

## SECTION FIVE

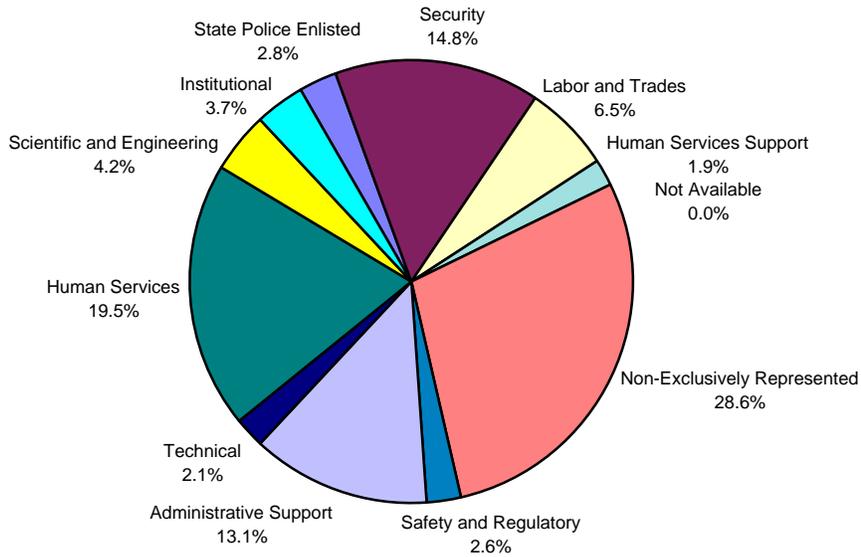
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# **BARGAINING UNIT CHARACTERISTICS**

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Fiscal Year 2009-10**

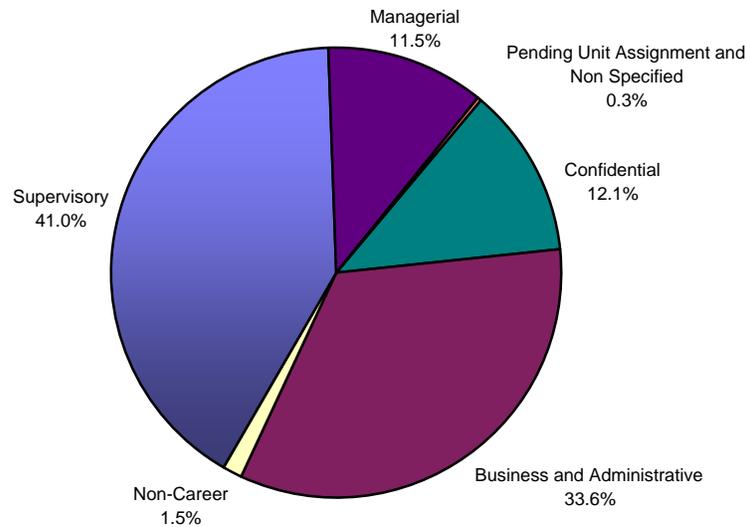
Graph 5-1

**Represented  
(37,354 Employees)**



(52,307 Employees)

**Non-Exclusively Represented  
(14,953 Employees)**



Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only.

Of the 52,307 classified employees at fiscal year end, 71.4 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

**EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT**

Pay End Date: September 18, 2010

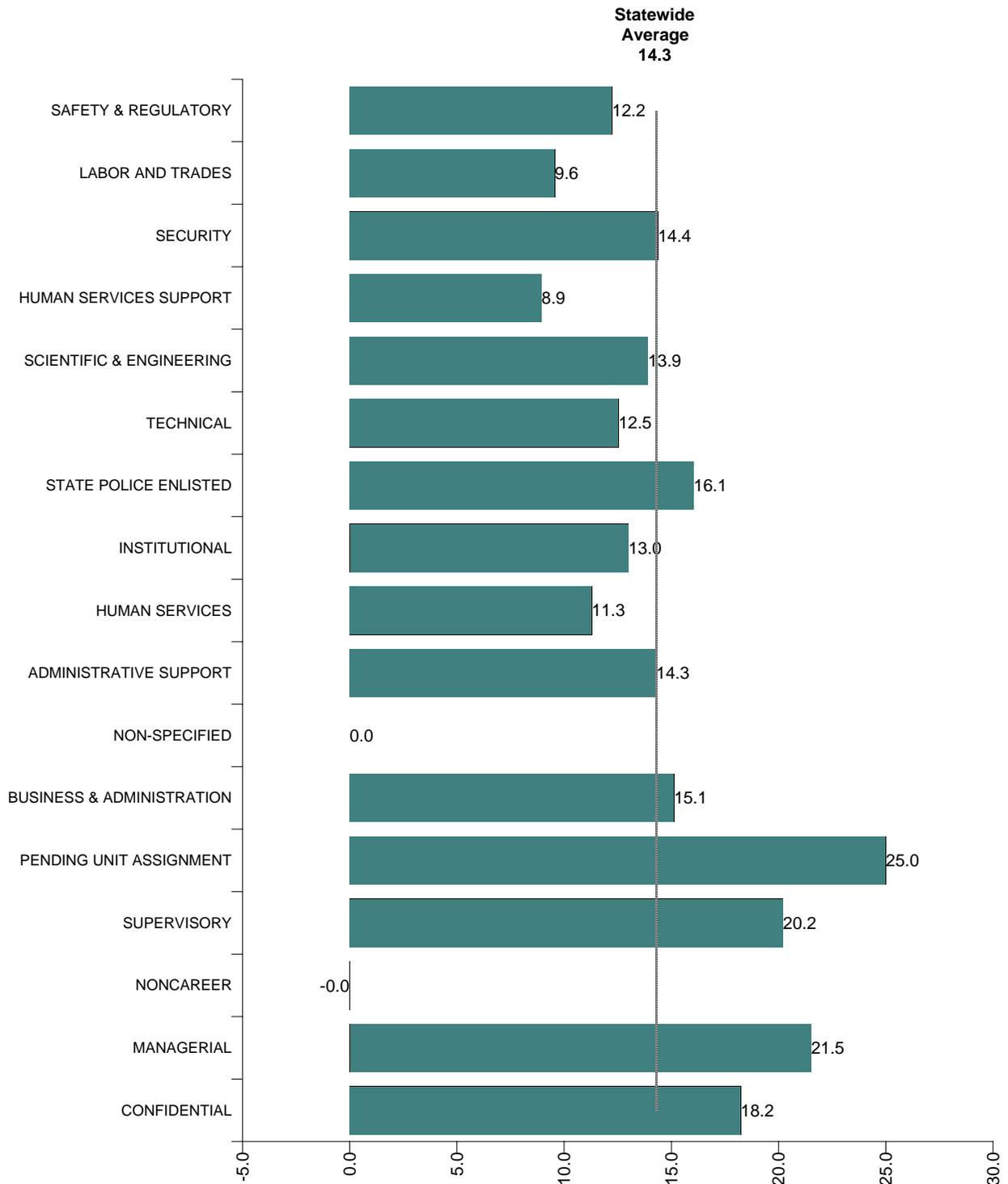
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,370	1,231	89.9	1	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,422	3,065	89.6	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
C12 SECURITY	7,766	0	0.0	0	0.0	7,409	95.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	990	0	0.0	0	0.0	0	0.0	960	97.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,215	0	0.0	0	0.0	0	0.0	0	0.0	2,125	95.9	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,100	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,044	94.9	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,466	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,458	99.5	0	0.0
U11 INSTITUTIONAL	1,946	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	1,906	97.9
W22 HUMAN SERVICES	10,221	0	0.0	9,678	94.7	6	0.1	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,858	0	0.0	6,165	89.9	0	0.0	1	0.0	0	0.0	2	0.0	0	0.0	2	0.0
Y00 NON-SPECIFIED	39	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,029	0	0.0	9	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,135	0	0.0	5	0.1	5	0.1	0	0.0	2	0.0	0	0.0	0	0.0	1	0.0
Y52 NONCAREER	221	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0	1	0.5	0	0.0	0	0.0
Y98 MANAGERIAL	1,717	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,811	0	0.0	4	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>37,354</b>	<b>4,296</b>	<b>11.5</b>	<b>15,846</b>	<b>42.4</b>	<b>7,416</b>	<b>19.9</b>	<b>963</b>	<b>2.6</b>	<b>2,125</b>	<b>5.7</b>	<b>1,050</b>	<b>2.8</b>	<b>1,458</b>	<b>3.9</b>	<b>1,909</b>	<b>5.1</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,953</b>	<b>1</b>	<b>0.0</b>	<b>18</b>	<b>0.1</b>	<b>5</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>52,307</b>	<b>4,297</b>	<b>8.2</b>	<b>15,864</b>	<b>30.3</b>	<b>7,421</b>	<b>14.2</b>	<b>963</b>	<b>1.8</b>	<b>2,127</b>	<b>4.1</b>	<b>1,051</b>	<b>2.0</b>	<b>1,458</b>	<b>2.8</b>	<b>1,910</b>	<b>3.7</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only, paying membership dues to exclusive representative organizations. The number and percentage under each union represents those paying member fees.

Source: Michigan Civil Service Commission HWF44

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

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.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	260	77	7	11	0	2	8	0	1	0	2	1	278	91	0	0
06 - 10 YEARS	215	56	12	17	3	2	6	1	1	0	1	0	238	76	0	0
11 - 15 YEARS	162	40	7	17	3	3	4	0	3	0	0	0	179	60	1	0
16 - 20 YEARS	117	24	8	14	1	0	1	0	0	0	0	0	127	38	1	2
21 - 25 YEARS	82	23	18	26	1	1	6	2	2	0	0	0	109	52	5	2
26 - 30 YEARS	31	12	5	9	2	0	0	1	0	0	0	0	38	22	1	1
31 - 35 YEARS	29	10	3	9	1	0	1	0	0	0	0	0	34	19	1	0
36 - 40 YEARS	6	2	0	1	0	0	0	0	0	0	0	0	6	3	2	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>902</b>	<b>244</b>	<b>60</b>	<b>104</b>	<b>11</b>	<b>8</b>	<b>26</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1,009</b>	<b>361</b>	<b>11</b>	<b>6</b>
MORE THAN 10 YEARS:	427	111	41	76	8	4	12	3	5	0	0	0	493	194	11	6
AVERAGE YEARS	11.6	11.5	16.3	17.1	17.7	9.9	12.5	20.5	13.7	0.0	3.3	2.0	11.9	13.1	24.9	24.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.2</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	999	470	64	18	12	5	14	3	2	0	32	11	1,123	507	5	1
06 - 10 YEARS	387	28	22	2	7	0	10	0	0	0	0	0	426	30	0	0
11 - 15 YEARS	355	31	27	3	11	1	9	0	0	0	0	0	402	35	6	0
16 - 20 YEARS	186	20	19	2	2	0	3	1	1	0	0	0	211	23	6	1
21 - 25 YEARS	252	23	25	5	7	0	10	2	2	0	0	0	296	30	24	2
26 - 30 YEARS	75	9	17	1	1	0	3	1	1	0	0	0	97	11	6	0
31 - 35 YEARS	142	16	6	2	1	0	7	2	0	0	0	0	156	20	11	2
36 - 40 YEARS	36	0	1	2	4	0	8	1	0	0	0	0	49	3	3	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,435</b>	<b>597</b>	<b>181</b>	<b>35</b>	<b>45</b>	<b>6</b>	<b>64</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>32</b>	<b>11</b>	<b>2,763</b>	<b>659</b>	<b>61</b>	<b>6</b>
MORE THAN 10 YEARS:	1,049	99	95	15	26	1	40	7	4	0	0	0	1,214	122	56	5
AVERAGE YEARS	10.6	4.0	11.9	10.5	13.6	2.2	17.4	19.1	16.0	0.0	0.1	0.0	10.8	4.5	22.6	21.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.6</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>C12 - SECURITY</b>																
00 - 05 YEARS	593	171	120	100	28	6	32	11	5	4	19	7	797	299	1	1
06 - 10 YEARS	832	162	125	108	20	2	18	12	4	0	0	0	999	284	2	1
11 - 15 YEARS	1,467	282	136	119	47	9	53	11	5	0	0	0	1,708	421	2	2
16 - 20 YEARS	726	119	58	41	19	2	19	4	1	0	0	0	823	166	6	3
21 - 25 YEARS	1,507	158	176	117	44	7	34	4	4	0	0	0	1,765	286	60	12
26 - 30 YEARS	107	11	23	9	4	1	2	0	0	0	0	0	136	21	4	4
31 - 35 YEARS	34	5	12	0	0	0	1	1	0	0	0	0	47	6	2	0
36 - 40 YEARS	5	0	2	0	0	0	0	0	0	0	0	0	7	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5,272</b>	<b>908</b>	<b>652</b>	<b>494</b>	<b>162</b>	<b>27</b>	<b>159</b>	<b>43</b>	<b>19</b>	<b>4</b>	<b>19</b>	<b>7</b>	<b>6,283</b>	<b>1,483</b>	<b>77</b>	<b>23</b>
MORE THAN 10 YEARS:	3,847	575	407	286	114	19	109	20	10	0	0	0	4,487	900	74	21
AVERAGE YEARS	14.9	12.9	14.4	13.0	14.2	13.9	13.4	10.5	11.5	4.5	2.9	3.0	14.8	12.8	22.1	21.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.4</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	93	158	22	134	1	3	9	11	2	1	0	0	127	307	1	2
06 - 10 YEARS	41	85	27	136	1	1	5	11	2	3	1	1	77	237	2	1
11 - 15 YEARS	8	14	7	14	0	3	0	1	0	1	0	0	15	33	3	0
16 - 20 YEARS	10	17	1	14	0	0	2	9	0	0	0	0	13	40	4	4
21 - 25 YEARS	8	26	3	17	0	1	1	3	0	1	0	0	12	48	5	4
26 - 30 YEARS	2	13	0	7	0	2	1	0	0	0	0	0	3	22	1	3
31 - 35 YEARS	4	18	2	18	1	0	0	0	0	0	0	0	7	36	3	4
36 - 40 YEARS	1	5	1	4	0	0	0	0	0	0	0	0	2	9	1	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>167</b>	<b>337</b>	<b>63</b>	<b>345</b>	<b>3</b>	<b>10</b>	<b>18</b>	<b>35</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>256</b>	<b>734</b>	<b>20</b>	<b>18</b>
MORE THAN 10 YEARS:	33	94	14	75	1	6	4	13	0	2	0	0	52	190	17	15
AVERAGE YEARS	7.1	9.6	8.3	9.1	15.0	13.3	8.1	10.1	4.8	10.3	8.0	8.0	7.5	9.5	20.1	22.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>8.9</b>															

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	205	160	5	7	1	0	5	1	3	7	3	1	222	176	0	0
06 - 10 YEARS	360	191	10	9	0	1	2	3	11	5	0	0	383	209	2	1
11 - 15 YEARS	209	90	5	3	1	0	4	2	9	9	0	0	228	104	0	1
16 - 20 YEARS	203	110	5	5	0	0	6	1	10	3	0	0	224	119	1	2
21 - 25 YEARS	179	79	11	8	2	3	3	1	6	5	0	0	201	96	8	1
26 - 30 YEARS	53	27	6	3	0	1	0	0	3	2	0	0	62	33	0	1
31 - 35 YEARS	88	17	7	0	1	0	3	0	5	0	0	0	104	17	3	0
36 - 40 YEARS	28	3	1	0	0	0	0	0	1	0	0	0	30	3	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	2	0	0	0	4	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,327</b>	<b>677</b>	<b>50</b>	<b>35</b>	<b>5</b>	<b>5</b>	<b>23</b>	<b>8</b>	<b>50</b>	<b>31</b>	<b>3</b>	<b>1</b>	<b>1,458</b>	<b>757</b>	<b>15</b>	<b>6</b>
MORE THAN 10 YEARS:	762	326	35	19	4	4	16	4	36	19	0	0	853	372	13	5
AVERAGE YEARS	14.5	12.2	18.4	13.8	18.8	21.6	15.6	10.6	17.5	12.6	1.3	2.0	14.7	12.3	23.5	18.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.9</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	217	91	17	6	3	1	7	1	7	0	1	4	252	103	0	0
06 - 10 YEARS	138	60	1	3	2	0	1	1	3	2	0	0	145	66	1	0
11 - 15 YEARS	108	25	2	0	1	0	1	0	3	1	0	0	115	26	0	0
16 - 20 YEARS	81	24	3	2	0	0	1	0	2	1	0	0	87	27	4	1
21 - 25 YEARS	111	25	10	6	0	1	3	0	3	1	0	0	127	33	5	1
26 - 30 YEARS	20	5	4	3	1	0	1	1	0	0	0	0	26	9	0	1
31 - 35 YEARS	32	5	2	1	0	0	3	1	1	0	0	0	38	7	5	1
36 - 40 YEARS	19	4	1	1	0	0	2	0	0	0	0	0	22	5	1	0
MORE THAN 40 YEARS	8	2	0	0	0	0	1	0	1	0	0	0	10	2	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>734</b>	<b>241</b>	<b>40</b>	<b>22</b>	<b>7</b>	<b>2</b>	<b>20</b>	<b>4</b>	<b>20</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>822</b>	<b>278</b>	<b>17</b>	<b>4</b>
MORE THAN 10 YEARS:	379	90	22	13	2	1	12	2	10	3	0	0	425	109	16	4
AVERAGE YEARS	12.9	10.6	14.0	16.5	9.3	12.0	18.4	16.8	12.0	12.8	0.0	1.0	13.0	11.1	25.9	24.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.5</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	56	3	2	0	0	0	1	0	1	0	1	0	61	3	0	0
06 - 10 YEARS	179	15	3	1	1	0	1	0	0	0	0	0	184	16	0	0
11 - 15 YEARS	403	37	22	4	5	0	13	0	3	0	0	0	446	41	0	0
16 - 20 YEARS	186	45	15	2	9	0	7	0	1	1	0	0	218	48	2	0
21 - 25 YEARS	232	51	42	4	8	0	15	2	2	0	0	0	299	57	1	0
26 - 30 YEARS	22	3	7	0	1	0	4	0	0	0	0	0	34	3	0	0
31 - 35 YEARS	32	2	9	1	0	0	1	0	0	0	0	0	42	3	0	0
36 - 40 YEARS	7	0	0	0	0	0	1	0	0	0	0	0	8	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,120</b>	<b>156</b>	<b>100</b>	<b>12</b>	<b>24</b>	<b>0</b>	<b>43</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1,295</b>	<b>171</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	885	138	95	11	23	0	41	2	6	1	0	0	1,050	152	3	0
AVERAGE YEARS	15.3	17.4	20.1	18.0	18.3	0.0	19.0	21.5	14.4	20.0	2.0	0.0	15.9	17.5	19.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>16.1</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	133	239	46	86	0	3	3	6	2	5	6	6	190	345	0	0
06 - 10 YEARS	144	174	31	101	1	0	9	5	2	3	1	0	188	283	0	0
11 - 15 YEARS	96	106	21	43	0	2	6	4	1	2	0	0	124	157	2	0
16 - 20 YEARS	54	49	10	37	1	0	3	3	3	0	0	0	71	89	0	0
21 - 25 YEARS	60	61	20	32	2	0	1	3	1	2	0	0	84	98	0	1
26 - 30 YEARS	34	44	18	27	2	1	1	2	0	0	0	0	55	74	4	3
31 - 35 YEARS	54	50	33	35	1	0	2	2	1	0	0	0	91	87	3	2
36 - 40 YEARS	5	1	0	2	0	0	1	0	0	0	0	0	6	3	2	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>580</b>	<b>725</b>	<b>179</b>	<b>363</b>	<b>7</b>	<b>6</b>	<b>26</b>	<b>25</b>	<b>10</b>	<b>12</b>	<b>7</b>	<b>6</b>	<b>809</b>	<b>1,137</b>	<b>11</b>	<b>7</b>
MORE THAN 10 YEARS:	303	312	102	176	6	3	14	14	6	4	0	0	431	509	11	7
AVERAGE YEARS	13.7	11.6	15.6	13.6	24.1	9.5	13.6	14.4	14.4	8.7	1.3	1.0	14.1	12.2	27.8	29.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.0</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	596	1,948	175	978	5	12	28	89	15	27	6	21	825	3,075	4	10
06 - 10 YEARS	281	838	55	427	2	6	17	42	9	12	0	0	364	1,325	4	3
11 - 15 YEARS	378	621	94	447	2	9	15	55	5	19	0	0	494	1,151	3	8
16 - 20 YEARS	237	395	63	179	2	10	5	34	2	19	0	0	309	637	10	20
21 - 25 YEARS	236	344	55	189	3	3	15	33	3	9	0	0	312	578	16	27
26 - 30 YEARS	83	207	21	163	0	5	1	9	2	5	0	1	107	390	5	27
31 - 35 YEARS	127	207	19	146	2	2	3	1	3	2	0	0	154	358	12	18
36 - 40 YEARS	32	46	8	42	0	0	1	2	0	0	0	0	41	90	4	5
MORE THAN 40 YEARS	5	2	1	3	0	0	0	0	0	0	0	0	6	5	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,975</b>	<b>4,608</b>	<b>491</b>	<b>2,574</b>	<b>16</b>	<b>47</b>	<b>85</b>	<b>265</b>	<b>39</b>	<b>93</b>	<b>6</b>	<b>22</b>	<b>2,612</b>	<b>7,609</b>	<b>58</b>	<b>118</b>
MORE THAN 10 YEARS:	1,098	1,822	261	1,169	9	29	40	134	15	54	0	1	1,423	3,209	50	105
AVERAGE YEARS	13.1	10.4	12.1	11.5	14.2	13.7	11.4	11.1	11.0	12.3	2.2	2.9	12.8	10.8	22.7	22.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.3</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	266	1,187	59	289	0	8	7	68	3	7	9	15	344	1,574	3	5
06 - 10 YEARS	96	842	21	145	1	7	5	34	1	5	0	2	124	1,035	1	8
11 - 15 YEARS	90	725	18	181	1	17	4	22	1	9	0	1	114	955	1	10
16 - 20 YEARS	34	384	5	75	0	3	3	21	1	3	0	0	43	486	6	38
21 - 25 YEARS	46	523	12	172	1	13	5	42	2	7	0	0	66	757	16	59
26 - 30 YEARS	23	331	14	98	0	3	2	16	0	4	0	0	39	452	6	37
31 - 35 YEARS	30	479	5	129	0	8	3	17	0	2	0	0	38	635	7	38
36 - 40 YEARS	9	120	1	45	0	0	0	3	0	1	0	0	10	169	1	10
MORE THAN 40 YEARS	2	14	0	1	0	0	0	0	0	0	0	0	2	15	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>596</b>	<b>4,605</b>	<b>135</b>	<b>1,135</b>	<b>3</b>	<b>59</b>	<b>29</b>	<b>223</b>	<b>8</b>	<b>38</b>	<b>9</b>	<b>18</b>	<b>780</b>	<b>6,078</b>	<b>41</b>	<b>205</b>
MORE THAN 10 YEARS:	234	2,576	55	701	2	44	17	121	4	26	0	1	312	3,469	37	192
AVERAGE YEARS	10.1	14.6	10.7	15.9	14.3	17.0	14.6	14.1	10.8	15.6	0.4	2.1	10.3	14.8	23.1	23.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.3</b>															

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	20	14	3	0	1	0	1	0	0	0	0	0	25	14	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>20</b>	<b>14</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>14</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	445	456	47	93	3	5	3	14	48	49	18	11	564	628	1	1
06 - 10 YEARS	310	379	29	88	2	1	6	10	37	20	0	3	384	501	2	3
11 - 15 YEARS	316	373	25	77	0	1	8	13	12	10	0	0	361	474	6	1
16 - 20 YEARS	143	189	20	37	1	4	6	5	8	9	0	0	178	244	6	11
21 - 25 YEARS	197	323	50	93	0	2	11	25	14	7	0	0	272	450	26	27
26 - 30 YEARS	59	136	9	43	2	0	3	6	3	3	0	0	76	188	10	14
31 - 35 YEARS	152	293	32	39	0	2	5	4	2	3	0	0	191	341	15	25
36 - 40 YEARS	60	80	3	13	0	0	2	1	1	1	0	0	66	95	5	8
MORE THAN 40 YEARS	7	7	1	0	0	0	0	1	0	0	0	0	8	8	2	1
<b>BARGAINING UNIT TOTAL</b>	<b>1,689</b>	<b>2,236</b>	<b>216</b>	<b>483</b>	<b>8</b>	<b>15</b>	<b>44</b>	<b>79</b>	<b>125</b>	<b>102</b>	<b>18</b>	<b>14</b>	<b>2,100</b>	<b>2,929</b>	<b>73</b>	<b>91</b>
MORE THAN 10 YEARS:	934	1,401	140	302	3	9	35	55	40	33	0	0	1,152	1,800	70	87
AVERAGE YEARS	14.0	16.3	16.8	15.9	12.4	15.2	19.1	16.5	9.2	9.3	2.6	2.9	14.0	15.9	24.8	26.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.1</b>															

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>25.0</b>															

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	105	151	18	43	1	0	7	3	7	8	2	1	140	206	1	1
06 - 10 YEARS	239	266	27	74	3	1	4	6	8	6	0	0	281	353	0	1
11 - 15 YEARS	439	357	60	152	7	4	6	10	6	5	0	0	518	528	2	6
16 - 20 YEARS	416	279	46	83	6	7	11	9	7	6	0	0	486	384	5	10
21 - 25 YEARS	838	401	135	168	22	7	29	16	10	9	0	0	1,034	601	56	17
26 - 30 YEARS	180	186	44	90	5	1	8	3	6	5	0	0	243	285	19	21
31 - 35 YEARS	346	263	47	100	7	1	9	14	5	4	0	0	414	382	32	22
36 - 40 YEARS	124	66	13	29	1	0	2	2	1	0	0	0	141	97	13	8
MORE THAN 40 YEARS	25	7	2	4	1	0	0	1	2	0	0	0	30	12	3	3
<b>BARGAINING UNIT TOTAL</b>	<b>2,712</b>	<b>1,976</b>	<b>392</b>	<b>743</b>	<b>53</b>	<b>21</b>	<b>76</b>	<b>64</b>	<b>52</b>	<b>43</b>	<b>2</b>	<b>1</b>	<b>3,287</b>	<b>2,848</b>	<b>131</b>	<b>89</b>
MORE THAN 10 YEARS:	2,368	1,559	347	626	49	20	65	55	37	29	0	0	2,866	2,289	130	87
AVERAGE YEARS	20.8	19.2	21.1	20.3	22.0	19.3	20.6	21.4	18.7	16.7	2.5	3.0	20.8	19.5	27.7	27.0

**BARGAINING UNIT AVERAGE YEARS 20.2**

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	85	89	14	18	0	0	2	3	6	1	1	2	108	113	5	2
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>85</b>	<b>89</b>	<b>14</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>108</b>	<b>113</b>	<b>5</b>	<b>2</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	80	44	10	12	0	0	2	2	3	0	4	2	99	60	1	1
06 - 10 YEARS	83	76	11	11	0	0	2	1	0	4	0	0	96	92	0	0
11 - 15 YEARS	110	75	4	6	0	0	2	0	2	3	0	0	118	84	1	2
16 - 20 YEARS	92	65	6	8	1	4	1	0	0	2	0	0	100	79	4	0
21 - 25 YEARS	144	127	23	33	3	0	5	5	5	1	0	0	180	166	9	8
26 - 30 YEARS	61	56	10	15	2	1	3	1	1	4	0	0	77	77	6	3
31 - 35 YEARS	154	110	22	26	2	2	3	3	1	2	0	0	182	143	21	7
36 - 40 YEARS	86	29	10	17	0	0	1	1	1	0	0	0	98	47	8	2
MORE THAN 40 YEARS	11	6	0	0	1	0	1	0	0	0	0	0	13	6	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>821</b>	<b>588</b>	<b>96</b>	<b>128</b>	<b>9</b>	<b>7</b>	<b>20</b>	<b>13</b>	<b>13</b>	<b>16</b>	<b>4</b>	<b>2</b>	<b>963</b>	<b>754</b>	<b>52</b>	<b>23</b>
MORE THAN 10 YEARS:	658	468	75	105	9	7	16	10	10	12	0	0	768	602	51	22
AVERAGE YEARS	21.7	20.9	22.4	23.5	27.2	23.0	22.3	22.1	18.2	19.6	3.5	3.0	21.7	21.3	30.1	26.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>21.5</b>															

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.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	68	166	7	32	1	1	0	4	0	2	0	5	76	210	0	1
06 - 10 YEARS	37	195	5	23	0	2	0	4	0	2	0	2	42	228	0	1
11 - 15 YEARS	32	206	5	23	0	1	1	0	1	3	0	0	39	233	0	1
16 - 20 YEARS	10	108	3	24	0	1	1	3	0	3	0	0	14	139	1	4
21 - 25 YEARS	34	193	10	52	0	2	2	22	1	6	0	0	47	275	3	14
26 - 30 YEARS	11	102	1	12	0	2	0	6	0	2	0	0	12	124	2	6
31 - 35 YEARS	25	170	3	43	1	2	0	11	1	1	0	0	30	227	2	14
36 - 40 YEARS	7	85	1	14	0	0	2	1	0	0	0	0	10	100	0	4
MORE THAN 40 YEARS	0	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>224</b>	<b>1,230</b>	<b>35</b>	<b>223</b>	<b>2</b>	<b>11</b>	<b>6</b>	<b>51</b>	<b>3</b>	<b>19</b>	<b>0</b>	<b>7</b>	<b>270</b>	<b>1,541</b>	<b>8</b>	<b>46</b>
MORE THAN 10 YEARS:	119	869	23	168	1	8	6	43	3	15	0	0	152	1,103	8	44
AVERAGE YEARS	14.3	18.5	16.3	19.9	18.0	19.1	24.5	23.1	23.7	17.6	0.0	3.6	14.9	18.8	26.9	26.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.2</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 18, 2010

BARGAINING UNIT	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
<b>STATEWIDE TOTAL</b>																
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
<b>STATEWIDE TOTAL</b>	<b>20,660</b>	<b>19,231</b>	<b>2,707</b>	<b>6,714</b>	<b>356</b>	<b>224</b>	<b>642</b>	<b>829</b>	<b>369</b>	<b>371</b>	<b>107</b>	<b>97</b>	<b>24,841</b>	<b>27,466</b>	<b>584</b>	<b>644</b>
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.

Source: Michigan Civil Service Commission HWF20

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: September 18, 2010**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,370	2.6 %	45.2	\$23.82	986	72.0 %
A31 - LABOR AND TRADES	3,435	6.5 %	44.9	\$17.29	1,788	52.1 %
C12 - SECURITY	7,884	15.0 %	44.4	\$23.69	6,869	87.1 %
E42 - HUMAN SERVICES SUPPORT	990	1.9 %	46.1	\$21.51	552	55.8 %
H21 - SCIENTIFIC & ENGINEERING	2,215	4.2 %	45.1	\$31.83	1,787	80.7 %
L32 - TECHNICAL	1,101	2.1 %	43.0	\$22.31	746	67.8 %
T01 - STATE POLICE ENLISTED	1,472	2.8 %	42.1	\$30.64	1,397	94.9 %
U11 - INSTITUTIONAL	1,973	3.8 %	47.2	\$19.87	1,423	72.1 %
W22 - HUMAN SERVICES	10,233	19.5 %	44.9	\$25.09	6,246	61.0 %
W41 - ADMINISTRATIVE SUPPORT	6,860	13.1 %	47.2	\$19.97	4,845	70.6 %
Y00 - NON-SPECIFIED	39	0.1 %	24.2	\$13.31	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,029	9.6 %	47.2	\$30.50	3,817	75.9 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	45.6	\$18.89	1	100.0 %
Y51 - SUPERVISORY	6,148	11.7 %	50.1	\$32.69	5,772	93.9 %
Y52 - NONCAREER	221	0.4 %	26.1	\$13.70	0	0.0 %
Y98 - MANAGERIAL	1,717	3.3 %	52.6	\$47.02	1,541	89.7 %
Y99 - CONFIDENTIAL	1,811	3.4 %	48.7	\$26.91	1,516	83.7 %
<b>STATEWIDE TOTAL</b>	<b>52,499</b>	<b>100.0 %</b>	<b>46.2</b>	<b>\$25.92</b>	<b>39,286</b>	<b>74.8 %</b>

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

Source: Michigan Civil Service Commission HWF25

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**

Pay End Date: September 18, 2010

Unit Code	Bargaining Unit	Total Employees	Health Insurance						Dental Insurance					Vision Insurance		
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
A02	SAFETY & REGULATORY	1,336	861	64 %	347	26 %	20	1 %	1,216	91 %	14	1 %	5	0 %	1,239	93 %
A31	LABOR AND TRADES	2,166	1,211	56 %	812	37 %	13	1 %	2,028	94 %	12	1 %	4	0 %	2,048	95 %
C12	SECURITY	7,884	4,917	62 %	2,624	33 %	27	0 %	7,472	95 %	139	2 %	13	0 %	7,622	97 %
E42	HUMAN SERVICES SUPPORT	990	566	57 %	363	37 %	8	1 %	903	91 %	47	5 %	4	0 %	957	97 %
H21	SCIENTIFIC & ENGINEERING	2,212	1,087	49 %	989	45 %	16	1 %	2,065	93 %	43	2 %	6	0 %	2,122	96 %
L32	TECHNICAL	958	513	54 %	381	40 %	15	2 %	895	93 %	19	2 %	4	0 %	921	96 %
T01	STATE POLICE ENLISTED	1,472	1,330	90 %	109	7 %	2	0 %	1,441	98 %	2	0 %	1	0 %	1,445	98 %
U11	INSTITUTIONAL	1,959	1,149	59 %	709	36 %	5	0 %	1,826	93 %	43	2 %	2	0 %	1,874	96 %
W22	HUMAN SERVICES	10,152	5,243	52 %	4,129	41 %	107	1 %	9,235	91 %	346	3 %	37	0 %	9,640	95 %
W41	ADMINISTRATIVE SUPPORT	6,407	2,601	41 %	3,317	52 %	62	1 %	5,823	91 %	201	3 %	10	0 %	6,054	94 %
Y23	BUSINESS & ADMINISTRATION	5,023	1,908	38 %	2,683	53 %	64	1 %	4,549	91 %	139	3 %	17	0 %	4,712	94 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %
Y51	SUPERVISORY	6,147	3,267	53 %	2,468	40 %	53	1 %	5,705	93 %	128	2 %	9	0 %	5,851	95 %
Y98	MANAGERIAL	1,717	851	50 %	758	44 %	15	1 %	1,624	95 %	18	1 %	4	0 %	1,649	96 %
Y99	CONFIDENTIAL	1,785	620	35 %	981	55 %	19	1 %	1,606	90 %	42	2 %	2	0 %	1,648	92 %
<b>STATEWIDE TOTALS:</b>		<b>50,209</b>	<b>26,124</b>	<b>52 %</b>	<b>20,671</b>	<b>41 %</b>	<b>426</b>	<b>1 %</b>	<b>46,389</b>	<b>92 %</b>	<b>1,193</b>	<b>2 %</b>	<b>118</b>	<b>0 %</b>	<b>47,783</b>	<b>95 %</b>

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

Source: Michigan Civil Service Commission HWF48

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

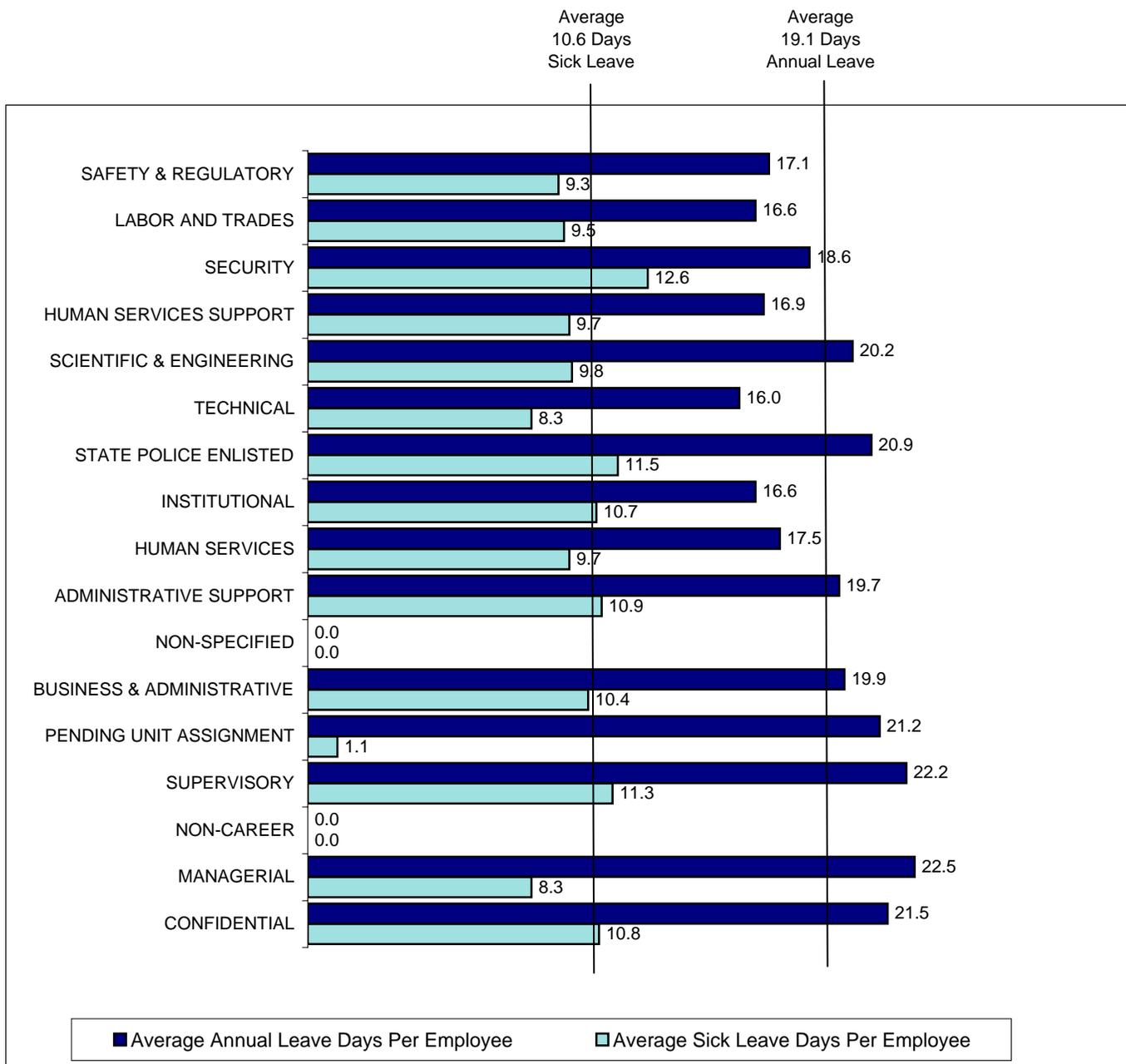
Pay End Date: September 18, 2010

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,336	1,120	84 %	77	6 %	1,255	94 %	76	6 %	69	5 %
A31	LABOR AND TRADES	2,166	1,942	90 %	3	0 %	2,080	96 %	78	4 %	9	0 %
C12	SECURITY	7,884	7,429	94 %	0	0 %	7,600	96 %	229	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	990	767	77 %	0	0 %	933	94 %	55	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,212	1,891	85 %	29	1 %	2,051	93 %	157	7 %	22	1 %
L32	TECHNICAL	958	809	84 %	21	2 %	888	93 %	67	7 %	13	1 %
T01	STATE POLICE ENLISTED	1,472	1,445	98 %	971	66 %	1,422	97 %	37	3 %	1,029	70 %
U11	INSTITUTIONAL	1,959	1,762	90 %	2	0 %	1,883	96 %	71	4 %	0	0 %
W22	HUMAN SERVICES	10,152	8,706	86 %	0	0 %	9,573	94 %	567	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,407	5,605	87 %	138	2 %	6,088	95 %	311	5 %	101	2 %
Y23	BUSINESS & ADMINISTRATION	5,023	4,208	84 %	69	1 %	4,709	94 %	307	6 %	48	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,147	5,862	95 %	187	3 %	5,953	97 %	179	3 %	182	3 %
Y98	MANAGERIAL	1,717	1,548	90 %	27	2 %	1,633	95 %	79	5 %	32	2 %
Y99	CONFIDENTIAL	1,785	1,599	90 %	16	1 %	1,689	95 %	96	5 %	17	1 %
<b>STATEWIDE TOTALS:</b>		<b>50,209</b>	<b>44,694</b>	<b>89 %</b>	<b>1,540</b>	<b>3 %</b>	<b>47,758</b>	<b>95 %</b>	<b>2,309</b>	<b>5 %</b>	<b>1,522</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF48

### ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2009-10



Comment: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF29 and HWF32

**SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT**  
**From Pay End Date October 03, 2009 Through Pay End Date September 18, 2010**

<b>Bargaining Unit Code/Name</b>	<b>Number of Employees</b>	<b>Fiscal Year Total Hours Used</b>	<b>Average Hours Per Employee</b>	<b>Average Days Per Employee</b>
A02 SAFETY & REGULATORY	1,447	107,424.7	74.2	9.3
A31 LABOR AND TRADES	2,877	218,024.5	75.8	9.5
C12 SECURITY	8,538	859,962.2	100.7	12.6
E42 HUMAN SERVICES SUPPORT	1,073	83,454.1	77.8	9.7
H21 SCIENTIFIC & ENGINEERING	2,315	181,888.5	78.6	9.8
L32 TECHNICAL	1,260	83,215.5	66.0	8.3
T01 STATE POLICE ENLISTED	1,530	140,839.2	92.1	11.5
U11 INSTITUTIONAL	2,347	201,271.3	85.8	10.7
W22 HUMAN SERVICES	11,163	868,047.6	77.8	9.7
W41 ADMINISTRATIVE SUPPORT	7,103	622,126.6	87.6	10.9
Y00 NON-SPECIFIED	9	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,319	440,426.7	82.8	10.4
Y50 PENDING UNIT ASSIGNMENT	2	17.0	8.5	1.1
Y51 SUPERVISORY	6,678	602,170.5	90.2	11.3
Y52 NONCAREER	113	0.0	0.0	0.0
Y98 MANAGERIAL	1,861	123,232.4	66.2	8.3
Y99 CONFIDENTIAL	1,922	165,602.8	86.2	10.8
<b>STATEWIDE</b>	<b>55,557</b>	<b>4,697,703.6</b>	<b>84.6</b>	<b>10.6</b>

Comment: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF29

**ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT**  
**From Pay End Date October 03, 2009 Through Pay End Date September 18, 2010**

Bargaining Unit Code/Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,447	198,241.1	137.0	17.1	1,447	4,075.8	2.8	0.4
A31 LABOR AND TRADES	2,877	381,808.7	132.7	16.6	2,877	5,326.3	1.9	0.2
C12 SECURITY	8,538	1,272,200.0	149.0	18.6	8,538	26,177.8	3.1	0.4
E42 HUMAN SERVICES SUPPORT	1,073	144,734.8	134.9	16.9	1,073	18,011.6	16.8	2.1
H21 SCIENTIFIC & ENGINEERING	2,315	373,381.4	161.3	20.2	2,315	23,864.5	10.3	1.3
L32 TECHNICAL	1,260	160,825.0	127.6	16.0	1,260	10,653.3	8.5	1.1
T01 STATE POLICE ENLISTED	1,530	255,395.3	166.9	20.9	1,530	8,328.1	5.4	0.7
U11 INSTITUTIONAL	2,347	310,782.8	132.4	16.6	2,347	26,475.2	11.3	1.4
W22 HUMAN SERVICES	11,163	1,562,291.0	140.0	17.5	11,163	81,240.8	7.3	0.9
W41 ADMINISTRATIVE SUPPORT	7,103	1,118,569.3	157.5	19.7	7,103	61,883.1	8.7	1.1
Y00 NON-SPECIFIED	9	0.0	0.0	0.0	9	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,319	848,511.6	159.5	19.9	5,319	50,369.7	9.5	1.2
Y50 PENDING UNIT ASSIGNMENT	2	339.0	169.5	21.2	2	0.0	0.0	0.0
Y51 SUPERVISORY	6,678	1,184,728.3	177.4	22.2	6,678	60,200.3	9.0	1.1
Y52 NONCAREER	113	0.0	0.0	0.0	113	0.0	0.0	0.0
Y98 MANAGERIAL	1,861	334,383.8	179.7	22.5	1,861	11,425.4	6.1	0.8
Y99 CONFIDENTIAL	1,922	330,911.7	172.2	21.5	1,922	19,303.0	10.0	1.3
<b>STATEWIDE</b>	<b>55,557</b>	<b>8,477,103.8</b>	<b>152.6</b>	<b>19.1</b>	<b>55,557</b>	<b>407,334.9</b>	<b>7.3</b>	<b>0.9</b>

Comment: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF32

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
BY BARGAINING UNIT  
Fiscal Year 2009-10**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	9.3	17.1	26.4
A31	LABOR AND TRADES	9.5	16.6	26.1
C12	SECURITY	12.6	18.6	31.2
E42	HUMAN SERVICES SUPPORT	9.7	16.9	26.6
H21	SCIENTIFIC & ENGINEERING	9.8	20.2	30.0
L32	TECHNICAL	8.3	16.0	24.3
T01	STATE POLICE ENLISTED	11.5	20.9	32.4
U11	INSTITUTIONAL	10.7	16.6	27.3
W22	HUMAN SERVICES	9.7	17.5	27.2
W41	ADMINISTRATIVE SUPPORT	10.9	19.7	30.6
Y00	NON-SPECIFIED	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	10.4	19.9	30.3
Y50	PENDING UNIT ASSIGNMENT	1.1	21.2	22.3
Y51	SUPERVISORY	11.3	22.2	33.5
Y52	NON-CAREER	0.0	0.0	0.0
Y98	MANAGERIAL	8.3	22.5	30.8
Y99	CONFIDENTIAL	10.8	21.5	32.3
	STATEWIDE AVERAGE	10.6	19.1	29.7

Comment: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: Michigan Civil Service Commission HWF29 and HWF32

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT  
(Average Days Per Employee)**

**Fiscal Years 2005-06 through 2009-10**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
A02	SAFETY & REGULATORY	9.1	9.8	9.4	9.0	9.3
A31	LABOR AND TRADES	8.8	9.3	9.2	9.0	9.5
C12	SECURITY	11.6	12.0	10.8	11.7	12.6
E42	HUMAN SERVICES SUPPORT	11.0	11.9	11.8	6.7	9.7
H21	SCIENTIFIC & ENGINEERING	8.9	9.8	9.5	8.8	9.8
L32	TECHNICAL	8.0	8.6	8.4	7.5	8.3
T01	STATE POLICE ENLISTED	10.3	11.5	11.3	11.5	11.5
U11	INSTITUTIONAL	10.5	11.0	10.6	10.8	10.7
W22	HUMAN SERVICES	10.4	10.9	9.9	8.6	9.7
W41	ADMINISTRATIVE SUPPORT	10.7	11.1	10.8	9.9	10.9
Y00	NON-SPECIFIED	0.0	0.0	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	9.9	10.8	10.4	9.4	10.4
Y50	PENDING UNIT ASSIGNMENT	7.6	6.3	27.7	5.3	1.1
Y51	SUPERVISORY	10.5	11.0	10.4	10.0	11.3
Y52	NON-CAREER	0.0	0.1	0.3	0.0	0.0
Y98	MANAGERIAL	7.5	8.3	8.2	7.5	8.3
Y99	CONFIDENTIAL	9.8	10.6	10.4	9.7	10.8
	STATEWIDE AVERAGE	10.2	10.8	10.2	9.6	10.6

Comment: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: September 18, 2010

### EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	438	28	18	0	0	221	12	0	0	0	53	332
ATTORNEY GENERAL	11	455	27	1	0	0	0	0	0	0	0	75	103
AUDITOR GENERAL	03	138	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	46	11	57
CIVIL SERVICE COMMISSION	19	490	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,899	44	83	200	0	143	43	0	783	723	568	2,587
CORRECTIONS	47	14,599	11	656	7,566	0	9	107	0	586	2,253	1,015	12,203
EDUCATION	31	452	3	11	0	4	0	3	0	23	139	94	277
ENERGY, LABOR & ECONOMIC GROWTH	64	4,413	265	43	0	933	114	7	0	22	406	770	2,560
ENVIRONMENTAL QUALITY	76	1,277	29	2	0	0	758	46	0	0	1	172	1,008
EXECUTIVE OFFICE	01	39	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	10,553	172	37	0	53	4	0	0	103	6,532	1,418	8,319
INFORMATION TECHNOLOGY	08	1,784	0	28	0	0	4	50	0	0	0	213	295
MANAGEMENT AND BUDGET	07	940	3	258	0	0	32	12	0	0	3	135	443
MILITARY & VETERAN AFFAIRS	51	937	33	202	0	0	21	15	0	417	32	52	772
NATURAL RESOURCES	75	2,903	537	1,226	0	0	257	171	0	6	80	215	2,492
STATE	23	1,523	16	21	0	0	0	1	0	0	1	983	1,022
STATE POLICE	55	2,515	134	14	0	0	98	36	1,466	6	0	269	2,023
STRATEGIC FUND	07	231	0	29	0	0	0	2	0	0	0	67	98
TRANSPORTATION	59	3,038	58	774	0	0	551	592	0	0	3	220	2,198
TREASURY	27	1,589	10	17	0	0	3	3	0	0	2	526	561
<b>Grand Total:</b>		<b>52,307</b>	<b>1,370</b>	<b>3,422</b>	<b>7,766</b>	<b>990</b>	<b>2,215</b>	<b>1,100</b>	<b>1,466</b>	<b>1,946</b>	<b>10,221</b>	<b>6,858</b>	<b>37,354</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

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 HWF05

**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
**Pay End Date: September 18, 2010**

**NON-EXCLUSIVELY REPRESENTED EMPLOYEES**

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	438	20	8	14	3	0	61	106
ATTORNEY GENERAL	11	455	36	45	262	0	0	9	352
AUDITOR GENERAL	03	138	0	65	33	3	0	33	134
CIVIL RIGHTS	15	94	2	16	10	0	0	9	37
CIVIL SERVICE COMMISSION	19	490	0	408	62	0	0	20	490
COMMUNITY HEALTH	39	3,899	490	97	186	9	1	529	1,312
CORRECTIONS	47	14,599	180	154	145	3	1	1,913	2,396
EDUCATION	31	452	78	25	28	1	0	43	175
ENERGY, LABOR & ECONOMIC GROWTH	64	4,413	994	169	230	83	0	377	1,853
ENVIRONMENTAL QUALITY	76	1,277	55	25	26	10	1	152	269
EXECUTIVE OFFICE	01	39	0	39	0	0	0	0	39
HUMAN SERVICES	43	10,553	552	249	186	0	5	1,242	2,234
INFORMATION TECHNOLOGY	08	1,784	1,123	51	98	23	30	164	1,489
MANAGEMENT AND BUDGET	07	940	187	137	61	10	1	101	497
MILITARY & VETERAN AFFAIRS	51	937	25	15	12	0	0	113	165
NATURAL RESOURCES	75	2,903	79	32	46	8	1	245	411
STATE	23	1,523	127	64	49	16	0	245	501
STATE POLICE	55	2,515	122	31	42	9	0	288	492
STRATEGIC FUND	07	231	69	18	21	0	0	25	133
TRANSPORTATION	59	3,038	227	106	90	29	0	388	840
TREASURY	27	1,589	663	57	116	14	0	178	1,028
<b>Grand Total:</b>		<b>52,307</b>	<b>5,029</b>	<b>1,811</b>	<b>1,717</b>	<b>221</b>	<b>40</b>	<b>6,135</b>	<b>14,953</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

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 HWF06