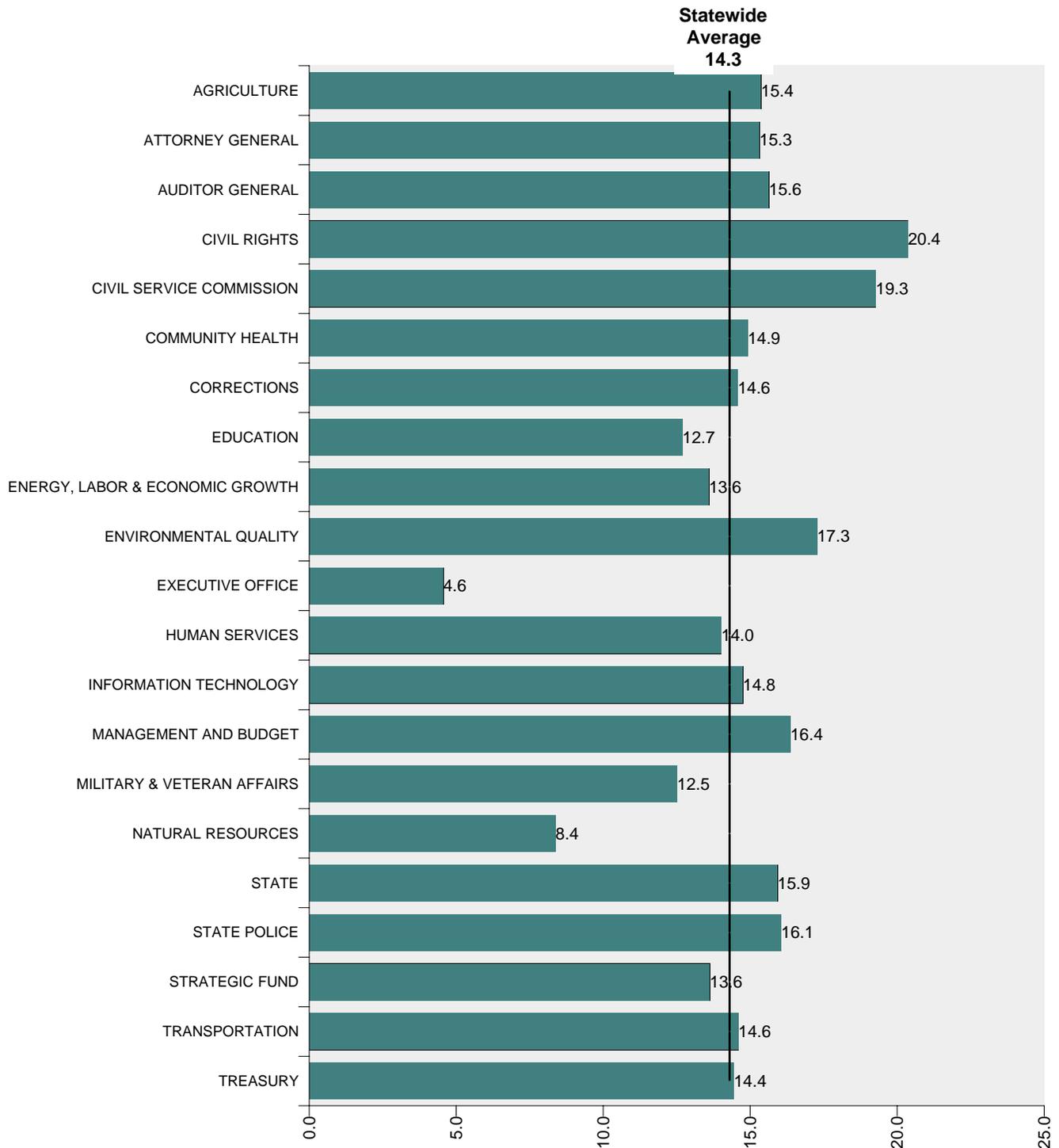


SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 18, 2010



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

Executive Office employees are limited to a maximum of eight years of employment due to term limits.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
00 - 05 YEARS	31	33	1	4	1	2	1	0	0	0	0	0	34	39	0	0
06 - 10 YEARS	43	50	2	4	1	0	1	0	0	1	0	0	47	55	0	0
11 - 15 YEARS	35	22	1	2	0	1	0	2	0	1	0	0	36	28	0	1
16 - 20 YEARS	31	23	0	1	0	0	1	1	1	0	0	0	33	25	1	0
21 - 25 YEARS	35	32	0	4	0	0	0	0	0	1	0	0	35	37	1	3
26 - 30 YEARS	5	11	0	5	0	0	0	0	1	0	0	0	6	16	0	1
31 - 35 YEARS	17	14	1	0	0	0	2	0	0	0	0	0	20	14	0	2
36 - 40 YEARS	9	4	0	0	0	0	0	0	0	0	0	0	9	4	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	206	189	5	20	2	3	5	3	2	3	0	0	220	218	2	8
MORE THAN 10 YEARS:	132	106	2	12	0	1	3	3	2	2	0	0	139	124	2	8
AVERAGE YEARS	15.8	15.1	12.8	15.7	6.5	5.3	17.8	14.0	24.5	15.0	0.0	0.0	15.8	15.0	21.5	26.5

DEPARTMENT AVERAGE YEARS	15.4
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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	44	43	4	5	0	0	0	1	0	0	3	1	51	50	1	0
06 - 10 YEARS	32	46	8	4	0	0	0	2	0	0	0	0	40	52	0	0
11 - 15 YEARS	27	38	0	8	0	0	1	1	0	2	0	0	28	49	0	0
16 - 20 YEARS	11	11	2	1	0	0	0	1	0	0	0	0	13	13	0	0
21 - 25 YEARS	25	31	0	6	0	0	0	2	1	0	0	0	26	39	1	2
26 - 30 YEARS	14	13	3	3	0	0	0	0	0	0	0	0	17	16	0	0
31 - 35 YEARS	16	17	1	2	0	1	2	1	0	0	0	0	19	21	1	0
36 - 40 YEARS	16	2	0	0	0	0	0	0	0	0	0	0	16	2	1	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	188	201	18	29	0	1	3	8	1	2	3	1	213	242	4	2
MORE THAN 10 YEARS:	112	112	6	20	0	1	3	5	1	2	0	0	122	140	3	2
AVERAGE YEARS	16.7	14.2	12.1	15.9	0.0	31.0	26.0	15.9	22.0	11.5	4.0	4.0	16.3	14.5	24.8	22.5

DEPARTMENT AVERAGE YEARS 15.3

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	9	18	0	0	0	0	0	0	0	0	0	0	9	18	0	0
06 - 10 YEARS	4	9	0	0	0	0	0	0	0	1	0	0	4	10	0	0
11 - 15 YEARS	14	19	1	2	0	0	0	0	0	0	0	0	15	21	0	0
16 - 20 YEARS	6	8	0	1	0	0	0	0	0	0	0	0	6	9	0	0
21 - 25 YEARS	8	13	2	0	0	0	0	0	0	0	0	0	10	13	0	2
26 - 30 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	1
31 - 35 YEARS	7	3	1	0	0	0	0	0	0	0	0	0	8	3	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	58	72	4	3	0	0	0	0	0	1	0	0	62	76	1	3
MORE THAN 10 YEARS:	45	45	4	3	0	0	0	0	0	0	0	0	49	48	1	3
AVERAGE YEARS	18.5	13.1	22.8	15.3	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0	18.7	13.1	36.0	25.3

DEPARTMENT AVERAGE YEARS 15.6

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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	0	3	1	5	0	0	0	0	0	0	0	0	1	8	0	0
06 - 10 YEARS	3	4	3	9	0	0	0	1	0	0	0	0	6	14	0	0
11 - 15 YEARS	1	0	0	6	0	0	0	0	0	1	0	0	1	7	0	0
16 - 20 YEARS	3	3	3	5	0	0	0	1	0	0	0	0	6	9	0	0
21 - 25 YEARS	1	3	1	3	0	0	2	0	0	0	0	0	4	6	0	0
26 - 30 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
31 - 35 YEARS	2	2	0	5	0	0	2	1	0	0	0	0	4	8	0	1
36 - 40 YEARS	2	7	2	3	0	0	0	0	0	0	0	0	4	10	0	0
MORE THAN 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	12	24	10	40	0	0	4	3	0	1	0	0	26	68	0	1
MORE THAN 10 YEARS:	9	17	6	26	0	0	4	2	0	1	0	0	19	46	0	1
AVERAGE YEARS	20.6	23.4	17.6	18.7	0.0	0.0	27.0	20.0	0.0	13.0	0.0	0.0	20.5	20.3	0.0	31.0

DEPARTMENT AVERAGE YEARS	20.4
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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 18, 2010**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	11	38	2	7	1	0	0	0	0	1	0	0	14	46	0	0
06 - 10 YEARS	6	51	1	8	0	1	0	1	0	1	0	0	7	62	0	0
11 - 15 YEARS	11	55	1	2	0	0	0	0	0	3	0	0	12	60	0	1
16 - 20 YEARS	4	23	0	9	0	1	1	1	0	2	0	0	5	36	0	1
21 - 25 YEARS	7	60	2	23	0	1	0	9	0	2	0	0	9	95	0	4
26 - 30 YEARS	7	25	2	4	0	2	1	2	0	0	0	0	10	33	1	0
31 - 35 YEARS	8	43	3	10	1	2	0	2	0	0	0	0	12	57	4	4
36 - 40 YEARS	5	21	1	2	0	0	1	0	0	0	0	0	7	23	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	60	317	12	65	2	7	3	15	0	9	0	0	77	413	5	10
MORE THAN 10 YEARS:	43	228	9	50	1	6	3	14	0	7	0	0	56	305	5	10
AVERAGE YEARS	18.9	18.8	22.2	20.3	18.0	24.1	27.0	24.0	0.0	14.4	0.0	0.0	19.7	19.2	32.0	25.4

DEPARTMENT AVERAGE YEARS 19.3

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
00 - 05 YEARS	200	511	55	120	1	10	11	23	16	15	8	15	291	694	1	1
06 - 10 YEARS	174	353	49	109	0	2	8	15	11	14	0	0	242	493	1	2
11 - 15 YEARS	135	254	24	72	1	4	7	6	9	17	0	0	176	353	2	1
16 - 20 YEARS	79	157	22	59	2	2	5	4	5	14	0	0	113	236	4	11
21 - 25 YEARS	105	198	33	83	1	4	5	15	8	16	0	0	152	316	10	14
26 - 30 YEARS	62	116	25	51	1	2	3	6	3	7	0	0	94	182	6	14
31 - 35 YEARS	135	184	56	51	2	5	5	6	8	5	0	0	206	251	9	16
36 - 40 YEARS	34	49	5	5	0	0	1	0	0	0	0	0	40	54	3	2
MORE THAN 40 YEARS	1	4	0	0	0	0	0	1	0	0	0	0	1	5	0	1
DEPARTMENT TOTAL	925	1,826	269	550	8	29	45	76	60	88	8	15	1,315	2,584	36	62
MORE THAN 10 YEARS:	551	962	165	321	7	17	26	38	33	59	0	0	782	1,397	34	59
AVERAGE YEARS	16.0	14.2	17.2	15.1	21.1	14.9	14.8	14.0	14.1	15.2	0.5	1.3	16.1	14.3	25.5	25.5

DEPARTMENT AVERAGE YEARS 14.9

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	952	810	190	285	33	11	42	26	7	12	23	15	1,247	1,159	4	1
06 - 10 YEARS	1,198	614	160	222	26	8	26	20	7	2	0	0	1,417	866	3	2
11 - 15 YEARS	2,079	776	223	273	60	18	64	28	8	4	0	0	2,434	1,099	7	6
16 - 20 YEARS	1,189	396	115	113	27	8	25	15	6	3	0	0	1,362	535	12	12
21 - 25 YEARS	2,323	591	299	258	66	15	47	13	8	3	0	0	2,743	880	127	32
26 - 30 YEARS	226	95	50	55	9	1	6	1	0	0	0	0	291	152	17	11
31 - 35 YEARS	156	126	28	33	2	2	2	5	0	0	0	0	188	166	15	4
36 - 40 YEARS	27	14	5	6	1	0	1	0	0	0	0	0	34	20	5	1
MORE THAN 40 YEARS	3	2	0	1	0	0	0	0	0	0	0	0	3	3	0	0
DEPARTMENT TOTAL	8,153	3,424	1,070	1,246	224	63	213	108	36	24	23	15	9,719	4,880	190	69
MORE THAN 10 YEARS:	6,003	2,000	720	739	165	44	145	62	22	10	0	0	7,055	2,855	183	66
AVERAGE YEARS	15.4	13.1	15.1	13.6	15.2	14.3	13.9	12.4	13.0	9.6	2.8	2.5	15.3	13.2	23.4	22.1

DEPARTMENT AVERAGE YEARS 14.6

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	42	91	2	9	0	0	0	1	1	2	0	0	45	103	0	1
06 - 10 YEARS	33	60	4	2	0	0	0	0	0	1	0	1	37	64	0	0
11 - 15 YEARS	9	53	2	2	0	0	0	1	0	0	0	0	11	56	0	1
16 - 20 YEARS	1	12	0	0	0	0	0	0	0	0	0	0	1	12	0	0
21 - 25 YEARS	5	33	0	4	0	0	1	2	0	1	0	0	6	40	1	2
26 - 30 YEARS	0	14	3	1	0	1	0	1	0	0	0	0	3	17	0	1
31 - 35 YEARS	11	32	0	1	0	0	0	0	0	0	0	0	11	33	1	1
36 - 40 YEARS	1	11	0	1	0	0	0	0	0	0	0	0	1	12	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	102	306	11	20	0	1	1	5	1	4	0	1	115	337	2	7
MORE THAN 10 YEARS:	27	155	5	9	0	1	1	4	0	1	0	0	33	170	2	6
AVERAGE YEARS	9.8	13.6	12.6	12.8	0.0	30.0	25.0	18.0	1.0	7.8	0.0	6.0	10.1	13.6	27.0	22.3

DEPARTMENT AVERAGE YEARS 12.7

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENERGY, LABOR & ECONOMIC GROWTH																
00 - 05 YEARS	402	586	69	262	4	4	19	23	11	9	3	3	508	887	9	14
06 - 10 YEARS	209	351	50	231	1	4	12	18	4	10	1	2	277	616	5	4
11 - 15 YEARS	138	213	20	73	1	2	5	6	1	5	0	0	165	299	9	3
16 - 20 YEARS	110	153	17	52	0	1	3	9	1	4	0	0	131	219	12	18
21 - 25 YEARS	123	188	35	98	1	3	8	18	4	5	0	0	171	312	14	18
26 - 30 YEARS	53	93	19	44	1	4	6	2	2	2	0	0	81	145	9	12
31 - 35 YEARS	107	221	21	75	1	0	2	9	1	3	0	0	132	308	16	26
36 - 40 YEARS	41	53	6	39	0	0	1	1	1	0	0	0	49	93	9	10
MORE THAN 40 YEARS	10	6	2	1	0	0	0	1	0	0	0	0	12	8	1	0
DEPARTMENT TOTAL	1,193	1,864	239	875	9	18	56	87	25	38	4	5	1,526	2,887	84	105
MORE THAN 10 YEARS:	582	927	120	382	4	10	25	46	10	19	0	0	741	1,384	70	87
AVERAGE YEARS	13.3	13.9	14.3	13.3	13.6	15.6	12.4	14.7	11.7	13.3	3.5	4.0	13.4	13.7	21.9	23.0

DEPARTMENT AVERAGE YEARS 13.6

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	52	70	4	1	0	0	1	2	0	1	2	2	59	76	0	0
06 - 10 YEARS	118	111	5	1	0	1	1	3	2	1	0	1	126	118	0	0
11 - 15 YEARS	80	81	3	4	0	0	1	0	1	4	0	0	85	89	0	0
16 - 20 YEARS	129	82	2	6	0	0	3	2	9	3	0	0	143	93	1	3
21 - 25 YEARS	108	91	4	15	1	2	3	3	3	2	0	0	119	113	4	2
26 - 30 YEARS	43	40	3	3	0	0	0	1	2	1	0	0	48	45	3	3
31 - 35 YEARS	79	45	1	1	1	0	1	0	1	1	0	0	83	47	5	3
36 - 40 YEARS	21	9	0	1	0	0	0	0	0	0	0	0	21	10	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	1	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	630	530	22	32	2	3	11	11	18	13	2	3	685	592	13	11
MORE THAN 10 YEARS:	460	349	13	30	2	2	9	6	16	11	0	0	500	398	13	11
AVERAGE YEARS	18.1	16.2	15.3	21.6	28.5	18.7	20.5	15.0	19.2	16.5	2.0	3.3	18.1	16.4	27.4	26.1

DEPARTMENT AVERAGE YEARS 17.3

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	7	13	1	3	0	0	0	1	0	1	0	2	8	20	0	0
06 - 10 YEARS	4	3	0	2	0	0	0	0	0	0	0	0	4	5	0	0
11 - 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	11	18	1	5	0	0	0	1	0	1	0	2	12	27	0	1
MORE THAN 10 YEARS:	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1
AVERAGE YEARS	3.5	5.6	1.0	5.2	0.0	0.0	0.0	4.0	0.0	2.0	0.0	3.0	3.3	5.1	0.0	42.0

DEPARTMENT AVERAGE YEARS 4.6

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
00 - 05 YEARS	402	1,707	143	937	3	10	22	103	5	18	2	11	577	2,786	0	6
06 - 10 YEARS	160	809	45	407	1	4	17	46	3	5	0	0	226	1,271	1	6
11 - 15 YEARS	206	679	77	526	0	11	12	61	2	8	0	1	297	1,286	0	14
16 - 20 YEARS	135	464	52	200	2	11	9	37	2	12	0	0	200	724	11	21
21 - 25 YEARS	158	424	54	255	1	5	22	51	2	6	0	0	237	741	18	39
26 - 30 YEARS	80	396	27	234	2	6	2	17	2	3	0	1	113	657	12	44
31 - 35 YEARS	209	515	33	293	2	3	5	10	3	3	0	0	252	824	18	50
36 - 40 YEARS	76	149	11	92	0	0	1	5	1	0	0	0	89	246	9	15
MORE THAN 40 YEARS	11	9	1	4	1	0	1	0	0	0	0	0	14	13	1	1
DEPARTMENT TOTAL	1,437	5,152	443	2,948	12	50	91	330	20	55	2	13	2,005	8,548	70	196
MORE THAN 10 YEARS:	875	2,636	255	1,604	8	36	52	181	12	32	0	2	1,202	4,491	69	184
AVERAGE YEARS	16.1	13.7	13.6	13.9	19.8	15.5	13.9	12.6	16.1	12.8	2.0	5.1	15.4	13.7	27.5	25.7

DEPARTMENT AVERAGE YEARS 14.0

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**
Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
00 - 05 YEARS	228	98	19	10	1	0	3	3	43	35	17	7	311	153	0	0
06 - 10 YEARS	131	49	5	4	1	0	2	0	28	9	0	1	167	63	0	1
11 - 15 YEARS	241	93	11	10	1	0	7	1	12	4	0	0	272	108	4	0
16 - 20 YEARS	70	41	0	2	0	1	2	2	5	4	0	0	77	50	1	4
21 - 25 YEARS	96	89	21	22	2	1	4	5	8	3	0	0	131	120	9	5
26 - 30 YEARS	23	36	6	12	0	0	0	4	2	6	0	0	31	58	3	3
31 - 35 YEARS	80	69	9	8	0	0	2	3	2	1	0	0	93	81	8	1
36 - 40 YEARS	35	24	2	3	0	0	1	2	0	1	0	0	38	30	1	2
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	905	499	73	71	5	2	21	20	100	63	17	8	1,121	663	26	16
MORE THAN 10 YEARS:	546	352	49	57	3	2	16	17	29	19	0	0	643	447	26	15
AVERAGE YEARS	14.0	17.4	16.9	20.3	12.2	20.0	15.8	22.3	8.2	9.2	2.1	2.4	13.5	16.9	24.6	23.5

DEPARTMENT AVERAGE YEARS	14.8
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT AND BUDGET																
00 - 05 YEARS	102	72	3	7	0	0	3	2	0	0	1	0	109	81	1	0
06 - 10 YEARS	78	60	1	6	0	0	3	0	0	1	0	2	82	69	0	0
11 - 15 YEARS	88	71	8	5	0	1	0	1	1	0	0	0	97	78	0	0
16 - 20 YEARS	40	28	5	4	0	1	2	2	0	0	0	0	47	35	2	1
21 - 25 YEARS	51	40	8	6	0	0	3	1	7	1	0	0	69	48	3	2
26 - 30 YEARS	25	20	7	3	0	0	1	0	0	1	0	0	33	24	4	3
31 - 35 YEARS	68	39	5	1	0	0	5	1	0	0	0	0	78	41	4	1
36 - 40 YEARS	23	11	0	3	2	0	6	2	1	0	0	0	32	16	2	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	475	342	37	35	2	2	23	9	9	3	1	2	547	393	16	7
MORE THAN 10 YEARS:	295	210	33	22	2	2	17	7	9	2	0	0	356	243	15	7
AVERAGE YEARS	16.1	15.5	20.1	16.2	36.5	13.5	24.0	20.6	23.2	20.7	1.0	6.5	16.9	15.7	27.0	26.1

DEPARTMENT AVERAGE YEARS 16.4

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	132	90	9	23	0	0	1	4	2	4	2	1	146	122	0	0
06 - 10 YEARS	70	70	4	38	1	0	3	2	1	1	1	0	80	111	0	1
11 - 15 YEARS	43	66	8	25	0	1	6	2	0	1	0	0	57	95	1	0
16 - 20 YEARS	56	45	1	9	0	0	3	1	0	0	0	0	60	55	0	1
21 - 25 YEARS	34	50	3	10	1	2	0	1	0	1	0	0	38	64	3	3
26 - 30 YEARS	18	24	2	2	1	0	1	1	0	0	0	0	22	27	3	2
31 - 35 YEARS	15	26	3	5	0	0	0	1	0	0	0	0	18	32	3	2
36 - 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	1	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	376	373	30	112	3	3	14	12	3	7	3	1	429	508	11	10
MORE THAN 10 YEARS:	174	213	17	51	2	3	10	6	0	2	0	0	203	275	11	9
AVERAGE YEARS	11.6	13.8	12.2	11.6	21.3	21.3	13.2	13.5	3.3	7.3	3.7	0.0	11.6	13.3	26.7	25.2

DEPARTMENT AVERAGE YEARS 12.5

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: September 18, 2010

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
00 - 05 YEARS	867	587	15	18	6	5	5	3	2	0	32	14	927	627	6	1
06 - 10 YEARS	247	102	2	1	4	0	5	1	4	0	1	0	263	104	1	0
11 - 15 YEARS	201	86	4	3	3	1	2	1	3	2	0	0	213	93	2	1
16 - 20 YEARS	135	57	5	4	1	0	3	0	0	0	0	0	144	61	0	1
21 - 25 YEARS	138	78	7	2	4	2	2	7	0	0	0	0	151	89	10	5
26 - 30 YEARS	43	33	2	2	1	0	0	0	1	0	0	0	47	35	0	2
31 - 35 YEARS	67	24	1	1	3	1	0	2	0	1	0	0	71	29	4	2
36 - 40 YEARS	35	8	0	0	0	0	0	0	0	0	0	0	35	8	1	0
MORE THAN 40 YEARS	5	0	0	0	1	0	0	0	0	0	0	0	6	0	0	0
DEPARTMENT TOTAL	1,738	975	36	31	23	9	17	14	10	3	33	14	1,857	1,046	24	12
MORE THAN 10 YEARS:	624	286	19	12	13	4	7	10	4	3	0	0	667	315	17	11
AVERAGE YEARS	9.0	7.2	11.1	8.4	15.2	10.6	10.0	17.2	10.1	19.0	0.3	0.0	9.0	7.3	18.1	22.2

DEPARTMENT AVERAGE YEARS 8.4

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	43	166	7	58	0	0	0	8	0	4	3	6	53	242	0	0
06 - 10 YEARS	39	165	7	38	1	1	2	12	0	1	0	1	49	218	0	0
11 - 15 YEARS	34	154	3	39	0	6	1	3	1	2	0	0	39	204	1	3
16 - 20 YEARS	15	88	2	27	0	3	0	10	2	2	0	0	19	130	1	14
21 - 25 YEARS	32	113	7	64	1	2	2	7	1	4	0	0	43	190	4	21
26 - 30 YEARS	8	86	5	30	0	0	0	5	0	3	0	0	13	124	1	11
31 - 35 YEARS	42	73	6	19	0	1	2	6	0	0	0	0	50	99	3	3
36 - 40 YEARS	12	26	0	2	0	0	0	1	0	0	0	0	12	29	2	1
MORE THAN 40 YEARS	0	8	0	1	0	0	0	0	0	0	0	0	0	9	0	2
DEPARTMENT TOTAL	225	879	37	278	2	13	7	52	4	16	3	7	278	1,245	12	55
MORE THAN 10 YEARS:	143	548	23	182	1	12	5	32	4	11	0	0	176	785	12	55
AVERAGE YEARS	17.1	15.7	17.1	15.7	17.0	16.9	20.4	16.8	19.0	16.3	1.3	0.9	17.1	15.7	27.1	24.0

DEPARTMENT AVERAGE YEARS 15.9

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
00 - 05 YEARS	124	88	4	4	0	1	7	2	2	1	1	2	138	98	0	0
06 - 10 YEARS	261	121	5	3	1	0	1	4	0	0	0	0	268	128	0	0
11 - 15 YEARS	478	117	23	12	6	1	13	1	5	0	0	0	525	131	1	0
16 - 20 YEARS	242	89	17	5	9	0	8	0	1	2	0	0	277	96	3	1
21 - 25 YEARS	344	126	63	14	9	0	20	4	2	1	0	0	438	145	3	5
26 - 30 YEARS	57	23	11	5	1	0	6	2	0	1	0	0	75	31	1	2
31 - 35 YEARS	66	41	9	5	0	1	1	3	0	0	0	0	76	50	1	1
36 - 40 YEARS	17	11	0	1	0	0	1	0	0	0	0	0	18	12	1	0
MORE THAN 40 YEARS	5	4	0	0	0	0	0	0	0	0	0	0	5	4	0	0
DEPARTMENT TOTAL	1,594	620	132	49	26	3	57	16	10	5	1	2	1,820	695	10	9
MORE THAN 10 YEARS:	1,209	411	123	42	25	2	49	10	8	4	0	0	1,414	469	10	9
AVERAGE YEARS	15.7	15.6	20.3	19.1	18.3	15.7	18.0	18.1	12.9	17.8	2.0	1.0	16.1	15.9	22.9	24.4

DEPARTMENT AVERAGE YEARS 16.1

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

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STRATEGIC FUND																
00 - 05 YEARS	33	42	2	6	0	0	0	2	0	0	0	0	35	50	0	0
06 - 10 YEARS	5	12	1	2	0	0	1	0	1	0	0	0	8	14	0	1
11 - 15 YEARS	11	14	1	2	0	0	0	0	0	1	0	0	12	17	0	0
16 - 20 YEARS	8	8	0	2	0	1	0	0	0	0	0	0	8	11	0	2
21 - 25 YEARS	7	11	2	1	1	0	2	1	1	0	0	0	13	13	2	1
26 - 30 YEARS	7	9	0	1	0	0	0	0	1	1	0	0	8	11	0	1
31 - 35 YEARS	10	11	0	4	0	0	0	0	0	0	0	0	10	15	3	1
36 - 40 YEARS	0	5	0	1	0	0	0	0	0	0	0	0	0	6	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	81	112	6	19	1	1	3	3	3	2	0	0	94	137	5	6
MORE THAN 10 YEARS:	43	58	3	11	1	1	2	1	2	2	0	0	51	73	5	5
AVERAGE YEARS	12.9	13.5	12.2	16.1	22.0	16.0	19.0	9.3	19.7	18.5	0.0	0.0	13.3	13.8	28.8	21.3

DEPARTMENT AVERAGE YEARS 13.6

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

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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 18, 2010**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	425	145	60	21	6	1	13	3	13	3	4	3	521	176	0	1
06 - 10 YEARS	432	161	16	15	5	1	2	1	10	6	0	0	465	184	2	1
11 - 15 YEARS	280	87	17	5	6	4	5	1	6	6	0	0	314	103	0	0
16 - 20 YEARS	189	87	14	9	1	0	4	0	3	1	0	0	211	97	4	3
21 - 25 YEARS	290	104	27	18	5	3	14	5	5	2	0	0	341	132	19	9
26 - 30 YEARS	73	51	10	9	3	0	1	1	1	0	0	0	88	61	3	6
31 - 35 YEARS	126	67	17	12	5	0	7	2	4	0	0	0	159	81	17	7
36 - 40 YEARS	40	16	8	5	2	0	6	0	1	0	0	0	57	21	3	4
MORE THAN 40 YEARS	18	4	0	0	0	0	0	0	5	0	0	0	23	4	5	0
DEPARTMENT TOTAL	1,873	722	169	94	33	9	52	13	48	18	4	3	2,179	859	53	31
MORE THAN 10 YEARS:	1,016	416	93	58	22	7	37	9	25	9	0	0	1,193	499	51	29
AVERAGE YEARS	14.1	15.3	14.1	17.1	17.8	14.4	19.1	18.5	15.5	11.0	1.5	0.7	14.3	15.4	28.4	26.2

DEPARTMENT AVERAGE YEARS 14.6

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

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 18, 2010

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	115	213	25	42	0	2	1	9	3	5	3	5	147	276	0	0
06 - 10 YEARS	95	166	11	39	1	1	2	4	7	8	0	0	116	218	1	1
11 - 15 YEARS	62	103	6	18	0	0	2	3	2	1	0	0	72	125	0	0
16 - 20 YEARS	42	53	5	14	0	2	0	4	1	0	0	0	48	73	4	3
21 - 25 YEARS	37	82	22	36	0	0	5	16	5	0	0	0	69	134	6	6
26 - 30 YEARS	12	54	4	14	1	1	2	3	1	0	0	0	20	72	1	4
31 - 35 YEARS	28	93	7	23	0	1	3	4	0	0	0	0	38	121	5	8
36 - 40 YEARS	21	19	2	6	0	0	1	0	0	1	0	0	24	26	1	1
MORE THAN 40 YEARS	6	3	1	0	0	0	0	0	0	0	0	0	7	3	2	0
DEPARTMENT TOTAL	418	786	83	192	2	7	16	43	19	15	3	5	541	1,048	20	23
MORE THAN 10 YEARS:	208	407	47	111	1	4	13	30	9	2	0	0	278	554	19	22
AVERAGE YEARS	13.5	14.4	15.2	16.1	17.5	15.7	22.3	16.8	12.4	8.8	2.0	1.8	13.9	14.7	26.7	26.2

DEPARTMENT AVERAGE YEARS 14.4

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

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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 18, 2010**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ 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	4,221	5,424	616	1,827	56	46	129	216	105	111	104	87	5,231	7,711	22	25
06- 10 YEARS	3,342	3,367	379	1,145	43	23	86	130	78	62	3	8	3,931	4,735	14	19
11- 15 YEARS	4,173	2,982	433	1,089	78	50	126	118	51	62	0	1	4,861	4,302	27	31
16- 20 YEARS	2,495	1,828	262	523	42	31	69	90	36	47	0	0	2,904	2,519	56	96
21- 25 YEARS	3,927	2,357	590	922	93	40	140	160	55	48	0	0	4,805	3,527	235	175
26- 30 YEARS	761	1,142	179	480	20	17	29	46	16	25	0	1	1,005	1,711	64	121
31- 35 YEARS	1,249	1,645	202	549	17	17	41	56	19	14	0	0	1,528	2,281	117	133
36- 40 YEARS	425	441	42	170	5	0	20	11	4	2	0	0	496	624	40	39
MORE THAN 40 YEARS	67	45	4	9	2	0	2	2	5	0	0	0	80	56	9	5
STATEWIDE TOTAL	20,660	19,231	2,707	6,714	356	224	642	829	369	371	107	97	24,841	27,466	584	644
MORE THAN 10 YEARS	13,097	10,440	1,712	3,742	257	155	427	483	186	198	0	2	15,679	15,020	548	600
AVERAGE YEARS	14.7	13.9	15.3	14.2	16.1	15.4	15.6	14.3	12.8	12.7	1.7	2.2	14.7	13.9	24.7	24.6

STATEWIDE TOTAL AVERAGE YEARS 14.3

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

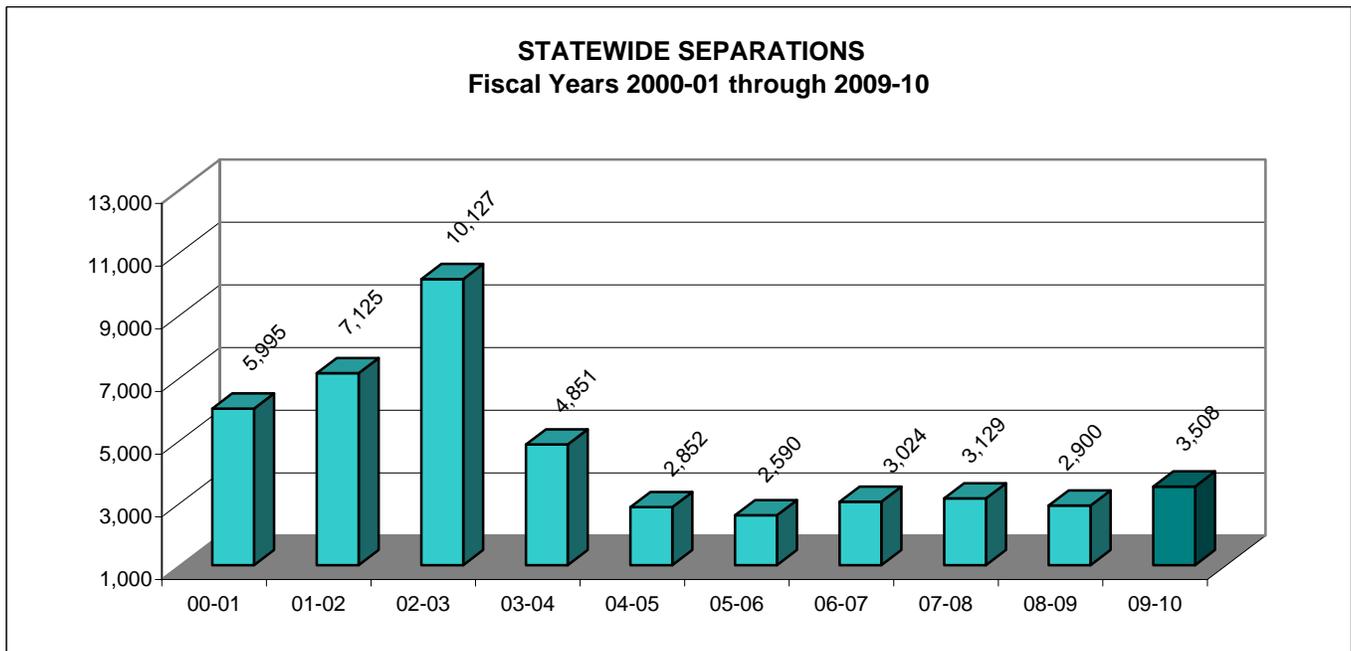
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Source: Michigan Civil Service Commission HWF18

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2009-10

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	82	2.3%
Dismissal	226	6.4%
Expired Appointment	141	4.0%
Total Involuntary Separations	449	12.8%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	772	22.0%
Layoff/Leave of Absence Rights Expired	96	2.7%
Waived Rights Leave of Absence	177	5.0%
Settlement	1	0.0%
Total Voluntary Separations	1,046	29.8%
<i>RETIREMENT</i>		
Retirement	1,908	54.4%
Disability Retirement	72	2.1%
Deferred Retirement	31	0.9%
Total Retirements	2,011	57.3%
<i>UNDEFINED SEPARATIONS</i>	2	0.1%
TOTAL SEPARATIONS	3,508	100.0%



Comments: Starting in FY 2005 separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2010. An increase in separations occurred in fiscal years 2002 and 2003 due to early retirement programs.

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

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From Pay Begin Date September 20, 2009 Through Pay End Date September 18, 2010

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	SEPARATIONS	NET TOTAL	
AGRICULTURE	2	17	0	0	19	36	0	13	0	0	49	-30
ATTORNEY GENERAL	11	0	0	0	11	10	0	0	0	0	10	1
AUDITOR GENERAL	8	2	0	0	10	3	0	0	0	0	3	7
CIVIL RIGHTS	1	0	7	0	8	4	0	0	0	0	4	4
CIVIL SERVICE COMMISSION	0	14	0	0	14	16	0	1	0	0	17	-3
COMMUNITY HEALTH	180	15	33	0	228	216	0	10	15	1	242	-14
CORRECTIONS	270	49	105	1	425	385	0	121	31	4	541	-116
EDUCATION	24	1	3	0	28	19	1	3	0	0	23	5
ENERGY, LABOR & ECONOMIC GROWTH	165	92	14	0	271	175	0	1	11	0	187	84
ENVIRONMENTAL QUALITY	2	3	2	0	7	23	0	5	3	0	31	-24
EXECUTIVE OFFICE	6	1	0	0	7	3	0	0	0	0	3	4
HISTORY ARTS AND LIBRARIES	0	0	0	0	0	5	0	2	0	0	7	-7
HUMAN SERVICES	796	7	41	0	844	324	0	61	22	2	409	435
INFORMATION TECHNOLOGY	57	50	1	0	108	51	0	0	0	0	51	57
LABOR AND ECONOMIC GROWTH	0	0	0	0	0	1	0	0	0	0	1	-1
MANAGEMENT AND BUDGET	19	18	6	0	43	37	0	27	4	0	68	-25
MILITARY & VETERAN AFFAIRS	34	65	29	0	128	91	27	7	1	2	128	0
NATURAL RESOURCES	24	1,534	261	0	1,819	33	261	1	3	5	303	1,516
STATE	5	195	0	0	200	151	0	0	5	0	156	44
STATE POLICE	21	4	84	0	109	38	0	18	0	0	56	53
STRATEGIC FUND	4	5	0	0	9	32	0	0	0	0	32	-23
TRANSPORTATION	11	440	18	0	469	430	18	0	11	0	459	10
TREASURY	58	46	6	0	110	52	0	0	2	0	54	56
STATEWIDE TOTALS:	1,698	2,558	610	1	4,867	2,135	307	270	108	14	2,834	2,033

Comment: This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns. It reflects status codes waived rights, departure, and retirement for separations. Action reasons layoff medical, layoff RIF, and layoff seasonal are used for layoffs.

The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

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Source: Michigan Civil Service Commission HWF35

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2010**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78 ¹	64,456	x	x
1978-79	68,105	8,483	12.5%
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2010**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	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	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	60,147	6,214	10.3%
2002-03	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%

Footnote¹ Turnover Figures for 1977-78 are not available.

Comments: Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2010. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1986-87 waived rights leaves of absence were counted as turnover separations.

Early retirement programs were offered in fiscal years 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02 and 2002-03 increasing turnover in each of those fiscal years. Of the 3,508 turnover separations during fiscal year 2009-10, 1,908 (54%) were retirements, 772 (22%) were resignations and 226 (6.4%) were dismissals.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2005-06 Through 2009-10

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture			
2005-06	575	95	16.5%
2006-07	535	55	10.3%
2007-08	521	33	6.3%
2008-09	529	41	7.8%
2009-10	447	39	8.7%
Attorney General			
2005-06	528	33	6.3%
2006-07	517	43	8.3%
2007-08	496	47	9.5%
2008-09	494	28	5.7%
2009-10	461	30	6.5%
Auditor General			
2005-06	142	8	5.6%
2006-07	138	6	4.3%
2007-08	138	4	2.9%
2008-09	135	3	2.2%
2009-10	132	4	3.0%
Civil Rights			
2005-06	127	7	5.5%
2006-07	119	6	5.0%
2007-08	117	7	6.0%
2008-09	112	2	1.8%
2009-10	95	6	6.3%
Civil Service Commission			
2005-06	210	7	3.3%
2006-07	206	7	3.4%
2007-08	538	16	3.0%
2008-09	526	18	3.4%
2009-10	488	48	9.8%
Community Health			
2005-06	4,241	294	6.9%
2006-07	4,225	366	8.7%
2007-08	3,964	360	9.1%
2008-09	4,075	375	9.2%
2009-10	3,873	421	10.9%
Corrections			
2005-06	16,446	856	5.2%
2006-07	16,357	915	5.6%
2007-08	15,944	945	5.9%
2008-09	15,762	855	5.4%
2009-10	14,943	1,026	6.9%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2005-06 Through 2009-10

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Education			
2005-06	367	26	7.1%
2006-07	369	23	6.2%
2007-08	380	29	7.6%
2008-09	405	31	7.7%
2009-10	445	39	8.8%
Energy, Labor & Economic Growth ¹			
2005-06	4,128	208	5.0%
2006-07	3,967	220	5.5%
2007-08	3,781	251	6.6%
2008-09	4,056	234	5.8%
2009-10	4,298	246	5.7%
Environmental Quality			
2005-06	1,430	36	2.5%
2006-07	1,423	48	3.4%
2007-08	1,354	75	5.5%
2008-09	1,330	38	2.9%
2009-10	1,283	69	5.4%
Executive Office			
2005-06	44	5	11.4%
2006-07	44	14	32.0%
2007-08	46	7	15.2%
2008-09	45	9	19.8%
2009-10	41	2	4.9%
History Arts and Libraries			
2005-06	200	6	3.0%
2006-07	196	9	4.6%
2007-08	191	6	3.1%
2008-09	182	9	5.0%
2009-10 ³	--	--	--
Human Services			
2005-06	9,778	462	4.7%
2006-07	9,759	544	5.6%
2007-08	9,582	644	6.7%
2008-09	10,168	634	6.2%
2009-10	10,414	801	7.7%
Information Technology			
2005-06	1,690	62	3.7%
2006-07	1,712	76	4.4%
2007-08	1,670	82	4.9%
2008-09	1,709	70	4.1%
2009-10	1,720	92	5.3%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2005-06 Through 2009-10

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Management and Budget			
2005-06	967	44	4.6%
2006-07	971	43	4.4%
2007-08	938	36	3.8%
2008-09	967	33	3.4%
2009-10	931	25	2.7%
Military and Veterans Affairs			
2005-06	924	67	7.2%
2006-07	934	91	9.7%
2007-08	921	90	9.8%
2008-09	926	85	9.2%
2009-10	897	94	10.5%
Natural Resources			
2005-06	1,657	68	4.1%
2006-07	1,628	114	7.0%
2007-08	1,564	83	5.3%
2008-09	1,607	84	5.2%
2009-10	1,629	103	6.3%
State			
2005-06	1,672	67	4.0%
2006-07	1,622	65	4.0%
2007-08	1,535	105	6.8%
2008-09	1,447	64	4.4%
2009-10	1,372	85	6.2%
State Police			
2005-06	2,690	57	2.1%
2006-07	2,657	84	3.2%
2007-08	2,586	80	3.1%
2008-09	2,622	84	3.2%
2009-10	2,548	137	5.4%
Strategic Fund			
2005-06	--	--	--
2006-07 ²	174	9	5.2%
2007-08	177	13	7.3%
2008-09	193	18	9.4%
2009-10	197	9	4.6%
Transportation			
2005-06	2,880	103	3.6%
2006-07	2,895	158	5.5%
2007-08	2,854	123	4.3%
2008-09	2,892	101	3.5%
2009-10	2,844	149	5.2%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2005-06 Through 2009-10

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Treasury			
2005-06	1,564	79	5.1%
2006-07	1,565	128	8.2%
2007-08	1,502	93	6.2%
2008-09	1,519	84	5.5%
2009-10	1,558	83	5.3%
Statewide Total			
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	50,616	3,508	6.9%

- Footnotes: ¹ In FY 2005-06 thru FY 2008-09, Energy, Labor & Economic Growth was named Department of Labor and Economic Growth. In FY 2009-10, Department of Labor and Economic Growth was renamed Energy, Labor
- ² Effective October 1, 2007, Strategic Fund became autonomous.
- ³ The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

Comments: Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2010. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

**Employees in Retirement Codes 01, 04, and 26 Eligible for Retirement
Through December 31, 2010 as Defined by the Office of Retirement Services
As of September 18, 2010**

DEPARTMENT	Number of Employees	Eligible for Retirement	Percent Eligible for Retirement
AGRICULTURE	438	120	27%
ATTORNEY GENERAL	455	154	34%
AUDITOR GENERAL	138	29	21%
CIVIL RIGHTS	94	39	41%
CIVIL SERVICE COMMISSION	490	220	45%
COMMUNITY HEALTH	3,926	1,392	35%
CORRECTIONS	14,735	3,065	21%
EDUCATION	452	133	29%
ENERGY, LABOR & ECONOMIC GROWTH	4,413	1,255	28%
ENVIRONMENTAL QUALITY	1,277	465	36%
EXECUTIVE OFFICE	39	4	10%
HUMAN SERVICES	10,558	3,193	30%
INFORMATION TECHNOLOGY	1,784	504	28%
MANAGEMENT AND BUDGET	941	353	38%
MILITARY & VETERAN AFFAIRS	947	219	23%
NATURAL RESOURCES	2,904	428	15%
STATE	1,524	554	36%
STATE POLICE	2,521	225	9%
STRATEGIC FUND	231	74	32%
TRANSPORTATION	3,043	826	27%
TREASURY	1,589	438	28%
STATEWIDE TOTALS:	52,499	13,690	26%

Comment: This report includes employees identified as eligible for regular or incentive retirement by ORS. These are employees who are at least 55 and would have 30 years of service, or are at least 60 and would have 10 years of service, or the combination of age and years of service is equal to or greater than 80, or have 30 years of service regardless of age.

Total number of employees include retirement codes 02 and 17, however, those employees were not eligible for the incentive.

In FY 2010-11, Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF24 (total employees) and MHR-0751 (eligible for retirement)