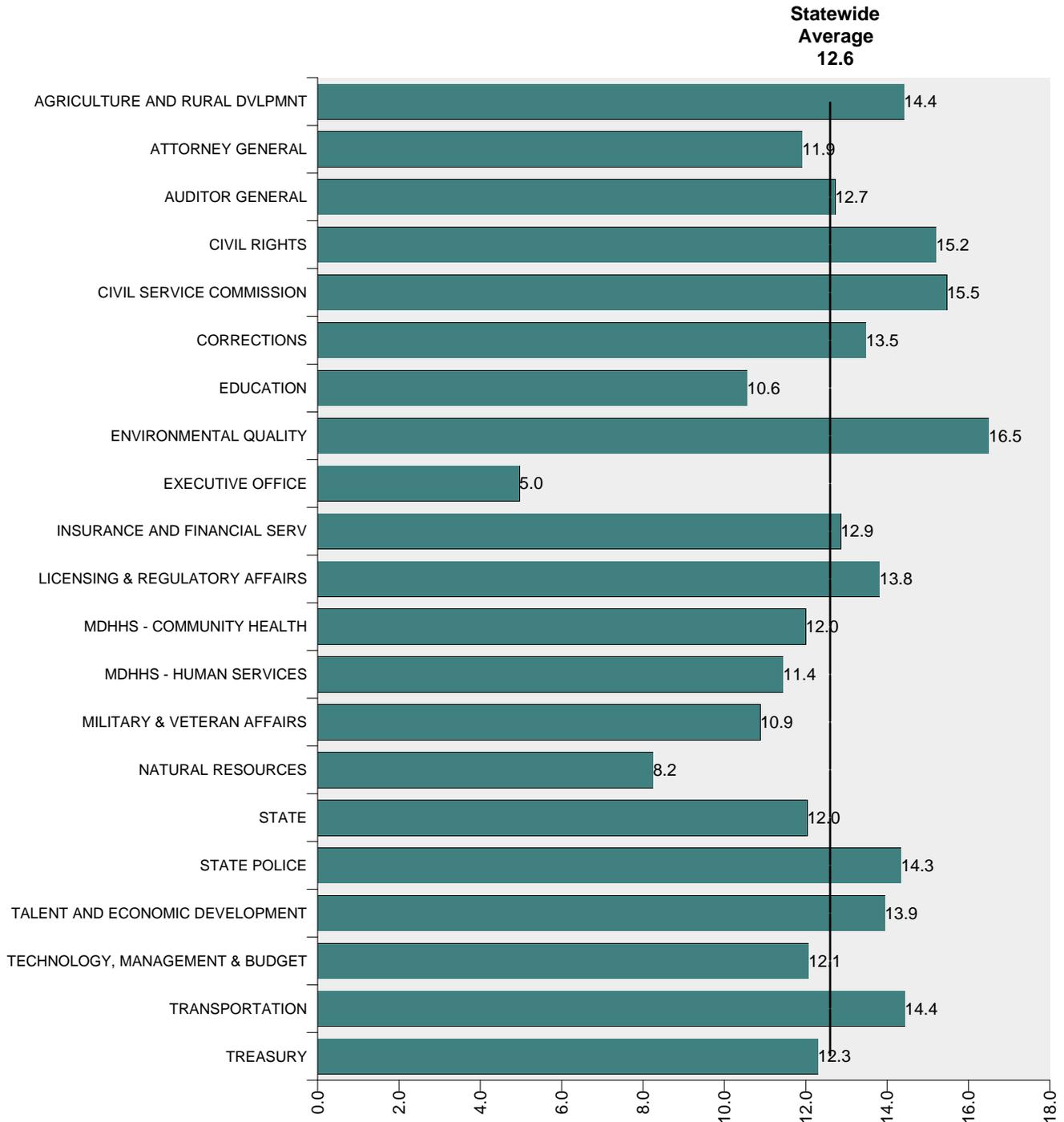


SECTION THREE

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
AGRICULTURE AND RURAL DVLPMNT																
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
DEPARTMENT TOTAL	196	177	7	15	1	3	2	8	3	4	0	0	209	207	2	6
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
ATTORNEY GENERAL																
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
DEPARTMENT TOTAL	194	228	13	26	0	0	3	10	2	3	0	0	212	267	1	1
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.

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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
AUDITOR GENERAL																
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
DEPARTMENT TOTAL	68	72	5	2	0	0	0	1	0	1	0	0	73	76	0	1
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.

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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
CIVIL RIGHTS																
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
DEPARTMENT TOTAL	11	20	11	44	0	0	2	7	0	1	0	0	24	72	0	0
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
CIVIL SERVICE COMMISSION																
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
DEPARTMENT TOTAL	51	279	14	56	0	6	2	13	0	4	0	0	67	358	0	5
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
CORRECTIONS																
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
DEPARTMENT TOTAL	7,133	3,088	962	1,110	197	54	220	111	41	29	4	0	8,557	4,392	65	29
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

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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
EDUCATION																
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
DEPARTMENT TOTAL	125	320	14	44	0	0	4	9	3	4	0	0	146	377	0	2
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.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
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
DEPARTMENT TOTAL	545	489	15	24	1	2	7	12	12	18	0	0	580	545	7	5
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.

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
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
DEPARTMENT TOTAL	21	36	0	2	0	0	0	0	0	0	0	0	21	38	0	0
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

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
INSURANCE AND FINANCIAL SERV																
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
DEPARTMENT TOTAL	99	161	10	25	0	1	6	4	4	3	0	0	119	194	1	5
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

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.

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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
LICENSING & REGULATORY AFFAIRS																
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
DEPARTMENT TOTAL	599	930	73	219	5	10	23	28	15	21	0	0	715	1,208	12	20
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

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.

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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
MDHHS - COMMUNITY HEALTH																
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
DEPARTMENT TOTAL	727	1,409	264	488	8	15	30	59	39	79	0	0	1,068	2,050	11	25
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
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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
MDHHS - HUMAN SERVICES																
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
DEPARTMENT TOTAL	1,462	5,361	480	2,972	14	53	93	320	18	49	0	1	2,067	8,756	38	71
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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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
MILITARY & VETERAN AFFAIRS																
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
DEPARTMENT TOTAL	339	314	25	54	5	3	19	3	5	6	0	0	393	380	3	2
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.

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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
NATURAL RESOURCES																
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
DEPARTMENT TOTAL	1,726	914	40	50	14	8	21	11	12	3	0	0	1,813	986	13	8
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

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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
STATE																
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
DEPARTMENT TOTAL	243	921	42	272	1	14	8	59	8	14	0	0	302	1,280	4	24
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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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
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
DEPARTMENT TOTAL	1,802	646	111	36	30	2	56	17	12	4	0	0	2,011	705	6	5
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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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TALENT AND ECONOMIC DEVELOPMENT																
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
DEPARTMENT TOTAL	295	508	88	372	2	2	19	40	6	13	0	0	410	935	13	21
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

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
TECHNOLOGY, MANAGEMENT & BUDGET																
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
DEPARTMENT TOTAL	1,538	824	113	117	5	4	41	30	127	107	0	0	1,824	1,082	13	13
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

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
TRANSPORTATION																
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
DEPARTMENT TOTAL	1,696	699	104	82	34	13	44	16	34	18	0	0	1,912	828	25	20
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

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
TREASURY																
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
DEPARTMENT TOTAL	478	812	78	197	2	7	16	41	19	18	0	0	593	1,075	12	7
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

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

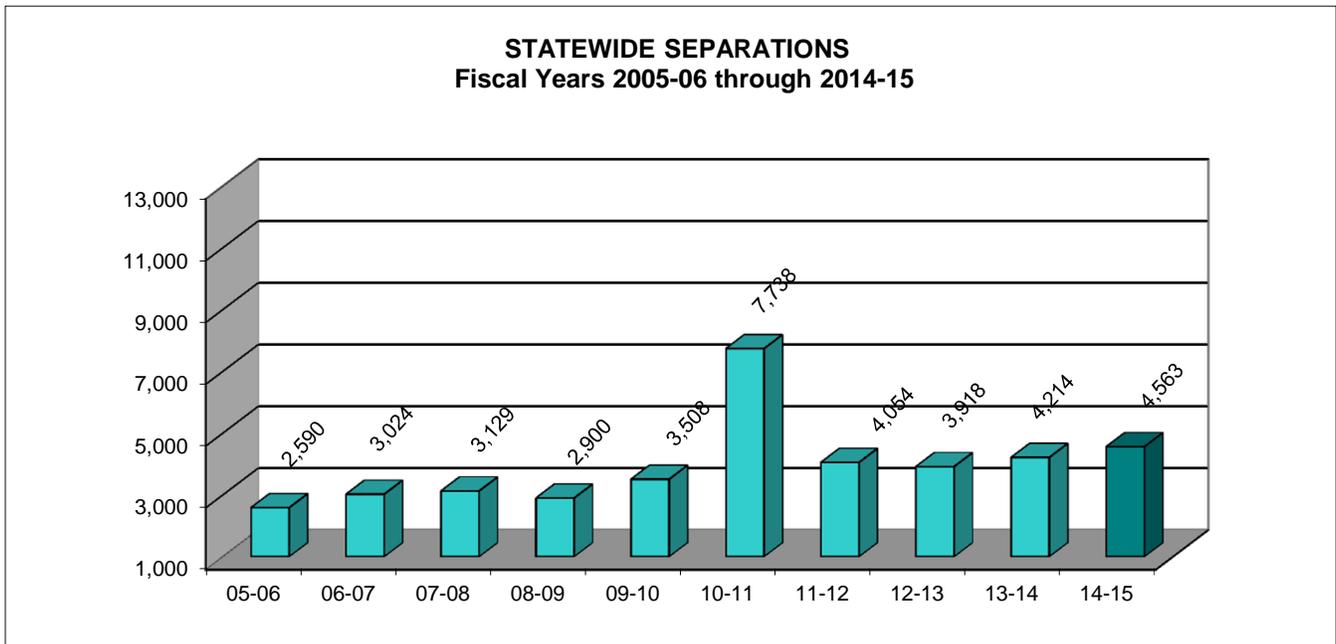
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																	
00- 05 YEARS	6,158	6,563	809	1,917	84	68	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	
STATEWIDE TOTAL	19,348	18,208	2,469	6,207	319	197	616	799	360	399	4	1	23,116	25,811	226	270	
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	
STATEWIDE TOTAL AVERAGE YEARS	12.6																

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, 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**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	77	1.7%
Dismissal	336	7.4%
Expired Appointment	406	8.9%
Total Involuntary Separations	819	17.9%
<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%
Total Voluntary Separations	1,927	42.2%
<i>RETIREMENT</i>		
Retirement	1,714	37.6%
Incentive Retirement	0	
Disability Retirement	83	1.8%
Deferred Retirement	20	0.4%
Total Retirements	1,817	39.8%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	4,563	100.0%



Comments: Starting in FY 2005-06, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following 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						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET 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
STATEWIDE TOTALS:	3,713	2,653	377	5	6,748	5,724	318	118	123	0	6,283	465

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 ¹	64,456	x	x
1978-79	68,105	8,483	12.5%
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84 ²	58,320	5,345	9.2%
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 ²	63,096	3,819	6.1%
1988-89 ²	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92 ²	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97 ²	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,334	7.0%
2001-02 ²	60,147	6,214	10.3%
2002-03 ²	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%
2005-06	52,259	2,590	5.0%
2006-07	52,013	3,024	5.8%
2007-08	50,799	3,129	6.2%
2008-09	51,699	2,900	5.6%
2009-10	50,615	3,508	6.9%
2010-11 ²	47,818	7,738	16.2%
2011-12	47,809	4,053	8.5%
2012-13	47,739	3,918	8.2%
2013-14	47,002	4,214	9.0%
2014-15	46,588	4,563	9.8%

¹ Turnover figures for 1977-78 are not available.

² 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
Agriculture & Rural Development			
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%
Attorney General			
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%
Auditor General			
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%
Civil Rights			
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%
Civil Service Commission			
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%
Corrections			
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
Education			
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%
Environmental Quality ²			
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%
Executive Office			
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%
Insurance and Financial Services ³			
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	292	17	5.8%
2014-15	305	17	5.6%
Licensing & Regulatory Affairs ¹			
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%
MDHHS-Community Health			
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%
MDHHS-Human Services			
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%
Military and Veterans Affairs			
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
Natural Resources ²			
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%
Natural Resources & Environment ²			
2010-11	1,198	368	30.7%
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
2014-15	--	--	--
State			
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%
State Police			
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%
Strategic Fund ⁴			
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	--	--	--
Talent and Economic Development ⁴			
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
Technology, Management and Budget			
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%
Transportation			
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%
Treasury			
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%
Statewide Total			
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: ¹ In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

² In FY 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.

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

⁴ 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.

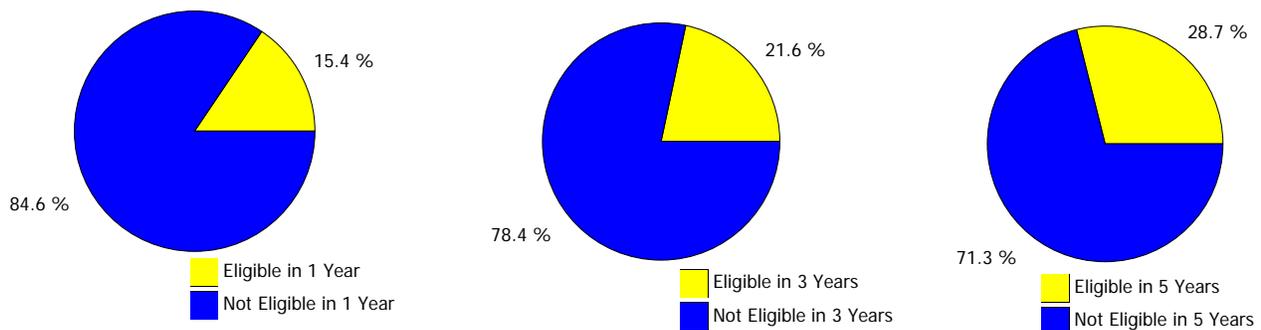
An increase in separations occurred in FY 2010-11 due to an early retirement incentive program.

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