

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2011-12

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

**Thomas M. Wardrop, Chair
James Barrett
Charles Blockett, Jr.
Robert W. Swanson**

Jeremy S. Stephens, State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2011-12

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.4
Average Annual Salary ¹	\$55,269
Average Years of Service	13

WORK FORCE CHARACTERISTICS

Females	53.4%
Males	46.6%
Eligible for Longevity	70.6%
Less than Six Years of Service	28%
Six to Ten Years of Service	14%
Over Ten Years of Service	56%
Exclusively Represented for Collective Bargaining	71%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.0%
Asian	1.4%
Black	18.9%
Hispanic	2.8%
White	74.8%
Not Disclosed	0.9%

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

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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

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

Pay End Date: December 24, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	362.0	0.0	9.0	7.0	0.0	15.0	393.0	0.0	393.0
AGRICULTURE AND RURAL DVLPMNT		362.0	0.0	9.0	7.0	0.0	15.0	393.0	0.0	393.0
ATY GNRL CENTRAL OFFICE	1101	427.0	1.0	0.0	15.0	0.0	0.0	443.0	0.0	443.0
PACC	1102	8.0	0.0	0.0	1.0	0.0	0.0	9.0	0.0	9.0
ATTORNEY GENERAL		435.0	1.0	0.0	16.0	0.0	0.0	452.0	0.0	452.0
LEGISLATIVE AUDITOR GENERAL	0301	96.0	0.0	13.0	17.0	0.0	5.0	131.0	0.0	131.0
AUDITOR GENERAL		96.0	0.0	13.0	17.0	0.0	5.0	131.0	0.0	131.0
CIV RGHT CENTRAL OFFICE	1501	81.0	0.0	0.0	15.0	0.0	0.0	96.0	0.0	96.0
CIVIL RIGHTS		81.0	0.0	0.0	15.0	0.0	0.0	96.0	0.0	96.0
CIVIL SERVICE COMMISSION	1901	395.0	3.0	1.0	9.0	0.0	17.0	425.0	1.5	423.5
CIVIL SERVICE COMMISSION		395.0	3.0	1.0	9.0	0.0	17.0	425.0	1.5	423.5
DCH-CARO CENTER	3902	299.0	0.0	0.0	20.0	0.0	0.0	319.0	0.0	319.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,098.0	1.0	6.0	18.0	0.0	38.0	1,161.0	1.0	1,160.0
DCH-CTR FORENSIC PSYCHIATRY	3920	471.0	2.0	0.0	8.0	0.0	5.0	486.0	0.0	486.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	128.0	2.0	0.0	32.0	0.0	3.0	165.0	0.0	165.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	405.0	7.0	0.0	52.0	0.0	0.0	464.0	0.0	464.0
DCH-OFFICE OF SERVICES TO TH	3970	30.0	0.0	0.0	1.0	0.0	0.0	31.0	0.0	31.0
DCH-WALTER P. REUTHER PSY HOSP	3945	354.0	0.0	0.0	2.0	0.0	0.0	356.0	0.0	356.0
OFFICE OF THE INSPECTOR GENERA	3947	20.0	0.0	0.0	1.0	0.0	0.0	21.0	0.0	21.0
COMMUNITY HEALTH		2,805.0	12.0	6.0	134.0	0.0	46.0	3,003.0	1.0	3,002.0
DOC-ADRIAN/GUS HARRISON FAC	4729	531.0	0.0	0.0	5.0	0.0	0.0	536.0	0.0	536.0
DOC-ALGER MAX SECURITY CORRECT	4735	249.0	0.0	0.0	4.0	0.0	1.0	254.0	0.0	254.0
DOC-BARAGA FACILITY	4740	340.0	1.0	0.0	2.0	0.0	1.0	344.0	0.0	344.0
DOC-BELLAMY CREEK FACILITY	4748	445.0	0.0	0.0	1.0	0.0	0.0	446.0	0.0	446.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	553.0	1.0	0.0	1.0	0.0	2.0	557.0	0.0	557.0
DOC-CARSON CITY FAC/CARSON CIT	4731	489.0	0.0	0.0	2.0	0.0	1.0	492.0	0.0	492.0
DOC-CENTRAL MICHIGAN FACILITY	4744	460.0	1.0	0.0	1.0	0.0	1.0	463.0	0.0	463.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	501.0	2.0	0.0	1.0	0.0	1.0	505.0	0.0	505.0
DOC-COOPER STREET FACILITY	4752	401.0	0.0	0.0	2.0	0.0	0.0	403.0	0.5	402.5
DOC-CORRECTN CENTRAL OFFICE	4702	471.0	0.0	0.0	22.0	0.0	42.0	535.0	0.0	535.0

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: December 24, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-COTTON FACILITY	4720	442.0	0.0	0.0	2.0	0.0	0.0	444.0	1.5	442.5
DOC-EGELER FACILITY	4727	570.0	0.0	0.0	1.0	0.0	0.0	571.0	0.0	571.0
DOC-FIELD OPERATION REGION III	4763	932.0	10.0	2.0	1.0	0.0	0.0	945.0	0.0	945.0
DOC-FIELD OPERATIONS REGION I	4761	788.0	0.0	1.0	2.0	0.0	0.0	791.0	0.0	791.0
DOC-HANDLON MI TRAINING UNT	4705	319.0	1.0	0.0	0.0	0.0	0.0	320.0	0.0	320.0
DOC-HURON VALLEY CORR COMPLEX	4715	545.0	3.0	0.0	2.0	0.0	0.0	550.0	0.0	550.0
DOC-IONIA MAXIMUM FACILITY	4724	306.0	0.0	0.0	0.0	0.0	0.0	306.0	0.0	306.0
DOC-JACKSON CENTRAL REGION	4750	139.0	0.0	0.0	0.0	0.0	0.0	139.0	0.0	139.0
DOC-KINROSS/HIAWATHA FACILITY	4712	373.0	0.0	0.0	2.0	0.0	0.0	375.0	0.0	375.0
DOC-LAKELAND MENS FACILITY	4718	309.0	0.0	0.0	0.0	0.0	0.0	309.0	0.0	309.0
DOC-MACOMB FACILITY	4741	351.0	1.0	0.0	1.0	0.0	0.0	353.0	0.0	353.0
DOC-MARQUETTE BRANCH PRISON	4706	341.0	0.0	0.0	4.0	0.0	3.0	348.0	0.0	348.0
DOC-MAXEY CORRECTIONAL	4749	254.0	0.0	0.0	5.0	0.0	0.0	259.0	0.0	259.0
DOC-MICHIGAN REFORMATORY	4707	305.0	0.0	0.0	2.0	0.0	4.0	311.0	0.0	311.0
DOC-MICHIGAN STATE INDUSTRIES	4709	130.0	0.0	0.0	0.0	0.0	2.0	132.0	0.0	132.0
DOC-MOUND FACILITY	4737	228.0	0.0	0.0	0.0	0.0	0.0	228.0	0.0	228.0
DOC-NEWBERRY FACILITY	4743	262.0	0.0	0.0	4.0	0.0	0.0	266.0	0.0	266.0
DOC-OAKS FACILITY	4739	312.0	1.0	0.0	2.0	0.0	0.0	315.0	0.0	315.0
DOC-OJIBWAY FACILITY	4746	218.0	2.0	0.0	1.0	0.0	4.0	225.0	0.0	225.0
DOC-PARNALL FACILITY	4751	299.0	0.0	1.0	0.0	0.0	0.0	300.0	0.0	300.0
DOC-PUGSLEY FACILITY	4745	231.0	1.0	0.0	2.0	0.0	0.0	234.0	0.0	234.0
DOC-RYAN FACILITY	4738	343.0	0.0	0.0	1.0	0.0	0.0	344.0	0.0	344.0
DOC-SAGINAW FACILITY	4742	326.0	2.0	0.0	2.0	0.0	0.0	330.0	0.0	330.0
DOC-ST. LOUIS FACILITY	4733	342.0	0.0	0.0	1.0	0.0	1.0	344.0	0.0	344.0
DOC-THUMB FACILITY	4725	310.0	0.0	0.0	3.0	0.0	0.0	313.0	0.0	313.0
NTHRN REGION ADMIN AND SUPPORT	4714	50.0	0.0	0.0	2.0	0.0	0.0	52.0	0.0	52.0
SOUTHERN REGION - IONIA	4711	52.0	0.0	0.0	0.0	0.0	0.0	52.0	0.0	52.0
CORRECTIONS		13,517.0	26.0	4.0	81.0	0.0	63.0	13,691.0	2.0	13,689.0
EDUCATION	3103	358.0	5.0	3.0	32.0	57.0	7.0	462.0	0.5	461.5
EDUCATION		358.0	5.0	3.0	32.0	57.0	7.0	462.0	0.5	461.5
DNRE-ENVIRONMENTAL QUALITY	7601	1,059.0	5.0	18.0	27.0	0.0	14.0	1,123.0	2.5	1,120.5

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE
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Pay End Date: December 24, 2011

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ENVIRONMENTAL QUALITY		1,059.0	5.0	18.0	27.0	0.0	14.0	1,123.0	2.5	1,120.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	52.0	0.0	0.0	52.0	0.0	52.0
EXECUTIVE OFFICE		0.0	0.0	0.0	52.0	0.0	0.0	52.0	0.0	52.0
DHS-BERRIEN COUNTY	4322	148.0	0.0	0.0	4.0	1.0	0.0	153.0	0.0	153.0
DHS-CALHOUN COUNTY	4323	159.0	0.0	0.0	10.0	0.0	0.0	169.0	0.0	169.0
DHS-COUNTIES	4308	2,602.0	1.0	1.0	188.0	17.0	0.0	2,809.0	2.5	2,806.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,967.0	4.0	17.0	149.0	3.0	12.0	2,152.0	1.5	2,150.5
DHS-GENESEEE COUNTY	4302	530.0	0.0	0.0	32.0	0.0	0.0	562.0	0.0	562.0
DHS-INGHAM COUNTY	4312	256.0	0.0	0.0	16.0	0.0	0.0	272.0	0.0	272.0
DHS - INSTITUTIONS	4307	59.0	0.0	8.0	12.0	0.0	1.0	80.0	0.0	80.0
DHS-JACKSON COUNTY	4315	133.0	0.0	0.0	16.0	0.0	0.0	149.0	0.0	149.0
DHS-KALAMAZOO COUNTY	4314	231.0	0.0	0.0	13.0	0.0	0.0	244.0	0.0	244.0
DHS-KENT COUNTY	4303	410.0	0.0	0.0	66.0	3.0	0.0	479.0	2.0	477.0
DHS-MACOMB COUNTY	4304	516.0	0.0	0.0	8.0	0.0	0.0	524.0	4.5	519.5
DHS-MAXEY TRAINING SCHOOL	4311	75.0	0.0	0.0	0.0	0.0	0.0	75.0	0.0	75.0
DHS-MUSKEGON COUNTY	4324	212.0	0.0	0.0	41.0	0.0	0.0	253.0	0.0	253.0
DHS-OAKLAND COUNTY	4305	554.0	0.0	1.0	23.0	0.0	0.0	578.0	0.0	578.0
DHS-SAGINAW COUNTY	4313	232.0	0.0	0.0	13.0	0.0	0.0	245.0	0.0	245.0
DHS-WASHTENAW	4325	142.0	0.0	0.0	23.0	0.0	0.0	165.0	0.0	165.0
DHS-WAYNE COUNTY DSS	4306	76.0	0.0	0.0	1.0	0.0	0.0	77.0	0.0	77.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	644.0	0.0	0.0	4.0	0.0	0.0	648.0	0.0	648.0
DHS-WAYNE COUNTY ZONE 3	4318	436.0	0.0	0.0	59.0	0.0	0.0	495.0	0.0	495.0
DHS-WAYNE COUNTY ZONE 4	4319	479.0	0.0	0.0	42.0	0.0	0.0	521.0	0.0	521.0
DHS-WAYNE COUNTY ZONE L	4316	357.0	0.0	0.0	26.0	0.0	0.0	383.0	0.0	383.0
HUMAN SERVICES		10,218.0	5.0	27.0	746.0	24.0	13.0	11,033.0	10.5	11,022.5
LICENSING AND REGULATORY AFF	6401	3,416.0	12.0	5.0	293.0	54.0	100.0	3,880.0	1.5	3,878.5
LICENSING & REGULATORY AFFAIRS		3,416.0	12.0	5.0	293.0	54.0	100.0	3,880.0	1.5	3,878.5
D.J. JACOBETTI HOME FOR VETERA	5103	145.0	3.0	1.0	0.0	4.0	0.0	153.0	0.5	152.5
GRAND RAPIDS HOME FOR VETERANS	5102	367.0	1.0	12.0	22.0	8.0	23.0	433.0	0.0	433.0
MIL AFFR CENTRAL OFFICE	5101	249.0	1.0	5.0	25.0	35.0	49.0	364.0	0.0	364.0

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MILITARY & VETERAN AFFAIRS		761.0	5.0	18.0	47.0	47.0	72.0	950.0	0.5	949.5
DNRE-NATURAL RESOURCES	7501	1,224.0	1.0	55.0	31.0	66.0	149.0	1,526.0	0.0	1,526.0
NATURAL RESOURCES		1,224.0	1.0	55.0	31.0	66.0	149.0	1,526.0	0.0	1,526.0
DEPARTMENT OF STATE	2301	1,033.0	0.0	102.0	140.0	0.0	213.0	1,488.0	0.0	1,488.0
STATE		1,033.0	0.0	102.0	140.0	0.0	213.0	1,488.0	0.0	1,488.0
STATE POLICE	5501	2,282.0	22.0	6.0	27.0	0.0	5.0	2,342.0	1.0	2,341.0
STATE POLICE		2,282.0	22.0	6.0	27.0	0.0	5.0	2,342.0	1.0	2,341.0
MSHDA	6305	269.0	6.0	5.0	21.0	0.0	35.0	336.0	1.0	335.0
STRATEGIC FUND	0740	326.0	2.0	1.0	22.0	0.0	9.0	360.0	0.0	360.0
STRATEGIC FUND		595.0	8.0	6.0	43.0	0.0	44.0	696.0	1.0	695.0
TECH, MGMT AND BUDGET - IT	0801	1,480.0	3.0	0.0	20.0	0.0	57.0	1,560.0	0.0	1,560.0
TECH, MGMT AND BUDGET - MB	0701	859.0	15.0	4.0	47.0	0.0	29.0	954.0	8.0	946.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,339.0	18.0	4.0	67.0	0.0	86.0	2,514.0	8.0	2,506.0
BRIDGE AUTHORITIES-INTERNATION	5903	30.0	0.0	0.0	0.0	0.0	9.0	39.0	0.0	39.0
BRIDGE AUTHORITIES-MACKINAC	5902	35.0	0.0	28.0	5.0	1.0	11.0	80.0	0.0	80.0
TRANSPORTATION CENTRAL OFFICE	5901	2,310.0	9.0	19.0	71.0	7.0	154.0	2,570.0	4.5	2,565.5
TRANSPORTATION		2,375.0	9.0	47.0	76.0	8.0	174.0	2,689.0	4.5	2,684.5
BUREAU OF STATE LOTTERY	2795	171.0	0.0	0.0	1.0	0.0	20.0	192.0	0.0	192.0
GAMING CONTROL	2707	98.0	0.0	2.0	7.0	2.0	4.0	113.0	0.0	113.0
TREASURY CENTRAL PAYROLL	2701	1,131.0	2.0	7.0	33.0	0.0	38.0	1,211.0	0.0	1,211.0
TREASURY		1,400.0	2.0	9.0	41.0	2.0	62.0	1,516.0	0.0	1,516.0
STATEWIDE TOTAL		44,751.0	134.0	333.0	1,901.0	258.0	1,085.0	48,462.0	34.5	48,427.5

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF04

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2012 Appropriated (A)	FTE Positions 12/24/2011 (B)	FTE Positions 9/17/2011 (C)	Difference 12/24/2011 and 9/17/2011 (B-C)	Difference 12/24/2011 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	441.0	379.8	376.2	3.6	-61.2
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	441.0	379.8	376.4	3.4	-61.2
ATTORNEY GENERAL					
Regular	514.0	448.1	435.1	13.0	-65.9
Overtime	0.0	0.2	0.2	-0.1	0.2
Total	514.0	448.3	435.3	12.9	-65.7
AUDITOR GENERAL					
Regular	0.0	126.6	129.5	-3.0	126.6
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	126.6	129.5	-3.0	126.6
CIVIL RIGHTS					
Regular	121.0	95.7	91.5	4.2	-25.3
Overtime	0.0	0.0	0.0	0.0	0.0
Total	121.0	95.7	91.5	4.2	-25.3
CIVIL SERVICE COMMISSION					
Regular	506.5	413.5	409.5	4.1	-93.0
Overtime	0.0	1.1	2.1	-1.1	1.1
Total	506.5	414.6	411.6	3.0	-91.9
COMMUNITY HEALTH					
Regular	3,634.2	2,973.3	3,309.8	-336.5	-660.9
Overtime	0.0	194.4	187.8	6.6	194.4
Total	3,634.2	3,167.7	3,497.6	-329.9	-466.5

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular 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).

Appropriated Position Figures are provided by DTMB, State Budget Office.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2012 Appropriated (A)	FTE Positions 12/24/2011 (B)	FTE Positions 9/17/2011 (C)	Difference 12/24/2011 and 9/17/2011 (B-C)	Difference 12/24/2011 and Appropriated (B-A)
CORRECTIONS					
Regular	15,552.8	13,844.8	14,046.1	-201.3	-1,708.0
Overtime	0.0	948.9	946.5	2.4	948.9
Total	15,552.8	14,793.7	14,992.7	-199.0	-759.1
EDUCATION					
Regular	590.0	454.0	440.0	13.9	-136.0
Overtime	0.0	0.7	0.7	0.0	0.7
Total	590.0	454.7	440.7	14.0	-135.3
ENVIRONMENTAL QUALITY					
Regular	1,334.5	1,097.8	1,081.0	16.8	-236.7
Overtime	0.0	2.9	4.8	-1.9	2.9
Total	1,334.5	1,100.7	1,085.8	14.9	-233.8
EXECUTIVE OFFICE					
Regular	74.2	50.6	41.3	9.3	-23.6
Overtime	0.0	0.0	0.0	0.0	0.0
Total	74.2	50.6	41.3	9.3	-23.6
HUMAN SERVICES					
Regular	11,540.5	10,952.3	10,895.1	57.2	-588.2
Overtime	0.0	71.0	346.7	-275.7	71.0
Total	11,540.5	11,023.3	11,241.8	-218.5	-517.2
LICENSING AND REGULATORY AFF					
Regular	4,320.8	3,811.8	3,741.1	70.7	-509.0
Overtime	0.0	38.7	137.2	-98.5	38.7
Total	4,320.8	3,850.5	3,878.3	-27.8	-470.3

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular 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).

Appropriated Position Figures are provided by DTMB, State Budget Office.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2012 Appropriated (A)	FTE Positions 12/24/2011 (B)	FTE Positions 9/17/2011 (C)	Difference 12/24/2011 and 9/17/2011 (B-C)	Difference 12/24/2011 and Appropriated (B-A)
MILITARY & VETERAN AFFAIRS					
Regular	819.0	894.5	901.9	-7.4	75.5
Overtime	0.0	31.9	44.7	-12.7	31.9
Total	819.0	926.5	946.6	-20.1	107.5
NATURAL RESOURCES					
Regular	2,173.4	1,396.3	2,293.4	-897.0	-777.1
Overtime	0.0	2.3	80.6	-78.3	2.3
Total	2,173.4	1,398.7	2,374.0	-975.3	-774.7
STATE					
Regular	1,809.0	1,336.7	1,386.9	-50.2	-472.3
Overtime	0.0	1.1	7.6	-6.5	1.1
Total	1,809.0	1,337.8	1,394.5	-56.7	-471.2
STATE POLICE					
Regular	2,751.0	2,317.0	2,335.6	-18.6	-434.0
Overtime	0.0	106.0	207.8	-101.7	106.0
Total	2,751.0	2,423.0	2,543.4	-120.3	-328.0
STRATEGIC FUND					
Regular	820.0	673.6	121.9	551.7	-146.4
Overtime	0.0	0.8	0.0	0.8	0.8
Total	820.0	674.4	121.9	552.5	-145.6
TECH, MGMT AND BUDGET					
Regular	2,526.0	2,472.6	2,395.4	77.2	-53.4
Overtime	0.0	28.4	32.1	-3.8	28.4
Total	2,526.0	2,501.0	2,427.6	73.4	-25.0

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular 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).

Appropriated Position Figures are provided by DTMB, State Budget Office.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2012 Appropriated (A)	FTE Positions 12/24/2011 (B)	FTE Positions 9/17/2011 (C)	Difference 12/24/2011 and 9/17/2011 (B-C)	Difference 12/24/2011 and Appropriated (B-A)
TRANSPORTATION					
Regular	3,043.3	2,588.3	2,641.7	-53.4	-455.0
Overtime	0.0	60.3	157.5	-97.2	60.3
Total	3,043.3	2,648.5	2,799.2	-150.7	-394.8
TREASURY					
Regular	1,745.5	1,481.4	1,786.0	-304.6	-264.1
Overtime	0.0	5.8	31.3	-25.6	5.8
Total	1,745.5	1,487.2	1,817.4	-330.2	-258.3
STATEWIDE TOTALS					
Total Regular	54,316.7	47,808.8	48,859.1	-1,050.4	-6,507.9
Total Overtime	0.0	1,494.4	2,187.8	-693.4	1,494.4
Grand Total	54,316.7	49,303.2	51,047.0	-1,743.8	-5,013.5

Comments: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular 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).

Appropriated Position Figures are provided by DTMB, State Budget Office.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0159

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	September 17, 2011		December 24, 2011	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	388.0	0.8%	393.0	0.8%
Attorney General	439.0	0.9%	452.0	0.9%
Auditor General	136.0	0.3%	131.0	0.3%
Civil Rights	93.0	0.2%	96.0	0.2%
Civil Service Commission	418.0	0.8%	423.5	0.9%
Community Health	3,344.0	6.7%	3,002.0	6.2%
Corrections	13,863.0	27.8%	13,689.0	28.3%
Education	446.5	0.9%	461.5	1.0%
Environmental Quality	1,103.0	2.2%	1,120.5	2.3%
Executive Office	42.0	0.1%	52.0	0.1%
Human Services	10,963.5	22.0%	11,022.5	22.8%
Licensing & Regulatory Affairs	3,815.5	7.6%	3,878.5	8.0%
Military & Veterans Affairs	960.5	1.9%	949.5	2.0%
Natural Resources	2,951.0	5.9%	1,526.0	3.2%
State	1,483.0	3.0%	1,488.0	3.1%
State Police	2,360.0	4.7%	2,341.0	4.8%
Strategic Fund	122.0	0.2%	695.0	1.4%
Technology, Management & Budget	2,442.0	4.9%	2,506.0	5.2%
Transportation	2,736.5	5.5%	2,684.5	5.5%
Treasury	1,830.0	3.7%	1,516.0	3.1%
TOTAL	49,936.5	100.0%	48,427.5	100.0%

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

Statewide the number of classified employees decreased by 1,509 from September 17, 2011 to December 24, 2011.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF03

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

Pay End Date: December 24, 2011

Department	Current Period Number of Employees
AGRICULTURE AND RURAL DVLPMNT	385.0
ATTORNEY GENERAL	452.0
AUDITOR GENERAL	126.0
CIVIL RIGHTS	96.0
CIVIL SERVICE COMMISSION	409.5
COMMUNITY HEALTH	2,956.0
CORRECTIONS	13,645.0
EDUCATION	457.5
ENVIRONMENTAL QUALITY	1,106.5
EXECUTIVE OFFICE	52.0
HUMAN SERVICES	11,010.5
LICENSING & REGULATORY AFFAIRS	3,778.5
MILITARY & VETERAN AFFAIRS	898.5
NATURAL RESOURCES	1,392.0
STATE	1,275.0
STATE POLICE	2,336.0
STRATEGIC FUND	651.0
TECHNOLOGY, MANAGEMENT & BUDGET	2,433.0
TRANSPORTATION	2,597.5
TREASURY	1,481.0
Sum:	47,538.5

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE & RURAL DVLPMNT	7	380.6
ATTORNEY GENERAL	7	446.0
AUDITOR GENERAL	7	128.3
CIVIL RIGHTS	7	95.3
CIVIL SERVICE COMMISSION	7	407.1
COMMUNITY HEALTH	7	2,996.9
CORRECTIONS	7	13,721.4
EDUCATION	7	450.4
ENVIRONMENTAL QUALITY	7	1,099.4
EXECUTIVE OFFICE	7	49.6
HUMAN SERVICES	7	11,028.0
LICENSING & REGULATORY AFFAIRS	7	3,762.2
MILITARY & VETERAN AFFAIRS	7	900.9
NATURAL RESOURCES	7	1,511.3
STATE	7	1,274.0
STATE POLICE	7	2,341.1
STRATEGIC FUND	7	573.0
TECHNOLOGY, MANAGEMENT & BUDGET	7	2,404.9
TRANSPORTATION	7	2,633.5
TREASURY	7	1,501.6
Sum:		47,705.3

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. Currently, these positions represent 89% of all non-career appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: December 24, 2011

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 & RURAL DEVELOPMENT	393	0.8 %	48.2	\$29.93	314	79.9 %
ATTORNEY GENERAL	452	0.9 %	46.5	\$37.66	295	65.3 %
AUDITOR GENERAL	131	0.3 %	40.1	\$34.36	94	71.8 %
CIVIL RIGHTS	96	0.2 %	48.2	\$28.95	75	78.1 %
CIVIL SERVICE COMMISSION	425	0.9 %	46.4	\$28.33	331	77.9 %
COMMUNITY HEALTH	3,013	6.2 %	47.4	\$27.56	1,981	65.7 %
CORRECTIONS	13,789	28.4 %	45.9	\$25.84	11,482	83.3 %
EDUCATION	462	1.0 %	48.5	\$31.55	265	57.4 %
ENVIRONMENTAL QUALITY	1,123	2.3 %	48.0	\$31.16	982	87.4 %
EXECUTIVE OFFICE	52	0.1 %	38.7	\$31.99	12	23.1 %
HUMAN SERVICES	11,039	22.7 %	43.3	\$23.97	5,866	53.1 %
LICENSING & REGULATORY AFFAIRS	3,882	8.0 %	47.1	\$27.53	2,532	65.2 %
MILITARY & VETERAN AFFAIRS	956	2.0 %	46.3	\$22.73	607	63.5 %
NATURAL RESOURCES	1,526	3.1 %	45.0	\$25.69	1,131	74.1 %
STATE	1,491	3.1 %	45.5	\$21.64	987	66.2 %
STATE POLICE	2,353	4.8 %	43.5	\$30.54	2,093	89.0 %
STRATEGIC FUND	696	1.4 %	45.7	\$28.97	445	63.9 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,515	5.2 %	46.7	\$30.09	1,764	70.1 %
TRANSPORTATION	2,692	5.5 %	45.6	\$27.52	2,076	77.1 %
TREASURY	1,517	3.1 %	45.6	\$27.21	997	65.7 %
STATEWIDE TOTALS:	48,603	100.0 %	45.4	\$26.47	34,329	70.6 %

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF24

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: December 24, 2011

Department	Health Insurance								Dental Insurance							
	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	
AGRICULTURE & RURAL DEVELOPMENT	378	177	47 %	179	47 %	6	2 %	0	0 %	358	95 %	6	2 %	1	0 %	
ATTORNEY GENERAL	452	189	42 %	206	46 %	4	1 %	0	0 %	410	91 %	7	2 %	1	0 %	
AUDITOR GENERAL	126	29	23 %	77	61 %	5	4 %	0	0 %	114	90 %	0	0 %	0	0 %	
CIVIL RIGHTS	96	44	46 %	46	48 %	2	2 %	0	0 %	89	93 %	4	4 %	0	0 %	
CIVIL SERVICE COMMISSION	408	125	31 %	240	59 %	4	1 %	0	0 %	371	91 %	7	2 %	0	0 %	
COMMUNITY HEALTH	2,967	1,445	49 %	1,292	44 %	33	1 %	0	0 %	2,702	91 %	96	3 %	12	0 %	
CORRECTIONS	13,726	7,615	55 %	5,260	38 %	59	0 %	0	0 %	12,759	93 %	266	2 %	24	0 %	
EDUCATION	455	197	43 %	194	43 %	9	2 %	0	0 %	405	89 %	8	2 %	7	2 %	
ENVIRONMENTAL QUALITY	1,109	413	37 %	610	55 %	9	1 %	0	0 %	1,024	92 %	19	2 %	2	0 %	
EXECUTIVE OFFICE	52	30	58 %	15	29 %	0	0 %	0	0 %	48	92 %	0	0 %	0	0 %	
HUMAN SERVICES	11,026	4,967	45 %	5,232	47 %	92	1 %	0	0 %	10,008	91 %	413	4 %	43	0 %	
LICENSING & REGULATORY AFFAIRS	3,782	1,594	42 %	1,908	50 %	38	1 %	0	0 %	3,450	91 %	121	3 %	13	0 %	
MILITARY & VETERAN AFFAIRS	884	365	41 %	433	49 %	13	1 %	0	0 %	821	93 %	4	0 %	5	1 %	
NATURAL RESOURCES	1,377	856	62 %	414	30 %	15	1 %	0	0 %	1,291	94 %	9	1 %	3	0 %	
STATE	1,278	543	42 %	645	50 %	15	1 %	0	0 %	1,192	93 %	29	2 %	1	0 %	
STATE POLICE	2,348	620	26 %	424	18 %	13	1 %	1,195	51 %	2,248	96 %	14	1 %	5	0 %	
STRATEGIC FUND	652	215	33 %	374	57 %	15	2 %	0	0 %	591	91 %	18	3 %	0	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,429	735	30 %	1,492	61 %	29	1 %	0	0 %	2,172	89 %	73	3 %	7	0 %	
TRANSPORTATION	2,518	1,243	49 %	1,098	44 %	34	1 %	0	0 %	2,362	94 %	26	1 %	7	0 %	
TREASURY	1,455	476	33 %	842	58 %	35	2 %	0	0 %	1,331	91 %	38	3 %	6	0 %	
STATEWIDE TOTALS:	47,518	21,878	46 %	20,981	44 %	430	1 %	1,195	3 %	43,746	92 %	1,158	2 %	137	0 %	

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF47

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: December 24, 2011

Department	Total Employees	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	378	366	97 %	321	85 %	0	0 %	364	96 %	14	4 %	0	0 %
ATTORNEY GENERAL	452	421	93 %	314	69 %	0	0 %	422	93 %	28	6 %	0	0 %
AUDITOR GENERAL	126	115	91 %	101	80 %	0	0 %	117	93 %	9	7 %	0	0 %
CIVIL RIGHTS	96	93	97 %	84	88 %	0	0 %	88	92 %	8	8 %	0	0 %
CIVIL SERVICE COMMISSION	408	380	93 %	372	91 %	3	1 %	396	97 %	12	3 %	2	0 %
COMMUNITY HEALTH	2,967	2,816	95 %	2,592	87 %	0	0 %	2,790	94 %	176	6 %	0	0 %
CORRECTIONS	13,726	13,051	95 %	12,879	94 %	0	0 %	13,260	97 %	411	3 %	0	0 %
EDUCATION	455	421	93 %	318	70 %	0	0 %	426	94 %	28	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,109	1,047	94 %	960	87 %	0	0 %	1,034	93 %	71	6 %	0	0 %
EXECUTIVE OFFICE	52	48	92 %	25	48 %	0	0 %	44	85 %	7	13 %	0	0 %
HUMAN SERVICES	11,026	10,505	95 %	9,267	84 %	0	0 %	10,430	95 %	580	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	3,782	3,596	95 %	3,130	83 %	1	0 %	3,574	95 %	203	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	884	831	94 %	724	82 %	0	0 %	843	95 %	31	4 %	0	0 %
NATURAL RESOURCES	1,377	1,312	95 %	1,183	86 %	0	0 %	1,316	96 %	60	4 %	0	0 %
STATE	1,278	1,233	96 %	1,104	86 %	0	0 %	1,184	93 %	93	7 %	0	0 %
STATE POLICE	2,348	2,270	97 %	2,379	101 %	1,373	58 %	2,231	95 %	97	4 %	1,328	57 %
STRATEGIC FUND	652	610	94 %	513	79 %	0	0 %	610	94 %	41	6 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,429	2,265	93 %	1,941	80 %	41	2 %	2,300	95 %	116	5 %	36	1 %
TRANSPORTATION	2,518	2,403	95 %	2,242	89 %	0	0 %	2,386	95 %	127	5 %	0	0 %
TREASURY	1,455	1,384	95 %	1,213	83 %	0	0 %	1,365	94 %	89	6 %	0	0 %
STATEWIDE TOTALS:	47,518	45,167	95 %	41,662	88 %	1,418	3 %	45,180	95 %	2,201	5 %	1,367	3 %

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Source: Michigan Civil Service Commission HWF47

Age Distribution for Classified Employees by Department
Pay End Date: December 24, 2011

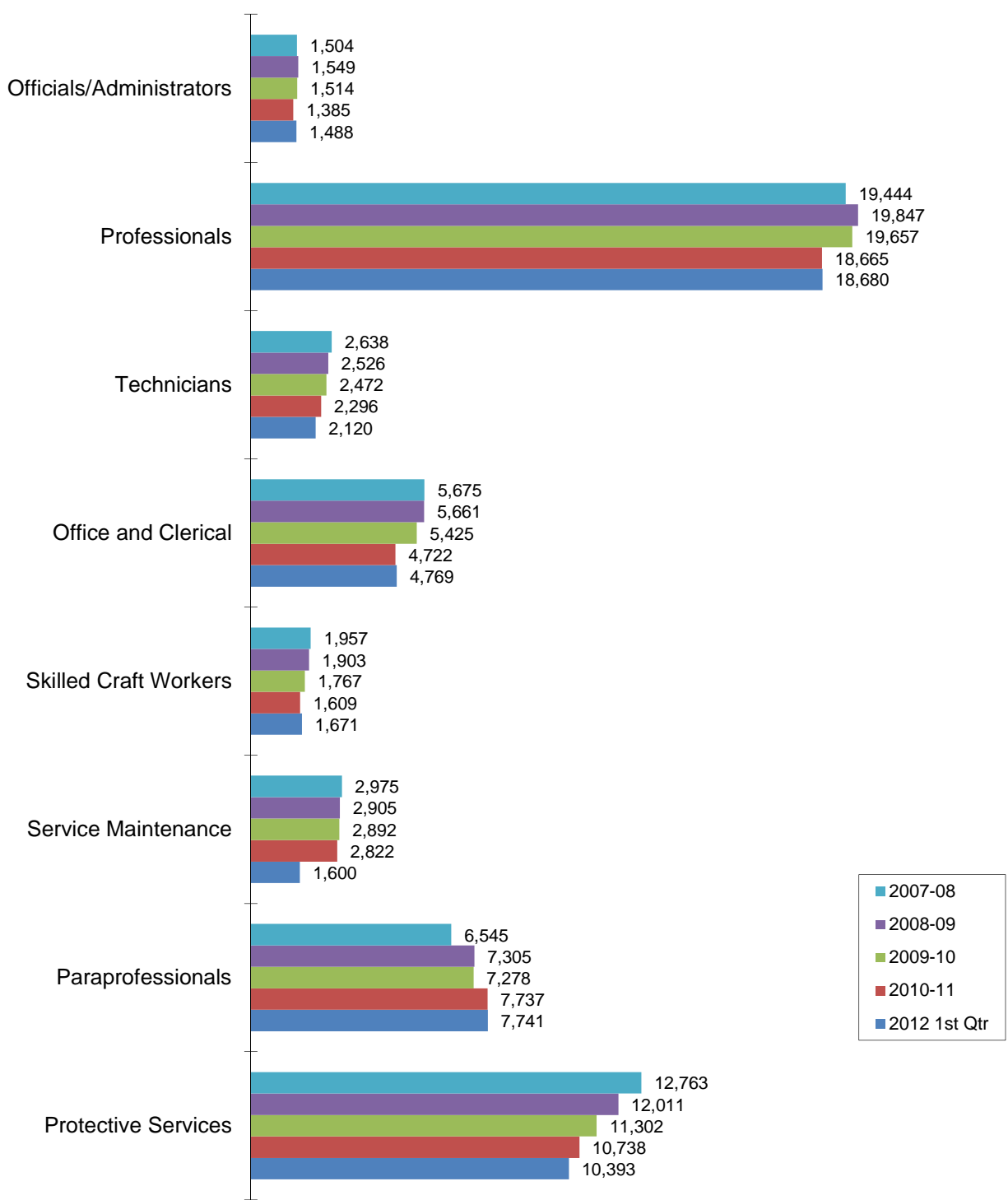
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE & RURAL DEVELOPMENT	1	6	14	33	40	36	75	71	76	30	7	4	393
ATTORNEY GENERAL	0	5	28	47	53	61	73	65	75	35	10	0	452
AUDITOR GENERAL	1	9	17	15	18	23	25	14	7	2	0	0	131
CIVIL RIGHTS	0	0	5	10	11	15	9	15	14	14	2	1	96
CIVIL SERVICE COMMISSION	1	14	18	28	51	52	85	89	56	27	4	0	425
COMMUNITY HEALTH	2	79	188	255	280	346	417	533	559	266	70	8	3,003
CORRECTIONS	3	99	549	1,047	1,774	2,661	2,845	2,503	1,511	581	99	19	13,691
EDUCATION	0	5	17	45	51	52	51	85	84	59	12	1	462
ENVIRONMENTAL QUALITY	1	12	32	98	115	138	190	219	220	80	16	2	1,123
EXECUTIVE OFFICE	0	11	8	6	2	6	7	6	1	3	2	0	52
HUMAN SERVICES	2	292	1,271	1,549	1,582	1,491	1,295	1,441	1,382	616	90	22	11,033
LICENSING & REGULATORY AFFAIRS	16	95	234	386	392	452	502	666	649	362	94	32	3,880
MILITARY & VETERAN AFFAIRS	5	42	58	68	86	128	143	192	149	62	10	7	950
NATURAL RESOURCES	2	44	87	176	211	240	215	248	191	73	29	10	1,526
STATE	8	95	92	128	136	171	224	283	240	97	13	1	1,488
STATE POLICE	0	27	120	223	433	526	486	300	173	45	9	0	2,342
STRATEGIC FUND	3	32	54	65	78	76	98	121	84	62	17	6	696
TECHNOLOGY, MANAGEMENT & BUDGET	9	75	119	193	275	341	405	476	403	178	33	7	2,514
TRANSPORTATION	3	54	147	320	299	377	478	489	346	140	21	15	2,689
TREASURY	2	43	119	171	149	170	242	280	204	109	24	3	1,516
Statewide Total:	59	1,039	3,177	4,863	6,036	7,362	7,865	8,096	6,424	2,841	562	138	48,462
Average Age:	19.3	23.2	27.7	32.6	37.6	42.4	47.6	52.5	57.3	61.9	66.8	73.9	45.4

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In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF23

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2007-08 through First Quarter 2011-12



Grand Totals:

2007-08 Year End:	53,501
2008-09 Year End:	53,707
2009-10 Year End:	52,307
2010-11 Year End:	49,974
2011-12 1st Qtr:	48,462

Source: Michigan Civil Service Commission HWF27

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

Pay End Date: December 24, 2011

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	1	6
ALGER	273	9	282
ALLEGAN	226	74	300
ALPENA	145	11	156
ANTRIM	26	2	28
ARENAC	27	6	33
BARAGA	388	11	399
BARRY	66	9	75
BAY	303	34	337
BENZIE	28	6	34
BERRIEN	343	25	368
BRANCH	428	11	439
CALHOUN	314	38	352
CASS	87	19	106
CHARLEVOIX	19	12	31
CHEBOYGAN	76	18	94
CHIPPEWA	1,052	40	1,092
CLARE	48	3	51
CLINTON	136	26	162
CRAWFORD	148	118	266
DELTA	184	26	210
DICKINSON	55	8	63
EATON	2,712	371	3,083
EMMET	69	5	74
GENESEE	835	111	946
GLADWIN	32	5	37
GOGEBIC	267	17	284
GRAND TRAVERSE	529	22	551
GRATIOT	858	28	886
HILLSDALE	57	7	64
HOUGHTON	71	11	82
HURON	29	7	36
INGHAM	9,122	987	10,109
IONIA	1,531	35	1,566
IOSCO	38	5	43
IRON	51	2	53
ISABELLA	165	19	184
JACKSON	2,257	58	2,315
KALAMAZOO	1,082	110	1,192
KALKASKA	49	3	52
KENT	1,683	253	1,936
KEWEENAW	2	1	3
LAKE	48	1	49
LAPEER	427	14	441
LEELANAU	3	1	4

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career 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: December 24, 2011

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	673	22	695
LIVINGSTON	543	35	578
LUCE	330	9	339
MACKINAC	109	69	178
MACOMB	1,360	66	1,426
MANISTEE	345	14	359
MARQUETTE	787	45	832
MASON	35	7	42
MECOSTA	77	8	85
MENOMINEE	27	7	34
MIDLAND	81	12	93
MISSAUKEE	56	11	67
MONROE	187	18	205
MONTCALM	629	14	643
MONTMORENCY	49	10	59
MUSKEGON	898	57	955
NEWAYGO	66	5	71
OAKLAND	1,199	98	1,297
OCEANA	78	7	85
OGEMAW	87	7	94
ONTONAGON	23	2	25
OSCEOLA	25	1	26
OSCODA	25	2	27
OTSEGO	247	22	269
OTTAWA	164	24	188
OUT OF STATE	41	4	45
PRESQUE ISLE	16	4	20
ROSCOMMON	108	5	113
SAGINAW	955	67	1,022
SANILAC	38	6	44
SCHOOLCRAFT	28	4	32
SHIAWASSEE	72	9	81
ST CLAIR	268	33	301
ST JOSEPH	80	8	88
TUSCOLA	441	30	471
VAN BUREN	203	32	235
WASHTENAW	1,399	73	1,472
WAYNE	5,654	379	6,033
WEXFORD	171	16	187
WORK AT HOME - MI	883	30	913
Grand Total:	44,751	3,852	48,603

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

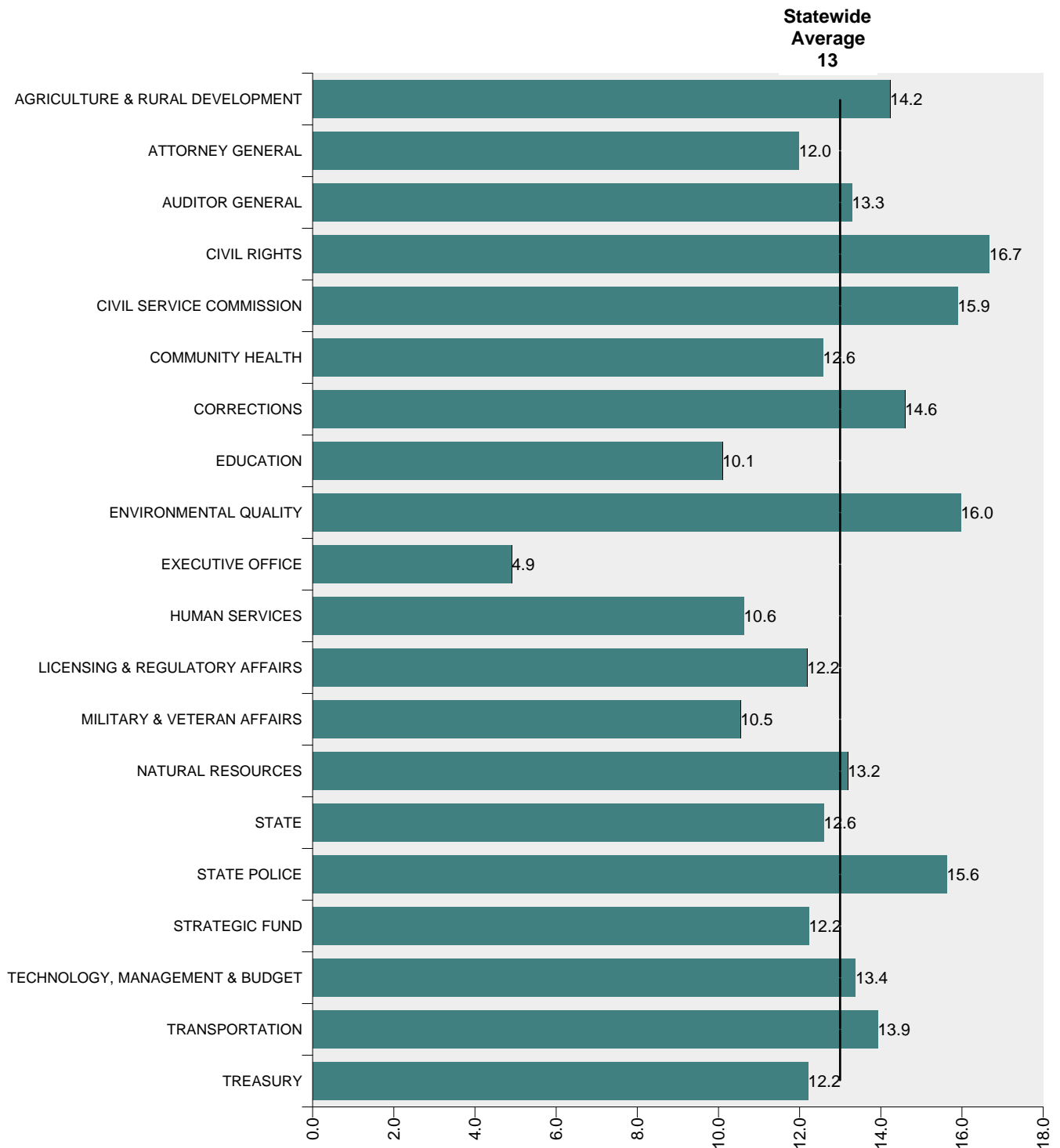
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: December 24, 2011



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

Executive Office employees are limited to a maximum of eight years of employment due to term limits.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: December 24, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE & RURAL DEVELOPMENT																
00 - 05 YEARS	33	38	2	1	0	1	1	0	0	0	1	0	37	40	0	0
06 - 10 YEARS	28	34	1	4	0	0	1	0	0	0	0	0	30	38	0	0
11 - 15 YEARS	41	30	1	3	1	0	0	2	0	1	0	0	43	36	0	1
16 - 20 YEARS	28	21	1	1	0	1	1	1	0	1	0	0	30	25	0	0
21 - 25 YEARS	38	32	0	3	0	0	0	0	1	1	0	0	39	36	2	2
26 - 30 YEARS	6	5	0	2	0	0	0	0	1	0	0	0	7	7	0	1
31 - 35 YEARS	6	6	1	3	0	0	1	0	0	0	0	0	8	9	0	3
36 - 40 YEARS	4	3	0	0	0	0	0	0	0	0	0	0	4	3	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	185	169	6	17	1	2	4	3	2	3	1	0	199	194	2	7
MORE THAN 10 YEARS:	124	97	3	12	1	1	2	3	2	3	0	0	132	116	2	7
AVERAGE YEARS	14.6	13.5	11.5	18.1	12.0	9.5	16.0	15.0	26.0	16.3	1.0	0.0	14.5	13.9	22.5	26.3

DEPARTMENT AVERAGE YEARS 14.2

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: December 24, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	66	65	3	7	0	0	0	1	1	0	2	2	72	75	1	0
06 - 10 YEARS	35	50	6	4	0	0	0	1	0	0	2	1	43	56	0	0
11 - 15 YEARS	22	34	0	5	0	0	0	2	0	2	0	0	22	43	0	0
16 - 20 YEARS	17	14	2	3	0	0	1	1	0	0	0	0	20	18	0	0
21 - 25 YEARS	12	20	0	3	0	0	0	2	1	0	0	0	13	25	0	2
26 - 30 YEARS	17	8	2	3	0	0	0	1	0	0	0	0	19	12	1	0
31 - 35 YEARS	11	9	2	1	0	0	2	1	0	0	0	0	15	11	0	0
36 - 40 YEARS	4	2	0	1	0	0	0	0	0	0	0	0	4	3	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	185	202	15	27	0	0	3	9	2	2	4	3	209	243	2	2
MORE THAN 10 YEARS:	84	87	6	16	0	0	3	7	1	2	0	0	94	112	1	2
AVERAGE YEARS	12.3	11.0	14.3	14.0	0.0	0.0	27.3	17.0	12.0	12.5	4.5	4.3	12.5	11.5	15.0	24.0

DEPARTMENT AVERAGE YEARS 12.0

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Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: December 24, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
00 - 05 YEARS	21	16	0	0	0	0	0	0	0	0	0	0	21	16	0	0
06 - 10 YEARS	1	7	0	0	0	0	0	0	0	0	0	0	1	7	0	0
11 - 15 YEARS	15	19	1	0	0	0	0	0	0	1	0	0	16	20	0	0
16 - 20 YEARS	6	11	0	3	0	0	0	0	0	0	0	0	6	14	0	0
21 - 25 YEARS	5	12	1	0	0	0	0	0	0	0	0	0	6	12	0	1
26 - 30 YEARS	2	1	1	0	0	0	0	0	0	0	0	0	3	1	0	0
31 - 35 YEARS	6	1	1	0	0	0	0	0	0	0	0	0	7	1	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	56	67	4	3	0	0	0	0	0	1	0	0	60	71	0	1
MORE THAN 10 YEARS:	34	44	4	3	0	0	0	0	0	1	0	0	38	48	0	1
AVERAGE YEARS	12.6	13.1	24.0	16.7	0.0	0.0	0.0	0.0	0.0	12.0	0.0	0.0	13.4	13.2	0.0	25.0

DEPARTMENT AVERAGE YEARS 13.3

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Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: December 24, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	1	5	3	9	0	0	0	2	0	0	0	0	4	16	0	1
06 - 10 YEARS	1	5	2	9	0	0	0	1	0	0	0	0	3	15	0	0
11 - 15 YEARS	3	3	0	8	0	0	0	0	0	1	0	0	3	12	0	0
16 - 20 YEARS	2	1	3	0	0	0	0	1	0	0	0	0	5	2	0	0
21 - 25 YEARS	1	4	0	6	0	0	2	1	0	0	0	0	3	11	0	0
26 - 30 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
31 - 35 YEARS	1	1	0	5	0	0	1	1	0	0	0	0	2	7	0	1
36 - 40 YEARS	1	3	2	3	0	0	0	1	0	0	0	0	3	7	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	10	23	10	42	0	0	3	7	0	1	0	0	23	73	0	2
MORE THAN 10 YEARS:	8	13	5	24	0	0	3	4	0	1	0	0	16	42	0	1
AVERAGE YEARS	17.4	15.9	15.2	16.4	0.0	0.0	26.7	17.9	0.0	15.0	0.0	0.0	17.7	16.4	0.0	17.5

DEPARTMENT AVERAGE YEARS 16.7

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Source: Michigan Civil Service Commission HWF18

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	21	57	3	6	0	0	2	0	0	1	1	0	27	64	0	0
06 - 10 YEARS	6	38	3	6	0	0	0	1	0	0	0	0	9	45	0	0
11 - 15 YEARS	9	57	1	6	0	1	0	0	0	4	0	0	10	68	0	1
16 - 20 YEARS	3	26	1	7	0	0	1	0	0	0	0	0	5	33	0	0
21 - 25 YEARS	6	50	2	16	0	2	0	4	0	2	0	0	8	74	0	2
26 - 30 YEARS	3	16	0	5	0	2	1	5	0	0	0	0	4	28	0	2
31 - 35 YEARS	3	17	3	7	1	1	0	1	0	0	0	0	7	26	0	2
36 - 40 YEARS	2	9	1	3	0	0	0	1	0	0	0	0	3	13	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	54	270	14	56	1	6	4	12	0	7	1	0	74	351	0	7
MORE THAN 10 YEARS:	27	175	8	44	1	6	2	11	0	6	0	0	38	242	0	7
AVERAGE YEARS	12.7	15.1	17.0	20.3	33.0	24.0	10.8	25.0	0.0	13.6	1.0	0.0	13.5	16.4	0.0	25.7

DEPARTMENT AVERAGE YEARS 15.9

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
00 - 05 YEARS	188	402	83	143	0	7	9	20	16	15	25	63	321	650	0	1
06 - 10 YEARS	152	272	42	73	1	2	8	10	9	11	0	0	212	368	1	0
11 - 15 YEARS	112	207	21	82	1	2	4	4	6	10	0	0	144	305	2	2
16 - 20 YEARS	79	111	22	38	2	2	4	5	0	8	0	0	107	164	3	6
21 - 25 YEARS	51	133	21	49	0	2	4	10	4	11	0	0	80	205	3	9
26 - 30 YEARS	44	65	16	24	0	1	3	2	3	2	0	0	66	94	6	9
31 - 35 YEARS	59	92	29	32	1	3	2	3	3	2	0	0	94	132	2	8
36 - 40 YEARS	16	31	5	3	0	0	1	1	1	0	0	0	23	35	3	1
MORE THAN 40 YEARS	0	2	1	0	0	0	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	701	1,315	240	444	5	19	35	55	42	59	25	63	1,048	1,955	20	36
MORE THAN 10 YEARS:	361	641	115	228	4	10	18	25	17	33	0	0	515	937	19	35
AVERAGE YEARS	13.3	12.8	13.7	12.4	17.4	13.8	13.9	12.6	11.7	13.0	0.8	0.5	13.1	12.3	25.1	24.7

DEPARTMENT AVERAGE YEARS 12.6

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
00 - 05 YEARS	886	820	214	279	27	12	42	23	7	6	21	15	1,197	1,155	2	0
06 - 10 YEARS	734	468	97	169	18	7	14	13	3	5	2	0	868	662	2	1
11 - 15 YEARS	2,208	767	231	261	52	19	63	30	13	6	0	0	2,567	1,083	4	2
16 - 20 YEARS	1,504	526	153	169	40	9	41	19	9	3	0	0	1,747	726	9	10
21 - 25 YEARS	1,790	457	206	196	59	11	38	10	7	3	0	0	2,100	677	84	30
26 - 30 YEARS	366	102	96	70	5	5	7	1	0	1	0	0	474	179	37	9
31 - 35 YEARS	86	74	21	25	1	1	1	5	0	0	0	0	109	105	9	4
36 - 40 YEARS	17	12	3	3	0	0	1	0	1	0	0	0	22	15	3	0
MORE THAN 40 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	2	3	0	0
DEPARTMENT TOTAL	7,593	3,228	1,021	1,173	202	64	207	101	40	24	23	15	9,086	4,605	150	56
MORE THAN 10 YEARS:	5,973	1,940	710	725	157	45	151	65	30	13	0	0	7,021	2,788	146	55
AVERAGE YEARS	15.6	12.8	15.0	13.5	15.7	14.3	14.0	12.9	14.1	11.8	3.9	3.2	15.4	12.9	24.0	23.0

DEPARTMENT AVERAGE YEARS 14.6

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
00 - 05 YEARS	46	120	4	15	0	0	1	4	2	1	1	0	54	140	0	1
06 - 10 YEARS	36	56	4	3	0	0	0	0	0	1	0	1	40	61	0	0
11 - 15 YEARS	16	45	1	3	0	0	1	1	0	0	0	0	18	49	0	0
16 - 20 YEARS	2	20	0	0	0	0	0	0	0	0	0	0	2	20	0	0
21 - 25 YEARS	4	18	0	4	0	0	0	0	0	0	0	0	4	22	0	1
26 - 30 YEARS	2	13	1	1	0	0	0	1	0	1	0	0	3	16	0	0
31 - 35 YEARS	3	17	1	1	0	0	0	1	0	0	0	0	4	19	0	0
36 - 40 YEARS	1	8	0	0	0	0	0	0	0	0	0	0	1	8	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	110	298	11	27	0	0	2	7	2	3	1	1	126	336	0	2
MORE THAN 10 YEARS:	28	122	3	9	0	0	1	3	0	1	0	0	32	135	0	1
AVERAGE YEARS	8.0	11.1	10.5	9.0	0.0	0.0	6.5	10.7	2.0	11.7	1.0	7.0	8.0	10.9	0.0	12.5

DEPARTMENT AVERAGE YEARS 10.1

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	57	66	2	2	0	0	1	0	0	1	3	3	63	72	0	0
06 - 10 YEARS	96	106	6	1	0	1	1	5	2	1	0	1	105	115	0	0
11 - 15 YEARS	96	97	4	3	0	0	1	0	1	4	0	0	102	104	0	0
16 - 20 YEARS	91	64	2	4	0	0	1	2	7	4	0	0	101	74	1	2
21 - 25 YEARS	117	77	3	11	0	0	4	3	2	2	0	0	126	93	3	1
26 - 30 YEARS	40	26	4	5	0	2	0	0	2	1	0	0	46	34	1	1
31 - 35 YEARS	45	24	1	1	1	0	0	0	0	1	0	0	47	26	5	2
36 - 40 YEARS	8	5	0	0	0	0	0	0	0	0	0	0	8	5	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	1	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	550	466	22	27	1	3	9	10	14	14	3	4	599	524	10	6
MORE THAN 10 YEARS:	397	294	14	24	1	2	7	5	12	12	0	0	431	337	10	6
AVERAGE YEARS	16.8	14.7	16.4	20.3	34.0	20.0	19.7	14.7	18.5	17.6	2.3	3.5	16.8	15.0	28.1	25.5

DEPARTMENT AVERAGE YEARS 16.0

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EXECUTIVE OFFICE																
00 - 05 YEARS	14	18	0	2	0	0	0	0	1	0	1	1	16	21	0	0
06 - 10 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	2	6	0	0
11 - 15 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
26 - 30 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	19	28	0	2	0	0	0	0	1	0	1	1	21	31	0	0
MORE THAN 10 YEARS:	3	4	0	0	0	0	0	0	0	0	0	0	3	4	0	0
AVERAGE YEARS	4.8	5.6	0.0	2.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	4.4	5.2	0.0	0.0

DEPARTMENT AVERAGE YEARS 4.9

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
00 - 05 YEARS	637	2,530	219	1,398	4	21	35	132	6	24	25	84	926	4,189	1	7
06 - 10 YEARS	149	694	43	339	1	4	17	37	3	4	0	1	213	1,079	0	6
11 - 15 YEARS	201	719	73	558	0	10	11	61	2	10	0	1	287	1,359	1	7
16 - 20 YEARS	135	430	54	199	2	7	10	41	3	7	0	0	204	684	8	15
21 - 25 YEARS	122	349	45	255	1	7	18	42	3	9	0	0	189	662	14	31
26 - 30 YEARS	45	144	15	117	1	1	3	6	1	1	0	0	65	269	7	14
31 - 35 YEARS	117	309	26	185	0	5	3	9	1	3	0	0	147	511	7	30
36 - 40 YEARS	54	98	11	64	0	0	0	6	0	0	0	0	65	168	7	11
MORE THAN 40 YEARS	6	8	0	2	0	0	0	0	0	0	0	0	6	10	1	2
DEPARTMENT TOTAL	1,466	5,281	486	3,117	9	55	97	334	19	58	25	86	2,102	8,931	46	123
MORE THAN 10 YEARS:	680	2,057	224	1,380	4	30	45	165	10	30	0	1	963	3,663	45	110
AVERAGE YEARS	12.0	10.2	11.1	10.9	10.8	12.4	11.5	11.2	12.6	11.5	0.8	1.2	11.6	10.4	26.4	24.3

DEPARTMENT AVERAGE YEARS 10.6

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Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: December 24, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																
00 - 05 YEARS	356	576	59	227	5	4	21	22	9	10	5	14	455	853	2	5
06 - 10 YEARS	192	368	47	246	1	3	9	11	5	7	1	1	255	636	2	5
11 - 15 YEARS	138	227	12	75	0	3	3	10	1	5	0	0	154	320	5	2
16 - 20 YEARS	92	142	11	46	1	2	1	4	1	2	0	0	106	196	3	9
21 - 25 YEARS	97	155	24	76	1	0	7	11	4	6	0	0	133	248	11	17
26 - 30 YEARS	46	53	14	34	1	3	3	6	1	2	0	0	65	98	4	7
31 - 35 YEARS	55	123	16	56	1	0	3	2	1	1	0	0	76	182	6	14
36 - 40 YEARS	22	36	6	21	0	0	1	0	1	1	0	0	30	58	4	6
MORE THAN 40 YEARS	7	5	1	2	0	0	0	0	0	0	0	0	8	7	0	1
DEPARTMENT TOTAL	1,005	1,685	190	783	10	15	48	66	23	34	6	15	1,282	2,598	37	66
MORE THAN 10 YEARS:	457	741	84	310	4	8	18	33	9	17	0	0	572	1,109	33	56
AVERAGE YEARS	12.1	12.0	13.8	12.5	11.8	11.5	11.6	12.5	12.0	12.8	2.2	2.3	12.3	12.1	22.9	23.7

DEPARTMENT AVERAGE YEARS 12.2

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

Table 3-1

Pay End Date: December 24, 2011

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																
00 - 05 YEARS	190	121	8	20	1	1	3	5	3	5	2	1	207	153	0	0
06 - 10 YEARS	66	63	4	34	0	0	2	1	0	0	1	0	73	98	0	1
11 - 15 YEARS	45	63	7	26	1	0	4	2	1	2	0	0	58	93	1	0
16 - 20 YEARS	42	45	1	12	0	1	3	0	0	0	0	0	46	58	0	1
21 - 25 YEARS	38	40	3	12	0	1	1	1	0	1	0	0	42	55	2	1
26 - 30 YEARS	13	17	2	3	2	1	0	0	0	0	0	0	17	21	2	1
31 - 35 YEARS	8	11	2	1	0	0	0	2	0	0	0	0	10	14	1	2
36 - 40 YEARS	2	0	0	2	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	405	360	27	110	4	4	13	11	4	8	3	1	456	494	6	6
MORE THAN 10 YEARS:	149	176	15	56	3	3	8	5	1	3	0	0	176	243	6	5
AVERAGE YEARS	9.2	11.3	12.7	12.2	17.8	17.0	11.1	12.4	3.8	8.1	4.7	1.0	9.5	11.5	24.8	23.7

DEPARTMENT AVERAGE YEARS 10.5

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

Table 3-1

Pay End Date: December 24, 2011

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
00 - 05 YEARS	224	140	5	5	1	0	2	0	0	1	5	2	237	148	2	0
06 - 10 YEARS	184	79	1	2	0	0	3	0	3	0	1	0	192	81	1	0
11 - 15 YEARS	204	79	0	1	2	0	1	2	2	2	0	0	209	84	1	2
16 - 20 YEARS	126	52	7	2	2	1	3	0	1	0	0	0	139	55	0	0
21 - 25 YEARS	140	56	6	2	3	1	1	6	0	0	0	0	150	65	4	3
26 - 30 YEARS	46	34	2	1	1	1	0	0	0	0	0	0	49	36	1	1
31 - 35 YEARS	26	17	0	0	2	1	0	1	1	1	0	0	29	20	0	1
36 - 40 YEARS	22	6	0	0	0	0	0	0	0	0	0	0	22	6	0	1
MORE THAN 40 YEARS	3	0	0	0	1	0	0	0	0	0	0	0	4	0	1	0
DEPARTMENT TOTAL	975	463	21	13	12	4	10	9	7	4	6	2	1,031	495	10	8
MORE THAN 10 YEARS:	567	244	15	6	11	4	5	9	4	3	0	0	602	266	7	8
AVERAGE YEARS	13.4	12.4	15.8	11.5	22.5	25.0	12.0	21.8	14.6	15.0	2.5	0.0	13.5	12.6	18.2	23.9

DEPARTMENT AVERAGE YEARS 13.2

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
00 - 05 YEARS	62	198	12	84	1	0	2	9	0	4	17	99	94	394	0	0
06 - 10 YEARS	22	128	5	24	0	1	2	9	0	2	0	1	29	165	0	0
11 - 15 YEARS	46	166	4	39	1	3	1	9	1	1	0	0	53	218	1	1
16 - 20 YEARS	12	82	3	21	0	4	0	8	0	2	0	0	15	117	0	5
21 - 25 YEARS	22	97	3	48	0	0	1	9	2	2	0	0	28	156	2	17
26 - 30 YEARS	10	49	6	27	1	1	1	5	0	2	0	0	18	84	2	7
31 - 35 YEARS	23	46	3	9	0	1	0	4	0	0	0	0	26	60	1	3
36 - 40 YEARS	7	18	1	1	0	0	0	0	0	0	0	0	8	19	0	1
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	204	788	37	253	3	10	7	53	3	13	17	100	271	1,217	6	34
MORE THAN 10 YEARS:	120	462	20	145	2	9	3	35	3	7	0	0	148	658	6	34
AVERAGE YEARS	13.9	13.6	14.2	13.1	12.0	17.4	11.7	15.6	20.0	12.8	0.4	0.2	13.1	12.5	23.5	23.6

DEPARTMENT AVERAGE YEARS 12.6

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
00 - 05 YEARS	146	89	5	6	0	1	3	3	2	1	16	1	172	101	0	0
06 - 10 YEARS	139	114	4	1	0	0	4	4	0	0	0	0	147	119	0	0
11 - 15 YEARS	455	109	8	12	3	1	6	1	3	0	0	0	475	123	1	0
16 - 20 YEARS	367	90	33	6	14	0	12	0	3	1	0	0	429	97	2	0
21 - 25 YEARS	258	109	50	8	8	0	17	2	2	1	0	0	335	120	2	4
26 - 30 YEARS	102	25	17	6	2	0	7	1	0	0	0	0	128	32	1	2
31 - 35 YEARS	25	22	3	2	0	0	0	1	0	0	0	0	28	25	1	0
36 - 40 YEARS	3	7	0	0	0	0	0	0	0	0	0	0	3	7	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	1,496	565	120	41	27	2	49	12	10	3	16	1	1,718	624	7	6
MORE THAN 10 YEARS:	1,211	362	111	34	27	1	42	5	8	2	0	0	1,399	404	7	6
AVERAGE YEARS	15.6	14.8	20.4	17.4	19.3	8.5	18.7	13.4	14.2	13.7	0.8	3.0	15.9	14.9	22.7	25.0

DEPARTMENT AVERAGE YEARS 15.6

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Table 3-1

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STRATEGIC FUND																
00 - 05 YEARS	91	102	16	32	1	1	3	6	1	1	1	0	113	142	1	4
06 - 10 YEARS	36	49	6	12	0	0	4	4	0	1	1	0	47	66	2	3
11 - 15 YEARS	24	51	7	14	0	0	1	2	1	3	0	0	33	70	3	0
16 - 20 YEARS	20	24	4	7	0	0	1	2	0	1	0	0	25	34	3	1
21 - 25 YEARS	12	20	6	10	0	0	3	4	1	0	0	0	22	34	2	1
26 - 30 YEARS	7	20	3	7	0	1	3	1	1	1	0	0	14	30	1	3
31 - 35 YEARS	12	24	2	5	0	0	0	4	0	0	0	0	14	33	4	3
36 - 40 YEARS	6	7	0	3	0	0	0	0	0	0	0	0	6	10	1	1
MORE THAN 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	209	298	45	90	1	2	15	23	4	7	2	0	276	420	17	16
MORE THAN 10 YEARS:	82	147	23	46	0	1	8	13	3	5	0	0	116	212	14	9
AVERAGE YEARS	10.8	12.7	12.3	12.9	2.0	14.0	14.2	15.5	15.8	13.6	5.0	0.0	11.2	12.9	21.3	18.5

DEPARTMENT AVERAGE YEARS 12.2

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																
00 - 05 YEARS	361	171	26	26	1	0	8	8	46	37	19	11	461	253	1	1
06 - 10 YEARS	195	83	8	11	1	0	4	1	29	18	0	2	237	115	0	1
11 - 15 YEARS	325	170	17	20	1	0	7	3	12	5	0	0	362	198	4	0
16 - 20 YEARS	130	80	3	6	0	1	3	2	7	5	0	0	143	94	2	3
21 - 25 YEARS	121	96	27	20	2	1	7	7	12	3	0	0	169	127	6	6
26 - 30 YEARS	44	42	11	12	0	0	1	1	3	1	0	0	59	56	4	3
31 - 35 YEARS	79	65	7	11	0	0	2	3	0	3	0	0	88	82	8	3
36 - 40 YEARS	29	24	2	2	0	0	3	4	0	1	0	0	34	31	1	2
MORE THAN 40 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	3	2	1	0
DEPARTMENT TOTAL	1,287	733	101	108	5	2	35	29	109	73	19	13	1,556	958	27	19
MORE THAN 10 YEARS:	731	479	67	71	3	2	23	20	34	18	0	0	858	590	26	17
AVERAGE YEARS	12.7	15.1	16.0	15.7	13.2	21.0	16.1	18.3	8.8	8.3	2.9	2.8	12.6	14.6	25.0	24.0

DEPARTMENT AVERAGE YEARS 13.4

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
00 - 05 YEARS	371	147	18	14	7	2	5	3	4	1	3	1	408	168	0	1
06 - 10 YEARS	387	149	15	9	6	0	5	3	11	6	0	0	424	167	2	1
11 - 15 YEARS	345	110	16	9	2	3	4	1	5	6	0	0	372	129	0	0
16 - 20 YEARS	144	60	11	9	4	2	6	0	2	1	0	0	167	72	1	2
21 - 25 YEARS	268	103	24	15	5	2	10	3	5	3	0	0	312	126	14	6
26 - 30 YEARS	84	42	11	9	2	0	4	0	1	0	0	0	102	51	7	5
31 - 35 YEARS	56	42	8	9	0	0	3	3	1	0	0	0	68	54	5	7
36 - 40 YEARS	30	13	4	1	0	0	4	0	2	0	0	0	40	14	1	5
MORE THAN 40 YEARS	8	3	0	0	0	0	0	0	4	0	0	0	12	3	4	0
DEPARTMENT TOTAL	1,693	669	107	75	26	9	41	13	35	17	3	1	1,905	784	34	27
MORE THAN 10 YEARS:	935	373	74	52	13	7	31	7	20	10	0	0	1,073	449	32	25
AVERAGE YEARS	13.3	14.1	17.1	17.3	12.6	13.0	19.1	16.4	18.2	12.6	3.3	3.0	13.7	14.4	27.3	27.7

DEPARTMENT AVERAGE YEARS 13.9

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: December 24, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
00 - 05 YEARS	137	250	26	46	0	1	1	10	5	6	3	3	172	316	0	0
06 - 10 YEARS	98	174	12	39	1	2	0	4	6	5	0	0	117	224	1	1
11 - 15 YEARS	65	101	8	19	0	1	3	2	3	4	0	0	79	127	0	0
16 - 20 YEARS	42	58	3	13	0	2	0	4	0	1	0	0	45	78	4	3
21 - 25 YEARS	38	57	14	26	0	0	3	12	5	0	0	0	60	95	2	6
26 - 30 YEARS	7	32	6	13	0	0	2	2	0	0	0	0	15	47	2	2
31 - 35 YEARS	13	57	7	16	0	1	2	4	0	0	0	0	22	78	5	3
36 - 40 YEARS	13	16	2	4	0	0	2	0	0	1	0	0	17	21	0	1
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	1	0
DEPARTMENT TOTAL	415	746	78	176	1	7	13	38	19	17	3	3	529	987	15	16
MORE THAN 10 YEARS:	180	322	40	91	0	4	12	24	8	6	0	0	240	447	14	15
AVERAGE YEARS	11.3	11.8	14.4	14.1	8.0	14.7	23.6	16.3	11.1	8.3	2.7	4.0	12.0	12.3	26.3	24.2

DEPARTMENT AVERAGE YEARS 12.2

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF18

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

Table 3-1

Pay End Date: December 24, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																	
00- 05 YEARS	3,908	5,931	708	2,322	48	51	139	248	103	114	151	300	5,057	8,966	10	21	
06- 10 YEARS	2,559	2,943	306	986	29	20	74	105	71	61	8	8	3,047	4,123	11	19	
11- 15 YEARS	4,371	3,054	412	1,144	64	43	110	132	51	67	0	1	5,008	4,441	23	18	
16- 20 YEARS	2,842	1,858	314	546	65	32	88	90	33	36	0	0	3,342	2,562	36	57	
21- 25 YEARS	3,142	1,886	435	760	79	27	116	127	49	44	0	0	3,821	2,844	151	140	
26- 30 YEARS	884	697	207	340	15	18	35	32	13	12	0	0	1,154	1,099	76	67	
31- 35 YEARS	634	957	133	369	7	13	20	45	7	11	0	0	801	1,395	54	86	
36- 40 YEARS	241	298	37	111	0	0	12	13	5	3	0	0	295	425	20	29	
MORE THAN 40 YEARS	37	30	3	6	1	0	1	0	4	0	0	0	46	36	8	3	
STATEWIDE TOTAL	18,618	17,654	2,555	6,584	308	204	595	792	336	348	159	309	22,571	25,891	389	440	
MORE THAN 10 YEARS	12,151	8,780	1,541	3,276	231	133	382	439	162	173	0	1	14,467	12,802	368	400	
AVERAGE YEARS	14.1	12.1	14.3	12.2	15.7	14.3	14.5	13.2	12.2	11.6	1.9	1.1	14.1	12.1	24.5	24.0	
STATEWIDE TOTAL AVERAGE YEARS	13.0																

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

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF18

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2012

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	10	1.1%
Dismissal	117	12.8%
Expired Appointment	152	16.6%
Total Involuntary Separations	279	30.5%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	247	27.0%
Layoff/Leave of Absence Rights Expired	48	5.2%
Waived Rights Leave of Absence	41	4.5%
Settlement	1	0.1%
Total Voluntary Separations	337	36.8%
<i>RETIREMENT</i>		
Retirement	261	28.5%
Incentive Retirement	1	0.1%
Disability Retirement	14	1.5%
Deferred Retirement	4	0.4%
Total Retirements	280	30.6%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	20	2.2%
TOTAL SEPARATIONS	916	100.0%

Comment: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 89% of all non-career appointments at this time.

Source: Michigan Civil Service Commission HWF 10

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

Table 3-3

From Pay End Date: October 02, 2011 Through Pay End Date: December 24, 2011

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								APPOINTMENTS
AGRICULTURE & RURAL DEVELOPMENT	7	1	0	0	8	0	0	0	0	0	0	8
ATTORNEY GENERAL	12	0	0	0	12	3	0	0	0	0	3	9
AUDITOR GENERAL	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL RIGHTS	1	0	0	0	1	1	0	0	1	0	2	-1
CIVIL SERVICE COMMISSION	2	1	0	0	3	1	0	0	0	0	1	2
COMMUNITY HEALTH	48	3	2	0	53	57	0	0	5	0	62	-9
CORRECTIONS	54	6	5	0	65	184	0	5	5	0	194	-129
EDUCATION	12	2	0	0	14	3	0	1	0	0	4	10
ENVIRONMENTAL QUALITY	15	1	0	0	16	4	0	1	0	0	5	11
EXECUTIVE OFFICE	2	0	0	0	2	0	0	0	0	0	0	2
HUMAN SERVICES	150	5	1	0	156	112	0	1	1	0	114	42
LICENSING & REGULATORY AFFAIRS	40	15	0	0	55	35	0	0	4	0	39	16
MILITARY & VETERAN AFFAIRS	5	2	1	0	8	17	36	0	4	0	57	-49
NATURAL RESOURCES	2	18	3	0	23	8	224	0	0	1	233	-210
STATE	4	33	1	0	38	24	0	0	2	0	26	12
STATE POLICE	8	0	0	0	8	23	0	0	0	0	23	-15
STRATEGIC FUND	12	4	0	0	16	10	0	0	0	0	10	6
TECHNOLOGY, MANAGEMENT & BUDGET	44	7	0	0	51	21	0	0	1	0	22	29
TRANSPORTATION	29	92	0	1	122	142	12	0	1	0	155	-33
TREASURY	22	25	1	0	48	10	0	0	2	0	12	36
STATEWIDE TOTALS:	469	215	14	1	699	656	272	8	26	1	963	-264

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, and non-career classified employees for hires, rehires and returns. It reflects waived rights, departure, and retirement for separations.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

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

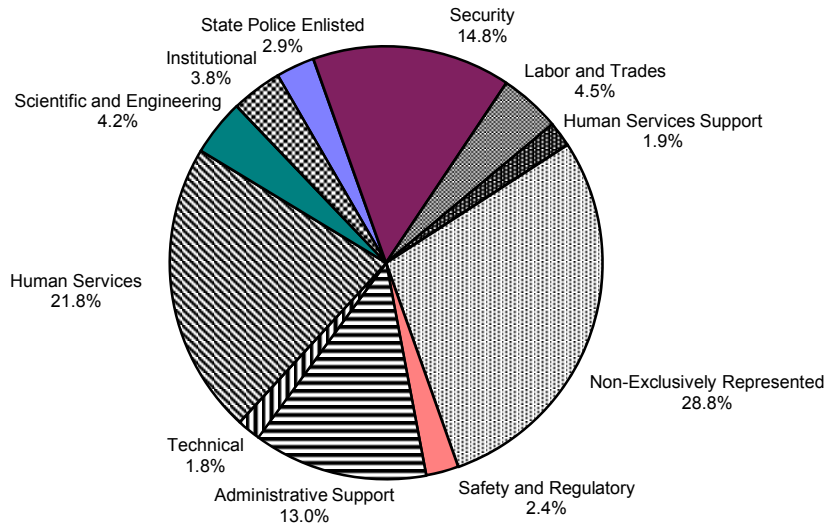
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
Pay Period Ending December 24, 2011**

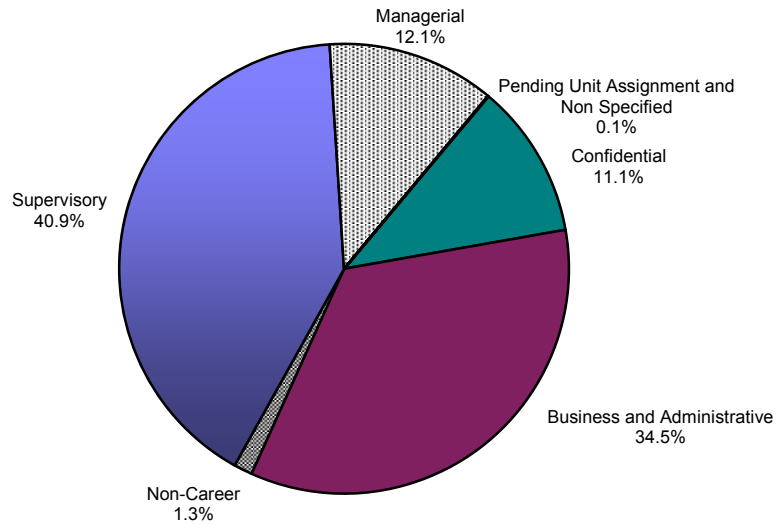
Graph 5-1

**Represented
(34,520 Employees)**



(48,462 Employees)

**Non-Exclusively Represented
(13,942 Employees)**



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

Of the 48,462 classified employees, 71 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT

Pay End Date: December 24, 2011

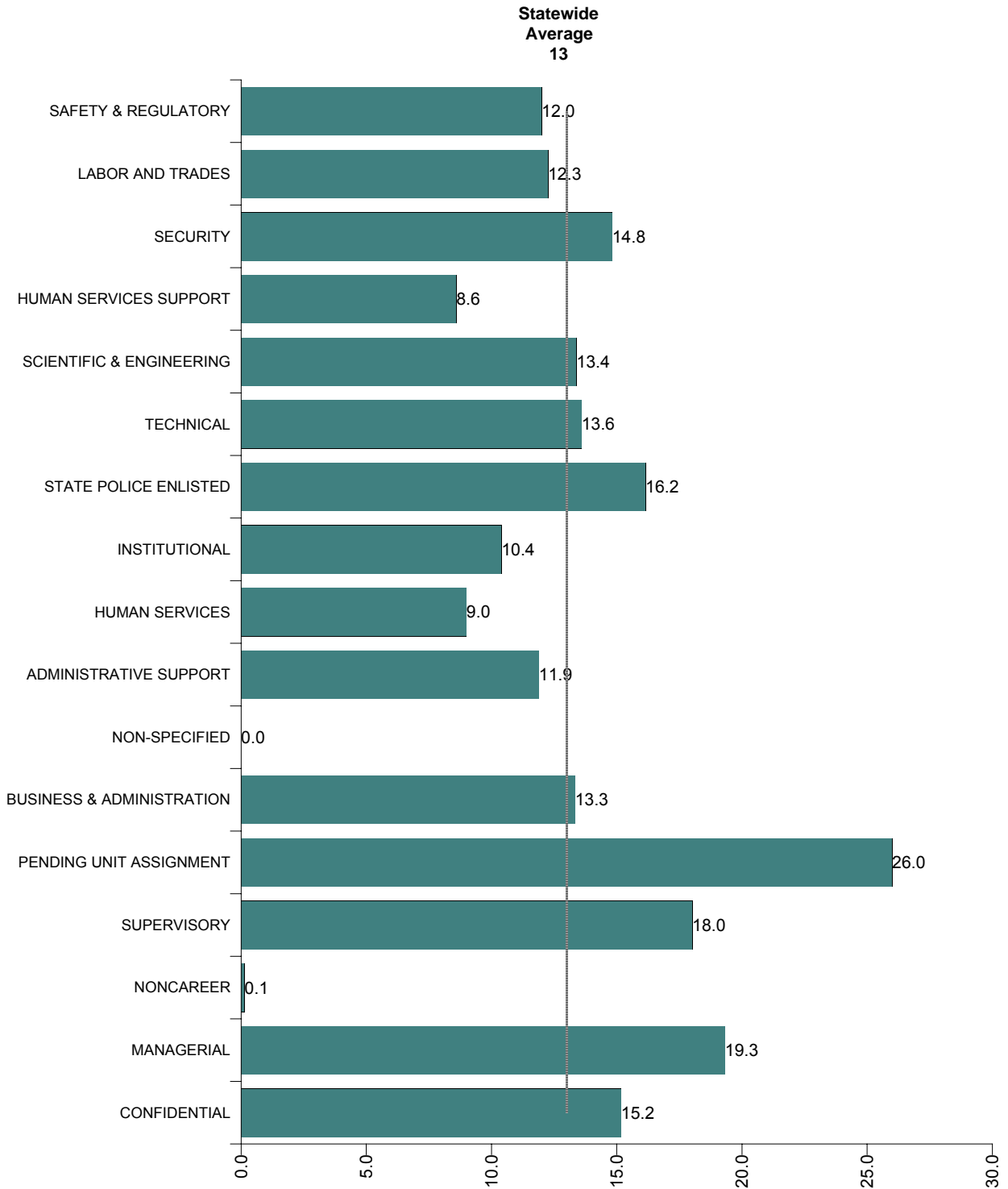
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,181	1,053	89.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,198	2,044	93.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,192	0	0.0	0	0.0	6,859	95.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	918	0	0.0	0	0.0	0	0.0	891	97.1	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,044	1	0.0	0	0.0	0	0.0	0	0.0	1,942	95.0	8	0.4	0	0.0	0	0.0
L32 TECHNICAL	861	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	810	94.1	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,396	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,385	99.2	0	0.0
U11 INSTITUTIONAL	1,838	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,804	98.2
W22 HUMAN SERVICES	10,576	4	0.0	9,908	93.7	6	0.1	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	6,316	2	0.0	5,481	86.8	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	2	0.0
Y00 NON-SPECIFIED	8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,815	0	0.0	2	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	5,698	0	0.0	4	0.1	0	0.0	0	0.0	2	0.0	0	0.0	0	0.0	2	0.0
Y52 NONCAREER	186	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	1,685	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	1,549	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	34,520	3,104	9.0	15,391	44.6	6,866	19.9	893	2.6	1,942	5.6	818	2.4	1,385	4.0	1,807	5.2
NON-EXCLUSIVELY REPRESENTED TOTAL	13,942	0	0.0	8	0.1	0	0.0	0	0.0	2	0.0	0	0.0	0	0.0	2	0.0
STATEWIDE TOTAL	48,462	3,104	6.4	15,399	31.8	6,866	14.2	893	1.8	1,944	4.0	818	1.7	1,385	2.9	1,809	3.7

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, 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

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: December 24, 2011



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																
00 - 05 YEARS	213	50	8	22	1	1	6	0	1	0	15	1	244	74	0	0
06 - 10 YEARS	160	51	11	13	0	1	7	1	1	0	1	0	180	66	0	0
11 - 15 YEARS	166	43	9	20	3	3	2	0	2	0	0	0	182	66	1	0
16 - 20 YEARS	94	22	6	9	2	1	2	0	1	0	0	0	105	32	1	1
21 - 25 YEARS	88	20	12	26	0	1	5	2	2	0	0	0	107	49	3	3
26 - 30 YEARS	21	8	6	4	0	0	1	0	0	0	0	0	28	12	1	0
31 - 35 YEARS	18	4	1	8	0	0	1	1	0	0	0	0	20	13	0	0
36 - 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
BARGAINING UNIT TOTAL	762	198	54	102	6	7	24	4	7	0	16	1	869	312	7	4
MORE THAN 10 YEARS:	389	97	35	67	5	5	11	3	5	0	0	0	445	172	7	4
AVERAGE YEARS	11.6	11.4	15.7	15.3	12.3	12.1	13.0	22.0	14.9	0.0	1.3	4.0	11.7	12.8	24.6	21.3
BARGAINING UNIT AVERAGE YEARS	12.0															

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

Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																
00 - 05 YEARS	529	63	23	3	8	0	13	0	0	1	6	0	579	67	1	0
06 - 10 YEARS	313	15	20	3	5	0	5	0	0	0	0	0	343	18	0	0
11 - 15 YEARS	402	34	25	2	6	0	7	0	0	0	0	0	440	36	3	0
16 - 20 YEARS	186	18	12	1	7	0	5	1	0	0	0	0	210	20	4	1
21 - 25 YEARS	195	14	25	4	5	0	7	2	3	0	0	0	235	20	17	2
26 - 30 YEARS	73	10	11	1	2	0	3	1	0	0	0	0	89	12	7	0
31 - 35 YEARS	77	10	6	2	0	0	2	0	1	0	0	0	86	12	7	1
36 - 40 YEARS	22	1	1	0	0	0	4	1	0	0	0	0	27	2	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	1,799	165	123	16	33	0	46	5	4	1	6	0	2,011	187	39	5
MORE THAN 10 YEARS:	957	87	80	10	20	0	28	5	4	0	0	0	1,089	102	38	5
AVERAGE YEARS	12.0	11.4	15.1	16.1	12.9	0.0	15.2	26.0	25.3	0.0	1.2	0.0	12.3	12.1	23.7	26.4

BARGAINING UNIT AVERAGE YEARS 12.3

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 - SECURITY																
00 - 05 YEARS	524	128	147	95	22	5	29	8	4	1	16	4	742	241	0	0
06 - 10 YEARS	449	112	64	77	13	2	12	8	2	2	2	0	542	201	1	0
11 - 15 YEARS	1,589	266	154	121	40	8	48	14	5	0	0	0	1,836	409	3	2
16 - 20 YEARS	932	158	95	60	29	3	32	5	3	0	0	0	1,091	226	4	1
21 - 25 YEARS	1,187	124	118	86	39	5	30	2	3	0	0	0	1,377	217	42	11
26 - 30 YEARS	180	12	53	18	2	1	4	0	0	0	0	0	239	31	11	4
31 - 35 YEARS	22	3	6	0	0	0	1	1	0	0	0	0	29	4	1	0
36 - 40 YEARS	4	0	1	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	4,888	803	639	457	145	24	156	38	17	3	18	4	5,863	1,329	62	18
MORE THAN 10 YEARS:	3,915	563	428	285	110	17	115	22	11	0	0	0	4,579	887	61	18
AVERAGE YEARS	15.4	13.5	14.1	13.1	15.0	13.8	14.1	11.6	12.6	5.7	4.2	4.0	15.2	13.2	22.9	22.6

BARGAINING UNIT AVERAGE YEARS 14.8

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																
00 - 05 YEARS	98	140	29	110	2	3	13	11	1	1	1	1	144	266	2	3
06 - 10 YEARS	34	88	25	147	1	0	5	7	2	2	1	1	68	245	1	2
11 - 15 YEARS	9	13	6	14	0	4	0	5	0	0	0	0	15	36	2	0
16 - 20 YEARS	5	15	1	13	0	0	1	4	0	0	0	0	7	32	2	0
21 - 25 YEARS	8	19	2	15	0	1	2	6	0	1	0	0	12	42	4	5
26 - 30 YEARS	0	6	0	6	0	0	0	0	0	0	0	0	0	12	0	1
31 - 35 YEARS	4	8	1	12	1	1	1	0	0	0	0	0	7	21	2	3
36 - 40 YEARS	2	3	1	5	0	0	0	0	0	0	0	0	3	8	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	160	292	65	322	4	9	22	33	3	4	2	2	256	662	14	15
MORE THAN 10 YEARS:	28	64	11	65	1	6	4	15	0	1	0	0	44	151	11	10
AVERAGE YEARS	6.8	8.6	7.4	9.5	12.3	12.4	7.1	10.6	7.3	11.0	5.0	5.0	7.1	9.2	19.4	20.3
BARGAINING UNIT AVERAGE YEARS	8.6															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																
00 - 05 YEARS	201	136	6	5	1	0	4	1	5	4	7	3	224	149	0	0
06 - 10 YEARS	313	186	9	6	0	1	3	2	10	5	0	0	335	200	1	1
11 - 15 YEARS	236	98	3	4	1	0	3	2	7	9	0	0	250	113	0	1
16 - 20 YEARS	168	95	7	5	0	0	4	1	8	5	0	0	187	106	0	0
21 - 25 YEARS	185	79	7	5	1	0	5	1	6	5	0	0	204	90	5	0
26 - 30 YEARS	54	24	4	4	0	4	1	0	2	1	0	0	61	33	1	1
31 - 35 YEARS	48	7	6	1	1	0	2	0	2	0	0	0	59	8	3	0
36 - 40 YEARS	18	0	1	0	0	0	0	0	1	0	0	0	20	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	2	0	0	0	5	0	1	0
BARGAINING UNIT TOTAL	1,226	625	43	30	4	5	22	7	43	29	7	3	1,345	699	11	3
MORE THAN 10 YEARS:	712	303	28	19	3	4	15	4	28	20	0	0	786	350	10	2
AVERAGE YEARS	13.8	11.9	17.7	15.2	18.8	22.8	16.3	12.0	16.8	13.9	1.6	1.0	14.0	12.2	27.0	16.7
BARGAINING UNIT AVERAGE YEARS	13.4															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

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BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																
00 - 05 YEARS	90	80	5	3	1	1	0	2	0	0	1	3	97	89	0	0
06 - 10 YEARS	125	53	2	2	2	0	4	1	4	2	0	0	137	58	0	0
11 - 15 YEARS	118	28	2	2	2	0	1	0	2	1	0	0	125	31	0	0
16 - 20 YEARS	64	19	4	1	0	0	2	0	1	1	0	0	71	21	2	1
21 - 25 YEARS	111	23	8	4	0	1	3	0	2	1	0	0	124	29	5	1
26 - 30 YEARS	23	7	5	4	0	0	0	0	0	0	0	0	28	11	0	1
31 - 35 YEARS	11	6	1	2	0	0	2	0	0	0	0	0	14	8	1	1
36 - 40 YEARS	10	2	0	0	0	0	2	0	0	0	0	0	12	2	1	0
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	2	2	0	0
BARGAINING UNIT TOTAL	553	220	27	18	5	2	15	3	9	5	1	3	610	251	9	4
MORE THAN 10 YEARS:	338	87	20	13	2	1	11	0	5	3	0	0	376	104	9	4
AVERAGE YEARS	14.3	10.9	17.8	17.9	8.4	12.5	21.8	4.0	14.1	14.2	0.0	1.7	14.6	11.2	24.4	26.0
BARGAINING UNIT AVERAGE YEARS	13.6															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 - STATE POLICE ENLISTED																
00 - 05 YEARS	86	5	3	0	0	0	1	0	1	0	5	0	96	5	0	0
06 - 10 YEARS	65	7	2	1	0	0	1	0	0	0	0	0	68	8	0	0
11 - 15 YEARS	384	32	8	3	2	0	6	0	2	0	0	0	402	35	0	0
16 - 20 YEARS	299	49	30	3	13	0	11	0	2	0	0	0	355	52	2	0
21 - 25 YEARS	173	42	32	2	7	0	12	1	2	1	0	0	226	46	0	0
26 - 30 YEARS	55	7	13	2	2	0	5	0	0	0	0	0	75	9	0	0
31 - 35 YEARS	9	2	3	1	0	0	0	0	0	0	0	0	12	3	0	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,075	144	91	12	24	0	36	1	7	1	5	0	1,238	158	2	0
MORE THAN 10 YEARS:	924	132	86	11	24	0	34	1	6	1	0	0	1,074	145	2	0
AVERAGE YEARS	15.5	17.8	20.1	19.3	19.5	0.0	19.2	22.0	15.6	21.0	1.4	0.0	15.9	17.9	18.0	0.0
BARGAINING UNIT AVERAGE YEARS	16.2															

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																
00 - 05 YEARS	158	264	71	123	0	5	7	10	5	5	9	9	250	416	0	0
06 - 10 YEARS	134	169	29	78	1	0	7	3	1	1	1	0	173	251	0	0
11 - 15 YEARS	100	107	23	61	1	0	5	5	1	5	0	0	130	178	1	0
16 - 20 YEARS	65	52	7	28	1	1	3	1	1	0	0	0	77	82	1	1
21 - 25 YEARS	43	43	19	29	1	0	1	3	1	2	0	0	65	77	0	0
26 - 30 YEARS	22	17	8	12	2	0	0	1	0	0	0	0	32	30	0	2
31 - 35 YEARS	18	15	18	14	0	0	0	2	0	0	0	0	36	31	0	0
36 - 40 YEARS	3	2	1	3	0	0	1	0	0	0	0	0	5	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	543	669	176	348	6	6	24	25	9	13	10	9	768	1,070	2	3
MORE THAN 10 YEARS:	251	236	76	147	5	1	10	12	3	7	0	0	345	403	2	3
AVERAGE YEARS	11.3	9.3	12.0	10.6	19.2	4.7	10.6	11.8	7.6	9.8	1.8	1.8	11.4	9.7	16.0	24.3
BARGAINING UNIT AVERAGE YEARS	10.4															

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BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																
00 - 05 YEARS	804	2,621	248	1,397	8	20	41	114	16	30	27	90	1,144	4,272	2	9
06 - 10 YEARS	221	649	48	315	1	3	12	22	4	11	0	0	286	1,000	2	6
11 - 15 YEARS	332	582	85	434	1	10	14	48	10	19	0	0	442	1,093	5	5
16 - 20 YEARS	280	392	62	190	2	5	9	39	1	13	0	0	354	639	6	12
21 - 25 YEARS	150	248	42	171	2	2	10	22	3	8	0	0	207	451	14	17
26 - 30 YEARS	76	93	22	93	1	1	1	2	2	3	0	0	102	192	6	13
31 - 35 YEARS	74	120	14	83	1	2	2	1	1	3	0	0	92	209	4	10
36 - 40 YEARS	20	31	8	25	0	0	1	2	2	0	0	0	31	58	5	4
MORE THAN 40 YEARS	2	0	0	2	0	0	0	0	0	0	0	0	2	2	0	0
BARGAINING UNIT TOTAL	1,959	4,736	529	2,710	16	43	90	250	39	87	27	90	2,660	7,916	44	76
MORE THAN 10 YEARS:	934	1,466	233	998	7	20	37	114	19	46	0	0	1,230	2,644	40	61
AVERAGE YEARS	10.9	8.1	10.3	9.1	10.6	10.0	9.7	9.6	11.2	11.4	1.2	1.0	10.7	8.4	22.8	20.8

BARGAINING UNIT AVERAGE YEARS 9.0

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																
00 - 05 YEARS	292	1,333	72	341	1	9	9	72	8	13	22	138	404	1,906	2	5
06 - 10 YEARS	90	687	16	119	0	6	6	30	0	4	0	2	112	848	1	7
11 - 15 YEARS	87	748	20	167	2	13	4	30	1	9	0	1	114	968	1	7
16 - 20 YEARS	28	360	3	70	0	6	2	18	0	1	0	0	33	455	3	20
21 - 25 YEARS	38	395	8	131	1	7	4	34	2	6	0	0	53	573	10	46
26 - 30 YEARS	12	175	9	65	0	7	2	10	0	3	0	0	23	260	7	22
31 - 35 YEARS	17	293	5	92	0	4	2	15	0	2	0	0	24	406	2	25
36 - 40 YEARS	6	89	1	28	0	0	0	1	0	1	0	0	7	119	1	8
MORE THAN 40 YEARS	1	7	0	3	0	0	0	0	0	0	0	0	1	10	0	0
BARGAINING UNIT TOTAL	571	4,087	134	1,016	4	52	29	210	11	39	22	141	771	5,545	27	140
MORE THAN 10 YEARS:	189	2,067	46	556	3	37	14	108	3	22	0	1	255	2,791	24	128
AVERAGE YEARS	8.4	12.4	9.0	13.7	11.5	15.6	12.2	12.8	5.7	12.9	0.4	0.5	8.4	12.4	22.0	23.5
BARGAINING UNIT AVERAGE YEARS	11.9															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y00 - NON-SPECIFIED																
00 - 05 YEARS	3	3	1	0	0	0	0	0	1	0	0	0	5	3	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	3	3	1	0	0	0	0	0	1	0	0	0	5	3	0	0
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	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																
00 - 05 YEARS	490	496	43	101	2	3	6	16	42	48	33	33	616	697	1	2
06 - 10 YEARS	308	390	34	96	4	4	3	10	40	26	1	2	390	528	1	1
11 - 15 YEARS	341	407	22	101	0	1	8	14	12	9	0	0	383	532	5	1
16 - 20 YEARS	147	207	16	34	0	3	5	5	9	9	0	0	177	258	5	7
21 - 25 YEARS	144	255	37	71	0	1	8	23	11	5	0	0	200	355	11	26
26 - 30 YEARS	56	99	11	38	0	1	5	8	2	1	0	0	74	147	11	6
31 - 35 YEARS	80	172	19	42	0	2	1	5	0	2	0	0	100	223	8	19
36 - 40 YEARS	42	62	2	8	0	0	2	3	1	1	0	0	47	74	3	4
MORE THAN 40 YEARS	5	8	1	0	0	0	0	0	0	0	0	0	6	8	0	1
BARGAINING UNIT TOTAL	1,613	2,096	185	491	6	15	38	84	117	101	34	35	1,993	2,822	45	67
MORE THAN 10 YEARS:	815	1,210	108	294	0	8	29	58	35	27	0	0	987	1,597	43	64
AVERAGE YEARS	12.2	14.3	15.5	14.8	5.8	14.3	17.4	17.1	9.1	8.2	2.4	1.5	12.2	14.1	24.4	25.8
BARGAINING UNIT AVERAGE YEARS	13.3															

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

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
Y50 - PENDING UNIT ASSIGNMENT																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
AVERAGE YEARS	26.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	0.0	26.0
BARGAINING UNIT AVERAGE YEARS	26.0															

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																
00 - 05 YEARS	157	235	24	80	0	2	4	7	12	9	3	3	200	336	1	0
06 - 10 YEARS	208	312	28	96	2	2	6	13	6	5	0	0	250	428	3	2
11 - 15 YEARS	456	393	46	178	6	3	10	10	8	7	0	0	526	591	0	1
16 - 20 YEARS	457	289	60	102	10	9	9	14	5	4	0	0	541	418	5	8
21 - 25 YEARS	662	341	94	151	21	6	24	15	9	8	0	0	810	521	36	18
26 - 30 YEARS	216	140	48	67	3	2	8	0	6	1	0	0	281	210	21	9
31 - 35 YEARS	159	149	33	63	2	2	5	8	2	1	0	0	201	223	16	17
36 - 40 YEARS	60	43	11	19	0	0	1	3	1	0	0	0	73	65	5	2
MORE THAN 40 YEARS	13	6	1	1	1	0	0	0	2	0	0	0	17	7	3	1
BARGAINING UNIT TOTAL	2,388	1,908	345	757	45	26	67	70	51	35	3	3	2,899	2,799	90	58
MORE THAN 10 YEARS:	2,023	1,361	293	581	43	22	57	50	33	21	0	0	2,449	2,035	86	56
AVERAGE YEARS	19.0	16.6	20.4	17.5	21.1	18.3	19.8	17.6	16.2	13.3	2.7	1.3	19.1	16.9	26.5	25.8

BARGAINING UNIT AVERAGE YEARS 18.0

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																
00 - 05 YEARS	75	80	13	6	1	0	2	1	3	1	1	2	95	90	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	75	80	13	6	1	0	3	1	3	1	1	2	96	90	0	0
MORE THAN 10 YEARS:	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	8.7	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 0.1

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																
00 - 05 YEARS	97	71	9	8	1	0	1	2	3	0	3	6	114	87	1	1
06 - 10 YEARS	110	75	10	12	0	0	3	2	1	2	2	2	126	93	1	0
11 - 15 YEARS	113	88	5	7	0	0	1	2	1	3	0	0	120	100	2	0
16 - 20 YEARS	105	84	7	11	1	3	2	0	1	2	0	0	116	100	1	1
21 - 25 YEARS	133	126	24	27	2	1	3	4	5	3	0	0	167	161	2	5
26 - 30 YEARS	85	53	13	15	3	1	4	1	1	2	0	0	106	72	8	3
31 - 35 YEARS	83	86	19	23	1	1	1	3	1	2	0	0	105	115	8	3
36 - 40 YEARS	45	23	8	14	0	0	0	1	0	1	0	0	53	39	4	2
MORE THAN 40 YEARS	6	5	0	0	0	0	0	0	0	0	0	0	6	5	3	1
BARGAINING UNIT TOTAL	777	611	95	117	8	6	15	15	13	15	5	8	913	772	30	16
MORE THAN 10 YEARS:	570	465	76	97	7	6	11	11	9	13	0	0	673	592	28	15
AVERAGE YEARS	18.7	19.1	22.4	23.3	22.8	23.0	19.2	20.3	16.7	20.5	4.2	3.6	19.0	19.7	29.2	27.0

BARGAINING UNIT AVERAGE YEARS 19.3

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																
00 - 05 YEARS	91	226	6	28	0	2	3	4	1	1	2	7	103	268	0	1
06 - 10 YEARS	29	149	8	21	0	1	0	6	0	1	0	1	37	179	0	0
11 - 15 YEARS	38	215	4	30	0	1	1	2	0	5	0	0	43	253	0	1
16 - 20 YEARS	12	98	4	19	0	1	1	2	1	1	0	0	18	121	0	4
21 - 25 YEARS	25	157	7	38	0	2	2	12	0	4	0	0	34	213	2	6
26 - 30 YEARS	10	46	4	11	0	1	0	9	0	1	0	0	14	68	2	5
31 - 35 YEARS	14	82	1	26	1	1	0	9	0	1	0	0	16	119	2	7
36 - 40 YEARS	5	42	1	9	0	0	1	2	0	0	0	0	7	53	0	7
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
BARGAINING UNIT TOTAL	225	1,017	35	182	1	9	8	46	2	14	2	8	273	1,276	6	31
MORE THAN 10 YEARS:	105	642	21	133	1	6	5	36	1	12	0	0	133	829	6	30
AVERAGE YEARS	11.7	15.2	15.2	18.2	33.0	16.1	14.5	21.7	9.0	16.9	1.0	3.6	12.2	15.8	27.3	27.8
BARGAINING UNIT AVERAGE YEARS	15.2															

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Source: Michigan Civil Service Commission HWF20

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

Table 5-2

Pay End Date: December 24, 2011

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	3,908	5,931	708	2,322	48	51	139	248	103	114	151	300	5,057	8,966	10	21
06- 10 YEARS	2,559	2,943	306	986	29	20	74	105	71	61	8	8	3,047	4,123	11	19
11- 15 YEARS	4,371	3,054	412	1,144	64	43	110	132	51	67	0	1	5,008	4,441	23	18
16- 20 YEARS	2,842	1,858	314	546	65	32	88	90	33	36	0	0	3,342	2,562	36	57
21- 25 YEARS	3,142	1,886	435	760	79	27	116	127	49	44	0	0	3,821	2,844	151	140
26- 30 YEARS	884	697	207	340	15	18	35	32	13	12	0	0	1,154	1,099	76	67
31- 35 YEARS	634	957	133	369	7	13	20	45	7	11	0	0	801	1,395	54	86
36- 40 YEARS	241	298	37	111	0	0	12	13	5	3	0	0	295	425	20	29
MORE THAN 40 YEARS	37	30	3	6	1	0	1	0	4	0	0	0	46	36	8	3
STATEWIDE TOTAL	18,618	17,654	2,555	6,584	308	204	595	792	336	348	159	309	22,571	25,891	389	440
MORE THAN 10 YEARS	12,151	8,780	1,541	3,276	231	133	382	439	162	173	0	1	14,467	12,802	368	400
AVERAGE YEARS	14.1	12.1	14.3	12.2	15.7	14.3	14.5	13.2	12.2	11.6	1.9	1.1	14.1	12.1	24.5	24.0

STATEWIDE TOTAL AVERAGE YEARS 13.0

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Source: Michigan Civil Service Commission HWF20

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay End Date: December 24, 2011

BARGAINING UNIT	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	1,184	2.4 %	45.1	\$24.97	870	73.5 %
A31 - LABOR AND TRADES	2,204	4.5 %	48.1	\$21.60	1,550	70.3 %
C12 - SECURITY	7,275	15.0 %	44.8	\$24.42	6,366	87.5 %
E42 - HUMAN SERVICES SUPPORT	918	1.9 %	46.0	\$22.59	507	55.2 %
H21 - SCIENTIFIC & ENGINEERING	2,044	4.2 %	44.9	\$32.63	1,642	80.3 %
L32 - TECHNICAL	861	1.8 %	45.1	\$24.28	665	77.2 %
T01 - STATE POLICE ENLISTED	1,406	2.9 %	42.3	\$31.29	1,320	93.9 %
U11 - INSTITUTIONAL	1,854	3.8 %	45.5	\$20.19	1,172	63.2 %
W22 - HUMAN SERVICES	10,583	21.8 %	42.9	\$25.03	5,117	48.4 %
W41 - ADMINISTRATIVE SUPPORT	6,320	13.0 %	45.7	\$20.00	3,947	62.5 %
Y00 - NON-SPECIFIED	8	0.0 %	22.7	\$11.99	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	4,817	9.9 %	46.1	\$30.04	3,413	70.9 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	46.9	\$18.89	1	100.0 %
Y51 - SUPERVISORY	5,707	11.7 %	48.5	\$32.22	5,134	90.0 %
Y52 - NONCAREER	186	0.4 %	25.8	\$13.54	1	0.5 %
Y98 - MANAGERIAL	1,685	3.5 %	51.1	\$46.32	1,465	86.9 %
Y99 - CONFIDENTIAL	1,550	3.2 %	47.2	\$26.71	1,159	74.8 %
STATEWIDE TOTAL	48,603	100.0 %	45.4	\$26.47	34,329	70.6 %

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

Source: Michigan Civil Service Commission HWF25

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

PAY END DATE: December 24, 2011

Unit Code	Bargaining Unit	Total Employees	Health Insurance							Dental Insurance						
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02	SAFETY & REGULATORY	1,162	704	61 %	347	30 %	12	1 %	0	0 %	1,057	91 %	23	2 %	5	0 %
A31	LABOR AND TRADES	1,968	998	51 %	811	41 %	16	1 %	0	0 %	1,823	93 %	10	1 %	6	0 %
C12	SECURITY	7,275	4,281	59 %	2,645	36 %	28	0 %	0	0 %	6,873	94 %	129	2 %	11	0 %
E42	HUMAN SERVICES SUPPORT	918	501	55 %	354	39 %	9	1 %	0	0 %	835	91 %	36	4 %	4	0 %
H21	SCIENTIFIC & ENGINEERING	2,042	949	46 %	947	46 %	21	1 %	0	0 %	1,904	93 %	31	2 %	7	0 %
L32	TECHNICAL	844	417	49 %	376	45 %	12	1 %	0	0 %	788	93 %	18	2 %	4	0 %
T01	STATE POLICE ENLISTED	1,406	158	11 %	25	2 %	1	0 %	1,195	85 %	1,377	98 %	2	0 %	1	0 %
U11	INSTITUTIONAL	1,835	979	53 %	725	40 %	12	1 %	0	0 %	1,674	91 %	49	3 %	3	0 %
W22	HUMAN SERVICES	10,527	5,007	48 %	4,698	45 %	95	1 %	0	0 %	9,552	91 %	381	4 %	44	0 %
W41	ADMINISTRATIVE SUPPORT	5,819	2,122	36 %	3,192	55 %	70	1 %	0	0 %	5,263	90 %	179	3 %	16	0 %
Y23	BUSINESS & ADMINISTRATION	4,810	1,640	34 %	2,735	57 %	83	2 %	0	0 %	4,352	90 %	131	3 %	20	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,706	2,863	50 %	2,464	43 %	45	1 %	0	0 %	5,305	93 %	112	2 %	12	0 %
Y98	MANAGERIAL	1,685	765	45 %	789	47 %	12	1 %	0	0 %	1,576	94 %	17	1 %	3	0 %
Y99	CONFIDENTIAL	1,520	494	33 %	872	57 %	14	1 %	0	0 %	1,366	90 %	40	3 %	1	0 %
STATEWIDE TOTALS:		47,518	21,878	46 %	20,981	44 %	430	1 %	1,195	3 %	43,746	92 %	1,158	2 %	137	0 %

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

Source: Michigan Civil Service Commission HWF48

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

PAY END DATE: December 24, 2011

Unit Code	Bargaining Unit	Total Employees	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,162	1,093	94 %	986	85 %	70	6 %	1,101	95 %	55	5 %	61	5 %
A31	LABOR AND TRADES	1,968	1,845	94 %	1,731	88 %	2	0 %	1,894	96 %	66	3 %	5	0 %
C12	SECURITY	7,275	7,013	96 %	6,903	95 %	0	0 %	7,033	97 %	203	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	918	880	96 %	715	78 %	0	0 %	870	95 %	47	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,042	1,949	95 %	1,740	85 %	28	1 %	1,909	93 %	128	6 %	15	1 %
L32	TECHNICAL	844	812	96 %	717	85 %	18	2 %	787	93 %	53	6 %	9	1 %
T01	STATE POLICE ENLISTED	1,406	1,381	98 %	1,432	102 %	920	65 %	1,361	97 %	37	3 %	962	68 %
U11	INSTITUTIONAL	1,835	1,730	94 %	1,610	88 %	3	0 %	1,744	95 %	87	5 %	0	0 %
W22	HUMAN SERVICES	10,527	10,015	95 %	8,727	83 %	0	0 %	9,930	94 %	580	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,819	5,482	94 %	4,953	85 %	104	2 %	5,473	94 %	326	6 %	78	1 %
Y23	BUSINESS & ADMINISTRATION	4,810	4,518	94 %	3,928	82 %	65	1 %	4,519	94 %	284	6 %	42	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,706	5,443	95 %	5,402	95 %	164	3 %	5,514	97 %	178	3 %	158	3 %
Y98	MANAGERIAL	1,685	1,600	95 %	1,493	89 %	31	2 %	1,604	95 %	79	5 %	32	2 %
Y99	CONFIDENTIAL	1,520	1,405	92 %	1,324	87 %	13	1 %	1,440	95 %	78	5 %	5	0 %
STATEWIDE TOTALS:		47,518	45,167	95 %	41,662	88 %	1,418	3 %	45,180	95 %	2,201	5 %	1,367	3 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: December 24, 2011

EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	79	393	22	14	0	0	206	7	0	0	0	50	299
ATTORNEY GENERAL	11	452	23	1	0	0	0	0	0	0	0	77	101
AUDITOR GENERAL	03	131	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	96	0	0	0	0	0	0	0	0	42	16	58
CIVIL SERVICE COMMISSION	19	425	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,003	24	73	183	0	98	39	0	727	412	409	1,965
CORRECTIONS	47	13,691	10	608	7,009	0	8	103	0	561	2,277	936	11,512
EDUCATION	31	462	2	7	0	4	0	3	0	18	162	76	272
ENVIRONMENTAL QUALITY	76	1,123	25	2	0	0	692	45	0	0	1	145	910
EXECUTIVE OFFICE	01	52	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,033	188	30	0	50	3	3	0	83	7,086	1,268	8,711
LICENSING AND REGULATORY AFF	64	3,880	284	43	0	791	116	6	0	23	486	731	2,480
MILITARY & VETERAN AFFAIRS	51	950	52	219	0	0	24	14	0	413	30	44	796
NATURAL RESOURCES	75	1,526	333	164	0	0	249	134	0	7	56	173	1,116
STATE	23	1,488	12	19	0	0	0	1	0	0	0	1,008	1,040
STATE POLICE	55	2,342	134	10	0	0	92	29	1,396	6	0	223	1,890
STRATEGIC FUND	07	696	0	1	0	73	18	3	0	0	20	97	212
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,514	0	254	0	0	33	60	0	0	1	316	664
TRANSPORTATION	59	2,689	61	739	0	0	503	412	0	0	3	228	1,946
TREASURY	27	1,516	11	12	0	0	2	2	0	0	0	517	544
Grand Total:		48,462	1,181	2,198	7,192	918	2,044	861	1,396	1,838	10,576	6,316	34,520

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: December 24, 2011

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	393	19	7	18	2	0	48	94
ATTORNEY GENERAL	11	452	30	47	268	0	0	6	351
AUDITOR GENERAL	03	131	0	62	30	5	0	30	127
CIVIL RIGHTS	15	96	1	18	9	0	0	10	38
CIVIL SERVICE COMMISSION	19	425	3	359	52	0	0	11	425
COMMUNITY HEALTH	39	3,003	427	66	153	7	1	384	1,038
CORRECTIONS	47	13,691	172	126	156	1	0	1,724	2,179
EDUCATION	31	462	90	27	26	0	0	47	190
ENVIRONMENTAL QUALITY	76	1,123	44	18	26	12	0	113	213
EXECUTIVE OFFICE	01	52	0	50	2	0	0	0	52
HUMAN SERVICES	43	11,033	546	215	175	0	0	1,386	2,322
LICENSING AND REGULATORY AFF	64	3,880	728	113	203	37	0	319	1,400
MILITARY & VETERAN AFFAIRS	51	950	19	10	12	0	0	113	154
NATURAL RESOURCES	75	1,526	82	27	60	14	0	227	410
STATE	23	1,488	117	54	41	9	0	227	448
STATE POLICE	55	2,342	119	28	46	4	1	254	452
STRATEGIC FUND	07	696	304	38	50	29	2	61	484
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,514	1,273	144	165	42	1	225	1,850
TRANSPORTATION	59	2,689	199	94	84	14	4	348	743
TREASURY	27	1,516	642	46	109	10	0	165	972
Grand Total:		48,462	4,815	1,549	1,685	186	9	5,698	13,942

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

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

Classified Service - The Michigan State classified civil service.

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

Disability - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
 - (A) Substantially limits one or more of the major life activities of the person, and
 - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

Employee Status Code Descriptions (active employees):

- AA:** Full-time (Classified)
- AB:** Part-time (Classified)
- AC:** Permanent Intermittent (Classified)
- AD:** Limited Term (Classified)
- AE:** Seasonal (Classified)
- AF:** Unclassified
- AP:** Workers Compensation
- AQ:** Non Career/Per Diem
- AR:** Special Personal Services (Not Classified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full-Time Employees - Employees scheduled to work 80 hours biweekly.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Employees scheduled to work less than 80 hours biweekly.

HRMN - Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employees - Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employees - Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

Limited Term Employees - Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

MIDB - Management Information Data Base.

Non-Career Employees - Employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Position - A classified job identified by its respective duties and responsibilities.

Primary Position - The level one position in HRMN which determines the employee's status and benefits eligibility.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Retirement Codes

- 01 State Employees' Retirement System.**
Supplemental members hired before 3/31/97.
- 02 Michigan State Police Accident, Pension and Disability Fund.**
Enlisted personnel working full-time prior to 4/1/86.
- 03 Judges Retirement System.**
Re-employed retired judges taking office before 3/31/97.
- 04 State Employees' Retirement System.**
Regular members hired before 3/31/97.
- 05 Employees not eligible for any of the retirement systems.**
Elected or appointed officials who have elected not to become members; appointed officials who are board or commission members receiving per diem rates; Title V—Older Worker Specialists; CETA or youth corps employees.
- 06 Working Patients.**
- 07 Fees Basis (Secretary of State) and Military Subsistence.**
- 08 Judges Retirement System.**
Members taking office before 3/31/97.
- 09 Michigan Legislative Retirement System.**
Members taking office before 3/31/97.
- 10 Michigan Legislative Retirement System.**
Members taking office before 4/97 with 20 or more years of service.
- 11 Michigan Legislative Retirement System.**
Members taking office before 3/31/97 who have exceeded the maximum annual member contribution.
- 12 Judges Retirement System.**
Non-trial judges and elected officials taking office before 3/31/97.
- 13 Judges Retirement System.**
With salary standardization payment. Taking office before 3/31/97.
- 14 Judges Retirement System.**
With salary standardization payment. Circuit Court judges taking office before 3/31/97.
- 15 Judges Retirement System.**
With salary standardization payment. District Court judges taking office before 3/31/97.
- 16 Judges Retirement System.**
With salary standardization payment & 2250. District Court judges taking office before 3/31/97.
- 17 Michigan State Police Accident, Pension and Disability Fund.**
Enlisted personnel hired full-time after 3/31/86.
- 18 Employees whose work is specifically to relieve them from unemployment.**
This does not include programs such as CETA, which were designed to give work experience or training.
- 19 Employees performing emergency services on a temporary basis in case of fire, storm, snow, earthquake, flood or other similar emergencies.**
Do not confuse this with emergency appointments.
- 20 Employees working for a school system, college or university in which they are enrolled and regularly attending classes.**
This provision does not include students hired to work for the state, or students working during summer vacation when school is not in session.
- 22 National Guard members working full-time prior to 4/1/86.**
For use by Department of Military Affairs only.
- 23 National Guard members hired full-time after 3/31/86.**
For use by Department of Military Affairs only.
- 24 Judges Retirement System.**
36th District Court Judges taking office before 3/31/97.
- 25 Wayne County Retirement System.**
36th District Court Bailiffs.

- 26 State Employees' Retirement System.**
Conservation Officers hired before 3/31/97.
- 27 Michigan Legislative Retirement System.**
Members taking office after 12/1/94, but before 3/31/97.
- 30 Michigan Legislative Retirement System.**
Members who took office 01/01/95.
- 40 State Employees Defined Contribution Pension Plan.**
Employees hired after 3/30/97 that would have been eligible to be members of the State Employees Retirement System had they been hired before 3/31/97.
- 50 Judges Court of Appeals & Supreme Court Justices that get 100% of salary thru State Defined Contribution Pension Plan.**
Members taking office after 3/30/97, who would have been eligible to be members of the Judges Retirement System had they taken office before 3/31/97.
- 60 Legislative Defined Contribution Pension Plan.**
Legislators taking office after 3/30/97 who would have been eligible to be members of the Legislative Retirement System had they taken office before 3/31/97.
- F-1 or J1 Visa Employees.**
Employees who are non-resident aliens possessing an F-1 or J-1 visa only and are performing services in connection with the purpose for which they entered the country should be set up under the applicable retirement code, 04 or 40 (depending on if they have worked for the State of Michigan before). These employees are not subject to FICA taxes and HR offices should end date FICA codes if they have been set up (contact OFM if FICA taxes have been withheld). All other aliens including those with visas stamped "Under Docket Control" are subject to FICA coverage.

Seasonal Employees - Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employees - Contractors who are employees of state agencies and who are not classified employees, exempt employees, or excepted employees.

Turnover Separation - Starting in FY2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

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

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M

- H Michigan Public Employees (MPE), SEIU Local 517M
- L Michigan Public Employees (MPE), SEIU Local 517M
- T Michigan State Police Troopers Association (MSPTA)
- U American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y No Exclusive Employee Organization Representation
- Z Unclassified - No Exclusive Employee Organization

**Unit
Code**

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 Non-Career

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 Managerial Unit

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 Confidential Unit

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.