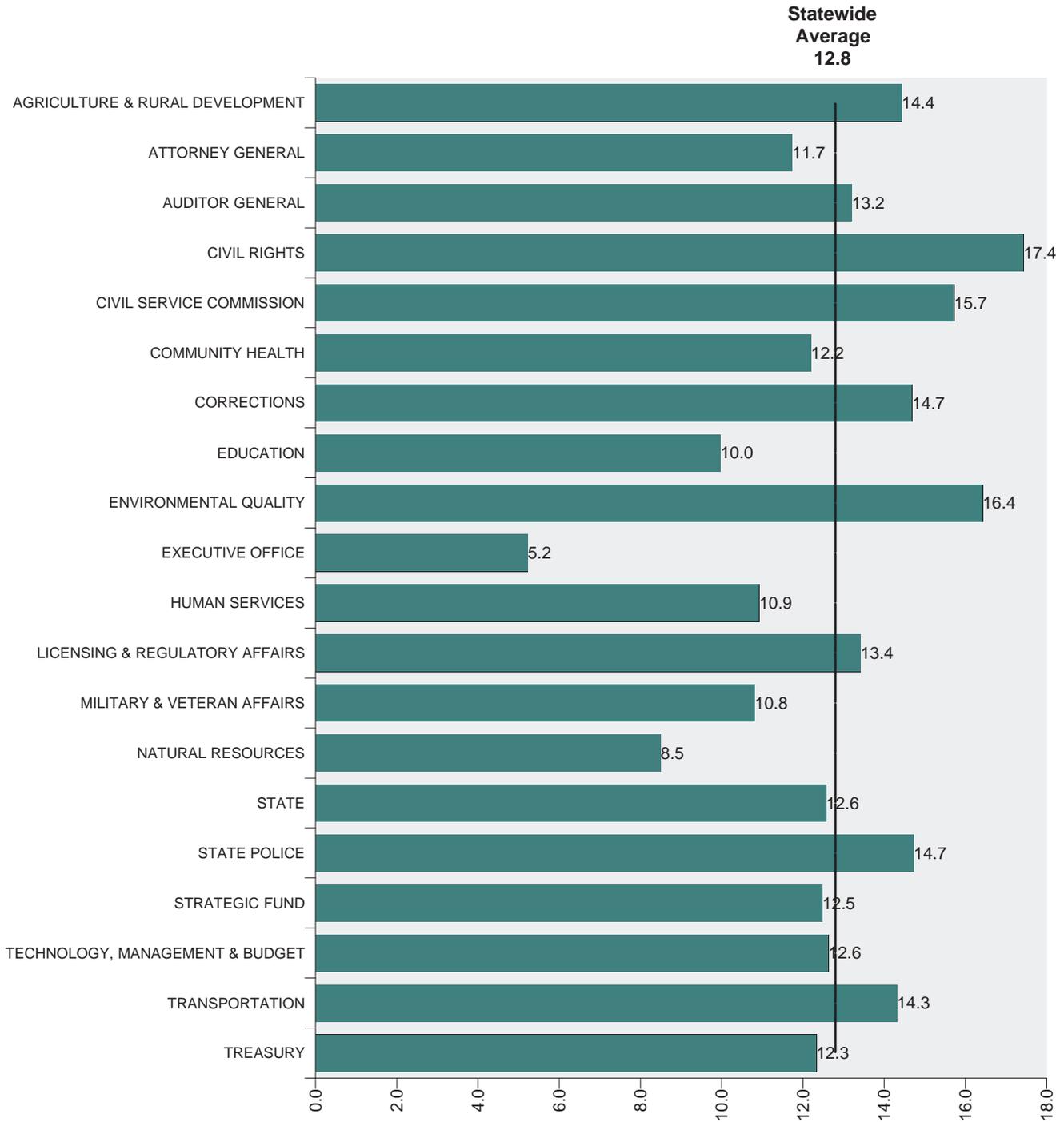


SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 28, 2013



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. 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.

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 28, 2013

| 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 | 47 | 43 | 3 | 1 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 51 | 47 | 0 | 0 |
| 06 - 10 YEARS | 20 | 22 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 24 | 0 | 0 |
| 11 - 15 YEARS | 44 | 41 | 2 | 3 | 1 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 47 | 47 | 0 | 1 |
| 16 - 20 YEARS | 29 | 19 | 1 | 2 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 31 | 23 | 0 | 0 |
| 21 - 25 YEARS | 35 | 25 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 36 | 28 | 1 | 1 |
| 26 - 30 YEARS | 15 | 14 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 16 | 1 | 2 |
| 31 - 35 YEARS | 6 | 6 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 8 | 8 | 0 | 2 |
| 36 - 40 YEARS | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 201 | 171 | 7 | 14 | 1 | 2 | 3 | 4 | 2 | 3 | 0 | 0 | 214 | 194 | 2 | 6 |
| MORE THAN 10 YEARS: | 134 | 106 | 4 | 11 | 1 | 1 | 2 | 2 | 2 | 3 | 0 | 0 | 143 | 123 | 2 | 6 |
| AVERAGE YEARS | 14.8 | 13.7 | 11.4 | 18.5 | 13.0 | 11.0 | 20.3 | 7.8 | 27.5 | 18.0 | 0.0 | 0.0 | 14.9 | 13.9 | 24.5 | 26.7 |

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 workers' 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.

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 28, 2013

| 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 | 82 | 85 | 3 | 8 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 1 | 86 | 97 | 0 | 0 |
| 06 - 10 YEARS | 40 | 49 | 6 | 7 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 46 | 57 | 1 | 0 |
| 11 - 15 YEARS | 18 | 28 | 2 | 5 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 20 | 36 | 0 | 0 |
| 16 - 20 YEARS | 19 | 18 | 2 | 3 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 22 | 22 | 0 | 0 |
| 21 - 25 YEARS | 13 | 17 | 0 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 14 | 20 | 0 | 1 |
| 26 - 30 YEARS | 20 | 13 | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 22 | 17 | 1 | 1 |
| 31 - 35 YEARS | 10 | 7 | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 11 | 10 | 0 | 0 |
| 36 - 40 YEARS | 5 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| DEPARTMENT TOTAL | 208 | 219 | 16 | 30 | 0 | 0 | 3 | 8 | 2 | 3 | 0 | 1 | 229 | 261 | 2 | 2 |
| MORE THAN 10 YEARS: | 86 | 85 | 7 | 15 | 0 | 0 | 3 | 5 | 1 | 2 | 0 | 0 | 97 | 107 | 1 | 2 |
| AVERAGE YEARS | 12.0 | 10.9 | 13.3 | 13.1 | 0.0 | 0.0 | 29.0 | 16.4 | 13.5 | 10.0 | 0.0 | 0.0 | 12.3 | 11.2 | 17.0 | 25.5 |

DEPARTMENT AVERAGE YEARS 11.7

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 27 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 27 | 19 | 0 | 0 |
| 06 - 10 YEARS | 2 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 12 | 0 | 0 |
| 11 - 15 YEARS | 13 | 14 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 14 | 15 | 0 | 0 |
| 16 - 20 YEARS | 8 | 11 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 13 | 0 | 0 |
| 21 - 25 YEARS | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 |
| 26 - 30 YEARS | 6 | 7 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 7 | 0 | 1 |
| 31 - 35 YEARS | 5 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 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 | 63 | 72 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 67 | 75 | 0 | 1 |
| MORE THAN 10 YEARS: | 34 | 41 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 38 | 44 | 0 | 1 |
| AVERAGE YEARS | 12.7 | 12.8 | 25.8 | 18.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 13.0 | 0.0 | 0.0 | 13.5 | 12.9 | 0.0 | 27.0 |

DEPARTMENT AVERAGE YEARS 13.2

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 1 | 0 | 0 | 3 | 16 | 0 | 1 |
| 06 - 10 YEARS | 0 | 1 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 |
| 11 - 15 YEARS | 4 | 5 | 2 | 7 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 13 | 0 | 0 |
| 16 - 20 YEARS | 1 | 1 | 3 | 5 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 7 | 0 | 0 |
| 21 - 25 YEARS | 1 | 3 | 0 | 4 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 | 7 | 0 | 0 |
| 26 - 30 YEARS | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 |
| 31 - 35 YEARS | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 5 | 0 | 0 |
| 36 - 40 YEARS | 1 | 0 | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 3 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 0 |
| DEPARTMENT TOTAL | 9 | 18 | 10 | 41 | 0 | 0 | 3 | 6 | 0 | 1 | 0 | 0 | 22 | 66 | 0 | 1 |
| MORE THAN 10 YEARS: | 9 | 11 | 7 | 26 | 0 | 0 | 3 | 5 | 0 | 0 | 0 | 0 | 19 | 42 | 0 | 0 |
| AVERAGE YEARS | 21.0 | 14.4 | 16.9 | 17.0 | 0.0 | 0.0 | 28.3 | 22.5 | 0.0 | 1.0 | 0.0 | 0.0 | 20.1 | 16.5 | 0.0 | 5.0 |

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 workers' 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.

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 28, 2013

| 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 | 18 | 73 | 6 | 14 | 0 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 24 | 92 | 0 | 0 |
| 06 - 10 YEARS | 6 | 33 | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 8 | 37 | 0 | 0 |
| 11 - 15 YEARS | 8 | 54 | 2 | 7 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 10 | 64 | 0 | 1 |
| 16 - 20 YEARS | 4 | 31 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 34 | 0 | 0 |
| 21 - 25 YEARS | 4 | 39 | 0 | 12 | 0 | 2 | 0 | 3 | 0 | 1 | 0 | 0 | 4 | 57 | 0 | 1 |
| 26 - 30 YEARS | 3 | 26 | 2 | 12 | 0 | 1 | 1 | 6 | 0 | 0 | 0 | 0 | 6 | 45 | 0 | 2 |
| 31 - 35 YEARS | 2 | 15 | 2 | 4 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 21 | 0 | 0 |
| 36 - 40 YEARS | 2 | 13 | 1 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 17 | 0 | 2 |
| MORE THAN 40 YEARS | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 47 | 285 | 16 | 59 | 0 | 6 | 2 | 15 | 0 | 4 | 0 | 0 | 65 | 369 | 0 | 6 |
| MORE THAN 10 YEARS: | 23 | 179 | 8 | 42 | 0 | 5 | 2 | 11 | 0 | 3 | 0 | 0 | 33 | 240 | 0 | 6 |
| AVERAGE YEARS | 12.6 | 15.3 | 15.4 | 18.3 | 0.0 | 21.2 | 23.5 | 22.0 | 0.0 | 13.0 | 0.0 | 0.0 | 13.6 | 16.1 | 0.0 | 28.0 |

DEPARTMENT AVERAGE YEARS 15.7

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 274 | 542 | 91 | 199 | 3 | 6 | 10 | 18 | 23 | 29 | 1 | 0 | 402 | 794 | 0 | 1 |
| 06 - 10 YEARS | 114 | 207 | 37 | 60 | 1 | 2 | 6 | 12 | 3 | 10 | 0 | 0 | 161 | 291 | 0 | 1 |
| 11 - 15 YEARS | 123 | 247 | 39 | 85 | 1 | 2 | 6 | 6 | 12 | 11 | 0 | 0 | 181 | 351 | 1 | 2 |
| 16 - 20 YEARS | 95 | 131 | 22 | 41 | 2 | 1 | 3 | 4 | 2 | 8 | 0 | 0 | 124 | 185 | 3 | 4 |
| 21 - 25 YEARS | 46 | 108 | 20 | 35 | 0 | 1 | 4 | 4 | 1 | 8 | 0 | 0 | 71 | 156 | 4 | 8 |
| 26 - 30 YEARS | 45 | 75 | 16 | 30 | 0 | 2 | 3 | 8 | 4 | 6 | 0 | 0 | 68 | 121 | 4 | 6 |
| 31 - 35 YEARS | 38 | 64 | 24 | 23 | 0 | 0 | 2 | 1 | 2 | 1 | 0 | 0 | 66 | 89 | 2 | 8 |
| 36 - 40 YEARS | 21 | 50 | 6 | 5 | 1 | 2 | 0 | 2 | 2 | 0 | 0 | 0 | 30 | 59 | 4 | 3 |
| MORE THAN 40 YEARS | 6 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 6 | 0 | 0 |
| DEPARTMENT TOTAL | 762 | 1,430 | 258 | 478 | 8 | 16 | 34 | 55 | 49 | 73 | 1 | 0 | 1,112 | 2,052 | 18 | 33 |
| MORE THAN 10 YEARS: | 374 | 681 | 130 | 219 | 4 | 8 | 18 | 25 | 23 | 34 | 0 | 0 | 549 | 967 | 18 | 31 |
| AVERAGE YEARS | 12.5 | 12.2 | 13.4 | 11.3 | 12.9 | 14.4 | 13.5 | 12.8 | 11.1 | 11.0 | 0.0 | 0.0 | 12.7 | 11.9 | 27.7 | 25.9 |

DEPARTMENT AVERAGE YEARS 12.2

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 967 | 809 | 180 | 249 | 18 | 9 | 38 | 24 | 8 | 8 | 0 | 0 | 1,211 | 1,099 | 2 | 0 |
| 06 - 10 YEARS | 783 | 450 | 129 | 187 | 31 | 8 | 31 | 17 | 3 | 8 | 0 | 0 | 977 | 670 | 3 | 1 |
| 11 - 15 YEARS | 1,822 | 655 | 203 | 223 | 34 | 16 | 46 | 23 | 10 | 5 | 0 | 0 | 2,115 | 922 | 2 | 1 |
| 16 - 20 YEARS | 1,550 | 579 | 178 | 194 | 45 | 10 | 46 | 24 | 9 | 3 | 0 | 0 | 1,828 | 810 | 7 | 6 |
| 21 - 25 YEARS | 1,385 | 351 | 113 | 108 | 47 | 8 | 30 | 10 | 5 | 1 | 0 | 0 | 1,580 | 478 | 40 | 17 |
| 26 - 30 YEARS | 593 | 189 | 123 | 113 | 11 | 3 | 13 | 2 | 2 | 2 | 0 | 0 | 742 | 309 | 42 | 11 |
| 31 - 35 YEARS | 56 | 52 | 16 | 18 | 1 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 74 | 74 | 9 | 5 |
| 36 - 40 YEARS | 34 | 27 | 6 | 10 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 41 | 38 | 4 | 0 |
| MORE THAN 40 YEARS | 4 | 3 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 | 4 | 1 | 0 |
| DEPARTMENT TOTAL | 7,194 | 3,115 | 949 | 1,103 | 187 | 55 | 206 | 104 | 38 | 27 | 0 | 0 | 8,574 | 4,404 | 110 | 41 |
| MORE THAN 10 YEARS: | 5,444 | 1,856 | 640 | 667 | 138 | 38 | 137 | 63 | 27 | 11 | 0 | 0 | 6,386 | 2,635 | 105 | 40 |
| AVERAGE YEARS | 15.6 | 13.0 | 14.9 | 13.8 | 15.8 | 14.4 | 14.0 | 13.0 | 14.6 | 10.2 | 0.0 | 0.0 | 15.4 | 13.2 | 25.3 | 24.3 |

DEPARTMENT 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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 58 | 148 | 9 | 24 | 0 | 0 | 2 | 3 | 3 | 1 | 0 | 0 | 72 | 176 | 0 | 1 |
| 06 - 10 YEARS | 31 | 59 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 33 | 65 | 0 | 0 |
| 11 - 15 YEARS | 21 | 44 | 3 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 25 | 47 | 0 | 0 |
| 16 - 20 YEARS | 4 | 25 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 28 | 0 | 0 |
| 21 - 25 YEARS | 4 | 17 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 18 | 0 | 1 |
| 26 - 30 YEARS | 1 | 16 | 1 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 2 | 22 | 0 | 0 |
| 31 - 35 YEARS | 2 | 10 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 12 | 0 | 0 |
| 36 - 40 YEARS | 1 | 13 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 14 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 122 | 334 | 16 | 39 | 0 | 0 | 3 | 8 | 3 | 3 | 0 | 0 | 144 | 384 | 0 | 2 |
| MORE THAN 10 YEARS: | 33 | 127 | 5 | 10 | 0 | 0 | 1 | 5 | 0 | 1 | 0 | 0 | 39 | 143 | 0 | 1 |
| AVERAGE YEARS | 7.9 | 10.9 | 8.5 | 8.3 | 0.0 | 0.0 | 5.3 | 16.8 | 3.3 | 13.7 | 0.0 | 0.0 | 7.8 | 10.8 | 0.0 | 14.0 |

DEPARTMENT AVERAGE YEARS 10.0

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 78 | 100 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 78 | 106 | 0 | 0 |
| 06 - 10 YEARS | 72 | 82 | 5 | 1 | 0 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 77 | 88 | 0 | 0 |
| 11 - 15 YEARS | 108 | 98 | 4 | 3 | 0 | 0 | 2 | 3 | 3 | 3 | 0 | 0 | 117 | 107 | 0 | 0 |
| 16 - 20 YEARS | 54 | 48 | 0 | 2 | 0 | 0 | 0 | 2 | 5 | 4 | 0 | 0 | 59 | 56 | 0 | 0 |
| 21 - 25 YEARS | 130 | 82 | 3 | 7 | 0 | 0 | 4 | 2 | 3 | 3 | 0 | 0 | 140 | 94 | 4 | 2 |
| 26 - 30 YEARS | 44 | 40 | 2 | 7 | 0 | 1 | 1 | 1 | 3 | 1 | 0 | 0 | 50 | 50 | 0 | 1 |
| 31 - 35 YEARS | 38 | 20 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 41 | 22 | 2 | 1 |
| 36 - 40 YEARS | 18 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 18 | 10 | 2 | 1 |
| MORE THAN 40 YEARS | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 544 | 482 | 16 | 24 | 1 | 2 | 8 | 12 | 14 | 15 | 0 | 0 | 583 | 535 | 8 | 5 |
| MORE THAN 10 YEARS: | 394 | 300 | 11 | 20 | 1 | 1 | 8 | 8 | 14 | 12 | 0 | 0 | 428 | 341 | 8 | 5 |
| AVERAGE YEARS | 17.4 | 14.9 | 17.3 | 20.0 | 35.0 | 18.5 | 23.4 | 14.9 | 20.2 | 17.2 | 0.0 | 0.0 | 17.6 | 15.2 | 29.1 | 28.6 |

DEPARTMENT AVERAGE YEARS 16.4

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 14 | 27 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 28 | 0 | 0 |
| 06 - 10 YEARS | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 0 |
| 11 - 15 YEARS | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| 16 - 20 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 21 - 25 YEARS | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 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 | 20 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 37 | 0 | 0 |
| MORE THAN 10 YEARS: | 4 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 5 | 0 | 0 |
| AVERAGE YEARS | 5.1 | 5.4 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.1 | 5.3 | 0.0 | 0.0 |

DEPARTMENT AVERAGE YEARS 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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 759 | 2,859 | 235 | 1,415 | 6 | 20 | 38 | 133 | 5 | 20 | 1 | 0 | 1,044 | 4,447 | 2 | 7 |
| 06 - 10 YEARS | 137 | 666 | 45 | 338 | 0 | 4 | 10 | 48 | 4 | 7 | 0 | 0 | 196 | 1,063 | 1 | 7 |
| 11 - 15 YEARS | 239 | 913 | 62 | 604 | 1 | 7 | 17 | 62 | 1 | 10 | 0 | 0 | 320 | 1,596 | 4 | 5 |
| 16 - 20 YEARS | 163 | 463 | 62 | 291 | 3 | 11 | 9 | 40 | 3 | 6 | 0 | 0 | 240 | 811 | 4 | 11 |
| 21 - 25 YEARS | 115 | 331 | 42 | 221 | 0 | 6 | 11 | 37 | 3 | 10 | 0 | 0 | 171 | 605 | 14 | 20 |
| 26 - 30 YEARS | 76 | 162 | 24 | 115 | 1 | 1 | 8 | 16 | 0 | 3 | 0 | 0 | 109 | 297 | 9 | 14 |
| 31 - 35 YEARS | 71 | 243 | 21 | 155 | 0 | 4 | 2 | 7 | 1 | 3 | 0 | 0 | 95 | 412 | 4 | 21 |
| 36 - 40 YEARS | 62 | 142 | 13 | 88 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 77 | 234 | 7 | 14 |
| MORE THAN 40 YEARS | 13 | 20 | 1 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 30 | 2 | 1 |
| DEPARTMENT TOTAL | 1,635 | 5,799 | 505 | 3,237 | 11 | 53 | 97 | 347 | 17 | 59 | 1 | 0 | 2,266 | 9,495 | 47 | 100 |
| MORE THAN 10 YEARS: | 739 | 2,274 | 225 | 1,484 | 5 | 29 | 49 | 166 | 8 | 32 | 0 | 0 | 1,026 | 3,985 | 44 | 86 |
| AVERAGE YEARS | 11.7 | 10.3 | 11.4 | 11.5 | 9.7 | 12.6 | 12.3 | 11.6 | 13.4 | 13.0 | 1.0 | 0.0 | 11.6 | 10.7 | 25.6 | 24.7 |

DEPARTMENT AVERAGE YEARS 10.9

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 258 | 435 | 33 | 113 | 1 | 2 | 11 | 14 | 8 | 8 | 0 | 0 | 311 | 572 | 0 | 1 |
| 06 - 10 YEARS | 145 | 219 | 21 | 134 | 1 | 3 | 3 | 2 | 4 | 5 | 0 | 0 | 174 | 363 | 0 | 3 |
| 11 - 15 YEARS | 130 | 249 | 32 | 122 | 0 | 3 | 7 | 13 | 2 | 6 | 0 | 0 | 171 | 393 | 0 | 2 |
| 16 - 20 YEARS | 91 | 120 | 8 | 31 | 0 | 1 | 2 | 3 | 1 | 2 | 0 | 0 | 102 | 157 | 2 | 4 |
| 21 - 25 YEARS | 71 | 113 | 15 | 46 | 0 | 0 | 1 | 8 | 3 | 5 | 0 | 0 | 90 | 172 | 8 | 15 |
| 26 - 30 YEARS | 42 | 65 | 20 | 42 | 1 | 4 | 8 | 7 | 2 | 1 | 0 | 0 | 73 | 119 | 3 | 3 |
| 31 - 35 YEARS | 32 | 65 | 13 | 39 | 0 | 0 | 1 | 2 | 0 | 2 | 0 | 0 | 46 | 108 | 4 | 8 |
| 36 - 40 YEARS | 29 | 49 | 5 | 18 | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 37 | 68 | 2 | 5 |
| MORE THAN 40 YEARS | 4 | 8 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 11 | 1 | 2 |
| DEPARTMENT TOTAL | 802 | 1,323 | 149 | 548 | 4 | 13 | 33 | 49 | 22 | 30 | 0 | 0 | 1,010 | 1,963 | 20 | 43 |
| MORE THAN 10 YEARS: | 399 | 669 | 95 | 301 | 2 | 8 | 19 | 33 | 10 | 17 | 0 | 0 | 525 | 1,028 | 20 | 39 |
| AVERAGE YEARS | 13.0 | 12.9 | 16.2 | 14.4 | 18.5 | 14.7 | 13.8 | 14.4 | 13.4 | 14.4 | 0.0 | 0.0 | 13.5 | 13.4 | 27.8 | 25.7 |

DEPARTMENT AVERAGE YEARS 13.4

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 176 | 103 | 8 | 15 | 1 | 1 | 3 | 1 | 3 | 3 | 0 | 0 | 191 | 123 | 0 | 0 |
| 06 - 10 YEARS | 63 | 54 | 2 | 7 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 67 | 63 | 0 | 0 |
| 11 - 15 YEARS | 46 | 60 | 5 | 13 | 1 | 0 | 3 | 1 | 0 | 1 | 0 | 0 | 55 | 75 | 0 | 1 |
| 16 - 20 YEARS | 34 | 40 | 1 | 6 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 37 | 46 | 1 | 1 |
| 21 - 25 YEARS | 37 | 29 | 2 | 4 | 0 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 42 | 34 | 1 | 0 |
| 26 - 30 YEARS | 12 | 24 | 2 | 6 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 32 | 2 | 2 |
| 31 - 35 YEARS | 5 | 10 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 10 | 0 | 2 |
| 36 - 40 YEARS | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 374 | 321 | 22 | 53 | 4 | 3 | 13 | 3 | 3 | 6 | 0 | 0 | 416 | 386 | 4 | 6 |
| MORE THAN 10 YEARS: | 135 | 164 | 12 | 31 | 3 | 2 | 8 | 1 | 0 | 2 | 0 | 0 | 158 | 200 | 4 | 6 |
| AVERAGE YEARS | 9.3 | 11.9 | 12.8 | 13.1 | 19.5 | 19.0 | 13.1 | 7.7 | 2.0 | 9.7 | 0.0 | 0.0 | 9.7 | 12.1 | 24.3 | 25.3 |

DEPARTMENT AVERAGE YEARS 10.8

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 823 | 555 | 16 | 13 | 4 | 4 | 6 | 1 | 3 | 1 | 4 | 1 | 856 | 575 | 5 | 1 |
| 06 - 10 YEARS | 179 | 71 | 2 | 3 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 185 | 74 | 1 | 0 |
| 11 - 15 YEARS | 216 | 87 | 0 | 1 | 4 | 0 | 2 | 1 | 2 | 1 | 0 | 0 | 224 | 90 | 1 | 2 |
| 16 - 20 YEARS | 169 | 60 | 6 | 1 | 2 | 1 | 2 | 0 | 3 | 1 | 0 | 0 | 182 | 63 | 1 | 0 |
| 21 - 25 YEARS | 110 | 51 | 4 | 4 | 4 | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 120 | 59 | 3 | 4 |
| 26 - 30 YEARS | 80 | 44 | 5 | 1 | 2 | 1 | 1 | 4 | 0 | 0 | 0 | 0 | 88 | 50 | 3 | 1 |
| 31 - 35 YEARS | 23 | 16 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 25 | 18 | 0 | 1 |
| 36 - 40 YEARS | 27 | 7 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 8 | 0 | 1 |
| MORE THAN 40 YEARS | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 1 | 0 |
| DEPARTMENT TOTAL | 1,631 | 893 | 33 | 24 | 18 | 8 | 16 | 9 | 10 | 4 | 4 | 1 | 1,712 | 939 | 15 | 10 |
| MORE THAN 10 YEARS: | 629 | 267 | 15 | 8 | 14 | 4 | 7 | 8 | 6 | 3 | 0 | 0 | 671 | 290 | 9 | 9 |
| AVERAGE YEARS | 9.0 | 7.1 | 11.1 | 9.0 | 17.0 | 13.5 | 10.3 | 21.3 | 11.6 | 16.3 | 0.0 | 0.0 | 9.1 | 7.4 | 15.7 | 23.0 |

DEPARTMENT AVERAGE YEARS 8.5

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 90 | 322 | 12 | 127 | 0 | 1 | 5 | 19 | 0 | 7 | 1 | 1 | 108 | 477 | 0 | 0 |
| 06 - 10 YEARS | 17 | 109 | 7 | 14 | 0 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 24 | 128 | 0 | 0 |
| 11 - 15 YEARS | 46 | 151 | 3 | 28 | 1 | 2 | 3 | 9 | 1 | 1 | 0 | 0 | 54 | 191 | 1 | 1 |
| 16 - 20 YEARS | 16 | 83 | 3 | 25 | 0 | 5 | 0 | 6 | 0 | 3 | 0 | 0 | 19 | 122 | 0 | 2 |
| 21 - 25 YEARS | 12 | 85 | 3 | 37 | 0 | 0 | 1 | 13 | 1 | 0 | 0 | 0 | 17 | 135 | 1 | 16 |
| 26 - 30 YEARS | 16 | 65 | 6 | 33 | 1 | 0 | 1 | 2 | 1 | 3 | 0 | 0 | 25 | 103 | 2 | 8 |
| 31 - 35 YEARS | 12 | 39 | 2 | 10 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 14 | 53 | 0 | 1 |
| 36 - 40 YEARS | 14 | 27 | 2 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 16 | 33 | 0 | 1 |
| MORE THAN 40 YEARS | 2 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 0 |
| DEPARTMENT TOTAL | 225 | 887 | 38 | 278 | 2 | 10 | 10 | 57 | 3 | 15 | 1 | 1 | 279 | 1,248 | 4 | 29 |
| MORE THAN 10 YEARS: | 118 | 456 | 19 | 137 | 2 | 8 | 5 | 35 | 3 | 7 | 0 | 0 | 147 | 643 | 4 | 29 |
| AVERAGE YEARS | 13.0 | 12.5 | 14.6 | 11.8 | 20.0 | 16.3 | 9.4 | 13.8 | 21.7 | 10.7 | 0.0 | 0.0 | 13.2 | 12.4 | 23.3 | 24.4 |

DEPARTMENT AVERAGE YEARS 12.6

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 372 | 142 | 12 | 7 | 4 | 0 | 11 | 5 | 4 | 5 | 0 | 0 | 403 | 159 | 0 | 0 |
| 06 - 10 YEARS | 111 | 96 | 2 | 4 | 0 | 1 | 6 | 3 | 0 | 0 | 0 | 0 | 119 | 104 | 0 | 0 |
| 11 - 15 YEARS | 361 | 108 | 6 | 10 | 2 | 1 | 5 | 4 | 1 | 0 | 0 | 0 | 375 | 123 | 0 | 0 |
| 16 - 20 YEARS | 472 | 107 | 36 | 6 | 15 | 0 | 14 | 0 | 5 | 1 | 0 | 0 | 542 | 114 | 2 | 0 |
| 21 - 25 YEARS | 172 | 58 | 28 | 3 | 2 | 0 | 8 | 1 | 1 | 1 | 0 | 0 | 211 | 63 | 0 | 1 |
| 26 - 30 YEARS | 147 | 64 | 25 | 6 | 7 | 0 | 10 | 1 | 0 | 0 | 0 | 0 | 189 | 71 | 4 | 3 |
| 31 - 35 YEARS | 19 | 13 | 3 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 22 | 17 | 1 | 1 |
| 36 - 40 YEARS | 3 | 14 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 15 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 1,658 | 602 | 113 | 39 | 30 | 2 | 54 | 16 | 11 | 7 | 0 | 0 | 1,866 | 666 | 7 | 5 |
| MORE THAN 10 YEARS: | 1,175 | 364 | 99 | 28 | 26 | 1 | 37 | 8 | 7 | 2 | 0 | 0 | 1,344 | 403 | 7 | 5 |
| AVERAGE YEARS | 14.5 | 14.1 | 20.3 | 16.3 | 18.1 | 10.0 | 15.9 | 12.1 | 12.3 | 7.0 | 0.0 | 0.0 | 15.0 | 14.1 | 26.0 | 27.2 |

DEPARTMENT 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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 92 | 107 | 13 | 27 | 0 | 0 | 4 | 9 | 1 | 1 | 0 | 0 | 110 | 144 | 0 | 2 |
| 06 - 10 YEARS | 32 | 42 | 5 | 10 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 39 | 54 | 1 | 2 |
| 11 - 15 YEARS | 32 | 57 | 7 | 12 | 0 | 0 | 4 | 3 | 1 | 2 | 0 | 0 | 44 | 74 | 3 | 2 |
| 16 - 20 YEARS | 17 | 33 | 3 | 7 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 20 | 44 | 0 | 1 |
| 21 - 25 YEARS | 13 | 12 | 5 | 10 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 19 | 24 | 1 | 0 |
| 26 - 30 YEARS | 7 | 21 | 4 | 5 | 0 | 1 | 2 | 3 | 2 | 1 | 0 | 0 | 15 | 31 | 1 | 2 |
| 31 - 35 YEARS | 10 | 21 | 2 | 6 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 13 | 30 | 2 | 3 |
| 36 - 40 YEARS | 5 | 7 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 11 | 2 | 1 |
| MORE THAN 40 YEARS | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 209 | 302 | 40 | 80 | 0 | 1 | 14 | 25 | 4 | 6 | 0 | 0 | 267 | 414 | 10 | 13 |
| MORE THAN 10 YEARS: | 85 | 153 | 22 | 43 | 0 | 1 | 8 | 14 | 3 | 5 | 0 | 0 | 118 | 216 | 9 | 9 |
| AVERAGE YEARS | 10.8 | 12.6 | 13.8 | 13.9 | 0.0 | 28.0 | 13.1 | 15.5 | 17.0 | 16.0 | 0.0 | 0.0 | 11.4 | 13.1 | 24.4 | 20.0 |

DEPARTMENT AVERAGE YEARS 12.5

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

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 28, 2013

| 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 | 544 | 236 | 35 | 32 | 3 | 1 | 8 | 9 | 58 | 48 | 1 | 0 | 649 | 326 | 0 | 0 |
| 06 - 10 YEARS | 181 | 85 | 9 | 12 | 0 | 0 | 3 | 3 | 23 | 22 | 0 | 0 | 216 | 122 | 0 | 1 |
| 11 - 15 YEARS | 268 | 147 | 12 | 14 | 2 | 0 | 7 | 2 | 18 | 7 | 0 | 0 | 307 | 170 | 3 | 0 |
| 16 - 20 YEARS | 184 | 97 | 7 | 11 | 0 | 1 | 6 | 3 | 6 | 3 | 0 | 0 | 203 | 115 | 0 | 2 |
| 21 - 25 YEARS | 100 | 80 | 20 | 10 | 1 | 0 | 6 | 5 | 8 | 4 | 0 | 0 | 135 | 99 | 6 | 6 |
| 26 - 30 YEARS | 56 | 59 | 12 | 18 | 0 | 1 | 1 | 2 | 6 | 1 | 0 | 0 | 75 | 81 | 4 | 1 |
| 31 - 35 YEARS | 48 | 46 | 9 | 9 | 0 | 0 | 0 | 2 | 0 | 4 | 0 | 0 | 57 | 61 | 5 | 1 |
| 36 - 40 YEARS | 37 | 40 | 2 | 2 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 42 | 45 | 1 | 4 |
| MORE THAN 40 YEARS | 9 | 4 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 10 | 6 | 0 | 0 |
| DEPARTMENT TOTAL | 1,427 | 794 | 107 | 108 | 6 | 3 | 34 | 31 | 119 | 89 | 1 | 0 | 1,694 | 1,025 | 19 | 15 |
| MORE THAN 10 YEARS: | 702 | 473 | 63 | 64 | 3 | 2 | 23 | 19 | 38 | 19 | 0 | 0 | 829 | 577 | 19 | 14 |
| AVERAGE YEARS | 11.7 | 14.5 | 15.5 | 15.3 | 8.3 | 15.3 | 15.2 | 18.0 | 8.8 | 7.5 | 0.0 | 0.0 | 11.8 | 14.1 | 26.5 | 26.9 |

DEPARTMENT AVERAGE YEARS 12.6

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission 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 28, 2013

| 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 | 334 | 177 | 15 | 15 | 12 | 7 | 9 | 5 | 2 | 3 | 0 | 0 | 372 | 207 | 0 | 1 |
| 06 - 10 YEARS | 358 | 124 | 16 | 12 | 7 | 0 | 4 | 4 | 7 | 6 | 0 | 0 | 392 | 146 | 0 | 0 |
| 11 - 15 YEARS | 384 | 128 | 17 | 13 | 1 | 4 | 5 | 2 | 8 | 5 | 0 | 0 | 415 | 152 | 1 | 1 |
| 16 - 20 YEARS | 159 | 60 | 11 | 7 | 7 | 2 | 4 | 0 | 2 | 3 | 0 | 0 | 183 | 72 | 1 | 0 |
| 21 - 25 YEARS | 229 | 85 | 17 | 12 | 3 | 2 | 5 | 1 | 4 | 3 | 0 | 0 | 258 | 103 | 9 | 5 |
| 26 - 30 YEARS | 135 | 58 | 19 | 10 | 3 | 0 | 10 | 1 | 3 | 0 | 0 | 0 | 170 | 69 | 9 | 5 |
| 31 - 35 YEARS | 42 | 34 | 6 | 8 | 1 | 0 | 3 | 3 | 1 | 0 | 0 | 0 | 53 | 45 | 3 | 5 |
| 36 - 40 YEARS | 35 | 18 | 6 | 3 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 45 | 21 | 2 | 5 |
| MORE THAN 40 YEARS | 9 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 14 | 2 | 3 | 0 |
| DEPARTMENT TOTAL | 1,685 | 686 | 107 | 80 | 34 | 15 | 44 | 16 | 32 | 20 | 0 | 0 | 1,902 | 817 | 28 | 22 |
| MORE THAN 10 YEARS: | 993 | 385 | 76 | 53 | 15 | 8 | 31 | 7 | 23 | 11 | 0 | 0 | 1,138 | 464 | 28 | 21 |
| AVERAGE YEARS | 14.0 | 13.9 | 17.9 | 17.1 | 11.4 | 9.5 | 19.1 | 13.3 | 20.0 | 12.5 | 0.0 | 0.0 | 14.4 | 14.1 | 28.7 | 28.5 |

DEPARTMENT AVERAGE YEARS 14.3

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

Source: Michigan Civil Service Commission 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 28, 2013

| 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 |
| TREASURY | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 188 | 261 | 26 | 49 | 2 | 1 | 3 | 13 | 5 | 7 | 0 | 0 | 224 | 331 | 0 | 0 |
| 06 - 10 YEARS | 91 | 175 | 13 | 36 | 1 | 2 | 0 | 4 | 5 | 4 | 0 | 0 | 110 | 221 | 1 | 0 |
| 11 - 15 YEARS | 68 | 109 | 11 | 24 | 0 | 0 | 1 | 3 | 5 | 4 | 0 | 0 | 85 | 140 | 0 | 0 |
| 16 - 20 YEARS | 51 | 75 | 4 | 17 | 0 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 57 | 96 | 4 | 2 |
| 21 - 25 YEARS | 23 | 36 | 7 | 19 | 0 | 1 | 1 | 6 | 3 | 0 | 0 | 0 | 34 | 62 | 1 | 8 |
| 26 - 30 YEARS | 20 | 44 | 12 | 19 | 0 | 0 | 2 | 7 | 2 | 0 | 0 | 0 | 36 | 70 | 2 | 1 |
| 31 - 35 YEARS | 9 | 51 | 2 | 15 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 13 | 70 | 2 | 1 |
| 36 - 40 YEARS | 16 | 24 | 4 | 1 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 22 | 26 | 3 | 2 |
| MORE THAN 40 YEARS | 1 | 6 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 0 |
| DEPARTMENT TOTAL | 467 | 781 | 79 | 181 | 3 | 6 | 14 | 38 | 20 | 17 | 0 | 0 | 583 | 1,023 | 13 | 14 |
| MORE THAN 10 YEARS: | 188 | 345 | 40 | 96 | 0 | 3 | 11 | 21 | 10 | 6 | 0 | 0 | 249 | 471 | 12 | 14 |
| AVERAGE YEARS | 10.7 | 12.4 | 13.9 | 14.3 | 4.0 | 13.2 | 22.3 | 15.7 | 12.8 | 8.8 | 0.0 | 0.0 | 11.5 | 12.8 | 26.8 | 26.1 |

DEPARTMENT AVERAGE YEARS 12.3

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

Source: Michigan Civil Service Commission 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 28, 2013

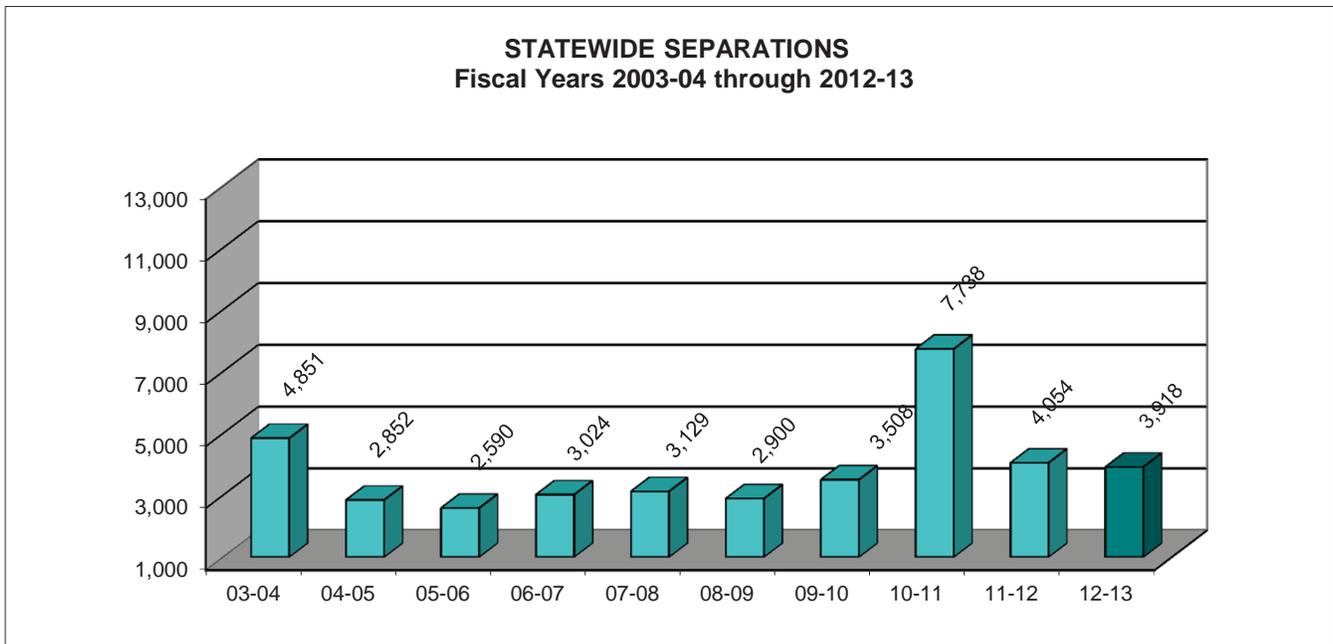
| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|---------------|---------------|--------------|--------------|--------------------------------------|------------|------------|------------|------------------------------|------------|------------------|----------|---------------|---------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATEWIDE TOTAL | | | | | | | | | | | | | | | | |
| 00- 05 YEARS | 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 |
| STATEWIDE TOTAL | 19,283 | 18,550 | 2,485 | 6,419 | 309 | 195 | 591 | 803 | 349 | 383 | 8 | 3 | 23,025 | 26,353 | 307 | 354 |
| 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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2012-13**

| SEPARATION REASON | TOTAL | PERCENT OF SEPARATIONS |
|--|--------------|-------------------------------|
| <i>INVOLUNTARY SEPARATIONS</i> | | |
| Death | 75 | 1.9% |
| Dismissal | 303 | 7.7% |
| Expired Appointment | 334 | 8.5% |
| Total Involuntary Separations | 712 | 18.2% |
| <i>VOLUNTARY SEPARATIONS</i> | | |
| Resigned Classified Employment | 1,242 | 31.7% |
| Layoff/Leave of Absence Rights Expired | 222 | 5.7% |
| Waived Rights Leave of Absence | 176 | 4.5% |
| Settlement | 4 | 0.1% |
| Total Voluntary Separations | 1,644 | 42.0% |
| <i>RETIREMENT</i> | | |
| Retirement | 1,438 | 36.7% |
| Incentive Retirement | 1 | |
| Disability Retirement | 90 | 2.3% |
| Deferred Retirement | 33 | 0.8% |
| Total Retirements | 1,562 | 39.9% |
| <i>UNDEFINED SEPARATIONS</i> | 0 | 0.0% |
| TOTAL SEPARATIONS | 3,918 | 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. Beginning 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 workers' compensation in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represented 92.2% of all noncareer appointments at the end of FY 2012-13.

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

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From October 13, 2012 Through September 28, 2013

| DEPARTMENT | NUMBER OF HIRES AND RETURNS | | | | | NUMBER OF SEPARATIONS AND LAYOFFS | | | | | | |
|---------------------------------|-----------------------------|--------------|--------------|----------|--------------|-----------------------------------|------------|------------|-----------|----------|--------------|--------------|
| | NON-CAREER CAREER | | RETURNS FROM | | TOTAL | SEASONAL | RIF | MED | UNDEFINED | TOTAL | NET | |
| | HIRES | HIRES | RECALLS | LEAVES | | | | | | | | APPOINTMENTS |
| AGRICULTURE & RURAL DEVELOPMENT | 11 | 7 | 0 | 0 | 18 | 18 | 0 | 0 | 0 | 0 | 18 | 0 |
| ATTORNEY GENERAL | 44 | 0 | 2 | 0 | 46 | 27 | 0 | 0 | 0 | 0 | 27 | 19 |
| AUDITOR GENERAL | 2 | 9 | 0 | 0 | 11 | 11 | 0 | 0 | 0 | 0 | 11 | 0 |
| CIVIL RIGHTS | 1 | 0 | 0 | 0 | 1 | 8 | 0 | 0 | 0 | 0 | 8 | -7 |
| CIVIL SERVICE COMMISSION | 23 | 15 | 1 | 0 | 39 | 27 | 0 | 0 | 0 | 0 | 27 | 12 |
| COMMUNITY HEALTH | 255 | 33 | 7 | 0 | 295 | 255 | 0 | 1 | 11 | 0 | 267 | 28 |
| CORRECTIONS | 569 | 31 | 24 | 0 | 624 | 1,038 | 0 | 62 | 25 | 0 | 1,125 | -501 |
| EDUCATION | 29 | 4 | 3 | 1 | 37 | 33 | 1 | 0 | 0 | 0 | 34 | 3 |
| ENVIRONMENTAL QUALITY | 48 | 12 | 1 | 0 | 61 | 41 | 0 | 0 | 0 | 0 | 41 | 20 |
| EXECUTIVE OFFICE | 8 | 0 | 0 | 0 | 8 | 3 | 0 | 0 | 0 | 0 | 3 | 5 |
| HISTORY ARTS AND LIBRARIES | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| HUMAN SERVICES | 846 | 8 | 59 | 3 | 916 | 732 | 23 | 27 | 10 | 0 | 792 | 124 |
| LICENSING & REGULATORY AFFAIRS | 67 | 65 | 120 | 0 | 252 | 230 | 0 | 11 | 3 | 0 | 244 | 8 |
| MILITARY & VETERAN AFFAIRS | 56 | 22 | 35 | 0 | 113 | 99 | 32 | 115 | 3 | 0 | 249 | -136 |
| NATURAL RESOURCES | 21 | 1,605 | 248 | 0 | 1,874 | 55 | 247 | 1 | 0 | 0 | 303 | 1,571 |
| STATE | 16 | 223 | 6 | 0 | 245 | 224 | 0 | 0 | 5 | 0 | 229 | 16 |
| STATE POLICE | 260 | 4 | 0 | 0 | 264 | 143 | 0 | 0 | 2 | 0 | 145 | 119 |
| STRATEGIC FUND | 36 | 13 | 2 | 0 | 51 | 74 | 0 | 1 | 0 | 0 | 75 | -24 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 177 | 79 | 1 | 2 | 259 | 162 | 0 | 1 | 5 | 0 | 168 | 91 |
| TRANSPORTATION | 98 | 442 | 16 | 1 | 557 | 526 | 16 | 0 | 5 | 0 | 547 | 10 |
| TREASURY | 79 | 56 | 2 | 0 | 137 | 103 | 0 | 0 | 2 | 0 | 105 | 32 |
| STATEWIDE TOTALS: | 2,646 | 2,629 | 527 | 7 | 5,809 | 3,809 | 319 | 219 | 71 | 0 | 4,418 | 1,391 |

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

Source: Michigan Civil Service Commission HWF35

STATE OF MICHIGAN
TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2013

Table 3-4

| 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 2013

Table 3-4

| 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% |
| 2012-13 | 47,739 | 3,918 | 8.2% |

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. Beginning 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 workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT_ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represented 92.2% of all noncareer appointments at the end of FY 2012-13. 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 FY 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 2008-09 Through 2012-13

Table 3-5

| Department | Average Classified Employment | Separations | Turnover Rate |
|---|-------------------------------------|-------------|------------------|
| Agriculture & Rural Development ⁶ | | | |
| 2008-09 | 529 | 41 | 7.8% |
| 2009-10 | 447 | 39 | 8.7% |
| 2010-11 | 393 | 80 | 20.4% |
| 2011-12 | 387 | 16 | 4.1% |
| 2012-13 | 401 | 14 | 3.5% |
| Attorney General | | | |
| 2008-09 | 494 | 28 | 5.7% |
| 2009-10 | 461 | 30 | 6.5% |
| 2010-11 | 434 | 94 | 21.7% |
| 2011-12 | 462 | 27 | 5.8% |
| 2012-13 | 479 | 33 | 6.9% |
| Auditor General | | | |
| 2008-09 | 135 | 3 | 2.2% |
| 2009-10 | 132 | 4 | 3.0% |
| 2010-11 | 134 | 31 | 23.1% |
| 2011-12 | 133 | 8 | 6.0% |
| 2012-13 | 140 | 6 | 4.3% |
| Civil Rights | | | |
| 2008-09 | 112 | 2 | 1.8% |
| 2009-10 | 95 | 6 | 6.3% |
| 2010-11 | 90 | 20 | 22.2% |
| 2011-12 | 94 | 7 | 7.4% |
| 2012-13 | 92 | 9 | 9.8% |
| Civil Service Commission | | | |
| 2008-09 | 526 | 18 | 3.4% |
| 2009-10 | 488 | 48 | 9.8% |
| 2010-11 | 414 | 110 | 26.6% |
| 2011-12 | 405 | 18 | 4.4% |
| 2012-13 | 416 | 20 | 4.8% |
| Community Health | | | |
| 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% |
| 2012-13 | 3,113 | 291 | 9.3% |
| Corrections | | | |
| 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% |
| 2012-13 | 13,259 | 1,217 | 9.2% |

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2008-09 Through 2012-13

Table 3-5

| Department | Average Classified Employment | Separations | Turnover Rate |
|--|-------------------------------------|-------------|------------------|
| Education | | | |
| 2008-09 | 405 | 31 | 7.7% |
| 2009-10 | 445 | 39 | 8.8% |
| 2010-11 | 446 | 80 | 17.9% |
| 2011-12 | 476 | 32 | 6.7% |
| 2012-13 | 518 | 39 | 7.5% |
| Environmental Quality 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% |
| 2012-13 | 1,102 | 41 | 3.7% |
| Executive Office | | | |
| 2008-09 | 45 | 9 | 19.8% |
| 2009-10 | 41 | 2 | 4.9% |
| 2010-11 | 38 | 20 | 52.6% |
| 2011-12 | 51 | 10 | 19.6% |
| 2012-13 | 54 | 3 | 5.6% |
| History Arts and Libraries | | | |
| 2008-09 | 182 | 9 | 5.0% |
| 2009-10 ³ | -- | -- | -- |
| 2010-11 ³ | -- | -- | -- |
| 2011-12 ³ | -- | -- | -- |
| 2012-13 ³ | -- | -- | -- |
| Human Services | | | |
| 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% |
| 2012-13 | 11,772 | 845 | 7.2% |
| Information Technology ⁴ | | | |
| 2008-09 | 1,709 | 70 | 4.1% |
| 2009-10 | 1,720 | 92 | 5.3% |
| 2010-11 | -- | -- | -- |
| 2011-12 | -- | -- | -- |
| 2012-13 | -- | -- | -- |
| Licensing & Regulatory Affairs ¹ | | | |
| 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% |
| 2012-13 | 2,899 | 242 | 8.3% |

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2008-09 Through 2012-13

Table 3-5

| Department | Average Classified Employment | Separations | Turnover Rate |
|---|-------------------------------------|-------------|------------------|
| Management and Budget ⁴ | | | |
| 2008-09 | 967 | 33 | 3.4% |
| 2009-10 | 931 | 25 | 2.7% |
| 2010-11 | -- | -- | -- |
| 2011-12 | -- | -- | -- |
| 2012-13 | -- | -- | -- |
| Military and Veterans Affairs | | | |
| 2008-09 | 926 | 85 | 9.2% |
| 2009-10 | 897 | 94 | 10.5% |
| 2010-11 | 891 | 155 | 17.4% |
| 2011-12 | 886 | 105 | 11.9% |
| 2012-13 | 801 | 118 | 14.7% |
| Natural Resources ⁵ | | | |
| 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% |
| 2012-13 | 1,530 | 133 | 8.7% |
| Natural Resources & Environment ⁵ | | | |
| 2008-09 | -- | -- | -- |
| 2009-10 | -- | -- | -- |
| 2010-11 | 1,198 | 368 | 30.7% |
| 2011-12 | -- | -- | -- |
| 2012-13 | -- | -- | -- |
| State | | | |
| 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% |
| 2012-13 | 1,290 | 114 | 8.8% |
| State Police | | | |
| 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% |
| 2012-13 | 2,501 | 151 | 6.0% |
| Strategic Fund ² | | | |
| 2008-09 | 193 | 18 | 9.4% |
| 2009-10 | 197 | 9 | 4.6% |
| 2010-11 | 135 | 26 | 19.3% |
| 2011-12 | 636 | 47 | 7.4% |
| 2012-13 | 651 | 76 | 11.7% |

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2008-09 Through 2012-13

Table 3-5

| Department | Average Classified Employment | Separations | Turnover Rate |
|---|-------------------------------------|-------------|------------------|
| Technology, Management and Budget ⁴ | | | |
| 2008-09 | -- | -- | -- |
| 2009-10 | -- | -- | -- |
| 2010-11 | 2,384 | 473 | 19.8% |
| 2011-12 | 2,461 | 138 | 5.6% |
| 2012-13 | 2,587 | 173 | 6.7% |
| Transportation | | | |
| 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% |
| 2012-13 | 2,570 | 273 | 10.6% |
| Treasury | | | |
| 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% |
| 2012-13 | 1,566 | 120 | 7.7% |
| Statewide Total | | | |
| 2008-09 | 51,699 | 2,900 | 5.6% |
| 2009-10 | 50,615 | 3,508 | 6.9% |
| 2010-11 | 47,818 | 7,738 | 16.2% |
| 2011-12 | 47,809 | 4,053 | 8.5% |
| 2012-13 | 47,739 | 3,918 | 8.2% |

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, the Michigan 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. Beginning 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 workers' compensation, except for the following noncareer appointments: STUDENT_ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represented 92.2% of all noncareer appointments at the end of FY 2012-13. 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.

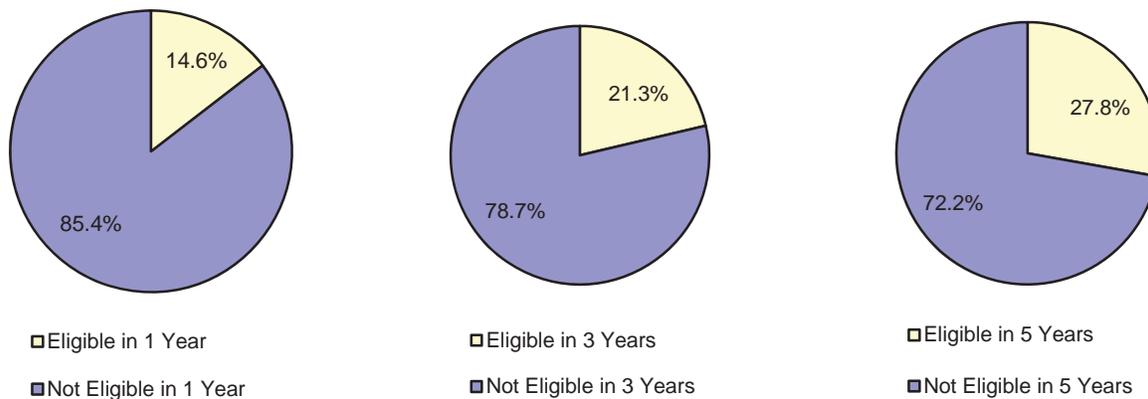
An increase in separations occurred in FY 2010-11 due to an early retirement incentive program.

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% |

State of Michigan
Employees Eligible to Retire in 1, 3, and 5 Years
As of September 29, 2012



Comment:

This report reflects employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, unclassified, or on workers' 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