreased by 421 from September 17, 2011 to September 29, 2012.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF03

STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE
Fiscal Years 2001-02 and 2011-12 Compared

Graph 1-3



Comment: Statewide, average classified employment decreased by 12,338 positions (20.5%) from FY 2001-02 to FY 2011-12. Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only, **except** for the following noncareer appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. As of September 29, 2012, these positions represented 99% of all noncareer appointments. For this report, the number of employees who Job Share is 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.

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, Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 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 HWF09

STATE OF MICHIGAN
AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 2002-03 THROUGH 2011-12

DEPARTMENT	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12
Agriculture & Rural Development ⁹	635	687	641	575	535	521	529	447	393	387
Attorney General	474	489	524	528	517	496	494	461	434	462
Auditor General	157	150	143	142	138	138	135	132	134	133
Career Development ¹	911	901	34	--	--	--	--	--	--	--
Civil Rights	135	133	131	127	119	117	112	95	90	94
Civil Service Commission ²	176	189	210	210	206	538	526	488	414	405
Community Health	4,465	4,577	4,424	4,241	4,225	3,964	4,075	3,873	3,448	3,013
Consumer and Industry Services	3,186	3,170	209	--	--	--	--	--	--	--
Corrections	17,222	16,781	16,543	16,446	16,357	15,944	15,762	14,943	14,223	13,541
Education	298	324	352	367	369	380	405	445	446	476
Environmental Quality ⁷	1,370	1,444	1,419	1,430	1,423	1,354	1,330	1,283	591	1,109
Executive Office	51	49	45	44	44	46	45	41	38	51
History Arts and Libraries ³	287	273	203	200	196	191	182	--	--	--
Human Services	10,303	10,104	9,953	9,778	9,759	9,582	10,168	10,414	10,365	11,058
Information Technology ^{4&8}	1,730	1,721	1,675	1,690	1,712	1,670	1,709	1,720	--	--
Labor & Economic Growth ⁵	--	55	3,751	4,128	3,967	3,781	4,056	--	--	--
Licensing & Regulatory Affairs ⁵	--	--	--	--	--	--	--	4,298	3,727	3,758
Management and Budget ⁸	1,306	1,277	967	967	971	938	967	931	--	--
Military and Veterans Affairs	919	943	928	924	934	921	926	897	891	886
Natural Resources ⁷	2,265	2,328	1,669	1,657	1,628	1,564	1,607	1,629	859	1,555
Natural Resources & Environment ⁷	--	--	--	--	--	--	--	--	1,198	--
State	1,836	1,852	1,705	1,672	1,622	1,535	1,447	1,372	1,263	1,279
State Police	2,800	2,661	2,704	2,690	2,657	2,586	2,622	2,548	2,395	2,360
Strategic Fund ^{6 & 10}	--	--	--	--	174	177	193	197	135	636
Technology, Management & Budget ⁸	--	--	--	--	--	--	--	--	2,384	2,461
Transportation	2,826	2,956	2,849	2,880	2,895	2,854	2,892	2,844	2,639	2,637
Treasury	1,514	1,512	1,535	1,564	1,565	1,502	1,519	1,558	1,754	1,508
TOTAL	54,866	54,573	52,614	52,259	52,013	50,799	51,699	50,615	47,818	47,809

Footnotes: ¹ The Department of Career Development was created by Executive Order 1999-1 and then transferred to the Department of Labor & Economic Growth (DLEG) by Executive Order 2003-14.

² Civil Service positions increased in FY 2007-08 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 2007-30. Totals provided in this report reflect the human resources consolidation beginning in FY 2007-08.

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

⁴ The Department of Information Technology was created by Executive Order 2001-3.

⁵ The Department of Consumer and Industry Services was renamed the Department of Labor & Economic Growth (DLEG) by Executive Order 2003-18. The Department of Labor & Economic Growth (DLEG) was renamed the Department of Energy, Labor & Economic Growth (DELEG) by Executive Order 2008-20. The Department of Energy, Labor & Economic Growth (DELEG) was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

⁶ Effective October 1, 2007, Strategic Fund became autonomous.

⁷ In FY 2009-10, 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.

⁸ In FY 2009-10, 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 this report.

⁹ 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.

¹⁰ In FY 2010-11, Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011.

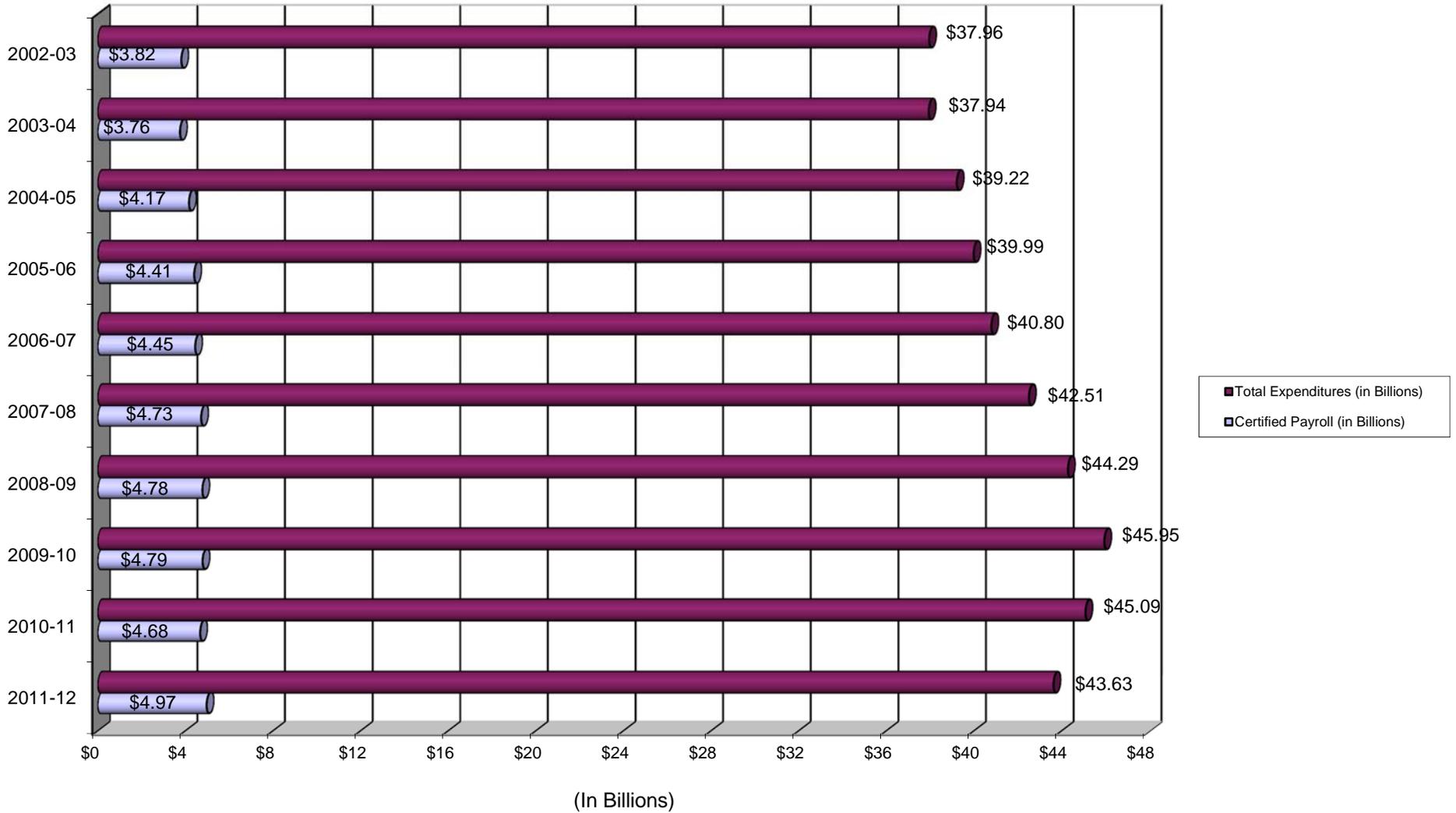
Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only, except for the following noncareer appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all noncareer appointments at the end of FY 2011-12. The count of employees who job share is divided in half.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

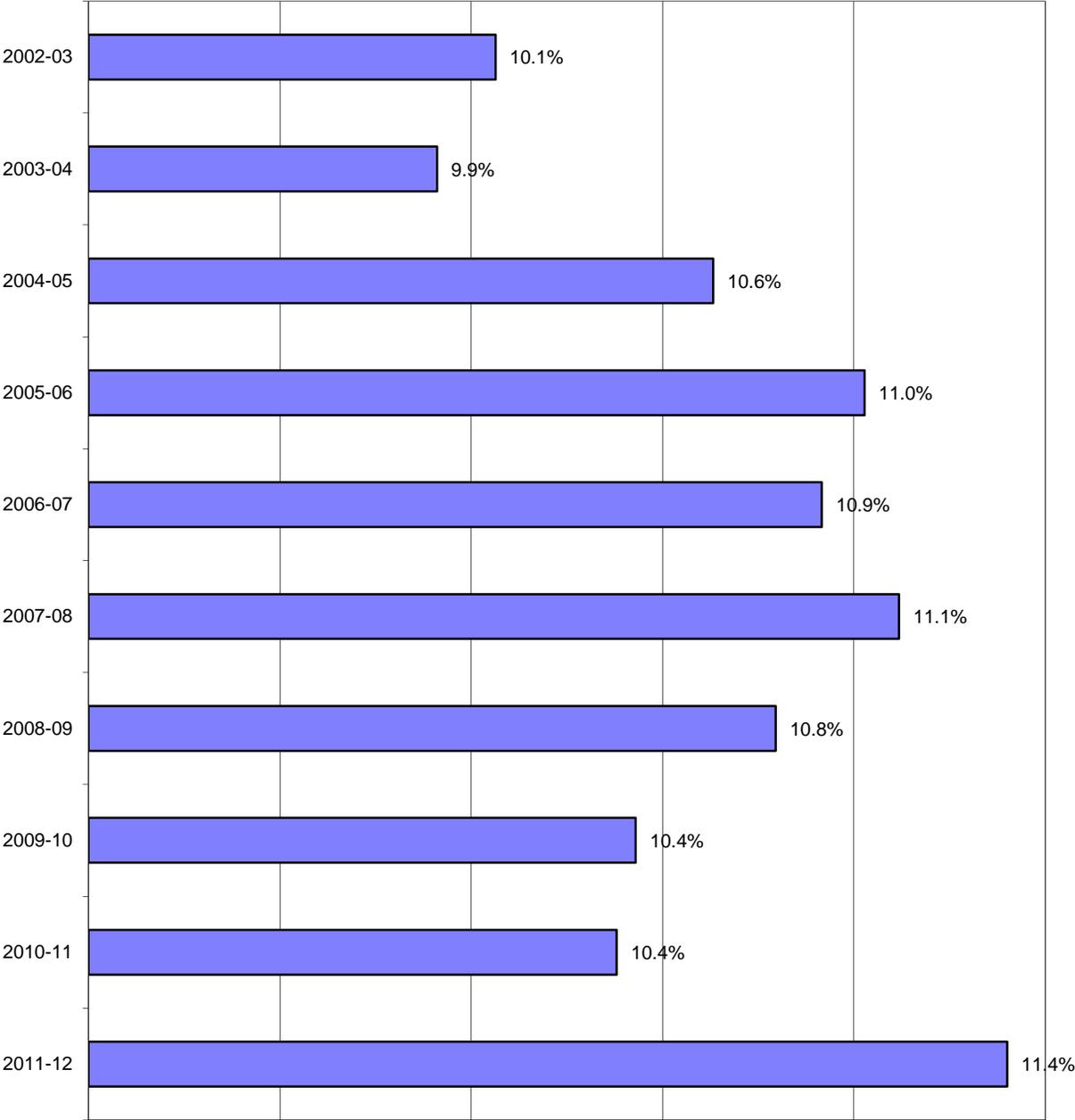
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2002-03 through 2011-12



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 OF MICHIGAN
CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 2002-03 through 2011-12**



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.

STATE OF MICHIGAN

Table 2-1

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

Pay End Date: September 29, 2012

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 AND RURAL DVLPMNT	402	0.8 %	48.1	\$29.75	314	78.1 %
ATTORNEY GENERAL	471	1.0 %	46.9	\$37.68	305	64.8 %
AUDITOR GENERAL	144	0.3 %	39.4	\$33.59	93	64.6 %
CIVIL RIGHTS	94	0.2 %	48.8	\$29.49	75	79.8 %
CIVIL SERVICE COMMISSION	419	0.8 %	46.5	\$28.47	326	77.8 %
COMMUNITY HEALTH	3,120	6.3 %	47.0	\$27.42	1,990	63.8 %
CORRECTIONS	13,458	27.2 %	45.7	\$25.40	10,928	81.2 %
EDUCATION	505	1.0 %	48.3	\$31.34	271	53.7 %
ENVIRONMENTAL QUALITY	1,133	2.3 %	48.2	\$31.18	980	86.5 %
EXECUTIVE OFFICE	50	0.1 %	38.8	\$33.31	14	28.0 %
HUMAN SERVICES	11,136	22.5 %	43.4	\$24.30	5,827	52.3 %
LICENSING & REGULATORY AFFAIRS	3,473	7.0 %	47.8	\$28.45	2,487	71.6 %
MILITARY & VETERAN AFFAIRS	914	1.8 %	47.0	\$22.96	590	64.6 %
NATURAL RESOURCES	2,673	5.4 %	42.2	\$19.22	1,228	45.9 %
STATE	1,533	3.1 %	45.4	\$21.57	977	63.7 %
STATE POLICE	2,404	4.9 %	43.4	\$29.96	2,053	85.4 %
STRATEGIC FUND	701	1.4 %	46.0	\$29.40	451	64.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,610	5.3 %	46.7	\$29.95	1,774	68.0 %
TRANSPORTATION	2,726	5.5 %	45.3	\$27.39	2,107	77.3 %
TREASURY	1,579	3.2 %	45.4	\$27.29	1,035	65.5 %
STATEWIDE TOTALS:	49,545	100.0 %	45.2	\$26.09	33,825	68.3 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 HWF24

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years: 2007-08 through 2011-2012

<u>Salary Range</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-2012</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	0	0	0	0	0
14,000 - 14,999	0	0	0	0	0
15,000 - 15,999	532	458	442	517	366
16,000 - 16,999	23	28	10	16	7
17,000 - 17,999	216	283	245	246	209
18,000 - 18,999	416	436	518	533	423
19,000 - 19,999	32	25	5	13	18
20,000 - 20,999	104	125	158	215	184
21,000 - 21,999	32	27	37	41	76
22,000 - 22,999	106	20	16	15	103
23,000 - 23,999	13	12	13	9	12
24,000 - 24,999	6	8	53	4	0
25,000 - 25,999	36	27	40	34	39
26,000 - 26,999	286	281	284	118	104
27,000 - 27,999	104	89	92	218	234
28,000 - 28,999	35	28	35	111	99
29,000 - 29,999	241	306	178	33	44
30,000 - 30,999	174	146	106	195	98
31,000 - 31,999	629	189	216	240	210
32,000 - 32,999	347	195	210	198	229
33,000 - 33,999	196	390	232	327	618
34,000 - 34,999	413	1,217	533	447	309
35,000 - 35,999	377	464	473	940	608
36,000 - 36,999	263	284	253	786	456
37,000 - 37,999	871	834	917	321	329
38,000 - 38,999	444	629	876	927	565
39,000 - 39,999	780	550	360	1044	1409
40,000 - 40,999	1,540	1,529	973	497	655
41,000 - 41,999	2,239	2,283	2,587	611	990
42,000 - 42,999	541	612	692	907	828
43,000 - 43,999	2,763	2,835	2,862	1,665	1758
44,000 - 44,999	521	674	577	1791	1275
45,000 - 45,999	962	1,082	817	1852	1794
46,000 - 46,999	1,451	1,464	1,740	914	1042
47,000 - 47,999	1,848	1,675	2,040	987	1008
48,000 - 48,999	5,831	5,468	1,554	1,661	1632
49,000 - 49,999	438	382	4,384	1,796	1862
50,000 - 50,999	691	758	371	4529	6694
51,000 - 51,999	6,375	6,226	3,112	517	497
52,000 - 52,999	710	695	3,178	487	425
53,000 - 53,999	641	607	844	4928	2460

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2008-09</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-2011</u>	<u>2011-2012</u>
54,000 - 54,999	405	360	495	777	870
55,000 - 55,999	1,494	1,417	833	540	600
56,000 - 56,999	486	458	740	692	675
57,000 - 57,999	433	371	491	865	804
58,000 - 58,999	1,164	1,147	1,127	1,005	1085
59,000 - 59,999	1,520	1,566	1,526	729	727
60,000 - 60,999	1,166	1,157	130	358	353
61,000 - 61,999	1,060	1,127	2,172	1,686	1402
62,000 - 62,999	2,036	2,081	314	910	938
63,000 - 63,999	310	305	1,946	2,104	2370
64,000 - 64,999	604	647	553	479	549
65,000 - 65,999	971	964	443	252	242
66,000 - 66,999	428	423	1,020	259	231
67,000 - 67,999	199	219	288	450	368
68,000 - 68,999	1,028	1,044	236	899	894
69,000 - 69,999	1,177	1,220	1,965	1,558	1596
70,000 - 70,999	200	157	278	46	49
71,000 - 71,999	653	649	318	420	447
72,000 - 72,999	275	311	664	791	493
73,000 - 73,999	150	142	118	132	372
74,000 - 74,999	111	124	137	206	314
75,000 - 75,999	774	759	93	83	83
76,000 - 76,999	328	326	756	602	576
77,000 - 77,999	226	229	342	364	378
78,000 - 78,999	273	290	217	303	317
79,000 - 79,999	143	141	339	275	294
80,000 - 80,999	96	85	104	113	107
81,000 - 81,999	197	212	71	87	119
82,000 - 82,999	29	37	214	182	190
83,000 - 83,999	461	475	110	90	79
84,000 - 84,999	32	30	415	364	377
85,000 - 85,999	86	116	27	33	37
86,000 - 86,999	141	147	113	112	161
87,000 - 87,999	52	57	131	102	105
88,000 - 88,999	71	78	65	65	81
89,000 - 89,999	36	37	64	58	73
90,000 - 90,999	84	75	36	39	39
91,000 - 91,999	36	39	89	82	77
92,000 - 92,999	42	43	38	34	26
93,000 - 93,999	44	43	43	33	26

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-2011</u>	<u>2011-2012</u>
\$94,000 - 94,999	112	108	41	38	34
95,000 - 95,999	156	147	115	94	102
96,000 - 96,999	25	28	132	104	132
97,000 - 97,999	25	37	24	27	36
98,000 - 98,999	21	26	25	28	29
99,000 - 99,999	16	17	29	33	35
100,000 - 100,999	52	57	20	28	26
101,000 - 101,999	66	67	55	39	45
102,000 - 102,999	121	124	71	65	62
103,000 - 103,999	23	25	118	106	125
104,000 - 104,999	22	25	24	28	41
105,000 - 105,999	16	16	27	27	26
106,000 - 106,999	85	75	14	15	18
107,000 - 107,999	27	26	70	64	56
108,000 - 108,999	19	20	17	16	17
109,000 - 109,999	201	186	21	19	17
110,000 - 110,999	12	10	21	21	20
111,000 - 111,999	8	9	171	142	152
112,000 - 112,999	20	21	12	10	5
113,000 - 113,999	11	8	15	13	17
114,000 - 114,999	5	9	7	6	6
115,000 - 115,999	10	14	11	16	18
116,000 - 116,999	7	6	12	8	10
117,000 - 117,999	90	89	10	9	11
118,000 - 118,999	1	1	90	77	88
119,000 - 119,999	2	2	0	2	5
120,000 - 120,999	2	4	4	4	6
121,000 - 121,999	0	0	1	1	1
122,000 - 122,999	18	19	0	1	2
123,000 - 123,999	7	6	15	14	15
124,000 - 124,999	28	25	6	4	3
125,000 - 125,999	7	6	34	27	24
126,000 and above	192	194	193	165	168
STATEWIDE TOTAL	53,655	53,856	52,499	50,120	49,545

Median Salary: \$50,676

Average Salary: \$54,482

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

STATE OF MICHIGAN
CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL-STATEWIDE
(Employer Contributions)
Fiscal Years 2007-08 through 2011-2012

	2007-08	2008-09	2009-10	2010-2011	2011-2012
Legally Required Payments					
FICA	7.35 %	7.27 %	7.29 %	7.05 %	7.47 %
Unemployment Compensation	.15	.21	.46	.39	.40
Workers Compensation	1.28	1.19	1.25	1.32	1.21
Total Legally Required Payments	8.78 %	8.67 %	8.99 %	8.76 %	9.08 %
Group Insurance					
State Health Plan	11.11 %	10.29 %	10.15 %	10.15 %	9.63 %
Health Maintenance Organization	7.35	7.57	8.04	9.23	10.15
Dental	1.83	1.83	1.83	1.79	1.80
Vision	.25	.25	.25	.24	.24
Life	.99	1.01	.77	.99	1.00
Long Term Disability	.80	.78	1.01	.75	.75
Flexible Benefits Allowance/Recovery	.06	.07	.07	.07	.09
Total Group Insurance	22.39 %	21.80 %	22.11 %	23.23 %	23.65 %
Other Cash Payments					
Terminal Annual & Sick Leave	.88 %	.81 %	.95 %	.47 %	.55 %
Terminal Longevity Payments	.02	.02	.03	.05	.02
Professional Development	.01	.01	.01	.01	.00
Uniforms and Dry Cleaning	.23	.23	.23	.22	.22
Total Other Cash Payments	1.14 %	1.08 %	1.23 %	.75 %	.78 %
Pension Items					
Retirement or Pension Plans	23.39 %	24.93 %	25.92 %	27.31 %	30.56 %
Other Post Employment Benefits (OPEB)	--	--	--	--	9.08
Defined Contribution Pension Plan	2.46	2.67	2.82	2.99	3.65
Total Pension Items	25.85	27.61	28.75	30.30	43.29
Total Employee Benefits	58.15 %	59.16 %	61.08 %	63.05 %	76.81 %

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Beginning in FY 2012, total Pension Items include Other Post Employment Benefits (OPEB) rates. On October 22, 2014, this report was updated to reflect the addition of OPEB.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 29, 2012

Department	Health Insurance								Dental Insurance						
	Total Employees Enrolled	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
AGRICULTURE & RURAL DEVELOPMENT	384	172	45 %	185	48 %	6	2 %	0	0 %	357	93 %	8	2 %	2	1 %
ATTORNEY GENERAL	471	192	41 %	218	46 %	3	1 %	0	0 %	428	91 %	7	1 %	1	0 %
AUDITOR GENERAL	140	36	26 %	85	61 %	5	4 %	0	0 %	129	92 %	0	0 %	0	0 %
CIVIL RIGHTS	93	44	47 %	43	46 %	2	2 %	0	0 %	86	92 %	4	4 %	0	0 %
CIVIL SERVICE COMMISSION	405	122	30 %	244	60 %	3	1 %	0	0 %	367	91 %	9	2 %	1	0 %
COMMUNITY HEALTH	3,078	1,495	49 %	1,335	43 %	35	1 %	0	0 %	2,800	91 %	97	3 %	12	0 %
CORRECTIONS	13,396	7,372	55 %	5,085	38 %	58	0 %	0	0 %	12,367	92 %	251	2 %	22	0 %
EDUCATION	490	211	43 %	212	43 %	8	2 %	0	0 %	436	89 %	8	2 %	4	1 %
ENVIRONMENTAL QUALITY	1,121	414	37 %	611	55 %	8	1 %	0	0 %	1,028	92 %	20	2 %	3	0 %
EXECUTIVE OFFICE	50	30	60 %	15	30 %	0	0 %	0	0 %	46	92 %	0	0 %	0	0 %
HUMAN SERVICES	11,124	5,004	45 %	5,271	47 %	93	1 %	0	0 %	10,086	91 %	405	4 %	45	0 %
LICENSING & REGULATORY AFFAIRS	3,374	1,395	41 %	1,722	51 %	30	1 %	0	0 %	3,080	91 %	101	3 %	11	0 %
MILITARY & VETERAN AFFAIRS	844	358	42 %	404	48 %	12	1 %	0	0 %	784	93 %	4	0 %	4	0 %
NATURAL RESOURCES	1,597	977	61 %	454	28 %	39	2 %	0	0 %	1,461	91 %	11	1 %	7	0 %
STATE	1,289	535	42 %	654	51 %	15	1 %	0	0 %	1,191	92 %	33	3 %	2	0 %
STATE POLICE	2,401	626	26 %	432	18 %	15	1 %	1,221	51 %	2,288	95 %	19	1 %	5	0 %
STRATEGIC FUND	658	218	33 %	380	58 %	16	2 %	0	0 %	597	91 %	22	3 %	1	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,517	757	30 %	1,510	60 %	31	1 %	0	0 %	2,221	88 %	71	3 %	10	0 %
TRANSPORTATION	2,524	1,243	49 %	1,115	44 %	33	1 %	0	0 %	2,373	94 %	27	1 %	7	0 %
TREASURY	1,535	495	32 %	889	58 %	36	2 %	0	0 %	1,389	90 %	47	3 %	6	0 %
STATEWIDE TOTALS:	47,491	21,696	46 %	20,864	44 %	448	1 %	1,221	3 %	43,514	92 %	1,144	2 %	143	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.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 29, 2012

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	384	368	96 %	318	83 %	0	0 %	370	96 %	13	3 %	0	0 %
ATTORNEY GENERAL	471	438	93 %	324	69 %	0	0 %	441	94 %	29	6 %	0	0 %
AUDITOR GENERAL	140	131	94 %	97	69 %	0	0 %	126	90 %	14	10 %	0	0 %
CIVIL RIGHTS	93	90	97 %	83	89 %	0	0 %	85	91 %	8	9 %	0	0 %
CIVIL SERVICE COMMISSION	405	379	94 %	363	90 %	3	1 %	390	96 %	14	3 %	2	0 %
COMMUNITY HEALTH	3,078	2,917	95 %	2,628	85 %	0	0 %	2,885	94 %	190	6 %	0	0 %
CORRECTIONS	13,396	12,650	94 %	12,313	92 %	0	0 %	12,925	96 %	413	3 %	0	0 %
EDUCATION	490	449	92 %	339	69 %	0	0 %	460	94 %	29	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,121	1,053	94 %	955	85 %	0	0 %	1,044	93 %	72	6 %	0	0 %
EXECUTIVE OFFICE	50	45	90 %	27	54 %	0	0 %	41	82 %	9	18 %	0	0 %
HUMAN SERVICES	11,124	10,577	95 %	9,140	82 %	0	0 %	10,512	94 %	596	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	3,374	3,204	95 %	2,829	84 %	1	0 %	3,182	94 %	186	6 %	1	0 %
MILITARY & VETERAN AFFAIRS	844	793	94 %	690	82 %	0	0 %	806	95 %	28	3 %	0	0 %
NATURAL RESOURCES	1,597	1,488	93 %	1,275	80 %	0	0 %	1,514	95 %	82	5 %	0	0 %
STATE	1,289	1,237	96 %	1,093	85 %	0	0 %	1,194	93 %	93	7 %	0	0 %
STATE POLICE	2,401	2,316	96 %	2,458	102 %	1,376	57 %	2,271	95 %	100	4 %	1,337	56 %
STRATEGIC FUND	658	621	94 %	505	77 %	0	0 %	610	93 %	46	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,517	2,320	92 %	1,921	76 %	38	2 %	2,387	95 %	116	5 %	33	1 %
TRANSPORTATION	2,524	2,414	96 %	2,218	88 %	0	0 %	2,388	95 %	131	5 %	0	0 %
TREASURY	1,535	1,457	95 %	1,241	81 %	0	0 %	1,431	93 %	102	7 %	0	0 %
STATEWIDE TOTALS:	47,491	44,947	95 %	40,817	86 %	1,418	3 %	45,062	95 %	2,271	5 %	1,373	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.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 HWF47

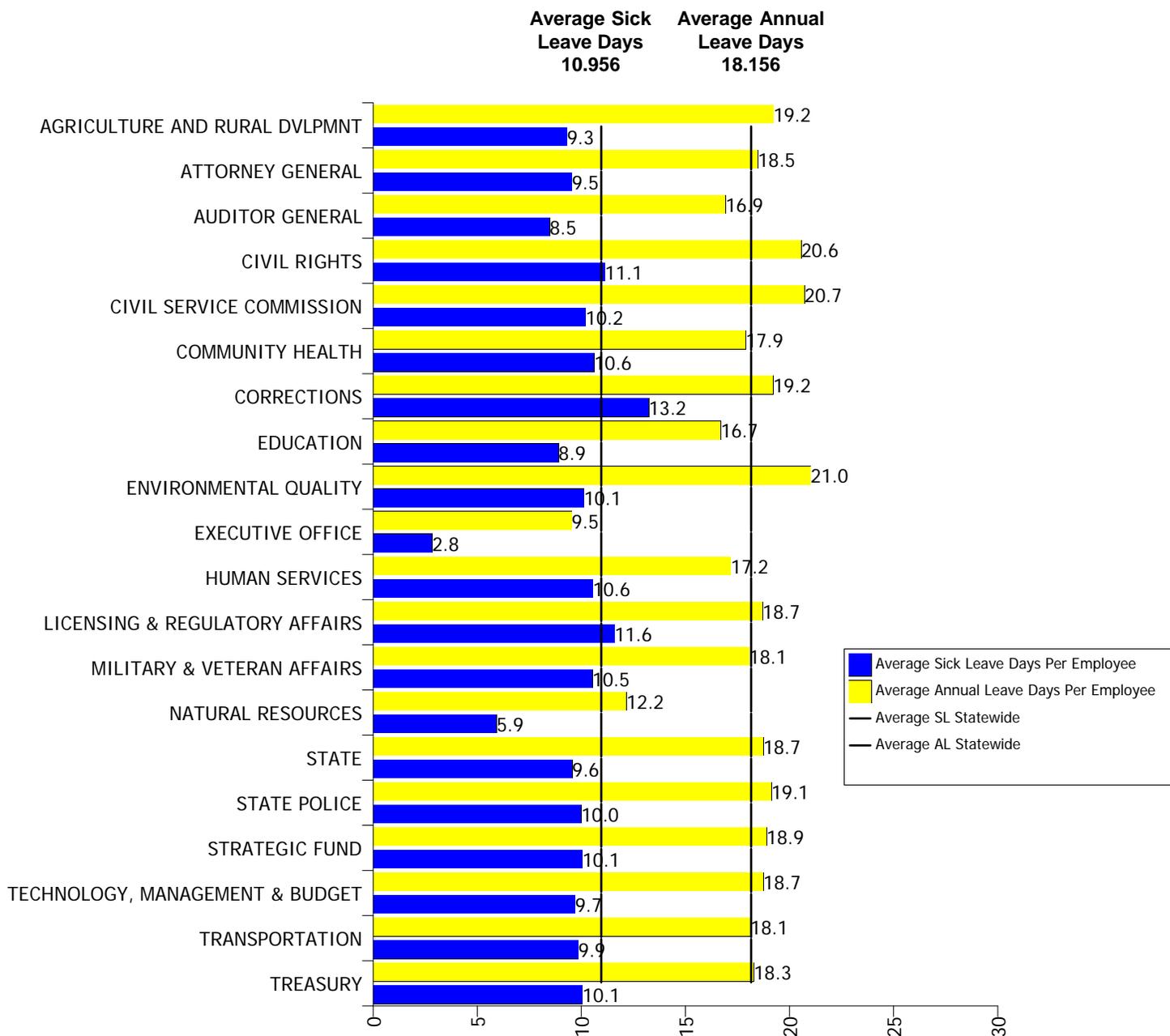
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2007-08 through 2011-2012**

	2007-08	2008-09	2009-10	2010-2011	2011-2012
VACATION	7.8 %	7.5 %	8.2 %	7.7 %	7.4 %
HOLIDAY	4.6 %	4.6 %	4.6 %	5.0 %	5.0 %
SICK LEAVE	4.0 %	3.8 %	4.2 %	4.0 %	4.2 %
TOTAL	16.5 %	15.9 %	17.0 %	16.7 %	16.7 %

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

STATE OF MICHIGAN ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT Fiscal Year 2011 - 2012



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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2011 - 2012

Table 2-6

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLP MNT	9.3	19.2	28.5
ATTORNEY GENERAL	9.5	18.5	28.0
AUDITOR GENERAL	8.5	16.9	25.4
CIVIL RIGHTS	11.1	20.6	31.7
CIVIL SERVICE COMMISSION	10.2	20.7	30.9
COMMUNITY HEALTH	10.6	17.9	28.5
CORRECTIONS	13.2	19.2	32.5
EDUCATION	8.9	16.7	25.6
ENVIRONMENTAL QUALITY	10.1	21.0	31.1
EXECUTIVE OFFICE	2.8	9.5	12.4
HUMAN SERVICES	10.6	17.2	27.7
LICENSING & REGULATORY AFFAIRS	11.6	18.7	30.3
MILITARY & VETERAN AFFAIRS	10.5	18.1	28.6
NATURAL RESOURCES	5.9	12.2	18.1
STATE	9.6	18.7	28.3
STATE POLICE	10.0	19.1	29.1
STRATEGIC FUND	10.1	18.9	28.9
TECHNOLOGY, MANAGEMENT & BUDGET	9.7	18.7	28.5
TRANSPORTATION	9.9	18.1	28.0
TREASURY	10.1	18.3	28.4
STATEWIDE AVERAGE	10.956	18.156	29.112

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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2007-08 through 2011-2012

DEPARTMENT	2007-08	2008-09	2009-10	2010-2011	2011-2012
Agriculture & Rural Development	9.5	8.9	10.1	8.3	9.3
Attorney General	8.7	8.9	9.8	8.3	9.5
Auditor General	10.2	9.8	9.5	8.5	8.5
Civil Rights	10.5	10.9	11.4	9.1	11.1
Civil Service Commission	10.7	10.0	10.5	8.0	10.2
Community Health	10.8	10.1	10.7	9.4	10.7
Corrections	10.9	11.4	12.3	12.2	13.2
Education	9.4	8.5	9.7	7.9	8.9
Environmental Quality	10.6	9.7	10.4	10.1	10.1
Executive Office	4.0	6.6	7.3	1.3	2.8
Human Services	9.9	8.4	9.6	7.8	10.6
Information Technology	10.1	9.1	10.3	--	--
Licensing & Regulatory Affairs	10.6	8.5	9.8	9.0	11.6
Management and Budget	9.9	9.7	10.3	--	--
Military and Veterans Affairs	10.5	10.4	10.8	9.3	10.5
Natural Resources	5.8	6.0	6.5	6.7	5.9
Natural Resources & Environment	--	--	--	1.8	0
State	10.7	9.8	10.7	8.1	9.6
State Police	10.4	10.3	10.6	9.7	10.0
Strategic Fund	9.5	7.8	8.6	9.4	10.1
Technology, Management & Budget	--	--	--	8.5	9.7
Transportation	9.5	8.6	9.9	8.8	9.9
Treasury	10.4	9.5	10.2	9.0	10.1
STATEWIDE AVERAGE	10.2	9.6	10.6	9.4	11.0

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.

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.

Effective October 1, 2007, Strategic Fund became autonomous.

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

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 01, 2011 Through Pay End Date September 29, 2012

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	405	30,179.3	74.5	9.31
ATTORNEY GENERAL	495	37,814.1	76.4	9.55
AUDITOR GENERAL	148	10,039.4	67.8	8.48
CIVIL RIGHTS	101	9,003.8	89.1	11.14
CIVIL SERVICE COMMISSION	428	34,973.2	81.7	10.21
COMMUNITY HEALTH	3,444	292,649.7	85.0	10.62
CORRECTIONS	14,776	1,565,091.3	105.9	13.24
EDUCATION	529	37,696.0	71.3	8.91
ENVIRONMENTAL QUALITY	1,160	93,990.3	81.0	10.13
EXECUTIVE OFFICE	60	1,359.3	22.7	2.83
HUMAN SERVICES	12,017	1,014,299.5	84.4	10.55
LICENSING & REGULATORY AFFAIRS	4,038	374,721.3	92.8	11.60
MILITARY & VETERAN AFFAIRS	967	81,457.2	84.2	10.53
NATURAL RESOURCES	2,454	116,442.4	47.5	5.93
STATE	1,442	110,396.8	76.6	9.57
STATE POLICE	2,516	201,385.6	80.0	10.01
STRATEGIC FUND	704	56,616.9	80.4	10.05
TECHNOLOGY, MANAGEMENT & BUDGET	2,661	206,645.4	77.7	9.71
TRANSPORTATION	2,952	232,951.0	78.9	9.86
TREASURY	1,638	131,865.0	80.5	10.06
STATEWIDE	52,935	4,639,577.5	87.6	11.0

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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 01, 2011 Through Pay End Date September 29, 2012

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 AND RURAL DVLPMNT	405	62,315.0	153.9	19.2	405	1,498.1	3.7	0.5
ATTORNEY GENERAL	495	73,204.7	147.9	18.5	495	994.5	2.0	0.3
AUDITOR GENERAL	148	20,041.5	135.4	16.9	148	330.9	2.2	0.3
CIVIL RIGHTS	101	16,609.3	164.4	20.6	101	292.3	2.9	0.4
CIVIL SERVICE COMMISSION	428	70,949.9	165.8	20.7	428	578.7	1.4	0.2
COMMUNITY HEALTH	3,444	493,185.9	143.2	17.9	3,444	9,103.3	2.6	0.3
CORRECTIONS	14,776	2,271,983.2	153.8	19.2	14,776	35,484.7	2.4	0.3
EDUCATION	529	70,689.2	133.6	16.7	529	1,167.7	2.2	0.3
ENVIRONMENTAL QUALITY	1,160	195,045.1	168.1	21.0	1,160	3,203.1	2.8	0.3
EXECUTIVE OFFICE	60	4,581.0	76.4	9.5	60	0.0	0.0	0.0
HUMAN SERVICES	12,017	1,652,495.3	137.5	17.2	12,017	23,512.0	2.0	0.2
LICENSING & REGULATORY AFFAIRS	4,038	604,474.8	149.7	18.7	4,038	9,085.7	2.3	0.3
MILITARY & VETERAN AFFAIRS	967	139,762.0	144.5	18.1	967	3,653.8	3.8	0.5
NATURAL RESOURCES	2,454	238,987.2	97.4	12.2	2,454	4,377.8	1.8	0.2
STATE	1,442	216,218.7	149.9	18.7	1,442	3,862.5	2.7	0.3
STATE POLICE	2,516	385,039.8	153.0	19.1	2,516	9,386.4	3.7	0.5
STRATEGIC FUND	704	106,418.6	151.2	18.9	704	2,535.3	3.6	0.5
TECHNOLOGY, MANAGEMENT & BUDGET	2,661	399,086.5	150.0	18.7	2,661	4,587.9	1.7	0.2
TRANSPORTATION	2,952	428,118.4	145.0	18.1	2,952	6,040.7	2.0	0.3
TREASURY	1,638	239,704.4	146.3	18.3	1,638	2,662.8	1.6	0.2
STATEWIDE	52,935	7,688,910.5	145.3	18.2	52,935	122,358.2	2.3	0.3

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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF31

STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: September 29, 2012

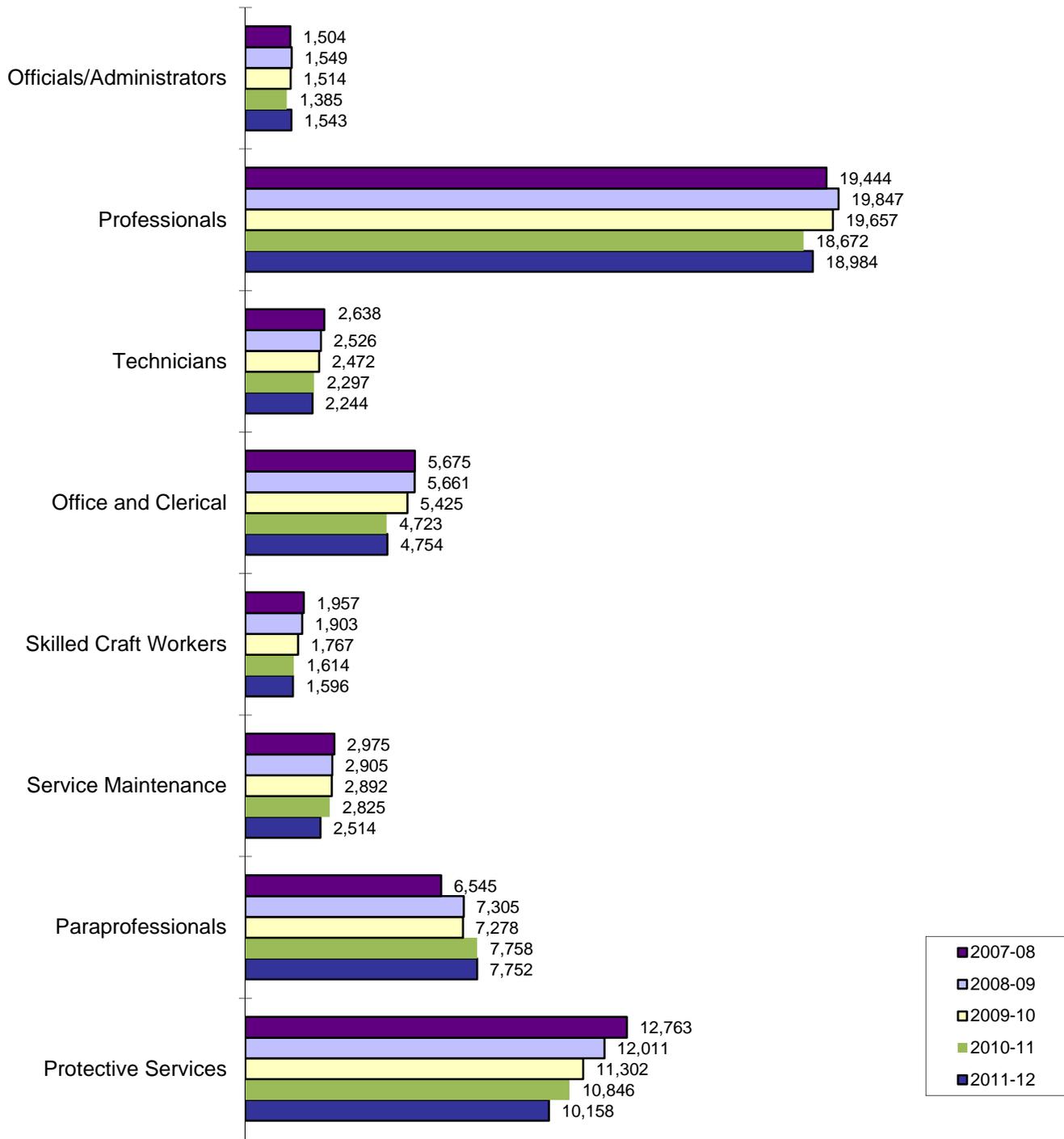
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	0	9	16	32	45	36	65	77	75	35	8	4	402
ATTORNEY GENERAL	0	5	31	47	51	63	67	75	80	38	12	2	471
AUDITOR GENERAL	0	18	21	13	19	21	26	14	10	2	0	0	144
CIVIL RIGHTS	0	0	5	7	9	17	11	13	13	14	4	1	94
CIVIL SERVICE COMMISSION	2	14	16	33	49	47	81	89	61	23	3	1	419
COMMUNITY HEALTH	3	102	226	268	295	350	428	526	543	296	70	13	3,120
CORRECTIONS	8	157	588	1,065	1,673	2,608	2,796	2,422	1,482	544	98	17	13,458
EDUCATION	0	7	19	52	57	58	55	89	87	63	16	2	505
ENVIRONMENTAL QUALITY	2	10	37	87	131	136	171	220	218	101	19	1	1,133
EXECUTIVE OFFICE	0	9	7	10	1	5	6	7	1	3	1	0	50
HUMAN SERVICES	1	253	1,254	1,614	1,579	1,565	1,296	1,370	1,377	684	119	24	11,136
LICENSING & REGULATORY AFFAIRS	19	78	166	330	341	410	439	582	614	358	106	30	3,473
MILITARY & VETERAN AFFAIRS	6	29	51	73	76	118	128	178	171	71	6	7	914
NATURAL RESOURCES	114	378	216	215	273	271	255	337	325	160	84	45	2,673
STATE	4	94	125	120	142	175	217	290	235	115	14	2	1,533
STATE POLICE	1	50	145	212	401	547	512	284	189	54	8	1	2,404
STRATEGIC FUND	1	38	41	66	87	82	93	107	104	50	24	8	701
TECHNOLOGY, MANAGEMENT & BUDGET	6	80	137	201	285	357	408	478	423	191	37	7	2,610
TRANSPORTATION	11	120	141	295	304	359	446	483	376	156	22	13	2,726
TREASURY	5	55	133	163	170	181	218	295	223	107	24	5	1,579
Statewide Total:	183	1,506	3,375	4,903	5,988	7,406	7,718	7,936	6,607	3,065	675	183	49,545
Average Age:	19.2	23.0	27.7	32.6	37.6	42.5	47.6	52.4	57.3	62.0	66.7	73.6	45.2

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

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 HWF23

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2007-08 through 2011-12



2011-12 Grand Total: 49,545

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: September 29, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	19	24
ALGER	303	9	312
ALLEGAN	228	57	285
ALPENA	145	12	157
ANTRIM	27	1	28
ARENAC	28	4	32
BARAGA	377	19	396
BARRY	69	23	92
BAY	305	53	358
BENZIE	28	5	33
BERRIEN	352	47	399
BRANCH	389	11	400
CALHOUN	299	31	330
CASS	87	8	95
CHARLEVOIX	20	53	73
CHEBOYGAN	69	53	122
CHIPPEWA	1,016	91	1,107
CLARE	47	21	68
CLINTON	137	44	181
CRAWFORD	149	149	298
DELTA	178	28	206
DICKINSON	54	8	62
EATON	3,195	242	3,437
EMMET	77	39	116
GENESEE	846	111	957
GLADWIN	39	5	44
GOGEBIC	278	20	298
GRAND TRAVERSE	526	65	591
GRATIOT	830	15	845
HILLSDALE	62	6	68
HOUGHTON	71	31	102
HURON	33	37	70
INGHAM	9,219	932	10,151
IONIA	1,518	45	1,563
IOSCO	39	25	64
IRON	53	9	62
ISABELLA	159	13	172
JACKSON	2,216	69	2,285
KALAMAZOO	1,102	161	1,263
KALKASKA	48	3	51
KENT	1,722	193	1,915
KEWEENAW	2	16	18
LAKE	49	7	56
LAPEER	424	27	451

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: September 29, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	7	10
LENAWEE	653	27	680
LIVINGSTON	568	60	628
LUCE	312	25	337
MACKINAC	115	86	201
MACOMB	1,358	80	1,438
MANISTEE	341	27	368
MARQUETTE	803	54	857
MASON	40	25	65
MECOSTA	89	5	94
MENOMINEE	26	18	44
MIDLAND	82	12	94
MISSAUKEE	58	11	69
MONROE	185	35	220
MONTCALM	606	18	624
MONTMORENCY	51	21	72
MUSKEGON	884	54	938
NEWAYGO	71	6	77
OAKLAND	1,150	174	1,324
OCEANA	75	38	113
OGEMAW	84	21	105
ONTONAGON	23	14	37
OSCEOLA	23	2	25
OSCODA	20	5	25
OTSEGO	256	37	293
OTTAWA	165	73	238
OUT OF STATE	40	4	44
PRESQUE ISLE	17	21	38
ROSCOMMON	103	34	137
SAGINAW	927	53	980
SANILAC	42	19	61
SCHOOLCRAFT	32	22	54
SHIAWASSEE	80	10	90
ST CLAIR	253	67	320
ST JOSEPH	76	8	84
TUSCOLA	431	58	489
VAN BUREN	214	43	257
WASHTENAW	1,451	116	1,567
WAYNE	5,278	428	5,706
WEXFORD	172	23	195
WORK AT HOME - MI	873	37	910
Grand Total:	44,850	4,695	49,545

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

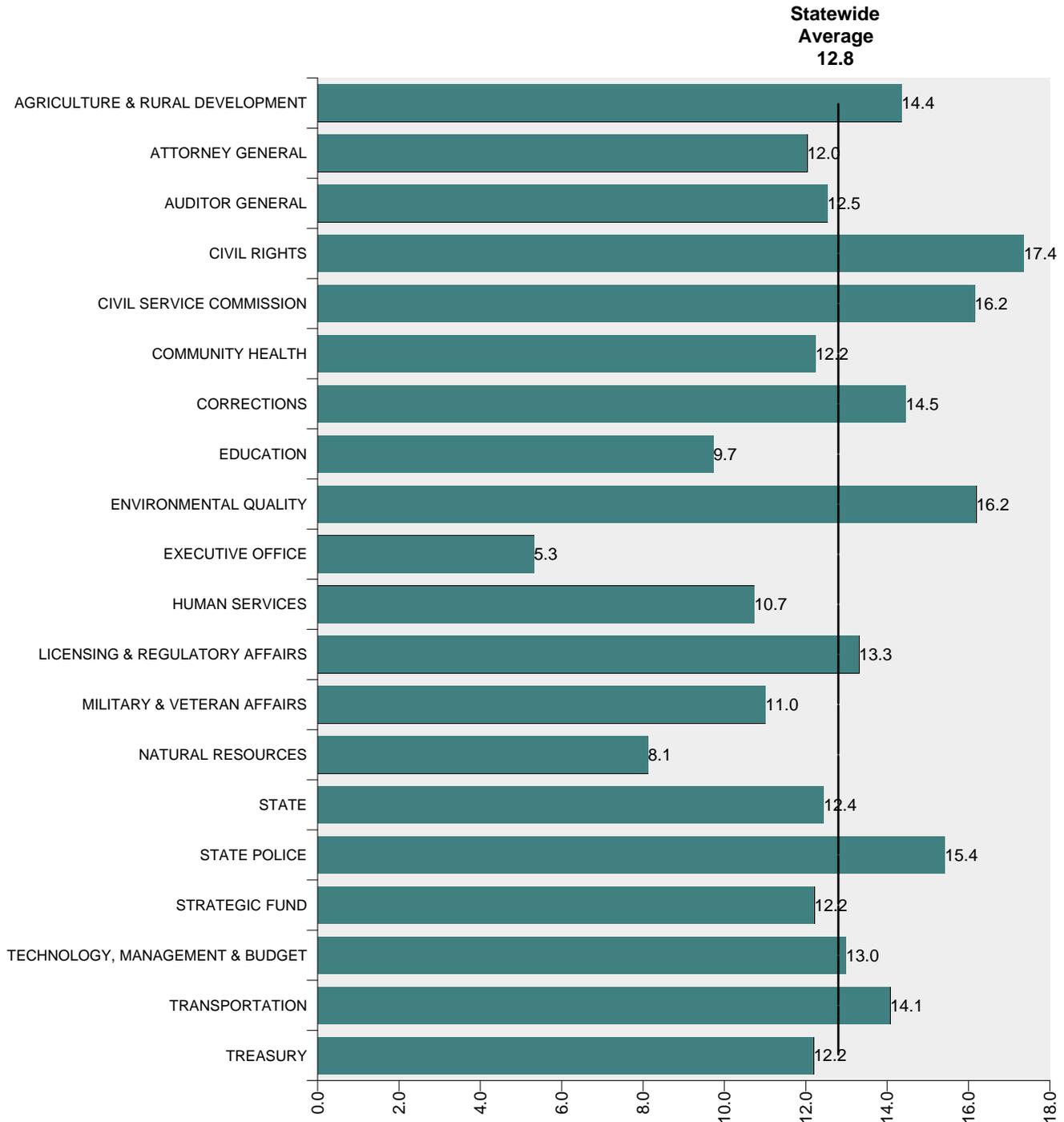
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 29, 2012



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 HWF18

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

Pay End Date: September 29, 2012

DEPARTMENT	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
AGRICULTURE & RURAL DEVELOPMENT																
00 - 05 YEARS	40	39	3	1	0	1	1	1	0	0	1	0	45	42	0	0
06 - 10 YEARS	27	29	1	2	0	0	0	0	0	0	0	0	28	31	0	0
11 - 15 YEARS	40	37	1	4	1	0	0	2	0	1	0	0	42	44	0	1
16 - 20 YEARS	31	20	1	1	0	1	1	0	0	1	0	0	33	23	0	0
21 - 25 YEARS	36	28	0	2	0	0	0	1	1	1	0	0	37	32	2	1
26 - 30 YEARS	8	8	0	2	0	0	0	0	0	0	0	0	8	10	0	2
31 - 35 YEARS	6	5	1	4	0	0	1	0	1	0	0	0	9	9	0	2
36 - 40 YEARS	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	193	170	7	16	1	2	3	4	2	3	1	0	207	195	2	7
MORE THAN 10 YEARS:	126	102	3	13	1	1	2	3	2	3	0	0	134	122	2	7
AVERAGE YEARS	14.6	13.7	10.6	19.4	12.0	10.0	19.3	12.0	26.5	17.0	2.0	0.0	14.6	14.1	23.5	27.1

DEPARTMENT AVERAGE YEARS 14.4

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

DEPARTMENT	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
ATTORNEY GENERAL																
00 - 05 YEARS	65	79	3	7	0	0	0	3	0	0	3	1	71	90	1	0
06 - 10 YEARS	38	48	7	5	0	0	0	1	0	0	2	2	47	56	0	0
11 - 15 YEARS	17	34	0	6	0	0	0	1	0	2	0	0	17	43	0	0
16 - 20 YEARS	22	15	2	2	0	0	1	1	0	0	0	0	25	18	0	0
21 - 25 YEARS	12	20	0	2	0	0	0	2	1	0	0	0	13	24	0	1
26 - 30 YEARS	17	9	2	4	0	0	0	1	0	0	0	0	19	14	1	1
31 - 35 YEARS	10	10	1	1	0	0	2	1	0	0	0	0	13	12	0	0
36 - 40 YEARS	5	2	0	1	0	0	0	0	0	0	0	0	5	3	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	187	217	15	28	0	0	3	10	1	2	5	3	211	260	2	2
MORE THAN 10 YEARS:	84	90	5	16	0	0	3	6	1	2	0	0	93	114	1	2
AVERAGE YEARS	12.8	10.9	13.2	14.1	0.0	0.0	28.0	14.7	24.0	13.5	4.2	6.0	12.9	11.4	16.0	24.5

DEPARTMENT AVERAGE YEARS 12.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

DEPARTMENT	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
AUDITOR GENERAL																
00 - 05 YEARS	30	19	0	0	0	0	0	0	0	0	0	0	30	19	0	0
06 - 10 YEARS	2	8	0	0	0	0	0	0	0	0	0	0	2	8	0	0
11 - 15 YEARS	14	19	1	0	0	0	0	0	0	1	0	0	15	20	0	0
16 - 20 YEARS	7	10	0	2	0	0	0	0	0	0	0	0	7	12	0	0
21 - 25 YEARS	1	10	1	0	0	0	0	0	0	0	0	0	2	10	0	0
26 - 30 YEARS	6	4	1	0	0	0	0	0	0	0	0	0	7	4	0	1
31 - 35 YEARS	4	1	1	0	0	0	0	0	0	0	0	0	5	1	0	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	66	71	4	2	0	0	0	0	0	1	0	0	70	74	0	1
MORE THAN 10 YEARS:	34	44	4	2	0	0	0	0	0	1	0	0	38	47	0	1
AVERAGE YEARS	11.4	12.8	24.8	17.5	0.0	0.0	0.0	0.0	0.0	12.0	0.0	0.0	12.2	12.9	0.0	26.0

DEPARTMENT AVERAGE YEARS 12.5

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

DEPARTMENT	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
CIVIL RIGHTS																
00 - 05 YEARS	0	6	3	8	0	0	0	1	0	0	0	0	3	15	0	1
06 - 10 YEARS	1	4	2	9	0	0	0	1	0	0	0	0	3	14	0	0
11 - 15 YEARS	3	3	0	10	0	0	0	0	0	1	0	0	3	14	0	0
16 - 20 YEARS	2	1	3	0	0	0	0	1	0	0	0	0	5	2	0	0
21 - 25 YEARS	1	4	0	5	0	0	2	1	0	0	0	0	3	10	0	0
26 - 30 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	1	1	0	5	0	0	0	1	0	0	0	0	1	7	0	1
36 - 40 YEARS	1	2	2	4	0	0	1	1	0	0	0	0	4	7	0	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	9	22	10	43	0	0	3	6	0	1	0	0	22	72	0	2
MORE THAN 10 YEARS:	8	12	5	26	0	0	3	4	0	1	0	0	16	43	0	1
AVERAGE YEARS	20.0	15.6	15.9	16.8	0.0	0.0	27.7	21.5	0.0	15.0	0.0	0.0	19.1	16.8	0.0	18.0

DEPARTMENT AVERAGE YEARS 17.4

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

DEPARTMENT	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
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	17	62	3	7	0	0	1	0	0	0	1	0	22	69	0	0
06 - 10 YEARS	8	42	3	4	0	0	0	1	0	0	0	0	11	47	0	0
11 - 15 YEARS	7	53	1	9	0	1	0	0	0	3	0	0	8	66	0	1
16 - 20 YEARS	4	25	1	5	0	0	1	0	0	0	0	0	6	30	0	0
21 - 25 YEARS	4	42	2	12	0	2	0	4	0	1	0	0	6	61	0	1
26 - 30 YEARS	4	20	0	10	0	1	1	5	0	0	0	0	5	36	0	2
31 - 35 YEARS	2	18	3	6	1	1	0	1	0	0	0	0	6	26	0	1
36 - 40 YEARS	3	10	1	2	0	0	0	1	0	0	0	0	4	13	0	1
MORE THAN 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	50	273	14	56	1	5	3	12	0	4	1	0	69	350	0	6
MORE THAN 10 YEARS:	25	169	8	45	1	5	2	11	0	4	0	0	36	234	0	6
AVERAGE YEARS	13.7	15.2	17.7	19.8	34.0	24.2	15.0	25.8	0.0	15.5	2.0	0.0	14.7	16.4	0.0	27.0

DEPARTMENT AVERAGE YEARS 16.2

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

DEPARTMENT	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
COMMUNITY HEALTH																
00 - 05 YEARS	224	408	90	174	2	6	10	19	18	13	40	95	384	715	0	1
06 - 10 YEARS	151	271	48	72	1	2	8	11	7	13	0	0	215	369	0	1
11 - 15 YEARS	106	208	27	78	1	1	3	5	9	8	0	0	146	300	1	2
16 - 20 YEARS	82	120	21	42	2	1	5	4	1	8	0	0	111	175	4	5
21 - 25 YEARS	49	116	22	44	0	2	3	6	4	10	0	0	78	178	3	7
26 - 30 YEARS	44	67	16	23	0	1	3	6	3	3	0	0	66	100	5	8
31 - 35 YEARS	55	86	31	27	1	2	2	2	3	2	0	0	92	119	3	9
36 - 40 YEARS	17	35	5	3	0	1	0	2	1	0	0	0	23	41	3	1
MORE THAN 40 YEARS	0	6	1	0	0	0	1	0	0	0	0	0	2	6	0	0
DEPARTMENT TOTAL	728	1,317	261	463	7	16	35	55	46	57	40	95	1,117	2,003	19	34
MORE THAN 10 YEARS:	353	638	123	217	4	8	17	25	21	31	0	0	518	919	19	32
AVERAGE YEARS	12.9	12.9	13.4	11.6	13.6	14.7	13.8	12.8	12.2	13.4	1.1	0.9	12.6	12.0	26.7	25.0

DEPARTMENT AVERAGE YEARS 12.2

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 29, 2012

DEPARTMENT	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
CORRECTIONS																
00 - 05 YEARS	894	851	185	277	26	11	44	25	6	8	19	19	1,174	1,191	2	0
06 - 10 YEARS	893	485	136	185	20	10	26	16	5	6	5	1	1,085	703	2	2
11 - 15 YEARS	2,066	691	211	230	51	15	54	23	9	7	0	0	2,391	966	5	1
16 - 20 YEARS	1,563	569	163	177	46	12	45	23	9	3	0	0	1,826	784	8	8
21 - 25 YEARS	1,462	394	161	150	51	8	33	11	7	1	0	0	1,714	564	63	25
26 - 30 YEARS	463	123	113	92	6	5	9	1	0	2	0	0	591	223	33	7
31 - 35 YEARS	80	61	18	19	1	1	1	5	0	0	0	0	100	86	10	4
36 - 40 YEARS	20	19	7	6	0	0	0	0	1	0	0	0	28	25	5	0
MORE THAN 40 YEARS	3	2	0	1	0	0	1	0	0	0	0	0	4	3	0	0
DEPARTMENT TOTAL	7,444	3,195	994	1,137	201	62	213	104	37	27	24	20	8,913	4,545	128	47
MORE THAN 10 YEARS:	5,657	1,859	673	675	155	41	143	63	26	13	0	0	6,654	2,651	124	45
AVERAGE YEARS	15.4	12.6	15.0	13.4	15.6	14.1	13.6	12.8	14.2	10.5	4.1	2.9	15.3	12.8	24.5	23.3

DEPARTMENT AVERAGE YEARS 14.5

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 29, 2012

DEPARTMENT	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
EDUCATION																
00 - 05 YEARS	50	147	7	17	0	0	1	2	2	1	1	0	61	167	0	0
06 - 10 YEARS	37	63	4	4	0	0	0	0	0	1	0	1	41	69	0	0
11 - 15 YEARS	16	43	1	2	0	0	1	1	0	0	0	0	18	46	0	0
16 - 20 YEARS	2	22	0	2	0	0	0	0	0	0	0	0	2	24	0	0
21 - 25 YEARS	4	17	0	4	0	0	0	0	0	0	0	0	4	21	0	1
26 - 30 YEARS	1	13	1	1	0	0	0	1	0	1	0	0	2	16	0	0
31 - 35 YEARS	2	15	1	2	0	0	0	1	0	0	0	0	3	18	0	0
36 - 40 YEARS	1	9	0	0	0	0	0	1	0	0	0	0	1	10	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	113	331	14	32	0	0	2	6	2	3	1	1	132	373	0	1
MORE THAN 10 YEARS:	26	121	3	11	0	0	1	4	0	1	0	0	30	137	0	1
AVERAGE YEARS	7.7	10.3	8.8	9.9	0.0	0.0	7.0	18.5	2.5	12.7	2.0	8.0	7.7	10.4	0.0	23.0

DEPARTMENT AVERAGE YEARS 9.7

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

Pay End Date: September 29, 2012

DEPARTMENT	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
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	64	73	2	2	0	0	0	1	0	0	4	3	70	79	0	0
06 - 10 YEARS	90	103	4	0	0	1	1	4	1	1	0	1	96	110	0	0
11 - 15 YEARS	107	101	5	3	0	0	1	2	2	5	0	0	115	111	0	0
16 - 20 YEARS	77	53	2	3	0	0	1	2	7	4	0	0	87	62	1	1
21 - 25 YEARS	118	83	2	8	0	0	4	2	2	2	0	0	126	95	3	2
26 - 30 YEARS	43	27	3	7	0	2	0	1	2	1	0	0	48	38	0	1
31 - 35 YEARS	43	25	1	1	1	0	0	0	0	1	0	0	45	27	4	2
36 - 40 YEARS	14	8	0	0	0	0	0	0	0	0	0	0	14	8	1	0
MORE THAN 40 YEARS	0	1	0	0	0	0	1	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	556	474	19	24	1	3	8	12	14	14	4	4	602	531	9	6
MORE THAN 10 YEARS:	402	298	13	22	1	2	7	7	13	13	0	0	436	342	9	6
AVERAGE YEARS	17.0	14.9	16.5	21.0	34.0	21.0	22.4	13.9	19.2	18.3	2.5	4.3	17.0	15.2	28.4	26.2

DEPARTMENT AVERAGE YEARS 16.2

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

Pay End Date: September 29, 2012

DEPARTMENT	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
EXECUTIVE OFFICE																
00 - 05 YEARS	11	20	0	2	0	0	0	0	0	0	0	1	11	23	0	0
06 - 10 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	2	6	0	0
11 - 15 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
26 - 30 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	17	30	0	2	0	0	0	0	0	0	0	1	17	33	0	0
MORE THAN 10 YEARS:	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	0
AVERAGE YEARS	5.4	5.6	0.0	2.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	5.4	5.3	0.0	0.0

DEPARTMENT AVERAGE YEARS 5.3

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

Pay End Date: September 29, 2012

DEPARTMENT	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
HUMAN SERVICES																
00 - 05 YEARS	664	2,585	231	1,368	4	20	27	133	6	24	22	88	954	4,218	0	5
06 - 10 YEARS	167	735	49	383	0	6	16	44	4	4	1	2	237	1,174	0	6
11 - 15 YEARS	192	746	62	537	1	10	10	63	2	13	0	0	267	1,369	1	6
16 - 20 YEARS	142	432	63	226	2	7	10	40	3	7	0	0	220	712	8	14
21 - 25 YEARS	105	302	39	235	1	7	13	42	3	8	0	0	161	594	14	23
26 - 30 YEARS	58	145	18	99	1	1	6	8	0	2	0	0	83	255	5	11
31 - 35 YEARS	97	284	26	177	0	5	3	8	1	3	0	0	127	477	9	28
36 - 40 YEARS	61	112	12	72	0	1	0	5	0	0	0	0	73	190	5	12
MORE THAN 40 YEARS	7	13	0	5	0	0	0	0	0	0	0	0	7	18	2	2
DEPARTMENT TOTAL	1,493	5,354	500	3,102	9	57	85	343	19	61	23	90	2,129	9,007	44	107
MORE THAN 10 YEARS:	662	2,034	220	1,351	5	31	42	166	9	33	0	0	938	3,615	44	96
AVERAGE YEARS	11.9	10.2	11.1	11.1	11.6	13.0	12.8	11.3	11.8	11.8	1.7	1.7	11.7	10.5	27.5	25.2

DEPARTMENT AVERAGE YEARS 10.7

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 29, 2012

DEPARTMENT	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
LICENSING & REGULATORY AFFAIRS																
00 - 05 YEARS	265	450	39	115	2	1	11	13	9	12	7	17	333	608	1	5
06 - 10 YEARS	202	369	50	234	1	4	6	10	5	6	1	1	265	624	2	4
11 - 15 YEARS	140	234	12	79	0	3	7	11	1	5	0	0	160	332	4	3
16 - 20 YEARS	86	141	8	45	1	2	1	3	1	2	0	0	97	193	4	7
21 - 25 YEARS	85	137	25	63	1	0	5	9	3	6	0	0	119	215	8	15
26 - 30 YEARS	46	56	16	39	1	3	5	8	2	1	0	0	70	107	3	5
31 - 35 YEARS	49	110	12	46	0	0	3	3	0	2	0	0	64	161	3	12
36 - 40 YEARS	27	44	8	22	0	0	1	0	2	1	0	0	38	67	5	6
MORE THAN 40 YEARS	6	8	2	4	0	0	0	0	0	0	0	0	8	12	1	1
DEPARTMENT TOTAL	906	1,549	172	647	6	13	39	57	23	35	8	18	1,154	2,319	31	58
MORE THAN 10 YEARS:	439	730	83	298	3	8	22	34	9	17	0	0	556	1,087	28	49
AVERAGE YEARS	13.0	13.0	15.3	14.2	13.0	13.8	14.7	14.2	11.8	12.9	2.6	2.6	13.3	13.3	24.1	23.7

DEPARTMENT AVERAGE YEARS 13.3

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 29, 2012

DEPARTMENT	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
MILITARY & VETERAN AFFAIRS																
00 - 05 YEARS	171	109	6	20	1	1	2	6	3	2	2	1	185	139	0	0
06 - 10 YEARS	71	64	4	33	0	0	2	0	0	1	1	0	78	98	0	1
11 - 15 YEARS	47	61	4	24	1	0	4	3	1	2	0	0	57	90	0	0
16 - 20 YEARS	35	44	1	14	0	1	3	0	0	0	0	0	39	59	1	1
21 - 25 YEARS	40	40	3	11	0	1	2	2	0	1	0	0	45	55	2	1
26 - 30 YEARS	12	20	2	4	1	1	0	0	0	0	0	0	15	25	1	1
31 - 35 YEARS	8	12	2	1	1	0	0	2	0	0	0	0	11	15	0	2
36 - 40 YEARS	1	0	0	2	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	385	350	22	109	4	4	13	13	4	6	3	1	431	483	4	6
MORE THAN 10 YEARS:	143	177	12	56	3	3	9	7	1	3	0	0	168	246	4	5
AVERAGE YEARS	9.4	12.0	14.1	12.3	18.5	17.8	13.5	12.9	4.0	10.7	5.3	2.0	9.8	12.1	23.3	24.3

DEPARTMENT AVERAGE YEARS 11.0

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 29, 2012

DEPARTMENT	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
NATURAL RESOURCES																
00 - 05 YEARS	805	515	16	11	4	6	4	1	0	0	43	36	872	569	5	2
06 - 10 YEARS	210	97	2	3	1	0	4	0	3	0	2	0	222	100	1	0
11 - 15 YEARS	219	82	1	1	4	0	1	1	1	2	0	0	226	86	2	2
16 - 20 YEARS	136	51	5	3	2	1	2	0	2	0	0	0	147	55	0	0
21 - 25 YEARS	123	61	7	3	4	1	3	6	0	0	0	0	137	71	4	4
26 - 30 YEARS	65	36	3	0	1	1	0	1	0	0	0	0	69	38	1	1
31 - 35 YEARS	25	16	0	1	2	1	0	0	1	1	0	0	28	19	0	1
36 - 40 YEARS	23	7	0	0	0	0	0	0	0	0	0	0	23	7	0	1
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
DEPARTMENT TOTAL	1,610	865	34	22	18	10	14	9	7	3	45	36	1,728	945	14	11
MORE THAN 10 YEARS:	595	253	16	8	13	4	6	8	4	3	0	0	634	276	8	9
AVERAGE YEARS	8.7	7.2	10.9	9.0	16.2	10.3	10.8	20.4	15.4	21.0	0.5	0.0	8.7	7.1	14.3	20.1

DEPARTMENT AVERAGE YEARS 8.1

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

Pay End Date: September 29, 2012

DEPARTMENT	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
STATE																
00 - 05 YEARS	67	242	13	107	1	0	2	11	1	5	15	83	99	448	0	0
06 - 10 YEARS	21	120	6	22	0	1	0	7	0	2	1	1	28	153	0	0
11 - 15 YEARS	45	154	4	34	1	3	3	9	1	1	0	0	54	201	1	1
16 - 20 YEARS	14	80	2	25	0	4	0	8	0	2	0	0	16	119	0	4
21 - 25 YEARS	18	101	3	49	0	0	1	12	1	0	0	0	23	162	2	19
26 - 30 YEARS	11	54	6	25	1	0	1	3	1	4	0	0	20	86	2	5
31 - 35 YEARS	23	46	3	9	0	1	0	4	0	0	0	0	26	60	1	3
36 - 40 YEARS	8	20	1	3	0	0	0	1	0	0	0	0	9	24	0	0
MORE THAN 40 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	1	4	0	0
DEPARTMENT TOTAL	208	821	38	274	3	9	7	55	4	14	16	84	276	1,257	6	32
MORE THAN 10 YEARS:	120	459	19	145	2	8	5	37	3	7	0	0	149	656	6	32
AVERAGE YEARS	14.1	13.2	13.8	12.3	12.7	17.1	12.4	15.2	15.8	12.6	0.9	0.4	13.2	12.3	24.2	23.6

DEPARTMENT AVERAGE YEARS 12.4

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

Pay End Date: September 29, 2012

DEPARTMENT	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
STATE POLICE																
00 - 05 YEARS	188	96	6	6	1	1	3	2	2	1	46	3	246	109	0	0
06 - 10 YEARS	126	115	3	2	0	0	6	5	0	0	0	0	135	122	0	0
11 - 15 YEARS	472	112	8	11	3	1	7	2	3	0	0	0	493	126	0	0
16 - 20 YEARS	370	96	34	6	14	0	12	0	3	1	0	0	433	103	2	0
21 - 25 YEARS	216	81	39	4	6	0	14	2	2	1	0	0	277	88	1	3
26 - 30 YEARS	116	44	20	8	4	0	7	0	0	0	0	0	147	52	3	3
31 - 35 YEARS	31	18	5	2	0	0	1	2	0	0	0	0	37	22	1	0
36 - 40 YEARS	5	9	0	0	0	0	0	0	0	0	0	0	5	9	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,524	571	115	39	28	2	50	13	10	3	46	3	1,773	631	7	6
MORE THAN 10 YEARS:	1,210	360	106	31	27	1	41	6	8	2	0	0	1,392	400	7	6
AVERAGE YEARS	15.6	14.7	20.6	17.2	19.4	9.5	18.1	13.8	14.9	14.3	0.7	1.3	15.6	14.8	25.0	25.8

DEPARTMENT AVERAGE YEARS 15.4

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

Pay End Date: September 29, 2012

DEPARTMENT	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
STRATEGIC FUND																
00 - 05 YEARS	88	107	14	30	1	0	3	9	1	1	1	1	108	148	1	3
06 - 10 YEARS	40	51	5	12	0	0	3	4	0	1	1	0	49	68	1	2
11 - 15 YEARS	29	55	7	12	0	0	2	2	1	3	0	1	39	73	2	1
16 - 20 YEARS	20	28	4	6	0	0	0	2	0	1	0	0	24	37	1	1
21 - 25 YEARS	8	17	4	9	0	0	3	2	1	0	0	0	16	28	1	0
26 - 30 YEARS	9	18	4	7	0	1	3	2	1	1	0	0	17	29	1	2
31 - 35 YEARS	10	24	2	5	0	0	0	4	0	0	0	0	12	33	4	3
36 - 40 YEARS	6	8	0	2	0	0	0	0	0	0	0	0	6	10	1	1
MORE THAN 40 YEARS	1	2	1	0	0	0	0	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	211	310	41	83	1	1	14	25	4	7	2	2	273	428	12	13
MORE THAN 10 YEARS:	83	152	22	41	0	1	8	12	3	5	0	1	116	212	10	8
AVERAGE YEARS	10.8	12.5	13.1	13.2	3.0	27.0	14.7	14.1	16.3	14.4	5.5	6.0	11.4	12.7	24.0	19.0

DEPARTMENT AVERAGE YEARS 12.2

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

Pay End Date: September 29, 2012

DEPARTMENT	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
TECHNOLOGY, MANAGEMENT & BUDGET																
00 - 05 YEARS	417	184	34	28	1	1	9	10	46	36	28	12	535	271	0	0
06 - 10 YEARS	210	98	8	14	1	0	4	2	29	23	2	2	254	139	1	1
11 - 15 YEARS	313	158	16	20	1	0	6	3	12	5	0	0	348	186	3	0
16 - 20 YEARS	132	81	4	8	0	1	4	2	7	4	0	0	147	96	2	2
21 - 25 YEARS	116	93	25	16	2	1	7	7	11	4	0	0	161	121	6	7
26 - 30 YEARS	45	43	9	13	0	0	1	1	4	0	0	0	59	57	3	3
31 - 35 YEARS	70	60	8	10	0	0	2	3	0	4	0	0	80	77	6	1
36 - 40 YEARS	35	29	2	2	0	0	3	4	0	0	0	0	40	35	1	3
MORE THAN 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
DEPARTMENT TOTAL	1,339	749	106	111	5	3	36	32	109	76	30	14	1,625	985	22	17
MORE THAN 10 YEARS:	712	467	64	69	3	2	23	20	34	17	0	0	836	575	21	16
AVERAGE YEARS	12.3	14.9	14.9	15.2	13.8	14.7	16.0	17.3	9.2	8.0	2.4	3.1	12.2	14.3	24.9	25.7

DEPARTMENT AVERAGE YEARS 13.0

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

Pay End Date: September 29, 2012

DEPARTMENT	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
TRANSPORTATION																
00 - 05 YEARS	337	169	18	12	9	4	8	3	6	1	4	2	382	191	0	1
06 - 10 YEARS	380	148	18	13	5	0	5	5	7	6	0	0	415	172	1	1
11 - 15 YEARS	376	115	17	10	2	4	4	1	8	5	0	0	407	135	1	0
16 - 20 YEARS	142	63	10	9	5	2	4	0	1	2	0	0	162	76	1	1
21 - 25 YEARS	263	92	22	12	4	2	9	2	5	3	0	0	303	111	11	5
26 - 30 YEARS	102	50	13	9	3	0	7	1	2	0	0	0	127	60	8	6
31 - 35 YEARS	48	37	6	9	0	0	3	3	1	0	0	0	58	49	5	7
36 - 40 YEARS	33	18	6	2	0	0	4	0	1	0	0	0	44	20	2	4
MORE THAN 40 YEARS	7	3	0	0	0	0	0	0	4	0	0	0	11	3	3	0
DEPARTMENT TOTAL	1,688	695	110	76	28	12	44	15	35	17	4	2	1,909	817	32	25
MORE THAN 10 YEARS:	971	378	74	51	14	8	31	7	22	10	0	0	1,112	454	31	23
AVERAGE YEARS	13.7	13.8	17.1	17.3	12.3	11.3	18.6	14.9	17.5	13.2	3.0	2.0	14.1	14.1	27.5	27.9

DEPARTMENT AVERAGE YEARS 14.1

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 29, 2012

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	162	244	28	50	1	1	2	12	5	4	4	3	202	314	0	0
06 - 10 YEARS	101	191	15	41	1	2	0	4	5	6	0	0	122	244	1	0
11 - 15 YEARS	70	106	8	23	0	0	3	3	5	4	0	0	86	136	0	0
16 - 20 YEARS	38	59	4	13	0	3	0	3	0	1	0	0	42	79	4	2
21 - 25 YEARS	35	46	11	23	0	0	2	8	5	0	0	0	53	77	1	8
26 - 30 YEARS	10	40	8	16	0	0	2	4	0	0	0	0	20	60	3	2
31 - 35 YEARS	12	60	5	15	0	0	1	4	0	0	0	0	18	79	3	3
36 - 40 YEARS	14	19	2	3	0	1	3	0	0	1	0	0	19	24	2	1
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	1	0
DEPARTMENT TOTAL	444	767	81	184	2	7	13	38	20	16	4	3	564	1,015	15	16
MORE THAN 10 YEARS:	181	332	38	93	0	4	11	22	10	6	0	0	240	457	14	16
AVERAGE YEARS	10.9	12.3	13.3	13.7	4.5	15.4	22.9	15.2	12.0	9.4	3.0	5.0	11.5	12.6	27.0	25.8

DEPARTMENT AVERAGE YEARS 12.2

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 29, 2012

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	4,559	6,405	701	2,242	53	53	128	252	105	108	241	365	5,787	9,425	10	18
06- 10 YEARS	2,777	3,047	365	1,038	30	26	81	115	66	70	16	11	3,335	4,307	9	18
11- 15 YEARS	4,282	3,012	386	1,093	66	38	106	132	55	68	0	1	4,895	4,344	20	18
16- 20 YEARS	2,905	1,911	328	589	72	35	90	89	34	36	0	0	3,429	2,660	36	46
21- 25 YEARS	2,697	1,685	366	652	69	24	101	119	46	38	0	0	3,279	2,518	121	123
26- 30 YEARS	1,060	779	235	360	18	16	45	43	15	15	0	0	1,373	1,213	69	61
31- 35 YEARS	576	889	126	340	7	11	19	44	7	13	0	0	735	1,297	49	79
36- 40 YEARS	280	355	46	124	0	3	12	15	5	2	0	0	343	499	25	31
MORE THAN 40 YEARS	35	48	4	12	0	0	3	0	4	0	0	0	46	60	8	3
STATEWIDE TOTAL	19,171	18,131	2,557	6,450	315	206	585	809	337	350	257	377	23,222	26,323	347	397
MORE THAN 10 YEARS	11,835	8,679	1,491	3,170	232	127	376	442	166	172	0	1	14,100	12,591	328	361
AVERAGE YEARS	13.7	12.0	14.2	12.4	15.5	14.1	14.9	13.2	12.4	11.7	1.7	1.3	13.6	12.0	25.0	24.5
STATEWIDE TOTAL AVERAGE YEARS	12.8															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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.

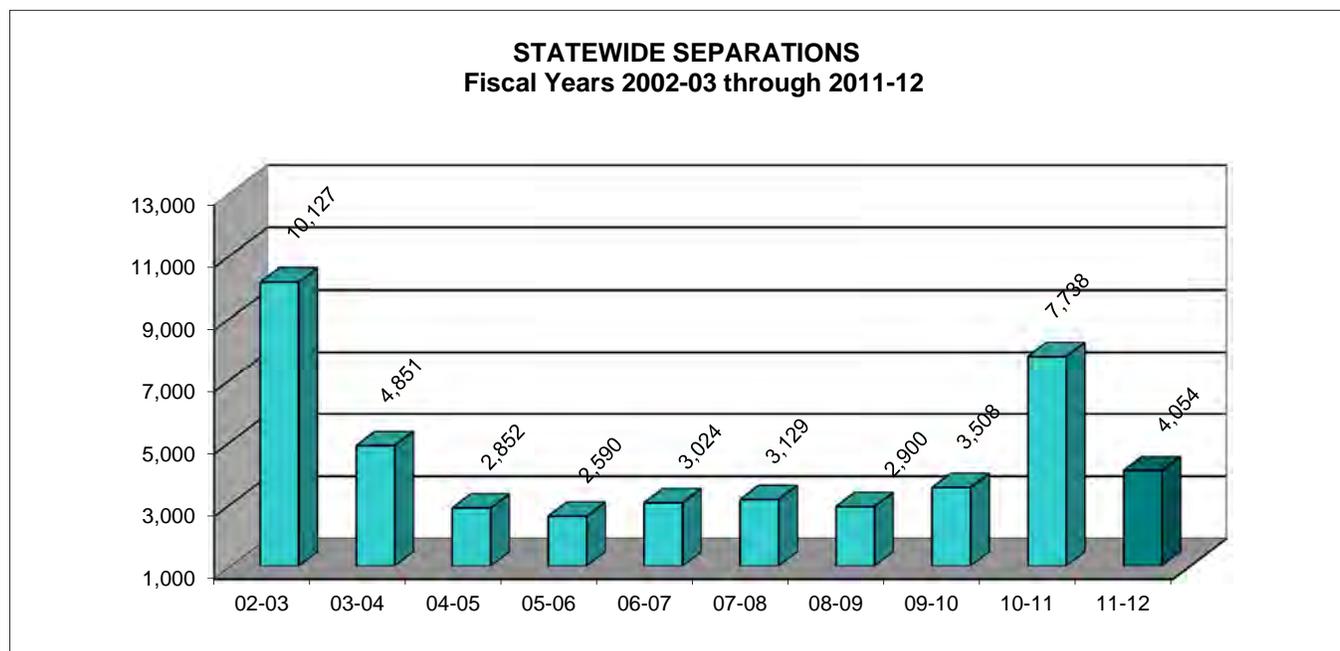
In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 HWF18

Table 3-2

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2011-12**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	79	1.9%
Dismissal	358	8.8%
Expired Appointment	607	15.0%
Total Involuntary Separations	1,044	25.8%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,118	27.6%
Layoff/Leave of Absence Rights Expired	225	5.6%
Waived Rights Leave of Absence	193	4.8%
Settlement	4	0.1%
Total Voluntary Separations	1,540	38.0%
<i>RETIREMENT</i>		
Retirement	1,311	32.3%
Incentive Retirement	2	
Disability Retirement	95	2.3%
Deferred Retirement	20	0.5%
Total Retirements	1,428	35.2%
<i>UNDEFINED SEPARATIONS</i>	41	1.0%
TOTAL SEPARATIONS	4,053	100.0%



Comments: Starting in FY 2005-06, separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only, and starting in FY 2011-12, separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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 noncareer appointments at the end of FY 2011-12.

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

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From Pay End Date: October 02, 2011 Through Pay End Date: September 29, 2012

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL	
AGRICULTURE & RURAL DEVELOPMENT	22	12	0	0	34	18	0	0	1	0	19	15
ATTORNEY GENERAL	42	0	0	0	42	14	0	0	1	0	15	27
AUDITOR GENERAL	19	1	0	0	20	7	0	0	0	0	7	13
CIVIL RIGHTS	6	0	0	0	6	6	0	0	1	0	7	-1
CIVIL SERVICE COMMISSION	10	6	0	0	16	20	0	0	0	0	20	-4
COMMUNITY HEALTH	307	21	4	0	332	255	0	0	21	0	276	56
CORRECTIONS	662	32	29	0	723	1,074	0	54	22	22	1,172	-449
EDUCATION	56	11	2	0	69	29	1	5	0	0	35	34
ENVIRONMENTAL QUALITY	54	2	0	0	56	33	0	1	1	0	35	21
EXECUTIVE OFFICE	11	0	0	0	11	10	0	0	0	0	10	1
HUMAN SERVICES	820	11	30	2	863	654	1	1	24	0	680	183
LICENSING & REGULATORY AFFAIRS	188	58	6	1	253	385	0	241	7	0	633	-380
MILITARY & VETERAN AFFAIRS	20	40	41	0	101	95	42	5	13	0	155	-54
NATURAL RESOURCES	51	1,623	239	0	1,913	68	243	1	0	1	313	1,600
STATE	18	206	3	0	227	148	0	0	3	0	151	76
STATE POLICE	134	1	2	0	137	117	0	0	0	0	117	20
STRATEGIC FUND	46	12	0	0	58	45	0	0	0	0	45	13
TECHNOLOGY, MANAGEMENT & BUDGET	221	50	2	2	275	132	0	0	5	0	137	138
TRANSPORTATION	92	415	17	3	527	483	17	0	8	0	508	19
TREASURY	126	49	1	0	176	86	0	0	4	0	90	86
STATEWIDE TOTALS:	2,905	2,550	376	8	5,839	3,679	304	308	111	23	4,425	1,414

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation classified employees for hires, rehires and returns. It reflects waived rights, departure, and retirement for separations.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 HWF35

STATE OF MICHIGAN
TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2012

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 ¹	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 ²	58,320	5,345	9.2%

STATE OF MICHIGAN
TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2012

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 ²	63,096	3,819	6.1%
1988-89 ²	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92 ²	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 ²	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 ²	60,147	6,214	10.3%
2002-03 ²	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%
2010-11 ²	47,818	7,738	16.2%
2011-12	47,809	4,053	8.5%

Footnote ¹ Turnover Figures for 1977-78 are not available.

Footnote ² Early retirement incentive programs were offered in fiscal years 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02, 2002-03, and 2010-11 increasing turnover in each of those fiscal years.

Comments: Starting in FY 2005-06, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only, and starting in FY 2011-12, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only, except for the following noncareer appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all noncareer appointments at the end of FY 2011-12. 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 fFY 1986-87, waived rights leaves of absence were counted as turnover separations.

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

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2007-08 Through 2011-12

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development ⁶			
2007-08	521	33	6.3%
2008-09	529	41	7.8%
2009-10	447	39	8.7%
2010-11	393	80	20.4%
2011-12	387	16	4.1%
Attorney General			
2007-08	496	47	9.5%
2008-09	494	28	5.7%
2009-10	461	30	6.5%
2010-11	434	94	21.7%
2011-12	462	27	5.8%
Auditor General			
2007-08	138	4	2.9%
2008-09	135	3	2.2%
2009-10	132	4	3.0%
2010-11	134	31	23.1%
2011-12	133	8	6.0%
Civil Rights			
2007-08	117	7	6.0%
2008-09	112	2	1.8%
2009-10	95	6	6.3%
2010-11	90	20	22.2%
2011-12	94	7	7.4%
Civil Service Commission			
2007-08	538	16	3.0%
2008-09	526	18	3.4%
2009-10	488	48	9.8%
2010-11	414	110	26.6%
2011-12	405	18	4.4%
Community Health			
2007-08	3,964	360	9.1%
2008-09	4,075	375	9.2%
2009-10	3,873	421	10.9%
2010-11	3,448	837	24.3%
2011-12	3,013	297	9.9%
Corrections			
2007-08	15,944	945	5.9%
2008-09	15,762	855	5.4%
2009-10	14,943	1,026	6.9%
2010-11	14,223	1,549	10.9%
2011-12	13,541	1,319	9.7%

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2007-08 Through 2011-12

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Education			
2007-08	380	29	7.6%
2008-09	405	31	7.7%
2009-10	445	39	8.8%
2010-11	446	80	17.9%
2011-12	476	32	6.7%
Environmental Quality ⁵			
2007-08	1,354	75	5.5%
2008-09	1,330	38	2.9%
2009-10	1,283	69	5.4%
2010-11	591	17	2.9%
2011-12	1,109	40	3.6%
Executive Office			
2007-08	46	7	15.2%
2008-09	45	9	19.8%
2009-10	41	2	4.9%
2010-11	38	20	52.6%
2011-12	51	10	19.6%
History Arts and Libraries			
2007-08	191	6	3.1%
2008-09	182	9	5.0%
2009-10 ³	--	--	--
2010-11 ³	--	--	--
2011-12 ³	--	--	--
Human Services			
2007-08	9,582	644	6.7%
2008-09	10,168	634	6.2%
2009-10	10,414	801	7.7%
2010-11	10,365	1,849	17.8%
2011-12	11,058	758	6.9%
Information Technology ⁴			
2007-08	1,670	82	4.9%
2008-09	1,709	70	4.1%
2009-10	1,720	92	5.3%
2010-11	--	--	--
2011-12	--	--	--
Licensing & Regulatory Affairs ¹			
2007-08	3,781	251	6.6%
2008-09	4,056	234	5.8%
2009-10	4,298	246	5.7%
2010-11	3,727	564	15.1%
2011-12	3,758	390	10.4%

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2007-08 Through 2011-12

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Management and Budget ⁴			
2007-08	938	36	3.8%
2008-09	967	33	3.4%
2009-10	931	25	2.7%
2010-11	--	--	--
2011-12	--	--	--
Military and Veterans Affairs			
2007-08	921	90	9.8%
2008-09	926	85	9.2%
2009-10	897	94	10.5%
2010-11	891	155	17.4%
2011-12	886	105	11.9%
Natural Resources ⁵			
2007-08	1,564	83	5.3%
2008-09	1,607	84	5.2%
2009-10	1,629	103	6.3%
2010-11	859	35	4.1%
2011-12	1,555	109	7.0%
Natural Resources & Environment ⁵			
2007-08	--	--	--
2008-09	--	--	--
2009-10	--	--	--
2010-11	1,198	368	30.7%
2011-12	--	--	--
State			
2007-08	1,535	105	6.8%
2008-09	1,447	64	4.4%
2009-10	1,372	85	6.2%
2010-11	1,263	264	20.9%
2011-12	1,279	65	5.1%
State Police			
2007-08	2,586	80	3.1%
2008-09	2,622	84	3.2%
2009-10	2,548	137	5.4%
2010-11	2,395	247	10.3%
2011-12	2,360	121	5.1%
Strategic Fund ²			
2007-08	177	13	7.3%
2008-09	193	18	9.4%
2009-10	197	9	4.6%
2010-11	135	26	19.3%
2011-12	636	47	7.4%

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2007-08 Through 2011-12

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Technology, Management and Budget ⁴			
2007-08	--	--	--
2008-09	--	--	--
2009-10	--	--	--
2010-11	2,384	473	19.8%
2011-12	2,461	138	5.6%
Transportation			
2007-08	2,854	123	4.3%
2008-09	2,892	101	3.5%
2009-10	2,844	149	5.2%
2010-11	2,639	614	23.3%
2011-12	2,637	459	17.4%
Treasury			
2007-08	1,502	93	6.2%
2008-09	1,519	84	5.5%
2009-10	1,558	83	5.3%
2010-11	1,754	305	17.4%
2011-12	1,508	87	5.8%
Statewide Total			
2007-08	50,799	3,129	6.2%
2008-09	51,699	2,900	5.6%
2009-10	50,616	3,508	6.9%
2010-11	47,818	7,738	16.2%
2011-12	47,809	4,053	8.5%

- Footnotes:
- ¹ In FY 2005-06 thru FY 2008-09, Energy, Labor & Economic Growth was named the Department of Labor and Economic Growth. In FY 2009-10, the Department of Labor and Economic Growth was renamed Energy, Labor & Economic Growth by Executive Order 2008-20. 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.
 - ² Effective October 1, 2007, Strategic Fund became autonomous.
 - ³ The Department of History Arts and Libraries was established by Executive Order 2001-2, effective July 23, 2001 and then abolished by Executive Order 2009-36, effective October 1, 2009.
 - ⁴ In FY 2009-10, 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.
 - ⁵ In FY 2009-10, 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.
 - ⁶ 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.

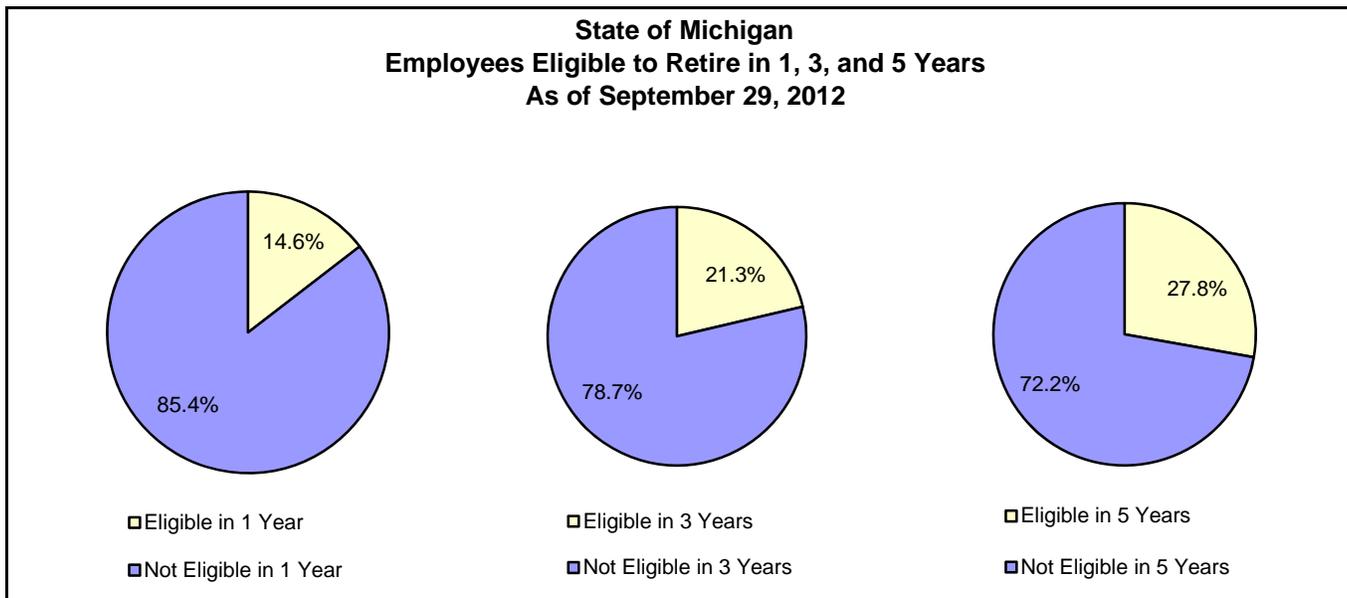
Comments: Starting in FY 2005-06, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation, except for the following noncareer appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all noncareer appointments at the end of FY 2011-12. 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.

An increase in separations occurred in FY 2010-11 due to an early retirement incentive program.

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

**STATE OF MICHIGAN
PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE
OVER THE NEXT ONE, THREE, AND FIVE-YEAR PERIODS
As of September 29, 2012**

Retirement Projections			
Department	1 Year (2013)	3 Years (2015)	5 Years (2017)
Agriculture & Rural Development	16.0%	23.6%	32.2%
Attorney General	16.8%	22.6%	28.7%
Auditor General	7.5%	9.6%	13.0%
Civil Rights	27.6%	30.6%	34.7%
Civil Service Commission	16.4%	22.6%	28.6%
Community Health	18.4%	25.1%	32.0%
Corrections	14.3%	24.0%	31.7%
Education	0.0%	23.2%	29.6%
Environmental Quality	18.9%	28.0%	37.0%
Human Services	13.0%	16.9%	21.1%
Licensing & Regulatory Affairs	20.0%	27.1%	34.4%
Military Affairs	11.2%	17.5%	25.9%
Natural Resources	7.3%	11.0%	15.8%
State	15.3%	22.2%	28.7%
State Police	13.7%	23.1%	29.6%
Strategic Fund	18.0%	24.6%	30.2%
Technology, Management & Budget	16.2%	21.7%	29.0%
Transportation	13.1%	19.1%	27.1%
Treasury	15.4%	21.8%	27.1%
Statewide	14.6%	21.3%	27.8%



Comment: This report reflects employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, unclassified, or on worker's compensation, including those who were on a leave of absence during the fiscal year. 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 MHR-0647, MHR-0649, MHR-0650, and MHR-0738

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

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

Disabled. Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled.” 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 OF MICHIGAN
STATE EMPLOYEES BY EEO CATEGORY-STATEWIDE
Pay End Date: September 29, 2012

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	694 45 %	582 38 %	89 6 %	103 7 %	9 1 %	6 0 %	13 1 %	11 1 %	13 1 %	15 1 %	2 0 %	6 0 %	820	723
02 Professional	6,092 32 %	8,018 42 %	836 4 %	2,806 15 %	34 0 %	67 0 %	160 1 %	277 1 %	233 1 %	251 1 %	93 0 %	117 1 %	7,448	11,536
03 Technician	1,184 53 %	692 31 %	82 4 %	144 6 %	8 0 %	3 0 %	36 2 %	19 1 %	29 1 %	14 1 %	9 0 %	24 1 %	1,348	896
04 Protective Service	7,089 70 %	1,098 11 %	846 8 %	511 5 %	196 2 %	25 0 %	230 2 %	42 0 %	31 0 %	6 0 %	73 1 %	11 0 %	8,465	1,693
05 Para-Professionals	1,163 15 %	3,590 46 %	429 6 %	1,983 26 %	15 0 %	48 1 %	75 1 %	272 4 %	19 0 %	34 0 %	30 0 %	94 1 %	1,731	6,021
06 Admin Support	298 6 %	3,307 70 %	72 2 %	775 16 %	2 0 %	40 1 %	14 0 %	169 4 %	4 0 %	26 1 %	6 0 %	41 1 %	396	4,358
07 Skilled Craft	1,382 87 %	66 4 %	76 5 %	8 1 %	26 2 %	0 0 %	27 2 %	3 0 %	4 0 %	0 0 %	4 0 %	0 0 %	1,519	77
08 Service/Maintenance	1,269 50 %	778 31 %	127 5 %	120 5 %	25 1 %	17 1 %	30 1 %	16 1 %	4 0 %	4 0 %	40 2 %	84 3 %	1,495	1,019
Statewide Total by Category:	19,171 39 %	18,131 37 %	2,557 5 %	6,450 13 %	315 1 %	206 0 %	585 1 %	809 2 %	337 1 %	350 1 %	257 1 %	377 1 %	23,222	26,323

State Employees Grand Total: 49,545

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

Source: Michigan Civil Service Commission MHR-0043

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 29, 2012

AGRICULTURE & RURAL DEVELOPMENT

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	10	59 %	7	41 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	7
02	Professional	139	51 %	106	39 %	6	2 %	11	4 %	1	0 %	1	0 %	3	1 %	152	122
03	Technician	26	67 %	12	31 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	27	12
05	Para-Professionals	3	21 %	8	57 %	0	0 %	2	14 %	0	0 %	1	7 %	0	0 %	3	11
06	Admin Support	1	3 %	33	83 %	0	0 %	3	8 %	0	0 %	2	5 %	0	0 %	1	39
07	Skilled Craft	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0
08	Service/Maintenance	12	75 %	4	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	4
Department Totals by Category:		193	48 %	170	42 %	7	2 %	16	4 %	1	0 %	2	0 %	3	1 %	207	195

Department Total: 402

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 29, 2012

ATTORNEY GENERAL

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	51	64 %	23	29 %	2	3 %	3	4 %	0	0 %	0	0 %	0	0 %	53	27		
02	Professional	118	50 %	88	37 %	7	3 %	8	3 %	0	0 %	0	0 %	2	1 %	3	1 %	133	103
04	Protective Service	13	50 %	5	19 %	5	19 %	2	8 %	0	0 %	0	0 %	1	4 %	0	0 %	19	7
05	Para-Professionals	2	7 %	19	70 %	1	4 %	4	15 %	0	0 %	0	0 %	0	0 %	1	4 %	3	24
06	Admin Support	3	3 %	81	80 %	0	0 %	11	11 %	0	0 %	0	0 %	0	0 %	5	5 %	0	98
08	Service/Maintenance	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
Department Totals by Category:		187	40 %	217	46 %	15	3 %	28	6 %	0	0 %	0	0 %	3	1 %	10	2 %	1	260

Department Total: 471

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

AUDITOR GENERAL

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	55	46 %	58	49 %	4	3 %	1	1 %	0	0 %	0	0 %	0	0 %	59	60
03	Technician	1	25 %	3	75 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3
06	Admin Support	0	0 %	5	83 %	0	0 %	1	17 %	0	0 %	0	0 %	0	0 %	0	6
07	Skilled Craft	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0
Department Totals by Category:		66	46 %	71	49 %	4	3 %	2	1 %	0	0 %	0	0 %	0	0 %	70	74

Department Total: 144

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

CIVIL RIGHTS

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	2	22 %	3	33 %	0	0 %	2	22 %	0	0 %	0	0 %	0	0 %	3	6
02	Professional	7	11 %	14	23 %	9	15 %	26	42 %	0	0 %	0	0 %	2	3 %	3	5 %
03	Technician	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
05	Para-Professionals	0	0 %	0	0 %	1	17 %	4	67 %	0	0 %	0	0 %	0	0 %	1	5
06	Admin Support	0	0 %	4	25 %	0	0 %	11	69 %	0	0 %	0	0 %	0	0 %	0	16
Department Totals by Category:		9	10 %	22	23 %	10	11 %	43	46 %	0	0 %	0	0 %	3	3 %	6	6 %

Department Total: 94

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

CIVIL SERVICE COMMISSION

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	8	15 %	33	62 %	2	4 %	6	11 %	0	0 %	2	4 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	11	42		
02	Professional	24	13 %	109	60 %	12	7 %	27	15 %	1	1 %	2	1 %	1	1 %	4	2 %	0	0 %	1	1 %	1	1 %	0	0 %	39	143
03	Technician	1	9 %	8	73 %	0	0 %	1	9 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	9
05	Para-Professionals	10	16 %	39	64 %	0	0 %	8	13 %	0	0 %	0	0 %	4	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	51
06	Admin Support	6	5 %	84	76 %	0	0 %	14	13 %	0	0 %	1	1 %	0	0 %	4	4 %	0	0 %	2	2 %	0	0 %	0	0 %	6	105
08	Service/Maintenance	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
Department Totals by Category:		50	12 %	273	65 %	14	3 %	56	13 %	1	0 %	5	1 %	3	1 %	12	3 %	0	0 %	4	1 %	1	0 %	0	0 %	69	350

Department Total: 419

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 29, 2012

COMMUNITY HEALTH

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	53	30 %	88	51 %	7	4 %	11	6 %	1	1 %	1	1 %	2	1 %	1	1 %	5	3 %	3	2 %	0	0 %	2	1 %	68	106
02 Professional	248	20 %	623	50 %	40	3 %	163	13 %	3	0 %	6	0 %	7	1 %	17	1 %	33	3 %	39	3 %	28	2 %	44	4 %	359	892
03 Technician	29	17 %	64	38 %	7	4 %	46	27 %	0	0 %	0	0 %	2	1 %	2	1 %	0	0 %	4	2 %	2	1 %	12	7 %	40	128
04 Protective Service	121	47 %	30	12 %	67	26 %	24	9 %	3	1 %	1	0 %	7	3 %	3	1 %	2	1 %	0	0 %	1	0 %	0	0 %	201	58
05 Para-Professionals	172	22 %	277	35 %	106	13 %	157	20 %	0	0 %	6	1 %	12	2 %	11	1 %	6	1 %	9	1 %	9	1 %	24	3 %	305	484
06 Admin Support	13	5 %	189	69 %	3	1 %	36	13 %	0	0 %	2	1 %	2	1 %	17	6 %	0	0 %	0	0 %	0	0 %	13	5 %	18	257
07 Skilled Craft	46	81 %	1	2 %	8	14 %	1	2 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	55	2
08 Service/Maintenance	46	31 %	45	31 %	23	16 %	25	17 %	0	0 %	0	0 %	2	1 %	4	3 %	0	0 %	2	1 %	0	0 %	0	0 %	71	76
Department Totals by Category:	728	23 %	1,317	42 %	261	8 %	463	15 %	7	0 %	16	1 %	35	1 %	55	2 %	46	1 %	57	2 %	40	1 %	95	3 %	1,117	2,003

Department Total: 3,120

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 29, 2012

CORRECTIONS

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	79	49 %	48	30 %	15	9 %	14	9 %	2	1 %	1	1 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	97	64		
02 Professional	1,088	37 %	1,119	38 %	215	7 %	408	14 %	12	0 %	12	0 %	27	1 %	36	1 %	14	0 %	14	0 %	5	0 %	5	0 %	1,361	1,594
03 Technician	49	20 %	155	64 %	3	1 %	25	10 %	0	0 %	2	1 %	2	1 %	3	1 %	1	0 %	2	1 %	0	0 %	1	0 %	55	188
04 Protective Service	5,228	69 %	828	11 %	660	9 %	469	6 %	161	2 %	24	0 %	166	2 %	37	0 %	19	0 %	5	0 %	19	0 %	9	0 %	6,253	1,372
05 Para-Professionals	190	26 %	400	54 %	24	3 %	90	12 %	7	1 %	10	1 %	4	1 %	12	2 %	0	0 %	1	0 %	0	0 %	3	0 %	225	516
06 Admin Support	38	5 %	523	74 %	3	0 %	111	16 %	0	0 %	12	2 %	1	0 %	12	2 %	0	0 %	4	1 %	0	0 %	0	0 %	42	662
07 Skilled Craft	422	88 %	18	4 %	19	4 %	1	0 %	11	2 %	0	0 %	5	1 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	458	20
08 Service/Maintenance	350	64 %	104	19 %	55	10 %	19	3 %	8	1 %	1	0 %	7	1 %	3	1 %	2	0 %	0	0 %	0	0 %	2	0 %	422	129
Department Totals by Category:	7,444	55 %	3,195	24 %	994	7 %	1,137	8 %	201	1 %	62	0 %	213	2 %	104	1 %	37	0 %	27	0 %	24	0 %	20	0 %	8,913	4,545

Department Total: 13,458

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

EDUCATION

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	20	33 %	35	58 %	3	5 %	2	3 %	0	0 %	0	0 %	0	0 %	23	37										
02	Professional	79	25 %	193	62 %	5	2 %	25	8 %	0	0 %	0	0 %	2	1 %	2	1 %	89	224								
03	Technician	0	0 %	4	80 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	4								
05	Para-Professionals	11	23 %	31	65 %	3	6 %	2	4 %	0	0 %	1	2 %	0	0 %	0	0 %	14	34								
06	Admin Support	2	3 %	68	88 %	1	1 %	3	4 %	0	0 %	3	4 %	0	0 %	0	0 %	3	74								
08	Service/Maintenance	1	50 %	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0								
Department Totals by Category:		113	22 %	331	66 %	14	3 %	32	6 %	0	0 %	0	0 %	2	0 %	6	1 %	2	0 %	3	1 %	1	0 %	1	0 %	132	373

Department Total: 505

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

ENVIRONMENTAL QUALITY

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	10	50 %	9	45 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	10	10										
02	Professional	481	55 %	320	37 %	12	1 %	11	1 %	1	0 %	3	0 %	6	1 %	5	1 %	14	2 %	13	1 %	4	0 %	1	0 %	518	353
03	Technician	50	64 %	19	24 %	5	6 %	1	1 %	0	0 %	0	0 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	1	1 %	56	22
04	Protective Service	5	56 %	3	33 %	1	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	3
05	Para-Professionals	5	20 %	16	64 %	0	0 %	2	8 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	1	4 %	5	20
06	Admin Support	3	2 %	107	84 %	1	1 %	9	7 %	0	0 %	0	0 %	1	1 %	5	4 %	0	0 %	1	1 %	0	0 %	1	1 %	5	123
07	Skilled Craft	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	Service/Maintenance	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
Department Totals by Category:		556	49 %	474	42 %	19	2 %	24	2 %	1	0 %	3	0 %	8	1 %	12	1 %	14	1 %	14	1 %	4	0 %	4	0 %	602	531

Department Total: 1,133

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 29, 2012

EXECUTIVE OFFICE

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	9	64 %	5	36 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	5
02	Professional	3	19 %	11	69 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	3	13
05	Para-Professionals	5	25 %	14	70 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	5	15
Department Totals by Category:		17	34 %	30	60 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	17	33

Department Total: 50

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

HUMAN SERVICES

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	50	26 %	90	47 %	17	9 %	27	14 %	0	0 %	0	0 %	2	1 %	2	1 %	1	1 %	1	1 %	1	1 %	2	1 %	71	122
02 Professional	933	16 %	2,878	49 %	235	4 %	1,572	27 %	1	0 %	29	0 %	40	1 %	133	2 %	14	0 %	42	1 %	12	0 %	37	1 %	1,235	4,691
03 Technician	16	39 %	20	49 %	1	2 %	2	5 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2 %	18	23
04 Protective Service	4	40 %	1	10 %	5	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	1
05 Para-Professionals	402	11 %	1,588	43 %	206	6 %	1,178	32 %	8	0 %	19	1 %	38	1 %	154	4 %	4	0 %	12	0 %	9	0 %	39	1 %	667	2,990
06 Admin Support	58	5 %	777	61 %	31	2 %	323	25 %	0	0 %	9	1 %	3	0 %	54	4 %	0	0 %	6	0 %	1	0 %	11	1 %	93	1,180
07 Skilled Craft	10	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	0
08 Service/Maintenance	20	77 %	0	0 %	5	19 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	26	0
Department Totals by Category:	1,493	13 %	5,354	48 %	500	4 %	3,102	28 %	9	0 %	57	1 %	85	1 %	343	3 %	19	0 %	61	1 %	23	0 %	90	1 %	2,129	9,007

Department Total: 11,136

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

LICENSING & REGULATORY AFFAIRS

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	59	41 %	49	34 %	12	8 %	18	12 %	1	1 %	1	1 %	1	1 %	1	1 %	73	72								
02 Professional	541	31 %	760	43 %	85	5 %	274	16 %	3	0 %	7	0 %	17	1 %	19	1 %	11	1 %	24	1 %	6	0 %	12	1 %	663	1,096
03 Technician	151	63 %	49	20 %	13	5 %	8	3 %	0	0 %	0	0 %	7	3 %	3	1 %	7	3 %	1	0 %	0	0 %	2	1 %	178	63
04 Protective Service	32	91 %	1	3 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	34	1
05 Para-Professionals	77	11 %	283	41 %	43	6 %	245	36 %	0	0 %	2	0 %	7	1 %	19	3 %	4	1 %	4	1 %	1	0 %	1	0 %	132	554
06 Admin Support	23	4 %	398	72 %	9	2 %	98	18 %	0	0 %	3	1 %	0	0 %	15	3 %	1	0 %	3	1 %	1	0 %	2	0 %	34	519
07 Skilled Craft	9	43 %	0	0 %	6	29 %	2	10 %	0	0 %	0	0 %	4	19 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	19	2
08 Service/Maintenance	14	42 %	9	27 %	3	9 %	2	6 %	1	3 %	0	0 %	3	9 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	21	12
Department Totals by Category:	906	26 %	1,549	45 %	172	5 %	647	19 %	6	0 %	13	0 %	39	1 %	57	2 %	23	1 %	35	1 %	8	0 %	18	1 %	1,154	2,319

Department Total: 3,473

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

MILITARY & VETERAN AFFAIRS

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	5	45 %	4	36 %	2	18 %	0	0 %	0	0 %	0	0 %	0	0 %	7	4										
02	Professional	50	31 %	88	55 %	3	2 %	10	6 %	0	0 %	1	1 %	3	2 %	0	0 %	54	105								
03	Technician	34	24 %	83	59 %	2	1 %	15	11 %	1	1 %	1	1 %	2	1 %	1	1 %	39	102								
04	Protective Service	54	95 %	0	0 %	1	2 %	0	0 %	0	0 %	2	4 %	0	0 %	0	0 %	57	0								
05	Para-Professionals	38	17 %	102	47 %	5	2 %	62	28 %	0	0 %	2	1 %	7	3 %	1	0 %	44	175								
06	Admin Support	0	0 %	25	68 %	0	0 %	11	30 %	0	0 %	0	0 %	0	0 %	0	0 %	0	37								
07	Skilled Craft	121	92 %	2	2 %	2	2 %	0	0 %	4	3 %	0	0 %	0	0 %	0	0 %	129	2								
08	Service/Maintenance	83	52 %	46	29 %	7	4 %	11	7 %	1	1 %	0	0 %	6	4 %	1	1 %	101	58								
Department Totals by Category:		385	42 %	350	38 %	22	2 %	109	12 %	4	0 %	4	0 %	13	1 %	13	1 %	4	0 %	6	1 %	3	0 %	1	0 %	431	483

Department Total: 914

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

NATURAL RESOURCES

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	30	61 %	17	35 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	32	17
02 Professional	300	61 %	160	33 %	5	1 %	6	1 %	4	1 %	2	0 %	2	0 %	4	1 %
03 Technician	180	76 %	48	20 %	3	1 %	1	0 %	2	1 %	0	0 %	2	1 %	0	0 %
04 Protective Service	431	79 %	80	15 %	11	2 %	2	0 %	6	1 %	0	0 %	9	2 %	0	0 %
05 Para-Professionals	10	23 %	32	73 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %
06 Admin Support	8	5 %	124	84 %	0	0 %	6	4 %	0	0 %	3	2 %	0	0 %	1	1 %
07 Skilled Craft	109	89 %	9	7 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	1	1 %
08 Service/Maintenance	542	52 %	395	38 %	13	1 %	6	1 %	4	0 %	5	0 %	1	0 %	1	0 %
Department Totals by Category:	1,610	60 %	865	32 %	34	1 %	22	1 %	18	1 %	10	0 %	14	1 %	9	0 %

Department Total: 2,673

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 29, 2012

STATE

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	26	55 %	14	30 %	2	4 %	2	4 %	1	2 %	0	0 %	0	0 %	29	18										
02	Professional	65	33 %	83	42 %	11	6 %	25	13 %	0	0 %	0	0 %	2	1 %	4	2 %	1	1 %	3	2 %	2	1 %	1	1 %	81	116
03	Technician	9	20 %	15	33 %	1	2 %	12	27 %	0	0 %	0	0 %	1	2 %	0	0 %	1	2 %	5	11 %	1	2 %	5	11 %	11	34
05	Para-Professionals	57	7 %	467	60 %	15	2 %	164	21 %	0	0 %	7	1 %	3	0 %	33	4 %	2	0 %	4	1 %	6	1 %	23	3 %	83	698
06	Admin Support	34	14 %	152	62 %	4	2 %	26	11 %	1	0 %	2	1 %	1	0 %	9	4 %	1	0 %	4	2 %	4	2 %	9	4 %	45	202
07	Skilled Craft	8	73 %	3	27 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	3
08	Service/Maintenance	9	4 %	87	42 %	5	2 %	45	22 %	1	0 %	0	0 %	1	0 %	6	3 %	0	0 %	2	1 %	3	1 %	46	22 %	19	186
Department Totals by Category:		208	14 %	821	54 %	38	2 %	274	18 %	3	0 %	9	1 %	7	0 %	55	4 %	4	0 %	14	1 %	16	1 %	84	5 %	276	1,257

Department Total: 1,533

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

STATE POLICE

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	32	65 %	15	31 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	34	15										
02 Professional	205	47 %	185	43 %	17	4 %	9	2 %	3	1 %	0	0 %	5	1 %	4	1 %	232	200								
03 Technician	26	55 %	19	40 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	26	21								
04 Protective Service	1,201	76 %	150	9 %	95	6 %	14	1 %	25	2 %	0	0 %	45	3 %	2	0 %	7	0 %	1,419	169						
05 Para-Professionals	11	16 %	51	75 %	0	0 %	5	7 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	11	57						
06 Admin Support	37	19 %	145	73 %	1	1 %	10	5 %	0	0 %	2	1 %	0	0 %	4	2 %	0	0 %	0	0 %	38	162				
07 Skilled Craft	10	91 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	11	0				
08 Service/Maintenance	2	22 %	6	67 %	0	0 %	0	0 %	0	0 %	1	11 %	0	0 %	0	0 %	0	0 %	0	0 %	2	7				
Department Totals by Category:	1,524	63 %	571	24 %	115	5 %	39	2 %	28	1 %	2	0 %	50	2 %	13	1 %	10	0 %	3	0 %	46	2 %	3	0 %	1,773	631

Department Total: 2,404

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

STRATEGIC FUND

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	22	34 %	21	32 %	9	14 %	7	11 %	0	0 %	0	0 %	2	3 %	1	2 %	2	3 %	1	2 %	0	0 %	0	0 %	35	30
02	Professional	129	32 %	180	45 %	22	6 %	45	11 %	1	0 %	1	0 %	5	1 %	10	3 %	1	0 %	5	1 %	0	0 %	0	0 %	158	241
03	Technician	15	31 %	23	48 %	2	4 %	6	13 %	0	0 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	19	29
05	Para-Professionals	39	34 %	35	30 %	8	7 %	11	10 %	0	0 %	0	0 %	6	5 %	11	10 %	0	0 %	1	1 %	2	2 %	2	2 %	55	60
06	Admin Support	5	7 %	51	70 %	0	0 %	14	19 %	0	0 %	0	0 %	0	0 %	3	4 %	0	0 %	0	0 %	0	0 %	0	0 %	5	68
08	Service/Maintenance	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
Department Totals by Category:		211	30 %	310	44 %	41	6 %	83	12 %	1	0 %	1	0 %	14	2 %	25	4 %	4	1 %	7	1 %	2	0 %	2	0 %	273	428

Department Total: 701

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 29, 2012

TECHNOLOGY, MANAGEMENT & BUDGET

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	104	57 %	59	32 %	5	3 %	3	2 %	1	1 %	0	0 %	1	1 %	5	3 %	3	2 %	0	0 %	2	1 %	116	68		
02	Professional	770	49 %	455	29 %	62	4 %	62	4 %	1	0 %	2	0 %	18	1 %	13	1 %	95	6 %	71	4 %	23	1 %	9	1 %	969	612
03	Technician	179	59 %	68	23 %	16	5 %	16	5 %	3	1 %	0	0 %	3	1 %	3	1 %	7	2 %	2	1 %	3	1 %	2	1 %	211	91
05	Para-Professionals	35	24 %	76	53 %	6	4 %	15	10 %	0	0 %	1	1 %	2	1 %	5	3 %	1	1 %	0	0 %	3	2 %	0	0 %	47	97
06	Admin Support	3	3 %	73	74 %	2	2 %	12	12 %	0	0 %	0	0 %	0	0 %	8	8 %	0	0 %	0	0 %	0	0 %	1	1 %	5	94
07	Skilled Craft	151	87 %	7	4 %	6	3 %	1	1 %	0	0 %	0	0 %	5	3 %	2	1 %	0	0 %	0	0 %	1	1 %	0	0 %	163	10
08	Service/Maintenance	97	76 %	11	9 %	9	7 %	2	2 %	0	0 %	0	0 %	7	6 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	114	13
Department Totals by Category:		1,339	51 %	749	29 %	106	4 %	111	4 %	5	0 %	3	0 %	36	1 %	32	1 %	109	4 %	76	3 %	30	1 %	14	1 %	1,625	985

Department Total: 2,610

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 29, 2012

TRANSPORTATION

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	51	57 %	23	26 %	7	8 %	4	4 %	3	3 %	0	0 %	0	0 %	61	28										
02 Professional	586	59 %	293	29 %	32	3 %	30	3 %	2	0 %	0	0 %	17	2 %	5	0 %	22	2 %	12	1 %	2	0 %	0	0 %	661	340
03 Technician	402	73 %	83	15 %	25	5 %	6	1 %	2	0 %	0	0 %	15	3 %	2	0 %	12	2 %	2	0 %	0	0 %	0	0 %	456	93
05 Para-Professionals	73	50 %	54	37 %	5	3 %	7	5 %	0	0 %	1	1 %	2	1 %	3	2 %	0	0 %	1	1 %	0	0 %	1	1 %	80	67
06 Admin Support	2	1 %	152	85 %	1	1 %	17	10 %	0	0 %	0	0 %	0	0 %	5	3 %	0	0 %	1	1 %	0	0 %	0	0 %	3	175
07 Skilled Craft	490	86 %	24	4 %	35	6 %	2	0 %	11	2 %	0	0 %	8	1 %	0	0 %	1	0 %	0	0 %	1	0 %	0	0 %	546	26
08 Service/Maintenance	84	44 %	66	35 %	5	3 %	10	5 %	10	5 %	11	6 %	2	1 %	0	0 %	0	0 %	0	0 %	1	1 %	1	1 %	102	88
Department Totals by Category:	1,688	62 %	695	25 %	110	4 %	76	3 %	28	1 %	12	0 %	44	2 %	15	1 %	35	1 %	17	1 %	4	0 %	2	0 %	1,909	817

Department Total: 2,726

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 29, 2012

TREASURY

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	66	59 %	34	31 %	2	2 %	3	3 %	0	0 %	1	1 %	2	2 %	1	1 %	0	0 %	71	40						
02 Professional	271	36 %	295	39 %	54	7 %	92	12 %	1	0 %	1	0 %	4	1 %	11	1 %	17	2 %	11	1 %	2	0 %	3	0 %	349	413
03 Technician	16	37 %	18	42 %	2	5 %	4	9 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	1	2 %	1	2 %	0	0 %	19	24
05 Para-Professionals	23	14 %	98	61 %	6	4 %	25	16 %	0	0 %	0	0 %	1	1 %	6	4 %	1	1 %	0	0 %	0	0 %	0	0 %	31	129
06 Admin Support	62	13 %	316	65 %	16	3 %	59	12 %	1	0 %	5	1 %	6	1 %	19	4 %	2	0 %	3	1 %	0	0 %	0	0 %	87	402
07 Skilled Craft	0	0 %	2	67 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
08 Service/Maintenance	6	55 %	4	36 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	4
Department Totals by Category:	444	28 %	767	49 %	81	5 %	184	12 %	2	0 %	7	0 %	13	1 %	38	2 %	20	1 %	16	1 %	4	0 %	3	0 %	564	1,015

Department Total: 1,579

Statewide Totals:	19,171	39 %	18,131	37 %	2,557	5 %	6,450	13 %	315	1 %	206	0 %	585	1 %	809	2 %	337	1 %	350	1 %	257	1 %	377	1 %	23,222	26,323
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Statewide Total: 49,545

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

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT
RACE/ETHNIC GROUP AND GENDER ANALYSIS

Table 4-3

Pay End Date: September 29, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NON DISCLOSED		FEMALE	MINORITY	GRAND TOTAL														
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE																	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				No.	%												
AGRICULTURE & RURAL DEVELOPMENT	193	48.0	170	42.3	7	1.7	16	4.0	1	0.2	2	0.5	3	0.7	4	1.0	2	0.5	3	0.7	1	0.2	0	0.0	195	48.5	38	9.5	402
ATTORNEY GENERAL	187	39.7	217	46.1	15	3.2	28	5.9	0	0.0	0	0.0	3	0.6	10	2.1	1	0.2	2	0.4	5	1.1	3	0.6	260	55.2	59	12.5	471
AUDITOR GENERAL	66	45.8	71	49.3	4	2.8	2	1.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	74	51.4	7	4.9	144
CIVIL RIGHTS	9	9.6	22	23.4	10	10.6	43	45.7	0	0.0	0	0.0	3	3.2	6	6.4	0	0.0	1	1.1	0	0.0	0	0.0	72	76.6	63	67.0	94
CIVIL SERVICE COMMISSION	50	11.9	273	65.2	14	3.3	56	13.4	1	0.2	5	1.2	3	0.7	12	2.9	0	0.0	4	1.0	1	0.2	0	0.0	350	83.5	95	22.7	419
COMMUNITY HEALTH	728	23.3	1,317	42.2	261	8.4	463	14.8	7	0.2	16	0.5	35	1.1	55	1.8	46	1.5	57	1.8	40	1.3	95	3.0	2,003	64.2	940	30.1	3,120
CORRECTIONS	7,444	55.3	3,195	23.7	994	7.4	1,137	8.4	201	1.5	62	0.5	213	1.6	104	0.8	37	0.3	27	0.2	24	0.2	20	0.1	4,545	33.8	2,775	20.6	13,458
EDUCATION	113	22.4	331	65.5	14	2.8	32	6.3	0	0.0	0	0.0	2	0.4	6	1.2	2	0.4	3	0.6	1	0.2	1	0.2	373	73.9	59	11.7	505
ENVIRONMENTAL QUALITY	556	49.1	474	41.8	19	1.7	24	2.1	1	0.1	3	0.3	8	0.7	12	1.1	14	1.2	14	1.2	4	0.4	4	0.4	531	46.9	95	8.4	1,133
EXECUTIVE OFFICE	17	34.0	30	60.0	0	0.0	2	4.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.0	33	66.0	2	4.0	50
HUMAN SERVICES	1,493	13.4	5,354	48.1	500	4.5	3,102	27.9	9	0.1	57	0.5	85	0.8	343	3.1	19	0.2	61	0.5	23	0.2	90	0.8	9,007	80.9	4,176	37.5	11,136
LICENSING & REGULATORY AFFAIRS	906	26.1	1,549	44.6	172	5.0	647	18.6	6	0.2	13	0.4	39	1.1	57	1.6	23	0.7	35	1.0	8	0.2	18	0.5	2,319	66.8	992	28.6	3,473
MILITARY & VETERAN AFFAIRS	385	42.1	350	38.3	22	2.4	109	11.9	4	0.4	4	0.4	13	1.4	13	1.4	4	0.4	6	0.7	3	0.3	1	0.1	483	52.8	175	19.1	914
NATURAL RESOURCES	1,610	60.2	865	32.4	34	1.3	22	0.8	18	0.7	10	0.4	14	0.5	9	0.3	7	0.3	3	0.1	45	1.7	36	1.3	945	35.4	117	4.4	2,673
STATE	208	13.6	821	53.6	38	2.5	274	17.9	3	0.2	9	0.6	7	0.5	55	3.6	4	0.3	14	0.9	16	1.0	84	5.5	1,257	82.0	404	26.4	1,533
STATE POLICE	1,524	63.4	571	23.8	115	4.8	39	1.6	28	1.2	2	0.1	50	2.1	13	0.5	10	0.4	3	0.1	46	1.9	3	0.1	631	26.2	260	10.8	2,404
STRATEGIC FUND	211	30.1	310	44.2	41	5.8	83	11.8	1	0.1	1	0.1	14	2.0	25	3.6	4	0.6	7	1.0	2	0.3	2	0.3	428	61.1	176	25.1	701
TECHNOLOGY, MANAGEMENT & BUDGET	1,339	51.3	749	28.7	106	4.1	111	4.3	5	0.2	3	0.1	36	1.4	32	1.2	109	4.2	76	2.9	30	1.1	14	0.5	985	37.7	478	18.3	2,610
TRANSPORTATION	1,688	61.9	695	25.5	110	4.0	76	2.8	28	1.0	12	0.4	44	1.6	15	0.6	35	1.3	17	0.6	4	0.1	2	0.1	817	30.0	337	12.4	2,726
TREASURY	444	28.1	767	48.6	81	5.1	184	11.7	2	0.1	7	0.4	13	0.8	38	2.4	20	1.3	16	1.0	4	0.3	3	0.2	1,015	64.3	361	22.9	1,579
STATEWIDE TOTALS:	19,171	38.7	18,131	36.6	2,557	5.2	6,450	13.0	315	0.6	206	0.4	585	1.2	809	1.6	337	0.7	350	0.7	257	0.5	377	0.8	26,323	53.1	11,609	23.4	49,545

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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 HWF21

STATE OF MICHIGAN
STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE
Pay End Date: September 29, 2012

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	18	46 %	16	41 %	3	8 %	2	5 %	0	0 %	0	0 %	0	0 %	21	18										
02 Professional	128	43 %	120	40 %	9	3 %	29	10 %	0	0 %	2	1 %	5	2 %	3	1 %	4	1 %	0	0 %	0	0 %	146	154		
03 Technician	14	54 %	8	31 %	1	4 %	1	4 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	16	10		
04 Protective Service	70	75 %	9	10 %	6	6 %	5	5 %	0	0 %	1	1 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	78	15		
05 Para-Professionals	14	14 %	58	57 %	6	6 %	21	21 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	20	82		
06 Admin Support	14	11 %	85	65 %	2	2 %	22	17 %	0	0 %	2	2 %	2	2 %	3	2 %	0	0 %	0	0 %	0	0 %	18	112		
07 Skilled Craft	23	88 %	2	8 %	0	0 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	23	3		
08 Service/Maintenance	23	82 %	3	11 %	1	4 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	25	3		
STATEWIDE TOTAL BY CATEGORY:	304	41 %	301	40 %	28	4 %	80	11 %	1	0 %	7	1 %	9	1 %	8	1 %	5	1 %	0	0 %	0	0 %	1	0 %	347	397

State Employees Grand Total: 744

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

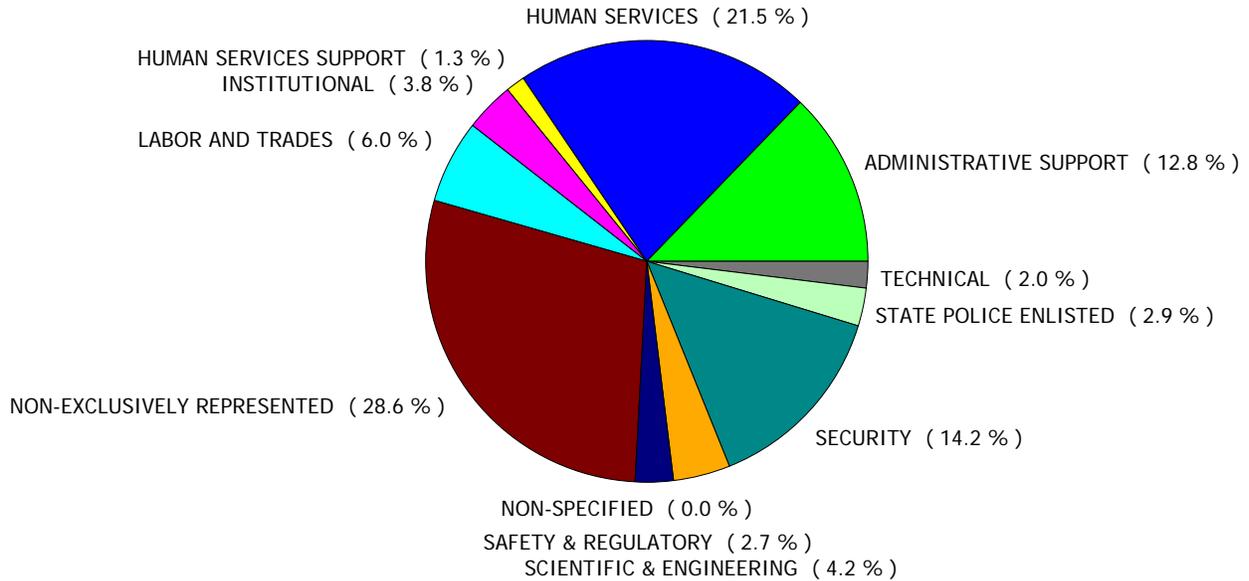
Source: Michigan Civil Service Commission MHR-0053

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

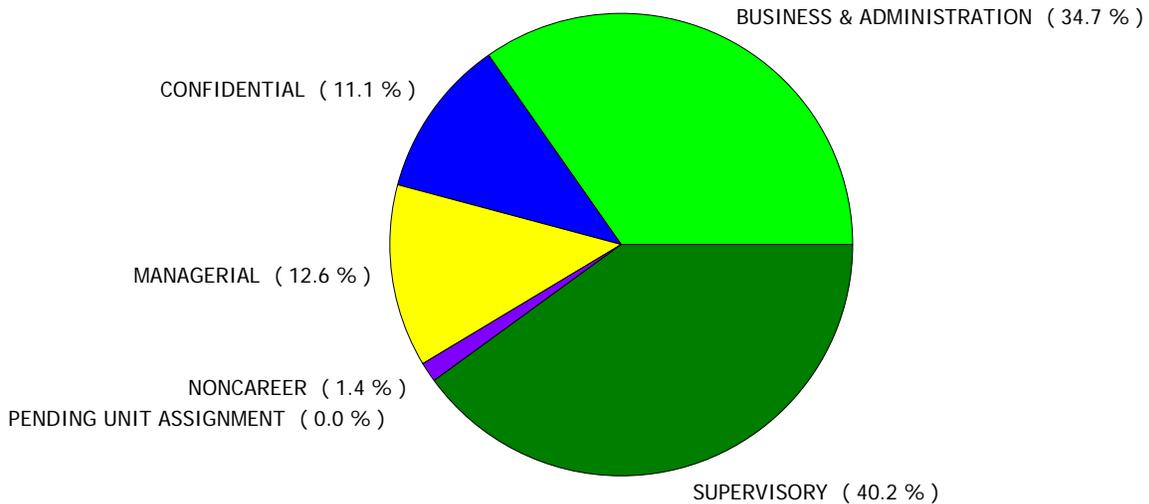
STATE OF MICHIGAN
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
 Fiscal Year 2011 - 2012

Graph 5-1



(49,545 Total Employees)

Non-Exclusively Represented
(14,189 Employees)



Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation, in primary positions only.

Of the 49,545 classified employees, 71 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT
Pay End Date: September 29, 2012

Table 5-1

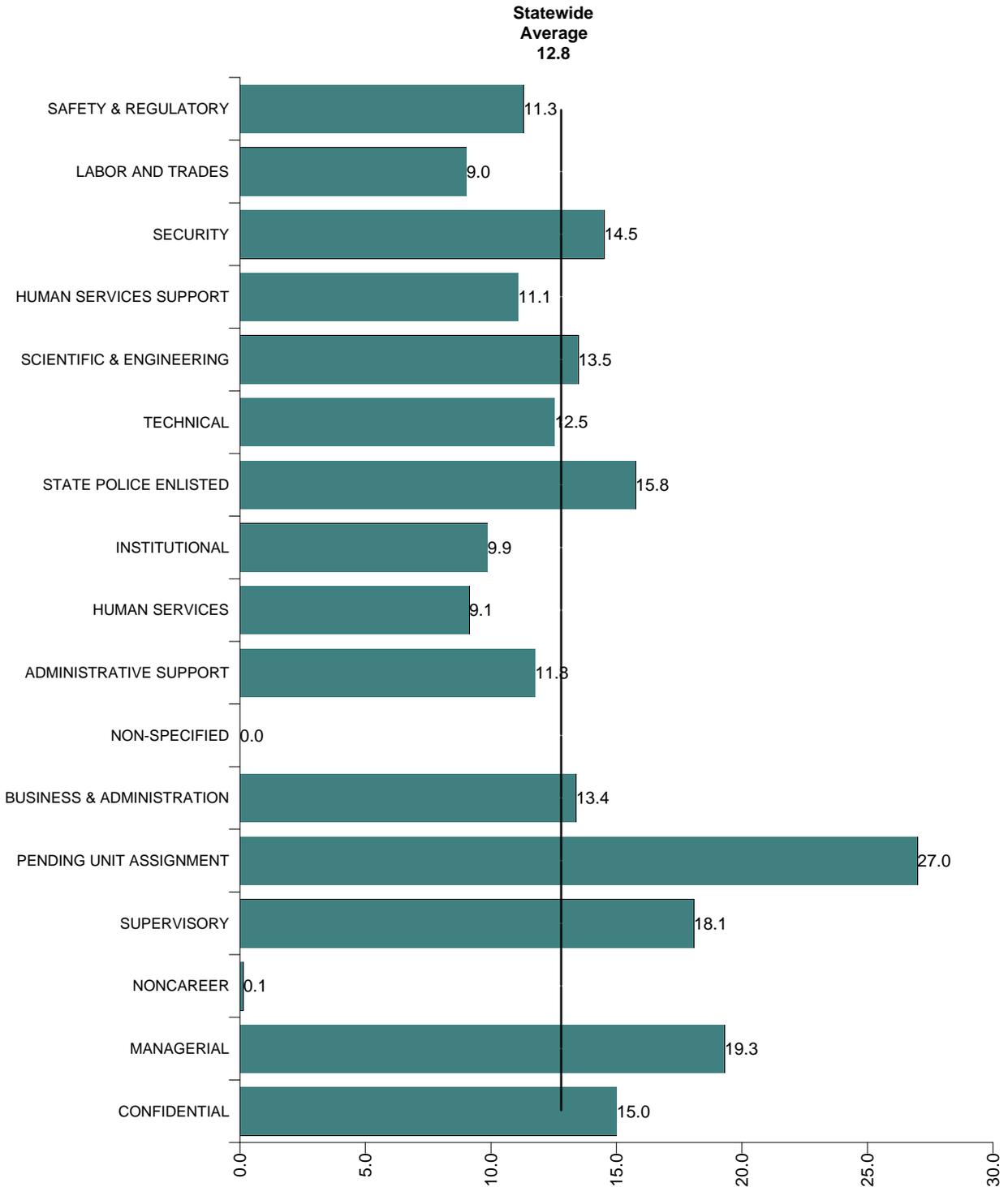
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,350	1,215	90.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,955	2,562	86.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,056	0	0.0	0	0.0	6,664	94.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	639	0	0.0	0	0.0	0	0.0	620	97.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,074	0	0.0	0	0.0	0	0.0	0	0.0	1,989	95.9	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	967	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	916	94.7	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,423	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,334	93.7	0	0.0
U11 INSTITUTIONAL	1,897	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,856	97.8
W22 HUMAN SERVICES	10,665	1	0.0	10,041	94.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,330	0	0.0	5,482	86.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	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
Y23 BUSINESS & ADMINISTRATION	4,919	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	5,704	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	202	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	1,782	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	1,579	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	35,356	3,778	10.7	15,523	43.9	6,664	18.8	620	1.8	1,989	5.6	916	2.6	1,334	3.8	1,856	5.2
NON-EXCLUSIVELY REPRESENTED TOTAL	14,189	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	49,545	3,778	7.6	15,524	31.3	6,664	13.5	620	1.3	1,989	4.0	916	1.8	1,334	2.7	1,856	3.7

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation, 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

STATE OF MICHIGAN
AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
Pay End Date: September 29, 2012

Graph 5-2



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	283	73	14	25	1	3	4	0	0	0	17	1	319	102	0	0
06 - 10 YEARS	188	57	10	17	1	1	10	0	2	0	2	0	213	75	0	0
11 - 15 YEARS	175	43	10	22	2	3	3	1	1	0	0	0	191	69	1	0
16 - 20 YEARS	88	26	5	10	3	1	3	0	2	0	0	0	101	37	1	1
21 - 25 YEARS	88	20	12	21	1	1	4	2	1	0	0	0	106	44	4	3
26 - 30 YEARS	31	7	9	5	0	0	2	0	1	0	0	0	43	12	0	0
31 - 35 YEARS	17	5	1	6	0	0	1	1	0	0	0	0	19	12	1	0
36 - 40 YEARS	3	0	1	2	0	0	0	0	0	0	0	0	4	2	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	874	231	62	108	8	9	27	4	7	0	19	1	997	353	8	4
MORE THAN 10 YEARS:	403	101	38	66	6	5	13	4	5	0	0	0	465	176	8	4
AVERAGE YEARS	10.9	10.6	14.8	14.7	14.0	10.0	13.1	22.8	15.6	0.0	1.8	5.0	11.1	12.0	24.9	22.0

BARGAINING UNIT AVERAGE YEARS 11.3

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	920	379	24	9	12	5	9	1	0	0	38	28	1,003	422	4	2
06 - 10 YEARS	318	22	21	3	3	0	4	0	0	0	0	0	346	25	0	0
11 - 15 YEARS	401	21	25	3	10	1	8	0	0	0	0	0	444	25	2	0
16 - 20 YEARS	181	20	9	1	7	0	5	1	0	0	0	0	202	22	6	1
21 - 25 YEARS	182	14	27	4	4	0	6	2	3	0	0	0	222	20	14	1
26 - 30 YEARS	79	7	11	0	4	0	4	0	0	0	0	0	98	7	7	0
31 - 35 YEARS	67	11	6	1	0	0	2	0	1	0	0	0	76	12	4	1
36 - 40 YEARS	23	2	0	0	0	0	4	1	0	0	0	0	27	3	1	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	2,172	476	123	21	40	6	42	5	4	0	38	28	2,419	536	38	6
MORE THAN 10 YEARS:	934	75	78	9	25	1	29	4	4	0	0	0	1,070	89	34	4
AVERAGE YEARS	9.8	3.8	14.9	10.2	12.5	2.3	17.1	21.0	26.0	0.0	0.2	0.0	10.2	4.0	21.7	18.5
BARGAINING UNIT AVERAGE YEARS	9.0															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	560	136	133	100	21	4	33	6	3	3	15	7	765	256	0	0
06 - 10 YEARS	563	115	85	84	18	5	20	7	4	2	4	1	694	214	1	1
11 - 15 YEARS	1,461	228	149	111	37	7	39	10	5	0	0	0	1,691	356	4	1
16 - 20 YEARS	972	183	101	74	35	3	36	7	3	0	0	0	1,147	267	3	1
21 - 25 YEARS	958	104	86	62	32	4	28	3	3	0	0	0	1,107	173	31	10
26 - 30 YEARS	237	15	62	25	2	1	3	0	0	0	0	0	304	41	11	2
31 - 35 YEARS	23	4	7	0	0	0	1	1	0	0	0	0	31	5	1	0
36 - 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	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	4,777	785	625	456	145	24	160	34	18	5	19	8	5,744	1,312	51	15
MORE THAN 10 YEARS:	3,654	534	407	272	106	15	107	21	11	0	0	0	4,285	842	50	14
AVERAGE YEARS	15.1	13.3	13.9	12.7	14.6	13.3	13.5	12.3	12.6	3.6	4.2	1.9	14.9	13.0	23.2	22.5

BARGAINING UNIT AVERAGE YEARS 14.5

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	42	49	11	31	1	0	5	6	0	1	1	2	60	89	1	2
06 - 10 YEARS	32	80	25	142	0	1	4	6	1	2	1	1	63	232	0	1
11 - 15 YEARS	10	23	7	19	1	4	1	5	1	0	0	1	20	52	1	1
16 - 20 YEARS	5	13	0	13	0	0	0	3	0	0	0	0	5	29	1	0
21 - 25 YEARS	6	11	2	12	0	1	2	5	0	1	0	0	10	30	3	1
26 - 30 YEARS	0	7	0	7	0	0	0	2	0	0	0	0	0	16	0	2
31 - 35 YEARS	2	6	0	10	0	1	1	0	0	0	0	0	3	17	1	3
36 - 40 YEARS	2	3	1	6	0	0	0	0	0	0	0	0	3	9	1	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	99	193	46	240	2	7	13	27	2	4	2	4	164	475	8	11
MORE THAN 10 YEARS:	25	64	10	67	1	6	4	15	1	1	0	1	41	154	7	8
AVERAGE YEARS	9.0	11.3	9.6	11.9	7.5	16.3	10.4	12.9	10.5	11.8	5.5	5.8	9.2	11.7	22.8	21.6
BARGAINING UNIT AVERAGE YEARS	11.1															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	212	145	8	5	1	0	4	1	6	2	11	8	242	161	0	0
06 - 10 YEARS	298	177	7	5	0	1	3	1	7	5	0	0	315	189	1	1
11 - 15 YEARS	259	118	4	5	1	0	3	3	9	9	0	0	276	135	0	1
16 - 20 YEARS	154	86	7	5	0	0	2	1	8	6	0	0	171	98	0	0
21 - 25 YEARS	183	81	4	4	1	0	6	1	5	5	0	0	199	91	6	0
26 - 30 YEARS	64	26	5	4	0	3	2	0	2	0	0	0	73	33	1	1
31 - 35 YEARS	45	6	3	2	1	0	2	0	3	0	0	0	54	8	2	0
36 - 40 YEARS	21	0	2	0	0	0	0	0	0	0	0	0	23	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	3	0	0	0	6	0	1	0
BARGAINING UNIT TOTAL	1,239	639	40	30	4	4	22	7	43	27	11	8	1,359	715	11	3
MORE THAN 10 YEARS:	729	317	25	20	3	3	15	5	30	20	0	0	802	365	10	2
AVERAGE YEARS	14.0	11.9	16.6	15.7	19.5	22.5	16.8	12.7	17.3	14.4	1.6	1.0	14.2	12.1	26.8	17.3

BARGAINING UNIT AVERAGE YEARS 13.5

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	151	82	12	7	0	0	4	3	3	0	3	3	173	95	0	0
06 - 10 YEARS	131	59	2	2	2	0	3	1	3	2	0	0	141	64	0	0
11 - 15 YEARS	122	33	2	2	2	0	2	0	3	1	0	0	131	36	0	0
16 - 20 YEARS	66	17	3	1	0	0	2	0	0	1	0	0	71	19	2	0
21 - 25 YEARS	105	21	6	4	0	1	3	0	3	1	0	0	117	27	4	2
26 - 30 YEARS	34	7	7	4	0	0	0	0	0	0	0	0	41	11	0	1
31 - 35 YEARS	9	6	1	2	0	0	2	0	0	0	0	0	12	8	0	1
36 - 40 YEARS	13	2	0	0	0	0	2	0	0	0	0	0	15	2	2	0
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	2	2	0	0
BARGAINING UNIT TOTAL	632	229	33	22	4	1	19	4	12	5	3	3	703	264	8	4
MORE THAN 10 YEARS:	350	88	19	13	2	1	12	0	6	3	0	0	389	105	8	4
AVERAGE YEARS	13.1	10.5	14.5	15.4	10.5	25.0	17.9	3.5	11.3	15.0	0.7	2.3	13.2	10.9	25.3	26.8

BARGAINING UNIT AVERAGE YEARS 12.5

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	119	8	4	0	1	0	3	0	1	0	35	2	163	10	0	0
06 - 10 YEARS	70	7	2	1	0	0	1	0	0	0	0	0	73	8	0	0
11 - 15 YEARS	378	31	7	2	2	0	7	0	2	0	0	0	396	33	0	0
16 - 20 YEARS	289	48	30	4	12	0	11	0	2	0	0	0	344	52	2	0
21 - 25 YEARS	147	28	27	1	5	0	11	1	2	1	0	0	192	31	0	0
26 - 30 YEARS	62	11	15	2	4	0	5	0	0	0	0	0	86	13	1	0
31 - 35 YEARS	11	2	3	1	0	0	1	0	0	0	0	0	15	3	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,080	135	88	11	24	0	39	1	7	1	35	2	1,273	150	3	0
MORE THAN 10 YEARS:	891	120	82	10	23	0	35	1	6	1	0	0	1,037	132	3	0
AVERAGE YEARS	15.4	17.6	20.4	19.7	19.5	0.0	18.7	23.0	16.4	22.0	0.6	0.5	15.6	17.6	21.3	0.0

BARGAINING UNIT AVERAGE YEARS 15.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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
U11 - INSTITUTIONAL																
00 - 05 YEARS	191	309	75	146	1	5	9	12	6	6	9	8	291	486	0	0
06 - 10 YEARS	125	165	35	70	0	1	7	3	1	2	1	0	169	241	0	0
11 - 15 YEARS	94	100	19	56	1	0	4	6	1	5	0	0	119	167	0	0
16 - 20 YEARS	63	52	10	28	1	1	4	1	2	0	0	0	80	82	2	1
21 - 25 YEARS	35	41	13	27	1	0	1	2	1	2	0	0	51	72	0	0
26 - 30 YEARS	27	15	10	12	1	0	0	2	0	0	0	0	38	29	0	2
31 - 35 YEARS	14	15	19	8	1	0	0	1	0	0	0	0	34	24	0	0
36 - 40 YEARS	5	3	1	3	0	0	0	1	0	0	0	0	6	7	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	554	700	182	350	6	7	26	28	11	15	10	8	789	1,108	2	3
MORE THAN 10 YEARS:	238	226	72	134	5	1	10	13	4	7	0	0	329	381	2	3
AVERAGE YEARS	10.8	8.9	11.7	9.7	18.3	4.7	10.5	11.3	8.6	9.2	2.4	2.4	10.9	9.1	16.5	25.3

BARGAINING UNIT AVERAGE YEARS 9.9

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

Pay End Date: September 29, 2012

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
W22 - HUMAN SERVICES																
00 - 05 YEARS	807	2,679	257	1,343	8	19	33	111	17	29	23	96	1,145	4,277	1	7
06 - 10 YEARS	266	687	61	355	1	4	13	30	4	8	1	0	346	1,084	2	7
11 - 15 YEARS	324	580	71	423	1	7	14	51	9	17	0	0	419	1,078	4	4
16 - 20 YEARS	296	415	70	194	2	7	10	34	2	13	0	0	380	663	7	12
21 - 25 YEARS	128	212	42	158	3	3	7	24	3	6	0	0	183	403	13	11
26 - 30 YEARS	79	93	25	79	1	0	3	4	1	4	0	0	109	180	5	9
31 - 35 YEARS	69	114	14	82	1	3	1	2	1	3	0	0	86	204	5	12
36 - 40 YEARS	21	36	8	28	0	0	2	2	2	0	0	0	33	66	3	4
MORE THAN 40 YEARS	3	4	0	2	0	0	0	0	0	0	0	0	3	6	1	0
BARGAINING UNIT TOTAL	1,993	4,820	548	2,664	17	43	83	258	39	80	24	96	2,704	7,961	41	66
MORE THAN 10 YEARS:	920	1,454	230	966	8	20	37	117	18	43	0	0	1,213	2,600	38	52
AVERAGE YEARS	10.9	8.2	10.4	9.3	12.2	10.5	10.9	9.9	10.8	11.8	2.0	1.6	10.8	8.6	23.7	21.2

BARGAINING UNIT AVERAGE YEARS 9.1

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

Pay End Date: September 29, 2012

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
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	329	1,390	74	351	3	11	9	76	9	8	24	143	448	1,979	2	3
06 - 10 YEARS	86	696	19	118	0	6	2	33	0	5	0	2	107	860	0	6
11 - 15 YEARS	84	707	16	152	2	12	7	31	1	9	0	0	110	911	1	8
16 - 20 YEARS	33	349	3	84	0	7	2	16	0	1	0	0	38	457	2	14
21 - 25 YEARS	35	361	7	114	1	5	2	34	1	4	0	0	46	518	8	45
26 - 30 YEARS	11	192	6	70	0	7	3	11	1	3	0	0	21	283	7	18
31 - 35 YEARS	16	259	8	79	0	3	1	14	0	3	0	0	25	358	3	23
36 - 40 YEARS	6	114	1	31	0	1	1	1	0	1	0	0	8	148	1	8
MORE THAN 40 YEARS	1	6	0	6	0	0	0	0	0	0	0	0	1	12	0	0
BARGAINING UNIT TOTAL	601	4,074	134	1,005	6	52	27	216	12	34	24	145	804	5,526	24	125
MORE THAN 10 YEARS:	186	1,988	41	536	3	35	16	107	3	21	0	0	249	2,687	22	116
AVERAGE YEARS	8.0	12.4	8.7	13.6	8.2	15.4	12.7	12.3	5.5	14.6	0.8	0.7	8.0	12.3	23.3	24.2
BARGAINING UNIT AVERAGE YEARS	11.8															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 29, 2012

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
Y00 - NON-SPECIFIED																
00 - 05 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	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	0	2	0	0	0	0	0	0	0	0	0	0	0	2	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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ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 29, 2012

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	509	517	40	94	1	2	8	18	40	48	49	43	647	722	0	2
06 - 10 YEARS	322	402	43	104	4	5	3	12	36	32	4	3	412	558	2	1
11 - 15 YEARS	340	414	22	87	1	1	7	13	13	10	0	0	383	525	5	1
16 - 20 YEARS	144	216	16	39	1	3	5	7	9	8	0	0	175	273	5	5
21 - 25 YEARS	137	236	33	62	0	1	7	19	11	5	0	0	188	323	11	24
26 - 30 YEARS	58	120	15	45	0	1	5	7	2	3	0	0	80	176	9	7
31 - 35 YEARS	73	160	16	39	0	1	1	6	0	2	0	0	90	208	9	14
36 - 40 YEARS	45	71	5	7	0	1	2	4	1	0	0	0	53	83	3	2
MORE THAN 40 YEARS	6	16	1	0	0	0	0	0	0	0	0	0	7	16	0	1
BARGAINING UNIT TOTAL	1,634	2,152	191	477	7	15	38	86	112	108	53	46	2,035	2,884	44	57
MORE THAN 10 YEARS:	803	1,233	108	279	2	8	27	56	36	28	0	0	976	1,604	42	54
AVERAGE YEARS	12.2	14.5	15.5	15.0	9.4	15.1	16.7	16.8	9.8	8.1	2.3	1.9	12.2	14.2	25.0	25.4
BARGAINING UNIT AVERAGE YEARS		13.4														

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 29, 2012

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
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	27.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	27.0	0.0	27.0	0.0
BARGAINING UNIT AVERAGE YEARS	27.0															

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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
Y51 - SUPERVISORY																
00 - 05 YEARS	154	219	20	78	1	2	3	7	13	7	6	7	197	320	1	0
06 - 10 YEARS	232	331	36	108	1	1	8	14	6	8	1	0	284	462	2	1
11 - 15 YEARS	477	407	46	170	6	2	9	7	9	9	0	0	547	595	1	1
16 - 20 YEARS	492	301	59	103	10	9	7	17	4	5	0	0	572	435	4	6
21 - 25 YEARS	551	298	78	132	19	5	21	13	8	7	0	0	677	455	24	14
26 - 30 YEARS	269	154	52	74	2	3	11	4	7	3	0	0	341	238	19	9
31 - 35 YEARS	137	143	29	58	2	2	5	8	1	0	0	0	174	211	14	18
36 - 40 YEARS	73	54	17	24	0	0	1	2	2	0	0	0	93	80	8	3
MORE THAN 40 YEARS	14	6	1	1	0	0	0	0	1	0	0	0	16	7	3	1
BARGAINING UNIT TOTAL	2,399	1,913	338	748	41	24	65	72	51	39	7	7	2,901	2,803	76	53
MORE THAN 10 YEARS:	2,013	1,363	282	562	39	21	54	51	32	24	0	0	2,420	2,021	73	52
AVERAGE YEARS	19.0	16.8	20.4	17.6	20.8	19.6	20.3	17.9	15.7	13.5	2.1	2.4	19.1	17.0	27.4	27.5

BARGAINING UNIT AVERAGE YEARS 18.1

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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
Y52 - NONCAREER																
00 - 05 YEARS	79	78	14	14	1	0	2	2	5	2	2	2	103	98	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	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	79	78	14	14	1	0	3	2	5	2	2	2	104	98	0	0
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

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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
Y98 - MANAGERIAL																
00 - 05 YEARS	107	85	7	8	1	0	0	4	2	0	5	6	122	103	1	1
06 - 10 YEARS	113	86	12	10	0	0	3	1	2	3	2	3	132	103	1	0
11 - 15 YEARS	125	94	4	10	0	0	1	3	1	3	0	0	131	110	1	0
16 - 20 YEARS	108	100	10	12	1	3	2	0	0	1	0	0	121	116	1	2
21 - 25 YEARS	121	118	23	24	2	1	2	4	5	3	0	0	153	150	1	5
26 - 30 YEARS	95	69	14	15	4	1	6	1	1	1	0	0	120	87	6	4
31 - 35 YEARS	81	79	18	26	1	0	1	3	1	4	0	0	102	112	7	2
36 - 40 YEARS	55	28	8	15	0	1	0	1	0	1	0	0	63	46	6	3
MORE THAN 40 YEARS	3	5	1	2	0	0	0	0	0	0	0	0	4	7	2	1
BARGAINING UNIT TOTAL	808	664	97	122	9	6	15	17	12	16	7	9	948	834	26	18
MORE THAN 10 YEARS:	588	493	78	104	8	6	12	12	8	13	0	0	694	628	24	17
AVERAGE YEARS	18.7	18.8	23.0	24.0	23.4	23.7	21.6	18.7	18.2	21.6	4.0	4.8	19.1	19.5	29.8	27.0

BARGAINING UNIT AVERAGE YEARS 19.3

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	96	254	8	31	0	2	2	5	0	2	3	9	109	303	0	1
06 - 10 YEARS	33	163	7	19	0	1	0	7	0	1	0	1	40	192	0	0
11 - 15 YEARS	32	213	4	31	0	1	1	2	0	5	0	0	37	252	0	1
16 - 20 YEARS	14	85	5	21	0	1	1	2	2	1	0	0	22	110	0	3
21 - 25 YEARS	21	140	6	27	0	2	1	9	0	3	0	0	28	181	2	7
26 - 30 YEARS	13	56	4	18	0	0	0	12	0	1	0	0	17	87	2	6
31 - 35 YEARS	12	79	1	26	1	1	0	8	0	1	0	0	14	115	2	5
36 - 40 YEARS	7	42	1	8	0	0	0	3	0	0	0	0	8	53	0	9
MORE THAN 40 YEARS	1	8	0	1	0	0	1	0	0	0	0	0	2	9	0	0
BARGAINING UNIT TOTAL	229	1,040	36	182	1	8	6	48	2	14	3	10	277	1,302	6	32
MORE THAN 10 YEARS:	100	623	21	132	1	5	4	36	2	11	0	0	128	807	6	31
AVERAGE YEARS	11.6	15.0	15.0	18.4	34.0	15.5	16.0	21.6	17.0	16.2	0.7	2.6	12.1	15.6	28.2	28.4
BARGAINING UNIT AVERAGE YEARS	15.0															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: September 29, 2012

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	4,559	6,405	701	2,242	53	53	128	252	105	108	241	365	5,787	9,425	10	18	
06- 10 YEARS	2,777	3,047	365	1,038	30	26	81	115	66	70	16	11	3,335	4,307	9	18	
11- 15 YEARS	4,282	3,012	386	1,093	66	38	106	132	55	68	0	1	4,895	4,344	20	18	
16- 20 YEARS	2,905	1,911	328	589	72	35	90	89	34	36	0	0	3,429	2,660	36	46	
21- 25 YEARS	2,697	1,685	366	652	69	24	101	119	46	38	0	0	3,279	2,518	121	123	
26- 30 YEARS	1,060	779	235	360	18	16	45	43	15	15	0	0	1,373	1,213	69	61	
31- 35 YEARS	576	889	126	340	7	11	19	44	7	13	0	0	735	1,297	49	79	
36- 40 YEARS	280	355	46	124	0	3	12	15	5	2	0	0	343	499	25	31	
MORE THAN 40 YEARS	35	48	4	12	0	0	3	0	4	0	0	0	46	60	8	3	
STATEWIDE TOTAL	19,171	18,131	2,557	6,450	315	206	585	809	337	350	257	377	23,222	26,323	347	397	
MORE THAN 10 YEARS	11,835	8,679	1,491	3,170	232	127	376	442	166	172	0	1	14,100	12,591	328	361	
AVERAGE YEARS	13.7	12.0	14.2	12.4	15.5	14.1	14.9	13.2	12.4	11.7	1.7	1.3	13.6	12.0	25.0	24.5	

STATEWIDE TOTAL AVERAGE YEARS 12.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay End Date: September 29, 2012

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	1,350	2.7 %	44.5	\$24.23	931	69.0 %
A31 - LABOR AND TRADES	2,955	6.0 %	45.5	\$17.88	1,511	51.1 %
C12 - SECURITY	7,056	14.2 %	44.5	\$23.68	5,949	84.3 %
E42 - HUMAN SERVICES SUPPORT	639	1.3 %	47.8	\$23.62	499	78.1 %
H21 - SCIENTIFIC & ENGINEERING	2,074	4.2 %	44.9	\$32.49	1,650	79.6 %
L32 - TECHNICAL	967	2.0 %	43.7	\$23.06	690	71.4 %
T01 - STATE POLICE ENLISTED	1,423	2.9 %	41.9	\$30.33	1,263	88.8 %
U11 - INSTITUTIONAL	1,897	3.8 %	45.0	\$20.00	1,107	58.4 %
W22 - HUMAN SERVICES	10,665	21.5 %	43.0	\$25.18	5,076	47.6 %
W41 - ADMINISTRATIVE SUPPORT	6,330	12.8 %	45.8	\$19.95	3,831	60.5 %
Y00 - NON-SPECIFIED	2	0.0 %	23.9	\$12.49	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	4,919	9.9 %	46.1	\$30.01	3,488	70.9 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	47.7	\$18.89	1	100.0 %
Y51 - SUPERVISORY	5,704	11.5 %	48.5	\$32.31	5,132	90.0 %
Y52 - NONCAREER	202	0.4 %	26.3	\$13.50	0	0.0 %
Y98 - MANAGERIAL	1,782	3.6 %	51.1	\$46.44	1,547	86.8 %
Y99 - CONFIDENTIAL	1,579	3.2 %	47.0	\$26.54	1,150	72.8 %
STATEWIDE TOTAL	49,545	100.0 %	45.2	\$26.09	33,825	68.3 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 29, 2012

Unit Code	Bargaining Unit	Total Employees Enrolled	Health Insurance							Dental Insurance						
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02	SAFETY & REGULATORY	1,322	783	59 %	372	28 %	32	2 %	0	0 %	1,179	89 %	24	2 %	9	1 %
A31	LABOR AND TRADES	1,924	978	51 %	793	41 %	15	1 %	0	0 %	1,785	93 %	8	0 %	5	0 %
C12	SECURITY	7,056	4,105	58 %	2,515	36 %	25	0 %	0	0 %	6,565	93 %	129	2 %	10	0 %
E42	HUMAN SERVICES SUPPORT	639	356	56 %	249	39 %	5	1 %	0	0 %	591	92 %	23	4 %	2	0 %
H21	SCIENTIFIC & ENGINEERING	2,069	953	46 %	960	46 %	20	1 %	0	0 %	1,917	93 %	33	2 %	11	1 %
L32	TECHNICAL	859	426	50 %	373	43 %	12	1 %	0	0 %	795	93 %	18	2 %	3	0 %
T01	STATE POLICE ENLISTED	1,423	151	11 %	25	2 %	1	0 %	1,221	86 %	1,394	98 %	4	0 %	1	0 %
U11	INSTITUTIONAL	1,873	1,013	54 %	705	38 %	11	1 %	0	0 %	1,701	91 %	47	3 %	2	0 %
W22	HUMAN SERVICES	10,572	5,026	48 %	4,705	45 %	101	1 %	0	0 %	9,609	91 %	354	3 %	43	0 %
W41	ADMINISTRATIVE SUPPORT	5,818	2,118	36 %	3,168	54 %	74	1 %	0	0 %	5,218	90 %	195	3 %	16	0 %
Y23	BUSINESS & ADMINISTRATION	4,901	1,652	34 %	2,798	57 %	76	2 %	0	0 %	4,417	90 %	142	3 %	22	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,702	2,852	50 %	2,456	43 %	48	1 %	0	0 %	5,292	93 %	105	2 %	15	0 %
Y52	NONCAREER	1	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,782	793	45 %	849	48 %	13	1 %	0	0 %	1,664	93 %	20	1 %	2	0 %
Y99	CONFIDENTIAL	1,549	490	32 %	895	58 %	15	1 %	0	0 %	1,385	89 %	42	3 %	2	0 %
STATEWIDE TOTALS:		47,491	21,696	46 %	20,864	44 %	448	1 %	1,221	3 %	43,514	92 %	1,144	2 %	143	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

STATE OF MICHIGAN

Table 5-4

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

Pay End Date: September 29, 2012

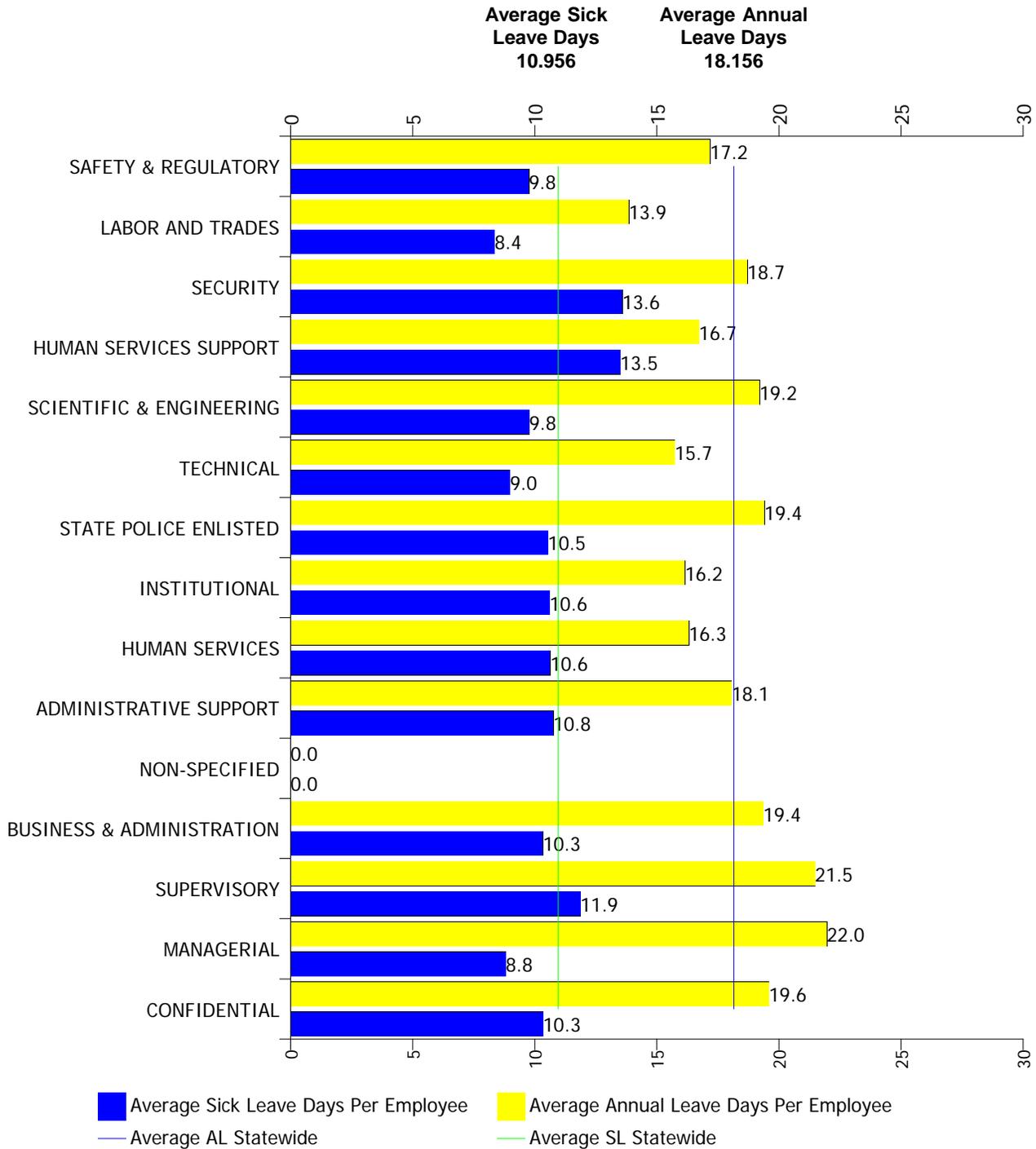
Unit Code	Bargaining Unit	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,322	1,222	92 %	1,050	79 %	67	5 %	1,248	94 %	69	5 %	60	5 %
A31	LABOR AND TRADES	1,924	1,805	94 %	1,668	87 %	2	0 %	1,852	96 %	65	3 %	4	0 %
C12	SECURITY	7,056	6,709	95 %	6,536	93 %	0	0 %	6,821	97 %	200	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	639	620	97 %	537	84 %	0	0 %	601	94 %	35	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,069	1,966	95 %	1,714	83 %	26	1 %	1,924	93 %	138	7 %	12	1 %
L32	TECHNICAL	859	819	95 %	708	82 %	18	2 %	797	93 %	58	7 %	9	1 %
T01	STATE POLICE ENLISTED	1,423	1,401	98 %	1,483	104 %	923	65 %	1,372	96 %	36	3 %	964	68 %
U11	INSTITUTIONAL	1,873	1,753	94 %	1,602	86 %	4	0 %	1,778	95 %	91	5 %	0	0 %
W22	HUMAN SERVICES	10,572	10,041	95 %	8,559	81 %	0	0 %	9,956	94 %	593	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,818	5,463	94 %	4,824	83 %	100	2 %	5,452	94 %	341	6 %	72	1 %
Y23	BUSINESS & ADMINISTRATION	4,901	4,603	94 %	3,913	80 %	64	1 %	4,604	94 %	288	6 %	41	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,702	5,424	95 %	5,360	94 %	168	3 %	5,499	96 %	187	3 %	168	3 %
Y52	NONCAREER	1	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,782	1,691	95 %	1,562	88 %	31	2 %	1,695	95 %	86	5 %	33	2 %
Y99	CONFIDENTIAL	1,549	1,428	92 %	1,300	84 %	15	1 %	1,461	94 %	84	5 %	10	1 %
STATEWIDE TOTALS:		47,491	44,947	95 %	40,817	86 %	1,418	3 %	45,062	95 %	2,271	5 %	1,373	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

STATE OF MICHIGAN
ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT
Fiscal Year 2011 - 2012

Graph 5-3



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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT
From Pay End Date October 01, 2011 Through Pay End Date September 29, 2012

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,434	111,960.1	78.1	9.8
A31 LABOR AND TRADES	2,904	194,286.6	66.9	8.4
C12 SECURITY	7,784	846,158.1	108.7	13.6
E42 HUMAN SERVICES SUPPORT	991	107,041.1	108.0	13.5
H21 SCIENTIFIC & ENGINEERING	2,159	168,886.0	78.2	9.8
L32 TECHNICAL	1,093	78,613.6	71.9	9.0
T01 STATE POLICE ENLISTED	1,482	125,038.3	84.4	10.5
U11 INSTITUTIONAL	2,163	183,523.3	84.8	10.6
W22 HUMAN SERVICES	11,655	991,593.2	85.1	10.6
W41 ADMINISTRATIVE SUPPORT	6,461	556,060.8	86.1	10.8
Y00 NON-SPECIFIED	3	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,209	430,769.5	82.7	10.3
Y51 SUPERVISORY	6,091	578,505.6	95.0	11.9
Y98 MANAGERIAL	1,879	132,460.3	70.5	8.8
Y99 CONFIDENTIAL	1,628	134,681.0	82.7	10.3
STATEWIDE	52,936	4,639,577.5	87.6	11.0

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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF29

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT
From Pay End Date October 01, 2011 Through Pay End Date September 29, 2012

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	1,434	197,141.3	137.5	17.2	1,434	2,683.6	1.9	0.2
A31 LABOR AND TRADES	2,904	321,786.3	110.8	13.9	2,904	2,768.7	1.0	0.1
C12 SECURITY	7,784	1,164,990.2	149.7	18.7	7,784	13,584.4	1.7	0.2
E42 HUMAN SERVICES SUPPORT	991	132,640.5	133.8	16.7	991	2,133.6	2.2	0.3
H21 SCIENTIFIC & ENGINEERING	2,159	331,646.5	153.6	19.2	2,159	7,187.0	3.3	0.4
L32 TECHNICAL	1,093	137,596.4	125.9	15.7	1,093	2,673.9	2.4	0.3
T01 STATE POLICE ENLISTED	1,482	230,112.6	155.3	19.4	1,482	5,825.0	3.9	0.5
U11 INSTITUTIONAL	2,163	279,568.8	129.3	16.2	2,163	8,469.8	3.9	0.5
W22 HUMAN SERVICES	11,655	1,521,024.9	130.5	16.3	11,655	23,514.9	2.0	0.3
W41 ADMINISTRATIVE SUPPORT	6,461	933,725.4	144.5	18.1	6,461	13,519.2	2.1	0.3
Y00 NON-SPECIFIED	3	0.0	0.0	0.0	3	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,209	806,817.0	154.9	19.4	5,209	13,225.2	2.5	0.3
Y51 SUPERVISORY	6,091	1,046,562.5	171.8	21.5	6,091	19,948.4	3.3	0.4
Y98 MANAGERIAL	1,879	330,113.5	175.7	22.0	1,879	4,155.4	2.2	0.3
Y99 CONFIDENTIAL	1,628	255,184.6	156.7	19.6	1,628	2,669.1	1.6	0.2
STATEWIDE	52,936	7,688,910.5	145.2	18.2	52,936	122,358.2	2.3	0.3

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 noncareer 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 OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2011 - 2012

UNION CODE	DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	9.8	17.2	26.9
A31	LABOR AND TRADES	8.4	13.9	22.2
C12	SECURITY	13.6	18.7	32.3
E42	HUMAN SERVICES SUPPORT	13.5	16.7	30.2
H21	SCIENTIFIC & ENGINEERING	9.8	19.2	29.0
L32	TECHNICAL	9.0	15.7	24.7
T01	STATE POLICE ENLISTED	10.5	19.4	30.0
U11	INSTITUTIONAL	10.6	16.2	26.8
W22	HUMAN SERVICES	10.6	16.3	26.9
W41	ADMINISTRATIVE SUPPORT	10.8	18.1	28.8
Y00	NON-SPECIFIED	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	10.3	19.4	29.7
Y51	SUPERVISORY	11.9	21.5	33.3
Y98	MANAGERIAL	8.8	22.0	30.8
Y99	CONFIDENTIAL	10.3	19.6	29.9
	STATEWIDE AVERAGE	10.956	18.156	29.112

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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2007-08 through 2011-2012

UNION CODE	BARGAINING UNIT	2007-08	2008-09	2009-10	2010-2011	2011-2012
A02	SAFETY & REGULATORY	9.4	9.0	9.3	8.9	9.8
A31	LABOR AND TRADES	9.2	9.0	9.5	8.5	8.4
C12	SECURITY	10.8	11.7	12.6	12.8	13.6
E42	HUMAN SERVICES SUPPORT	11.8	6.7	9.7	9.0	13.5
H21	SCIENTIFIC & ENGINEERING	9.5	8.8	9.8	9.2	9.8
L32	TECHNICAL	8.4	7.5	8.3	7.8	9.0
T01	STATE POLICE ENLISTED	11.3	11.5	11.5	10.5	10.5
U11	INSTITUTIONAL	10.6	10.8	10.7	9.6	10.6
W22	HUMAN SERVICES	9.9	8.6	9.7	8.4	10.6
W41	ADMINISTRATIVE SUPPORT	10.8	9.9	10.9	9.1	10.8
Y00	NON-SPECIFIED	0.0	0.0	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	10.4	9.4	10.4	9.2	10.3
Y51	SUPERVISORY	10.4	10.0	11.3	9.7	11.9
Y98	MANAGERIAL	8.2	7.5	8.3	7.0	8.8
Y99	CONFIDENTIAL	10.4	9.7	10.8	8.1	10.3
	STATEWIDE AVERAGE	10.2	9.6	10.6	9.4	10.956

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 noncareer 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

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: September 29, 2012

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 AND RURAL DVLPMNT	79	402	26	15	0	0	207	8	0	0	1	46	303
ATTORNEY GENERAL	11	471	26	1	0	0	0	0	0	0	0	79	106
AUDITOR GENERAL	03	144	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	38	15	53
CIVIL SERVICE COMMISSION	19	419	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,120	26	71	198	0	104	42	0	788	402	420	2,051
CORRECTIONS	47	13,458	10	585	6,858	0	8	100	0	571	2,290	939	11,361
EDUCATION	31	505	0	2	0	4	0	2	0	18	172	82	280
ENVIRONMENTAL QUALITY	76	1,133	26	2	0	0	688	46	0	0	1	142	905
EXECUTIVE OFFICE	01	50	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,136	197	34	0	56	3	3	0	87	7,136	1,245	8,761
LICENSING AND REGULATORY AFF	64	3,473	271	32	0	503	118	4	0	22	478	684	2,112
MILITARY & VETERAN AFFAIRS	51	914	47	207	0	0	26	13	0	397	27	45	762
NATURAL RESOURCES	75	2,673	501	1,051	0	0	266	153	0	6	95	184	2,256
STATE	23	1,533	14	15	0	0	0	1	0	0	0	1,029	1,059
STATE POLICE	55	2,404	131	10	0	0	94	30	1,423	8	0	233	1,929
STRATEGIC FUND	07	701	0	1	0	76	17	3	0	0	21	94	212
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,610	0	267	0	0	35	61	0	0	1	326	690
TRANSPORTATION	59	2,726	65	647	0	0	506	499	0	0	3	241	1,961
TREASURY	27	1,579	10	13	0	0	2	2	0	0	0	524	551
Grand Total:		49,545	1,350	2,955	7,056	639	2,074	967	1,423	1,897	10,665	6,330	35,356

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: September 29, 2012

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 AND RURAL DVLPMNT	79	402	21	11	19	0	0	48	99
ATTORNEY GENERAL	11	471	30	48	282	0	0	5	365
AUDITOR GENERAL	03	144	0	69	33	4	0	34	140
CIVIL RIGHTS	15	94	1	19	10	1	0	10	41
CIVIL SERVICE COMMISSION	19	419	5	356	51	0	0	7	419
COMMUNITY HEALTH	39	3,120	433	75	166	6	1	388	1,069
CORRECTIONS	47	13,458	177	117	154	2	0	1,647	2,097
EDUCATION	31	505	118	30	28	0	0	49	225
ENVIRONMENTAL QUALITY	76	1,133	47	20	31	10	0	120	228
EXECUTIVE OFFICE	01	50	0	48	2	0	0	0	50
HUMAN SERVICES	43	11,136	561	216	184	0	0	1,414	2,375
LICENSING AND REGULATORY AFF	64	3,473	678	102	218	37	0	326	1,361
MILITARY & VETERAN AFFAIRS	51	914	21	9	11	0	0	111	152
NATURAL RESOURCES	75	2,673	80	27	59	18	0	233	417
STATE	23	1,533	123	54	44	21	0	232	474
STATE POLICE	55	2,404	130	32	46	3	0	264	475
STRATEGIC FUND	07	701	303	40	59	29	0	58	489
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,610	1,309	159	187	43	1	221	1,920
TRANSPORTATION	59	2,726	205	97	83	15	1	364	765
TREASURY	27	1,579	677	50	115	13	0	173	1,028
Grand Total:		49,545	4,919	1,579	1,782	202	3	5,704	14,189

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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

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.**
36th District Court Judges taking office before 3/31/97.
- 25 Wayne County Retirement System.**
36th 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.
- 35 **Command Officer Before 4/1/1986 No Contribution**
- 36 **Command Officer After 3/31/1986 No Contribution**
- 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 or Employees rehired on or after 1/1/12, but before 1/1/14 with more than 10 years of Defined Contribution (DC) Service.
- 4B **State Employees Defined Contribution Prior Defined Benefit Non-vested 1/2012.**
Employees rehired on or after 1/1/2012, and have less than 10 years of Defined Benefit (DB) service.
- 4M **State Employees Defined Contribution Monetized.**
- 4N **State Employees Defined Contribution 1/2012.**
Employees hired on or after 1/1/2012 with no previous state employment service; employees rehired on or after 1/1/2012 with less than 10 years of Defined Contribution (DC) service; or, employees rehired on or after 1/1/14 with more than 10 years of Defined Contribution (DC) service.
- 4V **State Employees Defined Contribution Prior Defined Benefit Vested 1/12.**
Employees rehired on or after 1/1/2012 and have more than 10 years of Defined Benefit (DB) service.
- 41 **State Employees Defined Contribution Previous Defined Benefit (01)**
- 44 **State Employees Defined Contribution Previous Defined Benefit (04)**
- 46 **State Employees Defined Contribution Previous Defined Benefit (26)**
- 49 **State Employees Defined Contribution Previous Defined Benefit (04) RE4L**
- 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.
- 70 **State Police Troopers Eff 6/10/2012 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 noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 99% of all noncareer 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.