ANNUAL WORKFORCE REPORT

Second Quarter

FISCAL YEAR 2015 - 16

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
Second Quarter FY 2015-16

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.4
Average Annual Salary [1]	$59,153
Average Years of Service	12.8

WORK FORCE CHARACTERISTICS

Females	53.0%
Males	47.0%
Eligible for Longevity	67.1%
Less than Six Years of Service	32.4%
Six to Ten Years of Service	15.6%
Over Ten Years of Service	51.9%
Exclusively Represented for Collective Bargaining	69.7%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaskan Native	1.1%
Asian or Pacific Islander	1.6%
Black	17.9%
Hispanic	2.9%
White	76.4%
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

Table 1-1

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

Pay End Date: March 26, 2016

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	393.0	0.0	4.0	8.0	0.0	19.0	0.0	424.0	0.0	424.0
AGRICULTURE AND RURAL DVLPMNT		**393.0**	**0.0**	**4.0**	**8.0**	**0.0**	**19.0**	**0.0**	**424.00**	**0.0**	**424.0**
ATY GNRL CENTRAL OFFICE	1101	446.0	1.0	0.0	21.0	0.0	0.0	0.0	468.0	0.0	468.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		**457.0**	**1.0**	**0.0**	**22.0**	**0.0**	**0.0**	**0.0**	**480.00**	**0.0**	**480.0**
LEGISLATIVE AUDITOR GENERAL	0301	123.0	0.0	10.0	17.0	0.0	4.0	0.0	154.0	0.0	154.0
AUDITOR GENERAL		**123.0**	**0.0**	**10.0**	**17.0**	**0.0**	**4.0**	**0.0**	**154.00**	**0.0**	**154.0**
CIV RGHT CENTRAL OFFICE	1501	89.0	0.0	0.0	3.0	0.0	1.0	0.0	93.0	0.0	93.0
CIVIL RIGHTS		**89.0**	**0.0**	**0.0**	**3.0**	**0.0**	**1.0**	**0.0**	**93.00**	**0.0**	**93.0**
CIVIL SERVICE COMMISSION	1901	402.0	1.0	3.0	9.0	0.0	16.0	0.0	431.0	0.0	431.0
CIVIL SERVICE COMMISSION		**402.0**	**1.0**	**3.0**	**9.0**	**0.0**	**16.0**	**0.0**	**431.00**	**0.0**	**431.0**
DETROIT DETENTION CENTER	4754	58.0	0.0	0.0	0.0	0.0	0.0	0.0	58.0	0.0	58.0
DETROIT REENTRY CENTER	4764	229.0	0.0	0.0	1.0	0.0	0.0	2.0	232.0	0.0	232.0
DOC-ADRIAN/GUS HARRISON FAC	4729	495.0	0.0	2.0	1.0	0.0	0.0	4.0	502.0	0.0	502.0
DOC-ALGER MAX SECURITY CORRECT	4735	265.0	0.0	0.0	1.0	0.0	0.0	0.0	266.0	0.0	266.0
DOC-BARAGA FACILITY	4740	292.0	0.0	1.0	1.0	0.0	2.0	0.0	296.0	0.0	296.0
DOC-BELLAMY CREEK FACILITY	4748	410.0	0.0	0.0	1.0	0.0	0.0	0.0	411.0	0.0	411.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	470.0	0.0	0.0	0.0	0.0	0.0	0.0	470.0	0.0	470.0
DOC-CARSON CITY FAC/CARSON CIT	4731	427.0	0.0	0.0	1.0	0.0	1.0	2.0	431.0	0.0	431.0
DOC-CENTRAL MICHIGAN FACILITY	4744	412.0	0.0	0.0	1.0	0.0	1.0	1.0	415.0	0.0	415.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	454.0	1.0	0.0	1.0	0.0	1.0	2.0	459.0	0.0	459.0
DOC-COOPER STREET FACILITY	4752	382.0	7.0	0.0	1.0	0.0	0.0	1.0	391.0	0.0	391.0
DOC-CORRECTN CENTRAL OFFICE	4702	535.0	0.0	0.0	16.0	0.0	44.0	0.0	595.0	0.0	595.0
DOC-COTTON FACILITY	4720	392.0	0.0	0.0	1.0	0.0	0.0	0.0	393.0	0.0	393.0
DOC-EGELER FACILITY	4727	571.0	0.0	0.0	1.0	0.0	0.0	0.0	572.0	0.0	572.0
DOC-FIELD OPERATION REGION III	4763	789.0	6.0	2.0	2.0	0.0	0.0	0.0	799.0	0.0	799.0
DOC-FIELD OPERATIONS REGION I	4761	806.0	1.0	0.0	2.0	0.0	0.0	1.0	810.0	0.0	810.0
DOC-HANDLON MI TRAINING UNT	4705	298.0	0.0	0.0	4.0	0.0	0.0	1.0	303.0	0.0	303.0
DOC-HURON VALLEY CORR COMPLEX	4715	544.0	3.0	0.0	1.0	0.0	0.0	2.0	550.0	0.0	550.0
DOC-IONIA MAXIMUM FACILITY	4724	281.0	0.0	0.0	1.0	0.0	0.0	0.0	282.0	0.0	282.0
DOC-JACKSON CENTRAL REGION	4750	106.0	0.0	0.0	1.0	0.0	0.0	0.0	107.0	0.0	107.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	287.0	0.0	0.0	1.0	0.0	0.0	2.0	290.0	0.0	290.0
DOC-LAKELAND MENS FACILITY	4718	285.0	0.0	0.0	1.0	0.0	0.0	0.0	286.0	0.0	286.0

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: March 26, 2016

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-MACOMB FACILITY	4741	324.0	1.0	0.0	1.0	0.0	0.0	1.0	327.0	0.0	327.0
DOC-MARQUETTE BRANCH PRISON	4706	346.0	1.0	0.0	1.0	0.0	0.0	0.0	348.0	0.0	348.0
DOC-MAXEY CORRECTIONAL	4749	311.0	0.0	0.0	1.0	0.0	0.0	2.0	314.0	0.0	314.0
DOC-MICHIGAN REFORMATORY	4707	311.0	0.0	0.0	1.0	0.0	1.0	3.0	316.0	0.0	316.0
DOC-MICHIGAN STATE INDUSTRIES	4709	52.0	0.0	0.0	1.0	0.0	1.0	0.0	54.0	0.0	54.0
DOC-MUSKEGON FACILITY	4704	220.0	0.0	0.0	1.0	0.0	0.0	0.0	221.0	0.0	221.0
DOC-NEWBERRY FACILITY	4743	211.0	0.0	2.0	1.0	0.0	1.0	1.0	216.0	0.0	216.0
DOC-OAKS FACILITY	4739	292.0	2.0	0.0	1.0	0.0	0.0	2.0	297.0	0.0	297.0
DOC-OJIBWAY FACILITY	4746	209.0	2.0	0.0	1.0	0.0	1.0	0.0	213.0	0.0	213.0
DOC-PARNALL FACILITY	4751	288.0	0.0	1.0	0.0	0.0	0.0	0.0	289.0	0.0	289.0
DOC-PUGSLEY FACILITY	4745	222.0	1.0	0.0	1.0	0.0	1.0	0.0	225.0	0.0	225.0
DOC-SAGINAW FACILITY	4742	290.0	1.0	0.0	1.0	0.0	1.0	2.0	295.0	0.0	295.0
DOC-ST. LOUIS FACILITY	4733	323.0	0.0	0.0	2.0	0.0	0.0	2.0	327.0	0.0	327.0
DOC-THUMB FACILITY	4725	309.0	0.0	0.0	1.0	0.0	0.0	0.0	310.0	0.0	310.0
NTHRN REGION ADMIN AND SUPPORT	4714	27.0	0.0	0.0	0.0	0.0	0.0	0.0	27.0	0.0	27.0
SOUTHERN REGION - IONIA	4711	33.0	0.0	0.0	0.0	0.0	0.0	0.0	33.0	0.0	33.0
CORRECTIONS		**12,556.0**	**26.0**	**8.0**	**54.0**	**0.0**	**55.0**	**31.0**	**12,730.00**	**0.0**	**12,730.0**
EDUCATION	3103	431.0	5.0	4.0	17.0	51.0	11.0	0.0	519.0	0.0	519.0
EDUCATION		**431.0**	**5.0**	**4.0**	**17.0**	**51.0**	**11.0**	**0.0**	**519.00**	**0.0**	**519.0**
DEQ-ENVIRONMENTAL QUALITY	7601	1,054.0	4.0	14.0	30.0	0.0	18.0	0.0	1,120.0	1.0	1,119.0
ENVIRONMENTAL QUALITY		**1,054.0**	**4.0**	**14.0**	**30.0**	**0.0**	**18.0**	**0.0**	**1,120.00**	**1.0**	**1,119.0**
OFFICE OF THE GOVERNOR	0101	0.0	0.0	1.0	53.0	0.0	0.0	0.0	54.0	0.0	54.0
EXECUTIVE OFFICE		**0.0**	**0.0**	**1.0**	**53.0**	**0.0**	**0.0**	**0.0**	**54.00**	**0.0**	**54.0**
DEPT OF INS AND FIN SERVICE	6501	280.0	2.0	0.0	19.0	0.0	11.0	0.0	312.0	0.0	312.0
INSURANCE AND FINANCIAL SERV		**280.0**	**2.0**	**0.0**	**19.0**	**0.0**	**11.0**	**0.0**	**312.00**	**0.0**	**312.0**
LICENSING AND REGULATORY AFF	6401	1,766.0	4.0	6.0	65.0	6.0	84.0	0.0	1,931.0	0.0	1,931.0
LICENSING & REGULATORY AFFAIRS		**1,766.0**	**4.0**	**6.0**	**65.0**	**6.0**	**84.0**	**0.0**	**1,931.00**	**0.0**	**1,931.0**
MDHHS-CARO CENTER	3902	298.0	0.0	0.0	27.0	0.0	0.0	6.0	331.0	0.0	331.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,203.0	0.0	3.0	30.0	0.0	19.0	0.0	1,255.0	0.0	1,255.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	479.0	1.0	0.0	3.0	0.0	4.0	5.0	492.0	0.0	492.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	179.0	1.0	0.0	0.0	0.0	7.0	1.0	188.0	0.0	188.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	406.0	0.0	0.0	52.0	0.0	0.0	5.0	463.0	0.0	463.0
MDHHS-OFFICE OF SERVICES TO TH	3970	26.0	0.0	0.0	1.0	0.0	0.0	0.0	27.0	0.0	27.0

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: March 26, 2016

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MDHHS-OFF OF THE INSPECTOR GEN	3947	30.0	0.0	0.0	2.0	0.0	1.0	0.0	33.0	0.0	33.0
MDHHS-WALTER P.REUTHER PSY HS	3945	340.0	0.0	0.0	1.0	0.0	0.0	3.0	344.0	0.0	344.0
MDHHS - COMMUNITY HEALTH		**2,961.0**	**2.0**	**3.0**	**116.0**	**0.0**	**31.0**	**20.0**	**3,133.00**	**0.0**	**3,133.0**
MDHHS-BERRIEN COUNTY	4322	142.0	0.0	0.0	1.0	2.0	0.0	0.0	145.0	0.0	145.0
MDHHS-CALHOUN COUNTY	4323	141.0	0.0	0.0	2.0	0.0	0.0	0.0	143.0	0.0	143.0
MDHHS-COUNTIES	4308	2,626.0	0.0	0.0	41.0	21.0	0.0	0.0	2,688.0	0.0	2,688.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,704.0	0.0	6.0	69.0	30.0	21.0	3.0	2,833.0	0.0	2,833.0
MDHHS-GENESEE COUNTY	4302	436.0	0.0	0.0	7.0	0.0	0.0	0.0	443.0	0.0	443.0
MDHHS-INGHAM COUNTY	4312	250.0	0.0	0.0	0.0	0.0	1.0	0.0	251.0	0.0	251.0
MDHHS-INSTITUTIONS	4307	64.0	0.0	9.0	2.0	0.0	0.0	0.0	75.0	0.0	75.0
MDHHS-JACKSON COUNTY	4315	148.0	0.0	0.0	7.0	0.0	0.0	0.0	155.0	0.0	155.0
MDHHS-KALAMAZOO COUNTY	4314	250.0	0.0	0.0	5.0	0.0	0.0	0.0	255.0	0.0	255.0
MDHHS-KENT COUNTY	4303	432.0	0.0	0.0	0.0	7.0	0.0	1.0	440.0	0.0	440.0
MDHHS-MACOMB COUNTY	4304	437.0	0.0	0.0	0.0	0.0	0.0	1.0	438.0	4.5	433.5
MDHHS-MAXEY TRAINING SCHOOL	4311	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
MDHHS-MUSKEGON COUNTY	4324	222.0	0.0	0.0	0.0	0.0	0.0	0.0	222.0	0.0	222.0
MDHHS-OAKLAND COUNTY	4305	507.0	0.0	0.0	6.0	0.0	0.0	3.0	516.0	0.0	516.0
MDHHS-SAGINAW COUNTY	4313	171.0	0.0	0.0	5.0	0.0	0.0	0.0	176.0	0.0	176.0
MDHHS-WASHTENAW	4325	139.0	0.0	0.0	9.0	0.0	0.0	0.0	148.0	0.0	148.0
MDHHS-WAYNE COUNTY DSS	4306	87.0	0.0	0.0	0.0	0.0	0.0	0.0	87.0	0.0	87.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	556.0	0.0	0.0	0.0	0.0	0.0	0.0	556.0	0.0	556.0
MDHHS-WAYNE COUNTY ZONE 3	4318	410.0	0.0	0.0	1.0	0.0	0.0	0.0	411.0	0.0	411.0
MDHHS-WAYNE COUNTY ZONE 4	4319	420.0	0.0	0.0	0.0	0.0	0.0	0.0	420.0	0.0	420.0
MDHHS-WAYNE COUNTY ZONE L	4316	347.0	0.0	0.0	1.0	0.0	0.0	0.0	348.0	0.0	348.0
MDHHS - HUMAN SERVICES		**10,490.0**	**0.0**	**15.0**	**156.0**	**60.0**	**22.0**	**8.0**	**10,751.00**	**4.5**	**10,746.5**
D.J. JACOBETTI HOME FOR VETERA	5103	148.0	5.0	1.0	4.0	0.0	1.0	0.0	159.0	0.5	158.5
GRAND RAPIDS HOME FOR VETERANS	5102	216.0	12.0	19.0	1.0	1.0	8.0	2.0	259.0	0.0	259.0
MIL AFFR CENTRAL OFFICE	5101	270.0	0.0	5.0	28.0	24.0	17.0	0.0	344.0	0.0	344.0
MILITARY & VETERAN AFFAIRS		**634.0**	**17.0**	**25.0**	**33.0**	**25.0**	**26.0**	**2.0**	**762.00**	**0.5**	**761.5**
DNR-NATURAL RESOURCES	7501	1,367.0	2.0	47.0	24.0	179.0	166.0	1.0	1,786.0	0.0	1,786.0
NATURAL RESOURCES		**1,367.0**	**2.0**	**47.0**	**24.0**	**179.0**	**166.0**	**1.0**	**1,786.00**	**0.0**	**1,786.0**
DEPARTMENT OF STATE	2301	1,187.0	0.0	87.0	48.0	0.0	234.0	0.0	1,556.0	0.0	1,556.0
STATE		**1,187.0**	**0.0**	**87.0**	**48.0**	**0.0**	**234.0**	**0.0**	**1,556.00**	**0.0**	**1,556.0**
STATE POLICE	5501	2,652.0	12.0	6.0	50.0	0.0	6.0	3.0	2,729.0	0.0	2,729.0

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: March 26, 2016

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
STATE POLICE		**2,652.0**	**12.0**	**6.0**	**50.0**	**0.0**	**6.0**	**3.0**	**2,729.00**	**0.0**	**2,729.0**
TED - LANDBANK AUTHORITY	1802	2.0	0.0	0.0	1.0	0.0	0.0	0.0	3.0	0.0	3.0
TED - MSF - MEDC	1804	94.0	0.0	0.0	9.0	0.0	0.0	0.0	103.0	0.0	103.0
TED - MSHDA	1803	270.0	4.0	4.0	12.0	0.0	19.0	0.0	309.0	0.0	309.0
TED - TALENT INVESTMENT AGY	1801	755.0	2.0	0.0	92.0	0.0	5.0	0.0	854.0	0.0	854.0
TALENT & ECONOMIC DEVELOPMENT		**1,121.0**	**6.0**	**4.0**	**114.0**	**0.0**	**24.0**	**0.0**	**1,269.00**	**0.0**	**1,269.0**
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	1,723.0	1.0	0.0	38.0	0.0	88.0	0.0	1,850.0	0.0	1,850.0
TECH, MGMT AND BUDGET - MB	0701	942.0	21.0	2.0	79.0	0.0	47.0	2.0	1,093.0	0.0	1,093.0
TECHNOLOGY, MANAGEMENT & BUDGET		**2,665.0**	**22.0**	**2.0**	**118.0**	**0.0**	**135.0**	**2.0**	**2,944.00**	**0.0**	**2,944.0**
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	10.0	0.0	41.0	0.0	41.0
BRIDGE AUTHORITIES-MACKINAC	5902	36.0	0.0	25.0	16.0	0.0	5.0	1.0	83.0	0.0	83.0
TRANSPORTATION CENTRAL OFFICE	5901	2,325.0	4.0	18.0	119.0	9.0	162.0	8.0	2,645.0	1.5	2,643.5
TRANSPORTATION		**2,392.0**	**4.0**	**43.0**	**135.0**	**9.0**	**177.0**	**9.0**	**2,769.00**	**1.5**	**2,767.5**
BUREAU OF STATE LOTTERY	2795	169.0	0.0	0.0	1.0	0.0	28.0	0.0	198.0	0.0	198.0
GAMING CONTROL	2707	102.0	0.0	3.0	25.0	0.0	8.0	0.0	138.0	0.0	138.0
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	1,261.0	1.0	4.0	55.0	0.0	20.0	0.0	1,341.0	0.0	1,341.0
TREASURY		**1,535.0**	**1.0**	**7.0**	**81.0**	**0.0**	**56.0**	**0.0**	**1,680.00**	**0.0**	**1,680.0**
STATEWIDE TOTAL		**44,555.0**	**109.0**	**289.0**	**1,172.0**	**330.0**	**1,096.0**	**76.0**	**47,627.0**	**7.5**	**47,619.5**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one 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 halved.

Source: Michigan Civil Service Commission HWF04

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2016 Appropriated (A)	FTE Positions 3/26/2016 (B)	FTE Positions 12/19/2015 (C)	Difference 3/26/2016 and 12/19/2015 (B-C)	Difference 3/26/2016 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	454.0	411.4	410.3	1.1	-42.6
Overtime	0.0	0.3	0.0	0.3	0.3
Total	454.0	411.7	410.3	1.3	-42.3
ATTORNEY GENERAL					
Regular	518.5	474.8	475.2	-0.4	-43.7
Overtime	0.0	0.1	0.4	-0.4	0.1
Total	518.5	474.9	475.6	-0.8	-43.6
AUDITOR GENERAL					
Regular	0.0	152.0	148.6	3.4	152.0
Overtime	0.0	0.0	1.7	-1.7	0.0
Total	0.0	152.0	150.3	1.7	152.0
CIVIL RIGHTS					
Regular	129.0	91.9	94.0	-2.1	-37.1
Overtime	0.0	0.0	0.0	0.0	0.0
Total	129.0	91.9	94.0	-2.1	-37.1
CIVIL SERVICE COMMISSION					
Regular	446.0	417.8	419.7	-1.9	-28.2
Overtime	0.0	0.5	2.3	-1.8	0.5
Total	446.0	418.4	422.0	-3.7	-27.6
CORRECTIONS					
Regular	14,174.3	12,752.2	12,851.8	-99.7	-1,422.1
Overtime	0.0	595.2	551.5	43.7	595.2
Total	14,174.3	13,347.4	13,403.4	-56.0	-826.9

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 ovetime 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 2016 Appropriated (A)	FTE Positions 3/26/2016 (B)	FTE Positions 12/19/2015 (C)	Difference 3/26/2016 and 12/19/2015 (B-C)	Difference 3/26/2016 and Appropriated (B-A)
EDUCATION					
Regular	588.5	509.3	509.3	0.0	-79.2
Overtime	0.0	0.9	0.4	0.5	0.9
Total	588.5	510.2	509.6	0.6	-78.3
ENVIRONMENTAL QUALITY					
Regular	1,218.0	1,098.7	1,103.8	-5.1	-119.3
Overtime	0.0	21.5	1.1	20.4	21.5
Total	1,218.0	1,120.3	1,105.0	15.3	-97.7
EXECUTIVE OFFICE					
Regular	74.2	52.9	56.4	-3.5	-21.3
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	52.9	56.4	-3.5	-21.3
INSURANCE AND FINANCIAL SERV					
Regular	337.0	303.8	304.7	-0.9	-33.2
Overtime	0.0	0.0	0.0	0.0	0.0
Total	337.0	303.8	304.7	-0.9	-33.2
LICENSING AND REGULATORY AFF					
Regular	2,163.3	1,874.1	1,873.4	0.7	-289.2
Overtime	0.0	3.8	1.9	1.9	3.8
Total	2,163.3	1,877.9	1,875.3	2.6	-285.4
MDHHS - COMMUNITY HEALTH					
Regular	3,932.6	3,095.4	3,135.5	-40.1	-837.2
Overtime	0.0	204.5	198.4	6.1	204.5
Total	3,932.6	3,299.9	3,333.9	-34.0	-632.7

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 ovetime 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 2016 Appropriated (A)	FTE Positions 3/26/2016 (B)	FTE Positions 12/19/2015 (C)	Difference 3/26/2016 and 12/19/2015 (B-C)	Difference 3/26/2016 and Appropriated (B-A)
MDHHS - HUMAN SERVICES					
Regular	11,504.4	10,687.4	10,700.1	-12.7	-817.0
Overtime	0.0	74.6	74.5	0.1	74.6
Total	11,504.4	10,762.0	10,774.6	-12.6	-742.4
MILITARY & VETERAN AFFAIRS					
Regular	888.5	729.8	692.7	37.0	-158.7
Overtime	0.0	24.9	24.0	1.0	24.9
Total	888.5	754.7	716.7	38.0	-133.8
NATURAL RESOURCES					
Regular	2,229.8	1,661.2	1,548.8	112.4	-568.6
Overtime	0.0	19.0	2.0	17.1	19.0
Total	2,229.8	1,680.2	1,550.8	129.5	-549.6
STATE					
Regular	1,587.0	1,425.3	1,420.2	5.0	-161.7
Overtime	0.0	9.8	2.6	7.2	9.8
Total	1,587.0	1,435.0	1,422.8	12.2	-152.0
STATE POLICE					
Regular	3,131.0	2,712.3	2,729.4	-17.1	-418.7
Overtime	0.0	147.5	106.4	41.2	147.5
Total	3,131.0	2,859.9	2,835.8	24.1	-271.1
TALENT & ECONOMIC DEVELOPMENT					
Regular	1,613.0	1,250.4	1,281.5	-31.2	-362.6
Overtime	0.0	0.3	1.4	-1.1	0.3
Total	1,613.0	1,250.7	1,282.9	-32.2	-362.3

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 ovetime 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 2016 Appropriated (A)	FTE Positions 3/26/2016 (B)	FTE Positions 12/19/2015 (C)	Difference 3/26/2016 and 12/19/2015 (B-C)	Difference 3/26/2016 and Appropriated (B-A)
TECH, MGMT AND BUDGET					
Regular	2,398.0	2,865.1	2,853.1	12.0	467.1
Overtime	0.0	39.5	44.4	-4.9	39.5
Total	2,398.0	2,904.6	2,897.5	7.1	506.6
TRANSPORTATION					
Regular	2,912.3	2,660.7	2,697.9	-37.2	-251.6
Overtime	0.0	70.2	57.1	13.1	70.2
Total	2,912.3	2,730.9	2,755.0	-24.1	-181.4
TREASURY					
Regular	1,901.5	1,646.7	1,654.3	-7.5	-254.8
Overtime	0.0	18.5	19.8	-1.2	18.5
Total	1,901.5	1,665.3	1,674.0	-8.8	-236.2
STATEWIDE TOTALS					
Total Regular	**52,200.9**	**46,873.2**	**46,960.9**	**-87.8**	**-5,327.7**
Total Overtime	**0.0**	**1,231.3**	**1,089.8**	**141.5**	**1,231.3**
Grand Total	**52,200.9**	**48,104.5**	**48,050.8**	**53.8**	**-4,096.4**

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 ovetime 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

Table 1-3

STATE OF MICHIGAN

NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

PRIOR AND CURRENT PAY END DATES

Department	December 19, 2015		March 26, 2016	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	422.0	0.9 %	424.0	0.9 %
ATTORNEY GENERAL	480.0	1.0 %	480.0	1.0 %
AUDITOR GENERAL	149.0	0.3 %	154.0	0.3 %
CIVIL RIGHTS	96.0	0.2 %	93.0	0.2 %
CIVIL SERVICE COMMISSION	432.0	0.9 %	431.0	0.9 %
CORRECTIONS	12,810.0	26.9 %	12,730.0	26.7 %
EDUCATION	520.0	1.1 %	519.0	1.1 %
ENVIRONMENTAL QUALITY	1,130.0	2.4 %	1,119.0	2.3 %
EXECUTIVE OFFICE	57.0	0.1 %	54.0	0.1 %
INSURANCE AND FINANCIAL SERV	314.0	0.7 %	312.0	0.7 %
LICENSING & REGULATORY AFFAIRS	1,929.0	4.0 %	1,931.0	4.1 %
MDHHS-COMMUNITY HEALTH	3,167.0	6.6 %	3,133.0	6.6 %
MDHHS-HUMAN SERVICES	10,735.5	22.5 %	10,746.5	22.6 %
MILITARY & VETERAN AFFAIRS	749.5	1.6 %	761.5	1.6 %
NATURAL RESOURCES	1,659.0	3.5 %	1,786.0	3.8 %
STATE	1,570.0	3.3 %	1,556.0	3.3 %
STATE POLICE	2,746.0	5.8 %	2,729.0	5.7 %
TALENT & ECONOMIC DEVELOPMENT	1,301.0	2.7 %	1,269.0	2.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,923.0	6.1 %	2,944.0	6.2 %
TRANSPORTATION	2,804.5	5.9 %	2,767.5	5.8 %
TREASURY	1,684.0	3.5 %	1,680.0	3.5 %
TOTAL:	**47,678.5**	**100.0 %**	**47,619.5**	**100.0 %**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one 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 halved.

Statewide, the number of classified employees decreased by 59 from December 19, 2015 to March 26, 2016.

Source: Michigan Civil Service Commission HWF03

Table 1-4

STATE OF MICHIGAN

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

Pay End Date: March 26, 2016

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	13	411.8
ATTORNEY GENERAL	13	477.8
AUDITOR GENERAL	13	147.8
CIVIL RIGHTS	13	93.5
CIVIL SERVICE COMMISSION	13	416.2
CORRECTIONS	13	12,732.1
EDUCATION	13	509.6
ENVIRONMENTAL QUALITY	13	1,104.1
EXECUTIVE OFFICE	13	55.5
INSURANCE AND FINANCIAL SERV	13	304.5
LICENSING & REGULATORY AFFAIRS	13	1,836.2
MDHHS-COMMUNITY HEALTH	13	3,114.2
MDHHS-HUMAN SERVICES	13	10,720.1
MILITARY & VETERAN AFFAIRS	13	750.0
NATURAL RESOURCES	13	1,565.8
STATE	13	1,321.5
STATE POLICE	13	2,729.4
TALENT AND ECONOMIC DEVELOPMENT	1	101.1
TALENT & ECONOMIC DEVELOPMENT	12	1,174.2
TECHNOLOGY, MANAGEMENT & BUDGET	13	2,862.5
TRANSPORTATION	13	2,640.3
TREASURY	13	1,626.3
	Sum:	**46,694.7**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 84.1 percent of all noncareer appointments. For this report, the number of employees who Job Share are halved. 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 one employee.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1

STATE OF MICHIGAN

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: March 26, 2016

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	424	0.9 %	47.5	$31.17	298	70.3 %
ATTORNEY GENERAL	480	1.0 %	47.8	$40.71	291	60.6 %
AUDITOR GENERAL	154	0.3 %	39.4	$36.50	89	57.8 %
CIVIL RIGHTS	93	0.2 %	47.4	$31.75	69	74.2 %
CIVIL SERVICE COMMISSION	431	0.9 %	46.3	$31.37	306	71.0 %
CORRECTIONS	12,730	26.7 %	44.8	$26.19	9,247	72.6 %
EDUCATION	519	1.1 %	48.8	$34.05	308	59.3 %
ENVIRONMENTAL QUALITY	1,120	2.4 %	48.3	$32.94	875	78.1 %
EXECUTIVE OFFICE	54	0.1 %	40.4	$35.35	9	16.7 %
INSURANCE AND FINANCIAL SERV	312	0.7 %	43.4	$34.64	236	75.6 %
LICENSING & REGULATORY AFFAIRS	1,931	4.1 %	47.6	$31.37	1,336	69.2 %
MDHHS - COMMUNITY HEALTH	3,133	6.6 %	47.1	$29.35	1,908	60.9 %
MDHHS - HUMAN SERVICES	10,751	22.6 %	44.2	$26.73	6,626	61.6 %
MILITARY & VETERAN AFFAIRS	762	1.6 %	47.5	$25.80	471	61.8 %
NATURAL RESOURCES	1,786	3.7 %	44.4	$26.62	1,175	65.8 %
STATE	1,556	3.3 %	44.3	$23.28	842	54.1 %
STATE POLICE	2,729	5.7 %	42.6	$31.94	2,000	73.3 %
TALENT & ECONOMIC DEVELOPMENT	1,269	2.7 %	49.0	$29.99	1,041	82.0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,944	6.2 %	46.5	$32.12	1,767	60.0 %
TRANSPORTATION	2,769	5.8 %	46.6	$29.12	2,026	73.2 %
TREASURY	1,680	3.5 %	46.0	$29.78	1,061	63.2 %
STATEWIDE TOTALS:	**47,627**	**100.0 %**	**45.4**	**$28.33**	**31,981**	**67.1 %**

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. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

Table 2-4

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: March 26, 2016

		Health Insurance								Dental Insurance					
Department	**Total Employees Enrolled**	**State Sponsored Health**	**%**	**Health Maintenance**	**%**	**Catastrophic Health**	**%**	**COPS Trust**	**%**	**State Sponsored Dental**	**%**	**Dental Maintenance**	**%**	**Preventative Dental**	**%**
AGRICULTURE & RURAL DEVELOPMEN	405	158	39 %	214	53 %	4	1 %	0	**0 %**	374	92 %	7	2 %	2	0 %
ATTORNEY GENERAL	480	164	34 %	261	54 %	4	1 %	0	**0 %**	448	93 %	8	2 %	2	0 %
AUDITOR GENERAL	150	42	28 %	95	63 %	2	1 %	0	**0 %**	139	93 %	3	2 %	0	0 %
CIVIL RIGHTS	92	42	46 %	41	45 %	3	3 %	0	**0 %**	81	88 %	8	9 %	0	0 %
CIVIL SERVICE COMMISSION	415	90	22 %	281	68 %	2	0 %	0	**0 %**	382	92 %	3	1 %	1	0 %
CORRECTIONS	12,675	6,266	49 %	5,248	41 %	80	1 %	0	**0 %**	11,615	92 %	235	2 %	26	0 %
EDUCATION	508	204	40 %	240	47 %	7	1 %	0	**0 %**	456	90 %	7	1 %	2	0 %
ENVIRONMENTAL QUALITY	1,102	350	32 %	635	58 %	7	1 %	0	**0 %**	1,001	91 %	17	2 %	2	0 %
EXECUTIVE OFFICE	54	23	43 %	21	39 %	1	2 %	0	**0 %**	48	89 %	0	0 %	0	0 %
INSURANCE AND FINANCIAL SERV	301	77	26 %	204	68 %	5	2 %	0	**0 %**	280	93 %	5	2 %	1	0 %
LICENSING & REGULATORY AFFAIRS	1,847	638	35 %	1,021	55 %	15	1 %	0	**0 %**	1,681	91 %	40	2 %	4	0 %
MDHHS - COMMUNITY HEALTH	3,102	1,219	39 %	1,619	52 %	20	1 %	0	**0 %**	2,843	92 %	97	3 %	12	0 %
MDHHS - HUMAN SERVICES	10,729	4,053	38 %	5,797	54 %	75	1 %	0	**0 %**	9,808	91 %	337	3 %	21	0 %
MILITARY & VETERAN AFFAIRS	736	319	43 %	310	42 %	10	1 %	0	**0 %**	669	91 %	4	1 %	4	1 %
NATURAL RESOURCES	1,620	881	54 %	554	34 %	33	2 %	0	**0 %**	1,492	92 %	13	1 %	5	0 %
STATE	1,322	486	37 %	717	54 %	10	1 %	0	**0 %**	1,205	91 %	41	3 %	3	0 %
STATE POLICE	2,723	687	25 %	563	21 %	14	1 %	1,297	**48 %**	2,584	95 %	20	1 %	6	0 %
TALENT & ECONOMIC DEVELOPMENT	1,245	463	37 %	680	55 %	18	1 %	0	**0 %**	1,133	91 %	54	4 %	2	0 %
TECHNOLOGY, MANAGEMENT & BUDGE	2,809	777	28 %	1,707	61 %	31	1 %	0	**0 %**	2,501	89 %	66	2 %	10	0 %
TRANSPORTATION	2,592	1,035	40 %	1,326	51 %	31	1 %	0	**0 %**	2,403	93 %	27	1 %	6	0 %
TREASURY	1,624	441	27 %	993	61 %	33	2 %	0	**0 %**	1,466	90 %	50	3 %	3	0 %
STATEWIDE TOTALS:	**46,531**	**18,415**	**40 %**	**22,527**	**48 %**	**405**	**1 %**	**1,297**	**3 %**	**42,609**	**92 %**	**1,042**	**2 %**	**112**	**0 %**

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

Source: Michigan Civil Service Commission HWF47

Table 2-4

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: March 26, 2016

		Vision Insurance		Disability Insurance				Life Insurance					
Department	**Total Employees Enrolled**	**State Sponsored Vision**	**%**	**CMI**	**%**	**Reliance**	**%**	**Minnesota Life**	**%**	**Minnesota Life Reduced**	**%**	**Reliastar**	**%**
AGRICULTURE & RURAL DEVELOPMENT	405	385	95 %	334	82 %	0	0 %	393	97 %	11	3 %	0	0 %
ATTORNEY GENERAL	480	456	95 %	340	71 %	0	0 %	455	95 %	24	5 %	0	0 %
AUDITOR GENERAL	150	144	96 %	107	71 %	0	0 %	127	85 %	22	15 %	0	0 %
CIVIL RIGHTS	92	89	97 %	77	84 %	0	0 %	88	96 %	4	4 %	0	0 %
CIVIL SERVICE COMMISSION	415	388	93 %	389	94 %	1	0 %	401	97 %	13	3 %	1	0 %
CORRECTIONS	12,675	11,895	94 %	11,354	90 %	0	0 %	12,258	97 %	377	3 %	0	0 %
EDUCATION	508	471	93 %	369	73 %	0	0 %	473	93 %	34	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,102	1,029	93 %	941	85 %	0	0 %	1,033	94 %	68	6 %	0	0 %
EXECUTIVE OFFICE	54	49	91 %	23	43 %	0	0 %	42	78 %	12	22 %	0	0 %
INSURANCE AND FINANCIAL SERV	301	292	97 %	257	85 %	0	0 %	286	95 %	15	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,847	1,729	94 %	1,485	80 %	1	0 %	1,755	95 %	89	5 %	1	0 %
MDHHS - COMMUNITY HEALTH	3,102	2,955	95 %	2,660	86 %	0	0 %	2,929	94 %	168	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,729	10,186	95 %	9,242	86 %	0	0 %	10,180	95 %	537	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	736	674	92 %	568	77 %	0	0 %	700	95 %	29	4 %	0	0 %
NATURAL RESOURCES	1,620	1,522	94 %	1,337	83 %	0	0 %	1,546	95 %	74	5 %	0	0 %
STATE	1,322	1,259	95 %	1,088	82 %	0	0 %	1,230	93 %	90	7 %	0	0 %
STATE POLICE	2,723	2,612	96 %	3,520	129 %	1,455	53 %	2,614	96 %	95	3 %	1,328	49 %
TALENT & ECONOMIC DEVELOPMENT	1,245	1,192	96 %	1,061	85 %	0	0 %	1,174	94 %	69	6 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,809	2,591	92 %	2,111	75 %	32	1 %	2,672	95 %	126	4 %	24	1 %
TRANSPORTATION	2,592	2,450	95 %	2,240	86 %	0	0 %	2,457	95 %	127	5 %	0	0 %
TREASURY	1,624	1,533	94 %	1,312	81 %	0	0 %	1,527	94 %	93	6 %	0	0 %
STATEWIDE TOTALS:	**46,531**	**43,901**	**94 %**	**40,815**	**88 %**	**1,489**	**3 %**	**44,340**	**95 %**	**2,077**	**4 %**	**1,354**	**3 %**

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

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN

Table 2-10

Age Distribution for Active Classified Employees by Department

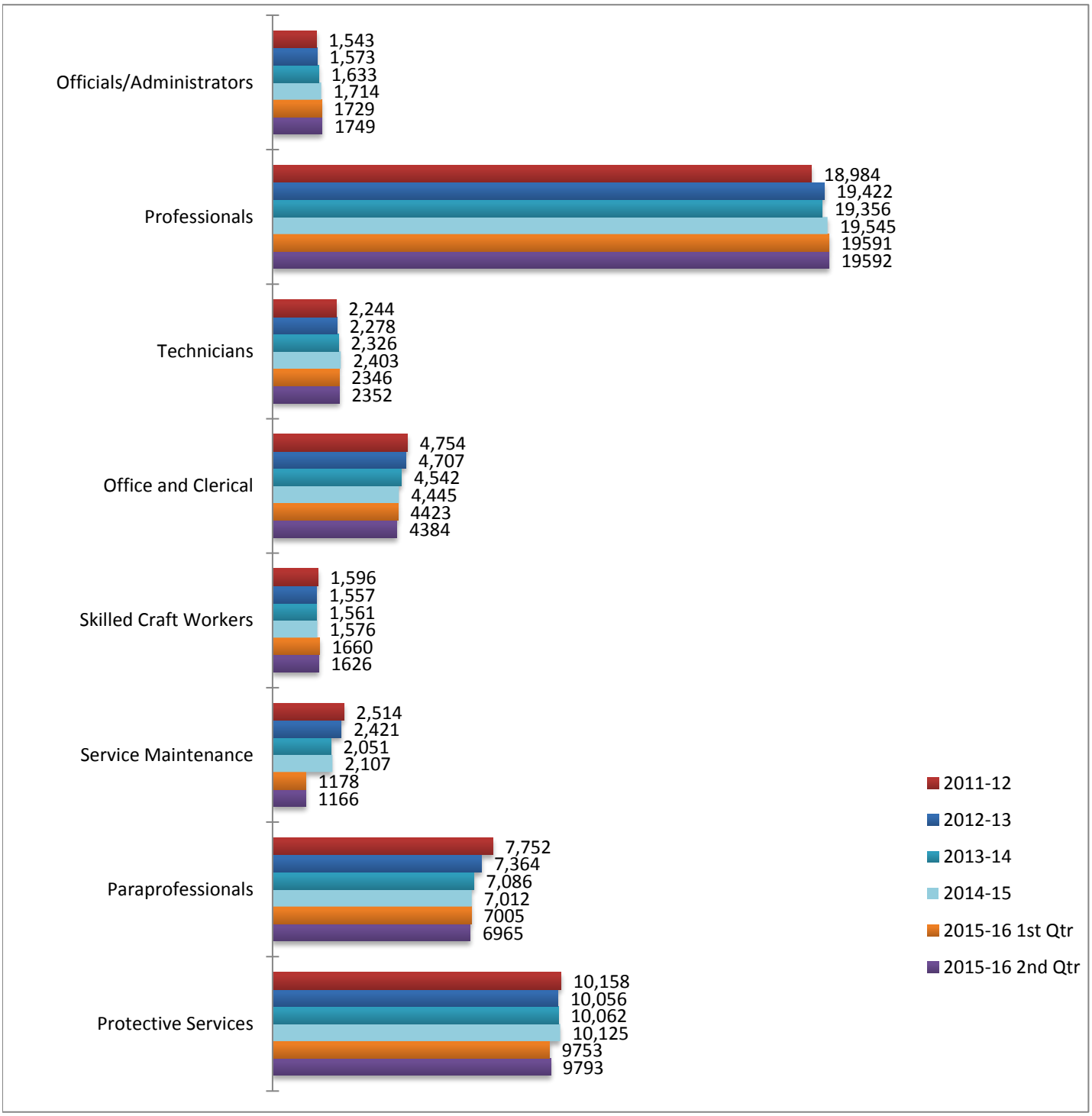
Pay End Date: March 26, 2016

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	2	13	23	36	53	45	43	79	59	54	12	5	424
ATTORNEY GENERAL	0	2	22	44	57	67	71	80	69	52	13	3	480
AUDITOR GENERAL	2	19	23	21	12	19	22	21	10	4	1	0	154
CIVIL RIGHTS	0	2	6	9	14	10	14	11	9	8	9	1	93
CIVIL SERVICE COMMISSION	2	15	25	35	46	53	64	84	73	30	4	0	431
CORRECTIONS	15	403	952	1,129	1,345	2,040	2,666	2,095	1,329	607	122	27	12,730
EDUCATION	1	7	14	44	65	64	80	60	86	65	28	5	519
ENVIRONMENTAL QUALITY	0	27	50	64	146	127	146	200	196	136	26	2	1,120
EXECUTIVE OFFICE	0	7	9	7	7	2	5	9	4	2	2	0	54
INSURANCE AND FINANCIAL SERV	1	13	32	34	51	39	46	42	31	16	5	2	312
LICENSING & REGULATORY AFFAIRS	15	79	93	166	211	225	240	256	314	228	71	33	1,931
MDHHS - COMMUNITY HEALTH	5	61	227	322	326	361	430	483	471	316	113	18	3,133
MDHHS - HUMAN SERVICES	3	159	928	1,513	1,636	1,586	1,460	1,296	1,216	728	198	28	10,751
MILITARY & VETERAN AFFAIRS	2	15	51	70	65	76	112	145	139	64	19	4	762
NATURAL RESOURCES	6	77	173	187	224	249	235	240	215	127	36	17	1,786
STATE	13	140	167	106	151	152	181	249	224	146	22	5	1,556
STATE POLICE	0	117	331	268	304	485	495	416	212	77	23	1	2,729
TALENT & ECONOMIC DEVELOPMENT	0	19	34	102	126	180	173	212	221	133	56	13	1,269
TECHNOLOGY, MANAGEMENT & BUDGET	15	112	194	242	310	365	405	503	447	265	74	12	2,944
TRANSPORTATION	9	83	153	202	355	353	416	488	450	191	56	13	2,769
TREASURY	6	60	115	161	227	191	198	266	268	135	42	11	1,680
Statewide Total:	**97**	**1,430**	**3,622**	**4,762**	**5,731**	**6,689**	**7,502**	**7,235**	**6,043**	**3,384**	**932**	**200**	**47,627**
Average Age:	**19.4**	**23.1**	**27.6**	**32.6**	**37.6**	**42.6**	**47.4**	**52.5**	**57.4**	**62.1**	**66.8**	**73.2**	**45.4**

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.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2011-12 through 2015-16 2nd Qtr



2015-16 2nd Qtr Total: 47,627

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: March 26, 2016

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	2	7
ALGER	264	2	266
ALLEGAN	191	21	212
ALPENA	153	16	169
ANTRIM	28		28
ARENAC	30	2	32
BARAGA	341	14	355
BARRY	110	39	149
BAY	336	25	361
BENZIE	29	4	33
BERRIEN	349	41	390
BRANCH	352	6	358
CALHOUN	347	15	362
CASS	89	13	102
CHARLEVOIX	18	22	40
CHEBOYGAN	60	15	75
CHIPPEWA	908	33	941
CLARE	54	5	59
CLINTON	153	29	182
CRAWFORD	142	62	204
DELTA	171	20	191
DICKINSON	64	6	70
EATON	3,006	226	3,232
EMMET	83	12	95
GENESEE	831	78	909
GLADWIN	41	3	44
GOGEBIC	255	11	266
GRAND TRAVERSE	511	18	529
GRATIOT	796	7	803
HILLSDALE	58	4	62
HOUGHTON	77	9	86
HURON	34	5	39
INGHAM	9,589	1,130	10,719
IONIA	1,405	19	1,424
IOSCO	47	7	54
IRON	53	2	55
ISABELLA	161	9	170
JACKSON	2,119	28	2,147
KALAMAZOO	1,122	99	1,221
KALKASKA	51	3	54
KENT	1,463	120	1,583
KEWEENAW	2	1	3
LAKE	50	1	51
LAPEER	438	10	448

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
Pay End Date: March 26, 2016

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	2	5
LENAWEE	627	16	643
LIVINGSTON	537	19	556
LUCE	271	9	280
MACKINAC	110	70	180
MACOMB	1,295	37	1,332
MANISTEE	323	14	337
MARQUETTE	822	35	857
MASON	45	5	50
MECOSTA	86	4	90
MENOMINEE	27	8	35
MIDLAND	99	4	103
MISSAUKEE	62	2	64
MONROE	201	14	215
MONTCALM	570	8	578
MONTMORENCY	45	9	54
MUSKEGON	1,036	11	1,047
NEWAYGO	66	5	71
OAKLAND	1,231	96	1,327
OCEANA	77	16	93
OGEMAW	79	4	83
ONTONAGON	21		21
OSCEOLA	24	4	28
OSCODA	22	1	23
OTSEGO	294	16	310
OTTAWA	179	24	203
OUT OF STATE	38	5	43
PRESQUE ISLE	16	5	21
ROSCOMMON	119	6	125
SAGINAW	825	29	854
SANILAC	45	4	49
SCHOOLCRAFT	28	8	36
SHIAWASSEE	79	3	82
ST CLAIR	238	27	265
ST JOSEPH	81	5	86
TUSCOLA	408	37	445
VAN BUREN	227	17	244
WASHTENAW	1,398	59	1,457
WAYNE	4,906	202	5,108
WEXFORD	168	16	184
WORK AT HOME - MI	1,441	22	1,463
Grand Total:	**44,555**	**3,072**	**47,627**

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

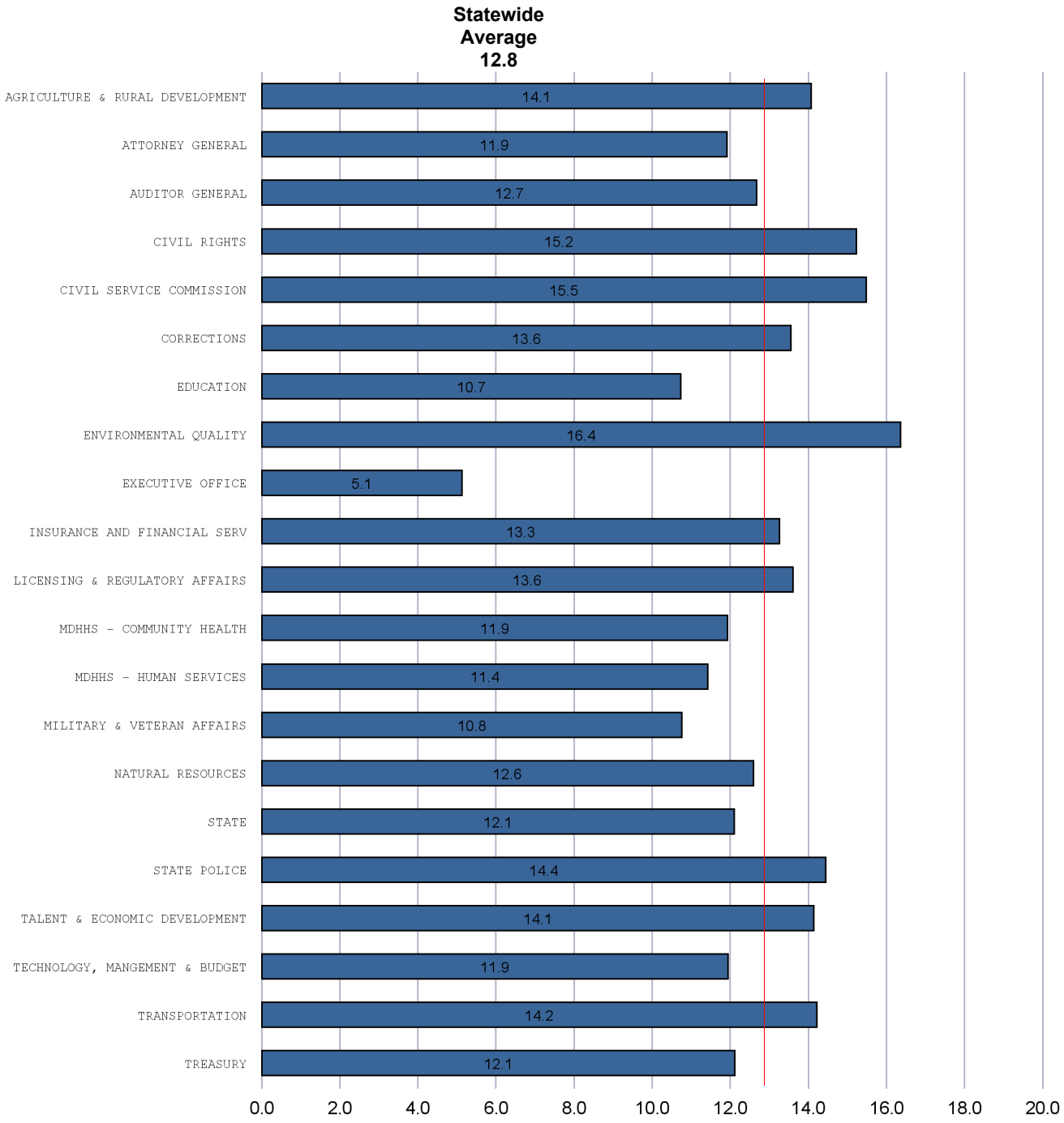
EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: March 26, 2016



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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

Table 3-1

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE & RURAL DEVELOPMENT																
00 - 05 YEARS	61	53	2	6	0	1	0	5	1	1	0	0	64	66	0	0
06 -10 YEARS	17	22	1	0	0	1	1	0	0	0	0	0	19	23	0	0
11 -15 YEARS	28	37	1	3	0	0	0	0	0	0	0	0	29	40	0	0
16 - 20 YEARS	32	21	2	2	1	1	0	2	0	2	0	0	35	28	0	1
21 - 25 YEARS	22	14	0	0	0	0	1	0	0	0	0	0	23	14	1	0
26 - 30 YEARS	32	23	0	4	0	0	0	0	0	1	0	0	32	28	1	3
31 - 35 YEARS	2	4	0	0	0	0	0	0	1	0	0	0	3	4	0	0
36 - 40 YEARS	5	5	1	2	0	0	0	0	0	0	0	0	6	7	0	2
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	**202**	**179**	**7**	**17**	**1**	**3**	**2**	**7**	**2**	**4**	**0**	**0**	**214**	**210**	**2**	**6**
MORE THAN 10 YEARS	124	104	4	11	1	1	1	2	1	3	0	0	131	121	2	6
AVERAGE YEARS	14.6	13.6	14.6	15.4	16.0	9.3	15.0	6.3	17.5	15.8	0.0	0.0	14.7	13.5	26.5	29.2

DEPARTMENT AVERAGE YEARS	14.1

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	71	100	2	11	0	0	0	3	2	1	0	0	75	115	0	0
06 -10 YEARS	34	25	0	4	0	0	0	1	0	0	0	0	34	30	1	0
11 -15 YEARS	26	42	7	4	0	0	0	1	0	0	0	0	33	47	0	0
16 - 20 YEARS	22	30	0	4	0	0	1	2	0	2	0	0	23	38	0	0
21 - 25 YEARS	12	7	2	1	0	0	0	1	0	0	0	0	14	9	0	0
26 - 30 YEARS	14	12	0	3	0	0	0	0	0	0	0	0	14	15	0	1
31 - 35 YEARS	8	4	1	2	0	0	0	0	0	0	0	0	9	6	0	0
36 - 40 YEARS	5	6	1	0	0	0	2	1	0	0	0	0	8	7	0	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	**194**	**227**	**13**	**29**	**0**	**0**	**3**	**9**	**2**	**3**	**0**	**0**	**212**	**268**	**1**	**1**
MORE THAN 10 YEARS	89	102	11	14	0	0	3	5	0	2	0	0	103	123	0	1
AVERAGE YEARS	12.6	10.8	15.8	12.3	0.0	0.0	31.3	14.0	3.0	11.3	0.0	0.0	13.0	11.1	9.0	29.0

DEPARTMENT AVERAGE YEARS	11.9

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	36	26	1	0	0	0	1	1	0	0	0	0	38	27	0	0
06 -10 YEARS	4	6	0	0	0	0	0	0	0	0	0	0	4	6	0	0
11 -15 YEARS	3	9	0	0	0	0	0	0	0	0	0	0	3	9	0	0
16 - 20 YEARS	14	14	1	1	0	0	0	0	0	1	0	0	15	16	0	0
21 - 25 YEARS	3	8	0	1	0	0	0	0	0	0	0	0	3	9	0	0
26 - 30 YEARS	4	9	2	0	0	0	0	0	0	0	0	0	6	9	0	1
31 - 35 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	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	**71**	**73**	**5**	**2**	**0**	**0**	**1**	**1**	**0**	**1**	**0**	**0**	**77**	**77**	**0**	**1**
MORE THAN 10 YEARS	31	41	4	2	0	0	0	0	0	1	0	0	35	44	0	1
AVERAGE YEARS	11.8	13.0	22.6	21.0	0.0	0.0	1.0	1.0	0.0	16.0	0.0	0.0	12.4	13.1	0.0	29.0

DEPARTMENT AVERAGE YEARS	12.7

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.**

Source: **Michigan Civil Service Commission HWF18**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	1	8	2	8	0	0	1	1	0	0	0	0	4	17	0	0
06 -10 YEARS	1	4	2	8	0	0	0	2	0	0	0	0	3	14	0	0
11 -15 YEARS	2	4	2	9	0	0	0	1	0	0	0	0	4	14	0	0
16 - 20 YEARS	3	0	0	7	0	0	0	0	0	0	0	0	3	7	0	0
21 - 25 YEARS	2	1	3	1	0	0	0	1	0	0	0	0	5	3	0	0
26 - 30 YEARS	0	3	0	4	0	0	1	1	0	0	0	0	1	8	0	0
31 - 35 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	1	0	2	4	0	0	0	0	0	0	0	0	3	4	0	0
DEPARTMENT TOTAL	**10**	**21**	**11**	**43**	**0**	**0**	**2**	**6**	**0**	**0**	**0**	**0**	**23**	**70**	**0**	**0**
MORE THAN 10 YEARS	8	9	7	27	0	0	1	3	0	0	0	0	16	39	0	0
AVERAGE YEARS	17.1	11.0	18.3	16.5	0.0	0.0	14.5	13.2	0.0	0.0	0.0	0.0	17.4	14.6	0.0	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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	78	7	14	0	1	0	2	0	2	0	0	29	97	0	0
06 -10 YEARS	9	31	1	4	0	0	0	1	0	0	0	0	10	36	0	0
11 -15 YEARS	4	43	2	8	0	0	0	1	0	0	0	0	6	52	0	0
16 - 20 YEARS	6	47	1	1	0	1	0	0	0	2	0	0	7	51	0	1
21 - 25 YEARS	3	19	0	7	0	0	1	1	0	1	0	0	4	28	0	0
26 - 30 YEARS	6	39	2	18	0	2	0	5	0	0	0	0	8	64	0	2
31 - 35 YEARS	2	8	0	1	0	1	1	2	0	0	0	0	3	12	0	0
36 - 40 YEARS	1	10	0	4	0	1	0	0	0	0	0	0	1	15	0	2
MORE THAN 40 YEARS	0	7	1	0	0	0	0	0	0	0	0	0	1	7	0	0
DEPARTMENT TOTAL	**53**	**282**	**14**	**57**	**0**	**6**	**2**	**12**	**0**	**5**	**0**	**0**	**69**	**362**	**0**	**5**
MORE THAN 10 YEARS	22	173	6	39	0	5	2	9	0	3	0	0	30	229	0	5
AVERAGE YEARS	11.5	15.3	12.1	18.6	0.0	23.5	26.0	20.9	0.0	12.6	0.0	0.0	12.1	16.1	0.0	30.8

DEPARTMENT AVERAGE YEARS	15.5

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.**

Source: **Michigan Civil Service Commission HWF18**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	1,796	979	285	298	49	14	62	38	18	10	1	0	2,211	1,339	1	0
06 -10 YEARS	728	516	152	198	29	6	34	17	5	6	0	0	948	743	3	0
11 -15 YEARS	718	378	111	144	23	6	12	16	7	3	0	0	871	547	1	0
16 - 20 YEARS	1,798	597	186	213	41	14	60	27	6	4	0	0	2,091	855	4	1
21 - 25 YEARS	1,030	291	87	104	28	6	20	12	5	1	0	0	1,170	414	7	6
26 - 30 YEARS	806	236	86	90	25	5	21	8	3	1	0	0	941	340	27	14
31 - 35 YEARS	74	37	17	24	2	0	2	1	0	1	0	0	95	63	9	4
36 - 40 YEARS	30	28	12	13	1	0	1	3	0	0	0	0	44	44	3	0
MORE THAN 40 YEARS	6	7	0	0	0	0	1	0	0	0	0	0	7	7	2	0
DEPARTMENT TOTAL	**6,986**	**3,069**	**936**	**1,084**	**198**	**51**	**213**	**122**	**44**	**26**	**1**	**0**	**8,378**	**4,352**	**57**	**25**
MORE THAN 10 YEARS	4,462	1,574	499	588	120	31	117	67	21	10	0	0	5,219	2,270	53	25
AVERAGE YEARS	14.4	12.2	12.9	12.9	14.2	13.3	13.4	12.6	10.7	10.5	0.0	0.0	14.2	12.4	27.0	27.0

DEPARTMENT AVERAGE YEARS	13.6

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
00 - 05 YEARS	47	111	3	26	0	0	2	4	2	2	0	0	54	143	0	0
06 -10 YEARS	26	72	5	11	0	0	0	0	1	1	0	0	32	84	0	1
11 -15 YEARS	27	51	3	2	0	0	0	0	0	1	0	0	30	54	0	0
16 - 20 YEARS	10	33	2	3	0	0	1	2	0	0	0	0	13	38	0	0
21 - 25 YEARS	4	10	0	0	0	0	0	0	0	0	0	0	4	10	1	0
26 - 30 YEARS	3	19	0	4	0	0	0	0	0	1	0	0	3	24	0	1
31 - 35 YEARS	1	5	0	0	0	0	0	2	0	0	0	0	1	7	0	0
36 - 40 YEARS	3	12	0	1	0	0	0	1	0	0	0	0	3	14	0	0
MORE THAN 40 YEARS	0	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0
DEPARTMENT TOTAL	**121**	**318**	**13**	**47**	**0**	**0**	**3**	**9**	**3**	**5**	**0**	**0**	**140**	**379**	**1**	**2**
MORE THAN 10 YEARS	48	135	5	10	0	0	1	5	0	2	0	0	54	152	1	1
AVERAGE YEARS	9.7	11.5	9.3	8.3	0.0	0.0	6.7	17.1	4.3	10.2	0.0	0.0	9.5	11.2	22.0	16.5

DEPARTMENT AVERAGE YEARS	10.7

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	118	121	0	4	0	0	1	2	0	6	0	0	119	133	0	0
06 -10 YEARS	32	56	2	0	0	0	0	1	0	1	0	0	34	58	0	0
11 -15 YEARS	87	86	4	3	0	1	1	4	2	1	0	0	94	95	0	0
16 - 20 YEARS	81	67	1	2	0	0	1	1	1	4	0	0	84	74	0	0
21 - 25 YEARS	92	63	2	5	0	0	3	1	7	3	0	0	104	72	1	1
26 - 30 YEARS	84	57	1	7	0	1	2	3	2	1	0	0	89	69	2	1
31 - 35 YEARS	26	14	3	3	0	0	0	0	0	1	0	0	29	18	0	0
36 - 40 YEARS	29	15	1	1	1	0	0	0	0	0	0	0	31	16	4	2
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**549**	**480**	**14**	**25**	**1**	**2**	**8**	**12**	**12**	**17**	**0**	**0**	**584**	**536**	**7**	**4**
MORE THAN 10 YEARS	399	303	12	21	1	2	7	9	12	10	0	0	431	345	7	4
AVERAGE YEARS	17.2	14.9	20.8	21.0	38.0	21.5	19.9	15.8	22.0	13.9	0.0	0.0	17.4	15.2	32.6	31.5

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.**

Source: **Michigan Civil Service Commission HWF18**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	15	27	0	2	0	0	0	0	0	1	0	0	15	30	0	0
06 -10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
11 -15 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	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	1	0	0	0	0	0	0	0	0	0	0	0	1	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	2	0	0	0	0	0	0	0	0	0	0	0	2	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	**18**	**33**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**18**	**36**	**0**	**0**
MORE THAN 10 YEARS	2	5	0	0	0	0	0	0	0	0	0	0	2	5	0	0
AVERAGE YEARS	4.6	5.7	0.0	3.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	4.6	5.4	0.0	0.0

DEPARTMENT AVERAGE YEARS	5.1

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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: March 26, 2016

INSURANCE AND FINANCIAL SERV

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	25	31	2	6	0	1	3	1	2	1	0	0	32	40	0	1
06 -10 YEARS	23	42	2	8	0	0	0	1	0	2	0	0	25	53	0	0
11 -15 YEARS	12	32	2	4	0	0	1	0	1	0	0	0	16	36	0	0
16 - 20 YEARS	9	24	0	5	0	0	1	2	0	0	0	0	10	31	0	1
21 - 25 YEARS	10	9	0	1	0	0	0	0	0	0	0	0	10	10	0	1
26 - 30 YEARS	8	15	3	2	0	0	0	1	1	0	0	0	12	18	0	1
31 - 35 YEARS	5	4	0	0	0	0	1	0	0	0	0	0	6	4	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**94**	**162**	**9**	**27**	**0**	**1**	**6**	**6**	**4**	**3**	**0**	**0**	**113**	**199**	**0**	**5**
MORE THAN 10 YEARS	46	89	5	13	0	0	3	4	2	0	0	0	56	106	0	4
AVERAGE YEARS	13.0	13.5	14.9	12.5	0.0	4.0	11.5	18.3	11.0	6.3	0.0	0.0	13.0	13.4	0.0	22.6

DEPARTMENT AVERAGE YEARS	13.3

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STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	196	291	20	52	3	1	10	8	5	7	0	0	234	359	1	1
06 -10 YEARS	113	149	8	33	0	1	3	3	5	6	0	0	129	192	0	1
11 -15 YEARS	82	145	8	32	1	1	3	4	1	0	0	0	95	182	0	1
16 - 20 YEARS	76	112	4	34	0	1	2	3	0	2	0	0	82	152	2	1
21 - 25 YEARS	55	80	4	11	0	2	0	2	0	2	0	0	59	97	1	4
26 - 30 YEARS	41	71	14	23	1	1	5	7	3	3	0	0	64	105	3	5
31 - 35 YEARS	13	23	6	11	0	2	0	1	1	0	0	0	20	37	2	2
36 - 40 YEARS	31	50	5	18	0	0	1	0	1	0	0	0	38	68	2	4
MORE THAN 40 YEARS	8	6	2	2	0	0	0	0	0	0	0	0	10	8	1	0
DEPARTMENT TOTAL	**615**	**927**	**71**	**216**	**5**	**9**	**24**	**28**	**16**	**20**	**0**	**0**	**731**	**1,200**	**12**	**19**
MORE THAN 10 YEARS	306	487	43	131	2	7	11	17	6	7	0	0	368	649	11	17
AVERAGE YEARS	12.9	13.3	17.3	15.6	8.8	19.9	12.6	14.9	13.6	10.7	0.0	0.0	13.3	13.8	27.3	25.4

DEPARTMENT AVERAGE YEARS	13.6

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STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	255	523	112	213	2	3	10	24	13	34	0	0	392	797	0	1
06 -10 YEARS	109	249	41	71	1	6	3	13	6	9	0	0	160	348	0	0
11 -15 YEARS	104	202	33	78	0	0	6	8	6	8	0	0	149	296	0	1
16 - 20 YEARS	101	169	23	47	1	3	3	4	5	10	0	0	133	233	2	1
21 - 25 YEARS	58	76	17	33	2	0	2	2	0	6	0	0	79	117	2	6
26 - 30 YEARS	45	99	28	32	0	2	2	8	2	6	0	0	77	147	2	5
31 - 35 YEARS	14	30	6	10	0	0	1	2	2	2	0	0	23	44	1	4
36 - 40 YEARS	31	49	13	14	1	1	1	2	1	0	0	0	47	66	1	6
MORE THAN 40 YEARS	5	17	1	1	0	0	0	0	1	0	0	0	7	18	2	0
DEPARTMENT TOTAL	**722**	**1,414**	**274**	**499**	**7**	**15**	**28**	**63**	**36**	**75**	**0**	**0**	**1,067**	**2,066**	**10**	**24**
MORE THAN 10 YEARS	358	642	121	215	4	6	15	26	17	32	0	0	515	921	10	23
AVERAGE YEARS	12.5	11.9	12.1	11.0	15.7	13.7	12.4	12.0	12.4	10.4	0.0	0.0	12.4	11.7	29.2	27.8

DEPARTMENT AVERAGE YEARS	11.9

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STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	542	1,983	188	925	9	24	29	98	3	14	0	3	771	3,047	1	4
06 -10 YEARS	303	1,348	97	696	3	7	16	66	4	13	0	0	423	2,130	1	4
11 -15 YEARS	155	651	45	324	1	5	15	37	3	5	0	0	219	1,022	2	7
16 - 20 YEARS	177	541	53	468	2	5	9	51	1	6	0	0	242	1,071	3	3
21 - 25 YEARS	100	290	34	148	0	5	8	28	3	6	0	0	145	477	7	12
26 - 30 YEARS	86	239	29	180	0	4	9	25	2	3	0	0	126	451	9	18
31 - 35 YEARS	32	99	8	84	0	3	3	3	0	2	0	0	43	191	5	7
36 - 40 YEARS	44	155	11	92	0	0	3	3	1	1	0	0	59	251	2	12
MORE THAN 40 YEARS	18	33	4	25	0	0	0	3	0	0	0	0	22	61	5	5
DEPARTMENT TOTAL	**1,457**	**5,339**	**469**	**2,942**	**15**	**53**	**92**	**314**	**17**	**50**	**0**	**3**	**2,050**	**8,701**	**35**	**72**
MORE THAN 10 YEARS	612	2,008	184	1,321	3	22	47	150	10	23	0	0	856	3,524	33	64
AVERAGE YEARS	11.8	10.8	11.2	12.3	6.9	11.6	12.9	12.3	14.3	12.8	0.0	2.0	11.7	11.4	27.2	25.6

DEPARTMENT AVERAGE YEARS	11.5

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STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	139	130	12	13	1	2	12	1	4	2	0	0	168	148	0	0
06 -10 YEARS	60	38	4	7	1	0	1	1	1	3	0	0	67	49	0	0
11 -15 YEARS	46	44	1	8	0	0	1	1	0	0	0	0	48	53	0	0
16 - 20 YEARS	28	36	4	12	1	0	5	0	0	1	0	0	38	49	0	0
21 - 25 YEARS	38	31	0	1	0	0	1	0	0	0	0	0	39	32	0	0
26 - 30 YEARS	17	19	2	5	1	0	1	0	0	2	0	0	21	26	1	0
31 - 35 YEARS	6	7	0	2	0	1	0	0	0	0	0	0	6	10	1	1
36 - 40 YEARS	2	3	1	1	0	0	0	0	0	0	0	0	3	4	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**337**	**308**	**24**	**49**	**4**	**3**	**21**	**3**	**5**	**8**	**0**	**0**	**391**	**371**	**2**	**1**
MORE THAN 10 YEARS	138	140	8	29	2	1	8	1	0	3	0	0	156	174	2	1
AVERAGE YEARS	10.5	10.9	9.4	13.6	13.8	12.7	8.3	7.7	3.2	12.8	0.0	0.0	10.2	11.3	30.5	31.0

DEPARTMENT AVERAGE YEARS	10.8

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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: March 26, 2016

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	385	196	7	17	1	0	6	0	3	0	0	0	402	213	1	0
06 -10 YEARS	140	62	2	3	0	0	1	0	0	0	0	0	143	65	0	0
11 -15 YEARS	193	78	1	2	1	0	4	0	2	0	0	0	201	80	0	0
16 - 20 YEARS	194	71	0	2	1	0	1	1	2	2	0	0	198	76	1	1
21 - 25 YEARS	108	36	2	2	2	1	3	0	0	0	0	0	115	39	0	0
26 - 30 YEARS	108	47	4	2	3	1	1	6	0	0	0	0	116	56	4	2
31 - 35 YEARS	25	11	2	0	1	1	0	0	1	0	0	0	29	12	0	1
36 - 40 YEARS	15	11	0	0	1	1	0	0	0	1	0	0	16	13	0	2
MORE THAN 40 YEARS	10	2	0	0	0	0	0	0	0	0	0	0	10	2	0	0
DEPARTMENT TOTAL	**1,178**	**514**	**18**	**28**	**10**	**4**	**16**	**7**	**8**	**3**	**0**	**0**	**1,230**	**556**	**6**	**6**
MORE THAN 10 YEARS	653	256	9	8	9	4	9	7	5	3	0	0	685	278	5	6
AVERAGE YEARS	12.8	11.9	14.2	7.6	23.7	29.5	12.1	26.6	13.1	24.0	0.0	0.0	12.9	12.0	21.7	30.0

DEPARTMENT AVERAGE YEARS	12.6

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	113	416	17	122	0	8	3	25	2	5	0	0	135	576	0	0
06 -10 YEARS	19	46	1	8	0	0	0	4	0	0	0	0	20	58	0	0
11 -15 YEARS	27	128	7	17	0	1	2	6	0	2	0	0	36	154	0	0
16 - 20 YEARS	36	129	2	37	0	5	1	7	2	3	0	0	41	181	1	1
21 - 25 YEARS	5	57	2	17	0	2	0	6	0	1	0	0	7	83	0	7
26 - 30 YEARS	21	64	3	44	1	0	1	7	2	2	0	0	28	117	3	10
31 - 35 YEARS	3	30	5	13	0	0	0	3	0	0	0	0	8	46	0	1
36 - 40 YEARS	15	29	4	6	0	1	0	1	0	0	0	0	19	37	0	1
MORE THAN 40 YEARS	1	8	0	1	0	0	0	0	0	0	0	0	1	9	0	0
DEPARTMENT TOTAL	**240**	**907**	**41**	**265**	**1**	**17**	**7**	**59**	**6**	**13**	**0**	**0**	**295**	**1,261**	**4**	**20**
MORE THAN 10 YEARS	108	445	23	135	1	9	4	30	4	8	0	0	140	627	4	20
AVERAGE YEARS	11.6	11.7	14.7	13.2	30.0	11.0	11.6	12.9	15.3	13.2	0.0	0.0	12.2	12.1	25.5	26.4

DEPARTMENT AVERAGE YEARS	12.1

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.**

Source: **Michigan Civil Service Commission HWF18**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	531	204	20	6	5	0	13	7	4	1	0	0	573	218	0	0
06 -10 YEARS	100	86	4	7	0	1	4	2	2	1	0	0	110	97	0	0
11 -15 YEARS	143	100	3	4	0	0	3	6	0	0	0	0	149	110	0	1
16 - 20 YEARS	465	95	14	10	6	1	8	1	5	0	0	0	498	107	0	0
21 - 25 YEARS	307	72	27	2	12	0	11	0	1	1	0	0	358	75	2	0
26 - 30 YEARS	219	74	35	6	7	0	13	2	1	1	0	0	275	83	2	3
31 - 35 YEARS	31	11	6	3	0	0	0	2	0	0	0	0	37	16	1	2
36 - 40 YEARS	6	8	2	2	0	0	0	0	0	0	0	0	8	10	0	0
MORE THAN 40 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	1	4	0	0
DEPARTMENT TOTAL	**1,803**	**654**	**111**	**40**	**30**	**2**	**52**	**20**	**13**	**4**	**0**	**0**	**2,009**	**720**	**5**	**6**
MORE THAN 10 YEARS	1,172	364	87	27	25	1	35	11	7	2	0	0	1,326	405	5	6
AVERAGE YEARS	14.5	13.2	19.6	17.2	19.3	12.5	16.4	12.3	12.7	14.3	0.0	0.0	14.9	13.4	26.6	27.0

DEPARTMENT AVERAGE YEARS	14.5

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.**

Source: **Michigan Civil Service Commission HWF18**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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 & ECONOMIC DEVELOPMENT																
00 - 05 YEARS	73	101	12	33	1	0	2	4	1	0	0	0	89	138	1	0
06 -10 YEARS	65	113	18	67	1	1	3	6	0	1	0	0	87	188	1	2
11 -15 YEARS	55	120	27	144	0	1	5	7	3	6	0	0	90	278	1	1
16 - 20 YEARS	24	51	7	26	0	0	1	3	0	2	0	0	32	82	1	0
21 - 25 YEARS	24	29	7	22	0	0	0	3	1	1	0	0	32	55	0	3
26 - 30 YEARS	17	31	6	39	0	0	2	5	1	1	0	0	26	76	2	6
31 - 35 YEARS	6	13	4	10	0	0	2	0	0	1	0	0	12	24	1	0
36 - 40 YEARS	10	18	1	14	1	0	0	2	0	0	0	0	12	34	3	3
MORE THAN 40 YEARS	2	7	1	4	0	0	0	0	0	0	0	0	3	11	1	2
DEPARTMENT TOTAL	**276**	**483**	**83**	**359**	**3**	**2**	**15**	**30**	**6**	**12**	**0**	**0**	**383**	**886**	**11**	**17**
MORE THAN 10 YEARS	138	269	53	259	1	1	10	20	5	11	0	0	207	560	9	15
AVERAGE YEARS	12.6	13.6	14.5	15.5	17.0	12.0	16.0	16.1	15.5	16.8	0.0	0.0	13.2	14.5	26.2	27.4

DEPARTMENT AVERAGE YEARS	14.1

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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, MANGEMENT & BUDGET																
00 - 05 YEARS	646	302	48	44	3	2	16	12	51	62	0	0	764	422	0	0
06 -10 YEARS	219	102	11	11	0	0	3	2	25	26	0	0	258	141	0	0
11 -15 YEARS	161	83	6	5	0	0	4	1	24	13	0	0	195	102	0	1
16 - 20 YEARS	277	131	14	17	1	0	7	2	13	3	0	0	312	153	2	0
21 - 25 YEARS	87	48	4	7	0	1	4	2	5	4	0	0	100	62	2	3
26 - 30 YEARS	96	76	19	20	1	1	6	5	8	3	0	0	130	105	2	5
31 - 35 YEARS	21	30	7	4	0	0	0	1	3	2	0	0	31	37	2	1
36 - 40 YEARS	45	48	4	5	0	0	2	1	0	0	0	0	51	54	3	0
MORE THAN 40 YEARS	12	11	1	1	0	0	0	2	0	0	0	0	13	14	0	2
DEPARTMENT TOTAL	**1,564**	**831**	**114**	**114**	**5**	**4**	**42**	**28**	**129**	**113**	**0**	**0**	**1,854**	**1,090**	**11**	**12**
MORE THAN 10 YEARS	699	427	55	59	2	2	23	14	53	25	0	0	832	527	11	12
AVERAGE YEARS	11.3	13.6	13.5	14.2	9.8	13.8	13.3	15.6	9.6	6.9	0.0	0.0	11.3	13.0	28.1	27.4

DEPARTMENT AVERAGE YEARS	12.0

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. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	468	190	22	17	14	7	9	6	3	3	0	0	516	223	0	0
06 -10 YEARS	225	90	8	10	3	0	2	3	4	2	0	0	242	105	0	1
11 -15 YEARS	346	124	12	9	6	0	5	2	9	7	0	0	378	142	1	1
16 - 20 YEARS	274	95	15	9	5	2	4	1	4	6	0	0	302	113	0	0
21 - 25 YEARS	132	60	11	12	3	2	6	0	2	0	0	0	154	74	4	3
26 - 30 YEARS	195	73	15	13	4	2	9	2	5	2	0	0	228	92	9	6
31 - 35 YEARS	48	27	8	4	1	0	1	1	1	0	0	0	59	32	3	3
36 - 40 YEARS	36	22	6	8	0	0	4	1	1	0	0	0	47	31	3	4
MORE THAN 40 YEARS	20	5	2	0	0	0	1	0	3	0	0	0	26	5	3	1
DEPARTMENT TOTAL	**1,744**	**686**	**99**	**82**	**36**	**13**	**41**	**16**	**32**	**20**	**0**	**0**	**1,952**	**817**	**23**	**19**
MORE THAN 10 YEARS	1,051	406	69	55	19	6	30	7	25	15	0	0	1,194	489	23	18
AVERAGE YEARS	13.8	14.1	17.7	17.6	11.8	10.2	18.7	13.1	19.3	13.5	0.0	0.0	14.1	14.4	30.7	28.8

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.**

Source: **Michigan Civil Service Commission HWF18**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	197	277	21	78	1	1	7	14	7	5	0	0	233	375	0	0
06 -10 YEARS	72	150	18	26	0	2	0	7	1	4	0	0	91	189	0	0
11 -15 YEARS	75	145	10	32	1	1	1	3	7	5	0	0	94	186	1	0
16 - 20 YEARS	54	82	5	11	0	1	2	3	2	1	0	0	63	98	0	0
21 - 25 YEARS	30	44	3	15	0	2	0	3	1	1	0	0	34	65	3	2
26 - 30 YEARS	27	54	14	25	0	0	2	11	2	0	0	0	45	90	3	3
31 - 35 YEARS	6	26	1	6	0	0	1	0	0	0	0	0	8	32	0	0
36 - 40 YEARS	7	35	4	8	0	0	2	4	0	0	0	0	13	47	4	1
MORE THAN 40 YEARS	7	6	1	1	0	0	1	0	0	1	0	0	9	8	0	0
DEPARTMENT TOTAL	**475**	**819**	**77**	**202**	**2**	**7**	**16**	**45**	**20**	**17**	**0**	**0**	**590**	**1,090**	**11**	**6**
MORE THAN 10 YEARS	206	392	38	98	1	4	9	24	12	8	0	0	266	526	11	6
AVERAGE YEARS	10.9	12.2	14.4	12.7	8.0	13.6	17.2	15.2	11.4	11.2	0.0	0.0	11.6	12.4	29.1	27.8

DEPARTMENT AVERAGE YEARS	12.1

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.**

Source: **Michigan Civil Service Commission HWF18**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	5,737	6,147	783	1,895	89	65	187	256	121	157	1	3	6,918	8,523	5	7
06 -10 YEARS	2,300	3,208	377	1,172	38	25	71	130	54	75	0	0	2,840	4,610	6	9
11 -15 YEARS	2,296	2,504	285	832	33	16	63	98	65	51	0	0	2,742	3,501	6	13
16 - 20 YEARS	3,681	2,345	334	911	59	34	107	112	41	51	0	0	4,222	3,453	16	11
21 - 25 YEARS	2,122	1,246	205	390	47	21	60	62	25	27	0	0	2,459	1,746	31	48
26 - 30 YEARS	1,829	1,260	263	521	43	19	75	96	32	27	0	0	2,242	1,923	70	87
31 - 35 YEARS	325	386	74	178	4	8	12	18	9	9	0	0	424	599	25	26
36 - 40 YEARS	322	509	67	191	5	4	16	20	4	2	0	0	414	726	25	40
MORE THAN 40 YEARS	97	121	15	39	0	0	3	5	4	1	0	0	119	166	14	10
STATEWIDE TOTAL	**18,709**	**17,726**	**2,403**	**6,129**	**318**	**192**	**594**	**797**	**355**	**400**	**1**	**3**	**22,380**	**25,247**	**198**	**251**
MORE THAN 10 YEARS	10,672	8,371	1,243	3,062	191	102	336	411	180	168	0	0	12,622	12,114	187	235
AVERAGE YEARS	13.4	12.1	13.3	12.9	14.3	13.4	13.9	13.2	12.1	10.6	0.0	2.0	13.4	12.3	27.6	26.8

STATEWIDE AVERAGE YEARS	12.8

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, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Second Quarter of FY 2016

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	24	2.0%
Dismissal	80	6.6%
Expired Appointment	57	4.7%
Total Involuntary Separations	**161**	**13.2%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	433	35.5%
Layoff/Leave of Absence Rights Expired	42	3.4%
Waived Rights Leave of Absence	36	2.9%
Settlement	0	0.0%
Total Voluntary Separations	**511**	**41.9%**
RETIREMENT		
Retirement	510	41.8%
Disability Retirement	21	1.7%
Deferred Retirement	18	1.5%
Total Retirements	**549**	**45.0%**
UNDEFINED SEPARATIONS		
Undefined Separations	**0**	**0.0%**
TOTAL SEPARATIONS	**1,221**	**100.0%**

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 84.1 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF 10

Table 3-3

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
From December 20, 2015 Through March 26, 2016

	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
DEPARTMENT	CAREER HIRES	NON CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE & RURAL DEVELOPMENT	10	5	0	0	**15**	10	0	0	0	0	**10**	**5**
ATTORNEY GENERAL	8	0	0	0	**8**	11	0	0	0	0	**11**	**-3**
AUDITOR GENERAL	3	2	0	0	**5**	2	0	0	0	0	**2**	**3**
CIVIL RIGHTS	0	0	0	0	**0**	3	0	0	0	0	**3**	**-3**
CIVIL SERVICE COMMISSION	4	1	0	0	**5**	8	0	0	0	0	**8**	**-3**
CORRECTIONS	244	10	4	2	**260**	309	0	0	7	0	**316**	**-56**
EDUCATION	9	2	1	0	**12**	12	1	0	0	0	**13**	**-1**
ENVIRONMENTAL QUALITY	16	2	0	0	**18**	25	0	0	0	0	**25**	**-7**
EXECUTIVE OFFICE	2	0	0	0	**2**	2	0	0	0	0	**2**	**0**
INSURANCE AND FINANCIAL SERV	3	1	0	0	**4**	8	0	0	0	0	**8**	**-4**
LICENSING AND REGULATORY AFF	34	14	0	0	**48**	43	0	3	0	0	**46**	**2**
MDHHS - COMMUNITY HEALTH	61	4	0	0	**65**	93	0	0	5	0	**98**	**-33**
MDHHS - HUMAN SERVICES	206	2	25	0	**233**	204	16	0	12	0	**232**	**1**
MILITARY & VETERAN AFFAIRS	22	2	20	0	**44**	30	0	1	0	0	**31**	**13**
NATURAL RESOURCES	40	40	164	0	**244**	77	15	0	0	0	**92**	**152**
STATE	3	54	0	0	**57**	55	0	0	0	0	**55**	**2**
STATE POLICE	22	1	0	0	**23**	38	0	0	0	0	**38**	**-15**
TALENT & ECONOMIC DEVELOPMENT	1	0	0	0	**1**	32	0	0	2	0	**34**	**-33**
TECHNOLOGY, MANAGEMENT & BUDGET	52	18	0	0	**70**	49	0	0	1	0	**50**	**20**
TRANSPORTATION	19	31	8	0	**58**	85	5	0	0	0	**90**	**-32**
TREASURY	35	8	0	0	**43**	37	0	0	0	0	**37**	**6**
STATEWIDE TOTALS:	**794**	**197**	**222**	**2**	**1,215**	**1,133**	**37**	**4**	**27**	**0**	**1,201**	**14**

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.

Source: Michigan Civil Service Commission HWF35

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/Ethic 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:

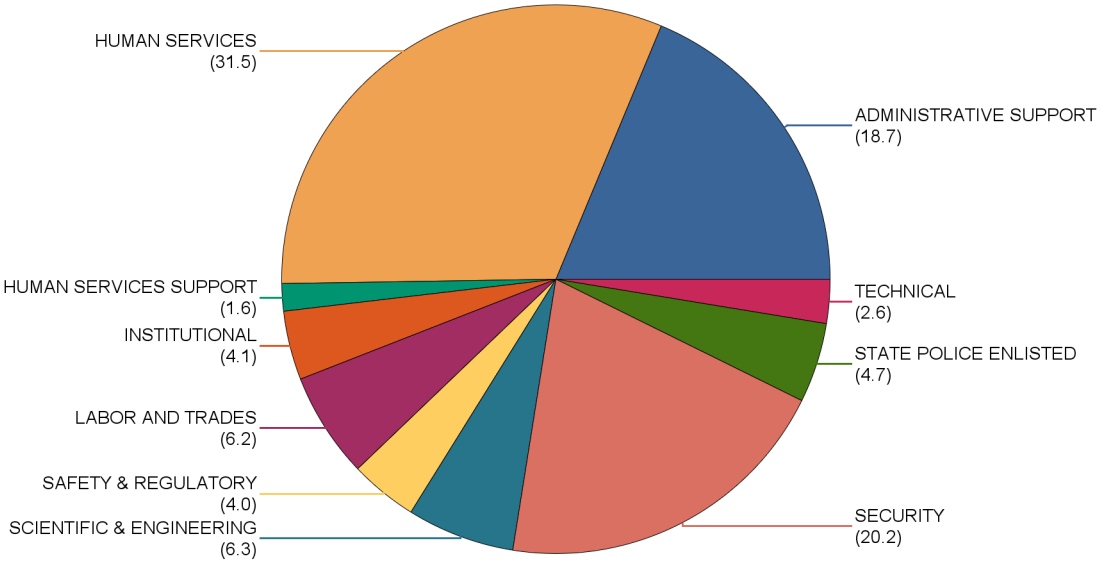
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

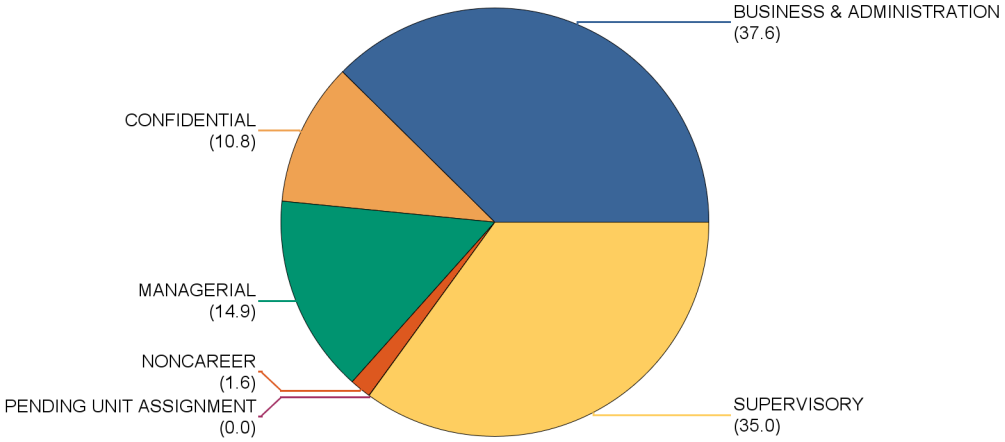
Graph 5-1

STATE OF MICHIGAN
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT
Fiscal Year 2015 - 2016



(47,627 Total Employees)

Non-Exclusively Represented
(14,443 Employees)



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.**

Of the 47,627 classified employees, 69.7 percent were exclusively represented by one of eight employee organizations.

Source: **Michigan Civil Service Commission HWF44**

STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT
Pay End Date: March 26, 2016

Table 5-1

BARGAINING UNIT CODE/NAME		TOTAL EMPLOYEES	MSEA EMPLS	MSEA PCT	UAW LOCAL 6000 EMPLS	UAW LOCAL 6000 PCT	MCO, SEIU LOCAL 526M EMPLS	MCO, SEIU LOCAL 526M PCT	HSS, SEIU LOCAL 517M EMPLS	HSS, SEIU LOCAL 517M PCT	S & E, SEIU LOCAL 517M EMPLS	S & E, SEIU LOCAL 517M PCT	TECH, SEIU LOCAL 517M EMPLS	TECH, SEIU LOCAL 517M PCT	MSPTA EMPLS	MSPTA PCT	AFSCME COUNCIL 25 EMPLS	AFSCME COUNCIL 25 PCT
A02	SAFETY & REGULATORY	1,324	1,087	82.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31	LABOR AND TRADES	2,062	1,726	83.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12	SECURITY	6,710	0	0.0	0	0.0	6,300	93.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42	HUMAN SERVICES SUPPORT	535	0	0.0	0	0.0	0	0.0	480	89.7	0	0.0	0	0.0	0	0.0	0	0.0
H21	SCIENTIFIC & ENGINEERING	2,107	0	0.0	0	0.0	0	0.0	0	0.0	1,822	86.5	0	0.0	0	0.0	0	0.0
L32	TECHNICAL	860	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	721	83.8	0	0.0	0	0.0
T01	STATE POLICE ENLISTED	1,561	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,550	99.3	0	0.0
U11	INSTITUTIONAL	1,349	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,256	93.1
W22	HUMAN SERVICES	10,463	0	0.0	9,447	90.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41	ADMINISTRATIVE SUPPORT	6,213	0	0.0	4,855	78.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23	BUSINESS & ADMINISTRATION	5,432	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	2	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	5,055	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	232	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	2,159	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	1,563	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL		33,184	2,813	8.5	14,302	43.1	6,300	19.0	480	1.4	1,822	5.5	721	2.2	1,550	4.7	1,256	3.8
NON-EXCLUSIVELY REPRESENTED TOTAL		14,443	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL		47,627	2,813	5.9	14,302	30.0	6,300	13.2	480	1.0	1,822	3.8	721	1.5	1,550	3.3	1,256	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.**

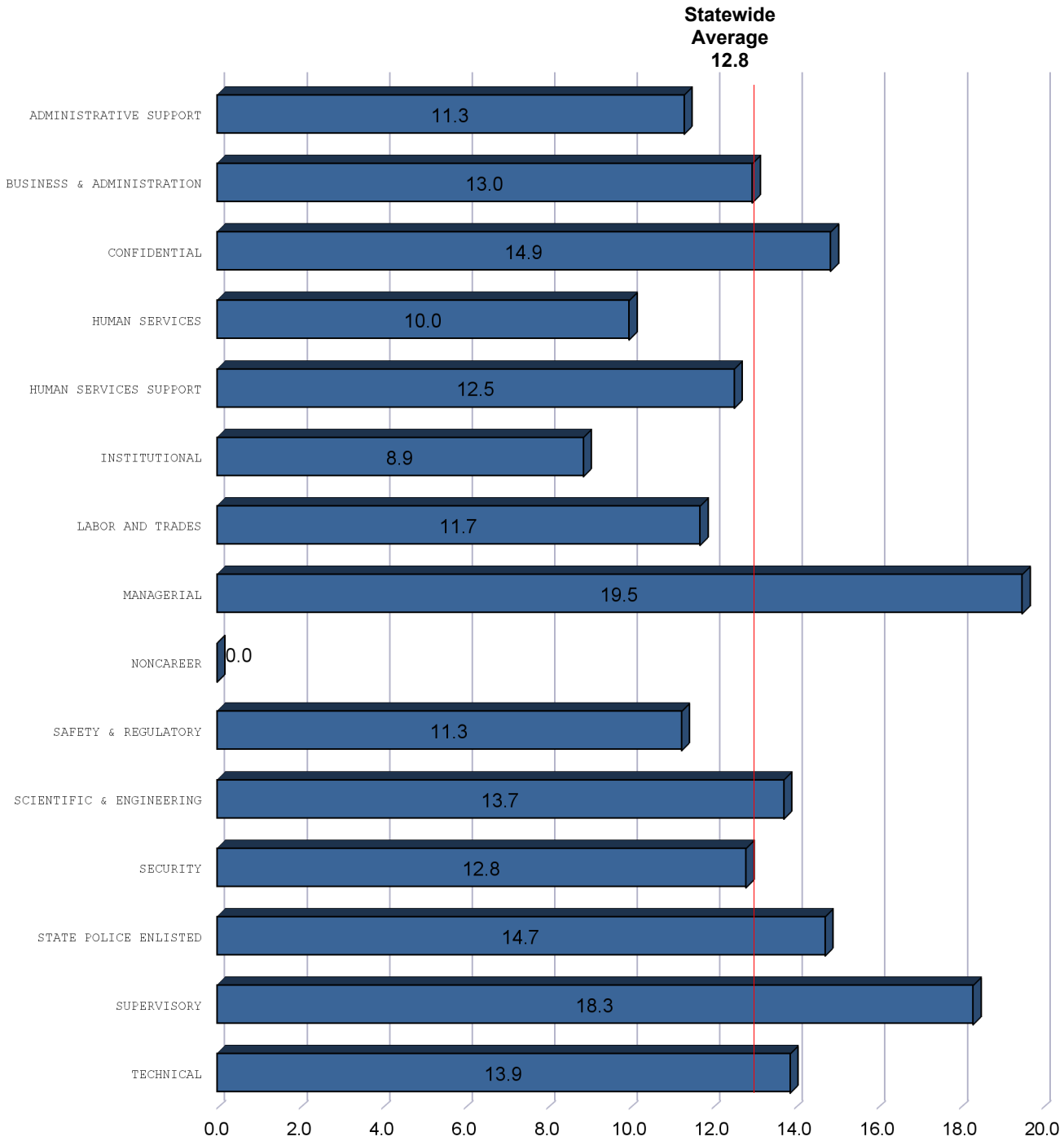
Source: **Michigan Civil Service Commission HWF44**

Graph 5-2

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: March 26, 2016



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 includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

Table 5-2

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	366	75	13	18	2	5	8	0	2	0	0	0	391	98	0	0
06 -10 YEARS	139	34	4	18	0	0	5	0	1	0	0	0	149	52	0	0
11 - 15 YEARS	145	42	7	22	1	1	7	1	0	0	0	0	160	66	0	0
16 - 20 YEARS	110	36	5	17	3	1	3	0	2	0	0	0	123	54	1	0
21 - 25 YEARS	62	19	4	7	1	1	2	0	0	0	0	0	69	27	0	0
26 - 30 YEARS	56	12	12	18	0	1	3	1	1	0	0	0	72	32	1	2
31 - 35 YEARS	10	2	3	2	0	0	0	0	0	0	0	0	13	4	0	0
36 - 40 YEARS	9	0	1	3	0	0	1	0	0	0	0	0	11	3	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	897	220	49	105	7	9	29	2	6	0	0	0	988	336	2	2
MORE THAN 10 YEARS	392	111	32	69	5	4	16	2	3	0	0	0	448	186	2	2
AVERAGE YEARS	10.5	11.0	16.4	15.3	14.3	9.0	13.1	20.5	13.3	0	0	0	10.9	12.3	23.0	26.0

BARGAINING UNIT AVERAGE YEARS 11.3

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	663	75	23	10	14	1	8	1	2	0	0	0	710	87	1	0
06 -10 YEARS	191	7	11	1	4	0	5	0	0	0	0	0	211	8	0	0
11 - 15 YEARS	262	15	16	1	6	0	5	0	0	0	0	0	289	16	0	0
16 - 20 YEARS	294	20	22	2	7	1	7	0	0	0	0	0	330	23	2	0
21 - 25 YEARS	113	10	7	1	4	0	4	1	0	0	0	0	128	12	4	1
26 - 30 YEARS	108	8	14	3	4	0	6	2	3	0	0	0	135	13	8	1
31 - 35 YEARS	35	2	8	0	0	0	2	0	1	0	0	0	46	2	4	0
36 - 40 YEARS	32	3	3	1	0	0	1	0	0	0	0	0	36	4	0	1
MORE THAN 40 YEARS	11	0	0	0	0	0	1	0	0	0	0	0	12	0	0	0
BARGAINING UNIT TOTAL	1,709	140	104	19	39	2	39	4	6	0	0	0	1,897	165	19	3
MORE THAN 10 YEARS	855	58	70	8	21	1	26	3	4	0	0	0	976	70	18	3
AVERAGE YEARS	11.5	9.4	15.6	10.7	11.7	8.0	16.5	19.0	20.3	0	0	0	11.9	9.7	25.7	28.3

BARGAINING UNIT AVERAGE YEARS **11.7**

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

Source: **Michigan Civil Service Commission HWF20**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	1,339	279	237	157	43	7	57	22	10	2	1	0	1,687	467	0	0
06 -10 YEARS	418	84	86	60	25	3	22	3	3	2	0	0	554	152	1	0
11 - 15 YEARS	449	89	69	52	16	2	7	7	2	0	0	0	543	150	1	0
16 - 20 YEARS	1,184	197	128	79	24	4	46	10	2	0	0	0	1,384	290	1	0
21 - 25 YEARS	651	74	46	31	18	1	14	4	3	0	0	0	732	110	4	1
26 - 30 YEARS	467	32	50	16	15	0	16	0	1	0	0	0	549	48	8	2
31 - 35 YEARS	28	1	4	2	0	0	0	0	0	0	0	0	32	3	2	0
36 - 40 YEARS	4	0	2	0	0	0	1	0	0	0	0	0	7	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	4,541	756	623	397	141	17	163	46	21	4	1	0	5,490	1,220	17	3
MORE THAN 10 YEARS	2,784	393	300	180	73	7	84	21	8	0	0	0	3,249	601	16	3
AVERAGE YEARS	13.6	11.3	11.4	10.4	12.4	9.5	12.4	8.9	9.2	6.0	0	0	13.3	10.9	24.3	25.7

BARGAINING UNIT AVERAGE YEARS 12.8

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	13	26	4	11	4	1	1	2	0	0	0	0	22	40	0	0
06 -10 YEARS	31	57	10	51	1	0	2	3	0	1	0	0	44	112	1	1
11 - 15 YEARS	24	62	24	107	1	1	3	6	2	2	0	0	54	178	0	1
16 - 20 YEARS	2	9	2	8	0	0	0	1	0	0	0	0	4	18	0	0
21 - 25 YEARS	2	7	0	9	0	0	0	3	0	0	0	0	2	19	0	0
26 - 30 YEARS	2	7	2	11	0	1	0	1	0	0	0	0	4	20	1	2
31 - 35 YEARS	0	0	0	1	0	1	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	1	4	0	6	1	0	0	0	0	0	0	0	2	10	0	0
MORE THAN 40 YEARS	0	2	1	1	0	0	0	0	0	0	0	0	1	3	1	1
BARGAINING UNIT TOTAL	75	174	43	205	7	4	6	16	2	3	0	0	133	402	3	5
MORE THAN 10 YEARS	31	91	29	143	2	3	3	11	2	2	0	0	67	250	2	4
AVERAGE YEARS	10.2	12.0	12.3	13.7	10.6	19.5	9.7	13.9	14.0	10.7	0	0	10.9	13.0	26.3	23.8

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 includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	301	201	7	9	2	0	3	7	4	10	0	0	317	227	0	0
06 -10 YEARS	151	135	3	3	0	0	1	0	4	4	0	0	159	142	0	0
11 - 15 YEARS	264	130	7	7	0	1	3	3	9	5	0	0	283	146	0	1
16 - 20 YEARS	180	79	2	3	1	0	3	2	5	10	0	0	191	94	0	1
21 - 25 YEARS	138	80	6	4	0	0	6	0	8	3	0	0	158	87	0	0
26 - 30 YEARS	138	53	5	4	1	1	1	0	5	3	0	0	150	61	4	0
31 - 35 YEARS	28	10	3	2	0	1	0	0	1	0	0	0	32	13	0	1
36 - 40 YEARS	28	3	2	0	1	0	1	0	2	0	0	0	34	3	1	0
MORE THAN 40 YEARS	7	0	1	0	0	0	0	0	2	0	0	0	10	0	1	0
BARGAINING UNIT TOTAL	1,235	691	36	32	5	3	18	12	40	35	0	0	1,334	773	6	3
MORE THAN 10 YEARS	783	355	26	20	3	3	14	5	32	21	0	0	858	404	6	3
AVERAGE YEARS	14.4	12.1	18.3	13.9	17.6	24.7	17.4	7.6	19.3	12.3	0	0	14.7	12.2	32.2	21.0

BARGAINING UNIT AVERAGE YEARS 13.7

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	128	70	7	7	1	1	1	3	0	1	0	0	137	82	0	0
06 -10 YEARS	78	47	5	2	0	0	0	1	0	0	0	0	83	50	0	0
11 - 15 YEARS	105	40	0	2	2	0	4	0	4	2	0	0	115	44	0	0
16 - 20 YEARS	98	18	2	0	2	0	1	0	2	1	0	0	105	19	0	0
21 - 25 YEARS	54	13	3	2	1	0	2	0	1	1	0	0	61	16	3	1
26 - 30 YEARS	83	10	5	4	0	0	2	0	2	1	0	0	92	15	3	0
31 - 35 YEARS	11	2	5	3	0	0	0	0	0	0	0	0	16	5	0	0
36 - 40 YEARS	5	4	0	1	0	0	2	0	0	0	0	0	7	5	2	1
MORE THAN 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	0	0
BARGAINING UNIT TOTAL	568	206	27	21	6	1	12	4	9	6	0	0	622	238	8	2
MORE THAN 10 YEARS	362	89	15	12	5	0	11	0	9	5	0	0	402	106	8	2
AVERAGE YEARS	14.7	10.8	16.7	16.9	13.0	0	20.1	2.5	18.4	16.2	0	0	14.9	11.3	29.0	31.0

BARGAINING UNIT AVERAGE YEARS 13.9

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	388	34	15	0	5	0	12	0	3	1	0	0	423	35	0	0
06 -10 YEARS	60	3	3	0	0	0	1	0	1	0	0	0	65	3	0	0
11 - 15 YEARS	66	8	2	1	0	0	1	0	0	0	0	0	69	9	0	0
16 - 20 YEARS	384	29	12	4	5	0	8	0	2	0	0	0	411	33	0	0
21 - 25 YEARS	215	36	23	0	11	0	8	0	1	0	0	0	258	36	2	0
26 - 30 YEARS	132	19	23	1	5	0	9	1	1	1	0	0	170	22	0	0
31 - 35 YEARS	16	1	5	0	0	0	0	0	0	0	0	0	21	1	0	0
36 - 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,263	131	84	7	26	0	39	1	8	2	0	0	1,420	141	2	0
MORE THAN 10 YEARS	815	94	66	7	21	0	26	1	4	1	0	0	932	103	2	0
AVERAGE YEARS	14.2	16.4	19.3	21.6	18.6	0	15.9	26.0	12.6	14.5	0	0	14.6	16.7	22.5	0

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 includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	147	259	88	131	1	1	10	7	4	4	0	0	250	402	0	0
06 -10 YEARS	46	102	25	41	0	3	2	2	1	1	0	0	74	149	0	0
11 - 15 YEARS	53	89	18	52	0	0	5	4	1	2	0	0	77	147	0	0
16 - 20 YEARS	26	53	7	17	1	0	2	0	0	3	0	0	36	73	1	0
21 - 25 YEARS	16	26	4	17	0	0	0	1	0	0	0	0	20	44	0	1
26 - 30 YEARS	10	16	6	9	0	0	0	2	0	2	0	0	16	29	0	0
31 - 35 YEARS	4	5	1	5	0	0	0	1	0	0	0	0	5	11	0	0
36 - 40 YEARS	5	2	4	3	0	0	0	1	0	0	0	0	9	6	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	307	552	153	276	2	4	19	18	6	12	0	0	487	862	1	1
MORE THAN 10 YEARS	114	191	40	104	1	0	7	9	1	7	0	0	163	311	1	1
AVERAGE YEARS	9.2	8.6	7.8	9.4	10.5	6.0	6.7	12.9	5.7	12.6	0	0	8.7	9.0	20.0	22.0

BARGAINING UNIT AVERAGE YEARS 8.9

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	735	2,183	211	923	8	24	29	87	8	31	0	0	991	3,248	3	4
06 -10 YEARS	378	1,239	126	686	2	9	18	54	10	14	0	0	534	2,002	0	4
11 - 15 YEARS	193	490	50	282	1	2	8	24	4	3	0	0	256	801	2	4
16 - 20 YEARS	325	419	64	374	5	6	12	45	3	11	0	0	409	855	5	2
21 - 25 YEARS	202	246	38	118	0	2	5	24	1	9	0	0	246	399	5	8
26 - 30 YEARS	98	161	24	118	2	1	6	16	2	1	0	0	132	297	8	11
31 - 35 YEARS	35	50	9	55	0	1	1	1	1	3	0	0	46	110	2	5
36 - 40 YEARS	28	40	8	31	1	1	1	0	0	0	0	0	38	72	2	1
MORE THAN 40 YEARS	6	6	2	11	0	0	0	1	1	0	0	0	9	18	4	2
BARGAINING UNIT TOTAL	2,000	4,834	532	2,598	19	46	80	252	30	72	0	0	2,661	7,802	31	41
MORE THAN 10 YEARS	887	1,412	195	989	9	13	33	111	12	27	0	0	1,136	2,552	28	33
AVERAGE YEARS	11.5	8.8	10.5	10.7	12.7	9.3	11.0	11.4	11.8	10.5	0	0	11.3	9.6	25.1	22.0

BARGAINING UNIT AVERAGE YEARS **10.0**

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

Source: **Michigan Civil Service Commission HWF20**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	395	1,623	74	414	5	18	18	89	9	16	0	1	501	2,161	0	2
06 -10 YEARS	96	556	22	126	0	6	2	36	0	3	0	0	120	727	1	1
11 - 15 YEARS	66	535	17	93	0	4	4	20	1	3	0	0	88	655	0	5
16 - 20 YEARS	64	509	10	134	1	14	4	21	0	7	0	0	79	685	0	4
21 - 25 YEARS	20	217	5	54	0	3	2	11	0	0	0	0	27	285	2	19
26 - 30 YEARS	31	271	9	109	0	7	3	20	2	6	0	0	45	413	8	29
31 - 35 YEARS	6	103	4	36	0	1	1	5	0	0	0	0	11	145	1	11
36 - 40 YEARS	8	159	0	51	0	0	1	9	0	1	0	0	9	220	1	11
MORE THAN 40 YEARS	3	32	0	6	0	0	0	0	0	1	0	0	3	39	1	3
BARGAINING UNIT TOTAL	689	4,005	141	1,023	6	53	35	211	12	37	0	1	883	5,330	14	85
MORE THAN 10 YEARS	198	1,826	45	483	1	29	15	86	3	18	0	0	262	2,442	13	82
AVERAGE YEARS	7.7	11.7	8.3	12.7	4.5	12.5	10.5	11.4	6.3	12.6	0	5.0	7.9	11.9	27.9	27.0

BARGAINING UNIT AVERAGE YEARS 11.3

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	749	617	54	101	2	2	26	19	56	69	0	1	887	809	1	0
06 -10 YEARS	334	460	35	79	2	2	3	13	26	36	0	0	400	590	0	2
11 - 15 YEARS	219	372	24	89	0	2	5	13	28	18	0	0	276	494	1	1
16 - 20 YEARS	304	349	21	75	0	3	9	17	11	9	0	0	345	453	6	2
21 - 25 YEARS	109	156	14	34	2	3	4	4	6	6	0	0	135	203	5	8
26 - 30 YEARS	114	196	30	65	0	1	7	25	7	5	0	0	158	292	6	16
31 - 35 YEARS	28	71	6	19	0	1	2	5	2	3	0	0	38	99	5	2
36 - 40 YEARS	46	115	12	20	0	2	2	3	0	1	0	0	60	141	4	8
MORE THAN 40 YEARS	17	25	2	4	0	0	1	3	0	0	0	0	20	32	1	0
BARGAINING UNIT TOTAL	1,920	2,361	198	486	6	16	59	102	136	147	0	1	2,319	3,113	29	39
MORE THAN 10 YEARS	837	1,284	109	306	2	12	30	70	54	42	0	0	1,032	1,714	28	37
AVERAGE YEARS	11.2	14.0	15.2	15.4	11.8	19.0	13.5	17.9	9.1	8.3	0	0	11.5	14.1	25.8	27.2

BARGAINING UNIT AVERAGE YEARS 13.0

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	162	202	21	66	1	2	1	4	8	10	0	1	193	285	0	0
06 -10 YEARS	264	259	42	77	3	1	9	9	6	11	0	0	324	357	2	0
11 - 15 YEARS	303	348	33	97	6	2	8	12	11	9	0	0	361	468	1	1
16 - 20 YEARS	498	326	43	154	10	2	9	11	10	4	0	0	570	497	0	1
21 - 25 YEARS	359	202	37	74	8	7	8	9	3	5	0	0	415	297	3	4
26 - 30 YEARS	396	215	45	97	13	5	19	12	3	4	0	0	476	333	16	12
31 - 35 YEARS	71	66	17	32	2	2	2	0	3	0	0	0	95	100	6	4
36 - 40 YEARS	86	75	18	37	1	0	5	4	1	0	0	0	111	116	8	8
MORE THAN 40 YEARS	25	19	4	8	0	0	0	0	1	0	0	0	30	27	4	2
BARGAINING UNIT TOTAL	2,164	1,712	260	642	44	21	61	61	46	43	0	1	2,575	2,480	40	32
MORE THAN 10 YEARS	1,738	1,251	197	499	40	18	51	48	32	22	0	0	2,058	1,838	38	32
AVERAGE YEARS	19.1	17.1	19.6	18.6	21.0	21.0	21.3	18.4	16.0	12.1	0	1.0	19.1	17.5	30.7	29.9

BARGAINING UNIT AVERAGE YEARS 18.3

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	97	94	11	11	0	1	2	2	8	6	0	0	118	114	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	97	94	11	11	0	1	2	2	8	6	0	0	118	114	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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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	140	111	4	8	1	0	4	4	7	3	0	0	156	126	0	0
06 -10 YEARS	85	80	4	7	1	1	1	5	2	2	0	0	93	95	1	0
11 - 15 YEARS	126	145	13	9	0	0	2	1	3	7	0	0	144	162	1	0
16 - 20 YEARS	184	128	12	19	0	0	2	3	3	2	0	0	201	152	0	0
21 - 25 YEARS	171	110	14	17	2	2	4	3	1	1	0	0	192	133	2	3
26 - 30 YEARS	174	145	32	34	3	1	1	3	5	3	0	0	215	186	4	7
31 - 35 YEARS	46	44	6	12	2	1	4	0	1	3	0	0	59	60	3	3
36 - 40 YEARS	61	43	15	21	1	0	1	1	1	0	0	0	79	65	7	2
MORE THAN 40 YEARS	19	13	3	4	0	0	1	1	0	0	0	0	23	18	2	0
BARGAINING UNIT TOTAL	1,006	819	103	131	10	5	20	21	23	21	0	0	1,162	997	20	15
MORE THAN 10 YEARS	781	628	95	116	8	4	15	12	14	16	0	0	913	776	19	15
AVERAGE YEARS	19.2	18.7	24.5	24.4	24.2	22.6	20.2	16.5	15.1	16.7	0	0	19.7	19.4	31.8	29.5

BARGAINING UNIT AVERAGE YEARS **19.5**

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Source: **Michigan Civil Service Commission HWF20**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

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	114	297	14	29	0	2	7	9	0	4	0	0	135	341	0	0
06 -10 YEARS	29	145	1	21	0	0	0	4	0	1	0	0	30	171	0	1
11 - 15 YEARS	21	139	5	18	0	1	1	7	0	0	0	0	27	165	0	0
16 - 20 YEARS	28	173	4	25	0	3	1	2	1	4	0	0	34	207	0	1
21 - 25 YEARS	10	50	4	22	0	2	1	2	1	2	0	0	16	78	1	2
26 - 30 YEARS	19	115	6	32	0	1	2	13	0	1	0	0	27	162	2	5
31 - 35 YEARS	7	29	3	9	0	0	0	6	0	0	0	0	10	44	2	0
36 - 40 YEARS	8	60	1	16	0	1	0	2	0	0	0	0	9	79	0	8
MORE THAN 40 YEARS	1	22	1	4	0	0	0	0	0	0	0	0	2	26	0	2
BARGAINING UNIT TOTAL	237	1,030	39	176	0	10	12	45	2	12	0	0	290	1,273	5	19
MORE THAN 10 YEARS	94	588	24	126	0	8	5	32	2	7	0	0	125	761	5	18
AVERAGE YEARS	11.0	14.9	15.6	19.2	0	18.0	10.1	19.2	20.5	13.1	0	0	11.6	15.6	28.6	31.6

BARGAINING UNIT AVERAGE YEARS 14.9

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END DATE: March 26, 2016

BARGAINING UNIT STATEWIDE TOTAL	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	5,737	6,146	783	1,895	89	65	187	256	121	157	1	3	6,918	8,522	5	7
06 -10 YEARS	2,300	3,208	377	1,172	38	25	71	130	54	75	0	0	2,840	4,610	6	9
11 - 15 YEARS	2,296	2,504	285	832	33	16	63	98	65	51	0	0	2,742	3,501	6	13
16 - 20 YEARS	3,681	2,345	334	911	59	34	107	112	41	51	0	0	4,222	3,453	16	11
21 - 25 YEARS	2,122	1,246	205	390	47	21	60	62	25	27	0	0	2,459	1,746	31	48
26 - 30 YEARS	1,828	1,260	263	521	43	19	75	96	32	27	0	0	2,241	1,923	69	87
31 - 35 YEARS	325	386	74	178	4	8	12	18	9	9	0	0	424	599	25	26
36 - 40 YEARS	322	509	67	191	5	4	16	20	4	2	0	0	414	726	25	40
MORE THAN 40 YEARS	97	121	15	39	0	0	3	5	4	1	0	0	119	166	14	10
STATEWIDE TOTAL	18,708	17,725	2,403	6,129	318	192	594	797	355	400	1	3	22,379	25,246	197	251
MORE THAN 10 YEARS	10,671	8,371	1,243	3,062	191	102	336	411	180	168	0	0	12,621	12,114	186	235
AVERAGE YEARS	13.4	12.1	13.3	12.9	14.3	13.4	13.9	13.2	12.1	10.6	0	2.0	13.4	12.3	27.6	26.8

BARGAINING UNIT AVERAGE YEARS **12.8**

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Source: **Michigan Civil Service Commission HWF20**

Table 5-3

STATE OF MICHIGAN

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay End Date: March 26, 2016

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	1,324	2.8 %	43.95	$25.55	852	64.4 %
A31 - LABOR AND TRADES	2,062	4.3 %	49.05	$22.56	1,284	62.3 %
C12 - SECURITY	6,710	14.1 %	42.81	$23.58	4,664	69.5 %
E42 - HUMAN SERVICES SUPPORT	535	1.1 %	49.66	$25.14	486	90.8 %
H21 - SCIENTIFIC & ENGINEERING	2,107	4.4 %	45.30	$33.81	1,575	74.8 %
L32 - TECHNICAL	860	1.8 %	45.69	$25.26	636	74.0 %
T01 - STATE POLICE ENLISTED	1,561	3.3 %	40.80	$32.41	1,155	74.0 %
U11 - INSTITUTIONAL	1,349	2.8 %	44.58	$20.92	683	50.6 %
W22 - HUMAN SERVICES	10,463	22.0 %	43.58	$27.28	5,933	56.7 %
W41 - ADMINISTRATIVE SUPPORT	6,213	13.0 %	45.63	$20.97	3,480	56.0 %
Y23 - BUSINESS & ADMINISTRATION	5,432	11.4 %	46.15	$32.29	3,699	68.1 %
Y51 - SUPERVISORY	5,055	10.6 %	48.99	$34.89	4,571	90.4 %
Y52 - NONCAREER	232	0.5 %	25.87	$14.02	0	0.0 %
Y98 - MANAGERIAL	2,159	4.5 %	51.14	$50.74	1,883	87.2 %
Y99 - CONFIDENTIAL	1,563	3.3 %	47.49	$28.90	1,079	69.0 %
STATEWIDE TOTAL	**47,625**	**100.0 %**	**45.4**	**$28.33**	**31,980**	**67.1 %**

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

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: March 26, 2016

		Health Insurance								Dental Insurance					
Bargaining Unit Code/Name	Total Employees Enrolled	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	
A02 SAFETY & REGULATORY	1,312	688	52 %	460	35 %	21	2 %	0	0 %	1,191	91 %	15	1 %	3	0 %
A31 LABOR AND TRADES	1,867	853	46 %	811	43 %	15	1 %	0	0 %	1,714	92 %	12	1 %	6	0 %
C12 SECURITY	6,710	3,601	54 %	2,528	38 %	36	1 %	0	0 %	6,175	92 %	133	2 %	16	0 %
E42 HUMAN SERVICES SUPPORT	535	251	47 %	245	46 %	4	1 %	0	0 %	488	91 %	22	4 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,097	791	38 %	1,104	53 %	10	0 %	0	0 %	1,930	92 %	25	1 %	5	0 %
L32 TECHNICAL	850	365	43 %	419	49 %	12	1 %	0	0 %	783	92 %	22	3 %	2	0 %
T01 STATE POLICE ENLISTED	1,561	184	12 %	39	2 %	2	0 %	1,297	83 %	1,532	98 %	3	0 %	4	0 %
U11 INSTITUTIONAL	1,340	612	46 %	600	45 %	4	0 %	0	0 %	1,209	90 %	33	2 %	1	0 %
W22 HUMAN SERVICES	10,417	4,155	40 %	5,348	51 %	87	1 %	0	0 %	9,495	91 %	322	3 %	24	0 %
W41 ADMINISTRATIVE SUPPORT	5,657	1,706	30 %	3,304	58 %	71	1 %	0	0 %	5,037	89 %	195	3 %	14	0 %
Y23 BUSINESS & ADMINISTRATIO	5,429	1,612	30 %	3,216	59 %	80	1 %	0	0 %	4,909	90 %	120	2 %	17	0 %
Y50 PENDING UNIT ASSIGNMENT	2	0	0 %	2	100 %	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,055	2,295	45 %	2,401	47 %	33	1 %	0	0 %	4,728	94 %	86	2 %	10	0 %
Y52 NONCAREER	1	1	100 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,159	857	40 %	1,121	52 %	19	1 %	0	0 %	2,021	94 %	24	1 %	5	0 %
Y99 CONFIDENTIAL	1,539	444	29 %	929	60 %	11	1 %	0	0 %	1,394	91 %	30	2 %	3	0 %
STATEWIDE TOTALS:	**46,531**	**18,415**	**40 %**	**22,527**	**48 %**	**405**	**1 %**	**1,297**	**3 %**	**42,609**	**92 %**	**1,042**	**2 %**	**112**	**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

Table 5-4

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: March 26, 2016

			Vision Insurance		Disability Insurance				Life Insurance					
Bargaining Unit Code/Name		Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02	SAFETY & REGULATORY	1,312	1,220	93 %	1,137	87 %	62	5 %	1,249	95 %	59	4 %	59	4 %
A31	LABOR AND TRADES	1,867	1,741	93 %	1,574	84 %	2	0 %	1,809	97 %	49	3 %	5	0 %
C12	SECURITY	6,710	6,335	94 %	5,993	89 %	0	0 %	6,489	97 %	195	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	535	515	96 %	462	86 %	0	0 %	514	96 %	20	4 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,097	1,976	94 %	1,777	85 %	32	2 %	1,960	93 %	133	6 %	11	1 %
L32	TECHNICAL	850	812	96 %	710	84 %	12	1 %	800	94 %	47	6 %	9	1 %
T01	STATE POLICE ENLISTED	1,561	1,532	98 %	2,086	134 %	961	62 %	1,522	98 %	33	2 %	932	60 %
U11	INSTITUTIONAL	1,340	1,244	93 %	1,173	88 %	3	0 %	1,277	95 %	61	5 %	0	0 %
W22	HUMAN SERVICES	10,417	9,860	95 %	8,785	84 %	0	0 %	9,864	95 %	537	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,657	5,262	93 %	4,698	83 %	97	2 %	5,327	94 %	308	5 %	71	1 %
Y23	BUSINESS & ADMINISTRATION	5,429	5,078	94 %	4,377	81 %	79	1 %	5,112	94 %	311	6 %	51	1 %
Y50	PENDING UNIT ASSIGNMENT	2	2	100 %	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,055	4,832	96 %	4,776	94 %	147	3 %	4,897	97 %	151	3 %	113	2 %
Y52	NONCAREER	1	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	2,159	2,055	95 %	1,948	90 %	79	4 %	2,072	96 %	83	4 %	95	4 %
Y99	CONFIDENTIAL	1,539	1,436	93 %	1,317	86 %	15	1 %	1,445	94 %	90	6 %	8	1 %
STATEWIDE TOTALS:		**46,531**	**43,901**	**94 %**	**40,815**	**88 %**	**1,489**	**3 %**	**44,340**	**95 %**	**2,077**	**4 %**	**1,354**	**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: March 26, 2016
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	424	21	14	0	0	219	10	0	0	1	51	316
ATTORNEY GENERAL	11	480	30	1	0	0	0	0	0	0	0	82	113
AUDITOR GENERAL	03	154	0	2	0	0	0	0	0	0	0	0	2
CIVIL RIGHTS	15	93	0	0	0	0	0	0	0	0	35	17	52
CIVIL SERVICE COMMISSION	19	431	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	47	12,730	8	528	6,521	0	7	94	0	218	2,454	948	10,778
EDUCATION	31	519	0	2	0	3	0	3	0	18	173	70	269
ENVIRONMENTAL QUALITY	76	1,120	7	1	0	0	688	47	0	0	0	121	864
EXECUTIVE OFFICE	01	54	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	65	312	0	0	0	0	0	0	0	0	0	36	36
LICENSING AND REGULATORY AFF	64	1,931	254	10	0	0	113	2	0	5	292	460	1,136
MDHHS - COMMUNITY HEALTH	39	3,133	35	71	189	0	105	37	0	758	394	399	1,988
MDHHS - HUMAN SERVICES	43	10,751	190	32	0	46	2	2	0	67	7,005	1,215	8,559
MILITARY & VETERAN AFFAIRS	51	762	27	171	0	0	28	9	0	270	29	64	598
NATURAL RESOURCES	75	1,786	498	170	0	0	258	147	0	6	56	172	1,307
STATE	23	1,556	13	17	0	0	0	1	0	0	0	1,056	1,087
STATE POLICE	55	2,729	154	12	0	0	115	37	1,561	7	0	261	2,147
TALENT & ECONOMIC DEVELOPMENT	18	1,269	23	17	0	486	14	7	0	0	16	125	688
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,944	0	265	0	0	33	63	0	0	4	312	677
TRANSPORTATION	59	2,769	58	738	0	0	523	400	0	0	4	252	1,975
TREASURY	27	1,680	6	11	0	0	2	1	0	0	0	572	592
Grand Total:		**47,627**	**1,324**	**2,062**	**6,710**	**535**	**2,107**	**860**	**1,561**	**1,349**	**10,463**	**6,213**	**33,184**

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

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
From Pay End Date: March 26, 2016

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	424	28	9	17	10	0	44	108
ATTORNEY GENERAL	11	480	25	52	280	0	0	10	367
AUDITOR GENERAL	03	154	0	81	34	4	0	33	152
CIVIL RIGHTS	15	93	3	17	10	1	0	10	41
CIVIL SERVICE COMMISSION	19	431	1	363	54	0	0	13	431
CORRECTIONS	47	12,730	215	121	166	2	0	1,448	1,952
EDUCATION	31	519	144	24	39	0	0	43	250
ENVIRONMENTAL QUALITY	76	1,120	58	16	61	18	0	103	256
EXECUTIVE OFFICE	01	54	0	53	1	0	0	0	54
INSURANCE AND FINANCIAL SERV	65	312	160	16	21	8	0	71	276
LICENSING AND REGULATORY AFF	64	1,931	419	68	143	25	0	140	795
MDHHS - COMMUNITY HEALTH	39	3,133	508	76	195	2	2	362	1,145
MDHHS - HUMAN SERVICES	43	10,751	603	192	201	0	0	1,196	2,192
MILITARY & VETERAN AFFAIRS	51	762	36	9	28	0	0	91	164
NATURAL RESOURCES	75	1,786	109	23	88	21	0	238	479
STATE	23	1,556	130	52	51	9	0	227	469
STATE POLICE	55	2,729	188	38	135	1	0	220	582
TALENT & ECONOMIC DEVELOPMENT	18	1,269	345	36	118	11	0	71	581
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,944	1,535	161	253	94	0	224	2,267
TRANSPORTATION	59	2,769	237	101	109	8	0	339	794
TREASURY	27	1,680	688	55	155	18	0	172	1,088
Grand Total:		**47,627**	**5,432**	**1,563**	**2,159**	**232**	**2**	**5,055**	**14,443**

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

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment or limited term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

Civil Service Positions - Positions as defined in the classified service.

Classified Employees - Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

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)

Fiscal Year - October 1 of a given year through September 30 of the next year. (Before fiscal year 1975-76, the fiscal year was July 1 to 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.

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.

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.

Noncareer Employees - Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Permanent-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.

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.

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, exempt, or excepted.

Unclassified Employees - Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion

from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

A Michigan State Employees Association (MSEA)

C Michigan Corrections Organization (MCO)

E Michigan Public Employees (MPE), SEIU Local 517M

H Michigan Public Employees (MPE), SEIU Local 517M

L Michigan Public Employees (MPE), SEIU Local 517M

T Michigan State Police Troopers Association (MSPTA)

U American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)

W United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)

Y No Exclusive Employee Organization Representation

Z Unclassified - No Exclusive Employee Organization

Unit Code	Unit
01	**State Police Enlisted Unit** This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
02	**Safety and Regulatory Unit** Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
11	**Institutional Unit** This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
12	**Security Unit** The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
21	**Scientific and Engineering Unit** Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
22	**Human Services Unit** Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

23 **Business and Administrative Unit**

Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

31 **Labor and Trades Unit**

Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.

32 **Technical Unit**

Employees in this unit provide support services in the area of science and engineering.

41 **Administrative Support Unit**

This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.

42 **Human Services Support Unit**

This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.

50 **Pending Unit Assignment**

Employees in positions in classifications that are pending unit assignment.

51 **Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 **Noncareer**

Employees in noncareer classes that are ineligible for collective bargaining.

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.