

ANNUAL WORKFORCE REPORT

Second 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
Second Quarter FY 2012-13

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.4
Average Annual Salary ¹	\$56,313
Average Years of Service	13

WORK FORCE CHARACTERISTICS

Females	53.4%
Males.....	46.6%
Eligible for Longevity	69.2%
Less than Six Years of Service	31%
Six to Ten Years of Service.....	14%
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	18.3%
Hispanic	2.8%
White	75.1%
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
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: March 30, 2013

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	388.0	0.0	3.0	5.0	0.0	18.0	0.0	414.0	0.0	414.0
AGRICULTURE AND RURAL DVLPMNT		388.0	0.0	3.0	5.0	0.0	18.0	0.0	414.0	0.0	414.0
ATY GNRL CENTRAL OFFICE	1101	444.0	2.0	0.0	22.0	0.0	0.0	0.0	468.0	0.0	468.0
PACC	1102	10.0	0.0	0.0	1.0	0.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		454.0	2.0	0.0	23.0	0.0	0.0	0.0	479.0	0.0	479.0
LEGISLATIVE AUDITOR GENERAL	0301	115.0	0.0	9.0	15.0	0.0	8.0	0.0	147.0	0.0	147.0
AUDITOR GENERAL		115.0	0.0	9.0	15.0	0.0	8.0	0.0	147.0	0.0	147.0
CIV RGHT CENTRAL OFFICE	1501	86.0	0.0	0.0	7.0	0.0	0.0	0.0	93.0	0.0	93.0
CIVIL RIGHTS		86.0	0.0	0.0	7.0	0.0	0.0	0.0	93.0	0.0	93.0
CIVIL SERVICE COMMISSION	1901	398.0	2.0	2.0	15.0	0.0	17.0	0.0	434.0	1.5	432.5
CIVIL SERVICE COMMISSION		398.0	2.0	2.0	15.0	0.0	17.0	0.0	434.0	1.5	432.5
DCH-CARO CENTER	3902	304.0	0.0	0.0	42.0	0.0	0.0	3.0	349.0	0.0	349.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,147.0	1.0	5.0	20.0	0.0	31.0	0.0	1,204.0	1.0	1,203.0
DCH-CTR FORENSIC PSYCHIATRY	3920	476.0	2.0	0.0	3.0	0.0	3.0	3.0	487.0	0.0	487.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	163.0	2.0	0.0	19.0	0.0	7.0	1.0	192.0	0.0	192.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	423.0	4.0	0.0	75.0	0.0	0.0	2.0	504.0	0.0	504.0
DCH-OFFICE OF SERVICES TO TH	3970	32.0	0.0	0.0	1.0	0.0	0.0	0.0	33.0	0.0	33.0
DCH-WALTER P. REUTHER PSY HOSP	3945	331.0	0.0	0.0	15.0	0.0	0.0	3.0	349.0	0.0	349.0
OFFICE OF THE INSPECTOR GENERA	3947	35.0	0.0	0.0	2.0	0.0	1.0	0.0	38.0	0.0	38.0
COMMUNITY HEALTH		2,911.0	9.0	5.0	177.0	0.0	42.0	12.0	3,156.0	1.0	3,155.0
DETROIT REENTRY CENTER	4764	220.0	0.0	0.0	1.0	0.0	0.0	1.0	222.0	0.0	222.0
DOC-ADRIAN/GUS HARRISON FAC	4729	527.0	0.0	0.0	6.0	0.0	0.0	3.0	536.0	0.0	536.0
DOC-ALGER MAX SECURITY CORRECT	4735	275.0	0.0	0.0	5.0	0.0	0.0	0.0	280.0	0.0	280.0
DOC-BARAGA FACILITY	4740	314.0	1.0	0.0	2.0	0.0	1.0	3.0	321.0	0.0	321.0
DOC-BELLAMY CREEK FACILITY	4748	426.0	0.0	0.0	6.0	0.0	0.0	1.0	433.0	0.0	433.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	476.0	1.0	0.0	4.0	0.0	0.0	2.0	483.0	0.0	483.0
DOC-CARSON CITY FAC/CARSON CIT	4731	456.0	0.0	0.0	5.0	0.0	1.0	4.0	466.0	0.0	466.0
DOC-CENTRAL MICHIGAN FACILITY	4744	439.0	1.0	0.0	2.0	0.0	0.0	4.0	446.0	0.0	446.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	484.0	1.0	0.0	4.0	0.0	1.0	1.0	491.0	0.0	491.0
DOC-COOPER STREET FACILITY	4752	401.0	0.0	0.0	2.0	0.0	0.0	1.0	404.0	0.5	403.5
DOC-CORRECTN CENTRAL OFFICE	4702	440.0	0.0	0.0	17.0	0.0	40.0	0.0	497.0	0.0	497.0
DOC-COTTON FACILITY	4720	440.0	0.0	0.0	3.0	0.0	0.0	0.0	443.0	1.5	441.5
DOC-EGELER FACILITY	4727	579.0	0.0	0.0	3.0	0.0	0.0	3.0	585.0	0.0	585.0
DOC-FIELD OPERATION REGION III	4763	906.0	10.0	2.0	1.0	0.0	0.0	0.0	919.0	0.0	919.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: March 30, 2013

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	754.0	0.0	1.0	2.0	0.0	0.0	2.0	759.0	0.0	759.0
DOC-HANDLON MI TRAINING UNT	4705	311.0	1.0	0.0	1.0	0.0	0.0	2.0	315.0	0.0	315.0
DOC-HURON VALLEY CORR COMPLEX	4715	582.0	3.0	0.0	2.0	0.0	0.0	5.0	592.0	0.0	592.0
DOC-IONIA MAXIMUM FACILITY	4724	297.0	0.0	0.0	2.0	0.0	0.0	1.0	300.0	0.0	300.0
DOC-JACKSON CENTRAL REGION	4750	126.0	0.0	0.0	0.0	0.0	0.0	0.0	126.0	0.0	126.0
DOC-KINROSS/HIAWATHA FACILITY	4712	368.0	0.0	0.0	3.0	0.0	0.0	6.0	377.0	0.0	377.0
DOC-LAKELAND MENS FACILITY	4718	273.0	0.0	0.0	1.0	0.0	0.0	1.0	275.0	0.0	275.0
DOC-MACOMB FACILITY	4741	341.0	1.0	0.0	1.0	0.0	0.0	3.0	346.0	0.0	346.0
DOC-MARQUETTE BRANCH PRISON	4706	335.0	0.0	0.0	6.0	0.0	2.0	2.0	345.0	0.0	345.0
DOC-MAXEY CORRECTIONAL	4749	302.0	0.0	0.0	3.0	0.0	0.0	8.0	313.0	0.0	313.0
DOC-MICHIGAN REFORMATORY	4707	315.0	0.0	0.0	3.0	0.0	2.0	3.0	323.0	0.0	323.0
DOC-MICHIGAN STATE INDUSTRIES	4709	114.0	0.0	0.0	0.0	0.0	1.0	1.0	116.0	0.0	116.0
DOC-MUSKEGON FACILITY	4704	231.0	0.0	0.0	3.0	0.0	0.0	0.0	234.0	0.0	234.0
DOC-NEWBERRY FACILITY	4743	223.0	0.0	0.0	3.0	0.0	0.0	2.0	228.0	0.0	228.0
DOC-OAKS FACILITY	4739	289.0	1.0	0.0	3.0	0.0	1.0	7.0	301.0	0.0	301.0
DOC-OJIBWAY FACILITY	4746	216.0	2.0	0.0	3.0	0.0	2.0	1.0	224.0	0.0	224.0
DOC-PARNALL FACILITY	4751	281.0	0.0	1.0	0.0	0.0	0.0	0.0	282.0	0.0	282.0
DOC-PUGSLEY FACILITY	4745	230.0	1.0	0.0	4.0	0.0	0.0	0.0	235.0	0.0	235.0
DOC-SAGINAW FACILITY	4742	319.0	2.0	0.0	3.0	0.0	3.0	2.0	329.0	0.0	329.0
DOC-ST. LOUIS FACILITY	4733	340.0	0.0	0.0	2.0	0.0	0.0	3.0	345.0	0.0	345.0
DOC-THUMB FACILITY	4725	314.0	0.0	0.0	1.0	0.0	0.0	0.0	315.0	0.0	315.0
NTHRN REGION ADMIN AND SUPPORT	4714	39.0	0.0	0.0	3.0	0.0	0.0	1.0	43.0	0.0	43.0
SOUTHERN REGION - IONIA	4711	47.0	0.0	0.0	0.0	0.0	0.0	0.0	47.0	0.0	47.0
CORRECTIONS		13,030.0	25.0	4.0	110.0	0.0	54.0	73.0	13,296.0	2.0	13,294.0
EDUCATION	3103	436.0	4.0	4.0	13.0	51.0	20.0	0.0	528.0	0.5	527.5
EDUCATION		436.0	4.0	4.0	13.0	51.0	20.0	0.0	528.0	0.5	527.5
DEQ-ENVIRONMENTAL QUALITY	7601	1,050.0	5.0	15.0	29.0	0.0	9.0	0.0	1,108.0	2.5	1,105.5
ENVIRONMENTAL QUALITY		1,050.0	5.0	15.0	29.0	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	154.0	0.0	0.0	0.0	0.0	0.0	1.0	155.0	0.0	155.0
DHS-CALHOUN COUNTY	4323	160.0	0.0	0.0	12.0	0.0	0.0	0.0	172.0	0.0	172.0
DHS-COUNTIES	4308	2,771.0	2.0	2.0	159.0	15.0	0.0	1.0	2,950.0	3.0	2,947.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,610.0	4.0	15.0	167.0	45.0	7.0	0.0	2,848.0	0.5	2,847.5

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WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: March 30, 2013

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	533.0	0.0	0.0	12.0	0.0	0.0	0.0	545.0	0.0	545.0
DHS-INGHAM COUNTY	4312	269.0	0.0	0.0	7.0	1.0	0.0	0.0	277.0	0.0	277.0
DHS - INSTITUTIONS	4307	57.0	0.0	11.0	10.0	0.0	0.0	1.0	79.0	0.0	79.0
DHS-JACKSON COUNTY	4315	152.0	0.0	0.0	19.0	0.0	0.0	0.0	171.0	0.0	171.0
DHS-KALAMAZOO COUNTY	4314	250.0	0.0	0.0	15.0	0.0	0.0	0.0	265.0	0.0	265.0
DHS-KENT COUNTY	4303	429.0	0.0	0.0	52.0	6.0	0.0	0.0	487.0	2.5	484.5
DHS-MACOMB COUNTY	4304	524.0	0.0	0.0	4.0	0.0	0.0	0.0	528.0	4.0	524.0
DHS-MAXEY TRAINING SCHOOL	4311	68.0	0.0	0.0	3.0	0.0	0.0	0.0	71.0	0.0	71.0
DHS-MUSKEGON COUNTY	4324	250.0	0.0	0.0	14.0	0.0	0.0	0.0	264.0	0.0	264.0
DHS-OAKLAND COUNTY	4305	576.0	0.0	0.0	9.0	0.0	0.0	1.0	586.0	0.0	586.0
DHS-SAGINAW COUNTY	4313	218.0	0.0	0.0	13.0	0.0	0.0	0.0	231.0	0.0	231.0
DHS-WASHTENAW	4325	149.0	0.0	0.0	21.0	0.0	0.0	0.0	170.0	0.0	170.0
DHS-WAYNE COUNTY DSS	4306	110.0	0.0	0.0	6.0	0.0	0.0	0.0	116.0	0.0	116.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	586.0	0.0	0.0	5.0	0.0	0.0	0.0	591.0	0.0	591.0
DHS-WAYNE COUNTY ZONE 3	4318	394.0	0.0	0.0	88.0	0.0	0.0	0.0	482.0	0.0	482.0
DHS-WAYNE COUNTY ZONE 4	4319	438.0	0.0	0.0	51.0	0.0	0.0	1.0	490.0	0.0	490.0
DHS-WAYNE COUNTY ZONE L	4316	295.0	0.0	0.0	28.0	0.0	0.0	1.0	324.0	0.0	324.0
HUMAN SERVICES		10,993.0	6.0	28.0	695.0	67.0	7.0	6.0	11,802.0	10.0	11,792.0
LICENSING AND REGULATORY AFF	6401	2,757.0	9.0	5.0	146.0	0.0	96.0	2.0	3,015.0	1.5	3,013.5
LICENSING & REGULATORY AFFAIRS		2,757.0	9.0	5.0	146.0	0.0	96.0	2.0	3,015.0	1.5	3,013.5
D.J. JACOBETTI HOME FOR VETERA	5103	145.0	3.0	1.0	1.0	0.0	0.0	0.0	150.0	0.5	149.5
GRAND RAPIDS HOME FOR VETERANS	5102	229.0	2.0	15.0	1.0	5.0	23.0	2.0	277.0	0.0	277.0
MIL AFFR CENTRAL OFFICE	5101	246.0	1.0	4.0	30.0	35.0	34.0	0.0	350.0	0.0	350.0
MILITARY & VETERAN AFFAIRS		620.0	6.0	20.0	32.0	40.0	57.0	2.0	777.0	0.5	776.5
DNR-NATURAL RESOURCES	7501	1,231.0	1.0	56.0	15.0	149.0	156.0	2.0	1,610.0	0.0	1,610.0
NATURAL RESOURCES		1,231.0	1.0	56.0	15.0	149.0	156.0	2.0	1,610.0	0.0	1,610.0
DEPARTMENT OF STATE	2301	1,153.0	0.0	87.0	47.0	0.0	185.0	3.0	1,475.0	0.0	1,475.0
STATE		1,153.0	0.0	87.0	47.0	0.0	185.0	3.0	1,475.0	0.0	1,475.0
STATE POLICE	5501	2,413.0	22.0	4.0	25.0	0.0	7.0	8.0	2,479.0	1.0	2,478.0
STATE POLICE		2,413.0	22.0	4.0	25.0	0.0	7.0	8.0	2,479.0	1.0	2,478.0
MSF-WORKFORCE DEVELOPMENT AGY	0742	185.0	2.0	0.0	8.0	0.0	7.0	0.0	202.0	0.0	202.0
MSHDA	6305	276.0	4.0	5.0	11.0	0.0	31.0	0.0	327.0	1.0	326.0
STRATEGIC FUND	0740	142.0	0.0	1.0	18.0	0.0	5.0	0.0	166.0	0.0	166.0

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WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: March 30, 2013

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STRATEGIC FUND		603.0	6.0	6.0	37.0	0.0	43.0	0.0	695.0	1.0	694.0
TECH, MGMT AND BUDGET - IT	0801	1,573.0	4.0	0.0	22.0	0.0	73.0	0.0	1,672.0	0.0	1,672.0
TECH, MGMT AND BUDGET - MB	0701	886.0	13.0	1.0	49.0	0.0	31.0	1.0	981.0	1.5	979.5
TECHNOLOGY, MANAGEMENT & BUDGET		2,459.0	17.0	1.0	71.0	0.0	104.0	1.0	2,653.0	1.5	2,651.5
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	0.0	0.0	10.0	0.0	42.0	0.0	42.0
BRIDGE AUTHORITIES-MACKINAC	5902	39.0	0.0	24.0	4.0	0.0	13.0	0.0	80.0	0.0	80.0
TRANSPORTATION CENTRAL OFFICE	5901	2,332.0	6.0	21.0	73.0	12.0	128.0	5.0	2,577.0	4.5	2,572.5
TRANSPORTATION		2,403.0	6.0	45.0	77.0	12.0	151.0	5.0	2,699.0	4.5	2,694.5
BUREAU OF STATE LOTTERY	2795	168.0	0.0	0.0	2.0	0.0	21.0	0.0	191.0	0.0	191.0
GAMING CONTROL	2707	106.0	0.0	4.0	13.0	0.0	8.0	0.0	131.0	0.0	131.0
TREASURY CENTRAL PAYROLL	2701	1,203.0	2.0	3.0	56.0	0.0	36.0	0.0	1,300.0	0.0	1,300.0
TREASURY		1,477.0	2.0	7.0	71.0	0.0	65.0	0.0	1,622.0	0.0	1,622.0
STATEWIDE TOTAL		44,977.0	122.0	301.0	1,661.0	319.0	1,039.0	114.0	48,533.0	27.5	48,505.5

Comments: 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. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, or noncareer. 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 3/30/2013 (B)	FTE Positions 12/22/2012 (C)	Difference 3/30/2013 and 12/22/2012 (B-C)	Difference 3/30/2013 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	425.0	400.7	394.9	5.7	-24.3
Overtime	0.0	0.0	0.0	0.0	0.0
Total	425.0	400.7	394.9	5.7	-24.3
ATTORNEY GENERAL					
Regular	508.0	477.9	468.8	9.1	-30.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	508.0	477.9	468.8	9.1	-30.1
AUDITOR GENERAL					
Regular	0.0	142.1	141.5	0.7	142.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	142.1	141.5	0.7	142.1
CIVIL RIGHTS					
Regular	121.0	90.6	94.9	-4.3	-30.4
Overtime	0.0	0.6	0.0	0.6	0.6
Total	121.0	91.1	94.9	-3.8	-29.9
CIVIL SERVICE COMMISSION					
Regular	450.0	422.8	417.6	5.3	-27.2
Overtime	0.0	0.1	0.5	-0.4	0.1
Total	450.0	422.9	418.1	4.8	-27.1
COMMUNITY HEALTH					
Regular	3,546.6	3,120.8	3,119.8	1.0	-425.8
Overtime	0.0	121.3	138.9	-17.6	121.3
Total	3,546.6	3,242.1	3,258.7	-16.6	-304.5

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

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 3/30/2013 (B)	FTE Positions 12/22/2012 (C)	Difference 3/30/2013 and 12/22/2012 (B-C)	Difference 3/30/2013 and Appropriated (B-A)
CORRECTIONS					
Regular	14,679.2	13,254.6	13,399.5	-144.9	-1,424.6
Overtime	0.0	446.3	577.7	-131.4	446.3
Total	14,679.2	13,700.9	13,977.2	-276.3	-978.3
EDUCATION					
Regular	584.5	512.6	508.6	4.0	-71.9
Overtime	0.0	2.6	1.4	1.2	2.6
Total	584.5	515.3	510.0	5.2	-69.2
ENVIRONMENTAL QUALITY					
Regular	1,321.5	1,086.5	1,088.8	-2.3	-235.0
Overtime	0.0	2.0	1.0	1.0	2.0
Total	1,321.5	1,088.6	1,089.8	-1.3	-232.9
EXECUTIVE OFFICE					
Regular	74.2	51.4	50.3	1.1	-22.8
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	51.4	50.3	1.1	-22.8
HUMAN SERVICES					
Regular	12,314.0	11,743.6	11,622.5	121.1	-570.4
Overtime	0.0	81.2	71.2	10.0	81.2
Total	12,314.0	11,824.8	11,693.7	131.1	-489.2
LICENSING AND REGULATORY AFF					
Regular	3,709.8	2,960.5	2,987.5	-27.0	-749.3
Overtime	0.0	2.6	7.2	-4.6	2.6
Total	3,709.8	2,963.1	2,994.7	-31.6	-746.7

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

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 3/30/2013 (B)	FTE Positions 12/22/2012 (C)	Difference 3/30/2013 and 12/22/2012 (B-C)	Difference 3/30/2013 and Appropriated (B-A)
MILITARY & VETERAN AFFAIRS					
Regular	834.0	737.2	851.7	-114.5	-96.8
Overtime	0.0	23.5	33.8	-10.3	23.5
Total	834.0	760.7	885.5	-124.8	-73.3
NATURAL RESOURCES					
Regular	2,093.8	1,485.8	1,403.5	82.4	-608.0
Overtime	0.0	3.8	2.0	1.8	3.8
Total	2,093.8	1,489.6	1,405.4	84.2	-604.2
STATE					
Regular	1,689.0	1,396.7	1,372.7	24.0	-292.3
Overtime	0.0	5.5	1.6	3.9	5.5
Total	1,689.0	1,402.2	1,374.3	27.9	-286.8
STATE POLICE					
Regular	2,881.0	2,448.9	2,492.2	-43.4	-432.1
Overtime	0.0	158.6	254.2	-95.7	158.6
Total	2,881.0	2,607.5	2,746.5	-139.0	-273.5
STRATEGIC FUND					
Regular	748.0	674.5	684.5	-10.0	-73.5
Overtime	0.0	0.6	1.0	-0.4	0.6
Total	748.0	675.2	685.5	-10.3	-72.8
TECH, MGMT AND BUDGET					
Regular	2,358.0	2,612.1	2,595.0	17.0	254.1
Overtime	0.0	32.1	27.3	4.8	32.1
Total	2,358.0	2,644.2	2,622.3	21.9	286.2

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

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 3/30/2013 (B)	FTE Positions 12/22/2012 (C)	Difference 3/30/2013 and 12/22/2012 (B-C)	Difference 3/30/2013 and Appropriated (B-A)
TRANSPORTATION					
Regular	2,912.3	2,590.2	2,646.2	-56.1	-322.1
Overtime	0.0	80.9	54.5	26.4	80.9
Total	2,912.3	2,671.1	2,700.7	-29.7	-241.3
TREASURY					
Regular	1,774.5	1,600.5	1,595.8	4.6	-174.0
Overtime	0.0	11.6	7.0	4.5	11.6
Total	1,774.5	1,612.0	1,602.9	9.2	-162.5
STATEWIDE TOTALS					
Total Regular	53,024.4	47,809.9	47,936.4	-126.5	-5,214.5
Total Overtime	0.0	973.3	1,179.3	-206.0	973.3
Grand Total	53,024.4	48,783.2	49,115.6	-332.4	-4,241.2

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

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN
NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT
PRIOR AND CURRENT FISCAL YEARS

Table 1-3

Department	December 22, 2012		March 30, 2013	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMENT	408.0	0.8 %	414.0	0.9 %
ATTORNEY GENERAL	470.0	1.0 %	479.0	1.0 %
AUDITOR GENERAL	145.0	0.3 %	147.0	0.3 %
CIVIL RIGHTS	95.0	0.2 %	93.0	0.2 %
CIVIL SERVICE COMMISSION	424.5	0.9 %	432.5	0.9 %
COMMUNITY HEALTH	3,154.0	6.5 %	3,155.0	6.5 %
CORRECTIONS	13,404.0	27.5 %	13,294.0	27.4 %
EDUCATION	525.5	1.1 %	527.5	1.1 %
ENVIRONMENTAL QUALITY	1,105.5	2.3 %	1,105.5	2.3 %
EXECUTIVE OFFICE	51.0	0.1 %	51.0	0.1 %
HUMAN SERVICES	11,695.5	24.0 %	11,792.0	24.3 %
LICENSING & REGULATORY AFFAIRS	3,046.5	6.3 %	3,013.5	6.2 %
MILITARY & VETERAN AFFAIRS	896.5	1.8 %	776.5	1.6 %
NATURAL RESOURCES	1,543.0	3.2 %	1,610.0	3.3 %
STATE	1,493.0	3.1 %	1,475.0	3.0 %
STATE POLICE	2,520.0	5.2 %	2,478.0	5.1 %
STRATEGIC FUND	701.0	1.4 %	694.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,629.5	5.4 %	2,651.5	5.5 %
TRANSPORTATION	2,741.0	5.6 %	2,694.5	5.6 %
TREASURY	1,626.0	3.3 %	1,622.0	3.3 %
TOTAL:	48,674.5	100.0 %	48,505.5	100.0 %

Comments: 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. 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 workers' compensation. For this report, the actual number of employees who job share are divided in half.

Statewide, the number of classified employees decreased by 169 from December 22, 2012 to March 30, 2013.

Source: Michigan Civil Service Commission HWF03

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

Pay End Date: March 30, 2013

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	13	399.6
ATTORNEY GENERAL	13	474.5
AUDITOR GENERAL	13	139.7
CIVIL RIGHTS	13	93.3
CIVIL SERVICE COMMISSION	13	414.7
COMMUNITY HEALTH	13	3,109.9
CORRECTIONS	13	13,349.5
EDUCATION	13	515.2
ENVIRONMENTAL QUALITY	13	1,102.1
EXECUTIVE OFFICE	13	50.9
HUMAN SERVICES	13	11,708.3
LICENSING & REGULATORY AFFAIRS	13	2,919.0
MILITARY & VETERAN AFFAIRS	13	845.2
NATURAL RESOURCES	13	1,448.2
STATE	13	1,290.2
STATE POLICE	13	2,483.5
STRATEGIC FUND	13	652.1
TECHNOLOGY, MANAGEMENT & BUDGET	13	2,557.5
TRANSPORTATION	13	2,635.2
TREASURY	13	1,576.6
	Sum:	47,765.0

Comments: 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, except for the following noncareer appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. Currently, these positions represent 97% 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: March 30, 2013

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 DVLPMENT	414	0.9 %	48.1	\$30.23	315	76.1 %
ATTORNEY GENERAL	479	1.0 %	46.8	\$38.64	304	63.5 %
AUDITOR GENERAL	147	0.3 %	39.3	\$34.61	93	63.3 %
CIVIL RIGHTS	93	0.2 %	49.1	\$30.00	74	79.6 %
CIVIL SERVICE COMMISSION	434	0.9 %	46.5	\$29.38	330	76.0 %
COMMUNITY HEALTH	3,156	6.5 %	46.9	\$27.95	1,989	63.0 %
CORRECTIONS	13,296	27.4 %	45.8	\$25.74	10,879	81.8 %
EDUCATION	528	1.1 %	48.3	\$31.89	279	52.8 %
ENVIRONMENTAL QUALITY	1,108	2.3 %	48.2	\$31.72	943	85.1 %
EXECUTIVE OFFICE	51	0.1 %	38.5	\$34.31	15	29.4 %
HUMAN SERVICES	11,802	24.3 %	43.5	\$24.89	6,192	52.5 %
LICENSING & REGULATORY AFFAIRS	3,015	6.2 %	47.7	\$28.94	2,119	70.3 %
MILITARY & VETERAN AFFAIRS	777	1.6 %	47.2	\$23.84	500	64.4 %
NATURAL RESOURCES	1,610	3.3 %	45.3	\$25.87	1,178	73.2 %
STATE	1,475	3.0 %	45.9	\$22.49	973	66.0 %
STATE POLICE	2,479	5.1 %	42.8	\$30.20	2,008	81.0 %
STRATEGIC FUND	695	1.4 %	46.0	\$30.21	443	63.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,653	5.5 %	46.8	\$30.78	1,778	67.0 %
TRANSPORTATION	2,699	5.6 %	45.8	\$28.08	2,123	78.7 %
TREASURY	1,622	3.3 %	45.5	\$28.02	1,054	65.0 %
STATEWIDE TOTALS:	48,533	100.0 %	45.4	\$26.97	33,589	69.2 %

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: March 30, 2013

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	396	185	47 %	187	47 %	6	2 %	0	0 %	374	94 %	7	2 %	1	0 %	
ATTORNEY GENERAL	479	179	37 %	241	50 %	4	1 %	0	0 %	438	91 %	5	1 %	2	0 %	
AUDITOR GENERAL	139	36	26 %	85	61 %	4	3 %	0	0 %	129	93 %	0	0 %	0	0 %	
CIVIL RIGHTS	93	39	42 %	45	48 %	3	3 %	0	0 %	84	90 %	4	4 %	0	0 %	
CIVIL SERVICE COMMISSION	417	120	29 %	254	61 %	4	1 %	0	0 %	381	91 %	7	2 %	0	0 %	
COMMUNITY HEALTH	3,114	1,462	47 %	1,401	45 %	33	1 %	0	0 %	2,846	91 %	96	3 %	12	0 %	
CORRECTIONS	13,242	7,036	53 %	5,262	40 %	79	1 %	0	0 %	12,285	93 %	252	2 %	17	0 %	
EDUCATION	508	217	43 %	220	43 %	9	2 %	0	0 %	456	90 %	6	1 %	3	1 %	
ENVIRONMENTAL QUALITY	1,099	398	36 %	599	55 %	10	1 %	0	0 %	1,009	92 %	16	1 %	3	0 %	
EXECUTIVE OFFICE	51	29	57 %	16	31 %	0	0 %	0	0 %	46	90 %	0	0 %	0	0 %	
HUMAN SERVICES	11,795	5,039	43 %	5,851	50 %	104	1 %	0	0 %	10,790	91 %	396	3 %	32	0 %	
LICENSING & REGULATORY AFFAIRS	2,919	1,134	39 %	1,557	53 %	32	1 %	0	0 %	2,665	91 %	95	3 %	14	0 %	
MILITARY & VETERAN AFFAIRS	720	349	48 %	302	42 %	10	1 %	0	0 %	676	94 %	3	0 %	3	0 %	
NATURAL RESOURCES	1,454	889	61 %	442	30 %	22	2 %	0	0 %	1,360	94 %	9	1 %	2	0 %	
STATE	1,290	528	41 %	658	51 %	18	1 %	0	0 %	1,189	92 %	35	3 %	4	0 %	
STATE POLICE	2,472	648	26 %	444	18 %	17	1 %	1,240	50 %	2,356	95 %	19	1 %	4	0 %	
STRATEGIC FUND	652	200	31 %	392	60 %	13	2 %	0	0 %	596	91 %	21	3 %	1	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,549	719	28 %	1,577	62 %	35	1 %	0	0 %	2,269	89 %	66	3 %	11	0 %	
TRANSPORTATION	2,548	1,195	47 %	1,162	46 %	39	2 %	0	0 %	2,380	93 %	32	1 %	11	0 %	
TREASURY	1,557	465	30 %	931	60 %	37	2 %	0	0 %	1,408	90 %	49	3 %	7	0 %	
STATEWIDE TOTALS:	47,494	20,867	44 %	21,626	46 %	479	1 %	1,240	3 %	43,737	92 %	1,118	2 %	127	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: March 30, 2013

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	396	383	97 %	329	83 %	0	0 %	383	97 %	13	3 %	0	0 %
ATTORNEY GENERAL	479	449	94 %	334	70 %	0	0 %	447	93 %	30	6 %	0	0 %
AUDITOR GENERAL	139	130	94 %	100	72 %	0	0 %	127	91 %	12	9 %	0	0 %
CIVIL RIGHTS	93	88	95 %	79	85 %	0	0 %	85	91 %	8	9 %	0	0 %
CIVIL SERVICE COMMISSION	417	389	93 %	376	90 %	3	1 %	401	96 %	15	4 %	2	0 %
COMMUNITY HEALTH	3,114	2,962	95 %	2,665	86 %	0	0 %	2,918	94 %	194	6 %	0	0 %
CORRECTIONS	13,242	12,574	95 %	12,217	92 %	0	0 %	12,789	97 %	408	3 %	0	0 %
EDUCATION	508	468	92 %	353	69 %	0	0 %	475	94 %	32	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,099	1,033	94 %	941	86 %	0	0 %	1,024	93 %	72	7 %	0	0 %
EXECUTIVE OFFICE	51	46	90 %	28	55 %	0	0 %	43	84 %	8	16 %	0	0 %
HUMAN SERVICES	11,795	11,246	95 %	9,886	84 %	0	0 %	11,172	95 %	609	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,919	2,784	95 %	2,427	83 %	1	0 %	2,757	94 %	157	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	720	680	94 %	591	82 %	0	0 %	686	95 %	27	4 %	0	0 %
NATURAL RESOURCES	1,454	1,383	95 %	1,230	85 %	0	0 %	1,384	95 %	68	5 %	0	0 %
STATE	1,290	1,238	96 %	1,108	86 %	0	0 %	1,204	93 %	85	7 %	0	0 %
STATE POLICE	2,472	2,383	96 %	2,662	108 %	1,398	57 %	2,352	95 %	105	4 %	1,349	55 %
STRATEGIC FUND	652	619	95 %	510	78 %	0	0 %	607	93 %	45	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,549	2,361	93 %	1,955	77 %	39	2 %	2,421	95 %	115	5 %	33	1 %
TRANSPORTATION	2,548	2,427	95 %	2,216	87 %	0	0 %	2,414	95 %	130	5 %	0	0 %
TREASURY	1,557	1,476	95 %	1,269	82 %	0	0 %	1,460	94 %	95	6 %	0	0 %
STATEWIDE TOTALS:	47,494	45,119	95 %	41,276	87 %	1,441	3 %	45,149	95 %	2,228	5 %	1,385	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

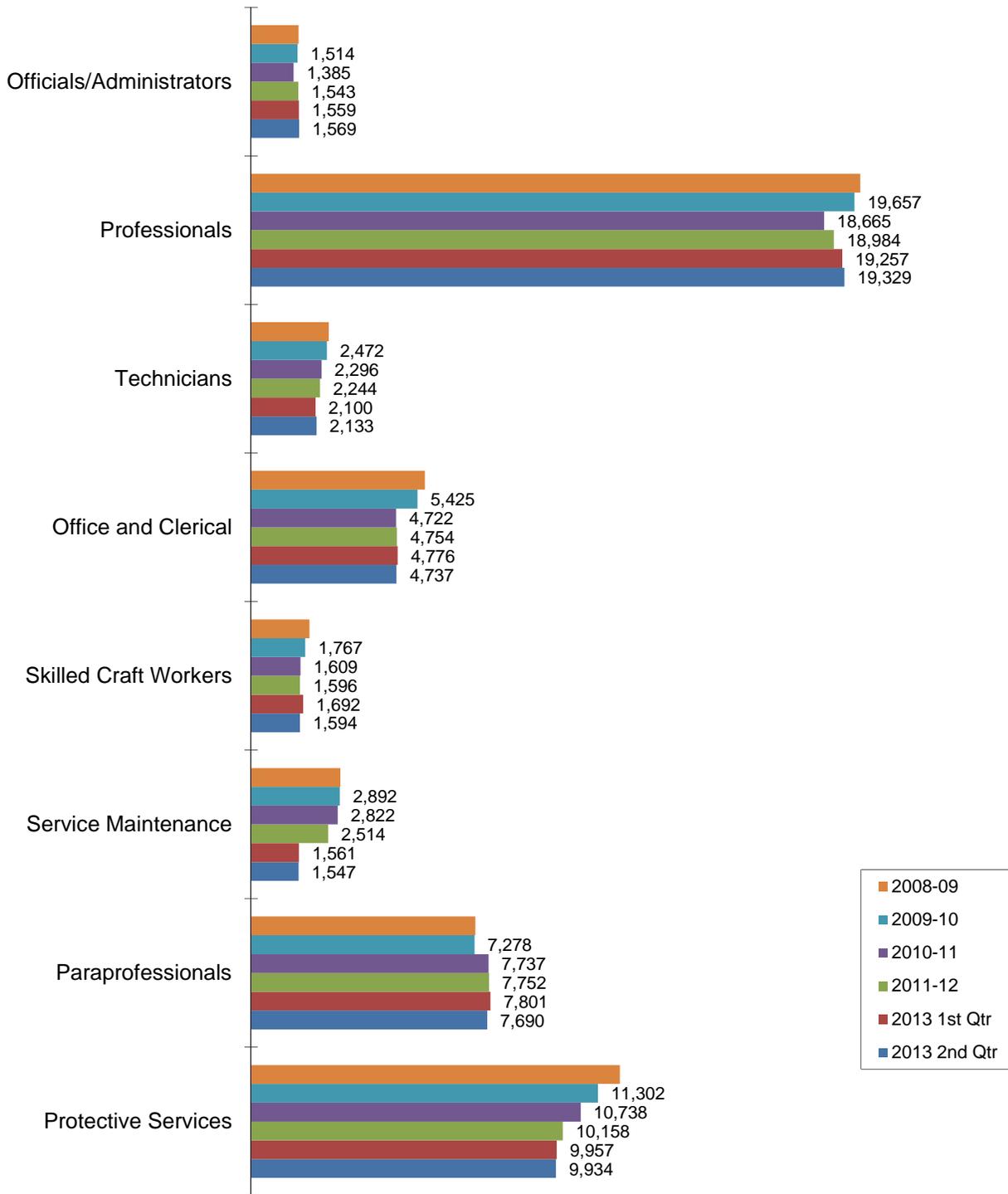
STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: March 30, 2013

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	9	18	33	46	42	57	81	76	40	8	4	414
ATTORNEY GENERAL	0	5	31	48	58	63	67	77	77	38	13	2	479
AUDITOR GENERAL	1	18	23	15	17	20	26	14	11	2	0	0	147
CIVIL RIGHTS	0	0	5	6	10	15	13	11	12	17	3	1	93
CIVIL SERVICE COMMISSION	2	16	17	34	53	48	76	93	66	25	3	1	434
COMMUNITY HEALTH	5	99	228	289	287	368	420	528	542	303	74	13	3,156
CORRECTIONS	9	156	594	1,023	1,609	2,558	2,732	2,458	1,481	561	97	18	13,296
EDUCATION	0	9	23	52	59	65	55	84	97	63	19	2	528
ENVIRONMENTAL QUALITY	1	7	35	83	143	137	155	215	214	99	18	1	1,108
EXECUTIVE OFFICE	0	7	9	11	2	5	5	8	1	3	0	0	51
HUMAN SERVICES	0	247	1,331	1,706	1,643	1,695	1,373	1,448	1,443	753	142	21	11,802
LICENSING & REGULATORY AFFAIRS	12	86	162	272	304	351	375	503	507	306	105	32	3,015
MILITARY & VETERAN AFFAIRS	2	31	42	60	65	93	119	143	141	69	7	5	777
NATURAL RESOURCES	3	57	94	166	226	240	221	250	213	91	27	22	1,610
STATE	3	79	114	115	132	172	206	281	241	115	15	2	1,475
STATE POLICE	1	96	180	221	378	554	501	303	185	49	10	1	2,479
STRATEGIC FUND	2	36	42	74	84	72	87	114	101	50	25	8	695
TECHNOLOGY, MANAGEMENT & BUDGET	3	86	130	222	278	364	404	478	436	205	36	11	2,653
TRANSPORTATION	8	72	147	277	314	364	440	478	383	177	26	13	2,699
TREASURY	4	63	126	175	173	193	212	301	229	115	26	5	1,622
Statewide Total:	56	1,179	3,351	4,882	5,881	7,419	7,544	7,868	6,456	3,081	654	162	48,533
Average Age:	19.4	23.2	27.7	32.6	37.6	42.5	47.6	52.4	57.3	62.0	66.7	73.7	45.4

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 HWF23

EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2008-09 through Second 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
2012-13 2nd Qtr:	48,533

Source: Michigan Civil Service Commission HWF27

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: March 30, 2013

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	3	8
ALGER	297	8	305
ALLEGAN	227	53	280
ALPENA	151	10	161
ANTRIM	31	3	34
ARENAC	30	2	32
BARAGA	362	16	378
BARRY	68	5	73
BAY	312	32	344
BENZIE	29	9	38
BERRIEN	348	20	368
BRANCH	404	8	412
CALHOUN	305	34	339
CASS	90	2	92
CHARLEVOIX	18	23	41
CHEBOYGAN	66	15	81
CHIPPEWA	1,032	51	1,083
CLARE	54	4	58
CLINTON	146	31	177
CRAWFORD	138	112	250
DELTA	170	23	193
DICKINSON	55	9	64
EATON	3,209	315	3,524
EMMET	84	11	95
GENESEE	881	82	963
GLADWIN	42	4	46
GOGEBIC	265	14	279
GRAND TRAVERSE	539	28	567
GRATIOT	840	18	858
HILLSDALE	57	4	61
HOUGHTON	75	14	89
HURON	35	6	41
INGHAM	9,314	960	10,274
IONIA	1,498	31	1,529
IOSCO	39	6	45
IRON	53	1	54
ISABELLA	159	16	175
JACKSON	2,225	55	2,280
KALAMAZOO	1,119	125	1,244
KALKASKA	49	1	50
KENT	1,601	198	1,799
KEWEENAW	2	1	3
LAKE	53	3	56
LAPEER	448	13	461

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: March 30, 2013

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	2	5
LENAWEE	663	20	683
LIVINGSTON	585	31	616
LUCE	295	9	304
MACKINAC	117	67	184
MACOMB	1,354	39	1,393
MANISTEE	321	25	346
MARQUETTE	798	37	835
MASON	42	5	47
MECOSTA	95	3	98
MENOMINEE	25	6	31
MIDLAND	89	10	99
MISSAUKEE	67	5	72
MONROE	195	10	205
MONTCALM	601	19	620
MONTMORENCY	52	10	62
MUSKEGON	1,068	32	1,100
NEWAYGO	73	6	79
OAKLAND	1,211	74	1,285
OCEANA	77	16	93
OGEMAW	82	6	88
ONTONAGON	23		23
OSCEOLA	28	1	29
OSCODA	22	3	25
OTSEGO	267	15	282
OTTAWA	177	22	199
OUT OF STATE	38	4	42
PRESQUE ISLE	17	4	21
ROSCOMMON	102	7	109
SAGINAW	884	46	930
SANILAC	46	6	52
SCHOOLCRAFT	30	7	37
SHIAWASSEE	88	7	95
ST CLAIR	245	45	290
ST JOSEPH	78	10	88
TUSCOLA	414	50	464
VAN BUREN	225	23	248
WASHTENAW	1,450	64	1,514
WAYNE	5,038	393	5,431
WEXFORD	167	12	179
WORK AT HOME - MI	900	26	926
Grand Total:	44,977	3,556	48,533

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.

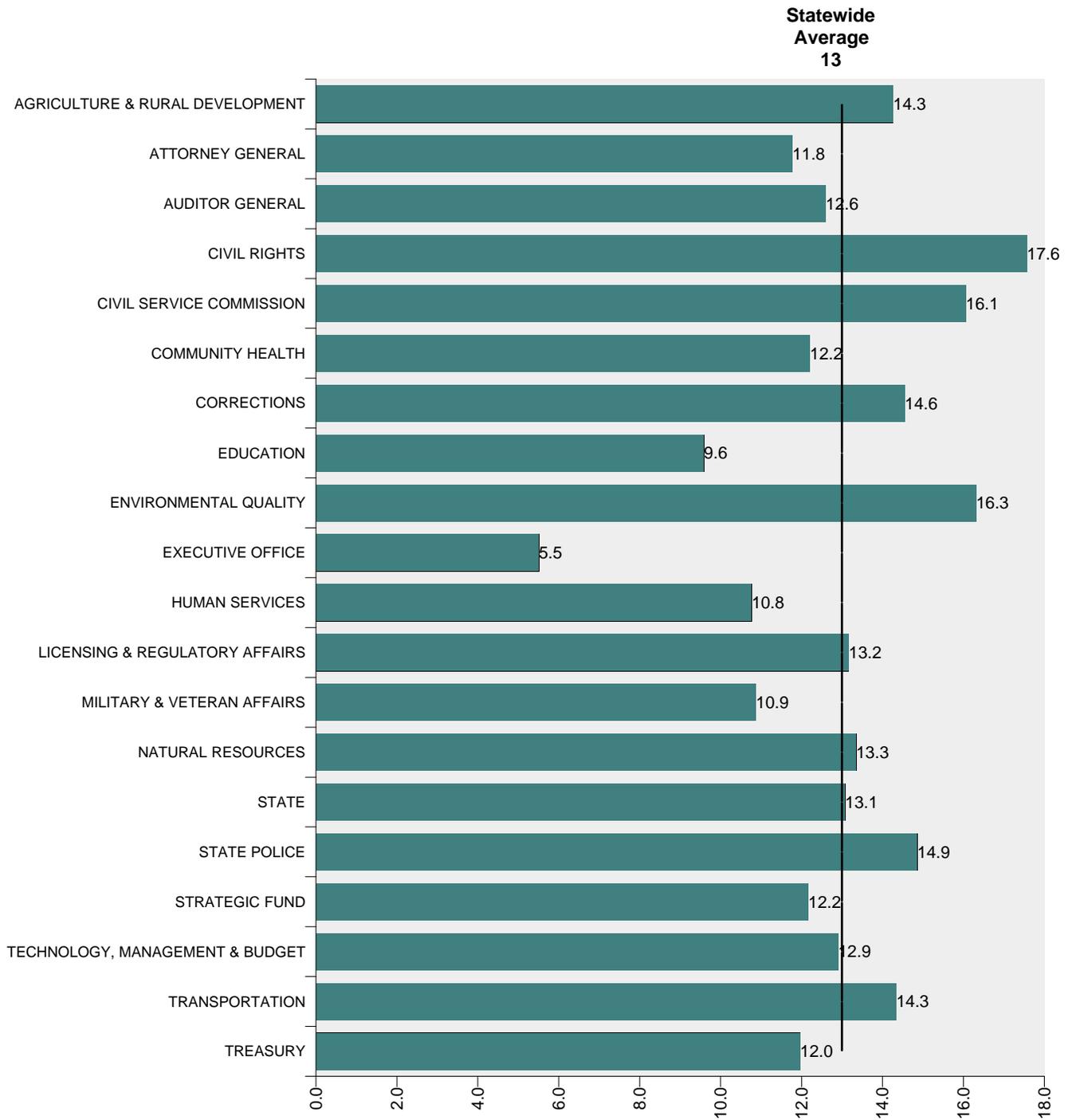
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: March 30, 2013



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. 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: March 30, 2013

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	45	3	3	0	1	1	1	0	0	1	0	50	50	0	0
06 - 10 YEARS	27	25	1	2	0	0	0	0	0	0	0	0	28	27	0	0
11 - 15 YEARS	38	41	1	4	1	0	0	2	0	1	0	0	40	48	0	1
16 - 20 YEARS	29	18	1	1	0	1	1	0	0	1	0	0	31	21	0	0
21 - 25 YEARS	36	26	0	2	0	0	0	0	1	1	0	0	37	29	2	1
26 - 30 YEARS	12	12	0	2	0	0	0	0	0	0	0	0	12	14	0	2
31 - 35 YEARS	6	6	1	3	0	0	0	0	1	0	0	0	8	9	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	198	177	7	17	1	2	3	3	2	3	1	0	212	202	2	7
MORE THAN 10 YEARS:	126	107	3	12	1	1	2	2	2	3	0	0	134	125	2	7
AVERAGE YEARS	14.6	13.7	11.0	16.9	13.0	10.5	20.0	9.7	27.0	17.7	2.0	0.0	14.6	14.0	24.0	27.6

DEPARTMENT AVERAGE YEARS 14.3

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. 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: March 30, 2013

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	74	80	3	8	0	0	0	3	0	1	4	1	81	93	0	0
06 - 10 YEARS	39	47	7	6	0	0	0	1	0	0	2	2	48	56	1	0
11 - 15 YEARS	14	31	0	6	0	0	0	1	0	2	0	0	14	40	0	0
16 - 20 YEARS	24	17	2	2	0	0	1	1	0	0	0	0	27	20	0	0
21 - 25 YEARS	13	19	0	2	0	0	0	1	1	0	0	0	14	22	0	1
26 - 30 YEARS	18	10	2	3	0	0	0	1	0	0	0	0	20	14	1	1
31 - 35 YEARS	8	7	1	2	0	0	2	1	0	0	0	0	11	10	0	0
36 - 40 YEARS	5	1	0	1	0	0	0	0	0	0	0	0	5	2	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	196	213	15	30	0	0	3	9	1	3	6	3	221	258	2	2
MORE THAN 10 YEARS:	83	86	5	16	0	0	3	5	1	2	0	0	92	109	1	2
AVERAGE YEARS	12.3	10.8	13.7	13.9	0.0	0.0	28.7	14.2	25.0	9.3	4.2	6.7	12.4	11.2	16.5	25.0

DEPARTMENT AVERAGE YEARS 11.8

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. 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: March 30, 2013

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	21	0	0	0	0	0	0	0	0	0	0	30	21	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	9	0	0	0	0	0	0	0	0	0	0	1	9	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	74	4	2	0	0	0	0	0	1	0	0	70	77	0	1
MORE THAN 10 YEARS:	34	43	4	2	0	0	0	0	0	1	0	0	38	46	0	1
AVERAGE YEARS	11.8	12.4	25.3	18.0	0.0	0.0	0.0	0.0	0.0	13.0	0.0	0.0	12.6	12.6	0.0	26.0

DEPARTMENT AVERAGE YEARS 12.6

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. 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: March 30, 2013

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	5	3	8	0	0	0	2	0	1	0	0	3	16	0	1
06 - 10 YEARS	1	1	1	7	0	0	0	0	0	0	0	0	2	8	0	0
11 - 15 YEARS	3	5	1	9	0	0	0	1	0	0	0	0	4	15	0	0
16 - 20 YEARS	2	1	3	3	0	0	0	1	0	1	0	0	5	6	0	0
21 - 25 YEARS	0	3	0	5	0	0	2	0	0	0	0	0	2	8	0	0
26 - 30 YEARS	1	1	0	1	0	0	0	1	0	0	0	0	1	3	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	1	0	4	0	0	1	1	0	0	0	0	2	6	0	0
MORE THAN 40 YEARS	0	2	2	1	0	0	0	0	0	0	0	0	2	3	0	0
DEPARTMENT TOTAL	9	19	10	43	0	0	3	7	0	2	0	0	22	71	0	2
MORE THAN 10 YEARS:	8	13	6	28	0	0	3	5	0	1	0	0	17	47	0	1
AVERAGE YEARS	20.6	16.2	16.4	17.3	0.0	0.0	28.0	19.0	0.0	8.0	0.0	0.0	19.6	16.9	0.0	18.5

DEPARTMENT AVERAGE YEARS 17.6

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. 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: March 30, 2013

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	67	6	9	0	2	0	1	0	0	1	0	25	79	0	0
06 - 10 YEARS	6	37	3	4	0	0	0	1	0	0	0	0	9	42	0	0
11 - 15 YEARS	7	57	1	9	0	1	0	0	0	3	0	0	8	70	0	1
16 - 20 YEARS	5	28	1	2	0	0	1	0	0	0	0	0	7	30	0	0
21 - 25 YEARS	4	40	2	15	0	2	0	4	0	1	0	0	6	62	0	1
26 - 30 YEARS	4	24	0	10	0	1	1	5	0	0	0	0	5	40	0	2
31 - 35 YEARS	2	16	2	5	1	1	0	1	0	0	0	0	5	23	0	1
36 - 40 YEARS	3	12	2	2	0	0	0	1	0	0	0	0	5	15	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	282	17	57	1	7	2	13	0	4	1	0	71	363	0	6
MORE THAN 10 YEARS:	26	178	8	44	1	5	2	11	0	4	0	0	37	242	0	6
AVERAGE YEARS	13.9	15.4	15.1	19.2	34.0	17.7	23.0	24.5	0.0	16.0	2.0	0.0	14.5	16.4	0.0	27.5

DEPARTMENT AVERAGE YEARS 16.1

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. 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: March 30, 2013

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	233	442	95	177	2	6	10	17	19	18	48	99	407	759	0	1
06 - 10 YEARS	138	243	42	66	1	2	6	13	6	11	0	0	193	335	0	1
11 - 15 YEARS	108	219	30	80	1	2	5	4	11	10	0	0	155	315	1	2
16 - 20 YEARS	90	131	22	43	2	1	4	4	0	9	0	0	118	188	4	4
21 - 25 YEARS	47	112	20	39	0	1	3	5	3	9	0	0	73	166	3	8
26 - 30 YEARS	45	66	14	25	0	2	3	6	5	4	0	0	67	103	3	8
31 - 35 YEARS	48	75	29	29	0	0	2	1	3	2	0	0	82	107	3	8
36 - 40 YEARS	18	44	7	2	1	2	0	2	1	0	0	0	27	50	3	2
MORE THAN 40 YEARS	3	6	1	0	0	0	1	0	0	0	0	0	5	6	0	0
DEPARTMENT TOTAL	730	1,338	260	461	7	16	34	52	48	63	48	99	1,127	2,029	17	34
MORE THAN 10 YEARS:	359	653	123	218	4	8	18	22	23	34	0	0	527	935	17	32
AVERAGE YEARS	13.0	12.8	13.4	11.7	14.1	14.1	14.2	12.4	12.4	12.7	1.3	1.2	12.6	12.0	27.2	25.5

DEPARTMENT AVERAGE YEARS 12.2

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. 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: March 30, 2013

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	985	860	199	273	28	13	43	26	7	9	30	17	1,292	1,198	2	0
06 - 10 YEARS	761	440	118	170	20	8	24	14	4	6	5	2	932	640	3	1
11 - 15 YEARS	1,958	688	211	235	41	15	50	23	10	5	0	0	2,270	966	3	1
16 - 20 YEARS	1,554	566	166	183	48	12	47	24	9	3	0	0	1,824	788	8	7
21 - 25 YEARS	1,400	381	138	123	50	9	34	10	6	1	0	0	1,628	524	47	21
26 - 30 YEARS	583	156	126	101	9	3	11	2	1	2	0	0	730	264	44	10
31 - 35 YEARS	62	59	16	17	1	1	1	5	0	0	0	0	80	82	9	5
36 - 40 YEARS	29	25	8	7	0	0	0	0	1	0	0	0	38	32	4	0
MORE THAN 40 YEARS	4	2	0	1	0	0	1	0	0	0	0	0	5	3	1	0
DEPARTMENT TOTAL	7,336	3,177	982	1,110	197	61	211	104	38	26	35	19	8,799	4,497	121	45
MORE THAN 10 YEARS:	5,590	1,877	665	667	149	40	144	64	27	11	0	0	6,575	2,659	116	44
AVERAGE YEARS	15.5	12.8	14.9	13.5	15.8	13.7	14.0	13.1	14.2	10.1	3.2	3.2	15.4	13.0	24.7	23.9

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 workers' 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: March 30, 2013

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	57	152	8	24	0	0	2	3	2	1	1	0	70	180	0	1
06 - 10 YEARS	36	64	4	4	0	0	0	0	0	1	0	1	40	70	0	0
11 - 15 YEARS	16	43	1	2	0	0	1	1	0	0	0	0	18	46	0	0
16 - 20 YEARS	3	22	0	2	0	0	0	1	0	0	0	0	3	25	0	0
21 - 25 YEARS	4	16	0	3	0	0	0	0	0	0	0	0	4	19	0	1
26 - 30 YEARS	1	15	1	2	0	0	0	1	0	1	0	0	2	19	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	11	0	0	0	0	0	1	0	0	0	0	1	12	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	120	337	15	38	0	0	3	8	2	3	1	1	141	387	0	2
MORE THAN 10 YEARS:	27	121	3	10	0	0	1	5	0	1	0	0	31	137	0	1
AVERAGE YEARS	7.6	10.4	8.7	8.0	0.0	0.0	5.0	16.3	3.0	13.0	2.0	8.0	7.6	10.3	0.0	13.5

DEPARTMENT AVERAGE YEARS 9.6

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. 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: March 30, 2013

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	66	82	1	3	0	0	0	1	1	2	5	2	73	90	0	0
06 - 10 YEARS	85	95	5	1	0	1	1	3	0	1	0	1	91	102	0	0
11 - 15 YEARS	101	99	4	3	0	0	1	3	3	4	0	0	109	109	0	0
16 - 20 YEARS	52	43	0	2	0	0	0	2	6	5	0	0	58	52	0	0
21 - 25 YEARS	134	83	3	8	0	0	5	2	3	1	0	0	145	94	4	2
26 - 30 YEARS	40	34	2	6	0	1	0	1	2	1	0	0	44	43	0	1
31 - 35 YEARS	43	24	2	1	1	0	0	0	0	1	0	0	46	26	2	1
36 - 40 YEARS	14	9	0	0	0	0	0	0	0	0	0	0	14	9	2	1
MORE THAN 40 YEARS	1	1	0	0	0	0	1	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	536	470	17	24	1	2	8	12	15	15	5	3	582	526	8	5
MORE THAN 10 YEARS:	385	293	11	20	1	1	7	8	14	12	0	0	418	334	8	5
AVERAGE YEARS	17.3	15.0	16.6	19.7	35.0	18.0	22.9	14.4	18.5	16.0	2.6	4.7	17.3	15.2	28.6	28.2

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 workers' 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: March 30, 2013

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	3	5	0	0	0	0	0	0	0	0	0	0	3	5	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	18	30	0	2	0	0	0	0	0	0	0	1	18	33	0	0
MORE THAN 10 YEARS:	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	0
AVERAGE YEARS	5.5	5.8	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	5.5	5.5	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 workers' 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: March 30, 2013

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	742	2,814	239	1,433	6	19	30	128	6	24	32	120	1,055	4,538	2	7
06 - 10 YEARS	154	689	44	378	0	5	14	46	4	4	1	3	217	1,125	1	9
11 - 15 YEARS	236	856	68	573	1	10	12	61	2	11	0	1	319	1,512	4	5
16 - 20 YEARS	152	435	66	247	3	8	9	38	3	6	0	0	233	734	7	14
21 - 25 YEARS	110	322	39	219	1	6	13	39	3	9	0	0	166	595	12	19
26 - 30 YEARS	76	169	25	117	2	2	7	14	0	3	0	0	110	305	8	16
31 - 35 YEARS	80	273	23	170	0	4	3	7	1	3	0	0	107	457	5	26
36 - 40 YEARS	62	130	16	80	0	2	1	4	0	0	0	0	79	216	8	12
MORE THAN 40 YEARS	11	16	0	7	0	0	0	0	0	0	0	0	11	23	2	0
DEPARTMENT TOTAL	1,623	5,704	520	3,224	13	56	89	337	19	60	33	124	2,297	9,505	49	108
MORE THAN 10 YEARS:	727	2,201	237	1,413	7	32	45	163	9	32	0	1	1,025	3,842	46	92
AVERAGE YEARS	11.7	10.3	11.5	11.2	12.0	13.6	13.0	11.6	12.2	12.3	1.6	1.8	11.5	10.6	25.5	24.2

DEPARTMENT AVERAGE YEARS 10.8

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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: March 30, 2013

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	268	424	33	103	1	1	11	11	6	11	7	15	326	565	0	2
06 - 10 YEARS	169	283	42	183	1	4	4	7	4	6	1	0	221	483	1	2
11 - 15 YEARS	111	201	12	80	0	2	6	9	2	5	0	0	131	297	0	2
16 - 20 YEARS	85	116	8	35	0	1	2	3	1	1	0	0	96	156	2	5
21 - 25 YEARS	78	112	19	51	0	0	2	8	3	5	0	0	102	176	9	14
26 - 30 YEARS	38	64	18	37	1	4	7	8	2	1	0	0	66	114	4	3
31 - 35 YEARS	39	75	11	39	0	0	2	2	0	2	0	0	52	118	4	10
36 - 40 YEARS	26	44	5	18	1	0	0	0	2	1	0	0	34	63	2	6
MORE THAN 40 YEARS	4	6	2	3	0	0	0	0	0	0	0	0	6	9	1	1
DEPARTMENT TOTAL	818	1,325	150	549	4	12	34	48	20	32	8	15	1,034	1,981	23	45
MORE THAN 10 YEARS:	381	618	75	263	2	7	19	30	10	15	0	0	487	933	22	41
AVERAGE YEARS	12.7	12.8	15.6	14.2	18.0	15.4	13.9	15.0	14.0	13.1	3.1	2.1	13.2	13.2	26.2	25.6

DEPARTMENT AVERAGE YEARS 13.2

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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: March 30, 2013

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	167	93	7	14	1	0	2	2	2	2	2	2	181	113	0	0
06 - 10 YEARS	65	59	1	10	0	0	2	1	0	1	0	0	68	71	0	1
11 - 15 YEARS	44	58	4	12	1	0	4	1	0	1	1	0	54	72	0	0
16 - 20 YEARS	31	37	1	4	0	0	1	0	0	0	0	0	33	41	1	1
21 - 25 YEARS	40	31	3	5	0	0	3	1	0	1	0	0	46	38	2	0
26 - 30 YEARS	9	23	1	5	1	2	0	0	0	0	0	0	11	30	1	2
31 - 35 YEARS	5	9	2	0	1	0	0	0	0	0	0	0	8	9	0	2
36 - 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	362	310	19	51	4	2	12	5	2	5	3	2	402	375	4	6
MORE THAN 10 YEARS:	130	158	11	27	3	2	8	2	0	2	1	0	153	191	4	5
AVERAGE YEARS	9.3	12.1	13.7	12.5	19.0	27.0	13.7	9.4	2.5	10.6	6.0	1.5	9.7	12.1	23.8	24.8

DEPARTMENT AVERAGE YEARS 10.9

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. 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: March 30, 2013

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	262	144	6	5	1	1	3	0	0	0	7	5	279	155	2	0
06 - 10 YEARS	188	74	1	3	1	0	3	0	2	0	2	0	197	77	1	0
11 - 15 YEARS	190	74	0	0	4	0	1	1	2	1	0	0	197	76	2	2
16 - 20 YEARS	157	58	5	1	2	1	2	0	2	1	0	0	168	61	0	0
21 - 25 YEARS	116	55	4	5	3	1	3	5	0	0	0	0	126	66	3	3
26 - 30 YEARS	76	39	5	0	2	1	0	2	0	0	0	0	83	42	3	1
31 - 35 YEARS	24	18	0	1	2	0	0	0	1	1	0	0	27	20	0	1
36 - 40 YEARS	24	6	0	0	0	1	0	0	0	0	0	0	24	7	0	1
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	1	0
DEPARTMENT TOTAL	1,041	469	21	15	15	5	12	8	7	3	9	5	1,105	505	12	8
MORE THAN 10 YEARS:	591	251	14	7	13	4	6	8	5	3	0	0	629	273	9	8
AVERAGE YEARS	13.4	12.9	15.8	13.0	19.9	21.2	12.4	23.5	15.9	21.3	2.7	0.4	13.5	13.1	19.2	25.3

DEPARTMENT AVERAGE YEARS 13.3

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. 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
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 30, 2013

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	82	258	11	94	0	0	3	12	0	4	3	34	99	402	0	0
06 - 10 YEARS	24	113	7	20	0	1	0	6	0	1	0	1	31	142	0	0
11 - 15 YEARS	40	156	4	32	1	3	3	9	1	1	0	0	49	201	1	1
16 - 20 YEARS	17	80	2	24	0	4	0	7	0	2	0	0	19	117	0	4
21 - 25 YEARS	18	90	3	47	0	0	1	12	1	0	0	0	23	149	2	18
26 - 30 YEARS	11	62	6	27	1	0	1	3	1	4	0	0	20	96	2	6
31 - 35 YEARS	16	44	3	11	0	1	0	4	0	0	0	0	19	60	0	1
36 - 40 YEARS	11	26	1	3	0	0	0	1	0	0	0	0	12	30	1	1
MORE THAN 40 YEARS	2	4	0	0	0	0	0	0	0	0	0	0	2	4	0	0
DEPARTMENT TOTAL	221	833	37	258	2	9	8	54	3	12	3	35	274	1,201	6	31
MORE THAN 10 YEARS:	115	462	19	144	2	8	5	36	3	7	0	0	144	657	6	31
AVERAGE YEARS	13.2	13.3	14.5	13.3	19.5	17.7	11.3	15.1	21.3	14.3	1.3	0.7	13.3	13.0	24.7	23.8

DEPARTMENT AVERAGE YEARS 13.1

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 30, 2013

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	236	113	7	4	1	0	3	4	2	2	98	15	347	138	0	0
06 - 10 YEARS	120	110	3	4	0	1	6	4	0	0	0	0	129	119	0	0
11 - 15 YEARS	416	110	6	11	2	1	6	3	2	0	0	0	432	125	0	0
16 - 20 YEARS	418	97	35	4	15	0	13	0	4	1	0	0	485	102	2	0
21 - 25 YEARS	194	62	34	5	2	0	10	2	2	1	0	0	242	70	1	2
26 - 30 YEARS	126	59	23	5	7	0	9	0	0	0	0	0	165	64	3	3
31 - 35 YEARS	22	14	2	2	0	0	0	2	0	0	0	0	24	18	1	1
36 - 40 YEARS	3	13	1	1	0	0	0	0	0	0	0	0	4	14	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	1,536	578	111	36	27	2	47	15	10	4	98	15	1,829	650	7	6
MORE THAN 10 YEARS:	1,180	355	101	28	26	1	38	7	8	2	0	0	1,353	393	7	6
AVERAGE YEARS	15.4	14.6	20.7	17.2	19.8	9.5	18.1	12.4	15.4	11.3	0.7	0.7	15.1	14.3	25.6	26.3

DEPARTMENT AVERAGE YEARS 14.9

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. 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: March 30, 2013

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	104	16	32	1	0	5	10	2	1	0	2	116	149	1	2
06 - 10 YEARS	37	50	5	12	0	0	2	3	0	0	1	0	45	65	1	3
11 - 15 YEARS	25	52	6	11	0	0	3	2	1	3	0	1	35	69	2	1
16 - 20 YEARS	18	31	3	7	0	0	0	2	0	1	0	0	21	41	0	1
21 - 25 YEARS	11	15	5	10	0	0	1	2	0	0	0	0	17	27	1	0
26 - 30 YEARS	8	19	4	6	0	1	2	2	2	1	0	0	16	29	1	2
31 - 35 YEARS	9	24	2	5	0	0	1	3	0	0	0	0	12	32	2	3
36 - 40 YEARS	7	6	0	3	0	0	0	1	0	0	0	0	7	10	2	1
MORE THAN 40 YEARS	1	2	1	0	0	0	0	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	208	303	42	86	1	1	14	25	5	6	1	3	271	424	10	13
MORE THAN 10 YEARS:	79	149	21	42	0	1	7	12	3	5	0	1	110	210	8	8
AVERAGE YEARS	10.7	12.7	12.6	13.1	0.0	28.0	11.9	14.1	13.2	15.5	10.0	4.3	11.1	12.9	23.9	19.5

DEPARTMENT AVERAGE YEARS 12.2

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. 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: March 30, 2013

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	465	197	33	32	2	1	8	8	41	38	37	20	586	296	0	0
06 - 10 YEARS	207	96	9	12	1	0	4	3	30	25	2	2	253	138	1	1
11 - 15 YEARS	281	149	14	17	1	0	4	3	12	4	0	0	312	173	3	0
16 - 20 YEARS	151	85	5	9	0	1	5	2	7	3	0	0	168	100	1	2
21 - 25 YEARS	109	83	23	14	1	0	7	7	9	5	0	0	149	109	7	7
26 - 30 YEARS	53	55	9	14	0	1	1	1	6	0	0	0	69	71	3	3
31 - 35 YEARS	62	50	10	10	0	0	0	2	0	4	0	0	72	66	6	0
36 - 40 YEARS	35	35	1	1	0	0	4	5	0	0	0	0	40	41	1	4
MORE THAN 40 YEARS	5	4	1	0	0	0	0	0	0	0	0	0	6	4	0	0
DEPARTMENT TOTAL	1,368	754	105	109	5	3	33	31	105	79	39	22	1,655	998	22	17
MORE THAN 10 YEARS:	696	461	63	65	2	2	21	20	34	16	0	0	816	564	21	16
AVERAGE YEARS	12.2	15.0	15.4	14.9	9.6	15.0	16.3	18.2	10.0	8.0	2.3	2.4	12.1	14.2	25.4	26.2

DEPARTMENT AVERAGE YEARS 12.9

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. 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: March 30, 2013

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	323	158	13	13	9	5	7	2	4	1	4	4	360	183	0	0
06 - 10 YEARS	379	143	18	13	5	0	4	5	7	7	0	0	413	168	0	0
11 - 15 YEARS	385	115	18	11	1	4	5	1	7	5	0	0	416	136	1	1
16 - 20 YEARS	146	62	8	9	6	2	4	0	2	2	0	0	166	75	1	1
21 - 25 YEARS	240	93	20	12	3	2	6	1	4	3	0	0	273	111	10	4
26 - 30 YEARS	118	51	17	10	3	0	10	1	3	0	0	0	151	62	8	6
31 - 35 YEARS	48	34	6	8	1	0	3	3	1	0	0	0	59	45	4	6
36 - 40 YEARS	36	17	6	3	0	0	4	0	1	0	0	0	47	20	3	4
MORE THAN 40 YEARS	8	2	0	0	0	0	0	0	4	0	0	0	12	2	3	0
DEPARTMENT TOTAL	1,683	675	106	79	28	13	43	13	33	18	4	4	1,897	802	30	22
MORE THAN 10 YEARS:	981	374	75	53	14	8	32	6	22	10	0	0	1,124	451	30	22
AVERAGE YEARS	14.0	14.0	17.9	17.4	12.7	10.7	19.5	15.8	19.0	13.2	3.3	1.0	14.4	14.3	28.7	29.0

DEPARTMENT AVERAGE YEARS 14.3

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. 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: March 30, 2013

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	187	261	25	54	2	1	3	13	4	8	3	2	224	339	0	0
06 - 10 YEARS	95	201	16	41	1	2	0	4	5	5	1	1	118	254	1	0
11 - 15 YEARS	67	97	9	21	0	0	2	4	5	4	0	0	83	126	0	0
16 - 20 YEARS	46	65	3	15	0	2	1	1	0	1	0	0	50	84	4	2
21 - 25 YEARS	27	43	10	20	0	1	1	7	3	0	0	0	41	71	1	8
26 - 30 YEARS	15	40	9	16	0	0	2	7	2	0	0	0	28	63	2	2
31 - 35 YEARS	12	57	2	16	0	0	2	4	0	0	0	0	16	77	3	2
36 - 40 YEARS	13	21	4	1	0	0	2	0	0	1	0	0	19	23	2	1
MORE THAN 40 YEARS	1	3	0	1	0	0	1	0	0	0	0	0	2	4	0	0
DEPARTMENT TOTAL	463	788	78	185	3	6	14	40	19	19	4	3	581	1,041	13	15
MORE THAN 10 YEARS:	181	326	37	90	0	3	11	23	10	6	0	0	239	448	12	15
AVERAGE YEARS	10.5	12.1	13.6	13.6	3.7	12.7	21.8	15.3	12.9	7.9	2.8	5.3	11.2	12.4	26.4	25.7

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 workers' 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: March 30, 2013

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	4,343	6,341	708	2,291	54	50	131	244	96	123	283	339	5,615	9,388	7	14
06- 10 YEARS	2,536	2,785	327	936	30	24	70	111	62	68	15	13	3,040	3,937	10	18
11- 15 YEARS	4,057	3,067	391	1,116	54	38	103	129	58	61	1	2	4,664	4,413	17	17
16- 20 YEARS	2,987	1,905	331	595	76	33	91	86	34	37	0	0	3,519	2,656	30	41
21- 25 YEARS	2,583	1,596	323	585	60	22	91	106	39	37	0	0	3,096	2,346	104	110
26- 30 YEARS	1,240	906	264	387	26	18	54	55	24	17	0	0	1,608	1,383	83	69
31- 35 YEARS	493	798	114	325	7	7	16	37	7	13	0	0	637	1,180	39	70
36- 40 YEARS	295	405	51	127	2	5	13	16	5	2	0	0	366	555	28	35
MORE THAN 40 YEARS	48	53	7	14	0	0	4	0	4	0	0	0	63	67	8	1
STATEWIDE TOTAL	18,582	17,856	2,516	6,376	309	197	573	784	329	358	299	354	22,608	25,925	326	375
MORE THAN 10 YEARS	11,703	8,730	1,481	3,149	225	123	372	429	171	167	1	2	13,953	12,600	309	343
AVERAGE YEARS	14.1	12.2	14.4	12.4	15.8	14.3	15.1	13.4	13.2	11.5	1.8	1.7	14.0	12.2	25.3	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 workers' 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

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Second Quarter of FY 2013

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	23	1.9%
Dismissal	87	7.2%
Expired Appointment	137	11.3%
Total Involuntary Separations	247	20.4%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	331	27.4%
Layoff/Leave of Absence Rights Expired	57	4.7%
Waived Rights Leave of Absence	44	3.6%
Settlement	0	0.0%
Total Voluntary Separations	432	35.8%
<i>RETIREMENT</i>		
Retirement	502	41.6%
Disability Retirement	16	1.3%
Deferred Retirement	11	0.9%
Total Retirements	529	43.8%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	1,208	100.0%

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 94 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF 10

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From December 23, 2012 Through March 30, 2013

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						NET TOTAL
	CAREER HIRES	NON-CAREER HIRES	RETURNS FROM		TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	
			RECALLS	LEAVES								
AGRICULTURE & RURAL DEVELOPMENT	5	0	0	0	5	1	0	0	0	0	1	4
ATTORNEY GENERAL	17	0	2	0	19	9	0	0	0	0	9	10
AUDITOR GENERAL	0	3	0	0	3	0	0	0	0	0	0	3
CIVIL RIGHTS	1	0	0	0	1	3	0	0	0	0	3	-2
CIVIL SERVICE COMMISSION	1	4	0	0	5	5	0	0	0	0	5	0
COMMUNITY HEALTH	71	8	0	0	79	81	0	0	5	0	86	-7
CORRECTIONS	201	2	8	0	211	281	0	4	10	0	295	-84
EDUCATION	9	1	2	0	12	11	1	0	0	0	12	0
ENVIRONMENTAL QUALITY	19	2	1	0	22	13	0	0	0	0	13	9
EXECUTIVE OFFICE	1	0	0	0	1	1	0	0	0	0	1	0
HUMAN SERVICES	311	2	27	0	340	225	4	12	2	0	243	97
LICENSING & REGULATORY AFFAIRS	30	7	19	0	56	59	0	3	1	0	63	-7
MILITARY & VETERAN AFFAIRS	10	0	29	0	39	25	26	115	0	0	166	-127
NATURAL RESOURCES	3	40	137	0	180	17	34	0	0	0	51	129
STATE	5	47	2	0	54	62	0	0	1	0	63	-9
STATE POLICE	12	2	0	0	14	48	0	0	1	0	49	-35
STRATEGIC FUND	10	4	0	0	14	20	0	0	0	0	20	-6
TECHNOLOGY, MANAGEMENT & BUDGET	44	11	0	1	56	31	0	1	1	0	33	23
TRANSPORTATION	34	41	11	0	86	121	3	0	0	0	124	-38
TREASURY	29	8	0	0	37	34	0	0	0	0	34	3
STATEWIDE TOTALS:	813	182	238	1	1,234	1,047	68	135	21	0	1,271	-37

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' 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

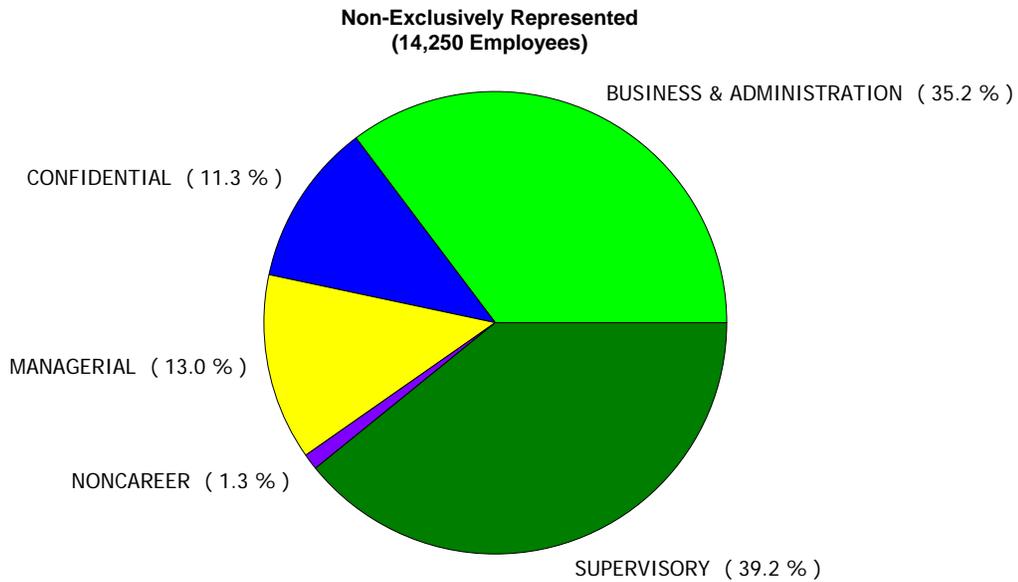
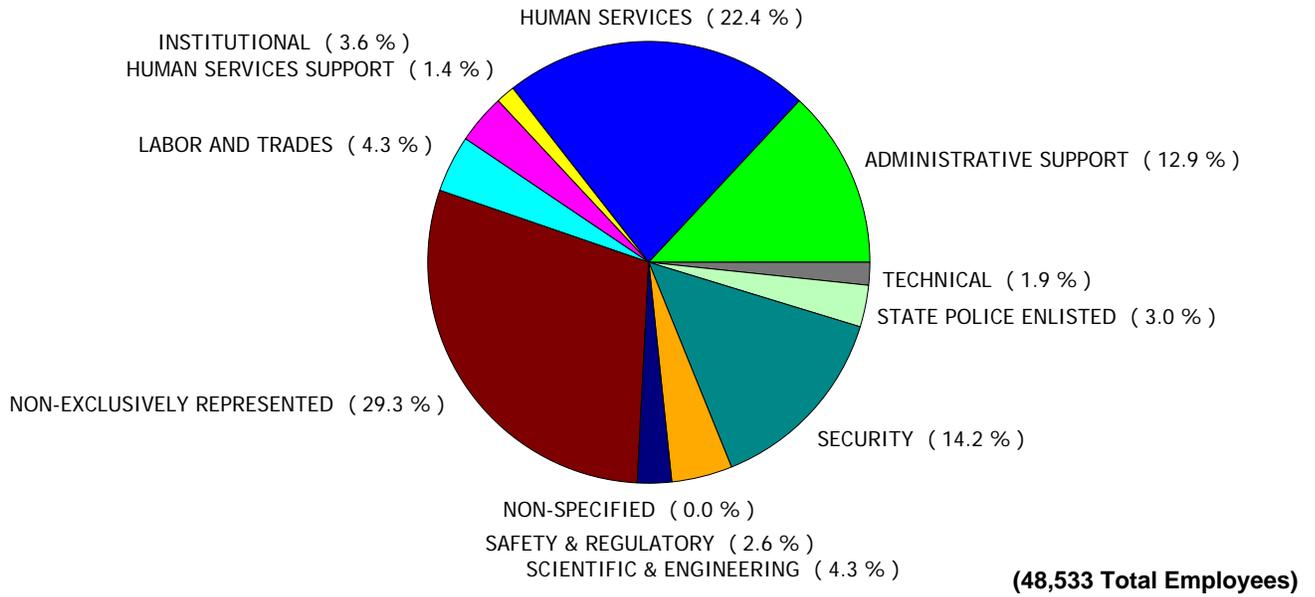
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

Graph 5-1

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

Pay Period Ending March 30, 2013



Comments: 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.

Of the 48,533 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: March 30, 2013

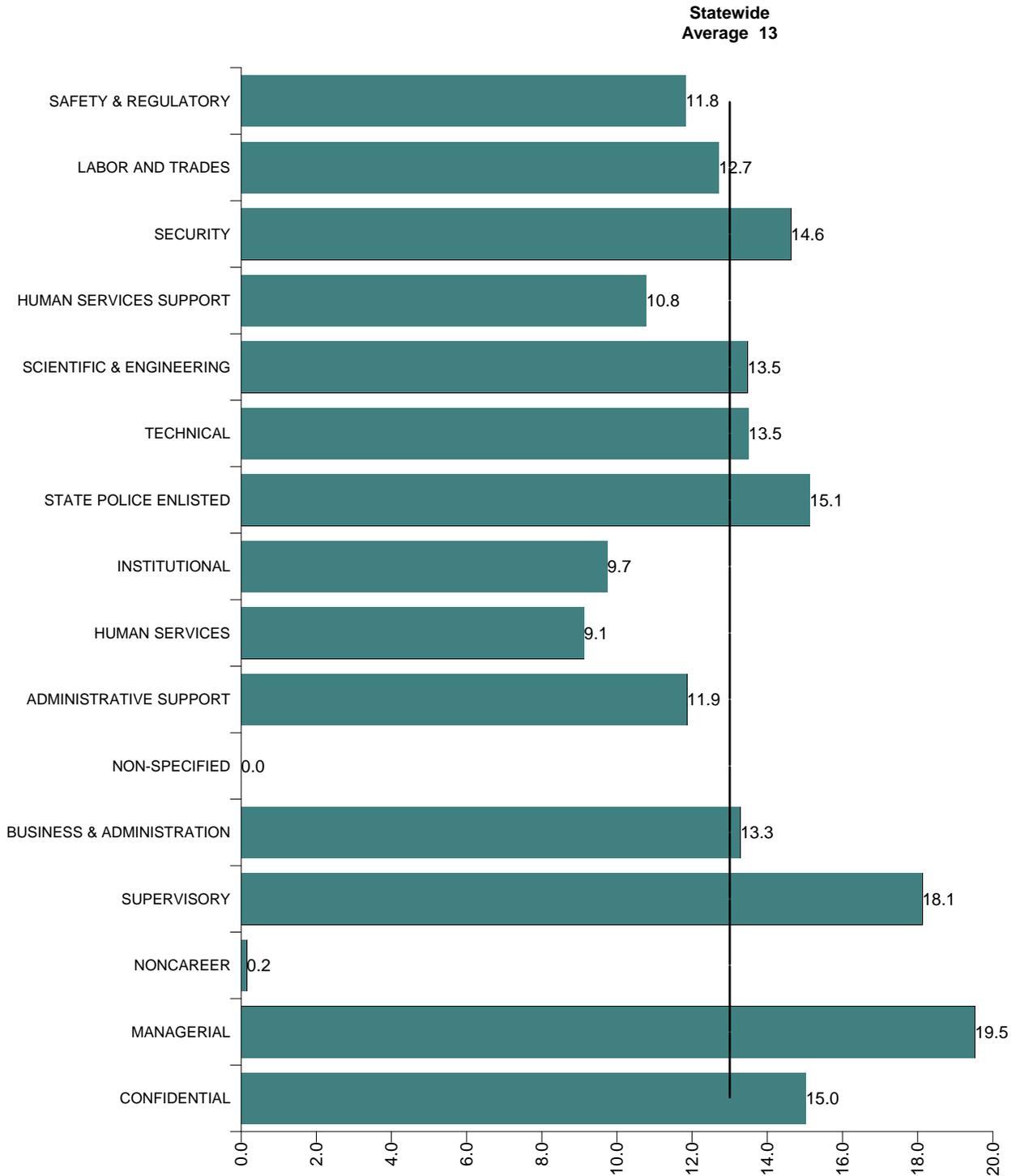
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,252	1,121	89.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,077	1,958	94.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,890	0	0.0	0	0.0	6,598	95.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	682	0	0.0	0	0.0	0	0.0	661	96.9	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,092	0	0.0	0	0.0	0	0.0	0	0.0	2,014	96.3	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	905	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	857	94.7	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,469	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,374	93.5	0	0.0
U11 INSTITUTIONAL	1,769	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,736	98.1
W22 HUMAN SERVICES	10,879	0	0.0	10,247	94.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,268	0	0.0	5,426	86.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	7	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	5,020	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	5,585	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	183	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	1,847	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	1,608	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	34,283	3,079	9.0	15,673	45.7	6,598	19.2	661	1.9	2,014	5.9	857	2.5	1,374	4.0	1,736	5.1
NON-EXCLUSIVELY REPRESENTED TOTAL	14,250	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	48,533	3,079	6.3	15,674	32.3	6,598	13.6	661	1.4	2,014	4.1	857	1.8	1,374	2.8	1,736	3.6

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, 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: March 30, 2013

Graph 5-2



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. 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: March 30, 2013

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	259	53	14	25	1	3	3	0	0	0	16	1	293	82	0	0
06 - 10 YEARS	165	52	8	18	1	1	9	0	2	0	2	0	187	71	0	0
11 - 15 YEARS	155	41	8	18	2	3	4	1	1	0	0	0	170	63	1	0
16 - 20 YEARS	101	25	5	8	3	1	3	0	2	0	0	0	114	34	1	1
21 - 25 YEARS	78	19	10	19	1	1	2	2	1	0	0	0	92	41	4	2
26 - 30 YEARS	36	10	13	8	0	0	3	0	1	0	0	0	53	18	0	0
31 - 35 YEARS	15	3	1	5	0	0	1	1	0	0	0	0	17	9	1	0
36 - 40 YEARS	3	0	1	2	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	814	203	60	103	8	9	25	4	7	0	18	1	932	320	8	3
MORE THAN 10 YEARS:	390	98	38	60	6	5	13	4	5	0	0	0	452	167	8	3
AVERAGE YEARS	11.4	11.4	15.7	14.6	14.5	10.3	13.7	23.3	16.1	0.0	2.3	5.0	11.6	12.5	25.4	21.7

BARGAINING UNIT AVERAGE YEARS 11.8

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. 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.

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

Pay End Date: March 30, 2013

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	479	56	19	3	9	0	8	0	1	0	5	2	521	61	1	0
06 - 10 YEARS	314	16	20	3	3	0	2	0	0	0	0	0	339	19	0	0
11 - 15 YEARS	394	19	25	3	9	1	8	0	0	0	0	0	436	23	1	0
16 - 20 YEARS	172	17	9	1	8	0	4	1	0	0	0	0	193	19	5	1
21 - 25 YEARS	171	16	24	4	3	0	7	2	2	0	0	0	207	22	13	1
26 - 30 YEARS	96	7	12	0	2	0	4	0	1	0	0	0	115	7	9	0
31 - 35 YEARS	58	8	6	1	1	0	1	0	1	0	0	0	67	9	4	1
36 - 40 YEARS	28	3	0	0	0	0	5	1	0	0	0	0	33	4	1	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	1,714	142	115	15	35	1	39	4	5	0	5	2	1,913	164	34	4
MORE THAN 10 YEARS:	921	70	76	9	23	1	29	4	4	0	0	0	1,053	84	33	4
AVERAGE YEARS	12.4	11.6	15.5	14.7	13.2	14.0	18.3	26.8	21.2	0.0	2.2	0.0	12.8	12.1	24.0	28.3

BARGAINING UNIT AVERAGE YEARS 12.7

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. 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.

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

Pay End Date: March 30, 2013

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	614	139	145	96	23	4	32	6	2	3	26	7	842	255	0	0
06 - 10 YEARS	462	92	67	70	17	4	18	6	3	2	4	1	571	175	1	0
11 - 15 YEARS	1,369	217	150	102	29	6	37	11	6	0	0	0	1,591	336	3	1
16 - 20 YEARS	979	195	105	76	35	3	35	6	3	0	0	0	1,157	280	2	1
21 - 25 YEARS	919	102	73	47	35	5	28	4	3	0	0	0	1,058	158	23	9
26 - 30 YEARS	309	18	69	28	3	0	7	0	0	0	0	0	388	46	17	3
31 - 35 YEARS	18	3	6	0	0	0	1	1	0	0	0	0	25	4	1	0
36 - 40 YEARS	0	1	1	0	0	0	0	0	0	0	0	0	1	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	4,671	767	617	419	142	22	158	34	17	5	30	8	5,635	1,255	47	14
MORE THAN 10 YEARS:	3,595	536	405	253	102	14	108	22	12	0	0	0	4,222	825	46	14
AVERAGE YEARS	15.2	13.6	13.9	12.7	14.9	13.1	14.1	12.9	13.6	4.0	3.0	2.4	15.0	13.1	23.6	23.3
BARGAINING UNIT AVERAGE YEARS	14.6															

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

Pay End Date: March 30, 2013

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	48	67	15	41	3	0	7	8	0	1	0	2	73	119	1	1
06 - 10 YEARS	29	69	25	114	0	1	3	7	0	2	1	0	58	193	0	2
11 - 15 YEARS	14	39	7	47	1	3	2	3	2	0	0	1	26	93	1	1
16 - 20 YEARS	2	12	0	12	0	0	0	3	0	0	0	0	2	27	0	0
21 - 25 YEARS	6	9	2	12	0	1	1	5	0	0	0	0	9	27	2	1
26 - 30 YEARS	1	12	0	7	0	0	1	2	0	1	0	0	2	22	1	1
31 - 35 YEARS	1	5	0	8	0	1	0	0	0	0	0	0	1	14	0	2
36 - 40 YEARS	2	3	1	8	1	0	0	0	0	0	0	0	4	11	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	103	217	50	249	5	6	14	28	2	4	1	3	175	507	6	9
MORE THAN 10 YEARS:	26	81	10	94	2	5	4	13	2	1	0	1	44	195	5	6
AVERAGE YEARS	8.5	10.9	9.2	11.8	10.8	17.3	7.9	12.5	11.0	12.3	10.0	4.7	8.8	11.5	21.7	20.2

BARGAINING UNIT AVERAGE YEARS 10.8

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

Pay End Date: March 30, 2013

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	171	8	7	1	0	5	1	7	4	11	7	253	190	0	0
06 - 10 YEARS	291	169	7	5	0	1	3	1	5	5	0	0	306	181	0	0
11 - 15 YEARS	250	121	5	6	1	0	3	3	12	9	0	0	271	139	0	2
16 - 20 YEARS	142	70	5	4	0	0	1	1	7	7	0	0	155	82	0	0
21 - 25 YEARS	195	92	4	5	1	0	7	1	6	4	0	0	213	102	6	0
26 - 30 YEARS	67	29	6	3	0	3	2	0	2	0	0	0	77	35	1	1
31 - 35 YEARS	43	8	3	1	1	0	1	0	3	0	0	0	51	9	1	0
36 - 40 YEARS	19	0	2	0	0	0	1	0	0	0	0	0	22	0	1	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	3	0	0	0	6	0	1	0
BARGAINING UNIT TOTAL	1,231	660	40	31	4	4	23	7	45	29	11	7	1,354	738	10	3
MORE THAN 10 YEARS:	719	320	25	19	3	3	15	5	33	20	0	0	795	367	10	3
AVERAGE YEARS	14.2	11.9	16.5	14.2	20.0	23.0	16.6	13.3	17.3	13.3	2.1	1.0	14.3	12.0	29.2	17.7
BARGAINING UNIT 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: March 30, 2013

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	122	70	8	7	0	0	2	3	1	0	2	3	135	83	0	0
06 - 10 YEARS	118	47	2	2	2	0	3	1	3	2	0	0	128	52	0	0
11 - 15 YEARS	120	41	1	1	2	0	2	0	2	1	0	0	127	43	0	0
16 - 20 YEARS	70	16	4	1	0	0	2	0	1	1	0	0	77	18	1	0
21 - 25 YEARS	101	21	5	4	0	0	1	0	3	1	0	0	110	26	4	1
26 - 30 YEARS	42	8	8	3	0	1	2	0	0	0	0	0	52	12	1	1
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	1	0	0	0	0	1	0	0	0	0	0	2	1	0	0
BARGAINING UNIT TOTAL	598	212	29	20	4	1	17	4	10	5	2	3	660	245	8	3
MORE THAN 10 YEARS:	358	95	19	11	2	1	12	0	6	3	0	0	397	110	8	3
AVERAGE YEARS	14.0	11.2	16.8	15.3	11.0	26.0	20.5	4.0	13.8	15.4	1.0	3.0	14.3	11.5	25.8	27.0
BARGAINING UNIT AVERAGE YEARS	13.5															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 30, 2013

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	145	10	5	0	1	0	3	0	1	0	85	9	240	19	0	0
06 - 10 YEARS	69	7	2	1	0	0	1	0	0	0	0	0	72	8	0	0
11 - 15 YEARS	328	25	6	2	1	0	6	0	1	0	0	0	342	27	0	0
16 - 20 YEARS	329	51	31	4	14	0	12	0	3	0	0	0	389	55	2	0
21 - 25 YEARS	132	20	25	1	2	0	8	1	2	1	0	0	169	23	0	0
26 - 30 YEARS	67	15	15	0	6	0	7	0	0	0	0	0	95	15	1	0
31 - 35 YEARS	8	1	1	0	0	0	0	0	0	0	0	0	9	1	0	0
36 - 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,080	130	86	9	24	0	37	1	7	1	85	9	1,319	150	3	0
MORE THAN 10 YEARS:	866	113	79	8	23	0	33	1	6	1	0	0	1,007	123	3	0
AVERAGE YEARS	15.4	17.7	20.4	18.7	19.9	0.0	18.6	23.0	16.9	23.0	0.6	0.6	14.9	16.8	21.7	0.0

BARGAINING UNIT AVERAGE YEARS 15.1

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
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
U11 - INSTITUTIONAL																
00 - 05 YEARS	191	301	79	144	1	5	9	8	5	7	9	10	294	475	0	0
06 - 10 YEARS	111	135	27	41	1	1	6	4	1	1	0	0	146	182	0	0
11 - 15 YEARS	95	107	21	47	1	0	4	2	0	5	1	0	122	161	0	0
16 - 20 YEARS	64	55	10	18	1	0	3	2	1	0	0	0	79	75	2	1
21 - 25 YEARS	30	27	11	22	1	0	3	1	2	2	0	0	47	52	0	0
26 - 30 YEARS	27	19	11	10	1	0	0	2	0	0	0	0	39	31	0	2
31 - 35 YEARS	12	11	17	8	1	0	0	0	0	0	0	0	30	19	0	0
36 - 40 YEARS	6	4	2	2	0	0	0	1	0	0	0	0	8	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	537	659	178	292	7	6	26	20	9	15	10	10	767	1,002	2	3
MORE THAN 10 YEARS:	235	223	72	107	5	0	11	8	3	7	1	0	327	345	2	3
AVERAGE YEARS	10.8	8.8	11.5	9.2	17.4	2.8	10.9	11.1	9.2	8.8	2.9	2.4	10.9	8.9	17.0	25.7

BARGAINING UNIT AVERAGE YEARS 9.7

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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
W22 - HUMAN SERVICES																
00 - 05 YEARS	871	2,827	256	1,377	7	20	33	114	17	29	31	117	1,215	4,484	2	6
06 - 10 YEARS	223	612	55	333	1	4	13	26	3	9	1	1	296	985	3	8
11 - 15 YEARS	326	621	74	442	0	6	13	49	9	13	0	1	422	1,132	4	2
16 - 20 YEARS	301	410	75	207	3	7	12	32	2	12	0	0	393	668	7	9
21 - 25 YEARS	140	215	41	154	2	3	6	23	3	8	0	0	192	403	10	11
26 - 30 YEARS	80	104	24	81	2	0	3	6	1	4	0	0	110	195	7	11
31 - 35 YEARS	58	103	14	78	1	2	1	2	1	3	0	0	75	188	2	11
36 - 40 YEARS	26	41	9	28	0	1	2	1	2	0	0	0	39	71	6	3
MORE THAN 40 YEARS	3	4	1	3	0	0	0	0	0	0	0	0	4	7	1	0
BARGAINING UNIT TOTAL	2,028	4,937	549	2,703	16	43	83	253	38	78	32	119	2,746	8,133	42	61
MORE THAN 10 YEARS:	934	1,498	238	993	8	19	37	113	18	40	0	1	1,235	2,664	37	47
AVERAGE YEARS	10.8	8.2	10.7	9.4	13.2	10.5	11.0	10.0	11.4	11.9	2.0	1.7	10.7	8.6	23.0	21.3

BARGAINING UNIT AVERAGE YEARS 9.1

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 30, 2013

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
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	370	1,428	71	368	2	10	12	70	7	12	18	101	480	1,989	2	4
06 - 10 YEARS	80	650	21	110	0	6	2	31	0	3	0	3	103	803	0	6
11 - 15 YEARS	78	690	17	149	2	13	6	32	1	7	0	0	104	891	1	8
16 - 20 YEARS	37	352	3	88	0	7	2	14	0	3	0	0	42	464	2	13
21 - 25 YEARS	31	336	7	98	0	4	2	30	1	4	0	0	41	472	6	41
26 - 30 YEARS	13	212	6	78	0	7	3	16	1	3	0	0	23	316	8	20
31 - 35 YEARS	12	226	6	74	0	2	1	13	0	3	0	0	19	318	2	19
36 - 40 YEARS	9	139	1	30	0	2	1	2	0	1	0	0	11	174	1	12
MORE THAN 40 YEARS	2	9	0	7	0	0	0	0	0	0	0	0	2	16	0	0
BARGAINING UNIT TOTAL	632	4,042	132	1,002	4	51	29	208	10	36	18	104	825	5,443	22	123
MORE THAN 10 YEARS:	182	1,964	40	524	2	35	15	107	3	21	0	0	242	2,651	20	113
AVERAGE YEARS	7.7	12.4	8.8	13.5	7.0	15.5	11.8	12.9	6.8	13.7	1.0	1.1	7.9	12.5	23.5	24.3
BARGAINING UNIT AVERAGE YEARS	11.9															

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. 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: March 30, 2013

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	1	6	0	0	0	0	0	0	0	0	0	0	1	6	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	1	6	0	0	0	0	0	0	0	0	0	0	1	6	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 workers' 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: March 30, 2013

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	561	560	42	95	2	2	10	14	36	53	62	53	713	777	0	1
06 - 10 YEARS	315	397	43	104	4	5	2	14	37	32	4	4	405	556	2	1
11 - 15 YEARS	316	419	23	85	1	1	7	15	13	10	0	0	360	530	5	1
16 - 20 YEARS	161	220	17	40	1	3	6	8	9	7	0	0	194	278	3	4
21 - 25 YEARS	122	218	31	58	0	1	5	16	8	6	0	0	166	299	12	23
26 - 30 YEARS	72	142	15	46	0	1	5	11	5	3	0	0	97	203	8	8
31 - 35 YEARS	68	147	14	38	0	0	1	4	0	2	0	0	83	191	10	12
36 - 40 YEARS	41	77	4	10	0	2	2	5	1	0	0	0	48	94	2	3
MORE THAN 40 YEARS	8	16	2	0	0	0	0	0	0	0	0	0	10	16	0	0
BARGAINING UNIT TOTAL	1,664	2,196	191	476	8	15	38	87	109	113	66	57	2,076	2,944	42	53
MORE THAN 10 YEARS:	788	1,239	106	277	2	8	26	59	36	28	0	0	958	1,611	40	51
AVERAGE YEARS	12.1	14.5	15.3	15.2	8.3	15.6	15.6	16.9	10.6	8.1	2.2	1.9	12.0	14.2	25.1	25.9

BARGAINING UNIT AVERAGE YEARS 13.3

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. 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: March 30, 2013

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	168	231	18	74	2	2	4	8	14	9	5	8	211	332	1	0
06 - 10 YEARS	221	311	32	104	1	0	6	13	6	8	1	0	267	436	2	1
11 - 15 YEARS	458	420	48	174	5	3	8	8	10	7	0	0	529	612	1	1
16 - 20 YEARS	478	291	54	105	9	8	7	16	4	5	0	0	552	425	3	6
21 - 25 YEARS	502	274	61	110	14	4	18	11	5	6	0	0	600	405	20	13
26 - 30 YEARS	299	178	59	86	7	5	11	3	9	3	0	0	385	275	21	9
31 - 35 YEARS	109	138	25	56	2	1	5	6	1	0	0	0	142	201	10	16
36 - 40 YEARS	83	57	19	25	0	0	0	2	2	0	0	0	104	84	8	5
MORE THAN 40 YEARS	15	6	1	1	0	0	1	0	1	0	0	0	18	7	3	0
BARGAINING UNIT TOTAL	2,333	1,906	317	735	40	23	60	67	52	38	6	8	2,808	2,777	69	51
MORE THAN 10 YEARS:	1,944	1,364	267	557	37	21	50	46	32	21	0	0	2,330	2,009	66	50
AVERAGE YEARS	19.0	16.9	20.7	17.8	21.1	19.6	20.3	17.2	15.4	13.0	2.7	2.8	19.2	17.1	27.4	27.7

BARGAINING UNIT AVERAGE YEARS 18.1

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. 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: March 30, 2013

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	72	70	11	14	1	0	1	3	3	2	3	2	91	91	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	72	70	11	14	1	0	2	3	3	2	3	2	92	91	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 0.2

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. 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: March 30, 2013

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	114	87	6	8	1	0	0	3	2	0	7	7	130	105	0	1
06 - 10 YEARS	107	69	11	11	0	0	2	1	2	3	2	3	124	87	2	0
11 - 15 YEARS	121	97	3	12	0	0	2	3	1	4	0	0	127	116	0	0
16 - 20 YEARS	135	103	8	12	2	3	3	1	0	1	0	0	148	120	2	2
21 - 25 YEARS	136	125	24	21	1	1	2	2	3	2	0	0	166	151	2	5
26 - 30 YEARS	114	82	21	16	5	1	5	2	4	2	0	0	149	103	6	4
31 - 35 YEARS	69	66	19	29	0	0	2	3	1	4	0	0	91	102	7	2
36 - 40 YEARS	57	30	9	12	1	0	0	1	0	1	0	0	67	44	5	2
MORE THAN 40 YEARS	7	7	1	2	0	0	0	0	0	0	0	0	8	9	2	1
BARGAINING UNIT TOTAL	860	666	102	123	10	5	16	16	13	17	9	10	1,010	837	26	17
MORE THAN 10 YEARS:	639	510	85	104	9	5	14	12	9	14	0	0	756	645	24	16
AVERAGE YEARS	19.0	19.0	24.1	23.8	23.3	21.8	21.9	19.4	19.2	21.5	3.7	4.8	19.4	19.6	29.8	26.6

BARGAINING UNIT AVERAGE YEARS 19.5

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. 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: March 30, 2013

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	107	265	11	32	0	4	2	6	0	3	3	10	123	320	0	1
06 - 10 YEARS	31	159	7	20	0	1	0	7	0	1	0	1	38	189	0	0
11 - 15 YEARS	33	210	3	28	0	2	1	2	0	5	0	0	37	247	0	1
16 - 20 YEARS	16	88	5	19	0	1	1	2	2	1	0	0	24	111	0	3
21 - 25 YEARS	20	122	5	30	0	2	1	8	0	3	0	0	26	165	2	3
26 - 30 YEARS	17	70	5	21	0	0	0	13	0	1	0	0	22	105	3	9
31 - 35 YEARS	11	73	1	25	1	1	0	7	0	1	0	0	13	107	1	6
36 - 40 YEARS	7	47	1	9	0	0	0	3	0	0	0	0	8	59	1	8
MORE THAN 40 YEARS	2	9	1	1	0	0	1	0	0	0	0	0	4	10	0	0
BARGAINING UNIT TOTAL	244	1,043	39	185	1	11	6	48	2	15	3	11	295	1,313	7	31
MORE THAN 10 YEARS:	106	619	21	133	1	6	4	35	2	11	0	0	134	804	7	30
AVERAGE YEARS	11.6	15.1	14.8	18.7	34.0	12.9	16.5	21.4	17.5	15.6	1.0	2.5	12.1	15.7	28.6	28.9

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 workers' 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: March 30, 2013

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	4,343	6,341	708	2,291	54	50	131	244	96	123	283	339	5,615	9,388	7	14
06- 10 YEARS	2,536	2,785	327	936	30	24	70	111	62	68	15	13	3,040	3,937	10	18
11- 15 YEARS	4,057	3,067	391	1,116	54	38	103	129	58	61	1	2	4,664	4,413	17	17
16- 20 YEARS	2,987	1,905	331	595	76	33	91	86	34	37	0	0	3,519	2,656	30	41
21- 25 YEARS	2,583	1,596	323	585	60	22	91	106	39	37	0	0	3,096	2,346	104	110
26- 30 YEARS	1,240	906	264	387	26	18	54	55	24	17	0	0	1,608	1,383	83	69
31- 35 YEARS	493	798	114	325	7	7	16	37	7	13	0	0	637	1,180	39	70
36- 40 YEARS	295	405	51	127	2	5	13	16	5	2	0	0	366	555	28	35
MORE THAN 40 YEARS	48	53	7	14	0	0	4	0	4	0	0	0	63	67	8	1
STATEWIDE TOTAL	18,582	17,856	2,516	6,376	309	197	573	784	329	358	299	354	22,608	25,925	326	375
MORE THAN 10 YEARS	11,703	8,730	1,481	3,149	225	123	372	429	171	167	1	2	13,953	12,600	309	343
AVERAGE YEARS	14.1	12.2	14.4	12.4	15.8	14.3	15.1	13.4	13.2	11.5	1.8	1.7	14.0	12.2	25.3	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 workers' 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: March 30, 2013

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	1,252	2.6 %	45.1	\$24.93	885	70.7 %
A31 - LABOR AND TRADES	2,077	4.3 %	48.8	\$21.99	1,494	71.9 %
C12 - SECURITY	6,890	14.2 %	44.6	\$23.84	5,877	85.3 %
E42 - HUMAN SERVICES SUPPORT	682	1.4 %	48.0	\$23.70	505	74.0 %
H21 - SCIENTIFIC & ENGINEERING	2,092	4.3 %	44.9	\$32.74	1,644	78.6 %
L32 - TECHNICAL	905	1.9 %	45.1	\$23.87	688	76.0 %
T01 - STATE POLICE ENLISTED	1,469	3.0 %	41.2	\$30.36	1,225	83.4 %
U11 - INSTITUTIONAL	1,769	3.6 %	44.9	\$20.23	1,003	56.7 %
W22 - HUMAN SERVICES	10,879	22.4 %	42.9	\$25.50	5,158	47.4 %
W41 - ADMINISTRATIVE SUPPORT	6,268	12.9 %	45.9	\$20.24	3,789	60.4 %
Y00 - NON-SPECIFIED	7	0.0 %	29.3	\$13.69	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,020	10.3 %	46.1	\$30.90	3,524	70.2 %
Y51 - SUPERVISORY	5,585	11.5 %	48.6	\$33.33	5,027	90.0 %
Y52 - NONCAREER	183	0.4 %	27.6	\$13.82	1	0.5 %
Y98 - MANAGERIAL	1,847	3.8 %	51.2	\$48.04	1,611	87.2 %
Y99 - CONFIDENTIAL	1,608	3.3 %	47.1	\$27.52	1,158	72.0 %
STATEWIDE TOTAL	48,533	100.0 %	45.4	\$26.97	33,589	69.2 %

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: March 30, 2013

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	1,228	718	58 %	370	30 %	24	2 %	0	0 %	1,112	91 %	24	2 %	9	1 %
A31	LABOR AND TRADES	1,914	944	49 %	811	42 %	18	1 %	0	0 %	1,773	93 %	10	1 %	7	0 %
C12	SECURITY	6,890	3,911	57 %	2,588	38 %	36	1 %	0	0 %	6,484	94 %	133	2 %	8	0 %
E42	HUMAN SERVICES SUPPORT	682	355	52 %	287	42 %	5	1 %	0	0 %	624	91 %	32	5 %	2	0 %
H21	SCIENTIFIC & ENGINEERING	2,088	930	45 %	984	47 %	23	1 %	0	0 %	1,936	93 %	32	2 %	8	0 %
L32	TECHNICAL	844	409	48 %	381	45 %	12	1 %	0	0 %	789	93 %	16	2 %	3	0 %
T01	STATE POLICE ENLISTED	1,469	168	11 %	29	2 %	2	0 %	1,240	84 %	1,435	98 %	5	0 %	1	0 %
U11	INSTITUTIONAL	1,749	968	55 %	636	36 %	10	1 %	0	0 %	1,602	92 %	42	2 %	0	0 %
W22	HUMAN SERVICES	10,828	4,853	45 %	5,068	47 %	115	1 %	0	0 %	9,882	91 %	342	3 %	33	0 %
W41	ADMINISTRATIVE SUPPORT	5,798	2,012	35 %	3,244	56 %	76	1 %	0	0 %	5,221	90 %	193	3 %	15	0 %
Y23	BUSINESS & ADMINISTRATION	4,995	1,588	32 %	2,934	59 %	83	2 %	0	0 %	4,523	91 %	135	3 %	27	1 %
Y51	SUPERVISORY	5,583	2,714	49 %	2,487	45 %	46	1 %	0	0 %	5,202	93 %	103	2 %	11	0 %
Y52	NONCAREER	1	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,847	796	43 %	906	49 %	12	1 %	0	0 %	1,730	94 %	17	1 %	3	0 %
Y99	CONFIDENTIAL	1,578	501	32 %	901	57 %	17	1 %	0	0 %	1,423	90 %	34	2 %	0	0 %
STATEWIDE TOTALS:		47,494	20,867	44 %	21,626	46 %	479	1 %	1,240	3 %	43,737	92 %	1,118	2 %	127	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: March 30, 2013

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	1,228	1,160	94 %	1,030	84 %	68	6 %	1,162	95 %	61	5 %	61	5 %
A31	LABOR AND TRADES	1,914	1,798	94 %	1,650	86 %	2	0 %	1,848	97 %	60	3 %	4	0 %
C12	SECURITY	6,890	6,633	96 %	6,443	94 %	0	0 %	6,658	97 %	205	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	682	661	97 %	564	83 %	0	0 %	640	94 %	40	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,088	1,982	95 %	1,752	84 %	28	1 %	1,945	93 %	139	7 %	13	1 %
L32	TECHNICAL	844	811	96 %	709	84 %	17	2 %	789	93 %	51	6 %	9	1 %
T01	STATE POLICE ENLISTED	1,469	1,442	98 %	1,604	109 %	936	64 %	1,425	97 %	37	3 %	981	67 %
U11	INSTITUTIONAL	1,749	1,644	94 %	1,513	87 %	4	0 %	1,656	95 %	90	5 %	0	0 %
W22	HUMAN SERVICES	10,828	10,293	95 %	8,908	82 %	0	0 %	10,231	94 %	579	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,798	5,454	94 %	4,856	84 %	106	2 %	5,451	94 %	328	6 %	65	1 %
Y23	BUSINESS & ADMINISTRATION	4,995	4,704	94 %	4,027	81 %	70	1 %	4,699	94 %	292	6 %	44	1 %
Y51	SUPERVISORY	5,583	5,326	95 %	5,261	94 %	129	2 %	5,393	97 %	176	3 %	123	2 %
Y52	NONCAREER	1	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,847	1,753	95 %	1,638	89 %	66	4 %	1,760	95 %	86	5 %	76	4 %
Y99	CONFIDENTIAL	1,578	1,457	92 %	1,321	84 %	15	1 %	1,491	94 %	84	5 %	9	1 %
STATEWIDE TOTALS:		47,494	45,119	95 %	41,276	87 %	1,441	3 %	45,149	95 %	2,228	5 %	1,385	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: March 30, 2013

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	414	26	15	0	0	214	8	0	0	1	48	312
ATTORNEY GENERAL	11	479	29	1	0	0	0	0	0	0	0	78	108
AUDITOR GENERAL	03	147	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	93	0	0	0	0	0	0	0	0	40	15	55
CIVIL SERVICE COMMISSION	19	434	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,156	27	78	197	0	100	41	0	788	404	420	2,055
CORRECTIONS	47	13,296	8	580	6,693	0	7	100	0	567	2,332	944	11,231
EDUCATION	31	528	0	2	0	3	0	2	0	17	180	83	287
ENVIRONMENTAL QUALITY	76	1,108	7	2	0	0	688	45	0	0	2	132	876
EXECUTIVE OFFICE	01	51	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,802	193	37	0	54	3	2	0	104	7,631	1,325	9,349
LICENSING AND REGULATORY AFF	64	3,015	283	30	0	550	119	4	0	6	179	595	1,766
MILITARY & VETERAN AFFAIRS	51	777	46	200	0	0	27	13	0	273	26	43	628
NATURAL RESOURCES	75	1,610	407	158	0	0	258	142	0	6	59	168	1,198
STATE	23	1,475	15	17	0	0	0	0	0	0	0	968	1,000
STATE POLICE	55	2,479	139	10	0	0	109	29	1,469	8	0	224	1,988
STRATEGIC FUND	07	695	0	1	0	75	17	3	0	0	21	92	209
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,653	0	268	0	0	35	63	0	0	1	330	697
TRANSPORTATION	59	2,699	64	665	0	0	513	451	0	0	3	234	1,930
TREASURY	27	1,622	8	11	0	0	2	2	0	0	0	567	590
Grand Total:		48,533	1,252	2,077	6,890	682	2,092	905	1,469	1,769	10,879	6,268	34,283

Comments: 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 HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: March 30, 2013

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	414	24	10	19	1	0	48	102
ATTORNEY GENERAL	11	479	29	51	282	0	0	9	371
AUDITOR GENERAL	03	147	0	70	32	8	0	33	143
CIVIL RIGHTS	15	93	1	18	10	0	0	9	38
CIVIL SERVICE COMMISSION	19	434	5	366	52	0	0	11	434
COMMUNITY HEALTH	39	3,156	455	80	178	5	0	383	1,101
CORRECTIONS	47	13,296	181	114	155	1	0	1,614	2,065
EDUCATION	31	528	130	31	27	0	2	51	241
ENVIRONMENTAL QUALITY	76	1,108	52	21	31	7	0	121	232
EXECUTIVE OFFICE	01	51	0	49	2	0	0	0	51
HUMAN SERVICES	43	11,802	587	227	198	0	0	1,441	2,453
LICENSING AND REGULATORY AFF	64	3,015	663	96	191	29	1	269	1,249
MILITARY & VETERAN AFFAIRS	51	777	22	9	12	0	0	106	149
NATURAL RESOURCES	75	1,610	83	27	60	12	0	230	412
STATE	23	1,475	126	54	41	19	0	235	475
STATE POLICE	55	2,479	142	35	101	4	3	206	491
STRATEGIC FUND	07	695	296	41	63	29	0	57	486
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,653	1,334	160	191	47	0	224	1,956
TRANSPORTATION	59	2,699	209	96	84	12	0	368	769
TREASURY	27	1,622	681	53	118	9	1	170	1,032
Grand Total:		48,533	5,020	1,608	1,847	183	7	5,585	14,250

Comments: 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 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:** Noncareer/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 intermittent, 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.

99 **Confidential Unit**

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

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

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