

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2012-13

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

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

Janet McClelland, Acting State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2012-13

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.5
Average Annual Salary ¹	\$56,209
Average Years of Service	13

WORK FORCE CHARACTERISTICS

Females	53%
Males	47%
Eligible for Longevity	69.5%
Less than Six Years of Service	30%
Six to Ten Years of Service	15.2%
Over Ten Years of Service	55%
Exclusively Represented for Collective Bargaining	71%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.0%
Asian	1.4%
Black	18.4%
Hispanic	2.8%
White	75%
Not Disclosed	1.3%

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

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

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

Pay End Date: December 22, 2012

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	382.0	0.0	3.0	6.0	0.0	17.0	0.0	408.0	0.0	408.0
AGRICULTURE AND RURAL DVLPMNT		382.0	0.0	3.0	6.0	0.0	17.0	0.0	408.0	0.0	408.0
ATY GNRL CENTRAL OFFICE	1101	438.0	2.0	0.0	19.0	0.0	0.0	0.0	459.0	0.0	459.0
PACC	1102	10.0	0.0	0.0	1.0	0.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		448.0	2.0	0.0	20.0	0.0	0.0	0.0	470.0	0.0	470.0
LEGISLATIVE AUDITOR GENERAL	0301	118.0	0.0	8.0	14.0	0.0	5.0	0.0	145.0	0.0	145.0
AUDITOR GENERAL		118.0	0.0	8.0	14.0	0.0	5.0	0.0	145.0	0.0	145.0
CIV RGHT CENTRAL OFFICE	1501	87.0	0.0	0.0	7.0	0.0	1.0	0.0	95.0	0.0	95.0
CIVIL RIGHTS		87.0	0.0	0.0	7.0	0.0	1.0	0.0	95.0	0.0	95.0
CIVIL SERVICE COMMISSION	1901	394.0	2.0	2.0	14.0	0.0	14.0	0.0	426.0	1.5	424.5
CIVIL SERVICE COMMISSION		394.0	2.0	2.0	14.0	0.0	14.0	0.0	426.0	1.5	424.5
DCH-CARO CENTER	3902	304.0	0.0	0.0	37.0	0.0	0.0	1.0	342.0	0.0	342.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,157.0	1.0	5.0	20.0	0.0	29.0	0.0	1,212.0	1.0	1,211.0
DCH-CTR FORENSIC PSYCHIATRY	3920	479.0	2.0	0.0	7.0	0.0	3.0	2.0	493.0	0.0	493.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	154.0	2.0	0.0	22.0	0.0	5.0	1.0	184.0	0.0	184.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	423.0	5.0	0.0	76.0	0.0	0.0	2.0	506.0	0.0	506.0
DCH-OFFICE OF SERVICES TO TH	3970	33.0	0.0	0.0	1.0	0.0	0.0	0.0	34.0	0.0	34.0
DCH-WALTER P. REUTHER PSY HOSP	3945	345.0	0.0	0.0	1.0	0.0	2.0	2.0	350.0	0.0	350.0
OFFICE OF THE INSPECTOR GENERA	3947	33.0	0.0	0.0	1.0	0.0	0.0	0.0	34.0	0.0	34.0
COMMUNITY HEALTH		2,928.0	10.0	5.0	165.0	0.0	39.0	8.0	3,155.0	1.0	3,154.0
DETROIT REENTRY CENTER	4764	226.0	0.0	0.0	1.0	0.0	0.0	1.0	228.0	0.0	228.0
DOC-ADRIAN/GUS HARRISON FAC	4729	528.0	0.0	0.0	4.0	0.0	0.0	2.0	534.0	0.0	534.0
DOC-ALGER MAX SECURITY CORRECT	4735	268.0	0.0	0.0	5.0	0.0	1.0	0.0	274.0	0.0	274.0
DOC-BARAGA FACILITY	4740	312.0	1.0	0.0	2.0	0.0	1.0	5.0	321.0	0.0	321.0
DOC-BELLAMY CREEK FACILITY	4748	433.0	0.0	0.0	3.0	0.0	0.0	1.0	437.0	0.0	437.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	462.0	1.0	0.0	2.0	0.0	0.0	0.0	465.0	0.0	465.0
DOC-CARSON CITY FAC/CARSON CIT	4731	454.0	0.0	0.0	5.0	0.0	1.0	5.0	465.0	0.0	465.0
DOC-CENTRAL MICHIGAN FACILITY	4744	437.0	1.0	0.0	2.0	0.0	0.0	3.0	443.0	0.0	443.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	490.0	1.0	0.0	4.0	0.0	1.0	0.0	496.0	0.0	496.0
DOC-COOPER STREET FACILITY	4752	391.0	0.0	0.0	3.0	0.0	0.0	2.0	396.0	0.5	395.5
DOC-CORRECTN CENTRAL OFFICE	4702	445.0	0.0	0.0	16.0	0.0	44.0	0.0	505.0	0.0	505.0
DOC-COTTON FACILITY	4720	450.0	0.0	0.0	3.0	0.0	0.0	1.0	454.0	1.5	452.5
DOC-EGELER FACILITY	4727	587.0	0.0	0.0	3.0	0.0	0.0	3.0	593.0	0.0	593.0
DOC-FIELD OPERATION REGION III	4763	914.0	10.0	2.0	1.0	0.0	0.0	0.0	927.0	0.0	927.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: December 22, 2012

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-FIELD OPERATIONS REGION I	4761	762.0	0.0	1.0	2.0	0.0	0.0	2.0	767.0	0.0	767.0
DOC-HANDLON MI TRAINING UNT	4705	303.0	1.0	0.0	1.0	0.0	0.0	2.0	307.0	0.0	307.0
DOC-HURON VALLEY CORR COMPLEX	4715	598.0	3.0	0.0	2.0	0.0	0.0	5.0	608.0	0.0	608.0
DOC-IONIA MAXIMUM FACILITY	4724	294.0	0.0	0.0	1.0	0.0	0.0	4.0	299.0	0.0	299.0
DOC-JACKSON CENTRAL REGION	4750	133.0	0.0	0.0	0.0	0.0	0.0	0.0	133.0	0.0	133.0
DOC-KINROSS/HIAWATHA FACILITY	4712	370.0	0.0	0.0	3.0	0.0	0.0	3.0	376.0	0.0	376.0
DOC-LAKELAND MENS FACILITY	4718	270.0	0.0	0.0	0.0	0.0	0.0	1.0	271.0	0.0	271.0
DOC-MACOMB FACILITY	4741	357.0	1.0	0.0	1.0	0.0	0.0	3.0	362.0	0.0	362.0
DOC-MARQUETTE BRANCH PRISON	4706	343.0	0.0	0.0	5.0	0.0	2.0	2.0	352.0	0.0	352.0
DOC-MAXEY CORRECTIONAL	4749	300.0	0.0	0.0	3.0	0.0	0.0	6.0	309.0	0.0	309.0
DOC-MICHIGAN REFORMATORY	4707	315.0	0.0	0.0	4.0	0.0	2.0	3.0	324.0	0.0	324.0
DOC-MICHIGAN STATE INDUSTRIES	4709	117.0	0.0	0.0	0.0	0.0	2.0	0.0	119.0	0.0	119.0
DOC-MUSKEGON FACILITY	4704	229.0	0.0	0.0	3.0	0.0	0.0	0.0	232.0	0.0	232.0
DOC-NEWBERRY FACILITY	4743	232.0	0.0	0.0	6.0	0.0	0.0	1.0	239.0	0.0	239.0
DOC-OAKS FACILITY	4739	306.0	1.0	0.0	3.0	0.0	1.0	2.0	313.0	0.0	313.0
DOC-OJIBWAY FACILITY	4746	223.0	2.0	0.0	3.0	0.0	2.0	1.0	231.0	0.0	231.0
DOC-PARNALL FACILITY	4751	293.0	0.0	1.0	0.0	0.0	0.0	0.0	294.0	0.0	294.0
DOC-PUGSLEY FACILITY	4745	233.0	1.0	0.0	4.0	0.0	0.0	1.0	239.0	0.0	239.0
DOC-SAGINAW FACILITY	4742	322.0	2.0	0.0	4.0	0.0	2.0	2.0	332.0	0.0	332.0
DOC-ST. LOUIS FACILITY	4733	347.0	0.0	0.0	2.0	0.0	0.0	4.0	353.0	0.0	353.0
DOC-THUMB FACILITY	4725	312.0	0.0	0.0	3.0	0.0	0.0	1.0	316.0	0.0	316.0
NTHRN REGION ADMIN AND SUPPORT	4714	41.0	0.0	0.0	3.0	0.0	0.0	0.0	44.0	0.0	44.0
SOUTHERN REGION - IONIA	4711	48.0	0.0	0.0	0.0	0.0	0.0	0.0	48.0	0.0	48.0
CORRECTIONS		13,145.0	25.0	4.0	107.0	0.0	59.0	66.0	13,406.0	2.0	13,404.0
EDUCATION	3103	433.0	4.0	4.0	12.0	51.0	22.0	0.0	526.0	0.5	525.5
EDUCATION		433.0	4.0	4.0	12.0	51.0	22.0	0.0	526.0	0.5	525.5
DEQ-ENVIRONMENTAL QUALITY	7601	1,051.0	5.0	16.0	27.0	0.0	9.0	0.0	1,108.0	2.5	1,105.5
ENVIRONMENTAL QUALITY		1,051.0	5.0	16.0	27.0	0.0	9.0	0.0	1,108.0	2.5	1,105.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	51.0	0.0	0.0	0.0	51.0	0.0	51.0
EXECUTIVE OFFICE		0.0	0.0	0.0	51.0	0.0	0.0	0.0	51.0	0.0	51.0
DHS-BERRIEN COUNTY	4322	152.0	0.0	0.0	0.0	0.0	0.0	0.0	152.0	0.0	152.0
DHS-CALHOUN COUNTY	4323	156.0	0.0	0.0	9.0	0.0	0.0	0.0	165.0	0.0	165.0
DHS-COUNTIES	4308	2,736.0	2.0	2.0	154.0	18.0	0.0	0.0	2,912.0	3.5	2,908.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,540.0	4.0	17.0	148.0	47.0	8.0	1.0	2,765.0	0.5	2,764.5

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

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DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-GENESEE COUNTY	4302	540.0	0.0	0.0	16.0	0.0	0.0	0.0	556.0	0.0	556.0
DHS-INGHAM COUNTY	4312	272.0	0.0	0.0	10.0	0.0	0.0	0.0	282.0	0.0	282.0
DHS - INSTITUTIONS	4307	61.0	0.0	9.0	9.0	0.0	1.0	3.0	83.0	0.0	83.0
DHS-JACKSON COUNTY	4315	147.0	0.0	0.0	16.0	0.0	0.0	0.0	163.0	0.0	163.0
DHS-KALAMAZOO COUNTY	4314	257.0	0.0	0.0	13.0	0.0	1.0	1.0	272.0	0.0	272.0
DHS-KENT COUNTY	4303	420.0	0.0	0.0	58.0	0.0	0.0	0.0	478.0	2.5	475.5
DHS-MACOMB COUNTY	4304	528.0	0.0	0.0	4.0	0.0	0.0	0.0	532.0	4.0	528.0
DHS-MAXEY TRAINING SCHOOL	4311	75.0	0.0	0.0	4.0	0.0	0.0	0.0	79.0	0.0	79.0
DHS-MUSKEGON COUNTY	4324	235.0	0.0	0.0	12.0	0.0	0.0	0.0	247.0	0.0	247.0
DHS-OAKLAND COUNTY	4305	546.0	0.0	0.0	13.0	0.0	0.0	0.0	559.0	0.0	559.0
DHS-SAGINAW COUNTY	4313	226.0	0.0	0.0	15.0	0.0	0.0	0.0	241.0	0.0	241.0
DHS-WASHTENAW	4325	147.0	0.0	0.0	22.0	0.0	0.0	0.0	169.0	0.0	169.0
DHS-WAYNE COUNTY DSS	4306	71.0	0.0	0.0	0.0	0.0	0.0	0.0	71.0	0.0	71.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	624.0	0.0	0.0	5.0	0.0	0.0	0.0	629.0	0.0	629.0
DHS-WAYNE COUNTY ZONE 3	4318	406.0	0.0	0.0	73.0	0.0	0.0	0.0	479.0	0.0	479.0
DHS-WAYNE COUNTY ZONE 4	4319	459.0	0.0	0.0	42.0	0.0	0.0	0.0	501.0	0.0	501.0
DHS-WAYNE COUNTY ZONE L	4316	345.0	0.0	0.0	26.0	0.0	0.0	0.0	371.0	0.0	371.0
HUMAN SERVICES		10,943.0	6.0	28.0	649.0	65.0	10.0	5.0	11,706.0	10.5	11,695.5
LICENSING AND REGULATORY AFF	6401	2,803.0	12.0	5.0	125.0	0.0	101.0	2.0	3,048.0	1.5	3,046.5
LICENSING & REGULATORY AFFAIRS		2,803.0	12.0	5.0	125.0	0.0	101.0	2.0	3,048.0	1.5	3,046.5
D.J. JACOBETTI HOME FOR VETERA	5103	144.0	3.0	1.0	0.0	0.0	0.0	0.0	148.0	0.5	147.5
GRAND RAPIDS HOME FOR VETERANS	5102	335.0	2.0	14.0	15.0	5.0	25.0	2.0	398.0	0.0	398.0
MIL AFFR CENTRAL OFFICE	5101	244.0	1.0	5.0	31.0	33.0	37.0	0.0	351.0	0.0	351.0
MILITARY & VETERAN AFFAIRS		723.0	6.0	20.0	46.0	38.0	62.0	2.0	897.0	0.5	896.5
DNR-NATURAL RESOURCES	7501	1,242.0	1.0	59.0	16.0	51.0	172.0	2.0	1,543.0	0.0	1,543.0
NATURAL RESOURCES		1,242.0	1.0	59.0	16.0	51.0	172.0	2.0	1,543.0	0.0	1,543.0
DEPARTMENT OF STATE	2301	1,155.0	0.0	86.0	50.0	0.0	200.0	2.0	1,493.0	0.0	1,493.0
STATE		1,155.0	0.0	86.0	50.0	0.0	200.0	2.0	1,493.0	0.0	1,493.0
STATE POLICE	5501	2,461.0	22.0	4.0	22.0	0.0	5.0	7.0	2,521.0	1.0	2,520.0
STATE POLICE		2,461.0	22.0	4.0	22.0	0.0	5.0	7.0	2,521.0	1.0	2,520.0
MSF-WORKFORCE DEVELOPMENT AGY	0742	185.0	2.0	0.0	6.0	0.0	6.0	0.0	199.0	0.0	199.0
MSHDA	6305	275.0	4.0	5.0	14.0	0.0	32.0	0.0	330.0	1.0	329.0
STRATEGIC FUND	0740	149.0	0.0	1.0	18.0	0.0	5.0	0.0	173.0	0.0	173.0

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WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 22, 2012

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STRATEGIC FUND		609.0	6.0	6.0	38.0	0.0	43.0	0.0	702.0	1.0	701.0
TECH, MGMT AND BUDGET - IT	0801	1,549.0	3.0	0.0	20.0	0.0	73.0	0.0	1,645.0	0.0	1,645.0
TECH, MGMT AND BUDGET - MB	0701	893.0	14.0	1.0	48.0	0.0	31.0	0.0	987.0	2.5	984.5
TECHNOLOGY, MANAGEMENT & BUDGET		2,442.0	17.0	1.0	68.0	0.0	104.0	0.0	2,632.0	2.5	2,629.5
BRIDGE AUTHORITIES-INTERNATION	5903	30.0	0.0	0.0	0.0	0.0	10.0	0.0	40.0	0.0	40.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	26.0	4.0	0.0	13.0	0.0	81.0	0.0	81.0
TRANSPORTATION CENTRAL OFFICE	5901	2,317.0	6.0	20.0	74.0	3.0	196.0	8.0	2,624.0	4.0	2,620.0
TRANSPORTATION		2,385.0	6.0	46.0	78.0	3.0	219.0	8.0	2,745.0	4.0	2,741.0
BUREAU OF STATE LOTTERY	2795	173.0	0.0	0.0	2.0	0.0	20.0	0.0	195.0	0.0	195.0
GAMING CONTROL	2707	111.0	0.0	4.0	13.0	0.0	9.0	0.0	137.0	0.0	137.0
TREASURY CENTRAL PAYROLL	2701	1,203.0	2.0	6.0	42.0	0.0	40.0	1.0	1,294.0	0.0	1,294.0
TREASURY		1,487.0	2.0	10.0	57.0	0.0	69.0	1.0	1,626.0	0.0	1,626.0
STATEWIDE TOTAL		45,236.0	126.0	307.0	1,572.0	208.0	1,151.0	103.0	48,703.0	28.5	48,674.5

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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, noncareer, or on worker's compensation. For this report, the actual number of employees who job share are divided in half.

Source: Michigan Civil Service Commission HWF04

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 12/22/2012 (B)	FTE Positions 9/29/2012 (C)	Difference 12/22/2012 and 9/29/2012 (B-C)	Difference 12/22/2012 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	425.0	394.9	386.8	8.2	-30.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	425.0	394.9	386.8	8.2	-30.1
ATTORNEY GENERAL					
Regular	508.0	468.8	467.6	1.2	-39.2
Overtime	0.0	0.0	0.3	-0.3	0.0
Total	508.0	468.8	467.9	0.9	-39.2
AUDITOR GENERAL					
Regular	0.0	141.5	139.1	2.4	141.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	141.5	139.1	2.4	141.5
CIVIL RIGHTS					
Regular	121.0	94.9	93.2	1.7	-26.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	121.0	94.9	93.2	1.7	-26.1
CIVIL SERVICE COMMISSION					
Regular	450.0	417.6	411.7	5.9	-32.4
Overtime	0.0	0.5	1.3	-0.8	0.5
Total	450.0	418.1	413.0	5.1	-31.9
COMMUNITY HEALTH					
Regular	3,546.6	3,119.8	3,076.3	43.5	-426.8
Overtime	0.0	138.9	103.5	35.4	138.9
Total	3,546.6	3,258.7	3,179.8	78.9	-287.9

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

Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 12/22/2012 (B)	FTE Positions 9/29/2012 (C)	Difference 12/22/2012 and 9/29/2012 (B-C)	Difference 12/22/2012 and Appropriated (B-A)
CORRECTIONS					
Regular	14,679.2	13,399.5	13,437.0	-37.5	-1,279.7
Overtime	0.0	577.7	606.8	-29.1	577.7
Total	14,679.2	13,977.2	14,043.8	-66.6	-702.0
EDUCATION					
Regular	584.5	508.6	487.7	20.9	-75.9
Overtime	0.0	1.4	0.9	0.5	1.4
Total	584.5	510.0	488.6	21.4	-74.5
ENVIRONMENTAL QUALITY					
Regular	1,321.5	1,088.8	1,105.8	-17.0	-232.7
Overtime	0.0	1.0	2.6	-1.6	1.0
Total	1,321.5	1,089.8	1,108.4	-18.6	-231.7
EXECUTIVE OFFICE					
Regular	74.2	50.3	49.4	0.9	-23.9
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	50.3	49.4	0.9	-23.9
HUMAN SERVICES					
Regular	12,314.0	11,622.5	11,070.1	552.4	-691.5
Overtime	0.0	71.2	93.9	-22.8	71.2
Total	12,314.0	11,693.7	11,164.1	529.6	-620.3
LICENSING AND REGULATORY AFF					
Regular	3,709.8	2,987.5	3,626.8	-639.4	-722.3
Overtime	0.0	7.2	3.6	3.6	7.2
Total	3,709.8	2,994.7	3,630.5	-635.8	-715.1

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

Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 12/22/2012 (B)	FTE Positions 9/29/2012 (C)	Difference 12/22/2012 and 9/29/2012 (B-C)	Difference 12/22/2012 and Appropriated (B-A)
MILITARY & VETERAN AFFAIRS					
Regular	834.0	851.7	865.1	-13.4	17.7
Overtime	0.0	33.8	26.9	6.9	33.8
Total	834.0	885.5	892.0	-6.5	51.5
NATURAL RESOURCES					
Regular	2,093.8	1,403.5	2,150.6	-747.1	-690.3
Overtime	0.0	2.0	15.5	-13.6	2.0
Total	2,093.8	1,405.4	2,166.1	-760.7	-688.4
STATE					
Regular	1,689.0	1,372.7	1,409.1	-36.4	-316.3
Overtime	0.0	1.6	22.0	-20.4	1.6
Total	1,689.0	1,374.3	1,431.1	-56.8	-314.7
STATE POLICE					
Regular	2,881.0	2,492.2	2,373.3	119.0	-388.8
Overtime	0.0	254.2	190.9	63.4	254.2
Total	2,881.0	2,746.5	2,564.1	182.3	-134.5
STRATEGIC FUND					
Regular	748.0	684.5	679.0	5.5	-63.5
Overtime	0.0	1.0	0.9	0.1	1.0
Total	748.0	685.5	679.9	5.5	-62.5
TECH, MGMT AND BUDGET					
Regular	2,358.0	2,595.0	2,564.6	30.4	237.0
Overtime	0.0	27.3	44.6	-17.3	27.3
Total	2,358.0	2,622.3	2,609.1	13.2	264.3

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.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 12/22/2012 (B)	FTE Positions 9/29/2012 (C)	Difference 12/22/2012 and 9/29/2012 (B-C)	Difference 12/22/2012 and Appropriated (B-A)
TRANSPORTATION					
Regular	2,912.3	2,646.2	2,640.9	5.3	-266.1
Overtime	0.0	54.5	122.1	-67.6	54.5
Total	2,912.3	2,700.7	2,763.0	-62.3	-211.6
TREASURY					
Regular	1,774.5	1,595.8	1,551.0	44.8	-178.7
Overtime	0.0	7.0	25.2	-18.2	7.0
Total	1,774.5	1,602.9	1,576.2	26.6	-171.6
STATEWIDE TOTALS					
Total Regular	53,024.4	47,936.4	48,585.1	-648.7	-5,088.0
Total Overtime	0.0	1,179.3	1,261.1	-81.8	1,179.3
Grand Total	53,024.4	49,115.6	49,846.2	-730.5	-3,908.8

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.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN
NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
PRIOR AND CURRENT PAY END DATES

Table 1-3

Department	September 29, 2012		December 22, 2012	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLP MNT	402.0	0.8 %	408.0	0.8 %
ATTORNEY GENERAL	471.0	1.0 %	470.0	1.0 %
AUDITOR GENERAL	144.0	0.3 %	145.0	0.3 %
CIVIL RIGHTS	94.0	0.2 %	95.0	0.2 %
CIVIL SERVICE COMMISSION	417.5	0.8 %	424.5	0.9 %
COMMUNITY HEALTH	3,111.0	6.3 %	3,154.0	6.5 %
CORRECTIONS	13,385.0	27.1 %	13,404.0	27.5 %
EDUCATION	503.5	1.0 %	525.5	1.1 %
ENVIRONMENTAL QUALITY	1,130.5	2.3 %	1,105.5	2.3 %
EXECUTIVE OFFICE	50.0	0.1 %	51.0	0.1 %
HUMAN SERVICES	11,119.5	22.5 %	11,695.5	24.0 %
LICENSING & REGULATORY AFFAIRS	3,469.5	7.0 %	3,046.5	6.3 %
MILITARY & VETERAN AFFAIRS	909.5	1.8 %	896.5	1.8 %
NATURAL RESOURCES	2,668.0	5.4 %	1,543.0	3.2 %
STATE	1,530.0	3.1 %	1,493.0	3.1 %
STATE POLICE	2,400.0	4.9 %	2,520.0	5.2 %
STRATEGIC FUND	700.0	1.4 %	701.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,605.5	5.3 %	2,629.5	5.4 %
TRANSPORTATION	2,718.0	5.5 %	2,741.0	5.6 %
TREASURY	1,578.0	3.2 %	1,626.0	3.3 %
TOTAL:	49,406.5	100.0 %	48,674.5	100.0 %

Comments: In FY 2011-2012, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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, noncareer, or on worker's compensation. For this report, the actual number of employees who job share are divided in half.

Statewide, the number of classified employees decreased by 732 from September 29, 2012 to December 22, 2012.

Source: Michigan Civil Service Commission HWF03

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

Pay End Date: December 22, 2012

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	6	398.5
ATTORNEY GENERAL	6	472.8
AUDITOR GENERAL	6	140.0
CIVIL RIGHTS	6	93.7
CIVIL SERVICE COMMISSION	6	411.2
COMMUNITY HEALTH	6	3,107.7
CORRECTIONS	6	13,390.3
EDUCATION	6	512.7
ENVIRONMENTAL QUALITY	6	1,112.0
EXECUTIVE OFFICE	6	50.3
HUMAN SERVICES	6	11,656.8
LICENSING & REGULATORY AFFAIRS	6	2,901.8
MILITARY & VETERAN AFFAIRS	6	872.3
NATURAL RESOURCES	6	1,487.5
STATE	6	1,286.3
STATE POLICE	6	2,480.5
STRATEGIC FUND	6	652.2
TECHNOLOGY, MANAGEMENT & BUDGET	6	2,550.8
TRANSPORTATION	6	2,632.5
TREASURY	6	1,565.3
	Sum:	47,775.3

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. Currently, these positions represent 85.5% of all noncareer 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.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT
Pay End Date: December 22, 2012

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMNT	408	0.84 %	48.0	\$30.17	312	76.5 %
ATTORNEY GENERAL	470	0.97 %	46.9	\$38.60	306	65.1 %
AUDITOR GENERAL	145	0.30 %	39.4	\$34.63	94	64.8 %
CIVIL RIGHTS	95	0.20 %	49.0	\$30.17	75	78.9 %
CIVIL SERVICE COMMISSION	426	0.87 %	46.5	\$29.31	326	76.5 %
COMMUNITY HEALTH	3,155	6.48 %	47.0	\$27.92	2,000	63.4 %
CORRECTIONS	13,406	27.53 %	45.8	\$25.80	11,042	82.4 %
EDUCATION	526	1.08 %	48.0	\$31.86	273	51.9 %
ENVIRONMENTAL QUALITY	1,108	2.28 %	48.2	\$31.79	957	86.4 %
EXECUTIVE OFFICE	51	0.10 %	38.9	\$34.38	15	29.4 %
HUMAN SERVICES	11,706	24.04 %	43.6	\$24.87	6,220	53.1 %
LICENSING & REGULATORY AFFAIRS	3,048	6.26 %	47.5	\$28.81	2,130	69.9 %
MILITARY & VETERAN AFFAIRS	897	1.84 %	47.1	\$23.34	590	65.8 %
NATURAL RESOURCES	1,543	3.17 %	45.3	\$26.10	1,145	74.2 %
STATE	1,493	3.07 %	45.7	\$22.31	974	65.2 %
STATE POLICE	2,521	5.18 %	42.7	\$29.98	2,048	81.2 %
STRATEGIC FUND	702	1.44 %	46.0	\$30.20	446	63.5 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,632	5.40 %	46.7	\$30.76	1,772	67.3 %
TRANSPORTATION	2,745	5.64 %	45.9	\$27.83	2,103	76.6 %
TREASURY	1,626	3.34 %	45.5	\$27.77	1,041	64.0 %
STATEWIDE TOTALS:	48,703	100.0 %	45.5	\$26.92	33,869	69.5 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: December 22, 2012

Department	Health Insurance								Dental Insurance							
	Total Employees Enrolled	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	
AGRICULTURE & RURAL DEVELOPMENT	391	181	46 %	187	48 %	6	2 %	0	0 %	369	94 %	7	2 %	1	0 %	
ATTORNEY GENERAL	470	176	37 %	237	50 %	4	1 %	0	0 %	431	92 %	5	1 %	1	0 %	
AUDITOR GENERAL	140	36	26 %	86	61 %	4	3 %	0	0 %	131	94 %	0	0 %	0	0 %	
CIVIL RIGHTS	94	40	43 %	46	49 %	3	3 %	0	0 %	85	90 %	4	4 %	0	0 %	
CIVIL SERVICE COMMISSION	412	119	29 %	249	60 %	4	1 %	0	0 %	373	91 %	7	2 %	0	0 %	
COMMUNITY HEALTH	3,116	1,465	47 %	1,409	45 %	33	1 %	0	0 %	2,846	91 %	103	3 %	12	0 %	
CORRECTIONS	13,347	7,100	53 %	5,326	40 %	73	1 %	0	0 %	12,376	93 %	258	2 %	20	0 %	
EDUCATION	504	219	43 %	214	42 %	8	2 %	0	0 %	451	89 %	6	1 %	3	1 %	
ENVIRONMENTAL QUALITY	1,099	403	37 %	594	54 %	11	1 %	0	0 %	1,009	92 %	15	1 %	3	0 %	
EXECUTIVE OFFICE	51	29	57 %	17	33 %	0	0 %	0	0 %	47	92 %	0	0 %	0	0 %	
HUMAN SERVICES	11,696	5,010	43 %	5,815	50 %	102	1 %	0	0 %	10,697	91 %	397	3 %	32	0 %	
LICENSING & REGULATORY AFFAIRS	2,947	1,143	39 %	1,575	53 %	29	1 %	0	0 %	2,684	91 %	98	3 %	12	0 %	
MILITARY & VETERAN AFFAIRS	835	356	43 %	403	48 %	10	1 %	0	0 %	784	94 %	4	0 %	3	0 %	
NATURAL RESOURCES	1,371	834	61 %	432	32 %	15	1 %	0	0 %	1,291	94 %	8	1 %	0	0 %	
STATE	1,293	525	41 %	657	51 %	18	1 %	0	0 %	1,186	92 %	34	3 %	4	0 %	
STATE POLICE	2,516	665	26 %	445	18 %	17	1 %	1,268	50 %	2,401	95 %	20	1 %	4	0 %	
STRATEGIC FUND	659	213	32 %	387	59 %	14	2 %	0	0 %	603	92 %	20	3 %	1	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,528	717	28 %	1,577	62 %	31	1 %	0	0 %	2,262	89 %	63	2 %	9	0 %	
TRANSPORTATION	2,526	1,187	47 %	1,158	46 %	37	1 %	0	0 %	2,364	94 %	30	1 %	11	0 %	
TREASURY	1,557	474	30 %	918	59 %	37	2 %	0	0 %	1,410	91 %	48	3 %	5	0 %	
STATEWIDE TOTALS:	47,552	20,892	44 %	21,732	46 %	456	1 %	1,268	3 %	43,800	92 %	1,127	2 %	121	0 %	

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

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: December 22, 2012

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	391	378	97 %	328	84 %	0	0 %	378	97 %	13	3 %	0	0 %
ATTORNEY GENERAL	470	439	93 %	335	71 %	0	0 %	441	94 %	27	6 %	0	0 %
AUDITOR GENERAL	140	132	94 %	101	72 %	0	0 %	127	91 %	13	9 %	0	0 %
CIVIL RIGHTS	94	89	95 %	81	86 %	0	0 %	86	91 %	8	9 %	0	0 %
CIVIL SERVICE COMMISSION	412	382	93 %	371	90 %	3	1 %	397	96 %	14	3 %	2	0 %
COMMUNITY HEALTH	3,116	2,968	95 %	2,691	86 %	0	0 %	2,926	94 %	187	6 %	0	0 %
CORRECTIONS	13,347	12,672	95 %	12,403	93 %	0	0 %	12,897	97 %	403	3 %	0	0 %
EDUCATION	504	462	92 %	353	70 %	0	0 %	470	93 %	33	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,099	1,032	94 %	951	87 %	0	0 %	1,025	93 %	71	6 %	0	0 %
EXECUTIVE OFFICE	51	47	92 %	30	59 %	0	0 %	42	82 %	9	18 %	0	0 %
HUMAN SERVICES	11,696	11,161	95 %	9,889	85 %	0	0 %	11,080	95 %	600	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,947	2,804	95 %	2,460	83 %	1	0 %	2,783	94 %	156	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	835	788	94 %	691	83 %	0	0 %	798	96 %	30	4 %	0	0 %
NATURAL RESOURCES	1,371	1,307	95 %	1,189	87 %	0	0 %	1,311	96 %	59	4 %	0	0 %
STATE	1,293	1,233	95 %	1,108	86 %	0	0 %	1,208	93 %	83	6 %	0	0 %
STATE POLICE	2,516	2,428	97 %	2,714	108 %	1,427	57 %	2,388	95 %	105	4 %	1,381	55 %
STRATEGIC FUND	659	625	95 %	517	78 %	0	0 %	611	93 %	46	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,528	2,348	93 %	1,961	78 %	39	2 %	2,403	95 %	112	4 %	33	1 %
TRANSPORTATION	2,526	2,411	95 %	2,212	88 %	0	0 %	2,393	95 %	129	5 %	0	0 %
TREASURY	1,557	1,475	95 %	1,275	82 %	0	0 %	1,460	94 %	95	6 %	0	0 %
STATEWIDE TOTALS:	47,552	45,181	95 %	41,660	88 %	1,470	3 %	45,224	95 %	2,193	5 %	1,417	3 %

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

Source: Michigan Civil Service Commission HWF47

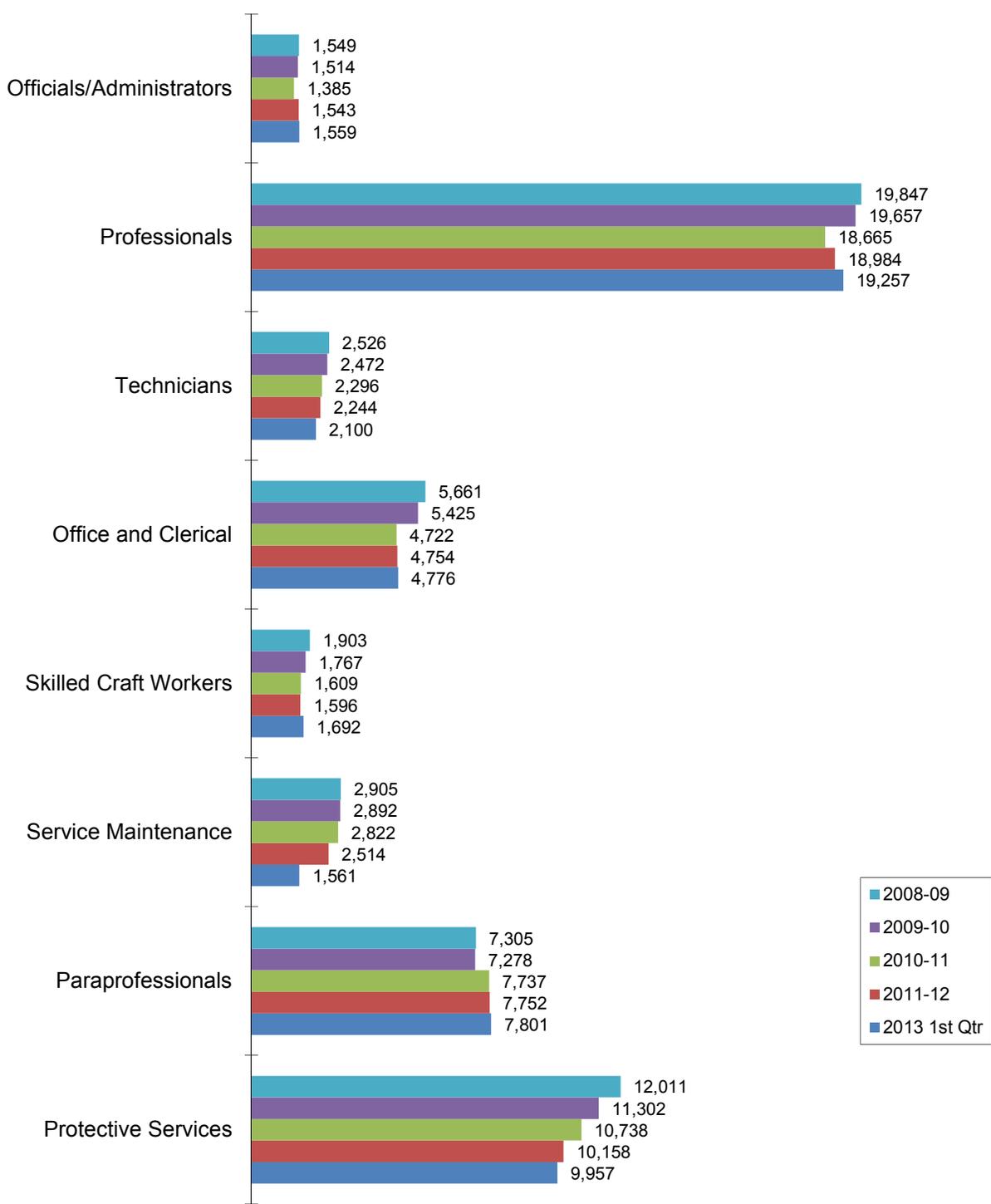
STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: December 22, 2012

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	0	10	16	33	46	39	62	79	74	37	8	4	408
ATTORNEY GENERAL	0	6	29	47	55	64	65	73	75	42	12	2	470
AUDITOR GENERAL	1	17	22	13	19	21	26	14	10	2	0	0	145
CIVIL RIGHTS	0	0	5	7	9	18	11	13	12	15	4	1	95
CIVIL SERVICE COMMISSION	0	16	16	37	52	46	78	92	63	22	4	0	426
COMMUNITY HEALTH	3	94	227	278	296	360	426	530	549	306	72	14	3,155
CORRECTIONS	13	142	576	1,036	1,632	2,581	2,783	2,473	1,491	568	95	16	13,406
EDUCATION	0	10	24	56	57	63	54	90	90	61	19	2	526
ENVIRONMENTAL QUALITY	1	7	35	81	141	135	162	215	212	101	17	1	1,108
EXECUTIVE OFFICE	0	7	9	10	2	5	5	8	1	3	1	0	51
HUMAN SERVICES	1	249	1,270	1,689	1,626	1,664	1,357	1,454	1,465	767	137	27	11,706
LICENSING & REGULATORY AFFAIRS	17	87	163	282	301	357	393	506	510	304	98	30	3,048
MILITARY & VETERAN AFFAIRS	4	29	51	68	74	116	135	175	158	73	7	7	897
NATURAL RESOURCES	5	56	80	154	221	234	216	250	196	85	30	16	1,543
STATE	4	81	124	111	134	170	209	285	243	116	14	2	1,493
STATE POLICE	1	106	178	225	400	548	516	290	195	53	8	1	2,521
STRATEGIC FUND	1	39	43	68	86	75	91	109	109	47	27	7	702
TECHNOLOGY, MANAGEMENT & BUDGET	7	86	130	210	279	359	409	477	431	198	38	8	2,632
TRANSPORTATION	10	58	146	294	320	366	470	491	389	161	27	13	2,745
TREASURY	3	65	133	166	173	186	222	301	229	113	30	5	1,626
Statewide Total:	71	1,165	3,277	4,865	5,923	7,407	7,690	7,925	6,502	3,074	648	156	48,703
Average Age:	19.3	23.2	27.7	32.6	37.6	42.5	47.6	52.4	57.3	62.0	66.7	73.6	45.5

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

Source: Michigan Civil Service Commission HWF23

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2008-09 through First Quarter 2012-13



Grand Totals:

2008-09 Year End:	53,707
2009-10 Year End:	52,307
2010-11 Year End:	49,974
2011-12 Year End:	49,545
2012-13 1st Qtr:	48,703

Source: Michigan Civil Service Commission HWF27

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: December 22, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	1	6
ALGER	291	8	299
ALLEGAN	232	69	301
ALPENA	152	10	162
ANTRIM	29	2	31
ARENAC	29	2	31
BARAGA	364	14	378
BARRY	71	9	80
BAY	318	32	350
BENZIE	31	4	35
BERRIEN	339	23	362
BRANCH	391	8	399
CALHOUN	297	36	333
CASS	89	21	110
CHARLEVOIX	18	12	30
CHEBOYGAN	68	13	81
CHIPPEWA	1,042	43	1,085
CLARE	50	4	54
CLINTON	147	30	177
CRAWFORD	135	116	251
DELTA	177	20	197
DICKINSON	55	9	64
EATON	3,188	311	3,499
EMMET	86	11	97
GENESEE	881	88	969
GLADWIN	42	3	45
GOGEBIC	272	16	288
GRAND TRAVERSE	533	23	556
GRATIOT	843	19	862
HILLSDALE	60	5	65
HOUGHTON	70	14	84
HURON	36	5	41
INGHAM	9,349	921	10,270
IONIA	1,492	32	1,524
IOSCO	39	5	44
IRON	53	3	56
ISABELLA	164	18	182
JACKSON	2,257	53	2,310
KALAMAZOO	1,135	135	1,270
KALKASKA	51	1	52
KENT	1,731	175	1,906
KEWEENAW	2	1	3
LAKE	51	3	54
LAPEER	450	12	462

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: December 22, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	1	4
LENAWEE	656	19	675
LIVINGSTON	590	30	620
LUCE	304	10	314
MACKINAC	113	68	181
MACOMB	1,388	45	1,433
MANISTEE	337	13	350
MARQUETTE	795	32	827
MASON	40	3	43
MECOSTA	93	4	97
MENOMINEE	26	6	32
MIDLAND	84	10	94
MISSAUKEE	64	4	68
MONROE	193	12	205
MONTCALM	598	18	616
MONTMORENCY	50	12	62
MUSKEGON	1,054	27	1,081
NEWAYGO	70	4	74
OAKLAND	1,195	67	1,262
OCEANA	78	6	84
OGEMAW	83	6	89
ONTONAGON	23		23
OSCEOLA	25	3	28
OSCODA	20	4	24
OTSEGO	274	12	286
OTTAWA	165	19	184
OUT OF STATE	39	4	43
PRESQUE ISLE	17	4	21
ROSCOMMON	104	11	115
SAGINAW	896	51	947
SANILAC	48	5	53
SCHOOLCRAFT	32	4	36
SHIAWASSEE	79	8	87
ST CLAIR	247	42	289
ST JOSEPH	80	11	91
TUSCOLA	415	48	463
VAN BUREN	219	30	249
WASHTENAW	1,458	64	1,522
WAYNE	5,105	361	5,466
WEXFORD	169	15	184
WORK AT HOME - MI	892	34	926
Grand Total:	45,236	3,467	48,703

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

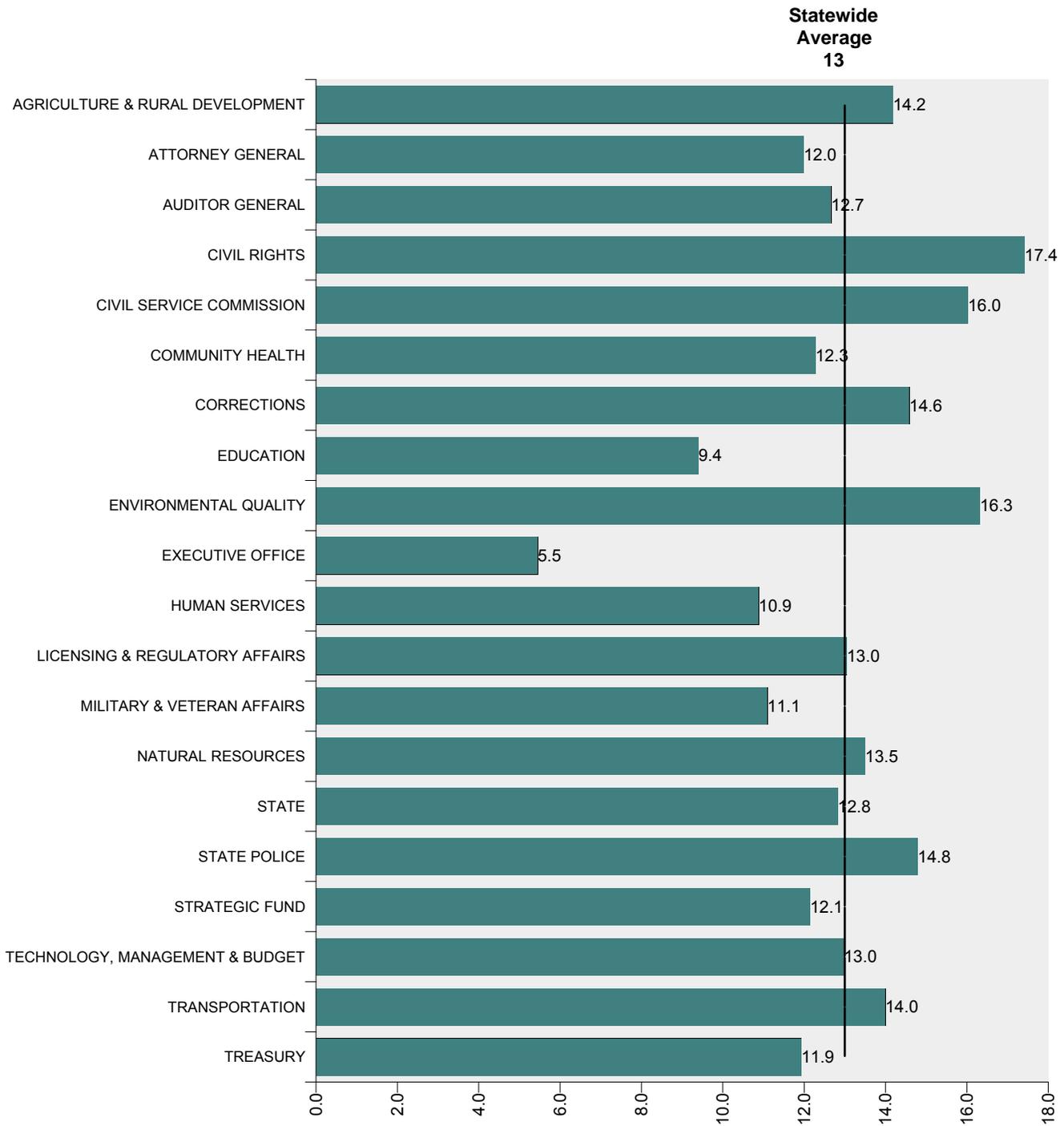
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: December 22, 2012



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
AGRICULTURE & RURAL DEVELOPMENT																
00 - 05 YEARS	45	43	3	1	0	1	1	1	0	0	1	0	50	46	0	0
06 - 10 YEARS	27	28	1	2	0	0	0	0	0	0	0	0	28	30	0	0
11 - 15 YEARS	40	38	1	4	1	0	0	2	0	1	0	0	42	45	0	1
16 - 20 YEARS	31	20	1	1	0	1	1	0	0	1	0	0	33	23	0	0
21 - 25 YEARS	34	26	0	2	0	0	0	0	1	1	0	0	35	29	2	1
26 - 30 YEARS	9	10	0	2	0	0	0	0	0	0	0	0	9	12	0	2
31 - 35 YEARS	6	5	1	3	0	0	0	0	1	0	0	0	8	8	0	2
36 - 40 YEARS	4	4	0	0	0	0	1	0	0	0	0	0	5	4	0	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	197	174	7	15	1	2	3	3	2	3	1	0	211	197	2	7
MORE THAN 10 YEARS:	125	103	3	12	1	1	2	2	2	3	0	0	133	121	2	7
AVERAGE YEARS	14.4	13.6	10.7	18.9	13.0	10.5	19.7	9.3	27.0	17.3	2.0	0.0	14.4	14.0	23.5	27.3

DEPARTMENT AVERAGE YEARS 14.2

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
ATTORNEY GENERAL																
00 - 05 YEARS	65	80	3	8	0	0	0	3	0	1	3	1	71	93	1	0
06 - 10 YEARS	40	47	7	5	0	0	0	1	0	0	2	2	49	55	0	0
11 - 15 YEARS	13	33	0	6	0	0	0	1	0	2	0	0	13	42	0	0
16 - 20 YEARS	24	14	2	2	0	0	1	1	0	0	0	0	27	17	0	0
21 - 25 YEARS	14	20	0	2	0	0	0	2	1	0	0	0	15	24	0	1
26 - 30 YEARS	17	9	2	4	0	0	0	1	0	0	0	0	19	14	1	1
31 - 35 YEARS	8	8	1	1	0	0	2	1	0	0	0	0	11	10	0	0
36 - 40 YEARS	5	2	0	1	0	0	0	0	0	0	0	0	5	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	187	214	15	29	0	0	3	10	1	3	5	3	211	259	2	2
MORE THAN 10 YEARS:	82	87	5	16	0	0	3	6	1	2	0	0	91	111	1	2
AVERAGE YEARS	12.7	10.9	13.4	13.9	0.0	0.0	28.3	14.9	24.0	9.0	4.6	6.3	12.8	11.3	16.0	25.0

DEPARTMENT AVERAGE YEARS 12.0

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
AUDITOR GENERAL																
00 - 05 YEARS	30	18	0	0	0	0	0	0	0	0	0	0	30	18	0	0
06 - 10 YEARS	2	10	0	0	0	0	0	0	0	0	0	0	2	10	0	0
11 - 15 YEARS	14	16	1	0	0	0	0	0	0	1	0	0	15	17	0	0
16 - 20 YEARS	7	12	0	2	0	0	0	0	0	0	0	0	7	14	0	0
21 - 25 YEARS	1	10	0	0	0	0	0	0	0	0	0	0	1	10	0	0
26 - 30 YEARS	6	5	2	0	0	0	0	0	0	0	0	0	8	5	0	1
31 - 35 YEARS	4	1	1	0	0	0	0	0	0	0	0	0	5	1	0	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	66	72	4	2	0	0	0	0	0	1	0	0	70	75	0	1
MORE THAN 10 YEARS:	34	44	4	2	0	0	0	0	0	1	0	0	38	47	0	1
AVERAGE YEARS	11.6	12.8	25.0	18.0	0.0	0.0	0.0	0.0	0.0	13.0	0.0	0.0	12.4	12.9	0.0	26.0

DEPARTMENT AVERAGE YEARS 12.7

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
CIVIL RIGHTS																
00 - 05 YEARS	0	6	3	8	0	0	0	2	0	0	0	0	3	16	0	1
06 - 10 YEARS	1	4	2	8	0	0	0	1	0	0	0	0	3	13	0	0
11 - 15 YEARS	3	3	0	10	0	0	0	0	0	0	0	0	3	13	0	0
16 - 20 YEARS	2	1	3	1	0	0	0	1	0	1	0	0	5	4	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	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	1	0	0	5	0	0	0	1	0	0	0	0	1	6	0	1
36 - 40 YEARS	1	3	2	4	0	0	1	1	0	0	0	0	4	8	0	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	9	22	10	43	0	0	3	7	0	1	0	0	22	73	0	2
MORE THAN 10 YEARS:	8	12	5	27	0	0	3	4	0	1	0	0	16	44	0	1
AVERAGE YEARS	20.3	15.8	16.1	17.0	0.0	0.0	27.7	18.9	0.0	16.0	0.0	0.0	19.4	16.8	0.0	18.5

DEPARTMENT AVERAGE YEARS 17.4

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	18	63	5	10	0	2	0	0	0	0	1	0	24	75	0	0
06 - 10 YEARS	6	41	3	4	0	0	0	1	0	0	0	0	9	46	0	0
11 - 15 YEARS	8	55	1	9	0	1	0	0	0	3	0	0	9	68	0	1
16 - 20 YEARS	4	24	1	4	0	0	1	0	0	0	0	0	6	28	0	0
21 - 25 YEARS	4	41	2	13	0	2	0	4	0	1	0	0	6	61	0	1
26 - 30 YEARS	4	20	0	11	0	1	1	5	0	0	0	0	5	37	0	2
31 - 35 YEARS	2	17	3	6	1	1	0	1	0	0	0	0	6	25	0	1
36 - 40 YEARS	3	11	1	2	0	0	0	1	0	0	0	0	4	14	0	1
MORE THAN 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	50	273	16	60	1	7	2	12	0	4	1	0	70	356	0	6
MORE THAN 10 YEARS:	26	169	8	46	1	5	2	11	0	4	0	0	37	235	0	6
AVERAGE YEARS	13.7	15.3	15.7	19.1	34.0	17.4	22.5	26.0	0.0	15.8	2.0	0.0	14.5	16.3	0.0	27.2

DEPARTMENT AVERAGE YEARS 16.0

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
COMMUNITY HEALTH																
00 - 05 YEARS	228	428	91	174	2	6	10	16	20	16	47	98	398	738	0	1
06 - 10 YEARS	149	264	48	70	1	2	7	12	7	12	0	0	212	360	0	1
11 - 15 YEARS	104	211	27	75	1	1	4	5	10	8	0	0	146	300	1	2
16 - 20 YEARS	87	123	21	43	2	1	5	4	0	9	0	0	115	180	4	5
21 - 25 YEARS	49	117	20	42	0	1	3	5	4	9	0	0	76	174	3	8
26 - 30 YEARS	44	69	15	26	0	2	3	6	4	4	0	0	66	107	4	8
31 - 35 YEARS	52	81	31	28	1	1	2	1	3	2	0	0	89	113	3	9
36 - 40 YEARS	18	40	6	3	0	1	0	2	1	0	0	0	25	46	3	1
MORE THAN 40 YEARS	2	6	1	0	0	0	1	0	0	0	0	0	4	6	0	0
DEPARTMENT TOTAL	733	1,339	260	461	7	15	35	51	49	60	47	98	1,131	2,024	18	35
MORE THAN 10 YEARS:	356	647	121	217	4	7	18	23	22	32	0	0	521	926	18	33
AVERAGE YEARS	13.0	12.9	13.5	11.8	13.9	13.8	14.1	12.8	11.9	12.9	1.1	1.0	12.6	12.1	26.9	25.1

DEPARTMENT AVERAGE YEARS 12.3

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
CORRECTIONS																
00 - 05 YEARS	915	860	183	278	26	12	41	27	6	9	19	18	1,190	1,204	3	0
06 - 10 YEARS	869	470	137	182	21	8	25	16	5	6	5	1	1,062	683	2	2
11 - 15 YEARS	2,002	679	203	225	45	15	52	23	9	7	0	0	2,311	949	4	0
16 - 20 YEARS	1,521	581	163	181	45	12	45	23	9	4	0	0	1,783	801	9	7
21 - 25 YEARS	1,432	398	158	147	54	8	35	9	7	1	0	0	1,686	563	57	26
26 - 30 YEARS	550	134	120	97	7	4	9	2	0	2	0	0	686	239	40	7
31 - 35 YEARS	76	63	15	18	1	1	1	5	0	0	0	0	93	87	10	5
36 - 40 YEARS	25	21	9	6	0	0	0	0	1	0	0	0	35	27	4	0
MORE THAN 40 YEARS	3	2	0	1	0	0	1	0	0	0	0	0	4	3	0	0
DEPARTMENT TOTAL	7,393	3,208	988	1,135	199	60	209	105	37	29	24	19	8,850	4,556	129	47
MORE THAN 10 YEARS:	5,609	1,878	668	675	152	40	143	62	26	14	0	0	6,598	2,669	124	45
AVERAGE YEARS	15.6	12.8	15.1	13.5	15.8	14.0	14.0	12.7	14.4	10.5	4.4	3.2	15.4	12.9	24.4	23.6

DEPARTMENT AVERAGE YEARS 14.6

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
EDUCATION																
00 - 05 YEARS	54	159	7	23	0	0	0	3	2	1	1	0	64	186	0	1
06 - 10 YEARS	38	62	4	4	0	0	0	0	0	1	0	1	42	68	0	0
11 - 15 YEARS	15	45	1	2	0	0	1	1	0	0	0	0	17	48	0	0
16 - 20 YEARS	3	21	0	2	0	0	0	0	0	0	0	0	3	23	0	0
21 - 25 YEARS	4	17	0	3	0	0	0	0	0	0	0	0	4	20	0	1
26 - 30 YEARS	1	14	1	2	0	0	0	1	0	1	0	0	2	18	0	0
31 - 35 YEARS	2	12	1	1	0	0	0	1	0	0	0	0	3	14	0	0
36 - 40 YEARS	1	10	0	0	0	0	0	1	0	0	0	0	1	11	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	118	342	14	37	0	0	1	7	2	3	1	1	136	390	0	2
MORE THAN 10 YEARS:	26	121	3	10	0	0	1	4	0	1	0	0	30	136	0	1
AVERAGE YEARS	7.6	10.1	9.0	7.9	0.0	0.0	13.0	16.0	3.0	12.7	2.0	8.0	7.7	10.0	0.0	13.5

DEPARTMENT AVERAGE YEARS 9.4

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	64	73	2	3	0	0	0	1	0	0	5	3	71	80	0	0
06 - 10 YEARS	85	98	4	0	0	1	1	4	0	1	0	1	90	105	0	0
11 - 15 YEARS	103	101	4	3	0	0	1	2	3	4	0	0	111	110	0	0
16 - 20 YEARS	70	47	2	3	0	0	1	2	7	5	0	0	80	57	1	0
21 - 25 YEARS	118	81	2	7	0	0	4	2	2	1	0	0	126	91	3	2
26 - 30 YEARS	41	34	2	6	0	1	0	1	2	1	0	0	45	43	0	1
31 - 35 YEARS	45	24	2	1	1	0	0	0	0	1	0	0	48	26	4	1
36 - 40 YEARS	13	9	0	0	0	0	0	0	0	0	0	0	13	9	1	1
MORE THAN 40 YEARS	1	1	0	0	0	0	1	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	540	468	18	23	1	2	8	12	14	13	5	4	586	522	9	5
MORE THAN 10 YEARS:	391	297	12	20	1	1	7	7	14	12	0	0	425	337	9	5
AVERAGE YEARS	17.2	15.1	16.8	20.0	35.0	18.0	22.5	14.2	19.5	18.2	2.2	4.5	17.2	15.3	28.7	28.0

DEPARTMENT AVERAGE YEARS 16.3

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 22, 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
EXECUTIVE OFFICE																
00 - 05 YEARS	11	21	0	2	0	0	0	0	0	0	0	1	11	24	0	0
06 - 10 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	2	6	0	0
11 - 15 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	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
DEPARTMENT TOTAL	17	31	0	2	0	0	0	0	0	0	0	1	17	34	0	0
MORE THAN 10 YEARS:	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	0
AVERAGE YEARS	5.6	5.7	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	5.6	5.4	0.0	0.0

DEPARTMENT AVERAGE YEARS 5.5

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
HUMAN SERVICES																
00 - 05 YEARS	717	2,705	241	1,393	6	20	30	124	7	24	25	94	1,026	4,360	2	7
06 - 10 YEARS	180	779	53	410	0	5	16	45	4	4	1	2	254	1,245	1	9
11 - 15 YEARS	231	803	63	569	1	12	9	56	2	12	0	0	306	1,452	4	7
16 - 20 YEARS	150	446	63	238	3	8	10	39	3	8	0	0	229	739	8	15
21 - 25 YEARS	110	312	38	230	1	6	14	40	3	9	0	0	166	597	14	17
26 - 30 YEARS	74	161	25	106	2	2	7	11	0	3	0	0	108	283	5	16
31 - 35 YEARS	91	298	26	176	0	5	3	9	1	3	0	0	121	491	8	27
36 - 40 YEARS	65	129	14	84	0	1	1	4	0	0	0	0	80	218	7	13
MORE THAN 40 YEARS	9	16	0	6	0	0	0	0	0	0	0	0	9	22	2	2
DEPARTMENT TOTAL	1,627	5,649	523	3,212	13	59	90	328	20	63	26	96	2,299	9,407	51	113
MORE THAN 10 YEARS:	730	2,165	229	1,409	7	34	44	159	9	35	0	0	1,019	3,802	48	97
AVERAGE YEARS	11.9	10.4	11.3	11.3	11.7	13.2	13.1	11.6	11.4	12.4	1.7	1.8	11.7	10.7	25.5	24.5

DEPARTMENT AVERAGE YEARS 10.9

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

Pay End Date: December 22, 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
LICENSING & REGULATORY AFFAIRS																
00 - 05 YEARS	261	426	35	103	1	1	13	12	8	11	7	16	325	569	0	2
06 - 10 YEARS	176	294	44	199	1	4	5	8	5	6	1	0	232	511	1	2
11 - 15 YEARS	112	205	11	69	0	2	5	9	1	5	0	1	129	291	0	2
16 - 20 YEARS	86	116	7	36	0	1	2	3	1	1	0	0	96	157	4	6
21 - 25 YEARS	75	115	19	55	1	0	4	8	3	6	0	0	102	184	8	15
26 - 30 YEARS	36	56	17	36	0	4	5	8	2	0	0	0	60	104	3	5
31 - 35 YEARS	43	79	11	42	0	0	2	2	0	2	0	0	56	125	4	9
36 - 40 YEARS	25	41	5	18	1	0	0	0	2	1	0	0	33	60	3	6
MORE THAN 40 YEARS	4	6	2	2	0	0	0	0	0	0	0	0	6	8	1	1
DEPARTMENT TOTAL	818	1,338	151	560	4	12	36	50	22	32	8	17	1,039	2,009	24	48
MORE THAN 10 YEARS:	381	618	72	258	2	7	18	30	9	15	0	1	482	929	23	44
AVERAGE YEARS	12.8	12.6	15.2	14.2	17.8	15.2	12.9	14.5	12.5	12.8	2.9	2.7	13.1	13.0	26.5	25.4

DEPARTMENT AVERAGE YEARS 13.0

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

Pay End Date: December 22, 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
MILITARY & VETERAN AFFAIRS																
00 - 05 YEARS	169	109	8	20	1	1	2	4	2	2	2	2	184	138	0	0
06 - 10 YEARS	68	57	4	34	0	0	2	2	0	1	1	0	75	94	0	1
11 - 15 YEARS	49	62	5	21	1	0	4	3	1	2	0	0	60	88	0	0
16 - 20 YEARS	36	39	1	12	0	1	3	0	0	0	0	0	40	52	1	1
21 - 25 YEARS	39	38	3	10	0	0	2	2	0	1	0	0	44	51	2	0
26 - 30 YEARS	11	21	2	5	1	2	0	0	0	0	0	0	14	28	1	2
31 - 35 YEARS	8	13	2	0	1	0	0	2	0	0	0	0	11	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	381	339	25	104	4	4	13	13	3	6	3	2	429	468	4	6
MORE THAN 10 YEARS:	144	173	13	50	3	3	9	7	1	3	0	0	170	236	4	5
AVERAGE YEARS	9.6	12.1	13.2	12.2	18.8	18.0	13.7	13.2	5.7	10.8	5.7	1.0	10.0	12.2	23.5	24.7

DEPARTMENT AVERAGE YEARS 11.1

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 22, 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
NATURAL RESOURCES																
00 - 05 YEARS	223	150	6	4	1	1	3	0	0	0	5	7	238	162	2	0
06 - 10 YEARS	170	75	1	3	1	0	3	0	3	0	2	0	180	78	1	0
11 - 15 YEARS	193	73	0	0	2	0	1	1	1	1	0	0	197	75	1	2
16 - 20 YEARS	151	50	5	2	2	1	1	0	2	1	0	0	161	54	0	0
21 - 25 YEARS	118	60	7	4	2	1	3	6	0	0	0	0	130	71	4	3
26 - 30 YEARS	69	38	3	0	2	1	0	1	0	0	0	0	74	40	2	1
31 - 35 YEARS	24	17	0	1	2	0	0	0	1	1	0	0	27	19	0	1
36 - 40 YEARS	25	7	0	0	0	1	0	0	0	0	0	0	25	8	0	1
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
DEPARTMENT TOTAL	977	470	22	14	12	5	11	8	7	3	7	7	1,036	507	11	8
MORE THAN 10 YEARS:	584	245	15	7	10	4	5	8	4	3	0	0	618	267	8	8
AVERAGE YEARS	13.8	12.6	15.9	13.4	20.8	20.8	11.8	23.3	15.6	21.0	3.0	0.3	13.9	12.7	19.6	24.9

DEPARTMENT AVERAGE YEARS 13.5

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 22, 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
STATE																
00 - 05 YEARS	70	256	11	96	0	0	2	11	0	4	12	50	95	417	0	0
06 - 10 YEARS	22	117	7	21	0	1	0	7	0	1	1	1	30	148	0	0
11 - 15 YEARS	42	156	4	32	1	3	3	8	1	2	0	0	51	201	1	1
16 - 20 YEARS	16	79	2	23	0	4	0	8	0	2	0	0	18	116	0	4
21 - 25 YEARS	18	97	3	50	0	0	1	12	1	0	0	0	23	159	2	19
26 - 30 YEARS	11	57	6	25	1	0	1	2	1	4	0	0	20	88	2	5
31 - 35 YEARS	20	46	3	10	0	1	0	4	0	0	0	0	23	61	1	2
36 - 40 YEARS	11	22	1	3	0	0	0	1	0	0	0	0	12	26	0	0
MORE THAN 40 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	1	4	0	0
DEPARTMENT TOTAL	211	834	37	260	2	9	7	53	3	13	13	51	273	1,220	6	31
MORE THAN 10 YEARS:	119	461	19	143	2	8	5	35	3	8	0	0	148	655	6	31
AVERAGE YEARS	14.0	13.1	14.4	13.0	19.0	17.3	12.6	15.2	21.0	13.7	1.2	0.5	13.5	12.7	24.5	23.6

DEPARTMENT AVERAGE YEARS 12.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 22, 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
STATE POLICE																
00 - 05 YEARS	232	109	7	5	1	1	3	2	2	2	103	16	348	135	0	0
06 - 10 YEARS	124	119	3	3	0	0	6	5	0	0	0	0	133	127	0	0
11 - 15 YEARS	427	110	6	11	2	1	7	2	2	0	0	0	444	124	0	0
16 - 20 YEARS	412	96	35	5	15	0	12	0	4	1	0	0	478	102	2	0
21 - 25 YEARS	206	79	39	5	6	0	11	2	2	1	0	0	264	87	1	3
26 - 30 YEARS	121	46	18	5	4	0	9	0	0	0	0	0	152	51	3	2
31 - 35 YEARS	31	18	4	3	0	0	1	2	0	0	0	0	36	23	1	1
36 - 40 YEARS	6	10	1	0	0	0	0	0	0	0	0	0	7	10	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,559	587	113	37	28	2	49	13	10	4	103	16	1,862	659	7	6
MORE THAN 10 YEARS:	1,203	359	103	29	27	1	40	6	8	2	0	0	1,381	397	7	6
AVERAGE YEARS	15.3	14.5	20.7	16.9	19.6	9.5	18.2	14.1	15.2	11.0	0.5	0.4	15.0	14.3	25.3	26.0

DEPARTMENT AVERAGE YEARS 14.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 22, 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
STRATEGIC FUND																
00 - 05 YEARS	92	106	15	33	0	0	3	9	2	1	1	1	113	150	1	3
06 - 10 YEARS	38	51	6	11	0	0	3	3	0	0	1	0	48	65	1	2
11 - 15 YEARS	29	56	6	11	0	0	2	2	1	3	0	1	38	73	2	1
16 - 20 YEARS	18	29	3	7	0	0	0	2	0	1	0	0	21	39	0	1
21 - 25 YEARS	9	17	5	9	0	0	2	2	1	0	0	0	17	28	1	0
26 - 30 YEARS	8	17	4	7	0	1	3	2	1	1	0	0	16	28	1	2
31 - 35 YEARS	9	25	2	4	0	0	0	3	0	0	0	0	11	32	2	3
36 - 40 YEARS	7	7	0	3	0	0	0	1	0	0	0	0	7	11	2	1
MORE THAN 40 YEARS	1	3	1	0	0	0	0	0	0	0	0	0	2	3	0	0
DEPARTMENT TOTAL	211	311	42	85	0	1	13	24	5	6	2	2	273	429	10	13
MORE THAN 10 YEARS:	81	154	21	41	0	1	7	12	3	5	0	1	112	214	8	8
AVERAGE YEARS	10.6	12.6	12.5	12.8	0.0	28.0	14.4	14.5	13.0	15.2	6.0	6.0	11.1	12.8	23.6	19.2

DEPARTMENT AVERAGE YEARS 12.1

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
TECHNOLOGY, MANAGEMENT & BUDGET																
00 - 05 YEARS	437	189	32	32	2	1	9	9	41	35	35	17	556	283	0	0
06 - 10 YEARS	206	98	9	13	1	0	4	2	30	25	2	2	252	140	1	1
11 - 15 YEARS	303	154	15	18	1	0	5	3	12	5	0	0	336	180	3	0
16 - 20 YEARS	137	83	5	9	0	1	4	2	7	4	0	0	153	99	2	2
21 - 25 YEARS	114	89	24	14	1	0	7	7	11	4	0	0	157	114	6	7
26 - 30 YEARS	49	48	9	14	0	1	1	1	4	0	0	0	63	64	3	3
31 - 35 YEARS	66	53	9	10	0	0	0	2	0	4	0	0	75	69	6	0
36 - 40 YEARS	36	36	2	2	0	0	4	5	0	0	0	0	42	43	1	4
MORE THAN 40 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	3	3	0	0
DEPARTMENT TOTAL	1,351	753	105	112	5	3	34	31	105	77	37	19	1,637	995	22	17
MORE THAN 10 YEARS:	708	466	64	67	2	2	21	20	34	17	0	0	829	572	21	16
AVERAGE YEARS	12.3	15.0	15.3	14.9	9.4	14.7	15.7	18.0	9.8	8.1	2.2	2.5	12.2	14.3	25.1	25.9

DEPARTMENT AVERAGE YEARS 13.0

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
TRANSPORTATION																
00 - 05 YEARS	384	152	20	12	10	5	7	2	4	1	5	3	430	175	0	1
06 - 10 YEARS	363	145	18	13	5	0	5	5	7	7	0	0	398	170	0	0
11 - 15 YEARS	384	118	18	10	2	4	4	1	7	5	0	0	415	138	1	1
16 - 20 YEARS	140	64	8	9	5	2	4	0	2	2	0	0	159	77	1	1
21 - 25 YEARS	250	92	21	12	3	2	7	1	4	3	0	0	285	110	11	5
26 - 30 YEARS	109	50	16	10	3	0	9	1	3	0	0	0	140	61	7	6
31 - 35 YEARS	47	36	6	8	1	0	3	3	1	0	0	0	58	47	5	6
36 - 40 YEARS	36	17	6	3	0	0	4	0	1	0	0	0	47	20	2	5
MORE THAN 40 YEARS	8	3	0	0	0	0	0	0	4	0	0	0	12	3	3	0
DEPARTMENT TOTAL	1,721	677	113	77	29	13	43	13	33	18	5	3	1,944	801	30	25
MORE THAN 10 YEARS:	974	380	75	52	14	8	31	6	22	10	0	0	1,116	456	30	24
AVERAGE YEARS	13.5	14.2	16.8	17.5	12.1	10.6	19.2	15.5	18.7	12.9	2.6	1.3	13.8	14.4	28.5	28.1

DEPARTMENT AVERAGE YEARS 14.0

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
TREASURY																
00 - 05 YEARS	183	266	27	53	2	1	3	12	4	7	3	3	222	342	0	0
06 - 10 YEARS	99	193	13	40	1	2	0	4	5	6	1	0	119	245	1	0
11 - 15 YEARS	69	106	9	23	0	0	2	4	5	4	0	0	85	137	0	0
16 - 20 YEARS	41	61	4	13	0	3	1	2	0	1	0	0	46	80	4	2
21 - 25 YEARS	33	44	10	22	0	0	1	9	4	0	0	0	48	75	1	7
26 - 30 YEARS	12	40	8	16	0	0	3	4	1	0	0	0	24	60	3	2
31 - 35 YEARS	12	60	3	15	0	0	1	4	0	0	0	0	16	79	3	3
36 - 40 YEARS	13	20	4	3	0	1	3	0	0	1	0	0	20	25	2	1
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	463	792	78	185	3	7	14	39	19	19	4	3	581	1,045	14	15
MORE THAN 10 YEARS:	181	333	38	92	0	4	11	23	10	6	0	0	240	458	13	15
AVERAGE YEARS	10.5	12.0	13.7	13.7	3.3	15.7	21.5	15.4	12.6	8.2	2.8	5.0	11.2	12.4	26.1	26.3

DEPARTMENT AVERAGE YEARS 11.9

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 22, 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
STATEWIDE TOTAL																
00- 05 YEARS	4,198	6,219	699	2,258	52	52	127	238	98	114	275	330	5,449	9,211	9	16
06- 10 YEARS	2,665	2,958	364	1,022	31	23	77	116	66	70	17	10	3,220	4,199	8	18
11- 15 YEARS	4,144	3,024	375	1,098	57	39	100	123	55	65	0	2	4,731	4,351	17	18
16- 20 YEARS	2,936	1,907	326	593	72	35	91	87	35	41	0	0	3,460	2,663	36	44
21- 25 YEARS	2,630	1,658	351	632	68	20	96	112	44	37	0	0	3,189	2,459	115	116
26- 30 YEARS	1,172	831	250	373	20	19	51	46	18	16	0	0	1,511	1,285	75	66
31- 35 YEARS	547	856	121	332	8	9	15	41	7	13	0	0	698	1,251	47	73
36- 40 YEARS	297	389	51	134	1	4	14	16	5	2	0	0	368	545	25	35
MORE THAN 40 YEARS	40	51	4	11	0	0	3	0	4	0	0	0	51	62	7	3
STATEWIDE TOTAL	18,629	17,893	2,541	6,453	309	201	574	779	332	358	292	342	22,677	26,026	339	389
MORE THAN 10 YEARS	11,766	8,716	1,478	3,173	226	126	370	425	168	174	0	2	14,008	12,616	322	355
AVERAGE YEARS	14.1	12.2	14.4	12.5	15.8	14.2	15.1	13.4	12.9	11.6	1.7	1.6	14.0	12.2	25.2	24.8
STATEWIDE TOTAL AVERAGE YEARS	13.0															

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

Source: Michigan Civil Service Commission HWF18

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2013

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	15	1.9%
Dismissal	74	9.2%
Expired Appointment	126	15.6%
Total Involuntary Separations	215	26.6%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	282	34.9%
Layoff/Leave of Absence Rights Expired	32	4.0%
Waived Rights Leave of Absence	27	3.3%
Settlement	0	0.0%
Total Voluntary Separations	341	42.2%
<i>RETIREMENT</i>		
Retirement	232	28.7%
Disability Retirement	11	1.4%
Deferred Retirement	9	1.1%
Total Retirements	252	31.2%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	808	100.0%

Comment: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 85.5% of all non-career appointments at this time.

Source: Michigan Civil Service Commission HWF 10

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From Pay End Date: October 14, 2012 Through Pay End Date: December 22, 2012

NUMBER OF HIRES AND RETURNS

NUMBER OF SEPARATIONS AND LAYOFFS

DEPARTMENT	NON-CAREER CAREER		RETURNS FROM WAIVED RIGHTS		TOTAL APPOINTMENTS	NUMBER OF SEPARATIONS AND LAYOFFS					TOTAL SEPARATIONS	NET TOTAL
	HIRES	HIRES	RECALLS	LEAVES		SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS		
AGRICULTURE & RURAL DEVELOPMENT	5	1	0	0	6	6	0	0	0	0	6	0
ATTORNEY GENERAL	4	0	0	0	4	8	0	0	0	0	8	-4
AUDITOR GENERAL	0	1	0	0	1	0	0	0	0	0	0	1
CIVIL SERVICE COMMISSION	10	2	0	0	12	4	0	0	0	0	4	8
COMMUNITY HEALTH	40	3	1	0	44	30	0	0	2	0	32	12
CORRECTIONS	75	8	3	0	86	175	0	11	5	0	191	-105
EDUCATION	11	2	1	0	14	9	0	0	0	0	9	5
ENVIRONMENTAL QUALITY	9	2	0	0	11	8	0	0	0	0	8	3
HUMAN SERVICES	197	1	9	0	207	119	18	0	3	0	140	67
LICENSING & REGULATORY AFFAIRS	12	12	88	0	112	45	0	1	1	0	47	65
MILITARY & VETERAN AFFAIRS	7	1	1	0	9	19	2	0	2	0	23	-14
NATURAL RESOURCES	5	19	3	0	27	5	211	1	0	0	217	-190
STATE	1	28	3	0	32	48	0	0	0	0	48	-16
STATE POLICE	146	1	0	0	147	37	0	0	0	0	37	110
STRATEGIC FUND	13	4	2	0	19	15	0	1	0	0	16	3
TECHNOLOGY, MANAGEMENT & BUDGET	29	16	1	0	46	23	0	0	1	0	24	22
TRANSPORTATION	26	124	0	0	150	97	13	0	0	0	110	40
TREASURY	17	28	1	0	46	10	0	0	1	0	11	35
STATEWIDE TOTALS:	607	253	113	0	973	658	244	14	15	0	931	42

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation classified employees for hires, rehires and returns. It reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

SECTION FOUR

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

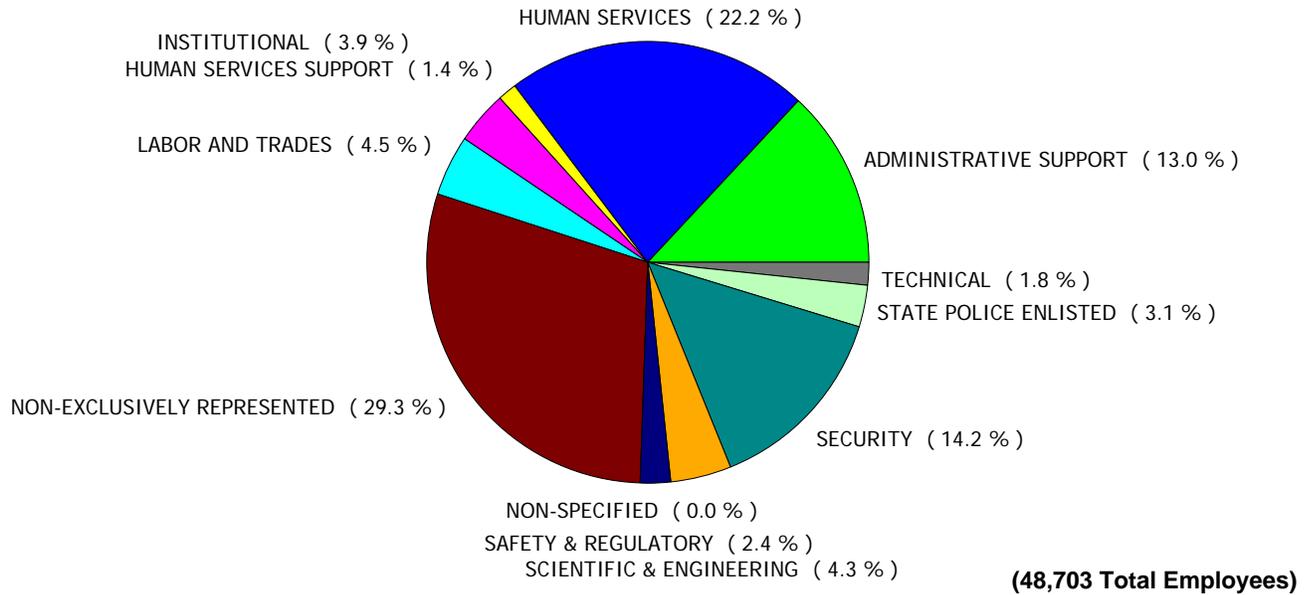
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

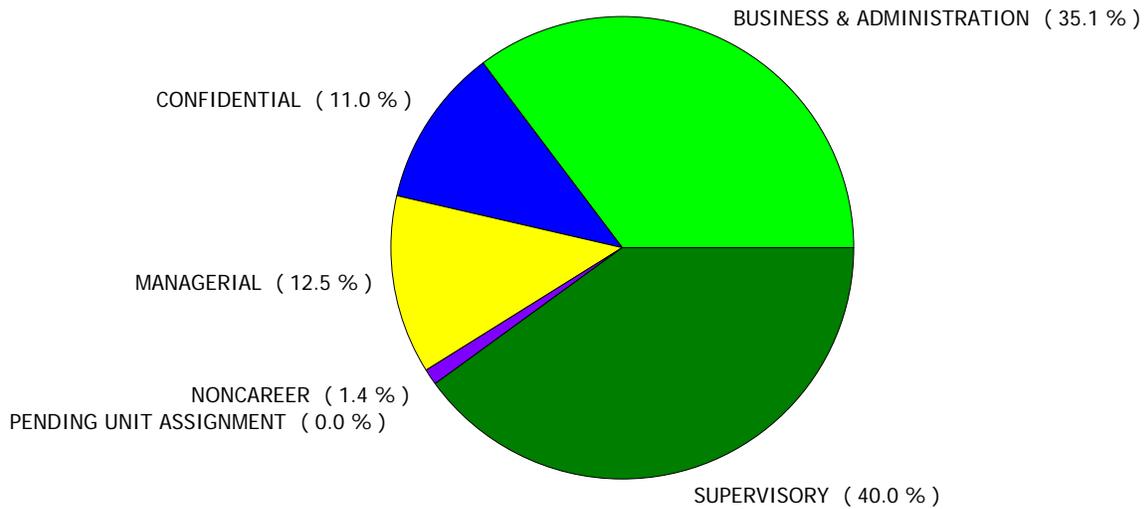
Graph 5-1

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

Pay Period Ending December 22, 2012



**Non-Exclusively Represented
(14,255 Employees)**



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

Of the 48,703 classified employees, 71 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT
 Pay End Date: December 22, 2012

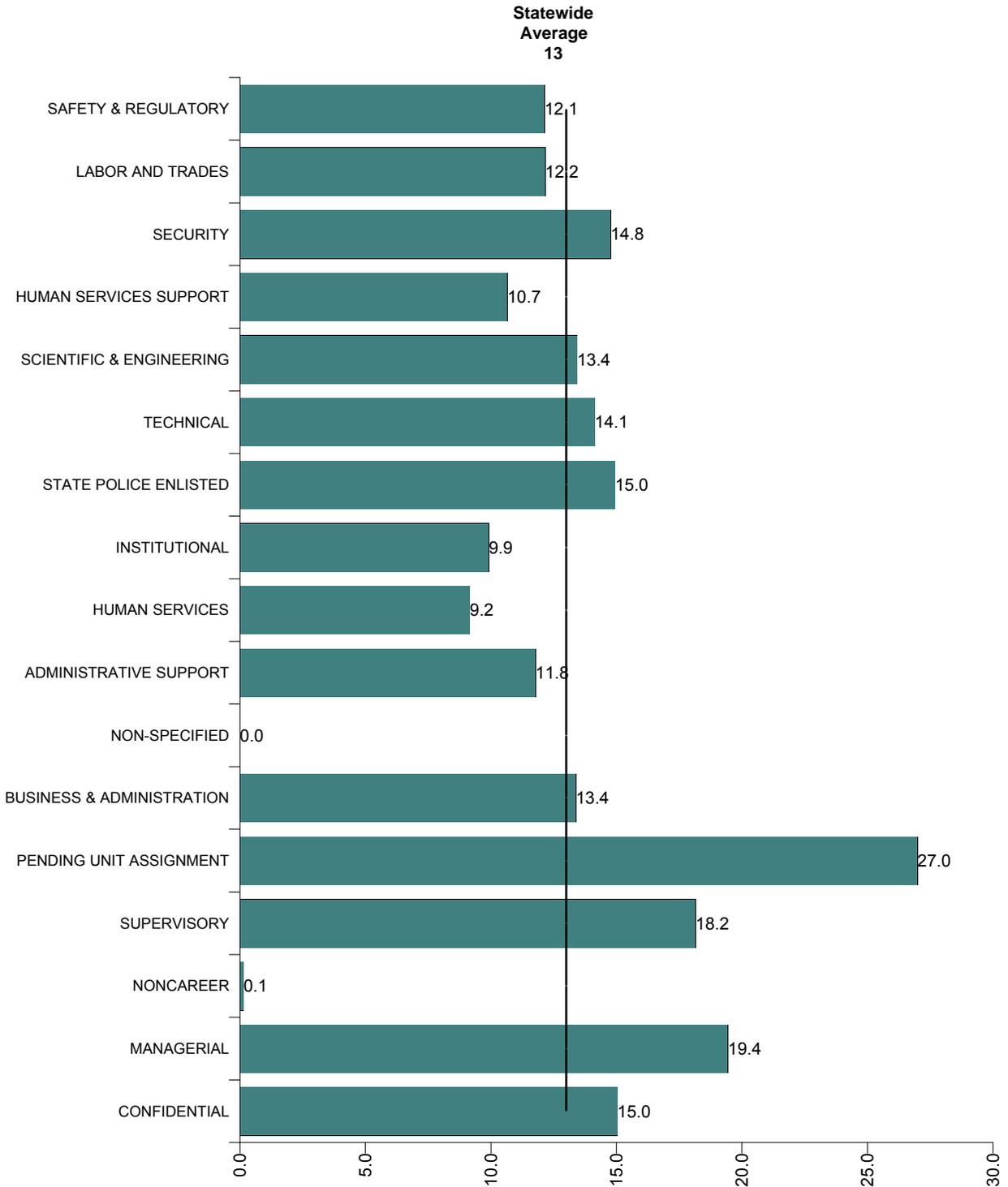
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,193	1,067	89.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,179	2,032	93.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,929	0	0.0	0	0.0	6,574	94.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	685	0	0.0	0	0.0	0	0.0	660	96.4	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,095	0	0.0	0	0.0	0	0.0	0	0.0	2,018	96.3	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	854	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	809	94.7	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,507	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,404	93.2	0	0.0
U11 INSTITUTIONAL	1,879	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,839	97.9
W22 HUMAN SERVICES	10,797	0	0.0	10,140	93.9	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,330	0	0.0	5,420	85.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	3	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	5,007	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	5,703	0	0.0	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	193	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	1,776	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	1,572	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	34,448	3,099	9.0	15,560	45.2	6,575	19.1	660	1.9	2,018	5.9	809	2.3	1,404	4.1	1,839	5.3
NON-EXCLUSIVELY REPRESENTED TOTAL	14,255	0	0.0	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	48,703	3,099	6.4	15,561	32.0	6,575	13.5	661	1.4	2,018	4.1	809	1.7	1,404	2.9	1,839	3.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation, 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

STATE OF MICHIGAN
AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
 Pay End Date: December 22, 2012

Graph 5-2



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: December 22, 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
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	220	44	13	26	1	3	3	0	0	0	15	1	252	74	0	0
06 - 10 YEARS	159	50	9	18	1	1	10	0	2	0	2	0	183	69	0	0
11 - 15 YEARS	159	39	8	22	2	3	3	1	1	0	0	0	173	65	1	0
16 - 20 YEARS	93	20	5	10	3	1	2	0	2	0	0	0	105	31	1	1
21 - 25 YEARS	82	22	12	16	0	1	4	2	1	0	0	0	99	41	4	2
26 - 30 YEARS	34	9	10	8	0	0	2	0	1	0	0	0	47	17	0	0
31 - 35 YEARS	15	5	1	6	0	0	1	1	0	0	0	0	17	12	1	0
36 - 40 YEARS	4	0	1	2	0	0	0	0	0	0	0	0	5	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
BARGAINING UNIT TOTAL	767	189	59	108	7	9	25	4	7	0	17	1	882	311	8	3
MORE THAN 10 YEARS:	388	95	37	64	5	5	12	4	5	0	0	0	447	168	8	3
AVERAGE YEARS	11.7	12.0	15.3	14.6	13.0	10.1	13.8	23.0	15.9	0.0	2.1	5.0	11.9	13.0	25.1	21.3

BARGAINING UNIT AVERAGE YEARS 12.1

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: December 22, 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
A31 - LABOR AND TRADES																
00 - 05 YEARS	560	66	28	3	10	0	11	0	0	0	5	2	614	71	1	0
06 - 10 YEARS	301	16	19	3	3	0	3	0	0	0	0	0	326	19	0	0
11 - 15 YEARS	398	20	26	3	8	1	7	0	0	0	0	0	439	24	1	0
16 - 20 YEARS	174	20	8	1	7	0	5	1	0	0	0	0	194	22	6	1
21 - 25 YEARS	177	14	23	4	3	0	7	2	3	0	0	0	213	20	14	1
26 - 30 YEARS	90	7	13	0	3	0	4	0	0	0	0	0	110	7	7	0
31 - 35 YEARS	65	11	6	1	1	0	1	0	1	0	0	0	74	12	4	1
36 - 40 YEARS	26	1	0	0	0	0	5	1	0	0	0	0	31	2	1	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,792	155	123	15	35	1	43	4	4	0	5	2	2,002	177	34	4
MORE THAN 10 YEARS:	931	73	76	9	22	1	29	4	4	0	0	0	1,062	87	33	4
AVERAGE YEARS	11.9	11.0	14.5	14.5	13.0	14.0	16.8	26.5	26.3	0.0	2.0	0.0	12.2	11.5	24.1	28.0
BARGAINING UNIT AVERAGE YEARS	12.2															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 22, 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
C12 - SECURITY																
00 - 05 YEARS	538	131	130	99	21	4	30	7	3	3	15	7	737	251	0	0
06 - 10 YEARS	549	108	84	82	18	5	19	7	4	2	4	1	678	205	1	1
11 - 15 YEARS	1,404	215	142	100	32	6	38	10	5	0	0	0	1,621	331	3	0
16 - 20 YEARS	948	192	104	74	33	3	34	7	3	0	0	0	1,122	276	4	1
21 - 25 YEARS	935	104	83	57	36	4	30	3	3	0	0	0	1,087	168	25	11
26 - 30 YEARS	295	16	64	30	2	0	4	0	0	0	0	0	365	46	16	2
31 - 35 YEARS	24	3	7	0	0	0	1	1	0	0	0	0	32	4	1	0
36 - 40 YEARS	2	1	1	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	4,696	770	616	442	142	22	156	35	18	5	19	8	5,647	1,282	50	15
MORE THAN 10 YEARS:	3,609	531	402	261	103	13	107	21	11	0	0	0	4,232	826	49	14
AVERAGE YEARS	15.4	13.6	14.1	12.8	14.9	12.8	14.0	12.3	12.8	3.8	4.4	2.1	15.1	13.2	23.4	23.2
BARGAINING UNIT AVERAGE YEARS	14.8															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 22, 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
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	50	67	15	41	2	0	7	7	0	1	1	2	75	118	1	2
06 - 10 YEARS	33	72	26	129	0	1	4	7	1	2	1	0	65	211	0	1
11 - 15 YEARS	11	34	6	30	1	4	1	4	1	0	0	2	20	74	1	1
16 - 20 YEARS	3	12	0	13	0	0	0	3	0	0	0	0	3	28	0	0
21 - 25 YEARS	5	11	2	12	0	1	2	5	0	1	0	0	9	30	2	2
26 - 30 YEARS	1	10	0	8	0	0	0	2	0	0	0	0	1	20	1	3
31 - 35 YEARS	1	5	0	9	0	1	0	0	0	0	0	0	1	15	0	2
36 - 40 YEARS	2	3	1	7	1	0	0	0	0	0	0	0	4	10	1	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	106	215	50	249	4	7	14	28	2	4	2	4	178	507	6	12
MORE THAN 10 YEARS:	23	76	9	79	2	6	3	14	1	1	0	2	38	178	5	9
AVERAGE YEARS	8.2	10.8	9.0	11.8	13.3	16.6	7.8	12.6	10.5	12.0	6.0	5.8	8.5	11.4	21.3	21.7
BARGAINING UNIT AVERAGE YEARS	10.7															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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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
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	221	159	8	5	1	0	5	1	6	4	11	8	252	177	0	0
06 - 10 YEARS	290	173	8	5	0	1	3	1	6	6	0	0	307	186	0	0
11 - 15 YEARS	262	118	4	6	1	0	3	3	11	8	0	0	281	135	0	2
16 - 20 YEARS	155	80	7	5	0	0	2	1	8	7	0	0	172	93	0	0
21 - 25 YEARS	185	87	3	4	1	0	6	1	5	4	0	0	200	96	6	0
26 - 30 YEARS	64	27	6	3	0	3	2	0	2	0	0	0	74	33	1	1
31 - 35 YEARS	44	7	3	1	1	0	1	0	3	0	0	0	52	8	2	0
36 - 40 YEARS	20	0	2	0	0	0	1	0	0	0	0	0	23	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	3	0	0	0	6	0	1	0
BARGAINING UNIT TOTAL	1,244	651	41	29	4	4	23	7	44	29	11	8	1,367	728	10	3
MORE THAN 10 YEARS:	733	319	25	19	3	3	15	5	32	19	0	0	808	365	10	3
AVERAGE YEARS	14.0	11.9	16.4	14.9	19.8	22.8	16.3	13.0	17.4	13.1	1.8	1.3	14.2	12.0	28.9	17.7
BARGAINING UNIT AVERAGE YEARS		13.4														

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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
L32 - TECHNICAL																
00 - 05 YEARS	86	64	6	7	0	0	0	2	1	0	1	3	94	76	0	0
06 - 10 YEARS	119	53	2	2	2	0	3	1	3	2	0	0	129	58	0	0
11 - 15 YEARS	119	34	2	2	2	0	2	0	2	1	0	0	127	37	0	0
16 - 20 YEARS	71	17	3	1	0	0	2	0	1	1	0	0	77	19	2	0
21 - 25 YEARS	101	21	6	4	0	0	1	0	3	1	0	0	111	26	4	1
26 - 30 YEARS	35	8	7	4	0	1	2	0	0	0	0	0	44	13	0	2
31 - 35 YEARS	11	6	1	2	0	0	2	0	0	0	0	0	14	8	0	1
36 - 40 YEARS	13	2	0	0	0	0	2	0	0	0	0	0	15	2	2	0
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	2	2	0	0
BARGAINING UNIT TOTAL	556	207	27	22	4	1	15	3	10	5	1	3	613	241	8	4
MORE THAN 10 YEARS:	351	90	19	13	2	1	12	0	6	3	0	0	390	107	8	4
AVERAGE YEARS	14.8	11.6	17.8	15.6	10.8	26.0	22.9	5.0	13.6	15.2	1.0	2.7	15.0	11.9	25.5	27.0
BARGAINING UNIT AVERAGE YEARS	14.1															

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Pay End Date: December 22, 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
T01 - STATE POLICE ENLISTED																
00 - 05 YEARS	148	11	5	0	1	0	3	0	1	0	90	10	248	21	0	0
06 - 10 YEARS	70	7	2	1	0	0	1	0	0	0	0	0	73	8	0	0
11 - 15 YEARS	335	28	6	2	1	0	7	0	1	0	0	0	350	30	0	0
16 - 20 YEARS	325	50	31	4	14	0	11	0	3	0	0	0	384	54	2	0
21 - 25 YEARS	144	28	26	1	5	0	9	1	2	1	0	0	186	31	0	0
26 - 30 YEARS	63	11	14	0	4	0	7	0	0	0	0	0	88	11	1	0
31 - 35 YEARS	12	2	2	1	0	0	1	0	0	0	0	0	15	3	0	0
36 - 40 YEARS	4	0	1	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,101	137	87	9	25	0	39	1	7	1	90	10	1,349	158	3	0
MORE THAN 10 YEARS:	883	119	80	8	24	0	35	1	6	1	0	0	1,028	129	3	0
AVERAGE YEARS	15.2	17.5	20.2	18.4	19.7	0.0	18.9	23.0	16.6	22.0	0.4	0.2	14.8	16.5	21.3	0.0
BARGAINING UNIT AVERAGE YEARS	15.0															

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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
U11 - INSTITUTIONAL																
00 - 05 YEARS	193	312	75	146	1	6	9	10	5	6	9	9	292	489	0	0
06 - 10 YEARS	118	155	35	66	1	1	7	5	1	1	1	0	163	228	0	0
11 - 15 YEARS	96	103	20	51	1	0	4	6	1	6	0	0	122	166	0	0
16 - 20 YEARS	63	51	9	27	1	1	4	1	1	0	0	0	78	80	2	1
21 - 25 YEARS	33	36	14	27	1	0	1	2	2	2	0	0	51	67	0	0
26 - 30 YEARS	28	18	10	11	1	0	0	2	0	0	0	0	39	31	0	2
31 - 35 YEARS	12	15	20	8	1	0	0	1	0	0	0	0	33	24	0	0
36 - 40 YEARS	6	3	1	3	0	0	0	1	0	0	0	0	7	7	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	1	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	550	693	184	339	7	8	26	28	10	15	10	9	787	1,092	2	3
MORE THAN 10 YEARS:	239	226	74	127	5	1	10	13	4	8	0	0	332	375	2	3
AVERAGE YEARS	10.8	8.9	11.9	9.7	17.3	4.3	10.7	11.5	9.8	9.5	2.6	2.3	11.0	9.1	17.0	25.3

BARGAINING UNIT AVERAGE YEARS 9.9

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																
00 - 05 YEARS	853	2,750	260	1,343	7	20	33	108	18	29	25	99	1,196	4,349	3	6
06 - 10 YEARS	250	677	64	360	1	4	11	28	4	9	1	0	331	1,078	2	8
11 - 15 YEARS	326	591	70	430	1	7	12	44	9	15	0	0	418	1,087	4	4
16 - 20 YEARS	299	413	70	200	2	7	12	32	2	15	0	0	385	667	7	10
21 - 25 YEARS	135	217	42	160	2	3	7	21	3	7	0	0	189	408	13	11
26 - 30 YEARS	77	96	26	76	2	0	3	6	1	4	0	0	109	182	4	9
31 - 35 YEARS	65	112	13	80	1	3	1	2	1	3	0	0	81	200	4	12
36 - 40 YEARS	24	40	9	30	0	0	2	1	2	0	0	0	37	71	4	3
MORE THAN 40 YEARS	3	4	0	2	0	0	0	0	0	0	0	0	3	6	1	0
BARGAINING UNIT TOTAL	2,032	4,900	554	2,681	16	44	81	242	40	82	26	99	2,749	8,048	42	63
MORE THAN 10 YEARS:	929	1,473	230	978	8	20	37	106	18	44	0	0	1,222	2,621	37	49
AVERAGE YEARS	10.8	8.2	10.4	9.4	12.9	10.5	11.2	9.9	10.8	11.9	2.1	1.7	10.7	8.6	22.7	21.1

BARGAINING UNIT AVERAGE YEARS 9.2

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	356	1,437	68	357	2	11	11	69	7	11	24	114	468	1,999	2	4
06 - 10 YEARS	83	683	19	118	0	4	2	33	0	4	0	2	104	844	0	6
11 - 15 YEARS	80	705	16	153	2	13	6	28	1	8	0	0	105	907	1	8
16 - 20 YEARS	32	344	3	82	0	7	2	15	0	3	0	0	37	451	2	15
21 - 25 YEARS	34	350	7	113	0	4	2	33	1	4	0	0	44	504	7	42
26 - 30 YEARS	11	207	6	70	0	8	3	12	1	3	0	0	21	300	7	17
31 - 35 YEARS	15	243	7	75	0	3	1	13	0	3	0	0	23	337	3	19
36 - 40 YEARS	6	126	1	35	0	1	1	2	0	1	0	0	8	165	1	11
MORE THAN 40 YEARS	2	6	0	5	0	0	0	0	0	0	0	0	2	11	0	0
BARGAINING UNIT TOTAL	619	4,101	127	1,008	4	51	28	205	10	37	24	116	812	5,518	23	122
MORE THAN 10 YEARS:	180	1,981	40	533	2	36	15	103	3	22	0	0	240	2,675	21	112
AVERAGE YEARS	7.7	12.3	9.0	13.6	7.0	15.6	12.0	12.7	6.7	13.6	0.9	0.9	7.9	12.4	23.6	24.0
BARGAINING UNIT AVERAGE YEARS	11.8															

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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
Y00 - NON-SPECIFIED																
00 - 05 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: December 22, 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
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	533	538	41	96	2	2	9	16	37	48	62	50	684	750	0	2
06 - 10 YEARS	321	403	43	105	4	5	3	14	37	33	5	3	413	563	2	1
11 - 15 YEARS	340	417	22	88	1	1	7	15	13	10	0	0	383	531	5	1
16 - 20 YEARS	141	219	16	38	1	3	5	7	9	8	0	0	172	275	4	4
21 - 25 YEARS	132	231	31	61	0	1	5	18	10	5	0	0	178	316	13	25
26 - 30 YEARS	66	126	16	48	0	1	6	8	3	3	0	0	91	186	8	7
31 - 35 YEARS	72	158	16	38	0	0	0	5	0	2	0	0	88	203	10	14
36 - 40 YEARS	46	80	5	9	0	2	2	5	1	0	0	0	54	96	3	4
MORE THAN 40 YEARS	6	17	1	0	0	0	0	0	0	0	0	0	7	17	0	1
BARGAINING UNIT TOTAL	1,657	2,189	191	483	8	15	37	88	110	109	67	53	2,070	2,937	45	59
MORE THAN 10 YEARS:	803	1,248	107	282	2	8	25	58	36	28	0	0	973	1,624	43	56
AVERAGE YEARS	12.2	14.6	15.5	15.2	8.0	15.3	15.8	17.0	10.2	8.2	2.0	1.8	12.1	14.3	25.2	26.0
BARGAINING UNIT AVERAGE YEARS		13.4														

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: December 22, 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
Y50 - PENDING UNIT ASSIGNMENT																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	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
BARGAINING UNIT TOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	27.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	27.0	0.0	27.0	0.0
BARGAINING UNIT AVERAGE YEARS	27.0															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: December 22, 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
Y51 - SUPERVISORY																
00 - 05 YEARS	160	228	21	76	2	2	4	7	14	8	7	6	208	327	1	0
06 - 10 YEARS	230	323	34	104	1	0	9	13	6	7	1	0	281	447	2	1
11 - 15 YEARS	467	410	46	169	5	3	7	7	9	9	0	0	534	598	1	1
16 - 20 YEARS	502	303	56	108	10	9	9	17	4	5	0	0	581	442	4	6
21 - 25 YEARS	525	290	74	125	18	3	19	11	6	7	0	0	642	436	23	12
26 - 30 YEARS	295	160	56	77	4	5	11	3	9	3	0	0	375	248	21	9
31 - 35 YEARS	125	139	27	60	2	1	5	8	1	0	0	0	160	208	12	17
36 - 40 YEARS	82	62	20	24	0	0	1	2	2	0	0	0	105	88	8	4
MORE THAN 40 YEARS	14	6	1	1	0	0	0	0	1	0	0	0	16	7	2	1
BARGAINING UNIT TOTAL	2,400	1,921	335	744	42	23	65	68	52	39	8	6	2,902	2,801	74	51
MORE THAN 10 YEARS:	2,010	1,370	280	564	39	21	52	48	32	24	0	0	2,413	2,027	71	50
AVERAGE YEARS	19.0	16.9	20.6	17.8	20.9	19.3	20.0	17.9	15.5	13.6	2.0	2.2	19.2	17.1	27.1	27.8

BARGAINING UNIT AVERAGE YEARS 18.2

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 22, 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
Y52 - NONCAREER																
00 - 05 YEARS	73	74	13	17	1	0	1	2	4	2	2	3	94	98	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	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
BARGAINING UNIT TOTAL	73	74	13	17	1	0	2	2	4	2	2	3	95	98	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	13.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.1

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 22, 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
Y98 - MANAGERIAL																
00 - 05 YEARS	108	83	6	8	1	0	0	4	2	0	5	7	122	102	1	1
06 - 10 YEARS	111	76	12	10	0	0	2	0	2	3	2	3	129	92	1	0
11 - 15 YEARS	116	98	4	11	0	0	2	3	1	3	0	0	123	115	0	0
16 - 20 YEARS	115	101	9	11	1	3	2	1	0	1	0	0	127	117	2	2
21 - 25 YEARS	122	121	23	22	2	1	2	4	5	2	0	0	154	150	2	5
26 - 30 YEARS	98	72	17	17	4	1	6	1	1	2	0	0	126	93	6	5
31 - 35 YEARS	74	73	17	26	1	0	1	3	1	4	0	0	94	106	8	2
36 - 40 YEARS	56	30	8	15	0	1	0	1	0	1	0	0	64	48	5	3
MORE THAN 40 YEARS	5	6	1	2	0	0	0	0	0	0	0	0	6	8	2	1
BARGAINING UNIT TOTAL	805	660	97	122	9	6	15	17	12	16	7	10	945	831	27	19
MORE THAN 10 YEARS:	586	501	79	104	8	6	13	13	8	13	0	0	694	637	25	18
AVERAGE YEARS	18.8	19.0	23.2	24.2	23.7	24.0	21.8	19.5	18.4	21.9	4.1	4.5	19.2	19.7	29.7	27.3
BARGAINING UNIT AVERAGE YEARS	19.4															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 22, 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
Y99 - CONFIDENTIAL																
00 - 05 YEARS	99	252	10	34	0	4	1	5	0	2	3	9	113	306	0	1
06 - 10 YEARS	31	162	7	19	0	1	0	7	0	1	0	1	38	191	0	0
11 - 15 YEARS	31	212	3	31	0	1	1	2	0	5	0	0	35	251	0	1
16 - 20 YEARS	15	85	5	19	0	1	1	2	2	1	0	0	23	108	0	3
21 - 25 YEARS	20	126	5	26	0	2	1	9	0	3	0	0	26	166	2	4
26 - 30 YEARS	14	64	5	21	0	0	0	12	0	1	0	0	19	98	2	9
31 - 35 YEARS	12	77	1	25	1	1	0	7	0	1	0	0	14	111	2	5
36 - 40 YEARS	6	41	1	9	0	0	0	3	0	0	0	0	7	53	0	8
MORE THAN 40 YEARS	2	9	0	1	0	0	1	0	0	0	0	0	3	10	0	0
BARGAINING UNIT TOTAL	230	1,028	37	185	1	10	5	47	2	14	3	10	278	1,294	6	31
MORE THAN 10 YEARS:	100	614	20	132	1	5	4	35	2	11	0	0	127	797	6	30
AVERAGE YEARS	11.6	15.1	14.4	18.3	34.0	12.6	19.4	21.5	17.0	16.4	1.0	2.4	12.1	15.7	28.3	28.3

BARGAINING UNIT AVERAGE YEARS 15.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

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

Pay End Date: December 22, 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	
STATEWIDE TOTAL																	
00- 05 YEARS	4,198	6,219	699	2,258	52	52	127	238	98	114	275	330	5,449	9,211	9	16	
06- 10 YEARS	2,665	2,958	364	1,022	31	23	77	116	66	70	17	10	3,220	4,199	8	18	
11- 15 YEARS	4,144	3,024	375	1,098	57	39	100	123	55	65	0	2	4,731	4,351	17	18	
16- 20 YEARS	2,936	1,907	326	593	72	35	91	87	35	41	0	0	3,460	2,663	36	44	
21- 25 YEARS	2,630	1,658	351	632	68	20	96	112	44	37	0	0	3,189	2,459	115	116	
26- 30 YEARS	1,172	831	250	373	20	19	51	46	18	16	0	0	1,511	1,285	75	66	
31- 35 YEARS	547	856	121	332	8	9	15	41	7	13	0	0	698	1,251	47	73	
36- 40 YEARS	297	389	51	134	1	4	14	16	5	2	0	0	368	545	25	35	
MORE THAN 40 YEARS	40	51	4	11	0	0	3	0	4	0	0	0	51	62	7	3	
STATEWIDE TOTAL	18,629	17,893	2,541	6,453	309	201	574	779	332	358	292	342	22,677	26,026	339	389	
MORE THAN 10 YEARS	11,766	8,716	1,478	3,173	226	126	370	425	168	174	0	2	14,008	12,616	322	355	
AVERAGE YEARS	14.1	12.2	14.4	12.5	15.8	14.2	15.1	13.4	12.9	11.6	1.7	1.6	14.0	12.2	25.2	24.8	

STATEWIDE TOTAL AVERAGE YEARS 13.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation 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

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay End Date: December 22, 2012

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,193	2.4 %	45.5	\$25.13	872	73.1 %
A31 - LABOR AND TRADES	2,179	4.5 %	48.4	\$21.74	1,496	68.7 %
C12 - SECURITY	6,929	14.2 %	44.7	\$23.95	6,003	86.6 %
E42 - HUMAN SERVICES SUPPORT	685	1.4 %	47.6	\$23.57	506	73.9 %
H21 - SCIENTIFIC & ENGINEERING	2,095	4.3 %	44.9	\$32.76	1,650	78.8 %
L32 - TECHNICAL	854	1.8 %	45.6	\$24.42	681	79.7 %
T01 - STATE POLICE ENLISTED	1,507	3.1 %	41.0	\$30.16	1,252	83.1 %
U11 - INSTITUTIONAL	1,879	3.9 %	45.1	\$20.21	1,088	57.9 %
W22 - HUMAN SERVICES	10,797	22.2 %	43.0	\$25.49	5,153	47.7 %
W41 - ADMINISTRATIVE SUPPORT	6,330	13.0 %	45.8	\$20.19	3,818	60.3 %
Y00 - NON-SPECIFIED	3	0.0 %	23.3	\$12.19	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,007	10.3 %	46.2	\$30.92	3,524	70.4 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	47.9	\$19.46	1	100.0 %
Y51 - SUPERVISORY	5,703	11.7 %	48.6	\$33.31	5,138	90.1 %
Y52 - NONCAREER	193	0.4 %	27.2	\$13.76	0	0.0 %
Y98 - MANAGERIAL	1,776	3.6 %	51.2	\$48.02	1,549	87.2 %
Y99 - CONFIDENTIAL	1,572	3.2 %	47.1	\$27.41	1,138	72.4 %
STATEWIDE TOTAL	48,703	100.0 %	45.5	\$26.92	33,869	69.5 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: December 22, 2012

Unit Code	Bargaining Unit	Total Employees Enrolled	Health Insurance							Dental Insurance						
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02	SAFETY & REGULATORY	1,168	678	58 %	363	31 %	17	1 %	0	0 %	1,057	90 %	25	2 %	6	1 %
A31	LABOR AND TRADES	1,913	941	49 %	820	43 %	16	1 %	0	0 %	1,774	93 %	10	1 %	5	0 %
C12	SECURITY	6,929	3,936	57 %	2,621	38 %	34	0 %	0	0 %	6,520	94 %	136	2 %	8	0 %
E42	HUMAN SERVICES SUPPORT	685	358	52 %	288	42 %	5	1 %	0	0 %	625	91 %	33	5 %	2	0 %
H21	SCIENTIFIC & ENGINEERING	2,090	934	45 %	986	47 %	23	1 %	0	0 %	1,938	93 %	32	2 %	8	0 %
L32	TECHNICAL	831	401	48 %	381	46 %	12	1 %	0	0 %	779	94 %	17	2 %	3	0 %
T01	STATE POLICE ENLISTED	1,507	178	12 %	29	2 %	2	0 %	1,267	84 %	1,472	98 %	6	0 %	1	0 %
U11	INSTITUTIONAL	1,857	975	53 %	732	39 %	9	0 %	0	0 %	1,702	92 %	43	2 %	1	0 %
W22	HUMAN SERVICES	10,733	4,854	45 %	5,026	47 %	106	1 %	0	0 %	9,812	91 %	339	3 %	36	0 %
W41	ADMINISTRATIVE SUPPORT	5,834	2,030	35 %	3,256	56 %	77	1 %	0	0 %	5,250	90 %	190	3 %	14	0 %
Y23	BUSINESS & ADMINISTRATION	4,982	1,593	32 %	2,919	59 %	81	2 %	0	0 %	4,510	91 %	137	3 %	24	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,701	2,776	49 %	2,535	44 %	48	1 %	1	0 %	5,303	93 %	107	2 %	11	0 %
Y52	NONCAREER	1	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,776	758	43 %	880	50 %	11	1 %	0	0 %	1,664	94 %	16	1 %	2	0 %
Y99	CONFIDENTIAL	1,544	480	31 %	895	58 %	15	1 %	0	0 %	1,392	90 %	36	2 %	0	0 %
STATEWIDE TOTALS:		47,552	20,892	44 %	21,732	46 %	456	1 %	1,268	3 %	43,800	92 %	1,127	2 %	121	0 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

Table 5-4

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

Pay End Date: December 22, 2012

Unit Code	Bargaining Unit	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,168	1,098	94 %	1,005	86 %	68	6 %	1,108	95 %	55	5 %	63	5 %
A31	LABOR AND TRADES	1,913	1,797	94 %	1,658	87 %	2	0 %	1,849	97 %	58	3 %	4	0 %
C12	SECURITY	6,929	6,671	96 %	6,538	94 %	0	0 %	6,700	97 %	201	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	685	663	97 %	567	83 %	0	0 %	642	94 %	41	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,090	1,986	95 %	1,771	85 %	28	1 %	1,948	93 %	137	7 %	14	1 %
L32	TECHNICAL	831	802	97 %	704	85 %	18	2 %	775	93 %	52	6 %	9	1 %
T01	STATE POLICE ENLISTED	1,507	1,480	98 %	1,649	109 %	957	64 %	1,455	97 %	38	3 %	1,003	67 %
U11	INSTITUTIONAL	1,857	1,745	94 %	1,620	87 %	4	0 %	1,764	95 %	89	5 %	0	0 %
W22	HUMAN SERVICES	10,733	10,222	95 %	8,919	83 %	0	0 %	10,144	95 %	569	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,834	5,478	94 %	4,917	84 %	108	2 %	5,485	94 %	329	6 %	73	1 %
Y23	BUSINESS & ADMINISTRATION	4,982	4,692	94 %	4,039	81 %	68	1 %	4,692	94 %	283	6 %	41	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,701	5,434	95 %	5,397	95 %	169	3 %	5,510	97 %	175	3 %	167	3 %
Y52	NONCAREER	1	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,776	1,685	95 %	1,569	88 %	32	2 %	1,691	95 %	84	5 %	33	2 %
Y99	CONFIDENTIAL	1,544	1,426	92 %	1,306	85 %	16	1 %	1,459	94 %	82	5 %	10	1 %
STATEWIDE TOTALS:		47,552	45,181	95 %	41,660	88 %	1,470	3 %	45,224	95 %	2,193	5 %	1,417	3 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: December 22, 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	26	15	0	0	211	8	0	0	1	48	309
ATTORNEY GENERAL	11	470	27	1	0	0	0	0	0	0	0	80	108
AUDITOR GENERAL	03	145	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	95	0	0	0	0	0	0	0	0	39	15	54
CIVIL SERVICE COMMISSION	19	426	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,155	27	73	201	0	106	43	0	781	407	424	2,062
CORRECTIONS	47	13,406	9	588	6,728	0	7	98	0	568	2,333	962	11,293
EDUCATION	31	526	0	2	0	3	0	2	0	17	178	88	290
ENVIRONMENTAL QUALITY	76	1,108	7	2	0	0	688	44	0	0	1	137	879
EXECUTIVE OFFICE	01	51	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,706	207	38	0	55	3	2	0	105	7,534	1,318	9,262
LICENSING AND REGULATORY AFF	64	3,048	288	28	0	554	117	4	0	6	180	612	1,789
MILITARY & VETERAN AFFAIRS	51	897	47	204	0	0	27	13	0	388	27	44	750
NATURAL RESOURCES	75	1,543	324	171	0	0	264	124	0	6	71	170	1,130
STATE	23	1,493	15	16	0	0	0	1	0	0	0	978	1,010
STATE POLICE	55	2,521	142	10	0	0	108	28	1,507	8	0	228	2,031
STRATEGIC FUND	07	702	0	1	0	73	19	3	0	0	22	94	212
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,632	0	267	0	0	35	62	0	0	1	328	693
TRANSPORTATION	59	2,745	64	748	0	0	508	420	0	0	3	240	1,983
TREASURY	27	1,626	10	13	0	0	2	2	0	0	0	562	589
Grand Total:		48,703	1,193	2,179	6,929	685	2,095	854	1,507	1,879	10,797	6,330	34,448

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: December 22, 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	22	10	19	0	0	48	99
ATTORNEY GENERAL	11	470	30	49	275	0	0	8	362
AUDITOR GENERAL	03	145	0	70	33	5	0	33	141
CIVIL RIGHTS	15	95	1	19	11	1	0	9	41
CIVIL SERVICE COMMISSION	19	426	6	359	51	0	0	10	426
COMMUNITY HEALTH	39	3,155	460	76	170	4	1	382	1,093
CORRECTIONS	47	13,406	187	116	155	1	0	1,654	2,113
EDUCATION	31	526	129	29	27	0	1	50	236
ENVIRONMENTAL QUALITY	76	1,108	50	19	32	8	0	120	229
EXECUTIVE OFFICE	01	51	0	49	2	0	0	0	51
HUMAN SERVICES	43	11,706	570	216	203	0	0	1,455	2,444
LICENSING AND REGULATORY AFF	64	3,048	663	95	188	34	1	278	1,259
MILITARY & VETERAN AFFAIRS	51	897	20	9	11	0	0	107	147
NATURAL RESOURCES	75	1,543	81	26	61	14	0	231	413
STATE	23	1,493	128	51	43	26	0	235	483
STATE POLICE	55	2,521	141	33	47	4	1	264	490
STRATEGIC FUND	07	702	302	41	62	27	0	58	490
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,632	1,323	159	188	46	0	223	1,939
TRANSPORTATION	59	2,745	207	96	82	13	0	364	762
TREASURY	27	1,626	687	50	116	10	0	174	1,037
Grand Total:		48,703	5,007	1,572	1,776	193	4	5,703	14,255

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

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

Classified Service - The Michigan State classified civil service.

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

Disability - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
 - (A) Substantially limits one or more of the major life activities of the person, and
 - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

Employee Status Code Descriptions (active employees):

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

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

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

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

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

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

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

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

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

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

01: Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

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

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

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

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

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

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

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

MIDB - Management Information Data Base.

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

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

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

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

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

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

Retirement Codes

- 01 State Employees' Retirement System.**
Supplemental members hired before 3/31/97.
- 02 Michigan State Police Accident, Pension and Disability Fund.**
Enlisted personnel working full-time prior to 4/1/86.
- 03 Judges Retirement System.**
Re-employed retired judges taking office before 3/31/97.
- 04 State Employees' Retirement System.**
Regular members hired before 3/31/97.
- 05 Employees not eligible for any of the retirement systems.**
Elected or appointed officials who have elected not to become members; appointed officials who are board or commission members receiving per diem rates; Title V—Older Worker Specialists; CETA or youth corps employees.
- 06 Working Patients.**
- 07 Fees Basis (Secretary of State) and Military Subsistence.**
- 08 Judges Retirement System.**
Members taking office before 3/31/97.
- 09 Michigan Legislative Retirement System.**
Members taking office before 3/31/97.
- 10 Michigan Legislative Retirement System.**
Members taking office before 4/97 with 20 or more years of service.
- 11 Michigan Legislative Retirement System.**
Members taking office before 3/31/97 who have exceeded the maximum annual member contribution.
- 12 Judges Retirement System.**
Non-trial judges and elected officials taking office before 3/31/97.
- 13 Judges Retirement System.**
With salary standardization payment. Taking office before 3/31/97.
- 14 Judges Retirement System.**
With salary standardization payment. Circuit Court judges taking office before 3/31/97.
- 15 Judges Retirement System.**
With salary standardization payment. District Court judges taking office before 3/31/97.
- 16 Judges Retirement System.**
With salary standardization payment & 2250. District Court judges taking office before 3/31/97.
- 17 Michigan State Police Accident, Pension and Disability Fund.**
Enlisted personnel hired full-time after 3/31/86.
- 18 Employees whose work is specifically to relieve them from unemployment.**
This does not include programs such as CETA, which were designed to give work experience or training.
- 19 Employees performing emergency services on a temporary basis in case of fire, storm, snow, earthquake, flood or other similar emergencies.**
Do not confuse this with emergency appointments.
- 20 Employees working for a school system, college or university in which they are enrolled and regularly attending classes.**
This provision does not include students hired to work for the state, or students working during summer vacation when school is not in session.
- 22 National Guard members working full-time prior to 4/1/86.**
For use by Department of Military Affairs only.
- 23 National Guard members hired full-time after 3/31/86.**
For use by Department of Military Affairs only.
- 24 Judges Retirement System.**
36th District Court Judges taking office before 3/31/97.
- 25 Wayne County Retirement System.**
36th District Court Bailiffs.

- 26 **State Employees' Retirement System.**
Conservation Officers hired before 3/31/97.
- 27 **Michigan Legislative Retirement System.**
Members taking office after 12/1/94, but before 3/31/97.
- 30 **Michigan Legislative Retirement System.**
Members who took office 01/01/95.
- 35 **Command Officer Before 4/1/1986 No Contribution**
- 36 **Command Officer After 3/31/1986 No Contribution**
- 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 **State Police Troopers Eff 6/10/2012 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 in termittent, limited term, seasonal, or noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 99% of all noncareer 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.