

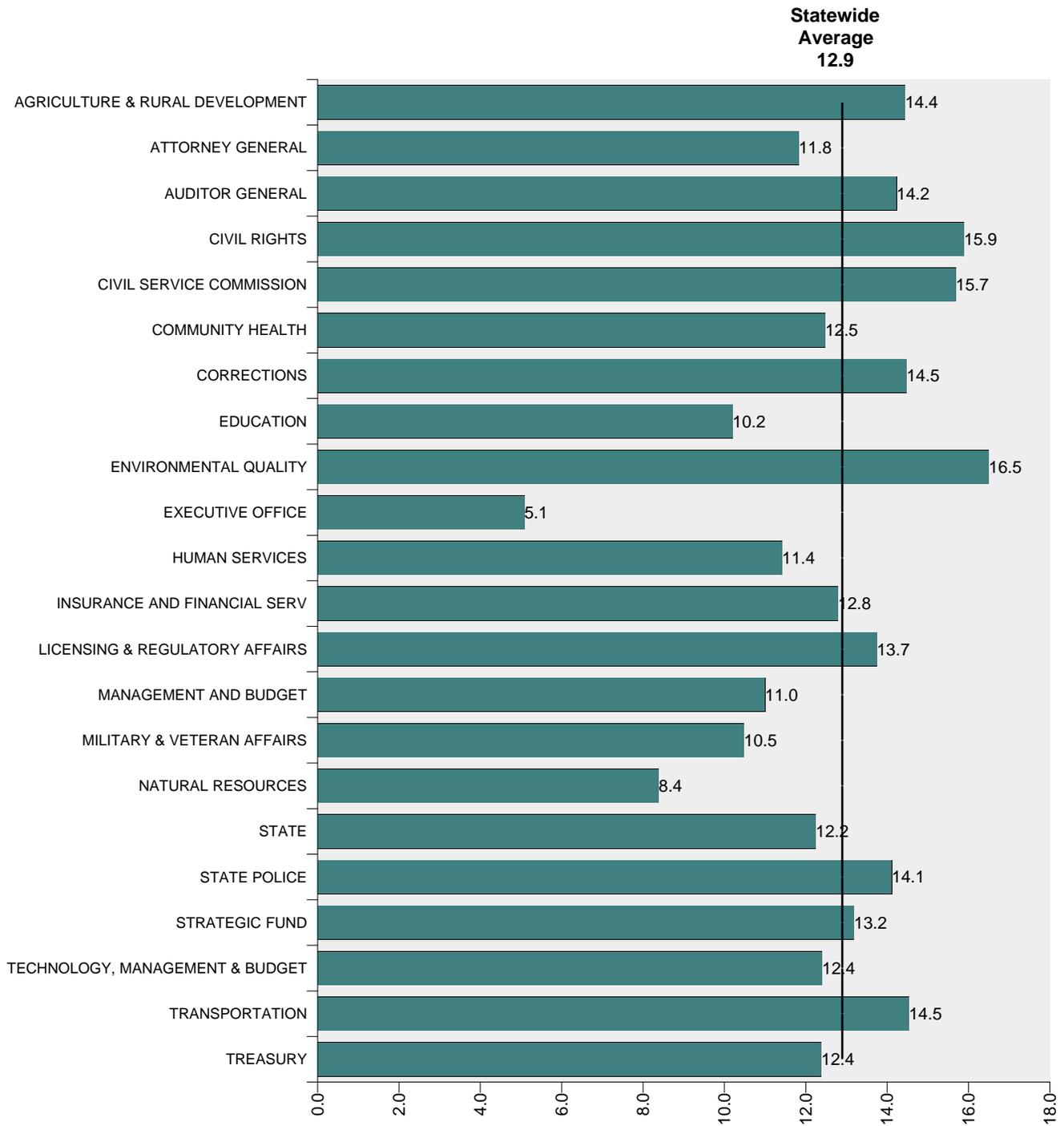
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

# STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 27, 2014



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. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment. Executive Office employees are limited to a maximum of eight years of employment due to term limits. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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
<b>AGRICULTURE &amp; RURAL DEVELOPMENT</b>																
00 - 05 YEARS	48	46	2	2	0	0	0	2	0	0	0	0	50	50	0	0
06 - 10 YEARS	18	23	0	2	0	1	1	0	0	0	0	0	19	26	0	0
11 - 15 YEARS	41	44	2	3	1	0	0	1	0	1	0	0	44	49	0	0
16 - 20 YEARS	29	18	1	2	0	1	0	1	0	1	0	0	30	23	0	1
21 - 25 YEARS	34	27	0	2	0	0	1	0	1	1	0	0	36	30	1	1
26 - 30 YEARS	17	12	0	2	0	0	0	0	0	0	0	0	17	14	1	2
31 - 35 YEARS	4	7	1	2	0	0	0	0	1	0	0	0	6	9	0	2
36 - 40 YEARS	4	2	0	0	0	0	1	0	0	0	0	0	5	2	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>197</b>	<b>179</b>	<b>6</b>	<b>15</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>209</b>	<b>203</b>	<b>2</b>	<b>6</b>
MORE THAN 10 YEARS:	131	110	4	11	1	1	2	2	2	3	0	0	140	127	2	6
AVERAGE YEARS	14.9	13.5	14.3	18.3	14.0	12.0	21.3	8.3	28.5	19.0	0.0	0.0	15.1	13.8	25.5	27.7

**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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	71	90	2	8	0	0	0	1	2	1	0	1	75	101	0	0
06 - 10 YEARS	42	45	6	4	0	0	0	1	0	0	0	0	48	50	1	0
11 - 15 YEARS	19	32	3	4	0	0	0	1	0	2	0	0	22	39	0	0
16 - 20 YEARS	23	25	2	5	0	0	1	1	0	0	0	0	26	31	0	0
21 - 25 YEARS	12	11	0	1	0	0	0	1	0	0	0	0	12	13	0	1
26 - 30 YEARS	18	13	0	4	0	0	0	1	1	0	0	0	19	18	0	1
31 - 35 YEARS	10	6	1	0	0	0	1	1	0	0	0	0	12	7	0	0
36 - 40 YEARS	7	3	1	0	0	0	1	0	0	0	0	0	9	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>203</b>	<b>226</b>	<b>15</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>224</b>	<b>263</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS:	90	91	7	14	0	0	3	5	1	2	0	0	101	112	0	2
AVERAGE YEARS	12.5	10.6	13.2	12.8	0.0	0.0	30.0	18.9	9.7	11.0	0.0	1.0	12.8	11.0	7.0	26.5

**DEPARTMENT AVERAGE YEARS 11.8**

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	24	18	0	0	0	0	0	0	0	0	0	0	24	18	0	0
06 - 10 YEARS	3	8	0	0	0	0	0	0	0	0	0	0	3	8	0	0
11 - 15 YEARS	8	8	0	0	0	0	0	0	0	1	0	0	8	9	0	0
16 - 20 YEARS	10	15	1	1	0	0	0	0	0	0	0	0	11	16	0	0
21 - 25 YEARS	2	7	0	1	0	0	0	0	0	0	0	0	2	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	4	2	0	0	0	0	0	0	0	0	0	0	4	2	0	0
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>60</b>	<b>65</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>64</b>	<b>68</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	33	39	4	2	0	0	0	0	0	1	0	0	37	42	0	1
AVERAGE YEARS	14.0	13.6	26.8	19.5	0.0	0.0	0.0	0.0	0.0	14.0	0.0	0.0	14.8	13.8	0.0	28.0

**DEPARTMENT AVERAGE YEARS 14.2**

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	1	7	2	7	0	0	1	1	0	1	0	0	4	16	0	0
06 - 10 YEARS	1	2	1	11	0	0	0	1	0	0	0	0	2	14	0	0
11 - 15 YEARS	5	4	2	8	0	0	0	1	0	0	0	0	7	13	0	0
16 - 20 YEARS	1	1	3	6	0	0	0	0	0	0	0	0	4	7	0	0
21 - 25 YEARS	1	3	0	3	0	0	2	1	0	0	0	0	3	7	0	0
26 - 30 YEARS	1	1	0	2	0	0	0	1	0	0	0	0	1	4	0	0
31 - 35 YEARS	1	0	0	2	0	0	0	0	0	0	0	0	1	2	0	0
36 - 40 YEARS	1	0	0	1	0	0	0	2	0	0	0	0	1	3	0	0
MORE THAN 40 YEARS	0	1	2	3	0	0	0	0	0	0	0	0	2	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>12</b>	<b>19</b>	<b>10</b>	<b>43</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>70</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	10	10	7	25	0	0	2	5	0	0	0	0	19	40	0	0
AVERAGE YEARS	18.2	13.5	17.8	15.4	0.0	0.0	17.0	20.3	0.0	2.0	0.0	0.0	17.9	15.2	0.0	0.0

**DEPARTMENT AVERAGE YEARS 15.9**

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	20	62	6	16	0	1	0	3	0	1	1	0	27	83	0	0
06 - 10 YEARS	6	32	2	4	0	0	0	1	0	0	0	0	8	37	0	0
11 - 15 YEARS	7	61	2	7	0	1	0	1	0	0	0	0	9	70	0	0
16 - 20 YEARS	5	37	1	3	0	0	1	0	0	2	0	0	7	42	0	1
21 - 25 YEARS	4	28	0	8	0	1	0	2	0	1	0	0	4	40	0	0
26 - 30 YEARS	5	33	2	17	0	2	1	8	0	0	0	0	8	60	0	2
31 - 35 YEARS	1	6	1	2	0	0	0	0	0	0	0	0	2	8	0	0
36 - 40 YEARS	3	16	1	3	0	1	0	1	0	0	0	0	4	21	0	2
MORE THAN 40 YEARS	0	3	1	0	0	0	0	0	0	0	0	0	1	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>51</b>	<b>278</b>	<b>16</b>	<b>60</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>16</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>70</b>	<b>364</b>	<b>0</b>	<b>5</b>
MORE THAN 10 YEARS:	25	184	8	40	0	5	2	12	0	3	0	0	35	244	0	5
AVERAGE YEARS	12.8	15.5	14.8	17.3	0.0	22.0	24.5	21.0	0.0	14.0	0.0	0.0	13.4	16.1	0.0	29.0

**DEPARTMENT AVERAGE YEARS 15.7**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 27, 2014

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
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	245	479	85	181	2	7	8	19	14	30	1	2	355	718	0	1
06 - 10 YEARS	117	245	38	66	2	3	4	15	8	9	0	0	169	338	0	1
11 - 15 YEARS	123	246	43	87	1	1	7	6	10	13	0	0	184	353	1	1
16 - 20 YEARS	106	146	23	49	2	2	4	5	3	7	0	0	138	209	2	2
21 - 25 YEARS	37	103	19	32	0	0	3	3	0	4	0	0	59	142	3	7
26 - 30 YEARS	51	80	17	31	0	2	4	7	4	10	0	0	76	130	6	6
31 - 35 YEARS	31	53	13	21	0	0	0	1	0	0	0	0	44	75	1	8
36 - 40 YEARS	24	60	11	9	1	1	1	2	3	1	0	0	40	73	2	4
MORE THAN 40 YEARS	6	9	2	0	0	0	0	0	0	0	0	0	8	9	2	0
<b>DEPARTMENT TOTAL</b>	<b>740</b>	<b>1,421</b>	<b>251</b>	<b>476</b>	<b>8</b>	<b>16</b>	<b>31</b>	<b>58</b>	<b>42</b>	<b>74</b>	<b>1</b>	<b>2</b>	<b>1,073</b>	<b>2,047</b>	<b>17</b>	<b>30</b>
MORE THAN 10 YEARS:	378	697	128	229	4	6	19	24	20	35	0	0	549	991	17	28
AVERAGE YEARS	12.8	12.5	13.3	11.8	13.9	11.6	13.5	12.3	11.8	11.1	0.0	0.0	12.9	12.3	28.2	26.8

**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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 27, 2014

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
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,084	780	178	236	25	9	37	20	8	9	25	5	1,357	1,059	1	0
06 - 10 YEARS	817	506	167	184	36	8	37	15	5	8	0	0	1,062	721	4	1
11 - 15 YEARS	1,471	568	174	200	27	9	34	22	9	4	0	0	1,715	803	2	1
16 - 20 YEARS	1,596	587	163	214	49	15	53	23	6	4	0	0	1,867	843	4	5
21 - 25 YEARS	1,019	292	89	87	24	7	22	9	5	1	0	0	1,159	396	23	10
26 - 30 YEARS	788	229	110	116	28	5	22	5	3	2	0	0	951	357	38	12
31 - 35 YEARS	51	42	17	20	0	0	1	3	0	0	0	0	69	65	8	3
36 - 40 YEARS	36	32	6	8	1	1	1	1	1	0	0	0	45	42	3	0
MORE THAN 40 YEARS	5	3	0	0	0	0	1	0	0	0	0	0	6	3	1	0
<b>DEPARTMENT TOTAL</b>	<b>6,867</b>	<b>3,039</b>	<b>904</b>	<b>1,065</b>	<b>190</b>	<b>54</b>	<b>208</b>	<b>98</b>	<b>37</b>	<b>28</b>	<b>25</b>	<b>5</b>	<b>8,231</b>	<b>4,289</b>	<b>84</b>	<b>32</b>
MORE THAN 10 YEARS:	4,966	1,753	559	645	129	37	134	63	24	11	0	0	5,812	2,509	79	31
AVERAGE YEARS	15.4	13.0	14.2	13.7	15.2	14.7	14.3	13.8	13.5	10.4	0.7	0.8	15.2	13.2	25.8	24.5

**DEPARTMENT AVERAGE YEARS 14.5**

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Pay End Date: September 27, 2014

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
<b>EDUCATION</b>																
00 - 05 YEARS	60	118	7	25	0	1	2	3	2	2	0	0	71	149	0	1
06 - 10 YEARS	33	67	3	8	0	0	0	0	0	1	0	0	36	76	0	0
11 - 15 YEARS	23	58	3	2	0	0	1	1	0	0	0	0	27	61	0	0
16 - 20 YEARS	6	23	2	2	0	0	0	1	0	0	0	0	8	26	0	0
21 - 25 YEARS	4	16	0	0	0	0	0	0	0	0	0	0	4	16	0	1
26 - 30 YEARS	1	17	1	4	0	0	0	1	0	1	0	0	2	23	0	0
31 - 35 YEARS	1	6	0	1	0	0	0	1	0	0	0	0	1	8	0	0
36 - 40 YEARS	2	13	0	0	0	0	0	1	0	0	0	0	2	14	0	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>130</b>	<b>321</b>	<b>16</b>	<b>42</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>151</b>	<b>376</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	37	136	6	9	0	0	1	5	0	1	0	0	44	151	0	1
AVERAGE YEARS	8.2	11.3	8.4	7.6	0.0	0.0	6.3	17.6	4.5	11.3	0.0	0.0	8.1	11.0	0.0	15.0

**DEPARTMENT AVERAGE YEARS 10.2**

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

Pay End Date: September 27, 2014

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
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	84	98	1	3	0	0	0	1	0	4	0	0	85	106	0	0
06 - 10 YEARS	62	84	5	1	0	0	0	2	0	1	0	0	67	88	0	0
11 - 15 YEARS	101	90	4	3	0	1	1	4	2	1	0	0	108	99	0	0
16 - 20 YEARS	57	59	0	2	0	0	1	0	2	5	0	0	60	66	0	0
21 - 25 YEARS	125	77	2	6	0	0	4	4	7	2	0	0	138	89	4	2
26 - 30 YEARS	59	52	3	9	0	1	1	1	2	2	0	0	65	65	0	1
31 - 35 YEARS	29	16	2	1	0	0	0	0	0	0	0	0	31	17	2	1
36 - 40 YEARS	19	12	0	0	1	0	0	0	0	1	0	0	20	13	2	1
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>538</b>	<b>489</b>	<b>17</b>	<b>25</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>12</b>	<b>13</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>576</b>	<b>544</b>	<b>8</b>	<b>5</b>
MORE THAN 10 YEARS:	392	307	11	21	1	2	7	9	13	11	0	0	424	350	8	5
AVERAGE YEARS	17.4	15.0	17.2	20.5	36.0	19.5	21.3	15.9	20.6	15.6	0.0	0.0	17.6	15.3	30.1	29.6

**DEPARTMENT AVERAGE YEARS 16.5**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 27, 2014

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
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	19	27	0	1	0	0	0	0	0	1	0	0	19	29	0	0
06 - 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
11 - 15 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	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	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
<b>DEPARTMENT TOTAL</b>	<b>22</b>	<b>35</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>37</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	3	5	0	0	0	0	0	0	0	0	0	0	3	5	0	0
AVERAGE YEARS	3.8	6.1	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8	5.8	0.0	0.0

**DEPARTMENT AVERAGE YEARS 5.1**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 27, 2014

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
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	650	2,290	197	1,082	10	21	30	102	5	12	3	4	895	3,511	0	5
06 - 10 YEARS	211	1,057	72	522	0	7	17	69	5	13	0	0	305	1,668	2	7
11 - 15 YEARS	201	839	54	525	1	3	13	51	0	7	0	0	269	1,425	2	5
16 - 20 YEARS	191	490	67	367	2	11	12	44	4	5	0	0	276	917	3	6
21 - 25 YEARS	88	316	33	197	1	7	8	38	2	11	0	0	132	569	13	21
26 - 30 YEARS	92	205	31	129	0	2	11	19	1	1	0	0	135	356	10	11
31 - 35 YEARS	49	191	16	122	0	4	1	6	1	4	0	0	67	327	4	13
36 - 40 YEARS	61	142	11	96	0	0	2	4	0	0	0	0	74	242	6	12
MORE THAN 40 YEARS	16	24	3	13	0	0	0	1	0	0	0	0	19	38	2	3
<b>DEPARTMENT TOTAL</b>	<b>1,559</b>	<b>5,554</b>	<b>484</b>	<b>3,053</b>	<b>14</b>	<b>55</b>	<b>94</b>	<b>334</b>	<b>18</b>	<b>53</b>	<b>3</b>	<b>4</b>	<b>2,172</b>	<b>9,053</b>	<b>42</b>	<b>83</b>
MORE THAN 10 YEARS:	698	2,207	215	1,449	4	27	47	163	8	28	0	0	972	3,874	40	71
AVERAGE YEARS	12.0	10.7	11.7	12.1	6.8	12.5	12.8	12.2	12.9	13.9	1.0	0.3	11.9	11.3	26.8	24.8

**DEPARTMENT AVERAGE YEARS 11.4**

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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
<b>INSURANCE AND FINANCIAL SERV</b>																
00 - 05 YEARS	23	38	3	7	0	1	3	1	2	2	0	0	31	49	0	1
06 - 10 YEARS	26	36	3	9	0	0	1	0	0	1	0	0	30	46	0	0
11 - 15 YEARS	14	33	2	3	0	0	0	1	1	0	0	0	17	37	0	0
16 - 20 YEARS	8	19	0	3	0	0	1	1	0	0	0	0	9	23	0	1
21 - 25 YEARS	7	14	0	1	0	0	0	0	0	0	0	0	7	15	0	2
26 - 30 YEARS	9	12	3	2	0	0	0	1	1	0	0	0	13	15	0	1
31 - 35 YEARS	4	4	0	1	0	0	1	0	0	0	0	0	5	5	0	0
36 - 40 YEARS	2	3	1	0	0	0	0	1	0	0	0	0	3	4	0	1
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>93</b>	<b>161</b>	<b>12</b>	<b>26</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>115</b>	<b>196</b>	<b>0</b>	<b>6</b>
MORE THAN 10 YEARS:	44	87	6	10	0	0	2	4	2	0	0	0	54	101	0	5
AVERAGE YEARS	12.7	13.1	14.3	11.5	0.0	3.0	10.0	19.4	9.5	5.0	0.0	0.0	12.6	12.9	0.0	21.8

**DEPARTMENT 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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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
<b>LICENSING &amp; REGULATORY AFFAIRS</b>																
00 - 05 YEARS	194	320	21	74	2	1	5	10	5	4	0	0	227	409	0	1
06 - 10 YEARS	160	215	23	99	1	3	6	3	4	7	0	0	194	327	0	2
11 - 15 YEARS	109	223	33	147	0	3	6	12	2	5	0	0	150	390	0	1
16 - 20 YEARS	79	111	7	33	0	1	2	0	1	3	0	0	89	148	2	2
21 - 25 YEARS	62	84	7	30	0	0	0	6	0	4	0	0	69	124	3	13
26 - 30 YEARS	46	70	22	47	1	3	7	10	4	2	0	0	80	132	5	2
31 - 35 YEARS	22	40	8	33	0	0	0	0	0	1	0	0	30	74	5	5
36 - 40 YEARS	32	50	7	19	1	0	1	0	1	1	0	0	42	70	1	4
MORE THAN 40 YEARS	2	9	3	5	0	0	0	0	0	0	0	0	5	14	1	1
<b>DEPARTMENT TOTAL</b>	<b>706</b>	<b>1,122</b>	<b>131</b>	<b>487</b>	<b>5</b>	<b>11</b>	<b>27</b>	<b>41</b>	<b>17</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>886</b>	<b>1,688</b>	<b>17</b>	<b>31</b>
MORE THAN 10 YEARS:	352	587	87	314	2	7	16	28	8	16	0	0	465	952	17	28
AVERAGE YEARS	13.1	13.1	16.6	15.2	15.8	15.7	14.3	15.0	14.1	15.0	0.0	0.0	13.7	13.8	28.9	25.3

**DEPARTMENT AVERAGE YEARS 13.7**

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

Pay End Date: September 27, 2014

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
<b>MILITARY &amp; VETERAN AFFAIRS</b>																
00 - 05 YEARS	167	112	9	13	1	2	7	1	5	1	2	2	191	131	0	0
06 - 10 YEARS	63	50	2	10	1	0	2	1	0	3	0	0	68	64	0	0
11 - 15 YEARS	47	52	3	12	1	0	0	1	0	1	0	0	51	66	0	1
16 - 20 YEARS	33	40	3	9	0	0	4	0	0	0	0	0	40	49	1	1
21 - 25 YEARS	37	26	2	2	0	0	2	0	0	0	0	0	41	28	1	0
26 - 30 YEARS	15	23	1	6	1	2	0	0	0	1	0	0	17	32	1	2
31 - 35 YEARS	7	8	1	1	1	0	0	0	0	0	0	0	9	9	1	1
36 - 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>370</b>	<b>312</b>	<b>21</b>	<b>54</b>	<b>5</b>	<b>4</b>	<b>15</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>418</b>	<b>381</b>	<b>4</b>	<b>5</b>
MORE THAN 10 YEARS:	140	150	10	31	3	2	6	1	0	2	0	0	159	186	4	5
AVERAGE YEARS	9.6	11.4	11.2	12.6	16.4	15.0	9.1	6.3	1.8	10.7	0.5	0.5	9.6	11.5	25.3	24.6

**DEPARTMENT AVERAGE YEARS 10.5**

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Pay End Date: September 27, 2014

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
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	851	564	20	25	7	4	5	3	3	0	2	2	888	598	4	1
06 - 10 YEARS	172	75	2	2	0	0	3	0	0	0	0	0	177	77	0	0
11 - 15 YEARS	222	88	0	2	4	0	3	1	3	0	0	0	232	91	1	1
16 - 20 YEARS	187	66	5	2	2	1	2	0	3	2	0	0	199	71	1	0
21 - 25 YEARS	102	40	1	4	1	1	2	1	0	0	0	0	106	46	2	2
26 - 30 YEARS	95	49	6	1	4	1	1	6	0	0	0	0	106	57	4	3
31 - 35 YEARS	22	15	0	1	0	0	0	0	1	1	0	0	23	17	0	0
36 - 40 YEARS	27	9	0	0	2	1	0	0	0	0	0	0	29	10	0	2
MORE THAN 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,682</b>	<b>908</b>	<b>34</b>	<b>37</b>	<b>20</b>	<b>8</b>	<b>16</b>	<b>11</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>1,764</b>	<b>969</b>	<b>13</b>	<b>9</b>
MORE THAN 10 YEARS:	659	269	12	10	13	4	8	8	7	3	0	0	699	294	9	8
AVERAGE YEARS	8.9	7.0	9.4	6.7	14.8	13.9	11.3	18.2	12.4	22.7	0.0	0.0	9.0	7.2	17.8	24.7

**DEPARTMENT AVERAGE YEARS 8.4**

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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
<b>STATE</b>																
00 - 05 YEARS	95	374	15	130	0	4	3	18	2	7	2	5	117	538	0	0
06 - 10 YEARS	20	76	3	11	0	0	0	5	0	1	0	0	23	93	0	0
11 - 15 YEARS	38	152	7	31	0	2	2	8	0	2	0	0	47	195	1	1
16 - 20 YEARS	21	93	3	26	0	5	1	5	2	3	0	0	27	132	0	2
21 - 25 YEARS	7	77	1	28	0	1	0	12	1	0	0	0	9	118	1	14
26 - 30 YEARS	19	67	6	41	1	0	2	3	1	2	0	0	29	113	2	10
31 - 35 YEARS	6	39	2	7	0	0	0	2	0	0	0	0	8	48	0	0
36 - 40 YEARS	17	26	3	4	0	1	0	1	0	0	0	0	20	32	0	1
MORE THAN 40 YEARS	1	9	0	0	0	0	0	0	0	0	0	0	1	9	0	0
<b>DEPARTMENT TOTAL</b>	<b>224</b>	<b>913</b>	<b>40</b>	<b>278</b>	<b>1</b>	<b>13</b>	<b>8</b>	<b>54</b>	<b>6</b>	<b>15</b>	<b>2</b>	<b>5</b>	<b>281</b>	<b>1,278</b>	<b>4</b>	<b>28</b>
MORE THAN 10 YEARS:	109	463	22	137	1	9	5	31	4	7	0	0	141	647	4	28
AVERAGE YEARS	12.4	12.2	13.9	12.0	29.0	13.2	12.5	13.6	14.2	10.5	0.0	0.0	12.6	12.2	24.3	25.1

**DEPARTMENT AVERAGE YEARS 12.2**

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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
<b>STATE POLICE</b>																
00 - 05 YEARS	476	187	16	7	5	0	13	7	4	3	1	0	515	204	0	0
06 - 10 YEARS	164	89	4	5	0	1	7	4	1	0	0	0	176	99	0	0
11 - 15 YEARS	272	99	4	6	3	1	4	4	0	0	0	0	283	110	0	0
16 - 20 YEARS	478	112	31	7	11	0	13	0	6	1	0	0	539	120	1	0
21 - 25 YEARS	207	63	18	3	5	0	7	1	1	1	0	0	238	68	1	1
26 - 30 YEARS	165	67	38	7	7	0	12	1	0	0	0	0	222	75	4	3
31 - 35 YEARS	14	10	2	1	0	0	0	2	0	0	0	0	16	13	1	1
36 - 40 YEARS	6	15	1	2	0	0	0	0	0	0	0	0	7	17	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,783</b>	<b>642</b>	<b>114</b>	<b>38</b>	<b>31</b>	<b>2</b>	<b>56</b>	<b>19</b>	<b>12</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1,997</b>	<b>706</b>	<b>7</b>	<b>5</b>
MORE THAN 10 YEARS:	1,143	366	94	26	26	1	36	8	7	2	0	0	1,306	403	7	5
AVERAGE YEARS	13.9	13.4	19.8	16.8	18.1	11.0	15.8	11.6	12.3	10.4	0.0	0.0	14.3	13.5	27.0	28.2

**DEPARTMENT AVERAGE YEARS 14.1**

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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	68	97	16	19	0	0	5	7	1	0	1	1	91	124	0	0
06 - 10 YEARS	38	47	4	13	0	0	1	4	0	1	0	0	43	65	1	3
11 - 15 YEARS	26	51	7	10	0	0	5	5	1	2	0	0	39	68	1	2
16 - 20 YEARS	20	32	3	7	0	0	0	1	0	1	0	0	23	41	1	1
21 - 25 YEARS	15	14	6	4	0	0	1	3	0	1	0	0	22	22	0	0
26 - 30 YEARS	7	24	2	10	0	0	2	3	2	1	0	0	13	38	1	2
31 - 35 YEARS	6	16	1	6	0	0	1	3	0	0	0	0	8	25	1	2
36 - 40 YEARS	6	11	1	2	0	0	0	1	0	0	0	0	7	14	2	1
MORE THAN 40 YEARS	2	5	1	2	0	0	0	0	0	0	0	0	3	7	1	1
<b>DEPARTMENT TOTAL</b>	<b>188</b>	<b>297</b>	<b>41</b>	<b>73</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>27</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>249</b>	<b>404</b>	<b>8</b>	<b>12</b>
MORE THAN 10 YEARS:	82	153	21	41	0	0	9	16	3	5	0	0	115	215	7	9
AVERAGE YEARS	11.7	13.3	13.1	15.4	0.0	0.0	13.1	15.9	18.0	17.0	0.0	0.0	12.1	13.9	26.8	22.4

**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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	555	262	43	27	3	1	12	11	49	47	1	1	663	349	0	0
06 - 10 YEARS	226	101	12	13	0	0	3	2	24	25	0	0	265	141	0	1
11 - 15 YEARS	219	118	7	6	0	0	5	2	21	11	0	0	252	137	2	0
16 - 20 YEARS	231	118	13	15	1	0	7	2	11	3	0	0	263	138	1	2
21 - 25 YEARS	88	59	9	10	1	1	3	5	6	3	0	0	107	78	3	3
26 - 30 YEARS	74	77	22	20	0	1	4	3	9	2	0	0	109	103	6	4
31 - 35 YEARS	29	33	6	9	0	0	0	1	0	3	0	0	35	46	2	1
36 - 40 YEARS	43	48	3	1	0	0	2	2	0	0	0	0	48	51	3	2
MORE THAN 40 YEARS	11	4	1	1	0	0	0	3	0	0	0	0	12	8	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,476</b>	<b>820</b>	<b>116</b>	<b>102</b>	<b>5</b>	<b>3</b>	<b>36</b>	<b>31</b>	<b>120</b>	<b>94</b>	<b>1</b>	<b>1</b>	<b>1,754</b>	<b>1,051</b>	<b>17</b>	<b>13</b>
MORE THAN 10 YEARS:	695	457	61	62	2	2	21	18	47	22	0	0	826	561	17	12
AVERAGE YEARS	11.6	14.0	14.2	16.5	8.6	16.3	13.6	17.5	9.4	7.6	0.0	1.0	11.6	13.7	27.1	26.3

**DEPARTMENT AVERAGE YEARS 12.4**

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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
<b>TRANSPORTATION</b>																
00 - 05 YEARS	310	181	15	11	13	6	7	7	5	4	2	0	352	209	0	0
06 - 10 YEARS	332	112	10	12	7	0	7	3	5	3	0	0	361	130	0	1
11 - 15 YEARS	383	133	20	14	2	1	4	3	8	5	0	0	417	156	1	1
16 - 20 YEARS	204	75	12	6	7	4	5	0	4	6	0	0	232	91	1	0
21 - 25 YEARS	185	80	13	8	1	1	4	0	4	1	0	0	207	90	7	5
26 - 30 YEARS	181	67	22	13	6	1	11	2	2	2	0	0	222	85	11	5
31 - 35 YEARS	38	28	6	8	0	0	1	2	1	0	0	0	46	38	2	4
36 - 40 YEARS	34	18	7	4	0	0	5	1	2	0	0	0	48	23	2	4
MORE THAN 40 YEARS	13	5	0	0	0	0	0	0	4	0	0	0	17	5	3	1
<b>DEPARTMENT TOTAL</b>	<b>1,680</b>	<b>699</b>	<b>105</b>	<b>76</b>	<b>36</b>	<b>13</b>	<b>44</b>	<b>18</b>	<b>35</b>	<b>21</b>	<b>2</b>	<b>0</b>	<b>1,902</b>	<b>827</b>	<b>27</b>	<b>21</b>
MORE THAN 10 YEARS:	1,038	406	80	53	16	7	30	8	25	14	0	0	1,189	488	27	20
AVERAGE YEARS	14.3	13.9	18.7	17.8	11.5	10.5	19.0	12.6	19.0	12.8	0.0	0.0	14.7	14.2	29.6	28.9

**DEPARTMENT AVERAGE YEARS 14.5**

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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
<b>TREASURY</b>																
00 - 05 YEARS	186	257	26	57	2	0	3	13	6	7	0	0	223	334	0	0
06 - 10 YEARS	73	154	13	29	0	3	0	6	1	4	0	0	87	196	0	0
11 - 15 YEARS	88	134	9	35	1	0	1	2	7	5	0	0	106	176	1	0
16 - 20 YEARS	44	81	4	18	0	2	2	1	1	1	0	0	51	103	0	0
21 - 25 YEARS	30	35	3	14	0	1	0	7	1	0	0	0	34	57	3	5
26 - 30 YEARS	26	51	14	23	0	0	3	8	3	0	0	0	46	82	3	3
31 - 35 YEARS	7	37	1	11	0	0	2	4	0	0	0	0	10	52	2	1
36 - 40 YEARS	11	29	5	4	0	0	2	0	0	1	0	0	18	34	3	1
MORE THAN 40 YEARS	4	4	1	1	0	0	1	0	0	0	0	0	6	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>469</b>	<b>782</b>	<b>76</b>	<b>192</b>	<b>3</b>	<b>6</b>	<b>14</b>	<b>41</b>	<b>19</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>581</b>	<b>1,039</b>	<b>12</b>	<b>10</b>
MORE THAN 10 YEARS:	210	371	37	106	1	3	11	22	12	7	0	0	271	509	12	10
AVERAGE YEARS	10.9	12.4	14.1	13.8	5.0	14.2	22.9	16.0	12.1	9.8	0.0	0.0	11.7	12.8	28.3	26.4

**DEPARTMENT AVERAGE YEARS 12.4**

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	5,231	6,407	664	1,931	70	58	141	230	113	136	41	23	6,260	8,785	5	10
06- 10 YEARS	2,584	3,027	370	1,005	47	26	89	132	53	77	0	0	3,143	4,267	8	16
11- 15 YEARS	3,419	3,034	379	1,105	41	22	86	127	64	60	0	0	3,989	4,348	12	14
16- 20 YEARS	3,329	2,148	344	777	74	42	109	85	43	44	0	0	3,899	3,096	17	24
21- 25 YEARS	2,067	1,374	203	441	33	20	59	93	28	30	0	0	2,390	1,958	65	88
26- 30 YEARS	1,675	1,158	302	484	48	20	81	80	33	26	0	0	2,139	1,768	92	71
31- 35 YEARS	336	559	78	249	1	4	8	26	4	9	0	0	427	847	29	42
36- 40 YEARS	339	490	59	154	6	5	16	17	7	4	0	0	427	670	24	35
MORE THAN 40 YEARS	70	85	14	25	0	0	2	4	4	0	0	0	90	114	11	6
<b>STATEWIDE TOTAL</b>	<b>19,050</b>	<b>18,282</b>	<b>2,413</b>	<b>6,171</b>	<b>320</b>	<b>197</b>	<b>591</b>	<b>794</b>	<b>349</b>	<b>386</b>	<b>41</b>	<b>23</b>	<b>22,764</b>	<b>25,853</b>	<b>263</b>	<b>306</b>
MORE THAN 10 YEARS	11,235	8,848	1,379	3,235	203	113	361	432	183	173	0	0	13,361	12,801	250	280
AVERAGE YEARS	13.5	12.0	14.1	12.9	14.6	13.6	14.6	13.7	12.4	11.2	0.5	0.3	13.5	12.3	26.6	25.5
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>12.9</b>															

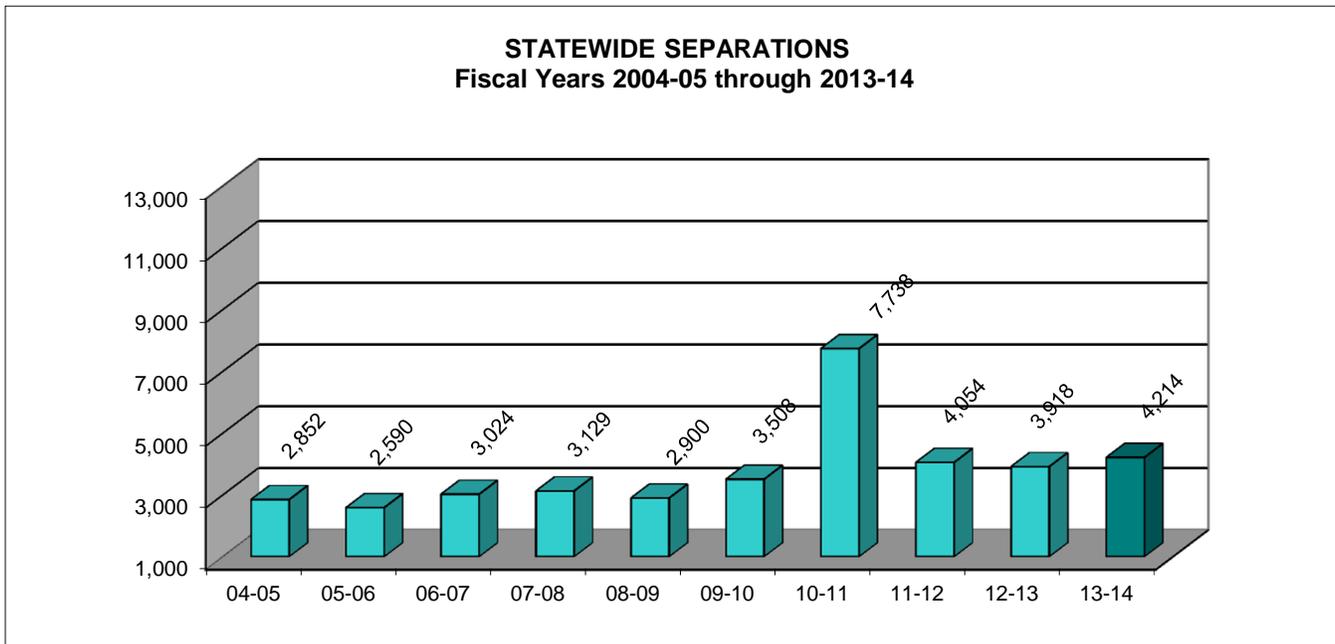
Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

Table 3-2

**STATE OF MICHIGAN  
STATEWIDE SEPARATIONS BY REASON  
Fiscal Year 2013-14**

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<i>INVOLUNTARY SEPARATIONS</i>		
Death	55	1.3%
Dismissal	311	7.4%
Expired Appointment	365	8.7%
<b>Total Involuntary Separations</b>	<b>731</b>	<b>17.3%</b>
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,387	32.9%
Layoff/Leave of Absence Rights Expired	206	4.9%
Waived Rights Leave of Absence	181	4.3%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>1,774</b>	<b>42.1%</b>
<i>RETIREMENT</i>		
Retirement	1,587	37.7%
Incentive Retirement	0	
Disability Retirement	101	2.4%
Deferred Retirement	21	0.5%
<b>Total Retirements</b>	<b>1,709</b>	<b>40.6%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>0</b>	<b>0.0%</b>
<b>TOTAL SEPARATIONS</b>	<b>4,214</b>	<b>100.0%</b>



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 noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 90.4% of all noncareer appointments at the end of FY 2013-14.

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

# STATE OF MICHIGAN

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From October 12, 2013 Through September 27, 2014

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	17	11	0	0	28	24	0	0	0	0	24	4
ATTORNEY GENERAL	24	0	0	0	24	24	0	0	0	0	24	0
AUDITOR GENERAL	3	6	0	0	9	11	0	0	0	0	11	-2
CIVIL RIGHTS	3	0	0	0	3	8	0	0	0	0	8	-5
CIVIL SERVICE COMMISSION	16	9	0	0	25	29	0	0	0	0	29	-4
COMMUNITY HEALTH	180	12	14	3	209	279	0	3	22	0	304	-95
CORRECTIONS	759	52	28	2	841	1,175	0	145	35	0	1,355	-514
EDUCATION	34	3	1	0	38	50	1	0	2	0	53	-15
ENVIRONMENTAL QUALITY	33	8	0	0	41	49	0	0	2	0	51	-10
EXECUTIVE OFFICE	10	0	0	0	10	4	0	0	0	0	4	6
HUMAN SERVICES	353	5	39	0	397	773	25	3	33	0	834	-437
INSURANCE AND FINANCIAL SERV	6	8	0	0	14	18	0	1	0	0	19	-5
LICENSING & REGULATORY AFFAIRS	84	44	7	0	135	215	0	3	7	0	225	-90
MILITARY & VETERAN AFFAIRS	73	19	24	1	117	111	24	1	0	0	136	-19
NATURAL RESOURCES	65	1,694	247	0	2,006	689	248	0	1	0	938	1,068
STATE	19	226	1	0	246	185	0	0	7	0	192	54
STATE POLICE	296	4	0	1	301	148	0	0	2	0	150	151
STRATEGIC FUND	23	12	1	0	36	52	0	1	0	0	53	-17
TECHNOLOGY, MANAGEMENT & BUDGET	169	90	1	2	262	167	0	0	2	0	169	93
TRANSPORTATION	102	428	18	0	548	493	17	0	8	0	518	30
TREASURY	79	56	2	0	137	109	0	0	3	0	112	25
<b>STATEWIDE TOTALS:</b>	<b>2,348</b>	<b>2,687</b>	<b>383</b>	<b>9</b>	<b>5,427</b>	<b>4,613</b>	<b>315</b>	<b>157</b>	<b>124</b>	<b>0</b>	<b>5,209</b>	<b>218</b>

Comments: This report reflects classified employees who are 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.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF35

# STATE OF MICHIGAN

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From October 12, 2013 Through September 27, 2014

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	17	11	0	0	28	24	0	0	0	0	24	4
ATTORNEY GENERAL	24	0	0	0	24	24	0	0	0	0	24	0
AUDITOR GENERAL	3	6	0	0	9	11	0	0	0	0	11	-2
CIVIL RIGHTS	3	0	0	0	3	8	0	0	0	0	8	-5
CIVIL SERVICE COMMISSION	16	9	0	0	25	29	0	0	0	0	29	-4
COMMUNITY HEALTH	180	12	14	3	209	279	0	3	22	0	304	-95
CORRECTIONS	759	52	28	2	841	1,175	0	145	35	0	1,355	-514
EDUCATION	34	3	1	0	38	50	1	0	2	0	53	-15
ENVIRONMENTAL QUALITY	33	8	0	0	41	49	0	0	2	0	51	-10
EXECUTIVE OFFICE	10	0	0	0	10	4	0	0	0	0	4	6
HUMAN SERVICES	353	5	39	0	397	773	25	3	33	0	834	-437
INSURANCE AND FINANCIAL SERV	6	8	0	0	14	18	0	1	0	0	19	-5
LICENSING & REGULATORY AFFAIRS	84	44	7	0	135	215	0	3	7	0	225	-90
MILITARY & VETERAN AFFAIRS	73	19	24	1	117	111	24	1	0	0	136	-19
NATURAL RESOURCES	65	1,694	247	0	2,006	689	248	0	1	0	938	1,068
STATE	19	226	1	0	246	185	0	0	7	0	192	54
STATE POLICE	296	4	0	1	301	148	0	0	2	0	150	151
STRATEGIC FUND	23	12	1	0	36	52	0	1	0	0	53	-17
TECHNOLOGY, MANAGEMENT & BUDGET	169	90	1	2	262	167	0	0	2	0	169	93
TRANSPORTATION	102	428	18	0	548	493	17	0	8	0	518	30
TREASURY	79	56	2	0	137	109	0	0	3	0	112	25
<b>STATEWIDE TOTALS:</b>	<b>2,348</b>	<b>2,687</b>	<b>383</b>	<b>9</b>	<b>5,427</b>	<b>4,613</b>	<b>315</b>	<b>157</b>	<b>124</b>	<b>0</b>	<b>5,209</b>	<b>218</b>

Comments: This report reflects classified employees who are 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.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF35

**STATE OF MICHIGAN**  
**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE**  
**1943 to 2014**

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 <sup>1</sup>	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 <sup>2</sup>	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%

**STATE OF MICHIGAN**  
**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE**  
**1943 to 2014**

Table 3-4

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88 <sup>2</sup>	63,096	3,819	6.1%
1988-89 <sup>2</sup>	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92 <sup>2</sup>	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 <sup>2</sup>	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 <sup>2</sup>	60,147	6,214	10.3%
2002-03 <sup>2</sup>	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 <sup>2</sup>	47,818	7,738	16.2%
2011-12	47,809	4,053	8.5%
2012-13	47,739	3,918	8.2%
2013-14	47,002	4,214	9.0%

**Footnote <sup>1</sup>** Turnover Figures for 1977-78 are not available.

**Footnote <sup>2</sup>** 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 90.4% of all noncareer appointments at the end of FY 2013-14. 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 IN THE STATE CLASSIFIED SERVICE**  
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**Footnote <sup>1</sup>** Turnover Figures for 1977-78 are not available.

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**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 represent 90.4% of all noncareer appointments at the end of FY 2013-14. 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**

Table 3-5

Fiscal Years 2009-10 Through 2013-14

Average

Department	Classified Employment	Separations	Turnover Rate
<b>Agriculture &amp; Rural Development <sup>4</sup></b>			
2009-10	447	39	8.7%
2010-11	393	80	20.4%
2011-12	387	16	4.1%
2012-13	401	14	3.5%
2013-14	397	23	5.8%
<b>Attorney General</b>			
2009-10	461	30	6.5%
2010-11	434	94	21.7%
2011-12	462	27	5.8%
2012-13	479	33	6.9%
2013-14	490	28	5.7%
<b>Auditor General</b>			
2009-10	132	4	3.0%
2010-11	134	31	23.1%
2011-12	133	8	6.0%
2012-13	140	6	4.3%
2013-14	134	4	3.0%
<b>Civil Rights</b>			
2009-10	95	6	6.3%
2010-11	90	20	22.2%
2011-12	94	7	7.4%
2012-13	92	9	9.8%
2013-14	91	8	8.8%
<b>Civil Service Commission</b>			
2009-10	488	48	9.8%
2010-11	414	110	26.6%
2011-12	405	18	4.4%
2012-13	416	20	4.8%
2013-14	414	29	7.0%
<b>Community Health</b>			
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%
2013-14	3,128	303	9.7%
<b>Corrections</b>			
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%
2013-14	12,766	1,365	10.7%

**STATE OF MICHIGAN**  
**TURNOVER SEPARATIONS BY DEPARTMENT**

Table 3-5

Fiscal Years 2009-10 Through 2013-14

Department	Average Classified Employment	Separations	Turnover Rate
<b>Education</b>			
2009-10	445	39	8.8%
2010-11	446	80	17.9%
2011-12	476	32	6.7%
2012-13	518	39	7.5%
2013-14	518	54	10.4%
<b>Environmental Quality <sup>3</sup></b>			
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%
2013-14	1,099	55	5.0%
<b>Executive Office</b>			
2009-10	41	2	4.9%
2010-11	38	20	52.6%
2011-12	51	10	19.6%
2012-13	54	3	5.6%
2013-14	58	5	8.6%
<b>Human Services</b>			
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%
2013-14	11,388	900	7.9%
<b>Information Technology <sup>2</sup></b>			
2009-10	1,720	92	5.3%
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
<b>Insurance and Financial Services <sup>5</sup></b>			
2009-10	--	--	--
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	292	17	5.8%
<b>Licensing &amp; Regulatory Affairs <sup>1</sup></b>			
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%
2013-14	2,525	237	9.4%

**STATE OF MICHIGAN**  
**TURNOVER SEPARATIONS BY DEPARTMENT**

Table 3-5

Fiscal Years 2009-10 Through 2013-14

Department	Average Classified Employment	Separations	Turnover Rate
<b>Management and Budget <sup>2</sup></b>			
2009-10	931	25	2.7%
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
<b>Military and Veterans Affairs</b>			
2009-10	897	94	10.5%
2010-11	891	155	17.4%
2011-12	886	105	11.9%
2012-13	801	118	14.7%
2013-14	772	135	17.5%
<b>Natural Resources <sup>3</sup></b>			
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%
2013-14	1,554	157	10.1%
<b>Natural Resources &amp; Environment <sup>3</sup></b>			
2009-10	--	--	--
2010-11	1,198	368	30.7%
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
<b>State</b>			
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%
2013-14	1,308	88	6.7%
<b>State Police</b>			
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%
2013-14	2,616	163	6.2%
<b>Strategic Fund</b>			
2009-10	197	9	4.6%
2010-11	135	26	19.3%
2011-12	636	47	7.4%
2012-13	651	76	11.7%
2013-14	631	52	8.2%

**STATE OF MICHIGAN**  
**TURNOVER SEPARATIONS BY DEPARTMENT**

Table 3-5

Fiscal Years 2009-10 Through 2013-14

Department	Average Classified Employment	Separations	Turnover Rate
<b>Technology, Management and Budget <sup>2</sup></b>			
2009-10	--	--	--
2010-11	2,384	473	19.8%
2011-12	2,461	138	5.6%
2012-13	2,587	173	6.7%
2013-14	2,674	172	6.4%
<b>Transportation</b>			
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%
2013-14	2,573	274	10.7%
<b>Treasury</b>			
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%
2013-14	1,577	118	7.5%
<b>Statewide Total</b>			
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%
2013-14	47,003	4,187	8.9%

- Footnotes:
- 1 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 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.
  - 3 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.
  - 4 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.
  - 5 In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1 effective October 1, 2013.

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 represent 90.4% of all noncareer appointments at the end of FY 2013-14. 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.

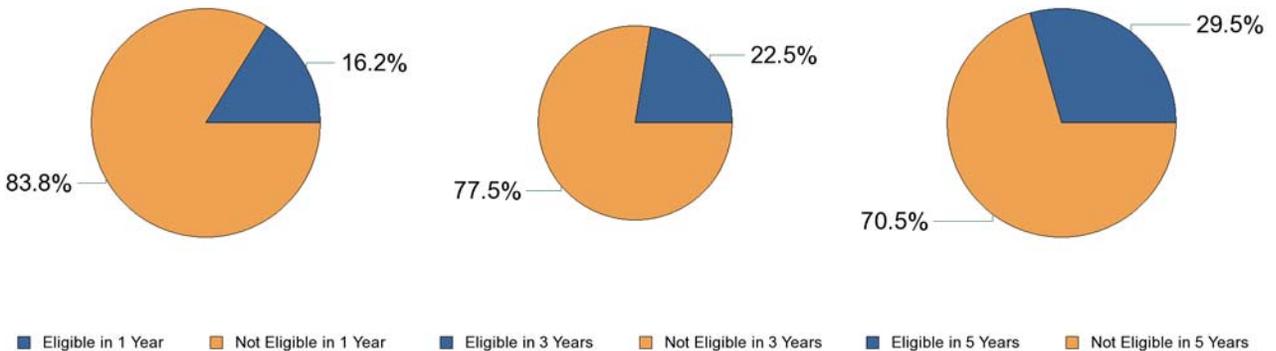
An increase in separations occurred in FY 2010-11 due to an early retirement incentive program.

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 27, 2014**

Department	Retirement Projections		
	1 Year (2015)	3 Years (2017)	5 Years (2019)
AGRICULTURE & RURAL DEVELOPMENT	20.5%	29.0%	40.8%
ATTORNEY GENERAL	16.7%	22.1%	26.6%
AUDITOR GENERAL	10.5%	13.5%	23.3%
CIVIL RIGHTS	22.2%	25.3%	33.3%
CIVIL SERVICE COMMISSION	17.4%	23.2%	35.8%
COMMUNITY HEALTH	19.9%	26.1%	32.9%
CORRECTIONS	15.6%	23.3%	30.9%
EDUCATION	18.3%	24.2%	31.8%
ENVIRONMENTAL QUALITY	23.6%	32.3%	40.6%
HUMAN SERVICES	13.2%	17.2%	22.2%
INSURANCE AND FINANCIAL SERV	12.8%	17.7%	23.3%
LICENSING AND REGULATORY AFF	23.0%	30.5%	38.5%
MILITARY & VETERAN AFFAIRS	13.1%	21.3%	29.0%
NATURAL RESOURCES	14.0%	20.4%	27.7%
STATE	20.6%	27.6%	34.6%
STATE POLICE	13.2%	18.7%	28.7%
STRATEGIC FUND	21.6%	26.6%	33.4%
TECHNOLOGY, MANAGEMENT & BUDGET	16.6%	23.8%	30.6%
TRANSPORTATION	17.1%	25.0%	32.4%
TREASURY	17.6%	22.6%	29.0%
<b>STATEWIDE</b>	<b>16.2%</b>	<b>22.5%</b>	<b>29.5%</b>

**STATE OF MICHIGAN**  
**Employees Eligible to Retire in 1, 3, and 5 Years**  
**As of September 27, 2014**



Comment: This report includes employee status codes of AA, AB, AC, AD, AE, AF, AP, CA and EA.

Source: Michigan Civil Service Commission MHR-0802  
 Universe: HR ORS Data