

# **ANNUAL WORKFORCE REPORT**

**Third 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**  
**Third Quarter FY 2010-11**

**PROFILE OF CLASSIFIED EMPLOYEES**

|  |          |
|--|----------|
| Average Age .....                        | 44.8     |
| Average Annual Salary <sup>1</sup> ..... | \$53,912 |
| Average Years of Service .....           | 12.5     |

**WORK FORCE CHARACTERISTICS**

|  |       |
|--|-------|
| Females .....  | 52.3% |
| Males.....   | 47.7% |
| Eligible for Longevity .....                           | 50.1% |
| Less than Six Years of Service .....                   | 30.6% |
| Six to Ten Years of Service.....                       | 15.1% |
| Over Ten Years of Service.....                         | 54.3% |
| Exclusively Represented for Collective Bargaining..... | 72.9% |

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

|                       |       |
|-----------------------|-------|
| American Indian ..... | 1.0%  |
| Asian .....           | 1.4%  |
| Black .....           | 18.4% |
| Hispanic .....        | 2.8%  |
| White .....           | 75.5% |
| Not Disclosed .....   | 0.8%  |

<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.

## TABLE OF CONTENTS

|                                     |          |
|-------------------------------------|----------|
| <b>STATISTICAL HIGHLIGHTS .....</b> | <b>i</b> |
|-------------------------------------|----------|

|                                |           |
|--------------------------------|-----------|
| <b>TABLE OF CONTENTS .....</b> | <b>ii</b> |
|--------------------------------|-----------|

### **SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE**

|  |      |
|--|------|
| Table 1-1 - Active Classified Employees by Employee Status .....                           | 1-1  |
| Table 1-2 - Full-Time Equated Position Report by Department.....                           | 1-6  |
| Table 1-3 - Number and Percent of Classified Employees by Department .....                 | 1-10 |
| Table 1-4 - Fiscal Year to Date Average Number of Classified Employees by Department ..... | 1-11 |

### **SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

|  |     |
|--|-----|
| Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department .....                          | 2-1 |
| Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department..... | 2-2 |
| Table 2-10 - Age Distribution for Classified Employees by Department and Statewide.....                | 2-4 |
| Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2007-08 through Third Quarter 2011.....   | 2-5 |
| Table 2-11 - Active Classified Employees by Work County .....  | 2-6 |

### **SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW**

|  |      |
|--|------|
| Graph 3-1 - Average Years of Service by Department .....   | 3-1  |
| Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis..... | 3-2  |
| Table 3-2 - Statewide Separations by Reason, Third Quarter 2011.....   | 3-24 |
| Table 3-3 - New Hires, Returns and Separations by Department .....   | 3-25 |

### **SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING**

### **SECTION FIVE - BARGAINING UNIT CHARACTERISTICS**

|  |     |
|--|-----|
| Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit.....   | 5-1 |
| Table 5-1 - Employees Paying Union Membership Fees by Bargaining Unit.....   | 5-2 |
| Graph 5-2 - Average Years of Service by Bargaining Unit .....  | 5-3 |
| Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis ..... | 5-4 |

Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit..... 5-22

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by  
 Bargaining Unit ..... 5-23

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented ..... 5-25

Table 5-10- Bargaining Unit Analysis by Department, Non-Exclusively Represented ..... 5-26

**GLOSSARY**

Glossary ..... G-1

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: June 25, 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 | 359.0          | 0.0         | 9.0                    | 10.0         | 0.0        | 16.0        | 394.0               | 0.0                  | 394.0           |
| <b>AGRICULTURE</b>              |      | <b>359.0</b>   | <b>0.0</b>  | <b>9.0</b>             | <b>10.0</b>  | <b>0.0</b> | <b>16.0</b> | <b>394.0</b>        | <b>0.0</b>           | <b>394.0</b>    |
| ATY GNRL CENTRAL OFFICE         | 1101 | 408.0          | 3.0         | 0.0                    | 11.0         | 0.0        | 0.0         | 422.0               | 0.0                  | 422.0           |
| PACC                            | 1102 | 8.0            | 0.0         | 0.0                    | 1.0          | 0.0        | 0.0         | 9.0                 | 0.0                  | 9.0             |
| <b>ATTORNEY GENERAL</b>         |      | <b>416.0</b>   | <b>3.0</b>  | <b>0.0</b>             | <b>12.0</b>  | <b>0.0</b> | <b>0.0</b>  | <b>431.0</b>        | <b>0.0</b>           | <b>431.0</b>    |
| LEGISLATIVE AUDITOR GENERAL     | 0301 | 90.0           | 0.0         | 13.0                   | 26.0         | 0.0        | 4.0         | 133.0               | 0.0                  | 133.0           |
| <b>AUDITOR GENERAL</b>          |      | <b>90.0</b>    | <b>0.0</b>  | <b>13.0</b>            | <b>26.0</b>  | <b>0.0</b> | <b>4.0</b>  | <b>133.0</b>        | <b>0.0</b>           | <b>133.0</b>    |
| CIV RGHT CENTRAL OFFICE         | 1501 | 76.0           | 0.0         | 0.0                    | 15.0         | 0.0        | 0.0         | 91.0                | 0.0                  | 91.0            |
| <b>CIVIL RIGHTS</b>             |      | <b>76.0</b>    | <b>0.0</b>  | <b>0.0</b>             | <b>15.0</b>  | <b>0.0</b> | <b>0.0</b>  | <b>91.0</b>         | <b>0.0</b>           | <b>91.0</b>     |
| CIVIL SERVICE COMMISSION        | 1901 | 388.0          | 2.0         | 1.0                    | 9.0          | 1.0        | 15.0        | 416.0               | 1.0                  | 415.0           |
| <b>CIVIL SERVICE COMMISSION</b> |      | <b>388.0</b>   | <b>2.0</b>  | <b>1.0</b>             | <b>9.0</b>   | <b>1.0</b> | <b>15.0</b> | <b>416.0</b>        | <b>1.0</b>           | <b>415.0</b>    |
| DCH-CARO CENTER                 | 3902 | 310.0          | 1.0         | 0.0                    | 15.0         | 0.0        | 0.0         | 326.0               | 0.0                  | 326.0           |
| DCH-COM HEALTH CENTRAL OFFICE   | 3901 | 1,396.0        | 3.0         | 5.0                    | 20.0         | 0.0        | 54.0        | 1,478.0             | 1.0                  | 1,477.0         |
| DCH-CTR FORENSIC PSYCHIATRY     | 3920 | 476.0          | 1.0         | 0.0                    | 8.0          | 0.0        | 3.0         | 488.0               | 0.0                  | 488.0           |
| DCH-HAWTHORN CENTER NORTHVILLE  | 3906 | 132.0          | 2.0         | 0.0                    | 29.0         | 0.0        | 4.0         | 167.0               | 0.0                  | 167.0           |
| DCH-KALAMAZOO PSYCHIATRIC HOSP  | 3909 | 381.0          | 6.0         | 0.0                    | 66.0         | 0.0        | 0.0         | 453.0               | 0.0                  | 453.0           |
| DCH-OFFICE OF SERVICES TO TH    | 3970 | 30.0           | 0.0         | 1.0                    | 1.0          | 0.0        | 0.0         | 32.0                | 0.0                  | 32.0            |
| DCH-WALTER P. REUTHER PSY HOSP  | 3945 | 364.0          | 0.0         | 0.0                    | 0.0          | 0.0        | 0.0         | 364.0               | 0.0                  | 364.0           |
| OFFICE OF THE INSPECTOR GENERA  | 3947 | 20.0           | 0.0         | 0.0                    | 1.0          | 0.0        | 0.0         | 21.0                | 0.0                  | 21.0            |
| <b>COMMUNITY HEALTH</b>         |      | <b>3,109.0</b> | <b>13.0</b> | <b>6.0</b>             | <b>140.0</b> | <b>0.0</b> | <b>61.0</b> | <b>3,329.0</b>      | <b>1.0</b>           | <b>3,328.0</b>  |
| DOC-ADRIAN/GUS HARRISON FAC     | 4729 | 560.0          | 0.0         | 0.0                    | 2.0          | 0.0        | 0.0         | 562.0               | 0.0                  | 562.0           |
| DOC-ALGER MAX SECURITY CORRECT  | 4735 | 262.0          | 0.0         | 1.0                    | 1.0          | 0.0        | 2.0         | 266.0               | 0.0                  | 266.0           |
| DOC-BARAGA FACILITY             | 4740 | 346.0          | 1.0         | 0.0                    | 1.0          | 0.0        | 1.0         | 349.0               | 0.0                  | 349.0           |
| DOC-BELLAMY CREEK FACILITY      | 4748 | 460.0          | 0.0         | 0.0                    | 1.0          | 0.0        | 0.0         | 461.0               | 0.0                  | 461.0           |

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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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

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|--------------------------------|------|-----------|-----------|------------------------|--------------|----------|------------|---------------------|----------------------|-----------------|
| DOC-BROOKS FACTY/MUSKEGON TEMP | 4730 | 579.0     | 1.0       | 0.0                    | 1.0          | 0.0      | 1.0        | 582.0               | 0.0                  | 582.0           |
| DOC-CARSON CITY FAC/CARSON CIT | 4731 | 503.0     | 0.0       | 0.0                    | 2.0          | 0.0      | 1.0        | 506.0               | 0.0                  | 506.0           |
| DOC-CENTRAL MICHIGAN FACILITY  | 4744 | 448.0     | 1.0       | 0.0                    | 1.0          | 0.0      | 2.0        | 452.0               | 0.0                  | 452.0           |
| DOC-CHIPPEWA FAC/CHIPPEWA TEM  | 4732 | 501.0     | 2.0       | 0.0                    | 1.0          | 0.0      | 1.0        | 505.0               | 0.0                  | 505.0           |
| DOC-COOPER STREET FACILITY     | 4752 | 415.0     | 0.0       | 0.0                    | 2.0          | 0.0      | 0.0        | 417.0               | 0.5                  | 416.5           |
| DOC-CORRECTN CENTRAL OFFICE    | 4702 | 437.0     | 0.0       | 0.0                    | 30.0         | 0.0      | 42.0       | 509.0               | 0.0                  | 509.0           |
| DOC-COTTON FACILITY            | 4720 | 456.0     | 0.0       | 0.0                    | 2.0          | 0.0      | 0.0        | 458.0               | 1.5                  | 456.5           |
| DOC-EGELER FACILITY            | 4727 | 591.0     | 0.0       | 0.0                    | 3.0          | 0.0      | 0.0        | 594.0               | 0.0                  | 594.0           |
| DOC-FIELD OPERATION REGION III | 4763 | 948.0     | 10.0      | 2.0                    | 3.0          | 0.0      | 0.0        | 963.0               | 0.0                  | 963.0           |
| 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 | 325.0     | 1.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 326.0               | 0.0                  | 326.0           |
| DOC-HURON VALLEY CORR COMPLEX  | 4715 | 592.0     | 3.0       | 0.0                    | 2.0          | 0.0      | 0.0        | 597.0               | 0.0                  | 597.0           |
| DOC-IONIA MAXIMUM FACILITY     | 4724 | 315.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 315.0               | 0.0                  | 315.0           |
| DOC-JACKSON CENTRAL REGION     | 4750 | 140.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 140.0               | 0.0                  | 140.0           |
| DOC-KINROSS/HIAWATHA FACILITY  | 4712 | 383.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 384.0               | 0.0                  | 384.0           |
| DOC-LAKELAND MENS FACILITY     | 4718 | 335.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 335.0               | 0.0                  | 335.0           |
| DOC-MACOMB FACILITY            | 4741 | 357.0     | 1.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 359.0               | 0.0                  | 359.0           |
| DOC-MARQUETTE BRANCH PRISON    | 4706 | 354.0     | 0.0       | 0.0                    | 2.0          | 0.0      | 3.0        | 359.0               | 0.0                  | 359.0           |
| DOC-MAXEY CORRECTIONAL         | 4749 | 235.0     | 0.0       | 0.0                    | 2.0          | 0.0      | 0.0        | 237.0               | 0.0                  | 237.0           |
| DOC-MICHIGAN REFORMATORY       | 4707 | 320.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 4.0        | 325.0               | 0.0                  | 325.0           |
| DOC-MICHIGAN STATE INDUSTRIES  | 4709 | 134.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 2.0        | 136.0               | 0.0                  | 136.0           |
| DOC-MOUND FACILITY             | 4737 | 313.0     | 0.0       | 0.0                    | 0.0          | 0.0      | 0.0        | 313.0               | 0.0                  | 313.0           |
| DOC-NEWBERRY FACILITY          | 4743 | 270.0     | 0.0       | 0.0                    | 2.0          | 0.0      | 0.0        | 272.0               | 0.0                  | 272.0           |
| DOC-OAKS FACILITY              | 4739 | 322.0     | 0.0       | 0.0                    | 1.0          | 0.0      | 0.0        | 323.0               | 0.0                  | 323.0           |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: June 25, 2011

| DEPARTMENT / PROCESS LEVEL     |      | FULL-TIME       | PART-TIME   | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL    | NON CAREER  | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--------------------------------|------|-----------------|-------------|------------------------|--------------|-------------|-------------|---------------------|----------------------|-----------------|
| DOC-OJIBWAY FACILITY           | 4746 | 229.0           | 2.0         | 0.0                    | 1.0          | 0.0         | 4.0         | 236.0               | 0.0                  | 236.0           |
| DOC-PARNALL FACILITY           | 4751 | 306.0           | 0.0         | 1.0                    | 0.0          | 0.0         | 0.0         | 307.0               | 0.0                  | 307.0           |
| DOC-PUGSLEY FACILITY           | 4745 | 245.0           | 1.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 247.0               | 0.0                  | 247.0           |
| DOC-RYAN FACILITY              | 4738 | 309.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 310.0               | 0.0                  | 310.0           |
| DOC-SAGINAW FACILITY           | 4742 | 351.0           | 3.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 355.0               | 0.0                  | 355.0           |
| DOC-ST. LOUIS FACILITY         | 4733 | 346.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 1.0         | 348.0               | 0.0                  | 348.0           |
| DOC-THUMB FACILITY             | 4725 | 313.0           | 0.0         | 0.0                    | 2.0          | 0.0         | 0.0         | 315.0               | 0.0                  | 315.0           |
| NTHRN REGION ADMIN AND SUPPORT | 4714 | 57.0            | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 57.0                | 0.0                  | 57.0            |
| SOUTHERN REGION - IONIA        | 4711 | 49.0            | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 49.0                | 0.0                  | 49.0            |
| <b>CORRECTIONS</b>             |      | <b>13,926.0</b> | <b>26.0</b> | <b>5.0</b>             | <b>71.0</b>  | <b>0.0</b>  | <b>64.0</b> | <b>14,092.0</b>     | <b>2.0</b>           | <b>14,090.0</b> |
| EDUCATION                      | 3103 | 338.0           | 5.0         | 3.0                    | 37.0         | 68.0        | 3.0         | 454.0               | 1.0                  | 453.0           |
| <b>EDUCATION</b>               |      | <b>338.0</b>    | <b>5.0</b>  | <b>3.0</b>             | <b>37.0</b>  | <b>68.0</b> | <b>3.0</b>  | <b>454.0</b>        | <b>1.0</b>           | <b>453.0</b>    |
| DNRE-ENVIRONMENTAL QUALITY     | 7601 | 1,055.0         | 7.0         | 15.0                   | 12.0         | 0.0         | 11.0        | 1,100.0             | 3.0                  | 1,097.0         |
| <b>ENVIRONMENTAL QUALITY</b>   |      | <b>1,055.0</b>  | <b>7.0</b>  | <b>15.0</b>            | <b>12.0</b>  | <b>0.0</b>  | <b>11.0</b> | <b>1,100.0</b>      | <b>3.0</b>           | <b>1,097.0</b>  |
| OFFICE OF THE GOVERNOR         | 0101 | 0.0             | 0.0         | 0.0                    | 40.0         | 0.0         | 0.0         | 40.0                | 0.0                  | 40.0            |
| <b>EXECUTIVE OFFICE</b>        |      | <b>0.0</b>      | <b>0.0</b>  | <b>0.0</b>             | <b>40.0</b>  | <b>0.0</b>  | <b>0.0</b>  | <b>40.0</b>         | <b>0.0</b>           | <b>40.0</b>     |
| DHS-BERRIEN COUNTY             | 4322 | 150.0           | 0.0         | 0.0                    | 7.0          | 4.0         | 0.0         | 161.0               | 0.0                  | 161.0           |
| DHS-CALHOUN COUNTY             | 4323 | 146.0           | 0.0         | 0.0                    | 20.0         | 0.0         | 0.0         | 166.0               | 0.0                  | 166.0           |
| DHS-COUNTIES                   | 4308 | 2,426.0         | 2.0         | 1.0                    | 249.0        | 24.0        | 0.0         | 2,702.0             | 4.5                  | 2,697.5         |
| DHS-DPT OF HUMAN SVCS CNTL OFC | 4301 | 1,875.0         | 4.0         | 16.0                   | 148.0        | 3.0         | 10.0        | 2,056.0             | 1.5                  | 2,054.5         |
| DHS-GENESEE COUNTY             | 4302 | 532.0           | 0.0         | 0.0                    | 33.0         | 0.0         | 0.0         | 565.0               | 0.0                  | 565.0           |
| DHS-INGHAM COUNTY              | 4312 | 239.0           | 0.0         | 0.0                    | 28.0         | 0.0         | 0.0         | 267.0               | 0.0                  | 267.0           |
| DHS - INSTITUTIONS             | 4307 | 61.0            | 0.0         | 9.0                    | 10.0         | 0.0         | 1.0         | 81.0                | 0.0                  | 81.0            |

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|---|------|----------------|-------------|------------------------|--------------|-------------|--------------|---------------------|----------------------|-----------------|
| DHS-JACKSON COUNTY                        | 4315 | 124.0          | 0.0         | 0.0                    | 20.0         | 0.0         | 0.0          | 144.0               | 0.0                  | 144.0           |
| DHS-KALAMAZOO COUNTY                      | 4314 | 211.0          | 0.0         | 0.0                    | 24.0         | 0.0         | 1.0          | 236.0               | 0.0                  | 236.0           |
| DHS-KENT COUNTY                           | 4303 | 400.0          | 0.0         | 0.0                    | 77.0         | 9.0         | 0.0          | 486.0               | 3.0                  | 483.0           |
| DHS-MACOMB COUNTY                         | 4304 | 501.0          | 0.0         | 0.0                    | 5.0          | 0.0         | 0.0          | 506.0               | 5.0                  | 501.0           |
| DHS-MAXEY TRAINING SCHOOL                 | 4311 | 83.0           | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0          | 83.0                | 0.0                  | 83.0            |
| DHS-MUSKEGON COUNTY                       | 4324 | 211.0          | 0.0         | 0.0                    | 36.0         | 0.0         | 0.0          | 247.0               | 0.0                  | 247.0           |
| DHS-OAKLAND COUNTY                        | 4305 | 482.0          | 0.0         | 2.0                    | 53.0         | 0.0         | 0.0          | 537.0               | 0.0                  | 537.0           |
| DHS-SAGINAW COUNTY                        | 4313 | 217.0          | 0.0         | 0.0                    | 26.0         | 0.0         | 0.0          | 243.0               | 0.0                  | 243.0           |
| DHS-WASHTENAW                             | 4325 | 145.0          | 0.0         | 0.0                    | 16.0         | 0.0         | 0.0          | 161.0               | 0.0                  | 161.0           |
| DHS-WAYNE COUNTY DSS                      | 4306 | 69.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0          | 70.0                | 0.0                  | 70.0            |
| DHS-WAYNE COUNTY O.C.Y.S.                 | 4320 | 662.0          | 0.0         | 0.0                    | 4.0          | 0.0         | 0.0          | 666.0               | 0.0                  | 666.0           |
| DHS-WAYNE COUNTY ZONE 3                   | 4318 | 382.0          | 0.0         | 0.0                    | 89.0         | 0.0         | 0.0          | 471.0               | 0.0                  | 471.0           |
| DHS-WAYNE COUNTY ZONE 4                   | 4319 | 440.0          | 0.0         | 0.0                    | 44.0         | 0.0         | 0.0          | 484.0               | 0.0                  | 484.0           |
| DHS-WAYNE COUNTY ZONE L                   | 4316 | 341.0          | 0.0         | 0.0                    | 45.0         | 0.0         | 0.0          | 386.0               | 0.0                  | 386.0           |
| <b>HUMAN SERVICES</b>                     |      | <b>9,697.0</b> | <b>6.0</b>  | <b>28.0</b>            | <b>935.0</b> | <b>40.0</b> | <b>12.0</b>  | <b>10,718.0</b>     | <b>14.0</b>          | <b>10,704.0</b> |
| TECH, MGMT AND BUDGET - IT                | 0801 | 1,444.0        | 3.0         | 0.0                    | 22.0         | 0.0         | 64.0         | 1,533.0             | 0.0                  | 1,533.0         |
| <b>INFORMATION TECHNOLOGY</b>             |      | <b>1,444.0</b> | <b>3.0</b>  | <b>0.0</b>             | <b>22.0</b>  | <b>0.0</b>  | <b>64.0</b>  | <b>1,533.0</b>      | <b>0.0</b>           | <b>1,533.0</b>  |
| LICENSING AND REGULATORY AFF              | 6401 | 3,267.0        | 10.0        | 7.0                    | 333.0        | 54.0        | 115.0        | 3,786.0             | 1.5                  | 3,784.5         |
| MES BOARD OF REVIEW                       | 6415 | 18.0           | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0          | 18.0                | 0.0                  | 18.0            |
| <b>LICENSING &amp; REGULATORY AFFAIRS</b> |      | <b>3,285.0</b> | <b>10.0</b> | <b>7.0</b>             | <b>333.0</b> | <b>54.0</b> | <b>115.0</b> | <b>3,804.0</b>      | <b>1.5</b>           | <b>3,802.5</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 | 794.0          | 3.0         | 3.0                    | 48.0         | 0.0         | 28.0         | 876.0               | 12.0                 | 864.0           |
| <b>MANAGEMENT &amp; BUDGET</b>            |      | <b>794.0</b>   | <b>3.0</b>  | <b>3.0</b>             | <b>49.0</b>  | <b>0.0</b>  | <b>28.0</b>  | <b>877.0</b>        | <b>12.0</b>          | <b>865.0</b>    |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: June 25, 2011

| DEPARTMENT / PROCESS LEVEL            |      | FULL-TIME       | PART-TIME    | PERMANENT INTERMITTENT | LIMITED TERM   | SEASONAL     | NON CAREER     | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|---------------------------------------|------|-----------------|--------------|------------------------|----------------|--------------|----------------|---------------------|----------------------|-----------------|
| D.J. JACOBETTI HOME FOR VETERA        | 5103 | 143.0           | 4.0          | 2.0                    | 0.0            | 2.0          | 3.0            | 154.0               | 0.5                  | 153.5           |
| GRAND RAPIDS HOME FOR VETERANS        | 5102 | 383.0           | 1.0          | 13.0                   | 22.0           | 8.0          | 22.0           | 449.0               | 0.0                  | 449.0           |
| MIL AFFR CENTRAL OFFICE               | 5101 | 249.0           | 1.0          | 5.0                    | 16.0           | 33.0         | 52.0           | 356.0               | 0.0                  | 356.0           |
| <b>MILITARY &amp; VETERAN AFFAIRS</b> |      | <b>775.0</b>    | <b>6.0</b>   | <b>20.0</b>            | <b>38.0</b>    | <b>43.0</b>  | <b>77.0</b>    | <b>959.0</b>        | <b>0.5</b>           | <b>958.5</b>    |
| DNRE-NATURAL RESOURCES                | 7501 | 1,188.0         | 1.0          | 57.0                   | 40.0           | 269.0        | 1,533.0        | 3,088.0             | 0.0                  | 3,088.0         |
| <b>NATURAL RESOURCES</b>              |      | <b>1,188.0</b>  | <b>1.0</b>   | <b>57.0</b>            | <b>40.0</b>    | <b>269.0</b> | <b>1,533.0</b> | <b>3,088.0</b>      | <b>0.0</b>           | <b>3,088.0</b>  |
| DEPARTMENT OF STATE                   | 2301 | 1,032.0         | 0.0          | 96.0                   | 127.0          | 0.0          | 163.0          | 1,418.0             | 0.0                  | 1,418.0         |
| <b>STATE</b>                          |      | <b>1,032.0</b>  | <b>0.0</b>   | <b>96.0</b>            | <b>127.0</b>   | <b>0.0</b>   | <b>163.0</b>   | <b>1,418.0</b>      | <b>0.0</b>           | <b>1,418.0</b>  |
| STATE POLICE                          | 5501 | 2,273.0         | 29.0         | 5.0                    | 29.0           | 0.0          | 5.0            | 2,341.0             | 1.0                  | 2,340.0         |
| <b>STATE POLICE</b>                   |      | <b>2,273.0</b>  | <b>29.0</b>  | <b>5.0</b>             | <b>29.0</b>    | <b>0.0</b>   | <b>5.0</b>     | <b>2,341.0</b>      | <b>1.0</b>           | <b>2,340.0</b>  |
| STRATEGIC FUND                        | 0740 | 118.0           | 2.0          | 1.0                    | 6.0            | 0.0          | 0.0            | 127.0               | 0.0                  | 127.0           |
| <b>STRATEGIC FUND</b>                 |      | <b>118.0</b>    | <b>2.0</b>   | <b>1.0</b>             | <b>6.0</b>     | <b>0.0</b>   | <b>0.0</b>     | <b>127.0</b>        | <b>0.0</b>           | <b>127.0</b>    |
| BRIDGE AUTHORITIES-INTERNATION        | 5903 | 31.0            | 0.0          | 0.0                    | 1.0            | 0.0          | 23.0           | 55.0                | 0.0                  | 55.0            |
| BRIDGE AUTHORITIES-MACKINAC           | 5902 | 35.0            | 0.0          | 28.0                   | 4.0            | 1.0          | 9.0            | 77.0                | 0.0                  | 77.0            |
| TRANSPORTATION CENTRAL OFFICE         | 5901 | 2,308.0         | 11.0         | 18.0                   | 61.0           | 19.0         | 359.0          | 2,776.0             | 5.0                  | 2,771.0         |
| <b>TRANSPORTATION</b>                 |      | <b>2,374.0</b>  | <b>11.0</b>  | <b>46.0</b>            | <b>66.0</b>    | <b>20.0</b>  | <b>391.0</b>   | <b>2,908.0</b>      | <b>5.0</b>           | <b>2,903.0</b>  |
| BUREAU OF STATE LOTTERY               | 2795 | 164.0           | 0.0          | 0.0                    | 0.0            | 0.0          | 25.0           | 189.0               | 0.0                  | 189.0           |
| GAMING CONTROL                        | 2707 | 94.0            | 0.0          | 3.0                    | 5.0            | 3.0          | 10.0           | 115.0               | 0.0                  | 115.0           |
| MSHDA                                 | 2705 | 273.0           | 7.0          | 3.0                    | 22.0           | 0.0          | 34.0           | 339.0               | 1.0                  | 338.0           |
| TREASURY CENTRAL PAYROLL              | 2701 | 1,109.0         | 4.0          | 9.0                    | 57.0           | 0.0          | 16.0           | 1,195.0             | 0.0                  | 1,195.0         |
| <b>TREASURY</b>                       |      | <b>1,640.0</b>  | <b>11.0</b>  | <b>15.0</b>            | <b>84.0</b>    | <b>3.0</b>   | <b>85.0</b>    | <b>1,838.0</b>      | <b>1.0</b>           | <b>1,837.0</b>  |
| <b>STATEWIDE TOTAL</b>                |      | <b>44,377.0</b> | <b>138.0</b> | <b>330.0</b>           | <b>2,101.0</b> | <b>498.0</b> | <b>2,647.0</b> | <b>50,091.0</b>     | <b>43.0</b>          | <b>50,048.0</b> |

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## Full-Time Equated Position Report by Department

| DEPARTMENT                      | FTE Positions<br>Fiscal Year 2011<br>Appropriated<br>(A) | FTE Positions<br>6/25/2011<br>(B) | FTE Positions<br>3/19/2011<br>(C) | Difference<br>6/25/2011 and<br>3/19/2011<br>(B-C) | Difference<br>6/25/2011 and<br>Appropriated<br>(B-A) |
|---------------------------------|--|-----------------------------------|-----------------------------------|---|--|
| <b>AGRICULTURE</b>              |  |                                   |                                   |   |  |
| Regular                         | 456.5  | 381.1                             | 369.7                             | 11.3  | -75.4  |
| Overtime                        | 0.0  | 0.0                               | 0.3                               | -0.3  | 0.0  |
| Total                           | 456.5  | 381.1                             | 370.1                             | 11.0  | -75.4  |
| <b>ATTORNEY GENERAL</b>         |  |                                   |                                   |   |  |
| Regular                         | 514.0  | 426.3                             | 415.4                             | 10.8  | -87.7  |
| Overtime                        | 0.0  | 0.2                               | 0.3                               | -0.1  | 0.2  |
| Total                           | 514.0  | 426.5                             | 415.7                             | 10.8  | -87.5  |
| <b>AUDITOR GENERAL</b>          |  |                                   |                                   |   |  |
| Regular                         | 0.0  | 129.0                             | 138.9                             | -9.9  | 129.0  |
| Overtime                        | 0.0  | 0.0                               | 0.0                               | 0.0   | 0.0  |
| Total                           | 0.0  | 129.0                             | 138.9                             | -9.9  | 129.0  |
| <b>CIVIL RIGHTS</b>             |  |                                   |                                   |   |  |
| Regular                         | 113.0  | 90.4                              | 86.3                              | 4.1   | -22.6  |
| Overtime                        | 0.0  | 0.0                               | 0.0                               | 0.0   | 0.0  |
| Total                           | 113.0  | 90.4                              | 86.3                              | 4.1   | -22.6  |
| <b>CIVIL SERVICE COMMISSION</b> |  |                                   |                                   |   |  |
| Regular                         | 506.5  | 409.7                             | 399.1                             | 10.6  | -96.8  |
| Overtime                        | 0.0  | 2.3                               | 2.5                               | -0.3  | 2.3  |
| Total                           | 506.5  | 412.0                             | 401.6                             | 10.4  | -94.5  |
| <b>COMMUNITY HEALTH</b>         |  |                                   |                                   |   |  |
| Regular                         | 4,393.8  | 3,285.7                           | 3,235.4                           | 50.2  | -1,108.1   |
| Overtime                        | 0.0  | 120.8                             | 125.4                             | -4.5  | 120.8  |
| Total                           | 4,393.8  | 3,406.5                           | 3,360.8                           | 45.7  | -987.3   |

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80).

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

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Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

| DEPARTMENT                                | FTE Positions<br>Fiscal Year 2011<br>Appropriated<br>(A) | FTE Positions<br>6/25/2011<br>(B) | FTE Positions<br>3/19/2011<br>(C) | Difference<br>6/25/2011 and<br>3/19/2011<br>(B-C) | Difference<br>6/25/2011 and<br>Appropriated<br>(B-A) |
|---|--|-----------------------------------|-----------------------------------|---|--|
| <b>CORRECTIONS</b>                        |  |                                   |                                   |   |  |
| Regular                                   | 15,856.5   | 14,073.6                          | 14,416.2                          | -342.6  | -1,782.9   |
| Overtime                                  | 0.0  | 612.3                             | 573.9                             | 38.3  | 612.3  |
| Total                                     | 15,856.5   | 14,685.9                          | 14,990.1                          | -304.2  | -1,170.6   |
| <b>EDUCATION</b>                          |  |                                   |                                   |   |  |
| Regular                                   | 556.5  | 424.8                             | 443.9                             | -19.1   | -131.7   |
| Overtime                                  | 0.0  | 0.6                               | 2.1                               | -1.5  | 0.6  |
| Total                                     | 556.5  | 425.4                             | 446.0                             | -20.6   | -131.1   |
| <b>ENVIRONMENTAL QUALITY</b>              |  |                                   |                                   |   |  |
| Regular                                   | 1,480.1  | 1,075.9                           | 0.0                               | 1,075.9   | -404.2   |
| Overtime                                  | 0.0  | 4.9                               | 0.0                               | 4.9   | 4.9  |
| Total                                     | 1,480.1  | 1,080.8                           | 0.0                               | 1,080.8   | -399.3   |
| <b>EXECUTIVE OFFICE</b>                   |  |                                   |                                   |   |  |
| Regular                                   | 74.2   | 39.5                              | 38.5                              | 1.0   | -34.7  |
| Overtime                                  | 0.0  | 0.0                               | 0.0                               | 0.0   | 0.0  |
| Total                                     | 74.2   | 39.5                              | 38.5                              | 1.0   | -34.7  |
| <b>HUMAN SERVICES</b>                     |  |                                   |                                   |   |  |
| Regular                                   | 11,869.5   | 10,640.0                          | 9,792.9                           | 847.1   | -1,229.5   |
| Overtime                                  | 0.0  | 353.5                             | 284.7                             | 68.8  | 353.5  |
| Total                                     | 11,869.5   | 10,993.5                          | 10,077.6                          | 915.9   | -876.0   |
| <b>LICENSING &amp; REGULATORY AFFAIRS</b> |  |                                   |                                   |   |  |
| Regular                                   | 4,359.5  | 3,752.5                           | 3,686.3                           | 66.2  | -607.0   |
| Overtime                                  | 0.0  | 137.3                             | 160.2                             | -22.9   | 137.3  |
| Total                                     | 4,359.5  | 3,889.9                           | 3,846.5                           | 43.3  | -469.6   |

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|---|--|-----------------------------------|-----------------------------------|---|--|
| <b>MILITARY &amp; VETERAN AFFAIRS</b>     |  |                                   |                                   |   |  |
| Regular                                   | 970.0  | 926.2                             | 887.0                             | 39.2  | -43.8  |
| Overtime                                  | 0.0  | 30.4                              | 11.8                              | 18.6  | 30.4   |
| Total                                     | 970.0  | 956.6                             | 898.8                             | 57.8  | -13.4  |
| <b>NATURAL RESOURCES</b>                  |  |                                   |                                   |   |  |
| Regular                                   | 2,189.4  | 2,877.7                           | 0.0                               | 2,877.7   | 688.3  |
| Overtime                                  | 0.0  | 36.9                              | 0.0                               | 36.9  | 36.9   |
| Total                                     | 2,189.4  | 2,914.6                           | 0.0                               | 2,914.6   | 725.2  |
| <b>NATURAL RESOURCES &amp; ENVIRONMNT</b> |  |                                   |                                   |   |  |
| Regular                                   | 0.0  | 0.0                               | 2,509.1                           | -2,509.1  | 0.0  |
| Overtime                                  | 0.0  | 0.0                               | 5.0                               | -5.0  | 0.0  |
| Total                                     | 0.0  | 0.0                               | 2,514.1                           | -2,514.1  | 0.0  |
| <b>STATE</b>                              |  |                                   |                                   |   |  |
| Regular                                   | 1,809.0  | 1,372.3                           | 1,301.2                           | 71.1  | -436.7   |
| Overtime                                  | 0.0  | 8.4                               | 10.7                              | -2.3  | 8.4  |
| Total                                     | 1,809.0  | 1,380.7                           | 1,311.9                           | 68.8  | -428.3   |
| <b>STATE POLICE</b>                       |  |                                   |                                   |   |  |
| Regular                                   | 2,764.0  | 2,311.7                           | 2,370.9                           | -59.2   | -452.3   |
| Overtime                                  | 0.0  | 137.1                             | 112.9                             | 24.2  | 137.1  |
| Total                                     | 2,764.0  | 2,448.8                           | 2,483.8                           | -35.0   | -315.2   |
| <b>STRATEGIC FUND</b>                     |  |                                   |                                   |   |  |
| Regular                                   | 155.0  | 125.0                             | 131.0                             | -6.0  | -30.0  |
| Overtime                                  | 0.0  | 0.0                               | 0.0                               | 0.0   | 0.0  |
| Total                                     | 155.0  | 125.0                             | 131.0                             | -6.0  | -30.0  |

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).

Appropriated Position Figures are provided by DTMB, 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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

| DEPARTMENT                                 | FTE Positions<br>Fiscal Year 2011<br>Appropriated<br>(A) | FTE Positions<br>6/25/2011<br>(B) | FTE Positions<br>3/19/2011<br>(C) | Difference<br>6/25/2011 and<br>3/19/2011<br>(B-C) | Difference<br>6/25/2011 and<br>Appropriated<br>(B-A) |
|--|--|-----------------------------------|-----------------------------------|---|--|
| <b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b> |  |                                   |                                   |   |  |
| Regular                                    | 2,460.0  | 2,380.8                           | 2,383.7                           | -2.9  | -79.2  |
| Overtime                                   | 0.0  | 23.8                              | 29.6                              | -5.8  | 23.8   |
| Total                                      | 2,460.0  | 2,404.6                           | 2,413.3                           | -8.7  | -55.4  |
| <b>TRANSPORTATION</b>                      |  |                                   |                                   |   |  |
| Regular                                    | 3,016.3  | 2,860.7                           | 2,598.1                           | 262.6   | -155.6   |
| Overtime                                   | 0.0  | 151.5                             | 53.1                              | 98.4  | 151.5  |
| Total                                      | 3,016.3  | 3,012.2                           | 2,651.2                           | 361.0   | -4.1   |
| <b>TREASURY</b>                            |  |                                   |                                   |   |  |
| Regular                                    | 2,034.5  | 1,796.7                           | 1,765.8                           | 30.9  | -237.8   |
| Overtime                                   | 0.0  | 5.6                               | 16.6                              | -11.0   | 5.6  |
| Total                                      | 2,034.5  | 1,802.3                           | 1,782.4                           | 19.9  | -232.2   |
| <b>STATEWIDE TOTALS</b>                    |  |                                   |                                   |   |  |
| <b>Total Regular</b>                       | <b>55,578.3</b>  | <b>49,379.6</b>                   | <b>46,969.4</b>                   | <b>2,410.2</b>                                    | <b>-6,198.7</b>                                      |
| <b>Total Overtime</b>                      | <b>0.0</b>   | <b>1,625.7</b>                    | <b>1,389.2</b>                    | <b>236.5</b>                                      | <b>1,625.7</b>                                       |
| <b>Grand Total</b>                         | <b>55,578.3</b>  | <b>51,005.3</b>                   | <b>48,358.6</b>                   | <b>2,646.6</b>                                    | <b>-4,573.0</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).

Appropriated Position Figures are provided by DTMB, 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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

Source: Michigan Civil Service Commission MPR-0159

## NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

| DEPARTMENT                      | March 19, 2011      |                                       | June 25, 2011       |                                       |
|---------------------------------|---------------------|---------------------------------------|---------------------|---------------------------------------|
|                                 | NUMBER OF EMPLOYEES | PERCENT OF TOTAL CLASSIFIED EMPLOYEES | NUMBER OF EMPLOYEES | PERCENT OF TOTAL CLASSIFIED EMPLOYEES |
| Agriculture                     | 386.0               | 0.8%                                  | 394.0               | 0.8%                                  |
| Attorney General                | 423.0               | 0.9%                                  | 431.0               | 0.9%                                  |
| Auditor General                 | 147.0               | 0.3%                                  | 133.0               | 0.3%                                  |
| Civil Rights                    | 87.0                | 0.2%                                  | 91.0                | 0.2%                                  |
| Civil Service Commission        | 407.5               | 0.9%                                  | 415.0               | 0.8%                                  |
| Community Health                | 3,295.0             | 6.9%                                  | 3,328.0             | 6.6%                                  |
| Corrections                     | 14,445.0            | 30.3%                                 | 14,090.0            | 28.2%                                 |
| Education                       | 449.0               | 0.9%                                  | 453.0               | 0.9%                                  |
| Environmental Quality           | 0.0                 | 0.0%                                  | 1,097.0             | 2.2%                                  |
| Executive Office                | 39.0                | 0.1%                                  | 40.0                | 0.1%                                  |
| Human Services                  | 9,888.5             | 20.7%                                 | 10,704.0            | 21.4%                                 |
| Licensing & Regulatory Affairs  | 3,760.5             | 7.9%                                  | 3,802.5             | 7.6%                                  |
| Military & Veterans Affairs     | 940.5               | 2.0%                                  | 958.5               | 1.9%                                  |
| Natural Resources               | 0.0                 | 0.0%                                  | 3,088.0             | 6.2%                                  |
| Natural Resources & Environmnt  | 2,657.0             | 5.6%                                  | 0.0                 | 0.0%                                  |
| State                           | 1,362.0             | 2.9%                                  | 1,418.0             | 2.8%                                  |
| State Police                    | 2,402.0             | 5.0%                                  | 2,340.0             | 4.7%                                  |
| Strategic Fund                  | 132.0               | 0.3%                                  | 127.0               | 0.3%                                  |
| Technology, Management & Budget | 2,411.5             | 5.1%                                  | 2,398.0             | 4.8%                                  |
| Transportation                  | 2,653.5             | 5.6%                                  | 2,903.0             | 5.8%                                  |
| Treasury                        | 1,826.0             | 3.8%                                  | 1,837.0             | 3.7%                                  |
| <b>TOTAL</b>                    | <b>47,712.0</b>     | <b>100.0%</b>                         | <b>50,048.0</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 increased by 2,336 from March 19, 2011 to June 25, 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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

Source: Michigan Civil Service Commission HWF03

**STATE OF MICHIGAN**  
**FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES**  
**BY DEPARTMENT**

Table 1-4

Pay End Date: June 25, 2011

| Department                     | Current Period Number of Employees |
|--------------------------------|------------------------------------|
| AGRICULTURE                    | 388.0                              |
| ATTORNEY GENERAL               | 431.0                              |
| AUDITOR GENERAL                | 129.0                              |
| CIVIL RIGHTS                   | 91.0                               |
| CIVIL SERVICE COMMISSION       | 403.0                              |
| COMMUNITY HEALTH               | 3,267.0                            |
| CORRECTIONS                    | 14,046.0                           |
| EDUCATION                      | 450.0                              |
| ENVIRONMENTAL QUALITY          | 1,086.0                            |
| EXECUTIVE OFFICE               | 40.0                               |
| HUMAN SERVICES                 | 10,693.0                           |
| INFORMATION TECHNOLOGY         | 1,471.0                            |
| LICENSING & REGULATORY AFFAIRS | 3,687.5                            |
| MANAGEMENT AND BUDGET          | 837.0                              |
| MILITARY & VETERAN AFFAIRS     | 899.5                              |
| NATURAL RESOURCES              | 1,600.0                            |
| STATE                          | 1,255.0                            |
| STATE POLICE                   | 2,335.0                            |
| STRATEGIC FUND                 | 127.0                              |
| TRANSPORTATION                 | 2,512.0                            |
| TREASURY                       | 1,757.0                            |
| <b>Sum:</b>                    | <b>47,505.0</b>                    |

| Department                     | Number of Pay Periods | FYTD Average Number of Employees |
|--------------------------------|-----------------------|----------------------------------|
| AGRICULTURE                    | 20                    | 395.7                            |
| ATTORNEY GENERAL               | 20                    | 433.0                            |
| AUDITOR GENERAL                | 20                    | 134.9                            |
| CIVIL RIGHTS                   | 20                    | 89.9                             |
| CIVIL SERVICE COMMISSION       | 20                    | 417.1                            |
| COMMUNITY HEALTH               | 20                    | 3,501.1                          |
| CORRECTIONS                    | 20                    | 14,325.7                         |
| EDUCATION                      | 20                    | 446.5                            |
| ENVIRONMENTAL QUALITY          | 10                    | 441.9                            |
| EXECUTIVE OFFICE               | 20                    | 37.0                             |
| HUMAN SERVICES                 | 20                    | 10,211.6                         |
| INFORMATION TECHNOLOGY         | 20                    | 1,559.6                          |
| LICENSING & REGULATORY AFFAIRS | 20                    | 3,736.1                          |
| MANAGEMENT AND BUDGET          | 20                    | 839.5                            |
| MILITARY & VETERAN AFFAIRS     | 20                    | 888.6                            |
| NATURAL RESOURCES              | 14                    | 630.2                            |
| NATURAL RESOURCES & ENVIRONMNT | 13                    | 1,557.1                          |
| STATE                          | 20                    | 1,261.7                          |
| STATE POLICE                   | 20                    | 2,410.1                          |
| STRATEGIC FUND                 | 20                    | 137.7                            |
| TRANSPORTATION                 | 20                    | 2,627.0                          |
| TREASURY                       | 20                    | 1,752.7                          |
| <b>Sum:</b>                    |                       | <b>47,834.4</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 99% 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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

Source: Michigan Civil Service Commission HWF09

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

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

Pay Period Ending: June 25, 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                    | 394                 | 0.8 %                           | 48.0        | \$29.91          | 318                                       | 80.7 %                                       |
| ATTORNEY GENERAL               | 431                 | 0.9 %                           | 46.5        | \$37.15          | 290                                       | 67.3 %                                       |
| AUDITOR GENERAL                | 133                 | 0.3 %                           | 40.2        | \$34.33          | 97  | 72.9 %                                       |
| CIVIL RIGHTS                   | 92                  | 0.2 %                           | 47.5        | \$28.68          | 72  | 78.3 %                                       |
| CIVIL SERVICE COMMISSION       | 416                 | 0.8 %                           | 46.6        | \$28.38          | 325                                       | 78.1 %                                       |
| COMMUNITY HEALTH               | 3,341               | 6.6 %                           | 47.5        | \$27.73          | 2,214                                     | 66.3 %                                       |
| CORRECTIONS                    | 14,210              | 28.3 %                          | 45.6        | \$25.77          | 11,707                                    | 82.4 %                                       |
| EDUCATION                      | 454                 | 0.9 %                           | 48.3        | \$31.29          | 259                                       | 57.0 %                                       |
| ENVIRONMENTAL QUALITY          | 1,100               | 2.2 %                           | 47.9        | \$31.23          | 967                                       | 87.9 %                                       |
| EXECUTIVE OFFICE               | 40                  | 0.1 %                           | 36.3        | \$28.74          | 8   | 20.0 %                                       |
| HUMAN SERVICES                 | 10,721              | 21.3 %                          | 43.3        | \$23.89          | 5,898                                     | 55.0 %                                       |
| INFORMATION TECHNOLOGY         | 1,533               | 3.1 %                           | 46.5        | \$31.40          | 1,072                                     | 69.9 %                                       |
| LICENSING & REGULATORY AFFAIRS | 3,805               | 7.6 %                           | 46.6        | \$27.07          | 2,438                                     | 64.1 %                                       |
| MANAGEMENT AND BUDGET          | 877                 | 1.7 %                           | 46.6        | \$28.26          | 652                                       | 74.3 %                                       |
| MILITARY & VETERAN AFFAIRS     | 966                 | 1.9 %                           | 46.2        | \$22.71          | 619                                       | 64.1 %                                       |
| NATURAL RESOURCES              | 3,090               | 6.1 %                           | 39.4        | \$17.51          | 1,198                                     | 38.8 %                                       |
| STATE                          | 1,419               | 2.8 %                           | 46.0        | \$22.19          | 1,004                                     | 70.8 %                                       |
| STATE POLICE                   | 2,350               | 4.7 %                           | 43.2        | \$30.28          | 2,105                                     | 89.6 %                                       |
| STRATEGIC FUND                 | 127                 | 0.3 %                           | 49.0        | \$32.84          | 97  | 76.4 %                                       |
| TRANSPORTATION                 | 2,918               | 5.8 %                           | 43.3        | \$26.35          | 2,083                                     | 71.4 %                                       |
| TREASURY                       | 1,838               | 3.7 %                           | 45.0        | \$27.36          | 1,199                                     | 65.2 %                                       |
| <b>STATEWIDE TOTALS:</b>       | <b>50,255</b>       | <b>100.0 %</b>                  | <b>44.8</b> | <b>\$25.82</b>   | <b>34,622</b>                             | <b>68.9 %</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.

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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

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

PAY END DATE: June 25, 2011

| Department                     | Health Insurance |                        |             |                    |             |                     |            |              | Dental Insurance |                        |             |                    |            |                     |            |
|--------------------------------|------------------|------------------------|-------------|--------------------|-------------|---------------------|------------|--------------|------------------|------------------------|-------------|--------------------|------------|---------------------|------------|
|                                | Total Employees  | State Sponsored Health | %           | Health Maintenance | %           | Catastrophic Health | %          | COPS Trust   | %                | State Sponsored Dental | %           | Dental Maintenance | %          | Preventative Dental | %          |
| AGRICULTURE                    | 378              | 183                    | 48 %        | 173                | 46 %        | 6                   | 2 %        | 0            | 0 %              | 353                    | 93 %        | 6                  | 2 %        | 2                   | 1 %        |
| ATTORNEY GENERAL               | 431              | 184                    | 43 %        | 198                | 46 %        | 3                   | 1 %        | 0            | 0 %              | 392                    | 91 %        | 6                  | 1 %        | 2                   | 0 %        |
| AUDITOR GENERAL                | 129              | 31                     | 24 %        | 76                 | 59 %        | 5                   | 4 %        | 0            | 0 %              | 114                    | 88 %        | 1                  | 1 %        | 0                   | 0 %        |
| CIVIL RIGHTS                   | 92               | 40                     | 43 %        | 44                 | 48 %        | 2                   | 2 %        | 0            | 0 %              | 85                     | 92 %        | 2                  | 2 %        | 0                   | 0 %        |
| CIVIL SERVICE COMMISSION       | 401              | 129                    | 32 %        | 230                | 57 %        | 3                   | 1 %        | 0            | 0 %              | 364                    | 91 %        | 8                  | 2 %        | 0                   | 0 %        |
| COMMUNITY HEALTH               | 3,280            | 1,635                  | 50 %        | 1,391              | 42 %        | 31                  | 1 %        | 0            | 0 %              | 2,980                  | 91 %        | 112                | 3 %        | 12                  | 0 %        |
| CORRECTIONS                    | 14,146           | 8,172                  | 58 %        | 5,096              | 36 %        | 64                  | 0 %        | 0            | 0 %              | 13,166                 | 93 %        | 258                | 2 %        | 26                  | 0 %        |
| EDUCATION                      | 451              | 207                    | 46 %        | 183                | 41 %        | 10                  | 2 %        | 0            | 0 %              | 401                    | 89 %        | 7                  | 2 %        | 6                   | 1 %        |
| ENVIRONMENTAL QUALITY          | 1,089            | 425                    | 39 %        | 582                | 53 %        | 9                   | 1 %        | 0            | 0 %              | 1,007                  | 92 %        | 19                 | 2 %        | 1                   | 0 %        |
| EXECUTIVE OFFICE               | 40               | 25                     | 63 %        | 9                  | 23 %        | 0                   | 0 %        | 0            | 0 %              | 35                     | 88 %        | 0                  | 0 %        | 0                   | 0 %        |
| HUMAN SERVICES                 | 10,709           | 4,917                  | 46 %        | 4,944              | 46 %        | 100                 | 1 %        | 0            | 0 %              | 9,686                  | 90 %        | 387                | 4 %        | 41                  | 0 %        |
| INFORMATION TECHNOLOGY         | 1,469            | 495                    | 34 %        | 857                | 58 %        | 15                  | 1 %        | 0            | 0 %              | 1,308                  | 89 %        | 57                 | 4 %        | 4                   | 0 %        |
| LICENSING & REGULATORY AFFAIRS | 3,690            | 1,626                  | 44 %        | 1,769              | 48 %        | 49                  | 1 %        | 0            | 0 %              | 3,339                  | 90 %        | 135                | 4 %        | 15                  | 0 %        |
| MANAGEMENT & BUDGET            | 849              | 242                    | 29 %        | 552                | 65 %        | 9                   | 1 %        | 0            | 0 %              | 781                    | 92 %        | 16                 | 2 %        | 2                   | 0 %        |
| MILITARY & VETERAN AFFAIRS     | 889              | 377                    | 42 %        | 440                | 49 %        | 12                  | 1 %        | 0            | 0 %              | 835                    | 94 %        | 4                  | 0 %        | 3                   | 0 %        |
| NATURAL RESOURCES              | 1,557            | 989                    | 64 %        | 421                | 27 %        | 26                  | 2 %        | 0            | 0 %              | 1,428                  | 92 %        | 9                  | 1 %        | 7                   | 0 %        |
| STATE                          | 1,256            | 548                    | 44 %        | 614                | 49 %        | 13                  | 1 %        | 0            | 0 %              | 1,167                  | 93 %        | 23                 | 2 %        | 1                   | 0 %        |
| STATE POLICE                   | 2,345            | 651                    | 28 %        | 398                | 17 %        | 12                  | 1 %        | 1,184        | 50 %             | 2,243                  | 96 %        | 15                 | 1 %        | 4                   | 0 %        |
| STRATEGIC FUND                 | 127              | 44                     | 35 %        | 69                 | 54 %        | 3                   | 2 %        | 0            | 0 %              | 110                    | 87 %        | 6                  | 5 %        | 0                   | 0 %        |
| TRANSPORTATION                 | 2,527            | 1,305                  | 52 %        | 1,060              | 42 %        | 32                  | 1 %        | 0            | 0 %              | 2,382                  | 94 %        | 27                 | 1 %        | 5                   | 0 %        |
| TREASURY                       | 1,753            | 584                    | 33 %        | 1,021              | 58 %        | 35                  | 2 %        | 0            | 0 %              | 1,603                  | 91 %        | 50                 | 3 %        | 8                   | 0 %        |
| <b>STATEWIDE TOTALS:</b>       | <b>47,608</b>    | <b>22,809</b>          | <b>48 %</b> | <b>20,127</b>      | <b>42 %</b> | <b>439</b>          | <b>1 %</b> | <b>1,184</b> | <b>2 %</b>       | <b>43,779</b>          | <b>92 %</b> | <b>1,148</b>       | <b>2 %</b> | <b>139</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.

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Source: Michigan Civil Service Commission HWF47

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

PAY END DATE: June 25, 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                    | 378              | 364                    | 96 %        | 317                  | 84 %        | 0            | 0 %        | 363             | 96 %        | 15                           | 4 %        | 0            | 0 %        |
| ATTORNEY GENERAL               | 431              | 401                    | 93 %        | 307                  | 71 %        | 0            | 0 %        | 400             | 93 %        | 28                           | 6 %        | 0            | 0 %        |
| AUDITOR GENERAL                | 129              | 116                    | 90 %        | 104                  | 81 %        | 0            | 0 %        | 117             | 91 %        | 12                           | 9 %        | 0            | 0 %        |
| CIVIL RIGHTS                   | 92               | 87                     | 95 %        | 77                   | 84 %        | 0            | 0 %        | 83              | 90 %        | 9                            | 10 %       | 0            | 0 %        |
| CIVIL SERVICE COMMISSION       | 401              | 374                    | 93 %        | 364                  | 91 %        | 3            | 1 %        | 388             | 97 %        | 13                           | 3 %        | 2            | 0 %        |
| COMMUNITY HEALTH               | 3,280            | 3,119                  | 95 %        | 2,837                | 86 %        | 0            | 0 %        | 3,085           | 94 %        | 192                          | 6 %        | 0            | 0 %        |
| CORRECTIONS                    | 14,146           | 13,453                 | 95 %        | 13,206               | 93 %        | 0            | 0 %        | 13,657          | 97 %        | 431                          | 3 %        | 0            | 0 %        |
| EDUCATION                      | 451              | 417                    | 92 %        | 309                  | 69 %        | 0            | 0 %        | 419             | 93 %        | 31                           | 7 %        | 0            | 0 %        |
| ENVIRONMENTAL QUALITY          | 1,089            | 1,029                  | 94 %        | 942                  | 87 %        | 0            | 0 %        | 1,016           | 93 %        | 71                           | 7 %        | 0            | 0 %        |
| EXECUTIVE OFFICE               | 40               | 35                     | 88 %        | 21                   | 53 %        | 0            | 0 %        | 34              | 85 %        | 5                            | 13 %       | 0            | 0 %        |
| HUMAN SERVICES                 | 10,709           | 10,152                 | 95 %        | 8,844                | 83 %        | 0            | 0 %        | 10,112          | 94 %        | 588                          | 5 %        | 0            | 0 %        |
| INFORMATION TECHNOLOGY         | 1,469            | 1,374                  | 94 %        | 1,146                | 78 %        | 36           | 2 %        | 1,396           | 95 %        | 68                           | 5 %        | 31           | 2 %        |
| LICENSING & REGULATORY AFFAIRS | 3,690            | 3,501                  | 95 %        | 2,996                | 81 %        | 1            | 0 %        | 3,480           | 94 %        | 203                          | 6 %        | 1            | 0 %        |
| MANAGEMENT & BUDGET            | 849              | 804                    | 95 %        | 737                  | 87 %        | 2            | 0 %        | 805             | 95 %        | 44                           | 5 %        | 2            | 0 %        |
| MILITARY & VETERAN AFFAIRS     | 889              | 842                    | 95 %        | 736                  | 83 %        | 0            | 0 %        | 843             | 95 %        | 32                           | 4 %        | 0            | 0 %        |
| NATURAL RESOURCES              | 1,557            | 1,454                  | 93 %        | 1,281                | 82 %        | 0            | 0 %        | 1,469           | 94 %        | 85                           | 5 %        | 0            | 0 %        |
| STATE                          | 1,256            | 1,200                  | 96 %        | 1,073                | 85 %        | 0            | 0 %        | 1,171           | 93 %        | 84                           | 7 %        | 0            | 0 %        |
| STATE POLICE                   | 2,345            | 2,266                  | 97 %        | 2,349                | 100 %       | 1,366        | 58 %       | 2,225           | 95 %        | 100                          | 4 %        | 1,350        | 58 %       |
| STRATEGIC FUND                 | 127              | 117                    | 92 %        | 101                  | 80 %        | 0            | 0 %        | 116             | 91 %        | 11                           | 9 %        | 0            | 0 %        |
| TRANSPORTATION                 | 2,527            | 2,423                  | 96 %        | 2,237                | 89 %        | 0            | 0 %        | 2,388           | 94 %        | 133                          | 5 %        | 0            | 0 %        |
| TREASURY                       | 1,753            | 1,670                  | 95 %        | 1,416                | 81 %        | 0            | 0 %        | 1,639           | 93 %        | 111                          | 6 %        | 0            | 0 %        |
| <b>STATEWIDE TOTALS:</b>       | <b>47,608</b>    | <b>45,198</b>          | <b>95 %</b> | <b>41,400</b>        | <b>87 %</b> | <b>1,408</b> | <b>3 %</b> | <b>45,206</b>   | <b>95 %</b> | <b>2,266</b>                 | <b>5 %</b> | <b>1,386</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.

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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

Source: Michigan Civil Service Commission HWF47

**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: June 25, 2011**

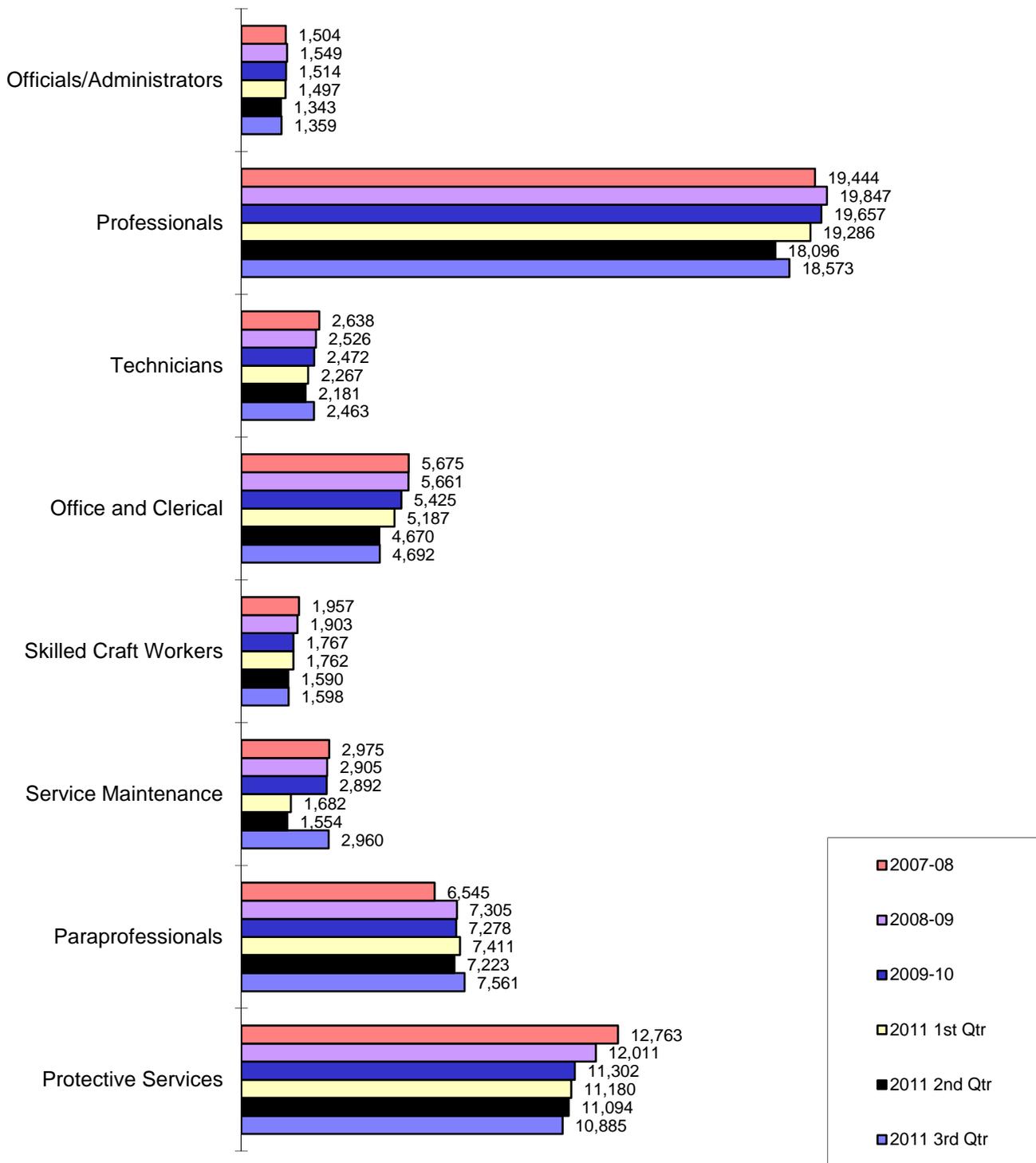
| Department                     | 19 & Under  | 20-24        | 25-29        | 30-34        | 35-39        | 40-44        | 45-49        | 50-54        | 55-59        | 60-64        | 65-69       | 70 & Over   | Total         |
|--------------------------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|---------------|
| AGRICULTURE                    | 1           | 5            | 12           | 36           | 41           | 38           | 77           | 73           | 73           | 27           | 8           | 3           | 394           |
| ATTORNEY GENERAL               | 0           | 3            | 32           | 41           | 51           | 57           | 68           | 68           | 71           | 31           | 9           | 0           | 431           |
| AUDITOR GENERAL                | 1           | 11           | 14           | 15           | 19           | 27           | 23           | 14           | 8            | 1            | 0           | 0           | 133           |
| CIVIL RIGHTS                   | 0           | 1            | 4            | 10           | 11           | 15           | 9            | 12           | 16           | 12           | 1           | 0           | 91            |
| CIVIL SERVICE COMMISSION       | 0           | 16           | 14           | 28           | 48           | 49           | 88           | 91           | 53           | 27           | 2           | 0           | 416           |
| COMMUNITY HEALTH               | 2           | 97           | 191          | 273          | 290          | 390          | 485          | 614          | 622          | 296          | 60          | 9           | 3,329         |
| CORRECTIONS                    | 11          | 123          | 587          | 1,120        | 1,894        | 2,744        | 2,890        | 2,540        | 1,526        | 561          | 77          | 19          | 14,092        |
| EDUCATION                      | 0           | 3            | 22           | 45           | 46           | 49           | 52           | 86           | 87           | 57           | 7           | 0           | 454           |
| ENVIRONMENTAL QUALITY          | 1           | 7            | 28           | 102          | 113          | 131          | 204          | 224          | 205          | 70           | 13          | 2           | 1,100         |
| EXECUTIVE OFFICE               | 0           | 10           | 10           | 2            | 1            | 6            | 6            | 1            | 1            | 2            | 1           | 0           | 40            |
| HUMAN SERVICES                 | 2           | 333          | 1,203        | 1,487        | 1,538        | 1,396        | 1,283        | 1,475        | 1,345        | 555          | 79          | 22          | 10,718        |
| INFORMATION TECHNOLOGY         | 6           | 50           | 63           | 103          | 179          | 209          | 289          | 303          | 213          | 98           | 18          | 2           | 1,533         |
| LICENSING & REGULATORY AFFAIRS | 10          | 108          | 268          | 374          | 399          | 452          | 487          | 668          | 584          | 342          | 83          | 29          | 3,804         |
| MANAGEMENT AND BUDGET          | 4           | 24           | 54           | 79           | 81           | 104          | 135          | 163          | 156          | 64           | 10          | 3           | 877           |
| MILITARY & VETERAN AFFAIRS     | 7           | 38           | 62           | 72           | 92           | 120          | 152          | 195          | 151          | 56           | 6           | 8           | 959           |
| NATURAL RESOURCES              | 304         | 559          | 223          | 240          | 267          | 263          | 290          | 350          | 305          | 171          | 74          | 42          | 3,088         |
| STATE                          | 4           | 72           | 75           | 116          | 143          | 157          | 237          | 275          | 244          | 81           | 13          | 1           | 1,418         |
| STATE POLICE                   | 1           | 24           | 124          | 238          | 449          | 512          | 491          | 307          | 149          | 38           | 8           | 0           | 2,341         |
| STRATEGIC FUND                 | 0           | 1            | 4            | 12           | 10           | 10           | 22           | 28           | 25           | 12           | 1           | 2           | 127           |
| TRANSPORTATION                 | 50          | 249          | 164          | 312          | 321          | 356          | 467          | 501          | 313          | 142          | 19          | 14          | 2,908         |
| TREASURY                       | 12          | 78           | 138          | 199          | 193          | 222          | 282          | 330          | 237          | 118          | 24          | 5           | 1,838         |
| <b>Statewide Total:</b>        | <b>416</b>  | <b>1,812</b> | <b>3,292</b> | <b>4,904</b> | <b>6,186</b> | <b>7,307</b> | <b>8,037</b> | <b>8,318</b> | <b>6,384</b> | <b>2,761</b> | <b>513</b>  | <b>161</b>  | <b>50,091</b> |
| <b>Average Age:</b>            | <b>19.1</b> | <b>22.8</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>67.0</b> | <b>74.5</b> | <b>44.8</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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

Source: Michigan Civil Service Commission HWF23

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2007-08 through Third Quarter 2010-11



Grand Totals:

|                   |        |
|-------------------|--------|
| 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 |
| 2010-11 3rd Qtr:  | 50,091 |

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

Pay End Date: June 25, 2011

| COUNTY NAME    | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|----------------|-----------|----------------------|-----------------|
| ALCONA         | 3         | 20                   | 23              |
| ALGER          | 294       | 14                   | 308             |
| ALLEGAN        | 205       | 76                   | 281             |
| ALPENA         | 137       | 15                   | 152             |
| ANTRIM         | 27        | 2                    | 29              |
| ARENAC         | 26        | 3                    | 29              |
| BARAGA         | 406       | 23                   | 429             |
| BARRY          | 78        | 36                   | 114             |
| BAY            | 261       | 76                   | 337             |
| BENZIE         | 22        | 8                    | 30              |
| BERRIEN        | 339       | 67                   | 406             |
| BRANCH         | 425       | 13                   | 438             |
| CALHOUN        | 328       | 38                   | 366             |
| CASS           | 79        | 10                   | 89              |
| CHARLEVOIX     | 18        | 61                   | 79              |
| CHEBOYGAN      | 71        | 79                   | 150             |
| CHIPPEWA       | 1,057     | 107                  | 1,164           |
| CLARE          | 50        | 22                   | 72              |
| CLINTON        | 130       | 44                   | 174             |
| CRAWFORD       | 148       | 164                  | 312             |
| DELTA          | 169       | 48                   | 217             |
| DICKINSON      | 46        | 4                    | 50              |
| EATON          | 2,647     | 403                  | 3,050           |
| EMMET          | 81        | 50                   | 131             |
| GENESEE        | 820       | 133                  | 953             |
| GLADWIN        | 38        | 10                   | 48              |
| GOGEBIC        | 277       | 23                   | 300             |
| GRAND TRAVERSE | 557       | 72                   | 629             |
| GRATIOT        | 864       | 32                   | 896             |
| HILLSDALE      | 66        | 11                   | 77              |
| HOUGHTON       | 58        | 35                   | 93              |
| HURON          | 36        | 45                   | 81              |
| INGHAM         | 8,877     | 1,039                | 9,916           |
| IONIA          | 1,595     | 72                   | 1,667           |
| IOSCO          | 49        | 39                   | 88              |
| IRON           | 57        | 16                   | 73              |
| ISABELLA       | 134       | 23                   | 157             |
| JACKSON        | 2,287     | 80                   | 2,367           |
| KALAMAZOO      | 1,038     | 170                  | 1,208           |
| KALKASKA       | 57        | 10                   | 67              |
| KENT           | 1,603     | 268                  | 1,871           |
| KEWEENAW       | 1         | 28                   | 29              |
| LAKE           | 47        | 11                   | 58              |
| LAPEER         | 411       | 34                   | 445             |
| LEELANAU       | 3         | 7                    | 10              |

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: June 25, 2011

| COUNTY NAME         | FULL-TIME     | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|---------------------|---------------|----------------------|-----------------|
| LENAWEE             | 714           | 40                   | 754             |
| LIVINGSTON          | 504           | 79                   | 583             |
| LUCE                | 352           | 32                   | 384             |
| MACKINAC            | 101           | 110                  | 211             |
| MACOMB              | 1,374         | 72                   | 1,446           |
| MANISTEE            | 370           | 26                   | 396             |
| MARQUETTE           | 790           | 76                   | 866             |
| MASON               | 34            | 35                   | 69              |
| MECOSTA             | 79            | 8                    | 87              |
| MENOMINEE           | 35            | 28                   | 63              |
| MIDLAND             | 79            | 12                   | 91              |
| MISSAUKEE           | 57            | 10                   | 67              |
| MONROE              | 169           | 43                   | 212             |
| MONTCALM            | 609           | 22                   | 631             |
| MONTMORENCY         | 49            | 26                   | 75              |
| MUSKEGON            | 921           | 116                  | 1,037           |
| NEWAYGO             | 80            | 13                   | 93              |
| OAKLAND             | 1,028         | 250                  | 1,278           |
| OCEANA              | 57            | 60                   | 117             |
| OGEMAW              | 61            | 26                   | 87              |
| ONTONAGON           | 19            | 27                   | 46              |
| OSCEOLA             | 40            | 2                    | 42              |
| OSCODA              | 22            | 6                    | 28              |
| OTSEGO              | 222           | 40                   | 262             |
| OTTAWA              | 182           | 93                   | 275             |
| OUT OF STATE        | 43            | 4                    | 47              |
| PRESQUE ISLE        | 14            | 36                   | 50              |
| ROSCOMMON           | 93            | 42                   | 135             |
| SAGINAW             | 1,005         | 81                   | 1,086           |
| SANILAC             | 50            | 16                   | 66              |
| SCHOOLCRAFT         | 34            | 32                   | 66              |
| SHIAWASSEE          | 88            | 7                    | 95              |
| ST CLAIR            | 240           | 102                  | 342             |
| ST JOSEPH           | 97            | 6                    | 103             |
| TUSCOLA             | 438           | 27                   | 465             |
| VAN BUREN           | 199           | 47                   | 246             |
| WASHTENAW           | 1,488         | 116                  | 1,604           |
| WAYNE               | 5,706         | 499                  | 6,205           |
| WEXFORD             | 136           | 36                   | 172             |
| WORK AT HOME - MI   | 876           | 34                   | 910             |
| <b>Grand Total:</b> | <b>44,377</b> | <b>5,878</b>         | <b>50,255</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

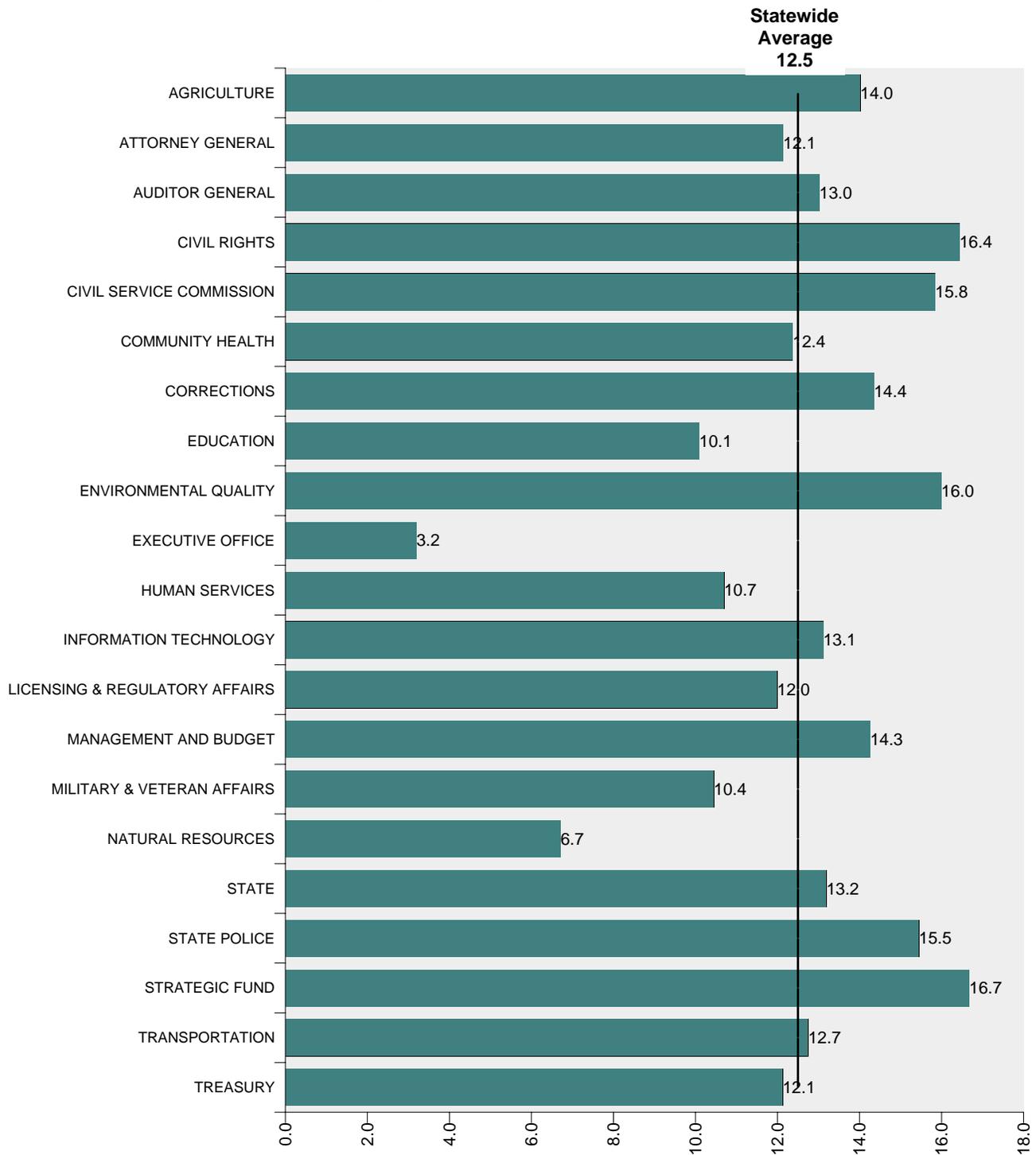
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: June 25, 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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

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: June 25, 2011

| DEPARTMENT              | WHITE      |            | BLACK    |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 39         | 33         | 0        | 1         | 1                                 | 1        | 1        | 0        | 0                          | 0        | 1                | 0        | 42         | 35         | 0        | 0        |
| 06 - 10 YEARS           | 33         | 38         | 1        | 4         | 0                                 | 0        | 1        | 0        | 0                          | 0        | 0                | 0        | 35         | 42         | 0        | 0        |
| 11 - 15 YEARS           | 37         | 28         | 1        | 3         | 1                                 | 1        | 0        | 2        | 0                          | 2        | 0                | 0        | 39         | 36         | 0        | 1        |
| 16 - 20 YEARS           | 27         | 20         | 1        | 1         | 0                                 | 0        | 1        | 1        | 0                          | 0        | 0                | 0        | 29         | 22         | 0        | 0        |
| 21 - 25 YEARS           | 39         | 32         | 0        | 4         | 0                                 | 0        | 0        | 0        | 1                          | 1        | 0                | 0        | 40         | 37         | 2        | 3        |
| 26 - 30 YEARS           | 4          | 4          | 0        | 2         | 0                                 | 0        | 0        | 0        | 1                          | 0        | 0                | 0        | 5          | 6          | 0        | 0        |
| 31 - 35 YEARS           | 8          | 10         | 1        | 2         | 0                                 | 0        | 1        | 0        | 0                          | 0        | 0                | 0        | 10         | 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>191</b> | <b>165</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>204</b> | <b>190</b> | <b>2</b> | <b>7</b> |
| MORE THAN 10 YEARS:     | 119        | 94         | 3        | 12        | 1                                 | 1        | 2        | 3        | 2                          | 3        | 0                | 0        | 127        | 113        | 2        | 7        |
| AVERAGE YEARS           | 13.9       | 13.7       | 16.8     | 17.6      | 7.5                               | 9.0      | 15.5     | 14.7     | 25.5                       | 16.0     | 0.0              | 0.0      | 14.0       | 14.0       | 22.0     | 25.9     |

**DEPARTMENT AVERAGE YEARS 14.0**

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

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE      |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 62         | 57         | 3         | 6         | 0                                 | 0        | 0        | 1        | 0                          | 0        | 3                | 1        | 68         | 65         | 1        | 0        |
| 06 - 10 YEARS           | 32         | 48         | 6         | 4         | 0                                 | 0        | 0        | 1        | 0                          | 0        | 1                | 1        | 39         | 54         | 0        | 0        |
| 11 - 15 YEARS           | 25         | 36         | 0         | 7         | 0                                 | 0        | 0        | 2        | 0                          | 2        | 0                | 0        | 25         | 47         | 0        | 0        |
| 16 - 20 YEARS           | 14         | 11         | 2         | 2         | 0                                 | 0        | 1        | 1        | 0                          | 0        | 0                | 0        | 17         | 14         | 0        | 0        |
| 21 - 25 YEARS           | 17         | 22         | 0         | 3         | 0                                 | 0        | 0        | 3        | 1                          | 0        | 0                | 0        | 18         | 28         | 1        | 2        |
| 26 - 30 YEARS           | 12         | 7          | 2         | 3         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 14         | 10         | 0        | 0        |
| 31 - 35 YEARS           | 9          | 10         | 2         | 1         | 0                                 | 0        | 2        | 1        | 0                          | 0        | 0                | 0        | 13         | 12         | 0        | 0        |
| 36 - 40 YEARS           | 4          | 2          | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 4          | 2          | 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>176</b> | <b>193</b> | <b>15</b> | <b>26</b> | <b>0</b>                          | <b>0</b> | <b>3</b> | <b>9</b> | <b>1</b>                   | <b>2</b> | <b>4</b>         | <b>2</b> | <b>199</b> | <b>232</b> | <b>2</b> | <b>2</b> |
| MORE THAN 10 YEARS:     | 82         | 88         | 6         | 16        | 0                                 | 0        | 3        | 7        | 1                          | 2        | 0                | 0        | 92         | 113        | 1        | 2        |
| AVERAGE YEARS           | 12.4       | 11.4       | 13.8      | 13.3      | 0.0                               | 0.0      | 27.0     | 16.4     | 23.0                       | 12.0     | 4.0              | 6.0      | 12.6       | 11.8       | 14.5     | 23.5     |

**DEPARTMENT AVERAGE YEARS 12.1**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE     |           | BLACK    |          | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 20        | 15        | 0        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 20        | 15        | 0        | 0        |
| 06 - 10 YEARS           | 3         | 10        | 0        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 3         | 10        | 0        | 0        |
| 11 - 15 YEARS           | 14        | 21        | 1        | 2        | 0                                 | 0        | 0        | 0        | 0                          | 1        | 0                | 0        | 15        | 24        | 0        | 0        |
| 16 - 20 YEARS           | 6         | 9         | 0        | 1        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 6         | 10        | 0        | 0        |
| 21 - 25 YEARS           | 5         | 12        | 2        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 7         | 12        | 0        | 1        |
| 26 - 30 YEARS           | 2         | 1         | 0        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 2         | 1         | 0        | 0        |
| 31 - 35 YEARS           | 6         | 1         | 1        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 7         | 1         | 0        | 0        |
| 36 - 40 YEARS           | 0         | 0         | 0        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0         | 0         | 0        | 0        |
| MORE THAN 40 YEARS      | 0         | 0         | 0        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0         | 0         | 0        | 0        |
| <b>DEPARTMENT TOTAL</b> | <b>56</b> | <b>69</b> | <b>4</b> | <b>3</b> | <b>0</b>                          | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>                   | <b>1</b> | <b>0</b>         | <b>0</b> | <b>60</b> | <b>73</b> | <b>0</b> | <b>1</b> |
| MORE THAN 10 YEARS:     | 33        | 44        | 4        | 3        | 0                                 | 0        | 0        | 0        | 0                          | 1        | 0                | 0        | 37        | 48        | 0        | 1        |
| AVERAGE YEARS           | 12.5      | 12.8      | 23.5     | 16.0     | 0.0                               | 0.0      | 0.0      | 0.0      | 0.0                        | 11.0     | 0.0              | 0.0      | 13.2      | 12.9      | 0.0      | 24.0     |

**DEPARTMENT AVERAGE YEARS 13.0**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE     |           | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 1         | 4         | 3         | 9         | 0                                 | 0        | 0        | 2        | 0                          | 0        | 0                | 0        | 4         | 15        | 0        | 0        |
| 06 - 10 YEARS           | 2         | 6         | 2         | 9         | 0                                 | 0        | 0        | 1        | 0                          | 0        | 0                | 0        | 4         | 16        | 0        | 0        |
| 11 - 15 YEARS           | 2         | 0         | 0         | 7         | 0                                 | 0        | 0        | 0        | 0                          | 1        | 0                | 0        | 2         | 8         | 0        | 0        |
| 16 - 20 YEARS           | 2         | 1         | 3         | 1         | 0                                 | 0        | 0        | 1        | 0                          | 0        | 0                | 0        | 5         | 3         | 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>10</b> | <b>20</b> | <b>10</b> | <b>42</b> | <b>0</b>                          | <b>0</b> | <b>3</b> | <b>5</b> | <b>0</b>                   | <b>1</b> | <b>0</b>         | <b>0</b> | <b>23</b> | <b>68</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           | 16.9      | 16.9      | 14.7      | 16.3      | 0.0                               | 0.0      | 26.3     | 13.0     | 0.0                        | 14.0     | 0.0              | 0.0      | 17.2      | 16.2      | 0.0      | 31.0     |

**DEPARTMENT AVERAGE YEARS 16.4**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
Pay End Date: June 25, 2011**

| DEPARTMENT                      | WHITE     |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                   | 19        | 53         | 3         | 5         | 0                                 | 0        | 1        | 0         | 0                          | 1        | 2                | 0        | 25        | 59         | 0        | 0        |
| 06 - 10 YEARS                   | 7         | 42         | 2         | 7         | 0                                 | 0        | 0        | 1         | 0                          | 0        | 0                | 0        | 9         | 50         | 0        | 0        |
| 11 - 15 YEARS                   | 9         | 57         | 1         | 3         | 0                                 | 1        | 0        | 0         | 0                          | 3        | 0                | 0        | 10        | 64         | 0        | 1        |
| 16 - 20 YEARS                   | 3         | 22         | 1         | 7         | 0                                 | 0        | 1        | 0         | 0                          | 2        | 0                | 0        | 5         | 31         | 0        | 0        |
| 21 - 25 YEARS                   | 6         | 52         | 2         | 21        | 0                                 | 2        | 0        | 6         | 0                          | 0        | 0                | 0        | 8         | 81         | 0        | 4        |
| 26 - 30 YEARS                   | 4         | 14         | 1         | 2         | 0                                 | 2        | 1        | 3         | 0                          | 0        | 0                | 0        | 6         | 21         | 0        | 0        |
| 31 - 35 YEARS                   | 2         | 17         | 2         | 8         | 1                                 | 1        | 0        | 1         | 0                          | 0        | 0                | 0        | 5         | 27         | 0        | 2        |
| 36 - 40 YEARS                   | 2         | 8          | 1         | 2         | 0                                 | 0        | 0        | 1         | 0                          | 0        | 0                | 0        | 3         | 11         | 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>53</b> | <b>265</b> | <b>13</b> | <b>55</b> | <b>1</b>                          | <b>6</b> | <b>3</b> | <b>12</b> | <b>0</b>                   | <b>6</b> | <b>2</b>         | <b>0</b> | <b>72</b> | <b>344</b> | <b>0</b> | <b>7</b> |
| MORE THAN 10 YEARS:             | 27        | 170        | 8         | 43        | 1                                 | 6        | 2        | 11        | 0                          | 5        | 0                | 0        | 38        | 235        | 0        | 7        |
| AVERAGE YEARS                   | 12.8      | 15.0       | 17.8      | 20.5      | 32.0                              | 23.5     | 14.0     | 24.5      | 0.0                        | 13.0     | 0.0              | 0.0      | 13.7      | 16.3       | 0.0      | 25.3     |

**DEPARTMENT AVERAGE YEARS 15.8**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE      |              | BLACK      |            | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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           | 219        | 489          | 87         | 165        | 1                                 | 9         | 10        | 23        | 17                         | 17        | 14               | 42        | 348          | 745          | 0         | 1         |
| 06 - 10 YEARS           | 154        | 311          | 41         | 79         | 0                                 | 1         | 9         | 14        | 7                          | 11        | 0                | 0         | 211          | 416          | 1         | 1         |
| 11 - 15 YEARS           | 125        | 243          | 24         | 84         | 1                                 | 3         | 4         | 5         | 6                          | 13        | 0                | 0         | 160          | 348          | 2         | 2         |
| 16 - 20 YEARS           | 85         | 124          | 23         | 41         | 2                                 | 1         | 4         | 5         | 1                          | 12        | 0                | 0         | 115          | 183          | 3         | 7         |
| 21 - 25 YEARS           | 67         | 155          | 28         | 55         | 1                                 | 2         | 5         | 10        | 6                          | 9         | 0                | 0         | 107          | 231          | 5         | 10        |
| 26 - 30 YEARS           | 44         | 66           | 15         | 26         | 0                                 | 2         | 3         | 1         | 4                          | 3         | 0                | 0         | 66           | 98           | 6         | 10        |
| 31 - 35 YEARS           | 64         | 102          | 33         | 33         | 1                                 | 2         | 2         | 3         | 3                          | 1         | 0                | 0         | 103          | 141          | 2         | 9         |
| 36 - 40 YEARS           | 17         | 27           | 4          | 4          | 0                                 | 0         | 1         | 1         | 1                          | 0         | 0                | 0         | 23           | 32           | 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>775</b> | <b>1,519</b> | <b>255</b> | <b>487</b> | <b>6</b>                          | <b>20</b> | <b>38</b> | <b>62</b> | <b>45</b>                  | <b>66</b> | <b>14</b>        | <b>42</b> | <b>1,133</b> | <b>2,196</b> | <b>22</b> | <b>40</b> |
| MORE THAN 10 YEARS:     | 402        | 719          | 127        | 243        | 5                                 | 10        | 19        | 25        | 21                         | 38        | 0                | 0         | 574          | 1,035        | 21        | 38        |
| AVERAGE YEARS           | 13.2       | 12.2         | 13.7       | 12.1       | 18.0                              | 13.0      | 13.3      | 11.6      | 12.6                       | 12.6      | 0.9              | 0.7       | 13.1         | 12.0         | 24.6      | 23.7      |

**DEPARTMENT AVERAGE YEARS 12.4**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE        |              | BLACK        |              | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC   |            | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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           | 948          | 844          | 228          | 310          | 31                                | 12        | 44         | 27         | 7                          | 7         | 23               | 15        | 1,281        | 1,215        | 2          | 1         |
| 06 - 10 YEARS           | 926          | 515          | 127          | 186          | 24                                | 7         | 16         | 16         | 6                          | 4         | 1                | 0         | 1,100        | 728          | 4          | 3         |
| 11 - 15 YEARS           | 2,190        | 785          | 224          | 265          | 53                                | 22        | 69         | 29         | 11                         | 10        | 0                | 0         | 2,547        | 1,111        | 3          | 3         |
| 16 - 20 YEARS           | 1,344        | 444          | 138          | 142          | 34                                | 7         | 34         | 17         | 10                         | 2         | 0                | 0         | 1,560        | 612          | 9          | 9         |
| 21 - 25 YEARS           | 2,052        | 498          | 258          | 225          | 61                                | 11        | 40         | 12         | 10                         | 3         | 0                | 0         | 2,421        | 749          | 105        | 34        |
| 26 - 30 YEARS           | 270          | 90           | 69           | 63           | 5                                 | 4         | 9          | 0          | 0                          | 2         | 0                | 0         | 353          | 159          | 28         | 8         |
| 31 - 35 YEARS           | 87           | 75           | 22           | 23           | 1                                 | 2         | 2          | 4          | 1                          | 0         | 0                | 0         | 113          | 104          | 9          | 3         |
| 36 - 40 YEARS           | 14           | 11           | 6            | 2            | 0                                 | 0         | 1          | 0          | 0                          | 0         | 0                | 0         | 21           | 13           | 3          | 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>7,833</b> | <b>3,264</b> | <b>1,072</b> | <b>1,217</b> | <b>209</b>                        | <b>65</b> | <b>215</b> | <b>105</b> | <b>45</b>                  | <b>28</b> | <b>24</b>        | <b>15</b> | <b>9,398</b> | <b>4,694</b> | <b>163</b> | <b>62</b> |
| MORE THAN 10 YEARS:     | 5,959        | 1,905        | 717          | 721          | 154                               | 46        | 155        | 62         | 32                         | 17        | 0                | 0         | 7,017        | 2,751        | 157        | 58        |
| AVERAGE YEARS           | 15.3         | 12.6         | 14.7         | 13.1         | 15.1                              | 14.0      | 13.9       | 12.1       | 14.2                       | 12.1      | 3.4              | 2.8       | 15.2         | 12.7         | 23.6       | 22.1      |

**DEPARTMENT AVERAGE YEARS 14.4**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE      |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 50         | 114        | 3         | 13        | 0                                 | 0        | 1        | 2        | 2                          | 1        | 1                | 0        | 57         | 130        | 0        | 1        |
| 06 - 10 YEARS           | 37         | 57         | 4         | 3         | 0                                 | 0        | 0        | 0        | 0                          | 1        | 0                | 1        | 41         | 62         | 0        | 0        |
| 11 - 15 YEARS           | 15         | 46         | 1         | 2         | 0                                 | 0        | 1        | 1        | 0                          | 0        | 0                | 0        | 17         | 49         | 0        | 0        |
| 16 - 20 YEARS           | 3          | 15         | 0         | 0         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 3          | 15         | 0        | 0        |
| 21 - 25 YEARS           | 4          | 23         | 0         | 3         | 0                                 | 0        | 0        | 0        | 0                          | 1        | 0                | 0        | 4          | 27         | 0        | 1        |
| 26 - 30 YEARS           | 1          | 10         | 2         | 2         | 0                                 | 0        | 0        | 1        | 0                          | 0        | 0                | 0        | 3          | 13         | 0        | 0        |
| 31 - 35 YEARS           | 3          | 20         | 0         | 1         | 0                                 | 0        | 0        | 1        | 0                          | 0        | 0                | 0        | 3          | 22         | 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>114</b> | <b>292</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>129</b> | <b>325</b> | <b>0</b> | <b>2</b> |
| MORE THAN 10 YEARS:     | 27         | 121        | 3         | 8         | 0                                 | 0        | 1        | 3        | 0                          | 1        | 0                | 0        | 31         | 133        | 0        | 1        |
| AVERAGE YEARS           | 7.6        | 11.1       | 10.9      | 9.9       | 0.0                               | 0.0      | 6.0      | 14.4     | 1.5                        | 11.3     | 0.0              | 6.0      | 7.7        | 11.1       | 0.0      | 12.0     |

**DEPARTMENT AVERAGE YEARS 10.1**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT                   | WHITE      |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>DISCLOSED |          | TOTAL      |            | DISABLED  |          |
|------------------------------|------------|------------|-----------|-----------|-----------------------------------|----------|----------|-----------|----------------------------|-----------|------------------|----------|------------|------------|-----------|----------|
|                              | MALE       | FEMALE     | MALE      | FEMALE    | MALE                              | FEMALE   | MALE     | FEMALE    | MALE                       | FEMALE    | MALE             | FEMALE   | MALE       | FEMALE     | MALE      | FEMALE   |
| <b>ENVIRONMENTAL QUALITY</b> |            |            |           |           |                                   |          |          |           |                            |           |                  |          |            |            |           |          |
| 00 - 05 YEARS                | 55         | 56         | 2         | 1         | 0                                 | 0        | 1        | 0         | 0                          | 1         | 3                | 3        | 61         | 61         | 0         | 0        |
| 06 - 10 YEARS                | 97         | 104        | 6         | 1         | 0                                 | 1        | 1        | 5         | 2                          | 1         | 0                | 1        | 106        | 113        | 0         | 0        |
| 11 - 15 YEARS                | 97         | 94         | 4         | 3         | 0                                 | 0        | 1        | 0         | 1                          | 4         | 0                | 0        | 103        | 101        | 0         | 0        |
| 16 - 20 YEARS                | 92         | 63         | 2         | 6         | 0                                 | 0        | 2        | 2         | 8                          | 4         | 0                | 0        | 104        | 75         | 1         | 2        |
| 21 - 25 YEARS                | 112        | 78         | 2         | 11        | 0                                 | 1        | 3        | 3         | 1                          | 2         | 0                | 0        | 118        | 95         | 3         | 2        |
| 26 - 30 YEARS                | 39         | 25         | 4         | 3         | 0                                 | 1        | 0        | 0         | 2                          | 1         | 0                | 0        | 45         | 30         | 1         | 0        |
| 31 - 35 YEARS                | 49         | 24         | 1         | 1         | 1                                 | 0        | 0        | 0         | 0                          | 1         | 0                | 0        | 51         | 26         | 5         | 2        |
| 36 - 40 YEARS                | 5          | 5          | 0         | 0         | 0                                 | 0        | 0        | 0         | 0                          | 0         | 0                | 0        | 5          | 5          | 0         | 0        |
| MORE THAN 40 YEARS           | 0          | 0          | 0         | 0         | 0                                 | 0        | 1        | 0         | 0                          | 0         | 0                | 0        | 1          | 0          | 0         | 0        |
| <b>DEPARTMENT TOTAL</b>      | <b>546</b> | <b>449</b> | <b>21</b> | <b>26</b> | <b>1</b>                          | <b>3</b> | <b>9</b> | <b>10</b> | <b>14</b>                  | <b>14</b> | <b>3</b>         | <b>4</b> | <b>594</b> | <b>506</b> | <b>10</b> | <b>6</b> |
| MORE THAN 10 YEARS:          | 394        | 289        | 13        | 24        | 1                                 | 2        | 7        | 5         | 12                         | 12        | 0                | 0        | 427        | 332        | 10        | 6        |
| AVERAGE YEARS                | 16.7       | 14.9       | 15.6      | 20.5      | 33.0                              | 19.7     | 19.2     | 14.2      | 18.0                       | 17.1      | 1.7              | 3.0      | 16.7       | 15.2       | 27.6      | 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: June 25, 2011

| DEPARTMENT              | WHITE     |           | BLACK    |          | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 12        | 16        | 0        | 1        | 0                                 | 0        | 0        | 0        | 1                          | 0        | 1                | 1        | 14        | 18        | 0        | 0        |
| 06 - 10 YEARS           | 3         | 3         | 0        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 3         | 3         | 0        | 0        |
| 11 - 15 YEARS           | 0         | 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>16</b> | <b>20</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>1</b> | <b>18</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       | 2.9       | 0.0      | 0.0      |

**DEPARTMENT AVERAGE YEARS****3.2**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE        |              | BLACK      |              | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |            | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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           | 607          | 2,351        | 202        | 1,316        | 3                                 | 18        | 31        | 133        | 5                          | 27        | 21               | 55        | 869          | 3,900        | 1         | 6          |
| 06 - 10 YEARS           | 154          | 705          | 50         | 344          | 1                                 | 4         | 19        | 42         | 4                          | 4         | 0                | 1         | 228          | 1,100        | 0         | 6          |
| 11 - 15 YEARS           | 198          | 696          | 70         | 562          | 1                                 | 11        | 12        | 65         | 1                          | 9         | 0                | 1         | 282          | 1,344        | 1         | 6          |
| 16 - 20 YEARS           | 131          | 443          | 56         | 195          | 1                                 | 7         | 9         | 39         | 3                          | 8         | 0                | 0         | 200          | 692          | 9         | 20         |
| 21 - 25 YEARS           | 130          | 342          | 49         | 258          | 1                                 | 7         | 18        | 45         | 2                          | 8         | 0                | 0         | 200          | 660          | 14        | 30         |
| 26 - 30 YEARS           | 48           | 174          | 14         | 131          | 1                                 | 4         | 3         | 7          | 1                          | 1         | 0                | 0         | 67           | 317          | 9         | 18         |
| 31 - 35 YEARS           | 118          | 290          | 29         | 185          | 0                                 | 2         | 3         | 8          | 1                          | 3         | 0                | 0         | 151          | 488          | 7         | 29         |
| 36 - 40 YEARS           | 49           | 85           | 9          | 62           | 0                                 | 0         | 0         | 5          | 0                          | 0         | 0                | 0         | 58           | 152          | 5         | 10         |
| MORE THAN 40 YEARS      | 3            | 6            | 0          | 1            | 0                                 | 0         | 0         | 0          | 0                          | 0         | 0                | 0         | 3            | 7            | 1         | 2          |
| <b>DEPARTMENT TOTAL</b> | <b>1,438</b> | <b>5,092</b> | <b>479</b> | <b>3,054</b> | <b>8</b>                          | <b>53</b> | <b>95</b> | <b>344</b> | <b>17</b>                  | <b>60</b> | <b>21</b>        | <b>57</b> | <b>2,058</b> | <b>8,660</b> | <b>47</b> | <b>127</b> |
| MORE THAN 10 YEARS:     | 677          | 2,036        | 227        | 1,394        | 4                                 | 31        | 45        | 169        | 8                          | 29        | 0                | 1         | 961          | 3,660        | 46        | 115        |
| AVERAGE YEARS           | 11.9         | 10.2         | 11.2       | 11.0         | 11.5                              | 12.8      | 11.4      | 11.0       | 12.2                       | 10.7      | 0.2              | 1.1       | 11.6         | 10.5         | 25.8      | 24.4       |

**DEPARTMENT AVERAGE YEARS 10.7**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT                    | WHITE      |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>DISCLOSED |          | TOTAL        |            | DISABLED  |          |
|-------------------------------|------------|------------|-----------|-----------|-----------------------------------|----------|-----------|-----------|----------------------------|-----------|------------------|----------|--------------|------------|-----------|----------|
|                               | MALE       | FEMALE     | MALE      | FEMALE    | MALE                              | FEMALE   | MALE      | FEMALE    | MALE                       | FEMALE    | MALE             | FEMALE   | MALE         | FEMALE     | MALE      | FEMALE   |
| <b>INFORMATION TECHNOLOGY</b> |            |            |           |           |                                   |          |           |           |                            |           |                  |          |              |            |           |          |
| 00 - 05 YEARS                 | 227        | 82         | 15        | 12        | 1                                 | 0        | 3         | 2         | 44                         | 36        | 17               | 7        | 307          | 139        | 0         | 0        |
| 06 - 10 YEARS                 | 108        | 38         | 5         | 1         | 1                                 | 0        | 1         | 0         | 28                         | 13        | 0                | 1        | 143          | 53         | 0         | 1        |
| 11 - 15 YEARS                 | 244        | 90         | 10        | 12        | 1                                 | 0        | 7         | 1         | 14                         | 4         | 0                | 0        | 276          | 107        | 4         | 0        |
| 16 - 20 YEARS                 | 68         | 34         | 0         | 2         | 0                                 | 1        | 2         | 2         | 5                          | 4         | 0                | 0        | 75           | 43         | 1         | 1        |
| 21 - 25 YEARS                 | 84         | 60         | 15        | 16        | 2                                 | 1        | 3         | 4         | 6                          | 2         | 0                | 0        | 110          | 83         | 6         | 4        |
| 26 - 30 YEARS                 | 19         | 25         | 5         | 6         | 0                                 | 0        | 1         | 1         | 3                          | 1         | 0                | 0        | 28           | 33         | 3         | 0        |
| 31 - 35 YEARS                 | 43         | 44         | 3         | 7         | 0                                 | 0        | 1         | 3         | 0                          | 2         | 0                | 0        | 47           | 56         | 5         | 1        |
| 36 - 40 YEARS                 | 15         | 12         | 1         | 1         | 0                                 | 0        | 0         | 2         | 0                          | 1         | 0                | 0        | 16           | 16         | 1         | 1        |
| 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>809</b> | <b>385</b> | <b>54</b> | <b>57</b> | <b>5</b>                          | <b>2</b> | <b>18</b> | <b>15</b> | <b>100</b>                 | <b>63</b> | <b>17</b>        | <b>8</b> | <b>1,003</b> | <b>530</b> | <b>20</b> | <b>8</b> |
| MORE THAN 10 YEARS:           | 474        | 265        | 34        | 44        | 3                                 | 2        | 14        | 13        | 28                         | 14        | 0                | 0        | 553          | 338        | 20        | 7        |
| AVERAGE YEARS                 | 12.4       | 16.1       | 15.0      | 17.8      | 12.8                              | 20.5     | 14.8      | 22.7      | 7.9                        | 7.8       | 2.5              | 2.4      | 12.0         | 15.3       | 24.3      | 23.4     |

**DEPARTMENT AVERAGE YEARS 13.1**

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**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT                                | WHITE        |              | BLACK      |            | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>DISCLOSED |          | TOTAL        |              | DISABLED  |           |
|---|--------------|--------------|------------|------------|-----------------------------------|-----------|-----------|-----------|----------------------------|-----------|------------------|----------|--------------|--------------|-----------|-----------|
|   | MALE         | FEMALE       | MALE       | FEMALE     | MALE                              | FEMALE    | MALE      | FEMALE    | MALE                       | FEMALE    | MALE             | FEMALE   | MALE         | FEMALE       | MALE      | FEMALE    |
| <b>LICENSING &amp; REGULATORY AFFAIRS</b> |              |              |            |            |                                   |           |           |           |                            |           |                  |          |              |              |           |           |
| 00 - 05 YEARS                             | 390          | 531          | 66         | 238        | 4                                 | 4         | 20        | 24        | 9                          | 10        | 3                | 4        | 492          | 811          | 9         | 13        |
| 06 - 10 YEARS                             | 203          | 345          | 48         | 242        | 1                                 | 3         | 12        | 14        | 5                          | 8         | 2                | 1        | 271          | 613          | 4         | 6         |
| 11 - 15 YEARS                             | 138          | 192          | 16         | 68         | 1                                 | 2         | 3         | 9         | 0                          | 4         | 0                | 0        | 158          | 275          | 8         | 2         |
| 16 - 20 YEARS                             | 89           | 126          | 14         | 47         | 0                                 | 1         | 3         | 7         | 1                          | 1         | 0                | 0        | 107          | 182          | 6         | 11        |
| 21 - 25 YEARS                             | 102          | 149          | 26         | 78         | 0                                 | 2         | 6         | 13        | 3                          | 5         | 0                | 0        | 137          | 247          | 13        | 17        |
| 26 - 30 YEARS                             | 39           | 54           | 13         | 33         | 1                                 | 1         | 5         | 4         | 0                          | 2         | 0                | 0        | 58           | 94           | 4         | 8         |
| 31 - 35 YEARS                             | 59           | 118          | 19         | 55         | 1                                 | 0         | 4         | 5         | 1                          | 3         | 0                | 0        | 84           | 181          | 8         | 15        |
| 36 - 40 YEARS                             | 19           | 36           | 5          | 23         | 0                                 | 0         | 1         | 0         | 1                          | 0         | 0                | 0        | 26           | 59           | 4         | 7         |
| MORE THAN 40 YEARS                        | 5            | 3            | 1          | 0          | 0                                 | 0         | 0         | 0         | 0                          | 0         | 0                | 0        | 6            | 3            | 0         | 0         |
| <b>DEPARTMENT TOTAL</b>                   | <b>1,044</b> | <b>1,554</b> | <b>208</b> | <b>784</b> | <b>8</b>                          | <b>13</b> | <b>54</b> | <b>76</b> | <b>20</b>                  | <b>33</b> | <b>5</b>         | <b>5</b> | <b>1,339</b> | <b>2,465</b> | <b>56</b> | <b>79</b> |
| MORE THAN 10 YEARS:                       | 451          | 678          | 94         | 304        | 3                                 | 6         | 22        | 38        | 6                          | 15        | 0                | 0        | 576          | 1,041        | 43        | 60        |
| AVERAGE YEARS                             | 11.4         | 12.1         | 13.6       | 12.1       | 11.4                              | 12.5      | 12.3      | 12.9      | 10.6                       | 12.9      | 3.4              | 3.4      | 11.8         | 12.1         | 18.9      | 21.0      |

**DEPARTMENT AVERAGE YEARS 12.0**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT                   | WHITE      |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>DISCLOSED |          | TOTAL      |            | DISABLED |          |
|------------------------------|------------|------------|-----------|-----------|-----------------------------------|----------|-----------|-----------|----------------------------|----------|------------------|----------|------------|------------|----------|----------|
|                              | MALE       | FEMALE     | MALE      | FEMALE    | MALE                              | FEMALE   | MALE      | FEMALE    | MALE                       | FEMALE   | MALE             | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>MANAGEMENT AND BUDGET</b> |            |            |           |           |                                   |          |           |           |                            |          |                  |          |            |            |          |          |
| 00 - 05 YEARS                | 115        | 78         | 7         | 7         | 0                                 | 0        | 5         | 3         | 0                          | 1        | 1                | 2        | 128        | 91         | 1        | 0        |
| 06 - 10 YEARS                | 70         | 50         | 1         | 4         | 0                                 | 0        | 3         | 0         | 0                          | 0        | 0                | 1        | 74         | 55         | 0        | 0        |
| 11 - 15 YEARS                | 92         | 75         | 7         | 8         | 0                                 | 0        | 0         | 2         | 1                          | 1        | 0                | 0        | 100        | 86         | 0        | 0        |
| 16 - 20 YEARS                | 47         | 33         | 3         | 2         | 0                                 | 0        | 1         | 0         | 0                          | 0        | 0                | 0        | 51         | 35         | 1        | 2        |
| 21 - 25 YEARS                | 45         | 38         | 8         | 7         | 0                                 | 0        | 3         | 3         | 6                          | 1        | 0                | 0        | 62         | 49         | 0        | 3        |
| 26 - 30 YEARS                | 16         | 18         | 6         | 2         | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 22         | 20         | 0        | 2        |
| 31 - 35 YEARS                | 42         | 27         | 4         | 3         | 0                                 | 0        | 2         | 0         | 0                          | 1        | 0                | 0        | 48         | 31         | 3        | 2        |
| 36 - 40 YEARS                | 11         | 5          | 1         | 2         | 0                                 | 0        | 2         | 2         | 0                          | 0        | 0                | 0        | 14         | 9          | 1        | 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>438</b> | <b>326</b> | <b>37</b> | <b>35</b> | <b>0</b>                          | <b>0</b> | <b>16</b> | <b>10</b> | <b>7</b>                   | <b>4</b> | <b>1</b>         | <b>3</b> | <b>499</b> | <b>378</b> | <b>6</b> | <b>9</b> |
| MORE THAN 10 YEARS:          | 253        | 198        | 29        | 24        | 0                                 | 0        | 8         | 7         | 7                          | 3        | 0                | 0        | 297        | 232        | 5        | 9        |
| AVERAGE YEARS                | 13.7       | 14.1       | 18.4      | 16.3      | 0.0                               | 0.0      | 16.5      | 17.0      | 21.6                       | 16.3     | 4.0              | 3.7      | 14.2       | 14.3       | 26.3     | 24.8     |

**DEPARTMENT AVERAGE YEARS 14.3**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT                            | WHITE      |            | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                         | 188        | 110        | 10        | 25         | 1                                 | 1        | 2         | 5         | 3                          | 5        | 2                | 1        | 206        | 147        | 0        | 0        |
| 06 - 10 YEARS                         | 68         | 69         | 4         | 40         | 0                                 | 0        | 3         | 1         | 0                          | 0        | 1                | 0        | 76         | 110        | 0        | 1        |
| 11 - 15 YEARS                         | 41         | 63         | 7         | 25         | 1                                 | 1        | 5         | 2         | 1                          | 2        | 0                | 0        | 55         | 93         | 1        | 0        |
| 16 - 20 YEARS                         | 54         | 44         | 1         | 14         | 0                                 | 0        | 3         | 2         | 0                          | 0        | 0                | 0        | 58         | 60         | 0        | 1        |
| 21 - 25 YEARS                         | 30         | 39         | 3         | 11         | 0                                 | 1        | 0         | 1         | 0                          | 1        | 0                | 0        | 33         | 53         | 2        | 2        |
| 26 - 30 YEARS                         | 13         | 18         | 2         | 2          | 2                                 | 1        | 0         | 0         | 0                          | 0        | 0                | 0        | 17         | 21         | 2        | 1        |
| 31 - 35 YEARS                         | 7          | 11         | 2         | 3          | 0                                 | 0        | 0         | 2         | 0                          | 0        | 0                | 0        | 9          | 16         | 2        | 2        |
| 36 - 40 YEARS                         | 2          | 1          | 0         | 1          | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 2          | 2          | 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>404</b> | <b>355</b> | <b>29</b> | <b>121</b> | <b>4</b>                          | <b>4</b> | <b>13</b> | <b>13</b> | <b>4</b>                   | <b>8</b> | <b>3</b>         | <b>1</b> | <b>457</b> | <b>502</b> | <b>7</b> | <b>7</b> |
| MORE THAN 10 YEARS:                   | 148        | 176        | 15        | 56         | 3                                 | 3        | 8         | 7         | 1                          | 3        | 0                | 0        | 175        | 245        | 7        | 6        |
| AVERAGE YEARS                         | 9.1        | 11.5       | 11.9      | 11.4       | 17.3                              | 16.5     | 11.2      | 12.8      | 3.3                        | 7.6      | 4.0              | 1.0      | 9.4        | 11.5       | 25.6     | 23.1     |

**DEPARTMENT AVERAGE YEARS 10.4**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT               | WHITE        |              | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>DISCLOSED |           | TOTAL        |              | DISABLED  |           |
|--------------------------|--------------|--------------|-----------|-----------|-----------------------------------|-----------|-----------|-----------|----------------------------|----------|------------------|-----------|--------------|--------------|-----------|-----------|
|                          | MALE         | FEMALE       | MALE      | FEMALE    | MALE                              | FEMALE    | MALE      | FEMALE    | MALE                       | FEMALE   | MALE             | FEMALE    | MALE         | FEMALE       | MALE      | FEMALE    |
| <b>NATURAL RESOURCES</b> |              |              |           |           |                                   |           |           |           |                            |          |                  |           |              |              |           |           |
| 00 - 05 YEARS            | 1,043        | 692          | 17        | 18        | 7                                 | 7         | 4         | 2         | 1                          | 1        | 51               | 27        | 1,123        | 747          | 7         | 2         |
| 06 - 10 YEARS            | 215          | 97           | 2         | 2         | 3                                 | 0         | 4         | 0         | 4                          | 0        | 1                | 0         | 229          | 99           | 1         | 0         |
| 11 - 15 YEARS            | 227          | 83           | 3         | 2         | 2                                 | 0         | 2         | 2         | 3                          | 2        | 0                | 0         | 237          | 89           | 2         | 2         |
| 16 - 20 YEARS            | 122          | 53           | 5         | 3         | 2                                 | 1         | 3         | 0         | 0                          | 0        | 0                | 0         | 132          | 57           | 0         | 0         |
| 21 - 25 YEARS            | 136          | 60           | 6         | 2         | 4                                 | 1         | 1         | 7         | 0                          | 0        | 0                | 0         | 147          | 70           | 5         | 3         |
| 26 - 30 YEARS            | 45           | 27           | 2         | 1         | 1                                 | 1         | 0         | 0         | 1                          | 0        | 0                | 0         | 49           | 29           | 0         | 1         |
| 31 - 35 YEARS            | 29           | 17           | 0         | 0         | 2                                 | 1         | 0         | 1         | 0                          | 1        | 0                | 0         | 31           | 20           | 0         | 1         |
| 36 - 40 YEARS            | 19           | 6            | 0         | 0         | 0                                 | 0         | 0         | 0         | 0                          | 0        | 0                | 0         | 19           | 6            | 0         | 1         |
| MORE THAN 40 YEARS       | 3            | 0            | 0         | 0         | 1                                 | 0         | 0         | 0         | 0                          | 0        | 0                | 0         | 4            | 0            | 1         | 0         |
| <b>DEPARTMENT TOTAL</b>  | <b>1,839</b> | <b>1,035</b> | <b>35</b> | <b>28</b> | <b>22</b>                         | <b>11</b> | <b>14</b> | <b>12</b> | <b>9</b>                   | <b>4</b> | <b>52</b>        | <b>27</b> | <b>1,971</b> | <b>1,117</b> | <b>16</b> | <b>10</b> |
| MORE THAN 10 YEARS:      | 581          | 246          | 16        | 8         | 12                                | 4         | 6         | 10        | 4                          | 3        | 0                | 0         | 619          | 271          | 8         | 8         |
| AVERAGE YEARS            | 7.3          | 5.7          | 9.7       | 6.2       | 14.4                              | 8.9       | 9.8       | 18.1      | 11.9                       | 14.8     | 0.3              | 0.0       | 7.3          | 5.7          | 11.8      | 18.7      |

**DEPARTMENT AVERAGE YEARS****6.7**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE      |            | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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           | 57         | 192        | 9         | 76         | 1                                 | 0         | 2        | 9         | 0                          | 3         | 7                | 52        | 76         | 332          | 0        | 0         |
| 06 - 10 YEARS           | 27         | 130        | 6         | 32         | 1                                 | 1         | 2        | 8         | 0                          | 2         | 0                | 1         | 36         | 174          | 0        | 0         |
| 11 - 15 YEARS           | 42         | 168        | 3         | 44         | 0                                 | 4         | 1        | 9         | 1                          | 2         | 0                | 0         | 47         | 227          | 1        | 1         |
| 16 - 20 YEARS           | 12         | 78         | 2         | 22         | 0                                 | 3         | 0        | 8         | 0                          | 1         | 0                | 0         | 14         | 112          | 1        | 10        |
| 21 - 25 YEARS           | 27         | 97         | 5         | 49         | 1                                 | 0         | 2        | 8         | 2                          | 2         | 0                | 0         | 37         | 156          | 3        | 17        |
| 26 - 30 YEARS           | 5          | 48         | 5         | 22         | 0                                 | 1         | 0        | 5         | 0                          | 2         | 0                | 0         | 10         | 78           | 0        | 6         |
| 31 - 35 YEARS           | 27         | 49         | 5         | 8          | 0                                 | 1         | 0        | 4         | 0                          | 0         | 0                | 0         | 32         | 62           | 2        | 3         |
| 36 - 40 YEARS           | 5          | 14         | 0         | 2          | 0                                 | 0         | 0        | 0         | 0                          | 0         | 0                | 0         | 5          | 16           | 0        | 0         |
| MORE THAN 40 YEARS      | 0          | 4          | 0         | 0          | 0                                 | 0         | 0        | 0         | 0                          | 0         | 0                | 0         | 0          | 4            | 0        | 0         |
| <b>DEPARTMENT TOTAL</b> | <b>202</b> | <b>780</b> | <b>35</b> | <b>255</b> | <b>3</b>                          | <b>10</b> | <b>7</b> | <b>51</b> | <b>3</b>                   | <b>12</b> | <b>7</b>         | <b>53</b> | <b>257</b> | <b>1,161</b> | <b>7</b> | <b>37</b> |
| MORE THAN 10 YEARS:     | 118        | 458        | 20        | 147        | 1                                 | 9         | 3        | 34        | 3                          | 7         | 0                | 0         | 145        | 655          | 7        | 37        |
| AVERAGE YEARS           | 14.2       | 13.6       | 15.7      | 13.1       | 11.7                              | 16.9      | 11.3     | 15.7      | 19.7                       | 13.5      | 0.9              | 0.2       | 14.0       | 13.0         | 24.7     | 23.1      |

**DEPARTMENT AVERAGE YEARS 13.2**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE        |            | BLACK      |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 139          | 81         | 5          | 6         | 0                                 | 1        | 2         | 3         | 2                          | 1        | 5                | 1        | 153          | 93         | 0        | 0        |
| 06 - 10 YEARS           | 151          | 116        | 4          | 3         | 0                                 | 0        | 4         | 4         | 0                          | 0        | 0                | 0        | 159          | 123        | 0        | 0        |
| 11 - 15 YEARS           | 481          | 111        | 14         | 11        | 5                                 | 1        | 8         | 1         | 5                          | 0        | 0                | 0        | 513          | 124        | 1        | 0        |
| 16 - 20 YEARS           | 336          | 87         | 27         | 5         | 12                                | 0        | 11        | 0         | 1                          | 1        | 0                | 0        | 387          | 93         | 2        | 0        |
| 21 - 25 YEARS           | 309          | 110        | 55         | 9         | 9                                 | 0        | 21        | 2         | 2                          | 1        | 0                | 0        | 396          | 122        | 3        | 4        |
| 26 - 30 YEARS           | 70           | 18         | 13         | 4         | 1                                 | 0        | 5         | 2         | 0                          | 0        | 0                | 0        | 89           | 24         | 1        | 2        |
| 31 - 35 YEARS           | 24           | 23         | 5          | 2         | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 29           | 25         | 1        | 0        |
| 36 - 40 YEARS           | 3            | 7          | 0          | 0         | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 3            | 7          | 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>1,514</b> | <b>553</b> | <b>123</b> | <b>40</b> | <b>27</b>                         | <b>2</b> | <b>51</b> | <b>12</b> | <b>10</b>                  | <b>3</b> | <b>5</b>         | <b>1</b> | <b>1,730</b> | <b>611</b> | <b>8</b> | <b>6</b> |
| MORE THAN 10 YEARS:     | 1,224        | 356        | 114        | 31        | 27                                | 1        | 45        | 5         | 8                          | 2        | 0                | 0        | 1,418        | 395        | 8        | 6        |
| AVERAGE YEARS           | 15.3         | 14.7       | 20.1       | 16.7      | 18.9                              | 8.0      | 18.6      | 12.9      | 13.7                       | 13.0     | 0.8              | 2.0      | 15.7         | 14.8       | 22.5     | 24.5     |

**DEPARTMENT AVERAGE YEARS 15.5**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE     |           | BLACK    |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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           | 8         | 12        | 2        | 6         | 0                                 | 0        | 0        | 2        | 0                          | 0        | 0                | 0        | 10        | 20        | 0        | 1        |
| 06 - 10 YEARS           | 3         | 6         | 0        | 1         | 0                                 | 0        | 1        | 0        | 1                          | 0        | 0                | 0        | 5         | 7         | 0        | 1        |
| 11 - 15 YEARS           | 8         | 8         | 2        | 3         | 0                                 | 0        | 0        | 0        | 0                          | 1        | 0                | 0        | 10        | 12        | 0        | 0        |
| 16 - 20 YEARS           | 6         | 7         | 0        | 1         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 6         | 8         | 0        | 1        |
| 21 - 25 YEARS           | 3         | 8         | 1        | 3         | 0                                 | 0        | 1        | 1        | 1                          | 0        | 0                | 0        | 6         | 12        | 1        | 1        |
| 26 - 30 YEARS           | 2         | 3         | 1        | 1         | 0                                 | 0        | 1        | 0        | 1                          | 1        | 0                | 0        | 5         | 5         | 0        | 0        |
| 31 - 35 YEARS           | 5         | 9         | 0        | 2         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 5         | 11        | 2        | 2        |
| 36 - 40 YEARS           | 2         | 2         | 0        | 1         | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 2         | 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>37</b> | <b>55</b> | <b>6</b> | <b>18</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>49</b> | <b>78</b> | <b>3</b> | <b>6</b> |
| MORE THAN 10 YEARS:     | 26        | 37        | 4        | 11        | 0                                 | 0        | 2        | 1        | 2                          | 2        | 0                | 0        | 34        | 51        | 3        | 4        |
| AVERAGE YEARS           | 16.7      | 17.3      | 12.8     | 15.5      | 0.0                               | 0.0      | 19.7     | 10.0     | 20.3                       | 19.0     | 0.0              | 0.0      | 16.7      | 16.7      | 30.7     | 19.3     |

**DEPARTMENT AVERAGE YEARS 16.7**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE        |            | BLACK      |           | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>DISCLOSED |          | TOTAL        |            | DISABLED  |           |
|-------------------------|--------------|------------|------------|-----------|-----------------------------------|-----------|-----------|-----------|----------------------------|-----------|------------------|----------|--------------|------------|-----------|-----------|
|                         | MALE         | FEMALE     | MALE       | FEMALE    | MALE                              | FEMALE    | MALE      | FEMALE    | MALE                       | FEMALE    | MALE             | FEMALE   | MALE         | FEMALE     | MALE      | FEMALE    |
| <b>TRANSPORTATION</b>   |              |            |            |           |                                   |           |           |           |                            |           |                  |          |              |            |           |           |
| 00 - 05 YEARS           | 541          | 184        | 34         | 19        | 8                                 | 2         | 6         | 3         | 8                          | 0         | 4                | 2        | 601          | 210        | 0         | 1         |
| 06 - 10 YEARS           | 381          | 149        | 14         | 10        | 6                                 | 0         | 5         | 2         | 10                         | 7         | 0                | 0        | 416          | 168        | 2         | 0         |
| 11 - 15 YEARS           | 340          | 102        | 16         | 8         | 2                                 | 4         | 5         | 1         | 5                          | 6         | 0                | 0        | 368          | 121        | 0         | 0         |
| 16 - 20 YEARS           | 151          | 74         | 10         | 10        | 5                                 | 2         | 5         | 0         | 2                          | 0         | 0                | 0        | 173          | 86         | 3         | 2         |
| 21 - 25 YEARS           | 262          | 101        | 27         | 18        | 5                                 | 2         | 12        | 3         | 6                          | 3         | 0                | 0        | 312          | 127        | 11        | 9         |
| 26 - 30 YEARS           | 76           | 41         | 9          | 5         | 2                                 | 0         | 2         | 1         | 1                          | 0         | 0                | 0        | 90           | 47         | 7         | 5         |
| 31 - 35 YEARS           | 62           | 40         | 9          | 10        | 0                                 | 0         | 4         | 2         | 2                          | 0         | 0                | 0        | 77           | 52         | 6         | 6         |
| 36 - 40 YEARS           | 26           | 13         | 3          | 0         | 0                                 | 0         | 3         | 0         | 1                          | 0         | 0                | 0        | 33           | 13         | 1         | 5         |
| MORE THAN 40 YEARS      | 8            | 2          | 0          | 0         | 0                                 | 0         | 0         | 0         | 4                          | 0         | 0                | 0        | 12           | 2          | 4         | 0         |
| <b>DEPARTMENT TOTAL</b> | <b>1,847</b> | <b>706</b> | <b>122</b> | <b>80</b> | <b>28</b>                         | <b>10</b> | <b>42</b> | <b>12</b> | <b>39</b>                  | <b>16</b> | <b>4</b>         | <b>2</b> | <b>2,082</b> | <b>826</b> | <b>34</b> | <b>28</b> |
| MORE THAN 10 YEARS:     | 925          | 373        | 74         | 51        | 14                                | 8         | 31        | 7         | 21                         | 9         | 0                | 0        | 1,065        | 448        | 32        | 27        |
| AVERAGE YEARS           | 12.1         | 13.3       | 14.8       | 16.0      | 11.9                              | 12.6      | 18.3      | 17.3      | 16.5                       | 12.6      | 2.0              | 1.5      | 12.4         | 13.6       | 27.1      | 27.4      |

**DEPARTMENT AVERAGE YEARS 12.7**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
 Pay End Date: June 25, 2011

| DEPARTMENT              | WHITE      |            | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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           | 184        | 297        | 31        | 69         | 0                                 | 2        | 1         | 9         | 4                          | 4         | 3                | 6        | 223        | 387          | 0         | 0         |
| 06 - 10 YEARS           | 112        | 200        | 15        | 47         | 1                                 | 0        | 1         | 5         | 7                          | 7         | 0                | 0        | 136        | 259          | 1         | 2         |
| 11 - 15 YEARS           | 69         | 138        | 8         | 26         | 0                                 | 0        | 3         | 4         | 2                          | 3         | 0                | 0        | 82         | 171          | 0         | 0         |
| 16 - 20 YEARS           | 47         | 63         | 5         | 22         | 0                                 | 2        | 0         | 4         | 0                          | 2         | 0                | 0        | 52         | 93           | 4         | 4         |
| 21 - 25 YEARS           | 41         | 69         | 19        | 33         | 0                                 | 0        | 3         | 16        | 5                          | 0         | 0                | 0        | 68         | 118          | 3         | 7         |
| 26 - 30 YEARS           | 12         | 48         | 5         | 14         | 0                                 | 1        | 2         | 2         | 0                          | 0         | 0                | 0        | 19         | 65           | 1         | 3         |
| 31 - 35 YEARS           | 16         | 67         | 8         | 17         | 0                                 | 1        | 3         | 6         | 0                          | 0         | 0                | 0        | 27         | 91           | 6         | 5         |
| 36 - 40 YEARS           | 16         | 17         | 2         | 4          | 0                                 | 0        | 1         | 0         | 0                          | 1         | 0                | 0        | 19         | 22           | 1         | 1         |
| MORE THAN 40 YEARS      | 2          | 3          | 1         | 0          | 0                                 | 0        | 0         | 0         | 0                          | 0         | 0                | 0        | 3          | 3            | 1         | 0         |
| <b>DEPARTMENT TOTAL</b> | <b>499</b> | <b>902</b> | <b>94</b> | <b>232</b> | <b>1</b>                          | <b>6</b> | <b>14</b> | <b>46</b> | <b>18</b>                  | <b>17</b> | <b>3</b>         | <b>6</b> | <b>629</b> | <b>1,209</b> | <b>17</b> | <b>22</b> |
| MORE THAN 10 YEARS:     | 203        | 405        | 48        | 116        | 0                                 | 4        | 12        | 32        | 7                          | 6         | 0                | 0        | 270        | 563          | 16        | 20        |
| AVERAGE YEARS           | 10.8       | 12.1       | 14.1      | 13.3       | 7.0                               | 17.3     | 22.4      | 17.3      | 11.1                       | 10.4      | 2.3              | 1.8      | 11.5       | 12.5         | 26.9      | 24.7      |

**DEPARTMENT AVERAGE YEARS 12.1**

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|--------------------------------------|---------------|---------------|--------------|--------------|-----------------------------------|------------|------------|------------|----------------------------|------------|------------------|------------|---------------|---------------|------------|------------|
|                                      | MALE          | FEMALE        | MALE         | FEMALE       | MALE                              | FEMALE     | MALE       | FEMALE     | MALE                       | FEMALE     | MALE             | FEMALE     | MALE          | FEMALE        | MALE       | FEMALE     |
| <b>STATEWIDE TOTAL</b>               |               |               |              |              |                                   |            |            |            |                            |            |                  |            |               |               |            |            |
| 00- 05 YEARS                         | 4,924         | 6,291         | 727          | 2,303        | 58                                | 57         | 134        | 250        | 103                        | 115        | 162              | 219        | 6,108         | 9,235         | 21         | 26         |
| 06- 10 YEARS                         | 2,786         | 3,039         | 338          | 1,019        | 38                                | 17         | 82         | 114        | 74                         | 58         | 6                | 8          | 3,324         | 4,255         | 13         | 21         |
| 11- 15 YEARS                         | 4,394         | 3,036         | 412          | 1,145        | 68                                | 50         | 121        | 135        | 51                         | 70         | 0                | 1          | 5,046         | 4,437         | 23         | 18         |
| 16- 20 YEARS                         | 2,639         | 1,752         | 293          | 524          | 56                                | 25         | 80         | 89         | 31                         | 37         | 0                | 0          | 3,099         | 2,427         | 40         | 70         |
| 21- 25 YEARS                         | 3,473         | 1,949         | 506          | 812          | 84                                | 30         | 120        | 137        | 52                         | 39         | 0                | 0          | 4,235         | 2,967         | 177        | 154        |
| 26- 30 YEARS                         | 721           | 692           | 168          | 323          | 13                                | 18         | 32         | 27         | 14                         | 13         | 0                | 0          | 948           | 1,073         | 62         | 64         |
| 31- 35 YEARS                         | 661           | 955           | 146          | 366          | 7                                 | 10         | 25         | 41         | 8                          | 12         | 0                | 0          | 847           | 1,384         | 58         | 86         |
| 36- 40 YEARS                         | 215           | 260           | 34           | 107          | 0                                 | 0          | 9          | 12         | 3                          | 2          | 0                | 0          | 261           | 381           | 19         | 26         |
| MORE THAN 40 YEARS                   | 28            | 25            | 2            | 3            | 1                                 | 0          | 1          | 0          | 4                          | 0          | 0                | 0          | 36            | 28            | 7          | 2          |
| <b>STATEWIDE TOTAL</b>               | <b>19,841</b> | <b>17,999</b> | <b>2,626</b> | <b>6,602</b> | <b>325</b>                        | <b>207</b> | <b>604</b> | <b>805</b> | <b>340</b>                 | <b>346</b> | <b>168</b>       | <b>228</b> | <b>23,904</b> | <b>26,187</b> | <b>420</b> | <b>467</b> |
| MORE THAN 10 YEARS                   | 12,131        | 8,669         | 1,561        | 3,280        | 229                               | 133        | 388        | 441        | 163                        | 173        | 0                | 1          | 14,472        | 12,697        | 386        | 420        |
| AVERAGE YEARS                        | 13.3          | 11.7          | 14.1         | 12.1         | 14.9                              | 13.8       | 14.4       | 12.9       | 12.1                       | 11.5       | 1.4              | 1.1        | 13.3          | 11.8          | 23.5       | 23.3       |
| <b>STATEWIDE TOTAL AVERAGE YEARS</b> | <b>12.5</b>   |               |              |              |                                   |            |            |            |                            |            |                  |            |               |               |            |            |

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Table 3-2

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

| SEPARATION REASON                      | TOTAL      | PERCENT OF SEPARATIONS |
|--|------------|------------------------|
| <b><i>INVOLUNTARY SEPARATIONS</i></b>  |            |                        |
| Death                                  | 18         | 1.8%                   |
| Dismissal                              | 95         | 9.5%                   |
| Expired Appointment                    | 98         | 9.8%                   |
| <b>Total Involuntary Separations</b>   | <b>211</b> | <b>21.2%</b>           |
| <b><i>VOLUNTARY SEPARATIONS</i></b>    |            |                        |
| Resigned Classified Employment         | 318        | 32.0%                  |
| Layoff/Leave of Absence Rights Expired | 32         | 3.2%                   |
| Waived Rights Leave of Absence         | 46         | 4.6%                   |
| Settlement                             | 0          | 0.0%                   |
| <b>Total Voluntary Separations</b>     | <b>396</b> | <b>39.8%</b>           |
| <b><i>RETIREMENT</i></b>               |            |                        |
| Retirement                             | 318        | 32.0%                  |
| Incentive Retirement                   | 26         | 2.6%                   |
| Disability Retirement                  | 8          | 0.8%                   |
| Deferred Retirement                    | 14         | 1.4%                   |
| <b>Total Retirements</b>               | <b>366</b> | <b>36.8%</b>           |
| <b><i>UNDEFINED SEPARATIONS</i></b>    |            |                        |
| Undefined Separations                  | 22         | 2.2%                   |
| <b>TOTAL SEPARATIONS</b>               | <b>995</b> | <b>100.0%</b>          |

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Source: Michigan Civil Service Commission HWF 10

# NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

Table 3-3

From Pay End Date March 20, 2011 Through Pay End Date June 25, 2011

| DEPARTMENT                     | NUMBER OF HIRES AND RETURNS |              |                      |                                   |                    | NUMBER OF SEPARATIONS AND LAYOFFS |             |             |                   |                 |            |              |
|--------------------------------|-----------------------------|--------------|----------------------|-----------------------------------|--------------------|-----------------------------------|-------------|-------------|-------------------|-----------------|------------|--------------|
|                                | NON-CAREER HIRES            | CAREER HIRES | RETURNS FROM RECALLS | RETURNS FROM WAIVED RIGHTS LEAVES | TOTAL APPOINTMENTS | SEASONAL SEPARATIONS              | RIF LAYOFFS | MED LAYOFFS | UNDEFINED LAYOFFS | NET SEPARATIONS | TOTAL      |              |
| AGRICULTURE                    | 8                           | 4            | 0                    | 0                                 | 12                 | 8                                 | 0           | 0           | 0                 | 8               | 4          |              |
| ATTORNEY GENERAL               | 13                          | 0            | 0                    | 0                                 | 13                 | 3                                 | 0           | 0           | 0                 | 3               | 10         |              |
| AUDITOR GENERAL                | 1                           | 0            | 0                    | 0                                 | 1                  | 10                                | 0           | 0           | 0                 | 10              | -9         |              |
| CIVIL RIGHTS                   | 5                           | 0            | 0                    | 0                                 | 5                  | 0                                 | 0           | 0           | 0                 | 0               | 5          |              |
| CIVIL SERVICE COMMISSION       | 10                          | 5            | 0                    | 0                                 | 15                 | 4                                 | 0           | 0           | 0                 | 4               | 11         |              |
| COMMUNITY HEALTH               | 97                          | 12           | 5                    | 0                                 | 114                | 51                                | 0           | 0           | 0                 | 51              | 63         |              |
| CORRECTIONS                    | 63                          | 9            | 68                   | 0                                 | 140                | 113                               | 0           | 139         | 6                 | 2               | -120       |              |
| EDUCATION                      | 7                           | 2            | 0                    | 0                                 | 9                  | 6                                 | 0           | 0           | 0                 | 6               | 3          |              |
| ENVIRONMENTAL QUALITY          | 11                          | 6            | 0                    | 0                                 | 17                 | 5                                 | 0           | 0           | 0                 | 5               | 12         |              |
| EXECUTIVE OFFICE               | 3                           | 0            | 0                    | 0                                 | 3                  | 1                                 | 0           | 0           | 0                 | 1               | 2          |              |
| HISTORY ARTS AND LIBRARIES     | 0                           | 1            | 0                    | 0                                 | 1                  | 0                                 | 0           | 0           | 0                 | 0               | 1          |              |
| HUMAN SERVICES                 | 960                         | 3            | 9                    | 0                                 | 972                | 104                               | 0           | 0           | 2                 | 0               | 866        |              |
| INFORMATION TECHNOLOGY         | 11                          | 6            | 0                    | 0                                 | 17                 | 23                                | 0           | 0           | 1                 | 0               | -7         |              |
| LICENSING & REGULATORY AFFAIRS | 96                          | 23           | 1                    | 0                                 | 120                | 39                                | 0           | 0           | 3                 | 0               | 78         |              |
| MANAGEMENT & BUDGET            | 17                          | 4            | 0                    | 0                                 | 21                 | 8                                 | 0           | 0           | 0                 | 0               | 13         |              |
| MILITARY & VETERAN AFFAIRS     | 20                          | 28           | 0                    | 0                                 | 48                 | 21                                | 0           | 0           | 2                 | 0               | 25         |              |
| NATURAL RESOURCES              | 23                          | 1,435        | 118                  | 0                                 | 1,576              | 1                                 | 0           | 0           | 0                 | 0               | 1,575      |              |
| STATE                          | 15                          | 94           | 2                    | 0                                 | 111                | 31                                | 0           | 0           | 2                 | 0               | 78         |              |
| STATE POLICE                   | 5                           | 0            | 1                    | 0                                 | 6                  | 21                                | 0           | 0           | 1                 | 4               | -20        |              |
| STRATEGIC FUND                 | 0                           | 0            | 0                    | 0                                 | 0                  | 4                                 | 0           | 0           | 0                 | 0               | -4         |              |
| TRANSPORTATION                 | 13                          | 301          | 10                   | 0                                 | 324                | 49                                | 0           | 0           | 2                 | 0               | 273        |              |
| TREASURY                       | 43                          | 7            | 0                    | 0                                 | 50                 | 25                                | 0           | 0           | 1                 | 0               | 24         |              |
| <b>STATEWIDE TOTALS:</b>       | <b>1,421</b>                | <b>1,940</b> | <b>214</b>           | <b>0</b>                          | <b>3,575</b>       | <b>527</b>                        | <b>0</b>    | <b>139</b>  | <b>20</b>         | <b>6</b>        | <b>692</b> | <b>2,883</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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

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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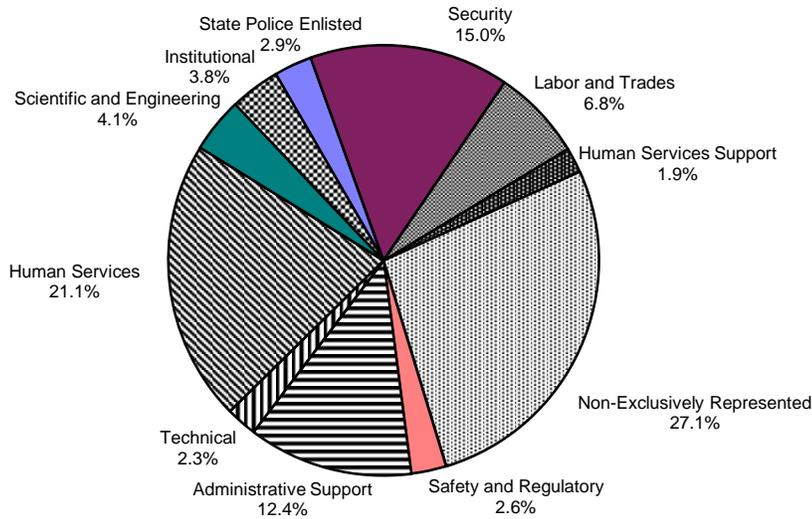
# **BARGAINING UNIT CHARACTERISTICS**

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

Graph 5-1

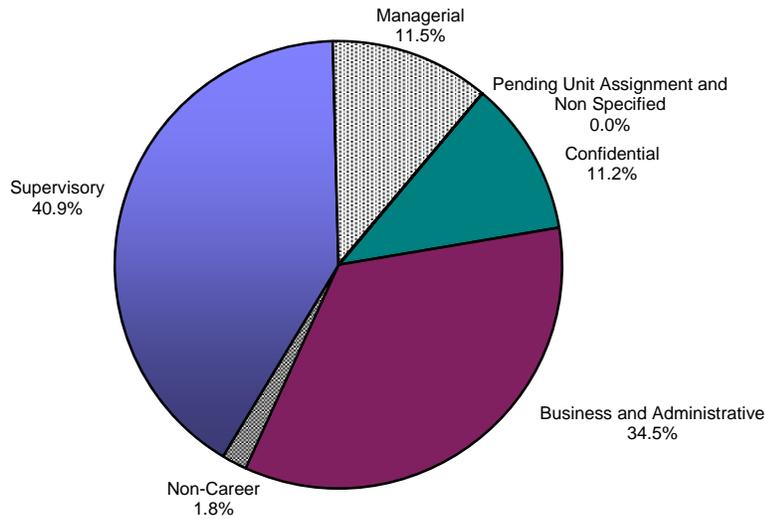
**Pay Period Ending June 25, 2011**

**Represented  
(36,540 Employees)**



(50,091 Employees)

**Non-Exclusively Represented  
(13,551 Employees)**



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

Of the 50,091 classified employees, 73 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: June 25, 2011

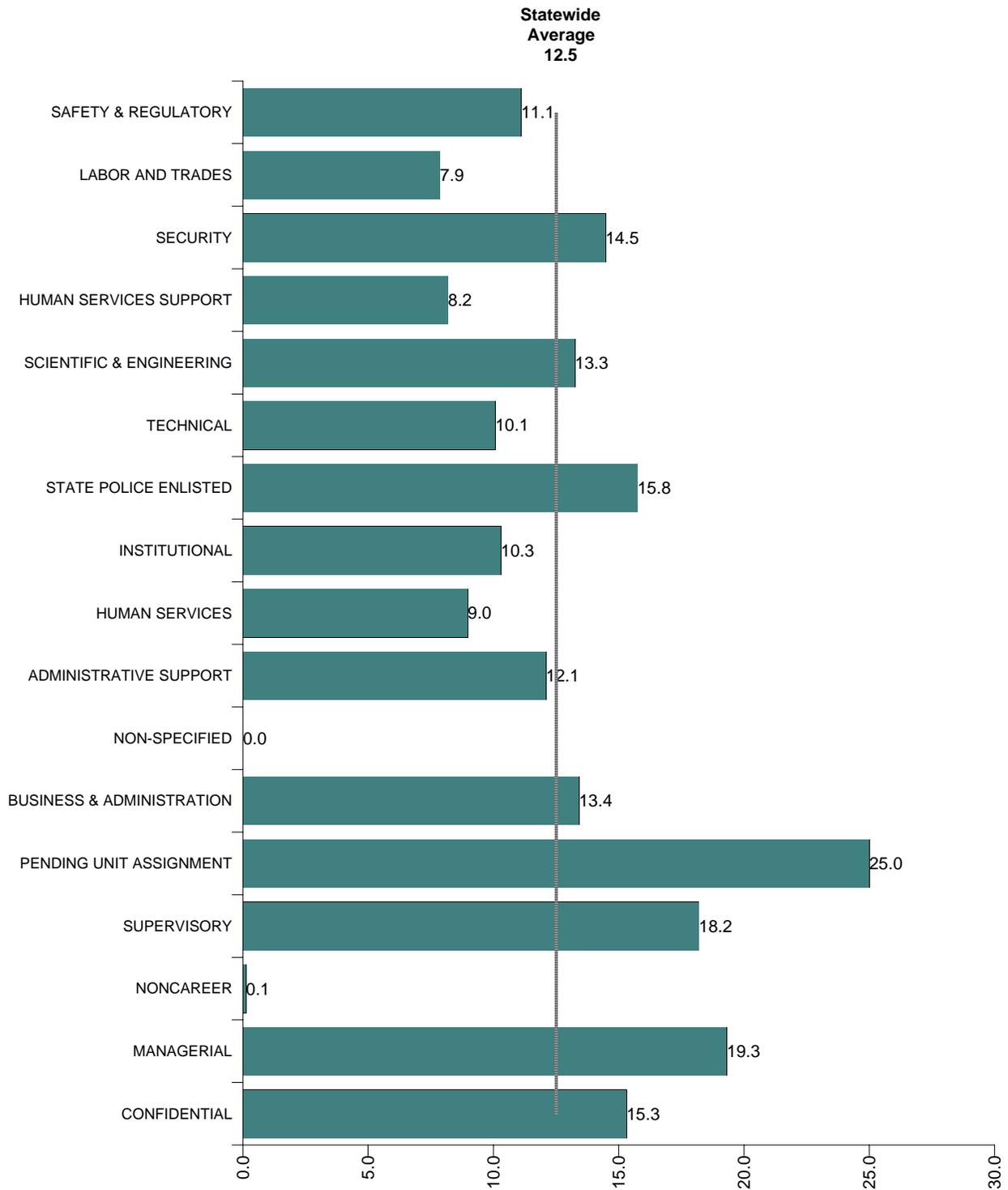
| UNION CODE/UNIT NAME                     | TOTAL         | MSEA         |             | UAW LOCAL 6000 |             | MCO, SEIU LOCAL 526M |             | HSS, SEIU LOCAL 517M |            | S & E, SEIU LOCAL 517M |            | TECH, SEIU LOCAL 517M |            | MSPTA        |            | AFSCME COUNCIL 25 |            |
|--|---------------|--------------|-------------|----------------|-------------|----------------------|-------------|----------------------|------------|------------------------|------------|-----------------------|------------|--------------|------------|-------------------|------------|
|  | EMPLOYEES     | EMPLS        | PCT         | EMPLS          | PCT         | EMPLS                | PCT         | EMPLS                | PCT        | EMPLS                  | PCT        | EMPLS                 | PCT        | EMPLS        | PCT        | EMPLS             | PCT        |
| A02 SAFETY & REGULATORY                  | 1,325         | 1,178        | 88.9        | 4              | 0.3         | 1                    | 0.1         | 1                    | 0.1        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0        |
| A31 LABOR AND TRADES                     | 3,430         | 3,180        | 92.7        | 4              | 0.1         | 0                    | 0.0         | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0        |
| C12 SECURITY                             | 7,506         | 0            | 0.0         | 0              | 0.0         | 7,169                | 95.5        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0        |
| E42 HUMAN SERVICES SUPPORT               | 949           | 0            | 0.0         | 1              | 0.1         | 0                    | 0.0         | 916                  | 96.5       | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0        |
| H21 SCIENTIFIC & ENGINEERING             | 2,069         | 1            | 0.0         | 0              | 0.0         | 0                    | 0.0         | 0                    | 0.0        | 1,961                  | 94.8       | 6                     | 0.3        | 0            | 0.0        | 0                 | 0.0        |
| L32 TECHNICAL                            | 1,162         | 0            | 0.0         | 0              | 0.0         | 0                    | 0.0         | 0                    | 0.0        | 0                      | 0.0        | 1,104                 | 95.0       | 0            | 0.0        | 0                 | 0.0        |
| T01 STATE POLICE ENLISTED                | 1,428         | 0            | 0.0         | 0              | 0.0         | 0                    | 0.0         | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 1,419        | 99.4       | 0                 | 0.0        |
| U11 INSTITUTIONAL                        | 1,880         | 0            | 0.0         | 0              | 0.0         | 0                    | 0.0         | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 1,842             | 98.0       |
| W22 HUMAN SERVICES                       | 10,592        | 6            | 0.1         | 9,885          | 93.3        | 5                    | 0.0         | 1                    | 0.0        | 0                      | 0.0        | 1                     | 0.0        | 0            | 0.0        | 0                 | 0.0        |
| W41 ADMINISTRATIVE SUPPORT               | 6,199         | 2            | 0.0         | 5,455          | 88.0        | 1                    | 0.0         | 4                    | 0.1        | 0                      | 0.0        | 1                     | 0.0        | 0            | 0.0        | 1                 | 0.0        |
| Y00 NON-SPECIFIED                        | 2             | 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            | 4,672         | 0            | 0.0         | 2              | 0.0         | 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                          | 5,549         | 0            | 0.0         | 2              | 0.0         | 0                    | 0.0         | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0        |
| Y52 NONCAREER                            | 247           | 0            | 0.0         | 0              | 0.0         | 0                    | 0.0         | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0        |
| Y98 MANAGERIAL                           | 1,559         | 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                         | 1,521         | 0            | 0.0         | 1              | 0.1         | 0                    | 0.0         | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0        |
| <b>EXCLUSIVELY REPRESENTED TOTAL</b>     | <b>36,540</b> | <b>4,367</b> | <b>12.0</b> | <b>15,349</b>  | <b>42.0</b> | <b>7,176</b>         | <b>19.6</b> | <b>922</b>           | <b>2.5</b> | <b>1,961</b>           | <b>5.4</b> | <b>1,112</b>          | <b>3.0</b> | <b>1,419</b> | <b>3.9</b> | <b>1,843</b>      | <b>5.0</b> |
| <b>NON-EXCLUSIVELY REPRESENTED TOTAL</b> | <b>13,551</b> | <b>0</b>     | <b>0.0</b>  | <b>5</b>       | <b>0.0</b>  | <b>0</b>             | <b>0.0</b>  | <b>0</b>             | <b>0.0</b> | <b>0</b>               | <b>0.0</b> | <b>0</b>              | <b>0.0</b> | <b>0</b>     | <b>0.0</b> | <b>0</b>          | <b>0.0</b> |
| <b>STATEWIDE TOTAL</b>                   | <b>50,091</b> | <b>4,367</b> | <b>8.7</b>  | <b>15,354</b>  | <b>30.7</b> | <b>7,176</b>         | <b>14.3</b> | <b>922</b>           | <b>1.8</b> | <b>1,961</b>           | <b>3.9</b> | <b>1,112</b>          | <b>2.2</b> | <b>1,419</b> | <b>2.8</b> | <b>1,843</b>      | <b>3.7</b> |

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

Source: Michigan Civil Service Commission HWF44

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: June 25, 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: June 25, 2011

| BARGAINING UNIT                      | WHITE       |            | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                        | 280         | 75         | 11        | 22         | 1                                 | 1        | 5         | 0        | 1                          | 0        | 4                | 1        | 302        | 99         | 0        | 0        |
| 06 - 10 YEARS                        | 200         | 58         | 11        | 15         | 2                                 | 1        | 7         | 1        | 1                          | 0        | 1                | 0        | 222        | 75         | 0        | 0        |
| 11 - 15 YEARS                        | 167         | 43         | 9         | 23         | 3                                 | 3        | 4         | 0        | 3                          | 0        | 0                | 0        | 186        | 69         | 1        | 0        |
| 16 - 20 YEARS                        | 102         | 24         | 7         | 11         | 1                                 | 1        | 2         | 0        | 0                          | 0        | 0                | 0        | 112        | 36         | 1        | 1        |
| 21 - 25 YEARS                        | 77          | 20         | 13        | 27         | 1                                 | 1        | 5         | 2        | 2                          | 0        | 0                | 0        | 98         | 50         | 4        | 3        |
| 26 - 30 YEARS                        | 24          | 7          | 5         | 5          | 0                                 | 0        | 0         | 1        | 0                          | 0        | 0                | 0        | 29         | 13         | 1        | 0        |
| 31 - 35 YEARS                        | 17          | 4          | 2         | 8          | 0                                 | 0        | 1         | 0        | 0                          | 0        | 0                | 0        | 20         | 12         | 0        | 0        |
| 36 - 40 YEARS                        | 1           | 0          | 0         | 0          | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 1          | 0          | 0        | 0        |
| MORE THAN 40 YEARS                   | 1           | 0          | 0         | 0          | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 1          | 0          | 1        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>869</b>  | <b>231</b> | <b>58</b> | <b>111</b> | <b>8</b>                          | <b>7</b> | <b>24</b> | <b>4</b> | <b>7</b>                   | <b>0</b> | <b>5</b>         | <b>1</b> | <b>971</b> | <b>354</b> | <b>8</b> | <b>4</b> |
| MORE THAN 10 YEARS:                  | 389         | 98         | 36        | 74         | 5                                 | 5        | 12        | 3        | 5                          | 0        | 0                | 0        | 447        | 180        | 8        | 4        |
| AVERAGE YEARS                        | 10.5        | 10.1       | 14.7      | 14.9       | 12.8                              | 11.7     | 13.0      | 21.5     | 14.4                       | 0.0      | 2.8              | 3.0      | 10.9       | 11.8       | 23.8     | 20.8     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>11.1</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.

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: June 25, 2011

| BARGAINING UNIT                      | WHITE        |            | BLACK      |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                        | 1,154        | 543        | 28         | 17        | 16                                | 7        | 10        | 2        | 1                          | 1        | 48               | 23        | 1,257        | 593        | 6         | 2        |
| 06 - 10 YEARS                        | 322          | 24         | 23         | 3         | 6                                 | 0        | 8         | 0        | 0                          | 0        | 0                | 0         | 359          | 27         | 0         | 0        |
| 11 - 15 YEARS                        | 411          | 31         | 24         | 3         | 7                                 | 1        | 7         | 0        | 0                          | 0        | 0                | 0         | 449          | 35         | 4         | 0        |
| 16 - 20 YEARS                        | 170          | 17         | 13         | 1         | 8                                 | 0        | 5         | 1        | 0                          | 0        | 0                | 0         | 196          | 19         | 5         | 1        |
| 21 - 25 YEARS                        | 215          | 14         | 27         | 5         | 5                                 | 0        | 8         | 2        | 3                          | 0        | 0                | 0         | 258          | 21         | 17        | 2        |
| 26 - 30 YEARS                        | 61           | 12         | 11         | 0         | 2                                 | 0        | 2         | 1        | 1                          | 0        | 0                | 0         | 77           | 13         | 6         | 0        |
| 31 - 35 YEARS                        | 79           | 9          | 6          | 2         | 0                                 | 0        | 3         | 0        | 0                          | 0        | 0                | 0         | 88           | 11         | 6         | 1        |
| 36 - 40 YEARS                        | 18           | 1          | 1          | 0         | 0                                 | 0        | 4         | 1        | 0                          | 0        | 0                | 0         | 23           | 2          | 1         | 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>2,432</b> | <b>651</b> | <b>133</b> | <b>31</b> | <b>44</b>                         | <b>8</b> | <b>47</b> | <b>7</b> | <b>5</b>                   | <b>1</b> | <b>48</b>        | <b>23</b> | <b>2,709</b> | <b>721</b> | <b>45</b> | <b>7</b> |
| MORE THAN 10 YEARS:                  | 956          | 84         | 82         | 11        | 22                                | 1        | 29        | 5        | 4                          | 0        | 0                | 0         | 1,093        | 101        | 39        | 5        |
| AVERAGE YEARS                        | 8.8          | 2.9        | 14.3       | 8.4       | 10.3                              | 1.6      | 16.0      | 18.3     | 19.8                       | 0.0      | 0.1              | 0.0       | 9.1          | 3.2        | 20.8      | 18.6     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>7.9</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. 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: June 25, 2011

| BARGAINING UNIT                      | WHITE        |            | BLACK      |            | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC   |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                        | 588          | 147        | 156        | 117        | 24                                | 5         | 31         | 11        | 4                          | 1        | 18               | 5        | 821          | 286          | 0         | 1         |
| 06 - 10 YEARS                        | 628          | 144        | 88         | 90         | 20                                | 3         | 13         | 10        | 4                          | 2        | 1                | 0        | 754          | 249          | 3         | 1         |
| 11 - 15 YEARS                        | 1,533        | 267        | 148        | 116        | 40                                | 10        | 53         | 12        | 3                          | 0        | 0                | 0        | 1,777        | 405          | 2         | 2         |
| 16 - 20 YEARS                        | 837          | 125        | 78         | 50         | 25                                | 2         | 26         | 4         | 3                          | 0        | 0                | 0        | 969          | 181          | 4         | 1         |
| 21 - 25 YEARS                        | 1,344        | 137        | 149        | 104        | 41                                | 5         | 30         | 2         | 4                          | 0        | 0                | 0        | 1,568        | 248          | 45        | 13        |
| 26 - 30 YEARS                        | 139          | 15         | 36         | 13         | 2                                 | 1         | 5          | 0         | 0                          | 0        | 0                | 0        | 182          | 29           | 11        | 3         |
| 31 - 35 YEARS                        | 20           | 3          | 7          | 0          | 0                                 | 0         | 1          | 0         | 0                          | 0        | 0                | 0        | 28           | 3            | 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>5,093</b> | <b>838</b> | <b>664</b> | <b>490</b> | <b>152</b>                        | <b>26</b> | <b>159</b> | <b>39</b> | <b>18</b>                  | <b>3</b> | <b>19</b>        | <b>5</b> | <b>6,105</b> | <b>1,401</b> | <b>67</b> | <b>21</b> |
| MORE THAN 10 YEARS:                  | 3,877        | 547        | 420        | 283        | 108                               | 18        | 115        | 18        | 10                         | 0        | 0                | 0        | 4,530        | 866          | 64        | 19        |
| AVERAGE YEARS                        | 15.1         | 13.1       | 13.8       | 12.7       | 14.5                              | 13.1      | 13.7       | 10.1      | 12.8                       | 5.3      | 3.7              | 3.6      | 14.8         | 12.8         | 22.5      | 21.0      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>14.5</b>  |            |            |            |                                   |           |            |           |                            |          |                  |          |              |              |           |           |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 25, 2011

| BARGAINING UNIT                      | WHITE      |            | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                        | 107        | 151        | 25        | 130        | 2                                 | 3        | 11        | 12        | 1                          | 1        | 1                | 0        | 147        | 297        | 2         | 2         |
| 06 - 10 YEARS                        | 36         | 86         | 28        | 142        | 1                                 | 1        | 5         | 10        | 2                          | 2        | 1                | 1        | 73         | 242        | 2         | 1         |
| 11 - 15 YEARS                        | 6          | 12         | 7         | 10         | 0                                 | 3        | 0         | 3         | 0                          | 1        | 0                | 0        | 13         | 29         | 2         | 0         |
| 16 - 20 YEARS                        | 5          | 14         | 2         | 13         | 0                                 | 0        | 2         | 7         | 0                          | 0        | 0                | 0        | 9          | 34         | 2         | 0         |
| 21 - 25 YEARS                        | 8          | 19         | 2         | 17         | 0                                 | 1        | 1         | 3         | 0                          | 1        | 0                | 0        | 11         | 41         | 4         | 6         |
| 26 - 30 YEARS                        | 0          | 7          | 0         | 5          | 0                                 | 1        | 0         | 0         | 0                          | 0        | 0                | 0        | 0          | 13         | 0         | 1         |
| 31 - 35 YEARS                        | 5          | 8          | 2         | 14         | 1                                 | 0        | 1         | 0         | 0                          | 0        | 0                | 0        | 9          | 22         | 3         | 3         |
| 36 - 40 YEARS                        | 1          | 2          | 1         | 5          | 0                                 | 0        | 0         | 0         | 0                          | 0        | 0                | 0        | 2          | 7          | 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>168</b> | <b>299</b> | <b>67</b> | <b>336</b> | <b>4</b>                          | <b>9</b> | <b>20</b> | <b>35</b> | <b>3</b>                   | <b>5</b> | <b>2</b>         | <b>1</b> | <b>264</b> | <b>685</b> | <b>16</b> | <b>14</b> |
| MORE THAN 10 YEARS:                  | 25         | 62         | 14        | 64         | 1                                 | 5        | 4         | 13        | 0                          | 2        | 0                | 0        | 44         | 146        | 12        | 11        |
| AVERAGE YEARS                        | 6.3        | 8.1        | 8.3       | 9.0        | 11.8                              | 12.0     | 7.3       | 9.7       | 6.7                        | 11.2     | 4.5              | 9.0      | 6.9        | 8.7        | 19.1      | 22.4      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>8.2</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: June 25, 2011

| BARGAINING UNIT                           | WHITE        |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |          | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                             | 212          | 141        | 5         | 5         | 1                                 | 0        | 4         | 0        | 3                          | 3         | 6                | 1        | 231          | 150        | 0         | 0        |
| 06 - 10 YEARS                             | 318          | 186        | 9         | 8         | 0                                 | 1        | 3         | 3        | 10                         | 6         | 0                | 0        | 340          | 204        | 2         | 0        |
| 11 - 15 YEARS                             | 244          | 93         | 5         | 3         | 1                                 | 0        | 3         | 2        | 7                          | 10        | 0                | 0        | 260          | 108        | 0         | 1        |
| 16 - 20 YEARS                             | 169          | 104        | 7         | 6         | 0                                 | 0        | 5         | 1        | 9                          | 4         | 0                | 0        | 190          | 115        | 0         | 1        |
| 21 - 25 YEARS                             | 183          | 74         | 7         | 6         | 1                                 | 1        | 4         | 1        | 6                          | 5         | 0                | 0        | 201          | 87         | 5         | 0        |
| 26 - 30 YEARS                             | 52           | 24         | 5         | 4         | 0                                 | 3        | 1         | 0        | 2                          | 1         | 0                | 0        | 60           | 32         | 1         | 1        |
| 31 - 35 YEARS                             | 53           | 7          | 6         | 0         | 1                                 | 0        | 2         | 0        | 2                          | 0         | 0                | 0        | 64           | 7          | 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>1,247</b> | <b>629</b> | <b>45</b> | <b>32</b> | <b>4</b>                          | <b>5</b> | <b>22</b> | <b>7</b> | <b>42</b>                  | <b>29</b> | <b>6</b>         | <b>1</b> | <b>1,366</b> | <b>703</b> | <b>12</b> | <b>3</b> |
| MORE THAN 10 YEARS:                       | 717          | 302        | 31        | 19        | 3                                 | 4        | 15        | 4        | 29                         | 20        | 0                | 0        | 795          | 349        | 10        | 3        |
| AVERAGE YEARS                             | 13.6         | 11.8       | 17.8      | 14.8      | 18.3                              | 22.2     | 15.8      | 12.6     | 17.3                       | 13.4      | 1.3              | 3.0      | 13.9         | 12.1       | 25.1      | 19.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b>      | <b>13.3</b>  |            |           |           |                                   |          |           |          |                            |           |                  |          |              |            |           |          |

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

Pay End Date: June 25, 2011

| BARGAINING UNIT                      | WHITE       |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                        | 325         | 106        | 19        | 5         | 2                                 | 1        | 4         | 2        | 4                          | 0        | 3                | 3        | 357        | 117        | 0        | 0        |
| 06 - 10 YEARS                        | 132         | 55         | 1         | 2         | 2                                 | 0        | 4         | 1        | 4                          | 2        | 0                | 0        | 143        | 60         | 0        | 0        |
| 11 - 15 YEARS                        | 122         | 30         | 2         | 1         | 2                                 | 0        | 2         | 0        | 3                          | 1        | 0                | 0        | 131        | 32         | 0        | 0        |
| 16 - 20 YEARS                        | 70          | 22         | 4         | 1         | 0                                 | 0        | 1         | 0        | 1                          | 1        | 0                | 0        | 76         | 24         | 3        | 1        |
| 21 - 25 YEARS                        | 107         | 20         | 9         | 5         | 0                                 | 1        | 3         | 0        | 3                          | 1        | 0                | 0        | 122        | 27         | 4        | 1        |
| 26 - 30 YEARS                        | 20          | 5          | 5         | 3         | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 25         | 8          | 0        | 1        |
| 31 - 35 YEARS                        | 13          | 6          | 1         | 2         | 0                                 | 0        | 3         | 0        | 0                          | 0        | 0                | 0        | 17         | 8          | 2        | 1        |
| 36 - 40 YEARS                        | 8           | 2          | 0         | 0         | 0                                 | 0        | 1         | 0        | 0                          | 0        | 0                | 0        | 9          | 2          | 0        | 0        |
| MORE THAN 40 YEARS                   | 1           | 2          | 0         | 0         | 0                                 | 0        | 1         | 0        | 0                          | 0        | 0                | 0        | 2          | 2          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>798</b>  | <b>248</b> | <b>41</b> | <b>19</b> | <b>6</b>                          | <b>2</b> | <b>19</b> | <b>3</b> | <b>15</b>                  | <b>5</b> | <b>3</b>         | <b>3</b> | <b>882</b> | <b>280</b> | <b>9</b> | <b>4</b> |
| MORE THAN 10 YEARS:                  | 341         | 87         | 21        | 12        | 2                                 | 1        | 11        | 0        | 7                          | 3        | 0                | 0        | 382        | 103        | 9        | 4        |
| AVERAGE YEARS                        | 9.9         | 9.5        | 12.0      | 16.7      | 6.5                               | 12.0     | 16.8      | 3.3      | 10.5                       | 13.6     | 0.0              | 1.3      | 10.1       | 9.9        | 24.0     | 25.5     |
| <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: June 25, 2011

| BARGAINING UNIT                      | WHITE        |            | BLACK     |           | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                        | 88           | 5          | 3         | 0         | 0                                 | 0        | 1         | 0        | 1                          | 0        | 5                | 0        | 98           | 5          | 0        | 0        |
| 06 - 10 YEARS                        | 67           | 7          | 2         | 1         | 0                                 | 0        | 1         | 0        | 0                          | 0        | 0                | 0        | 70           | 8          | 0        | 0        |
| 11 - 15 YEARS                        | 415          | 35         | 13        | 3         | 4                                 | 0        | 8         | 0        | 3                          | 0        | 0                | 0        | 443          | 38         | 0        | 0        |
| 16 - 20 YEARS                        | 275          | 49         | 25        | 3         | 12                                | 0        | 10        | 0        | 1                          | 0        | 0                | 0        | 323          | 52         | 2        | 0        |
| 21 - 25 YEARS                        | 208          | 45         | 37        | 4         | 8                                 | 0        | 16        | 1        | 2                          | 1        | 0                | 0        | 271          | 51         | 1        | 0        |
| 26 - 30 YEARS                        | 34           | 3          | 9         | 0         | 1                                 | 0        | 3         | 0        | 0                          | 0        | 0                | 0        | 47           | 3          | 0        | 0        |
| 31 - 35 YEARS                        | 8            | 2          | 4         | 1         | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 12           | 3          | 0        | 0        |
| 36 - 40 YEARS                        | 3            | 0          | 0         | 0         | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 3            | 0          | 0        | 0        |
| MORE THAN 40 YEARS                   | 1            | 0          | 0         | 0         | 0                                 | 0        | 0         | 0        | 0                          | 0        | 0                | 0        | 1            | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>1,099</b> | <b>146</b> | <b>93</b> | <b>12</b> | <b>25</b>                         | <b>0</b> | <b>39</b> | <b>1</b> | <b>7</b>                   | <b>1</b> | <b>5</b>         | <b>0</b> | <b>1,268</b> | <b>160</b> | <b>3</b> | <b>0</b> |
| MORE THAN 10 YEARS:                  | 944          | 134        | 88        | 11        | 25                                | 0        | 37        | 1        | 6                          | 1        | 0                | 0        | 1,100        | 147        | 3        | 0        |
| AVERAGE YEARS                        | 15.0         | 17.4       | 19.7      | 18.8      | 18.9                              | 0.0      | 18.8      | 22.0     | 15.1                       | 21.0     | 0.8              | 0.0      | 15.5         | 17.6       | 20.0     | 0.0      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>15.8</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: June 25, 2011

| BARGAINING UNIT                      | WHITE       |            | BLACK      |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                        | 172         | 255        | 77         | 131        | 0                                 | 6        | 6         | 10        | 5                          | 5         | 6                | 9        | 266        | 416          | 0        | 0        |
| 06 - 10 YEARS                        | 132         | 171        | 27         | 85         | 1                                 | 0        | 8         | 4         | 0                          | 1         | 1                | 0        | 169        | 261          | 0        | 0        |
| 11 - 15 YEARS                        | 103         | 110        | 24         | 55         | 2                                 | 1        | 5         | 4         | 1                          | 5         | 0                | 0        | 135        | 175          | 1        | 0        |
| 16 - 20 YEARS                        | 66          | 49         | 11         | 34         | 0                                 | 0        | 4         | 3         | 3                          | 0         | 0                | 0        | 84         | 86           | 1        | 1        |
| 21 - 25 YEARS                        | 46          | 43         | 19         | 28         | 1                                 | 0        | 1         | 2         | 2                          | 2         | 0                | 0        | 69         | 75           | 0        | 0        |
| 26 - 30 YEARS                        | 21          | 16         | 10         | 13         | 2                                 | 0        | 0         | 1         | 0                          | 0         | 0                | 0        | 33         | 30           | 1        | 2        |
| 31 - 35 YEARS                        | 19          | 18         | 18         | 16         | 0                                 | 0        | 0         | 2         | 0                          | 0         | 0                | 0        | 37         | 36           | 1        | 0        |
| 36 - 40 YEARS                        | 3           | 1          | 0          | 3          | 0                                 | 0        | 1         | 0         | 0                          | 0         | 0                | 0        | 4          | 4            | 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>562</b>  | <b>663</b> | <b>186</b> | <b>365</b> | <b>6</b>                          | <b>7</b> | <b>25</b> | <b>26</b> | <b>11</b>                  | <b>13</b> | <b>7</b>         | <b>9</b> | <b>797</b> | <b>1,083</b> | <b>4</b> | <b>3</b> |
| MORE THAN 10 YEARS:                  | 258         | 237        | 82         | 149        | 5                                 | 1        | 11        | 12        | 6                          | 7         | 0                | 0        | 362        | 406          | 4        | 3        |
| AVERAGE YEARS                        | 11.1        | 9.2        | 11.8       | 10.4       | 18.7                              | 3.6      | 10.6      | 11.4      | 10.1                       | 9.2       | 2.0              | 1.3      | 11.2       | 9.6          | 22.5     | 24.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>10.3</b> |            |            |            |                                   |          |           |           |                            |           |                  |          |            |              |          |          |

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

Pay End Date: June 25, 2011

| BARGAINING UNIT                      | WHITE        |              | BLACK      |              | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |            | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                        | 800          | 2,563        | 242        | 1,337        | 5                                 | 19        | 39        | 118        | 16                         | 35        | 24               | 65        | 1,126        | 4,137        | 3         | 9         |
| 06 - 10 YEARS                        | 240          | 695          | 51         | 327          | 0                                 | 4         | 13        | 31         | 5                          | 8         | 0                | 0         | 309          | 1,065        | 2         | 5         |
| 11 - 15 YEARS                        | 368          | 603          | 86         | 451          | 2                                 | 11        | 18        | 57         | 7                          | 21        | 0                | 0         | 481          | 1,143        | 5         | 7         |
| 16 - 20 YEARS                        | 251          | 378          | 62         | 180          | 1                                 | 4         | 6         | 37         | 1                          | 15        | 0                | 0         | 321          | 614          | 6         | 14        |
| 21 - 25 YEARS                        | 171          | 261          | 52         | 181          | 2                                 | 4         | 11        | 25         | 4                          | 5         | 0                | 0         | 240          | 476          | 16        | 20        |
| 26 - 30 YEARS                        | 67           | 104          | 16         | 102          | 1                                 | 2         | 1         | 3          | 2                          | 4         | 0                | 0         | 87           | 215          | 4         | 14        |
| 31 - 35 YEARS                        | 77           | 107          | 17         | 81           | 1                                 | 1         | 2         | 0          | 2                          | 3         | 0                | 0         | 99           | 192          | 4         | 8         |
| 36 - 40 YEARS                        | 18           | 27           | 7          | 28           | 0                                 | 0         | 1         | 2          | 1                          | 0         | 0                | 0         | 27           | 57           | 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>1,993</b> | <b>4,739</b> | <b>533</b> | <b>2,688</b> | <b>12</b>                         | <b>45</b> | <b>91</b> | <b>273</b> | <b>38</b>                  | <b>91</b> | <b>24</b>        | <b>65</b> | <b>2,691</b> | <b>7,901</b> | <b>44</b> | <b>81</b> |
| MORE THAN 10 YEARS:                  | 953          | 1,481        | 240        | 1,024        | 7                                 | 22        | 39        | 124        | 17                         | 48        | 0                | 0         | 1,256        | 2,699        | 39        | 67        |
| AVERAGE YEARS                        | 10.8         | 8.0          | 10.3       | 9.1          | 12.8                              | 10.2      | 9.8       | 9.4        | 11.2                       | 11.1      | 0.7              | 0.8       | 10.6         | 8.4          | 21.7      | 20.6      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>9.0</b>   |              |            |              |                                   |           |           |            |                            |           |                  |           |              |              |           |           |

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: June 25, 2011

| BARGAINING UNIT                      | WHITE       |              | BLACK      |              | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |            | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                        | 300         | 1,259        | 66         | 315          | 2                                 | 8         | 9         | 66         | 5                          | 12        | 12               | 80        | 394        | 1,740        | 3         | 5          |
| 06 - 10 YEARS                        | 87          | 719          | 18         | 133          | 2                                 | 3         | 7         | 28         | 1                          | 4         | 0                | 2         | 115        | 889          | 1         | 11         |
| 11 - 15 YEARS                        | 94          | 750          | 17         | 173          | 1                                 | 14        | 4         | 30         | 0                          | 9         | 0                | 1         | 116        | 977          | 1         | 5          |
| 16 - 20 YEARS                        | 31          | 351          | 3          | 75           | 0                                 | 4         | 2         | 18         | 0                          | 0         | 0                | 0         | 36         | 448          | 4         | 26         |
| 21 - 25 YEARS                        | 43          | 419          | 9          | 136          | 1                                 | 9         | 4         | 38         | 2                          | 7         | 0                | 0         | 59         | 609          | 13        | 51         |
| 26 - 30 YEARS                        | 9           | 180          | 10         | 56           | 0                                 | 5         | 2         | 9          | 0                          | 2         | 0                | 0         | 21         | 252          | 3         | 20         |
| 31 - 35 YEARS                        | 14          | 287          | 3          | 95           | 0                                 | 3         | 2         | 14         | 0                          | 2         | 0                | 0         | 19         | 401          | 2         | 26         |
| 36 - 40 YEARS                        | 7           | 79           | 1          | 25           | 0                                 | 0         | 0         | 2          | 0                          | 1         | 0                | 0         | 8          | 107          | 1         | 7          |
| MORE THAN 40 YEARS                   | 1           | 6            | 0          | 1            | 0                                 | 0         | 0         | 0          | 0                          | 0         | 0                | 0         | 1          | 7            | 0         | 0          |
| <b>BARGAINING UNIT TOTAL</b>         | <b>586</b>  | <b>4,050</b> | <b>127</b> | <b>1,009</b> | <b>6</b>                          | <b>46</b> | <b>30</b> | <b>205</b> | <b>8</b>                   | <b>37</b> | <b>12</b>        | <b>83</b> | <b>769</b> | <b>5,430</b> | <b>28</b> | <b>151</b> |
| MORE THAN 10 YEARS:                  | 199         | 2,072        | 43         | 561          | 2                                 | 35        | 14        | 111        | 2                          | 21        | 0                | 1         | 260        | 2,801        | 24        | 135        |
| AVERAGE YEARS                        | 8.2         | 12.5         | 9.0        | 13.7         | 9.0                               | 16.0      | 11.8      | 13.2       | 7.5                        | 13.2      | 0.4              | 0.5       | 8.3        | 12.6         | 20.8      | 23.0       |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>12.1</b> |              |            |              |                                   |           |           |            |                            |           |                  |           |            |              |           |            |

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 25, 2011

| BARGAINING UNIT                      | WHITE      |          | BLACK    |          | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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                        | 0          | 2        | 0        | 0        | 0                                 | 0        | 0        | 0        | 0                          | 0        | 0                | 0        | 0        | 2        | 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>0</b>   | <b>2</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>2</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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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Pay End Date: June 25, 2011

| BARGAINING UNIT                            | WHITE        |              | BLACK      |            | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                              | 478          | 483          | 42         | 96         | 4                                 | 5         | 3         | 14        | 45                         | 49        | 25               | 15        | 597          | 662          | 1         | 2         |
| 06 - 10 YEARS                              | 292          | 375          | 32         | 91         | 2                                 | 1         | 4         | 10        | 38                         | 23        | 1                | 2         | 369          | 502          | 1         | 1         |
| 11 - 15 YEARS                              | 346          | 397          | 21         | 95         | 0                                 | 2         | 8         | 14        | 15                         | 11        | 0                | 0         | 390          | 519          | 5         | 1         |
| 16 - 20 YEARS                              | 132          | 184          | 15         | 33         | 0                                 | 2         | 4         | 6         | 7                          | 6         | 0                | 0         | 158          | 231          | 5         | 8         |
| 21 - 25 YEARS                              | 160          | 265          | 36         | 78         | 0                                 | 1         | 8         | 25        | 11                         | 5         | 0                | 0         | 215          | 374          | 13        | 27        |
| 26 - 30 YEARS                              | 49           | 99           | 9          | 30         | 0                                 | 1         | 5         | 5         | 2                          | 1         | 0                | 0         | 65           | 136          | 10        | 6         |
| 31 - 35 YEARS                              | 86           | 180          | 22         | 40         | 0                                 | 2         | 3         | 5         | 0                          | 2         | 0                | 0         | 111          | 229          | 8         | 20        |
| 36 - 40 YEARS                              | 40           | 52           | 2          | 8          | 0                                 | 0         | 0         | 1         | 1                          | 1         | 0                | 0         | 43           | 62           | 3         | 3         |
| MORE THAN 40 YEARS                         | 3            | 5            | 1          | 0          | 0                                 | 0         | 0         | 0         | 0                          | 0         | 0                | 0         | 4            | 5            | 0         | 1         |
| <b>BARGAINING UNIT TOTAL</b>               | <b>1,586</b> | <b>2,040</b> | <b>180</b> | <b>471</b> | <b>6</b>                          | <b>14</b> | <b>35</b> | <b>80</b> | <b>119</b>                 | <b>98</b> | <b>26</b>        | <b>17</b> | <b>1,952</b> | <b>2,720</b> | <b>46</b> | <b>69</b> |
| MORE THAN 10 YEARS:                        | 816          | 1,182        | 106        | 284        | 0                                 | 8         | 28        | 56        | 36                         | 26        | 0                | 0         | 986          | 1,556        | 44        | 66        |
| AVERAGE YEARS                              | 12.3         | 14.4         | 15.6       | 14.8       | 5.3                               | 14.9      | 18.2      | 16.6      | 8.7                        | 8.1       | 2.5              | 2.4       | 12.3         | 14.2         | 24.0      | 25.6      |
| <b>BARGAINING UNIT AVERAGE YEARS</b>       | <b>13.4</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: June 25, 2011

| BARGAINING UNIT                      | WHITE       |          | BLACK    |          | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |          | ASIAN/ PACIFIC<br>ISLANDER |          | NOT<br>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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Pay End Date: June 25, 2011

| BARGAINING UNIT                      | WHITE        |              | BLACK      |            | AMERICAN INDIAN<br>ALASKAN NATIVE |           | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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                        | 131          | 208          | 20         | 76         | 0                                 | 1         | 4         | 7         | 10                         | 7         | 2                | 4        | 167          | 303          | 1         | 1         |
| 06 - 10 YEARS                        | 205          | 291          | 31         | 89         | 2                                 | 2         | 7         | 10        | 8                          | 5         | 0                | 0        | 253          | 397          | 1         | 2         |
| 11 - 15 YEARS                        | 439          | 359          | 48         | 181        | 6                                 | 4         | 7         | 9         | 7                          | 6         | 0                | 0        | 507          | 559          | 0         | 1         |
| 16 - 20 YEARS                        | 437          | 276          | 55         | 89         | 8                                 | 7         | 10        | 10        | 5                          | 5         | 0                | 0        | 515          | 387          | 5         | 11        |
| 21 - 25 YEARS                        | 753          | 350          | 118        | 151        | 21                                | 5         | 24        | 14        | 8                          | 8         | 0                | 0        | 924          | 528          | 49        | 15        |
| 26 - 30 YEARS                        | 170          | 131          | 38         | 66         | 3                                 | 3         | 9         | 1         | 6                          | 1         | 0                | 0        | 226          | 202          | 17        | 11        |
| 31 - 35 YEARS                        | 172          | 146          | 38         | 59         | 2                                 | 1         | 6         | 8         | 3                          | 3         | 0                | 0        | 221          | 217          | 17        | 15        |
| 36 - 40 YEARS                        | 52           | 39           | 11         | 17         | 0                                 | 0         | 1         | 3         | 0                          | 0         | 0                | 0        | 64           | 59           | 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>2,369</b> | <b>1,805</b> | <b>360</b> | <b>729</b> | <b>43</b>                         | <b>23</b> | <b>68</b> | <b>62</b> | <b>49</b>                  | <b>35</b> | <b>2</b>         | <b>4</b> | <b>2,891</b> | <b>2,658</b> | <b>98</b> | <b>60</b> |
| MORE THAN 10 YEARS:                  | 2,033        | 1,306        | 309        | 564        | 41                                | 20        | 57        | 45        | 31                         | 23        | 0                | 0        | 2,471        | 1,958        | 96        | 57        |
| AVERAGE YEARS                        | 19.2         | 16.8         | 20.5       | 17.3       | 21.0                              | 18.7      | 20.1      | 18.1      | 16.5                       | 14.7      | 3.0              | 1.8      | 19.3         | 17.0         | 26.4      | 25.1      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>18.2</b>  |              |            |            |                                   |           |           |           |                            |           |                  |          |              |              |           |           |

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|------------------------------|------------|-----------|-----------|-----------|-----------------------------------|----------|----------|----------|----------------------------|----------|------------------|----------|------------|------------|----------|----------|
|                              | MALE       | FEMALE    | MALE      | FEMALE    | MALE                              | FEMALE   | MALE     | FEMALE   | MALE                       | FEMALE   | MALE             | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>Y52 - NONCAREER</b>       |            |           |           |           |                                   |          |          |          |                            |          |                  |          |            |            |          |          |
| 00 - 05 YEARS                | 112        | 87        | 18        | 15        | 1                                 | 0        | 4        | 1        | 4                          | 0        | 1                | 3        | 140        | 106        | 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>112</b> | <b>87</b> | <b>18</b> | <b>15</b> | <b>1</b>                          | <b>0</b> | <b>5</b> | <b>1</b> | <b>4</b>                   | <b>0</b> | <b>1</b>         | <b>3</b> | <b>141</b> | <b>106</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      | 5.2      | 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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Pay End Date: June 25, 2011

| BARGAINING UNIT                      | WHITE       |            | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC  |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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          | 60         | 9         | 9          | 0                                 | 0        | 1         | 2         | 2                          | 0         | 4                | 4        | 109        | 75         | 1         | 1         |
| 06 - 10 YEARS                        | 96          | 82         | 10        | 12         | 0                                 | 0        | 2         | 2         | 1                          | 4         | 1                | 2        | 110        | 102        | 1         | 0         |
| 11 - 15 YEARS                        | 111         | 79         | 5         | 6          | 0                                 | 0        | 1         | 2         | 2                          | 2         | 0                | 0        | 119        | 89         | 2         | 0         |
| 16 - 20 YEARS                        | 81          | 69         | 6         | 8          | 1                                 | 3        | 2         | 0         | 0                          | 3         | 0                | 0        | 90         | 83         | 1         | 1         |
| 21 - 25 YEARS                        | 132         | 119        | 21        | 28         | 3                                 | 1        | 3         | 5         | 5                          | 2         | 0                | 0        | 164        | 155        | 4         | 6         |
| 26 - 30 YEARS                        | 66          | 48         | 11        | 17         | 2                                 | 1        | 3         | 0         | 1                          | 2         | 0                | 0        | 83         | 68         | 5         | 2         |
| 31 - 35 YEARS                        | 82          | 88         | 19        | 21         | 1                                 | 2        | 1         | 3         | 1                          | 1         | 0                | 0        | 104        | 115        | 9         | 5         |
| 36 - 40 YEARS                        | 43          | 20         | 7         | 13         | 0                                 | 0        | 0         | 1         | 0                          | 0         | 0                | 0        | 50         | 34         | 4         | 1         |
| MORE THAN 40 YEARS                   | 5           | 4          | 0         | 0          | 0                                 | 0        | 0         | 0         | 0                          | 0         | 0                | 0        | 5          | 4          | 2         | 0         |
| <b>BARGAINING UNIT TOTAL</b>         | <b>709</b>  | <b>569</b> | <b>88</b> | <b>114</b> | <b>7</b>                          | <b>7</b> | <b>13</b> | <b>15</b> | <b>12</b>                  | <b>14</b> | <b>5</b>         | <b>6</b> | <b>834</b> | <b>725</b> | <b>29</b> | <b>16</b> |
| MORE THAN 10 YEARS:                  | 520         | 427        | 69        | 93         | 7                                 | 7        | 10        | 11        | 9                          | 10        | 0                | 0        | 615        | 548        | 27        | 15        |
| AVERAGE YEARS                        | 18.7        | 19.2       | 22.0      | 23.0       | 25.4                              | 23.9     | 18.7      | 19.7      | 17.6                       | 17.5      | 3.8              | 3.7      | 19.0       | 19.7       | 28.7      | 26.5      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>19.3</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: June 25, 2011

| BARGAINING UNIT                      | WHITE       |              | BLACK     |            | AMERICAN INDIAN<br>ALASKAN NATIVE |          | HISPANIC |           | ASIAN/ PACIFIC<br>ISLANDER |           | NOT<br>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          | 206          | 6         | 28         | 0                                 | 1        | 2        | 5         | 1                          | 1         | 3                | 6        | 96         | 247          | 0        | 1         |
| 06 - 10 YEARS                        | 31          | 146          | 7         | 21         | 0                                 | 1        | 0        | 4         | 0                          | 1         | 0                | 1        | 38         | 174          | 0        | 0         |
| 11 - 15 YEARS                        | 35          | 227          | 3         | 25         | 0                                 | 1        | 1        | 2         | 0                          | 4         | 0                | 0        | 39         | 259          | 0        | 1         |
| 16 - 20 YEARS                        | 13          | 90           | 5         | 20         | 0                                 | 2        | 1        | 2         | 1                          | 3         | 0                | 0        | 20         | 117          | 1        | 4         |
| 21 - 25 YEARS                        | 25          | 163          | 7         | 42         | 0                                 | 1        | 2        | 17        | 0                          | 2         | 0                | 0        | 34         | 225          | 1        | 10        |
| 26 - 30 YEARS                        | 9           | 41           | 3         | 9          | 0                                 | 1        | 0        | 6         | 0                          | 2         | 0                | 0        | 12         | 59           | 3        | 3         |
| 31 - 35 YEARS                        | 16          | 90           | 1         | 27         | 1                                 | 1        | 0        | 9         | 0                          | 1         | 0                | 0        | 18         | 128          | 1        | 7         |
| 36 - 40 YEARS                        | 4           | 37           | 1         | 8          | 0                                 | 0        | 1        | 2         | 0                          | 0         | 0                | 0        | 6          | 47           | 0        | 6         |
| 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>217</b>  | <b>1,002</b> | <b>33</b> | <b>180</b> | <b>1</b>                          | <b>8</b> | <b>7</b> | <b>47</b> | <b>2</b>                   | <b>14</b> | <b>3</b>         | <b>7</b> | <b>263</b> | <b>1,258</b> | <b>6</b> | <b>32</b> |
| MORE THAN 10 YEARS:                  | 102         | 650          | 20        | 131        | 1                                 | 6        | 5        | 38        | 1                          | 12        | 0                | 0        | 129        | 837          | 6        | 31        |
| AVERAGE YEARS                        | 11.8        | 15.3         | 15.6      | 18.3       | 32.0                              | 17.6     | 16.1     | 21.8      | 8.5                        | 17.9      | 0.3              | 3.6      | 12.3       | 15.9         | 26.8     | 27.2      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>15.3</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: June 25, 2011

| BARGAINING UNIT        | WHITE         |               | BLACK        |              | AMERICAN INDIAN<br>ALASKAN NATIVE |            | HISPANIC   |            | ASIAN/ PACIFIC<br>ISLANDER |            | NOT<br>DISCLOSED |            | TOTAL         |               | DISABLED   |            |
|------------------------|---------------|---------------|--------------|--------------|-----------------------------------|------------|------------|------------|----------------------------|------------|------------------|------------|---------------|---------------|------------|------------|
|                        | MALE          | FEMALE        | MALE         | FEMALE       | MALE                              | FEMALE     | MALE       | FEMALE     | MALE                       | FEMALE     | MALE             | FEMALE     | MALE          | FEMALE        | MALE       | FEMALE     |
| <b>STATEWIDE TOTAL</b> |               |               |              |              |                                   |            |            |            |                            |            |                  |            |               |               |            |            |
| 00- 05 YEARS           | 4,924         | 6,291         | 727          | 2,303        | 58                                | 57         | 134        | 250        | 103                        | 115        | 162              | 219        | 6,108         | 9,235         | 21         | 26         |
| 06- 10 YEARS           | 2,786         | 3,039         | 338          | 1,019        | 38                                | 17         | 82         | 114        | 74                         | 58         | 6                | 8          | 3,324         | 4,255         | 13         | 21         |
| 11- 15 YEARS           | 4,394         | 3,036         | 412          | 1,145        | 68                                | 50         | 121        | 135        | 51                         | 70         | 0                | 1          | 5,046         | 4,437         | 23         | 18         |
| 16- 20 YEARS           | 2,639         | 1,752         | 293          | 524          | 56                                | 25         | 80         | 89         | 31                         | 37         | 0                | 0          | 3,099         | 2,427         | 40         | 70         |
| 21- 25 YEARS           | 3,473         | 1,949         | 506          | 812          | 84                                | 30         | 120        | 137        | 52                         | 39         | 0                | 0          | 4,235         | 2,967         | 177        | 154        |
| 26- 30 YEARS           | 721           | 692           | 168          | 323          | 13                                | 18         | 32         | 27         | 14                         | 13         | 0                | 0          | 948           | 1,073         | 62         | 64         |
| 31- 35 YEARS           | 661           | 955           | 146          | 366          | 7                                 | 10         | 25         | 41         | 8                          | 12         | 0                | 0          | 847           | 1,384         | 58         | 86         |
| 36- 40 YEARS           | 215           | 260           | 34           | 107          | 0                                 | 0          | 9          | 12         | 3                          | 2          | 0                | 0          | 261           | 381           | 19         | 26         |
| MORE THAN 40 YEARS     | 28            | 25            | 2            | 3            | 1                                 | 0          | 1          | 0          | 4                          | 0          | 0                | 0          | 36            | 28            | 7          | 2          |
| <b>STATEWIDE TOTAL</b> | <b>19,841</b> | <b>17,999</b> | <b>2,626</b> | <b>6,602</b> | <b>325</b>                        | <b>207</b> | <b>604</b> | <b>805</b> | <b>340</b>                 | <b>346</b> | <b>168</b>       | <b>228</b> | <b>23,904</b> | <b>26,187</b> | <b>420</b> | <b>467</b> |
| MORE THAN 10 YEARS     | 12,131        | 8,669         | 1,561        | 3,280        | 229                               | 133        | 388        | 441        | 163                        | 173        | 0                | 1          | 14,472        | 12,697        | 386        | 420        |
| AVERAGE YEARS          | 13.3          | 11.7          | 14.1         | 12.1         | 14.9                              | 13.8       | 14.4       | 12.9       | 12.1                       | 11.5       | 1.4              | 1.1        | 13.3          | 11.8          | 23.5       | 23.3       |

**STATEWIDE TOTAL AVERAGE YEARS 12.5**

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

Source: Michigan Civil Service Commission HWF20

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: June 25, 2011**

| BARGAINING UNIT                 | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Bargaining Unit Eligible for Longevity |
|---------------------------------|---------------------|---------------------------------|-------------|------------------|---|---|
| A02 - SAFETY & REGULATORY       | 1,327               | 2.6 %                           | 44.4        | \$24.31          | 922                                       | 69.5 %  |
| A31 - LABOR AND TRADES          | 3,444               | 6.9 %                           | 42.7        | \$16.75          | 1,580                                     | 45.9 %  |
| C12 - SECURITY                  | 7,606               | 15.1 %                          | 44.5        | \$24.33          | 6,536                                     | 85.9 %  |
| E42 - HUMAN SERVICES SUPPORT    | 949                 | 1.9 %                           | 45.6        | \$22.37          | 504                                       | 53.1 %  |
| H21 - SCIENTIFIC & ENGINEERING  | 2,069               | 4.1 %                           | 44.6        | \$32.75          | 1,668                                     | 80.6 %  |
| L32 - TECHNICAL                 | 1,162               | 2.3 %                           | 40.0        | \$21.69          | 673                                       | 57.9 %  |
| T01 - STATE POLICE ENLISTED     | 1,435               | 2.9 %                           | 41.9        | \$30.69          | 1,342                                     | 93.5 %  |
| U11 - INSTITUTIONAL             | 1,898               | 3.8 %                           | 45.5        | \$20.13          | 1,207                                     | 63.6 %  |
| W22 - HUMAN SERVICES            | 10,601              | 21.1 %                          | 42.8        | \$24.93          | 5,284                                     | 49.8 %  |
| W41 - ADMINISTRATIVE SUPPORT    | 6,200               | 12.3 %                          | 45.7        | \$20.13          | 3,972                                     | 64.1 %  |
| Y00 - NON-SPECIFIED             | 2                   | 0.0 %                           | 24.1        | \$14.43          | 0   | 0.0 %   |
| Y23 - BUSINESS & ADMINISTRATION | 4,672               | 9.3 %                           | 46.1        | \$30.13          | 3,347                                     | 71.6 %  |
| Y50 - PENDING UNIT ASSIGNMENT   | 1                   | 0.0 %                           | 46.4        | \$18.89          | 1   | 100.0 %   |
| Y51 - SUPERVISORY               | 5,562               | 11.1 %                          | 48.6        | \$32.37          | 5,070                                     | 91.2 %  |
| Y52 - NONCAREER                 | 247                 | 0.5 %                           | 25.4        | \$13.51          | 1   | 0.4 %   |
| Y98 - MANAGERIAL                | 1,559               | 3.1 %                           | 51.1        | \$46.39          | 1,361                                     | 87.3 %  |
| Y99 - CONFIDENTIAL              | 1,521               | 3.0 %                           | 47.0        | \$26.62          | 1,154                                     | 75.9 %  |
| <b>STATEWIDE TOTAL</b>          | <b>50,255</b>       | <b>100.0 %</b>                  | <b>44.8</b> | <b>\$25.82</b>   | <b>34,622</b>                             | <b>68.9 %</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 HWF25

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

PAY END DATE: June 25, 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       | 1,303           | 819                    | 63 %        | 348                | 27 %        | 21                  | 2 %        | 0            | 0 %              | 1,173                  | 90 %        | 21                 | 2 %        | 7                   | 1 %        |
| A31                      | LABOR AND TRADES          | 1,976           | 1,086                  | 55 %        | 745                | 38 %        | 18                  | 1 %        | 0            | 0 %              | 1,840                  | 93 %        | 10                 | 1 %        | 6                   | 0 %        |
| C12                      | SECURITY                  | 7,606           | 4,647                  | 61 %        | 2,599              | 34 %        | 29                  | 0 %        | 0            | 0 %              | 7,183                  | 94 %        | 134                | 2 %        | 14                  | 0 %        |
| E42                      | HUMAN SERVICES SUPPORT    | 949             | 522                    | 55 %        | 354                | 37 %        | 11                  | 1 %        | 0            | 0 %              | 853                    | 90 %        | 46                 | 5 %        | 4                   | 0 %        |
| H21                      | SCIENTIFIC & ENGINEERING  | 2,067           | 991                    | 48 %        | 937                | 45 %        | 20                  | 1 %        | 0            | 0 %              | 1,920                  | 93 %        | 40                 | 2 %        | 5                   | 0 %        |
| L32                      | TECHNICAL                 | 880             | 450                    | 51 %        | 368                | 42 %        | 15                  | 2 %        | 0            | 0 %              | 817                    | 93 %        | 19                 | 2 %        | 5                   | 1 %        |
| T01                      | STATE POLICE ENLISTED     | 1,435           | 184                    | 13 %        | 34                 | 2 %         | 1                   | 0 %        | 1,184        | 83 %             | 1,403                  | 98 %        | 2                  | 0 %        | 1                   | 0 %        |
| U11                      | INSTITUTIONAL             | 1,885           | 1,040                  | 55 %        | 712                | 38 %        | 9                   | 0 %        | 0            | 0 %              | 1,719                  | 91 %        | 50                 | 3 %        | 2                   | 0 %        |
| W22                      | HUMAN SERVICES            | 10,489          | 5,087                  | 48 %        | 4,536              | 43 %        | 107                 | 1 %        | 0            | 0 %              | 9,496                  | 91 %        | 357                | 3 %        | 43                  | 0 %        |
| W41                      | ADMINISTRATIVE SUPPORT    | 5,740           | 2,182                  | 38 %        | 3,067              | 53 %        | 69                  | 1 %        | 0            | 0 %              | 5,187                  | 90 %        | 175                | 3 %        | 14                  | 0 %        |
| Y23                      | BUSINESS & ADMINISTRATION | 4,663           | 1,677                  | 36 %        | 2,573              | 55 %        | 70                  | 2 %        | 0            | 0 %              | 4,219                  | 90 %        | 129                | 3 %        | 18                  | 0 %        |
| Y50                      | PENDING UNIT ASSIGNMENT   | 1               | 0                      | 0 %         | 1                  | 100 %       | 0                   | 0 %        | 0            | 0 %              | 1                      | 100 %       | 0                  | 0 %        | 0                   | 0 %        |
| Y51                      | SUPERVISORY               | 5,560           | 2,897                  | 52 %        | 2,288              | 41 %        | 45                  | 1 %        | 0            | 0 %              | 5,160                  | 93 %        | 115                | 2 %        | 13                  | 0 %        |
| Y52                      | NONCAREER                 | 1               | 0                      | 0 %         | 1                  | 100 %       | 0                   | 0 %        | 0            | 0 %              | 1                      | 100 %       | 0                  | 0 %        | 0                   | 0 %        |
| Y98                      | MANAGERIAL                | 1,559           | 719                    | 46 %        | 722                | 46 %        | 12                  | 1 %        | 0            | 0 %              | 1,464                  | 94 %        | 12                 | 1 %        | 5                   | 0 %        |
| Y99                      | CONFIDENTIAL              | 1,494           | 508                    | 34 %        | 842                | 56 %        | 12                  | 1 %        | 0            | 0 %              | 1,343                  | 90 %        | 38                 | 3 %        | 2                   | 0 %        |
| <b>STATEWIDE TOTALS:</b> |                           | <b>47,608</b>   | <b>22,809</b>          | <b>48 %</b> | <b>20,127</b>      | <b>42 %</b> | <b>439</b>          | <b>1 %</b> | <b>1,184</b> | <b>2 %</b>       | <b>43,779</b>          | <b>92 %</b> | <b>1,148</b>       | <b>2 %</b> | <b>139</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: June 25, 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       | 1,303           | 1,211                  | 93 %        | 1,057                | 81 %        | 64           | 5 %        | 1,227           | 94 %        | 70                           | 5 %        | 60           | 5 %        |
| A31                      | LABOR AND TRADES          | 1,976           | 1,862                  | 94 %        | 1,744                | 88 %        | 2            | 0 %        | 1,895           | 96 %        | 72                           | 4 %        | 5            | 0 %        |
| C12                      | SECURITY                  | 7,606           | 7,333                  | 96 %        | 7,176                | 94 %        | 0            | 0 %        | 7,343           | 97 %        | 222                          | 3 %        | 0            | 0 %        |
| E42                      | HUMAN SERVICES SUPPORT    | 949             | 906                    | 95 %        | 728                  | 77 %        | 0            | 0 %        | 895             | 94 %        | 51                           | 5 %        | 0            | 0 %        |
| H21                      | SCIENTIFIC & ENGINEERING  | 2,067           | 1,974                  | 96 %        | 1,750                | 85 %        | 26           | 1 %        | 1,929           | 93 %        | 134                          | 6 %        | 15           | 1 %        |
| L32                      | TECHNICAL                 | 880             | 843                    | 96 %        | 734                  | 83 %        | 19           | 2 %        | 817             | 93 %        | 59                           | 7 %        | 10           | 1 %        |
| T01                      | STATE POLICE ENLISTED     | 1,435           | 1,407                  | 98 %        | 1,452                | 101 %       | 925          | 64 %       | 1,383           | 96 %        | 40                           | 3 %        | 977          | 68 %       |
| U11                      | INSTITUTIONAL             | 1,885           | 1,773                  | 94 %        | 1,639                | 87 %        | 2            | 0 %        | 1,790           | 95 %        | 89                           | 5 %        | 0            | 0 %        |
| W22                      | HUMAN SERVICES            | 10,489          | 9,941                  | 95 %        | 8,543                | 81 %        | 0            | 0 %        | 9,875           | 94 %        | 604                          | 6 %        | 0            | 0 %        |
| W41                      | ADMINISTRATIVE SUPPORT    | 5,740           | 5,398                  | 94 %        | 4,840                | 84 %        | 102          | 2 %        | 5,418           | 94 %        | 312                          | 5 %        | 80           | 1 %        |
| Y23                      | BUSINESS & ADMINISTRATION | 4,663           | 4,384                  | 94 %        | 3,802                | 82 %        | 63           | 1 %        | 4,374           | 94 %        | 280                          | 6 %        | 39           | 1 %        |
| Y50                      | PENDING UNIT ASSIGNMENT   | 1               | 1                      | 100 %       | 1                    | 100 %       | 0            | 0 %        | 1               | 100 %       | 0                            | 0 %        | 0            | 0 %        |
| Y51                      | SUPERVISORY               | 5,560           | 5,297                  | 95 %        | 5,249                | 94 %        | 167          | 3 %        | 5,373           | 97 %        | 172                          | 3 %        | 163          | 3 %        |
| Y52                      | NONCAREER                 | 1               | 1                      | 100 %       | 1                    | 100 %       | 0            | 0 %        | 1               | 100 %       | 0                            | 0 %        | 0            | 0 %        |
| Y98                      | MANAGERIAL                | 1,559           | 1,485                  | 95 %        | 1,377                | 88 %        | 28           | 2 %        | 1,475           | 95 %        | 80                           | 5 %        | 31           | 2 %        |
| Y99                      | CONFIDENTIAL              | 1,494           | 1,382                  | 93 %        | 1,307                | 87 %        | 10           | 1 %        | 1,410           | 94 %        | 81                           | 5 %        | 6            | 0 %        |
| <b>STATEWIDE TOTALS:</b> |                           | <b>47,608</b>   | <b>45,198</b>          | <b>95 %</b> | <b>41,400</b>        | <b>87 %</b> | <b>1,408</b> | <b>3 %</b> | <b>45,206</b>   | <b>95 %</b> | <b>2,266</b>                 | <b>5 %</b> | <b>1,386</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

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: June 25, 2011

Table 5-9

**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 | 394              | 21                      | 20                 | 0            | 0                          | 203                          | 8             | 0                         | 0                 | 0                  | 48                         | 300                           |
| ATTORNEY GENERAL               | 11 | 431              | 23                      | 1                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 0                  | 73                         | 97                            |
| AUDITOR GENERAL                | 03 | 133              | 0                       | 2                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 0                  | 2                          | 4                             |
| CIVIL RIGHTS                   | 15 | 91               | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 41                 | 17                         | 58                            |
| CIVIL SERVICE COMMISSION       | 19 | 416              | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 0                  | 0                          | 0                             |
| COMMUNITY HEALTH               | 39 | 3,329            | 40                      | 74                 | 188          | 0                          | 129                          | 41            | 0                         | 738               | 532                | 494                        | 2,236                         |
| CORRECTIONS                    | 47 | 14,092           | 10                      | 614                | 7,318        | 0                          | 10                           | 107           | 0                         | 575               | 2,316              | 937                        | 11,887                        |
| EDUCATION                      | 31 | 454              | 1                       | 6                  | 0            | 4                          | 0                            | 3             | 0                         | 24                | 156                | 79                         | 273                           |
| ENVIRONMENTAL QUALITY          | 76 | 1,100            | 27                      | 2                  | 0            | 0                          | 691                          | 43            | 0                         | 0                 | 1                  | 146                        | 910                           |
| EXECUTIVE OFFICE               | 01 | 40               | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                         | 0                 | 0                  | 0                          | 0                             |
| HUMAN SERVICES                 | 43 | 10,718           | 202                     | 30                 | 0            | 47                         | 3                            | 3             | 0                         | 89                | 7,021              | 1,223                      | 8,618                         |
| INFORMATION TECHNOLOGY         | 08 | 1,533            | 0                       | 26                 | 0            | 0                          | 2                            | 50            | 0                         | 0                 | 0                  | 164                        | 242                           |
| LICENSING & REGULATORY AFFAIRS | 64 | 3,804            | 266                     | 43                 | 0            | 898                        | 93                           | 6             | 0                         | 22                | 367                | 653                        | 2,348                         |
| MANAGEMENT & BUDGET            | 07 | 877              | 0                       | 215                | 0            | 0                          | 30                           | 8             | 0                         | 0                 | 1                  | 129                        | 383                           |
| MILITARY & VETERAN AFFAIRS     | 51 | 959              | 52                      | 219                | 0            | 0                          | 22                           | 14            | 0                         | 420               | 33                 | 45                         | 805                           |
| NATURAL RESOURCES              | 75 | 3,088            | 490                     | 1,456              | 0            | 0                          | 255                          | 168           | 0                         | 7                 | 112                | 196                        | 2,684                         |
| STATE                          | 23 | 1,418            | 12                      | 20                 | 0            | 0                          | 0                            | 1             | 0                         | 0                 | 0                  | 939                        | 972                           |
| STATE POLICE                   | 55 | 2,341            | 112                     | 10                 | 0            | 0                          | 89                           | 31            | 1,428                     | 5                 | 0                  | 213                        | 1,888                         |
| STRATEGIC FUND                 | 07 | 127              | 0                       | 1                  | 0            | 0                          | 0                            | 2             | 0                         | 0                 | 0                  | 18                         | 21                            |
| TRANSPORTATION                 | 59 | 2,908            | 60                      | 675                | 0            | 0                          | 523                          | 674           | 0                         | 0                 | 3                  | 243                        | 2,178                         |
| TREASURY                       | 27 | 1,838            | 9                       | 16                 | 0            | 0                          | 19                           | 3             | 0                         | 0                 | 9                  | 580                        | 636                           |
| <b>Grand Total:</b>            |    | <b>50,091</b>    | <b>1,325</b>            | <b>3,430</b>       | <b>7,506</b> | <b>949</b>                 | <b>2,069</b>                 | <b>1,162</b>  | <b>1,428</b>              | <b>1,880</b>      | <b>10,592</b>      | <b>6,199</b>               | <b>36,540</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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

Source: Michigan Civil Service Commission HWF05

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: June 25, 2011

Table 5-10

**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 | 394              | 18                            | 8                | 16             | 2              | 0                          | 50              | 94                                |
| ATTORNEY GENERAL               | 11 | 431              | 30                            | 45               | 253            | 0              | 0                          | 6               | 334                               |
| AUDITOR GENERAL                | 03 | 133              | 0                             | 65               | 30             | 4              | 0                          | 30              | 129                               |
| CIVIL RIGHTS                   | 15 | 91               | 1                             | 15               | 7              | 0              | 0                          | 10              | 33                                |
| CIVIL SERVICE COMMISSION       | 19 | 416              | 1                             | 351              | 51             | 0              | 1                          | 12              | 416                               |
| COMMUNITY HEALTH               | 39 | 3,329            | 447                           | 69               | 169            | 7              | 1                          | 400             | 1,093                             |
| CORRECTIONS                    | 47 | 14,092           | 164                           | 122              | 130            | 1              | 0                          | 1,788           | 2,205                             |
| EDUCATION                      | 31 | 454              | 83                            | 25               | 28             | 0              | 0                          | 45              | 181                               |
| ENVIRONMENTAL QUALITY          | 76 | 1,100            | 42                            | 15               | 17             | 8              | 0                          | 108             | 190                               |
| EXECUTIVE OFFICE               | 01 | 40               | 0                             | 40               | 0              | 0              | 0                          | 0               | 40                                |
| HUMAN SERVICES                 | 43 | 10,718           | 509                           | 214              | 155            | 0              | 1                          | 1,221           | 2,100                             |
| INFORMATION TECHNOLOGY         | 08 | 1,533            | 1,008                         | 33               | 84             | 37             | 0                          | 129             | 1,291                             |
| LICENSING & REGULATORY AFFAIRS | 64 | 3,804            | 769                           | 119              | 194            | 55             | 0                          | 319             | 1,456                             |
| MANAGEMENT & BUDGET            | 07 | 877              | 215                           | 116              | 63             | 12             | 0                          | 88              | 494                               |
| MILITARY & VETERAN AFFAIRS     | 51 | 959              | 19                            | 10               | 11             | 0              | 0                          | 114             | 154                               |
| NATURAL RESOURCES              | 75 | 3,088            | 76                            | 29               | 49             | 28             | 0                          | 222             | 404                               |
| STATE                          | 23 | 1,418            | 112                           | 54               | 43             | 10             | 0                          | 227             | 446                               |
| STATE POLICE                   | 55 | 2,341            | 119                           | 27               | 43             | 5              | 0                          | 259             | 453                               |
| STRATEGIC FUND                 | 07 | 127              | 66                            | 14               | 18             | 0              | 0                          | 8               | 106                               |
| TRANSPORTATION                 | 59 | 2,908            | 198                           | 87               | 76             | 39             | 0                          | 330             | 730                               |
| TREASURY                       | 27 | 1,838            | 795                           | 63               | 122            | 39             | 0                          | 183             | 1,202                             |
| <b>Grand Total:</b>            |    | <b>50,091</b>    | <b>4,672</b>                  | <b>1,521</b>     | <b>1,559</b>   | <b>247</b>     | <b>3</b>                   | <b>5,549</b>    | <b>13,551</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, Department of Natural Resources was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, Department of Environmental Quality was transferred from Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. 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, and effective March 21, 2010. Actions to combine these agencies for certain reports have not yet been completed. Information for these agencies is therefore reported separately for the time frame covered by this report. In FY 2010-11, Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

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.