

# **ANNUAL WORKFORCE REPORT**

**Second Quarter**

**FISCAL YEAR 2010-11**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Thomas M. Wardrop, Chair  
Andrew P. Abood  
Charles Blockett, Jr.  
Robert W. Swanson**

**Jeremy S. Stephens, State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**Second Quarter FY 2010-11**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45.4
Average Annual Salary <sup>1</sup> .....	\$55,353
Average Years of Service .....	13.1

**WORK FORCE CHARACTERISTICS**

Females .....	52.2%
Males.....	47.8%
Eligible for Longevity .....	72.7%
Less than Six Years of Service .....	26.9%
Six to Ten Years of Service.....	16.2%
Over Ten Years of Service.....	56.7%
Exclusively Represented for Collective Bargaining.....	71.9%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.1%
Asian .....	1.4%
Black .....	18.8%
Hispanic .....	2.8%
White .....	75.3%
Not Disclosed .....	0.4%

<sup>1</sup> 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

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# 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: March 19, 2011

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	350.0	0.0	10.0	11.0	0.0	15.0	386.0	0.0	386.0
<b>AGRICULTURE</b>		<b>350.0</b>	<b>0.0</b>	<b>10.0</b>	<b>11.0</b>	<b>0.0</b>	<b>15.0</b>	<b>386.0</b>	<b>0.0</b>	<b>386.0</b>
ATY GNRL CENTRAL OFFICE	1101	401.0	2.0	0.0	11.0	0.0	0.0	414.0	0.0	414.0
PROSECUTING ATTY'S COORDINATING COUNCIL	1102	8.0	0.0	0.0	1.0	0.0	0.0	9.0	0.0	9.0
<b>ATTORNEY GENERAL</b>		<b>409.0</b>	<b>2.0</b>	<b>0.0</b>	<b>12.0</b>	<b>0.0</b>	<b>0.0</b>	<b>423.0</b>	<b>0.0</b>	<b>423.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	93.0	0.0	16.0	29.0	0.0	9.0	147.0	0.0	147.0
<b>AUDITOR GENERAL</b>		<b>93.0</b>	<b>0.0</b>	<b>16.0</b>	<b>29.0</b>	<b>0.0</b>	<b>9.0</b>	<b>147.0</b>	<b>0.0</b>	<b>147.0</b>
CIV RGHT CENTRAL OFFICE	1501	76.0	0.0	1.0	10.0	0.0	0.0	87.0	0.0	87.0
<b>CIVIL RIGHTS</b>		<b>76.0</b>	<b>0.0</b>	<b>1.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>87.0</b>	<b>0.0</b>	<b>87.0</b>
CIVIL SERVICE COMMISSION	1901	385.0	3.0	1.0	7.0	1.0	12.0	409.0	1.5	407.5
<b>CIVIL SERVICE COMMISSION</b>		<b>385.0</b>	<b>3.0</b>	<b>1.0</b>	<b>7.0</b>	<b>1.0</b>	<b>12.0</b>	<b>409.0</b>	<b>1.5</b>	<b>407.5</b>
DCH-CARO CENTER	3902	307.0	1.0	0.0	13.0	0.0	0.0	321.0	0.0	321.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,385.0	3.0	7.0	19.0	0.0	49.0	1,463.0	1.0	1,462.0
DCH-CTR FORENSIC PSYCHIATRY	3920	482.0	1.0	0.0	9.0	0.0	3.0	495.0	0.0	495.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	134.0	2.0	0.0	33.0	0.0	4.0	173.0	0.0	173.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	378.0	6.0	0.0	56.0	0.0	0.0	440.0	0.0	440.0
DCH-OFFICE OF SRVCS TO AGING	3970	32.0	0.0	1.0	1.0	0.0	0.0	34.0	0.0	34.0
DCH-WALTER P. REUTHER PSY HOSP	3945	370.0	0.0	0.0	0.0	0.0	0.0	370.0	0.0	370.0
<b>COMMUNITY HEALTH</b>		<b>3,088.0</b>	<b>13.0</b>	<b>8.0</b>	<b>131.0</b>	<b>0.0</b>	<b>56.0</b>	<b>3,296.0</b>	<b>1.0</b>	<b>3,295.0</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	566.0	0.0	0.0	2.0	0.0	0.0	568.0	0.0	568.0
DOC-ALGER MAX SECURITY CORRECT	4735	262.0	0.0	0.0	1.0	0.0	2.0	265.0	0.0	265.0
DOC-BARAGA FACILITY	4740	359.0	1.0	0.0	0.0	0.0	2.0	362.0	0.0	362.0
DOC-BELLAMY CREEK FACILITY	4748	429.0	0.0	0.0	1.0	0.0	0.0	430.0	0.0	430.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	507.0	1.0	0.0	1.0	0.0	1.0	510.0	0.0	510.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. 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. Information for these agencies is therefore reported separately for the time frame covered by this report.

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: March 19, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CARSON CITY FAC/CARSON CIT	4731	507.0	0.0	0.0	0.0	0.0	1.0	508.0	0.0	508.0
DOC-CENTRAL MICHIGAN FACILITY	4744	459.0	1.0	0.0	2.0	0.0	2.0	464.0	0.0	464.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	518.0	2.0	0.0	1.0	0.0	0.0	521.0	0.0	521.0
DOC-COOPER STREET FACILITY	4752	424.0	0.0	0.0	1.0	0.0	0.0	425.0	0.5	424.5
DOC-CORRECTN CENTRAL OFFICE	4702	462.0	0.0	0.0	32.0	0.0	43.0	537.0	0.0	537.0
DOC-COTTON FACILITY	4720	430.0	0.0	0.0	2.0	0.0	0.0	432.0	1.5	430.5
DOC-CRANE FACILITY	4716	244.0	0.0	0.0	0.0	0.0	0.0	244.0	0.0	244.0
DOC-EGELER FACILITY	4727	573.0	0.0	0.0	1.0	0.0	0.0	574.0	0.0	574.0
DOC-FIELD OPERATION REGION III	4763	930.0	10.0	2.0	4.0	0.0	0.0	946.0	0.0	946.0
DOC-FIELD OPERATIONS REGION I	4761	820.0	0.0	1.0	2.0	0.0	0.0	823.0	0.0	823.0
DOC-HANDLON MI TRAINING UNT	4705	332.0	1.0	0.0	0.0	0.0	0.0	333.0	0.0	333.0
DOC-HURON VALLEY CORR COMPLEX	4715	604.0	3.0	0.0	3.0	0.0	0.0	610.0	0.0	610.0
DOC-IONIA MAXIMUM FACILITY	4724	301.0	0.0	0.0	1.0	0.0	0.0	302.0	0.0	302.0
DOC-JACKSON CENTRAL REGION	4750	124.0	0.0	0.0	0.0	0.0	0.0	124.0	0.0	124.0
DOC-KINROSS/HIAWATHA FACILITY	4712	400.0	0.0	0.0	1.0	0.0	0.0	401.0	0.0	401.0
DOC-LAKELAND MENS FACILITY	4718	265.0	0.0	0.0	0.0	0.0	0.0	265.0	0.0	265.0
DOC-MACOMB FACILITY	4741	361.0	1.0	0.0	2.0	0.0	0.0	364.0	0.0	364.0
DOC-MARQUETTE BRANCH PRISON	4706	364.0	0.0	0.0	2.0	0.0	2.0	368.0	0.0	368.0
DOC-MAXEY CORRECTIONAL	4749	245.0	0.0	0.0	1.0	0.0	0.0	246.0	0.0	246.0
DOC-MICHIGAN REFORMATORY	4707	324.0	0.0	0.0	1.0	0.0	4.0	329.0	0.0	329.0
DOC-MICHIGAN STATE INDUSTRIES	4709	139.0	0.0	0.0	0.0	0.0	0.0	139.0	0.0	139.0
DOC-MOUND FACILITY	4737	318.0	0.0	0.0	1.0	0.0	0.0	319.0	0.0	319.0
DOC-MUSKEGON FACILITY	4704	218.0	0.0	0.0	1.0	0.0	0.0	219.0	0.0	219.0
DOC-NEWBERRY FACILITY	4743	281.0	0.0	0.0	1.0	0.0	0.0	282.0	0.0	282.0

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DOC-OAKS FACILITY	4739	324.0	0.0	0.0	1.0	0.0	0.0	325.0	0.0	325.0
DOC-OJIBWAY FACILITY	4746	234.0	2.0	0.0	1.0	0.0	4.0	241.0	0.0	241.0
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	316.0	0.0	0.0	1.0	0.0	0.0	317.0	0.0	317.0
DOC-SAGINAW FACILITY	4742	337.0	3.0	0.0	1.0	0.0	0.0	341.0	0.0	341.0
DOC-ST. LOUIS FACILITY	4733	330.0	0.0	0.0	1.0	0.0	2.0	333.0	0.0	333.0
DOC-THUMB FACILITY	4725	321.0	0.0	0.0	2.0	0.0	0.0	323.0	0.0	323.0
NTHRN REGION ADMIN AND SUPPORT	4714	53.0	0.0	0.0	0.0	0.0	0.0	53.0	0.0	53.0
SOUTHERN REGION - IONIA	4711	53.0	0.0	0.0	0.0	0.0	0.0	53.0	0.0	53.0
<b>CORRECTIONS</b>		<b>14,282.0</b>	<b>26.0</b>	<b>4.0</b>	<b>72.0</b>	<b>0.0</b>	<b>63.0</b>	<b>14,447.0</b>	<b>2.0</b>	<b>14,445.0</b>
EDUCATION	3103	331.0	6.0	3.0	40.0	69.0	1.0	450.0	1.0	449.0
<b>EDUCATION</b>		<b>331.0</b>	<b>6.0</b>	<b>3.0</b>	<b>40.0</b>	<b>69.0</b>	<b>1.0</b>	<b>450.0</b>	<b>1.0</b>	<b>449.0</b>
DPT OF ENRGY/LABOR/ECNOMC GRTH	6401	3,230.0	10.0	8.0	340.0	52.0	106.0	3,746.0	1.5	3,744.5
MES BOARD OF REVIEW	6415	16.0	0.0	0.0	0.0	0.0	0.0	16.0	0.0	16.0
<b>ENERGY, LABOR &amp; ECONOMIC GROWTH</b>		<b>3,246.0</b>	<b>10.0</b>	<b>8.0</b>	<b>340.0</b>	<b>52.0</b>	<b>106.0</b>	<b>3,762.0</b>	<b>1.5</b>	<b>3,760.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	39.0	0.0	0.0	39.0	0.0	39.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>39.0</b>	<b>0.0</b>	<b>0.0</b>	<b>39.0</b>	<b>0.0</b>	<b>39.0</b>
DHS-BERRIEN COUNTY	4322	129.0	0.0	0.0	0.0	0.0	0.0	129.0	0.0	129.0
DHS-CALHOUN COUNTY	4323	134.0	0.0	0.0	4.0	0.0	0.0	138.0	0.0	138.0
DHS-COUNTIES	4308	2,314.0	2.0	0.0	130.0	14.0	0.0	2,460.0	3.5	2,456.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,799.0	4.0	17.0	210.0	2.0	10.0	2,042.0	1.5	2,040.5
DHS-GENESEE COUNTY	4302	500.0	0.0	0.0	13.0	0.0	0.0	513.0	0.0	513.0
DHS-INGHAM COUNTY	4312	228.0	0.0	0.0	3.0	0.0	0.0	231.0	0.0	231.0

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DHS - INSTITUTIONS	4307	67.0	0.0	12.0	7.0	0.0	0.0	86.0	0.0	86.0
DHS-JACKSON COUNTY	4315	108.0	0.0	0.0	13.0	0.0	0.0	121.0	0.0	121.0
DHS-KALAMAZOO COUNTY	4314	189.0	0.0	0.0	13.0	0.0	0.0	202.0	0.0	202.0
DHS-KENT COUNTY	4303	380.0	0.0	0.0	44.0	9.0	0.0	433.0	2.5	430.5
DHS-MACOMB COUNTY	4304	475.0	0.0	0.0	1.0	0.0	0.0	476.0	3.0	473.0
DHS-MAXEY TRAINING SCHOOL	4311	84.0	0.0	0.0	0.0	0.0	0.0	84.0	0.0	84.0
DHS-MUSKEGON COUNTY	4324	192.0	0.0	0.0	15.0	0.0	0.0	207.0	0.0	207.0
DHS-OAKLAND COUNTY	4305	442.0	0.0	2.0	50.0	0.0	0.0	494.0	0.0	494.0
DHS-SAGINAW COUNTY	4313	210.0	0.0	0.0	17.0	0.0	0.0	227.0	0.0	227.0
DHS-WASHTENAW	4325	139.0	0.0	0.0	4.0	0.0	0.0	143.0	0.0	143.0
DHS-WAYNE COUNTY DSS	4306	75.0	0.0	0.0	1.0	0.0	0.0	76.0	0.0	76.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	592.0	0.0	0.0	9.0	0.0	0.0	601.0	0.0	601.0
DHS-WAYNE COUNTY ZONE 3	4318	380.0	0.0	0.0	52.0	0.0	0.0	432.0	0.0	432.0
DHS-WAYNE COUNTY ZONE 4	4319	397.0	0.0	0.0	47.0	0.0	0.0	444.0	0.0	444.0
DHS-WAYNE COUNTY ZONE L	4316	316.0	0.0	0.0	44.0	0.0	0.0	360.0	0.0	360.0
<b>HUMAN SERVICES</b>		<b>9,150.0</b>	<b>6.0</b>	<b>31.0</b>	<b>677.0</b>	<b>25.0</b>	<b>10.0</b>	<b>9,899.0</b>	<b>10.5</b>	<b>9,888.5</b>
TECH, MGMT AND BUDGET - IT	0801	1,463.0	3.0	0.0	22.0	0.0	69.0	1,557.0	0.0	1,557.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,463.0</b>	<b>3.0</b>	<b>0.0</b>	<b>22.0</b>	<b>0.0</b>	<b>69.0</b>	<b>1,557.0</b>	<b>0.0</b>	<b>1,557.0</b>
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 - MB	0701	780.0	4.0	3.0	46.0	0.0	32.0	865.0	11.5	853.5
<b>MANAGEMENT AND BUDGET</b>		<b>780.0</b>	<b>4.0</b>	<b>3.0</b>	<b>47.0</b>	<b>0.0</b>	<b>32.0</b>	<b>866.0</b>	<b>11.5</b>	<b>854.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	144.0	4.0	2.0	0.0	3.0	3.0	156.0	0.5	155.5
GRAND RAPIDS HOME FOR VETERANS	5102	392.0	1.0	13.0	26.0	10.0	16.0	458.0	0.0	458.0
MIL AFFR CENTRAL OFFICE	5101	239.0	1.0	5.0	13.0	29.0	40.0	327.0	0.0	327.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. 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. Information for these agencies is therefore reported separately for the time frame covered by this report.

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: March 19, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>775.0</b>	<b>6.0</b>	<b>20.0</b>	<b>39.0</b>	<b>42.0</b>	<b>59.0</b>	<b>941.0</b>	<b>0.5</b>	<b>940.5</b>
NATURAL RESOURCES & ENVIRONMNT	7701	2,216.0	7.0	65.0	42.0	161.0	169.0	2,660.0	3.0	2,657.0
<b>NATURAL RESOURCES &amp; ENVIRONMNT</b>		<b>2,216.0</b>	<b>7.0</b>	<b>65.0</b>	<b>42.0</b>	<b>161.0</b>	<b>169.0</b>	<b>2,660.0</b>	<b>3.0</b>	<b>2,657.0</b>
DEPARTMENT OF STATE	2301	1,026.0	0.0	112.0	96.0	0.0	128.0	1,362.0	0.0	1,362.0
<b>STATE</b>		<b>1,026.0</b>	<b>0.0</b>	<b>112.0</b>	<b>96.0</b>	<b>0.0</b>	<b>128.0</b>	<b>1,362.0</b>	<b>0.0</b>	<b>1,362.0</b>
STATE POLICE	5501	2,331.0	30.0	5.0	29.0	0.0	8.0	2,403.0	1.0	2,402.0
<b>STATE POLICE</b>		<b>2,331.0</b>	<b>30.0</b>	<b>5.0</b>	<b>29.0</b>	<b>0.0</b>	<b>8.0</b>	<b>2,403.0</b>	<b>1.0</b>	<b>2,402.0</b>
STRATEGIC FUND	0740	124.0	2.0	1.0	5.0	0.0	0.0	132.0	0.0	132.0
<b>STRATEGIC FUND</b>		<b>124.0</b>	<b>2.0</b>	<b>1.0</b>	<b>5.0</b>	<b>0.0</b>	<b>0.0</b>	<b>132.0</b>	<b>0.0</b>	<b>132.0</b>
BRIDGE AUTHORITIES-INTERNATIONAL	5903	30.0	0.0	0.0	1.0	0.0	10.0	41.0	0.0	41.0
BRIDGE AUTHORITIES-MACKINAC	5902	37.0	0.0	29.0	4.0	0.0	10.0	80.0	0.0	80.0
TRANSPORTATION CENTRAL OFFICE	5901	2,315.0	14.0	22.0	71.0	9.0	106.0	2,537.0	4.5	2,532.5
<b>TRANSPORTATION</b>		<b>2,382.0</b>	<b>14.0</b>	<b>51.0</b>	<b>76.0</b>	<b>9.0</b>	<b>126.0</b>	<b>2,658.0</b>	<b>4.5</b>	<b>2,653.5</b>
BUREAU OF STATE LOTTERY	2795	163.0	0.0	0.0	0.0	0.0	26.0	189.0	0.0	189.0
GAMING CONTROL	2707	95.0	0.0	3.0	5.0	3.0	11.0	117.0	0.0	117.0
MSHDA	2705	271.0	8.0	3.0	21.0	0.0	37.0	340.0	1.0	339.0
TREASURY CENTRAL PAYROLL	2701	1,073.0	4.0	8.0	59.0	0.0	37.0	1,181.0	0.0	1,181.0
<b>TREASURY</b>		<b>1,602.0</b>	<b>12.0</b>	<b>14.0</b>	<b>85.0</b>	<b>3.0</b>	<b>111.0</b>	<b>1,827.0</b>	<b>1.0</b>	<b>1,826.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,109.0</b>	<b>144.0</b>	<b>353.0</b>	<b>1,809.0</b>	<b>362.0</b>	<b>974.0</b>	<b>47,751.0</b>	<b>39.0</b>	<b>47,712.0</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. 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. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF04

## Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2011 Appropriated (A)	FTE Positions 3/19/2011 (B)	FTE Positions 12/25/2010 (C)	Difference 3/19/2011 and 12/25/2010 (B-C)	Difference 3/19/2011 and Appropriated (B-A)
<b>AGRICULTURE</b>					
Regular	456.5	369.7	401.0	-31.2	-86.8
Overtime	0.0	0.3	0.1	0.3	0.3
Total	456.5	370.1	401.1	-31.0	-86.4
<b>ATTORNEY GENERAL</b>					
Regular	514.0	415.4	457.1	-41.7	-98.6
Overtime	0.0	0.3	0.3	0.0	0.3
Total	514.0	415.7	457.4	-41.7	-98.3
<b>AUDITOR GENERAL</b>					
Regular	0.0	138.9	131.6	7.2	138.9
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	138.9	131.6	7.2	138.9
<b>CIVIL RIGHTS</b>					
Regular	113.0	86.3	93.2	-6.8	-26.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	113.0	86.3	93.2	-6.8	-26.7
<b>CIVIL SERVICE COMMISSION</b>					
Regular	506.5	399.1	456.8	-57.7	-107.4
Overtime	0.0	2.5	2.5	0.0	2.5
Total	506.5	401.6	459.3	-57.7	-104.9
<b>COMMUNITY HEALTH</b>					
Regular	4,393.8	3,235.4	3,835.6	-600.2	-1,158.4
Overtime	0.0	125.4	267.7	-142.3	125.4
Total	4,393.8	3,360.8	4,103.3	-742.5	-1,033.0

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: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2011 Appropriated (A)	FTE Positions 3/19/2011 (B)	FTE Positions 12/25/2010 (C)	Difference 3/19/2011 and 12/25/2010 (B-C)	Difference 3/19/2011 and Appropriated (B-A)
<b>CORRECTIONS</b>					
Regular	15,856.5	14,416.2	14,841.0	-424.8	-1,440.3
Overtime	0.0	573.9	1,702.0	-1,128.0	573.9
Total	15,856.5	14,990.1	16,543.0	-1,552.9	-866.4
<b>EDUCATION</b>					
Regular	556.5	444.0	449.9	-5.8	-112.5
Overtime	0.0	2.1	0.7	1.4	2.1
Total	556.5	446.1	450.6	-4.4	-110.4
<b>ENERGY, LABOR &amp; ECONOMIC GROWTH</b>					
Regular	4,359.5	3,686.3	3,875.1	-188.7	-673.2
Overtime	0.0	160.2	106.9	53.3	160.2
Total	4,359.5	3,846.5	3,982.0	-135.4	-513.0
<b>EXECUTIVE OFFICE</b>					
Regular	74.2	38.5	27.8	10.7	-35.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	38.5	27.8	10.7	-35.7
<b>HUMAN SERVICES</b>					
Regular	11,869.5	9,792.9	10,405.6	-612.8	-2,076.6
Overtime	0.0	284.7	190.5	94.3	284.7
Total	11,869.5	10,077.6	10,596.1	-518.5	-1,791.9
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	970.0	887.0	877.3	9.7	-83.0
Overtime	0.0	11.8	53.9	-42.1	11.8
Total	970.0	898.8	931.2	-32.4	-71.2

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: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2011 Appropriated (A)	FTE Positions 3/19/2011 (B)	FTE Positions 12/25/2010 (C)	Difference 3/19/2011 and 12/25/2010 (B-C)	Difference 3/19/2011 and Appropriated (B-A)
<b>NATURAL RESOURCES &amp; ENVIRONMNT</b>					
Regular	3,669.5	2,509.1	2,595.5	-86.5	-1,160.4
Overtime	0.0	5.0	5.8	-0.8	5.0
Total	3,669.5	2,514.1	2,601.3	-87.2	-1,155.4
<b>STATE</b>					
Regular	1,809.0	1,301.2	1,355.0	-53.8	-507.8
Overtime	0.0	10.7	2.7	8.0	10.7
Total	1,809.0	1,311.9	1,357.7	-45.8	-497.1
<b>STATE POLICE</b>					
Regular	2,764.0	2,370.9	2,443.0	-72.1	-393.1
Overtime	0.0	112.9	176.6	-63.7	112.9
Total	2,764.0	2,483.8	2,619.6	-135.8	-280.2
<b>STRATEGIC FUND</b>					
Regular	155.0	131.0	144.0	-13.0	-24.0
Overtime	0.0	0.0	0.0	0.0	0.0
Total	155.0	131.0	144.0	-13.0	-24.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>					
Regular	2,460.0	2,383.7	2,604.8	-221.1	-76.3
Overtime	0.0	29.6	37.1	-7.5	29.6
Total	2,460.0	2,413.3	2,641.9	-228.6	-46.7
<b>TRANSPORTATION</b>					
Regular	3,016.3	2,598.1	2,835.4	-237.3	-418.2
Overtime	0.0	53.1	99.5	-46.4	53.1
Total	3,016.3	2,651.2	2,934.9	-283.7	-365.1

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: Michigan Civil Service Commission MPR-0159

### Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2011 Appropriated (A)	FTE Positions 3/19/2011 (B)	FTE Positions 12/25/2010 (C)	Difference 3/19/2011 and 12/25/2010 (B-C)	Difference 3/19/2011 and Appropriated (B-A)
<b>TREASURY</b>					
Regular	2,034.5	1,765.8	1,869.0	-103.2	-268.7
Overtime	0.0	16.6	8.4	8.2	16.6
Total	2,034.5	1,782.4	1,877.4	-95.0	-252.1
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>55,578.3</b>	<b>46,969.5</b>	<b>49,698.6</b>	<b>-2,729.1</b>	<b>-8,608.8</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>1,389.2</b>	<b>2,654.5</b>	<b>-1,265.3</b>	<b>1,389.2</b>
<b>Grand Total</b>	<b>55,578.3</b>	<b>48,358.7</b>	<b>52,353.1</b>	<b>-3,994.4</b>	<b>-7,219.6</b>

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: Michigan Civil Service Commission MPR-0159

## NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	December 25, 2010		March 19, 2011	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	419.0	0.8%	386.0	0.8%
Attorney General	462.0	0.9%	423.0	0.9%
Auditor General	139.0	0.3%	147.0	0.3%
Civil Rights	94.0	0.2%	87.0	0.2%
Civil Service Commission	462.5	0.9%	407.5	0.9%
Community Health	3,864.5	7.7%	3,295.0	6.9%
Corrections	14,585.0	29.0%	14,445.0	30.3%
Education	460.0	0.9%	449.0	0.9%
Energy, Labor and Economic Growth	3,966.5	7.9%	3,760.5	7.9%
Executive Office	30.0	0.1%	39.0	0.1%
Human Services	10,467.0	20.8%	9,888.5	20.7%
Military & Veterans Affairs	917.5	1.8%	940.5	2.0%
Natural Resources & Environmnt	2,767.5	5.5%	2,657.0	5.6%
State	1,462.0	2.9%	1,362.0	2.9%
State Police	2,472.5	4.9%	2,402.0	5.0%
Strategic Fund	146.0	0.3%	132.0	0.3%
Technology, Management & Budget	2,649.0	5.3%	2,411.5	5.1%
Transportation	2,938.0	5.8%	2,653.5	5.6%
Treasury	1,926.5	3.8%	1,826.0	3.8%
<b>TOTAL</b>	<b>50,228.5</b>	<b>100.0%</b>	<b>47,712.0</b>	<b>100.0%</b>

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 2,516.5 from December 25, 2010 to March 19, 2011.

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 HWF03

## FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT

As of Pay End Date: 03/19/2011

Department	Current Period Number of Employees
AGRICULTURE	382.0
ATTORNEY GENERAL	423.0
AUDITOR GENERAL	138.0
CIVIL RIGHTS	87.0
CIVIL SERVICE COMMISSION	397.5
COMMUNITY HEALTH	3,239.0
CORRECTIONS	14,402.0
EDUCATION	448.0
ENERGY, LABOR & ECONOMIC GROWTH	3,653.5
EXECUTIVE OFFICE	39.0
HUMAN SERVICES	9,878.5
INFORMATION TECHNOLOGY	1,491.0
MANAGEMENT AND BUDGET	822.5
MILITARY & VETERAN AFFAIRS	897.5
NATURAL RESOURCES & ENVIRONMENT	2,499.0
STATE	1,234.0
STATE POLICE	2,394.0
STRATEGIC FUND	132.0
TRANSPORTATION	2,538.5
TREASURY	1,740.0
<b>Sum:</b>	<b>46,836.0</b>

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	13	400.9
ATTORNEY GENERAL	13	436.5
AUDITOR GENERAL	13	135.3
CIVIL RIGHTS	13	92.2
CIVIL SERVICE COMMISSION	13	424.2
COMMUNITY HEALTH	13	3,633.8
CORRECTIONS	13	14,386.2
EDUCATION	13	445.2
ENERGY, LABOR & ECONOMIC GROWTH	13	3,777.3
EXECUTIVE OFFICE	13	35.1
HUMAN SERVICES	13	10,133.1
INFORMATION TECHNOLOGY	13	1,602.5
MANAGEMENT AND BUDGET	13	842.6
MILITARY & VETERAN AFFAIRS	13	882.3
NATURAL RESOURCES & ENVIRONMENT	13	2,623.9
STATE	13	1,269.8
STATE POLICE	13	2,444.1
STRATEGIC FUND	13	142.8
TRANSPORTATION	13	2,685.3
TREASURY	13	1,755.6
<b>Sum:</b>		<b>48,148.7</b>

Comments: 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. Currently, these positions represent between 94% of all non-career appointments. For this report, the number of employees who Job Share are divided 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 MIDB Civil Service HWF09

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

## AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: March 19, 2011

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	387	0.8 %	48.3	\$30.04	316	81.7 %
ATTORNEY GENERAL	423	0.9 %	46.7	\$37.55	285	67.4 %
AUDITOR GENERAL	147	0.3 %	39.3	\$33.89	99	67.3 %
CIVIL RIGHTS	88	0.2 %	48.0	\$29.46	73	83.0 %
CIVIL SERVICE COMMISSION	409	0.9 %	46.4	\$28.53	324	79.2 %
COMMUNITY HEALTH	3,314	6.9 %	47.6	\$27.79	2,229	67.3 %
CORRECTIONS	14,563	30.4 %	45.5	\$25.72	11,955	82.1 %
EDUCATION	450	0.9 %	48.4	\$31.32	257	57.1 %
ENERGY, LABOR & ECONOMIC GROWTH	3,763	7.9 %	46.6	\$27.06	2,426	64.5 %
EXECUTIVE OFFICE	39	0.1 %	35.5	\$29.88	9	23.1 %
HUMAN SERVICES	9,903	20.7 %	44.0	\$24.19	5,893	59.5 %
MILITARY & VETERAN AFFAIRS	947	2.0 %	46.3	\$23.06	619	65.4 %
NATURAL RESOURCES & ENVIRONMNT	2,663	5.6 %	46.0	\$27.67	2,103	79.0 %
STATE	1,363	2.8 %	46.5	\$22.78	1,015	74.5 %
STATE POLICE	2,411	5.0 %	43.1	\$30.07	2,141	88.8 %
STRATEGIC FUND	132	0.3 %	48.6	\$32.78	101	76.5 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,423	5.1 %	46.3	\$30.22	1,725	71.2 %
TRANSPORTATION	2,665	5.6 %	45.1	\$27.62	2,070	77.7 %
TREASURY	1,828	3.8 %	45.1	\$27.28	1,189	65.0 %
<b>STATEWIDE TOTALS:</b>	<b>47,918</b>	<b>100.0 %</b>	<b>45.4</b>	<b>\$26.51</b>	<b>34,829</b>	<b>72.7 %</b>

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

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: March 19, 2011

Department	Total Employees	Health Insurance							Dental Insurance						
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
AGRICULTURE	372	183	49 %	167	45 %	7	2 %	0	0 %	348	94 %	7	2 %	2	1 %
ATTORNEY GENERAL	423	189	45 %	191	45 %	2	0 %	0	0 %	388	92 %	6	1 %	2	0 %
AUDITOR GENERAL	138	33	24 %	83	60 %	6	4 %	0	0 %	123	89 %	1	1 %	1	1 %
CIVIL RIGHTS	88	41	47 %	42	48 %	2	2 %	0	0 %	84	95 %	2	2 %	0	0 %
CIVIL SERVICE COMMISSION	397	125	31 %	228	57 %	3	1 %	0	0 %	357	90 %	9	2 %	0	0 %
COMMUNITY HEALTH	3,258	1,636	50 %	1,379	42 %	29	1 %	0	0 %	2,962	91 %	115	4 %	9	0 %
CORRECTIONS	14,500	8,383	58 %	5,219	36 %	63	0 %	0	0 %	13,486	93 %	270	2 %	28	0 %
EDUCATION	449	209	47 %	177	39 %	10	2 %	0	0 %	398	89 %	7	2 %	5	1 %
ENERGY, LABOR & ECONOMIC GROWTH	3,657	1,612	44 %	1,751	48 %	50	1 %	0	0 %	3,309	90 %	137	4 %	18	0 %
EXECUTIVE OFFICE	39	25	64 %	9	23 %	0	0 %	0	0 %	35	90 %	0	0 %	0	0 %
HUMAN SERVICES	9,893	4,598	46 %	4,587	46 %	93	1 %	0	0 %	9,020	91 %	345	3 %	34	0 %
MILITARY & VETERAN AFFAIRS	888	380	43 %	441	50 %	11	1 %	0	0 %	841	95 %	3	0 %	3	0 %
NATURAL RESOURCES & ENVIRONMNT	2,494	1,332	53 %	969	39 %	28	1 %	0	0 %	2,322	93 %	24	1 %	5	0 %
STATE	1,235	555	45 %	598	48 %	12	1 %	0	0 %	1,156	94 %	25	2 %	2	0 %
STATE POLICE	2,403	676	28 %	414	17 %	10	0 %	1,204	50 %	2,301	96 %	15	1 %	4	0 %
STRATEGIC FUND	132	45	34 %	71	54 %	4	3 %	0	0 %	115	87 %	5	4 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,322	733	32 %	1,412	61 %	23	1 %	0	0 %	2,088	90 %	74	3 %	5	0 %
TRANSPORTATION	2,539	1,307	51 %	1,066	42 %	31	1 %	0	0 %	2,389	94 %	26	1 %	5	0 %
TREASURY	1,717	576	34 %	998	58 %	27	2 %	0	0 %	1,569	91 %	48	3 %	5	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,944</b>	<b>22,638</b>	<b>48 %</b>	<b>19,802</b>	<b>42 %</b>	<b>411</b>	<b>1 %</b>	<b>1,204</b>	<b>3 %</b>	<b>43,291</b>	<b>92 %</b>	<b>1,119</b>	<b>2 %</b>	<b>128</b>	<b>0 %</b>

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

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 HWF47

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: March 19, 2011

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	372	359	97 %	313	84 %	0	0 %	357	96 %	15	4 %	0	0 %
ATTORNEY GENERAL	423	397	94 %	306	72 %	0	0 %	393	93 %	27	6 %	0	0 %
AUDITOR GENERAL	138	126	91 %	107	78 %	0	0 %	122	88 %	16	12 %	0	0 %
CIVIL RIGHTS	88	86	98 %	77	88 %	0	0 %	79	90 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	397	368	93 %	361	91 %	3	1 %	384	97 %	13	3 %	2	1 %
COMMUNITY HEALTH	3,258	3,101	95 %	2,831	87 %	0	0 %	3,067	94 %	187	6 %	0	0 %
CORRECTIONS	14,500	13,791	95 %	13,565	94 %	0	0 %	14,004	97 %	433	3 %	0	0 %
EDUCATION	449	413	92 %	306	68 %	0	0 %	417	93 %	31	7 %	0	0 %
ENERGY, LABOR & ECONOMIC GROWTH	3,657	3,472	95 %	2,998	82 %	1	0 %	3,445	94 %	203	6 %	1	0 %
EXECUTIVE OFFICE	39	35	90 %	21	54 %	0	0 %	34	87 %	4	10 %	0	0 %
HUMAN SERVICES	9,893	9,431	95 %	8,474	86 %	0	0 %	9,353	95 %	533	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	888	846	95 %	739	83 %	0	0 %	845	95 %	30	3 %	0	0 %
NATURAL RESOURCES & ENVIRONMENT	2,494	2,363	95 %	2,153	86 %	0	0 %	2,353	94 %	136	5 %	0	0 %
STATE	1,235	1,190	96 %	1,075	87 %	0	0 %	1,157	94 %	77	6 %	0	0 %
STATE POLICE	2,403	2,323	97 %	2,399	100 %	1,404	58 %	2,276	95 %	103	4 %	1,386	58 %
STRATEGIC FUND	132	121	92 %	107	81 %	0	0 %	120	91 %	12	9 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,322	2,176	94 %	1,895	82 %	38	2 %	2,205	95 %	111	5 %	33	1 %
TRANSPORTATION	2,539	2,431	96 %	2,253	89 %	0	0 %	2,407	95 %	126	5 %	0	0 %
TREASURY	1,717	1,630	95 %	1,409	82 %	0	0 %	1,609	94 %	106	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,944</b>	<b>44,659</b>	<b>95 %</b>	<b>41,389</b>	<b>88 %</b>	<b>1,446</b>	<b>3 %</b>	<b>44,627</b>	<b>95 %</b>	<b>2,172</b>	<b>5 %</b>	<b>1,422</b>	<b>3 %</b>

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Source: Michigan Civil Service Commission HWF47

**Age Distribution for Classified Employees by Department**  
**Pay End Date: March 19, 2011**

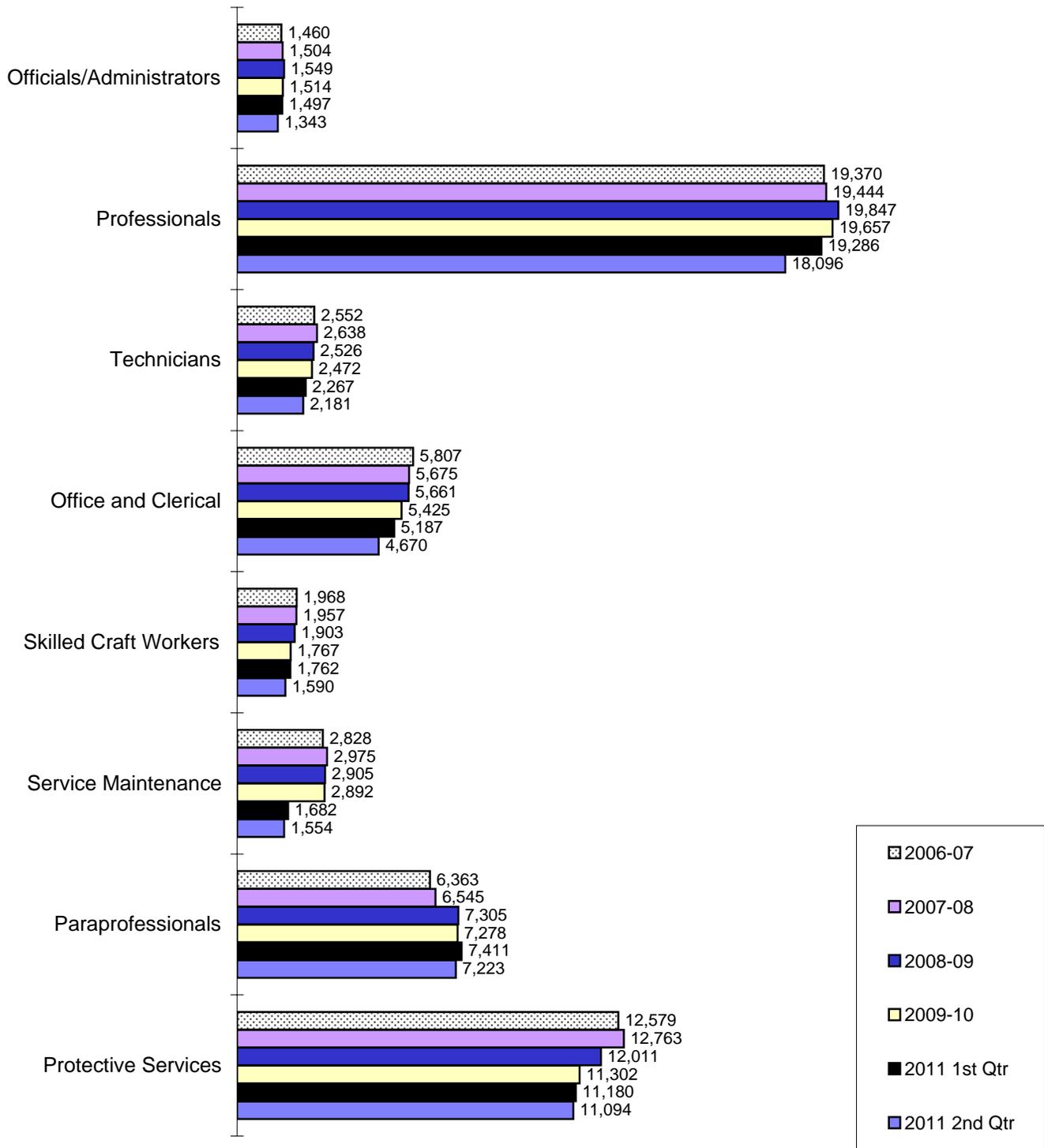
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	0	4	10	38	35	39	78	71	75	26	7	3	386
ATTORNEY GENERAL	0	4	29	36	51	56	70	70	67	31	9	0	423
AUDITOR GENERAL	2	16	18	17	17	28	26	14	7	2	0	0	147
CIVIL RIGHTS	0	0	5	7	13	12	9	12	17	11	1	0	87
CIVIL SERVICE COMMISSION	0	13	15	29	48	48	87	91	56	20	2	0	409
COMMUNITY HEALTH	2	95	194	245	285	396	481	631	614	284	61	8	3,296
CORRECTIONS	11	136	633	1,164	2,011	2,755	2,952	2,565	1,569	555	80	16	14,447
EDUCATION	0	1	26	41	46	49	49	84	88	60	6	0	450
ENERGY, LABOR & ECONOMIC GROWTH	9	100	264	371	400	452	482	659	580	337	79	29	3,762
EXECUTIVE OFFICE	0	12	7	2	3	6	5	1	1	2	0	0	39
HUMAN SERVICES	3	215	996	1,338	1,408	1,294	1,201	1,480	1,340	525	74	25	9,899
INFORMATION TECHNOLOGY	7	51	64	109	184	210	307	297	213	96	17	2	1,557
MANAGEMENT AND BUDGET	4	33	50	76	82	107	128	165	155	54	10	2	866
MILITARY & VETERAN AFFAIRS	4	36	52	72	96	112	165	194	146	50	7	7	941
NATURAL RESOURCES & ENVIRONMENT	5	61	141	277	335	337	435	480	402	135	36	16	2,660
STATE	3	57	67	105	141	144	246	267	237	81	13	1	1,362
STATE POLICE	1	33	124	247	469	513	507	311	150	41	7	0	2,403
STRATEGIC FUND	0	2	3	13	11	11	23	31	25	10	1	2	132
TRANSPORTATION	4	71	155	307	325	377	464	487	309	127	19	13	2,658
TREASURY	12	73	132	208	186	216	290	328	235	119	23	5	1,827
<b>Statewide Total:</b>	<b>67</b>	<b>1,013</b>	<b>2,985</b>	<b>4,702</b>	<b>6,146</b>	<b>7,162</b>	<b>8,005</b>	<b>8,238</b>	<b>6,286</b>	<b>2,566</b>	<b>452</b>	<b>129</b>	<b>47,751</b>
<b>Average Age:</b>	<b>19.3</b>	<b>23.3</b>	<b>27.7</b>	<b>32.6</b>	<b>37.6</b>	<b>42.5</b>	<b>47.6</b>	<b>52.5</b>	<b>57.3</b>	<b>61.9</b>	<b>66.9</b>	<b>73.9</b>	<b>45.4</b>

Comments: 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

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2006-07 through Second 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
2010-11 2nd Qtr:	47,751

**STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: March 19, 2011

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	3	3	6
ALGER	301	6	307
ALLEGAN	196	67	263
ALPENA	125	14	139
ANTRIM	22	2	24
ARENAC	23	3	26
BARAGA	416	11	427
BARRY	78	5	83
BAY	257	27	284
BENZIE	26	10	36
BERRIEN	316	28	344
BRANCH	592	8	600
CALHOUN	312	16	328
CASS	72	4	76
CHARLEVOIX	19	19	38
CHEBOYGAN	72	21	93
CHIPPEWA	1,090	39	1,129
CLARE	49	5	54
CLINTON	127	20	147
CRAWFORD	154	103	257
DELTA	165	25	190
DICKINSON	47	6	53
EATON	2,655	392	3,047
EMMET	79	10	89
GENESEE	779	106	885
GLADWIN	36	5	41
GOGEBIC	282	15	297
GRAND TRAVERSE	560	24	584
GRATIOT	859	37	896
HILLSDALE	62	5	67
HOUGHTON	55	13	68
HURON	36	7	43
INGHAM	8,798	1,000	9,798
IONIA	1,558	54	1,612
IOSCO	55	5	60
IRON	54	2	56
ISABELLA	134	15	149
JACKSON	2,209	49	2,258
KALAMAZOO	1,012	110	1,122
KALKASKA	58	4	62
KENT	1,554	270	1,824
KEWEENAW	1	6	7
LAKE	50	3	53
LAPEER	419	11	430
LEELANAU	3	2	5

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: March 19, 2011

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	718	19	737
LIVINGSTON	509	22	531
LUCE	364	6	370
MACKINAC	104	74	178
MACOMB	1,342	47	1,389
MANISTEE	373	15	388
MARQUETTE	794	41	835
MASON	33	4	37
MECOSTA	74	5	79
MENOMINEE	32	11	43
MIDLAND	76	7	83
MISSAUKEE	52	8	60
MONROE	160	13	173
MONTCALM	617	10	627
MONTMORENCY	52	10	62
MUSKEGON	1,046	34	1,080
NEWAYGO	81	4	85
OAKLAND	984	115	1,099
OCEANA	53	5	58
OGEMAW	56	4	60
ONTONAGON	18		18
OSCEOLA	42	1	43
OSCODA	23	1	24
OTSEGO	220	18	238
OTTAWA	178	34	212
OUT OF STATE	41	4	45
PRESQUE ISLE	14	3	17
ROSCOMMON	88	6	94
SAGINAW	994	72	1,066
SANILAC	50	2	52
SCHOOLCRAFT	34	5	39
SHIAWASSEE	79	6	85
ST CLAIR	228	41	269
ST JOSEPH	91	5	96
TUSCOLA	438	26	464
VAN BUREN	195	23	218
WASHTENAW	1,506	61	1,567
WAYNE	5,589	412	6,001
WEXFORD	135	15	150
WORK AT HOME - MI	856	33	889
<b>Grand Total:</b>	<b>44,109</b>	<b>3,809</b>	<b>47,918</b>

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

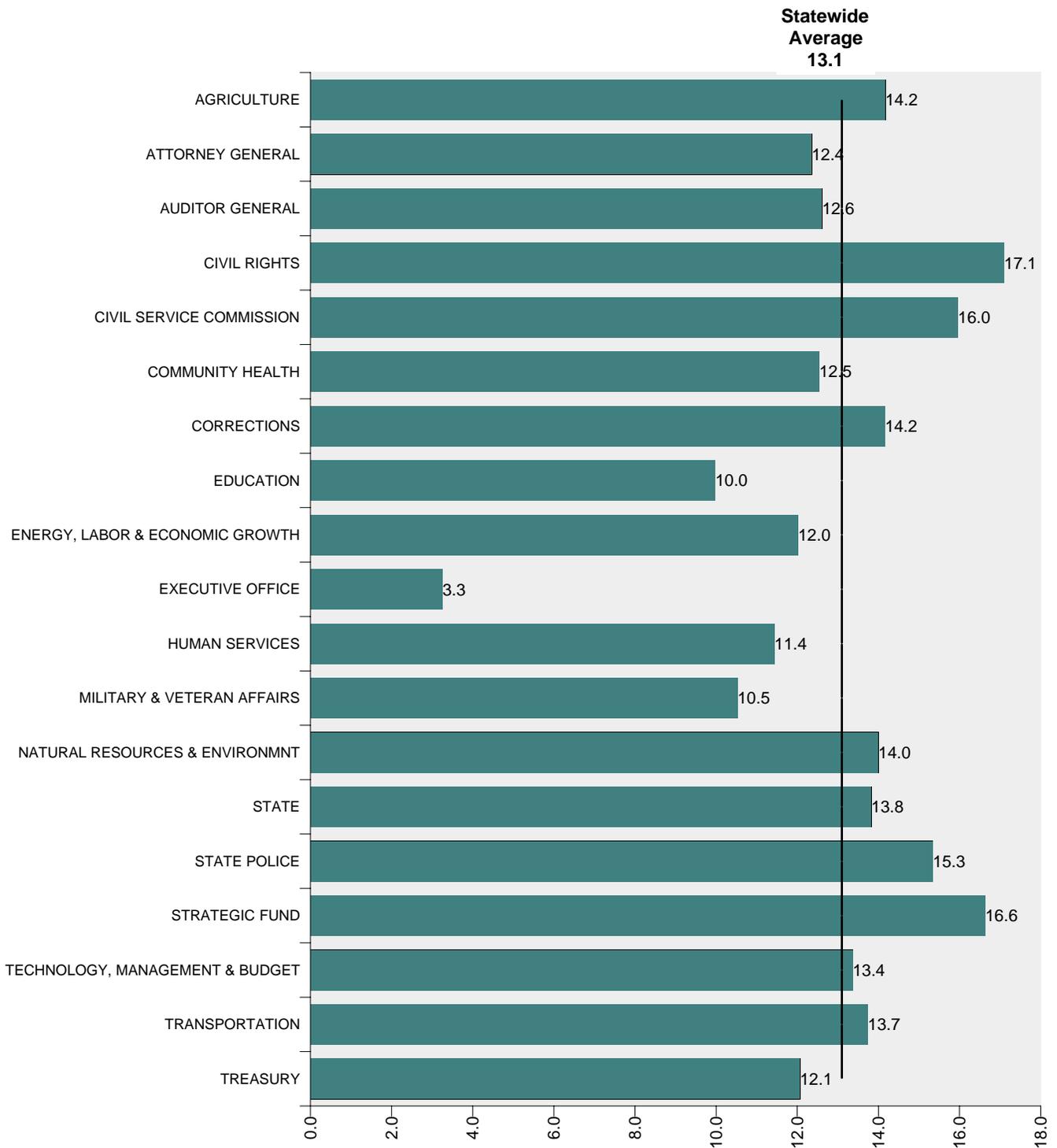
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: March 19, 2011



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 Service Commission HWF18

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

Pay End Date: March 19, 2011

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
<b>AGRICULTURE</b>																
00 - 05 YEARS	36	30	0	1	1	1	1	0	0	0	1	0	39	32	1	0
06 - 10 YEARS	35	41	1	4	0	0	1	0	0	0	0	0	37	45	0	0
11 - 15 YEARS	37	25	2	3	1	1	0	2	0	2	0	0	40	33	0	1
16 - 20 YEARS	27	23	0	1	0	0	1	1	0	0	0	0	28	25	1	0
21 - 25 YEARS	36	26	0	4	0	0	0	0	1	1	0	0	37	31	1	3
26 - 30 YEARS	4	5	0	2	0	0	0	0	1	0	0	0	5	7	0	0
31 - 35 YEARS	9	10	1	2	0	0	1	0	0	0	0	0	11	12	0	3
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>188</b>	<b>160</b>	<b>4</b>	<b>17</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>201</b>	<b>185</b>	<b>3</b>	<b>7</b>
MORE THAN 10 YEARS:	117	89	3	12	1	1	2	3	2	3	0	0	125	108	2	7
AVERAGE YEARS	14.1	13.9	16.5	17.4	7.0	8.5	15.3	14.3	25.0	15.7	0.0	0.0	14.2	14.2	15.0	25.6

**DEPARTMENT 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.

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 HWF18

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

Pay End Date: March 19, 2011

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
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	60	53	3	7	0	0	0	1	0	0	4	1	67	62	1	0
06 - 10 YEARS	30	44	7	3	0	0	0	1	0	0	0	0	37	48	0	0
11 - 15 YEARS	28	35	1	7	0	0	1	3	0	2	0	0	30	47	0	0
16 - 20 YEARS	12	12	2	2	0	0	0	1	0	0	0	0	14	15	0	0
21 - 25 YEARS	19	21	0	3	0	0	0	2	1	0	0	0	20	26	1	2
26 - 30 YEARS	11	8	2	3	0	0	0	0	0	0	0	0	13	11	0	0
31 - 35 YEARS	9	10	2	2	0	0	2	1	0	0	0	0	13	13	0	0
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>175</b>	<b>184</b>	<b>17</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>200</b>	<b>223</b>	<b>2</b>	<b>2</b>
MORE THAN 10 YEARS:	85	87	7	17	0	0	3	7	1	2	0	0	96	113	1	2
AVERAGE YEARS	12.5	11.7	13.2	13.9	0.0	0.0	26.7	16.2	23.0	12.0	3.8	5.0	12.7	12.1	14.5	23.0

**DEPARTMENT AVERAGE YEARS 12.4**

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 Service Commission HWF18

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

Pay End Date: March 19, 2011

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
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	23	19	0	0	0	0	1	0	0	0	0	0	24	19	0	0
06 - 10 YEARS	3	12	0	0	0	0	0	0	0	0	0	0	3	12	0	0
11 - 15 YEARS	14	20	1	2	0	0	0	0	0	1	0	0	15	23	0	0
16 - 20 YEARS	7	9	0	1	0	0	0	0	0	0	0	0	7	10	0	0
21 - 25 YEARS	6	12	2	0	0	0	0	0	0	0	0	0	8	12	0	1
26 - 30 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	0	1
31 - 35 YEARS	7	1	1	0	0	0	0	0	0	0	0	0	8	1	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>63</b>	<b>75</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>68</b>	<b>79</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	37	44	4	3	0	0	0	0	0	1	0	0	41	48	0	2
AVERAGE YEARS	12.7	12.0	23.3	15.7	0.0	0.0	0.0	0.0	0.0	11.0	0.0	0.0	13.1	12.2	0.0	26.5

**DEPARTMENT AVERAGE YEARS 12.6**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: March 19, 2011

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
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	0	5	2	7	0	0	0	1	0	0	0	0	2	13	0	0
06 - 10 YEARS	2	5	3	9	0	0	0	1	0	0	0	0	5	15	0	0
11 - 15 YEARS	2	0	0	6	0	0	0	0	0	1	0	0	2	7	0	0
16 - 20 YEARS	2	1	3	2	0	0	0	1	0	0	0	0	5	4	0	0
21 - 25 YEARS	1	4	0	6	0	0	2	0	0	0	0	0	3	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	1	1	0	5	0	0	1	0	0	0	0	0	2	6	0	1
36 - 40 YEARS	1	3	2	3	0	0	0	1	0	0	0	0	3	7	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>9</b>	<b>20</b>	<b>10</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>65</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	7	10	5	24	0	0	3	2	0	1	0	0	15	37	0	1
AVERAGE YEARS	18.6	16.1	15.5	17.2	0.0	0.0	26.0	16.0	0.0	14.0	0.0	0.0	18.1	16.8	0.0	31.0

**DEPARTMENT AVERAGE YEARS 17.1**

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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: March 19, 2011

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
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	17	50	3	6	0	0	1	0	0	1	3	0	24	57	0	0
06 - 10 YEARS	7	44	2	6	0	0	0	1	0	0	0	0	9	51	0	0
11 - 15 YEARS	11	53	1	3	0	1	0	0	0	4	0	0	12	61	0	1
16 - 20 YEARS	3	22	0	7	0	0	0	1	0	2	0	0	3	32	0	0
21 - 25 YEARS	6	50	2	22	0	2	0	5	0	0	0	0	8	79	0	4
26 - 30 YEARS	3	15	1	1	0	2	1	3	0	0	0	0	5	21	0	0
31 - 35 YEARS	2	16	2	8	1	1	0	1	0	0	0	0	5	26	0	2
36 - 40 YEARS	2	9	1	2	0	0	0	1	0	0	0	0	3	12	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>52</b>	<b>259</b>	<b>12</b>	<b>55</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>70</b>	<b>339</b>	<b>0</b>	<b>7</b>
MORE THAN 10 YEARS:	28	165	7	43	1	6	1	11	0	6	0	0	37	231	0	7
AVERAGE YEARS	13.1	15.2	17.7	20.3	32.0	23.2	13.0	24.3	0.0	12.9	0.0	0.0	13.6	16.5	0.0	25.0

**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: March 19, 2011

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
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	210	481	83	160	1	8	8	24	18	16	11	26	331	715	0	1
06 - 10 YEARS	149	309	45	93	0	2	10	14	7	11	0	0	211	429	1	1
11 - 15 YEARS	129	241	22	78	1	3	5	5	7	13	0	0	164	340	2	2
16 - 20 YEARS	77	125	22	42	2	1	4	5	1	11	0	0	106	184	3	7
21 - 25 YEARS	71	154	29	54	1	3	5	11	8	9	0	0	114	231	5	10
26 - 30 YEARS	41	62	16	26	0	1	3	2	2	4	0	0	62	95	5	11
31 - 35 YEARS	71	107	35	34	1	2	2	4	3	1	0	0	112	148	3	9
36 - 40 YEARS	16	25	5	4	0	0	1	0	1	0	0	0	23	29	3	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>764</b>	<b>1,506</b>	<b>257</b>	<b>491</b>	<b>6</b>	<b>20</b>	<b>38</b>	<b>65</b>	<b>47</b>	<b>65</b>	<b>11</b>	<b>26</b>	<b>1,123</b>	<b>2,173</b>	<b>22</b>	<b>41</b>
MORE THAN 10 YEARS:	405	716	129	238	5	10	20	27	22	38	0	0	581	1,029	21	39
AVERAGE YEARS	13.4	12.3	14.0	12.1	17.8	13.0	13.5	11.7	12.0	12.9	0.9	0.9	13.4	12.1	24.7	23.7

**DEPARTMENT AVERAGE YEARS 12.5**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: March 19, 2011

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
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,078	906	234	336	34	15	49	30	9	11	23	16	1,427	1,314	5	2
06 - 10 YEARS	928	527	135	192	23	5	14	20	7	3	0	0	1,107	747	2	2
11 - 15 YEARS	2,206	810	230	274	53	21	75	28	8	9	0	0	2,572	1,142	6	4
16 - 20 YEARS	1,300	425	129	134	33	8	28	13	12	2	0	0	1,502	582	6	9
21 - 25 YEARS	2,139	519	274	237	63	14	43	12	8	3	0	0	2,527	785	116	32
26 - 30 YEARS	251	84	61	54	5	3	8	1	0	2	0	0	325	144	24	8
31 - 35 YEARS	102	74	23	24	1	2	2	3	1	0	0	0	129	103	9	3
36 - 40 YEARS	16	11	5	3	0	0	1	0	0	0	0	0	22	14	4	1
MORE THAN 40 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	2	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>8,022</b>	<b>3,358</b>	<b>1,091</b>	<b>1,255</b>	<b>212</b>	<b>68</b>	<b>220</b>	<b>107</b>	<b>45</b>	<b>30</b>	<b>23</b>	<b>16</b>	<b>9,613</b>	<b>4,834</b>	<b>172</b>	<b>61</b>
MORE THAN 10 YEARS:	6,016	1,925	722	727	155	48	157	57	29	16	0	0	7,079	2,773	165	57
AVERAGE YEARS	15.1	12.4	14.6	12.9	14.9	14.1	13.8	11.5	13.6	11.0	3.3	2.8	15.0	12.5	23.4	21.8

**DEPARTMENT AVERAGE YEARS 14.2**

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

Pay End Date: March 19, 2011

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
<b>EDUCATION</b>																
00 - 05 YEARS	52	113	3	14	0	0	1	2	2	1	1	0	59	130	0	1
06 - 10 YEARS	36	57	4	3	0	0	0	0	0	1	0	1	40	62	0	0
11 - 15 YEARS	13	46	1	2	0	0	1	1	0	0	0	0	15	49	0	0
16 - 20 YEARS	2	13	0	0	0	0	0	0	0	0	0	0	2	13	0	0
21 - 25 YEARS	4	26	0	4	0	0	0	0	0	1	0	0	4	31	0	1
26 - 30 YEARS	1	9	2	0	0	0	0	2	0	0	0	0	3	11	0	0
31 - 35 YEARS	3	19	0	1	0	0	0	0	0	0	0	0	3	20	0	0
36 - 40 YEARS	1	6	0	0	0	0	0	0	0	0	0	0	1	6	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>112</b>	<b>290</b>	<b>10</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>127</b>	<b>323</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	24	120	3	7	0	0	1	3	0	1	0	0	28	131	0	1
AVERAGE YEARS	7.4	11.1	10.7	8.5	0.0	0.0	5.5	14.0	1.0	11.0	0.0	6.0	7.5	11.0	0.0	11.5

**DEPARTMENT AVERAGE YEARS 10.0**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: March 19, 2011

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
<b>ENERGY, LABOR &amp; ECONOMIC GROWTH</b>																
00 - 05 YEARS	378	505	64	243	4	6	22	22	9	11	2	4	479	791	8	12
06 - 10 YEARS	202	350	47	237	1	3	12	15	4	8	2	2	268	615	4	6
11 - 15 YEARS	132	194	16	70	2	2	3	8	0	4	0	0	153	278	9	2
16 - 20 YEARS	93	119	16	44	0	1	3	8	1	1	0	0	113	173	7	11
21 - 25 YEARS	100	151	26	80	0	2	8	13	3	5	0	0	137	251	13	16
26 - 30 YEARS	35	52	16	31	1	1	3	3	0	2	0	0	55	89	5	7
31 - 35 YEARS	61	129	16	55	1	0	3	5	1	3	0	0	82	192	7	16
36 - 40 YEARS	18	27	5	24	0	0	1	0	1	0	0	0	25	51	4	6
MORE THAN 40 YEARS	6	3	1	0	0	0	0	0	0	0	0	0	7	3	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,025</b>	<b>1,530</b>	<b>207</b>	<b>784</b>	<b>9</b>	<b>15</b>	<b>55</b>	<b>74</b>	<b>19</b>	<b>34</b>	<b>4</b>	<b>6</b>	<b>1,319</b>	<b>2,443</b>	<b>58</b>	<b>76</b>
MORE THAN 10 YEARS:	445	675	96	304	4	6	21	37	6	15	0	0	572	1,037	46	58
AVERAGE YEARS	11.5	12.2	13.6	12.1	11.2	10.7	11.4	13.0	10.9	12.2	3.8	3.7	11.8	12.1	19.3	21.1

**DEPARTMENT AVERAGE YEARS 12.0**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: March 19, 2011

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
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	11	16	0	1	0	0	0	0	1	0	1	0	13	17	0	0
06 - 10 YEARS	3	4	0	0	0	0	0	0	0	0	0	0	3	4	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>15</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>22</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
AVERAGE YEARS	3.9	3.1	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.5	3.1	0.0	0.0

**DEPARTMENT AVERAGE YEARS 3.3**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: March 19, 2011

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
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	486	1,991	173	1,087	3	17	23	115	5	22	4	12	694	3,244	1	6
06 - 10 YEARS	154	744	47	362	1	4	18	45	4	4	0	0	224	1,159	1	7
11 - 15 YEARS	200	679	75	562	1	10	10	62	1	9	0	1	287	1,323	0	6
16 - 20 YEARS	128	439	51	186	2	7	9	37	3	9	0	0	193	678	10	18
21 - 25 YEARS	137	336	48	250	1	7	18	43	2	7	0	0	206	643	15	28
26 - 30 YEARS	51	188	16	144	0	4	2	7	1	2	0	0	70	345	9	20
31 - 35 YEARS	124	280	28	180	0	2	3	8	1	2	0	0	156	472	8	28
36 - 40 YEARS	40	81	7	61	0	0	0	5	0	0	0	0	47	147	5	10
MORE THAN 40 YEARS	3	7	0	1	0	0	0	0	0	0	0	0	3	8	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,323</b>	<b>4,745</b>	<b>445</b>	<b>2,833</b>	<b>8</b>	<b>51</b>	<b>83</b>	<b>322</b>	<b>17</b>	<b>55</b>	<b>4</b>	<b>13</b>	<b>1,880</b>	<b>8,019</b>	<b>50</b>	<b>125</b>
MORE THAN 10 YEARS:	683	2,010	225	1,384	4	30	42	162	8	29	0	1	962	3,616	48	112
AVERAGE YEARS	12.9	10.9	11.8	11.7	11.6	12.8	12.2	11.3	11.9	11.3	1.5	3.5	12.5	11.2	25.6	24.3

**DEPARTMENT AVERAGE YEARS 11.4**

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Source: Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: March 19, 2011

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
<b>MILITARY &amp; VETERAN AFFAIRS</b>																
00 - 05 YEARS	162	115	8	28	1	1	1	4	3	6	1	1	176	155	0	0
06 - 10 YEARS	74	72	4	42	0	0	3	1	0	0	1	0	82	115	0	1
11 - 15 YEARS	39	63	7	24	1	1	5	3	1	2	0	0	53	93	0	0
16 - 20 YEARS	56	44	1	11	0	0	3	1	0	0	0	0	60	56	0	1
21 - 25 YEARS	30	38	3	12	1	1	0	1	0	1	0	0	34	53	3	3
26 - 30 YEARS	12	17	2	2	1	1	0	0	0	0	0	0	15	20	2	1
31 - 35 YEARS	8	10	2	4	0	0	0	2	0	0	0	0	10	16	2	2
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>384</b>	<b>359</b>	<b>27</b>	<b>123</b>	<b>4</b>	<b>4</b>	<b>12</b>	<b>12</b>	<b>4</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>433</b>	<b>508</b>	<b>7</b>	<b>8</b>
MORE THAN 10 YEARS:	148	172	15	53	3	3	8	7	1	3	0	0	175	238	7	7
AVERAGE YEARS	9.6	11.2	12.3	11.1	17.0	16.3	11.8	13.6	3.0	6.6	6.0	0.0	9.8	11.1	26.7	23.1

<b>DEPARTMENT AVERAGE YEARS</b>	<b>10.5</b>
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: March 19, 2011

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
<b>NATURAL RESOURCES &amp; ENVIRONMNT</b>																
00 - 05 YEARS	315	198	7	8	1	0	3	2	0	2	6	2	332	212	2	0
06 - 10 YEARS	305	182	6	2	2	1	5	4	6	1	1	1	325	191	1	0
11 - 15 YEARS	296	167	6	4	1	0	1	2	4	7	0	0	308	180	1	1
16 - 20 YEARS	236	121	7	9	2	1	6	2	8	3	0	0	259	136	1	2
21 - 25 YEARS	235	135	8	13	4	2	4	10	2	2	0	0	253	162	8	4
26 - 30 YEARS	74	46	6	3	1	2	0	0	2	1	0	0	83	52	1	1
31 - 35 YEARS	77	41	1	1	3	1	0	1	0	2	0	0	81	46	5	4
36 - 40 YEARS	26	10	0	0	0	0	0	0	0	0	0	0	26	10	1	0
MORE THAN 40 YEARS	2	0	0	0	1	0	1	0	0	0	0	0	4	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,566</b>	<b>900</b>	<b>41</b>	<b>40</b>	<b>15</b>	<b>7</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>18</b>	<b>7</b>	<b>3</b>	<b>1,671</b>	<b>989</b>	<b>20</b>	<b>12</b>
MORE THAN 10 YEARS:	946	520	28	30	12	6	12	15	16	15	0	0	1,014	586	17	12
AVERAGE YEARS	14.0	13.5	15.5	16.7	21.6	22.1	15.5	16.8	16.0	16.3	2.4	3.7	14.1	13.8	22.5	24.9

**DEPARTMENT AVERAGE YEARS 14.0**

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

Pay End Date: March 19, 2011

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
<b>STATE</b>																
00 - 05 YEARS	53	167	9	68	0	0	1	7	0	2	4	13	67	257	0	0
06 - 10 YEARS	34	160	6	35	1	1	1	10	0	2	0	1	42	209	0	0
11 - 15 YEARS	40	158	3	42	0	5	1	7	1	2	0	0	45	214	1	3
16 - 20 YEARS	12	80	2	21	0	2	0	8	0	1	0	0	14	112	1	10
21 - 25 YEARS	26	98	5	56	1	1	2	8	2	3	0	0	36	166	3	19
26 - 30 YEARS	4	49	5	18	0	1	0	5	0	1	0	0	9	74	0	4
31 - 35 YEARS	29	46	5	8	0	1	0	4	0	0	0	0	34	59	2	3
36 - 40 YEARS	4	15	0	2	0	0	0	0	0	0	0	0	4	17	0	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>202</b>	<b>776</b>	<b>35</b>	<b>250</b>	<b>2</b>	<b>11</b>	<b>5</b>	<b>49</b>	<b>3</b>	<b>11</b>	<b>4</b>	<b>14</b>	<b>251</b>	<b>1,111</b>	<b>7</b>	<b>39</b>
MORE THAN 10 YEARS:	115	449	20	147	1	10	3	32	3	7	0	0	142	645	7	39
AVERAGE YEARS	14.3	13.8	15.5	13.4	17.5	17.5	13.8	16.1	19.3	14.5	1.3	0.5	14.3	13.7	24.4	22.5

**DEPARTMENT AVERAGE YEARS 13.8**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: March 19, 2011

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
<b>STATE POLICE</b>																
00 - 05 YEARS	144	92	5	5	0	1	5	2	2	1	5	1	161	102	0	0
06 - 10 YEARS	153	117	4	2	0	0	3	4	0	0	0	0	160	123	0	0
11 - 15 YEARS	489	112	15	12	5	1	9	1	5	0	0	0	523	126	1	0
16 - 20 YEARS	334	87	26	4	12	0	10	0	1	1	0	0	383	92	2	0
21 - 25 YEARS	314	120	56	13	9	0	21	3	2	1	0	0	402	137	3	4
26 - 30 YEARS	73	19	14	3	1	0	5	2	0	0	0	0	93	24	1	2
31 - 35 YEARS	31	23	5	2	0	0	0	0	0	0	0	0	36	25	1	0
36 - 40 YEARS	7	7	0	0	0	0	0	0	0	0	0	0	7	7	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,546</b>	<b>578</b>	<b>125</b>	<b>41</b>	<b>27</b>	<b>2</b>	<b>53</b>	<b>12</b>	<b>10</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>1,766</b>	<b>637</b>	<b>8</b>	<b>6</b>
MORE THAN 10 YEARS:	1,249	369	116	34	27	1	45	6	8	2	0	0	1,445	412	8	6
AVERAGE YEARS	15.1	14.6	20.0	17.5	18.6	8.0	17.7	14.6	13.4	13.0	0.6	2.0	15.6	14.7	22.3	24.2

**DEPARTMENT AVERAGE YEARS 15.3**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: March 19, 2011

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
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	9	13	2	5	0	0	0	2	0	0	0	0	11	20	0	1
06 - 10 YEARS	3	6	1	1	0	0	1	0	1	0	0	0	6	7	0	1
11 - 15 YEARS	8	10	1	3	0	0	0	0	0	1	0	0	9	14	0	0
16 - 20 YEARS	6	6	0	1	0	0	0	0	0	0	0	0	6	7	0	1
21 - 25 YEARS	3	8	1	2	0	0	2	1	1	0	0	0	7	11	1	1
26 - 30 YEARS	2	5	1	1	0	0	0	0	1	1	0	0	4	7	0	0
31 - 35 YEARS	7	10	0	2	0	0	0	0	0	0	0	0	7	12	2	2
36 - 40 YEARS	1	2	0	1	0	0	0	0	0	0	0	0	1	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>39</b>	<b>60</b>	<b>6</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>81</b>	<b>3</b>	<b>6</b>
MORE THAN 10 YEARS:	27	41	3	10	0	0	2	1	2	2	0	0	34	54	3	4
AVERAGE YEARS	16.6	17.4	12.7	15.4	0.0	0.0	19.3	9.7	20.0	19.0	0.0	0.0	16.5	16.7	30.7	19.2

**DEPARTMENT AVERAGE YEARS 16.6**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: March 19, 2011

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	349	166	22	19	1	0	7	4	45	39	18	9	442	237	1	0
06 - 10 YEARS	191	95	8	7	1	0	4	0	27	11	0	3	231	116	0	1
11 - 15 YEARS	328	159	15	19	1	0	8	3	16	4	0	0	368	185	4	0
16 - 20 YEARS	109	61	4	6	0	1	3	3	5	4	0	0	121	75	3	3
21 - 25 YEARS	128	103	24	21	2	1	6	7	12	3	0	0	172	135	6	7
26 - 30 YEARS	35	41	11	8	0	0	1	2	3	4	0	0	50	55	5	2
31 - 35 YEARS	84	70	7	9	0	0	3	2	0	2	0	0	94	83	6	3
36 - 40 YEARS	27	17	3	3	0	0	2	4	0	1	0	0	32	25	2	1
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,252</b>	<b>713</b>	<b>94</b>	<b>92</b>	<b>5</b>	<b>2</b>	<b>34</b>	<b>25</b>	<b>108</b>	<b>68</b>	<b>18</b>	<b>12</b>	<b>1,511</b>	<b>912</b>	<b>27</b>	<b>17</b>
MORE THAN 10 YEARS:	712	452	64	66	3	2	23	21	36	18	0	0	838	559	26	16
AVERAGE YEARS	12.7	14.9	16.6	16.7	12.6	20.5	15.7	21.0	8.6	8.7	2.4	3.2	12.6	14.7	24.2	23.9

**DEPARTMENT AVERAGE YEARS 13.4**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
00 - 05 YEARS	348	154	20	15	4	2	3	3	6	1	4	1	385	176	0	1
06 - 10 YEARS	405	158	14	10	6	0	5	1	10	8	0	0	440	177	2	1
11 - 15 YEARS	315	99	17	8	5	4	5	1	6	6	0	0	348	118	0	0
16 - 20 YEARS	167	74	12	12	2	2	6	0	2	0	0	0	189	88	4	2
21 - 25 YEARS	253	101	25	16	5	2	11	3	6	3	0	0	300	125	11	9
26 - 30 YEARS	70	37	9	6	2	0	2	1	1	0	0	0	84	44	6	5
31 - 35 YEARS	63	38	9	9	0	0	4	2	2	0	0	0	78	49	7	5
36 - 40 YEARS	26	12	3	0	0	0	3	0	1	0	0	0	33	12	0	5
MORE THAN 40 YEARS	6	2	0	0	0	0	0	0	4	0	0	0	10	2	4	0
<b>DEPARTMENT TOTAL</b>	<b>1,653</b>	<b>675</b>	<b>109</b>	<b>76</b>	<b>24</b>	<b>10</b>	<b>39</b>	<b>11</b>	<b>38</b>	<b>18</b>	<b>4</b>	<b>1</b>	<b>1,867</b>	<b>791</b>	<b>34</b>	<b>28</b>
MORE THAN 10 YEARS:	900	363	75	51	14	8	31	7	22	9	0	0	1,042	438	32	26
AVERAGE YEARS	13.3	13.7	16.5	16.4	13.6	12.4	19.4	17.7	17.0	11.5	1.8	2.0	13.7	14.0	26.9	26.4

**DEPARTMENT AVERAGE YEARS 13.7**

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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 HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
Pay End Date: March 19, 2011

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
<b>TREASURY</b>																
00 - 05 YEARS	178	296	35	67	0	2	0	10	3	7	3	5	219	387	0	0
06 - 10 YEARS	110	201	13	46	1	1	1	4	7	7	0	0	132	259	1	2
11 - 15 YEARS	70	141	8	23	0	0	3	3	2	2	0	0	83	169	0	1
16 - 20 YEARS	47	61	6	25	0	2	0	4	1	2	0	0	54	94	4	4
21 - 25 YEARS	40	72	19	34	0	0	4	17	5	0	0	0	68	123	4	7
26 - 30 YEARS	10	46	4	11	0	1	1	1	0	0	0	0	15	59	0	3
31 - 35 YEARS	17	68	8	18	0	1	3	6	0	0	0	0	28	93	6	5
36 - 40 YEARS	15	18	2	3	0	0	1	0	0	1	0	0	18	22	1	1
MORE THAN 40 YEARS	2	1	1	0	0	0	0	0	0	0	0	0	3	1	1	0
<b>DEPARTMENT TOTAL</b>	<b>489</b>	<b>904</b>	<b>96</b>	<b>227</b>	<b>1</b>	<b>7</b>	<b>13</b>	<b>45</b>	<b>18</b>	<b>19</b>	<b>3</b>	<b>5</b>	<b>620</b>	<b>1,207</b>	<b>17</b>	<b>23</b>
MORE THAN 10 YEARS:	201	407	48	114	0	4	12	31	8	5	0	0	269	561	16	21
AVERAGE YEARS	10.8	12.0	13.7	13.3	7.0	15.6	23.8	17.0	12.1	9.0	2.3	2.0	11.5	12.3	26.6	24.0

<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.1</b>
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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 Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
Pay End Date: March 19, 2011**

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
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	3,909	5,370	673	2,077	50	53	126	229	103	120	91	91	4,952	7,940	19	24
06- 10 YEARS	2,824	3,128	347	1,054	36	17	78	121	73	56	4	8	3,362	4,384	12	22
11- 15 YEARS	4,357	3,012	421	1,142	71	49	127	129	51	69	0	1	5,027	4,402	24	21
16- 20 YEARS	2,618	1,723	281	508	53	25	73	85	34	36	0	0	3,059	2,377	42	68
21- 25 YEARS	3,549	1,974	522	827	87	35	126	136	53	39	0	0	4,337	3,011	190	151
26- 30 YEARS	679	686	166	314	11	16	26	29	11	17	0	0	893	1,062	58	65
31- 35 YEARS	705	953	145	364	7	10	24	39	8	10	0	0	889	1,376	58	86
36- 40 YEARS	211	244	33	106	0	0	9	11	3	2	0	0	256	363	20	24
MORE THAN 40 YEARS	27	23	2	3	1	0	1	0	4	0	0	0	35	26	7	2
<b>STATEWIDE TOTAL</b>	<b>18,879</b>	<b>17,113</b>	<b>2,590</b>	<b>6,395</b>	<b>316</b>	<b>205</b>	<b>590</b>	<b>779</b>	<b>340</b>	<b>349</b>	<b>95</b>	<b>100</b>	<b>22,810</b>	<b>24,941</b>	<b>430</b>	<b>463</b>
MORE THAN 10 YEARS	12,146	8,615	1,570	3,264	230	135	386	429	164	173	0	1	14,496	12,617	399	417
AVERAGE YEARS	14.0	12.3	14.4	12.5	15.3	14.1	14.5	13.1	12.0	11.4	2.3	2.2	14.0	12.3	23.6	23.3
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>13.1</b>															

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

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 HWF18

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Second Quarter of FY 2011**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	15	0.4%
Dismissal	99	2.5%
Expired Appointment	110	2.8%
<b>Total Involuntary Separations</b>	<b>224</b>	<b>5.6%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	230	5.8%
Layoff/Leave of Absence Rights Expired	38	1.0%
Waived Rights Leave of Absence	31	0.8%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>299</b>	<b>7.5%</b>
<b><i>RETIREMENT</i></b>		
Retirement	326	8.2%
Incentive Retirement	3,094	77.8%
Disability Retirement	13	0.3%
Deferred Retirement	7	0.2%
<b>Total Retirements</b>	<b>3,440</b>	<b>86.5%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
Undefined Separations	13	0.3%
<b>TOTAL SEPARATIONS</b>	<b>3,976</b>	<b>100.0%</b>

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 94% 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 December 26, 2010 Through Pay End Date March 19, 2011

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER HIRES	CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	SEPARATIONS	NET TOTAL	
AGRICULTURE	5	0	1	0	6	5	0	0	0	5	1	
ATTORNEY GENERAL	12	0	0	0	12	3	0	1	0	4	8	
AUDITOR GENERAL	10	6	0	0	16	1	0	0	0	1	15	
CIVIL RIGHTS	2	0	0	0	2	1	0	0	1	2	0	
CIVIL SERVICE COMMISSION	16	3	0	0	19	5	0	0	0	5	14	
COMMUNITY HEALTH	97	1	3	0	101	49	0	0	2	51	50	
CORRECTIONS	70	11	11	0	92	97	0	0	13	110	-18	
EDUCATION	30	0	2	0	32	2	0	0	0	2	30	
ENERGY, LABOR & ECONOMIC GROWTH	99	16	1	0	116	32	0	0	2	34	82	
EXECUTIVE OFFICE	25	0	0	0	25	19	0	0	0	19	6	
HUMAN SERVICES	386	1	12	0	399	67	0	0	3	70	329	
MILITARY & VETERAN AFFAIRS	44	6	25	0	75	13	1	0	0	14	61	
NATURAL RESOURCES & ENVIRONMNT	28	27	112	0	167	18	10	0	0	28	139	
STATE	25	38	1	0	64	27	0	0	0	27	37	
STATE POLICE	41	0	0	0	41	5	0	0	0	5	36	
STRATEGIC FUND	0	0	0	0	0	2	0	0	0	2	-2	
TECHNOLOGY, MANAGEMENT & BUDGET	44	13	0	0	57	40	0	3	2	45	12	
TRANSPORTATION	20	41	7	0	68	101	3	0	1	105	-37	
TREASURY	55	11	0	1	67	13	0	0	0	13	54	
<b>STATEWIDE TOTALS:</b>	<b>1,009</b>	<b>174</b>	<b>175</b>	<b>1</b>	<b>1,359</b>	<b>500</b>	<b>14</b>	<b>4</b>	<b>24</b>	<b>0</b>	<b>542</b>	<b>817</b>

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 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

## SECTION FOUR

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# 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/Ethnic 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

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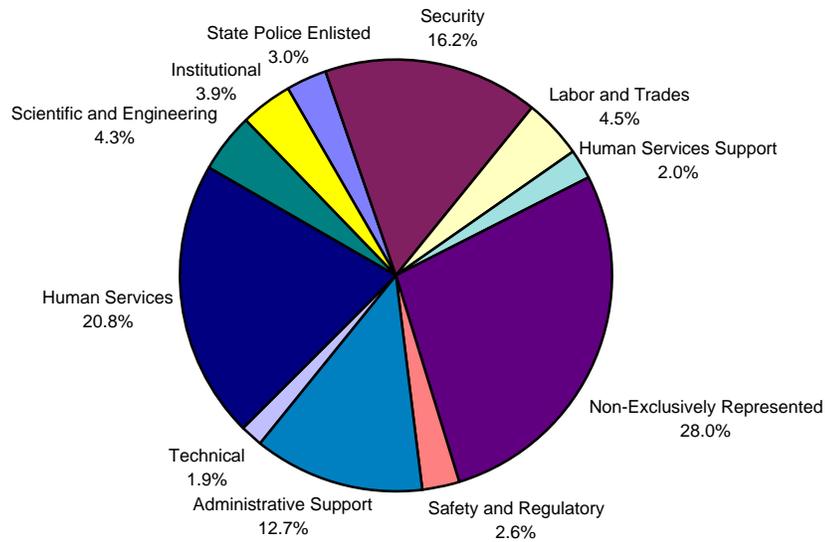
# **BARGAINING UNIT CHARACTERISTICS**

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT**

Graph 5-1

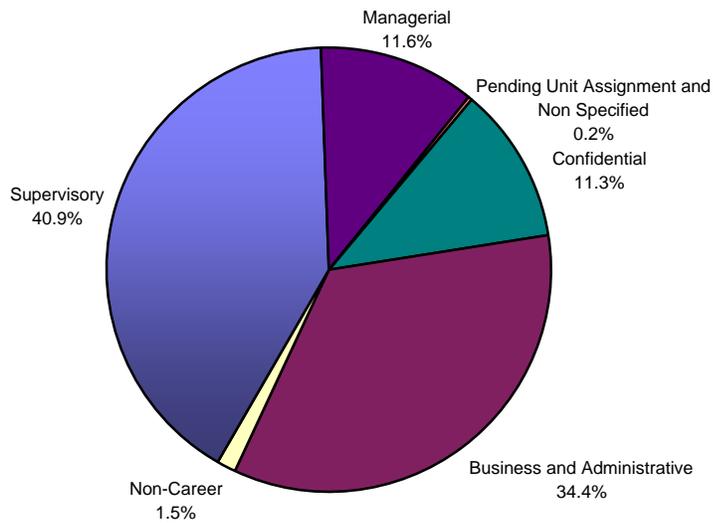
**Pay Period Ending March 19, 2011**

**Represented  
(34,375 Employees)**



(47,751 Employees)

**Non-Exclusively Represented  
(13,376 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 47,751 classified employees, 72 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: March 19, 2011

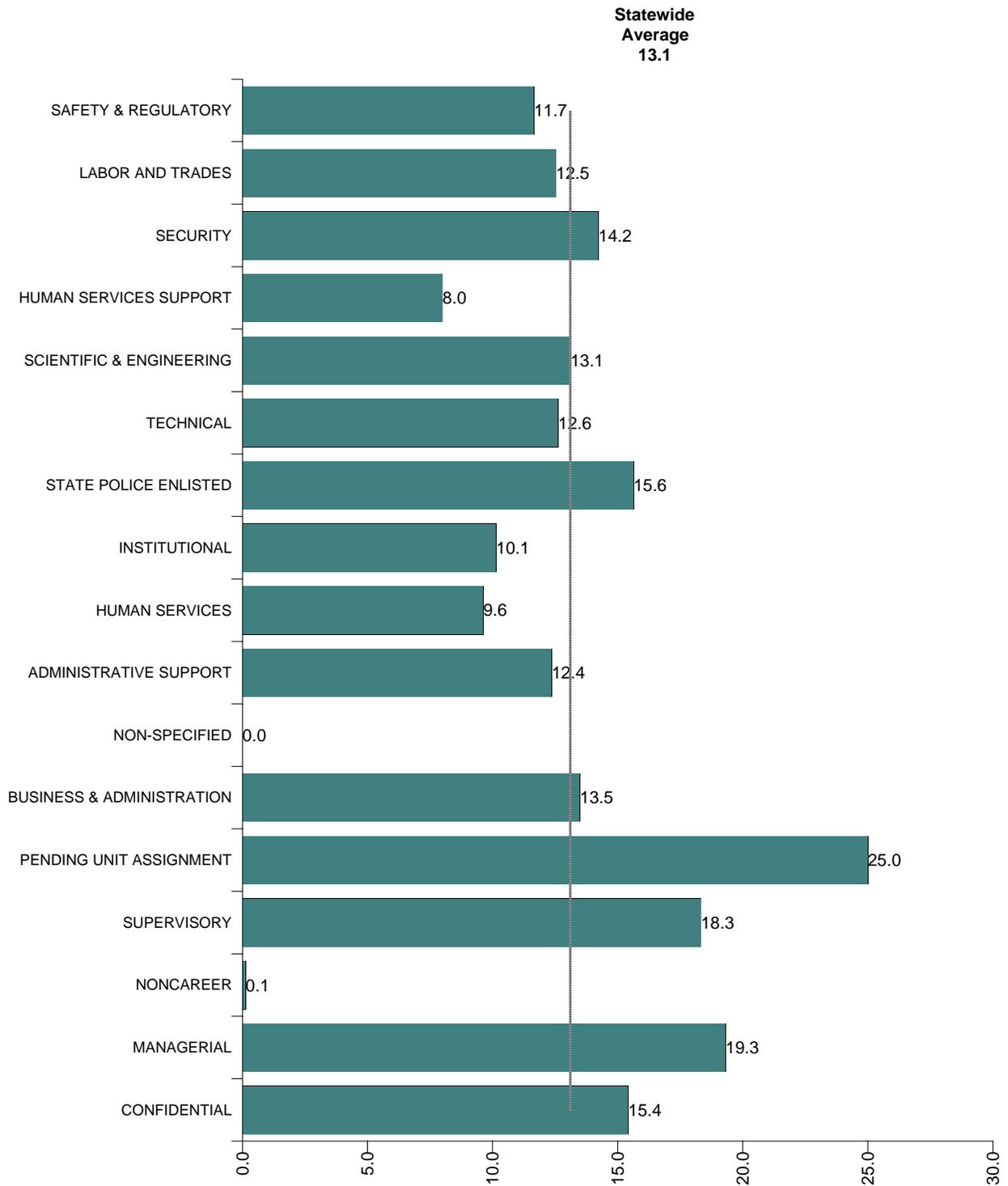
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,234	1,077	87.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,129	1,973	92.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,721	1	0.0	0	0.0	7,385	95.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	971	0	0.0	1	0.1	0	0.0	935	96.3	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,071	0	0.0	0	0.0	0	0.0	0	0.0	1,956	94.4	5	0.2	0	0.0	0	0.0
L32 TECHNICAL	910	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	855	94.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,456	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,413	97.0	0	0.0
U11 INSTITUTIONAL	1,881	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,854	98.6
W22 HUMAN SERVICES	9,927	1	0.0	9,356	94.2	4	0.0	2	0.0	0	0.0	1	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,075	2	0.0	5,401	88.9	1	0.0	3	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	32	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	4,600	0	0.0	14	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	5,474	5	0.1	20	0.4	4	0.1	0	0.0	3	0.1	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	206	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0	1	0.5	0	0.0	0	0.0
Y98 MANAGERIAL	1,546	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	1,517	0	0.0	9	0.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>34,375</b>	<b>3,055</b>	<b>8.9</b>	<b>14,758</b>	<b>42.9</b>	<b>7,390</b>	<b>21.5</b>	<b>940</b>	<b>2.7</b>	<b>1,956</b>	<b>5.7</b>	<b>862</b>	<b>2.5</b>	<b>1,413</b>	<b>4.1</b>	<b>1,854</b>	<b>5.4</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>13,376</b>	<b>6</b>	<b>0.0</b>	<b>43</b>	<b>0.3</b>	<b>4</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>3</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>47,751</b>	<b>3,061</b>	<b>6.4</b>	<b>14,801</b>	<b>31.0</b>	<b>7,394</b>	<b>15.5</b>	<b>940</b>	<b>2.0</b>	<b>1,959</b>	<b>4.1</b>	<b>863</b>	<b>1.8</b>	<b>1,413</b>	<b>3.0</b>	<b>1,854</b>	<b>3.9</b>

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

Source: Michigan Civil Service Commission HWF44

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: March 19, 2011



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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	236	54	10	17	1	1	6	0	1	0	4	1	258	73	0	0
06 - 10 YEARS	197	55	10	14	2	1	8	1	1	0	1	0	219	71	0	0
11 - 15 YEARS	160	41	8	22	4	3	2	0	3	0	0	0	177	66	1	0
16 - 20 YEARS	94	24	7	9	1	1	2	0	0	0	0	0	104	34	1	1
21 - 25 YEARS	84	22	13	27	1	1	6	2	2	0	0	0	106	52	4	3
26 - 30 YEARS	21	8	5	5	0	0	0	1	0	0	0	0	26	14	1	0
31 - 35 YEARS	18	2	2	8	0	0	1	0	0	0	0	0	21	10	0	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>813</b>	<b>206</b>	<b>55</b>	<b>102</b>	<b>9</b>	<b>7</b>	<b>25</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>914</b>	<b>320</b>	<b>8</b>	<b>4</b>
MORE THAN 10 YEARS:	380	97	35	71	6	5	11	3	5	0	0	0	437	176	8	4
AVERAGE YEARS	11.1	11.0	14.8	15.4	12.6	11.6	12.9	21.0	14.1	0.0	2.4	3.0	11.3	12.5	23.5	20.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.7</b>															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. 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: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	449	67	21	4	7	0	8	0	0	1	3	0	488	72	2	0
06 - 10 YEARS	350	21	21	2	6	0	7	0	0	0	0	0	384	23	0	0
11 - 15 YEARS	381	30	26	3	8	1	7	0	0	0	0	0	422	34	3	0
16 - 20 YEARS	178	16	13	1	5	0	5	1	0	0	0	0	201	18	6	1
21 - 25 YEARS	211	17	27	5	6	0	8	2	3	0	0	0	255	24	17	1
26 - 30 YEARS	62	8	12	0	1	0	2	1	1	0	0	0	78	9	8	0
31 - 35 YEARS	78	8	5	2	0	0	3	0	0	0	0	0	86	10	5	0
36 - 40 YEARS	16	1	1	0	0	0	4	1	0	0	0	0	21	2	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,727</b>	<b>168</b>	<b>126</b>	<b>17</b>	<b>33</b>	<b>1</b>	<b>44</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1,937</b>	<b>192</b>	<b>41</b>	<b>3</b>
MORE THAN 10 YEARS:	928	80	84	11	20	1	29	5	4	0	0	0	1,065	97	39	3
AVERAGE YEARS	12.4	10.7	15.1	15.1	12.8	13.0	16.6	25.2	24.5	0.0	1.7	0.0	12.7	11.4	22.8	25.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.5</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	690	184	163	135	27	7	37	13	5	3	18	7	940	349	1	1
06 - 10 YEARS	608	137	96	92	19	1	10	10	4	0	0	0	737	240	2	1
11 - 15 YEARS	1,550	282	147	118	40	9	58	11	3	0	0	0	1,798	420	2	2
16 - 20 YEARS	803	122	71	47	23	2	23	4	3	0	0	0	923	175	3	2
21 - 25 YEARS	1,407	144	159	107	43	6	32	2	4	0	0	0	1,645	259	53	12
26 - 30 YEARS	128	15	30	10	2	1	4	0	0	0	0	0	164	26	9	3
31 - 35 YEARS	26	4	8	0	0	0	1	0	0	0	0	0	35	4	2	0
36 - 40 YEARS	3	0	2	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5,216</b>	<b>888</b>	<b>676</b>	<b>509</b>	<b>154</b>	<b>26</b>	<b>165</b>	<b>40</b>	<b>19</b>	<b>3</b>	<b>18</b>	<b>7</b>	<b>6,248</b>	<b>1,473</b>	<b>72</b>	<b>21</b>
MORE THAN 10 YEARS:	3,918	567	417	282	108	18	118	17	10	0	0	0	4,571	884	69	19
AVERAGE YEARS	14.9	12.8	13.7	12.3	14.3	13.5	13.4	9.4	12.0	5.0	3.3	3.6	14.6	12.5	22.5	20.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.2</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	110	154	24	147	2	4	13	10	1	2	1	0	151	317	2	3
06 - 10 YEARS	40	83	28	135	1	1	5	10	2	3	1	1	77	233	2	1
11 - 15 YEARS	6	14	6	11	0	3	0	2	0	1	0	0	12	31	3	0
16 - 20 YEARS	7	15	2	13	0	0	2	8	0	0	0	0	11	36	3	1
21 - 25 YEARS	6	20	2	16	0	1	1	3	0	1	0	0	9	41	3	5
26 - 30 YEARS	1	8	0	4	0	1	0	0	0	0	0	0	1	13	0	1
31 - 35 YEARS	4	8	2	14	1	0	0	0	0	0	0	0	7	22	3	3
36 - 40 YEARS	1	3	1	5	0	0	0	0	0	0	0	0	2	8	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>175</b>	<b>305</b>	<b>65</b>	<b>345</b>	<b>4</b>	<b>10</b>	<b>21</b>	<b>33</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>270</b>	<b>701</b>	<b>17</b>	<b>15</b>
MORE THAN 10 YEARS:	25	68	13	63	1	5	3	13	0	2	0	0	42	151	13	11
AVERAGE YEARS	6.1	8.2	8.2	8.5	11.5	10.8	5.5	10.5	6.3	9.3	4.0	9.0	6.6	8.5	18.5	20.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>8.0</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	207	149	5	6	1	0	4	1	3	4	5	1	225	161	0	0
06 - 10 YEARS	330	181	9	9	0	1	3	3	10	7	0	0	352	201	2	1
11 - 15 YEARS	236	95	5	3	1	0	4	2	8	11	0	0	254	111	0	1
16 - 20 YEARS	188	109	6	6	0	0	7	1	9	3	0	0	210	119	0	1
21 - 25 YEARS	166	70	7	7	1	1	2	1	7	5	0	0	183	84	5	0
26 - 30 YEARS	44	20	5	3	0	3	1	0	1	1	0	0	51	27	1	1
31 - 35 YEARS	54	8	6	0	1	0	2	0	2	0	0	0	65	8	3	0
36 - 40 YEARS	14	0	1	0	0	0	0	0	1	0	0	0	16	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	2	0	0	0	4	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,241</b>	<b>632</b>	<b>44</b>	<b>34</b>	<b>4</b>	<b>5</b>	<b>23</b>	<b>8</b>	<b>43</b>	<b>31</b>	<b>5</b>	<b>1</b>	<b>1,360</b>	<b>711</b>	<b>12</b>	<b>4</b>
MORE THAN 10 YEARS:	704	302	30	19	3	4	16	4	30	20	0	0	783	349	10	3
AVERAGE YEARS	13.5	11.7	17.6	13.9	18.0	22.0	15.5	11.1	16.9	12.6	1.2	2.0	13.7	11.9	24.8	16.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.1</b>															

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	131	86	6	4	1	0	1	1	1	0	1	2	141	93	0	0
06 - 10 YEARS	135	50	0	2	2	0	4	1	4	2	0	0	145	55	0	0
11 - 15 YEARS	113	30	2	1	2	0	2	0	3	1	0	0	122	32	0	0
16 - 20 YEARS	71	21	4	2	0	0	1	0	1	1	0	0	77	24	3	1
21 - 25 YEARS	107	20	9	4	0	1	3	0	3	1	0	0	122	26	4	1
26 - 30 YEARS	21	5	5	4	0	0	0	0	0	0	0	0	26	9	0	1
31 - 35 YEARS	12	6	1	1	0	0	3	0	0	0	0	0	16	7	2	1
36 - 40 YEARS	9	2	0	0	0	0	1	0	0	0	0	0	10	2	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	1	0	0	0	0	0	1	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>599</b>	<b>222</b>	<b>27</b>	<b>18</b>	<b>5</b>	<b>1</b>	<b>16</b>	<b>2</b>	<b>12</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>660</b>	<b>250</b>	<b>9</b>	<b>4</b>
MORE THAN 10 YEARS:	333	86	21	12	2	1	11	0	7	3	0	0	374	102	9	4
AVERAGE YEARS	13.0	10.4	17.9	17.3	7.6	24.0	19.8	5.0	12.9	13.4	0.0	2.0	13.3	10.9	23.8	25.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.6</b>															

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	90	5	3	0	0	0	1	0	1	0	5	0	100	5	0	0
06 - 10 YEARS	68	10	2	1	0	0	1	0	0	0	0	0	71	11	0	0
11 - 15 YEARS	420	33	14	4	4	0	9	0	3	0	0	0	450	37	0	0
16 - 20 YEARS	273	49	24	2	12	0	9	0	1	0	0	0	319	51	2	0
21 - 25 YEARS	212	51	38	4	8	0	16	2	2	1	0	0	276	58	1	0
26 - 30 YEARS	36	3	10	0	1	0	3	0	0	0	0	0	50	3	0	0
31 - 35 YEARS	13	2	4	1	0	0	0	0	0	0	0	0	17	3	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,117</b>	<b>153</b>	<b>95</b>	<b>12</b>	<b>25</b>	<b>0</b>	<b>39</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1,288</b>	<b>168</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	959	138	90	11	25	0	37	2	6	1	0	0	1,117	152	3	0
AVERAGE YEARS	14.9	17.5	19.7	18.5	18.6	0.0	18.6	22.0	14.9	21.0	0.6	0.0	15.4	17.6	19.7	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.6</b>															

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	168	268	74	132	0	5	4	9	5	5	6	9	257	428	0	0
06 - 10 YEARS	137	174	27	98	0	0	8	3	0	1	1	0	173	276	0	0
11 - 15 YEARS	98	111	25	50	2	1	7	5	1	4	0	0	133	171	2	0
16 - 20 YEARS	54	46	11	33	0	0	3	2	4	0	0	0	72	81	0	0
21 - 25 YEARS	51	44	19	28	1	0	1	2	1	2	0	0	73	76	0	0
26 - 30 YEARS	17	18	11	12	2	0	0	1	0	0	0	0	30	31	1	2
31 - 35 YEARS	20	16	18	19	0	0	0	2	0	0	0	0	38	37	1	0
36 - 40 YEARS	3	0	0	1	0	0	1	0	0	0	0	0	4	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>548</b>	<b>677</b>	<b>185</b>	<b>373</b>	<b>5</b>	<b>6</b>	<b>24</b>	<b>24</b>	<b>11</b>	<b>12</b>	<b>7</b>	<b>9</b>	<b>780</b>	<b>1,101</b>	<b>4</b>	<b>2</b>
MORE THAN 10 YEARS:	243	235	84	143	5	1	12	12	6	6	0	0	350	397	4	2
AVERAGE YEARS	11.0	9.0	11.8	10.3	20.6	3.8	11.3	11.6	9.8	9.0	1.9	1.0	11.2	9.4	22.0	28.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.1</b>															

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	678	2,225	205	1,121	6	19	31	104	16	30	7	19	943	3,518	5	9
06 - 10 YEARS	240	747	55	367	1	5	16	37	7	9	0	0	319	1,165	2	5
11 - 15 YEARS	375	619	87	472	2	10	16	55	5	20	0	0	485	1,176	4	6
16 - 20 YEARS	246	371	61	168	2	6	4	34	2	15	0	0	315	594	7	15
21 - 25 YEARS	181	265	52	177	2	5	11	24	3	5	0	0	249	476	16	19
26 - 30 YEARS	69	111	15	109	0	2	1	3	2	5	0	0	87	230	5	15
31 - 35 YEARS	79	100	18	81	1	1	2	0	2	2	0	0	102	184	4	7
36 - 40 YEARS	19	25	5	28	0	0	1	2	1	0	0	0	26	55	4	4
MORE THAN 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,888</b>	<b>4,464</b>	<b>498</b>	<b>2,524</b>	<b>14</b>	<b>48</b>	<b>82</b>	<b>259</b>	<b>38</b>	<b>86</b>	<b>7</b>	<b>19</b>	<b>2,527</b>	<b>7,400</b>	<b>47</b>	<b>80</b>
MORE THAN 10 YEARS:	970	1,492	238	1,036	7	24	35	118	15	47	0	0	1,265	2,717	40	66
AVERAGE YEARS	11.5	8.6	10.8	9.8	11.6	10.6	10.2	9.7	10.9	11.4	2.3	2.0	11.3	9.1	21.1	20.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.6</b>															

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	283	1,186	64	302	0	9	6	68	5	15	8	23	366	1,603	2	4
06 - 10 YEARS	85	767	19	141	1	5	5	32	1	4	0	2	111	951	1	10
11 - 15 YEARS	94	741	18	174	1	16	4	27	1	8	0	1	118	967	1	8
16 - 20 YEARS	32	342	4	70	0	3	2	19	0	0	0	0	38	434	4	26
21 - 25 YEARS	42	420	10	145	1	13	5	36	2	7	0	0	60	621	15	49
26 - 30 YEARS	9	182	10	53	0	2	1	9	0	2	0	0	20	248	2	19
31 - 35 YEARS	15	295	2	92	0	3	2	14	0	2	0	0	19	406	2	26
36 - 40 YEARS	7	72	1	25	0	0	0	2	0	1	0	0	8	100	1	7
MORE THAN 40 YEARS	0	4	0	1	0	0	0	0	0	0	0	0	0	5	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>567</b>	<b>4,009</b>	<b>128</b>	<b>1,003</b>	<b>3</b>	<b>51</b>	<b>25</b>	<b>207</b>	<b>9</b>	<b>39</b>	<b>8</b>	<b>26</b>	<b>740</b>	<b>5,335</b>	<b>28</b>	<b>149</b>
MORE THAN 10 YEARS:	199	2,056	45	560	2	37	14	107	3	20	0	1	263	2,781	25	135
AVERAGE YEARS	8.4	12.7	9.1	13.8	14.7	15.3	13.5	12.9	7.9	12.0	0.5	1.6	8.6	12.9	21.3	22.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.4</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	15	12	2	1	1	0	1	0	0	0	0	0	19	13	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>15</b>	<b>12</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>13</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	468	460	42	88	4	5	3	14	47	52	20	14	584	633	1	2
06 - 10 YEARS	302	372	30	91	2	1	4	10	36	21	1	3	375	498	1	2
11 - 15 YEARS	333	383	20	89	0	1	10	14	15	10	0	0	378	497	5	1
16 - 20 YEARS	129	182	16	39	0	2	4	6	7	6	0	0	156	235	6	6
21 - 25 YEARS	155	267	38	78	0	1	10	25	12	5	0	0	215	376	13	27
26 - 30 YEARS	48	98	8	33	0	2	3	6	2	3	0	0	61	142	9	6
31 - 35 YEARS	95	180	22	36	0	2	3	3	0	1	0	0	120	222	8	21
36 - 40 YEARS	35	49	2	9	0	0	0	1	1	1	0	0	38	60	4	2
MORE THAN 40 YEARS	4	5	1	0	0	0	0	0	0	0	0	0	5	5	1	1
<b>BARGAINING UNIT TOTAL</b>	<b>1,569</b>	<b>1,996</b>	<b>179</b>	<b>463</b>	<b>6</b>	<b>14</b>	<b>37</b>	<b>79</b>	<b>120</b>	<b>99</b>	<b>21</b>	<b>17</b>	<b>1,932</b>	<b>2,668</b>	<b>48</b>	<b>68</b>
MORE THAN 10 YEARS:	799	1,164	107	284	0	8	30	55	37	26	0	0	973	1,537	46	64
AVERAGE YEARS	12.3	14.5	15.7	15.0	5.2	15.4	17.6	16.3	8.5	8.1	2.8	2.7	12.4	14.3	24.3	25.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.5</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>25.0</b>															

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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: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	118	195	22	65	0	1	5	3	9	7	3	4	157	275	1	1
06 - 10 YEARS	217	283	31	74	2	1	5	8	7	5	0	0	262	371	1	1
11 - 15 YEARS	440	344	55	165	7	4	5	9	7	6	0	0	514	528	1	2
16 - 20 YEARS	447	262	52	91	9	7	10	8	6	5	0	0	524	373	5	10
21 - 25 YEARS	768	356	119	154	21	4	25	15	9	7	0	0	942	536	51	16
26 - 30 YEARS	158	120	43	59	3	3	8	1	4	2	0	0	216	185	16	11
31 - 35 YEARS	185	146	37	66	2	1	6	9	3	3	0	0	233	225	18	15
36 - 40 YEARS	49	35	10	16	0	0	1	2	0	0	0	0	60	53	5	3
MORE THAN 40 YEARS	10	5	1	1	1	0	0	0	2	0	0	0	14	6	3	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,392</b>	<b>1,746</b>	<b>370</b>	<b>691</b>	<b>45</b>	<b>21</b>	<b>65</b>	<b>55</b>	<b>47</b>	<b>35</b>	<b>3</b>	<b>4</b>	<b>2,922</b>	<b>2,552</b>	<b>101</b>	<b>60</b>
MORE THAN 10 YEARS:	2,057	1,268	317	552	43	19	55	44	31	23	0	0	2,503	1,906	99	58
AVERAGE YEARS	19.2	16.9	20.3	17.9	20.5	18.7	20.4	19.5	16.8	15.2	3.7	1.5	19.3	17.2	26.3	25.1
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.3</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	89	77	15	13	0	0	2	1	4	0	1	3	111	94	4	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	1	0	0	0	0	0	1	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>89</b>	<b>77</b>	<b>15</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>112</b>	<b>94</b>	<b>4</b>	<b>2</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	8.7	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0

**BARGAINING UNIT AVERAGE YEARS 0.1**

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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: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	93	59	10	11	0	0	1	2	4	0	5	4	113	76	1	1
06 - 10 YEARS	84	82	11	10	0	0	2	2	1	3	0	0	98	97	1	0
11 - 15 YEARS	114	78	5	6	0	0	2	2	2	2	0	0	123	88	2	0
16 - 20 YEARS	85	73	6	6	1	3	1	0	0	3	0	0	93	85	1	1
21 - 25 YEARS	133	114	22	30	3	1	4	5	5	2	0	0	167	152	6	5
26 - 30 YEARS	56	45	9	14	2	1	2	0	1	3	0	0	70	63	3	3
31 - 35 YEARS	88	90	19	19	1	2	1	3	1	1	0	0	110	115	9	5
36 - 40 YEARS	43	20	9	13	0	0	0	1	0	0	0	0	52	34	4	1
MORE THAN 40 YEARS	6	4	0	0	0	0	0	0	0	0	0	0	6	4	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>702</b>	<b>565</b>	<b>91</b>	<b>109</b>	<b>7</b>	<b>7</b>	<b>13</b>	<b>15</b>	<b>14</b>	<b>14</b>	<b>5</b>	<b>4</b>	<b>832</b>	<b>714</b>	<b>29</b>	<b>16</b>
MORE THAN 10 YEARS:	525	424	70	88	7	7	10	11	9	11	0	0	621	541	27	15
AVERAGE YEARS	18.9	19.1	21.8	22.8	25.1	23.6	18.4	19.5	15.1	18.6	3.6	1.8	19.1	19.6	28.3	26.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>19.3</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	84	189	7	31	0	2	3	3	1	1	4	4	99	230	0	1
06 - 10 YEARS	31	166	8	18	0	1	0	4	0	1	0	2	39	192	0	1
11 - 15 YEARS	37	211	3	24	0	1	1	2	0	6	0	0	41	244	0	1
16 - 20 YEARS	11	91	4	21	0	1	0	2	1	3	0	0	16	118	1	3
21 - 25 YEARS	25	164	7	45	0	1	2	17	0	3	0	0	34	230	1	13
26 - 30 YEARS	9	45	3	8	0	1	0	7	0	1	0	0	12	62	3	3
31 - 35 YEARS	18	88	1	25	1	1	0	8	0	1	0	0	20	123	1	8
36 - 40 YEARS	5	37	1	9	0	0	1	2	0	0	0	0	7	48	0	5
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>220</b>	<b>993</b>	<b>34</b>	<b>181</b>	<b>1</b>	<b>8</b>	<b>7</b>	<b>45</b>	<b>2</b>	<b>16</b>	<b>4</b>	<b>6</b>	<b>268</b>	<b>1,249</b>	<b>6</b>	<b>35</b>
MORE THAN 10 YEARS:	105	638	19	132	1	5	4	38	1	14	0	0	130	827	6	33
AVERAGE YEARS	12.0	15.5	14.8	18.2	32.0	14.9	13.9	22.8	8.0	17.0	0.0	4.3	12.3	16.1	26.7	26.1
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.4</b>															

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

Pay End Date: March 19, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	3,909	5,370	673	2,077	50	53	126	229	103	120	91	91	4,952	7,940	19	24
06- 10 YEARS	2,824	3,128	347	1,054	36	17	78	121	73	56	4	8	3,362	4,384	12	22
11- 15 YEARS	4,357	3,012	421	1,142	71	49	127	129	51	69	0	1	5,027	4,402	24	21
16- 20 YEARS	2,618	1,723	281	508	53	25	73	85	34	36	0	0	3,059	2,377	42	68
21- 25 YEARS	3,549	1,974	522	827	87	35	126	136	53	39	0	0	4,337	3,011	190	151
26- 30 YEARS	679	686	166	314	11	16	26	29	11	17	0	0	893	1,062	58	65
31- 35 YEARS	705	953	145	364	7	10	24	39	8	10	0	0	889	1,376	58	86
36- 40 YEARS	211	244	33	106	0	0	9	11	3	2	0	0	256	363	20	24
MORE THAN 40 YEARS	27	23	2	3	1	0	1	0	4	0	0	0	35	26	7	2
<b>STATEWIDE TOTAL</b>	<b>18,879</b>	<b>17,113</b>	<b>2,590</b>	<b>6,395</b>	<b>316</b>	<b>205</b>	<b>590</b>	<b>779</b>	<b>340</b>	<b>349</b>	<b>95</b>	<b>100</b>	<b>22,810</b>	<b>24,941</b>	<b>430</b>	<b>463</b>
MORE THAN 10 YEARS	12,146	8,615	1,570	3,264	230	135	386	429	164	173	0	1	14,496	12,617	399	417
AVERAGE YEARS	14.0	12.3	14.4	12.5	15.3	14.1	14.5	13.1	12.0	11.4	2.3	2.2	14.0	12.3	23.6	23.2

**STATEWIDE TOTAL AVERAGE YEARS 13.1**

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Source: Michigan Civil Service Commission HWF20

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: March 19, 2011**

<b>BARGAINING UNIT</b>	<b>Number of Employees</b>	<b>Percent of Classified Employees</b>	<b>Average Age</b>	<b>Average Pay Rate</b>	<b>Count of Employees Eligible for Longevity</b>	<b>Percent of Bargaining Unit Eligible for Longevity</b>
<b>A02 - SAFETY &amp; REGULATORY</b>	1,235	2.6 %	44.7	\$24.74	889	72.0 %
<b>A31 - LABOR AND TRADES</b>	2,138	4.5 %	48.1	\$21.83	1,564	73.2 %
<b>C12 - SECURITY</b>	7,823	16.3 %	44.3	\$24.23	6,681	85.4 %
<b>E42 - HUMAN SERVICES SUPPORT</b>	971	2.0 %	45.4	\$22.23	513	52.8 %
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>	2,072	4.3 %	44.4	\$32.71	1,664	80.3 %
<b>L32 - TECHNICAL</b>	911	1.9 %	44.3	\$23.85	661	72.6 %
<b>T01 - STATE POLICE ENLISTED</b>	1,464	3.1 %	41.8	\$30.45	1,368	93.4 %
<b>U11 - INSTITUTIONAL</b>	1,903	4.0 %	45.3	\$20.14	1,203	63.2 %
<b>W22 - HUMAN SERVICES</b>	9,931	20.7 %	43.6	\$25.45	5,409	54.5 %
<b>W41 - ADMINISTRATIVE SUPPORT</b>	6,077	12.7 %	45.9	\$20.35	4,014	66.1 %
<b>Y00 - NON-SPECIFIED</b>	32	0.1 %	23.5	\$13.28	0	0.0 %
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>	4,601	9.6 %	46.2	\$30.23	3,311	72.0 %
<b>Y50 - PENDING UNIT ASSIGNMENT</b>	1	0.0 %	46.1	\$18.89	1	100.0 %
<b>Y51 - SUPERVISORY</b>	5,490	11.5 %	48.7	\$32.43	5,038	91.8 %
<b>Y52 - NONCAREER</b>	206	0.4 %	26.3	\$13.72	1	0.5 %
<b>Y98 - MANAGERIAL</b>	1,546	3.2 %	51.1	\$46.56	1,342	86.8 %
<b>Y99 - CONFIDENTIAL</b>	1,517	3.2 %	46.9	\$26.75	1,170	77.1 %
<b>STATEWIDE TOTAL</b>	<b>47,918</b>	<b>100.0 %</b>	<b>45.4</b>	<b>\$26.51</b>	<b>34,829</b>	<b>72.7 %</b>

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

Source: Michigan Civil Service Commission HWF25

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

PAY END DATE: March 19, 2011

Unit Code	Bargaining Unit	Total Employees	Health Insurance							Dental Insurance						
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02	SAFETY & REGULATORY	1,213	760	63 %	329	27 %	19	2 %	0	0 %	1,100	91 %	18	1 %	6	0 %
A31	LABOR AND TRADES	1,962	1,077	55 %	747	38 %	16	1 %	0	0 %	1,832	93 %	9	0 %	6	0 %
C12	SECURITY	7,823	4,779	61 %	2,675	34 %	31	0 %	0	0 %	7,382	94 %	143	2 %	16	0 %
E42	HUMAN SERVICES SUPPORT	971	534	55 %	359	37 %	9	1 %	0	0 %	870	90 %	44	5 %	7	1 %
H21	SCIENTIFIC & ENGINEERING	2,070	987	48 %	942	46 %	20	1 %	0	0 %	1,923	93 %	40	2 %	6	0 %
L32	TECHNICAL	873	453	52 %	368	42 %	12	1 %	0	0 %	819	94 %	19	2 %	2	0 %
T01	STATE POLICE ENLISTED	1,464	195	13 %	35	2 %	1	0 %	1,204	82 %	1,433	98 %	2	0 %	1	0 %
U11	INSTITUTIONAL	1,892	1,049	55 %	726	38 %	7	0 %	0	0 %	1,739	92 %	50	3 %	2	0 %
W22	HUMAN SERVICES	9,871	4,860	49 %	4,253	43 %	102	1 %	0	0 %	8,998	91 %	324	3 %	35	0 %
W41	ADMINISTRATIVE SUPPORT	5,685	2,179	38 %	3,053	54 %	59	1 %	0	0 %	5,161	91 %	176	3 %	11	0 %
Y23	BUSINESS & ADMINISTRATION	4,594	1,660	36 %	2,519	55 %	67	1 %	0	0 %	4,155	90 %	126	3 %	17	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,488	2,884	53 %	2,239	41 %	45	1 %	0	0 %	5,093	93 %	114	2 %	11	0 %
Y52	NONCAREER	2	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,546	715	46 %	714	46 %	11	1 %	0	0 %	1,450	94 %	13	1 %	5	0 %
Y99	CONFIDENTIAL	1,489	506	34 %	842	57 %	12	1 %	0	0 %	1,335	90 %	41	3 %	3	0 %
<b>STATEWIDE TOTALS:</b>		<b>46,944</b>	<b>22,638</b>	<b>48 %</b>	<b>19,802</b>	<b>42 %</b>	<b>411</b>	<b>1 %</b>	<b>1,204</b>	<b>3 %</b>	<b>43,291</b>	<b>92 %</b>	<b>1,119</b>	<b>2 %</b>	<b>128</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

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

PAY END DATE: March 19, 2011

Unit Code	Bargaining Unit	Total Employees	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,213	1,132	93 %	1,014	84 %	66	5 %	1,149	95 %	59	5 %	63	5 %
A31	LABOR AND TRADES	1,962	1,854	94 %	1,750	89 %	2	0 %	1,886	96 %	66	3 %	5	0 %
C12	SECURITY	7,823	7,546	96 %	7,381	94 %	0	0 %	7,551	97 %	225	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	971	921	95 %	746	77 %	0	0 %	916	94 %	50	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,070	1,979	96 %	1,770	86 %	27	1 %	1,931	93 %	135	7 %	14	1 %
L32	TECHNICAL	873	842	96 %	733	84 %	20	2 %	815	93 %	55	6 %	10	1 %
T01	STATE POLICE ENLISTED	1,464	1,437	98 %	1,474	101 %	948	65 %	1,409	96 %	41	3 %	1,001	68 %
U11	INSTITUTIONAL	1,892	1,794	95 %	1,647	87 %	2	0 %	1,797	95 %	87	5 %	0	0 %
W22	HUMAN SERVICES	9,871	9,395	95 %	8,354	85 %	0	0 %	9,302	94 %	560	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,685	5,365	94 %	4,874	86 %	112	2 %	5,382	95 %	295	5 %	84	1 %
Y23	BUSINESS & ADMINISTRATION	4,594	4,312	94 %	3,771	82 %	60	1 %	4,309	94 %	274	6 %	40	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,488	5,231	95 %	5,200	95 %	171	3 %	5,307	97 %	167	3 %	167	3 %
Y52	NONCAREER	2	0	0 %	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,546	1,471	95 %	1,365	88 %	28	2 %	1,462	95 %	79	5 %	31	2 %
Y99	CONFIDENTIAL	1,489	1,379	93 %	1,309	88 %	10	1 %	1,408	95 %	79	5 %	7	0 %
<b>STATEWIDE TOTALS:</b>		<b>46,944</b>	<b>44,659</b>	<b>95 %</b>	<b>41,389</b>	<b>88 %</b>	<b>1,446</b>	<b>3 %</b>	<b>44,627</b>	<b>95 %</b>	<b>2,172</b>	<b>5 %</b>	<b>1,422</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF48

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: March 19, 2011

### 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	386	21	20	0	0	205	7	0	0	0	43	296
ATTORNEY GENERAL	11	423	24	1	0	0	0	0	0	0	0	70	95
AUDITOR GENERAL	03	147	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	87	0	0	0	0	0	0	0	0	37	16	53
CIVIL SERVICE COMMISSION	19	409	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,296	40	74	194	0	132	41	0	731	515	479	2,206
CORRECTIONS	47	14,447	9	633	7,527	0	7	106	0	565	2,351	952	12,150
EDUCATION	31	450	1	6	0	4	0	3	0	24	159	83	280
ENERGY, LABOR & ECONOMIC GROWTH	64	3,762	264	43	0	917	93	6	0	21	358	624	2,326
EXECUTIVE OFFICE	01	39	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	9,899	190	30	0	50	3	3	0	96	6,401	1,218	7,991
MILITARY & VETERAN AFFAIRS	51	941	43	193	0	0	23	14	0	432	34	45	784
NATURAL RESOURCES & ENVIRONMNT	77	2,660	447	166	0	0	935	192	0	6	58	300	2,104
STATE	23	1,362	13	17	0	0	0	1	0	0	1	878	910
STATE POLICE	55	2,403	117	10	0	0	92	33	1,456	6	0	231	1,945
STRATEGIC FUND	07	132	0	1	0	0	0	2	0	0	0	20	23
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,423	0	237	0	0	31	60	0	0	1	291	620
TRANSPORTATION	59	2,658	55	681	0	0	531	439	0	0	3	232	1,941
TREASURY	27	1,827	10	15	0	0	19	3	0	0	9	591	647
<b>Grand Total:</b>		<b>47,751</b>	<b>1,234</b>	<b>2,129</b>	<b>7,721</b>	<b>971</b>	<b>2,071</b>	<b>910</b>	<b>1,456</b>	<b>1,881</b>	<b>9,927</b>	<b>6,075</b>	<b>34,375</b>

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

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

Source: Michigan Civil Service Commission HWF05

**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
Pay End Date: March 19, 2011

**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	386	16	8	12	2	0	52	90
ATTORNEY GENERAL	11	423	30	38	254	0	0	6	328
AUDITOR GENERAL	03	147	0	70	35	9	0	29	143
CIVIL RIGHTS	15	87	1	16	7	0	0	10	34
CIVIL SERVICE COMMISSION	19	409	1	344	51	0	1	12	409
COMMUNITY HEALTH	39	3,296	437	73	168	7	1	404	1,090
CORRECTIONS	47	14,447	164	134	130	1	0	1,868	2,297
EDUCATION	31	450	79	20	28	0	0	43	170
ENERGY, LABOR & ECONOMIC GROWTH	64	3,762	753	120	190	56	0	317	1,436
EXECUTIVE OFFICE	01	39	0	39	0	0	0	0	39
HUMAN SERVICES	43	9,899	494	199	146	0	1	1,068	1,908
MILITARY & VETERAN AFFAIRS	51	941	20	11	12	0	0	114	157
NATURAL RESOURCES & ENVIRONMNT	77	2,660	111	44	64	13	1	323	556
STATE	23	1,362	114	54	45	8	0	231	452
STATE POLICE	55	2,403	118	22	43	8	0	267	458
STRATEGIC FUND	07	132	68	14	17	0	0	10	109
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,423	1,228	157	147	31	27	213	1,803
TRANSPORTATION	59	2,658	194	90	78	28	0	327	717
TREASURY	27	1,827	772	64	119	43	2	180	1,180
<b>Grand Total:</b>		<b>47,751</b>	<b>4,600</b>	<b>1,517</b>	<b>1,546</b>	<b>206</b>	<b>33</b>	<b>5,474</b>	<b>13,376</b>

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

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

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.**  
36<sup>th</sup> District Court Judges taking office before 3/31/97.
- 25 Wayne County Retirement System.**  
36<sup>th</sup> 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.