

# **ANNUAL WORKFORCE REPORT**

**Third 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**  
**Third Quarter FY 2012-13**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	44.9
Average Annual Salary <sup>1</sup> .....	\$55,123
Average Years of Service .....	12.5

**WORK FORCE CHARACTERISTICS**

Females .....	53%
Males .....	47%
Eligible for Longevity .....	66.2%
Less than Six Years of Service .....	34%
Six to Ten Years of Service .....	12.7%
Over Ten Years of Service .....	53.2%
Exclusively Represented for Collective Bargaining .....	72%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.0%
Asian .....	1.5%
Black .....	17.9%
Hispanic .....	2.8%
White .....	76.3%
Not Disclosed .....	0.5%

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

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SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

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

Pay End Date: June 22, 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 DVLPMT	7901	388.0	0.0	3.0	5.0	0.0	22.0	0.0	418.0	0.0	418.0
<b>AGRICULTURE AND RURAL DVLPMT</b>		<b>388.0</b>	<b>0.0</b>	<b>3.0</b>	<b>5.0</b>	<b>0.0</b>	<b>22.0</b>	<b>0.0</b>	<b>418.0</b>	<b>0.0</b>	<b>418.0</b>
ATY GNRL CENTRAL OFFICE	1101	446.0	2.0	0.0	21.0	0.0	0.0	0.0	469.0	0.0	469.0
PACC	1102	10.0	0.0	0.0	1.0	0.0	0.0	0.0	11.0	0.0	11.0
<b>ATTORNEY GENERAL</b>		<b>456.0</b>	<b>2.0</b>	<b>0.0</b>	<b>22.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>480.0</b>	<b>0.0</b>	<b>480.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	105.0	0.0	9.0	27.0	0.0	7.0	0.0	148.0	0.0	148.0
<b>AUDITOR GENERAL</b>		<b>105.0</b>	<b>0.0</b>	<b>9.0</b>	<b>27.0</b>	<b>0.0</b>	<b>7.0</b>	<b>0.0</b>	<b>148.0</b>	<b>0.0</b>	<b>148.0</b>
CIV RGHT CENTRAL OFFICE	1501	83.0	0.0	0.0	8.0	0.0	0.0	0.0	91.0	0.0	91.0
<b>CIVIL RIGHTS</b>		<b>83.0</b>	<b>0.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>91.0</b>	<b>0.0</b>	<b>91.0</b>
CIVIL SERVICE COMMISSION	1901	398.0	2.0	2.0	14.0	0.0	20.0	0.0	436.0	1.5	434.5
<b>CIVIL SERVICE COMMISSION</b>		<b>398.0</b>	<b>2.0</b>	<b>2.0</b>	<b>14.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>436.0</b>	<b>1.5</b>	<b>434.5</b>
DCH-CARO CENTER	3902	341.0	0.0	0.0	6.0	0.0	0.0	2.0	349.0	0.0	349.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,164.0	1.0	4.0	18.0	0.0	37.0	0.0	1,224.0	0.5	1,223.5
DCH-CTR FORENSIC PSYCHIATRY	3920	467.0	2.0	0.0	3.0	0.0	2.0	7.0	481.0	0.0	481.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	168.0	2.0	0.0	26.0	0.0	7.0	0.0	203.0	0.0	203.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	420.0	4.0	0.0	67.0	0.0	0.0	1.0	492.0	0.0	492.0
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	338.0	0.0	0.0	5.0	0.0	0.0	0.0	343.0	0.0	343.0
OFFICE OF THE INSPECTOR GENERA	3947	36.0	0.0	0.0	2.0	0.0	1.0	0.0	39.0	0.0	39.0
<b>COMMUNITY HEALTH</b>		<b>2,966.0</b>	<b>9.0</b>	<b>4.0</b>	<b>128.0</b>	<b>0.0</b>	<b>47.0</b>	<b>10.0</b>	<b>3,164.0</b>	<b>0.5</b>	<b>3,163.5</b>
DETROIT REENTRY CENTER	4764	223.0	0.0	0.0	1.0	0.0	0.0	1.0	225.0	0.0	225.0
DOC-ADRIAN/GUS HARRISON FAC	4729	529.0	0.0	0.0	5.0	0.0	0.0	1.0	535.0	0.0	535.0
DOC-ALGER MAX SECURITY CORRECT	4735	270.0	0.0	0.0	5.0	0.0	0.0	0.0	275.0	0.0	275.0
DOC-BARAGA FACILITY	4740	304.0	1.0	0.0	2.0	0.0	1.0	2.0	310.0	0.0	310.0
DOC-BELLAMY CREEK FACILITY	4748	423.0	0.0	0.0	5.0	0.0	0.0	2.0	430.0	0.0	430.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	486.0	1.0	0.0	4.0	0.0	2.0	0.0	493.0	0.0	493.0
DOC-CARSON CITY FAC/CARSON CIT	4731	443.0	0.0	0.0	3.0	0.0	1.0	5.0	452.0	0.0	452.0
DOC-CENTRAL MICHIGAN FACILITY	4744	436.0	1.0	0.0	1.0	0.0	0.0	5.0	443.0	0.0	443.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	471.0	1.0	0.0	4.0	0.0	2.0	3.0	481.0	0.0	481.0
DOC-COOPER STREET FACILITY	4752	399.0	0.0	0.0	3.0	0.0	0.0	0.0	402.0	0.5	401.5
DOC-CORRECTN CENTRAL OFFICE	4702	437.0	0.0	0.0	18.0	0.0	41.0	0.0	496.0	0.0	496.0
DOC-COTTON FACILITY	4720	430.0	0.0	0.0	3.0	0.0	0.0	1.0	434.0	1.5	432.5
DOC-EGELER FACILITY	4727	582.0	0.0	0.0	3.0	0.0	0.0	1.0	586.0	0.0	586.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: June 22, 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 OPERATION REGION III	4763	902.0	11.0	2.0	1.0	0.0	0.0	0.0	916.0	0.0	916.0
DOC-FIELD OPERATIONS REGION I	4761	753.0	0.0	1.0	2.0	0.0	0.0	4.0	760.0	0.0	760.0
DOC-HANDLON MI TRAINING UNT	4705	315.0	1.0	0.0	1.0	0.0	0.0	2.0	319.0	0.0	319.0
DOC-HURON VALLEY CORR COMPLEX	4715	585.0	3.0	0.0	2.0	0.0	0.0	2.0	592.0	0.0	592.0
DOC-IONIA MAXIMUM FACILITY	4724	301.0	0.0	0.0	2.0	0.0	1.0	2.0	306.0	0.0	306.0
DOC-JACKSON CENTRAL REGION	4750	123.0	0.0	0.0	0.0	0.0	0.0	0.0	123.0	0.0	123.0
DOC-KINROSS/HIAWATHA FACILITY	4712	362.0	0.0	0.0	3.0	0.0	0.0	3.0	368.0	0.0	368.0
DOC-LAKELAND MENS FACILITY	4718	275.0	0.0	0.0	1.0	0.0	0.0	0.0	276.0	0.0	276.0
DOC-MACOMB FACILITY	4741	335.0	1.0	0.0	1.0	0.0	0.0	4.0	341.0	0.0	341.0
DOC-MARQUETTE BRANCH PRISON	4706	345.0	0.0	0.0	4.0	0.0	1.0	1.0	351.0	0.0	351.0
DOC-MAXEY CORRECTIONAL	4749	304.0	0.0	0.0	3.0	0.0	0.0	5.0	312.0	0.0	312.0
DOC-MICHIGAN REFORMATORY	4707	314.0	0.0	0.0	4.0	0.0	4.0	0.0	322.0	0.0	322.0
DOC-MICHIGAN STATE INDUSTRIES	4709	114.0	0.0	0.0	0.0	0.0	1.0	0.0	115.0	0.0	115.0
DOC-MUSKEGON FACILITY	4704	228.0	0.0	0.0	3.0	0.0	0.0	0.0	231.0	0.0	231.0
DOC-NEWBERRY FACILITY	4743	222.0	0.0	0.0	4.0	0.0	0.0	0.0	226.0	0.0	226.0
DOC-OAKS FACILITY	4739	297.0	1.0	0.0	3.0	0.0	1.0	2.0	304.0	0.0	304.0
DOC-OJIBWAY FACILITY	4746	213.0	2.0	0.0	3.0	0.0	2.0	0.0	220.0	0.0	220.0
DOC-PARNALL FACILITY	4751	289.0	0.0	1.0	0.0	0.0	0.0	0.0	290.0	0.0	290.0
DOC-PUGSLEY FACILITY	4745	235.0	1.0	0.0	4.0	0.0	0.0	0.0	240.0	0.0	240.0
DOC-SAGINAW FACILITY	4742	312.0	2.0	0.0	2.0	0.0	3.0	2.0	321.0	0.0	321.0
DOC-ST. LOUIS FACILITY	4733	331.0	0.0	0.0	2.0	0.0	0.0	1.0	334.0	0.0	334.0
DOC-THUMB FACILITY	4725	309.0	0.0	0.0	1.0	0.0	0.0	0.0	310.0	0.0	310.0
NTHRN REGION ADMIN AND SUPPORT	4714	40.0	0.0	0.0	3.0	0.0	0.0	0.0	43.0	0.0	43.0
SOUTHERN REGION - IONIA	4711	47.0	0.0	0.0	1.0	0.0	0.0	0.0	48.0	0.0	48.0
<b>CORRECTIONS</b>		<b>12,984.0</b>	<b>26.0</b>	<b>4.0</b>	<b>107.0</b>	<b>0.0</b>	<b>60.0</b>	<b>49.0</b>	<b>13,230.0</b>	<b>2.0</b>	<b>13,228.0</b>
EDUCATION	3103	435.0	4.0	4.0	13.0	51.0	22.0	0.0	529.0	0.5	528.5
<b>EDUCATION</b>		<b>435.0</b>	<b>4.0</b>	<b>4.0</b>	<b>13.0</b>	<b>51.0</b>	<b>22.0</b>	<b>0.0</b>	<b>529.0</b>	<b>0.5</b>	<b>528.5</b>
DEQ-ENVIRONMENTAL QUALITY	7601	1,058.0	5.0	15.0	29.0	0.0	8.0	0.0	1,115.0	2.5	1,112.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,058.0</b>	<b>5.0</b>	<b>15.0</b>	<b>29.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>1,115.0</b>	<b>2.5</b>	<b>1,112.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	57.0	0.0	0.0	0.0	57.0	0.0	57.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>57.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>57.0</b>	<b>0.0</b>	<b>57.0</b>
DHS-BERRIEN COUNTY	4322	165.0	0.0	0.0	2.0	4.0	0.0	0.0	171.0	0.0	171.0
DHS-CALHOUN COUNTY	4323	159.0	0.0	0.0	14.0	0.0	0.0	0.0	173.0	0.0	173.0

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DHS-COUNTIES	4308	2,825.0	2.0	2.0	145.0	28.0	0.0	1.0	3,003.0	3.0	3,000.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,631.0	4.0	15.0	144.0	44.0	7.0	1.0	2,846.0	0.0	2,846.0
DHS-GENESEE COUNTY	4302	523.0	0.0	0.0	13.0	0.0	0.0	1.0	537.0	0.0	537.0
DHS-INGHAM COUNTY	4312	260.0	0.0	0.0	11.0	1.0	0.0	0.0	272.0	0.0	272.0
DHS - INSTITUTIONS	4307	56.0	0.0	10.0	10.0	0.0	0.0	2.0	78.0	0.0	78.0
DHS-JACKSON COUNTY	4315	154.0	0.0	0.0	19.0	0.0	0.0	0.0	173.0	0.0	173.0
DHS-KALAMAZOO COUNTY	4314	249.0	0.0	0.0	13.0	0.0	1.0	0.0	263.0	0.0	263.0
DHS-KENT COUNTY	4303	435.0	0.0	0.0	49.0	10.0	0.0	0.0	494.0	2.5	491.5
DHS-MACOMB COUNTY	4304	522.0	0.0	0.0	4.0	0.0	0.0	0.0	526.0	3.5	522.5
DHS-MAXEY TRAINING SCHOOL	4311	66.0	0.0	0.0	2.0	0.0	0.0	0.0	68.0	0.0	68.0
DHS-MUSKEGON COUNTY	4324	253.0	0.0	0.0	15.0	0.0	0.0	0.0	268.0	0.0	268.0
DHS-OAKLAND COUNTY	4305	591.0	0.0	0.0	13.0	0.0	0.0	1.0	605.0	0.0	605.0
DHS-SAGINAW COUNTY	4313	218.0	0.0	0.0	14.0	0.0	0.0	0.0	232.0	0.0	232.0
DHS-WASHTENAW	4325	150.0	0.0	0.0	20.0	0.0	0.0	0.0	170.0	0.0	170.0
DHS-WAYNE COUNTY DSS	4306	100.0	0.0	0.0	9.0	0.0	0.0	1.0	110.0	0.0	110.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	600.0	0.0	0.0	3.0	0.0	0.0	0.0	603.0	0.0	603.0
DHS-WAYNE COUNTY ZONE 3	4318	423.0	0.0	0.0	68.0	0.0	0.0	0.0	491.0	0.0	491.0
DHS-WAYNE COUNTY ZONE 4	4319	439.0	0.0	0.0	49.0	0.0	0.0	0.0	488.0	0.0	488.0
DHS-WAYNE COUNTY ZONE L	4316	296.0	0.0	0.0	22.0	0.0	0.0	0.0	318.0	0.0	318.0
<b>HUMAN SERVICES</b>		<b>11,115.0</b>	<b>6.0</b>	<b>27.0</b>	<b>639.0</b>	<b>87.0</b>	<b>8.0</b>	<b>7.0</b>	<b>11,889.0</b>	<b>9.0</b>	<b>11,880.0</b>
LICENSING AND REGULATORY AFF	6401	2,711.0	9.0	3.0	149.0	0.0	109.0	1.0	2,982.0	1.0	2,981.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>2,711.0</b>	<b>9.0</b>	<b>3.0</b>	<b>149.0</b>	<b>0.0</b>	<b>109.0</b>	<b>1.0</b>	<b>2,982.0</b>	<b>1.0</b>	<b>2,981.0</b>
D.J. JACOBETTI HOME FOR VETERA	5103	146.0	3.0	1.0	0.0	0.0	0.0	0.0	150.0	0.5	149.5
GRAND RAPIDS HOME FOR VETERANS	5102	241.0	3.0	14.0	1.0	5.0	23.0	1.0	288.0	0.0	288.0
MIL AFFR CENTRAL OFFICE	5101	244.0	0.0	4.0	32.0	33.0	39.0	0.0	352.0	0.0	352.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>631.0</b>	<b>6.0</b>	<b>19.0</b>	<b>33.0</b>	<b>38.0</b>	<b>62.0</b>	<b>1.0</b>	<b>790.0</b>	<b>0.5</b>	<b>789.5</b>
DNR-NATURAL RESOURCES	7501	1,232.0	1.0	56.0	14.0	279.0	1,522.0	1.0	3,105.0	0.0	3,105.0
<b>NATURAL RESOURCES</b>		<b>1,232.0</b>	<b>1.0</b>	<b>56.0</b>	<b>14.0</b>	<b>279.0</b>	<b>1,522.0</b>	<b>1.0</b>	<b>3,105.0</b>	<b>0.0</b>	<b>3,105.0</b>
DEPARTMENT OF STATE	2301	1,157.0	0.0	90.0	45.0	0.0	234.0	1.0	1,527.0	0.0	1,527.0
<b>STATE</b>		<b>1,157.0</b>	<b>0.0</b>	<b>90.0</b>	<b>45.0</b>	<b>0.0</b>	<b>234.0</b>	<b>1.0</b>	<b>1,527.0</b>	<b>0.0</b>	<b>1,527.0</b>
STATE POLICE	5501	2,480.0	22.0	4.0	26.0	0.0	7.0	6.0	2,545.0	1.0	2,544.0
<b>STATE POLICE</b>		<b>2,480.0</b>	<b>22.0</b>	<b>4.0</b>	<b>26.0</b>	<b>0.0</b>	<b>7.0</b>	<b>6.0</b>	<b>2,545.0</b>	<b>1.0</b>	<b>2,544.0</b>
MSF-WORKFORCE DEVELOPMENT AGY	0742	183.0	2.0	0.0	8.0	0.0	6.0	0.0	199.0	0.0	199.0

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation. For this report, the actual number of employees who job share are divided in half.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: June 22, 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
MSHDA	6305	279.0	4.0	5.0	11.0	0.0	30.0	0.0	329.0	1.0	328.0
STRATEGIC FUND	0740	144.0	0.0	0.0	17.0	0.0	2.0	0.0	163.0	0.0	163.0
<b>STRATEGIC FUND</b>		<b>606.0</b>	<b>6.0</b>	<b>5.0</b>	<b>36.0</b>	<b>0.0</b>	<b>38.0</b>	<b>0.0</b>	<b>691.0</b>	<b>1.0</b>	<b>690.0</b>
TECH, MGMT AND BUDGET - IT	0801	1,600.0	4.0	0.0	30.0	0.0	84.0	0.0	1,718.0	0.0	1,718.0
TECH, MGMT AND BUDGET - MB	0701	880.0	11.0	1.0	48.0	0.0	33.0	1.0	974.0	2.5	971.5
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,480.0</b>	<b>15.0</b>	<b>1.0</b>	<b>78.0</b>	<b>0.0</b>	<b>117.0</b>	<b>1.0</b>	<b>2,692.0</b>	<b>2.5</b>	<b>2,689.5</b>
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	24.0	0.0	55.0	0.0	55.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	21.0	12.0	0.0	14.0	0.0	85.0	0.0	85.0
TRANSPORTATION CENTRAL OFFICE	5901	2,326.0	6.0	22.0	53.0	17.0	314.0	7.0	2,745.0	4.5	2,740.5
<b>TRANSPORTATION</b>		<b>2,395.0</b>	<b>6.0</b>	<b>43.0</b>	<b>65.0</b>	<b>17.0</b>	<b>352.0</b>	<b>7.0</b>	<b>2,885.0</b>	<b>4.5</b>	<b>2,880.5</b>
BUREAU OF STATE LOTTERY	2795	171.0	0.0	0.0	3.0	0.0	24.0	0.0	198.0	0.0	198.0
GAMING CONTROL	2707	106.0	0.0	4.0	14.0	0.0	8.0	0.0	132.0	0.0	132.0
TREASURY CENTRAL PAYROLL	2701	1,187.0	2.0	4.0	52.0	0.0	21.0	0.0	1,266.0	0.0	1,266.0
<b>TREASURY</b>		<b>1,464.0</b>	<b>2.0</b>	<b>8.0</b>	<b>69.0</b>	<b>0.0</b>	<b>53.0</b>	<b>0.0</b>	<b>1,596.0</b>	<b>0.0</b>	<b>1,596.0</b>
<b>STATEWIDE TOTAL</b>		<b>45,144.0</b>	<b>121.0</b>	<b>297.0</b>	<b>1,564.0</b>	<b>472.0</b>	<b>2,688.0</b>	<b>84.0</b>	<b>50,370.0</b>	<b>26.5</b>	<b>50,343.5</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation. For this report, the actual number of employees who job share are divided in half.

Source: Michigan Civil Service Commission HWF04

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 6/22/2013 (B)	FTE Positions 3/30/2013 (C)	Difference 6/22/2013 and 3/30/2013 (B-C)	Difference 6/22/2013 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>					
Regular	425.0	404.9	400.7	4.3	-20.1
Overtime	0.0	0.5	0.0	0.5	0.5
Total	425.0	405.4	400.7	4.8	-19.6
<b>ATTORNEY GENERAL</b>					
Regular	508.0	477.9	477.9	-0.0	-30.1
Overtime	0.0	0.5	0.0	0.5	0.5
Total	508.0	478.4	477.9	0.5	-29.6
<b>AUDITOR GENERAL</b>					
Regular	0.0	145.9	142.1	3.7	145.9
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	145.9	142.1	3.7	145.9
<b>CIVIL RIGHTS</b>					
Regular	121.0	88.6	90.6	-2.0	-32.4
Overtime	0.0	0.0	0.6	-0.6	0.0
Total	121.0	88.6	91.1	-2.6	-32.4
<b>CIVIL SERVICE COMMISSION</b>					
Regular	450.0	430.0	422.8	7.2	-20.0
Overtime	0.0	0.6	0.1	0.5	0.6
Total	450.0	430.7	422.9	7.7	-19.4
<b>COMMUNITY HEALTH</b>					
Regular	3,546.6	3,125.3	3,120.8	4.5	-421.3
Overtime	0.0	142.1	121.3	20.7	142.1
Total	3,546.6	3,267.3	3,242.1	25.2	-279.3

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

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

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 6/22/2013 (B)	FTE Positions 3/30/2013 (C)	Difference 6/22/2013 and 3/30/2013 (B-C)	Difference 6/22/2013 and Appropriated (B-A)
<b>CORRECTIONS</b>					
Regular	14,679.2	13,245.8	13,254.6	-8.9	-1,433.4
Overtime	0.0	542.3	446.3	96.0	542.3
Total	14,679.2	13,788.1	13,700.9	87.2	-891.1
<b>EDUCATION</b>					
Regular	584.5	486.8	512.6	-25.9	-97.7
Overtime	0.0	1.2	2.6	-1.5	1.2
Total	584.5	487.9	515.3	-27.3	-96.6
<b>ENVIRONMENTAL QUALITY</b>					
Regular	1,321.5	1,090.2	1,086.6	3.6	-231.3
Overtime	0.0	1.5	2.0	-0.5	1.5
Total	1,321.5	1,091.7	1,088.6	3.1	-229.8
<b>EXECUTIVE OFFICE</b>					
Regular	74.2	56.1	51.4	4.6	-18.2
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	56.1	51.4	4.6	-18.2
<b>HUMAN SERVICES</b>					
Regular	12,314.0	11,809.7	11,744.6	65.1	-504.3
Overtime	0.0	74.7	81.2	-6.5	74.7
Total	12,314.0	11,884.4	11,825.8	58.6	-429.6
<b>LICENSING AND REGULATORY AFF</b>					
Regular	3,709.8	2,928.6	2,961.5	-32.9	-781.2
Overtime	0.0	1.9	2.6	-0.7	1.9
Total	3,709.8	2,930.4	2,964.1	-33.7	-779.4

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

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

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 6/22/2013 (B)	FTE Positions 3/30/2013 (C)	Difference 6/22/2013 and 3/30/2013 (B-C)	Difference 6/22/2013 and Appropriated (B-A)
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	834.0	757.2	737.2	20.1	-76.8
Overtime	0.0	22.3	23.5	-1.2	22.3
Total	834.0	779.5	760.7	18.8	-54.5
<b>NATURAL RESOURCES</b>					
Regular	2,093.8	2,855.8	1,485.9	1,369.9	761.9
Overtime	0.0	17.5	3.8	13.7	17.5
Total	2,093.8	2,873.2	1,489.7	1,383.5	779.4
<b>STATE</b>					
Regular	1,689.0	1,432.8	1,396.7	36.2	-256.2
Overtime	0.0	10.6	5.5	5.1	10.6
Total	1,689.0	1,443.4	1,402.2	41.3	-245.6
<b>STATE POLICE</b>					
Regular	2,881.0	2,513.0	2,450.9	62.1	-368.0
Overtime	0.0	190.2	158.6	31.6	190.2
Total	2,881.0	2,703.2	2,609.5	93.7	-177.8
<b>STRATEGIC FUND</b>					
Regular	748.0	677.0	677.0	-0.0	-71.0
Overtime	0.0	0.0	0.6	-0.6	0.0
Total	748.0	677.0	677.7	-0.7	-71.0
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,358.0	2,661.0	2,612.1	48.9	303.0
Overtime	0.0	27.3	32.1	-4.8	27.3
Total	2,358.0	2,688.3	2,644.2	44.1	330.3

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

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

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2013 Appropriated (A)	FTE Positions 6/22/2013 (B)	FTE Positions 3/30/2013 (C)	Difference 6/22/2013 and 3/30/2013 (B-C)	Difference 6/22/2013 and Appropriated (B-A)
<b>TRANSPORTATION</b>					
Regular	2,912.3	2,827.1	2,593.3	233.7	-85.2
Overtime	0.0	136.8	80.9	55.9	136.8
Total	2,912.3	2,963.8	2,674.2	289.6	51.5
<b>TREASURY</b>					
Regular	1,774.5	1,577.4	1,600.5	-23.1	-197.1
Overtime	0.0	17.5	11.6	5.9	17.5
Total	1,774.5	1,594.9	1,612.0	-17.2	-179.6
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>53,024.4</b>	<b>49,590.7</b>	<b>47,819.7</b>	<b>1,771.0</b>	<b>-3,433.7</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>1,187.4</b>	<b>973.3</b>	<b>214.1</b>	<b>1,187.4</b>
<b>Grand Total</b>	<b>53,024.4</b>	<b>50,778.1</b>	<b>48,793.0</b>	<b>1,985.1</b>	<b>-2,246.3</b>

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

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

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	March 30, 2013		June 22, 2013	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLP MNT	414.0	0.9 %	418.0	0.8 %
ATTORNEY GENERAL	479.0	1.0 %	480.0	1.0 %
AUDITOR GENERAL	147.0	0.3 %	148.0	0.3 %
CIVIL RIGHTS	93.0	0.2 %	91.0	0.2 %
CIVIL SERVICE COMMISSION	432.5	0.9 %	434.5	0.9 %
COMMUNITY HEALTH	3,155.0	6.5 %	3,163.5	6.3 %
CORRECTIONS	13,294.0	27.4 %	13,228.0	26.3 %
EDUCATION	527.5	1.1 %	528.5	1.0 %
ENVIRONMENTAL QUALITY	1,105.5	2.3 %	1,112.5	2.2 %
EXECUTIVE OFFICE	51.0	0.1 %	57.0	0.1 %
HUMAN SERVICES	11,792.0	24.3 %	11,880.0	23.6 %
LICENSING & REGULATORY AFFAIRS	3,013.5	6.2 %	2,981.0	5.9 %
MILITARY & VETERAN AFFAIRS	776.5	1.6 %	789.5	1.6 %
NATURAL RESOURCES	1,610.0	3.3 %	3,105.0	6.2 %
STATE	1,475.0	3.0 %	1,527.0	3.0 %
STATE POLICE	2,478.0	5.1 %	2,544.0	5.1 %
STRATEGIC FUND	694.0	1.4 %	690.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,651.5	5.5 %	2,689.5	5.3 %
TRANSPORTATION	2,694.5	5.6 %	2,880.5	5.7 %
TREASURY	1,622.0	3.3 %	1,596.0	3.2 %
<b>TOTAL:</b>	<b>48,505.5</b>	<b>100.0 %</b>	<b>50,343.5</b>	<b>100.0 %</b>

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 Increased by 1,838 from March 30, 2013 to June 22, 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: June 22, 2013

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	19	401.7
ATTORNEY GENERAL	19	476.7
AUDITOR GENERAL	19	140.1
CIVIL RIGHTS	19	93.1
CIVIL SERVICE COMMISSION	19	416.2
COMMUNITY HEALTH	19	3,111.0
CORRECTIONS	19	13,330.1
EDUCATION	19	517.1
ENVIRONMENTAL QUALITY	19	1,102.1
EXECUTIVE OFFICE	19	52.1
HUMAN SERVICES	19	11,758.6
LICENSING & REGULATORY AFFAIRS	19	2,908.4
MILITARY & VETERAN AFFAIRS	19	815.0
NATURAL RESOURCES	19	1,496.2
STATE	19	1,289.3
STATE POLICE	19	2,490.7
STRATEGIC FUND	19	652.4
TECHNOLOGY, MANAGEMENT & BUDGET	19	2,571.8
TRANSPORTATION	19	2,641.6
TREASURY	19	1,570.4
	<b>Sum:</b>	<b>47,834.6</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. Currently, these positions represent 99.3% 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

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**  
**Pay End Date: June 22, 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 DVLPMNT	418	0.8 %	48.0	\$30.15	315	75.4 %
ATTORNEY GENERAL	480	1.0 %	47.2	\$38.80	301	62.7 %
AUDITOR GENERAL	148	0.3 %	39.1	\$34.73	94	63.5 %
CIVIL RIGHTS	91	0.2 %	49.1	\$30.42	71	78.0 %
CIVIL SERVICE COMMISSION	436	0.9 %	46.3	\$29.29	328	75.2 %
COMMUNITY HEALTH	3,164	6.3 %	46.9	\$27.94	1,962	62.0 %
CORRECTIONS	13,230	26.3 %	45.8	\$25.68	10,688	80.8 %
EDUCATION	529	1.1 %	48.4	\$31.87	278	52.6 %
ENVIRONMENTAL QUALITY	1,115	2.2 %	48.2	\$31.66	936	83.9 %
EXECUTIVE OFFICE	57	0.1 %	38.5	\$33.80	15	26.3 %
HUMAN SERVICES	11,889	23.6 %	43.5	\$25.02	6,179	52.0 %
LICENSING & REGULATORY AFFAIRS	2,982	5.9 %	47.7	\$28.95	2,101	70.5 %
MILITARY & VETERAN AFFAIRS	790	1.6 %	47.0	\$23.94	499	63.2 %
NATURAL RESOURCES	3,105	6.2 %	39.7	\$17.93	1,226	39.5 %
STATE	1,527	3.0 %	45.4	\$22.11	963	63.1 %
STATE POLICE	2,545	5.1 %	42.5	\$30.18	2,000	78.6 %
STRATEGIC FUND	691	1.4 %	46.0	\$30.36	448	64.8 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,692	5.3 %	46.6	\$30.61	1,764	65.5 %
TRANSPORTATION	2,885	5.7 %	44.3	\$27.08	2,124	73.6 %
TREASURY	1,596	3.2 %	45.5	\$28.23	1,048	65.7 %
<b>STATEWIDE TOTALS:</b>	<b>50,370</b>	<b>100.0 %</b>	<b>44.9</b>	<b>\$26.40</b>	<b>33,340</b>	<b>66.2 %</b>

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: June 22, 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	183	46 %	190	48 %	6	2 %	0	0 %	374	94 %	7	2 %	1	0 %
ATTORNEY GENERAL	480	183	38 %	240	50 %	4	1 %	0	0 %	439	91 %	5	1 %	2	0 %
AUDITOR GENERAL	141	38	27 %	85	60 %	4	3 %	0	0 %	131	93 %	0	0 %	0	0 %
CIVIL RIGHTS	91	41	45 %	42	46 %	3	3 %	0	0 %	83	91 %	4	4 %	0	0 %
CIVIL SERVICE COMMISSION	416	119	29 %	253	61 %	4	1 %	0	0 %	380	91 %	7	2 %	0	0 %
COMMUNITY HEALTH	3,117	1,459	47 %	1,408	45 %	33	1 %	0	0 %	2,856	92 %	94	3 %	12	0 %
CORRECTIONS	13,170	6,973	53 %	5,258	40 %	80	1 %	0	0 %	12,223	93 %	251	2 %	19	0 %
EDUCATION	507	218	43 %	220	43 %	9	2 %	0	0 %	455	90 %	6	1 %	4	1 %
ENVIRONMENTAL QUALITY	1,107	405	37 %	595	54 %	12	1 %	0	0 %	1,013	92 %	16	1 %	4	0 %
EXECUTIVE OFFICE	57	31	54 %	16	28 %	0	0 %	0	0 %	49	86 %	0	0 %	0	0 %
HUMAN SERVICES	11,881	5,085	43 %	5,878	49 %	105	1 %	0	0 %	10,863	91 %	399	3 %	33	0 %
LICENSING & REGULATORY AFFAIRS	2,873	1,117	39 %	1,533	53 %	32	1 %	0	0 %	2,624	91 %	92	3 %	14	0 %
MILITARY & VETERAN AFFAIRS	728	352	48 %	307	42 %	10	1 %	0	0 %	685	94 %	3	0 %	3	0 %
NATURAL RESOURCES	1,583	958	61 %	464	29 %	36	2 %	0	0 %	1,462	92 %	9	1 %	3	0 %
STATE	1,293	520	40 %	665	51 %	19	1 %	0	0 %	1,188	92 %	35	3 %	5	0 %
STATE POLICE	2,538	662	26 %	444	17 %	17	1 %	1,288	51 %	2,420	95 %	19	1 %	6	0 %
STRATEGIC FUND	653	200	31 %	393	60 %	13	2 %	0	0 %	600	92 %	20	3 %	1	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,575	735	29 %	1,583	61 %	34	1 %	0	0 %	2,291	89 %	67	3 %	12	0 %
TRANSPORTATION	2,533	1,194	47 %	1,158	46 %	36	1 %	0	0 %	2,375	94 %	32	1 %	10	0 %
TREASURY	1,543	459	30 %	924	60 %	39	3 %	0	0 %	1,401	91 %	49	3 %	6	0 %
<b>STATEWIDE TOTALS:</b>	<b>47,682</b>	<b>20,932</b>	<b>44 %</b>	<b>21,656</b>	<b>45 %</b>	<b>496</b>	<b>1 %</b>	<b>1,288</b>	<b>3 %</b>	<b>43,912</b>	<b>92 %</b>	<b>1,115</b>	<b>2 %</b>	<b>135</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYEES  
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT  
Pay End Date: June 22, 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	384	97 %	329	83 %	0	0 %	382	96 %	14	4 %	0	0 %
ATTORNEY GENERAL	480	451	94 %	329	69 %	0	0 %	447	93 %	31	6 %	0	0 %
AUDITOR GENERAL	141	132	94 %	99	70 %	0	0 %	128	91 %	13	9 %	0	0 %
CIVIL RIGHTS	91	87	96 %	77	85 %	0	0 %	83	91 %	8	9 %	0	0 %
CIVIL SERVICE COMMISSION	416	388	93 %	373	90 %	3	1 %	401	96 %	14	3 %	2	0 %
COMMUNITY HEALTH	3,117	2,969	95 %	2,648	85 %	0	0 %	2,924	94 %	191	6 %	0	0 %
CORRECTIONS	13,170	12,512	95 %	12,111	92 %	0	0 %	12,716	97 %	411	3 %	0	0 %
EDUCATION	507	469	93 %	354	70 %	0	0 %	474	93 %	32	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,107	1,038	94 %	940	85 %	0	0 %	1,032	93 %	73	7 %	0	0 %
EXECUTIVE OFFICE	57	49	86 %	29	51 %	0	0 %	47	82 %	10	18 %	0	0 %
HUMAN SERVICES	11,881	11,320	95 %	9,884	83 %	0	0 %	11,260	95 %	607	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,873	2,740	95 %	2,388	83 %	1	0 %	2,717	95 %	150	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	728	689	95 %	586	80 %	0	0 %	686	94 %	29	4 %	0	0 %
NATURAL RESOURCES	1,583	1,484	94 %	1,295	82 %	0	0 %	1,506	95 %	75	5 %	0	0 %
STATE	1,293	1,239	96 %	1,109	86 %	0	0 %	1,206	93 %	86	7 %	0	0 %
STATE POLICE	2,538	2,448	96 %	2,772	109 %	1,403	55 %	2,411	95 %	108	4 %	1,370	54 %
STRATEGIC FUND	653	621	95 %	512	78 %	0	0 %	606	93 %	47	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,575	2,387	93 %	1,950	76 %	39	2 %	2,445	95 %	117	5 %	32	1 %
TRANSPORTATION	2,533	2,421	96 %	2,199	87 %	0	0 %	2,400	95 %	129	5 %	0	0 %
TREASURY	1,543	1,469	95 %	1,263	82 %	0	0 %	1,448	94 %	93	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>47,682</b>	<b>45,297</b>	<b>95 %</b>	<b>41,247</b>	<b>87 %</b>	<b>1,446</b>	<b>3 %</b>	<b>45,319</b>	<b>95 %</b>	<b>2,238</b>	<b>5 %</b>	<b>1,405</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF47

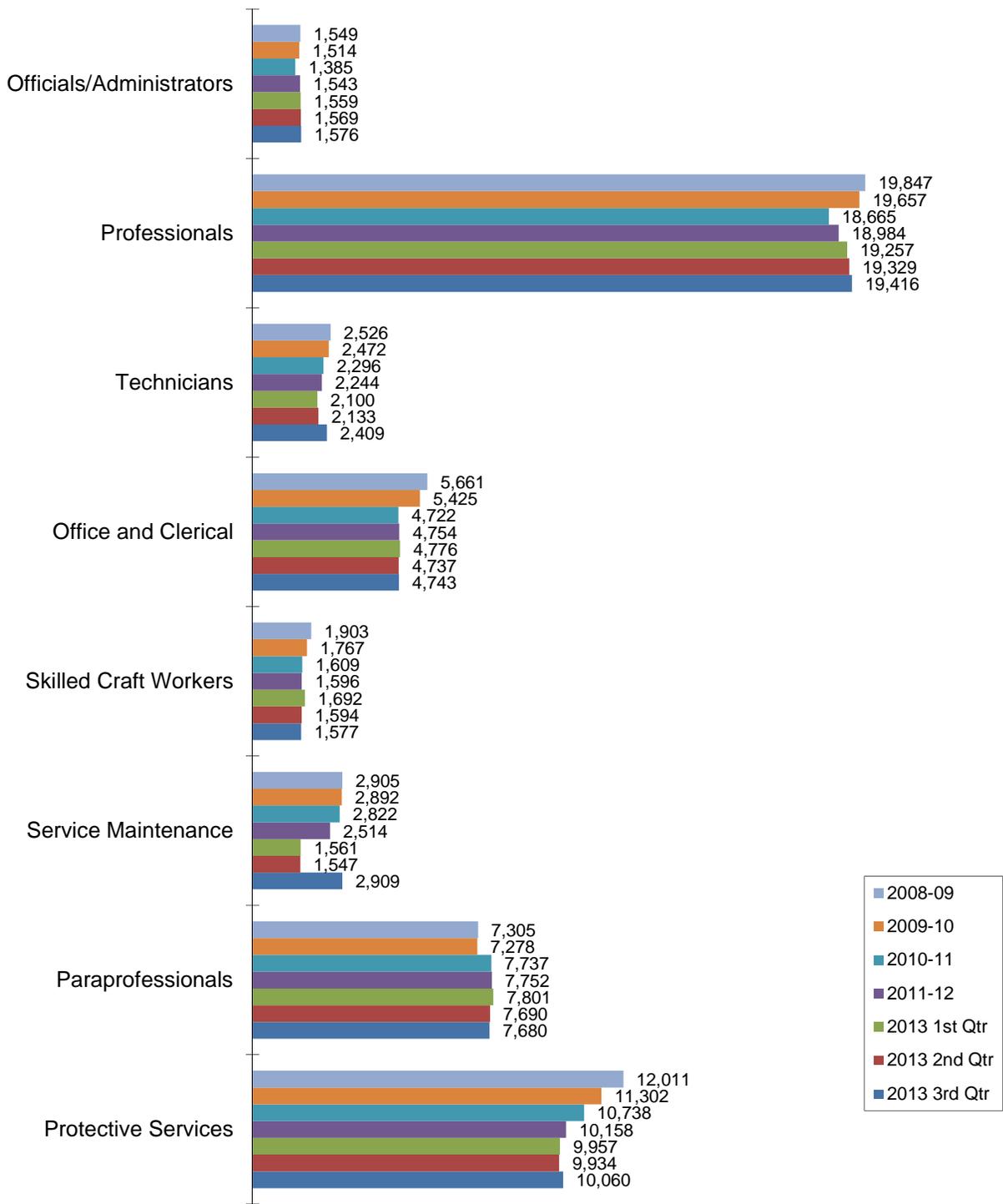
**STATE OF MICHIGAN**  
**Age Distribution for Active Classified Employees by Department**  
**Pay End Date: June 22, 2013**

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	1	12	19	31	46	40	55	84	77	40	9	4	418
ATTORNEY GENERAL	0	5	31	48	54	62	70	76	73	45	13	3	480
AUDITOR GENERAL	1	21	20	16	18	20	25	14	11	2	0	0	148
CIVIL RIGHTS	0	0	4	7	10	14	12	13	12	15	3	1	91
CIVIL SERVICE COMMISSION	3	19	17	32	54	48	76	93	67	22	5	0	436
COMMUNITY HEALTH	5	108	222	297	285	369	417	530	525	315	76	15	3,164
CORRECTIONS	12	172	638	1,019	1,563	2,526	2,698	2,442	1,461	582	98	19	13,230
EDUCATION	0	10	23	48	61	63	58	82	95	68	19	2	529
ENVIRONMENTAL QUALITY	1	5	41	78	148	145	141	219	213	104	19	1	1,115
EXECUTIVE OFFICE	0	11	9	10	3	4	6	8	1	4	1	0	57
HUMAN SERVICES	1	263	1,304	1,739	1,658	1,724	1,391	1,435	1,442	757	151	24	11,889
LICENSING & REGULATORY AFFAIRS	16	96	145	263	305	345	362	498	508	312	98	34	2,982
MILITARY & VETERAN AFFAIRS	6	31	45	61	65	93	122	144	135	75	10	3	790
NATURAL RESOURCES	289	578	230	213	266	287	259	329	327	182	95	50	3,105
STATE	6	99	130	113	142	171	204	275	251	118	16	2	1,527
STATE POLICE	1	119	207	225	382	547	507	311	184	52	10	0	2,545
STRATEGIC FUND	2	34	39	74	82	80	85	111	101	50	26	7	691
TECHNOLOGY, MANAGEMENT & BUDGET	5	94	139	226	282	358	409	479	435	216	38	11	2,692
TRANSPORTATION	62	210	149	273	315	365	429	476	376	188	29	13	2,885
TREASURY	6	61	122	169	176	184	201	309	223	118	21	6	1,596
<b>Statewide Total:</b>	<b>417</b>	<b>1,948</b>	<b>3,534</b>	<b>4,942</b>	<b>5,915</b>	<b>7,445</b>	<b>7,527</b>	<b>7,928</b>	<b>6,517</b>	<b>3,265</b>	<b>737</b>	<b>195</b>	<b>50,370</b>
<b>Average Age:</b>	<b>19.0</b>	<b>22.8</b>	<b>27.7</b>	<b>32.6</b>	<b>37.6</b>	<b>42.6</b>	<b>47.6</b>	<b>52.4</b>	<b>57.3</b>	<b>62.0</b>	<b>66.8</b>	<b>73.5</b>	<b>44.9</b>

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 Third 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
2012-13 3rd Qtr:	50,370

Source: Michigan Civil Service Commission HWF27

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

Pay End Date: June 22, 2013

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	20	25
ALGER	293	10	303
ALLEGAN	233	55	288
ALPENA	155	14	169
ANTRIM	31	2	33
ARENAC	31	3	34
BARAGA	352	24	376
BARRY	71	32	103
BAY	311	74	385
BENZIE	29	7	36
BERRIEN	362	56	418
BRANCH	404	8	412
CALHOUN	306	42	348
CASS	89	11	100
CHARLEVOIX	18	58	76
CHEBOYGAN	66	75	141
CHIPPEWA	1,015	112	1,127
CLARE	55	24	79
CLINTON	150	53	203
CRAWFORD	135	156	291
DELTA	170	50	220
DICKINSON	56	8	64
EATON	3,179	309	3,488
EMMET	85	48	133
GENESEE	881	87	968
GLADWIN	42	6	48
GOGEBIC	264	20	284
GRAND TRAVERSE	548	71	619
GRATIOT	830	15	845
HILLSDALE	64	4	68
HOUGHTON	75	33	108
HURON	33	50	83
INGHAM	9,359	1,052	10,411
IONIA	1,503	51	1,554
IOSCO	38	38	76
IRON	49	25	74
ISABELLA	162	13	175
JACKSON	2,227	78	2,305
KALAMAZOO	1,112	143	1,255
KALKASKA	49	2	51
KENT	1,606	221	1,827
KEWEENAW	2	24	26
LAKE	49	9	58
LAPEER	446	28	474
LEELANAU	3	6	9

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

Source: Michigan Civil Service Commission HWF55

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

Pay End Date: June 22, 2013

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	664	37	701
LIVINGSTON	585	75	660
LUCE	296	31	327
MACKINAC	117	94	211
MACOMB	1,343	60	1,403
MANISTEE	316	28	344
MARQUETTE	810	57	867
MASON	41	33	74
MECOSTA	99	4	103
MENOMINEE	27	24	51
MIDLAND	91	10	101
MISSAUKEE	67	4	71
MONROE	198	46	244
MONTCALM	595	14	609
MONTMORENCY	52	23	75
MUSKEGON	1,080	97	1,177
NEWAYGO	75	16	91
OAKLAND	1,253	211	1,464
OCEANA	79	61	140
OGEMAW	87	24	111
ONTONAGON	21	22	43
OSCEOLA	28	2	30
OSCODA	22	4	26
OTSEGO	262	42	304
OTTAWA	178	77	255
OUT OF STATE	37	4	41
PRESQUE ISLE	18	35	53
ROSCOMMON	107	39	146
SAGINAW	881	55	936
SANILAC	46	20	66
SCHOOLCRAFT	30	31	61
SHIAWASSEE	86	7	93
ST CLAIR	261	75	336
ST JOSEPH	79	9	88
TUSCOLA	457	18	475
VAN BUREN	229	42	271
WASHTENAW	1,442	109	1,551
WAYNE	5,070	396	5,466
WEXFORD	166	36	202
WORK AT HOME - MI	906	27	933
<b>Grand Total:</b>	<b>45,144</b>	<b>5,226</b>	<b>50,370</b>

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

Source: Michigan Civil Service Commission HWF55

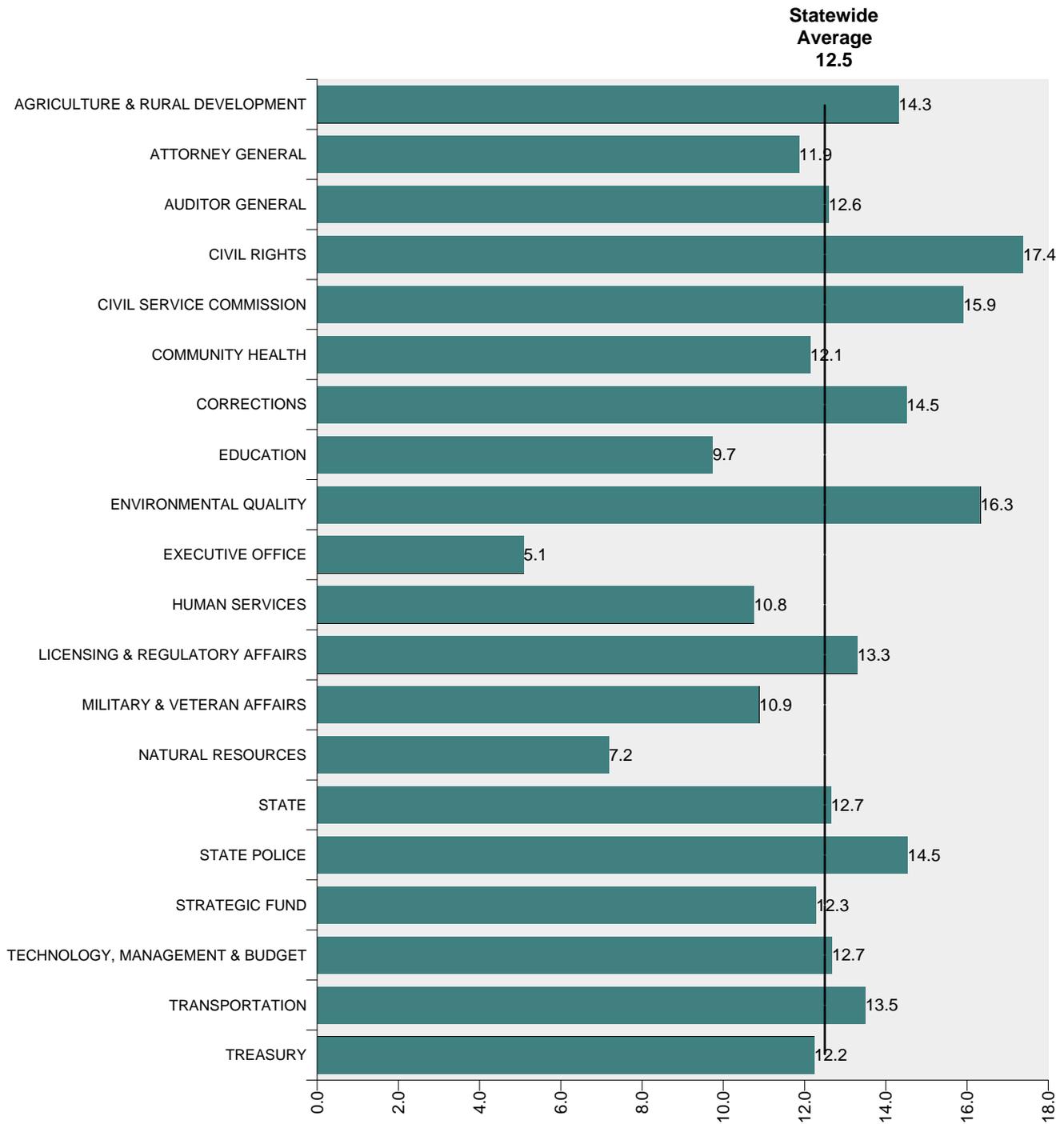
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

# STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: June 22, 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: June 22, 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
<b>AGRICULTURE &amp; RURAL DEVELOPMENT</b>																
00 - 05 YEARS	49	48	3	2	0	1	1	2	0	0	0	0	53	53	0	0
06 - 10 YEARS	21	19	0	2	0	0	0	0	0	0	0	0	21	21	0	0
11 - 15 YEARS	42	45	2	4	1	0	0	2	0	1	0	0	45	52	0	1
16 - 20 YEARS	29	18	1	1	0	1	1	0	0	1	0	0	31	21	0	0
21 - 25 YEARS	34	24	0	2	0	0	0	0	1	1	0	0	35	27	1	1
26 - 30 YEARS	15	15	0	2	0	0	0	0	0	0	0	0	15	17	1	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
<b>DEPARTMENT TOTAL</b>	<b>201</b>	<b>179</b>	<b>7</b>	<b>16</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>214</b>	<b>204</b>	<b>2</b>	<b>7</b>
MORE THAN 10 YEARS:	131	112	4	12	1	1	2	2	2	3	0	0	140	130	2	7
AVERAGE YEARS	14.5	13.7	11.1	18.2	13.0	11.0	20.0	7.5	27.5	18.0	0.0	0.0	14.6	14.0	24.0	27.9

**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: June 22, 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
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	82	82	3	8	0	0	0	2	0	1	0	0	85	93	0	0
06 - 10 YEARS	38	47	6	6	0	0	0	1	0	0	0	0	44	54	1	0
11 - 15 YEARS	16	29	1	4	0	0	0	1	0	2	0	0	17	36	0	0
16 - 20 YEARS	23	19	2	3	0	0	1	1	0	0	0	0	26	23	0	0
21 - 25 YEARS	15	19	0	2	0	0	0	1	1	0	0	0	16	22	0	1
26 - 30 YEARS	17	11	2	3	0	0	0	1	0	0	0	0	19	15	1	1
31 - 35 YEARS	9	7	1	2	0	0	2	1	0	0	0	0	12	10	0	0
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>206</b>	<b>216</b>	<b>15</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>225</b>	<b>255</b>	<b>2</b>	<b>2</b>
MORE THAN 10 YEARS:	86	87	6	14	0	0	3	5	1	2	0	0	96	108	1	2
AVERAGE YEARS	12.0	11.0	13.9	13.3	0.0	0.0	29.0	16.1	25.0	9.7	0.0	0.0	12.4	11.4	16.5	25.5

**DEPARTMENT AVERAGE YEARS 11.9**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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: June 22, 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
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	32	21	0	0	0	0	0	0	0	0	0	0	32	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	15	1	0	0	0	0	0	0	1	0	0	15	16	0	0
16 - 20 YEARS	7	12	0	2	0	0	0	0	0	0	0	0	7	14	0	0
21 - 25 YEARS	0	9	0	0	0	0	0	0	0	0	0	0	0	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	5	1	1	0	0	0	0	0	0	0	0	0	6	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
<b>DEPARTMENT TOTAL</b>	<b>68</b>	<b>73</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>76</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	34	42	4	2	0	0	0	0	0	1	0	0	38	45	0	1
AVERAGE YEARS	11.6	12.6	25.5	18.5	0.0	0.0	0.0	0.0	0.0	13.0	0.0	0.0	12.4	12.8	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: June 22, 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
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	0	6	3	8	0	0	0	2	0	1	0	0	3	17	0	1
06 - 10 YEARS	0	1	0	7	0	0	0	0	0	0	0	0	0	8	0	0
11 - 15 YEARS	4	5	2	8	0	0	0	1	0	0	0	0	6	14	0	0
16 - 20 YEARS	1	1	3	4	0	0	0	1	0	0	0	0	4	6	0	0
21 - 25 YEARS	1	3	0	5	0	0	2	0	0	0	0	0	3	8	0	0
26 - 30 YEARS	1	0	0	1	0	0	0	1	0	0	0	0	1	2	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	3	0	0	1	1	0	0	0	0	2	5	0	0
MORE THAN 40 YEARS	0	2	2	1	0	0	0	0	0	0	0	0	2	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>9</b>	<b>19</b>	<b>10</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>69</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	9	12	7	27	0	0	3	5	0	0	0	0	19	44	0	1
AVERAGE YEARS	20.8	15.3	16.6	17.1	0.0	0.0	28.3	19.3	0.0	0.0	0.0	0.0	19.9	16.6	0.0	19.0

**DEPARTMENT AVERAGE YEARS 17.4**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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: June 22, 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
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	20	66	7	13	0	1	0	2	0	0	0	0	27	82	0	0
06 - 10 YEARS	6	35	3	3	0	0	0	1	0	0	0	0	9	39	0	0
11 - 15 YEARS	8	56	1	9	0	1	0	0	0	3	0	0	9	69	0	1
16 - 20 YEARS	5	29	1	3	0	0	1	0	0	0	0	0	7	32	0	0
21 - 25 YEARS	4	41	0	14	0	2	0	4	0	1	0	0	4	62	0	1
26 - 30 YEARS	3	23	2	11	0	1	1	5	0	0	0	0	6	40	0	2
31 - 35 YEARS	2	17	2	5	1	1	0	1	0	0	0	0	5	24	0	1
36 - 40 YEARS	3	11	2	2	0	0	0	1	0	0	0	0	5	14	0	1
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>51</b>	<b>279</b>	<b>18</b>	<b>61</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>14</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>364</b>	<b>0</b>	<b>6</b>
MORE THAN 10 YEARS:	25	178	8	45	1	5	2	11	0	4	0	0	36	243	0	6
AVERAGE YEARS	12.6	15.5	14.6	18.2	34.0	20.8	23.0	22.9	0.0	16.3	0.0	0.0	13.7	16.4	0.0	27.7

**DEPARTMENT AVERAGE YEARS 15.9**

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: June 22, 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
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	287	539	95	196	3	7	12	18	20	30	0	0	417	790	0	1
06 - 10 YEARS	123	219	35	59	1	2	5	13	4	11	0	0	168	304	0	1
11 - 15 YEARS	112	231	33	81	1	2	6	4	12	10	0	0	164	328	1	2
16 - 20 YEARS	92	134	22	45	2	1	4	3	1	9	0	0	121	192	3	3
21 - 25 YEARS	47	109	22	34	0	1	3	3	2	8	0	0	74	155	4	9
26 - 30 YEARS	47	71	14	27	0	2	3	7	5	5	0	0	69	112	4	8
31 - 35 YEARS	42	73	28	28	0	0	2	1	2	2	0	0	74	104	3	8
36 - 40 YEARS	18	45	7	2	1	2	0	2	2	0	0	0	28	51	3	2
MORE THAN 40 YEARS	5	6	2	0	0	0	0	0	0	0	0	0	7	6	0	0
<b>DEPARTMENT TOTAL</b>	<b>773</b>	<b>1,427</b>	<b>258</b>	<b>472</b>	<b>8</b>	<b>17</b>	<b>35</b>	<b>51</b>	<b>48</b>	<b>75</b>	<b>0</b>	<b>0</b>	<b>1,122</b>	<b>2,042</b>	<b>18</b>	<b>34</b>
MORE THAN 10 YEARS:	363	669	128	217	4	8	18	20	24	34	0	0	537	948	18	32
AVERAGE YEARS	12.3	12.1	13.6	11.4	12.6	13.5	12.9	12.0	12.1	10.9	0.0	0.0	12.6	11.9	27.4	25.9

**DEPARTMENT AVERAGE YEARS 12.1**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: June 22, 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
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,092	901	217	289	32	12	47	28	7	9	0	0	1,395	1,239	2	0
06 - 10 YEARS	680	412	106	164	18	8	23	13	4	8	0	0	831	605	3	1
11 - 15 YEARS	1,914	671	213	228	40	15	49	23	10	5	0	0	2,226	942	3	1
16 - 20 YEARS	1,582	577	173	190	49	10	45	24	9	3	0	0	1,858	804	7	7
21 - 25 YEARS	1,355	370	125	114	46	8	31	10	5	1	0	0	1,562	503	40	20
26 - 30 YEARS	594	167	127	111	11	3	12	2	2	2	0	0	746	285	45	10
31 - 35 YEARS	58	52	15	18	1	1	1	5	0	0	0	0	75	76	9	5
36 - 40 YEARS	30	27	8	8	0	0	0	0	1	0	0	0	39	35	4	0
MORE THAN 40 YEARS	4	3	0	1	0	0	1	0	0	0	0	0	5	4	1	0
<b>DEPARTMENT TOTAL</b>	<b>7,309</b>	<b>3,180</b>	<b>984</b>	<b>1,123</b>	<b>197</b>	<b>57</b>	<b>209</b>	<b>105</b>	<b>38</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>8,737</b>	<b>4,493</b>	<b>114</b>	<b>44</b>
MORE THAN 10 YEARS:	5,537	1,867	661	670	147	37	139	64	27	11	0	0	6,511	2,649	109	43
AVERAGE YEARS	15.4	12.8	14.7	13.6	15.7	13.8	13.8	13.1	14.4	9.7	0.0	0.0	15.3	13.0	25.0	24.1

**DEPARTMENT AVERAGE YEARS 14.5**

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.

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: June 22, 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
<b>EDUCATION</b>																
00 - 05 YEARS	55	154	9	24	0	0	2	3	2	1	1	0	69	182	0	1
06 - 10 YEARS	36	62	3	4	0	0	0	0	0	1	0	1	39	68	0	0
11 - 15 YEARS	18	41	2	2	0	0	1	1	0	0	0	0	21	44	0	0
16 - 20 YEARS	3	23	0	2	0	0	0	1	0	0	0	0	3	26	0	0
21 - 25 YEARS	4	17	0	2	0	0	0	0	0	0	0	0	4	19	0	1
26 - 30 YEARS	1	15	1	3	0	0	0	1	0	1	0	0	2	20	0	0
31 - 35 YEARS	2	11	1	1	0	0	0	1	0	0	0	0	3	13	0	0
36 - 40 YEARS	1	12	0	0	0	0	0	1	0	0	0	0	1	13	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>120</b>	<b>337</b>	<b>16</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>142</b>	<b>387</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	29	121	4	10	0	0	1	5	0	1	0	0	34	137	0	1
AVERAGE YEARS	7.8	10.6	8.3	8.2	0.0	0.0	5.3	16.5	3.5	13.3	2.0	8.0	7.7	10.5	0.0	14.0

**DEPARTMENT AVERAGE YEARS 9.7**

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 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: June 22, 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
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	70	91	1	3	0	0	0	1	1	1	6	2	78	98	0	0
06 - 10 YEARS	81	86	4	1	0	1	1	3	0	1	0	1	86	93	0	0
11 - 15 YEARS	101	101	5	3	0	0	1	3	3	4	0	0	110	111	0	0
16 - 20 YEARS	52	41	0	2	0	0	0	2	6	4	0	0	58	49	0	0
21 - 25 YEARS	133	87	4	7	0	0	4	2	2	3	0	0	143	99	4	2
26 - 30 YEARS	41	36	2	7	0	1	1	1	3	1	0	0	47	46	0	1
31 - 35 YEARS	41	23	2	1	1	0	0	0	0	1	0	0	44	25	2	1
36 - 40 YEARS	15	9	0	0	0	0	0	0	0	0	0	0	15	9	2	1
MORE THAN 40 YEARS	2	1	0	0	0	0	1	0	0	0	0	0	3	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>536</b>	<b>475</b>	<b>18</b>	<b>24</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>12</b>	<b>15</b>	<b>15</b>	<b>6</b>	<b>3</b>	<b>584</b>	<b>531</b>	<b>8</b>	<b>5</b>
MORE THAN 10 YEARS:	385	298	13	20	1	1	7	8	14	13	0	0	420	340	8	5
AVERAGE YEARS	17.4	14.9	17.3	19.9	35.0	18.5	23.0	14.7	18.7	17.7	2.3	5.0	17.4	15.2	28.9	28.4

**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.

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: June 22, 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
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	13	27	0	1	0	0	0	0	0	0	0	0	13	28	0	0
06 - 10 YEARS	3	4	0	0	0	0	0	0	0	0	0	0	3	4	0	0
11 - 15 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	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
<b>DEPARTMENT TOTAL</b>	<b>20</b>	<b>36</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>37</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	4	5	0	0	0	0	0	0	0	0	0	0	4	5	0	0
AVERAGE YEARS	5.2	5.1	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.2	5.0	0.0	0.0

**DEPARTMENT AVERAGE YEARS 5.1**

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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: June 22, 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
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	782	2,925	248	1,475	7	19	38	136	7	23	10	45	1,092	4,623	2	7
06 - 10 YEARS	136	630	42	347	0	4	12	44	4	6	0	3	194	1,034	1	9
11 - 15 YEARS	235	886	66	600	1	10	15	63	1	11	0	1	318	1,571	4	5
16 - 20 YEARS	159	451	67	260	3	8	9	42	3	5	0	0	241	766	5	10
21 - 25 YEARS	111	315	42	220	1	6	13	38	3	10	0	0	170	589	14	20
26 - 30 YEARS	74	171	25	115	2	1	8	17	0	3	0	0	109	307	7	16
31 - 35 YEARS	75	247	22	167	0	4	2	7	1	3	0	0	100	428	4	21
36 - 40 YEARS	61	141	14	82	0	2	2	4	0	0	0	0	77	229	7	15
MORE THAN 40 YEARS	12	19	1	9	0	0	0	0	0	0	0	0	13	28	2	0
<b>DEPARTMENT TOTAL</b>	<b>1,645</b>	<b>5,785</b>	<b>527</b>	<b>3,275</b>	<b>14</b>	<b>54</b>	<b>99</b>	<b>351</b>	<b>19</b>	<b>61</b>	<b>10</b>	<b>49</b>	<b>2,314</b>	<b>9,575</b>	<b>46</b>	<b>103</b>
MORE THAN 10 YEARS:	727	2,230	237	1,453	7	31	49	171	8	32	0	1	1,028	3,918	43	87
AVERAGE YEARS	11.5	10.2	11.4	11.2	11.4	13.5	12.3	11.6	11.8	12.3	0.8	1.3	11.5	10.6	25.3	24.3

**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: June 22, 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
<b>LICENSING &amp; REGULATORY AFFAIRS</b>																
00 - 05 YEARS	260	436	34	108	1	1	10	14	8	10	0	0	313	569	0	2
06 - 10 YEARS	157	250	29	153	1	4	3	4	4	6	0	0	194	417	1	2
11 - 15 YEARS	117	225	24	106	0	2	7	12	2	6	0	0	150	351	0	2
16 - 20 YEARS	90	110	8	33	0	1	2	3	1	1	0	0	101	148	2	4
21 - 25 YEARS	74	113	18	50	0	0	1	9	3	5	0	0	96	177	8	15
26 - 30 YEARS	42	65	18	39	1	4	8	8	2	1	0	0	71	117	4	3
31 - 35 YEARS	37	69	12	38	0	0	2	2	0	2	0	0	51	111	4	9
36 - 40 YEARS	26	47	5	18	1	0	0	0	2	1	0	0	34	66	2	5
MORE THAN 40 YEARS	4	7	2	3	0	0	0	0	0	0	0	0	6	10	1	2
<b>DEPARTMENT TOTAL</b>	<b>807</b>	<b>1,322</b>	<b>150</b>	<b>548</b>	<b>4</b>	<b>12</b>	<b>33</b>	<b>52</b>	<b>22</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>1,016</b>	<b>1,966</b>	<b>22</b>	<b>44</b>
MORE THAN 10 YEARS:	390	636	87	287	2	7	20	34	10	16	0	0	509	980	21	40
AVERAGE YEARS	12.9	12.8	15.8	14.3	18.3	15.7	14.4	14.6	13.1	13.2	0.0	0.0	13.4	13.2	26.6	25.6

**DEPARTMENT AVERAGE YEARS 13.3**

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

Pay End Date: June 22, 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
<b>MILITARY &amp; VETERAN AFFAIRS</b>																
00 - 05 YEARS	176	99	8	14	1	0	3	1	2	4	0	0	190	118	0	0
06 - 10 YEARS	61	52	1	9	0	0	2	0	0	1	0	0	64	62	0	1
11 - 15 YEARS	48	62	5	12	1	0	3	1	0	1	0	0	57	76	0	0
16 - 20 YEARS	32	36	0	6	0	0	2	0	0	0	0	0	34	42	1	1
21 - 25 YEARS	38	32	3	5	0	0	3	0	0	1	0	0	44	38	1	0
26 - 30 YEARS	11	23	1	5	1	2	0	0	0	0	0	0	13	30	2	2
31 - 35 YEARS	5	10	2	0	1	0	0	0	0	0	0	0	8	10	0	2
36 - 40 YEARS	1	1	0	2	0	0	0	0	0	0	0	0	1	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>372</b>	<b>315</b>	<b>20</b>	<b>53</b>	<b>4</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>411</b>	<b>379</b>	<b>4</b>	<b>6</b>
MORE THAN 10 YEARS:	135	164	11	30	3	2	8	1	0	2	0	0	157	199	4	5
AVERAGE YEARS	9.2	12.1	13.0	13.2	19.3	27.0	12.8	8.0	2.5	8.1	0.0	0.0	9.6	12.3	24.0	25.2

**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.

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: June 22, 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
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	1,002	681	20	15	6	5	7	1	4	2	81	55	1,120	759	5	1
06 - 10 YEARS	192	80	2	3	0	0	3	0	2	0	2	0	201	83	1	0
11 - 15 YEARS	214	84	1	1	5	0	2	0	1	1	0	0	223	86	1	2
16 - 20 YEARS	161	56	5	1	1	1	2	0	3	1	0	0	172	59	1	0
21 - 25 YEARS	112	57	4	5	4	1	2	5	0	0	0	0	122	68	3	4
26 - 30 YEARS	79	39	5	0	2	1	1	2	0	0	0	0	87	42	3	1
31 - 35 YEARS	21	17	0	1	2	0	0	0	1	1	0	0	24	19	0	1
36 - 40 YEARS	27	7	0	0	0	1	0	0	0	0	0	0	27	8	0	1
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,812</b>	<b>1,022</b>	<b>37</b>	<b>26</b>	<b>20</b>	<b>9</b>	<b>17</b>	<b>8</b>	<b>11</b>	<b>5</b>	<b>83</b>	<b>55</b>	<b>1,980</b>	<b>1,125</b>	<b>15</b>	<b>10</b>
MORE THAN 10 YEARS:	618	261	15	8	14	4	7	7	5	3	0	0	659	283	9	9
AVERAGE YEARS	8.0	6.2	9.7	8.1	15.1	11.9	9.4	22.0	10.3	12.8	0.3	0.1	7.8	6.1	15.5	22.7

**DEPARTMENT AVERAGE YEARS 7.2**

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: June 22, 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
<b>STATE</b>																
00 - 05 YEARS	90	292	12	109	0	0	5	15	1	5	3	32	111	453	0	0
06 - 10 YEARS	21	111	7	17	0	1	0	6	0	1	0	1	28	137	0	0
11 - 15 YEARS	44	151	3	28	1	3	3	9	1	1	0	0	52	192	1	1
16 - 20 YEARS	16	84	3	25	0	4	0	6	0	2	0	0	19	121	0	2
21 - 25 YEARS	18	89	3	42	0	0	1	13	1	0	0	0	23	144	2	20
26 - 30 YEARS	11	64	6	31	1	0	1	3	1	3	0	0	20	101	2	6
31 - 35 YEARS	14	42	3	11	0	1	0	3	0	0	0	0	17	57	0	1
36 - 40 YEARS	13	27	1	2	0	0	0	2	0	0	0	0	14	31	1	1
MORE THAN 40 YEARS	2	5	0	0	0	0	0	0	0	0	0	0	2	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>229</b>	<b>865</b>	<b>38</b>	<b>265</b>	<b>2</b>	<b>9</b>	<b>10</b>	<b>57</b>	<b>4</b>	<b>12</b>	<b>3</b>	<b>33</b>	<b>286</b>	<b>1,241</b>	<b>6</b>	<b>31</b>
MORE THAN 10 YEARS:	118	462	19	139	2	8	5	36	3	6	0	0	147	651	6	31
AVERAGE YEARS	12.9	12.9	14.3	12.5	19.5	17.9	9.2	14.5	16.3	12.1	1.7	0.7	12.9	12.6	25.0	24.1

**DEPARTMENT AVERAGE YEARS 12.7**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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: June 22, 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
<b>STATE POLICE</b>																
00 - 05 YEARS	377	139	11	5	4	0	11	4	4	3	5	2	412	153	0	0
06 - 10 YEARS	113	99	2	4	0	1	6	4	0	0	0	0	121	108	0	0
11 - 15 YEARS	420	117	7	10	2	1	6	3	2	0	0	0	437	131	0	0
16 - 20 YEARS	418	95	35	5	15	0	13	0	4	1	0	0	485	101	2	0
21 - 25 YEARS	196	63	32	3	2	0	10	1	1	1	0	0	241	68	1	1
26 - 30 YEARS	122	60	23	6	7	0	9	1	0	0	0	0	161	67	3	3
31 - 35 YEARS	20	12	3	2	0	0	0	2	0	0	0	0	23	16	1	1
36 - 40 YEARS	3	15	1	1	0	0	0	0	0	0	0	0	4	16	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,670</b>	<b>600</b>	<b>114</b>	<b>36</b>	<b>30</b>	<b>2</b>	<b>55</b>	<b>15</b>	<b>11</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>1,885</b>	<b>660</b>	<b>7</b>	<b>5</b>
MORE THAN 10 YEARS:	1,180	362	101	27	26	1	38	7	7	2	0	0	1,352	399	7	5
AVERAGE YEARS	14.3	14.1	20.3	16.9	17.9	10.0	15.7	12.7	12.0	9.2	0.8	0.5	14.7	14.1	25.7	27.0

**DEPARTMENT AVERAGE YEARS 14.5**

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.

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: June 22, 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
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	92	108	15	30	1	0	5	10	1	1	0	0	114	149	1	2
06 - 10 YEARS	34	45	4	9	0	0	3	2	0	0	0	0	41	56	0	3
11 - 15 YEARS	29	57	7	14	0	0	3	3	1	2	0	0	40	76	3	1
16 - 20 YEARS	18	32	3	7	0	0	0	2	0	2	0	0	21	43	0	1
21 - 25 YEARS	11	14	5	9	0	0	1	2	0	0	0	0	17	25	1	0
26 - 30 YEARS	7	19	4	5	0	1	2	3	2	1	0	0	15	29	1	2
31 - 35 YEARS	10	22	2	6	0	0	1	3	0	0	0	0	13	31	2	3
36 - 40 YEARS	6	7	0	3	0	0	0	1	0	0	0	0	6	11	2	1
MORE THAN 40 YEARS	1	2	1	0	0	0	0	0	0	0	0	0	2	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>208</b>	<b>306</b>	<b>41</b>	<b>83</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>26</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>269</b>	<b>422</b>	<b>10</b>	<b>13</b>
MORE THAN 10 YEARS:	82	153	22	44	0	1	7	14	3	5	0	0	114	217	9	8
AVERAGE YEARS	10.8	12.5	13.1	13.5	0.0	28.0	12.1	14.8	16.8	15.7	0.0	0.0	11.3	12.9	24.1	19.7

**DEPARTMENT AVERAGE YEARS 12.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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: June 22, 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
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	517	227	37	34	3	1	10	11	53	45	1	2	621	320	0	0
06 - 10 YEARS	188	82	7	12	0	0	3	3	27	24	0	0	225	121	1	1
11 - 15 YEARS	287	157	14	15	2	0	6	3	15	6	0	0	324	181	3	0
16 - 20 YEARS	164	88	6	11	0	1	6	2	7	3	0	0	183	105	0	2
21 - 25 YEARS	103	81	22	12	1	0	6	5	7	5	0	0	139	103	6	6
26 - 30 YEARS	55	53	10	16	0	1	1	2	6	0	0	0	72	72	4	1
31 - 35 YEARS	58	49	10	10	0	0	0	2	0	4	0	0	68	65	6	1
36 - 40 YEARS	35	36	1	1	0	0	3	3	0	0	0	0	39	40	1	4
MORE THAN 40 YEARS	7	4	1	0	0	0	0	2	0	0	0	0	8	6	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,414</b>	<b>777</b>	<b>108</b>	<b>111</b>	<b>6</b>	<b>3</b>	<b>35</b>	<b>33</b>	<b>115</b>	<b>87</b>	<b>1</b>	<b>2</b>	<b>1,679</b>	<b>1,013</b>	<b>21</b>	<b>15</b>
MORE THAN 10 YEARS:	709	468	64	65	3	2	22	19	35	18	0	0	833	572	20	14
AVERAGE YEARS	11.8	14.5	15.2	14.9	8.2	15.3	14.5	16.7	9.0	7.6	0.0	0.0	11.9	14.0	25.9	26.6

**DEPARTMENT AVERAGE YEARS 12.7**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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: June 22, 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
<b>TRANSPORTATION</b>																
00 - 05 YEARS	447	201	23	17	12	5	13	6	4	4	1	0	500	233	0	0
06 - 10 YEARS	364	133	17	13	5	0	4	4	8	7	0	0	398	157	0	0
11 - 15 YEARS	393	124	17	11	1	3	5	2	7	4	0	0	423	144	1	1
16 - 20 YEARS	151	59	10	8	7	2	4	0	2	3	0	0	174	72	1	0
21 - 25 YEARS	237	89	19	11	3	1	5	1	4	3	0	0	268	105	10	5
26 - 30 YEARS	126	53	18	12	3	0	10	1	3	0	0	0	160	66	8	6
31 - 35 YEARS	45	35	6	8	1	0	3	3	1	0	0	0	56	46	4	6
36 - 40 YEARS	37	17	6	3	0	0	4	0	1	0	0	0	48	20	3	4
MORE THAN 40 YEARS	9	2	0	0	0	0	0	0	4	0	0	0	13	2	3	0
<b>DEPARTMENT TOTAL</b>	<b>1,809</b>	<b>713</b>	<b>116</b>	<b>83</b>	<b>32</b>	<b>11</b>	<b>48</b>	<b>17</b>	<b>34</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>2,040</b>	<b>845</b>	<b>30</b>	<b>22</b>
MORE THAN 10 YEARS:	998	379	76	53	15	6	31	7	22	10	0	0	1,142	455	30	22
AVERAGE YEARS	13.1	13.3	16.6	16.8	11.8	9.5	17.3	12.2	18.6	11.6	0.0	0.0	13.5	13.5	29.0	29.2

**DEPARTMENT AVERAGE YEARS 13.5**

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: June 22, 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
<b>TREASURY</b>																
00 - 05 YEARS	182	255	25	48	2	1	3	13	4	7	0	0	216	324	0	0
06 - 10 YEARS	95	190	14	41	1	2	0	4	5	5	0	0	115	242	1	0
11 - 15 YEARS	62	103	9	24	0	0	2	3	5	4	0	0	78	134	0	0
16 - 20 YEARS	49	72	4	15	0	2	1	1	0	1	0	0	54	91	4	1
21 - 25 YEARS	25	37	7	21	0	1	1	7	3	0	0	0	36	66	1	7
26 - 30 YEARS	18	42	12	17	0	0	2	7	2	0	0	0	34	66	2	1
31 - 35 YEARS	10	56	2	15	0	0	2	4	0	0	0	0	14	75	3	1
36 - 40 YEARS	14	22	4	1	0	0	2	0	0	1	0	0	20	24	2	2
MORE THAN 40 YEARS	1	4	0	1	0	0	1	0	0	0	0	0	2	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>456</b>	<b>781</b>	<b>77</b>	<b>183</b>	<b>3</b>	<b>6</b>	<b>14</b>	<b>39</b>	<b>19</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>569</b>	<b>1,027</b>	<b>13</b>	<b>12</b>
MORE THAN 10 YEARS:	179	336	38	94	0	3	11	22	10	6	0	0	238	461	12	12
AVERAGE YEARS	10.6	12.3	13.9	14.1	4.0	12.8	22.0	15.6	13.2	8.6	0.0	0.0	11.4	12.7	26.6	26.4

**DEPARTMENT AVERAGE YEARS 12.2**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: June 22, 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
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	5,625	7,298	771	2,399	72	53	167	269	118	147	108	138	6,861	10,304	10	15
06- 10 YEARS	2,351	2,567	282	854	26	23	65	102	58	71	2	6	2,784	3,623	9	18
11- 15 YEARS	4,081	3,161	413	1,160	55	37	109	134	60	62	0	1	4,718	4,555	17	17
16- 20 YEARS	3,052	1,938	343	623	77	31	91	88	36	36	0	0	3,599	2,716	26	31
21- 25 YEARS	2,519	1,570	306	558	57	20	83	101	33	39	0	0	2,998	2,288	96	113
26- 30 YEARS	1,270	934	272	411	28	17	59	62	26	17	0	0	1,655	1,441	87	66
31- 35 YEARS	461	749	113	321	7	7	15	36	6	13	0	0	602	1,126	38	64
36- 40 YEARS	302	430	49	128	2	5	13	15	6	2	0	0	372	580	27	38
MORE THAN 40 YEARS	54	60	9	16	0	0	3	2	4	0	0	0	70	78	8	2
<b>STATEWIDE TOTAL</b>	<b>19,715</b>	<b>18,707</b>	<b>2,558</b>	<b>6,470</b>	<b>324</b>	<b>193</b>	<b>605</b>	<b>809</b>	<b>347</b>	<b>387</b>	<b>110</b>	<b>145</b>	<b>23,659</b>	<b>26,711</b>	<b>318</b>	<b>364</b>
MORE THAN 10 YEARS	11,739	8,842	1,505	3,217	226	117	373	438	171	169	0	1	14,014	12,784	299	331
AVERAGE YEARS	13.2	11.7	14.2	12.4	15.1	14.1	14.2	13.2	12.4	10.9	0.5	0.8	13.3	11.9	25.4	25.0
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>12.5</b>															

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**  
**Third Quarter of FY 2013**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	14	1.4%
Dismissal	65	6.7%
Expired Appointment	95	9.8%
<b>Total Involuntary Separations</b>	<b>174</b>	<b>17.9%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	304	31.2%
Layoff/Leave of Absence Rights Expired	55	5.6%
Waived Rights Leave of Absence	48	4.9%
Settlement	2	0.2%
<b>Total Voluntary Separations</b>	<b>409</b>	<b>42.0%</b>
<b><i>RETIREMENT</i></b>		
Retirement	381	39.1%
Disability Retirement	4	0.4%
Deferred Retirement	6	0.6%
<b>Total Retirements</b>	<b>391</b>	<b>40.1%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
<b>Undefined Separations</b>	<b>0</b>	<b>0.0%</b>
<b>TOTAL SEPARATIONS</b>	<b>974</b>	<b>100.0%</b>

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 99.3 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 March 31, 2013 Through June 22, 2013

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE & RURAL DEVELOPMENT	1	5	0	0	6	1	0	0	0	0	1	5
ATTORNEY GENERAL	7	0	0	0	7	4	0	0	0	0	4	3
AUDITOR GENERAL	2	4	0	0	6	4	0	0	0	0	4	2
CIVIL RIGHTS	0	0	0	0	0	3	0	0	0	0	3	-3
CIVIL SERVICE COMMISSION	6	6	0	0	12	8	0	0	0	0	8	4
COMMUNITY HEALTH	83	10	2	0	95	44	0	0	3	0	47	48
CORRECTIONS	217	12	2	0	231	242	0	0	4	0	246	-15
EDUCATION	3	1	0	0	4	2	0	0	0	0	2	2
ENVIRONMENTAL QUALITY	15	3	0	0	18	10	0	0	0	0	10	8
EXECUTIVE OFFICE	5	0	0	0	5	0	0	0	0	0	0	5
HUMAN SERVICES	230	4	19	1	254	150	0	0	2	0	152	102
LICENSING & REGULATORY AFFAIRS	12	23	3	0	38	46	0	6	0	0	52	-14
MILITARY & VETERAN AFFAIRS	18	13	1	0	32	16	2	0	1	0	19	13
NATURAL RESOURCES	6	1,409	127	0	1,542	15	0	0	0	0	15	1,527
STATE	3	83	0	0	86	20	0	0	0	0	20	66
STATE POLICE	88	0	0	0	88	24	0	0	0	0	24	64
STRATEGIC FUND	5	2	0	0	7	17	0	0	0	0	17	-10
TECHNOLOGY, MANAGEMENT & BUDGET	57	27	0	1	85	43	0	0	2	0	45	40
TRANSPORTATION	17	245	5	0	267	65	0	0	0	0	65	202
TREASURY	7	11	0	0	18	37	0	0	0	0	37	-19
<b>STATEWIDE TOTALS:</b>	<b>782</b>	<b>1,858</b>	<b>159</b>	<b>2</b>	<b>2,801</b>	<b>751</b>	<b>2</b>	<b>6</b>	<b>12</b>	<b>0</b>	<b>771</b>	<b>2,030</b>

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

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

**Disabled.** Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled” and employees have been permitted to self-identify as “handicapped” or “disabled.” Identification as “handicapped” or “disabled” does not imply that the employee meets the definition of “disabled” in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

**Gender.** Each race/ethnic group is further broken down by gender: male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “EEO-4 Report”). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

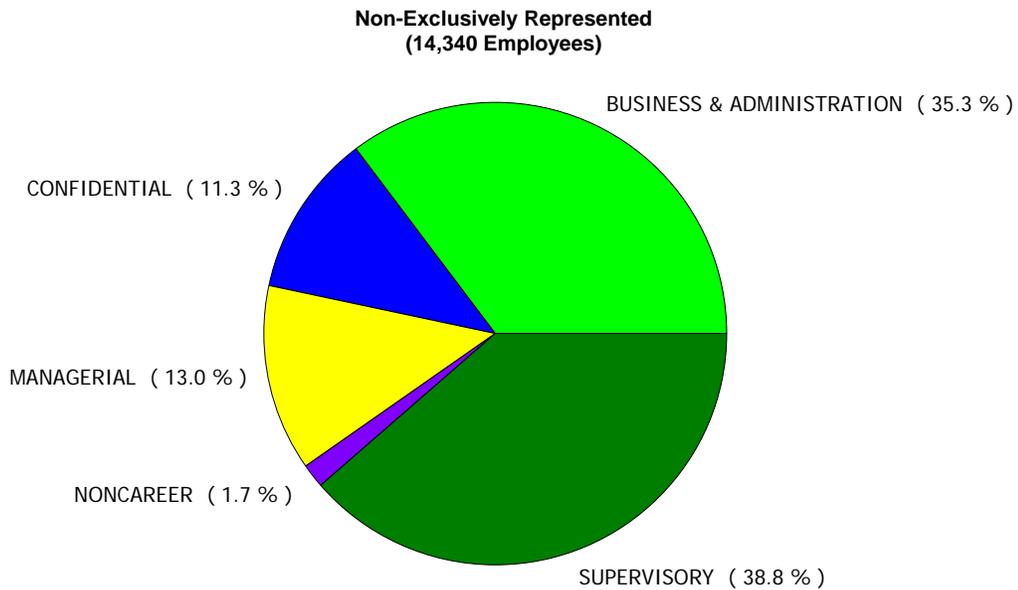
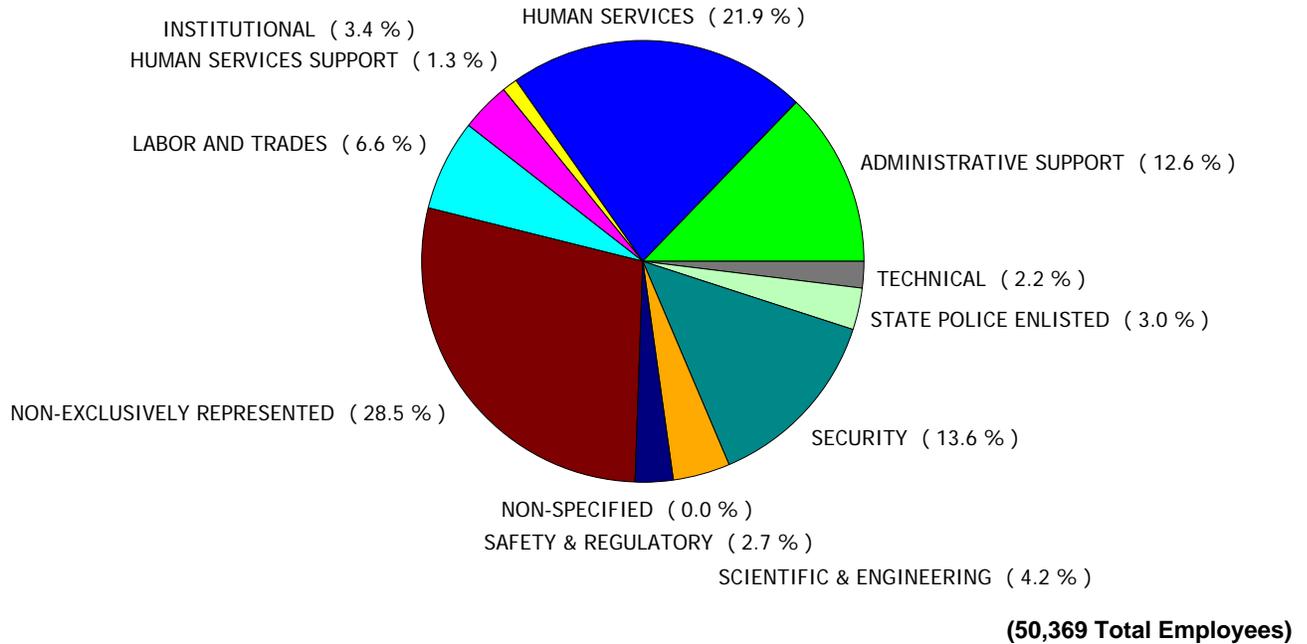
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

**STATE OF MICHIGAN**  
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT**  
**BY BARGAINING UNIT**  
 Fiscal Year 2012 - 2013

Graph 5-1



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 50,369 classified employees, 72 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: June 22, 2013

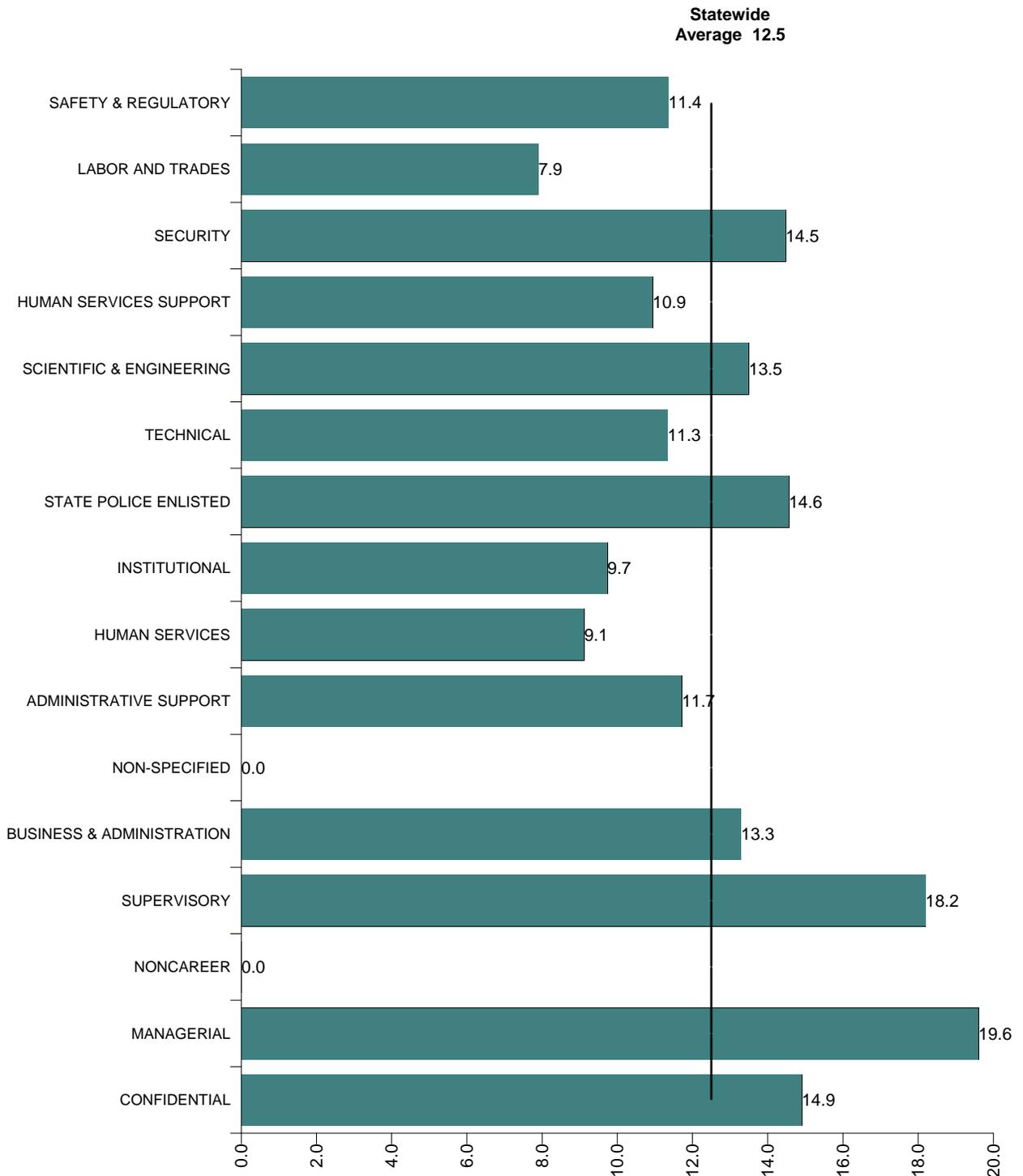
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,350	1,208	89.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,320	3,051	91.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,871	0	0.0	0	0.0	6,579	95.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	666	0	0.0	0	0.0	0	0.0	646	97.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,102	0	0.0	0	0.0	0	0.0	0	0.0	2,025	96.3	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,090	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,033	94.8	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,521	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,357	89.2	0	0.0
U11 INSTITUTIONAL	1,730	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,698	98.2
W22 HUMAN SERVICES	11,025	0	0.0	10,369	94.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,354	0	0.0	5,470	86.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	8	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	5,054	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	5,562	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	240	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	1,858	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	1,618	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>36,029</b>	<b>4,259</b>	<b>11.8</b>	<b>15,839</b>	<b>44.0</b>	<b>6,579</b>	<b>18.3</b>	<b>646</b>	<b>1.8</b>	<b>2,025</b>	<b>5.6</b>	<b>1,033</b>	<b>2.9</b>	<b>1,357</b>	<b>3.8</b>	<b>1,698</b>	<b>4.7</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,340</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>50,369</b>	<b>4,259</b>	<b>8.5</b>	<b>15,839</b>	<b>31.4</b>	<b>6,579</b>	<b>13.1</b>	<b>646</b>	<b>1.3</b>	<b>2,025</b>	<b>4.0</b>	<b>1,033</b>	<b>2.1</b>	<b>1,357</b>	<b>2.7</b>	<b>1,698</b>	<b>3.4</b>

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: June 22, 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: June 22, 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
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	322	76	14	26	1	3	5	0	1	0	4	0	347	105	0	0
06 - 10 YEARS	156	54	7	15	0	1	7	0	2	0	2	0	174	70	0	0
11 - 15 YEARS	176	42	10	21	3	2	6	1	1	0	0	0	196	66	0	0
16 - 20 YEARS	109	24	5	9	2	1	3	0	2	0	0	0	121	34	2	1
21 - 25 YEARS	76	18	10	16	2	1	2	1	1	0	0	0	91	36	4	2
26 - 30 YEARS	38	10	12	10	0	0	4	1	1	0	0	0	55	21	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
<b>BARGAINING UNIT TOTAL</b>	<b>897</b>	<b>227</b>	<b>60</b>	<b>104</b>	<b>8</b>	<b>8</b>	<b>28</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>1,007</b>	<b>343</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	419	97	39	63	7	4	16	4	5	0	0	0	486	168	8	3
AVERAGE YEARS	10.8	10.5	15.7	14.7	14.8	10.1	13.4	23.5	14.4	0.0	3.8	0.0	11.2	11.9	25.6	22.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>11.4</b>														

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: June 22, 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
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	1,131	515	33	12	16	3	11	1	4	2	65	46	1,260	579	4	1
06 - 10 YEARS	289	20	19	3	3	0	3	0	0	0	0	0	314	23	0	0
11 - 15 YEARS	405	19	26	3	8	1	8	0	0	0	0	0	447	23	1	0
16 - 20 YEARS	179	17	9	1	10	0	5	1	0	0	0	0	203	19	4	1
21 - 25 YEARS	165	15	23	3	2	0	7	2	1	0	0	0	198	20	12	1
26 - 30 YEARS	93	7	12	1	2	0	4	0	2	0	0	0	113	8	10	0
31 - 35 YEARS	54	8	6	1	1	0	1	0	1	0	0	0	63	9	4	1
36 - 40 YEARS	31	3	0	0	0	0	4	1	0	0	0	0	35	4	1	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,349</b>	<b>604</b>	<b>128</b>	<b>24</b>	<b>42</b>	<b>4</b>	<b>43</b>	<b>5</b>	<b>8</b>	<b>2</b>	<b>65</b>	<b>46</b>	<b>2,635</b>	<b>685</b>	<b>36</b>	<b>5</b>
MORE THAN 10 YEARS:	929	69	76	9	23	1	29	4	4	0	0	0	1,061	83	32	4
AVERAGE YEARS	9.0	2.8	13.9	9.3	11.0	3.5	16.3	21.6	13.4	0.0	0.0	0.0	9.2	2.9	22.4	22.8
<b>BARGAINING UNIT AVERAGE YEARS 7.9</b>																

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: June 22, 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
<b>C12 - SECURITY</b>																
00 - 05 YEARS	721	159	164	106	27	3	36	7	2	3	0	0	950	278	0	0
06 - 10 YEARS	415	85	58	69	16	4	17	5	3	2	0	0	509	165	1	0
11 - 15 YEARS	1,327	202	149	97	29	6	36	11	6	0	0	0	1,547	316	3	1
16 - 20 YEARS	1,002	193	110	78	35	3	34	6	3	0	0	0	1,184	280	1	1
21 - 25 YEARS	890	94	64	45	32	3	26	4	3	0	0	0	1,015	146	21	9
26 - 30 YEARS	317	20	70	31	5	0	8	0	0	0	0	0	400	51	18	3
31 - 35 YEARS	17	2	5	0	0	0	1	1	0	0	0	0	23	3	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
<b>BARGAINING UNIT TOTAL</b>	<b>4,690</b>	<b>756</b>	<b>622</b>	<b>426</b>	<b>144</b>	<b>19</b>	<b>158</b>	<b>34</b>	<b>17</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>5,631</b>	<b>1,240</b>	<b>45</b>	<b>14</b>
MORE THAN 10 YEARS:	3,554	512	400	251	101	12	105	22	12	0	0	0	4,172	797	44	14
AVERAGE YEARS	15.0	13.2	13.5	12.7	14.7	12.8	13.8	12.7	13.8	4.2	0.0	0.0	14.8	13.0	24.0	23.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.5</b>															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, 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: June 22, 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
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	45	68	14	41	3	0	7	8	0	1	0	0	69	118	1	1
06 - 10 YEARS	28	53	15	92	0	1	4	5	0	2	0	0	47	153	0	2
11 - 15 YEARS	15	52	17	67	1	3	2	5	2	0	0	0	37	127	1	1
16 - 20 YEARS	2	11	0	11	0	0	0	3	0	0	0	0	2	25	0	0
21 - 25 YEARS	6	8	2	13	0	1	1	4	0	0	0	0	9	26	2	1
26 - 30 YEARS	1	11	0	7	0	0	1	3	0	1	0	0	2	22	1	1
31 - 35 YEARS	1	4	0	8	0	1	0	0	0	0	0	0	1	13	0	1
36 - 40 YEARS	1	4	1	7	1	0	0	0	0	0	0	0	3	11	1	2
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>99</b>	<b>212</b>	<b>49</b>	<b>246</b>	<b>5</b>	<b>6</b>	<b>15</b>	<b>28</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>170</b>	<b>496</b>	<b>6</b>	<b>9</b>
MORE THAN 10 YEARS:	26	91	20	113	2	5	4	15	2	1	0	0	54	225	5	6
AVERAGE YEARS	8.5	10.9	9.6	11.9	11.2	17.5	8.3	12.7	11.0	12.5	0.0	0.0	8.9	11.6	21.8	20.4
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>10.9</b>														

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 22, 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
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	223	193	7	7	2	0	6	2	6	6	6	0	250	208	0	0
06 - 10 YEARS	284	151	5	5	0	1	3	2	6	5	0	0	298	164	0	0
11 - 15 YEARS	255	131	7	6	1	0	3	3	11	8	0	0	277	148	0	2
16 - 20 YEARS	144	63	5	3	0	0	1	1	8	7	0	0	158	74	0	0
21 - 25 YEARS	193	98	5	6	1	0	7	1	5	6	0	0	211	111	5	0
26 - 30 YEARS	69	31	6	3	0	3	2	0	3	0	0	0	80	37	2	1
31 - 35 YEARS	39	8	3	1	1	0	1	0	2	0	0	0	46	9	1	0
36 - 40 YEARS	21	0	2	0	0	0	1	0	1	0	0	0	25	0	1	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	3	0	0	0	6	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,231</b>	<b>675</b>	<b>40</b>	<b>31</b>	<b>5</b>	<b>4</b>	<b>24</b>	<b>9</b>	<b>45</b>	<b>32</b>	<b>6</b>	<b>0</b>	<b>1,351</b>	<b>751</b>	<b>10</b>	<b>3</b>
MORE THAN 10 YEARS:	724	331	28	19	3	3	15	5	33	21	0	0	803	379	10	3
AVERAGE YEARS	14.2	11.7	17.3	14.4	16.2	23.3	16.1	11.6	17.6	13.0	2.3	0.0	14.4	11.9	29.4	18.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.5</b>														

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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: June 22, 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
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	264	94	16	7	0	0	5	5	2	2	1	1	288	109	0	0
06 - 10 YEARS	117	53	2	2	2	0	3	0	3	2	0	0	127	57	0	0
11 - 15 YEARS	122	44	1	1	2	0	2	0	2	1	0	0	129	46	0	0
16 - 20 YEARS	68	15	4	1	0	0	2	0	1	1	0	0	75	17	1	0
21 - 25 YEARS	99	19	5	4	0	0	1	0	3	1	0	0	108	24	4	1
26 - 30 YEARS	46	9	8	3	0	1	2	0	0	0	0	0	56	13	1	1
31 - 35 YEARS	9	6	1	2	0	0	2	0	0	0	0	0	12	8	0	1
36 - 40 YEARS	14	2	0	0	0	0	2	0	0	0	0	0	16	2	2	0
MORE THAN 40 YEARS	1	1	0	0	0	0	1	0	0	0	0	0	2	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>740</b>	<b>243</b>	<b>37</b>	<b>20</b>	<b>4</b>	<b>1</b>	<b>20</b>	<b>5</b>	<b>11</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>813</b>	<b>277</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	359	96	19	11	2	1	12	0	6	3	0	0	398	111	8	3
AVERAGE YEARS	11.4	10.0	13.4	15.5	11.3	26.0	17.6	1.4	12.8	11.3	2.0	3.0	11.7	10.3	26.0	27.3

**BARGAINING UNIT AVERAGE YEARS 11.3**

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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: June 22, 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
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	274	23	9	0	4	0	10	0	3	0	5	1	305	24	0	0
06 - 10 YEARS	67	7	2	1	0	0	1	0	0	0	0	0	70	8	0	0
11 - 15 YEARS	327	26	6	2	1	0	6	0	1	0	0	0	341	28	0	0
16 - 20 YEARS	326	51	31	4	14	0	11	0	3	0	0	0	385	55	2	0
21 - 25 YEARS	128	19	24	1	2	0	7	1	1	1	0	0	162	22	0	0
26 - 30 YEARS	62	16	15	0	6	0	7	0	0	0	0	0	90	16	1	0
31 - 35 YEARS	7	1	2	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
<b>BARGAINING UNIT TOTAL</b>	<b>1,193</b>	<b>144</b>	<b>90</b>	<b>9</b>	<b>27</b>	<b>0</b>	<b>42</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>1,365</b>	<b>156</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	852	114	79	8	23	0	31	1	5	1	0	0	990	124	3	0
AVERAGE YEARS	13.9	16.3	19.8	19.0	17.7	0.0	15.7	24.0	11.9	23.0	0.8	1.0	14.3	16.5	22.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.6</b>															

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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: June 22, 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
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	192	310	79	148	1	6	11	8	5	7	0	0	288	479	0	0
06 - 10 YEARS	100	127	21	32	1	1	5	3	0	1	0	0	127	164	0	0
11 - 15 YEARS	96	111	25	47	0	0	5	2	1	5	0	0	127	165	0	0
16 - 20 YEARS	63	56	10	17	1	0	2	2	1	0	0	0	77	75	2	1
21 - 25 YEARS	31	27	11	19	1	0	3	1	1	2	0	0	47	49	0	0
26 - 30 YEARS	25	19	11	10	1	0	0	2	0	0	0	0	37	31	0	2
31 - 35 YEARS	10	11	17	8	1	0	0	0	0	0	0	0	28	19	0	0
36 - 40 YEARS	6	5	1	3	0	0	0	1	0	0	0	0	7	9	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>524</b>	<b>666</b>	<b>175</b>	<b>284</b>	<b>6</b>	<b>7</b>	<b>26</b>	<b>19</b>	<b>8</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>739</b>	<b>991</b>	<b>2</b>	<b>3</b>
MORE THAN 10 YEARS:	232	229	75	104	4	0	10	8	3	7	0	0	324	348	2	3
AVERAGE YEARS	10.8	8.7	11.5	9.2	18.5	2.7	8.9	11.6	8.0	9.1	0.0	0.0	10.9	8.9	17.5	26.0

**BARGAINING UNIT AVERAGE YEARS 9.7**

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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: June 22, 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
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	917	2,962	262	1,418	8	21	39	117	16	29	12	47	1,254	4,594	2	6
06 - 10 YEARS	202	574	55	320	0	3	11	25	3	11	0	1	271	934	2	9
11 - 15 YEARS	327	635	75	463	1	6	16	52	7	13	0	1	426	1,170	4	2
16 - 20 YEARS	313	416	74	217	3	6	12	35	3	10	0	0	405	684	5	7
21 - 25 YEARS	140	217	42	150	2	3	5	24	3	9	0	0	192	403	9	11
26 - 30 YEARS	79	108	24	89	2	0	4	7	1	4	0	0	110	208	6	12
31 - 35 YEARS	54	95	14	79	1	2	1	2	1	3	0	0	71	181	2	10
36 - 40 YEARS	25	43	8	26	0	1	2	1	2	0	0	0	37	71	5	4
MORE THAN 40 YEARS	3	6	1	4	0	0	0	0	0	0	0	0	4	10	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,060</b>	<b>5,056</b>	<b>555</b>	<b>2,766</b>	<b>17</b>	<b>42</b>	<b>90</b>	<b>263</b>	<b>36</b>	<b>79</b>	<b>12</b>	<b>49</b>	<b>2,770</b>	<b>8,255</b>	<b>36</b>	<b>61</b>
MORE THAN 10 YEARS:	941	1,520	238	1,028	9	18	40	121	17	39	0	1	1,245	2,727	32	46
AVERAGE YEARS	10.6	8.1	10.6	9.5	12.6	10.3	10.6	10.2	11.9	11.7	0.7	1.0	10.6	8.6	23.1	21.3

**BARGAINING UNIT AVERAGE YEARS 9.1**

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

Pay End Date: June 22, 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
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	382	1,561	77	398	3	10	17	84	10	14	8	38	497	2,105	2	4
06 - 10 YEARS	70	610	18	103	0	6	1	30	0	4	0	2	89	755	0	6
11 - 15 YEARS	81	698	15	144	2	13	6	31	1	7	0	0	105	893	1	8
16 - 20 YEARS	37	361	6	96	0	7	2	14	0	3	0	0	45	481	2	9
21 - 25 YEARS	31	334	8	93	0	4	2	28	1	4	0	0	42	463	6	42
26 - 30 YEARS	14	217	6	82	0	6	3	16	1	3	0	0	24	324	8	18
31 - 35 YEARS	12	208	6	70	0	2	1	12	0	3	0	0	19	295	2	18
36 - 40 YEARS	7	149	1	31	0	2	1	3	0	1	0	0	9	186	1	12
MORE THAN 40 YEARS	2	12	0	8	0	0	0	0	0	0	0	0	2	20	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>636</b>	<b>4,150</b>	<b>137</b>	<b>1,025</b>	<b>5</b>	<b>50</b>	<b>33</b>	<b>218</b>	<b>13</b>	<b>39</b>	<b>8</b>	<b>40</b>	<b>832</b>	<b>5,522</b>	<b>22</b>	<b>118</b>
MORE THAN 10 YEARS:	184	1,979	42	524	2	34	15	104	3	21	0	0	246	2,662	20	108
AVERAGE YEARS	7.6	12.2	8.7	13.2	5.8	15.5	10.4	12.2	5.3	13.1	0.6	0.9	7.7	12.3	23.7	24.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.7</b>															

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Pay End Date: June 22, 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
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	1	7	0	0	0	0	0	0	0	0	0	0	1	7	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**BARGAINING UNIT AVERAGE YEARS 0.0**

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**STATE OF MICHIGAN**  
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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
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	633	617	47	98	2	2	11	15	48	60	5	0	746	792	0	1
06 - 10 YEARS	293	352	34	95	3	5	3	15	35	33	0	1	368	501	2	1
11 - 15 YEARS	326	455	27	94	2	1	7	14	15	10	0	0	377	574	5	1
16 - 20 YEARS	173	222	17	42	1	3	7	8	9	8	0	0	207	283	2	3
21 - 25 YEARS	113	213	29	55	0	1	3	11	6	6	0	0	151	286	11	23
26 - 30 YEARS	83	147	18	49	0	1	6	15	6	3	0	0	113	215	9	8
31 - 35 YEARS	63	141	14	39	0	0	1	4	0	2	0	0	78	186	9	10
36 - 40 YEARS	43	81	5	10	0	2	2	4	1	0	0	0	51	97	2	3
MORE THAN 40 YEARS	10	16	2	0	0	0	0	1	0	0	0	0	12	17	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,737</b>	<b>2,244</b>	<b>193</b>	<b>482</b>	<b>8</b>	<b>15</b>	<b>40</b>	<b>87</b>	<b>120</b>	<b>122</b>	<b>5</b>	<b>1</b>	<b>2,103</b>	<b>2,951</b>	<b>40</b>	<b>50</b>
MORE THAN 10 YEARS:	811	1,275	112	289	3	8	26	57	37	29	0	0	989	1,658	38	48
AVERAGE YEARS	11.7	14.2	15.4	15.3	8.5	15.9	15.0	16.9	9.7	7.8	0.8	8.0	12.0	14.2	25.2	25.7

**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: June 22, 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
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	174	244	21	79	2	2	4	8	14	14	0	2	215	349	1	0
06 - 10 YEARS	199	276	31	87	1	0	6	11	4	8	0	0	241	382	2	0
11 - 15 YEARS	471	432	46	179	5	3	8	9	12	8	0	0	542	631	2	1
16 - 20 YEARS	477	302	58	112	9	8	7	15	4	5	0	0	555	442	3	4
21 - 25 YEARS	492	271	56	106	14	3	16	13	5	5	0	0	583	398	19	14
26 - 30 YEARS	308	178	63	83	7	5	13	3	9	4	0	0	400	273	21	8
31 - 35 YEARS	103	129	24	57	2	1	4	6	1	0	0	0	134	193	10	15
36 - 40 YEARS	86	61	17	26	0	0	1	2	2	0	0	0	106	89	8	6
MORE THAN 40 YEARS	16	7	3	1	0	0	1	0	1	0	0	0	21	8	3	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,326</b>	<b>1,900</b>	<b>319</b>	<b>730</b>	<b>40</b>	<b>22</b>	<b>60</b>	<b>67</b>	<b>52</b>	<b>44</b>	<b>0</b>	<b>2</b>	<b>2,797</b>	<b>2,765</b>	<b>69</b>	<b>48</b>
MORE THAN 10 YEARS:	1,953	1,380	267	564	37	20	50	48	34	22	0	0	2,341	2,034	66	48
AVERAGE YEARS	19.1	17.0	20.6	17.8	21.4	19.6	20.5	17.4	15.7	11.6	0.0	2.0	19.3	17.1	27.4	28.5

**BARGAINING UNIT AVERAGE YEARS 18.2**

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: June 22, 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
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	111	82	11	15	2	0	3	4	4	3	2	3	133	107	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>111</b>	<b>82</b>	<b>11</b>	<b>15</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>133</b>	<b>107</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**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: June 22, 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
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	124	97	6	8	1	0	0	3	3	1	0	0	134	109	0	1
06 - 10 YEARS	101	64	10	11	0	0	1	1	2	2	0	1	114	79	2	0
11 - 15 YEARS	118	101	4	10	0	0	3	3	1	5	0	0	126	119	0	0
16 - 20 YEARS	142	110	9	11	2	2	4	1	0	1	0	0	157	125	2	2
21 - 25 YEARS	133	121	24	20	1	2	2	3	3	2	0	0	163	148	1	5
26 - 30 YEARS	118	89	20	19	5	1	5	2	3	2	0	0	151	113	6	4
31 - 35 YEARS	66	65	19	28	0	0	2	3	1	4	0	0	88	100	7	2
36 - 40 YEARS	56	30	10	12	1	0	0	1	0	1	0	0	67	44	5	2
MORE THAN 40 YEARS	10	8	1	2	0	0	0	0	0	0	0	0	11	10	2	1
<b>BARGAINING UNIT TOTAL</b>	<b>868</b>	<b>685</b>	<b>103</b>	<b>121</b>	<b>10</b>	<b>5</b>	<b>17</b>	<b>17</b>	<b>13</b>	<b>18</b>	<b>0</b>	<b>1</b>	<b>1,011</b>	<b>847</b>	<b>25</b>	<b>17</b>
MORE THAN 10 YEARS:	643	524	87	102	9	5	16	13	8	15	0	0	763	659	23	16
AVERAGE YEARS	18.9	18.9	24.2	24.1	23.5	22.2	21.9	20.0	17.5	20.6	0.0	9.0	19.5	19.7	30.4	26.8

**BARGAINING UNIT AVERAGE YEARS 19.6**

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 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: June 22, 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
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	111	290	11	36	0	3	2	7	0	5	0	0	124	341	0	1
06 - 10 YEARS	30	141	5	19	0	1	0	5	0	1	0	1	35	168	0	0
11 - 15 YEARS	35	213	5	26	0	2	1	3	0	5	0	0	41	249	0	1
16 - 20 YEARS	17	97	5	21	0	1	1	2	2	1	0	0	25	122	0	2
21 - 25 YEARS	22	116	3	27	0	2	1	8	0	3	0	0	26	156	2	4
26 - 30 YEARS	16	72	7	24	0	0	0	13	0	0	0	0	23	109	3	8
31 - 35 YEARS	11	68	1	23	1	1	0	7	0	1	0	0	13	100	1	6
36 - 40 YEARS	8	50	1	10	0	0	0	2	0	0	0	0	9	62	1	8
MORE THAN 40 YEARS	2	9	1	1	0	0	1	1	0	0	0	0	4	11	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>252</b>	<b>1,056</b>	<b>39</b>	<b>187</b>	<b>1</b>	<b>10</b>	<b>6</b>	<b>48</b>	<b>2</b>	<b>16</b>	<b>0</b>	<b>1</b>	<b>300</b>	<b>1,318</b>	<b>7</b>	<b>30</b>
MORE THAN 10 YEARS:	111	625	23	132	1	6	4	36	2	10	0	0	141	809	7	29
AVERAGE YEARS	11.6	14.8	15.1	18.4	34.0	14.4	16.7	21.5	17.5	13.1	0.0	6.0	12.3	15.5	28.9	29.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.9</b>															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, 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: June 22, 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
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	5,625	7,298	771	2,399	72	53	167	269	118	147	108	138	6,861	10,304	10	15
06- 10 YEARS	2,351	2,567	282	854	26	23	65	102	58	71	2	6	2,784	3,623	9	18
11- 15 YEARS	4,081	3,161	413	1,160	55	37	109	134	60	62	0	1	4,718	4,555	17	17
16- 20 YEARS	3,052	1,938	343	623	77	31	91	88	36	36	0	0	3,599	2,716	26	31
21- 25 YEARS	2,519	1,570	306	558	57	20	83	101	33	39	0	0	2,998	2,288	96	113
26- 30 YEARS	1,269	934	272	411	28	17	59	62	26	17	0	0	1,654	1,441	86	66
31- 35 YEARS	461	749	113	321	7	7	15	36	6	13	0	0	602	1,126	38	64
36- 40 YEARS	302	430	49	128	2	5	13	15	6	2	0	0	372	580	27	38
MORE THAN 40 YEARS	54	60	9	16	0	0	3	2	4	0	0	0	70	78	8	2
<b>STATEWIDE TOTAL</b>	<b>19,714</b>	<b>18,707</b>	<b>2,558</b>	<b>6,470</b>	<b>324</b>	<b>193</b>	<b>605</b>	<b>809</b>	<b>347</b>	<b>387</b>	<b>110</b>	<b>145</b>	<b>23,658</b>	<b>26,711</b>	<b>317</b>	<b>364</b>
MORE THAN 10 YEARS	11,738	8,842	1,505	3,217	226	117	373	438	171	169	0	1	14,013	12,784	298	331
AVERAGE YEARS	13.2	11.7	14.2	12.4	15.1	14.1	14.2	13.2	12.4	10.9	0.5	0.8	13.3	11.9	25.4	25.0

**STATEWIDE TOTAL AVERAGE YEARS 12.5**

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**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: June 22, 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	1,350	2.7 %	44.5	\$24.51	908	67.3 %
A31 - LABOR AND TRADES	3,320	6.6 %	42.8	\$16.78	1,477	44.5 %
C12 - SECURITY	6,871	13.6 %	44.4	\$23.72	5,739	83.5 %
E42 - HUMAN SERVICES SUPPORT	666	1.3 %	48.3	\$23.82	501	75.2 %
H21 - SCIENTIFIC & ENGINEERING	2,102	4.2 %	45.0	\$32.70	1,646	78.3 %
L32 - TECHNICAL	1,090	2.2 %	41.5	\$22.20	692	63.5 %
T01 - STATE POLICE ENLISTED	1,521	3.0 %	40.7	\$30.26	1,209	79.5 %
U11 - INSTITUTIONAL	1,730	3.4 %	44.9	\$20.25	968	56.0 %
W22 - HUMAN SERVICES	11,025	21.9 %	42.9	\$25.55	5,173	46.9 %
W41 - ADMINISTRATIVE SUPPORT	6,354	12.6 %	45.7	\$20.11	3,754	59.1 %
Y00 - NON-SPECIFIED	8	0.0 %	28.3	\$13.62	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,054	10.0 %	46.2	\$30.90	3,516	69.6 %
Y51 - SUPERVISORY	5,562	11.0 %	48.6	\$33.35	4,993	89.8 %
Y52 - NONCAREER	240	0.5 %	26.2	\$13.38	1	0.4 %
Y98 - MANAGERIAL	1,858	3.7 %	51.2	\$48.01	1,617	87.0 %
Y99 - CONFIDENTIAL	1,618	3.2 %	47.0	\$27.46	1,145	70.8 %
<b>STATEWIDE TOTAL</b>	<b>50,369</b>	<b>100.0 %</b>	<b>44.9</b>	<b>\$26.40</b>	<b>33,339</b>	<b>66.2 %</b>

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. This report does not include Y50-Pending Unit Assignment.

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: June 22, 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	1,317	759	58 %	389	30 %	36	3 %	0	0 %	1,185	90 %	24	2 %	9	1 %
A31	LABOR AND TRADES	1,898	941	50 %	805	42 %	17	1 %	0	0 %	1,762	93 %	10	1 %	6	0 %
C12	SECURITY	6,865	3,888	57 %	2,576	38 %	35	1 %	0	0 %	6,457	94 %	131	2 %	9	0 %
E42	HUMAN SERVICES SUPPORT	666	350	53 %	275	41 %	5	1 %	0	0 %	610	92 %	29	4 %	2	0 %
H21	SCIENTIFIC & ENGINEERING	2,096	940	45 %	979	47 %	22	1 %	0	0 %	1,940	93 %	32	2 %	9	0 %
L32	TECHNICAL	857	416	49 %	382	45 %	13	2 %	0	0 %	796	93 %	17	2 %	4	0 %
T01	STATE POLICE ENLISTED	1,521	171	11 %	27	2 %	2	0 %	1,288	85 %	1,485	98 %	5	0 %	3	0 %
U11	INSTITUTIONAL	1,710	944	55 %	632	37 %	10	1 %	0	0 %	1,578	92 %	42	2 %	0	0 %
W22	HUMAN SERVICES	10,910	4,903	45 %	5,116	47 %	115	1 %	0	0 %	9,965	91 %	351	3 %	35	0 %
W41	ADMINISTRATIVE SUPPORT	5,813	2,010	35 %	3,241	56 %	80	1 %	0	0 %	5,225	90 %	190	3 %	18	0 %
Y23	BUSINESS & ADMINISTRATION	5,025	1,599	32 %	2,937	58 %	88	2 %	0	0 %	4,552	91 %	131	3 %	27	1 %
Y51	SUPERVISORY	5,561	2,701	49 %	2,482	45 %	46	1 %	0	0 %	5,185	93 %	101	2 %	10	0 %
Y52	NONCAREER	1	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,858	802	43 %	911	49 %	11	1 %	0	0 %	1,741	94 %	17	1 %	3	0 %
Y99	CONFIDENTIAL	1,583	508	32 %	903	57 %	16	1 %	0	0 %	1,429	90 %	35	2 %	0	0 %
<b>STATEWIDE TOTALS:</b>		<b>47,681</b>	<b>20,932</b>	<b>44 %</b>	<b>21,655</b>	<b>45 %</b>	<b>496</b>	<b>1 %</b>	<b>1,288</b>	<b>3 %</b>	<b>43,911</b>	<b>92 %</b>	<b>1,115</b>	<b>2 %</b>	<b>135</b>	<b>0 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. This report does not include Y50-Pending Unit Assignment.

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: June 22, 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	1,317	1,233	94 %	1,072	81 %	67	5 %	1,241	94 %	64	5 %	61	5 %
A31	LABOR AND TRADES	1,898	1,786	94 %	1,628	86 %	2	0 %	1,833	97 %	60	3 %	4	0 %
C12	SECURITY	6,865	6,605	96 %	6,379	93 %	0	0 %	6,635	97 %	204	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	666	644	97 %	550	83 %	0	0 %	629	94 %	35	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,096	1,988	95 %	1,752	84 %	28	1 %	1,956	93 %	137	7 %	13	1 %
L32	TECHNICAL	857	819	96 %	714	83 %	14	2 %	797	93 %	55	6 %	9	1 %
T01	STATE POLICE ENLISTED	1,521	1,493	98 %	1,700	112 %	944	62 %	1,475	97 %	39	3 %	999	66 %
U11	INSTITUTIONAL	1,710	1,619	95 %	1,483	87 %	4	0 %	1,619	95 %	88	5 %	0	0 %
W22	HUMAN SERVICES	10,910	10,383	95 %	8,932	82 %	0	0 %	10,308	94 %	586	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,813	5,461	94 %	4,825	83 %	102	2 %	5,469	94 %	326	6 %	65	1 %
Y23	BUSINESS & ADMINISTRATION	5,025	4,729	94 %	4,026	80 %	70	1 %	4,727	94 %	291	6 %	44	1 %
Y51	SUPERVISORY	5,561	5,304	95 %	5,223	94 %	135	2 %	5,370	97 %	175	3 %	124	2 %
Y52	NONCAREER	1	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,858	1,765	95 %	1,648	89 %	65	3 %	1,768	95 %	89	5 %	76	4 %
Y99	CONFIDENTIAL	1,583	1,466	93 %	1,314	83 %	15	1 %	1,490	94 %	89	6 %	10	1 %
<b>STATEWIDE TOTALS:</b>		<b>47,681</b>	<b>45,296</b>	<b>95 %</b>	<b>41,246</b>	<b>87 %</b>	<b>1,446</b>	<b>3 %</b>	<b>45,318</b>	<b>95 %</b>	<b>2,238</b>	<b>5 %</b>	<b>1,405</b>	<b>3 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: June 22, 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	418	26	14	0	0	216	8	0	0	1	48	313
ATTORNEY GENERAL	11	480	29	1	0	0	0	0	0	0	0	79	109
AUDITOR GENERAL	03	148	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	91	0	0	0	0	0	0	0	0	37	14	51
CIVIL SERVICE COMMISSION	19	436	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,163	25	81	190	0	102	40	0	776	399	422	2,035
CORRECTIONS	47	13,230	8	571	6,681	0	7	100	0	549	2,347	933	11,196
EDUCATION	31	529	0	2	0	3	0	2	0	18	180	85	290
ENVIRONMENTAL QUALITY	76	1,115	7	2	0	0	697	45	0	0	1	132	884
EXECUTIVE OFFICE	01	57	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,889	193	36	0	53	2	2	0	98	7,712	1,354	9,450
LICENSING AND REGULATORY AFF	64	2,982	278	30	0	536	113	4	0	6	171	603	1,741
MILITARY & VETERAN AFFAIRS	51	790	52	199	0	0	27	13	0	268	27	44	630
NATURAL RESOURCES	75	3,105	504	1,441	0	0	255	157	0	7	126	186	2,676
STATE	23	1,527	14	16	0	0	0	0	0	0	0	1,011	1,041
STATE POLICE	55	2,545	141	10	0	0	112	27	1,521	8	0	220	2,039
STRATEGIC FUND	07	691	0	1	0	74	16	3	0	0	20	93	207
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,692	0	264	0	0	35	67	0	0	1	338	705
TRANSPORTATION	59	2,885	64	639	0	0	518	620	0	0	3	248	2,092
TREASURY	27	1,596	9	11	0	0	2	2	0	0	0	542	566
<b>Grand Total:</b>		<b>50,369</b>	<b>1,350</b>	<b>3,320</b>	<b>6,871</b>	<b>666</b>	<b>2,102</b>	<b>1,090</b>	<b>1,521</b>	<b>1,730</b>	<b>11,025</b>	<b>6,354</b>	<b>36,029</b>

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

Source: Michigan Civil Service Commission HWF05

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
Pay End Date: June 22, 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	418	25	10	19	3	0	48	105
ATTORNEY GENERAL	11	480	28	50	284	0	0	9	371
AUDITOR GENERAL	03	148	0	68	32	7	0	37	144
CIVIL RIGHTS	15	91	1	18	11	0	0	10	40
CIVIL SERVICE COMMISSION	19	436	4	370	50	0	0	12	436
COMMUNITY HEALTH	39	3,163	472	78	177	5	0	396	1,128
CORRECTIONS	47	13,230	177	115	153	1	1	1,587	2,034
EDUCATION	31	529	130	30	28	0	2	49	239
ENVIRONMENTAL QUALITY	76	1,115	52	21	31	7	0	120	231
EXECUTIVE OFFICE	01	57	0	55	2	0	0	0	57
HUMAN SERVICES	43	11,889	582	228	201	0	0	1,428	2,439
LICENSING AND REGULATORY AFF	64	2,982	650	97	193	33	1	267	1,241
MILITARY & VETERAN AFFAIRS	51	790	24	10	18	0	0	108	160
NATURAL RESOURCES	75	3,105	90	27	61	18	0	233	429
STATE	23	1,527	127	53	42	30	0	234	486
STATE POLICE	55	2,545	142	40	104	4	3	213	506
STRATEGIC FUND	07	691	296	41	63	25	0	59	484
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,692	1,361	157	188	56	0	225	1,987
TRANSPORTATION	59	2,885	212	97	85	38	0	361	793
TREASURY	27	1,596	681	53	116	13	1	166	1,030
<b>Grand Total:</b>		<b>50,369</b>	<b>5,054</b>	<b>1,618</b>	<b>1,858</b>	<b>240</b>	<b>8</b>	<b>5,562</b>	<b>14,340</b>

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

Source: Michigan Civil Service Commission HWF06

# **GLOSSARY**

## GLOSSARY

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

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

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

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

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

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

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

**Classified Service** - The Michigan State classified civil service.

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

**Disability** - Disability means any of the following:

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

### **Employee Status Code Descriptions (active employees):**

- AA:** Full-time (Classified)
- AB:** Part-time (Classified)
- AC:** Permanent Intermittent (Classified)
- AD:** Limited Term (Classified)
- AE:** Seasonal (Classified)
- AF:** Unclassified
- AP:** Workers' Compensation
- AQ:** 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.**  
36<sup>th</sup> District Court Judges taking office before 3/31/97.
- 25 Wayne County Retirement System.**  
36<sup>th</sup> District Court Bailiffs.

- 26 **State Employees' Retirement System.**  
Conservation Officers hired before 3/31/97.
- 27 **Michigan Legislative Retirement System.**  
Members taking office after 12/1/94, but before 3/31/97.
- 30 **Michigan Legislative Retirement System.**  
Members who took office 01/01/95.
- 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.