

ANNUAL WORKFORCE REPORT

Third 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**

Janine Winters, State Personnel Director

STATISTICAL HIGHLIGHTS
Third Quarter FY 2014-15

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	44.9
Average Annual Salary ¹	\$56,751.8
Average Years of Service	12.5

WORK FORCE CHARACTERISTICS

Females	52.8%
Males.....	47.2%
Eligible for Longevity	66.3%
Less than Six Years of Service	33.19%
Six to Ten Years of Service.....	15.32%
Over Ten Years of Service.....	51.48%
Exclusively Represented for Collective Bargaining.....	70.82%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.5%
Black	17.5%
Hispanic	2.8%
White	77%
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.

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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

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

Pay End Date: June 20, 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	386.0	0.0	5.0	8.0	0.0	23.0	0.0	422.0	0.0	422.0
AGRICULTURE AND RURAL DVLPMNT		386.0	0.0	5.0	8.0	0.0	23.0	0.0	422.0	0.0	422.0
ATY GNRL CENTRAL OFFICE	1101	444.0	1.0	0.0	20.0	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		455.0	1.0	0.0	21.0	0.0	0.0	0.0	477.0	0.0	477.0
LEGISLATIVE AUDITOR GENERAL	0301	114.0	0.0	11.0	17.0	0.0	8.0	0.0	150.0	0.0	150.0
AUDITOR GENERAL		114.0	0.0	11.0	17.0	0.0	8.0	0.0	150.0	0.0	150.0
CIV RGHT CENTRAL OFFICE	1501	86.0	0.0	0.0	7.0	0.0	1.0	0.0	94.0	0.0	94.0
CIVIL RIGHTS		86.0	0.0	0.0	7.0	0.0	1.0	0.0	94.0	0.0	94.0
CIVIL SERVICE COMMISSION	1901	392.0	1.0	2.0	10.0	0.0	15.0	0.0	420.0	0.0	420.0
CIVIL SERVICE COMMISSION		392.0	1.0	2.0	10.0	0.0	15.0	0.0	420.0	0.0	420.0
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	225.0	0.0	0.0	1.0	0.0	3.0	1.0	230.0	0.0	230.0
DOC-ADRIAN/GUS HARRISON FAC	4729	507.0	0.0	2.0	1.0	0.0	1.0	0.0	511.0	0.0	511.0
DOC-ALGER MAX SECURITY CORRECT	4735	244.0	0.0	0.0	3.0	0.0	1.0	0.0	248.0	0.0	248.0
DOC-BARAGA FACILITY	4740	286.0	0.0	1.0	1.0	0.0	3.0	0.0	291.0	0.0	291.0
DOC-BELLAMY CREEK FACILITY	4748	381.0	0.0	0.0	2.0	0.0	0.0	0.0	383.0	0.0	383.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	459.0	0.0	0.0	2.0	0.0	0.0	0.0	461.0	0.0	461.0
DOC-CARSON CITY FAC/CARSON CIT	4731	427.0	0.0	0.0	1.0	0.0	1.0	4.0	433.0	0.0	433.0
DOC-CENTRAL MICHIGAN FACILITY	4744	384.0	0.0	0.0	1.0	0.0	3.0	2.0	390.0	0.0	390.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	447.0	1.0	0.0	2.0	0.0	1.0	1.0	452.0	0.0	452.0
DOC-COOPER STREET FACILITY	4752	385.0	9.0	0.0	1.0	0.0	0.0	0.0	395.0	0.0	395.0
DOC-CORRECTN CENTRAL OFFICE	4702	519.0	0.0	0.0	18.0	0.0	40.0	0.0	577.0	0.0	577.0
DOC-COTTON FACILITY	4720	401.0	0.0	0.0	1.0	0.0	2.0	0.0	404.0	0.0	404.0
DOC-EGELER FACILITY	4727	578.0	0.0	0.0	1.0	0.0	2.0	2.0	583.0	0.0	583.0
DOC-FIELD OPERATION REGION III	4763	787.0	5.0	2.0	2.0	0.0	0.0	0.0	796.0	0.0	796.0
DOC-FIELD OPERATIONS REGION I	4761	814.0	1.0	1.0	2.0	0.0	0.0	2.0	820.0	0.0	820.0
DOC-HANDLON MI TRAINING UNT	4705	288.0	0.0	0.0	1.0	0.0	2.0	1.0	292.0	0.0	292.0
DOC-HURON VALLEY CORR COMPLEX	4715	513.0	2.0	0.0	1.0	0.0	0.0	2.0	518.0	0.0	518.0
DOC-IONIA MAXIMUM FACILITY	4724	261.0	0.0	0.0	1.0	0.0	1.0	1.0	264.0	0.0	264.0
DOC-JACKSON CENTRAL REGION	4750	114.0	0.0	0.0	4.0	0.0	0.0	0.0	118.0	0.0	118.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	314.0	0.0	0.0	4.0	0.0	0.0	1.0	319.0	0.0	319.0

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

Pay End Date: June 20, 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-LAKELAND MENS FACILITY	4718	286.0	0.0	0.0	1.0	0.0	0.0	1.0	288.0	0.0	288.0
DOC-MACOMB FACILITY	4741	333.0	1.0	0.0	1.0	0.0	0.0	1.0	336.0	0.0	336.0
DOC-MARQUETTE BRANCH PRISON	4706	339.0	1.0	0.0	1.0	0.0	0.0	0.0	341.0	0.0	341.0
DOC-MAXEY CORRECTIONAL	4749	309.0	0.0	0.0	2.0	0.0	0.0	5.0	316.0	0.0	316.0
DOC-MICHIGAN REFORMATORY	4707	280.0	0.0	0.0	2.0	0.0	6.0	2.0	290.0	0.0	290.0
DOC-MICHIGAN STATE INDUSTRIES	4709	51.0	0.0	0.0	0.0	0.0	1.0	0.0	52.0	0.0	52.0
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	213.0	0.0	2.0	2.0	0.0	1.0	0.0	218.0	0.0	218.0
DOC-OAKS FACILITY	4739	280.0	2.0	0.0	3.0	0.0	1.0	1.0	287.0	0.0	287.0
DOC-OJIBWAY FACILITY	4746	206.0	2.0	0.0	2.0	0.0	1.0	0.0	211.0	0.0	211.0
DOC-PARNALL FACILITY	4751	279.0	0.0	1.0	0.0	0.0	1.0	1.0	282.0	0.0	282.0
DOC-PUGSLEY FACILITY	4745	229.0	1.0	0.0	2.0	0.0	3.0	0.0	235.0	0.0	235.0
DOC-SAGINAW FACILITY	4742	288.0	1.0	0.0	2.0	0.0	1.0	1.0	293.0	0.0	293.0
DOC-ST. LOUIS FACILITY	4733	323.0	0.0	0.0	2.0	0.0	0.0	1.0	326.0	0.0	326.0
DOC-THUMB FACILITY	4725	298.0	0.0	0.0	2.0	0.0	0.0	0.0	300.0	0.0	300.0
NTHRN REGION ADMIN AND SUPPORT	4714	34.0	0.0	0.0	5.0	0.0	0.0	1.0	40.0	0.0	40.0
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		12,404.0	26.0	9.0	82.0	0.0	75.0	32.0	12,628.0	0.0	12,628.0
EDUCATION	3103	437.0	5.0	3.0	19.0	53.0	13.0	0.0	530.0	0.0	530.0
EDUCATION		437.0	5.0	3.0	19.0	53.0	13.0	0.0	530.0	0.0	530.0
DEQ-ENVIRONMENTAL QUALITY	7601	1,053.0	4.0	14.0	33.0	0.0	26.0	0.0	1,130.0	1.5	1,128.5
ENVIRONMENTAL QUALITY		1,053.0	4.0	14.0	33.0	0.0	26.0	0.0	1,130.0	1.5	1,128.5
OFFICE OF THE GOVERNOR	0101	1.0	0.0	1.0	60.0	0.0	0.0	0.0	62.0	0.0	62.0
EXECUTIVE OFFICE		1.0	0.0	1.0	60.0	0.0	0.0	0.0	62.0	0.0	62.0
DEPT OF INS AND FIN SERVICE	6501	287.0	2.0	0.0	18.0	0.0	10.0	0.0	317.0	0.0	317.0
INSURANCE AND FINANCIAL SERV		287.0	2.0	0.0	18.0	0.0	10.0	0.0	317.0	0.0	317.0
LICENSING & REGULATORY AFFAIRS	6401	1,772.0	4.0	7.0	85.0	6.0	91.0	1.0	1,966.0	0.0	1,966.0
LICENSING & REGULATORY AFFAIRS		1,772.0	4.0	7.0	85.0	6.0	91.0	1.0	1,966.0	0.0	1,966.0
MDHHS-CARO CENTER	3902	323.0	0.0	0.0	14.0	0.0	0.0	3.0	340.0	0.0	340.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,199.0	1.0	3.0	38.0	0.0	19.0	0.0	1,260.0	0.0	1,260.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	482.0	2.0	0.0	3.0	0.0	4.0	4.0	495.0	0.0	495.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	159.0	1.0	0.0	8.0	0.0	6.0	4.0	178.0	0.0	178.0

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MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	388.0	0.0	0.0	57.0	0.0	0.0	13.0	458.0	0.0	458.0
MDHHS-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
MDHHS-OFF OF THE INSPECTOR GEN	3947	37.0	0.0	0.0	2.0	0.0	2.0	0.0	41.0	0.0	41.0
MDHHS-WALTER P.REUTHER PSY HS	3945	326.0	0.0	0.0	3.0	0.0	0.0	3.0	332.0	0.0	332.0
MDHHS - COMMUNITY HEALTH		2,942.0	4.0	3.0	126.0	0.0	31.0	27.0	3,133.0	0.0	3,133.0
MDHHS-BERRIEN COUNTY	4322	148.0	0.0	0.0	0.0	4.0	0.0	0.0	152.0	0.0	152.0
MDHHS-CALHOUN COUNTY	4323	142.0	0.0	0.0	4.0	0.0	0.0	0.0	146.0	0.0	146.0
MDHHS-COUNTIES	4308	2,619.0	2.0	0.0	68.0	24.0	0.0	0.0	2,713.0	0.0	2,713.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,589.0	0.0	11.0	66.0	31.0	15.0	0.0	2,712.0	0.0	2,712.0
MDHHS-GENESEE COUNTY	4302	434.0	0.0	0.0	1.0	0.0	0.0	1.0	436.0	0.0	436.0
MDHHS-INGHAM COUNTY	4312	233.0	0.0	0.0	19.0	1.0	0.0	0.0	253.0	0.0	253.0
MDHHS-INSTITUTIONS	4307	58.0	0.0	11.0	6.0	0.0	0.0	1.0	76.0	0.0	76.0
MDHHS-JACKSON COUNTY	4315	164.0	0.0	0.0	8.0	0.0	0.0	0.0	172.0	0.0	172.0
MDHHS-KALAMAZOO COUNTY	4314	256.0	0.0	0.0	6.0	0.0	0.0	1.0	263.0	0.0	263.0
MDHHS-KENT COUNTY	4303	406.0	0.0	0.0	30.0	9.0	0.0	0.0	445.0	0.0	445.0
MDHHS-MACOMB COUNTY	4304	443.0	0.0	0.0	4.0	0.0	0.0	0.0	447.0	0.0	447.0
MDHHS-MAXEY TRAINING SCHOOL	4311	61.0	0.0	0.0	2.0	0.0	0.0	1.0	64.0	0.0	64.0
MDHHS-MUSKEGON COUNTY	4324	227.0	0.0	0.0	0.0	0.0	0.0	0.0	227.0	0.0	227.0
MDHHS-OAKLAND COUNTY	4305	526.0	0.0	0.0	43.0	0.0	0.0	0.0	569.0	0.0	569.0
MDHHS-SAGINAW COUNTY	4313	176.0	0.0	0.0	8.0	0.0	0.0	0.0	184.0	0.0	184.0
MDHHS-WASHTENAW	4325	142.0	0.0	0.0	7.0	0.0	0.0	0.0	149.0	0.0	149.0
MDHHS-WAYNE COUNTY DSS	4306	109.0	0.0	0.0	0.0	0.0	0.0	1.0	110.0	0.0	110.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	535.0	0.0	0.0	3.0	0.0	0.0	1.0	539.0	0.0	539.0
MDHHS-WAYNE COUNTY ZONE 3	4318	452.0	0.0	0.0	1.0	0.0	0.0	0.0	453.0	0.0	453.0
MDHHS-WAYNE COUNTY ZONE 4	4319	454.0	0.0	0.0	1.0	0.0	0.0	1.0	456.0	0.0	456.0
MDHHS-WAYNE COUNTY ZONE L	4316	301.0	0.0	0.0	1.0	0.0	0.0	0.0	302.0	0.0	302.0
MDHHS - HUMAN SERVICES		10,475.0	2.0	22.0	278.0	69.0	15.0	7.0	10,868.0	0.0	10,868.0
D.J. JACOBETTI HOME FOR VETERA	5103	148.0	3.0	1.0	2.0	0.0	1.0	0.0	155.0	0.5	154.5
GRAND RAPIDS HOME FOR VETERANS	5102	239.0	13.0	19.0	1.0	1.0	10.0	0.0	283.0	0.0	283.0
MIL AFFR CENTRAL OFFICE	5101	253.0	0.0	4.0	29.0	25.0	15.0	0.0	326.0	0.0	326.0
MILITARY & VETERAN AFFAIRS		640.0	16.0	24.0	32.0	26.0	26.0	0.0	764.0	0.5	763.5
DNR-NATURAL RESOURCES	7501	1,316.0	2.0	52.0	15.0	270.0	1,606.0	1.0	3,262.0	0.0	3,262.0
NATURAL RESOURCES		1,316.0	2.0	52.0	15.0	270.0	1,606.0	1.0	3,262.0	0.0	3,262.0

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DEPARTMENT OF STATE	2301	1,179.0	0.0	94.0	51.0	0.0	274.0	0.0	1,598.0	0.0	1,598.0
STATE		1,179.0	0.0	94.0	51.0	0.0	274.0	0.0	1,598.0	0.0	1,598.0
STATE POLICE	5501	2,659.0	13.0	5.0	37.0	0.0	7.0	8.0	2,729.0	0.0	2,729.0
STATE POLICE		2,659.0	13.0	5.0	37.0	0.0	7.0	8.0	2,729.0	0.0	2,729.0
MSHDA	6305	277.0	3.0	4.0	12.0	0.0	26.0	0.0	322.0	1.0	321.0
STATE LAND BANK AUTHORITY	6306	4.0	0.0	0.0	1.0	0.0	0.0	0.0	5.0	0.0	5.0
STRATEGIC FUND	0740	121.0	0.0	0.0	11.0	0.0	0.0	0.0	132.0	0.0	132.0
TALENT INVESTMENT AGENCY	9900	807.0	2.0	0.0	96.0	1.0	2.0	0.0	908.0	0.0	908.0
TALENT AND ECONOMIC DEVELOPMENT		1,209.0	5.0	4.0	120.0	1.0	28.0	0.0	1,367.0	1.0	1,366.0
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	1,673.0	3.0	0.0	43.0	0.0	92.0	0.0	1,811.0	0.0	1,811.0
TECH, MGMT AND BUDGET - MB	0701	926.0	17.0	1.0	83.0	0.0	41.0	2.0	1,070.0	0.0	1,070.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,599.0	20.0	1.0	127.0	0.0	133.0	2.0	2,882.0	0.0	2,882.0
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	20.0	0.0	51.0	0.0	51.0
BRIDGE AUTHORITIES-MACKINAC	5902	36.0	0.0	19.0	18.0	0.0	20.0	1.0	94.0	0.0	94.0
TRANSPORTATION CENTRAL OFFICE	5901	2,304.0	4.0	19.0	75.0	18.0	303.0	1.0	2,724.0	1.0	2,723.0
TRANSPORTATION		2,371.0	4.0	38.0	93.0	18.0	343.0	2.0	2,869.0	1.0	2,868.0
BUREAU OF STATE LOTTERY	2795	170.0	0.0	0.0	3.0	0.0	27.0	0.0	200.0	0.0	200.0
GAMING CONTROL	2707	108.0	0.0	2.0	27.0	0.0	13.0	0.0	150.0	0.0	150.0
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	3.0	62.0	0.0	22.0	0.0	1,293.0	0.0	1,293.0
TREASURY		1,485.0	2.0	5.0	92.0	0.0	62.0	0.0	1,646.0	0.0	1,646.0
STATEWIDE TOTAL		44,262.0	111.0	300.0	1,331.0	443.0	2,787.0	80.0	49,314.0	4.0	49,310.0

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part-time, permanent intermittent, limited term, seasonal, or noncareer. For this report, the actual number of employees who job share are divided in half. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2015 Appropriated (A)	FTE Positions 6/20/2015 (B)	FTE Positions 3/28/2015 (C)	Difference 6/20/2015 and 3/28/2015 (B-C)	Difference 6/20/2015 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	446.0	404.9	400.4	4.5	-41.1
Overtime	0.0	0.8	0.0	0.7	0.8
Total	446.0	405.7	400.4	5.3	-40.3
ATTORNEY GENERAL					
Regular	513.5	475.2	474.9	0.3	-38.3
Overtime	0.0	0.1	0.0	0.1	0.1
Total	513.5	475.2	474.9	0.3	-38.3
AUDITOR GENERAL					
Regular	0.0	145.5	137.9	7.6	145.5
Overtime	0.0	0.1	0.0	0.1	0.1
Total	0.0	145.6	137.9	7.7	145.6
CIVIL RIGHTS					
Regular	132.0	94.1	93.8	0.3	-37.9
Overtime	0.0	0.0	0.0	0.0	0.0
Total	132.0	94.1	93.8	0.3	-37.9
CIVIL SERVICE COMMISSION					
Regular	446.0	410.8	412.5	-1.7	-35.2
Overtime	0.0	0.8	0.2	0.6	0.8
Total	446.0	411.6	412.7	-1.1	-34.4
CORRECTIONS					
Regular	14,179.3	12,682.0	12,526.1	155.9	-1,497.3
Overtime	0.0	929.7	764.1	165.6	929.7
Total	14,179.3	13,611.6	13,290.2	321.5	-567.7

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 6/20/2015 (B)	FTE Positions 3/28/2015 (C)	Difference 6/20/2015 and 3/28/2015 (B-C)	Difference 6/20/2015 and Appropriated (B-A)
EDUCATION					
Regular	600.5	495.7	520.8	-25.1	-104.8
Overtime	0.0	0.3	1.2	-0.9	0.3
Total	600.5	496.1	522.0	-26.0	-104.4
ENVIRONMENTAL QUALITY					
Regular	1,284.5	1,103.3	1,098.2	5.1	-181.2
Overtime	0.0	2.1	1.8	0.3	2.1
Total	1,284.5	1,105.4	1,100.0	5.4	-179.1
EXECUTIVE OFFICE					
Regular	78.2	60.9	57.8	3.1	-17.4
Overtime	0.0	0.0	0.0	0.0	0.0
Total	78.2	60.9	57.8	3.1	-17.4
INSURANCE AND FINANCIAL SERV					
Regular	337.0	310.3	310.3	-0.1	-26.7
Overtime	0.0	0.1	0.0	0.1	0.1
Total	337.0	310.4	310.3	0.1	-26.6
LICENSING AND REGULATORY AFF					
Regular	2,820.3	2,463.1	2,522.1	-59.0	-357.2
Overtime	0.0	4.4	3.9	0.5	4.4
Total	2,820.3	2,467.5	2,526.0	-58.5	-352.8
MDHHS - COMMUNITY HEALTH					
Regular	3,648.1	3,087.5	3,082.6	4.9	-560.6
Overtime	0.0	199.2	151.2	48.0	199.2
Total	3,648.1	3,286.7	3,233.9	52.9	-361.4

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 6/20/2015 (B)	FTE Positions 3/28/2015 (C)	Difference 6/20/2015 and 3/28/2015 (B-C)	Difference 6/20/2015 and Appropriated (B-A)
MDHHS - HUMAN SERVICES					
Regular	12,221.5	10,981.3	10,820.4	160.9	-1,240.2
Overtime	0.0	100.4	100.1	0.3	100.4
Total	12,221.5	11,081.7	10,920.5	161.2	-1,139.8
MILITARY & VETERAN AFFAIRS					
Regular	889.5	745.8	735.2	10.6	-143.7
Overtime	0.0	21.1	17.9	3.1	21.1
Total	889.5	766.9	753.1	13.8	-122.6
NATURAL RESOURCES					
Regular	2,222.3	2,995.9	1,589.3	1,406.6	773.6
Overtime	0.0	15.8	15.1	0.7	15.8
Total	2,222.3	3,011.7	1,604.4	1,407.3	789.4
STATE					
Regular	1,587.0	1,474.4	1,423.7	50.7	-112.6
Overtime	0.0	11.2	10.6	0.6	11.2
Total	1,587.0	1,485.7	1,434.3	51.3	-101.3
STATE POLICE					
Regular	3,070.0	2,713.4	2,735.6	-22.2	-356.6
Overtime	0.0	195.6	153.7	41.9	195.6
Total	3,070.0	2,909.0	2,889.3	19.7	-161.0
TECH, MGMT AND BUDGET					
Regular	2,371.0	2,827.9	2,817.3	10.6	456.9
Overtime	0.0	32.5	47.5	-15.0	32.5
Total	2,371.0	2,860.4	2,864.8	-4.4	489.4

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 6/20/2015 (B)	FTE Positions 3/28/2015 (C)	Difference 6/20/2015 and 3/28/2015 (B-C)	Difference 6/20/2015 and Appropriated (B-A)
TRANSPORTATION					
Regular	2,912.3	2,801.6	2,649.7	151.9	-110.7
Overtime	0.0	143.5	64.9	78.6	143.5
Total	2,912.3	2,945.1	2,714.6	230.5	32.8
TREASURY					
Regular	1,863.5	1,620.3	1,613.0	7.3	-243.2
Overtime	0.0	8.0	13.0	-5.0	8.0
Total	1,863.5	1,628.2	1,625.9	2.3	-235.3
STATEWIDE TOTALS					
Total Regular	51,622.5	47,893.8	46,021.6	1,872.2	-3,728.7
Total Overtime	0.0	1,665.5	1,345.2	320.3	1,665.5
Grand Total	51,622.5	49,559.3	47,366.7	2,192.6	-2,063.2

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

Department	March 28, 2015		June 20, 2015	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	420.0	0.9 %	422.0	0.9 %
ATTORNEY GENERAL	477.0	1.0 %	477.0	1.0 %
AUDITOR GENERAL	142.0	0.3 %	150.0	0.3 %
CIVIL RIGHTS	97.0	0.2 %	94.0	0.2 %
CIVIL SERVICE COMMISSION	425.0	0.9 %	420.0	0.9 %
CORRECTIONS	12,465.0	26.4 %	12,628.0	25.6 %
EDUCATION	529.0	1.1 %	530.0	1.1 %
ENVIRONMENTAL QUALITY	1,124.5	2.4 %	1,128.5	2.3 %
EXECUTIVE OFFICE	58.0	0.1 %	62.0	0.1 %
INSURANCE AND FINANCIAL SERV	319.0	0.7 %	317.0	0.6 %
LICENSING & REGULATORY AFFAIRS	1,813.0	3.8 %	1,966.0	4.0 %
MDHHS-COMMUNITY HEALTH	3,136.0	6.6 %	3,133.0	6.4 %
MDHHS-HUMAN SERVICES	10,874.0	23.0 %	10,868.0	22.0 %
MILITARY & VETERAN AFFAIRS	765.5	1.6 %	763.5	1.5 %
NATURAL RESOURCES	1,709.0	3.6 %	3,262.0	6.6 %
STATE	1,558.0	3.3 %	1,598.0	3.2 %
STATE POLICE	2,751.0	5.8 %	2,729.0	5.5 %
TALENT AND ECONOMIC DEVELOPMENT	1,389.0	2.9 %	1,366.0	2.8 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,869.0	6.1 %	2,882.0	5.8 %
TRANSPORTATION	2,712.0	5.7 %	2,868.0	5.8 %
TREASURY	1,649.0	3.5 %	1,646.0	3.3 %
TOTAL:	47,282.0	100.0 %	49,310.0	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 worker's compensation. For this report, the actual number of employees who job share are divided in half. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Statewide, the number of classified employees increased by 2028 from March 28, 2015 to June 20, 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: October 10, 2015

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLP MNT	19	405.3
ATTORNEY GENERAL	19	483.3
AUDITOR GENERAL	19	135.7
CIVIL RIGHTS	19	92.9
CIVIL SERVICE COMMISSION	19	415.9
CORRECTIONS	19	12,474.6
EDUCATION	19	515.3
ENVIRONMENTAL QUALITY	19	1,102.7
EXECUTIVE OFFICE	19	60.2
INSURANCE AND FINANCIAL SERV	19	304.8
LICENSING & REGULATORY AFFAIRS	19	2,221.6
MDHHS-COMMUNITY HEALTH	19	3,093.9
MDHHS-HUMAN SERVICES	19	11,006.3
MILITARY & VETERAN AFFAIRS	19	757.8
NATURAL RESOURCES	19	1,562.3
STATE	19	1,319.9
STATE POLICE	19	2,705.2
TALENT AND ECONOMIC DEVELOPMENT	19	890.2
TECHNOLOGY, MANAGEMENT & BUDGET	19	2,780.1
TRANSPORTATION	19	2,579.4
TREASURY	19	1,586.6
	Sum:	46,494.0

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, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 92.5 percent of all noncareer appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: June 20, 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	422	0.9 %	47.7	\$30.64	311	73.7 %
ATTORNEY GENERAL	477	1.0 %	47.7	\$39.87	296	62.1 %
AUDITOR GENERAL	150	0.3 %	38.9	\$35.65	89	59.3 %
CIVIL RIGHTS	94	0.2 %	47.4	\$31.21	74	78.7 %
CIVIL SERVICE COMMISSION	420	0.9 %	46.6	\$30.92	314	74.8 %
CORRECTIONS	12,628	25.6 %	45.2	\$25.92	9,656	76.5 %
EDUCATION	530	1.1 %	48.5	\$33.14	307	57.9 %
ENVIRONMENTAL QUALITY	1,130	2.3 %	48.2	\$32.25	906	80.2 %
EXECUTIVE OFFICE	62	0.1 %	39.0	\$35.10	11	17.7 %
INSURANCE AND FINANCIAL SERV	317	0.6 %	43.4	\$33.79	236	74.4 %
LICENSING & REGULATORY AFFAIRS	1,966	4.0 %	47.8	\$30.73	1,380	70.2 %
MDHHS - COMMUNITY HEALTH	3,133	6.4 %	46.9	\$28.88	1,946	62.1 %
MDHHS - HUMAN SERVICES	10,868	22.0 %	44.2	\$26.17	6,581	60.6 %
MILITARY & VETERAN AFFAIRS	764	1.5 %	47.4	\$25.29	492	64.4 %
NATURAL RESOURCES	3,262	6.6 %	38.9	\$18.46	1,221	37.4 %
STATE	1,598	3.2 %	44.1	\$22.53	881	55.1 %
STATE POLICE	2,729	5.5 %	42.2	\$30.50	2,003	73.4 %
TALENT AND ECONOMIC DEVELOPMENT	1,367	2.8 %	48.6	\$29.29	1,070	78.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,882	5.8 %	46.6	\$31.39	1,785	61.9 %
TRANSPORTATION	2,869	5.8 %	44.9	\$27.92	2,095	73.0 %
TREASURY	1,646	3.3 %	45.9	\$29.42	1,066	64.8 %
STATEWIDE TOTALS:	49,314	100.0 %	44.9	\$27.18	32,720	66.4 %

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. Noncareer positions are not eligible for longevity and are therefore not included in those counts. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Table 2-4

Pay End Date: June 20, 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 AND RURAL DVLPMNT	399	162	41 %	202	51 %	4	1 %	0	0 %	368	92 %	6	2 %	1	0 %
ATTORNEY GENERAL	477	178	37 %	248	52 %	5	1 %	0	0 %	442	93 %	9	2 %	1	0 %
AUDITOR GENERAL	142	41	29 %	84	59 %	3	2 %	0	0 %	131	92 %	1	1 %	0	0 %
CIVIL RIGHTS	93	43	46 %	42	45 %	3	3 %	0	0 %	84	90 %	6	6 %	0	0 %
CIVIL SERVICE COMMISSION	405	90	22 %	272	67 %	3	1 %	0	0 %	370	91 %	5	1 %	1	0 %
CORRECTIONS	12,553	6,343	51 %	5,200	41 %	86	1 %	0	0 %	11,627	93 %	237	2 %	26	0 %
EDUCATION	517	210	41 %	238	46 %	10	2 %	0	0 %	462	89 %	10	2 %	3	1 %
ENVIRONMENTAL QUALITY	1,104	357	32 %	641	58 %	12	1 %	0	0 %	1,013	92 %	18	2 %	4	0 %
EXECUTIVE OFFICE	62	26	42 %	22	35 %	1	2 %	0	0 %	51	82 %	0	0 %	0	0 %
INSURANCE AND FINANCIAL SERV	307	85	28 %	199	65 %	5	2 %	0	0 %	281	92 %	6	2 %	2	1 %
LICENSING & REGULATORY AFFAIRS	1,875	651	35 %	1,042	56 %	18	1 %	0	0 %	1,715	91 %	42	2 %	7	0 %
MDHHS - COMMUNITY HEALTH	3,102	1,257	41 %	1,583	51 %	27	1 %	0	0 %	2,840	92 %	98	3 %	13	0 %
MDHHS - HUMAN SERVICES	10,853	4,206	39 %	5,805	53 %	79	1 %	0	0 %	9,941	92 %	361	3 %	24	0 %
MILITARY & VETERAN AFFAIRS	738	322	44 %	321	43 %	10	1 %	0	0 %	676	92 %	3	0 %	5	1 %
NATURAL RESOURCES	1,656	919	55 %	535	32 %	43	3 %	0	0 %	1,505	91 %	13	1 %	6	0 %
STATE	1,324	509	38 %	703	53 %	12	1 %	0	0 %	1,214	92 %	42	3 %	4	0 %
STATE POLICE	2,722	712	26 %	518	19 %	13	0 %	1,338	49 %	2,597	95 %	19	1 %	5	0 %
TALENT AND ECONOMIC DEVELOPMENT	1,339	507	38 %	728	54 %	18	1 %	0	0 %	1,214	91 %	59	4 %	3	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,749	783	28 %	1,672	61 %	39	1 %	0	0 %	2,442	89 %	79	3 %	10	0 %
TRANSPORTATION	2,526	1,046	41 %	1,276	51 %	30	1 %	0	0 %	2,360	93 %	25	1 %	6	0 %
TREASURY	1,584	430	27 %	986	62 %	32	2 %	0	0 %	1,436	91 %	52	3 %	2	0 %
STATEWIDE TOTALS:	46,527	18,877	41 %	22,317	48 %	453	1 %	1,338	3 %	42,769	92 %	1,091	2 %	123	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. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Table 2-4

Pay End Date: June 20, 2015

Department	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
AGRICULTURE AND RURAL DVLPMNT	399	378	95 %	332	83 %	0	0 %	388	97 %	10	3 %	0	0 %
ATTORNEY GENERAL	477	452	95 %	334	70 %	0	0 %	451	95 %	25	5 %	0	0 %
AUDITOR GENERAL	142	134	94 %	98	69 %	0	0 %	127	89 %	15	11 %	0	0 %
CIVIL RIGHTS	93	90	97 %	79	85 %	0	0 %	87	94 %	6	6 %	0	0 %
CIVIL SERVICE COMMISSION	405	379	94 %	381	94 %	1	0 %	390	96 %	14	3 %	1	0 %
CORRECTIONS	12,553	11,897	95 %	11,352	90 %	0	0 %	12,128	97 %	386	3 %	0	0 %
EDUCATION	517	478	92 %	364	70 %	0	0 %	483	93 %	33	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,104	1,040	94 %	939	85 %	0	0 %	1,033	94 %	69	6 %	0	0 %
EXECUTIVE OFFICE	62	53	85 %	26	42 %	0	0 %	50	81 %	11	18 %	0	0 %
INSURANCE AND FINANCIAL SERV	307	296	96 %	253	82 %	0	0 %	290	94 %	16	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,875	1,767	94 %	1,498	80 %	1	0 %	1,777	95 %	95	5 %	1	0 %
MDHHS - COMMUNITY HEALTH	3,102	2,958	95 %	2,619	84 %	0	0 %	2,922	94 %	176	6 %	0	0 %
MDHHS - HUMAN SERVICES	10,853	10,355	95 %	9,319	86 %	0	0 %	10,293	95 %	544	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	738	682	92 %	576	78 %	0	0 %	699	95 %	30	4 %	0	0 %
NATURAL RESOURCES	1,656	1,539	93 %	1,351	82 %	0	0 %	1,574	95 %	82	5 %	0	0 %
STATE	1,324	1,270	96 %	1,089	82 %	0	0 %	1,235	93 %	88	7 %	0	0 %
STATE POLICE	2,722	2,625	96 %	3,270	120 %	1,361	50 %	2,620	96 %	97	4 %	1,360	50 %
TALENT AND ECONOMIC DEVELOPMENT	1,339	1,282	96 %	1,123	84 %	0	0 %	1,263	94 %	76	6 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,749	2,548	93 %	2,043	74 %	33	1 %	2,606	95 %	130	5 %	26	1 %
TRANSPORTATION	2,526	2,403	95 %	2,206	87 %	0	0 %	2,403	95 %	120	5 %	0	0 %
TREASURY	1,584	1,504	95 %	1,279	81 %	0	0 %	1,491	94 %	90	6 %	0	0 %
STATEWIDE TOTALS:	46,527	44,130	95 %	40,531	87 %	1,396	3 %	44,310	95 %	2,113	5 %	1,388	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. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN

Table 2-10

Age Distribution for Active Classified Employees by Department

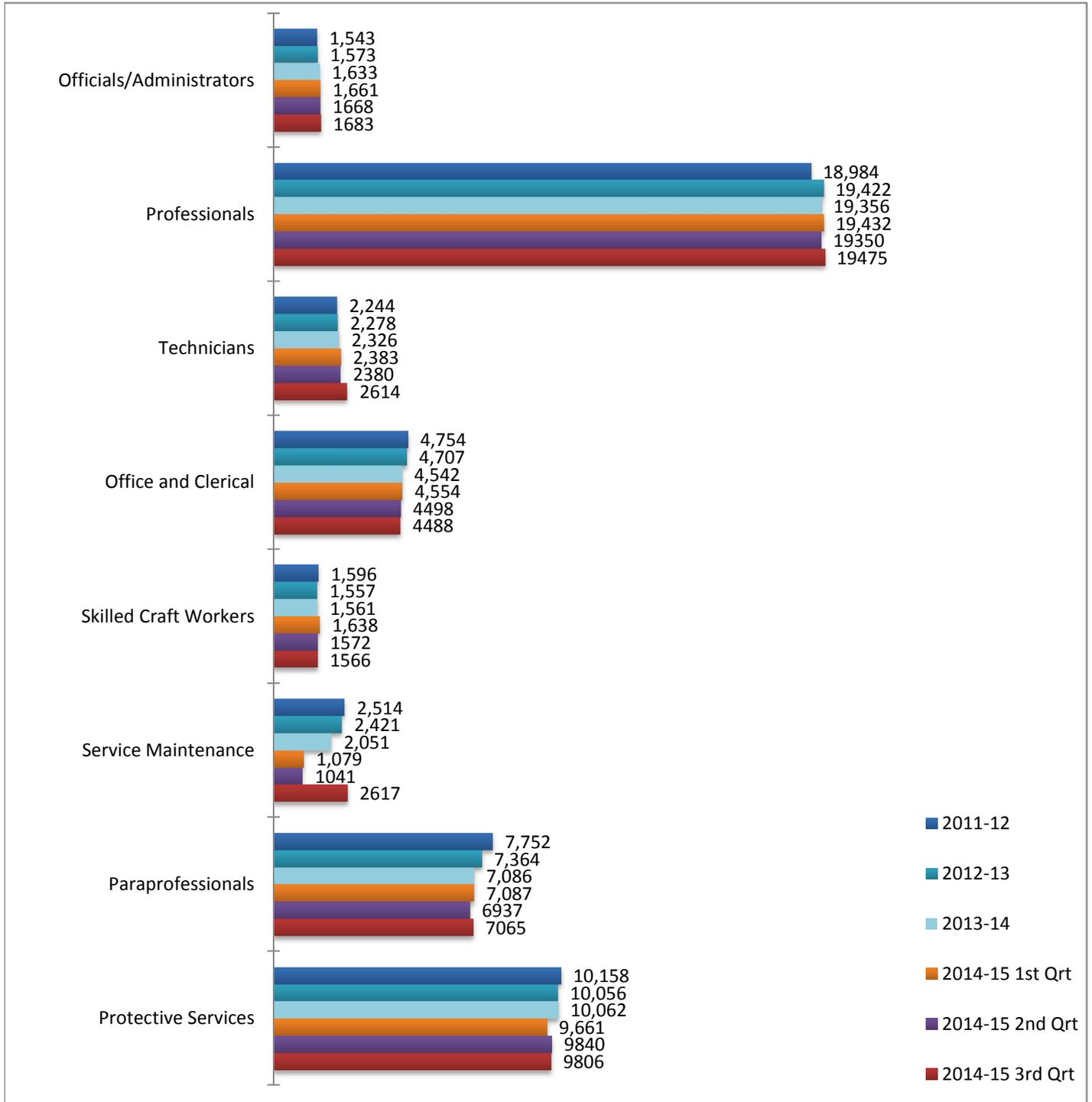
Pay End Date: June 20, 2015

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	1	18	20	34	45	44	50	78	63	56	9	4	422
ATTORNEY GENERAL	0	2	24	43	56	67	73	78	64	52	14	4	477
AUDITOR GENERAL	1	26	19	21	11	23	14	20	12	2	1	0	150
CIVIL RIGHTS	0	2	4	12	12	12	15	9	9	10	7	2	94
CIVIL SERVICE COMMISSION	2	14	17	35	46	50	62	86	76	28	3	1	420
CORRECTIONS	11	304	838	1,034	1,373	2,187	2,606	2,170	1,368	583	126	28	12,628
EDUCATION	3	9	23	44	63	60	74	59	100	68	23	4	530
ENVIRONMENTAL QUALITY	1	30	38	62	166	127	140	211	201	125	25	4	1,130
EXECUTIVE OFFICE	0	12	10	9	4	4	5	11	3	3	1	0	62
INSURANCE AND FINANCIAL SERV	2	12	35	32	51	38	49	42	31	16	7	2	317
LICENSING & REGULATORY AFFAIRS	6	88	93	171	210	214	230	285	332	225	82	30	1,966
MDHHS - COMMUNITY HEALTH	7	67	229	318	335	350	417	491	473	317	111	18	3,133
MDHHS - HUMAN SERVICES	3	154	986	1,536	1,614	1,638	1,405	1,335	1,241	753	181	22	10,868
MILITARY & VETERAN AFFAIRS	4	13	50	69	64	83	115	149	125	73	15	4	764
NATURAL RESOURCES	417	563	281	227	248	300	255	306	309	206	91	59	3,262
STATE	21	149	167	108	161	147	187	273	225	136	21	3	1,598
STATE POLICE	0	159	322	236	342	520	480	388	193	73	16	0	2,729
TALENT AND ECONOMIC DEVELOPMENT	2	23	42	112	152	177	194	228	236	134	56	11	1,367
TECHNOLOGY, MANAGEMENT & BUDGET	10	119	180	230	303	362	392	517	441	256	61	11	2,882
TRANSPORTATION	77	200	145	209	333	333	421	470	427	197	38	19	2,869
TREASURY	5	62	113	164	216	183	191	280	250	140	34	8	1,646
Statewide Total:	573	2,026	3,636	4,706	5,805	6,919	7,375	7,486	6,179	3,453	922	234	49,314
Average Age:	19.0	22.7	27.7	32.6	37.6	42.7	47.5	52.5	57.4	62.1	66.9	73.4	44.9

Comments This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation, in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2011-12 through 2014-15 3rd Qrt**



2014-15 3rd Qrt Grand Total: 49,314

Comment: 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: June 20, 2015

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	17	22
ALGER	259	7	266
ALLEGAN	190	20	210
ALPENA	157	21	178
ANTRIM	27	2	29
ARENAC	29	3	32
BARAGA	309	23	332
BARRY	111	63	174
BAY	346	58	404
BENZIE	28	5	33
BERRIEN	354	58	412
BRANCH	409	7	416
CALHOUN	270	17	287
CASS	90	13	103
CHARLEVOIX	15	61	76
CHEBOYGAN	59	69	128
CHIPPEWA	984	102	1,086
CLARE	50	23	73
CLINTON	156	62	218
CRAWFORD	135	119	254
DELTA	168	51	219
DICKINSON	65	5	70
EATON	3,006	314	3,320
EMMET	88	50	138
GENESEE	822	76	898
GLADWIN	44	5	49
GOGEBIC	254	20	274
GRAND TRAVERSE	532	57	589
GRATIOT	754	10	764
HILLSDALE	52	7	59
HOUGHTON	75	30	105
HURON	33	45	78
INGHAM	9,553	1,153	10,706
IONIA	1,350	54	1,404
IOSCO	38	40	78
IRON	52	26	78
ISABELLA	150	14	164
JACKSON	2,134	65	2,199
KALAMAZOO	1,101	134	1,235
KALKASKA	50	3	53
KENT	1,536	182	1,718
KEWEENAW	2	24	26
LAKE	47	4	51
LAPEER	422	28	450
LEELANAU	1	6	7
LENAWEE	640	30	670
LIVINGSTON	592	70	662

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: June 20, 2015

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LUCE	277	36	313
MACKINAC	114	111	225
MACOMB	1,280	60	1,340
MANISTEE	301	26	327
MARQUETTE	810	63	873
MASON	45	36	81
MECOSTA	90	6	96
MENOMINEE	26	21	47
MIDLAND	95	5	100
MISSAUKEE	61	3	64
MONROE	201	42	243
MONTCALM	567	12	579
MONTMORENCY	45	23	68
MUSKEGON	1,042	74	1,116
NEWAYGO	69	17	86
OAKLAND	1,209	265	1,474
OCEANA	71	57	128
OGEMAW	75	24	99
ONTONAGON	22	21	43
OSCEOLA	23	1	24
OSCODA	25	2	27
OTSEGO	292	46	338
OTTAWA	171	74	245
OUT OF STATE	37	5	42
PRESQUE ISLE	16	41	57
ROSCOMMON	114	39	153
SAGINAW	821	40	861
SANILAC	46	16	62
SCHOOLCRAFT	29	32	61
SHIAWASSEE	82	7	89
ST CLAIR	245	67	312
ST JOSEPH	79	5	84
TUSCOLA	431	29	460
VAN BUREN	211	40	251
WASHTENAW	1,372	106	1,478
WAYNE	4,941	284	5,225
WEXFORD	161	42	203
WORK AT HOME - MI	1,222	21	1,243
Grand Total:	44,262	5,052	49,314

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.

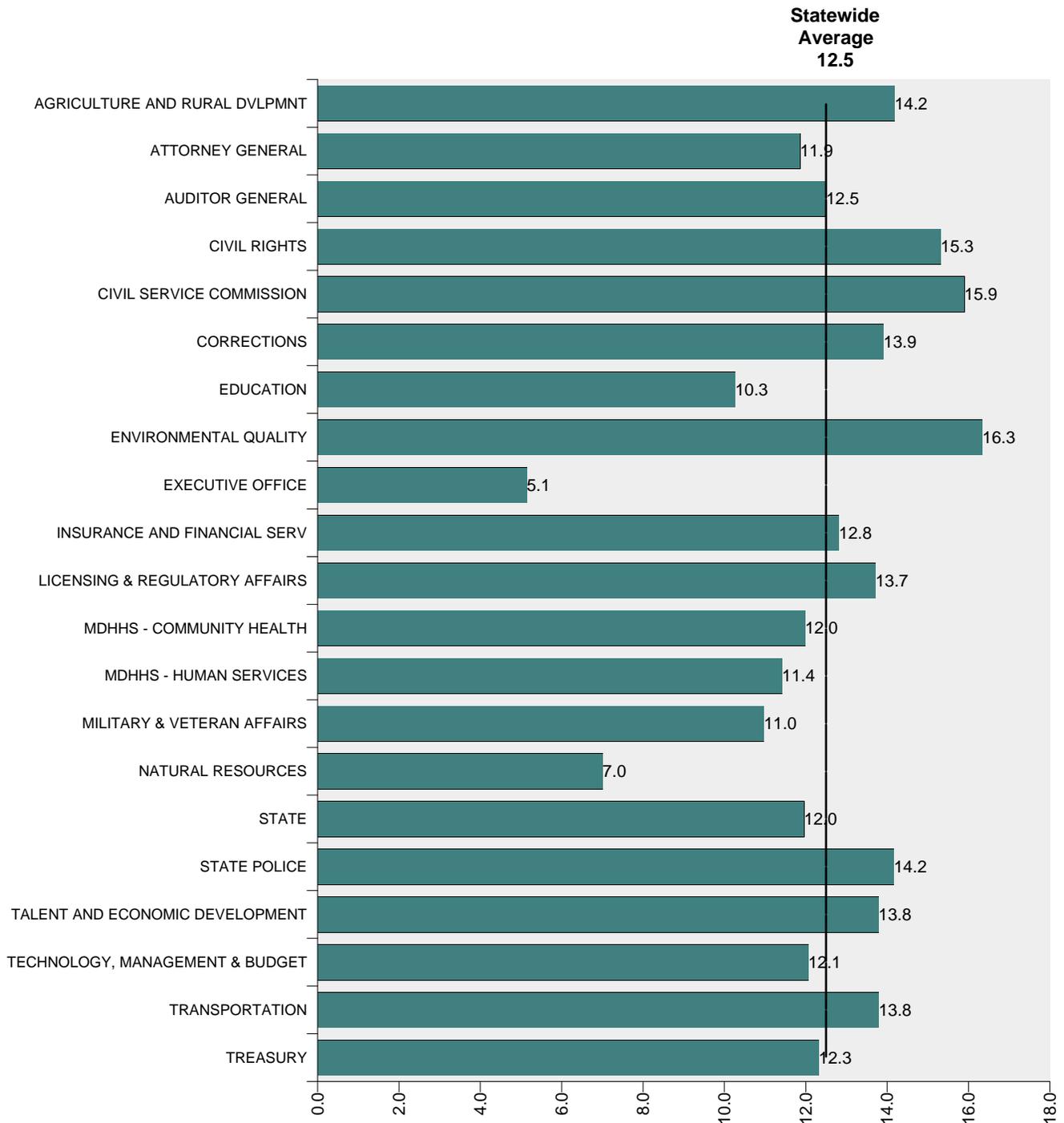
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: June 20, 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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
 PAY END DATE: June 20, 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 AND RURAL DVLPMNT																
00 - 05 YEARS	54	49	2	4	0	1	0	4	1	1	0	0	57	59	0	0
06 - 10 YEARS	20	24	1	2	0	1	1	0	0	0	0	0	22	27	0	0
11 - 15 YEARS	36	43	2	2	1	0	0	0	0	1	0	0	39	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	32	17	0	0	0	0	1	0	1	0	0	0	34	17	1	0
26 - 30 YEARS	18	18	0	4	0	0	0	0	0	1	0	0	18	23	1	3
31 - 35 YEARS	3	6	0	2	0	0	0	0	1	0	0	0	4	8	0	2
36 - 40 YEARS	5	3	1	0	0	0	1	0	0	0	0	0	7	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	201	178	7	16	1	3	3	6	3	4	0	0	215	207	2	6
MORE THAN 10 YEARS	127	105	4	10	1	1	2	2	2	3	0	0	136	121	2	6
AVERAGE YEARS	14.7	13.5	14.1	16.5	15.0	8.7	22.0	6.3	19.7	15.0	0.0	0.0	14.9	13.5	26.5	28.5

DEPARTMENT AVERAGE YEARS

14.2

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	95	2	8	0	0	0	3	2	1	0	0	74	107	0	0
06 -10 YEARS	36	33	2	4	0	0	0	1	0	0	0	0	38	38	1	0
11 -15 YEARS	22	38	7	4	0	0	0	2	0	0	0	0	29	44	0	0
16 - 20 YEARS	22	28	0	4	0	0	1	1	0	2	0	0	23	35	0	0
21 - 25 YEARS	11	5	2	0	0	0	0	1	0	0	0	0	13	6	0	0
26 - 30 YEARS	18	15	0	4	0	0	0	1	1	0	0	0	19	20	0	1
31 - 35 YEARS	7	7	1	1	0	0	0	1	0	0	0	0	8	9	0	0
36 - 40 YEARS	5	3	1	0	0	0	2	0	0	0	0	0	8	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	25	0	0	3	10	3	3	0	0	214	263	1	1
MORE THAN 10 YEARS	87	97	11	13	0	0	3	6	1	2	0	0	102	118	0	1
AVERAGE YEARS	12.4	10.7	13.9	13.2	0.0	0.0	31.0	14.8	10.3	11.7	0.0	0.0	12.7	11.1	8.0	29.0

DEPARTMENT AVERAGE YEARS

11.8

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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	35	25	1	0	0	0	0	0	1	0	0	0	36	26	0	0
06 -10 YEARS	3	8	0	0	0	0	0	0	0	0	0	0	3	8	0	0
11 -15 YEARS	4	7	0	0	0	0	0	0	0	1	0	0	4	8	0	0
16 - 20 YEARS	13	14	1	1	0	0	0	0	0	0	0	0	14	15	0	0
21 - 25 YEARS	3	9	0	1	0	0	0	0	0	0	0	0	3	10	0	0
26 - 30 YEARS	5	8	2	0	0	0	0	0	0	0	0	0	7	8	0	1
31 - 35 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
36 - 40 YEARS	5	1	1	0	0	0	0	0	0	0	0	0	6	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	69	72	5	2	0	0	0	0	1	0	1	0	74	76	0	1
MORE THAN 10 YEARS	31	39	4	2	0	0	0	0	0	1	0	0	35	42	0	1
AVERAGE YEARS	11.7	12.5	22.0	20.5	0.0	0.0	0.0	0.0	0.0	15.0	0.0	0.0	12.4	12.6	0.0	28.0

DEPARTMENT AVERAGE YEARS

12.5

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	9	2	5	0	0	1	0	0	1	0	0	5	15	0	0
06 -10 YEARS	1	1	2	11	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	2	0	2	0	0	0	1	0	0	0	0	1	5	0	0
26 - 30 YEARS	1	3	0	3	0	0	1	1	0	0	0	0	2	7	0	0
31 - 35 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
36 - 40 YEARS	0	0	0	2	0	0	0	1	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	1	0	2	3	0	0	0	0	0	0	0	0	3	3	0	0
DEPARTMENT TOTAL	13	19	11	42	0	0	2	6	0	1	0	0	26	68	1	0
MORE THAN 10 YEARS	10	9	7	26	0	0	1	4	0	0	0	0	18	39	1	0
AVERAGE YEARS	15.6	11.3	17.4	16.5	0.0	0.0	14.0	18.5	0.0	2.0	0.0	0.0	16.2	15.0	11.0	0.0

DEPARTMENT AVERAGE YEARS

15.3

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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	22	63	6	13	0	1	0	1	0	1	0	0	28	79	0	0
06 -10 YEARS	7	32	2	4	0	0	0	2	0	0	0	0	9	38	0	0
11 -15 YEARS	4	45	1	7	0	1	0	1	0	0	0	0	5	54	0	0
16 - 20 YEARS	7	48	1	3	0	0	1	0	0	2	0	0	9	53	0	1
21 - 25 YEARS	2	21	0	7	0	1	0	1	0	1	0	0	2	31	0	0
26 - 30 YEARS	5	41	2	19	0	1	1	8	0	0	0	0	8	69	0	2
31 - 35 YEARS	2	6	0	0	0	1	0	1	0	0	0	0	2	8	0	0
36 - 40 YEARS	1	10	1	5	0	1	0	0	0	0	0	0	2	16	0	2
MORE THAN 40 YEARS	0	6	1	0	0	0	0	0	0	0	0	0	1	6	0	0
DEPARTMENT TOTAL	50	272	14	58	0	6	2	14	0	4	0	0	66	354	0	5
MORE THAN 10 YEARS	21	177	6	41	0	5	2	11	0	3	0	0	29	237	0	5
AVERAGE YEARS	11.3	15.7	14.1	18.7	0.0	22.8	25.0	21.8	0.0	14.8	0.0	0.0	12.3	16.6	0.0	29.8

DEPARTMENT AVERAGE YEARS

15.9

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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	1,509	876	246	247	39	11	53	24	11	11	0	0	1,858	1,169	1	0
06 -10 YEARS	800	508	167	200	36	8	37	17	5	8	0	0	1,045	741	3	0
11 -15 YEARS	1,115	478	152	182	23	9	23	21	8	3	0	0	1,321	693	1	1
16 - 20 YEARS	1,629	584	162	212	46	12	54	23	7	4	0	0	1,898	835	5	4
21 - 25 YEARS	919	280	84	82	22	6	15	12	3	1	0	0	1,043	381	9	7
26 - 30 YEARS	896	246	96	115	28	5	27	5	3	2	0	0	1,050	373	37	14
31 - 35 YEARS	52	34	14	18	0	0	1	1	0	0	0	0	67	53	8	3
36 - 40 YEARS	30	32	9	12	1	1	1	3	0	0	0	0	41	48	3	0
MORE THAN 40 YEARS	6	5	0	0	0	0	1	0	0	0	0	0	7	5	2	0
DEPARTMENT TOTAL	6,956	3,043	930	1,068	195	52	212	106	37	29	0	0	8,330	4,298	69	29
MORE THAN 10 YEARS	4,647	1,659	517	621	120	33	122	65	21	10	0	0	5,427	2,388	65	29
AVERAGE YEARS	14.7	12.7	13.1	13.5	14.2	13.8	13.5	13.6	11.8	9.9	0.0	0.0	14.4	12.9	26.6	25.5

DEPARTMENT AVERAGE YEARS

13.9

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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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
00 - 05 YEARS	59	117	5	26	0	1	2	4	2	1	0	0	68	149	0	0
06 -10 YEARS	27	65	5	10	0	0	0	0	1	1	0	0	33	76	0	1
11 -15 YEARS	25	56	3	1	0	0	1	1	0	1	0	0	29	59	0	0
16 - 20 YEARS	11	31	2	3	0	0	0	1	0	0	0	0	13	35	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	3	0	0	0	0	0	1	0	0	0	0	0	4	0	0
36 - 40 YEARS	3	13	0	1	0	0	0	1	0	0	0	0	3	15	0	0
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	130	320	15	45	0	1	3	9	3	4	0	0	151	379	0	2
MORE THAN 10 YEARS	44	138	5	9	0	0	1	5	0	2	0	0	50	154	0	1
AVERAGE YEARS	8.8	11.3	7.5	7.6	0.0	0.0	7.0	16.3	3.3	12.0	0.0	0.0	8.5	11.0	0.0	16.0

DEPARTMENT AVERAGE YEARS

10.3

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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	103	115	1	3	0	0	0	1	0	5	0	0	104	124	0	0
06 -10 YEARS	38	69	4	1	0	0	0	2	0	1	0	0	42	73	0	0
11 -15 YEARS	108	98	3	2	0	1	1	4	2	1	0	0	114	106	0	0
16 - 20 YEARS	61	60	0	3	0	0	1	0	2	5	0	0	64	68	0	0
21 - 25 YEARS	105	68	2	4	0	0	3	1	6	2	0	0	116	75	1	2
26 - 30 YEARS	78	56	2	10	0	1	2	3	2	1	0	0	84	71	2	1
31 - 35 YEARS	23	16	2	1	0	0	0	0	0	1	0	0	25	18	2	0
36 - 40 YEARS	27	14	1	0	1	0	0	0	0	1	0	0	29	15	2	2
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	544	497	15	24	1	2	7	11	12	17	0	0	579	551	7	5
MORE THAN 10 YEARS	403	313	10	20	1	2	7	8	12	11	0	0	433	354	7	5
AVERAGE YEARS	17.4	14.7	18.7	21.0	37.0	20.5	22.1	16.2	21.3	15.4	0.0	0.0	17.6	15.1	31.6	30.2

DEPARTMENT AVERAGE YEARS

16.4

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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	19	31	0	1	0	0	0	0	0	0	0	0	19	32	0	0
06 -10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
11 -15 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	3	2	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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	23	38	0	1	0	0	0	0	0	0	0	0	23	39	0	0
MORE THAN 10 YEARS	3	6	0	0	0	0	0	0	0	0	0	0	3	6	0	0
AVERAGE YEARS	4.0	5.8	0.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	5.7	0.0	0.0

DEPARTMENT AVERAGE YEARS

5.1

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. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	27	33	2	7	0	1	3	0	2	1	0	0	34	42	1	1
06 -10 YEARS	24	42	3	10	0	0	1	0	0	2	0	0	28	54	0	0
11 -15 YEARS	15	32	2	2	0	0	0	1	1	0	0	0	18	35	0	0
16 - 20 YEARS	9	22	0	4	0	0	1	1	0	0	0	0	10	27	0	1
21 - 25 YEARS	9	14	0	1	0	0	0	0	0	0	0	0	9	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	3	0	0	0	0	1	0	0	0	0	0	4	3	0	0
36 - 40 YEARS	2	4	0	1	0	0	0	1	0	0	0	0	2	6	0	1
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	98	164	10	27	0	1	6	4	4	3	0	0	118	199	1	6
MORE THAN 10 YEARS	47	89	5	10	0	0	2	4	2	0	0	0	56	103	0	5
AVERAGE YEARS	12.3	13.2	13.7	12.0	0.0	3.0	10.5	24.3	10.3	6.0	0.0	0.0	12.3	13.1	0.0	22.5

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: June 20, 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	180	279	16	53	3	2	7	8	5	8	0	0	211	350	0	1
06 -10 YEARS	128	173	9	36	1	1	3	3	6	4	0	0	147	217	0	2
11 -15 YEARS	92	145	9	38	0	2	3	5	0	1	0	0	104	191	0	1
16 - 20 YEARS	70	119	3	28	0	0	2	2	0	4	0	0	75	153	2	1
21 - 25 YEARS	61	72	5	13	0	2	0	3	0	4	0	0	66	94	1	5
26 - 30 YEARS	34	78	17	25	1	2	5	8	4	2	0	0	61	115	4	4
31 - 35 YEARS	20	31	5	15	0	1	0	0	0	1	0	0	25	48	1	4
36 - 40 YEARS	28	44	6	12	0	0	1	0	1	0	0	0	36	56	3	2
MORE THAN 40 YEARS	6	6	2	3	0	0	0	0	0	0	0	0	8	9	1	1
DEPARTMENT TOTAL	619	947	72	223	5	10	21	29	16	24	0	0	733	1,233	12	21
MORE THAN 10 YEARS	311	495	47	134	1	7	11	18	5	12	0	0	375	666	12	18
AVERAGE YEARS	13.1	13.4	18.6	15.3	7.8	17.3	13.5	15.0	12.7	12.9	0.0	0.0	13.6	13.8	29.4	24.6

DEPARTMENT AVERAGE YEARS

13.7

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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
MDHHS - COMMUNITY HEALTH																
00 - 05 YEARS	263	517	108	187	2	7	8	23	14	35	0	0	395	769	0	1
06 -10 YEARS	114	243	36	65	2	3	4	13	7	8	0	0	163	332	0	1
11 -15 YEARS	107	237	36	91	0	0	6	7	9	10	0	0	158	345	0	1
16 - 20 YEARS	105	151	19	45	2	3	3	5	4	7	0	0	133	211	2	1
21 - 25 YEARS	49	90	15	32	1	0	3	2	0	6	0	0	68	130	2	6
26 - 30 YEARS	42	93	22	32	0	2	2	7	2	9	0	0	68	143	3	6
31 - 35 YEARS	24	32	6	14	0	0	1	2	2	1	0	0	33	49	2	4
36 - 40 YEARS	30	56	12	11	1	1	1	2	3	1	0	0	47	71	2	6
MORE THAN 40 YEARS	6	12	0	0	0	0	0	0	0	0	0	0	6	12	1	0
DEPARTMENT TOTAL	740	1,431	254	477	8	16	28	61	41	77	0	0	1,071	2,062	12	26
MORE THAN 10 YEARS	363	671	110	225	4	6	16	25	20	34	0	0	513	961	12	24
AVERAGE YEARS	12.5	12.0	11.6	11.5	14.3	12.4	13.3	11.9	12.4	10.8	0.0	0.0	12.3	11.8	29.1	27.2

DEPARTMENT AVERAGE YEARS **12.0**

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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
MDHHS - HUMAN SERVICES																
00 - 05 YEARS	585	2,083	192	963	9	24	27	98	5	12	0	0	818	3,180	0	4
06 -10 YEARS	263	1,256	83	664	1	6	18	70	5	12	0	0	370	2,008	1	5
11 -15 YEARS	163	718	45	385	1	4	13	41	1	6	0	0	223	1,154	3	5
16 - 20 YEARS	179	489	64	436	2	8	11	48	3	7	0	0	259	988	2	7
21 - 25 YEARS	95	297	37	178	1	7	8	29	2	6	0	0	143	517	9	17
26 - 30 YEARS	100	221	35	152	0	3	9	23	2	2	0	0	146	401	13	12
31 - 35 YEARS	32	131	11	100	0	2	3	4	1	2	0	0	47	239	4	6
36 - 40 YEARS	51	138	12	92	0	0	2	3	0	1	0	0	65	234	3	14
MORE THAN 40 YEARS	20	33	4	18	0	0	0	1	0	0	0	0	24	52	4	3
DEPARTMENT TOTAL	1,488	5,366	483	2,988	14	54	91	317	19	48	0	0	2,095	8,773	39	73
MORE THAN 10 YEARS	640	2,027	208	1,361	4	24	46	149	9	24	0	0	907	3,585	38	64
AVERAGE YEARS	12.0	10.7	11.8	12.2	7.6	11.4	13.0	11.9	13.4	13.2	0.0	0.0	12.0	11.3	27.1	25.4

DEPARTMENT AVERAGE YEARS

11.4

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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
MILITARY & VETERAN AFFAIRS																
00 - 05 YEARS	136	122	11	14	1	2	9	1	5	2	0	0	162	141	0	0
06 -10 YEARS	57	42	3	7	1	0	1	1	0	3	0	0	62	53	0	0
11 -15 YEARS	49	47	2	12	1	0	1	1	0	1	0	0	53	61	0	1
16 - 20 YEARS	27	39	4	10	0	0	4	0	0	0	0	0	35	49	1	0
21 - 25 YEARS	43	28	0	1	0	0	2	0	0	0	0	0	45	29	1	1
26 - 30 YEARS	18	23	3	6	1	1	0	0	0	1	0	0	22	31	1	1
31 - 35 YEARS	5	9	1	1	1	0	0	0	0	0	0	0	7	10	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	337	311	24	52	5	3	17	3	5	7	0	0	388	376	4	3
MORE THAN 10 YEARS	144	147	10	31	3	1	7	1	0	2	0	0	164	182	4	3
AVERAGE YEARS	10.6	11.3	10.5	12.8	17.2	11.7	8.7	7.3	2.4	9.7	0.0	0.0	10.5	11.5	26.0	21.0

DEPARTMENT AVERAGE YEARS

11.0

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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
NATURAL RESOURCES																
00 - 05 YEARS	1,146	792	36	27	8	5	12	5	4	2	0	0	1,206	831	5	2
06 -10 YEARS	153	72	2	3	0	0	2	0	0	0	0	0	157	75	0	0
11 -15 YEARS	218	84	1	3	3	0	4	0	3	0	0	0	229	87	1	0
16 - 20 YEARS	185	72	4	2	2	1	2	1	3	2	0	0	196	78	1	1
21 - 25 YEARS	106	35	1	3	1	0	2	1	0	0	0	0	110	39	0	1
26 - 30 YEARS	104	51	5	1	3	2	1	6	0	0	0	0	113	60	5	3
31 - 35 YEARS	22	16	1	0	1	0	0	0	1	1	0	0	25	17	0	0
36 - 40 YEARS	20	8	0	0	1	1	0	0	0	0	0	0	21	9	0	2
MORE THAN 40 YEARS	7	2	0	0	0	0	0	0	0	0	0	0	7	2	1	0
DEPARTMENT TOTAL	1,961	1,132	50	39	19	9	23	13	11	5	0	0	2,064	1,198	13	9
MORE THAN 10 YEARS	662	268	12	9	11	4	9	8	7	3	0	0	701	292	8	7
AVERAGE YEARS	7.7	5.6	6.2	5.4	13.4	12.7	8.3	16.0	11.7	13.8	0.0	0.0	7.7	5.8	16.0	22.4

DEPARTMENT AVERAGE YEARS

7.0

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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																
00 - 05 YEARS	116	419	16	133	0	4	3	22	3	6	0	0	138	584	0	0
06 -10 YEARS	21	53	3	12	0	0	0	4	0	1	0	0	24	70	0	0
11 -15 YEARS	32	146	7	24	0	2	2	8	0	2	0	0	41	182	0	1
16 - 20 YEARS	27	107	1	29	0	4	1	4	2	3	0	0	31	147	1	1
21 - 25 YEARS	7	68	2	18	0	2	0	9	1	0	0	0	10	97	1	11
26 - 30 YEARS	19	69	7	50	1	0	2	6	1	2	0	0	30	127	2	9
31 - 35 YEARS	4	32	1	10	0	0	0	2	0	0	0	0	5	44	0	1
36 - 40 YEARS	18	29	4	4	0	1	0	1	0	0	0	0	22	35	0	1
MORE THAN 40 YEARS	1	10	0	0	0	0	0	0	0	0	0	0	1	10	0	0
DEPARTMENT TOTAL	245	933	41	280	1	13	8	56	7	14	0	0	302	1,296	4	24
MORE THAN 10 YEARS	108	461	22	135	1	9	5	30	4	7	0	0	140	642	4	24
AVERAGE YEARS	11.5	11.7	14.3	12.3	29.0	13.7	13.0	13.0	12.4	11.5	0.0	0.0	12.0	11.9	24.8	25.6

DEPARTMENT AVERAGE YEARS

12.0

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	525	194	19	7	5	0	13	6	3	1	0	0	565	208	0	0
06 -10 YEARS	106	75	4	7	0	1	6	3	2	1	0	0	118	87	0	0
11 -15 YEARS	244	100	5	3	2	0	1	5	0	0	0	0	252	108	0	0
16 - 20 YEARS	467	107	24	10	7	1	15	1	5	1	0	0	518	120	0	0
21 - 25 YEARS	207	69	20	3	9	0	4	0	2	1	0	0	242	73	2	1
26 - 30 YEARS	236	74	38	5	7	0	15	2	0	0	0	0	296	81	3	3
31 - 35 YEARS	18	8	3	3	0	0	2	2	0	0	0	0	23	13	1	1
36 - 40 YEARS	6	12	1	2	0	0	0	0	0	0	0	0	7	14	0	0
MORE THAN 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
DEPARTMENT TOTAL	1,810	642	114	40	30	2	56	19	12	4	0	0	2,022	707	6	5
MORE THAN 10 YEARS	1,179	373	91	26	25	1	37	10	7	2	0	0	1,339	412	6	5
AVERAGE YEARS	14.0	13.4	19.2	16.7	18.4	12.0	16.6	12.2	12.8	13.5	0.0	0.0	14.4	13.5	26.3	28.8

DEPARTMENT AVERAGE YEARS

14.2

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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
TALENT AND ECONOMIC DEVELOPMENT																
00 - 05 YEARS	87	121	15	36	0	0	4	7	1	0	0	0	107	164	1	0
06 -10 YEARS	67	115	18	73	0	1	4	8	0	2	0	0	89	199	1	3
11 -15 YEARS	57	125	31	142	0	1	6	10	3	7	0	0	97	285	1	2
16 - 20 YEARS	23	51	8	30	0	0	1	1	0	1	0	0	32	83	1	1
21 - 25 YEARS	34	30	6	20	0	0	1	6	1	2	0	0	42	58	1	4
26 - 30 YEARS	11	35	7	38	0	0	3	5	1	1	0	0	22	79	3	5
31 - 35 YEARS	8	12	3	14	0	0	1	0	0	1	0	0	12	27	1	1
36 - 40 YEARS	11	24	2	13	1	0	0	4	0	0	0	0	14	41	3	4
MORE THAN 40 YEARS	3	6	1	6	0	0	0	0	0	0	0	0	4	12	1	1
DEPARTMENT TOTAL	301	519	91	372	1	2	20	41	6	14	0	0	419	948	13	21
MORE THAN 10 YEARS	147	283	58	263	1	1	12	26	5	12	0	0	223	585	11	18
AVERAGE YEARS	12.3	13.3	13.9	15.3	39.0	11.0	13.9	15.7	15.3	16.1	0.0	0.0	12.9	14.2	25.7	25.3

DEPARTMENT AVERAGE YEARS

13.8

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 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	604	285	43	41	4	2	15	10	49	57	0	0	715	395	0	0
06 -10 YEARS	221	103	14	12	0	0	3	2	23	22	0	0	261	139	0	0
11 -15 YEARS	185	102	6	6	0	0	5	1	26	14	0	0	222	123	1	1
16 - 20 YEARS	256	127	13	20	1	0	5	3	10	2	0	0	285	152	1	1
21 - 25 YEARS	84	53	8	7	0	1	3	2	7	3	0	0	102	66	2	3
26 - 30 YEARS	96	79	18	21	1	1	6	4	8	3	0	0	129	108	3	5
31 - 35 YEARS	19	22	8	5	0	0	0	2	1	2	0	0	28	31	4	1
36 - 40 YEARS	45	50	3	2	0	0	2	1	0	0	0	0	50	53	2	1
MORE THAN 40 YEARS	9	8	1	1	0	0	0	4	0	0	0	0	10	13	0	1
DEPARTMENT TOTAL	1,519	829	114	115	6	4	39	29	124	103	0	0	1,802	1,080	13	13
MORE THAN 10 YEARS	694	441	57	62	2	2	21	17	52	24	0	0	826	546	13	13
AVERAGE YEARS	11.3	13.6	14.1	14.2	7.5	13.0	13.1	18.4	9.5	7.0	0.0	0.0	11.4	13.1	27.8	27.1

DEPARTMENT AVERAGE YEARS

12.0

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
00 - 05 YEARS	454	220	31	19	14	6	11	9	4	3	0	0	514	257	0	0
06 -10 YEARS	258	105	9	11	6	0	6	3	5	3	0	0	284	122	0	1
11 -15 YEARS	375	131	14	12	3	1	3	3	8	5	0	0	403	152	1	1
16 - 20 YEARS	242	84	17	7	6	3	5	0	5	6	0	0	275	100	0	0
21 - 25 YEARS	153	70	11	9	2	0	3	0	3	1	0	0	172	80	7	4
26 - 30 YEARS	204	68	23	14	5	2	11	2	3	1	0	0	246	87	11	5
31 - 35 YEARS	36	25	2	5	1	0	1	1	1	0	0	0	41	31	1	3
36 - 40 YEARS	31	25	8	7	0	0	3	1	1	0	0	0	43	33	3	6
MORE THAN 40 YEARS	17	5	1	0	0	0	2	0	4	0	0	0	24	5	3	1
DEPARTMENT TOTAL	1,770	733	116	84	37	12	45	19	34	19	0	0	2,002	867	26	21
MORE THAN 10 YEARS	1,058	408	76	54	17	6	28	7	25	13	0	0	1,204	488	26	20
AVERAGE YEARS	13.6	13.3	16.4	16.8	11.7	10.3	17.9	10.5	18.7	13.5	0.0	0.0	13.9	13.6	29.8	29.7

DEPARTMENT AVERAGE YEARS **13.8**

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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
TREASURY																
00 - 05 YEARS	200	259	23	64	2	1	4	12	4	5	0	0	233	341	0	0
06 -10 YEARS	67	162	17	27	0	3	0	5	1	4	0	0	85	201	0	0
11 -15 YEARS	86	132	10	37	1	0	1	2	7	6	0	0	105	177	1	0
16 - 20 YEARS	46	84	4	14	0	1	2	3	2	1	0	0	54	103	0	0
21 - 25 YEARS	29	38	3	14	0	2	0	3	1	0	0	0	33	57	3	5
26 - 30 YEARS	26	52	13	26	0	0	3	11	3	0	0	0	45	89	3	2
31 - 35 YEARS	6	28	2	7	0	0	2	2	0	0	0	0	10	37	1	0
36 - 40 YEARS	8	36	4	8	0	0	2	2	0	1	0	0	14	47	4	1
MORE THAN 40 YEARS	8	4	1	1	0	0	1	0	0	0	0	0	10	5	0	0
DEPARTMENT TOTAL	476	795	77	198	3	7	15	40	18	17	0	0	589	1,057	12	8
MORE THAN 10 YEARS	209	374	37	107	1	3	11	23	13	8	0	0	271	515	12	8
AVERAGE YEARS	10.8	12.4	13.9	13.5	5.7	12.6	22.1	16.3	13.4	10.9	0.0	0.0	11.5	12.7	29.1	26.3

DEPARTMENT AVERAGE YEARS

12.3

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
00 - 05 YEARS	6,196	6,704	777	1,858	87	68	172	239	115	153	0	0	7,347	9,022	8	9
06 -10 YEARS	2,412	3,182	384	1,159	47	24	86	136	55	72	0	0	2,984	4,573	6	13
11 -15 YEARS	2,945	2,770	338	962	35	21	70	114	68	59	0	0	3,456	3,926	10	14
16 - 20 YEARS	3,411	2,235	331	869	66	34	109	96	43	48	0	0	3,960	3,282	16	20
21 - 25 YEARS	1,952	1,278	196	395	36	21	45	71	27	27	0	0	2,256	1,792	40	69
26 - 30 YEARS	1,923	1,264	293	531	47	20	88	94	31	26	0	0	2,382	1,935	91	79
31 - 35 YEARS	285	422	60	197	3	4	12	19	7	9	0	0	367	651	26	26
36 - 40 YEARS	328	502	66	173	5	5	15	20	5	4	0	0	419	704	25	42
MORE THAN 40 YEARS	91	109	13	32	0	0	4	5	4	0	0	0	112	146	13	7
STATEWIDE TOTAL	19,543	18,466	2,458	6,176	326	197	601	794	355	398	0	0	23,283	26,031	235	279
MORE THAN 10 YEARS	10,935	8,580	1,297	3,159	192	105	343	419	185	173	0	0	12,952	12,436	221	257
AVERAGE YEARS	12.9	11.7	13.3	12.9	13.9	12.9	14.1	13.4	12.2	10.8	0.0	0.0	13.0	12.0	26.7	26.0

STATEWIDE AVERAGE YEARS **12.5**

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Third Quarter of FY 2015

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	21	1.8%
Dismissal	93	7.8%
Expired Appointment	125	10.5%
Total Involuntary Separations	239	20.1%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	438	36.9%
Layoff/Leave of Absence Rights Expired	34	2.9%
Waived Rights Leave of Absence	37	3.1%
Settlement	0	0.0%
Total Voluntary Separations	509	42.8%
<i>RETIREMENT</i>		
Retirement	418	35.2%
Disability Retirement	17	1.4%
Deferred Retirement	5	0.4%
Total Retirements	440	37.0%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	1,188	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 92.5 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 April 11, 2015 Through June 20, 2015

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								WAIVED RIGHTS
AGRICULTURE AND RURAL DVLPMNT	3	8	0	0	11	8	0	0	0	0	8	3
ATTORNEY GENERAL	8	0	0	0	8	4	0	0	0	0	4	4
AUDITOR GENERAL	9	5	0	0	14	4	0	0	0	0	4	10
CIVIL RIGHTS	1	0	0	0	1	4	0	0	0	0	4	-3
CIVIL SERVICE COMMISSION	2	2	0	0	4	11	0	0	0	0	11	-7
CORRECTIONS	155	10	4	0	169	221	0	2	6	0	229	-60
EDUCATION	11	2	0	0	13	3	0	0	0	0	3	10
ENVIRONMENTAL QUALITY	12	11	0	0	23	16	0	0	1	0	17	6
EXECUTIVE OFFICE	4	0	0	0	4	1	0	0	0	0	1	3
INSURANCE AND FINANCIAL SERV	3	1	0	0	4	3	0	0	0	0	3	1
LICENSING & REGULATORY AFFAIRS	20	10	0	0	30	38	0	2	0	0	40	-10
MDHHS - COMMUNITY HEALTH	83	3	1	0	87	65	0	0	8	0	73	14
MDHHS - HUMAN SERVICES	244	9	13	0	266	176	0	0	7	0	183	83
MILITARY & VETERAN AFFAIRS	11	7	3	0	21	17	0	1	0	0	18	3
NATURAL RESOURCES	17	1,435	38	0	1,490	75	0	0	0	0	75	1,415
STATE	6	77	0	0	83	39	0	0	1	0	40	43
STATE POLICE	9	1	0	0	10	35	0	0	1	0	36	-26
TALENT AND ECONOMIC DEVELOPMENT	5	4	2	0	11	23	0	0	0	0	23	-12
TECHNOLOGY, MANAGEMENT & BUDGET	37	16	0	1	54	63	0	0	1	0	64	-10
TRANSPORTATION	22	232	4	0	258	53	0	0	0	0	53	205
TREASURY	16	15	0	0	31	25	0	0	2	0	27	4
STATEWIDE TOTALS:	678	1,848	65	1	2,592	884	0	5	27	0	916	1,676

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation classified employees for hires, rehires and returns. It reflects waived rights, departure, and retirement for separations. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

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:

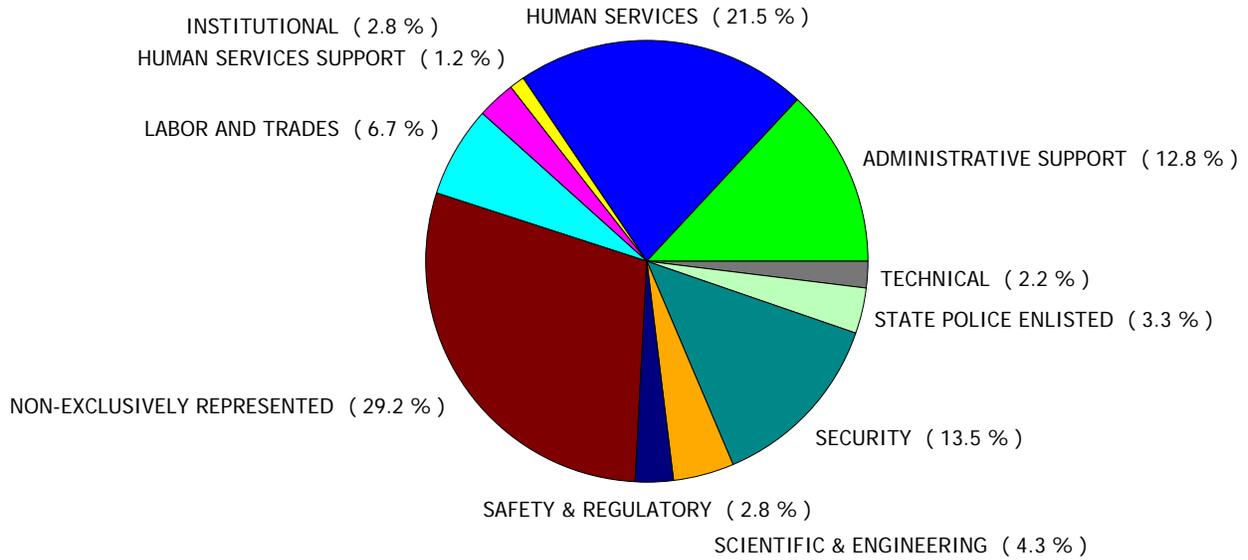
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

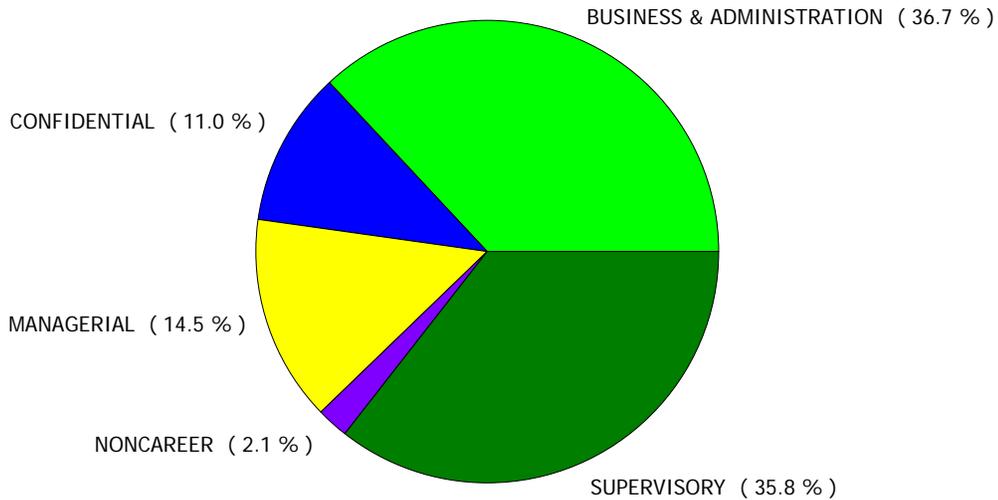
STATE OF MICHIGAN
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
 Fiscal Year 2014 - 2015

Graph 5-1



(49,314 Total Employees)

Non-Exclusively Represented
(14,387 Employees)



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

Of the 49,314 classified employees, 71 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT
Pay End Date: June 20, 2015

Table 5-1

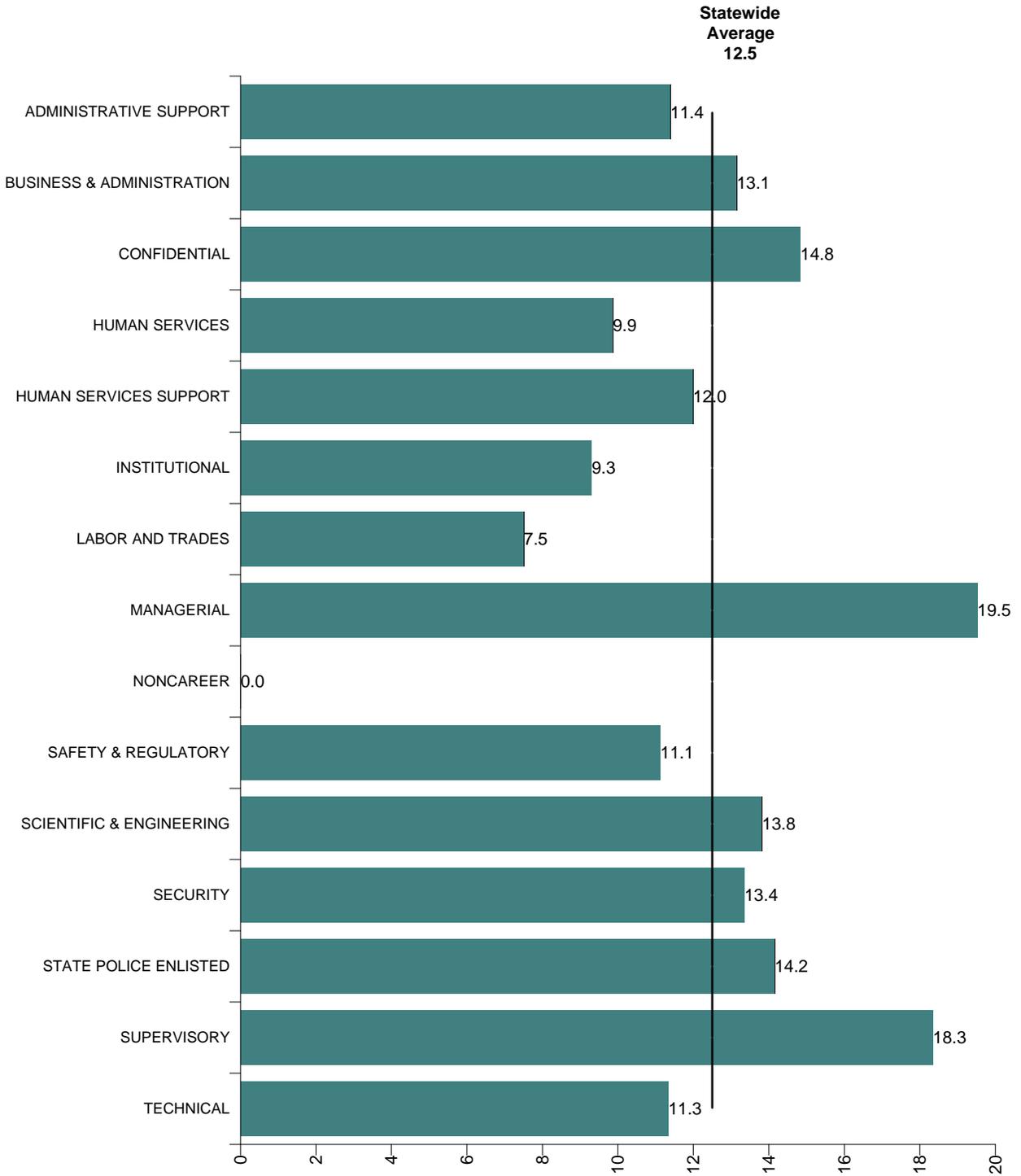
BARGAINING UNIT CODE/NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,370	1,182	86.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,284	2,181	66.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,633	0	0.0	0	0.0	6,232	94.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	581	0	0.0	0	0.0	0	0.0	539	92.8	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,120	0	0.0	0	0.0	0	0.0	0	0.0	1,923	90.7	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,063	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	797	75.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,615	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,547	95.8	0	0.0
U11 INSTITUTIONAL	1,357	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,282	94.5
W22 HUMAN SERVICES	10,596	0	0.0	9,630	90.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,308	0	0.0	5,032	79.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	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
Y23 BUSINESS & ADMINISTRATION	5,276	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	5,149	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	295	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	2,079	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	1,586	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	34,927	3,363	9.6	14,662	42.0	6,232	17.8	539	1.5	1,923	5.5	797	2.3	1,547	4.4	1,282	3.7
NON-EXCLUSIVELY REPRESENTED TOTAL	14,387	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	49,314	3,363	6.8	14,662	29.7	6,232	12.6	539	1.1	1,923	3.9	797	1.6	1,547	3.1	1,282	2.6

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

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
 Pay End Date: June 20, 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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
 PAY END DATE: June 20, 2015

BARGAINING UNIT	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	365	75	16	17	3	5	5	0	2	0	0	0	391	97	0	0
06 - 10 YEARS	160	54	6	19	0	0	8	0	1	0	0	0	175	73	0	0
11 - 15 YEARS	151	39	6	19	1	1	4	1	2	0	0	0	164	60	0	0
16 - 20 YEARS	112	38	9	14	3	2	4	0	2	0	0	0	130	54	1	0
21 - 25 YEARS	70	15	4	12	1	0	1	0	0	0	0	0	76	27	0	2
26 - 30 YEARS	47	13	11	14	0	1	4	1	2	0	0	0	64	29	2	0
31 - 35 YEARS	9	2	2	4	0	0	0	0	0	0	0	0	11	6	0	0
36 - 40 YEARS	7	1	1	2	0	0	1	0	0	0	0	0	9	3	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	922	237	55	101	8	9	27	2	9	0	0	0	1,021	349	4	2
MORE THAN 10 YEARS	397	108	33	65	5	4	14	2	6	0	0	0	455	179	4	2
AVERAGE YEARS	10.4	10.8	15.1	15.4	12.0	8.2	14.4	19.5	14.6	0	0	0	10.8	12.1	28.0	25.0
BARGAINING UNIT AVERAGE YEARS			11.1													

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	1,232	612	48	17	18	4	11	4	2	1	0	0	1,311	638	5	2
06 - 10 YEARS	216	14	12	1	7	0	6	0	0	0	0	0	241	15	0	0
11 - 15 YEARS	308	21	17	2	6	1	5	0	0	0	0	0	336	24	1	0
16 - 20 YEARS	260	20	21	1	10	0	8	1	0	0	0	0	299	22	4	0
21 - 25 YEARS	112	12	11	1	2	0	2	0	1	0	0	0	128	13	4	1
26 - 30 YEARS	120	8	16	4	4	0	7	2	2	0	0	0	149	14	11	1
31 - 35 YEARS	33	4	7	0	0	0	1	0	1	0	0	0	42	4	2	1
36 - 40 YEARS	33	3	2	1	0	0	1	0	0	0	0	0	36	4	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	2,320	694	134	27	47	5	42	8	6	1	0	0	2,549	735	27	6
MORE THAN 10 YEARS	872	68	74	9	22	1	25	4	4	0	0	0	997	82	22	4
AVERAGE YEARS	8.5	2.2	12.8	8.2	10.4	3.0	14.8	14.4	19.5	0	0	0	8.9	2.6	20.7	20.5
BARGAINING UNIT AVERAGE YEARS			7.5													

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 HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	1,099	208	205	118	34	5	46	9	5	3	0	0	1,389	343	0	0
06 - 10 YEARS	494	93	89	66	29	4	23	4	3	2	0	0	638	169	1	0
11 - 15 YEARS	740	114	112	79	17	3	16	10	3	0	0	0	888	206	1	1
16 - 20 YEARS	1,091	198	103	78	29	4	41	6	4	0	0	0	1,268	286	1	0
21 - 25 YEARS	564	78	42	27	13	1	12	4	1	0	0	0	632	110	6	2
26 - 30 YEARS	520	35	54	26	15	0	20	0	1	0	0	0	610	61	11	2
31 - 35 YEARS	21	1	4	1	0	0	0	0	0	0	0	0	25	2	1	0
36 - 40 YEARS	2	0	2	0	0	0	1	0	0	0	0	0	5	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	4,532	727	611	395	137	17	159	33	17	5	0	0	5,456	1,177	21	5
MORE THAN 10 YEARS	2,939	426	317	211	74	8	90	20	9	0	0	0	3,429	665	20	5
AVERAGE YEARS	13.9	12.3	11.8	11.5	12.6	10.4	12.9	11.7	11.3	4.4	0	0	13.6	12.0	24.3	22.6
BARGAINING UNIT AVERAGE YEARS			13.3													

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	15	30	5	14	3	1	3	5	0	0	0	0	26	50	0	0
06 -10 YEARS	35	60	9	57	1	0	3	4	0	1	0	0	48	122	1	2
11 - 15 YEARS	25	65	26	106	1	1	4	8	2	2	0	0	58	182	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	6	0	7	0	0	1	5	0	0	0	0	6	18	1	1
26 - 30 YEARS	1	8	2	10	0	1	0	1	0	0	0	0	3	20	1	1
31 - 35 YEARS	1	2	0	2	0	1	0	0	0	0	0	0	1	5	0	0
36 - 40 YEARS	1	6	0	6	1	0	0	0	0	0	0	0	2	12	0	1
MORE THAN 40 YEARS	0	1	1	1	0	0	0	0	0	0	0	0	1	2	1	0
BARGAINING UNIT TOTAL	85	189	45	213	6	4	11	23	2	3	0	0	149	432	4	6
MORE THAN 10 YEARS	35	99	31	142	2	3	5	14	2	2	0	0	75	260	3	4
AVERAGE YEARS	10.2	11.7	11.7	12.9	10.8	18.5	9.3	12.5	13.0	9.7	0	0	10.7	12.4	25.3	20.3
BARGAINING UNIT AVERAGE YEARS			12.0													

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	256	189	7	9	3	0	2	6	3	9	0	0	271	213	0	0
06 - 10 YEARS	181	146	5	7	1	0	3	0	5	6	0	0	195	159	0	0
11 - 15 YEARS	295	146	8	5	0	1	2	3	8	5	0	0	313	160	0	1
16 - 20 YEARS	157	73	3	3	1	0	3	2	7	9	0	0	171	87	0	1
21 - 25 YEARS	162	84	4	3	0	0	6	0	7	2	0	0	179	89	0	0
26 - 30 YEARS	119	51	6	6	1	2	2	1	5	3	0	0	133	63	6	1
31 - 35 YEARS	28	8	2	0	0	0	0	0	1	0	0	0	31	8	1	0
36 - 40 YEARS	28	2	3	0	1	0	2	0	2	0	0	0	36	2	0	0
MORE THAN 40 YEARS	6	0	1	0	0	0	0	0	3	0	0	0	10	0	1	0
BARGAINING UNIT TOTAL	1,232	699	39	33	7	3	20	12	41	34	0	0	1,339	781	8	3
MORE THAN 10 YEARS	795	364	27	17	3	3	15	6	33	19	0	0	873	409	8	3
AVERAGE YEARS	14.5	12.1	17.8	12.9	13.1	23.7	18.8	8.8	19.9	12.1	0	0	14.8	12.1	30.8	20.0
BARGAINING UNIT AVERAGE YEARS			13.8													

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	267	98	18	9	1	0	7	5	1	1	0	0	294	113	0	0
06 - 10 YEARS	79	53	5	2	1	0	3	1	1	0	0	0	89	56	0	0
11 - 15 YEARS	117	42	1	2	2	0	2	0	3	2	0	0	125	46	0	0
16 - 20 YEARS	88	15	2	0	1	0	1	0	2	1	0	0	94	16	0	0
21 - 25 YEARS	70	14	3	2	1	0	1	0	2	1	0	0	77	17	4	1
26 - 30 YEARS	73	11	9	5	0	0	2	0	1	1	0	0	85	17	2	0
31 - 35 YEARS	7	3	1	2	0	0	0	0	0	0	0	0	8	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	5	3	0	0	0	0	1	0	0	0	0	0	6	3	0	0
BARGAINING UNIT TOTAL	712	242	39	23	6	0	19	6	10	6	0	0	786	277	8	2
MORE THAN 10 YEARS	366	91	16	12	4	0	9	0	8	5	0	0	403	108	8	2
AVERAGE YEARS	11.7	9.6	11.6	14.7	12.3	0	14.3	1.7	15.7	15.5	0	0	11.8	10.0	28.0	30.0
BARGAINING UNIT AVERAGE YEARS			11.3													

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ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	399	35	15	0	5	0	12	0	3	1	0	0	434	36	0	0
06 - 10 YEARS	60	4	3	1	0	0	1	0	1	0	0	0	65	5	0	0
11 - 15 YEARS	170	12	4	1	2	0	1	0	0	0	0	0	177	13	0	0
16 - 20 YEARS	365	34	21	3	5	0	14	0	3	0	0	0	408	37	0	0
21 - 25 YEARS	150	33	16	1	9	0	2	0	2	1	0	0	179	35	2	0
26 - 30 YEARS	145	17	26	1	5	0	11	1	0	0	0	0	187	19	1	0
31 - 35 YEARS	10	2	2	0	0	0	1	0	0	0	0	0	13	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	1,301	138	88	8	26	0	42	1	9	2	0	0	1,466	149	3	0
MORE THAN 10 YEARS	842	99	70	7	21	0	29	1	5	1	0	0	967	108	3	0
AVERAGE YEARS	13.5	15.7	18.9	20.9	17.7	0	16.1	26.0	12.3	14.0	0	0	14.0	16.0	23.7	0
BARGAINING UNIT AVERAGE YEARS			14.2													

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	143	252	84	120	1	5	8	6	6	3	0	0	242	386	0	0
06 - 10 YEARS	48	105	20	37	0	1	2	2	0	2	0	0	70	147	0	0
11 - 15 YEARS	52	103	21	62	0	0	5	4	1	4	0	0	79	173	0	0
16 - 20 YEARS	29	51	7	16	1	0	1	0	0	1	0	0	38	68	1	0
21 - 25 YEARS	14	26	6	15	0	0	1	2	0	0	0	0	21	43	0	1
26 - 30 YEARS	14	14	7	9	0	0	0	2	0	2	0	0	21	27	0	0
31 - 35 YEARS	5	7	3	4	1	0	0	1	0	0	0	0	9	12	0	0
36 - 40 YEARS	8	4	3	4	0	0	0	1	0	0	0	0	11	9	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	314	562	151	267	3	6	17	18	7	12	0	0	492	865	1	1
MORE THAN 10 YEARS	123	205	47	110	2	0	7	10	1	7	0	0	180	332	1	1
AVERAGE YEARS	9.9	8.9	8.5	9.7	17.7	4.2	7.6	13.9	4.7	12.2	0	0	9.4	9.3	19.0	21.0
BARGAINING UNIT AVERAGE YEARS			9.3													

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ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	780	2,334	208	944	9	27	29	88	12	33	0	0	1,038	3,426	1	5
06 - 10 YEARS	340	1,116	122	648	1	7	20	56	9	13	0	0	492	1,840	1	4
11 - 15 YEARS	251	559	48	332	1	2	9	32	5	6	0	0	314	931	4	3
16 - 20 YEARS	302	405	65	349	5	7	13	41	3	13	0	0	388	815	4	6
21 - 25 YEARS	172	237	35	123	1	4	3	26	1	8	0	0	212	398	6	9
26 - 30 YEARS	117	154	29	118	2	0	7	12	2	2	0	0	157	286	10	9
31 - 35 YEARS	28	58	9	55	0	0	1	1	1	3	0	0	39	117	2	3
36 - 40 YEARS	31	38	9	40	1	1	0	0	2	1	0	0	43	80	3	3
MORE THAN 40 YEARS	5	6	2	6	0	0	0	1	0	0	0	0	7	13	3	1
BARGAINING UNIT TOTAL	2,026	4,907	527	2,615	20	48	82	257	35	79	0	0	2,690	7,906	34	43
MORE THAN 10 YEARS	906	1,457	197	1,023	10	14	33	113	14	33	0	0	1,160	2,640	32	34
AVERAGE YEARS	11.3	8.6	10.6	10.7	12.5	8.5	10.6	11.0	11.3	11.0	0	0	11.2	9.4	25.4	21.4
BARGAINING UNIT AVERAGE YEARS			9.8													

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	402	1,616	74	410	5	13	16	81	5	18	0	0	502	2,138	0	1
06 - 10 YEARS	93	606	21	125	0	8	3	36	1	3	0	0	118	778	0	4
11 - 15 YEARS	65	593	19	110	0	5	4	23	1	4	0	0	89	735	0	5
16 - 20 YEARS	60	459	7	134	1	13	3	18	0	6	0	0	71	630	0	5
21 - 25 YEARS	23	237	7	51	0	1	1	15	0	2	0	0	31	306	3	29
26 - 30 YEARS	28	281	11	111	0	8	3	23	2	4	0	0	44	427	10	25
31 - 35 YEARS	7	124	3	45	0	1	2	4	0	1	0	0	12	175	2	12
36 - 40 YEARS	8	156	0	38	0	0	1	7	0	3	0	0	9	204	1	11
MORE THAN 40 YEARS	2	28	0	9	0	0	0	0	0	0	0	0	2	37	0	1
BARGAINING UNIT TOTAL	688	4,100	142	1,033	6	49	33	207	9	41	0	0	878	5,430	16	93
MORE THAN 10 YEARS	193	1,878	47	498	1	28	14	90	3	20	0	0	258	2,514	16	88
AVERAGE YEARS	7.5	11.8	8.7	12.7	3.7	13.4	11.4	11.9	8.6	12.9	0	0	7.8	12.0	28.7	26.1
BARGAINING UNIT AVERAGE YEARS			11.4													

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	710	574	51	90	3	3	18	18	52	64	0	0	834	749	2	0
06 - 10 YEARS	323	425	38	90	2	3	3	12	25	31	0	0	391	561	0	2
11 - 15 YEARS	252	403	24	89	1	2	7	13	30	20	0	0	314	527	2	2
16 - 20 YEARS	262	322	20	69	0	2	6	13	11	6	0	0	299	412	5	3
21 - 25 YEARS	113	169	15	32	2	4	4	4	8	7	0	0	142	216	6	9
26 - 30 YEARS	113	200	28	65	0	0	7	21	8	6	0	0	156	292	8	16
31 - 35 YEARS	22	70	5	26	0	1	2	6	0	2	0	0	29	105	5	1
36 - 40 YEARS	49	116	13	17	0	2	2	4	0	0	0	0	64	139	4	10
MORE THAN 40 YEARS	17	21	2	3	0	0	1	2	0	0	0	0	20	26	1	0
BARGAINING UNIT TOTAL	1,861	2,300	196	481	8	17	50	93	134	136	0	0	2,249	3,027	33	43
MORE THAN 10 YEARS	828	1,301	107	301	3	11	29	63	57	41	0	0	1,024	1,717	31	41
AVERAGE YEARS	11.3	14.2	15.1	15.5	9.9	16.9	14.9	17.7	9.3	8.5	0	0	11.6	14.3	24.7	27.0
BARGAINING UNIT AVERAGE YEARS			13.1													

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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BARGAINING UNIT	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	148	182	21	63	0	2	1	4	9	6	0	0	179	257	0	0
06 - 10 YEARS	259	270	44	77	5	0	10	10	6	12	0	0	324	369	2	0
11 - 15 YEARS	362	375	37	129	4	3	8	11	11	7	0	0	422	525	1	1
16 - 20 YEARS	478	333	55	145	9	4	10	12	7	6	0	0	559	500	0	2
21 - 25 YEARS	344	210	31	86	6	6	8	8	3	4	0	0	392	314	5	10
26 - 30 YEARS	422	216	54	99	15	7	18	10	3	5	0	0	512	337	19	11
31 - 35 YEARS	68	65	15	34	1	0	4	1	4	0	0	0	92	100	8	6
36 - 40 YEARS	82	72	15	31	1	1	4	5	0	0	0	0	102	109	7	5
MORE THAN 40 YEARS	27	19	4	5	0	0	0	0	1	0	0	0	32	24	4	2
BARGAINING UNIT TOTAL	2,190	1,742	276	669	41	23	63	61	44	40	0	0	2,614	2,535	46	37
MORE THAN 10 YEARS	1,783	1,290	211	529	36	21	52	47	29	22	0	0	2,111	1,909	44	37
AVERAGE YEARS	19.1	17.2	19.4	18.4	21.3	20.9	21.2	18.5	15.0	13.5	0	0	19.1	17.5	29.7	28.6
BARGAINING UNIT AVERAGE YEARS			18.3													

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BARGAINING UNIT	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	133	113	12	12	1	0	4	4	8	8	0	0	158	137	0	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	133	113	12	12	1	0	4	4	8	8	0	0	158	137	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	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT AVERAGE YEARS			0.0													

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BARGAINING UNIT	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	128	107	2	6	1	0	4	1	6	3	0	0	141	117	0	0
06 - 10 YEARS	90	86	6	5	0	1	1	5	3	1	0	0	100	98	1	0
11 - 15 YEARS	133	128	11	13	0	0	2	2	2	7	0	0	148	150	1	0
16 - 20 YEARS	179	125	11	15	1	0	3	2	2	2	0	0	196	144	0	1
21 - 25 YEARS	144	99	17	17	1	3	3	3	2	1	0	0	167	123	2	1
26 - 30 YEARS	180	142	33	29	5	0	5	5	5	1	0	0	228	177	7	9
31 - 35 YEARS	42	41	6	16	1	1	1	1	0	3	0	0	50	62	3	1
36 - 40 YEARS	63	42	16	16	1	0	1	2	1	0	0	0	82	60	8	2
MORE THAN 40 YEARS	17	11	2	5	0	0	1	0	0	0	0	0	20	16	2	0
BARGAINING UNIT TOTAL	976	781	104	122	10	5	21	21	21	18	0	0	1,132	947	24	14
MORE THAN 10 YEARS	758	588	96	111	9	4	16	15	12	14	0	0	891	732	23	14
AVERAGE YEARS	19.1	18.6	24.6	24.9	25.5	21.8	19.9	19.9	15.2	16.0	0	0	19.6	19.4	31.5	29.0
BARGAINING UNIT AVERAGE YEARS			19.5													

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PAY END DATE: June 20, 2015

BARGAINING UNIT	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	119	279	11	29	0	3	6	7	1	3	0	0	137	321	0	0
06 - 10 YEARS	34	150	4	24	0	0	0	6	0	1	0	0	38	181	0	1
11 - 15 YEARS	24	170	4	13	0	2	1	7	0	2	0	0	29	194	0	0
16 - 20 YEARS	26	151	5	32	0	2	2	1	2	4	0	0	35	190	0	2
21 - 25 YEARS	9	58	5	18	0	2	0	4	0	1	0	0	14	83	1	3
26 - 30 YEARS	23	114	7	34	0	1	2	15	0	2	0	0	32	166	2	4
31 - 35 YEARS	4	35	1	8	0	0	0	5	0	0	0	0	5	48	2	2
36 - 40 YEARS	9	58	1	16	0	1	0	1	0	0	0	0	10	76	0	8
MORE THAN 40 YEARS	2	20	1	3	0	0	0	1	0	0	0	0	3	24	0	3
BARGAINING UNIT TOTAL	250	1,035	39	177	0	11	11	47	3	13	0	0	303	1,283	5	23
MORE THAN 10 YEARS	97	606	24	124	0	8	5	34	2	9	0	0	128	781	5	22
AVERAGE YEARS	10.8	14.9	16.2	18.9	0	15.7	10.0	19.9	13.3	14.4	0	0	11.5	15.6	29.4	31.4
BARGAINING UNIT AVERAGE YEARS			14.8													

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: June 20, 2015

BARGAINING UNIT	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	6,196	6,704	777	1,858	87	68	172	238	115	153	0	0	7,347	9,021	8	9
06 - 10 YEARS	2,412	3,182	384	1,159	47	24	86	136	55	72	0	0	2,984	4,573	6	13
11 - 15 YEARS	2,945	2,770	338	962	35	21	70	114	68	59	0	0	3,456	3,926	10	14
16 - 20 YEARS	3,411	2,235	331	869	66	34	109	96	43	48	0	0	3,960	3,282	16	20
21 - 25 YEARS	1,952	1,278	196	395	36	21	45	71	27	27	0	0	2,256	1,792	40	69
26 - 30 YEARS	1,922	1,264	293	531	47	20	88	94	31	26	0	0	2,381	1,935	90	79
31 - 35 YEARS	285	422	60	197	3	4	12	19	7	9	0	0	367	651	26	26
36 - 40 YEARS	328	502	66	173	5	5	15	20	5	4	0	0	419	704	25	42
MORE THAN 40 YEARS	91	109	13	32	0	0	4	5	4	0	0	0	112	146	13	7
STATEWIDE TOTAL	19,542	18,466	2,458	6,176	326	197	601	793	355	398	0	0	23,282	26,030	234	279
MORE THAN 10 YEARS	10,934	8,580	1,297	3,159	192	105	343	419	185	173	0	0	12,951	12,436	220	257
AVERAGE YEARS	12.9	11.7	13.3	12.9	13.9	12.9	14.1	13.4	12.2	10.8	0	0	13.0	12.0	26.7	26.0

BARGAINING UNIT AVERAGE YEARS **12.5**

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes 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 HWF20

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay End Date: June 20, 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	1,370	2.8 %	44.17	\$24.84	887	64.7 %
A31 - LABOR AND TRADES	3,284	6.7 %	42.24	\$17.00	1,357	41.3 %
C12 - SECURITY	6,633	13.5 %	43.49	\$23.49	4,981	75.1 %
E42 - HUMAN SERVICES SUPPORT	581	1.2 %	49.06	\$24.57	486	83.6 %
H21 - SCIENTIFIC & ENGINEERING	2,120	4.3 %	45.37	\$33.29	1,644	77.5 %
L32 - TECHNICAL	1,063	2.2 %	41.30	\$22.79	663	62.4 %
T01 - STATE POLICE ENLISTED	1,615	3.3 %	40.23	\$30.36	1,184	73.3 %
U11 - INSTITUTIONAL	1,357	2.8 %	44.71	\$20.66	729	53.7 %
W22 - HUMAN SERVICES	10,596	21.5 %	43.47	\$26.69	5,864	55.3 %
W41 - ADMINISTRATIVE SUPPORT	6,308	12.8 %	45.55	\$20.52	3,608	57.2 %
Y00 - NON-SPECIFIED	1	0.0 %	21.01	\$13.23	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,276	10.7 %	46.21	\$31.79	3,673	69.6 %
Y51 - SUPERVISORY	5,149	10.4 %	49.04	\$34.26	4,706	91.4 %
Y52 - NONCAREER	295	0.6 %	25.36	\$13.91	0	0.0 %
Y98 - MANAGERIAL	2,079	4.2 %	51.18	\$49.73	1,818	87.4 %
Y99 - CONFIDENTIAL	1,586	3.2 %	47.28	\$28.30	1,119	70.6 %
STATEWIDE TOTAL	49,313	100.0 %	44.9	\$27.18	32,719	66.3 %

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

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: June 20, 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	1,336	723	54 %	439	33 %	29	2 %	0	0 %	1,200	90 %	18	1 %	5	0 %
A31 LABOR AND TRADES	1,829	871	48 %	794	43 %	13	1 %	0	0 %	1,701	93 %	13	1 %	5	0 %
C12 SECURITY	6,610	3,608	55 %	2,530	38 %	37	1 %	0	0 %	6,178	93 %	124	2 %	11	0 %
E42 HUMAN SERVICES SUPPORT	581	271	47 %	270	46 %	5	1 %	0	0 %	525	90 %	26	4 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,114	809	38 %	1,110	53 %	22	1 %	0	0 %	1,945	92 %	29	1 %	7	0 %
L32 TECHNICAL	848	371	44 %	414	49 %	13	2 %	0	0 %	786	93 %	21	2 %	3	0 %
T01 STATE POLICE ENLISTED	1,615	205	13 %	35	2 %	2	0 %	1,338	83 %	1,587	98 %	4	0 %	3	0 %
U11 INSTITUTIONAL	1,348	643	48 %	587	44 %	6	0 %	0	0 %	1,227	91 %	36	3 %	1	0 %
W22 HUMAN SERVICES	10,481	4,304	41 %	5,293	51 %	96	1 %	0	0 %	9,584	91 %	333	3 %	32	0 %
W41 ADMINISTRATIVE SUPPORT	5,705	1,784	31 %	3,315	58 %	74	1 %	0	0 %	5,099	89 %	199	3 %	16	0 %
Y23 BUSINESS & ADMINISTRATION	5,272	1,605	30 %	3,116	59 %	87	2 %	0	0 %	4,761	90 %	142	3 %	24	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,149	2,349	46 %	2,449	48 %	36	1 %	0	0 %	4,816	94 %	95	2 %	9	0 %
Y98 MANAGERIAL	2,079	862	41 %	1,044	50 %	19	1 %	0	0 %	1,949	94 %	19	1 %	2	0 %
Y99 CONFIDENTIAL	1,559	472	30 %	920	59 %	14	1 %	0	0 %	1,410	90 %	32	2 %	3	0 %
STATEWIDE TOTALS:	46,527	18,877	41 %	22,317	48 %	453	1 %	1,338	3 %	42,769	92 %	1,091	2 %	123	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
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
Pay End Date: June 20, 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	1,336	1,237	93 %	1,121	84 %	60	4 %	1,270	95 %	62	5 %	54	4 %
A31 LABOR AND TRADES	1,829	1,727	94 %	1,565	86 %	1	0 %	1,776	97 %	51	3 %	4	0 %
C12 SECURITY	6,610	6,323	96 %	6,000	91 %	0	0 %	6,388	97 %	196	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	581	559	96 %	492	85 %	0	0 %	556	96 %	24	4 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,114	1,995	94 %	1,775	84 %	29	1 %	1,986	94 %	125	6 %	11	1 %
L32 TECHNICAL	848	813	96 %	717	85 %	13	2 %	795	94 %	50	6 %	9	1 %
T01 STATE POLICE ENLISTED	1,615	1,590	98 %	1,990	123 %	884	55 %	1,576	98 %	37	2 %	971	60 %
U11 INSTITUTIONAL	1,348	1,265	94 %	1,174	87 %	3	0 %	1,284	95 %	61	5 %	0	0 %
W22 HUMAN SERVICES	10,481	9,968	95 %	8,812	84 %	0	0 %	9,899	94 %	560	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,705	5,334	93 %	4,678	82 %	92	2 %	5,363	94 %	322	6 %	70	1 %
Y23 BUSINESS & ADMINISTRATION	5,272	4,951	94 %	4,217	80 %	79	1 %	4,966	94 %	298	6 %	51	1 %
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,149	4,931	96 %	4,840	94 %	139	3 %	4,989	97 %	155	3 %	115	2 %
Y98 MANAGERIAL	2,079	1,978	95 %	1,841	89 %	80	4 %	1,994	96 %	83	4 %	93	4 %
Y99 CONFIDENTIAL	1,559	1,458	94 %	1,308	84 %	16	1 %	1,467	94 %	89	6 %	10	1 %
STATEWIDE TOTALS:	46,527	44,130	95 %	40,531	87 %	1,396	3 %	44,310	95 %	2,113	5 %	1,388	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: June 20, 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	422	24	14	0	0	222	8	0	0	1	48	317
ATTORNEY GENERAL	11	477	32	1	0	0	0	0	0	0	0	79	112
AUDITOR GENERAL	03	150	0	2	0	0	0	0	0	0	0	1	3
CIVIL RIGHTS	15	94	0	0	0	0	0	0	0	0	39	13	52
CIVIL SERVICE COMMISSION	19	420	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	47	12,628	9	532	6,434	0	8	92	0	222	2,432	947	10,676
EDUCATION	31	530	0	2	0	2	0	3	0	18	187	73	285
ENVIRONMENTAL QUALITY	76	1,130	4	2	0	0	701	44	0	0	1	122	874
EXECUTIVE OFFICE	01	62	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	65	317	0	0	0	0	0	0	0	0	0	37	37
LICENSING & REGULATORY AFFAIRS	64	1,966	249	11	0	0	113	1	0	5	286	490	1,155
MDHHS - COMMUNITY HEALTH	39	3,133	24	68	199	0	104	38	0	739	404	395	1,971
MDHHS - HUMAN SERVICES	43	10,868	195	34	0	48	2	2	0	99	7,057	1,259	8,696
MILITARY & VETERAN AFFAIRS	51	764	28	178	0	0	27	10	0	261	30	61	595
NATURAL RESOURCES	75	3,262	550	1,485	0	0	250	178	0	6	133	180	2,782
STATE	23	1,598	13	18	0	0	0	0	0	0	0	1,078	1,109
STATE POLICE	55	2,729	147	11	0	0	110	38	1,615	7	0	247	2,175
TALENT AND ECONOMIC DEVELOPMENT	90	1,367	23	17	0	531	17	8	0	0	18	130	744
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,882	0	263	0	0	34	65	0	0	5	342	709
TRANSPORTATION	59	2,869	65	636	0	0	530	574	0	0	3	263	2,071
TREASURY	27	1,646	7	10	0	0	2	2	0	0	0	543	564
Grand Total:		49,314	1,370	3,284	6,633	581	2,120	1,063	1,615	1,357	10,596	6,308	34,927

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
From Pay End Date: 06/20/2015

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	422	25	10	19	10	0	41	105
ATTORNEY GENERAL	11	477	26	53	275	0	0	11	365
AUDITOR GENERAL	03	150	0	72	32	8	0	35	147
CIVIL RIGHTS	15	94	3	18	10	1	0	10	42
CIVIL SERVICE COMMISSION	19	420	1	350	55	0	0	14	420
CORRECTIONS	47	12,628	195	122	171	3	0	1,461	1,952
EDUCATION	31	530	138	27	35	0	0	45	245
ENVIRONMENTAL QUALITY	76	1,130	54	19	60	25	0	98	256
EXECUTIVE OFFICE	01	62	0	61	1	0	0	0	62
INSURANCE AND FINANCIAL SERV	65	317	166	16	22	7	0	69	280
LICENSING & REGULATORY AFFAIRS	64	1,966	422	70	136	23	0	160	811
MDHHS - COMMUNITY HEALTH	39	3,133	512	81	192	5	1	371	1,162
MDHHS - HUMAN SERVICES	43	10,868	572	198	188	0	0	1,214	2,172
MILITARY & VETERAN AFFAIRS	51	764	35	7	23	0	0	104	169
NATURAL RESOURCES	75	3,262	100	23	82	41	0	234	480
STATE	23	1,598	134	52	47	21	0	235	489
STATE POLICE	55	2,729	169	41	128	3	1	212	554
TALENT AND ECONOMIC DEVELOPMENT	90	1,367	356	48	128	17	0	74	623
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,882	1,459	173	230	79	0	232	2,173
TRANSPORTATION	59	2,869	229	87	95	33	0	354	798
TREASURY	27	1,646	680	58	150	19	0	175	1,082
Grand Total:		49,314	5,276	1,586	2,079	295	2	5,149	14,387

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

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 92.5% 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.