

# **ANNUAL WORKFORCE REPORT**

**Third 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**  
**Third Quarter FY 2011-12**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45
Average Annual Salary <sup>1</sup> .....	\$53,954
Average Years of Service .....	12.5

**WORK FORCE CHARACTERISTICS**

Females .....	53%
Males .....	47%
Eligible for Longevity .....	67.4%
Less than Six Years of Service .....	31.6%
Six to Ten Years of Service .....	15.1%
Over Ten Years of Service .....	53%
Exclusively Represented for Collective Bargaining .....	72%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.0%
Asian .....	1.4%
Black .....	18.2%
Hispanic .....	2.8%
White .....	75.3%
Not Disclosed .....	1.2%

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

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SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

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

Table 1-1

Pay End Date: June 23, 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	370.0	0.0	9.0	6.0	0.0	23.0	408.0	0.0	408.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>370.0</b>	<b>0.0</b>	<b>9.0</b>	<b>6.0</b>	<b>0.0</b>	<b>23.0</b>	<b>408.0</b>	<b>0.0</b>	<b>408.0</b>
ATY GNRL CENTRAL OFFICE	1101	442.0	1.0	0.0	15.0	0.0	0.0	458.0	0.0	458.0
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>1.0</b>	<b>0.0</b>	<b>16.0</b>	<b>0.0</b>	<b>0.0</b>	<b>468.0</b>	<b>0.0</b>	<b>468.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	101.0	0.0	7.0	32.0	0.0	5.0	145.0	0.0	145.0
<b>AUDITOR GENERAL</b>		<b>101.0</b>	<b>0.0</b>	<b>7.0</b>	<b>32.0</b>	<b>0.0</b>	<b>5.0</b>	<b>145.0</b>	<b>0.0</b>	<b>145.0</b>
CIV RGHT CENTRAL OFFICE	1501	88.0	0.0	0.0	8.0	0.0	0.0	96.0	0.0	96.0
<b>CIVIL RIGHTS</b>		<b>88.0</b>	<b>0.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>0.0</b>	<b>96.0</b>	<b>0.0</b>	<b>96.0</b>
CIVIL SERVICE COMMISSION	1901	386.0	3.0	2.0	13.0	0.0	18.0	422.0	1.5	420.5
<b>CIVIL SERVICE COMMISSION</b>		<b>386.0</b>	<b>3.0</b>	<b>2.0</b>	<b>13.0</b>	<b>0.0</b>	<b>18.0</b>	<b>422.0</b>	<b>1.5</b>	<b>420.5</b>
DCH-CARO CENTER	3902	299.0	0.0	0.0	40.0	0.0	0.0	339.0	0.0	339.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,122.0	1.0	5.0	19.0	0.0	33.0	1,180.0	1.0	1,179.0
DCH-CTR FORENSIC PSYCHIATRY	3920	480.0	2.0	0.0	8.0	0.0	4.0	494.0	0.0	494.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	150.0	2.0	0.0	23.0	0.0	5.0	180.0	0.0	180.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	394.0	5.0	0.0	65.0	0.0	0.0	464.0	0.0	464.0
DCH-OFFICE OF SERVICES TO TH	3970	29.0	0.0	0.0	1.0	0.0	0.0	30.0	0.0	30.0
DCH-WALTER P. REUTHER PSY HOSP	3945	348.0	0.0	0.0	2.0	0.0	0.0	350.0	0.0	350.0
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>2,841.0</b>	<b>10.0</b>	<b>5.0</b>	<b>159.0</b>	<b>0.0</b>	<b>42.0</b>	<b>3,057.0</b>	<b>1.0</b>	<b>3,056.0</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	511.0	0.0	0.0	4.0	0.0	0.0	515.0	0.0	515.0
DOC-ALGER MAX SECURITY CORRECT	4735	287.0	0.0	0.0	2.0	0.0	1.0	290.0	0.0	290.0
DOC-BARAGA FACILITY	4740	339.0	1.0	0.0	1.0	0.0	0.0	341.0	0.0	341.0
DOC-BELLAMY CREEK FACILITY	4748	425.0	0.0	0.0	3.0	0.0	0.0	428.0	0.0	428.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	518.0	2.0	0.0	1.0	0.0	1.0	522.0	0.0	522.0
DOC-CARSON CITY FAC/CARSON CIT	4731	478.0	0.0	0.0	2.0	0.0	0.0	480.0	0.0	480.0
DOC-CENTRAL MICHIGAN FACILITY	4744	445.0	1.0	0.0	2.0	0.0	0.0	448.0	0.0	448.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	479.0	1.0	0.0	3.0	0.0	1.0	484.0	0.0	484.0
DOC-COOPER STREET FACILITY	4752	386.0	0.0	0.0	3.0	0.0	0.0	389.0	0.0	389.0

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

Table 1-1

Pay End Date: June 23, 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	461.0	0.0	0.0	19.0	0.0	39.0	519.0	0.0	519.0
DOC-COTTON FACILITY	4720	443.0	0.0	0.0	2.0	0.0	0.0	445.0	1.5	443.5
DOC-EGELER FACILITY	4727	572.0	0.0	0.0	1.0	0.0	0.0	573.0	0.0	573.0
DOC-FIELD OPERATION REGION III	4763	922.0	10.0	2.0	1.0	0.0	0.0	935.0	0.0	935.0
DOC-FIELD OPERATIONS REGION I	4761	805.0	0.0	1.0	2.0	0.0	0.0	808.0	0.0	808.0
DOC-HANDLON MI TRAINING UNT	4705	311.0	1.0	0.0	0.0	0.0	0.0	312.0	0.0	312.0
DOC-HURON VALLEY CORR COMPLEX	4715	580.0	3.0	0.0	2.0	0.0	0.0	585.0	0.0	585.0
DOC-IONIA MAXIMUM FACILITY	4724	299.0	0.0	0.0	1.0	0.0	0.0	300.0	0.0	300.0
DOC-JACKSON CENTRAL REGION	4750	137.0	0.0	0.0	0.0	0.0	0.0	137.0	0.0	137.0
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	285.0	0.0	0.0	0.0	0.0	0.0	285.0	0.0	285.0
DOC-MACOMB FACILITY	4741	347.0	1.0	0.0	1.0	0.0	0.0	349.0	0.0	349.0
DOC-MARQUETTE BRANCH PRISON	4706	351.0	0.0	0.0	5.0	0.0	2.0	358.0	0.0	358.0
DOC-MAXEY CORRECTIONAL	4749	283.0	0.0	0.0	2.0	0.0	0.0	285.0	0.0	285.0
DOC-MICHIGAN REFORMATORY	4707	301.0	0.0	0.0	2.0	0.0	2.0	305.0	0.0	305.0
DOC-MICHIGAN STATE INDUSTRIES	4709	118.0	0.0	0.0	0.0	0.0	2.0	120.0	0.0	120.0
DOC-NEWBERRY FACILITY	4743	254.0	0.0	0.0	6.0	0.0	0.0	260.0	0.0	260.0
DOC-OAKS FACILITY	4739	310.0	1.0	0.0	4.0	0.0	2.0	317.0	0.0	317.0
DOC-OJIBWAY FACILITY	4746	226.0	2.0	0.0	2.0	0.0	3.0	233.0	0.0	233.0
DOC-PARNALL FACILITY	4751	293.0	0.0	1.0	0.0	0.0	0.0	294.0	0.0	294.0
DOC-PUGSLEY FACILITY	4745	233.0	1.0	0.0	3.0	0.0	0.0	237.0	0.0	237.0
DOC-RYAN FACILITY	4738	337.0	0.0	0.0	1.0	0.0	0.0	338.0	0.0	338.0
DOC-SAGINAW FACILITY	4742	329.0	2.0	0.0	2.0	0.0	4.0	337.0	0.0	337.0
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	321.0	0.0	0.0	3.0	0.0	0.0	324.0	0.0	324.0
NTHRN REGION ADMIN AND SUPPORT	4714	40.0	0.0	0.0	3.0	0.0	0.0	43.0	0.0	43.0
SOUTHERN REGION - IONIA	4711	50.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	50.0
<b>CORRECTIONS</b>		<b>13,178.0</b>	<b>26.0</b>	<b>4.0</b>	<b>87.0</b>	<b>0.0</b>	<b>57.0</b>	<b>13,352.0</b>	<b>1.5</b>	<b>13,350.5</b>
EDUCATION	3103	397.0	5.0	3.0	26.0	54.0	6.0	491.0	2.0	489.0
<b>EDUCATION</b>		<b>397.0</b>	<b>5.0</b>	<b>3.0</b>	<b>26.0</b>	<b>54.0</b>	<b>6.0</b>	<b>491.0</b>	<b>2.0</b>	<b>489.0</b>

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Source: Michigan Civil Service Commission HWF04

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

Table 1-1

Pay End Date: June 23, 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	1,066.0	5.0	16.0	25.0	0.0	13.0	1,125.0	2.5	1,122.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,066.0</b>	<b>5.0</b>	<b>16.0</b>	<b>25.0</b>	<b>0.0</b>	<b>13.0</b>	<b>1,125.0</b>	<b>2.5</b>	<b>1,122.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	54.0	0.0	0.0	54.0	0.0	54.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>54.0</b>	<b>0.0</b>	<b>0.0</b>	<b>54.0</b>	<b>0.0</b>	<b>54.0</b>
DHS-BERRIEN COUNTY	4322	161.0	0.0	0.0	0.0	4.0	0.0	165.0	0.0	165.0
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	2,686.0	2.0	2.0	158.0	27.0	0.0	2,875.0	3.0	2,872.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,047.0	4.0	17.0	140.0	4.0	12.0	2,224.0	0.5	2,223.5
DHS-GENESEE COUNTY	4302	530.0	0.0	0.0	20.0	0.0	0.0	550.0	0.0	550.0
DHS-INGHAM COUNTY	4312	259.0	0.0	0.0	6.0	0.0	0.0	265.0	0.0	265.0
DHS - INSTITUTIONS	4307	67.0	0.0	7.0	11.0	0.0	1.0	86.0	0.0	86.0
DHS-JACKSON COUNTY	4315	129.0	0.0	0.0	15.0	0.0	0.0	144.0	0.0	144.0
DHS-KALAMAZOO COUNTY	4314	248.0	0.0	0.0	10.0	0.0	1.0	259.0	0.0	259.0
DHS-KENT COUNTY	4303	424.0	0.0	0.0	61.0	9.0	0.0	494.0	2.5	491.5
DHS-MACOMB COUNTY	4304	526.0	0.0	0.0	5.0	0.0	0.0	531.0	3.5	527.5
DHS-MAXEY TRAINING SCHOOL	4311	75.0	0.0	0.0	3.0	0.0	0.0	78.0	0.0	78.0
DHS-MUSKEGON COUNTY	4324	240.0	0.0	0.0	13.0	0.0	0.0	253.0	0.0	253.0
DHS-OAKLAND COUNTY	4305	543.0	0.0	1.0	10.0	0.0	0.0	554.0	0.0	554.0
DHS-SAGINAW COUNTY	4313	229.0	0.0	0.0	8.0	0.0	0.0	237.0	0.0	237.0
DHS-WASHTENAW	4325	142.0	0.0	0.0	24.0	0.0	0.0	166.0	0.0	166.0
DHS-WAYNE COUNTY DSS	4306	74.0	0.0	0.0	0.0	0.0	0.0	74.0	0.0	74.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	629.0	0.0	0.0	2.0	0.0	0.0	631.0	0.0	631.0
DHS-WAYNE COUNTY ZONE 3	4318	417.0	0.0	0.0	77.0	0.0	0.0	494.0	0.0	494.0
DHS-WAYNE COUNTY ZONE 4	4319	464.0	0.0	0.0	51.0	0.0	0.0	515.0	0.0	515.0
DHS-WAYNE COUNTY ZONE L	4316	346.0	0.0	0.0	29.0	0.0	0.0	375.0	0.0	375.0
<b>HUMAN SERVICES</b>		<b>10,395.0</b>	<b>6.0</b>	<b>27.0</b>	<b>646.0</b>	<b>44.0</b>	<b>14.0</b>	<b>11,132.0</b>	<b>9.5</b>	<b>11,122.5</b>
LICENSING AND REGULATORY AFF	6401	3,499.0	11.0	5.0	250.0	47.0	117.0	3,929.0	1.5	3,927.5
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>3,499.0</b>	<b>11.0</b>	<b>5.0</b>	<b>250.0</b>	<b>47.0</b>	<b>117.0</b>	<b>3,929.0</b>	<b>1.5</b>	<b>3,927.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	142.0	3.0	1.0	0.0	2.0	0.0	148.0	0.5	147.5

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GRAND RAPIDS HOME FOR VETERANS	5102	343.0	0.0	12.0	16.0	8.0	24.0	403.0	0.0	403.0
MIL AFFR CENTRAL OFFICE	5101	244.0	1.0	6.0	27.0	34.0	40.0	352.0	0.0	352.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>729.0</b>	<b>4.0</b>	<b>19.0</b>	<b>43.0</b>	<b>44.0</b>	<b>64.0</b>	<b>903.0</b>	<b>0.5</b>	<b>902.5</b>
DNR-NATURAL RESOURCES	7501	1,239.0	1.0	56.0	20.0	292.0	1,571.0	3,179.0	0.0	3,179.0
<b>NATURAL RESOURCES</b>		<b>1,239.0</b>	<b>1.0</b>	<b>56.0</b>	<b>20.0</b>	<b>292.0</b>	<b>1,571.0</b>	<b>3,179.0</b>	<b>0.0</b>	<b>3,179.0</b>
DEPARTMENT OF STATE	2301	1,034.0	0.0	92.0	159.0	0.0	205.0	1,490.0	0.0	1,490.0
<b>STATE</b>		<b>1,034.0</b>	<b>0.0</b>	<b>92.0</b>	<b>159.0</b>	<b>0.0</b>	<b>205.0</b>	<b>1,490.0</b>	<b>0.0</b>	<b>1,490.0</b>
STATE POLICE	5501	2,370.0	20.0	4.0	18.0	0.0	4.0	2,416.0	1.0	2,415.0
<b>STATE POLICE</b>		<b>2,370.0</b>	<b>20.0</b>	<b>4.0</b>	<b>18.0</b>	<b>0.0</b>	<b>4.0</b>	<b>2,416.0</b>	<b>1.0</b>	<b>2,415.0</b>
MSHDA	6305	275.0	4.0	5.0	17.0	0.0	33.0	334.0	1.0	333.0
STRATEGIC FUND	0740	335.0	2.0	1.0	27.0	0.0	8.0	373.0	0.0	373.0
<b>STRATEGIC FUND</b>		<b>610.0</b>	<b>6.0</b>	<b>6.0</b>	<b>44.0</b>	<b>0.0</b>	<b>41.0</b>	<b>707.0</b>	<b>1.0</b>	<b>706.0</b>
TECH, MGMT AND BUDGET - IT	0801	1,521.0	3.0	0.0	20.0	0.0	51.0	1,595.0	0.0	1,595.0
TECH, MGMT AND BUDGET - MB	0701	874.0	11.0	3.0	48.0	0.0	32.0	968.0	3.0	965.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,395.0</b>	<b>14.0</b>	<b>3.0</b>	<b>68.0</b>	<b>0.0</b>	<b>83.0</b>	<b>2,563.0</b>	<b>3.0</b>	<b>2,560.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	24.0	55.0	0.0	55.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	25.0	10.0	0.0	14.0	87.0	0.0	87.0
TRANSPORTATION CENTRAL OFFICE	5901	2,305.0	8.0	20.0	49.0	18.0	303.0	2,703.0	4.0	2,699.0
<b>TRANSPORTATION</b>		<b>2,374.0</b>	<b>8.0</b>	<b>45.0</b>	<b>59.0</b>	<b>18.0</b>	<b>341.0</b>	<b>2,845.0</b>	<b>4.0</b>	<b>2,841.0</b>
BUREAU OF STATE LOTTERY	2795	171.0	0.0	0.0	2.0	0.0	22.0	195.0	0.0	195.0
GAMING CONTROL	2707	96.0	0.0	4.0	7.0	0.0	8.0	115.0	0.0	115.0
TREASURY CENTRAL PAYROLL	2701	1,182.0	2.0	6.0	34.0	0.0	17.0	1,241.0	0.0	1,241.0
<b>TREASURY</b>		<b>1,449.0</b>	<b>2.0</b>	<b>10.0</b>	<b>43.0</b>	<b>0.0</b>	<b>47.0</b>	<b>1,551.0</b>	<b>0.0</b>	<b>1,551.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,972.0</b>	<b>122.0</b>	<b>313.0</b>	<b>1,776.0</b>	<b>499.0</b>	<b>2,651.0</b>	<b>50,333.0</b>	<b>29.0</b>	<b>50,304.0</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 6/23/2012 (B)	FTE Positions 3/31/2012 (C)	Difference 6/23/2012 and 3/31/2012 (B-C)	Difference 6/23/2012 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>					
Regular	441.0	392.1	382.7	9.4	-48.9
Overtime	0.0	0.0	0.1	-0.0	0.0
Total	441.0	392.1	382.7	9.4	-48.9
<b>ATTORNEY GENERAL</b>					
Regular	514.0	464.7	467.6	-2.9	-49.3
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	514.0	464.8	467.7	-3.0	-49.2
<b>AUDITOR GENERAL</b>					
Regular	0.0	141.4	131.1	10.3	141.4
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	141.4	131.1	10.3	141.4
<b>CIVIL RIGHTS</b>					
Regular	121.0	94.5	93.4	1.1	-26.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	121.0	94.5	93.4	1.1	-26.5
<b>CIVIL SERVICE COMMISSION</b>					
Regular	506.5	409.1	406.8	2.3	-97.4
Overtime	0.0	0.3	1.0	-0.7	0.3
Total	506.5	409.4	407.8	1.6	-97.1
<b>COMMUNITY HEALTH</b>					
Regular	3,634.2	3,021.9	3,001.1	20.7	-612.3
Overtime	0.0	137.5	118.1	19.4	137.5
Total	3,634.2	3,159.4	3,119.3	40.1	-474.8

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 6/23/2012 (B)	FTE Positions 3/31/2012 (C)	Difference 6/23/2012 and 3/31/2012 (B-C)	Difference 6/23/2012 and Appropriated (B-A)
<b>CORRECTIONS</b>					
Regular	15,552.8	13,478.3	13,479.1	-0.8	-2,074.5
Overtime	0.0	706.7	493.4	213.2	706.7
Total	15,552.8	14,185.0	13,972.6	212.4	-1,367.8
<b>EDUCATION</b>					
Regular	590.0	463.7	484.8	-21.1	-126.3
Overtime	0.0	0.8	1.3	-0.5	0.8
Total	590.0	464.5	486.1	-21.6	-125.5
<b>ENVIRONMENTAL QUALITY</b>					
Regular	1,334.5	1,099.8	1,101.9	-2.1	-234.7
Overtime	0.0	4.3	3.8	0.5	4.3
Total	1,334.5	1,104.1	1,105.7	-1.6	-230.4
<b>EXECUTIVE OFFICE</b>					
Regular	74.2	52.7	47.3	5.4	-21.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	52.7	47.3	5.4	-21.5
<b>HUMAN SERVICES</b>					
Regular	11,540.5	11,035.0	10,984.1	50.9	-505.5
Overtime	0.0	115.0	101.8	13.2	115.0
Total	11,540.5	11,150.0	11,085.9	64.1	-390.5
<b>LICENSING AND REGULATORY AFF</b>					
Regular	4,320.8	3,862.9	3,844.0	18.9	-457.9
Overtime	0.0	14.3	71.0	-56.7	14.3
Total	4,320.8	3,877.2	3,915.0	-37.8	-443.6

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 6/23/2012 (B)	FTE Positions 3/31/2012 (C)	Difference 6/23/2012 and 3/31/2012 (B-C)	Difference 6/23/2012 and Appropriated (B-A)
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	819.0	877.8	866.4	11.3	58.8
Overtime	0.0	21.4	13.2	8.3	21.4
Total	819.0	899.2	879.6	19.6	80.2
<b>NATURAL RESOURCES</b>					
Regular	2,173.4	2,931.3	1,544.9	1,386.4	757.9
Overtime	0.0	47.4	17.0	30.4	47.4
Total	2,173.4	2,978.7	1,561.9	1,416.8	805.3
<b>STATE</b>					
Regular	1,809.0	1,420.7	1,378.0	42.7	-388.3
Overtime	0.0	3.4	2.8	0.6	3.4
Total	1,809.0	1,424.1	1,380.8	43.3	-384.9
<b>STATE POLICE</b>					
Regular	2,751.0	2,383.4	2,308.4	75.0	-367.6
Overtime	0.0	202.1	81.7	120.4	202.1
Total	2,751.0	2,585.5	2,390.1	195.4	-165.5
<b>STRATEGIC FUND</b>					
Regular	820.0	689.9	681.5	8.4	-130.1
Overtime	0.0	0.9	0.8	0.1	0.9
Total	820.0	690.8	682.3	8.5	-129.2
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,526.0	2,528.7	2,499.9	28.8	2.7
Overtime	0.0	19.6	23.8	-4.2	19.6
Total	2,526.0	2,548.3	2,523.7	24.6	22.3

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 6/23/2012 (B)	FTE Positions 3/31/2012 (C)	Difference 6/23/2012 and 3/31/2012 (B-C)	Difference 6/23/2012 and Appropriated (B-A)
<b>TRANSPORTATION</b>					
Regular	3,043.3	2,809.3	2,560.4	248.9	-234.0
Overtime	0.0	131.8	44.4	87.3	131.8
Total	3,043.3	2,941.0	2,604.8	336.2	-102.3
<b>TREASURY</b>					
Regular	1,745.5	1,529.1	1,519.4	9.6	-216.4
Overtime	0.0	20.7	4.7	16.0	20.7
Total	1,745.5	1,549.8	1,524.2	25.6	-195.7
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>54,316.7</b>	<b>49,686.2</b>	<b>47,782.8</b>	<b>1,903.3</b>	<b>-4,630.5</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>1,426.2</b>	<b>979.0</b>	<b>447.2</b>	<b>1,426.2</b>
<b>Grand Total</b>	<b>54,316.7</b>	<b>51,112.3</b>	<b>48,761.8</b>	<b>2,350.5</b>	<b>-3,204.4</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	March 31, 2012		June 23, 2012	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	397.0	0.8 %	408.0	0.8 %
ATTORNEY GENERAL	469.0	1.0 %	468.0	0.9 %
AUDITOR GENERAL	139.0	0.3 %	145.0	0.3 %
CIVIL RIGHTS	94.0	0.2 %	96.0	0.2 %
CIVIL SERVICE COMMISSION	415.5	0.9 %	420.5	0.8 %
COMMUNITY HEALTH	3,034.0	6.3 %	3,056.0	6.1 %
CORRECTIONS	13,370.5	27.7 %	13,350.5	26.5 %
EDUCATION	490.0	1.0 %	489.0	1.0 %
ENVIRONMENTAL QUALITY	1,126.5	2.3 %	1,122.5	2.2 %
EXECUTIVE OFFICE	51.0	0.1 %	54.0	0.1 %
HUMAN SERVICES	11,028.5	22.8 %	11,122.5	22.1 %
LICENSING & REGULATORY AFFAIRS	3,888.5	8.1 %	3,927.5	7.8 %
MILITARY & VETERAN AFFAIRS	906.5	1.9 %	902.5	1.8 %
NATURAL RESOURCES	1,658.0	3.4 %	3,179.0	6.3 %
STATE	1,465.0	3.0 %	1,490.0	3.0 %
STATE POLICE	2,332.0	4.8 %	2,415.0	4.8 %
STRATEGIC FUND	705.0	1.5 %	706.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,529.5	5.2 %	2,560.0	5.1 %
TRANSPORTATION	2,646.5	5.5 %	2,841.0	5.6 %
TREASURY	1,547.0	3.2 %	1,551.0	3.1 %
<b>TOTAL:</b>	<b>48,293.0</b>	<b>100.0 %</b>	<b>50,304.0</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 increased by 2,011 from March 31, 2012 to June 23, 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: June 23, 2012

Department	Current Period Number of Employees
AGRICULTURE AND RURAL DVLPMNT	393.0
ATTORNEY GENERAL	468.0
AUDITOR GENERAL	140.0
CIVIL RIGHTS	96.0
CIVIL SERVICE COMMISSION	405.5
COMMUNITY HEALTH	3,014.0
CORRECTIONS	13,309.5
EDUCATION	486.0
ENVIRONMENTAL QUALITY	1,109.5
EXECUTIVE OFFICE	54.0
HUMAN SERVICES	11,109.5
LICENSING & REGULATORY AFFAIRS	3,810.5
MILITARY & VETERAN AFFAIRS	868.5
NATURAL RESOURCES	1,660.0
STATE	1,285.0
STATE POLICE	2,411.0
STRATEGIC FUND	665.0
TECHNOLOGY, MANAGEMENT & BUDGET	2,496.0
TRANSPORTATION	2,712.0
TREASURY	1,507.0
<b>Sum:</b>	<b>48,000.0</b>

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE & RURAL DVLPMNT	20	385.6
ATTORNEY GENERAL	20	458.8
AUDITOR GENERAL	20	131.1
CIVIL RIGHTS	20	94.7
CIVIL SERVICE COMMISSION	20	405.8
COMMUNITY HEALTH	20	2,992.0
CORRECTIONS	20	13,528.1
EDUCATION	20	470.4
ENVIRONMENTAL QUALITY	20	1,107.4
EXECUTIVE OFFICE	20	51.1
HUMAN SERVICES	20	11,037.3
LICENSING & REGULATORY AFFAIRS	20	3,785.5
MILITARY & VETERAN AFFAIRS	20	881.4
NATURAL RESOURCES	20	1,517.5
STATE	20	1,274.1
STATE POLICE	20	2,336.1
STRATEGIC FUND	20	627.8
TECHNOLOGY, MANAGEMENT & BUDGET	20	2,439.5
TRANSPORTATION	20	2,620.3
TREASURY	20	1,501.2
<b>Sum:</b>		<b>47,645.1</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. Currently, these positions represent 99% of all non-career appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

In FY 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: June 23, 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 DVLPMT	408	0.8 %	47.6	\$29.48	315	77.2 %
ATTORNEY GENERAL	468	0.9 %	46.7	\$37.53	298	63.7 %
AUDITOR GENERAL	145	0.3 %	38.9	\$33.58	93	64.1 %
CIVIL RIGHTS	96	0.2 %	48.7	\$29.04	76	79.2 %
CIVIL SERVICE COMMISSION	422	0.8 %	46.3	\$28.33	325	77.0 %
COMMUNITY HEALTH	3,062	6.1 %	47.3	\$27.49	1,974	64.5 %
CORRECTIONS	13,422	26.6 %	45.9	\$25.55	11,104	82.7 %
EDUCATION	491	1.0 %	48.5	\$31.22	267	54.4 %
ENVIRONMENTAL QUALITY	1,125	2.2 %	48.1	\$31.21	981	87.2 %
EXECUTIVE OFFICE	54	0.1 %	38.3	\$32.40	14	25.9 %
HUMAN SERVICES	11,139	22.1 %	43.3	\$24.16	5,817	52.2 %
LICENSING & REGULATORY AFFAIRS	3,930	7.8 %	47.0	\$27.54	2,541	64.7 %
MILITARY & VETERAN AFFAIRS	907	1.8 %	47.0	\$22.98	592	65.3 %
NATURAL RESOURCES	3,182	6.3 %	39.5	\$17.50	1,221	38.4 %
STATE	1,492	3.0 %	45.6	\$21.75	977	65.5 %
STATE POLICE	2,427	4.8 %	43.2	\$29.88	2,057	84.8 %
STRATEGIC FUND	707	1.4 %	46.0	\$29.36	453	64.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,563	5.1 %	46.7	\$30.06	1,765	68.9 %
TRANSPORTATION	2,853	5.7 %	43.9	\$26.67	2,089	73.2 %
TREASURY	1,551	3.1 %	45.3	\$27.22	1,022	65.9 %
<b>STATEWIDE TOTALS:</b>	<b>50,444</b>	<b>100.0 %</b>	<b>45.0</b>	<b>\$25.84</b>	<b>33,981</b>	<b>67.4 %</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.

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Source: Michigan Civil Service Commission HWF24

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

PAY END DATE: June 23, 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	385	176	46 %	182	47 %	7	2 %	0	0 %	359	93 %	8	2 %	2	1 %	
ATTORNEY GENERAL	468	194	41 %	212	45 %	3	1 %	0	0 %	425	91 %	7	1 %	1	0 %	
AUDITOR GENERAL	140	35	25 %	85	61 %	5	4 %	0	0 %	128	91 %	0	0 %	0	0 %	
CIVIL RIGHTS	96	45	47 %	44	46 %	2	2 %	0	0 %	88	92 %	4	4 %	0	0 %	
CIVIL SERVICE COMMISSION	404	122	30 %	242	60 %	3	1 %	0	0 %	365	90 %	9	2 %	1	0 %	
COMMUNITY HEALTH	3,020	1,473	49 %	1,313	43 %	35	1 %	0	0 %	2,751	91 %	94	3 %	12	0 %	
CORRECTIONS	13,365	7,417	55 %	5,107	38 %	57	0 %	0	0 %	12,426	93 %	257	2 %	23	0 %	
EDUCATION	485	209	43 %	209	43 %	9	2 %	0	0 %	433	89 %	9	2 %	4	1 %	
ENVIRONMENTAL QUALITY	1,112	410	37 %	607	55 %	9	1 %	0	0 %	1,019	92 %	20	2 %	3	0 %	
EXECUTIVE OFFICE	54	33	61 %	15	28 %	0	0 %	0	0 %	50	93 %	0	0 %	0	0 %	
HUMAN SERVICES	11,125	5,000	45 %	5,259	47 %	96	1 %	0	0 %	10,072	91 %	408	4 %	44	0 %	
LICENSING & REGULATORY AFFAIRS	3,813	1,601	42 %	1,916	50 %	38	1 %	0	0 %	3,461	91 %	127	3 %	15	0 %	
MILITARY & VETERAN AFFAIRS	843	350	42 %	411	49 %	13	2 %	0	0 %	784	93 %	4	0 %	4	0 %	
NATURAL RESOURCES	1,611	983	61 %	460	29 %	37	2 %	0	0 %	1,472	91 %	11	1 %	7	0 %	
STATE	1,287	534	41 %	647	50 %	15	1 %	0	0 %	1,186	92 %	28	2 %	1	0 %	
STATE POLICE	2,423	635	26 %	437	18 %	13	1 %	1,238	51 %	2,317	96 %	16	1 %	5	0 %	
STRATEGIC FUND	666	219	33 %	385	58 %	16	2 %	0	0 %	603	91 %	22	3 %	1	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,480	757	31 %	1,497	60 %	30	1 %	0	0 %	2,203	89 %	72	3 %	8	0 %	
TRANSPORTATION	2,512	1,237	49 %	1,104	44 %	37	1 %	0	0 %	2,361	94 %	26	1 %	8	0 %	
TREASURY	1,504	485	32 %	872	58 %	37	2 %	0	0 %	1,371	91 %	44	3 %	5	0 %	
<b>STATEWIDE TOTALS:</b>	<b>47,793</b>	<b>21,915</b>	<b>46 %</b>	<b>21,004</b>	<b>44 %</b>	<b>462</b>	<b>1 %</b>	<b>1,238</b>	<b>3 %</b>	<b>43,874</b>	<b>92 %</b>	<b>1,166</b>	<b>2 %</b>	<b>144</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: June 23, 2012

Department	Total Employees	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	385	370	96 %	321	83 %	0	0 %	371	96 %	13	3 %	0	0 %
ATTORNEY GENERAL	468	434	93 %	323	69 %	0	0 %	437	93 %	30	6 %	0	0 %
AUDITOR GENERAL	140	129	92 %	99	71 %	0	0 %	127	91 %	13	9 %	0	0 %
CIVIL RIGHTS	96	92	96 %	85	89 %	0	0 %	87	91 %	9	9 %	0	0 %
CIVIL SERVICE COMMISSION	404	377	93 %	364	90 %	3	1 %	391	97 %	13	3 %	2	0 %
COMMUNITY HEALTH	3,020	2,865	95 %	2,598	86 %	0	0 %	2,840	94 %	178	6 %	0	0 %
CORRECTIONS	13,365	12,713	95 %	12,465	93 %	0	0 %	12,894	96 %	415	3 %	0	0 %
EDUCATION	485	447	92 %	338	70 %	0	0 %	455	94 %	29	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,112	1,044	94 %	952	86 %	0	0 %	1,037	93 %	71	6 %	0	0 %
EXECUTIVE OFFICE	54	50	93 %	29	54 %	0	0 %	43	80 %	11	20 %	0	0 %
HUMAN SERVICES	11,125	10,563	95 %	9,207	83 %	0	0 %	10,507	94 %	603	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	3,813	3,615	95 %	3,096	81 %	1	0 %	3,596	94 %	212	6 %	1	0 %
MILITARY & VETERAN AFFAIRS	843	794	94 %	692	82 %	0	0 %	803	95 %	31	4 %	0	0 %
NATURAL RESOURCES	1,611	1,499	93 %	1,289	80 %	0	0 %	1,531	95 %	79	5 %	0	0 %
STATE	1,287	1,226	95 %	1,095	85 %	0	0 %	1,190	92 %	95	7 %	0	0 %
STATE POLICE	2,423	2,343	97 %	2,467	102 %	1,390	57 %	2,293	95 %	101	4 %	1,343	55 %
STRATEGIC FUND	666	627	94 %	512	77 %	0	0 %	619	93 %	46	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,480	2,301	93 %	1,928	78 %	41	2 %	2,357	95 %	113	5 %	35	1 %
TRANSPORTATION	2,512	2,401	96 %	2,223	88 %	0	0 %	2,378	95 %	129	5 %	0	0 %
TREASURY	1,504	1,431	95 %	1,222	81 %	0	0 %	1,404	93 %	99	7 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>47,793</b>	<b>45,321</b>	<b>95 %</b>	<b>41,305</b>	<b>86 %</b>	<b>1,435</b>	<b>3 %</b>	<b>45,360</b>	<b>95 %</b>	<b>2,290</b>	<b>5 %</b>	<b>1,381</b>	<b>3 %</b>

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Source: Michigan Civil Service Commission HWF47

**Age Distribution for Classified Employees by Department**  
**Pay End Date: June 23, 2012**

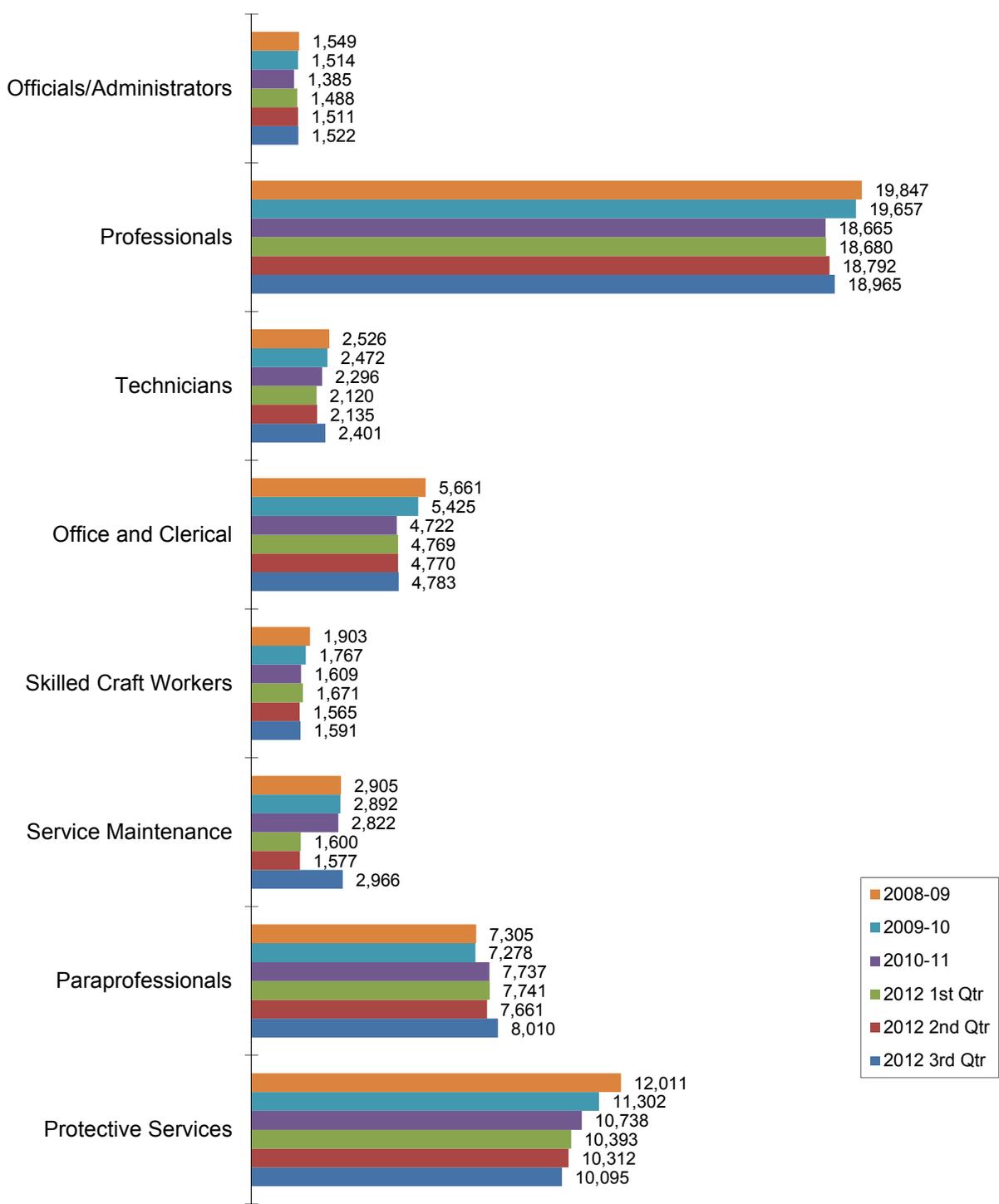
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	2	12	16	35	40	39	71	75	76	31	7	4	408
ATTORNEY GENERAL	0	6	32	47	53	61	70	71	78	37	12	1	468
AUDITOR GENERAL	0	20	22	12	18	25	23	14	9	2	0	0	145
CIVIL RIGHTS	0	0	4	8	9	18	11	15	14	12	4	1	96
CIVIL SERVICE COMMISSION	3	15	20	29	48	48	85	86	60	25	3	0	422
COMMUNITY HEALTH	0	84	216	257	275	354	424	531	553	284	69	10	3,057
CORRECTIONS	3	113	542	1,031	1,680	2,624	2,813	2,392	1,494	546	95	19	13,352
EDUCATION	0	6	20	45	57	52	56	95	81	64	14	1	491
ENVIRONMENTAL QUALITY	1	11	34	86	132	138	180	219	213	92	18	1	1,125
EXECUTIVE OFFICE	0	10	8	11	1	6	5	7	1	3	2	0	54
HUMAN SERVICES	3	274	1,265	1,578	1,603	1,541	1,294	1,399	1,393	653	106	23	11,132
LICENSING & REGULATORY AFFAIRS	24	105	236	394	392	467	489	662	657	370	102	31	3,929
MILITARY & VETERAN AFFAIRS	7	26	55	66	71	124	135	183	156	67	7	6	903
NATURAL RESOURCES	291	605	232	230	278	286	267	346	327	171	96	50	3,179
STATE	5	89	107	121	135	171	218	287	240	102	13	2	1,490
STATE POLICE	0	62	147	215	412	539	500	296	184	51	10	0	2,416
STRATEGIC FUND	1	37	42	68	86	80	97	111	102	54	22	7	707
TECHNOLOGY, MANAGEMENT & BUDGET	4	73	134	187	285	364	386	499	410	177	36	8	2,563
TRANSPORTATION	54	214	151	293	309	356	442	477	368	148	20	13	2,845
TREASURY	8	48	127	172	172	167	228	290	207	104	24	4	1,551
<b>Statewide Total:</b>	<b>406</b>	<b>1,810</b>	<b>3,410</b>	<b>4,885</b>	<b>6,056</b>	<b>7,460</b>	<b>7,794</b>	<b>8,055</b>	<b>6,623</b>	<b>2,993</b>	<b>660</b>	<b>181</b>	<b>50,333</b>
<b>Average Age:</b>	<b>19.0</b>	<b>22.7</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>62.0</b>	<b>66.8</b>	<b>73.9</b>	<b>45.0</b>

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Source: Michigan Civil Service Commission HWF23

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2008-09 through Third Quarter 2011-12



Grand Totals:

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
2011-12 3rd Qtr:	50,333

Source: Michigan Civil Service Commission HWF27

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

Pay End Date: June 23, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	20	25
ALGER	311	8	319
ALLEGAN	232	60	292
ALPENA	147	16	163
ANTRIM	27	3	30
ARENAC	28	4	32
BARAGA	389	24	413
BARRY	68	35	103
BAY	302	77	379
BENZIE	27	7	34
BERRIEN	353	64	417
BRANCH	404	12	416
CALHOUN	300	32	332
CASS	85	11	96
CHARLEVOIX	19	64	83
CHEBOYGAN	75	74	149
CHIPPEWA	1,018	108	1,126
CLARE	48	21	69
CLINTON	140	40	180
CRAWFORD	153	158	311
DELTA	179	47	226
DICKINSON	54	7	61
EATON	3,111	309	3,420
EMMET	70	44	114
GENESEE	845	104	949
GLADWIN	38	8	46
GOGEBIC	275	24	299
GRAND TRAVERSE	534	69	603
GRATIOT	836	22	858
HILLSDALE	60	5	65
HOUGHTON	69	37	106
HURON	33	45	78
INGHAM	9,137	1,006	10,143
IONIA	1,491	49	1,540
IOSCO	39	40	79
IRON	55	21	76
ISABELLA	163	14	177
JACKSON	2,223	72	2,295
KALAMAZOO	1,097	163	1,260
KALKASKA	47	4	51
KENT	1,759	232	1,991
KEWEENAW	2	24	26
LAKE	48	11	59
LAPEER	438	34	472
LEELANAU	3	7	10

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

Source: Michigan Civil Service Commission HWF55

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

Pay End Date: June 23, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	642	35	677
LIVINGSTON	570	86	656
LUCE	322	35	357
MACKINAC	115	98	213
MACOMB	1,382	81	1,463
MANISTEE	344	30	374
MARQUETTE	795	59	854
MASON	40	33	73
MECOSTA	89	4	93
MENOMINEE	26	24	50
MIDLAND	83	12	95
MISSAUKEE	61	9	70
MONROE	185	48	233
MONTCALM	619	15	634
MONTMORENCY	47	22	69
MUSKEGON	887	91	978
NEWAYGO	67	10	77
OAKLAND	1,182	225	1,407
OCEANA	77	54	131
OGEMAW	82	23	105
ONTONAGON	23	25	48
OSCEOLA	23	2	25
OSCODA	26	5	31
OTSEGO	254	44	298
OTTAWA	161	85	246
OUT OF STATE	40	4	44
PRESQUE ISLE	16	35	51
ROSCOMMON	108	39	147
SAGINAW	948	63	1,011
SANILAC	39	24	63
SCHOOLCRAFT	28	33	61
SHIAWASSEE	77	8	85
ST CLAIR	260	77	337
ST JOSEPH	80	7	87
TUSCOLA	439	56	495
VAN BUREN	212	47	259
WASHTENAW	1,438	126	1,564
WAYNE	5,392	490	5,882
WEXFORD	166	40	206
WORK AT HOME - MI	890	32	922
<b>Grand Total:</b>	<b>44,972</b>	<b>5,472</b>	<b>50,444</b>

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

Source: Michigan Civil Service Commission HWF55

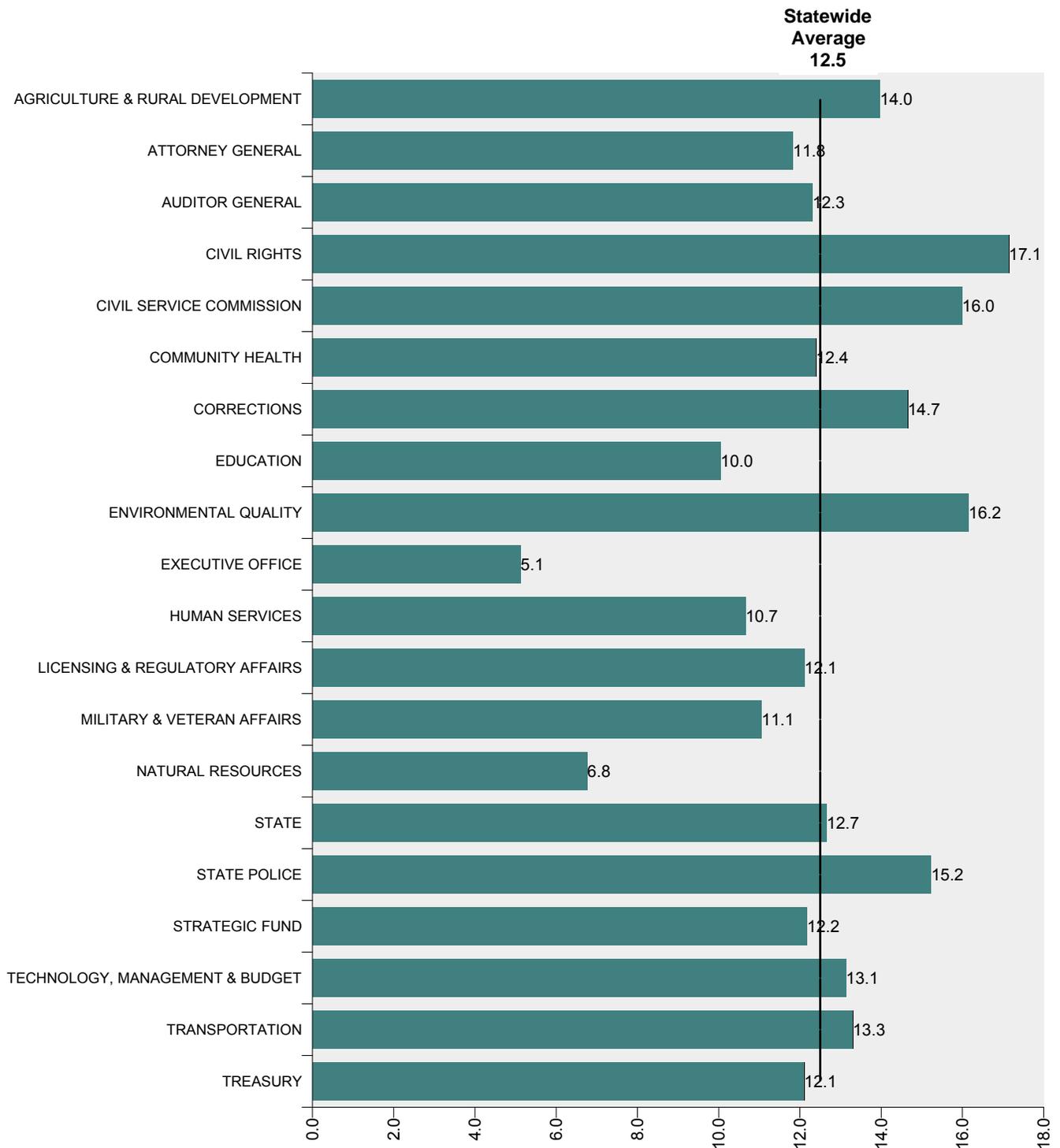
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: June 23, 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: June 23, 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	43	41	3	1	0	1	1	0	0	0	1	0	48	43	0	0
06 - 10 YEARS	27	31	1	3	0	0	0	0	0	0	0	0	28	34	0	0
11 - 15 YEARS	42	36	1	4	1	0	0	2	0	1	0	0	44	43	0	1
16 - 20 YEARS	29	20	1	1	0	1	1	0	0	1	0	0	31	23	0	0
21 - 25 YEARS	36	29	0	2	0	0	0	1	1	1	0	0	37	33	2	1
26 - 30 YEARS	8	7	0	2	0	0	0	0	0	0	0	0	8	9	0	2
31 - 35 YEARS	6	5	1	4	0	0	1	0	1	0	0	0	9	9	0	2
36 - 40 YEARS	4	4	0	0	0	0	0	0	0	0	0	0	4	4	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>196</b>	<b>173</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>210</b>	<b>198</b>	<b>2</b>	<b>7</b>
MORE THAN 10 YEARS:	126	101	3	13	1	1	2	3	2	3	0	0	134	121	2	7
AVERAGE YEARS	14.1	13.3	10.3	18.6	12.0	10.0	19.0	15.7	26.5	17.0	1.0	0.0	14.1	13.8	23.0	26.9

**DEPARTMENT AVERAGE YEARS 14.0**

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

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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: June 23, 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	68	77	4	7	0	0	0	2	0	0	3	1	75	87	1	0
06 - 10 YEARS	35	48	7	5	0	0	0	1	0	0	2	2	44	56	0	0
11 - 15 YEARS	21	35	0	5	0	0	0	1	0	2	0	0	21	43	0	0
16 - 20 YEARS	18	14	2	2	0	0	1	1	0	0	0	0	21	17	0	0
21 - 25 YEARS	12	21	0	2	0	0	0	2	1	0	0	0	13	25	0	1
26 - 30 YEARS	17	9	2	4	0	0	0	1	0	0	0	0	19	14	1	1
31 - 35 YEARS	11	8	2	1	0	0	2	1	0	0	0	0	15	10	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>187</b>	<b>214</b>	<b>17</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>213</b>	<b>255</b>	<b>2</b>	<b>2</b>
MORE THAN 10 YEARS:	84	89	6	15	0	0	3	6	1	2	0	0	94	112	1	2
AVERAGE YEARS	12.5	10.6	13.5	13.9	0.0	0.0	28.0	16.0	24.0	13.0	4.0	5.7	12.7	11.1	15.5	24.5

**DEPARTMENT AVERAGE YEARS 11.8**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: June 23, 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	29	21	0	0	0	0	0	0	0	0	0	0	29	21	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	10	0	2	0	0	0	0	0	0	0	0	7	12	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	3	1	0	0	0	0	0	0	0	0	0	4	3	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>65</b>	<b>73</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>69</b>	<b>76</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	11.3	12.4	24.5	17.5	0.0	0.0	0.0	0.0	0.0	12.0	0.0	0.0	12.1	12.5	0.0	25.0

**DEPARTMENT AVERAGE YEARS 12.3**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: June 23, 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	0	5	3	9	0	0	0	2	0	0	0	0	3	16	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	5	0	0	2	1	0	0	0	0	3	10	0	0
26 - 30 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
31 - 35 YEARS	1	1	0	6	0	0	0	1	0	0	0	0	1	8	0	1
36 - 40 YEARS	1	3	2	3	0	0	1	1	0	0	0	0	4	7	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>9</b>	<b>23</b>	<b>10</b>	<b>43</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>74</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	19.8	16.1	15.6	16.7	0.0	0.0	27.3	18.3	0.0	15.0	0.0	0.0	18.9	16.6	0.0	18.0

**DEPARTMENT AVERAGE YEARS 17.1**

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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>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	21	61	3	6	0	0	1	0	0	0	1	0	26	67	0	0
06 - 10 YEARS	7	41	3	6	0	0	0	1	0	0	0	0	10	48	0	0
11 - 15 YEARS	8	53	1	7	0	1	0	0	0	3	0	0	9	64	0	1
16 - 20 YEARS	3	26	1	5	0	0	1	0	0	0	0	0	5	31	0	0
21 - 25 YEARS	4	46	2	15	0	2	0	4	0	1	0	0	6	68	0	1
26 - 30 YEARS	4	18	0	8	0	1	1	5	0	0	0	0	5	32	0	2
31 - 35 YEARS	3	16	3	6	1	1	0	1	0	0	0	0	7	24	0	1
36 - 40 YEARS	2	10	1	4	0	0	0	1	0	0	0	0	3	15	0	1
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>53</b>	<b>272</b>	<b>14</b>	<b>57</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>12</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>72</b>	<b>350</b>	<b>0</b>	<b>6</b>
MORE THAN 10 YEARS:	25	170	8	45	1	5	2	11	0	4	0	0	36	235	0	6
AVERAGE YEARS	12.8	15.1	17.4	20.3	33.0	23.8	14.7	25.5	0.0	15.3	1.0	0.0	13.9	16.4	0.0	26.7

**DEPARTMENT AVERAGE YEARS 16.0**

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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	209	408	86	159	2	6	9	18	17	13	34	82	357	686	0	1
06 - 10 YEARS	153	263	46	69	1	2	8	12	8	13	0	0	216	359	0	1
11 - 15 YEARS	108	204	27	81	1	2	3	4	6	10	0	0	145	301	1	2
16 - 20 YEARS	80	119	20	40	2	1	5	4	0	7	0	0	107	171	4	5
21 - 25 YEARS	53	121	21	47	0	2	3	9	4	10	0	0	81	189	3	8
26 - 30 YEARS	41	68	17	24	0	1	3	3	3	3	0	0	64	99	5	8
31 - 35 YEARS	58	82	30	29	1	3	2	3	3	2	0	0	94	119	3	9
36 - 40 YEARS	17	36	5	3	0	0	0	1	1	0	0	0	23	40	3	1
MORE THAN 40 YEARS	0	4	1	0	0	0	1	0	0	0	0	0	2	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>719</b>	<b>1,305</b>	<b>253</b>	<b>452</b>	<b>7</b>	<b>17</b>	<b>34</b>	<b>54</b>	<b>42</b>	<b>58</b>	<b>34</b>	<b>82</b>	<b>1,089</b>	<b>1,968</b>	<b>19</b>	<b>35</b>
MORE THAN 10 YEARS:	357	634	121	224	4	9	17	24	17	32	0	0	516	923	19	33
AVERAGE YEARS	13.1	12.8	13.5	12.0	13.3	14.4	14.0	12.7	11.9	13.4	1.0	0.7	12.8	12.2	26.4	24.7

**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	757	809	160	276	23	10	37	25	4	8	16	12	997	1,140	2	0
06 - 10 YEARS	891	477	132	175	22	9	23	13	5	5	5	1	1,078	680	2	2
11 - 15 YEARS	2,141	723	209	237	51	15	58	24	12	7	0	0	2,471	1,006	4	2
16 - 20 YEARS	1,534	553	165	179	45	12	43	22	7	3	0	0	1,794	769	9	8
21 - 25 YEARS	1,547	422	173	165	54	9	34	11	7	1	0	0	1,815	608	68	25
26 - 30 YEARS	417	112	106	86	6	5	8	1	0	2	0	0	537	206	33	9
31 - 35 YEARS	84	71	20	22	1	1	1	5	0	0	0	0	106	99	11	3
36 - 40 YEARS	17	12	5	5	0	0	0	0	1	0	0	0	23	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>7,390</b>	<b>3,181</b>	<b>970</b>	<b>1,146</b>	<b>202</b>	<b>61</b>	<b>205</b>	<b>101</b>	<b>36</b>	<b>26</b>	<b>21</b>	<b>13</b>	<b>8,824</b>	<b>4,528</b>	<b>132</b>	<b>49</b>
MORE THAN 10 YEARS:	5,742	1,895	678	695	157	42	145	63	27	13	0	0	6,749	2,708	128	47
AVERAGE YEARS	15.6	12.8	15.3	13.6	15.8	14.6	14.0	12.9	14.7	10.4	4.4	3.7	15.5	13.0	24.4	22.9

**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	130	5	19	0	0	1	4	2	1	1	0	59	154	0	1
06 - 10 YEARS	34	63	5	3	0	0	0	0	0	1	0	1	39	68	0	0
11 - 15 YEARS	18	43	1	3	0	0	1	1	0	0	0	0	20	47	0	0
16 - 20 YEARS	2	21	0	1	0	0	0	0	0	0	0	0	2	22	0	0
21 - 25 YEARS	4	17	0	4	0	0	0	0	0	0	0	0	4	21	0	1
26 - 30 YEARS	1	13	1	1	0	0	0	1	0	1	0	0	2	16	0	0
31 - 35 YEARS	2	19	1	2	0	0	0	1	0	0	0	0	3	22	0	0
36 - 40 YEARS	1	9	0	0	0	0	0	1	0	0	0	0	1	10	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>316</b>	<b>13</b>	<b>33</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>361</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	28	123	3	11	0	0	1	4	0	1	0	0	32	139	0	1
AVERAGE YEARS	7.8	10.9	9.8	9.3	0.0	0.0	7.0	14.4	2.5	12.3	1.0	7.0	7.9	10.8	0.0	13.0

**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: June 23, 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	69	2	2	0	0	0	1	0	0	4	3	64	75	0	0
06 - 10 YEARS	91	105	5	1	0	1	1	4	1	1	0	0	98	112	0	0
11 - 15 YEARS	105	99	4	2	0	0	1	2	2	5	0	0	112	108	0	0
16 - 20 YEARS	83	58	2	3	0	0	1	2	7	4	0	0	93	67	1	2
21 - 25 YEARS	117	82	2	8	0	0	4	2	2	2	0	0	125	94	3	1
26 - 30 YEARS	42	24	3	7	0	2	0	1	2	1	0	0	47	35	0	1
31 - 35 YEARS	48	25	1	1	1	0	0	0	0	1	0	0	50	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>553</b>	<b>470</b>	<b>19</b>	<b>24</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>12</b>	<b>14</b>	<b>14</b>	<b>4</b>	<b>3</b>	<b>599</b>	<b>526</b>	<b>9</b>	<b>6</b>
MORE THAN 10 YEARS:	404	296	12	21	1	2	7	7	13	13	0	0	437	339	9	6
AVERAGE YEARS	17.0	14.9	16.2	20.7	34.0	20.7	22.0	13.7	19.0	18.1	2.3	2.3	17.0	15.2	28.2	26.0

**DEPARTMENT AVERAGE YEARS 16.2**

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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>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	16	18	0	2	0	0	0	0	1	0	1	1	18	21	0	0
06 - 10 YEARS	1	6	0	0	0	0	0	0	0	0	0	0	1	6	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	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>21</b>	<b>28</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>23</b>	<b>31</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	0
AVERAGE YEARS	5.0	5.8	0.0	2.5	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	4.7	5.5	0.0	0.0

**DEPARTMENT AVERAGE YEARS 5.1**

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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>HUMAN SERVICES</b>																
00 - 05 YEARS	664	2,572	229	1,387	4	19	30	139	6	20	25	87	958	4,224	1	7
06 - 10 YEARS	157	725	46	362	0	6	16	41	3	5	1	1	223	1,140	0	4
11 - 15 YEARS	194	736	73	546	1	10	13	64	2	12	0	1	283	1,369	1	7
16 - 20 YEARS	138	436	58	219	2	7	10	40	3	7	0	0	211	709	8	14
21 - 25 YEARS	116	325	43	242	1	8	14	42	3	8	0	0	177	625	13	27
26 - 30 YEARS	50	135	15	105	1	0	5	8	0	2	0	0	71	250	5	12
31 - 35 YEARS	104	296	23	178	0	5	3	8	1	3	0	0	131	490	8	30
36 - 40 YEARS	57	105	12	67	0	1	0	5	0	0	0	0	69	178	5	11
MORE THAN 40 YEARS	7	12	0	5	0	0	0	0	0	0	0	0	7	17	2	2
<b>DEPARTMENT TOTAL</b>	<b>1,487</b>	<b>5,342</b>	<b>499</b>	<b>3,111</b>	<b>9</b>	<b>56</b>	<b>91</b>	<b>347</b>	<b>18</b>	<b>57</b>	<b>26</b>	<b>89</b>	<b>2,130</b>	<b>9,002</b>	<b>43</b>	<b>114</b>
MORE THAN 10 YEARS:	666	2,045	224	1,362	5	31	45	167	9	32	0	1	949	3,638	42	103
AVERAGE YEARS	11.9	10.2	11.0	11.0	11.2	13.0	12.3	11.1	12.2	12.2	1.3	1.7	11.6	10.5	26.7	25.0

**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	359	587	62	238	5	3	19	19	11	13	8	18	464	878	3	5
06 - 10 YEARS	201	376	49	257	1	3	10	9	6	7	1	1	268	653	2	4
11 - 15 YEARS	141	235	12	77	0	3	3	12	1	5	0	0	157	332	5	3
16 - 20 YEARS	87	137	10	48	1	2	1	3	1	2	0	0	100	192	3	7
21 - 25 YEARS	95	149	26	69	1	0	6	11	3	6	0	0	131	235	11	17
26 - 30 YEARS	44	52	13	39	1	3	4	6	2	2	0	0	64	102	3	7
31 - 35 YEARS	53	111	14	48	0	0	3	3	1	1	0	0	71	163	6	10
36 - 40 YEARS	24	43	8	21	1	0	1	0	1	1	0	0	35	65	4	6
MORE THAN 40 YEARS	6	8	1	4	0	0	0	0	0	0	0	0	7	12	0	1
<b>DEPARTMENT TOTAL</b>	<b>1,010</b>	<b>1,698</b>	<b>195</b>	<b>801</b>	<b>10</b>	<b>14</b>	<b>47</b>	<b>63</b>	<b>26</b>	<b>37</b>	<b>9</b>	<b>19</b>	<b>1,297</b>	<b>2,632</b>	<b>37</b>	<b>60</b>
MORE THAN 10 YEARS:	450	735	84	306	4	8	18	35	9	17	0	0	565	1,101	32	51
AVERAGE YEARS	12.1	12.1	13.7	12.2	12.2	12.8	12.3	13.2	11.0	12.2	2.1	2.2	12.2	12.1	22.7	23.5

**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>MILITARY &amp; VETERAN AFFAIRS</b>																
00 - 05 YEARS	168	101	8	21	1	1	2	5	3	2	2	1	184	131	0	0
06 - 10 YEARS	70	64	4	32	0	0	2	0	0	1	1	0	77	97	0	1
11 - 15 YEARS	45	63	5	22	1	0	4	3	1	2	0	0	56	90	0	0
16 - 20 YEARS	39	43	0	15	0	1	3	0	0	0	0	0	42	59	1	1
21 - 25 YEARS	39	38	3	12	0	1	2	2	0	1	0	0	44	54	2	1
26 - 30 YEARS	12	19	2	4	2	1	0	0	0	0	0	0	16	24	2	1
31 - 35 YEARS	8	12	2	1	0	0	0	2	0	0	0	0	10	15	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>340</b>	<b>24</b>	<b>109</b>	<b>4</b>	<b>4</b>	<b>13</b>	<b>12</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>431</b>	<b>472</b>	<b>5</b>	<b>6</b>
MORE THAN 10 YEARS:	145	175	12	56	3	3	9	7	1	3	0	0	170	244	5	5
AVERAGE YEARS	9.6	12.0	12.6	12.5	18.3	17.5	13.2	13.8	3.8	10.3	5.0	2.0	9.9	12.1	24.0	24.2

**DEPARTMENT AVERAGE YEARS 11.1**

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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	1,052	707	26	18	6	7	6	5	3	0	69	43	1,162	780	7	1
06 - 10 YEARS	227	98	2	3	2	0	4	0	3	0	2	0	240	101	1	0
11 - 15 YEARS	212	82	1	2	3	0	1	1	2	2	0	0	219	87	2	2
16 - 20 YEARS	130	51	5	2	2	1	3	0	1	0	0	0	141	54	0	0
21 - 25 YEARS	140	62	8	3	4	1	2	6	0	0	0	0	154	72	4	4
26 - 30 YEARS	50	35	2	0	1	1	0	1	0	0	0	0	53	37	1	1
31 - 35 YEARS	24	15	0	1	2	1	0	0	1	1	0	0	27	18	0	1
36 - 40 YEARS	24	7	0	0	0	0	0	0	0	0	0	0	24	7	0	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,862</b>	<b>1,057</b>	<b>44</b>	<b>29</b>	<b>20</b>	<b>11</b>	<b>16</b>	<b>13</b>	<b>10</b>	<b>3</b>	<b>71</b>	<b>43</b>	<b>2,023</b>	<b>1,156</b>	<b>16</b>	<b>10</b>
MORE THAN 10 YEARS:	583	252	16	8	12	4	6	8	4	3	0	0	621	275	8	9
AVERAGE YEARS	7.5	5.8	8.3	6.7	14.4	9.3	9.4	14.0	10.6	20.7	0.3	0.0	7.3	5.8	12.4	21.9

**DEPARTMENT AVERAGE YEARS 6.8**

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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	66	223	12	87	1	0	2	10	1	3	15	83	97	406	0	0
06 - 10 YEARS	23	124	5	22	0	1	1	7	0	2	1	1	30	157	0	0
11 - 15 YEARS	48	158	4	37	1	3	2	10	1	1	0	0	56	209	1	1
16 - 20 YEARS	11	79	2	23	0	4	0	8	0	2	0	0	13	116	0	5
21 - 25 YEARS	22	98	3	49	0	0	1	11	2	1	0	0	28	159	2	16
26 - 30 YEARS	8	49	6	24	1	0	1	4	0	3	0	0	16	80	2	5
31 - 35 YEARS	25	45	3	11	0	1	0	3	0	0	0	0	28	60	1	3
36 - 40 YEARS	6	19	1	2	0	0	0	1	0	0	0	0	7	22	0	0
MORE THAN 40 YEARS	1	5	0	0	0	0	0	0	0	0	0	0	1	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>210</b>	<b>800</b>	<b>36</b>	<b>255</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>54</b>	<b>4</b>	<b>12</b>	<b>16</b>	<b>84</b>	<b>276</b>	<b>1,214</b>	<b>6</b>	<b>30</b>
MORE THAN 10 YEARS:	121	453	19	146	2	8	4	37	3	7	0	0	149	651	6	30
AVERAGE YEARS	13.9	13.4	14.4	13.2	12.3	16.9	12.1	15.3	15.5	14.4	0.7	0.3	13.2	12.5	24.0	23.4

**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: June 23, 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	192	95	6	7	1	1	3	3	2	2	50	3	254	111	0	0
06 - 10 YEARS	141	109	4	1	0	0	6	5	0	0	0	0	151	115	0	0
11 - 15 YEARS	455	117	7	10	3	1	7	1	3	0	0	0	475	129	1	0
16 - 20 YEARS	368	89	34	7	14	0	12	0	3	1	0	0	431	97	2	0
21 - 25 YEARS	243	93	45	7	8	0	17	2	2	1	0	0	315	103	2	4
26 - 30 YEARS	95	35	14	7	2	0	5	1	0	0	0	0	116	43	2	2
31 - 35 YEARS	35	18	6	2	0	0	2	1	0	0	0	0	43	21	1	0
36 - 40 YEARS	4	8	0	0	0	0	0	0	0	0	0	0	4	8	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>1,533</b>	<b>564</b>	<b>116</b>	<b>41</b>	<b>28</b>	<b>2</b>	<b>52</b>	<b>13</b>	<b>10</b>	<b>4</b>	<b>50</b>	<b>3</b>	<b>1,789</b>	<b>627</b>	<b>8</b>	<b>6</b>
MORE THAN 10 YEARS:	1,200	360	106	33	27	1	43	5	8	2	0	0	1,384	401	8	6
AVERAGE YEARS	15.4	14.6	20.5	17.6	19.1	9.0	18.3	13.5	14.7	10.8	0.4	1.0	15.4	14.7	23.5	25.5

**DEPARTMENT AVERAGE YEARS 15.2**

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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	90	105	15	30	1	0	4	8	2	1	1	1	113	145	1	3
06 - 10 YEARS	39	52	6	12	0	0	3	4	0	1	1	0	49	69	1	2
11 - 15 YEARS	29	52	6	14	0	0	2	2	1	3	0	1	38	72	2	1
16 - 20 YEARS	20	27	4	7	0	0	0	2	0	1	0	0	24	37	1	1
21 - 25 YEARS	10	18	4	9	0	0	3	2	1	0	0	0	18	29	1	1
26 - 30 YEARS	7	21	4	8	0	1	3	3	1	1	0	0	15	34	1	3
31 - 35 YEARS	11	23	2	5	0	0	0	4	0	0	0	0	13	32	4	3
36 - 40 YEARS	6	7	0	2	0	0	0	0	0	0	0	0	6	9	1	1
MORE THAN 40 YEARS	1	2	1	0	0	0	0	0	0	0	0	0	2	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>213</b>	<b>307</b>	<b>42</b>	<b>87</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>25</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>2</b>	<b>278</b>	<b>429</b>	<b>12</b>	<b>15</b>
MORE THAN 10 YEARS:	84	150	21	45	0	1	8	13	3	5	0	1	116	215	10	10
AVERAGE YEARS	10.7	12.6	12.6	13.2	3.0	27.0	13.5	14.9	13.0	14.1	5.5	5.5	11.1	12.9	23.8	20.1

**DEPARTMENT AVERAGE YEARS 12.2**

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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	401	178	31	26	1	0	7	9	45	38	24	11	509	262	1	0
06 - 10 YEARS	202	90	7	12	1	0	5	2	29	19	1	2	245	125	0	1
11 - 15 YEARS	316	161	17	20	1	0	7	3	12	5	0	0	353	189	3	0
16 - 20 YEARS	132	88	4	8	0	1	3	2	7	5	0	0	146	104	2	2
21 - 25 YEARS	114	91	24	17	2	1	7	7	11	3	0	0	158	119	6	7
26 - 30 YEARS	49	40	11	13	0	0	1	1	4	0	0	0	65	54	4	3
31 - 35 YEARS	68	64	8	10	0	0	2	3	0	4	0	0	78	81	6	1
36 - 40 YEARS	34	26	2	2	0	0	3	4	0	0	0	0	39	32	1	3
MORE THAN 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,317</b>	<b>741</b>	<b>104</b>	<b>108</b>	<b>5</b>	<b>2</b>	<b>35</b>	<b>31</b>	<b>108</b>	<b>74</b>	<b>25</b>	<b>13</b>	<b>1,594</b>	<b>969</b>	<b>23</b>	<b>17</b>
MORE THAN 10 YEARS:	714	473	66	70	3	2	23	20	34	17	0	0	840	582	22	16
AVERAGE YEARS	12.4	15.0	15.4	15.5	13.6	21.5	16.5	17.6	9.1	8.0	2.6	3.2	12.3	14.4	24.7	25.4

**DEPARTMENT AVERAGE YEARS 13.1**

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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>TRANSPORTATION</b>																
00 - 05 YEARS	457	182	25	11	9	4	7	6	7	3	3	1	508	207	0	1
06 - 10 YEARS	385	145	18	12	6	0	5	4	9	6	0	0	423	167	2	1
11 - 15 YEARS	368	113	17	8	1	4	4	1	7	5	0	0	397	131	0	0
16 - 20 YEARS	139	64	10	8	5	2	6	0	1	2	0	0	161	76	1	1
21 - 25 YEARS	265	93	24	12	5	2	7	2	5	3	0	0	306	112	12	5
26 - 30 YEARS	91	48	11	10	2	0	7	1	2	0	0	0	113	59	7	6
31 - 35 YEARS	48	41	6	9	0	0	3	3	1	0	0	0	58	53	5	7
36 - 40 YEARS	33	15	6	1	0	0	4	0	2	0	0	0	45	16	2	5
MORE THAN 40 YEARS	7	3	0	0	0	0	0	0	3	0	0	0	10	3	3	0
<b>DEPARTMENT TOTAL</b>	<b>1,793</b>	<b>704</b>	<b>117</b>	<b>71</b>	<b>28</b>	<b>12</b>	<b>43</b>	<b>17</b>	<b>37</b>	<b>19</b>	<b>3</b>	<b>1</b>	<b>2,021</b>	<b>824</b>	<b>32</b>	<b>26</b>
MORE THAN 10 YEARS:	951	377	74	48	13	8	31	7	21	10	0	0	1,090	450	30	24
AVERAGE YEARS	12.8	13.6	15.8	17.7	12.1	11.2	18.7	12.9	16.4	11.8	3.7	3.0	13.1	13.8	27.3	28.1

**DEPARTMENT AVERAGE YEARS 13.3**

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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	154	245	28	53	1	1	2	13	5	4	3	3	193	319	0	0
06 - 10 YEARS	99	187	14	37	1	2	0	4	6	5	0	0	120	235	1	0
11 - 15 YEARS	70	101	8	21	0	0	3	3	4	4	0	0	85	129	0	0
16 - 20 YEARS	41	59	3	12	0	3	0	3	0	1	0	0	44	78	4	2
21 - 25 YEARS	35	52	11	23	0	0	2	10	5	0	0	0	53	85	1	8
26 - 30 YEARS	8	34	7	15	0	0	2	3	0	0	0	0	17	52	2	2
31 - 35 YEARS	12	59	7	15	0	1	1	4	0	0	0	0	20	79	3	2
36 - 40 YEARS	15	16	1	3	0	0	3	0	0	1	0	0	19	20	2	1
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	1	0
<b>DEPARTMENT TOTAL</b>	<b>435</b>	<b>755</b>	<b>79</b>	<b>179</b>	<b>2</b>	<b>7</b>	<b>13</b>	<b>40</b>	<b>20</b>	<b>15</b>	<b>3</b>	<b>3</b>	<b>552</b>	<b>999</b>	<b>14</b>	<b>15</b>
MORE THAN 10 YEARS:	182	323	37	89	0	4	11	23	9	6	0	0	239	445	13	15
AVERAGE YEARS	11.0	12.0	13.5	13.6	4.5	15.1	22.7	15.0	11.7	9.8	3.0	4.7	11.6	12.4	26.8	25.2

**DEPARTMENT AVERAGE YEARS 12.1**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,854	6,634	708	2,359	55	53	131	269	109	108	261	350	6,118	9,773	16	20
06- 10 YEARS	2,786	3,016	356	1,021	34	24	84	108	70	66	15	9	3,345	4,244	9	16
11- 15 YEARS	4,340	3,034	394	1,105	64	39	109	134	54	69	0	2	4,961	4,383	20	20
16- 20 YEARS	2,863	1,896	324	582	71	35	90	88	30	36	0	0	3,378	2,637	36	48
21- 25 YEARS	2,859	1,773	390	691	75	26	104	125	47	38	0	0	3,475	2,653	130	129
26- 30 YEARS	947	725	215	358	16	15	40	40	14	15	0	0	1,232	1,153	68	65
31- 35 YEARS	606	912	130	351	6	13	20	43	8	12	0	0	770	1,331	53	77
36- 40 YEARS	260	329	43	116	1	1	12	14	5	2	0	0	321	462	21	31
MORE THAN 40 YEARS	33	44	3	11	0	0	3	0	3	0	0	0	42	55	7	3
<b>STATEWIDE TOTAL</b>	<b>19,548</b>	<b>18,363</b>	<b>2,563</b>	<b>6,594</b>	<b>322</b>	<b>206</b>	<b>593</b>	<b>821</b>	<b>340</b>	<b>346</b>	<b>276</b>	<b>361</b>	<b>23,642</b>	<b>26,691</b>	<b>360</b>	<b>409</b>
MORE THAN 10 YEARS	11,908	8,713	1,499	3,214	233	129	378	444	161	172	0	2	14,179	12,674	335	373
AVERAGE YEARS	13.4	11.7	14.2	12.2	15.4	14.0	14.7	13.0	12.1	11.7	1.4	1.2	13.4	11.8	24.4	24.3
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>12.5</b>															

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Source: Michigan Civil Service Commission HWF18

Table 3-2

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

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	29	2.9%
Dismissal	95	9.4%
Expired Appointment	74	7.3%
<b>Total Involuntary Separations</b>	<b>198</b>	<b>19.5%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	290	28.6%
Layoff/Leave of Absence Rights Expired	34	3.3%
Waived Rights Leave of Absence	47	4.6%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>371</b>	<b>36.6%</b>
<b><i>RETIREMENT</i></b>		
Retirement	412	40.6%
Disability Retirement	29	2.9%
Deferred Retirement	5	0.5%
<b>Total Retirements</b>	<b>446</b>	<b>43.9%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
Undefined Separations	0	0.0%
<b>TOTAL SEPARATIONS</b>	<b>1,015</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 99% 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: April 01, 2012 Through Pay End Date: June 23, 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	4	7	0	0	11	4	0	0	0	0	4	7
ATTORNEY GENERAL	8	0	0	0	8	4	0	0	0	0	4	4
AUDITOR GENERAL	8	1	0	0	9	2	0	0	0	0	2	7
CIVIL RIGHTS	3	0	0	0	3	0	0	0	0	0	0	3
CIVIL SERVICE COMMISSION	5	4	0	0	9	9	0	0	0	0	9	0
COMMUNITY HEALTH	68	4	0	0	72	56	0	0	2	0	58	14
CORRECTIONS	217	7	16	0	240	217	0	1	1	0	219	21
EDUCATION	13	0	0	0	13	10	0	0	0	0	10	3
ENVIRONMENTAL QUALITY	10	1	0	0	11	11	0	0	0	0	11	0
EXECUTIVE OFFICE	3	0	0	0	3	2	0	0	0	0	2	1
HUMAN SERVICES	230	4	11	0	245	123	0	0	5	0	128	117
LICENSING & REGULATORY AFFAIRS	57	24	2	1	84	43	0	0	2	0	45	39
MILITARY & VETERAN AFFAIRS	2	16	2	0	20	16	1	0	2	0	19	1
NATURAL RESOURCES	33	1,470	81	0	1,584	12	0	0	0	0	12	1,572
STATE	4	59	1	0	64	26	0	0	0	0	26	38
STATE POLICE	100	0	2	0	102	20	0	0	0	0	20	82
STRATEGIC FUND	14	1	0	0	15	12	0	0	0	0	12	3
TECHNOLOGY, MANAGEMENT & BUDGET	47	12	0	1	60	31	0	0	1	0	32	28
TRANSPORTATION	23	234	5	0	262	43	0	0	2	0	45	217
TREASURY	37	8	0	0	45	38	0	0	0	0	38	7
<b>STATEWIDE TOTALS:</b>	<b>886</b>	<b>1,852</b>	<b>120</b>	<b>2</b>	<b>2,860</b>	<b>679</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>0</b>	<b>696</b>	<b>2,164</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

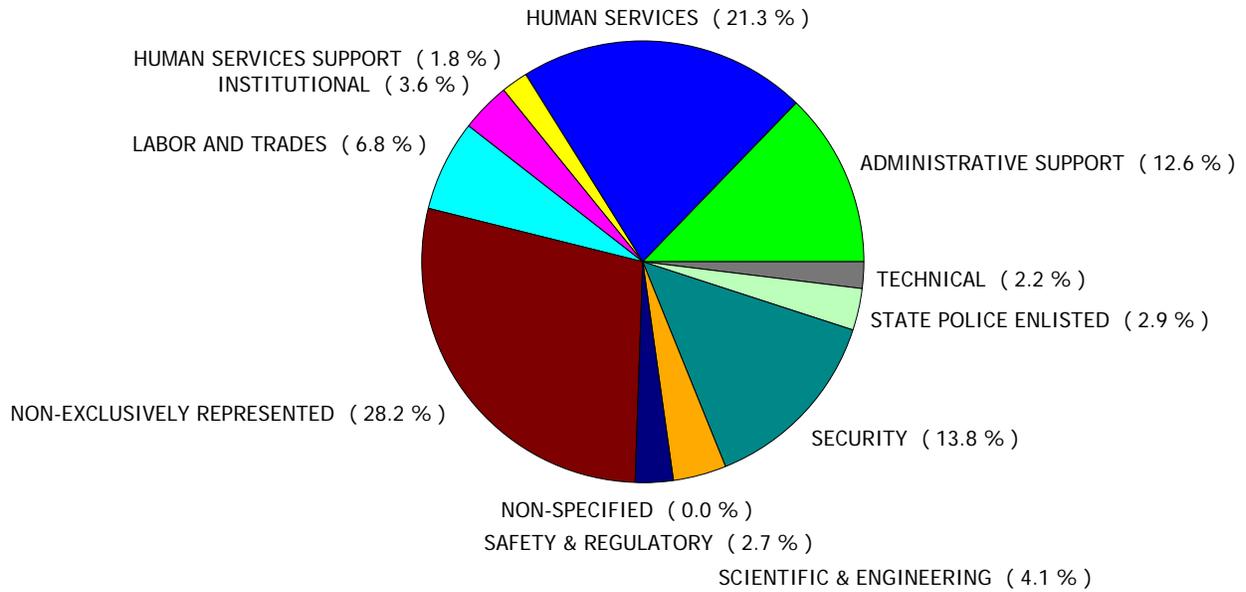
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

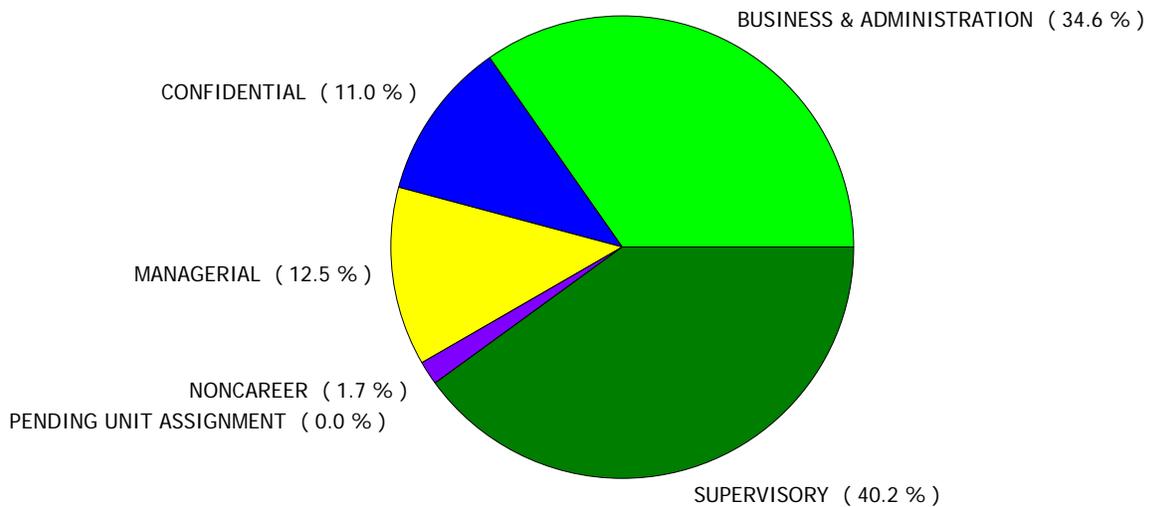
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT**  
Pay Period Ending June 23, 2012

Graph 5-1



**(50,333 Total Employees)**

**Non-Exclusively Represented  
(14,181 Employees)**



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

Of the 50,333 classified employees, 72 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

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

**Pay End Date: June 23, 2012**

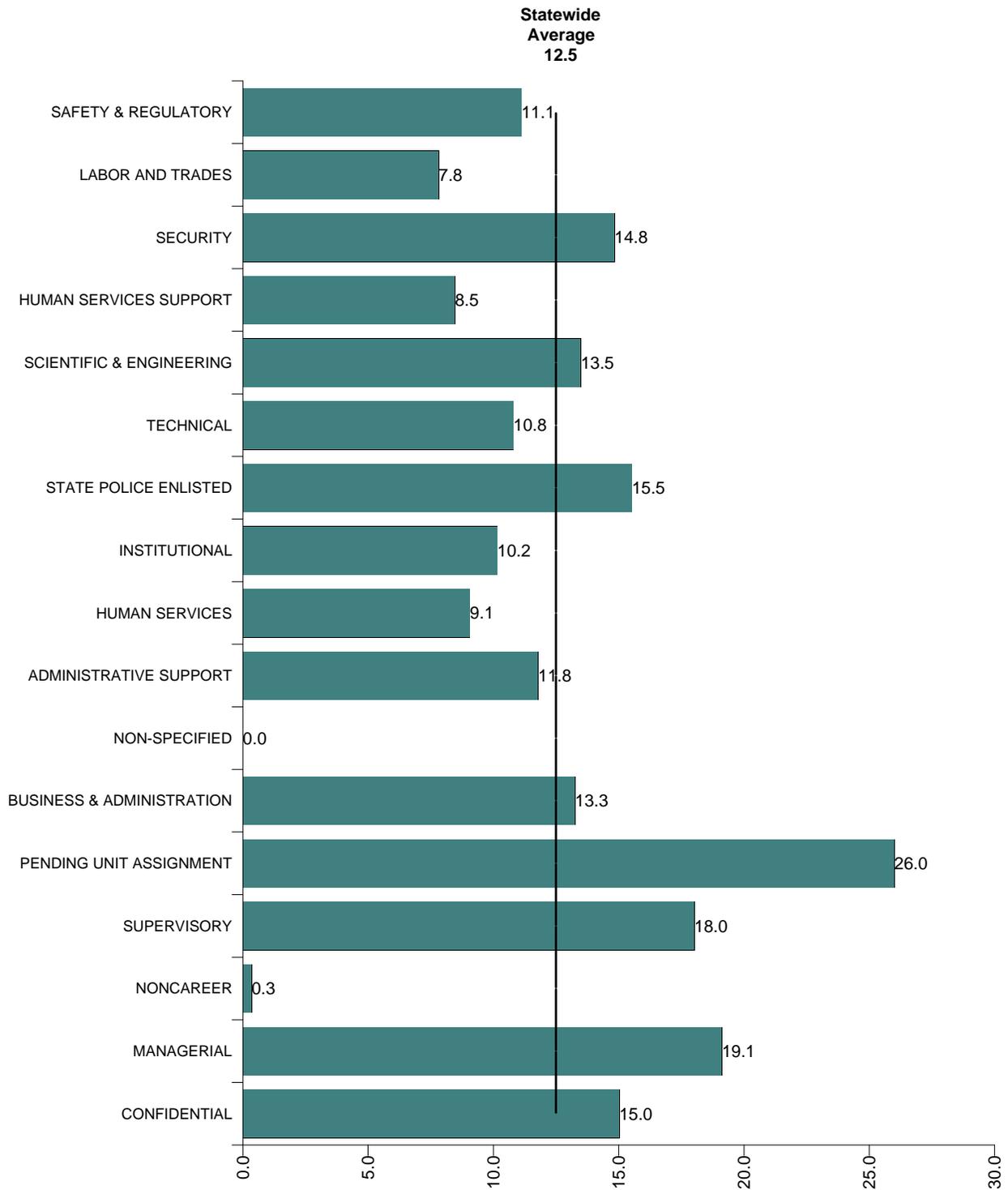
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,369	1,229	89.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,399	3,122	91.9	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,966	0	0.0	0	0.0	6,608	94.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	926	0	0.0	0	0.0	0	0.0	896	96.8	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,068	0	0.0	0	0.0	0	0.0	0	0.0	1,969	95.2	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,107	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	1,052	95.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,440	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,343	93.3	0	0.0
U11 INSTITUTIONAL	1,836	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,801	98.1
W22 HUMAN SERVICES	10,708	1	0.0	10,087	94.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,333	0	0.0	5,513	87.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	9	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	4,910	0	0.0	0	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	5,701	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	235	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	1,769	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	1,556	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>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>36,152</b>	<b>4,352</b>	<b>12.0</b>	<b>15,602</b>	<b>43.2</b>	<b>6,608</b>	<b>18.3</b>	<b>896</b>	<b>2.5</b>	<b>1,969</b>	<b>5.4</b>	<b>1,052</b>	<b>2.9</b>	<b>1,343</b>	<b>3.7</b>	<b>1,801</b>	<b>5.0</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,181</b>	<b>0</b>	<b>0.0</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>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>50,333</b>	<b>4,352</b>	<b>8.6</b>	<b>15,604</b>	<b>31.0</b>	<b>6,608</b>	<b>13.1</b>	<b>896</b>	<b>1.8</b>	<b>1,969</b>	<b>3.9</b>	<b>1,052</b>	<b>2.1</b>	<b>1,343</b>	<b>2.7</b>	<b>1,801</b>	<b>3.6</b>

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

Source: Michigan Civil Service Commission HWF44

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: June 23, 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. 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: June 23, 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	289	82	11	25	1	1	5	0	1	0	18	1	325	109	0	0
06 - 10 YEARS	201	58	10	17	1	1	11	1	2	0	2	0	227	77	0	0
11 - 15 YEARS	170	43	11	20	2	3	2	0	2	0	0	0	187	66	1	0
16 - 20 YEARS	83	26	5	10	3	1	3	0	1	0	0	0	95	37	1	1
21 - 25 YEARS	90	19	13	21	1	1	4	2	1	0	0	0	109	43	3	3
26 - 30 YEARS	31	8	8	7	0	0	2	0	1	0	0	0	42	15	0	0
31 - 35 YEARS	17	5	1	7	0	0	1	1	0	0	0	0	19	13	1	0
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>885</b>	<b>241</b>	<b>60</b>	<b>107</b>	<b>8</b>	<b>7</b>	<b>28</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>20</b>	<b>1</b>	<b>1,009</b>	<b>360</b>	<b>7</b>	<b>4</b>
MORE THAN 10 YEARS:	395	101	39	65	6	5	12	3	5	0	0	0	457	174	7	4
AVERAGE YEARS	10.7	10.3	15.3	14.6	13.8	12.6	12.5	22.5	13.5	0.0	1.5	4.0	10.9	11.7	25.0	21.8

**BARGAINING UNIT AVERAGE YEARS 11.1**

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 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: June 23, 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	1,151	538	37	15	14	9	11	5	2	0	56	34	1,271	601	6	1
06 - 10 YEARS	318	19	22	3	6	0	6	0	0	0	0	0	352	22	0	0
11 - 15 YEARS	399	25	25	2	7	1	7	0	0	0	0	0	438	28	3	0
16 - 20 YEARS	176	16	10	1	7	0	5	1	0	0	0	0	198	18	6	1
21 - 25 YEARS	193	14	25	4	4	0	6	2	3	0	0	0	231	20	16	1
26 - 30 YEARS	73	7	11	0	4	0	4	0	0	0	0	0	92	7	7	0
31 - 35 YEARS	67	11	7	1	0	0	2	0	1	0	0	0	77	12	4	1
36 - 40 YEARS	23	2	0	0	0	0	4	1	0	0	0	0	27	3	1	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,402</b>	<b>632</b>	<b>137</b>	<b>26</b>	<b>42</b>	<b>10</b>	<b>45</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>56</b>	<b>34</b>	<b>2,688</b>	<b>711</b>	<b>43</b>	<b>5</b>
MORE THAN 10 YEARS:	933	75	78	8	22	1	28	4	4	0	0	0	1,065	88	37	4
AVERAGE YEARS	8.9	2.8	13.4	7.7	11.7	1.4	16.0	11.6	17.2	0.0	0.1	0.0	9.1	2.9	20.5	22.0

**BARGAINING UNIT AVERAGE YEARS 7.8**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes 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: June 23, 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	428	118	110	98	19	3	24	5	2	4	12	4	595	232	0	0
06 - 10 YEARS	568	120	86	81	18	4	19	8	4	1	4	1	699	215	1	1
11 - 15 YEARS	1,529	254	143	111	38	7	43	11	5	0	0	0	1,758	383	3	2
16 - 20 YEARS	953	169	102	69	34	3	33	6	3	0	0	0	1,125	247	3	0
21 - 25 YEARS	1,011	113	93	74	36	4	28	3	3	0	0	0	1,171	194	33	10
26 - 30 YEARS	207	12	61	20	2	1	3	0	0	0	0	0	273	33	11	3
31 - 35 YEARS	23	4	7	0	0	0	1	1	0	0	0	0	31	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>4,722</b>	<b>790</b>	<b>604</b>	<b>453</b>	<b>147</b>	<b>22</b>	<b>151</b>	<b>34</b>	<b>17</b>	<b>5</b>	<b>16</b>	<b>5</b>	<b>5,657</b>	<b>1,309</b>	<b>52</b>	<b>16</b>
MORE THAN 10 YEARS:	3,726	552	408	274	110	15	108	21	11	0	0	0	4,363	862	51	15
AVERAGE YEARS	15.4	13.5	14.4	12.9	15.0	13.8	14.1	12.4	13.1	3.2	4.6	3.6	15.2	13.2	23.3	22.2

**BARGAINING UNIT AVERAGE YEARS 14.8**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes 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: June 23, 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	108	137	26	123	2	1	12	12	1	1	1	3	150	277	3	2
06 - 10 YEARS	33	85	25	147	0	1	5	6	2	2	1	1	66	242	0	1
11 - 15 YEARS	11	14	8	14	1	4	0	5	0	0	0	1	20	38	1	1
16 - 20 YEARS	5	14	0	14	0	0	0	4	0	0	0	0	5	32	1	0
21 - 25 YEARS	6	15	2	13	0	1	2	5	0	1	0	0	10	35	3	3
26 - 30 YEARS	0	6	0	7	0	0	0	1	0	0	0	0	0	14	0	2
31 - 35 YEARS	4	7	1	9	0	1	1	0	0	0	0	0	6	17	2	2
36 - 40 YEARS	2	2	1	7	1	0	0	0	0	0	0	0	4	9	1	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>169</b>	<b>281</b>	<b>63</b>	<b>334</b>	<b>4</b>	<b>8</b>	<b>20</b>	<b>33</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>261</b>	<b>665</b>	<b>11</b>	<b>12</b>
MORE THAN 10 YEARS:	28	59	12	64	2	6	3	15	0	1	0	1	45	146	8	9
AVERAGE YEARS	6.3	8.6	7.9	9.2	12.8	14.4	7.3	10.8	7.7	11.5	5.5	4.4	6.9	9.1	19.4	21.2

**BARGAINING UNIT AVERAGE YEARS 8.5**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes 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: June 23, 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	204	138	8	5	1	0	3	1	6	3	9	7	231	154	0	0
06 - 10 YEARS	311	182	8	6	0	1	3	1	7	5	0	0	329	195	1	1
11 - 15 YEARS	248	111	3	6	1	0	3	3	9	9	0	0	264	129	0	1
16 - 20 YEARS	165	88	7	5	0	0	4	1	8	6	0	0	184	100	0	0
21 - 25 YEARS	178	84	6	4	1	0	4	1	5	5	0	0	194	94	6	0
26 - 30 YEARS	62	24	3	4	0	3	2	0	2	1	0	0	69	32	1	1
31 - 35 YEARS	48	7	3	2	1	0	2	0	3	0	0	0	57	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>1,238</b>	<b>634</b>	<b>40</b>	<b>32</b>	<b>4</b>	<b>4</b>	<b>21</b>	<b>7</b>	<b>43</b>	<b>29</b>	<b>9</b>	<b>7</b>	<b>1,355</b>	<b>713</b>	<b>11</b>	<b>3</b>
MORE THAN 10 YEARS:	723	314	24	21	3	3	15	5	30	21	0	0	795	364	10	2
AVERAGE YEARS	14.0	12.0	16.3	15.2	19.3	22.3	17.4	12.6	17.1	14.3	1.7	0.9	14.2	12.2	26.5	17.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.5</b>															

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

**Pay End Date: June 23, 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	261	106	17	6	1	0	5	6	3	1	4	3	291	122	0	0
06 - 10 YEARS	135	57	2	2	2	0	4	1	4	2	0	0	147	62	0	0
11 - 15 YEARS	122	31	2	1	2	0	1	0	2	1	0	0	129	33	0	0
16 - 20 YEARS	62	18	3	1	0	0	2	0	0	1	0	0	67	20	2	0
21 - 25 YEARS	114	20	8	4	0	1	3	0	3	1	0	0	128	26	4	2
26 - 30 YEARS	25	7	5	4	0	0	0	0	0	0	0	0	30	11	0	1
31 - 35 YEARS	10	6	1	2	0	0	2	0	0	0	0	0	13	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>742</b>	<b>249</b>	<b>38</b>	<b>20</b>	<b>5</b>	<b>1</b>	<b>20</b>	<b>7</b>	<b>12</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>821</b>	<b>286</b>	<b>8</b>	<b>4</b>
MORE THAN 10 YEARS:	346	86	19	12	2	1	11	0	5	3	0	0	383	102	8	4
AVERAGE YEARS	11.0	9.5	12.3	16.1	8.8	25.0	16.8	2.0	11.0	12.2	0.3	2.0	11.1	9.8	25.0	26.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.8</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: June 23, 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	123	8	4	0	1	0	3	0	1	1	39	2	171	11	0	0
06 - 10 YEARS	68	7	2	1	0	0	1	0	0	0	0	0	71	8	0	0
11 - 15 YEARS	377	33	7	1	2	0	7	0	2	0	0	0	395	34	0	0
16 - 20 YEARS	288	47	30	4	12	0	11	0	2	0	0	0	343	51	2	0
21 - 25 YEARS	165	35	31	1	7	0	12	1	2	1	0	0	217	38	1	0
26 - 30 YEARS	50	8	11	2	2	0	4	0	0	0	0	0	67	10	0	0
31 - 35 YEARS	13	2	4	1	0	0	1	0	0	0	0	0	18	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>1,087</b>	<b>140</b>	<b>89</b>	<b>10</b>	<b>24</b>	<b>0</b>	<b>39</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>39</b>	<b>2</b>	<b>1,285</b>	<b>155</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	896	125	83	9	23	0	35	1	6	1	0	0	1,043	136	3	0
AVERAGE YEARS	15.2	17.5	20.2	20.2	19.3	0.0	18.4	23.0	16.1	11.0	0.3	0.0	15.3	17.4	21.0	0.0

**BARGAINING UNIT AVERAGE YEARS 15.5**

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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: June 23, 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	181	279	69	132	0	5	8	12	6	5	9	8	273	441	0	0
06 - 10 YEARS	129	160	31	70	1	0	7	3	1	2	1	0	170	235	0	0
11 - 15 YEARS	92	97	22	55	1	0	5	5	1	5	0	0	121	162	0	0
16 - 20 YEARS	64	52	10	31	1	1	4	1	1	0	0	0	80	85	2	1
21 - 25 YEARS	41	39	14	30	1	0	1	3	1	2	0	0	58	74	0	0
26 - 30 YEARS	24	17	10	9	2	0	0	1	0	0	0	0	36	27	0	2
31 - 35 YEARS	15	15	18	11	0	0	0	2	0	0	0	0	33	28	0	0
36 - 40 YEARS	5	3	1	3	0	0	0	0	0	0	0	0	6	6	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>551</b>	<b>662</b>	<b>175</b>	<b>341</b>	<b>6</b>	<b>6</b>	<b>26</b>	<b>27</b>	<b>10</b>	<b>14</b>	<b>10</b>	<b>8</b>	<b>778</b>	<b>1,058</b>	<b>2</b>	<b>3</b>
MORE THAN 10 YEARS:	241	223	75	139	5	1	11	12	3	7	0	0	335	382	2	3
AVERAGE YEARS	10.9	9.2	12.0	10.2	19.5	5.2	10.8	11.4	7.3	9.6	2.1	2.1	11.1	9.5	16.5	25.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.2</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: June 23, 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	820	2,677	252	1,369	8	19	38	121	15	26	29	95	1,162	4,307	2	9
06 - 10 YEARS	251	669	60	335	1	5	11	24	4	10	1	0	328	1,043	2	5
11 - 15 YEARS	326	584	80	433	1	7	15	53	10	19	0	0	432	1,096	5	4
16 - 20 YEARS	291	412	68	191	2	7	10	36	1	12	0	0	372	658	6	12
21 - 25 YEARS	139	231	46	167	2	3	10	25	3	6	0	0	200	432	14	14
26 - 30 YEARS	74	89	22	82	1	0	1	3	1	4	0	0	99	178	5	11
31 - 35 YEARS	77	118	13	82	1	3	1	2	1	3	0	0	93	208	5	12
36 - 40 YEARS	17	34	8	27	0	0	2	2	2	0	0	0	29	63	3	4
MORE THAN 40 YEARS	3	3	0	2	0	0	0	0	0	0	0	0	3	5	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,998</b>	<b>4,817</b>	<b>549</b>	<b>2,688</b>	<b>16</b>	<b>44</b>	<b>88</b>	<b>266</b>	<b>37</b>	<b>80</b>	<b>30</b>	<b>95</b>	<b>2,718</b>	<b>7,990</b>	<b>43</b>	<b>71</b>
MORE THAN 10 YEARS:	927	1,471	237	984	7	20	39	121	18	44	0	0	1,228	2,640	39	57
AVERAGE YEARS	10.9	8.1	10.4	9.2	11.1	10.3	10.5	9.6	11.5	11.9	1.6	1.3	10.7	8.5	22.9	21.4

**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: June 23, 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	318	1,393	74	351	2	8	8	75	8	7	23	131	433	1,965	2	4
06 - 10 YEARS	89	697	18	119	0	6	3	31	0	5	0	1	110	859	0	6
11 - 15 YEARS	83	716	16	158	2	12	6	32	1	9	0	1	108	928	1	8
16 - 20 YEARS	30	352	3	80	0	7	2	15	0	1	0	0	35	455	2	17
21 - 25 YEARS	37	376	8	119	1	6	2	35	2	5	0	0	50	541	9	43
26 - 30 YEARS	9	179	7	72	0	6	3	12	0	4	0	0	19	273	5	20
31 - 35 YEARS	19	278	5	83	0	3	1	13	0	2	0	0	25	379	2	24
36 - 40 YEARS	5	101	1	28	0	1	1	1	0	1	0	0	7	132	1	8
MORE THAN 40 YEARS	1	7	0	6	0	0	0	0	0	0	0	0	1	13	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>591</b>	<b>4,099</b>	<b>132</b>	<b>1,016</b>	<b>5</b>	<b>49</b>	<b>26</b>	<b>214</b>	<b>11</b>	<b>34</b>	<b>23</b>	<b>133</b>	<b>788</b>	<b>5,545</b>	<b>22</b>	<b>130</b>
MORE THAN 10 YEARS:	184	2,009	40	546	3	35	15	108	3	22	0	1	245	2,721	20	120
AVERAGE YEARS	8.1	12.3	8.5	13.6	9.6	16.0	12.9	12.4	5.8	15.2	0.6	0.6	8.1	12.3	22.6	24.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.8</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: June 23, 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	2	0	0	0	0	0	0	2	0	0	0	7	2	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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

Table 5-2

**Pay End Date: June 23, 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	511	511	48	111	2	3	7	18	42	49	43	38	653	730	1	2
06 - 10 YEARS	316	394	39	106	4	4	3	11	38	28	3	3	403	546	1	1
11 - 15 YEARS	342	415	22	93	1	1	8	14	12	9	0	0	385	532	5	1
16 - 20 YEARS	150	216	14	41	0	3	5	6	9	9	0	0	178	275	5	5
21 - 25 YEARS	136	241	33	62	0	1	6	20	11	4	0	0	186	328	10	27
26 - 30 YEARS	56	113	14	46	0	1	6	9	2	2	0	0	78	171	10	6
31 - 35 YEARS	72	155	17	40	0	2	1	5	0	2	0	0	90	204	9	13
36 - 40 YEARS	45	67	5	6	0	0	2	4	1	0	0	0	53	77	3	2
MORE THAN 40 YEARS	5	15	1	0	0	0	0	0	0	0	0	0	6	15	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>1,633</b>	<b>2,127</b>	<b>193</b>	<b>505</b>	<b>7</b>	<b>15</b>	<b>38</b>	<b>87</b>	<b>115</b>	<b>103</b>	<b>46</b>	<b>41</b>	<b>2,032</b>	<b>2,878</b>	<b>44</b>	<b>58</b>
MORE THAN 10 YEARS:	806	1,222	106	288	1	8	28	58	35	26	0	0	976	1,602	42	55
AVERAGE YEARS	12.1	14.4	15.1	14.5	7.1	14.9	17.1	16.9	9.4	8.0	2.3	1.8	12.1	14.1	24.8	25.1
<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: June 23, 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: June 23, 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	150	226	20	81	1	2	3	8	13	7	6	5	193	329	1	0
06 - 10 YEARS	227	322	35	101	1	1	8	14	6	7	1	0	278	445	3	1
11 - 15 YEARS	480	405	45	173	6	2	10	6	9	9	0	0	550	595	0	2
16 - 20 YEARS	476	306	60	101	11	9	8	16	3	5	0	0	558	437	5	6
21 - 25 YEARS	597	316	81	136	19	6	22	14	8	7	0	0	727	479	27	14
26 - 30 YEARS	238	142	47	74	2	3	9	3	7	2	0	0	303	224	20	8
31 - 35 YEARS	145	148	32	61	2	2	6	8	2	0	0	0	187	219	15	17
36 - 40 YEARS	67	49	15	21	0	0	1	2	1	0	0	0	84	72	6	3
MORE THAN 40 YEARS	12	6	1	1	0	0	0	0	1	0	0	0	14	7	3	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,392</b>	<b>1,920</b>	<b>336</b>	<b>749</b>	<b>42</b>	<b>25</b>	<b>67</b>	<b>71</b>	<b>50</b>	<b>37</b>	<b>7</b>	<b>5</b>	<b>2,894</b>	<b>2,807</b>	<b>80</b>	<b>52</b>
MORE THAN 10 YEARS:	2,015	1,372	281	567	40	22	56	49	31	23	0	0	2,423	2,033	76	51
AVERAGE YEARS	19.0	16.7	20.4	17.5	20.5	19.6	20.1	17.6	15.4	13.2	1.9	2.2	19.1	16.9	27.0	26.9

**BARGAINING UNIT AVERAGE YEARS 18.0**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes 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: June 23, 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	92	92	17	9	2	0	2	1	4	3	5	3	122	108	0	0
06 - 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
11 - 15 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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>95</b>	<b>93</b>	<b>17</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>126</b>	<b>109</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	3	0	0	0	0	0	1	0	0	0	0	0	4	0	0	0
AVERAGE YEARS	0.5	0.1	0.0	0.0	0.0	0.0	8.7	0.0	0.0	0.0	0.0	0.0	0.6	0.1	0.0	0.0

**BARGAINING UNIT AVERAGE YEARS 0.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes 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: June 23, 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	109	82	8	6	1	0	1	2	2	0	5	6	126	96	1	1
06 - 10 YEARS	113	90	11	14	0	0	3	1	2	3	2	3	131	111	1	0
11 - 15 YEARS	127	94	5	10	0	0	1	3	1	3	0	0	134	110	1	0
16 - 20 YEARS	104	91	8	13	1	3	2	0	0	1	0	0	115	108	1	2
21 - 25 YEARS	130	122	24	27	3	1	3	3	5	3	0	0	165	156	2	5
26 - 30 YEARS	85	64	12	15	3	1	5	1	1	1	0	0	106	82	6	5
31 - 35 YEARS	83	79	20	27	1	1	1	3	1	4	0	0	106	114	9	2
36 - 40 YEARS	51	25	7	14	0	0	0	1	0	1	0	0	58	41	5	3
MORE THAN 40 YEARS	3	5	0	2	0	0	0	0	0	0	0	0	3	7	1	1
<b>BARGAINING UNIT TOTAL</b>	<b>805</b>	<b>652</b>	<b>95</b>	<b>128</b>	<b>9</b>	<b>6</b>	<b>16</b>	<b>14</b>	<b>12</b>	<b>16</b>	<b>7</b>	<b>9</b>	<b>944</b>	<b>825</b>	<b>27</b>	<b>19</b>
MORE THAN 10 YEARS:	583	480	76	108	8	6	12	11	8	13	0	0	687	618	25	18
AVERAGE YEARS	18.5	18.6	22.7	23.7	23.1	23.5	20.0	20.5	17.9	21.4	3.7	4.4	18.9	19.4	29.3	26.8

**BARGAINING UNIT AVERAGE YEARS 19.1**

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 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: June 23, 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	104	245	7	28	0	2	1	3	1	1	2	10	115	289	0	1
06 - 10 YEARS	27	155	7	19	0	1	0	7	0	1	0	0	34	183	0	0
11 - 15 YEARS	32	212	5	28	0	2	1	2	0	5	0	0	38	249	0	1
16 - 20 YEARS	15	89	4	21	0	1	1	2	2	1	0	0	22	114	0	3
21 - 25 YEARS	22	148	6	29	0	2	1	11	0	3	0	0	29	193	2	7
26 - 30 YEARS	12	49	4	16	0	0	0	10	0	1	0	0	16	76	2	6
31 - 35 YEARS	13	77	1	25	1	1	0	8	0	1	0	0	15	112	2	5
36 - 40 YEARS	6	44	1	10	0	0	0	3	0	0	0	0	7	57	0	9
MORE THAN 40 YEARS	1	5	0	0	0	0	1	0	0	0	0	0	2	5	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>232</b>	<b>1,024</b>	<b>35</b>	<b>176</b>	<b>1</b>	<b>9</b>	<b>5</b>	<b>46</b>	<b>3</b>	<b>13</b>	<b>2</b>	<b>10</b>	<b>278</b>	<b>1,278</b>	<b>6</b>	<b>32</b>
MORE THAN 10 YEARS:	101	624	21	129	1	6	4	36	2	11	0	0	129	806	6	31
AVERAGE YEARS	11.3	15.0	14.9	18.6	33.0	15.0	19.0	22.2	11.7	17.2	1.5	2.4	11.9	15.7	27.8	28.1

**BARGAINING UNIT AVERAGE YEARS 15.0**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes 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: June 23, 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	4,854	6,634	708	2,359	55	53	131	269	109	108	261	350	6,118	9,773	16	20
06- 10 YEARS	2,786	3,016	356	1,021	34	24	84	108	70	66	15	9	3,345	4,244	9	16
11- 15 YEARS	4,340	3,034	394	1,105	64	39	109	134	54	69	0	2	4,961	4,383	20	20
16- 20 YEARS	2,863	1,896	324	582	71	35	90	88	30	36	0	0	3,378	2,637	36	48
21- 25 YEARS	2,859	1,773	390	691	75	26	104	125	47	38	0	0	3,475	2,653	130	129
26- 30 YEARS	947	725	215	358	16	15	40	40	14	15	0	0	1,232	1,153	68	65
31- 35 YEARS	606	912	130	351	6	13	20	43	8	12	0	0	770	1,331	53	77
36- 40 YEARS	260	329	43	116	1	1	12	14	5	2	0	0	321	462	21	31
MORE THAN 40 YEARS	33	44	3	11	0	0	3	0	3	0	0	0	42	55	7	3
<b>STATEWIDE TOTAL</b>	<b>19,548</b>	<b>18,363</b>	<b>2,563</b>	<b>6,594</b>	<b>322</b>	<b>206</b>	<b>593</b>	<b>821</b>	<b>340</b>	<b>346</b>	<b>276</b>	<b>361</b>	<b>23,642</b>	<b>26,691</b>	<b>360</b>	<b>409</b>
MORE THAN 10 YEARS	11,908	8,713	1,499	3,214	233	129	378	444	161	172	0	2	14,179	12,674	335	373
AVERAGE YEARS	13.4	11.7	14.2	12.2	15.4	14.0	14.7	13.0	12.1	11.7	1.4	1.2	13.4	11.8	24.4	24.3

**STATEWIDE TOTAL AVERAGE YEARS 12.5**

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

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: June 23, 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>	1,375	2.7 %	44.3	\$24.17	924	67.2 %
<b>A31 - LABOR AND TRADES</b>	3,409	6.8 %	42.8	\$16.62	1,522	44.6 %
<b>C12 - SECURITY</b>	7,024	13.9 %	44.8	\$23.91	6,100	86.8 %
<b>E42 - HUMAN SERVICES SUPPORT</b>	926	1.8 %	45.9	\$22.61	504	54.4 %
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>	2,068	4.1 %	44.9	\$32.55	1,657	80.1 %
<b>L32 - TECHNICAL</b>	1,107	2.2 %	40.9	\$21.83	679	61.3 %
<b>T01 - STATE POLICE ENLISTED</b>	1,450	2.9 %	41.6	\$30.20	1,277	88.1 %
<b>U11 - INSTITUTIONAL</b>	1,845	3.7 %	45.4	\$20.11	1,113	60.3 %
<b>W22 - HUMAN SERVICES</b>	10,714	21.2 %	42.9	\$25.05	5,083	47.4 %
<b>W41 - ADMINISTRATIVE SUPPORT</b>	6,336	12.6 %	45.7	\$19.97	3,871	61.1 %
<b>Y00 - NON-SPECIFIED</b>	9	0.0 %	22.5	\$12.50	0	0.0 %
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>	4,910	9.7 %	46.0	\$29.93	3,462	70.5 %
<b>Y50 - PENDING UNIT ASSIGNMENT</b>	1	0.0 %	47.4	\$18.89	1	100.0 %
<b>Y51 - SUPERVISORY</b>	5,710	11.3 %	48.5	\$32.25	5,122	89.7 %
<b>Y52 - NONCAREER</b>	235	0.5 %	25.9	\$13.56	5	2.1 %
<b>Y98 - MANAGERIAL</b>	1,769	3.5 %	51.1	\$46.11	1,525	86.2 %
<b>Y99 - CONFIDENTIAL</b>	1,556	3.1 %	47.0	\$26.58	1,136	73.0 %
<b>STATEWIDE TOTAL</b>	<b>50,444</b>	<b>100.0 %</b>	<b>45.0</b>	<b>\$25.84</b>	<b>33,981</b>	<b>67.4 %</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: June 23, 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	1,353	807	60 %	381	28 %	30	2 %	0	0 %	1,208	89 %	24	2 %	9	1 %
A31	LABOR AND TRADES	1,937	984	51 %	804	42 %	16	1 %	0	0 %	1,799	93 %	9	0 %	6	0 %
C12	SECURITY	7,024	4,128	59 %	2,545	36 %	25	0 %	0	0 %	6,620	94 %	128	2 %	10	0 %
E42	HUMAN SERVICES SUPPORT	926	496	54 %	365	39 %	9	1 %	0	0 %	839	91 %	38	4 %	5	1 %
H21	SCIENTIFIC & ENGINEERING	2,063	947	46 %	953	46 %	24	1 %	0	0 %	1,909	93 %	33	2 %	10	0 %
L32	TECHNICAL	862	430	50 %	372	43 %	14	2 %	0	0 %	798	93 %	17	2 %	5	1 %
T01	STATE POLICE ENLISTED	1,450	157	11 %	28	2 %	1	0 %	1,238	85 %	1,420	98 %	4	0 %	1	0 %
U11	INSTITUTIONAL	1,824	988	54 %	696	38 %	10	1 %	0	0 %	1,658	91 %	48	3 %	2	0 %
W22	HUMAN SERVICES	10,589	5,040	48 %	4,697	44 %	100	1 %	0	0 %	9,604	91 %	367	3 %	45	0 %
W41	ADMINISTRATIVE SUPPORT	5,855	2,122	36 %	3,201	55 %	71	1 %	0	0 %	5,262	90 %	188	3 %	13	0 %
Y23	BUSINESS & ADMINISTRATION	4,902	1,667	34 %	2,787	57 %	84	2 %	0	0 %	4,428	90 %	140	3 %	21	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,709	2,862	50 %	2,465	43 %	50	1 %	0	0 %	5,310	93 %	108	2 %	13	0 %
Y52	NONCAREER	5	3	60 %	0	0 %	0	0 %	0	0 %	5	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,769	796	45 %	833	47 %	13	1 %	0	0 %	1,648	93 %	22	1 %	2	0 %
Y99	CONFIDENTIAL	1,524	488	32 %	876	57 %	15	1 %	0	0 %	1,365	90 %	40	3 %	2	0 %
<b>STATEWIDE TOTALS:</b>		<b>47,793</b>	<b>21,915</b>	<b>46 %</b>	<b>21,004</b>	<b>44 %</b>	<b>462</b>	<b>1 %</b>	<b>1,238</b>	<b>3 %</b>	<b>43,874</b>	<b>92 %</b>	<b>1,166</b>	<b>2 %</b>	<b>144</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

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

PAY END DATE: June 23, 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	1,353	1,250	92 %	1,071	79 %	68	5 %	1,278	94 %	68	5 %	61	5 %
A31	LABOR AND TRADES	1,937	1,820	94 %	1,686	87 %	2	0 %	1,867	96 %	64	3 %	4	0 %
C12	SECURITY	7,024	6,762	96 %	6,633	94 %	0	0 %	6,785	97 %	202	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	926	887	96 %	700	76 %	0	0 %	874	94 %	51	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,063	1,957	95 %	1,730	84 %	26	1 %	1,924	93 %	134	6 %	14	1 %
L32	TECHNICAL	862	822	95 %	710	82 %	20	2 %	799	93 %	59	7 %	10	1 %
T01	STATE POLICE ENLISTED	1,450	1,427	98 %	1,500	103 %	935	64 %	1,394	96 %	36	2 %	972	67 %
U11	INSTITUTIONAL	1,824	1,713	94 %	1,579	87 %	4	0 %	1,734	95 %	86	5 %	0	0 %
W22	HUMAN SERVICES	10,589	10,051	95 %	8,647	82 %	0	0 %	9,964	94 %	603	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,855	5,492	94 %	4,882	83 %	99	2 %	5,507	94 %	333	6 %	70	1 %
Y23	BUSINESS & ADMINISTRATION	4,902	4,609	94 %	3,935	80 %	65	1 %	4,596	94 %	299	6 %	43	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,709	5,443	95 %	5,376	94 %	169	3 %	5,508	96 %	188	3 %	166	3 %
Y52	NONCAREER	5	5	100 %	4	80 %	0	0 %	5	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,769	1,676	95 %	1,559	88 %	32	2 %	1,684	95 %	83	5 %	33	2 %
Y99	CONFIDENTIAL	1,524	1,406	92 %	1,292	85 %	15	1 %	1,440	94 %	84	6 %	8	1 %
<b>STATEWIDE TOTALS:</b>		<b>47,793</b>	<b>45,321</b>	<b>95 %</b>	<b>41,305</b>	<b>86 %</b>	<b>1,435</b>	<b>3 %</b>	<b>45,360</b>	<b>95 %</b>	<b>2,290</b>	<b>5 %</b>	<b>1,381</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: June 23, 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	408	27	14	0	0	213	8	0	0	0	51	313
ATTORNEY GENERAL	11	468	27	1	0	0	0	0	0	0	0	79	107
AUDITOR GENERAL	03	145	0	1	0	0	0	0	0	0	0	2	3
CIVIL RIGHTS	15	96	0	0	0	0	0	0	0	0	43	15	58
CIVIL SERVICE COMMISSION	19	422	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,057	24	71	198	0	103	41	0	749	404	411	2,001
CORRECTIONS	47	13,352	10	582	6,768	0	8	100	0	553	2,290	939	11,250
EDUCATION	31	491	1	7	0	4	0	2	0	18	166	84	282
ENVIRONMENTAL QUALITY	76	1,125	28	2	0	0	696	45	0	0	1	138	910
EXECUTIVE OFFICE	01	54	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,132	191	34	0	54	3	3	0	89	7,137	1,274	8,785
LICENSING AND REGULATORY AFF	64	3,929	281	42	0	791	116	5	0	22	489	740	2,486
MILITARY & VETERAN AFFAIRS	51	903	49	206	0	0	26	13	0	391	28	43	756
NATURAL RESOURCES	75	3,179	514	1,486	0	0	262	162	0	7	127	196	2,754
STATE	23	1,490	14	17	0	0	0	1	0	0	0	999	1,031
STATE POLICE	55	2,416	133	10	0	0	92	31	1,440	7	0	226	1,939
STRATEGIC FUND	07	707	0	1	0	77	18	3	0	0	19	92	210
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,563	0	262	0	0	32	60	0	0	1	308	663
TRANSPORTATION	59	2,845	60	650	0	0	497	631	0	0	3	228	2,069
TREASURY	27	1,551	10	13	0	0	2	2	0	0	0	508	535
<b>Grand Total:</b>		<b>50,333</b>	<b>1,369</b>	<b>3,399</b>	<b>6,966</b>	<b>926</b>	<b>2,068</b>	<b>1,107</b>	<b>1,440</b>	<b>1,836</b>	<b>10,708</b>	<b>6,333</b>	<b>36,152</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: June 23, 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	408	18	11	19	2	0	45	95
ATTORNEY GENERAL	11	468	29	46	280	0	0	6	361
AUDITOR GENERAL	03	145	0	68	33	5	0	36	142
CIVIL RIGHTS	15	96	1	18	9	0	0	10	38
CIVIL SERVICE COMMISSION	19	422	5	356	53	0	0	8	422
COMMUNITY HEALTH	39	3,057	431	70	162	6	1	386	1,056
CORRECTIONS	47	13,352	169	118	152	1	0	1,662	2,102
EDUCATION	31	491	108	29	27	0	0	45	209
ENVIRONMENTAL QUALITY	76	1,125	45	18	29	11	0	112	215
EXECUTIVE OFFICE	01	54	0	52	2	0	0	0	54
HUMAN SERVICES	43	11,132	545	211	176	0	0	1,415	2,347
LICENSING AND REGULATORY AFF	64	3,929	730	103	236	41	0	333	1,443
MILITARY & VETERAN AFFAIRS	51	903	20	9	11	0	0	107	147
NATURAL RESOURCES	75	3,179	80	27	60	31	0	227	425
STATE	23	1,490	123	53	40	17	0	226	459
STATE POLICE	55	2,416	131	30	46	4	0	266	477
STRATEGIC FUND	07	707	306	41	60	29	1	60	497
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,563	1,299	150	180	43	2	226	1,900
TRANSPORTATION	59	2,845	200	98	84	30	4	360	776
TREASURY	27	1,551	670	48	110	15	2	171	1,016
<b>Grand Total:</b>		<b>50,333</b>	<b>4,910</b>	<b>1,556</b>	<b>1,769</b>	<b>235</b>	<b>10</b>	<b>5,701</b>	<b>14,181</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.
- 70 **Michigan State Police Accident, Pension and Disability Fund.**  
Enlisted personnel hired after 6/1/2012.

**F-1 or J1 Visa Employees.**

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

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

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

**Turnover Separation** - Starting in FY2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

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

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

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

**Union Codes**

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

**Unit**

**Code**    **Unit**

- 01**    **State Police Enlisted Unit**  
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
- 02**    **Safety and Regulatory Unit**  
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
- 11**    **Institutional Unit**  
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
- 12**    **Security Unit**  
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.

- 21 **Scientific and Engineering Unit**  
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
- 22 **Human Services Unit**  
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 23 **Business and Administrative Unit**  
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 31 **Labor and Trades Unit**  
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
- 32 **Technical Unit**  
Employees in this unit provide support services in the area of science and engineering.
- 41 **Administrative Support Unit**  
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 **Human Services Support Unit**  
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 **Pending Unit Assignment**  
Employees in positions in classifications that are pending unit assignment.
- 51 **Supervisory Unit**  
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.
- 52 **Non-Career**  
Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).
- 98 **Managerial Unit**  
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**99**      **Confidential Unit**

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

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

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