

ANNUAL WORKFORCE REPORT

Second 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
Second Quarter FY 2014-15

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.6
Average Annual Salary ¹	\$58,150.8
Average Years of Service	13.1

WORK FORCE CHARACTERISTICS

Females	53.1%
Males.....	46.9%
Eligible for Longevity	69.2%
Less than Six Years of Service	29.72%
Six to Ten Years of Service.....	16.05%
Over Ten Years of Service.....	54.23%
Exclusively Represented for Collective Bargaining.....	69.84%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.0%
Asian	1.6%
Black	17.9%
Hispanic	2.8%
White	76.6%
Not Disclosed	0.1%

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

TABLE OF CONTENTS

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

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

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

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

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1 - Average Age, Average Pay Rate, and Longevity Analysis by Department.....	2-1
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-2
Table 2-10 - Age Distribution for Classified Employees by Department and Statewide.....	2-4
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2009-10 through Second Quarter 2015.....	2-5
Table 2-11 - Active Classified Employees by Work County	2-6

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department	3-1
Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis.....	3-2
Table 3-2 - Statewide Separations by Reason, Second Quarter 2015.....	3-24
Table 3-3 - New Hires, Returns and Separations by Department	3-25

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

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

Table 5-3 - Average Age, Average Pay Rate, and Longevity Analysis by Bargaining Unit 5-20

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by
 Bargaining Unit 5-21

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented 5-23

Table 5-10- Bargaining Unit Analysis by Department, Non-Exclusively Represented 5-24

GLOSSARY

Glossary G-1

SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

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

Pay End Date: March 28, 2015

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	388.0	0.0	4.0	7.0	0.0	20.0	1.0	420.0	0.0	420.0
AGRICULTURE AND RURAL DVLPMNT		388.0	0.0	4.0	7.0	0.0	20.0	1.0	420.0	0.0	420.0
ATY GNRL CENTRAL OFFICE	1101	442.0	1.0	0.0	22.0	0.0	0.0	0.0	465.0	0.0	465.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		453.0	1.0	0.0	23.0	0.0	0.0	0.0	477.0	0.0	477.0
LEGISLATIVE AUDITOR GENERAL	0301	112.0	0.0	11.0	15.0	0.0	4.0	0.0	142.0	0.0	142.0
AUDITOR GENERAL		112.0	0.0	11.0	15.0	0.0	4.0	0.0	142.0	0.0	142.0
CIV RGHT CENTRAL OFFICE	1501	89.0	0.0	0.0	7.0	0.0	1.0	0.0	97.0	0.0	97.0
CIVIL RIGHTS		89.0	0.0	0.0	7.0	0.0	1.0	0.0	97.0	0.0	97.0
CIVIL SERVICE COMMISSION	1901	396.0	1.0	2.0	9.0	0.0	17.0	0.0	425.0	0.0	425.0
CIVIL SERVICE COMMISSION		396.0	1.0	2.0	9.0	0.0	17.0	0.0	425.0	0.0	425.0
DCH-CARO CENTER	3902	329.0	0.0	0.0	11.0	0.0	0.0	0.0	340.0	0.0	340.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,189.0	1.0	3.0	31.0	0.0	21.0	0.0	1,245.0	0.0	1,245.0
DCH-CTR FORENSIC PSYCHIATRY	3920	481.0	2.0	0.0	3.0	0.0	3.0	4.0	493.0	0.0	493.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	147.0	1.0	0.0	11.0	0.0	9.0	2.0	170.0	0.0	170.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	414.0	0.0	0.0	55.0	0.0	0.0	14.0	483.0	0.0	483.0
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	327.0	0.0	0.0	3.0	0.0	0.0	4.0	334.0	0.0	334.0
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
COMMUNITY HEALTH		2,953.0	4.0	3.0	117.0	0.0	35.0	24.0	3,136.0	0.0	3,136.0
DETROIT DETENTION CENTER	4754	54.0	0.0	0.0	0.0	0.0	0.0	1.0	55.0	0.0	55.0
DETROIT REENTRY CENTER	4764	219.0	0.0	0.0	1.0	0.0	3.0	1.0	224.0	0.0	224.0
DOC-ADRIAN/GUS HARRISON FAC	4729	480.0	0.0	2.0	1.0	0.0	1.0	2.0	486.0	0.0	486.0
DOC-ALGER MAX SECURITY CORRECT	4735	248.0	0.0	0.0	3.0	0.0	0.0	0.0	251.0	0.0	251.0
DOC-BARAGA FACILITY	4740	274.0	0.0	1.0	0.0	0.0	3.0	0.0	278.0	0.0	278.0
DOC-BELLAMY CREEK FACILITY	4748	377.0	0.0	0.0	2.0	0.0	0.0	0.0	379.0	0.0	379.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	434.0	0.0	0.0	2.0	0.0	1.0	0.0	437.0	0.0	437.0
DOC-CARSON CITY FAC/CARSON CIT	4731	412.0	0.0	0.0	2.0	0.0	1.0	4.0	419.0	0.0	419.0
DOC-CENTRAL MICHIGAN FACILITY	4744	387.0	0.0	0.0	1.0	0.0	1.0	2.0	391.0	0.0	391.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	431.0	1.0	0.0	2.0	0.0	1.0	2.0	437.0	0.0	437.0
DOC-COOPER STREET FACILITY	4752	383.0	8.0	0.0	1.0	0.0	0.0	0.0	392.0	0.0	392.0
DOC-CORRECTN CENTRAL OFFICE	4702	506.0	0.0	0.0	18.0	0.0	44.0	0.0	568.0	0.0	568.0
DOC-COTTON FACILITY	4720	394.0	0.0	0.0	1.0	0.0	2.0	0.0	397.0	0.0	397.0
DOC-EGELER FACILITY	4727	553.0	0.0	0.0	1.0	0.0	2.0	2.0	558.0	0.0	558.0
DOC-FIELD OPERATION REGION III	4763	794.0	5.0	2.0	2.0	0.0	0.0	0.0	803.0	0.0	803.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: March 28, 2015

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-FIELD OPERATIONS REGION I	4761	832.0	1.0	1.0	2.0	0.0	0.0	2.0	838.0	0.0	838.0
DOC-HANDLON MI TRAINING UNT	4705	282.0	0.0	0.0	1.0	0.0	2.0	3.0	288.0	0.0	288.0
DOC-HURON VALLEY CORR COMPLEX	4715	514.0	3.0	0.0	1.0	0.0	0.0	2.0	520.0	0.0	520.0
DOC-IONIA MAXIMUM FACILITY	4724	252.0	0.0	0.0	1.0	0.0	1.0	0.0	254.0	0.0	254.0
DOC-JACKSON CENTRAL REGION	4750	116.0	0.0	0.0	5.0	0.0	0.0	0.0	121.0	0.0	121.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	322.0	0.0	0.0	3.0	0.0	0.0	0.0	325.0	0.0	325.0
DOC-LAKELAND MENS FACILITY	4718	268.0	0.0	0.0	1.0	0.0	0.0	0.0	269.0	0.0	269.0
DOC-MACOMB FACILITY	4741	329.0	1.0	0.0	1.0	0.0	0.0	2.0	333.0	0.0	333.0
DOC-MARQUETTE BRANCH PRISON	4706	331.0	1.0	0.0	1.0	0.0	1.0	1.0	335.0	0.0	335.0
DOC-MAXEY CORRECTIONAL	4749	316.0	0.0	0.0	2.0	0.0	0.0	5.0	323.0	0.0	323.0
DOC-MICHIGAN REFORMATORY	4707	273.0	0.0	0.0	2.0	0.0	7.0	4.0	286.0	0.0	286.0
DOC-MICHIGAN STATE INDUSTRIES	4709	55.0	0.0	0.0	0.0	0.0	1.0	0.0	56.0	0.0	56.0
DOC-MUSKEGON FACILITY	4704	223.0	0.0	0.0	1.0	0.0	0.0	0.0	224.0	0.0	224.0
DOC-NEWBERRY FACILITY	4743	221.0	0.0	2.0	2.0	0.0	1.0	1.0	227.0	0.0	227.0
DOC-OAKS FACILITY	4739	276.0	2.0	0.0	3.0	0.0	0.0	0.0	281.0	0.0	281.0
DOC-OJIBWAY FACILITY	4746	208.0	2.0	0.0	2.0	0.0	2.0	0.0	214.0	0.0	214.0
DOC-PARNALL FACILITY	4751	264.0	0.0	1.0	0.0	0.0	3.0	0.0	268.0	0.0	268.0
DOC-PUGSLEY FACILITY	4745	222.0	1.0	0.0	2.0	0.0	3.0	0.0	228.0	0.0	228.0
DOC-SAGINAW FACILITY	4742	285.0	1.0	0.0	2.0	0.0	1.0	2.0	291.0	0.0	291.0
DOC-ST. LOUIS FACILITY	4733	317.0	0.0	0.0	2.0	0.0	0.0	1.0	320.0	0.0	320.0
DOC-THUMB FACILITY	4725	299.0	0.0	0.0	3.0	0.0	0.0	0.0	302.0	0.0	302.0
NTHRN REGION ADMIN AND SUPPORT	4714	33.0	0.0	0.0	5.0	0.0	0.0	0.0	38.0	0.0	38.0
SOUTHERN REGION - IONIA	4711	45.0	0.0	0.0	4.0	0.0	0.0	0.0	49.0	0.0	49.0
CORRECTIONS		12,229.0	26.0	9.0	83.0	0.0	81.0	37.0	12,465.0	0.0	12,465.0
EDUCATION	3103	439.0	5.0	3.0	20.0	53.0	9.0	0.0	529.0	0.0	529.0
EDUCATION		439.0	5.0	3.0	20.0	53.0	9.0	0.0	529.0	0.0	529.0
DEQ-ENVIRONMENTAL QUALITY	7601	1,056.0	4.0	15.0	32.0	0.0	19.0	0.0	1,126.0	1.5	1,124.5
ENVIRONMENTAL QUALITY		1,056.0	4.0	15.0	32.0	0.0	19.0	0.0	1,126.0	1.5	1,124.5
OFFICE OF THE GOVERNOR	0101	1.0	0.0	1.0	56.0	0.0	0.0	0.0	58.0	0.0	58.0
EXECUTIVE OFFICE		1.0	0.0	1.0	56.0	0.0	0.0	0.0	58.0	0.0	58.0
DHS-BERRIEN COUNTY	4322	157.0	0.0	0.0	1.0	3.0	0.0	0.0	161.0	0.0	161.0
DHS-CALHOUN COUNTY	4323	140.0	0.0	0.0	6.0	0.0	0.0	0.0	146.0	0.0	146.0
DHS-COUNTIES	4308	2,621.0	2.0	0.0	48.0	19.0	0.0	0.0	2,690.0	0.0	2,690.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,661.0	0.0	14.0	89.0	32.0	7.0	0.0	2,803.0	0.0	2,803.0
DHS-GENESEE COUNTY	4302	431.0	0.0	0.0	9.0	0.0	0.0	0.0	440.0	0.0	440.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: March 28, 2015

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-INGHAM COUNTY	4312	224.0	0.0	0.0	24.0	1.0	0.0	0.0	249.0	0.0	249.0
DHS - INSTITUTIONS	4307	58.0	0.0	11.0	4.0	0.0	0.0	0.0	73.0	0.0	73.0
DHS-JACKSON COUNTY	4315	143.0	0.0	0.0	17.0	0.0	0.0	0.0	160.0	0.0	160.0
DHS-KALAMAZOO COUNTY	4314	246.0	0.0	0.0	3.0	0.0	0.0	1.0	250.0	0.0	250.0
DHS-KENT COUNTY	4303	405.0	0.0	0.0	33.0	7.0	0.0	0.0	445.0	0.0	445.0
DHS-MACOMB COUNTY	4304	443.0	0.0	0.0	6.0	0.0	0.0	0.0	449.0	0.0	449.0
DHS-MAXEY TRAINING SCHOOL	4311	58.0	0.0	0.0	4.0	0.0	0.0	1.0	63.0	0.0	63.0
DHS-MUSKEGON COUNTY	4324	230.0	0.0	0.0	4.0	0.0	0.0	0.0	234.0	0.0	234.0
DHS-OAKLAND COUNTY	4305	501.0	0.0	0.0	52.0	0.0	0.0	1.0	554.0	0.0	554.0
DHS-SAGINAW COUNTY	4313	180.0	0.0	0.0	0.0	0.0	0.0	0.0	180.0	0.0	180.0
DHS-WASHTENAW	4325	144.0	0.0	0.0	4.0	0.0	0.0	0.0	148.0	0.0	148.0
DHS-WAYNE COUNTY DSS	4306	101.0	0.0	0.0	0.0	0.0	0.0	0.0	101.0	0.0	101.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	472.0	0.0	0.0	33.0	0.0	0.0	2.0	507.0	0.0	507.0
DHS-WAYNE COUNTY ZONE 3	4318	451.0	0.0	0.0	11.0	0.0	0.0	0.0	462.0	0.0	462.0
DHS-WAYNE COUNTY ZONE 4	4319	455.0	0.0	0.0	1.0	0.0	0.0	1.0	457.0	0.0	457.0
DHS-WAYNE COUNTY ZONE L	4316	295.0	0.0	0.0	7.0	0.0	0.0	0.0	302.0	0.0	302.0
HUMAN SERVICES		10,416.0	2.0	25.0	356.0	62.0	7.0	6.0	10,874.0	0.0	10,874.0
DEPT OF INS AND FIN SERVICE	6501	290.0	2.0	0.0	17.0	0.0	10.0	0.0	319.0	0.0	319.0
INSURANCE AND FINANCIAL SERV		290.0	2.0	0.0	17.0	0.0	10.0	0.0	319.0	0.0	319.0
LICENSING AND REGULATORY AFF	6401	2,285.0	4.0	5.0	163.0	0.0	93.0	0.0	2,550.0	0.0	2,550.0
LICENSING & REGULATORY AFFAIRS		2,285.0	4.0	5.0	163.0	0.0	93.0	0.0	2,550.0	0.0	2,550.0
D.J. JACOBETTI HOME FOR VETERA	5103	148.0	3.0	1.0	3.0	0.0	2.0	0.0	157.0	0.5	156.5
GRAND RAPIDS HOME FOR VETERANS	5102	243.0	13.0	18.0	1.0	1.0	12.0	0.0	288.0	0.0	288.0
MIL AFFR CENTRAL OFFICE	5101	250.0	0.0	5.0	28.0	26.0	12.0	0.0	321.0	0.0	321.0
MILITARY & VETERAN AFFAIRS		641.0	16.0	24.0	32.0	27.0	26.0	0.0	766.0	0.5	765.5
DNR-NATURAL RESOURCES	7501	1,311.0	2.0	53.0	16.0	172.0	153.0	2.0	1,709.0	0.0	1,709.0
NATURAL RESOURCES		1,311.0	2.0	53.0	16.0	172.0	153.0	2.0	1,709.0	0.0	1,709.0
DEPARTMENT OF STATE	2301	1,169.0	0.0	92.0	43.0	0.0	253.0	1.0	1,558.0	0.0	1,558.0
STATE		1,169.0	0.0	92.0	43.0	0.0	253.0	1.0	1,558.0	0.0	1,558.0
STATE POLICE	5501	2,684.0	10.0	5.0	37.0	0.0	7.0	8.0	2,751.0	0.0	2,751.0
STATE POLICE		2,684.0	10.0	5.0	37.0	0.0	7.0	8.0	2,751.0	0.0	2,751.0
MSF-WORKFORCE DEVELOPMENT AGY	0742	182.0	2.0	0.0	7.0	1.0	1.0	0.0	193.0	0.0	193.0
MSHDA	6305	278.0	4.0	4.0	12.0	0.0	25.0	0.0	323.0	1.0	322.0
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

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WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: March 28, 2015

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STRATEGIC FUND	0740	123.0	0.0	0.0	9.0	0.0	0.0	0.0	132.0	0.0	132.0
STRATEGIC FUND		587.0	6.0	4.0	29.0	1.0	26.0	0.0	653.0	1.0	652.0
DTMB - CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,653.0	4.0	0.0	41.0	0.0	100.0	0.0	1,798.0	0.0	1,798.0
TECH, MGMT AND BUDGET - MB	0701	926.0	20.0	1.0	79.0	0.0	43.0	1.0	1,070.0	0.0	1,070.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,579.0	24.0	1.0	121.0	0.0	143.0	1.0	2,869.0	0.0	2,869.0
BRIDGE AUTHORITIES-INTERNATION	5903	29.0	0.0	0.0	0.0	0.0	8.0	0.0	37.0	0.0	37.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	20.0	8.0	0.0	12.0	0.0	78.0	0.0	78.0
TRANSPORTATION CENTRAL OFFICE	5901	2,307.0	4.0	16.0	118.0	12.0	138.0	3.0	2,598.0	1.0	2,597.0
TRANSPORTATION		2,374.0	4.0	36.0	126.0	12.0	158.0	3.0	2,713.0	1.0	2,712.0
BUREAU OF STATE LOTTERY	2795	172.0	0.0	0.0	2.0	0.0	24.0	0.0	198.0	0.0	198.0
GAMING CONTROL	2707	105.0	0.0	2.0	24.0	0.0	13.0	1.0	145.0	0.0	145.0
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	1,204.0	2.0	4.0	66.0	0.0	27.0	0.0	1,303.0	0.0	1,303.0
TREASURY		1,484.0	2.0	6.0	92.0	0.0	64.0	1.0	1,649.0	0.0	1,649.0
STATEWIDE TOTAL		43,936.0	113.0	299.0	1,401.0	327.0	1,126.0	84.0	47,286.0	4.0	47,282.0

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

Source: Michigan Civil Service Commission HWF04

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2015 Appropriated (A)	FTE Positions 03/28/2015 (B)	FTE Positions 12/20/2014 (C)	Difference 03/28/2015 and 12/20/2014 (B-C)	Difference 03/28/2015 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	446.0	400.4	403.7	-3.3	-45.6
Overtime	0.0	0.0	0.2	-0.1	0.0
Total	446.0	400.4	403.8	-3.4	-45.6
ATTORNEY GENERAL					
Regular	513.5	474.9	488.8	-13.9	-38.6
Overtime	0.0	0.0	0.3	-0.3	0.0
Total	513.5	474.9	489.1	-14.2	-38.6
AUDITOR GENERAL					
Regular	0.0	137.9	134.3	3.5	137.9
Overtime	0.0	0.0	1.1	-1.1	0.0
Total	0.0	137.9	135.4	2.5	137.9
CIVIL RIGHTS					
Regular	132.0	93.8	90.0	3.8	-38.2
Overtime	0.0	0.0	0.0	0.0	0.0
Total	132.0	93.8	90.0	3.8	-38.2
CIVIL SERVICE COMMISSION					
Regular	446.0	412.5	426.5	-14.0	-33.5
Overtime	0.0	0.2	0.8	-0.6	0.2
Total	446.0	412.7	427.3	-14.6	-33.3
COMMUNITY HEALTH					
Regular	3,648.1	3,082.6	3,099.8	-17.2	-565.5
Overtime	0.0	151.2	171.4	-20.2	151.2
Total	3,648.1	3,233.9	3,271.2	-37.4	-414.2

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 03/28/2015 (B)	FTE Positions 12/20/2014 (C)	Difference 03/28/2015 and 12/20/2014 (B-C)	Difference 03/28/2015 and Appropriated (B-A)
CORRECTIONS					
Regular	14,179.3	12,523.1	12,563.8	-40.8	-1,656.2
Overtime	0.0	764.1	708.5	55.6	764.1
Total	14,179.3	13,287.1	13,272.3	14.8	-892.2
EDUCATION					
Regular	600.5	520.8	511.0	9.8	-79.7
Overtime	0.0	1.2	0.3	0.9	1.2
Total	600.5	522.0	511.3	10.8	-78.5
ENVIRONMENTAL QUALITY					
Regular	1,284.5	1,098.2	1,099.6	-1.4	-186.3
Overtime	0.0	1.8	1.0	0.8	1.8
Total	1,284.5	1,100.0	1,100.6	-0.6	-184.5
EXECUTIVE OFFICE					
Regular	78.2	57.8	59.5	-1.8	-20.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	78.2	57.8	59.5	-1.8	-20.5
HUMAN SERVICES					
Regular	12,221.5	10,820.4	11,120.7	-300.3	-1,401.1
Overtime	0.0	100.1	61.3	38.8	100.1
Total	12,221.5	10,920.5	11,182.0	-261.5	-1,301.0
INSURANCE AND FINANCIAL SERV					
Regular	337.0	310.3	305.3	5.0	-26.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	337.0	310.3	305.3	5.0	-26.7

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 03/28/2015 (B)	FTE Positions 12/20/2014 (C)	Difference 03/28/2015 and 12/20/2014 (B-C)	Difference 03/28/2015 and Appropriated (B-A)
LICENSING AND REGULATORY AFF					
Regular	2,820.3	2,522.1	2,545.6	-23.5	-298.2
Overtime	0.0	3.9	27.2	-23.4	3.9
Total	2,820.3	2,526.0	2,572.9	-46.9	-294.3
MILITARY & VETERAN AFFAIRS					
Regular	889.5	735.2	737.6	-2.4	-154.3
Overtime	0.0	17.9	17.7	0.3	17.9
Total	889.5	753.1	755.3	-2.2	-136.4
NATURAL RESOURCES					
Regular	2,222.3	1,586.3	1,465.1	121.2	-636.0
Overtime	0.0	15.1	1.4	13.7	15.1
Total	2,222.3	1,601.4	1,466.5	135.0	-620.9
STATE					
Regular	1,587.0	1,423.7	1,439.1	-15.4	-163.3
Overtime	0.0	10.6	2.1	8.5	10.6
Total	1,587.0	1,434.3	1,441.2	-6.9	-152.7
STATE POLICE					
Regular	3,070.0	2,735.6	2,673.2	62.4	-334.4
Overtime	0.0	153.7	100.7	52.9	153.7
Total	3,070.0	2,889.3	2,774.0	115.3	-180.7
STRATEGIC FUND					
Regular	756.0	633.5	641.6	-8.1	-122.5
Overtime	0.0	0.7	0.4	0.3	0.7
Total	756.0	634.2	642.0	-7.8	-121.8

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 03/28/2015 (B)	FTE Positions 12/20/2014 (C)	Difference 03/28/2015 and 12/20/2014 (B-C)	Difference 03/28/2015 and Appropriated (B-A)
TECH, MGMT AND BUDGET					
Regular	2,371.0	2,817.3	2,800.6	16.7	446.3
Overtime	0.0	47.5	39.8	7.7	47.5
Total	2,371.0	2,864.8	2,840.4	24.3	493.8
TRANSPORTATION					
Regular	2,912.3	2,636.2	2,662.8	-26.6	-276.1
Overtime	0.0	64.9	43.3	21.6	64.9
Total	2,912.3	2,701.0	2,706.1	-5.1	-211.3
TREASURY					
Regular	1,863.5	1,613.0	1,612.7	0.3	-250.6
Overtime	0.0	13.0	11.3	1.7	13.0
Total	1,863.5	1,625.9	1,623.9	2.0	-237.6
STATEWIDE TOTALS					
Total Regular	52,378.5	46,635.4	46,881.3	-245.9	-5,743.1
Total Overtime	0.0	1,345.9	1,188.8	157.1	1,345.9
Grand Total	52,378.5	47,981.3	48,070.0	-88.7	-4,397.2

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	December 20, 2014		March 28, 2015	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMENT	418.0	0.9 %	420.0	0.9 %
ATTORNEY GENERAL	491.0	1.0 %	477.0	1.0 %
AUDITOR GENERAL	137.0	0.3 %	142.0	0.3 %
CIVIL RIGHTS	92.0	0.2 %	97.0	0.2 %
CIVIL SERVICE COMMISSION	436.0	0.9 %	425.0	0.9 %
COMMUNITY HEALTH	3,135.0	6.6 %	3,136.0	6.6 %
CORRECTIONS	12,494.0	26.3 %	12,465.0	26.4 %
EDUCATION	517.0	1.1 %	529.0	1.1 %
ENVIRONMENTAL QUALITY	1,121.5	2.4 %	1,124.5	2.4 %
EXECUTIVE OFFICE	61.0	0.1 %	58.0	0.1 %
HUMAN SERVICES	11,161.0	23.5 %	10,874.0	23.0 %
INSURANCE AND FINANCIAL SERV	315.0	0.7 %	319.0	0.7 %
LICENSING & REGULATORY AFFAIRS	2,596.0	5.5 %	2,550.0	5.4 %
MILITARY & VETERAN AFFAIRS	782.5	1.6 %	765.5	1.6 %
NATURAL RESOURCES	1,551.0	3.3 %	1,709.0	3.6 %
STATE	1,600.0	3.4 %	1,558.0	3.3 %
STATE POLICE	2,692.0	5.7 %	2,751.0	5.8 %
STRATEGIC FUND	652.0	1.4 %	652.0	1.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,850.0	6.0 %	2,869.0	6.1 %
TRANSPORTATION	2,748.0	5.8 %	2,712.0	5.7 %
TREASURY	1,641.0	3.5 %	1,649.0	3.5 %
TOTAL:	47,491.0	100.0 %	47,282.0	100.0 %

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

Statewide, the number of classified employees decreased by 209 from December 20, 2014 to March 28, 2015.

Source: Michigan Civil Service Commission HWF03

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

Pay End Date: March 28, 2015

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	13	404.5
ATTORNEY GENERAL	13	486.6
AUDITOR GENERAL	13	135.0
CIVIL RIGHTS	13	92.2
CIVIL SERVICE COMMISSION	13	418.5
COMMUNITY HEALTH	13	3,091.8
CORRECTIONS	13	12,408.8
EDUCATION	13	513.2
ENVIRONMENTAL QUALITY	13	1,102.0
EXECUTIVE OFFICE	13	59.8
HUMAN SERVICES	13	11,060.8
INSURANCE AND FINANCIAL SERV	13	304.5
LICENSING & REGULATORY AFFAIRS	13	2,474.7
MILITARY & VETERAN AFFAIRS	13	761.9
NATURAL RESOURCES	13	1,500.4
STATE	13	1,318.4
STATE POLICE	13	2,692.2
STRATEGIC FUND	13	623.5
TECHNOLOGY, MANAGEMENT & BUDGET	13	2,770.9
TRANSPORTATION	13	2,602.5
TREASURY	13	1,583.9
	Sum:	46,406.3

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 84 percent of all noncareer appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT
Pay End Date: March 28, 2015

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	420	0.9 %	48.0	\$30.75	309	73.6 %
ATTORNEY GENERAL	477	1.0 %	47.5	\$39.81	299	62.7 %
AUDITOR GENERAL	142	0.3 %	40.2	\$36.72	91	64.1 %
CIVIL RIGHTS	97	0.2 %	47.9	\$30.92	73	75.3 %
CIVIL SERVICE COMMISSION	425	0.9 %	46.4	\$30.71	316	74.4 %
COMMUNITY HEALTH	3,136	6.6 %	47.0	\$28.85	1,969	62.8 %
CORRECTIONS	12,465	26.4 %	45.6	\$26.12	9,821	78.8 %
EDUCATION	529	1.1 %	48.3	\$33.21	301	56.9 %
ENVIRONMENTAL QUALITY	1,126	2.4 %	48.5	\$32.33	915	81.3 %
EXECUTIVE OFFICE	58	0.1 %	39.0	\$34.98	12	20.7 %
HUMAN SERVICES	10,874	23.0 %	44.4	\$26.31	6,599	60.7 %
INSURANCE AND FINANCIAL SERV	319	0.7 %	43.5	\$33.83	229	71.8 %
LICENSING & REGULATORY AFFAIRS	2,550	5.4 %	48.3	\$29.39	1,864	73.1 %
MILITARY & VETERAN AFFAIRS	766	1.6 %	47.3	\$25.24	493	64.4 %
NATURAL RESOURCES	1,709	3.6 %	44.6	\$26.21	1,175	68.8 %
STATE	1,558	3.3 %	44.6	\$22.74	886	56.9 %
STATE POLICE	2,751	5.8 %	41.9	\$30.22	1,988	72.3 %
STRATEGIC FUND	653	1.4 %	47.1	\$32.08	446	68.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,869	6.1 %	46.6	\$31.35	1,776	61.9 %
TRANSPORTATION	2,713	5.7 %	46.5	\$28.76	2,111	77.8 %
TREASURY	1,649	3.5 %	46.1	\$29.37	1,058	64.2 %
STATEWIDE TOTALS:	47,286	100.0 %	45.6	\$27.85	32,731	69.2 %

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. 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: March 28, 2015

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	400	168	42 %	200	50 %	4	1 %	0	0 %	371	93 %	6	2 %	1	0 %
ATTORNEY GENERAL	477	177	37 %	247	52 %	5	1 %	0	0 %	441	92 %	8	2 %	2	0 %
AUDITOR GENERAL	138	34	25 %	85	62 %	3	2 %	0	0 %	125	91 %	1	1 %	0	0 %
CIVIL RIGHTS	96	46	48 %	43	45 %	3	3 %	0	0 %	86	90 %	7	7 %	0	0 %
CIVIL SERVICE COMMISSION	408	91	22 %	273	67 %	2	0 %	0	0 %	372	91 %	5	1 %	1	0 %
COMMUNITY HEALTH	3,101	1,266	41 %	1,580	51 %	28	1 %	0	0 %	2,843	92 %	97	3 %	12	0 %
CORRECTIONS	12,384	6,205	50 %	5,193	42 %	88	1 %	0	0 %	11,458	93 %	240	2 %	26	0 %
EDUCATION	520	207	40 %	243	47 %	10	2 %	0	0 %	464	89 %	11	2 %	3	1 %
ENVIRONMENTAL QUALITY	1,107	359	32 %	644	58 %	12	1 %	0	0 %	1,019	92 %	17	2 %	4	0 %
EXECUTIVE OFFICE	58	23	40 %	22	38 %	1	2 %	0	0 %	48	83 %	0	0 %	0	0 %
HUMAN SERVICES	10,867	4,229	39 %	5,836	54 %	75	1 %	0	0 %	9,977	92 %	368	3 %	23	0 %
INSURANCE AND FINANCIAL SERV	309	84	27 %	201	65 %	4	1 %	0	0 %	283	92 %	6	2 %	2	1 %
LICENSING & REGULATORY AFFAIRS	2,457	926	38 %	1,314	53 %	21	1 %	0	0 %	2,233	91 %	77	3 %	8	0 %
MILITARY & VETERAN AFFAIRS	740	323	44 %	326	44 %	9	1 %	0	0 %	679	92 %	3	0 %	5	1 %
NATURAL RESOURCES	1,556	872	56 %	515	33 %	34	2 %	0	0 %	1,436	92 %	12	1 %	4	0 %
STATE	1,305	500	38 %	701	54 %	12	1 %	0	0 %	1,201	92 %	42	3 %	4	0 %
STATE POLICE	2,744	714	26 %	513	19 %	11	0 %	1,359	50 %	2,618	95 %	19	1 %	5	0 %
STRATEGIC FUND	627	178	28 %	388	62 %	13	2 %	0	0 %	577	92 %	16	3 %	1	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,726	762	28 %	1,681	62 %	38	1 %	0	0 %	2,423	89 %	81	3 %	10	0 %
TRANSPORTATION	2,555	1,062	42 %	1,285	50 %	33	1 %	0	0 %	2,390	94 %	25	1 %	6	0 %
TREASURY	1,585	433	27 %	986	62 %	33	2 %	0	0 %	1,441	91 %	50	3 %	3	0 %
STATEWIDE TOTALS:	46,160	18,659	40 %	22,276	48 %	439	1 %	1,359	3 %	42,485	92 %	1,091	2 %	120	0 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. 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: March 28, 2015

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	400	381	95 %	336	84 %	0	0 %	388	97 %	12	3 %	0	0 %
ATTORNEY GENERAL	477	451	95 %	334	70 %	0	0 %	448	94 %	27	6 %	0	0 %
AUDITOR GENERAL	138	128	93 %	97	70 %	0	0 %	126	91 %	12	9 %	0	0 %
CIVIL RIGHTS	96	93	97 %	82	85 %	0	0 %	90	94 %	6	6 %	0	0 %
CIVIL SERVICE COMMISSION	408	380	93 %	382	94 %	2	0 %	393	96 %	14	3 %	2	0 %
COMMUNITY HEALTH	3,101	2,956	95 %	2,634	85 %	0	0 %	2,917	94 %	178	6 %	0	0 %
CORRECTIONS	12,384	11,730	95 %	11,284	91 %	0	0 %	11,969	97 %	380	3 %	0	0 %
EDUCATION	520	481	93 %	362	70 %	0	0 %	483	93 %	36	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,107	1,044	94 %	947	86 %	0	0 %	1,036	94 %	69	6 %	0	0 %
EXECUTIVE OFFICE	58	49	84 %	27	47 %	0	0 %	47	81 %	10	17 %	0	0 %
HUMAN SERVICES	10,867	10,387	96 %	9,430	87 %	0	0 %	10,316	95 %	532	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	309	297	96 %	253	82 %	0	0 %	292	94 %	16	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,457	2,324	95 %	2,020	82 %	1	0 %	2,336	95 %	118	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	740	684	92 %	586	79 %	0	0 %	702	95 %	30	4 %	0	0 %
NATURAL RESOURCES	1,556	1,466	94 %	1,308	84 %	0	0 %	1,486	96 %	69	4 %	0	0 %
STATE	1,305	1,258	96 %	1,090	84 %	0	0 %	1,215	93 %	89	7 %	0	0 %
STATE POLICE	2,744	2,644	96 %	3,301	120 %	1,372	50 %	2,636	96 %	97	4 %	1,371	50 %
STRATEGIC FUND	627	596	95 %	502	80 %	0	0 %	582	93 %	45	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,726	2,530	93 %	2,045	75 %	33	1 %	2,588	95 %	122	4 %	26	1 %
TRANSPORTATION	2,555	2,433	95 %	2,217	87 %	0	0 %	2,427	95 %	125	5 %	0	0 %
TREASURY	1,585	1,507	95 %	1,285	81 %	0	0 %	1,492	94 %	90	6 %	0	0 %
STATEWIDE TOTALS:	46,160	43,819	95 %	40,522	88 %	1,408	3 %	43,969	95 %	2,077	4 %	1,400	3 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

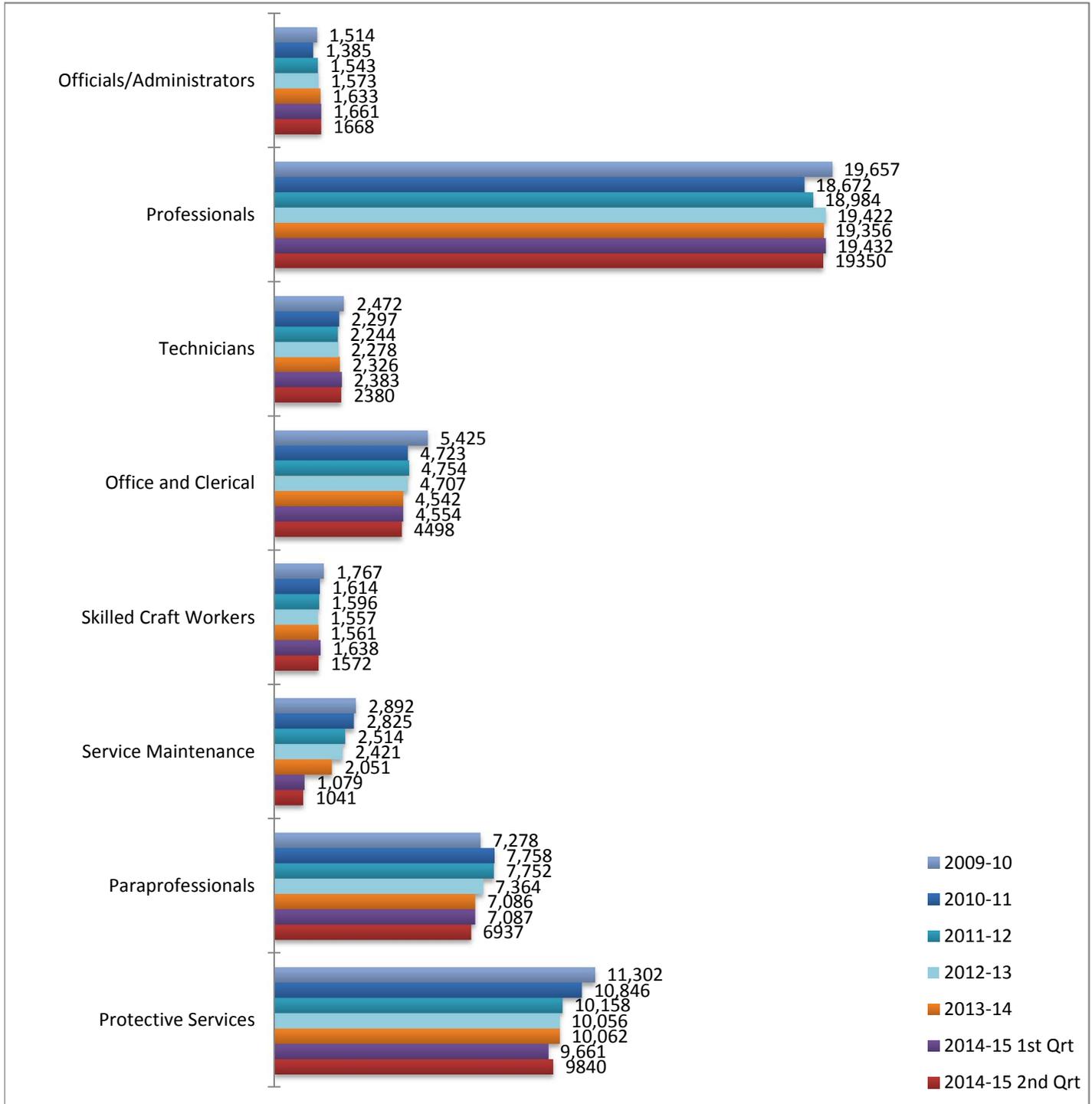
STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: March 28, 2015

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	0	17	17	35	47	43	49	82	61	56	9	4	420
ATTORNEY GENERAL	0	2	28	46	55	67	72	75	64	51	13	4	477
AUDITOR GENERAL	1	15	21	19	12	23	15	20	12	3	1	0	142
CIVIL RIGHTS	0	1	4	11	13	12	16	8	11	12	7	2	97
CIVIL SERVICE COMMISSION	1	17	22	33	45	55	60	83	79	26	3	1	425
COMMUNITY HEALTH	6	64	222	315	332	355	422	499	481	314	106	20	3,136
CORRECTIONS	10	219	768	963	1,378	2,207	2,613	2,208	1,355	591	127	26	12,465
EDUCATION	1	9	24	50	62	58	70	60	102	70	22	1	529
ENVIRONMENTAL QUALITY	1	23	34	65	165	128	144	206	203	125	28	4	1,126
EXECUTIVE OFFICE	0	12	8	9	3	5	5	10	2	3	1	0	58
HUMAN SERVICES	0	119	970	1,529	1,612	1,642	1,410	1,334	1,303	742	190	23	10,874
INSURANCE AND FINANCIAL SERV	2	12	36	36	48	37	50	40	32	15	8	3	319
LICENSING & REGULATORY AFFAIRS	7	86	118	208	255	285	323	397	448	282	108	33	2,550
MILITARY & VETERAN AFFAIRS	4	16	54	65	68	80	113	147	126	75	15	3	766
NATURAL RESOURCES	6	76	148	167	218	268	215	243	206	113	31	18	1,709
STATE	14	126	160	114	145	152	189	274	230	131	20	3	1,558
STATE POLICE	0	186	325	235	342	527	474	387	184	75	16	0	2,751
STRATEGIC FUND	2	21	31	63	78	80	79	108	103	55	28	5	653
TECHNOLOGY, MANAGEMENT & BUDGET	6	127	169	232	295	358	388	524	446	256	57	11	2,869
TRANSPORTATION	13	79	144	204	344	349	422	475	427	203	37	16	2,713
TREASURY	5	56	113	165	209	191	195	281	250	141	35	8	1,649
Statewide Total:	79	1,283	3,416	4,564	5,726	6,922	7,324	7,461	6,125	3,339	862	185	47,286
Average Age:	19.2	23.1	27.7	32.6	37.6	42.6	47.5	52.5	57.4	62.1	66.8	73.3	45.6

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

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2009-10 through 2014-15 2nd Qrt**



2014-15 2nd Qrt Grand Total: 47,286

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 End Date: March 28, 2015

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	1	6
ALGER	268	4	272
ALLEGAN	191	21	212
ALPENA	154	16	170
ANTRIM	28	1	29
ARENAC	31	3	34
BARAGA	315	7	322
BARRY	105	39	144
BAY	338	24	362
BENZIE	27	5	32
BERRIEN	347	39	386
BRANCH	389	6	395
CALHOUN	265	21	286
CASS	92	13	105
CHARLEVOIX	15	19	34
CHEBOYGAN	57	13	70
CHIPPEWA	962	40	1,002
CLARE	48	4	52
CLINTON	158	24	182
CRAWFORD	136	62	198
DELTA	168	21	189
DICKINSON	64	4	68
EATON	3,015	313	3,328
EMMET	79	13	92
GENESEE	819	74	893
GLADWIN	43	5	48
GOGEBIC	256	15	271
GRAND TRAVERSE	527	18	545
GRATIOT	765	8	773
HILLSDALE	51	6	57
HOUGHTON	77	8	85
HURON	32	7	39
INGHAM	9,645	1,099	10,744
IONIA	1,325	35	1,360
IOSCO	38	8	46
IRON	53	2	55
ISABELLA	154	10	164
JACKSON	2,078	57	2,135
KALAMAZOO	1,120	109	1,229
KALKASKA	48	2	50
KENT	1,515	183	1,698
KEWEENAW	1	1	2
LAKE	52	1	53
LAPEER	424	13	437

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: March 28, 2015

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	1	2	3
LENAWEE	614	14	628
LIVINGSTON	597	23	620
LUCE	277	10	287
MACKINAC	119	66	185
MACOMB	1,294	46	1,340
MANISTEE	301	15	316
MARQUETTE	809	41	850
MASON	41	7	48
MECOSTA	86	3	89
MENOMINEE	24	7	31
MIDLAND	95	5	100
MISSAUKEE	63	3	66
MONROE	198	13	211
MONTCALM	551	14	565
MONTMORENCY	46	10	56
MUSKEGON	1,009	23	1,032
NEWAYGO	72	5	77
OAKLAND	1,176	142	1,318
OCEANA	74	13	87
OGEMAW	75	7	82
ONTONAGON	22		22
OSCEOLA	24	5	29
OSCODA	24	1	25
OTSEGO	299	16	315
OTTAWA	175	28	203
OUT OF STATE	37	5	42
PRESQUE ISLE	17	5	22
ROSCOMMON	114	7	121
SAGINAW	816	28	844
SANILAC	44	3	47
SCHOOLCRAFT	28	6	34
SHIAWASSEE	83	5	88
ST CLAIR	228	21	249
ST JOSEPH	81	4	85
TUSCOLA	440	15	455
VAN BUREN	213	21	234
WASHTENAW	1,376	53	1,429
WAYNE	4,881	246	5,127
WEXFORD	161	15	176
WORK AT HOME - MI	1,071	23	1,094
Grand Total:	43,936	3,350	47,286

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

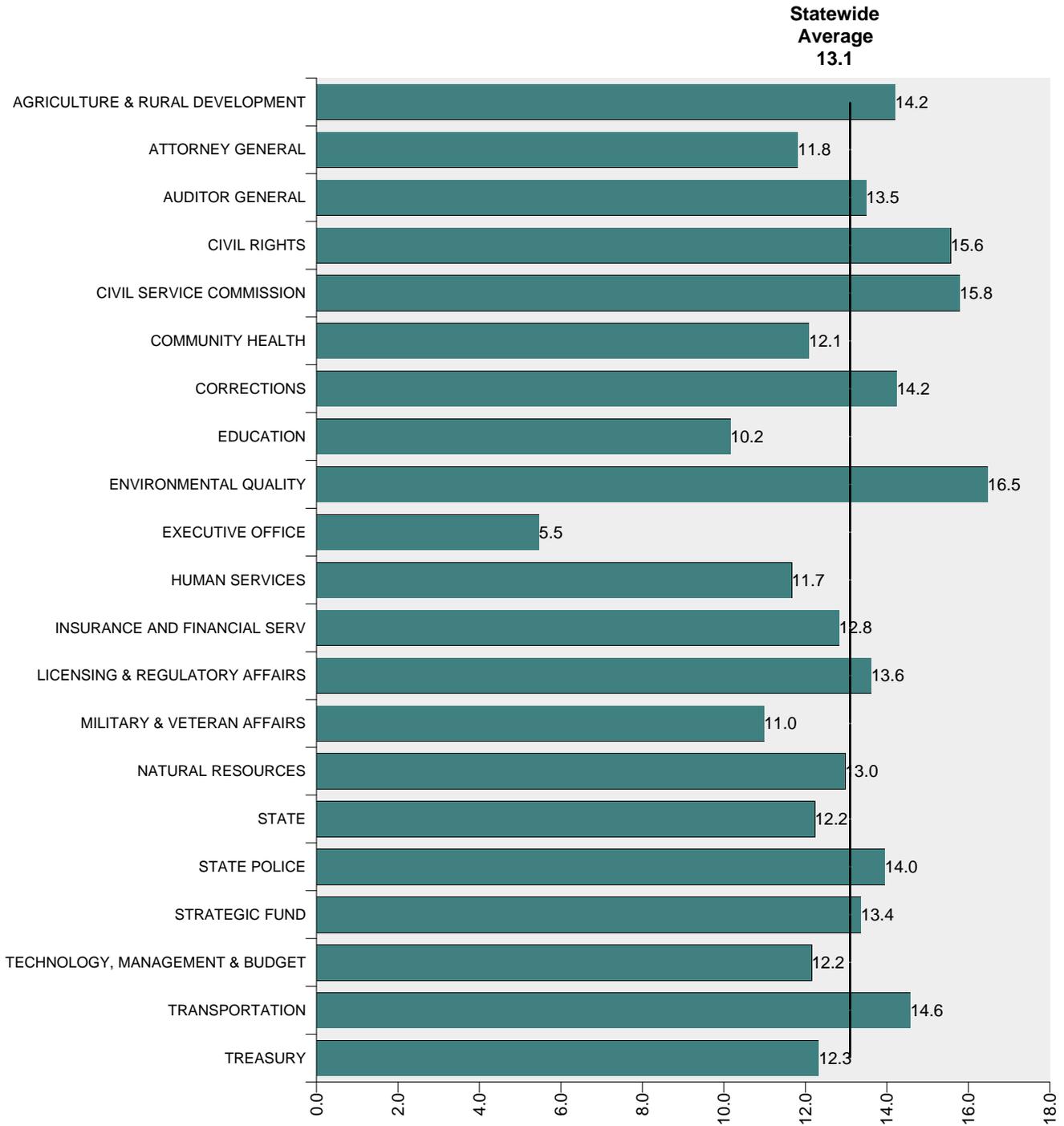
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: March 28, 2015



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: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE & RURAL DEVELOPMENT																
00 - 05 YEARS	53	47	2	2	0	0	0	4	1	1	0	0	56	54	0	0
06 - 10 YEARS	21	25	1	2	0	1	1	0	0	0	0	0	23	28	0	0
11 - 15 YEARS	38	42	2	3	1	0	0	0	0	1	0	0	41	46	0	0
16 - 20 YEARS	30	18	1	2	0	1	0	2	0	1	0	0	31	24	0	1
21 - 25 YEARS	33	19	0	0	0	0	1	0	1	1	0	0	35	20	1	1
26 - 30 YEARS	18	16	0	4	0	0	0	0	0	0	0	0	18	20	1	2
31 - 35 YEARS	2	6	1	2	0	0	0	0	1	0	0	0	4	8	0	2
36 - 40 YEARS	5	3	0	0	0	0	1	0	0	0	0	0	6	3	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	203	176	7	15	1	2	3	6	3	4	0	0	217	203	2	6
MORE THAN 10 YEARS:	129	104	4	11	1	1	2	2	2	3	0	0	138	121	2	6
AVERAGE YEARS	14.6	13.4	13.7	18.7	15.0	12.5	22.0	6.2	19.3	14.8	0.0	0.0	14.8	13.6	26.0	28.2

DEPARTMENT AVERAGE YEARS 14.2

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: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	70	92	2	9	0	0	0	1	2	1	0	0	74	103	0	0
06 - 10 YEARS	40	37	2	4	0	0	0	1	0	0	0	0	42	42	1	0
11 - 15 YEARS	18	36	7	4	0	0	0	2	0	0	0	0	25	42	0	0
16 - 20 YEARS	22	27	1	5	0	0	1	1	0	2	0	0	24	35	0	0
21 - 25 YEARS	11	5	1	0	0	0	0	1	0	0	0	0	12	6	0	0
26 - 30 YEARS	19	17	0	5	0	0	0	1	1	0	0	0	20	23	0	2
31 - 35 YEARS	8	7	1	0	0	0	1	1	0	0	0	0	10	8	0	0
36 - 40 YEARS	3	3	1	0	0	0	1	0	0	0	0	0	5	3	0	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	193	225	15	27	0	0	3	8	3	3	0	0	214	263	1	2
MORE THAN 10 YEARS:	83	96	11	14	0	0	3	6	1	2	0	0	98	118	0	2
AVERAGE YEARS	12.3	10.8	13.7	12.9	0.0	0.0	30.7	17.9	10.0	11.3	0.0	0.0	12.6	11.2	8.0	27.0

DEPARTMENT AVERAGE YEARS 11.8

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
00 - 05 YEARS	30	20	1	0	0	0	0	1	0	0	0	0	31	21	0	0
06 - 10 YEARS	3	9	0	0	0	0	0	0	0	0	0	0	3	9	0	0
11 - 15 YEARS	5	7	0	0	0	0	0	0	0	1	0	0	5	8	0	0
16 - 20 YEARS	12	14	1	1	0	0	0	0	0	0	0	0	13	15	0	0
21 - 25 YEARS	3	8	0	1	0	0	0	0	0	0	0	0	3	9	0	0
26 - 30 YEARS	6	8	2	0	0	0	0	0	0	0	0	0	8	8	0	1
31 - 35 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
36 - 40 YEARS	4	1	1	0	0	0	0	0	0	0	0	0	5	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	66	67	5	2	0	0	0	1	0	1	0	0	71	71	0	1
MORE THAN 10 YEARS:	33	38	4	2	0	0	0	0	0	1	0	0	37	41	0	1
AVERAGE YEARS	13.1	13.2	21.8	20.0	0.0	0.0	0.0	0.0	0.0	15.0	0.0	0.0	13.7	13.3	0.0	28.0

DEPARTMENT AVERAGE YEARS 13.5

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	2	8	2	6	0	0	1	1	0	1	0	0	5	16	0	0
06 - 10 YEARS	1	2	2	10	0	0	0	2	0	0	0	0	3	14	0	0
11 - 15 YEARS	5	4	2	9	0	0	0	1	0	0	0	0	7	14	1	0
16 - 20 YEARS	2	0	3	6	0	0	0	0	0	0	0	0	5	6	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	2	0	2	0	0	1	1	0	0	0	0	2	5	0	0
31 - 35 YEARS	1	0	0	2	0	0	0	0	0	0	0	0	1	2	0	0
36 - 40 YEARS	0	0	0	1	0	0	0	1	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	1	1	2	3	0	0	0	0	0	0	0	0	3	4	0	0
DEPARTMENT TOTAL	14	20	11	42	0	0	2	7	0	1	0	0	27	70	1	0
MORE THAN 10 YEARS:	11	10	7	26	0	0	1	4	0	0	0	0	19	40	1	0
AVERAGE YEARS	16.8	13.5	17.2	16.1	0.0	0.0	13.5	15.9	0.0	2.0	0.0	0.0	16.7	15.1	11.0	0.0

DEPARTMENT AVERAGE YEARS 15.6

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: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	20	64	6	15	0	1	0	1	0	1	0	0	26	82	0	0
06 - 10 YEARS	7	33	2	4	0	0	0	2	0	0	0	0	9	39	0	0
11 - 15 YEARS	5	54	2	7	0	1	0	1	0	0	0	0	7	63	0	0
16 - 20 YEARS	6	43	1	3	0	0	1	0	0	2	0	0	8	48	0	1
21 - 25 YEARS	4	19	0	6	0	1	0	1	0	1	0	0	4	28	0	0
26 - 30 YEARS	4	39	2	19	0	1	1	9	0	0	0	0	7	68	0	2
31 - 35 YEARS	1	6	0	0	0	1	0	0	0	0	0	0	1	7	0	0
36 - 40 YEARS	1	13	1	5	0	1	0	0	0	0	0	0	2	19	0	2
MORE THAN 40 YEARS	1	5	1	0	0	0	0	0	0	0	0	0	2	5	0	0
DEPARTMENT TOTAL	49	276	15	59	0	6	2	14	0	4	0	0	66	359	0	5
MORE THAN 10 YEARS:	22	179	7	40	0	5	2	11	0	3	0	0	31	238	0	5
AVERAGE YEARS	12.1	15.6	13.8	17.8	0.0	22.5	25.0	21.6	0.0	14.5	0.0	0.0	12.9	16.3	0.0	29.6

DEPARTMENT AVERAGE YEARS 15.8

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
00 - 05 YEARS	260	500	101	190	3	7	8	22	14	35	0	0	386	754	0	1
06 - 10 YEARS	112	249	36	65	1	3	4	15	6	7	0	0	159	339	0	1
11 - 15 YEARS	115	249	42	89	0	1	7	6	11	12	0	0	175	357	1	1
16 - 20 YEARS	109	141	20	48	2	2	3	5	3	8	0	0	137	204	2	2
21 - 25 YEARS	41	93	16	31	1	0	4	2	0	4	0	0	62	130	3	5
26 - 30 YEARS	44	89	18	33	0	2	2	8	2	9	0	0	66	141	3	6
31 - 35 YEARS	25	41	9	16	0	0	1	1	2	1	0	0	37	59	2	4
36 - 40 YEARS	29	56	10	9	1	1	1	2	3	1	0	0	44	69	2	6
MORE THAN 40 YEARS	5	12	0	0	0	0	0	0	0	0	0	0	5	12	1	0
DEPARTMENT TOTAL	740	1,430	252	481	8	16	30	61	41	77	0	0	1,071	2,065	14	26
MORE THAN 10 YEARS:	368	681	115	226	4	6	18	24	21	35	0	0	526	972	14	24
AVERAGE YEARS	12.5	12.1	11.8	11.5	13.6	12.1	13.5	11.8	12.3	10.7	0.0	0.0	12.4	11.9	27.9	26.9

DEPARTMENT AVERAGE YEARS 12.1

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
00 - 05 YEARS	1,290	816	201	228	35	10	39	25	11	13	0	0	1,576	1,092	1	1
06 - 10 YEARS	813	518	170	200	37	9	37	18	5	7	0	0	1,062	752	4	0
11 - 15 YEARS	1,232	510	162	185	27	9	24	24	8	3	0	0	1,453	731	2	1
16 - 20 YEARS	1,678	583	160	218	45	14	52	21	7	5	0	0	1,942	841	4	4
21 - 25 YEARS	880	279	92	80	21	5	17	11	3	0	0	0	1,013	375	13	9
26 - 30 YEARS	882	245	101	112	30	6	25	5	4	2	0	0	1,042	370	36	12
31 - 35 YEARS	49	33	13	19	0	0	1	2	0	0	0	0	63	54	7	3
36 - 40 YEARS	31	35	7	9	1	1	1	2	1	0	0	0	41	47	3	0
MORE THAN 40 YEARS	6	4	0	0	0	0	1	0	0	0	0	0	7	4	2	0
DEPARTMENT TOTAL	6,861	3,023	906	1,051	196	54	197	108	39	30	0	0	8,199	4,266	72	30
MORE THAN 10 YEARS:	4,758	1,689	535	623	124	35	121	65	23	10	0	0	5,561	2,422	67	29
AVERAGE YEARS	15.1	12.8	13.7	13.6	14.5	14.1	14.2	13.2	12.7	9.1	0.0	0.0	14.9	13.0	26.2	24.5

DEPARTMENT AVERAGE YEARS 14.2

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: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
00 - 05 YEARS	60	120	4	27	0	1	2	3	2	1	0	0	68	152	0	1
06 - 10 YEARS	30	67	5	9	0	0	0	0	1	2	0	0	36	78	0	0
11 - 15 YEARS	22	55	3	1	0	0	1	1	0	0	0	0	26	57	0	0
16 - 20 YEARS	9	28	2	3	0	0	0	1	0	0	0	0	11	32	0	0
21 - 25 YEARS	2	10	0	0	0	0	0	0	0	0	0	0	2	10	0	0
26 - 30 YEARS	3	21	0	4	0	0	0	1	0	1	0	0	3	27	0	1
31 - 35 YEARS	0	5	0	1	0	0	0	1	0	0	0	0	0	7	0	0
36 - 40 YEARS	3	12	0	0	0	0	0	1	0	0	0	0	3	13	0	0
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	129	322	14	45	0	1	3	8	3	4	0	0	149	380	0	2
MORE THAN 10 YEARS:	39	135	5	9	0	0	1	5	0	1	0	0	45	150	0	1
AVERAGE YEARS	8.5	11.2	7.8	7.6	0.0	0.0	7.0	18.1	3.3	11.8	0.0	0.0	8.3	10.9	0.0	15.5

DEPARTMENT AVERAGE YEARS 10.2

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

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	94	106	1	3	0	0	0	1	1	4	0	0	96	114	0	0
06 - 10 YEARS	42	73	4	1	0	0	0	2	0	1	0	0	46	77	0	0
11 - 15 YEARS	113	93	4	2	0	1	1	4	2	1	0	0	120	101	0	0
16 - 20 YEARS	61	62	0	3	0	0	1	0	2	5	0	0	64	70	0	0
21 - 25 YEARS	111	71	2	4	0	0	4	1	6	2	0	0	123	78	2	2
26 - 30 YEARS	75	55	3	10	0	1	1	3	2	2	0	0	81	71	2	1
31 - 35 YEARS	25	16	1	1	0	0	0	0	0	0	0	0	26	17	2	0
36 - 40 YEARS	24	13	1	0	1	0	0	0	0	1	0	0	26	14	2	2
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	546	490	16	24	1	2	7	11	13	16	0	0	583	543	8	5
MORE THAN 10 YEARS:	410	311	11	20	1	2	7	8	12	11	0	0	441	352	8	5
AVERAGE YEARS	17.5	14.9	18.3	20.7	37.0	20.0	21.9	16.0	19.5	16.1	0.0	0.0	17.6	15.2	30.6	30.2

DEPARTMENT AVERAGE YEARS 16.5

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

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
00 - 05 YEARS	17	28	0	1	0	0	0	0	0	0	0	0	17	29	0	0
06 - 10 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
11 - 15 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	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	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
26 - 30 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	22	35	0	1	0	0	0	0	0	0	0	0	22	36	0	0
MORE THAN 10 YEARS:	4	5	0	0	0	0	0	0	0	0	0	0	4	5	0	0
AVERAGE YEARS	4.4	6.2	0.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.4	6.1	0.0	0.0

DEPARTMENT AVERAGE YEARS 5.5

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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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
00 - 05 YEARS	577	2,022	185	931	9	21	26	81	4	11	3	5	804	3,071	0	4
06 - 10 YEARS	256	1,230	83	637	1	6	18	72	5	13	0	0	363	1,958	1	6
11 - 15 YEARS	178	771	48	438	1	4	13	43	1	6	0	0	241	1,262	3	3
16 - 20 YEARS	182	487	62	419	2	11	10	45	4	6	0	0	260	968	2	7
21 - 25 YEARS	101	317	39	188	1	6	8	32	1	7	0	0	150	550	11	17
26 - 30 YEARS	98	226	33	146	0	3	10	27	2	3	0	0	143	405	12	13
31 - 35 YEARS	33	154	11	107	0	3	1	4	1	4	0	0	46	272	3	8
36 - 40 YEARS	56	137	11	95	0	0	2	3	0	0	0	0	69	235	4	14
MORE THAN 40 YEARS	19	36	5	16	0	0	0	1	0	0	0	0	24	53	4	3
DEPARTMENT TOTAL	1,500	5,380	477	2,977	14	54	88	308	18	50	3	5	2,100	8,774	40	75
MORE THAN 10 YEARS:	667	2,128	209	1,409	4	27	44	155	9	26	0	0	933	3,745	39	65
AVERAGE YEARS	12.2	11.0	11.9	12.4	7.3	12.5	13.0	12.7	14.0	14.1	1.3	0.8	12.1	11.6	27.1	25.7

DEPARTMENT AVERAGE YEARS 11.7

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes 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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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																
00 - 05 YEARS	28	30	3	7	0	1	3	0	2	1	0	0	36	39	1	1
06 - 10 YEARS	25	43	3	9	0	0	1	0	0	2	0	0	29	54	0	0
11 - 15 YEARS	15	34	2	2	0	0	0	1	1	0	0	0	18	37	0	0
16 - 20 YEARS	9	21	0	4	0	0	1	1	0	0	0	0	10	26	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	3	4	0	1	0	0	1	0	0	0	0	0	4	5	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
DEPARTMENT TOTAL	99	164	12	26	0	1	6	4	4	3	0	0	121	198	1	6
MORE THAN 10 YEARS:	46	91	6	10	0	0	2	4	2	0	0	0	56	105	0	5
AVERAGE YEARS	12.0	13.4	14.8	12.0	0.0	3.0	10.5	24.3	10.0	5.7	0.0	0.0	12.1	13.3	0.0	22.3

DEPARTMENT AVERAGE YEARS 12.8

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																
00 - 05 YEARS	202	298	21	65	4	1	5	10	4	7	0	0	236	381	1	1
06 - 10 YEARS	166	229	22	96	1	3	6	5	6	4	0	0	201	337	0	2
11 - 15 YEARS	110	214	33	155	0	3	5	12	2	7	0	0	150	391	0	1
16 - 20 YEARS	73	118	7	34	0	0	2	0	1	4	0	0	83	156	2	1
21 - 25 YEARS	65	69	7	23	0	1	0	5	0	3	0	0	72	101	1	9
26 - 30 YEARS	44	82	22	51	1	3	6	8	4	2	0	0	77	146	6	7
31 - 35 YEARS	21	32	8	27	0	0	0	0	0	1	0	0	29	60	3	5
36 - 40 YEARS	28	47	6	21	1	0	1	0	1	1	0	0	37	69	2	4
MORE THAN 40 YEARS	7	9	2	6	0	0	0	0	0	0	0	0	9	15	2	1
DEPARTMENT TOTAL	716	1,098	128	478	7	11	25	40	18	29	0	0	894	1,656	17	31
MORE THAN 10 YEARS:	348	571	85	317	2	7	14	25	8	18	0	0	457	938	16	28
AVERAGE YEARS	12.9	13.0	16.3	15.3	11.7	16.2	14.1	13.7	13.7	13.5	0.0	0.0	13.4	13.7	28.1	25.7

DEPARTMENT AVERAGE YEARS 13.6

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																
00 - 05 YEARS	133	123	10	12	1	2	8	1	4	2	0	0	156	140	0	0
06 - 10 YEARS	59	45	3	8	1	0	2	1	0	3	0	0	65	57	0	0
11 - 15 YEARS	49	48	2	12	1	0	0	1	0	1	0	0	52	62	0	1
16 - 20 YEARS	29	43	4	10	0	0	4	0	0	0	0	0	37	53	1	0
21 - 25 YEARS	40	27	1	1	0	0	2	0	0	0	0	0	43	28	1	1
26 - 30 YEARS	18	24	2	6	1	1	0	0	0	1	0	0	21	32	1	1
31 - 35 YEARS	5	8	1	1	1	0	0	0	0	0	0	0	7	9	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
DEPARTMENT TOTAL	335	319	23	51	5	3	16	3	4	7	0	0	383	383	4	3
MORE THAN 10 YEARS:	143	151	10	31	3	1	6	1	0	2	0	0	162	186	4	3
AVERAGE YEARS	10.5	11.3	10.7	13.1	17.0	11.3	9.0	7.0	2.8	9.6	0.0	0.0	10.5	11.5	25.8	21.0

DEPARTMENT AVERAGE YEARS 11.0

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
00 - 05 YEARS	336	165	4	7	2	0	4	2	2	0	0	0	348	174	1	0
06 - 10 YEARS	144	63	1	3	0	0	2	0	0	0	0	0	147	66	0	0
11 - 15 YEARS	214	79	1	2	1	0	3	0	3	0	0	0	222	81	0	0
16 - 20 YEARS	185	72	4	2	2	1	2	1	3	2	0	0	196	78	1	1
21 - 25 YEARS	106	36	0	3	1	0	2	1	0	0	0	0	109	40	1	0
26 - 30 YEARS	97	48	5	1	3	2	1	6	0	0	0	0	106	57	4	3
31 - 35 YEARS	22	18	1	1	1	0	0	0	1	1	0	0	25	20	0	0
36 - 40 YEARS	24	8	0	0	1	1	0	0	0	0	0	0	25	9	0	2
MORE THAN 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	1	0
DEPARTMENT TOTAL	1,132	491	16	19	11	4	14	10	9	3	0	0	1,182	527	8	6
MORE THAN 10 YEARS:	652	263	11	9	9	4	8	8	7	3	0	0	687	287	7	6
AVERAGE YEARS	12.9	12.6	17.4	12.0	20.7	28.3	12.6	20.6	14.2	23.0	0.0	0.0	13.0	12.9	24.1	29.2

DEPARTMENT AVERAGE YEARS 13.0

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
00 - 05 YEARS	108	398	13	118	0	4	3	22	2	6	0	0	126	548	0	0
06 - 10 YEARS	20	59	3	11	0	0	0	4	0	1	0	0	23	75	0	0
11 - 15 YEARS	35	150	7	29	0	2	2	8	0	2	0	0	44	191	1	1
16 - 20 YEARS	26	103	1	25	0	4	1	5	2	3	0	0	30	140	0	1
21 - 25 YEARS	6	69	2	21	0	2	0	8	1	0	0	0	9	100	1	11
26 - 30 YEARS	20	70	7	49	1	0	2	6	1	2	0	0	31	127	2	12
31 - 35 YEARS	5	30	1	10	0	0	0	2	0	0	0	0	6	42	0	0
36 - 40 YEARS	17	28	4	4	0	1	0	1	0	0	0	0	21	34	0	1
MORE THAN 40 YEARS	1	10	0	0	0	0	0	0	0	0	0	0	1	10	0	0
DEPARTMENT TOTAL	238	917	38	267	1	13	8	56	6	14	0	0	291	1,267	4	26
MORE THAN 10 YEARS:	110	460	22	138	1	9	5	30	4	7	0	0	142	644	4	26
AVERAGE YEARS	11.9	11.9	15.3	13.0	29.0	13.6	13.0	12.8	14.5	11.5	0.0	0.0	12.5	12.2	24.8	25.5

DEPARTMENT AVERAGE YEARS 12.2

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
00 - 05 YEARS	541	190	21	5	5	0	13	5	3	1	0	0	583	201	0	0
06 - 10 YEARS	118	83	5	7	0	1	7	4	2	1	0	0	132	96	0	0
11 - 15 YEARS	234	97	3	3	2	0	0	4	0	0	0	0	239	104	0	0
16 - 20 YEARS	511	112	30	10	9	1	16	1	5	1	0	0	571	125	0	0
21 - 25 YEARS	212	68	17	3	7	0	7	1	2	1	0	0	245	73	2	1
26 - 30 YEARS	193	70	37	6	7	0	13	1	0	0	0	0	250	77	4	3
31 - 35 YEARS	16	9	1	2	1	0	0	2	0	0	0	0	18	13	0	1
36 - 40 YEARS	6	11	1	2	0	0	0	0	0	0	0	0	7	13	0	0
MORE THAN 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
DEPARTMENT TOTAL	1,832	643	115	38	31	2	56	18	12	4	0	0	2,046	705	6	5
MORE THAN 10 YEARS:	1,173	370	89	26	26	1	36	9	7	2	0	0	1,331	408	6	5
AVERAGE YEARS	13.7	13.3	18.8	17.3	18.6	11.5	16.3	12.7	12.8	13.3	0.0	0.0	14.1	13.5	26.2	28.8

DEPARTMENT AVERAGE YEARS 14.0

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STRATEGIC FUND																
00 - 05 YEARS	70	97	14	20	0	0	4	6	1	0	0	0	89	123	0	0
06 - 10 YEARS	35	50	5	11	0	0	1	4	0	1	0	0	41	66	1	3
11 - 15 YEARS	28	45	7	11	0	0	5	4	1	2	0	0	41	62	1	2
16 - 20 YEARS	19	36	3	9	0	0	0	1	0	1	0	0	22	47	1	1
21 - 25 YEARS	19	12	5	6	0	0	1	3	0	1	0	0	25	22	0	0
26 - 30 YEARS	5	23	3	10	0	0	2	4	2	0	0	0	12	37	1	2
31 - 35 YEARS	7	13	1	5	0	0	1	1	0	1	0	0	9	20	0	2
36 - 40 YEARS	7	14	1	3	0	0	0	3	0	0	0	0	8	20	3	1
MORE THAN 40 YEARS	2	4	1	2	0	0	0	0	0	0	0	0	3	6	1	1
DEPARTMENT TOTAL	192	294	40	77	0	0	14	26	4	6	0	0	250	403	8	12
MORE THAN 10 YEARS:	87	147	21	46	0	0	9	16	3	5	0	0	120	214	7	9
AVERAGE YEARS	11.8	13.2	13.6	15.7	0.0	0.0	14.4	16.8	18.5	17.5	0.0	0.0	12.4	14.0	27.3	22.9

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.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																
00 - 05 YEARS	596	278	46	34	4	2	16	10	50	50	0	0	712	374	0	0
06 - 10 YEARS	220	103	13	12	0	0	3	2	22	22	0	0	258	139	0	0
11 - 15 YEARS	192	108	6	6	0	0	5	1	25	13	0	0	228	128	1	1
16 - 20 YEARS	255	127	12	18	1	0	6	3	10	2	0	0	284	150	2	2
21 - 25 YEARS	87	53	9	7	1	1	2	3	8	3	0	0	107	67	3	2
26 - 30 YEARS	87	82	21	21	0	1	6	4	7	3	0	0	121	111	2	5
31 - 35 YEARS	19	24	6	6	0	0	0	1	1	2	0	0	26	33	4	1
36 - 40 YEARS	49	50	3	2	0	0	2	1	0	0	0	0	54	53	3	2
MORE THAN 40 YEARS	10	8	1	1	0	0	0	4	0	0	0	0	11	13	0	0
DEPARTMENT TOTAL	1,515	833	117	107	6	4	40	29	123	95	0	0	1,801	1,068	15	13
MORE THAN 10 YEARS:	699	452	58	61	2	2	21	17	51	23	0	0	831	555	15	13
AVERAGE YEARS	11.4	13.8	13.8	15.1	7.3	12.8	12.7	18.1	9.4	7.3	0.0	0.0	11.4	13.4	27.5	26.8

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: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
00 - 05 YEARS	362	172	17	10	10	3	4	8	4	4	0	0	397	197	0	0
06 - 10 YEARS	280	103	8	11	6	0	6	3	6	3	0	0	306	120	0	1
11 - 15 YEARS	385	139	18	12	3	1	4	3	7	5	0	0	417	160	1	1
16 - 20 YEARS	224	77	14	7	7	3	4	0	5	6	0	0	254	93	0	0
21 - 25 YEARS	161	72	12	10	1	1	4	0	3	1	0	0	181	84	7	5
26 - 30 YEARS	201	67	23	13	5	1	10	2	3	2	0	0	242	85	11	4
31 - 35 YEARS	38	26	4	5	1	0	1	2	1	0	0	0	45	33	2	3
36 - 40 YEARS	28	23	6	7	0	0	3	1	1	0	0	0	38	31	2	6
MORE THAN 40 YEARS	18	5	1	0	0	0	2	0	4	0	0	0	25	5	3	1
DEPARTMENT TOTAL	1,697	684	103	75	33	9	38	19	34	21	0	0	1,905	808	26	21
MORE THAN 10 YEARS:	1,055	409	78	54	17	6	28	8	24	14	0	0	1,202	491	26	20
AVERAGE YEARS	14.2	14.2	18.5	18.5	12.9	13.7	21.0	12.3	18.6	13.3	0.0	0.0	14.6	14.5	29.7	29.4

DEPARTMENT AVERAGE YEARS 14.6

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	194	257	23	61	2	1	3	14	4	7	0	0	226	340	0	0
06 - 10 YEARS	68	166	15	28	0	3	0	6	1	4	0	0	84	207	0	0
11 - 15 YEARS	88	139	11	36	1	0	1	1	7	6	0	0	108	182	1	0
16 - 20 YEARS	46	83	3	14	0	1	2	3	2	1	0	0	53	102	0	0
21 - 25 YEARS	31	34	3	14	0	2	0	4	1	0	0	0	35	54	3	5
26 - 30 YEARS	26	52	13	27	0	0	3	11	3	0	0	0	45	90	3	3
31 - 35 YEARS	6	30	2	9	0	0	2	3	0	0	0	0	10	42	1	1
36 - 40 YEARS	9	33	5	6	0	0	2	1	0	1	0	0	16	41	4	1
MORE THAN 40 YEARS	7	4	1	1	0	0	1	0	0	0	0	0	9	5	0	0
DEPARTMENT TOTAL	475	798	76	196	3	7	14	43	18	19	0	0	586	1,063	12	10
MORE THAN 10 YEARS:	213	375	38	107	1	3	11	23	13	8	0	0	276	516	12	10
AVERAGE YEARS	10.9	12.4	14.4	13.7	5.7	12.6	23.4	15.6	13.2	9.6	0.0	0.0	11.7	12.7	28.8	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: March 28, 2015

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	5,043	5,831	677	1,751	75	54	139	218	111	146	3	5	6,048	8,005	4	9
06- 10 YEARS	2,461	3,189	383	1,128	47	26	88	141	54	71	0	0	3,033	4,555	7	13
11- 15 YEARS	3,085	2,875	362	1,006	37	22	71	117	68	60	0	0	3,623	4,080	12	12
16- 20 YEARS	3,488	2,195	329	841	68	38	106	90	44	49	0	0	4,035	3,213	15	22
21- 25 YEARS	1,922	1,280	206	402	33	19	52	74	26	24	0	0	2,239	1,799	49	70
26- 30 YEARS	1,850	1,250	295	521	48	21	83	98	32	27	0	0	2,308	1,917	88	81
31- 35 YEARS	289	462	61	215	4	4	9	20	7	10	0	0	370	711	25	30
36- 40 YEARS	328	491	59	165	5	5	14	17	6	4	0	0	412	682	25	42
MORE THAN 40 YEARS	88	112	14	29	0	0	4	5	4	0	0	0	110	146	14	6
STATEWIDE TOTAL	18,554	17,685	2,386	6,058	317	189	566	780	352	391	3	5	22,178	25,108	239	285
MORE THAN 10 YEARS	11,050	8,665	1,326	3,179	195	109	339	421	187	174	0	0	13,097	12,548	228	263
AVERAGE YEARS	13.7	12.3	13.8	13.1	14.5	13.9	14.7	13.7	12.4	11.0	1.3	0.8	13.7	12.5	27.0	26.1
STATEWIDE TOTAL AVERAGE YEARS	13.1															

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

Source: Michigan Civil Service Commission HWF18

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Second Quarter of FY 2015

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	19	1.5%
Dismissal	88	7.1%
Expired Appointment	117	9.4%
Total Involuntary Separations	224	18.0%
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	333	26.7%
Layoff/Leave of Absence Rights Expired	49	3.9%
Waived Rights Leave of Absence	46	3.7%
Settlement	0	0.0%
Total Voluntary Separations	428	34.4%
RETIREMENT		
Retirement	576	46.3%
Disability Retirement	12	1.0%
Deferred Retirement	5	0.4%
Total Retirements	593	47.6%
UNDEFINED SEPARATIONS		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	1,245	100.0%

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 84 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF 10

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From December 21, 2014 Through March 28, 2015

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE & RURAL DEVELOPMENT	9	4	0	0	13	12	0	0	0	0	12	1
ATTORNEY GENERAL	4	0	0	0	4	17	0	0	0	0	17	-13
AUDITOR GENERAL	6	1	0	0	7	1	0	0	0	0	1	6
CIVIL RIGHTS	1	0	0	0	1	1	0	0	0	0	1	0
CIVIL SERVICE COMMISSION	0	0	0	0	0	9	0	0	0	0	9	-9
COMMUNITY HEALTH	94	3	2	0	99	91	0	0	13	0	104	-5
CORRECTIONS	251	9	5	2	267	311	0	0	8	0	319	-52
EDUCATION	10	2	1	0	13	9	1	0	0	0	10	3
ENVIRONMENTAL QUALITY	18	5	0	0	23	17	0	0	0	0	17	6
EXECUTIVE OFFICE	2	0	0	0	2	5	0	0	0	0	5	-3
HUMAN SERVICES	77	0	26	0	103	264	9	109	13	0	395	-292
INSURANCE AND FINANCIAL SERV	9	0	0	0	9	3	0	0	0	0	3	6
LICENSING & REGULATORY AFFAIRS	30	9	1	0	40	83	0	0	2	0	85	-45
MILITARY & VETERAN AFFAIRS	17	4	14	0	35	53	0	0	0	0	53	-18
NATURAL RESOURCES	57	47	151	0	255	60	28	1	1	0	90	165
STATE	8	45	0	0	53	74	0	0	1	0	75	-22
STATE POLICE	103	1	0	0	104	44	0	0	2	0	46	58
STRATEGIC FUND	6	1	1	0	8	13	0	0	0	0	13	-5
TECHNOLOGY, MANAGEMENT & BUDGET	66	14	1	0	81	45	0	0	1	0	46	35
TRANSPORTATION	17	43	13	0	73	96	5	0	0	0	101	-28
TREASURY	33	4	0	0	37	23	0	0	1	0	24	13
STATEWIDE TOTALS:	818	192	215	2	1,227	1,231	43	110	42	0	1,426	-199

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

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

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

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

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

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

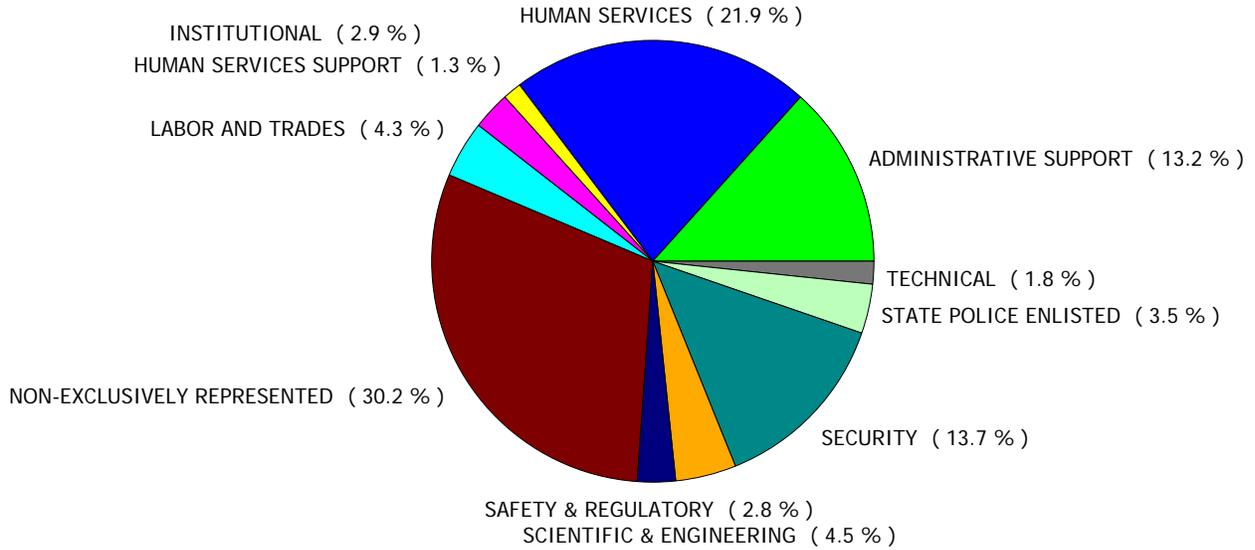
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

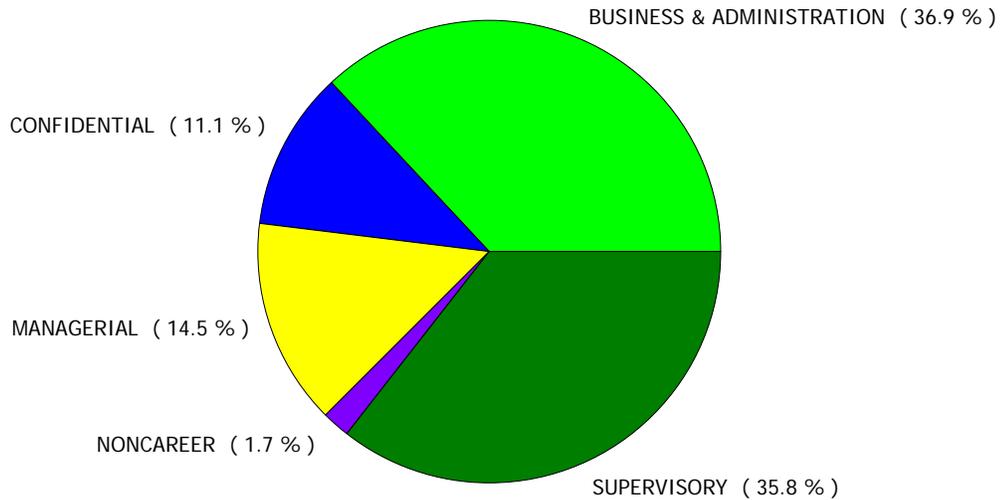
STATE OF MICHIGAN
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
 Fiscal Year 2014 - 2015

Graph 5-1



(47,286 Total Employees)

Non-Exclusively Represented
(14,259 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 47,286 classified employees, 70 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT
Pay End Date: March 28, 2015

Table 5-1

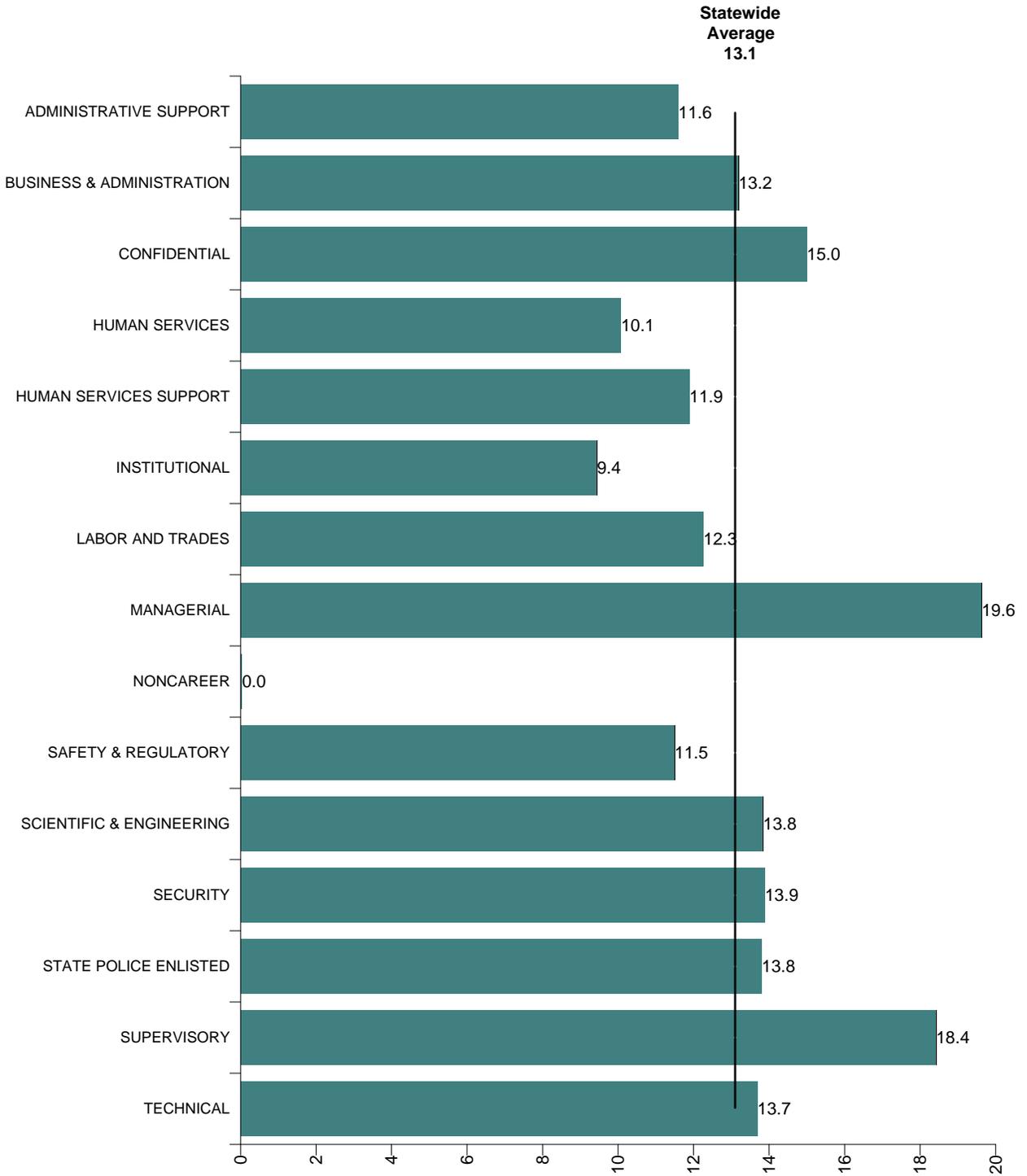
BARGAINING UNIT CODE/NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,302	1,127	86.6	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	2,031	1,777	87.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,475	0	0.0	0	0.0	6,078	93.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	592	0	0.0	0	0.0	0	0.0	557	94.1	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,118	0	0.0	0	0.0	0	0.0	0	0.0	1,942	91.7	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	872	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	767	88.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,643	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,557	94.8	0	0.0
U11 INSTITUTIONAL	1,367	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,294	94.7
W22 HUMAN SERVICES	10,371	0	0.0	9,550	92.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,256	0	0.0	5,023	80.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,267	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	5,108	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	240	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	2,063	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	1,580	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	33,027	2,904	8.8	14,573	44.1	6,078	18.4	557	1.7	1,942	5.9	767	2.3	1,557	4.7	1,294	3.9
NON-EXCLUSIVELY REPRESENTED TOTAL	14,259	0	0.0	1	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	47,286	2,904	6.1	14,574	30.8	6,078	12.9	557	1.2	1,943	4.1	767	1.6	1,557	3.3	1,294	2.7

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

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
 Pay End Date: March 28, 2015

Graph 5-2



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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	327	62	18	17	3	2	4	0	2	0	0	0	354	81	0	0
06 - 10 YEARS	150	46	6	20	0	0	8	0	1	0	0	0	165	66	0	0
11 - 15 YEARS	152	39	8	22	1	1	4	1	2	0	0	0	167	63	0	0
16 - 20 YEARS	115	36	8	13	3	2	4	0	2	0	0	0	132	51	1	0
21 - 25 YEARS	64	15	3	15	1	0	1	0	0	0	0	0	69	30	0	2
26 - 30 YEARS	50	13	12	11	0	1	4	1	2	0	0	0	68	26	2	0
31 - 35 YEARS	8	2	1	4	0	0	0	0	0	0	0	0	9	6	0	0
36 - 40 YEARS	8	1	1	3	0	0	1	0	0	0	0	0	10	4	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
BARGAINING UNIT TOTAL	875	214	57	105	8	6	26	2	9	0	0	0	975	327	4	2
MORE THAN 10 YEARS:	398	106	33	68	5	4	14	2	6	0	0	0	456	180	4	2
AVERAGE YEARS	10.7	11.4	14.5	15.5	11.9	12.2	14.5	19.5	14.4	0.0	0.0	0.0	11.1	12.8	28.0	25.0

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																
00 - 05 YEARS	567	68	20	4	9	0	4	1	1	0	0	0	601	73	1	0
06 - 10 YEARS	234	11	11	2	7	0	5	0	0	0	0	0	257	13	0	0
11 - 15 YEARS	322	19	22	1	5	1	5	0	0	0	0	0	354	21	0	0
16 - 20 YEARS	246	21	18	1	9	0	8	1	0	0	0	0	281	23	4	1
21 - 25 YEARS	114	11	14	1	2	0	2	0	1	0	0	0	133	12	4	0
26 - 30 YEARS	124	9	17	4	4	0	7	2	2	0	0	0	154	15	10	1
31 - 35 YEARS	29	5	6	0	0	0	1	0	1	0	0	0	37	5	2	1
36 - 40 YEARS	36	4	2	1	0	0	1	0	0	0	0	0	39	5	0	1
MORE THAN 40 YEARS	6	0	0	0	0	0	1	1	0	0	0	0	7	1	0	0
BARGAINING UNIT TOTAL	1,678	148	110	14	36	1	34	5	5	0	0	0	1,863	168	21	4
MORE THAN 10 YEARS:	877	69	79	8	20	1	25	4	4	0	0	0	1,005	82	20	4
AVERAGE YEARS	11.9	10.8	16.2	15.6	12.6	15.0	17.8	23.0	23.2	0.0	0.0	0.0	12.3	11.6	24.8	30.3
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: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 - SECURITY																
00 - 05 YEARS	906	174	168	98	30	4	34	9	5	3	0	0	1,143	288	0	1
06 - 10 YEARS	506	99	92	68	29	4	25	4	3	2	0	0	655	177	1	0
11 - 15 YEARS	822	125	120	79	19	3	18	10	3	0	0	0	982	217	2	1
16 - 20 YEARS	1,139	203	104	82	29	4	43	5	4	0	0	0	1,319	294	0	0
21 - 25 YEARS	531	74	45	27	13	1	14	4	1	0	0	0	604	106	8	3
26 - 30 YEARS	507	35	57	24	17	0	18	0	1	0	0	0	600	59	9	1
31 - 35 YEARS	21	1	3	1	0	0	0	0	0	0	0	0	24	2	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
BARGAINING UNIT TOTAL	4,434	711	591	379	137	16	153	32	17	5	0	0	5,332	1,143	21	6
MORE THAN 10 YEARS:	3,022	438	331	213	78	8	94	19	9	0	0	0	3,534	678	20	5
AVERAGE YEARS	14.5	12.8	12.5	12.0	13.2	10.8	13.8	11.4	11.0	4.0	0.0	0.0	14.2	12.4	24.0	18.8
BARGAINING UNIT AVERAGE YEARS	13.9															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	17	32	7	17	3	0	3	5	0	0	0	0	30	54	0	0
06 - 10 YEARS	33	59	10	59	1	0	3	4	0	1	0	0	47	123	1	2
11 - 15 YEARS	23	67	25	108	1	1	4	9	2	2	0	0	55	187	0	1
16 - 20 YEARS	2	11	2	10	0	0	0	0	0	0	0	0	4	21	0	0
21 - 25 YEARS	5	5	0	6	0	0	1	6	0	0	0	0	6	17	1	1
26 - 30 YEARS	1	11	2	10	0	1	0	0	0	0	0	0	3	22	1	1
31 - 35 YEARS	1	2	0	3	0	1	0	0	0	0	0	0	1	6	0	0
36 - 40 YEARS	1	5	0	7	1	0	0	0	0	0	0	0	2	12	0	1
MORE THAN 40 YEARS	0	1	1	0	0	0	0	0	0	0	0	0	1	1	1	0
BARGAINING UNIT TOTAL	83	193	47	220	6	3	11	24	2	3	0	0	149	443	4	6
MORE THAN 10 YEARS:	33	102	30	144	2	3	5	15	2	2	0	0	72	266	3	4
AVERAGE YEARS	10.2	11.8	11.3	12.7	11.0	24.7	9.3	12.3	13.0	9.7	0.0	0.0	10.5	12.4	25.3	20.2
BARGAINING UNIT AVERAGE YEARS	11.9															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	244	183	7	7	3	0	2	6	3	6	0	0	259	202	0	0
06 - 10 YEARS	195	152	5	7	1	0	3	1	5	6	0	0	209	166	0	0
11 - 15 YEARS	292	141	8	5	0	1	3	2	9	5	0	0	312	154	0	1
16 - 20 YEARS	164	75	3	4	1	0	2	2	6	9	0	0	176	90	0	1
21 - 25 YEARS	172	86	4	4	0	0	6	0	8	3	0	0	190	93	1	0
26 - 30 YEARS	108	49	7	5	1	2	2	1	4	3	0	0	122	60	6	1
31 - 35 YEARS	30	8	3	0	0	0	0	0	1	0	0	0	34	8	1	0
36 - 40 YEARS	26	2	1	0	1	0	2	0	2	0	0	0	32	2	0	0
MORE THAN 40 YEARS	5	0	1	0	0	0	0	0	3	0	0	0	9	0	1	0
BARGAINING UNIT TOTAL	1,236	696	39	32	7	3	20	12	41	32	0	0	1,343	775	9	3
MORE THAN 10 YEARS:	797	361	27	18	3	3	15	5	33	20	0	0	875	407	9	3
AVERAGE YEARS	14.5	12.0	17.6	13.8	13.1	23.3	18.5	8.5	19.6	13.4	0.0	0.0	14.8	12.1	29.9	19.7
BARGAINING UNIT AVERAGE YEARS	13.8															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																
00 - 05 YEARS	132	67	3	7	0	0	1	4	3	1	0	0	139	79	0	0
06 - 10 YEARS	83	49	5	2	1	0	3	1	1	0	0	0	93	52	0	0
11 - 15 YEARS	121	41	1	2	2	0	2	0	3	2	0	0	129	45	0	0
16 - 20 YEARS	80	14	2	0	2	0	1	0	2	2	0	0	87	16	0	0
21 - 25 YEARS	72	16	3	3	0	0	2	0	2	0	0	0	79	19	4	1
26 - 30 YEARS	73	10	10	4	0	0	1	0	1	1	0	0	85	15	2	0
31 - 35 YEARS	6	3	1	2	0	0	0	0	0	0	0	0	7	5	0	0
36 - 40 YEARS	6	3	0	1	0	0	2	0	0	0	0	0	8	4	2	1
MORE THAN 40 YEARS	6	3	0	0	0	0	1	0	0	0	0	0	7	3	0	0
BARGAINING UNIT TOTAL	579	206	25	21	5	0	13	5	12	6	0	0	634	238	8	2
MORE THAN 10 YEARS:	364	90	17	12	4	0	9	0	8	5	0	0	402	107	8	2
AVERAGE YEARS	14.3	11.0	19.1	16.0	14.4	0.0	20.8	1.8	13.0	15.3	0.0	0.0	14.6	11.4	27.8	29.5

BARGAINING UNIT AVERAGE YEARS 13.7

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 - STATE POLICE ENLISTED																
00 - 05 YEARS	413	40	17	0	5	0	12	0	3	1	0	0	450	41	0	0
06 - 10 YEARS	70	4	4	1	0	0	2	0	1	0	0	0	77	5	0	0
11 - 15 YEARS	162	12	2	1	2	0	0	0	0	0	0	0	166	13	0	0
16 - 20 YEARS	405	38	24	3	7	0	15	0	3	0	0	0	454	41	0	0
21 - 25 YEARS	147	31	16	2	7	0	5	1	2	1	0	0	177	35	2	0
26 - 30 YEARS	113	16	24	1	5	0	9	0	0	0	0	0	151	17	1	0
31 - 35 YEARS	7	2	1	0	1	0	0	0	0	0	0	0	9	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
BARGAINING UNIT TOTAL	1,319	144	89	9	27	0	43	1	9	2	0	0	1,487	156	3	0
MORE THAN 10 YEARS:	836	100	68	8	22	0	29	1	5	1	0	0	960	110	3	0
AVERAGE YEARS	13.2	15.0	18.5	20.7	18.0	0.0	16.0	25.0	12.3	13.5	0.0	0.0	13.6	15.4	23.7	0.0
BARGAINING UNIT AVERAGE YEARS	13.8															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																
00 - 05 YEARS	144	244	77	126	1	5	7	5	7	6	0	0	236	386	0	0
06 - 10 YEARS	50	109	20	35	0	1	3	2	0	0	0	0	73	147	0	0
11 - 15 YEARS	55	110	26	60	0	0	4	4	1	5	0	0	86	179	0	0
16 - 20 YEARS	31	52	5	18	1	0	1	0	0	0	0	0	38	70	1	0
21 - 25 YEARS	12	22	5	13	0	0	1	2	0	0	0	0	18	37	0	1
26 - 30 YEARS	16	17	6	9	0	0	0	3	0	2	0	0	22	31	0	0
31 - 35 YEARS	5	8	4	4	1	0	0	0	0	0	0	0	10	12	0	0
36 - 40 YEARS	10	4	3	4	0	0	0	1	0	0	0	0	13	9	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	323	566	146	269	3	6	16	17	8	13	0	0	496	871	1	1
MORE THAN 10 YEARS:	129	213	49	108	2	0	6	10	1	7	0	0	187	338	1	1
AVERAGE YEARS	10.1	9.2	8.7	9.5	17.7	4.2	8.1	14.6	3.9	11.2	0.0	0.0	9.6	9.4	19.0	21.0

BARGAINING UNIT AVERAGE YEARS 9.4

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																
00 - 05 YEARS	740	2,181	193	926	9	23	27	75	11	32	3	5	983	3,242	2	5
06 - 10 YEARS	341	1,091	123	627	1	7	19	57	9	13	0	0	493	1,795	1	5
11 - 15 YEARS	273	593	51	354	1	2	10	36	6	6	0	0	341	991	4	2
16 - 20 YEARS	301	409	64	333	5	10	11	36	3	12	0	0	384	800	4	6
21 - 25 YEARS	169	222	39	121	1	3	3	26	1	8	0	0	213	380	8	9
26 - 30 YEARS	112	151	27	118	2	0	7	14	2	2	0	0	150	285	10	9
31 - 35 YEARS	31	63	10	59	0	1	1	1	1	4	0	0	43	128	2	4
36 - 40 YEARS	31	39	8	40	1	1	0	0	3	1	0	0	43	81	3	3
MORE THAN 40 YEARS	5	6	2	5	0	0	0	1	0	0	0	0	7	12	3	1
BARGAINING UNIT TOTAL	2,003	4,755	517	2,583	20	47	78	246	36	78	3	5	2,657	7,714	37	44
MORE THAN 10 YEARS:	922	1,483	201	1,030	10	17	32	114	16	33	0	0	1,181	2,677	34	34
AVERAGE YEARS	11.5	8.9	10.9	10.8	12.3	9.8	10.8	11.5	12.3	11.2	1.3	0.8	11.4	9.6	24.6	21.5
BARGAINING UNIT AVERAGE YEARS	10.1															

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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: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	385	1,580	69	359	6	12	14	81	5	18	0	0	479	2,050	0	2
06 - 10 YEARS	91	631	20	120	0	8	3	41	1	3	0	0	115	803	1	3
11 - 15 YEARS	69	611	19	119	0	5	4	22	1	4	0	0	93	761	0	5
16 - 20 YEARS	61	456	9	125	1	14	4	19	0	6	0	0	75	620	1	6
21 - 25 YEARS	27	235	5	56	0	0	2	15	0	2	0	0	34	308	5	29
26 - 30 YEARS	23	279	11	112	0	9	3	24	2	4	0	0	39	428	9	27
31 - 35 YEARS	8	134	3	47	0	1	1	6	0	2	0	0	12	190	2	13
36 - 40 YEARS	7	154	0	36	0	1	1	6	0	2	0	0	8	199	1	11
MORE THAN 40 YEARS	2	31	0	9	0	0	0	0	0	0	0	0	2	40	0	1
BARGAINING UNIT TOTAL	673	4,111	136	983	7	50	32	214	9	41	0	0	857	5,399	19	97
MORE THAN 10 YEARS:	197	1,900	47	504	1	30	15	92	3	20	0	0	263	2,546	18	92
AVERAGE YEARS	7.7	11.9	8.9	13.4	3.3	14.3	12.3	11.9	8.4	12.7	0.0	0.0	8.0	12.2	26.5	26.0
BARGAINING UNIT AVERAGE YEARS	11.6															

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	690	565	52	88	3	3	19	16	52	56	0	0	816	728	1	0
06 - 10 YEARS	325	439	37	87	2	4	4	14	26	32	0	0	394	576	0	2
11 - 15 YEARS	267	418	24	89	1	2	7	12	28	20	0	0	327	541	4	2
16 - 20 YEARS	259	298	18	69	0	2	6	13	13	6	0	0	296	388	3	3
21 - 25 YEARS	113	174	18	33	2	4	3	5	6	7	0	0	142	223	7	9
26 - 30 YEARS	108	198	26	67	0	1	8	20	9	6	0	0	151	292	9	17
31 - 35 YEARS	22	79	8	29	0	0	1	6	0	1	0	0	31	115	5	3
36 - 40 YEARS	51	116	12	16	0	1	2	3	0	0	0	0	65	136	5	10
MORE THAN 40 YEARS	17	22	2	3	0	0	0	2	0	0	0	0	19	27	1	0
BARGAINING UNIT TOTAL	1,852	2,309	197	481	8	17	50	91	134	128	0	0	2,241	3,026	35	46
MORE THAN 10 YEARS:	837	1,305	108	306	3	10	27	61	56	40	0	0	1,031	1,722	34	44
AVERAGE YEARS	11.4	14.3	15.2	15.7	9.9	15.2	13.8	17.6	9.4	8.6	0.0	0.0	11.6	14.3	25.9	27.2
BARGAINING UNIT AVERAGE YEARS		13.2														

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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: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																
00 - 05 YEARS	142	179	20	54	1	2	1	5	9	8	0	0	173	248	0	0
06 - 10 YEARS	250	262	41	71	5	0	9	7	5	12	0	0	310	352	2	0
11 - 15 YEARS	379	382	41	138	5	3	6	12	11	6	0	0	442	541	2	0
16 - 20 YEARS	479	315	54	139	9	5	6	11	7	8	0	0	555	478	1	2
21 - 25 YEARS	343	228	32	87	5	6	9	8	3	2	0	0	392	331	6	11
26 - 30 YEARS	417	203	56	95	15	6	17	11	3	6	0	0	508	321	19	11
31 - 35 YEARS	70	75	15	35	1	0	3	1	4	0	0	0	93	111	6	5
36 - 40 YEARS	81	64	12	28	1	1	4	5	0	0	0	0	98	98	7	6
MORE THAN 40 YEARS	26	20	5	5	0	0	0	0	1	0	0	0	32	25	5	1
BARGAINING UNIT TOTAL	2,187	1,728	276	652	42	23	55	60	43	42	0	0	2,603	2,505	48	36
MORE THAN 10 YEARS:	1,795	1,287	215	527	36	21	45	48	29	22	0	0	2,120	1,905	46	36
AVERAGE YEARS	19.2	17.3	19.5	18.6	20.7	20.7	21.6	18.7	15.0	13.0	0.0	0.0	19.2	17.6	29.3	28.9
BARGAINING UNIT AVERAGE YEARS	18.4															

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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: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																
00 - 05 YEARS	101	94	12	10	1	0	4	3	5	9	0	0	123	116	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
BARGAINING UNIT TOTAL	101	95	12	10	1	0	4	3	5	9	0	0	123	117	0	1
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
BARGAINING UNIT AVERAGE YEARS	0.0															

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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: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																
00 - 05 YEARS	124	95	3	7	1	0	3	1	4	3	0	0	135	106	0	0
06 - 10 YEARS	101	85	6	5	0	1	1	5	2	1	0	0	110	97	1	0
11 - 15 YEARS	122	128	10	13	0	0	3	2	2	8	0	0	137	151	0	0
16 - 20 YEARS	183	127	13	15	1	0	3	2	2	2	0	0	202	146	0	1
21 - 25 YEARS	141	99	17	17	2	3	3	3	2	0	0	0	165	122	2	1
26 - 30 YEARS	175	145	32	27	4	0	5	5	6	1	0	0	222	178	7	9
31 - 35 YEARS	47	41	6	20	1	1	2	1	0	3	0	0	56	66	4	1
36 - 40 YEARS	61	41	16	13	1	0	0	2	1	1	0	0	79	57	7	2
MORE THAN 40 YEARS	16	10	2	5	0	0	1	0	0	0	0	0	19	15	2	0
BARGAINING UNIT TOTAL	970	771	105	122	10	5	21	21	19	19	0	0	1,125	938	23	14
MORE THAN 10 YEARS:	745	591	96	110	9	4	17	15	13	15	0	0	880	735	22	14
AVERAGE YEARS	19.1	18.9	24.5	24.6	25.3	21.6	20.2	19.7	17.6	16.8	0.0	0.0	19.7	19.6	32.0	28.9
BARGAINING UNIT AVERAGE YEARS	19.6															

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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: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																
00 - 05 YEARS	111	267	11	31	0	3	4	7	1	3	0	0	127	311	0	0
06 - 10 YEARS	32	151	3	24	0	1	0	5	0	1	0	0	35	182	0	1
11 - 15 YEARS	26	189	5	15	0	3	1	7	0	2	0	0	32	216	0	0
16 - 20 YEARS	23	140	5	29	0	1	2	1	2	4	0	0	32	175	0	2
21 - 25 YEARS	12	62	5	17	0	2	0	4	0	1	0	0	17	86	1	3
26 - 30 YEARS	22	114	8	34	0	1	2	17	0	2	0	0	32	168	2	4
31 - 35 YEARS	4	39	0	11	0	0	0	5	0	0	0	0	4	55	2	3
36 - 40 YEARS	8	57	1	15	0	1	0	0	0	0	0	0	9	73	0	7
MORE THAN 40 YEARS	2	19	1	2	0	0	1	1	0	0	0	0	4	22	0	3
BARGAINING UNIT TOTAL	240	1,038	39	178	0	12	10	47	3	13	0	0	292	1,288	5	23
MORE THAN 10 YEARS:	97	620	25	123	0	8	6	35	2	9	0	0	130	795	5	22
AVERAGE YEARS	11.1	15.0	16.2	18.6	0.0	14.8	15.2	20.1	13.0	14.2	0.0	0.0	11.9	15.7	29.2	31.2

BARGAINING UNIT AVERAGE YEARS 15.0

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: March 28, 2015

BARGAINING UNIT CODE/NAME	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	5,043	5,831	677	1,751	75	54	139	218	111	146	3	5	6,048	8,005	4	9
06- 10 YEARS	2,461	3,189	383	1,128	47	26	88	141	54	71	0	0	3,033	4,555	7	13
11- 15 YEARS	3,085	2,875	362	1,006	37	22	71	117	68	60	0	0	3,623	4,080	12	12
16- 20 YEARS	3,488	2,195	329	841	68	38	106	90	44	49	0	0	4,035	3,213	15	22
21- 25 YEARS	1,922	1,280	206	402	33	19	52	74	26	24	0	0	2,239	1,799	49	70
26- 30 YEARS	1,849	1,250	295	521	48	21	83	98	32	27	0	0	2,307	1,917	87	81
31- 35 YEARS	289	462	61	215	4	4	9	20	7	10	0	0	370	711	25	30
36- 40 YEARS	328	491	59	165	5	5	14	17	6	4	0	0	412	682	25	42
MORE THAN 40 YEARS	88	112	14	29	0	0	4	5	4	0	0	0	110	146	14	6
STATEWIDE TOTAL	18,553	17,685	2,386	6,058	317	189	566	780	352	391	3	5	22,177	25,108	238	285
MORE THAN 10 YEARS	11,049	8,665	1,326	3,179	195	109	339	421	187	174	0	0	13,096	12,548	227	263
AVERAGE YEARS	13.7	12.3	13.8	13.1	14.5	13.9	14.7	13.7	12.4	11.0	1.3	0.8	13.7	12.5	27.0	26.0

STATEWIDE TOTAL AVERAGE YEARS 13.1

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay End Date: March 28, 2015

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	1,302	2.8 %	44.4	\$25.13	867	66.6 %
A31 - LABOR AND TRADES	2,031	4.3 %	48.9	\$22.30	1,370	67.5 %
C12 - SECURITY	6,475	13.7 %	44.1	\$23.73	5,114	79.0 %
E42 - HUMAN SERVICES SUPPORT	592	1.3 %	49.1	\$24.56	491	82.9 %
H21 - SCIENTIFIC & ENGINEERING	2,118	4.5 %	45.5	\$33.30	1,644	77.6 %
L32 - TECHNICAL	872	1.8 %	45.2	\$24.62	655	75.1 %
T01 - STATE POLICE ENLISTED	1,643	3.5 %	39.9	\$29.84	1,186	72.2 %
U11 - INSTITUTIONAL	1,367	2.9 %	44.8	\$20.73	751	54.9 %
W22 - HUMAN SERVICES	10,371	21.9 %	43.7	\$26.88	5,788	55.8 %
W41 - ADMINISTRATIVE SUPPORT	6,256	13.2 %	45.8	\$20.64	3,620	57.9 %
Y23 - BUSINESS & ADMINISTRATION	5,267	11.1 %	46.2	\$31.79	3,641	69.1 %
Y51 - SUPERVISORY	5,108	10.8 %	49.0	\$34.33	4,666	91.3 %
Y52 - NONCAREER	240	0.5 %	27.0	\$13.98	0	0.0 %
Y98 - MANAGERIAL	2,063	4.4 %	51.2	\$49.74	1,815	88.0 %
Y99 - CONFIDENTIAL	1,580	3.3 %	47.4	\$28.29	1,122	71.0 %
STATEWIDE TOTAL	47,285	100.0 %	45.6	\$27.85	32,730	69.2 %

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. Noncareer positions are not eligible for longevity and are therefore not included in those counts. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: March 28, 2015

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	1,278	696	54 %	429	34 %	22	2 %	0	0 %	1,159	91 %	19	1 %	4	0 %
A31 LABOR AND TRADES	1,871	874	47 %	819	44 %	14	1 %	0	0 %	1,732	93 %	12	1 %	6	0 %
C12 SECURITY	6,451	3,486	54 %	2,519	39 %	38	1 %	0	0 %	6,031	93 %	125	2 %	10	0 %
E42 HUMAN SERVICES SUPPORT	592	277	47 %	273	46 %	5	1 %	0	0 %	535	90 %	26	4 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,114	814	39 %	1,112	53 %	22	1 %	0	0 %	1,952	92 %	29	1 %	7	0 %
L32 TECHNICAL	836	369	44 %	408	49 %	12	1 %	0	0 %	782	94 %	20	2 %	2	0 %
T01 STATE POLICE ENLISTED	1,643	206	13 %	35	2 %	2	0 %	1,359	83 %	1,611	98 %	4	0 %	3	0 %
U11 INSTITUTIONAL	1,357	654	48 %	590	43 %	8	1 %	0	0 %	1,244	92 %	36	3 %	1	0 %
W22 HUMAN SERVICES	10,331	4,267	41 %	5,236	51 %	92	1 %	0	0 %	9,460	92 %	335	3 %	31	0 %
W41 ADMINISTRATIVE SUPPORT	5,702	1,774	31 %	3,340	59 %	70	1 %	0	0 %	5,108	90 %	199	3 %	16	0 %
Y23 BUSINESS & ADMINISTRATION	5,260	1,580	30 %	3,136	60 %	86	2 %	0	0 %	4,749	90 %	144	3 %	23	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,108	2,349	46 %	2,415	47 %	34	1 %	0	0 %	4,781	94 %	92	2 %	9	0 %
Y98 MANAGERIAL	2,063	857	42 %	1,032	50 %	21	1 %	0	0 %	1,935	94 %	18	1 %	4	0 %
Y99 CONFIDENTIAL	1,553	456	29 %	931	60 %	13	1 %	0	0 %	1,405	90 %	32	2 %	2	0 %
STATEWIDE TOTALS:	46,160	18,659	40 %	22,276	48 %	439	1 %	1,359	3 %	42,485	92 %	1,091	2 %	120	0 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. 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: March 28, 2015

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	1,278	1,197	94 %	1,101	86 %	61	5 %	1,219	95 %	56	4 %	56	4 %	
A31 LABOR AND TRADES	1,871	1,760	94 %	1,591	85 %	1	0 %	1,815	97 %	51	3 %	4	0 %	
C12 SECURITY	6,451	6,174	96 %	5,906	92 %	0	0 %	6,241	97 %	189	3 %	0	0 %	
E42 HUMAN SERVICES SUPPORT	592	569	96 %	503	85 %	0	0 %	564	95 %	27	5 %	0	0 %	
H21 SCIENTIFIC & ENGINEERING	2,114	2,001	95 %	1,787	85 %	30	1 %	1,985	94 %	126	6 %	11	1 %	
L32 TECHNICAL	836	805	96 %	710	85 %	14	2 %	783	94 %	49	6 %	9	1 %	
T01 STATE POLICE ENLISTED	1,643	1,614	98 %	2,031	124 %	894	54 %	1,603	98 %	37	2 %	981	60 %	
U11 INSTITUTIONAL	1,357	1,276	94 %	1,190	88 %	3	0 %	1,287	95 %	64	5 %	0	0 %	
W22 HUMAN SERVICES	10,331	9,840	95 %	8,795	85 %	0	0 %	9,772	95 %	539	5 %	0	0 %	
W41 ADMINISTRATIVE SUPPORT	5,702	5,341	94 %	4,724	83 %	95	2 %	5,356	94 %	322	6 %	72	1 %	
Y23 BUSINESS & ADMINISTRATION	5,260	4,937	94 %	4,228	80 %	77	1 %	4,957	94 %	293	6 %	50	1 %	
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	
Y51 SUPERVISORY	5,108	4,892	96 %	4,804	94 %	139	3 %	4,950	97 %	154	3 %	114	2 %	
Y98 MANAGERIAL	2,063	1,965	95 %	1,838	89 %	79	4 %	1,971	96 %	86	4 %	93	5 %	
Y99 CONFIDENTIAL	1,553	1,447	93 %	1,313	85 %	15	1 %	1,465	94 %	84	5 %	10	1 %	
	46,160	43,819	95 %	40,522	88 %	1,408	3 %	43,969	95 %	2,077	4 %	1,400	3 %	

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. 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
From Pay End Date: 03/28/2015

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	420	25	15	0	0	221	8	0	0	1	47	317
ATTORNEY GENERAL	11	477	32	1	0	0	0	0	0	0	0	78	111
AUDITOR GENERAL	03	142	0	2	0	0	0	0	0	0	0	1	3
CIVIL RIGHTS	15	97	0	0	0	0	0	0	0	0	39	15	54
CIVIL SERVICE COMMISSION	19	425	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,136	24	67	203	0	101	39	0	752	392	403	1,981
CORRECTIONS	47	12,465	9	538	6,272	0	8	93	0	217	2,427	943	10,507
EDUCATION	31	529	0	2	0	2	0	3	0	18	185	71	281
ENVIRONMENTAL QUALITY	76	1,126	8	3	0	0	703	43	0	0	1	123	881
EXECUTIVE OFFICE	01	58	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	10,874	200	35	0	46	2	2	0	93	7,070	1,261	8,709
INSURANCE AND FINANCIAL SERV	65	319	0	0	0	0	0	0	0	0	0	37	37
LICENSING AND REGULATORY AFF	64	2,550	277	26	0	482	111	5	0	6	149	530	1,586
MILITARY & VETERAN AFFAIRS	51	766	25	175	0	0	28	11	0	270	31	58	598
NATURAL RESOURCES	75	1,709	478	168	0	0	248	138	0	4	54	172	1,262
STATE	23	1,558	12	20	0	0	0	0	0	0	0	1,048	1,080
STATE POLICE	55	2,751	147	11	0	0	115	37	1,643	7	0	243	2,203
STRATEGIC FUND	07	653	0	1	0	62	16	4	0	0	18	83	904
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,869	0	270	0	0	35	65	0	0	1	349	904
TRANSPORTATION	59	2,713	58	687	0	0	528	422	0	0	3	245	1,943
TREASURY	27	1,649	7	10	0	0	2	2	0	0	0	549	570
Grand Total:		47,286	1,302	2,031	6,475	592	2,118	872	1,643	1,367	10,371	6,256	33,027

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
From Pay End Date: 03/28/2015

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	420	25	10	19	7	0	42	103
ATTORNEY GENERAL	11	477	27	58	269	0	0	12	366
AUDITOR GENERAL	03	142	0	67	34	4	0	34	139
CIVIL RIGHTS	15	97	3	19	9	1	0	11	43
CIVIL SERVICE COMMISSION	19	425	1	355	54	0	0	15	425
COMMUNITY HEALTH	39	3,136	502	79	190	5	1	378	1,155
CORRECTIONS	47	12,465	194	125	169	3	0	1,467	1,958
EDUCATION	31	529	137	29	34	0	0	48	248
ENVIRONMENTAL QUALITY	76	1,126	51	20	58	18	0	98	245
EXECUTIVE OFFICE	01	58	0	57	1	0	0	0	58
HUMAN SERVICES	43	10,874	581	204	190	0	0	1,190	2,165
INSURANCE AND FINANCIAL SERV	65	319	167	17	23	6	0	69	282
LICENSING AND REGULATORY AFF	64	2,550	500	78	187	27	0	172	964
MILITARY & VETERAN AFFAIRS	51	766	36	8	22	0	0	102	168
NATURAL RESOURCES	75	1,709	97	24	85	13	0	228	447
STATE	23	1,558	127	50	48	23	0	230	478
STATE POLICE	55	2,751	167	39	128	3	0	211	548
STRATEGIC FUND	07	653	285	37	74	17	0	56	469
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,869	1,447	163	228	86	0	225	2,149
TRANSPORTATION	59	2,713	227	86	93	11	0	353	770
TREASURY	27	1,649	693	55	148	16	0	167	1,079
Grand Total:		47,286	5,267	1,580	2,063	240	1	5,108	14,259

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

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

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 84% 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

- | <u>Unit Code</u> | <u>Unit</u> |
|-------------------------|---|
| 01 | <u>State Police Enlisted Unit</u>
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police. |
| 02 | <u>Safety and Regulatory Unit</u>
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources. |
| 11 | <u>Institutional Unit</u>
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications. |
| 12 | <u>Security Unit</u>
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.