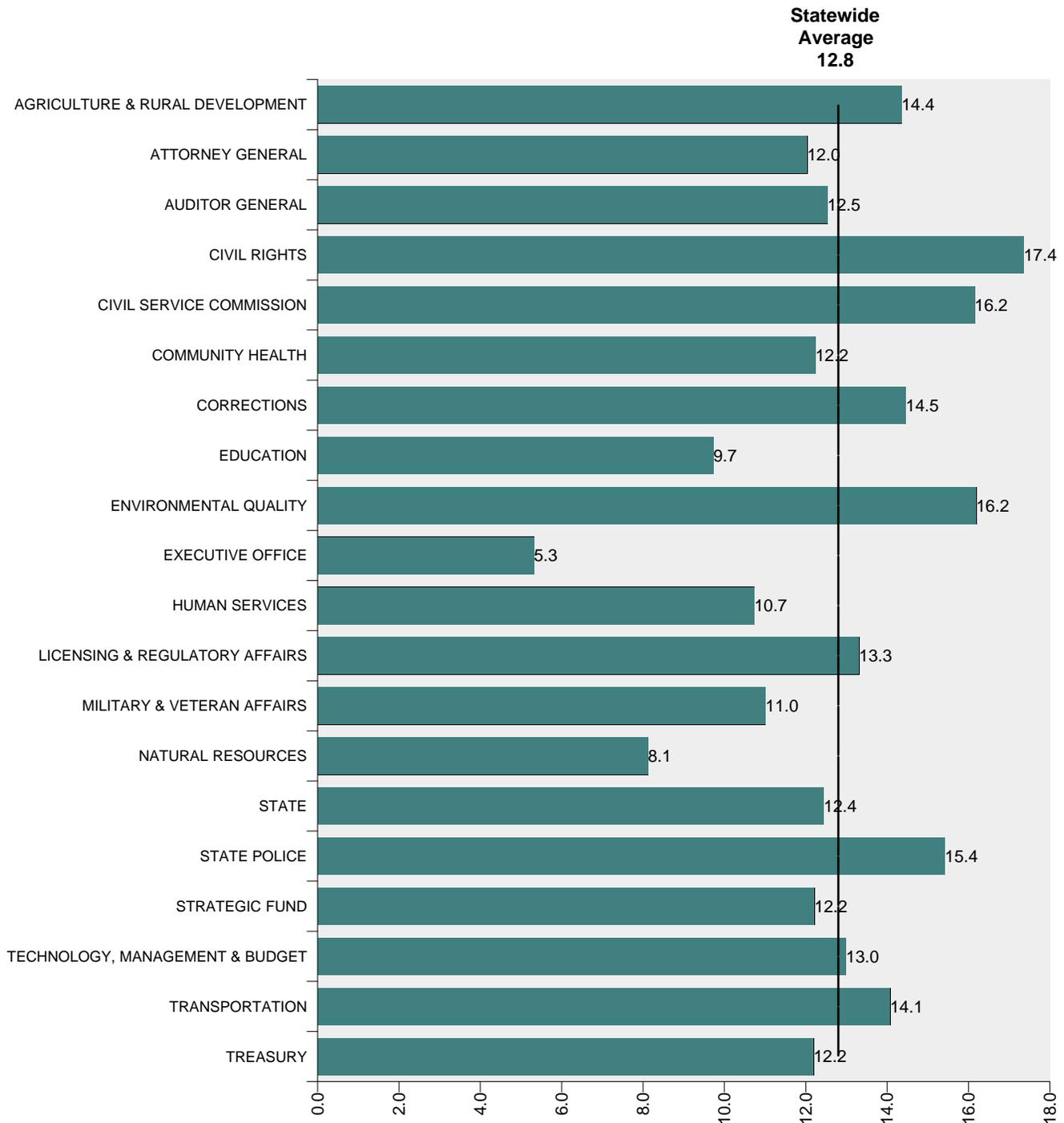


SECTION THREE

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

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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

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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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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

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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
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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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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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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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
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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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
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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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
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
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
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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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
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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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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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
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

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
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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**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
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															

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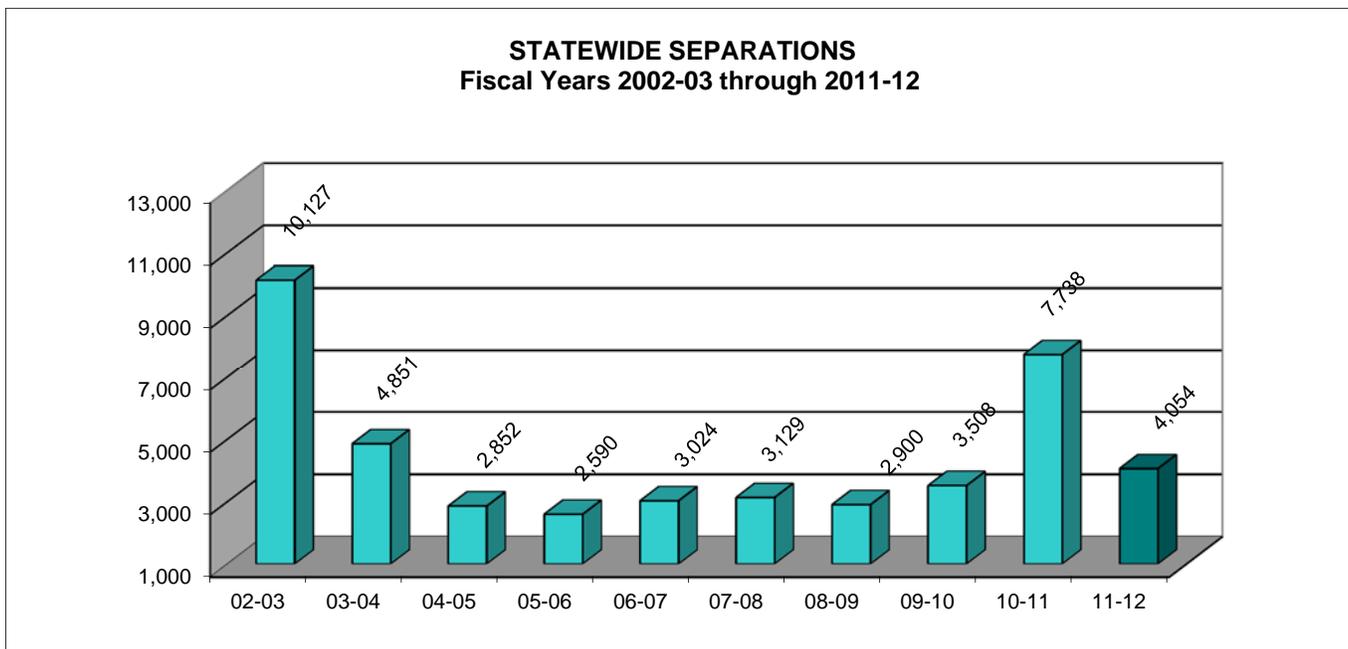
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Source: Michigan Civil Service Commission HWF18

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	SEPARATIONS	SEASONAL LAYOFFS	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.

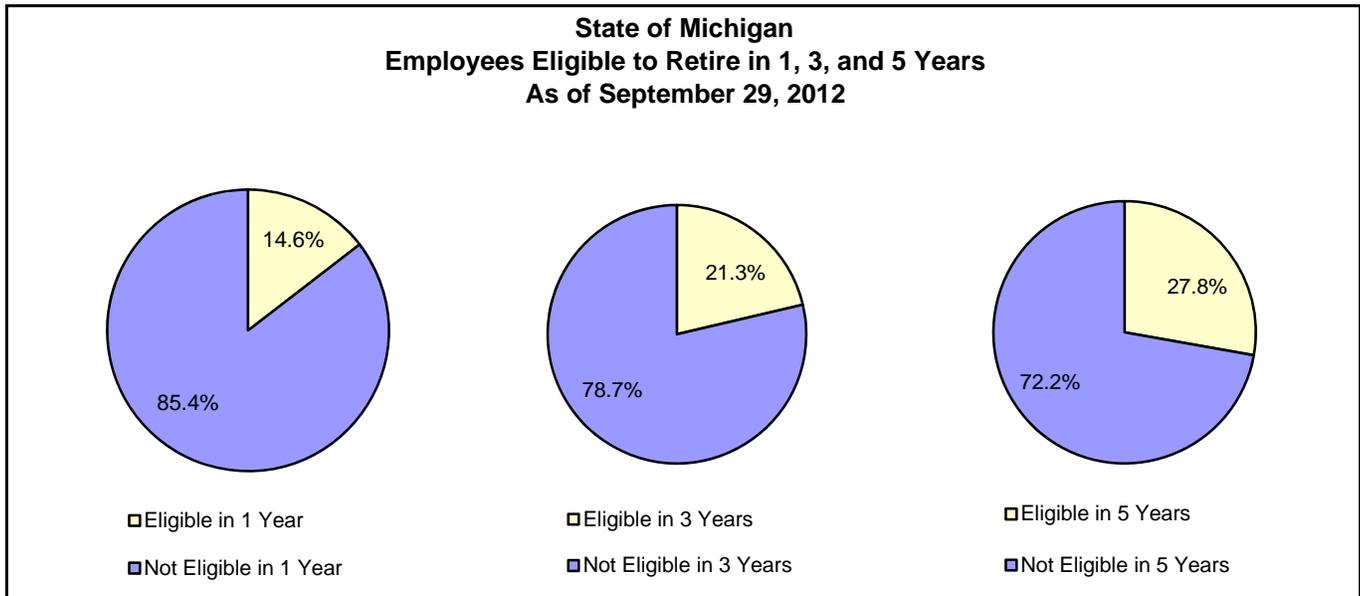
Comments: Starting in FY 2005-06, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, turnover separations included separations of all classified 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