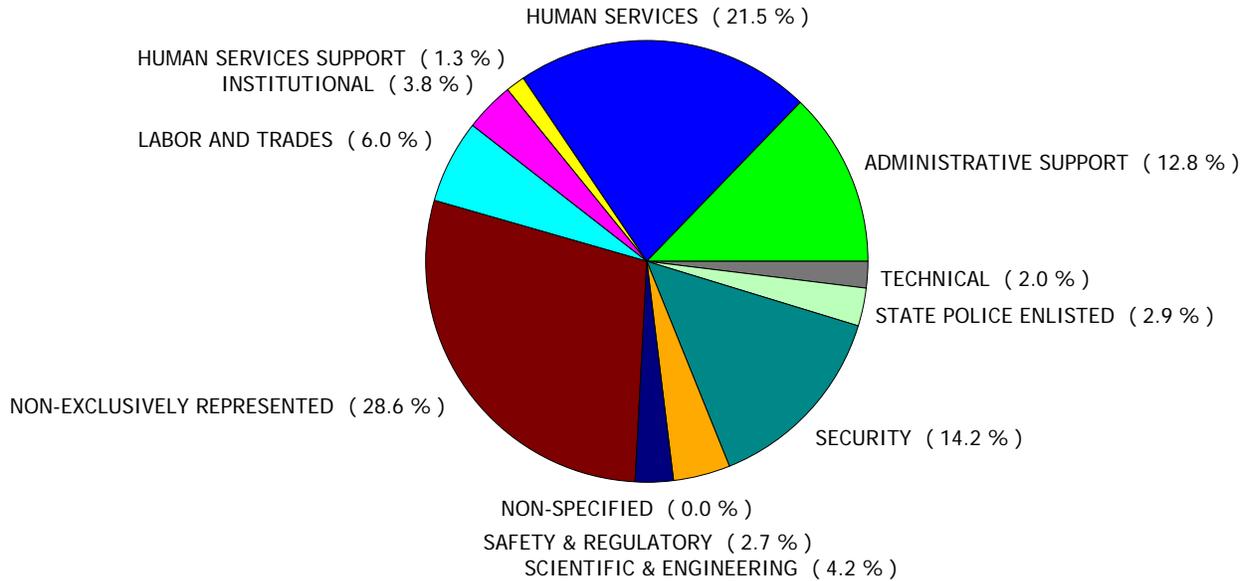


SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

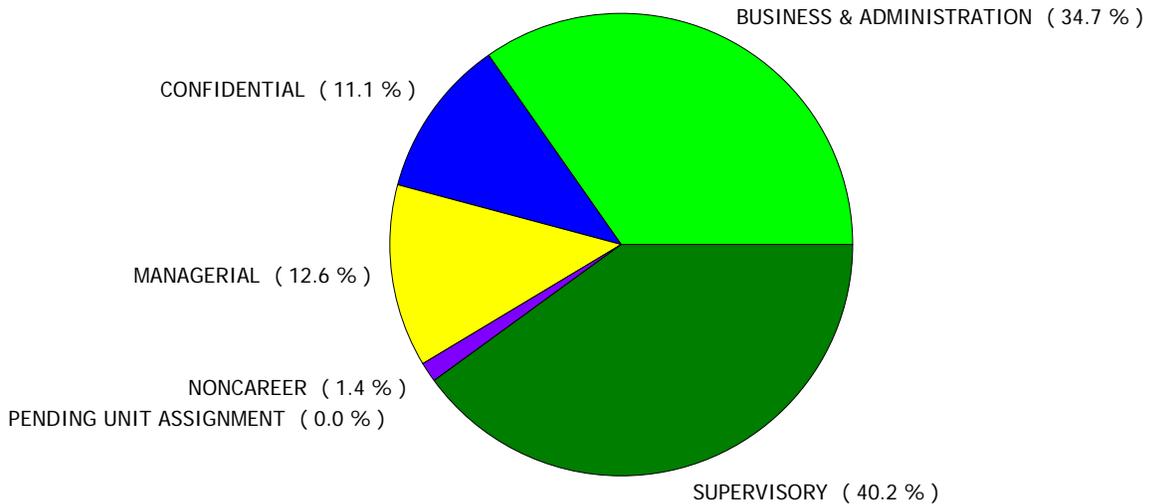
STATE OF MICHIGAN
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
 Fiscal Year 2011 - 2012

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

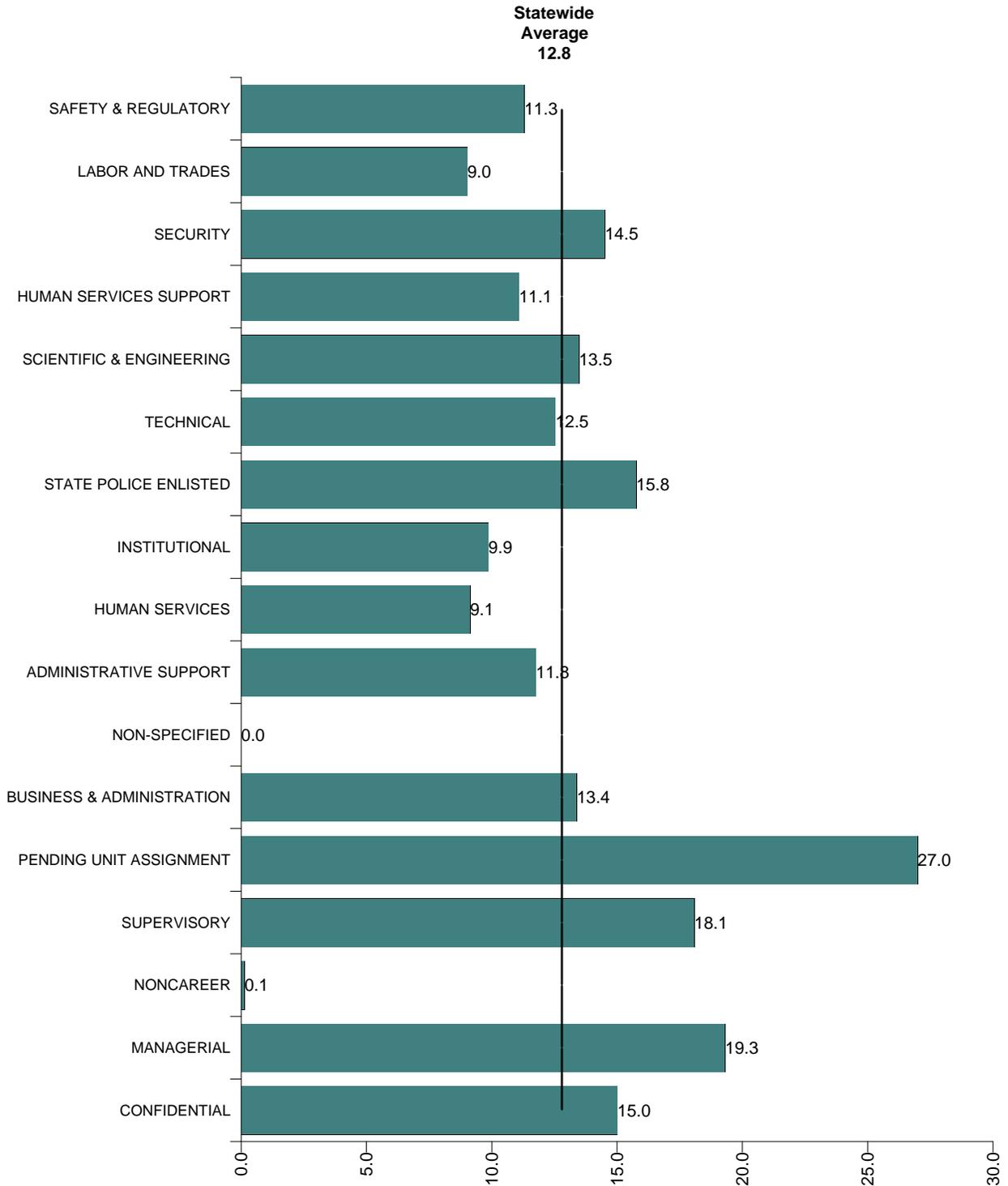
STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT
 Pay End Date: September 29, 2012

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



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

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

Pay End Date: September 18, 2010

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	260	77	7	11	0	2	8	0	1	0	2	1	278	91	0	0
06 - 10 YEARS	215	56	12	17	3	2	6	1	1	0	1	0	238	76	0	0
11 - 15 YEARS	162	40	7	17	3	3	4	0	3	0	0	0	179	60	1	0
16 - 20 YEARS	117	24	8	14	1	0	1	0	0	0	0	0	127	38	1	2
21 - 25 YEARS	82	23	18	26	1	1	6	2	2	0	0	0	109	52	5	2
26 - 30 YEARS	31	12	5	9	2	0	0	1	0	0	0	0	38	22	1	1
31 - 35 YEARS	29	10	3	9	1	0	1	0	0	0	0	0	34	19	1	0
36 - 40 YEARS	6	2	0	1	0	0	0	0	0	0	0	0	6	3	2	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	902	244	60	104	11	8	26	4	7	0	3	1	1,009	361	11	6
MORE THAN 10 YEARS:	427	111	41	76	8	4	12	3	5	0	0	0	493	194	11	6
AVERAGE YEARS	11.6	11.5	16.3	17.1	17.7	9.9	12.5	20.5	13.7	0.0	3.3	2.0	11.9	13.1	24.9	24.2
BARGAINING UNIT AVERAGE YEARS	12.2															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																
00 - 05 YEARS	999	470	64	18	12	5	14	3	2	0	32	11	1,123	507	5	1
06 - 10 YEARS	387	28	22	2	7	0	10	0	0	0	0	0	426	30	0	0
11 - 15 YEARS	355	31	27	3	11	1	9	0	0	0	0	0	402	35	6	0
16 - 20 YEARS	186	20	19	2	2	0	3	1	1	0	0	0	211	23	6	1
21 - 25 YEARS	252	23	25	5	7	0	10	2	2	0	0	0	296	30	24	2
26 - 30 YEARS	75	9	17	1	1	0	3	1	1	0	0	0	97	11	6	0
31 - 35 YEARS	142	16	6	2	1	0	7	2	0	0	0	0	156	20	11	2
36 - 40 YEARS	36	0	1	2	4	0	8	1	0	0	0	0	49	3	3	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
BARGAINING UNIT TOTAL	2,435	597	181	35	45	6	64	10	6	0	32	11	2,763	659	61	6
MORE THAN 10 YEARS:	1,049	99	95	15	26	1	40	7	4	0	0	0	1,214	122	56	5
AVERAGE YEARS	10.6	4.0	11.9	10.5	13.6	2.2	17.4	19.1	16.0	0.0	0.1	0.0	10.8	4.5	22.6	21.8
BARGAINING UNIT AVERAGE YEARS	9.6															

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

Source: Michigan Civil Service Commission HWF20

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

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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															

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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
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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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

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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
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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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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	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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	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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	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

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
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

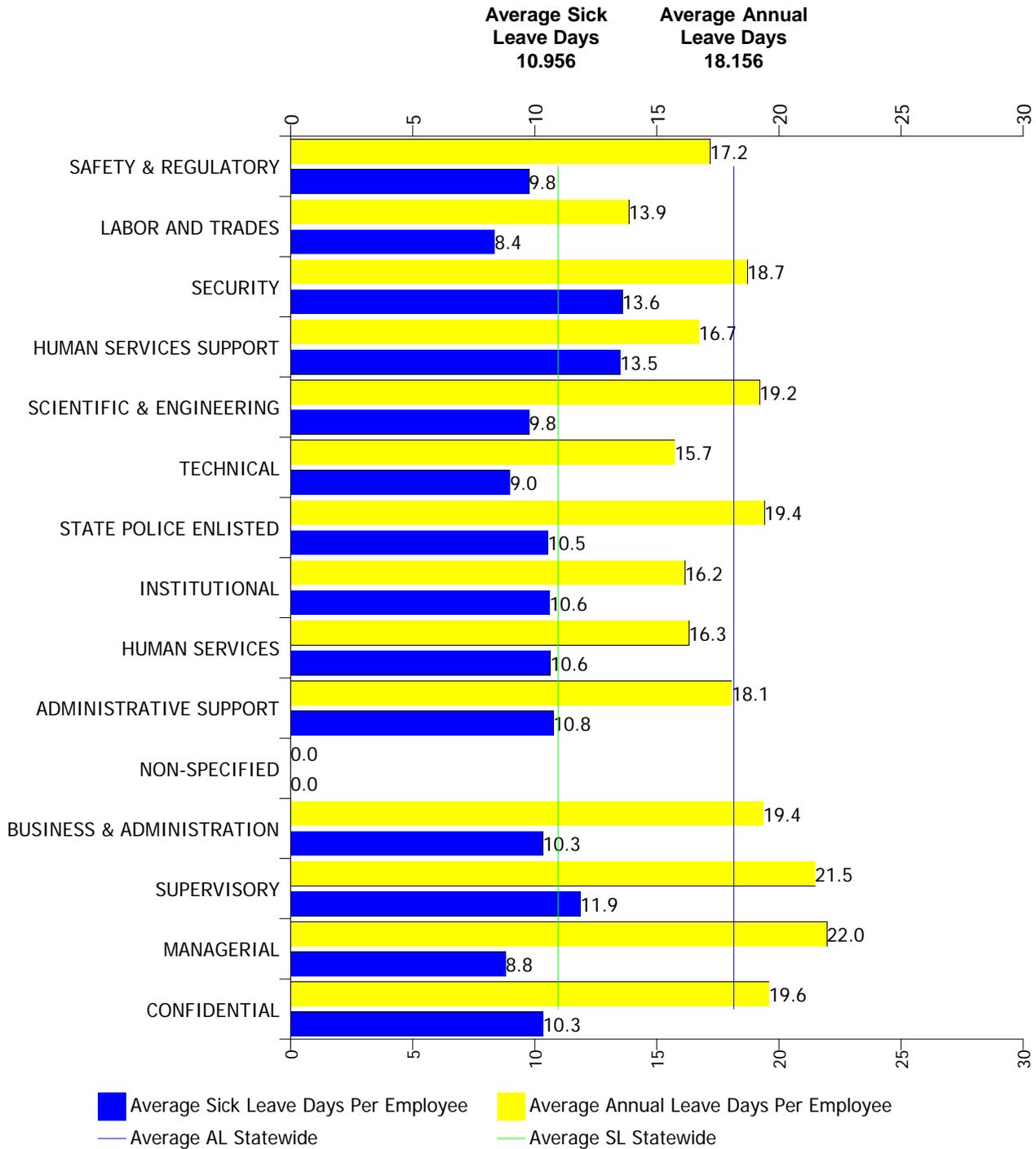
Unit Code	Bargaining Unit	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,322	1,222	92 %	1,050	79 %	67	5 %	1,248	94 %	69	5 %	60	5 %
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