

# **ANNUAL WORKFORCE REPORT**

**First Quarter**

**FISCAL YEAR 2014-15**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Thomas M. Wardrop, Chair  
James Barrett  
Janet McClelland  
Robert W. Swanson**

**Matthew Fedorchuk, Acting State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**First Quarter FY 2014-15**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45.6
Average Annual Salary <sup>1</sup> .....	\$58,234
Average Years of Service .....	13.2

**WORK FORCE CHARACTERISTICS**

Females .....	53.5%
Males .....	46.5%
Eligible for Longevity .....	68.6%
Less than Six Years of Service .....	29.36%
Six to Ten Years of Service .....	15.92%
Over Ten Years of Service.....	54.72%
Exclusively Represented for Collective Bargaining.....	69.78%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.0%
Asian .....	1.5%
Black .....	18.0%
Hispanic .....	2.9%
White .....	76.4%
Not Disclosed .....	0.2%

<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: December 20, 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	387.0	0.0	4.0	7.0	0.0	20.0	0.0	418.0	0.0	418.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>387.0</b>	<b>0.0</b>	<b>4.0</b>	<b>7.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>418.0</b>	<b>0.0</b>	<b>418.0</b>
ATY GNRL CENTRAL OFFICE	1101	457.0	1.0	0.0	22.0	0.0	0.0	0.0	480.0	0.0	480.0
PACC	1102	10.0	0.0	0.0	1.0	0.0	0.0	0.0	11.0	0.0	11.0
<b>ATTORNEY GENERAL</b>		<b>467.0</b>	<b>1.0</b>	<b>0.0</b>	<b>23.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>491.0</b>	<b>0.0</b>	<b>491.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	107.0	0.0	11.0	16.0	0.0	3.0	0.0	137.0	0.0	137.0
<b>AUDITOR GENERAL</b>		<b>107.0</b>	<b>0.0</b>	<b>11.0</b>	<b>16.0</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>137.0</b>	<b>0.0</b>	<b>137.0</b>
CIV RGHT CENTRAL OFFICE	1501	76.0	0.0	0.0	15.0	0.0	1.0	0.0	92.0	0.0	92.0
<b>CIVIL RIGHTS</b>		<b>76.0</b>	<b>0.0</b>	<b>0.0</b>	<b>15.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>92.0</b>	<b>0.0</b>	<b>92.0</b>
CIVIL SERVICE COMMISSION	1901	404.0	3.0	2.0	9.0	0.0	18.0	0.0	436.0	0.0	436.0
<b>CIVIL SERVICE COMMISSION</b>		<b>404.0</b>	<b>3.0</b>	<b>2.0</b>	<b>9.0</b>	<b>0.0</b>	<b>18.0</b>	<b>0.0</b>	<b>436.0</b>	<b>0.0</b>	<b>436.0</b>
DCH-CARO CENTER	3902	339.0	0.0	0.0	12.0	0.0	0.0	0.0	351.0	0.0	351.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,184.0	1.0	3.0	29.0	0.0	21.0	0.0	1,238.0	0.0	1,238.0
DCH-CTR FORENSIC PSYCHIATRY	3920	471.0	2.0	0.0	3.0	0.0	3.0	1.0	480.0	0.0	480.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	145.0	1.0	0.0	12.0	0.0	9.0	3.0	170.0	0.0	170.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	427.0	0.0	0.0	55.0	0.0	0.0	8.0	490.0	0.0	490.0
DCH-OFFICE OF SERVICES TO TH	3970	28.0	0.0	0.0	1.0	0.0	0.0	0.0	29.0	0.0	29.0
DCH-WALTER P. REUTHER PSY HOSP	3945	329.0	0.0	0.0	3.0	0.0	0.0	3.0	335.0	0.0	335.0
OFFICE OF THE INSPECTOR GENERA	3947	38.0	0.0	0.0	2.0	0.0	2.0	0.0	42.0	0.0	42.0
<b>COMMUNITY HEALTH</b>		<b>2,961.0</b>	<b>4.0</b>	<b>3.0</b>	<b>117.0</b>	<b>0.0</b>	<b>35.0</b>	<b>15.0</b>	<b>3,135.0</b>	<b>0.0</b>	<b>3,135.0</b>
DETROIT DETENTION CENTER	4754	56.0	0.0	0.0	0.0	0.0	0.0	0.0	56.0	0.0	56.0
DETROIT REENTRY CENTER	4764	224.0	0.0	0.0	1.0	0.0	3.0	1.0	229.0	0.0	229.0
DOC-ADRIAN/GUS HARRISON FAC	4729	484.0	0.0	2.0	1.0	0.0	0.0	3.0	490.0	0.0	490.0
DOC-ALGER MAX SECURITY CORRECT	4735	240.0	0.0	0.0	3.0	0.0	2.0	1.0	246.0	0.0	246.0
DOC-BARAGA FACILITY	4740	270.0	0.0	1.0	1.0	0.0	2.0	0.0	274.0	0.0	274.0
DOC-BELLAMY CREEK FACILITY	4748	383.0	0.0	0.0	2.0	0.0	0.0	1.0	386.0	0.0	386.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	429.0	0.0	0.0	2.0	0.0	2.0	0.0	433.0	0.0	433.0
DOC-CARSON CITY FAC/CARSON CIT	4731	418.0	0.0	0.0	2.0	0.0	3.0	2.0	425.0	0.0	425.0
DOC-CENTRAL MICHIGAN FACILITY	4744	397.0	0.0	0.0	1.0	0.0	0.0	2.0	400.0	0.0	400.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	424.0	1.0	0.0	2.0	0.0	1.0	1.0	429.0	0.0	429.0
DOC-COOPER STREET FACILITY	4752	378.0	7.0	0.0	1.0	0.0	0.0	0.0	386.0	0.0	386.0

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

Pay End Date: December 20, 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	486.0	0.0	0.0	15.0	0.0	45.0	0.0	546.0	0.0	546.0
DOC-COTTON FACILITY	4720	400.0	0.0	0.0	1.0	0.0	2.0	1.0	404.0	0.0	404.0
DOC-EGELER FACILITY	4727	556.0	0.0	0.0	1.0	0.0	2.0	2.0	561.0	0.0	561.0
DOC-FIELD OPERATION REGION III	4763	936.0	6.0	3.0	1.0	0.0	0.0	0.0	946.0	0.0	946.0
DOC-FIELD OPERATIONS REGION I	4761	723.0	0.0	0.0	2.0	0.0	0.0	1.0	726.0	0.0	726.0
DOC-HANDLON MI TRAINING UNT	4705	279.0	0.0	0.0	1.0	0.0	1.0	4.0	285.0	0.0	285.0
DOC-HURON VALLEY CORR COMPLEX	4715	528.0	3.0	0.0	1.0	0.0	0.0	2.0	534.0	0.0	534.0
DOC-IONIA MAXIMUM FACILITY	4724	246.0	0.0	0.0	1.0	0.0	4.0	2.0	253.0	0.0	253.0
DOC-JACKSON CENTRAL REGION	4750	119.0	0.0	0.0	3.0	0.0	0.0	0.0	122.0	0.0	122.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	338.0	0.0	0.0	1.0	0.0	1.0	0.0	340.0	0.0	340.0
DOC-LAKELAND MENS FACILITY	4718	263.0	0.0	0.0	1.0	0.0	0.0	0.0	264.0	0.0	264.0
DOC-MACOMB FACILITY	4741	323.0	1.0	0.0	1.0	0.0	0.0	1.0	326.0	0.0	326.0
DOC-MARQUETTE BRANCH PRISON	4706	314.0	1.0	0.0	1.0	0.0	1.0	0.0	317.0	0.0	317.0
DOC-MAXEY CORRECTIONAL	4749	315.0	0.0	0.0	2.0	0.0	0.0	1.0	318.0	0.0	318.0
DOC-MICHIGAN REFORMATORY	4707	285.0	0.0	0.0	2.0	0.0	9.0	0.0	296.0	0.0	296.0
DOC-MICHIGAN STATE INDUSTRIES	4709	61.0	0.0	0.0	0.0	0.0	1.0	0.0	62.0	0.0	62.0
DOC-MUSKEGON FACILITY	4704	220.0	0.0	0.0	1.0	0.0	0.0	0.0	221.0	0.0	221.0
DOC-NEWBERRY FACILITY	4743	211.0	0.0	2.0	2.0	0.0	1.0	0.0	216.0	0.0	216.0
DOC-OAKS FACILITY	4739	283.0	2.0	0.0	3.0	0.0	0.0	0.0	288.0	0.0	288.0
DOC-OJIBWAY FACILITY	4746	202.0	2.0	0.0	2.0	0.0	2.0	1.0	209.0	0.0	209.0
DOC-PARNALL FACILITY	4751	274.0	0.0	1.0	0.0	0.0	4.0	1.0	280.0	0.0	280.0
DOC-PUGSLEY FACILITY	4745	224.0	1.0	0.0	2.0	0.0	3.0	0.0	230.0	0.0	230.0
DOC-SAGINAW FACILITY	4742	278.0	1.0	0.0	2.0	0.0	1.0	1.0	283.0	0.0	283.0
DOC-ST. LOUIS FACILITY	4733	319.0	0.0	0.0	2.0	0.0	0.0	0.0	321.0	0.0	321.0
DOC-THUMB FACILITY	4725	302.0	0.0	0.0	2.0	0.0	0.0	0.0	304.0	0.0	304.0
NTHRN REGION ADMIN AND SUPPORT	4714	34.0	0.0	0.0	5.0	0.0	0.0	0.0	39.0	0.0	39.0
SOUTHERN REGION - IONIA	4711	45.0	0.0	0.0	4.0	0.0	0.0	0.0	49.0	0.0	49.0
<b>CORRECTIONS</b>		<b>12,267.0</b>	<b>25.0</b>	<b>9.0</b>	<b>75.0</b>	<b>0.0</b>	<b>90.0</b>	<b>28.0</b>	<b>12,494.0</b>	<b>0.0</b>	<b>12,494.0</b>
EDUCATION	3103	433.0	5.0	3.0	16.0	52.0	8.0	0.0	517.0	0.0	517.0
<b>EDUCATION</b>		<b>433.0</b>	<b>5.0</b>	<b>3.0</b>	<b>16.0</b>	<b>52.0</b>	<b>8.0</b>	<b>0.0</b>	<b>517.0</b>	<b>0.0</b>	<b>517.0</b>
DEQ-ENVIRONMENTAL QUALITY	7601	1,057.0	4.0	16.0	29.0	0.0	17.0	0.0	1,123.0	1.5	1,121.5

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.

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

Pay End Date: December 20, 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>1,057.0</b>	<b>4.0</b>	<b>16.0</b>	<b>29.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>1,123.0</b>	<b>1.5</b>	<b>1,121.5</b>
OFFICE OF THE GOVERNOR	0101	1.0	0.0	2.0	58.0	0.0	0.0	0.0	61.0	0.0	61.0
<b>EXECUTIVE OFFICE</b>		<b>1.0</b>	<b>0.0</b>	<b>2.0</b>	<b>58.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>61.0</b>	<b>0.0</b>	<b>61.0</b>
DHS-BERRIEN COUNTY	4322	134.0	0.0	0.0	25.0	1.0	0.0	0.0	160.0	0.0	160.0
DHS-CALHOUN COUNTY	4323	142.0	0.0	0.0	8.0	0.0	0.0	0.0	150.0	0.0	150.0
DHS-COUNTIES	4308	2,647.0	2.0	0.0	96.0	21.0	0.0	2.0	2,768.0	0.0	2,768.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,723.0	0.0	14.0	136.0	36.0	8.0	1.0	2,918.0	0.0	2,918.0
DHS-GENESEE COUNTY	4302	424.0	0.0	0.0	19.0	0.0	0.0	1.0	444.0	0.0	444.0
DHS-INGHAM COUNTY	4312	227.0	0.0	0.0	29.0	1.0	0.0	1.0	258.0	0.0	258.0
DHS - INSTITUTIONS	4307	61.0	0.0	12.0	6.0	0.0	0.0	0.0	79.0	0.0	79.0
DHS-JACKSON COUNTY	4315	138.0	0.0	0.0	22.0	0.0	0.0	0.0	160.0	0.0	160.0
DHS-KALAMAZOO COUNTY	4314	226.0	0.0	0.0	18.0	0.0	0.0	0.0	244.0	0.0	244.0
DHS-KENT COUNTY	4303	433.0	0.0	0.0	21.0	6.0	0.0	0.0	460.0	0.0	460.0
DHS-MACOMB COUNTY	4304	452.0	0.0	0.0	3.0	0.0	0.0	0.0	455.0	0.0	455.0
DHS-MAXEY TRAINING SCHOOL	4311	55.0	0.0	0.0	2.0	0.0	0.0	1.0	58.0	0.0	58.0
DHS-MUSKEGON COUNTY	4324	226.0	0.0	0.0	10.0	0.0	0.0	0.0	236.0	0.0	236.0
DHS-OAKLAND COUNTY	4305	509.0	0.0	0.0	50.0	0.0	0.0	1.0	560.0	0.0	560.0
DHS-SAGINAW COUNTY	4313	185.0	0.0	0.0	6.0	0.0	0.0	0.0	191.0	0.0	191.0
DHS-WASHTENAW	4325	152.0	0.0	0.0	9.0	0.0	0.0	0.0	161.0	0.0	161.0
DHS-WAYNE COUNTY DSS	4306	105.0	0.0	0.0	2.0	0.0	0.0	0.0	107.0	0.0	107.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	506.0	0.0	0.0	25.0	0.0	0.0	3.0	534.0	0.0	534.0
DHS-WAYNE COUNTY ZONE 3	4318	441.0	0.0	0.0	22.0	0.0	0.0	0.0	463.0	0.0	463.0
DHS-WAYNE COUNTY ZONE 4	4319	432.0	0.0	0.0	13.0	0.0	0.0	0.0	445.0	0.0	445.0
DHS-WAYNE COUNTY ZONE L	4316	301.0	0.0	0.0	9.0	0.0	0.0	0.0	310.0	0.0	310.0
<b>HUMAN SERVICES</b>		<b>10,519.0</b>	<b>2.0</b>	<b>26.0</b>	<b>531.0</b>	<b>65.0</b>	<b>8.0</b>	<b>10.0</b>	<b>11,161.0</b>	<b>0.0</b>	<b>11,161.0</b>
DEPT OF INS AND FIN SERVICE	6501	287.0	2.0	0.0	16.0	0.0	10.0	0.0	315.0	0.0	315.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>287.0</b>	<b>2.0</b>	<b>0.0</b>	<b>16.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>315.0</b>	<b>0.0</b>	<b>315.0</b>
LICENSING AND REGULATORY AFF	6401	2,328.0	4.0	5.0	154.0	0.0	104.0	1.0	2,596.0	0.0	2,596.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>2,328.0</b>	<b>4.0</b>	<b>5.0</b>	<b>154.0</b>	<b>0.0</b>	<b>104.0</b>	<b>1.0</b>	<b>2,596.0</b>	<b>0.0</b>	<b>2,596.0</b>
D.J. JACOBETTI HOME FOR VETERA	5103	148.0	3.0	1.0	4.0	0.0	2.0	0.0	158.0	0.5	157.5
GRAND RAPIDS HOME FOR VETERANS	5102	242.0	13.0	15.0	1.0	1.0	14.0	1.0	287.0	0.0	287.0

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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	254.0	0.0	5.0	26.0	12.0	40.0	1.0	338.0	0.0	338.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>644.0</b>	<b>16.0</b>	<b>21.0</b>	<b>31.0</b>	<b>13.0</b>	<b>56.0</b>	<b>2.0</b>	<b>783.0</b>	<b>0.5</b>	<b>782.5</b>
DNR-NATURAL RESOURCES	7501	1,282.0	2.0	54.0	15.0	53.0	142.0	3.0	1,551.0	0.0	1,551.0
<b>NATURAL RESOURCES</b>		<b>1,282.0</b>	<b>2.0</b>	<b>54.0</b>	<b>15.0</b>	<b>53.0</b>	<b>142.0</b>	<b>3.0</b>	<b>1,551.0</b>	<b>0.0</b>	<b>1,551.0</b>
DEPARTMENT OF STATE	2301	1,192.0	0.0	94.0	38.0	0.0	274.0	2.0	1,600.0	0.0	1,600.0
<b>STATE</b>		<b>1,192.0</b>	<b>0.0</b>	<b>94.0</b>	<b>38.0</b>	<b>0.0</b>	<b>274.0</b>	<b>2.0</b>	<b>1,600.0</b>	<b>0.0</b>	<b>1,600.0</b>
STATE POLICE	5501	2,627.0	13.0	5.0	37.0	0.0	7.0	3.0	2,692.0	0.0	2,692.0
<b>STATE POLICE</b>		<b>2,627.0</b>	<b>13.0</b>	<b>5.0</b>	<b>37.0</b>	<b>0.0</b>	<b>7.0</b>	<b>3.0</b>	<b>2,692.0</b>	<b>0.0</b>	<b>2,692.0</b>
MSF-WORKFORCE DEVELOPMENT AGY	0742	177.0	2.0	0.0	6.0	0.0	2.0	0.0	187.0	0.0	187.0
MSHDA	6305	280.0	4.0	4.0	12.0	0.0	25.0	0.0	325.0	1.0	324.0
STATE LAND BANK AUTHORITY	6306	4.0	0.0	0.0	1.0	0.0	0.0	0.0	5.0	0.0	5.0
STRATEGIC FUND	0740	128.0	0.0	0.0	8.0	0.0	0.0	0.0	136.0	0.0	136.0
<b>STRATEGIC FUND</b>		<b>589.0</b>	<b>6.0</b>	<b>4.0</b>	<b>27.0</b>	<b>0.0</b>	<b>27.0</b>	<b>0.0</b>	<b>653.0</b>	<b>1.0</b>	<b>652.0</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	1,645.0	4.0	0.0	39.0	0.0	112.0	1.0	1,801.0	0.0	1,801.0
TECH, MGMT AND BUDGET - MB	0701	927.0	17.0	2.0	62.0	0.0	39.0	1.0	1,048.0	0.0	1,048.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,572.0</b>	<b>21.0</b>	<b>2.0</b>	<b>102.0</b>	<b>0.0</b>	<b>151.0</b>	<b>2.0</b>	<b>2,850.0</b>	<b>0.0</b>	<b>2,850.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	11.0	0.0	42.0	0.0	42.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	20.0	8.0	0.0	11.0	0.0	77.0	0.0	77.0
TRANSPORTATION CENTRAL OFFICE	5901	2,322.0	4.0	15.0	138.0	5.0	142.0	4.0	2,630.0	1.0	2,629.0
<b>TRANSPORTATION</b>		<b>2,391.0</b>	<b>4.0</b>	<b>35.0</b>	<b>146.0</b>	<b>5.0</b>	<b>164.0</b>	<b>4.0</b>	<b>2,749.0</b>	<b>1.0</b>	<b>2,748.0</b>
BUREAU OF STATE LOTTERY	2795	173.0	0.0	0.0	3.0	0.0	25.0	0.0	201.0	0.0	201.0
GAMING CONTROL	2707	105.0	0.0	2.0	18.0	0.0	13.0	1.0	139.0	0.0	139.0
STATE BUILDING AUTHORITY	2704	3.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,202.0	2.0	4.0	61.0	0.0	29.0	0.0	1,298.0	0.0	1,298.0
<b>TREASURY</b>		<b>1,483.0</b>	<b>2.0</b>	<b>6.0</b>	<b>82.0</b>	<b>0.0</b>	<b>67.0</b>	<b>1.0</b>	<b>1,641.0</b>	<b>0.0</b>	<b>1,641.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,074.0</b>	<b>114.0</b>	<b>302.0</b>	<b>1,544.0</b>	<b>188.0</b>	<b>1,202.0</b>	<b>71.0</b>	<b>47,495.0</b>	<b>4.0</b>	<b>47,491.0</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 worker's compensation. For this report, the actual number of employees who job share are divided in half.

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2015 Appropriated (A)	FTE Positions 12/20/2014 (B)	FTE Positions 9/27/2014 (C)	Difference 12/20/2014 and 9/27/2014 (B-C)	Difference 12/20/2014 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>					
Regular	446.0	403.7	396.6	7.1	-42.3
Overtime	0.0	0.2	0.0	0.2	0.2
Total	446.0	403.8	396.6	7.3	-42.2
<b>ATTORNEY GENERAL</b>					
Regular	513.5	488.8	485.6	3.2	-24.7
Overtime	0.0	0.3	0.5	-0.2	0.3
Total	513.5	489.1	486.1	3.0	-24.4
<b>AUDITOR GENERAL</b>					
Regular	0.0	134.3	129.0	5.4	134.3
Overtime	0.0	1.1	0.1	1.0	1.1
Total	0.0	135.4	129.1	6.3	135.4
<b>CIVIL RIGHTS</b>					
Regular	132.0	90.0	93.4	-3.4	-42.0
Overtime	0.0	0.0	0.0	0.0	0.0
Total	132.0	90.0	93.4	-3.4	-42.0
<b>CIVIL SERVICE COMMISSION</b>					
Regular	446.0	426.5	419.5	7.0	-19.5
Overtime	0.0	0.8	0.9	-0.1	0.8
Total	446.0	427.3	420.3	6.9	-18.8
<b>COMMUNITY HEALTH</b>					
Regular	3,648.1	3,091.1	3,068.7	22.3	-557.0
Overtime	0.0	171.0	175.9	-4.9	171.0
Total	3,648.1	3,262.1	3,244.7	17.4	-386.0

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee 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). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2015 Appropriated (A)	FTE Positions 12/20/2014 (B)	FTE Positions 9/27/2014 (C)	Difference 12/20/2014 and 9/27/2014 (B-C)	Difference 12/20/2014 and Appropriated (B-A)
<b>CORRECTIONS</b>					
Regular	14,179.3	12,556.3	12,577.6	-21.3	-1,623.0
Overtime	0.0	707.9	720.2	-12.3	707.9
Total	14,179.3	13,264.2	13,297.8	-33.6	-915.1
<b>EDUCATION</b>					
Regular	600.5	511.0	518.8	-7.8	-89.5
Overtime	0.0	0.3	0.4	-0.2	0.3
Total	600.5	511.3	519.3	-8.0	-89.2
<b>ENVIRONMENTAL QUALITY</b>					
Regular	1,284.5	1,098.8	1,094.4	4.4	-185.7
Overtime	0.0	1.0	1.9	-0.9	1.0
Total	1,284.5	1,099.8	1,096.3	3.5	-184.7
<b>EXECUTIVE OFFICE</b>					
Regular	78.2	59.5	58.1	1.4	-18.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	78.2	59.5	58.1	1.4	-18.7
<b>HUMAN SERVICES</b>					
Regular	12,221.5	11,107.8	11,205.2	-97.4	-1,113.7
Overtime	0.0	61.3	366.5	-305.2	61.3
Total	12,221.5	11,169.1	11,571.7	-402.6	-1,052.4
<b>INSURANCE AND FINANCIAL SERV</b>					
Regular	337.0	305.3	303.4	1.9	-31.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	337.0	305.3	303.4	1.9	-31.7

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee 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). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2015 Appropriated (A)	FTE Positions 12/20/2014 (B)	FTE Positions 9/27/2014 (C)	Difference 12/20/2014 and 9/27/2014 (B-C)	Difference 12/20/2014 and Appropriated (B-A)
<b>LICENSING AND REGULATORY AFF</b>					
Regular	2,820.3	2,545.6	2,503.2	42.5	-274.7
Overtime	0.0	27.2	6.9	20.3	27.2
Total	2,820.3	2,572.9	2,510.1	62.8	-247.4
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	889.5	737.6	747.4	-9.8	-151.9
Overtime	0.0	17.7	18.8	-1.1	17.7
Total	889.5	755.3	766.1	-10.9	-134.2
<b>NATURAL RESOURCES</b>					
Regular	2,222.3	1,465.0	2,255.2	-790.2	-757.3
Overtime	0.0	1.4	45.1	-43.6	1.4
Total	2,222.3	1,466.4	2,300.3	-833.9	-755.9
<b>STATE</b>					
Regular	1,587.0	1,439.1	1,433.7	5.4	-147.9
Overtime	0.0	2.1	25.0	-22.9	2.1
Total	1,587.0	1,441.2	1,458.7	-17.4	-145.8
<b>STATE POLICE</b>					
Regular	3,070.0	2,673.2	2,691.6	-18.4	-396.8
Overtime	0.0	100.7	247.9	-147.1	100.7
Total	3,070.0	2,774.0	2,939.5	-165.5	-296.0
<b>STRATEGIC FUND</b>					
Regular	756.0	640.5	642.5	-2.0	-115.5
Overtime	0.0	0.4	0.5	-0.1	0.4
Total	756.0	640.9	643.0	-2.1	-115.1

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee 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). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2015 Appropriated (A)	FTE Positions 12/20/2014 (B)	FTE Positions 9/27/2014 (C)	Difference 12/20/2014 and 9/27/2014 (B-C)	Difference 12/20/2014 and Appropriated (B-A)
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,371.0	2,800.6	2,751.5	49.1	429.6
Overtime	0.0	39.8	41.6	-1.8	39.8
Total	2,371.0	2,840.4	2,793.1	47.3	469.4
<b>TRANSPORTATION</b>					
Regular	2,912.3	2,652.0	2,645.5	6.5	-260.3
Overtime	0.0	43.1	144.3	-101.2	43.1
Total	2,912.3	2,695.1	2,789.8	-94.7	-217.2
<b>TREASURY</b>					
Regular	1,863.5	1,612.7	1,592.3	20.4	-250.8
Overtime	0.0	11.3	22.2	-10.9	11.3
Total	1,863.5	1,623.9	1,614.5	9.4	-239.6
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>52,378.5</b>	<b>46,839.4</b>	<b>47,613.2</b>	<b>-773.8</b>	<b>-5,539.1</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>1,187.5</b>	<b>1,818.6</b>	<b>-631.0</b>	<b>1,187.5</b>
<b>Grand Total</b>	<b>52,378.5</b>	<b>48,026.9</b>	<b>49,431.7</b>	<b>-1,404.8</b>	<b>-4,351.6</b>

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee 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). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

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	September 27, 2014		December 20, 2014	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	412.0	0.8 %	418.0	0.9 %
ATTORNEY GENERAL	487.0	1.0 %	491.0	1.0 %
AUDITOR GENERAL	132.0	0.3 %	137.0	0.3 %
CIVIL RIGHTS	95.0	0.2 %	92.0	0.2 %
CIVIL SERVICE COMMISSION	433.5	0.9 %	436.0	0.9 %
COMMUNITY HEALTH	3,119.5	6.4 %	3,135.0	6.6 %
CORRECTIONS	12,520.0	25.8 %	12,494.0	26.3 %
EDUCATION	526.5	1.1 %	517.0	1.1 %
ENVIRONMENTAL QUALITY	1,117.5	2.3 %	1,121.5	2.4 %
EXECUTIVE OFFICE	59.0	0.1 %	61.0	0.1 %
HUMAN SERVICES	11,220.0	23.1 %	11,161.0	23.5 %
INSURANCE AND FINANCIAL SERV	311.0	0.6 %	315.0	0.7 %
LICENSING & REGULATORY AFFAIRS	2,573.0	5.3 %	2,596.0	5.5 %
MILITARY & VETERAN AFFAIRS	798.5	1.6 %	782.5	1.6 %
NATURAL RESOURCES	2,733.0	5.6 %	1,551.0	3.3 %
STATE	1,559.0	3.2 %	1,600.0	3.4 %
STATE POLICE	2,702.0	5.6 %	2,692.0	5.7 %
STRATEGIC FUND	652.0	1.3 %	652.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,803.0	5.8 %	2,850.0	6.0 %
TRANSPORTATION	2,725.0	5.6 %	2,748.0	5.8 %
TREASURY	1,620.0	3.3 %	1,641.0	3.5 %
<b>TOTAL:</b>	<b>48,598.5</b>	<b>100.0 %</b>	<b>47,491.0</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 decreased by 1108 from September 27, 2014 to December 20, 2014.

Source: Michigan Civil Service Commission HWF03

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

Pay End Date: December 20, 2014

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	6	404.0
ATTORNEY GENERAL	6	489.3
AUDITOR GENERAL	6	134.0
CIVIL RIGHTS	6	91.5
CIVIL SERVICE COMMISSION	6	422.7
COMMUNITY HEALTH	6	3,091.3
CORRECTIONS	6	12,458.2
EDUCATION	6	511.8
ENVIRONMENTAL QUALITY	6	1,105.0
EXECUTIVE OFFICE	6	59.5
HUMAN SERVICES	6	11,180.8
INSURANCE AND FINANCIAL SERV	6	303.2
LICENSING & REGULATORY AFFAIRS	6	2,487.5
MILITARY & VETERAN AFFAIRS	6	770.8
NATURAL RESOURCES	6	1,522.2
STATE	6	1,322.3
STATE POLICE	6	2,689.2
STRATEGIC FUND	6	623.2
TECHNOLOGY, MANAGEMENT & BUDGET	6	2,757.2
TRANSPORTATION	6	2,583.1
TREASURY	6	1,579.2
	<b>Sum:</b>	<b>46,585.9</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 79% of all noncareer appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

Source: Michigan Civil Service Commission HWF09

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**  
**Pay End Date: December 20, 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	418	0.9 %	48.2	\$30.85	314	75.1 %
ATTORNEY GENERAL	491	1.0 %	47.5	\$39.89	307	62.5 %
AUDITOR GENERAL	137	0.3 %	40.9	\$37.30	92	67.2 %
CIVIL RIGHTS	92	0.2 %	49.2	\$31.46	69	75.0 %
CIVIL SERVICE COMMISSION	436	0.9 %	46.4	\$30.52	318	72.9 %
COMMUNITY HEALTH	3,135	6.6 %	47.2	\$28.84	1,976	63.0 %
CORRECTIONS	12,494	26.3 %	45.7	\$26.21	9,971	79.8 %
EDUCATION	517	1.1 %	48.6	\$33.20	294	56.9 %
ENVIRONMENTAL QUALITY	1,123	2.4 %	48.6	\$32.36	922	82.1 %
EXECUTIVE OFFICE	61	0.1 %	39.4	\$35.08	12	19.7 %
HUMAN SERVICES	11,161	23.5 %	44.2	\$26.24	6,391	57.3 %
INSURANCE AND FINANCIAL SERV	315	0.7 %	43.4	\$33.74	218	69.2 %
LICENSING & REGULATORY AFFAIRS	2,596	5.5 %	48.4	\$29.42	1,827	70.4 %
MILITARY & VETERAN AFFAIRS	783	1.6 %	46.9	\$24.90	479	61.2 %
NATURAL RESOURCES	1,551	3.3 %	45.4	\$27.22	1,147	74.0 %
STATE	1,600	3.4 %	44.8	\$22.53	910	56.9 %
STATE POLICE	2,692	5.7 %	42.3	\$30.62	1,981	73.6 %
STRATEGIC FUND	653	1.4 %	47.1	\$31.87	441	67.5 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,850	6.0 %	46.7	\$31.32	1,765	61.9 %
TRANSPORTATION	2,749	5.8 %	46.6	\$28.72	2,121	77.2 %
TREASURY	1,641	3.5 %	45.9	\$29.35	1,046	63.7 %
<b>STATEWIDE TOTALS:</b>	<b>47,495</b>	<b>100.0 %</b>	<b>45.6</b>	<b>\$27.89</b>	<b>32,601</b>	<b>68.6 %</b>

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

Source: Michigan Civil Service Commission HWF24

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
 Pay End Date: December 20, 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	398	170	43 %	202	51 %	4	1 %	0	0 %	372	93 %	6	2 %	1	0 %	
ATTORNEY GENERAL	491	185	38 %	251	51 %	5	1 %	0	0 %	457	93 %	8	2 %	2	0 %	
AUDITOR GENERAL	134	32	24 %	85	63 %	3	2 %	0	0 %	123	92 %	1	1 %	0	0 %	
CIVIL RIGHTS	91	43	47 %	41	45 %	3	3 %	0	0 %	81	89 %	7	8 %	0	0 %	
CIVIL SERVICE COMMISSION	418	98	23 %	277	66 %	3	1 %	0	0 %	384	92 %	5	1 %	1	0 %	
COMMUNITY HEALTH	3,100	1,296	42 %	1,562	50 %	28	1 %	0	0 %	2,845	92 %	94	3 %	11	0 %	
CORRECTIONS	12,404	6,209	50 %	5,228	42 %	89	1 %	0	0 %	11,496	93 %	239	2 %	24	0 %	
EDUCATION	509	207	41 %	236	46 %	9	2 %	0	0 %	455	89 %	11	2 %	3	1 %	
ENVIRONMENTAL QUALITY	1,106	359	32 %	643	58 %	12	1 %	0	0 %	1,019	92 %	18	2 %	3	0 %	
EXECUTIVE OFFICE	61	24	39 %	21	34 %	1	2 %	0	0 %	50	82 %	0	0 %	0	0 %	
HUMAN SERVICES	11,153	4,343	39 %	5,985	54 %	78	1 %	0	0 %	10,249	92 %	376	3 %	21	0 %	
INSURANCE AND FINANCIAL SERV	305	82	27 %	200	66 %	5	2 %	0	0 %	280	92 %	7	2 %	2	1 %	
LICENSING & REGULATORY AFFAIRS	2,492	954	38 %	1,327	53 %	23	1 %	0	0 %	2,277	91 %	74	3 %	8	0 %	
MILITARY & VETERAN AFFAIRS	727	315	43 %	326	45 %	9	1 %	0	0 %	667	92 %	4	1 %	4	1 %	
NATURAL RESOURCES	1,409	804	57 %	482	34 %	21	1 %	0	0 %	1,313	93 %	12	1 %	4	0 %	
STATE	1,326	513	39 %	707	53 %	12	1 %	0	0 %	1,217	92 %	41	3 %	5	0 %	
STATE POLICE	2,685	700	26 %	517	19 %	10	0 %	1,328	49 %	2,569	96 %	19	1 %	4	0 %	
STRATEGIC FUND	626	178	28 %	387	62 %	14	2 %	0	0 %	577	92 %	16	3 %	1	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,699	741	27 %	1,694	63 %	34	1 %	0	0 %	2,413	89 %	80	3 %	8	0 %	
TRANSPORTATION	2,585	1,071	41 %	1,290	50 %	35	1 %	0	0 %	2,409	93 %	28	1 %	5	0 %	
TREASURY	1,574	432	27 %	979	62 %	33	2 %	0	0 %	1,432	91 %	49	3 %	4	0 %	
<b>STATEWIDE TOTALS:</b>	<b>46,293</b>	<b>18,756</b>	<b>41 %</b>	<b>22,440</b>	<b>48 %</b>	<b>431</b>	<b>1 %</b>	<b>1,328</b>	<b>3 %</b>	<b>42,685</b>	<b>92 %</b>	<b>1,095</b>	<b>2 %</b>	<b>111</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. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
 Pay End Date: December 20, 2014

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	398	382	96 %	336	84 %	0	0 %	386	97 %	12	3 %	0	0 %
ATTORNEY GENERAL	491	467	95 %	347	71 %	0	0 %	462	94 %	27	5 %	0	0 %
AUDITOR GENERAL	134	126	94 %	99	74 %	0	0 %	123	92 %	11	8 %	0	0 %
CIVIL RIGHTS	91	88	97 %	79	87 %	0	0 %	85	93 %	6	7 %	0	0 %
CIVIL SERVICE COMMISSION	418	392	94 %	393	94 %	2	0 %	403	96 %	14	3 %	2	0 %
COMMUNITY HEALTH	3,100	2,954	95 %	2,665	86 %	0	0 %	2,911	94 %	184	6 %	0	0 %
CORRECTIONS	12,404	11,763	95 %	11,402	92 %	0	0 %	11,995	97 %	377	3 %	0	0 %
EDUCATION	509	472	93 %	358	70 %	0	0 %	472	93 %	36	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,106	1,043	94 %	955	86 %	0	0 %	1,035	94 %	69	6 %	0	0 %
EXECUTIVE OFFICE	61	50	82 %	27	44 %	0	0 %	52	85 %	8	13 %	0	0 %
HUMAN SERVICES	11,153	10,664	96 %	9,695	87 %	0	0 %	10,598	95 %	538	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	305	294	96 %	254	83 %	0	0 %	287	94 %	17	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,492	2,366	95 %	2,071	83 %	1	0 %	2,368	95 %	121	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	727	672	92 %	571	79 %	0	0 %	687	94 %	28	4 %	0	0 %
NATURAL RESOURCES	1,409	1,338	95 %	1,218	86 %	0	0 %	1,345	95 %	63	4 %	0	0 %
STATE	1,326	1,275	96 %	1,112	84 %	0	0 %	1,235	93 %	88	7 %	0	0 %
STATE POLICE	2,685	2,593	97 %	3,204	119 %	1,382	51 %	2,578	96 %	95	4 %	1,370	51 %
STRATEGIC FUND	626	596	95 %	509	81 %	0	0 %	581	93 %	45	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,699	2,516	93 %	2,053	76 %	36	1 %	2,561	95 %	122	5 %	29	1 %
TRANSPORTATION	2,585	2,454	95 %	2,240	87 %	0	0 %	2,458	95 %	124	5 %	0	0 %
TREASURY	1,574	1,499	95 %	1,294	82 %	0	0 %	1,482	94 %	89	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,293</b>	<b>44,004</b>	<b>95 %</b>	<b>40,882</b>	<b>88 %</b>	<b>1,421</b>	<b>3 %</b>	<b>44,104</b>	<b>95 %</b>	<b>2,074</b>	<b>4 %</b>	<b>1,402</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. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

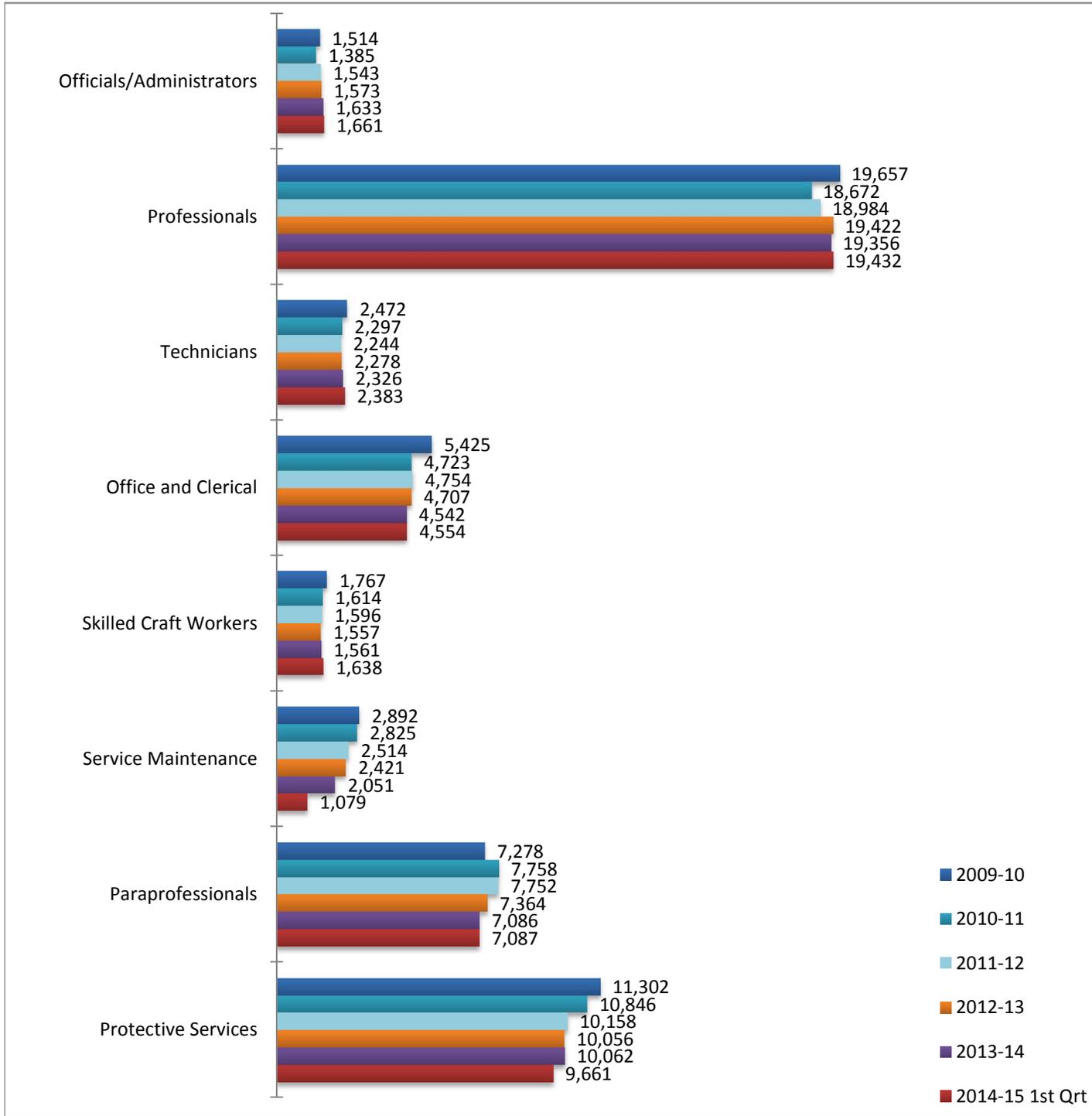
**STATE OF MICHIGAN**  
**Age Distribution for Active Classified Employees by Department**  
**Pay End Date: December 20, 2014**

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	1	14	17	31	47	44	51	80	62	57	11	3	418
ATTORNEY GENERAL	0	2	26	53	55	64	77	74	71	52	13	4	491
AUDITOR GENERAL	1	14	15	19	13	23	15	20	13	4	0	0	137
CIVIL RIGHTS	0	1	2	9	11	10	17	9	10	15	6	2	92
CIVIL SERVICE COMMISSION	1	18	22	33	48	56	61	85	78	27	6	1	436
COMMUNITY HEALTH	6	55	217	316	325	355	419	515	479	320	109	19	3,135
CORRECTIONS	7	214	718	958	1,384	2,268	2,617	2,225	1,361	595	121	26	12,494
EDUCATION	0	9	22	48	59	56	66	63	103	68	22	1	517
ENVIRONMENTAL QUALITY	1	19	33	65	166	129	135	210	213	123	25	4	1,123
EXECUTIVE OFFICE	0	13	9	10	1	6	4	10	3	3	2	0	61
HUMAN SERVICES	0	122	1,038	1,595	1,650	1,649	1,404	1,382	1,348	767	182	24	11,161
INSURANCE AND FINANCIAL SERV	2	8	43	35	48	37	43	40	34	13	9	3	315
LICENSING & REGULATORY AFFAIRS	12	89	116	204	249	293	314	419	451	301	111	37	2,596
MILITARY & VETERAN AFFAIRS	3	28	59	61	75	78	108	146	134	74	14	3	783
NATURAL RESOURCES	4	58	93	146	211	252	199	238	203	104	27	16	1,551
STATE	12	126	163	113	143	163	195	295	231	137	20	2	1,600
STATE POLICE	0	148	301	226	353	531	477	386	180	75	15	0	2,692
STRATEGIC FUND	3	22	29	58	84	77	85	106	99	57	28	5	653
TECHNOLOGY, MANAGEMENT & BUDGET	9	119	160	223	292	366	391	523	451	255	51	10	2,850
TRANSPORTATION	12	72	135	219	349	360	424	493	431	195	43	16	2,749
TREASURY	8	55	110	160	208	203	193	279	248	134	35	8	1,641
<b>Statewide Total:</b>	<b>82</b>	<b>1,206</b>	<b>3,328</b>	<b>4,582</b>	<b>5,771</b>	<b>7,020</b>	<b>7,295</b>	<b>7,598</b>	<b>6,203</b>	<b>3,376</b>	<b>850</b>	<b>184</b>	<b>47,495</b>
<b>Average Age:</b>	<b>19.1</b>	<b>23.1</b>	<b>27.7</b>	<b>32.6</b>	<b>37.5</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>73.2</b>	<b>45.6</b>

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

source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN  
EMPLOYMENT TREND OF JOB CATEGORIES  
Fiscal Years 2009-10 through 2014-15 1st Qrt**



**2014-15 1st Qrt Grand Total: 47,495**

**Comment:** Prior to 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer 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 in each fiscal year

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**  
 Pay Period Ending Date: December 20, 2014

Table 2-11

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	1	6
ALGER	265	7	272
ALLEGAN	186	25	211
ALPENA	156	16	172
ANTRIM	31	3	34
ARENAC	32	3	35
BARAGA	321	17	338
BARRY	103	45	148
BAY	343	27	370
BENZIE	29	5	34
BERRIEN	327	55	382
BRANCH	396	6	402
CALHOUN	273	24	297
CASS	87	23	110
CHARLEVOIX	15	13	28
CHEBOYGAN	61	11	72
CHIPPEWA	935	39	974
CLARE	48	5	53
CLINTON	160	24	184
CRAWFORD	137	62	199
DELTA	175	19	194
DICKINSON	63	5	68
EATON	2,918	298	3,216
EMMET	82	7	89
GENESEE	820	90	910
GLADWIN	42	7	49
GOGEBIC	257	14	271
GRAND TRAVERSE	545	20	565
GRATIOT	776	6	782
HILLSDALE	52	6	58
HOUGHTON	77	11	88
HURON	29	10	39
INGHAM	9,649	1,081	10,730
IONIA	1,330	39	1,369
IOSCO	38	6	44
IRON	50	4	54
ISABELLA	154	14	168
JACKSON	2,098	63	2,161
KALAMAZOO	1,131	120	1,251
KALKASKA	49	3	52
KENT	1,586	207	1,793
KEWEENAW	2	1	3
LAKE	45	6	51
LAPEER	434	7	441
LEELANAU	2	1	3
LENAWEE	620	20	640

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: December 20, 2014

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LIVINGSTON	595	14	609
LUCE	279	9	288
MACKINAC	122	63	185
MACOMB	1,284	40	1,324
MANISTEE	308	10	318
MARQUETTE	792	37	829
MASON	42	4	46
MECOSTA	88	5	93
MENOMINEE	27	6	33
MIDLAND	94	6	100
MISSAUKEE	60	3	63
MONROE	201	17	218
MONTCALM	559	15	574
MONTMORENCY	46	12	58
MUSKEGON	1,003	24	1,027
NEWAYGO	66	9	75
OAKLAND	1,193	136	1,329
OCEANA	76	4	80
OGEMAW	77	6	83
ONTONAGON	21		21
OSCEOLA	23	4	27
OSCODA	24	3	27
OTSEGO	281	17	298
OTTAWA	174	19	193
OUT OF STATE	37	5	42
PRESQUE ISLE	17	4	21
ROSCOMMON	116	9	125
SAGINAW	818	37	855
SANILAC	45	2	47
SCHOOLCRAFT	29	3	32
SHIAWASSEE	81	6	87
ST CLAIR	249	16	265
ST JOSEPH	76	7	83
TUSCOLA	451	18	469
VAN BUREN	211	20	231
WASHTENAW	1,383	48	1,431
WAYNE	4,951	269	5,220
WEXFORD	166	15	181
WORK AT HOME - MI	1,075	23	1,098
<b>Grand Total:</b>	<b>44,074</b>	<b>3,421</b>	<b>47,495</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

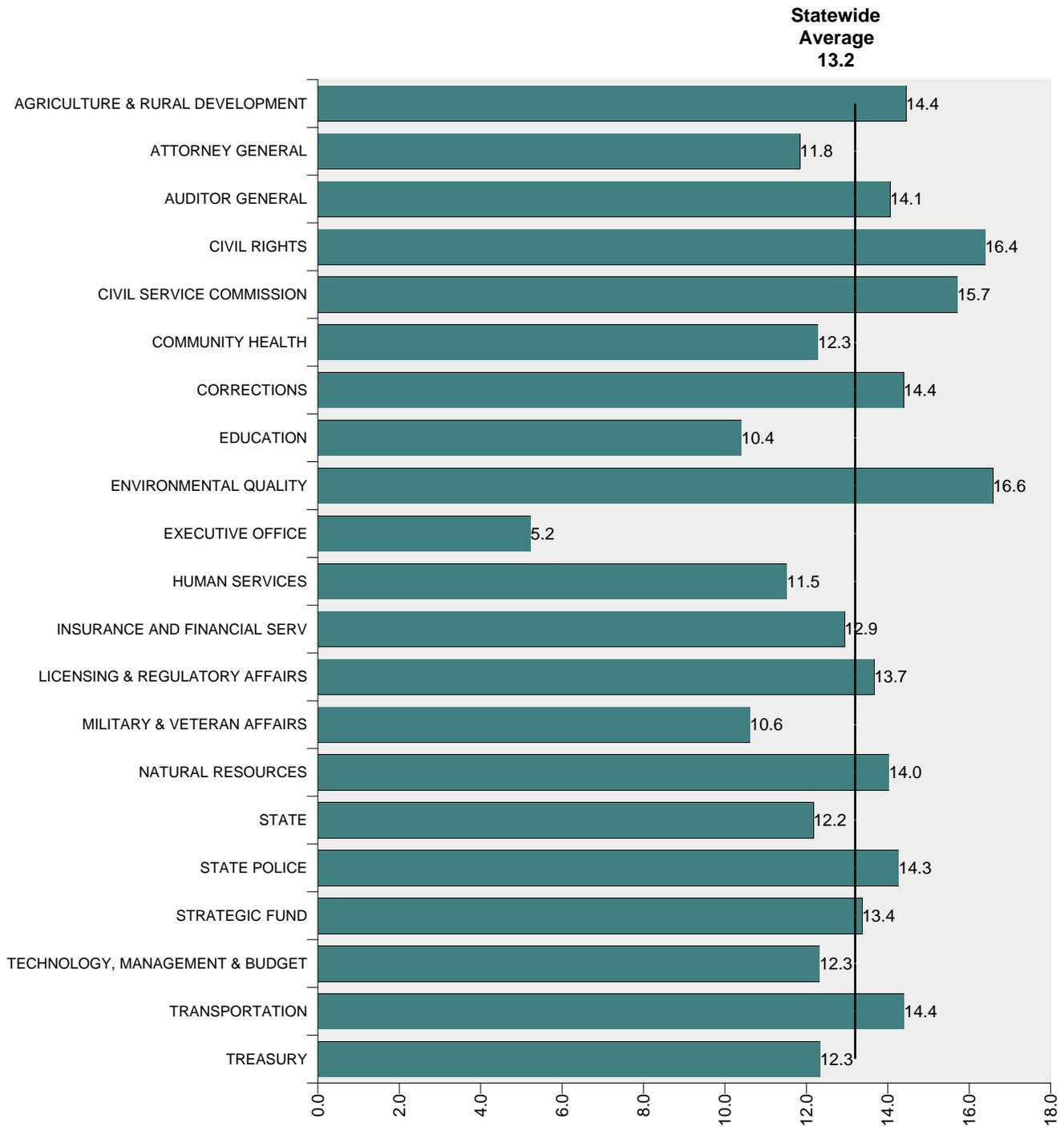
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

# STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: December 20, 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.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	46	3	2	0	0	0	3	0	0	0	0	51	51	0	0
06 - 10 YEARS	20	25	1	2	0	1	1	0	0	0	0	0	22	28	0	0
11 - 15 YEARS	40	44	2	3	1	0	0	0	0	1	0	0	43	48	0	0
16 - 20 YEARS	28	18	1	2	0	1	0	2	0	1	0	0	29	24	0	1
21 - 25 YEARS	35	24	0	1	0	0	1	0	1	1	0	0	37	26	1	1
26 - 30 YEARS	18	14	0	3	0	0	0	0	0	0	0	0	18	17	1	2
31 - 35 YEARS	4	7	1	2	0	0	0	0	1	0	0	0	6	9	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>199</b>	<b>180</b>	<b>8</b>	<b>15</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>213</b>	<b>205</b>	<b>2</b>	<b>6</b>
MORE THAN 10 YEARS:	131	109	4	11	1	1	2	2	2	3	0	0	140	126	2	6
AVERAGE YEARS	14.9	13.6	11.8	18.5	15.0	12.5	21.7	7.2	29.0	19.3	0.0	0.0	15.0	13.8	25.5	27.8

**DEPARTMENT AVERAGE YEARS 14.4**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	73	91	2	9	0	0	0	1	2	1	0	0	77	102	0	0
06 - 10 YEARS	41	42	5	4	0	0	0	2	0	0	0	0	46	48	1	0
11 - 15 YEARS	19	36	4	4	0	0	0	1	0	1	0	0	23	42	0	0
16 - 20 YEARS	22	26	1	5	0	0	1	1	0	1	0	0	24	33	0	0
21 - 25 YEARS	13	8	1	0	0	0	0	1	0	0	0	0	14	9	0	1
26 - 30 YEARS	18	15	0	5	0	0	0	1	1	0	0	0	19	21	0	1
31 - 35 YEARS	10	7	1	0	0	0	1	1	0	0	0	0	12	8	0	0
36 - 40 YEARS	6	3	1	0	0	0	1	0	0	0	0	0	8	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>203</b>	<b>229</b>	<b>15</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>224</b>	<b>267</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS:	89	96	8	14	0	0	3	5	1	2	0	0	101	117	0	2
AVERAGE YEARS	12.5	10.7	13.5	12.6	0.0	0.0	30.3	17.6	9.7	11.0	0.0	0.0	12.8	11.1	7.0	26.5

**DEPARTMENT AVERAGE YEARS 11.8**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	26	19	0	0	0	0	0	0	0	0	0	0	26	19	0	0
06 - 10 YEARS	3	9	0	0	0	0	0	0	0	0	0	0	3	9	0	0
11 - 15 YEARS	6	9	0	0	0	0	0	0	0	1	0	0	6	10	0	0
16 - 20 YEARS	12	15	1	1	0	0	0	0	0	0	0	0	13	16	0	0
21 - 25 YEARS	2	7	0	1	0	0	0	0	0	0	0	0	2	8	0	0
26 - 30 YEARS	6	7	2	0	0	0	0	0	0	0	0	0	8	7	0	1
31 - 35 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	0	0
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	4	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>62</b>	<b>68</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>66</b>	<b>71</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	13.7	13.5	27.0	20.0	0.0	0.0	0.0	0.0	0.0	15.0	0.0	0.0	14.5	13.7	0.0	28.0

**DEPARTMENT AVERAGE YEARS 14.1**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	1	7	2	6	0	0	1	1	0	1	0	0	4	15	0	0
06 - 10 YEARS	1	2	1	9	0	0	0	1	0	0	0	0	2	12	0	0
11 - 15 YEARS	4	4	2	8	0	0	0	1	0	0	0	0	6	13	0	0
16 - 20 YEARS	2	1	3	6	0	0	0	0	0	0	0	0	5	7	0	0
21 - 25 YEARS	1	3	0	3	0	0	0	1	0	0	0	0	1	7	0	0
26 - 30 YEARS	1	1	0	2	0	0	2	1	0	0	0	0	3	4	0	0
31 - 35 YEARS	1	0	0	2	0	0	0	0	0	0	0	0	1	2	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>12</b>	<b>19</b>	<b>10</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>67</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	10	10	7	25	0	0	2	5	0	0	0	0	19	40	0	0
AVERAGE YEARS	18.4	13.7	18.1	16.2	0.0	0.0	17.3	20.4	0.0	2.0	0.0	0.0	18.2	15.7	0.0	0.0

**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.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	21	66	6	16	0	1	0	3	0	1	0	0	27	87	0	0
06 - 10 YEARS	7	32	2	4	0	0	0	1	0	0	0	0	9	37	0	0
11 - 15 YEARS	7	57	2	6	0	1	0	1	0	0	0	0	9	65	0	0
16 - 20 YEARS	5	39	1	3	0	0	1	0	0	2	0	0	7	44	0	1
21 - 25 YEARS	4	25	0	8	0	1	0	1	0	1	0	0	4	36	0	0
26 - 30 YEARS	5	36	2	17	0	2	1	9	0	0	0	0	8	64	0	2
31 - 35 YEARS	1	6	1	1	0	0	0	0	0	0	0	0	2	7	0	0
36 - 40 YEARS	2	15	1	4	0	1	0	1	0	0	0	0	3	21	0	2
MORE THAN 40 YEARS	1	4	1	0	0	0	0	0	0	0	0	0	2	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>53</b>	<b>280</b>	<b>16</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>71</b>	<b>365</b>	<b>0</b>	<b>5</b>
MORE THAN 10 YEARS:	25	182	8	39	0	5	2	12	0	3	0	0	35	241	0	5
AVERAGE YEARS	12.5	15.5	15.1	17.3	0.0	22.3	24.5	21.3	0.0	14.3	0.0	0.0	13.4	16.2	0.0	29.2

**DEPARTMENT AVERAGE YEARS 15.7**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	257	488	87	183	3	7	8	24	14	33	0	1	369	736	0	1
06 - 10 YEARS	114	248	37	65	1	3	4	13	8	7	0	0	164	336	0	1
11 - 15 YEARS	123	247	45	91	1	1	7	6	10	13	0	0	186	358	1	1
16 - 20 YEARS	104	148	22	48	1	2	3	5	3	8	0	0	133	211	2	2
21 - 25 YEARS	40	98	16	32	1	0	4	2	0	4	0	0	61	136	3	7
26 - 30 YEARS	50	85	18	31	0	2	3	8	3	10	0	0	74	136	5	6
31 - 35 YEARS	26	51	10	18	0	0	1	1	1	0	0	0	38	70	2	7
36 - 40 YEARS	27	53	12	9	1	1	1	2	3	1	0	0	44	66	2	4
MORE THAN 40 YEARS	5	12	0	0	0	0	0	0	0	0	0	0	5	12	1	0
<b>DEPARTMENT TOTAL</b>	<b>746</b>	<b>1,430</b>	<b>247</b>	<b>477</b>	<b>8</b>	<b>16</b>	<b>31</b>	<b>61</b>	<b>42</b>	<b>76</b>	<b>0</b>	<b>1</b>	<b>1,074</b>	<b>2,061</b>	<b>16</b>	<b>29</b>
MORE THAN 10 YEARS:	375	694	123	229	4	6	19	24	20	36	0	0	541	989	16	27
AVERAGE YEARS	12.6	12.4	12.7	11.6	13.3	11.8	13.8	11.7	11.9	10.9	0.0	0.0	12.6	12.1	27.6	26.9

**DEPARTMENT AVERAGE YEARS 12.3**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	1,173	791	197	241	28	9	38	21	9	11	3	0	1,448	1,073	1	1
06 - 10 YEARS	812	503	170	194	37	8	37	18	5	7	0	0	1,061	730	4	0
11 - 15 YEARS	1,337	535	169	193	27	9	30	23	9	4	0	0	1,572	764	2	0
16 - 20 YEARS	1,661	609	160	220	45	15	52	24	6	3	0	0	1,924	871	4	5
21 - 25 YEARS	960	278	86	88	21	5	20	8	5	0	0	0	1,092	379	21	8
26 - 30 YEARS	827	240	105	111	29	6	26	5	3	2	0	0	990	364	33	13
31 - 35 YEARS	49	37	14	22	0	0	1	3	0	0	0	0	64	62	8	3
36 - 40 YEARS	36	33	8	8	1	1	1	1	1	0	0	0	47	43	3	0
MORE THAN 40 YEARS	5	4	0	0	0	0	1	0	0	0	0	0	6	4	1	0
<b>DEPARTMENT TOTAL</b>	<b>6,860</b>	<b>3,030</b>	<b>909</b>	<b>1,077</b>	<b>188</b>	<b>53</b>	<b>206</b>	<b>103</b>	<b>38</b>	<b>27</b>	<b>3</b>	<b>0</b>	<b>8,204</b>	<b>4,290</b>	<b>77</b>	<b>30</b>
MORE THAN 10 YEARS:	4,875	1,736	542	642	123	36	131	64	24	9	0	0	5,695	2,487	72	29
AVERAGE YEARS	15.2	13.0	13.8	13.6	14.8	14.6	14.4	13.5	13.4	9.3	0.7	0.0	15.0	13.2	25.8	24.7

**DEPARTMENT AVERAGE YEARS 14.4**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	59	112	5	25	0	1	2	3	1	1	0	0	67	142	0	1
06 - 10 YEARS	33	64	4	9	0	0	0	0	1	2	0	0	38	75	0	0
11 - 15 YEARS	23	56	3	2	0	0	1	1	0	0	0	0	27	59	0	0
16 - 20 YEARS	6	27	2	2	0	0	0	1	0	0	0	0	8	30	0	0
21 - 25 YEARS	4	13	0	0	0	0	0	0	0	0	0	0	4	13	0	0
26 - 30 YEARS	1	19	0	4	0	0	0	1	0	1	0	0	1	25	0	1
31 - 35 YEARS	0	6	1	1	0	0	0	1	0	0	0	0	1	8	0	0
36 - 40 YEARS	3	10	0	0	0	0	0	1	0	0	0	0	3	11	0	0
MORE THAN 40 YEARS	0	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>129</b>	<b>312</b>	<b>15</b>	<b>43</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>149</b>	<b>368</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	37	136	6	9	0	0	1	5	0	1	0	0	44	151	0	1
AVERAGE YEARS	8.4	11.6	9.1	7.7	0.0	0.0	6.7	17.9	5.0	11.5	0.0	0.0	8.4	11.2	0.0	15.5

**DEPARTMENT AVERAGE YEARS 10.4**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	88	95	1	3	0	0	0	1	1	4	0	0	90	103	0	0
06 - 10 YEARS	56	86	4	1	0	0	0	2	0	1	0	0	60	90	0	0
11 - 15 YEARS	103	88	4	2	0	1	1	4	2	1	0	0	110	96	0	0
16 - 20 YEARS	57	61	0	3	0	0	1	0	2	5	0	0	60	69	0	0
21 - 25 YEARS	122	78	2	5	0	0	4	1	7	2	0	0	135	86	4	2
26 - 30 YEARS	66	52	3	10	0	1	1	3	2	2	0	0	72	68	0	1
31 - 35 YEARS	27	17	1	1	0	0	0	0	0	0	0	0	28	18	2	1
36 - 40 YEARS	20	12	1	0	1	0	0	0	0	1	0	0	22	13	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>541</b>	<b>490</b>	<b>16</b>	<b>25</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>11</b>	<b>14</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>579</b>	<b>544</b>	<b>8</b>	<b>5</b>
MORE THAN 10 YEARS:	397	309	11	21	1	2	7	8	13	11	0	0	429	351	8	5
AVERAGE YEARS	17.5	15.1	18.0	20.8	37.0	20.0	21.6	15.7	19.4	15.8	0.0	0.0	17.6	15.5	30.4	30.0

**DEPARTMENT AVERAGE YEARS 16.6**

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

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

Pay End Date: December 20, 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	20	27	0	1	0	0	0	0	0	1	0	0	20	29	0	0
06 - 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
11 - 15 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	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>24</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>1</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>37</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	4	5	0	0	0	0	0	0	0	0	0	0	4	5	0	0
AVERAGE YEARS	4.1	6.2	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.1	5.9	0.0	0.0

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

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

Pay End Date: December 20, 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	615	2,194	188	1,034	9	21	31	93	4	11	3	5	850	3,358	0	5
06 - 10 YEARS	243	1,155	76	576	0	6	17	72	5	14	0	0	341	1,823	2	7
11 - 15 YEARS	191	806	52	490	1	4	12	47	1	7	0	0	257	1,354	2	5
16 - 20 YEARS	179	481	62	392	2	11	11	44	4	5	0	0	258	933	3	6
21 - 25 YEARS	96	325	35	199	1	6	8	36	2	10	0	0	142	576	11	19
26 - 30 YEARS	96	216	33	133	0	3	12	21	1	2	0	0	142	375	11	11
31 - 35 YEARS	42	180	15	119	0	4	1	5	1	4	0	0	59	312	3	13
36 - 40 YEARS	62	144	11	93	0	0	2	4	0	0	0	0	75	241	5	13
MORE THAN 40 YEARS	16	29	4	15	0	0	0	1	0	0	0	0	20	45	3	3
<b>DEPARTMENT TOTAL</b>	<b>1,540</b>	<b>5,530</b>	<b>476</b>	<b>3,051</b>	<b>13</b>	<b>55</b>	<b>94</b>	<b>323</b>	<b>18</b>	<b>53</b>	<b>3</b>	<b>5</b>	<b>2,144</b>	<b>9,017</b>	<b>40</b>	<b>82</b>
MORE THAN 10 YEARS:	682	2,181	212	1,441	4	28	46	158	9	28	0	0	953	3,836	38	70
AVERAGE YEARS	12.0	10.9	11.9	12.2	7.2	12.7	12.8	12.4	13.7	14.1	1.3	0.4	12.0	11.4	26.7	25.1

**DEPARTMENT AVERAGE YEARS 11.5**

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

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

Pay End Date: December 20, 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	22	32	3	7	0	1	3	0	2	2	0	0	30	42	0	1
06 - 10 YEARS	26	42	3	9	0	0	1	0	0	1	0	0	30	52	0	0
11 - 15 YEARS	17	35	2	3	0	0	0	1	1	0	0	0	20	39	0	0
16 - 20 YEARS	7	20	0	3	0	0	1	1	0	0	0	0	8	24	0	1
21 - 25 YEARS	8	14	0	1	0	0	0	0	0	0	0	0	8	15	0	2
26 - 30 YEARS	9	12	3	2	0	0	0	1	1	0	0	0	13	15	0	1
31 - 35 YEARS	4	3	0	1	0	0	1	0	0	0	0	0	5	4	0	0
36 - 40 YEARS	2	4	1	0	0	0	0	1	0	0	0	0	3	5	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>164</b>	<b>12</b>	<b>26</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>117</b>	<b>198</b>	<b>0</b>	<b>6</b>
MORE THAN 10 YEARS:	47	90	6	10	0	0	2	4	2	0	0	0	57	104	0	5
AVERAGE YEARS	12.8	13.2	14.5	11.8	0.0	3.0	10.2	24.0	9.8	5.3	0.0	0.0	12.7	13.1	0.0	22.0

**DEPARTMENT AVERAGE YEARS 12.9**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	199	317	22	70	1	1	3	11	5	6	1	0	231	405	1	1
06 - 10 YEARS	166	228	20	102	1	3	7	4	4	5	0	0	198	342	0	2
11 - 15 YEARS	111	221	35	146	0	3	6	13	2	6	0	0	154	389	0	1
16 - 20 YEARS	79	114	8	35	0	1	2	0	1	4	0	0	90	154	2	1
21 - 25 YEARS	62	77	7	26	0	0	0	6	0	3	0	0	69	112	1	10
26 - 30 YEARS	45	77	22	47	1	3	7	8	4	3	0	0	79	138	6	6
31 - 35 YEARS	23	36	8	31	0	0	0	0	0	1	0	0	31	68	5	5
36 - 40 YEARS	28	53	7	20	1	0	1	0	1	1	0	0	38	74	0	4
MORE THAN 40 YEARS	6	10	3	5	0	0	0	0	0	0	0	0	9	15	2	1
<b>DEPARTMENT TOTAL</b>	<b>719</b>	<b>1,133</b>	<b>132</b>	<b>482</b>	<b>4</b>	<b>11</b>	<b>26</b>	<b>42</b>	<b>17</b>	<b>29</b>	<b>1</b>	<b>0</b>	<b>899</b>	<b>1,697</b>	<b>17</b>	<b>31</b>
MORE THAN 10 YEARS:	354	588	90	310	2	7	16	27	8	18	0	0	470	950	16	28
AVERAGE YEARS	12.9	13.1	16.8	15.1	19.0	15.9	15.0	13.8	14.3	14.2	0.0	0.0	13.6	13.7	27.9	25.4

**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.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	148	122	10	13	1	2	8	1	5	1	0	0	172	139	0	0
06 - 10 YEARS	61	48	2	9	1	0	2	1	0	3	0	0	66	61	0	0
11 - 15 YEARS	49	51	3	10	1	0	0	1	0	1	0	0	53	63	0	1
16 - 20 YEARS	33	40	3	10	0	0	4	0	0	0	0	0	40	50	1	1
21 - 25 YEARS	35	27	2	1	0	0	2	0	0	0	0	0	39	28	1	0
26 - 30 YEARS	16	25	1	7	1	1	0	0	0	1	0	0	18	34	1	1
31 - 35 YEARS	6	7	1	1	1	0	0	0	0	0	0	0	8	8	1	0
36 - 40 YEARS	2	0	0	1	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>350</b>	<b>321</b>	<b>22</b>	<b>52</b>	<b>5</b>	<b>3</b>	<b>16</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>398</b>	<b>385</b>	<b>4</b>	<b>3</b>
MORE THAN 10 YEARS:	141	151	10	30	3	1	6	1	0	2	0	0	160	185	4	3
AVERAGE YEARS	9.9	11.1	11.0	12.9	16.6	11.3	8.8	6.7	2.0	11.0	0.0	0.0	9.9	11.3	25.5	20.7

**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.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	230	142	3	7	1	0	4	1	2	0	1	0	241	150	1	0
06 - 10 YEARS	145	59	2	2	0	0	2	0	0	0	0	0	149	61	0	0
11 - 15 YEARS	202	78	0	2	1	0	3	1	3	0	0	0	209	81	0	1
16 - 20 YEARS	184	65	4	2	2	1	1	0	2	2	0	0	193	70	1	0
21 - 25 YEARS	96	40	1	3	1	0	2	1	0	0	0	0	100	44	2	0
26 - 30 YEARS	99	51	5	1	3	2	1	6	0	0	0	0	108	60	4	3
31 - 35 YEARS	21	15	1	1	1	0	0	0	1	1	0	0	24	17	0	0
36 - 40 YEARS	27	9	0	0	1	1	0	0	0	0	0	0	28	10	0	2
MORE THAN 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,008</b>	<b>461</b>	<b>16</b>	<b>18</b>	<b>10</b>	<b>4</b>	<b>13</b>	<b>9</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1,056</b>	<b>495</b>	<b>9</b>	<b>6</b>
MORE THAN 10 YEARS:	633	260	11	9	9	4	7	8	6	3	0	0	666	284	8	6
AVERAGE YEARS	14.1	13.3	18.4	12.4	22.5	28.0	12.0	22.4	13.3	23.0	5.0	0.0	14.2	13.6	24.3	28.8

**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: December 20, 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	106	402	14	131	0	3	3	22	2	6	0	1	125	565	0	0
06 - 10 YEARS	20	70	3	11	0	0	0	5	0	1	0	0	23	87	0	0
11 - 15 YEARS	36	149	7	32	0	2	2	9	0	2	0	0	45	194	1	1
16 - 20 YEARS	24	101	1	24	0	4	1	4	2	3	0	0	28	136	0	2
21 - 25 YEARS	7	74	2	28	0	2	0	13	1	0	0	0	10	117	1	11
26 - 30 YEARS	19	69	7	44	1	0	2	3	1	2	0	0	30	118	2	12
31 - 35 YEARS	6	38	1	8	0	0	0	2	0	0	0	0	7	48	0	0
36 - 40 YEARS	17	27	4	5	0	1	0	1	0	0	0	0	21	34	0	1
MORE THAN 40 YEARS	1	11	0	0	0	0	0	0	0	0	0	0	1	11	0	0
<b>DEPARTMENT TOTAL</b>	<b>236</b>	<b>941</b>	<b>39</b>	<b>283</b>	<b>1</b>	<b>12</b>	<b>8</b>	<b>59</b>	<b>6</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>290</b>	<b>1,310</b>	<b>4</b>	<b>27</b>
MORE THAN 10 YEARS:	110	469	22	141	1	9	5	32	4	7	0	0	142	658	4	27
AVERAGE YEARS	12.0	12.0	14.7	12.3	29.0	14.5	12.8	12.8	14.3	11.4	0.0	0.0	12.5	12.1	24.5	25.3

**DEPARTMENT AVERAGE YEARS 12.2**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	477	175	16	5	5	0	13	6	3	1	1	0	515	187	0	0
06 - 10 YEARS	166	92	5	7	0	1	7	4	2	1	0	0	180	105	0	0
11 - 15 YEARS	270	101	4	4	2	1	4	4	0	0	0	0	280	110	0	0
16 - 20 YEARS	469	113	31	8	12	0	13	0	6	1	0	0	531	122	0	0
21 - 25 YEARS	212	65	17	3	5	0	7	1	1	1	0	0	242	70	2	1
26 - 30 YEARS	166	68	37	7	7	0	12	1	0	0	0	0	222	76	4	3
31 - 35 YEARS	13	11	2	1	0	0	0	2	0	0	0	0	15	14	0	1
36 - 40 YEARS	6	12	1	2	0	0	0	0	0	0	0	0	7	14	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>1,780</b>	<b>638</b>	<b>113</b>	<b>37</b>	<b>31</b>	<b>2</b>	<b>56</b>	<b>18</b>	<b>12</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1,993</b>	<b>699</b>	<b>6</b>	<b>5</b>
MORE THAN 10 YEARS:	1,137	371	92	25	26	1	36	8	7	2	0	0	1,298	407	6	5
AVERAGE YEARS	14.0	13.6	19.8	17.2	18.3	11.5	16.1	12.4	12.4	13.0	1.0	0.0	14.5	13.7	25.8	28.4

**DEPARTMENT AVERAGE YEARS 14.3**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	67	94	14	20	0	0	3	6	1	0	1	0	86	120	0	0
06 - 10 YEARS	37	50	5	11	0	0	1	4	0	1	0	0	43	66	1	3
11 - 15 YEARS	29	48	7	11	0	0	5	4	1	2	0	0	42	65	1	2
16 - 20 YEARS	21	33	3	10	0	0	0	1	0	1	0	0	24	45	1	1
21 - 25 YEARS	16	14	6	5	0	0	1	4	0	1	0	0	23	24	0	0
26 - 30 YEARS	6	24	2	10	0	0	2	3	2	1	0	0	12	38	1	2
31 - 35 YEARS	6	16	1	5	0	0	1	3	0	0	0	0	8	24	0	2
36 - 40 YEARS	7	11	1	3	0	0	0	1	0	0	0	0	8	15	3	1
MORE THAN 40 YEARS	2	5	1	2	0	0	0	0	0	0	0	0	3	7	1	1
<b>DEPARTMENT TOTAL</b>	<b>191</b>	<b>295</b>	<b>40</b>	<b>77</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>26</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>249</b>	<b>404</b>	<b>8</b>	<b>12</b>
MORE THAN 10 YEARS:	87	151	21	46	0	0	9	16	3	5	0	0	120	218	7	9
AVERAGE YEARS	11.8	13.4	13.4	15.5	0.0	0.0	15.2	16.6	18.3	17.2	1.0	0.0	12.3	14.0	27.0	22.7

**DEPARTMENT AVERAGE YEARS 13.4**

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

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

Pay End Date: December 20, 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	575	266	46	28	3	2	13	11	51	46	0	0	688	353	0	0
06 - 10 YEARS	222	105	12	13	0	0	3	2	22	24	0	0	259	144	0	0
11 - 15 YEARS	213	114	7	6	0	0	5	1	25	12	0	0	250	133	1	1
16 - 20 YEARS	241	125	13	18	1	0	6	3	11	2	0	0	272	148	2	2
21 - 25 YEARS	87	55	9	8	1	1	3	5	6	3	0	0	106	72	3	2
26 - 30 YEARS	82	82	23	21	0	1	5	3	7	3	0	0	117	110	3	5
31 - 35 YEARS	22	29	6	8	0	0	0	1	1	2	0	0	29	40	4	1
36 - 40 YEARS	51	47	3	2	0	0	2	1	0	0	0	0	56	50	3	2
MORE THAN 40 YEARS	10	7	1	1	0	0	0	4	0	0	0	0	11	12	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,503</b>	<b>830</b>	<b>120</b>	<b>105</b>	<b>5</b>	<b>4</b>	<b>37</b>	<b>31</b>	<b>123</b>	<b>92</b>	<b>0</b>	<b>0</b>	<b>1,788</b>	<b>1,062</b>	<b>16</b>	<b>13</b>
MORE THAN 10 YEARS:	706	459	62	64	2	2	21	18	50	22	0	0	841	565	16	13
AVERAGE YEARS	11.5	13.9	14.1	16.3	8.6	12.5	13.4	17.7	9.2	7.5	0.0	0.0	11.5	13.7	27.2	26.5

**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.

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

Pay End Date: December 20, 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	373	168	18	9	12	4	4	8	3	3	0	0	410	192	0	0
06 - 10 YEARS	304	108	9	11	6	0	6	3	5	3	0	0	330	125	0	1
11 - 15 YEARS	381	137	18	15	2	1	4	3	7	5	0	0	412	161	1	1
16 - 20 YEARS	214	79	15	6	7	4	4	0	5	6	0	0	245	95	0	0
21 - 25 YEARS	182	73	13	10	1	1	5	0	3	1	0	0	204	85	8	5
26 - 30 YEARS	184	69	22	11	6	1	11	2	3	2	0	0	226	85	10	5
31 - 35 YEARS	39	29	5	6	0	0	1	2	1	0	0	0	46	37	2	3
36 - 40 YEARS	30	19	7	6	0	0	4	1	2	0	0	0	43	26	2	5
MORE THAN 40 YEARS	16	5	1	0	0	0	1	0	4	0	0	0	22	5	3	1
<b>DEPARTMENT TOTAL</b>	<b>1,723</b>	<b>687</b>	<b>108</b>	<b>74</b>	<b>34</b>	<b>11</b>	<b>40</b>	<b>19</b>	<b>33</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>1,938</b>	<b>811</b>	<b>26</b>	<b>21</b>
MORE THAN 10 YEARS:	1,046	411	81	54	16	7	30	8	25	14	0	0	1,198	494	26	20
AVERAGE YEARS	13.9	14.2	18.4	18.3	12.0	12.5	21.0	12.1	20.3	13.7	0.0	0.0	14.4	14.5	29.5	29.1

**DEPARTMENT AVERAGE YEARS 14.4**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	188	257	25	54	2	0	3	13	5	6	0	0	223	330	0	0
06 - 10 YEARS	74	166	16	29	0	3	0	6	1	4	0	0	91	208	0	0
11 - 15 YEARS	88	136	9	36	1	0	1	2	8	6	0	0	107	180	1	0
16 - 20 YEARS	46	80	4	16	0	1	2	2	1	1	0	0	53	100	0	0
21 - 25 YEARS	30	34	3	15	0	2	0	5	1	0	0	0	34	56	3	5
26 - 30 YEARS	27	54	13	25	0	0	3	10	3	0	0	0	46	89	3	3
31 - 35 YEARS	5	33	2	9	0	0	2	4	0	0	0	0	9	46	1	1
36 - 40 YEARS	11	32	5	6	0	0	2	0	0	1	0	0	18	39	4	1
MORE THAN 40 YEARS	5	4	1	1	0	0	1	0	0	0	0	0	7	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>474</b>	<b>796</b>	<b>78</b>	<b>191</b>	<b>3</b>	<b>6</b>	<b>14</b>	<b>42</b>	<b>19</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>588</b>	<b>1,053</b>	<b>12</b>	<b>10</b>
MORE THAN 10 YEARS:	212	373	37	108	1	3	11	23	13	8	0	0	274	515	12	10
AVERAGE YEARS	10.9	12.4	14.0	14.0	5.3	14.3	23.2	15.8	12.3	9.9	0.0	0.0	11.6	12.8	28.6	26.6

**DEPARTMENT AVERAGE YEARS 12.3**

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: December 20, 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	4,766	5,911	662	1,864	65	52	137	229	110	135	10	7	5,750	8,198	3	10
06- 10 YEARS	2,551	3,137	377	1,068	46	25	88	138	53	74	0	0	3,115	4,442	8	14
11- 15 YEARS	3,252	2,953	375	1,064	37	23	81	123	69	62	0	0	3,814	4,225	10	14
16- 20 YEARS	3,394	2,195	335	814	70	40	103	88	43	45	0	0	3,945	3,182	16	23
21- 25 YEARS	2,013	1,334	200	437	31	18	57	85	27	27	0	0	2,328	1,901	61	74
26- 30 YEARS	1,741	1,218	298	491	48	22	88	86	31	29	0	0	2,206	1,846	84	79
31- 35 YEARS	309	530	71	237	2	4	9	25	6	8	0	0	397	804	28	39
36- 40 YEARS	345	486	64	160	5	5	15	16	7	4	0	0	436	671	24	37
MORE THAN 40 YEARS	77	105	14	27	0	0	3	5	4	0	0	0	98	137	12	6
<b>STATEWIDE TOTAL</b>	<b>18,448</b>	<b>17,869</b>	<b>2,396</b>	<b>6,162</b>	<b>304</b>	<b>189</b>	<b>581</b>	<b>795</b>	<b>350</b>	<b>384</b>	<b>10</b>	<b>7</b>	<b>22,089</b>	<b>25,406</b>	<b>246</b>	<b>296</b>
MORE THAN 10 YEARS	11,131	8,821	1,357	3,230	193	112	356	428	187	175	0	0	13,224	12,766	235	272
AVERAGE YEARS	13.8	12.3	14.0	13.0	14.8	14.1	14.8	13.6	12.5	11.2	1.2	0.3	13.9	12.5	26.9	25.8
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>13.2</b>															

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

Source: Michigan Civil Service Commission HWF18

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**First Quarter of FY 2015**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	26	2.7%
Dismissal	78	8.2%
Expired Appointment	72	7.5%
<b>Total Involuntary Separations</b>	<b>176</b>	<b>18.4%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	305	31.9%
Layoff/Leave of Absence Rights Expired	31	3.2%
Waived Rights Leave of Absence	38	4.0%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>374</b>	<b>39.2%</b>
<b><i>RETIREMENT</i></b>		
Retirement	380	39.8%
Disability Retirement	21	2.2%
Deferred Retirement	4	0.4%
<b>Total Retirements</b>	<b>405</b>	<b>42.4%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
Undefined Separations	0	0.0%
<b>TOTAL SEPARATIONS</b>	<b>955</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 79 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF 10

# STATE OF MICHIGAN

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From September 28, 2014 Through December 20, 2014

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								WAIVED RIGHTS
AGRICULTURE & RURAL DEVELOPMENT	6	1	0	0	7	5	0	0	0	0	5	2
ATTORNEY GENERAL	4	0	0	0	4	5	0	0	0	0	5	-1
AUDITOR GENERAL	1	0	0	0	1	1	0	0	0	0	1	0
CIVIL RIGHTS	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL SERVICE COMMISSION	4	0	0	0	4	2	0	0	0	0	2	2
COMMUNITY HEALTH	70	0	4	0	74	78	0	0	2	0	80	-6
CORRECTIONS	194	10	5	2	211	265	0	0	5	0	270	-59
EDUCATION	2	0	0	0	2	6	0	0	0	0	6	-4
ENVIRONMENTAL QUALITY	11	2	0	0	13	6	0	0	0	0	6	7
EXECUTIVE OFFICE	3	0	0	0	3	1	0	0	0	0	1	2
HUMAN SERVICES	96	1	10	0	107	153	10	0	4	0	167	-60
INSURANCE AND FINANCIAL SERV	2	0	0	0	2	2	0	0	0	0	2	0
LICENSING & REGULATORY AFFAIRS	27	16	6	0	49	34	0	0	0	0	34	15
MILITARY & VETERAN AFFAIRS	14	4	1	0	19	16	15	10	0	0	41	-22
NATURAL RESOURCES	20	32	10	0	62	618	229	0	0	0	847	-785
STATE	5	66	0	0	71	31	0	0	0	0	31	40
STATE POLICE	11	0	0	0	11	18	0	0	0	0	18	-7
STRATEGIC FUND	12	2	1	0	15	8	2	7	0	0	17	-2
TECHNOLOGY, MANAGEMENT & BUDGET	47	23	2	0	72	27	0	0	1	0	28	44
TRANSPORTATION	82	67	1	0	150	103	12	0	1	0	116	34
TREASURY	27	16	1	0	44	16	0	0	0	0	16	28
<b>STATEWIDE TOTALS:</b>	<b>638</b>	<b>240</b>	<b>41</b>	<b>2</b>	<b>921</b>	<b>1,396</b>	<b>268</b>	<b>17</b>	<b>13</b>	<b>0</b>	<b>1,694</b>	<b>-773</b>

Comments: This report reflects classified employees who are full time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. It reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

### BREAKDOWNS

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

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

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

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

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

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

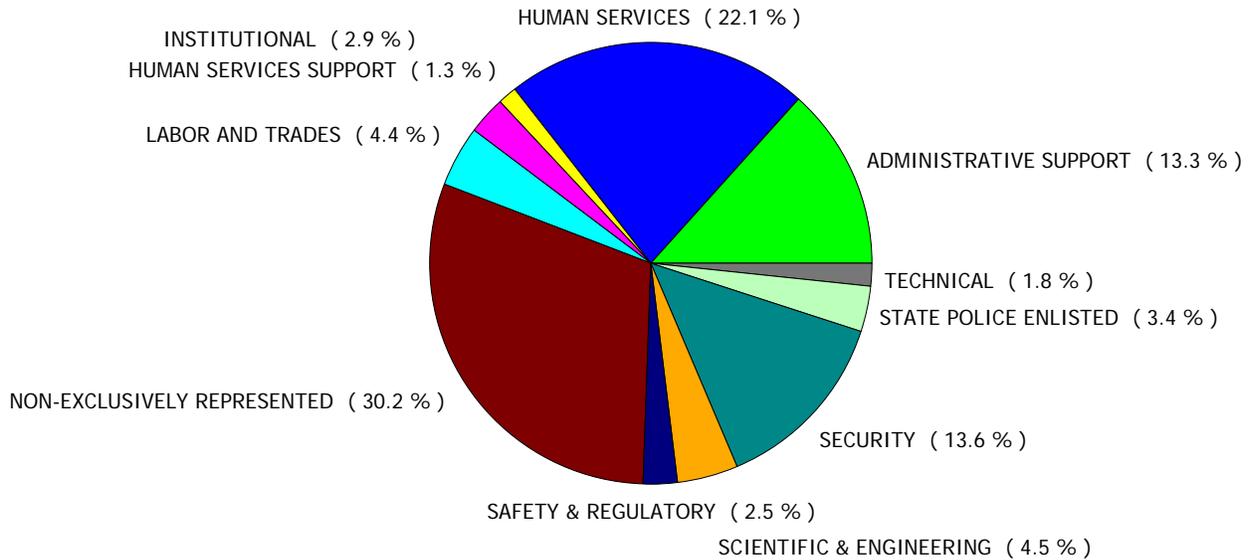
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

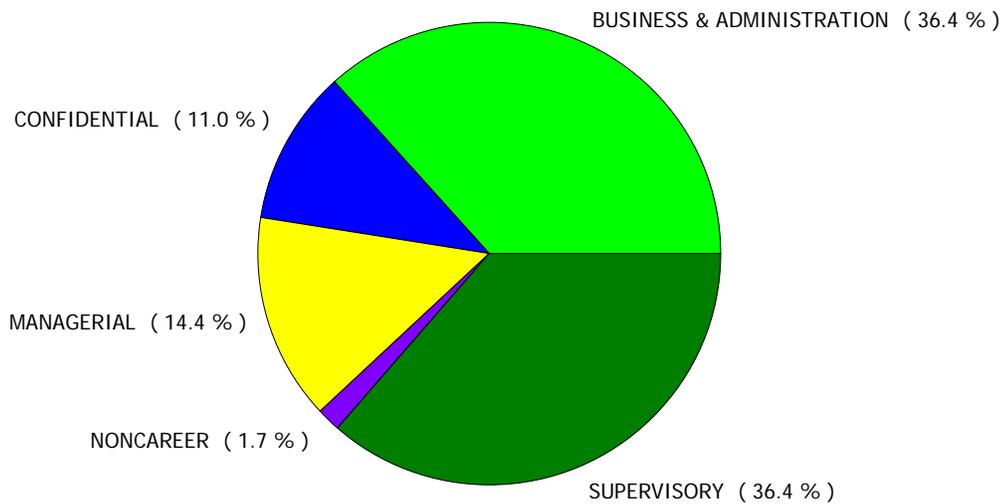
**STATE OF MICHIGAN**  
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT**  
**BY BARGAINING UNIT**  
 Fiscal Year 2014 - 2015

Graph 5-1



**(47,495 Total Employees)**

**Non-Exclusively Represented**  
**(14,354 Employees)**



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

Of the 47,495 classified employees, 69.78 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT**  
**Pay End Date: December 20, 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	1,185	998	84.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,097	1,793	85.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,471	0	0.0	0	0.0	6,142	94.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	605	0	0.0	0	0.0	0	0.0	569	94.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,119	0	0.0	0	0.0	0	0.0	0	0.0	1,960	92.5	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	856	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	762	89.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,596	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,590	99.6	0	0.0
U11 INSTITUTIONAL	1,388	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,325	95.5
W22 HUMAN SERVICES	10,513	0	0.0	9,767	92.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,311	0	0.0	5,085	80.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,224	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	5,227	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	246	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	2,071	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	1,585	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>33,141</b>	<b>2,791</b>	<b>8.4</b>	<b>14,852</b>	<b>44.8</b>	<b>6,142</b>	<b>18.5</b>	<b>569</b>	<b>1.7</b>	<b>1,960</b>	<b>5.9</b>	<b>762</b>	<b>2.3</b>	<b>1,590</b>	<b>4.8</b>	<b>1,325</b>	<b>4.0</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,354</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>47,495</b>	<b>2,791</b>	<b>5.9</b>	<b>14,852</b>	<b>31.3</b>	<b>6,142</b>	<b>12.9</b>	<b>569</b>	<b>1.2</b>	<b>1,960</b>	<b>4.1</b>	<b>762</b>	<b>1.6</b>	<b>1,590</b>	<b>3.3</b>	<b>1,325</b>	<b>2.8</b>

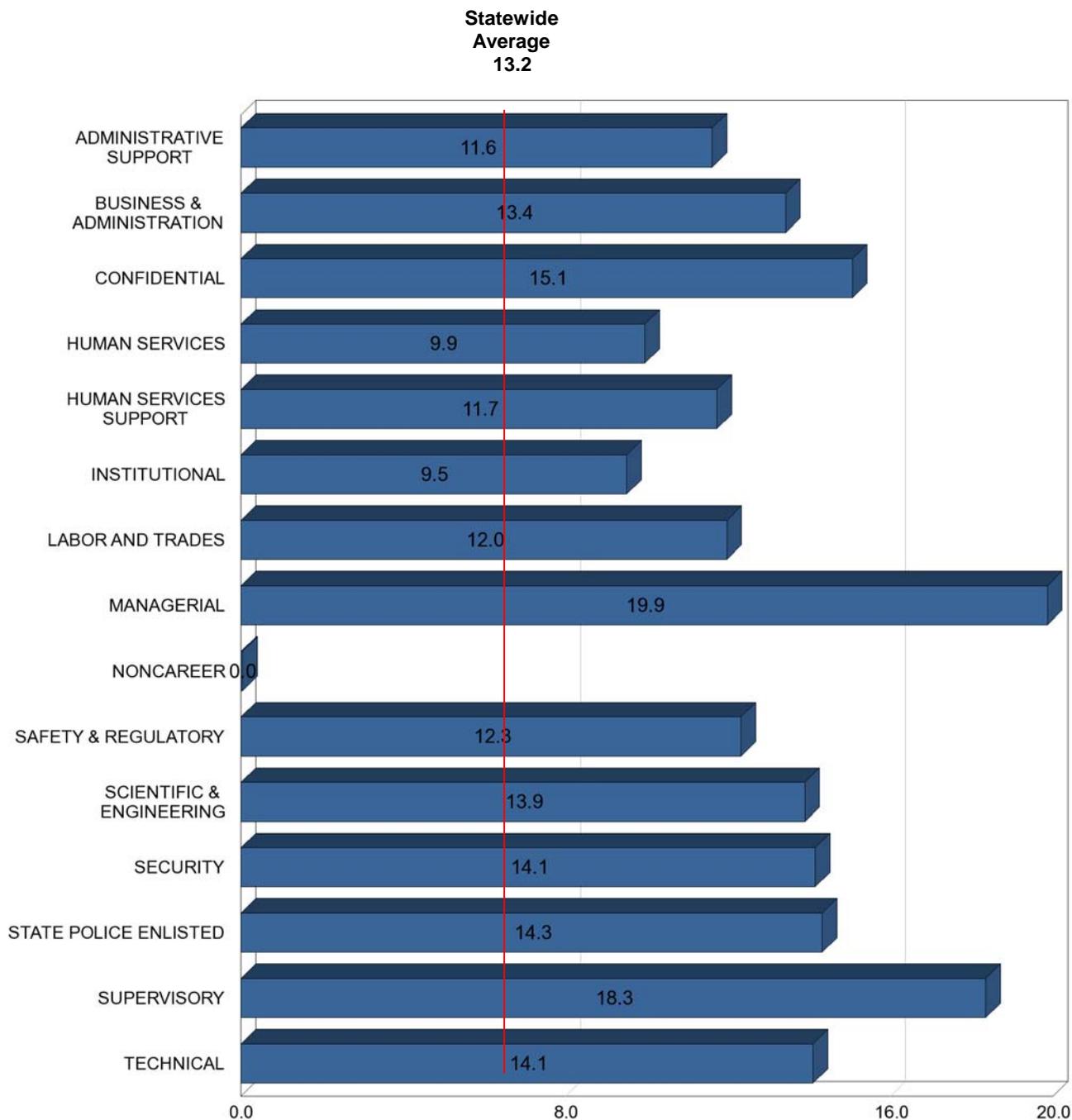
Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation, in primary positions only, paying membership dues to exclusive representative organizations. The number and percentage under each union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

Source: Michigan Civil Service Commission HWF44

# STATE OF MICHIGAN

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: December 20, 2014



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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 20, 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	245	50	18	17	1	2	3	0	1	0	1	0	269	69	0	0
06 - 10 YEARS	154	39	8	21	0	0	9	0	1	0	0	0	172	60	0	0
11 - 15 YEARS	137	37	7	22	1	1	5	1	2	0	0	0	152	61	0	0
16 - 20 YEARS	117	33	8	13	3	3	3	0	1	0	0	0	132	49	1	0
21 - 25 YEARS	61	17	5	16	1	0	1	0	1	0	0	0	69	33	2	2
26 - 30 YEARS	50	11	11	9	0	1	4	1	1	0	0	0	66	22	1	0
31 - 35 YEARS	8	3	2	4	0	0	0	0	0	0	0	0	10	7	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>781</b>	<b>190</b>	<b>60</b>	<b>105</b>	<b>6</b>	<b>7</b>	<b>26</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>881</b>	<b>304</b>	<b>5</b>	<b>2</b>
MORE THAN 10 YEARS:	382	101	34	67	5	5	14	2	5	0	0	0	440	175	5	2
AVERAGE YEARS	11.6	12.2	14.7	15.2	15.3	12.6	14.4	19.5	15.4	0.0	0.0	0.0	12.0	13.3	26.4	24.5

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 20, 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	599	71	21	3	10	0	5	1	2	0	0	0	637	75	1	0
06 - 10 YEARS	250	11	13	2	7	0	6	0	0	0	0	0	276	13	0	0
11 - 15 YEARS	335	20	20	2	4	1	5	0	0	0	0	0	364	23	0	0
16 - 20 YEARS	235	20	18	0	8	0	8	1	0	0	0	0	269	21	4	1
21 - 25 YEARS	122	10	16	1	2	0	3	0	1	0	0	0	144	11	5	0
26 - 30 YEARS	123	9	17	2	4	0	7	2	2	0	0	0	153	13	10	1
31 - 35 YEARS	29	5	6	0	0	0	1	0	1	0	0	0	37	5	2	1
36 - 40 YEARS	40	4	2	1	0	0	2	0	0	0	0	0	44	5	0	1
MORE THAN 40 YEARS	6	0	0	0	0	0	0	1	0	0	0	0	6	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,739</b>	<b>150</b>	<b>113</b>	<b>11</b>	<b>35</b>	<b>1</b>	<b>37</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,930</b>	<b>167</b>	<b>22</b>	<b>4</b>
MORE THAN 10 YEARS:	890	68	79	6	18	1	26	4	4	0	0	0	1,017	79	21	4
AVERAGE YEARS	11.6	10.4	16.1	14.7	11.9	15.0	17.0	22.8	19.2	0.0	0.0	0.0	12.0	11.1	24.5	30.0

**BARGAINING UNIT AVERAGE YEARS 12.0**

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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: December 20, 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	803	160	157	92	24	2	32	9	4	3	3	0	1,023	266	0	1
06 - 10 YEARS	510	99	95	71	30	4	25	3	3	2	0	0	663	179	1	0
11 - 15 YEARS	900	139	126	80	20	3	21	10	5	0	0	0	1,072	232	2	0
16 - 20 YEARS	1,114	209	103	89	31	4	42	7	3	0	0	0	1,293	309	0	0
21 - 25 YEARS	594	77	43	35	11	2	14	2	3	0	0	0	665	116	12	3
26 - 30 YEARS	471	31	57	24	18	0	22	0	0	0	0	0	568	55	9	2
31 - 35 YEARS	18	2	4	1	0	0	0	0	0	0	0	0	22	3	1	0
36 - 40 YEARS	1	0	2	0	0	0	1	0	0	0	0	0	4	0	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>4,412</b>	<b>717</b>	<b>587</b>	<b>392</b>	<b>134</b>	<b>15</b>	<b>157</b>	<b>31</b>	<b>18</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>5,311</b>	<b>1,160</b>	<b>25</b>	<b>6</b>
MORE THAN 10 YEARS:	3,099	458	335	229	80	9	100	19	11	0	0	0	3,625	715	24	5
AVERAGE YEARS	14.7	13.0	12.6	12.5	13.6	12.9	14.2	11.4	12.2	3.8	0.7	0.0	14.4	12.8	24.2	21.2

**BARGAINING UNIT AVERAGE YEARS 14.1**

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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: December 20, 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	22	40	7	20	2	0	2	6	0	0	0	0	33	66	0	0
06 - 10 YEARS	33	56	10	63	0	0	3	4	0	1	0	0	46	124	1	2
11 - 15 YEARS	22	65	25	103	1	1	4	9	2	2	0	0	54	180	0	1
16 - 20 YEARS	2	11	2	11	0	0	0	0	0	0	0	0	4	22	0	0
21 - 25 YEARS	5	8	0	6	0	0	1	7	0	0	0	0	6	21	1	0
26 - 30 YEARS	1	11	2	10	0	1	0	0	0	1	0	0	3	23	1	1
31 - 35 YEARS	1	3	0	5	0	1	0	0	0	0	0	0	1	9	0	0
36 - 40 YEARS	1	3	0	6	1	0	0	0	0	0	0	0	2	9	0	1
MORE THAN 40 YEARS	0	1	1	0	0	0	0	0	0	0	0	0	1	1	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>87</b>	<b>198</b>	<b>47</b>	<b>224</b>	<b>4</b>	<b>3</b>	<b>10</b>	<b>26</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>150</b>	<b>455</b>	<b>4</b>	<b>5</b>
MORE THAN 10 YEARS:	32	102	30	141	2	3	5	16	2	3	0	0	71	265	3	3
AVERAGE YEARS	9.9	11.5	11.2	12.5	13.8	24.3	9.8	12.3	12.5	14.0	0.0	0.0	10.4	12.2	25.0	19.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.7</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: December 20, 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	227	175	8	7	2	0	2	5	4	5	0	0	243	192	0	0
06 - 10 YEARS	220	167	5	7	1	0	3	1	4	6	0	0	233	181	0	0
11 - 15 YEARS	297	132	8	5	0	1	3	2	9	5	0	0	317	145	0	1
16 - 20 YEARS	153	74	4	4	1	0	2	2	6	9	0	0	166	89	0	1
21 - 25 YEARS	177	90	4	4	0	0	7	0	9	3	0	0	197	97	2	0
26 - 30 YEARS	108	47	7	6	1	2	2	1	4	3	0	0	122	59	5	1
31 - 35 YEARS	27	8	2	0	0	0	0	0	1	0	0	0	30	8	1	0
36 - 40 YEARS	25	1	1	0	1	0	2	0	2	0	0	0	31	1	0	0
MORE THAN 40 YEARS	4	0	1	0	0	0	0	0	3	0	0	0	8	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,238</b>	<b>694</b>	<b>40</b>	<b>33</b>	<b>6</b>	<b>3</b>	<b>21</b>	<b>11</b>	<b>42</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>1,347</b>	<b>772</b>	<b>9</b>	<b>3</b>
MORE THAN 10 YEARS:	791	352	27	19	3	3	16	5	34	20	0	0	871	399	9	3
AVERAGE YEARS	14.5	12.1	16.9	13.9	15.0	23.0	18.5	9.0	19.7	13.7	0.0	0.0	14.8	12.2	29.9	19.7
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.9</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: December 20, 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	111	63	3	6	0	0	1	4	1	1	0	0	116	74	0	0
06 - 10 YEARS	91	49	5	2	1	0	3	1	1	0	0	0	101	52	0	0
11 - 15 YEARS	119	44	1	2	2	0	2	0	3	2	0	0	127	48	0	0
16 - 20 YEARS	75	14	2	0	2	0	1	0	2	2	0	0	82	16	0	0
21 - 25 YEARS	81	17	3	3	0	0	2	0	2	0	0	0	88	20	5	1
26 - 30 YEARS	65	12	10	4	0	0	2	0	1	1	0	0	78	17	1	0
31 - 35 YEARS	7	4	1	3	0	0	0	0	0	0	0	0	8	7	0	0
36 - 40 YEARS	7	1	1	1	0	0	2	0	0	0	0	0	10	2	2	1
MORE THAN 40 YEARS	6	3	0	0	0	0	1	0	0	0	0	0	7	3	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>562</b>	<b>207</b>	<b>26</b>	<b>21</b>	<b>5</b>	<b>0</b>	<b>14</b>	<b>5</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>617</b>	<b>239</b>	<b>8</b>	<b>2</b>
MORE THAN 10 YEARS:	360	95	18	13	4	0	10	0	8	5	0	0	400	113	8	2
AVERAGE YEARS	14.7	11.2	19.5	17.2	14.2	0.0	20.9	1.6	15.4	15.0	0.0	0.0	15.0	11.7	27.5	29.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.1</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: December 20, 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	354	30	13	0	5	0	12	0	3	1	1	0	388	31	0	0
06 - 10 YEARS	116	9	4	1	0	0	2	0	1	0	0	0	123	10	0	0
11 - 15 YEARS	197	12	3	1	2	0	4	0	0	0	0	0	206	13	0	0
16 - 20 YEARS	364	41	25	3	10	0	11	0	4	0	0	0	414	44	0	0
21 - 25 YEARS	151	28	15	2	5	0	6	1	1	1	0	0	178	32	2	0
26 - 30 YEARS	89	16	24	1	5	0	8	0	0	0	0	0	126	17	1	0
31 - 35 YEARS	6	2	1	0	0	0	0	0	0	0	0	0	7	2	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>1,279</b>	<b>139</b>	<b>86</b>	<b>9</b>	<b>27</b>	<b>0</b>	<b>43</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1,445</b>	<b>151</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	809	100	69	8	22	0	29	1	5	1	0	0	934	110	3	0
AVERAGE YEARS	13.6	16.0	19.4	20.4	17.7	0.0	15.7	25.0	12.0	13.5	1.0	0.0	14.1	16.3	23.3	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.3</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: December 20, 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	145	239	71	129	1	6	9	6	6	6	0	1	232	387	0	0
06 - 10 YEARS	54	118	19	39	0	1	3	1	0	0	0	0	76	159	0	0
11 - 15 YEARS	56	106	31	61	0	0	4	4	1	5	0	0	92	176	0	0
16 - 20 YEARS	33	51	4	18	1	0	1	0	0	0	0	0	39	69	1	0
21 - 25 YEARS	9	22	6	14	0	0	1	2	0	0	0	0	16	38	0	1
26 - 30 YEARS	17	19	6	9	0	0	0	3	0	2	0	0	23	33	0	0
31 - 35 YEARS	6	8	5	4	1	0	0	0	0	0	0	0	12	12	0	0
36 - 40 YEARS	10	4	5	4	0	0	0	1	0	0	0	0	15	9	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>330</b>	<b>567</b>	<b>147</b>	<b>278</b>	<b>3</b>	<b>7</b>	<b>18</b>	<b>17</b>	<b>7</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>505</b>	<b>883</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS:	131	210	57	110	2	0	6	10	1	7	0	0	197	337	1	1
AVERAGE YEARS	10.1	9.1	9.8	9.3	17.3	3.6	7.1	14.4	4.1	11.2	0.0	0.0	9.9	9.3	18.0	21.0

**BARGAINING UNIT AVERAGE YEARS 9.5**

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

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BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	759	2,326	200	1,029	9	23	30	82	10	31	3	5	1,011	3,496	2	5
06 - 10 YEARS	327	983	109	549	0	6	18	55	8	14	0	0	462	1,607	2	6
11 - 15 YEARS	291	623	56	389	1	2	11	39	6	9	0	0	365	1,062	2	2
16 - 20 YEARS	304	419	65	308	5	10	12	36	3	10	0	0	389	783	4	6
21 - 25 YEARS	164	217	35	131	1	3	4	25	1	10	0	0	205	386	9	9
26 - 30 YEARS	105	148	27	106	2	0	7	12	3	3	0	0	144	269	10	9
31 - 35 YEARS	38	73	11	67	0	2	1	1	0	3	0	0	50	146	2	6
36 - 40 YEARS	31	40	9	34	1	1	0	1	3	1	0	0	44	77	4	3
MORE THAN 40 YEARS	3	6	2	6	0	0	0	0	0	0	0	0	5	12	2	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,022</b>	<b>4,835</b>	<b>514</b>	<b>2,619</b>	<b>19</b>	<b>47</b>	<b>83</b>	<b>251</b>	<b>34</b>	<b>81</b>	<b>3</b>	<b>5</b>	<b>2,675</b>	<b>7,838</b>	<b>37</b>	<b>47</b>
MORE THAN 10 YEARS:	936	1,526	205	1,041	10	18	35	114	16	36	0	0	1,202	2,735	33	36
AVERAGE YEARS	11.4	8.8	10.9	10.5	12.3	10.3	10.8	11.2	12.7	11.4	1.3	0.4	11.3	9.5	24.6	21.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.9</b>															

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

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BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	395	1,565	69	376	6	11	13	86	7	16	0	1	490	2,055	0	3
06 - 10 YEARS	89	634	21	115	0	8	3	37	1	3	0	0	114	797	1	3
11 - 15 YEARS	78	629	18	126	0	6	4	24	1	4	0	0	101	789	0	7
16 - 20 YEARS	55	456	11	122	0	13	4	17	0	6	0	0	70	614	1	6
21 - 25 YEARS	24	255	5	62	0	0	2	21	0	3	0	0	31	341	5	32
26 - 30 YEARS	23	265	11	102	0	9	3	20	2	3	0	0	39	399	9	24
31 - 35 YEARS	8	150	4	49	0	1	1	8	0	2	0	0	13	210	2	13
36 - 40 YEARS	7	156	0	39	0	1	1	5	0	2	0	0	8	203	1	10
MORE THAN 40 YEARS	2	26	0	8	0	0	0	1	0	0	0	0	2	35	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>681</b>	<b>4,136</b>	<b>139</b>	<b>999</b>	<b>6</b>	<b>49</b>	<b>31</b>	<b>219</b>	<b>11</b>	<b>39</b>	<b>0</b>	<b>1</b>	<b>868</b>	<b>5,443</b>	<b>19</b>	<b>99</b>
MORE THAN 10 YEARS:	197	1,937	49	508	0	30	15	96	3	20	0	0	264	2,591	18	93
AVERAGE YEARS	7.5	12.0	9.0	13.2	0.8	14.3	12.4	12.0	6.8	13.1	0.0	0.0	7.8	12.2	26.3	25.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.6</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: December 20, 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	637	548	54	78	2	3	18	15	52	51	2	0	765	695	0	0
06 - 10 YEARS	332	438	39	88	2	4	4	17	24	34	0	0	401	581	0	2
11 - 15 YEARS	276	436	23	94	2	2	7	13	31	19	0	0	339	564	4	2
16 - 20 YEARS	255	287	20	69	0	3	5	10	13	6	0	0	293	375	4	3
21 - 25 YEARS	108	175	17	35	2	3	3	10	4	7	0	0	134	230	7	11
26 - 30 YEARS	101	202	27	64	0	1	8	17	9	6	0	0	145	290	8	17
31 - 35 YEARS	31	93	7	31	0	0	1	6	0	2	0	0	39	132	6	5
36 - 40 YEARS	54	107	12	15	0	1	2	3	0	0	0	0	68	126	4	8
MORE THAN 40 YEARS	14	25	3	3	0	0	0	2	0	0	0	0	17	30	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,808</b>	<b>2,311</b>	<b>202</b>	<b>477</b>	<b>8</b>	<b>17</b>	<b>48</b>	<b>93</b>	<b>133</b>	<b>125</b>	<b>2</b>	<b>0</b>	<b>2,201</b>	<b>3,023</b>	<b>34</b>	<b>48</b>
MORE THAN 10 YEARS:	839	1,325	109	311	4	10	26	61	57	40	0	0	1,035	1,747	34	46
AVERAGE YEARS	11.6	14.4	15.1	15.9	11.4	15.0	13.8	17.6	9.3	9.0	3.0	0.0	11.9	14.5	26.3	26.9
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.4</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: December 20, 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>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	29.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	29.0	0.0	29.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>29.0</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: December 20, 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>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	140	183	17	58	1	2	1	5	11	6	0	0	170	254	0	0
06 - 10 YEARS	238	292	39	80	5	0	8	9	8	11	0	0	298	392	2	0
11 - 15 YEARS	394	397	43	151	4	3	8	12	8	7	0	0	457	570	2	1
16 - 20 YEARS	485	320	56	137	8	5	8	11	7	7	0	0	564	480	1	3
21 - 25 YEARS	357	237	31	93	7	6	11	11	3	2	0	0	409	349	8	11
26 - 30 YEARS	402	198	59	95	13	6	17	9	3	6	0	0	494	314	20	12
31 - 35 YEARS	74	87	16	38	1	0	3	4	4	0	0	0	98	129	7	9
36 - 40 YEARS	80	70	15	27	1	1	4	3	1	0	0	0	101	101	6	5
MORE THAN 40 YEARS	22	16	4	4	0	0	0	0	1	0	0	0	27	20	5	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,192</b>	<b>1,800</b>	<b>280</b>	<b>683</b>	<b>40</b>	<b>23</b>	<b>60</b>	<b>64</b>	<b>46</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>2,618</b>	<b>2,609</b>	<b>51</b>	<b>42</b>
MORE THAN 10 YEARS:	1,814	1,325	224	545	34	21	51	50	27	22	0	0	2,150	1,963	49	42
AVERAGE YEARS	19.1	17.2	19.9	18.3	20.7	20.5	21.5	18.7	14.6	13.8	0.0	0.0	19.2	17.5	28.8	28.5

**BARGAINING UNIT AVERAGE YEARS 18.3**

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: December 20, 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>Y52 - NONCAREER</b>																
00 - 05 YEARS	99	105	11	11	1	0	3	3	4	8	0	0	118	127	0	1
06 - 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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>99</b>	<b>106</b>	<b>11</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>118</b>	<b>128</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	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</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: December 20, 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>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	118	94	3	6	1	0	2	1	4	3	0	0	128	104	0	0
06 - 10 YEARS	106	84	7	5	0	1	1	5	2	1	0	0	116	96	1	0
11 - 15 YEARS	123	127	9	15	0	0	3	2	1	8	0	0	136	152	0	0
16 - 20 YEARS	179	127	11	12	1	1	4	2	2	1	0	0	197	143	0	1
21 - 25 YEARS	145	105	16	18	2	2	2	3	2	0	0	0	167	128	2	1
26 - 30 YEARS	163	144	32	26	5	1	6	4	6	2	0	0	212	177	6	9
31 - 35 YEARS	52	47	11	23	0	0	2	1	0	1	0	0	65	72	5	0
36 - 40 YEARS	71	41	14	15	1	0	0	2	1	1	0	0	87	59	7	2
MORE THAN 40 YEARS	15	10	2	4	0	0	1	0	0	0	0	0	18	14	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>972</b>	<b>779</b>	<b>105</b>	<b>124</b>	<b>10</b>	<b>5</b>	<b>21</b>	<b>20</b>	<b>18</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>1,126</b>	<b>945</b>	<b>22</b>	<b>13</b>
MORE THAN 10 YEARS:	748	601	95	113	9	4	18	14	12	13	0	0	882	745	21	13
AVERAGE YEARS	19.4	19.0	24.9	25.1	25.0	21.2	21.2	19.3	17.7	15.6	0.0	0.0	19.9	19.8	32.0	28.2

**BARGAINING UNIT AVERAGE YEARS 19.9**

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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: December 20, 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	112	262	10	32	0	3	4	6	1	4	0	0	127	307	0	0
06 - 10 YEARS	31	157	3	25	0	1	0	5	0	2	0	0	34	190	0	1
11 - 15 YEARS	27	186	5	13	0	3	0	7	0	1	0	0	32	210	0	0
16 - 20 YEARS	23	133	6	28	0	1	2	2	2	4	0	0	33	168	0	2
21 - 25 YEARS	15	76	4	17	0	2	0	3	0	1	0	0	19	99	1	3
26 - 30 YEARS	22	105	8	33	0	1	2	17	0	2	0	0	32	158	2	3
31 - 35 YEARS	4	45	1	12	0	0	0	5	0	0	0	0	5	62	2	5
36 - 40 YEARS	9	58	1	14	0	1	0	1	0	0	0	0	10	74	0	6
MORE THAN 40 YEARS	2	18	1	2	0	0	1	1	0	0	0	0	4	21	0	3
<b>BARGAINING UNIT TOTAL</b>	<b>245</b>	<b>1,040</b>	<b>39</b>	<b>176</b>	<b>0</b>	<b>12</b>	<b>9</b>	<b>47</b>	<b>3</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>296</b>	<b>1,289</b>	<b>5</b>	<b>23</b>
MORE THAN 10 YEARS:	102	621	26	119	0	8	5	36	2	8	0	0	135	792	5	22
AVERAGE YEARS	11.2	15.1	16.8	18.5	0.0	14.6	15.1	21.0	13.0	12.9	0.0	0.0	12.1	15.7	29.0	31.2

**BARGAINING UNIT AVERAGE YEARS 15.1**

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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: December 20, 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	4,766	5,911	662	1,864	65	52	137	229	110	135	10	7	5,750	8,198	3	10
06- 10 YEARS	2,551	3,137	377	1,068	46	25	88	138	53	74	0	0	3,115	4,442	8	14
11- 15 YEARS	3,252	2,953	375	1,064	37	23	81	123	69	62	0	0	3,814	4,225	10	14
16- 20 YEARS	3,394	2,195	335	814	70	40	103	88	43	45	0	0	3,945	3,182	16	23
21- 25 YEARS	2,013	1,334	200	437	31	18	57	85	27	27	0	0	2,328	1,901	61	74
26- 30 YEARS	1,741	1,218	298	491	48	22	88	86	31	29	0	0	2,206	1,846	84	79
31- 35 YEARS	309	530	71	237	2	4	9	25	6	8	0	0	397	804	28	39
36- 40 YEARS	345	486	64	160	5	5	15	16	7	4	0	0	436	671	24	37
MORE THAN 40 YEARS	77	105	14	27	0	0	3	5	4	0	0	0	98	137	12	6
<b>STATEWIDE TOTAL</b>	<b>18,448</b>	<b>17,869</b>	<b>2,396</b>	<b>6,162</b>	<b>304</b>	<b>189</b>	<b>581</b>	<b>795</b>	<b>350</b>	<b>384</b>	<b>10</b>	<b>7</b>	<b>22,089</b>	<b>25,406</b>	<b>246</b>	<b>296</b>
MORE THAN 10 YEARS	11,131	8,821	1,357	3,230	193	112	356	428	187	175	0	0	13,224	12,766	235	272
AVERAGE YEARS	13.8	12.3	14.0	13.0	14.8	14.1	14.8	13.6	12.5	11.2	1.2	0.3	13.9	12.5	26.9	25.8

**STATEWIDE TOTAL AVERAGE YEARS 13.2**

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: December 20, 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	1,185	2.5 %	45.7	\$25.85	834	70.4 %
A31 - LABOR AND TRADES	2,097	4.4 %	48.5	\$22.20	1,383	66.0 %
C12 - SECURITY	6,471	13.6 %	44.3	\$23.90	5,240	81.0 %
E42 - HUMAN SERVICES SUPPORT	605	1.3 %	49.0	\$24.51	459	75.9 %
H21 - SCIENTIFIC & ENGINEERING	2,119	4.5 %	45.5	\$33.37	1,649	77.8 %
L32 - TECHNICAL	856	1.8 %	45.7	\$24.90	659	77.0 %
T01 - STATE POLICE ENLISTED	1,596	3.4 %	40.4	\$30.54	1,184	74.2 %
U11 - INSTITUTIONAL	1,388	2.9 %	44.7	\$20.74	756	54.5 %
W22 - HUMAN SERVICES	10,513	22.1 %	43.6	\$26.77	5,557	52.9 %
W41 - ADMINISTRATIVE SUPPORT	6,311	13.3 %	45.8	\$20.60	3,600	57.0 %
Y23 - BUSINESS & ADMINISTRATION	5,224	11.0 %	46.4	\$31.91	3,598	68.9 %
Y51 - SUPERVISORY	5,227	11.0 %	49.0	\$34.26	4,748	90.8 %
Y52 - NONCAREER	246	0.5 %	27.6	\$13.89	0	0.0 %
Y98 - MANAGERIAL	2,071	4.4 %	51.3	\$49.72	1,819	87.8 %
Y99 - CONFIDENTIAL	1,585	3.3 %	47.4	\$28.21	1,114	70.3 %
<b>STATEWIDE TOTAL</b>	<b>47,494</b>	<b>100.0 %</b>	<b>45.6</b>	<b>\$27.89</b>	<b>32,600</b>	<b>68.6 %</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: December 20, 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	1,153	632	55 %	401	35 %	11	1 %	0	0 %	1,053	91 %	19	2 %	3	0 %
A31 LABOR AND TRADES	1,884	868	46 %	832	44 %	14	1 %	0	0 %	1,738	92 %	12	1 %	5	0 %
C12 SECURITY	6,449	3,492	54 %	2,536	39 %	40	1 %	0	0 %	6,052	94 %	126	2 %	10	0 %
E42 HUMAN SERVICES SUPPORT	605	289	48 %	275	45 %	6	1 %	0	0 %	553	91 %	24	4 %	1	0 %
H21 SCIENTIFIC & ENGINEERING	2,115	825	39 %	1,111	53 %	22	1 %	0	0 %	1,960	93 %	29	1 %	6	0 %
L32 TECHNICAL	835	366	44 %	410	49 %	13	2 %	0	0 %	780	93 %	22	3 %	1	0 %
T01 STATE POLICE ENLISTED	1,596	198	12 %	37	2 %	1	0 %	1,328	83 %	1,569	98 %	4	0 %	3	0 %
U11 INSTITUTIONAL	1,379	665	48 %	599	43 %	8	1 %	0	0 %	1,263	92 %	36	3 %	0	0 %
W22 HUMAN SERVICES	10,473	4,323	41 %	5,312	51 %	94	1 %	0	0 %	9,604	92 %	338	3 %	28	0 %
W41 ADMINISTRATIVE SUPPORT	5,732	1,800	31 %	3,360	59 %	72	1 %	0	0 %	5,145	90 %	200	3 %	18	0 %
Y23 BUSINESS & ADMINISTRATION	5,217	1,573	30 %	3,140	60 %	80	2 %	0	0 %	4,738	91 %	141	3 %	21	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,227	2,397	46 %	2,471	47 %	34	1 %	0	0 %	4,877	93 %	93	2 %	9	0 %
Y98 MANAGERIAL	2,071	867	42 %	1,028	50 %	22	1 %	0	0 %	1,942	94 %	19	1 %	4	0 %
Y99 CONFIDENTIAL	1,556	461	30 %	927	60 %	14	1 %	0	0 %	1,410	91 %	32	2 %	2	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,293</b>	<b>18,756</b>	<b>41 %</b>	<b>22,440</b>	<b>48 %</b>	<b>431</b>	<b>1 %</b>	<b>1,328</b>	<b>3 %</b>	<b>42,685</b>	<b>92 %</b>	<b>1,095</b>	<b>2 %</b>	<b>111</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. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

## STATE OF MICHIGAN

Table 5-4

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

Pay End Date: December 20, 2014

Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance			Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%	
A02 SAFETY & REGULATORY	1,153	1,085	94 %	1,019	88 %	66	6 %	1,097	95 %	51	4 %	59	5 %	
A31 LABOR AND TRADES	1,884	1,767	94 %	1,606	85 %	1	0 %	1,833	97 %	48	3 %	4	0 %	
C12 SECURITY	6,449	6,190	96 %	5,969	93 %	0	0 %	6,238	97 %	189	3 %	0	0 %	
E42 HUMAN SERVICES SUPPORT	605	584	97 %	516	85 %	0	0 %	575	95 %	29	5 %	0	0 %	
H21 SCIENTIFIC & ENGINEERING	2,115	2,007	95 %	1,799	85 %	30	1 %	1,986	94 %	126	6 %	12	1 %	
L32 TECHNICAL	835	805	96 %	717	86 %	15	2 %	780	93 %	52	6 %	10	1 %	
T01 STATE POLICE ENLISTED	1,596	1,573	99 %	1,936	121 %	907	57 %	1,558	98 %	35	2 %	982	62 %	
U11 INSTITUTIONAL	1,379	1,297	94 %	1,214	88 %	3	0 %	1,298	94 %	74	5 %	0	0 %	
W22 HUMAN SERVICES	10,473	9,982	95 %	8,954	85 %	0	0 %	9,920	95 %	537	5 %	0	0 %	
W41 ADMINISTRATIVE SUPPORT	5,732	5,380	94 %	4,789	84 %	95	2 %	5,386	94 %	320	6 %	71	1 %	
Y23 BUSINESS & ADMINISTRATION	5,217	4,917	94 %	4,250	81 %	77	1 %	4,913	94 %	291	6 %	49	1 %	
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	
Y51 SUPERVISORY	5,227	4,994	96 %	4,930	94 %	136	3 %	5,063	97 %	158	3 %	113	2 %	
Y98 MANAGERIAL	2,071	1,972	95 %	1,856	90 %	76	4 %	1,984	96 %	85	4 %	92	4 %	
Y99 CONFIDENTIAL	1,556	1,450	93 %	1,326	85 %	15	1 %	1,472	95 %	79	5 %	10	1 %	
	<b>46,293</b>	<b>44,004</b>	<b>95 %</b>	<b>40,882</b>	<b>88 %</b>	<b>1,421</b>	<b>3 %</b>	<b>44,104</b>	<b>95 %</b>	<b>2,074</b>	<b>4 %</b>	<b>1,402</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. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: December 20, 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	418	24	15	0	0	219	8	0	0	1	47	314
ATTORNEY GENERAL	11	491	33	1	0	0	0	0	0	0	0	78	112
AUDITOR GENERAL	03	137	0	2	0	0	0	0	0	0	0	1	3
CIVIL RIGHTS	15	92	0	0	0	0	0	0	0	0	34	14	48
CIVIL SERVICE COMMISSION	19	436	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,135	24	69	191	0	101	39	0	772	399	397	1,992
CORRECTIONS	47	12,494	9	557	6,280	0	8	98	0	217	2,416	948	10,533
EDUCATION	31	517	0	2	0	2	0	3	0	17	178	73	275
ENVIRONMENTAL QUALITY	76	1,123	8	2	0	0	698	43	0	0	1	129	881
EXECUTIVE OFFICE	01	61	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,161	200	37	0	47	3	2	0	96	7,216	1,258	8,859
INSURANCE AND FINANCIAL SERV	65	315	0	0	0	0	0	0	0	0	0	37	37
LICENSING AND REGULATORY AFF	64	2,596	281	26	0	492	111	5	0	6	160	553	1,634
MILITARY & VETERAN AFFAIRS	51	783	32	180	0	0	28	11	0	271	29	60	611
NATURAL RESOURCES	75	1,551	341	159	0	0	251	131	0	2	55	167	1,106
STATE	23	1,600	14	21	0	0	0	0	0	0	0	1,076	1,111
STATE POLICE	55	2,692	151	10	0	0	114	36	1,596	7	0	244	2,158
STRATEGIC FUND	07	653	0	1	0	64	16	4	0	0	20	83	188
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,850	0	274	0	0	35	66	0	0	1	348	724
TRANSPORTATION	59	2,749	60	730	0	0	533	408	0	0	3	248	1,982
TREASURY	27	1,641	8	11	0	0	2	2	0	0	0	550	573
<b>Grand Total:</b>		<b>47,495</b>	<b>1,185</b>	<b>2,097</b>	<b>6,471</b>	<b>605</b>	<b>2,119</b>	<b>856</b>	<b>1,596</b>	<b>1,388</b>	<b>10,513</b>	<b>6,311</b>	<b>33,141</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.

Source: Michigan Civil Service Commission HWF05

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
 Pay End Date: December 20, 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	418	25	10	20	6	0	43	104
ATTORNEY GENERAL	11	491	29	56	282	0	0	12	379
AUDITOR GENERAL	03	137	0	63	34	3	0	34	134
CIVIL RIGHTS	15	92	2	19	10	1	0	12	44
CIVIL SERVICE COMMISSION	19	436	1	365	55	0	0	15	436
COMMUNITY HEALTH	39	3,135	497	77	185	5	1	378	1,143
CORRECTIONS	47	12,494	194	123	173	4	0	1,467	1,961
EDUCATION	31	517	137	28	31	0	0	46	242
ENVIRONMENTAL QUALITY	76	1,123	54	16	57	15	0	100	242
EXECUTIVE OFFICE	01	61	0	60	1	0	0	0	61
HUMAN SERVICES	43	11,161	608	208	196	0	0	1,290	2,302
INSURANCE AND FINANCIAL SERV	65	315	164	17	23	6	0	68	278
LICENSING AND REGULATORY AFF	64	2,596	485	79	188	26	0	184	962
MILITARY & VETERAN AFFAIRS	51	783	37	6	23	0	0	106	172
NATURAL RESOURCES	75	1,551	94	25	89	14	0	223	445
STATE	23	1,600	130	51	46	27	0	235	489
STATE POLICE	55	2,692	157	39	128	3	0	207	534
STRATEGIC FUND	07	653	284	37	72	17	0	55	465
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,850	1,426	165	218	91	0	226	2,126
TRANSPORTATION	59	2,749	217	91	95	9	0	355	767
TREASURY	27	1,641	683	50	145	19	0	171	1,068
<b>Grand Total:</b>		<b>47,495</b>	<b>5,224</b>	<b>1,585</b>	<b>2,071</b>	<b>246</b>	<b>1</b>	<b>5,227</b>	<b>14,354</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.

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 79% 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**

- | <b><u>Unit Code</u></b> | <b><u>Unit</u></b>  |
|-------------------------|---|
| <b>01</b>               | <b><u>State Police Enlisted Unit</u></b><br>This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.  |
| <b>02</b>               | <b><u>Safety and Regulatory Unit</u></b><br>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. |
| <b>11</b>               | <b><u>Institutional Unit</u></b><br>This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.   |
| <b>12</b>               | <b><u>Security Unit</u></b><br>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.

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