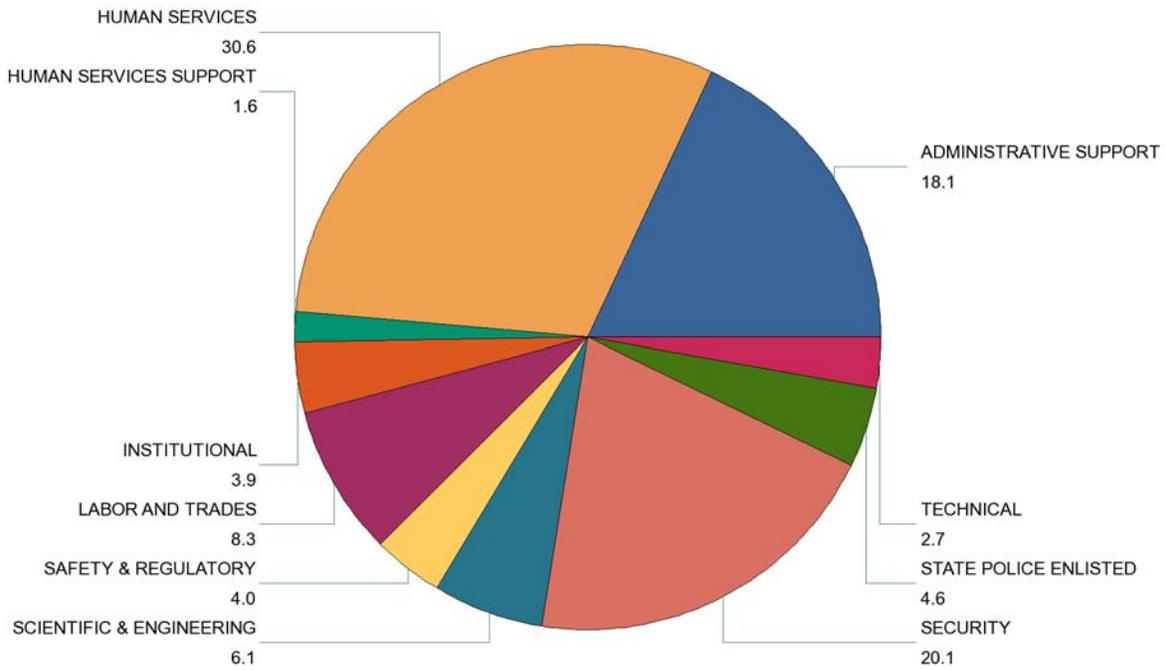


SECTION FIVE

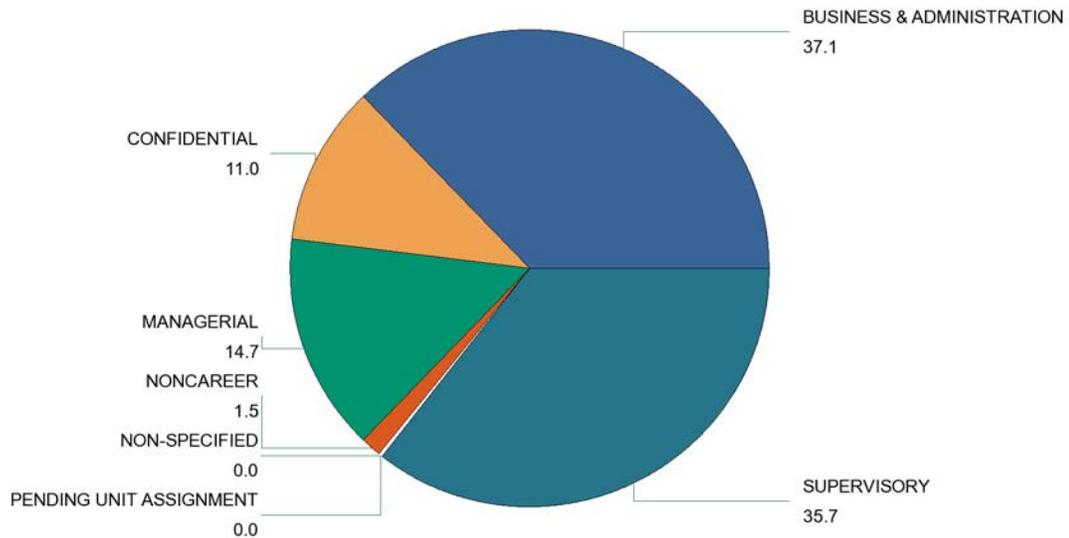
BARGAINING UNIT CHARACTERISTICS

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

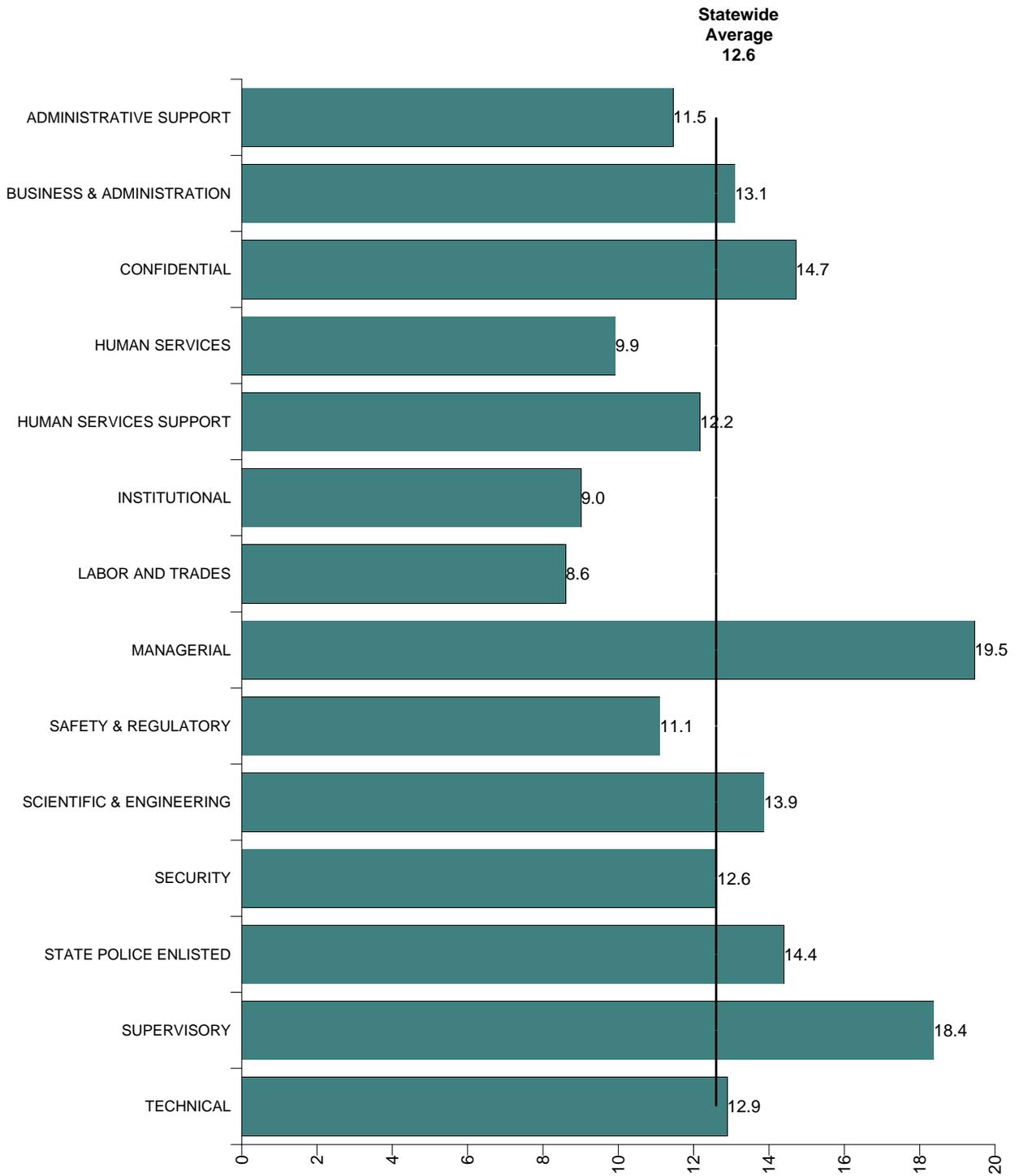
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,369	1,159	84.7	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
A02 - SAFETY & REGULATORY																
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
BARGAINING UNIT TOTAL	915	240	53	103	8	9	30	2	9	0	0	0	1,015	354	4	2
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
BARGAINING UNIT AVERAGE YEARS	11.1															

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

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
A31 - LABOR AND TRADES																
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
BARGAINING UNIT TOTAL	2,109	483	124	39	38	4	41	7	8	0	0	0	2,320	533	26	5
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
BARGAINING UNIT AVERAGE YEARS	8.6															

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 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.

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
C12 - SECURITY																
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
BARGAINING UNIT TOTAL	4,695	763	644	430	142	18	168	39	20	5	3	0	5,672	1,255	19	5
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
BARGAINING UNIT AVERAGE YEARS	12.6															

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

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
E42 - HUMAN SERVICES SUPPORT																
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
BARGAINING UNIT TOTAL	82	181	45	210	7	4	10	22	2	3	0	0	146	420	4	6
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
BARGAINING UNIT AVERAGE YEARS	12.2															

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

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
H21 - SCIENTIFIC & ENGINEERING																
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
BARGAINING UNIT TOTAL	1,231	694	38	31	7	3	18	13	42	35	0	0	1,336	776	7	3
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
BARGAINING UNIT AVERAGE YEARS		13.9														

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 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.

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
L32 - TECHNICAL																
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
BARGAINING UNIT TOTAL	620	219	31	20	6	0	17	5	10	6	0	0	684	250	8	2
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
BARGAINING UNIT AVERAGE YEARS	12.9															

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

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
T01 - STATE POLICE ENLISTED																
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
BARGAINING UNIT TOTAL	1,290	138	87	8	26	0	42	1	8	2	0	0	1,453	149	3	0
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
BARGAINING UNIT 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 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.

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
U11 - INSTITUTIONAL																
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
BARGAINING UNIT TOTAL	306	562	159	268	3	5	20	15	6	11	0	0	494	861	1	1
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
BARGAINING UNIT AVERAGE YEARS	9.0															

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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
W22 - HUMAN SERVICES																
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
BARGAINING UNIT TOTAL	2,003	4,907	526	2,605	20	48	83	254	34	79	1	0	2,667	7,893	34	40
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
BARGAINING UNIT AVERAGE YEARS	9.9															

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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
W41 - ADMINISTRATIVE SUPPORT																
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
BARGAINING UNIT TOTAL	691	4,047	139	1,037	5	52	34	210	10	41	0	0	879	5,387	17	92
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
BARGAINING UNIT AVERAGE YEARS	11.5															

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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
Y23 - BUSINESS & ADMINISTRATION																
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
BARGAINING UNIT TOTAL	1,890	2,322	197	482	6	17	57	99	134	137	0	0	2,284	3,057	32	42
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
BARGAINING UNIT AVERAGE YEARS		13.1														

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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
Y51 - SUPERVISORY																
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
BARGAINING UNIT TOTAL	2,195	1,723	274	665	41	21	63	61	46	42	0	1	2,619	2,513	43	35
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
BARGAINING UNIT AVERAGE YEARS	18.4															

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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
Y52 - NONCAREER																
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
BARGAINING UNIT TOTAL	86	92	11	11	0	0	1	3	8	9	0	0	106	115	0	1
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
BARGAINING UNIT AVERAGE YEARS	0.0															

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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
Y98 - MANAGERIAL																
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
BARGAINING UNIT TOTAL	991	796	103	122	10	5	21	22	21	17	0	0	1,146	962	23	14
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
BARGAINING UNIT AVERAGE YEARS	19.5															

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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
Y99 - CONFIDENTIAL																
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
BARGAINING UNIT TOTAL	243	1,041	38	176	0	11	11	45	2	12	0	0	294	1,285	4	22
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
BARGAINING UNIT AVERAGE YEARS	14.7															

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

Pay End Date: September 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
STATEWIDE TOTAL																
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
STATEWIDE TOTAL	19,347	18,208	2,469	6,207	319	197	616	798	360	399	4	1	23,115	25,810	225	270
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 %
STATEWIDE TOTAL	48,926	100.0 %	45.1	\$27.38	32,548	66.5 %

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. 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 %
STATEWIDE TOTALS:	46,854	19,052	41 %	22,374	48 %	444	1 %	1,329	3 %	43,021	92 %	1,093	2 %	129	0 %

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

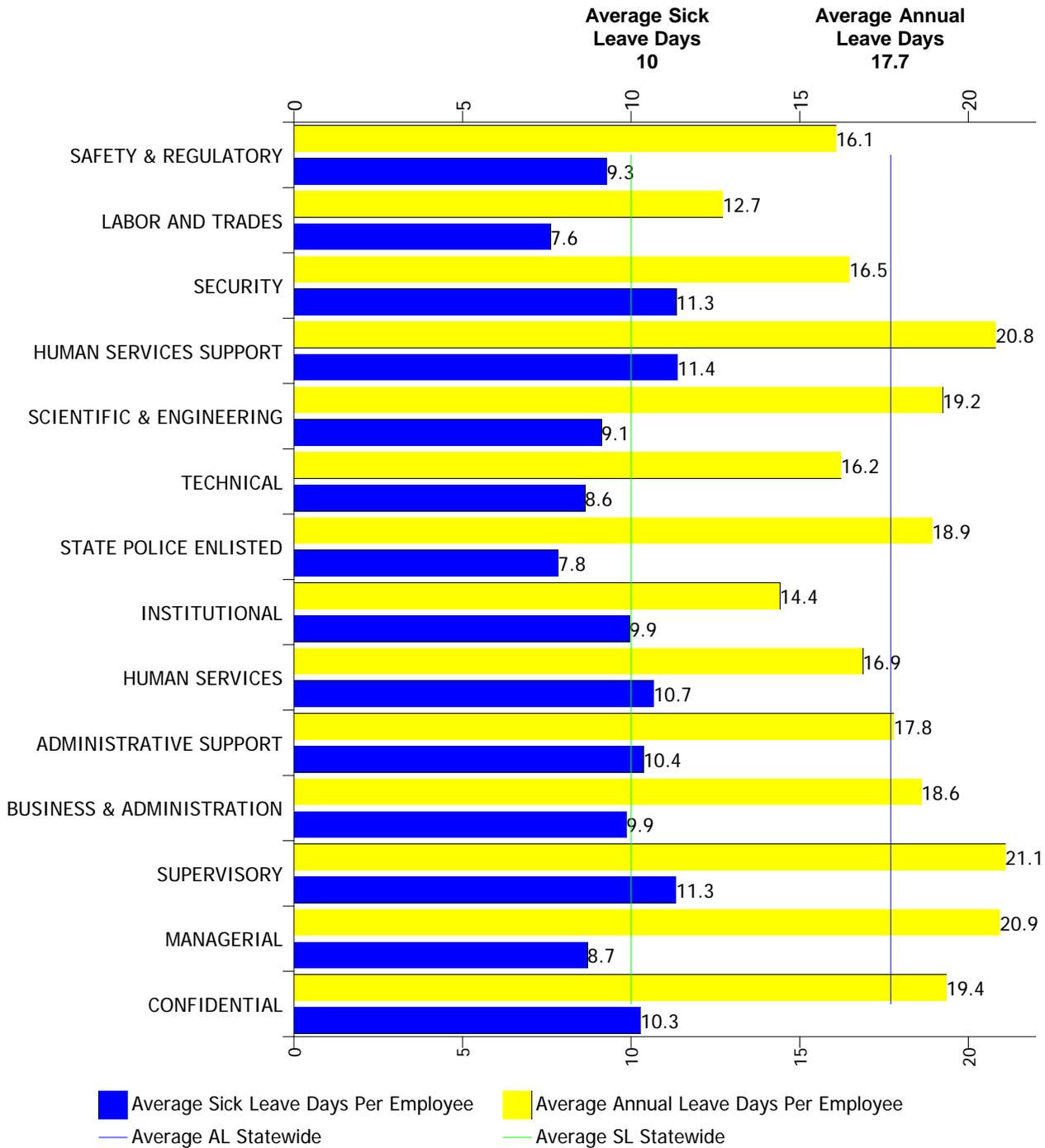
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02 SAFETY & REGULATORY	1,348	1,233	91 %	1,120	83 %	58	4 %	1,283	95 %	62	5 %	53	4 %
A31 LABOR 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 %
STATEWIDE TOTALS:	46,854	44,395	95 %	40,613	87 %	1,381	3 %	44,628	95 %	2,122	5 %	1,378	3 %

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

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
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
STATEWIDE	52,613	4,292,652.4	81.6	10.2

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
STATEWIDE	52,613	7,445,381.5	141.5	17.7	52,613	43,531.6	0.8	0.1

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

BARGAINING UNIT CODE/NAME		AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
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
	STATEWIDE AVERAGE	10.2	17.7	27.9

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**

BARGAINING UNIT CODE/NAME	2010-11	2011-12	2012-13	2013-14	2014-15
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
Total:		48,927	1,369	2,853	6,927	566	2,112	934	1,602	1,355	10,560	6,266	34,544

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
Total:		48,927	5,341	1,579	2,108	221	2	5,132	14,383

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