

# **ANNUAL WORKFORCE REPORT**

**Third 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**  
**Third Quarter FY 2013-14**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45.1
Average Annual Salary <sup>1</sup> .....	\$55,728.72
Average Years of Service .....	12.7

**WORK FORCE CHARACTERISTICS**

Females .....	52.9%
Males.....	47.1%
Eligible for Longevity .....	66.0%
Less than Six Years of Service .....	32.44%
Six to Ten Years of Service.....	14.09%
Over Ten Years of Service.....	53.47%
Exclusively Represented for Collective Bargaining.....	71.09%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.0%
Asian .....	1.5%
Black .....	17.6%
Hispanic .....	2.8%
White .....	77.0%
Not Disclosed .....	0.1%

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

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SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

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

Pay End Date: June 21, 2014

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	381.0	0.0	3.0	5.0	0.0	18.0	0.0	407.0	0.0	407.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>381.0</b>	<b>0.0</b>	<b>3.0</b>	<b>5.0</b>	<b>0.0</b>	<b>18.0</b>	<b>0.0</b>	<b>407.0</b>	<b>0.0</b>	<b>407.0</b>
ATY GNRL CENTRAL OFFICE	1101	448.0	1.0	0.0	20.0	0.0	0.0	0.0	469.0	0.0	469.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
<b>ATTORNEY GENERAL</b>		<b>459.0</b>	<b>1.0</b>	<b>0.0</b>	<b>21.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>481.0</b>	<b>0.0</b>	<b>481.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	113.0	0.0	6.0	15.0	0.0	9.0	0.0	143.0	0.0	143.0
<b>AUDITOR GENERAL</b>		<b>113.0</b>	<b>0.0</b>	<b>6.0</b>	<b>15.0</b>	<b>0.0</b>	<b>9.0</b>	<b>0.0</b>	<b>143.0</b>	<b>0.0</b>	<b>143.0</b>
CIV RGHT CENTRAL OFFICE	1501	82.0	0.0	0.0	8.0	0.0	0.0	0.0	90.0	0.0	90.0
<b>CIVIL RIGHTS</b>		<b>82.0</b>	<b>0.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>90.0</b>	<b>0.0</b>	<b>90.0</b>
CIVIL SERVICE COMMISSION	1901	399.0	3.0	2.0	10.0	0.0	15.0	0.0	429.0	0.5	428.5
<b>CIVIL SERVICE COMMISSION</b>		<b>399.0</b>	<b>3.0</b>	<b>2.0</b>	<b>10.0</b>	<b>0.0</b>	<b>15.0</b>	<b>0.0</b>	<b>429.0</b>	<b>0.5</b>	<b>428.5</b>
DCH-CARO CENTER	3902	350.0	0.0	0.0	1.0	0.0	0.0	0.0	351.0	0.0	351.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,164.0	2.0	3.0	25.0	0.0	26.0	0.0	1,220.0	0.5	1,219.5
DCH-CTR FORENSIC PSYCHIATRY	3920	473.0	2.0	0.0	3.0	0.0	3.0	5.0	486.0	0.0	486.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	162.0	1.0	0.0	21.0	0.0	11.0	1.0	196.0	0.0	196.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	416.0	2.0	0.0	77.0	0.0	0.0	5.0	500.0	0.0	500.0
DCH-OFFICE OF SERVICES TO TH	3970	29.0	0.0	0.0	1.0	0.0	0.0	0.0	30.0	0.0	30.0
DCH-WALTER P. REUTHER PSY HOSP	3945	332.0	0.0	0.0	4.0	0.0	0.0	1.0	337.0	0.0	337.0
OFFICE OF THE INSPECTOR GENERA	3947	31.0	0.0	0.0	2.0	0.0	0.0	0.0	33.0	0.0	33.0
<b>COMMUNITY HEALTH</b>		<b>2,957.0</b>	<b>7.0</b>	<b>3.0</b>	<b>134.0</b>	<b>0.0</b>	<b>40.0</b>	<b>12.0</b>	<b>3,153.0</b>	<b>0.5</b>	<b>3,152.5</b>
DETROIT DETENTION CENTER	4754	53.0	0.0	0.0	0.0	0.0	0.0	0.0	53.0	0.0	53.0
DETROIT REENTRY CENTER	4764	228.0	0.0	0.0	1.0	0.0	3.0	1.0	233.0	0.0	233.0
DOC-ADRIAN/GUS HARRISON FAC	4729	493.0	0.0	1.0	1.0	0.0	0.0	2.0	497.0	0.0	497.0
DOC-ALGER MAX SECURITY CORRECT	4735	247.0	0.0	0.0	2.0	0.0	0.0	0.0	249.0	0.0	249.0
DOC-BARAGA FACILITY	4740	274.0	1.0	0.0	2.0	0.0	3.0	3.0	283.0	0.0	283.0
DOC-BELLAMY CREEK FACILITY	4748	388.0	0.0	0.0	2.0	0.0	0.0	2.0	392.0	0.0	392.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	454.0	1.0	0.0	3.0	0.0	1.0	0.0	459.0	0.0	459.0
DOC-CARSON CITY FAC/CARSON CIT	4731	414.0	0.0	0.0	1.0	0.0	1.0	3.0	419.0	0.0	419.0
DOC-CENTRAL MICHIGAN FACILITY	4744	422.0	0.0	0.0	1.0	0.0	0.0	1.0	424.0	0.0	424.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	429.0	1.0	0.0	1.0	0.0	1.0	1.0	433.0	0.0	433.0
DOC-COOPER STREET FACILITY	4752	387.0	8.0	0.0	1.0	0.0	0.0	1.0	397.0	0.0	397.0

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

Source: Michigan Civil Service Commission HWF04

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

Table 1-1

Pay End Date: June 21, 2014

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CORRECTN CENTRAL OFFICE	4702	477.0	0.0	0.0	16.0	0.0	44.0	0.0	537.0	0.0	537.0
DOC-COTTON FACILITY	4720	401.0	0.0	0.0	1.0	0.0	2.0	0.0	404.0	0.0	404.0
DOC-EGELER FACILITY	4727	566.0	0.0	0.0	1.0	0.0	2.0	0.0	569.0	0.0	569.0
DOC-FIELD OPERATION REGION III	4763	921.0	9.0	3.0	0.0	0.0	0.0	0.0	933.0	0.0	933.0
DOC-FIELD OPERATIONS REGION I	4761	710.0	0.0	0.0	2.0	0.0	0.0	0.0	712.0	0.0	712.0
DOC-HANDLON MI TRAINING UNT	4705	298.0	0.0	0.0	1.0	0.0	1.0	4.0	304.0	0.0	304.0
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	272.0	0.0	0.0	1.0	0.0	1.0	1.0	275.0	0.0	275.0
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	335.0	0.0	0.0	2.0	0.0	0.0	4.0	341.0	0.0	341.0
DOC-LAKELAND MENS FACILITY	4718	281.0	0.0	0.0	1.0	0.0	0.0	0.0	282.0	0.0	282.0
DOC-MACOMB FACILITY	4741	325.0	1.0	0.0	1.0	0.0	0.0	3.0	330.0	0.0	330.0
DOC-MARQUETTE BRANCH PRISON	4706	312.0	0.0	0.0	1.0	0.0	0.0	1.0	314.0	0.0	314.0
DOC-MAXEY CORRECTIONAL	4749	321.0	0.0	0.0	2.0	0.0	0.0	2.0	325.0	0.0	325.0
DOC-MICHIGAN REFORMATORY	4707	316.0	0.0	0.0	2.0	0.0	5.0	0.0	323.0	0.0	323.0
DOC-MICHIGAN STATE INDUSTRIES	4709	74.0	0.0	0.0	1.0	0.0	0.0	0.0	75.0	0.0	75.0
DOC-MUSKEGON FACILITY	4704	216.0	0.0	0.0	1.0	0.0	0.0	2.0	219.0	0.0	219.0
DOC-NEWBERRY FACILITY	4743	207.0	0.0	1.0	2.0	0.0	1.0	0.0	211.0	0.0	211.0
DOC-OAKS FACILITY	4739	279.0	2.0	0.0	3.0	0.0	1.0	1.0	286.0	0.0	286.0
DOC-OJIBWAY FACILITY	4746	204.0	2.0	0.0	3.0	0.0	1.0	1.0	211.0	0.0	211.0
DOC-PARNALL FACILITY	4751	275.0	0.0	1.0	0.0	0.0	1.0	0.0	277.0	0.0	277.0
DOC-PUGSLEY FACILITY	4745	232.0	1.0	0.0	2.0	0.0	3.0	1.0	239.0	0.0	239.0
DOC-SAGINAW FACILITY	4742	294.0	1.0	0.0	2.0	0.0	2.0	0.0	299.0	0.0	299.0
DOC-ST. LOUIS FACILITY	4733	323.0	0.0	0.0	1.0	0.0	0.0	1.0	325.0	0.0	325.0
DOC-THUMB FACILITY	4725	306.0	0.0	0.0	3.0	0.0	0.0	0.0	309.0	0.0	309.0
NTHRN REGION ADMIN AND SUPPORT	4714	33.0	0.0	0.0	3.0	0.0	0.0	1.0	37.0	0.0	37.0
SOUTHERN REGION - IONIA	4711	44.0	0.0	0.0	0.0	0.0	0.0	0.0	44.0	0.0	44.0
<b>CORRECTIONS</b>		<b>12,470.0</b>	<b>30.0</b>	<b>6.0</b>	<b>68.0</b>	<b>0.0</b>	<b>73.0</b>	<b>39.0</b>	<b>12,686.0</b>	<b>0.0</b>	<b>12,686.0</b>
EDUCATION	3103	447.0	5.0	3.0	16.0	52.0	12.0	0.0	535.0	0.5	534.5
<b>EDUCATION</b>		<b>447.0</b>	<b>5.0</b>	<b>3.0</b>	<b>16.0</b>	<b>52.0</b>	<b>12.0</b>	<b>0.0</b>	<b>535.0</b>	<b>0.5</b>	<b>534.5</b>
DEQ-ENVIRONMENTAL QUALITY	7601	1,049.0	4.0	16.0	31.0	0.0	17.0	0.0	1,117.0	2.5	1,114.5

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, noncareer, or on worker's compensation. 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.

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

Pay End Date: June 21, 2014

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
<b>ENVIRONMENTAL QUALITY</b>		<b>1,049.0</b>	<b>4.0</b>	<b>16.0</b>	<b>31.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>1,117.0</b>	<b>2.5</b>	<b>1,114.5</b>
OFFICE OF THE GOVERNOR	0101	1.0	0.0	2.0	55.0	0.0	0.0	0.0	58.0	0.0	58.0
<b>EXECUTIVE OFFICE</b>		<b>1.0</b>	<b>0.0</b>	<b>2.0</b>	<b>55.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>58.0</b>	<b>0.0</b>	<b>58.0</b>
DHS-BERRIEN COUNTY	4322	144.0	0.0	0.0	10.0	3.0	0.0	1.0	158.0	0.0	158.0
DHS-CALHOUN COUNTY	4323	149.0	0.0	0.0	12.0	0.0	0.0	0.0	161.0	0.0	161.0
DHS-COUNTIES	4308	2,686.0	2.0	0.0	103.0	27.0	0.0	3.0	2,821.0	0.0	2,821.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,613.0	3.0	16.0	135.0	39.0	9.0	0.0	2,815.0	0.0	2,815.0
DHS-GENESEEE COUNTY	4302	468.0	0.0	0.0	15.0	0.0	0.0	0.0	483.0	0.0	483.0
DHS-INGHAM COUNTY	4312	253.0	0.0	0.0	17.0	1.0	0.0	0.0	271.0	0.0	271.0
DHS - INSTITUTIONS	4307	54.0	0.0	11.0	6.0	0.0	0.0	0.0	71.0	0.0	71.0
DHS-JACKSON COUNTY	4315	146.0	0.0	0.0	19.0	0.0	0.0	0.0	165.0	0.0	165.0
DHS-KALAMAZOO COUNTY	4314	238.0	0.0	0.0	10.0	0.0	0.0	0.0	248.0	0.0	248.0
DHS-KENT COUNTY	4303	444.0	0.0	0.0	18.0	10.0	0.0	0.0	472.0	2.0	470.0
DHS-MACOMB COUNTY	4304	486.0	0.0	0.0	1.0	0.0	0.0	0.0	487.0	3.5	483.5
DHS-MAXEY TRAINING SCHOOL	4311	60.0	0.0	0.0	2.0	0.0	0.0	0.0	62.0	0.0	62.0
DHS-MUSKEGON COUNTY	4324	235.0	0.0	0.0	8.0	0.0	0.0	0.0	243.0	0.0	243.0
DHS-OAKLAND COUNTY	4305	543.0	0.0	0.0	26.0	0.0	0.0	0.0	569.0	0.0	569.0
DHS-SAGINAW COUNTY	4313	204.0	0.0	0.0	4.0	0.0	0.0	0.0	208.0	0.0	208.0
DHS-WASHTENAW	4325	155.0	0.0	0.0	10.0	0.0	0.0	0.0	165.0	0.0	165.0
DHS-WAYNE COUNTY DSS	4306	109.0	0.0	0.0	2.0	0.0	0.0	0.0	111.0	0.0	111.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	516.0	0.0	0.0	6.0	0.0	0.0	1.0	523.0	0.0	523.0
DHS-WAYNE COUNTY ZONE 3	4318	442.0	0.0	0.0	28.0	0.0	0.0	0.0	470.0	0.0	470.0
DHS-WAYNE COUNTY ZONE 4	4319	444.0	0.0	0.0	17.0	0.0	0.0	0.0	461.0	0.0	461.0
DHS-WAYNE COUNTY ZONE L	4316	295.0	0.0	0.0	8.0	0.0	0.0	0.0	303.0	0.0	303.0
<b>HUMAN SERVICES</b>		<b>10,684.0</b>	<b>5.0</b>	<b>27.0</b>	<b>457.0</b>	<b>80.0</b>	<b>9.0</b>	<b>5.0</b>	<b>11,267.0</b>	<b>5.5</b>	<b>11,261.5</b>
DEPT OF INS AND FIN SERVICE	6501	282.0	2.0	0.0	14.0	0.0	8.0	0.0	306.0	0.0	306.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>282.0</b>	<b>2.0</b>	<b>0.0</b>	<b>14.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>306.0</b>	<b>0.0</b>	<b>306.0</b>
LICENSING AND REGULATORY AFF	6401	2,349.0	4.0	4.0	127.0	0.0	95.0	1.0	2,580.0	1.0	2,579.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>2,349.0</b>	<b>4.0</b>	<b>4.0</b>	<b>127.0</b>	<b>0.0</b>	<b>95.0</b>	<b>1.0</b>	<b>2,580.0</b>	<b>1.0</b>	<b>2,579.0</b>
D.J. JACOBETTI HOME FOR VETERA	5103	152.0	3.0	1.0	4.0	0.0	2.0	0.0	162.0	0.5	161.5
GRAND RAPIDS HOME FOR VETERANS	5102	237.0	7.0	16.0	2.0	1.0	21.0	3.0	287.0	0.0	287.0

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Pay End Date: June 21, 2014

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKER'S COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MIL AFFR CENTRAL OFFICE	5101	247.0	0.0	3.0	38.0	26.0	39.0	0.0	353.0	0.0	353.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>636.0</b>	<b>10.0</b>	<b>20.0</b>	<b>44.0</b>	<b>27.0</b>	<b>62.0</b>	<b>3.0</b>	<b>802.0</b>	<b>0.5</b>	<b>801.5</b>
DNR-NATURAL RESOURCES	7501	1,265.0	1.0	54.0	14.0	272.0	1,564.0	2.0	3,172.0	0.0	3,172.0
<b>NATURAL RESOURCES</b>		<b>1,265.0</b>	<b>1.0</b>	<b>54.0</b>	<b>14.0</b>	<b>272.0</b>	<b>1,564.0</b>	<b>2.0</b>	<b>3,172.0</b>	<b>0.0</b>	<b>3,172.0</b>
DEPARTMENT OF STATE	2301	1,171.0	0.0	97.0	44.0	0.0	218.0	1.0	1,531.0	0.0	1,531.0
<b>STATE</b>		<b>1,171.0</b>	<b>0.0</b>	<b>97.0</b>	<b>44.0</b>	<b>0.0</b>	<b>218.0</b>	<b>1.0</b>	<b>1,531.0</b>	<b>0.0</b>	<b>1,531.0</b>
STATE POLICE	5501	2,653.0	18.0	5.0	33.0	0.0	5.0	3.0	2,717.0	1.0	2,716.0
<b>STATE POLICE</b>		<b>2,653.0</b>	<b>18.0</b>	<b>5.0</b>	<b>33.0</b>	<b>0.0</b>	<b>5.0</b>	<b>3.0</b>	<b>2,717.0</b>	<b>1.0</b>	<b>2,716.0</b>
MSF-WORKFORCE DEVELOPMENT AGY	0742	171.0	2.0	0.0	5.0	0.0	4.0	0.0	182.0	0.0	182.0
MSHDA	6305	271.0	4.0	4.0	11.0	0.0	23.0	0.0	313.0	0.5	312.5
STATE LAND BANK AUTHORITY	6306	2.0	0.0	0.0	4.0	0.0	0.0	0.0	6.0	0.0	6.0
STRATEGIC FUND	0740	138.0	0.0	0.0	9.0	0.0	1.0	0.0	148.0	0.0	148.0
<b>STRATEGIC FUND</b>		<b>582.0</b>	<b>6.0</b>	<b>4.0</b>	<b>29.0</b>	<b>0.0</b>	<b>28.0</b>	<b>0.0</b>	<b>649.0</b>	<b>0.5</b>	<b>648.5</b>
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	1,623.0	4.0	0.0	43.0	0.0	91.0	1.0	1,762.0	0.0	1,762.0
TECH, MGMT AND BUDGET - MB	0701	906.0	18.0	1.0	42.0	0.0	35.0	2.0	1,004.0	2.5	1,001.5
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,529.0</b>	<b>22.0</b>	<b>1.0</b>	<b>86.0</b>	<b>0.0</b>	<b>126.0</b>	<b>3.0</b>	<b>2,767.0</b>	<b>2.5</b>	<b>2,764.5</b>
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	21.0	0.0	52.0	0.0	52.0
BRIDGE AUTHORITIES-MACKINAC	5902	39.0	0.0	20.0	12.0	0.0	22.0	0.0	93.0	0.0	93.0
TRANSPORTATION CENTRAL OFFICE	5901	2,294.0	6.0	21.0	76.0	17.0	297.0	7.0	2,718.0	3.5	2,714.5
<b>TRANSPORTATION</b>		<b>2,364.0</b>	<b>6.0</b>	<b>41.0</b>	<b>88.0</b>	<b>17.0</b>	<b>340.0</b>	<b>7.0</b>	<b>2,863.0</b>	<b>3.5</b>	<b>2,859.5</b>
BUREAU OF STATE LOTTERY	2795	173.0	0.0	0.0	2.0	0.0	30.0	0.0	205.0	0.0	205.0
GAMING CONTROL	2707	104.0	0.0	2.0	15.0	0.0	12.0	0.0	133.0	0.0	133.0
STATE BUILDING AUTHORITY	2704	2.0	0.0	1.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,216.0	2.0	4.0	50.0	0.0	25.0	0.0	1,297.0	0.0	1,297.0
<b>TREASURY</b>		<b>1,495.0</b>	<b>2.0</b>	<b>7.0</b>	<b>67.0</b>	<b>0.0</b>	<b>67.0</b>	<b>0.0</b>	<b>1,638.0</b>	<b>0.0</b>	<b>1,638.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,368.0</b>	<b>126.0</b>	<b>301.0</b>	<b>1,366.0</b>	<b>448.0</b>	<b>2,706.0</b>	<b>76.0</b>	<b>49,391.0</b>	<b>18.5</b>	<b>49,372.5</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation. 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 6/21/2014 (B)	FTE Positions 3/29/2014 (C)	Difference 6/21/2014 and 3/29/2014 (B-C)	Difference 6/21/2014 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>					
Regular	434.0	396.8	390.9	5.9	-37.2
Overtime	0.0	0.0	0.0	0.0	0.0
Total	434.0	396.8	390.9	5.9	-37.2
<b>ATTORNEY GENERAL</b>					
Regular	511.0	476.5	488.6	-12.1	-34.5
Overtime	0.0	0.3	0.0	0.3	0.3
Total	511.0	476.7	488.6	-11.9	-34.3
<b>AUDITOR GENERAL</b>					
Regular	0.0	140.9	133.9	7.0	140.9
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	140.9	133.9	7.0	140.9
<b>CIVIL RIGHTS</b>					
Regular	122.0	88.9	89.5	-0.6	-33.2
Overtime	0.0	0.0	0.4	-0.4	0.0
Total	122.0	88.9	89.9	-1.0	-33.2
<b>CIVIL SERVICE COMMISSION</b>					
Regular	446.0	420.4	410.1	10.3	-25.6
Overtime	0.0	0.6	0.4	0.2	0.6
Total	446.0	421.0	410.5	10.5	-25.0
<b>COMMUNITY HEALTH</b>					
Regular	3,585.6	3,116.8	3,161.9	-45.1	-468.8
Overtime	0.0	184.0	116.6	67.5	184.0
Total	3,585.6	3,300.9	3,278.5	22.4	-284.7

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

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

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2014 Appropriated (A)	FTE Positions 6/21/2014 (B)	FTE Positions 3/29/2014 (C)	Difference 6/21/2014 and 3/29/2014 (B-C)	Difference 6/21/2014 and Appropriated (B-A)
<b>CORRECTIONS</b>					
Regular	14,543.6	12,725.1	12,806.5	-81.4	-1,818.5
Overtime	0.0	700.9	573.3	127.6	700.9
Total	14,543.6	13,426.0	13,379.8	46.3	-1,117.6
<b>EDUCATION</b>					
Regular	587.5	503.3	519.7	-16.4	-84.2
Overtime	0.0	0.4	2.1	-1.7	0.4
Total	587.5	503.7	521.8	-18.1	-83.8
<b>ENVIRONMENTAL QUALITY</b>					
Regular	1,281.5	1,097.5	1,091.2	6.3	-184.0
Overtime	0.0	2.7	1.1	1.7	2.7
Total	1,281.5	1,100.2	1,092.2	8.0	-181.3
<b>EXECUTIVE OFFICE</b>					
Regular	74.2	56.6	58.5	-1.9	-17.6
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	56.6	58.5	-1.9	-17.6
<b>HUMAN SERVICES</b>					
Regular	12,144.5	11,232.8	11,296.5	-63.7	-911.7
Overtime	0.0	244.7	92.4	152.3	244.7
Total	12,144.5	11,477.5	11,388.9	88.6	-667.0
<b>INSURANCE AND FINANCIAL SERV</b>					
Regular	337.0	300.5	306.6	-6.2	-36.6
Overtime	0.0	0.4	0.0	0.4	0.4
Total	337.0	300.9	306.6	-5.7	-36.1

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 6/21/2014 (B)	FTE Positions 3/29/2014 (C)	Difference 6/21/2014 and 3/29/2014 (B-C)	Difference 6/21/2014 and Appropriated (B-A)
<b>LICENSING AND REGULATORY AFF</b>					
Regular	2,913.0	2,553.3	2,565.1	-11.7	-359.7
Overtime	0.0	48.7	3.0	45.7	48.7
Total	2,913.0	2,602.0	2,568.0	33.9	-311.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	889.5	764.9	751.3	13.6	-124.6
Overtime	0.0	21.9	18.0	3.9	21.9
Total	889.5	786.8	769.3	17.5	-102.7
<b>NATURAL RESOURCES</b>					
Regular	2,134.3	2,931.7	1,528.0	1,403.7	797.4
Overtime	0.0	24.9	8.4	16.5	24.9
Total	2,134.3	2,956.6	1,536.4	1,420.1	822.3
<b>STATE</b>					
Regular	1,562.0	1,445.0	1,423.1	21.9	-117.0
Overtime	0.0	19.7	6.6	13.1	19.7
Total	1,562.0	1,464.7	1,429.6	35.1	-97.3
<b>STATE POLICE</b>					
Regular	2,931.0	2,702.7	2,603.3	99.4	-228.3
Overtime	0.0	240.7	175.4	65.3	240.7
Total	2,931.0	2,943.4	2,778.7	164.6	12.4
<b>STRATEGIC FUND</b>					
Regular	756.0	638.5	641.1	-2.5	-117.5
Overtime	0.0	0.4	1.5	-1.1	0.4
Total	756.0	638.9	642.6	-3.7	-117.1

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 6/21/2014 (B)	FTE Positions 3/29/2014 (C)	Difference 6/21/2014 and 3/29/2014 (B-C)	Difference 6/21/2014 and Appropriated (B-A)
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,370.0	2,726.1	2,697.2	29.0	356.1
Overtime	0.0	35.0	48.8	-13.8	35.0
Total	2,370.0	2,761.1	2,745.9	15.2	391.1
<b>TRANSPORTATION</b>					
Regular	2,912.3	2,813.0	2,628.9	184.1	-99.3
Overtime	0.0	183.3	62.5	120.8	183.3
Total	2,912.3	2,996.4	2,691.4	304.9	84.1
<b>TREASURY</b>					
Regular	1,774.5	1,610.2	1,613.3	-3.1	-164.3
Overtime	0.0	13.2	9.1	4.1	13.2
Total	1,774.5	1,623.4	1,622.4	1.0	-151.1
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>52,309.5</b>	<b>48,741.4</b>	<b>47,205.1</b>	<b>1,536.4</b>	<b>-3,568.1</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>1,721.9</b>	<b>1,119.5</b>	<b>602.3</b>	<b>1,721.9</b>
<b>Grand Total</b>	<b>52,309.5</b>	<b>50,463.3</b>	<b>48,324.6</b>	<b>2,138.7</b>	<b>-1,846.2</b>

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

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	March 29, 2014		June 21, 2014	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMENT	402.0	0.8 %	407.0	0.8 %
ATTORNEY GENERAL	493.0	1.0 %	481.0	1.0 %
AUDITOR GENERAL	138.0	0.3 %	143.0	0.3 %
CIVIL RIGHTS	90.0	0.2 %	90.0	0.2 %
CIVIL SERVICE COMMISSION	418.5	0.9 %	428.5	0.9 %
COMMUNITY HEALTH	3,199.5	6.7 %	3,152.5	6.4 %
CORRECTIONS	12,762.0	26.7 %	12,686.0	25.7 %
EDUCATION	530.5	1.1 %	534.5	1.1 %
ENVIRONMENTAL QUALITY	1,110.5	2.3 %	1,114.5	2.3 %
EXECUTIVE OFFICE	60.0	0.1 %	58.0	0.1 %
HUMAN SERVICES	11,339.5	23.7 %	11,261.5	22.8 %
INSURANCE AND FINANCIAL SERV	314.0	0.7 %	306.0	0.6 %
LICENSING & REGULATORY AFFAIRS	2,615.0	5.5 %	2,579.0	5.2 %
MILITARY & VETERAN AFFAIRS	804.5	1.7 %	801.5	1.6 %
NATURAL RESOURCES	1,645.0	3.4 %	3,172.0	6.4 %
STATE	1,516.0	3.2 %	1,531.0	3.1 %
STATE POLICE	2,622.0	5.5 %	2,716.0	5.5 %
STRATEGIC FUND	657.0	1.4 %	648.5	1.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,738.5	5.7 %	2,764.5	5.6 %
TRANSPORTATION	2,732.0	5.7 %	2,859.5	5.8 %
TREASURY	1,651.0	3.5 %	1,638.0	3.3 %
<b>TOTAL:</b>	<b>47,838.5</b>	<b>100.0 %</b>	<b>49,372.5</b>	<b>100.0 %</b>

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

Statewide, the number of classified employees increased by 1,534 from March 29, 2014 to June 21, 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: June 21, 2014

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	19	395.4
ATTORNEY GENERAL	19	492.0
AUDITOR GENERAL	19	135.4
CIVIL RIGHTS	19	90.4
CIVIL SERVICE COMMISSION	19	413.3
COMMUNITY HEALTH	19	3,143.0
CORRECTIONS	19	12,857.6
EDUCATION	19	517.7
ENVIRONMENTAL QUALITY	19	1,099.6
EXECUTIVE OFFICE	19	58.1
HUMAN SERVICES	19	11,445.5
INSURANCE AND FINANCIAL SERV	18	288.8
LICENSING & REGULATORY AFFAIRS	19	2,545.9
MILITARY & VETERAN AFFAIRS	19	768.2
NATURAL RESOURCES	19	1,509.0
STATE	19	1,308.8
STATE POLICE	19	2,586.2
STRATEGIC FUND	19	633.1
TECHNOLOGY, MANAGEMENT & BUDGET	19	2,661.7
TRANSPORTATION	19	2,587.9
TREASURY	19	1,579.3
	<b>Sum:</b>	<b>47,116.8</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 99% 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, Department of Insurance and Financial Services was established and transferred from Department of Licensing and Regulatory Affairs by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF09

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**  
**Pay End Date: June 21, 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	407	0.8 %	48.4	\$30.44	311	76.4 %
ATTORNEY GENERAL	481	1.0 %	47.4	\$38.92	300	62.4 %
AUDITOR GENERAL	143	0.3 %	39.8	\$36.02	93	65.0 %
CIVIL RIGHTS	90	0.2 %	48.3	\$30.38	65	72.2 %
CIVIL SERVICE COMMISSION	429	0.9 %	46.4	\$29.89	314	73.2 %
COMMUNITY HEALTH	3,153	6.4 %	47.3	\$28.21	1,963	62.3 %
CORRECTIONS	12,686	25.7 %	45.8	\$25.75	10,217	80.5 %
EDUCATION	535	1.1 %	48.4	\$32.44	283	52.9 %
ENVIRONMENTAL QUALITY	1,117	2.3 %	48.4	\$31.73	910	81.5 %
EXECUTIVE OFFICE	58	0.1 %	40.0	\$35.08	12	20.7 %
HUMAN SERVICES	11,267	22.8 %	44.1	\$25.63	6,213	55.1 %
INSURANCE AND FINANCIAL SERV	306	0.6 %	43.4	\$33.03	204	66.7 %
LICENSING & REGULATORY AFFAIRS	2,580	5.2 %	48.4	\$28.83	1,808	70.1 %
MILITARY & VETERAN AFFAIRS	802	1.6 %	46.7	\$24.27	492	61.3 %
NATURAL RESOURCES	3,172	6.4 %	39.0	\$17.93	1,204	38.0 %
STATE	1,531	3.1 %	45.3	\$22.36	920	60.1 %
STATE POLICE	2,717	5.5 %	42.0	\$29.83	1,970	72.5 %
STRATEGIC FUND	649	1.3 %	46.8	\$31.08	429	66.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,767	5.6 %	46.8	\$30.92	1,744	63.0 %
TRANSPORTATION	2,863	5.8 %	44.7	\$27.41	2,119	74.0 %
TREASURY	1,638	3.3 %	45.6	\$28.62	1,044	63.7 %
<b>STATEWIDE TOTALS:</b>	<b>49,391</b>	<b>100.0 %</b>	<b>45.1</b>	<b>\$26.69</b>	<b>32,615</b>	<b>66.0 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts. 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: June 21, 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	176	45 %	190	49 %	3	1 %	0	0 %	365	94 %	7	2 %	1	0 %	
ATTORNEY GENERAL	481	183	38 %	237	49 %	7	1 %	0	0 %	441	92 %	6	1 %	2	0 %	
AUDITOR GENERAL	134	34	25 %	85	63 %	3	2 %	0	0 %	124	93 %	1	1 %	0	0 %	
CIVIL RIGHTS	90	39	43 %	41	46 %	5	6 %	0	0 %	80	89 %	5	6 %	0	0 %	
CIVIL SERVICE COMMISSION	414	108	26 %	260	63 %	2	0 %	0	0 %	375	91 %	6	1 %	1	0 %	
COMMUNITY HEALTH	3,113	1,389	45 %	1,474	47 %	33	1 %	0	0 %	2,856	92 %	88	3 %	14	0 %	
CORRECTIONS	12,613	6,537	52 %	5,140	41 %	81	1 %	0	0 %	11,692	93 %	252	2 %	20	0 %	
EDUCATION	523	227	43 %	231	44 %	9	2 %	0	0 %	468	89 %	10	2 %	5	1 %	
ENVIRONMENTAL QUALITY	1,100	407	37 %	586	53 %	12	1 %	0	0 %	1,006	91 %	16	1 %	3	0 %	
EXECUTIVE OFFICE	58	26	45 %	17	29 %	1	2 %	0	0 %	50	86 %	0	0 %	0	0 %	
HUMAN SERVICES	11,258	4,681	42 %	5,760	51 %	79	1 %	0	0 %	10,337	92 %	371	3 %	29	0 %	
INSURANCE AND FINANCIAL SERV	298	86	29 %	190	64 %	6	2 %	0	0 %	275	92 %	6	2 %	1	0 %	
LICENSING & REGULATORY AFFAIRS	2,485	974	39 %	1,302	52 %	27	1 %	0	0 %	2,266	91 %	80	3 %	9	0 %	
MILITARY & VETERAN AFFAIRS	740	339	46 %	324	44 %	11	1 %	0	0 %	688	93 %	4	1 %	5	1 %	
NATURAL RESOURCES	1,608	959	60 %	473	29 %	34	2 %	0	0 %	1,470	91 %	8	0 %	8	0 %	
STATE	1,313	534	41 %	677	52 %	14	1 %	0	0 %	1,207	92 %	38	3 %	5	0 %	
STATE POLICE	2,712	688	25 %	486	18 %	12	0 %	1,400	52 %	2,591	96 %	22	1 %	6	0 %	
STRATEGIC FUND	621	186	30 %	376	61 %	12	2 %	0	0 %	569	92 %	21	3 %	1	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,641	766	29 %	1,610	61 %	32	1 %	0	0 %	2,357	89 %	75	3 %	8	0 %	
TRANSPORTATION	2,523	1,170	46 %	1,157	46 %	35	1 %	0	0 %	2,366	94 %	28	1 %	5	0 %	
TREASURY	1,571	475	30 %	942	60 %	35	2 %	0	0 %	1,435	91 %	45	3 %	6	0 %	
<b>STATEWIDE TOTALS:</b>	<b>46,685</b>	<b>19,984</b>	<b>43 %</b>	<b>21,558</b>	<b>46 %</b>	<b>453</b>	<b>1 %</b>	<b>1,400</b>	<b>3 %</b>	<b>43,018</b>	<b>92 %</b>	<b>1,089</b>	<b>2 %</b>	<b>129</b>	<b>0 %</b>	

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. 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: June 21, 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	374	96 %	319	82 %	0	0 %	377	97 %	12	3 %	0	0 %
ATTORNEY GENERAL	481	450	94 %	326	68 %	0	0 %	449	93 %	30	6 %	0	0 %
AUDITOR GENERAL	134	126	94 %	98	73 %	0	0 %	122	91 %	12	9 %	0	0 %
CIVIL RIGHTS	90	86	96 %	79	88 %	0	0 %	83	92 %	7	8 %	0	0 %
CIVIL SERVICE COMMISSION	414	385	93 %	373	90 %	2	0 %	400	97 %	13	3 %	2	0 %
COMMUNITY HEALTH	3,113	2,970	95 %	2,648	85 %	0	0 %	2,927	94 %	179	6 %	0	0 %
CORRECTIONS	12,613	11,977	95 %	11,516	91 %	0	0 %	12,189	97 %	391	3 %	0	0 %
EDUCATION	523	485	93 %	356	68 %	0	0 %	485	93 %	37	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,100	1,031	94 %	936	85 %	0	0 %	1,028	93 %	70	6 %	0	0 %
EXECUTIVE OFFICE	58	50	86 %	30	52 %	0	0 %	49	84 %	8	14 %	0	0 %
HUMAN SERVICES	11,258	10,757	96 %	9,579	85 %	0	0 %	10,689	95 %	559	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	298	285	96 %	244	82 %	0	0 %	278	93 %	19	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,485	2,360	95 %	2,048	82 %	1	0 %	2,354	95 %	128	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	740	695	94 %	581	79 %	0	0 %	699	94 %	32	4 %	0	0 %
NATURAL RESOURCES	1,608	1,497	93 %	1,292	80 %	0	0 %	1,531	95 %	76	5 %	0	0 %
STATE	1,313	1,262	96 %	1,102	84 %	0	0 %	1,224	93 %	88	7 %	0	0 %
STATE POLICE	2,712	2,623	97 %	3,176	117 %	1,394	51 %	2,596	96 %	97	4 %	1,387	51 %
STRATEGIC FUND	621	592	95 %	496	80 %	0	0 %	571	92 %	47	8 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,641	2,454	93 %	1,967	74 %	36	1 %	2,512	95 %	113	4 %	29	1 %
TRANSPORTATION	2,523	2,405	95 %	2,182	86 %	0	0 %	2,394	95 %	124	5 %	0	0 %
TREASURY	1,571	1,500	95 %	1,261	80 %	0	0 %	1,480	94 %	89	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,685</b>	<b>44,364</b>	<b>95 %</b>	<b>40,609</b>	<b>87 %</b>	<b>1,433</b>	<b>3 %</b>	<b>44,437</b>	<b>95 %</b>	<b>2,131</b>	<b>5 %</b>	<b>1,419</b>	<b>3 %</b>

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

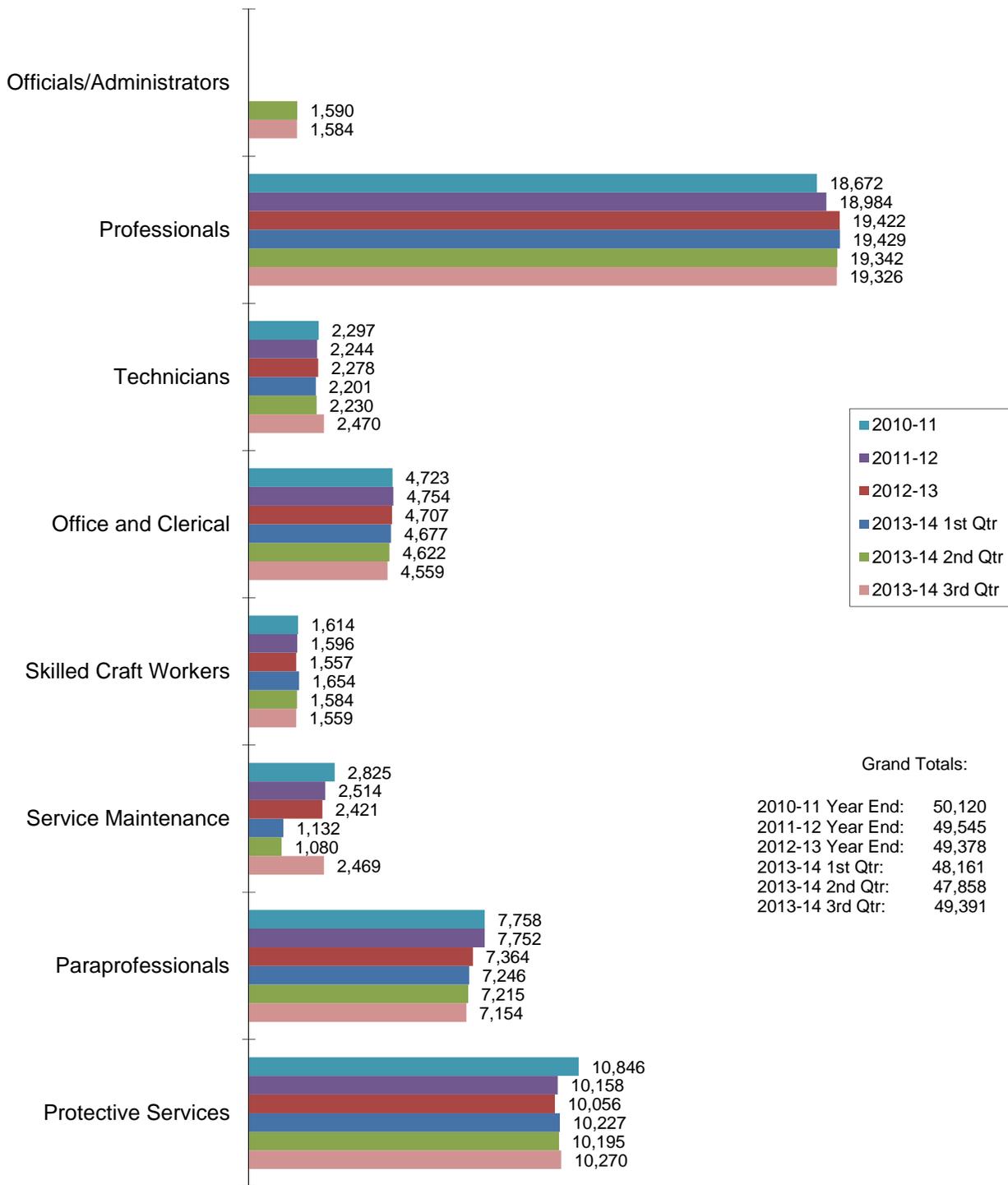
**STATE OF MICHIGAN**  
**Age Distribution for Active Classified Employees by Department**  
**Pay End Date: June 21, 2014**

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	16	13	27	48	39	53	82	68	47	10	4	407
ATTORNEY GENERAL	0	4	24	54	54	62	72	75	71	48	13	4	481
AUDITOR GENERAL	1	21	15	17	15	22	17	19	13	3	0	0	143
CIVIL RIGHTS	0	1	6	9	7	13	14	12	8	16	3	1	90
CIVIL SERVICE COMMISSION	0	19	21	32	52	49	67	85	74	24	5	1	429
COMMUNITY HEALTH	7	77	210	301	297	376	416	538	491	329	92	19	3,153
CORRECTIONS	4	196	671	971	1,448	2,356	2,614	2,311	1,383	592	116	24	12,686
EDUCATION	0	7	19	55	68	56	70	72	101	64	22	1	535
ENVIRONMENTAL QUALITY	1	16	35	67	159	142	134	214	208	116	23	2	1,117
EXECUTIVE OFFICE	0	11	9	10	0	4	7	9	2	4	2	0	58
HUMAN SERVICES	1	149	1,103	1,612	1,645	1,674	1,391	1,376	1,386	735	171	24	11,267
INSURANCE AND FINANCIAL SERV	3	9	35	36	47	37	40	43	33	13	8	2	306
LICENSING & REGULATORY AFFAIRS	16	85	110	208	242	304	311	413	458	296	103	34	2,580
MILITARY & VETERAN AFFAIRS	5	35	53	58	74	96	106	156	132	72	13	2	802
NATURAL RESOURCES	378	588	241	206	267	280	249	308	313	196	90	56	3,172
STATE	9	99	141	116	137	165	199	283	238	123	18	3	1,531
STATE POLICE	0	174	294	237	363	535	482	364	190	63	15	0	2,717
STRATEGIC FUND	2	26	31	58	78	80	86	106	97	53	27	5	649
TECHNOLOGY, MANAGEMENT & BUDGET	8	106	140	220	287	359	400	498	453	239	45	12	2,767
TRANSPORTATION	68	208	130	233	341	344	412	471	414	189	38	15	2,863
TREASURY	10	59	124	169	190	198	195	285	237	137	26	8	1,638
<b>Statewide Total:</b>	<b>513</b>	<b>1,906</b>	<b>3,425</b>	<b>4,696</b>	<b>5,819</b>	<b>7,191</b>	<b>7,335</b>	<b>7,720</b>	<b>6,370</b>	<b>3,359</b>	<b>840</b>	<b>217</b>	<b>49,391</b>
<b>Average Age:</b>	<b>19.0</b>	<b>22.7</b>	<b>27.7</b>	<b>32.6</b>	<b>37.6</b>	<b>42.6</b>	<b>47.5</b>	<b>52.5</b>	<b>57.4</b>	<b>62.1</b>	<b>66.8</b>	<b>73.3</b>	<b>45.1</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. 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 2010-11 through Third 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 Period Ending Date: June 21, 2014

Table 2-11

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	18	23
ALGER	271	7	278
ALLEGAN	187	21	208
ALPENA	139	16	155
ANTRIM	30	3	33
ARENAC	32	2	34
BARAGA	318	30	348
BARRY	99	66	165
BAY	331	62	393
BENZIE	30	5	35
BERRIEN	326	70	396
BRANCH	408	8	416
CALHOUN	295	40	335
CASS	88	18	106
CHARLEVOIX	15	65	80
CHEBOYGAN	65	69	134
CHIPPEWA	932	105	1,037
CLARE	53	24	77
CLINTON	157	62	219
CRAWFORD	133	143	276
DELTA	168	44	212
DICKINSON	60	5	65
EATON	3,068	285	3,353
EMMET	83	51	134
GENESEE	847	85	932
GLADWIN	41	6	47
GOGEBIC	258	20	278
GRAND TRAVERSE	544	66	610
GRATIOT	807	7	814
HILLSDALE	54	4	58
HOUGHTON	69	34	103
HURON	30	44	74
INGHAM	9,530	1,048	10,578
IONIA	1,415	46	1,461
IOSCO	38	39	77
IRON	49	23	72
ISABELLA	155	15	170
JACKSON	2,137	72	2,209
KALAMAZOO	1,116	152	1,268
KALKASKA	47	4	51
KENT	1,592	200	1,792
KEWEENAW	2	24	26
LAKE	46	7	53
LAPEER	440	28	468
LEELANAU	3	4	7
LENAWEE	628	32	660

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 Period Ending Date: June 21, 2014

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LIVINGSTON	596	70	666
LUCE	276	30	306
MACKINAC	121	105	226
MACOMB	1,294	52	1,346
MANISTEE	304	27	331
MARQUETTE	786	60	846
MASON	39	32	71
MECOSTA	93	5	98
MENOMINEE	26	22	48
MIDLAND	87	11	98
MISSAUKEE	63	3	66
MONROE	195	50	245
MONTCALM	556	13	569
MONTMORENCY	50	20	70
MUSKEGON	1,031	87	1,118
NEWAYGO	64	19	83
OAKLAND	1,198	215	1,413
OCEANA	80	58	138
OGEMAW	80	25	105
ONTONAGON	20	20	40
OSCEOLA	25	1	26
OSCODA	23	2	25
OTSEGO	272	42	314
OTTAWA	178	70	248
OUT OF STATE	38	4	42
PRESQUE ISLE	16	36	52
ROSCOMMON	112	37	149
SAGINAW	846	39	885
SANILAC	48	17	65
SCHOOLCRAFT	29	34	63
SHIAWASSEE	79	4	83
ST CLAIR	255	73	328
ST JOSEPH	74	8	82
TUSCOLA	460	7	467
VAN BUREN	212	38	250
WASHTENAW	1,397	108	1,505
WAYNE	5,077	337	5,414
WEXFORD	164	45	209
WORK AT HOME - MI	963	18	981
<b>Grand Total:</b>	<b>44,368</b>	<b>5,023</b>	<b>49,391</b>

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

Source: Michigan Civil Service Commission HWF55

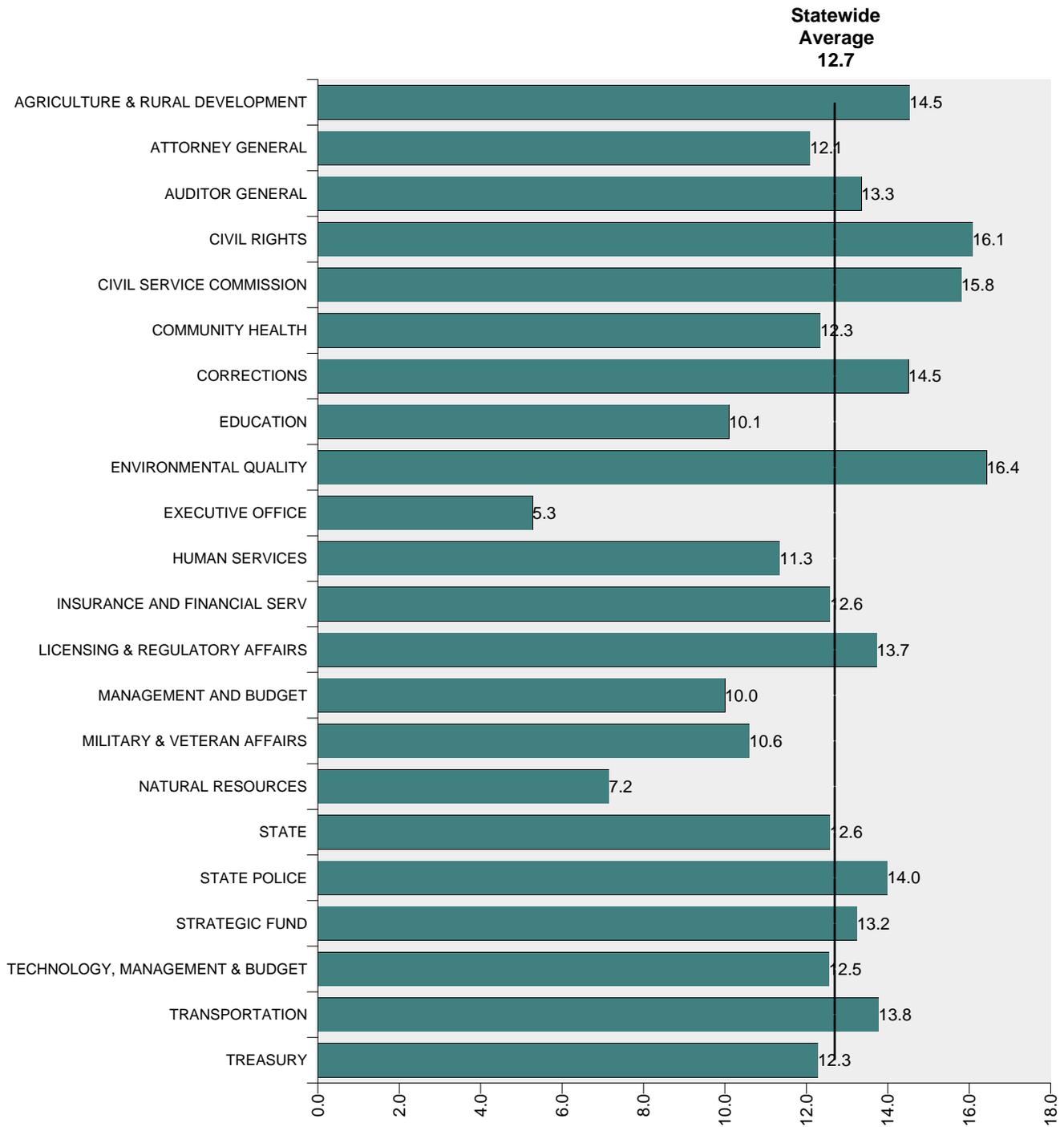
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

# STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: June 21, 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: June 21, 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
<b>AGRICULTURE &amp; RURAL DEVELOPMENT</b>																
00 - 05 YEARS	48	41	2	2	0	0	1	2	0	0	0	0	51	45	0	0
06 - 10 YEARS	20	19	0	2	0	1	0	0	0	0	0	0	20	22	0	0
11 - 15 YEARS	41	45	2	3	1	0	0	2	0	1	0	0	44	51	0	0
16 - 20 YEARS	29	18	1	2	0	1	0	0	0	1	0	0	30	22	0	1
21 - 25 YEARS	38	26	0	2	0	0	1	0	1	1	0	0	40	29	1	1
26 - 30 YEARS	16	14	0	2	0	0	0	0	0	0	0	0	16	16	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
<b>DEPARTMENT TOTAL</b>	<b>201</b>	<b>170</b>	<b>6</b>	<b>15</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>213</b>	<b>194</b>	<b>2</b>	<b>6</b>
MORE THAN 10 YEARS:	133	110	4	11	1	1	2	2	2	3	0	0	142	127	2	6
AVERAGE YEARS	14.8	13.8	14.0	18.0	14.0	12.0	21.0	8.5	28.5	19.0	0.0	0.0	15.0	14.1	25.0	27.3

**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: June 21, 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
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	69	82	2	8	0	0	0	1	1	1	0	1	72	93	0	0
06 - 10 YEARS	43	50	7	5	0	0	0	1	0	0	0	0	50	56	1	0
11 - 15 YEARS	17	30	2	4	0	0	0	1	0	2	0	0	19	37	0	0
16 - 20 YEARS	25	23	2	4	0	0	1	1	0	0	0	0	28	28	0	0
21 - 25 YEARS	12	13	0	1	0	0	0	1	0	0	0	0	12	15	0	1
26 - 30 YEARS	17	15	2	4	0	0	0	1	1	0	0	0	20	20	1	1
31 - 35 YEARS	10	5	0	0	0	0	1	1	0	0	0	0	11	6	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
<b>DEPARTMENT TOTAL</b>	<b>201</b>	<b>222</b>	<b>16</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>222</b>	<b>259</b>	<b>2</b>	<b>2</b>
MORE THAN 10 YEARS:	89	90	7	13	0	0	3	5	1	2	0	0	100	110	1	2
AVERAGE YEARS	12.6	11.0	14.0	12.6	0.0	0.0	30.0	18.7	14.0	10.7	0.0	1.0	13.0	11.3	17.5	26.5

**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: June 21, 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
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	31	19	1	0	0	0	0	0	0	0	0	0	32	19	0	0
06 - 10 YEARS	2	10	0	0	0	0	0	0	0	0	0	0	2	10	0	0
11 - 15 YEARS	8	9	0	0	0	0	0	0	0	1	0	0	8	10	0	0
16 - 20 YEARS	10	13	1	1	0	0	0	0	0	0	0	0	11	14	0	0
21 - 25 YEARS	2	8	0	1	0	0	0	0	0	0	0	0	2	9	0	0
26 - 30 YEARS	6	8	2	0	0	0	0	0	0	0	0	0	8	8	0	1
31 - 35 YEARS	5	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
<b>DEPARTMENT TOTAL</b>	<b>66</b>	<b>69</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>71</b>	<b>72</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	33	40	4	2	0	0	0	0	0	1	0	0	37	43	0	1
AVERAGE YEARS	12.5	13.4	21.2	19.5	0.0	0.0	0.0	0.0	0.0	14.0	0.0	0.0	13.1	13.6	0.0	27.0

**DEPARTMENT AVERAGE YEARS 13.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. 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: June 21, 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
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	0	6	3	8	0	0	1	3	0	1	0	0	4	18	0	0
06 - 10 YEARS	0	2	0	11	0	0	0	0	0	0	0	0	0	13	0	1
11 - 15 YEARS	4	3	2	7	0	0	0	1	0	0	0	0	6	11	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
<b>DEPARTMENT TOTAL</b>	<b>9</b>	<b>16</b>	<b>10</b>	<b>43</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>68</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	9	8	7	24	0	0	2	5	0	0	0	0	18	37	0	0
AVERAGE YEARS	21.8	12.8	17.6	15.7	0.0	0.0	17.0	17.8	0.0	1.0	0.0	0.0	19.2	15.1	0.0	6.0

**DEPARTMENT AVERAGE YEARS 16.1**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. 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: June 21, 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
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	19	64	6	15	0	1	0	3	0	1	0	0	25	84	0	0
06 - 10 YEARS	7	28	2	3	0	0	0	1	0	0	0	0	9	32	0	0
11 - 15 YEARS	7	60	2	8	0	1	0	1	0	1	0	0	9	71	0	0
16 - 20 YEARS	4	36	1	3	0	0	1	0	0	1	0	0	6	40	0	1
21 - 25 YEARS	4	30	0	10	0	2	0	3	0	1	0	0	4	46	0	0
26 - 30 YEARS	4	31	2	15	0	1	1	6	0	0	0	0	7	53	0	2
31 - 35 YEARS	1	11	2	2	0	0	0	1	0	0	0	0	3	14	0	0
36 - 40 YEARS	3	13	1	3	0	1	0	1	0	0	0	0	4	18	0	2
MORE THAN 40 YEARS	0	3	1	0	0	0	0	0	0	0	0	0	1	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>49</b>	<b>276</b>	<b>17</b>	<b>59</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>16</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>68</b>	<b>361</b>	<b>0</b>	<b>5</b>
MORE THAN 10 YEARS:	23	184	9	41	0	5	2	12	0	3	0	0	34	245	0	5
AVERAGE YEARS	12.6	15.5	15.7	17.5	0.0	21.8	24.0	21.3	0.0	13.8	0.0	0.0	13.7	16.2	0.0	28.8

**DEPARTMENT AVERAGE YEARS 15.8**

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: June 21, 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
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	248	512	87	184	2	7	10	18	22	28	1	0	370	749	0	1
06 - 10 YEARS	115	231	42	63	2	3	5	15	6	11	0	0	170	323	0	1
11 - 15 YEARS	130	248	44	88	1	1	7	6	11	13	0	0	193	356	1	2
16 - 20 YEARS	106	139	22	52	2	2	4	5	2	6	0	0	136	204	2	3
21 - 25 YEARS	38	101	18	28	0	0	3	3	0	8	0	0	59	140	3	6
26 - 30 YEARS	49	81	17	31	0	2	4	8	4	7	0	0	74	129	6	7
31 - 35 YEARS	32	54	16	21	0	0	1	1	0	1	0	0	49	77	1	7
36 - 40 YEARS	25	55	10	9	1	1	1	2	3	0	0	0	40	67	3	3
MORE THAN 40 YEARS	6	9	2	0	0	0	0	0	0	0	0	0	8	9	1	0
<b>DEPARTMENT TOTAL</b>	<b>749</b>	<b>1,430</b>	<b>258</b>	<b>476</b>	<b>8</b>	<b>16</b>	<b>35</b>	<b>58</b>	<b>48</b>	<b>74</b>	<b>1</b>	<b>0</b>	<b>1,099</b>	<b>2,054</b>	<b>17</b>	<b>30</b>
MORE THAN 10 YEARS:	386	687	129	229	4	6	20	25	20	35	0	0	559	982	17	28
AVERAGE YEARS	12.8	12.3	13.1	11.6	13.5	11.3	13.2	12.7	10.5	11.2	0.0	0.0	12.8	12.1	28.0	26.2

**DEPARTMENT AVERAGE YEARS 12.3**

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

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

Pay End Date: June 21, 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
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,034	789	170	238	24	9	37	20	7	6	22	5	1,294	1,067	1	0
06 - 10 YEARS	812	496	161	205	34	8	36	14	5	8	0	0	1,048	731	4	1
11 - 15 YEARS	1,568	584	188	206	27	11	37	24	9	4	0	0	1,829	829	2	1
16 - 20 YEARS	1,616	594	170	206	49	15	52	24	8	4	0	0	1,895	843	4	5
21 - 25 YEARS	1,167	326	96	89	34	6	27	9	5	1	0	0	1,329	431	26	11
26 - 30 YEARS	683	205	116	114	17	5	19	3	2	2	0	0	837	329	37	13
31 - 35 YEARS	50	41	14	20	1	0	2	4	0	0	0	0	67	65	8	4
36 - 40 YEARS	35	33	5	8	0	1	0	0	1	0	0	0	41	42	3	1
MORE THAN 40 YEARS	5	3	0	0	0	0	1	0	0	0	0	0	6	3	1	0
<b>DEPARTMENT TOTAL</b>	<b>6,970</b>	<b>3,071</b>	<b>920</b>	<b>1,086</b>	<b>186</b>	<b>55</b>	<b>211</b>	<b>98</b>	<b>37</b>	<b>25</b>	<b>22</b>	<b>5</b>	<b>8,346</b>	<b>4,340</b>	<b>86</b>	<b>36</b>
MORE THAN 10 YEARS:	5,124	1,786	589	643	128	38	138	64	25	11	0	0	6,004	2,542	81	35
AVERAGE YEARS	15.4	13.0	14.4	13.5	15.2	14.7	14.3	13.6	13.9	11.4	0.5	0.4	15.2	13.1	25.7	25.0

**DEPARTMENT AVERAGE YEARS 14.5**

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

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

Pay End Date: June 21, 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
<b>EDUCATION</b>																
00 - 05 YEARS	56	130	7	29	0	1	2	2	3	2	0	0	68	164	0	1
06 - 10 YEARS	33	68	4	6	0	0	0	0	0	1	0	0	37	75	0	0
11 - 15 YEARS	23	53	3	2	0	0	1	1	0	0	0	0	27	56	0	0
16 - 20 YEARS	6	21	1	2	0	0	0	1	0	0	0	0	7	24	0	0
21 - 25 YEARS	4	17	0	0	0	0	0	0	0	0	0	0	4	17	0	1
26 - 30 YEARS	1	19	1	5	0	0	0	1	0	1	0	0	2	26	0	0
31 - 35 YEARS	1	7	1	1	0	0	0	1	0	0	0	0	2	9	0	0
36 - 40 YEARS	2	11	0	0	0	0	0	1	0	0	0	0	2	12	0	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>126</b>	<b>329</b>	<b>17</b>	<b>45</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>149</b>	<b>386</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	37	131	6	10	0	0	1	5	0	1	0	0	44	147	0	1
AVERAGE YEARS	8.3	11.1	9.6	7.5	0.0	0.0	6.3	19.7	4.0	11.0	0.0	0.0	8.3	10.8	0.0	15.0

**DEPARTMENT AVERAGE YEARS 10.1**

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.

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

Pay End Date: June 21, 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
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	78	100	1	2	0	0	0	1	0	4	0	0	79	107	0	0
06 - 10 YEARS	65	84	5	1	0	0	0	2	0	1	0	0	70	88	0	0
11 - 15 YEARS	105	92	4	3	0	1	1	4	3	1	0	0	113	101	0	0
16 - 20 YEARS	56	57	0	3	0	0	1	1	2	5	0	0	59	66	0	0
21 - 25 YEARS	127	82	3	5	0	0	4	2	6	2	0	0	140	91	4	2
26 - 30 YEARS	54	45	2	9	0	1	1	1	2	2	0	0	59	58	0	1
31 - 35 YEARS	31	17	2	1	0	0	0	0	0	1	0	0	33	19	2	1
36 - 40 YEARS	19	11	0	0	1	0	0	0	0	0	0	0	20	11	2	1
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>537</b>	<b>489</b>	<b>17</b>	<b>24</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>11</b>	<b>13</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>575</b>	<b>542</b>	<b>8</b>	<b>5</b>
MORE THAN 10 YEARS:	394	305	11	21	1	2	7	8	13	11	0	0	426	347	8	5
AVERAGE YEARS	17.5	14.8	16.9	21.1	36.0	19.5	21.0	15.2	20.3	15.3	0.0	0.0	17.6	15.2	29.9	29.4

**DEPARTMENT AVERAGE YEARS 16.4**

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.

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

Pay End Date: June 21, 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
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	18	27	0	1	0	0	0	0	0	0	0	0	18	28	0	0
06 - 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	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
<b>DEPARTMENT TOTAL</b>	<b>22</b>	<b>35</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>36</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	4	5	0	0	0	0	0	0	0	0	0	0	4	5	0	0
AVERAGE YEARS	4.5	5.9	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	5.8	0.0	0.0

**DEPARTMENT AVERAGE YEARS 5.3**

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

Pay End Date: June 21, 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
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	692	2,476	207	1,161	7	19	31	114	4	14	3	2	944	3,786	1	4
06 - 10 YEARS	165	861	55	453	0	6	14	62	4	11	0	0	238	1,393	2	8
11 - 15 YEARS	214	864	61	574	1	3	15	56	1	7	0	0	292	1,504	2	4
16 - 20 YEARS	183	479	67	329	2	12	11	43	4	6	0	0	267	869	5	5
21 - 25 YEARS	96	329	35	212	1	7	9	41	2	10	0	0	143	599	11	21
26 - 30 YEARS	87	185	28	115	0	1	10	16	1	2	0	0	126	319	12	10
31 - 35 YEARS	53	202	16	130	0	4	1	6	1	3	0	0	71	345	4	13
36 - 40 YEARS	65	139	12	95	0	0	2	5	0	0	0	0	79	239	7	12
MORE THAN 40 YEARS	15	24	2	12	0	0	0	0	0	0	0	0	17	36	1	4
<b>DEPARTMENT TOTAL</b>	<b>1,570</b>	<b>5,559</b>	<b>483</b>	<b>3,081</b>	<b>11</b>	<b>52</b>	<b>93</b>	<b>343</b>	<b>17</b>	<b>53</b>	<b>3</b>	<b>2</b>	<b>2,177</b>	<b>9,090</b>	<b>45</b>	<b>81</b>
MORE THAN 10 YEARS:	713	2,222	221	1,467	4	27	48	167	9	28	0	0	995	3,911	42	69
AVERAGE YEARS	12.0	10.7	11.7	12.0	8.4	12.9	12.8	12.0	14.1	13.6	0.7	0.0	12.0	11.2	26.0	25.1

**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: June 21, 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
<b>INSURANCE AND FINANCIAL SERV</b>																
00 - 05 YEARS	31	44	2	9	0	1	2	1	1	2	0	0	36	57	0	1
06 - 10 YEARS	20	29	3	8	0	0	1	0	0	1	0	0	24	38	0	0
11 - 15 YEARS	14	33	2	3	0	0	1	1	1	0	0	0	18	37	0	0
16 - 20 YEARS	10	17	0	3	0	0	0	1	0	0	0	0	10	21	0	0
21 - 25 YEARS	7	12	0	1	0	0	0	0	1	0	0	0	8	13	0	2
26 - 30 YEARS	7	12	3	2	0	0	1	1	0	0	0	0	11	15	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
<b>DEPARTMENT TOTAL</b>	<b>95</b>	<b>156</b>	<b>11</b>	<b>27</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>114</b>	<b>192</b>	<b>0</b>	<b>5</b>
MORE THAN 10 YEARS:	44	83	6	10	0	0	2	4	2	0	0	0	54	97	0	4
AVERAGE YEARS	12.3	12.9	14.8	11.0	0.0	3.0	11.6	19.0	12.3	4.7	0.0	0.0	12.5	12.6	0.0	22.2

**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: June 21, 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
<b>LICENSING &amp; REGULATORY AFFAIRS</b>																
00 - 05 YEARS	216	350	29	87	2	1	7	10	6	4	0	0	260	452	0	1
06 - 10 YEARS	141	183	19	87	1	3	4	3	3	7	0	0	168	283	0	1
11 - 15 YEARS	109	228	32	145	0	3	6	13	2	5	0	0	149	394	0	1
16 - 20 YEARS	77	112	6	30	0	1	2	0	1	3	0	0	86	146	2	4
21 - 25 YEARS	66	82	7	37	0	0	0	7	2	4	0	0	75	130	4	12
26 - 30 YEARS	40	69	22	42	1	3	7	10	2	2	0	0	72	126	4	3
31 - 35 YEARS	23	45	8	35	0	0	1	0	0	2	0	0	32	82	5	5
36 - 40 YEARS	31	48	7	20	1	0	0	0	2	1	0	0	41	69	1	4
MORE THAN 40 YEARS	2	6	3	4	0	0	0	0	0	0	0	0	5	10	1	1
<b>DEPARTMENT TOTAL</b>	<b>705</b>	<b>1,123</b>	<b>133</b>	<b>487</b>	<b>5</b>	<b>11</b>	<b>27</b>	<b>43</b>	<b>18</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>888</b>	<b>1,692</b>	<b>17</b>	<b>32</b>
MORE THAN 10 YEARS:	348	590	85	313	2	7	16	30	9	17	0	0	460	957	17	30
AVERAGE YEARS	13.0	13.1	16.2	15.2	15.6	15.5	14.5	15.0	15.0	15.8	0.0	0.0	13.6	13.8	28.6	25.7

**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: June 21, 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
<b>MANAGEMENT AND BUDGET</b>																
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
<b>DEPARTMENT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	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: June 21, 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
<b>MILITARY &amp; VETERAN AFFAIRS</b>																
00 - 05 YEARS	167	114	10	14	1	1	4	1	4	2	2	2	188	134	0	0
06 - 10 YEARS	64	49	2	8	1	0	2	1	0	2	0	0	69	60	0	0
11 - 15 YEARS	50	54	3	14	1	0	1	1	0	1	0	0	55	70	0	1
16 - 20 YEARS	31	43	3	6	0	0	3	0	0	0	0	0	37	49	1	1
21 - 25 YEARS	37	25	2	4	0	0	2	0	0	0	0	0	41	29	1	0
26 - 30 YEARS	16	23	1	4	1	2	0	0	0	1	0	0	18	30	1	2
31 - 35 YEARS	6	9	2	1	1	0	0	0	0	0	0	0	9	10	1	1
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
<b>DEPARTMENT TOTAL</b>	<b>372</b>	<b>318</b>	<b>23</b>	<b>52</b>	<b>5</b>	<b>3</b>	<b>12</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>418</b>	<b>384</b>	<b>4</b>	<b>5</b>
MORE THAN 10 YEARS:	141	155	11	30	3	2	6	1	0	2	0	0	161	190	4	5
AVERAGE YEARS	9.6	11.4	11.7	12.7	16.2	19.7	11.0	6.3	2.0	10.5	0.0	0.0	9.7	11.6	25.0	24.4

**DEPARTMENT AVERAGE YEARS 10.6**

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: June 21, 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
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	1,092	755	28	23	7	4	7	4	3	3	5	2	1,142	791	4	1
06 - 10 YEARS	174	71	2	2	0	0	4	0	0	0	0	0	180	73	0	0
11 - 15 YEARS	222	90	0	3	3	0	2	1	3	0	0	0	230	94	1	1
16 - 20 YEARS	184	64	5	1	2	1	2	0	3	2	0	0	196	68	1	0
21 - 25 YEARS	107	41	2	4	1	1	2	1	0	0	0	0	112	47	2	2
26 - 30 YEARS	87	47	6	1	4	1	1	6	0	0	0	0	98	55	4	3
31 - 35 YEARS	23	18	0	1	0	0	0	0	1	1	0	0	24	20	0	0
36 - 40 YEARS	26	8	0	0	2	1	0	0	0	0	0	0	28	9	0	2
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,919</b>	<b>1,095</b>	<b>43</b>	<b>35</b>	<b>19</b>	<b>8</b>	<b>18</b>	<b>12</b>	<b>10</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>2,014</b>	<b>1,158</b>	<b>13</b>	<b>9</b>
MORE THAN 10 YEARS:	653	269	13	10	12	4	7	8	7	3	0	0	692	294	9	8
AVERAGE YEARS	7.7	5.8	7.9	7.0	14.7	13.8	9.8	16.5	12.1	11.2	0.0	0.0	7.8	6.0	17.8	24.4

**DEPARTMENT AVERAGE YEARS 7.2**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. 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: June 21, 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
<b>STATE</b>																
00 - 05 YEARS	95	350	13	114	0	3	3	17	1	7	1	3	113	494	0	0
06 - 10 YEARS	21	90	5	13	0	0	0	5	0	1	0	0	26	109	0	0
11 - 15 YEARS	40	150	5	34	0	3	3	8	0	2	0	0	48	197	1	1
16 - 20 YEARS	18	90	3	26	0	5	0	6	2	3	0	0	23	130	0	2
21 - 25 YEARS	9	82	1	31	0	0	1	12	1	0	0	0	12	125	1	14
26 - 30 YEARS	19	62	7	38	1	0	1	2	1	2	0	0	29	104	2	11
31 - 35 YEARS	8	37	2	9	0	1	0	2	0	0	0	0	10	49	0	0
36 - 40 YEARS	16	28	3	5	0	0	0	1	0	0	0	0	19	34	0	1
MORE THAN 40 YEARS	1	8	0	0	0	0	0	0	0	0	0	0	1	8	0	0
<b>DEPARTMENT TOTAL</b>	<b>227</b>	<b>897</b>	<b>39</b>	<b>270</b>	<b>1</b>	<b>12</b>	<b>8</b>	<b>53</b>	<b>5</b>	<b>15</b>	<b>1</b>	<b>3</b>	<b>281</b>	<b>1,250</b>	<b>4</b>	<b>29</b>
MORE THAN 10 YEARS:	111	457	21	143	1	9	5	31	4	7	0	0	142	647	4	29
AVERAGE YEARS	12.5	12.4	14.8	12.8	28.0	14.2	12.3	13.6	16.8	10.3	0.0	0.0	12.9	12.5	24.0	24.8

**DEPARTMENT AVERAGE YEARS 12.6**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: June 21, 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
<b>STATE POLICE</b>																
00 - 05 YEARS	503	179	19	7	5	0	14	7	5	3	1	0	547	196	0	0
06 - 10 YEARS	141	82	3	5	0	1	6	4	0	0	0	0	150	92	0	0
11 - 15 YEARS	280	110	4	6	3	1	4	4	0	0	0	0	291	121	0	0
16 - 20 YEARS	500	111	35	7	12	0	13	0	6	1	0	0	566	119	1	0
21 - 25 YEARS	205	63	22	5	5	0	8	1	1	1	0	0	241	70	1	2
26 - 30 YEARS	150	63	32	6	7	0	11	1	0	0	0	0	200	70	4	3
31 - 35 YEARS	14	10	2	1	0	0	0	2	0	0	0	0	16	13	1	1
36 - 40 YEARS	6	15	1	2	0	0	0	0	0	0	0	0	7	17	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,800</b>	<b>633</b>	<b>118</b>	<b>39</b>	<b>32</b>	<b>2</b>	<b>56</b>	<b>19</b>	<b>12</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>2,019</b>	<b>698</b>	<b>7</b>	<b>6</b>
MORE THAN 10 YEARS:	1,156	372	96	27	27	1	36	8	7	2	0	0	1,322	410	7	6
AVERAGE YEARS	13.7	13.5	19.3	16.8	18.1	11.0	15.6	11.3	11.9	10.2	0.0	0.0	14.1	13.6	26.7	27.3

**DEPARTMENT AVERAGE YEARS 14.0**

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Source: Michigan Civil Service Commission HWF18

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

Pay End Date: June 21, 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
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	68	101	15	20	0	0	4	8	1	0	1	0	89	129	0	0
06 - 10 YEARS	36	38	4	13	0	0	2	3	0	1	0	0	42	55	1	2
11 - 15 YEARS	27	53	7	12	0	0	4	5	1	2	0	0	39	72	1	2
16 - 20 YEARS	19	33	4	8	0	0	0	2	0	1	0	0	23	44	1	0
21 - 25 YEARS	15	11	5	5	0	0	1	2	0	1	0	0	21	19	0	0
26 - 30 YEARS	8	25	2	9	0	0	2	3	2	1	0	0	14	38	1	2
31 - 35 YEARS	8	16	1	7	0	0	1	3	0	0	0	0	10	26	1	2
36 - 40 YEARS	5	11	1	1	0	0	0	1	0	0	0	0	6	13	2	1
MORE THAN 40 YEARS	2	4	1	2	0	0	0	0	0	0	0	0	3	6	1	1
<b>DEPARTMENT TOTAL</b>	<b>188</b>	<b>292</b>	<b>40</b>	<b>77</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>27</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>247</b>	<b>402</b>	<b>8</b>	<b>10</b>
MORE THAN 10 YEARS:	84	153	21	44	0	0	8	16	3	5	0	0	116	218	7	8
AVERAGE YEARS	11.9	13.3	13.2	15.1	0.0	0.0	13.8	15.6	17.8	16.7	0.0	0.0	12.3	13.8	26.5	24.0

**DEPARTMENT AVERAGE YEARS 13.2**

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: June 21, 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
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	546	250	43	29	3	1	10	11	54	48	1	1	657	340	0	0
06 - 10 YEARS	225	97	8	12	0	0	3	2	24	21	0	0	260	132	0	1
11 - 15 YEARS	229	127	7	9	0	0	5	2	16	11	0	0	257	149	3	0
16 - 20 YEARS	210	113	13	14	1	1	7	2	10	3	0	0	241	133	0	2
21 - 25 YEARS	91	58	14	11	1	0	4	5	9	3	0	0	119	77	5	3
26 - 30 YEARS	67	78	18	19	0	1	3	3	6	2	0	0	94	103	4	4
31 - 35 YEARS	33	37	6	9	0	0	0	1	0	3	0	0	39	50	3	1
36 - 40 YEARS	41	47	4	1	0	0	2	2	0	0	0	0	47	50	2	3
MORE THAN 40 YEARS	10	3	1	1	0	0	0	3	0	0	0	0	11	7	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,452</b>	<b>810</b>	<b>114</b>	<b>105</b>	<b>5</b>	<b>3</b>	<b>34</b>	<b>31</b>	<b>119</b>	<b>91</b>	<b>1</b>	<b>1</b>	<b>1,725</b>	<b>1,041</b>	<b>17</b>	<b>14</b>
MORE THAN 10 YEARS:	681	463	63	64	2	2	21	18	41	22	0	0	808	569	17	13
AVERAGE YEARS	11.6	14.3	14.8	16.2	8.4	16.3	14.1	17.3	9.2	7.6	0.0	0.0	11.7	14.0	26.9	26.9

**DEPARTMENT AVERAGE YEARS 12.5**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes 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: June 21, 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
<b>TRANSPORTATION</b>																
00 - 05 YEARS	406	201	25	14	12	7	13	8	6	5	1	0	463	235	0	0
06 - 10 YEARS	339	117	12	7	7	0	6	3	5	4	0	0	369	131	0	1
11 - 15 YEARS	390	130	18	13	2	1	5	3	8	5	0	0	423	152	1	1
16 - 20 YEARS	189	74	12	5	7	4	4	0	4	5	0	0	216	88	1	0
21 - 25 YEARS	203	79	16	10	2	2	5	0	4	1	0	0	230	92	7	5
26 - 30 YEARS	167	65	20	13	5	0	10	2	2	2	0	0	204	82	11	5
31 - 35 YEARS	36	31	6	9	0	0	2	2	1	0	0	0	45	42	2	5
36 - 40 YEARS	36	19	6	4	0	0	4	1	2	0	0	0	48	24	2	5
MORE THAN 40 YEARS	11	4	0	0	0	0	0	0	4	0	0	0	15	4	3	0
<b>DEPARTMENT TOTAL</b>	<b>1,777</b>	<b>720</b>	<b>115</b>	<b>75</b>	<b>35</b>	<b>14</b>	<b>49</b>	<b>19</b>	<b>36</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>2,013</b>	<b>850</b>	<b>27</b>	<b>22</b>
MORE THAN 10 YEARS:	1,032	402	78	54	16	7	30	8	25	13	0	0	1,181	484	27	21
AVERAGE YEARS	13.4	13.5	16.7	18.2	11.6	9.6	16.9	11.7	18.2	12.0	0.0	0.0	13.8	13.8	29.3	29.2

**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: June 21, 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
<b>TREASURY</b>																
00 - 05 YEARS	190	270	29	60	2	1	4	13	6	8	0	0	231	352	0	0
06 - 10 YEARS	78	165	14	36	1	2	0	5	2	5	0	0	95	213	0	0
11 - 15 YEARS	79	117	8	25	0	0	1	3	7	4	0	0	95	149	1	0
16 - 20 YEARS	44	79	4	19	0	2	2	0	0	1	0	0	50	101	0	1
21 - 25 YEARS	31	33	5	14	0	1	0	7	3	0	0	0	39	55	4	4
26 - 30 YEARS	24	52	13	24	0	0	3	8	2	0	0	0	42	84	3	3
31 - 35 YEARS	7	42	2	12	0	0	2	4	0	0	0	0	11	58	2	1
36 - 40 YEARS	12	29	5	3	0	0	2	0	0	1	0	0	19	33	3	1
MORE THAN 40 YEARS	3	6	0	1	0	0	1	0	0	0	0	0	4	7	0	0
<b>DEPARTMENT TOTAL</b>	<b>468</b>	<b>793</b>	<b>80</b>	<b>194</b>	<b>3</b>	<b>6</b>	<b>15</b>	<b>40</b>	<b>20</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>586</b>	<b>1,052</b>	<b>13</b>	<b>10</b>
MORE THAN 10 YEARS:	200	358	37	98	0	3	11	22	12	6	0	0	260	487	13	10
AVERAGE YEARS	10.8	12.4	13.6	13.7	5.0	13.8	21.5	16.0	12.6	9.0	0.0	0.0	11.5	12.7	27.5	26.1

**DEPARTMENT AVERAGE YEARS 12.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on 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: June 21, 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
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	5,607	6,860	699	2,025	65	56	150	244	124	139	38	16	6,683	9,340	6	9
06- 10 YEARS	2,502	2,773	348	940	46	24	83	121	49	74	0	0	3,028	3,932	8	16
11- 15 YEARS	3,559	3,081	394	1,159	39	25	93	137	62	60	0	0	4,147	4,462	13	14
16- 20 YEARS	3,319	2,117	353	726	75	44	103	87	42	42	0	0	3,892	3,016	18	25
21- 25 YEARS	2,261	1,423	226	473	44	19	69	94	35	33	0	0	2,635	2,042	70	87
26- 30 YEARS	1,503	1,101	294	455	36	17	74	73	25	24	0	0	1,932	1,670	91	74
31- 35 YEARS	349	593	82	265	2	5	11	29	4	11	0	0	448	903	30	43
36- 40 YEARS	339	476	57	153	5	4	13	16	8	2	0	0	422	651	25	37
MORE THAN 40 YEARS	65	79	12	23	0	0	2	3	4	0	0	0	83	105	9	6
<b>STATEWIDE TOTAL</b>	<b>19,504</b>	<b>18,503</b>	<b>2,465</b>	<b>6,219</b>	<b>312</b>	<b>194</b>	<b>598</b>	<b>804</b>	<b>353</b>	<b>385</b>	<b>38</b>	<b>16</b>	<b>23,270</b>	<b>26,121</b>	<b>270</b>	<b>311</b>
MORE THAN 10 YEARS	11,395	8,870	1,418	3,254	201	114	365	439	180	172	0	0	13,559	12,849	256	286
AVERAGE YEARS	13.2	11.9	14.0	12.9	14.7	13.7	14.4	13.5	12.3	11.2	0.4	0.3	13.3	12.1	26.3	25.6
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>12.7</b>															

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

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	15	1.3%
Dismissal	64	5.4%
Expired Appointment	140	11.8%
<b>Total Involuntary Separations</b>	<b>219</b>	<b>18.5%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	385	32.5%
Layoff/Leave of Absence Rights Expired	53	4.5%
Waived Rights Leave of Absence	31	2.6%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>469</b>	<b>39.6%</b>
<b><i>RETIREMENT</i></b>		
Retirement	455	38.4%
Disability Retirement	39	3.3%
Deferred Retirement	3	0.3%
<b>Total Retirements</b>	<b>497</b>	<b>41.9%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
Undefined Separations	0	0.0%
<b>TOTAL SEPARATIONS</b>	<b>1,185</b>	<b>100.0%</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 92.9 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF 10

# STATE OF MICHIGAN

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From March 30, 2014 Through June 21, 2014

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RETURNS FROM		TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
			RECALLS	LEAVES								
AGRICULTURE & RURAL DEVELOPMENT	7	5	0	0	12	3	0	0	0	0	3	9
ATTORNEY GENERAL	2	0	0	0	2	8	0	0	0	0	8	-6
AUDITOR GENERAL	3	6	0	0	9	1	0	0	0	0	1	8
CIVIL SERVICE COMMISSION	10	2	0	0	12	4	0	0	0	0	4	8
COMMUNITY HEALTH	32	3	5	2	42	61	0	1	3	0	65	-23
CORRECTIONS	186	17	4	1	208	278	0	0	8	0	286	-78
EDUCATION	10	1	0	0	11	10	0	0	0	0	10	1
ENVIRONMENTAL QUALITY	11	5	0	0	16	13	0	0	1	0	14	2
EXECUTIVE OFFICE	0	0	0	0	0	1	0	0	0	0	1	-1
HUMAN SERVICES	117	2	16	0	135	180	0	1	8	0	189	-54
INSURANCE AND FINANCIAL SERV	0	1	0	0	1	5	0	0	0	0	5	-4
LICENSING & REGULATORY AFFAIRS	22	11	1	0	34	66	0	0	3	0	69	-35
MILITARY & VETERAN AFFAIRS	15	10	0	0	25	33	0	0	0	0	33	-8
NATURAL RESOURCES	23	1,474	99	0	1,596	54	0	0	0	0	54	1,542
STATE	2	58	1	0	61	32	0	0	1	0	33	28
STATE POLICE	135	1	0	1	137	40	0	0	0	0	40	97
STRATEGIC FUND	3	5	1	0	9	16	0	0	0	0	16	-7
TECHNOLOGY, MANAGEMENT & BUDGET	42	21	0	0	63	46	0	0	0	0	46	17
TRANSPORTATION	21	232	5	0	258	88	0	0	3	0	91	167
TREASURY	13	12	1	0	26	35	0	0	3	0	38	-12
<b>STATEWIDE TOTALS:</b>	<b>654</b>	<b>1,866</b>	<b>133</b>	<b>4</b>	<b>2,657</b>	<b>974</b>	<b>0</b>	<b>2</b>	<b>30</b>	<b>0</b>	<b>1,006</b>	<b>1,651</b>

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

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

### BREAKDOWNS

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

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

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

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

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

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

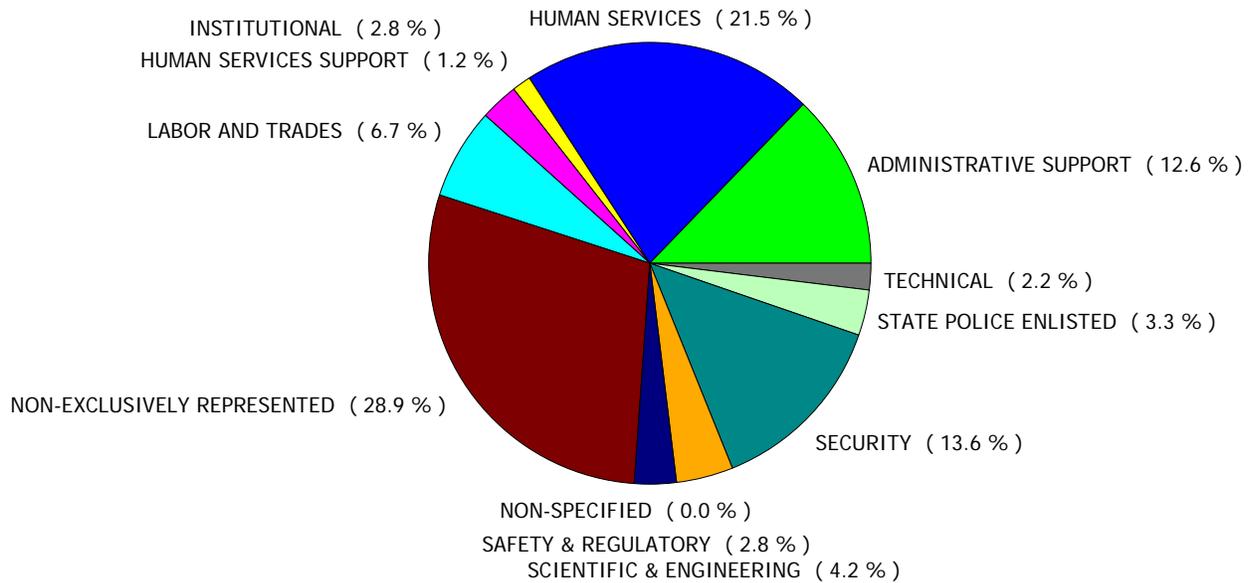
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

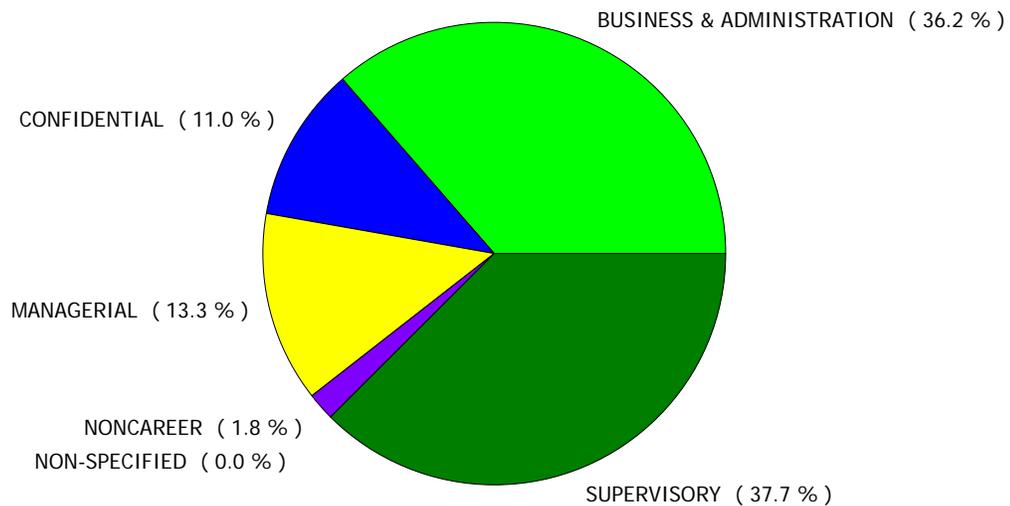
**STATE OF MICHIGAN**  
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT**  
**BY BARGAINING UNIT**  
 Fiscal Year 2013 - 2014

Graph 5-1



**(49,391 Total Employees)**

**Non-Exclusively Represented**  
**(14,279 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 49,391 classified employees, 71 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT**  
**Pay End Date: June 21, 2014**

Table 5-1

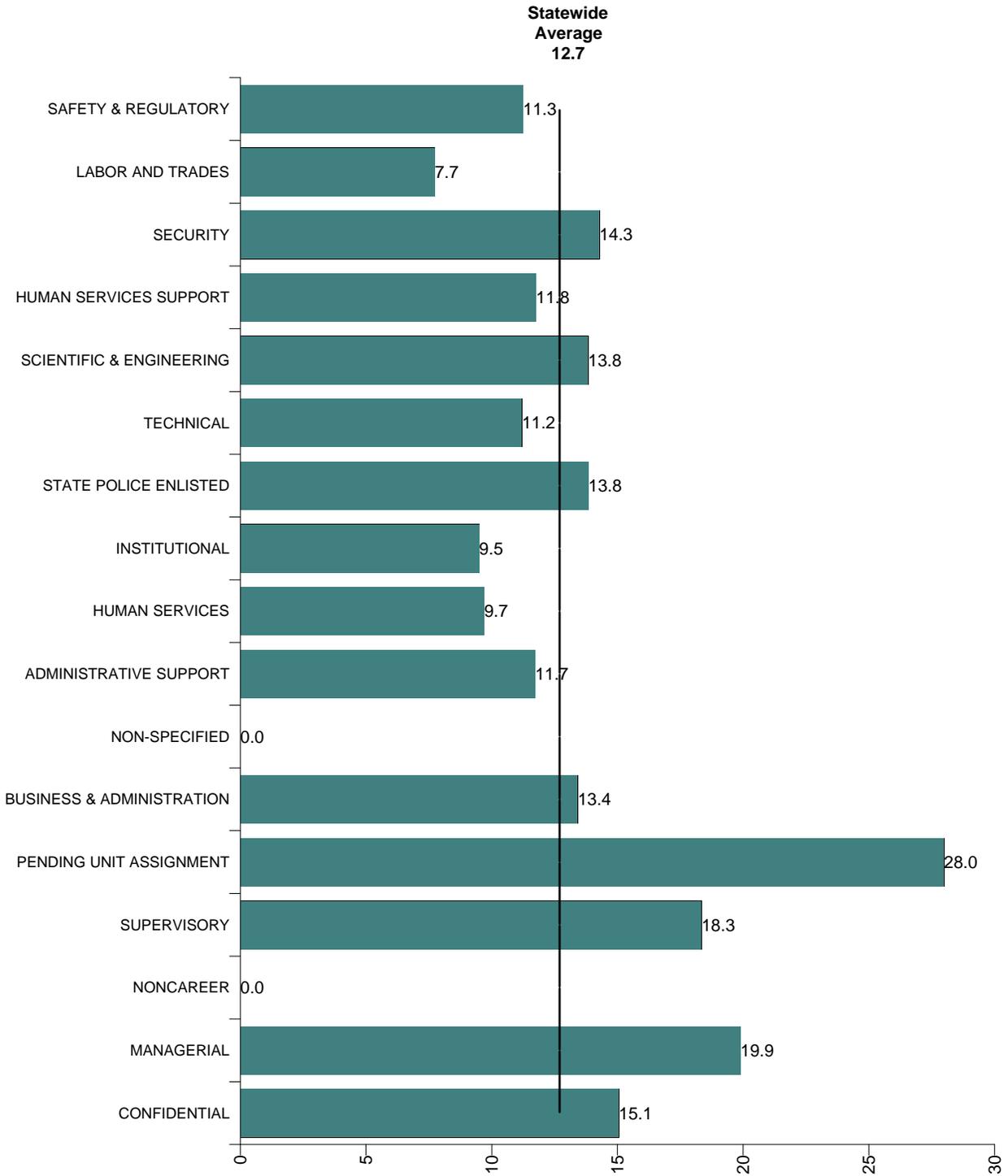
BARGAINING UNIT CODE/NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,400	1,220	87.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,326	2,532	76.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,702	0	0.0	0	0.0	6,380	95.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	617	0	0.0	0	0.0	0	0.0	593	96.1	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,097	0	0.0	0	0.0	0	0.0	0	0.0	1,988	94.8	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,085	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	876	80.7	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,635	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,537	94.0	0	0.0
U11 INSTITUTIONAL	1,391	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,338	96.2
W22 HUMAN SERVICES	10,632	0	0.0	9,939	93.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,227	0	0.0	5,200	83.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,170	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	5,378	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	256	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	1,899	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	1,571	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>35,112</b>	<b>3,752</b>	<b>10.7</b>	<b>15,139</b>	<b>43.1</b>	<b>6,380</b>	<b>18.2</b>	<b>593</b>	<b>1.7</b>	<b>1,988</b>	<b>5.7</b>	<b>876</b>	<b>2.5</b>	<b>1,537</b>	<b>4.4</b>	<b>1,338</b>	<b>3.8</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,279</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>49,391</b>	<b>3,752</b>	<b>7.6</b>	<b>15,139</b>	<b>30.7</b>	<b>6,380</b>	<b>12.9</b>	<b>593</b>	<b>1.2</b>	<b>1,988</b>	<b>4.0</b>	<b>876</b>	<b>1.8</b>	<b>1,537</b>	<b>3.1</b>	<b>1,338</b>	<b>2.7</b>

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

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**Pay End Date: June 21, 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: June 21, 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
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	344	83	19	22	2	5	5	0	2	0	0	0	372	110	0	0
06 - 10 YEARS	170	45	8	16	0	1	9	0	1	0	0	0	188	62	0	0
11 - 15 YEARS	161	47	7	23	2	0	5	1	2	0	0	0	177	71	0	0
16 - 20 YEARS	125	31	8	13	2	3	4	0	2	0	0	0	141	47	1	0
21 - 25 YEARS	69	19	7	15	1	1	1	1	1	0	0	0	79	36	2	2
26 - 30 YEARS	46	10	12	10	0	0	4	0	1	0	0	0	63	20	1	0
31 - 35 YEARS	9	4	2	4	0	0	0	0	0	0	0	0	11	8	0	0
36 - 40 YEARS	8	0	1	3	0	0	1	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>934</b>	<b>239</b>	<b>64</b>	<b>106</b>	<b>7</b>	<b>10</b>	<b>29</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,043</b>	<b>357</b>	<b>5</b>	<b>2</b>
MORE THAN 10 YEARS:	420	111	37	68	5	4	15	2	6	0	0	0	483	185	5	2
AVERAGE YEARS	10.6	10.8	14.8	14.9	12.7	8.6	13.2	19.0	13.7	0.0	0.0	0.0	11.0	12.0	26.4	24.0

**BARGAINING UNIT AVERAGE YEARS 11.3**

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	1,196	590	37	15	17	2	7	4	2	3	5	2	1,264	616	4	1
06 - 10 YEARS	278	20	14	2	5	0	5	0	0	0	0	0	302	22	0	0
11 - 15 YEARS	366	18	24	1	7	1	6	0	0	0	0	0	403	20	1	0
16 - 20 YEARS	210	21	13	0	9	0	7	1	0	0	0	0	239	22	4	1
21 - 25 YEARS	140	12	21	1	3	0	5	1	1	0	0	0	170	14	7	0
26 - 30 YEARS	117	8	16	4	3	0	6	1	2	0	0	0	144	13	11	1
31 - 35 YEARS	33	7	5	1	0	0	1	0	1	0	0	0	40	8	2	1
36 - 40 YEARS	36	4	2	0	0	0	2	0	0	0	0	0	40	4	0	1
MORE THAN 40 YEARS	4	0	0	0	0	0	0	1	0	0	0	0	4	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,380</b>	<b>680</b>	<b>132</b>	<b>24</b>	<b>44</b>	<b>3</b>	<b>39</b>	<b>8</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>2,606</b>	<b>720</b>	<b>29</b>	<b>5</b>
MORE THAN 10 YEARS:	906	70	81	7	22	1	27	4	4	0	0	0	1,040	82	25	4
AVERAGE YEARS	8.7	2.5	14.1	8.1	10.3	5.0	16.8	14.0	18.7	0.0	0.0	0.0	9.1	2.8	21.4	23.6
<b>BARGAINING UNIT AVERAGE YEARS 7.7</b>																

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>C12 - SECURITY</b>																
00 - 05 YEARS	721	144	137	89	19	2	31	6	2	1	21	5	931	247	0	0
06 - 10 YEARS	523	114	97	86	31	5	24	3	3	2	0	0	678	210	1	0
11 - 15 YEARS	1,072	165	140	82	20	3	27	12	5	0	0	0	1,264	262	2	1
16 - 20 YEARS	1,086	207	110	85	37	5	42	7	5	0	0	0	1,280	304	0	0
21 - 25 YEARS	746	88	52	38	21	2	19	2	3	0	0	0	841	130	15	5
26 - 30 YEARS	376	27	65	29	10	1	17	0	0	0	0	0	468	57	13	3
31 - 35 YEARS	19	1	3	0	0	0	1	0	0	0	0	0	23	1	1	0
36 - 40 YEARS	1	2	2	0	0	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>4,545</b>	<b>748</b>	<b>606</b>	<b>409</b>	<b>138</b>	<b>18</b>	<b>161</b>	<b>30</b>	<b>18</b>	<b>3</b>	<b>21</b>	<b>5</b>	<b>5,489</b>	<b>1,213</b>	<b>32</b>	<b>9</b>
MORE THAN 10 YEARS:	3,301	490	372	234	88	11	106	21	13	0	0	0	3,880	756	31	9
AVERAGE YEARS	14.9	13.1	13.2	12.5	14.2	13.0	14.2	12.1	14.0	5.7	0.5	0.4	14.6	12.8	24.8	23.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.3</b>															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	35	60	13	30	2	1	4	8	0	1	0	0	54	100	0	0
06 - 10 YEARS	21	31	9	56	0	1	3	2	0	1	0	0	33	91	1	1
11 - 15 YEARS	21	65	23	103	1	1	3	9	2	1	0	0	50	179	0	1
16 - 20 YEARS	2	12	1	9	0	1	0	2	0	0	0	0	3	24	0	0
21 - 25 YEARS	6	9	0	9	0	0	1	5	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
<b>BARGAINING UNIT TOTAL</b>	<b>88</b>	<b>194</b>	<b>49</b>	<b>231</b>	<b>4</b>	<b>5</b>	<b>11</b>	<b>29</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>154</b>	<b>463</b>	<b>4</b>	<b>6</b>
MORE THAN 10 YEARS:	32	103	27	145	2	3	4	19	2	2	0	0	67	272	3	5
AVERAGE YEARS	9.8	11.6	10.6	12.7	14.8	14.4	9.5	13.4	12.0	13.5	0.0	0.0	10.2	12.3	24.5	24.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.8</b>															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	209	188	7	8	2	0	3	4	4	7	1	0	226	207	0	0
06 - 10 YEARS	238	150	5	5	1	0	2	1	4	6	0	0	250	162	0	0
11 - 15 YEARS	294	134	7	5	0	1	4	3	11	6	0	0	316	149	0	1
16 - 20 YEARS	148	73	4	4	1	0	1	1	5	7	0	0	159	85	0	1
21 - 25 YEARS	187	93	5	6	0	0	7	1	9	3	0	0	208	103	2	0
26 - 30 YEARS	90	42	6	4	1	3	2	0	3	3	0	0	102	52	5	1
31 - 35 YEARS	30	5	2	0	0	0	1	0	1	0	0	0	34	5	1	0
36 - 40 YEARS	26	1	2	0	1	0	1	0	2	0	0	0	32	1	1	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	3	0	0	0	6	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,225</b>	<b>686</b>	<b>38</b>	<b>32</b>	<b>6</b>	<b>4</b>	<b>21</b>	<b>10</b>	<b>42</b>	<b>32</b>	<b>1</b>	<b>0</b>	<b>1,333</b>	<b>764</b>	<b>10</b>	<b>3</b>
MORE THAN 10 YEARS:	778	348	26	19	3	4	16	5	34	19	0	0	857	395	10	3
AVERAGE YEARS	14.6	11.9	17.3	13.9	14.5	24.3	18.0	9.4	19.2	12.8	0.0	0.0	14.9	12.1	30.2	19.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.8</b>															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	267	93	14	10	1	0	8	4	4	3	1	0	295	110	0	0
06 - 10 YEARS	98	52	5	1	2	0	3	0	1	0	0	0	109	53	0	0
11 - 15 YEARS	127	44	1	2	1	0	2	0	3	2	0	0	134	48	0	0
16 - 20 YEARS	66	15	2	0	2	0	2	0	2	2	0	0	74	17	1	0
21 - 25 YEARS	96	18	4	3	0	0	1	0	3	1	0	0	104	22	4	1
26 - 30 YEARS	56	10	11	5	0	1	2	0	0	0	0	0	69	16	1	1
31 - 35 YEARS	7	3	0	3	0	0	1	0	0	0	0	0	8	6	0	1
36 - 40 YEARS	10	1	0	0	0	0	3	0	0	0	0	0	13	1	2	0
MORE THAN 40 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	3	3	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>730</b>	<b>239</b>	<b>37</b>	<b>24</b>	<b>6</b>	<b>1</b>	<b>22</b>	<b>4</b>	<b>13</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>809</b>	<b>276</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	365	94	18	13	3	1	11	0	8	5	0	0	405	113	8	3
AVERAGE YEARS	11.4	9.7	13.1	14.8	11.5	27.0	14.7	2.5	11.5	11.0	0.0	0.0	11.6	10.1	27.0	28.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.2</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	382	35	16	0	5	0	13	0	4	1	1	0	421	36	0	0
06 - 10 YEARS	96	9	3	1	0	0	1	0	0	0	0	0	100	10	0	0
11 - 15 YEARS	202	14	3	1	2	0	4	0	0	0	0	0	211	15	0	0
16 - 20 YEARS	397	49	30	3	11	0	11	0	4	0	0	0	453	52	1	0
21 - 25 YEARS	139	21	17	3	5	0	7	1	1	1	0	0	169	26	1	0
26 - 30 YEARS	77	17	22	0	6	0	7	0	0	0	0	0	112	17	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
<b>BARGAINING UNIT TOTAL</b>	<b>1,301</b>	<b>147</b>	<b>93</b>	<b>9</b>	<b>29</b>	<b>0</b>	<b>43</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1,476</b>	<b>159</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	823	103	74	8	24	0	29	1	5	1	0	0	955	113	3	0
AVERAGE YEARS	13.2	15.4	18.7	20.0	17.9	0.0	15.2	25.0	11.6	13.0	0.0	0.0	13.7	15.7	23.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.8</b>															

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	138	250	70	128	0	7	8	5	7	6	0	1	223	397	0	0
06 - 10 YEARS	53	118	22	37	0	0	5	4	0	1	0	0	80	160	0	0
11 - 15 YEARS	58	103	29	56	0	0	3	3	1	5	0	0	91	167	0	0
16 - 20 YEARS	30	58	4	22	1	0	1	0	0	0	0	0	36	80	1	1
21 - 25 YEARS	6	19	4	14	0	0	1	2	0	1	0	0	11	36	0	0
26 - 30 YEARS	19	19	7	8	0	0	0	3	0	1	0	0	26	31	0	1
31 - 35 YEARS	5	9	10	4	1	0	0	0	0	0	0	0	16	13	0	0
36 - 40 YEARS	10	5	3	4	0	0	0	1	0	0	0	0	13	10	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>320</b>	<b>581</b>	<b>149</b>	<b>273</b>	<b>2</b>	<b>7</b>	<b>18</b>	<b>18</b>	<b>8</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>497</b>	<b>894</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS:	129	213	57	108	2	0	5	9	1	7	0	0	194	337	1	2
AVERAGE YEARS	10.2	9.1	10.0	9.3	25.5	3.1	7.4	13.9	3.5	10.4	0.0	0.0	10.0	9.2	18.0	25.5

**BARGAINING UNIT AVERAGE YEARS 9.5**

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Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	827	2,597	214	1,140	8	21	30	100	12	26	4	2	1,095	3,886	2	3
06 - 10 YEARS	264	773	85	442	0	4	14	43	5	18	0	0	368	1,280	2	7
11 - 15 YEARS	299	658	65	446	1	3	15	46	6	9	0	0	386	1,162	2	3
16 - 20 YEARS	321	401	74	272	3	10	13	33	3	11	0	0	414	727	5	6
21 - 25 YEARS	158	226	30	139	1	3	5	28	3	10	0	0	197	406	10	10
26 - 30 YEARS	93	129	25	92	2	0	5	9	1	4	0	0	126	234	9	9
31 - 35 YEARS	48	82	14	71	1	2	1	2	0	3	0	0	64	160	2	7
36 - 40 YEARS	27	38	6	34	0	1	0	1	3	0	0	0	36	74	5	3
MORE THAN 40 YEARS	3	6	1	7	0	0	0	0	0	0	0	0	4	13	1	2
<b>BARGAINING UNIT TOTAL</b>	<b>2,040</b>	<b>4,910</b>	<b>514</b>	<b>2,643</b>	<b>16</b>	<b>44</b>	<b>83</b>	<b>262</b>	<b>33</b>	<b>81</b>	<b>4</b>	<b>2</b>	<b>2,690</b>	<b>7,942</b>	<b>38</b>	<b>50</b>
MORE THAN 10 YEARS:	949	1,540	215	1,061	8	19	39	119	16	37	0	0	1,227	2,776	34	40
AVERAGE YEARS	11.2	8.5	10.8	10.3	12.2	10.8	11.0	10.8	12.7	11.9	0.8	0.0	11.1	9.2	24.2	22.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.7</b>															

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

Pay End Date: June 21, 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
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	380	1,547	72	381	4	11	18	79	12	16	1	4	487	2,038	0	3
06 - 10 YEARS	88	586	20	96	0	7	3	34	0	3	0	0	111	726	1	4
11 - 15 YEARS	81	664	16	136	0	6	4	29	1	5	0	0	102	840	1	6
16 - 20 YEARS	48	417	10	113	1	12	4	18	0	5	0	0	63	565	1	7
21 - 25 YEARS	27	293	6	76	0	2	2	22	1	4	0	0	36	397	5	38
26 - 30 YEARS	18	234	8	87	0	7	3	16	1	2	0	0	30	346	8	22
31 - 35 YEARS	8	161	5	54	0	2	1	10	0	3	0	0	14	230	2	11
36 - 40 YEARS	9	164	0	37	0	0	1	4	0	1	0	0	10	206	1	11
MORE THAN 40 YEARS	1	17	0	8	0	0	0	0	0	0	0	0	1	25	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>660</b>	<b>4,083</b>	<b>137</b>	<b>988</b>	<b>5</b>	<b>47</b>	<b>36</b>	<b>212</b>	<b>15</b>	<b>39</b>	<b>1</b>	<b>4</b>	<b>854</b>	<b>5,373</b>	<b>19</b>	<b>103</b>
MORE THAN 10 YEARS:	192	1,950	45	511	1	29	15	99	3	20	0	0	256	2,609	18	96
AVERAGE YEARS	7.6	12.1	8.9	13.2	3.8	14.5	10.5	12.2	5.1	12.8	0.0	0.0	7.9	12.3	25.7	25.1
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.7</b>															

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

Pay End Date: June 21, 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
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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

Pay End Date: June 21, 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
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	640	601	60	82	2	2	16	15	52	56	2	1	772	757	0	0
06 - 10 YEARS	314	379	32	93	3	5	4	18	26	31	0	0	379	526	0	3
11 - 15 YEARS	294	452	27	93	1	2	7	14	22	15	0	0	351	576	5	1
16 - 20 YEARS	220	272	23	54	0	4	6	8	12	7	0	0	261	345	3	3
21 - 25 YEARS	117	180	17	42	1	1	3	9	8	8	0	0	146	240	11	16
26 - 30 YEARS	86	187	26	57	0	0	7	16	6	3	0	0	125	263	7	13
31 - 35 YEARS	45	109	8	38	0	0	1	5	0	2	0	0	54	154	9	6
36 - 40 YEARS	49	103	11	12	0	1	2	4	1	0	0	0	63	120	1	7
MORE THAN 40 YEARS	11	20	3	3	0	0	0	1	0	0	0	0	14	24	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,776</b>	<b>2,303</b>	<b>207</b>	<b>474</b>	<b>7</b>	<b>15</b>	<b>46</b>	<b>90</b>	<b>127</b>	<b>122</b>	<b>2</b>	<b>1</b>	<b>2,165</b>	<b>3,005</b>	<b>37</b>	<b>49</b>
MORE THAN 10 YEARS:	822	1,323	115	299	2	8	26	57	49	35	0	0	1,014	1,722	37	46
AVERAGE YEARS	11.8	14.4	14.8	16.0	9.3	13.7	14.0	17.1	9.8	8.5	0.0	0.0	12.0	14.5	26.1	26.4
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.4</b>														

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**STATE OF MICHIGAN**  
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BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
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
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>28.0</b>															

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**STATE OF MICHIGAN**  
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BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	140	208	15	63	1	2	2	5	13	7	0	0	171	285	0	0
06 - 10 YEARS	227	285	37	74	4	0	9	9	8	9	0	0	285	377	2	0
11 - 15 YEARS	433	409	42	178	4	4	9	11	8	8	0	0	496	610	2	1
16 - 20 YEARS	493	333	55	120	6	6	7	12	6	6	0	0	567	477	1	3
21 - 25 YEARS	421	248	42	89	11	6	15	14	4	2	0	0	493	359	9	11
26 - 30 YEARS	360	200	60	94	9	4	15	6	5	7	0	0	449	311	24	10
31 - 35 YEARS	86	107	21	40	0	0	2	4	2	0	0	0	111	151	7	11
36 - 40 YEARS	81	62	13	30	2	1	3	3	1	0	0	0	100	96	7	6
MORE THAN 40 YEARS	21	12	5	1	0	0	0	0	1	0	0	0	27	13	4	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,262</b>	<b>1,864</b>	<b>290</b>	<b>689</b>	<b>37</b>	<b>23</b>	<b>62</b>	<b>64</b>	<b>48</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>2,699</b>	<b>2,679</b>	<b>56</b>	<b>43</b>
MORE THAN 10 YEARS:	1,895	1,371	238	552	32	21	51	50	27	23	0	0	2,243	2,017	54	43
AVERAGE YEARS	19.2	17.1	20.4	18.1	21.1	20.0	20.4	18.4	14.4	13.9	0.0	0.0	19.3	17.4	28.8	28.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.3</b>															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	110	97	11	16	1	0	2	6	6	6	1	0	131	125	0	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>110</b>	<b>97</b>	<b>11</b>	<b>16</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>131</b>	<b>125</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	111	89	4	4	1	0	0	2	4	3	1	1	121	99	0	0
06 - 10 YEARS	105	78	8	10	0	0	1	3	1	1	0	0	115	92	1	1
11 - 15 YEARS	120	103	7	12	0	0	3	2	1	6	0	0	131	123	0	0
16 - 20 YEARS	153	111	13	12	2	2	4	3	1	1	0	0	173	129	0	2
21 - 25 YEARS	131	105	18	16	1	2	1	2	1	1	0	0	152	126	2	0
26 - 30 YEARS	142	118	27	23	5	1	5	4	6	2	0	0	185	148	7	8
31 - 35 YEARS	45	50	10	27	0	0	2	1	0	3	0	0	57	81	4	0
36 - 40 YEARS	72	37	14	15	1	0	0	2	1	1	0	0	88	55	7	2
MORE THAN 40 YEARS	12	7	2	2	0	0	1	0	0	0	0	0	15	9	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>891</b>	<b>698</b>	<b>103</b>	<b>121</b>	<b>10</b>	<b>5</b>	<b>17</b>	<b>19</b>	<b>15</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>1,037</b>	<b>862</b>	<b>22</b>	<b>13</b>
MORE THAN 10 YEARS:	675	531	91	107	9	5	16	14	10	14	0	0	801	671	21	12
AVERAGE YEARS	19.3	19.1	24.6	25.1	24.5	23.2	23.1	19.5	18.7	18.5	0.0	1.0	19.9	19.9	31.5	25.9

**BARGAINING UNIT AVERAGE YEARS 19.9**

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	106	275	10	37	0	3	3	6	0	3	0	0	119	324	0	1
06 - 10 YEARS	27	133	3	21	0	1	0	4	0	2	0	0	30	161	0	0
11 - 15 YEARS	31	205	3	21	0	4	1	7	0	3	0	0	35	240	0	0
16 - 20 YEARS	20	117	6	19	0	1	1	2	2	3	0	0	29	142	0	1
21 - 25 YEARS	18	92	3	22	0	2	1	6	0	2	0	0	22	124	1	3
26 - 30 YEARS	21	91	7	31	0	0	1	15	0	1	0	0	29	138	2	4
31 - 35 YEARS	7	51	1	16	0	0	0	7	0	0	0	0	8	74	2	5
36 - 40 YEARS	8	54	1	11	0	1	0	1	0	0	0	0	9	67	0	6
MORE THAN 40 YEARS	2	13	1	2	0	0	1	1	0	0	0	0	4	16	0	2
<b>BARGAINING UNIT TOTAL</b>	<b>240</b>	<b>1,031</b>	<b>35</b>	<b>180</b>	<b>0</b>	<b>12</b>	<b>8</b>	<b>49</b>	<b>2</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>285</b>	<b>1,286</b>	<b>5</b>	<b>22</b>
MORE THAN 10 YEARS:	107	623	22	122	0	8	5	39	2	9	0	0	136	801	5	21
AVERAGE YEARS	11.8	14.9	16.3	18.4	0.0	14.1	16.4	21.6	18.5	13.2	0.0	0.0	12.5	15.6	28.4	30.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.1</b>															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: June 21, 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
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	5,607	6,860	699	2,025	65	56	150	244	124	139	38	16	6,683	9,340	6	9
06- 10 YEARS	2,502	2,773	348	940	46	24	83	121	49	74	0	0	3,028	3,932	8	16
11- 15 YEARS	3,559	3,081	394	1,159	39	25	93	137	62	60	0	0	4,147	4,462	13	14
16- 20 YEARS	3,319	2,117	353	726	75	44	103	87	42	42	0	0	3,892	3,016	18	25
21- 25 YEARS	2,261	1,423	226	473	44	19	69	94	35	33	0	0	2,635	2,042	70	87
26- 30 YEARS	1,503	1,101	294	455	36	17	74	73	25	24	0	0	1,932	1,670	91	74
31- 35 YEARS	349	593	82	265	2	5	11	29	4	11	0	0	448	903	30	43
36- 40 YEARS	339	476	57	153	5	4	13	16	8	2	0	0	422	651	25	37
MORE THAN 40 YEARS	65	79	12	23	0	0	2	3	4	0	0	0	83	105	9	6
<b>STATEWIDE TOTAL</b>	<b>19,504</b>	<b>18,503</b>	<b>2,465</b>	<b>6,219</b>	<b>312</b>	<b>194</b>	<b>598</b>	<b>804</b>	<b>353</b>	<b>385</b>	<b>38</b>	<b>16</b>	<b>23,270</b>	<b>26,121</b>	<b>270</b>	<b>311</b>
MORE THAN 10 YEARS	11,395	8,870	1,418	3,254	201	114	365	439	180	172	0	0	13,559	12,849	256	286
AVERAGE YEARS	13.2	11.9	14.0	12.9	14.7	13.7	14.4	13.5	12.3	11.2	0.4	0.3	13.3	12.1	26.3	25.6

**STATEWIDE TOTAL AVERAGE YEARS 12.7**

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

Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: June 21, 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	1,400	2.8 %	44.3	\$24.31	899	64.2 %
A31 - LABOR AND TRADES	3,326	6.7 %	42.2	\$16.66	1,434	43.1 %
C12 - SECURITY	6,702	13.6 %	44.4	\$23.50	5,520	82.4 %
E42 - HUMAN SERVICES SUPPORT	617	1.2 %	48.9	\$24.09	463	75.0 %
H21 - SCIENTIFIC & ENGINEERING	2,097	4.2 %	45.4	\$32.85	1,632	77.8 %
L32 - TECHNICAL	1,085	2.2 %	41.1	\$22.19	674	62.1 %
T01 - STATE POLICE ENLISTED	1,635	3.3 %	40.0	\$29.78	1,175	71.9 %
U11 - INSTITUTIONAL	1,391	2.8 %	44.7	\$20.30	740	53.2 %
W22 - HUMAN SERVICES	10,632	21.5 %	43.4	\$26.05	5,323	50.1 %
W41 - ADMINISTRATIVE SUPPORT	6,227	12.6 %	45.9	\$20.25	3,600	57.8 %
Y00 - NON-SPECIFIED	4	0.0 %	27.6	\$15.74	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,170	10.5 %	46.3	\$31.33	3,532	68.3 %
Y51 - SUPERVISORY	5,378	10.9 %	48.9	\$33.78	4,859	90.3 %
Y52 - NONCAREER	256	0.5 %	25.4	\$13.56	0	0.0 %
Y98 - MANAGERIAL	1,899	3.8 %	51.4	\$48.65	1,657	87.3 %
Y99 - CONFIDENTIAL	1,571	3.2 %	47.3	\$27.98	1,106	70.4 %
<b>STATEWIDE TOTAL</b>	<b>49,390</b>	<b>100.0 %</b>	<b>45.1</b>	<b>\$26.69</b>	<b>32,614</b>	<b>66.0 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: June 21, 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	1,361	759	56 %	424	31 %	29	2 %	0	0 %	1,221	90 %	17	1 %	8	1 %
A31 LABOR AND TRADES	1,860	915	49 %	790	42 %	14	1 %	0	0 %	1,733	93 %	11	1 %	6	0 %
C12 SECURITY	6,684	3,716	56 %	2,560	38 %	38	1 %	0	0 %	6,280	94 %	137	2 %	10	0 %
E42 HUMAN SERVICES SUPPORT	617	313	51 %	265	43 %	6	1 %	0	0 %	564	91 %	28	5 %	1	0 %
H21 SCIENTIFIC & ENGINEERING	2,092	933	45 %	985	47 %	23	1 %	0	0 %	1,939	93 %	29	1 %	7	0 %
L32 TECHNICAL	853	412	48 %	380	45 %	14	2 %	0	0 %	792	93 %	19	2 %	2	0 %
T01 STATE POLICE ENLISTED	1,635	173	11 %	29	2 %	1	0 %	1,400	86 %	1,601	98 %	6	0 %	4	0 %
U11 INSTITUTIONAL	1,374	704	51 %	559	41 %	8	1 %	0	0 %	1,260	92 %	33	2 %	1	0 %
W22 HUMAN SERVICES	10,517	4,612	44 %	5,073	48 %	94	1 %	0	0 %	9,627	92 %	330	3 %	36	0 %
W41 ADMINISTRATIVE SUPPORT	5,710	1,915	34 %	3,247	57 %	75	1 %	0	0 %	5,137	90 %	191	3 %	14	0 %
Y23 BUSINESS & ADMINISTRATION	5,163	1,650	32 %	3,005	58 %	87	2 %	0	0 %	4,685	91 %	138	3 %	23	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,377	2,573	48 %	2,431	45 %	34	1 %	0	0 %	5,001	93 %	99	2 %	12	0 %
Y98 MANAGERIAL	1,898	830	44 %	914	48 %	17	1 %	0	0 %	1,784	94 %	17	1 %	3	0 %
Y99 CONFIDENTIAL	1,543	479	31 %	895	58 %	13	1 %	0	0 %	1,393	90 %	34	2 %	2	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,685</b>	<b>19,984</b>	<b>43 %</b>	<b>21,558</b>	<b>46 %</b>	<b>453</b>	<b>1 %</b>	<b>1,400</b>	<b>3 %</b>	<b>43,018</b>	<b>92 %</b>	<b>1,089</b>	<b>2 %</b>	<b>129</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

## STATE OF MICHIGAN

Table 5-4

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

Pay End Date: June 21, 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	1,361	1,262	93 %	1,116	82 %	71	5 %	1,292	95 %	64	5 %	65	5 %	
A31 LABOR AND TRADES	1,860	1,758	95 %	1,580	85 %	1	0 %	1,802	97 %	53	3 %	4	0 %	
C12 SECURITY	6,684	6,435	96 %	6,159	92 %	0	0 %	6,457	97 %	206	3 %	0	0 %	
E42 HUMAN SERVICES SUPPORT	617	597	97 %	514	83 %	0	0 %	585	95 %	31	5 %	0	0 %	
H21 SCIENTIFIC & ENGINEERING	2,092	1,986	95 %	1,754	84 %	31	1 %	1,959	94 %	130	6 %	13	1 %	
L32 TECHNICAL	853	817	96 %	712	83 %	15	2 %	797	93 %	53	6 %	10	1 %	
T01 STATE POLICE ENLISTED	1,635	1,609	98 %	1,971	121 %	924	57 %	1,594	97 %	37	2 %	999	61 %	
U11 INSTITUTIONAL	1,374	1,292	94 %	1,188	86 %	3	0 %	1,292	94 %	75	5 %	0	0 %	
W22 HUMAN SERVICES	10,517	10,008	95 %	8,786	84 %	0	0 %	9,961	95 %	544	5 %	0	0 %	
W41 ADMINISTRATIVE SUPPORT	5,710	5,369	94 %	4,710	82 %	97	2 %	5,364	94 %	320	6 %	72	1 %	
Y23 BUSINESS & ADMINISTRATION	5,163	4,860	94 %	4,114	80 %	68	1 %	4,861	94 %	287	6 %	45	1 %	
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	
Y51 SUPERVISORY	5,377	5,134	95 %	5,027	93 %	136	3 %	5,199	97 %	169	3 %	117	2 %	
Y98 MANAGERIAL	1,898	1,805	95 %	1,678	88 %	73	4 %	1,813	96 %	83	4 %	84	4 %	
Y99 CONFIDENTIAL	1,543	1,431	93 %	1,299	84 %	14	1 %	1,460	95 %	79	5 %	10	1 %	
	<b>46,685</b>	<b>44,364</b>	<b>95 %</b>	<b>40,609</b>	<b>87 %</b>	<b>1,433</b>	<b>3 %</b>	<b>44,437</b>	<b>95 %</b>	<b>2,131</b>	<b>5 %</b>	<b>1,419</b>	<b>3 %</b>	

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

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: June 21, 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	407	25	15	0	0	213	8	0	0	1	46	308
ATTORNEY GENERAL	11	481	33	1	0	0	0	0	0	0	0	78	112
AUDITOR GENERAL	03	143	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	429	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,153	26	73	201	0	102	39	0	775	402	408	2,026
CORRECTIONS	47	12,686	9	550	6,501	0	7	92	0	221	2,390	933	10,703
EDUCATION	31	535	0	2	0	2	0	2	0	17	189	79	291
ENVIRONMENTAL QUALITY	76	1,117	8	2	0	0	694	43	0	0	1	131	879
EXECUTIVE OFFICE	01	58	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,267	202	37	0	47	3	2	0	90	7,281	1,263	8,925
INSURANCE AND FINANCIAL SERV	65	306	0	0	0	0	0	0	0	0	0	36	36
LICENSING AND REGULATORY AFF	64	2,580	278	29	0	509	110	4	0	6	152	550	1,638
MILITARY & VETERAN AFFAIRS	51	802	45	197	0	0	28	12	0	269	31	49	631
NATURAL RESOURCES	75	3,172	526	1,478	0	0	252	170	0	6	124	179	2,735
STATE	23	1,531	15	21	0	0	0	0	0	0	0	1,002	1,038
STATE POLICE	55	2,717	157	10	0	0	115	39	1,635	7	0	237	2,200
STRATEGIC FUND	07	649	0	1	0	59	15	3	0	0	19	89	186
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,767	0	266	0	0	33	66	0	0	1	348	714
TRANSPORTATION	59	2,863	68	631	0	0	523	603	0	0	3	245	2,073
TREASURY	27	1,638	8	11	0	0	2	2	0	0	0	539	562
<b>Grand Total:</b>		<b>49,391</b>	<b>1,400</b>	<b>3,326</b>	<b>6,702</b>	<b>617</b>	<b>2,097</b>	<b>1,085</b>	<b>1,635</b>	<b>1,391</b>	<b>10,632</b>	<b>6,227</b>	<b>35,112</b>

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

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: June 21, 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 DVLPMNT	79	407	23	9	21	4	0	42	99
ATTORNEY GENERAL	11	481	32	50	275	0	0	12	369
AUDITOR GENERAL	03	143	0	61	35	9	0	34	139
CIVIL RIGHTS	15	90	1	19	10	0	0	9	39
CIVIL SERVICE COMMISSION	19	429	4	360	52	0	0	13	429
COMMUNITY HEALTH	39	3,153	474	75	179	4	1	394	1,127
CORRECTIONS	47	12,686	189	116	155	3	0	1,520	1,983
EDUCATION	31	535	135	30	29	0	0	50	244
ENVIRONMENTAL QUALITY	76	1,117	55	19	32	13	0	119	238
EXECUTIVE OFFICE	01	58	0	56	2	0	0	0	58
HUMAN SERVICES	43	11,267	616	207	183	0	1	1,335	2,342
INSURANCE AND FINANCIAL SERV	65	306	165	17	15	5	0	68	270
LICENSING AND REGULATORY AFF	64	2,580	474	82	179	21	0	186	942
MILITARY & VETERAN AFFAIRS	51	802	38	8	18	0	0	107	171
NATURAL RESOURCES	75	3,172	89	25	72	25	0	226	437
STATE	23	1,531	129	51	45	31	0	237	493
STATE POLICE	55	2,717	144	39	115	3	2	214	517
STRATEGIC FUND	07	649	287	40	63	18	0	55	463
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,767	1,399	157	201	66	0	230	2,053
TRANSPORTATION	59	2,863	220	96	85	32	0	357	790
TREASURY	27	1,638	696	54	133	22	1	170	1,076
<b>Grand Total:</b>		<b>49,391</b>	<b>5,170</b>	<b>1,571</b>	<b>1,899</b>	<b>256</b>	<b>5</b>	<b>5,378</b>	<b>14,279</b>

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

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.**  
36<sup>th</sup> District Court Judges taking office before 3/31/97.
- 25 Wayne County Retirement System.**  
36<sup>th</sup> District Court Bailiffs.

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

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

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

**Turnover Separation** - Starting in FY2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent about 92.9% 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.