ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2010-11

State of Michigan
Civil Service Commission

Civil Service Commissioners:

Sherry L. McMillan, Chair
Andrew P. Abood
Charles Blockett, Jr.
Thomas M. Wardrop

Jeremy S. Stephens, State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2010-11

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	46.2
Average Annual Salary [1]	$55,791
Average Years of Service	14.2

WORK FORCE CHARACTERISTICS

Females	52.7%
Males	47.3%
Eligible for Longevity	78.9%
Less than Six Years of Service	24.5%
Six to Ten Years of Service	16.4%
Over Ten Years of Service	59.1%
Exclusively Represented for Collective Bargaining	71%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.5%
Black	18.8%
Hispanic	2.8%
White	75.6%
Not Disclosed	0.4%

[1] Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 25, 2010

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	383.0	0.0	10.0	9.0	0.0	17.0	419.0	0.0	419.0
AGRICULTURE		**383.0**	**0.0**	**10.0**	**9.0**	**0.0**	**17.0**	**419.0**	**0.0**	**419.0**
ATY GNRL CENTRAL OFFICE	1101	439.0	3.0	0.0	9.0	0.0	0.0	451.0	0.0	451.0
PROSECUTING ATTY'S COORDINATING COUNCIL	1102	8.0	0.0	0.0	3.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		**447.0**	**3.0**	**0.0**	**12.0**	**0.0**	**0.0**	**462.0**	**0.0**	**462.0**
LEGISLATIVE AUDITOR GENERAL	0301	96.0	0.0	19.0	21.0	0.0	3.0	139.0	0.0	139.0
AUDITOR GENERAL		**96.0**	**0.0**	**19.0**	**21.0**	**0.0**	**3.0**	**139.0**	**0.0**	**139.0**
CIV RGHT CENTRAL OFFICE	1501	89.0	0.0	1.0	4.0	0.0	0.0	94.0	0.0	94.0
CIVIL RIGHTS		**89.0**	**0.0**	**1.0**	**4.0**	**0.0**	**0.0**	**94.0**	**0.0**	**94.0**
CIVIL SERVICE COMMISSION	1901	437.0	3.0	0.0	8.0	1.0	15.0	464.0	1.5	462.5
CIVIL SERVICE COMMISSION		**437.0**	**3.0**	**0.0**	**8.0**	**1.0**	**15.0**	**464.0**	**1.5**	**462.5**
COMMUNITY HLTH CORRECTIONS PRG	3904	272.0	2.0	0.0	3.0	0.0	0.0	277.0	0.0	277.0
DCH-CARO CENTER	3902	332.0	1.0	0.0	13.0	0.0	0.0	346.0	0.0	346.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,511.0	5.0	8.0	26.0	0.0	50.0	1,600.0	1.5	1,598.5
DCH-CTR FORENSIC PSYCHIATRY	3920	499.0	2.0	0.0	6.0	0.0	3.0	510.0	0.0	510.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	156.0	3.0	0.0	27.0	0.0	4.0	190.0	0.0	190.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	410.0	4.0	0.0	59.0	0.0	0.0	473.0	0.0	473.0
DCH-WALTER P. REUTHER PSY HOSP	3945	430.0	0.0	0.0	1.0	0.0	0.0	431.0	0.0	431.0
DHS-OFFICE OF SERVICES TO THE AGING	3970	37.0	0.0	1.0	1.0	0.0	0.0	39.0	0.0	39.0
COMMUNITY HEALTH		**3,647.0**	**17.0**	**9.0**	**136.0**	**0.0**	**57.0**	**3,866.0**	**1.5**	**3,864.5**
DOC-ADRIAN/GUS HARRISON FAC	4729	548.0	0.0	0.0	2.0	0.0	0.0	550.0	0.0	550.0
DOC-ALGER MAX SECURITY CORRECT	4735	271.0	0.0	0.0	1.0	0.0	2.0	274.0	0.0	274.0
DOC-BARAGA FACILITY	4740	360.0	1.0	0.0	1.0	0.0	2.0	364.0	0.0	364.0
DOC-BELLAMY CREEK FACILITY	4748	426.0	0.0	0.0	1.0	0.0	0.0	427.0	0.0	427.0

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 25, 2010

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	509.0	1.0	0.0	1.0	0.0	2.0	513.0	0.0	513.0
DOC-CARSON CITY FAC/CARSON CIT	4731	513.0	0.0	0.0	1.0	0.0	0.0	514.0	0.0	514.0
DOC-CENTRAL MICHIGAN FACILITY	4744	469.0	1.0	0.0	1.0	0.0	0.0	471.0	0.0	471.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	527.0	2.0	0.0	1.0	0.0	0.0	530.0	0.0	530.0
DOC-COOPER STREET FACILITY	4752	438.0	0.0	0.0	2.0	0.0	0.0	440.0	0.5	439.5
DOC-CORRECTN CENTRAL OFFICE	4702	482.0	0.0	0.0	35.0	0.0	44.0	561.0	0.0	561.0
DOC-COTTON FACILITY	4720	439.0	0.0	0.0	1.0	0.0	0.0	440.0	1.5	438.5
DOC-CRANE FACILITY	4716	242.0	0.0	0.0	0.0	0.0	0.0	242.0	0.0	242.0
DOC-EGELER FACILITY	4727	602.0	0.0	0.0	1.0	0.0	0.0	603.0	0.0	603.0
DOC-FIELD OPERATION REGION III	4763	964.0	10.0	2.0	4.0	0.0	0.0	980.0	0.0	980.0
DOC-FIELD OPERATIONS REGION I	4761	859.0	1.0	1.0	1.0	0.0	0.0	862.0	0.0	862.0
DOC-HANDLON MI TRAINING UNT	4705	291.0	1.0	0.0	0.0	0.0	0.0	292.0	0.0	292.0
DOC-HURON VALLEY CORR COMPLEX	4715	582.0	2.0	0.0	3.0	0.0	0.0	587.0	0.0	587.0
DOC-IONIA MAXIMUM FACILITY	4724	309.0	0.0	0.0	1.0	0.0	0.0	310.0	0.0	310.0
DOC-JACKSON CENTRAL REGION	4750	128.0	0.0	0.0	0.0	0.0	0.0	128.0	0.0	128.0
DOC-KINROSS/HIAWATHA FACILITY	4712	401.0	0.0	0.0	1.0	0.0	0.0	402.0	0.0	402.0
DOC-LAKELAND MENS FACILITY	4718	274.0	0.0	0.0	0.0	0.0	0.0	274.0	0.0	274.0
DOC-MACOMB FACILITY	4741	336.0	0.0	0.0	1.0	0.0	0.0	337.0	0.0	337.0
DOC-MARQUETTE BRANCH PRISON	4706	368.0	0.0	0.0	2.0	0.0	2.0	372.0	0.0	372.0
DOC-MAXEY CORRECTIONAL	4749	221.0	0.0	0.0	0.0	0.0	0.0	221.0	0.0	221.0
DOC-MICHIGAN REFORMATORY	4707	331.0	0.0	0.0	3.0	0.0	5.0	339.0	0.0	339.0
DOC-MICHIGAN STATE INDUSTRIES	4709	143.0	0.0	0.0	0.0	0.0	0.0	143.0	0.0	143.0
DOC-MOUND FACILITY	4737	314.0	0.0	0.0	1.0	0.0	0.0	315.0	0.0	315.0
DOC-MUSKEGON FACILITY	4704	221.0	0.0	0.0	1.0	0.0	0.0	222.0	0.0	222.0

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DOC-NEWBERRY FACILITY	4743	279.0	0.0	0.0	1.0	0.0	0.0	280.0	0.0	280.0
DOC-OAKS FACILITY	4739	331.0	1.0	0.0	1.0	0.0	0.0	333.0	0.0	333.0
DOC-OJIBWAY FACILITY	4746	241.0	2.0	0.0	1.0	0.0	4.0	248.0	0.0	248.0
DOC-PARNALL FACILITY	4751	295.0	0.0	1.0	0.0	0.0	0.0	296.0	0.0	296.0
DOC-PUGSLEY FACILITY	4745	253.0	1.0	0.0	1.0	0.0	0.0	255.0	0.0	255.0
DOC-RYAN FACILITY	4738	323.0	0.0	0.0	1.0	0.0	0.0	324.0	0.0	324.0
DOC-SAGINAW FACILITY	4742	347.0	4.0	0.0	1.0	0.0	0.0	352.0	0.0	352.0
DOC-ST. LOUIS FACILITY	4733	325.0	0.0	0.0	1.0	0.0	1.0	327.0	0.0	327.0
DOC-THUMB FACILITY	4725	330.0	0.0	0.0	2.0	0.0	0.0	332.0	0.0	332.0
NTHRN REGION ADMIN AND SUPPORT	4714	61.0	0.0	0.0	0.0	0.0	0.0	61.0	0.0	61.0
SOUTHERN REGION - IONIA	4711	66.0	0.0	0.0	0.0	0.0	0.0	66.0	0.0	66.0
CORRECTIONS		**14,419.0**	**27.0**	**4.0**	**75.0**	**0.0**	**62.0**	**14,587.0**	**2.0**	**14,585.0**
EDUCATION	3103	345.0	6.0	3.0	32.0	72.0	3.0	461.0	1.0	460.0
EDUCATION		**345.0**	**6.0**	**3.0**	**32.0**	**72.0**	**3.0**	**461.0**	**1.0**	**460.0**
DPT OF ENRGY/LABOR/ECNOMC GRTH	6401	3,406.0	10.0	8.0	362.0	56.0	109.0	3,951.0	1.5	3,949.5
MES BOARD OF REVIEW	6415	17.0	0.0	0.0	0.0	0.0	0.0	17.0	0.0	17.0
ENERGY, LABOR & ECONOMIC GROWTH		**3,423.0**	**10.0**	**8.0**	**362.0**	**56.0**	**109.0**	**3,968.0**	**1.5**	**3,966.5**
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	27.0	0.0	3.0	30.0	0.0	30.0
EXECUTIVE OFFICE		**0.0**	**0.0**	**0.0**	**27.0**	**0.0**	**3.0**	**30.0**	**0.0**	**30.0**
DHS-BERRIEN COUNTY	4322	138.0	0.0	0.0	7.0	1.0	0.0	146.0	0.0	146.0
DHS-CALHOUN COUNTY	4323	143.0	0.0	0.0	10.0	0.0	0.0	153.0	0.0	153.0
DHS-COUNTIES	4308	2,402.0	3.0	0.0	128.0	23.0	0.0	2,556.0	3.0	2,553.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,877.0	4.0	17.0	252.0	3.0	8.0	2,161.0	2.0	2,159.0

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DHS-GENESEE COUNTY	4302	503.0	0.0	0.0	40.0	0.0	0.0	543.0	0.0	543.0
DHS-INGHAM COUNTY	4312	238.0	0.0	0.0	2.0	0.0	0.0	240.0	0.0	240.0
DHS - INSTITUTIONS	4307	75.0	0.0	9.0	11.0	0.0	0.0	95.0	0.0	95.0
DHS-JACKSON COUNTY	4315	115.0	0.0	0.0	11.0	0.0	0.0	126.0	0.0	126.0
DHS-KALAMAZOO COUNTY	4314	204.0	0.0	0.0	9.0	0.0	0.0	213.0	0.0	213.0
DHS-KENT COUNTY	4303	412.0	0.0	0.0	41.0	0.0	0.0	453.0	2.5	450.5
DHS-MACOMB COUNTY	4304	504.0	0.0	0.0	2.0	0.0	0.0	506.0	3.5	502.5
DHS-MAXEY TRAINING SCHOOL	4311	97.0	0.0	0.0	1.0	0.0	0.0	98.0	0.0	98.0
DHS-MUSKEGON COUNTY	4324	204.0	0.0	0.0	15.0	0.0	0.0	219.0	0.0	219.0
DHS-OAKLAND COUNTY	4305	488.0	0.0	2.0	48.0	0.0	0.0	538.0	0.0	538.0
DHS-SAGINAW COUNTY	4313	217.0	0.0	0.0	9.0	0.0	0.0	226.0	0.0	226.0
DHS-WASHTENAW	4325	142.0	0.0	0.0	2.0	0.0	0.0	144.0	0.0	144.0
DHS-WAYNE COUNTY DSS	4306	88.0	0.0	0.0	4.0	0.0	0.0	92.0	0.0	92.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	606.0	0.0	0.0	11.0	0.0	0.0	617.0	0.0	617.0
DHS-WAYNE COUNTY ZONE 3	4318	417.0	0.0	0.0	50.0	0.0	0.0	467.0	0.0	467.0
DHS-WAYNE COUNTY ZONE 4	4319	442.0	0.0	0.0	55.0	0.0	0.0	497.0	0.0	497.0
DHS-WAYNE COUNTY ZONE L	4316	346.0	0.0	0.0	42.0	0.0	0.0	388.0	0.0	388.0
HUMAN SERVICES		**9,658.0**	**7.0**	**28.0**	**750.0**	**27.0**	**8.0**	**10,478.0**	**11.0**	**10,467.0**
D.J. JACOBETTI HOME FOR VETERA	5103	137.0	4.0	2.0	0.0	3.0	4.0	150.0	0.5	149.5
GRAND RAPIDS HOME FOR VETERANS	5102	408.0	1.0	13.0	13.0	10.0	18.0	463.0	0.0	463.0
MIL AFFR CENTRAL OFFICE	5101	239.0	1.0	6.0	14.0	5.0	40.0	305.0	0.0	305.0
MILITARY & VETERAN AFFAIRS		**784.0**	**6.0**	**21.0**	**27.0**	**18.0**	**62.0**	**918.0**	**0.5**	**917.5**
NATURAL RESOURCES & ENVIRONMNT	7701	2,400.0	9.0	70.0	52.0	73.0	167.0	2,771.0	3.5	2,767.5
NATURAL RESOURCES & ENVIRONMNT		**2,400.0**	**9.0**	**70.0**	**52.0**	**73.0**	**167.0**	**2,771.0**	**3.5**	**2,767.5**

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DEPARTMENT OF STATE	2301	1,119.0	0.0	123.0	72.0	0.0	148.0	1,462.0	0.0	1,462.0
STATE		**1,119.0**	**0.0**	**123.0**	**72.0**	**0.0**	**148.0**	**1,462.0**	**0.0**	**1,462.0**
STATE POLICE	5501	2,402.0	30.0	6.0	27.0	0.0	9.0	2,474.0	1.5	2,472.5
STATE POLICE		**2,402.0**	**30.0**	**6.0**	**27.0**	**0.0**	**9.0**	**2,474.0**	**1.5**	**2,472.5**
STRATEGIC FUND	0740	126.0	2.0	1.0	17.0	0.0	0.0	146.0	0.0	146.0
STRATEGIC FUND		**126.0**	**2.0**	**1.0**	**17.0**	**0.0**	**0.0**	**146.0**	**0.0**	**146.0**
DTMB - CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,639.0	4.0	0.0	25.0	0.0	84.0	1,752.0	0.0	1,752.0
TECH, MGMT AND BUDGET - MB	0701	826.0	4.0	4.0	50.0	0.0	25.0	909.0	13.0	896.0
TECHNOLOGY, MANAGEMENT & BUDGET		**2,465.0**	**8.0**	**4.0**	**76.0**	**0.0**	**109.0**	**2,662.0**	**13.0**	**2,649.0**
BRIDGE AUTHORITIES-INTERNATIONAL	5903	29.0	0.0	0.0	1.0	0.0	15.0	45.0	0.0	45.0
BRIDGE AUTHORITIES-MACKINAC	5902	42.0	0.0	29.0	4.0	0.0	10.0	85.0	0.0	85.0
TRANSPORTATION CENTRAL OFFICE	5901	2,528.0	15.0	25.0	64.0	6.0	175.0	2,813.0	5.0	2,808.0
TRANSPORTATION		**2,599.0**	**15.0**	**54.0**	**69.0**	**6.0**	**200.0**	**2,943.0**	**5.0**	**2,938.0**
BUREAU OF STATE LOTTERY	2795	173.0	0.0	0.0	0.0	0.0	26.0	199.0	0.0	199.0
GAMING CONTROL	2707	93.0	0.0	3.0	6.0	4.0	10.0	116.0	0.0	116.0
MSHDA	2705	287.0	8.0	3.0	21.0	0.0	41.0	360.0	1.5	358.5
TREASURY CENTRAL PAYROLL	2701	1,178.0	4.0	8.0	29.0	0.0	34.0	1,253.0	0.0	1,253.0
TREASURY		**1,731.0**	**12.0**	**14.0**	**56.0**	**4.0**	**111.0**	**1,928.0**	**1.5**	**1,926.5**
STATEWIDE TOTAL		**46,570.0**	**155.0**	**375.0**	**1,832.0**	**257.0**	**1,083.0**	**50,272.0**	**43.5**	**50,228.5**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

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.

Source: Michigan Civil Service Commission HWF04

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2011 Appropriated (A)	FTE Positions 12/25/2010 (B)	FTE Positions 9/18/2010 (C)	Difference 12/25/2010 and 9/18/2010 (B-C)	Difference 12/25/2010 and Appropriated (B-A)
AGRICULTURE					
Regular	456.5	401.0	418.0	-17.0	-55.5
Overtime	0.0	0.1	0.2	-0.1	0.1
Total	456.5	401.1	418.1	-17.1	-55.4
ATTORNEY GENERAL					
Regular	514.0	457.1	450.0	7.1	-56.9
Overtime	0.0	0.3	0.5	-0.2	0.3
Total	514.0	457.4	450.5	6.9	-56.6
AUDITOR GENERAL					
Regular	0.0	131.6	131.6	0.0	131.6
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	131.6	131.6	0.0	131.6
CIVIL RIGHTS					
Regular	113.0	93.2	93.2	-0.0	-19.8
Overtime	0.0	0.0	0.0	0.0	0.0
Total	113.0	93.2	93.2	-0.0	-19.8
CIVIL SERVICE COMMISSION					
Regular	506.5	456.8	481.4	-24.6	-49.7
Overtime	0.0	2.5	0.0	2.5	2.5
Total	506.5	459.3	481.4	-22.1	-47.2
COMMUNITY HEALTH					
Regular	4,393.8	3,835.6	3,837.4	-1.8	-558.2
Overtime	0.0	267.7	186.0	81.6	267.7
Total	4,393.8	4,103.3	4,023.5	79.8	-290.5

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

Appropriated Position Figures are provided by DMB, Office of the Budget.

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.

Source:

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2011 Appropriated (A)	FTE Positions 12/25/2010 (B)	FTE Positions 9/18/2010 (C)	Difference 12/25/2010 and 9/18/2010 (B-C)	Difference 12/25/2010 and Appropriated (B-A)
CORRECTIONS					
Regular	15,856.5	14,841.0	14,799.2	41.8	-1,015.5
Overtime	0.0	1,702.0	1,000.1	701.9	1,702.0
Total	15,856.5	16,543.0	15,799.3	743.7	686.5
EDUCATION					
Regular	556.5	449.9	438.1	11.8	-106.6
Overtime	0.0	0.7	0.9	-0.2	0.7
Total	556.5	450.6	438.9	11.6	-105.9
ENERGY, LABOR & ECONOMIC GROWTH					
Regular	4,359.5	3,875.1	4,323.6	-448.5	-484.4
Overtime	0.0	106.9	193.4	-86.5	106.9
Total	4,359.5	3,982.0	4,516.9	-535.0	-377.5
ENVIRONMENTAL QUALITY					
Regular	0.0	0.0	1,251.6	-1,251.6	0.0
Overtime	0.0	0.0	10.2	-10.2	0.0
Total	0.0	0.0	1,261.7	-1,261.7	0.0
EXECUTIVE OFFICE					
Regular	74.2	27.8	37.2	-9.4	-46.4
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	27.8	37.2	-9.4	-46.4
HUMAN SERVICES					
Regular	11,869.5	10,405.6	10,478.2	-72.6	-1,463.9
Overtime	0.0	190.5	386.1	-195.6	190.5
Total	11,869.5	10,596.1	10,864.3	-268.2	-1,273.4

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

Appropriated Position Figures are provided by DMB, Office of the Budget.

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.

Source:

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2011 Appropriated (A)	FTE Positions 12/25/2010 (B)	FTE Positions 9/18/2010 (C)	Difference 12/25/2010 and 9/18/2010 (B-C)	Difference 12/25/2010 and Appropriated (B-A)
INFORMATION TECHNOLOGY					
Regular	0.0	0.0	1,745.0	-1,745.0	0.0
Overtime	0.0	0.0	16.8	-16.8	0.0
Total	0.0	0.0	1,761.9	-1,761.9	0.0
MANAGEMENT AND BUDGET					
Regular	0.0	0.0	924.4	-924.4	0.0
Overtime	0.0	0.0	17.8	-17.8	0.0
Total	0.0	0.0	942.3	-942.3	0.0
MILITARY & VETERAN AFFAIRS					
Regular	970.0	877.3	892.3	-15.1	-92.7
Overtime	0.0	53.9	44.0	9.9	53.9
Total	970.0	931.2	936.3	-5.1	-38.8
NATURAL RESOURCES					
Regular	0.0	0.0	2,307.6	-2,307.6	0.0
Overtime	0.0	0.0	63.1	-63.1	0.0
Total	0.0	0.0	2,370.7	-2,370.7	0.0
NATURAL RESOURCES & ENVIRONMNT					
Regular	3,669.5	2,595.5	0.0	2,595.5	-1,074.0
Overtime	0.0	5.8	0.0	5.8	5.8
Total	3,669.5	2,601.3	0.0	2,601.3	-1,068.2
STATE					
Regular	1,809.0	1,355.0	1,424.0	-69.0	-454.0
Overtime	0.0	2.7	15.1	-12.4	2.7
Total	1,809.0	1,357.7	1,439.1	-81.4	-451.3

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

Appropriated Position Figures are provided by DMB, Office of the Budget.

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.

Source:

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2011 Appropriated (A)	FTE Positions 12/25/2010 (B)	FTE Positions 9/18/2010 (C)	Difference 12/25/2010 and 9/18/2010 (B-C)	Difference 12/25/2010 and Appropriated (B-A)
STATE POLICE					
Regular	2,764.0	2,443.0	2,483.2	-40.2	-321.0
Overtime	0.0	176.6	189.0	-12.4	176.6
Total	2,764.0	2,619.6	2,672.2	-52.7	-144.4
STRATEGIC FUND					
Regular	155.0	144.0	199.0	-54.9	-11.0
Overtime	0.0	0.0	2.3	-2.3	0.0
Total	155.0	144.0	201.3	-57.3	-11.0
TECHNOLOGY, MANAGEMENT & BUDGET					
Regular	2,460.0	2,604.8	0.0	2,604.8	144.8
Overtime	0.0	37.1	0.0	37.1	37.1
Total	2,460.0	2,641.9	0.0	2,641.9	181.9
TRANSPORTATION					
Regular	3,016.3	2,835.4	2,941.5	-106.1	-180.9
Overtime	0.0	99.5	143.9	-44.5	99.5
Total	3,016.3	2,934.9	3,085.4	-150.5	-81.4
TREASURY					
Regular	2,034.5	1,869.0	1,554.5	314.5	-165.5
Overtime	0.0	8.4	16.3	-7.9	8.4
Total	2,034.5	1,877.4	1,570.8	306.6	-157.1
STATEWIDE TOTALS					
Total Regular	**55,578.3**	**49,698.6**	**51,210.9**	**-1,512.3**	**-5,879.7**
Total Overtime	**0.0**	**2,654.5**	**2,285.7**	**368.8**	**2,654.5**
Grand Total	**55,578.3**	**52,353.1**	**53,496.6**	**-1,143.5**	**-3,225.2**

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Hours associated with temporary layoff days under Executive Order 2009-022 are included in regular FTE hours.

Appropriated Position Figures are provided by DMB, Office of the Budget.

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.

Source:

Table 1-3

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	September 18, 2010		December 25, 2010	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	438.0	0.8%	419.0	0.8%
Attorney General	455.0	0.9%	462.0	0.9%
Auditor General	138.0	0.3%	139.0	0.3%
Civil Rights	94.0	0.2%	94.0	0.2%
Civil Service Commission	488.5	0.9%	462.5	0.9%
Community Health	3,897.5	7.5%	3,864.5	7.7%
Corrections	14,597.0	27.9%	14,585.0	29.0%
Education	451.0	0.9%	460.0	0.9%
Energy, Labor and Economic Growth	4,410.0	8.4%	3,966.5	7.9%
Environmental Quality [1]	1,273.5	2.4%	0.0	0.0%
Executive Office	39.0	0.1%	30.0	0.1%
Human Services	10,539.0	20.2%	10,467.0	20.8%
Information Technology [1]	1,784.0	3.4%	0.0	0.0%
Management and Budget [1]	932.0	1.8%	0.0	0.0%
Military & Veterans Affairs	936.0	1.8%	917.5	1.8%
Natural Resources [1]	2,903.0	5.6%	0.0	0.0%
Natural Resources & Environmnt [1]	0.0	0.0%	2,767.5	5.5%
State	1,523.0	2.9%	1,462.0	2.9%
State Police	2,513.5	4.8%	2,472.5	4.9%
Strategic Fund	231.0	0.4%	146.0	0.3%
Technology, Management & Budget [1]	0.0	0.0%	2,649.0	5.3%
Transportation	3,033.0	5.8%	2,938.0	5.8%
Treasury	1,589.0	3.0%	1,926.5	3.8%
TOTAL	52,265.0	100.0%	50,228.5	100.0%

Footnote [1] 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.

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. For this report, the actual number of employees who job share are divided in half.

Statewide the number of classified employees decreased by 2,037 from September 18 to December 25, 2010.

Source: Michigan Civil Service Commission HWF03.

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT

Pay End Date: December 25, 2010

Department	Current Period Number of Employees
AGRICULTURE	415.0
ATTORNEY GENERAL	462.0
AUDITOR GENERAL	136.0
CIVIL RIGHTS	94.0
CIVIL SERVICE COMMISSION	447.5
COMMUNITY HEALTH	3,807.5
CORRECTIONS	14,541.0
EDUCATION	457.0
ENERGY, LABOR & ECONOMIC GROWTH	3,857.5
EXECUTIVE OFFICE	27.0
HUMAN SERVICES	10,460.0
MILITARY & VETERAN AFFAIRS	872.5
NATURAL RESOURCES & ENVIRONMNT	2,622.5
STATE	1,314.0
STATE POLICE	2,463.5
STRATEGIC FUND	146.0
TECHNOLOGY, MANAGEMENT & BUDGET	2,541.0
TRANSPORTATION	2,799.0
TREASURY	1,840.5
Sum:	**49,303.5**

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	7	417.3
ATTORNEY GENERAL	7	448.4
AUDITOR GENERAL	7	133.7
CIVIL RIGHTS	7	95.0
CIVIL SERVICE COMMISSION	7	455.1
COMMUNITY HEALTH	7	3,811.6
CORRECTIONS	7	14,493.7
EDUCATION	7	452.9
ENERGY, LABOR & ECONOMIC GROWTH	7	3,924.0
EXECUTIVE OFFICE	7	32.1
HUMAN SERVICES	7	10,485.3
MILITARY & VETERAN AFFAIRS	7	876.1
NATURAL RESOURCES & ENVIRONMNT	7	2,773.5
STATE	7	1,301.4
STATE POLICE	7	2,476.6
STRATEGIC FUND	7	151.7
TECHNOLOGY, MANAGEMENT & BUDGET	7	2,564.2
TRANSPORTATION	7	2,783.6
TREASURY	7	1,795.1
	Sum:	**49,471.4**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and 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 represent between 90% and 97% of all non-career appointments. For this report, the number of employees who Job Share are dividied in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

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.

Source: Michigan Civil Service Commission HWF09

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: December 25, 2010

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	420	0.8 %	49.0	$30.11	352	83.8 %
ATTORNEY GENERAL	462	0.9 %	47.7	$37.88	325	70.3 %
AUDITOR GENERAL	139	0.3 %	41.4	$35.49	107	77.0 %
CIVIL RIGHTS	94	0.2 %	49.8	$30.17	83	88.3 %
CIVIL SERVICE COMMISSION	464	0.9 %	48.0	$29.18	392	84.5 %
COMMUNITY HEALTH	3,889	7.7 %	48.6	$28.27	2,719	69.9 %
CORRECTIONS	14,708	29.2 %	45.5	$25.61	12,119	82.4 %
EDUCATION	461	0.9 %	49.3	$31.05	284	61.6 %
ENERGY, LABOR & ECONOMIC GROWTH	3,969	7.9 %	47.4	$27.28	2,674	67.4 %
EXECUTIVE OFFICE	30	0.1 %	34.0	$21.39	7	23.3 %
HUMAN SERVICES	10,485	20.8 %	45.4	$24.55	6,760	64.5 %
MILITARY & VETERAN AFFAIRS	923	1.8 %	47.1	$23.34	643	69.7 %
NATURAL RESOURCES & ENVIRONMNT	2,772	5.5 %	47.1	$28.32	2,284	82.4 %
STATE	1,462	2.9 %	47.6	$23.00	1,136	77.7 %
STATE POLICE	2,480	4.9 %	43.7	$30.24	2,235	90.1 %
STRATEGIC FUND	146	0.3 %	49.4	$33.15	114	78.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,663	5.3 %	47.2	$30.31	1,978	74.3 %
TRANSPORTATION	2,950	5.8 %	45.9	$27.48	2,296	77.8 %
TREASURY	1,929	3.8 %	46.2	$27.81	1,333	69.1 %
STATEWIDE TOTALS:	**50,446**	**100.0 %**	**46.2**	**$26.72**	**37,841**	**75.0 %**

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.

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.

Source: Michigan Civil Service Commission HWF24

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: December 25, 2010

		Health Insurance								Dental Insurance					
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
AGRICULTURE	403	200	50 %	184	46 %	4	1 %	**0**	**0 %**	380	94 %	7	2 %	1	0 %
ATTORNEY GENERAL	462	210	45 %	211	46 %	1	0 %	**0**	**0 %**	430	93 %	6	1 %	1	0 %
AUDITOR GENERAL	136	27	20 %	81	60 %	5	4 %	**0**	**0 %**	117	86 %	1	1 %	0	0 %
CIVIL RIGHTS	94	47	50 %	42	45 %	2	2 %	**0**	**0 %**	90	96 %	2	2 %	0	0 %
CIVIL SERVICE COMMISSION	449	148	33 %	253	56 %	4	1 %	**0**	**0 %**	409	91 %	6	1 %	0	0 %
COMMUNITY HEALTH	3,832	1,953	51 %	1,575	41 %	33	1 %	**0**	**0 %**	3,479	91 %	119	3 %	9	0 %
CORRECTIONS	14,646	8,485	58 %	5,246	36 %	62	0 %	**0**	**0 %**	13,617	93 %	270	2 %	26	0 %
EDUCATION	458	211	46 %	191	42 %	7	2 %	**0**	**0 %**	410	90 %	5	1 %	4	1 %
ENERGY, LABOR & ECONOMIC GROWTH	3,860	1,739	45 %	1,838	48 %	46	1 %	**0**	**0 %**	3,523	91 %	133	3 %	13	0 %
EXECUTIVE OFFICE	27	13	48 %	9	33 %	0	0 %	**0**	**0 %**	24	89 %	2	7 %	0	0 %
HUMAN SERVICES	10,477	5,047	48 %	4,733	45 %	93	1 %	**0**	**0 %**	9,597	92 %	355	3 %	28	0 %
MILITARY & VETERAN AFFAIRS	861	357	41 %	439	51 %	10	1 %	**0**	**0 %**	812	94 %	4	0 %	3	0 %
NATURAL RESOURCES & ENVIRONMNT	2,605	1,365	52 %	1,043	40 %	29	1 %	**0**	**0 %**	2,431	93 %	24	1 %	6	0 %
STATE	1,314	609	46 %	608	46 %	14	1 %	**0**	**0 %**	1,223	93 %	23	2 %	2	0 %
STATE POLICE	2,471	736	30 %	444	18 %	10	0 %	**1,183**	**48 %**	2,362	96 %	20	1 %	4	0 %
STRATEGIC FUND	146	52	36 %	76	52 %	5	3 %	**0**	**0 %**	129	88 %	5	3 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,554	813	32 %	1,543	60 %	25	1 %	**0**	**0 %**	2,306	90 %	74	3 %	3	0 %
TRANSPORTATION	2,750	1,420	52 %	1,157	42 %	32	1 %	**0**	**0 %**	2,590	94 %	28	1 %	6	0 %
TREASURY	1,818	622	34 %	1,057	58 %	22	1 %	**0**	**0 %**	1,667	92 %	50	3 %	4	0 %
STATEWIDE TOTALS:	**49,363**	**24,054**	**49 %**	**20,730**	**42 %**	**404**	**1 %**	**1,183**	**2 %**	**45,596**	**92 %**	**1,134**	**2 %**	**110**	**0 %**

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

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.

Source: Michigan Civil Serivce Commission HWF47

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: December 25, 2010

Z-HRS Dept Desc		Vision Insurance		Disability Insurance				Life Insurance					
Department	Total Employees	State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	403	390	97 %	349	87 %	0	0 %	383	95 %	20	5 %	0	0 %
ATTORNEY GENERAL	462	437	95 %	343	74 %	0	0 %	430	93 %	29	6 %	0	0 %
AUDITOR GENERAL	136	119	88 %	113	83 %	0	0 %	122	90 %	14	10 %	0	0 %
CIVIL RIGHTS	94	92	98 %	85	90 %	0	0 %	85	90 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	449	416	93 %	424	94 %	4	1 %	437	97 %	12	3 %	3	1 %
COMMUNITY HEALTH	3,832	3,617	94 %	3,341	87 %	0	0 %	3,622	95 %	205	5 %	0	0 %
CORRECTIONS	14,646	13,919	95 %	13,735	94 %	0	0 %	14,160	97 %	427	3 %	0	0 %
EDUCATION	458	421	92 %	333	73 %	0	0 %	427	93 %	30	7 %	0	0 %
ENERGY, LABOR & ECONOMIC GROWTH	3,860	3,678	95 %	3,232	84 %	1	0 %	3,636	94 %	218	6 %	2	0 %
EXECUTIVE OFFICE	27	26	96 %	6	22 %	0	0 %	21	78 %	6	22 %	0	0 %
HUMAN SERVICES	10,477	10,001	95 %	9,175	88 %	0	0 %	9,924	95 %	546	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	861	818	95 %	736	85 %	0	0 %	819	95 %	28	3 %	0	0 %
NATURAL RESOURCES & ENVIRONMNT	2,605	2,472	95 %	2,296	88 %	0	0 %	2,460	94 %	140	5 %	0	0 %
STATE	1,314	1,255	96 %	1,158	88 %	0	0 %	1,252	95 %	61	5 %	0	0 %
STATE POLICE	2,471	2,389	97 %	2,449	99 %	1,477	60 %	2,343	95 %	101	4 %	1,445	58 %
STRATEGIC FUND	146	135	92 %	121	83 %	0	0 %	134	92 %	12	8 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,554	2,390	94 %	2,117	83 %	39	2 %	2,425	95 %	124	5 %	35	1 %
TRANSPORTATION	2,750	2,634	96 %	2,459	89 %	0	0 %	2,614	95 %	132	5 %	0	0 %
TREASURY	1,818	1,727	95 %	1,544	85 %	0	0 %	1,702	94 %	114	6 %	0	0 %
STATEWIDE TOTALS:	**49,363**	**46,936**	**95 %**	**44,016**	**89 %**	**1,521**	**3 %**	**46,996**	**95 %**	**2,228**	**5 %**	**1,485**	**3 %**

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

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.

Source: Michigan Civil Serivce Commission HWF47

Age Distribution for Classified Employees by Department

Pay End Date: December 25, 2010

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	0	4	10	39	36	38	77	76	95	31	10	3	419
ATTORNEY GENERAL	0	6	25	40	48	57	73	82	77	40	14	0	462
AUDITOR GENERAL	1	6	19	15	17	25	25	19	8	4	0	0	139
CIVIL RIGHTS	0	0	2	7	13	13	7	15	18	16	3	0	94
CIVIL SERVICE COMMISSION	1	12	12	27	47	47	85	116	80	31	6	0	464
COMMUNITY HEALTH	3	94	191	263	304	416	539	791	778	381	91	15	3,866
CORRECTIONS	12	142	629	1,206	2,041	2,727	2,921	2,601	1,619	591	80	18	14,587
EDUCATION	0	3	25	37	34	51	42	97	101	63	7	1	461
ENERGY, LABOR & ECONOMIC GROWTH	14	98	253	366	382	445	484	716	695	390	93	32	3,968
EXECUTIVE OFFICE	0	9	9	3	2	0	1	4	0	1	1	0	30
HUMAN SERVICES	3	193	936	1,267	1,333	1,270	1,183	1,676	1,729	746	111	31	10,478
MILITARY & VETERAN AFFAIRS	4	29	43	68	86	106	157	194	162	55	8	6	918
NATURAL RESOURCES & ENVIRONMNT	6	47	119	262	338	321	451	509	476	186	39	17	2,771
STATE	5	54	60	98	142	146	244	278	306	110	18	1	1,462
STATE POLICE	1	27	106	257	484	505	498	347	184	57	8	0	2,474
STRATEGIC FUND	0	2	3	13	13	11	22	33	31	12	4	2	146
TECHNOLOGY, MANAGEMENT & BUDGET	12	87	117	187	265	315	456	529	452	205	32	5	2,662
TRANSPORTATION	2	65	177	308	332	411	471	544	406	180	34	13	2,943
TREASURY	14	67	126	195	184	220	282	349	298	154	31	8	1,928
Statewide Total:	**78**	**945**	**2,862**	**4,658**	**6,101**	**7,124**	**8,018**	**8,976**	**7,515**	**3,253**	**590**	**152**	**50,272**
Average Age:	**19.3**	**23.2**	**27.7**	**32.6**	**37.6**	**42.5**	**47.6**	**52.6**	**57.3**	**61.9**	**66.9**	**73.7**	**46.2**

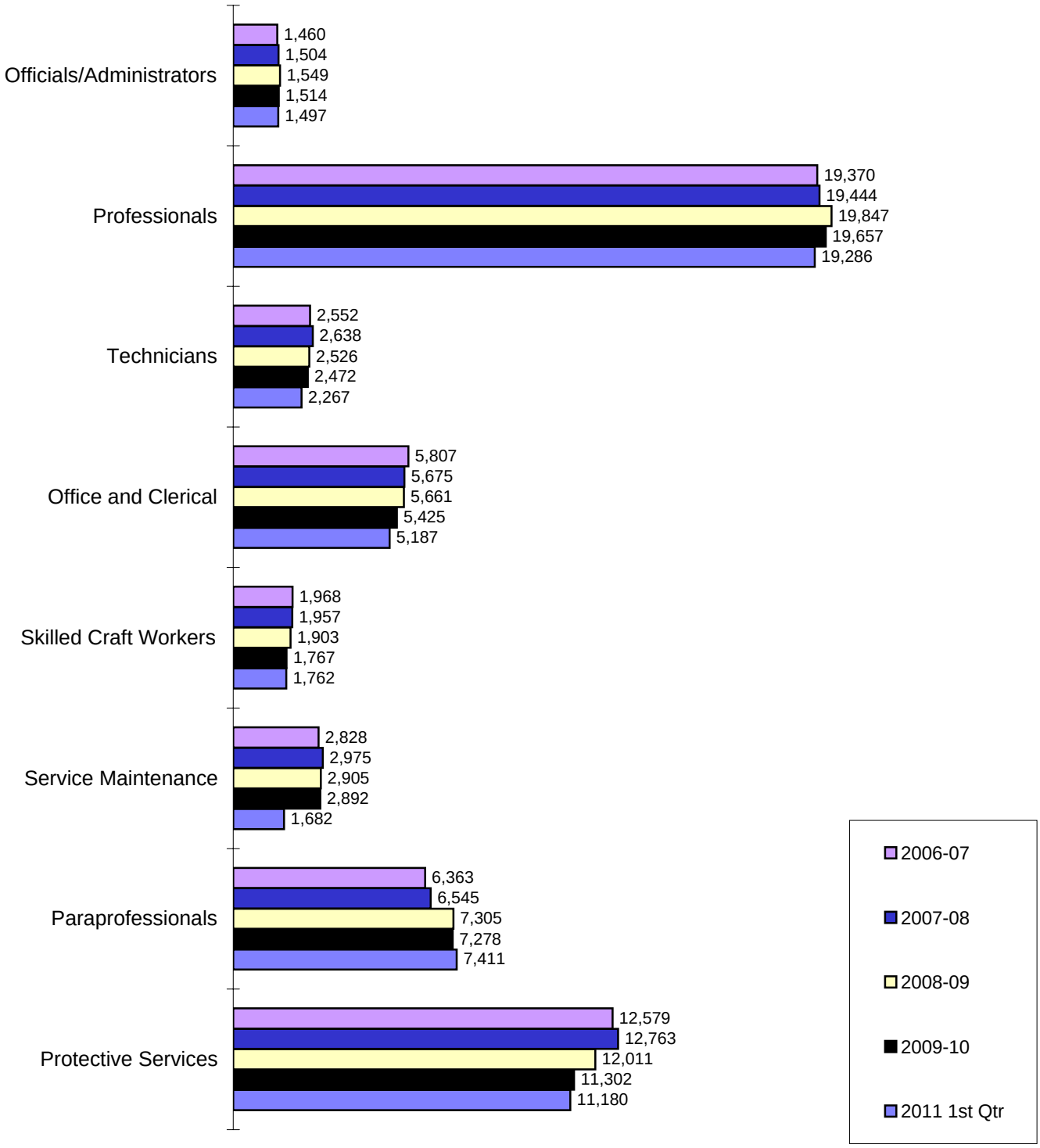
Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

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.

Source: Michigan Civil Service Commission HWF23

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2006-07 through First Quarter 2010-11



Grand Totals:

2006-07 Year End:	52,927
2007-08 Year End:	53,501
2008-09 Year End:	53,707
2009-10 Year End:	52,307
2010-11 1st Qtr:	50,272

Source: Michigan Civil Service Commission HWF27

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
Pay End Date: December 25, 2010

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	2	6
ALGER	309	9	318
ALLEGAN	203	78	281
ALPENA	127	15	142
ANTRIM	26	1	27
ARENAC	25	4	29
BARAGA	421	9	430
BARRY	88	8	96
BAY	266	25	291
BENZIE	22	5	27
BERRIEN	336	27	363
BRANCH	611	11	622
CALHOUN	327	21	348
CASS	83	21	104
CHARLEVOIX	18	13	31
CHEBOYGAN	78	18	96
CHIPPEWA	1,118	44	1,162
CLARE	51	4	55
CLINTON	136	18	154
CRAWFORD	159	83	242
DELTA	177	21	198
DICKINSON	48	7	55
EATON	2,861	335	3,196
EMMET	80	10	90
GENESEE	802	136	938
GLADWIN	40	5	45
GOGEBIC	290	15	305
GRAND TRAVERSE	590	28	618
GRATIOT	872	42	914
HILLSDALE	66	5	71
HOUGHTON	61	11	72
HURON	37	6	43
INGHAM	9,606	1,030	10,636
IONIA	1,609	46	1,655
IOSCO	61	7	68
IRON	57	5	62
ISABELLA	132	15	147
JACKSON	2,303	40	2,343
KALAMAZOO	1,083	108	1,191
KALKASKA	57	5	62
KENT	1,569	310	1,879
KEWEENAW	1	6	7
LAKE	47	2	49
LAPEER	431	12	443
LEELANAU	4	2	6

Comments: 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 HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
Pay End Date: December 25, 2010

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	739	28	767
LIVINGSTON	536	20	556
LUCE	363	6	369
MACKINAC	112	73	185
MACOMB	1,411	51	1,462
MANISTEE	378	12	390
MARQUETTE	801	43	844
MASON	39	4	43
MECOSTA	76	7	83
MENOMINEE	36	10	46
MIDLAND	79	8	87
MISSAUKEE	56	3	59
MONROE	165	11	176
MONTCALM	630	11	641
MONTMORENCY	53	12	65
MUSKEGON	1,041	35	1,076
NEWAYGO	85	4	89
OAKLAND	1,068	148	1,216
OCEANA	59	6	65
OGEMAW	59	5	64
ONTONAGON	20		20
OSCEOLA	44	1	45
OSCODA	29	3	32
OTSEGO	241	20	261
OTTAWA	185	24	209
OUT OF STATE	41	3	44
PRESQUE ISLE	11	3	14
ROSCOMMON	96	5	101
SAGINAW	1,039	66	1,105
SANILAC	51	2	53
SCHOOLCRAFT	37	5	42
SHIAWASSEE	77	9	86
ST CLAIR	246	33	279
ST JOSEPH	97	6	103
TUSCOLA	467	29	496
VAN BUREN	203	23	226
WASHTENAW	1,556	50	1,606
WAYNE	6,028	428	6,456
WEXFORD	147	16	163
WORK AT HOME - MI	877	28	905
Grand Total:	**46,570**	**3,876**	**50,446**

Comments: 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.

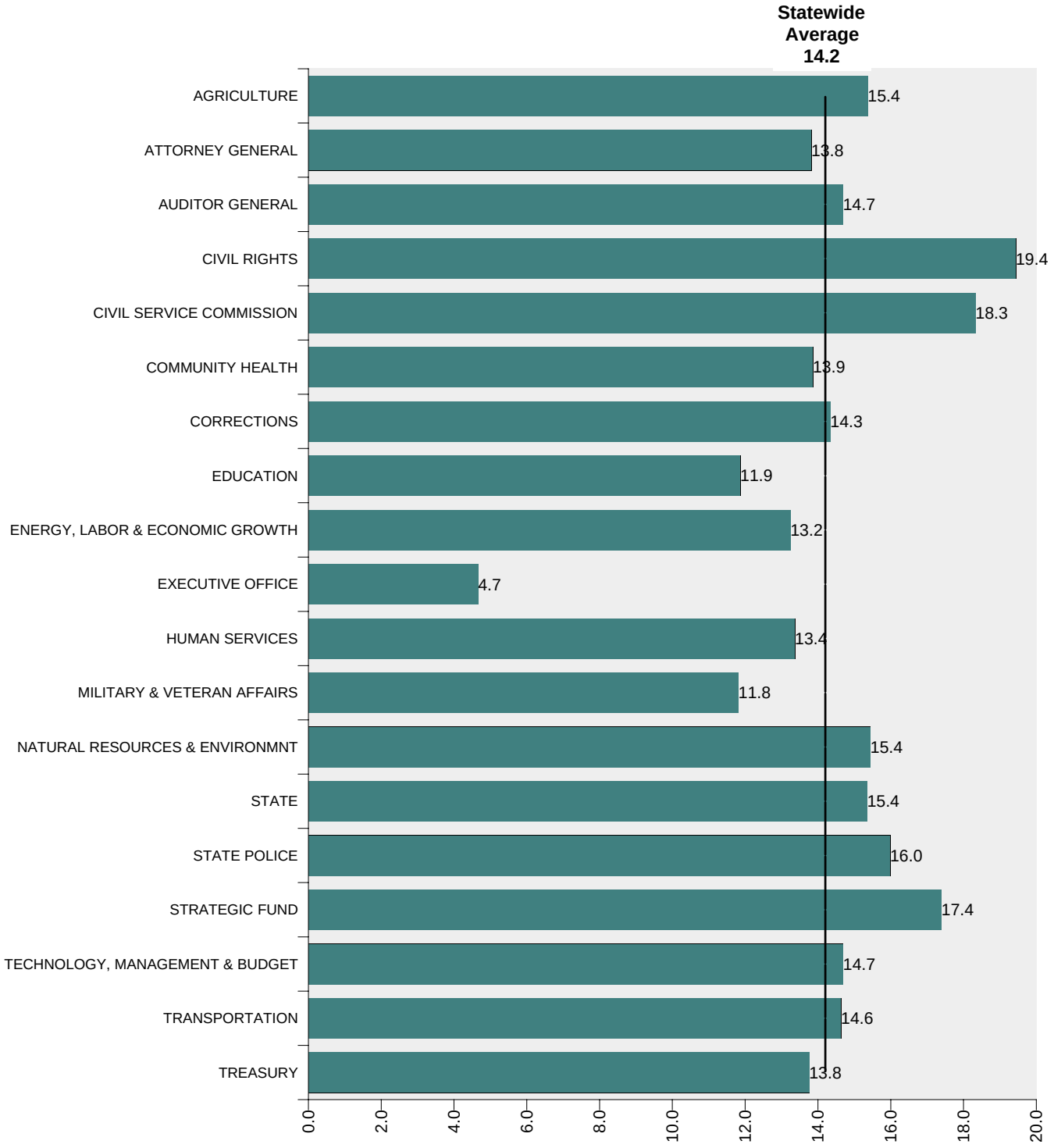
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: December 25, 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.

Source: Michigan Civil Serivce Commission HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	34	30	0	2	1	1	1	0	0	0	0	0	36	33	1	0
06 - 10 YEARS	41	41	1	4	0	0	1	0	0	1	0	0	43	46	0	0
11 - 15 YEARS	33	26	2	2	1	1	0	2	0	1	0	0	36	32	0	1
16 - 20 YEARS	30	23	0	1	0	0	1	1	0	0	0	0	31	25	1	0
21 - 25 YEARS	37	32	0	4	0	0	0	0	1	1	0	0	38	37	1	3
26 - 30 YEARS	4	10	0	4	0	0	0	0	1	0	0	0	5	14	0	1
31 - 35 YEARS	15	13	1	1	0	0	2	0	0	0	0	0	18	14	0	2
36 - 40 YEARS	8	3	0	0	0	0	0	0	0	0	0	0	8	3	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**202**	**178**	**4**	**18**	**2**	**2**	**5**	**3**	**2**	**3**	**0**	**0**	**215**	**204**	**3**	**8**
MORE THAN 10 YEARS:	127	107	3	12	1	1	3	3	2	2	0	0	136	125	2	8
AVERAGE YEARS	15.4	15.1	16.3	17.7	7.0	8.5	18.2	14.0	25.0	15.3	0.0	0.0	15.5	15.3	15.0	26.8

DEPARTMENT AVERAGE YEARS 15.4

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.

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.

Source: Michigan Civil Serivce Commission HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	57	54	3	4	0	0	0	1	0	0	4	1	64	60	1	0
06 - 10 YEARS	32	48	6	5	0	0	0	1	0	0	0	0	38	54	0	0
11 - 15 YEARS	28	38	1	7	0	0	1	1	0	2	0	0	30	48	0	0
16 - 20 YEARS	12	12	2	2	0	0	0	1	0	0	0	0	14	15	0	0
21 - 25 YEARS	23	27	0	5	0	0	0	2	1	0	0	0	24	34	1	2
26 - 30 YEARS	11	12	2	4	0	0	0	0	0	0	0	0	13	16	0	0
31 - 35 YEARS	16	12	2	2	0	1	2	1	0	0	0	0	20	16	0	0
36 - 40 YEARS	12	2	0	0	0	0	0	0	0	0	0	0	12	2	1	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	**193**	**205**	**16**	**29**	**0**	**1**	**3**	**7**	**1**	**2**	**4**	**1**	**217**	**245**	**3**	**2**
MORE THAN 10 YEARS:	104	103	7	20	0	1	3	5	1	2	0	0	115	131	2	2
AVERAGE YEARS	14.7	12.5	13.3	16.1	0.0	32.0	26.3	16.7	22.0	11.5	3.5	4.0	14.6	13.1	22.3	23.0

DEPARTMENT AVERAGE YEARS 13.8

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 Serivce Commission HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	12	16	0	0	0	0	0	0	0	0	0	0	12	16	0	0
06 - 10 YEARS	3	11	0	0	0	0	0	0	0	0	0	0	3	11	0	0
11 - 15 YEARS	16	20	1	2	0	0	0	0	0	1	0	0	17	23	0	0
16 - 20 YEARS	6	9	0	1	0	0	0	0	0	0	0	0	6	10	0	0
21 - 25 YEARS	8	13	2	0	0	0	0	0	0	0	0	0	10	13	0	2
26 - 30 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	3	2	0	1
31 - 35 YEARS	7	2	1	0	0	0	0	0	0	0	0	0	8	2	0	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**58**	**73**	**4**	**3**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**62**	**77**	**0**	**3**
MORE THAN 10 YEARS:	43	46	4	3	0	0	0	0	0	1	0	0	47	50	0	3
AVERAGE YEARS	16.4	12.9	23.0	15.7	0.0	0.0	0.0	0.0	0.0	11.0	0.0	0.0	16.8	13.0	0.0	25.7

DEPARTMENT AVERAGE YEARS 14.7

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 Serivce Commission HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	5	1	5	0	0	0	0	0	0	0	0	1	10	0	0
06 - 10 YEARS	3	5	3	8	0	0	0	1	0	0	0	0	6	14	0	0
11 - 15 YEARS	1	0	0	7	0	0	0	0	0	1	0	0	1	8	0	0
16 - 20 YEARS	2	2	3	4	0	0	0	1	0	0	0	0	5	7	0	0
21 - 25 YEARS	1	5	1	5	0	0	2	0	0	0	0	0	4	10	0	0
26 - 30 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
31 - 35 YEARS	2	1	0	5	0	0	2	0	0	0	0	0	4	6	0	1
36 - 40 YEARS	2	4	2	4	0	0	0	1	0	0	0	0	4	9	0	0
MORE THAN 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	**11**	**24**	**10**	**41**	**0**	**0**	**4**	**3**	**0**	**1**	**0**	**0**	**25**	**69**	**0**	**1**
MORE THAN 10 YEARS:	8	14	6	28	0	0	4	2	0	1	0	0	18	45	0	1
AVERAGE YEARS	21.3	18.8	17.9	19.0	0.0	0.0	27.3	20.3	0.0	14.0	0.0	0.0	20.9	18.9	0.0	31.0

DEPARTMENT AVERAGE YEARS 19.4

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Source: Michigan Civil Serivce Commission HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	12	45	2	7	1	0	0	0	0	2	1	0	16	54	0	0
06 - 10 YEARS	6	47	2	6	0	0	0	0	0	1	0	0	8	54	0	0
11 - 15 YEARS	11	53	1	3	0	1	0	0	0	3	0	0	12	60	0	1
16 - 20 YEARS	5	24	0	8	0	0	0	1	0	2	0	0	5	35	0	1
21 - 25 YEARS	6	57	2	22	0	2	0	8	0	0	0	0	8	89	0	4
26 - 30 YEARS	5	22	1	3	0	2	1	1	0	0	0	0	7	28	1	0
31 - 35 YEARS	6	39	2	9	1	2	0	1	0	0	0	0	9	51	3	3
36 - 40 YEARS	4	16	1	2	0	0	1	1	0	0	0	0	6	19	0	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	**57**	**304**	**11**	**60**	**2**	**7**	**2**	**12**	**0**	**8**	**1**	**0**	**73**	**391**	**4**	**9**
MORE THAN 10 YEARS:	39	212	7	47	1	7	2	12	0	5	0	0	49	283	4	9
AVERAGE YEARS	17.5	17.8	19.1	20.2	18.0	24.4	33.0	25.4	0.0	11.0	0.0	0.0	18.0	18.4	32.5	25.0

DEPARTMENT AVERAGE YEARS 18.3

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Source: Michigan Civil Serivce Commission HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 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	224	557	77	154	1	11	10	24	18	16	9	18	339	780	1	2
06 - 10 YEARS	175	340	46	101	0	2	9	16	10	14	0	0	240	473	1	2
11 - 15 YEARS	137	257	25	80	2	4	7	5	9	17	0	0	180	363	2	1
16 - 20 YEARS	79	153	20	54	2	1	3	5	5	12	0	0	109	225	3	11
21 - 25 YEARS	99	186	33	75	1	4	6	14	7	16	0	0	146	295	7	11
26 - 30 YEARS	51	91	18	47	1	1	3	4	2	9	0	0	75	152	5	12
31 - 35 YEARS	106	164	51	48	2	2	4	5	7	3	0	0	170	222	6	15
36 - 40 YEARS	32	46	5	7	0	0	1	0	1	0	0	0	39	53	2	2
MORE THAN 40 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	1	4	0	0
DEPARTMENT TOTAL	**904**	**1,798**	**275**	**566**	**9**	**25**	**43**	**73**	**59**	**87**	**9**	**18**	**1,299**	**2,567**	**27**	**56**
MORE THAN 10 YEARS:	505	901	152	311	8	12	24	33	31	57	0	0	720	1,314	25	52
AVERAGE YEARS	14.8	13.3	15.5	14.0	20.2	12.1	14.4	12.8	13.6	14.7	0.7	1.2	14.8	13.4	24.4	24.8

DEPARTMENT AVERAGE YEARS 13.9

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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	1,064	856	233	329	31	12	49	28	6	11	24	15	1,407	1,251	4	1
06 - 10 YEARS	1,091	576	151	201	24	7	21	20	6	2	0	0	1,293	806	3	1
11 - 15 YEARS	2,118	767	232	268	56	19	69	24	7	4	0	0	2,482	1,082	5	5
16 - 20 YEARS	1,243	404	114	118	32	7	25	14	8	2	0	0	1,422	545	11	11
21 - 25 YEARS	2,241	552	280	247	65	15	44	12	8	4	0	0	2,638	830	121	29
26 - 30 YEARS	240	92	57	56	7	2	8	1	0	0	0	0	312	151	19	11
31 - 35 YEARS	140	109	27	28	2	2	2	4	0	0	0	0	171	143	13	4
36 - 40 YEARS	22	13	5	6	0	0	1	0	0	0	0	0	28	19	6	1
MORE THAN 40 YEARS	3	3	0	1	0	0	0	0	0	0	0	0	3	4	0	0
DEPARTMENT TOTAL	**8,162**	**3,372**	**1,099**	**1,254**	**217**	**64**	**219**	**103**	**35**	**23**	**24**	**15**	**9,756**	**4,831**	**182**	**63**
MORE THAN 10 YEARS:	6,007	1,940	715	724	162	45	149	55	23	10	0	0	7,056	2,774	175	61
AVERAGE YEARS	15.2	12.8	14.6	13.1	15.1	14.5	13.6	11.9	13.4	9.9	2.9	2.7	15.1	12.8	23.6	22.4

DEPARTMENT AVERAGE YEARS 14.3

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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	49	97	3	10	0	0	1	2	1	2	0	0	54	111	0	1
06 - 10 YEARS	33	60	4	3	0	0	0	0	0	1	0	1	37	65	0	0
11 - 15 YEARS	13	48	2	2	0	0	1	1	0	0	0	0	16	51	0	0
16 - 20 YEARS	1	12	0	0	0	0	0	0	0	0	0	0	1	12	0	0
21 - 25 YEARS	5	32	0	4	0	0	1	2	0	1	0	0	6	39	1	1
26 - 30 YEARS	1	14	3	0	0	1	0	1	0	0	0	0	4	16	0	0
31 - 35 YEARS	7	28	0	1	0	0	0	0	0	0	0	0	7	29	1	1
36 - 40 YEARS	2	10	0	1	0	0	0	0	0	0	0	0	2	11	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**111**	**301**	**12**	**21**	**0**	**1**	**3**	**6**	**1**	**4**	**0**	**1**	**127**	**334**	**2**	**4**
MORE THAN 10 YEARS:	29	144	5	8	0	1	2	4	0	1	0	0	36	158	2	3
AVERAGE YEARS	8.8	13.0	11.9	11.2	0.0	30.0	12.0	15.3	2.0	8.0	0.0	6.0	9.1	12.9	27.0	23.0

DEPARTMENT AVERAGE YEARS 11.9

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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 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	366	518	60	251	4	5	21	21	9	9	2	3	462	807	9	12
06 - 10 YEARS	202	331	49	220	1	4	11	16	4	9	1	2	268	582	5	5
11 - 15 YEARS	135	180	16	70	2	2	5	8	1	4	0	0	159	264	8	2
16 - 20 YEARS	95	130	17	43	0	0	3	8	1	1	0	0	116	182	10	12
21 - 25 YEARS	121	166	30	88	1	2	8	13	4	7	0	0	164	276	14	17
26 - 30 YEARS	42	78	16	36	0	2	5	3	2	2	0	0	65	121	9	11
31 - 35 YEARS	90	182	18	66	1	0	2	7	1	3	0	0	112	258	12	19
36 - 40 YEARS	32	42	6	31	0	0	1	1	1	0	0	0	40	74	5	8
MORE THAN 40 YEARS	11	5	1	1	0	0	0	0	0	0	0	0	12	6	2	0
DEPARTMENT TOTAL	**1,094**	**1,632**	**213**	**806**	**9**	**15**	**56**	**77**	**23**	**35**	**3**	**5**	**1,398**	**2,570**	**74**	**86**
MORE THAN 10 YEARS:	526	783	104	335	4	6	24	40	10	17	0	0	668	1,181	60	69
AVERAGE YEARS	13.0	13.6	14.1	12.9	11.0	11.9	12.0	13.8	12.9	13.6	5.0	4.2	13.1	13.3	20.9	22.4

DEPARTMENT AVERAGE YEARS 13.2

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2010

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
00 - 05 YEARS	6	11	1	1	0	0	0	1	0	1	0	1	7	15	0	0
06 - 10 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	3	3	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	**9**	**16**	**1**	**1**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**1**	**10**	**20**	**0**	**1**
MORE THAN 10 YEARS:	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1
AVERAGE YEARS	3.8	5.8	1.0	3.0	0.0	0.0	0.0	4.0	0.0	2.0	0.0	3.0	3.5	5.3	0.0	42.0

DEPARTMENT AVERAGE YEARS 4.7

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 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	443	1,824	155	997	3	11	21	109	5	19	2	12	629	2,972	1	6
06 - 10 YEARS	154	771	45	383	1	4	16	43	4	4	0	0	220	1,205	1	6
11 - 15 YEARS	207	679	75	547	1	11	11	62	1	9	0	1	295	1,309	0	9
16 - 20 YEARS	127	467	53	191	2	8	9	37	3	11	0	0	194	714	11	23
21 - 25 YEARS	156	394	52	263	0	5	19	48	2	7	0	0	229	717	18	32
26 - 30 YEARS	66	319	23	204	1	5	3	16	2	3	0	1	95	548	11	35
31 - 35 YEARS	190	460	36	285	1	4	5	10	3	3	0	0	235	762	16	41
36 - 40 YEARS	74	138	9	98	0	0	0	5	1	0	0	0	84	241	9	12
MORE THAN 40 YEARS	10	10	1	6	1	0	1	0	0	0	0	0	13	16	1	2
DEPARTMENT TOTAL	**1,427**	**5,062**	**449**	**2,974**	**10**	**48**	**85**	**330**	**21**	**56**	**2**	**14**	**1,994**	**8,484**	**68**	**166**
MORE THAN 10 YEARS:	830	2,467	249	1,594	6	33	48	178	12	33	0	2	1,145	4,307	66	154
AVERAGE YEARS	15.2	12.9	13.1	13.5	16.6	15.1	13.6	12.2	15.6	12.8	2.5	5.1	14.6	13.1	27.1	25.4

DEPARTMENT AVERAGE YEARS 13.4

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																
00 - 05 YEARS	138	99	8	24	1	1	1	6	2	4	2	1	152	135	0	0
06 - 10 YEARS	64	65	4	43	0	0	3	2	1	0	1	0	73	110	0	1
11 - 15 YEARS	41	65	7	26	1	1	5	2	0	2	0	0	54	96	1	0
16 - 20 YEARS	55	44	1	7	0	0	4	1	0	0	0	0	60	52	0	1
21 - 25 YEARS	31	45	3	12	1	1	0	1	0	1	0	0	35	60	3	3
26 - 30 YEARS	14	22	2	2	1	1	1	0	0	0	0	0	18	25	2	1
31 - 35 YEARS	9	21	3	5	0	0	0	2	0	0	0	0	12	28	2	3
36 - 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	**358**	**363**	**28**	**119**	**4**	**4**	**14**	**14**	**3**	**7**	**3**	**1**	**410**	**508**	**8**	**10**
MORE THAN 10 YEARS:	156	199	16	52	3	3	10	6	0	3	0	0	185	263	8	9
AVERAGE YEARS	10.7	13.0	13.0	11.5	16.8	16.0	13.5	11.9	3.7	7.6	3.7	0.0	10.9	12.6	25.0	25.5

DEPARTMENT AVERAGE YEARS 11.8

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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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
NATURAL RESOURCES & ENVIRONMNT																
00 - 05 YEARS	257	190	3	7	1	0	2	2	0	2	7	2	270	203	2	0
06 - 10 YEARS	309	185	7	2	3	1	5	3	5	1	1	1	330	193	1	0
11 - 15 YEARS	277	166	6	4	1	1	1	2	4	7	0	0	289	180	1	1
16 - 20 YEARS	250	127	7	9	2	0	6	2	8	3	0	0	273	141	1	3
21 - 25 YEARS	247	156	10	14	4	3	5	10	2	2	0	0	268	185	12	4
26 - 30 YEARS	80	63	6	5	1	1	0	0	4	1	0	0	91	70	2	2
31 - 35 YEARS	130	62	2	2	3	1	1	1	1	2	0	0	137	68	5	6
36 - 40 YEARS	44	17	0	1	1	0	0	0	0	0	0	0	45	18	2	0
MORE THAN 40 YEARS	7	1	0	0	1	0	1	0	0	0	0	0	9	1	0	0
DEPARTMENT TOTAL	**1,601**	**967**	**41**	**44**	**17**	**7**	**21**	**20**	**24**	**18**	**8**	**3**	**1,712**	**1,059**	**26**	**16**
MORE THAN 10 YEARS:	1,035	592	31	35	13	6	14	15	19	15	0	0	1,112	663	23	16
AVERAGE YEARS	15.6	14.7	17.6	18.7	21.6	21.9	17.2	17.5	17.8	16.1	1.9	3.7	15.7	15.0	23.1	25.9

DEPARTMENT AVERAGE YEARS 15.4

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 Serivce Commission HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	48	156	6	67	0	0	0	6	0	2	4	6	58	237	0	0
06 - 10 YEARS	36	165	6	38	1	1	1	11	0	2	0	1	44	218	0	0
11 - 15 YEARS	38	157	4	38	0	5	1	7	1	2	0	0	44	209	1	3
16 - 20 YEARS	14	85	2	25	0	3	0	8	0	2	0	0	16	123	1	11
21 - 25 YEARS	31	107	7	62	1	1	2	8	2	4	0	0	43	182	4	18
26 - 30 YEARS	7	68	4	24	0	1	0	6	0	3	0	0	11	102	1	7
31 - 35 YEARS	38	67	5	12	0	1	2	6	0	0	0	0	45	86	3	2
36 - 40 YEARS	10	22	0	3	0	0	0	1	0	0	0	0	10	26	1	1
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	2
DEPARTMENT TOTAL	**222**	**834**	**34**	**270**	**2**	**12**	**6**	**53**	**3**	**15**	**4**	**7**	**271**	**1,191**	**11**	**44**
MORE THAN 10 YEARS:	138	513	22	165	1	11	5	36	3	11	0	0	169	736	11	44
AVERAGE YEARS	16.3	15.3	16.9	14.4	17.5	17.3	22.7	17.2	19.0	17.5	1.0	0.9	16.3	15.1	26.5	23.9

DEPARTMENT AVERAGE YEARS 15.4

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Source: Michigan Civil Serivce Commission HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 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	117	88	4	5	0	1	5	2	2	1	1	1	129	98	0	0
06 - 10 YEARS	268	119	5	3	1	0	3	4	0	0	0	0	277	126	0	0
11 - 15 YEARS	424	115	17	11	6	1	10	1	5	0	0	0	462	128	1	0
16 - 20 YEARS	289	96	24	4	10	0	9	0	1	2	0	0	333	102	2	1
21 - 25 YEARS	332	122	58	15	9	0	22	4	2	1	0	0	423	142	3	5
26 - 30 YEARS	68	21	14	4	1	0	6	2	0	1	0	0	89	28	1	2
31 - 35 YEARS	56	36	8	5	0	1	0	3	0	0	0	0	64	45	1	1
36 - 40 YEARS	11	10	0	1	0	0	0	0	0	0	0	0	11	11	0	0
MORE THAN 40 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	3	3	0	0
DEPARTMENT TOTAL	**1,568**	**610**	**130**	**48**	**27**	**3**	**55**	**16**	**10**	**5**	**1**	**1**	**1,791**	**683**	**8**	**9**
MORE THAN 10 YEARS:	1,183	403	121	40	26	2	47	10	8	4	0	0	1,385	459	8	9
AVERAGE YEARS	15.7	15.4	20.4	19.0	18.3	16.0	17.8	18.4	13.2	18.0	2.0	2.0	16.1	15.7	22.0	24.7

DEPARTMENT AVERAGE YEARS 16.0

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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 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	9	13	2	5	0	0	0	2	0	0	0	0	11	20	0	1
06 - 10 YEARS	3	9	1	1	0	0	1	0	1	0	0	0	6	10	0	1
11 - 15 YEARS	9	9	1	3	0	0	0	0	0	1	0	0	10	13	0	0
16 - 20 YEARS	6	7	0	2	0	0	0	0	0	0	0	0	6	9	0	2
21 - 25 YEARS	4	8	2	1	0	0	2	1	1	0	0	0	9	10	2	1
26 - 30 YEARS	3	7	0	1	0	0	0	0	1	1	0	0	4	9	0	1
31 - 35 YEARS	9	10	0	4	0	0	0	0	0	0	0	0	9	14	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	**43**	**68**	**6**	**18**	**0**	**0**	**3**	**3**	**3**	**2**	**0**	**0**	**55**	**91**	**5**	**7**
MORE THAN 10 YEARS:	31	46	3	12	0	0	2	1	2	2	0	0	38	61	5	5
AVERAGE YEARS	17.2	18.1	12.5	17.1	0.0	0.0	19.3	9.7	19.7	18.5	0.0	0.0	16.9	17.7	29.2	18.9

DEPARTMENT AVERAGE YEARS 17.4

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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 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
TECHNOLOGY, MANAGEMENT & BUDGET																
00 - 05 YEARS	346	173	23	16	1	0	7	5	44	40	18	7	439	241	1	0
06 - 10 YEARS	192	103	7	7	1	0	6	0	28	11	0	3	234	124	0	1
11 - 15 YEARS	340	163	17	19	1	1	7	2	14	4	0	0	379	189	4	0
16 - 20 YEARS	115	62	4	5	0	2	4	3	5	4	0	0	128	76	3	3
21 - 25 YEARS	139	134	26	28	2	1	7	7	12	4	0	0	186	174	9	8
26 - 30 YEARS	46	51	12	13	0	0	0	3	4	7	0	0	62	74	7	3
31 - 35 YEARS	130	95	13	11	0	0	6	4	2	1	0	0	151	111	9	3
36 - 40 YEARS	46	25	2	6	2	0	5	4	1	1	0	0	56	36	3	2
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	**1,355**	**807**	**104**	**105**	**7**	**4**	**42**	**28**	**110**	**72**	**18**	**10**	**1,636**	**1,026**	**36**	**20**
MORE THAN 10 YEARS:	817	531	74	82	5	4	29	23	38	21	0	0	963	661	35	19
AVERAGE YEARS	14.0	16.0	17.5	19.2	19.4	17.0	18.2	21.6	9.4	9.2	2.3	3.5	13.9	15.9	25.3	24.4

DEPARTMENT AVERAGE YEARS 14.7

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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 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	376	150	53	20	4	2	9	3	6	1	3	1	451	177	0	1
06 - 10 YEARS	425	155	14	12	5	0	4	1	10	8	0	0	458	176	2	0
11 - 15 YEARS	298	104	18	7	5	4	5	1	6	6	0	0	332	122	0	0
16 - 20 YEARS	174	82	12	12	2	1	5	0	2	0	0	0	195	95	5	2
21 - 25 YEARS	281	110	27	18	6	2	12	5	6	3	0	0	332	138	14	9
26 - 30 YEARS	78	45	8	11	3	0	2	1	1	0	0	0	92	57	6	7
31 - 35 YEARS	110	66	17	11	4	0	5	4	3	0	0	0	139	81	13	7
36 - 40 YEARS	43	13	6	4	1	0	4	0	1	0	0	0	55	17	2	3
MORE THAN 40 YEARS	17	4	0	0	0	0	0	0	5	0	0	0	22	4	5	0
DEPARTMENT TOTAL	**1,802**	**729**	**155**	**95**	**30**	**9**	**46**	**15**	**40**	**18**	**3**	**1**	**2,076**	**867**	**47**	**29**
MORE THAN 10 YEARS:	1,001	424	88	63	21	7	33	11	24	9	0	0	1,167	514	45	28
AVERAGE YEARS	14.2	15.0	14.2	17.3	18.2	11.9	18.5	20.5	17.7	11.3	2.3	2.0	14.4	15.2	28.2	26.7

DEPARTMENT AVERAGE YEARS 14.6

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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 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	162	273	34	59	0	2	0	10	2	8	3	5	201	357	0	0
06 - 10 YEARS	108	198	13	47	1	1	1	4	7	7	0	0	130	257	1	2
11 - 15 YEARS	73	138	8	25	0	0	3	4	2	2	0	0	86	169	1	1
16 - 20 YEARS	46	69	6	23	0	3	0	3	1	2	0	0	53	100	4	5
21 - 25 YEARS	47	92	24	39	0	0	4	19	5	0	0	0	80	150	6	7
26 - 30 YEARS	13	56	4	15	1	2	1	1	1	0	0	0	20	74	0	4
31 - 35 YEARS	33	99	9	26	0	1	4	8	0	0	0	0	46	134	8	8
36 - 40 YEARS	22	26	2	7	0	0	1	0	0	1	0	0	25	34	3	2
MORE THAN 40 YEARS	6	4	2	0	0	0	0	0	0	0	0	0	8	4	2	0
DEPARTMENT TOTAL	**510**	**955**	**102**	**241**	**2**	**9**	**14**	**49**	**18**	**20**	**3**	**5**	**649**	**1,279**	**25**	**29**
MORE THAN 10 YEARS:	240	484	55	135	1	6	13	35	9	5	0	0	318	665	24	27
AVERAGE YEARS	12.6	13.7	14.8	15.2	18.0	17.4	24.1	17.6	13.3	8.5	2.0	1.8	13.2	14.0	27.6	25.1

DEPARTMENT AVERAGE YEARS 13.8

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CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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	3,720	5,155	668	1,963	48	46	127	222	95	118	80	73	4,738	7,577	20	24
06- 10 YEARS	3,148	3,232	364	1,084	38	20	82	122	76	61	3	8	3,711	4,527	14	19
11- 15 YEARS	4,199	2,986	433	1,121	76	51	126	122	50	66	0	1	4,884	4,347	24	24
16- 20 YEARS	2,549	1,808	265	509	50	25	69	85	34	41	0	0	2,967	2,468	52	86
21- 25 YEARS	3,809	2,238	557	902	90	36	134	154	53	51	0	0	4,643	3,381	216	156
26- 30 YEARS	732	974	170	430	16	18	30	39	18	27	0	1	966	1,489	64	98
31- 35 YEARS	1,094	1,466	195	521	14	15	37	56	17	12	0	0	1,357	2,070	95	117
36- 40 YEARS	371	394	38	172	4	0	14	13	5	2	0	0	432	581	34	34
MORE THAN 40 YEARS	65	45	4	11	2	0	2	0	5	0	0	0	78	56	10	5
STATEWIDE TOTAL	**19,687**	**18,298**	**2,694**	**6,713**	**338**	**211**	**621**	**813**	**353**	**378**	**83**	**83**	**23,776**	**26,496**	**529**	**563**
MORE THAN 10 YEARS	12,819	9,911	1,662	3,666	252	145	412	469	182	199	0	2	15,327	14,392	495	520
AVERAGE YEARS	14.8	13.7	14.8	13.8	16.2	15.1	15.3	14.0	13.1	12.4	2.4	2.8	14.8	13.7	24.5	24.4

STATEWIDE TOTAL AVERAGE YEARS 14.2

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Source: Michigan Civil Serivce Commission HWF18

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2011

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	18	0.8%
Dismissal	78	3.5%
Expired Appointment	56	2.5%
Total Involuntary Separations	**152**	**6.9%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	193	8.7%
Layoff/Leave of Absence Rights Expired	50	2.3%
Waived Rights Leave of Absence	43	1.9%
Settlement	2	0.1%
Total Voluntary Separations	**288**	**13.0%**
RETIREMENT		
Retirement	343	15.5%
Incentive Retirement	1,372	62.1%
Disability Retirement	30	1.4%
Deferred Retirement	6	0.3%
Total Retirements	**1,751**	**79.3%**
UNDEFINED SEPARATIONS		
Undefined Separations	**18**	**0.8%**
TOTAL SEPARATIONS	**2,209**	**100.0%**

Comment: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and 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 represent approximately 90% of all non-career appointments at this time.

Source: Michigan Civil Service Commission HWF 10

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From Pay End Date October 03, 2010 Through Pay End Date December 25, 2010

	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
DEPARTMENT	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	SEPARATIONS	NET TOTAL
AGRICULTURE	2	5	0	0	**7**	1	0	0	0	0	**1**	**6**
ATTORNEY GENERAL	34	0	1	0	**35**	8	0	0	0	0	**8**	**27**
AUDITOR GENERAL	11	0	0	0	**11**	1	0	0	0	0	**1**	**10**
CIVIL RIGHTS	1	0	0	0	**1**	1	0	0	0	0	**1**	**0**
CIVIL SERVICE COMMISSION	7	4	0	0	**11**	2	0	0	0	0	**2**	**9**
COMMUNITY HEALTH	139	6	7	1	**153**	26	0	3	1	0	**30**	**123**
CORRECTIONS	299	14	13	2	**328**	70	0	4	2	0	**76**	**252**
EDUCATION	14	0	1	0	**15**	2	0	0	0	0	**2**	**13**
ENERGY, LABOR & ECONOMIC GROWTH	60	9	1	0	**70**	20	0	0	2	0	**22**	**48**
EXECUTIVE OFFICE	1	1	0	0	**2**	2	0	0	0	0	**2**	**0**
HUMAN SERVICES	295	2	15	0	**312**	53	0	1	2	0	**56**	**256**
MILITARY & VETERAN AFFAIRS	33	4	3	0	**40**	9	25	0	1	1	**36**	**4**
NATURAL RESOURCES & ENVIRONMNT	11	19	14	0	**44**	4	205	0	0	4	**213**	**-169**
STATE	26	40	2	0	**68**	17	0	0	1	0	**18**	**50**
STATE POLICE	4	2	5	0	**11**	11	0	3	0	0	**14**	**-3**
TECHNOLOGY, MANAGEMENT & BUDGET	34	13	0	0	**47**	10	0	0	0	0	**10**	**37**
TRANSPORTATION	7	66	0	0	**73**	153	14	0	3	0	**170**	**-97**
TREASURY	9	31	0	0	**40**	9	0	0	1	0	**10**	**30**
STATEWIDE TOTALS:	**987**	**216**	**62**	**3**	**1,268**	**399**	**244**	**11**	**13**	**5**	**672**	**596**

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, and non-career classified 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.

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.

Source: Michigan Civil Service Commission HWF35

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

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

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

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

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

SECTION FIVE

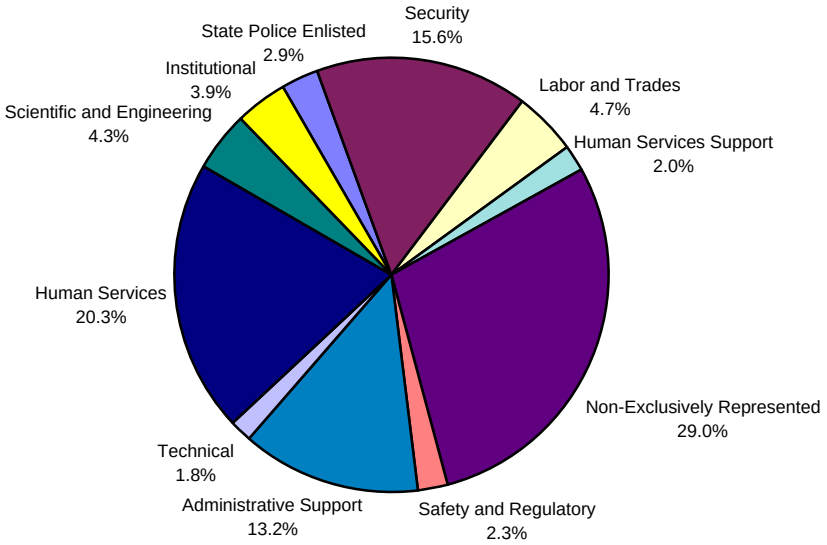
BARGAINING UNIT CHARACTERISTICS

Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

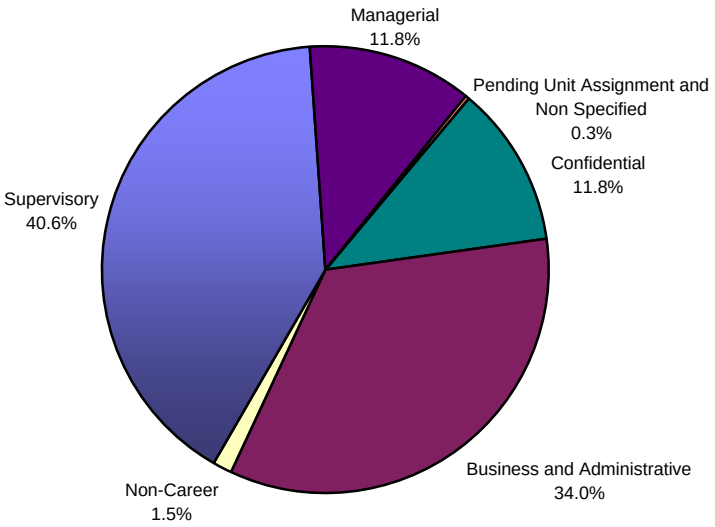
Pay Period Ending December 25, 2010

Represented
(35,717 Employees)



(50,272 Employees)

Non-Exclusively Represented
(14,555 Employees)



Comment: 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 50,272 classified employees, 71 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: December 25, 2010

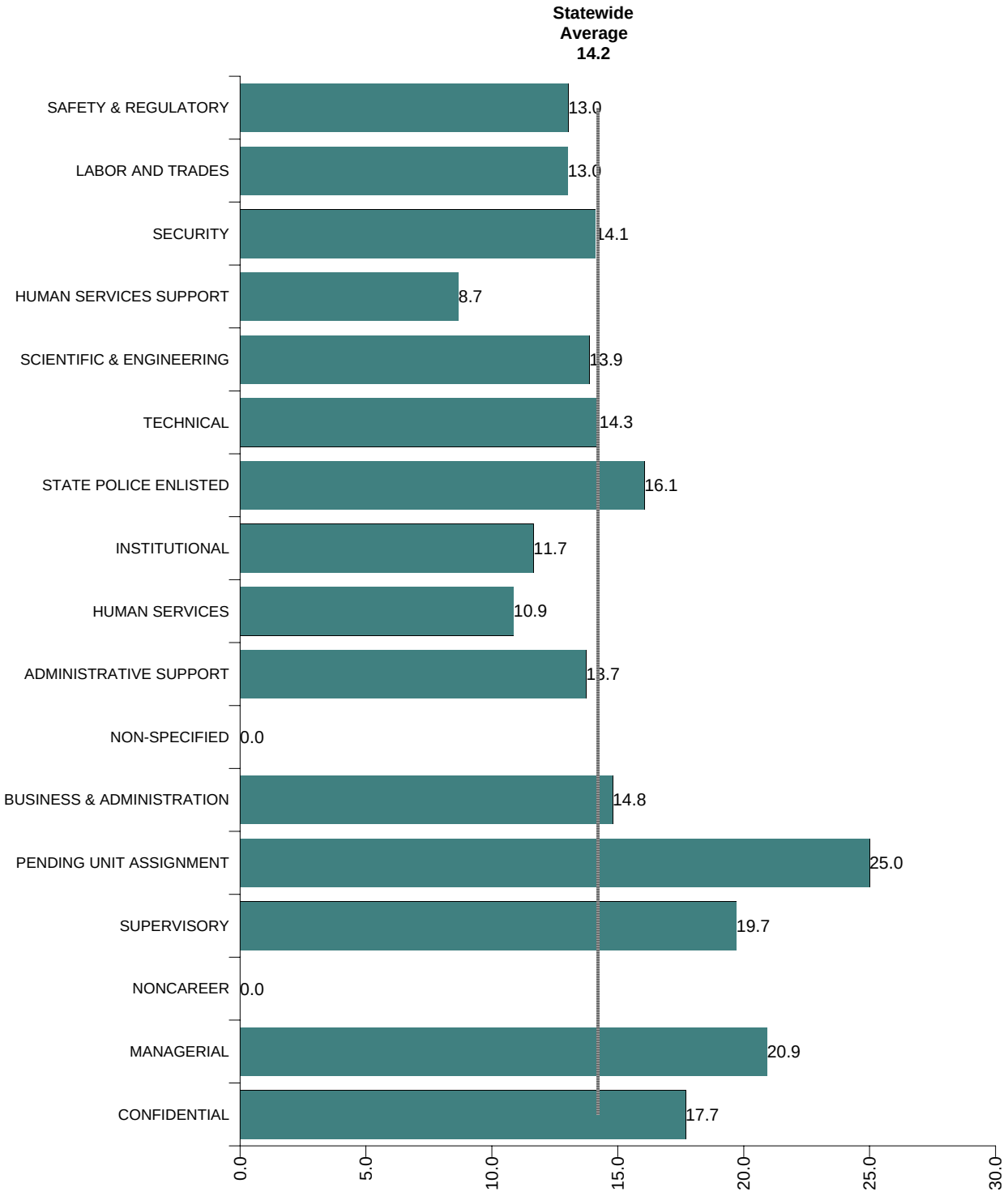
UNION CODE/UNIT NAME	TOTAL EMPLOYEES	MSEA EMPLS	MSEA PCT	UAW LOCAL 6000 EMPLS	UAW LOCAL 6000 PCT	MCO, SEIU LOCAL 526M EMPLS	MCO, SEIU LOCAL 526M PCT	HSS, SEIU LOCAL 517M EMPLS	HSS, SEIU LOCAL 517M PCT	S & E, SEIU LOCAL 517M EMPLS	S & E, SEIU LOCAL 517M PCT	TECH, SEIU LOCAL 517M EMPLS	TECH, SEIU LOCAL 517M PCT	MSPTA EMPLS	MSPTA PCT	AFSCME COUNCIL 25 EMPLS	AFSCME COUNCIL 25 PCT
A02 SAFETY & REGULATORY	1,173	1,023	87.2	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,349	2,181	92.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,863	2	0.0	1	0.0	7,491	95.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	984	0	0.0	0	0.0	0	0.0	950	96.5	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,177	0	0.0	0	0.0	0	0.0	0	0.0	2,077	95.4	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	907	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	859	94.7	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,453	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,447	99.6	0	0.0
U11 INSTITUTIONAL	1,980	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,939	97.9
W22 HUMAN SERVICES	10,201	0	0.0	9,631	94.4	3	0.0	2	0.0	0	0.0	1	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,630	0	0.0	5,948	89.7	1	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	42	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	4,947	0	0.0	8	0.2	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	5,916	8	0.1	13	0.2	3	0.1	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	214	2	0.9	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	1,718	0	0.0	4	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**35,717**	**3,206**	**9.0**	**15,580**	**43.6**	**7,495**	**21.0**	**953**	**2.7**	**2,077**	**5.8**	**865**	**2.4**	**1,447**	**4.1**	**1,939**	**5.4**
NON-EXCLUSIVELY REPRESENTED TOTAL	**14,555**	**10**	**0.1**	**25**	**0.2**	**3**	**0.0**	**0**	**0.0**	**3**	**0.0**	**1**	**0.0**	**0**	**0.0**	**0**	**0.0**
STATEWIDE TOTAL	**50,272**	**3,216**	**6.4**	**15,605**	**31.0**	**7,498**	**14.9**	**953**	**1.9**	**2,080**	**4.1**	**866**	**1.7**	**1,447**	**2.9**	**1,939**	**3.9**

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: December 25, 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 Serivce Commission HWF20

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	170	46	5	11	0	2	5	0	1	0	2	1	183	60	0	0
06 - 10 YEARS	193	51	10	17	2	1	8	1	0	0	1	0	214	70	0	0
11 - 15 YEARS	155	38	8	18	4	3	2	0	3	0	0	0	172	59	1	0
16 - 20 YEARS	102	22	8	11	1	0	2	0	0	0	0	0	113	33	1	2
21 - 25 YEARS	87	23	17	28	0	1	6	2	2	0	0	0	112	54	5	2
26 - 30 YEARS	25	10	4	8	0	0	0	1	0	0	0	0	29	19	1	0
31 - 35 YEARS	27	7	4	9	0	0	1	0	0	0	0	0	32	16	0	0
36 - 40 YEARS	5	1	0	0	1	0	0	0	0	0	0	0	6	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**764**	**198**	**56**	**102**	**8**	**7**	**24**	**4**	**6**	**0**	**3**	**1**	**861**	**312**	**9**	**4**
MORE THAN 10 YEARS:	401	101	41	74	6	4	11	3	5	0	0	0	464	182	9	4
AVERAGE YEARS	12.4	12.3	17.1	16.7	15.6	9.3	13.2	21.0	14.8	0.0	3.7	3.0	12.8	13.8	23.1	20.3

BARGAINING UNIT AVERAGE YEARS 13.0

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: December 25, 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
A31 - LABOR AND TRADES																
00 - 05 YEARS	481	70	58	8	7	0	12	0	0	1	6	0	564	79	2	0
06 - 10 YEARS	368	21	20	2	6	0	8	0	0	0	0	0	402	23	0	0
11 - 15 YEARS	369	28	27	3	9	1	8	0	0	0	0	0	413	32	4	0
16 - 20 YEARS	182	17	14	2	4	0	5	1	0	0	0	0	205	20	7	1
21 - 25 YEARS	243	23	26	4	7	0	9	2	3	0	0	0	288	29	20	1
26 - 30 YEARS	74	7	12	1	1	0	2	1	1	0	0	0	90	9	8	0
31 - 35 YEARS	119	15	7	2	1	0	6	1	0	0	0	0	133	18	8	2
36 - 40 YEARS	29	0	0	1	3	0	7	1	0	0	0	0	39	2	1	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
BARGAINING UNIT TOTAL	**1,868**	**181**	**164**	**23**	**38**	**1**	**57**	**6**	**4**	**1**	**6**	**0**	**2,137**	**212**	**50**	**4**
MORE THAN 10 YEARS:	1,019	90	86	13	25	1	37	6	4	0	0	0	1,171	110	48	4
AVERAGE YEARS	13.1	11.7	11.7	13.5	15.4	13.0	17.3	26.7	24.3	0.0	0.8	0.0	13.1	12.3	23.3	27.3

BARGAINING UNIT AVERAGE YEARS	**13.0**

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: December 25, 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
C12 - SECURITY																
00 - 05 YEARS	694	197	161	142	26	7	38	12	5	2	19	7	943	367	1	1
06 - 10 YEARS	755	164	112	97	20	2	15	12	4	0	0	0	906	275	2	0
11 - 15 YEARS	1,477	272	146	119	42	8	57	9	4	0	0	0	1,726	408	1	2
16 - 20 YEARS	760	119	60	42	22	1	19	4	2	0	0	0	863	166	5	2
21 - 25 YEARS	1,468	151	163	109	45	7	33	3	4	0	0	0	1,713	270	55	12
26 - 30 YEARS	117	13	26	8	2	1	2	0	0	0	0	0	147	22	6	4
31 - 35 YEARS	34	4	9	0	0	0	1	1	0	0	0	0	44	5	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
BARGAINING UNIT TOTAL	**5,311**	**920**	**679**	**517**	**157**	**26**	**165**	**41**	**19**	**2**	**19**	**7**	**6,350**	**1,513**	**72**	**21**
MORE THAN 10 YEARS:	3,862	559	406	278	111	17	112	17	10	0	0	0	4,501	871	69	20
AVERAGE YEARS	14.8	12.6	13.6	12.0	14.2	13.6	13.0	10.1	11.7	5.0	3.2	3.3	14.5	12.3	22.5	21.5

BARGAINING UNIT AVERAGE YEARS 14.1

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.

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: December 25, 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
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	103	153	23	142	2	4	10	10	1	1	0	0	139	310	1	3
06 - 10 YEARS	40	83	28	134	1	1	4	11	2	3	1	1	76	233	2	1
11 - 15 YEARS	7	15	6	13	0	3	1	1	0	1	0	0	14	33	3	0
16 - 20 YEARS	8	16	2	13	0	0	2	8	0	0	0	0	12	37	3	1
21 - 25 YEARS	8	24	2	18	0	1	1	3	0	1	0	0	11	47	4	6
26 - 30 YEARS	2	15	0	5	0	1	1	0	0	0	0	0	3	21	1	2
31 - 35 YEARS	4	14	2	15	1	0	0	0	0	0	0	0	7	29	3	3
36 - 40 YEARS	1	4	1	4	0	0	0	0	0	0	0	0	2	8	1	1
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
BARGAINING UNIT TOTAL	**173**	**325**	**64**	**345**	**4**	**10**	**19**	**33**	**3**	**6**	**1**	**1**	**264**	**720**	**18**	**17**
MORE THAN 10 YEARS:	30	89	13	69	1	5	5	12	0	2	0	0	49	177	15	13
AVERAGE YEARS	6.6	9.5	8.2	8.8	11.3	10.5	7.9	10.3	6.3	10.5	8.0	9.0	7.2	9.2	20.3	21.2

BARGAINING UNIT AVERAGE YEARS 8.7

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: December 25, 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
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	200	154	5	7	1	0	5	1	3	5	4	1	218	168	0	0
06 - 10 YEARS	342	185	9	8	0	1	2	3	10	7	0	0	363	204	2	0
11 - 15 YEARS	225	94	7	3	1	0	4	2	9	10	0	0	246	109	0	1
16 - 20 YEARS	196	110	5	6	0	0	6	1	9	3	0	0	216	120	0	2
21 - 25 YEARS	177	76	9	8	2	2	2	1	7	5	0	0	197	92	7	0
26 - 30 YEARS	49	30	7	3	0	2	1	0	2	2	0	0	59	37	1	2
31 - 35 YEARS	82	13	7	0	1	0	3	0	5	0	0	0	98	13	3	0
36 - 40 YEARS	27	4	1	0	0	0	0	0	1	0	0	0	29	4	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	2	0	0	0	4	0	1	0
BARGAINING UNIT TOTAL	**1,300**	**666**	**50**	**35**	**5**	**5**	**23**	**8**	**48**	**32**	**4**	**1**	**1,430**	**747**	**14**	**5**
MORE THAN 10 YEARS:	758	327	36	20	4	4	16	4	35	20	0	0	849	375	12	5
AVERAGE YEARS	14.4	12.2	18.2	14.0	19.2	21.8	15.9	10.9	17.8	13.0	1.3	2.0	14.7	12.4	24.4	20.8

BARGAINING UNIT AVERAGE YEARS 13.9

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: December 25, 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
L32 - TECHNICAL																
00 - 05 YEARS	98	77	5	4	2	0	2	1	0	0	0	2	107	84	0	0
06 - 10 YEARS	133	50	1	2	1	0	4	1	4	2	0	0	143	55	1	0
11 - 15 YEARS	107	28	1	1	2	0	1	0	3	1	0	0	114	30	0	0
16 - 20 YEARS	76	24	3	2	0	0	1	0	1	1	0	0	81	27	4	1
21 - 25 YEARS	111	21	11	5	0	1	3	0	3	1	0	0	128	28	5	1
26 - 30 YEARS	25	4	3	4	1	0	1	0	0	0	0	0	30	8	0	1
31 - 35 YEARS	24	6	3	1	0	0	3	0	0	0	0	0	30	7	3	1
36 - 40 YEARS	17	4	1	1	0	0	1	0	0	0	0	0	19	5	1	0
MORE THAN 40 YEARS	7	2	0	0	0	0	1	0	1	0	0	0	9	2	1	0
BARGAINING UNIT TOTAL	**598**	**216**	**28**	**20**	**6**	**1**	**17**	**2**	**12**	**5**	**0**	**2**	**661**	**246**	**15**	**4**
MORE THAN 10 YEARS:	367	89	22	14	3	1	11	0	8	3	0	0	411	107	14	4
AVERAGE YEARS	14.9	11.1	20.0	18.4	11.2	24.0	20.2	4.5	16.2	13.2	0.0	1.5	15.3	11.6	25.1	25.0

BARGAINING UNIT 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

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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
T01 - STATE POLICE ENLISTED																
00 - 05 YEARS	61	3	2	0	0	0	1	0	1	0	1	0	66	3	0	0
06 - 10 YEARS	180	13	3	1	1	0	1	0	0	0	0	0	185	14	0	0
11 - 15 YEARS	347	34	16	3	5	0	10	0	3	0	0	0	381	37	0	0
16 - 20 YEARS	237	50	22	2	10	0	8	0	1	1	0	0	278	53	2	0
21 - 25 YEARS	222	50	39	4	8	0	17	2	2	0	0	0	288	56	1	0
26 - 30 YEARS	32	3	9	0	1	0	4	0	0	0	0	0	46	3	0	0
31 - 35 YEARS	25	2	8	1	0	0	0	0	0	0	0	0	33	3	0	0
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	**1,111**	**155**	**99**	**11**	**25**	**0**	**41**	**2**	**7**	**1**	**1**	**0**	**1,284**	**169**	**3**	**0**
MORE THAN 10 YEARS:	870	139	94	10	24	0	39	2	6	1	0	0	1,033	152	3	0
AVERAGE YEARS	15.3	17.5	20.2	18.9	18.4	0.0	18.7	22.0	14.6	20.0	2.0	0.0	15.9	17.6	19.3	0.0

BARGAINING UNIT AVERAGE YEARS 16.1

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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: December 25, 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
U11 - INSTITUTIONAL																
00 - 05 YEARS	164	264	66	108	0	4	4	9	3	6	6	6	243	397	0	0
06 - 10 YEARS	142	174	27	105	0	0	8	5	2	1	1	0	180	285	0	0
11 - 15 YEARS	104	111	24	47	2	2	7	4	0	4	0	0	137	168	2	0
16 - 20 YEARS	54	45	10	31	1	0	3	2	4	0	0	0	72	78	0	0
21 - 25 YEARS	54	54	20	34	2	0	1	3	1	2	0	0	78	93	0	0
26 - 30 YEARS	22	32	14	26	1	0	1	1	0	0	0	0	38	59	1	2
31 - 35 YEARS	37	39	29	31	1	0	1	2	1	0	0	0	69	72	1	2
36 - 40 YEARS	5	1	0	3	0	0	1	0	0	0	0	0	6	4	1	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	**582**	**721**	**190**	**385**	**7**	**6**	**26**	**26**	**11**	**13**	**7**	**6**	**823**	**1,157**	**5**	**5**
MORE THAN 10 YEARS:	276	283	97	172	7	2	14	12	6	6	0	0	400	475	5	5
AVERAGE YEARS	12.0	10.5	13.6	12.5	22.1	5.5	12.6	11.9	13.4	8.2	1.6	1.3	12.4	11.1	25.0	30.6

BARGAINING UNIT AVERAGE YEARS 11.7

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: December 25, 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
W22 - HUMAN SERVICES																
00 - 05 YEARS	646	2,059	188	1,032	5	13	27	89	15	28	7	16	888	3,237	5	9
06 - 10 YEARS	258	800	58	390	1	6	17	37	8	11	0	0	342	1,244	4	4
11 - 15 YEARS	388	615	89	465	2	10	14	53	5	19	0	0	498	1,162	3	7
16 - 20 YEARS	242	389	64	173	2	6	4	36	2	18	0	0	314	622	8	18
21 - 25 YEARS	218	319	54	193	1	3	12	27	3	9	0	0	288	551	17	22
26 - 30 YEARS	72	172	19	154	0	4	2	9	3	6	0	1	96	346	5	24
31 - 35 YEARS	115	182	22	137	1	3	3	0	2	2	0	0	143	324	8	12
36 - 40 YEARS	31	43	6	50	0	0	1	3	1	0	0	0	39	96	4	4
MORE THAN 40 YEARS	5	2	1	3	0	0	0	0	0	0	0	0	6	5	0	0
BARGAINING UNIT TOTAL	**1,975**	**4,581**	**501**	**2,597**	**12**	**45**	**80**	**254**	**39**	**93**	**7**	**17**	**2,614**	**7,587**	**54**	**100**
MORE THAN 10 YEARS:	1,071	1,722	255	1,175	6	26	36	128	16	54	0	1	1,384	3,106	45	87
AVERAGE YEARS	12.5	9.8	11.6	11.3	11.3	13.2	11.1	10.8	11.4	12.5	2.1	3.8	12.3	10.4	21.9	22.2

BARGAINING UNIT AVERAGE YEARS 10.9

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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: December 25, 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
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	278	1,183	59	305	0	9	8	74	4	11	8	18	357	1,600	3	5
06 - 10 YEARS	90	792	20	144	2	6	4	30	1	4	0	2	117	978	1	9
11 - 15 YEARS	98	741	19	174	1	17	4	30	1	9	0	1	123	972	1	9
16 - 20 YEARS	32	380	5	77	0	3	2	16	0	1	0	0	39	477	5	34
21 - 25 YEARS	45	492	12	162	1	13	6	40	2	9	0	0	66	716	17	51
26 - 30 YEARS	18	266	11	83	0	2	1	14	0	4	0	0	30	369	4	28
31 - 35 YEARS	26	424	5	117	0	5	4	20	0	2	0	0	35	568	6	33
36 - 40 YEARS	9	109	1	45	0	0	0	3	0	1	0	0	10	158	2	10
MORE THAN 40 YEARS	1	12	0	2	0	0	0	0	0	0	0	0	1	14	0	0
BARGAINING UNIT TOTAL	**597**	**4,399**	**132**	**1,109**	**4**	**55**	**29**	**227**	**8**	**41**	**8**	**21**	**778**	**5,852**	**39**	**179**
MORE THAN 10 YEARS:	229	2,424	53	660	2	40	17	123	3	26	0	1	304	3,274	35	165
AVERAGE YEARS	9.6	14.1	10.4	15.3	12.8	15.9	14.5	13.7	8.8	14.4	0.6	1.9	9.8	14.3	22.9	23.5

BARGAINING UNIT AVERAGE YEARS 13.7

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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: December 25, 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
Y00 - NON-SPECIFIED																
00 - 05 YEARS	21	15	3	0	1	0	2	0	0	0	0	0	27	15	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
BARGAINING UNIT TOTAL	**21**	**15**	**3**	**0**	**1**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**27**	**15**	**0**	**0**
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.0

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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	449	464	44	92	3	5	3	16	45	53	18	11	562	641	1	2
06 - 10 YEARS	302	372	31	83	2	1	5	9	37	22	0	3	377	490	2	3
11 - 15 YEARS	330	378	21	88	0	1	9	12	13	10	0	0	373	489	6	0
16 - 20 YEARS	133	187	18	36	1	4	5	6	7	7	0	0	164	240	6	9
21 - 25 YEARS	184	318	47	89	0	0	11	25	12	8	0	0	254	440	21	27
26 - 30 YEARS	61	128	10	41	2	2	4	6	5	4	0	0	82	181	10	11
31 - 35 YEARS	137	263	32	45	0	2	5	4	2	2	0	0	176	316	14	25
36 - 40 YEARS	55	74	2	13	0	0	1	1	1	1	0	0	59	89	6	8
MORE THAN 40 YEARS	7	6	1	0	0	0	0	0	0	0	0	0	8	6	2	1
BARGAINING UNIT TOTAL	**1,658**	**2,190**	**206**	**487**	**8**	**15**	**43**	**79**	**122**	**107**	**18**	**14**	**2,055**	**2,892**	**68**	**86**
MORE THAN 10 YEARS:	907	1,354	131	312	3	9	35	54	40	32	0	0	1,116	1,761	65	81
AVERAGE YEARS	13.6	15.9	16.8	16.0	12.6	15.5	19.1	16.2	9.3	8.8	2.9	3.1	13.7	15.6	24.9	26.5

BARGAINING UNIT AVERAGE YEARS 14.8

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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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
Y50 - PENDING UNIT ASSIGNMENT																
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
BARGAINING UNIT TOTAL	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**
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

BARGAINING UNIT AVERAGE YEARS	**25.0**

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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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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
Y51 - SUPERVISORY																
00 - 05 YEARS	111	163	19	56	0	1	6	3	8	7	2	3	146	233	1	1
06 - 10 YEARS	228	266	28	69	2	1	4	8	7	6	0	0	269	350	0	1
11 - 15 YEARS	446	338	60	157	8	4	6	10	7	6	0	0	527	515	2	4
16 - 20 YEARS	426	277	45	84	8	7	11	9	7	5	0	0	497	382	6	11
21 - 25 YEARS	814	379	125	167	21	5	27	18	8	10	0	0	995	579	54	15
26 - 30 YEARS	167	157	43	71	6	3	9	2	6	5	0	0	231	238	19	14
31 - 35 YEARS	303	236	44	94	6	1	7	13	5	4	0	0	365	348	28	22
36 - 40 YEARS	96	63	12	23	0	0	1	2	1	0	0	0	110	88	10	5
MORE THAN 40 YEARS	25	8	2	5	1	0	0	0	2	0	0	0	30	13	4	3
BARGAINING UNIT TOTAL	**2,616**	**1,887**	**378**	**726**	**52**	**22**	**71**	**65**	**51**	**43**	**2**	**3**	**3,170**	**2,746**	**124**	**76**
MORE THAN 10 YEARS:	2,277	1,458	331	601	50	20	61	54	36	30	0	0	2,755	2,163	123	74
AVERAGE YEARS	20.4	18.7	20.9	19.5	21.7	18.6	20.6	20.4	18.4	17.0	2.5	1.7	20.4	18.9	27.4	26.7

BARGAINING UNIT AVERAGE YEARS 19.7

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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 25, 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
Y52 - NONCAREER																
00 - 05 YEARS	88	83	13	17	0	0	2	2	5	1	1	2	109	105	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
BARGAINING UNIT TOTAL	**88**	**83**	**13**	**17**	**0**	**0**	**2**	**2**	**5**	**1**	**1**	**2**	**109**	**105**	**5**	**2**
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.0

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: December 25, 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
Y98 - MANAGERIAL																
00 - 05 YEARS	89	52	9	11	0	0	2	2	4	0	5	2	109	67	1	1
06 - 10 YEARS	81	82	12	10	0	0	2	2	1	4	0	0	96	98	0	0
11 - 15 YEARS	111	78	5	7	0	0	2	1	2	2	0	0	120	88	1	0
16 - 20 YEARS	92	71	6	6	1	3	1	0	0	2	0	0	100	82	4	1
21 - 25 YEARS	146	120	23	32	3	1	4	5	5	2	0	0	181	160	6	5
26 - 30 YEARS	59	57	10	15	2	1	2	0	1	4	0	0	74	77	6	5
31 - 35 YEARS	141	107	22	29	2	2	3	4	1	1	0	0	169	143	17	5
36 - 40 YEARS	78	24	11	16	0	0	1	1	1	0	0	0	91	41	7	1
MORE THAN 40 YEARS	12	7	0	0	1	0	1	0	0	0	0	0	14	7	2	0
BARGAINING UNIT TOTAL	**809**	**598**	**98**	**126**	**9**	**7**	**18**	**15**	**15**	**15**	**5**	**2**	**954**	**763**	**44**	**18**
MORE THAN 10 YEARS:	639	464	77	105	9	7	14	11	10	11	0	0	749	598	43	17
AVERAGE YEARS	21.0	20.1	22.6	23.8	27.4	23.3	21.8	20.5	16.5	19.1	3.2	3.5	21.1	20.7	29.9	26.7

BARGAINING UNIT AVERAGE YEARS 20.9

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: December 25, 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
Y99 - CONFIDENTIAL																
00 - 05 YEARS	67	172	8	28	1	1	0	3	0	3	1	4	77	211	0	0
06 - 10 YEARS	36	179	5	22	0	1	0	3	0	1	0	2	41	208	0	1
11 - 15 YEARS	35	216	4	23	0	2	1	0	0	4	0	0	40	245	0	1
16 - 20 YEARS	9	101	3	24	0	1	0	2	1	3	0	0	13	131	1	4
21 - 25 YEARS	31	188	9	49	0	2	2	23	1	4	0	0	43	266	3	14
26 - 30 YEARS	9	80	2	11	0	2	0	5	0	2	0	0	11	100	2	5
31 - 35 YEARS	20	154	1	40	1	2	0	11	1	1	0	0	23	208	2	12
36 - 40 YEARS	8	67	1	16	0	0	1	2	0	0	0	0	10	85	0	4
MORE THAN 40 YEARS	0	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1
BARGAINING UNIT TOTAL	**215**	**1,163**	**33**	**213**	**2**	**11**	**4**	**49**	**3**	**18**	**1**	**6**	**258**	**1,460**	**8**	**42**
MORE THAN 10 YEARS:	112	812	20	163	1	9	4	43	3	14	0	0	140	1,041	8	41
AVERAGE YEARS	13.7	17.8	15.2	20.2	18.0	19.4	24.0	24.1	24.0	16.4	0.0	4.3	14.2	18.3	27.3	27.3

BARGAINING UNIT AVERAGE YEARS 17.7

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: December 25, 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
STATEWIDE TOTAL																
00- 05 YEARS	3,720	5,155	668	1,963	48	46	127	222	95	118	80	73	4,738	7,577	20	24
06- 10 YEARS	3,148	3,232	364	1,084	38	20	82	122	76	61	3	8	3,711	4,527	14	19
11- 15 YEARS	4,199	2,986	433	1,121	76	51	126	122	50	66	0	1	4,884	4,347	24	24
16- 20 YEARS	2,549	1,808	265	509	50	25	69	85	34	41	0	0	2,967	2,468	52	86
21- 25 YEARS	3,809	2,238	557	902	90	36	134	154	53	51	0	0	4,643	3,381	216	156
26- 30 YEARS	732	974	170	430	16	18	30	39	18	27	0	1	966	1,489	64	98
31- 35 YEARS	1,094	1,466	195	521	14	15	37	56	17	12	0	0	1,357	2,070	95	117
36- 40 YEARS	371	394	38	172	4	0	14	13	5	2	0	0	432	581	34	34
MORE THAN 40 YEARS	65	45	4	11	2	0	2	0	5	0	0	0	78	56	10	5
STATEWIDE TOTAL	**19,687**	**18,298**	**2,694**	**6,713**	**338**	**211**	**621**	**813**	**353**	**378**	**83**	**83**	**23,776**	**26,496**	**529**	**563**
MORE THAN 10 YEARS	12,819	9,911	1,662	3,666	252	145	412	469	182	199	0	2	15,327	14,392	495	520
AVERAGE YEARS	14.8	13.7	14.8	13.8	16.2	15.1	15.3	14.0	13.1	12.4	2.4	2.8	14.8	13.7	24.5	24.4

STATEWIDE TOTAL AVERAGE YEARS 14.2

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

Table 5-3

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay Period Ending: December 25, 2010

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Avgerage Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,174	2.3 %	46.0	$25.32	910	77.5 %
A31 - LABOR AND TRADES	2,356	4.7 %	48.2	$21.60	1,707	72.5 %
C12 - SECURITY	7,973	15.8 %	44.2	$24.20	6,749	84.6 %
E42 - HUMAN SERVICES SUPPORT	984	2.0 %	46.1	$22.11	545	55.4 %
H21 - SCIENTIFIC & ENGINEERING	2,178	4.3 %	45.1	$32.83	1,771	81.3 %
L32 - TECHNICAL	909	1.8 %	45.4	$24.41	705	77.6 %
T01 - STATE POLICE ENLISTED	1,459	2.9 %	42.1	$30.89	1,392	95.4 %
U11 - INSTITUTIONAL	2,002	4.0 %	46.3	$20.26	1,341	67.0 %
W22 - HUMAN SERVICES	10,211	20.2 %	44.5	$25.73	5,977	58.5 %
W41 - ADMINISTRATIVE SUPPORT	6,631	13.1 %	46.9	$20.54	4,579	69.1 %
Y00 - NON-SPECIFIED	42	0.1 %	24.3	$13.22	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	4,948	9.8 %	47.1	$30.45	3,705	74.9 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	45.9	$18.89	1	100.0 %
Y51 - SUPERVISORY	5,928	11.8 %	49.8	$32.66	5,521	93.1 %
Y52 - NONCAREER	214	0.4 %	26.2	$13.79	0	0.0 %
Y98 - MANAGERIAL	1,717	3.4 %	52.2	$46.77	1,523	88.7 %
Y99 - CONFIDENTIAL	1,719	3.4 %	48.4	$26.75	1,415	82.3 %
STATEWIDE TOTAL	**50,446**	**100.0 %**	**46.2**	**$26.72**	**37,841**	**75.0 %**

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: December 25, 2010

			Health Insurance								Dental Insurance					
Unit Code	Bargaining Unit	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02	SAFETY & REGULATORY	1,153	733	64 %	319	28 %	14	1 %	0	0 %	1,062	92 %	17	1 %	4	0 %
A31	LABOR AND TRADES	2,067	1,128	55 %	797	39 %	15	1 %	0	0 %	1,932	93 %	10	0 %	5	0 %
C12	SECURITY	7,973	4,866	61 %	2,728	34 %	31	0 %	0	0 %	7,523	94 %	146	2 %	16	0 %
E42	HUMAN SERVICES SUPPORT	984	557	57 %	366	37 %	6	1 %	0	0 %	900	91 %	42	4 %	4	0 %
H21	SCIENTIFIC & ENGINEERING	2,176	1,046	48 %	993	46 %	17	1 %	0	0 %	2,031	93 %	40	2 %	5	0 %
L32	TECHNICAL	904	470	52 %	380	42 %	14	2 %	0	0 %	850	94 %	17	2 %	3	0 %
T01	STATE POLICE ENLISTED	1,459	211	14 %	35	2 %	1	0 %	1,183	81 %	1,426	98 %	2	0 %	1	0 %
U11	INSTITUTIONAL	1,990	1,114	56 %	730	37 %	7	0 %	0	0 %	1,807	91 %	50	3 %	1	0 %
W22	HUMAN SERVICES	10,156	5,130	51 %	4,285	42 %	99	1 %	0	0 %	9,286	91 %	325	3 %	29	0 %
W41	ADMINISTRATIVE SUPPORT	6,225	2,451	39 %	3,290	53 %	61	1 %	0	0 %	5,646	91 %	197	3 %	12	0 %
Y23	BUSINESS & ADMINISTRATION	4,940	1,815	37 %	2,696	55 %	67	1 %	0	0 %	4,491	91 %	122	2 %	13	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,927	3,122	53 %	2,409	41 %	45	1 %	0	0 %	5,506	93 %	114	2 %	10	0 %
Y98	MANAGERIAL	1,717	835	49 %	757	44 %	12	1 %	0	0 %	1,615	94 %	12	1 %	5	0 %
Y99	CONFIDENTIAL	1,691	576	34 %	944	56 %	15	1 %	0	0 %	1,520	90 %	40	2 %	2	0 %
STATEWIDE TOTALS:		**49,363**	**24,054**	**49 %**	**20,730**	**42 %**	**404**	**1 %**	**1,183**	**2 %**	**45,596**	**92 %**	**1,134**	**2 %**	**110**	**0 %**

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

Source: Michigan Civil Serivce Commission HWF48

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

PAY END DATE: December 25, 2010

			Vision Insurance		Disability Insurance				Life Insurance					
Unit Code	Bargaining Unit	Total Employees	State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,153	1,087	94 %	1,002	87 %	75	7 %	1,094	95 %	52	5 %	69	6 %
A31	LABOR AND TRADES	2,067	1,951	94 %	1,866	90 %	3	0 %	1,986	96 %	71	3 %	8	0 %
C12	SECURITY	7,973	7,688	96 %	7,526	94 %	0	0 %	7,706	97 %	225	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	984	949	96 %	774	79 %	0	0 %	928	94 %	53	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,176	2,085	96 %	1,876	86 %	31	1 %	2,025	93 %	146	7 %	19	1 %
L32	TECHNICAL	904	873	97 %	769	85 %	22	2 %	843	93 %	57	6 %	13	1 %
T01	STATE POLICE ENLISTED	1,459	1,430	98 %	1,452	100 %	970	66 %	1,405	96 %	39	3 %	1,017	70 %
U11	INSTITUTIONAL	1,990	1,861	94 %	1,749	88 %	2	0 %	1,906	96 %	79	4 %	0	0 %
W22	HUMAN SERVICES	10,156	9,668	95 %	8,753	86 %	0	0 %	9,572	94 %	574	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,225	5,869	94 %	5,412	87 %	132	2 %	5,914	95 %	300	5 %	97	2 %
Y23	BUSINESS & ADMINISTRATION	4,940	4,638	94 %	4,131	84 %	66	1 %	4,635	94 %	295	6 %	43	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,927	5,640	95 %	5,647	95 %	179	3 %	5,743	97 %	171	3 %	176	3 %
Y98	MANAGERIAL	1,717	1,635	95 %	1,547	90 %	28	2 %	1,630	95 %	83	5 %	32	2 %
Y99	CONFIDENTIAL	1,691	1,561	92 %	1,511	89 %	13	1 %	1,608	95 %	83	5 %	11	1 %
STATEWIDE TOTALS:		**49,363**	**46,936**	**95 %**	**44,016**	**89 %**	**1,521**	**3 %**	**46,996**	**95 %**	**2,228**	**5 %**	**1,485**	**3 %**

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

Source: Michigan Civil Serivce Commission HWF48

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: December 25, 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	419	22	22	0	0	213	10	0	0	0	49	316
ATTORNEY GENERAL	11	462	24	1	0	0	0	0	0	0	0	78	103
AUDITOR GENERAL	03	139	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	49	11	60
CIVIL SERVICE COMMISSION	19	464	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,866	44	81	191	0	140	40	0	807	718	563	2,584
CORRECTIONS	47	14,587	10	648	7,672	0	8	105	0	581	2,247	997	12,268
EDUCATION	31	461	3	9	0	4	0	2	0	24	155	88	285
ENERGY, LABOR & ECONOMIC GROWTH	64	3,968	271	46	0	924	99	6	0	21	380	665	2,412
EXECUTIVE OFFICE	01	30	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	10,478	180	36	0	56	4	3	0	106	6,550	1,373	8,308
MILITARY & VETERAN AFFAIRS	51	918	37	175	0	0	23	15	0	429	33	47	759
NATURAL RESOURCES & ENVIRONMNT	77	2,771	371	178	0	0	994	187	0	6	55	335	2,126
STATE	23	1,462	15	22	0	0	0	1	0	0	1	953	992
STATE POLICE	55	2,474	130	13	0	0	97	37	1,453	6	0	260	1,996
STRATEGIC FUND	07	146	0	1	0	0	0	2	0	0	0	22	25
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,662	0	269	0	0	35	59	0	0	1	346	710
TRANSPORTATION	59	2,943	56	831	0	0	543	437	0	0	3	246	2,116
TREASURY	27	1,928	10	15	0	0	21	3	0	0	9	595	653
Grand Total:		**50,272**	**1,173**	**2,349**	**7,863**	**984**	**2,177**	**907**	**1,453**	**1,980**	**10,201**	**6,630**	**35,717**

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.

Source: Michigan Civil Service Commission HWF05

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: December 25, 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	419	20	8	14	3	0	58	103
ATTORNEY GENERAL	11	462	33	39	278	0	0	9	359
AUDITOR GENERAL	03	139	0	69	33	3	0	30	135
CIVIL RIGHTS	15	94	1	15	9	0	0	9	34
CIVIL SERVICE COMMISSION	19	464	1	385	62	0	1	15	464
COMMUNITY HEALTH	39	3,866	482	95	192	8	1	504	1,282
CORRECTIONS	47	14,587	173	142	139	2	1	1,862	2,319
EDUCATION	31	461	81	22	28	1	0	44	176
ENERGY, LABOR & ECONOMIC GROWTH	64	3,968	806	147	208	57	0	338	1,556
EXECUTIVE OFFICE	01	30	0	29	0	0	1	0	30
HUMAN SERVICES	43	10,478	531	243	187	0	5	1,204	2,170
MILITARY & VETERAN AFFAIRS	51	918	22	15	11	0	0	111	159
NATURAL RESOURCES & ENVIRONMNT	77	2,771	125	55	67	16	2	380	645
STATE	23	1,462	126	62	47	12	0	223	470
STATE POLICE	55	2,474	121	26	43	9	0	279	478
STRATEGIC FUND	07	146	72	16	21	0	0	12	121
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,662	1,297	181	158	31	31	254	1,952
TRANSPORTATION	59	2,943	225	100	89	29	0	384	827
TREASURY	27	1,928	831	69	131	43	1	200	1,275
Grand Total:		**50,272**	**4,947**	**1,718**	**1,717**	**214**	**43**	**5,916**	**14,555**

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.

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

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

Classified Service - The Michigan State classified civil service.

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

Disability - Disability means any of the following:

(1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:

   (A) Substantially limits one or more of the major life activities of the person, and
   (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.

(2) A history of a determinable physical or mental characteristic.
(3) Being regarded as having a determinable physical or mental characteristic.

Employee Status Code Descriptions (active employees):

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

Filled Position - A position in which a person is presently working.

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

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

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

Hourly Employees - Employees scheduled to work less than 80 hours biweekly.

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

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

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

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

> **01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.
>
> **02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.
>
> **03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.
>
> **04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

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

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

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

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

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

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

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

MIDB - Management Information Data Base.

Non-Career Employees - Employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

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

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

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

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

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

Retirement Codes

01 **State Employees' Retirement System.**
Supplemental members hired before 3/31/97.

02 **Michigan State Police Accident, Pension and Disability Fund**.
Enlisted personnel working full-time prior to 4/1/86.

03 **Judges Retirement System**.
Re-employed retired judges taking office before 3/31/97.

04 **State Employees' Retirement System**.
Regular members hired before 3/31/97.

05 **Employees not eligible for any of the retirement systems**.
Elected or appointed officials who have elected not to become members; appointed officials who are board or commission members receiving per diem rates; Title V—Older Worker Specialists; CETA or youth corps employees.

06 **Working Patients.**

07 **Fees Basis (Secretary of State) and Military Subsistence.**

08 **Judges Retirement System**.
Members taking office before 3/31/97.

09 **Michigan Legislative Retirement System**.
Members taking office before 3/31/97.

10 **Michigan Legislative Retirement System**.
Members taking office before 4/97 with 20 or more years of service.

11 **Michigan Legislative Retirement System**.
Members taking office before 3/31/97 who have exceeded the maximum annual member contribution.

12 **Judges Retirement System**.
Non-trial judges and elected officials taking office before 3/31/97.

13 **Judges Retirement System**.
With salary standardization payment. Taking office before 3/31/97.

14 **Judges Retirement System**.
With salary standardization payment. Circuit Court judges taking office before 3/31/97.

15 **Judges Retirement System**.
With salary standardization payment. District Court judges taking office before 3/31/97.

16 **Judges Retirement System.**
With salary standardization payment & 2250. District Court judges taking office before 3/31/97.

17 **Michigan State Police Accident, Pension and Disability Fund**.
Enlisted personnel hired full-time after 3/31/86.

18 **Employees whose work is specifically to relieve them from unemployment.**
This does not include programs such as CETA, which were designed to give work experience or training.

19 **Employees performing emergency services on a temporary basis in case of fire, storm, snow, earthquake, flood or other similar emergencies.**
Do not confuse this with emergency appointments.

20 **Employees working for a school system, college or university in which they are enrolled and regularly attending classes**.
This provision does not include students hired to work for the state, or students working during summer vacation when school is not in session.

22 **National Guard members working full-time prior to 4/1/86**.
For use by Department of Military Affairs only.

23 **National Guard members hired full-time after 3/31/86**.
For use by Department of Military Affairs only.

24 **Judges Retirement System**.
36th District Court Judges taking office before 3/31/97.

25 **Wayne County Retirement System.**
36th District Court Bailiffs.

26 **State Employees' Retirement System**.
Conservation Officers hired before 3/31/97.

27 **Michigan Legislative Retirement System**.
Members taking office after 12/1/94, but before 3/31/97.

30 **Michigan Legislative Retirement System**.
Members who took office 01/01/95.

40 **State Employees Defined Contribution Pension Plan**.
Employees hired after 3/30/97 that would have been eligible to be members of the State Employees Retirement System had they been hired before 3/31/97.

50 **Judges Court of Appeals & Supreme Court Justices that get 100% of salary thru State Defined Contribution Pension Plan**.
Members taking office after 3/30/97, who would have been eligible to be members of the Judges Retirement System had they taken office before 3/31/97.

60 **Legislative Defined Contribution Pension Plan**.
Legislators taking office after 3/30/97 who would have been eligible to be members of the Legislative Retirement System had they taken office before 3/31/97.

F-1 or J1 Visa Employees.
Employees who are non-resident aliens possessing an F-1 or J-1 visa only and are performing services in connection with the purpose for which they entered the country should be set up under the applicable retirement code, 04 or 40 (depending on if they have worked for the State of Michigan before). These employees are not subject to FICA taxes and HR offices should end date FICA codes if they have been set up (contact OFM if FICA taxes have been withheld). All other aliens including those with visas stamped "Under Docket Control" are subject to FICA coverage.

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

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

Turnover Separation - Starting in FY2005, 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 represent about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

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

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

Union Codes

A Michigan State Employees Association (MSEA)

C Michigan Corrections Organization (MCO)

E Michigan Public Employees (MPE), SEIU Local 517M

H Michigan Public Employees (MPE), SEIU Local 517M

L Michigan Public Employees (MPE), SEIU Local 517M

T Michigan State Police Troopers Association (MSPTA)

U American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)

W United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)

Y No Exclusive Employee Organization Representation

Z Unclassified - No Exclusive Employee Organization

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

41 **Administrative Support Unit**

This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.

42 **Human Services Support Unit**

This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.

50 **Pending Unit Assignment**

Employees in positions in classifications that are pending unit assignment.

51 **Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 **Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 **Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 **Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

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

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