

# **THIRTY-SIXTH ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2014 - 15**  
**October 1, 2014 through September 30, 2015**

**State of Michigan**  
**Civil Service Commission**



**Civil Service Commissioners:**

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This is the Thirty-Sixth Annual Workforce Report covering fiscal year 2014 -15 (October 1, 2014 – September 30, 2015). The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source of the data. The source used for each chart is identified.

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(517) 335-0309

The Annual Workforce Report was published in book form from FY 1979 - 80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an online document. The following year, quarterly updates of portions of the report were added to the publication. The Michigan Civil Service Commission web address is: <http://www.michigan.gov/mdcs>. The following Michigan libraries are permanent repositories for previous copies of this document:

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**STATISTICAL HIGHLIGHTS  
FY 2014-15**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45.1
Average Annual Salary <sup>1</sup> .....	\$57,171
Average Annual Fringe Benefit Cost <sup>2</sup> .....	\$48,395
Average Sick Leave Days Used.....	10.2
Average Annual Leave Days Used .....	17.7
Average Years of Service .....	12.6

**WORK FORCE CHARACTERISTICS**

Females .....	52.7%
Males.....	47.3%
Eligible for Longevity .....	66.5%
Less than Six Years of Service .....	33.4%
Six to Ten Years of Service.....	15.0%
Over Ten Years of Service .....	51.6%
Exclusively Represented for Collective Bargaining.....	70.6%
Turnover .....	9.8%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.1%
Asian .....	1.5%
Black .....	17.7%
Hispanic .....	2.8%
White .....	76.8%
Not Disclosed .....	0.1%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of work schedule (see Table 2-1).

<sup>2</sup> Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

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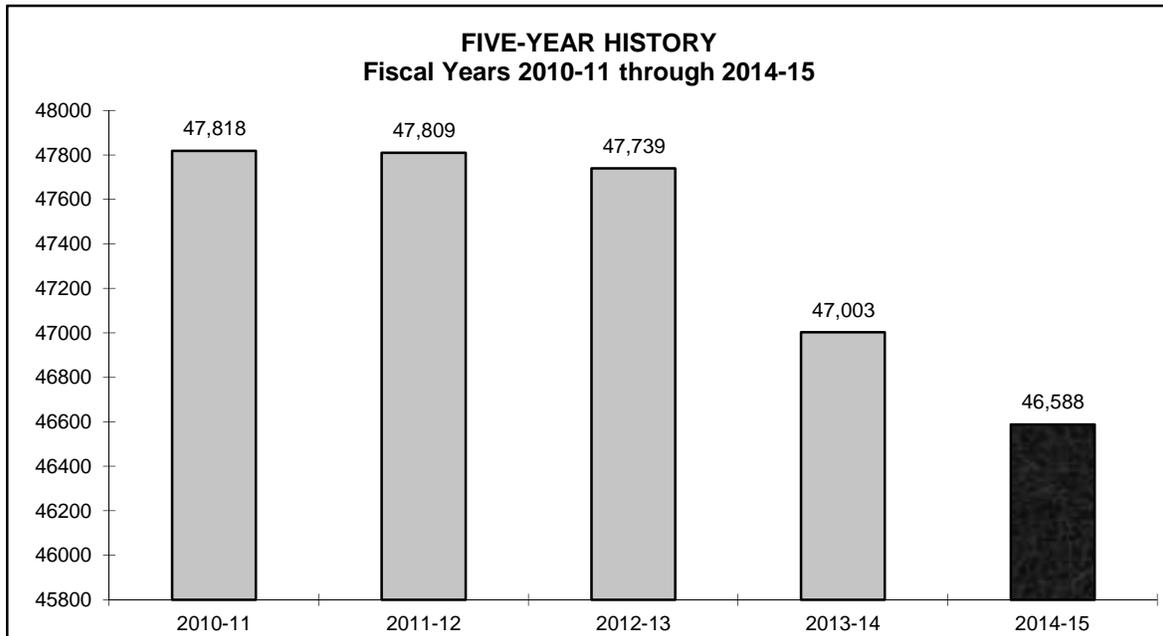
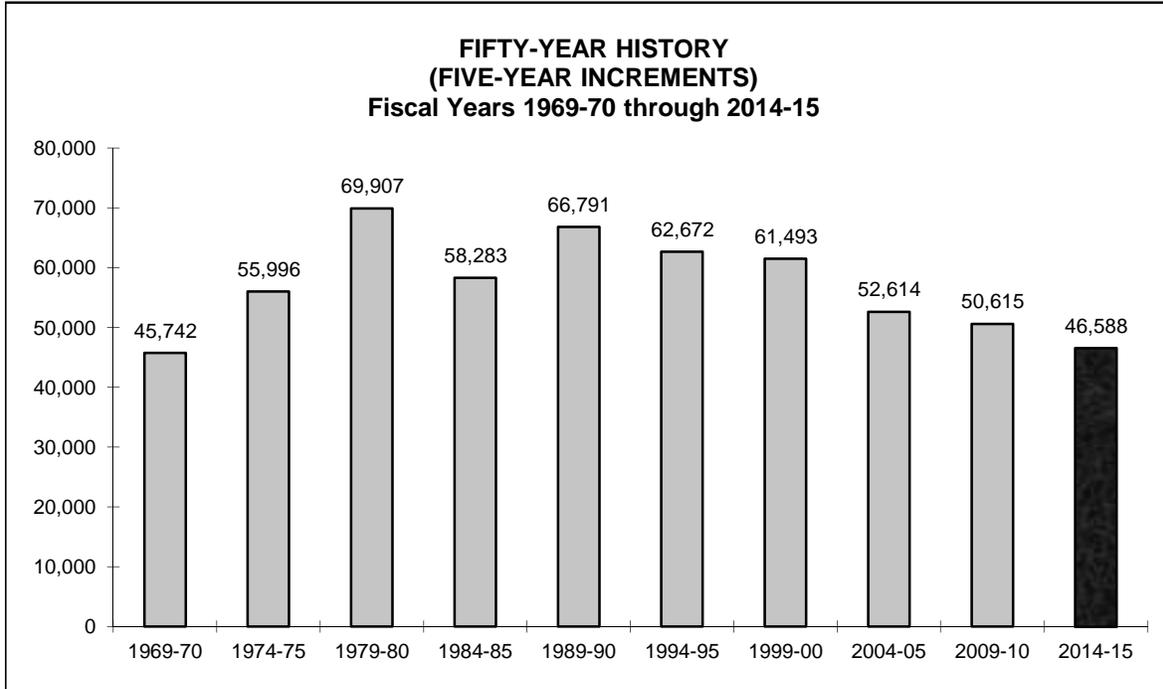
SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

Graph 1-1

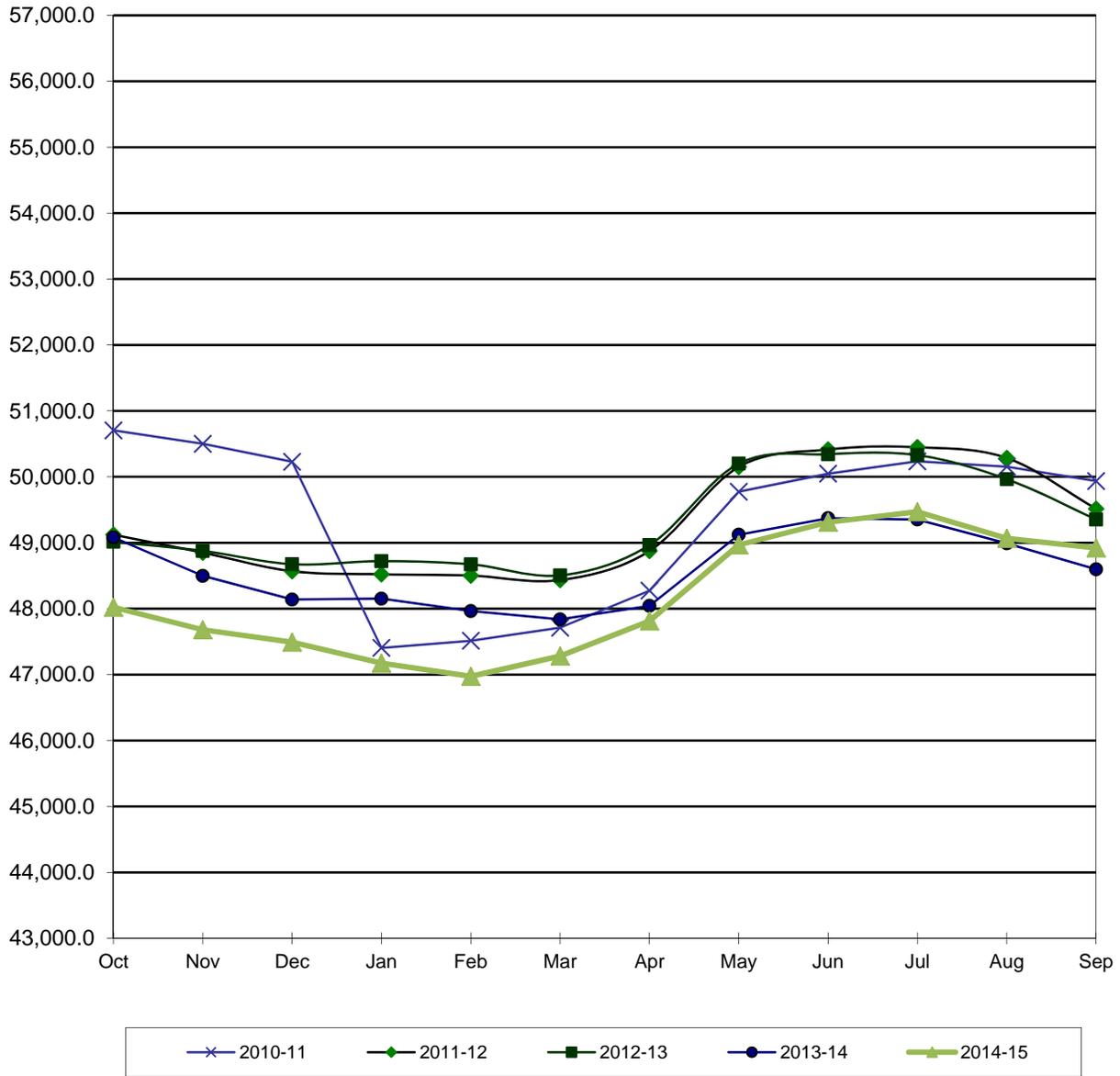


Comment: Employment averages prior to fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, 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, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 26, 2015, these positions represent 91.0% of all noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

**STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYMENT FIGURES  
Fiscal Years 2010-11 through 2014-15**



Comment: Employment levels typically increase during the summer when temporary seasonal hiring occurs.

Source: Michigan Civil Service Commission HWF03 or the last full pay period each month.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: September 26, 2015

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	384.0	0.0	5.0	8.0	0.0	19.0	0.0	416.0	0.0	416.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>384.0</b>	<b>0.0</b>	<b>5.0</b>	<b>8.0</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>416.0</b>	<b>0.0</b>	<b>416.0</b>
ATY GNRL CENTRAL OFFICE	1101	445.0	1.0	0.0	23.0	0.0	0.0	0.0	469.0	0.0	469.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
<b>ATTORNEY GENERAL</b>		<b>454.0</b>	<b>1.0</b>	<b>0.0</b>	<b>24.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>479.0</b>	<b>0.0</b>	<b>479.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	120.0	0.0	10.0	17.0	0.0	2.0	0.0	149.0	0.0	149.0
<b>AUDITOR GENERAL</b>		<b>120.0</b>	<b>0.0</b>	<b>10.0</b>	<b>17.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>149.0</b>	<b>0.0</b>	<b>149.0</b>
CIV RGHT CENTRAL OFFICE	1501	92.0	0.0	0.0	4.0	0.0	0.0	0.0	96.0	0.0	96.0
<b>CIVIL RIGHTS</b>		<b>92.0</b>	<b>0.0</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>96.0</b>	<b>0.0</b>	<b>96.0</b>
CIVIL SERVICE COMMISSION	1901	395.0	1.0	2.0	10.0	0.0	17.0	0.0	425.0	0.0	425.0
<b>CIVIL SERVICE COMMISSION</b>		<b>395.0</b>	<b>1.0</b>	<b>2.0</b>	<b>10.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>425.0</b>	<b>0.0</b>	<b>425.0</b>
DETROIT DETENTION CENTER	4754	59.0	0.0	0.0	0.0	0.0	0.0	0.0	59.0	0.0	59.0
DETROIT REENTRY CENTER	4764	230.0	0.0	0.0	1.0	0.0	0.0	1.0	232.0	0.0	232.0
DOC-ADRIAN/GUS HARRISON FAC	4729	517.0	0.0	2.0	1.0	0.0	0.0	3.0	523.0	0.0	523.0
DOC-ALGER MAX SECURITY CORRECT	4735	247.0	0.0	0.0	3.0	0.0	1.0	1.0	252.0	0.0	252.0
DOC-BARAGA FACILITY	4740	289.0	0.0	1.0	1.0	0.0	3.0	0.0	294.0	0.0	294.0
DOC-BELLAMY CREEK FACILITY	4748	410.0	0.0	0.0	2.0	0.0	0.0	0.0	412.0	0.0	412.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	479.0	0.0	0.0	2.0	0.0	0.0	0.0	481.0	0.0	481.0
DOC-CARSON CITY FAC/CARSON CIT	4731	426.0	0.0	0.0	2.0	0.0	2.0	2.0	432.0	0.0	432.0
DOC-CENTRAL MICHIGAN FACILITY	4744	420.0	0.0	0.0	1.0	0.0	3.0	2.0	426.0	0.0	426.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	461.0	1.0	0.0	1.0	0.0	0.0	2.0	465.0	0.0	465.0
DOC-COOPER STREET FACILITY	4752	393.0	8.0	0.0	1.0	0.0	0.0	1.0	403.0	0.0	403.0
DOC-CORRECTN CENTRAL OFFICE	4702	528.0	0.0	0.0	18.0	0.0	42.0	0.0	588.0	0.0	588.0
DOC-COTTON FACILITY	4720	415.0	0.0	0.0	1.0	0.0	0.0	0.0	416.0	0.0	416.0
DOC-EGELER FACILITY	4727	589.0	0.0	0.0	1.0	0.0	1.0	0.0	591.0	0.0	591.0
DOC-FIELD OPERATION REGION III	4763	787.0	6.0	2.0	2.0	0.0	0.0	0.0	797.0	0.0	797.0
DOC-FIELD OPERATIONS REGION I	4761	818.0	1.0	1.0	2.0	0.0	0.0	0.0	822.0	0.0	822.0
DOC-HANDLON MI TRAINING UNT	4705	304.0	0.0	0.0	1.0	0.0	3.0	2.0	310.0	0.0	310.0
DOC-HURON VALLEY CORR COMPLEX	4715	537.0	3.0	0.0	1.0	0.0	0.0	1.0	542.0	0.0	542.0
DOC-IONIA MAXIMUM FACILITY	4724	287.0	0.0	0.0	1.0	0.0	1.0	0.0	289.0	0.0	289.0
DOC-JACKSON CENTRAL REGION	4750	110.0	0.0	0.0	4.0	0.0	0.0	0.0	114.0	0.0	114.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	301.0	0.0	0.0	3.0	0.0	0.0	2.0	306.0	0.0	306.0
DOC-LAKELAND MENS FACILITY	4718	297.0	0.0	0.0	1.0	0.0	0.0	0.0	298.0	0.0	298.0
DOC-MACOMB FACILITY	4741	332.0	1.0	0.0	1.0	0.0	0.0	0.0	334.0	0.0	334.0

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. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: September 26, 2015

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-MARQUETTE BRANCH PRISON	4706	340.0	1.0	0.0	1.0	0.0	0.0	0.0	342.0	0.0	342.0
DOC-MAXEY CORRECTIONAL	4749	314.0	0.0	0.0	2.0	0.0	0.0	6.0	322.0	0.0	322.0
DOC-MICHIGAN REFORMATORY	4707	313.0	0.0	0.0	1.0	0.0	3.0	2.0	319.0	0.0	319.0
DOC-MICHIGAN STATE INDUSTRIES	4709	54.0	0.0	0.0	0.0	0.0	1.0	0.0	55.0	0.0	55.0
DOC-MUSKEGON FACILITY	4704	225.0	0.0	0.0	1.0	0.0	0.0	0.0	226.0	0.0	226.0
DOC-NEWBERRY FACILITY	4743	214.0	0.0	2.0	2.0	0.0	1.0	0.0	219.0	0.0	219.0
DOC-OAKS FACILITY	4739	302.0	2.0	0.0	3.0	0.0	2.0	0.0	309.0	0.0	309.0
DOC-OJIBWAY FACILITY	4746	206.0	2.0	0.0	2.0	0.0	2.0	0.0	212.0	0.0	212.0
DOC-PARNALL FACILITY	4751	291.0	0.0	1.0	0.0	0.0	0.0	1.0	293.0	0.0	293.0
DOC-PUGSLEY FACILITY	4745	224.0	1.0	0.0	2.0	0.0	4.0	0.0	231.0	0.0	231.0
DOC-SAGINAW FACILITY	4742	299.0	1.0	0.0	2.0	0.0	1.0	1.0	304.0	0.0	304.0
DOC-ST. LOUIS FACILITY	4733	329.0	0.0	0.0	2.0	0.0	0.0	2.0	333.0	0.0	333.0
DOC-THUMB FACILITY	4725	314.0	0.0	0.0	2.0	0.0	0.0	0.0	316.0	0.0	316.0
NTHRN REGION ADMIN AND SUPPORT	4714	32.0	0.0	0.0	2.0	0.0	0.0	0.0	34.0	0.0	34.0
SOUTHERN REGION - IONIA	4711	44.0	0.0	0.0	4.0	0.0	0.0	0.0	48.0	0.0	48.0
<b>CORRECTIONS</b>		<b>12,737.0</b>	<b>27.0</b>	<b>9.0</b>	<b>77.0</b>	<b>0.0</b>	<b>70.0</b>	<b>29.0</b>	<b>12,949.0</b>	<b>0.0</b>	<b>12,949.0</b>
EDUCATION	3103	435.0	5.0	3.0	19.0	52.0	9.0	0.0	523.0	0.0	523.0
<b>EDUCATION</b>		<b>435.0</b>	<b>5.0</b>	<b>3.0</b>	<b>19.0</b>	<b>52.0</b>	<b>9.0</b>	<b>0.0</b>	<b>523.0</b>	<b>0.0</b>	<b>523.0</b>
DEQ-ENVIRONMENTAL QUALITY	7601	1,048.0	3.0	14.0	37.0	0.0	23.0	0.0	1,125.0	1.0	1,124.0
<b>ENVIRONMENTAL QUALITY</b>		<b>1,048.0</b>	<b>3.0</b>	<b>14.0</b>	<b>37.0</b>	<b>0.0</b>	<b>23.0</b>	<b>0.0</b>	<b>1,125.0</b>	<b>1.0</b>	<b>1,124.0</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	1.0	58.0	0.0	0.0	0.0	59.0	0.0	59.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>58.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>59.0</b>	<b>0.0</b>	<b>59.0</b>
DEPT OF INS AND FIN SERVICE	6501	282.0	2.0	0.0	19.0	0.0	10.0	0.0	313.0	0.0	313.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>282.0</b>	<b>2.0</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>313.0</b>	<b>0.0</b>	<b>313.0</b>
LICENSING & REGULATORY AFFAIRS	6401	1,741.0	4.0	6.0	81.0	6.0	85.0	0.0	1,923.0	0.0	1,923.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>1,741.0</b>	<b>4.0</b>	<b>6.0</b>	<b>81.0</b>	<b>6.0</b>	<b>85.0</b>	<b>0.0</b>	<b>1,923.0</b>	<b>0.0</b>	<b>1,923.0</b>
MDHHS-CARO CENTER	3902	311.0	0.0	0.0	18.0	0.0	0.0	0.0	329.0	0.0	329.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,193.0	1.0	3.0	36.0	0.0	16.0	0.0	1,249.0	0.0	1,249.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	479.0	2.0	0.0	3.0	0.0	4.0	5.0	493.0	0.0	493.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	164.0	1.0	0.0	1.0	0.0	9.0	3.0	178.0	0.0	178.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	385.0	0.0	0.0	57.0	0.0	0.0	7.0	449.0	0.0	449.0
MDHHS-OFFICE OF SERVICES TO TH	3970	28.0	0.0	0.0	1.0	0.0	0.0	0.0	29.0	0.0	29.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	37.0	0.0	0.0	2.0	0.0	2.0	0.0	41.0	0.0	41.0

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. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: September 26, 2015

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MDHHS-WALTER P.REUTHER PSY HS	3945	344.0	0.0	0.0	3.0	0.0	0.0	3.0	350.0	0.0	350.0
<b>MDHHS - COMMUNITY HEALTH</b>		<b>2,941.0</b>	<b>4.0</b>	<b>3.0</b>	<b>121.0</b>	<b>0.0</b>	<b>31.0</b>	<b>18.0</b>	<b>3,118.0</b>	<b>0.0</b>	<b>3,118.0</b>
MDHHS-BERRIEN COUNTY	4322	149.0	0.0	0.0	1.0	3.0	0.0	0.0	153.0	0.0	153.0
MDHHS-CALHOUN COUNTY	4323	146.0	0.0	0.0	3.0	0.0	0.0	0.0	149.0	0.0	149.0
MDHHS-COUNTIES	4308	2,637.0	0.0	0.0	58.0	24.0	0.0	0.0	2,719.0	0.0	2,719.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,655.0	0.0	11.0	57.0	28.0	20.0	0.0	2,771.0	0.0	2,771.0
MDHHS-GENESEE COUNTY	4302	440.0	0.0	0.0	1.0	0.0	0.0	0.0	441.0	0.0	441.0
MDHHS-INGHAM COUNTY	4312	235.0	0.0	0.0	12.0	0.0	1.0	0.0	248.0	0.0	248.0
MDHHS-INSTITUTIONS	4307	54.0	0.0	10.0	5.0	0.0	0.0	1.0	70.0	0.0	70.0
MDHHS-JACKSON COUNTY	4315	150.0	0.0	0.0	10.0	0.0	0.0	0.0	160.0	0.0	160.0
MDHHS-KALAMAZOO COUNTY	4314	253.0	0.0	0.0	5.0	0.0	0.0	0.0	258.0	0.0	258.0
MDHHS-KENT COUNTY	4303	413.0	0.0	0.0	20.0	9.0	0.0	0.0	442.0	0.0	442.0
MDHHS-MACOMB COUNTY	4304	438.0	0.0	0.0	4.0	0.0	0.0	0.0	442.0	4.5	437.5
MDHHS-MAXEY TRAINING SCHOOL	4311	43.0	0.0	0.0	1.0	0.0	0.0	1.0	45.0	0.0	45.0
MDHHS-MUSKEGON COUNTY	4324	221.0	0.0	0.0	0.0	0.0	0.0	0.0	221.0	0.0	221.0
MDHHS-OAKLAND COUNTY	4305	488.0	0.0	0.0	20.0	0.0	0.0	2.0	510.0	0.0	510.0
MDHHS-SAGINAW COUNTY	4313	178.0	0.0	0.0	6.0	0.0	0.0	0.0	184.0	0.0	184.0
MDHHS-WASHTENAW	4325	145.0	0.0	0.0	7.0	0.0	0.0	0.0	152.0	0.0	152.0
MDHHS-WAYNE COUNTY DSS	4306	102.0	0.0	0.0	0.0	0.0	0.0	1.0	103.0	0.0	103.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	538.0	0.0	0.0	1.0	0.0	0.0	0.0	539.0	0.0	539.0
MDHHS-WAYNE COUNTY ZONE 3	4318	416.0	0.0	0.0	1.0	0.0	0.0	0.0	417.0	0.0	417.0
MDHHS-WAYNE COUNTY ZONE 4	4319	495.0	0.0	0.0	0.0	0.0	0.0	0.0	495.0	0.0	495.0
MDHHS-WAYNE COUNTY ZONE L	4316	303.0	0.0	0.0	1.0	0.0	0.0	0.0	304.0	0.0	304.0
<b>MDHHS - HUMAN SERVICES</b>		<b>10,499.0</b>	<b>0.0</b>	<b>21.0</b>	<b>213.0</b>	<b>64.0</b>	<b>21.0</b>	<b>5.0</b>	<b>10,823.0</b>	<b>4.5</b>	<b>10,818.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	148.0	5.0	1.0	2.0	0.0	2.0	0.0	158.0	0.5	157.5
GRAND RAPIDS HOME FOR VETERANS	5102	233.0	13.0	19.0	1.0	1.0	11.0	2.0	280.0	0.0	280.0
MIL AFFR CENTRAL OFFICE	5101	270.0	0.0	5.0	21.0	22.0	17.0	0.0	335.0	0.0	335.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>651.0</b>	<b>18.0</b>	<b>25.0</b>	<b>24.0</b>	<b>23.0</b>	<b>30.0</b>	<b>2.0</b>	<b>773.0</b>	<b>0.5</b>	<b>772.5</b>
DNR-NATURAL RESOURCES	7501	1,337.0	2.0	52.0	18.0	283.0	1,104.0	3.0	2,799.0	0.0	2,799.0
<b>NATURAL RESOURCES</b>		<b>1,337.0</b>	<b>2.0</b>	<b>52.0</b>	<b>18.0</b>	<b>283.0</b>	<b>1,104.0</b>	<b>3.0</b>	<b>2,799.0</b>	<b>0.0</b>	<b>2,799.0</b>
DEPARTMENT OF STATE	2301	1,175.0	0.0	94.0	52.0	0.0	260.0	1.0	1,582.0	0.0	1,582.0
<b>STATE</b>		<b>1,175.0</b>	<b>0.0</b>	<b>94.0</b>	<b>52.0</b>	<b>0.0</b>	<b>260.0</b>	<b>1.0</b>	<b>1,582.0</b>	<b>0.0</b>	<b>1,582.0</b>
STATE POLICE	5501	2,649.0	13.0	5.0	40.0	0.0	6.0	3.0	2,716.0	0.0	2,716.0

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. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: September 26, 2015

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
<b>STATE POLICE</b>		<b>2,649.0</b>	<b>13.0</b>	<b>5.0</b>	<b>40.0</b>	<b>0.0</b>	<b>6.0</b>	<b>3.0</b>	<b>2,716.0</b>	<b>0.0</b>	<b>2,716.0</b>
MSHDA	6305	274.0	4.0	4.0	12.0	0.0	20.0	0.0	314.0	0.0	314.0
STATE LAND BANK AUTHORITY	6306	3.0	0.0	0.0	1.0	0.0	0.0	0.0	4.0	0.0	4.0
STRATEGIC FUND	0740	121.0	0.0	0.0	12.0	0.0	0.0	0.0	133.0	0.0	133.0
TALENT INVESTMENT AGENCY	9900	795.0	2.0	0.0	91.0	1.0	5.0	0.0	894.0	0.0	894.0
<b>TALENT AND ECONOMIC DEVELOPMENT</b>		<b>1,193.0</b>	<b>6.0</b>	<b>4.0</b>	<b>116.0</b>	<b>1.0</b>	<b>25.0</b>	<b>0.0</b>	<b>1,345.0</b>	<b>0.0</b>	<b>1,345.0</b>
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,697.0	3.0	0.0	39.0	0.0	83.0	0.0	1,822.0	0.0	1,822.0
TECH, MGMT AND BUDGET - MB	0701	945.0	17.0	1.0	79.0	0.0	39.0	2.0	1,083.0	0.0	1,083.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,642.0</b>	<b>20.0</b>	<b>1.0</b>	<b>119.0</b>	<b>0.0</b>	<b>122.0</b>	<b>2.0</b>	<b>2,906.0</b>	<b>0.0</b>	<b>2,906.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	0.0	0.0	14.0	0.0	46.0	0.0	46.0
BRIDGE AUTHORITIES-MACKINAC	5902	36.0	0.0	20.0	29.0	0.0	8.0	1.0	94.0	0.0	94.0
TRANSPORTATION CENTRAL OFFICE	5901	2,324.0	4.0	17.0	72.0	16.0	164.0	3.0	2,600.0	1.0	2,599.0
<b>TRANSPORTATION</b>		<b>2,392.0</b>	<b>4.0</b>	<b>37.0</b>	<b>101.0</b>	<b>16.0</b>	<b>186.0</b>	<b>4.0</b>	<b>2,740.0</b>	<b>1.0</b>	<b>2,739.0</b>
BUREAU OF STATE LOTTERY	2795	173.0	0.0	0.0	3.0	0.0	26.0	0.0	202.0	0.0	202.0
GAMING CONTROL	2707	107.0	0.0	3.0	25.0	0.0	8.0	0.0	143.0	0.0	143.0
STATE BUILDING AUTHORITY	2704	3.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,235.0	2.0	5.0	59.0	0.0	19.0	0.0	1,320.0	0.0	1,320.0
<b>TREASURY</b>		<b>1,518.0</b>	<b>2.0</b>	<b>8.0</b>	<b>87.0</b>	<b>0.0</b>	<b>53.0</b>	<b>0.0</b>	<b>1,668.0</b>	<b>0.0</b>	<b>1,668.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,685.0</b>	<b>112.0</b>	<b>300.0</b>	<b>1,245.0</b>	<b>445.0</b>	<b>2,073.0</b>	<b>67.0</b>	<b>48,927.0</b>	<b>7.0</b>	<b>48,920.0</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**Full-Time Equated Position Report by Department**  
**Fiscal Year 2014 - 15 Summary**

Department		Fiscal Year 2015 Appropriated FTE Positions (A)	Fiscal Year 2015 Average FTE Positions (B)	Fiscal Year 2014 Average FTE Positions (C)	FY 2014 and FY 2015 Difference (B - C)	FY 2015 Average and Appropriated Difference (B - A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>	Regular	446.0	382.3	389.9	-7.6	-63.7
	Overtime	0.0	0.1	0.1	0.0	0.1
	Total	446.0	382.4	390.0	-7.5	-63.6
<b>ATTORNEY GENERAL</b>	Regular	513.5	458.3	483.4	-25.1	-55.2
	Overtime	0.0	0.2	0.3	-0.1	0.2
	Total	513.5	458.5	483.6	-25.1	-55.0
<b>AUDITOR GENERAL</b>	Regular	0.0	132.4	134.9	-2.5	132.4
	Overtime	0.0	0.1	0.0	0.1	0.1
	Total	0.0	132.5	134.9	-2.4	132.5
<b>CIVIL RIGHTS</b>	Regular	132.0	89.1	89.4	-0.4	-42.9
	Overtime	0.0	0.0	0.1	-0.1	0.0
	Total	132.0	89.1	89.5	-0.4	-42.9
<b>CIVIL SERVICE COMMISSION</b>	Regular	446.0	396.9	413.7	-16.8	-49.1
	Overtime	0.0	0.6	0.6	0.1	0.6
	Total	446.0	397.5	414.2	-16.7	-48.5
<b>CORRECTIONS</b>	Regular	14,179.3	12,187.8	12,852.8	-665.0	-1,991.5
	Overtime	0.0	867.4	756.6	110.8	867.4
	Total	14,179.3	13,055.2	13,609.4	-554.2	-1,124.1

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0160

**STATE OF MICHIGAN**  
**Full-Time Equated Position Report by Department**  
**Fiscal Year 2014 - 15 Summary**

Department		Fiscal Year 2015 Appropriated FTE Positions (A)	Fiscal Year 2015 Average FTE Positions (B)	Fiscal Year 2014 Average FTE Positions (C)	FY 2014 and FY 2015 Difference (B - C)	FY 2015 Average and Appropriated Difference (B - A)
<b>EDUCATION</b>	Regular	600.5	483.5	504.8	-21.3	-117.0
	Overtime	0.0	0.4	1.0	-0.6	0.4
	Total	600.5	483.9	505.8	-21.9	-116.6
<b>ENVIRONMENTAL QUALITY</b>	Regular	1,284.5	1,049.9	1,085.1	-35.2	-234.6
	Overtime	0.0	2.0	1.7	0.2	2.0
	Total	1,284.5	1,051.9	1,086.9	-35.0	-232.6
<b>EXECUTIVE OFFICE</b>	Regular	78.2	56.6	56.9	-0.3	-21.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	78.2	56.6	56.9	-0.3	-21.6
<b>INSURANCE AND FINANCIAL SERV</b>	Regular	337.0	293.4	292.3	1.1	-43.6
	Overtime	0.0	0.2	0.1	0.1	0.2
	Total	337.0	293.6	292.4	1.2	-43.4
<b>LICENSING AND REGULATORY AFF</b>	Regular	2,820.3	2,375.7	2,553.8	-178.1	-444.6
	Overtime	0.0	15.7	18.2	-2.5	15.7
	Total	2,820.3	2,391.5	2,572.0	-180.6	-428.8
<b>MDHHS - COMMUNITY HEALTH</b>	Regular	3,648.1	2,954.5	3,110.5	-156.0	-693.6
	Overtime	0.0	204.8	166.5	38.3	204.8
	Total	3,648.1	3,159.3	3,277.0	-117.7	-488.8

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0160

**STATE OF MICHIGAN**  
**Full-Time Equated Position Report by Department**  
**Fiscal Year 2014 - 15 Summary**

Department		Fiscal Year 2015 Appropriated FTE Positions (A)	Fiscal Year 2015 Average FTE Positions (B)	Fiscal Year 2014 Average FTE Positions (C)	FY 2014 and FY 2015 Difference (B - C)	FY 2015 Average and Appropriated Difference (B - A)
<b>MDHHS - HUMAN SERVICES</b>	Regular	12,221.5	10,494.9	11,257.8	-762.9	-1,726.6
	Overtime	0.0	90.1	148.5	-58.4	90.1
	Total	12,221.5	10,585.0	11,406.3	-821.3	-1,636.5
<b>MILITARY &amp; VETERAN AFFAIRS</b>	Regular	889.5	710.4	748.6	-38.2	-179.1
	Overtime	0.0	23.5	24.9	-1.4	23.5
	Total	889.5	733.8	773.5	-39.6	-155.7
<b>NATURAL RESOURCES</b>	Regular	2,222.3	1,983.1	1,992.4	-9.3	-239.2
	Overtime	0.0	35.1	27.2	7.9	35.1
	Total	2,222.3	2,018.1	2,019.5	-1.4	-204.2
<b>STATE</b>	Regular	1,587.0	1,379.7	1,407.6	-27.9	-207.3
	Overtime	0.0	9.3	10.4	-1.1	9.3
	Total	1,587.0	1,389.0	1,418.0	-29.0	-198.0
<b>STATE POLICE</b>	Regular	3,070.0	2,577.7	2,584.5	-6.8	-492.3
	Overtime	0.0	159.5	195.4	-35.9	159.5
	Total	3,070.0	2,737.2	2,779.9	-42.7	-332.8
<b>TECH, MGMT AND BUDGET</b>	Regular	2,371.0	2,680.9	2,687.1	-6.1	309.9
	Overtime	0.0	38.3	42.2	-3.9	38.3
	Total	2,371.0	2,719.2	2,729.3	-10.1	348.2

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0160

**STATE OF MICHIGAN**  
**Full-Time Equated Position Report by Department**  
**Fiscal Year 2014 - 15 Summary**

Department		Fiscal Year 2015 Appropriated FTE Positions (A)	Fiscal Year 2015 Average FTE Positions (B)	Fiscal Year 2014 Average FTE Positions (C)	FY 2014 and FY 2015 Difference (B - C)	FY 2015 Average and Appropriated Difference (B - A)
TRANSPORTATION	Regular	2,912.3	2,563.3	2,659.8	-96.6	-349.0
	Overtime	0.0	109.0	141.5	-32.4	109.0
	Total	2,912.3	2,672.3	2,801.3	-129.0	-240.0
TREASURY	Regular	1,863.5	1,543.1	1,589.1	-46.0	-320.4
	Overtime	0.0	12.6	10.2	2.4	12.6
	Total	1,863.5	1,555.7	1,599.3	-43.7	-307.8
<b>STATEWIDE TOTALS</b>	<b>Regular</b>	<b>51,622.5</b>	<b>44,793.4</b>	<b>46,894.3</b>	<b>-2,100.9</b>	<b>-6,829.1</b>
	<b>Overtime</b>	<b>0.0</b>	<b>1,568.9</b>	<b>1,545.3</b>	<b>23.6</b>	<b>1,568.9</b>
	<b>Total</b>	<b>51,622.5</b>	<b>46,362.3</b>	<b>48,439.6</b>	<b>-2,077.3</b>	<b>-5,260.2</b>

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0160

## STATE OF MICHIGAN

Table 1-3

### NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT PRIOR AND CURRENT FISCAL YEARS

Department	2013 - 14		2014 - 15	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	412.0	0.8 %	416.0	0.9 %
ATTORNEY GENERAL	487.0	1.0 %	479.0	1.0 %
AUDITOR GENERAL	132.0	0.3 %	149.0	0.3 %
CIVIL RIGHTS	95.0	0.2 %	96.0	0.2 %
CIVIL SERVICE COMMISSION	433.5	0.9 %	425.0	0.9 %
COMMUNITY HEALTH	3,119.5	6.4 %	0.0	0.0 %
CORRECTIONS	12,520.0	25.8 %	12,949.0	26.5 %
EDUCATION	526.5	1.1 %	523.0	1.1 %
ENVIRONMENTAL QUALITY	1,117.5	2.3 %	1,124.0	2.3 %
EXECUTIVE OFFICE	59.0	0.1 %	59.0	0.1 %
HUMAN SERVICES	11,220.0	23.1 %	0.0	0.0 %
INSURANCE AND FINANCIAL SERV	311.0	0.6 %	313.0	0.6 %
LICENSING & REGULATORY AFFAIRS	2,573.0	5.3 %	1,756.0	3.6 %
MDHHS - COMMUNITY HEALTH	0.0	0.0 %	3,118.0	6.4 %
MDHHS - HUMAN SERVICES	0.0	0.0 %	10,985.5	22.5 %
MILITARY & VETERAN AFFAIRS	798.5	1.6 %	772.5	1.6 %
NATURAL RESOURCES	2,733.0	5.6 %	2,799.0	5.7 %
STATE	1,559.0	3.2 %	1,582.0	3.2 %
STATE POLICE	2,702.0	5.6 %	2,716.0	5.6 %
STRATEGIC FUND	652.0	1.3 %	0.0	0.0 %
TALENT & ECONOMIC DEVELOPMENT	0.0	0.0 %	1,345.0	2.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,803.0	5.8 %	2,906.0	5.9 %
TRANSPORTATION	2,725.0	5.6 %	2,739.0	5.6 %
TREASURY	1,620.0	3.3 %	1,668.0	3.4 %
<b>TOTAL:</b>	<b>48,598.5</b>	<b>100.0 %</b>	<b>48,927.0</b>	<b>100.0 %</b>

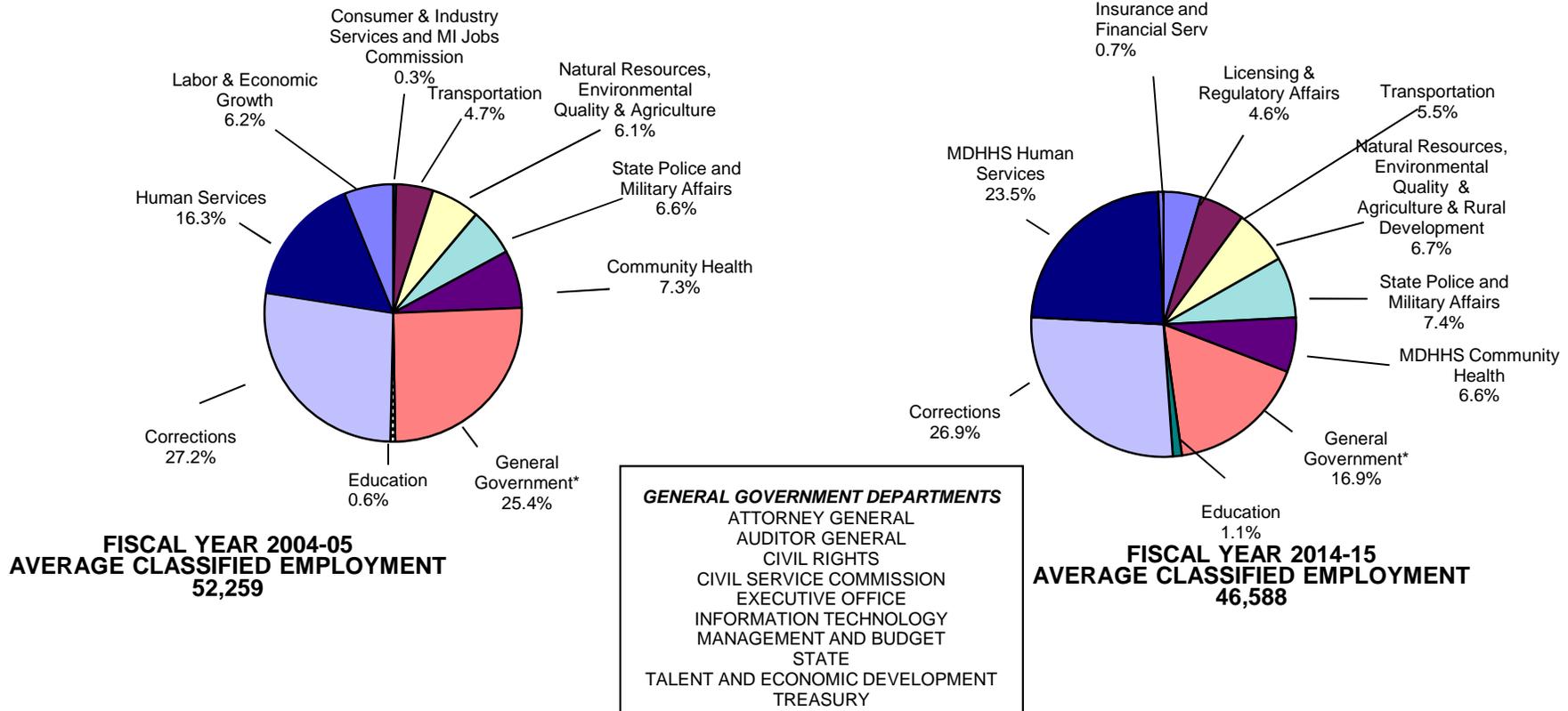
**Comments:**

This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation. For this report, the actual number of employees who job share are halved. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

**Source:**

Michigan Civil Service Commission HWF03

**STATE OF MICHIGAN  
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE  
Fiscal Years 2004-05 and 2014-15 Compared**



Comments: Statewide, average classified employment decreased by 5,671 positions (11%) from FY 2004-05 to FY 2014-15. Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, 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, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 26, 2015, these positions represent 91.0% of all noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties which would normally be assigned to one employee. For this report, the number of employees who job-share is halved.

Source: Michigan Civil Service Commission HWF09

**STATE OF MICHIGAN**  
**AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT**  
**FISCAL YEARS 2005-06 THROUGH 2014-15**

Table 1-4

<u>DEPARTMENT</u>	<u>05-06</u>	<u>06-07</u>	<u>07-08</u>	<u>08-09</u>	<u>09-10</u>	<u>10-11</u>	<u>11-12</u>	<u>12-13</u>	<u>13-14</u>	<u>14-15</u>
Agriculture & Rural Development <sup>8</sup>	575	535	521	529	447	393	387	401	397	405
Attorney General	528	517	496	494	461	434	462	479	490	482
Auditor General	142	138	138	135	132	134	133	140	134	137
Civil Rights	127	119	117	112	95	90	94	92	91	94
Civil Service Commission <sup>1</sup>	210	206	538	526	488	414	405	416	414	414
Community Health	4,241	4,225	3,964	4,075	3,873	3,448	3,013	3,113	3,128	--
Corrections	16,446	16,357	15,944	15,762	14,943	14,223	13,541	13,259	12,766	12,555
Education	367	369	380	405	445	446	476	518	518	515
Environmental Quality <sup>6</sup>	1,430	1,423	1,354	1,330	1,283	591	1,109	1,102	1,099	1,101
Executive Office	44	44	46	45	41	38	51	54	58	60
History Arts and Libraries <sup>2</sup>	200	196	191	182	--	--	--	--	--	--
Human Services	9,778	9,759	9,582	10,168	10,414	10,365	11,058	11,772	11,388	--
Information Technology <sup>3 &amp; 7</sup>	1,690	1,712	1,670	1,709	1,720	--	--	--	--	--
Insurance and Financial Serv <sup>10</sup>	--	--	--	--	--	--	--	--	292	305
Labor & Economic Growth <sup>4</sup>	4,128	3,967	3,781	4,056	--	--	--	--	--	--
Licensing & Regulatory Affairs <sup>4</sup>	--	--	--	--	4,298	3,727	3,758	2,899	2,525	2,120
Management and Budget <sup>7</sup>	967	971	938	967	931	--	--	--	--	--
MDHHS-Community Health	--	--	--	--	--	--	--	--	--	3,092
MDHHS-Human Services	--	--	--	--	--	--	--	--	--	10,954
Military and Veterans Affairs	924	934	921	926	897	891	886	801	772	757
Natural Resources <sup>6</sup>	1,657	1,628	1,564	1,607	1,629	859	1,555	1,530	1,554	1,613
Natural Resources & Environment <sup>6</sup>	--	--	--	--	--	1,198	--	--	--	--
State	1,672	1,622	1,535	1,447	1,372	1,263	1,279	1,290	1,308	1,321
State Police	2,690	2,657	2,586	2,622	2,548	2,395	2,360	2,501	2,616	2,707
Strategic Fund <sup>5 &amp; 9</sup>	--	174	177	193	197	135	636	651	631	--
Talent & Economic Development <sup>11</sup>	--	--	--	--	--	--	--	--	--	1,006
Technology, Management & Budget <sup>7</sup>	--	--	--	--	--	2,384	2,461	2,587	2,674	2,789
Transportation	2,880	2,895	2,854	2,892	2,844	2,639	2,637	2,570	2,573	2,570
Treasury	<u>1,564</u>	<u>1,565</u>	<u>1,502</u>	<u>1,519</u>	<u>1,558</u>	<u>1,754</u>	<u>1,508</u>	<u>1,566</u>	<u>1,577</u>	<u>1,592</u>
TOTAL	52,259	52,013	50,799	51,699	50,615	47,818	47,809	47,739	47,003	46,588

Footnotes: <sup>1</sup> Civil Service positions increased in FY 2007-08 due to creation of the MI HR Service Center. The Department of Civil Service was renamed the Civil Service Commission and human-resources staff were consolidated into the Civil Service Commission under Executive Order 2007-30. Totals in this report reflect the human-resources consolidation beginning in FY 2007-08.

<sup>2</sup> 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.

<sup>3</sup> The Department of Information Technology was created by Executive Order 2001-3.

<sup>4</sup> The Department of Consumer and Industry Services was renamed the Department of Labor & Economic Growth (DLEG) by Executive Order 2003-18. The Department of Labor & Economic Growth (DLEG) was renamed the Department of Energy, Labor & Economic Growth (DELEG) by Executive Order 2008-20. The Department of Energy, Labor & Economic Growth (DELEG) was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

<sup>5</sup> Effective October 1, 2007, the Michigan Strategic Fund became autonomous.

<sup>6</sup> 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 Departments of Natural Resources and Environmental Quality were recreated by Executive Order 2011-1, effective March 13, 2011.

<sup>7</sup> 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.

<sup>8</sup> 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.

<sup>9</sup> In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to the Michigan Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011.

<sup>10</sup> In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

<sup>11</sup> In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

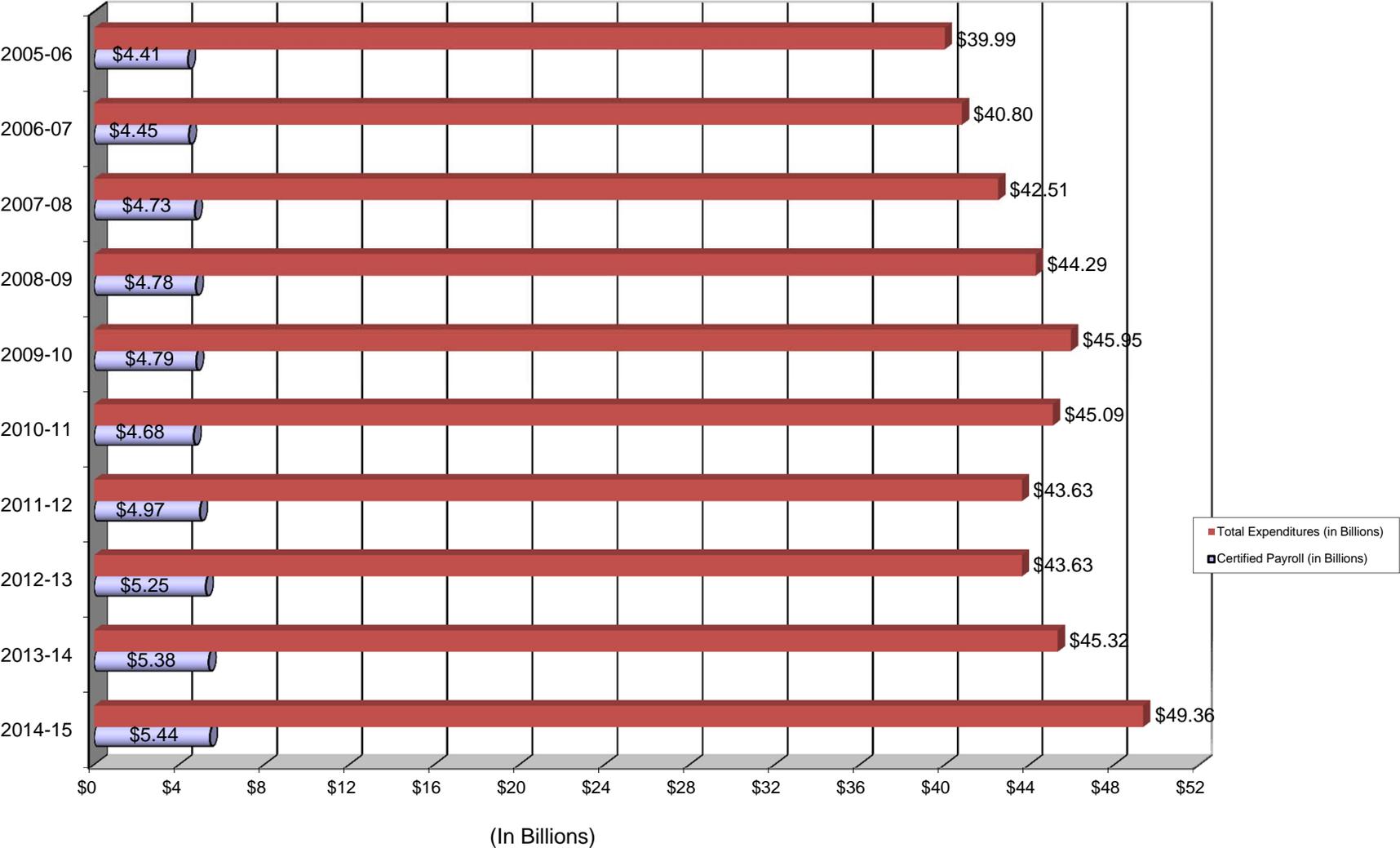
Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 91.0% of all noncareer appointments at the end of FY 2013-14. The count of job-share employees is halved. For fiscal-year-to-date-average reports, agencies in the Department of Talent and Economic Development, effective February 17, 2015, are included for the entire fiscal year.

## SECTION TWO

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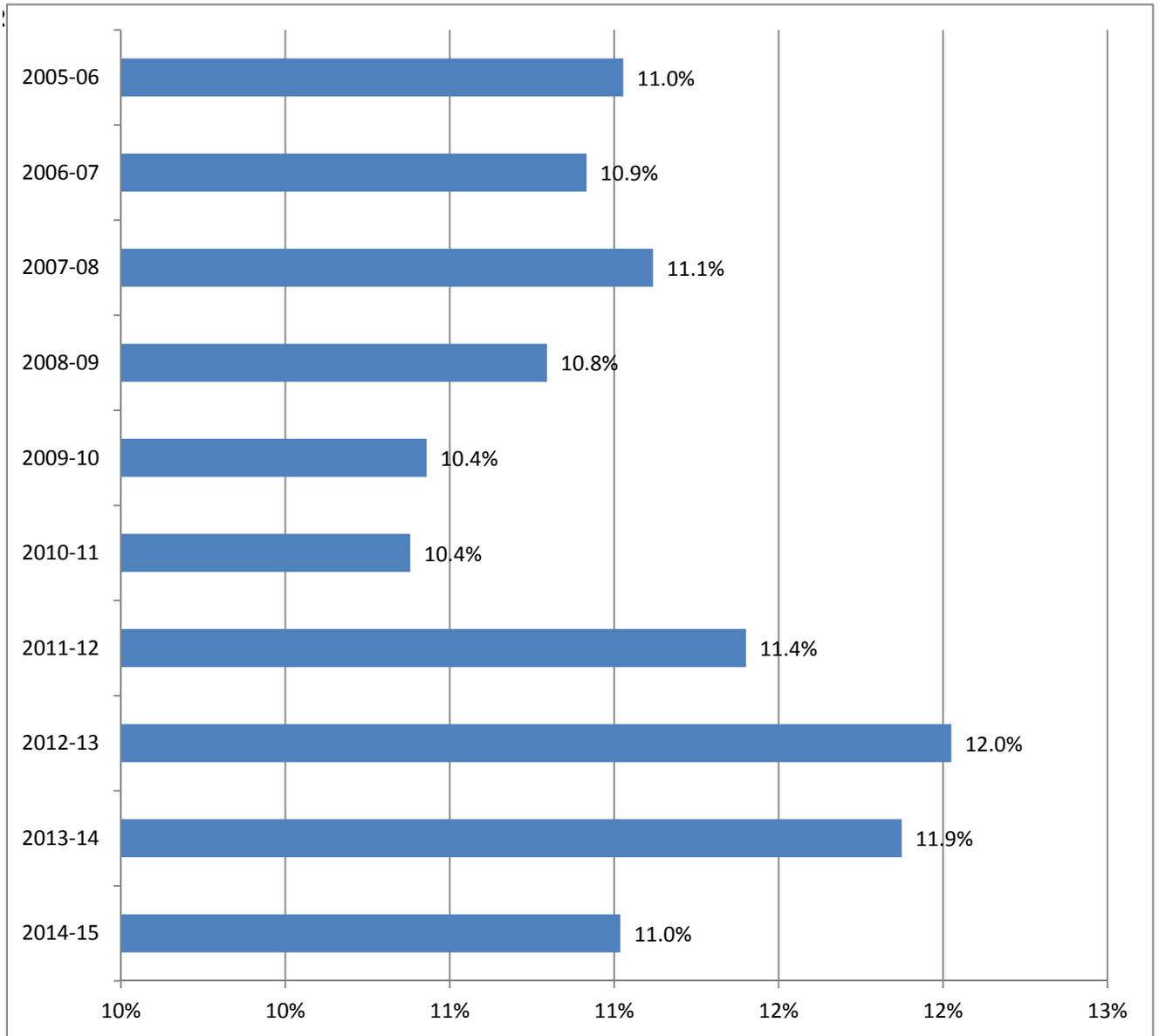
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2005-06 through 2014-15



Source: Total State Expenditure data is from the Schedule of Expenditures by Function from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission. Classified Payroll figures include all direct and indirect payroll items.

**STATE OF MICHIGAN  
CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES  
Fiscal Years 2005-06 through 2014-15**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission.

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**

Pay End Date: September 26, 2015

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMT	416	0.9 %	47.9	\$30.76	307	73.8 %
ATTORNEY GENERAL	479	1.0 %	47.7	\$39.83	293	61.2 %
AUDITOR GENERAL	149	0.3 %	39.4	\$35.85	89	59.7 %
CIVIL RIGHTS	96	0.2 %	47.4	\$31.28	73	76.0 %
CIVIL SERVICE COMMISSION	425	0.9 %	46.1	\$30.90	307	72.2 %
CORRECTIONS	12,949	26.5 %	44.7	\$25.62	9,504	73.4 %
EDUCATION	523	1.1 %	48.8	\$33.34	309	59.1 %
ENVIRONMENTAL QUALITY	1,125	2.3 %	48.3	\$32.40	897	79.7 %
EXECUTIVE OFFICE	59	0.1 %	39.4	\$35.14	10	16.9 %
INSURANCE AND FINANCIAL SERV	313	0.6 %	43.4	\$33.82	236	75.4 %
LICENSING & REGULATORY AFFAIRS	1,923	3.9 %	47.8	\$30.78	1,354	70.4 %
MDHHS - COMMUNITY HEALTH	3,118	6.4 %	47.1	\$28.95	1,919	61.5 %
MDHHS - HUMAN SERVICES	10,823	22.1 %	44.2	\$26.17	6,666	61.6 %
MILITARY & VETERAN AFFAIRS	773	1.6 %	47.2	\$25.25	488	63.1 %
NATURAL RESOURCES	2,799	5.7 %	41.8	\$20.23	1,225	43.8 %
STATE	1,582	3.2 %	44.2	\$22.62	868	54.9 %
STATE POLICE	2,716	5.6 %	42.4	\$31.19	2,001	73.7 %
TALENT AND ECONOMIC DEVELOPMENT	1,345	2.7 %	48.7	\$29.36	1,075	79.9 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,906	5.9 %	46.6	\$31.56	1,788	61.5 %
TRANSPORTATION	2,740	5.6 %	46.1	\$28.61	2,072	75.6 %
TREASURY	1,668	3.4 %	46.0	\$29.42	1,068	64.0 %
<b>STATEWIDE TOTALS:</b>	<b>48,927</b>	<b>100.0 %</b>	<b>45.1</b>	<b>\$27.38</b>	<b>32,549</b>	<b>66.5 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF24

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years: 2010-11 through 2014-15**

<u>Salary Range</u>	<u>2010-11</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	0	0	0	0	0
14,000 - 14,999	0	0	0	0	0
15,000 - 15,999	517	366	381	3	0
16,000 - 16,999	16	7	3	0	0
17,000 - 17,999	246	209	212	607	403
18,000 - 18,999	533	423	402	406	537
19,000 - 19,999	13	18	27	36	27
20,000 - 20,999	215	184	179	40	68
21,000 - 21,999	41	76	50	25	14
22,000 - 22,999	15	103	29	123	124
23,000 - 23,999	9	12	88	93	3
24,000 - 24,999	4	0	1	37	42
25,000 - 25,999	34	39	20	15	7
26,000 - 26,999	118	104	42	46	0
27,000 - 27,999	218	234	370	437	479
28,000 - 28,999	111	99	100	63	49
29,000 - 29,999	33	44	52	58	84
30,000 - 30,999	195	98	73	78	13
31,000 - 31,999	240	210	126	120	77
32,000 - 32,999	198	229	102	138	229
33,000 - 33,999	327	618	451	477	179
34,000 - 34,999	447	309	237	328	1052
35,000 - 35,999	940	608	503	475	548
36,000 - 36,999	786	456	689	461	393
37,000 - 37,999	321	329	404	291	425
38,000 - 38,999	927	565	484	343	417
39,000 - 39,999	1,044	1,409	762	875	692
40,000 - 40,999	497	655	671	562	0
41,000 - 41,999	611	990	453	824	467
42,000 - 42,999	907	828	1081	1156	938
43,000 - 43,999	1,665	1,758	1,685	1,493	842
44,000 - 44,999	1,791	1,275	447	382	1785
45,000 - 45,999	1,852	1,794	2657	2142	593
46,000 - 46,999	914	1,042	1,031	530	1710
47,000 - 47,999	987	1,008	786	970	533
48,000 - 48,999	1,661	1,632	1,555	1,963	561
49,000 - 49,999	1,796	1,862	2,932	2,561	1736
50,000 - 50,999	4,529	6,694	796	1215	3064
51,000 - 51,999	517	497	5,948	5,488	1193
52,000 - 52,999	487	425	704	582	5307
53,000 - 53,999	4,928	2,460	2063	2369	438

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2010-11</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>
54,000 - 54,999	777	870	779	857	2346
55,000 - 55,999	540	600	833	755	1040
56,000 - 56,999	692	675	460	215	662
57,000 - 57,999	865	804	1203	1102	284
58,000 - 58,999	1,005	1,085	347	621	520
59,000 - 59,999	729	727	473	372	1057
60,000 - 60,999	358	353	1018	218	388
61,000 - 61,999	1,686	1,402	550	1,175	293
62,000 - 62,999	910	938	1383	1519	1220
63,000 - 63,999	2,104	2,370	860	946	1232
64,000 - 64,999	479	549	617	547	1052
65,000 - 65,999	252	242	2339	574	562
66,000 - 66,999	259	231	284	1,935	514
67,000 - 67,999	450	368	376	523	2087
68,000 - 68,999	899	894	252	156	309
69,000 - 69,999	1,558	1,596	864	934	305
70,000 - 70,999	46	49	146	236	870
71,000 - 71,999	420	447	1766	971	196
72,000 - 72,999	791	493	569	1416	166
73,000 - 73,999	132	372	107	74	1840
74,000 - 74,999	206	314	302	132	620
75,000 - 75,999	83	83	622	800	44
76,000 - 76,999	602	576	59	113	548
77,000 - 77,999	364	378	180	155	411
78,000 - 78,999	303	317	546	110	79
79,000 - 79,999	275	294	454	652	144
80,000 - 80,999	113	107	186	299	749
81,000 - 81,999	87	119	34	212	128
82,000 - 82,999	182	190	370	328	189
83,000 - 83,999	90	79	31	61	192
84,000 - 84,999	364	377	224	77	384
85,000 - 85,999	33	37	74	196	28
86,000 - 86,999	112	161	38	44	65
87,000 - 87,999	102	105	343	24	197
88,000 - 88,999	65	81	64	319	28
89,000 - 89,999	58	73	188	71	35
90,000 - 90,999	39	39	100	125	312
91,000 - 91,999	82	77	76	100	60
92,000 - 92,999	34	26	102	105	159
93,000 - 93,999	33	26	45	63	79

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

## EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2010-11</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>
\$94,000 - 94,999	38	34	93	70	92
95,000 - 95,999	94	102	34	134	64
96,000 - 96,999	104	132	38	66	64
97,000 - 97,999	27	36	33	55	108
98,000 - 98,999	28	29	81	24	41
99,000 - 99,999	33	35	143	80	65
100,000 - 100,999	28	26	33	155	57
101,000 - 101,999	39	45	24	25	82
102,000 - 102,999	65	62	29	20	161
103,000 - 103,999	106	125	30	21	24
104,000 - 104,999	28	41	47	44	16
105,000 - 105,999	27	26	65	52	23
106,000 - 106,999	15	18	126	54	35
107,000 - 107,999	64	56	22	37	51
108,000 - 108,999	16	17	24	108	32
109,000 - 109,999	19	17	21	25	60
110,000 - 110,999	21	20	21	21	132
111,000 - 111,999	142	152	48	23	27
112,000 - 112,999	10	5	24	42	19
113,000 - 113,999	13	17	19	22	15
114,000 - 114,999	6	6	163	22	51
115,000 - 115,999	16	18	10	176	26
116,000 - 116,999	8	10	11	7	21
117,000 - 117,999	9	11	12	11	183
118,000 - 118,999	77	88	6	18	8
119,000 - 119,999	2	5	8	5	7
120,000 - 120,999	4	6	12	4	19
121,000 - 121,999	1	1	6	15	3
122,000 - 122,999	1	2	101	7	7
123,000 - 123,999	14	15	8	98	14
124,000 - 124,999	4	3	1	2	14
125,000 - 125,999	27	24	7	0	40
126,000 and above	165	168	218	230	310
<b>STATEWIDE TOTAL</b>	<b>50,120</b>	<b>49,545</b>	<b>49,378</b>	<b>48,617</b>	<b>48,297</b>

Median Salary: \$52,513

Average Salary: \$57,171

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL-STATEWIDE**  
**(Employer Contributions)**  
**Fiscal Years 2010-11 through 2014-15**

	2010-11	2011-12	2012-13	2013-14	2014-15
<b>Legally Required Payments</b>					
FICA	7.05 %	7.47 %	7.10 %	7.09 %	7.11 %
Unemployment Compensation	.39	.40	.34	.25	.18
Workers Compensation	1.32	1.21	1.07	.99	.87
<b>Total Legally Required Payments</b>	8.76 %	9.08 %	8.51 %	8.33 %	8.17 %
<b>Group Insurance</b>					
State Health Plan	10.15 %	9.63 %	7.96 %	8.20 %	7.39 %
Health Maintenance Organization	9.23	10.15	9.07	9.70	9.65
Dental	1.79	1.80	1.74	1.71	1.66
Vision	.24	.24	.23	.23	.22
Life	.99	1.00	.99	.99	.98
Long Term Disability	.75	.75	.73	.73	.63
Flexible Benefits Allowance/Recovery	.07	.09	.09	.10	.10
<b>Total Group Insurance</b>	23.23 %	23.65 %	20.81 %	21.66 %	20.63 %
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	.47 %	.55 %	.62 %	.69 %	.81 %
Terminal Longevity Payments	.05	.02	.02	.02	.02
Professional Development	.01	.00	.01	.04	.04
Uniforms and Dry Cleaning	.22	.22	.20	.20	.19
<b>Total Other Cash Payments</b>	.75 %	.78 %	.84 %	.95 %	1.06 %
<b>Pension Items</b>					
Retirement or Pension Plans	27.31 %	30.56 %	3.00 %	2.08 %	1.97 %
Other Post Employment Benefits (OPEB)	--	9.08	42.96	48.20	48.24
Defined Contribution Pension Plan	2.99	3.65	4.03	4.28	4.58
<b>Total Pension Items</b>	30.30 %	43.29 %	49.99 %	54.56 %	54.79 %
<b>Total Employee Benefits</b>	<b>63.05 %</b>	<b>76.81 %</b>	<b>80.16 %</b>	<b>85.49 %</b>	<b>84.65 %</b>

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Beginning in FY 2011-12, total Pension Items include Other Post Employment Benefits (OPEB) rates.

Source: MAIN DAFR 6940 191OFB

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
 Pay End Date: September 26, 2015

Department	Health Insurance								Dental Insurance						
	Total Employees Enrolled	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
AGRICULTURE AND RURAL DVLPMNT	397	157	40 %	203	51 %	5	1 %	0	0 %	366	92 %	7	2 %	1	0 %
ATTORNEY GENERAL	479	178	37 %	249	52 %	4	1 %	0	0 %	444	93 %	9	2 %	2	0 %
AUDITOR GENERAL	147	43	29 %	85	58 %	3	2 %	0	0 %	133	90 %	2	1 %	0	0 %
CIVIL RIGHTS	96	46	48 %	43	45 %	3	3 %	0	0 %	87	91 %	7	7 %	0	0 %
CIVIL SERVICE COMMISSION	408	91	22 %	268	66 %	4	1 %	0	0 %	370	91 %	5	1 %	1	0 %
CORRECTIONS	12,879	6,549	51 %	5,267	41 %	85	1 %	0	0 %	11,901	92 %	236	2 %	30	0 %
EDUCATION	514	207	40 %	237	46 %	10	2 %	0	0 %	459	89 %	9	2 %	4	1 %
ENVIRONMENTAL QUALITY	1,102	358	32 %	639	58 %	9	1 %	0	0 %	1,013	92 %	18	2 %	3	0 %
EXECUTIVE OFFICE	59	26	44 %	21	36 %	1	2 %	0	0 %	51	86 %	0	0 %	0	0 %
INSURANCE AND FINANCIAL SERV	303	83	27 %	195	64 %	4	1 %	0	0 %	278	92 %	6	2 %	1	0 %
LICENSING & REGULATORY AFFAIRS	1,838	646	35 %	1,017	55 %	17	1 %	0	0 %	1,684	92 %	41	2 %	7	0 %
MDHHS - COMMUNITY HEALTH	3,087	1,236	40 %	1,590	52 %	23	1 %	0	0 %	2,828	92 %	97	3 %	14	0 %
MDHHS - HUMAN SERVICES	10,802	4,169	39 %	5,789	54 %	80	1 %	0	0 %	9,903	92 %	353	3 %	23	0 %
MILITARY & VETERAN AFFAIRS	743	324	44 %	317	43 %	10	1 %	0	0 %	674	91 %	4	1 %	5	1 %
NATURAL RESOURCES	1,695	935	55 %	538	32 %	44	3 %	0	0 %	1,526	90 %	13	1 %	6	0 %
STATE	1,322	506	38 %	700	53 %	11	1 %	0	0 %	1,202	91 %	45	3 %	4	0 %
STATE POLICE	2,710	699	26 %	522	19 %	14	1 %	1,329	49 %	2,580	95 %	20	1 %	5	0 %
TALENT AND ECONOMIC DEVELOPMENT	1,320	495	38 %	724	55 %	17	1 %	0	0 %	1,202	91 %	58	4 %	3	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,784	798	29 %	1,689	61 %	37	1 %	0	0 %	2,471	89 %	81	3 %	12	0 %
TRANSPORTATION	2,554	1,063	42 %	1,289	50 %	30	1 %	0	0 %	2,389	94 %	28	1 %	6	0 %
TREASURY	1,615	443	27 %	992	61 %	33	2 %	0	0 %	1,460	90 %	54	3 %	2	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,854</b>	<b>19,052</b>	<b>41 %</b>	<b>22,374</b>	<b>48 %</b>	<b>444</b>	<b>1 %</b>	<b>1,329</b>	<b>3 %</b>	<b>43,021</b>	<b>92 %</b>	<b>1,093</b>	<b>2 %</b>	<b>129</b>	<b>0 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYEES  
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**

Pay End Date: September 26, 2015

Department	Total Employees Enrolled	State Sponsored Vision	%	Disability Insurance				Life Insurance					
				CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
AGRICULTURE AND RURAL DVLPMNT	397	376	95 %	331	83 %	0	0 %	386	97 %	10	3 %	0	0 %
ATTORNEY GENERAL	479	455	95 %	334	70 %	0	0 %	454	95 %	24	5 %	0	0 %
AUDITOR GENERAL	147	137	93 %	101	69 %	0	0 %	129	88 %	17	12 %	0	0 %
CIVIL RIGHTS	96	94	98 %	80	83 %	0	0 %	90	94 %	6	6 %	0	0 %
CIVIL SERVICE COMMISSION	408	380	93 %	380	93 %	1	0 %	393	96 %	14	3 %	1	0 %
CORRECTIONS	12,879	12,188	95 %	11,535	90 %	0	0 %	12,451	97 %	393	3 %	0	0 %
EDUCATION	514	475	92 %	363	71 %	0	0 %	480	93 %	33	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,102	1,039	94 %	939	85 %	0	0 %	1,031	94 %	70	6 %	0	0 %
EXECUTIVE OFFICE	59	53	90 %	25	42 %	0	0 %	47	80 %	12	20 %	0	0 %
INSURANCE AND FINANCIAL SERV	303	292	96 %	250	83 %	0	0 %	286	94 %	16	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,838	1,735	94 %	1,466	80 %	1	0 %	1,741	95 %	93	5 %	1	0 %
MDHHS - COMMUNITY HEALTH	3,087	2,944	95 %	2,598	84 %	0	0 %	2,909	94 %	173	6 %	0	0 %
MDHHS - HUMAN SERVICES	10,802	10,306	95 %	9,224	85 %	0	0 %	10,255	95 %	535	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	743	681	92 %	567	76 %	0	0 %	704	95 %	30	4 %	0	0 %
NATURAL RESOURCES	1,695	1,561	92 %	1,361	80 %	0	0 %	1,611	95 %	84	5 %	0	0 %
STATE	1,322	1,257	95 %	1,071	81 %	0	0 %	1,229	93 %	89	7 %	0	0 %
STATE POLICE	2,710	2,607	96 %	3,315	122 %	1,347	50 %	2,602	96 %	98	4 %	1,351	50 %
TALENT AND ECONOMIC DEVELOPMENT	1,320	1,269	96 %	1,104	84 %	0	0 %	1,244	94 %	75	6 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,784	2,580	93 %	2,065	74 %	32	1 %	2,644	95 %	129	5 %	25	1 %
TRANSPORTATION	2,554	2,436	95 %	2,215	87 %	0	0 %	2,426	95 %	125	5 %	0	0 %
TREASURY	1,615	1,530	95 %	1,289	80 %	0	0 %	1,516	94 %	96	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,854</b>	<b>44,395</b>	<b>95 %</b>	<b>40,613</b>	<b>87 %</b>	<b>1,381</b>	<b>3 %</b>	<b>44,628</b>	<b>95 %</b>	<b>2,122</b>	<b>5 %</b>	<b>1,378</b>	<b>3 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN  
STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2010-11 through 2014-15**

	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>
<b>VACATION</b>	7.7 %	7.4 %	7.3 %	7.4 %	7.4 %
<b>HOLIDAY</b>	5.0 %	5.0 %	4.6 %	4.6 %	5.0 %
<b>SICK LEAVE</b>	4.0 %	4.2 %	4.2 %	4.2 %	4.1 %
<b>TOTAL</b>	<b>16.7 %</b>	<b>16.7 %</b>	<b>16.2 %</b>	<b>16.3 %</b>	<b>16.5 %</b>

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Vacation is the total of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE**  
**AVERAGE SICK LEAVE AND ANNUAL LEAVE USE**  
**Fiscal Year 2014 - 15**

Table 2-6

<b>DEPARTMENT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
AGRICULTURE AND RURAL DVLPMNT	9.6	19.2	28.8
ATTORNEY GENERAL	9.5	18.5	28.0
AUDITOR GENERAL	8.1	17.6	25.7
CIVIL RIGHTS	12.2	20.5	32.6
CIVIL SERVICE COMMISSION	10.5	20.2	30.7
CORRECTIONS	11.4	17.7	29.1
EDUCATION	9.1	16.8	25.9
ENVIRONMENTAL QUALITY	9.9	20.8	30.6
EXECUTIVE OFFICE	3.3	12.0	15.3
INSURANCE AND FINANCIAL SERV	9.9	19.7	29.6
LICENSING & REGULATORY AFFAIRS	10.4	18.8	29.1
MDHHS-COMMUNITY HEALTH	10.4	17.0	27.4
MDHHS-HUMAN SERVICES	10.8	17.9	28.7
MILITARY & VETERAN AFFAIRS	9.4	16.3	25.8
NATURAL RESOURCES	5.4	11.6	17.0
STATE	9.6	17.9	27.5
STATE POLICE	8.1	18.8	26.9
TALENT AND ECONOMIC DEVELOPMENT	11.2	20.5	31.8
TECHNOLOGY, MANAGEMENT & BUDGET	9.0	17.7	26.7
TRANSPORTATION	9.5	18.0	27.5
TREASURY	10.1	18.4	28.5
<b>STATEWIDE AVERAGE</b>	<b>10.199</b>	<b>17.7</b>	<b>27.888</b>

Comment: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYEE  
SICK LEAVE USE COMPARISON  
(Average Days Per Employee)**

**Fiscal Years 2010-11 through 2014-15**

<b>DEPARTMENT</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>
Agriculture & Rural Development	8.3	9.3	9.0	9.5	9.6
Attorney General	8.3	9.5	9.5	9.3	9.5
Auditor General	8.5	8.5	9.4	10.0	8.1
Civil Rights	9.1	11.1	11.1	10.6	12.2
Civil Service Commission	8.0	10.2	9.8	10.1	10.5
Community Health	9.4	10.7	10.5	10.9	--
Corrections	12.2	13.2	13.0	12.9	11.4
Education	7.9	8.9	8.9	9.0	9.1
Environmental Quality	10.1	10.1	9.6	9.9	9.9
Executive Office	1.3	2.8	3.5	4.4	3.3
Human Services	7.8	10.6	10.5	10.9	--
Insurance and Financial Serv	--	--	--	10.1	9.9
Licensing & Regulatory Affairs	9.0	11.6	11.1	11.2	10.4
MDHHS-Community Health	--	--	--	--	10.4
MDHHS-Human Services	--	--	--	--	10.8
Military and Veterans Affairs	9.3	10.5	9.9	10.8	9.4
Natural Resources	6.7	5.9	5.9	5.9	5.4
Natural Resources & Environment	1.8	--	--	--	--
State	8.1	9.6	9.4	9.3	9.6
State Police	9.7	10.0	8.2	7.8	8.1
Strategic Fund	9.4	10.1	9.8	9.8	--
Talent And Economic Development	--	--	--	--	11.2
Technology, Management & Budget	8.5	9.7	9.5	9.2	9.0
Transportation	8.8	9.9	9.8	9.5	9.5
Treasury	9.0	10.1	10.1	10.2	10.1
<b>STATEWIDE AVERAGE</b>	<b>9.4</b>	<b>11.0</b>	<b>10.7</b>	<b>10.7</b>	<b>10.2</b>

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation.

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 Departments of Natural Resources and Environmental Quality were recreated by Executive Order 2011-1, effective March 13, 2011. 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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF28, for the last full pay period in each fiscal year.

## STATE OF MICHIGAN

Table 2-8

## SICK LEAVE USE ANALYSIS BY DEPARTMENT

From Pay End Date October 11, 2014 Through Pay End Date September 26, 2015

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	431	33,072.1	76.7	9.6
ATTORNEY GENERAL	513	38,999.3	76.0	9.5
AUDITOR GENERAL	156	10,097.3	64.7	8.1
CIVIL RIGHTS	105	10,234.9	97.5	12.2
CIVIL SERVICE COMMISSION	445	37,407.7	84.1	10.5
CORRECTIONS	14,282	1,307,765.9	91.6	11.4
EDUCATION	552	40,022.7	72.5	9.1
ENVIRONMENTAL QUALITY	1,166	92,029.2	78.9	9.9
EXECUTIVE OFFICE	68	1,815.5	26.7	3.3
INSURANCE AND FINANCIAL SERV	324	25,743.2	79.5	9.9
LICENSING & REGULATORY AFFAIRS	2,064	171,334.8	83.0	10.4
MDHHS-COMMUNITY HEALTH	3,554	296,668.3	83.5	10.4
MDHHS-HUMAN SERVICES	11,947	1,033,786.9	86.5	10.8
MILITARY & VETERAN AFFAIRS	882	66,623.6	75.5	9.4
NATURAL RESOURCES	2,567	111,012.1	43.2	5.4
STATE	1,555	119,577.3	76.9	9.6
STATE POLICE	2,844	183,942.1	64.7	8.1
TALENT AND ECONOMIC DEVELOPMENT	1,419	127,548.2	89.9	11.2
TECHNOLOGY, MANAGEMENT & BUDGET	2,994	216,054.5	72.2	9.0
TRANSPORTATION	3,016	229,676.1	76.2	9.5
TREASURY	1,729	139,240.7	80.5	10.1
<b>STATEWIDE</b>	<b>52,613</b>	<b>4,292,652.4</b>	<b>81.6</b>	<b>10.2</b>

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF28

**STATE OF MICHIGAN**  
**ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT**

From Pay End Date October 11, 2014, Through Pay End Date September 26, 2015

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	431	66,178.0	153.5	19.2	431	894.3	2.1	0.3
ATTORNEY GENERAL	513	75,804.5	147.8	18.5	513	498.3	1.0	0.1
AUDITOR GENERAL	156	21,928.6	140.6	17.6	156	136.0	0.9	0.1
CIVIL RIGHTS	105	17,185.3	163.7	20.5	105	104.2	1.0	0.1
CIVIL SERVICE COMMISSION	445	71,922.6	161.6	20.2	445	370.2	0.8	0.1
CORRECTIONS	14,282	2,017,144.8	141.2	17.7	14,282	9,557.4	0.7	0.1
EDUCATION	552	74,245.9	134.5	16.8	552	397.4	0.7	0.1
ENVIRONMENTAL QUALITY	1,166	193,817.3	166.2	20.8	1,166	1,127.8	1.0	0.1
EXECUTIVE OFFICE	68	6,520.7	95.9	12.0	68	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	324	51,018.7	157.5	19.7	324	291.9	0.9	0.1
LICENSING & REGULATORY AFFAIRS	2,064	309,685.6	150.0	18.8	2,064	1,924.9	0.9	0.1
MDHHS-COMMUNITY HEALTH	3,554	482,410.3	135.7	17.0	3,554	3,807.8	1.1	0.1
MDHHS-HUMAN SERVICES	11,947	1,708,069.1	143.0	17.9	11,947	7,836.5	0.7	0.1
MILITARY & VETERAN AFFAIRS	882	115,270.7	130.7	16.3	882	1,311.8	1.5	0.2
NATURAL RESOURCES	2,567	237,471.2	92.5	11.6	2,567	1,661.7	0.6	0.1
STATE	1,555	222,068.0	142.8	17.9	1,555	1,520.5	1.0	0.1
STATE POLICE	2,844	428,274.5	150.6	18.8	2,844	4,050.7	1.4	0.2
TALENT AND ECONOMIC DEVELOPMENT	1,419	233,264.0	164.4	20.5	1,419	1,325.2	0.9	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	2,994	423,877.2	141.6	17.7	2,994	2,458.5	0.8	0.1
TRANSPORTATION	3,016	434,406.6	144.0	18.0	3,016	3,490.9	1.2	0.1
TREASURY	1,729	254,817.9	147.4	18.4	1,729	765.6	0.4	0.1
<b>STATEWIDE</b>	<b>52,613</b>	<b>7,445,381.5</b>	<b>141.5</b>	<b>17.7</b>	<b>52,613</b>	<b>43,531.6</b>	<b>0.8</b>	<b>0.1</b>

Comments The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF31

**STATE OF MICHIGAN**

Table 2-10

**Age Distribution for Active Classified Employees by Department**

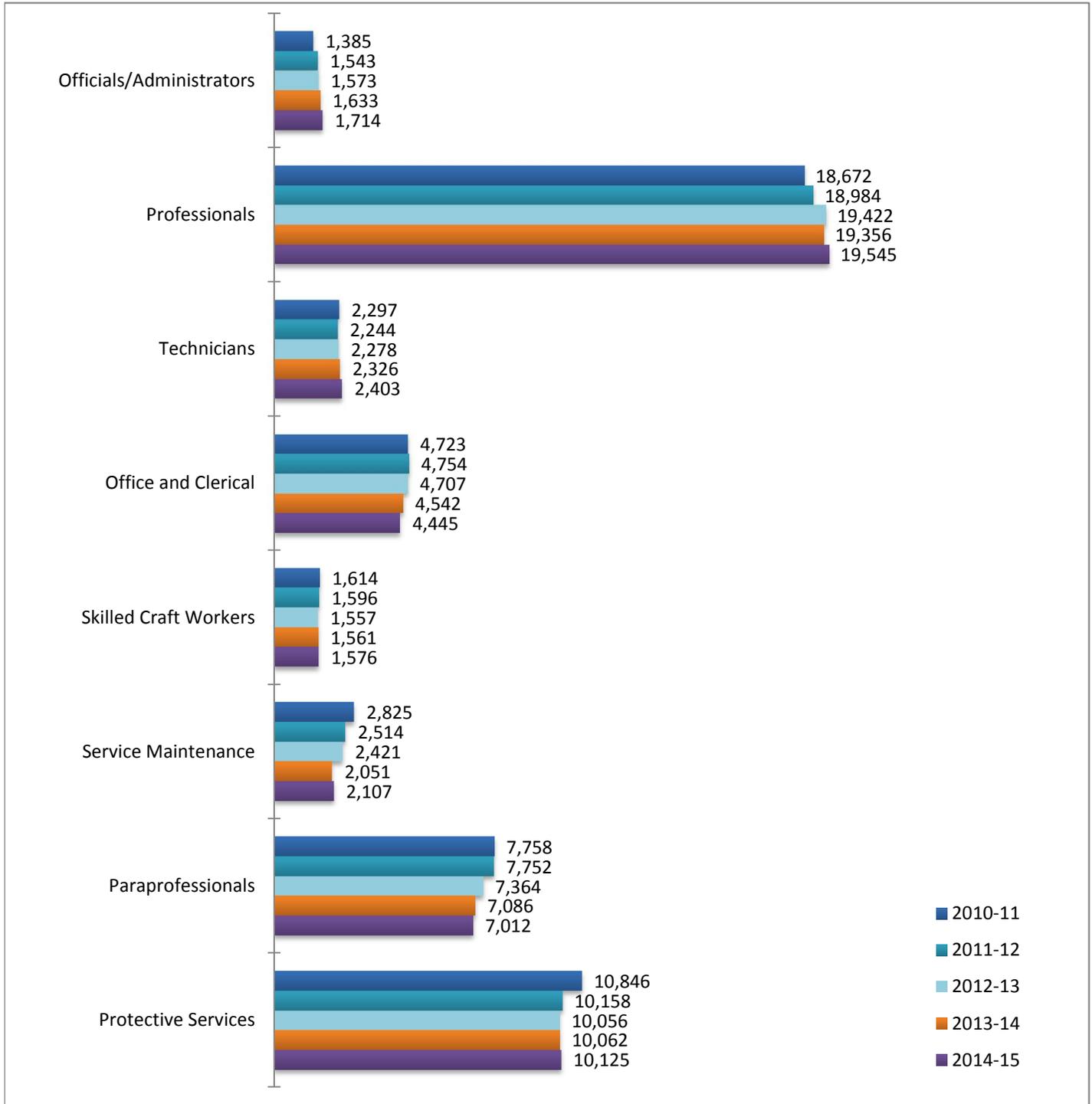
**Pay End Date: September 26, 2015**

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	1	17	15	36	47	43	43	80	63	58	8	5	416
ATTORNEY GENERAL	0	3	24	40	60	66	72	78	69	49	14	4	479
AUDITOR GENERAL	0	25	18	19	13	22	18	18	13	2	1	0	149
CIVIL RIGHTS	0	2	4	12	14	10	15	10	10	9	8	2	96
CIVIL SERVICE COMMISSION	1	15	26	37	46	50	62	80	79	26	3	0	425
CORRECTIONS	17	426	972	1,099	1,393	2,153	2,644	2,119	1,380	590	128	28	12,949
EDUCATION	3	5	19	45	63	60	79	57	92	72	23	5	523
ENVIRONMENTAL QUALITY	0	31	39	60	162	126	141	207	200	133	23	3	1,125
EXECUTIVE OFFICE	0	7	11	8	8	4	4	11	2	3	1	0	59
INSURANCE AND FINANCIAL SERV	2	12	33	31	52	40	45	42	33	16	5	2	313
LICENSING & REGULATORY AFFAIRS	8	80	90	165	203	217	232	274	326	217	80	31	1,923
MDHHS - COMMUNITY HEALTH	4	65	227	316	327	353	418	483	477	310	120	18	3,118
MDHHS - HUMAN SERVICES	5	162	964	1,529	1,623	1,597	1,433	1,321	1,228	746	191	24	10,823
MILITARY & VETERAN AFFAIRS	3	15	55	69	68	82	113	142	138	71	13	4	773
NATURAL RESOURCES	172	373	272	233	239	293	254	291	306	210	99	57	2,799
STATE	22	138	169	107	161	144	188	259	229	140	20	5	1,582
STATE POLICE	1	140	318	242	328	514	483	401	202	72	15	0	2,716
TALENT AND ECONOMIC DEVELOPMENT	2	21	37	113	148	176	187	225	228	139	56	13	1,345
TECHNOLOGY, MANAGEMENT & BUDGET	10	118	173	231	311	361	400	520	446	262	63	11	2,906
TRANSPORTATION	24	114	152	199	338	341	414	479	421	190	51	17	2,740
TREASURY	5	59	110	164	225	183	198	270	266	141	38	9	1,668
<b>Statewide Total:</b>	<b>280</b>	<b>1,828</b>	<b>3,728</b>	<b>4,755</b>	<b>5,829</b>	<b>6,835</b>	<b>7,443</b>	<b>7,367</b>	<b>6,208</b>	<b>3,456</b>	<b>960</b>	<b>238</b>	<b>48,927</b>
<b>Average Age:</b>	<b>19.2</b>	<b>22.9</b>	<b>27.6</b>	<b>32.5</b>	<b>37.6</b>	<b>42.6</b>	<b>47.5</b>	<b>52.5</b>	<b>57.4</b>	<b>62.1</b>	<b>66.9</b>	<b>73.6</b>	<b>45.1</b>

Comments This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF23

### STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2010-11 through 2014-15



**2014-15 Total: 48,927**

**Comment:** Prior to 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

**Source:** Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**  
 Pay End Date: September 26, 2015

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	17	22
ALGER	262	7	269
ALLEGAN	190	14	204
ALPENA	156	21	177
ANTRIM	26	3	29
ARENAC	29	2	31
BARAGA	303	18	321
BARRY	110	47	157
BAY	346	39	385
BENZIE	28	4	32
BERRIEN	355	40	395
BRANCH	412	5	417
CALHOUN	283	8	291
CASS	88	7	95
CHARLEVOIX	17	45	62
CHEBOYGAN	59	53	112
CHIPPEWA	959	79	1,038
CLARE	51	17	68
CLINTON	154	54	208
CRAWFORD	137	100	237
DELTA	166	30	196
DICKINSON	65	4	69
EATON	3,004	228	3,232
EMMET	83	35	118
GENESEE	838	73	911
GLADWIN	46	2	48
GOGEBIC	259	17	276
GRAND TRAVERSE	509	49	558
GRATIOT	768	11	779
HILLSDALE	54	6	60
HOUGHTON	80	27	107
HURON	32	35	67
INGHAM	9,802	1,155	10,957
IONIA	1,399	38	1,437
IOSCO	40	43	83
IRON	51	11	62
ISABELLA	154	10	164
JACKSON	2,166	50	2,216
KALAMAZOO	1,101	107	1,208
KALKASKA	52	2	54
KENT	1,509	155	1,664
KEWEENAW	2	15	17
LAKE	50	4	54
LAPEER	444	21	465

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.

Source: Michigan Civil Service Commission HWF55

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**  
 Pay End Date: September 26, 2015

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	2	3	5
LENAWEE	636	32	668
LIVINGSTON	568	50	618
LUCE	277	22	299
MACKINAC	114	94	208
MACOMB	1,281	57	1,338
MANISTEE	301	27	328
MARQUETTE	804	53	857
MASON	47	30	77
MECOSTA	89	6	95
MENOMINEE	27	18	45
MIDLAND	96	5	101
MISSAUKEE	65	3	68
MONROE	198	36	234
MONTCALM	565	11	576
MONTMORENCY	48	18	66
MUSKEGON	1,040	49	1,089
NEWAYGO	70	10	80
OAKLAND	1,222	186	1,408
OCEANA	77	43	120
OGEMAW	77	18	95
ONTONAGON	22	12	34
OSCEOLA	25	1	26
OSCODA	25	2	27
OTSEGO	293	31	324
OTTAWA	172	55	227
OUT OF STATE	36	5	41
PRESQUE ISLE	15	28	43
ROSCOMMON	120	29	149
SAGINAW	823	30	853
SANILAC	47	11	58
SCHOOLCRAFT	30	22	52
SHIAWASSEE	82	4	86
ST CLAIR	245	55	300
ST JOSEPH	81	5	86
TUSCOLA	421	28	449
VAN BUREN	219	33	252
WASHTENAW	1,361	98	1,459
WAYNE	4,966	263	5,229
WEXFORD	166	29	195
WORK AT HOME - MI	1,288	22	1,310
<b>Total:</b>	<b>44,685</b>	<b>4,242</b>	<b>48,927</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.

Source: Michigan Civil Service Commission HWF55



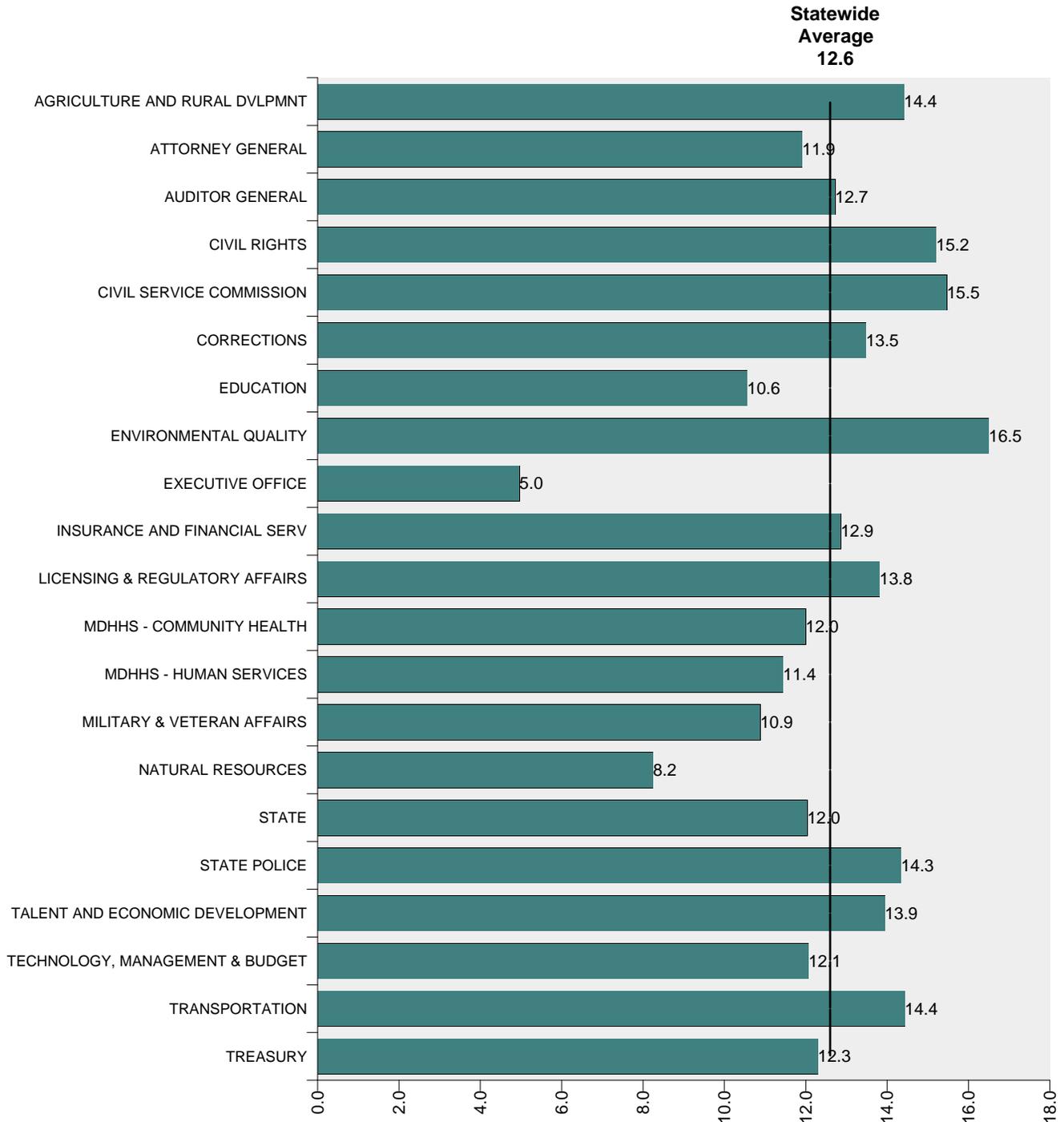
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

# STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 26, 2015



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. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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 AND RURAL DVLPMNT</b>																
00 - 05 YEARS	51	46	2	4	0	1	0	6	1	1	0	0	54	58	0	0
06 - 10 YEARS	18	24	1	1	0	1	1	0	0	0	0	0	20	26	0	0
11 - 15 YEARS	35	43	2	2	1	0	0	0	0	1	0	0	38	46	0	0
16 - 20 YEARS	30	20	1	2	0	1	0	2	0	1	0	0	31	26	0	1
21 - 25 YEARS	25	15	0	0	0	0	1	0	1	0	0	0	27	15	1	0
26 - 30 YEARS	26	20	0	4	0	0	0	0	0	1	0	0	26	25	1	3
31 - 35 YEARS	2	5	0	2	0	0	0	0	1	0	0	0	3	7	0	1
36 - 40 YEARS	6	4	1	0	0	0	0	0	0	0	0	0	7	4	0	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>196</b>	<b>177</b>	<b>7</b>	<b>15</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>209</b>	<b>207</b>	<b>2</b>	<b>6</b>
MORE THAN 10 YEARS:	127	107	4	10	1	1	1	2	2	3	0	0	135	123	2	6
AVERAGE YEARS	15.2	13.8	14.3	16.9	15.0	9.0	14.5	5.0	19.7	15.3	0.0	0.0	15.2	13.6	26.5	28.7

**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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	97	2	9	0	0	0	3	2	1	0	0	75	110	0	0
06 - 10 YEARS	34	31	0	3	0	0	0	1	0	0	0	0	34	35	1	0
11 - 15 YEARS	25	41	7	5	0	0	0	2	0	0	0	0	32	48	0	0
16 - 20 YEARS	22	27	0	3	0	0	1	1	0	2	0	0	23	33	0	0
21 - 25 YEARS	11	6	2	1	0	0	0	1	0	0	0	0	13	8	0	0
26 - 30 YEARS	18	15	0	4	0	0	0	1	0	0	0	0	18	20	0	1
31 - 35 YEARS	6	5	1	1	0	0	0	1	0	0	0	0	7	7	0	0
36 - 40 YEARS	5	4	1	0	0	0	2	0	0	0	0	0	8	4	0	0
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>194</b>	<b>228</b>	<b>13</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>10</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>212</b>	<b>267</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS:	89	100	11	14	0	0	3	6	0	2	0	0	103	122	0	1
AVERAGE YEARS	12.4	10.9	15.3	13.2	0.0	0.0	31.0	15.0	2.5	12.0	0.0	0.0	12.7	11.3	8.0	29.0

**DEPARTMENT AVERAGE YEARS 11.9**

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	34	25	1	0	0	0	0	1	0	0	0	0	35	26	0	0
06 - 10 YEARS	3	8	0	0	0	0	0	0	0	0	0	0	3	8	0	0
11 - 15 YEARS	4	8	0	0	0	0	0	0	0	1	0	0	4	9	0	0
16 - 20 YEARS	12	14	1	1	0	0	0	0	0	0	0	0	13	15	0	0
21 - 25 YEARS	4	7	0	1	0	0	0	0	0	0	0	0	4	8	0	0
26 - 30 YEARS	5	9	2	0	0	0	0	0	0	0	0	0	7	9	0	1
31 - 35 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
36 - 40 YEARS	5	1	1	0	0	0	0	0	0	0	0	0	6	1	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>68</b>	<b>72</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>73</b>	<b>76</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	31	39	4	2	0	0	0	0	0	1	0	0	35	42	0	1
AVERAGE YEARS	12.1	12.6	22.4	20.5	0.0	0.0	0.0	1.0	0.0	15.0	0.0	0.0	12.8	12.7	0.0	29.0

**DEPARTMENT AVERAGE YEARS 12.7**

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	10	2	7	0	0	1	1	0	1	0	0	4	19	0	0
06 - 10 YEARS	1	1	2	11	0	0	0	2	0	0	0	0	3	14	0	0
11 - 15 YEARS	4	4	2	9	0	0	0	1	0	0	0	0	6	14	0	0
16 - 20 YEARS	1	0	1	6	0	0	0	0	0	0	0	0	2	6	0	0
21 - 25 YEARS	2	1	2	2	0	0	0	1	0	0	0	0	4	4	0	0
26 - 30 YEARS	1	3	0	3	0	0	1	1	0	0	0	0	2	7	0	0
31 - 35 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	2	0	0	0	1	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	1	0	2	3	0	0	0	0	0	0	0	0	3	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>11</b>	<b>20</b>	<b>11</b>	<b>44</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>72</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	9	9	7	26	0	0	1	4	0	0	0	0	17	39	0	0
AVERAGE YEARS	17.6	11.0	17.7	16.1	0.0	0.0	14.0	16.1	0.0	3.0	0.0	0.0	17.4	14.5	0.0	0.0

**DEPARTMENT AVERAGE YEARS 15.2**

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	22	75	6	13	0	1	0	2	0	1	0	0	28	92	0	0
06 - 10 YEARS	8	31	2	4	0	0	0	2	0	0	0	0	10	37	0	0
11 - 15 YEARS	4	45	1	8	0	1	0	1	0	0	0	0	5	55	0	0
16 - 20 YEARS	7	47	1	1	0	0	1	0	0	2	0	0	9	50	0	1
21 - 25 YEARS	2	18	0	8	0	1	0	1	0	1	0	0	2	29	0	0
26 - 30 YEARS	5	39	2	17	0	1	0	6	0	0	0	0	7	63	0	2
31 - 35 YEARS	2	7	0	0	0	1	1	1	0	0	0	0	3	9	0	0
36 - 40 YEARS	1	10	1	5	0	1	0	0	0	0	0	0	2	16	0	2
MORE THAN 40 YEARS	0	7	1	0	0	0	0	0	0	0	0	0	1	7	0	0
<b>DEPARTMENT TOTAL</b>	<b>51</b>	<b>279</b>	<b>14</b>	<b>56</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>13</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>67</b>	<b>358</b>	<b>0</b>	<b>5</b>
MORE THAN 10 YEARS:	21	173	6	39	0	5	2	9	0	3	0	0	29	229	0	5
AVERAGE YEARS	11.2	15.3	14.4	18.6	0.0	23.0	25.5	19.4	0.0	15.0	0.0	0.0	12.3	16.1	0.0	30.0

**DEPARTMENT AVERAGE YEARS 15.5**

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	1,785	959	295	296	45	13	64	29	16	11	4	0	2,209	1,308	1	0
06 - 10 YEARS	745	487	160	193	29	8	35	15	5	8	0	0	974	711	4	0
11 - 15 YEARS	963	456	138	180	25	9	21	18	7	2	0	0	1,154	665	1	1
16 - 20 YEARS	1,707	586	171	215	49	12	55	25	6	5	0	0	1,988	843	5	2
21 - 25 YEARS	942	277	76	85	21	7	17	14	4	1	0	0	1,060	384	8	9
26 - 30 YEARS	905	253	98	108	25	5	25	6	3	2	0	0	1,056	374	33	14
31 - 35 YEARS	51	33	13	20	2	0	1	1	0	0	0	0	67	54	8	3
36 - 40 YEARS	30	32	11	13	1	0	1	3	0	0	0	0	43	48	3	0
MORE THAN 40 YEARS	5	5	0	0	0	0	1	0	0	0	0	0	6	5	2	0
<b>DEPARTMENT TOTAL</b>	<b>7,133</b>	<b>3,088</b>	<b>962</b>	<b>1,110</b>	<b>197</b>	<b>54</b>	<b>220</b>	<b>111</b>	<b>41</b>	<b>29</b>	<b>4</b>	<b>0</b>	<b>8,557</b>	<b>4,392</b>	<b>65</b>	<b>29</b>
MORE THAN 10 YEARS:	4,603	1,642	507	621	123	33	121	67	20	10	0	0	5,374	2,373	60	29
AVERAGE YEARS	14.2	12.4	12.5	13.0	14.1	13.2	13.0	13.2	10.6	9.9	0.3	0.0	14.0	12.5	26.5	25.7

**DEPARTMENT AVERAGE YEARS 13.5**

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	56	116	4	24	0	0	3	4	2	1	0	0	65	145	0	0
06 - 10 YEARS	23	62	5	10	0	0	0	0	1	1	0	0	29	73	0	1
11 - 15 YEARS	27	57	3	2	0	0	1	0	0	1	0	0	31	60	0	0
16 - 20 YEARS	10	32	2	3	0	0	0	2	0	0	0	0	12	37	0	0
21 - 25 YEARS	2	11	0	0	0	0	0	0	0	0	0	0	2	11	0	0
26 - 30 YEARS	4	21	0	4	0	0	0	1	0	1	0	0	4	27	0	1
31 - 35 YEARS	0	4	0	0	0	0	0	1	0	0	0	0	0	5	0	0
36 - 40 YEARS	3	13	0	1	0	0	0	1	0	0	0	0	3	15	0	0
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>125</b>	<b>320</b>	<b>14</b>	<b>44</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>9</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>146</b>	<b>377</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	46	142	5	10	0	0	1	5	0	2	0	0	52	159	0	1
AVERAGE YEARS	9.0	11.6	8.3	8.1	0.0	0.0	5.8	16.7	4.0	12.3	0.0	0.0	8.7	11.3	0.0	16.0

**DEPARTMENT AVERAGE YEARS 10.6**

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	104	115	1	3	0	0	0	2	0	6	0	0	105	126	0	0
06 - 10 YEARS	33	63	2	1	0	0	0	2	0	1	0	0	35	67	0	0
11 - 15 YEARS	104	92	5	2	0	1	1	3	2	1	0	0	112	99	0	0
16 - 20 YEARS	68	61	0	2	0	0	1	1	1	4	0	0	70	68	0	0
21 - 25 YEARS	100	68	2	5	0	0	3	1	7	3	0	0	112	77	1	1
26 - 30 YEARS	81	59	2	10	0	1	2	3	2	1	0	0	87	74	2	2
31 - 35 YEARS	22	14	2	1	0	0	0	0	0	1	0	0	24	16	1	0
36 - 40 YEARS	32	15	1	0	1	0	0	0	0	1	0	0	34	16	3	2
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>545</b>	<b>489</b>	<b>15</b>	<b>24</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>12</b>	<b>12</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>580</b>	<b>545</b>	<b>7</b>	<b>5</b>
MORE THAN 10 YEARS:	408	311	12	20	1	2	7	8	12	11	0	0	440	352	7	5
AVERAGE YEARS	17.5	15.0	18.9	21.2	37.0	20.5	22.3	15.1	21.5	14.8	0.0	0.0	17.7	15.2	31.9	30.6

**DEPARTMENT AVERAGE YEARS 16.5**

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	17	30	0	2	0	0	0	0	0	0	0	0	17	32	0	0
06 - 10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
11 - 15 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	3	2	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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>21</b>	<b>36</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>38</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	4.3	5.5	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	5.3	0.0	0.0

**DEPARTMENT AVERAGE YEARS 5.0**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 26, 2015

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	28	33	2	6	0	1	3	0	2	1	0	0	35	41	1	1
06 - 10 YEARS	23	42	3	7	0	0	0	0	0	2	0	0	26	51	0	0
11 - 15 YEARS	16	30	2	4	0	0	1	0	1	0	0	0	20	34	0	0
16 - 20 YEARS	7	22	0	4	0	0	1	2	0	0	0	0	8	28	0	1
21 - 25 YEARS	11	13	0	1	0	0	0	0	0	0	0	0	11	14	0	1
26 - 30 YEARS	9	13	3	2	0	0	0	1	1	0	0	0	13	16	0	1
31 - 35 YEARS	3	3	0	0	0	0	1	0	0	0	0	0	4	3	0	0
36 - 40 YEARS	2	4	0	1	0	0	0	1	0	0	0	0	2	6	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>99</b>	<b>161</b>	<b>10</b>	<b>25</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>119</b>	<b>194</b>	<b>1</b>	<b>5</b>
MORE THAN 10 YEARS:	48	86	5	12	0	0	3	4	2	0	0	0	58	102	0	4
AVERAGE YEARS	12.4	13.1	14.0	12.8	0.0	4.0	11.0	24.8	10.5	6.0	0.0	0.0	12.4	13.1	1.0	22.4

**DEPARTMENT AVERAGE YEARS 12.9**

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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 26, 2015

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	177	275	17	51	3	2	9	7	4	6	0	0	210	341	1	1
06 - 10 YEARS	120	166	9	33	1	1	3	4	5	5	0	0	138	209	0	2
11 - 15 YEARS	83	145	9	37	0	2	3	5	1	0	0	0	96	189	0	1
16 - 20 YEARS	76	112	3	31	0	0	2	2	0	3	0	0	81	148	2	1
21 - 25 YEARS	53	77	5	11	0	2	0	2	0	3	0	0	58	95	1	5
26 - 30 YEARS	38	72	17	26	1	2	5	8	4	3	0	0	65	111	4	4
31 - 35 YEARS	15	26	5	14	0	1	0	0	0	1	0	0	20	42	1	4
36 - 40 YEARS	31	52	6	13	0	0	1	0	1	0	0	0	39	65	2	2
MORE THAN 40 YEARS	6	5	2	3	0	0	0	0	0	0	0	0	8	8	1	0
<b>DEPARTMENT TOTAL</b>	<b>599</b>	<b>930</b>	<b>73</b>	<b>219</b>	<b>5</b>	<b>10</b>	<b>23</b>	<b>28</b>	<b>15</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>715</b>	<b>1,208</b>	<b>12</b>	<b>20</b>
MORE THAN 10 YEARS:	302	489	47	135	1	7	11	17	6	10	0	0	367	658	11	17
AVERAGE YEARS	13.2	13.5	18.4	15.6	8.4	17.6	12.4	14.8	13.9	13.2	0.0	0.0	13.7	13.9	26.8	24.0

**DEPARTMENT AVERAGE YEARS 13.8**

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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 26, 2015

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>MDHHS - COMMUNITY HEALTH</b>																
00 - 05 YEARS	263	517	114	203	2	5	10	22	13	36	0	0	402	783	0	1
06 - 10 YEARS	103	235	38	62	2	4	4	12	6	9	0	0	153	322	0	0
11 - 15 YEARS	110	221	34	88	0	0	5	8	7	9	0	0	156	326	0	2
16 - 20 YEARS	102	152	20	44	1	3	4	4	6	8	0	0	133	211	2	0
21 - 25 YEARS	50	90	15	33	2	0	3	1	0	6	0	0	70	130	2	6
26 - 30 YEARS	41	93	24	35	0	2	2	8	2	9	0	0	69	147	3	5
31 - 35 YEARS	22	31	6	11	0	0	1	2	2	1	0	0	31	45	1	5
36 - 40 YEARS	31	57	12	12	1	1	1	2	3	1	0	0	48	73	2	6
MORE THAN 40 YEARS	5	13	1	0	0	0	0	0	0	0	0	0	6	13	1	0
<b>DEPARTMENT TOTAL</b>	<b>727</b>	<b>1,409</b>	<b>264</b>	<b>488</b>	<b>8</b>	<b>15</b>	<b>30</b>	<b>59</b>	<b>39</b>	<b>79</b>	<b>0</b>	<b>0</b>	<b>1,068</b>	<b>2,050</b>	<b>11</b>	<b>25</b>
MORE THAN 10 YEARS:	361	657	112	223	4	6	16	25	20	34	0	0	513	945	11	24
AVERAGE YEARS	12.5	12.0	11.6	11.3	14.5	13.3	12.6	12.3	13.0	10.7	0.0	0.0	12.3	11.8	29.2	27.7

**DEPARTMENT AVERAGE YEARS 12.0**

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

Pay End Date: September 26, 2015

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>MDHHS - HUMAN SERVICES</b>																
00 - 05 YEARS	577	2,087	191	948	9	24	28	104	4	13	0	1	809	3,177	0	4
06 - 10 YEARS	257	1,236	85	675	1	5	18	68	4	12	0	0	365	1,996	1	3
11 - 15 YEARS	159	697	43	361	1	5	14	38	2	6	0	0	219	1,107	3	6
16 - 20 YEARS	179	520	64	451	2	5	9	48	2	6	0	0	256	1,030	2	7
21 - 25 YEARS	92	282	34	157	1	8	8	30	2	7	0	0	137	484	9	12
26 - 30 YEARS	103	239	37	172	0	3	11	24	3	2	0	0	154	440	12	17
31 - 35 YEARS	26	122	10	99	0	3	3	3	0	2	0	0	39	229	4	5
36 - 40 YEARS	50	143	12	89	0	0	2	2	1	1	0	0	65	235	3	14
MORE THAN 40 YEARS	19	35	4	20	0	0	0	3	0	0	0	0	23	58	4	3
<b>DEPARTMENT TOTAL</b>	<b>1,462</b>	<b>5,361</b>	<b>480</b>	<b>2,972</b>	<b>14</b>	<b>53</b>	<b>93</b>	<b>320</b>	<b>18</b>	<b>49</b>	<b>0</b>	<b>1</b>	<b>2,067</b>	<b>8,756</b>	<b>38</b>	<b>71</b>
MORE THAN 10 YEARS:	628	2,038	204	1,349	4	24	47	148	10	24	0	0	893	3,583	37	64
AVERAGE YEARS	12.0	10.7	11.8	12.3	7.8	11.9	13.1	11.9	14.5	13.1	0.0	0.0	12.0	11.3	27.1	25.7

**DEPARTMENT AVERAGE YEARS 11.4**

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

Pay End Date: September 26, 2015

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	140	127	12	14	1	2	10	1	5	1	0	0	168	145	0	0
06 - 10 YEARS	58	40	3	7	1	0	1	1	0	3	0	0	63	51	0	0
11 - 15 YEARS	47	48	1	12	1	0	1	1	0	1	0	0	50	62	0	1
16 - 20 YEARS	28	36	5	11	0	0	5	0	0	0	0	0	38	47	1	0
21 - 25 YEARS	40	29	0	1	0	0	1	0	0	0	0	0	41	30	0	0
26 - 30 YEARS	18	25	3	7	1	0	1	0	0	1	0	0	23	33	1	1
31 - 35 YEARS	5	5	0	1	1	1	0	0	0	0	0	0	6	7	1	0
36 - 40 YEARS	3	3	1	1	0	0	0	0	0	0	0	0	4	4	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>339</b>	<b>314</b>	<b>25</b>	<b>54</b>	<b>5</b>	<b>3</b>	<b>19</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>393</b>	<b>380</b>	<b>3</b>	<b>2</b>
MORE THAN 10 YEARS:	141	147	10	33	3	1	8	1	0	2	0	0	162	184	3	2
AVERAGE YEARS	10.4	11.2	10.3	13.4	17.4	12.0	8.9	7.0	2.6	11.7	0.0	0.0	10.3	11.5	26.3	21.5

**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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	906	576	27	38	3	4	10	4	5	0	0	0	951	622	5	1
06 - 10 YEARS	156	69	3	3	0	0	2	0	0	0	0	0	161	72	0	0
11 - 15 YEARS	209	84	1	3	3	0	4	0	3	0	0	0	220	87	1	0
16 - 20 YEARS	190	72	2	2	2	1	2	1	3	2	0	0	199	78	1	1
21 - 25 YEARS	111	37	1	2	1	0	2	0	0	0	0	0	115	39	0	1
26 - 30 YEARS	104	49	5	2	3	2	1	6	0	0	0	0	113	59	5	2
31 - 35 YEARS	22	16	1	0	1	0	0	0	1	0	0	0	25	16	0	1
36 - 40 YEARS	19	9	0	0	1	1	0	0	0	1	0	0	20	11	0	2
MORE THAN 40 YEARS	9	2	0	0	0	0	0	0	0	0	0	0	9	2	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,726</b>	<b>914</b>	<b>40</b>	<b>50</b>	<b>14</b>	<b>8</b>	<b>21</b>	<b>11</b>	<b>12</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1,813</b>	<b>986</b>	<b>13</b>	<b>8</b>
MORE THAN 10 YEARS:	664	269	10	9	11	4	9	7	7	3	0	0	701	292	8	7
AVERAGE YEARS	8.8	7.0	6.8	4.4	18.6	14.4	9.3	16.8	11.0	23.7	0.0	0.0	8.9	7.1	16.2	25.4

**DEPARTMENT AVERAGE YEARS 8.2**

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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 26, 2015

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	116	416	17	126	0	5	3	24	4	6	0	0	140	577	0	0
06 - 10 YEARS	18	48	3	10	0	0	0	4	0	1	0	0	21	63	0	0
11 - 15 YEARS	32	140	6	22	0	1	2	7	0	2	0	0	40	172	0	0
16 - 20 YEARS	31	116	2	30	0	5	1	6	2	2	0	0	36	159	1	2
21 - 25 YEARS	6	65	2	19	0	2	0	8	1	1	0	0	9	95	0	9
26 - 30 YEARS	19	65	5	49	1	0	2	6	1	2	0	0	28	122	3	11
31 - 35 YEARS	4	30	3	11	0	0	0	3	0	0	0	0	7	44	0	1
36 - 40 YEARS	15	32	4	5	0	1	0	1	0	0	0	0	19	39	0	1
MORE THAN 40 YEARS	2	9	0	0	0	0	0	0	0	0	0	0	2	9	0	0
<b>DEPARTMENT TOTAL</b>	<b>243</b>	<b>921</b>	<b>42</b>	<b>272</b>	<b>1</b>	<b>14</b>	<b>8</b>	<b>59</b>	<b>8</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>302</b>	<b>1,280</b>	<b>4</b>	<b>24</b>
MORE THAN 10 YEARS:	109	457	22	136	1	9	5	31	4	7	0	0	141	640	4	24
AVERAGE YEARS	11.5	11.8	14.3	12.8	30.0	13.0	13.5	12.9	11.1	11.9	0.0	0.0	12.0	12.0	25.3	26.1

**DEPARTMENT AVERAGE YEARS 12.0**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 26, 2015

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	517	196	18	5	5	0	13	5	3	1	0	0	556	207	0	0
06 - 10 YEARS	108	79	4	7	0	1	6	1	2	1	0	0	120	89	0	0
11 - 15 YEARS	244	101	5	4	2	0	1	6	0	0	0	0	252	111	0	0
16 - 20 YEARS	460	102	23	8	7	1	13	1	5	0	0	0	508	112	0	0
21 - 25 YEARS	212	70	18	2	9	0	6	0	1	2	0	0	246	74	2	0
26 - 30 YEARS	232	74	40	5	7	0	15	2	1	0	0	0	295	81	3	3
31 - 35 YEARS	22	10	2	3	0	0	2	2	0	0	0	0	26	15	1	2
36 - 40 YEARS	6	11	1	2	0	0	0	0	0	0	0	0	7	13	0	0
MORE THAN 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,802</b>	<b>646</b>	<b>111</b>	<b>36</b>	<b>30</b>	<b>2</b>	<b>56</b>	<b>17</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2,011</b>	<b>705</b>	<b>6</b>	<b>5</b>
MORE THAN 10 YEARS:	1,177	371	89	24	25	1	37	11	7	2	0	0	1,335	409	6	5
AVERAGE YEARS	14.2	13.4	19.4	17.0	18.7	12.0	16.8	13.3	13.3	13.8	0.0	0.0	14.6	13.6	26.7	29.2

**DEPARTMENT AVERAGE YEARS 14.3**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 26, 2015

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>TALENT AND ECONOMIC DEVELOPMENT</b>																
00 - 05 YEARS	83	114	13	38	1	0	4	7	1	0	0	0	102	159	1	0
06 - 10 YEARS	63	113	18	72	0	1	4	8	0	2	0	0	85	196	1	3
11 - 15 YEARS	59	124	31	143	0	1	6	8	3	6	0	0	99	282	1	2
16 - 20 YEARS	26	50	7	27	0	0	1	2	0	2	0	0	34	81	1	0
21 - 25 YEARS	33	31	7	19	0	0	0	6	1	1	0	0	41	57	0	4
26 - 30 YEARS	11	35	6	39	0	0	3	5	1	1	0	0	21	80	4	6
31 - 35 YEARS	7	10	3	13	0	0	1	0	0	1	0	0	11	24	1	1
36 - 40 YEARS	10	24	2	15	1	0	0	4	0	0	0	0	13	43	3	4
MORE THAN 40 YEARS	3	7	1	6	0	0	0	0	0	0	0	0	4	13	1	1
<b>DEPARTMENT TOTAL</b>	<b>295</b>	<b>508</b>	<b>88</b>	<b>372</b>	<b>2</b>	<b>2</b>	<b>19</b>	<b>40</b>	<b>6</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>410</b>	<b>935</b>	<b>13</b>	<b>21</b>
MORE THAN 10 YEARS:	149	281	57	262	1	1	11	25	5	11	0	0	223	580	11	18
AVERAGE YEARS	12.5	13.5	14.1	15.3	21.5	11.5	13.7	16.1	15.5	15.7	0.0	0.0	13.0	14.4	26.0	25.6

**DEPARTMENT AVERAGE YEARS 13.9**

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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 26, 2015

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	623	284	41	44	3	2	17	11	52	60	0	0	736	401	0	0
06 - 10 YEARS	222	105	15	11	0	0	3	2	23	24	0	0	263	142	0	0
11 - 15 YEARS	171	96	5	7	0	0	4	1	26	13	0	0	206	117	0	1
16 - 20 YEARS	266	128	13	18	1	0	5	2	10	1	0	0	295	149	2	0
21 - 25 YEARS	81	46	5	6	0	1	4	3	5	4	0	0	95	60	2	4
26 - 30 YEARS	98	83	20	23	1	1	6	5	10	3	0	0	135	115	3	4
31 - 35 YEARS	20	24	9	5	0	0	0	2	1	2	0	0	30	33	2	2
36 - 40 YEARS	46	49	4	2	0	0	2	1	0	0	0	0	52	52	4	0
MORE THAN 40 YEARS	11	9	1	1	0	0	0	3	0	0	0	0	12	13	0	2
<b>DEPARTMENT TOTAL</b>	<b>1,538</b>	<b>824</b>	<b>113</b>	<b>117</b>	<b>5</b>	<b>4</b>	<b>41</b>	<b>30</b>	<b>127</b>	<b>107</b>	<b>0</b>	<b>0</b>	<b>1,824</b>	<b>1,082</b>	<b>13</b>	<b>13</b>
MORE THAN 10 YEARS:	693	435	57	62	2	2	21	17	52	23	0	0	825	539	13	13
AVERAGE YEARS	11.3	13.7	14.4	14.1	9.2	13.3	12.7	17.4	9.4	6.9	0.0	0.0	11.4	13.2	28.2	27.3

**DEPARTMENT AVERAGE YEARS 12.1**

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

Pay End Date: September 26, 2015

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	389	198	23	17	11	7	10	6	4	2	0	0	437	230	0	0
06 - 10 YEARS	245	99	9	10	5	0	6	3	5	2	0	0	270	114	0	1
11 - 15 YEARS	374	125	15	12	4	0	3	2	8	6	0	0	404	145	1	1
16 - 20 YEARS	245	88	16	7	6	3	3	1	4	6	0	0	274	105	0	0
21 - 25 YEARS	149	61	12	10	2	1	5	0	3	1	0	0	171	73	5	3
26 - 30 YEARS	205	75	16	14	5	2	11	2	4	1	0	0	241	94	11	6
31 - 35 YEARS	38	23	4	5	1	0	1	1	1	0	0	0	45	29	2	3
36 - 40 YEARS	34	25	7	7	0	0	3	1	1	0	0	0	45	33	3	5
MORE THAN 40 YEARS	17	5	2	0	0	0	2	0	4	0	0	0	25	5	3	1
<b>DEPARTMENT TOTAL</b>	<b>1,696</b>	<b>699</b>	<b>104</b>	<b>82</b>	<b>34</b>	<b>13</b>	<b>44</b>	<b>16</b>	<b>34</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>1,912</b>	<b>828</b>	<b>25</b>	<b>20</b>
MORE THAN 10 YEARS:	1,062	402	72	55	18	6	28	7	25	14	0	0	1,205	484	25	19
AVERAGE YEARS	14.2	13.9	17.2	17.4	13.0	9.7	18.6	12.7	18.9	14.4	0.0	0.0	14.6	14.1	30.0	29.5

**DEPARTMENT AVERAGE YEARS 14.4**

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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 26, 2015

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	198	267	21	69	1	1	6	13	5	6	0	0	231	356	0	0
06 - 10 YEARS	71	159	19	24	0	3	0	4	1	4	0	0	91	194	0	0
11 - 15 YEARS	82	142	10	37	1	0	1	3	7	6	0	0	101	188	1	0
16 - 20 YEARS	47	85	4	12	0	1	2	3	2	1	0	0	55	102	0	0
21 - 25 YEARS	32	40	3	11	0	2	0	3	1	0	0	0	36	56	3	4
26 - 30 YEARS	26	50	14	29	0	0	2	11	3	0	0	0	45	90	3	2
31 - 35 YEARS	5	29	2	6	0	0	2	1	0	0	0	0	9	36	1	0
36 - 40 YEARS	9	37	4	8	0	0	2	3	0	0	0	0	15	48	4	1
MORE THAN 40 YEARS	8	3	1	1	0	0	1	0	0	1	0	0	10	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>478</b>	<b>812</b>	<b>78</b>	<b>197</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>41</b>	<b>19</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>593</b>	<b>1,075</b>	<b>12</b>	<b>7</b>
MORE THAN 10 YEARS:	209	386	38	104	1	3	10	24	13	8	0	0	271	525	12	7
AVERAGE YEARS	10.9	12.4	14.2	13.4	7.5	13.0	19.1	16.0	13.0	10.4	0.0	0.0	11.6	12.7	29.3	26.9

**DEPARTMENT AVERAGE YEARS 12.3**

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

Pay End Date: September 26, 2015

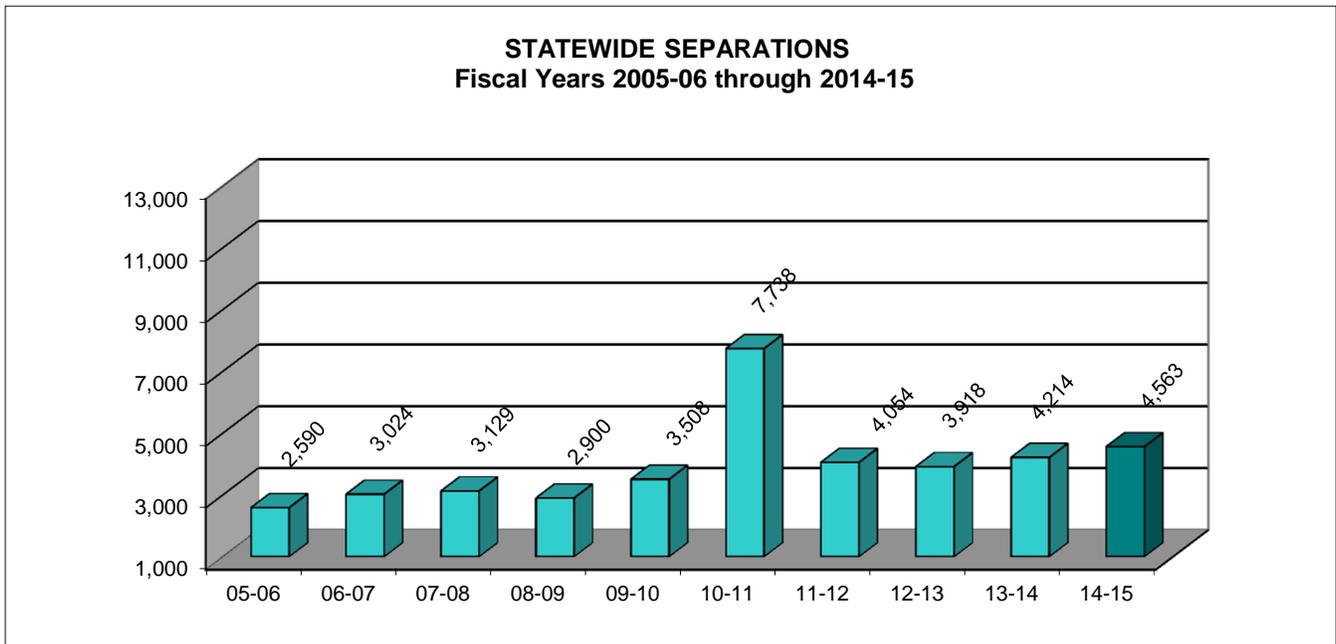
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	6,158	6,563	809	1,917	84	68	191	252	123	154	4	1	7,369	8,955	9	8
06- 10 YEARS	2,310	3,099	381	1,144	39	24	83	129	52	75	0	0	2,865	4,471	7	10
11- 15 YEARS	2,755	2,701	320	938	38	20	68	104	67	55	0	0	3,248	3,818	8	15
16- 20 YEARS	3,514	2,270	336	878	68	32	106	103	41	45	0	0	4,065	3,328	17	16
21- 25 YEARS	1,958	1,245	184	374	36	24	50	71	26	30	0	0	2,254	1,744	34	59
26- 30 YEARS	1,949	1,293	294	553	44	19	87	96	35	27	0	0	2,409	1,988	88	86
31- 35 YEARS	273	399	61	193	5	6	13	18	6	8	0	0	358	624	23	28
36- 40 YEARS	338	525	69	176	5	4	14	20	6	4	0	0	432	729	27	41
MORE THAN 40 YEARS	93	113	15	34	0	0	4	6	4	1	0	0	116	154	13	7
<b>STATEWIDE TOTAL</b>	<b>19,348</b>	<b>18,208</b>	<b>2,469</b>	<b>6,207</b>	<b>319</b>	<b>197</b>	<b>616</b>	<b>799</b>	<b>360</b>	<b>399</b>	<b>4</b>	<b>1</b>	<b>23,116</b>	<b>25,811</b>	<b>226</b>	<b>270</b>
MORE THAN 10 YEARS	10,880	8,546	1,279	3,146	196	105	342	418	185	170	0	0	12,882	12,385	210	252
AVERAGE YEARS	13.0	11.9	13.2	12.9	14.3	13.1	13.8	13.3	12.1	10.8	0.3	0.0	13.1	12.1	26.7	26.3
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>12.6</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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN  
STATEWIDE SEPARATIONS BY REASON  
Fiscal Year 2014-15**

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<i>INVOLUNTARY SEPARATIONS</i>		
Death	77	1.7%
Dismissal	336	7.4%
Expired Appointment	406	8.9%
<b>Total Involuntary Separations</b>	<b>819</b>	<b>17.9%</b>
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,543	33.8%
Layoff/Leave of Absence Rights Expired	184	4.0%
Waived Rights Leave of Absence	199	4.4%
Settlement	1	0.0%
<b>Total Voluntary Separations</b>	<b>1,927</b>	<b>42.2%</b>
<i>RETIREMENT</i>		
Retirement	1,714	37.6%
Incentive Retirement	0	
Disability Retirement	83	1.8%
Deferred Retirement	20	0.4%
<b>Total Retirements</b>	<b>1,817</b>	<b>39.8%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>0</b>	<b>0.0%</b>
<b>TOTAL SEPARATIONS</b>	<b>4,563</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 91.0% of all noncareer appointments at the end of FY 2014-15.

An increase in separations occurred in fiscal year 2011 due to early retirement incentive programs.

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

# STATE OF MICHIGAN

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From October 11, 2014, Through September 26, 2015

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	CAREER	CAREER	WAIVED RIGHTS	LEAVES								SEPARATIONS
HIRES	HIRES	RECALLS	LEAVES	APPOINTMENTS	LAYOFFS	LAYOFFS	LAYOFFS	LAYOFFS	SEPARATIONS	TOTAL		
AGRICULTURE AND RURAL DVLPMNT	22	14	0	0	36	43	0	0	0	0	43	-7
ATTORNEY GENERAL	18	0	0	0	18	34	0	0	0	0	34	-16
AUDITOR GENERAL	23	6	0	0	29	16	0	0	0	0	16	13
CIVIL RIGHTS	4	0	0	0	4	9	0	0	0	0	9	-5
CIVIL SERVICE COMMISSION	12	6	0	0	18	32	0	0	0	0	32	-14
CORRECTIONS	1,541	38	15	2	1,596	1,174	0	2	27	0	1,203	393
EDUCATION	31	4	2	0	37	34	1	0	0	0	35	2
ENVIRONMENTAL QUALITY	46	18	0	0	64	60	0	0	2	0	62	2
EXECUTIVE OFFICE	13	0	0	0	13	10	0	0	0	0	10	3
INSURANCE AND FINANCIAL SERV	16	2	0	0	18	16	0	0	0	0	16	2
LICENSING & REGULATORY AFFAIRS	95	47	5	0	147	224	0	5	6	0	235	-88
MDHHS-COMMUNITY HEALTH	337	17	9	1	364	350	0	0	34	0	384	-20
MDHHS-HUMAN SERVICES	689	17	57	0	763	872	20	109	32	0	1,033	-270
MILITARY & VETERAN AFFAIRS	62	25	18	0	105	125	24	1	0	0	150	-45
NATURAL RESOURCES	121	1,716	242	0	2,079	1,454	254	1	2	0	1,711	368
STATE	25	225	0	0	250	244	0	0	6	0	250	0
STATE POLICE	136	3	0	0	139	123	0	0	4	0	127	12
TALENT AND ECONOMIC DEVELOPMENT	29	12	5	0	46	83	2	0	3	0	88	-42
TECHNOLOGY, MANAGEMENT & BUDGET	209	83	4	1	297	200	0	0	3	0	203	94
TRANSPORTATION	178	375	19	0	572	523	17	0	1	0	541	31
TREASURY	106	45	1	1	153	98	0	0	3	0	101	52
<b>STATEWIDE TOTALS:</b>	<b>3,713</b>	<b>2,653</b>	<b>377</b>	<b>5</b>	<b>6,748</b>	<b>5,724</b>	<b>318</b>	<b>118</b>	<b>123</b>	<b>0</b>	<b>6,283</b>	<b>465</b>

Comments: This report reflects classified employees who are full time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires and returns. This report reflects waived rights, departure, and retirement for separations. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF35

**STATE OF MICHIGAN  
TURNOVER IN THE STATE CLASSIFIED SERVICE  
1943 to 2015**

Table 3-4

Year	Average Classified Employment	Total 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 IN THE STATE CLASSIFIED SERVICE**  
**1943 to 2015**

Table 3-4

Year	Average Classified Employment	Total 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%
2014-15	46,588	4,563	9.8%

<sup>1</sup> Turnover figures for 1977-78 are not available.

<sup>2</sup> Early retirement incentive programs were offered in FY 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02, 2002-03, and 2010-11, which increased turnover.

**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. Starting in FY 2011-12, turnovers 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. As of September 26, 2015 these positions represent 91.0% of all noncareer appointments. Separations do not include employees placed on layoff. Before FY2005-06, separations included 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 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 FY 1997-98, Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

**STATE OF MICHIGAN**  
**TURNOVER BY DEPARTMENT**  
 Fiscal Years 2010-11 Through 2014-15  
 Average

Table 3-5

Department	Classified Employment	Separations	Turnover Rate
<b>Agriculture &amp; Rural Development</b>			
2010-11	393	80	20.4%
2011-12	387	16	4.1%
2012-13	401	14	3.5%
2013-14	397	23	5.8%
2014-15	405	29	7.2%
<b>Attorney General</b>			
2010-11	434	94	21.7%
2011-12	462	27	5.8%
2012-13	479	33	6.9%
2013-14	490	28	5.7%
2014-15	482	43	8.9%
<b>Auditor General</b>			
2010-11	134	31	23.1%
2011-12	133	8	6.0%
2012-13	140	6	4.3%
2013-14	134	4	3.0%
2014-15	137	10	7.3%
<b>Civil Rights</b>			
2010-11	90	20	22.2%
2011-12	94	7	7.4%
2012-13	92	9	9.8%
2013-14	91	8	8.8%
2014-15	94	9	9.6%
<b>Civil Service Commission</b>			
2010-11	414	110	26.6%
2011-12	405	18	4.4%
2012-13	416	20	4.8%
2013-14	414	29	7.0%
2014-15	414	30	7.3%
<b>Corrections</b>			
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%
2014-15	12,555	1,405	11.2%

**STATE OF MICHIGAN**  
**TURNOVER BY DEPARTMENT**  
 Fiscal Years 2010-11 Through 2014-15  
 Average

Table 3-5

Department	Classified Employment	Separations	Turnover Rate
<b>Education</b>			
2010-11	446	80	17.9%
2011-12	476	32	6.7%
2012-13	518	39	7.5%
2013-14	518	54	10.4%
2014-15	515	32	6.2%
<b>Environmental Quality <sup>2</sup></b>			
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%
2014-15	1,101	60	5.4%
<b>Executive Office</b>			
2010-11	38	20	52.6%
2011-12	51	10	19.6%
2012-13	54	3	5.6%
2013-14	58	5	8.6%
2014-15	60	11	18.4%
<b>Insurance and Financial Services <sup>3</sup></b>			
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	292	17	5.8%
2014-15	305	17	5.6%
<b>Licensing &amp; Regulatory Affairs <sup>1</sup></b>			
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%
2014-15	2,120	202	9.5%
<b>MDHHS-Community Health</b>			
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%
2014-15	3,092	397	12.8%
<b>MDHHS-Human Services</b>			
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%
2014-15	10,954	995	9.1%
<b>Military and Veterans Affairs</b>			
2010-11	891	155	17.4%
2011-12	886	105	11.9%
2012-13	801	118	14.7%
2013-14	772	135	17.5%
2014-15	757	143	18.9%

**STATE OF MICHIGAN**  
**TURNOVER BY DEPARTMENT**  
 Fiscal Years 2010-11 Through 2014-15  
 Average

Table 3-5

Department	Classified Employment	Separations	Turnover Rate
<b>Natural Resources <sup>2</sup></b>			
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%
2014-15	1,613	235	14.6%
<b>Natural Resources &amp; Environment <sup>2</sup></b>			
2010-11	1,198	368	30.7%
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
2014-15	--	--	--
<b>State</b>			
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%
2014-15	1,321	94	7.1%
<b>State Police</b>			
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	6.0%
2014-15	2,707	139	5.1%
<b>Strategic Fund <sup>4</sup></b>			
2010-11	135	26	19.3%
2011-12	636	47	7.4%
2012-13	651	76	11.7%
2013-14	631	52	8.2%
2014-15	--	--	--
<b>Talent and Economic Development <sup>4</sup></b>			
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
2014-15	1,006	91	9.0%

**STATE OF MICHIGAN**  
**TURNOVER BY DEPARTMENT**  
 Fiscal Years 2010-11 Through 2014-15  
 Average

Department	Classified Employment	Separations	Turnover Rate
<b>Technology, Management and Budget</b>			
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%
2014-15	2,789	208	7.5%
<b>Transportation</b>			
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%
2014-15	2,570	311	12.1%
<b>Treasury</b>			
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%
2014-15	1,592	103	6.5%
<b>Statewide Total</b>			
2010-11	47,821	7,738	16.2%
2011-12	47,844	3,979	8.3%
2012-13	47,739	3,894	8.2%
2013-14	47,003	4,187	8.9%
2014-15	46,588	4,564	9.8%

Footnotes: <sup>1</sup> 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.

<sup>2</sup> In FY 2010-11, the Departments of Natural Resources and Environmental Quality were recreated from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011.

<sup>3</sup> In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

<sup>4</sup> In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015. For fiscal-year-to-date average reports, the agencies in the Department of Talent and Economic Development, effective February 17, 2015 are included for the entire year.

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. Starting in FY 2011-12, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER A. As of September 26, 2015, these positions represent 91.0% of all noncareer appointments at the end of FY 2013-14. Separations do not include employees placed on layoff.

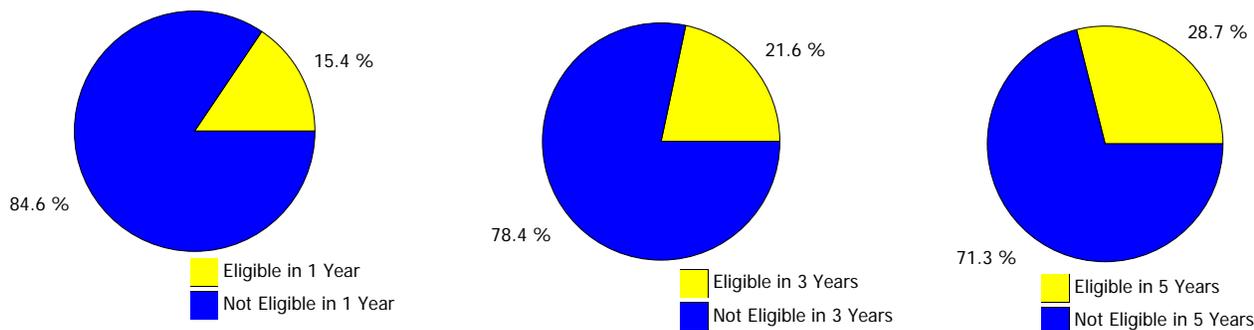
An increase in separations occurred in FY 2010-11 due to an early retirement incentive program.

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 26, 2015**

DEPARTMENT	Retirement Projections		
	1 Year (2016)	3 Year (2018)	5 Year (2020)
AGRICULTURE AND RURAL DVLPMNT	21.2 %	29.7 %	39.2 %
ATTORNEY GENERAL	17.3 %	21.6 %	26.6 %
AUDITOR GENERAL	7.4 %	13.4 %	19.5 %
CIVIL RIGHTS	17.6 %	22.5 %	30.4 %
CIVIL SERVICE COMMISSION	16.1 %	24.1 %	35.5 %
CORRECTIONS	13.7 %	20.8 %	28.8 %
EDUCATION	17.9 %	25.0 %	32.4 %
ENVIRONMENTAL QUALITY	25.0 %	33.0 %	41.0 %
INSURANCE AND FINANCIAL SERV	13.2 %	18.7 %	23.2 %
LICENSING & REGULATORY AFFAIRS	22.8 %	29.4 %	37.2 %
MDHHS - COMMUNITY HEALTH	18.6 %	24.4 %	31.4 %
MDHHS - HUMAN SERVICES	12.4 %	16.8 %	21.8 %
MILITARY & VETERAN AFFAIRS	14.2 %	21.3 %	28.8 %
NATURAL RESOURCES	13.4 %	20.3 %	26.7 %
STATE	20.5 %	27.3 %	34.2 %
STATE POLICE	12.2 %	19.2 %	31.7 %
TALENT AND ECONOMIC DEVELOPMENT	21.1 %	28.4 %	35.6 %
TECHNOLOGY, MANAGEMENT & BUDGET	16.9 %	23.2 %	29.8 %
TRANSPORTATION	17.9 %	25.0 %	31.5 %
TREASURY	17.1 %	22.9 %	29.6 %
STATEWIDE	15.4 %	21.6 %	28.7 %

**Employees Eligible to Retire in 1, 3, and 5 Years**  
**As of September 26, 2015**



**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 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

**Source:** Michigan Civil Service Commission MHR-0802

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian or Alaskan Native
4. Hispanic
5. Asian or Pacific Islander

**Disabled.** Employees have been permitted to identify themselves as "disabled." There is no uniform or objective definition of "disabled." Identification as "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or state and federal discrimination statutes.

**Gender.** Each race/ethnic group is further broken down by gender of male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (EEO-4 Report). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

**STATE OF MICHIGAN**  
**STATE EMPLOYEES BY EEO CATEGORY-STATEWIDE**  
 Pay End Date: September 26, 2015

EEO Category	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	780 46 %	670 39 %	83 5 %	101 6 %	9 1 %	5 0 %	17 1 %	17 1 %	19 1 %	13 1 %	0 0 %	0 0 %	908	806
02 Professional	6,428 33 %	8,410 43 %	813 4 %	2,760 14 %	42 0 %	68 0 %	175 1 %	300 2 %	249 1 %	298 2 %	1 0 %	1 0 %	7,708	11,837
03 Technician	1,265 53 %	771 32 %	91 4 %	162 7 %	9 0 %	4 0 %	37 2 %	18 1 %	25 1 %	21 1 %	0 0 %	0 0 %	1,427	976
04 Protective Service	7,082 70 %	1,143 11 %	831 8 %	502 5 %	198 2 %	28 0 %	244 2 %	49 0 %	38 0 %	7 0 %	3 0 %	0 0 %	8,396	1,729
05 Para-Professionals	994 14 %	3,380 48 %	411 6 %	1,810 26 %	17 0 %	45 1 %	78 1 %	237 3 %	12 0 %	28 0 %	0 0 %	0 0 %	1,512	5,500
06 Admin Support	307 7 %	3,068 69 %	64 1 %	762 17 %	1 0 %	36 1 %	14 0 %	158 4 %	6 0 %	29 1 %	0 0 %	0 0 %	392	4,053
07 Skilled Craft	1,381 88 %	56 4 %	69 4 %	8 1 %	28 2 %	0 0 %	25 2 %	3 0 %	6 0 %	0 0 %	0 0 %	0 0 %	1,509	67
08 Service/Maintenance	1,111 53 %	710 34 %	107 5 %	102 5 %	15 1 %	11 1 %	26 1 %	17 1 %	5 0 %	3 0 %	0 0 %	0 0 %	1,264	843
<b>Statewide Total by Category:</b>	<b>19,348 40 %</b>	<b>18,208 37 %</b>	<b>2,469 5 %</b>	<b>6,207 13 %</b>	<b>319 1 %</b>	<b>197 0 %</b>	<b>616 1 %</b>	<b>799 2 %</b>	<b>360 1 %</b>	<b>399 1 %</b>	<b>4 0 %</b>	<b>1 0 %</b>	<b>23,116</b>	<b>25,811</b>

State Employees Total: 48,927

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF60

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

**AGRICULTURE & RURAL DEVELOPMENT**

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	12	71 %	5	29 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	5										
02 Professional	141	49 %	120	41 %	6	2 %	10	3 %	1	0 %	1	0 %	2	1 %	3	1 %	2	1 %	4	1 %	0	0 %	0	0 %	152	138
03 Technician	25	66 %	11	29 %	0	0 %	1	3 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	26	12
05 Para-Professionals	5	19 %	15	58 %	1	4 %	3	12 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	20
06 Admin Support	0	0 %	25	81 %	0	0 %	1	3 %	0	0 %	1	3 %	0	0 %	4	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	31
07 Skilled Craft	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0
08 Service/Maintenance	11	92 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	1
<b>Department Totals by Category:</b>	<b>196</b>	<b>47 %</b>	<b>177</b>	<b>43 %</b>	<b>7</b>	<b>2 %</b>	<b>15</b>	<b>4 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>8</b>	<b>2 %</b>	<b>3</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>209</b>	<b>207</b>

**Department Total: 416**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

ATTORNEY GENERAL

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	53	65 %	25	30 %	2	2 %	2	2 %	0	0 %	0	0 %	0	0 %	55	27										
02 Professional	121	51 %	92	39 %	6	3 %	7	3 %	0	0 %	0	0 %	2	1 %	3	1 %	131	104								
04 Protective Service	17	55 %	6	19 %	4	13 %	3	10 %	0	0 %	0	0 %	1	3 %	0	0 %	22	9								
05 Para-Professionals	2	8 %	17	65 %	1	4 %	4	15 %	0	0 %	0	0 %	0	0 %	2	8 %	3	23								
06 Admin Support	1	1 %	87	84 %	0	0 %	10	10 %	0	0 %	0	0 %	0	0 %	5	5 %	1	103								
08 Service/Maintenance	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1								
<b>Department Totals by Category:</b>	<b>194</b>	<b>41 %</b>	<b>228</b>	<b>48 %</b>	<b>13</b>	<b>3 %</b>	<b>26</b>	<b>5 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>10</b>	<b>2 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>212</b>	<b>267</b>

**Department Total: 479**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

AUDITOR GENERAL

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01 Official/Administrator	7	58 %	5	42 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	5
02 Professional	58	46 %	61	48 %	5	4 %	1	1 %	0	0 %	1	1 %	0	0 %	63	64
03 Technician	0	0 %	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	2
05 Para-Professionals	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
06 Admin Support	0	0 %	3	75 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	4
07 Skilled Craft	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0
<b>Department Totals by Category:</b>	<b>68</b>	<b>46 %</b>	<b>72</b>	<b>48 %</b>	<b>5</b>	<b>3 %</b>	<b>2</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>73</b>	<b>76</b>

**Department Total: 149**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

**CIVIL RIGHTS**

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	2 18 %	4 36 %	0 0 %	2 18 %	0 0 %	0 0 %	0 0 %	3 27 %	0 0 %	0 0 %	0 0 %	0 0 %	2	9
02 Professional	9 14 %	14 22 %	10 15 %	26 40 %	0 0 %	0 0 %	2 3 %	3 5 %	0 0 %	1 2 %	0 0 %	0 0 %	21	44
05 Para-Professionals	0 0 %	0 0 %	1 10 %	9 90 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1	9
06 Admin Support	0 0 %	2 20 %	0 0 %	7 70 %	0 0 %	0 0 %	0 0 %	1 10 %	0 0 %	0 0 %	0 0 %	0 0 %	0	10
<b>Department Totals by Category:</b>	<b>11 11 %</b>	<b>20 21 %</b>	<b>11 11 %</b>	<b>44 46 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>2 2 %</b>	<b>7 7 %</b>	<b>0 0 %</b>	<b>1 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>24</b>	<b>72</b>

**Department Total: 96**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

**CIVIL SERVICE COMMISSION**

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total											
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female										
01 Official/Administrator	7	13 %	35	63 %	3	5 %	8	14 %	0	0 %	2	4 %	1	2 %	0	0 %	0	0 %	0	0 %	11	45		
02 Professional	25	13 %	126	63 %	9	5 %	29	15 %	0	0 %	3	2 %	1	1 %	6	3 %	0	0 %	1	1 %	0	0 %	35	165
03 Technician	4	31 %	8	62 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	8
05 Para-Professionals	9	14 %	47	71 %	1	2 %	6	9 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	2	3 %	0	0 %	10	56
06 Admin Support	6	7 %	63	70 %	0	0 %	13	14 %	0	0 %	1	1 %	0	0 %	6	7 %	0	0 %	1	1 %	0	0 %	6	84
<b>Department Totals by Category:</b>	<b>51</b>	<b>12 %</b>	<b>279</b>	<b>66 %</b>	<b>14</b>	<b>3 %</b>	<b>56</b>	<b>13 %</b>	<b>0</b>	<b>0 %</b>	<b>6</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>13</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>4</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>67</b>	<b>358</b>

**Department Total: 425**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

**CORRECTIONS**

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01 Official/Administrator	85	51 %	43	26 %	17	10 %	14	8 %	2	1 %	1	1 %	3	2 %	0	0 %	108	59
02 Professional	1,163	37 %	1,185	38 %	217	7 %	420	14 %	18	1 %	13	0 %	22	1 %	43	1 %	1,433	1,677
03 Technician	66	25 %	159	60 %	3	1 %	26	10 %	0	0 %	2	1 %	4	2 %	1	0 %	74	190
04 Protective Service	5,055	68 %	838	11 %	659	9 %	451	6 %	159	2 %	21	0 %	177	2 %	44	1 %	6,076	1,359
05 Para-Professionals	106	21 %	306	60 %	22	4 %	60	12 %	3	1 %	6	1 %	2	0 %	8	2 %	134	380
06 Admin Support	31	4 %	508	73 %	2	0 %	128	18 %	0	0 %	11	2 %	2	0 %	12	2 %	35	664
07 Skilled Craft	392	91 %	12	3 %	13	3 %	0	0 %	8	2 %	0	0 %	3	1 %	1	0 %	418	13
08 Service/Maintenance	235	71 %	37	11 %	29	9 %	11	3 %	7	2 %	0	0 %	7	2 %	2	1 %	279	50
<b>Department Totals by Category:</b>	<b>7,133</b>	<b>55 %</b>	<b>3,088</b>	<b>24 %</b>	<b>962</b>	<b>7 %</b>	<b>1,110</b>	<b>9 %</b>	<b>197</b>	<b>2 %</b>	<b>54</b>	<b>0 %</b>	<b>220</b>	<b>2 %</b>	<b>111</b>	<b>1 %</b>	<b>8,557</b>	<b>4,392</b>

**Department Total: 12,949**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

EDUCATION

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	13 38 %	19 56 %	1 3 %	1 3 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	14	20
02 Professional	100 27 %	216 58 %	8 2 %	32 9 %	0 0 %	0 0 %	4 1 %	6 2 %	3 1 %	3 1 %	0 0 %	0 0 %	115	257
03 Technician	0 0 %	9 90 %	0 0 %	1 10 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	10
05 Para-Professionals	10 22 %	27 59 %	3 7 %	5 11 %	0 0 %	0 0 %	0 0 %	1 2 %	0 0 %	0 0 %	0 0 %	0 0 %	13	33
06 Admin Support	1 2 %	48 83 %	1 2 %	5 9 %	0 0 %	0 0 %	0 0 %	2 3 %	0 0 %	1 2 %	0 0 %	0 0 %	2	56
08 Service/Maintenance	1 33 %	1 33 %	1 33 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2	1
<b>Department Totals by Category:</b>	<b>125 24 %</b>	<b>320 61 %</b>	<b>14 3 %</b>	<b>44 8 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>4 1 %</b>	<b>9 2 %</b>	<b>3 1 %</b>	<b>4 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>146</b>	<b>377</b>

**Department Total: 523**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

ENVIRONMENTAL QUALITY

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	30	59 %	18	35 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	31	20								
02 Professional	466	54 %	336	39 %	9	1 %	11	1 %	1	0 %	2	0 %	6	1 %	7	1 %	12	13	2 %	0	0 %	0	0 %	494	369	
03 Technician	38	55 %	24	35 %	5	7 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	43	26
04 Protective Service	5	83 %	1	17 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	1
05 Para-Professionals	2	11 %	15	79 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	2	17
06 Admin Support	3	3 %	95	82 %	0	0 %	10	9 %	0	0 %	0	0 %	1	1 %	4	3 %	0	0 %	3	3 %	0	0 %	0	0 %	4	112
07 Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
<b>Department Totals by Category:</b>	<b>545</b>	<b>48 %</b>	<b>489</b>	<b>43 %</b>	<b>15</b>	<b>1 %</b>	<b>24</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>7</b>	<b>1 %</b>	<b>12</b>	<b>1 %</b>	<b>12</b>	<b>1 %</b>	<b>18</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>580</b>	<b>545</b>

**Department Total: 1,125**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

**EXECUTIVE OFFICE**

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01 Official/Administrator	12	57 %	8	38 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	12	9
02 Professional	5	23 %	17	77 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	17
05 Para-Professionals	4	29 %	10	71 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	10
06 Admin Support	0	0 %	1	50 %	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0	2
<b>Department Totals by Category:</b>	<b>21</b>	<b>36 %</b>	<b>36</b>	<b>61 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>21</b>	<b>38</b>

**Department Total: 59**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

**INSURANCE AND FINANCIAL SERV**

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	6	27 %	14	64 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	7	15										
02 Professional	87	37 %	114	48 %	6	3 %	18	8 %	0	0 %	1	0 %	6	3 %	1	0 %	3	1 %	2	1 %	0	0 %	0	0 %	102	136
03 Technician	3	30 %	7	70 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	7
05 Para-Professionals	1	9 %	7	64 %	1	9 %	1	9 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	2	9
06 Admin Support	2	6 %	19	59 %	2	6 %	5	16 %	0	0 %	0	0 %	0	0 %	2	6 %	1	3 %	1	3 %	0	0 %	0	0 %	5	27
<b>Department Totals by Category:</b>	<b>99</b>	<b>32 %</b>	<b>161</b>	<b>51 %</b>	<b>10</b>	<b>3 %</b>	<b>25</b>	<b>8 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>6</b>	<b>2 %</b>	<b>4</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>119</b>	<b>194</b>

**Department Total: 313**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

LICENSING & REGULATORY AFFAIRS

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	46	38 %	52	43 %	7	6 %	10	8 %	1	1 %	1	1 %	1	1 %	2	2 %	1	1 %	0	0 %	0	0 %	57	65		
02 Professional	346	37 %	386	42 %	45	5 %	93	10 %	2	0 %	6	1 %	15	2 %	8	1 %	11	1 %	13	1 %	0	0 %	0	0 %	419	506
03 Technician	141	65 %	42	19 %	12	6 %	12	6 %	1	0 %	0	0 %	4	2 %	3	1 %	2	1 %	0	0 %	0	0 %	0	0 %	160	57
05 Para-Professionals	15	12 %	93	72 %	2	2 %	14	11 %	1	1 %	0	0 %	1	1 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	19	110
06 Admin Support	18	5 %	264	77 %	5	1 %	46	13 %	0	0 %	1	0 %	0	0 %	8	2 %	0	0 %	3	1 %	0	0 %	0	0 %	23	322
07 Skilled Craft	4	57 %	0	0 %	0	0 %	2	29 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	2
08 Service/Maintenance	5	45 %	4	36 %	1	9 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	4
<b>Department Totals by Category:</b>	<b>575</b>	<b>33 %</b>	<b>841</b>	<b>48 %</b>	<b>72</b>	<b>4 %</b>	<b>177</b>	<b>10 %</b>	<b>5</b>	<b>0 %</b>	<b>8</b>	<b>0 %</b>	<b>23</b>	<b>1 %</b>	<b>23</b>	<b>1 %</b>	<b>15</b>	<b>1 %</b>	<b>17</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>690</b>	<b>1,066</b>

**Department Total: 1,756**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

MDHHS - COMMUNITY HEALTH

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	56	29 %	111	57 %	5	3 %	10	5 %	1	1 %	1	1 %	1	1 %	2	1 %	5	3 %	3	2 %	0	0 %	0	0 %	68	127
02 Professional	278	21 %	685	52 %	41	3 %	178	14 %	3	0 %	5	0 %	8	1 %	18	1 %	29	2 %	62	5 %	0	0 %	0	0 %	359	948
03 Technician	27	20 %	56	41 %	7	5 %	39	29 %	0	0 %	0	0 %	0	0 %	2	1 %	0	0 %	4	3 %	0	0 %	0	0 %	34	101
04 Protective Service	110	43 %	32	12 %	67	26 %	32	12 %	3	1 %	0	0 %	8	3 %	3	1 %	2	1 %	0	0 %	0	0 %	0	0 %	190	67
05 Para-Professionals	149	19 %	300	39 %	107	14 %	169	22 %	1	0 %	6	1 %	9	1 %	18	2 %	3	0 %	8	1 %	0	0 %	0	0 %	269	501
06 Admin Support	15	6 %	177	72 %	2	1 %	36	15 %	0	0 %	3	1 %	1	0 %	13	5 %	0	0 %	0	0 %	0	0 %	0	0 %	18	229
07 Skilled Craft	45	82 %	0	0 %	9	16 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	55	0
08 Service/Maintenance	47	31 %	48	32 %	26	17 %	24	16 %	0	0 %	0	0 %	2	1 %	3	2 %	0	0 %	2	1 %	0	0 %	0	0 %	75	77
<b>Department Totals by Category:</b>	<b>727</b>	<b>23 %</b>	<b>1,409</b>	<b>45 %</b>	<b>264</b>	<b>8 %</b>	<b>488</b>	<b>16 %</b>	<b>8</b>	<b>0 %</b>	<b>15</b>	<b>0 %</b>	<b>30</b>	<b>1 %</b>	<b>59</b>	<b>2 %</b>	<b>39</b>	<b>1 %</b>	<b>79</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1,068</b>	<b>2,050</b>

**Department Total: 3,118**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

## MDHHS - HUMAN SERVICES

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	45	26 %	90	51 %	13	7 %	23	13 %	0	0 %	0	0 %	1	1 %	3	2 %	1	1 %	0	0 %	0	0 %	0	0 %	60	116
02	Professional	978	16 %	3,147	51 %	242	4 %	1,588	26 %	5	0 %	29	0 %	45	1 %	136	2 %	13	0 %	41	1 %	0	0 %	1	0 %	1,283	4,942
03	Technician	18	43 %	17	40 %	1	2 %	4	10 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	20	22
04	Protective Service	3	43 %	0	0 %	3	43 %	0	0 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	0
05	Para-Professionals	344	11 %	1,426	44 %	183	6 %	1,078	33 %	8	0 %	18	1 %	40	1 %	130	4 %	4	0 %	6	0 %	0	0 %	0	0 %	579	2,658
06	Admin Support	68	5 %	764	61 %	33	3 %	321	25 %	0	0 %	7	1 %	4	0 %	56	4 %	0	0 %	6	0 %	0	0 %	0	0 %	105	1,154
07	Skilled Craft	12	86 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	0
08	Service/Maintenance	18	60 %	6	20 %	5	17 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	24	6
<b>Department Totals by Category:</b>		<b>1,486</b>	<b>14 %</b>	<b>5,450</b>	<b>50 %</b>	<b>481</b>	<b>4 %</b>	<b>3,014</b>	<b>27 %</b>	<b>14</b>	<b>0 %</b>	<b>55</b>	<b>1 %</b>	<b>93</b>	<b>1 %</b>	<b>325</b>	<b>3 %</b>	<b>18</b>	<b>0 %</b>	<b>53</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2,092</b>	<b>8,898</b>

Department Total: 10,990

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

**MILITARY & VETERAN AFFAIRS**

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	Official/Administrator	7	30 %	11	48 %	2	9 %	0	0 %	1	4 %	1	4 %	0	0 %	11	12		
02	Professional	56	33 %	89	53 %	4	2 %	12	7 %	0	0 %	1	1 %	2	1 %	3	2 %	63	106
03	Technician	34	24 %	81	57 %	5	3 %	15	10 %	1	1 %	0	0 %	3	2 %	1	1 %	45	98
04	Protective Service	30	94 %	0	0 %	0	0 %	0	0 %	2	6 %	0	0 %	0	0 %	0	0 %	32	0
05	Para-Professionals	44	34 %	67	52 %	5	4 %	6	5 %	1	1 %	1	1 %	5	4 %	0	0 %	55	75
06	Admin Support	1	2 %	26	63 %	0	0 %	12	29 %	0	0 %	0	0 %	0	0 %	1	2 %	1	40
07	Skilled Craft	111	92 %	1	1 %	2	2 %	0	0 %	2	2 %	0	0 %	5	4 %	0	0 %	120	1
08	Service/Maintenance	56	49 %	39	34 %	7	6 %	9	8 %	1	1 %	0	0 %	2	2 %	0	0 %	66	48
<b>Department Totals by Category:</b>		<b>339</b>	<b>44 %</b>	<b>314</b>	<b>41 %</b>	<b>25</b>	<b>3 %</b>	<b>54</b>	<b>7 %</b>	<b>5</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>19</b>	<b>2 %</b>	<b>3</b>	<b>0 %</b>	<b>393</b>	<b>380</b>

**Department Total: 773**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

## NATURAL RESOURCES

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total									
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female								
01	Official/Administrator	42	66 %	21	33 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	43	21						
02	Professional	312	61 %	168	33 %	5	1 %	7	1 %	4	1 %	2	0 %	2	0 %	5	1 %						
03	Technician	190	76 %	52	21 %	4	2 %	2	1 %	1	0 %	0	0 %	2	1 %	0	0 %						
04	Protective Service	498	81 %	89	14 %	8	1 %	2	0 %	5	1 %	0	0 %	10	2 %	0	0 %						
05	Para-Professionals	12	26 %	34	72 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %						
06	Admin Support	9	6 %	114	82 %	0	0 %	10	7 %	0	0 %	3	2 %	0	0 %	1	1 %						
07	Skilled Craft	119	84 %	18	13 %	0	0 %	0	0 %	2	1 %	0	0 %	0	0 %	2	1 %						
08	Service/Maintenance	544	53 %	418	41 %	23	2 %	28	3 %	2	0 %	4	0 %	6	1 %	3	0 %						
<b>Department Totals by Category:</b>		<b>1,726</b>	<b>62 %</b>	<b>914</b>	<b>33 %</b>	<b>40</b>	<b>1 %</b>	<b>50</b>	<b>2 %</b>	<b>14</b>	<b>1 %</b>	<b>8</b>	<b>0 %</b>	<b>21</b>	<b>1 %</b>	<b>11</b>	<b>0 %</b>	<b>12</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>1,813</b>	<b>986</b>

**Department Total: 2,799**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

STATE

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	20 43 %	15 33 %	4 9 %	1 2 %	1 2 %	0 0 %	0 0 %	3 7 %	1 2 %	1 2 %	0 0 %	0 0 %	26	20
02 Professional	73 35 %	90 43 %	10 5 %	24 11 %	0 0 %	1 0 %	2 1 %	4 2 %	2 1 %	3 1 %	0 0 %	0 0 %	87	122
03 Technician	20 17 %	63 54 %	4 3 %	23 20 %	0 0 %	1 1 %	0 0 %	2 2 %	2 2 %	1 1 %	0 0 %	0 0 %	26	90
05 Para-Professionals	62 7 %	522 63 %	17 2 %	175 21 %	0 0 %	7 1 %	6 1 %	34 4 %	1 0 %	6 1 %	0 0 %	0 0 %	86	744
06 Admin Support	38 17 %	140 64 %	4 2 %	22 10 %	0 0 %	3 1 %	0 0 %	8 4 %	1 0 %	2 1 %	0 0 %	0 0 %	43	175
07 Skilled Craft	10 77 %	3 23 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	10	3
08 Service/Maintenance	20 13 %	88 59 %	3 2 %	27 18 %	0 0 %	2 1 %	0 0 %	8 5 %	1 1 %	1 1 %	0 0 %	0 0 %	24	126
<b>Department Totals by Category:</b>	<b>243 15 %</b>	<b>921 58 %</b>	<b>42 3 %</b>	<b>272 17 %</b>	<b>1 0 %</b>	<b>14 1 %</b>	<b>8 1 %</b>	<b>59 4 %</b>	<b>8 1 %</b>	<b>14 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>302</b>	<b>1,280</b>

**Department Total: 1,582**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

STATE POLICE

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	40	74 %	13	24 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	41	13										
02 Professional	234	46 %	235	46 %	15	3 %	7	1 %	2	0 %	0	0 %	6	1 %	9	2 %	3	1 %	2	0 %	0	0 %	0	0 %	260	253
03 Technician	114	72 %	31	20 %	6	4 %	1	1 %	0	0 %	0	0 %	4	3 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	124	34
04 Protective Service	1,347	80 %	151	9 %	88	5 %	12	1 %	28	2 %	0	0 %	46	3 %	2	0 %	8	0 %	2	0 %	0	0 %	0	0 %	1,517	167
05 Para-Professionals	13	18 %	52	73 %	1	1 %	5	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	57
06 Admin Support	40	19 %	160	74 %	0	0 %	11	5 %	0	0 %	2	1 %	0	0 %	3	1 %	0	0 %	0	0 %	0	0 %	0	0 %	40	176
07 Skilled Craft	11	92 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	12	0
08 Service/Maintenance	3	38 %	4	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	0	0 %	0	0 %	3	5
<b>Department Totals by Category:</b>	<b>1,802</b>	<b>66 %</b>	<b>646</b>	<b>24 %</b>	<b>111</b>	<b>4 %</b>	<b>36</b>	<b>1 %</b>	<b>30</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>56</b>	<b>2 %</b>	<b>17</b>	<b>1 %</b>	<b>12</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>2,011</b>	<b>705</b>

**Department Total: 2,716**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

**TALENT & ECONOMIC DEVELOPMENT**

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	32 35 %	31 34 %	10 11 %	13 14 %	0 0 %	0 0 %	2 2 %	2 2 %	1 1 %	1 1 %	0 0 %	0 0 %	45	47
02 Professional	153 29 %	218 41 %	26 5 %	110 21 %	0 0 %	0 0 %	6 1 %	10 2 %	2 0 %	9 2 %	0 0 %	0 0 %	187	347
03 Technician	11 34 %	14 44 %	0 0 %	6 19 %	0 0 %	0 0 %	0 0 %	1 3 %	0 0 %	0 0 %	0 0 %	0 0 %	11	21
05 Para-Professionals	84 14 %	194 33 %	45 8 %	221 38 %	2 0 %	2 0 %	10 2 %	23 4 %	3 1 %	3 1 %	0 0 %	0 0 %	144	443
06 Admin Support	6 7 %	51 62 %	0 0 %	21 26 %	0 0 %	0 0 %	0 0 %	4 5 %	0 0 %	0 0 %	0 0 %	0 0 %	6	76
07 Skilled Craft	7 64 %	0 0 %	4 36 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	11	0
08 Service/Maintenance	2 29 %	0 0 %	3 43 %	1 14 %	0 0 %	0 0 %	1 14 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	6	1
<b>Department Totals by Category:</b>	<b>295 22 %</b>	<b>508 38 %</b>	<b>88 7 %</b>	<b>372 28 %</b>	<b>2 0 %</b>	<b>2 0 %</b>	<b>19 1 %</b>	<b>40 3 %</b>	<b>6 0 %</b>	<b>13 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>410</b>	<b>935</b>

**Department Total: 1,345**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 26, 2015**

## TECHNOLOGY, MANAGEMENT &amp; BUDGET

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	131	56 %	79	34 %	6	3 %	4	2 %	1	0 %	0	0 %	2	1 %	0	0 %	7	3 %	2	1 %	0	0 %	0	0 %	147	85
02 Professional	912	51 %	492	28 %	68	4 %	64	4 %	1	0 %	3	0 %	22	1 %	15	1 %	112	6 %	96	5 %	0	0 %	0	0 %	1,115	670
03 Technician	192	60 %	77	24 %	15	5 %	15	5 %	2	1 %	0	0 %	3	1 %	2	1 %	7	2 %	9	3 %	0	0 %	0	0 %	219	103
05 Para-Professionals	39	25 %	80	52 %	7	5 %	18	12 %	0	0 %	1	1 %	3	2 %	6	4 %	0	0 %	0	0 %	0	0 %	0	0 %	49	105
06 Admin Support	3	3 %	83	79 %	1	1 %	13	12 %	0	0 %	0	0 %	0	0 %	5	5 %	0	0 %	0	0 %	0	0 %	0	0 %	4	101
07 Skilled Craft	161	88 %	4	2 %	9	5 %	1	1 %	1	1 %	0	0 %	6	3 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	177	7
08 Service/Maintenance	100	81 %	9	7 %	7	6 %	2	2 %	0	0 %	0	0 %	5	4 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	113	11
<b>Department Totals by Category:</b>	<b>1,538</b>	<b>53 %</b>	<b>824</b>	<b>28 %</b>	<b>113</b>	<b>4 %</b>	<b>117</b>	<b>4 %</b>	<b>5</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>41</b>	<b>1 %</b>	<b>30</b>	<b>1 %</b>	<b>127</b>	<b>4 %</b>	<b>107</b>	<b>4 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1,824</b>	<b>1,082</b>

**Department Total: 2,906**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

TRANSPORTATION

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	53	56 %	25	27 %	6	6 %	5	5 %	3	3 %	0	0 %	0	0 %	62	32										
02 Professional	617	59 %	303	29 %	30	3 %	34	3 %	4	0 %	0	0 %	18	2 %	7	1 %	23	2 %	12	1 %	0	0 %	0	0 %	692	356
03 Technician	373	71 %	86	16 %	25	5 %	11	2 %	4	1 %	0	0 %	16	3 %	2	0 %	10	2 %	2	0 %	0	0 %	0	0 %	428	101
04 Protective Service	17	30 %	26	46 %	2	4 %	2	4 %	2	4 %	7	####	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	21	35
05 Para-Professionals	63	43 %	60	41 %	6	4 %	8	6 %	1	1 %	1	1 %	1	1 %	3	2 %	0	0 %	2	1 %	0	0 %	0	0 %	71	74
06 Admin Support	5	3 %	133	82 %	2	1 %	18	11 %	0	0 %	0	0 %	0	0 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	7	155
07 Skilled Craft	503	87 %	16	3 %	31	5 %	4	1 %	15	3 %	0	0 %	8	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	558	20
08 Service/Maintenance	65	51 %	50	39 %	2	2 %	0	0 %	5	4 %	5	4 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	73	55
<b>Department Totals by Category:</b>	<b>1,696</b>	<b>62 %</b>	<b>699</b>	<b>26 %</b>	<b>104</b>	<b>4 %</b>	<b>82</b>	<b>3 %</b>	<b>34</b>	<b>1 %</b>	<b>13</b>	<b>0 %</b>	<b>44</b>	<b>2 %</b>	<b>16</b>	<b>1 %</b>	<b>34</b>	<b>1 %</b>	<b>18</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1,912</b>	<b>828</b>

**Department Total: 2,740**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 26, 2015

TREASURY

EEO Category:	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	81	57 %	46	32 %	4	3 %	5	3 %	0	0 %	0	0 %	4	3 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	89	54
02 Professional	294	37 %	316	40 %	51	6 %	89	11 %	1	0 %	1	0 %	5	1 %	14	2 %	15	2 %	12	2 %	0	0 %	0	0 %	366	432
03 Technician	9	17 %	32	62 %	3	6 %	5	10 %	0	0 %	0	0 %	0	0 %	2	4 %	0	0 %	1	2 %	0	0 %	0	0 %	12	40
05 Para-Professionals	30	17 %	107	60 %	8	4 %	26	15 %	0	0 %	2	1 %	1	1 %	5	3 %	0	0 %	0	0 %	0	0 %	0	0 %	39	140
06 Admin Support	60	12 %	305	63 %	12	2 %	71	15 %	1	0 %	4	1 %	6	1 %	18	4 %	4	1 %	4	1 %	0	0 %	0	0 %	83	402
07 Skilled Craft	0	0 %	2	67 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
08 Service/Maintenance	4	50 %	4	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	4
<b>Department Totals by Category:</b>	<b>478</b>	<b>29 %</b>	<b>812</b>	<b>49 %</b>	<b>78</b>	<b>5 %</b>	<b>197</b>	<b>12 %</b>	<b>2</b>	<b>0 %</b>	<b>7</b>	<b>0 %</b>	<b>16</b>	<b>1 %</b>	<b>41</b>	<b>2 %</b>	<b>19</b>	<b>1 %</b>	<b>18</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>593</b>	<b>1,075</b>

**Department Total: 1,668**

<b>Statewide Totals:</b>	<b>19,348</b>	<b>40 %</b>	<b>18,208</b>	<b>37 %</b>	<b>2,469</b>	<b>5 %</b>	<b>6,207</b>	<b>13 %</b>	<b>319</b>	<b>1 %</b>	<b>197</b>	<b>0 %</b>	<b>616</b>	<b>1 %</b>	<b>799</b>	<b>2 %</b>	<b>360</b>	<b>1 %</b>	<b>399</b>	<b>1 %</b>	<b>4</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>23,116</b>	<b>25,811</b>
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**Statewide Total: 48,927**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT**  
**RACE/ETHNIC GROUP AND GENDER ANALYSIS**  
**Pay End Date: September 26, 2015**

DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN or ALASKAN NATIVE				HISPANIC				ASIAN or PACIFIC ISLANDER				NOT DISCLOSED				MINORITY No. %	GRAND TOTAL			
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE						
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%					
AGRICULTURE AND RURAL DVLPMNT	196	47.1	177	42.5	7	1.7	15	3.6	1	0.2	3	0.7	2	0.5	8	1.9	3	0.7	4	1.0	0	0.0	0	0.0	207	49.8	43	10.3	416
ATTORNEY GENERAL	194	40.5	228	47.6	13	2.7	26	5.4	0	0.0	0	0.0	3	0.6	10	2.1	2	0.4	3	0.6	0	0.0	0	0.0	267	55.7	57	11.9	479
AUDITOR GENERAL	68	45.6	72	48.3	5	3.4	2	1.3	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	1	0.7	0	0.0	0	0.0	76	51.0	9	6.0	149
CIVIL RIGHTS	11	11.5	20	20.8	11	11.5	44	45.8	0	0.0	0	0.0	2	2.1	7	7.3	0	0.0	1	1.0	0	0.0	0	0.0	72	75.0	65	67.7	96
CIVIL SERVICE COMMISSION	51	12.0	279	65.6	14	3.3	56	13.2	0	0.0	6	1.4	2	0.5	13	3.1	0	0.0	4	0.9	0	0.0	0	0.0	358	84.2	95	22.4	425
CORRECTIONS	7,133	55.1	3,088	23.8	962	7.4	1,110	8.6	197	1.5	54	0.4	220	1.7	111	0.9	41	0.3	29	0.2	4	0.0	0	0.0	4,392	33.9	2,724	21.0	12,949
EDUCATION	125	23.9	320	61.2	14	2.7	44	8.4	0	0.0	0	0.0	4	0.8	9	1.7	3	0.6	4	0.8	0	0.0	0	0.0	377	72.1	78	14.9	523
ENVIRONMENTAL QUALITY	545	48.4	489	43.5	15	1.3	24	2.1	1	0.1	2	0.2	7	0.6	12	1.1	12	1.1	18	1.6	0	0.0	0	0.0	545	48.4	91	8.1	1,125
EXECUTIVE OFFICE	21	35.6	36	61.0	0	0.0	2	3.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	38	64.4	2	3.4	59
INSURANCE AND FINANCIAL SERV	99	31.6	161	51.4	10	3.2	25	8.0	0	0.0	1	0.3	6	1.9	4	1.3	4	1.3	3	1.0	0	0.0	0	0.0	194	62.0	53	16.9	313
LICENSING & REGULATORY AFFAIRS	599	31.1	930	48.4	73	3.8	219	11.4	5	0.3	10	0.5	23	1.2	28	1.5	15	0.8	21	1.1	0	0.0	0	0.0	1,208	62.8	394	20.5	1,923
MDHHS - COMMUNITY HEALTH	727	23.3	1,409	45.2	264	8.5	488	15.7	8	0.3	15	0.5	30	1.0	59	1.9	39	1.3	79	2.5	0	0.0	0	0.0	2,050	65.7	982	31.5	3,118
MDHHS - HUMAN SERVICES	1,462	13.5	5,361	49.5	480	4.4	2,972	27.5	14	0.1	53	0.5	93	0.9	320	3.0	18	0.2	49	0.5	0	0.0	1	0.0	8,756	80.9	3,999	36.9	10,823
MILITARY & VETERAN AFFAIRS	339	43.9	314	40.6	25	3.2	54	7.0	5	0.6	3	0.4	19	2.5	3	0.4	5	0.6	6	0.8	0	0.0	0	0.0	380	49.2	120	15.5	773
NATURAL RESOURCES	1,726	61.7	914	32.7	40	1.4	50	1.8	14	0.5	8	0.3	21	0.8	11	0.4	12	0.4	3	0.1	0	0.0	0	0.0	986	35.2	159	5.7	2,799
STATE	243	15.4	921	58.2	42	2.7	272	17.2	1	0.1	14	0.9	8	0.5	59	3.7	8	0.5	14	0.9	0	0.0	0	0.0	1,280	80.9	418	26.4	1,582
STATE POLICE	1,802	66.3	646	23.8	111	4.1	36	1.3	30	1.1	2	0.1	56	2.1	17	0.6	12	0.4	4	0.1	0	0.0	0	0.0	705	26.0	268	9.9	2,716
TALENT AND ECONOMIC DEVELOPMENT	295	21.9	508	37.8	88	6.5	372	27.7	2	0.1	2	0.1	19	1.4	40	3.0	6	0.4	13	1.0	0	0.0	0	0.0	935	69.5	542	40.3	1,345
TECHNOLOGY, MANAGEMENT & BUDGET	1,538	52.9	824	28.4	113	3.9	117	4.0	5	0.2	4	0.1	41	1.4	30	1.0	127	4.4	107	3.7	0	0.0	0	0.0	1,082	37.2	544	18.7	2,906
TRANSPORTATION	1,696	61.9	699	25.5	104	3.8	82	3.0	34	1.2	13	0.5	44	1.6	16	0.6	34	1.2	18	0.7	0	0.0	0	0.0	828	30.2	345	12.6	2,740
TREASURY	478	28.7	812	48.7	78	4.7	197	11.8	2	0.1	7	0.4	16	1.0	41	2.5	19	1.1	18	1.1	0	0.0	0	0.0	1,075	64.4	378	22.7	1,668
<b>STATEWIDE TOTALS:</b>	<b>19,348</b>	<b>39.5</b>	<b>18,208</b>	<b>37.2</b>	<b>2,469</b>	<b>5.0</b>	<b>6,207</b>	<b>12.7</b>	<b>319</b>	<b>0.7</b>	<b>197</b>	<b>0.4</b>	<b>616</b>	<b>1.3</b>	<b>799</b>	<b>1.6</b>	<b>360</b>	<b>0.7</b>	<b>399</b>	<b>0.8</b>	<b>4</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>	<b>25,811</b>	<b>52.8</b>	<b>11,366</b>	<b>23.2</b>	<b>48,927</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. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF21

**STATE OF MICHIGAN**  
**STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE**  
**Pay End Date: September 26, 2015**

EEO Category	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total											
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female										
01 Official/Administrator	17	50 %	12	35 %	3	9 %	2	6 %	0	0 %	0	0 %	0	0 %	20	14								
02 Professional	90	43 %	82	40 %	7	3 %	18	9 %	0	0 %	1	0 %	4	2 %	2	1 %	3	1 %	0	0 %	0	0 %	104	103
03 Technician	14	64 %	5	23 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	16	6
04 Protective Service	30	73 %	4	10 %	3	7 %	3	7 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	34	7
05 Para-Professionals	7	13 %	35	65 %	1	2 %	10	19 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	46
06 Admin Support	12	12 %	69	66 %	2	2 %	18	17 %	0	0 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	15	89
07 Skilled Craft	14	82 %	2	12 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	14	3
08 Service/Maintenance	13	76 %	2	12 %	1	6 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	15	2
<b>STATEWIDE TOTAL BY CATEGORY:</b>	<b>197</b>	<b>40 %</b>	<b>211</b>	<b>43 %</b>	<b>18</b>	<b>4 %</b>	<b>52</b>	<b>10 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>6</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>226</b>	<b>270</b>

**State Employees Grand Total: 496**

Comment: This report includes all active classified employees with a self-identified disability in Job Categories 1 - 8.

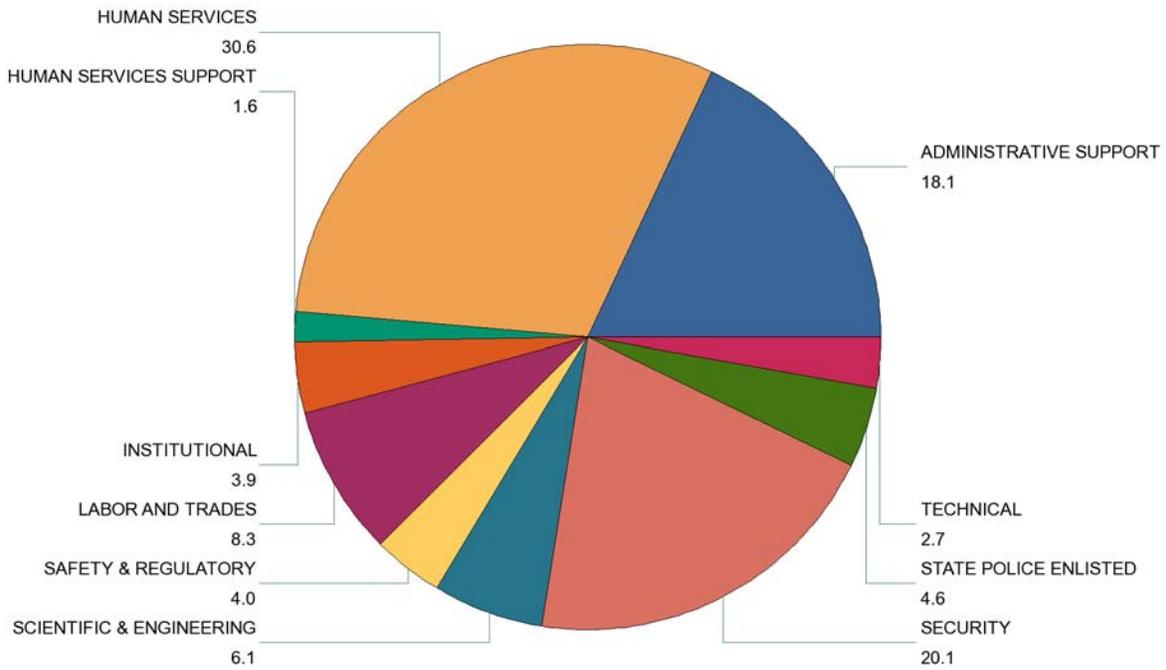
Source: Michigan Civil Service Commission HWF62

## SECTION FIVE

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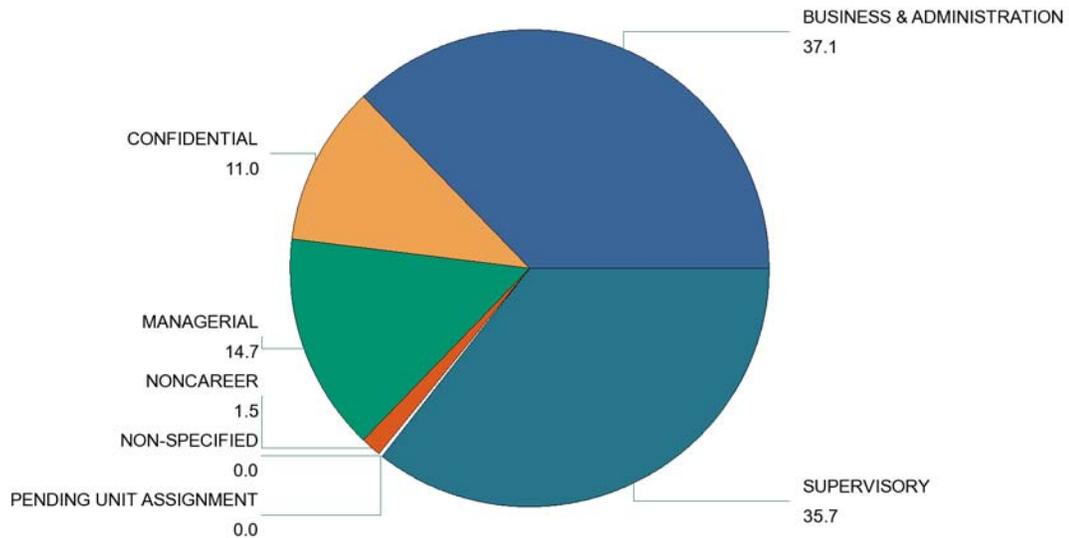
# **BARGAINING UNIT CHARACTERISTICS**

## STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2014 - 15



(48,927 Total Employees)

### Non-Exclusively Represented (14,383 Employees)



**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.

Of 48,927 classified employees, 71 percent were exclusively represented.

**Source:** Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN  
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT**

Table 5-1

Pay End Date: September 26, 2015

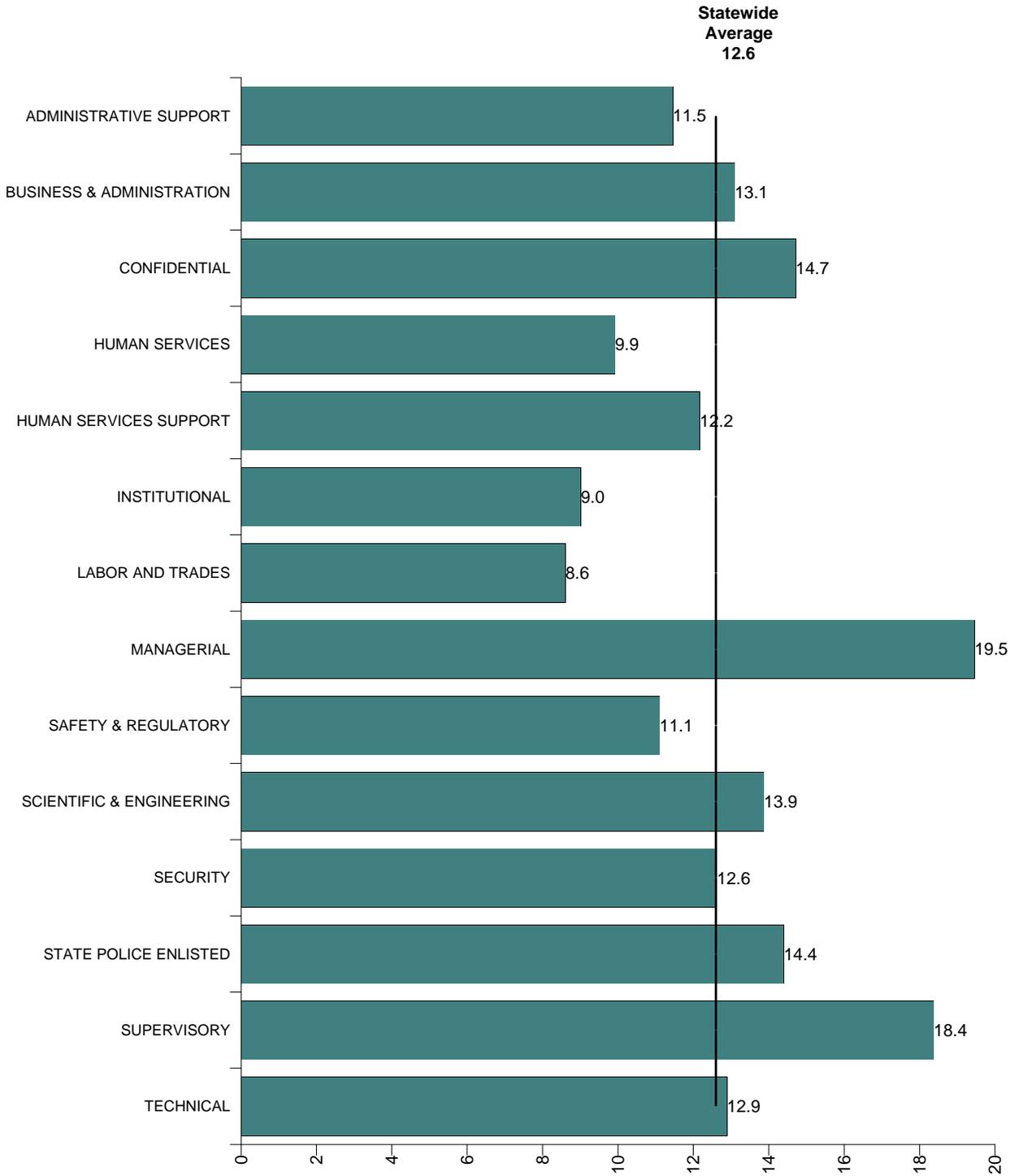
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,369	1,159	84.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,853	2,042	71.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,927	0	0.0	0	0.0	6,465	93.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	566	0	0.0	0	0.0	0	0.0	527	93.1	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,112	0	0.0	0	0.0	0	0.0	0	0.0	1,899	89.9	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	934	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	767	82.1	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,602	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,596	99.6	0	0.0
U11 INSTITUTIONAL	1,355	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,264	93.3
W22 HUMAN SERVICES	10,560	0	0.0	9,656	91.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,266	0	0.0	4,988	79.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,341	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	5,132	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	221	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	2,108	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,579	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	34,544	3,201	9.3	14,644	42.4	6,465	18.7	527	1.5	1,899	5.5	767	2.2	1,596	4.6	1,264	3.7
NON-EXCLUSIVELY REPRESENTED TOTAL	14,383	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	48,927	3,201	6.5	14,644	29.9	6,465	13.2	527	1.1	1,899	3.9	767	1.6	1,596	3.3	1,264	2.6

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. The number and percentage under each union represents those paying member dues.

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**Pay End Date: September 26, 2015**

Graph 5-2



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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	367	84	16	17	3	5	8	0	2	0	0	0	396	106	0	0
06 - 10 YEARS	151	47	6	18	0	0	7	0	1	0	0	0	165	65	0	0
11 - 15 YEARS	150	40	5	21	1	1	5	1	1	0	0	0	162	63	0	0
16 - 20 YEARS	111	36	7	15	3	2	4	0	3	0	0	0	128	53	1	0
21 - 25 YEARS	73	17	3	10	1	0	1	0	0	0	0	0	78	27	0	1
26 - 30 YEARS	46	12	13	16	0	1	4	1	2	0	0	0	65	30	2	1
31 - 35 YEARS	8	3	2	3	0	0	0	0	0	0	0	0	10	6	0	0
36 - 40 YEARS	8	1	1	3	0	0	1	0	0	0	0	0	10	4	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>915</b>	<b>240</b>	<b>53</b>	<b>103</b>	<b>8</b>	<b>9</b>	<b>30</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,015</b>	<b>354</b>	<b>4</b>	<b>2</b>
MORE THAN 10 YEARS:	397	109	31	68	5	4	15	2	6	0	0	0	454	183	4	2
AVERAGE YEARS	10.4	10.5	15.3	15.6	12.4	8.4	13.0	20.0	14.9	0.0	0.0	0.0	10.8	12.0	28.5	25.5
<b>BARGAINING UNIT AVERAGE YEARS 11.1</b>																

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	1,038	407	38	29	10	3	10	3	4	0	0	0	1,100	442	5	1
06 - 10 YEARS	206	11	13	1	5	0	6	0	0	0	0	0	230	12	0	0
11 - 15 YEARS	287	18	18	1	7	0	5	0	0	0	0	0	317	19	1	0
16 - 20 YEARS	275	22	20	2	10	1	7	0	0	0	0	0	312	25	4	0
21 - 25 YEARS	112	10	11	1	2	0	3	1	1	0	0	0	129	12	3	1
26 - 30 YEARS	115	8	12	4	4	0	7	2	2	0	0	0	140	14	10	1
31 - 35 YEARS	34	4	9	0	0	0	1	0	1	0	0	0	45	4	3	1
36 - 40 YEARS	34	3	3	1	0	0	1	0	0	0	0	0	38	4	0	1
MORE THAN 40 YEARS	8	0	0	0	0	0	1	1	0	0	0	0	9	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,109</b>	<b>483</b>	<b>124</b>	<b>39</b>	<b>38</b>	<b>4</b>	<b>41</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,320</b>	<b>533</b>	<b>26</b>	<b>5</b>
MORE THAN 10 YEARS:	865	65	73	9	23	1	25	4	4	0	0	0	990	79	21	4
AVERAGE YEARS	9.4	3.1	13.6	5.7	12.9	4.0	15.4	16.7	14.9	0.0	0.0	0.0	9.8	3.5	20.8	24.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>8.6</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	1,354	266	249	161	41	6	56	17	9	3	3	0	1,712	453	0	0
06 - 10 YEARS	439	81	89	63	25	4	22	1	3	2	0	0	578	151	1	0
11 - 15 YEARS	632	107	96	73	17	3	15	7	2	0	0	0	762	190	1	1
16 - 20 YEARS	1,136	197	111	81	30	4	43	10	3	0	0	0	1,323	292	1	0
21 - 25 YEARS	593	78	39	27	14	1	13	4	2	0	0	0	661	110	6	2
26 - 30 YEARS	519	33	53	24	15	0	18	0	1	0	0	0	606	57	9	2
31 - 35 YEARS	18	1	4	1	0	0	0	0	0	0	0	0	22	2	1	0
36 - 40 YEARS	3	0	2	0	0	0	1	0	0	0	0	0	6	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>4,695</b>	<b>763</b>	<b>644</b>	<b>430</b>	<b>142</b>	<b>18</b>	<b>168</b>	<b>39</b>	<b>20</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>5,672</b>	<b>1,255</b>	<b>19</b>	<b>5</b>
MORE THAN 10 YEARS:	2,902	416	306	206	76	8	90	21	8	0	0	0	3,382	651	18	5
AVERAGE YEARS	13.3	11.4	11.0	10.5	12.3	10.0	12.3	9.6	9.2	4.6	0.3	0.0	13.0	11.0	24.2	22.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.6</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	15	27	4	11	4	1	3	5	0	0	0	0	26	44	0	0
06 - 10 YEARS	30	62	10	55	1	0	3	4	0	1	0	0	44	122	1	2
11 - 15 YEARS	27	61	26	108	1	1	4	6	2	2	0	0	60	178	0	1
16 - 20 YEARS	2	10	2	9	0	0	0	1	0	0	0	0	4	20	0	0
21 - 25 YEARS	4	6	0	7	0	0	0	5	0	0	0	0	4	18	0	0
26 - 30 YEARS	2	8	2	11	0	1	0	1	0	0	0	0	4	21	2	2
31 - 35 YEARS	1	0	0	2	0	1	0	0	0	0	0	0	1	3	0	0
36 - 40 YEARS	1	6	0	6	1	0	0	0	0	0	0	0	2	12	0	1
MORE THAN 40 YEARS	0	1	1	1	0	0	0	0	0	0	0	0	1	2	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>82</b>	<b>181</b>	<b>45</b>	<b>210</b>	<b>7</b>	<b>4</b>	<b>10</b>	<b>22</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>146</b>	<b>420</b>	<b>4</b>	<b>6</b>
MORE THAN 10 YEARS:	37	92	31	144	2	3	4	13	2	2	0	0	76	254	3	4
AVERAGE YEARS	10.5	11.7	12.0	13.3	10.0	19.0	8.2	12.9	13.5	10.3	0.0	0.0	10.8	12.6	25.8	20.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.2</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	270	187	7	7	3	0	2	7	4	10	0	0	286	211	0	0
06 - 10 YEARS	167	141	3	5	1	0	2	0	4	6	0	0	177	152	0	0
11 - 15 YEARS	291	138	9	7	0	1	2	3	9	4	0	0	311	153	0	1
16 - 20 YEARS	162	80	2	3	1	0	3	2	5	9	0	0	173	94	0	1
21 - 25 YEARS	146	82	5	3	0	0	6	0	9	3	0	0	166	88	0	0
26 - 30 YEARS	132	55	6	6	1	2	2	1	5	3	0	0	146	67	5	1
31 - 35 YEARS	25	8	2	0	0	0	0	0	1	0	0	0	28	8	0	0
36 - 40 YEARS	31	3	3	0	1	0	1	0	2	0	0	0	38	3	1	0
MORE THAN 40 YEARS	7	0	1	0	0	0	0	0	3	0	0	0	11	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,231</b>	<b>694</b>	<b>38</b>	<b>31</b>	<b>7</b>	<b>3</b>	<b>18</b>	<b>13</b>	<b>42</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>1,336</b>	<b>776</b>	<b>7</b>	<b>3</b>
MORE THAN 10 YEARS:	794	366	28	19	3	3	14	6	34	19	0	0	873	413	7	3
AVERAGE YEARS	14.5	12.3	18.2	14.0	13.6	24.0	18.6	8.3	19.6	11.9	0.0	0.0	14.8	12.3	31.1	20.3
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.9</b>														

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	176	79	11	7	1	0	5	4	1	1	0	0	194	91	0	0
06 - 10 YEARS	78	50	5	2	1	0	3	1	1	0	0	0	88	53	0	0
11 - 15 YEARS	114	42	1	2	2	0	2	0	3	2	0	0	122	46	0	0
16 - 20 YEARS	91	15	2	0	1	0	0	0	2	1	0	0	96	16	0	0
21 - 25 YEARS	65	14	3	2	1	0	2	0	1	1	0	0	72	17	4	1
26 - 30 YEARS	76	10	7	4	0	0	2	0	2	1	0	0	87	15	2	0
31 - 35 YEARS	8	3	2	2	0	0	0	0	0	0	0	0	10	5	0	0
36 - 40 YEARS	7	3	0	1	0	0	2	0	0	0	0	0	9	4	2	1
MORE THAN 40 YEARS	5	3	0	0	0	0	1	0	0	0	0	0	6	3	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>620</b>	<b>219</b>	<b>31</b>	<b>20</b>	<b>6</b>	<b>0</b>	<b>17</b>	<b>5</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>684</b>	<b>250</b>	<b>8</b>	<b>2</b>
MORE THAN 10 YEARS:	366	90	15	11	4	0	9	0	8	5	0	0	402	106	8	2
AVERAGE YEARS	13.5	10.5	14.1	15.8	12.5	0.0	16.3	2.2	16.1	15.8	0.0	0.0	13.6	10.9	28.3	30.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.9</b>															

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**STATE OF MICHIGAN**  
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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	392	35	15	0	5	0	12	0	3	1	0	0	427	36	0	0
06 - 10 YEARS	61	4	3	0	0	0	1	0	1	0	0	0	66	4	0	0
11 - 15 YEARS	172	12	4	2	2	0	1	0	0	0	0	0	179	14	0	0
16 - 20 YEARS	357	33	20	3	5	0	13	0	2	0	0	0	397	36	0	0
21 - 25 YEARS	148	33	15	1	9	0	3	0	1	1	0	0	176	35	2	0
26 - 30 YEARS	145	18	28	1	5	0	11	1	1	0	0	0	190	20	1	0
31 - 35 YEARS	13	2	1	0	0	0	1	0	0	0	0	0	15	2	0	0
36 - 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,290</b>	<b>138</b>	<b>87</b>	<b>8</b>	<b>26</b>	<b>0</b>	<b>42</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1,453</b>	<b>149</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	837	99	69	8	21	0	29	1	4	1	0	0	960	109	3	0
AVERAGE YEARS	13.7	16.0	19.0	21.1	18.0	0.0	16.4	26.0	12.1	14.0	0.0	0.0	14.2	16.3	24.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.4</b>															

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**STATE OF MICHIGAN**  
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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	145	264	93	124	1	3	10	4	5	2	0	0	254	397	0	0
06 - 10 YEARS	41	103	20	35	0	2	2	2	0	2	0	0	63	144	0	0
11 - 15 YEARS	55	94	19	59	0	0	5	3	1	4	0	0	80	160	0	0
16 - 20 YEARS	25	51	9	17	1	0	2	0	0	1	0	0	37	69	1	0
21 - 25 YEARS	17	24	4	15	0	0	1	2	0	0	0	0	22	41	0	1
26 - 30 YEARS	13	19	8	11	0	0	0	2	0	2	0	0	21	34	0	0
31 - 35 YEARS	4	4	3	3	1	0	0	1	0	0	0	0	8	8	0	0
36 - 40 YEARS	5	3	3	4	0	0	0	1	0	0	0	0	8	8	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>306</b>	<b>562</b>	<b>159</b>	<b>268</b>	<b>3</b>	<b>5</b>	<b>20</b>	<b>15</b>	<b>6</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>494</b>	<b>861</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS:	120	195	46	109	2	0	8	9	1	7	0	0	177	320	1	1
AVERAGE YEARS	9.5	8.5	8.0	9.6	18.0	5.0	7.6	15.8	5.3	13.5	0.0	0.0	9.0	9.0	19.0	21.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.0</b>															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	765	2,330	209	937	9	26	31	88	11	31	1	0	1,026	3,412	2	5
06 - 10 YEARS	334	1,120	119	649	1	7	19	57	9	15	0	0	482	1,848	1	3
11 - 15 YEARS	229	546	49	318	1	2	10	28	4	6	0	0	293	900	3	3
16 - 20 YEARS	317	412	64	362	5	6	12	41	4	11	0	0	402	832	4	4
21 - 25 YEARS	176	238	37	117	1	5	3	25	1	10	0	0	218	395	6	9
26 - 30 YEARS	118	160	29	121	2	0	7	13	2	2	0	0	158	296	9	10
31 - 35 YEARS	30	56	9	59	0	1	1	1	1	3	0	0	41	120	3	3
36 - 40 YEARS	29	38	8	34	1	1	0	0	2	1	0	0	40	74	3	2
MORE THAN 40 YEARS	5	7	2	8	0	0	0	1	0	0	0	0	7	16	3	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,003</b>	<b>4,907</b>	<b>526</b>	<b>2,605</b>	<b>20</b>	<b>48</b>	<b>83</b>	<b>254</b>	<b>34</b>	<b>79</b>	<b>1</b>	<b>0</b>	<b>2,667</b>	<b>7,893</b>	<b>34</b>	<b>40</b>
MORE THAN 10 YEARS:	904	1,457	198	1,019	10	15	33	109	14	33	0	0	1,159	2,633	31	32
AVERAGE YEARS	11.5	8.7	10.6	10.7	12.8	9.4	10.6	11.0	11.9	11.2	0.0	0.0	11.3	9.5	25.3	21.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.9</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	404	1,605	71	418	4	16	17	88	6	19	0	0	502	2,146	0	1
06 - 10 YEARS	91	569	21	125	0	7	3	32	1	3	0	0	116	736	1	2
11 - 15 YEARS	65	589	16	106	0	5	3	21	1	2	0	0	85	723	0	6
16 - 20 YEARS	63	467	10	128	1	13	3	21	0	7	0	0	77	636	0	5
21 - 25 YEARS	20	226	5	48	0	2	2	13	0	2	0	0	27	291	2	24
26 - 30 YEARS	31	280	12	119	0	8	3	23	2	4	0	0	48	434	11	29
31 - 35 YEARS	6	114	3	44	0	1	2	5	0	1	0	0	11	165	1	12
36 - 40 YEARS	9	167	1	40	0	0	1	7	0	2	0	0	11	216	2	11
MORE THAN 40 YEARS	2	30	0	9	0	0	0	0	0	1	0	0	2	40	0	2
<b>BARGAINING UNIT TOTAL</b>	<b>691</b>	<b>4,047</b>	<b>139</b>	<b>1,037</b>	<b>5</b>	<b>52</b>	<b>34</b>	<b>210</b>	<b>10</b>	<b>41</b>	<b>0</b>	<b>0</b>	<b>879</b>	<b>5,387</b>	<b>17</b>	<b>92</b>
MORE THAN 10 YEARS:	196	1,873	47	494	1	29	14	90	3	19	0	0	261	2,505	16	89
AVERAGE YEARS	7.6	11.8	8.9	12.8	5.0	12.9	11.3	11.6	8.0	12.8	0.0	0.0	8.0	12.0	27.7	26.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.5</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	737	589	48	95	2	3	25	19	55	65	0	0	867	771	2	0
06 - 10 YEARS	333	434	38	84	2	3	4	13	23	33	0	0	400	567	0	2
11 - 15 YEARS	226	389	25	92	0	2	6	12	31	18	0	0	288	513	1	2
16 - 20 YEARS	282	328	20	68	0	2	7	15	9	6	0	0	318	419	6	2
21 - 25 YEARS	106	159	16	30	2	4	4	5	7	7	0	0	135	205	5	8
26 - 30 YEARS	119	213	29	69	0	0	6	23	9	6	0	0	163	311	9	17
31 - 35 YEARS	20	66	6	24	0	1	2	6	0	1	0	0	28	98	4	2
36 - 40 YEARS	50	123	13	17	0	2	2	3	0	1	0	0	65	146	4	9
MORE THAN 40 YEARS	17	21	2	3	0	0	1	3	0	0	0	0	20	27	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,890</b>	<b>2,322</b>	<b>197</b>	<b>482</b>	<b>6</b>	<b>17</b>	<b>57</b>	<b>99</b>	<b>134</b>	<b>137</b>	<b>0</b>	<b>0</b>	<b>2,284</b>	<b>3,057</b>	<b>32</b>	<b>42</b>
MORE THAN 10 YEARS:	820	1,299	111	303	2	11	28	67	56	39	0	0	1,017	1,719	30	40
AVERAGE YEARS	11.2	14.2	15.5	15.5	11.3	17.4	12.8	17.7	9.2	8.5	0.0	0.0	11.5	14.3	24.7	27.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.1</b>														

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	158	185	23	65	0	2	1	2	8	8	0	1	190	263	0	0
06 - 10 YEARS	261	254	45	77	3	0	10	9	6	11	0	0	325	351	2	0
11 - 15 YEARS	350	373	37	122	7	3	7	13	11	8	0	0	412	519	1	1
16 - 20 YEARS	479	329	53	152	10	2	8	10	9	5	0	0	559	498	0	2
21 - 25 YEARS	338	204	27	78	5	7	8	10	3	4	0	0	381	303	3	8
26 - 30 YEARS	433	216	54	98	13	6	21	11	4	6	0	0	525	337	19	10
31 - 35 YEARS	63	66	14	34	2	1	4	1	3	0	0	0	86	102	7	6
36 - 40 YEARS	89	78	17	34	1	0	4	5	1	0	0	0	112	117	7	6
MORE THAN 40 YEARS	24	18	4	5	0	0	0	0	1	0	0	0	29	23	4	2
<b>BARGAINING UNIT TOTAL</b>	<b>2,195</b>	<b>1,723</b>	<b>274</b>	<b>665</b>	<b>41</b>	<b>21</b>	<b>63</b>	<b>61</b>	<b>46</b>	<b>42</b>	<b>0</b>	<b>1</b>	<b>2,619</b>	<b>2,513</b>	<b>43</b>	<b>35</b>
MORE THAN 10 YEARS:	1,776	1,284	206	523	38	19	52	50	32	23	0	0	2,104	1,899	41	35
AVERAGE YEARS	19.0	17.3	19.2	18.4	21.2	20.6	21.4	19.3	15.7	13.0	0.0	0.0	19.1	17.6	30.0	29.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.4</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	86	92	11	11	0	0	1	3	8	9	0	0	106	115	0	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>86</b>	<b>92</b>	<b>11</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>106</b>	<b>115</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	134	113	3	6	1	0	4	3	7	2	0	0	149	124	0	0
06 - 10 YEARS	88	78	5	5	0	1	1	5	3	1	0	0	97	90	1	0
11 - 15 YEARS	134	137	11	13	0	0	2	2	2	8	0	0	149	160	1	0
16 - 20 YEARS	187	130	12	14	1	0	2	2	2	2	0	0	204	148	0	1
21 - 25 YEARS	150	100	15	14	1	3	4	3	1	0	0	0	171	120	2	1
26 - 30 YEARS	178	146	33	33	4	0	4	4	5	1	0	0	224	184	6	8
31 - 35 YEARS	39	37	5	14	2	1	2	0	0	3	0	0	48	55	3	2
36 - 40 YEARS	62	43	16	18	1	0	1	2	1	0	0	0	81	63	8	2
MORE THAN 40 YEARS	19	12	3	5	0	0	1	1	0	0	0	0	23	18	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>991</b>	<b>796</b>	<b>103</b>	<b>122</b>	<b>10</b>	<b>5</b>	<b>21</b>	<b>22</b>	<b>21</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>1,146</b>	<b>962</b>	<b>23</b>	<b>14</b>
MORE THAN 10 YEARS:	769	605	95	111	9	4	16	14	11	14	0	0	900	748	22	14
AVERAGE YEARS	19.0	18.5	24.7	25.1	25.8	22.0	20.2	18.0	14.3	16.5	0.0	0.0	19.5	19.4	31.7	29.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>19.5</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	117	300	11	29	0	3	6	8	0	3	0	0	134	343	0	0
06 - 10 YEARS	30	145	4	25	0	0	0	5	0	1	0	0	34	176	0	1
11 - 15 YEARS	23	155	4	14	0	2	1	8	0	1	0	0	28	180	0	0
16 - 20 YEARS	27	160	4	24	0	2	2	1	2	3	0	0	35	190	0	1
21 - 25 YEARS	10	54	4	21	0	2	0	3	0	2	0	0	14	82	1	3
26 - 30 YEARS	21	115	8	36	0	1	2	14	0	2	0	0	31	168	2	5
31 - 35 YEARS	4	35	1	7	0	0	0	4	0	0	0	0	5	46	1	2
36 - 40 YEARS	9	56	1	17	0	1	0	2	0	0	0	0	10	76	0	8
MORE THAN 40 YEARS	2	21	1	3	0	0	0	0	0	0	0	0	3	24	0	2
<b>BARGAINING UNIT TOTAL</b>	<b>243</b>	<b>1,041</b>	<b>38</b>	<b>176</b>	<b>0</b>	<b>11</b>	<b>11</b>	<b>45</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>294</b>	<b>1,285</b>	<b>4</b>	<b>22</b>
MORE THAN 10 YEARS:	96	596	23	122	0	8	5	32	2	8	0	0	126	766	4	21
AVERAGE YEARS	10.9	14.7	16.1	19.0	0.0	16.0	10.4	18.9	20.0	14.9	0.0	0.0	11.6	15.4	28.5	31.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.7</b>															

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

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	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	6,158	6,563	809	1,917	84	68	191	251	123	154	4	1	7,369	8,954	9	8
06- 10 YEARS	2,310	3,099	381	1,144	39	24	83	129	52	75	0	0	2,865	4,471	7	10
11- 15 YEARS	2,755	2,701	320	938	38	20	68	104	67	55	0	0	3,248	3,818	8	15
16- 20 YEARS	3,514	2,270	336	878	68	32	106	103	41	45	0	0	4,065	3,328	17	16
21- 25 YEARS	1,958	1,245	184	374	36	24	50	71	26	30	0	0	2,254	1,744	34	59
26- 30 YEARS	1,948	1,293	294	553	44	19	87	96	35	27	0	0	2,408	1,988	87	86
31- 35 YEARS	273	399	61	193	5	6	13	18	6	8	0	0	358	624	23	28
36- 40 YEARS	338	525	69	176	5	4	14	20	6	4	0	0	432	729	27	41
MORE THAN 40 YEARS	93	113	15	34	0	0	4	6	4	1	0	0	116	154	13	7
<b>STATEWIDE TOTAL</b>	<b>19,347</b>	<b>18,208</b>	<b>2,469</b>	<b>6,207</b>	<b>319</b>	<b>197</b>	<b>616</b>	<b>798</b>	<b>360</b>	<b>399</b>	<b>4</b>	<b>1</b>	<b>23,115</b>	<b>25,810</b>	<b>225</b>	<b>270</b>
MORE THAN 10 YEARS	10,879	8,546	1,279	3,146	196	105	342	418	185	170	0	0	12,881	12,385	209	252
AVERAGE YEARS	13.0	11.9	13.2	12.9	14.3	13.1	13.8	13.3	12.1	10.8	0.3	0.0	13.1	12.1	26.7	26.3

**STATEWIDE TOTAL AVERAGE YEARS 12.6**

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**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**

Pay End Date: September 26, 2015

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,369	2.8 %	43.94	\$24.77	871	63.6 %
A31 - LABOR AND TRADES	2,853	5.8 %	45.44	\$18.28	1,334	46.8 %
C12 - SECURITY	6,927	14.2 %	42.66	\$23.02	4,850	70.0 %
E42 - HUMAN SERVICES SUPPORT	566	1.2 %	49.25	\$24.60	494	87.3 %
H21 - SCIENTIFIC & ENGINEERING	2,112	4.3 %	45.47	\$33.31	1,623	76.8 %
L32 - TECHNICAL	934	1.9 %	44.03	\$23.95	654	70.0 %
T01 - STATE POLICE ENLISTED	1,602	3.3 %	40.47	\$31.43	1,180	73.7 %
U11 - INSTITUTIONAL	1,355	2.8 %	44.49	\$20.54	698	51.5 %
W22 - HUMAN SERVICES	10,560	21.6 %	43.54	\$26.75	5,971	56.5 %
W41 - ADMINISTRATIVE SUPPORT	6,266	12.8 %	45.64	\$20.55	3,574	57.0 %
Y00 - NON-SPECIFIED	1	0.0 %	21.27	\$15.92	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,341	10.9 %	46.17	\$31.74	3,684	69.0 %
Y51 - SUPERVISORY	5,132	10.5 %	49.02	\$34.24	4,681	91.2 %
Y52 - NONCAREER	221	0.5 %	26.10	\$13.87	0	0.0 %
Y98 - MANAGERIAL	2,108	4.3 %	51.17	\$49.87	1,836	87.1 %
Y99 - CONFIDENTIAL	1,579	3.2 %	47.24	\$28.22	1,098	69.5 %
<b>STATEWIDE TOTAL</b>	<b>48,926</b>	<b>100.0 %</b>	<b>45.1</b>	<b>\$27.38</b>	<b>32,548</b>	<b>66.5 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and not included in those counts. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 26, 2015

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance							Dental Insurance						
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02 SAFETY & REGULATORY	1,348	727	54 %	436	32 %	28	2 %	0	0 %	1,197	89 %	17	1 %	5	0 %
A31 LABOR AND TRADES	1,839	876	48 %	793	43 %	15	1 %	0	0 %	1,710	93 %	13	1 %	6	0 %
C12 SECURITY	6,918	3,814	55 %	2,583	37 %	37	1 %	0	0 %	6,449	93 %	124	2 %	15	0 %
E42 HUMAN SERVICES SUPPORT	566	265	47 %	261	46 %	4	1 %	0	0 %	513	91 %	25	4 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,107	813	39 %	1,099	52 %	17	1 %	0	0 %	1,945	92 %	28	1 %	6	0 %
L32 TECHNICAL	850	370	44 %	416	49 %	13	2 %	0	0 %	788	93 %	21	2 %	3	0 %
T01 STATE POLICE ENLISTED	1,602	202	13 %	35	2 %	2	0 %	1,329	83 %	1,574	98 %	4	0 %	3	0 %
U11 INSTITUTIONAL	1,342	626	47 %	588	44 %	6	0 %	0	0 %	1,211	90 %	35	3 %	1	0 %
W22 HUMAN SERVICES	10,469	4,282	41 %	5,299	51 %	96	1 %	0	0 %	9,575	91 %	327	3 %	31	0 %
W41 ADMINISTRATIVE SUPPORT	5,680	1,770	31 %	3,292	58 %	74	1 %	0	0 %	5,057	89 %	205	4 %	18	0 %
Y23 BUSINESS & ADMINISTRATION	5,338	1,623	30 %	3,163	59 %	82	2 %	0	0 %	4,828	90 %	142	3 %	23	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,132	2,345	46 %	2,431	47 %	37	1 %	0	0 %	4,797	93 %	97	2 %	9	0 %
Y52 NONCAREER	1	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,108	870	41 %	1,058	50 %	19	1 %	0	0 %	1,971	94 %	20	1 %	4	0 %
Y99 CONFIDENTIAL	1,553	469	30 %	919	59 %	14	1 %	0	0 %	1,405	90 %	35	2 %	3	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,854</b>	<b>19,052</b>	<b>41 %</b>	<b>22,374</b>	<b>48 %</b>	<b>444</b>	<b>1 %</b>	<b>1,329</b>	<b>3 %</b>	<b>43,021</b>	<b>92 %</b>	<b>1,093</b>	<b>2 %</b>	<b>129</b>	<b>0 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**Pay End Date: September 26, 2015**

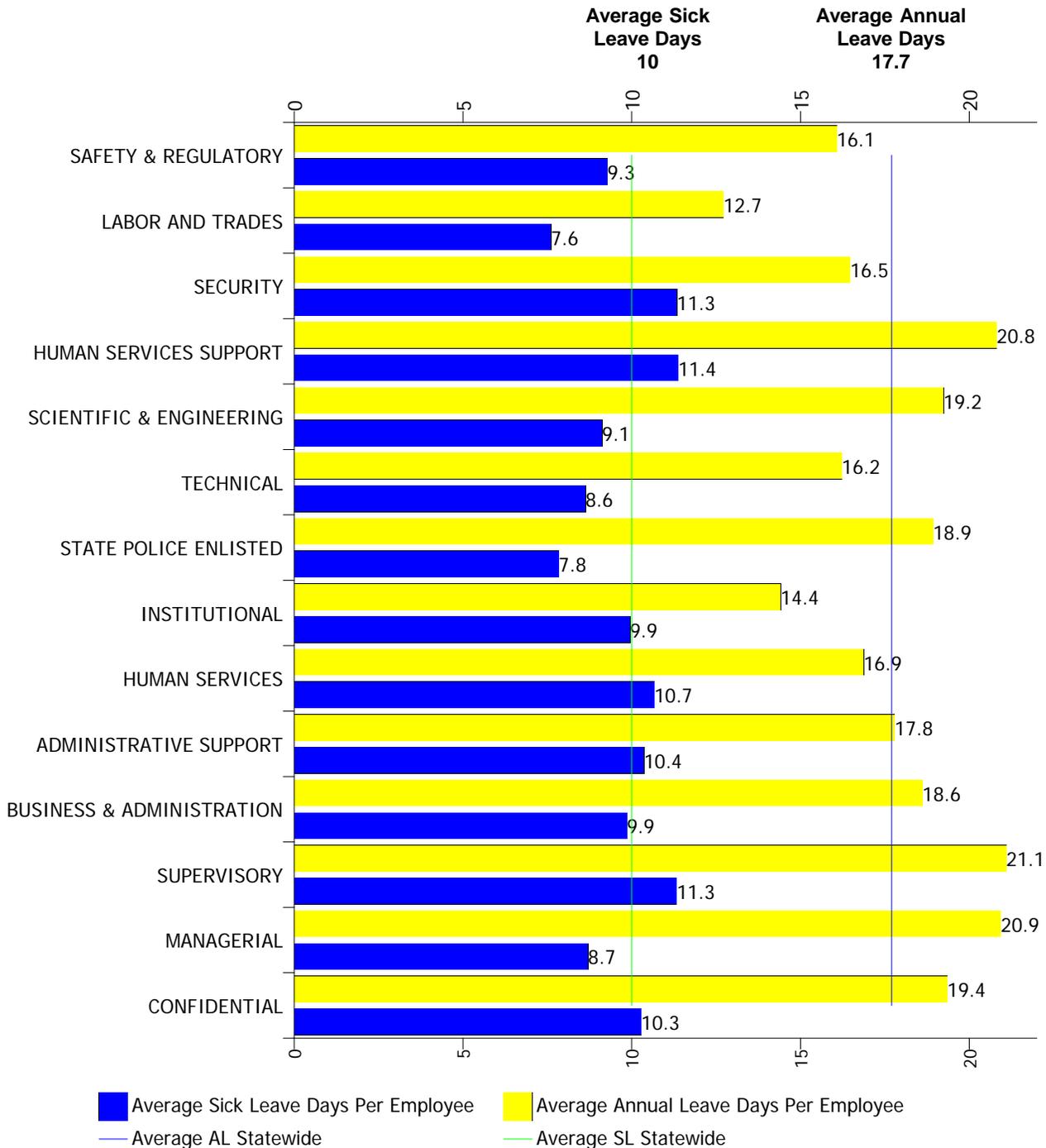
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02 SAFETY & REGULATORY	1,348	1,233	91 %	1,120	83 %	58	4 %	1,283	95 %	62	5 %	53	4 %
A31 LABOR AND TRADES	1,839	1,737	94 %	1,554	85 %	1	0 %	1,784	97 %	52	3 %	4	0 %
C12 SECURITY	6,918	6,603	95 %	6,183	89 %	0	0 %	6,690	97 %	205	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	566	545	96 %	483	85 %	0	0 %	543	96 %	22	4 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,107	1,990	94 %	1,770	84 %	30	1 %	1,975	94 %	129	6 %	11	1 %
L32 TECHNICAL	850	816	96 %	714	84 %	12	1 %	797	94 %	50	6 %	9	1 %
T01 STATE POLICE ENLISTED	1,602	1,577	98 %	2,011	126 %	879	55 %	1,562	98 %	38	2 %	962	60 %
U11 INSTITUTIONAL	1,342	1,247	93 %	1,157	86 %	3	0 %	1,273	95 %	63	5 %	0	0 %
W22 HUMAN SERVICES	10,469	9,956	95 %	8,750	84 %	0	0 %	9,904	95 %	548	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,680	5,301	93 %	4,636	82 %	88	2 %	5,342	94 %	316	6 %	70	1 %
Y23 BUSINESS & ADMINISTRATION	5,338	5,018	94 %	4,248	80 %	74	1 %	5,022	94 %	307	6 %	51	1 %
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,132	4,912	96 %	4,814	94 %	140	3 %	4,969	97 %	157	3 %	116	2 %
Y52 NONCAREER	1	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,108	2,002	95 %	1,867	89 %	80	4 %	2,021	96 %	84	4 %	92	4 %
Y99 CONFIDENTIAL	1,553	1,457	94 %	1,305	84 %	16	1 %	1,461	94 %	89	6 %	10	1 %
<b>STATEWIDE TOTALS:</b>	<b>46,854</b>	<b>44,395</b>	<b>95 %</b>	<b>40,613</b>	<b>87 %</b>	<b>1,381</b>	<b>3 %</b>	<b>44,628</b>	<b>95 %</b>	<b>2,122</b>	<b>5 %</b>	<b>1,378</b>	<b>3 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**ANNUAL LEAVE AND SICK LEAVE USE BY BARGAINING UNIT**  
**Fiscal Year 2014 - 15**

Graph 5-3



Comment: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF28

**STATE OF MICHIGAN**  
**SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT**  
From Pay End Date October 11, 2014, Through Pay End Date September 26, 2015

<b>Bargaining Unit Code/Name</b>	<b>Number of Employees</b>	<b>Fiscal Year Total Hours Used</b>	<b>Average Hours Per Employee</b>	<b>Average Days Per Employee</b>
A02 SAFETY & REGULATORY	1,467	108,938.7	74.3	9.3
A31 LABOR AND TRADES	2,888	175,798.0	60.9	7.6
C12 SECURITY	7,668	695,619.6	90.7	11.3
E42 HUMAN SERVICES SUPPORT	623	56,699.5	91.0	11.4
H21 SCIENTIFIC & ENGINEERING	2,226	162,464.2	73.0	9.1
L32 TECHNICAL	1,076	74,285.9	69.0	8.6
T01 STATE POLICE ENLISTED	1,658	103,992.9	62.7	7.8
U11 INSTITUTIONAL	1,667	132,685.9	79.6	9.9
W22 HUMAN SERVICES	11,671	996,269.3	85.4	10.7
W41 ADMINISTRATIVE SUPPORT	6,424	532,615.9	82.9	10.4
Y23 BUSINESS & ADMINISTRATION	5,705	449,975.3	78.9	9.9
Y51 SUPERVISORY	5,593	507,196.9	90.7	11.3
Y98 MANAGERIAL	2,269	158,057.5	69.7	8.7
Y99 CONFIDENTIAL	1,678	138,052.8	82.3	10.3
<b>STATEWIDE</b>	<b>52,613</b>	<b>4,292,652.4</b>	<b>81.6</b>	<b>10.2</b>

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF29

**STATE OF MICHIGAN**  
**ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY BARGAINING UNIT**  
From Pay End Date October 11, 2014 , Through Pay End Date September 26, 2015

Bargaining Unit Code/Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,467	188,646.8	128.6	16.1	1,467	1,336.4	0.9	0.1
A31 LABOR AND TRADES	2,888	293,955.9	101.8	12.7	2,888	1,876.2	0.6	0.1
C12 SECURITY	7,668	1,010,636.3	131.8	16.5	7,668	4,406.0	0.6	0.1
E42 HUMAN SERVICES SUPPORT	623	103,736.8	166.5	20.8	623	618.4	1.0	0.1
H21 SCIENTIFIC & ENGINEERING	2,226	342,632.1	153.9	19.2	2,226	3,278.0	1.5	0.2
L32 TECHNICAL	1,076	139,671.7	129.8	16.2	1,076	891.2	0.8	0.1
T01 STATE POLICE ENLISTED	1,658	251,052.2	151.4	18.9	1,658	2,386.5	1.4	0.2
U11 INSTITUTIONAL	1,667	192,189.0	115.3	14.4	1,667	1,987.3	1.2	0.1
W22 HUMAN SERVICES	11,671	1,575,070.6	135.0	16.9	11,671	6,489.0	0.6	0.1
W41 ADMINISTRATIVE SUPPORT	6,424	914,430.9	142.3	17.8	6,424	3,987.8	0.6	0.1
Y23 BUSINESS & ADMINISTRATION	5,705	849,459.1	148.9	18.6	5,705	4,975.4	0.9	0.1
Y51 SUPERVISORY	5,593	944,106.6	168.8	21.1	5,593	6,872.8	1.2	0.2
Y98 MANAGERIAL	2,269	379,993.4	167.5	20.9	2,269	2,706.6	1.2	0.1
Y99 CONFIDENTIAL	1,678	259,800.1	154.8	19.4	1,678	1,720.0	1.0	0.1
<b>STATEWIDE</b>	<b>52,613</b>	<b>7,445,381.5</b>	<b>141.5</b>	<b>17.7</b>	<b>52,613</b>	<b>43,531.6</b>	<b>0.8</b>	<b>0.1</b>

Comment: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF32

**STATE OF MICHIGAN**  
**STATE CLASSIFIED EMPLOYEE**  
**AVERAGE SICK LEAVE AND ANNUAL LEAVE USE**  
**Fiscal Year 2014 - 15**

Table 5-7

<b>BARGAINING UNIT CODE/NAME</b>		<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	9.3	16.1	25.4
A31	LABOR AND TRADES	7.6	12.7	20.3
C12	SECURITY	11.3	16.5	27.8
E42	HUMAN SERVICES SUPPORT	11.4	20.8	32.2
H21	SCIENTIFIC & ENGINEERING	9.1	19.2	28.4
L32	TECHNICAL	8.6	16.2	24.9
T01	STATE POLICE ENLISTED	7.8	18.9	26.8
U11	INSTITUTIONAL	9.9	14.4	24.4
W22	HUMAN SERVICES	10.7	16.9	27.5
W41	ADMINISTRATIVE SUPPORT	10.4	17.8	28.2
Y23	BUSINESS & ADMINISTRATION	9.9	18.6	28.5
Y51	SUPERVISORY	11.3	21.1	32.4
Y98	MANAGERIAL	8.7	20.9	29.6
Y99	CONFIDENTIAL	10.3	19.4	29.6
	<b>STATEWIDE AVERAGE</b>	<b>10.2</b>	<b>17.7</b>	<b>27.9</b>

Comment: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE OF MICHIGAN  
STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USE COMPARISON BY BARGAINING UNIT  
(Average Days Per Employee)  
Fiscal Years 2010-11 through 2014-15**

<b>BARGAINING UNIT CODE/NAME</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>
A02 SAFETY & REGULATORY	8.9	9.8	9.5	9.6	9.3
A31 LABOR AND TRADES	8.5	8.4	8.6	8.2	7.6
C12 SECURITY	12.8	13.6	13.4	13.7	11.3
E42 HUMAN SERVICES SUPPORT	9.0	13.5	12.0	12.6	11.4
H21 SCIENTIFIC & ENGINEERING	9.2	9.8	9.2	9.3	9.1
L32 TECHNICAL	7.8	9.0	9.5	9.0	8.6
T01 STATE POLICE ENLISTED	10.5	10.5	8.2	7.5	7.8
U11 INSTITUTIONAL	9.6	10.6	10.5	10.2	9.9
W22 HUMAN SERVICES	8.4	10.6	10.6	10.8	10.7
W41 ADMINISTRATIVE SUPPORT	9.1	10.8	10.6	10.4	10.4
Y23 BUSINESS & ADMINISTRATION	9.2	10.3	10.1	10.2	9.9
Y51 SUPERVISORY	9.7	11.9	11.5	11.7	11.3
Y98 MANAGERIAL	7.0	8.8	8.7	8.9	8.7
Y99 CONFIDENTIAL	8.1	10.3	10.2	10.2	10.3
STATEWIDE AVERAGE	9.4	11	10.7	10.7	10.2

Comment: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF29, for the last full pay period in each fiscal year

**STATE OF MICHIGAN  
BARGAINING UNIT ANALYSIS BY DEPARTMENT**

From Pay End Date: September 26, 2015

**EXCLUSIVELY REPRESENTED EMPLOYEES**

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	79	416	23	14	0	0	217	7	0	0	1	49	311
ATTORNEY GENERAL	11	479	31	1	0	0	0	0	0	0	0	79	111
AUDITOR GENERAL	03	149	0	2	0	0	0	0	0	0	0	1	3
CIVIL RIGHTS	15	96	0	0	0	0	0	0	0	0	39	15	54
CIVIL SERVICE COMMISSION	19	425	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	47	12,949	9	532	6,732	0	8	90	0	222	2,455	939	10,987
EDUCATION	31	523	0	2	0	2	0	3	0	18	183	69	277
ENVIRONMENTAL QUALITY	76	1,125	4	2	0	0	694	47	0	0	1	119	867
EXECUTIVE OFFICE	01	59	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	65	313	0	0	0	0	0	0	0	0	0	35	35
LICENSING & REGULATORY AFFAIRS	64	1,923	246	11	0	0	110	1	0	4	287	470	1,129
MDHHS - COMMUNITY HEALTH	39	3,118	24	67	195	0	103	38	0	742	401	394	1,964
MDHHS - HUMAN SERVICES	43	10,823	196	32	0	46	2	2	0	82	7,030	1,267	8,657
MILITARY & VETERAN AFFAIRS	51	773	29	172	0	0	26	10	0	274	32	62	605
NATURAL RESOURCES	75	2,799	559	1,050	0	0	253	163	0	7	106	184	2,322
STATE	23	1,582	12	18	0	0	0	0	0	0	0	1,076	1,106
STATE POLICE	55	2,716	143	12	0	0	114	38	1,602	6	0	247	2,162
TALENT AND ECONOMIC DEVELOPMENT	90	1,345	23	17	0	518	17	7	0	0	18	130	730
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,906	0	269	0	0	34	66	0	0	4	322	695
TRANSPORTATION	59	2,740	63	642	0	0	532	460	0	0	3	255	1,955
TREASURY	27	1,668	7	10	0	0	2	2	0	0	0	553	574
<b>Total:</b>		<b>48,927</b>	<b>1,369</b>	<b>2,853</b>	<b>6,927</b>	<b>566</b>	<b>2,112</b>	<b>934</b>	<b>1,602</b>	<b>1,355</b>	<b>10,560</b>	<b>6,266</b>	<b>34,544</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF05

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
From Pay End Date: September 26, 2015

**NON-EXCLUSIVELY REPRESENTED EMPLOYEES**

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Noncareer	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	79	416	27	9	19	9	0	41	105
ATTORNEY GENERAL	11	479	26	54	277	0	0	11	368
AUDITOR GENERAL	03	149	0	78	32	2	0	34	146
CIVIL RIGHTS	15	96	3	18	11	0	0	10	42
CIVIL SERVICE COMMISSION	19	425	1	355	56	0	0	13	425
CORRECTIONS	47	12,949	198	121	168	3	0	1,472	1,962
EDUCATION	31	523	141	25	37	0	0	43	246
ENVIRONMENTAL QUALITY	76	1,125	55	20	62	21	0	100	258
EXECUTIVE OFFICE	01	59	0	58	1	0	0	0	59
INSURANCE AND FINANCIAL SERV	65	313	168	15	22	7	0	66	278
LICENSING & REGULATORY AFFAIRS	64	1,923	414	70	137	22	0	151	794
MDHHS - COMMUNITY HEALTH	39	3,118	508	78	195	4	1	368	1,154
MDHHS - HUMAN SERVICES	43	10,823	575	193	187	0	0	1,211	2,166
MILITARY & VETERAN AFFAIRS	51	773	36	8	25	0	0	99	168
NATURAL RESOURCES	75	2,799	104	22	88	23	0	240	477
STATE	23	1,582	131	52	47	15	0	231	476
STATE POLICE	55	2,716	168	41	128	3	1	213	554
TALENT AND ECONOMIC DEVELOPMENT	90	1,345	360	44	127	13	0	71	615
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,906	1,490	170	244	75	0	232	2,211
TRANSPORTATION	59	2,740	233	95	96	10	0	351	785
TREASURY	27	1,668	703	53	149	14	0	175	1,094
<b>Total:</b>		<b>48,927</b>	<b>5,341</b>	<b>1,579</b>	<b>2,108</b>	<b>221</b>	<b>2</b>	<b>5,132</b>	<b>14,383</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source Michigan Civil Service Commission HWF06

# **GLOSSARY**

## GLOSSARY

**American Indian or Alaskan Native** - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian or Pacific Islander** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black (Not of Hispanic Origin)** - Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** - An indefinite appointment or limited term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employees** - Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

### **Employee Status Code Descriptions (active employees):**

- AA**: Full-time (Classified)
- AB**: Part-time (Classified)
- AC**: Permanent-Intermittent (Classified)
- AD**: Limited-Term (Classified)
- AE**: Seasonal (Classified)
- AF**: Unclassified
- AP**: Workers Compensation
- AQ**: Noncareer/Per Diem
- AR**: Special Personal Services (Not Classified)

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full-Time Employees** - Employees scheduled to work 80 hours biweekly.

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**HRMN** - Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employees** - Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited-Term Employees** - Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**MIDB** - Management Information Data Base.

**Noncareer Employees** - Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Permanent-Intermittent Employees** - Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Seasonal Employees** - Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employees** - Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

**Unclassified Employees** - Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

## **Union Codes**

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

## **Unit Code**

### **Unit**

- 01**     **State Police Enlisted Unit**  
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
- 02**     **Safety and Regulatory Unit**  
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
- 11**     **Institutional Unit**  
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
- 12**     **Security Unit**  
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
- 21**     **Scientific and Engineering Unit**  
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
- 22**     **Human Services Unit**  
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 23**     **Business and Administrative Unit**  
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

- 31 **Labor and Trades Unit**  
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
- 32 **Technical Unit**  
Employees in this unit provide support services in the area of science and engineering.
- 41 **Administrative Support Unit**  
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 **Human Services Support Unit**  
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 **Pending Unit Assignment**  
Employees in positions in classifications that are pending unit assignment.
- 51 **Supervisory Unit**  
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.
- 52 **Noncareer**  
Employees in noncareer classes that are ineligible for collective bargaining.
- 98 **Managerial Unit**  
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.
- 99 **Confidential Unit**  
Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not of Hispanic Origin)** - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the state of Michigan.