

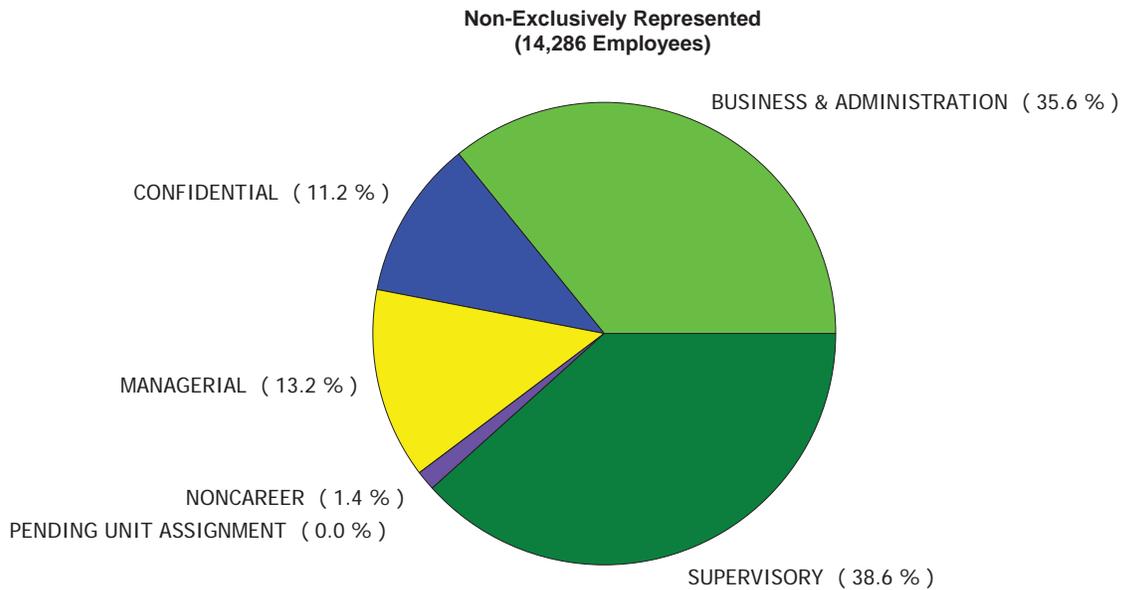
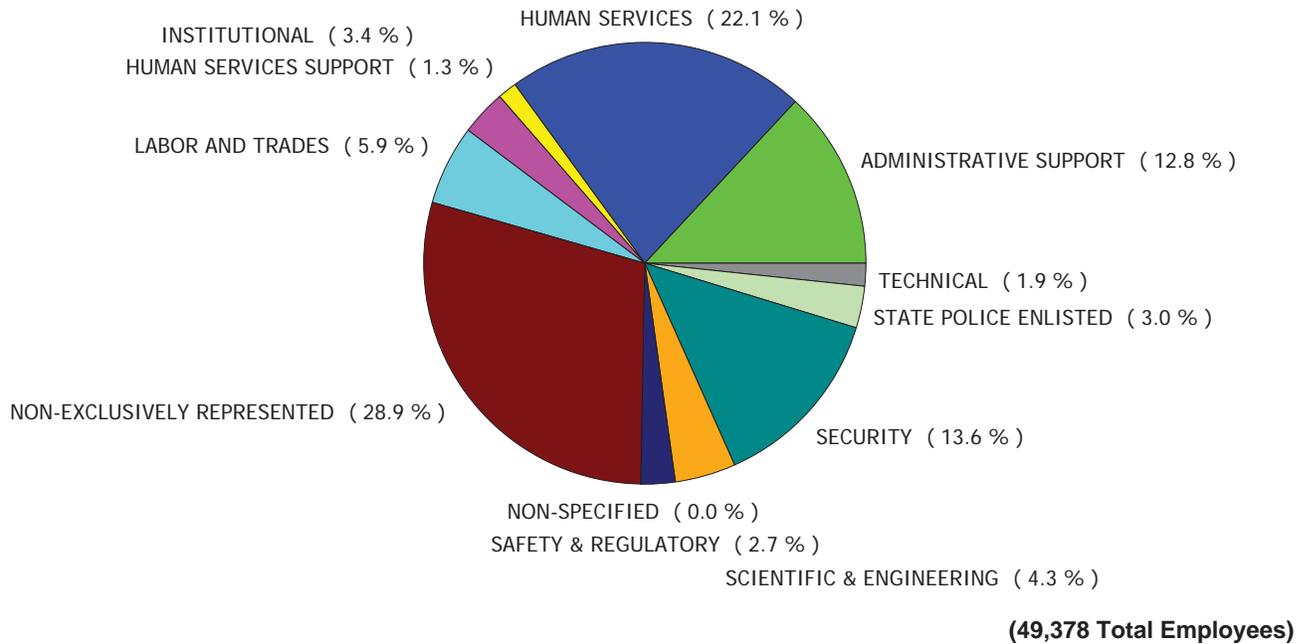
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

**STATE OF MICHIGAN**  
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT**  
**BY BARGAINING UNIT**  
 Fiscal Year 2012 - 2013

Graph 5-1



Comments: 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.

Of the 49,378 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 DUES BY BARGAINING UNIT**  
**Pay End Date: September 28, 2013**

Table 5-1

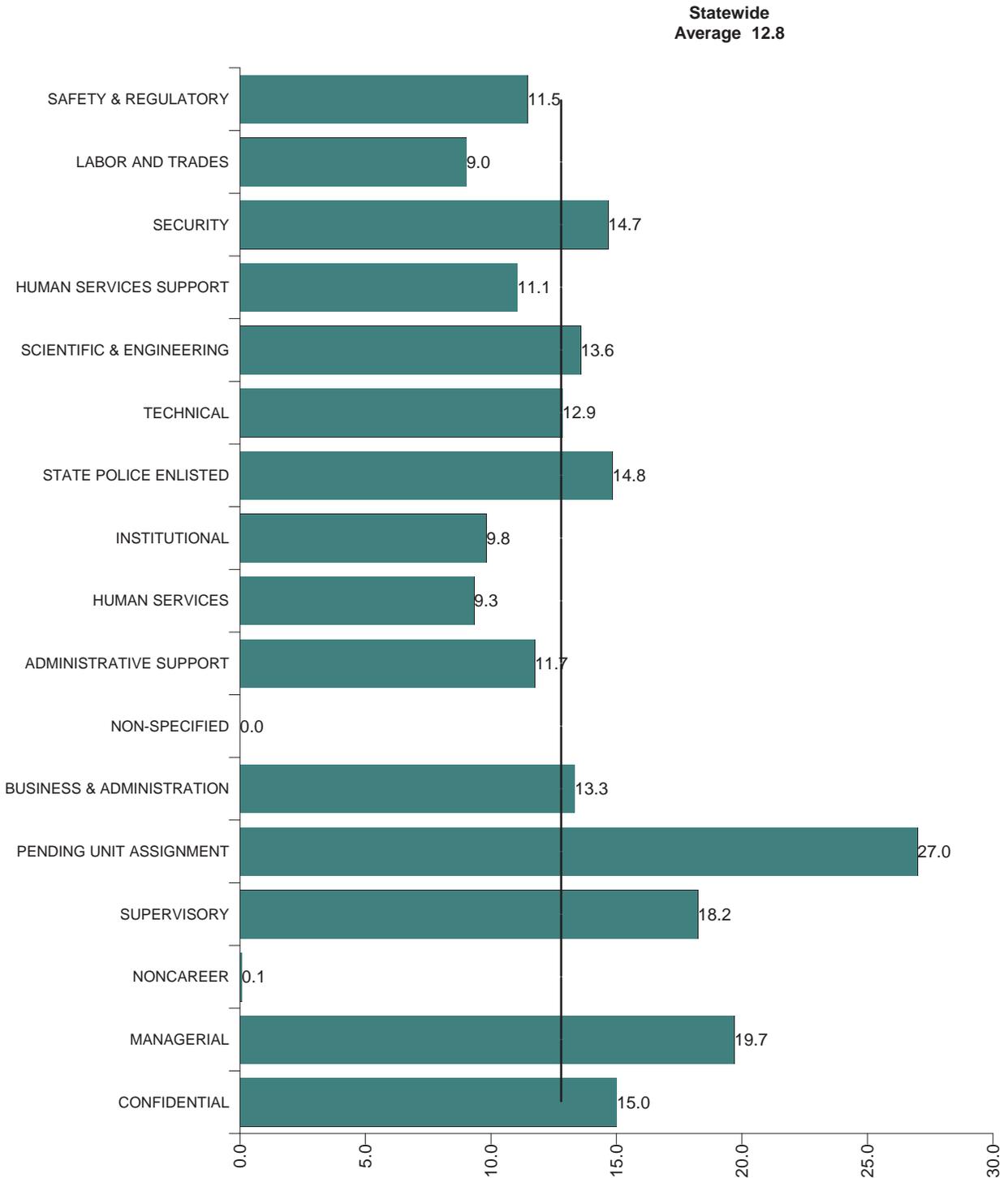
BARGAINING UNIT CODE/NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,355	1,226	90.5	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	2,902	2,557	88.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,695	0	0.0	0	0.0	6,420	95.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	659	0	0.0	0	0.0	0	0.0	640	97.1	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,107	0	0.0	0	0.0	0	0.0	0	0.0	2,039	96.8	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	954	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	896	93.9	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,497	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,426	95.3	0	0.0
U11 INSTITUTIONAL	1,689	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,650	97.7
W22 HUMAN SERVICES	10,906	0	0.0	10,279	94.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,328	0	0.0	5,419	85.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,085	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	5,506	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	204	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	1,884	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	1,602	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>35,092</b>	<b>3,783</b>	<b>10.8</b>	<b>15,698</b>	<b>44.7</b>	<b>6,420</b>	<b>18.3</b>	<b>640</b>	<b>1.8</b>	<b>2,039</b>	<b>5.8</b>	<b>896</b>	<b>2.6</b>	<b>1,426</b>	<b>4.1</b>	<b>1,650</b>	<b>4.7</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,286</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>49,378</b>	<b>3,783</b>	<b>7.7</b>	<b>15,698</b>	<b>31.8</b>	<b>6,420</b>	<b>13.0</b>	<b>640</b>	<b>1.3</b>	<b>2,039</b>	<b>4.1</b>	<b>896</b>	<b>1.8</b>	<b>1,426</b>	<b>2.9</b>	<b>1,650</b>	<b>3.3</b>

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, 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 28, 2013**

Graph 5-2



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. 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 28, 2013

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
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	329	79	17	26	1	4	5	0	1	0	0	0	353	109	0	0
06 - 10 YEARS	148	49	6	13	0	1	7	0	1	0	0	0	162	63	0	0
11 - 15 YEARS	174	46	10	23	3	3	6	1	2	0	0	0	195	73	0	0
16 - 20 YEARS	112	26	6	10	2	1	3	0	2	0	0	0	125	37	2	1
21 - 25 YEARS	79	19	10	15	2	1	1	1	1	0	0	0	93	36	4	2
26 - 30 YEARS	36	9	12	11	0	0	4	0	1	0	0	0	53	20	0	0
31 - 35 YEARS	14	4	1	4	0	0	0	1	0	0	0	0	15	9	1	0
36 - 40 YEARS	5	0	1	3	0	0	1	0	0	0	0	0	7	3	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>899</b>	<b>232</b>	<b>63</b>	<b>105</b>	<b>8</b>	<b>10</b>	<b>27</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,005</b>	<b>350</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	422	104	40	66	7	5	15	3	6	0	0	0	490	178	8	3
AVERAGE YEARS	10.9	10.6	15.3	14.9	15.0	9.5	13.3	23.0	14.6	0.0	0.0	0.0	11.3	12.0	25.9	22.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>11.5</b>														

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. 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 28, 2013

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
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	950	404	27	8	16	3	9	1	3	1	4	1	1,009	418	4	1
06 - 10 YEARS	283	20	19	3	4	0	4	0	0	0	0	0	310	23	0	0
11 - 15 YEARS	395	22	25	3	8	1	8	0	0	0	0	0	436	26	1	0
16 - 20 YEARS	188	16	11	1	9	0	5	1	0	0	0	0	213	18	4	1
21 - 25 YEARS	162	13	22	3	3	0	7	2	1	0	0	0	195	18	13	1
26 - 30 YEARS	97	8	14	0	2	0	4	0	2	0	0	0	119	8	10	0
31 - 35 YEARS	49	8	6	1	1	0	1	0	1	0	0	0	58	9	3	1
36 - 40 YEARS	32	3	0	0	0	0	3	1	0	0	0	0	35	4	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	1	0	0	0	0	0	3	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,158</b>	<b>494</b>	<b>124</b>	<b>19</b>	<b>43</b>	<b>4</b>	<b>42</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>2,378</b>	<b>524</b>	<b>35</b>	<b>5</b>
MORE THAN 10 YEARS:	925	70	78	8	23	1	29	4	4	0	0	0	1,059	83	31	4
AVERAGE YEARS	9.8	3.4	14.8	10.6	11.0	3.5	17.0	21.8	15.6	0.0	0.0	0.0	10.2	3.8	21.9	23.0

**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 workers' 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 28, 2013

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
<b>C12 - SECURITY</b>																
00 - 05 YEARS	604	120	132	83	14	1	28	8	3	3	0	0	781	215	0	0
06 - 10 YEARS	506	110	79	83	29	4	24	3	3	2	0	0	641	202	1	0
11 - 15 YEARS	1,253	199	145	89	24	6	33	13	6	0	0	0	1,461	307	2	1
16 - 20 YEARS	981	189	107	79	36	3	36	6	3	0	0	0	1,163	277	1	1
21 - 25 YEARS	909	96	57	43	29	3	24	4	3	0	0	0	1,022	146	20	7
26 - 30 YEARS	312	26	68	30	5	0	9	0	0	0	0	0	394	56	16	3
31 - 35 YEARS	19	2	4	0	0	0	1	0	0	0	0	0	24	2	1	0
36 - 40 YEARS	0	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>4,585</b>	<b>743</b>	<b>594</b>	<b>407</b>	<b>137</b>	<b>17</b>	<b>155</b>	<b>34</b>	<b>18</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>5,489</b>	<b>1,206</b>	<b>41</b>	<b>12</b>
MORE THAN 10 YEARS:	3,475	513	383	241	94	12	103	23	12	0	0	0	4,067	789	40	12
AVERAGE YEARS	15.2	13.6	13.6	13.0	14.7	13.6	14.0	12.1	13.6	4.6	0.0	0.0	15.0	13.3	24.4	23.5

**BARGAINING UNIT AVERAGE YEARS 14.7**

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. 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 28, 2013

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
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	44	71	14	41	1	1	6	9	0	1	0	0	65	123	0	1
06 - 10 YEARS	21	35	10	81	0	1	3	3	0	1	0	0	34	121	1	2
11 - 15 YEARS	22	66	22	79	1	2	3	6	2	1	0	0	50	154	1	1
16 - 20 YEARS	1	12	0	9	0	1	0	3	0	0	0	0	1	25	0	0
21 - 25 YEARS	7	8	1	10	0	1	1	4	0	0	0	0	9	23	2	1
26 - 30 YEARS	1	10	1	8	0	0	1	3	0	1	0	0	3	22	1	1
31 - 35 YEARS	1	3	0	8	0	1	0	0	0	0	0	0	1	12	0	1
36 - 40 YEARS	1	5	1	7	1	0	0	0	0	0	0	0	3	12	1	2
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>98</b>	<b>211</b>	<b>49</b>	<b>243</b>	<b>3</b>	<b>7</b>	<b>14</b>	<b>28</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>166</b>	<b>493</b>	<b>6</b>	<b>9</b>
MORE THAN 10 YEARS:	33	105	25	121	2	5	5	16	2	2	0	0	67	249	5	6
AVERAGE YEARS	8.8	11.0	9.9	11.9	17.3	15.3	9.0	12.7	11.5	12.8	0.0	0.0	9.3	11.6	22.2	20.8
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>11.1</b>														

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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 28, 2013

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
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	233	195	7	8	2	0	5	3	6	7	0	0	253	213	0	0
06 - 10 YEARS	267	151	5	5	1	1	2	2	6	5	0	0	281	164	0	0
11 - 15 YEARS	267	128	6	5	0	0	4	3	11	7	0	0	288	143	0	2
16 - 20 YEARS	149	68	5	3	1	0	1	1	7	7	0	0	163	79	0	0
21 - 25 YEARS	189	96	4	7	1	0	7	1	6	5	0	0	207	109	4	0
26 - 30 YEARS	74	32	6	3	0	3	2	0	3	1	0	0	85	39	3	1
31 - 35 YEARS	37	8	3	0	1	0	1	0	2	0	0	0	44	8	1	0
36 - 40 YEARS	21	0	2	0	0	0	1	0	1	0	0	0	25	0	1	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	3	0	0	0	6	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,240</b>	<b>678</b>	<b>38</b>	<b>31</b>	<b>6</b>	<b>4</b>	<b>23</b>	<b>10</b>	<b>45</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>1,352</b>	<b>755</b>	<b>10</b>	<b>3</b>
MORE THAN 10 YEARS:	740	332	26	18	3	3	16	5	33	20	0	0	818	378	10	3
AVERAGE YEARS	14.3	11.7	17.4	13.6	13.8	23.5	17.1	10.7	17.8	12.8	0.0	0.0	14.5	11.9	29.5	18.3
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.6</b>														

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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 28, 2013

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
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	169	75	8	9	1	0	3	3	0	3	0	0	181	90	0	0
06 - 10 YEARS	113	54	3	1	2	0	3	0	2	2	0	0	123	57	0	0
11 - 15 YEARS	118	40	1	1	2	0	2	0	3	1	0	0	126	42	0	0
16 - 20 YEARS	68	17	4	1	0	0	2	0	1	1	0	0	75	19	1	0
21 - 25 YEARS	97	17	4	3	0	0	1	0	3	1	0	0	105	21	4	1
26 - 30 YEARS	49	9	9	5	0	1	2	0	0	0	0	0	60	15	1	1
31 - 35 YEARS	9	4	1	2	0	0	2	0	0	0	0	0	12	6	0	1
36 - 40 YEARS	12	2	0	0	0	0	2	0	0	0	0	0	14	2	2	0
MORE THAN 40 YEARS	3	2	0	0	0	0	1	0	0	0	0	0	4	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>638</b>	<b>220</b>	<b>30</b>	<b>22</b>	<b>5</b>	<b>1</b>	<b>18</b>	<b>3</b>	<b>9</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>700</b>	<b>254</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	356	91	19	12	2	1	12	0	7	3	0	0	396	107	8	3
AVERAGE YEARS	13.2	10.6	16.5	15.4	9.2	26.0	19.8	2.7	15.9	10.4	0.0	0.0	13.5	11.0	26.3	27.7

**BARGAINING UNIT AVERAGE YEARS 12.9**

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. 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 28, 2013

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
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	272	21	9	0	4	0	10	0	3	1	0	0	298	22	0	0
06 - 10 YEARS	67	7	2	1	0	0	1	0	0	0	0	0	70	8	0	0
11 - 15 YEARS	270	22	4	2	1	0	5	0	1	0	0	0	281	24	0	0
16 - 20 YEARS	377	54	32	4	14	0	12	0	3	0	0	0	438	58	2	0
21 - 25 YEARS	110	17	21	1	2	0	5	1	1	1	0	0	139	20	0	0
26 - 30 YEARS	77	17	17	0	6	0	8	0	0	0	0	0	108	17	1	0
31 - 35 YEARS	6	1	2	0	0	0	0	0	0	0	0	0	8	1	0	0
36 - 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,181</b>	<b>140</b>	<b>88</b>	<b>9</b>	<b>27</b>	<b>0</b>	<b>41</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1,345</b>	<b>152</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	842	112	77	8	23	0	30	1	5	1	0	0	977	122	3	0
AVERAGE YEARS	14.1	16.8	20.0	19.2	18.0	0.0	15.8	24.0	12.1	12.0	0.0	0.0	14.6	16.9	22.3	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.8</b>															

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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 28, 2013

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
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	181	289	78	147	0	7	9	7	6	6	0	0	274	456	0	0
06 - 10 YEARS	95	123	21	38	1	1	6	3	0	1	0	0	123	166	0	0
11 - 15 YEARS	93	111	30	47	0	0	5	2	1	5	0	0	129	165	0	0
16 - 20 YEARS	63	60	11	18	1	0	2	2	1	0	0	0	78	80	2	1
21 - 25 YEARS	29	26	11	17	1	0	2	1	1	2	0	0	44	46	0	0
26 - 30 YEARS	24	19	11	12	1	0	0	3	0	0	0	0	36	34	0	1
31 - 35 YEARS	8	10	15	4	1	0	0	0	0	0	0	0	24	14	0	0
36 - 40 YEARS	9	4	1	4	0	0	0	1	0	0	0	0	10	9	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>503</b>	<b>642</b>	<b>178</b>	<b>287</b>	<b>5</b>	<b>8</b>	<b>24</b>	<b>19</b>	<b>9</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>719</b>	<b>970</b>	<b>2</b>	<b>2</b>
MORE THAN 10 YEARS:	227	230	79	102	4	0	9	9	3	7	0	0	322	348	2	2
AVERAGE YEARS	10.9	8.9	11.1	9.1	22.2	2.9	8.7	13.2	7.4	9.7	0.0	0.0	11.0	9.0	17.5	24.5

**BARGAINING UNIT AVERAGE YEARS 9.8**

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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 28, 2013

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
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	892	2,885	244	1,362	7	20	36	114	14	28	0	0	1,193	4,409	2	6
06 - 10 YEARS	214	608	63	314	0	2	9	33	3	12	0	0	289	969	2	8
11 - 15 YEARS	327	665	67	472	1	7	17	49	6	13	0	0	418	1,206	4	3
16 - 20 YEARS	316	422	71	241	3	6	12	34	4	9	0	0	406	712	4	7
21 - 25 YEARS	144	229	37	151	1	3	5	23	3	10	0	0	190	416	10	11
26 - 30 YEARS	86	109	24	90	1	0	4	7	1	4	0	0	116	210	8	12
31 - 35 YEARS	54	94	14	76	1	2	1	2	1	3	0	0	71	177	2	10
36 - 40 YEARS	24	41	7	31	0	1	2	1	2	0	0	0	35	74	5	3
MORE THAN 40 YEARS	3	7	1	4	0	0	0	0	0	0	0	0	4	11	1	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,060</b>	<b>5,060</b>	<b>528</b>	<b>2,741</b>	<b>14</b>	<b>41</b>	<b>86</b>	<b>263</b>	<b>34</b>	<b>79</b>	<b>0</b>	<b>0</b>	<b>2,722</b>	<b>8,184</b>	<b>38</b>	<b>61</b>
MORE THAN 10 YEARS:	954	1,567	221	1,065	7	19	41	116	17	39	0	0	1,240	2,806	34	47
AVERAGE YEARS	10.8	8.2	10.6	9.7	11.9	10.7	11.1	10.2	12.8	12.0	0.0	0.0	10.8	8.8	23.6	21.6

**BARGAINING UNIT AVERAGE YEARS 9.3**

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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 28, 2013

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
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	376	1,598	75	409	2	10	18	82	9	16	2	1	482	2,116	2	3
06 - 10 YEARS	76	587	18	100	0	6	2	29	0	3	0	0	96	725	0	4
11 - 15 YEARS	81	688	15	147	1	11	6	32	1	5	0	0	104	883	1	10
16 - 20 YEARS	39	370	8	99	1	9	2	16	0	5	0	0	50	499	2	10
21 - 25 YEARS	29	321	8	92	0	4	2	26	1	4	0	0	40	447	5	39
26 - 30 YEARS	13	231	6	81	0	6	3	15	1	3	0	0	23	336	7	18
31 - 35 YEARS	10	204	6	68	0	2	1	12	0	3	0	0	17	289	2	16
36 - 40 YEARS	8	152	0	32	0	0	1	3	0	1	0	0	9	188	1	13
MORE THAN 40 YEARS	1	13	1	9	0	0	0	0	0	0	0	0	2	22	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>633</b>	<b>4,164</b>	<b>137</b>	<b>1,037</b>	<b>4</b>	<b>48</b>	<b>35</b>	<b>215</b>	<b>12</b>	<b>40</b>	<b>2</b>	<b>1</b>	<b>823</b>	<b>5,505</b>	<b>20</b>	<b>114</b>
MORE THAN 10 YEARS:	181	1,979	44	528	2	32	15	104	3	21	0	0	245	2,664	18	107
AVERAGE YEARS	7.5	12.1	9.1	13.0	7.5	14.9	10.1	12.3	5.8	12.7	0.5	0.0	7.8	12.3	23.8	24.8

**BARGAINING UNIT AVERAGE YEARS 11.7**

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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 28, 2013

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
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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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 28, 2013

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
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	660	616	50	98	2	3	14	15	52	62	0	0	778	794	0	2
06 - 10 YEARS	274	328	33	88	3	4	2	14	30	31	0	0	342	465	1	1
11 - 15 YEARS	331	468	29	95	2	2	8	14	19	12	0	0	389	591	5	1
16 - 20 YEARS	187	240	18	46	0	3	6	9	8	8	0	0	219	306	2	3
21 - 25 YEARS	113	203	25	51	1	1	3	10	7	6	0	0	149	271	11	22
26 - 30 YEARS	81	160	18	53	0	1	6	15	6	3	0	0	111	232	8	8
31 - 35 YEARS	56	129	15	39	0	0	1	4	0	2	0	0	72	174	8	9
36 - 40 YEARS	43	91	5	10	0	2	2	4	1	0	0	0	51	107	2	4
MORE THAN 40 YEARS	13	18	2	0	0	0	0	1	0	0	0	0	15	19	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,758</b>	<b>2,253</b>	<b>195</b>	<b>480</b>	<b>8</b>	<b>16</b>	<b>42</b>	<b>86</b>	<b>123</b>	<b>124</b>	<b>0</b>	<b>0</b>	<b>2,126</b>	<b>2,959</b>	<b>37</b>	<b>50</b>
MORE THAN 10 YEARS:	824	1,309	112	294	3	9	26	57	41	31	0	0	1,006	1,700	36	47
AVERAGE YEARS	11.7	14.4	15.2	15.5	8.8	15.1	14.2	17.0	9.6	7.9	0.0	0.0	11.9	14.4	25.6	25.7
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.3</b>														

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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 28, 2013

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
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	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
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>27.0</b>															

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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 28, 2013

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
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	170	234	19	73	2	2	4	5	16	11	0	0	211	325	1	0
06 - 10 YEARS	191	279	29	85	1	1	6	11	4	8	0	0	231	384	1	0
11 - 15 YEARS	460	424	47	179	5	2	9	10	11	8	0	0	532	623	2	0
16 - 20 YEARS	481	317	60	112	5	9	6	13	5	5	0	0	557	456	3	5
21 - 25 YEARS	490	259	54	100	16	4	17	14	4	4	0	0	581	381	17	13
26 - 30 YEARS	320	179	62	89	7	5	13	3	8	5	0	0	410	281	23	8
31 - 35 YEARS	99	125	23	49	1	0	3	6	1	0	0	0	127	180	9	15
36 - 40 YEARS	88	58	14	30	1	1	1	2	1	0	0	0	105	91	7	6
MORE THAN 40 YEARS	17	8	4	1	0	0	0	0	1	0	0	0	22	9	3	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,316</b>	<b>1,883</b>	<b>312</b>	<b>718</b>	<b>38</b>	<b>24</b>	<b>59</b>	<b>64</b>	<b>51</b>	<b>41</b>	<b>0</b>	<b>0</b>	<b>2,776</b>	<b>2,730</b>	<b>66</b>	<b>47</b>
MORE THAN 10 YEARS:	1,955	1,370	264	560	35	21	49	48	31	22	0	0	2,334	2,021	64	47
AVERAGE YEARS	19.2	16.9	20.6	17.9	21.3	19.7	20.0	18.1	14.6	12.6	0.0	0.0	19.3	17.2	27.8	28.7

**BARGAINING UNIT AVERAGE YEARS 18.2**

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

Pay End Date: September 28, 2013

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
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	92	73	7	13	1	0	0	5	7	3	2	0	109	94	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>92</b>	<b>74</b>	<b>7</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>109</b>	<b>95</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	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 workers' 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 28, 2013

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
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	122	101	4	7	1	0	0	3	4	0	0	1	131	112	0	1
06 - 10 YEARS	102	66	11	11	0	0	1	2	1	1	0	0	115	80	2	0
11 - 15 YEARS	125	105	6	12	0	0	2	3	1	5	0	0	134	125	0	0
16 - 20 YEARS	141	111	9	11	2	2	5	1	0	1	0	0	157	126	2	2
21 - 25 YEARS	123	114	21	18	1	2	2	3	3	2	0	0	150	139	1	5
26 - 30 YEARS	131	100	22	21	5	1	5	2	3	2	0	0	166	126	6	4
31 - 35 YEARS	57	58	16	28	0	0	2	3	1	4	0	0	76	93	5	2
36 - 40 YEARS	66	35	13	13	1	0	0	1	1	1	0	0	81	50	8	2
MORE THAN 40 YEARS	10	8	2	2	0	0	1	0	0	0	0	0	13	10	2	1
<b>BARGAINING UNIT TOTAL</b>	<b>877</b>	<b>698</b>	<b>104</b>	<b>123</b>	<b>10</b>	<b>5</b>	<b>18</b>	<b>18</b>	<b>14</b>	<b>16</b>	<b>0</b>	<b>1</b>	<b>1,023</b>	<b>861</b>	<b>26</b>	<b>17</b>
MORE THAN 10 YEARS:	653	531	89	105	9	5	17	13	9	15	0	0	777	669	24	16
AVERAGE YEARS	19.0	18.9	24.5	24.4	23.8	22.4	23.2	19.5	18.6	22.6	0.0	0.0	19.6	19.8	30.9	27.1

**BARGAINING UNIT AVERAGE YEARS 19.7**

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. 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 28, 2013

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
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	107	284	9	36	0	3	2	8	0	4	0	0	118	335	0	1
06 - 10 YEARS	27	143	4	19	0	1	0	4	0	0	0	0	31	167	0	0
11 - 15 YEARS	37	211	6	22	0	2	1	4	0	5	0	0	44	244	0	1
16 - 20 YEARS	18	99	5	22	0	1	1	2	2	2	0	0	26	126	0	2
21 - 25 YEARS	20	114	4	26	0	2	2	6	0	3	0	0	26	151	2	4
26 - 30 YEARS	17	79	7	25	0	0	0	15	0	0	0	0	24	119	2	7
31 - 35 YEARS	10	63	1	21	0	1	0	7	0	0	0	0	11	92	2	5
36 - 40 YEARS	6	51	1	11	0	0	0	2	0	0	0	0	7	64	0	8
MORE THAN 40 YEARS	2	10	1	2	0	0	1	1	0	0	0	0	4	13	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>244</b>	<b>1,054</b>	<b>38</b>	<b>184</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>49</b>	<b>2</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>291</b>	<b>1,311</b>	<b>6</b>	<b>28</b>
MORE THAN 10 YEARS:	110	627	25	129	0	6	5	37	2	10	0	0	142	809	6	27
AVERAGE YEARS	11.7	14.8	16.2	18.6	0.0	14.5	18.1	21.4	18.0	12.9	0.0	0.0	12.4	15.6	28.0	29.1

**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 workers' 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 28, 2013

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	
<b>STATEWIDE TOTAL</b>																	
00- 05 YEARS	5,201	7,049	700	2,320	54	54	149	263	124	146	8	3	6,236	9,835	9	15	
06- 10 YEARS	2,384	2,560	303	842	41	22	70	104	50	66	0	0	2,848	3,594	8	15	
11- 15 YEARS	3,953	3,196	413	1,176	48	36	109	137	64	62	0	0	4,587	4,607	16	19	
16- 20 YEARS	3,121	2,001	347	656	74	35	93	88	36	38	0	0	3,671	2,818	25	33	
21- 25 YEARS	2,501	1,532	279	537	57	21	79	96	34	38	0	0	2,950	2,224	93	106	
26- 30 YEARS	1,319	988	277	428	27	17	61	63	25	19	0	0	1,709	1,515	87	64	
31- 35 YEARS	429	713	107	300	5	6	13	35	6	12	0	0	560	1,066	34	60	
36- 40 YEARS	316	444	47	142	3	4	13	15	6	2	0	0	385	607	27	39	
MORE THAN 40 YEARS	59	67	12	18	0	0	4	2	4	0	0	0	79	87	8	3	
<b>STATEWIDE TOTAL</b>	<b>19,283</b>	<b>18,550</b>	<b>2,485</b>	<b>6,419</b>	<b>309</b>	<b>195</b>	<b>591</b>	<b>803</b>	<b>349</b>	<b>383</b>	<b>8</b>	<b>3</b>	<b>23,025</b>	<b>26,353</b>	<b>307</b>	<b>354</b>	
MORE THAN 10 YEARS	11,698	8,941	1,482	3,257	214	119	372	436	175	171	0	0	13,941	12,924	290	324	
AVERAGE YEARS	13.5	11.9	14.4	12.5	15.2	13.9	14.6	13.3	12.4	11.0	0.1	0.0	13.7	12.1	25.6	25.1	

**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 workers' 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 28, 2013**

BARGAINING UNIT CODE/NAME	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	1,355	2.7 %	44.7	\$24.55	908	67.0 %
A31 - LABOR AND TRADES	2,902	5.9 %	45.5	\$17.98	1,475	50.8 %
C12 - SECURITY	6,695	13.6 %	44.6	\$23.80	5,606	83.7 %
E42 - HUMAN SERVICES SUPPORT	659	1.3 %	48.5	\$23.86	493	74.8 %
H21 - SCIENTIFIC & ENGINEERING	2,107	4.3 %	45.2	\$32.74	1,640	77.8 %
L32 - TECHNICAL	954	1.9 %	43.8	\$23.26	676	70.9 %
T01 - STATE POLICE ENLISTED	1,497	3.0 %	40.9	\$30.38	1,196	79.9 %
U11 - INSTITUTIONAL	1,689	3.4 %	45.1	\$20.33	952	56.4 %
W22 - HUMAN SERVICES	10,906	22.1 %	43.1	\$25.77	5,148	47.2 %
W41 - ADMINISTRATIVE SUPPORT	6,328	12.8 %	45.8	\$20.14	3,696	58.4 %
Y00 - NON-SPECIFIED	4	0.0 %	35.1	\$13.88	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,085	10.3 %	46.2	\$30.92	3,506	68.9 %
Y51 - SUPERVISORY	5,506	11.2 %	48.7	\$33.39	4,936	89.6 %
Y52 - NONCAREER	204	0.4 %	27.1	\$13.59	2	1.0 %
Y98 - MANAGERIAL	1,884	3.8 %	51.3	\$48.20	1,633	86.7 %
Y99 - CONFIDENTIAL	1,602	3.2 %	47.2	\$27.56	1,136	70.9 %
<b>STATEWIDE TOTAL</b>	<b>49,377</b>	<b>100.0 %</b>	<b>45.3</b>	<b>\$26.71</b>	<b>33,003</b>	<b>66.8 %</b>

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. This report does not include Y50-Pending Unit Assignment.

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 28, 2013

Bargaining Unit Code/Name	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	1,320	756	57 %	389	29 %	35	3 %	0	0 %	1,186	90 %	23	2 %	9	1 %
A31 LABOR AND TRADES	1,884	927	49 %	809	43 %	16	1 %	0	0 %	1,753	93 %	11	1 %	6	0 %
C12 SECURITY	6,685	3,775	56 %	2,516	38 %	34	1 %	0	0 %	6,279	94 %	131	2 %	9	0 %
E42 HUMAN SERVICES SUPPORT	659	343	52 %	273	41 %	6	1 %	0	0 %	602	91 %	30	5 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,103	937	45 %	985	47 %	26	1 %	0	0 %	1,946	93 %	31	1 %	11	1 %
L32 TECHNICAL	845	409	48 %	378	45 %	14	2 %	0	0 %	785	93 %	18	2 %	4	0 %
T01 STATE POLICE ENLISTED	1,497	169	11 %	27	2 %	2	0 %	1,268	85 %	1,464	98 %	5	0 %	3	0 %
U11 INSTITUTIONAL	1,672	908	54 %	632	38 %	10	1 %	0	0 %	1,539	92 %	42	3 %	1	0 %
W22 HUMAN SERVICES	10,819	4,862	45 %	5,067	47 %	113	1 %	0	0 %	9,880	91 %	337	3 %	37	0 %
W41 ADMINISTRATIVE SUPPORT	5,790	1,992	34 %	3,224	56 %	80	1 %	0	0 %	5,194	90 %	192	3 %	16	0 %
Y23 BUSINESS & ADMINISTRATION	5,061	1,614	32 %	2,943	58 %	88	2 %	0	0 %	4,576	90 %	135	3 %	28	1 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,505	2,656	48 %	2,462	45 %	41	1 %	0	0 %	5,117	93 %	105	2 %	9	0 %
Y52 NONCAREER	2	0	0 %	1	50 %	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	1,884	821	44 %	920	49 %	13	1 %	0	0 %	1,770	94 %	16	1 %	3	0 %
Y99 CONFIDENTIAL	1,569	502	32 %	898	57 %	15	1 %	0	0 %	1,417	90 %	34	2 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>47,296</b>	<b>20,671</b>	<b>44 %</b>	<b>21,525</b>	<b>46 %</b>	<b>493</b>	<b>1 %</b>	<b>1,268</b>	<b>3 %</b>	<b>43,511</b>	<b>92 %</b>	<b>1,110</b>	<b>2 %</b>	<b>138</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

## STATE OF MICHIGAN

Table 5-4

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

Pay End Date: September 28, 2013

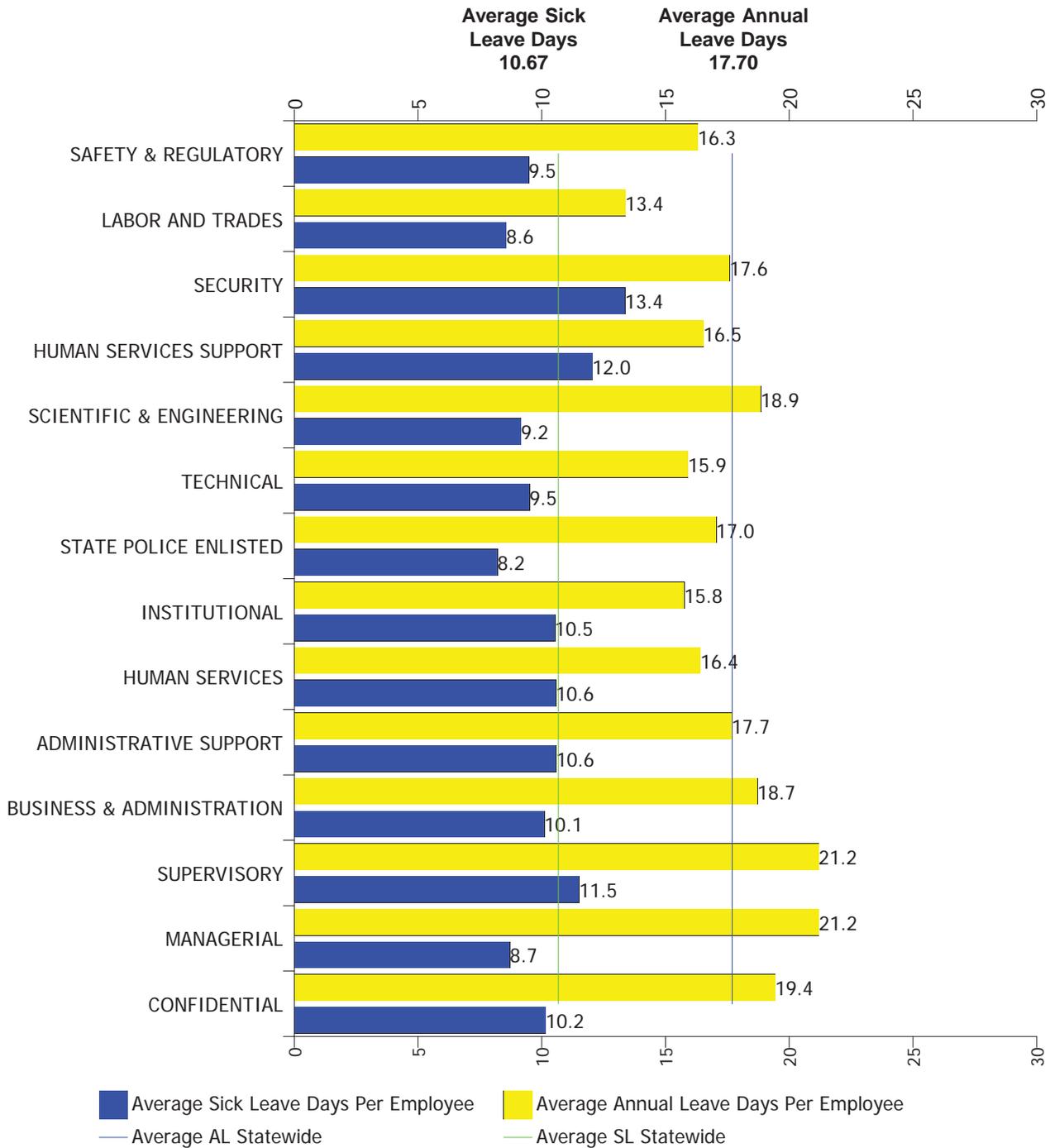
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02 SAFETY & REGULATORY	1,320	1,234	93 %	1,072	81 %	67	5 %	1,245	94 %	65	5 %	62	5 %
A31 LABOR AND TRADES	1,884	1,778	94 %	1,611	86 %	2	0 %	1,821	97 %	58	3 %	4	0 %
C12 SECURITY	6,685	6,429	96 %	6,204	93 %	0	0 %	6,462	97 %	198	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	659	637	97 %	542	82 %	0	0 %	620	94 %	37	6 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,103	1,995	95 %	1,754	83 %	28	1 %	1,963	93 %	137	7 %	14	1 %
L32 TECHNICAL	845	809	96 %	704	83 %	14	2 %	791	94 %	51	6 %	9	1 %
T01 STATE POLICE ENLISTED	1,497	1,472	98 %	1,668	111 %	931	62 %	1,451	97 %	39	3 %	983	66 %
U11 INSTITUTIONAL	1,672	1,582	95 %	1,434	86 %	4	0 %	1,581	95 %	87	5 %	0	0 %
W22 HUMAN SERVICES	10,819	10,289	95 %	8,826	82 %	0	0 %	10,219	94 %	581	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,790	5,435	94 %	4,784	83 %	99	2 %	5,448	94 %	328	6 %	63	1 %
Y23 BUSINESS & ADMINISTRATION	5,061	4,760	94 %	4,020	79 %	68	1 %	4,760	94 %	290	6 %	43	1 %
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,505	5,244	95 %	5,164	94 %	139	3 %	5,318	97 %	174	3 %	128	2 %
Y52 NONCAREER	2	2	100 %	1	50 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	1,884	1,792	95 %	1,661	88 %	63	3 %	1,791	95 %	92	5 %	74	4 %
Y99 CONFIDENTIAL	1,569	1,453	93 %	1,302	83 %	14	1 %	1,482	94 %	84	5 %	10	1 %
<b>STATEWIDE TOTALS:</b>	<b>47,296</b>	<b>44,912</b>	<b>95 %</b>	<b>40,748</b>	<b>86 %</b>	<b>1,429</b>	<b>3 %</b>	<b>44,955</b>	<b>95 %</b>	<b>2,221</b>	<b>5 %</b>	<b>1,390</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT**  
**Fiscal Year 2012 - 2013**

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. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF28

**STATE OF MICHIGAN**  
**SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT**  
From Pay End Date October 13, 2012 Through Pay End Date September 28, 2013

<b>Bargaining Unit Code/Name</b>	<b>Number of Employees</b>	<b>Fiscal Year Total Hours Used</b>	<b>Average Hours Per Employee</b>	<b>Average Days Per Employee</b>
A02 SAFETY & REGULATORY	1,412	107,019.6	75.8	9.5
A31 LABOR AND TRADES	2,838	194,541.9	68.5	8.6
C12 SECURITY	7,345	785,539.7	106.9	13.4
E42 HUMAN SERVICES SUPPORT	737	71,040.2	96.4	12.0
H21 SCIENTIFIC & ENGINEERING	2,205	161,633.9	73.3	9.2
L32 TECHNICAL	1,076	81,833.4	76.1	9.5
T01 STATE POLICE ENLISTED	1,582	103,952.2	65.7	8.2
U11 INSTITUTIONAL	2,109	177,711.0	84.3	10.5
W22 HUMAN SERVICES	11,877	1,004,313.0	84.6	10.6
W41 ADMINISTRATIVE SUPPORT	6,489	549,377.8	84.7	10.6
Y23 BUSINESS & ADMINISTRATION	5,388	435,585.5	80.8	10.1
Y51 SUPERVISORY	5,923	545,405.6	92.1	11.5
Y98 MANAGERIAL	2,010	140,111.7	69.7	8.7
Y99 CONFIDENTIAL	1,670	135,811.3	81.3	10.2
<b>STATEWIDE</b>	<b>52,661</b>	<b>4,493,876.8</b>	<b>85.3</b>	<b>10.7</b>

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. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF29

**STATE OF MICHIGAN**  
**ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT**  
From Pay End Date October 13, 2012 Through Pay End Date September 28, 2013

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	1,412	184,221.1	130.5	16.3	1,412	2,418.8	1.7	0.2
A31 LABOR AND TRADES	2,838	303,726.4	107.0	13.4	2,838	2,533.1	0.9	0.1
C12 SECURITY	7,345	1,033,827.9	140.8	17.6	7,345	10,228.9	1.4	0.2
E42 HUMAN SERVICES SUPPORT	737	97,501.1	132.3	16.5	737	885.1	1.2	0.2
H21 SCIENTIFIC & ENGINEERING	2,205	332,534.4	150.8	18.9	2,205	4,545.7	2.1	0.3
L32 TECHNICAL	1,076	136,980.6	127.3	15.9	1,076	2,081.4	1.9	0.2
T01 STATE POLICE ENLISTED	1,582	215,726.5	136.4	17.0	1,582	3,809.0	2.4	0.3
U11 INSTITUTIONAL	2,109	265,976.8	126.1	15.8	2,109	4,960.3	2.4	0.3
W22 HUMAN SERVICES	11,877	1,559,010.1	131.3	16.4	11,877	12,491.8	1.1	0.1
W41 ADMINISTRATIVE SUPPORT	6,489	917,750.3	141.4	17.7	6,489	7,532.3	1.2	0.1
Y23 BUSINESS & ADMINISTRATION	5,388	806,631.8	149.7	18.7	5,388	7,411.2	1.4	0.2
Y51 SUPERVISORY	5,923	1,004,148.9	169.5	21.2	5,923	12,335.4	2.1	0.3
Y98 MANAGERIAL	2,010	340,892.4	169.6	21.2	2,010	3,468.3	1.7	0.2
Y99 CONFIDENTIAL	1,670	259,603.8	155.5	19.4	1,670	2,280.2	1.4	0.2
<b>STATEWIDE</b>	<b>52,661</b>	<b>7,458,532.1</b>	<b>141.6</b>	<b>17.7</b>	<b>52,661</b>	<b>76,981.5</b>	<b>1.5</b>	<b>0.2</b>

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. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF32

**STATE OF MICHIGAN**  
**STATE CLASSIFIED EMPLOYEE**  
**AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE**  
**Fiscal Year 2012 - 2013**

<b>BARGAINING UNIT CODE/NAME</b>		<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	9.5	16.3	25.8
A31	LABOR AND TRADES	8.6	13.4	21.9
C12	SECURITY	13.4	17.6	31.0
E42	HUMAN SERVICES SUPPORT	12.0	16.5	28.6
H21	SCIENTIFIC & ENGINEERING	9.2	18.9	28.0
L32	TECHNICAL	9.5	15.9	25.4
T01	STATE POLICE ENLISTED	8.2	17.0	25.3
U11	INSTITUTIONAL	10.5	15.8	26.3
W22	HUMAN SERVICES	10.6	16.4	27.0
W41	ADMINISTRATIVE SUPPORT	10.6	17.7	28.3
Y23	BUSINESS & ADMINISTRATION	10.1	18.7	28.8
Y51	SUPERVISORY	11.5	21.2	32.7
Y98	MANAGERIAL	8.7	21.2	29.9
Y99	CONFIDENTIAL	10.2	19.4	29.6
<b>STATEWIDE AVERAGE</b>		<b>10.67</b>	<b>17.70</b>	<b>28.37</b>

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. This report does not include Y50-Pending Unit Assignment.

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 2008-09 through 2012-2013**

<b>BARGAINING UNIT CODE/NAME</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
A02 SAFETY & REGULATORY	9.0	9.3	8.9	9.8	9.5
A31 LABOR AND TRADES	9.0	9.5	8.5	8.4	8.6
C12 SECURITY	11.7	12.6	12.8	13.6	13.4
E42 HUMAN SERVICES SUPPORT	6.7	9.7	9.0	13.5	12.0
H21 SCIENTIFIC & ENGINEERING	8.8	9.8	9.2	9.8	9.2
L32 TECHNICAL	7.5	8.3	7.8	9.0	9.5
T01 STATE POLICE ENLISTED	11.5	11.5	10.5	10.5	8.2
U11 INSTITUTIONAL	10.8	10.7	9.6	10.6	10.5
W22 HUMAN SERVICES	8.6	9.7	8.4	10.6	10.6
W41 ADMINISTRATIVE SUPPORT	9.9	10.9	9.1	10.8	10.6
Y00 NON-SPECIFIED	0.0	0.0	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	9.4	10.4	9.2	10.3	10.1
Y51 SUPERVISORY	10.0	11.3	9.7	11.9	11.5
Y98 MANAGERIAL	7.5	8.3	7.0	8.8	8.7
Y99 CONFIDENTIAL	9.7	10.8	8.1	10.3	10.2
<b>STATEWIDE AVERAGE</b>	<b>9.6</b>	<b>10.6</b>	<b>9.4</b>	<b>10.956</b>	<b>10.67</b>

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. This report does not include Y50-Pending Unit Assignment.

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 28, 2013

**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	408	26	15	0	0	210	8	0	0	1	49	309
ATTORNEY GENERAL	11	490	35	1	0	0	0	0	0	0	0	82	118
AUDITOR GENERAL	03	142	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	88	0	0	0	0	0	0	0	0	35	13	48
CIVIL SERVICE COMMISSION	19	434	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,164	24	74	189	0	105	39	0	778	410	421	2,040
CORRECTIONS	47	12,978	8	570	6,506	0	7	97	0	506	2,341	933	10,968
EDUCATION	31	528	0	2	0	3	0	2	0	18	183	85	293
ENVIRONMENTAL QUALITY	76	1,118	7	2	0	0	692	46	0	0	1	134	882
EXECUTIVE OFFICE	01	57	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,761	192	36	0	51	3	2	0	96	7,624	1,347	9,351
LICENSING AND REGULATORY AFF	64	2,973	276	31	0	535	117	4	0	6	165	602	1,736
MILITARY & VETERAN AFFAIRS	51	802	52	202	0	0	27	12	0	272	27	45	637
NATURAL RESOURCES	75	2,651	506	1,035	0	0	258	152	0	5	95	177	2,228
STATE	23	1,527	14	17	0	0	0	0	0	0	0	1,015	1,046
STATE POLICE	55	2,532	139	10	0	0	115	29	1,497	8	0	226	2,024
STRATEGIC FUND	07	681	0	1	0	70	16	3	0	0	20	94	204
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,719	0	264	0	0	34	63	0	0	1	338	700
TRANSPORTATION	59	2,719	67	628	0	0	521	495	0	0	3	238	1,952
TREASURY	27	1,606	9	12	0	0	2	2	0	0	0	527	552
<b>Grand Total:</b>		<b>49,378</b>	<b>1,355</b>	<b>2,902</b>	<b>6,695</b>	<b>659</b>	<b>2,107</b>	<b>954</b>	<b>1,497</b>	<b>1,689</b>	<b>10,906</b>	<b>6,328</b>	<b>35,092</b>

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

Source: Michigan Civil Service Commission HWF05

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: September 28, 2013

**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	408	24	9	18	2	0	46	99
ATTORNEY GENERAL	11	490	29	50	285	0	0	8	372
AUDITOR GENERAL	03	142	0	65	35	4	0	34	138
CIVIL RIGHTS	15	88	1	19	11	0	0	9	40
CIVIL SERVICE COMMISSION	19	434	5	367	50	0	0	12	434
COMMUNITY HEALTH	39	3,164	473	72	175	6	1	397	1,124
CORRECTIONS	47	12,978	180	114	154	2	0	1,560	2,010
EDUCATION	31	528	128	30	29	0	1	47	235
ENVIRONMENTAL QUALITY	76	1,118	53	21	31	9	0	122	236
EXECUTIVE OFFICE	01	57	0	55	2	0	0	0	57
HUMAN SERVICES	43	11,761	583	224	202	0	0	1,401	2,410
LICENSING AND REGULATORY AFF	64	2,973	653	98	199	24	0	263	1,237
MILITARY & VETERAN AFFAIRS	51	802	28	10	18	0	0	109	165
NATURAL RESOURCES	75	2,651	92	27	62	10	0	232	423
STATE	23	1,527	126	54	43	26	0	232	481
STATE POLICE	55	2,532	140	41	102	5	2	218	508
STRATEGIC FUND	07	681	295	41	61	23	0	57	477
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,719	1,370	159	194	67	0	229	2,019
TRANSPORTATION	59	2,719	215	93	85	12	0	362	767
TREASURY	27	1,606	690	53	128	14	1	168	1,054
<b>Grand Total:</b>		<b>49,378</b>	<b>5,085</b>	<b>1,602</b>	<b>1,884</b>	<b>204</b>	<b>5</b>	<b>5,506</b>	<b>14,286</b>

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

Source: Michigan Civil Service Commission HWF06