

ANNUAL WORKFORCE REPORT

Second 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
Second Quarter FY 2013-14

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.6
Average Annual Salary ¹	\$56,918.9
Average Years of Service	13.1

WORK FORCE CHARACTERISTICS

Females	53.5%
Males.....	46.5%
Eligible for Longevity	68%
Less than Six Years of Service	30.3%
Six to Ten Years of Service.....	14.05%
Over Ten Years of Service.....	55.63%
Exclusively Represented for Collective Bargaining.....	70%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.0%
Asian	1.5%
Black	18.2%
Hispanic	2.9%
White	76.3%
Not Disclosed	0.06%

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.

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS	i
-------------------------------------	----------

TABLE OF CONTENTS	ii
--------------------------------	-----------

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Table 1-1 - Active Classified Employees by Employee Status	1-1
Table 1-2 - Full-Time Equated Position Report by Department.....	1-5
Table 1-3 - Number and Percent of Active Classified Employees by Department	1-9
Table 1-4 - Fiscal Year to Date Average Number of Active Classified Employees by Department	1-10

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1 - Average Age, Average Pay Rate, and Longevity Analysis by Department.....	2-1
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-2
Table 2-10 - Age Distribution for Active Classified Employees by Department and Statewide	2-4
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2009-10 through Second Quarter 2014.....	2-5
Table 2-11 - Active Classified Employees by Work County	2-6

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department	3-1
Table 3-1 - Active Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis	3-2
Table 3-2 - Statewide Separations by Reason, Second Quarter 2014.....	3-25
Table 3-3 - New Hires, Returns and Separations by Department	3-26

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit.....	5-1
Table 5-1 - Active Employees Paying Union Dues by Bargaining Unit.....	5-2
Graph 5-2 - Average Years of Service by Bargaining Unit	5-3
Table 5-2 - Active Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis	5-4

Table 5-3 - Average Age, Average Pay Rate, and Longevity Analysis by Bargaining Unit 5-22

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by
 Bargaining Unit 5-23

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented 5-25

Table 5-10- Bargaining Unit Analysis by Department, Non-Exclusively Represented 5-26

GLOSSARY

Glossary G-1

SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

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

Pay End Date: March 29, 2014

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	380.0	0.0	3.0	6.0	0.0	13.0	0.0	402.0	0.0	402.0
AGRICULTURE AND RURAL DVLPMNT		380.0	0.0	3.0	6.0	0.0	13.0	0.0	402.0	0.0	402.0
ATY GNRL CENTRAL OFFICE	1101	457.0	1.0	0.0	23.0	0.0	0.0	0.0	481.0	0.0	481.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		468.0	1.0	0.0	24.0	0.0	0.0	0.0	493.0	0.0	493.0
LEGISLATIVE AUDITOR GENERAL	0301	112.0	0.0	8.0	14.0	0.0	4.0	0.0	138.0	0.0	138.0
AUDITOR GENERAL		112.0	0.0	8.0	14.0	0.0	4.0	0.0	138.0	0.0	138.0
CIV RGHT CENTRAL OFFICE	1501	80.0	0.0	0.0	10.0	0.0	0.0	0.0	90.0	0.0	90.0
CIVIL RIGHTS		80.0	0.0	0.0	10.0	0.0	0.0	0.0	90.0	0.0	90.0
CIVIL SERVICE COMMISSION	1901	389.0	3.0	2.0	11.0	0.0	14.0	0.0	419.0	0.5	418.5
CIVIL SERVICE COMMISSION		389.0	3.0	2.0	11.0	0.0	14.0	0.0	419.0	0.5	418.5
DCH-CARO CENTER	3902	349.0	0.0	0.0	1.0	0.0	0.0	1.0	351.0	0.0	351.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,167.0	2.0	3.0	22.0	0.0	31.0	0.0	1,225.0	0.5	1,224.5
DCH-CTR FORENSIC PSYCHIATRY	3920	480.0	2.0	0.0	3.0	0.0	3.0	10.0	498.0	0.0	498.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	164.0	1.0	0.0	23.0	0.0	11.0	1.0	200.0	0.0	200.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	418.0	3.0	0.0	97.0	0.0	0.0	1.0	519.0	0.0	519.0
DCH-OFFICE OF SERVICES TO TH	3970	28.0	0.0	0.0	1.0	0.0	0.0	0.0	29.0	0.0	29.0
DCH-WALTER P. REUTHER PSY HOSP	3945	336.0	0.0	0.0	3.0	0.0	0.0	4.0	343.0	0.0	343.0
OFFICE OF THE INSPECTOR GENERA	3947	33.0	0.0	0.0	2.0	0.0	0.0	0.0	35.0	0.0	35.0
COMMUNITY HEALTH		2,975.0	8.0	3.0	152.0	0.0	45.0	17.0	3,200.0	0.5	3,199.5
DETROIT DETENTION CENTER	4754	54.0	0.0	0.0	0.0	0.0	0.0	0.0	54.0	0.0	54.0
DETROIT REENTRY CENTER	4764	210.0	0.0	0.0	0.0	0.0	3.0	0.0	213.0	0.0	213.0
DOC-ADRIAN/GUS HARRISON FAC	4729	503.0	0.0	1.0	2.0	0.0	0.0	3.0	509.0	0.0	509.0
DOC-ALGER MAX SECURITY CORRECT	4735	254.0	0.0	0.0	2.0	0.0	0.0	1.0	257.0	0.0	257.0
DOC-BARAGA FACILITY	4740	281.0	1.0	0.0	2.0	0.0	3.0	0.0	287.0	0.0	287.0
DOC-BELLAMY CREEK FACILITY	4748	393.0	0.0	0.0	2.0	0.0	0.0	2.0	397.0	0.0	397.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	452.0	1.0	0.0	3.0	0.0	0.0	2.0	458.0	0.0	458.0
DOC-CARSON CITY FAC/CARSON CIT	4731	412.0	0.0	0.0	1.0	0.0	1.0	2.0	416.0	0.0	416.0
DOC-CENTRAL MICHIGAN FACILITY	4744	430.0	0.0	0.0	1.0	0.0	0.0	2.0	433.0	0.0	433.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	434.0	1.0	0.0	1.0	0.0	1.0	0.0	437.0	0.0	437.0
DOC-COOPER STREET FACILITY	4752	387.0	9.0	0.0	1.0	0.0	0.0	1.0	398.0	0.0	398.0
DOC-CORRECTN CENTRAL OFFICE	4702	460.0	0.0	0.0	17.0	0.0	39.0	0.0	516.0	0.0	516.0
DOC-COTTON FACILITY	4720	410.0	0.0	0.0	1.0	0.0	2.0	0.0	413.0	0.0	413.0

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

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

Pay End Date: March 29, 2014

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-EGELER FACILITY	4727	578.0	0.0	0.0	1.0	0.0	0.0	0.0	579.0	0.0	579.0
DOC-FIELD OPERATION REGION III	4763	938.0	9.0	3.0	0.0	0.0	0.0	0.0	950.0	0.0	950.0
DOC-FIELD OPERATIONS REGION I	4761	712.0	0.0	0.0	2.0	0.0	0.0	1.0	715.0	0.0	715.0
DOC-HANDLON MI TRAINING UNT	4705	301.0	0.0	0.0	1.0	0.0	0.0	3.0	305.0	0.0	305.0
DOC-HURON VALLEY CORR COMPLEX	4715	541.0	3.0	0.0	1.0	0.0	0.0	3.0	548.0	0.0	548.0
DOC-IONIA MAXIMUM FACILITY	4724	286.0	0.0	0.0	1.0	0.0	1.0	1.0	289.0	0.0	289.0
DOC-JACKSON CENTRAL REGION	4750	118.0	0.0	0.0	0.0	0.0	0.0	0.0	118.0	0.0	118.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	337.0	0.0	0.0	2.0	0.0	0.0	3.0	342.0	0.0	342.0
DOC-LAKELAND MENS FACILITY	4718	283.0	0.0	0.0	1.0	0.0	0.0	0.0	284.0	0.0	284.0
DOC-MACOMB FACILITY	4741	319.0	1.0	0.0	1.0	0.0	0.0	8.0	329.0	0.0	329.0
DOC-MARQUETTE BRANCH PRISON	4706	330.0	0.0	0.0	1.0	0.0	0.0	1.0	332.0	0.0	332.0
DOC-MAXEY CORRECTIONAL	4749	323.0	0.0	0.0	2.0	0.0	0.0	2.0	327.0	0.0	327.0
DOC-MICHIGAN REFORMATORY	4707	316.0	0.0	0.0	2.0	0.0	4.0	0.0	322.0	0.0	322.0
DOC-MICHIGAN STATE INDUSTRIES	4709	80.0	0.0	0.0	1.0	0.0	0.0	0.0	81.0	0.0	81.0
DOC-MUSKEGON FACILITY	4704	220.0	0.0	0.0	1.0	0.0	0.0	1.0	222.0	0.0	222.0
DOC-NEWBERRY FACILITY	4743	209.0	0.0	2.0	2.0	0.0	1.0	1.0	215.0	0.0	215.0
DOC-OAKS FACILITY	4739	281.0	2.0	0.0	1.0	0.0	1.0	3.0	288.0	0.0	288.0
DOC-OJIBWAY FACILITY	4746	199.0	2.0	0.0	3.0	0.0	1.0	2.0	207.0	0.0	207.0
DOC-PARNALL FACILITY	4751	272.0	0.0	1.0	0.0	0.0	0.0	1.0	274.0	0.0	274.0
DOC-PUGSLEY FACILITY	4745	231.0	1.0	0.0	2.0	0.0	2.0	1.0	237.0	0.0	237.0
DOC-SAGINAW FACILITY	4742	297.0	1.0	0.0	2.0	0.0	2.0	1.0	303.0	0.0	303.0
DOC-ST. LOUIS FACILITY	4733	320.0	0.0	0.0	1.0	0.0	0.0	0.0	321.0	0.0	321.0
DOC-THUMB FACILITY	4725	300.0	0.0	0.0	2.0	0.0	0.0	1.0	303.0	0.0	303.0
NTHRN REGION ADMIN AND SUPPORT	4714	34.0	0.0	0.0	2.0	0.0	0.0	1.0	37.0	0.0	37.0
SOUTHERN REGION - IONIA	4711	46.0	0.0	0.0	0.0	0.0	0.0	0.0	46.0	0.0	46.0
CORRECTIONS		12,551.0	31.0	7.0	65.0	0.0	61.0	47.0	12,762.0	0.0	12,762.0
EDUCATION	3103	443.0	5.0	3.0	15.0	52.0	13.0	0.0	531.0	0.5	530.5
EDUCATION		443.0	5.0	3.0	15.0	52.0	13.0	0.0	531.0	0.5	530.5
DEQ-ENVIRONMENTAL QUALITY	7601	1,046.0	5.0	16.0	32.0	0.0	13.0	1.0	1,113.0	2.5	1,110.5
ENVIRONMENTAL QUALITY		1,046.0	5.0	16.0	32.0	0.0	13.0	1.0	1,113.0	2.5	1,110.5
OFFICE OF THE GOVERNOR	0101	1.0	0.0	1.0	58.0	0.0	0.0	0.0	60.0	0.0	60.0
EXECUTIVE OFFICE		1.0	0.0	1.0	58.0	0.0	0.0	0.0	60.0	0.0	60.0
DHS-BERRIEN COUNTY	4322	150.0	0.0	0.0	8.0	0.0	0.0	1.0	159.0	0.0	159.0

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

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

Pay End Date: March 29, 2014

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-CALHOUN COUNTY	4323	147.0	0.0	0.0	7.0	0.0	0.0	0.0	154.0	0.0	154.0
DHS-COUNTIES	4308	2,743.0	1.0	0.0	92.0	21.0	0.0	1.0	2,858.0	0.0	2,858.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,568.0	3.0	17.0	146.0	42.0	8.0	0.0	2,784.0	0.0	2,784.0
DHS-GENESEE COUNTY	4302	485.0	0.0	0.0	8.0	0.0	0.0	0.0	493.0	0.0	493.0
DHS-INGHAM COUNTY	4312	252.0	0.0	0.0	15.0	0.0	0.0	0.0	267.0	0.0	267.0
DHS - INSTITUTIONS	4307	56.0	0.0	7.0	10.0	0.0	0.0	1.0	74.0	0.0	74.0
DHS-JACKSON COUNTY	4315	152.0	0.0	0.0	9.0	0.0	0.0	0.0	161.0	0.0	161.0
DHS-KALAMAZOO COUNTY	4314	248.0	0.0	0.0	7.0	0.0	0.0	0.0	255.0	0.0	255.0
DHS-KENT COUNTY	4303	451.0	0.0	0.0	22.0	6.0	0.0	0.0	479.0	2.5	476.5
DHS-MACOMB COUNTY	4304	495.0	0.0	0.0	1.0	0.0	0.0	0.0	496.0	3.0	493.0
DHS-MAXEY TRAINING SCHOOL	4311	61.0	0.0	0.0	2.0	0.0	0.0	0.0	63.0	0.0	63.0
DHS-MUSKEGON COUNTY	4324	241.0	0.0	0.0	9.0	0.0	0.0	0.0	250.0	0.0	250.0
DHS-OAKLAND COUNTY	4305	566.0	0.0	1.0	13.0	0.0	0.0	2.0	582.0	0.0	582.0
DHS-SAGINAW COUNTY	4313	208.0	0.0	0.0	5.0	0.0	0.0	0.0	213.0	0.0	213.0
DHS-WASHTENAW	4325	158.0	0.0	0.0	12.0	0.0	0.0	0.0	170.0	0.0	170.0
DHS-WAYNE COUNTY DSS	4306	110.0	0.0	0.0	2.0	0.0	0.0	0.0	112.0	0.0	112.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	535.0	0.0	0.0	2.0	0.0	0.0	1.0	538.0	0.0	538.0
DHS-WAYNE COUNTY ZONE 3	4318	437.0	0.0	0.0	24.0	0.0	0.0	0.0	461.0	0.0	461.0
DHS-WAYNE COUNTY ZONE 4	4319	454.0	0.0	0.0	15.0	0.0	0.0	1.0	470.0	0.0	470.0
DHS-WAYNE COUNTY ZONE L	4316	300.0	0.0	0.0	5.0	0.0	0.0	1.0	306.0	0.0	306.0
HUMAN SERVICES		10,817.0	4.0	25.0	414.0	69.0	8.0	8.0	11,345.0	5.5	11,339.5
DEPT OF INS AND FIN SERVICE	6501	287.0	2.0	0.0	16.0	0.0	9.0	0.0	314.0	0.0	314.0
INSURANCE AND FINANCIAL SERV		287.0	2.0	0.0	16.0	0.0	9.0	0.0	314.0	0.0	314.0
LICENSING AND REGULATORY AFF	6401	2,367.0	4.0	4.0	145.0	0.0	96.0	0.0	2,616.0	1.0	2,615.0
LICENSING & REGULATORY AFFAIRS		2,367.0	4.0	4.0	145.0	0.0	96.0	0.0	2,616.0	1.0	2,615.0
D.J. JACOBETTI HOME FOR VETERA	5103	148.0	3.0	1.0	3.0	0.0	2.0	1.0	158.0	0.5	157.5
GRAND RAPIDS HOME FOR VETERANS	5102	246.0	4.0	15.0	2.0	1.0	19.0	4.0	291.0	0.0	291.0
MIL AFFR CENTRAL OFFICE	5101	252.0	0.0	3.0	37.0	25.0	38.0	1.0	356.0	0.0	356.0
MILITARY & VETERAN AFFAIRS		646.0	7.0	19.0	42.0	26.0	59.0	6.0	805.0	0.5	804.5
DNR-NATURAL RESOURCES	7501	1,255.0	1.0	47.0	19.0	170.0	148.0	5.0	1,645.0	0.0	1,645.0
NATURAL RESOURCES		1,255.0	1.0	47.0	19.0	170.0	148.0	5.0	1,645.0	0.0	1,645.0
DEPARTMENT OF STATE	2301	1,167.0	0.0	95.0	52.0	0.0	201.0	1.0	1,516.0	0.0	1,516.0
STATE		1,167.0	0.0	95.0	52.0	0.0	201.0	1.0	1,516.0	0.0	1,516.0

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

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

Pay End Date: March 29, 2014

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
STATE POLICE	5501	2,560.0	19.0	4.0	29.0	0.0	6.0	5.0	2,623.0	1.0	2,622.0
STATE POLICE		2,560.0	19.0	4.0	29.0	0.0	6.0	5.0	2,623.0	1.0	2,622.0
MSF-WORKFORCE DEVELOPMENT AGY	0742	176.0	2.0	0.0	6.0	0.0	4.0	0.0	188.0	0.0	188.0
MSHDA	6305	276.0	4.0	5.0	10.0	0.0	21.0	0.0	316.0	1.0	315.0
STATE LAND BANK AUTHORITY	6306	2.0	0.0	0.0	5.0	0.0	0.0	0.0	7.0	0.0	7.0
STRATEGIC FUND	0740	137.0	0.0	0.0	9.0	0.0	1.0	0.0	147.0	0.0	147.0
STRATEGIC FUND		591.0	6.0	5.0	30.0	0.0	26.0	0.0	658.0	1.0	657.0
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	1,614.0	4.0	0.0	36.0	0.0	88.0	2.0	1,744.0	0.0	1,744.0
TECH, MGMT AND BUDGET - MB	0701	902.0	15.0	1.0	41.0	0.0	36.0	1.0	996.0	2.5	993.5
TECHNOLOGY, MANAGEMENT & BUDGET		2,516.0	19.0	1.0	78.0	0.0	124.0	3.0	2,741.0	2.5	2,738.5
BRIDGE AUTHORITIES-INTERNATION	5903	30.0	0.0	0.0	0.0	0.0	11.0	0.0	41.0	0.0	41.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	22.0	5.0	0.0	18.0	0.0	83.0	0.0	83.0
TRANSPORTATION CENTRAL OFFICE	5901	2,315.0	6.0	21.0	83.0	12.0	169.0	6.0	2,612.0	4.0	2,608.0
TRANSPORTATION		2,383.0	6.0	43.0	88.0	12.0	198.0	6.0	2,736.0	4.0	2,732.0
BUREAU OF STATE LOTTERY	2795	168.0	0.0	0.0	3.0	0.0	28.0	0.0	199.0	0.0	199.0
GAMING CONTROL	2707	104.0	0.0	2.0	16.0	0.0	11.0	0.0	133.0	0.0	133.0
TREASURY CENTRAL PAYROLL	2701	1,222.0	2.0	3.0	51.0	0.0	41.0	0.0	1,319.0	0.0	1,319.0
TREASURY		1,494.0	2.0	5.0	70.0	0.0	80.0	0.0	1,651.0	0.0	1,651.0
STATEWIDE TOTAL		44,528.0	123.0	291.0	1,370.0	329.0	1,118.0	99.0	47,858.0	19.5	47,838.5

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

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 3/29/2014 (B)	FTE Positions 12/21/2013 (C)	Difference 3/29/2014 and 12/21/2013 (B-C)	Difference 3/29/2014 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	434.0	390.9	387.7	3.2	-43.1
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	434.0	390.9	387.8	3.1	-43.1
ATTORNEY GENERAL					
Regular	511.0	488.6	494.5	-5.9	-22.4
Overtime	0.0	0.0	0.0	0.0	0.0
Total	511.0	488.6	494.5	-5.9	-22.4
AUDITOR GENERAL					
Regular	0.0	133.9	136.3	-2.4	133.9
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	133.9	136.3	-2.4	133.9
CIVIL RIGHTS					
Regular	122.0	89.5	93.2	-3.7	-32.5
Overtime	0.0	0.4	0.0	0.4	0.4
Total	122.0	89.9	93.2	-3.3	-32.1
CIVIL SERVICE COMMISSION					
Regular	446.0	410.1	420.1	-10.0	-35.9
Overtime	0.0	0.4	1.4	-0.9	0.4
Total	446.0	410.5	421.5	-11.0	-35.5
COMMUNITY HEALTH					
Regular	3,585.6	3,161.9	3,148.0	13.9	-423.7
Overtime	0.0	116.6	129.7	-13.1	116.6
Total	3,585.6	3,278.5	3,277.7	0.8	-307.1

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

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 3/29/2014 (B)	FTE Positions 12/21/2013 (C)	Difference 3/29/2014 and 12/21/2013 (B-C)	Difference 3/29/2014 and Appropriated (B-A)
CORRECTIONS					
Regular	14,543.6	12,806.5	13,026.4	-219.9	-1,737.1
Overtime	0.0	573.3	633.8	-60.5	573.3
Total	14,543.6	13,379.8	13,660.2	-280.4	-1,163.8
EDUCATION					
Regular	587.5	519.7	511.8	7.9	-67.8
Overtime	0.0	2.1	2.0	0.1	2.1
Total	587.5	521.8	513.8	8.1	-65.7
ENVIRONMENTAL QUALITY					
Regular	1,281.5	1,090.2	1,096.4	-6.3	-191.3
Overtime	0.0	0.9	1.0	-0.1	0.9
Total	1,281.5	1,091.1	1,097.4	-6.3	-190.4
EXECUTIVE OFFICE					
Regular	74.2	58.5	56.1	2.4	-15.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	58.5	56.1	2.4	-15.7
HUMAN SERVICES					
Regular	12,144.5	11,296.5	11,486.3	-189.8	-848.0
Overtime	0.0	92.4	46.0	46.4	92.4
Total	12,144.5	11,388.9	11,532.3	-143.4	-755.6
INSURANCE AND FINANCIAL SERV					
Regular	337.0	306.6	308.3	-1.6	-30.4
Overtime	0.0	0.0	0.0	0.0	0.0
Total	337.0	306.6	308.3	-1.6	-30.4

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

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 3/29/2014 (B)	FTE Positions 12/21/2013 (C)	Difference 3/29/2014 and 12/21/2013 (B-C)	Difference 3/29/2014 and Appropriated (B-A)
LICENSING AND REGULATORY AFF					
Regular	2,913.0	2,565.1	2,598.8	-33.7	-347.9
Overtime	0.0	3.0	3.7	-0.7	3.0
Total	2,913.0	2,568.0	2,602.5	-34.4	-345.0
MILITARY & VETERAN AFFAIRS					
Regular	889.5	749.8	749.5	0.3	-139.7
Overtime	0.0	18.0	23.9	-5.9	18.0
Total	889.5	767.8	773.4	-5.6	-121.7
NATURAL RESOURCES					
Regular	2,134.3	1,528.0	1,395.9	132.1	-606.3
Overtime	0.0	8.4	1.3	7.1	8.4
Total	2,134.3	1,536.4	1,397.2	139.2	-597.9
STATE					
Regular	1,562.0	1,423.1	1,391.7	31.4	-138.9
Overtime	0.0	6.6	2.3	4.3	6.6
Total	1,562.0	1,429.6	1,394.0	35.7	-132.4
STATE POLICE					
Regular	2,931.0	2,603.3	2,509.6	93.7	-327.7
Overtime	0.0	175.4	89.0	86.4	175.4
Total	2,931.0	2,778.7	2,598.6	180.1	-152.3
STRATEGIC FUND					
Regular	756.0	640.4	651.0	-10.6	-115.6
Overtime	0.0	1.5	0.8	0.8	1.5
Total	756.0	641.9	651.8	-9.9	-114.1

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

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 3/29/2014 (B)	FTE Positions 12/21/2013 (C)	Difference 3/29/2014 and 12/21/2013 (B-C)	Difference 3/29/2014 and Appropriated (B-A)
TECH, MGMT AND BUDGET					
Regular	2,370.0	2,697.2	2,700.6	-3.5	327.2
Overtime	0.0	48.8	47.7	1.0	48.8
Total	2,370.0	2,745.9	2,748.4	-2.5	375.9
TRANSPORTATION					
Regular	2,912.3	2,626.8	2,662.0	-35.2	-285.5
Overtime	0.0	62.5	144.0	-81.5	62.5
Total	2,912.3	2,689.3	2,806.0	-116.7	-223.0
TREASURY					
Regular	1,774.5	1,613.3	1,615.2	-1.9	-161.2
Overtime	0.0	9.1	4.7	4.4	9.1
Total	1,774.5	1,622.4	1,619.9	2.5	-152.1
STATEWIDE TOTALS					
Total Regular	52,309.5	47,199.7	47,439.4	-239.7	-5,109.8
Total Overtime	0.0	1,119.4	1,131.3	-11.9	1,119.4
Grand Total	52,309.5	48,319.1	48,570.7	-251.5	-3,990.4

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

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

Table 1-3

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

Department	December 21, 2013		March 29, 2014	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLP MNT	402.0	0.8 %	402.0	0.8 %
ATTORNEY GENERAL	497.0	1.0 %	493.0	1.0 %
AUDITOR GENERAL	140.0	0.3 %	138.0	0.3 %
CIVIL RIGHTS	94.0	0.2 %	90.0	0.2 %
CIVIL SERVICE COMMISSION	428.5	0.9 %	418.5	0.9 %
COMMUNITY HEALTH	3,185.5	6.6 %	3,199.5	6.7 %
CORRECTIONS	12,992.0	27.0 %	12,762.0	26.7 %
EDUCATION	522.5	1.1 %	530.5	1.1 %
ENVIRONMENTAL QUALITY	1,115.5	2.3 %	1,110.5	2.3 %
EXECUTIVE OFFICE	57.0	0.1 %	60.0	0.1 %
HUMAN SERVICES	11,544.5	24.0 %	11,339.5	23.7 %
INSURANCE AND FINANCIAL SERV	315.0	0.7 %	314.0	0.7 %
LICENSING & REGULATORY AFFAIRS	2,646.0	5.5 %	2,615.0	5.5 %
MILITARY & VETERAN AFFAIRS	802.5	1.7 %	804.5	1.7 %
NATURAL RESOURCES	1,500.0	3.1 %	1,645.0	3.4 %
STATE	1,554.0	3.2 %	1,516.0	3.2 %
STATE POLICE	2,533.0	5.3 %	2,622.0	5.5 %
STRATEGIC FUND	666.0	1.4 %	657.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,740.5	5.7 %	2,738.5	5.7 %
TRANSPORTATION	2,757.5	5.7 %	2,732.0	5.7 %
TREASURY	1,647.0	3.4 %	1,651.0	3.5 %
TOTAL:	48,140.0	100.0 %	47,838.5	100.0 %

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

Statewide, the number of classified employees decreased by 302 from December 21, 2013 to March 29, 2014.

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: March 29, 2014

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	13	394.8
ATTORNEY GENERAL	13	495.8
AUDITOR GENERAL	13	136.1
CIVIL RIGHTS	13	90.5
CIVIL SERVICE COMMISSION	13	412.2
COMMUNITY HEALTH	13	3,141.8
CORRECTIONS	13	12,927.8
EDUCATION	13	513.7
ENVIRONMENTAL QUALITY	13	1,100.0
EXECUTIVE OFFICE	13	57.8
HUMAN SERVICES	13	11,520.1
INSURANCE AND FINANCIAL SERV	12	282.8
LICENSING & REGULATORY AFFAIRS	13	2,567.5
MILITARY & VETERAN AFFAIRS	13	763.0
NATURAL RESOURCES	13	1,454.5
STATE	13	1,306.5
STATE POLICE	13	2,568.7
STRATEGIC FUND	13	636.9
TECHNOLOGY, MANAGEMENT & BUDGET	13	2,657.7
TRANSPORTATION	13	2,609.1
TREASURY	13	1,581.0
	Sum:	47,218.6

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 81.8% 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: March 29, 2014

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	\$30.78	308	76.6 %
ATTORNEY GENERAL	493	1.0 %	47.1	\$38.82	300	60.9 %
AUDITOR GENERAL	138	0.3 %	40.5	\$36.50	93	67.4 %
CIVIL RIGHTS	90	0.2 %	48.1	\$30.20	64	71.1 %
CIVIL SERVICE COMMISSION	419	0.9 %	46.6	\$30.10	312	74.5 %
COMMUNITY HEALTH	3,200	6.7 %	47.1	\$28.06	1,956	61.1 %
CORRECTIONS	12,762	26.7 %	45.8	\$25.77	10,296	80.7 %
EDUCATION	531	1.1 %	48.4	\$32.39	281	52.9 %
ENVIRONMENTAL QUALITY	1,113	2.3 %	48.4	\$31.81	920	82.7 %
EXECUTIVE OFFICE	60	0.1 %	39.5	\$35.16	13	21.7 %
HUMAN SERVICES	11,345	23.7 %	44.0	\$25.54	6,075	53.5 %
INSURANCE AND FINANCIAL SERV	314	0.7 %	43.0	\$32.73	202	64.3 %
LICENSING & REGULATORY AFFAIRS	2,616	5.5 %	48.3	\$28.77	1,835	70.1 %
MILITARY & VETERAN AFFAIRS	805	1.7 %	46.8	\$24.17	497	61.7 %
NATURAL RESOURCES	1,645	3.4 %	45.0	\$25.91	1,160	70.5 %
STATE	1,516	3.2 %	45.5	\$22.48	935	61.7 %
STATE POLICE	2,623	5.5 %	42.5	\$30.11	1,982	75.6 %
STRATEGIC FUND	658	1.4 %	46.8	\$31.03	432	65.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,741	5.7 %	46.7	\$30.95	1,730	63.1 %
TRANSPORTATION	2,736	5.7 %	46.2	\$28.08	2,111	77.2 %
TREASURY	1,651	3.4 %	45.6	\$28.42	1,040	63.0 %
STATEWIDE TOTALS:	47,858	100.0 %	45.6	\$27.26	32,542	68.0 %

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. 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: March 29, 2014

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	389	172	44 %	193	50 %	5	1 %	0	0 %	367	94 %	6	2 %	1	0 %	
ATTORNEY GENERAL	493	184	37 %	247	50 %	7	1 %	0	0 %	450	91 %	6	1 %	3	1 %	
AUDITOR GENERAL	134	32	24 %	86	64 %	3	2 %	0	0 %	124	93 %	0	0 %	0	0 %	
CIVIL RIGHTS	90	38	42 %	42	47 %	5	6 %	0	0 %	80	89 %	5	6 %	0	0 %	
CIVIL SERVICE COMMISSION	405	108	27 %	253	62 %	2	0 %	0	0 %	369	91 %	4	1 %	1	0 %	
COMMUNITY HEALTH	3,155	1,419	45 %	1,486	47 %	33	1 %	0	0 %	2,896	92 %	89	3 %	14	0 %	
CORRECTIONS	12,701	6,620	52 %	5,146	41 %	83	1 %	0	0 %	11,774	93 %	256	2 %	20	0 %	
EDUCATION	518	218	42 %	231	45 %	9	2 %	0	0 %	459	89 %	10	2 %	5	1 %	
ENVIRONMENTAL QUALITY	1,100	406	37 %	588	53 %	13	1 %	0	0 %	1,006	91 %	16	1 %	4	0 %	
EXECUTIVE OFFICE	60	28	47 %	17	28 %	1	2 %	0	0 %	52	87 %	0	0 %	0	0 %	
HUMAN SERVICES	11,337	4,730	42 %	5,788	51 %	81	1 %	0	0 %	10,423	92 %	374	3 %	29	0 %	
INSURANCE AND FINANCIAL SERV	305	90	30 %	193	63 %	6	2 %	0	0 %	281	92 %	7	2 %	1	0 %	
LICENSING & REGULATORY AFFAIRS	2,520	981	39 %	1,331	53 %	27	1 %	0	0 %	2,299	91 %	82	3 %	10	0 %	
MILITARY & VETERAN AFFAIRS	746	340	46 %	324	43 %	10	1 %	0	0 %	690	92 %	3	0 %	4	1 %	
NATURAL RESOURCES	1,497	907	61 %	453	30 %	22	1 %	0	0 %	1,391	93 %	8	1 %	5	0 %	
STATE	1,315	535	41 %	677	51 %	14	1 %	0	0 %	1,209	92 %	39	3 %	4	0 %	
STATE POLICE	2,617	669	26 %	486	19 %	13	0 %	1,335	51 %	2,504	96 %	22	1 %	6	0 %	
STRATEGIC FUND	632	196	31 %	375	59 %	13	2 %	0	0 %	580	92 %	21	3 %	1	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,617	758	29 %	1,599	61 %	31	1 %	0	0 %	2,335	89 %	71	3 %	11	0 %	
TRANSPORTATION	2,538	1,172	46 %	1,164	46 %	35	1 %	0	0 %	2,374	94 %	29	1 %	5	0 %	
TREASURY	1,571	473	30 %	942	60 %	35	2 %	0	0 %	1,435	91 %	43	3 %	6	0 %	
STATEWIDE TOTALS:	46,740	20,076	43 %	21,621	46 %	448	1 %	1,335	3 %	43,098	92 %	1,091	2 %	130	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: March 29, 2014

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	389	376	97 %	323	83 %	0	0 %	376	97 %	13	3 %	0	0 %
ATTORNEY GENERAL	493	461	94 %	336	68 %	0	0 %	461	94 %	30	6 %	0	0 %
AUDITOR GENERAL	134	125	93 %	99	74 %	0	0 %	121	90 %	13	10 %	0	0 %
CIVIL RIGHTS	90	86	96 %	79	88 %	0	0 %	83	92 %	7	8 %	0	0 %
CIVIL SERVICE COMMISSION	405	376	93 %	368	91 %	2	0 %	391	97 %	13	3 %	2	0 %
COMMUNITY HEALTH	3,155	3,010	95 %	2,692	85 %	0	0 %	2,962	94 %	188	6 %	0	0 %
CORRECTIONS	12,701	12,059	95 %	11,662	92 %	0	0 %	12,267	97 %	399	3 %	0	0 %
EDUCATION	518	477	92 %	356	69 %	0	0 %	482	93 %	35	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,100	1,031	94 %	939	85 %	0	0 %	1,028	93 %	70	6 %	0	0 %
EXECUTIVE OFFICE	60	52	87 %	31	52 %	0	0 %	50	83 %	8	13 %	0	0 %
HUMAN SERVICES	11,337	10,841	96 %	9,682	85 %	0	0 %	10,763	95 %	562	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	305	292	96 %	247	81 %	0	0 %	285	93 %	19	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,520	2,396	95 %	2,087	83 %	1	0 %	2,385	95 %	130	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	746	696	93 %	590	79 %	0	0 %	708	95 %	30	4 %	0	0 %
NATURAL RESOURCES	1,497	1,413	94 %	1,241	83 %	0	0 %	1,429	95 %	67	4 %	0	0 %
STATE	1,315	1,264	96 %	1,119	85 %	0	0 %	1,227	93 %	88	7 %	0	0 %
STATE POLICE	2,617	2,534	97 %	2,986	114 %	1,403	54 %	2,500	96 %	99	4 %	1,372	52 %
STRATEGIC FUND	632	603	95 %	506	80 %	0	0 %	585	93 %	45	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,617	2,432	93 %	1,963	75 %	37	1 %	2,489	95 %	114	4 %	30	1 %
TRANSPORTATION	2,538	2,413	95 %	2,190	86 %	0	0 %	2,406	95 %	127	5 %	0	0 %
TREASURY	1,571	1,499	95 %	1,272	81 %	0	0 %	1,482	94 %	87	6 %	0	0 %
STATEWIDE TOTALS:	46,740	44,436	95 %	40,768	87 %	1,443	3 %	44,480	95 %	2,144	5 %	1,405	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

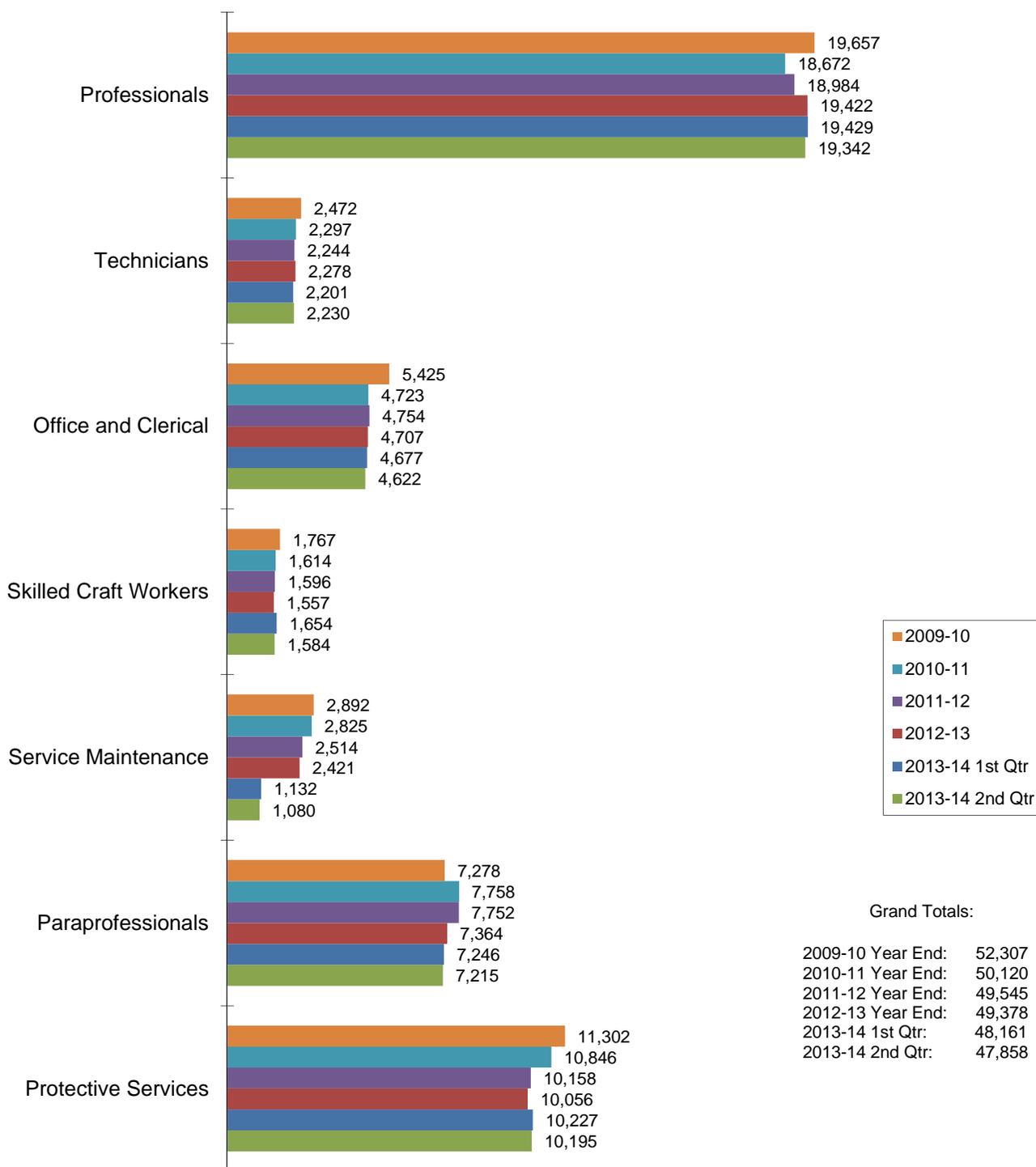
STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: March 29, 2014

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	0	11	11	30	48	37	54	83	68	45	10	5	402
ATTORNEY GENERAL	0	3	30	54	59	62	72	77	71	48	13	4	493
AUDITOR GENERAL	2	14	16	17	16	20	20	18	13	2	0	0	138
CIVIL RIGHTS	0	1	5	9	9	12	14	13	8	15	3	1	90
CIVIL SERVICE COMMISSION	0	18	18	30	52	45	72	85	72	23	3	1	419
COMMUNITY HEALTH	4	91	215	304	304	382	425	545	498	325	90	17	3,200
CORRECTIONS	5	184	643	967	1,486	2,384	2,640	2,325	1,405	594	106	23	12,762
EDUCATION	0	8	22	55	64	48	72	75	99	65	22	1	531
ENVIRONMENTAL QUALITY	0	11	33	73	152	144	140	217	209	109	23	2	1,113
EXECUTIVE OFFICE	0	11	9	11	1	4	8	8	2	4	2	0	60
HUMAN SERVICES	0	162	1,116	1,626	1,664	1,679	1,396	1,379	1,378	756	166	23	11,345
INSURANCE AND FINANCIAL SERV	2	10	39	40	45	41	38	44	35	11	7	2	314
LICENSING & REGULATORY AFFAIRS	15	89	110	221	247	301	318	425	461	288	107	34	2,616
MILITARY & VETERAN AFFAIRS	4	37	53	54	73	97	110	149	141	73	12	2	805
NATURAL RESOURCES	6	68	114	163	222	246	215	253	207	101	32	18	1,645
STATE	4	91	138	112	143	164	204	274	248	118	18	2	1,516
STATE POLICE	0	128	259	222	359	539	496	360	187	58	15	0	2,623
STRATEGIC FUND	1	25	33	61	82	77	87	105	100	54	27	6	658
TECHNOLOGY, MANAGEMENT & BUDGET	10	98	142	228	279	355	408	490	450	222	48	11	2,741
TRANSPORTATION	9	83	136	250	337	369	424	483	405	186	39	15	2,736
TREASURY	8	59	125	174	192	201	197	292	235	135	24	9	1,651
Statewide Total:	70	1,202	3,267	4,701	5,834	7,207	7,410	7,700	6,292	3,232	767	176	47,858
Average Age:	19.5	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 Second 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: March 29, 2014

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	2	7
ALGER	278	6	284
ALLEGAN	192	22	214
ALPENA	147	5	152
ANTRIM	31	1	32
ARENAC	32	2	34
BARAGA	328	15	343
BARRY	99	48	147
BAY	324	26	350
BENZIE	32	5	37
BERRIEN	334	47	381
BRANCH	410	7	417
CALHOUN	296	34	330
CASS	88	19	107
CHARLEVOIX	16	25	41
CHEBOYGAN	66	16	82
CHIPPEWA	945	38	983
CLARE	53	4	57
CLINTON	158	20	178
CRAWFORD	133	107	240
DELTA	166	21	187
DICKINSON	58	5	63
EATON	3,134	295	3,429
EMMET	85	14	99
GENESEE	863	77	940
GLADWIN	45	3	48
GOGEBIC	253	15	268
GRAND TRAVERSE	532	23	555
GRATIOT	816	8	824
HILLSDALE	53	4	57
HOUGHTON	73	16	89
HURON	31	7	38
INGHAM	9,455	1,016	10,471
IONIA	1,440	22	1,462
IOSCO	38	7	45
IRON	48	2	50
ISABELLA	154	14	168
JACKSON	2,149	41	2,190
KALAMAZOO	1,112	147	1,259
KALKASKA	46	4	50
KENT	1,613	186	1,799
KEWEENAW	2	1	3
LAKE	52	2	54
LAPEER	430	13	443

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: March 29, 2014

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	1	4
LENAWEE	636	17	653
LIVINGSTON	602	21	623
LUCE	277	8	285
MACKINAC	120	71	191
MACOMB	1,298	45	1,343
MANISTEE	306	18	324
MARQUETTE	803	35	838
MASON	41	5	46
MECOSTA	92	4	96
MENOMINEE	24	7	31
MIDLAND	91	8	99
MISSAUKEE	67	3	70
MONROE	193	17	210
MONTCALM	556	10	566
MONTMORENCY	50	11	61
MUSKEGON	1,026	23	1,049
NEWAYGO	63	10	73
OAKLAND	1,211	74	1,285
OCEANA	79	15	94
OGEMAW	80	5	85
ONTONAGON	20		20
OSCEOLA	27	1	28
OSCODA	22	1	23
OTSEGO	269	16	285
OTTAWA	178	19	197
OUT OF STATE	38	4	42
PRESQUE ISLE	16	4	20
ROSCOMMON	106	7	113
SAGINAW	852	32	884
SANILAC	48	5	53
SCHOOLCRAFT	29	6	35
SHIAWASSEE	80	3	83
ST CLAIR	264	30	294
ST JOSEPH	76	8	84
TUSCOLA	458	6	464
VAN BUREN	212	23	235
WASHTENAW	1,410	69	1,479
WAYNE	5,102	265	5,367
WEXFORD	163	13	176
WORK AT HOME - MI	925	18	943
Grand Total:	44,528	3,330	47,858

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

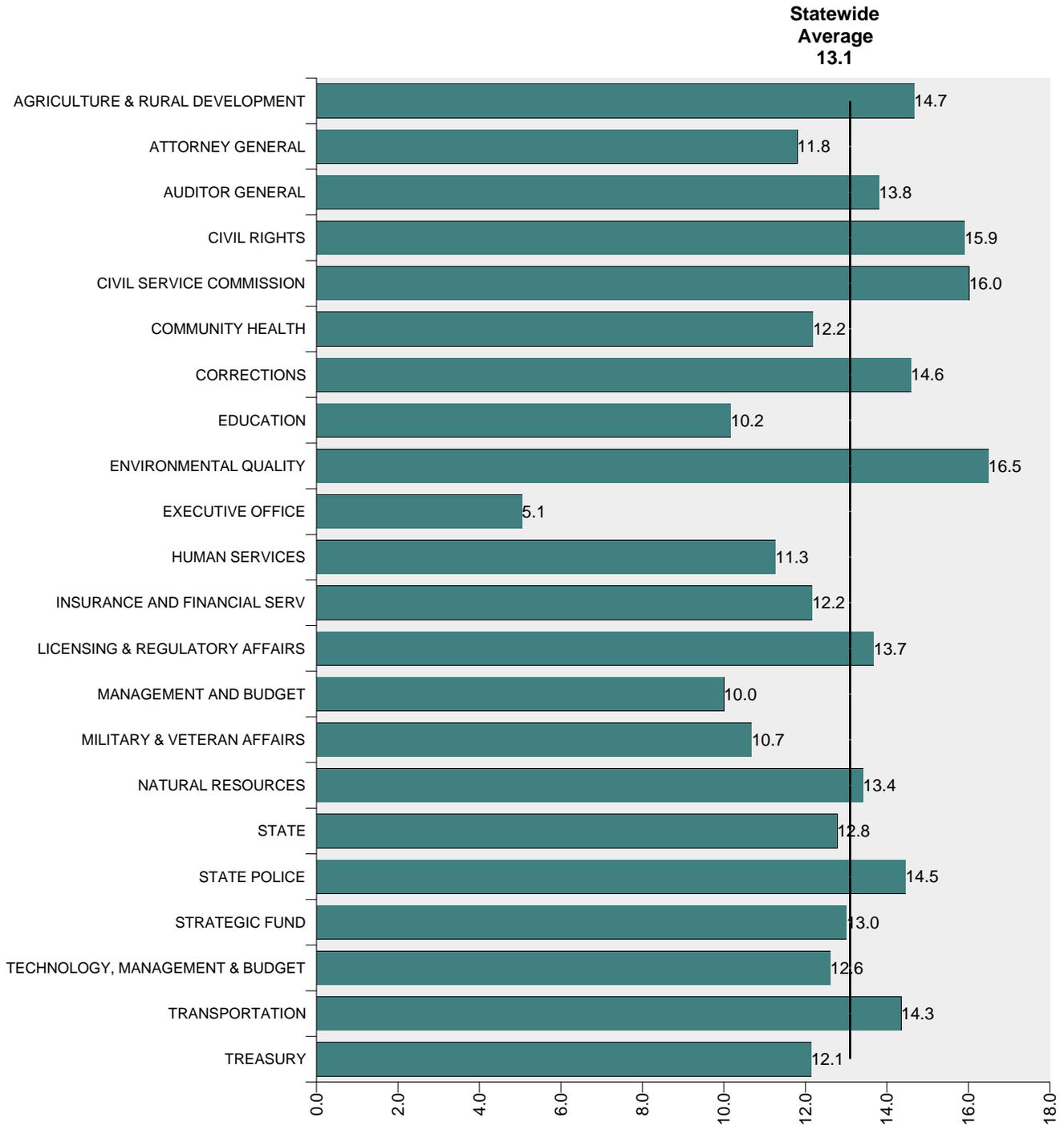
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: March 29, 2014



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: March 29, 2014

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	44	40	2	1	0	1	1	2	0	0	0	0	47	44	0	0
06 - 10 YEARS	20	19	0	2	0	0	0	0	0	0	0	0	20	21	0	0
11 - 15 YEARS	43	44	2	3	1	0	0	2	0	1	0	0	46	50	0	0
16 - 20 YEARS	29	19	1	2	0	1	0	0	0	1	0	0	30	23	0	1
21 - 25 YEARS	39	26	0	2	0	0	1	0	1	1	0	0	41	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	3	5	1	2	0	0	0	0	1	0	0	0	5	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:	135	109	4	11	1	1	2	2	2	3	0	0	144	126	2	6
AVERAGE YEARS	14.9	13.9	13.8	19.0	14.0	11.5	21.0	8.3	28.0	18.7	0.0	0.0	15.1	14.2	25.0	27.2

DEPARTMENT AVERAGE YEARS 14.7

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, 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: March 29, 2014

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	74	85	3	8	0	0	0	1	1	1	0	1	78	96	0	0
06 - 10 YEARS	43	53	6	5	0	0	0	2	0	0	0	0	49	60	1	0
11 - 15 YEARS	19	28	2	5	0	0	0	1	0	2	0	0	21	36	0	0
16 - 20 YEARS	23	22	2	4	0	0	1	1	0	0	0	0	26	27	0	0
21 - 25 YEARS	13	15	0	1	0	0	0	1	0	0	0	0	13	17	0	1
26 - 30 YEARS	17	13	2	4	0	0	0	1	1	0	0	0	20	18	1	1
31 - 35 YEARS	10	5	0	1	0	0	1	1	0	0	0	0	11	7	0	0
36 - 40 YEARS	7	3	1	0	0	0	1	0	0	0	0	0	9	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	207	225	16	28	0	0	3	8	2	3	0	1	228	265	2	2
MORE THAN 10 YEARS:	90	87	7	15	0	0	3	5	1	2	0	0	101	109	1	2
AVERAGE YEARS	12.2	10.7	13.8	13.2	0.0	0.0	29.7	16.9	14.0	10.3	0.0	1.0	12.6	11.1	17.5	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, 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: March 29, 2014

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	17	0	0	0	0	0	0	0	0	0	0	26	17	0	0
06 - 10 YEARS	2	12	0	0	0	0	0	0	0	0	0	0	2	12	0	0
11 - 15 YEARS	8	11	1	0	0	0	0	0	0	1	0	0	9	12	0	0
16 - 20 YEARS	11	13	0	1	0	0	0	0	0	0	0	0	11	14	0	0
21 - 25 YEARS	1	8	0	1	0	0	0	0	0	0	0	0	1	9	0	0
26 - 30 YEARS	6	7	2	0	0	0	0	0	0	0	0	0	8	7	0	1
31 - 35 YEARS	5	2	1	0	0	0	0	0	0	0	0	0	6	2	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	61	70	4	2	0	0	0	0	0	1	0	0	65	73	0	1
MORE THAN 10 YEARS:	33	41	4	2	0	0	0	0	0	1	0	0	37	44	0	1
AVERAGE YEARS	13.3	13.4	26.3	19.0	0.0	0.0	0.0	0.0	0.0	14.0	0.0	0.0	14.1	13.6	0.0	27.0

DEPARTMENT AVERAGE YEARS 13.8

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, 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: March 29, 2014

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	10	0	0	1	3	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	4	2	7	0	0	0	1	0	0	0	0	6	12	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	3	0	0	2	0	0	0	0	0	3	6	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	0	0	0	0	0	1	3	0	0
36 - 40 YEARS	1	0	0	1	0	0	0	2	0	0	0	0	1	3	0	0
MORE THAN 40 YEARS	0	1	2	3	0	0	0	0	0	0	0	0	2	4	0	0
DEPARTMENT TOTAL	9	17	10	42	0	0	3	8	0	1	0	0	22	68	0	1
MORE THAN 10 YEARS:	9	9	7	24	0	0	2	5	0	0	0	0	18	38	0	0
AVERAGE YEARS	21.6	12.6	17.4	15.7	0.0	0.0	16.7	17.5	0.0	1.0	0.0	0.0	19.0	14.9	0.0	5.0

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, 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: March 29, 2014

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	20	59	4	12	0	1	0	3	0	1	0	0	24	76	0	0
06 - 10 YEARS	7	29	2	2	0	0	0	0	0	0	0	0	9	31	0	0
11 - 15 YEARS	7	59	2	8	0	1	0	1	0	2	0	0	9	71	0	0
16 - 20 YEARS	5	37	1	3	0	0	1	0	0	1	0	0	7	41	0	1
21 - 25 YEARS	3	32	0	10	0	2	0	3	0	1	0	0	3	48	0	0
26 - 30 YEARS	4	28	2	14	0	1	1	6	0	0	0	0	7	49	0	2
31 - 35 YEARS	2	13	2	2	0	1	0	1	0	0	0	0	4	17	0	0
36 - 40 YEARS	2	13	1	3	0	0	0	1	0	0	0	0	3	17	0	2
MORE THAN 40 YEARS	0	2	1	0	0	0	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	50	272	15	54	0	6	2	15	0	5	0	0	67	352	0	5
MORE THAN 10 YEARS:	23	184	9	40	0	5	2	12	0	4	0	0	34	245	0	5
AVERAGE YEARS	12.2	15.7	17.5	18.2	0.0	21.5	24.0	22.5	0.0	13.6	0.0	0.0	13.7	16.5	0.0	28.6

DEPARTMENT AVERAGE YEARS 16.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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, 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: March 29, 2014

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	258	532	91	197	3	7	11	22	21	29	1	0	385	787	0	1
06 - 10 YEARS	110	227	41	67	1	3	5	12	5	12	0	0	162	321	0	1
11 - 15 YEARS	130	253	40	87	1	2	8	5	11	12	0	0	190	359	1	2
16 - 20 YEARS	106	133	21	54	2	1	2	5	2	7	0	0	133	200	2	4
21 - 25 YEARS	42	106	18	31	0	0	3	3	0	8	0	0	63	148	3	7
26 - 30 YEARS	49	79	17	30	0	3	4	8	4	6	0	0	74	126	5	6
31 - 35 YEARS	32	56	19	23	0	0	1	1	0	1	0	0	52	81	1	7
36 - 40 YEARS	25	56	7	7	1	2	1	2	3	0	0	0	37	67	3	3
MORE THAN 40 YEARS	6	7	2	0	0	0	0	0	0	0	0	0	8	7	1	0
DEPARTMENT TOTAL	758	1,449	256	496	8	18	35	58	46	75	1	0	1,104	2,096	16	31
MORE THAN 10 YEARS:	390	690	124	232	4	8	19	24	20	34	0	0	557	988	16	29
AVERAGE YEARS	12.7	12.1	12.9	11.3	13.4	13.4	13.1	12.3	10.7	10.9	0.0	0.0	12.7	11.9	28.0	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, 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: March 29, 2014

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	969	791	172	244	21	10	33	23	7	6	13	4	1,215	1,078	1	0
06 - 10 YEARS	811	484	161	194	35	7	35	16	6	8	0	0	1,048	709	4	1
11 - 15 YEARS	1,650	603	190	216	26	12	38	25	9	4	0	0	1,913	860	2	1
16 - 20 YEARS	1,582	589	170	199	51	14	50	21	8	4	0	0	1,861	827	5	5
21 - 25 YEARS	1,248	339	99	95	39	7	29	9	4	1	0	0	1,419	451	30	13
26 - 30 YEARS	668	200	120	119	16	4	18	4	2	2	0	0	824	329	40	11
31 - 35 YEARS	51	43	16	21	1	0	1	4	0	0	0	0	69	68	8	4
36 - 40 YEARS	35	31	6	9	0	1	0	0	1	0	0	0	42	41	3	1
MORE THAN 40 YEARS	4	3	0	0	0	0	1	0	0	0	0	0	5	3	1	0
DEPARTMENT TOTAL	7,018	3,083	934	1,097	189	55	205	102	37	25	13	4	8,396	4,366	94	36
MORE THAN 10 YEARS:	5,238	1,808	601	659	133	38	137	63	24	11	0	0	6,133	2,579	89	35
AVERAGE YEARS	15.5	13.0	14.5	13.7	15.5	14.5	14.4	13.1	13.7	11.2	0.5	0.5	15.3	13.1	25.5	24.8

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, 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: March 29, 2014

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	56	133	9	26	0	1	2	3	3	2	0	0	70	165	0	1
06 - 10 YEARS	33	66	2	5	0	0	0	0	0	1	0	0	35	72	0	0
11 - 15 YEARS	22	49	3	2	0	0	1	1	0	0	0	0	26	52	0	0
16 - 20 YEARS	6	24	0	2	0	0	0	1	0	0	0	0	6	27	0	0
21 - 25 YEARS	4	17	0	1	0	0	0	0	0	0	0	0	4	18	0	1
26 - 30 YEARS	1	18	1	4	0	0	0	1	0	1	0	0	2	24	0	0
31 - 35 YEARS	2	8	1	1	0	0	0	1	0	0	0	0	3	10	0	0
36 - 40 YEARS	1	13	0	0	0	0	0	1	0	0	0	0	1	14	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	125	330	16	41	0	1	3	8	3	4	0	0	147	384	0	2
MORE THAN 10 YEARS:	36	131	5	10	0	0	1	5	0	1	0	0	42	147	0	1
AVERAGE YEARS	8.2	11.2	8.9	7.9	0.0	0.0	6.0	17.3	3.7	10.8	0.0	0.0	8.2	10.9	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, 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: March 29, 2014

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	78	102	0	3	0	0	0	1	0	3	0	0	78	109	0	0
06 - 10 YEARS	65	81	5	2	0	0	0	2	0	1	0	0	70	86	0	0
11 - 15 YEARS	103	95	4	3	0	1	1	4	3	2	0	0	111	105	0	0
16 - 20 YEARS	57	55	0	2	0	0	1	2	2	5	0	0	60	64	0	0
21 - 25 YEARS	125	81	3	5	0	0	4	2	6	1	0	0	138	89	4	2
26 - 30 YEARS	53	44	2	9	0	1	1	1	2	2	0	0	58	57	0	1
31 - 35 YEARS	33	16	2	1	0	0	0	0	0	1	0	0	35	18	2	1
36 - 40 YEARS	20	12	0	0	1	0	0	0	0	0	0	0	21	12	2	1
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	535	487	16	25	1	2	7	12	13	15	0	0	572	541	8	5
MORE THAN 10 YEARS:	392	304	11	20	1	2	7	9	13	11	0	0	424	346	8	5
AVERAGE YEARS	17.6	14.9	17.8	20.0	36.0	19.0	20.9	15.4	20.1	16.1	0.0	0.0	17.7	15.2	29.6	29.2

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, 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: March 29, 2014

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	19	27	0	1	0	0	0	0	0	0	0	0	19	28	0	0
06 - 10 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
11 - 15 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	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	24	35	0	1	0	0	0	0	0	0	0	0	24	36	0	0
MORE THAN 10 YEARS:	4	5	0	0	0	0	0	0	0	0	0	0	4	5	0	0
AVERAGE YEARS	4.3	5.6	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	5.6	0.0	0.0

DEPARTMENT AVERAGE YEARS 5.1

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, 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: March 29, 2014

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	701	2,541	212	1,213	8	19	32	110	5	15	1	0	959	3,898	2	5
06 - 10 YEARS	153	814	54	433	0	6	11	60	3	9	0	0	221	1,322	1	10
11 - 15 YEARS	230	889	64	589	1	4	16	54	1	8	0	0	312	1,544	3	4
16 - 20 YEARS	173	473	66	317	3	11	10	44	4	6	0	0	256	851	4	9
21 - 25 YEARS	101	340	36	224	0	8	11	39	2	9	0	0	150	620	11	20
26 - 30 YEARS	84	167	25	102	0	1	8	16	1	2	0	0	118	288	11	11
31 - 35 YEARS	55	214	14	138	0	4	2	6	1	3	0	0	72	365	4	15
36 - 40 YEARS	68	145	12	92	0	0	1	5	0	0	0	0	81	242	7	13
MORE THAN 40 YEARS	13	19	2	12	0	0	0	0	0	0	0	0	15	31	1	2
DEPARTMENT TOTAL	1,578	5,602	485	3,120	12	53	91	334	17	52	1	0	2,184	9,161	44	89
MORE THAN 10 YEARS:	724	2,247	219	1,474	4	28	48	164	9	28	0	0	1,004	3,941	41	74
AVERAGE YEARS	12.0	10.6	11.5	11.8	7.4	12.9	12.8	12.1	13.9	13.6	2.0	0.0	11.9	11.1	25.9	24.5

DEPARTMENT 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 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, 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: March 29, 2014

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	34	47	4	11	0	1	2	1	1	2	0	0	41	62	0	0
06 - 10 YEARS	20	29	3	7	0	0	1	0	0	1	0	0	24	37	0	0
11 - 15 YEARS	15	33	2	3	0	0	1	1	1	0	0	0	19	37	0	0
16 - 20 YEARS	11	16	0	3	0	0	0	1	0	0	0	0	11	20	0	0
21 - 25 YEARS	6	12	1	1	0	0	0	0	1	0	0	0	8	13	0	2
26 - 30 YEARS	7	11	2	2	0	0	1	1	0	0	0	0	10	14	0	1
31 - 35 YEARS	4	4	0	1	0	0	0	1	0	0	0	0	4	6	0	0
36 - 40 YEARS	2	3	1	0	0	0	0	0	0	0	0	0	3	3	0	1
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	99	157	13	28	0	1	5	5	3	3	0	0	120	194	0	4
MORE THAN 10 YEARS:	45	81	6	10	0	0	2	4	2	0	0	0	55	95	0	4
AVERAGE YEARS	11.7	12.7	12.8	10.6	0.0	2.0	11.4	18.8	12.0	4.7	0.0	0.0	11.8	12.4	0.0	27.5

DEPARTMENT AVERAGE YEARS 12.2

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. 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: March 29, 2014

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	226	364	28	101	2	1	10	12	6	7	0	0	272	485	0	1
06 - 10 YEARS	131	171	18	85	1	3	2	1	3	4	0	0	155	264	0	1
11 - 15 YEARS	109	239	31	147	0	3	6	14	2	6	0	0	148	409	0	2
16 - 20 YEARS	77	110	6	30	0	1	2	1	1	2	0	0	86	144	2	3
21 - 25 YEARS	68	90	10	36	0	0	0	7	2	5	0	0	80	138	6	13
26 - 30 YEARS	37	64	21	40	1	3	7	9	2	1	0	0	68	117	4	2
31 - 35 YEARS	24	51	9	38	0	0	1	0	0	2	0	0	34	91	4	6
36 - 40 YEARS	31	50	7	19	1	0	0	0	2	1	0	0	41	70	1	4
MORE THAN 40 YEARS	3	6	2	3	0	0	0	0	0	0	0	0	5	9	1	2
DEPARTMENT TOTAL	706	1,145	132	499	5	11	28	44	18	28	0	0	889	1,727	18	34
MORE THAN 10 YEARS:	349	610	86	313	2	7	16	31	9	17	0	0	462	978	18	32
AVERAGE YEARS	13.0	13.1	16.6	14.8	15.2	15.2	13.7	14.8	14.8	15.5	0.0	0.0	13.6	13.7	28.1	26.1

DEPARTMENT 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 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, 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: March 29, 2014

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

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, 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: March 29, 2014

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																
00 - 05 YEARS	165	114	9	13	1	1	4	0	4	2	2	2	185	132	0	0
06 - 10 YEARS	63	51	2	9	0	0	3	1	0	2	0	0	68	63	0	0
11 - 15 YEARS	51	55	3	13	1	0	2	1	0	1	0	0	57	70	0	1
16 - 20 YEARS	36	42	3	6	0	0	3	0	0	0	0	0	42	48	1	1
21 - 25 YEARS	34	28	2	4	0	0	2	0	0	0	0	0	38	32	1	0
26 - 30 YEARS	16	23	1	4	1	2	0	0	0	1	0	0	18	30	1	1
31 - 35 YEARS	6	9	2	1	1	0	0	0	0	0	0	0	9	10	1	2
36 - 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	372	323	22	51	4	3	14	2	4	6	2	2	418	387	4	5
MORE THAN 10 YEARS:	144	158	11	29	3	2	7	1	0	2	0	0	165	192	4	5
AVERAGE YEARS	9.7	11.4	12.0	12.6	20.0	19.7	11.0	9.0	1.8	10.2	0.0	0.0	9.9	11.6	24.8	25.2

DEPARTMENT AVERAGE YEARS 10.7

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, 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: March 29, 2014

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	273	158	6	6	1	0	5	0	2	0	1	0	288	164	1	0
06 - 10 YEARS	163	62	1	2	0	0	3	0	0	0	0	0	167	64	0	0
11 - 15 YEARS	220	79	0	2	4	0	2	1	3	0	0	0	229	82	1	1
16 - 20 YEARS	175	60	6	1	2	1	2	0	3	2	0	0	188	64	1	0
21 - 25 YEARS	105	42	2	4	2	1	2	3	0	0	0	0	111	50	2	2
26 - 30 YEARS	86	50	6	1	4	1	1	4	0	0	0	0	97	56	4	2
31 - 35 YEARS	23	18	0	1	0	0	0	0	1	1	0	0	24	20	0	1
36 - 40 YEARS	26	7	0	0	2	1	0	0	0	0	0	0	28	8	0	1
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	1	0
DEPARTMENT TOTAL	1,075	477	21	17	15	4	15	8	9	3	1	0	1,136	509	10	7
MORE THAN 10 YEARS:	639	257	14	9	14	4	7	8	7	3	0	0	681	281	9	7
AVERAGE YEARS	13.4	12.9	16.3	13.3	20.8	27.3	11.0	24.5	13.2	22.0	0.0	0.0	13.5	13.2	22.9	27.7

DEPARTMENT AVERAGE YEARS 13.4

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, 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: March 29, 2014

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	95	335	11	109	0	2	2	17	0	6	1	2	109	471	0	0
06 - 10 YEARS	18	95	5	14	0	0	0	5	0	1	0	0	23	115	0	0
11 - 15 YEARS	41	151	5	33	1	3	3	9	0	1	0	0	50	197	1	1
16 - 20 YEARS	19	93	3	26	0	5	0	6	2	3	0	0	24	133	0	2
21 - 25 YEARS	9	82	1	32	0	0	1	13	1	0	0	0	12	127	1	16
26 - 30 YEARS	18	61	7	37	1	0	1	2	1	3	0	0	28	103	2	6
31 - 35 YEARS	9	39	2	9	0	1	0	3	0	0	0	0	11	52	0	1
36 - 40 YEARS	16	28	3	5	0	0	0	1	0	0	0	0	19	34	0	1
MORE THAN 40 YEARS	1	7	0	0	0	0	0	0	0	0	0	0	1	7	0	0
DEPARTMENT TOTAL	226	891	37	265	2	11	7	56	4	14	1	2	277	1,239	4	27
MORE THAN 10 YEARS:	113	461	21	142	2	9	5	34	4	7	0	0	145	653	4	27
AVERAGE YEARS	12.7	12.6	15.4	12.9	20.5	15.3	13.7	13.9	20.8	11.9	0.0	0.0	13.2	12.7	23.8	24.6

DEPARTMENT AVERAGE YEARS 12.8

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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, 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: March 29, 2014

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	438	170	15	8	4	0	13	5	5	3	0	0	475	186	0	0
06 - 10 YEARS	113	85	2	4	0	1	6	4	0	0	0	0	121	94	0	0
11 - 15 YEARS	284	113	5	7	3	1	4	4	0	0	0	0	296	125	0	0
16 - 20 YEARS	497	113	34	8	12	0	14	0	6	1	0	0	563	122	1	0
21 - 25 YEARS	208	62	22	4	5	0	7	1	1	1	0	0	243	68	1	2
26 - 30 YEARS	151	64	33	6	7	0	12	1	0	0	0	0	203	71	4	3
31 - 35 YEARS	17	11	2	1	0	0	0	2	0	0	0	0	19	14	1	1
36 - 40 YEARS	3	16	1	2	0	0	0	0	0	0	0	0	4	18	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	1,712	634	114	40	31	2	56	17	12	5	0	0	1,925	698	7	6
MORE THAN 10 YEARS:	1,161	379	97	28	27	1	37	8	7	2	0	0	1,329	418	7	6
AVERAGE YEARS	14.2	13.7	20.0	16.5	18.5	10.5	15.8	12.4	11.8	10.0	0.0	0.0	14.7	13.8	26.6	27.2

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, 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: March 29, 2014

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	79	102	13	25	0	0	4	10	1	1	0	0	97	138	0	1
06 - 10 YEARS	35	39	4	12	0	0	2	1	0	0	0	0	41	52	1	3
11 - 15 YEARS	25	55	7	11	0	0	4	4	1	2	0	0	37	72	1	2
16 - 20 YEARS	20	33	4	8	0	0	0	2	0	2	0	0	24	45	1	1
21 - 25 YEARS	14	9	5	5	0	0	1	2	0	0	0	0	20	16	0	0
26 - 30 YEARS	7	25	2	9	0	0	2	3	2	1	0	0	13	38	1	2
31 - 35 YEARS	8	16	2	7	0	0	1	3	0	0	0	0	11	26	1	2
36 - 40 YEARS	5	11	0	1	0	0	0	1	0	0	0	0	5	13	2	1
MORE THAN 40 YEARS	3	4	1	2	0	0	0	0	0	0	0	0	4	6	1	1
DEPARTMENT TOTAL	196	294	38	80	0	0	14	26	4	6	0	0	252	406	8	13
MORE THAN 10 YEARS:	82	153	21	43	0	0	8	15	3	5	0	0	114	216	7	9
AVERAGE YEARS	11.5	13.2	13.6	14.3	0.0	0.0	13.6	15.4	17.5	16.5	0.0	0.0	12.0	13.6	26.3	20.5

DEPARTMENT AVERAGE YEARS 13.0

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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, 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: March 29, 2014

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	551	248	39	29	3	1	9	10	56	50	0	1	658	339	0	0
06 - 10 YEARS	203	90	8	12	0	0	3	2	24	21	0	0	238	125	0	1
11 - 15 YEARS	240	129	6	10	0	0	5	3	15	10	0	0	266	152	3	0
16 - 20 YEARS	203	108	13	13	1	1	8	2	9	3	0	0	234	127	0	2
21 - 25 YEARS	89	66	16	11	1	0	5	5	9	4	0	0	120	86	6	3
26 - 30 YEARS	67	71	16	19	0	1	2	3	6	1	0	0	91	95	3	4
31 - 35 YEARS	39	41	6	9	0	0	0	0	0	3	0	0	45	53	4	1
36 - 40 YEARS	37	44	4	1	0	0	3	2	0	0	0	0	44	47	1	4
MORE THAN 40 YEARS	9	6	1	1	0	0	0	3	0	0	0	0	10	10	0	0
DEPARTMENT TOTAL	1,438	803	109	105	5	3	35	30	119	92	0	1	1,706	1,034	17	15
MORE THAN 10 YEARS:	684	465	62	64	2	2	23	18	39	21	0	0	810	570	17	14
AVERAGE YEARS	11.6	14.5	15.2	16.0	8.2	16.0	15.1	16.9	9.0	7.4	0.0	0.0	11.7	14.1	26.6	27.3

DEPARTMENT AVERAGE YEARS 12.6

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. 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: March 29, 2014

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	347	167	15	11	12	8	7	8	3	5	0	0	384	199	0	1
06 - 10 YEARS	331	122	15	11	7	0	5	3	5	5	0	0	363	141	0	0
11 - 15 YEARS	395	131	16	11	1	1	5	3	8	4	0	0	425	150	1	1
16 - 20 YEARS	180	67	13	7	8	3	4	0	4	5	0	0	209	82	1	0
21 - 25 YEARS	216	82	17	9	2	2	5	1	4	2	0	0	244	96	7	5
26 - 30 YEARS	151	63	19	14	4	0	10	1	3	1	0	0	187	79	10	5
31 - 35 YEARS	34	35	6	10	0	0	2	2	0	0	0	0	42	47	2	5
36 - 40 YEARS	36	17	6	3	0	0	4	1	2	0	0	0	48	21	2	5
MORE THAN 40 YEARS	11	3	0	0	0	0	1	0	4	0	0	0	16	3	3	0
DEPARTMENT TOTAL	1,701	687	107	76	34	14	43	19	33	22	0	0	1,918	818	26	22
MORE THAN 10 YEARS:	1,023	398	77	54	15	6	31	8	25	12	0	0	1,171	478	26	21
AVERAGE YEARS	13.9	14.1	18.1	18.7	11.4	8.4	20.0	11.6	19.6	11.8	0.0	0.0	14.3	14.4	29.0	29.0

DEPARTMENT AVERAGE YEARS 14.3

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. 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: March 29, 2014

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	188	291	27	59	2	1	4	14	5	10	0	0	226	375	0	0
06 - 10 YEARS	78	162	14	37	1	2	0	4	2	5	0	0	95	210	1	0
11 - 15 YEARS	81	114	8	25	0	0	1	3	7	4	0	0	97	146	0	0
16 - 20 YEARS	47	78	4	16	0	2	2	0	0	1	0	0	53	97	0	1
21 - 25 YEARS	27	35	5	15	0	1	0	7	3	0	0	0	35	58	4	5
26 - 30 YEARS	24	50	13	23	0	0	3	8	2	0	0	0	42	81	2	4
31 - 35 YEARS	7	45	1	14	0	0	2	4	0	0	0	0	10	63	2	1
36 - 40 YEARS	15	29	5	2	0	0	2	0	0	1	0	0	22	32	3	1
MORE THAN 40 YEARS	2	5	0	1	0	0	1	0	0	0	0	0	3	6	0	0
DEPARTMENT TOTAL	469	809	77	192	3	6	15	40	19	21	0	0	583	1,068	12	12
MORE THAN 10 YEARS:	203	356	36	96	0	3	11	22	12	6	0	0	262	483	11	12
AVERAGE YEARS	10.8	12.2	13.6	13.6	4.7	13.7	21.3	15.9	12.9	8.0	0.0	0.0	11.5	12.5	27.3	25.8

DEPARTMENT AVERAGE YEARS 12.1

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, 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: March 29, 2014

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	4,641	6,329	663	2,087	57	54	140	245	120	144	19	10	5,640	8,869	4	11
06- 10 YEARS	2,401	2,696	343	911	45	22	76	113	48	70	0	0	2,913	3,812	8	17
11- 15 YEARS	3,679	3,135	393	1,182	39	28	97	137	61	60	0	0	4,269	4,542	13	15
16- 20 YEARS	3,259	2,086	350	707	79	40	100	87	41	43	0	0	3,829	2,963	18	30
21- 25 YEARS	2,354	1,477	237	494	49	21	73	96	34	33	0	0	2,747	2,121	77	93
26- 30 YEARS	1,462	1,053	291	441	34	17	71	70	26	21	0	0	1,884	1,602	89	65
31- 35 YEARS	365	631	86	283	2	6	11	29	3	11	0	0	467	960	30	49
36- 40 YEARS	337	481	54	146	5	4	13	16	8	2	0	0	417	649	24	38
MORE THAN 40 YEARS	61	70	11	22	0	0	3	3	4	0	0	0	79	95	9	5
STATEWIDE TOTAL	18,559	17,958	2,428	6,273	310	192	584	796	345	384	19	10	22,245	25,613	272	323
MORE THAN 10 YEARS	11,517	8,933	1,422	3,275	208	116	368	438	177	170	0	0	13,692	12,932	260	295
AVERAGE YEARS	13.9	12.3	14.3	12.8	15.1	14.0	14.8	13.5	12.4	11.1	0.4	0.3	14.0	12.4	26.3	25.4
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, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Second Quarter of FY 2014

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	16	1.4%
Dismissal	94	8.0%
Expired Appointment	75	6.4%
Total Involuntary Separations	185	15.8%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	373	31.9%
Layoff/Leave of Absence Rights Expired	44	3.8%
Waived Rights Leave of Absence	35	3.0%
Settlement	0	0.0%
Total Voluntary Separations	452	38.7%
<i>RETIREMENT</i>		
Retirement	503	43.1%
Disability Retirement	20	1.7%
Deferred Retirement	8	0.7%
Total Retirements	531	45.5%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	1,168	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 81.8 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF 10

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From December 22, 2013 Through August 29, 2014

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						NET TOTAL
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	
AGRICULTURE & RURAL DEVELOPMENT	4	0	0	0	4	9	0	0	0	0	9	-5
ATTORNEY GENERAL	6	0	0	0	6	5	0	0	0	0	5	1
AUDITOR GENERAL	0	0	0	0	0	2	0	0	0	0	2	-2
CIVIL RIGHTS	0	0	0	0	0	4	0	0	0	0	4	-4
CIVIL SERVICE COMMISSION	2	1	0	0	3	14	0	0	0	0	14	-11
COMMUNITY HEALTH	62	1	4	1	68	84	0	0	10	0	94	-26
CORRECTIONS	87	5	10	0	102	307	0	12	7	0	326	-224
EDUCATION	11	1	1	0	13	10	1	0	0	0	11	2
ENVIRONMENTAL QUALITY	5	1	0	0	6	13	0	0	1	0	14	-8
EXECUTIVE OFFICE	4	0	0	0	4	1	0	0	0	0	1	3
HUMAN SERVICES	46	3	21	0	70	232	7	1	8	0	248	-178
INSURANCE AND FINANCIAL SERV	1	0	0	0	1	6	0	0	0	0	6	-5
LICENSING & REGULATORY AFFAIRS	16	8	1	0	25	58	0	1	0	0	59	-34
MILITARY & VETERAN AFFAIRS	21	4	21	1	47	19	0	0	0	0	19	28
NATURAL RESOURCES	31	66	148	0	245	34	18	0	0	0	52	193
STATE	9	25	0	0	34	60	0	0	1	0	61	-27
STATE POLICE	130	0	0	0	130	49	0	0	2	0	51	79
STRATEGIC FUND	5	2	0	0	7	13	0	1	0	0	14	-7
TECHNOLOGY, MANAGEMENT & BUDGET	51	16	0	1	68	47	0	0	1	0	48	20
TRANSPORTATION	21	38	12	0	71	76	4	0	2	0	82	-11
TREASURY	13	12	1	0	26	23	0	0	0	0	23	3
STATEWIDE TOTALS:	525	183	219	3	930	1,066	30	15	32	0	1,143	-213

Comments: This report reflects classified employees who are 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:

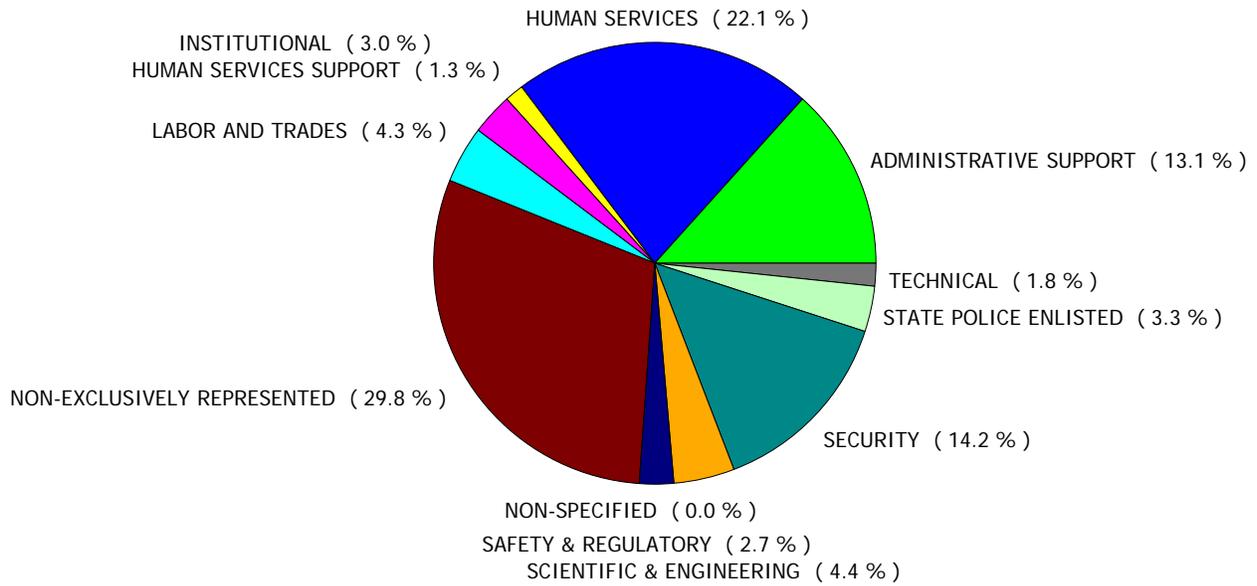
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

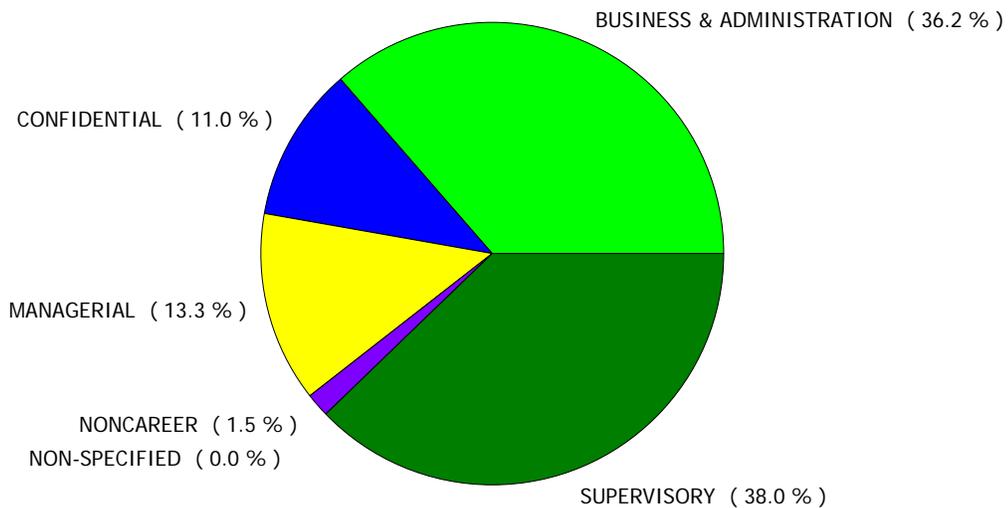
STATE OF MICHIGAN
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
 Fiscal Year 2013 - 2014

Graph 5-1



(47,858 Total Employees)

Non-Exclusively Represented
(14,267 Employees)



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 47,858 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: March 29, 2014

Table 5-1

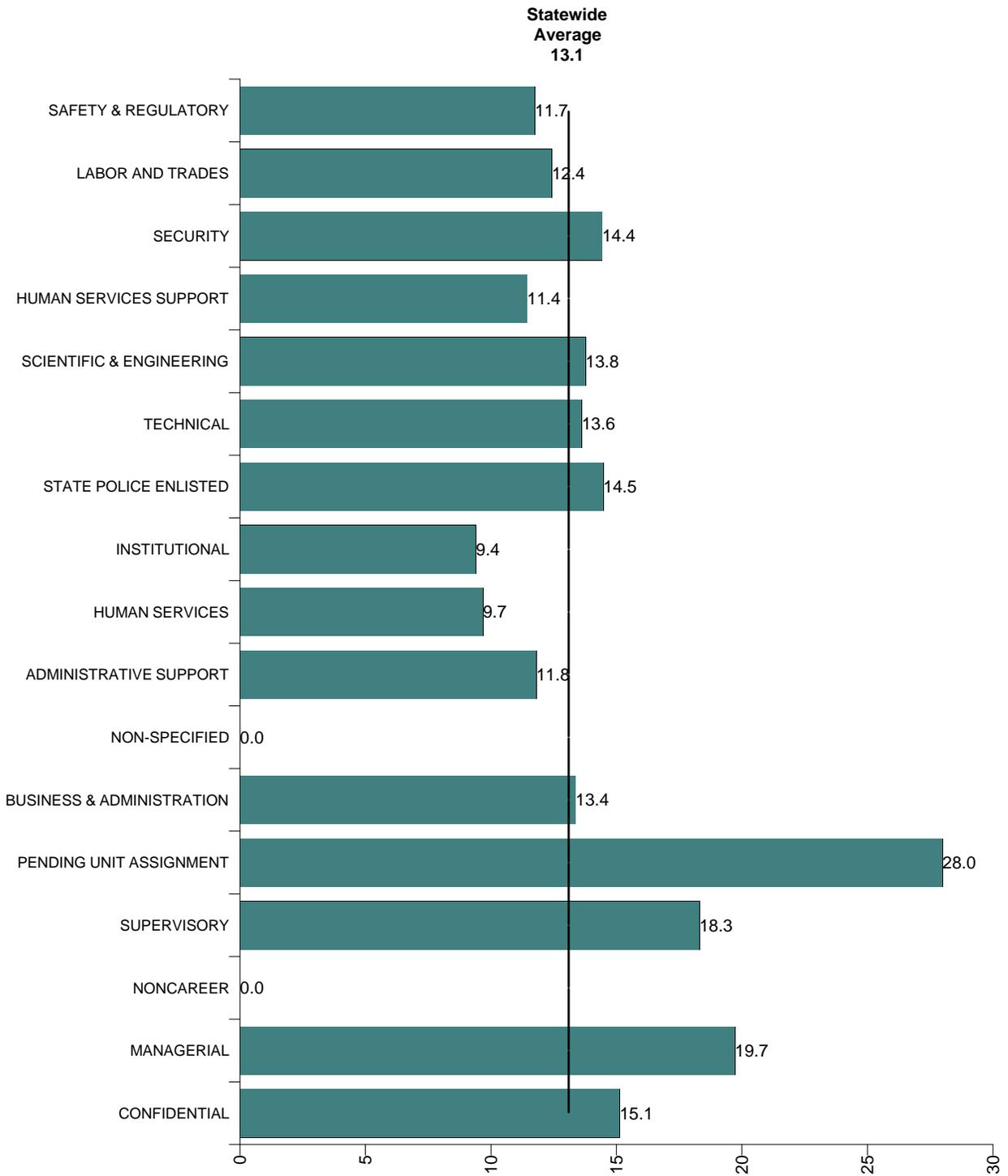
BARGAINING UNIT CODE/NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,299	1,156	89.0	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	2,073	1,916	92.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,779	0	0.0	0	0.0	6,466	95.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	637	0	0.0	0	0.0	0	0.0	614	96.4	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,096	0	0.0	0	0.0	0	0.0	0	0.0	2,014	96.1	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	885	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	814	92.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,561	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,469	94.1	0	0.0
U11 INSTITUTIONAL	1,416	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,370	96.8
W22 HUMAN SERVICES	10,588	0	0.0	10,022	94.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,257	0	0.0	5,330	85.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	5	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	5,162	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	5,419	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	208	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	1,904	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	1,568	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	33,591	3,072	9.1	15,352	45.7	6,466	19.2	614	1.8	2,014	6.0	814	2.4	1,469	4.4	1,370	4.1
NON-EXCLUSIVELY REPRESENTED TOTAL	14,267	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	47,858	3,072	6.4	15,352	32.1	6,466	13.5	614	1.3	2,014	4.2	814	1.7	1,469	3.1	1,370	2.9

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, paying membership dues to exclusive representative organizations. The number and percentage under each union represents those paying member fees.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
Pay End Date: March 29, 2014

Graph 5-2



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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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	296	64	19	24	1	5	6	0	2	0	0	0	324	93	0	0
06 - 10 YEARS	149	42	7	14	0	1	8	0	1	0	0	0	165	57	0	0
11 - 15 YEARS	158	46	8	23	3	0	6	1	2	0	0	0	177	70	0	0
16 - 20 YEARS	123	30	7	11	2	2	3	0	2	0	0	0	137	43	1	0
21 - 25 YEARS	71	21	8	14	2	1	1	1	1	0	0	0	83	37	2	2
26 - 30 YEARS	42	9	12	11	0	0	4	0	1	0	0	0	59	20	1	0
31 - 35 YEARS	13	3	2	4	0	0	0	0	0	0	0	0	15	7	0	0
36 - 40 YEARS	5	0	1	3	0	0	1	0	0	0	0	0	7	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	859	215	64	104	8	9	29	2	9	0	0	0	969	330	5	2
MORE THAN 10 YEARS:	414	109	38	66	7	3	15	2	6	0	0	0	480	180	5	2
AVERAGE YEARS	11.1	11.5	15.0	14.9	15.4	7.7	12.9	18.5	13.4	0.0	0.0	0.0	11.5	12.5	26.2	24.0
BARGAINING UNIT AVERAGE YEARS	11.7															

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: March 29, 2014

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	527	69	23	1	14	0	6	0	1	0	1	0	572	70	1	0
06 - 10 YEARS	266	18	16	2	4	0	3	0	0	0	0	0	289	20	0	0
11 - 15 YEARS	374	17	20	2	6	1	6	0	0	0	0	0	406	20	1	0
16 - 20 YEARS	197	21	14	0	11	0	6	1	0	0	0	0	228	22	4	1
21 - 25 YEARS	155	11	21	1	2	0	6	1	1	0	0	0	185	13	12	0
26 - 30 YEARS	107	8	15	4	3	0	5	1	2	0	0	0	132	13	9	1
31 - 35 YEARS	38	7	5	1	0	0	1	0	1	0	0	0	45	8	2	1
36 - 40 YEARS	36	4	2	0	0	0	3	0	0	0	0	0	41	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	1,703	155	116	11	40	1	37	4	5	0	1	0	1,902	171	29	4
MORE THAN 10 YEARS:	910	68	77	8	22	1	28	4	4	0	0	0	1,041	81	28	4
AVERAGE YEARS	12.1	10.7	15.8	18.8	11.4	15.0	19.1	27.8	22.2	0.0	0.0	0.0	12.5	11.7	23.7	29.3
BARGAINING UNIT 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 classified continuous service hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report. However, if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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	661	140	137	91	16	2	27	7	2	1	12	4	855	245	0	0
06 - 10 YEARS	532	116	99	88	32	5	24	4	5	2	0	0	692	215	1	0
11 - 15 YEARS	1,139	178	143	88	19	4	28	12	5	0	0	0	1,334	282	2	1
16 - 20 YEARS	1,066	200	110	81	38	3	42	6	4	0	0	0	1,260	290	1	0
21 - 25 YEARS	809	94	54	42	24	2	22	2	3	0	0	0	912	140	16	5
26 - 30 YEARS	368	28	69	32	10	1	14	1	0	0	0	0	461	62	15	3
31 - 35 YEARS	20	2	4	0	0	0	1	0	0	0	0	0	25	2	1	0
36 - 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	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	4,597	759	617	422	139	17	158	32	19	3	12	4	5,542	1,237	36	9
MORE THAN 10 YEARS:	3,404	503	381	243	91	10	107	21	12	0	0	0	3,995	777	35	9
AVERAGE YEARS	15.0	13.2	13.2	12.6	14.5	12.5	14.4	11.8	13.4	5.3	0.5	0.5	14.8	12.9	24.7	23.6
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: March 29, 2014

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	39	68	14	40	2	1	5	9	0	1	0	0	60	119	0	1
06 - 10 YEARS	22	29	9	50	0	1	3	1	0	1	0	0	34	82	1	2
11 - 15 YEARS	22	68	22	101	1	1	3	9	2	1	0	0	50	180	0	1
16 - 20 YEARS	1	13	1	10	0	1	0	3	0	0	0	0	2	27	0	0
21 - 25 YEARS	6	9	0	9	0	1	1	4	0	0	0	0	7	23	1	1
26 - 30 YEARS	1	9	2	11	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	6	1	0	0	0	0	0	0	0	3	10	1	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	93	204	49	234	4	6	12	29	2	4	0	0	160	477	4	8
MORE THAN 10 YEARS:	32	107	26	144	2	4	4	19	2	2	0	0	66	276	3	5
AVERAGE YEARS	9.3	11.3	10.4	12.4	14.5	16.0	8.8	13.1	12.0	13.3	0.0	0.0	9.7	12.0	24.3	19.4

BARGAINING UNIT AVERAGE YEARS 11.4

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: March 29, 2014

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	213	193	7	7	2	0	4	4	4	7	1	0	231	211	0	0
06 - 10 YEARS	247	148	4	6	1	0	2	1	4	5	0	0	258	160	0	0
11 - 15 YEARS	289	135	7	4	0	1	3	3	11	7	0	0	310	150	0	1
16 - 20 YEARS	149	68	4	3	1	0	1	2	5	7	0	0	160	80	0	1
21 - 25 YEARS	189	96	5	6	0	0	7	1	9	3	0	0	210	106	2	0
26 - 30 YEARS	84	37	6	4	1	3	3	0	3	2	0	0	97	46	4	1
31 - 35 YEARS	30	4	2	0	0	0	1	0	1	0	0	0	34	4	1	0
36 - 40 YEARS	25	2	2	0	1	0	1	0	2	0	0	0	31	2	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	1,229	683	37	30	6	4	22	11	42	31	1	0	1,337	759	9	3
MORE THAN 10 YEARS:	769	342	26	17	3	4	16	6	34	19	0	0	848	388	9	3
AVERAGE YEARS	14.5	11.8	17.5	14.1	14.3	24.0	18.1	10.2	19.0	13.0	0.0	0.0	14.8	12.0	30.1	18.7
BARGAINING UNIT AVERAGE YEARS		13.8														

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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	129	67	2	7	0	0	1	3	2	3	0	0	134	80	0	0
06 - 10 YEARS	97	50	5	0	2	0	3	0	1	0	0	0	108	50	0	0
11 - 15 YEARS	128	40	1	2	1	0	2	0	3	2	0	0	135	44	0	0
16 - 20 YEARS	66	15	3	0	2	0	2	0	2	2	0	0	75	17	1	0
21 - 25 YEARS	92	17	4	4	0	0	1	0	3	1	0	0	100	22	4	1
26 - 30 YEARS	58	11	10	4	0	1	2	0	0	0	0	0	70	16	1	1
31 - 35 YEARS	5	3	1	3	0	0	1	0	0	0	0	0	7	6	0	1
36 - 40 YEARS	11	1	0	0	0	0	3	0	0	0	0	0	14	1	2	0
MORE THAN 40 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	3	3	0	0
BARGAINING UNIT TOTAL	589	207	26	20	5	1	15	3	11	8	0	0	646	239	8	3
MORE THAN 10 YEARS:	363	90	19	13	3	1	11	0	8	5	0	0	404	109	8	3
AVERAGE YEARS	14.0	11.0	19.7	17.3	13.4	27.0	21.3	3.0	13.4	10.9	0.0	0.0	14.4	11.5	26.8	28.0
BARGAINING UNIT 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 classified continuous service hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report. However, if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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	338	30	12	0	4	0	12	0	4	1	0	0	370	31	0	0
06 - 10 YEARS	67	7	2	1	0	0	1	0	0	0	0	0	70	8	0	0
11 - 15 YEARS	206	15	4	1	2	0	4	0	0	0	0	0	216	16	0	0
16 - 20 YEARS	395	53	29	4	11	0	12	0	4	0	0	0	451	57	1	0
21 - 25 YEARS	141	21	17	2	5	0	6	1	1	1	0	0	170	25	1	0
26 - 30 YEARS	79	18	23	0	6	0	8	0	0	0	0	0	116	18	1	0
31 - 35 YEARS	6	1	1	0	0	0	0	0	0	0	0	0	7	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	1,234	146	89	9	28	0	43	1	9	2	0	0	1,403	158	3	0
MORE THAN 10 YEARS:	829	109	75	8	24	0	30	1	5	1	0	0	963	119	3	0
AVERAGE YEARS	13.8	16.1	19.6	19.7	18.3	0.0	15.6	24.0	11.3	12.5	0.0	0.0	14.3	16.3	22.7	0.0
BARGAINING UNIT 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 classified continuous service hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report. However, if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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	135	255	73	140	0	7	9	6	7	6	0	1	224	415	0	0
06 - 10 YEARS	58	117	22	41	0	0	5	3	0	1	0	0	85	162	0	0
11 - 15 YEARS	58	105	24	52	0	0	4	3	1	5	0	0	87	165	0	0
16 - 20 YEARS	31	57	4	23	1	0	1	0	0	0	0	0	37	80	1	1
21 - 25 YEARS	5	24	4	14	0	0	1	2	0	1	0	0	10	41	0	0
26 - 30 YEARS	20	16	7	10	0	0	0	3	0	1	0	0	27	30	0	1
31 - 35 YEARS	6	10	10	4	1	0	0	0	0	0	0	0	17	14	0	0
36 - 40 YEARS	10	4	2	4	0	0	0	1	0	0	0	0	12	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	324	588	146	288	2	7	20	18	8	14	0	1	500	916	1	2
MORE THAN 10 YEARS:	131	216	51	107	2	0	6	9	1	7	0	0	191	339	1	2
AVERAGE YEARS	10.4	9.0	9.6	9.1	25.0	2.9	7.7	13.7	3.4	10.2	0.0	0.0	10.0	9.1	18.0	25.0
BARGAINING UNIT AVERAGE YEARS	9.4															

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: March 29, 2014

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	816	2,600	220	1,176	9	20	31	101	13	25	1	0	1,090	3,922	2	4
06 - 10 YEARS	243	734	81	416	0	3	13	43	3	17	0	0	340	1,213	2	8
11 - 15 YEARS	318	661	65	462	1	5	16	47	6	11	0	0	406	1,186	3	4
16 - 20 YEARS	316	406	76	264	4	9	12	33	4	11	0	0	412	723	4	6
21 - 25 YEARS	156	232	31	145	0	3	6	25	2	9	0	0	195	414	9	10
26 - 30 YEARS	93	120	22	86	2	0	4	8	1	3	0	0	122	217	9	9
31 - 35 YEARS	47	84	13	72	1	2	1	2	0	3	0	0	62	163	2	8
36 - 40 YEARS	27	38	6	31	0	1	0	1	3	0	0	0	36	71	5	3
MORE THAN 40 YEARS	3	5	1	7	0	0	0	0	0	0	0	0	4	12	1	1
BARGAINING UNIT TOTAL	2,019	4,880	515	2,659	17	43	83	260	32	79	1	0	2,667	7,921	37	53
MORE THAN 10 YEARS:	960	1,546	214	1,067	8	20	39	116	16	37	0	0	1,237	2,786	33	41
AVERAGE YEARS	11.2	8.5	10.7	10.2	11.2	11.1	10.7	10.6	12.9	11.8	0.0	0.0	11.1	9.2	23.9	21.5
BARGAINING UNIT AVERAGE YEARS	9.7															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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	370	1,559	72	393	3	12	15	79	11	18	2	3	473	2,064	0	3
06 - 10 YEARS	84	582	18	95	0	6	3	30	0	3	0	0	105	716	1	4
11 - 15 YEARS	82	683	15	138	1	7	5	29	1	5	0	0	104	862	1	7
16 - 20 YEARS	46	398	10	109	1	12	3	17	0	5	0	0	60	541	1	9
21 - 25 YEARS	30	308	8	83	0	3	1	26	1	4	0	0	40	424	5	38
26 - 30 YEARS	14	231	5	80	0	6	3	14	1	3	0	0	23	334	6	18
31 - 35 YEARS	8	174	5	60	0	2	1	11	0	3	0	0	14	250	2	12
36 - 40 YEARS	9	173	0	35	0	0	1	4	0	1	0	0	10	213	1	12
MORE THAN 40 YEARS	1	14	0	9	0	0	0	0	0	0	0	0	1	23	0	2
BARGAINING UNIT TOTAL	644	4,122	133	1,002	5	48	32	210	14	42	2	3	830	5,427	17	105
MORE THAN 10 YEARS:	190	1,981	43	514	2	30	14	101	3	21	0	0	252	2,647	16	98
AVERAGE YEARS	7.6	12.2	8.8	13.1	6.4	14.3	10.8	12.4	5.4	12.4	1.0	0.0	7.9	12.4	25.5	25.1
BARGAINING UNIT AVERAGE YEARS	11.8															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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	1	4	0	0	0	0	0	0	0	0	0	0	1	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	1	4	0	0	0	0	0	0	0	0	0	0	1	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															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	661	618	51	90	2	2	15	17	52	62	0	1	781	790	0	1
06 - 10 YEARS	286	356	31	95	3	5	3	15	26	30	0	0	349	501	1	2
11 - 15 YEARS	301	464	26	99	1	2	7	15	21	13	0	0	356	593	4	1
16 - 20 YEARS	218	265	22	51	0	3	7	8	11	8	0	0	258	335	2	3
21 - 25 YEARS	114	179	20	44	1	1	4	11	8	7	0	0	147	242	11	20
26 - 30 YEARS	83	183	23	55	0	0	6	15	6	3	0	0	118	256	8	10
31 - 35 YEARS	50	114	10	43	0	0	1	4	0	2	0	0	61	163	8	8
36 - 40 YEARS	46	104	10	9	0	2	2	4	1	0	0	0	59	119	1	5
MORE THAN 40 YEARS	12	17	2	2	0	0	0	1	0	0	0	0	14	20	1	0
BARGAINING UNIT TOTAL	1,771	2,300	195	488	7	15	45	90	125	125	0	1	2,143	3,019	36	50
MORE THAN 10 YEARS:	824	1,326	113	303	2	8	27	58	47	33	0	0	1,013	1,728	35	47
AVERAGE YEARS	11.7	14.3	15.4	15.6	9.0	14.7	14.4	17.0	9.8	8.2	0.0	0.0	12.0	14.4	26.1	26.2
BARGAINING UNIT AVERAGE YEARS	13.4															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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
Y51 - SUPERVISORY																
00 - 05 YEARS	144	219	13	68	2	2	4	6	13	8	0	0	176	303	1	0
06 - 10 YEARS	218	280	36	76	3	0	7	9	7	9	0	0	271	374	1	1
11 - 15 YEARS	448	424	46	178	4	3	9	10	8	7	0	0	515	622	2	0
16 - 20 YEARS	473	327	54	118	6	7	6	13	6	6	0	0	545	471	1	4
21 - 25 YEARS	447	252	43	92	14	6	15	14	4	3	0	0	523	367	11	12
26 - 30 YEARS	347	189	64	94	7	5	16	5	7	6	0	0	441	299	24	8
31 - 35 YEARS	90	116	21	44	0	0	2	5	1	0	0	0	114	165	8	12
36 - 40 YEARS	83	60	13	31	2	1	2	3	1	0	0	0	101	95	6	7
MORE THAN 40 YEARS	19	11	5	1	0	0	0	0	1	0	0	0	25	12	4	0
BARGAINING UNIT TOTAL	2,269	1,878	295	702	38	24	61	65	48	39	0	0	2,711	2,708	58	44
MORE THAN 10 YEARS:	1,907	1,379	246	558	33	22	50	50	28	22	0	0	2,264	2,031	56	43
AVERAGE YEARS	19.2	17.0	20.6	18.0	20.8	20.2	20.2	18.2	14.6	13.5	0.0	0.0	19.3	17.3	28.5	28.5

BARGAINING UNIT AVERAGE YEARS 18.3

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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
Y52 - NONCAREER																
00 - 05 YEARS	85	84	8	12	1	0	2	5	5	5	1	0	102	106	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	85	84	8	12	1	0	2	5	5	5	1	0	102	106	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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
Y98 - MANAGERIAL																
00 - 05 YEARS	118	91	4	4	1	0	0	2	4	3	1	1	128	101	0	1
06 - 10 YEARS	104	79	9	11	0	0	1	3	1	1	0	0	115	94	1	0
11 - 15 YEARS	123	100	8	11	0	0	3	2	1	6	0	0	135	119	0	0
16 - 20 YEARS	157	113	11	12	2	2	4	2	1	1	0	0	175	130	1	2
21 - 25 YEARS	123	109	19	14	1	2	1	2	1	1	0	0	145	128	2	1
26 - 30 YEARS	145	111	25	22	5	1	5	4	5	2	0	0	185	140	7	7
31 - 35 YEARS	43	52	11	29	0	0	2	1	0	3	0	0	56	85	4	1
36 - 40 YEARS	75	39	14	14	1	0	0	2	1	1	0	0	91	56	7	3
MORE THAN 40 YEARS	10	6	2	2	0	0	1	0	0	0	0	0	13	8	1	0
BARGAINING UNIT TOTAL	898	700	103	119	10	5	17	18	14	18	1	1	1,043	861	23	15
MORE THAN 10 YEARS:	676	530	90	104	9	5	16	13	9	14	0	0	800	666	22	14
AVERAGE YEARS	19.0	19.0	24.3	25.1	24.3	22.8	22.8	19.4	17.8	18.3	0.0	1.0	19.6	19.9	30.6	27.0
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: March 29, 2014

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	108	268	8	34	0	3	3	6	0	4	0	0	119	315	0	1
06 - 10 YEARS	28	138	4	16	0	1	0	4	0	1	0	0	32	160	0	0
11 - 15 YEARS	33	199	4	21	0	4	1	6	0	3	0	0	38	233	0	0
16 - 20 YEARS	21	120	5	21	0	1	1	2	2	3	0	0	29	147	0	3
21 - 25 YEARS	16	104	3	24	0	2	1	6	0	3	0	0	20	139	1	3
26 - 30 YEARS	20	83	8	28	0	0	1	16	0	0	0	0	29	127	2	5
31 - 35 YEARS	8	58	1	16	0	1	0	6	0	0	0	0	9	81	2	5
36 - 40 YEARS	7	50	1	12	0	0	0	1	0	0	0	0	8	63	0	6
MORE THAN 40 YEARS	2	13	1	1	0	0	1	1	0	0	0	0	4	15	0	2
BARGAINING UNIT TOTAL	243	1,033	35	173	0	12	8	48	2	14	0	0	288	1,280	5	25
MORE THAN 10 YEARS:	107	627	23	123	0	8	5	38	2	9	0	0	137	805	5	24
AVERAGE YEARS	11.6	15.0	17.1	18.8	0.0	13.9	16.1	21.7	18.5	13.0	0.0	0.0	12.4	15.7	28.2	29.6

BARGAINING UNIT AVERAGE YEARS 15.1

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 29, 2014

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	4,641	6,329	663	2,087	57	54	140	245	120	144	19	10	5,640	8,869	4	11	
06- 10 YEARS	2,401	2,696	343	911	45	22	76	113	48	70	0	0	2,913	3,812	8	17	
11- 15 YEARS	3,679	3,135	393	1,182	39	28	97	137	61	60	0	0	4,269	4,542	13	15	
16- 20 YEARS	3,259	2,086	350	707	79	40	100	87	41	43	0	0	3,829	2,963	18	30	
21- 25 YEARS	2,354	1,477	237	494	49	21	73	96	34	33	0	0	2,747	2,121	77	93	
26- 30 YEARS	1,462	1,053	291	441	34	17	71	70	26	21	0	0	1,884	1,602	89	65	
31- 35 YEARS	365	631	86	283	2	6	11	29	3	11	0	0	467	960	30	49	
36- 40 YEARS	337	481	54	146	5	4	13	16	8	2	0	0	417	649	24	38	
MORE THAN 40 YEARS	61	70	11	22	0	0	3	3	4	0	0	0	79	95	9	5	
STATEWIDE TOTAL	18,559	17,958	2,428	6,273	310	192	584	796	345	384	19	10	22,245	25,613	272	323	
MORE THAN 10 YEARS	11,517	8,933	1,422	3,275	208	116	368	438	177	170	0	0	13,692	12,932	260	295	
AVERAGE YEARS	13.9	12.3	14.3	12.8	15.1	14.0	14.8	13.5	12.4	11.1	0.4	0.3	14.0	12.4	26.3	25.4	

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: March 29, 2014

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	1,299	2.7 %	44.7	\$24.74	870	67.0 %
A31 - LABOR AND TRADES	2,073	4.3 %	48.7	\$21.87	1,431	69.0 %
C12 - SECURITY	6,779	14.2 %	44.5	\$23.53	5,624	83.0 %
E42 - HUMAN SERVICES SUPPORT	637	1.3 %	48.8	\$24.01	475	74.6 %
H21 - SCIENTIFIC & ENGINEERING	2,096	4.4 %	45.3	\$32.85	1,628	77.7 %
L32 - TECHNICAL	885	1.8 %	45.0	\$23.95	663	74.9 %
T01 - STATE POLICE ENLISTED	1,561	3.3 %	40.6	\$30.08	1,182	75.7 %
U11 - INSTITUTIONAL	1,416	3.0 %	44.7	\$20.25	746	52.7 %
W22 - HUMAN SERVICES	10,588	22.1 %	43.4	\$26.09	5,186	49.0 %
W41 - ADMINISTRATIVE SUPPORT	6,257	13.1 %	45.9	\$20.26	3,622	57.9 %
Y00 - NON-SPECIFIED	5	0.0 %	33.2	\$14.16	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,162	10.8 %	46.3	\$31.27	3,506	67.9 %
Y51 - SUPERVISORY	5,419	11.3 %	48.9	\$33.73	4,856	89.6 %
Y52 - NONCAREER	208	0.4 %	26.9	\$13.58	0	0.0 %
Y98 - MANAGERIAL	1,904	4.0 %	51.3	\$48.69	1,646	86.4 %
Y99 - CONFIDENTIAL	1,568	3.3 %	47.4	\$27.99	1,106	70.5 %
STATEWIDE TOTAL	47,857	100.0 %	45.6	\$27.26	32,541	68.0 %

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. 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: March 29, 2014

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	1,265	712	56 %	406	32 %	20	2 %	0	0 %	1,148	91 %	17	1 %	7	1 %
A31 LABOR AND TRADES	1,854	901	49 %	800	43 %	13	1 %	0	0 %	1,725	93 %	10	1 %	6	0 %
C12 SECURITY	6,768	3,787	56 %	2,575	38 %	39	1 %	0	0 %	6,364	94 %	136	2 %	10	0 %
E42 HUMAN SERVICES SUPPORT	637	326	51 %	269	42 %	6	1 %	0	0 %	582	91 %	29	5 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,093	919	44 %	991	47 %	26	1 %	0	0 %	1,936	92 %	28	1 %	8	0 %
L32 TECHNICAL	842	405	48 %	378	45 %	14	2 %	0	0 %	786	93 %	18	2 %	2	0 %
T01 STATE POLICE ENLISTED	1,561	171	11 %	30	2 %	1	0 %	1,335	86 %	1,530	98 %	7	0 %	4	0 %
U11 INSTITUTIONAL	1,403	729	52 %	560	40 %	10	1 %	0	0 %	1,284	92 %	35	2 %	1	0 %
W22 HUMAN SERVICES	10,543	4,633	44 %	5,081	48 %	94	1 %	0	0 %	9,653	92 %	336	3 %	36	0 %
W41 ADMINISTRATIVE SUPPORT	5,757	1,945	34 %	3,267	57 %	76	1 %	0	0 %	5,194	90 %	191	3 %	12	0 %
Y23 BUSINESS & ADMINISTRATION	5,152	1,637	32 %	3,007	58 %	85	2 %	0	0 %	4,666	91 %	139	3 %	25	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,419	2,596	48 %	2,442	45 %	35	1 %	0	0 %	5,043	93 %	98	2 %	11	0 %
Y98 MANAGERIAL	1,904	835	44 %	917	48 %	17	1 %	0	0 %	1,789	94 %	16	1 %	4	0 %
Y99 CONFIDENTIAL	1,541	480	31 %	897	58 %	12	1 %	0	0 %	1,397	91 %	31	2 %	2	0 %
STATEWIDE TOTALS:	46,740	20,076	43 %	21,621	46 %	448	1 %	1,335	3 %	43,098	92 %	1,091	2 %	130	0 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: March 29, 2014

Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance			Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%	
A02 SAFETY & REGULATORY	1,265	1,184	94 %	1,060	84 %	66	5 %	1,201	95 %	61	5 %	61	5 %	
A31 LABOR AND TRADES	1,854	1,748	94 %	1,582	85 %	1	0 %	1,794	97 %	55	3 %	4	0 %	
C12 SECURITY	6,768	6,518	96 %	6,286	93 %	0	0 %	6,537	97 %	209	3 %	0	0 %	
E42 HUMAN SERVICES SUPPORT	637	616	97 %	530	83 %	0	0 %	602	95 %	33	5 %	0	0 %	
H21 SCIENTIFIC & ENGINEERING	2,093	1,982	95 %	1,759	84 %	32	2 %	1,959	94 %	131	6 %	14	1 %	
L32 TECHNICAL	842	809	96 %	707	84 %	14	2 %	790	94 %	49	6 %	10	1 %	
T01 STATE POLICE ENLISTED	1,561	1,539	99 %	1,820	117 %	932	60 %	1,519	97 %	37	2 %	992	64 %	
U11 INSTITUTIONAL	1,403	1,318	94 %	1,221	87 %	4	0 %	1,320	94 %	78	6 %	0	0 %	
W22 HUMAN SERVICES	10,543	10,034	95 %	8,847	84 %	0	0 %	9,979	95 %	549	5 %	0	0 %	
W41 ADMINISTRATIVE SUPPORT	5,757	5,422	94 %	4,784	83 %	102	2 %	5,412	94 %	320	6 %	69	1 %	
Y23 BUSINESS & ADMINISTRATION	5,152	4,846	94 %	4,129	80 %	70	1 %	4,856	94 %	284	6 %	44	1 %	
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	
Y51 SUPERVISORY	5,419	5,175	95 %	5,057	93 %	136	3 %	5,241	97 %	168	3 %	120	2 %	
Y98 MANAGERIAL	1,904	1,813	95 %	1,685	88 %	72	4 %	1,815	95 %	87	5 %	82	4 %	
Y99 CONFIDENTIAL	1,541	1,431	93 %	1,300	84 %	14	1 %	1,454	94 %	83	5 %	9	1 %	
	46,740	44,436	95 %	40,768	87 %	1,443	3 %	44,480	95 %	2,144	5 %	1,405	3 %	

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: March 29, 2014

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	24	15	0	0	211	8	0	0	1	45	304
ATTORNEY GENERAL	11	493	33	1	0	0	0	0	0	0	0	84	118
AUDITOR GENERAL	03	138	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	90	0	0	0	0	0	0	0	0	38	13	51
CIVIL SERVICE COMMISSION	19	419	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,200	25	73	207	0	103	39	0	800	410	412	2,069
CORRECTIONS	47	12,762	9	552	6,572	0	6	94	0	221	2,393	924	10,771
EDUCATION	31	531	0	2	0	3	0	2	0	16	184	83	290
ENVIRONMENTAL QUALITY	76	1,113	8	2	0	0	691	43	0	0	1	132	877
EXECUTIVE OFFICE	01	60	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,345	200	36	0	51	3	2	0	92	7,303	1,291	8,978
INSURANCE AND FINANCIAL SERV	65	314	0	0	0	0	0	0	0	0	0	37	37
LICENSING AND REGULATORY AFF	64	2,616	273	29	0	519	113	4	0	6	151	563	1,658
MILITARY & VETERAN AFFAIRS	51	805	46	201	0	0	28	14	0	267	30	48	634
NATURAL RESOURCES	75	1,645	453	160	0	0	252	136	0	6	53	164	1,224
STATE	23	1,516	15	20	0	0	0	0	0	0	0	995	1,030
STATE POLICE	55	2,623	140	10	0	0	116	36	1,561	8	0	240	2,111
STRATEGIC FUND	07	658	0	1	0	64	16	3	0	0	20	91	195
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,741	0	263	0	0	34	65	0	0	1	339	702
TRANSPORTATION	59	2,736	65	694	0	0	521	437	0	0	3	238	1,958
TREASURY	27	1,651	8	12	0	0	2	2	0	0	0	556	580
Grand Total:		47,858	1,299	2,073	6,779	637	2,096	885	1,561	1,416	10,588	6,257	33,591

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: March 29, 2014

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 DVLPMT	79	402	23	9	21	2	0	43	98
ATTORNEY GENERAL	11	493	32	50	281	0	0	12	375
AUDITOR GENERAL	03	138	0	60	35	4	0	35	134
CIVIL RIGHTS	15	90	1	19	10	0	0	9	39
CIVIL SERVICE COMMISSION	19	419	4	352	53	0	0	10	419
COMMUNITY HEALTH	39	3,200	481	73	176	4	1	396	1,131
CORRECTIONS	47	12,762	189	115	154	3	0	1,530	1,991
EDUCATION	31	531	128	31	33	0	1	48	241
ENVIRONMENTAL QUALITY	76	1,113	56	19	32	9	0	120	236
EXECUTIVE OFFICE	01	60	0	58	2	0	0	0	60
HUMAN SERVICES	43	11,345	607	213	185	0	1	1,361	2,367
INSURANCE AND FINANCIAL SERV	65	314	171	17	15	6	0	68	277
LICENSING AND REGULATORY AFF	64	2,616	488	82	177	22	0	189	958
MILITARY & VETERAN AFFAIRS	51	805	34	8	20	0	0	109	171
NATURAL RESOURCES	75	1,645	87	23	69	15	0	227	421
STATE	23	1,516	129	52	45	24	0	236	486
STATE POLICE	55	2,623	143	36	113	4	2	214	512
STRATEGIC FUND	07	658	287	40	63	17	0	56	463
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,741	1,385	158	198	65	0	233	2,039
TRANSPORTATION	59	2,736	224	98	87	13	0	356	778
TREASURY	27	1,651	693	55	135	20	1	167	1,071
Grand Total:		47,858	5,162	1,568	1,904	208	6	5,419	14,267

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 81.8% 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.