

# **ANNUAL WORKFORCE REPORT**

**Second Quarter**

**FISCAL YEAR 2011-12**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Thomas M. Wardrop, Chair  
James Barrett  
Charles Blockett, Jr.  
Robert W. Swanson**

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

**STATISTICAL HIGHLIGHTS**  
**Second Quarter FY 2011-12**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45.4
Average Annual Salary <sup>1</sup> .....	\$55,332
Average Years of Service .....	13

**WORK FORCE CHARACTERISTICS**

Females .....	53.4%
Males.....	46.6%
Eligible for Longevity .....	70.6%
Less than Six Years of Service .....	28%
Six to Ten Years of Service.....	14%
Over Ten Years of Service.....	56%
Exclusively Represented for Collective Bargaining.....	71%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.0%
Asian .....	1.4%
Black .....	18.9%
Hispanic .....	2.8%
White .....	74.8%
Not Disclosed .....	0.9%

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

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SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: March 31, 2012

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	363.0	0.0	9.0	8.0	0.0	17.0	397.0	0.0	397.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>363.0</b>	<b>0.0</b>	<b>9.0</b>	<b>8.0</b>	<b>0.0</b>	<b>17.0</b>	<b>397.0</b>	<b>0.0</b>	<b>397.0</b>
ATY GNRL CENTRAL OFFICE	1101	442.0	2.0	0.0	15.0	0.0	0.0	459.0	0.0	459.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	10.0	0.0	10.0
<b>ATTORNEY GENERAL</b>		<b>451.0</b>	<b>2.0</b>	<b>0.0</b>	<b>16.0</b>	<b>0.0</b>	<b>0.0</b>	<b>469.0</b>	<b>0.0</b>	<b>469.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	103.0	0.0	12.0	19.0	0.0	5.0	139.0	0.0	139.0
<b>AUDITOR GENERAL</b>		<b>103.0</b>	<b>0.0</b>	<b>12.0</b>	<b>19.0</b>	<b>0.0</b>	<b>5.0</b>	<b>139.0</b>	<b>0.0</b>	<b>139.0</b>
CIV RGHT CENTRAL OFFICE	1501	84.0	0.0	0.0	10.0	0.0	0.0	94.0	0.0	94.0
<b>CIVIL RIGHTS</b>		<b>84.0</b>	<b>0.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>94.0</b>	<b>0.0</b>	<b>94.0</b>
CIVIL SERVICE COMMISSION	1901	384.0	3.0	2.0	12.0	0.0	16.0	417.0	1.5	415.5
<b>CIVIL SERVICE COMMISSION</b>		<b>384.0</b>	<b>3.0</b>	<b>2.0</b>	<b>12.0</b>	<b>0.0</b>	<b>16.0</b>	<b>417.0</b>	<b>1.5</b>	<b>415.5</b>
DCH-CARO CENTER	3902	301.0	0.0	0.0	33.0	0.0	0.0	334.0	0.0	334.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,107.0	1.0	5.0	19.0	0.0	33.0	1,165.0	1.0	1,164.0
DCH-CTR FORENSIC PSYCHIATRY	3920	482.0	2.0	0.0	8.0	0.0	4.0	496.0	0.0	496.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	136.0	2.0	0.0	30.0	0.0	5.0	173.0	0.0	173.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	390.0	6.0	0.0	74.0	0.0	0.0	470.0	0.0	470.0
DCH-OFFICE OF SERVICES TO TH	3970	30.0	0.0	0.0	1.0	0.0	0.0	31.0	0.0	31.0
DCH-WALTER P. REUTHER PSY HOSP	3945	344.0	0.0	0.0	2.0	0.0	0.0	346.0	0.0	346.0
OFFICE OF THE INSPECTOR GENERA	3947	19.0	0.0	0.0	1.0	0.0	0.0	20.0	0.0	20.0
<b>COMMUNITY HEALTH</b>		<b>2,809.0</b>	<b>11.0</b>	<b>5.0</b>	<b>168.0</b>	<b>0.0</b>	<b>42.0</b>	<b>3,035.0</b>	<b>1.0</b>	<b>3,034.0</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	516.0	0.0	0.0	5.0	0.0	0.0	521.0	0.0	521.0
DOC-ALGER MAX SECURITY CORRECT	4735	256.0	0.0	0.0	4.0	0.0	1.0	261.0	0.0	261.0
DOC-BARAGA FACILITY	4740	344.0	1.0	0.0	1.0	0.0	0.0	346.0	0.0	346.0
DOC-BELLAMY CREEK FACILITY	4748	439.0	0.0	0.0	1.0	0.0	0.0	440.0	0.0	440.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	527.0	2.0	0.0	1.0	0.0	1.0	531.0	0.0	531.0
DOC-CARSON CITY FAC/CARSON CIT	4731	480.0	0.0	0.0	2.0	0.0	1.0	483.0	0.0	483.0
DOC-CENTRAL MICHIGAN FACILITY	4744	435.0	1.0	0.0	1.0	0.0	0.0	437.0	0.0	437.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	481.0	1.0	0.0	1.0	0.0	1.0	484.0	0.0	484.0
DOC-COOPER STREET FACILITY	4752	389.0	0.0	0.0	2.0	0.0	0.0	391.0	0.0	391.0

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In FY 2009-10, 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined 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. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: March 31, 2012

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CORRECTN CENTRAL OFFICE	4702	468.0	0.0	0.0	20.0	0.0	40.0	528.0	0.0	528.0
DOC-COTTON FACILITY	4720	439.0	0.0	0.0	2.0	0.0	0.0	441.0	1.5	439.5
DOC-EGELER FACILITY	4727	565.0	0.0	0.0	1.0	0.0	0.0	566.0	0.0	566.0
DOC-FIELD OPERATION REGION III	4763	927.0	10.0	2.0	1.0	0.0	0.0	940.0	0.0	940.0
DOC-FIELD OPERATIONS REGION I	4761	793.0	0.0	1.0	2.0	0.0	0.0	796.0	0.0	796.0
DOC-HANDLON MI TRAINING UNT	4705	309.0	1.0	0.0	0.0	0.0	0.0	310.0	0.0	310.0
DOC-HURON VALLEY CORR COMPLEX	4715	560.0	3.0	0.0	1.0	0.0	0.0	564.0	0.0	564.0
DOC-IONIA MAXIMUM FACILITY	4724	299.0	0.0	0.0	0.0	0.0	0.0	299.0	0.0	299.0
DOC-JACKSON CENTRAL REGION	4750	136.0	0.0	0.0	0.0	0.0	0.0	136.0	0.0	136.0
DOC-KINROSS/HIAWATHA FACILITY	4712	368.0	0.0	0.0	2.0	0.0	0.0	370.0	0.0	370.0
DOC-LAKELAND MENS FACILITY	4718	293.0	0.0	0.0	0.0	0.0	0.0	293.0	0.0	293.0
DOC-MACOMB FACILITY	4741	362.0	1.0	0.0	1.0	0.0	0.0	364.0	0.0	364.0
DOC-MARQUETTE BRANCH PRISON	4706	343.0	0.0	0.0	4.0	0.0	2.0	349.0	0.0	349.0
DOC-MAXEY CORRECTIONAL	4749	295.0	0.0	0.0	3.0	0.0	0.0	298.0	0.0	298.0
DOC-MICHIGAN REFORMATORY	4707	296.0	0.0	0.0	3.0	0.0	4.0	303.0	0.0	303.0
DOC-MICHIGAN STATE INDUSTRIES	4709	124.0	0.0	0.0	0.0	0.0	2.0	126.0	0.0	126.0
DOC-NEWBERRY FACILITY	4743	254.0	0.0	0.0	4.0	0.0	0.0	258.0	0.0	258.0
DOC-OAKS FACILITY	4739	321.0	1.0	0.0	4.0	0.0	0.0	326.0	0.0	326.0
DOC-OJIBWAY FACILITY	4746	218.0	2.0	0.0	1.0	0.0	4.0	225.0	0.0	225.0
DOC-PARNALL FACILITY	4751	294.0	0.0	1.0	0.0	0.0	0.0	295.0	0.0	295.0
DOC-PUGSLEY FACILITY	4745	226.0	1.0	0.0	4.0	0.0	0.0	231.0	0.0	231.0
DOC-RYAN FACILITY	4738	350.0	0.0	0.0	1.0	0.0	0.0	351.0	0.0	351.0
DOC-SAGINAW FACILITY	4742	336.0	2.0	0.0	2.0	0.0	1.0	341.0	0.0	341.0
DOC-ST. LOUIS FACILITY	4733	334.0	0.0	0.0	2.0	0.0	0.0	336.0	0.0	336.0
DOC-THUMB FACILITY	4725	331.0	0.0	0.0	3.0	0.0	0.0	334.0	0.0	334.0
NTHRN REGION ADMIN AND SUPPORT	4714	46.0	0.0	0.0	1.0	0.0	0.0	47.0	0.0	47.0
SOUTHERN REGION - IONIA	4711	51.0	0.0	0.0	0.0	0.0	0.0	51.0	0.0	51.0
<b>CORRECTIONS</b>		<b>13,205.0</b>	<b>26.0</b>	<b>4.0</b>	<b>80.0</b>	<b>0.0</b>	<b>57.0</b>	<b>13,372.0</b>	<b>1.5</b>	<b>13,370.5</b>
EDUCATION	3103	395.0	5.0	3.0	27.0	55.0	7.0	492.0	2.0	490.0
<b>EDUCATION</b>		<b>395.0</b>	<b>5.0</b>	<b>3.0</b>	<b>27.0</b>	<b>55.0</b>	<b>7.0</b>	<b>492.0</b>	<b>2.0</b>	<b>490.0</b>

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: March 31, 2012

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DEQ-ENVIRONMENTAL QUALITY	7601	1,067.0	4.0	17.0	27.0	0.0	14.0	1,129.0	2.5	1,126.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,067.0</b>	<b>4.0</b>	<b>17.0</b>	<b>27.0</b>	<b>0.0</b>	<b>14.0</b>	<b>1,129.0</b>	<b>2.5</b>	<b>1,126.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	51.0	0.0	0.0	51.0	0.0	51.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>51.0</b>	<b>0.0</b>	<b>0.0</b>	<b>51.0</b>	<b>0.0</b>	<b>51.0</b>
DHS-BERRIEN COUNTY	4322	160.0	0.0	0.0	3.0	1.0	0.0	164.0	0.0	164.0
DHS-CALHOUN COUNTY	4323	159.0	0.0	0.0	3.0	0.0	0.0	162.0	0.0	162.0
DHS-COUNTIES	4308	2,666.0	2.0	2.0	167.0	20.0	0.0	2,857.0	2.5	2,854.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,019.0	4.0	18.0	114.0	3.0	10.0	2,168.0	0.5	2,167.5
DHS-GENESEE COUNTY	4302	527.0	0.0	0.0	22.0	0.0	0.0	549.0	0.0	549.0
DHS-INGHAM COUNTY	4312	248.0	0.0	0.0	9.0	0.0	0.0	257.0	0.0	257.0
DHS - INSTITUTIONS	4307	63.0	0.0	8.0	14.0	0.0	1.0	86.0	0.0	86.0
DHS-JACKSON COUNTY	4315	127.0	0.0	0.0	15.0	0.0	0.0	142.0	0.0	142.0
DHS-KALAMAZOO COUNTY	4314	243.0	0.0	0.0	7.0	0.0	0.0	250.0	0.0	250.0
DHS-KENT COUNTY	4303	415.0	0.0	0.0	64.0	8.0	0.0	487.0	2.0	485.0
DHS-MACOMB COUNTY	4304	521.0	0.0	0.0	5.0	0.0	0.0	526.0	4.5	521.5
DHS-MAXEY TRAINING SCHOOL	4311	76.0	0.0	0.0	4.0	0.0	0.0	80.0	0.0	80.0
DHS-MUSKEGON COUNTY	4324	221.0	0.0	0.0	31.0	0.0	0.0	252.0	0.0	252.0
DHS-OAKLAND COUNTY	4305	554.0	0.0	1.0	6.0	0.0	0.0	561.0	0.0	561.0
DHS-SAGINAW COUNTY	4313	236.0	0.0	0.0	8.0	0.0	0.0	244.0	0.0	244.0
DHS-WASHTENAW	4325	141.0	0.0	0.0	23.0	0.0	0.0	164.0	0.0	164.0
DHS-WAYNE COUNTY DSS	4306	73.0	0.0	0.0	0.0	0.0	0.0	73.0	0.0	73.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	643.0	0.0	0.0	3.0	0.0	0.0	646.0	0.0	646.0
DHS-WAYNE COUNTY ZONE 3	4318	430.0	0.0	0.0	61.0	0.0	0.0	491.0	0.0	491.0
DHS-WAYNE COUNTY ZONE 4	4319	468.0	0.0	0.0	37.0	0.0	0.0	505.0	0.0	505.0
DHS-WAYNE COUNTY ZONE L	4316	348.0	0.0	0.0	26.0	0.0	0.0	374.0	0.0	374.0
<b>HUMAN SERVICES</b>		<b>10,338.0</b>	<b>6.0</b>	<b>29.0</b>	<b>622.0</b>	<b>32.0</b>	<b>11.0</b>	<b>11,038.0</b>	<b>9.5</b>	<b>11,028.5</b>
LICENSING AND REGULATORY AFF	6401	3,490.0	12.0	5.0	240.0	46.0	97.0	3,890.0	1.5	3,888.5
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>3,490.0</b>	<b>12.0</b>	<b>5.0</b>	<b>240.0</b>	<b>46.0</b>	<b>97.0</b>	<b>3,890.0</b>	<b>1.5</b>	<b>3,888.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	143.0	3.0	1.0	0.0	4.0	0.0	151.0	0.5	150.5

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**STATE OF MICHIGAN**  
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**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Table 1-1

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GRAND RAPIDS HOME FOR VETERANS	5102	346.0	0.0	12.0	19.0	8.0	25.0	410.0	0.0	410.0
MIL AFFR CENTRAL OFFICE	5101	244.0	1.0	5.0	23.0	35.0	38.0	346.0	0.0	346.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>733.0</b>	<b>4.0</b>	<b>18.0</b>	<b>42.0</b>	<b>47.0</b>	<b>63.0</b>	<b>907.0</b>	<b>0.5</b>	<b>906.5</b>
DNR-NATURAL RESOURCES	7501	1,227.0	1.0	54.0	19.0	193.0	164.0	1,658.0	0.0	1,658.0
<b>NATURAL RESOURCES</b>		<b>1,227.0</b>	<b>1.0</b>	<b>54.0</b>	<b>19.0</b>	<b>193.0</b>	<b>164.0</b>	<b>1,658.0</b>	<b>0.0</b>	<b>1,658.0</b>
DEPARTMENT OF STATE	2301	1,042.0	0.0	90.0	136.0	0.0	197.0	1,465.0	0.0	1,465.0
<b>STATE</b>		<b>1,042.0</b>	<b>0.0</b>	<b>90.0</b>	<b>136.0</b>	<b>0.0</b>	<b>197.0</b>	<b>1,465.0</b>	<b>0.0</b>	<b>1,465.0</b>
STATE POLICE	5501	2,282.0	21.0	4.0	21.0	0.0	5.0	2,333.0	1.0	2,332.0
<b>STATE POLICE</b>		<b>2,282.0</b>	<b>21.0</b>	<b>4.0</b>	<b>21.0</b>	<b>0.0</b>	<b>5.0</b>	<b>2,333.0</b>	<b>1.0</b>	<b>2,332.0</b>
MSHDA	6305	270.0	4.0	5.0	20.0	0.0	36.0	335.0	1.0	334.0
STRATEGIC FUND	0740	332.0	2.0	1.0	26.0	0.0	10.0	371.0	0.0	371.0
<b>STRATEGIC FUND</b>		<b>602.0</b>	<b>6.0</b>	<b>6.0</b>	<b>46.0</b>	<b>0.0</b>	<b>46.0</b>	<b>706.0</b>	<b>1.0</b>	<b>705.0</b>
TECH, MGMT AND BUDGET - IT	0801	1,493.0	3.0	0.0	20.0	0.0	58.0	1,574.0	0.0	1,574.0
TECH, MGMT AND BUDGET - MB	0701	868.0	14.0	4.0	43.0	0.0	30.0	959.0	3.5	955.5
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,361.0</b>	<b>17.0</b>	<b>4.0</b>	<b>63.0</b>	<b>0.0</b>	<b>88.0</b>	<b>2,533.0</b>	<b>3.5</b>	<b>2,529.5</b>
BRIDGE AUTHORITIES-INTERNATION	5903	30.0	0.0	0.0	0.0	0.0	11.0	41.0	0.0	41.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	25.0	4.0	1.0	10.0	78.0	0.0	78.0
TRANSPORTATION CENTRAL OFFICE	5901	2,308.0	9.0	20.0	55.0	13.0	127.0	2,532.0	4.5	2,527.5
<b>TRANSPORTATION</b>		<b>2,376.0</b>	<b>9.0</b>	<b>45.0</b>	<b>59.0</b>	<b>14.0</b>	<b>148.0</b>	<b>2,651.0</b>	<b>4.5</b>	<b>2,646.5</b>
BUREAU OF STATE LOTTERY	2795	174.0	0.0	0.0	1.0	0.0	21.0	196.0	0.0	196.0
GAMING CONTROL	2707	97.0	0.0	4.0	7.0	0.0	7.0	115.0	0.0	115.0
TREASURY CENTRAL PAYROLL	2701	1,152.0	2.0	6.0	38.0	0.0	38.0	1,236.0	0.0	1,236.0
<b>TREASURY</b>		<b>1,423.0</b>	<b>2.0</b>	<b>10.0</b>	<b>46.0</b>	<b>0.0</b>	<b>66.0</b>	<b>1,547.0</b>	<b>0.0</b>	<b>1,547.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,735.0</b>	<b>129.0</b>	<b>317.0</b>	<b>1,712.0</b>	<b>387.0</b>	<b>1,043.0</b>	<b>48,323.0</b>	<b>30.0</b>	<b>48,293.0</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. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

In FY 2009-10, 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined 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. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF04

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2012 Appropriated (A)	FTE Positions 03/31/2012 (B)	FTE Positions 12/24/2011 (C)	Difference 03/31/2012 and 12/24/2011 (B-C)	Difference 03/31/2012 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>					
Regular	441.0	381.8	379.8	2.0	-59.2
Overtime	0.0	0.1	0.0	0.1	0.1
Total	441.0	381.9	379.8	2.1	-59.1
<b>ATTORNEY GENERAL</b>					
Regular	514.0	466.6	448.1	18.5	-47.4
Overtime	0.0	0.1	0.2	-0.1	0.1
Total	514.0	466.7	448.3	18.5	-47.3
<b>AUDITOR GENERAL</b>					
Regular	0.0	131.1	126.6	4.5	131.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	131.1	126.6	4.5	131.1
<b>CIVIL RIGHTS</b>					
Regular	121.0	93.4	95.7	-2.3	-27.6
Overtime	0.0	0.0	0.0	0.0	0.0
Total	121.0	93.4	95.7	-2.3	-27.6
<b>CIVIL SERVICE COMMISSION</b>					
Regular	506.5	406.8	413.5	-6.7	-99.7
Overtime	0.0	1.0	1.1	-0.1	1.0
Total	506.5	407.8	414.6	-6.8	-98.7
<b>COMMUNITY HEALTH</b>					
Regular	3,634.2	3,001.1	2,973.3	27.9	-633.1
Overtime	0.0	118.1	194.4	-76.3	118.1
Total	3,634.2	3,119.3	3,167.7	-48.4	-514.9

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, State Budget Office.

In FY 2009-10, the 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the 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. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2012 Appropriated (A)	FTE Positions 03/31/2012 (B)	FTE Positions 12/24/2011 (C)	Difference 03/31/2012 and 12/24/2011 (B-C)	Difference 03/31/2012 and Appropriated (B-A)
<b>CORRECTIONS</b>					
Regular	15,552.8	13,474.0	13,844.8	-370.8	-2,078.8
Overtime	0.0	493.3	948.9	-455.6	493.3
Total	15,552.8	13,967.3	14,793.7	-826.3	-1,585.5
<b>EDUCATION</b>					
Regular	590.0	484.8	454.0	30.8	-105.2
Overtime	0.0	1.3	0.7	0.5	1.3
Total	590.0	486.1	454.7	31.4	-103.9
<b>ENVIRONMENTAL QUALITY</b>					
Regular	1,334.5	1,101.9	1,097.8	4.1	-232.6
Overtime	0.0	3.8	2.9	0.9	3.8
Total	1,334.5	1,105.7	1,100.7	5.0	-228.8
<b>EXECUTIVE OFFICE</b>					
Regular	74.2	47.3	50.6	-3.3	-26.9
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	47.3	50.6	-3.3	-26.9
<b>HUMAN SERVICES</b>					
Regular	11,540.5	10,982.1	10,952.3	29.7	-558.4
Overtime	0.0	101.8	71.0	30.8	101.8
Total	11,540.5	11,083.9	11,023.3	60.6	-456.6
<b>LICENSING AND REGULATORY AFF</b>					
Regular	4,320.8	3,844.0	3,811.8	32.1	-476.8
Overtime	0.0	71.0	38.7	32.3	71.0
Total	4,320.8	3,915.0	3,850.5	64.4	-405.8

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, State Budget Office.

In FY 2009-10, the 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the 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. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2012 Appropriated (A)	FTE Positions 03/31/2012 (B)	FTE Positions 12/24/2011 (C)	Difference 03/31/2012 and 12/24/2011 (B-C)	Difference 03/31/2012 and Appropriated (B-A)
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	819.0	866.4	894.5	-28.1	47.4
Overtime	0.0	13.2	31.9	-18.8	13.2
Total	819.0	879.6	926.5	-46.9	60.6
<b>NATURAL RESOURCES</b>					
Regular	2,173.4	1,544.9	1,396.3	148.5	-628.5
Overtime	0.0	17.0	2.3	14.7	17.0
Total	2,173.4	1,561.9	1,398.7	163.2	-611.5
<b>STATE</b>					
Regular	1,809.0	1,378.0	1,336.7	41.4	-431.0
Overtime	0.0	2.8	1.1	1.7	2.8
Total	1,809.0	1,380.8	1,337.8	43.0	-428.2
<b>STATE POLICE</b>					
Regular	2,751.0	2,308.4	2,317.0	-8.6	-442.6
Overtime	0.0	81.7	106.0	-24.4	81.7
Total	2,751.0	2,390.1	2,423.0	-33.0	-360.9
<b>STRATEGIC FUND</b>					
Regular	820.0	679.8	673.6	6.2	-140.2
Overtime	0.0	0.8	0.8	0.0	0.8
Total	820.0	680.6	674.4	6.2	-139.4
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,526.0	2,499.9	2,472.6	27.3	-26.1
Overtime	0.0	23.8	28.4	-4.6	23.8
Total	2,526.0	2,523.7	2,501.0	22.7	-2.3

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, State Budget Office.

In FY 2009-10, the 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the 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. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2012 Appropriated (A)	FTE Positions 03/31/2012 (B)	FTE Positions 12/24/2011 (C)	Difference 03/31/2012 and 12/24/2011 (B-C)	Difference 03/31/2012 and Appropriated (B-A)
<b>TRANSPORTATION</b>					
Regular	3,043.3	2,560.1	2,588.3	-28.2	-483.2
Overtime	0.0	44.4	60.3	-15.8	44.4
Total	3,043.3	2,604.5	2,648.5	-44.0	-438.8
<b>TREASURY</b>					
Regular	1,745.5	1,519.4	1,481.4	38.0	-226.1
Overtime	0.0	4.7	5.8	-1.0	4.7
Total	1,745.5	1,524.2	1,487.2	37.0	-221.3
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>54,316.7</b>	<b>47,771.8</b>	<b>47,808.8</b>	<b>-37.0</b>	<b>-6,544.9</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>978.9</b>	<b>1,494.4</b>	<b>-515.5</b>	<b>978.9</b>
<b>Grand Total</b>	<b>54,316.7</b>	<b>48,750.7</b>	<b>49,303.2</b>	<b>-552.5</b>	<b>-5,566.0</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, State Budget Office.

In FY 2009-10, the 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the 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. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

## NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

Department	December 24, 2011		March 31, 2012	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	393.0	0.8 %	397.0	0.8 %
ATTORNEY GENERAL	452.0	0.9 %	469.0	1.0 %
AUDITOR GENERAL	131.0	0.3 %	139.0	0.3 %
CIVIL RIGHTS	96.0	0.2 %	94.0	0.2 %
CIVIL SERVICE COMMISSION	423.5	0.9 %	415.5	0.9 %
COMMUNITY HEALTH	3,002.0	6.2 %	3,034.0	6.3 %
CORRECTIONS	13,689.0	28.3 %	13,370.5	27.7 %
EDUCATION	461.5	1.0 %	490.0	1.0 %
ENVIRONMENTAL QUALITY	1,120.5	2.3 %	1,126.5	2.3 %
EXECUTIVE OFFICE	52.0	0.1 %	51.0	0.1 %
HUMAN SERVICES	11,022.5	22.8 %	11,028.5	22.8 %
LICENSING & REGULATORY AFFAIRS	3,878.5	8.0 %	3,888.5	8.1 %
MILITARY & VETERAN AFFAIRS	949.5	2.0 %	906.5	1.9 %
NATURAL RESOURCES	1,526.0	3.2 %	1,658.0	3.4 %
STATE	1,488.0	3.1 %	1,465.0	3.0 %
STATE POLICE	2,341.0	4.8 %	2,332.0	4.8 %
STRATEGIC FUND	695.0	1.4 %	705.0	1.5 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,506.0	5.2 %	2,529.5	5.2 %
TRANSPORTATION	2,684.5	5.5 %	2,646.5	5.5 %
TREASURY	1,516.0	3.1 %	1,547.0	3.2 %
<b>TOTAL:</b>	<b>48,427.5</b>	<b>100.0 %</b>	<b>48,293.0</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. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

Statewide, the number of classified employees decreased by 134.5 from December 24, 2011 to March 31, 2012.

In FY 2009-10, 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined 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. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF03

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

Pay End Date: March 31, 2012

Department	Current Period Number of Employees
AGRICULTURE AND RURAL DVLPMNT	387.0
ATTORNEY GENERAL	469.0
AUDITOR GENERAL	134.0
CIVIL RIGHTS	94.0
CIVIL SERVICE COMMISSION	402.5
COMMUNITY HEALTH	2,992.0
CORRECTIONS	13,328.5
EDUCATION	486.0
ENVIRONMENTAL QUALITY	1,112.5
EXECUTIVE OFFICE	51.0
HUMAN SERVICES	11,018.5
LICENSING & REGULATORY AFFAIRS	3,790.5
MILITARY & VETERAN AFFAIRS	868.5
NATURAL RESOURCES	1,502.0
STATE	1,268.0
STATE POLICE	2,327.0
STRATEGIC FUND	659.0
TECHNOLOGY, MANAGEMENT & BUDGET	2,458.5
TRANSPORTATION	2,560.5
TREASURY	1,505.0
<b>Sum:</b>	<b>47,414.0</b>

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE & RURAL DVLPMNT	14	383.1
ATTORNEY GENERAL	14	454.4
AUDITOR GENERAL	14	128.7
CIVIL RIGHTS	14	94.7
CIVIL SERVICE COMMISSION	14	406.1
COMMUNITY HEALTH	14	2,985.4
CORRECTIONS	14	13,591.9
EDUCATION	14	463.1
ENVIRONMENTAL QUALITY	14	1,105.6
EXECUTIVE OFFICE	14	50.5
HUMAN SERVICES	14	11,023.1
LICENSING & REGULATORY AFFAIRS	14	3,778.1
MILITARY & VETERAN AFFAIRS	14	889.6
NATURAL RESOURCES	14	1,469.4
STATE	14	1,274.6
STATE POLICE	14	2,335.2
STRATEGIC FUND	14	613.6
TECHNOLOGY, MANAGEMENT & BUDGET	14	2,426.0
TRANSPORTATION	14	2,610.4
TREASURY	14	1,499.8
<b>Sum:</b>		<b>47,583.4</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 95% 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 2009-10, 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined 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. In FY 2010-11, Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 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 End Date: March 31, 2012

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 AND RURAL DVLPMNT	397	0.8 %	47.9	\$29.73	310	78.1 %
ATTORNEY GENERAL	469	1.0 %	46.6	\$37.58	300	64.0 %
AUDITOR GENERAL	139	0.3 %	39.7	\$34.16	94	67.6 %
CIVIL RIGHTS	94	0.2 %	48.5	\$29.22	75	79.8 %
CIVIL SERVICE COMMISSION	417	0.9 %	46.5	\$28.59	327	78.4 %
COMMUNITY HEALTH	3,044	6.3 %	47.2	\$27.47	1,979	65.0 %
CORRECTIONS	13,456	27.8 %	46.0	\$25.85	11,273	83.8 %
EDUCATION	492	1.0 %	48.4	\$31.31	273	55.5 %
ENVIRONMENTAL QUALITY	1,129	2.3 %	48.1	\$31.19	985	87.2 %
EXECUTIVE OFFICE	51	0.1 %	39.0	\$31.88	15	29.4 %
HUMAN SERVICES	11,043	22.8 %	43.3	\$24.05	5,811	52.6 %
LICENSING & REGULATORY AFFAIRS	3,892	8.0 %	47.1	\$27.62	2,533	65.1 %
MILITARY & VETERAN AFFAIRS	914	1.9 %	46.7	\$22.87	595	65.1 %
NATURAL RESOURCES	1,662	3.4 %	44.7	\$25.00	1,169	70.3 %
STATE	1,467	3.0 %	45.6	\$21.87	981	66.9 %
STATE POLICE	2,338	4.8 %	43.6	\$30.60	2,068	88.5 %
STRATEGIC FUND	706	1.5 %	45.8	\$29.18	451	63.9 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,533	5.2 %	46.6	\$30.08	1,752	69.2 %
TRANSPORTATION	2,654	5.5 %	45.6	\$27.72	2,085	78.6 %
TREASURY	1,548	3.2 %	45.5	\$27.07	1,017	65.7 %
<b>STATEWIDE TOTALS:</b>	<b>48,445</b>	<b>100.0 %</b>	<b>45.4</b>	<b>\$26.50</b>	<b>34,093</b>	<b>70.4 %</b>

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

In FY 2009-10, the 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the 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. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF24

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

PAY END DATE: March 31, 2012

Department	Health Insurance								Dental Insurance							
	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	
AGRICULTURE & RURAL DEVELOPMENT	380	173	46 %	179	47 %	7	2 %	0	0 %	355	93 %	6	2 %	2	1 %	
ATTORNEY GENERAL	469	193	41 %	212	45 %	4	1 %	0	0 %	425	91 %	7	1 %	2	0 %	
AUDITOR GENERAL	134	34	25 %	79	59 %	5	4 %	0	0 %	121	90 %	0	0 %	0	0 %	
CIVIL RIGHTS	94	42	45 %	45	48 %	2	2 %	0	0 %	86	91 %	4	4 %	0	0 %	
CIVIL SERVICE COMMISSION	401	122	30 %	239	60 %	3	1 %	0	0 %	364	91 %	8	2 %	0	0 %	
COMMUNITY HEALTH	3,002	1,464	49 %	1,297	43 %	36	1 %	0	0 %	2,731	91 %	98	3 %	10	0 %	
CORRECTIONS	13,399	7,438	56 %	5,127	38 %	56	0 %	0	0 %	12,461	93 %	256	2 %	23	0 %	
EDUCATION	485	208	43 %	208	43 %	9	2 %	0	0 %	433	89 %	9	2 %	6	1 %	
ENVIRONMENTAL QUALITY	1,115	413	37 %	612	55 %	9	1 %	0	0 %	1,028	92 %	19	2 %	2	0 %	
EXECUTIVE OFFICE	51	30	59 %	14	27 %	0	0 %	0	0 %	46	90 %	0	0 %	0	0 %	
HUMAN SERVICES	11,032	4,973	45 %	5,218	47 %	93	1 %	0	0 %	10,010	91 %	402	4 %	43	0 %	
LICENSING & REGULATORY AFFAIRS	3,795	1,591	42 %	1,916	50 %	37	1 %	0	0 %	3,453	91 %	123	3 %	14	0 %	
MILITARY & VETERAN AFFAIRS	851	356	42 %	410	48 %	13	2 %	0	0 %	789	93 %	4	0 %	4	0 %	
NATURAL RESOURCES	1,498	926	62 %	439	29 %	24	2 %	0	0 %	1,395	93 %	9	1 %	4	0 %	
STATE	1,270	530	42 %	648	51 %	16	1 %	0	0 %	1,183	93 %	28	2 %	1	0 %	
STATE POLICE	2,333	618	26 %	429	18 %	14	1 %	1,172	50 %	2,231	96 %	15	1 %	5	0 %	
STRATEGIC FUND	660	219	33 %	380	58 %	15	2 %	0	0 %	601	91 %	18	3 %	0	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,445	745	30 %	1,487	61 %	30	1 %	0	0 %	2,177	89 %	75	3 %	8	0 %	
TRANSPORTATION	2,506	1,236	49 %	1,101	44 %	34	1 %	0	0 %	2,357	94 %	26	1 %	7	0 %	
TREASURY	1,482	481	32 %	858	58 %	35	2 %	0	0 %	1,354	91 %	42	3 %	5	0 %	
<b>STATEWIDE TOTALS:</b>	<b>47,402</b>	<b>21,792</b>	<b>46 %</b>	<b>20,898</b>	<b>44 %</b>	<b>442</b>	<b>1 %</b>	<b>1,172</b>	<b>2 %</b>	<b>43,600</b>	<b>92 %</b>	<b>1,149</b>	<b>2 %</b>	<b>136</b>	<b>0 %</b>	

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Source: Michigan Civil Service Commission HWF47

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

PAY END DATE: March 31, 2012

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees	State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	380	364	96 %	318	84 %	0	0 %	365	96 %	14	4 %	0	0 %
ATTORNEY GENERAL	469	435	93 %	322	69 %	0	0 %	440	94 %	28	6 %	0	0 %
AUDITOR GENERAL	134	122	91 %	102	76 %	0	0 %	124	93 %	10	7 %	0	0 %
CIVIL RIGHTS	94	90	96 %	82	87 %	0	0 %	86	91 %	8	9 %	0	0 %
CIVIL SERVICE COMMISSION	401	374	93 %	363	91 %	3	1 %	389	97 %	12	3 %	2	0 %
COMMUNITY HEALTH	3,002	2,844	95 %	2,591	86 %	0	0 %	2,821	94 %	179	6 %	0	0 %
CORRECTIONS	13,399	12,741	95 %	12,585	94 %	0	0 %	12,945	97 %	401	3 %	0	0 %
EDUCATION	485	449	93 %	340	70 %	0	0 %	453	93 %	31	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,115	1,051	94 %	958	86 %	0	0 %	1,039	93 %	72	6 %	0	0 %
EXECUTIVE OFFICE	51	46	90 %	26	51 %	0	0 %	42	82 %	8	16 %	0	0 %
HUMAN SERVICES	11,032	10,496	95 %	9,202	83 %	0	0 %	10,431	95 %	587	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	3,795	3,602	95 %	3,116	82 %	1	0 %	3,583	94 %	207	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	851	799	94 %	693	81 %	0	0 %	811	95 %	31	4 %	0	0 %
NATURAL RESOURCES	1,498	1,417	95 %	1,245	83 %	0	0 %	1,428	95 %	69	5 %	0	0 %
STATE	1,270	1,223	96 %	1,091	86 %	0	0 %	1,175	93 %	94	7 %	0	0 %
STATE POLICE	2,333	2,254	97 %	2,360	101 %	1,357	58 %	2,211	95 %	100	4 %	1,308	56 %
STRATEGIC FUND	660	621	94 %	514	78 %	0	0 %	616	93 %	42	6 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,445	2,274	93 %	1,924	79 %	41	2 %	2,318	95 %	115	5 %	35	1 %
TRANSPORTATION	2,506	2,396	96 %	2,231	89 %	0	0 %	2,377	95 %	124	5 %	0	0 %
TREASURY	1,482	1,412	95 %	1,227	83 %	0	0 %	1,390	94 %	91	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>47,402</b>	<b>45,010</b>	<b>95 %</b>	<b>41,290</b>	<b>87 %</b>	<b>1,402</b>	<b>3 %</b>	<b>45,044</b>	<b>95 %</b>	<b>2,223</b>	<b>5 %</b>	<b>1,346</b>	<b>3 %</b>

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Source: Michigan Civil Service Commission HWF47

**Age Distribution for Classified Employees by Department**  
**Pay End Date: March 31, 2012**

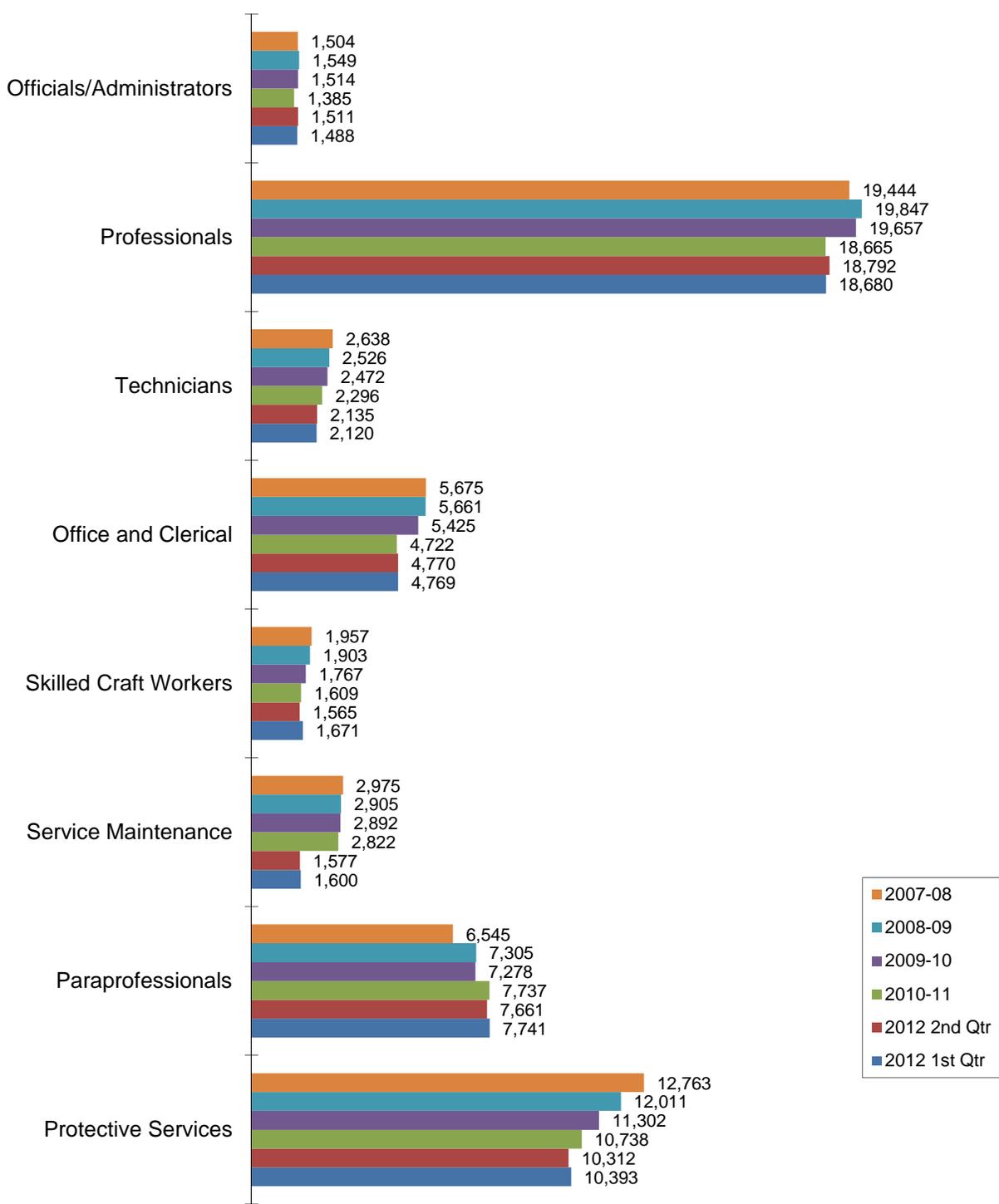
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	2	7	17	35	38	36	76	71	76	28	7	4	397
ATTORNEY GENERAL	0	5	32	47	53	64	72	69	80	35	12	0	469
AUDITOR GENERAL	1	13	19	15	17	26	26	12	8	2	0	0	139
CIVIL RIGHTS	0	0	4	9	10	16	10	14	15	12	3	1	94
CIVIL SERVICE COMMISSION	2	11	20	28	50	48	84	88	56	27	3	0	417
COMMUNITY HEALTH	2	83	202	263	281	356	424	525	544	276	68	11	3,035
CORRECTIONS	4	87	510	1,032	1,689	2,631	2,818	2,455	1,477	551	98	20	13,372
EDUCATION	0	6	23	46	56	53	51	96	83	64	13	1	492
ENVIRONMENTAL QUALITY	1	12	35	94	121	138	182	223	213	89	19	2	1,129
EXECUTIVE OFFICE	0	10	7	8	1	6	6	7	1	3	2	0	51
HUMAN SERVICES	2	273	1,266	1,552	1,585	1,518	1,287	1,425	1,379	635	94	22	11,038
LICENSING & REGULATORY AFFAIRS	18	100	230	399	384	456	497	654	660	363	98	31	3,890
MILITARY & VETERAN AFFAIRS	3	34	56	69	74	123	135	176	162	61	8	6	907
NATURAL RESOURCES	3	66	111	185	232	251	219	263	196	81	35	16	1,658
STATE	7	84	101	118	139	168	221	280	239	94	12	2	1,465
STATE POLICE	0	22	115	221	420	538	492	292	174	51	8	0	2,333
STRATEGIC FUND	2	36	48	67	84	78	96	114	96	58	20	7	706
TECHNOLOGY, MANAGEMENT & BUDGET	6	72	134	182	288	348	398	489	404	176	29	7	2,533
TRANSPORTATION	5	70	139	311	292	368	448	485	351	148	21	13	2,651
TREASURY	6	42	129	168	164	168	236	290	203	111	27	3	1,547
<b>Statewide Total:</b>	<b>64</b>	<b>1,033</b>	<b>3,198</b>	<b>4,849</b>	<b>5,978</b>	<b>7,390</b>	<b>7,778</b>	<b>8,028</b>	<b>6,417</b>	<b>2,865</b>	<b>577</b>	<b>146</b>	<b>48,323</b>
<b>Average Age:</b>	<b>19.5</b>	<b>23.3</b>	<b>27.7</b>	<b>32.6</b>	<b>37.6</b>	<b>42.5</b>	<b>47.6</b>	<b>52.5</b>	<b>57.3</b>	<b>61.9</b>	<b>66.8</b>	<b>73.8</b>	<b>45.4</b>

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Source: Michigan Civil Service Commission HWF23

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2007-08 through Second Quarter 2011-12



Grand Totals:

2007-08 Year End:	53,501
2008-09 Year End:	53,707
2009-10 Year End:	52,307
2010-11 Year End:	49,974
2011-12 1st Qtr:	48,462
2011-12 2nd Qtr:	48,323

Source: Michigan Civil Service Commission HWF27

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

Pay End Date: March 31, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	3	8
ALGER	279	9	288
ALLEGAN	226	55	281
ALPENA	147	11	158
ANTRIM	27	2	29
ARENAC	26	3	29
BARAGA	395	8	403
BARRY	71	8	79
BAY	305	39	344
BENZIE	29	13	42
BERRIEN	353	32	385
BRANCH	411	12	423
CALHOUN	310	29	339
CASS	87	8	95
CHARLEVOIX	19	20	39
CHEBOYGAN	76	19	95
CHIPPEWA	1,033	39	1,072
CLARE	50	5	55
CLINTON	139	30	169
CRAWFORD	152	110	262
DELTA	177	28	205
DICKINSON	51	8	59
EATON	2,987	330	3,317
EMMET	70	10	80
GENESEE	827	100	927
GLADWIN	37	6	43
GOGEBIC	265	17	282
GRAND TRAVERSE	522	26	548
GRATIOT	827	26	853
HILLSDALE	58	6	64
HOUGHTON	71	9	80
HURON	31	8	39
INGHAM	9,035	946	9,981
IONIA	1,497	38	1,535
IOSCO	38	6	44
IRON	53	3	56
ISABELLA	166	17	183
JACKSON	2,230	52	2,282
KALAMAZOO	1,079	125	1,204
KALKASKA	49	3	52
KENT	1,727	224	1,951
KEWEENAW	2	2	4
LAKE	46	3	49
LAPEER	451	14	465
LEELANAU	3	2	5

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

Source: Michigan Civil Service Commission HWF55

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

Pay End Date: March 31, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	650	18	668
LIVINGSTON	585	34	619
LUCE	324	11	335
MACKINAC	116	56	172
MACOMB	1,380	55	1,435
MANISTEE	354	19	373
MARQUETTE	788	39	827
MASON	38	7	45
MECOSTA	85	4	89
MENOMINEE	26	7	33
MIDLAND	82	12	94
MISSAUKEE	58	11	69
MONROE	188	21	209
MONTCALM	622	14	636
MONTMORENCY	45	9	54
MUSKEGON	883	42	925
NEWAYGO	67	6	73
OAKLAND	1,192	75	1,267
OCEANA	80	17	97
OGEMAW	89	7	96
ONTONAGON	23	1	24
OSCEOLA	23	2	25
OSCODA	26	3	29
OTSEGO	253	18	271
OTTAWA	164	32	196
OUT OF STATE	40	4	44
PRESQUE ISLE	16	4	20
ROSCOMMON	107	7	114
SAGINAW	972	54	1,026
SANILAC	37	9	46
SCHOOLCRAFT	28	7	35
SHIAWASSEE	81	6	87
ST CLAIR	265	36	301
ST JOSEPH	79	9	88
TUSCOLA	443	45	488
VAN BUREN	207	32	239
WASHTENAW	1,422	74	1,496
WAYNE	5,390	389	5,779
WEXFORD	169	17	186
WORK AT HOME - MI	899	33	932
<b>Grand Total:</b>	<b>44,735</b>	<b>3,710</b>	<b>48,445</b>

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

Source: Michigan Civil Service Commission HWF55

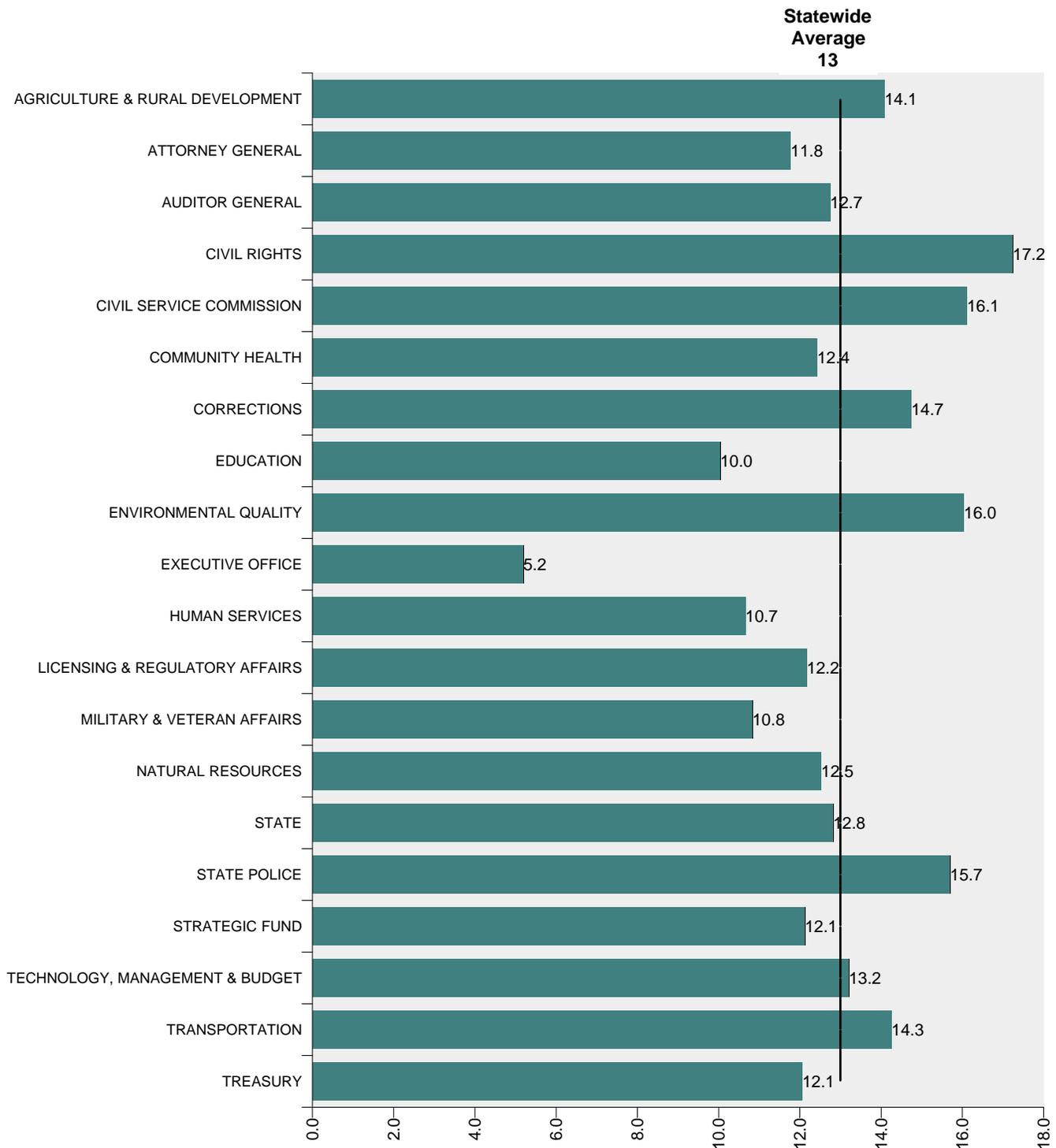
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: March 31, 2012



**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 2009-10, the 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the 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. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

**Source:** Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: March 31, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>AGRICULTURE &amp; RURAL DEVELOPMENT</b>																	
00 - 05 YEARS	39	37	3	1	0	1	1	0	0	0	0	1	0	44	39	0	0
06 - 10 YEARS	26	32	1	4	0	0	0	0	0	0	0	0	0	27	36	0	0
11 - 15 YEARS	42	34	1	3	1	0	0	2	0	1	0	0	44	40	0	1	
16 - 20 YEARS	28	20	1	1	0	1	1	1	0	1	0	0	30	24	0	0	
21 - 25 YEARS	36	31	0	3	0	0	0	0	1	1	0	0	37	35	2	2	
26 - 30 YEARS	7	6	0	2	0	0	0	0	0	0	0	0	7	8	0	1	
31 - 35 YEARS	6	6	1	3	0	0	1	0	1	0	0	0	9	9	0	3	
36 - 40 YEARS	4	3	0	0	0	0	0	0	0	0	0	0	4	3	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>189</b>	<b>169</b>	<b>7</b>	<b>17</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>203</b>	<b>194</b>	<b>2</b>	<b>7</b>	
MORE THAN 10 YEARS:	124	100	3	12	1	1	2	3	2	3	0	0	132	119	2	7	
AVERAGE YEARS	14.2	13.5	10.1	18.4	12.0	9.5	19.0	15.3	26.0	16.7	1.0	0.0	14.2	14.0	23.0	26.6	

**DEPARTMENT AVERAGE YEARS 14.1**

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

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Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: March 31, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	72	71	4	7	0	0	0	1	1	0	3	1	80	80	1	0
06 - 10 YEARS	34	49	6	5	0	0	0	1	0	0	2	2	42	57	0	0
11 - 15 YEARS	23	37	0	5	0	0	0	1	0	2	0	0	23	45	0	0
16 - 20 YEARS	17	15	2	3	0	0	1	1	0	0	0	0	20	19	0	0
21 - 25 YEARS	12	20	0	3	0	0	0	2	1	0	0	0	13	25	0	2
26 - 30 YEARS	17	8	2	3	0	0	0	1	0	0	0	0	19	12	1	0
31 - 35 YEARS	11	9	2	1	0	0	2	1	0	0	0	0	15	11	0	0
36 - 40 YEARS	4	2	0	1	0	0	0	0	0	0	0	0	4	3	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>191</b>	<b>211</b>	<b>16</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>217</b>	<b>252</b>	<b>2</b>	<b>2</b>
MORE THAN 10 YEARS:	85	91	6	16	0	0	3	6	1	2	0	0	95	115	1	2
AVERAGE YEARS	12.2	10.8	13.7	13.8	0.0	0.0	27.7	17.8	12.0	13.0	3.8	5.7	12.3	11.3	15.5	24.0

**DEPARTMENT AVERAGE YEARS 11.8**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: March 31, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	24	20	0	0	0	0	0	0	0	0	0	0	24	20	0	0
06 - 10 YEARS	2	7	0	0	0	0	0	0	0	0	0	0	2	7	0	0
11 - 15 YEARS	14	20	1	0	0	0	0	0	0	1	0	0	15	21	0	0
16 - 20 YEARS	7	11	0	2	0	0	0	0	0	0	0	0	7	13	0	0
21 - 25 YEARS	4	11	1	0	0	0	0	0	0	0	0	0	5	11	0	1
26 - 30 YEARS	3	2	1	0	0	0	0	0	0	0	0	0	4	2	0	0
31 - 35 YEARS	5	1	1	0	0	0	0	0	0	0	0	0	6	1	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>60</b>	<b>72</b>	<b>4</b>	<b>2</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>64</b>	<b>75</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	34	45	4	2	0	0	0	0	0	1	0	0	38	48	0	1
AVERAGE YEARS	12.0	12.6	24.3	17.5	0.0	0.0	0.0	0.0	0.0	12.0	0.0	0.0	12.8	12.7	0.0	25.0

**DEPARTMENT AVERAGE YEARS 12.7**

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Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: March 31, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	1	4	2	8	0	0	0	2	0	0	0	0	3	14	0	1
06 - 10 YEARS	1	5	2	9	0	0	0	1	0	0	0	0	3	15	0	0
11 - 15 YEARS	3	3	0	9	0	0	0	0	0	1	0	0	3	13	0	0
16 - 20 YEARS	2	1	3	0	0	0	0	1	0	0	0	0	5	2	0	0
21 - 25 YEARS	1	4	0	6	0	0	2	1	0	0	0	0	3	11	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	1	0	0	0	0	2	7	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>22</b>	<b>9</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>72</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	8	13	5	25	0	0	3	4	0	1	0	0	16	43	0	1
AVERAGE YEARS	17.7	16.6	17.1	16.7	0.0	0.0	27.0	18.1	0.0	15.0	0.0	0.0	18.7	16.8	0.0	17.5

**DEPARTMENT AVERAGE YEARS 17.2**

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

Table 3-1

Pay End Date: March 31, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	20	56	3	7	0	0	1	0	0	0	1	0	25	63	0	0
06 - 10 YEARS	6	39	3	5	0	0	0	1	0	0	0	0	9	45	0	0
11 - 15 YEARS	9	55	1	7	0	1	0	0	0	3	0	0	10	66	0	1
16 - 20 YEARS	3	25	1	6	0	0	1	0	0	0	0	0	5	31	0	0
21 - 25 YEARS	5	46	2	14	0	2	0	4	0	2	0	0	7	68	0	2
26 - 30 YEARS	4	19	0	7	0	2	1	5	0	0	0	0	5	33	0	2
31 - 35 YEARS	3	15	3	7	1	1	0	1	0	0	0	0	7	24	0	1
36 - 40 YEARS	2	11	1	3	0	0	0	1	0	0	0	0	3	15	0	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>53</b>	<b>266</b>	<b>14</b>	<b>56</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>72</b>	<b>345</b>	<b>0</b>	<b>7</b>
MORE THAN 10 YEARS:	27	171	8	44	1	6	2	11	0	5	0	0	38	237	0	7
AVERAGE YEARS	13.0	15.3	17.2	20.0	33.0	24.3	14.7	25.3	0.0	16.2	1.0	0.0	14.0	16.6	0.0	26.0

**DEPARTMENT AVERAGE YEARS 16.1**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	208	404	84	153	2	7	9	18	18	13	30	72	351	667	0	1
06 - 10 YEARS	153	263	45	70	1	1	8	11	9	13	0	0	216	358	1	1
11 - 15 YEARS	109	203	26	80	1	2	4	3	6	10	0	0	146	298	1	2
16 - 20 YEARS	82	118	21	41	2	1	4	4	0	7	0	0	109	171	4	5
21 - 25 YEARS	52	125	21	49	0	2	3	10	4	11	0	0	80	197	3	9
26 - 30 YEARS	43	68	16	19	0	1	3	2	3	2	0	0	65	92	5	8
31 - 35 YEARS	57	88	31	31	1	3	2	3	3	2	0	0	94	127	3	9
36 - 40 YEARS	17	31	5	3	0	0	1	1	1	0	0	0	24	35	3	1
MORE THAN 40 YEARS	0	4	1	0	0	0	0	0	0	0	0	0	1	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>721</b>	<b>1,304</b>	<b>250</b>	<b>446</b>	<b>7</b>	<b>17</b>	<b>34</b>	<b>52</b>	<b>44</b>	<b>58</b>	<b>30</b>	<b>72</b>	<b>1,086</b>	<b>1,949</b>	<b>20</b>	<b>36</b>
MORE THAN 10 YEARS:	360	637	121	223	4	9	17	23	17	32	0	0	519	924	19	34
AVERAGE YEARS	13.0	12.8	13.6	12.1	13.1	14.1	13.7	12.8	11.4	13.2	1.0	0.7	12.8	12.2	25.3	24.5

**DEPARTMENT AVERAGE YEARS 12.4**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
00 - 05 YEARS	824	787	195	263	27	13	38	23	6	7	20	13	1,110	1,106	2	0
06 - 10 YEARS	737	458	99	166	19	7	17	12	4	4	2	0	878	647	2	2
11 - 15 YEARS	2,168	740	212	251	50	15	58	27	12	7	0	0	2,500	1,040	5	2
16 - 20 YEARS	1,547	549	165	173	44	10	44	20	8	3	0	0	1,808	755	9	8
21 - 25 YEARS	1,651	439	184	179	58	9	38	11	7	3	0	0	1,938	641	75	29
26 - 30 YEARS	395	105	104	80	5	5	7	1	0	1	0	0	511	192	34	9
31 - 35 YEARS	82	71	18	24	1	1	1	5	0	0	0	0	102	101	11	2
36 - 40 YEARS	14	12	5	5	0	0	0	0	1	0	0	0	20	17	3	0
MORE THAN 40 YEARS	2	2	0	1	0	0	1	0	0	0	0	0	3	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>7,420</b>	<b>3,163</b>	<b>982</b>	<b>1,142</b>	<b>204</b>	<b>60</b>	<b>204</b>	<b>99</b>	<b>38</b>	<b>25</b>	<b>22</b>	<b>13</b>	<b>8,870</b>	<b>4,502</b>	<b>141</b>	<b>52</b>
MORE THAN 10 YEARS:	5,859	1,918	688	713	158	40	149	64	28	14	0	0	6,882	2,749	137	50
AVERAGE YEARS	15.7	12.9	15.2	13.8	15.8	14.1	14.3	13.1	14.3	11.7	4.0	3.8	15.6	13.1	24.1	22.8

**DEPARTMENT AVERAGE YEARS 14.7**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																
00 - 05 YEARS	50	126	5	18	0	0	1	4	2	1	1	0	59	149	0	1
06 - 10 YEARS	34	66	5	4	0	0	0	0	0	1	0	1	39	72	0	0
11 - 15 YEARS	18	44	1	3	0	0	1	1	0	0	0	0	20	48	0	0
16 - 20 YEARS	2	22	0	0	0	0	0	0	0	0	0	0	2	22	0	0
21 - 25 YEARS	4	18	0	4	0	0	0	0	0	0	0	0	4	22	0	1
26 - 30 YEARS	1	14	1	1	0	0	0	1	0	1	0	0	2	17	0	0
31 - 35 YEARS	3	19	1	2	0	0	0	1	0	0	0	0	4	22	0	0
36 - 40 YEARS	0	8	0	0	0	0	0	1	0	0	0	0	0	9	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>112</b>	<b>318</b>	<b>13</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>130</b>	<b>362</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	28	126	3	10	0	0	1	4	0	1	0	0	32	141	0	1
AVERAGE YEARS	7.7	11.0	9.5	9.1	0.0	0.0	6.5	14.1	2.0	12.0	1.0	7.0	7.7	10.9	0.0	12.5

**DEPARTMENT AVERAGE YEARS 10.0**

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Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: March 31, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT 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	58	72	2	2	0	0	0	0	0	0	4	3	64	77	0	0
06 - 10 YEARS	95	107	6	1	0	1	1	5	2	1	0	0	104	115	0	0
11 - 15 YEARS	100	96	4	3	0	0	1	0	1	5	0	0	106	104	0	0
16 - 20 YEARS	84	59	2	3	0	0	1	2	7	4	0	0	94	68	1	2
21 - 25 YEARS	119	82	2	9	0	0	4	2	2	2	0	0	127	95	3	1
26 - 30 YEARS	38	24	4	7	0	2	0	1	2	1	0	0	44	35	0	1
31 - 35 YEARS	49	25	1	1	1	0	0	0	0	1	0	0	51	27	5	2
36 - 40 YEARS	9	7	0	0	0	0	0	0	0	0	0	0	9	7	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	1	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>552</b>	<b>473</b>	<b>21</b>	<b>26</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>10</b>	<b>14</b>	<b>14</b>	<b>4</b>	<b>3</b>	<b>600</b>	<b>529</b>	<b>9</b>	<b>6</b>
MORE THAN 10 YEARS:	399	294	13	23	1	2	7	5	12	13	0	0	432	337	9	6
AVERAGE YEARS	16.9	14.7	16.4	20.4	34.0	20.3	21.9	15.0	18.7	17.9	2.0	2.0	16.9	15.1	27.9	25.7

**DEPARTMENT AVERAGE YEARS 16.0**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

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Pay End Date: March 31, 2012

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	12	19	0	2	0	0	0	0	1	0	1	1	14	22	0	0
06 - 10 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	2	6	0	0
11 - 15 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
26 - 30 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	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>17</b>	<b>29</b>	<b>0</b>	<b>2</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>19</b>	<b>32</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	3	4	0	0	0	0	0	0	0	0	0	0	3	4	0	0
AVERAGE YEARS	5.5	5.7	0.0	2.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	5.1	5.3	0.0	0.0

**DEPARTMENT AVERAGE YEARS 5.2**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	646	2,542	216	1,376	4	20	31	135	6	23	25	86	928	4,182	1	7
06 - 10 YEARS	156	715	44	352	1	5	16	38	3	3	0	1	220	1,114	0	5
11 - 15 YEARS	194	722	72	544	0	10	11	64	2	13	0	1	279	1,354	1	5
16 - 20 YEARS	138	436	56	215	2	7	10	41	3	7	0	0	209	706	8	15
21 - 25 YEARS	122	342	45	248	1	8	18	43	3	9	0	0	189	650	13	29
26 - 30 YEARS	45	135	15	111	1	1	3	6	0	1	0	0	64	254	5	12
31 - 35 YEARS	113	299	24	169	0	4	3	7	1	3	0	0	141	482	8	29
36 - 40 YEARS	55	104	11	69	0	1	0	5	0	0	0	0	66	179	7	11
MORE THAN 40 YEARS	6	11	0	4	0	0	0	0	0	0	0	0	6	15	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,475</b>	<b>5,306</b>	<b>483</b>	<b>3,088</b>	<b>9</b>	<b>56</b>	<b>92</b>	<b>339</b>	<b>18</b>	<b>59</b>	<b>25</b>	<b>88</b>	<b>2,102</b>	<b>8,936</b>	<b>44</b>	<b>115</b>
MORE THAN 10 YEARS:	673	2,049	223	1,360	4	31	45	166	9	33	0	1	954	3,640	43	103
AVERAGE YEARS	11.9	10.2	11.2	11.0	11.0	12.6	12.2	11.0	11.9	11.8	1.1	1.5	11.7	10.4	26.7	24.8

**DEPARTMENT AVERAGE YEARS 10.7**

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	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	352	581	57	229	5	3	19	21	10	9	6	18	449	861	2	5
06 - 10 YEARS	199	376	48	253	1	3	10	10	6	7	1	1	265	650	2	4
11 - 15 YEARS	142	228	12	73	0	2	3	11	1	5	0	0	158	319	5	3
16 - 20 YEARS	87	139	11	50	1	2	1	3	1	2	0	0	101	196	3	7
21 - 25 YEARS	98	149	25	73	1	0	6	12	4	6	0	0	134	240	11	17
26 - 30 YEARS	43	51	13	34	0	3	4	5	1	2	0	0	61	95	3	7
31 - 35 YEARS	54	118	16	53	1	0	3	3	1	1	0	0	75	175	6	13
36 - 40 YEARS	23	38	7	22	0	0	1	0	1	1	0	0	32	61	4	6
MORE THAN 40 YEARS	7	7	1	3	0	0	0	0	0	0	0	0	8	10	0	1
<b>DEPARTMENT TOTAL</b>	<b>1,005</b>	<b>1,687</b>	<b>190</b>	<b>790</b>	<b>9</b>	<b>13</b>	<b>47</b>	<b>65</b>	<b>25</b>	<b>33</b>	<b>7</b>	<b>19</b>	<b>1,283</b>	<b>2,607</b>	<b>36</b>	<b>63</b>
MORE THAN 10 YEARS:	454	730	85	308	3	7	18	34	9	17	0	0	569	1,096	32	54
AVERAGE YEARS	12.1	12.0	14.0	12.4	10.4	12.6	12.1	12.8	11.2	13.4	2.1	2.0	12.3	12.1	23.1	23.8

**DEPARTMENT AVERAGE YEARS 12.2**

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	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	173	110	8	22	1	1	3	5	2	2	2	1	189	141	0	0
06 - 10 YEARS	65	58	5	32	0	0	2	1	0	1	1	0	73	92	0	1
11 - 15 YEARS	43	65	6	22	1	0	4	2	1	2	0	0	55	91	0	0
16 - 20 YEARS	42	44	2	12	0	1	3	0	0	0	0	0	47	57	1	1
21 - 25 YEARS	39	41	3	10	0	1	1	1	0	1	0	0	43	54	2	1
26 - 30 YEARS	11	17	2	4	2	1	0	0	0	0	0	0	15	22	2	1
31 - 35 YEARS	8	12	2	1	0	0	0	1	0	0	0	0	10	14	0	2
36 - 40 YEARS	1	0	0	2	0	0	0	0	0	0	0	0	1	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>383</b>	<b>347</b>	<b>28</b>	<b>105</b>	<b>4</b>	<b>4</b>	<b>13</b>	<b>10</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>434</b>	<b>473</b>	<b>5</b>	<b>6</b>
MORE THAN 10 YEARS:	145	179	15	51	3	3	8	4	1	3	0	0	172	240	5	5
AVERAGE YEARS	9.5	11.8	12.5	11.9	18.0	17.3	11.3	10.7	5.0	10.2	5.0	1.0	9.8	11.8	23.8	23.8

**DEPARTMENT AVERAGE YEARS 10.8**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	281	161	6	4	1	1	4	0	1	0	6	2	299	168	2	0
06 - 10 YEARS	215	84	2	2	2	0	3	0	3	0	2	0	227	86	1	0
11 - 15 YEARS	203	83	1	2	3	0	2	2	2	2	0	0	211	89	2	2
16 - 20 YEARS	127	51	6	2	2	1	3	0	1	0	0	0	139	54	0	0
21 - 25 YEARS	143	59	7	2	4	1	1	6	0	0	0	0	155	68	4	3
26 - 30 YEARS	43	33	2	0	1	1	0	0	0	0	0	0	46	34	1	1
31 - 35 YEARS	27	15	0	1	2	1	0	1	1	1	0	0	30	19	0	1
36 - 40 YEARS	22	7	0	0	0	0	0	0	0	0	0	0	22	7	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>1,064</b>	<b>493</b>	<b>24</b>	<b>13</b>	<b>16</b>	<b>5</b>	<b>13</b>	<b>9</b>	<b>8</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>1,133</b>	<b>525</b>	<b>11</b>	<b>8</b>
MORE THAN 10 YEARS:	568	248	16	7	13	4	6	9	4	3	0	0	607	271	8	8
AVERAGE YEARS	12.6	11.9	15.0	12.7	20.4	20.2	10.8	22.1	13.0	20.3	2.1	0.5	12.7	12.2	17.8	24.3

**DEPARTMENT AVERAGE YEARS 12.5**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
00 - 05 YEARS	64	199	13	79	1	0	2	8	1	5	16	84	97	375	0	0
06 - 10 YEARS	21	126	5	22	0	1	2	9	0	2	0	1	28	161	0	0
11 - 15 YEARS	48	164	4	39	1	3	1	7	1	1	0	0	55	214	1	1
16 - 20 YEARS	12	82	3	21	0	4	0	8	0	2	0	0	15	117	0	5
21 - 25 YEARS	22	97	3	49	0	0	1	11	2	2	0	0	28	159	2	17
26 - 30 YEARS	8	46	6	25	1	1	1	4	0	2	0	0	16	78	2	7
31 - 35 YEARS	25	44	3	11	0	1	0	4	0	0	0	0	28	60	1	2
36 - 40 YEARS	6	20	1	1	0	0	0	1	0	0	0	0	7	22	0	1
MORE THAN 40 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	1	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>207</b>	<b>782</b>	<b>38</b>	<b>247</b>	<b>3</b>	<b>10</b>	<b>7</b>	<b>52</b>	<b>4</b>	<b>14</b>	<b>16</b>	<b>85</b>	<b>275</b>	<b>1,190</b>	<b>6</b>	<b>33</b>
MORE THAN 10 YEARS:	122	457	20	146	2	9	3	35	3	7	0	0	150	654	6	33
AVERAGE YEARS	13.9	13.6	14.0	13.5	12.3	17.6	12.0	16.1	15.3	12.2	0.6	0.3	13.1	12.8	23.7	23.6

**DEPARTMENT AVERAGE YEARS 12.8**

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Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: March 31, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																
00 - 05 YEARS	146	89	5	6	0	1	2	3	2	1	16	1	171	101	0	0
06 - 10 YEARS	141	112	4	1	0	0	5	4	0	0	0	0	150	117	0	0
11 - 15 YEARS	455	112	8	11	3	1	7	1	3	0	0	0	476	125	1	0
16 - 20 YEARS	370	90	33	7	14	0	12	0	3	1	0	0	432	98	2	0
21 - 25 YEARS	250	99	47	7	8	0	17	2	2	1	0	0	324	109	3	4
26 - 30 YEARS	104	31	17	7	2	0	7	1	0	0	0	0	130	39	1	2
31 - 35 YEARS	24	22	3	2	0	0	0	1	0	0	0	0	27	25	1	0
36 - 40 YEARS	3	6	0	0	0	0	0	0	0	0	0	0	3	6	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>1,493</b>	<b>561</b>	<b>117</b>	<b>41</b>	<b>27</b>	<b>2</b>	<b>50</b>	<b>12</b>	<b>10</b>	<b>3</b>	<b>16</b>	<b>1</b>	<b>1,713</b>	<b>620</b>	<b>8</b>	<b>6</b>
MORE THAN 10 YEARS:	1,206	360	108	34	27	1	43	5	8	2	0	0	1,392	402	8	6
AVERAGE YEARS	15.7	14.7	20.5	17.6	19.6	9.0	18.7	13.7	14.4	14.0	1.0	3.0	16.0	14.9	23.3	25.3

**DEPARTMENT AVERAGE YEARS 15.7**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	91	103	15	31	1	1	4	7	1	1	1	0	113	143	1	4
06 - 10 YEARS	36	56	7	12	0	0	3	4	0	1	1	0	47	73	2	2
11 - 15 YEARS	28	51	6	14	0	0	2	2	1	3	0	1	37	71	2	1
16 - 20 YEARS	22	25	4	7	0	0	0	2	0	1	0	0	26	35	3	1
21 - 25 YEARS	11	19	5	10	0	0	2	3	1	0	0	0	19	32	1	1
26 - 30 YEARS	7	20	3	7	0	1	3	2	1	1	0	0	14	31	1	3
31 - 35 YEARS	11	24	2	5	0	0	0	4	0	0	0	0	13	33	4	3
36 - 40 YEARS	6	7	0	3	0	0	0	0	0	0	0	0	6	10	1	1
MORE THAN 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>213</b>	<b>306</b>	<b>43</b>	<b>89</b>	<b>1</b>	<b>2</b>	<b>14</b>	<b>24</b>	<b>4</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>277</b>	<b>429</b>	<b>15</b>	<b>16</b>
MORE THAN 10 YEARS:	86	147	21	46	0	1	7	13	3	5	0	1	117	213	12	10
AVERAGE YEARS	10.7	12.5	12.3	13.3	3.0	14.0	12.7	15.1	16.0	13.9	5.0	11.0	11.1	12.8	21.7	18.8

**DEPARTMENT AVERAGE YEARS 12.1**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	381	169	29	28	1	0	6	8	44	38	21	11	482	254	1	1
06 - 10 YEARS	204	90	6	12	1	0	5	1	31	18	1	2	248	123	0	1
11 - 15 YEARS	316	163	17	19	1	0	7	3	12	5	0	0	353	190	4	0
16 - 20 YEARS	135	84	4	8	0	1	3	2	7	5	0	0	149	100	2	2
21 - 25 YEARS	112	96	26	17	2	1	6	7	11	3	0	0	157	124	6	7
26 - 30 YEARS	50	38	10	13	0	0	1	1	4	1	0	0	65	53	4	3
31 - 35 YEARS	73	66	7	10	0	0	2	3	0	3	0	0	82	82	6	2
36 - 40 YEARS	28	26	2	2	0	0	3	4	0	1	0	0	33	33	1	2
MORE THAN 40 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	2	3	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,301</b>	<b>735</b>	<b>101</b>	<b>109</b>	<b>5</b>	<b>2</b>	<b>33</b>	<b>29</b>	<b>109</b>	<b>74</b>	<b>22</b>	<b>13</b>	<b>1,571</b>	<b>962</b>	<b>25</b>	<b>18</b>
MORE THAN 10 YEARS:	716	476	66	69	3	2	22	20	34	18	0	0	841	585	24	16
AVERAGE YEARS	12.5	15.1	15.6	15.2	13.4	21.5	16.5	18.6	9.0	8.3	2.8	3.0	12.4	14.5	24.6	23.8

**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**

Table 3-1

Pay End Date: March 31, 2012

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT 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	323	151	16	9	5	2	3	3	5	1	3	1	355	167	0	1
06 - 10 YEARS	390	145	16	12	6	0	5	3	10	6	0	0	427	166	2	1
11 - 15 YEARS	356	112	16	10	2	4	4	1	6	6	0	0	384	133	0	0
16 - 20 YEARS	141	61	9	9	4	2	6	0	1	1	0	0	161	73	1	1
21 - 25 YEARS	269	99	25	14	5	2	10	2	6	3	0	0	315	120	12	7
26 - 30 YEARS	86	46	11	9	2	0	4	1	1	0	0	0	104	56	7	5
31 - 35 YEARS	49	42	7	9	0	0	3	3	1	0	0	0	60	54	5	8
36 - 40 YEARS	35	15	5	1	0	0	4	0	2	0	0	0	46	16	2	5
MORE THAN 40 YEARS	8	3	0	0	0	0	0	0	3	0	0	0	11	3	4	0
<b>DEPARTMENT TOTAL</b>	<b>1,657</b>	<b>674</b>	<b>105</b>	<b>73</b>	<b>24</b>	<b>10</b>	<b>39</b>	<b>13</b>	<b>35</b>	<b>17</b>	<b>3</b>	<b>1</b>	<b>1,863</b>	<b>788</b>	<b>33</b>	<b>28</b>
MORE THAN 10 YEARS:	944	378	73	52	13	8	31	7	20	10	0	0	1,081	455	31	26
AVERAGE YEARS	13.8	14.2	17.4	17.9	13.9	13.2	20.4	16.6	17.1	12.9	3.3	3.0	14.2	14.5	27.7	27.7

**DEPARTMENT AVERAGE YEARS 14.3**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
00 - 05 YEARS	151	252	26	48	1	1	2	13	5	6	3	3	188	323	0	0
06 - 10 YEARS	98	181	13	39	1	2	0	4	6	5	0	0	118	231	1	0
11 - 15 YEARS	69	102	8	20	0	0	3	3	4	4	0	0	84	129	0	0
16 - 20 YEARS	41	55	3	13	0	3	0	4	0	1	0	0	44	76	4	2
21 - 25 YEARS	38	57	13	22	0	0	3	11	5	0	0	0	59	90	2	6
26 - 30 YEARS	6	31	7	16	0	0	2	2	0	0	0	0	15	49	2	2
31 - 35 YEARS	13	59	7	15	0	1	1	4	0	0	0	0	21	79	4	3
36 - 40 YEARS	14	15	1	3	0	0	3	0	0	1	0	0	18	19	1	1
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	1	0
<b>DEPARTMENT TOTAL</b>	<b>432</b>	<b>754</b>	<b>78</b>	<b>176</b>	<b>2</b>	<b>7</b>	<b>14</b>	<b>41</b>	<b>20</b>	<b>17</b>	<b>3</b>	<b>3</b>	<b>549</b>	<b>998</b>	<b>15</b>	<b>14</b>
MORE THAN 10 YEARS:	183	321	39	89	0	4	12	24	9	6	0	0	243	444	14	14
AVERAGE YEARS	11.0	11.8	14.1	13.8	4.0	15.0	22.4	15.0	11.5	8.5	3.0	4.3	11.7	12.3	26.5	26.1

**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	3,916	6,122	718	2,321	50	51	132	259	149	145	181	308	5,527	9,206	11	22
06- 10 YEARS	2,615	3,065	323	1,013	33	20	82	106	105	80	11	10	3,373	4,294	11	18
11- 15 YEARS	4,341	3,197	413	1,134	64	38	115	133	64	76	0	2	5,313	4,580	26	18
16- 20 YEARS	2,887	1,972	330	581	69	34	93	91	38	40	0	0	3,552	2,718	40	51
21- 25 YEARS	2,990	1,931	435	736	81	27	118	135	60	47	0	0	3,796	2,876	145	146
26- 30 YEARS	911	735	224	359	14	18	37	34	16	13	0	0	1,252	1,159	72	67
31- 35 YEARS	614	1,002	136	360	7	12	21	46	8	14	0	0	859	1,434	60	83
36- 40 YEARS	245	341	42	120	0	1	15	18	5	4	0	0	335	484	23	32
MORE THAN 40 YEARS	36	42	3	9	1	0	2	0	3	0	0	0	47	51	9	3
<b>STATEWIDE TOTAL</b>	<b>18,555</b>	<b>18,407</b>	<b>2,624</b>	<b>6,633</b>	<b>319</b>	<b>201</b>	<b>615</b>	<b>822</b>	<b>448</b>	<b>419</b>	<b>192</b>	<b>320</b>	<b>24,054</b>	<b>26,802</b>	<b>397</b>	<b>440</b>
MORE THAN 10 YEARS	12,740	9,220	1,583	3,299	236	130	401	457	194	194	0	2	15,154	13,302	375	400
AVERAGE YEARS	14.1	12.1	14.4	12.3	15.8	14.4	14.9	13.2	12.0	11.8	2.0	1.3	14.0	12.2	24.6	24.2
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>13.0</b>															

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Source: Michigan Civil Service Commission HWF18

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Second Quarter of FY 2012**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	19	1.6%
Dismissal	100	8.4%
Expired Appointment	179	15.0%
<b>Total Involuntary Separations</b>	<b>298</b>	<b>25.0%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	282	23.7%
Layoff/Leave of Absence Rights Expired	81	6.8%
Waived Rights Leave of Absence	48	4.0%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>411</b>	<b>34.5%</b>
<b><i>RETIREMENT</i></b>		
Retirement	444	37.2%
Incentive Retirement	0	0.0%
Disability Retirement	13	1.1%
Deferred Retirement	5	0.4%
<b>Total Retirements</b>	<b>462</b>	<b>38.8%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
Undefined Separations	21	1.8%
<b>TOTAL SEPARATIONS</b>	<b>1,192</b>	<b>100.0%</b>

Comment: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 89% of all non-career appointments at this time.

Source: Michigan Civil Service Commission HWF 10

# NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

Table 3-3

From Pay End Date: December 25, 2011 Through Pay End Date: March 31, 2012

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								APPOINTMENTS
AGRICULTURE & RURAL DEVELOPMENT	7	2	0	0	9	4	0	0	0	4	5	
ATTORNEY GENERAL	18	0	0	0	18	3	0	0	0	3	15	
AUDITOR GENERAL	7	0	0	0	7	1	0	0	0	1	6	
CIVIL RIGHTS	0	0	0	0	0	1	0	0	0	1	-1	
CIVIL SERVICE COMMISSION	3	1	0	0	4	4	0	0	0	4	0	
COMMUNITY HEALTH	92	5	0	0	97	65	0	10	0	75	22	
CORRECTIONS	46	1	6	0	53	328	0	7	22	405	-352	
EDUCATION	13	0	1	0	14	5	1	0	0	6	8	
ENVIRONMENTAL QUALITY	14	0	0	0	14	8	0	0	0	8	6	
EXECUTIVE OFFICE	2	0	0	0	2	1	0	0	0	1	1	
HUMAN SERVICES	214	1	11	0	226	191	0	12	0	203	23	
LICENSING & REGULATORY AFFAIRS	65	14	3	0	82	65	0	0	0	66	16	
MILITARY & VETERAN AFFAIRS	0	6	34	0	40	27	1	7	0	40	0	
NATURAL RESOURCES	10	48	158	0	216	26	15	0	0	42	174	
STATE	8	37	0	0	45	50	0	0	0	50	-5	
STATE POLICE	15	0	0	0	15	29	0	0	0	29	-14	
STRATEGIC FUND	14	2	0	0	16	8	0	0	0	8	8	
TECHNOLOGY, MANAGEMENT & BUDGET	62	12	0	0	74	38	0	3	0	41	33	
TRANSPORTATION	13	55	12	2	82	99	5	4	0	108	-26	
TREASURY	35	10	0	0	45	18	0	2	0	20	25	
<b>STATEWIDE TOTALS:</b>	<b>638</b>	<b>194</b>	<b>225</b>	<b>2</b>	<b>1,059</b>	<b>971</b>	<b>22</b>	<b>55</b>	<b>45</b>	<b>22</b>	<b>1,115</b>	<b>-56</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.

In FY 2009-10, the 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the 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. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 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

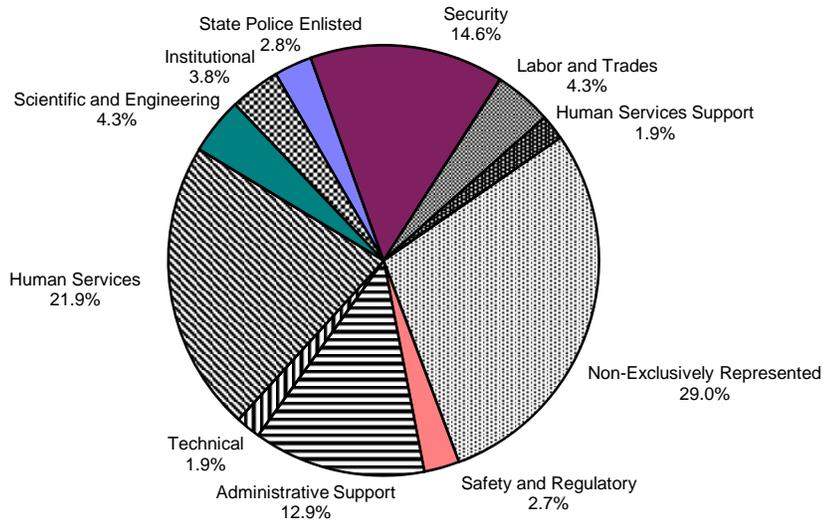
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

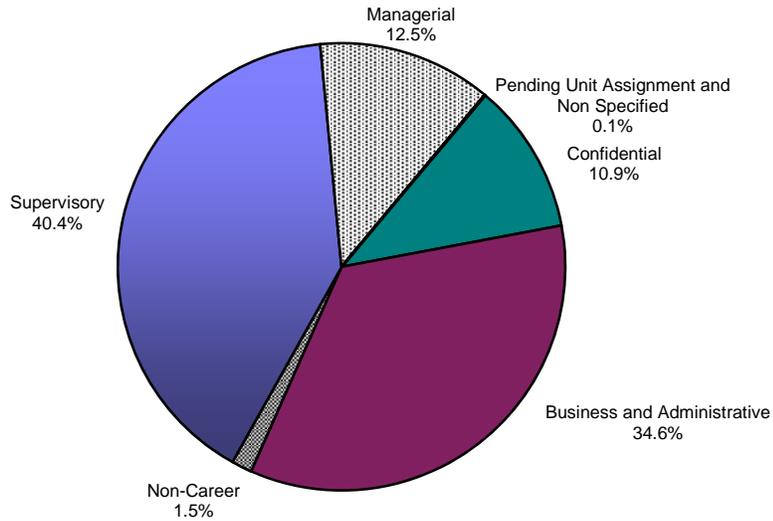
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Pay Period Ending March 31, 2011**

Graph 5-1



(48,323 Employees)

**Non-Exclusively Represented  
(13,997 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 48,323 classified employees, 71 percent were exclusively represented by one of eight employee organizations.

**Source:** Michigan Civil Service Commission HWF44

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

**Pay End Date: March 31, 2012**

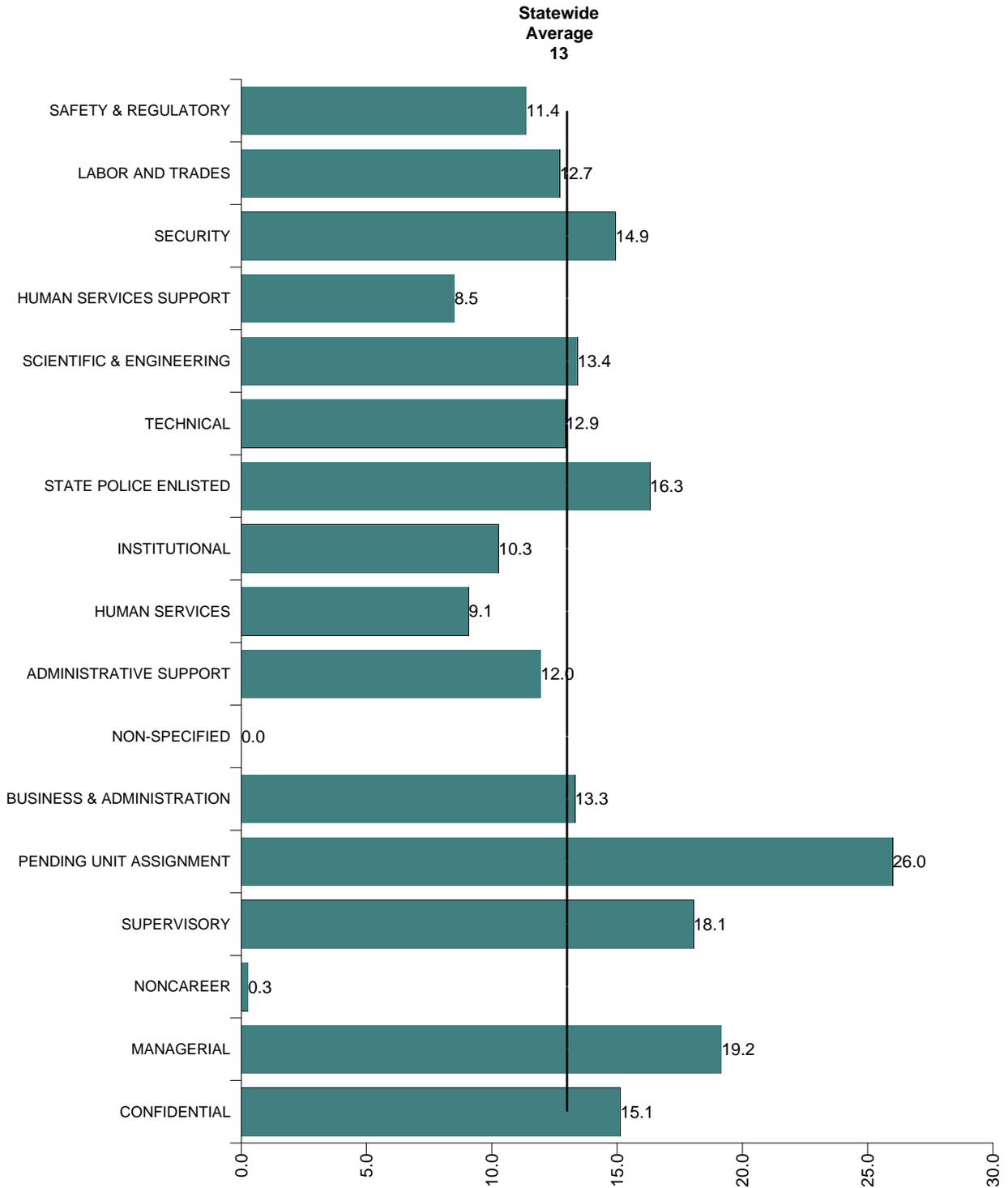
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,290	1,161	90.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,094	1,963	93.7	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,048	0	0.0	0	0.0	6,690	94.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	922	0	0.0	0	0.0	0	0.0	893	96.9	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,067	1	0.0	0	0.0	0	0.0	0	0.0	1,974	95.5	8	0.4	0	0.0	0	0.0
L32 TECHNICAL	900	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	847	94.1	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,373	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,364	99.3	0	0.0
U11 INSTITUTIONAL	1,817	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,795	98.8
W22 HUMAN SERVICES	10,566	1	0.0	9,973	94.4	3	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,249	1	0.0	5,461	87.4	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Y00 NON-SPECIFIED	11	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	4,840	0	0.0	1	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	5,652	0	0.0	4	0.1	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Y52 NONCAREER	206	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	1,756	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	1,531	0	0.0	2	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>34,326</b>	<b>3,127</b>	<b>9.1</b>	<b>15,435</b>	<b>45.0</b>	<b>6,694</b>	<b>19.5</b>	<b>895</b>	<b>2.6</b>	<b>1,974</b>	<b>5.8</b>	<b>855</b>	<b>2.5</b>	<b>1,364</b>	<b>4.0</b>	<b>1,796</b>	<b>5.2</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>13,997</b>	<b>0</b>	<b>0.0</b>	<b>7</b>	<b>0.1</b>	<b>2</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>1</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>48,323</b>	<b>3,127</b>	<b>6.5</b>	<b>15,442</b>	<b>32.0</b>	<b>6,696</b>	<b>13.9</b>	<b>895</b>	<b>1.9</b>	<b>1,974</b>	<b>4.1</b>	<b>855</b>	<b>1.8</b>	<b>1,364</b>	<b>2.8</b>	<b>1,797</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: March 31, 2012



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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	258	66	8	23	1	1	6	0	1	0	16	1	290	91	0	0
06 - 10 YEARS	190	57	10	15	1	0	10	1	2	0	2	0	215	73	0	0
11 - 15 YEARS	164	47	11	20	3	3	3	0	2	0	0	0	183	70	1	0
16 - 20 YEARS	85	22	5	10	2	1	2	0	1	0	0	0	95	33	1	1
21 - 25 YEARS	91	18	12	25	1	1	4	2	2	0	0	0	110	46	3	3
26 - 30 YEARS	27	8	7	5	0	0	2	0	0	0	0	0	36	13	0	0
31 - 35 YEARS	18	5	1	6	0	0	1	1	0	0	0	0	20	12	1	0
36 - 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>835</b>	<b>223</b>	<b>55</b>	<b>104</b>	<b>8</b>	<b>6</b>	<b>28</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>18</b>	<b>1</b>	<b>952</b>	<b>338</b>	<b>7</b>	<b>4</b>
MORE THAN 10 YEARS:	387	100	37	66	6	5	12	3	5	0	0	0	447	174	7	4
AVERAGE YEARS	10.9	10.7	15.7	14.8	13.5	13.2	12.3	22.3	13.3	0.0	1.4	4.0	11.1	12.1	24.9	21.5
<b>BARGAINING UNIT AVERAGE YEARS 11.4</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 classified continuous service 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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	465	58	21	4	6	1	8	0	0	0	4	0	504	63	1	0
06 - 10 YEARS	306	18	20	3	6	0	5	0	0	0	0	0	337	21	0	0
11 - 15 YEARS	398	28	24	3	7	1	7	0	0	0	0	0	436	32	3	0
16 - 20 YEARS	184	19	12	1	7	0	5	1	0	0	0	0	208	21	6	1
21 - 25 YEARS	189	15	27	4	5	0	6	2	3	0	0	0	230	21	16	2
26 - 30 YEARS	73	9	11	0	3	0	3	0	0	0	0	0	90	9	7	0
31 - 35 YEARS	70	11	6	2	0	0	2	0	1	0	0	0	79	13	4	1
36 - 40 YEARS	22	1	0	0	0	0	4	1	0	0	0	0	26	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>1,709</b>	<b>159</b>	<b>121</b>	<b>17</b>	<b>34</b>	<b>2</b>	<b>40</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1,912</b>	<b>182</b>	<b>38</b>	<b>5</b>
MORE THAN 10 YEARS:	938	83	80	10	22	1	27	4	4	0	0	0	1,071	98	37	5
AVERAGE YEARS	12.4	11.6	15.4	14.4	14.2	6.5	17.0	25.8	25.5	0.0	2.0	0.0	12.8	12.1	22.9	26.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.7</b>															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes classified continuous service 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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	490	115	141	92	23	5	28	7	3	2	15	4	700	225	0	0
06 - 10 YEARS	450	112	60	74	15	2	14	8	3	2	1	0	543	198	1	1
11 - 15 YEARS	1,579	262	147	117	37	8	45	14	5	0	0	0	1,813	401	4	2
16 - 20 YEARS	963	167	103	65	34	3	34	4	3	0	0	0	1,137	239	3	0
21 - 25 YEARS	1,079	115	102	83	38	4	30	3	3	0	0	0	1,252	205	37	10
26 - 30 YEARS	203	11	59	19	2	1	3	0	0	0	0	0	267	31	11	4
31 - 35 YEARS	20	4	6	0	0	0	1	1	0	0	0	0	27	5	1	0
36 - 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>4,787</b>	<b>786</b>	<b>620</b>	<b>450</b>	<b>149</b>	<b>23</b>	<b>155</b>	<b>37</b>	<b>17</b>	<b>4</b>	<b>16</b>	<b>4</b>	<b>5,744</b>	<b>1,304</b>	<b>57</b>	<b>17</b>
MORE THAN 10 YEARS:	3,847	559	419	284	111	16	113	22	11	0	0	0	4,501	881	56	16
AVERAGE YEARS	15.5	13.6	14.3	13.3	15.1	13.6	14.2	12.0	12.8	5.5	4.4	4.3	15.3	13.4	23.0	22.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.9</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 classified continuous service 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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	102	144	28	114	2	2	12	12	1	1	1	2	146	275	2	3
06 - 10 YEARS	32	84	24	149	1	1	5	6	2	2	1	1	65	243	1	1
11 - 15 YEARS	12	13	8	13	0	4	0	5	0	0	0	1	20	36	1	1
16 - 20 YEARS	5	14	0	14	0	0	0	4	0	0	0	0	5	32	2	0
21 - 25 YEARS	7	16	2	13	0	1	2	5	0	1	0	0	11	36	3	3
26 - 30 YEARS	0	6	0	7	0	0	0	0	0	0	0	0	0	13	0	2
31 - 35 YEARS	4	8	1	11	1	1	1	0	0	0	0	0	7	20	2	3
36 - 40 YEARS	2	3	1	7	0	0	0	0	0	0	0	0	3	10	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>164</b>	<b>288</b>	<b>64</b>	<b>328</b>	<b>4</b>	<b>9</b>	<b>20</b>	<b>32</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>257</b>	<b>665</b>	<b>12</b>	<b>14</b>
MORE THAN 10 YEARS:	30	60	12	65	1	6	3	14	0	1	0	1	46	147	9	10
AVERAGE YEARS	6.5	8.5	7.6	9.5	12.8	12.8	7.1	10.3	7.3	11.3	5.0	5.3	6.9	9.1	19.6	20.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>8.5</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 classified continuous service 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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	196	142	7	5	1	0	3	1	6	3	8	6	221	157	0	0
06 - 10 YEARS	315	187	9	7	0	1	3	2	9	5	0	0	336	202	1	1
11 - 15 YEARS	243	105	3	5	1	0	3	2	8	10	0	0	258	122	0	1
16 - 20 YEARS	167	89	7	5	0	0	4	1	8	5	0	0	186	100	0	0
21 - 25 YEARS	185	83	6	4	1	0	5	1	5	5	0	0	202	93	6	0
26 - 30 YEARS	56	23	4	5	0	3	1	0	2	1	0	0	63	32	1	1
31 - 35 YEARS	49	8	4	1	1	0	2	0	3	0	0	0	59	9	2	0
36 - 40 YEARS	19	0	2	0	0	0	0	0	1	0	0	0	22	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	2	0	0	0	5	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,233</b>	<b>637</b>	<b>42</b>	<b>32</b>	<b>4</b>	<b>4</b>	<b>21</b>	<b>7</b>	<b>44</b>	<b>29</b>	<b>8</b>	<b>6</b>	<b>1,352</b>	<b>715</b>	<b>11</b>	<b>3</b>
MORE THAN 10 YEARS:	722	308	26	20	3	3	15	4	29	21	0	0	795	356	10	2
AVERAGE YEARS	14.0	11.9	17.0	15.0	19.0	22.0	17.1	12.3	16.7	14.1	1.6	0.8	14.2	12.1	26.4	16.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.4</b>															

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	121	82	7	3	1	1	1	2	1	0	2	3	133	91	0	0
06 - 10 YEARS	133	54	2	2	2	0	4	1	4	2	0	0	145	59	0	0
11 - 15 YEARS	117	26	2	2	2	0	1	0	2	1	0	0	124	29	0	0
16 - 20 YEARS	61	18	2	1	0	0	2	0	0	1	0	0	65	20	2	0
21 - 25 YEARS	113	22	9	4	0	1	3	0	3	1	0	0	128	28	4	2
26 - 30 YEARS	23	6	5	4	0	0	0	0	0	0	0	0	28	10	0	1
31 - 35 YEARS	9	6	1	2	0	0	2	0	0	0	0	0	12	8	1	1
36 - 40 YEARS	12	2	0	0	0	0	2	0	0	0	0	0	14	2	1	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>590</b>	<b>218</b>	<b>28</b>	<b>18</b>	<b>5</b>	<b>2</b>	<b>16</b>	<b>3</b>	<b>10</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>651</b>	<b>249</b>	<b>8</b>	<b>4</b>
MORE THAN 10 YEARS:	336	82	19	13	2	1	11	0	5	3	0	0	373	99	8	4
AVERAGE YEARS	13.4	10.6	16.6	18.3	8.6	13.0	20.7	4.3	13.0	14.4	0.5	2.0	13.7	11.0	24.8	26.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.9</b>															

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

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	81	5	3	0	0	0	1	0	1	0	5	0	91	5	0	0
06 - 10 YEARS	70	7	2	1	0	0	1	0	0	0	0	0	73	8	0	0
11 - 15 YEARS	379	32	8	2	2	0	7	0	2	0	0	0	398	34	0	0
16 - 20 YEARS	293	48	29	4	13	0	11	0	2	0	0	0	348	52	2	0
21 - 25 YEARS	171	37	31	1	7	0	12	1	2	1	0	0	223	40	1	0
26 - 30 YEARS	54	8	13	2	2	0	5	0	0	0	0	0	74	10	0	0
31 - 35 YEARS	8	2	3	1	0	0	0	0	0	0	0	0	11	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,059</b>	<b>139</b>	<b>89</b>	<b>11</b>	<b>24</b>	<b>0</b>	<b>37</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1,221</b>	<b>152</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	908	127	84	10	24	0	35	1	6	1	0	0	1,057	139	3	0
AVERAGE YEARS	15.6	17.8	20.3	19.3	19.8	0.0	19.2	22.0	15.9	22.0	1.6	0.0	16.1	17.9	20.7	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>16.3</b>															

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

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	175	269	68	123	0	5	8	11	5	4	11	8	267	420	0	0
06 - 10 YEARS	124	157	32	71	1	0	7	3	1	2	1	0	166	233	0	0
11 - 15 YEARS	93	105	23	55	1	0	5	4	1	5	0	0	123	169	0	0
16 - 20 YEARS	67	53	9	29	1	1	4	1	1	0	0	0	82	84	2	1
21 - 25 YEARS	46	41	17	26	1	0	1	3	1	2	0	0	66	72	0	0
26 - 30 YEARS	20	17	9	9	1	0	0	1	0	0	0	0	30	27	0	2
31 - 35 YEARS	18	16	20	12	0	0	0	1	0	0	0	0	38	29	0	0
36 - 40 YEARS	4	2	1	3	0	0	1	0	0	0	0	0	6	5	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>547</b>	<b>660</b>	<b>179</b>	<b>328</b>	<b>5</b>	<b>6</b>	<b>26</b>	<b>24</b>	<b>9</b>	<b>13</b>	<b>12</b>	<b>8</b>	<b>778</b>	<b>1,039</b>	<b>2</b>	<b>3</b>
MORE THAN 10 YEARS:	248	234	79	134	4	1	11	10	3	7	0	0	345	386	2	3
AVERAGE YEARS	11.1	9.3	12.3	10.2	18.0	4.8	10.6	10.9	7.9	10.1	1.8	2.1	11.2	9.5	16.0	24.7
<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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	811	2,627	239	1,367	8	20	37	118	17	29	28	90	1,140	4,251	2	9
06 - 10 YEARS	230	657	57	322	1	4	12	22	4	9	0	0	304	1,014	2	5
11 - 15 YEARS	309	586	77	434	1	7	13	52	10	20	0	0	410	1,099	5	3
16 - 20 YEARS	293	407	65	193	2	5	10	37	1	12	0	0	371	654	6	12
21 - 25 YEARS	143	241	45	164	2	3	10	25	3	8	0	0	203	441	13	15
26 - 30 YEARS	77	89	22	89	1	1	1	1	1	3	0	0	102	183	5	10
31 - 35 YEARS	78	117	13	76	1	2	2	2	1	3	0	0	95	200	5	11
36 - 40 YEARS	20	32	7	28	0	0	1	2	2	0	0	0	30	62	5	4
MORE THAN 40 YEARS	2	3	0	2	0	0	0	0	0	0	0	0	2	5	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,963</b>	<b>4,759</b>	<b>525</b>	<b>2,675</b>	<b>16</b>	<b>42</b>	<b>86</b>	<b>259</b>	<b>39</b>	<b>84</b>	<b>28</b>	<b>90</b>	<b>2,657</b>	<b>7,909</b>	<b>43</b>	<b>69</b>
MORE THAN 10 YEARS:	922	1,475	229	986	7	18	37	119	18	46	0	0	1,213	2,644	39	55
AVERAGE YEARS	11.0	8.2	10.5	9.2	10.9	9.8	10.3	9.6	10.7	11.6	1.5	1.2	10.7	8.5	23.0	21.3

**BARGAINING UNIT AVERAGE YEARS 9.1**

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

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	298	1,330	68	330	2	9	8	70	10	11	21	126	407	1,876	2	5
06 - 10 YEARS	91	693	16	122	0	6	4	29	0	4	0	1	111	855	1	6
11 - 15 YEARS	87	724	16	163	2	11	5	30	1	9	0	1	111	938	1	8
16 - 20 YEARS	28	364	4	77	0	7	2	17	0	1	0	0	34	466	2	18
21 - 25 YEARS	38	381	8	128	1	6	4	36	2	6	0	0	53	557	10	45
26 - 30 YEARS	9	174	8	64	0	7	2	10	0	3	0	0	19	258	6	22
31 - 35 YEARS	19	287	5	84	0	3	1	14	0	2	0	0	25	390	2	24
36 - 40 YEARS	5	95	1	32	0	1	1	1	0	1	0	0	7	130	1	8
MORE THAN 40 YEARS	1	7	0	4	0	0	0	0	0	0	0	0	1	11	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>576</b>	<b>4,055</b>	<b>126</b>	<b>1,004</b>	<b>5</b>	<b>50</b>	<b>27</b>	<b>207</b>	<b>13</b>	<b>37</b>	<b>21</b>	<b>128</b>	<b>768</b>	<b>5,481</b>	<b>25</b>	<b>136</b>
MORE THAN 10 YEARS:	187	2,032	42	552	3	35	15	108	3	22	0	1	250	2,750	22	125
AVERAGE YEARS	8.3	12.4	9.2	13.8	9.6	15.8	13.1	12.9	4.9	13.6	0.5	0.6	8.3	12.5	22.1	23.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.0</b>															

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

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	5	3	1	1	0	0	0	0	1	0	0	0	7	4	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>5</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>4</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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	495	499	43	102	2	3	7	17	40	46	37	33	624	700	1	2
06 - 10 YEARS	317	391	37	102	4	4	3	11	40	27	2	2	403	537	1	1
11 - 15 YEARS	339	412	22	96	1	0	8	13	12	9	0	0	382	530	5	1
16 - 20 YEARS	151	208	16	38	0	3	5	6	9	9	0	0	181	264	5	4
21 - 25 YEARS	140	260	36	66	0	1	7	19	11	5	0	0	194	351	11	29
26 - 30 YEARS	53	102	10	42	0	1	5	9	2	1	0	0	70	155	9	5
31 - 35 YEARS	76	164	18	41	0	2	1	5	0	2	0	0	95	214	9	17
36 - 40 YEARS	40	62	4	6	0	0	2	4	1	1	0	0	47	73	3	3
MORE THAN 40 YEARS	5	14	1	0	0	0	0	0	0	0	0	0	6	14	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>1,616</b>	<b>2,112</b>	<b>187</b>	<b>493</b>	<b>7</b>	<b>14</b>	<b>38</b>	<b>84</b>	<b>115</b>	<b>100</b>	<b>39</b>	<b>35</b>	<b>2,002</b>	<b>2,838</b>	<b>44</b>	<b>63</b>
MORE THAN 10 YEARS:	804	1,222	107	289	1	7	28	56	35	27	0	0	975	1,601	42	60
AVERAGE YEARS	12.1	14.4	15.4	14.7	6.9	14.8	16.9	16.9	9.4	8.5	2.4	1.7	12.1	14.2	24.6	25.6
<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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	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	26.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	0.0	26.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>26.0</b>															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes classified continuous service 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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	147	217	26	84	1	2	3	6	11	8	4	5	192	322	1	0
06 - 10 YEARS	215	316	31	100	1	1	6	14	7	5	1	0	261	436	3	2
11 - 15 YEARS	464	389	45	168	6	2	9	6	8	9	0	0	532	574	0	1
16 - 20 YEARS	475	298	63	102	9	9	8	16	4	5	0	0	559	430	6	8
21 - 25 YEARS	631	330	83	142	20	6	23	16	9	8	0	0	766	502	31	16
26 - 30 YEARS	218	140	49	72	2	3	9	1	6	1	0	0	284	217	20	8
31 - 35 YEARS	146	150	30	60	2	2	5	8	2	0	0	0	185	220	14	16
36 - 40 YEARS	64	48	14	20	0	0	1	2	1	0	0	0	80	70	6	2
MORE THAN 40 YEARS	12	6	1	1	1	0	0	0	1	0	0	0	15	7	3	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,372</b>	<b>1,894</b>	<b>342</b>	<b>749</b>	<b>42</b>	<b>25</b>	<b>64</b>	<b>69</b>	<b>49</b>	<b>36</b>	<b>5</b>	<b>5</b>	<b>2,874</b>	<b>2,778</b>	<b>84</b>	<b>54</b>
MORE THAN 10 YEARS:	2,010	1,361	285	565	40	22	55	49	31	23	0	0	2,421	2,020	80	52
AVERAGE YEARS	19.0	16.8	20.1	17.4	21.0	19.4	20.6	17.7	15.9	13.1	2.2	2.0	19.1	17.0	26.6	26.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.1</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 classified continuous service 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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	76	84	15	12	1	0	2	1	4	2	2	4	100	103	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	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>78</b>	<b>84</b>	<b>15</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>103</b>	<b>103</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	2	0	0	0	0	0	1	0	0	0	0	0	3	0	0	0
AVERAGE YEARS	0.4	0.0	0.0	0.0	0.0	0.0	8.7	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.3</b>															

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	106	78	7	7	1	0	1	2	3	0	4	6	122	93	1	1
06 - 10 YEARS	114	89	10	14	0	0	3	2	2	3	2	3	131	111	1	0
11 - 15 YEARS	123	91	5	9	0	0	1	2	1	3	0	0	130	105	2	0
16 - 20 YEARS	102	89	7	14	1	3	2	0	0	1	0	0	112	107	1	1
21 - 25 YEARS	132	127	24	27	3	1	4	4	5	3	0	0	168	162	2	6
26 - 30 YEARS	87	58	13	14	3	1	4	1	1	2	0	0	108	76	6	4
31 - 35 YEARS	85	81	20	28	1	1	1	3	1	3	0	0	108	116	11	2
36 - 40 YEARS	46	26	7	13	0	0	0	1	0	1	0	0	53	41	4	3
MORE THAN 40 YEARS	7	4	0	2	0	0	0	0	0	0	0	0	7	6	3	1
<b>BARGAINING UNIT TOTAL</b>	<b>802</b>	<b>643</b>	<b>93</b>	<b>128</b>	<b>9</b>	<b>6</b>	<b>16</b>	<b>15</b>	<b>13</b>	<b>16</b>	<b>6</b>	<b>9</b>	<b>939</b>	<b>817</b>	<b>31</b>	<b>18</b>
MORE THAN 10 YEARS:	582	476	76	107	8	6	12	11	8	13	0	0	686	613	29	17
AVERAGE YEARS	18.6	18.7	23.0	23.4	22.9	23.2	19.5	20.5	16.4	21.1	3.8	4.2	19.0	19.4	29.5	27.1
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>19.2</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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	90	234	7	26	0	2	1	4	1	1	2	9	101	276	0	1
06 - 10 YEARS	28	153	7	19	0	1	0	6	0	1	0	1	35	181	0	0
11 - 15 YEARS	32	214	5	28	0	2	1	2	0	5	0	0	38	251	0	1
16 - 20 YEARS	13	92	4	20	0	1	1	2	2	1	0	0	20	116	0	3
21 - 25 YEARS	25	149	7	32	0	2	1	11	0	4	0	0	33	198	2	8
26 - 30 YEARS	10	46	4	14	0	1	0	10	0	1	0	0	14	72	2	5
31 - 35 YEARS	14	77	1	26	1	1	0	8	0	1	0	0	16	113	2	6
36 - 40 YEARS	5	44	1	9	0	0	0	3	0	0	0	0	6	56	0	8
MORE THAN 40 YEARS	1	3	0	0	0	0	1	0	0	0	0	0	2	3	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>218</b>	<b>1,012</b>	<b>36</b>	<b>174</b>	<b>1</b>	<b>10</b>	<b>5</b>	<b>46</b>	<b>3</b>	<b>14</b>	<b>2</b>	<b>10</b>	<b>265</b>	<b>1,266</b>	<b>6</b>	<b>32</b>
MORE THAN 10 YEARS:	100	625	22	129	1	7	4	36	2	12	0	0	129	809	6	31
AVERAGE YEARS	11.8	15.0	14.9	18.7	33.0	16.0	18.8	22.0	11.3	17.3	1.0	3.1	12.4	15.7	27.7	27.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.1</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**

Table 5-2

**Pay End Date: March 31, 2012**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	3,916	5,953	689	2,293	49	51	126	251	105	107	160	297	5,045	8,952	10	21
06- 10 YEARS	2,615	2,975	317	1,001	32	20	77	105	74	62	10	8	3,125	4,171	11	17
11- 15 YEARS	4,341	3,034	396	1,115	63	38	108	130	52	71	0	2	4,960	4,390	22	18
16- 20 YEARS	2,887	1,888	326	573	69	33	90	89	31	35	0	0	3,403	2,618	38	49
21- 25 YEARS	2,990	1,835	409	719	79	26	112	128	49	44	0	0	3,639	2,752	139	139
26- 30 YEARS	911	697	214	346	14	18	36	33	12	12	0	0	1,187	1,106	68	64
31- 35 YEARS	614	936	129	350	7	12	19	43	8	11	0	0	777	1,352	54	81
36- 40 YEARS	245	315	40	118	0	1	12	14	5	3	0	0	302	451	22	30
MORE THAN 40 YEARS	36	39	3	9	1	0	2	0	3	0	0	0	45	48	8	3
<b>STATEWIDE TOTAL</b>	<b>18,555</b>	<b>17,672</b>	<b>2,523</b>	<b>6,524</b>	<b>314</b>	<b>199</b>	<b>582</b>	<b>793</b>	<b>339</b>	<b>345</b>	<b>170</b>	<b>307</b>	<b>22,483</b>	<b>25,840</b>	<b>372</b>	<b>422</b>
MORE THAN 10 YEARS	12,024	8,744	1,517	3,230	233	128	379	437	160	176	0	2	14,313	12,717	351	384
AVERAGE YEARS	14.1	12.1	14.4	12.3	15.8	14.4	14.9	13.2	12.0	11.8	2.0	1.3	14.1	12.1	24.6	24.2

**STATEWIDE TOTAL AVERAGE YEARS 13.0**

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Source: Michigan Civil Service Commission HWF20

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: March 31, 2012**

<b>BARGAINING UNIT</b>	<b>Number of Employees</b>	<b>Percent of Classified Employees</b>	<b>Average Age</b>	<b>Average Pay Rate</b>	<b>Count of Employees Eligible for Longevity</b>	<b>Percent of Bargaining Unit Eligible for Longevity</b>
<b>A02 - SAFETY &amp; REGULATORY</b>	1,297	2.7 %	44.4	\$24.45	897	69.2 %
<b>A31 - LABOR AND TRADES</b>	2,099	4.3 %	48.5	\$21.76	1,523	72.6 %
<b>C12 - SECURITY</b>	7,113	14.7 %	44.9	\$24.44	6,274	88.2 %
<b>E42 - HUMAN SERVICES SUPPORT</b>	922	1.9 %	46.0	\$22.62	505	54.8 %
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>	2,067	4.3 %	44.9	\$32.58	1,654	80.0 %
<b>L32 - TECHNICAL</b>	902	1.9 %	44.6	\$23.65	664	73.6 %
<b>T01 - STATE POLICE ENLISTED</b>	1,376	2.8 %	42.4	\$31.42	1,290	93.8 %
<b>U11 - INSTITUTIONAL</b>	1,833	3.8 %	45.4	\$20.12	1,127	61.5 %
<b>W22 - HUMAN SERVICES</b>	10,575	21.8 %	43.0	\$25.10	5,074	48.0 %
<b>W41 - ADMINISTRATIVE SUPPORT</b>	6,253	12.9 %	45.9	\$20.06	3,903	62.4 %
<b>Y00 - NON-SPECIFIED</b>	11	0.0 %	22.4	\$12.62	0	0.0 %
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>	4,841	10.0 %	46.0	\$29.97	3,434	70.9 %
<b>Y50 - PENDING UNIT ASSIGNMENT</b>	1	0.0 %	47.2	\$18.89	1	100.0 %
<b>Y51 - SUPERVISORY</b>	5,662	11.7 %	48.5	\$32.23	5,088	89.9 %
<b>Y52 - NONCAREER</b>	206	0.4 %	26.7	\$13.51	3	1.5 %
<b>Y98 - MANAGERIAL</b>	1,756	3.6 %	51.1	\$46.11	1,520	86.6 %
<b>Y99 - CONFIDENTIAL</b>	1,531	3.2 %	47.2	\$26.66	1,136	74.2 %
<b>STATEWIDE TOTAL</b>	<b>48,445</b>	<b>100.0 %</b>	<b>45.4</b>	<b>\$26.50</b>	<b>34,093</b>	<b>70.4 %</b>

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

Source: Michigan Civil Service Commission HWF25

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

PAY END DATE: March 31, 2012

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	1,275	769	60 %	369	29 %	22	2 %	0	0 %	1,154	91 %	24	2 %	7	1 %
A31	LABOR AND TRADES	1,929	976	51 %	811	42 %	13	1 %	0	0 %	1,799	93 %	9	0 %	6	0 %
C12	SECURITY	7,113	4,190	59 %	2,577	36 %	25	0 %	0	0 %	6,717	94 %	127	2 %	10	0 %
E42	HUMAN SERVICES SUPPORT	922	496	54 %	362	39 %	9	1 %	0	0 %	838	91 %	37	4 %	4	0 %
H21	SCIENTIFIC & ENGINEERING	2,065	946	46 %	964	47 %	22	1 %	0	0 %	1,922	93 %	31	2 %	7	0 %
L32	TECHNICAL	839	416	50 %	368	44 %	13	2 %	0	0 %	781	93 %	16	2 %	4	0 %
T01	STATE POLICE ENLISTED	1,376	155	11 %	24	2 %	1	0 %	1,172	85 %	1,351	98 %	2	0 %	1	0 %
U11	INSTITUTIONAL	1,812	974	54 %	696	38 %	12	1 %	0	0 %	1,641	91 %	50	3 %	2	0 %
W22	HUMAN SERVICES	10,522	5,009	48 %	4,670	44 %	97	1 %	0	0 %	9,551	91 %	363	3 %	43	0 %
W41	ADMINISTRATIVE SUPPORT	5,791	2,106	36 %	3,177	55 %	74	1 %	0	0 %	5,228	90 %	185	3 %	16	0 %
Y23	BUSINESS & ADMINISTRATION	4,832	1,639	34 %	2,753	57 %	78	2 %	0	0 %	4,367	90 %	137	3 %	18	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,661	2,845	50 %	2,437	43 %	48	1 %	0	0 %	5,264	93 %	108	2 %	13	0 %
Y52	NONCAREER	4	2	50 %	0	0 %	0	0 %	0	0 %	3	75 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,756	791	45 %	825	47 %	12	1 %	0	0 %	1,636	93 %	22	1 %	3	0 %
Y99	CONFIDENTIAL	1,504	478	32 %	864	57 %	16	1 %	0	0 %	1,347	90 %	38	3 %	2	0 %
<b>STATEWIDE TOTALS:</b>		<b>47,402</b>	<b>21,792</b>	<b>46 %</b>	<b>20,898</b>	<b>44 %</b>	<b>442</b>	<b>1 %</b>	<b>1,172</b>	<b>2 %</b>	<b>43,600</b>	<b>92 %</b>	<b>1,149</b>	<b>2 %</b>	<b>136</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

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

PAY END DATE: March 31, 2012

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	1,275	1,192	93 %	1,044	82 %	69	5 %	1,204	94 %	62	5 %	61	5 %
A31	LABOR AND TRADES	1,929	1,819	94 %	1,694	88 %	2	0 %	1,861	96 %	62	3 %	4	0 %
C12	SECURITY	7,113	6,854	96 %	6,770	95 %	0	0 %	6,877	97 %	199	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	922	884	96 %	706	77 %	0	0 %	871	94 %	50	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,065	1,965	95 %	1,744	84 %	27	1 %	1,927	93 %	133	6 %	14	1 %
L32	TECHNICAL	839	803	96 %	702	84 %	18	2 %	781	93 %	53	6 %	9	1 %
T01	STATE POLICE ENLISTED	1,376	1,355	98 %	1,405	102 %	904	66 %	1,328	97 %	37	3 %	939	68 %
U11	INSTITUTIONAL	1,812	1,697	94 %	1,569	87 %	3	0 %	1,719	95 %	89	5 %	0	0 %
W22	HUMAN SERVICES	10,522	9,992	95 %	8,651	82 %	0	0 %	9,925	94 %	578	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,791	5,458	94 %	4,903	85 %	103	2 %	5,454	94 %	324	6 %	74	1 %
Y23	BUSINESS & ADMINISTRATION	4,832	4,539	94 %	3,915	81 %	64	1 %	4,531	94 %	293	6 %	43	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,661	5,398	95 %	5,343	94 %	166	3 %	5,462	96 %	186	3 %	163	3 %
Y52	NONCAREER	4	3	75 %	2	50 %	0	0 %	4	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,756	1,665	95 %	1,551	88 %	32	2 %	1,675	95 %	79	4 %	33	2 %
Y99	CONFIDENTIAL	1,504	1,385	92 %	1,290	86 %	14	1 %	1,424	95 %	78	5 %	6	0 %
<b>STATEWIDE TOTALS:</b>		<b>47,402</b>	<b>45,010</b>	<b>95 %</b>	<b>41,290</b>	<b>87 %</b>	<b>1,402</b>	<b>3 %</b>	<b>45,044</b>	<b>95 %</b>	<b>2,223</b>	<b>5 %</b>	<b>1,346</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: March 31, 2012

**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 AND RURAL DVLPMNT	79	397	25	13	0	0	207	8	0	0	0	50	303
ATTORNEY GENERAL	11	469	27	1	0	0	0	0	0	0	0	77	105
AUDITOR GENERAL	03	139	0	1	0	0	0	0	0	0	0	2	3
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	41	15	56
CIVIL SERVICE COMMISSION	19	417	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,035	23	71	201	0	103	38	0	738	410	412	1,996
CORRECTIONS	47	13,372	10	590	6,847	0	8	102	0	543	2,248	926	11,274
EDUCATION	31	492	2	7	0	4	0	2	0	18	167	85	285
ENVIRONMENTAL QUALITY	76	1,129	25	2	0	0	703	45	0	0	1	140	916
EXECUTIVE OFFICE	01	51	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,038	182	31	0	49	3	3	0	90	7,108	1,263	8,729
LICENSING AND REGULATORY AFF	64	3,890	281	42	0	794	121	5	0	21	483	718	2,465
MILITARY & VETERAN AFFAIRS	51	907	50	208	0	0	23	14	0	395	29	42	761
NATURAL RESOURCES	75	1,658	448	170	0	0	260	140	0	6	54	172	1,250
STATE	23	1,465	14	17	0	0	0	1	0	0	0	966	998
STATE POLICE	55	2,333	133	10	0	0	92	30	1,373	6	0	219	1,863
STRATEGIC FUND	07	706	0	1	0	75	18	3	0	0	21	96	214
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,533	0	262	0	0	32	58	0	0	1	306	659
TRANSPORTATION	59	2,651	59	657	0	0	495	449	0	0	3	226	1,889
TREASURY	27	1,547	11	11	0	0	2	2	0	0	0	534	560
<b>Grand Total:</b>		<b>48,323</b>	<b>1,290</b>	<b>2,094</b>	<b>7,048</b>	<b>922</b>	<b>2,067</b>	<b>900</b>	<b>1,373</b>	<b>1,817</b>	<b>10,566</b>	<b>6,249</b>	<b>34,326</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 2009-10, 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined 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. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF05

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: March 31, 2012

**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 AND RURAL DVLPMNT	79	397	19	9	19	2	0	45	94
ATTORNEY GENERAL	11	469	29	48	281	0	0	6	364
AUDITOR GENERAL	03	139	0	64	33	5	0	34	136
CIVIL RIGHTS	15	94	1	18	9	0	0	10	38
CIVIL SERVICE COMMISSION	19	417	4	350	53	0	1	9	417
COMMUNITY HEALTH	39	3,035	425	69	158	7	1	379	1,039
CORRECTIONS	47	13,372	174	119	156	1	0	1,648	2,098
EDUCATION	31	492	107	27	27	0	0	46	207
ENVIRONMENTAL QUALITY	76	1,129	43	18	27	12	0	113	213
EXECUTIVE OFFICE	01	51	0	49	2	0	0	0	51
HUMAN SERVICES	43	11,038	525	211	173	0	0	1,400	2,309
LICENSING AND REGULATORY AFF	64	3,890	717	103	237	36	0	332	1,425
MILITARY & VETERAN AFFAIRS	51	907	19	9	11	0	0	107	146
NATURAL RESOURCES	75	1,658	82	26	58	14	0	228	408
STATE	23	1,465	122	54	41	23	0	227	467
STATE POLICE	55	2,333	127	30	46	4	1	262	470
STRATEGIC FUND	07	706	303	39	56	31	2	61	492
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,533	1,286	146	173	44	1	224	1,874
TRANSPORTATION	59	2,651	203	97	84	13	4	361	762
TREASURY	27	1,547	654	45	112	14	2	160	987
<b>Grand Total:</b>		<b>48,323</b>	<b>4,840</b>	<b>1,531</b>	<b>1,756</b>	<b>206</b>	<b>12</b>	<b>5,652</b>	<b>13,997</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 2009-10, 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 reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined 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. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

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 or Employees rehired on or after 1/1/12, but before 1/1/14 with more than 10 years of Defined Contribution (DC) Service.
- 4B **State Employees Defined Contribution Prior Defined Benefit Non-vested 1/2012.**  
Employees rehired on or after 1/1/2012, and have less than 10 years of Defined Benefit (DB) service.
- 4M **State Employees Defined Contribution Monetized.**
- 4N **State Employees Defined Contribution 1/2012.**  
Employees hired on or after 1/1/2012 with no previous state employment service; employees rehired on or after 1/1/2012 with less than 10 years of Defined Contribution (DC) service; or, employees rehired on or after 1/1/14 with more than 10 years of Defined Contribution (DC) service.
- 4V **State Employees Defined Contribution Prior Defined Benefit Vested 1/12.**  
Employees rehired on or after 1/1/2012 and have more than 10 years of Defined Benefit (DB) service.
- 41 **State Employees Defined Contribution Previous Defined Benefit (01)**
- 44 **State Employees Defined Contribution Previous Defined Benefit (04)**
- 46 **State Employees Defined Contribution Previous Defined Benefit (26)**
- 49 **State Employees Defined Contribution Previous Defined Benefit (04) RE4L**
- 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.