

# **ANNUAL WORKFORCE REPORT**

**Third 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**  
**Third Quarter FY 2015-16**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	44.8
Average Annual Salary <sup>1</sup> .....	\$57,817
Average Years of Service .....	12.3

**WORK FORCE CHARACTERISTICS**

Females .....	47.4%
Males .....	52.6%
Eligible for Longevity .....	64.5%
Less than Six Years of Service .....	34.6%
Six to Ten Years of Service .....	15.6%
Over Ten Years of Service .....	49.8%
Exclusively Represented for Collective Bargaining .....	70.6%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian or Alaskan Native .....	1.0%
Asian or Pacific Islander .....	1.6%
Black .....	17.5%
Hispanic .....	2.9%
White .....	76.9%
Not Disclosed .....	0.1%

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

# TABLE OF CONTENTS

**STATISTICAL HIGHLIGHTS..... i**

**TABLE OF CONTENTS ..... ii**

## **SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE**

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

## **SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

Table 2-1 - Average Age, Average Pay Rate, and Longevity Analysis by Department..... 2-1  
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department ..... 2-2  
Table 2-10- Age Distribution for Classified Employees by Department and Statewide ..... 2-4  
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2012-13 through Third Quarter 2016 ..... 2-5  
Table 2-11 - Active Classified Employees by Work County ..... 2-6

## **SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW**

Graph 3-1 - Average Years of Service by Department ..... 3-1  
Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis..... 3-2  
Table 3-2 - Statewide Separations by Reason, Third Quarter 2016 ..... 3-24  
Table 3-3 - New Hires, Returns and Separations by Department ..... 3-25

## **SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING**

## **SECTION FIVE - BARGAINING UNIT CHARACTERISTICS**

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

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

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

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

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

**GLOSSARY**

Glossary ..... G-1

## SECTION ONE

---

# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: June 18, 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 DVLPMT	7901	388.0	0.0	4.0	8.0	0.0	24.0	0.0	424.0	0.0	424.0
<b>AGRICULTURE AND RURAL DVLPMT</b>		<b>388.0</b>	<b>0.0</b>	<b>4.0</b>	<b>8.0</b>	<b>0.0</b>	<b>24.0</b>	<b>0.0</b>	<b>424.00</b>	<b>0.0</b>	<b>424.0</b>
ATY GNRL CENTRAL OFFICE	1101	445.0	1.0	0.0	21.0	0.0	0.0	0.0	467.0	0.0	467.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
<b>ATTORNEY GENERAL</b>		<b>456.0</b>	<b>1.0</b>	<b>0.0</b>	<b>22.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>479.00</b>	<b>0.0</b>	<b>479.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	123.0	0.0	10.0	21.0	0.0	7.0	0.0	161.0	0.0	161.0
<b>AUDITOR GENERAL</b>		<b>123.0</b>	<b>0.0</b>	<b>10.0</b>	<b>21.0</b>	<b>0.0</b>	<b>7.0</b>	<b>0.0</b>	<b>161.00</b>	<b>0.0</b>	<b>161.0</b>
CIV RGHT CENTRAL OFFICE	1501	88.0	0.0	0.0	3.0	0.0	1.0	0.0	92.0	0.0	92.0
<b>CIVIL RIGHTS</b>		<b>88.0</b>	<b>0.0</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>92.00</b>	<b>0.0</b>	<b>92.0</b>
CIVIL SERVICE COMMISSION	1901	402.0	1.0	3.0	12.0	0.0	17.0	0.0	435.0	0.0	435.0
<b>CIVIL SERVICE COMMISSION</b>		<b>402.0</b>	<b>1.0</b>	<b>3.0</b>	<b>12.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>435.00</b>	<b>0.0</b>	<b>435.0</b>
DETROIT DETENTION CENTER	4754	57.0	0.0	0.0	0.0	0.0	0.0	1.0	58.0	0.0	58.0
DETROIT REENTRY CENTER	4764	235.0	0.0	0.0	1.0	0.0	0.0	2.0	238.0	0.0	238.0
DOC-ADRIAN/GUS HARRISON FAC	4729	492.0	0.0	1.0	1.0	0.0	0.0	3.0	497.0	0.0	497.0
DOC-ALGER MAX SECURITY CORRECT	4735	259.0	0.0	0.0	1.0	0.0	0.0	0.0	260.0	0.0	260.0
DOC-BARAGA FACILITY	4740	285.0	0.0	1.0	1.0	0.0	2.0	0.0	289.0	0.0	289.0
DOC-BELLAMY CREEK FACILITY	4748	405.0	0.0	0.0	1.0	0.0	0.0	2.0	408.0	0.0	408.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	468.0	0.0	0.0	0.0	0.0	0.0	0.0	468.0	0.0	468.0
DOC-CARSON CITY FAC/CARSON CIT	4731	417.0	0.0	0.0	1.0	0.0	1.0	1.0	420.0	0.0	420.0
DOC-CENTRAL MICHIGAN FACILITY	4744	399.0	0.0	0.0	1.0	0.0	1.0	1.0	402.0	0.0	402.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	458.0	1.0	0.0	1.0	0.0	1.0	1.0	462.0	0.0	462.0
DOC-COOPER STREET FACILITY	4752	377.0	5.0	0.0	1.0	0.0	0.0	1.0	384.0	0.0	384.0
DOC-CORRECTN CENTRAL OFFICE	4702	509.0	0.0	0.0	16.0	0.0	44.0	1.0	570.0	0.0	570.0
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	567.0	0.0	0.0	1.0	0.0	0.0	0.0	568.0	0.0	568.0
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	807.0	1.0	0.0	2.0	0.0	0.0	3.0	813.0	0.0	813.0
DOC-HANDLON MI TRAINING UNT	4705	298.0	0.0	0.0	4.0	0.0	0.0	2.0	304.0	0.0	304.0
DOC-HURON VALLEY CORR COMPLEX	4715	549.0	3.0	0.0	1.0	0.0	0.0	0.0	553.0	0.0	553.0
DOC-IONIA MAXIMUM FACILITY	4724	277.0	0.0	0.0	1.0	0.0	0.0	1.0	279.0	0.0	279.0
DOC-JACKSON CENTRAL REGION	4750	106.0	0.0	0.0	1.0	0.0	0.0	1.0	108.0	0.0	108.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	286.0	0.0	0.0	1.0	0.0	0.0	0.0	287.0	0.0	287.0
DOC-LAKELAND MENS FACILITY	4718	284.0	0.0	0.0	1.0	0.0	0.0	1.0	286.0	0.0	286.0

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, or noncareer. For this report, the actual number of employees who job share are halved.

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: June 18, 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	318.0	1.0	0.0	1.0	0.0	0.0	3.0	323.0	0.0	323.0
DOC-MARQUETTE BRANCH PRISON	4706	336.0	1.0	0.0	1.0	0.0	0.0	0.0	338.0	0.0	338.0
DOC-MAXEY CORRECTIONAL	4749	303.0	0.0	0.0	1.0	0.0	0.0	2.0	306.0	0.0	306.0
DOC-MICHIGAN REFORMATORY	4707	300.0	0.0	0.0	1.0	0.0	1.0	7.0	309.0	0.0	309.0
DOC-MICHIGAN STATE INDUSTRIES	4709	53.0	0.0	0.0	1.0	0.0	1.0	0.0	55.0	0.0	55.0
DOC-MUSKEGON FACILITY	4704	215.0	0.0	0.0	1.0	0.0	0.0	0.0	216.0	0.0	216.0
DOC-NEWBERRY FACILITY	4743	204.0	0.0	2.0	1.0	0.0	1.0	1.0	209.0	0.0	209.0
DOC-OAKS FACILITY	4739	286.0	2.0	0.0	1.0	0.0	0.0	2.0	291.0	0.0	291.0
DOC-OJIBWAY FACILITY	4746	207.0	1.0	0.0	1.0	0.0	1.0	0.0	210.0	0.0	210.0
DOC-PARNALL FACILITY	4751	279.0	0.0	1.0	0.0	0.0	0.0	1.0	281.0	0.0	281.0
DOC-PUGSLEY FACILITY	4745	219.0	1.0	0.0	1.0	0.0	1.0	0.0	222.0	0.0	222.0
DOC-SAGINAW FACILITY	4742	289.0	1.0	0.0	1.0	0.0	2.0	1.0	294.0	0.0	294.0
DOC-ST. LOUIS FACILITY	4733	317.0	0.0	0.0	2.0	0.0	0.0	3.0	322.0	0.0	322.0
DOC-THUMB FACILITY	4725	311.0	0.0	0.0	0.0	0.0	0.0	0.0	311.0	0.0	311.0
NTHRN REGION ADMIN AND SUPPORT	4714	29.0	0.0	0.0	0.0	0.0	0.0	0.0	29.0	0.0	29.0
SOUTHERN REGION - IONIA	4711	34.0	0.0	0.0	0.0	0.0	0.0	0.0	34.0	0.0	34.0
<b>CORRECTIONS</b>		<b>12,416.0</b>	<b>23.0</b>	<b>7.0</b>	<b>53.0</b>	<b>0.0</b>	<b>56.0</b>	<b>41.0</b>	<b>12,596.00</b>	<b>0.0</b>	<b>12,596.0</b>
EDUCATION	3103	425.0	5.0	4.0	18.0	52.0	12.0	0.0	516.0	0.0	516.0
<b>EDUCATION</b>		<b>425.0</b>	<b>5.0</b>	<b>4.0</b>	<b>18.0</b>	<b>52.0</b>	<b>12.0</b>	<b>0.0</b>	<b>516.00</b>	<b>0.0</b>	<b>516.0</b>
DEQ-ENVIRONMENTAL QUALITY	7601	1,060.0	4.0	15.0	33.0	0.0	17.0	0.0	1,129.0	1.0	1,128.0
<b>ENVIRONMENTAL QUALITY</b>		<b>1,060.0</b>	<b>4.0</b>	<b>15.0</b>	<b>33.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>1,129.00</b>	<b>1.0</b>	<b>1,128.0</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	1.0	57.0	0.0	0.0	0.0	58.0	0.0	58.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>57.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>58.00</b>	<b>0.0</b>	<b>58.0</b>
DEPT OF INS AND FIN SERVICE	6501	279.0	2.0	0.0	19.0	0.0	9.0	0.0	309.0	0.0	309.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>279.0</b>	<b>2.0</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>9.0</b>	<b>0.0</b>	<b>309.00</b>	<b>0.0</b>	<b>309.0</b>
LICENSING AND REGULATORY AFF	6401	1,774.0	4.0	8.0	61.0	6.0	91.0	0.0	1,944.0	0.0	1,944.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>1,774.0</b>	<b>4.0</b>	<b>8.0</b>	<b>61.0</b>	<b>6.0</b>	<b>91.0</b>	<b>0.0</b>	<b>1,944.00</b>	<b>0.0</b>	<b>1,944.0</b>
MDHHS-CARO CENTER	3902	299.0	0.0	0.0	31.0	0.0	0.0	5.0	335.0	0.0	335.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,212.0	0.0	2.0	30.0	0.0	19.0	0.0	1,263.0	0.0	1,263.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	475.0	1.0	0.0	2.0	0.0	4.0	2.0	484.0	0.0	484.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	178.0	1.0	0.0	0.0	0.0	8.0	6.0	193.0	0.0	193.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	404.0	0.0	0.0	49.0	0.0	0.0	7.0	460.0	0.0	460.0
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

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

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: June 18, 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	37.0	0.0	0.0	3.0	0.0	0.0	0.0	40.0	0.0	40.0
MDHHS-WALTER P.REUTHER PSY HS	3945	327.0	0.0	0.0	2.0	0.0	0.0	6.0	335.0	0.0	335.0
<b>MDHHS - COMMUNITY HEALTH</b>		<b>2,958.0</b>	<b>2.0</b>	<b>2.0</b>	<b>118.0</b>	<b>0.0</b>	<b>31.0</b>	<b>26.0</b>	<b>3,137.00</b>	<b>0.0</b>	<b>3,137.0</b>
MDHHS-BERRIEN COUNTY	4322	139.0	0.0	0.0	1.0	5.0	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	2,606.0	0.0	1.0	49.0	24.0	0.0	0.0	2,680.0	0.0	2,680.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,717.0	0.0	7.0	67.0	31.0	20.0	1.0	2,843.0	0.0	2,843.0
MDHHS-GENESEE COUNTY	4302	426.0	0.0	0.0	19.0	0.0	0.0	0.0	445.0	0.0	445.0
MDHHS-INGHAM COUNTY	4312	247.0	0.0	0.0	8.0	1.0	1.0	0.0	257.0	0.0	257.0
MDHHS-INSTITUTIONS	4307	60.0	0.0	11.0	2.0	0.0	0.0	0.0	73.0	0.0	73.0
MDHHS-JACKSON COUNTY	4315	150.0	0.0	0.0	7.0	0.0	0.0	0.0	157.0	0.0	157.0
MDHHS-KALAMAZOO COUNTY	4314	256.0	0.0	0.0	3.0	0.0	0.0	0.0	259.0	0.0	259.0
MDHHS-KENT COUNTY	4303	437.0	0.0	0.0	1.0	8.0	0.0	1.0	447.0	0.0	447.0
MDHHS-MACOMB COUNTY	4304	441.0	0.0	0.0	0.0	0.0	0.0	0.0	441.0	4.5	436.5
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	214.0	0.0	0.0	0.0	0.0	0.0	0.0	214.0	0.0	214.0
MDHHS-OAKLAND COUNTY	4305	496.0	0.0	0.0	20.0	0.0	0.0	0.0	516.0	0.0	516.0
MDHHS-SAGINAW COUNTY	4313	176.0	0.0	0.0	5.0	0.0	0.0	0.0	181.0	0.0	181.0
MDHHS-WASHTENAW	4325	141.0	0.0	0.0	10.0	0.0	0.0	0.0	151.0	0.0	151.0
MDHHS-WAYNE COUNTY DSS	4306	83.0	0.0	0.0	0.0	0.0	0.0	0.0	83.0	0.0	83.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	569.0	0.0	0.0	0.0	0.0	0.0	0.0	569.0	0.0	569.0
MDHHS-WAYNE COUNTY ZONE 3	4318	419.0	0.0	0.0	1.0	0.0	0.0	0.0	420.0	0.0	420.0
MDHHS-WAYNE COUNTY ZONE 4	4319	412.0	0.0	0.0	0.0	0.0	0.0	0.0	412.0	0.0	412.0
MDHHS-WAYNE COUNTY ZONE L	4316	345.0	0.0	0.0	0.0	0.0	0.0	1.0	346.0	0.0	346.0
<b>MDHHS - HUMAN SERVICES</b>		<b>10,476.0</b>	<b>0.0</b>	<b>19.0</b>	<b>195.0</b>	<b>69.0</b>	<b>21.0</b>	<b>3.0</b>	<b>10,783.00</b>	<b>4.5</b>	<b>10,778.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	151.0	5.0	1.0	6.0	0.0	2.0	0.0	165.0	0.5	164.5
GRAND RAPIDS HOME FOR VETERANS	5102	209.0	12.0	19.0	1.0	1.0	7.0	2.0	251.0	0.0	251.0
MIL AFFR CENTRAL OFFICE	5101	272.0	0.0	8.0	25.0	24.0	24.0	0.0	353.0	0.0	353.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>632.0</b>	<b>17.0</b>	<b>28.0</b>	<b>32.0</b>	<b>25.0</b>	<b>33.0</b>	<b>2.0</b>	<b>769.00</b>	<b>0.5</b>	<b>768.5</b>
DNR-NATURAL RESOURCES	7501	1,358.0	2.0	49.0	29.0	268.0	1,620.0	1.0	3,327.0	0.0	3,327.0
<b>NATURAL RESOURCES</b>		<b>1,358.0</b>	<b>2.0</b>	<b>49.0</b>	<b>29.0</b>	<b>268.0</b>	<b>1,620.0</b>	<b>1.0</b>	<b>3,327.00</b>	<b>0.0</b>	<b>3,327.0</b>
DEPARTMENT OF STATE	2301	1,200.0	0.0	90.0	51.0	0.0	228.0	0.0	1,569.0	0.0	1,569.0
<b>STATE</b>		<b>1,200.0</b>	<b>0.0</b>	<b>90.0</b>	<b>51.0</b>	<b>0.0</b>	<b>228.0</b>	<b>0.0</b>	<b>1,569.00</b>	<b>0.0</b>	<b>1,569.0</b>
STATE POLICE	5501	2,744.0	11.0	6.0	59.0	0.0	7.0	4.0	2,831.0	0.0	2,831.0

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, or noncareer. For this report, the actual number of employees who job share are halved.

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: June 18, 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
<b>STATE POLICE</b>		<b>2,744.0</b>	<b>11.0</b>	<b>6.0</b>	<b>59.0</b>	<b>0.0</b>	<b>7.0</b>	<b>4.0</b>	<b>2,831.00</b>	<b>0.0</b>	<b>2,831.0</b>
TED - LANDBANK AUTHORITY	1802	5.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	5.0
TED - MSF - MEDC	1804	90.0	0.0	0.0	10.0	0.0	1.0	0.0	101.0	0.0	101.0
TED - MSHDA	1803	269.0	4.0	4.0	9.0	0.0	17.0	0.0	303.0	0.0	303.0
TED - TALENT INVESTMENT AGY	1801	769.0	2.0	0.0	67.0	0.0	4.0	0.0	842.0	0.0	842.0
<b>TALENT &amp; ECONOMIC DEVELOPMENT</b>		<b>1,133.0</b>	<b>6.0</b>	<b>4.0</b>	<b>86.0</b>	<b>0.0</b>	<b>22.0</b>	<b>0.0</b>	<b>1,251.00</b>	<b>0.0</b>	<b>1,251.0</b>
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,722.0	1.0	0.0	38.0	0.0	84.0	0.0	1,845.0	0.0	1,845.0
TECH, MGMT AND BUDGET - MB	0701	946.0	17.0	2.0	80.0	0.0	52.0	1.0	1,098.0	0.0	1,098.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,668.0</b>	<b>18.0</b>	<b>2.0</b>	<b>119.0</b>	<b>0.0</b>	<b>136.0</b>	<b>1.0</b>	<b>2,944.00</b>	<b>0.0</b>	<b>2,944.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	30.0	0.0	0.0	0.0	0.0	23.0	0.0	53.0	0.0	53.0
BRIDGE AUTHORITIES-MACKINAC	5902	35.0	0.0	25.0	20.0	0.0	4.0	0.0	84.0	0.0	84.0
TRANSPORTATION CENTRAL OFFICE	5901	2,331.0	4.0	17.0	74.0	17.0	302.0	5.0	2,750.0	1.5	2,748.5
<b>TRANSPORTATION</b>		<b>2,396.0</b>	<b>4.0</b>	<b>42.0</b>	<b>94.0</b>	<b>17.0</b>	<b>329.0</b>	<b>5.0</b>	<b>2,887.00</b>	<b>1.5</b>	<b>2,885.5</b>
BUREAU OF STATE LOTTERY	2795	169.0	0.0	0.0	2.0	0.0	31.0	0.0	202.0	0.0	202.0
GAMING CONTROL	2707	109.0	0.0	3.0	19.0	0.0	11.0	0.0	142.0	0.0	142.0
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	1,260.0	1.0	4.0	53.0	0.0	28.0	0.0	1,346.0	0.0	1,346.0
<b>TREASURY</b>		<b>1,541.0</b>	<b>1.0</b>	<b>7.0</b>	<b>74.0</b>	<b>0.0</b>	<b>70.0</b>	<b>0.0</b>	<b>1,693.00</b>	<b>0.0</b>	<b>1,693.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,517.0</b>	<b>101.0</b>	<b>301.0</b>	<b>1,164.0</b>	<b>437.0</b>	<b>2,731.0</b>	<b>83.0</b>	<b>49,334.0</b>	<b>7.5</b>	<b>49,326.5</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to 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 6/18/2016 (B)	FTE Positions 3/26/2016 (C)	Difference 6/18/2016 and 3/26/2016 (B-C)	Difference 6/18/2016 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>					
Regular	454.0	407.6	411.4	-3.8	-46.4
Overtime	0.0	2.3	0.3	2.0	2.3
Total	454.0	409.9	411.7	-1.7	-44.1
<b>ATTORNEY GENERAL</b>					
Regular	518.5	473.3	474.8	-1.5	-45.2
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	518.5	473.3	474.9	-1.5	-45.2
<b>AUDITOR GENERAL</b>					
Regular	0.0	157.8	152.0	5.8	157.8
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	157.8	152.0	5.8	157.8
<b>CIVIL RIGHTS</b>					
Regular	129.0	91.6	91.9	-0.3	-37.4
Overtime	0.0	0.0	0.0	0.0	0.0
Total	129.0	91.6	91.9	-0.3	-37.4
<b>CIVIL SERVICE COMMISSION</b>					
Regular	446.0	423.9	417.8	6.0	-22.1
Overtime	0.0	0.1	0.5	-0.5	0.1
Total	446.0	423.9	418.4	5.6	-22.1
<b>CORRECTIONS</b>					
Regular	14,174.3	12,621.7	12,752.2	-130.4	-1,552.6
Overtime	0.0	746.0	595.2	150.8	746.0
Total	14,174.3	13,367.8	13,347.4	20.4	-806.5

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2016 Appropriated (A)	FTE Positions 6/18/2016 (B)	FTE Positions 3/26/2016 (C)	Difference 6/18/2016 and 3/26/2016 (B-C)	Difference 6/18/2016 and Appropriated (B-A)
<b>EDUCATION</b>					
Regular	588.5	506.5	509.3	-2.8	-82.0
Overtime	0.0	0.3	0.9	-0.6	0.3
Total	588.5	506.9	510.2	-3.4	-81.6
<b>ENVIRONMENTAL QUALITY</b>					
Regular	1,218.0	1,103.7	1,099.7	4.0	-114.3
Overtime	0.0	10.9	21.5	-10.7	10.9
Total	1,218.0	1,114.6	1,121.3	-6.7	-103.4
<b>EXECUTIVE OFFICE</b>					
Regular	74.2	57.4	52.9	4.5	-16.9
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	57.4	52.9	4.5	-16.9
<b>INSURANCE AND FINANCIAL SERV</b>					
Regular	337.0	302.4	303.8	-1.4	-34.6
Overtime	0.0	0.6	0.0	0.6	0.6
Total	337.0	303.0	303.8	-0.8	-34.0
<b>LICENSING AND REGULATORY AFF</b>					
Regular	2,163.3	1,893.5	1,874.1	19.4	-269.8
Overtime	0.0	2.9	3.8	-0.9	2.9
Total	2,163.3	1,896.4	1,877.9	18.5	-266.9
<b>MDHHS - COMMUNITY HEALTH</b>					
Regular	3,932.6	3,097.9	3,117.6	-19.7	-834.7
Overtime	0.0	238.7	206.0	32.7	238.7
Total	3,932.6	3,336.6	3,323.6	13.0	-596.0

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2016 Appropriated (A)	FTE Positions 6/18/2016 (B)	FTE Positions 3/26/2016 (C)	Difference 6/18/2016 and 3/26/2016 (B-C)	Difference 6/18/2016 and Appropriated (B-A)
<b>MDHHS - HUMAN SERVICES</b>					
Regular	11,504.4	10,724.9	10,688.4	36.4	-779.5
Overtime	0.0	83.7	74.6	9.1	83.7
Total	11,504.4	10,808.6	10,763.0	45.5	-695.8
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	888.5	746.7	729.8	17.0	-141.8
Overtime	0.0	25.9	24.9	0.9	25.9
Total	888.5	772.6	754.7	17.9	-115.9
<b>NATURAL RESOURCES</b>					
Regular	2,229.8	3,026.5	1,662.2	1,364.3	796.7
Overtime	0.0	14.8	19.0	-4.2	14.8
Total	2,229.8	3,041.3	1,681.2	1,360.1	811.5
<b>STATE</b>					
Regular	1,587.0	1,464.9	1,425.3	39.7	-122.1
Overtime	0.0	24.5	9.8	14.7	24.5
Total	1,587.0	1,489.4	1,435.0	54.4	-97.6
<b>STATE POLICE</b>					
Regular	3,131.0	2,741.5	2,712.3	29.2	-389.5
Overtime	0.0	220.6	147.5	73.1	220.6
Total	3,131.0	2,962.2	2,859.9	102.3	-168.8
<b>TALENT &amp; ECONOMIC DEVELOPMENT</b>					
Regular	1,613.0	1,228.3	1,250.4	-22.1	-384.7
Overtime	0.0	0.2	0.3	-0.1	0.2
Total	1,613.0	1,228.5	1,250.7	-22.2	-384.5

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2016 Appropriated (A)	FTE Positions 6/18/2016 (B)	FTE Positions 3/26/2016 (C)	Difference 6/18/2016 and 3/26/2016 (B-C)	Difference 6/18/2016 and Appropriated (B-A)
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,398.0	2,871.3	2,865.1	6.2	473.3
Overtime	0.0	33.3	39.5	-6.2	33.3
Total	2,398.0	2,904.5	2,904.6	0.0	506.5
<b>TRANSPORTATION</b>					
Regular	2,912.3	2,808.8	2,661.1	147.8	-103.5
Overtime	0.0	174.0	70.2	103.8	174.0
Total	2,912.3	2,982.8	2,731.3	251.6	70.5
<b>TREASURY</b>					
Regular	1,901.5	1,660.9	1,646.7	14.2	-240.6
Overtime	0.0	14.7	18.5	-3.9	14.7
Total	1,901.5	1,675.6	1,665.3	10.3	-225.9
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>52,200.9</b>	<b>48,411.2</b>	<b>46,898.7</b>	<b>1,512.4</b>	<b>-3,789.7</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>1,593.5</b>	<b>1,232.8</b>	<b>360.7</b>	<b>1,593.5</b>
<b>Grand Total</b>	<b>52,200.9</b>	<b>50,004.6</b>	<b>48,131.5</b>	<b>1,873.1</b>	<b>-2,196.3</b>

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

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

Department	March 26, 2016		June 18, 2016	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMENT	424.0	0.9 %	424.0	0.9 %
ATTORNEY GENERAL	480.0	1.0 %	479.0	1.0 %
AUDITOR GENERAL	154.0	0.3 %	161.0	0.3 %
CIVIL RIGHTS	93.0	0.2 %	92.0	0.2 %
CIVIL SERVICE COMMISSION	431.0	0.9 %	435.0	0.9 %
CORRECTIONS	12,730.0	26.7 %	12,596.0	25.5 %
EDUCATION	519.0	1.1 %	516.0	1.0 %
ENVIRONMENTAL QUALITY	1,119.0	2.3 %	1,128.0	2.3 %
EXECUTIVE OFFICE	54.0	0.1 %	58.0	0.1 %
INSURANCE AND FINANCIAL SERV	312.0	0.7 %	309.0	0.6 %
LICENSING & REGULATORY AFFAIRS	1,931.0	4.1 %	1,944.0	3.9 %
MDHHS-COMMUNITY HEALTH	3,133.0	6.6 %	3,137.0	6.4 %
MDHHS-HUMAN SERVICES	10,746.5	22.6 %	10,778.5	21.9 %
MILITARY & VETERAN AFFAIRS	761.5	1.6 %	768.5	1.6 %
NATURAL RESOURCES	1,786.0	3.8 %	3,327.0	6.7 %
STATE	1,556.0	3.3 %	1,569.0	3.2 %
STATE POLICE	2,729.0	5.7 %	2,831.0	5.7 %
TALENT & ECONOMIC DEVELOPMENT	1,269.0	2.7 %	1,251.0	2.5 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,944.0	6.2 %	2,944.0	6.0 %
TRANSPORTATION	2,767.5	5.8 %	2,885.5	5.8 %
TREASURY	1,680.0	3.5 %	1,693.0	3.4 %
<b>TOTAL:</b>	<b>47,619.5</b>	<b>100.0 %</b>	<b>49,326.5</b>	<b>100.0 %</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a 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 increased by 1707 from March 26, 2016 to June 18, 2016.

Source: Michigan Civil Service Commission HWF03

**STATE OF MICHIGAN**  
**FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES**  
**BY DEPARTMENT**  
**Pay End Date: June 18, 2016**

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	19	410.9
ATTORNEY GENERAL	19	477.9
AUDITOR GENERAL	19	148.9
CIVIL RIGHTS	19	93.1
CIVIL SERVICE COMMISSION	19	416.5
CORRECTIONS	19	12,682.6
EDUCATION	19	508.3
ENVIRONMENTAL QUALITY	19	1,104.4
EXECUTIVE OFFICE	19	55.4
INSURANCE AND FINANCIAL SERV	19	303.4
LICENSING & REGULATORY AFFAIRS	19	1,840.8
MDHHS-COMMUNITY HEALTH	19	3,110.2
MDHHS-HUMAN SERVICES	19	10,732.0
MILITARY & VETERAN AFFAIRS	19	750.7
NATURAL RESOURCES	19	1,622.3
STATE	19	1,324.2
STATE POLICE	19	2,744.4
TALENT & ECONOMIC DEVELOPMENT	19	1,264.6
TECHNOLOGY, MANAGEMENT & BUDGET	19	2,864.6
TRANSPORTATION	19	2,617.6
TREASURY	19	1,626.6
	<b>Sum:</b>	<b>46,699.4</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 92.6 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.

## SECTION TWO

---

# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

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

Pay End Date: June 18, 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 DVLPMT	424	0.9 %	47.4	\$31.15	294	69.3 %
ATTORNEY GENERAL	479	1.0 %	47.9	\$40.63	287	59.9 %
AUDITOR GENERAL	161	0.3 %	39.0	\$35.95	89	55.3 %
CIVIL RIGHTS	92	0.2 %	47.5	\$31.74	68	73.9 %
CIVIL SERVICE COMMISSION	435	0.9 %	45.9	\$31.20	301	69.2 %
CORRECTIONS	12,596	25.5 %	44.8	\$26.26	9,135	72.5 %
EDUCATION	516	1.0 %	49.0	\$34.21	309	59.9 %
ENVIRONMENTAL QUALITY	1,129	2.3 %	48.0	\$32.80	865	76.6 %
EXECUTIVE OFFICE	58	0.1 %	40.2	\$36.56	10	17.2 %
INSURANCE AND FINANCIAL SERV	309	0.6 %	43.3	\$34.70	235	76.1 %
LICENSING & REGULATORY AFFAIRS	1,944	3.9 %	47.3	\$31.26	1,322	68.0 %
MDHHS - COMMUNITY HEALTH	3,137	6.4 %	47.0	\$29.28	1,894	60.4 %
MDHHS - HUMAN SERVICES	10,783	21.9 %	44.2	\$26.74	6,673	61.9 %
MILITARY & VETERAN AFFAIRS	769	1.6 %	47.6	\$25.52	464	60.3 %
NATURAL RESOURCES	3,327	6.7 %	38.4	\$18.86	1,207	36.3 %
STATE	1,569	3.2 %	44.3	\$23.20	833	53.1 %
STATE POLICE	2,831	5.7 %	42.0	\$31.20	1,974	69.7 %
TALENT & ECONOMIC DEVELOPMENT	1,251	2.5 %	49.3	\$30.11	1,035	82.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,944	6.0 %	46.4	\$32.16	1,755	59.6 %
TRANSPORTATION	2,887	5.9 %	45.1	\$28.44	2,007	69.5 %
TREASURY	1,693	3.4 %	45.9	\$29.77	1,060	62.6 %
<b>STATEWIDE TOTALS:</b>	<b>49,334</b>	<b>100.0 %</b>	<b>44.8</b>	<b>\$27.69</b>	<b>31,817</b>	<b>64.5 %</b>

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

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
 Pay End Date: June 18, 2016

Department	Health Insurance								Dental Insurance						
	Total Employees Enrolled	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
AGRICULTURE & RURAL DEVELOPMEN	400	158	40 %	210	53 %	4	1 %	0	0 %	371	93 %	7	2 %	1	0 %
ATTORNEY GENERAL	479	162	34 %	260	54 %	4	1 %	0	0 %	447	93 %	8	2 %	0	0 %
AUDITOR GENERAL	154	43	28 %	97	63 %	2	1 %	0	0 %	143	93 %	3	2 %	0	0 %
CIVIL RIGHTS	91	40	44 %	43	47 %	3	3 %	0	0 %	83	91 %	6	7 %	0	0 %
CIVIL SERVICE COMMISSION	418	85	20 %	282	67 %	2	0 %	0	0 %	381	91 %	4	1 %	1	0 %
CORRECTIONS	12,540	6,225	50 %	5,211	42 %	81	1 %	0	0 %	11,538	92 %	234	2 %	25	0 %
EDUCATION	504	202	40 %	237	47 %	6	1 %	0	0 %	451	89 %	7	1 %	2	0 %
ENVIRONMENTAL QUALITY	1,112	350	31 %	645	58 %	7	1 %	0	0 %	1,012	91 %	16	1 %	3	0 %
EXECUTIVE OFFICE	58	25	43 %	21	36 %	0	0 %	0	0 %	50	86 %	0	0 %	0	0 %
INSURANCE AND FINANCIAL SERV	300	75	25 %	204	68 %	5	2 %	0	0 %	278	93 %	5	2 %	1	0 %
LICENSING & REGULATORY AFFAIRS	1,853	635	34 %	1,027	55 %	16	1 %	0	0 %	1,680	91 %	40	2 %	4	0 %
MDHHS - COMMUNITY HEALTH	3,106	1,222	39 %	1,607	52 %	21	1 %	0	0 %	2,839	91 %	97	3 %	12	0 %
MDHHS - HUMAN SERVICES	10,762	4,040	38 %	5,843	54 %	77	1 %	0	0 %	9,845	91 %	339	3 %	23	0 %
MILITARY & VETERAN AFFAIRS	736	318	43 %	309	42 %	10	1 %	0	0 %	667	91 %	4	1 %	3	0 %
NATURAL RESOURCES	1,707	923	54 %	564	33 %	39	2 %	0	0 %	1,555	91 %	14	1 %	8	0 %
STATE	1,341	493	37 %	724	54 %	11	1 %	0	0 %	1,224	91 %	41	3 %	3	0 %
STATE POLICE	2,824	698	25 %	569	20 %	13	0 %	1,318	47 %	2,623	93 %	19	1 %	6	0 %
TALENT & ECONOMIC DEVELOPMENT	1,229	459	37 %	677	55 %	17	1 %	0	0 %	1,120	91 %	55	4 %	2	0 %
TECHNOLOGY, MANAGEMENT & BUDGE	2,808	781	28 %	1,706	61 %	29	1 %	0	0 %	2,497	89 %	66	2 %	10	0 %
TRANSPORTATION	2,558	1,028	40 %	1,319	52 %	28	1 %	0	0 %	2,384	93 %	26	1 %	6	0 %
TREASURY	1,623	436	27 %	995	61 %	34	2 %	0	0 %	1,468	90 %	49	3 %	3	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,603</b>	<b>18,398</b>	<b>39 %</b>	<b>22,550</b>	<b>48 %</b>	<b>409</b>	<b>1 %</b>	<b>1,318</b>	<b>3 %</b>	<b>42,656</b>	<b>92 %</b>	<b>1,040</b>	<b>2 %</b>	<b>113</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
 Pay End Date: June 18, 2016

Department	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	400	381	95 %	331	83 %	0	0 %	386	97 %	12	3 %	0	0 %
ATTORNEY GENERAL	479	453	95 %	338	71 %	0	0 %	456	95 %	22	5 %	0	0 %
AUDITOR GENERAL	154	147	95 %	110	71 %	0	0 %	130	84 %	23	15 %	0	0 %
CIVIL RIGHTS	91	89	98 %	75	82 %	0	0 %	87	96 %	4	4 %	0	0 %
CIVIL SERVICE COMMISSION	418	387	93 %	393	94 %	1	0 %	404	97 %	13	3 %	1	0 %
CORRECTIONS	12,540	11,824	94 %	11,340	90 %	0	0 %	12,125	97 %	372	3 %	0	0 %
EDUCATION	504	464	92 %	368	73 %	0	0 %	469	93 %	34	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,112	1,041	94 %	947	85 %	0	0 %	1,038	93 %	70	6 %	0	0 %
EXECUTIVE OFFICE	58	51	88 %	23	40 %	0	0 %	45	78 %	13	22 %	0	0 %
INSURANCE AND FINANCIAL SERV	300	290	97 %	253	84 %	0	0 %	284	95 %	16	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,853	1,729	93 %	1,490	80 %	1	0 %	1,761	95 %	90	5 %	1	0 %
MDHHS - COMMUNITY HEALTH	3,106	2,953	95 %	2,660	86 %	0	0 %	2,933	94 %	169	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,762	10,224	95 %	9,284	86 %	0	0 %	10,211	95 %	540	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	736	671	91 %	565	77 %	0	0 %	699	95 %	29	4 %	0	0 %
NATURAL RESOURCES	1,707	1,592	93 %	1,380	81 %	0	0 %	1,627	95 %	80	5 %	0	0 %
STATE	1,341	1,278	95 %	1,089	81 %	0	0 %	1,248	93 %	91	7 %	0	0 %
STATE POLICE	2,824	2,650	94 %	3,834	136 %	1,444	51 %	2,701	96 %	95	3 %	1,332	47 %
TALENT & ECONOMIC DEVELOPMENT	1,229	1,180	96 %	1,053	86 %	0	0 %	1,159	94 %	68	6 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,808	2,587	92 %	2,101	75 %	31	1 %	2,670	95 %	127	5 %	24	1 %
TRANSPORTATION	2,558	2,427	95 %	2,241	88 %	0	0 %	2,429	95 %	127	5 %	0	0 %
TREASURY	1,623	1,534	95 %	1,323	82 %	0	0 %	1,527	94 %	93	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,603</b>	<b>43,952</b>	<b>94 %</b>	<b>41,198</b>	<b>88 %</b>	<b>1,477</b>	<b>3 %</b>	<b>44,389</b>	<b>95 %</b>	<b>2,088</b>	<b>4 %</b>	<b>1,358</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN**

Table 2-10

**Age Distribution for Active Classified Employees by Department**

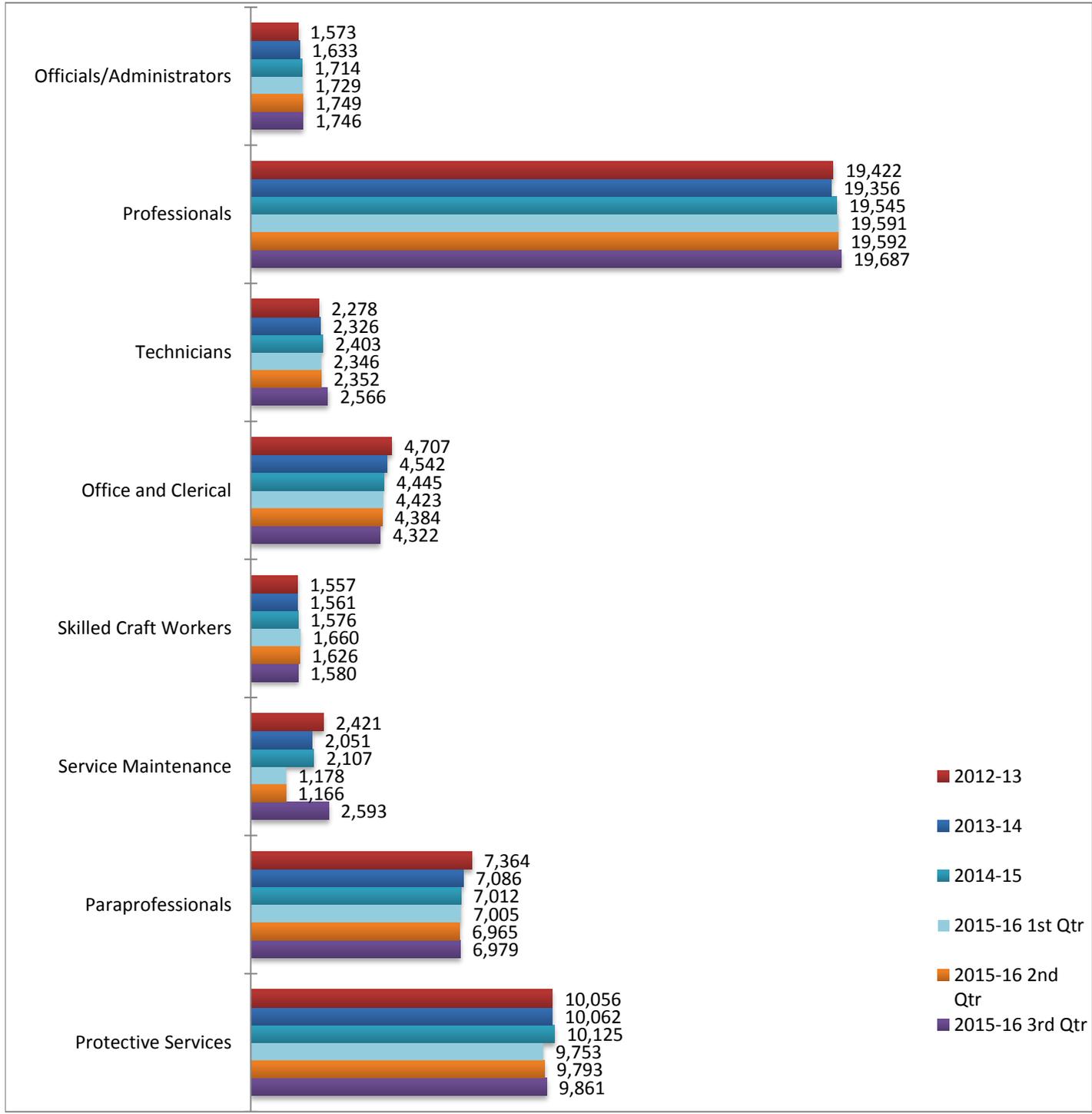
**Pay End Date: June 18, 2016**

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	3	13	26	35	51	47	41	77	61	52	12	6	424
ATTORNEY GENERAL	0	1	23	45	56	63	70	82	67	55	14	3	479
AUDITOR GENERAL	2	21	27	21	12	19	23	20	10	5	1	0	161
CIVIL RIGHTS	0	1	6	10	15	9	14	9	10	8	9	1	92
CIVIL SERVICE COMMISSION	1	17	30	39	44	54	59	87	70	28	6	0	435
CORRECTIONS	10	391	955	1,112	1,354	1,958	2,689	2,055	1,329	590	127	26	12,596
EDUCATION	1	7	15	38	64	66	77	62	89	63	29	5	516
ENVIRONMENTAL QUALITY	0	34	48	67	155	124	143	203	193	134	25	3	1,129
EXECUTIVE OFFICE	0	9	10	7	7	1	5	10	4	2	3	0	58
INSURANCE AND FINANCIAL SERV	1	12	32	36	47	42	42	43	30	17	5	2	309
LICENSING & REGULATORY AFFAIRS	18	87	93	172	219	234	232	258	306	218	75	32	1,944
MDHHS - COMMUNITY HEALTH	5	62	230	320	331	373	417	488	460	310	121	20	3,137
MDHHS - HUMAN SERVICES	2	179	943	1,498	1,606	1,615	1,468	1,321	1,197	720	206	28	10,783
MILITARY & VETERAN AFFAIRS	1	14	51	67	65	84	121	142	133	70	18	3	769
NATURAL RESOURCES	454	600	273	230	265	274	276	287	305	205	106	52	3,327
STATE	13	138	170	114	149	155	182	248	223	147	25	5	1,569
STATE POLICE	0	163	382	287	300	477	499	408	217	78	19	1	2,831
TALENT & ECONOMIC DEVELOPMENT	0	17	31	96	127	172	175	208	219	137	57	12	1,251
TECHNOLOGY, MANAGEMENT & BUDGET	20	116	185	257	306	364	407	489	441	269	77	13	2,944
TRANSPORTATION	61	204	152	209	338	348	402	470	442	189	57	15	2,887
TREASURY	11	62	115	161	225	195	204	258	272	138	39	13	1,693
<b>Statewide Total:</b>	<b>603</b>	<b>2,148</b>	<b>3,797</b>	<b>4,821</b>	<b>5,736</b>	<b>6,674</b>	<b>7,546</b>	<b>7,225</b>	<b>6,078</b>	<b>3,435</b>	<b>1,031</b>	<b>240</b>	<b>49,334</b>
<b>Average Age:</b>	<b>19.1</b>	<b>22.7</b>	<b>27.6</b>	<b>32.6</b>	<b>37.6</b>	<b>42.6</b>	<b>47.4</b>	<b>52.5</b>	<b>57.4</b>	<b>62.1</b>	<b>66.9</b>	<b>73.5</b>	<b>44.8</b>

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

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN  
EMPLOYMENT TREND OF JOB CATEGORIES  
Fiscal Years 2012-13 through 2015-16 3rd Qtr**



**2015-16 3rd Qtr Total: 49,334**

**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 HWF27 for the last full pay period in each fiscal year

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: July 02, 2016

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	16	21
ALGER	257	4	261
ALLEGAN	184	19	203
ALPENA	153	26	179
ANTRIM	28	2	30
ARENAC	29	1	30
BARAGA	330	22	352
BARRY	112	64	176
BAY	333	57	390
BENZIE	30	4	34
BERRIEN	341	56	397
BRANCH	346	7	353
CALHOUN	346	15	361
CASS	91	11	102
CHARLEVOIX	18	69	87
CHEBOYGAN	59	75	134
CHIPPEWA	906	96	1,002
CLARE	57	22	79
CLINTON	130	54	184
CRAWFORD	140	108	248
DELTA	169	44	213
DICKINSON	64	6	70
EATON	3,326	260	3,586
EMMET	82	50	132
GENESEE	807	91	898
GLADWIN	42	6	48
GOGEBIC	260	16	276
GRAND TRAVERSE	519	58	577
GRATIOT	772	9	781
HILLSDALE	56	5	61
HOUGHTON	78	31	109
HURON	34	47	81
INGHAM	9,383	1,159	10,542
IONIA	1,376	44	1,420
IOSCO	51	43	94
IRON	54	25	79
ISABELLA	157	11	168
JACKSON	2,087	59	2,146
KALAMAZOO	1,133	124	1,257
KALKASKA	53	4	57
KENT	1,481	117	1,598
KEWEENAW	2	24	26
LAKE	49	6	55
LAPEER	437	23	460

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: July 02, 2016

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	2	7	9
LENAWEE	621	33	654
LIVINGSTON	521	68	589
LUCE	266	30	296
MACKINAC	110	104	214
MACOMB	1,298	58	1,356
MANISTEE	315	25	340
MARQUETTE	801	72	873
MASON	45	36	81
MECOSTA	87	7	94
MENOMINEE	27	23	50
MIDLAND	98	4	102
MISSAUKEE	61	3	64
MONROE	199	50	249
MONTCALM	552	7	559
MONTMORENCY	45	23	68
MUSKEGON	1,020	79	1,099
NEWAYGO	69	13	82
OAKLAND	1,160	237	1,397
OCEANA	77	58	135
OGEMAW	76	25	101
ONTONAGON	21	20	41
OSCEOLA	24	1	25
OSCODA	23	1	24
OTSEGO	301	47	348
OTTAWA	176	73	249
OUT OF STATE	36	5	41
PRESQUE ISLE	16	41	57
ROSCOMMON	120	37	157
SAGINAW	820	40	860
SANILAC	48	16	64
SCHOOLCRAFT	26	31	57
SHIAWASSEE	75	4	79
ST CLAIR	238	74	312
ST JOSEPH	80	3	83
TUSCOLA	415	39	454
VAN BUREN	224	30	254
WASHTENAW	1,377	98	1,475
WAYNE	4,927	303	5,230
WEXFORD	164	39	203
WORK AT HOME - MI	1,452	26	1,478
<b>Grand Total:</b>	<b>44,380</b>	<b>4,880</b>	<b>49,260</b>

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

Source: Michigan Civil Service Commission HWF55

## SECTION THREE

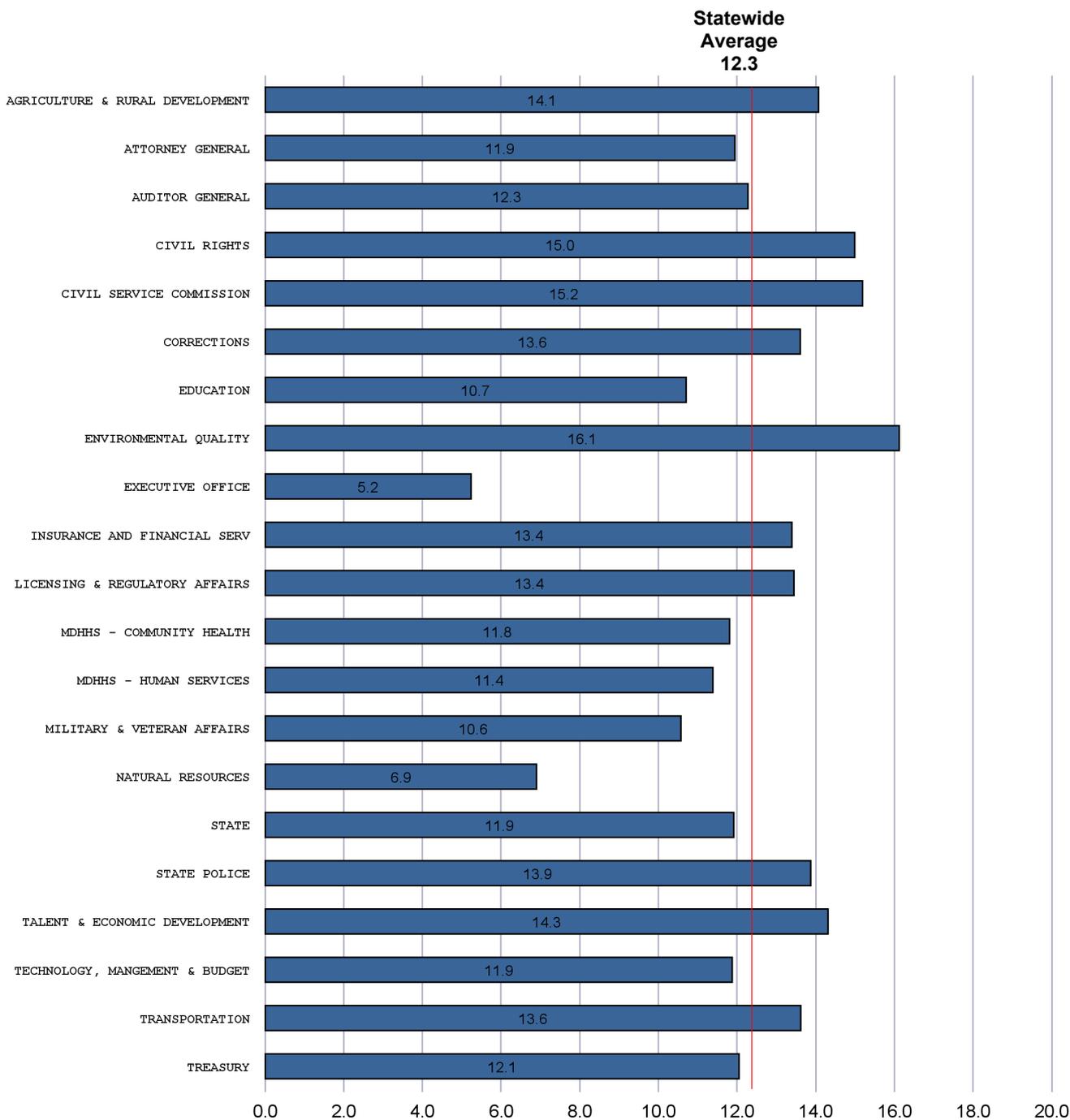
---

# **EMPLOYEE CONTINUITY OVERVIEW**

# STATE OF MICHIGAN

## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: June 18, 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 classified continuous service 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 HWF18

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
 RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS  
 PAY END DATE: June 18, 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
00 - 05 YEARS	60	60	2	6	0	1	0	4	1	1	0	0	63	72	0	0
06 - 10 YEARS	17	18	1	0	0	1	1	0	0	0	0	0	19	19	0	0
11 - 15 YEARS	28	33	1	3	0	0	0	0	0	0	0	0	29	36	0	0
16 - 20 YEARS	29	23	1	2	1	1	0	2	0	2	0	0	31	30	0	1
21 - 25 YEARS	24	14	1	0	0	0	1	0	0	0	0	0	26	14	0	0
26 - 30 YEARS	33	25	0	4	0	0	0	0	0	1	0	0	33	30	2	3
31 - 35 YEARS	2	3	0	0	0	0	0	0	1	0	0	0	3	3	0	0
36 - 40 YEARS	5	6	1	1	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
<b>DEPARTMENT TOTAL</b>	<b>201</b>	<b>182</b>	<b>7</b>	<b>16</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>213</b>	<b>211</b>	<b>2</b>	<b>6</b>
MORE THAN 10 YEARS	124	104	4	10	1	1	1	2	1	3	0	0	131	120	2	6
AVERAGE YEARS	14.8	13.4	15.1	14.2	16.0	9.7	15.0	6.7	17.5	16.0	0.0	0.0	14.9	13.3	27.5	29.5

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	68	95	2	11	0	0	0	4	2	1	0	0	72	111	0	0
06 -10 YEARS	37	30	0	2	0	0	0	1	0	0	0	0	37	33	1	0
11 -15 YEARS	27	41	7	4	0	0	0	1	0	0	0	0	34	46	0	0
16 - 20 YEARS	20	30	0	5	0	0	0	1	0	2	0	0	20	38	0	0
21 - 25 YEARS	14	7	2	1	0	0	1	1	0	0	0	0	17	9	0	0
26 - 30 YEARS	13	12	0	3	0	0	0	1	0	0	0	0	13	16	0	1
31 - 35 YEARS	9	3	1	2	0	0	0	0	0	0	0	0	10	5	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
<b>DEPARTMENT TOTAL</b>	<b>195</b>	<b>225</b>	<b>13</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>10</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>213</b>	<b>266</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS	90	100	11	15	0	0	3	5	0	2	0	0	104	122	0	1
AVERAGE YEARS	12.7	10.7	16.0	12.7	0.0	0.0	32.0	12.8	3.0	11.7	0.0	0.0	13.0	11.0	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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	36	29	1	0	0	0	2	1	0	0	0	0	39	30	0	0
06 -10 YEARS	6	7	0	0	0	0	0	0	0	0	0	0	6	7	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
<b>DEPARTMENT TOTAL</b>	<b>73</b>	<b>77</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>80</b>	<b>81</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS	31	41	4	2	0	0	0	0	0	1	0	0	35	44	0	1
AVERAGE YEARS	11.5	12.4	22.8	21.5	0.0	0.0	0.5	1.0	0.0	16.0	0.0	0.0	11.9	12.5	0.0	29.0

DEPARTMENT AVERAGE YEARS

12.2

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	1	10	3	5	0	0	1	1	0	0	0	0	5	16	0	0
06 -10 YEARS	1	5	2	9	0	0	0	2	0	0	0	0	3	16	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	5	0	0	0	0	0	0	0	0	3	5	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	0	0	0	0	0	1	7	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
<b>DEPARTMENT TOTAL</b>	<b>10</b>	<b>24</b>	<b>12</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>68</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	8	9	7	25	0	0	1	2	0	0	0	0	16	36	0	0
AVERAGE YEARS	17.4	10.2	16.8	17.4	0.0	0.0	15.0	10.2	0.0	0.0	0.0	0.0	16.9	14.4	0.0	0.0

DEPARTMENT AVERAGE YEARS 15.0

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	23	79	6	17	0	1	1	2	0	2	0	0	30	101	0	0
06 -10 YEARS	10	30	2	3	0	0	0	1	0	0	0	0	12	34	0	0
11 -15 YEARS	4	42	2	8	0	0	0	1	0	0	0	0	6	51	0	0
16 - 20 YEARS	5	47	1	2	0	1	0	0	0	2	0	0	6	52	0	1
21 - 25 YEARS	4	19	0	7	0	0	1	0	0	1	0	0	5	27	0	0
26 - 30 YEARS	6	38	2	18	0	2	0	7	0	0	0	0	8	65	0	2
31 - 35 YEARS	2	8	0	1	0	1	1	2	0	0	0	0	3	12	0	0
36 - 40 YEARS	0	11	0	4	0	1	0	0	0	0	0	0	0	16	0	2
MORE THAN 40 YEARS	0	6	1	0	0	0	0	0	0	0	0	0	1	6	0	0
<b>DEPARTMENT TOTAL</b>	<b>54</b>	<b>280</b>	<b>14</b>	<b>60</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>13</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>71</b>	<b>364</b>	<b>0</b>	<b>5</b>
MORE THAN 10 YEARS	21	171	6	40	0	5	2	10	0	3	0	0	29	229	0	5
AVERAGE YEARS	10.8	15.1	12.4	17.8	0.0	23.8	17.3	21.8	0.0	12.6	0.0	0.0	11.4	15.9	0.0	30.8

DEPARTMENT AVERAGE YEARS

15.2

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 from this report.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,738	964	255	275	51	15	66	37	19	10	0	1	2,129	1,302	1	0
06 -10 YEARS	742	498	173	201	26	6	34	15	5	5	0	0	980	725	2	0
11 -15 YEARS	727	373	105	145	22	4	13	14	5	4	0	0	872	540	2	1
16 - 20 YEARS	1,781	594	183	214	41	16	57	27	8	4	0	0	2,070	855	2	0
21 - 25 YEARS	1,067	304	95	109	29	6	24	15	5	0	0	0	1,220	434	8	7
26 - 30 YEARS	751	220	78	90	24	4	20	7	3	1	0	0	876	322	27	12
31 - 35 YEARS	78	36	21	27	2	1	1	0	0	1	0	0	102	65	9	4
36 - 40 YEARS	30	29	11	14	1	0	1	4	0	0	0	0	43	47	3	0
MORE THAN 40 YEARS	6	6	1	0	0	0	1	0	0	0	0	0	8	6	2	0
<b>DEPARTMENT TOTAL</b>	<b>6,920</b>	<b>3,024</b>	<b>922</b>	<b>1,075</b>	<b>196</b>	<b>52</b>	<b>217</b>	<b>119</b>	<b>45</b>	<b>25</b>	<b>0</b>	<b>1</b>	<b>8,300</b>	<b>4,296</b>	<b>56</b>	<b>24</b>
MORE THAN 10 YEARS	4,440	1,562	494	599	119	31	117	67	21	10	0	0	5,191	2,269	53	24
AVERAGE YEARS	14.4	12.2	13.0	13.2	14.1	13.3	13.0	12.9	10.7	9.7	0.0	0.0	14.2	12.5	27.2	26.5

**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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
00 - 05 YEARS	45	110	4	26	0	0	1	4	2	2	0	0	52	142	0	0
06 -10 YEARS	26	71	5	11	0	0	0	0	1	1	0	0	32	83	0	1
11 -15 YEARS	30	51	3	2	0	0	0	0	0	1	0	0	33	54	0	0
16 - 20 YEARS	10	34	2	3	0	0	1	2	0	1	0	0	13	40	0	0
21 - 25 YEARS	4	9	0	0	0	0	0	0	0	0	0	0	4	9	1	0
26 - 30 YEARS	3	18	0	3	0	0	0	0	0	1	0	0	3	22	0	1
31 - 35 YEARS	1	4	0	1	0	0	0	1	0	0	0	0	1	6	0	0
36 - 40 YEARS	3	11	0	1	0	0	0	2	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
<b>DEPARTMENT TOTAL</b>	<b>122</b>	<b>313</b>	<b>14</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>141</b>	<b>375</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS	51	132	5	10	0	0	1	5	0	3	0	0	57	150	1	1
AVERAGE YEARS	9.8	11.3	8.9	8.5	0.0	0.0	8.5	17.3	4.3	11.7	0.0	0.0	9.6	11.1	22.0	17.0

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
00 - 05 YEARS	124	129	0	5	0	0	1	2	1	5	0	0	126	141	0	0
06 -10 YEARS	32	51	1	0	0	0	0	1	0	2	0	0	33	54	0	0
11 -15 YEARS	88	86	5	3	0	1	1	4	2	1	0	0	96	95	0	0
16 - 20 YEARS	85	72	1	2	0	0	1	1	1	3	0	0	88	78	0	0
21 - 25 YEARS	71	54	2	5	0	0	2	1	7	4	0	0	82	64	1	1
26 - 30 YEARS	99	61	1	7	0	1	3	3	1	1	0	0	104	73	2	1
31 - 35 YEARS	27	14	3	2	0	0	0	0	1	1	0	0	31	17	0	0
36 - 40 YEARS	27	16	1	1	1	0	0	0	0	0	0	0	29	17	4	2
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>553</b>	<b>484</b>	<b>14</b>	<b>25</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>12</b>	<b>13</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>589</b>	<b>540</b>	<b>7</b>	<b>4</b>
MORE THAN 10 YEARS	397	304	13	20	1	2	7	9	12	10	0	0	430	345	7	4
AVERAGE YEARS	16.9	14.8	21.0	19.9	38.0	21.5	20.3	15.8	20.5	14.2	0.0	0.0	17.2	15.0	32.6	31.5

DEPARTMENT AVERAGE YEARS 16.1

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	16	29	0	2	0	0	0	0	0	1	0	0	16	32	0	0
06 -10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
11 -15 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	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
<b>DEPARTMENT TOTAL</b>	<b>20</b>	<b>35</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>38</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	0
AVERAGE YEARS	5.2	5.5	0.0	3.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	5.2	5.2	0.0	0.0

DEPARTMENT AVERAGE YEARS

5.2

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
00 - 05 YEARS	22	29	2	7	0	1	3	1	2	1	0	0	29	39	0	1
06 -10 YEARS	21	44	2	8	0	0	0	1	0	2	0	0	23	55	0	0
11 -15 YEARS	14	31	2	4	0	0	1	0	1	0	0	0	18	35	0	0
16 - 20 YEARS	10	23	0	5	0	0	1	2	0	0	0	0	11	30	0	0
21 - 25 YEARS	10	11	0	0	0	0	0	0	0	0	0	0	10	11	0	1
26 - 30 YEARS	8	12	3	3	0	0	0	1	1	0	0	0	12	16	0	2
31 - 35 YEARS	5	5	0	0	0	0	1	0	0	0	0	0	6	5	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
<b>DEPARTMENT TOTAL</b>	<b>92</b>	<b>160</b>	<b>9</b>	<b>28</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>111</b>	<b>198</b>	<b>0</b>	<b>5</b>
MORE THAN 10 YEARS	49	87	5	13	0	0	3	4	2	0	0	0	59	104	0	4
AVERAGE YEARS	13.5	13.5	15.1	12.5	0.0	4.0	11.5	18.5	11.3	7.0	0.0	0.0	13.5	13.3	0.0	23.0

DEPARTMENT AVERAGE YEARS 13.4

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>LICENSING &amp; REGULATORY AFFAIRS</b>																
00 - 05 YEARS	196	307	20	54	3	1	12	8	4	7	0	0	235	377	1	1
06 -10 YEARS	120	151	7	35	0	1	4	4	4	6	0	0	135	197	0	1
11 -15 YEARS	81	132	9	34	1	1	3	4	2	0	0	0	96	171	0	1
16 - 20 YEARS	73	114	4	34	0	1	2	2	0	2	0	0	79	153	2	1
21 - 25 YEARS	58	77	4	11	0	1	0	3	0	2	0	0	62	94	1	3
26 - 30 YEARS	40	72	14	24	1	1	5	6	3	3	0	0	63	106	3	5
31 - 35 YEARS	13	21	5	11	0	2	0	2	1	0	0	0	19	36	2	1
36 - 40 YEARS	30	45	5	16	0	0	1	0	1	0	0	0	37	61	2	3
MORE THAN 40 YEARS	8	10	2	3	0	0	0	0	0	0	0	0	10	13	1	1
<b>DEPARTMENT TOTAL</b>	<b>619</b>	<b>929</b>	<b>70</b>	<b>222</b>	<b>5</b>	<b>8</b>	<b>27</b>	<b>29</b>	<b>15</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>736</b>	<b>1,208</b>	<b>12</b>	<b>17</b>
MORE THAN 10 YEARS	303	471	43	133	2	6	11	17	7	7	0	0	366	634	11	15
AVERAGE YEARS	12.9	13.1	17.3	15.4	8.8	19.4	11.6	14.9	14.7	11.1	0.0	0.0	13.3	13.5	27.3	25.2

**DEPARTMENT AVERAGE YEARS** 13.4

**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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
00 - 05 YEARS	256	519	112	194	3	2	12	23	13	32	0	0	396	770	0	0
06 -10 YEARS	125	255	50	84	1	7	2	12	8	10	0	0	186	368	0	1
11 -15 YEARS	108	201	30	72	0	0	6	7	6	8	0	0	150	288	0	1
16 - 20 YEARS	94	165	23	52	1	3	2	4	5	9	0	0	125	233	2	1
21 - 25 YEARS	63	78	19	32	2	0	3	2	0	6	0	0	87	118	2	5
26 - 30 YEARS	45	95	28	31	0	1	2	8	1	6	0	0	76	141	2	6
31 - 35 YEARS	14	32	6	8	0	1	1	1	3	2	0	0	24	44	1	4
36 - 40 YEARS	27	46	13	14	1	1	1	2	1	0	0	0	43	63	1	6
MORE THAN 40 YEARS	6	15	1	1	0	0	0	1	1	0	0	0	8	17	2	0
<b>DEPARTMENT TOTAL</b>	<b>738</b>	<b>1,406</b>	<b>282</b>	<b>488</b>	<b>8</b>	<b>15</b>	<b>29</b>	<b>60</b>	<b>38</b>	<b>73</b>	<b>0</b>	<b>0</b>	<b>1,095</b>	<b>2,042</b>	<b>10</b>	<b>24</b>
MORE THAN 10 YEARS	357	632	120	210	4	6	15	25	17	31	0	0	513	904	10	23
AVERAGE YEARS	12.3	11.8	11.9	11.0	14.0	14.1	12.3	12.4	12.0	10.6	0.0	0.0	12.2	11.6	29.4	28.1

DEPARTMENT AVERAGE YEARS 11.8

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, 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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>MDHHS - HUMAN SERVICES</b>																
00 - 05 YEARS	533	1,977	189	920	9	22	31	95	2	13	1	1	765	3,028	1	4
06 -10 YEARS	323	1,396	105	727	3	9	16	70	4	14	0	0	451	2,216	1	4
11 -15 YEARS	149	605	44	310	1	5	14	35	3	5	0	0	211	960	1	6
16 - 20 YEARS	174	572	50	470	2	5	9	50	1	6	0	0	236	1,103	4	2
21 - 25 YEARS	100	289	38	152	0	5	7	28	3	5	0	0	148	479	7	12
26 - 30 YEARS	85	237	28	183	0	4	9	26	2	4	0	0	124	454	9	18
31 - 35 YEARS	29	89	6	80	0	2	4	3	0	1	0	0	39	175	5	8
36 - 40 YEARS	41	149	11	98	0	0	3	3	1	2	0	0	56	252	2	11
MORE THAN 40 YEARS	19	35	4	25	0	0	0	3	0	0	0	0	23	63	5	4
<b>DEPARTMENT TOTAL</b>	<b>1,453</b>	<b>5,349</b>	<b>475</b>	<b>2,965</b>	<b>15</b>	<b>52</b>	<b>93</b>	<b>313</b>	<b>16</b>	<b>50</b>	<b>1</b>	<b>1</b>	<b>2,053</b>	<b>8,730</b>	<b>35</b>	<b>69</b>
MORE THAN 10 YEARS	597	1,976	181	1,318	3	21	46	148	10	23	0	0	837	3,486	33	61
AVERAGE YEARS	11.6	10.7	10.9	12.3	7.1	11.1	12.8	12.2	15.2	13.1	0.0	5.0	11.5	11.3	27.5	25.7

DEPARTMENT AVERAGE YEARS

11.4

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>MILITARY &amp; VETERAN AFFAIRS</b>																
00 - 05 YEARS	146	131	11	9	1	3	11	3	2	2	0	0	171	148	0	0
06 -10 YEARS	65	44	4	6	1	0	1	1	2	3	0	0	73	54	0	0
11 -15 YEARS	44	44	1	8	0	0	0	1	0	0	0	0	45	53	0	0
16 - 20 YEARS	27	33	5	12	1	0	5	0	0	1	0	0	38	46	0	0
21 - 25 YEARS	38	32	0	1	0	0	1	0	0	0	0	0	39	33	0	0
26 - 30 YEARS	18	19	1	3	0	0	1	0	0	2	0	0	20	24	1	0
31 - 35 YEARS	6	7	0	2	1	1	0	0	0	0	0	0	7	10	1	1
36 - 40 YEARS	2	3	1	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>347</b>	<b>313</b>	<b>23</b>	<b>42</b>	<b>4</b>	<b>4</b>	<b>19</b>	<b>5</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>397</b>	<b>372</b>	<b>2</b>	<b>1</b>
MORE THAN 10 YEARS	136	138	8	27	2	1	7	1	0	3	0	0	153	170	2	1
AVERAGE YEARS	10.3	10.7	9.4	14.2	15.0	9.5	8.6	4.8	3.8	12.9	0.0	0.0	10.1	11.0	31.0	31.0

**DEPARTMENT AVERAGE YEARS** 10.6

**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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	1,203	811	33	42	6	4	12	2	5	3	0	1	1,259	863	2	1
06 -10 YEARS	151	68	2	2	0	0	2	0	0	0	0	0	155	70	0	0
11 -15 YEARS	183	83	2	4	3	0	3	0	2	0	0	0	193	87	1	0
16 - 20 YEARS	212	68	1	1	1	0	2	1	2	1	0	0	218	71	1	1
21 - 25 YEARS	107	40	2	2	2	1	3	0	0	0	0	0	114	43	0	1
26 - 30 YEARS	109	44	4	2	3	1	1	5	0	0	0	0	117	52	4	2
31 - 35 YEARS	27	14	2	0	1	1	0	0	1	0	0	0	31	15	0	1
36 - 40 YEARS	14	10	0	0	1	1	0	0	0	1	0	0	15	12	0	1
MORE THAN 40 YEARS	10	2	0	0	0	0	0	0	0	0	0	0	10	2	0	1
<b>DEPARTMENT TOTAL</b>	<b>2,016</b>	<b>1,140</b>	<b>46</b>	<b>53</b>	<b>17</b>	<b>8</b>	<b>23</b>	<b>8</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>2,112</b>	<b>1,215</b>	<b>8</b>	<b>8</b>
MORE THAN 10 YEARS	662	261	11	9	11	4	9	6	5	2	0	0	698	282	6	7
AVERAGE YEARS	7.6	5.5	6.2	4.0	15.6	14.8	9.0	19.9	10.6	10.8	0.0	0.0	7.7	5.6	18.1	26.0

**DEPARTMENT AVERAGE YEARS** 6.9

**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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>STATE</b>																
00 - 05 YEARS	109	417	18	121	0	7	3	25	2	4	0	0	132	574	0	0
06 -10 YEARS	26	58	2	18	0	0	0	3	0	2	0	0	28	81	0	0
11 -15 YEARS	22	119	7	18	0	1	2	6	0	2	0	0	31	146	0	0
16 - 20 YEARS	36	134	2	36	0	4	1	8	2	3	0	0	41	185	1	1
21 - 25 YEARS	6	56	2	17	0	3	0	6	0	1	0	0	8	83	0	6
26 - 30 YEARS	21	64	3	42	1	0	1	7	2	2	0	0	28	115	3	10
31 - 35 YEARS	3	26	5	16	0	0	0	3	0	0	0	0	8	45	0	1
36 - 40 YEARS	13	28	4	6	0	1	0	1	0	0	0	0	17	36	0	1
MORE THAN 40 YEARS	2	8	0	1	0	0	0	0	0	0	0	0	2	9	0	0
<b>DEPARTMENT TOTAL</b>	<b>238</b>	<b>910</b>	<b>43</b>	<b>275</b>	<b>1</b>	<b>16</b>	<b>7</b>	<b>59</b>	<b>6</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>295</b>	<b>1,274</b>	<b>4</b>	<b>19</b>
MORE THAN 10 YEARS	103	435	23	136	1	9	4	31	4	8	0	0	135	619	4	19
AVERAGE YEARS	11.4	11.5	14.1	12.9	30.0	11.8	11.7	13.0	15.3	12.5	0.0	0.0	12.0	11.9	25.8	26.6

**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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>STATE POLICE</b>																
00 - 05 YEARS	582	228	37	8	5	0	16	11	7	2	0	0	647	249	0	0
06 -10 YEARS	121	84	5	7	0	1	4	2	2	1	0	0	132	95	0	0
11 -15 YEARS	140	98	3	3	0	0	4	6	0	0	0	0	147	107	0	1
16 - 20 YEARS	459	96	14	9	7	1	8	1	5	0	0	0	493	107	0	0
21 - 25 YEARS	306	74	27	3	12	0	11	0	1	1	0	0	357	78	2	0
26 - 30 YEARS	217	69	34	5	5	0	12	2	1	1	0	0	269	77	2	3
31 - 35 YEARS	28	13	6	3	0	0	0	2	0	0	0	0	34	18	1	2
36 - 40 YEARS	5	8	2	2	0	0	0	0	0	0	0	0	7	10	0	0
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,858</b>	<b>674</b>	<b>128</b>	<b>40</b>	<b>29</b>	<b>2</b>	<b>55</b>	<b>24</b>	<b>16</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>2,086</b>	<b>745</b>	<b>5</b>	<b>6</b>
MORE THAN 10 YEARS	1,155	362	86	25	24	1	35	11	7	2	0	0	1,307	401	5	6
AVERAGE YEARS	13.9	12.8	17.0	16.4	18.6	13.0	15.2	10.4	10.3	11.6	0.0	0.0	14.2	12.9	27.0	27.0

DEPARTMENT AVERAGE YEARS 13.9

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, 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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
00 - 05 YEARS	68	93	12	33	1	0	2	4	1	0	0	0	84	130	1	0
06 -10 YEARS	67	112	20	70	1	1	3	6	0	1	0	0	91	190	1	2
11 -15 YEARS	53	117	27	144	0	1	5	6	3	6	0	0	88	274	1	1
16 - 20 YEARS	25	46	7	26	0	0	1	3	0	2	0	0	33	77	1	0
21 - 25 YEARS	22	33	7	21	0	0	0	3	1	1	0	0	30	58	0	3
26 - 30 YEARS	16	30	6	35	0	0	0	5	1	1	0	0	23	71	2	6
31 - 35 YEARS	7	14	2	13	0	0	4	0	0	1	0	0	13	28	0	0
36 - 40 YEARS	9	17	3	14	1	0	0	1	0	0	0	0	13	32	4	3
MORE THAN 40 YEARS	3	8	1	4	0	0	0	0	0	0	0	0	4	12	1	2
<b>DEPARTMENT TOTAL</b>	<b>270</b>	<b>470</b>	<b>85</b>	<b>360</b>	<b>3</b>	<b>2</b>	<b>15</b>	<b>28</b>	<b>6</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>379</b>	<b>872</b>	<b>11</b>	<b>17</b>
MORE THAN 10 YEARS	135	265	53	257	1	1	10	18	5	11	0	0	204	552	9	15
AVERAGE YEARS	12.8	14.0	14.5	15.5	17.3	12.0	16.2	15.8	15.7	17.1	0.0	0.0	13.4	14.7	26.5	27.4

DEPARTMENT AVERAGE YEARS

14.3

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
00 - 05 YEARS	652	301	47	44	3	2	18	12	50	64	0	0	770	423	0	0
06 -10 YEARS	220	100	11	12	0	0	2	3	26	28	0	0	259	143	0	0
11 -15 YEARS	160	86	6	6	0	0	4	1	24	13	0	0	194	106	0	1
16 - 20 YEARS	275	127	14	17	1	0	7	2	13	4	0	0	310	150	2	0
21 - 25 YEARS	91	53	3	6	0	1	4	1	5	4	0	0	103	65	2	3
26 - 30 YEARS	91	72	19	19	1	1	5	6	6	3	0	0	122	101	2	4
31 - 35 YEARS	21	30	7	5	0	0	0	1	4	1	0	0	32	37	2	1
36 - 40 YEARS	43	46	4	6	0	0	2	1	0	1	0	0	49	54	3	0
MORE THAN 40 YEARS	12	10	1	1	0	0	0	2	0	0	0	0	13	13	0	2
<b>DEPARTMENT TOTAL</b>	<b>1,565</b>	<b>825</b>	<b>112</b>	<b>116</b>	<b>5</b>	<b>4</b>	<b>42</b>	<b>29</b>	<b>128</b>	<b>118</b>	<b>0</b>	<b>0</b>	<b>1,852</b>	<b>1,092</b>	<b>11</b>	<b>11</b>
MORE THAN 10 YEARS	693	424	54	60	2	2	22	14	52	26	0	0	823	526	11	11
AVERAGE YEARS	11.2	13.5	13.6	14.3	10.0	14.0	12.6	15.5	9.6	6.9	0.0	0.0	11.2	12.9	28.3	27.7

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
00 - 05 YEARS	522	239	38	20	14	8	10	8	6	5	2	0	592	280	0	0
06 -10 YEARS	221	87	7	10	2	0	3	3	4	2	0	0	237	102	0	1
11 -15 YEARS	334	120	12	9	6	0	5	2	9	7	0	0	366	138	1	1
16 - 20 YEARS	289	98	15	9	2	2	4	1	4	6	0	0	314	116	0	0
21 - 25 YEARS	124	62	9	10	4	2	6	0	2	0	0	0	145	74	3	3
26 - 30 YEARS	200	71	17	15	4	2	9	2	5	2	0	0	235	92	9	6
31 - 35 YEARS	49	29	7	3	1	0	1	1	1	0	0	0	59	33	4	3
36 - 40 YEARS	35	22	6	9	0	0	4	1	1	0	0	0	46	32	3	4
MORE THAN 40 YEARS	15	5	2	0	0	0	1	0	3	0	0	0	21	5	3	1
<b>DEPARTMENT TOTAL</b>	<b>1,789</b>	<b>733</b>	<b>113</b>	<b>85</b>	<b>33</b>	<b>14</b>	<b>43</b>	<b>18</b>	<b>35</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>2,015</b>	<b>872</b>	<b>23</b>	<b>19</b>
MORE THAN 10 YEARS	1,046	407	68	55	17	6	30	7	25	15	0	0	1,186	490	23	18
AVERAGE YEARS	13.4	13.2	15.3	17.2	11.5	9.5	18.1	11.9	17.7	12.5	0.0	0.0	13.7	13.5	30.8	29.0

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>TREASURY</b>																
00 - 05 YEARS	207	278	24	75	1	1	7	15	7	7	0	0	246	376	0	0
06 -10 YEARS	74	152	16	26	0	2	0	7	1	3	0	0	91	190	0	0
11 -15 YEARS	76	145	10	31	1	1	1	3	6	5	0	0	94	185	1	0
16 - 20 YEARS	51	80	6	13	0	1	2	3	2	2	0	0	61	99	0	0
21 - 25 YEARS	33	44	2	14	0	2	0	3	0	1	0	0	35	64	3	2
26 - 30 YEARS	28	53	15	23	0	0	2	10	3	0	0	0	48	86	3	3
31 - 35 YEARS	6	27	1	8	0	0	1	1	0	0	0	0	8	36	0	0
36 - 40 YEARS	7	34	4	7	0	0	2	4	0	0	0	0	13	45	4	1
MORE THAN 40 YEARS	6	6	1	1	0	0	1	0	0	1	0	0	8	8	0	0
<b>DEPARTMENT TOTAL</b>	<b>488</b>	<b>819</b>	<b>79</b>	<b>198</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>46</b>	<b>19</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>604</b>	<b>1,089</b>	<b>11</b>	<b>6</b>
MORE THAN 10 YEARS	207	389	39	97	1	4	9	24	11	9	0	0	267	523	11	6
AVERAGE YEARS	10.7	12.2	14.2	12.8	8.0	13.6	17.4	15.1	11.5	10.2	0.0	0.0	11.4	12.4	29.2	28.0

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.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY END DATE: June 18, 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
<b>STATEWIDE TOTALS</b>																
00 - 05 YEARS	6,607	6,835	816	1,874	97	68	209	262	126	162	3	3	7,858	9,204	6	7
06 -10 YEARS	2,405	3,263	415	1,231	34	28	72	132	57	80	0	0	2,983	4,734	5	10
11 -15 YEARS	2,276	2,421	278	817	34	14	62	92	63	52	0	0	2,713	3,396	7	13
16 - 20 YEARS	3,672	2,370	330	918	57	35	103	110	43	51	0	0	4,205	3,484	15	8
21 - 25 YEARS	2,148	1,266	216	393	49	21	64	64	24	26	0	0	2,501	1,770	30	47
26 - 30 YEARS	1,787	1,224	255	514	39	17	71	96	29	28	0	0	2,181	1,879	71	86
31 - 35 YEARS	329	378	72	183	5	9	14	17	12	7	0	0	432	594	25	26
36 - 40 YEARS	303	492	68	195	5	4	16	21	4	4	0	0	396	716	26	37
MORE THAN 40 YEARS	94	123	16	41	0	0	3	6	4	1	0	0	117	171	14	11
<b>STATEWIDE TOTAL</b>	<b>19,621</b>	<b>18,372</b>	<b>2,466</b>	<b>6,166</b>	<b>320</b>	<b>196</b>	<b>614</b>	<b>800</b>	<b>362</b>	<b>411</b>	<b>3</b>	<b>3</b>	<b>23,386</b>	<b>25,948</b>	<b>199</b>	<b>245</b>
MORE THAN 10 YEARS	10,609	8,274	1,235	3,061	189	100	333	406	179	169	0	0	12,545	12,010	188	228
AVERAGE YEARS	12.7	11.6	13.0	12.9	14.0	12.9	13.4	13.1	11.9	10.4	0.0	1.7	12.8	11.9	27.6	26.8

STATEWIDE AVERAGE YEARS 12.3

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.

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Third Quarter of FY 2016**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	13	1.1%
Dismissal	86	7.4%
Expired Appointment	121	10.4%
<b>Total Involuntary Separations</b>	<b>220</b>	<b>19.0%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	413	35.7%
Layoff/Leave of Absence Rights Expired	48	4.1%
Waived Rights Leave of Absence	33	2.8%
Settlement	1	0.1%
<b>Total Voluntary Separations</b>	<b>495</b>	<b>42.7%</b>
<b><i>RETIREMENT</i></b>		
Retirement	410	35.4%
Disability Retirement	21	1.8%
Deferred Retirement	12	1.0%
<b>Total Retirements</b>	<b>443</b>	<b>38.3%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
Undefined Separations	0	0.0%
<b>TOTAL SEPARATIONS</b>	<b>1,158</b>	<b>100.0%</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 92.6 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF 10

# STATE OF MICHIGAN

## NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From March 27, 2016 Through June 18, 2016

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								WAIVED RIGHTS
AGRICULTURE & RURAL DEVELOPMENT	2	5	0	0	7	3	0	0	0	0	3	4
ATTORNEY GENERAL	8	0	0	0	8	5	0	0	0	0	5	3
AUDITOR GENERAL	6	4	0	0	10	2	0	0	0	0	2	8
CIVIL RIGHTS	3	1	0	0	4	4	0	0	0	0	4	0
CIVIL SERVICE COMMISSION	7	3	0	0	10	8	0	0	0	0	8	2
CORRECTIONS	133	6	2	1	142	251	0	0	3	0	254	-112
EDUCATION	6	2	1	0	9	8	0	0	0	0	8	1
ENVIRONMENTAL QUALITY	21	3	0	0	24	16	0	0	0	0	16	8
EXECUTIVE OFFICE	5	0	0	0	5	4	0	0	0	0	4	1
INSURANCE AND FINANCIAL SERV	4	0	0	0	4	4	0	0	0	0	4	0
LICENSING AND REGULATORY AFF	23	20	0	0	43	46	0	0	2	0	48	-5
MDHHS - COMMUNITY HEALTH	72	3	1	0	76	66	0	0	4	0	70	6
MDHHS - HUMAN SERVICES	248	4	10	0	262	196	0	0	19	0	215	47
MILITARY & VETERAN AFFAIRS	23	11	0	0	34	27	0	0	0	0	27	7
NATURAL RESOURCES	18	1,497	84	0	1,599	69	0	0	0	0	69	1,530
STATE	7	66	2	0	75	56	0	0	1	0	57	18
STATE POLICE	146	0	0	0	146	47	0	0	0	0	47	99
TALENT & ECONOMIC DEVELOPMENT	6	4	0	0	10	26	0	0	1	0	27	-17
TECHNOLOGY, MANAGEMENT & BUDGET	42	22	0	0	64	55	0	0	1	0	56	8
TRANSPORTATION	38	226	7	0	271	110	0	0	0	0	110	161
TREASURY	22	18	0	0	40	24	0	0	2	0	26	14
<b>STATEWIDE TOTALS:</b>	<b>840</b>	<b>1,895</b>	<b>107</b>	<b>1</b>	<b>2,843</b>	<b>1,027</b>	<b>0</b>	<b>0</b>	<b>33</b>	<b>0</b>	<b>1,060</b>	<b>1,783</b>

Comments: 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

## SECTION FOUR

---

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

### BREAKDOWNS

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

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

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

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

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

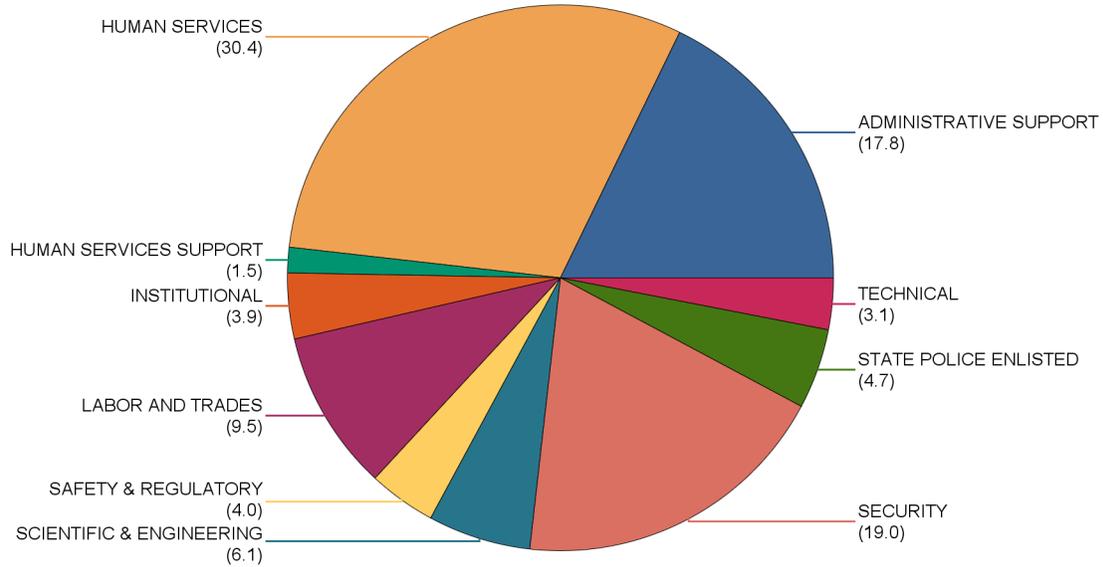
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

## SECTION FIVE

---

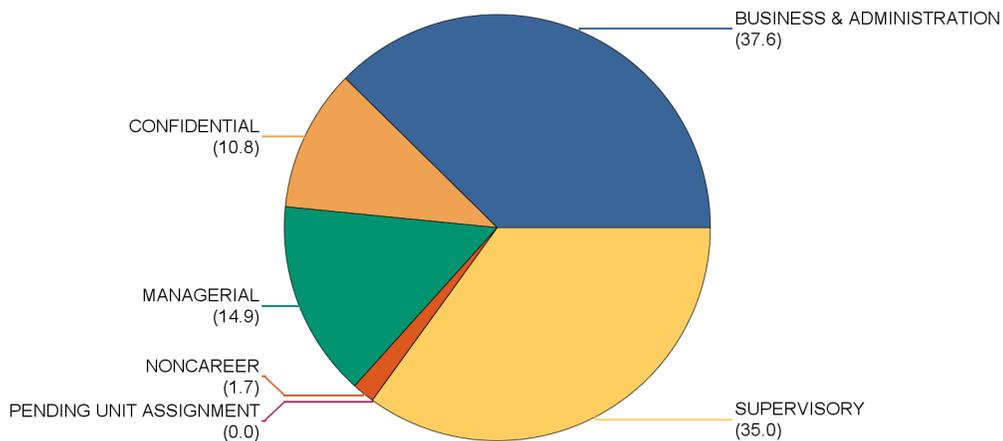
# **BARGAINING UNIT CHARACTERISTICS**

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



**(49,334 Total Employees)**

### Non-Exclusively Represented (14,488 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 49,334 classified employees, 70.6 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**

Table 5-1

Pay End Date: June 18, 2016

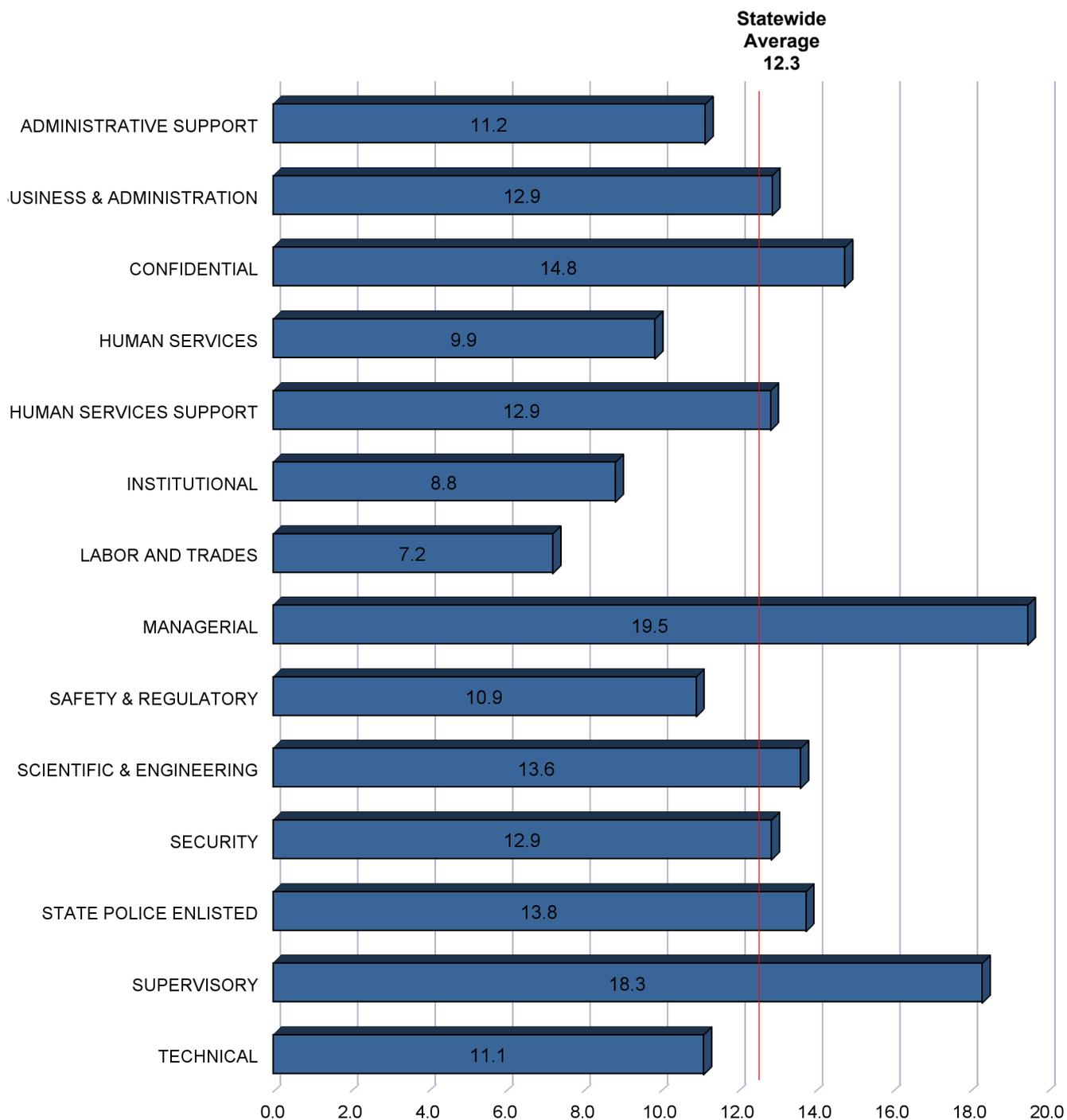
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,393	1,138	81.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,316	2,072	62.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,617	0	0.0	0	0.0	6,202	93.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	527	0	0.0	0	0.0	0	0.0	468	88.8	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,122	0	0.0	0	0.0	0	0.0	0	0.0	1,805	85.1	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,064	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	732	68.8	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,655	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,525	92.1	0	0.0
U11 INSTITUTIONAL	1,355	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,260	93.0
W22 HUMAN SERVICES	10,593	0	0.0	9,488	89.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,204	0	0.0	4,782	77.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,453	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	5,067	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	246	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	2,157	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	1,564	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>34,846</b>	<b>3,210</b>	<b>9.2</b>	<b>14,270</b>	<b>41.0</b>	<b>6,202</b>	<b>17.8</b>	<b>468</b>	<b>1.3</b>	<b>1,805</b>	<b>5.2</b>	<b>732</b>	<b>2.1</b>	<b>1,525</b>	<b>4.4</b>	<b>1,260</b>	<b>3.6</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,488</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>49,334</b>	<b>3,210</b>	<b>6.5</b>	<b>14,270</b>	<b>28.9</b>	<b>6,202</b>	<b>12.6</b>	<b>468</b>	<b>0.9</b>	<b>1,805</b>	<b>3.7</b>	<b>732</b>	<b>1.5</b>	<b>1,525</b>	<b>3.1</b>	<b>1,260</b>	<b>2.6</b>

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

**Source:** Michigan Civil Service Commission HWF44

## STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: June 18, 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 includes classified continuous service 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: June 18, 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
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	401	81	12	16	6	6	9	0	2	0	0	0	430	103	0	0
06 - 10 YEARS	151	40	5	20	0	0	5	0	1	0	0	0	162	60	0	0
11 - 15 YEARS	138	45	7	22	1	1	6	1	0	0	0	0	152	69	0	0
16 - 20 YEARS	115	35	6	16	3	1	4	0	2	0	0	0	130	52	1	0
21 - 25 YEARS	69	20	4	6	1	1	2	0	0	0	0	0	76	27	0	0
26 - 30 YEARS	53	12	12	19	0	1	3	1	1	0	0	0	69	33	1	2
31 - 35 YEARS	9	3	3	2	0	0	0	0	0	0	0	0	12	5	0	0
36 - 40 YEARS	8	0	1	3	0	0	1	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	944	236	50	104	11	10	30	2	6	0	0	0	1,041	352	2	2
MORE THAN 10 YEARS	392	115	33	68	5	4	16	2	3	0	0	0	449	189	2	2
AVERAGE YEARS	10.1	10.7	16.6	15.5	9.4	8.1	12.9	20.5	13.5	0	0	0	10.5	12.1	23.0	26.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>10.9</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	1,313	624	47	36	15	3	13	2	4	3	0	1	1,392	669	2	1
06 - 10 YEARS	191	9	9	0	3	0	5	0	0	0	0	0	208	9	0	0
11 - 15 YEARS	250	16	16	2	6	0	5	0	0	0	0	0	277	18	1	0
16 - 20 YEARS	307	20	21	2	6	1	7	0	0	0	0	0	341	23	1	0
21 - 25 YEARS	108	11	8	1	4	0	4	1	0	0	0	0	124	13	5	1
26 - 30 YEARS	103	8	14	3	3	0	5	2	3	0	0	0	128	13	8	1
31 - 35 YEARS	36	4	8	0	0	0	2	0	1	0	0	0	47	4	4	0
36 - 40 YEARS	31	2	3	1	0	0	1	0	0	0	0	0	35	3	0	1
MORE THAN 40 YEARS	11	0	0	0	0	0	1	0	0	0	0	0	12	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,350</b>	<b>694</b>	<b>126</b>	<b>45</b>	<b>37</b>	<b>4</b>	<b>43</b>	<b>5</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>2,564</b>	<b>752</b>	<b>21</b>	<b>4</b>
MORE THAN 10 YEARS	846	61	70	9	19	1	25	3	4	0	0	0	964	74	19	3
AVERAGE YEARS	8.3	2.0	12.8	4.6	10.6	4.3	14.3	15.2	15.4	0	0	0	8.7	2.2	24.1	21.5
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>7.2</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>C12 - SECURITY</b>																
00 - 05 YEARS	1,289	263	207	146	44	7	59	22	10	3	0	1	1,609	442	0	0
06 - 10 YEARS	436	74	105	66	22	3	22	3	3	1	0	0	588	147	0	0
11 - 15 YEARS	453	94	62	59	17	1	8	7	2	1	0	0	542	162	2	1
16 - 20 YEARS	1,170	188	128	78	23	6	43	10	2	0	0	0	1,366	282	1	0
21 - 25 YEARS	673	77	52	32	19	1	17	4	3	0	0	0	764	114	3	1
26 - 30 YEARS	434	31	43	17	14	0	15	0	1	0	0	0	507	48	9	2
31 - 35 YEARS	26	3	7	2	0	0	0	0	0	0	0	0	33	5	2	0
36 - 40 YEARS	3	0	2	0	0	0	1	0	0	0	0	0	6	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>4,485</b>	<b>730</b>	<b>607</b>	<b>400</b>	<b>139</b>	<b>18</b>	<b>165</b>	<b>46</b>	<b>21</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>5,417</b>	<b>1,200</b>	<b>17</b>	<b>4</b>
MORE THAN 10 YEARS	2,760	393	295	188	73	8	84	21	8	1	0	0	3,220	611	17	4
AVERAGE YEARS	13.6	11.5	11.6	10.6	12.3	10.2	12.1	9.1	9.4	5.4	0	0	13.3	11.1	24.7	22.8
<b>BARGAINING UNIT AVERAGE YEARS</b>				<b>12.9</b>												

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	10	21	4	11	4	1	1	2	0	0	0	0	19	35	0	0
06 - 10 YEARS	33	61	10	49	1	0	2	3	0	1	0	0	46	114	1	1
11 - 15 YEARS	21	60	24	107	1	1	3	5	2	2	0	0	51	175	0	1
16 - 20 YEARS	3	8	2	8	0	0	0	1	0	0	0	0	5	17	0	0
21 - 25 YEARS	2	7	0	10	0	0	0	3	0	0	0	0	2	20	0	0
26 - 30 YEARS	2	7	2	9	0	1	0	1	0	0	0	0	4	18	1	2
31 - 35 YEARS	0	1	0	2	0	1	0	0	0	0	0	0	0	4	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	3	1	1	0	0	0	0	0	0	0	0	1	4	1	1
<b>BARGAINING UNIT TOTAL</b>	<b>72</b>	<b>172</b>	<b>43</b>	<b>203</b>	<b>7</b>	<b>4</b>	<b>6</b>	<b>15</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>130</b>	<b>397</b>	<b>3</b>	<b>5</b>
MORE THAN 10 YEARS	29	90	29	143	2	3	3	10	2	2	0	0	65	248	2	4
AVERAGE YEARS	10.3	12.6	12.7	13.9	10.9	19.5	9.7	14.3	14.0	10.7	0	0	11.1	13.4	26.3	23.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.8</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	311	220	7	9	2	0	2	7	5	11	0	0	327	247	0	0
06 - 10 YEARS	153	124	4	3	0	0	2	0	4	4	0	0	163	131	0	0
11 - 15 YEARS	252	129	7	7	0	1	3	3	9	5	0	0	271	145	0	1
16 - 20 YEARS	187	78	1	3	1	0	3	2	5	9	0	0	197	92	0	1
21 - 25 YEARS	120	77	7	4	0	0	5	0	8	4	0	0	140	85	0	0
26 - 30 YEARS	155	55	5	4	1	1	2	0	3	3	0	0	166	63	4	0
31 - 35 YEARS	29	11	3	2	0	1	0	0	3	0	0	0	35	14	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	6	0	1	0	0	0	0	0	2	0	0	0	9	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,241</b>	<b>697</b>	<b>37</b>	<b>32</b>	<b>5</b>	<b>3</b>	<b>18</b>	<b>12</b>	<b>41</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>1,342</b>	<b>780</b>	<b>6</b>	<b>3</b>
MORE THAN 10 YEARS	777	353	26	20	3	3	14	5	32	21	0	0	852	402	6	3
AVERAGE YEARS	14.3	11.9	18.0	13.9	17.6	24.7	17.8	7.8	19.1	12.3	0	0	14.6	12.0	32.5	21.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>13.6</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	266	114	23	10	1	1	5	7	2	0	0	0	297	132	0	0
06 - 10 YEARS	76	47	4	2	0	0	0	1	0	1	0	0	80	51	0	0
11 - 15 YEARS	101	41	1	2	2	0	4	0	4	2	0	0	112	45	0	0
16 - 20 YEARS	103	16	2	0	2	0	1	0	2	1	0	0	110	17	0	0
21 - 25 YEARS	53	15	3	1	1	0	2	0	1	1	0	0	60	17	3	1
26 - 30 YEARS	79	11	5	5	0	0	2	0	2	1	0	0	88	17	3	0
31 - 35 YEARS	11	2	4	1	0	0	0	0	0	0	0	0	15	3	0	0
36 - 40 YEARS	5	4	0	2	0	0	2	0	0	0	0	0	7	6	2	1
MORE THAN 40 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>699</b>	<b>252</b>	<b>42</b>	<b>23</b>	<b>6</b>	<b>1</b>	<b>16</b>	<b>8</b>	<b>11</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>774</b>	<b>290</b>	<b>8</b>	<b>2</b>
MORE THAN 10 YEARS	357	91	15	11	5	0	11	0	9	5	0	0	397	107	8	2
AVERAGE YEARS	11.7	9.0	10.1	14.3	13.3	0	15.2	1.4	15.1	16.5	0	0	11.8	9.4	29.0	31.0
<b>BARGAINING UNIT AVERAGE YEARS</b>				<b>11.1</b>												

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	440	48	32	2	5	0	14	1	5	2	0	0	496	53	0	0
06 - 10 YEARS	84	5	4	0	0	0	2	0	1	0	0	0	91	5	0	0
11 - 15 YEARS	64	5	2	1	0	0	1	0	0	0	0	0	67	6	0	0
16 - 20 YEARS	376	29	12	3	6	0	7	0	2	0	0	0	403	32	0	0
21 - 25 YEARS	211	38	22	1	11	0	8	0	1	0	0	0	253	39	2	0
26 - 30 YEARS	131	18	21	0	3	0	8	1	1	1	0	0	164	20	0	0
31 - 35 YEARS	15	2	5	0	0	0	0	0	0	0	0	0	20	2	0	0
36 - 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,322</b>	<b>146</b>	<b>99</b>	<b>8</b>	<b>25</b>	<b>0</b>	<b>40</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1,496</b>	<b>159</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS	798	93	63	6	20	0	24	1	4	1	0	0	909	101	2	0
AVERAGE YEARS	13.4	14.8	15.8	15.6	17.7	0	14.7	13.5	10.1	10.0	0	0	13.7	14.7	22.5	0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>13.8</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	143	255	87	113	1	2	11	8	1	4	0	0	243	382	0	0
06 - 10 YEARS	57	108	33	52	0	3	2	2	3	1	0	0	95	166	0	0
11 - 15 YEARS	55	90	17	48	0	0	4	3	1	1	0	0	77	142	0	0
16 - 20 YEARS	24	49	7	19	1	0	2	0	0	4	0	0	34	72	1	0
21 - 25 YEARS	18	28	4	15	0	0	0	1	0	0	0	0	22	44	0	1
26 - 30 YEARS	10	17	6	10	0	0	0	2	0	2	0	0	16	31	0	0
31 - 35 YEARS	3	4	1	4	1	0	0	1	0	0	0	0	5	9	0	0
36 - 40 YEARS	5	3	4	2	0	0	0	1	0	0	0	0	9	6	0	0
MORE THAN 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>315</b>	<b>554</b>	<b>159</b>	<b>265</b>	<b>3</b>	<b>5</b>	<b>19</b>	<b>18</b>	<b>5</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>501</b>	<b>854</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS	115	191	39	100	2	0	6	8	1	7	0	0	163	306	1	1
AVERAGE YEARS	9.1	8.6	7.6	9.6	18.7	4.8	6.6	12.4	7.0	13.0	0	0	8.6	9.0	20.0	22.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>8.8</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	734	2,239	218	918	8	25	33	87	6	28	1	0	1,000	3,297	3	4
06 - 10 YEARS	406	1,271	137	719	2	11	19	58	10	17	0	0	574	2,076	0	4
11 - 15 YEARS	196	456	47	270	1	2	8	20	2	4	0	0	254	752	1	4
16 - 20 YEARS	314	431	64	378	5	6	12	42	5	10	0	0	400	867	5	2
21 - 25 YEARS	208	254	40	126	0	1	5	27	1	9	0	0	254	417	7	8
26 - 30 YEARS	95	153	24	118	2	1	6	17	2	1	0	0	129	290	8	8
31 - 35 YEARS	33	42	8	55	0	0	1	1	1	2	0	0	43	100	2	5
36 - 40 YEARS	31	41	6	32	1	1	1	0	0	1	0	0	39	75	2	1
MORE THAN 40 YEARS	6	5	3	10	0	0	0	1	1	0	0	0	10	16	4	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,023</b>	<b>4,892</b>	<b>547</b>	<b>2,626</b>	<b>19</b>	<b>47</b>	<b>85</b>	<b>253</b>	<b>28</b>	<b>72</b>	<b>1</b>	<b>0</b>	<b>2,703</b>	<b>7,890</b>	<b>32</b>	<b>37</b>
MORE THAN 10 YEARS	883	1,382	192	989	9	11	33	108	12	27	0	0	1,129	2,517	29	29
AVERAGE YEARS	11.4	8.6	10.2	10.7	12.9	7.8	10.5	11.2	12.5	10.6	0	0	11.1	9.4	25.2	21.3
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>9.8</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	404	1,654	80	401	6	17	18	86	11	16	2	1	521	2,175	0	1
06 - 10 YEARS	102	560	22	131	0	6	0	35	0	4	0	0	124	736	1	2
11 - 15 YEARS	65	500	17	89	0	3	4	19	1	3	0	0	87	614	0	4
16 - 20 YEARS	61	519	10	136	1	13	4	24	0	7	0	0	76	699	0	3
21 - 25 YEARS	20	217	4	55	0	4	2	10	0	0	0	0	26	286	2	17
26 - 30 YEARS	32	265	10	102	0	5	2	21	2	6	0	0	46	399	8	30
31 - 35 YEARS	6	94	3	40	0	3	2	5	0	0	0	0	11	142	1	12
36 - 40 YEARS	8	147	1	52	0	0	1	9	0	1	0	0	10	209	1	11
MORE THAN 40 YEARS	2	34	0	6	0	0	0	0	0	1	0	0	2	41	1	3
<b>BARGAINING UNIT TOTAL</b>	<b>700</b>	<b>3,990</b>	<b>147</b>	<b>1,012</b>	<b>7</b>	<b>51</b>	<b>33</b>	<b>209</b>	<b>14</b>	<b>38</b>	<b>2</b>	<b>1</b>	<b>903</b>	<b>5,301</b>	<b>14</b>	<b>83</b>
MORE THAN 10 YEARS	194	1,776	45	480	1	28	15	88	3	18	0	0	258	2,390	13	80
AVERAGE YEARS	7.5	11.5	8.1	12.8	4.0	12.9	11.0	11.7	5.6	12.5	0	5.0	7.7	11.7	28.1	27.4
<b>BARGAINING UNIT AVERAGE YEARS</b>				<b>11.1</b>												

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	762	612	58	95	3	2	26	19	54	74	0	0	903	802	1	0
06 - 10 YEARS	341	475	36	84	2	2	5	12	26	36	0	0	410	609	0	2
11 - 15 YEARS	216	372	24	88	0	2	5	13	28	20	0	0	273	495	1	1
16 - 20 YEARS	302	349	22	78	0	3	9	17	11	9	0	0	344	456	6	1
21 - 25 YEARS	117	155	13	31	2	3	4	3	6	6	0	0	142	198	3	8
26 - 30 YEARS	113	195	30	65	0	1	5	22	6	5	0	0	154	288	7	17
31 - 35 YEARS	27	67	6	20	0	1	3	4	2	2	0	0	38	94	5	1
36 - 40 YEARS	43	111	12	20	0	2	2	4	0	2	0	0	57	139	4	6
MORE THAN 40 YEARS	17	24	2	4	0	0	1	3	0	0	0	0	20	31	1	1
<b>BARGAINING UNIT TOTAL</b>	<b>1,938</b>	<b>2,360</b>	<b>203</b>	<b>485</b>	<b>7</b>	<b>16</b>	<b>60</b>	<b>97</b>	<b>133</b>	<b>154</b>	<b>0</b>	<b>0</b>	<b>2,341</b>	<b>3,112</b>	<b>28</b>	<b>37</b>
MORE THAN 10 YEARS	835	1,273	109	306	2	12	29	66	53	44	0	0	1,028	1,701	27	35
AVERAGE YEARS	11.1	13.9	14.9	15.5	10.1	19.1	13.2	17.6	9.2	8.1	0	0	11.4	14.0	26.1	27.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.9</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	164	210	18	60	1	1	1	5	9	7	0	0	193	283	0	0
06 - 10 YEARS	260	262	39	82	3	2	7	9	7	12	0	0	316	367	2	0
11 - 15 YEARS	316	337	35	92	6	2	8	13	11	7	0	0	376	451	1	1
16 - 20 YEARS	505	335	41	153	9	2	9	10	10	5	0	0	574	505	0	0
21 - 25 YEARS	367	207	40	73	9	7	9	10	2	3	0	0	427	300	3	5
26 - 30 YEARS	389	202	47	97	13	5	20	12	3	5	0	0	472	321	16	12
31 - 35 YEARS	75	68	16	37	2	2	2	0	4	0	0	0	99	107	6	3
36 - 40 YEARS	77	74	19	37	1	0	5	3	1	0	0	0	103	114	8	7
MORE THAN 40 YEARS	23	21	4	9	0	0	0	1	1	0	0	0	28	31	4	2
<b>BARGAINING UNIT TOTAL</b>	<b>2,176</b>	<b>1,716</b>	<b>259</b>	<b>640</b>	<b>44</b>	<b>21</b>	<b>61</b>	<b>63</b>	<b>48</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>2,588</b>	<b>2,479</b>	<b>40</b>	<b>30</b>
MORE THAN 10 YEARS	1,752	1,244	202	498	40	18	53	49	32	20	0	0	2,079	1,829	38	30
AVERAGE YEARS	18.9	17.0	20.0	18.8	21.1	21.1	21.8	18.3	15.6	12.4	0	0	19.1	17.5	30.9	29.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>18.3</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	113	91	7	12	0	1	5	2	9	6	0	0	134	112	0	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	113	91	7	12	0	1	5	2	9	6	0	0	134	112	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	0	0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>0.0</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	138	109	4	9	1	0	4	5	8	3	0	0	155	126	0	0
06 - 10 YEARS	86	84	4	5	1	1	1	5	2	2	0	0	94	97	1	0
11 - 15 YEARS	127	144	14	10	0	0	2	1	3	7	0	0	146	162	1	0
16 - 20 YEARS	178	138	12	18	0	0	1	3	3	2	0	0	194	161	0	0
21 - 25 YEARS	170	107	14	17	2	2	5	3	1	1	0	0	192	130	1	3
26 - 30 YEARS	170	141	31	33	3	1	1	4	5	3	0	0	210	182	3	7
31 - 35 YEARS	52	46	5	11	2	1	4	0	1	3	0	0	64	61	3	4
36 - 40 YEARS	56	42	16	21	1	0	1	1	1	0	0	0	75	64	8	3
MORE THAN 40 YEARS	21	13	3	5	0	0	1	1	0	0	0	0	25	19	2	0
<b>BARGAINING UNIT TOTAL</b>	998	824	103	129	10	5	20	23	24	21	0	0	1,155	1,002	19	17
MORE THAN 10 YEARS	774	631	95	115	8	4	15	13	14	16	0	0	906	779	18	17
AVERAGE YEARS	19.3	18.6	24.3	24.4	24.3	22.8	20.4	16.3	14.5	17.1	0	0	19.7	19.3	32.2	30.4
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>19.5</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	119	294	12	36	0	2	8	9	0	5	0	0	139	346	0	0
06 - 10 YEARS	29	143	3	18	0	0	0	4	0	1	0	0	32	166	0	1
11 - 15 YEARS	22	132	5	20	0	1	1	7	0	0	0	0	28	160	0	0
16 - 20 YEARS	27	175	2	26	0	3	1	1	1	4	0	0	31	209	0	1
21 - 25 YEARS	12	53	5	21	0	2	1	2	1	2	0	0	19	80	1	2
26 - 30 YEARS	20	109	5	32	0	1	2	13	0	1	0	0	27	156	2	5
31 - 35 YEARS	7	31	3	7	0	0	0	6	0	0	0	0	10	44	2	0
36 - 40 YEARS	6	60	1	18	0	1	0	3	0	0	0	0	7	82	0	7
MORE THAN 40 YEARS	2	21	1	4	0	0	0	0	0	0	0	0	3	25	0	3
<b>BARGAINING UNIT TOTAL</b>	<b>244</b>	<b>1,018</b>	<b>37</b>	<b>182</b>	<b>0</b>	<b>10</b>	<b>13</b>	<b>45</b>	<b>2</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>296</b>	<b>1,268</b>	<b>5</b>	<b>19</b>
MORE THAN 10 YEARS	96	581	22	128	0	8	5	32	2	7	0	0	125	756	5	18
AVERAGE YEARS	10.7	14.9	15.6	18.6	0	18.3	9.4	19.4	20.5	12.2	0	0	11.3	15.6	28.6	31.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>14.8</b>													

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 18, 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
<b>STATEWIDE TOTAL</b>																
00 - 05 YEARS	6,607	6,835	816	1,874	97	68	209	262	126	162	3	3	7,858	9,204	6	7
06 - 10 YEARS	2,405	3,263	415	1,231	34	28	72	132	57	80	0	0	2,983	4,734	5	10
11 - 15 YEARS	2,276	2,421	278	817	34	14	62	92	63	52	0	0	2,713	3,396	7	13
16 - 20 YEARS	3,672	2,370	330	918	57	35	103	110	43	51	0	0	4,205	3,484	15	8
21 - 25 YEARS	2,148	1,266	216	393	49	21	64	64	24	26	0	0	2,501	1,770	30	47
26 - 30 YEARS	1,786	1,224	255	514	39	17	71	96	29	28	0	0	2,180	1,879	70	86
31 - 35 YEARS	329	378	72	183	5	9	14	17	12	7	0	0	432	594	25	26
36 - 40 YEARS	303	492	68	195	5	4	16	21	4	4	0	0	396	716	26	37
MORE THAN 40 YEARS	94	123	16	41	0	0	3	6	4	1	0	0	117	171	14	11
<b>STATEWIDE TOTAL</b>	<b>19,620</b>	<b>18,372</b>	<b>2,466</b>	<b>6,166</b>	<b>320</b>	<b>196</b>	<b>614</b>	<b>800</b>	<b>362</b>	<b>411</b>	<b>3</b>	<b>3</b>	<b>23,385</b>	<b>25,948</b>	<b>198</b>	<b>245</b>
MORE THAN 10 YEARS	10,608	8,274	1,235	3,061	189	100	333	406	179	169	0	0	12,544	12,010	187	228
AVERAGE YEARS	12.7	11.6	13.0	12.9	14.0	12.9	13.4	13.1	11.9	10.4	0	1.7	12.8	11.9	27.6	26.8

**BARGAINING UNIT AVERAGE YEARS** **12.3**

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

Pay End Date: June 18, 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	1,393	2.8 %	43.70	\$25.31	869	62.4 %
A31 - LABOR AND TRADES	3,316	6.7 %	41.81	\$17.20	1,273	38.4 %
C12 - SECURITY	6,617	13.4 %	42.87	\$23.68	4,585	69.3 %
E42 - HUMAN SERVICES SUPPORT	527	1.1 %	50.03	\$25.21	482	91.5 %
H21 - SCIENTIFIC & ENGINEERING	2,122	4.3 %	45.17	\$33.74	1,558	73.4 %
L32 - TECHNICAL	1,064	2.2 %	41.21	\$23.21	628	59.0 %
T01 - STATE POLICE ENLISTED	1,655	3.4 %	39.79	\$31.02	1,133	68.5 %
U11 - INSTITUTIONAL	1,355	2.7 %	44.62	\$20.92	679	50.1 %
W22 - HUMAN SERVICES	10,593	21.5 %	43.47	\$27.10	5,970	56.4 %
W41 - ADMINISTRATIVE SUPPORT	6,204	12.6 %	45.49	\$20.89	3,424	55.2 %
Y23 - BUSINESS & ADMINISTRATION	5,453	11.1 %	46.09	\$32.27	3,712	68.1 %
Y51 - SUPERVISORY	5,067	10.3 %	48.98	\$34.99	4,567	90.1 %
Y52 - NONCAREER	246	0.5 %	25.16	\$14.15	0	0.0 %
Y98 - MANAGERIAL	2,157	4.4 %	51.09	\$50.66	1,871	86.7 %
Y99 - CONFIDENTIAL	1,564	3.2 %	47.37	\$28.86	1,065	68.1 %
<b>STATEWIDE TOTAL</b>	<b>49,333</b>	<b>100.0 %</b>	<b>44.8</b>	<b>\$27.69</b>	<b>31,816</b>	<b>64.5 %</b>

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

Table 5-4

**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**

**Pay End Date: June 18, 2016**

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance							Dental Insurance						
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02 SAFETY & REGULATORY	1,364	710	52 %	465	34 %	24	2 %	0	0 %	1,224	90 %	15	1 %	5	0 %
A31 LABOR AND TRADES	1,830	848	46 %	797	44 %	14	1 %	0	0 %	1,688	92 %	12	1 %	6	0 %
C12 SECURITY	6,617	3,580	54 %	2,507	38 %	37	1 %	0	0 %	6,137	93 %	129	2 %	14	0 %
E42 HUMAN SERVICES SUPPORT	527	248	47 %	244	46 %	3	1 %	0	0 %	481	91 %	22	4 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,111	803	38 %	1,107	52 %	10	0 %	0	0 %	1,945	92 %	26	1 %	5	0 %
L32 TECHNICAL	863	370	43 %	414	48 %	14	2 %	0	0 %	789	91 %	21	2 %	2	0 %
T01 STATE POLICE ENLISTED	1,655	185	11 %	43	3 %	2	0 %	1,315	79 %	1,558	94 %	3	0 %	4	0 %
U11 INSTITUTIONAL	1,347	616	46 %	609	45 %	4	0 %	0	0 %	1,219	90 %	34	3 %	1	0 %
W22 HUMAN SERVICES	10,481	4,148	40 %	5,404	52 %	88	1 %	0	0 %	9,548	91 %	326	3 %	25	0 %
W41 ADMINISTRATIVE SUPPORT	5,600	1,694	30 %	3,275	58 %	70	1 %	0	0 %	4,994	89 %	195	3 %	16	0 %
Y23 BUSINESS & ADMINISTRATIO	5,449	1,625	30 %	3,218	59 %	79	1 %	0	0 %	4,931	90 %	116	2 %	17	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,064	2,289	45 %	2,412	48 %	33	1 %	2	0 %	4,735	94 %	87	2 %	10	0 %
Y52 NONCAREER	1	1	100 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,157	842	39 %	1,132	52 %	19	1 %	1	0 %	2,018	94 %	24	1 %	4	0 %
Y99 CONFIDENTIAL	1,536	439	29 %	922	60 %	12	1 %	0	0 %	1,387	90 %	30	2 %	2	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,603</b>	<b>18,398</b>	<b>39 %</b>	<b>22,550</b>	<b>48 %</b>	<b>409</b>	<b>1 %</b>	<b>1,318</b>	<b>3 %</b>	<b>42,656</b>	<b>92 %</b>	<b>1,040</b>	<b>2 %</b>	<b>113</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: June 18, 2016

Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02 SAFETY & REGULATORY	1,364	1,258	92 %	1,182	87 %	59	4 %	1,297	95 %	62	5 %	56	4 %
A31 LABOR AND TRADES	1,830	1,711	93 %	1,573	86 %	2	0 %	1,777	97 %	48	3 %	4	0 %
C12 SECURITY	6,617	6,297	95 %	5,983	90 %	0	0 %	6,392	97 %	197	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	527	508	96 %	456	87 %	0	0 %	505	96 %	20	4 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,111	1,992	94 %	1,805	86 %	33	2 %	1,968	93 %	139	7 %	11	1 %
L32 TECHNICAL	863	819	95 %	711	82 %	12	1 %	811	94 %	48	6 %	8	1 %
T01 STATE POLICE ENLISTED	1,655	1,558	94 %	2,205	133 %	946	57 %	1,604	97 %	33	2 %	936	57 %
U11 INSTITUTIONAL	1,347	1,255	93 %	1,170	87 %	3	0 %	1,281	95 %	65	5 %	0	0 %
W22 HUMAN SERVICES	10,481	9,916	95 %	8,834	84 %	0	0 %	9,922	95 %	542	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,600	5,224	93 %	4,722	84 %	92	2 %	5,275	94 %	304	5 %	71	1 %
Y23 BUSINESS & ADMINISTRATION	5,449	5,095	94 %	4,427	81 %	81	1 %	5,135	94 %	307	6 %	51	1 %
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,064	4,840	96 %	4,842	96 %	153	3 %	4,908	97 %	150	3 %	118	2 %
Y52 NONCAREER	1	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,157	2,051	95 %	1,969	91 %	81	4 %	2,069	96 %	83	4 %	95	4 %
Y99 CONFIDENTIAL	1,536	1,426	93 %	1,318	86 %	15	1 %	1,443	94 %	90	6 %	8	1 %
<b>STATEWIDE TOTALS:</b>	<b>46,603</b>	<b>43,952</b>	<b>94 %</b>	<b>41,198</b>	<b>88 %</b>	<b>1,477</b>	<b>3 %</b>	<b>44,389</b>	<b>95 %</b>	<b>2,088</b>	<b>4 %</b>	<b>1,358</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN  
BARGAINING UNIT ANALYSIS BY DEPARTMENT**

From Pay End Date: June 18, 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 DVLPMT	79	424	21	14	0	0	217	10	0	0	1	49	312
ATTORNEY GENERAL	11	479	31	1	0	0	0	0	0	0	0	83	115
AUDITOR GENERAL	03	161	0	2	0	0	0	0	0	0	0	0	2
CIVIL RIGHTS	15	92	0	0	0	0	0	0	0	0	37	16	53
CIVIL SERVICE COMMISSION	19	435	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	47	12,596	8	521	6,429	0	8	95	0	225	2,437	933	10,656
EDUCATION	31	516	0	2	0	3	0	3	0	18	182	68	276
ENVIRONMENTAL QUALITY	76	1,129	7	1	0	0	694	48	0	0	0	124	874
EXECUTIVE OFFICE	01	58	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	65	309	0	0	0	0	0	0	0	0	0	34	34
LICENSING & REGULATORY AFFAIRS	64	1,944	249	10	0	0	112	2	0	5	307	477	1,162
MDHHS - COMMUNITY HEALTH	39	3,137	35	70	188	0	108	37	0	756	387	392	1,973
MDHHS - HUMAN SERVICES	43	10,783	188	30	0	43	2	2	0	66	7,068	1,185	8,584
MILITARY & VETERAN AFFAIRS	51	769	27	185	0	0	28	8	0	273	31	62	614
NATURAL RESOURCES	75	3,327	569	1,514	0	0	258	184	0	6	121	191	2,843
STATE	23	1,569	13	17	0	0	0	1	0	0	0	1,061	1,092
STATE POLICE	55	2,831	147	11	0	0	122	33	1,655	6	0	260	2,234
TALENT & ECONOMIC DEVELOPMENT	18	1,251	24	17	0	481	14	7	0	0	15	122	680
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,944	0	263	0	0	32	61	0	0	4	308	668
TRANSPORTATION	59	2,887	67	645	0	0	525	572	0	0	3	272	2,084
TREASURY	27	1,693	7	13	0	0	2	1	0	0	0	567	590
<b>Grand Total:</b>		<b>49,334</b>	<b>1,393</b>	<b>3,316</b>	<b>6,617</b>	<b>527</b>	<b>2,122</b>	<b>1,064</b>	<b>1,655</b>	<b>1,355</b>	<b>10,593</b>	<b>6,204</b>	<b>34,846</b>

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

Source: Michigan Civil Service Commission HWF05

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
From Pay End Date: June 18, 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	29	9	17	13	0	44	112
ATTORNEY GENERAL	11	479	24	47	283	0	0	10	364
AUDITOR GENERAL	03	161	0	81	34	7	0	37	159
CIVIL RIGHTS	15	92	4	16	10	0	0	9	39
CIVIL SERVICE COMMISSION	19	435	1	368	53	0	0	13	435
CORRECTIONS	47	12,596	213	117	163	3	0	1,444	1,940
EDUCATION	31	516	137	23	38	0	0	42	240
ENVIRONMENTAL QUALITY	76	1,129	57	18	63	17	0	100	255
EXECUTIVE OFFICE	01	58	0	57	1	0	0	0	58
INSURANCE AND FINANCIAL SERV	65	309	163	14	21	8	0	69	275
LICENSING & REGULATORY AFFAIRS	64	1,944	424	65	141	13	0	139	782
MDHHS - COMMUNITY HEALTH	39	3,137	520	78	193	1	1	371	1,164
MDHHS - HUMAN SERVICES	43	10,783	612	194	206	0	0	1,187	2,199
MILITARY & VETERAN AFFAIRS	51	769	34	8	25	0	0	88	155
NATURAL RESOURCES	75	3,327	106	22	86	32	0	238	484
STATE	23	1,569	130	54	50	11	0	232	477
STATE POLICE	55	2,831	193	41	135	1	0	227	597
TALENT & ECONOMIC DEVELOPMENT	18	1,251	340	32	119	9	0	71	571
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,944	1,537	162	254	96	0	227	2,276
TRANSPORTATION	59	2,887	238	101	109	11	0	344	803
TREASURY	27	1,693	691	57	156	24	0	175	1,103
<b>Grand Total:</b>		<b>49,334</b>	<b>5,453</b>	<b>1,564</b>	<b>2,157</b>	<b>246</b>	<b>1</b>	<b>5,067</b>	<b>14,488</b>

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

Source: Michigan Civil Service Commission 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.