

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2013-14

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

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

Janet McClelland, Acting State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2013-14

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.6
Average Annual Salary ¹	\$56,835
Average Years of Service	13.1

WORK FORCE CHARACTERISTICS

Females	53.6%
Males.....	46.4%
Eligible for Longevity	67.6%
Less than Six Years of Service	31%
Six to Ten Years of Service.....	13.6%
Over Ten Years of Service.....	55.5%
Exclusively Represented for Collective Bargaining.....	70%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.0%
Asian	1.5%
Black	18.3%
Hispanic	2.8%
White	76.2%
Not Disclosed	0.04%

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

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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

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

Pay End Date: December 21, 2013

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	377.0	0.0	3.0	5.0	0.0	17.0	0.0	402.0	0.0	402.0
AGRICULTURE AND RURAL DVLPMNT		377.0	0.0	3.0	5.0	0.0	17.0	0.0	402.0	0.0	402.0
ATY GNRL CENTRAL OFFICE	1101	462.0	1.0	0.0	22.0	0.0	0.0	0.0	485.0	0.0	485.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		473.0	1.0	0.0	23.0	0.0	0.0	0.0	497.0	0.0	497.0
LEGISLATIVE AUDITOR GENERAL	0301	110.0	0.0	8.0	18.0	0.0	4.0	0.0	140.0	0.0	140.0
AUDITOR GENERAL		110.0	0.0	8.0	18.0	0.0	4.0	0.0	140.0	0.0	140.0
CIV RGHT CENTRAL OFFICE	1501	83.0	0.0	0.0	11.0	0.0	0.0	0.0	94.0	0.0	94.0
CIVIL RIGHTS		83.0	0.0	0.0	11.0	0.0	0.0	0.0	94.0	0.0	94.0
CIVIL SERVICE COMMISSION	1901	396.0	3.0	2.0	12.0	0.0	17.0	0.0	430.0	1.5	428.5
CIVIL SERVICE COMMISSION		396.0	3.0	2.0	12.0	0.0	17.0	0.0	430.0	1.5	428.5
DCH-CARO CENTER	3902	342.0	0.0	0.0	1.0	0.0	0.0	2.0	345.0	0.0	345.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,172.0	1.0	3.0	17.0	0.0	37.0	0.0	1,230.0	0.5	1,229.5
DCH-CTR FORENSIC PSYCHIATRY	3920	471.0	2.0	0.0	3.0	0.0	3.0	8.0	487.0	0.0	487.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	174.0	1.0	0.0	27.0	0.0	11.0	0.0	213.0	0.0	213.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	413.0	3.0	0.0	75.0	0.0	0.0	3.0	494.0	0.0	494.0
DCH-OFFICE OF SERVICES TO TH	3970	30.0	0.0	0.0	1.0	0.0	0.0	0.0	31.0	0.0	31.0
DCH-WALTER P. REUTHER PSY HOSP	3945	346.0	0.0	0.0	3.0	0.0	0.0	2.0	351.0	0.0	351.0
OFFICE OF THE INSPECTOR GENERA	3947	33.0	0.0	0.0	1.0	0.0	1.0	0.0	35.0	0.0	35.0
COMMUNITY HEALTH		2,981.0	7.0	3.0	128.0	0.0	52.0	15.0	3,186.0	0.5	3,185.5
DETROIT DETENTION CENTER	4754	57.0	0.0	0.0	0.0	0.0	0.0	0.0	57.0	0.0	57.0
DETROIT REENTRY CENTER	4764	222.0	0.0	0.0	0.0	0.0	3.0	1.0	226.0	0.0	226.0
DOC-ADRIAN/GUS HARRISON FAC	4729	520.0	0.0	1.0	2.0	0.0	0.0	1.0	524.0	0.0	524.0
DOC-ALGER MAX SECURITY CORRECT	4735	257.0	0.0	0.0	2.0	0.0	0.0	1.0	260.0	0.0	260.0
DOC-BARAGA FACILITY	4740	287.0	0.0	0.0	2.0	0.0	2.0	0.0	291.0	0.0	291.0
DOC-BELLAMY CREEK FACILITY	4748	410.0	0.0	0.0	2.0	0.0	0.0	2.0	414.0	0.0	414.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	476.0	1.0	0.0	3.0	0.0	1.0	0.0	481.0	0.0	481.0
DOC-CARSON CITY FAC/CARSON CIT	4731	422.0	0.0	0.0	1.0	0.0	1.0	5.0	429.0	0.0	429.0
DOC-CENTRAL MICHIGAN FACILITY	4744	432.0	0.0	0.0	1.0	0.0	0.0	3.0	436.0	0.0	436.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	447.0	1.0	0.0	1.0	0.0	1.0	0.0	450.0	0.0	450.0
DOC-COOPER STREET FACILITY	4752	396.0	9.0	0.0	1.0	0.0	0.0	0.0	406.0	0.0	406.0
DOC-CORRECTN CENTRAL OFFICE	4702	447.0	0.0	0.0	17.0	0.0	42.0	0.0	506.0	0.0	506.0

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In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: December 21, 2013

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-COTTON FACILITY	4720	425.0	0.0	0.0	1.0	0.0	2.0	1.0	429.0	0.0	429.0
DOC-EGELER FACILITY	4727	579.0	0.0	0.0	1.0	0.0	0.0	2.0	582.0	0.0	582.0
DOC-FIELD OPERATION REGION III	4763	905.0	9.0	2.0	1.0	0.0	0.0	0.0	917.0	0.0	917.0
DOC-FIELD OPERATIONS REGION I	4761	745.0	0.0	1.0	2.0	0.0	0.0	1.0	749.0	0.0	749.0
DOC-HANDLON MI TRAINING UNT	4705	307.0	0.0	0.0	2.0	0.0	0.0	3.0	312.0	0.0	312.0
DOC-HURON VALLEY CORR COMPLEX	4715	557.0	3.0	0.0	1.0	0.0	0.0	2.0	563.0	0.0	563.0
DOC-IONIA MAXIMUM FACILITY	4724	295.0	0.0	0.0	0.0	0.0	2.0	3.0	300.0	0.0	300.0
DOC-JACKSON CENTRAL REGION	4750	121.0	0.0	0.0	0.0	0.0	0.0	0.0	121.0	0.0	121.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	354.0	0.0	0.0	2.0	0.0	0.0	3.0	359.0	0.0	359.0
DOC-LAKELAND MENS FACILITY	4718	284.0	0.0	0.0	1.0	0.0	0.0	0.0	285.0	0.0	285.0
DOC-MACOMB FACILITY	4741	326.0	1.0	0.0	1.0	0.0	0.0	2.0	330.0	0.0	330.0
DOC-MARQUETTE BRANCH PRISON	4706	336.0	0.0	0.0	1.0	0.0	0.0	2.0	339.0	0.0	339.0
DOC-MAXEY CORRECTIONAL	4749	318.0	0.0	0.0	2.0	0.0	0.0	2.0	322.0	0.0	322.0
DOC-MICHIGAN REFORMATORY	4707	318.0	0.0	0.0	1.0	0.0	5.0	1.0	325.0	0.0	325.0
DOC-MICHIGAN STATE INDUSTRIES	4709	88.0	0.0	0.0	0.0	0.0	0.0	0.0	88.0	0.0	88.0
DOC-MUSKEGON FACILITY	4704	220.0	0.0	0.0	1.0	0.0	0.0	0.0	221.0	0.0	221.0
DOC-NEWBERRY FACILITY	4743	213.0	0.0	2.0	2.0	0.0	1.0	0.0	218.0	0.0	218.0
DOC-OAKS FACILITY	4739	295.0	2.0	0.0	0.0	0.0	1.0	2.0	300.0	0.0	300.0
DOC-OJIBWAY FACILITY	4746	206.0	1.0	0.0	3.0	0.0	1.0	0.0	211.0	0.0	211.0
DOC-PARNALL FACILITY	4751	279.0	0.0	1.0	0.0	0.0	0.0	1.0	281.0	0.0	281.0
DOC-PUGSLEY FACILITY	4745	237.0	1.0	0.0	1.0	0.0	2.0	1.0	242.0	0.0	242.0
DOC-SAGINAW FACILITY	4742	300.0	1.0	0.0	2.0	0.0	2.0	4.0	309.0	0.0	309.0
DOC-ST. LOUIS FACILITY	4733	324.0	0.0	0.0	1.0	0.0	0.0	1.0	326.0	0.0	326.0
DOC-THUMB FACILITY	4725	293.0	0.0	0.0	2.0	0.0	0.0	0.0	295.0	0.0	295.0
NTHRN REGION ADMIN AND SUPPORT	4714	38.0	0.0	0.0	2.0	0.0	0.0	0.0	40.0	0.0	40.0
SOUTHERN REGION - IONIA	4711	48.0	0.0	0.0	0.0	0.0	0.0	0.0	48.0	0.0	48.0
CORRECTIONS		12,784.0	29.0	7.0	62.0	0.0	66.0	44.0	12,992.0	0.0	12,992.0
EDUCATION	3103	436.0	5.0	3.0	12.0	53.0	14.0	0.0	523.0	0.5	522.5
EDUCATION		436.0	5.0	3.0	12.0	53.0	14.0	0.0	523.0	0.5	522.5
DEQ-ENVIRONMENTAL QUALITY	7601	1,051.0	5.0	16.0	32.0	0.0	14.0	0.0	1,118.0	2.5	1,115.5
ENVIRONMENTAL QUALITY		1,051.0	5.0	16.0	32.0	0.0	14.0	0.0	1,118.0	2.5	1,115.5
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
EXECUTIVE OFFICE		0.0	0.0	0.0	57.0	0.0	0.0	0.0	57.0	0.0	57.0

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DHS-BERRIEN COUNTY	4322	155.0	0.0	0.0	3.0	3.0	0.0	1.0	162.0	0.0	162.0
DHS-CALHOUN COUNTY	4323	148.0	0.0	0.0	13.0	0.0	0.0	0.0	161.0	0.0	161.0
DHS-COUNTIES	4308	2,786.0	2.0	0.0	101.0	20.0	0.0	0.0	2,909.0	0.0	2,909.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,636.0	4.0	17.0	141.0	43.0	6.0	0.0	2,847.0	0.0	2,847.0
DHS-GENESEE COUNTY	4302	499.0	0.0	0.0	9.0	0.0	0.0	0.0	508.0	0.0	508.0
DHS-INGHAM COUNTY	4312	257.0	0.0	0.0	15.0	0.0	0.0	1.0	273.0	0.0	273.0
DHS - INSTITUTIONS	4307	53.0	0.0	8.0	13.0	0.0	0.0	0.0	74.0	0.0	74.0
DHS-JACKSON COUNTY	4315	153.0	0.0	0.0	18.0	0.0	0.0	0.0	171.0	0.0	171.0
DHS-KALAMAZOO COUNTY	4314	253.0	0.0	0.0	7.0	0.0	0.0	0.0	260.0	0.0	260.0
DHS-KENT COUNTY	4303	457.0	0.0	0.0	15.0	2.0	0.0	0.0	474.0	2.5	471.5
DHS-MACOMB COUNTY	4304	504.0	0.0	0.0	4.0	0.0	0.0	0.0	508.0	3.0	505.0
DHS-MAXEY TRAINING SCHOOL	4311	66.0	0.0	0.0	1.0	0.0	0.0	0.0	67.0	0.0	67.0
DHS-MUSKEGON COUNTY	4324	249.0	0.0	0.0	10.0	0.0	0.0	0.0	259.0	0.0	259.0
DHS-OAKLAND COUNTY	4305	578.0	0.0	0.0	10.0	0.0	0.0	0.0	588.0	0.0	588.0
DHS-SAGINAW COUNTY	4313	212.0	0.0	0.0	5.0	0.0	0.0	0.0	217.0	0.0	217.0
DHS-WASHTENAW	4325	154.0	0.0	0.0	16.0	0.0	0.0	0.0	170.0	0.0	170.0
DHS-WAYNE COUNTY DSS	4306	107.0	0.0	0.0	3.0	0.0	0.0	0.0	110.0	0.0	110.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	547.0	0.0	0.0	3.0	0.0	0.0	0.0	550.0	0.0	550.0
DHS-WAYNE COUNTY ZONE 3	4318	436.0	0.0	0.0	34.0	0.0	0.0	0.0	470.0	0.0	470.0
DHS-WAYNE COUNTY ZONE 4	4319	448.0	0.0	0.0	21.0	0.0	0.0	0.0	469.0	0.0	469.0
DHS-WAYNE COUNTY ZONE L	4316	290.0	0.0	0.0	12.0	0.0	0.0	1.0	303.0	0.0	303.0
HUMAN SERVICES		10,988.0	6.0	25.0	454.0	68.0	6.0	3.0	11,550.0	5.5	11,544.5
DEPT OF INS AND FIN SERVICE	6501	287.0	3.0	0.0	16.0	0.0	9.0	0.0	315.0	0.0	315.0
INSURANCE AND FINANCIAL SERV		287.0	3.0	0.0	16.0	0.0	9.0	0.0	315.0	0.0	315.0
LICENSING AND REGULATORY AFF	6401	2,388.0	4.0	4.0	153.0	0.0	97.0	1.0	2,647.0	1.0	2,646.0
LICENSING & REGULATORY AFFAIRS		2,388.0	4.0	4.0	153.0	0.0	97.0	1.0	2,647.0	1.0	2,646.0
D.J. JACOBETTI HOME FOR VETERA	5103	149.0	3.0	1.0	3.0	0.0	2.0	0.0	158.0	0.5	157.5
GRAND RAPIDS HOME FOR VETERANS	5102	245.0	1.0	16.0	2.0	1.0	20.0	2.0	287.0	0.0	287.0
MIL AFFR CENTRAL OFFICE	5101	248.0	0.0	3.0	36.0	28.0	43.0	0.0	358.0	0.0	358.0
MILITARY & VETERAN AFFAIRS		642.0	4.0	20.0	41.0	29.0	65.0	2.0	803.0	0.5	802.5
DNR-NATURAL RESOURCES	7501	1,235.0	1.0	52.0	18.0	50.0	143.0	1.0	1,500.0	0.0	1,500.0
NATURAL RESOURCES		1,235.0	1.0	52.0	18.0	50.0	143.0	1.0	1,500.0	0.0	1,500.0

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DEPARTMENT OF STATE	2301	1,160.0	0.0	89.0	54.0	0.0	250.0	1.0	1,554.0	0.0	1,554.0
STATE		1,160.0	0.0	89.0	54.0	0.0	250.0	1.0	1,554.0	0.0	1,554.0
STATE POLICE	5501	2,472.0	19.0	4.0	25.0	0.0	8.0	6.0	2,534.0	1.0	2,533.0
STATE POLICE		2,472.0	19.0	4.0	25.0	0.0	8.0	6.0	2,534.0	1.0	2,533.0
MSF-WORKFORCE DEVELOPMENT AGY	0742	173.0	2.0	0.0	9.0	0.0	5.0	0.0	189.0	0.0	189.0
MSHDA	6305	277.0	4.0	5.0	10.0	0.0	24.0	0.0	320.0	1.0	319.0
STATE LAND BANK AUTHORITY	6306	3.0	0.0	0.0	5.0	0.0	0.0	0.0	8.0	0.0	8.0
STRATEGIC FUND	0740	139.0	0.0	0.0	10.0	0.0	1.0	0.0	150.0	0.0	150.0
STRATEGIC FUND		592.0	6.0	5.0	34.0	0.0	30.0	0.0	667.0	1.0	666.0
DTMB - CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,619.0	4.0	0.0	34.0	0.0	89.0	0.0	1,746.0	0.0	1,746.0
TECH, MGMT AND BUDGET - MB	0701	904.0	10.0	1.0	41.0	0.0	38.0	2.0	996.0	2.5	993.5
TECHNOLOGY, MANAGEMENT & BUDGET		2,523.0	14.0	1.0	76.0	0.0	127.0	2.0	2,743.0	2.5	2,740.5
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	11.0	0.0	42.0	0.0	42.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	21.0	6.0	0.0	18.0	0.0	83.0	0.0	83.0
TRANSPORTATION CENTRAL OFFICE	5901	2,317.0	6.0	21.0	78.0	5.0	199.0	11.0	2,637.0	4.5	2,632.5
TRANSPORTATION		2,386.0	6.0	42.0	84.0	5.0	228.0	11.0	2,762.0	4.5	2,757.5
BUREAU OF STATE LOTTERY	2795	171.0	0.0	0.0	2.0	0.0	23.0	1.0	197.0	0.0	197.0
GAMING CONTROL	2707	108.0	0.0	4.0	13.0	0.0	11.0	0.0	136.0	0.0	136.0
TREASURY CENTRAL PAYROLL	2701	1,210.0	2.0	4.0	55.0	0.0	43.0	0.0	1,314.0	0.0	1,314.0
TREASURY		1,489.0	2.0	8.0	70.0	0.0	77.0	1.0	1,647.0	0.0	1,647.0
STATEWIDE TOTAL		44,853.0	115.0	292.0	1,385.0	205.0	1,224.0	87.0	48,161.0	21.0	48,140.0

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

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF04

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2014 Appropriated (A)	FTE Positions 12/21/2013 (B)	FTE Positions 9/28/2013 (C)	Difference 12/21/2013 and 9/28/2013 (B-C)	Difference 12/21/2013 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	434.0	387.7	394.1	-6.5	-46.3
Overtime	0.0	0.1	0.4	-0.3	0.1
Total	434.0	387.8	394.5	-6.8	-46.2
ATTORNEY GENERAL					
Regular	511.0	494.5	488.0	6.5	-16.5
Overtime	0.0	0.0	0.3	-0.3	0.0
Total	511.0	494.5	488.4	6.2	-16.5
AUDITOR GENERAL					
Regular	0.0	136.3	138.0	-1.7	136.3
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	136.3	138.0	-1.7	136.3
CIVIL RIGHTS					
Regular	122.0	93.2	85.6	7.5	-28.8
Overtime	0.0	0.0	0.0	0.0	0.0
Total	122.0	93.2	85.6	7.5	-28.8
CIVIL SERVICE COMMISSION					
Regular	446.0	420.1	421.4	-1.3	-25.9
Overtime	0.0	1.4	1.4	-0.0	1.4
Total	446.0	421.5	422.9	-1.4	-24.5
COMMUNITY HEALTH					
Regular	3,585.6	3,148.0	3,119.6	28.4	-437.6
Overtime	0.0	129.7	124.8	4.9	129.7
Total	3,585.6	3,277.7	3,244.4	33.4	-307.9

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Appropriated Position Figures are provided by DTMB, State Budget Office.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2014 Appropriated (A)	FTE Positions 12/21/2013 (B)	FTE Positions 9/28/2013 (C)	Difference 12/21/2013 and 9/28/2013 (B-C)	Difference 12/21/2013 and Appropriated (B-A)
CORRECTIONS					
Regular	14,543.6	13,024.4	13,017.4	7.0	-1,519.2
Overtime	0.0	633.8	526.3	107.5	633.8
Total	14,543.6	13,658.2	13,543.7	114.5	-885.4
EDUCATION					
Regular	587.5	511.8	513.2	-1.4	-75.7
Overtime	0.0	2.0	0.2	1.8	2.0
Total	587.5	513.8	513.4	0.4	-73.7
ENVIRONMENTAL QUALITY					
Regular	1,281.5	1,096.4	1,094.6	1.8	-185.1
Overtime	0.0	1.0	1.6	-0.6	1.0
Total	1,281.5	1,097.4	1,096.2	1.3	-184.1
EXECUTIVE OFFICE					
Regular	74.2	56.1	56.9	-0.9	-18.2
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	56.1	56.9	-0.9	-18.2
HUMAN SERVICES					
Regular	12,144.5	11,486.3	11,689.6	-203.2	-658.2
Overtime	0.0	46.0	70.9	-25.0	46.0
Total	12,144.5	11,532.3	11,760.5	-228.2	-612.2
INSURANCE AND FINANCIAL SERV					
Regular	337.0	308.3	0.0	308.3	-28.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	337.0	308.3	0.0	308.3	-28.7

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Appropriated Position Figures are provided by DTMB, State Budget Office.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2014 Appropriated (A)	FTE Positions 12/21/2013 (B)	FTE Positions 9/28/2013 (C)	Difference 12/21/2013 and 9/28/2013 (B-C)	Difference 12/21/2013 and Appropriated (B-A)
LICENSING AND REGULATORY AFF					
Regular	2,913.0	2,598.8	2,910.0	-311.3	-314.2
Overtime	0.0	3.7	14.3	-10.6	3.7
Total	2,913.0	2,602.5	2,924.4	-321.9	-310.5
MILITARY & VETERAN AFFAIRS					
Regular	889.5	749.5	742.6	6.9	-140.0
Overtime	0.0	23.9	23.3	0.6	23.9
Total	889.5	773.4	765.9	7.5	-116.1
NATURAL RESOURCES					
Regular	2,134.3	1,395.9	2,179.3	-783.4	-738.4
Overtime	0.0	1.3	11.9	-10.6	1.3
Total	2,134.3	1,397.2	2,191.2	-794.0	-737.1
STATE					
Regular	1,562.0	1,390.7	1,400.6	-9.9	-171.3
Overtime	0.0	2.3	26.8	-24.5	2.3
Total	1,562.0	1,393.0	1,427.4	-34.5	-169.0
STATE POLICE					
Regular	2,931.0	2,509.6	2,509.3	0.3	-421.4
Overtime	0.0	89.0	227.3	-138.3	89.0
Total	2,931.0	2,598.6	2,736.6	-138.0	-332.4
STRATEGIC FUND					
Regular	756.0	650.6	664.9	-14.3	-105.4
Overtime	0.0	0.8	0.8	-0.0	0.8
Total	756.0	651.4	665.7	-14.4	-104.6

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Appropriated Position Figures are provided by DTMB, State Budget Office.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2014 Appropriated (A)	FTE Positions 12/21/2013 (B)	FTE Positions 9/28/2013 (C)	Difference 12/21/2013 and 9/28/2013 (B-C)	Difference 12/21/2013 and Appropriated (B-A)
TECH, MGMT AND BUDGET					
Regular	2,370.0	2,699.6	2,673.2	26.4	329.6
Overtime	0.0	47.7	42.2	5.5	47.7
Total	2,370.0	2,747.4	2,715.4	32.0	377.4
TRANSPORTATION					
Regular	2,912.3	2,661.3	2,617.9	43.4	-251.0
Overtime	0.0	144.0	132.7	11.3	144.0
Total	2,912.3	2,805.3	2,750.6	54.7	-107.0
TREASURY					
Regular	1,774.5	1,615.2	1,581.4	33.8	-159.3
Overtime	0.0	4.7	18.0	-13.4	4.7
Total	1,774.5	1,619.9	1,599.5	20.4	-154.6
STATEWIDE TOTALS					
Total Regular	52,309.5	47,434.3	48,297.9	-863.6	-4,875.2
Total Overtime	0.0	1,131.3	1,223.3	-92.0	1,131.3
Grand Total	52,309.5	48,565.6	49,521.1	-955.6	-3,743.9

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Appropriated Position Figures are provided by DTMB, State Budget Office.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission MPR-0159

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

Department	September 28, 2013		December 21, 2013	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLP MNT	408.0	0.8 %	402.0	0.8 %
ATTORNEY GENERAL	490.0	1.0 %	497.0	1.0 %
AUDITOR GENERAL	142.0	0.3 %	140.0	0.3 %
CIVIL RIGHTS	88.0	0.2 %	94.0	0.2 %
CIVIL SERVICE COMMISSION	432.5	0.9 %	428.5	0.9 %
COMMUNITY HEALTH	3,163.5	6.4 %	3,185.5	6.6 %
CORRECTIONS	12,978.0	26.3 %	12,992.0	27.0 %
EDUCATION	527.5	1.1 %	522.5	1.1 %
ENVIRONMENTAL QUALITY	1,115.5	2.3 %	1,115.5	2.3 %
EXECUTIVE OFFICE	57.0	0.1 %	57.0	0.1 %
HUMAN SERVICES	11,752.5	23.8 %	11,544.5	24.0 %
INSURANCE AND FINANCIAL SERV	0	0	315.0	0.7 %
LICENSING & REGULATORY AFFAIRS	2,972.0	6.0 %	2,646.0	5.5 %
MILITARY & VETERAN AFFAIRS	801.5	1.6 %	802.5	1.7 %
NATURAL RESOURCES	2,651.0	5.4 %	1,500.0	3.1 %
STATE	1,527.0	3.1 %	1,554.0	3.2 %
STATE POLICE	2,531.0	5.1 %	2,533.0	5.3 %
STRATEGIC FUND	680.0	1.4 %	666.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,716.5	5.5 %	2,740.5	5.7 %
TRANSPORTATION	2,714.5	5.5 %	2,757.5	5.7 %
TREASURY	1,606.0	3.3 %	1,647.0	3.4 %
TOTAL:	49,354.0	100.0 %	48,140.0	100.0 %

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

Statewide, the number of classified employees decreased by 1,214 from September 28, 2013 to December 21, 2013.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 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: December 21, 2013

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	6	394.8
ATTORNEY GENERAL	6	496.3
AUDITOR GENERAL	6	137.5
CIVIL RIGHTS	6	90.0
CIVIL SERVICE COMMISSION	6	416.5
COMMUNITY HEALTH	6	3,129.7
CORRECTIONS	6	13,051.0
EDUCATION	6	515.7
ENVIRONMENTAL QUALITY	6	1,101.2
EXECUTIVE OFFICE	6	56.8
HUMAN SERVICES	6	11,639.3
INSURANCE AND FINANCIAL SERV	5	255.0
LICENSING & REGULATORY AFFAIRS	6	2,606.2
MILITARY & VETERAN AFFAIRS	6	766.2
NATURAL RESOURCES	6	1,482.2
STATE	6	1,299.2
STATE POLICE	6	2,521.5
STRATEGIC FUND	6	640.0
TECHNOLOGY, MANAGEMENT & BUDGET	6	2,652.7
TRANSPORTATION	6	2,573.0
TREASURY	6	1,573.5
	Sum:	47,398.2

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 77 percent 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.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT
Pay End Date: December 21, 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	402	0.8 %	48.7	\$30.62	306	76.1 %
ATTORNEY GENERAL	497	1.0 %	47.2	\$38.74	300	60.4 %
AUDITOR GENERAL	140	0.3 %	40.2	\$36.22	93	66.4 %
CIVIL RIGHTS	94	0.2 %	48.1	\$30.34	69	73.4 %
CIVIL SERVICE COMMISSION	430	0.9 %	46.4	\$29.89	316	73.5 %
COMMUNITY HEALTH	3,186	6.6 %	47.1	\$28.13	1,951	61.2 %
CORRECTIONS	12,992	27.0 %	45.7	\$25.68	10,304	79.3 %
EDUCATION	523	1.1 %	48.7	\$32.39	281	53.7 %
ENVIRONMENTAL QUALITY	1,118	2.3 %	48.3	\$31.78	928	83.0 %
EXECUTIVE OFFICE	57	0.1 %	39.0	\$35.39	15	26.3 %
HUMAN SERVICES	11,550	24.0 %	43.9	\$25.42	6,024	52.2 %
INSURANCE AND FINANCIAL SERV	315	0.7 %	43.1	\$32.75	202	64.1 %
LICENSING & REGULATORY AFFAIRS	2,647	5.5 %	48.3	\$28.77	1,869	70.6 %
MILITARY & VETERAN AFFAIRS	803	1.7 %	46.8	\$24.00	497	61.9 %
NATURAL RESOURCES	1,500	3.1 %	45.8	\$26.71	1,134	75.6 %
STATE	1,554	3.2 %	45.3	\$22.10	944	60.7 %
STATE POLICE	2,534	5.3 %	42.9	\$30.70	1,987	78.4 %
STRATEGIC FUND	667	1.4 %	46.5	\$30.94	436	65.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,743	5.7 %	46.7	\$30.92	1,753	63.9 %
TRANSPORTATION	2,762	5.7 %	46.3	\$28.01	2,108	76.3 %
TREASURY	1,647	3.4 %	45.4	\$28.31	1,044	63.4 %
STATEWIDE TOTALS:	48,161	100.0 %	45.6	\$27.22	32,561	67.6 %

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. Noncareer positions are not eligible for longevity and are therefore not included in those counts. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: December 21, 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	385	172	45 %	188	49 %	4	1 %	0	0 %	360	94 %	7	2 %	1	0 %	
ATTORNEY GENERAL	497	188	38 %	248	50 %	8	2 %	0	0 %	456	92 %	6	1 %	3	1 %	
AUDITOR GENERAL	136	32	24 %	87	64 %	4	3 %	0	0 %	126	93 %	0	0 %	0	0 %	
CIVIL RIGHTS	94	41	44 %	44	47 %	5	5 %	0	0 %	85	90 %	5	5 %	0	0 %	
CIVIL SERVICE COMMISSION	413	107	26 %	260	63 %	3	1 %	0	0 %	376	91 %	4	1 %	1	0 %	
COMMUNITY HEALTH	3,134	1,421	45 %	1,474	47 %	33	1 %	0	0 %	2,881	92 %	92	3 %	13	0 %	
CORRECTIONS	12,926	6,772	52 %	5,218	40 %	80	1 %	0	0 %	11,991	93 %	258	2 %	21	0 %	
EDUCATION	509	218	43 %	228	45 %	8	2 %	0	0 %	457	90 %	9	2 %	5	1 %	
ENVIRONMENTAL QUALITY	1,104	411	37 %	586	53 %	14	1 %	0	0 %	1,009	91 %	16	1 %	5	0 %	
EXECUTIVE OFFICE	57	26	46 %	18	32 %	1	2 %	0	0 %	50	88 %	0	0 %	0	0 %	
HUMAN SERVICES	11,544	4,829	42 %	5,871	51 %	88	1 %	0	0 %	10,608	92 %	378	3 %	29	0 %	
INSURANCE AND FINANCIAL SERV	306	94	31 %	191	62 %	5	2 %	0	0 %	282	92 %	7	2 %	1	0 %	
LICENSING & REGULATORY AFFAIRS	2,550	1,000	39 %	1,341	53 %	29	1 %	0	0 %	2,327	91 %	84	3 %	10	0 %	
MILITARY & VETERAN AFFAIRS	738	348	47 %	319	43 %	11	1 %	0	0 %	693	94 %	3	0 %	4	1 %	
NATURAL RESOURCES	1,357	821	61 %	434	32 %	12	1 %	0	0 %	1,279	94 %	8	1 %	2	0 %	
STATE	1,304	525	40 %	679	52 %	14	1 %	0	0 %	1,202	92 %	38	3 %	4	0 %	
STATE POLICE	2,526	667	26 %	470	19 %	13	1 %	1,266	50 %	2,418	96 %	20	1 %	6	0 %	
STRATEGIC FUND	637	200	31 %	375	59 %	13	2 %	0	0 %	585	92 %	20	3 %	1	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,616	750	29 %	1,607	61 %	33	1 %	0	0 %	2,335	89 %	70	3 %	11	0 %	
TRANSPORTATION	2,534	1,178	46 %	1,155	46 %	37	1 %	0	0 %	2,369	93 %	30	1 %	5	0 %	
TREASURY	1,570	461	29 %	951	61 %	37	2 %	0	0 %	1,438	92 %	43	3 %	6	0 %	
STATEWIDE TOTALS:	46,937	20,261	43 %	21,744	46 %	452	1 %	1,266	3 %	43,327	92 %	1,098	2 %	128	0 %	

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: December 21, 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	385	370	96 %	324	84 %	0	0 %	373	97 %	12	3 %	0	0 %
ATTORNEY GENERAL	497	468	94 %	341	69 %	0	0 %	465	94 %	30	6 %	0	0 %
AUDITOR GENERAL	136	127	93 %	100	74 %	0	0 %	123	90 %	13	10 %	0	0 %
CIVIL RIGHTS	94	91	97 %	82	87 %	0	0 %	86	91 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	413	382	92 %	377	91 %	2	0 %	399	97 %	13	3 %	2	0 %
COMMUNITY HEALTH	3,134	2,993	96 %	2,694	86 %	0	0 %	2,945	94 %	185	6 %	0	0 %
CORRECTIONS	12,926	12,283	95 %	11,924	92 %	0	0 %	12,490	97 %	403	3 %	0	0 %
EDUCATION	509	472	93 %	355	70 %	0	0 %	474	93 %	34	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,104	1,035	94 %	949	86 %	0	0 %	1,032	93 %	70	6 %	0	0 %
EXECUTIVE OFFICE	57	50	88 %	29	51 %	0	0 %	48	84 %	8	14 %	0	0 %
HUMAN SERVICES	11,544	11,036	96 %	9,867	85 %	0	0 %	10,958	95 %	576	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	306	293	96 %	249	81 %	0	0 %	286	93 %	19	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,550	2,428	95 %	2,126	83 %	1	0 %	2,411	95 %	133	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	738	698	95 %	600	81 %	0	0 %	704	95 %	27	4 %	0	0 %
NATURAL RESOURCES	1,357	1,295	95 %	1,182	87 %	0	0 %	1,299	96 %	57	4 %	0	0 %
STATE	1,304	1,256	96 %	1,117	86 %	0	0 %	1,218	93 %	85	7 %	0	0 %
STATE POLICE	2,526	2,448	97 %	2,807	111 %	1,412	56 %	2,409	95 %	98	4 %	1,351	53 %
STRATEGIC FUND	637	607	95 %	507	80 %	0	0 %	589	92 %	47	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,616	2,432	93 %	1,982	76 %	38	1 %	2,493	95 %	114	4 %	31	1 %
TRANSPORTATION	2,534	2,408	95 %	2,190	86 %	0	0 %	2,408	95 %	123	5 %	0	0 %
TREASURY	1,570	1,499	95 %	1,267	81 %	0	0 %	1,479	94 %	89	6 %	0	0 %
STATEWIDE TOTALS:	46,937	44,671	95 %	41,069	87 %	1,453	3 %	44,689	95 %	2,145	5 %	1,385	3 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF47

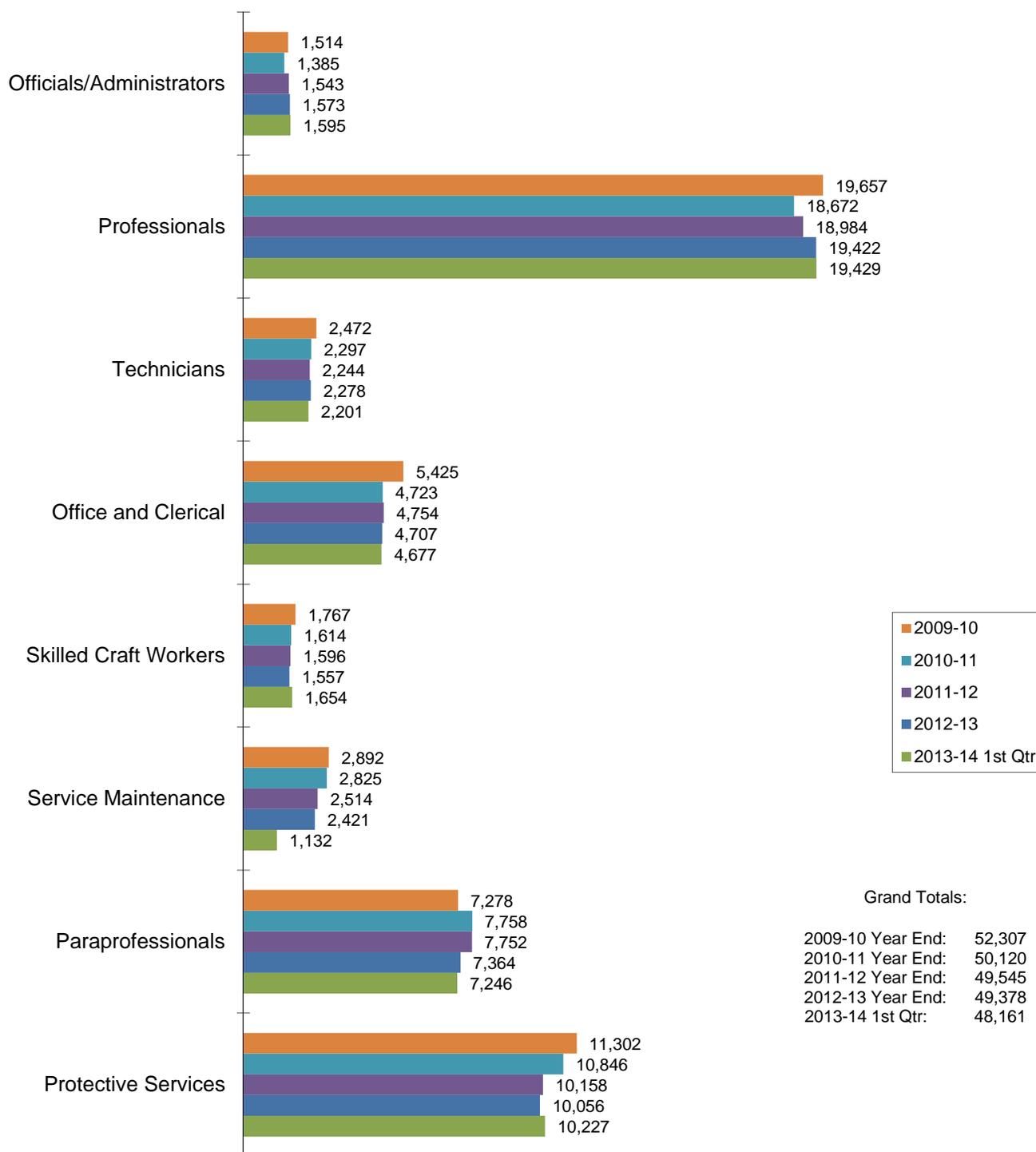
STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: December 21, 2013

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	12	30	43	38	53	85	73	40	11	4	402
ATTORNEY GENERAL	0	3	28	55	54	65	73	81	74	47	14	3	497
AUDITOR GENERAL	2	14	17	17	17	20	23	16	12	2	0	0	140
CIVIL RIGHTS	0	1	6	9	10	12	13	13	11	15	3	1	94
CIVIL SERVICE COMMISSION	2	20	17	33	52	45	75	87	71	23	4	1	430
COMMUNITY HEALTH	5	97	220	293	290	371	418	545	515	334	80	18	3,186
CORRECTIONS	7	209	653	997	1,523	2,413	2,687	2,369	1,421	582	106	25	12,992
EDUCATION	0	6	22	52	62	54	64	75	100	66	19	3	523
ENVIRONMENTAL QUALITY	0	11	35	81	147	141	143	216	207	112	23	2	1,118
EXECUTIVE OFFICE	0	10	9	11	2	3	7	8	2	4	1	0	57
HUMAN SERVICES	0	192	1,182	1,655	1,668	1,708	1,382	1,374	1,423	781	159	26	11,550
INSURANCE AND FINANCIAL SERV	1	12	35	39	51	37	41	44	33	13	7	2	315
LICENSING & REGULATORY AFFAIRS	20	88	109	225	248	300	320	432	469	294	108	34	2,647
MILITARY & VETERAN AFFAIRS	4	37	52	57	71	90	121	146	136	75	11	3	803
NATURAL RESOURCES	5	42	79	141	208	246	199	242	199	97	27	15	1,500
STATE	2	109	140	111	147	173	202	279	255	115	19	2	1,554
STATE POLICE	1	101	220	219	358	538	491	349	184	60	13	0	2,534
STRATEGIC FUND	1	29	34	62	83	78	91	100	105	53	24	7	667
TECHNOLOGY, MANAGEMENT & BUDGET	9	102	134	236	291	352	403	491	448	222	44	11	2,743
TRANSPORTATION	13	60	136	276	319	382	441	491	407	188	34	15	2,762
TREASURY	7	61	129	175	190	200	196	306	219	130	25	9	1,647
Statewide Total:	80	1,216	3,269	4,774	5,834	7,266	7,443	7,749	6,364	3,253	732	181	48,161
Average Age:	19.4	23.3	27.7	32.6	37.6	42.6	47.5	52.5	57.4	62.0	66.7	73.2	45.6

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF23

EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2009-10 through First Quarter 2013-14



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. Beginning in FY 2011-12, 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 HWF27 for the last full pay period of each fiscal year and quarter

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: December 21, 2013

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	1	6
ALGER	281	6	287
ALLEGAN	192	28	220
ALPENA	149	9	158
ANTRIM	32	1	33
ARENAC	31	2	33
BARAGA	333	11	344
BARRY	99	50	149
BAY	315	34	349
BENZIE	31	5	36
BERRIEN	340	40	380
BRANCH	415	8	423
CALHOUN	295	41	336
CASS	93	18	111
CHARLEVOIX	17	13	30
CHEBOYGAN	65	15	80
CHIPPEWA	973	38	1,011
CLARE	55	4	59
CLINTON	161	25	186
CRAWFORD	135	92	227
DELTA	167	21	188
DICKINSON	58	7	65
EATON	3,084	308	3,392
EMMET	82	5	87
GENESEE	867	80	947
GLADWIN	45	3	48
GOGEBIC	261	13	274
GRAND TRAVERSE	543	19	562
GRATIOT	823	11	834
HILLSDALE	56	3	59
HOUGHTON	73	15	88
HURON	33	5	38
INGHAM	9,485	1,001	10,486
IONIA	1,457	28	1,485
IOSCO	39	8	47
IRON	50	3	53
ISABELLA	160	18	178
JACKSON	2,190	50	2,240
KALAMAZOO	1,108	127	1,235
KALKASKA	47	5	52
KENT	1,625	178	1,803
KEWEENAW	2	1	3
LAKE	51	1	52
LAPEER	426	9	435

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: December 21, 2013

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	1	4
LENAWEE	655	18	673
LIVINGSTON	606	19	625
LUCE	282	6	288
MACKINAC	119	69	188
MACOMB	1,319	43	1,362
MANISTEE	309	9	318
MARQUETTE	815	30	845
MASON	41	2	43
MECOSTA	95	4	99
MENOMINEE	26	6	32
MIDLAND	91	8	99
MISSAUKEE	67	3	70
MONROE	199	13	212
MONTCALM	564	13	577
MONTMORENCY	52	14	66
MUSKEGON	1,055	26	1,081
NEWAYGO	68	7	75
OAKLAND	1,267	70	1,337
OCEANA	81	7	88
OGEMAW	84	5	89
ONTONAGON	19		19
OSCEOLA	27	5	32
OSCODA	22	1	23
OTSEGO	265	16	281
OTTAWA	178	16	194
OUT OF STATE	39	4	43
PRESQUE ISLE	16	3	19
ROSCOMMON	106	11	117
SAGINAW	865	40	905
SANILAC	46	7	53
SCHOOLCRAFT	29	3	32
SHIAWASSEE	83	4	87
ST CLAIR	253	30	283
ST JOSEPH	77	11	88
TUSCOLA	455	10	465
VAN BUREN	215	28	243
WASHTENAW	1,417	62	1,479
WAYNE	5,109	286	5,395
WEXFORD	162	15	177
WORK AT HOME - MI	923	23	946
Grand Total:	44,853	3,308	48,161

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

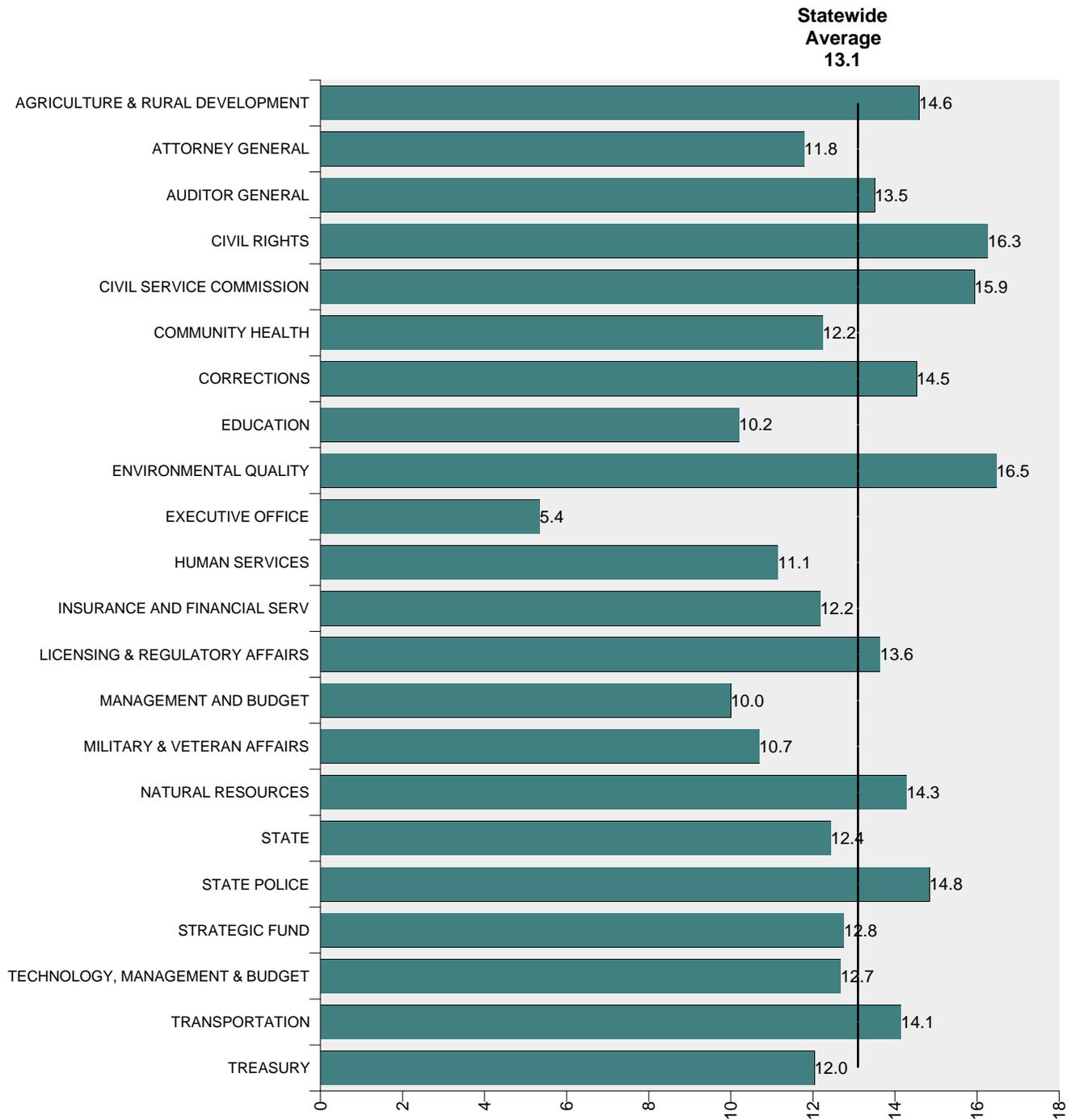
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: December 21, 2013



Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment. Executive Office employees are limited to a maximum of eight years of employment due to term limits.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE & RURAL DEVELOPMENT																
00 - 05 YEARS	45	39	2	1	0	1	1	2	0	0	0	0	48	43	0	0
06 - 10 YEARS	18	23	0	2	0	0	0	0	0	0	0	0	18	25	0	0
11 - 15 YEARS	47	43	2	3	1	0	0	2	0	1	0	0	50	49	0	1
16 - 20 YEARS	26	17	1	2	0	1	1	0	0	1	0	0	28	21	0	0
21 - 25 YEARS	38	26	0	2	0	0	0	0	1	1	0	0	39	29	1	1
26 - 30 YEARS	15	13	0	2	0	0	0	0	0	0	0	0	15	15	1	2
31 - 35 YEARS	4	5	1	2	0	0	0	0	1	0	0	0	6	7	0	2
36 - 40 YEARS	4	2	0	0	0	0	1	0	0	0	0	0	5	2	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	199	168	6	14	1	2	3	4	2	3	0	0	211	191	2	6
MORE THAN 10 YEARS:	136	106	4	11	1	1	2	2	2	3	0	0	145	123	2	6
AVERAGE YEARS	14.9	13.8	13.5	18.8	14.0	11.5	20.7	8.0	28.0	18.3	0.0	0.0	15.0	14.1	24.5	26.8

DEPARTMENT AVERAGE YEARS 14.6

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	82	87	3	8	0	0	0	1	1	1	0	1	86	98	0	0
06 - 10 YEARS	42	51	6	6	0	0	0	2	0	0	0	0	48	59	1	0
11 - 15 YEARS	17	27	2	5	0	0	0	1	0	2	0	0	19	35	0	0
16 - 20 YEARS	20	20	2	4	0	0	1	1	0	0	0	0	23	25	0	0
21 - 25 YEARS	13	17	0	1	0	0	0	1	1	0	0	0	14	19	0	1
26 - 30 YEARS	19	14	2	4	0	0	0	1	0	0	0	0	21	19	1	1
31 - 35 YEARS	10	5	0	2	0	0	1	1	0	0	0	0	11	8	0	0
36 - 40 YEARS	5	3	1	0	0	0	1	0	0	0	0	0	7	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	209	225	16	30	0	0	3	8	2	3	0	1	230	267	2	2
MORE THAN 10 YEARS:	85	87	7	16	0	0	3	5	1	2	0	0	96	110	1	2
AVERAGE YEARS	12.0	10.9	13.5	13.4	0.0	0.0	29.3	16.6	13.5	10.0	0.0	0.0	12.4	11.3	17.0	26.0

DEPARTMENT AVERAGE YEARS 11.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
00 - 05 YEARS	26	18	0	0	0	0	0	0	0	0	0	0	26	18	0	0
06 - 10 YEARS	2	13	0	0	0	0	0	0	0	0	0	0	2	13	0	0
11 - 15 YEARS	10	10	1	0	0	0	0	0	0	1	0	0	11	11	0	0
16 - 20 YEARS	11	14	0	2	0	0	0	0	0	0	0	0	11	16	0	0
21 - 25 YEARS	0	7	0	0	0	0	0	0	0	0	0	0	0	7	0	0
26 - 30 YEARS	6	8	2	0	0	0	0	0	0	0	0	0	8	8	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
DEPARTMENT TOTAL	62	71	4	2	0	0	0	0	0	1	0	0	66	74	0	1
MORE THAN 10 YEARS:	34	40	4	2	0	0	0	0	0	1	0	0	38	43	0	1
AVERAGE YEARS	13.1	13.0	26.0	19.0	0.0	0.0	0.0	0.0	0.0	14.0	0.0	0.0	13.9	13.2	0.0	27.0

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	0	6	3	11	0	0	1	2	0	1	0	0	4	20	0	1
06 - 10 YEARS	0	2	0	8	0	0	0	0	0	0	0	0	0	10	0	0
11 - 15 YEARS	4	5	2	7	0	0	0	1	0	0	0	0	6	13	0	0
16 - 20 YEARS	1	1	3	5	0	0	0	1	0	0	0	0	4	7	0	0
21 - 25 YEARS	1	3	0	4	0	0	2	0	0	0	0	0	3	7	0	0
26 - 30 YEARS	1	0	0	2	0	0	0	1	0	0	0	0	1	3	0	0
31 - 35 YEARS	1	0	0	3	0	0	0	1	0	0	0	0	1	4	0	0
36 - 40 YEARS	1	0	0	2	0	0	1	1	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	0	2	2	2	0	0	0	0	0	0	0	0	2	4	0	0
DEPARTMENT TOTAL	9	19	10	44	0	0	4	7	0	1	0	0	23	71	0	1
MORE THAN 10 YEARS:	9	11	7	25	0	0	3	5	0	0	0	0	19	41	0	0
AVERAGE YEARS	21.3	13.9	17.1	15.4	0.0	0.0	21.5	19.4	0.0	1.0	0.0	0.0	19.5	15.2	0.0	5.0

DEPARTMENT AVERAGE YEARS 16.3

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	19	70	6	11	0	1	0	3	0	1	0	0	25	86	0	0
06 - 10 YEARS	6	27	2	3	0	0	0	1	0	0	0	0	8	31	0	0
11 - 15 YEARS	8	59	1	8	0	1	0	0	0	2	0	0	9	70	0	1
16 - 20 YEARS	5	32	1	3	0	0	1	0	0	1	0	0	7	36	0	0
21 - 25 YEARS	4	36	0	12	0	2	0	3	0	1	0	0	4	54	0	1
26 - 30 YEARS	3	26	2	12	0	1	1	6	0	0	0	0	6	45	0	2
31 - 35 YEARS	2	14	2	4	0	1	0	1	0	0	0	0	4	20	0	0
36 - 40 YEARS	2	15	1	3	0	0	0	1	0	0	0	0	3	19	0	2
MORE THAN 40 YEARS	0	1	1	1	0	0	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	49	280	16	57	0	6	2	15	0	5	0	0	67	363	0	6
MORE THAN 10 YEARS:	24	183	8	43	0	5	2	11	0	4	0	0	34	246	0	6
AVERAGE YEARS	12.3	15.5	15.6	19.1	0.0	21.3	23.5	22.2	0.0	13.4	0.0	0.0	13.4	16.4	0.0	28.2

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
00 - 05 YEARS	269	535	91	200	3	7	10	20	24	29	1	0	398	791	0	1
06 - 10 YEARS	111	220	39	65	1	2	6	12	3	11	0	0	160	310	0	1
11 - 15 YEARS	125	249	40	79	1	2	7	6	11	11	0	0	184	347	1	2
16 - 20 YEARS	100	131	20	46	2	1	2	4	2	8	0	0	126	190	2	4
21 - 25 YEARS	45	111	20	33	0	1	5	4	1	7	0	0	71	156	5	8
26 - 30 YEARS	47	76	16	30	0	2	3	8	4	6	0	0	70	122	4	6
31 - 35 YEARS	36	61	22	24	0	0	2	1	1	1	0	0	61	87	2	6
36 - 40 YEARS	24	54	6	6	1	2	0	2	3	0	0	0	34	64	4	4
MORE THAN 40 YEARS	5	7	3	0	0	0	0	0	0	0	0	0	8	7	0	0
DEPARTMENT TOTAL	762	1,444	257	483	8	17	35	57	49	73	1	0	1,112	2,074	18	32
MORE THAN 10 YEARS:	382	689	127	218	4	8	19	25	22	33	0	0	554	973	18	30
AVERAGE YEARS	12.7	12.2	13.2	11.3	13.1	13.9	13.5	12.6	11.0	10.9	0.0	0.0	12.7	12.0	27.9	25.9

DEPARTMENT AVERAGE YEARS 12.2

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
00 - 05 YEARS	1,025	803	188	251	23	10	39	26	8	7	13	5	1,296	1,102	1	0
06 - 10 YEARS	829	476	148	193	32	7	33	15	4	9	0	0	1,046	700	4	1
11 - 15 YEARS	1,672	616	198	215	31	10	40	24	10	5	0	0	1,951	870	3	1
16 - 20 YEARS	1,600	593	178	200	48	15	50	22	8	3	0	0	1,884	833	6	5
21 - 25 YEARS	1,341	342	108	98	47	7	31	8	4	1	0	0	1,531	456	36	17
26 - 30 YEARS	611	201	121	121	10	4	14	5	2	2	0	0	758	333	42	11
31 - 35 YEARS	56	48	15	19	2	0	1	4	0	0	0	0	74	71	8	4
36 - 40 YEARS	33	29	6	8	0	1	0	0	1	0	0	0	40	38	3	1
MORE THAN 40 YEARS	4	3	0	1	0	0	1	0	0	0	0	0	5	4	1	0
DEPARTMENT TOTAL	7,171	3,111	962	1,106	193	54	209	104	37	27	13	5	8,585	4,407	104	40
MORE THAN 10 YEARS:	5,317	1,832	626	662	138	37	137	63	25	11	0	0	6,243	2,605	99	39
AVERAGE YEARS	15.4	13.0	14.4	13.7	15.5	14.5	14.0	12.9	14.0	10.4	0.2	0.2	15.2	13.1	25.2	24.5

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
00 - 05 YEARS	57	137	8	26	0	1	2	3	3	1	0	0	70	168	0	1
06 - 10 YEARS	31	63	2	5	0	0	0	0	0	1	0	0	33	69	0	0
11 - 15 YEARS	21	44	3	2	0	0	1	1	0	0	0	0	25	47	0	0
16 - 20 YEARS	5	25	0	2	0	0	0	1	0	0	0	0	5	28	0	0
21 - 25 YEARS	4	15	0	1	0	0	0	0	0	0	0	0	4	16	0	1
26 - 30 YEARS	1	19	1	4	0	0	0	1	0	1	0	0	2	25	0	0
31 - 35 YEARS	2	10	1	1	0	0	0	1	0	0	0	0	3	12	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
DEPARTMENT TOTAL	122	327	15	41	0	1	3	8	3	3	0	0	143	380	0	2
MORE THAN 10 YEARS:	34	127	5	10	0	0	1	5	0	1	0	0	40	143	0	1
AVERAGE YEARS	8.2	11.2	9.3	8.1	0.0	0.0	5.7	17.0	3.7	13.7	0.0	0.0	8.2	11.0	0.0	14.5

DEPARTMENT AVERAGE YEARS 10.2

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	81	103	0	3	0	0	0	1	0	3	0	0	81	110	0	0
06 - 10 YEARS	66	75	5	2	0	1	0	2	0	1	0	0	71	81	0	0
11 - 15 YEARS	109	99	4	3	0	0	2	3	3	3	0	0	118	108	0	0
16 - 20 YEARS	54	53	0	2	0	0	0	2	3	4	0	0	57	61	0	0
21 - 25 YEARS	125	81	3	6	0	0	4	2	5	3	0	0	137	92	4	2
26 - 30 YEARS	50	41	2	8	0	1	1	1	3	1	0	0	56	52	0	1
31 - 35 YEARS	37	20	2	1	0	0	0	0	0	1	0	0	39	22	2	1
36 - 40 YEARS	18	10	0	0	1	0	0	0	0	0	0	0	19	10	2	1
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	541	484	16	25	1	2	8	11	14	16	0	0	580	538	8	5
MORE THAN 10 YEARS:	394	306	11	20	1	1	8	8	14	12	0	0	428	347	8	5
AVERAGE YEARS	17.4	15.0	17.5	19.8	36.0	19.0	23.5	15.8	20.5	16.3	0.0	0.0	17.6	15.3	29.4	29.0

DEPARTMENT AVERAGE YEARS 16.5

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
00 - 05 YEARS	15	26	0	1	0	0	0	0	0	0	0	0	15	27	0	0
06 - 10 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	1	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
21 - 25 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
26 - 30 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	21	35	0	1	0	0	0	0	0	0	0	0	21	36	0	0
MORE THAN 10 YEARS:	5	5	0	0	0	0	0	0	0	0	0	0	5	5	0	0
AVERAGE YEARS	5.0	5.7	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	5.6	0.0	0.0

DEPARTMENT AVERAGE YEARS 5.4

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
00 - 05 YEARS	720	2,693	222	1,297	6	18	35	115	5	18	1	0	989	4,141	2	7
06 - 10 YEARS	155	727	50	389	0	6	10	55	4	8	0	0	219	1,185	1	6
11 - 15 YEARS	235	935	65	605	1	4	15	59	1	9	0	0	317	1,612	3	6
16 - 20 YEARS	170	447	61	298	3	13	10	35	3	7	0	0	247	800	4	10
21 - 25 YEARS	110	341	40	222	0	6	11	39	2	9	0	0	163	617	12	21
26 - 30 YEARS	80	168	27	107	1	1	8	16	1	2	0	0	117	294	11	14
31 - 35 YEARS	62	233	18	148	0	4	2	7	1	3	0	0	83	395	4	20
36 - 40 YEARS	68	146	15	90	0	0	2	4	0	0	0	0	85	240	7	13
MORE THAN 40 YEARS	12	22	1	11	0	0	0	0	0	0	0	0	13	33	1	1
DEPARTMENT TOTAL	1,612	5,712	499	3,167	11	52	93	330	17	56	1	0	2,233	9,317	45	98
MORE THAN 10 YEARS:	737	2,292	227	1,481	5	28	48	160	8	30	0	0	1,025	3,991	42	85
AVERAGE YEARS	11.9	10.5	11.7	11.7	10.0	12.8	12.7	11.9	13.6	12.9	1.0	0.0	11.9	11.0	25.6	24.7

DEPARTMENT AVERAGE YEARS 11.1

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: December 21, 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
INSURANCE AND FINANCIAL SERV																
00 - 05 YEARS	36	50	4	11	0	1	2	1	1	2	0	0	43	65	0	0
06 - 10 YEARS	21	28	2	6	0	0	1	0	1	1	0	0	25	35	0	0
11 - 15 YEARS	14	31	2	4	0	0	1	1	0	0	0	0	17	36	0	0
16 - 20 YEARS	11	16	0	2	0	0	0	1	0	0	0	0	11	19	0	0
21 - 25 YEARS	5	11	2	1	0	0	0	1	1	0	0	0	8	13	0	2
26 - 30 YEARS	7	10	2	3	0	0	1	0	0	0	0	0	10	13	0	1
31 - 35 YEARS	4	5	0	1	0	0	0	1	0	0	0	0	4	7	0	0
36 - 40 YEARS	3	3	1	0	0	0	0	0	0	0	0	0	4	3	1	1
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	101	156	13	28	0	1	5	5	3	3	0	0	122	193	1	4
MORE THAN 10 YEARS:	44	78	7	11	0	0	2	4	1	0	0	0	54	93	1	4
AVERAGE YEARS	11.7	12.5	14.1	11.2	0.0	2.0	11.2	18.6	11.7	4.3	0.0	0.0	12.0	12.3	37.0	27.3

DEPARTMENT AVERAGE YEARS 12.2

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																
00 - 05 YEARS	231	381	29	102	1	1	9	13	6	7	0	0	276	504	0	1
06 - 10 YEARS	123	168	18	106	1	3	2	2	3	4	0	0	147	283	0	2
11 - 15 YEARS	111	234	30	139	0	3	6	13	2	6	0	0	149	395	0	2
16 - 20 YEARS	85	105	7	28	0	1	2	1	1	2	0	0	95	137	2	4
21 - 25 YEARS	69	94	12	38	0	0	0	7	2	5	0	0	83	144	7	12
26 - 30 YEARS	36	59	18	42	1	4	7	9	2	1	0	0	64	115	4	2
31 - 35 YEARS	24	56	11	35	0	0	1	1	0	2	0	0	36	94	4	6
36 - 40 YEARS	31	48	6	20	1	0	0	0	2	1	0	0	40	69	1	4
MORE THAN 40 YEARS	4	7	2	3	0	0	0	0	0	0	0	0	6	10	1	3
DEPARTMENT TOTAL	714	1,152	133	513	4	12	27	46	18	28	0	0	896	1,751	19	36
MORE THAN 10 YEARS:	360	603	86	305	2	8	16	31	9	17	0	0	473	964	19	33
AVERAGE YEARS	13.1	13.1	16.5	14.6	18.8	16.0	14.0	14.6	14.6	15.3	0.0	0.0	13.7	13.6	27.6	25.8

DEPARTMENT AVERAGE YEARS 13.6

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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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
MANAGEMENT AND BUDGET																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	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
DEPARTMENT TOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0	0.0

DEPARTMENT AVERAGE YEARS 10.0

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																
00 - 05 YEARS	175	108	9	14	1	1	3	1	3	3	0	0	191	127	0	0
06 - 10 YEARS	64	54	2	8	0	0	2	1	0	1	0	0	68	64	0	0
11 - 15 YEARS	45	56	3	13	1	0	3	1	0	1	0	0	52	71	0	1
16 - 20 YEARS	36	43	3	6	0	0	2	0	0	0	0	0	41	49	1	1
21 - 25 YEARS	34	29	2	3	0	0	2	0	0	0	0	0	38	32	1	0
26 - 30 YEARS	14	22	1	7	1	2	0	0	0	1	0	0	16	32	1	2
31 - 35 YEARS	6	9	2	0	1	0	0	0	0	0	0	0	9	9	1	2
36 - 40 YEARS	1	2	0	1	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
DEPARTMENT TOTAL	375	323	22	52	4	3	12	3	3	6	0	0	416	387	4	6
MORE THAN 10 YEARS:	136	161	11	30	3	2	7	1	0	2	0	0	157	196	4	6
AVERAGE YEARS	9.4	11.6	11.7	12.6	19.8	19.3	12.6	8.0	2.0	10.0	0.0	0.0	9.7	11.8	24.5	25.7

DEPARTMENT AVERAGE YEARS 10.7

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Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
00 - 05 YEARS	209	138	4	6	1	1	2	0	0	0	0	0	216	145	2	0
06 - 10 YEARS	145	56	1	2	0	0	3	0	0	0	0	0	149	58	0	0
11 - 15 YEARS	206	78	0	2	2	0	2	1	3	0	0	0	213	81	1	1
16 - 20 YEARS	162	60	5	1	2	1	1	0	3	2	0	0	173	64	1	1
21 - 25 YEARS	112	44	4	4	2	1	2	3	0	0	0	0	120	52	2	2
26 - 30 YEARS	81	48	5	1	3	1	1	4	0	0	0	0	90	54	4	2
31 - 35 YEARS	23	16	0	1	1	0	0	0	1	1	0	0	25	18	0	1
36 - 40 YEARS	27	7	0	0	1	1	0	0	0	0	0	0	28	8	0	1
MORE THAN 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	1	0
DEPARTMENT TOTAL	969	449	19	17	12	5	11	8	7	3	0	0	1,018	482	11	8
MORE THAN 10 YEARS:	615	255	14	9	11	4	6	8	7	3	0	0	653	279	9	8
AVERAGE YEARS	14.4	13.4	18.1	13.0	21.8	21.8	12.8	24.3	16.6	22.0	0.0	0.0	14.6	13.7	20.5	25.9

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
00 - 05 YEARS	94	344	11	132	0	2	4	19	0	8	1	1	110	506	0	0
06 - 10 YEARS	16	103	7	12	0	1	0	4	0	1	0	0	23	121	0	0
11 - 15 YEARS	44	150	3	32	1	2	3	9	0	1	0	0	51	194	1	1
16 - 20 YEARS	18	87	3	25	0	5	0	6	1	3	0	0	22	126	0	2
21 - 25 YEARS	12	83	2	33	0	0	1	11	1	0	0	0	16	127	1	16
26 - 30 YEARS	15	67	6	36	1	0	1	2	1	3	0	0	24	108	2	7
31 - 35 YEARS	12	39	3	11	0	1	0	3	0	0	0	0	15	54	0	1
36 - 40 YEARS	15	26	2	4	0	0	0	1	0	0	0	0	17	31	0	1
MORE THAN 40 YEARS	2	7	0	0	0	0	0	0	0	0	0	0	2	7	0	0
DEPARTMENT TOTAL	228	906	37	285	2	11	9	55	3	16	1	1	280	1,274	4	28
MORE THAN 10 YEARS:	118	459	19	141	2	8	5	32	3	7	0	0	147	647	4	28
AVERAGE YEARS	13.0	12.4	15.2	11.8	20.0	15.0	10.6	13.1	22.0	10.2	0.0	0.0	13.3	12.2	23.5	24.5

DEPARTMENT AVERAGE YEARS 12.4

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
00 - 05 YEARS	372	150	11	8	4	0	11	5	4	3	0	0	402	166	0	0
06 - 10 YEARS	115	90	2	4	0	1	6	4	0	0	0	0	123	99	0	0
11 - 15 YEARS	344	110	6	8	2	1	5	4	1	0	0	0	358	123	0	0
16 - 20 YEARS	438	109	33	7	12	0	13	0	5	1	0	0	501	117	1	0
21 - 25 YEARS	215	61	31	5	5	0	9	1	1	1	0	0	261	68	1	2
26 - 30 YEARS	143	63	25	6	7	0	10	1	0	0	0	0	185	70	4	3
31 - 35 YEARS	20	14	3	2	0	0	0	2	0	0	0	0	23	18	1	1
36 - 40 YEARS	3	14	1	1	0	0	0	0	0	0	0	0	4	15	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	1,651	611	112	41	30	2	54	17	11	5	0	0	1,858	676	7	6
MORE THAN 10 YEARS:	1,164	371	99	29	26	1	37	8	7	2	0	0	1,333	411	7	6
AVERAGE YEARS	14.7	14.0	20.7	16.4	18.4	10.5	16.1	12.2	12.5	9.8	0.0	0.0	15.1	14.1	26.3	26.8

DEPARTMENT AVERAGE YEARS 14.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STRATEGIC FUND																
00 - 05 YEARS	89	101	13	26	0	0	4	9	1	1	0	0	107	137	0	1
06 - 10 YEARS	31	42	5	12	0	0	2	1	0	0	0	0	38	55	1	3
11 - 15 YEARS	28	55	6	12	0	0	4	4	1	2	0	0	39	73	1	2
16 - 20 YEARS	19	31	4	7	0	0	0	2	0	2	0	0	23	42	1	1
21 - 25 YEARS	14	10	5	9	0	0	1	2	0	0	0	0	20	21	1	0
26 - 30 YEARS	7	24	3	5	0	1	2	3	2	1	0	0	14	34	1	2
31 - 35 YEARS	8	18	2	7	0	0	1	3	0	0	0	0	11	28	1	2
36 - 40 YEARS	6	9	0	2	0	0	0	1	0	0	0	0	6	12	2	1
MORE THAN 40 YEARS	2	3	1	1	0	0	0	0	0	0	0	0	3	4	1	1
DEPARTMENT TOTAL	204	293	39	81	0	1	14	25	4	6	0	0	261	406	9	13
MORE THAN 10 YEARS:	84	150	21	43	0	1	8	15	3	5	0	0	116	214	8	9
AVERAGE YEARS	11.1	13.0	13.7	14.0	0.0	29.0	13.3	15.7	17.3	16.2	0.0	0.0	11.7	13.5	25.7	20.2

DEPARTMENT AVERAGE YEARS 12.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																
00 - 05 YEARS	542	240	37	31	3	1	8	9	56	48	0	0	646	329	0	0
06 - 10 YEARS	197	88	8	12	0	0	3	3	23	21	0	0	231	124	0	1
11 - 15 YEARS	256	144	8	11	2	0	5	2	16	10	0	0	287	167	3	0
16 - 20 YEARS	197	102	12	14	0	1	8	3	8	3	0	0	225	123	0	2
21 - 25 YEARS	94	77	19	11	1	0	5	5	8	4	0	0	127	97	6	6
26 - 30 YEARS	61	62	14	18	0	1	2	2	6	1	0	0	83	84	4	1
31 - 35 YEARS	47	43	8	9	0	0	0	2	0	3	0	0	55	57	5	1
36 - 40 YEARS	36	44	3	1	0	0	3	2	0	0	0	0	42	47	1	4
MORE THAN 40 YEARS	9	4	1	1	0	0	0	3	0	0	0	0	10	8	0	0
DEPARTMENT TOTAL	1,439	804	110	108	6	3	34	31	117	90	0	0	1,706	1,036	19	15
MORE THAN 10 YEARS:	700	476	65	65	3	2	23	19	38	21	0	0	829	583	19	14
AVERAGE YEARS	11.7	14.5	15.5	15.6	8.5	15.7	15.4	18.2	9.0	7.3	0.0	0.0	11.8	14.1	26.7	27.1

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. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
00 - 05 YEARS	383	169	17	12	12	7	7	5	1	3	0	0	420	196	0	1
06 - 10 YEARS	351	122	16	12	7	0	4	4	6	5	0	0	384	143	0	0
11 - 15 YEARS	373	132	16	13	1	3	5	2	7	5	0	0	402	155	1	1
16 - 20 YEARS	174	61	12	7	8	2	4	0	4	4	0	0	202	74	1	0
21 - 25 YEARS	227	84	18	11	3	2	5	1	4	3	0	0	257	101	8	5
26 - 30 YEARS	142	61	18	11	3	0	10	1	3	0	0	0	176	73	10	5
31 - 35 YEARS	40	34	7	9	0	0	3	3	0	0	0	0	50	46	2	5
36 - 40 YEARS	33	18	6	3	0	0	3	0	2	0	0	0	44	21	2	5
MORE THAN 40 YEARS	11	2	0	0	0	0	1	0	4	0	0	0	16	2	3	0
DEPARTMENT TOTAL	1,734	683	110	78	34	14	42	16	31	20	0	0	1,951	811	27	22
MORE THAN 10 YEARS:	1,000	392	77	54	15	7	31	7	24	12	0	0	1,147	472	27	21
AVERAGE YEARS	13.6	14.1	17.7	18.1	11.2	9.4	20.2	13.6	20.6	12.5	0.0	0.0	14.1	14.3	28.8	28.7

DEPARTMENT AVERAGE YEARS 14.1

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	190	293	28	53	2	1	4	14	6	10	0	0	230	371	0	0
06 - 10 YEARS	89	175	13	37	1	2	0	5	3	4	0	0	106	223	1	0
11 - 15 YEARS	72	104	9	22	0	0	1	3	6	4	0	0	88	133	0	0
16 - 20 YEARS	45	75	5	17	0	2	2	1	0	1	0	0	52	96	2	1
21 - 25 YEARS	27	36	6	17	0	1	0	7	3	0	0	0	36	61	2	8
26 - 30 YEARS	22	46	13	21	0	0	3	7	2	0	0	0	40	74	3	2
31 - 35 YEARS	9	47	2	14	0	0	2	4	0	0	0	0	13	65	2	1
36 - 40 YEARS	15	28	4	1	0	0	2	0	0	1	0	0	21	30	3	1
MORE THAN 40 YEARS	1	5	0	1	0	0	1	0	0	0	0	0	2	6	0	0
DEPARTMENT TOTAL	470	809	80	183	3	6	15	41	20	20	0	0	588	1,059	13	13
MORE THAN 10 YEARS:	191	341	39	93	0	3	11	22	11	6	0	0	252	465	12	13
AVERAGE YEARS	10.7	12.0	13.7	13.8	4.3	13.3	21.0	15.4	12.3	7.7	0.0	0.0	11.4	12.4	27.1	25.4

DEPARTMENT AVERAGE YEARS 12.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 21, 2013

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	4,660	6,491	686	2,204	56	53	142	249	119	146	16	7	5,679	9,150	5	13
06- 10 YEARS	2,414	2,607	326	884	42	23	72	111	47	67	0	0	2,901	3,692	8	14
11- 15 YEARS	3,744	3,182	401	1,183	43	26	100	137	61	63	0	0	4,349	4,591	14	19
16- 20 YEARS	3,178	2,022	350	678	75	42	97	80	38	42	0	0	3,738	2,864	21	31
21- 25 YEARS	2,491	1,510	272	511	58	20	78	95	34	35	0	0	2,933	2,171	87	105
26- 30 YEARS	1,361	1,030	278	440	27	18	64	68	26	19	0	0	1,756	1,575	92	65
31- 35 YEARS	408	678	100	293	4	6	13	35	4	11	0	0	529	1,023	32	53
36- 40 YEARS	328	470	52	142	4	4	13	13	8	2	0	0	405	631	26	39
MORE THAN 40 YEARS	59	72	11	21	0	0	4	3	4	0	0	0	78	96	8	5
STATEWIDE TOTAL	18,643	18,062	2,476	6,356	309	192	583	791	341	385	16	7	22,368	25,793	293	344
MORE THAN 10 YEARS	11,569	8,964	1,464	3,268	211	116	369	431	175	172	0	0	13,788	12,951	280	317
AVERAGE YEARS	13.9	12.2	14.3	12.6	15.2	14.1	14.8	13.5	12.6	10.9	0.3	0.1	14.0	12.4	26.0	25.3
STATEWIDE TOTAL AVERAGE YEARS	13.1															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2014

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	11	1.2%
Dismissal	81	9.1%
Expired Appointment	94	10.6%
Total Involuntary Separations	186	21.0%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	285	32.2%
Layoff/Leave of Absence Rights Expired	37	4.2%
Waived Rights Leave of Absence	38	4.3%
Settlement	0	0.0%
Total Voluntary Separations	360	40.6%
<i>RETIREMENT</i>		
Retirement	318	35.9%
Disability Retirement	17	1.9%
Deferred Retirement	5	0.6%
Total Retirements	340	38.4%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	886	100.0%

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 77 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 September 29, 2013 Through December 21, 2013

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS							NET TOTAL
	NON-CAREER CAREER		RETURNS FROM		TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS		
	HIRES	HIRES	RECALLS	LEAVES									
AGRICULTURE & RURAL DEVELOPMENT	2	1	0	0	3	7	0	0	0	0	7	-4	
ATTORNEY GENERAL	7	0	0	0	7	3	0	0	0	0	3	4	
AUDITOR GENERAL	0	0	0	0	0	1	0	0	0	0	1	-1	
CIVIL RIGHTS	4	0	0	0	4	1	0	0	0	0	1	3	
CIVIL SERVICE COMMISSION	2	1	0	0	3	5	0	0	0	0	5	-2	
COMMUNITY HEALTH	45	2	1	0	48	36	0	0	2	0	38	10	
CORRECTIONS	350	11	11	1	373	250	0	126	8	0	384	-11	
EDUCATION	5	1	1	0	7	14	0	0	1	0	15	-8	
ENVIRONMENTAL QUALITY	6	0	0	0	6	11	0	0	0	0	11	-5	
EXECUTIVE OFFICE	2	0	0	0	2	0	0	0	0	0	0	2	
HUMAN SERVICES	14	0	0	0	14	160	15	1	4	0	180	-166	
INSURANCE AND FINANCIAL SERV	2	4	0	0	6	2	0	1	0	0	3	3	
LICENSING & REGULATORY AFFAIRS	22	9	5	0	36	39	0	2	1	0	42	-6	
MILITARY & VETERAN AFFAIRS	14	4	0	0	18	23	0	0	0	0	23	-5	
NATURAL RESOURCES	4	18	7	0	29	13	226	0	0	0	239	-210	
STATE	3	59	0	0	62	28	0	0	0	0	28	34	
STATE POLICE	17	1	0	0	18	18	0	0	0	0	18	0	
STRATEGIC FUND	5	2	0	0	7	8	0	1	0	0	9	-2	
TECHNOLOGY, MANAGEMENT & BUDGET	31	12	1	0	44	26	0	0	0	0	26	18	
TRANSPORTATION	33	131	1	0	165	97	13	0	1	0	111	54	
TREASURY	36	24	0	0	60	13	0	0	0	0	13	47	
STATEWIDE TOTALS:	604	280	27	1	912	755	254	131	17	0	1,157	-245	

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF35

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

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

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

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

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

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

SECTION FIVE

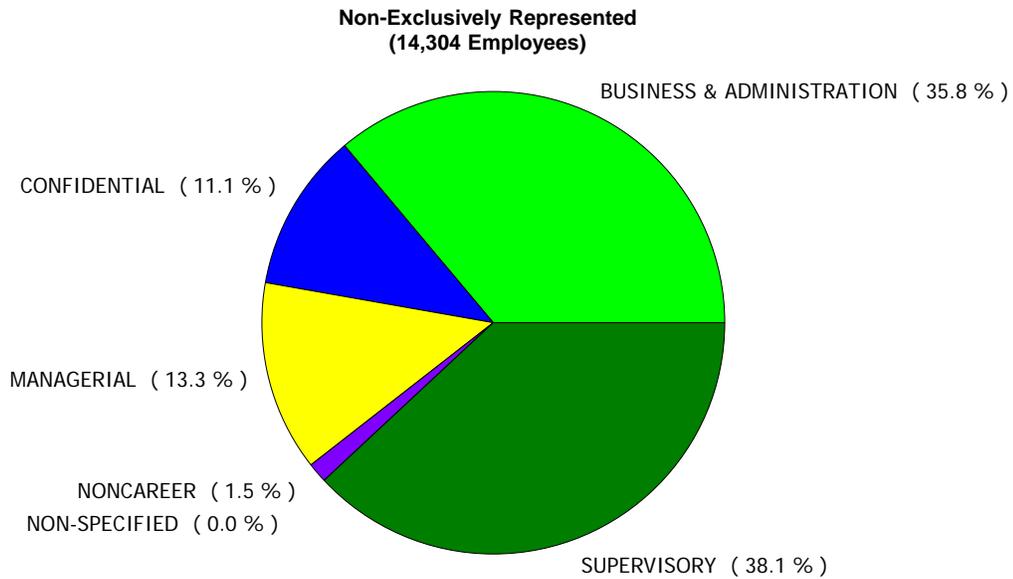
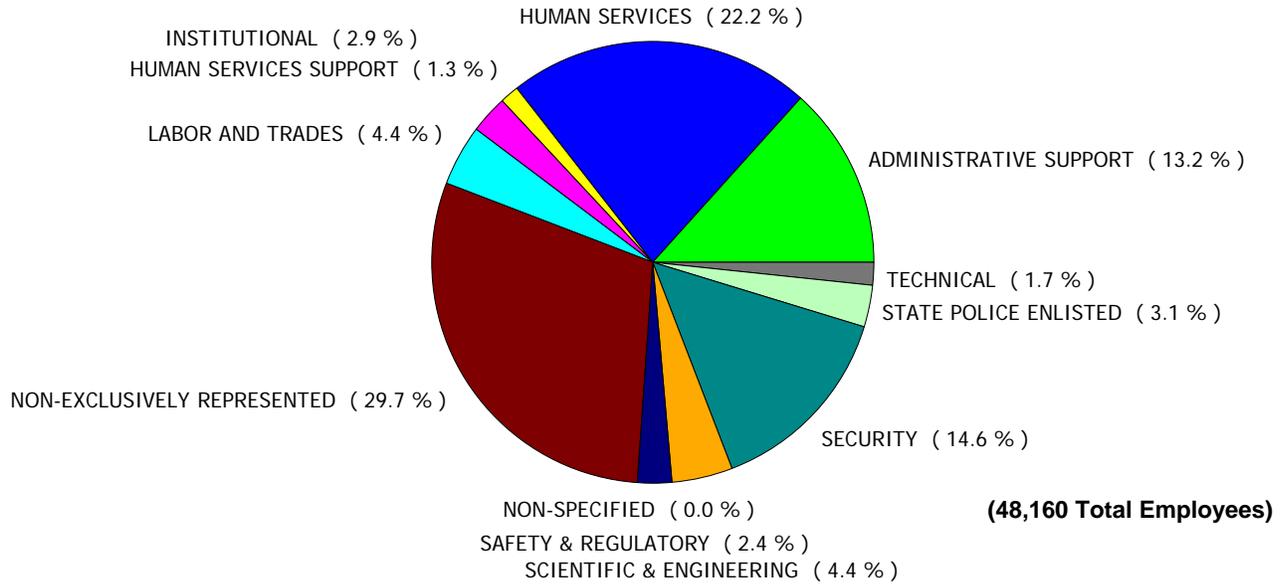
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

Graph 5-1

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

Pay Period Ending December 21, 2013



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

Of the 48,160 classified employees, 70 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT
Pay End Date: December 21, 2013

Table 5-1

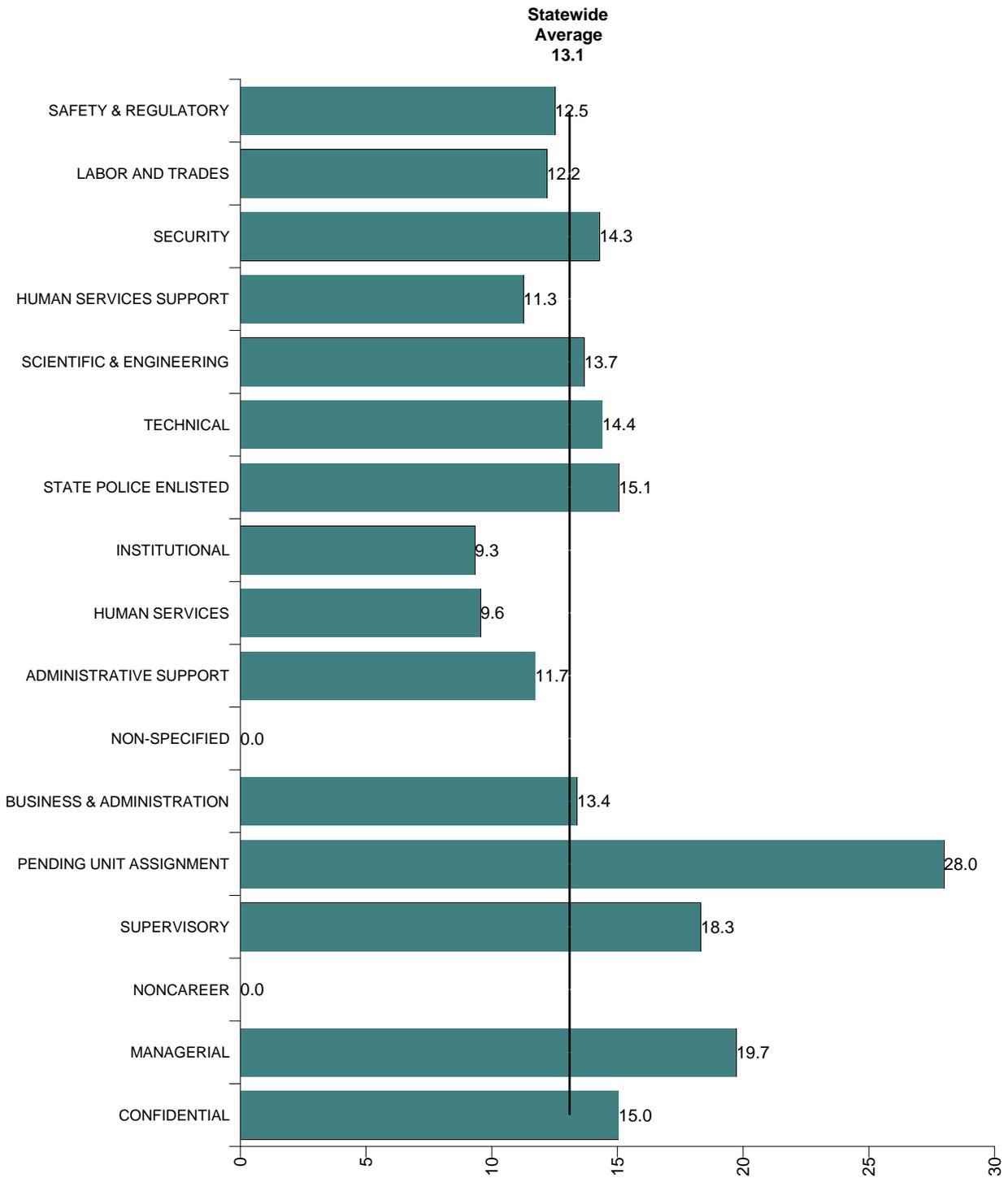
BARGAINING UNIT CODE/NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,173	1,044	89.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,126	1,971	92.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,017	0	0.0	0	0.0	6,692	95.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	648	0	0.0	0	0.0	0	0.0	630	97.2	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,111	0	0.0	0	0.0	0	0.0	0	0.0	2,042	96.7	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	838	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	782	93.3	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,492	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,481	99.3	0	0.0
U11 INSTITUTIONAL	1,398	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,368	97.9
W22 HUMAN SERVICES	10,709	0	0.0	10,173	95.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,344	1	0.0	5,385	84.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	4	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	5,126	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	5,455	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	219	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	1,906	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	1,594	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	33,856	3,016	8.9	15,558	46.0	6,692	19.8	630	1.9	2,042	6.0	782	2.3	1,481	4.4	1,368	4.0
NON-EXCLUSIVELY REPRESENTED TOTAL	14,304	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	48,160	3,016	6.3	15,558	32.3	6,692	13.9	630	1.3	2,042	4.2	782	1.6	1,481	3.1	1,368	2.8

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

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
 Pay End Date: December 21, 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: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	238	50	16	24	1	5	5	0	0	0	0	0	260	79	0	0
06 - 10 YEARS	123	38	6	14	0	1	7	0	1	0	0	0	137	53	0	0
11 - 15 YEARS	160	44	9	22	3	2	6	1	2	0	0	0	180	69	0	0
16 - 20 YEARS	112	24	5	10	2	1	2	0	2	0	0	0	123	35	1	1
21 - 25 YEARS	79	19	10	15	1	1	1	1	1	0	0	0	92	36	3	2
26 - 30 YEARS	36	9	11	12	0	0	4	0	1	0	0	0	52	21	1	0
31 - 35 YEARS	14	4	2	4	0	0	0	1	0	0	0	0	16	9	0	0
36 - 40 YEARS	4	0	1	3	0	0	1	0	0	0	0	0	6	3	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	768	188	60	104	7	10	26	3	7	0	0	0	868	305	6	3
MORE THAN 10 YEARS:	407	100	38	66	6	4	14	3	6	0	0	0	471	173	6	3
AVERAGE YEARS	12.0	12.0	15.8	15.2	13.9	8.3	13.3	23.0	16.9	0.0	0.0	0.0	12.3	13.1	25.7	22.3
BARGAINING UNIT 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																
00 - 05 YEARS	564	68	22	1	14	0	6	0	1	0	0	0	607	69	1	0
06 - 10 YEARS	276	17	17	2	4	0	3	0	0	0	0	0	300	19	0	0
11 - 15 YEARS	369	22	24	3	6	1	8	0	0	0	0	0	407	26	0	0
16 - 20 YEARS	204	17	12	0	9	0	5	1	0	0	0	0	230	18	4	1
21 - 25 YEARS	163	12	23	3	3	0	6	2	1	0	0	0	196	17	12	1
26 - 30 YEARS	99	8	13	1	2	0	5	0	2	0	0	0	121	9	9	0
31 - 35 YEARS	47	7	6	1	0	0	1	0	1	0	0	0	55	8	4	1
36 - 40 YEARS	31	4	1	0	0	0	3	0	0	0	0	0	35	4	0	1
MORE THAN 40 YEARS	3	0	0	0	0	0	1	1	0	0	0	0	4	1	0	0
BARGAINING UNIT TOTAL	1,756	155	118	11	38	1	38	4	5	0	0	0	1,955	171	30	4
MORE THAN 10 YEARS:	916	70	79	8	20	1	29	4	4	0	0	0	1,048	83	29	4
AVERAGE YEARS	11.9	10.8	15.6	17.5	11.1	15.0	18.7	27.5	22.0	0.0	0.0	0.0	12.2	11.7	24.4	29.0
BARGAINING UNIT AVERAGE YEARS	12.2															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 - SECURITY																
00 - 05 YEARS	712	150	149	97	19	2	31	8	3	2	12	5	926	264	0	0
06 - 10 YEARS	561	126	90	92	31	5	24	5	4	3	0	0	710	231	1	0
11 - 15 YEARS	1,168	184	148	89	21	4	29	13	6	0	0	0	1,372	290	3	1
16 - 20 YEARS	1,067	198	111	80	39	5	42	6	3	0	0	0	1,262	289	1	0
21 - 25 YEARS	895	97	64	44	31	2	24	2	3	0	0	0	1,017	145	19	7
26 - 30 YEARS	329	29	70	33	4	1	10	2	0	0	0	0	413	65	15	3
31 - 35 YEARS	21	2	4	0	1	0	1	0	0	0	0	0	27	2	1	0
36 - 40 YEARS	0	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	4,754	787	638	435	146	19	161	36	19	5	12	5	5,730	1,287	40	11
MORE THAN 10 YEARS:	3,481	511	399	246	96	12	106	23	12	0	0	0	4,094	792	39	11
AVERAGE YEARS	14.9	13.1	13.3	12.5	14.5	12.7	13.9	11.7	13.1	4.8	0.2	0.2	14.6	12.7	24.2	23.5
BARGAINING UNIT 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 classified continuous service hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report. However, if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	41	68	14	41	1	1	6	9	0	1	0	0	62	120	0	1
06 - 10 YEARS	20	32	10	65	0	1	3	2	0	1	0	0	33	101	1	2
11 - 15 YEARS	22	66	21	95	1	1	3	8	2	1	0	0	49	171	0	1
16 - 20 YEARS	1	14	1	9	0	1	0	3	0	0	0	0	2	27	0	0
21 - 25 YEARS	7	6	0	10	0	1	1	4	0	0	0	0	8	21	2	1
26 - 30 YEARS	1	11	2	9	0	0	0	3	0	1	0	0	3	24	1	1
31 - 35 YEARS	1	3	0	7	0	1	0	0	0	0	0	0	1	11	0	1
36 - 40 YEARS	1	4	1	7	1	0	0	0	0	0	0	0	3	11	1	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	94	205	49	243	3	6	13	29	2	4	0	0	161	487	5	8
MORE THAN 10 YEARS:	33	105	25	137	2	4	4	18	2	2	0	0	66	266	4	5
AVERAGE YEARS	9.2	11.2	10.1	12.2	17.3	15.7	7.9	12.9	11.5	13.0	0.0	0.0	9.5	11.8	23.8	19.1
BARGAINING UNIT AVERAGE YEARS	11.3															

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: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	229	196	7	7	2	0	4	3	4	7	0	0	246	213	0	0
06 - 10 YEARS	262	149	5	6	1	1	2	2	5	5	0	0	275	163	0	0
11 - 15 YEARS	277	135	6	5	0	0	4	3	10	7	0	0	297	150	0	2
16 - 20 YEARS	144	67	5	3	1	0	1	1	6	7	0	0	157	78	0	0
21 - 25 YEARS	189	96	4	7	1	0	7	1	8	5	0	0	209	109	3	0
26 - 30 YEARS	80	35	6	3	0	3	2	0	3	1	0	0	91	42	4	1
31 - 35 YEARS	33	7	3	0	0	0	1	0	1	0	0	0	38	7	1	0
36 - 40 YEARS	24	0	2	0	1	0	1	0	2	0	0	0	30	0	1	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	3	0	0	0	6	0	1	0
BARGAINING UNIT TOTAL	1,241	685	38	31	6	4	22	10	42	32	0	0	1,349	762	10	3
MORE THAN 10 YEARS:	750	340	26	18	3	3	16	5	33	20	0	0	828	386	10	3
AVERAGE YEARS	14.4	11.8	17.7	13.8	14.0	23.8	17.9	10.9	18.7	13.1	0.0	0.0	14.6	12.0	29.7	18.7
BARGAINING UNIT AVERAGE YEARS		13.7														

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																
00 - 05 YEARS	97	54	3	8	0	0	0	3	0	3	0	0	100	68	0	0
06 - 10 YEARS	106	52	5	1	2	0	3	0	1	1	0	0	117	54	0	0
11 - 15 YEARS	113	38	1	1	2	0	2	0	3	1	0	0	121	40	0	0
16 - 20 YEARS	65	15	3	1	1	0	2	0	2	2	0	0	73	18	1	0
21 - 25 YEARS	98	17	5	3	0	0	1	0	3	1	0	0	107	21	4	1
26 - 30 YEARS	53	10	9	4	0	1	2	0	0	0	0	0	64	15	1	1
31 - 35 YEARS	8	4	1	3	0	0	2	0	0	0	0	0	11	7	0	1
36 - 40 YEARS	12	1	0	0	0	0	2	0	0	0	0	0	14	1	2	0
MORE THAN 40 YEARS	3	3	0	0	0	0	1	0	0	0	0	0	4	3	0	0
BARGAINING UNIT TOTAL	555	194	27	21	5	1	15	3	9	8	0	0	611	227	8	3
MORE THAN 10 YEARS:	352	88	19	12	3	1	12	0	8	4	0	0	394	105	8	3
AVERAGE YEARS	14.9	11.7	18.7	16.3	13.2	26.0	23.9	2.7	16.1	10.6	0.0	0.0	15.3	12.0	26.5	27.7
BARGAINING UNIT AVERAGE YEARS	14.4															

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 classified continuous service hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report. However, if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 - STATE POLICE ENLISTED																
00 - 05 YEARS	271	21	9	0	4	0	10	0	3	1	0	0	297	22	0	0
06 - 10 YEARS	68	6	2	1	0	0	1	0	0	0	0	0	71	7	0	0
11 - 15 YEARS	264	21	4	2	1	0	5	0	1	0	0	0	275	23	0	0
16 - 20 YEARS	344	51	29	3	11	0	11	0	3	0	0	0	398	54	1	0
21 - 25 YEARS	145	22	24	2	5	0	6	1	1	1	0	0	181	26	1	0
26 - 30 YEARS	75	17	17	0	6	0	8	0	0	0	0	0	106	17	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
BARGAINING UNIT TOTAL	1,176	140	88	9	27	0	41	1	8	2	0	0	1,340	152	3	0
MORE THAN 10 YEARS:	837	113	77	8	23	0	30	1	5	1	0	0	972	123	3	0
AVERAGE YEARS	14.3	17.0	20.3	19.4	18.2	0.0	16.1	24.0	12.4	12.5	0.0	0.0	14.8	17.2	22.3	0.0
BARGAINING UNIT AVERAGE YEARS	15.1															

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

Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																
00 - 05 YEARS	140	261	75	145	0	7	9	7	6	6	0	0	230	426	0	0
06 - 10 YEARS	62	113	20	36	0	0	5	3	0	1	0	0	87	153	0	0
11 - 15 YEARS	50	97	24	42	0	0	4	2	1	5	0	0	79	146	0	0
16 - 20 YEARS	29	56	6	16	1	0	1	0	0	0	0	0	37	72	1	1
21 - 25 YEARS	8	24	5	13	0	0	1	2	0	1	0	0	14	40	0	0
26 - 30 YEARS	17	16	8	12	1	0	0	3	0	1	0	0	26	32	0	1
31 - 35 YEARS	6	11	13	4	1	0	0	0	0	0	0	0	20	15	0	0
36 - 40 YEARS	10	4	1	4	0	0	0	1	0	0	0	0	11	9	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	323	582	152	272	3	7	20	18	7	14	0	0	505	893	1	2
MORE THAN 10 YEARS:	121	208	57	91	3	0	6	8	1	7	0	0	188	314	1	2
AVERAGE YEARS	10.1	9.0	10.1	8.8	26.0	2.6	7.6	13.1	3.6	9.9	0.0	0.0	10.0	9.0	17.0	25.0

BARGAINING UNIT AVERAGE YEARS 9.3

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																
00 - 05 YEARS	847	2,724	228	1,259	7	19	34	103	14	26	1	0	1,131	4,131	2	6
06 - 10 YEARS	233	662	76	364	0	3	9	38	3	15	0	0	321	1,082	2	6
11 - 15 YEARS	319	670	66	467	1	4	15	47	5	12	0	0	406	1,200	3	4
16 - 20 YEARS	321	411	74	251	3	8	12	28	4	10	0	0	414	708	5	6
21 - 25 YEARS	155	237	33	146	0	3	6	25	3	9	0	0	197	420	11	12
26 - 30 YEARS	87	112	23	92	2	0	4	8	1	3	0	0	117	215	8	11
31 - 35 YEARS	52	90	14	73	1	2	1	2	0	3	0	0	68	170	2	9
36 - 40 YEARS	25	42	7	33	0	1	2	1	3	0	0	0	37	77	5	3
MORE THAN 40 YEARS	3	7	1	4	0	0	0	0	0	0	0	0	4	11	1	1
BARGAINING UNIT TOTAL	2,042	4,955	522	2,689	14	40	83	252	33	78	1	0	2,695	8,014	39	58
MORE THAN 10 YEARS:	962	1,569	218	1,066	7	18	40	111	16	37	0	0	1,243	2,801	35	46
AVERAGE YEARS	11.1	8.4	10.7	10.0	12.1	10.8	11.3	10.4	13.0	11.7	0.0	0.0	11.0	9.1	23.7	21.8
BARGAINING UNIT AVERAGE YEARS	9.6															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	373	1,603	73	407	2	11	16	80	9	19	2	1	475	2,121	1	3
06 - 10 YEARS	82	587	19	101	0	5	3	28	0	3	0	0	104	724	1	3
11 - 15 YEARS	78	689	15	147	1	8	5	33	1	6	0	0	100	883	1	9
16 - 20 YEARS	46	386	8	104	1	12	3	15	0	5	0	0	58	522	2	11
21 - 25 YEARS	29	312	8	86	0	4	2	25	1	3	0	0	40	430	5	38
26 - 30 YEARS	14	235	5	82	0	6	3	15	1	3	0	0	23	341	7	18
31 - 35 YEARS	10	193	6	64	0	2	1	12	0	3	0	0	17	274	2	14
36 - 40 YEARS	8	163	0	32	0	0	1	3	0	1	0	0	9	199	1	13
MORE THAN 40 YEARS	1	13	0	10	0	0	0	0	0	0	0	0	1	23	0	1
BARGAINING UNIT TOTAL	641	4,181	134	1,033	4	48	34	211	12	43	2	1	827	5,517	20	110
MORE THAN 10 YEARS:	186	1,991	42	525	2	32	15	103	3	21	0	0	248	2,672	18	104
AVERAGE YEARS	7.6	12.1	8.9	13.0	7.8	14.9	10.7	12.4	6.0	11.6	0.5	0.0	7.9	12.3	24.1	24.9
BARGAINING UNIT AVERAGE YEARS	11.7															

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BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y00 - NON-SPECIFIED																
00 - 05 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	666	617	51	93	2	2	15	15	52	62	0	0	786	789	0	1
06 - 10 YEARS	282	335	29	92	3	5	2	15	28	29	0	0	344	476	1	2
11 - 15 YEARS	310	473	27	100	2	2	7	14	20	13	0	0	366	602	4	1
16 - 20 YEARS	199	246	23	50	0	3	7	9	9	9	0	0	238	317	3	3
21 - 25 YEARS	114	193	23	47	1	1	3	10	7	6	0	0	148	257	11	22
26 - 30 YEARS	85	173	20	54	0	1	6	15	6	3	0	0	117	246	8	8
31 - 35 YEARS	53	121	12	43	0	0	1	4	0	2	0	0	66	170	8	8
36 - 40 YEARS	44	99	8	9	0	2	2	4	1	0	0	0	55	114	1	5
MORE THAN 40 YEARS	13	18	2	1	0	0	0	1	0	0	0	0	15	20	1	0
BARGAINING UNIT TOTAL	1,766	2,275	195	489	8	16	43	87	123	124	0	0	2,135	2,991	37	50
MORE THAN 10 YEARS:	818	1,323	115	304	3	9	26	57	43	33	0	0	1,005	1,726	36	47
AVERAGE YEARS	11.7	14.4	15.3	15.6	9.0	15.4	14.2	17.2	9.7	8.0	0.0	0.0	12.0	14.4	25.8	25.9
BARGAINING UNIT AVERAGE YEARS		13.4														

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 - PENDING UNIT ASSIGNMENT																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	28.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	28.0	0.0	28.0	0.0
BARGAINING UNIT AVERAGE YEARS	28.0															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																
00 - 05 YEARS	154	220	17	70	2	2	2	5	17	10	0	0	192	307	1	0
06 - 10 YEARS	210	282	33	80	1	1	8	11	4	7	0	0	256	381	1	1
11 - 15 YEARS	448	427	45	176	5	2	9	10	9	8	0	0	516	623	2	0
16 - 20 YEARS	475	322	57	117	5	9	5	13	7	5	0	0	549	466	1	4
21 - 25 YEARS	465	249	49	94	15	4	17	14	4	4	0	0	550	365	12	12
26 - 30 YEARS	335	191	64	90	7	5	14	4	8	5	0	0	428	295	27	10
31 - 35 YEARS	95	121	22	46	1	0	3	6	1	0	0	0	122	173	8	13
36 - 40 YEARS	91	59	14	29	1	1	1	2	1	0	0	0	108	91	7	7
MORE THAN 40 YEARS	17	10	4	1	0	0	0	0	1	0	0	0	22	11	3	0
BARGAINING UNIT TOTAL	2,290	1,881	305	703	37	24	59	65	52	39	0	0	2,743	2,712	62	47
MORE THAN 10 YEARS:	1,926	1,379	255	553	34	21	49	49	31	22	0	0	2,295	2,024	60	46
AVERAGE YEARS	19.3	17.0	20.6	17.9	21.5	19.9	20.3	18.2	14.6	13.2	0.0	0.0	19.4	17.2	28.2	28.4
BARGAINING UNIT AVERAGE YEARS	18.3															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																
00 - 05 YEARS	101	79	8	12	1	0	1	6	6	4	1	0	118	101	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	101	79	8	12	1	0	1	6	6	4	1	0	118	101	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																
00 - 05 YEARS	122	94	4	6	1	0	0	3	4	1	0	1	131	105	0	1
06 - 10 YEARS	102	75	10	10	0	0	2	2	1	1	0	0	115	88	1	0
11 - 15 YEARS	129	106	7	12	0	0	2	2	1	6	0	0	139	126	1	0
16 - 20 YEARS	150	108	10	12	2	2	5	2	0	1	0	0	167	125	1	2
21 - 25 YEARS	125	116	21	16	1	2	2	2	2	2	0	0	151	138	3	5
26 - 30 YEARS	132	102	22	22	5	1	5	3	4	2	0	0	168	130	6	4
31 - 35 YEARS	52	58	14	29	0	0	2	3	1	3	0	0	69	93	4	2
36 - 40 YEARS	70	38	14	12	1	0	0	1	1	1	0	0	86	52	8	2
MORE THAN 40 YEARS	9	8	2	3	0	0	1	0	0	0	0	0	12	11	1	1
BARGAINING UNIT TOTAL	891	705	104	122	10	5	19	18	14	17	0	1	1,038	868	25	17
MORE THAN 10 YEARS:	667	536	90	106	9	5	17	13	9	15	0	0	792	675	24	16
AVERAGE YEARS	18.9	19.1	24.5	24.7	24.0	22.6	22.5	19.7	18.9	20.4	0.0	0.0	19.6	19.9	29.8	27.3
BARGAINING UNIT AVERAGE YEARS	19.7															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																
00 - 05 YEARS	105	282	10	34	0	4	3	7	0	4	0	0	118	331	0	1
06 - 10 YEARS	27	133	4	20	0	1	0	5	0	1	0	0	31	160	0	0
11 - 15 YEARS	37	210	4	22	0	2	1	4	0	4	0	0	42	242	0	1
16 - 20 YEARS	21	107	6	22	0	1	1	2	2	3	0	0	30	135	0	2
21 - 25 YEARS	19	110	3	25	0	2	1	6	0	3	0	0	23	146	1	4
26 - 30 YEARS	17	82	8	26	0	0	1	15	0	0	0	0	26	123	3	7
31 - 35 YEARS	9	56	1	19	0	1	0	7	0	0	0	0	10	83	2	4
36 - 40 YEARS	7	54	1	12	0	0	0	1	0	0	0	0	8	67	0	7
MORE THAN 40 YEARS	2	12	1	2	0	0	1	1	0	0	0	0	4	15	0	2
BARGAINING UNIT TOTAL	244	1,046	38	182	0	11	8	48	2	15	0	0	292	1,302	6	28
MORE THAN 10 YEARS:	112	631	24	128	0	6	5	36	2	10	0	0	143	811	6	27
AVERAGE YEARS	11.7	14.9	16.2	18.7	0.0	13.5	16.0	21.3	18.0	12.9	0.0	0.0	12.4	15.6	28.2	29.3

BARGAINING UNIT AVERAGE YEARS 15.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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: December 21, 2013

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	4,660	6,491	686	2,204	56	53	142	249	119	146	16	7	5,679	9,150	5	13
06- 10 YEARS	2,414	2,607	326	884	42	23	72	111	47	67	0	0	2,901	3,692	8	14
11- 15 YEARS	3,744	3,182	401	1,183	43	26	100	137	61	63	0	0	4,349	4,591	14	19
16- 20 YEARS	3,178	2,022	350	678	75	42	97	80	38	42	0	0	3,738	2,864	21	31
21- 25 YEARS	2,491	1,510	272	511	58	20	78	95	34	35	0	0	2,933	2,171	87	105
26- 30 YEARS	1,361	1,030	278	440	27	18	64	68	26	19	0	0	1,756	1,575	92	65
31- 35 YEARS	408	678	100	293	4	6	13	35	4	11	0	0	529	1,023	32	53
36- 40 YEARS	328	470	52	142	4	4	13	13	8	2	0	0	405	631	26	39
MORE THAN 40 YEARS	59	72	11	21	0	0	4	3	4	0	0	0	78	96	8	5
STATEWIDE TOTAL	18,643	18,062	2,476	6,356	309	192	583	791	341	385	16	7	22,368	25,793	293	344
MORE THAN 10 YEARS	11,569	8,964	1,464	3,268	211	116	369	431	175	172	0	0	13,788	12,951	280	317
AVERAGE YEARS	13.9	12.2	14.3	12.6	15.2	14.1	14.8	13.5	12.6	10.9	0.3	0.1	14.0	12.4	26.0	25.3

STATEWIDE TOTAL AVERAGE YEARS 13.1

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay End Date: December 21, 2013

BARGAINING UNIT CODE/NAME	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	1,173	2.4 %	45.9	\$25.38	848	72.3 %
A31 - LABOR AND TRADES	2,126	4.4 %	48.5	\$21.84	1,446	68.0 %
C12 - SECURITY	7,017	14.6 %	44.4	\$23.44	5,660	80.7 %
E42 - HUMAN SERVICES SUPPORT	648	1.3 %	48.6	\$23.95	487	75.2 %
H21 - SCIENTIFIC & ENGINEERING	2,111	4.4 %	45.2	\$32.79	1,638	77.6 %
L32 - TECHNICAL	838	1.7 %	45.9	\$24.46	659	78.6 %
T01 - STATE POLICE ENLISTED	1,492	3.1 %	41.2	\$31.07	1,195	80.1 %
U11 - INSTITUTIONAL	1,398	2.9 %	44.5	\$20.23	719	51.4 %
W22 - HUMAN SERVICES	10,709	22.2 %	43.3	\$25.96	5,092	47.5 %
W41 - ADMINISTRATIVE SUPPORT	6,344	13.2 %	45.8	\$20.15	3,662	57.7 %
Y00 - NON-SPECIFIED	4	0.0 %	35.3	\$13.99	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,126	10.6 %	46.2	\$31.23	3,509	68.5 %
Y51 - SUPERVISORY	5,455	11.3 %	48.8	\$33.77	4,877	89.4 %
Y52 - NONCAREER	219	0.5 %	27.0	\$13.64	0	0.0 %
Y98 - MANAGERIAL	1,906	4.0 %	51.3	\$48.73	1,646	86.4 %
Y99 - CONFIDENTIAL	1,594	3.3 %	47.3	\$27.94	1,122	70.4 %
STATEWIDE TOTAL	48,160	100.0 %	45.6	\$27.22	32,560	67.6 %

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. 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: December 21, 2013

Bargaining Unit Code/Name	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	1,136	634	56 %	380	33 %	14	1 %	0	0 %	1,038	91 %	20	2 %	5	0 %
A31 LABOR AND TRADES	1,865	914	49 %	805	43 %	13	1 %	0	0 %	1,738	93 %	11	1 %	5	0 %
C12 SECURITY	7,003	3,917	56 %	2,666	38 %	41	1 %	0	0 %	6,577	94 %	144	2 %	11	0 %
E42 HUMAN SERVICES SUPPORT	648	334	52 %	271	42 %	6	1 %	0	0 %	593	92 %	29	4 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,108	927	44 %	1,000	47 %	26	1 %	0	0 %	1,951	93 %	29	1 %	10	0 %
L32 TECHNICAL	815	394	48 %	370	45 %	13	2 %	0	0 %	766	94 %	18	2 %	2	0 %
T01 STATE POLICE ENLISTED	1,492	171	11 %	28	2 %	1	0 %	1,266	85 %	1,462	98 %	5	0 %	4	0 %
U11 INSTITUTIONAL	1,386	731	53 %	547	39 %	11	1 %	0	0 %	1,277	92 %	35	3 %	1	0 %
W22 HUMAN SERVICES	10,657	4,685	44 %	5,148	48 %	96	1 %	0	0 %	9,780	92 %	335	3 %	33	0 %
W41 ADMINISTRATIVE SUPPORT	5,784	1,974	34 %	3,270	57 %	77	1 %	0	0 %	5,224	90 %	190	3 %	13	0 %
Y23 BUSINESS & ADMINISTRATION	5,116	1,628	32 %	2,991	58 %	86	2 %	0	0 %	4,641	91 %	138	3 %	26	1 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,455	2,634	48 %	2,435	45 %	36	1 %	0	0 %	5,077	93 %	95	2 %	11	0 %
Y98 MANAGERIAL	1,906	833	44 %	926	49 %	16	1 %	0	0 %	1,789	94 %	18	1 %	3	0 %
Y99 CONFIDENTIAL	1,565	485	31 %	906	58 %	16	1 %	0	0 %	1,413	90 %	31	2 %	2	0 %
STATEWIDE TOTALS:	46,937	20,261	43 %	21,744	46 %	452	1 %	1,266	3 %	43,327	92 %	1,098	2 %	128	0 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

Table 5-4

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

Pay End Date: December 21, 2013

Bargaining Unit Code/Name	Total Employees Enrolled	State Sponsored Vision		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02 SAFETY & REGULATORY	1,136	1,075	95 %	993	87 %	68	6 %	1,081	95 %	53	5 %	61	5 %
A31 LABOR AND TRADES	1,865	1,761	94 %	1,599	86 %	1	0 %	1,808	97 %	53	3 %	4	0 %
C12 SECURITY	7,003	6,740	96 %	6,516	93 %	0	0 %	6,773	97 %	209	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	648	627	97 %	541	83 %	0	0 %	611	94 %	35	5 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,108	1,999	95 %	1,785	85 %	31	1 %	1,972	94 %	131	6 %	14	1 %
L32 TECHNICAL	815	789	97 %	695	85 %	14	2 %	765	94 %	47	6 %	9	1 %
T01 STATE POLICE ENLISTED	1,492	1,471	99 %	1,673	112 %	941	63 %	1,452	97 %	36	2 %	980	66 %
U11 INSTITUTIONAL	1,386	1,310	95 %	1,215	88 %	4	0 %	1,303	94 %	79	6 %	0	0 %
W22 HUMAN SERVICES	10,657	10,161	95 %	8,972	84 %	0	0 %	10,092	95 %	555	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,784	5,453	94 %	4,832	84 %	104	2 %	5,439	94 %	322	6 %	66	1 %
Y23 BUSINESS & ADMINISTRATION	5,116	4,818	94 %	4,129	81 %	67	1 %	4,820	94 %	287	6 %	41	1 %
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,455	5,205	95 %	5,110	94 %	142	3 %	5,275	97 %	170	3 %	128	2 %
Y98 MANAGERIAL	1,906	1,814	95 %	1,686	88 %	65	3 %	1,818	95 %	87	5 %	72	4 %
Y99 CONFIDENTIAL	1,565	1,447	92 %	1,322	84 %	16	1 %	1,479	95 %	81	5 %	10	1 %
STATEWIDE TOTALS:	46,937	44,671	95 %	41,069	87 %	1,453	3 %	44,689	95 %	2,145	5 %	1,385	3 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: December 21, 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	402	26	15	0	0	210	7	0	0	1	45	304
ATTORNEY GENERAL	11	497	34	1	0	0	0	0	0	0	0	85	120
AUDITOR GENERAL	03	140	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	40	14	54
CIVIL SERVICE COMMISSION	19	430	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,186	27	74	190	0	105	38	0	783	411	422	2,050
CORRECTIONS	47	12,992	9	564	6,827	0	7	94	0	216	2,364	928	11,009
EDUCATION	31	523	0	2	0	3	0	2	0	17	184	83	291
ENVIRONMENTAL QUALITY	76	1,118	8	2	0	0	694	45	0	0	1	132	882
EXECUTIVE OFFICE	01	57	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,550	192	36	0	49	3	2	0	95	7,440	1,329	9,146
INSURANCE AND FINANCIAL SERV	65	315	0	0	0	0	0	0	0	0	0	37	37
LICENSING AND REGULATORY AFF	64	2,647	277	29	0	530	117	4	0	6	157	566	1,686
MILITARY & VETERAN AFFAIRS	51	803	47	207	0	0	26	12	0	271	26	47	636
NATURAL RESOURCES	75	1,500	325	148	0	0	252	119	0	2	61	165	1,072
STATE	23	1,554	15	17	0	0	0	0	0	0	0	1,034	1,066
STATE POLICE	55	2,534	138	10	0	0	117	31	1,492	8	0	232	2,028
STRATEGIC FUND	07	667	0	1	0	66	16	3	0	0	20	90	196
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,743	0	267	0	0	35	65	0	0	1	330	698
TRANSPORTATION	59	2,762	66	738	0	0	527	414	0	0	3	240	1,988
TREASURY	27	1,647	9	13	0	0	2	2	0	0	0	563	589
Grand Total:		48,161	1,173	2,126	7,017	648	2,111	838	1,492	1,398	10,709	6,344	33,856

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.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: December 21, 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	402	22	8	21	4	0	43	98
ATTORNEY GENERAL	11	497	32	50	283	0	0	12	377
AUDITOR GENERAL	03	140	0	62	36	4	0	34	136
CIVIL RIGHTS	15	94	1	19	11	0	0	9	40
CIVIL SERVICE COMMISSION	19	430	5	363	52	0	0	10	430
COMMUNITY HEALTH	39	3,186	477	75	179	6	1	398	1,136
CORRECTIONS	47	12,992	183	116	151	3	0	1,530	1,983
EDUCATION	31	523	124	32	29	0	1	46	232
ENVIRONMENTAL QUALITY	76	1,118	55	18	32	10	0	121	236
EXECUTIVE OFFICE	01	57	0	55	2	0	0	0	57
HUMAN SERVICES	43	11,550	602	220	200	0	0	1,382	2,404
INSURANCE AND FINANCIAL SERV	65	315	168	18	19	5	0	68	278
LICENSING AND REGULATORY AFF	64	2,647	485	83	177	20	0	196	961
MILITARY & VETERAN AFFAIRS	51	803	30	10	19	0	0	108	167
NATURAL RESOURCES	75	1,500	86	23	69	19	0	231	428
STATE	23	1,554	129	54	44	27	0	234	488
STATE POLICE	55	2,534	140	41	101	6	2	216	506
STRATEGIC FUND	07	667	289	41	65	19	0	57	471
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,743	1,383	158	200	70	0	234	2,045
TRANSPORTATION	59	2,762	221	95	86	10	0	362	774
TREASURY	27	1,647	694	53	130	16	1	164	1,058
Grand Total:		48,161	5,126	1,594	1,906	219	5	5,455	14,305

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.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source : Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

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

Classified Service - The Michigan State classified civil service.

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

Disability - Disability means any of the following:

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

Employee Status Code Descriptions (active employees):

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

MIDB - Management Information Data Base.

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

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

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

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

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

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

Retirement Codes

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

- 26 **State Employees' Retirement System.**
Conservation Officers hired before 3/31/97.
- 27 **Michigan Legislative Retirement System.**
Members taking office after 12/1/94, but before 3/31/97.
- 30 **Michigan Legislative Retirement System.**
Members who took office 01/01/95.
- 35 **Command Officer Before 4/1/1986 No Contribution**
- 36 **Command Officer After 3/31/1986 No Contribution**
- 40 **State Employees Defined Contribution Pension Plan.**
Employees hired after 3/30/97 that would have been eligible to be members of the State Employees Retirement System had they been hired before 3/31/97 or Employees rehired on or after 1/1/12, but before 1/1/14 with more than 10 years of Defined Contribution (DC) Service.
- 4B **State Employees Defined Contribution Prior Defined Benefit Non-vested 1/2012.**
Employees rehired on or after 1/1/2012, and have less than 10 years of Defined Benefit (DB) service.
- 4M **State Employees Defined Contribution Monetized.**
- 4N **State Employees Defined Contribution 1/2012.**
Employees hired on or after 1/1/2012 with no previous state employment service; employees rehired on or after 1/1/2012 with less than 10 years of Defined Contribution (DC) service; or, employees rehired on or after 1/1/14 with more than 10 years of Defined Contribution (DC) service.
- 4V **State Employees Defined Contribution Prior Defined Benefit Vested 1/12.**
Employees rehired on or after 1/1/2012 and have more than 10 years of Defined Benefit (DB) service.
- 41 **State Employees Defined Contribution Previous Defined Benefit (01)**
- 44 **State Employees Defined Contribution Previous Defined Benefit (04)**
- 46 **State Employees Defined Contribution Previous Defined Benefit (26)**
- 49 **State Employees Defined Contribution Previous Defined Benefit (04) RE4L**
- 50 **Judges Court of Appeals & Supreme Court Justices that get 100% of salary thru State Defined Contribution Pension Plan.**
Members taking office after 3/30/97, who would have been eligible to be members of the Judges Retirement System had they taken office before 3/31/97.
- 60 **Legislative Defined Contribution Pension Plan.**
Legislators taking office after 3/30/97 who would have been eligible to be members of the Legislative Retirement System had they taken office before 3/31/97.
- 70 **State Police Troopers Eff 6/10/2012
F-1 or J1 Visa Employees.**
Employees who are non-resident aliens possessing an F-1 or J-1 visa only and are performing services in connection with the purpose for which they entered the country should be set up under the applicable retirement code, 04 or 40 (depending on if they have worked for the State of Michigan before). These employees are not subject to FICA taxes and HR offices should end date FICA codes if they have been set up (contact OFM if FICA taxes have been withheld). All other aliens including those with visas stamped "Under Docket Control" are subject to FICA coverage.

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

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

Turnover Separation - Starting in FY2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent about 77% 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.