

THIRTY-FOURTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2012-13
October 1, 2012 – September 30, 2013

State of Michigan
Civil Service Commission



Civil Service Commissioners:

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

Janet McClelland, Acting State Personnel Director

This is the Thirty-Fourth Annual Workforce Report covering fiscal year 2012-13 (October 1, 2012 – September 30, 2013). The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The source used for each chart is identified.

Inquiries about this report may be directed to:

Michigan Civil Service Commission
Office of Business Applications Support
Data Management and Reports
(517) 335-1307
MCSC-OBASReports@michigan.gov

Inquiries about Section IV of the Annual Workforce Report may be directed to:

Michigan Civil Service Commission
Office of Human Resources
(517) 335-0309

The Annual Workforce Report was published in book form from FY 1979-80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an online document and in the following year, quarterly updates of portions of the report were added to the publication. The Michigan Civil Service Commission web address is: <http://www.michigan.gov/mdcs>. The following Michigan libraries are permanent repositories for previous copies of this document:

Detroit Public Library, Detroit
Hatcher Graduate Library, University of Michigan, Ann Arbor
Library of Michigan, Lansing
Michigan State University Libraries, East Lansing
Purdy/Kresge Library, Wayne State University, Detroit

**STATISTICAL HIGHLIGHTS
FY 2012-13**

PROFILE OF CLASSIFIED EMPLOYEES

| | |
|---|----------|
| Average Age | 45.3 |
| Average Annual Salary ¹ | \$55,770 |
| Average Annual Fringe Benefit Cost ² | 44,705 |
| Average Sick Leave Days Used | 10.7 |
| Average Annual Leave Days Used | 17.7 |
| Average Years of Service | 12.8 |

WORK FORCE CHARACTERISTICS

| | |
|---|-------|
| Females | 53.4% |
| Males | 46.6% |
| Eligible for Longevity | 66.8% |
| Less than Six Years of Service | 32.5% |
| Six to Ten Years of Service | 13% |
| Over Ten Years of Service | 54.4% |
| Exclusively Represented for Collective Bargaining | 71.1% |
| Turnover Separations | 8.2% |

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

| | |
|-----------------------|-------|
| American Indian | 1% |
| Asian | 1.5% |
| Black | 18% |
| Hispanic | 2.8% |
| White | 76.6% |
| Not Disclosed | 0% |

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 (see Table 2-1).

² Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

Comment: This report has been updated to reflect the addition of OPEB costs in the Annual Fringe Benefit Cost report (see Table 2-3) updating the Average Annual Fringe Benefit Cost on this Statistical Highlights page, effective 10/22/2014.

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS..... i

TABLE OF CONTENTS..... ii

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Graph 1-1 - Active State Classified Employment Averages, Fifty-Year History and Five-Year History 1-1

Graph 1-2 - Active State Classified Employment Figures, Fiscal Years 2008-09 through 2012-13 1-2

Table 1-1 - Active Classified Employees by Employee Status 1-3

Table 1-2 - Full-Time Equated Employee Position Report by Department 1-7

Table 1-3 - Number and Percent of Classified Employees by Department..... 1-11

Graph 1-3 - Breakdown of Active Classified Employment Averages, Fiscal Years 2002-03 and 2012-13..... 1-12

Table 1-4 - Average Number of Active Classified Employees by Department, Fiscal Years 2003-04 Through 2012-13..... 1-13

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1 - Trend of Total State Expenditures Compared to Total State Classified Payroll, Fiscal Years 2003-04 through 2012-13 2-1

Graph 2-2 - State Classified Payroll as a Percent of Total State Expenditures, Fiscal Years 2003-04 through 2012-13..... 2-2

Table 2-1 - Average Age, Average Pay Rate, and Longevity Analysis by Department 2-3

Table 2-2 - Employee Distribution by Salary - Statewide, Fiscal Years 2008-09 through 2012-13 2-4

Table 2-3 - Classified Employee Benefits as a Percentage of Base Payroll (Employer Contributions) Fiscal Years 2008-09 through 2012-13 (not available yet) 2-7

Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department 2-8

Table 2-5 - State Classified Employee Vacation, Holiday, and Sick Leave Pay as a Percentage of Base Payroll, Fiscal Years 2008-09 through 2012-13 2-10

Graph 2-3 - Annual Leave and Sick Leave Usage by Department 2-11

Table 2-6 - Active Classified Employee Average Sick Leave and Annual Leave Usage 2-12

Table 2-7 - Active Classified Employee Sick Leave Usage Comparison (Average Days Per Employee) Fiscal Years 2008-09 through 2012-13..... 2-13

Table 2-8 - Sick Leave Usage Analysis by Department 2-14

Table 2-9 - Annual Leave and Deferred Hours Usage Analysis by Department..... 2-15

Table 2-10- Age Distribution for Classified Employees by Department 2-16

Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2008-09 through 2012-13..... 2-17

Table 2-11- Active Classified Employees by Work County 2-18

Graph 2-5 - Map of Michigan Distribution of Classified Employees by County 2-20

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

| | |
|---|------|
| Graph 3-1 - Average Years of Service by Department..... | 3-1 |
| Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis | 3-2 |
| Table 3-2 - Statewide Separations by Reason | 3-23 |
| Table 3-3 - New Hires, Returns and Separations by Department..... | 3-24 |
| Table 3-4 - Turnover Separations in the State Classified Service, 1943 to 2013 | 3-25 |
| Table 3-5 - Turnover Separations by Department, Fiscal Years 2008-09 through 2012-13 | 3-27 |
| Table 3-6 - Percentage of Employees Eligible to Retire Over the Next One, Three, and Five Year Periods | 3-31 |

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORT

| | |
|--|------|
| Table 4-1 - Statewide Employees by EEO Category..... | 4-1 |
| Table 4-2 - Statewide Employees by Department and EEO Category..... | 4-2 |
| Table 4-3 - Classified Employee Distribution by Department..... | 4-22 |
| Table 4-4 - Statewide Employees with a Disability by EEO Category..... | 4-23 |

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

| | |
|---|------|
| Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit..... | 5-1 |
| Table 5-1 - Employees Paying Union Dues by Bargaining Unit..... | 5-2 |
| Graph 5-2 - Average Years of Service by Bargaining Unit..... | 5-3 |
| Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis..... | 5-4 |
| Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit | 5-22 |
| Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Bargaining Unit | 5-23 |
| Graph 5-3 - Annual Leave and Sick Leave Usage by Bargaining Unit..... | 5-25 |
| Table 5-5 - Sick Leave Usage Analysis by Bargaining Unit | 5-26 |
| Table 5-6 - Annual Leave and Deferred Hours Usage Analysis by Bargaining Unit..... | 5-27 |
| Table 5-7 - Average Sick Leave and Annual Leave Usage Analysis by Bargaining Unit..... | 5-28 |
| Table 5-8 - Sick Leave Usage Comparison by Bargaining Unit | 5-29 |
| Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented..... | 5-30 |
| Table 5-10 - Bargaining Unit Analysis by Department, Non-Exclusively Represented | 5-31 |

GLOSSARY

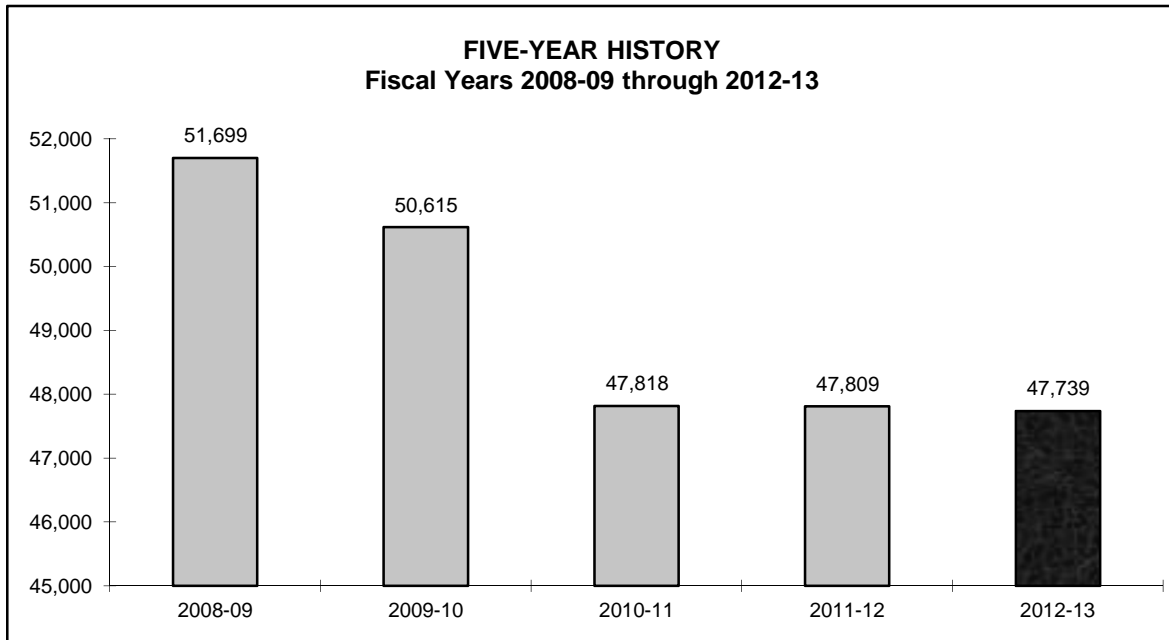
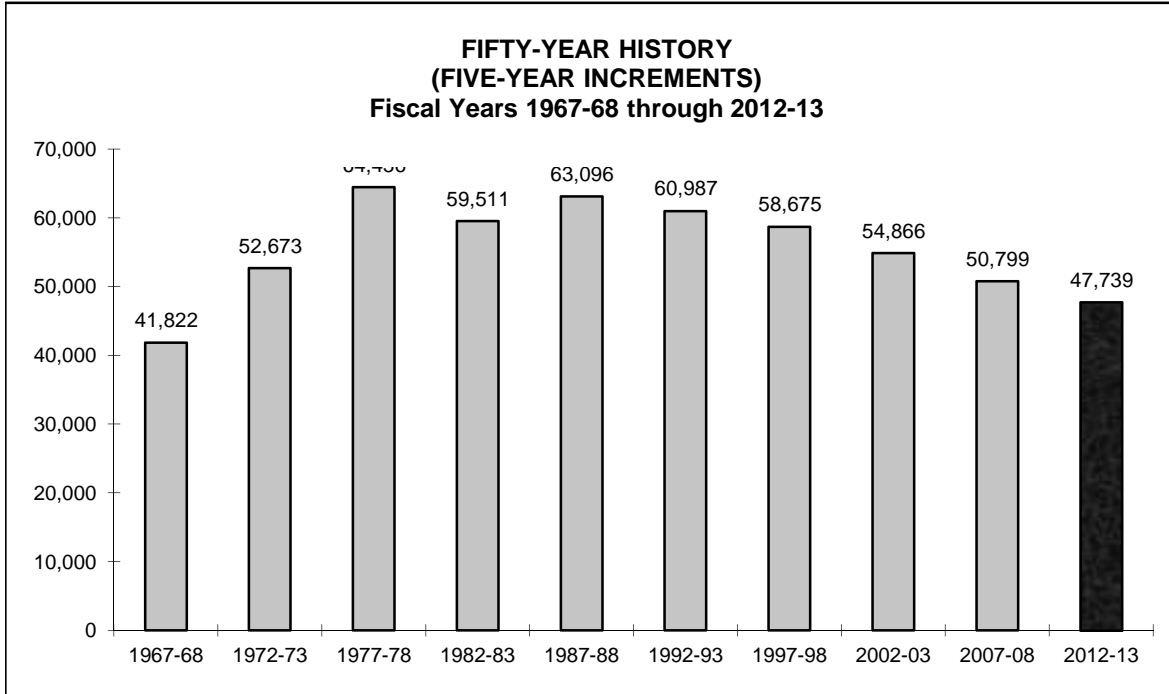
| | |
|---------------|-----|
| Glossary..... | G-1 |
|---------------|-----|

SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

Graph 1-1

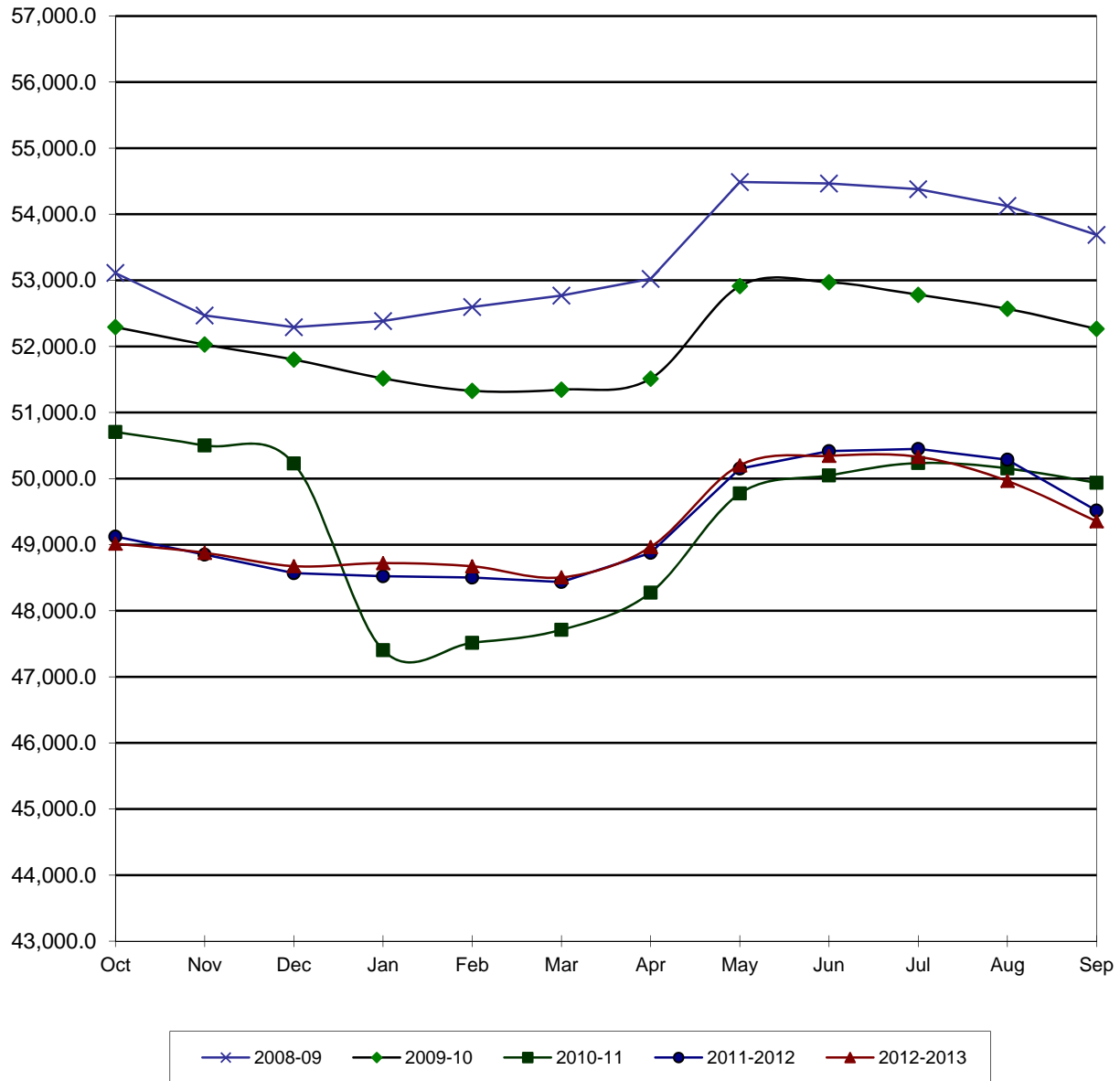


Comment: Employment averages prior to fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only, **except** for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 28, 2013, these positions represented 92.2% of all noncareer appointments. For this report, the number of employees who Job Share is 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.

Source: Michigan Civil Service Commission HWF09

STATE OF MICHIGAN ACTIVE CLASSIFIED EMPLOYMENT FIGURES Fiscal Years 2008-09 through 2012-2013



Comment: Employment levels typically increase during the summer months when temporary seasonal hiring occurs.

Source: Michigan Civil Service Commission HWF03, for the last full pay period of each month.

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

Pay End Date: September 28, 2013

| DEPARTMENT / PROCESS LEVEL | | FULL-TIME | PART-TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--------------------------------------|------|----------------|------------|------------------------|--------------|------------|-------------|-----------------------|---------------------|----------------------|-----------------|
| AGRICULTURE AND RURAL DVLPMNT | 7901 | 380.0 | 0.0 | 3.0 | 5.0 | 0.0 | 20.0 | 0.0 | 408.0 | 0.0 | 408.0 |
| AGRICULTURE AND RURAL DVLPMNT | | 380.0 | 0.0 | 3.0 | 5.0 | 0.0 | 20.0 | 0.0 | 408.0 | 0.0 | 408.0 |
| ATY GNRL CENTRAL OFFICE | 1101 | 456.0 | 2.0 | 0.0 | 21.0 | 0.0 | 0.0 | 0.0 | 479.0 | 0.0 | 479.0 |
| PACC | 1102 | 10.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 11.0 | 0.0 | 11.0 |
| ATTORNEY GENERAL | | 466.0 | 2.0 | 0.0 | 22.0 | 0.0 | 0.0 | 0.0 | 490.0 | 0.0 | 490.0 |
| LEGISLATIVE AUDITOR GENERAL | 0301 | 107.0 | 0.0 | 11.0 | 20.0 | 0.0 | 4.0 | 0.0 | 142.0 | 0.0 | 142.0 |
| AUDITOR GENERAL | | 107.0 | 0.0 | 11.0 | 20.0 | 0.0 | 4.0 | 0.0 | 142.0 | 0.0 | 142.0 |
| CIV RGHT CENTRAL OFFICE | 1501 | 83.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 88.0 | 0.0 | 88.0 |
| CIVIL RIGHTS | | 83.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 88.0 | 0.0 | 88.0 |
| CIVIL SERVICE COMMISSION | 1901 | 395.0 | 3.0 | 2.0 | 14.0 | 0.0 | 20.0 | 0.0 | 434.0 | 1.5 | 432.5 |
| CIVIL SERVICE COMMISSION | | 395.0 | 3.0 | 2.0 | 14.0 | 0.0 | 20.0 | 0.0 | 434.0 | 1.5 | 432.5 |
| DCH-CARO CENTER | 3902 | 344.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 347.0 | 0.0 | 347.0 |
| DCH-COM HEALTH CENTRAL OFFICE | 3901 | 1,163.0 | 1.0 | 3.0 | 19.0 | 0.0 | 35.0 | 0.0 | 1,221.0 | 0.5 | 1,220.5 |
| DCH-CTR FORENSIC PSYCHIATRY | 3920 | 463.0 | 2.0 | 0.0 | 3.0 | 0.0 | 3.0 | 10.0 | 481.0 | 0.0 | 481.0 |
| DCH-HAWTHORN CENTER NORTHVILLE | 3906 | 175.0 | 1.0 | 0.0 | 29.0 | 0.0 | 11.0 | 0.0 | 216.0 | 0.0 | 216.0 |
| DCH-KALAMAZOO PSYCHIATRIC HOSP | 3909 | 417.0 | 3.0 | 0.0 | 75.0 | 0.0 | 0.0 | 0.0 | 495.0 | 0.0 | 495.0 |
| DCH-OFFICE OF SERVICES TO TH | 3970 | 31.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 32.0 | 0.0 | 32.0 |
| DCH-WALTER P. REUTHER PSY HOSP | 3945 | 332.0 | 0.0 | 0.0 | 4.0 | 0.0 | 0.0 | 2.0 | 338.0 | 0.0 | 338.0 |
| OFFICE OF THE INSPECTOR GENERA | 3947 | 34.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 34.0 | 0.0 | 34.0 |
| COMMUNITY HEALTH | | 2,959.0 | 7.0 | 3.0 | 132.0 | 0.0 | 49.0 | 14.0 | 3,164.0 | 0.5 | 3,163.5 |
| DETROIT DETENTION CENTER | 4754 | 53.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 54.0 | 0.0 | 54.0 |
| DETROIT REENTRY CENTER | 4764 | 224.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 226.0 | 0.0 | 226.0 |
| DOC-ADRIAN/GUS HARRISON FAC | 4729 | 513.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 5.0 | 523.0 | 0.0 | 523.0 |
| DOC-ALGER MAX SECURITY CORRECT | 4735 | 264.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 1.0 | 268.0 | 0.0 | 268.0 |
| DOC-BARAGA FACILITY | 4740 | 294.0 | 0.0 | 0.0 | 1.0 | 0.0 | 2.0 | 0.0 | 297.0 | 0.0 | 297.0 |
| DOC-BELLAMY CREEK FACILITY | 4748 | 412.0 | 0.0 | 0.0 | 4.0 | 0.0 | 0.0 | 1.0 | 417.0 | 0.0 | 417.0 |
| DOC-BROOKS FACTY/MUSKEGON TEMP | 4730 | 469.0 | 1.0 | 0.0 | 4.0 | 0.0 | 1.0 | 0.0 | 475.0 | 0.0 | 475.0 |
| DOC-CARSON CITY FAC/CARSON CIT | 4731 | 423.0 | 0.0 | 0.0 | 3.0 | 0.0 | 1.0 | 5.0 | 432.0 | 0.0 | 432.0 |
| DOC-CENTRAL MICHIGAN FACILITY | 4744 | 424.0 | 1.0 | 0.0 | 2.0 | 0.0 | 0.0 | 7.0 | 434.0 | 0.0 | 434.0 |
| DOC-CHIPPEWA FAC/CHIPPEWA TEM | 4732 | 457.0 | 1.0 | 0.0 | 5.0 | 0.0 | 1.0 | 1.0 | 465.0 | 0.0 | 465.0 |
| DOC-COOPER STREET FACILITY | 4752 | 386.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 389.0 | 0.0 | 389.0 |
| DOC-CORRECTN CENTRAL OFFICE | 4702 | 433.0 | 0.0 | 0.0 | 18.0 | 0.0 | 39.0 | 0.0 | 490.0 | 0.0 | 490.0 |

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

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 28, 2013

| DEPARTMENT / PROCESS LEVEL | | FULL-TIME | PART-TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--------------------------------|------|-----------------|-------------|------------------------|--------------|-------------|-------------|-----------------------|---------------------|----------------------|-----------------|
| DOC-COTTON FACILITY | 4720 | 414.0 | 0.0 | 0.0 | 2.0 | 0.0 | 1.0 | 0.0 | 417.0 | 0.0 | 417.0 |
| DOC-EGELER FACILITY | 4727 | 566.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 2.0 | 571.0 | 0.0 | 571.0 |
| DOC-FIELD OPERATION REGION III | 4763 | 902.0 | 10.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 915.0 | 0.0 | 915.0 |
| DOC-FIELD OPERATIONS REGION I | 4761 | 741.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 1.0 | 745.0 | 0.0 | 745.0 |
| DOC-HANDLON MI TRAINING UNT | 4705 | 307.0 | 1.0 | 0.0 | 3.0 | 0.0 | 0.0 | 6.0 | 317.0 | 0.0 | 317.0 |
| DOC-HURON VALLEY CORR COMPLEX | 4715 | 554.0 | 3.0 | 0.0 | 2.0 | 0.0 | 0.0 | 3.0 | 562.0 | 0.0 | 562.0 |
| DOC-IONIA MAXIMUM FACILITY | 4724 | 292.0 | 0.0 | 0.0 | 2.0 | 0.0 | 2.0 | 1.0 | 297.0 | 0.0 | 297.0 |
| DOC-JACKSON CENTRAL REGION | 4750 | 122.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 122.0 | 0.0 | 122.0 |
| DOC-KINROSS CORRECTIONAL FCLTY | 4712 | 344.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 3.0 | 349.0 | 0.0 | 349.0 |
| DOC-LAKELAND MENS FACILITY | 4718 | 277.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 278.0 | 0.0 | 278.0 |
| DOC-MACOMB FACILITY | 4741 | 327.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 3.0 | 332.0 | 0.0 | 332.0 |
| DOC-MARQUETTE BRANCH PRISON | 4706 | 334.0 | 0.0 | 0.0 | 4.0 | 0.0 | 1.0 | 1.0 | 340.0 | 0.0 | 340.0 |
| DOC-MAXEY CORRECTIONAL | 4749 | 293.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 5.0 | 301.0 | 0.0 | 301.0 |
| DOC-MICHIGAN REFORMATORY | 4707 | 308.0 | 0.0 | 0.0 | 4.0 | 0.0 | 5.0 | 2.0 | 319.0 | 0.0 | 319.0 |
| DOC-MICHIGAN STATE INDUSTRIES | 4709 | 99.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 99.0 | 0.0 | 99.0 |
| DOC-MUSKEGON FACILITY | 4704 | 226.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 229.0 | 0.0 | 229.0 |
| DOC-NEWBERRY FACILITY | 4743 | 222.0 | 0.0 | 0.0 | 3.0 | 0.0 | 1.0 | 1.0 | 227.0 | 0.0 | 227.0 |
| DOC-OAKS FACILITY | 4739 | 290.0 | 1.0 | 0.0 | 3.0 | 0.0 | 1.0 | 2.0 | 297.0 | 0.0 | 297.0 |
| DOC-OJIBWAY FACILITY | 4746 | 211.0 | 2.0 | 0.0 | 3.0 | 0.0 | 1.0 | 1.0 | 218.0 | 0.0 | 218.0 |
| DOC-PARNALL FACILITY | 4751 | 284.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 285.0 | 0.0 | 285.0 |
| DOC-PUGSLEY FACILITY | 4745 | 233.0 | 1.0 | 0.0 | 4.0 | 0.0 | 2.0 | 0.0 | 240.0 | 0.0 | 240.0 |
| DOC-SAGINAW FACILITY | 4742 | 308.0 | 1.0 | 0.0 | 2.0 | 0.0 | 2.0 | 3.0 | 316.0 | 0.0 | 316.0 |
| DOC-ST. LOUIS FACILITY | 4733 | 331.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 2.0 | 335.0 | 0.0 | 335.0 |
| DOC-THUMB FACILITY | 4725 | 301.0 | 0.0 | 0.0 | 4.0 | 0.0 | 0.0 | 1.0 | 306.0 | 0.0 | 306.0 |
| NTHRN REGION ADMIN AND SUPPORT | 4714 | 40.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 42.0 | 0.0 | 42.0 |
| SOUTHERN REGION - IONIA | 4711 | 48.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 49.0 | 0.0 | 49.0 |
| CORRECTIONS | | 12,726.0 | 23.0 | 4.0 | 106.0 | 0.0 | 60.0 | 59.0 | 12,978.0 | 0.0 | 12,978.0 |
| EDUCATION | 3103 | 435.0 | 5.0 | 3.0 | 14.0 | 53.0 | 18.0 | 0.0 | 528.0 | 0.5 | 527.5 |
| EDUCATION | | 435.0 | 5.0 | 3.0 | 14.0 | 53.0 | 18.0 | 0.0 | 528.0 | 0.5 | 527.5 |
| DEQ-ENVIRONMENTAL QUALITY | 7601 | 1,052.0 | 5.0 | 17.0 | 30.0 | 0.0 | 14.0 | 0.0 | 1,118.0 | 2.5 | 1,115.5 |
| ENVIRONMENTAL QUALITY | | 1,052.0 | 5.0 | 17.0 | 30.0 | 0.0 | 14.0 | 0.0 | 1,118.0 | 2.5 | 1,115.5 |
| OFFICE OF THE GOVERNOR | 0101 | 0.0 | 0.0 | 0.0 | 57.0 | 0.0 | 0.0 | 0.0 | 57.0 | 0.0 | 57.0 |

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

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 28, 2013

| DEPARTMENT / PROCESS LEVEL | | FULL-TIME | PART-TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|---|------|-----------------|------------|------------------------|--------------|--------------|----------------|-----------------------|---------------------|----------------------|-----------------|
| EXECUTIVE OFFICE | | 0.0 | 0.0 | 0.0 | 57.0 | 0.0 | 0.0 | 0.0 | 57.0 | 0.0 | 57.0 |
| DHS-BERRIEN COUNTY | 4322 | 155.0 | 0.0 | 0.0 | 1.0 | 3.0 | 0.0 | 0.0 | 159.0 | 0.0 | 159.0 |
| DHS-CALHOUN COUNTY | 4323 | 152.0 | 0.0 | 0.0 | 13.0 | 0.0 | 0.0 | 0.0 | 165.0 | 0.0 | 165.0 |
| DHS-COUNTIES | 4308 | 2,822.0 | 2.0 | 1.0 | 127.0 | 28.0 | 0.0 | 0.0 | 2,980.0 | 3.0 | 2,977.0 |
| DHS-DPT OF HUMAN SVCS CNTL OFC | 4301 | 2,628.0 | 4.0 | 17.0 | 150.0 | 44.0 | 7.0 | 0.0 | 2,850.0 | 0.0 | 2,850.0 |
| DHS-GENESEE COUNTY | 4302 | 519.0 | 0.0 | 0.0 | 14.0 | 0.0 | 0.0 | 1.0 | 534.0 | 0.0 | 534.0 |
| DHS-INGHAM COUNTY | 4312 | 254.0 | 0.0 | 0.0 | 17.0 | 1.0 | 0.0 | 0.0 | 272.0 | 0.0 | 272.0 |
| DHS - INSTITUTIONS | 4307 | 55.0 | 0.0 | 9.0 | 11.0 | 0.0 | 0.0 | 0.0 | 75.0 | 0.0 | 75.0 |
| DHS-JACKSON COUNTY | 4315 | 153.0 | 0.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 173.0 | 0.0 | 173.0 |
| DHS-KALAMAZOO COUNTY | 4314 | 251.0 | 0.0 | 0.0 | 13.0 | 0.0 | 0.0 | 0.0 | 264.0 | 0.0 | 264.0 |
| DHS-KENT COUNTY | 4303 | 430.0 | 0.0 | 0.0 | 49.0 | 10.0 | 0.0 | 1.0 | 490.0 | 2.5 | 487.5 |
| DHS-MACOMB COUNTY | 4304 | 509.0 | 0.0 | 0.0 | 4.0 | 0.0 | 0.0 | 0.0 | 513.0 | 3.0 | 510.0 |
| DHS-MAXEY TRAINING SCHOOL | 4311 | 65.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 67.0 | 0.0 | 67.0 |
| DHS-MUSKEGON COUNTY | 4324 | 249.0 | 0.0 | 0.0 | 13.0 | 0.0 | 0.0 | 0.0 | 262.0 | 0.0 | 262.0 |
| DHS-OAKLAND COUNTY | 4305 | 582.0 | 0.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 602.0 | 0.0 | 602.0 |
| DHS-SAGINAW COUNTY | 4313 | 215.0 | 0.0 | 0.0 | 13.0 | 0.0 | 0.0 | 0.0 | 228.0 | 0.0 | 228.0 |
| DHS-WASHTENAW | 4325 | 150.0 | 0.0 | 0.0 | 19.0 | 0.0 | 0.0 | 0.0 | 169.0 | 0.0 | 169.0 |
| DHS-WAYNE COUNTY DSS | 4306 | 116.0 | 0.0 | 0.0 | 8.0 | 0.0 | 0.0 | 1.0 | 125.0 | 0.0 | 125.0 |
| DHS-WAYNE COUNTY O.C.Y.S. | 4320 | 568.0 | 0.0 | 0.0 | 4.0 | 0.0 | 0.0 | 0.0 | 572.0 | 0.0 | 572.0 |
| DHS-WAYNE COUNTY ZONE 3 | 4318 | 424.0 | 0.0 | 0.0 | 45.0 | 0.0 | 0.0 | 0.0 | 469.0 | 0.0 | 469.0 |
| DHS-WAYNE COUNTY ZONE 4 | 4319 | 450.0 | 0.0 | 0.0 | 31.0 | 0.0 | 0.0 | 1.0 | 482.0 | 0.0 | 482.0 |
| DHS-WAYNE COUNTY ZONE L | 4316 | 286.0 | 0.0 | 0.0 | 23.0 | 0.0 | 0.0 | 1.0 | 310.0 | 0.0 | 310.0 |
| HUMAN SERVICES | | 11,033.0 | 6.0 | 27.0 | 597.0 | 86.0 | 7.0 | 5.0 | 11,761.0 | 8.5 | 11,752.5 |
| LICENSING AND REGULATORY AFF | 6401 | 2,698.0 | 8.0 | 4.0 | 162.0 | 0.0 | 101.0 | 0.0 | 2,973.0 | 1.0 | 2,972.0 |
| LICENSING & REGULATORY AFFAIRS | | 2,698.0 | 8.0 | 4.0 | 162.0 | 0.0 | 101.0 | 0.0 | 2,973.0 | 1.0 | 2,972.0 |
| D.J. JACOBETTI HOME FOR VETERA | 5103 | 145.0 | 3.0 | 1.0 | 2.0 | 0.0 | 2.0 | 0.0 | 153.0 | 0.5 | 152.5 |
| GRAND RAPIDS HOME FOR VETERANS | 5102 | 251.0 | 1.0 | 14.0 | 1.0 | 1.0 | 22.0 | 3.0 | 293.0 | 0.0 | 293.0 |
| MIL AFFR CENTRAL OFFICE | 5101 | 249.0 | 0.0 | 3.0 | 36.0 | 28.0 | 40.0 | 0.0 | 356.0 | 0.0 | 356.0 |
| MILITARY & VETERAN AFFAIRS | | 645.0 | 4.0 | 18.0 | 39.0 | 29.0 | 64.0 | 3.0 | 802.0 | 0.5 | 801.5 |
| DNR-NATURAL RESOURCES | 7501 | 1,234.0 | 1.0 | 53.0 | 16.0 | 282.0 | 1,064.0 | 1.0 | 2,651.0 | 0.0 | 2,651.0 |
| NATURAL RESOURCES | | 1,234.0 | 1.0 | 53.0 | 16.0 | 282.0 | 1,064.0 | 1.0 | 2,651.0 | 0.0 | 2,651.0 |

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

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 28, 2013

| DEPARTMENT / PROCESS LEVEL | | FULL-TIME | PART-TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--|------|-----------------|--------------|------------------------|----------------|--------------|----------------|-----------------------|---------------------|----------------------|-----------------|
| DEPARTMENT OF STATE | 2301 | 1,150.0 | 0.0 | 96.0 | 44.0 | 0.0 | 236.0 | 1.0 | 1,527.0 | 0.0 | 1,527.0 |
| STATE | | 1,150.0 | 0.0 | 96.0 | 44.0 | 0.0 | 236.0 | 1.0 | 1,527.0 | 0.0 | 1,527.0 |
| STATE POLICE | 5501 | 2,470.0 | 19.0 | 4.0 | 26.0 | 0.0 | 7.0 | 6.0 | 2,532.0 | 1.0 | 2,531.0 |
| STATE POLICE | | 2,470.0 | 19.0 | 4.0 | 26.0 | 0.0 | 7.0 | 6.0 | 2,532.0 | 1.0 | 2,531.0 |
| MSF-WORKFORCE DEVELOPMENT AGY | 0742 | 179.0 | 2.0 | 0.0 | 8.0 | 0.0 | 5.0 | 0.0 | 194.0 | 0.0 | 194.0 |
| MSHDA | 6305 | 279.0 | 4.0 | 5.0 | 8.0 | 0.0 | 29.0 | 0.0 | 325.0 | 1.0 | 324.0 |
| STRATEGIC FUND | 0740 | 145.0 | 0.0 | 0.0 | 15.0 | 0.0 | 2.0 | 0.0 | 162.0 | 0.0 | 162.0 |
| STRATEGIC FUND | | 603.0 | 6.0 | 5.0 | 31.0 | 0.0 | 36.0 | 0.0 | 681.0 | 1.0 | 680.0 |
| TECH, MGMT AND BUDGET - IT | 0801 | 1,613.0 | 4.0 | 0.0 | 32.0 | 0.0 | 88.0 | 0.0 | 1,737.0 | 0.0 | 1,737.0 |
| TECH, MGMT AND BUDGET - MB | 0701 | 885.0 | 10.0 | 1.0 | 43.0 | 0.0 | 41.0 | 2.0 | 982.0 | 2.5 | 979.5 |
| TECHNOLOGY, MANAGEMENT & BUDGET | | 2,498.0 | 14.0 | 1.0 | 75.0 | 0.0 | 129.0 | 2.0 | 2,719.0 | 2.5 | 2,716.5 |
| BRIDGE AUTHORITIES-INTERNATION | 5903 | 30.0 | 0.0 | 0.0 | 0.0 | 0.0 | 15.0 | 0.0 | 45.0 | 0.0 | 45.0 |
| BRIDGE AUTHORITIES-MACKINAC | 5902 | 41.0 | 0.0 | 21.0 | 14.0 | 0.0 | 18.0 | 0.0 | 94.0 | 0.0 | 94.0 |
| TRANSPORTATION CENTRAL OFFICE | 5901 | 2,310.0 | 6.0 | 21.0 | 55.0 | 18.0 | 164.0 | 6.0 | 2,580.0 | 4.5 | 2,575.5 |
| TRANSPORTATION | | 2,381.0 | 6.0 | 42.0 | 69.0 | 18.0 | 197.0 | 6.0 | 2,719.0 | 4.5 | 2,714.5 |
| BUREAU OF STATE LOTTERY | 2795 | 173.0 | 0.0 | 0.0 | 3.0 | 0.0 | 23.0 | 0.0 | 199.0 | 0.0 | 199.0 |
| GAMING CONTROL | 2707 | 103.0 | 0.0 | 4.0 | 14.0 | 0.0 | 9.0 | 0.0 | 130.0 | 0.0 | 130.0 |
| TREASURY CENTRAL PAYROLL | 2701 | 1,197.0 | 2.0 | 4.0 | 50.0 | 0.0 | 24.0 | 0.0 | 1,277.0 | 0.0 | 1,277.0 |
| TREASURY | | 1,473.0 | 2.0 | 8.0 | 67.0 | 0.0 | 56.0 | 0.0 | 1,606.0 | 0.0 | 1,606.0 |
| STATEWIDE TOTAL | | 44,788.0 | 111.0 | 301.0 | 1,531.0 | 468.0 | 2,082.0 | 97.0 | 49,378.0 | 24.0 | 49,354.0 |

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

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2012 - 2013 Summary

| Department | | Fiscal Year 2013 Appropriated FTE Positions (A) | Fiscal Year 2013 Average FTE Positions (B) | Fiscal Year 2012 Average FTE Positions (C) | FY 2012 and FY 2013 Difference (B - C) | FY 2013 Average and Appropriated Difference (B - A) |
|--------------------------------------|----------|--|---|---|---|--|
| AGRICULTURE AND RURAL DVLPMNT | Regular | 425.0 | 395.9 | 381.8 | 14.1 | -29.1 |
| | Overtime | 0.0 | 0.2 | 0.0 | 0.1 | 0.2 |
| | Total | 425.0 | 396.1 | 381.9 | 14.2 | -28.9 |
| ATTORNEY GENERAL | Regular | 508.0 | 474.1 | 457.6 | 16.5 | -33.9 |
| | Overtime | 0.0 | 0.2 | 0.2 | -0.0 | 0.2 |
| | Total | 508.0 | 474.3 | 457.8 | 16.5 | -33.7 |
| AUDITOR GENERAL | Regular | 0.0 | 141.3 | 133.1 | 8.2 | 141.3 |
| | Overtime | 0.0 | 0.0 | 0.0 | -0.0 | 0.0 |
| | Total | 0.0 | 141.3 | 133.1 | 8.2 | 141.3 |
| CIVIL RIGHTS | Regular | 121.0 | 90.2 | 93.5 | -3.3 | -30.8 |
| | Overtime | 0.0 | 0.1 | 0.0 | 0.1 | 0.1 |
| | Total | 121.0 | 90.3 | 93.5 | -3.3 | -30.7 |
| CIVIL SERVICE COMMISSION | Regular | 450.0 | 419.2 | 407.9 | 11.3 | -30.8 |
| | Overtime | 0.0 | 0.7 | 1.0 | -0.4 | 0.7 |
| | Total | 450.0 | 419.9 | 408.9 | 11.0 | -30.1 |
| COMMUNITY HEALTH | Regular | 3,546.6 | 3,114.7 | 3,000.1 | 114.6 | -431.9 |
| | Overtime | 0.0 | 147.6 | 152.8 | -5.3 | 147.6 |
| | Total | 3,546.6 | 3,262.3 | 3,153.0 | 109.3 | -284.3 |

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-22.

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2012 - 2013 Summary

| Department | | Fiscal Year 2013 Appropriated FTE Positions (A) | Fiscal Year 2013 Average FTE Positions (B) | Fiscal Year 2012 Average FTE Positions (C) | FY 2012 and FY 2013 Difference (B - C) | FY 2013 Average and Appropriated Difference (B - A) |
|-------------------------------------|----------|--|---|---|---|--|
| CORRECTIONS | Regular | 14,679.2 | 13,357.2 | 13,550.4 | -193.2 | -1,322.0 |
| | Overtime | 0.0 | 666.0 | 726.2 | -60.3 | 666.0 |
| | Total | 14,679.2 | 14,023.2 | 14,276.6 | -253.5 | -656.0 |
| EDUCATION | Regular | 584.5 | 496.3 | 462.9 | 33.5 | -88.2 |
| | Overtime | 0.0 | 1.0 | 0.7 | 0.2 | 1.0 |
| | Total | 584.5 | 497.3 | 463.6 | 33.7 | -87.2 |
| ENVIRONMENTAL QUALITY | Regular | 1,321.5 | 1,089.2 | 1,094.7 | -5.5 | -232.3 |
| | Overtime | 0.0 | 2.0 | 3.1 | -1.1 | 2.0 |
| | Total | 1,321.5 | 1,091.2 | 1,097.7 | -6.6 | -230.3 |
| EXECUTIVE OFFICE | Regular | 74.2 | 52.5 | 49.9 | 2.6 | -21.7 |
| | Overtime | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Total | 74.2 | 52.5 | 49.9 | 2.6 | -21.7 |
| HUMAN SERVICES | Regular | 12,314.0 | 11,669.7 | 10,951.7 | 717.9 | -644.3 |
| | Overtime | 0.0 | 91.9 | 88.4 | 3.4 | 91.9 |
| | Total | 12,314.0 | 11,761.6 | 11,040.2 | 721.4 | -552.4 |
| LICENSING AND REGULATORY AFF | Regular | 3,709.8 | 2,946.8 | 3,795.1 | -848.3 | -763.0 |
| | Overtime | 0.0 | 4.9 | 35.8 | -30.9 | 4.9 |
| | Total | 3,709.8 | 2,951.7 | 3,830.8 | -879.1 | -758.1 |

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-22.

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2012 - 2013 Summary

| Department | | Fiscal Year 2013 Appropriated FTE Positions (A) | Fiscal Year 2013 Average FTE Positions (B) | Fiscal Year 2012 Average FTE Positions (C) | FY 2012 and FY 2013 Difference (B - C) | FY 2013 Average and Appropriated Difference (B - A) |
|---------------------------------------|----------|--|---|---|---|--|
| MILITARY & VETERAN AFFAIRS | Regular | 834.0 | 790.0 | 878.2 | -88.2 | -44.0 |
| | Overtime | 0.0 | 33.8 | 26.1 | 7.7 | 33.8 |
| | Total | 834.0 | 823.8 | 904.3 | -80.5 | -10.2 |
| NATURAL RESOURCES | Regular | 2,093.8 | 1,962.0 | 2,006.8 | -44.8 | -131.8 |
| | Overtime | 0.0 | 21.2 | 35.1 | -13.9 | 21.2 |
| | Total | 2,093.8 | 1,983.2 | 2,042.0 | -58.8 | -110.6 |
| STATE | Regular | 1,689.0 | 1,388.6 | 1,374.6 | 14.0 | -300.4 |
| | Overtime | 0.0 | 8.9 | 5.0 | 4.0 | 8.9 |
| | Total | 1,689.0 | 1,397.5 | 1,379.5 | 18.0 | -291.5 |
| STATE POLICE | Regular | 2,881.0 | 2,466.8 | 2,325.8 | 141.0 | -414.2 |
| | Overtime | 0.0 | 191.0 | 133.3 | 57.7 | 191.0 |
| | Total | 2,881.0 | 2,657.8 | 2,459.1 | 198.7 | -223.2 |
| STRATEGIC FUND | Regular | 748.0 | 670.1 | 675.6 | -5.5 | -77.9 |
| | Overtime | 0.0 | 0.5 | 0.9 | -0.4 | 0.5 |
| | Total | 748.0 | 670.7 | 676.5 | -5.8 | -77.3 |
| TECH, MGMT AND BUDGET | Regular | 2,358.0 | 2,611.2 | 2,489.6 | 121.6 | 253.2 |
| | Overtime | 0.0 | 32.0 | 29.2 | 2.8 | 32.0 |
| | Total | 2,358.0 | 2,643.2 | 2,518.8 | 124.4 | 285.2 |

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-22.

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2012 - 2013 Summary

| Department | | Fiscal Year 2013 Appropriated FTE Positions (A) | Fiscal Year 2013 Average FTE Positions (B) | Fiscal Year 2012 Average FTE Positions (C) | FY 2012 and FY 2013 Difference (B - C) | FY 2013 Average and Appropriated Difference (B - A) |
|-------------------------|-----------------|--|---|---|---|--|
| TRANSPORTATION | Regular | 2,912.3 | 2,677.2 | 2,654.3 | 22.9 | -235.1 |
| | Overtime | 0.0 | 105.9 | 94.8 | 11.1 | 105.9 |
| | Total | 2,912.3 | 2,783.1 | 2,749.1 | 34.0 | -129.2 |
| TREASURY | Regular | 1,774.5 | 1,577.0 | 1,506.1 | 70.9 | -197.5 |
| | Overtime | 0.0 | 11.3 | 14.7 | -3.3 | 11.3 |
| | Total | 1,774.5 | 1,588.4 | 1,520.8 | 67.6 | -186.1 |
| STATEWIDE TOTALS | Regular | 53,024.4 | 48,390.0 | 48,289.6 | 100.4 | -4,634.4 |
| | Overtime | 0.0 | 1,319.1 | 1,347.5 | -28.4 | 1,319.1 |
| | Total | 53,024.4 | 49,709.1 | 49,637.1 | 72.0 | -3,315.3 |

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-22.

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
PRIOR AND CURRENT FISCAL YEARS

| Department | 2011 - 2012 | | 2012 - 2013 | |
|---------------------------------|---------------------|---------------------------------------|---------------------|---------------------------------------|
| | Number of Employees | Percent of Total Classified Employees | Number of Employees | Percent of Total Classified Employees |
| AGRICULTURE AND RURAL DVLP MNT | 402.0 | 0.8 % | 408.0 | 0.8 % |
| ATTORNEY GENERAL | 471.0 | 1.0 % | 490.0 | 1.0 % |
| AUDITOR GENERAL | 144.0 | 0.3 % | 142.0 | 0.3 % |
| CIVIL RIGHTS | 94.0 | 0.2 % | 88.0 | 0.2 % |
| CIVIL SERVICE COMMISSION | 417.5 | 0.8 % | 432.5 | 0.9 % |
| COMMUNITY HEALTH | 3,119.0 | 6.3 % | 3,163.5 | 6.4 % |
| CORRECTIONS | 13,456.0 | 27.2 % | 12,978.0 | 26.3 % |
| EDUCATION | 503.5 | 1.0 % | 527.5 | 1.1 % |
| ENVIRONMENTAL QUALITY | 1,130.5 | 2.3 % | 1,115.5 | 2.3 % |
| EXECUTIVE OFFICE | 50.0 | 0.1 % | 57.0 | 0.1 % |
| HUMAN SERVICES | 11,125.5 | 22.5 % | 11,752.5 | 23.8 % |
| LICENSING & REGULATORY AFFAIRS | 3,471.5 | 7.0 % | 2,972.0 | 6.0 % |
| MILITARY & VETERAN AFFAIRS | 913.5 | 1.8 % | 801.5 | 1.6 % |
| NATURAL RESOURCES | 2,673.0 | 5.4 % | 2,651.0 | 5.4 % |
| STATE | 1,533.0 | 3.1 % | 1,527.0 | 3.1 % |
| STATE POLICE | 2,403.0 | 4.9 % | 2,531.0 | 5.1 % |
| STRATEGIC FUND | 700.0 | 1.4 % | 680.0 | 1.4 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,607.5 | 5.3 % | 2,716.5 | 5.5 % |
| TRANSPORTATION | 2,722.0 | 5.5 % | 2,714.5 | 5.5 % |
| TREASURY | 1,579.0 | 3.2 % | 1,606.0 | 3.3 % |
| TOTAL: | 49,515.5 | 100.0 % | 49,354.0 | 100.0 % |

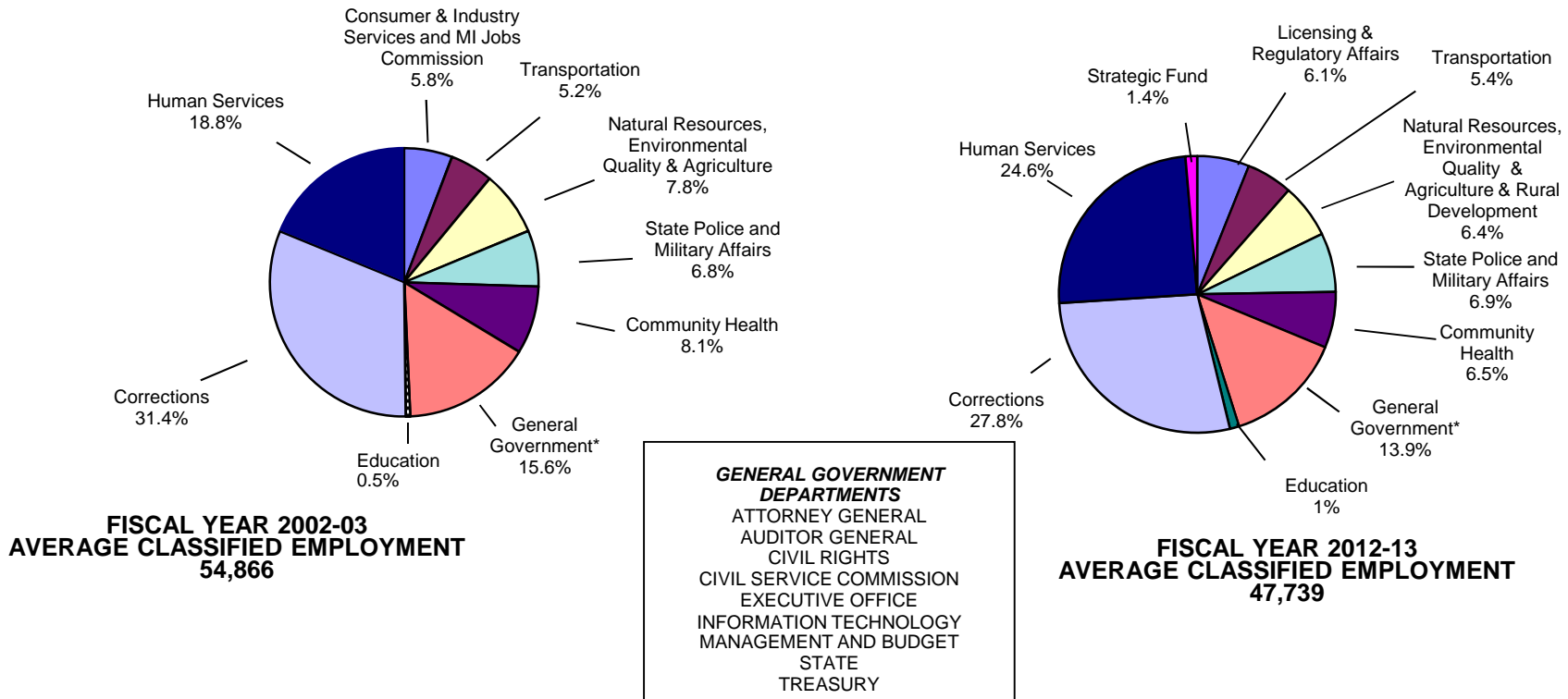
Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing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

Statewide, the number of classified employees decreased by 162 from September 29, 2012 to September 28, 2013.

Source: Michigan Civil Service Commission HWF03

**STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE
Fiscal Years 2002-03 and 2012-13 Compared**

Graph 1-3



Comments: Statewide, average classified employment decreased by 7,127 positions (13%) from FY 2002-03 to FY 2012-13. Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only, **except** for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 28, 2013, these positions represented 92.2% of all noncareer appointments. For this report, the number of employees who Job Share is 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 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

STATE OF MICHIGAN
AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 2003-04 THROUGH 2012-13

| DEPARTMENT | 03-04 | 04-05 | 05-06 | 06-07 | 07-08 | 08-09 | 09-10 | 10-11 | 11-12 | 12-13 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Agriculture & Rural Development ⁹ | 687 | 641 | 575 | 535 | 521 | 529 | 447 | 393 | 387 | 401 |
| Attorney General | 489 | 524 | 528 | 517 | 496 | 494 | 461 | 434 | 462 | 479 |
| Auditor General | 150 | 143 | 142 | 138 | 138 | 135 | 132 | 134 | 133 | 140 |
| Career Development ¹ | 901 | 34 | -- | -- | -- | -- | -- | -- | -- | -- |
| Civil Rights | 133 | 131 | 127 | 119 | 117 | 112 | 95 | 90 | 94 | 92 |
| Civil Service Commission ² | 189 | 210 | 210 | 206 | 538 | 526 | 488 | 414 | 405 | 416 |
| Community Health | 4,577 | 4,424 | 4,241 | 4,225 | 3,964 | 4,075 | 3,873 | 3,448 | 3,013 | 3,113 |
| Consumer and Industry Services | 3,170 | 209 | - | -- | -- | -- | -- | -- | -- | -- |
| Corrections | 16,781 | 16,543 | 16,446 | 16,357 | 15,944 | 15,762 | 14,943 | 14,223 | 13,541 | 13,259 |
| Education | 324 | 352 | 367 | 369 | 380 | 405 | 445 | 446 | 476 | 518 |
| Environmental Quality ⁷ | 1,444 | 1,419 | 1,430 | 1,423 | 1,354 | 1,330 | 1,283 | 591 | 1,109 | 1,102 |
| Executive Office | 49 | 45 | 44 | 44 | 46 | 45 | 41 | 38 | 51 | 54 |
| History Arts and Libraries ³ | 273 | 203 | 200 | 196 | 191 | 182 | - | -- | -- | -- |
| Human Services | 10,104 | 9,953 | 9,778 | 9,759 | 9,582 | 10,168 | 10,414 | 10,365 | 11,058 | 11,772 |
| Information Technology ^{4 & 8} | 1,721 | 1,675 | 1,690 | 1,712 | 1,670 | 1,709 | 1,720 | - | -- | -- |
| Labor & Economic Growth ⁵ | 55 | 3,751 | 4,128 | 3,967 | 3,781 | 4,056 | -- | -- | -- | -- |
| Licensing & Regulatory Affairs ⁵ | -- | -- | -- | -- | -- | -- | 4,298 | 3,727 | 3,758 | 2,899 |
| Management and Budget ⁸ | 1,277 | 967 | 967 | 971 | 938 | 967 | 931 | - | -- | -- |
| Military and Veterans Affairs | 943 | 928 | 924 | 934 | 921 | 926 | 897 | 891 | 886 | 801 |
| Natural Resources ⁷ | 2,328 | 1,669 | 1,657 | 1,628 | 1,564 | 1,607 | 1,629 | 859 | 1,555 | 1,530 |
| Natural Resources & Environment ⁷ | -- | -- | -- | -- | -- | -- | -- | 1,198 | - | -- |
| State | 1,852 | 1,705 | 1,672 | 1,622 | 1,535 | 1,447 | 1,372 | 1,263 | 1,279 | 1,290 |
| State Police | 2,661 | 2,704 | 2,690 | 2,657 | 2,586 | 2,622 | 2,548 | 2,395 | 2,360 | 2,501 |
| Strategic Fund ^{6 & 10} | -- | -- | -- | 174 | 177 | 193 | 197 | 135 | 636 | 651 |
| Technology, Management & Budget ⁸ | -- | -- | -- | -- | -- | -- | -- | 2,384 | 2,461 | 2,587 |
| Transportation | 2,956 | 2,849 | 2,880 | 2,895 | 2,854 | 2,892 | 2,844 | 2,639 | 2,637 | 2,570 |
| Treasury | <u>1,512</u> | <u>1,535</u> | <u>1,564</u> | <u>1,565</u> | <u>1,502</u> | <u>1,519</u> | <u>1,558</u> | <u>1,754</u> | <u>1,508</u> | <u>1,566</u> |
| TOTAL | 54,573 | 52,614 | 52,259 | 52,013 | 50,799 | 51,699 | 50,615 | 47,818 | 47,809 | 47,739 |

- Footnotes: ¹ The Department of Career Development was created by Executive Order 1999-1 and then transferred to the Department of Labor & Economic Growth (DLEG) by Executive Order 2003-14.
- ² Civil Service positions increased in FY 2007-08 due to creation of the MI HR Service Center. The Department of Civil Service was renamed the Civil Service Commission and human resources staff were consolidated into the Civil Service Commission under Executive Order 2007-30. Totals provided in this report reflect the human resources consolidation beginning in FY 2007-08.
- ³ The Department of History, Arts and Libraries was established by Executive Order 2001-2, effective July 23, 2001, and then abolished by Executive Order 2009-36, effective October 1, 2009.
- ⁴ The Department of Information Technology was created by Executive Order 2001-3.
- ⁵ The Department of Consumer and Industry Services was renamed the Department of Labor & Economic Growth (DLEG) by Executive Order 2003-18. The Department of Labor & Economic Growth (DLEG) was renamed the Department of Energy, Labor & Economic Growth (DELEG) by Executive Order 2008-20. The Department of Energy, Labor & Economic Growth (DELEG) was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.
- ⁶ Effective October 1, 2007, the Michigan Strategic Fund became autonomous.
- ⁷ In FY 2009-10, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011.
- ⁸ 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, 2010. Information for these two agencies is now combined for this report.
- ⁹ 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.
- ¹⁰ In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from Department of Treasury to the Michigan Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011.

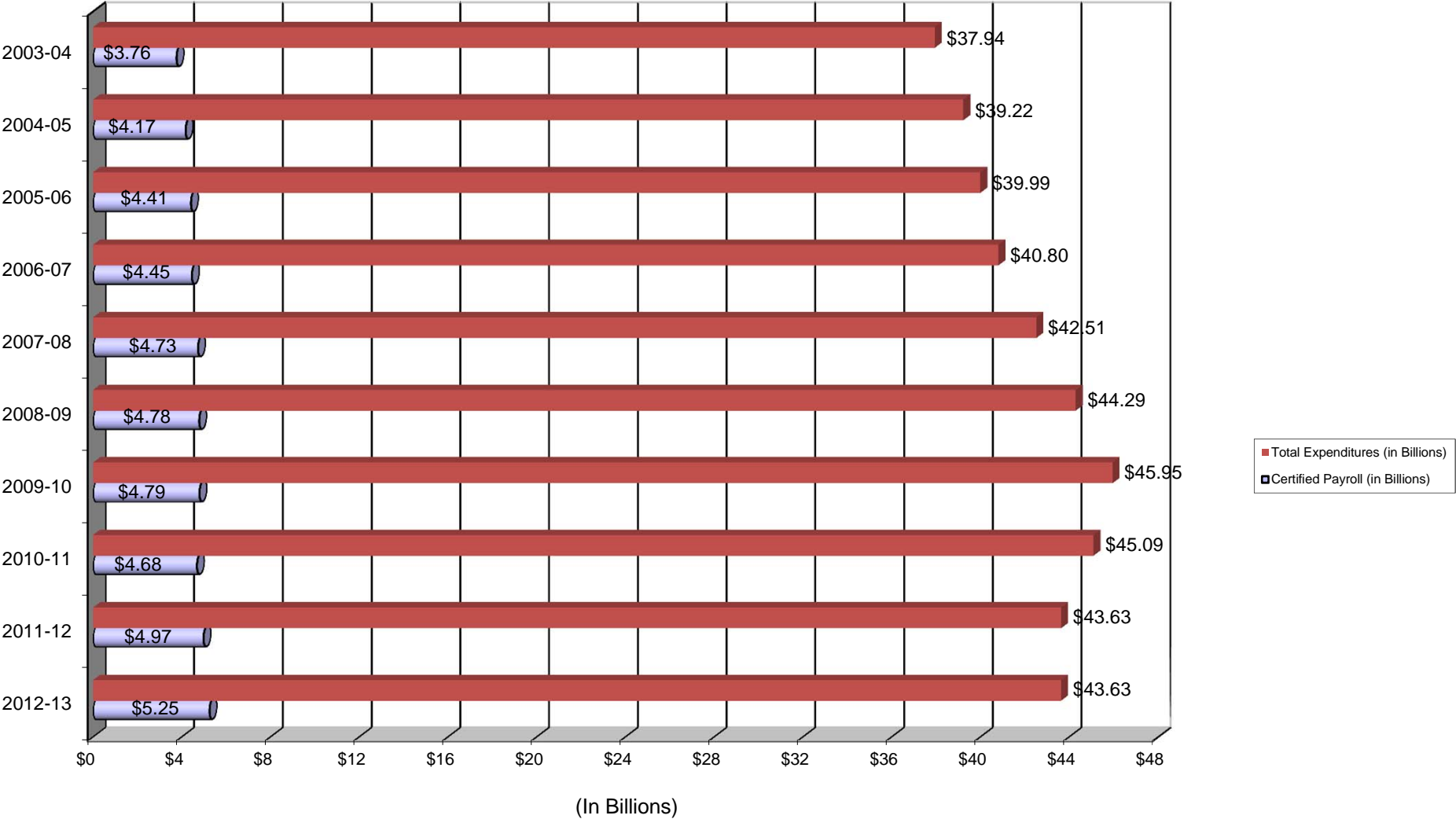
Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only, except for the following noncareer appointments: STUDENT_ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represented 92.2% of all noncareer appointments at the end of FY 2012-13. The count of employees who job share is divided in half.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

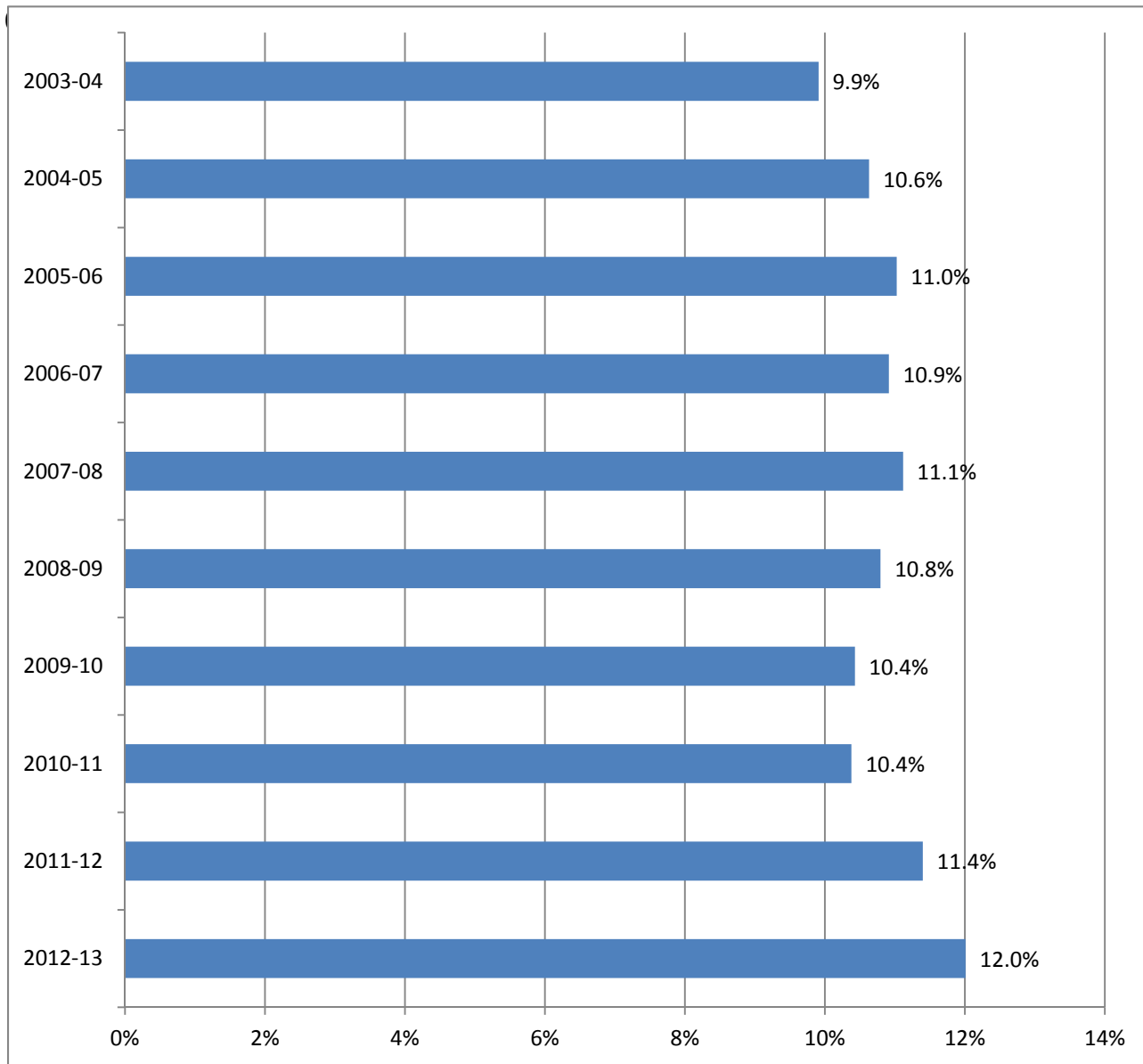
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2003-04 through 2012-13



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission. Classified Payroll figures include all direct and indirect payroll items.

**STATE OF MICHIGAN
CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 2003-04 through 2012-13**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission.

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT
Pay End Date: September 28, 2013

| DEPARTMENT | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Department Eligible for Longevity |
|---------------------------------|---------------------|---------------------------------|-------------|------------------|---|--|
| AGRICULTURE AND RURAL DVLPMNT | 408 | 0.8 % | 48.4 | \$30.21 | 311 | 76.2 % |
| ATTORNEY GENERAL | 490 | 1.0 % | 47.2 | \$38.53 | 300 | 61.2 % |
| AUDITOR GENERAL | 142 | 0.3 % | 39.8 | \$35.31 | 94 | 66.2 % |
| CIVIL RIGHTS | 88 | 0.2 % | 49.2 | \$30.84 | 69 | 78.4 % |
| CIVIL SERVICE COMMISSION | 434 | 0.9 % | 46.2 | \$29.37 | 317 | 73.0 % |
| COMMUNITY HEALTH | 3,164 | 6.4 % | 47.1 | \$28.01 | 1,958 | 61.9 % |
| CORRECTIONS | 12,978 | 26.3 % | 46.0 | \$25.78 | 10,512 | 81.0 % |
| EDUCATION | 528 | 1.1 % | 48.6 | \$32.03 | 279 | 52.8 % |
| ENVIRONMENTAL QUALITY | 1,118 | 2.3 % | 48.3 | \$31.67 | 934 | 83.5 % |
| EXECUTIVE OFFICE | 57 | 0.1 % | 38.3 | \$34.02 | 15 | 26.3 % |
| HUMAN SERVICES | 11,761 | 23.8 % | 43.7 | \$25.20 | 6,106 | 51.9 % |
| LICENSING & REGULATORY AFFAIRS | 2,973 | 6.0 % | 47.8 | \$29.06 | 2,088 | 70.2 % |
| MILITARY & VETERAN AFFAIRS | 802 | 1.6 % | 46.8 | \$23.98 | 503 | 62.7 % |
| NATURAL RESOURCES | 2,651 | 5.4 % | 42.5 | \$19.60 | 1,224 | 46.2 % |
| STATE | 1,527 | 3.1 % | 45.4 | \$22.07 | 946 | 62.0 % |
| STATE POLICE | 2,532 | 5.1 % | 42.7 | \$30.25 | 1,988 | 78.5 % |
| STRATEGIC FUND | 681 | 1.4 % | 46.2 | \$30.38 | 443 | 65.1 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,719 | 5.5 % | 46.5 | \$30.60 | 1,747 | 64.3 % |
| TRANSPORTATION | 2,719 | 5.5 % | 45.6 | \$27.95 | 2,117 | 77.9 % |
| TREASURY | 1,606 | 3.3 % | 45.6 | \$28.44 | 1,053 | 65.6 % |
| STATEWIDE TOTALS: | 49,378 | 100.0 % | 45.3 | \$26.71 | 33,004 | 66.8 % |

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

Source: Michigan Civil Service Commission HWF24

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years: 2008-09 through 2012-2013

| <u>Salary Range</u> | <u>2008-09</u> | <u>2009-10</u> | <u>2010-11</u> | <u>2011-2012</u> | <u>2012-2013</u> |
|---------------------|----------------|----------------|----------------|------------------|------------------|
| 12,000 - 12,999 | 0 | 0 | 0 | 0 | 0 |
| 13,000 - 13,999 | 0 | 0 | 0 | 0 | 0 |
| 14,000 - 14,999 | 0 | 0 | 0 | 0 | 0 |
| 15,000 - 15,999 | 458 | 442 | 517 | 366 | 381 |
| 16,000 - 16,999 | 28 | 10 | 16 | 7 | 3 |
| 17,000 - 17,999 | 283 | 245 | 246 | 209 | 212 |
| 18,000 - 18,999 | 436 | 518 | 533 | 423 | 402 |
| 19,000 - 19,999 | 25 | 5 | 13 | 18 | 27 |
| 20,000 - 20,999 | 125 | 158 | 215 | 184 | 179 |
| 21,000 - 21,999 | 27 | 37 | 41 | 76 | 50 |
| 22,000 - 22,999 | 20 | 16 | 15 | 103 | 29 |
| 23,000 - 23,999 | 12 | 13 | 9 | 12 | 88 |
| 24,000 - 24,999 | 8 | 53 | 4 | 0 | 1 |
| 25,000 - 25,999 | 27 | 40 | 34 | 39 | 20 |
| 26,000 - 26,999 | 281 | 284 | 118 | 104 | 42 |
| 27,000 - 27,999 | 89 | 92 | 218 | 234 | 370 |
| 28,000 - 28,999 | 28 | 35 | 111 | 99 | 100 |
| 29,000 - 29,999 | 306 | 178 | 33 | 44 | 52 |
| 30,000 - 30,999 | 146 | 106 | 195 | 98 | 73 |
| 31,000 - 31,999 | 189 | 216 | 240 | 210 | 126 |
| 32,000 - 32,999 | 195 | 210 | 198 | 229 | 102 |
| 33,000 - 33,999 | 390 | 232 | 327 | 618 | 451 |
| 34,000 - 34,999 | 1,217 | 533 | 447 | 309 | 237 |
| 35,000 - 35,999 | 464 | 473 | 940 | 608 | 503 |
| 36,000 - 36,999 | 284 | 253 | 786 | 456 | 689 |
| 37,000 - 37,999 | 834 | 917 | 321 | 329 | 404 |
| 38,000 - 38,999 | 629 | 876 | 927 | 565 | 484 |
| 39,000 - 39,999 | 550 | 360 | 1,044 | 1409 | 762 |
| 40,000 - 40,999 | 1,529 | 973 | 497 | 655 | 671 |
| 41,000 - 41,999 | 2,283 | 2,587 | 611 | 990 | 453 |
| 42,000 - 42,999 | 612 | 692 | 907 | 828 | 1081 |
| 43,000 - 43,999 | 2,835 | 2,862 | 1,665 | 1,758 | 1685 |
| 44,000 - 44,999 | 674 | 577 | 1,791 | 1275 | 447 |
| 45,000 - 45,999 | 1,082 | 817 | 1,852 | 1794 | 2657 |
| 46,000 - 46,999 | 1,464 | 1,740 | 914 | 1,042 | 1031 |
| 47,000 - 47,999 | 1,675 | 2,040 | 987 | 1,008 | 786 |
| 48,000 - 48,999 | 5,468 | 1,554 | 1,661 | 1,632 | 1555 |
| 49,000 - 49,999 | 382 | 4,384 | 1,796 | 1,862 | 2932 |
| 50,000 - 50,999 | 758 | 371 | 4,529 | 6694 | 796 |
| 51,000 - 51,999 | 6,226 | 3,112 | 517 | 497 | 5948 |
| 52,000 - 52,999 | 695 | 3,178 | 487 | 425 | 704 |
| 53,000 - 53,999 | 607 | 844 | 4,928 | 2460 | 2063 |

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

| <u>Salary Range</u> | <u>2008-09</u> | <u>2009-10</u> | <u>2010-2011</u> | <u>2011-2012</u> | <u>2012-2013</u> |
|---------------------|----------------|----------------|------------------|------------------|------------------|
| 54,000 - 54,999 | 360 | 495 | 777 | 870 | 779 |
| 55,000 - 55,999 | 1,417 | 833 | 540 | 600 | 833 |
| 56,000 - 56,999 | 458 | 740 | 692 | 675 | 460 |
| 57,000 - 57,999 | 371 | 491 | 865 | 804 | 1203 |
| 58,000 - 58,999 | 1,147 | 1,127 | 1,005 | 1,085 | 347 |
| 59,000 - 59,999 | 1,566 | 1,526 | 729 | 727 | 473 |
| 60,000 - 60,999 | 1,157 | 130 | 358 | 353 | 1018 |
| 61,000 - 61,999 | 1,127 | 2,172 | 1,686 | 1,402 | 550 |
| 62,000 - 62,999 | 2,081 | 314 | 910 | 938 | 1383 |
| 63,000 - 63,999 | 305 | 1,946 | 2,104 | 2,370 | 860 |
| 64,000 - 64,999 | 647 | 553 | 479 | 549 | 617 |
| 65,000 - 65,999 | 964 | 443 | 252 | 242 | 2339 |
| 66,000 - 66,999 | 423 | 1,020 | 259 | 231 | 284 |
| 67,000 - 67,999 | 219 | 288 | 450 | 368 | 376 |
| 68,000 - 68,999 | 1,044 | 236 | 899 | 894 | 252 |
| 69,000 - 69,999 | 1,220 | 1,965 | 1,558 | 1,596 | 864 |
| 70,000 - 70,999 | 157 | 278 | 46 | 49 | 146 |
| 71,000 - 71,999 | 649 | 318 | 420 | 447 | 1766 |
| 72,000 - 72,999 | 311 | 664 | 791 | 493 | 569 |
| 73,000 - 73,999 | 142 | 118 | 132 | 372 | 107 |
| 74,000 - 74,999 | 124 | 137 | 206 | 314 | 302 |
| 75,000 - 75,999 | 759 | 93 | 83 | 83 | 622 |
| 76,000 - 76,999 | 326 | 756 | 602 | 576 | 59 |
| 77,000 - 77,999 | 229 | 342 | 364 | 378 | 180 |
| 78,000 - 78,999 | 290 | 217 | 303 | 317 | 546 |
| 79,000 - 79,999 | 141 | 339 | 275 | 294 | 454 |
| 80,000 - 80,999 | 85 | 104 | 113 | 107 | 186 |
| 81,000 - 81,999 | 212 | 71 | 87 | 119 | 34 |
| 82,000 - 82,999 | 37 | 214 | 182 | 190 | 370 |
| 83,000 - 83,999 | 475 | 110 | 90 | 79 | 31 |
| 84,000 - 84,999 | 30 | 415 | 364 | 377 | 224 |
| 85,000 - 85,999 | 116 | 27 | 33 | 37 | 74 |
| 86,000 - 86,999 | 147 | 113 | 112 | 161 | 38 |
| 87,000 - 87,999 | 57 | 131 | 102 | 105 | 343 |
| 88,000 - 88,999 | 78 | 65 | 65 | 81 | 64 |
| 89,000 - 89,999 | 37 | 64 | 58 | 73 | 188 |
| 90,000 - 90,999 | 75 | 36 | 39 | 39 | 100 |
| 91,000 - 91,999 | 39 | 89 | 82 | 77 | 76 |
| 92,000 - 92,999 | 43 | 38 | 34 | 26 | 102 |
| 93,000 - 93,999 | 43 | 43 | 33 | 26 | 45 |

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

| <u>Salary Range</u> | <u>2008-09</u> | <u>2009-10</u> | <u>2010-2011</u> | <u>2011-2012</u> | <u>2012-2013</u> |
|------------------------|----------------|----------------|------------------|------------------|------------------|
| \$94,000 - 94,999 | 108 | 41 | 38 | 34 | 93 |
| 95,000 - 95,999 | 147 | 115 | 94 | 102 | 34 |
| 96,000 - 96,999 | 28 | 132 | 104 | 132 | 38 |
| 97,000 - 97,999 | 37 | 24 | 27 | 36 | 33 |
| 98,000 - 98,999 | 26 | 25 | 28 | 29 | 81 |
| 99,000 - 99,999 | 17 | 29 | 33 | 35 | 143 |
| 100,000 - 100,999 | 57 | 20 | 28 | 26 | 33 |
| 101,000 - 101,999 | 67 | 55 | 39 | 45 | 24 |
| 102,000 - 102,999 | 124 | 71 | 65 | 62 | 29 |
| 103,000 - 103,999 | 25 | 118 | 106 | 125 | 30 |
| 104,000 - 104,999 | 25 | 24 | 28 | 41 | 47 |
| 105,000 - 105,999 | 16 | 27 | 27 | 26 | 65 |
| 106,000 - 106,999 | 75 | 14 | 15 | 18 | 126 |
| 107,000 - 107,999 | 26 | 70 | 64 | 56 | 22 |
| 108,000 - 108,999 | 20 | 17 | 16 | 17 | 24 |
| 109,000 - 109,999 | 186 | 21 | 19 | 17 | 21 |
| 110,000 - 110,999 | 10 | 21 | 21 | 20 | 21 |
| 111,000 - 111,999 | 9 | 171 | 142 | 152 | 48 |
| 112,000 - 112,999 | 21 | 12 | 10 | 5 | 24 |
| 113,000 - 113,999 | 8 | 15 | 13 | 17 | 19 |
| 114,000 - 114,999 | 9 | 7 | 6 | 6 | 163 |
| 115,000 - 115,999 | 14 | 11 | 16 | 18 | 10 |
| 116,000 - 116,999 | 6 | 12 | 8 | 10 | 11 |
| 117,000 - 117,999 | 89 | 10 | 9 | 11 | 12 |
| 118,000 - 118,999 | 1 | 90 | 77 | 88 | 6 |
| 119,000 - 119,999 | 2 | 0 | 2 | 5 | 8 |
| 120,000 - 120,999 | 4 | 4 | 4 | 6 | 12 |
| 121,000 - 121,999 | 0 | 1 | 1 | 1 | 6 |
| 122,000 - 122,999 | 19 | 0 | 1 | 2 | 101 |
| 123,000 - 123,999 | 6 | 15 | 14 | 15 | 8 |
| 124,000 - 124,999 | 25 | 6 | 4 | 3 | 1 |
| 125,000 - 125,999 | 6 | 34 | 27 | 24 | 7 |
| 126,000 and above | 194 | 193 | 165 | 168 | 218 |
| STATEWIDE TOTAL | 53,856 | 52,499 | 50,120 | 49,545 | 49,378 |

Median Salary: \$51,177

Average Salary: \$55,773

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

STATE OF MICHIGAN
CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL-STATEWIDE
(Employer Contributions)
Fiscal Years 2008-09 through 2012-2013

| | 2008-09 | 2009-10 | 2010-2011 | 2011-2012 | 2012-2013 |
|--|----------------|----------------|----------------|----------------|----------------|
| Legally Required Payments | | | | | |
| FICA | 7.27 % | 7.29 % | 7.05 % | 7.47 % | 7.10 % |
| Unemployment Compensation | .21 | .46 | .39 | .40 | .34 |
| Workers Compensation | 1.19 | 1.25 | 1.32 | 1.21 | 1.07 |
| Total Legally Required Payments | 8.67 % | 8.99 % | 8.76 % | 9.08 % | 8.51 % |
| Group Insurance | | | | | |
| State Health Plan | 10.29 % | 10.15 % | 10.15 % | 9.63 % | 7.96 % |
| Health Maintenance Organization | 7.57 | 8.04 | 9.23 | 10.15 | 9.07 |
| Dental | 1.83 | 1.83 | 1.79 | 1.80 | 1.74 |
| Vision | .25 | .25 | .24 | .24 | .23 |
| Life | 1.01 | .77 | .99 | 1.00 | .99 |
| Long Term Disability | .78 | 1.01 | .75 | .75 | .73 |
| Flexible Benefits Allowance/Recovery | .07 | .07 | .07 | .09 | .09 |
| Total Group Insurance | 21.80 % | 22.11 % | 23.23 % | 23.65 % | 20.81 % |
| Other Cash Payments | | | | | |
| Terminal Annual & Sick Leave | .81 % | .95 % | .47 % | .55 % | .62 % |
| Terminal Longevity Payments | .02 | .03 | .05 | .02 | .02 |
| Professional Development | .01 | .01 | .01 | .00 | .01 |
| Uniforms and Dry Cleaning | .23 | .23 | .22 | .22 | .20 |
| Total Other Cash Payments | 1.08 % | 1.23 % | .75 % | .78 % | .84 % |
| Pension Items | | | | | |
| Retirement or Pension Plans | 24.93 % | 25.92 % | 27.31 % | 30.56 % | 3.00 % |
| Other Post Employment Benefits (OPEB) | -- | -- | -- | 9.08 | 42.96 |
| Defined Contribution Pension Plan | 2.67 | 2.82 | 2.99 | 3.65 | 4.03 |
| Total Pension Items | 27.61 | 28.75 | 30.30 | 43.29 | 49.99 |
| Total Employee Benefits | 59.16 % | 61.08 % | 63.05 % | 76.81 % | 80.16 % |

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Beginning in FY 2012, total Pension Items include Other Post Employment Benefits (OPEB) rates.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 28, 2013

| Department | Health Insurance | | | | | | | | Dental Insurance | | | | | | | |
|---------------------------------|--------------------------|------------------------|-------------|--------------------|-------------|---------------------|------------|--------------|------------------|------------------------|-------------|--------------------|------------|---------------------|------------|--|
| | Total Employees Enrolled | State Sponsored Health | % | Health Maintenance | % | Catastrophic Health | % | COPS Trust | % | State Sponsored Dental | % | Dental Maintenance | % | Preventative Dental | % | |
| AGRICULTURE & RURAL DEVELOPMENT | 388 | 180 | 46 % | 185 | 48 % | 4 | 1 % | 0 | 0 % | 367 | 95 % | 6 | 2 % | 1 | 0 % | |
| ATTORNEY GENERAL | 490 | 185 | 38 % | 244 | 50 % | 5 | 1 % | 0 | 0 % | 449 | 92 % | 5 | 1 % | 2 | 0 % | |
| AUDITOR GENERAL | 138 | 37 | 27 % | 83 | 60 % | 4 | 3 % | 0 | 0 % | 128 | 93 % | 0 | 0 % | 0 | 0 % | |
| CIVIL RIGHTS | 88 | 41 | 47 % | 40 | 45 % | 3 | 3 % | 0 | 0 % | 81 | 92 % | 4 | 5 % | 0 | 0 % | |
| CIVIL SERVICE COMMISSION | 414 | 118 | 29 % | 252 | 61 % | 3 | 1 % | 0 | 0 % | 377 | 91 % | 7 | 2 % | 0 | 0 % | |
| COMMUNITY HEALTH | 3,115 | 1,439 | 46 % | 1,422 | 46 % | 37 | 1 % | 0 | 0 % | 2,853 | 92 % | 93 | 3 % | 11 | 0 % | |
| CORRECTIONS | 12,918 | 6,807 | 53 % | 5,181 | 40 % | 77 | 1 % | 0 | 0 % | 11,973 | 93 % | 251 | 2 % | 17 | 0 % | |
| EDUCATION | 510 | 219 | 43 % | 221 | 43 % | 9 | 2 % | 0 | 0 % | 455 | 89 % | 7 | 1 % | 4 | 1 % | |
| ENVIRONMENTAL QUALITY | 1,104 | 406 | 37 % | 594 | 54 % | 13 | 1 % | 0 | 0 % | 1,010 | 91 % | 16 | 1 % | 6 | 1 % | |
| EXECUTIVE OFFICE | 57 | 29 | 51 % | 17 | 30 % | 1 | 2 % | 0 | 0 % | 49 | 86 % | 0 | 0 % | 0 | 0 % | |
| HUMAN SERVICES | 11,754 | 5,034 | 43 % | 5,815 | 49 % | 104 | 1 % | 0 | 0 % | 10,752 | 91 % | 389 | 3 % | 36 | 0 % | |
| LICENSING & REGULATORY AFFAIRS | 2,872 | 1,113 | 39 % | 1,529 | 53 % | 34 | 1 % | 0 | 0 % | 2,620 | 91 % | 93 | 3 % | 15 | 1 % | |
| MILITARY & VETERAN AFFAIRS | 738 | 355 | 48 % | 309 | 42 % | 11 | 1 % | 0 | 0 % | 689 | 93 % | 5 | 1 % | 4 | 1 % | |
| NATURAL RESOURCES | 1,587 | 953 | 60 % | 465 | 29 % | 37 | 2 % | 0 | 0 % | 1,459 | 92 % | 8 | 1 % | 4 | 0 % | |
| STATE | 1,291 | 510 | 40 % | 668 | 52 % | 18 | 1 % | 0 | 0 % | 1,180 | 91 % | 37 | 3 % | 4 | 0 % | |
| STATE POLICE | 2,525 | 661 | 26 % | 454 | 18 % | 15 | 1 % | 1,268 | 50 % | 2,405 | 95 % | 22 | 1 % | 6 | 0 % | |
| STRATEGIC FUND | 645 | 203 | 31 % | 384 | 60 % | 12 | 2 % | 0 | 0 % | 595 | 92 % | 20 | 3 % | 1 | 0 % | |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,590 | 736 | 28 % | 1,588 | 61 % | 33 | 1 % | 0 | 0 % | 2,301 | 89 % | 70 | 3 % | 11 | 0 % | |
| TRANSPORTATION | 2,522 | 1,180 | 47 % | 1,152 | 46 % | 36 | 1 % | 0 | 0 % | 2,360 | 94 % | 31 | 1 % | 9 | 0 % | |
| TREASURY | 1,550 | 465 | 30 % | 922 | 59 % | 37 | 2 % | 0 | 0 % | 1,408 | 91 % | 46 | 3 % | 7 | 0 % | |
| STATEWIDE TOTALS: | 47,296 | 20,671 | 44 % | 21,525 | 46 % | 493 | 1 % | 1,268 | 3 % | 43,511 | 92 % | 1,110 | 2 % | 138 | 0 % | |

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

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 28, 2013

| Department | Vision Insurance | | | Disability Insurance | | | | Life Insurance | | | | | |
|---------------------------------|--------------------------|------------------------|-------------|----------------------|-------------|--------------|------------|-----------------|-------------|------------------------------|------------|--------------|------------|
| | Total Employees Enrolled | State Sponsored Vision | % | CMI | % | Reliance | % | United of Omaha | % | United of Omaha Reduced Life | % | Reliastar | % |
| AGRICULTURE & RURAL DEVELOPMENT | 388 | 376 | 97 % | 324 | 84 % | 0 | 0 % | 374 | 96 % | 14 | 4 % | 0 | 0 % |
| ATTORNEY GENERAL | 490 | 462 | 94 % | 331 | 68 % | 0 | 0 % | 456 | 93 % | 32 | 7 % | 0 | 0 % |
| AUDITOR GENERAL | 138 | 129 | 93 % | 98 | 71 % | 0 | 0 % | 126 | 91 % | 12 | 9 % | 0 | 0 % |
| CIVIL RIGHTS | 88 | 85 | 97 % | 75 | 85 % | 0 | 0 % | 80 | 91 % | 8 | 9 % | 0 | 0 % |
| CIVIL SERVICE COMMISSION | 414 | 385 | 93 % | 369 | 89 % | 2 | 0 % | 400 | 97 % | 13 | 3 % | 2 | 0 % |
| COMMUNITY HEALTH | 3,115 | 2,965 | 95 % | 2,633 | 85 % | 0 | 0 % | 2,920 | 94 % | 192 | 6 % | 0 | 0 % |
| CORRECTIONS | 12,918 | 12,265 | 95 % | 11,858 | 92 % | 0 | 0 % | 12,479 | 97 % | 401 | 3 % | 0 | 0 % |
| EDUCATION | 510 | 470 | 92 % | 358 | 70 % | 0 | 0 % | 476 | 93 % | 33 | 6 % | 0 | 0 % |
| ENVIRONMENTAL QUALITY | 1,104 | 1,037 | 94 % | 937 | 85 % | 0 | 0 % | 1,029 | 93 % | 73 | 7 % | 0 | 0 % |
| EXECUTIVE OFFICE | 57 | 49 | 86 % | 28 | 49 % | 0 | 0 % | 46 | 81 % | 11 | 19 % | 0 | 0 % |
| HUMAN SERVICES | 11,754 | 11,204 | 95 % | 9,746 | 83 % | 0 | 0 % | 11,135 | 95 % | 603 | 5 % | 0 | 0 % |
| LICENSING & REGULATORY AFFAIRS | 2,872 | 2,737 | 95 % | 2,372 | 83 % | 1 | 0 % | 2,713 | 94 % | 153 | 5 % | 1 | 0 % |
| MILITARY & VETERAN AFFAIRS | 738 | 698 | 95 % | 588 | 80 % | 0 | 0 % | 694 | 94 % | 28 | 4 % | 0 | 0 % |
| NATURAL RESOURCES | 1,587 | 1,481 | 93 % | 1,290 | 81 % | 0 | 0 % | 1,507 | 95 % | 78 | 5 % | 0 | 0 % |
| STATE | 1,291 | 1,236 | 96 % | 1,100 | 85 % | 0 | 0 % | 1,203 | 93 % | 87 | 7 % | 0 | 0 % |
| STATE POLICE | 2,525 | 2,435 | 96 % | 2,753 | 109 % | 1,388 | 55 % | 2,406 | 95 % | 106 | 4 % | 1,356 | 54 % |
| STRATEGIC FUND | 645 | 616 | 96 % | 507 | 79 % | 0 | 0 % | 596 | 92 % | 48 | 7 % | 0 | 0 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,590 | 2,399 | 93 % | 1,941 | 75 % | 38 | 1 % | 2,464 | 95 % | 113 | 4 % | 31 | 1 % |
| TRANSPORTATION | 2,522 | 2,409 | 96 % | 2,183 | 87 % | 0 | 0 % | 2,392 | 95 % | 127 | 5 % | 0 | 0 % |
| TREASURY | 1,550 | 1,474 | 95 % | 1,257 | 81 % | 0 | 0 % | 1,459 | 94 % | 89 | 6 % | 0 | 0 % |
| STATEWIDE TOTALS: | 47,296 | 44,912 | 95 % | 40,748 | 86 % | 1,429 | 3 % | 44,955 | 95 % | 2,221 | 5 % | 1,390 | 3 % |

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

Source: Michigan Civil Service Commission HWF47

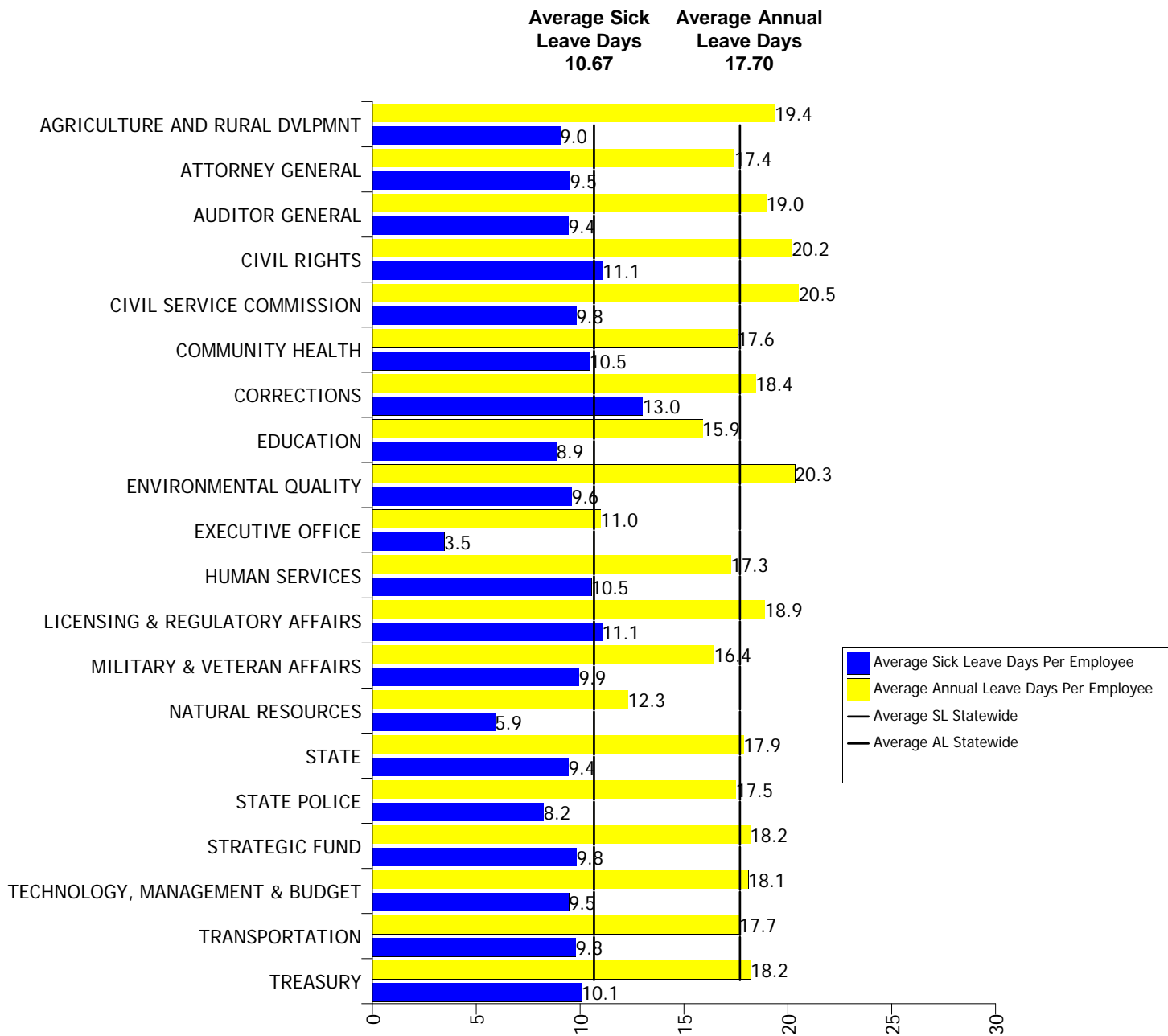
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2008-09 through 2012-2013**

| | 2008-09 | 2009-10 | 2010-2011 | 2011-2012 | 2012-2013 |
|-------------------|----------------|----------------|------------------|------------------|------------------|
| VACATION | 7.5 % | 8.2 % | 7.7 % | 7.4 % | 7.3 % |
| HOLIDAY | 4.6 % | 4.6 % | 5.0 % | 5.0 % | 4.6 % |
| SICK LEAVE | 3.8 % | 4.2 % | 4.0 % | 4.2 % | 4.2 % |
| TOTAL | 15.9 % | 17.0 % | 16.7 % | 16.7 % | 16.2 % |

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD

STATE OF MICHIGAN ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT Fiscal Year 2012 - 2013



Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2012 - 2013

Table 2-6

| DEPARTMENT | AVERAGE SICK LEAVE DAYS PER EMPLOYEE | AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE | TOTAL AVERAGE DAYS PER EMPLOYEE |
|---------------------------------|---|---|--|
| AGRICULTURE AND RURAL DVLPMNT | 9.0 | 19.4 | 28.4 |
| ATTORNEY GENERAL | 9.5 | 17.4 | 27.0 |
| AUDITOR GENERAL | 9.4 | 19.0 | 28.4 |
| CIVIL RIGHTS | 11.1 | 20.2 | 31.3 |
| CIVIL SERVICE COMMISSION | 9.8 | 20.5 | 30.3 |
| COMMUNITY HEALTH | 10.5 | 17.6 | 28.0 |
| CORRECTIONS | 13.0 | 18.4 | 31.5 |
| EDUCATION | 8.9 | 15.9 | 24.8 |
| ENVIRONMENTAL QUALITY | 9.6 | 20.3 | 29.9 |
| EXECUTIVE OFFICE | 3.5 | 11.0 | 14.4 |
| HUMAN SERVICES | 10.5 | 17.3 | 27.8 |
| LICENSING & REGULATORY AFFAIRS | 11.1 | 18.9 | 29.9 |
| MILITARY & VETERAN AFFAIRS | 9.9 | 16.4 | 26.4 |
| NATURAL RESOURCES | 5.9 | 12.3 | 18.2 |
| STATE | 9.4 | 17.9 | 27.3 |
| STATE POLICE | 8.2 | 17.5 | 25.7 |
| STRATEGIC FUND | 9.8 | 18.2 | 28.0 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 9.5 | 18.1 | 27.6 |
| TRANSPORTATION | 9.8 | 17.7 | 27.5 |
| TREASURY | 10.1 | 18.2 | 28.3 |
| STATEWIDE AVERAGE | 10.67 | 17.70 | 28.37 |

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON
(Average Days Per Employee)**

Fiscal Years 2008-09 through 2012-2013

| DEPARTMENT | 2008-09 | 2009-10 | 2010-2011 | 2011-2012 | 2012-2013 |
|---------------------------------|----------------|----------------|------------------|------------------|------------------|
| Agriculture & Rural Development | 8.9 | 10.1 | 8.3 | 9.3 | 9.0 |
| Attorney General | 8.9 | 9.8 | 8.3 | 9.5 | 9.5 |
| Auditor General | 9.8 | 9.5 | 8.5 | 8.5 | 9.4 |
| Civil Rights | 10.9 | 11.4 | 9.1 | 11.1 | 11.1 |
| Civil Service Commission | 10.0 | 10.5 | 8.0 | 10.2 | 9.8 |
| Community Health | 10.1 | 10.7 | 9.4 | 10.7 | 10.5 |
| Corrections | 11.4 | 12.3 | 12.2 | 13.2 | 13.0 |
| Education | 8.5 | 9.7 | 7.9 | 8.9 | 8.9 |
| Environmental Quality | 9.7 | 10.4 | 10.1 | 10.1 | 9.6 |
| Executive Office | 6.6 | 7.3 | 1.3 | 2.8 | 3.5 |
| Human Services | 8.4 | 9.6 | 7.8 | 10.6 | 10.5 |
| Information Technology | 9.1 | 10.3 | -- | -- | -- |
| Licensing & Regulatory Affairs | 8.5 | 9.8 | 9.0 | 11.6 | 11.1 |
| Management and Budget | 9.7 | 10.3 | -- | -- | -- |
| Military and Veterans Affairs | 10.4 | 10.8 | 9.3 | 10.5 | 9.9 |
| Natural Resources | 6.0 | 6.5 | 6.7 | 5.9 | 5.9 |
| Natural Resources & Environment | -- | -- | 1.8 | 0 | 0 |
| State | 9.8 | 10.7 | 8.1 | 9.6 | 9.4 |
| State Police | 10.3 | 10.6 | 9.7 | 10.0 | 8.2 |
| Strategic Fund | 7.8 | 8.6 | 9.4 | 10.1 | 9.8 |
| Technology, Management & Budget | -- | -- | 8.5 | 9.7 | 9.5 |
| Transportation | 8.6 | 9.9 | 8.8 | 9.9 | 9.8 |
| Treasury | 9.5 | 10.2 | 9.0 | 10.1 | 10.1 |
| STATEWIDE AVERAGE | 9.6 | 10.6 | 9.4 | 11.0 | 10.7 |

Comments: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, 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, 2010. 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 Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Effective October 1, 2007, the Michigan Strategic Fund became autonomous.

Source: Michigan Civil Service Commission HWF28, for the last full pay period in each fiscal year.

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 13, 2012 Through Pay End Date September 28, 2013

| Department Name | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee |
|---------------------------------|---------------------|------------------------------|----------------------------|---------------------------|
| AGRICULTURE AND RURAL DVLPMNT | 410 | 29,655.6 | 72.3 | 9.04 |
| ATTORNEY GENERAL | 524 | 39,933.7 | 76.2 | 9.53 |
| AUDITOR GENERAL | 143 | 10,798.2 | 75.5 | 9.44 |
| CIVIL RIGHTS | 96 | 8,515.1 | 88.7 | 11.09 |
| CIVIL SERVICE COMMISSION | 443 | 34,784.4 | 78.5 | 9.82 |
| COMMUNITY HEALTH | 3,481 | 291,065.3 | 83.6 | 10.45 |
| CORRECTIONS | 14,254 | 1,483,586.8 | 104.1 | 13.01 |
| EDUCATION | 546 | 38,746.1 | 71.0 | 8.87 |
| ENVIRONMENTAL QUALITY | 1,154 | 88,675.1 | 76.8 | 9.61 |
| EXECUTIVE OFFICE | 60 | 1,660.5 | 27.7 | 3.46 |
| HUMAN SERVICES | 12,762 | 1,076,172.8 | 84.3 | 10.54 |
| LICENSING & REGULATORY AFFAIRS | 3,143 | 277,861.5 | 88.4 | 11.05 |
| MILITARY & VETERAN AFFAIRS | 933 | 74,220.3 | 79.6 | 9.94 |
| NATURAL RESOURCES | 2,372 | 112,184.0 | 47.3 | 5.91 |
| STATE | 1,498 | 113,190.2 | 75.6 | 9.45 |
| STATE POLICE | 2,674 | 176,261.4 | 65.9 | 8.24 |
| STRATEGIC FUND | 710 | 55,853.8 | 78.7 | 9.83 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,762 | 208,932.8 | 75.6 | 9.46 |
| TRANSPORTATION | 3,006 | 235,668.6 | 78.4 | 9.80 |
| TREASURY | 1,690 | 136,110.6 | 80.5 | 10.07 |
| STATEWIDE | 52,661 | 4,493,876.8 | 85.3 | 10.7 |

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 13, 2012 Through Pay End Date September 28, 2013

| Department Name | ANNUAL LEAVE | | | | DEFERRED HOURS | | | |
|---------------------------------|---------------------|------------------------------|----------------------------|---------------------------|---------------------|------------------------------|----------------------------|---------------------------|
| | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee |
| AGRICULTURE AND RURAL DVLPMNT | 410 | 63,551.6 | 155.0 | 19.4 | 410 | 528.6 | 1.3 | 0.2 |
| ATTORNEY GENERAL | 524 | 73,072.1 | 139.5 | 17.4 | 524 | 1,042.4 | 2.0 | 0.2 |
| AUDITOR GENERAL | 143 | 21,700.3 | 151.8 | 19.0 | 143 | 141.0 | 1.0 | 0.1 |
| CIVIL RIGHTS | 96 | 15,511.1 | 161.6 | 20.2 | 96 | 262.9 | 2.7 | 0.3 |
| CIVIL SERVICE COMMISSION | 443 | 72,725.7 | 164.2 | 20.5 | 443 | 577.7 | 1.3 | 0.2 |
| COMMUNITY HEALTH | 3,481 | 489,074.2 | 140.5 | 17.6 | 3,481 | 5,400.7 | 1.6 | 0.2 |
| CORRECTIONS | 14,254 | 2,103,476.1 | 147.6 | 18.4 | 14,254 | 22,983.2 | 1.6 | 0.2 |
| EDUCATION | 546 | 69,414.5 | 127.1 | 15.9 | 546 | 436.3 | 0.8 | 0.1 |
| ENVIRONMENTAL QUALITY | 1,154 | 187,756.0 | 162.7 | 20.3 | 1,154 | 2,101.5 | 1.8 | 0.2 |
| EXECUTIVE OFFICE | 60 | 5,273.8 | 87.9 | 11.0 | 60 | 0.0 | 0.0 | 0.0 |
| HUMAN SERVICES | 12,762 | 1,762,759.6 | 138.1 | 17.3 | 12,762 | 14,096.6 | 1.1 | 0.1 |
| LICENSING & REGULATORY AFFAIRS | 3,143 | 475,092.4 | 151.2 | 18.9 | 3,143 | 5,077.2 | 1.6 | 0.2 |
| MILITARY & VETERAN AFFAIRS | 933 | 122,778.9 | 131.6 | 16.4 | 933 | 2,700.0 | 2.9 | 0.4 |
| NATURAL RESOURCES | 2,372 | 233,658.1 | 98.5 | 12.3 | 2,372 | 2,812.6 | 1.2 | 0.1 |
| STATE | 1,498 | 214,225.4 | 143.0 | 17.9 | 1,498 | 2,690.6 | 1.8 | 0.2 |
| STATE POLICE | 2,674 | 374,285.0 | 140.0 | 17.5 | 2,674 | 6,166.2 | 2.3 | 0.3 |
| STRATEGIC FUND | 710 | 103,338.2 | 145.5 | 18.2 | 710 | 700.9 | 1.0 | 0.1 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,762 | 399,850.1 | 144.8 | 18.1 | 2,762 | 2,880.1 | 1.0 | 0.1 |
| TRANSPORTATION | 3,006 | 424,745.9 | 141.3 | 17.7 | 3,006 | 4,599.8 | 1.5 | 0.2 |
| TREASURY | 1,690 | 246,243.1 | 145.7 | 18.2 | 1,690 | 1,783.2 | 1.1 | 0.1 |
| STATEWIDE | 52,661 | 7,458,532.1 | 141.6 | 17.7 | 52,661 | 76,981.5 | 1.5 | 0.2 |

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF31

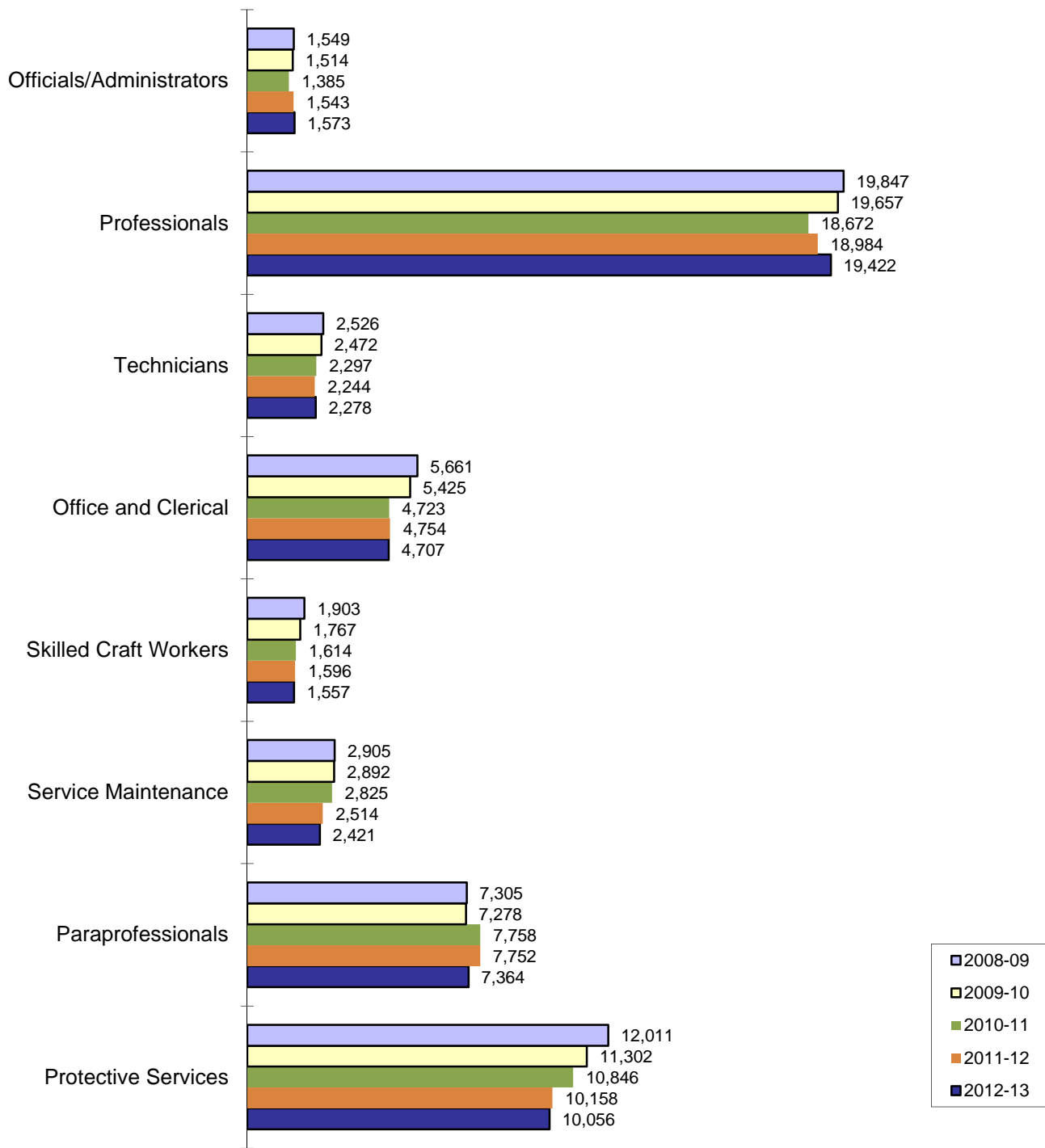
STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: September 28, 2013

| Department | 19 & Under | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70 & Over | Total |
|---------------------------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|---------------|
| AGRICULTURE AND RURAL DVLPMNT | 1 | 11 | 15 | 31 | 43 | 39 | 55 | 86 | 74 | 39 | 10 | 4 | 408 |
| ATTORNEY GENERAL | 0 | 5 | 24 | 53 | 55 | 66 | 73 | 77 | 76 | 46 | 12 | 3 | 490 |
| AUDITOR GENERAL | 2 | 15 | 17 | 18 | 17 | 21 | 22 | 16 | 12 | 2 | 0 | 0 | 142 |
| CIVIL RIGHTS | 0 | 0 | 3 | 8 | 10 | 12 | 13 | 13 | 9 | 16 | 3 | 1 | 88 |
| CIVIL SERVICE COMMISSION | 2 | 20 | 19 | 32 | 53 | 48 | 74 | 94 | 65 | 21 | 6 | 0 | 434 |
| COMMUNITY HEALTH | 5 | 103 | 210 | 294 | 294 | 365 | 417 | 533 | 516 | 335 | 74 | 18 | 3,164 |
| CORRECTIONS | 9 | 151 | 599 | 972 | 1,524 | 2,462 | 2,666 | 2,436 | 1,440 | 591 | 104 | 24 | 12,978 |
| EDUCATION | 0 | 9 | 21 | 50 | 61 | 62 | 61 | 75 | 99 | 65 | 22 | 3 | 528 |
| ENVIRONMENTAL QUALITY | 2 | 9 | 36 | 81 | 149 | 140 | 138 | 221 | 209 | 113 | 19 | 1 | 1,118 |
| EXECUTIVE OFFICE | 0 | 10 | 10 | 11 | 2 | 3 | 7 | 8 | 1 | 4 | 1 | 0 | 57 |
| HUMAN SERVICES | 1 | 233 | 1,250 | 1,709 | 1,665 | 1,720 | 1,398 | 1,400 | 1,431 | 775 | 153 | 26 | 11,761 |
| LICENSING & REGULATORY AFFAIRS | 18 | 95 | 142 | 265 | 301 | 343 | 356 | 491 | 508 | 314 | 107 | 33 | 2,973 |
| MILITARY & VETERAN AFFAIRS | 7 | 33 | 48 | 63 | 69 | 95 | 120 | 142 | 133 | 77 | 12 | 3 | 802 |
| NATURAL RESOURCES | 116 | 359 | 215 | 206 | 260 | 288 | 252 | 317 | 315 | 188 | 88 | 47 | 2,651 |
| STATE | 6 | 94 | 136 | 112 | 145 | 169 | 199 | 275 | 256 | 118 | 15 | 2 | 1,527 |
| STATE POLICE | 1 | 107 | 209 | 222 | 364 | 546 | 502 | 328 | 186 | 55 | 12 | 0 | 2,532 |
| STRATEGIC FUND | 1 | 31 | 43 | 63 | 84 | 78 | 91 | 104 | 104 | 50 | 25 | 7 | 681 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 11 | 105 | 134 | 230 | 286 | 357 | 407 | 479 | 440 | 218 | 41 | 11 | 2,719 |
| TRANSPORTATION | 16 | 114 | 144 | 259 | 314 | 369 | 419 | 474 | 377 | 185 | 34 | 14 | 2,719 |
| TREASURY | 6 | 57 | 121 | 170 | 184 | 187 | 197 | 306 | 221 | 127 | 23 | 7 | 1,606 |
| Statewide Total: | 204 | 1,561 | 3,396 | 4,849 | 5,880 | 7,370 | 7,467 | 7,875 | 6,472 | 3,339 | 761 | 204 | 49,378 |
| Average Age: | 19.1 | 23.0 | 27.7 | 32.6 | 37.5 | 42.6 | 47.6 | 52.4 | 57.3 | 62.0 | 66.8 | 73.4 | 45.3 |

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

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2008-09 through 2012-13



2012-13 Grand Total: 49,378

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: September 28, 2013

| COUNTY NAME | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|----------------|-----------|----------------------|-----------------|
| ALCONA | 5 | 17 | 22 |
| ALGER | 287 | 8 | 295 |
| ALLEGAN | 228 | 54 | 282 |
| ALPENA | 156 | 11 | 167 |
| ANTRIM | 31 | 2 | 33 |
| ARENAC | 30 | 1 | 31 |
| BARAGA | 340 | 20 | 360 |
| BARRY | 70 | 14 | 84 |
| BAY | 317 | 54 | 371 |
| BENZIE | 29 | 7 | 36 |
| BERRIEN | 344 | 48 | 392 |
| BRANCH | 408 | 11 | 419 |
| CALHOUN | 298 | 37 | 335 |
| CASS | 95 | 11 | 106 |
| CHARLEVOIX | 17 | 51 | 68 |
| CHEBOYGAN | 67 | 55 | 122 |
| CHIPPEWA | 980 | 85 | 1,065 |
| CLARE | 54 | 17 | 71 |
| CLINTON | 154 | 36 | 190 |
| CRAWFORD | 136 | 145 | 281 |
| DELTA | 166 | 31 | 197 |
| DICKINSON | 57 | 6 | 63 |
| EATON | 3,075 | 281 | 3,356 |
| EMMET | 86 | 46 | 132 |
| GENESEE | 884 | 88 | 972 |
| GLADWIN | 43 | 4 | 47 |
| GOGEBIC | 263 | 18 | 281 |
| GRAND TRAVERSE | 550 | 74 | 624 |
| GRATIOT | 819 | 18 | 837 |
| HILLSDALE | 62 | 4 | 66 |
| HOUGHTON | 73 | 28 | 101 |
| HURON | 33 | 38 | 71 |
| INGHAM | 9,451 | 1,010 | 10,461 |
| IONIA | 1,469 | 52 | 1,521 |
| IOSCO | 37 | 34 | 71 |
| IRON | 48 | 14 | 62 |
| ISABELLA | 161 | 11 | 172 |
| JACKSON | 2,171 | 60 | 2,231 |
| KALAMAZOO | 1,116 | 138 | 1,254 |
| KALKASKA | 48 | 4 | 52 |
| KENT | 1,594 | 225 | 1,819 |
| KEWEENAW | 2 | 15 | 17 |
| LAKE | 51 | 4 | 55 |
| LAPEER | 435 | 29 | 464 |

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: September 28, 2013

| COUNTY NAME | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|---------------------|---------------|----------------------|-----------------|
| LEELANAU | 3 | 7 | 10 |
| LENAWEE | 648 | 35 | 683 |
| LIVINGSTON | 573 | 61 | 634 |
| LUCE | 293 | 19 | 312 |
| MACKINAC | 118 | 90 | 208 |
| MACOMB | 1,324 | 49 | 1,373 |
| MANISTEE | 322 | 29 | 351 |
| MARQUETTE | 809 | 59 | 868 |
| MASON | 42 | 25 | 67 |
| MECOSTA | 94 | 4 | 98 |
| MENOMINEE | 28 | 20 | 48 |
| MIDLAND | 90 | 11 | 101 |
| MISSAUKEE | 67 | 4 | 71 |
| MONROE | 199 | 35 | 234 |
| MONTCALM | 569 | 15 | 584 |
| MONTMORENCY | 51 | 17 | 68 |
| MUSKEGON | 1,070 | 68 | 1,138 |
| NEWAYGO | 73 | 8 | 81 |
| OAKLAND | 1,250 | 182 | 1,432 |
| OCEANA | 80 | 48 | 128 |
| OGEMAW | 84 | 18 | 102 |
| ONTONAGON | 20 | 12 | 32 |
| OSCEOLA | 27 | 1 | 28 |
| OSCODA | 22 | 2 | 24 |
| OTSEGO | 263 | 33 | 296 |
| OTTAWA | 173 | 43 | 216 |
| OUT OF STATE | 37 | 4 | 41 |
| PRESQUE ISLE | 16 | 23 | 39 |
| ROSCOMMON | 106 | 30 | 136 |
| SAGINAW | 873 | 46 | 919 |
| SANILAC | 47 | 16 | 63 |
| SCHOOLCRAFT | 29 | 23 | 52 |
| SHIAWASSEE | 85 | 6 | 91 |
| ST CLAIR | 250 | 68 | 318 |
| ST JOSEPH | 79 | 11 | 90 |
| TUSCOLA | 452 | 12 | 464 |
| VAN BUREN | 218 | 37 | 255 |
| WASHTENAW | 1,396 | 101 | 1,497 |
| WAYNE | 5,099 | 359 | 5,458 |
| WEXFORD | 162 | 21 | 183 |
| WORK AT HOME - MI | 907 | 22 | 929 |
| Grand Total: | 44,788 | 4,590 | 49,378 |

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

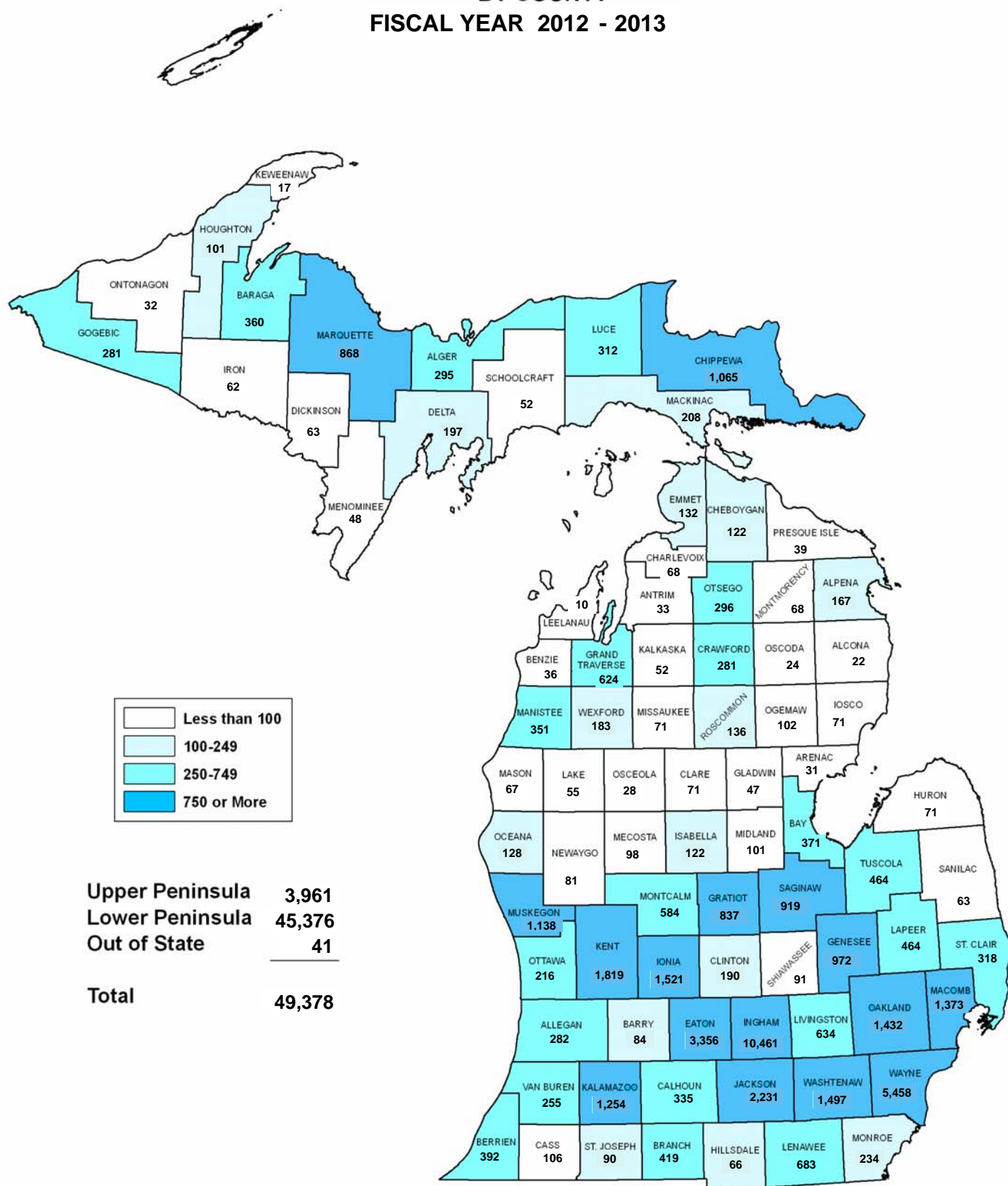
Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN

DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY

FISCAL YEAR 2012 - 2013

Graph 2-5



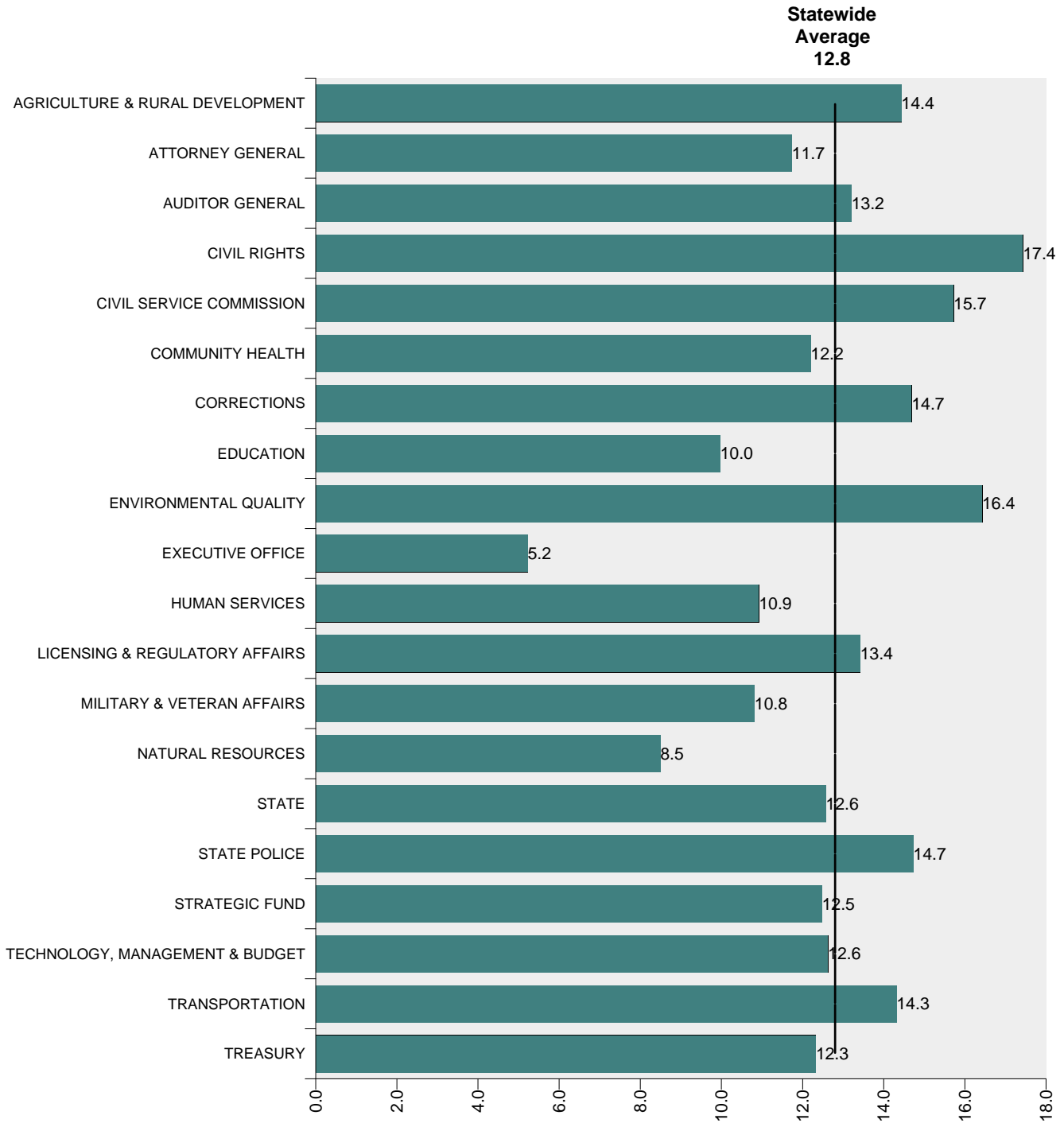
Source: Michigan Civil Service Commission HWF55, pay period ending 09/28/2013

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 28, 2013



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment. Executive Office employees are limited to a maximum of eight years of employment due to term limits.

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| 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 | 47 | 43 | 3 | 1 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 51 | 47 | 0 | 0 |
| 06 - 10 YEARS | 20 | 22 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 24 | 0 | 0 |
| 11 - 15 YEARS | 44 | 41 | 2 | 3 | 1 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 47 | 47 | 0 | 1 |
| 16 - 20 YEARS | 29 | 19 | 1 | 2 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 31 | 23 | 0 | 0 |
| 21 - 25 YEARS | 35 | 25 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 36 | 28 | 1 | 1 |
| 26 - 30 YEARS | 15 | 14 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 16 | 1 | 2 |
| 31 - 35 YEARS | 6 | 6 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 8 | 8 | 0 | 2 |
| 36 - 40 YEARS | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 201 | 171 | 7 | 14 | 1 | 2 | 3 | 4 | 2 | 3 | 0 | 0 | 214 | 194 | 2 | 6 |
| MORE THAN 10 YEARS: | 134 | 106 | 4 | 11 | 1 | 1 | 2 | 2 | 2 | 3 | 0 | 0 | 143 | 123 | 2 | 6 |
| AVERAGE YEARS | 14.8 | 13.7 | 11.4 | 18.5 | 13.0 | 11.0 | 20.3 | 7.8 | 27.5 | 18.0 | 0.0 | 0.0 | 14.9 | 13.9 | 24.5 | 26.7 |

DEPARTMENT AVERAGE YEARS 14.4

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| 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 | 82 | 85 | 3 | 8 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 1 | 86 | 97 | 0 | 0 |
| 06 - 10 YEARS | 40 | 49 | 6 | 7 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 46 | 57 | 1 | 0 |
| 11 - 15 YEARS | 18 | 28 | 2 | 5 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 20 | 36 | 0 | 0 |
| 16 - 20 YEARS | 19 | 18 | 2 | 3 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 22 | 22 | 0 | 0 |
| 21 - 25 YEARS | 13 | 17 | 0 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 14 | 20 | 0 | 1 |
| 26 - 30 YEARS | 20 | 13 | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 22 | 17 | 1 | 1 |
| 31 - 35 YEARS | 10 | 7 | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 11 | 10 | 0 | 0 |
| 36 - 40 YEARS | 5 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| DEPARTMENT TOTAL | 208 | 219 | 16 | 30 | 0 | 0 | 3 | 8 | 2 | 3 | 0 | 1 | 229 | 261 | 2 | 2 |
| MORE THAN 10 YEARS: | 86 | 85 | 7 | 15 | 0 | 0 | 3 | 5 | 1 | 2 | 0 | 0 | 97 | 107 | 1 | 2 |
| AVERAGE YEARS | 12.0 | 10.9 | 13.3 | 13.1 | 0.0 | 0.0 | 29.0 | 16.4 | 13.5 | 10.0 | 0.0 | 0.0 | 12.3 | 11.2 | 17.0 | 25.5 |

DEPARTMENT AVERAGE YEARS 11.7

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| 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 | 27 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 27 | 19 | 0 | 0 |
| 06 - 10 YEARS | 2 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 12 | 0 | 0 |
| 11 - 15 YEARS | 13 | 14 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 14 | 15 | 0 | 0 |
| 16 - 20 YEARS | 8 | 11 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 13 | 0 | 0 |
| 21 - 25 YEARS | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 |
| 26 - 30 YEARS | 6 | 7 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 7 | 0 | 1 |
| 31 - 35 YEARS | 5 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 0 | 0 |
| 36 - 40 YEARS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 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 | 63 | 72 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 67 | 75 | 0 | 1 |
| MORE THAN 10 YEARS: | 34 | 41 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 38 | 44 | 0 | 1 |
| AVERAGE YEARS | 12.7 | 12.8 | 25.8 | 18.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 13.0 | 0.0 | 0.0 | 13.5 | 12.9 | 0.0 | 27.0 |

DEPARTMENT AVERAGE YEARS 13.2

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| 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 | 0 | 6 | 3 | 8 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 3 | 16 | 0 | 1 |
| 06 - 10 YEARS | 0 | 1 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 |
| 11 - 15 YEARS | 4 | 5 | 2 | 7 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 13 | 0 | 0 |
| 16 - 20 YEARS | 1 | 1 | 3 | 5 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 7 | 0 | 0 |
| 21 - 25 YEARS | 1 | 3 | 0 | 4 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 | 7 | 0 | 0 |
| 26 - 30 YEARS | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 |
| 31 - 35 YEARS | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 5 | 0 | 0 |
| 36 - 40 YEARS | 1 | 0 | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 3 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 0 |
| DEPARTMENT TOTAL | 9 | 18 | 10 | 41 | 0 | 0 | 3 | 6 | 0 | 1 | 0 | 0 | 22 | 66 | 0 | 1 |
| MORE THAN 10 YEARS: | 9 | 11 | 7 | 26 | 0 | 0 | 3 | 5 | 0 | 0 | 0 | 0 | 19 | 42 | 0 | 0 |
| AVERAGE YEARS | 21.0 | 14.4 | 16.9 | 17.0 | 0.0 | 0.0 | 28.3 | 22.5 | 0.0 | 1.0 | 0.0 | 0.0 | 20.1 | 16.5 | 0.0 | 5.0 |

DEPARTMENT AVERAGE YEARS 17.4

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|-----------|------------|-----------|-----------|--------------------------------------|----------|----------|-----------|------------------------------|----------|------------------|----------|-----------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| CIVIL SERVICE COMMISSION | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 18 | 73 | 6 | 14 | 0 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 24 | 92 | 0 | 0 |
| 06 - 10 YEARS | 6 | 33 | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 8 | 37 | 0 | 0 |
| 11 - 15 YEARS | 8 | 54 | 2 | 7 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 10 | 64 | 0 | 1 |
| 16 - 20 YEARS | 4 | 31 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 34 | 0 | 0 |
| 21 - 25 YEARS | 4 | 39 | 0 | 12 | 0 | 2 | 0 | 3 | 0 | 1 | 0 | 0 | 4 | 57 | 0 | 1 |
| 26 - 30 YEARS | 3 | 26 | 2 | 12 | 0 | 1 | 1 | 6 | 0 | 0 | 0 | 0 | 6 | 45 | 0 | 2 |
| 31 - 35 YEARS | 2 | 15 | 2 | 4 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 21 | 0 | 0 |
| 36 - 40 YEARS | 2 | 13 | 1 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 17 | 0 | 2 |
| MORE THAN 40 YEARS | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 47 | 285 | 16 | 59 | 0 | 6 | 2 | 15 | 0 | 4 | 0 | 0 | 65 | 369 | 0 | 6 |
| MORE THAN 10 YEARS: | 23 | 179 | 8 | 42 | 0 | 5 | 2 | 11 | 0 | 3 | 0 | 0 | 33 | 240 | 0 | 6 |
| AVERAGE YEARS | 12.6 | 15.3 | 15.4 | 18.3 | 0.0 | 21.2 | 23.5 | 22.0 | 0.0 | 13.0 | 0.0 | 0.0 | 13.6 | 16.1 | 0.0 | 28.0 |

DEPARTMENT AVERAGE YEARS 15.7

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|------------|--------------|------------|------------|--------------------------------------|-----------|-----------|-----------|------------------------------|-----------|------------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| COMMUNITY HEALTH | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 274 | 542 | 91 | 199 | 3 | 6 | 10 | 18 | 23 | 29 | 1 | 0 | 402 | 794 | 0 | 1 |
| 06 - 10 YEARS | 114 | 207 | 37 | 60 | 1 | 2 | 6 | 12 | 3 | 10 | 0 | 0 | 161 | 291 | 0 | 1 |
| 11 - 15 YEARS | 123 | 247 | 39 | 85 | 1 | 2 | 6 | 6 | 12 | 11 | 0 | 0 | 181 | 351 | 1 | 2 |
| 16 - 20 YEARS | 95 | 131 | 22 | 41 | 2 | 1 | 3 | 4 | 2 | 8 | 0 | 0 | 124 | 185 | 3 | 4 |
| 21 - 25 YEARS | 46 | 108 | 20 | 35 | 0 | 1 | 4 | 4 | 1 | 8 | 0 | 0 | 71 | 156 | 4 | 8 |
| 26 - 30 YEARS | 45 | 75 | 16 | 30 | 0 | 2 | 3 | 8 | 4 | 6 | 0 | 0 | 68 | 121 | 4 | 6 |
| 31 - 35 YEARS | 38 | 64 | 24 | 23 | 0 | 0 | 2 | 1 | 2 | 1 | 0 | 0 | 66 | 89 | 2 | 8 |
| 36 - 40 YEARS | 21 | 50 | 6 | 5 | 1 | 2 | 0 | 2 | 2 | 0 | 0 | 0 | 30 | 59 | 4 | 3 |
| MORE THAN 40 YEARS | 6 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 6 | 0 | 0 |
| DEPARTMENT TOTAL | 762 | 1,430 | 258 | 478 | 8 | 16 | 34 | 55 | 49 | 73 | 1 | 0 | 1,112 | 2,052 | 18 | 33 |
| MORE THAN 10 YEARS: | 374 | 681 | 130 | 219 | 4 | 8 | 18 | 25 | 23 | 34 | 0 | 0 | 549 | 967 | 18 | 31 |
| AVERAGE YEARS | 12.5 | 12.2 | 13.4 | 11.3 | 12.9 | 14.4 | 13.5 | 12.8 | 11.1 | 11.0 | 0.0 | 0.0 | 12.7 | 11.9 | 27.7 | 25.9 |

DEPARTMENT AVERAGE YEARS 12.2

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|--------------|--------------|------------|--------------|--------------------------------------|-----------|------------|------------|------------------------------|-----------|------------------|----------|--------------|--------------|------------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| CORRECTIONS | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 967 | 809 | 180 | 249 | 18 | 9 | 38 | 24 | 8 | 8 | 0 | 0 | 1,211 | 1,099 | 2 | 0 |
| 06 - 10 YEARS | 783 | 450 | 129 | 187 | 31 | 8 | 31 | 17 | 3 | 8 | 0 | 0 | 977 | 670 | 3 | 1 |
| 11 - 15 YEARS | 1,822 | 655 | 203 | 223 | 34 | 16 | 46 | 23 | 10 | 5 | 0 | 0 | 2,115 | 922 | 2 | 1 |
| 16 - 20 YEARS | 1,550 | 579 | 178 | 194 | 45 | 10 | 46 | 24 | 9 | 3 | 0 | 0 | 1,828 | 810 | 7 | 6 |
| 21 - 25 YEARS | 1,385 | 351 | 113 | 108 | 47 | 8 | 30 | 10 | 5 | 1 | 0 | 0 | 1,580 | 478 | 40 | 17 |
| 26 - 30 YEARS | 593 | 189 | 123 | 113 | 11 | 3 | 13 | 2 | 2 | 2 | 0 | 0 | 742 | 309 | 42 | 11 |
| 31 - 35 YEARS | 56 | 52 | 16 | 18 | 1 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 74 | 74 | 9 | 5 |
| 36 - 40 YEARS | 34 | 27 | 6 | 10 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 41 | 38 | 4 | 0 |
| MORE THAN 40 YEARS | 4 | 3 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 | 4 | 1 | 0 |
| DEPARTMENT TOTAL | 7,194 | 3,115 | 949 | 1,103 | 187 | 55 | 206 | 104 | 38 | 27 | 0 | 0 | 8,574 | 4,404 | 110 | 41 |
| MORE THAN 10 YEARS: | 5,444 | 1,856 | 640 | 667 | 138 | 38 | 137 | 63 | 27 | 11 | 0 | 0 | 6,386 | 2,635 | 105 | 40 |
| AVERAGE YEARS | 15.6 | 13.0 | 14.9 | 13.8 | 15.8 | 14.4 | 14.0 | 13.0 | 14.6 | 10.2 | 0.0 | 0.0 | 15.4 | 13.2 | 25.3 | 24.3 |

DEPARTMENT AVERAGE YEARS 14.7

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|------------|------------|-----------|-----------|--------------------------------------|----------|----------|----------|------------------------------|----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| EDUCATION | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 58 | 148 | 9 | 24 | 0 | 0 | 2 | 3 | 3 | 1 | 0 | 0 | 72 | 176 | 0 | 1 |
| 06 - 10 YEARS | 31 | 59 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 33 | 65 | 0 | 0 |
| 11 - 15 YEARS | 21 | 44 | 3 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 25 | 47 | 0 | 0 |
| 16 - 20 YEARS | 4 | 25 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 28 | 0 | 0 |
| 21 - 25 YEARS | 4 | 17 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 18 | 0 | 1 |
| 26 - 30 YEARS | 1 | 16 | 1 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 2 | 22 | 0 | 0 |
| 31 - 35 YEARS | 2 | 10 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 12 | 0 | 0 |
| 36 - 40 YEARS | 1 | 13 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 14 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 122 | 334 | 16 | 39 | 0 | 0 | 3 | 8 | 3 | 3 | 0 | 0 | 144 | 384 | 0 | 2 |
| MORE THAN 10 YEARS: | 33 | 127 | 5 | 10 | 0 | 0 | 1 | 5 | 0 | 1 | 0 | 0 | 39 | 143 | 0 | 1 |
| AVERAGE YEARS | 7.9 | 10.9 | 8.5 | 8.3 | 0.0 | 0.0 | 5.3 | 16.8 | 3.3 | 13.7 | 0.0 | 0.0 | 7.8 | 10.8 | 0.0 | 14.0 |

DEPARTMENT AVERAGE YEARS 10.0

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|------------------------------|------------|------------|-----------|-----------|--------------------------------------|----------|----------|-----------|------------------------------|-----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| ENVIRONMENTAL QUALITY | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 78 | 100 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 78 | 106 | 0 | 0 |
| 06 - 10 YEARS | 72 | 82 | 5 | 1 | 0 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 77 | 88 | 0 | 0 |
| 11 - 15 YEARS | 108 | 98 | 4 | 3 | 0 | 0 | 2 | 3 | 3 | 3 | 0 | 0 | 117 | 107 | 0 | 0 |
| 16 - 20 YEARS | 54 | 48 | 0 | 2 | 0 | 0 | 0 | 2 | 5 | 4 | 0 | 0 | 59 | 56 | 0 | 0 |
| 21 - 25 YEARS | 130 | 82 | 3 | 7 | 0 | 0 | 4 | 2 | 3 | 3 | 0 | 0 | 140 | 94 | 4 | 2 |
| 26 - 30 YEARS | 44 | 40 | 2 | 7 | 0 | 1 | 1 | 1 | 3 | 1 | 0 | 0 | 50 | 50 | 0 | 1 |
| 31 - 35 YEARS | 38 | 20 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 41 | 22 | 2 | 1 |
| 36 - 40 YEARS | 18 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 18 | 10 | 2 | 1 |
| MORE THAN 40 YEARS | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 544 | 482 | 16 | 24 | 1 | 2 | 8 | 12 | 14 | 15 | 0 | 0 | 583 | 535 | 8 | 5 |
| MORE THAN 10 YEARS: | 394 | 300 | 11 | 20 | 1 | 1 | 8 | 8 | 14 | 12 | 0 | 0 | 428 | 341 | 8 | 5 |
| AVERAGE YEARS | 17.4 | 14.9 | 17.3 | 20.0 | 35.0 | 18.5 | 23.4 | 14.9 | 20.2 | 17.2 | 0.0 | 0.0 | 17.6 | 15.2 | 29.1 | 28.6 |

DEPARTMENT AVERAGE YEARS 16.4

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|-----------|-----------|----------|----------|--------------------------------------|----------|----------|----------|------------------------------|----------|------------------|----------|-----------|-----------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| EXECUTIVE OFFICE | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 14 | 27 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 28 | 0 | 0 |
| 06 - 10 YEARS | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 0 |
| 11 - 15 YEARS | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| 16 - 20 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 21 - 25 YEARS | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 |
| 26 - 30 YEARS | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| 31 - 35 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 20 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 37 | 0 | 0 |
| MORE THAN 10 YEARS: | 4 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 5 | 0 | 0 |
| AVERAGE YEARS | 5.1 | 5.4 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.1 | 5.3 | 0.0 | 0.0 |

DEPARTMENT AVERAGE YEARS 5.2

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|--------------|--------------|------------|--------------|--------------------------------------|-----------|-----------|------------|------------------------------|-----------|------------------|----------|--------------|--------------|-----------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| HUMAN SERVICES | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 759 | 2,859 | 235 | 1,415 | 6 | 20 | 38 | 133 | 5 | 20 | 1 | 0 | 1,044 | 4,447 | 2 | 7 |
| 06 - 10 YEARS | 137 | 666 | 45 | 338 | 0 | 4 | 10 | 48 | 4 | 7 | 0 | 0 | 196 | 1,063 | 1 | 7 |
| 11 - 15 YEARS | 239 | 913 | 62 | 604 | 1 | 7 | 17 | 62 | 1 | 10 | 0 | 0 | 320 | 1,596 | 4 | 5 |
| 16 - 20 YEARS | 163 | 463 | 62 | 291 | 3 | 11 | 9 | 40 | 3 | 6 | 0 | 0 | 240 | 811 | 4 | 11 |
| 21 - 25 YEARS | 115 | 331 | 42 | 221 | 0 | 6 | 11 | 37 | 3 | 10 | 0 | 0 | 171 | 605 | 14 | 20 |
| 26 - 30 YEARS | 76 | 162 | 24 | 115 | 1 | 1 | 8 | 16 | 0 | 3 | 0 | 0 | 109 | 297 | 9 | 14 |
| 31 - 35 YEARS | 71 | 243 | 21 | 155 | 0 | 4 | 2 | 7 | 1 | 3 | 0 | 0 | 95 | 412 | 4 | 21 |
| 36 - 40 YEARS | 62 | 142 | 13 | 88 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 77 | 234 | 7 | 14 |
| MORE THAN 40 YEARS | 13 | 20 | 1 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 30 | 2 | 1 |
| DEPARTMENT TOTAL | 1,635 | 5,799 | 505 | 3,237 | 11 | 53 | 97 | 347 | 17 | 59 | 1 | 0 | 2,266 | 9,495 | 47 | 100 |
| MORE THAN 10 YEARS: | 739 | 2,274 | 225 | 1,484 | 5 | 29 | 49 | 166 | 8 | 32 | 0 | 0 | 1,026 | 3,985 | 44 | 86 |
| AVERAGE YEARS | 11.7 | 10.3 | 11.4 | 11.5 | 9.7 | 12.6 | 12.3 | 11.6 | 13.4 | 13.0 | 1.0 | 0.0 | 11.6 | 10.7 | 25.6 | 24.7 |

DEPARTMENT AVERAGE YEARS 10.9

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| 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 | 258 | 435 | 33 | 113 | 1 | 2 | 11 | 14 | 8 | 8 | 0 | 0 | 311 | 572 | 0 | 1 |
| 06 - 10 YEARS | 145 | 219 | 21 | 134 | 1 | 3 | 3 | 2 | 4 | 5 | 0 | 0 | 174 | 363 | 0 | 3 |
| 11 - 15 YEARS | 130 | 249 | 32 | 122 | 0 | 3 | 7 | 13 | 2 | 6 | 0 | 0 | 171 | 393 | 0 | 2 |
| 16 - 20 YEARS | 91 | 120 | 8 | 31 | 0 | 1 | 2 | 3 | 1 | 2 | 0 | 0 | 102 | 157 | 2 | 4 |
| 21 - 25 YEARS | 71 | 113 | 15 | 46 | 0 | 0 | 1 | 8 | 3 | 5 | 0 | 0 | 90 | 172 | 8 | 15 |
| 26 - 30 YEARS | 42 | 65 | 20 | 42 | 1 | 4 | 8 | 7 | 2 | 1 | 0 | 0 | 73 | 119 | 3 | 3 |
| 31 - 35 YEARS | 32 | 65 | 13 | 39 | 0 | 0 | 1 | 2 | 0 | 2 | 0 | 0 | 46 | 108 | 4 | 8 |
| 36 - 40 YEARS | 29 | 49 | 5 | 18 | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 37 | 68 | 2 | 5 |
| MORE THAN 40 YEARS | 4 | 8 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 11 | 1 | 2 |
| DEPARTMENT TOTAL | 802 | 1,323 | 149 | 548 | 4 | 13 | 33 | 49 | 22 | 30 | 0 | 0 | 1,010 | 1,963 | 20 | 43 |
| MORE THAN 10 YEARS: | 399 | 669 | 95 | 301 | 2 | 8 | 19 | 33 | 10 | 17 | 0 | 0 | 525 | 1,028 | 20 | 39 |
| AVERAGE YEARS | 13.0 | 12.9 | 16.2 | 14.4 | 18.5 | 14.7 | 13.8 | 14.4 | 13.4 | 14.4 | 0.0 | 0.0 | 13.5 | 13.4 | 27.8 | 25.7 |

DEPARTMENT AVERAGE YEARS 13.4

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------------|------------|------------|-----------|-----------|--------------------------------------|----------|-----------|----------|------------------------------|----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| MILITARY & VETERAN AFFAIRS | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 176 | 103 | 8 | 15 | 1 | 1 | 3 | 1 | 3 | 3 | 0 | 0 | 191 | 123 | 0 | 0 |
| 06 - 10 YEARS | 63 | 54 | 2 | 7 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 67 | 63 | 0 | 0 |
| 11 - 15 YEARS | 46 | 60 | 5 | 13 | 1 | 0 | 3 | 1 | 0 | 1 | 0 | 0 | 55 | 75 | 0 | 1 |
| 16 - 20 YEARS | 34 | 40 | 1 | 6 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 37 | 46 | 1 | 1 |
| 21 - 25 YEARS | 37 | 29 | 2 | 4 | 0 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 42 | 34 | 1 | 0 |
| 26 - 30 YEARS | 12 | 24 | 2 | 6 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 32 | 2 | 2 |
| 31 - 35 YEARS | 5 | 10 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 10 | 0 | 2 |
| 36 - 40 YEARS | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 374 | 321 | 22 | 53 | 4 | 3 | 13 | 3 | 3 | 6 | 0 | 0 | 416 | 386 | 4 | 6 |
| MORE THAN 10 YEARS: | 135 | 164 | 12 | 31 | 3 | 2 | 8 | 1 | 0 | 2 | 0 | 0 | 158 | 200 | 4 | 6 |
| AVERAGE YEARS | 9.3 | 11.9 | 12.8 | 13.1 | 19.5 | 19.0 | 13.1 | 7.7 | 2.0 | 9.7 | 0.0 | 0.0 | 9.7 | 12.1 | 24.3 | 25.3 |

DEPARTMENT AVERAGE YEARS 10.8

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------|--------------|------------|-----------|-----------|--------------------------------------|----------|-----------|----------|------------------------------|----------|------------------|----------|--------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| NATURAL RESOURCES | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 823 | 555 | 16 | 13 | 4 | 4 | 6 | 1 | 3 | 1 | 4 | 1 | 856 | 575 | 5 | 1 |
| 06 - 10 YEARS | 179 | 71 | 2 | 3 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 185 | 74 | 1 | 0 |
| 11 - 15 YEARS | 216 | 87 | 0 | 1 | 4 | 0 | 2 | 1 | 2 | 1 | 0 | 0 | 224 | 90 | 1 | 2 |
| 16 - 20 YEARS | 169 | 60 | 6 | 1 | 2 | 1 | 2 | 0 | 3 | 1 | 0 | 0 | 182 | 63 | 1 | 0 |
| 21 - 25 YEARS | 110 | 51 | 4 | 4 | 4 | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 120 | 59 | 3 | 4 |
| 26 - 30 YEARS | 80 | 44 | 5 | 1 | 2 | 1 | 1 | 4 | 0 | 0 | 0 | 0 | 88 | 50 | 3 | 1 |
| 31 - 35 YEARS | 23 | 16 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 25 | 18 | 0 | 1 |
| 36 - 40 YEARS | 27 | 7 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 8 | 0 | 1 |
| MORE THAN 40 YEARS | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 1 | 0 |
| DEPARTMENT TOTAL | 1,631 | 893 | 33 | 24 | 18 | 8 | 16 | 9 | 10 | 4 | 4 | 1 | 1,712 | 939 | 15 | 10 |
| MORE THAN 10 YEARS: | 629 | 267 | 15 | 8 | 14 | 4 | 7 | 8 | 6 | 3 | 0 | 0 | 671 | 290 | 9 | 9 |
| AVERAGE YEARS | 9.0 | 7.1 | 11.1 | 9.0 | 17.0 | 13.5 | 10.3 | 21.3 | 11.6 | 16.3 | 0.0 | 0.0 | 9.1 | 7.4 | 15.7 | 23.0 |

DEPARTMENT AVERAGE YEARS 8.5

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|------------|------------|-----------|------------|--------------------------------------|-----------|-----------|-----------|------------------------------|-----------|------------------|----------|------------|--------------|----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATE | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 90 | 322 | 12 | 127 | 0 | 1 | 5 | 19 | 0 | 7 | 1 | 1 | 108 | 477 | 0 | 0 |
| 06 - 10 YEARS | 17 | 109 | 7 | 14 | 0 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 24 | 128 | 0 | 0 |
| 11 - 15 YEARS | 46 | 151 | 3 | 28 | 1 | 2 | 3 | 9 | 1 | 1 | 0 | 0 | 54 | 191 | 1 | 1 |
| 16 - 20 YEARS | 16 | 83 | 3 | 25 | 0 | 5 | 0 | 6 | 0 | 3 | 0 | 0 | 19 | 122 | 0 | 2 |
| 21 - 25 YEARS | 12 | 85 | 3 | 37 | 0 | 0 | 1 | 13 | 1 | 0 | 0 | 0 | 17 | 135 | 1 | 16 |
| 26 - 30 YEARS | 16 | 65 | 6 | 33 | 1 | 0 | 1 | 2 | 1 | 3 | 0 | 0 | 25 | 103 | 2 | 8 |
| 31 - 35 YEARS | 12 | 39 | 2 | 10 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 14 | 53 | 0 | 1 |
| 36 - 40 YEARS | 14 | 27 | 2 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 16 | 33 | 0 | 1 |
| MORE THAN 40 YEARS | 2 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 0 |
| DEPARTMENT TOTAL | 225 | 887 | 38 | 278 | 2 | 10 | 10 | 57 | 3 | 15 | 1 | 1 | 279 | 1,248 | 4 | 29 |
| MORE THAN 10 YEARS: | 118 | 456 | 19 | 137 | 2 | 8 | 5 | 35 | 3 | 7 | 0 | 0 | 147 | 643 | 4 | 29 |
| AVERAGE YEARS | 13.0 | 12.5 | 14.6 | 11.8 | 20.0 | 16.3 | 9.4 | 13.8 | 21.7 | 10.7 | 0.0 | 0.0 | 13.2 | 12.4 | 23.3 | 24.4 |

DEPARTMENT AVERAGE YEARS 12.6

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|--------------|------------|------------|-----------|--------------------------------------|----------|-----------|-----------|------------------------------|----------|------------------|----------|--------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATE POLICE | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 372 | 142 | 12 | 7 | 4 | 0 | 11 | 5 | 4 | 5 | 0 | 0 | 403 | 159 | 0 | 0 |
| 06 - 10 YEARS | 111 | 96 | 2 | 4 | 0 | 1 | 6 | 3 | 0 | 0 | 0 | 0 | 119 | 104 | 0 | 0 |
| 11 - 15 YEARS | 361 | 108 | 6 | 10 | 2 | 1 | 5 | 4 | 1 | 0 | 0 | 0 | 375 | 123 | 0 | 0 |
| 16 - 20 YEARS | 472 | 107 | 36 | 6 | 15 | 0 | 14 | 0 | 5 | 1 | 0 | 0 | 542 | 114 | 2 | 0 |
| 21 - 25 YEARS | 172 | 58 | 28 | 3 | 2 | 0 | 8 | 1 | 1 | 1 | 0 | 0 | 211 | 63 | 0 | 1 |
| 26 - 30 YEARS | 147 | 64 | 25 | 6 | 7 | 0 | 10 | 1 | 0 | 0 | 0 | 0 | 189 | 71 | 4 | 3 |
| 31 - 35 YEARS | 19 | 13 | 3 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 22 | 17 | 1 | 1 |
| 36 - 40 YEARS | 3 | 14 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 15 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 1,658 | 602 | 113 | 39 | 30 | 2 | 54 | 16 | 11 | 7 | 0 | 0 | 1,866 | 666 | 7 | 5 |
| MORE THAN 10 YEARS: | 1,175 | 364 | 99 | 28 | 26 | 1 | 37 | 8 | 7 | 2 | 0 | 0 | 1,344 | 403 | 7 | 5 |
| AVERAGE YEARS | 14.5 | 14.1 | 20.3 | 16.3 | 18.1 | 10.0 | 15.9 | 12.1 | 12.3 | 7.0 | 0.0 | 0.0 | 15.0 | 14.1 | 26.0 | 27.2 |

DEPARTMENT AVERAGE YEARS 14.7

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|------------|------------|-----------|-----------|--------------------------------------|----------|-----------|-----------|------------------------------|----------|------------------|----------|------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STRATEGIC FUND | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 92 | 107 | 13 | 27 | 0 | 0 | 4 | 9 | 1 | 1 | 0 | 0 | 110 | 144 | 0 | 2 |
| 06 - 10 YEARS | 32 | 42 | 5 | 10 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 39 | 54 | 1 | 2 |
| 11 - 15 YEARS | 32 | 57 | 7 | 12 | 0 | 0 | 4 | 3 | 1 | 2 | 0 | 0 | 44 | 74 | 3 | 2 |
| 16 - 20 YEARS | 17 | 33 | 3 | 7 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 20 | 44 | 0 | 1 |
| 21 - 25 YEARS | 13 | 12 | 5 | 10 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 19 | 24 | 1 | 0 |
| 26 - 30 YEARS | 7 | 21 | 4 | 5 | 0 | 1 | 2 | 3 | 2 | 1 | 0 | 0 | 15 | 31 | 1 | 2 |
| 31 - 35 YEARS | 10 | 21 | 2 | 6 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 13 | 30 | 2 | 3 |
| 36 - 40 YEARS | 5 | 7 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 11 | 2 | 1 |
| MORE THAN 40 YEARS | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 209 | 302 | 40 | 80 | 0 | 1 | 14 | 25 | 4 | 6 | 0 | 0 | 267 | 414 | 10 | 13 |
| MORE THAN 10 YEARS: | 85 | 153 | 22 | 43 | 0 | 1 | 8 | 14 | 3 | 5 | 0 | 0 | 118 | 216 | 9 | 9 |
| AVERAGE YEARS | 10.8 | 12.6 | 13.8 | 13.9 | 0.0 | 28.0 | 13.1 | 15.5 | 17.0 | 16.0 | 0.0 | 0.0 | 11.4 | 13.1 | 24.4 | 20.0 |

DEPARTMENT AVERAGE YEARS 12.5

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--|--------------|------------|------------|------------|--------------------------------------|----------|-----------|-----------|------------------------------|-----------|------------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| TECHNOLOGY, MANAGEMENT & BUDGET | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 544 | 236 | 35 | 32 | 3 | 1 | 8 | 9 | 58 | 48 | 1 | 0 | 649 | 326 | 0 | 0 |
| 06 - 10 YEARS | 181 | 85 | 9 | 12 | 0 | 0 | 3 | 3 | 23 | 22 | 0 | 0 | 216 | 122 | 0 | 1 |
| 11 - 15 YEARS | 268 | 147 | 12 | 14 | 2 | 0 | 7 | 2 | 18 | 7 | 0 | 0 | 307 | 170 | 3 | 0 |
| 16 - 20 YEARS | 184 | 97 | 7 | 11 | 0 | 1 | 6 | 3 | 6 | 3 | 0 | 0 | 203 | 115 | 0 | 2 |
| 21 - 25 YEARS | 100 | 80 | 20 | 10 | 1 | 0 | 6 | 5 | 8 | 4 | 0 | 0 | 135 | 99 | 6 | 6 |
| 26 - 30 YEARS | 56 | 59 | 12 | 18 | 0 | 1 | 1 | 2 | 6 | 1 | 0 | 0 | 75 | 81 | 4 | 1 |
| 31 - 35 YEARS | 48 | 46 | 9 | 9 | 0 | 0 | 0 | 2 | 0 | 4 | 0 | 0 | 57 | 61 | 5 | 1 |
| 36 - 40 YEARS | 37 | 40 | 2 | 2 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 42 | 45 | 1 | 4 |
| MORE THAN 40 YEARS | 9 | 4 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 10 | 6 | 0 | 0 |
| DEPARTMENT TOTAL | 1,427 | 794 | 107 | 108 | 6 | 3 | 34 | 31 | 119 | 89 | 1 | 0 | 1,694 | 1,025 | 19 | 15 |
| MORE THAN 10 YEARS: | 702 | 473 | 63 | 64 | 3 | 2 | 23 | 19 | 38 | 19 | 0 | 0 | 829 | 577 | 19 | 14 |
| AVERAGE YEARS | 11.7 | 14.5 | 15.5 | 15.3 | 8.3 | 15.3 | 15.2 | 18.0 | 8.8 | 7.5 | 0.0 | 0.0 | 11.8 | 14.1 | 26.5 | 26.9 |

DEPARTMENT AVERAGE YEARS 12.6

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|--------------|------------|------------|-----------|--------------------------------------|-----------|-----------|-----------|------------------------------|-----------|------------------|----------|--------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| TRANSPORTATION | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 334 | 177 | 15 | 15 | 12 | 7 | 9 | 5 | 2 | 3 | 0 | 0 | 372 | 207 | 0 | 1 |
| 06 - 10 YEARS | 358 | 124 | 16 | 12 | 7 | 0 | 4 | 4 | 7 | 6 | 0 | 0 | 392 | 146 | 0 | 0 |
| 11 - 15 YEARS | 384 | 128 | 17 | 13 | 1 | 4 | 5 | 2 | 8 | 5 | 0 | 0 | 415 | 152 | 1 | 1 |
| 16 - 20 YEARS | 159 | 60 | 11 | 7 | 7 | 2 | 4 | 0 | 2 | 3 | 0 | 0 | 183 | 72 | 1 | 0 |
| 21 - 25 YEARS | 229 | 85 | 17 | 12 | 3 | 2 | 5 | 1 | 4 | 3 | 0 | 0 | 258 | 103 | 9 | 5 |
| 26 - 30 YEARS | 135 | 58 | 19 | 10 | 3 | 0 | 10 | 1 | 3 | 0 | 0 | 0 | 170 | 69 | 9 | 5 |
| 31 - 35 YEARS | 42 | 34 | 6 | 8 | 1 | 0 | 3 | 3 | 1 | 0 | 0 | 0 | 53 | 45 | 3 | 5 |
| 36 - 40 YEARS | 35 | 18 | 6 | 3 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 45 | 21 | 2 | 5 |
| MORE THAN 40 YEARS | 9 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 14 | 2 | 3 | 0 |
| DEPARTMENT TOTAL | 1,685 | 686 | 107 | 80 | 34 | 15 | 44 | 16 | 32 | 20 | 0 | 0 | 1,902 | 817 | 28 | 22 |
| MORE THAN 10 YEARS: | 993 | 385 | 76 | 53 | 15 | 8 | 31 | 7 | 23 | 11 | 0 | 0 | 1,138 | 464 | 28 | 21 |
| AVERAGE YEARS | 14.0 | 13.9 | 17.9 | 17.1 | 11.4 | 9.5 | 19.1 | 13.3 | 20.0 | 12.5 | 0.0 | 0.0 | 14.4 | 14.1 | 28.7 | 28.5 |

DEPARTMENT AVERAGE YEARS 14.3

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

| 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 | 188 | 261 | 26 | 49 | 2 | 1 | 3 | 13 | 5 | 7 | 0 | 0 | 224 | 331 | 0 | 0 |
| 06 - 10 YEARS | 91 | 175 | 13 | 36 | 1 | 2 | 0 | 4 | 5 | 4 | 0 | 0 | 110 | 221 | 1 | 0 |
| 11 - 15 YEARS | 68 | 109 | 11 | 24 | 0 | 0 | 1 | 3 | 5 | 4 | 0 | 0 | 85 | 140 | 0 | 0 |
| 16 - 20 YEARS | 51 | 75 | 4 | 17 | 0 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 57 | 96 | 4 | 2 |
| 21 - 25 YEARS | 23 | 36 | 7 | 19 | 0 | 1 | 1 | 6 | 3 | 0 | 0 | 0 | 34 | 62 | 1 | 8 |
| 26 - 30 YEARS | 20 | 44 | 12 | 19 | 0 | 0 | 2 | 7 | 2 | 0 | 0 | 0 | 36 | 70 | 2 | 1 |
| 31 - 35 YEARS | 9 | 51 | 2 | 15 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 13 | 70 | 2 | 1 |
| 36 - 40 YEARS | 16 | 24 | 4 | 1 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 22 | 26 | 3 | 2 |
| MORE THAN 40 YEARS | 1 | 6 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 0 |
| DEPARTMENT TOTAL | 467 | 781 | 79 | 181 | 3 | 6 | 14 | 38 | 20 | 17 | 0 | 0 | 583 | 1,023 | 13 | 14 |
| MORE THAN 10 YEARS: | 188 | 345 | 40 | 96 | 0 | 3 | 11 | 21 | 10 | 6 | 0 | 0 | 249 | 471 | 12 | 14 |
| AVERAGE YEARS | 10.7 | 12.4 | 13.9 | 14.3 | 4.0 | 13.2 | 22.3 | 15.7 | 12.8 | 8.8 | 0.0 | 0.0 | 11.5 | 12.8 | 26.8 | 26.1 |

DEPARTMENT AVERAGE YEARS 12.3

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

Source: Michigan Civil Service Commission HWF18

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

Pay End Date: September 28, 2013

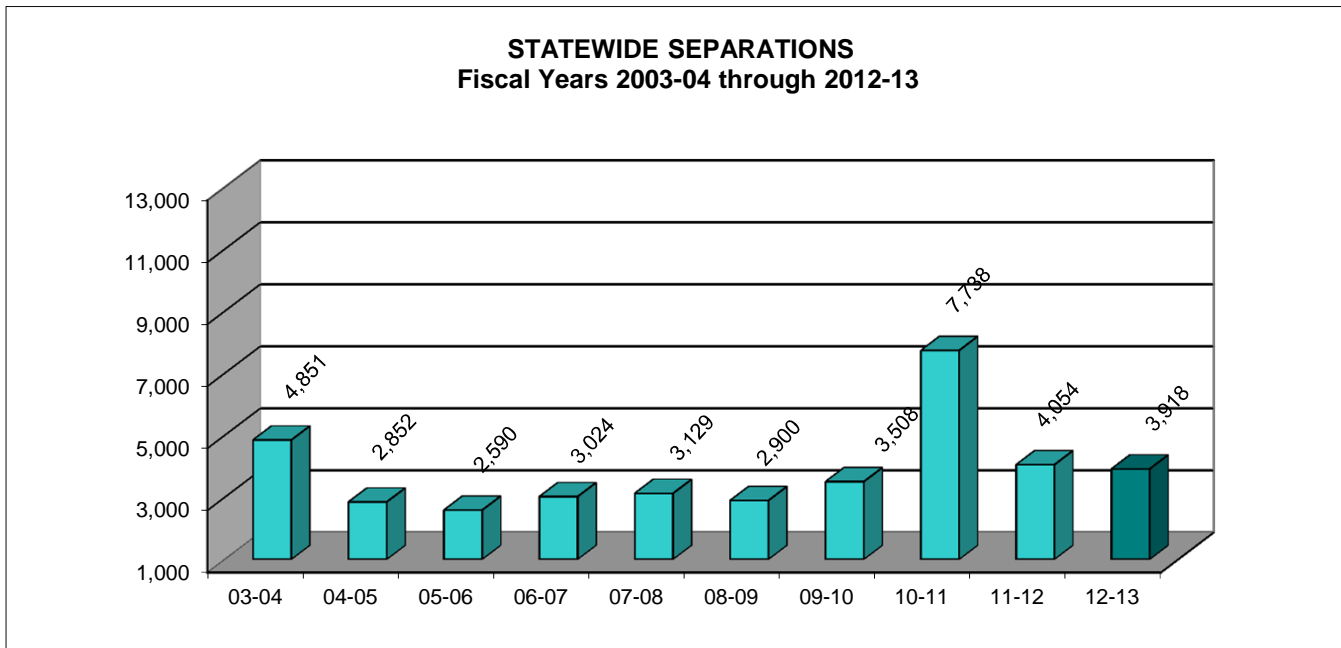
| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|---------------|---------------|--------------|--------------|--------------------------------------|------------|------------|------------|------------------------------|------------|------------------|----------|---------------|---------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATEWIDE TOTAL | | | | | | | | | | | | | | | | |
| 00- 05 YEARS | 5,201 | 7,049 | 700 | 2,320 | 54 | 54 | 149 | 263 | 124 | 146 | 8 | 3 | 6,236 | 9,835 | 9 | 15 |
| 06- 10 YEARS | 2,384 | 2,560 | 303 | 842 | 41 | 22 | 70 | 104 | 50 | 66 | 0 | 0 | 2,848 | 3,594 | 8 | 15 |
| 11- 15 YEARS | 3,953 | 3,196 | 413 | 1,176 | 48 | 36 | 109 | 137 | 64 | 62 | 0 | 0 | 4,587 | 4,607 | 16 | 19 |
| 16- 20 YEARS | 3,121 | 2,001 | 347 | 656 | 74 | 35 | 93 | 88 | 36 | 38 | 0 | 0 | 3,671 | 2,818 | 25 | 33 |
| 21- 25 YEARS | 2,501 | 1,532 | 279 | 537 | 57 | 21 | 79 | 96 | 34 | 38 | 0 | 0 | 2,950 | 2,224 | 93 | 106 |
| 26- 30 YEARS | 1,319 | 988 | 277 | 428 | 27 | 17 | 61 | 63 | 25 | 19 | 0 | 0 | 1,709 | 1,515 | 87 | 64 |
| 31- 35 YEARS | 429 | 713 | 107 | 300 | 5 | 6 | 13 | 35 | 6 | 12 | 0 | 0 | 560 | 1,066 | 34 | 60 |
| 36- 40 YEARS | 316 | 444 | 47 | 142 | 3 | 4 | 13 | 15 | 6 | 2 | 0 | 0 | 385 | 607 | 27 | 39 |
| MORE THAN 40 YEARS | 59 | 67 | 12 | 18 | 0 | 0 | 4 | 2 | 4 | 0 | 0 | 0 | 79 | 87 | 8 | 3 |
| STATEWIDE TOTAL | 19,283 | 18,550 | 2,485 | 6,419 | 309 | 195 | 591 | 803 | 349 | 383 | 8 | 3 | 23,025 | 26,353 | 307 | 354 |
| MORE THAN 10 YEARS | 11,698 | 8,941 | 1,482 | 3,257 | 214 | 119 | 372 | 436 | 175 | 171 | 0 | 0 | 13,941 | 12,924 | 290 | 324 |
| AVERAGE YEARS | 13.5 | 11.9 | 14.4 | 12.5 | 15.2 | 13.9 | 14.6 | 13.3 | 12.4 | 11.0 | 0.1 | 0.0 | 13.7 | 12.1 | 25.6 | 25.1 |
| STATEWIDE TOTAL AVERAGE YEARS | 12.8 | | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2012-13**

| SEPARATION REASON | TOTAL | PERCENT OF SEPARATIONS |
|--|--------------|-------------------------------|
| <i>INVOLUNTARY SEPARATIONS</i> | | |
| Death | 75 | 1.9% |
| Dismissal | 303 | 7.7% |
| Expired Appointment | 334 | 8.5% |
| Total Involuntary Separations | 712 | 18.2% |
| <i>VOLUNTARY SEPARATIONS</i> | | |
| Resigned Classified Employment | 1,242 | 31.7% |
| Layoff/Leave of Absence Rights Expired | 222 | 5.7% |
| Waived Rights Leave of Absence | 176 | 4.5% |
| Settlement | 4 | 0.1% |
| Total Voluntary Separations | 1,644 | 42.0% |
| <i>RETIREMENT</i> | | |
| Retirement | 1,438 | 36.7% |
| Incentive Retirement | 1 | |
| Disability Retirement | 90 | 2.3% |
| Deferred Retirement | 33 | 0.8% |
| Total Retirements | 1,562 | 39.9% |
| <i>UNDEFINED SEPARATIONS</i> | 0 | 0.0% |
| TOTAL SEPARATIONS | 3,918 | 100.0% |



Comments: Starting in FY 2005-06, separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represented 92.2% of all noncareer appointments at the end of FY 2012-13.

Source: Michigan Civil Service Commission HWF10 for each fiscal year.

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From October 13, 2012 Through September 28, 2013

| DEPARTMENT | NUMBER OF HIRES AND RETURNS | | | | | NUMBER OF SEPARATIONS AND LAYOFFS | | | | | | |
|---------------------------------|-----------------------------|------------------|------------|-----------------------------------|--------------------|-----------------------------------|------------------|-------------|-------------|-------------------|-------------------|--------------|
| | CAREER HIRES | NON-CAREER HIRES | RECALLS | RETURNS FROM WAIVED RIGHTS LEAVES | TOTAL APPOINTMENTS | SEPARATIONS | SEASONAL LAYOFFS | RIF LAYOFFS | MED LAYOFFS | UNDEFINED LAYOFFS | TOTAL SEPARATIONS | NET TOTAL |
| AGRICULTURE & RURAL DEVELOPMENT | 11 | 7 | 0 | 0 | 18 | 18 | 0 | 0 | 0 | 0 | 18 | 0 |
| ATTORNEY GENERAL | 44 | 0 | 2 | 0 | 46 | 27 | 0 | 0 | 0 | 0 | 27 | 19 |
| AUDITOR GENERAL | 2 | 9 | 0 | 0 | 11 | 11 | 0 | 0 | 0 | 0 | 11 | 0 |
| CIVIL RIGHTS | 1 | 0 | 0 | 0 | 1 | 8 | 0 | 0 | 0 | 0 | 8 | -7 |
| CIVIL SERVICE COMMISSION | 23 | 15 | 1 | 0 | 39 | 27 | 0 | 0 | 0 | 0 | 27 | 12 |
| COMMUNITY HEALTH | 255 | 33 | 7 | 0 | 295 | 255 | 0 | 1 | 11 | 0 | 267 | 28 |
| CORRECTIONS | 569 | 31 | 24 | 0 | 624 | 1,038 | 0 | 62 | 25 | 0 | 1,125 | -501 |
| EDUCATION | 29 | 4 | 3 | 1 | 37 | 33 | 1 | 0 | 0 | 0 | 34 | 3 |
| ENVIRONMENTAL QUALITY | 48 | 12 | 1 | 0 | 61 | 41 | 0 | 0 | 0 | 0 | 41 | 20 |
| EXECUTIVE OFFICE | 8 | 0 | 0 | 0 | 8 | 3 | 0 | 0 | 0 | 0 | 3 | 5 |
| HISTORY ARTS AND LIBRARIES | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| HUMAN SERVICES | 846 | 8 | 59 | 3 | 916 | 732 | 23 | 27 | 10 | 0 | 792 | 124 |
| LICENSING & REGULATORY AFFAIRS | 67 | 65 | 120 | 0 | 252 | 230 | 0 | 11 | 3 | 0 | 244 | 8 |
| MILITARY & VETERAN AFFAIRS | 56 | 22 | 35 | 0 | 113 | 99 | 32 | 115 | 3 | 0 | 249 | -136 |
| NATURAL RESOURCES | 21 | 1,605 | 248 | 0 | 1,874 | 55 | 247 | 1 | 0 | 0 | 303 | 1,571 |
| STATE | 16 | 223 | 6 | 0 | 245 | 224 | 0 | 0 | 5 | 0 | 229 | 16 |
| STATE POLICE | 260 | 4 | 0 | 0 | 264 | 143 | 0 | 0 | 2 | 0 | 145 | 119 |
| STRATEGIC FUND | 36 | 13 | 2 | 0 | 51 | 74 | 0 | 1 | 0 | 0 | 75 | -24 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 177 | 79 | 1 | 2 | 259 | 162 | 0 | 1 | 5 | 0 | 168 | 91 |
| TRANSPORTATION | 98 | 442 | 16 | 1 | 557 | 526 | 16 | 0 | 5 | 0 | 547 | 10 |
| TREASURY | 79 | 56 | 2 | 0 | 137 | 103 | 0 | 0 | 2 | 0 | 105 | 32 |
| STATEWIDE TOTALS: | 2,646 | 2,629 | 527 | 7 | 5,809 | 3,809 | 319 | 219 | 71 | 0 | 4,418 | 1,391 |

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation classified employees for hires, rehires and returns. It reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

STATE OF MICHIGAN
TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2013

Table 3-4

| Year | Average Classified Employment | Total Turnover Separations | Turnover Rate |
|----------------------|-------------------------------------|----------------------------------|------------------|
| 1943 | 14,923 | 5,700 | 38.2% |
| 1944 | 14,447 | 4,673 | 32.3% |
| 1945 | 15,506 | 5,508 | 35.5% |
| 1946 | 18,317 | 6,421 | 35.1% |
| 1947 | 20,281 | 6,989 | 34.5% |
| 1948 | 20,882 | 5,377 | 25.7% |
| 1949 | 22,191 | 4,050 | 18.3% |
| 1950 | 22,063 | 4,992 | 22.6% |
| 1951 | 21,844 | 5,248 | 24.0% |
| 1952 | 22,545 | 4,836 | 21.5% |
| 1953 | 23,013 | 4,915 | 21.4% |
| 1954 | 24,555 | 3,263 | 13.3% |
| 1955 | 25,174 | 3,683 | 14.6% |
| 1956 | 27,609 | 3,758 | 13.6% |
| 1957 | 28,997 | 3,236 | 11.2% |
| 1958 | 29,882 | 2,978 | 10.0% |
| 1959 | 29,822 | 3,141 | 10.5% |
| 1960 | 30,401 | 3,445 | 11.3% |
| 1961 | 31,561 | 3,132 | 9.9% |
| 1962 | 31,435 | 3,577 | 11.4% |
| 1963 | 31,781 | 3,430 | 10.8% |
| 1964 | 32,500 | 4,020 | 12.4% |
| 1965 | 34,477 | 5,625 | 16.3% |
| 1966 | 38,044 | 7,140 | 18.8% |
| 1967-68 | 41,822 | 7,022 | 16.8% |
| 1968-69 | 43,874 | 8,067 | 18.4% |
| 1969-70 | 45,742 | 7,400 | 16.2% |
| 1970-71 | 47,227 | 6,422 | 13.6% |
| 1971-72 | 48,908 | 6,545 | 13.4% |
| 1972-73 | 52,673 | 7,602 | 14.4% |
| 1973-74 | 53,502 | 7,880 | 14.7% |
| 1974-75 | 55,996 | 7,275 | 13.0% |
| 1975-76 | 57,856 | 8,232 | 14.2% |
| 1976-77 | 60,246 | 6,375 | 10.6% |
| 1977-78 ¹ | 64,456 | x | x |
| 1978-79 | 68,105 | 8,483 | 12.5% |
| 1979-80 | 69,907 | 7,409 | 10.6% |
| 1980-81 | 67,246 | 6,268 | 9.3% |
| 1981-82 | 62,087 | 4,422 | 7.1% |
| 1982-83 | 59,511 | 4,431 | 7.4% |
| 1983-84 ² | 58,320 | 5,345 | 9.2% |

STATE OF MICHIGAN
TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2013

Table 3-4

| Year | Average Classified Employment | Total Turnover Separations | Turnover Rate |
|----------------------|-------------------------------------|----------------------------------|------------------|
| 1984-85 | 58,283 | 3,726 | 6.4% |
| 1985-86 | 59,759 | 3,417 | 5.7% |
| 1986-87 | 61,386 | 3,272 | 5.3% |
| 1987-88 ² | 63,096 | 3,819 | 6.1% |
| 1988-89 ² | 64,560 | 3,886 | 6.0% |
| 1989-90 | 66,791 | 3,463 | 5.2% |
| 1990-91 | 65,029 | 3,312 | 5.1% |
| 1991-92 ² | 61,506 | 5,280 | 8.6% |
| 1992-93 | 60,987 | 2,659 | 4.4% |
| 1993-94 | 61,662 | 2,611 | 4.2% |
| 1994-95 | 62,672 | 3,183 | 5.1% |
| 1995-96 | 63,529 | 3,298 | 5.2% |
| 1996-97 ² | 60,502 | 7,506 | 12.4% |
| 1997-98 | 58,675 | 3,959 | 6.7% |
| 1998-99 | 60,066 | 4,252 | 7.1% |
| 1999-00 | 61,493 | 4,693 | 7.6% |
| 2000-01 | 62,057 | 4,334 | 7.0% |
| 2001-02 ² | 60,147 | 6,214 | 10.3% |
| 2002-03 ² | 54,866 | 8,845 | 16.1% |
| 2003-04 | 54,573 | 3,733 | 6.8% |
| 2004-05 | 52,614 | 2,852 | 5.4% |
| 2005-06 | 52,259 | 2,590 | 5.0% |
| 2006-07 | 52,013 | 3,024 | 5.8% |
| 2007-08 | 50,799 | 3,129 | 6.2% |
| 2008-09 | 51,699 | 2,900 | 5.6% |
| 2009-10 | 50,615 | 3,508 | 6.9% |
| 2010-11 ² | 47,818 | 7,738 | 16.2% |
| 2011-12 | 47,809 | 4,053 | 8.5% |
| 2012-13 | 47,739 | 3,918 | 8.2% |

Footnote ¹ Turnover Figures for 1977-78 are not available.

Footnote ² Early retirement incentive programs were offered in fiscal years 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02, 2002-03, and 2010-11 increasing turnover in each of those fiscal years.

Comments: Starting in FY 2005-06, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT_ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represented 92.2% of all noncareer appointments at the end of FY 2012-13. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in FY 1986-87, waived rights leaves of absence were counted as turnover separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning in fiscal year 1997-98, Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2008-09 Through 2012-13

Table 3-5

| Department | Average Classified Employment | Separations | Turnover Rate |
|---|-------------------------------------|-------------|------------------|
| Agriculture & Rural Development ⁶ | | | |
| 2008-09 | 529 | 41 | 7.8% |
| 2009-10 | 447 | 39 | 8.7% |
| 2010-11 | 393 | 80 | 20.4% |
| 2011-12 | 387 | 16 | 4.1% |
| 2012-13 | 401 | 14 | 3.5% |
| Attorney General | | | |
| 2008-09 | 494 | 28 | 5.7% |
| 2009-10 | 461 | 30 | 6.5% |
| 2010-11 | 434 | 94 | 21.7% |
| 2011-12 | 462 | 27 | 5.8% |
| 2012-13 | 479 | 33 | 6.9% |
| Auditor General | | | |
| 2008-09 | 135 | 3 | 2.2% |
| 2009-10 | 132 | 4 | 3.0% |
| 2010-11 | 134 | 31 | 23.1% |
| 2011-12 | 133 | 8 | 6.0% |
| 2012-13 | 140 | 6 | 4.3% |
| Civil Rights | | | |
| 2008-09 | 112 | 2 | 1.8% |
| 2009-10 | 95 | 6 | 6.3% |
| 2010-11 | 90 | 20 | 22.2% |
| 2011-12 | 94 | 7 | 7.4% |
| 2012-13 | 92 | 9 | 9.8% |
| Civil Service Commission | | | |
| 2008-09 | 526 | 18 | 3.4% |
| 2009-10 | 488 | 48 | 9.8% |
| 2010-11 | 414 | 110 | 26.6% |
| 2011-12 | 405 | 18 | 4.4% |
| 2012-13 | 416 | 20 | 4.8% |
| Community Health | | | |
| 2008-09 | 4,075 | 375 | 9.2% |
| 2009-10 | 3,873 | 421 | 10.9% |
| 2010-11 | 3,448 | 837 | 24.3% |
| 2011-12 | 3,013 | 297 | 9.9% |
| 2012-13 | 3,113 | 291 | 9.3% |
| Corrections | | | |
| 2008-09 | 15,762 | 855 | 5.4% |
| 2009-10 | 14,943 | 1,026 | 6.9% |
| 2010-11 | 14,223 | 1,549 | 10.9% |
| 2011-12 | 13,541 | 1,319 | 9.7% |
| 2012-13 | 13,259 | 1,217 | 9.2% |

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2008-09 Through 2012-13

Table 3-5

| Department | Average Classified Employment | Separations | Turnover Rate |
|--|-------------------------------------|-------------|------------------|
| Education | | | |
| 2008-09 | 405 | 31 | 7.7% |
| 2009-10 | 445 | 39 | 8.8% |
| 2010-11 | 446 | 80 | 17.9% |
| 2011-12 | 476 | 32 | 6.7% |
| 2012-13 | 518 | 39 | 7.5% |
| Environmental Quality ⁵ | | | |
| 2008-09 | 1,330 | 38 | 2.9% |
| 2009-10 | 1,283 | 69 | 5.4% |
| 2010-11 | 591 | 17 | 2.9% |
| 2011-12 | 1,109 | 40 | 3.6% |
| 2012-13 | 1,102 | 41 | 3.7% |
| Executive Office | | | |
| 2008-09 | 45 | 9 | 19.8% |
| 2009-10 | 41 | 2 | 4.9% |
| 2010-11 | 38 | 20 | 52.6% |
| 2011-12 | 51 | 10 | 19.6% |
| 2012-13 | 54 | 3 | 5.6% |
| History Arts and Libraries | | | |
| 2008-09 | 182 | 9 | 5.0% |
| 2009-10 ³ | -- | -- | -- |
| 2010-11 ³ | -- | -- | -- |
| 2011-12 ³ | -- | -- | -- |
| 2012-13 ³ | -- | -- | -- |
| Human Services | | | |
| 2008-09 | 10,168 | 634 | 6.2% |
| 2009-10 | 10,414 | 801 | 7.7% |
| 2010-11 | 10,365 | 1,849 | 17.8% |
| 2011-12 | 11,058 | 758 | 6.9% |
| 2012-13 | 11,772 | 845 | 7.2% |
| Information Technology ⁴ | | | |
| 2008-09 | 1,709 | 70 | 4.1% |
| 2009-10 | 1,720 | 92 | 5.3% |
| 2010-11 | -- | -- | -- |
| 2011-12 | -- | -- | -- |
| 2012-13 | -- | -- | -- |
| Licensing & Regulatory Affairs ¹ | | | |
| 2008-09 | 4,056 | 234 | 5.8% |
| 2009-10 | 4,298 | 246 | 5.7% |
| 2010-11 | 3,727 | 564 | 15.1% |
| 2011-12 | 3,758 | 390 | 10.4% |
| 2012-13 | 2,899 | 242 | 8.3% |

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2008-09 Through 2012-13

Table 3-5

| Department | Average Classified Employment | Separations | Turnover Rate |
|---|-------------------------------------|-------------|------------------|
| Management and Budget ⁴ | | | |
| 2008-09 | 967 | 33 | 3.4% |
| 2009-10 | 931 | 25 | 2.7% |
| 2010-11 | -- | -- | -- |
| 2011-12 | -- | -- | -- |
| 2012-13 | -- | -- | -- |
| Military and Veterans Affairs | | | |
| 2008-09 | 926 | 85 | 9.2% |
| 2009-10 | 897 | 94 | 10.5% |
| 2010-11 | 891 | 155 | 17.4% |
| 2011-12 | 886 | 105 | 11.9% |
| 2012-13 | 801 | 118 | 14.7% |
| Natural Resources ⁵ | | | |
| 2008-09 | 1,607 | 84 | 5.2% |
| 2009-10 | 1,629 | 103 | 6.3% |
| 2010-11 | 859 | 35 | 4.1% |
| 2011-12 | 1,555 | 109 | 7.0% |
| 2012-13 | 1,530 | 133 | 8.7% |
| Natural Resources & Environment ⁵ | | | |
| 2008-09 | -- | -- | -- |
| 2009-10 | -- | -- | -- |
| 2010-11 | 1,198 | 368 | 30.7% |
| 2011-12 | -- | -- | -- |
| 2012-13 | -- | -- | -- |
| State | | | |
| 2008-09 | 1,447 | 64 | 4.4% |
| 2009-10 | 1,372 | 85 | 6.2% |
| 2010-11 | 1,263 | 264 | 20.9% |
| 2011-12 | 1,279 | 65 | 5.1% |
| 2012-13 | 1,290 | 114 | 8.8% |
| State Police | | | |
| 2008-09 | 2,622 | 84 | 3.2% |
| 2009-10 | 2,548 | 137 | 5.4% |
| 2010-11 | 2,395 | 247 | 10.3% |
| 2011-12 | 2,360 | 121 | 5.1% |
| 2012-13 | 2,501 | 151 | 6.0% |
| Strategic Fund ² | | | |
| 2008-09 | 193 | 18 | 9.4% |
| 2009-10 | 197 | 9 | 4.6% |
| 2010-11 | 135 | 26 | 19.3% |
| 2011-12 | 636 | 47 | 7.4% |
| 2012-13 | 651 | 76 | 11.7% |

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT
 Fiscal Years 2008-09 Through 2012-13

Table 3-5

| Department | Average Classified Employment | Separations | Turnover Rate |
|---|-------------------------------------|-------------|------------------|
| Technology, Management and Budget ⁴ | | | |
| 2008-09 | -- | -- | -- |
| 2009-10 | -- | -- | -- |
| 2010-11 | 2,384 | 473 | 19.8% |
| 2011-12 | 2,461 | 138 | 5.6% |
| 2012-13 | 2,587 | 173 | 6.7% |
| Transportation | | | |
| 2008-09 | 2,892 | 101 | 3.5% |
| 2009-10 | 2,844 | 149 | 5.2% |
| 2010-11 | 2,639 | 614 | 23.3% |
| 2011-12 | 2,637 | 459 | 17.4% |
| 2012-13 | 2,570 | 273 | 10.6% |
| Treasury | | | |
| 2008-09 | 1,519 | 84 | 5.5% |
| 2009-10 | 1,558 | 83 | 5.3% |
| 2010-11 | 1,754 | 305 | 17.4% |
| 2011-12 | 1,508 | 87 | 5.8% |
| 2012-13 | 1,566 | 120 | 7.7% |
| Statewide Total | | | |
| 2008-09 | 51,699 | 2,900 | 5.6% |
| 2009-10 | 50,615 | 3,508 | 6.9% |
| 2010-11 | 47,818 | 7,738 | 16.2% |
| 2011-12 | 47,809 | 4,053 | 8.5% |
| 2012-13 | 47,739 | 3,918 | 8.2% |

Footnotes: 1 In FY 2005-06 thru FY 2008-09, Energy, Labor & Economic Growth was named the Department of Labor and Economic Growth. In FY 2009-10, the Department of Labor and Economic Growth was renamed Energy, Labor & Economic Growth by Executive Order 2008-20. 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.

2 Effective October 1, 2007, the Michigan Strategic Fund became autonomous.

3 The Department of History, Arts and Libraries was established by Executive Order 2001-2, effective July 23, 2001, and then abolished by Executive Order 2009-36, effective October 1, 2009.

4 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, 2010. Information for these two agencies is now combined for the time frame covered by this report.

5 In FY 2009-10, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011.

6 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.

Comments: Starting in FY 2005-06, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation, except for the following noncareer appointments: STUDENT_ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represented 92.2% of all noncareer appointments at the end of FY 2012-13. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff.

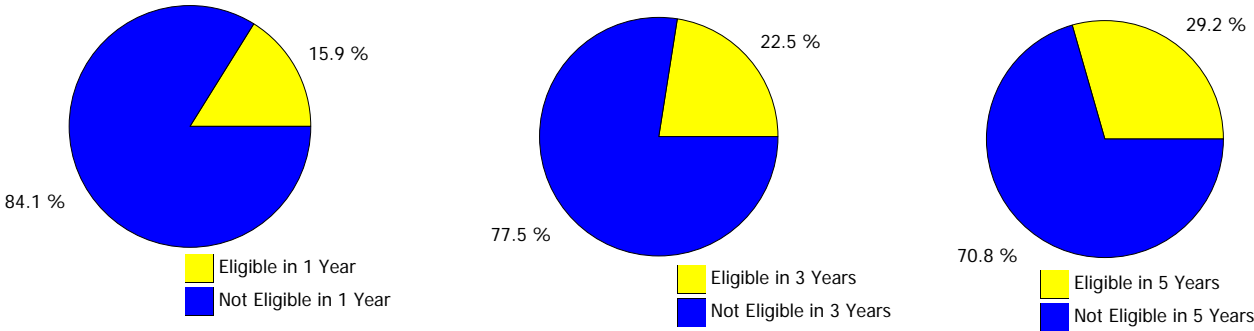
An increase in separations occurred in FY 2010-11 due to an early retirement incentive program.

Source: Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

**STATE OF MICHIGAN
 PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE
 OVER THE NEXT ONE, THREE, AND FIVE-YEAR PERIODS
 As of September 28, 2013**

| DEPARTMENT | Retirement Projections | | |
|---------------------------------|------------------------|---------------|---------------|
| | 1 Year (2014) | 3 Year (2016) | 5 Year (2018) |
| AGRICULTURE & RURAL DEVELOPMENT | 19.9 % | 27.0 % | 36.8 % |
| ATTORNEY GENERAL | 17.6 % | 22.4 % | 27.9 % |
| AUDITOR GENERAL | 9.4 % | 11.5 % | 17.3 % |
| CIVIL RIGHTS | 25.8 % | 26.9 % | 33.3 % |
| CIVIL SERVICE COMMISSION | 16.5 % | 22.5 % | 31.4 % |
| COMMUNITY HEALTH | 19.1 % | 25.8 % | 32.4 % |
| CORRECTIONS | 16.1 % | 24.3 % | 32.2 % |
| EDUCATION | 16.8 % | 24.2 % | 31.9 % |
| ENVIRONMENTAL QUALITY | 21.3 % | 30.2 % | 38.6 % |
| HUMAN SERVICES | 13.0 % | 17.0 % | 21.6 % |
| LICENSING AND REGULATORY AFF | 20.6 % | 28.0 % | 35.2 % |
| MILITARY & VETERAN AFFAIRS | 13.4 % | 20.3 % | 28.7 % |
| NATURAL RESOURCES | 13.9 % | 19.9 % | 27.8 % |
| STATE | 19.1 % | 27.7 % | 35.2 % |
| STATE POLICE | 13.7 % | 21.0 % | 28.5 % |
| STRATEGIC FUND | 19.0 % | 25.4 % | 33.0 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 16.8 % | 23.3 % | 30.2 % |
| TRANSPORTATION | 15.9 % | 23.0 % | 30.9 % |
| TREASURY | 17.3 % | 22.8 % | 28.8 % |
| STATEWIDE | 15.9 % | 22.5 % | 29.2 % |

**State of Michigan
 Employees Eligible to Retire in 1, 3, and 5 Years
 As of September 28, 2013**



Comment: This report reflects employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, unclassified, or on workers' compensation, including those who were on a leave of absence during the fiscal year.

Source: Michigan Civil Service Commission MHR-0802

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four 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.” 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

STATE OF MICHIGAN
STATE EMPLOYEES BY EEO CATEGORY-STATEWIDE
 Pay End Date: September 28, 2013

| EEO Category | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | |
|-------------------------------------|--------------------|--------------------|------------------|-------------------|-----------------|----------------|----------------|----------------|----------------|----------------|--------------|--------------|---------------|---------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 01 Official/Administrator | 715 45 % | 597 38 % | 88 6 % | 104 7 % | 9 1 % | 5 0 % | 14 1 % | 14 1 % | 14 1 % | 13 1 % | 0 0 % | 0 0 % | 840 | 733 |
| 02 Professional | 6,335 33 % | 8,380 43 % | 828 4 % | 2,815 14 % | 34 0 % | 65 0 % | 168 1 % | 274 1 % | 244 1 % | 278 1 % | 0 0 % | 1 0 % | 7,609 | 11,813 |
| 03 Technician | 1,203 53 % | 740 32 % | 71 3 % | 153 7 % | 9 0 % | 4 0 % | 30 1 % | 19 1 % | 28 1 % | 18 1 % | 3 0 % | 1 0 % | 1,344 | 935 |
| 04 Protective Service | 7,091 71 % | 1,125 11 % | 824 8 % | 487 5 % | 194 2 % | 21 0 % | 232 2 % | 42 0 % | 33 0 % | 7 0 % | 0 0 % | 0 0 % | 8,374 | 1,682 |
| 05 Para-Professionals | 1,012 14 % | 3,549 48 % | 401 5 % | 1,957 27 % | 9 0 % | 46 1 % | 77 1 % | 265 4 % | 15 0 % | 33 0 % | 0 0 % | 0 0 % | 1,514 | 5,850 |
| 06 Admin Support | 314 7 % | 3,284 70 % | 71 2 % | 777 17 % | 2 0 % | 36 1 % | 16 0 % | 173 4 % | 4 0 % | 29 1 % | 1 0 % | 0 0 % | 408 | 4,299 |
| 07 Skilled Craft | 1,351 87 % | 60 4 % | 77 5 % | 7 0 % | 26 2 % | 0 0 % | 28 2 % | 3 0 % | 4 0 % | 0 0 % | 1 0 % | 0 0 % | 1,487 | 70 |
| 08 Service/Maintenance | 1,262 52 % | 815 34 % | 125 5 % | 120 5 % | 26 1 % | 18 1 % | 26 1 % | 13 1 % | 7 0 % | 5 0 % | 3 0 % | 1 0 % | 1,449 | 972 |
| Statewide Total by Category: | 19,283 39 % | 18,550 38 % | 2,485 5 % | 6,420 13 % | 309 1 % | 195 0 % | 591 1 % | 803 2 % | 349 1 % | 383 1 % | 8 0 % | 3 0 % | 23,025 | 26,354 |

State Employees Grand Total: 49,379

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0043

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

AGRICULTURE & RURAL DEVELOPMENT

| EEO Category: | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|------------|-------------|------------|-------------|-----------------|------------|-----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|------------|------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 Official/Administrator | 10 | 63 % | 6 | 38 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 10 | 6 | | | | | | | | | | |
| 02 Professional | 144 | 51 % | 109 | 39 % | 6 | 2 % | 10 | 4 % | 1 | 0 % | 1 | 0 % | 3 | 1 % | 1 | 0 % | 156 | 124 | | | | | | | | |
| 03 Technician | 28 | 68 % | 12 | 29 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 29 | 12 | | | | | | | | |
| 05 Para-Professionals | 4 | 29 % | 8 | 57 % | 0 | 0 % | 2 | 14 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 4 | 10 | | | | | | | | |
| 06 Admin Support | 1 | 3 % | 33 | 83 % | 0 | 0 % | 2 | 5 % | 0 | 0 % | 1 | 3 % | 0 | 0 % | 3 | 8 % | 0 | 39 | | | | | | | | |
| 07 Skilled Craft | 2 | 100 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 2 | 0 | | | | | | | | |
| 08 Service/Maintenance | 12 | 80 % | 3 | 20 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 12 | 3 | | | | | | | | |
| Department Totals by Category: | 201 | 49 % | 171 | 42 % | 7 | 2 % | 14 | 3 % | 1 | 0 % | 2 | 0 % | 3 | 1 % | 4 | 1 % | 2 | 0 % | 3 | 1 % | 0 | 0 % | 0 | 0 % | 214 | 194 |

Department Total: 408

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

ATTORNEY GENERAL

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | | | |
|---------------------------------------|------------------------|------------|-------------|------------|-------------|-----------------|------------|-----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|------------|------------|---|-----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | | | |
| 01 | Official/Administrator | 54 | 67 % | 22 | 27 % | 2 | 2 % | 3 | 4 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 56 | 25 | | | | | | | | | | | | |
| 02 | Professional | 132 | 54 % | 86 | 35 % | 7 | 3 % | 9 | 4 % | 0 | 0 % | 0 | 0 % | 2 | 1 % | 3 | 1 % | 2 | 1 % | 2 | 1 % | 0 | 0 % | 1 | 0 % | 143 | 101 | | |
| 04 | Protective Service | 19 | 54 % | 7 | 20 % | 6 | 17 % | 2 | 6 % | 0 | 0 % | 0 | 0 % | 1 | 3 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 26 | 9 | | |
| 05 | Para-Professionals | 2 | 7 % | 18 | 67 % | 1 | 4 % | 4 | 15 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 2 | 7 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 3 | 24 | | |
| 06 | Admin Support | 1 | 1 % | 85 | 83 % | 0 | 0 % | 12 | 12 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 3 | 3 % | 0 | 0 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 1 | 101 |
| 08 | Service/Maintenance | 0 | 0 % | 1 | 100 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 1 | | |
| Department Totals by Category: | | 208 | 42 % | 219 | 45 % | 16 | 3 % | 30 | 6 % | 0 | 0 % | 0 | 0 % | 3 | 1 % | 8 | 2 % | 2 | 0 % | 3 | 1 % | 0 | 0 % | 1 | 0 % | 229 | 261 | | |

Department Total: 490

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

AUDITOR GENERAL

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|---------------------------------------|------------------------|-----------|-------------|-----------|-------------|-----------------|------------|----------|------------|----------|------------|----------|------------|----------|------------|-----------|-----------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| 01 | Official/Administrator | 7 | 54 % | 6 | 46 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 7 | 6 |
| 02 | Professional | 52 | 45 % | 58 | 50 % | 4 | 3 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 56 | 60 |
| 03 | Technician | 1 | 25 % | 3 | 75 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 3 |
| 06 | Admin Support | 0 | 0 % | 5 | 83 % | 0 | 0 % | 1 | 17 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 6 |
| 07 | Skilled Craft | 3 | 100 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 3 | 0 |
| Department Totals by Category: | | 63 | 44 % | 72 | 51 % | 4 | 3 % | 2 | 1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 67 | 75 |

Department Total: 142

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

CIVIL RIGHTS

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|---------------------------------------|-------------------------------|----------|-------------|-----------|-------------|-----------------|-------------|-----------|-------------|----------|------------|----------|------------|----------|------------|----------|-----------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| 01 | Official/Administrator | 2 | 20 % | 3 | 30 % | 0 | 0 % | 2 | 20 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 3 | 7 |
| 02 | Professional | 7 | 12 % | 11 | 19 % | 9 | 16 % | 26 | 45 % | 0 | 0 % | 0 | 0 % | 2 | 3 % | 18 | 40 |
| 05 | Para-Professionals | 0 | 0 % | 0 | 0 % | 1 | 17 % | 4 | 67 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 5 |
| 06 | Admin Support | 0 | 0 % | 4 | 29 % | 0 | 0 % | 9 | 64 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 14 |
| Department Totals by Category: | | 9 | 10 % | 18 | 20 % | 10 | 11 % | 41 | 47 % | 0 | 0 % | 0 | 0 % | 3 | 3 % | 6 | 66 |

Department Total: 88

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

CIVIL SERVICE COMMISSION

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|-------------------------------|-----------|-------------|------------|-------------|-----------------|------------|-----------|-------------|----------|------------|----------|------------|----------|------------|-----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|-----------|------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 | Official/Administrator | 7 | 13 % | 34 | 65 % | 2 | 4 % | 6 | 12 % | 0 | 0 % | 2 | 4 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 10 | 42 | | |
| 02 | Professional | 22 | 11 % | 123 | 63 % | 12 | 6 % | 27 | 14 % | 0 | 0 % | 3 | 2 % | 1 | 1 % | 5 | 3 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 35 | 159 |
| 03 | Technician | 3 | 19 % | 10 | 63 % | 0 | 0 % | 3 | 19 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 3 | 13 |
| 05 | Para-Professionals | 7 | 11 % | 45 | 70 % | 0 | 0 % | 9 | 14 % | 0 | 0 % | 0 | 0 % | 3 | 5 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 7 | 57 |
| 06 | Admin Support | 8 | 7 % | 73 | 68 % | 2 | 2 % | 14 | 13 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 7 | 6 % | 0 | 0 % | 3 | 3 % | 0 | 0 % | 0 | 0 % | 10 | 98 |
| Department Totals by Category: | | 47 | 11 % | 285 | 66 % | 16 | 4 % | 59 | 14 % | 0 | 0 % | 6 | 1 % | 2 | 0 % | 15 | 3 % | 0 | 0 % | 4 | 1 % | 0 | 0 % | 0 | 0 % | 65 | 369 |

Department Total: 434

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

COMMUNITY HEALTH

| EEO Category: | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|------------|-------------|--------------|-------------|-----------------|------------|------------|-------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|--------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 Official/Administrator | 55 | 30 % | 93 | 51 % | 7 | 4 % | 11 | 6 % | 1 | 1 % | 1 | 1 % | 2 | 1 % | 2 | 1 % | 6 | 3 % | 3 | 2 % | 0 | 0 % | 0 | 0 % | 71 | 110 |
| 02 Professional | 278 | 21 % | 690 | 53 % | 41 | 3 % | 173 | 13 % | 4 | 0 % | 6 | 0 % | 8 | 1 % | 15 | 1 % | 36 | 3 % | 52 | 4 % | 0 | 0 % | 0 | 0 % | 367 | 936 |
| 03 Technician | 34 | 21 % | 75 | 45 % | 6 | 4 % | 43 | 26 % | 0 | 0 % | 0 | 0 % | 1 | 1 % | 1 | 1 % | 0 | 0 % | 4 | 2 % | 1 | 1 % | 0 | 0 % | 42 | 123 |
| 04 Protective Service | 115 | 46 % | 29 | 12 % | 67 | 27 % | 24 | 10 % | 3 | 1 % | 1 | 0 % | 7 | 3 % | 3 | 1 % | 2 | 1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 194 | 57 |
| 05 Para-Professionals | 173 | 22 % | 303 | 38 % | 100 | 13 % | 167 | 21 % | 0 | 0 % | 5 | 1 % | 12 | 2 % | 15 | 2 % | 4 | 1 % | 12 | 2 % | 0 | 0 % | 0 | 0 % | 289 | 502 |
| 06 Admin Support | 14 | 5 % | 191 | 73 % | 3 | 1 % | 35 | 13 % | 0 | 0 % | 3 | 1 % | 2 | 1 % | 15 | 6 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 19 | 244 |
| 07 Skilled Craft | 47 | 78 % | 1 | 2 % | 10 | 17 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 58 | 2 |
| 08 Service/Maintenance | 46 | 31 % | 48 | 32 % | 24 | 16 % | 24 | 16 % | 0 | 0 % | 0 | 0 % | 1 | 1 % | 4 | 3 % | 1 | 1 % | 2 | 1 % | 0 | 0 % | 0 | 0 % | 72 | 78 |
| Department Totals by Category: | 762 | 24 % | 1,430 | 45 % | 258 | 8 % | 478 | 15 % | 8 | 0 % | 16 | 1 % | 34 | 1 % | 55 | 2 % | 49 | 2 % | 73 | 2 % | 1 | 0 % | 0 | 0 % | 1,112 | 2,052 |

Department Total: 3,164

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

CORRECTIONS

| EEO Category: | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|--------------|-------------|--------------|-------------|-----------------|------------|--------------|------------|------------|------------|-----------|------------|------------|------------|------------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|--------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 Official/Administrator | 82 | 50 % | 44 | 27 % | 16 | 10 % | 15 | 9 % | 2 | 1 % | 1 | 1 % | 2 | 1 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 102 | 61 | | |
| 02 Professional | 1,111 | 37 % | 1,137 | 38 % | 209 | 7 % | 420 | 14 % | 10 | 0 % | 13 | 0 % | 24 | 1 % | 38 | 1 % | 13 | 0 % | 15 | 1 % | 0 | 0 % | 0 | 0 % | 1,367 | 1,623 |
| 03 Technician | 52 | 21 % | 155 | 62 % | 3 | 1 % | 31 | 12 % | 0 | 0 % | 2 | 1 % | 3 | 1 % | 1 | 0 % | 2 | 1 % | 2 | 1 % | 0 | 0 % | 0 | 0 % | 60 | 191 |
| 04 Protective Service | 5,123 | 69 % | 852 | 11 % | 639 | 9 % | 447 | 6 % | 156 | 2 % | 20 | 0 % | 165 | 2 % | 37 | 0 % | 19 | 0 % | 5 | 0 % | 0 | 0 % | 0 | 0 % | 6,102 | 1,361 |
| 05 Para-Professionals | 50 | 11 % | 300 | 68 % | 10 | 2 % | 57 | 13 % | 1 | 0 % | 8 | 2 % | 2 | 0 % | 10 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 63 | 375 |
| 06 Admin Support | 35 | 5 % | 517 | 74 % | 2 | 0 % | 114 | 16 % | 0 | 0 % | 10 | 1 % | 0 | 0 % | 14 | 2 % | 0 | 0 % | 4 | 1 % | 0 | 0 % | 0 | 0 % | 37 | 659 |
| 07 Skilled Craft | 416 | 89 % | 15 | 3 % | 18 | 4 % | 0 | 0 % | 10 | 2 % | 0 | 0 % | 4 | 1 % | 1 | 0 % | 1 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 449 | 16 |
| 08 Service/Maintenance | 325 | 63 % | 95 | 19 % | 52 | 10 % | 19 | 4 % | 8 | 2 % | 1 | 0 % | 6 | 1 % | 3 | 1 % | 3 | 1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 394 | 118 |
| Department Totals by Category: | 7,194 | 55 % | 3,115 | 24 % | 949 | 7 % | 1,103 | 8 % | 187 | 1 % | 55 | 0 % | 206 | 2 % | 104 | 1 % | 38 | 0 % | 27 | 0 % | 0 | 0 % | 0 | 0 % | 8,574 | 4,404 |

Department Total: 12,978

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

EDUCATION

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|-------------------------------|------------|-------------|------------|-------------|-----------------|------------|-----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|------------|------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 | Official/Administrator | 10 | 33 % | 16 | 53 % | 2 | 7 % | 2 | 7 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 12 | 18 | | | | | | | | |
| 02 | Professional | 100 | 28 % | 216 | 60 % | 6 | 2 % | 28 | 8 % | 0 | 0 % | 0 | 0 % | 3 | 1 % | 4 | 1 % | 3 | 1 % | 3 | 1 % | 0 | 0 % | 0 | 0 % | 112 | 251 |
| 03 | Technician | 0 | 0 % | 7 | 78 % | 2 | 22 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 2 | 7 |
| 05 | Para-Professionals | 10 | 20 % | 28 | 57 % | 5 | 10 % | 5 | 10 % | 0 | 0 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 15 | 34 |
| 06 | Admin Support | 1 | 1 % | 66 | 89 % | 0 | 0 % | 4 | 5 % | 0 | 0 % | 0 | 0 % | 3 | 4 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 73 |
| 08 | Service/Maintenance | 1 | 33 % | 1 | 33 % | 1 | 33 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 2 | 1 |
| Department Totals by Category: | | 122 | 23 % | 334 | 63 % | 16 | 3 % | 39 | 7 % | 0 | 0 % | 0 | 0 % | 3 | 1 % | 8 | 2 % | 3 | 1 % | 3 | 1 % | 0 | 0 % | 0 | 0 % | 144 | 384 |

Department Total: 528

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

ENVIRONMENTAL QUALITY

| EEO Category: | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | | | |
|---------------------------------------|------------|-------------|------------|-------------|-----------------|------------|-----------|------------|----------|------------|----------|------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|------------|------------|----|-----|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | | | |
| 01 Official/Administrator | 11 | 55 % | 8 | 40 % | 0 | 0 % | 1 | 5 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 11 | 9 | | | | | | | | | | | | |
| 02 Professional | 484 | 55 % | 336 | 38 % | 10 | 1 % | 10 | 1 % | 1 | 0 % | 2 | 0 % | 6 | 1 % | 6 | 1 % | 14 | 2 % | 12 | 1 % | 0 | 0 % | 0 | 0 % | 515 | 366 | | |
| 03 Technician | 35 | 57 % | 18 | 30 % | 4 | 7 % | 2 | 3 % | 0 | 0 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 40 | 21 |
| 04 Protective Service | 5 | 56 % | 3 | 33 % | 1 | 11 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 6 | 3 |
| 05 Para-Professionals | 3 | 13 % | 18 | 78 % | 0 | 0 % | 1 | 4 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 4 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 3 | 20 |
| 06 Admin Support | 4 | 3 % | 99 | 81 % | 1 | 1 % | 10 | 8 % | 0 | 0 % | 0 | 0 % | 1 | 1 % | 5 | 4 % | 0 | 0 % | 2 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 6 | 116 |
| 07 Skilled Craft | 1 | 100 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 0 |
| 08 Service/Maintenance | 1 | 100 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 0 |
| Department Totals by Category: | 544 | 49 % | 482 | 43 % | 16 | 1 % | 24 | 2 % | 1 | 0 % | 2 | 0 % | 8 | 1 % | 12 | 1 % | 14 | 1 % | 15 | 1 % | 0 | 0 % | 0 | 0 % | 583 | 535 | | |

Department Total: 1,118

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

EXECUTIVE OFFICE

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|---------------------------------------|-------------------------------|-----------|-------------|-----------|-------------|-----------------|------------|----------|------------|----------|------------|----------|------------|----------|------------|-----------|-----------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| 01 | Official/Administrator | 10 | 63 % | 6 | 38 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 10 | 6 |
| 02 | Professional | 4 | 27 % | 10 | 67 % | 0 | 0 % | 1 | 7 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 4 | 11 |
| 05 | Para-Professionals | 2 | 17 % | 10 | 83 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 2 | 10 |
| 06 | Admin Support | 4 | 29 % | 10 | 71 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 4 | 10 |
| Department Totals by Category: | | 20 | 35 % | 36 | 63 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 20 | 37 |

Department Total: 57

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

HUMAN SERVICES

| EEO Category: | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|--------------|-------------|--------------|-------------|-----------------|------------|--------------|-------------|-----------|------------|-----------|------------|-----------|------------|------------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|--------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 Official/Administrator | 56 | 28 % | 96 | 48 % | 17 | 8 % | 27 | 13 % | 0 | 0 % | 0 | 0 % | 2 | 1 % | 2 | 1 % | 1 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 76 | 125 |
| 02 Professional | 1,056 | 16 % | 3,226 | 50 % | 257 | 4 % | 1,650 | 26 % | 4 | 0 % | 25 | 0 % | 47 | 1 % | 133 | 2 % | 12 | 0 % | 44 | 1 % | 0 | 0 % | 0 | 0 % | 1,376 | 5,078 |
| 03 Technician | 10 | 32 % | 16 | 52 % | 1 | 3 % | 3 | 10 % | 0 | 0 % | 0 | 0 % | 1 | 3 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 12 | 19 |
| 04 Protective Service | 6 | 60 % | 0 | 0 % | 3 | 30 % | 0 | 0 % | 1 | 10 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 10 | 0 |
| 05 Para-Professionals | 401 | 11 % | 1,616 | 44 % | 190 | 5 % | 1,216 | 33 % | 5 | 0 % | 20 | 1 % | 40 | 1 % | 155 | 4 % | 4 | 0 % | 8 | 0 % | 0 | 0 % | 0 | 0 % | 640 | 3,015 |
| 06 Admin Support | 71 | 5 % | 841 | 62 % | 32 | 2 % | 341 | 25 % | 0 | 0 % | 8 | 1 % | 5 | 0 % | 57 | 4 % | 0 | 0 % | 7 | 1 % | 1 | 0 % | 0 | 0 % | 109 | 1,254 |
| 07 Skilled Craft | 12 | 92 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 8 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 13 | 0 |
| 08 Service/Maintenance | 23 | 68 % | 4 | 12 % | 5 | 15 % | 0 | 0 % | 1 | 3 % | 0 | 0 % | 1 | 3 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 30 | 4 |
| Department Totals by Category: | 1,635 | 14 % | 5,799 | 49 % | 505 | 4 % | 3,237 | 28 % | 11 | 0 % | 53 | 0 % | 97 | 1 % | 347 | 3 % | 17 | 0 % | 59 | 1 % | 1 | 0 % | 0 | 0 % | 2,266 | 9,495 |

Department Total: 11,761

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

LICENSING & REGULATORY AFFAIRS

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|-------------------------------|------------|-------------|--------------|-------------|-----------------|------------|------------|-------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|--------------|--------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 | Official/Administrator | 60 | 40 % | 52 | 35 % | 13 | 9 % | 16 | 11 % | 1 | 1 % | 1 | 1 % | 1 | 1 % | 2 | 1 % | 0 | 0 % | 0 | 0 % | 76 | 73 | | | | |
| 02 | Professional | 471 | 34 % | 579 | 42 % | 63 | 5 % | 189 | 14 % | 1 | 0 % | 8 | 1 % | 19 | 1 % | 11 | 1 % | 12 | 1 % | 21 | 2 % | 0 | 0 % | 566 | 808 | | |
| 03 | Technician | 144 | 61 % | 64 | 27 % | 8 | 3 % | 9 | 4 % | 0 | 0 % | 0 | 0 % | 2 | 1 % | 4 | 2 % | 4 | 2 % | 0 | 0 % | 0 | 0 % | 158 | 77 | | |
| 04 | Protective Service | 3 | 75 % | 0 | 0 % | 1 | 25 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 4 | 0 | | |
| 05 | Para-Professionals | 81 | 11 % | 292 | 41 % | 47 | 7 % | 256 | 36 % | 2 | 0 % | 2 | 0 % | 6 | 1 % | 18 | 3 % | 4 | 1 % | 4 | 1 % | 0 | 0 % | 0 | 0 % | 140 | 572 |
| 06 | Admin Support | 24 | 5 % | 331 | 72 % | 9 | 2 % | 74 | 16 % | 0 | 0 % | 2 | 0 % | 0 | 0 % | 14 | 3 % | 1 | 0 % | 3 | 1 % | 0 | 0 % | 0 | 0 % | 34 | 424 |
| 07 | Skilled Craft | 8 | 44 % | 0 | 0 % | 5 | 28 % | 2 | 11 % | 0 | 0 % | 0 | 0 % | 3 | 17 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 16 | 2 |
| 08 | Service/Maintenance | 11 | 48 % | 5 | 22 % | 3 | 13 % | 2 | 9 % | 0 | 0 % | 0 | 0 % | 2 | 9 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 16 | 7 |
| Department Totals by Category: | | 802 | 27 % | 1,323 | 45 % | 149 | 5 % | 548 | 18 % | 4 | 0 % | 13 | 0 % | 33 | 1 % | 49 | 2 % | 22 | 1 % | 30 | 1 % | 0 | 0 % | 0 | 0 % | 1,010 | 1,963 |

Department Total: 2,973

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

MILITARY & VETERAN AFFAIRS

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|---------------------------------------|-------------------------------|------------|-------------|------------|-------------|-----------------|------------|-----------|------------|----------|------------|----------|------------|-----------|------------|----------|------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| 01 | Official/Administrator | 7 | 39 % | 9 | 50 % | 2 | 11 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 9 | 9 |
| 02 | Professional | 50 | 31 % | 88 | 55 % | 4 | 3 % | 12 | 8 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 55 | 105 |
| 03 | Technician | 34 | 23 % | 86 | 59 % | 3 | 2 % | 14 | 10 % | 1 | 1 % | 1 | 1 % | 2 | 1 % | 42 | 104 |
| 04 | Protective Service | 56 | 97 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 2 | 3 % | 0 | 0 % | 0 | 0 % | 58 | 0 |
| 05 | Para-Professionals | 36 | 30 % | 70 | 58 % | 4 | 3 % | 8 | 7 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 41 | 80 |
| 06 | Admin Support | 0 | 0 % | 26 | 68 % | 0 | 0 % | 11 | 29 % | 0 | 0 % | 0 | 0 % | 1 | 3 % | 0 | 38 |
| 07 | Skilled Craft | 117 | 92 % | 2 | 2 % | 2 | 2 % | 0 | 0 % | 4 | 3 % | 0 | 0 % | 0 | 0 % | 125 | 2 |
| 08 | Service/Maintenance | 74 | 55 % | 40 | 30 % | 7 | 5 % | 8 | 6 % | 1 | 1 % | 0 | 0 % | 4 | 3 % | 86 | 48 |
| Department Totals by Category: | | 374 | 47 % | 321 | 40 % | 22 | 3 % | 53 | 7 % | 4 | 0 % | 3 | 0 % | 13 | 2 % | 3 | 0 % |

Department Total: 802

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

NATURAL RESOURCES

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|---------------------------------------|-------------------------------|--------------|-------------|------------|-------------|-----------------|------------|-----------|------------|-----------|------------|----------|------------|-----------|------------|----------|------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| 01 | Official/Administrator | 32 | 62 % | 20 | 38 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 32 | 20 |
| 02 | Professional | 298 | 61 % | 160 | 33 % | 5 | 1 % | 7 | 1 % | 4 | 1 % | 2 | 0 % | 2 | 0 % | 4 | 1 % |
| 03 | Technician | 177 | 76 % | 50 | 21 % | 3 | 1 % | 0 | 0 % | 2 | 1 % | 0 | 0 % | 2 | 1 % | 0 | 0 % |
| 04 | Protective Service | 445 | 80 % | 78 | 14 % | 12 | 2 % | 2 | 0 % | 6 | 1 % | 0 | 0 % | 9 | 2 % | 0 | 0 % |
| 05 | Para-Professionals | 11 | 26 % | 30 | 70 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 0 | 0 % |
| 06 | Admin Support | 7 | 5 % | 118 | 85 % | 0 | 0 % | 7 | 5 % | 0 | 0 % | 3 | 2 % | 0 | 0 % | 3 | 2 % |
| 07 | Skilled Craft | 93 | 86 % | 11 | 10 % | 0 | 0 % | 0 | 0 % | 2 | 2 % | 0 | 0 % | 0 | 0 % | 1 | 1 % |
| 08 | Service/Maintenance | 568 | 55 % | 426 | 41 % | 13 | 1 % | 7 | 1 % | 4 | 0 % | 3 | 0 % | 3 | 0 % | 1 | 0 % |
| Department Totals by Category: | | 1,631 | 62 % | 893 | 34 % | 33 | 1 % | 24 | 1 % | 18 | 1 % | 8 | 0 % | 16 | 1 % | 9 | 0 % |
| | | | | | | | | | | | | | | | | | |

Department Total: 2,651

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

STATE

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | | | |
|---------------------------------------|-------------------------------|------------|-------------|------------|-------------|-----------------|------------|------------|-------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|-----------|------------|----------|------------|----------|------------|------------|--------------|----|----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | | | |
| 01 | Official/Administrator | 22 | 51 % | 14 | 33 % | 2 | 5 % | 2 | 5 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 25 | 18 | | | | | | | | | | | | |
| 02 | Professional | 69 | 34 % | 88 | 43 % | 12 | 6 % | 25 | 12 % | 0 | 0 % | 0 | 0 % | 3 | 1 % | 4 | 2 % | 1 | 0 % | 3 | 1 % | 0 | 0 % | 0 | 0 % | 85 | 120 | | |
| 03 | Technician | 16 | 27 % | 23 | 39 % | 2 | 3 % | 10 | 17 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 4 | 7 % | 0 | 0 % | 1 | 2 % | 1 | 2 % | 1 | 2 % | 1 | 2 % | 19 | 40 |
| 05 | Para-Professionals | 63 | 8 % | 492 | 63 % | 14 | 2 % | 166 | 21 % | 0 | 0 % | 7 | 1 % | 3 | 0 % | 32 | 4 % | 1 | 0 % | 6 | 1 % | 0 | 0 % | 0 | 0 % | 81 | 703 | | |
| 06 | Admin Support | 36 | 15 % | 159 | 66 % | 4 | 2 % | 24 | 10 % | 1 | 0 % | 2 | 1 % | 1 | 0 % | 11 | 5 % | 1 | 0 % | 3 | 1 % | 0 | 0 % | 0 | 0 % | 43 | 199 | | |
| 07 | Skilled Craft | 9 | 75 % | 3 | 25 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 9 | 3 | | |
| 08 | Service/Maintenance | 10 | 5 % | 108 | 59 % | 4 | 2 % | 51 | 28 % | 0 | 0 % | 0 | 0 % | 3 | 2 % | 4 | 2 % | 0 | 0 % | 2 | 1 % | 0 | 0 % | 0 | 0 % | 17 | 165 | | |
| Department Totals by Category: | | 225 | 15 % | 887 | 58 % | 38 | 2 % | 278 | 18 % | 2 | 0 % | 10 | 1 % | 10 | 1 % | 57 | 4 % | 3 | 0 % | 15 | 1 % | 1 | 0 % | 1 | 0 % | 279 | 1,248 | | |

Department Total: 1,527

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

STATE POLICE

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | | | |
|---------------------------------------|-------------------------------|--------------|-------------|------------|-------------|-----------------|------------|-----------|------------|-----------|------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|----------|------------|--------------|------------|----|-----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | | | |
| 01 | Official/Administrator | 36 | 69 % | 15 | 29 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 37 | 15 | | | | | | | | | | | | |
| 02 | Professional | 217 | 46 % | 210 | 45 % | 15 | 3 % | 11 | 2 % | 2 | 0 % | 0 | 0 % | 6 | 1 % | 4 | 1 % | 242 | 229 | | | | | | | | | | |
| 03 | Technician | 28 | 53 % | 20 | 38 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 3 | 6 % | 0 | 0 % | 1 | 2 % | 28 | 25 | | | | | | | | | | |
| 04 | Protective Service | 1,319 | 79 % | 156 | 9 % | 95 | 6 % | 12 | 1 % | 28 | 2 % | 0 | 0 % | 48 | 3 % | 2 | 0 % | 8 | 0 % | 2 | 0 % | 0 | 0 % | 0 | 0 % | 1,498 | 172 | | |
| 05 | Para-Professionals | 13 | 20 % | 46 | 71 % | 1 | 2 % | 4 | 6 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 14 | 51 |
| 06 | Admin Support | 33 | 16 % | 149 | 74 % | 1 | 0 % | 11 | 5 % | 0 | 0 % | 2 | 1 % | 0 | 0 % | 5 | 2 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 34 | 167 |
| 07 | Skilled Craft | 10 | 91 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 9 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 11 | 0 |
| 08 | Service/Maintenance | 2 | 22 % | 6 | 67 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 11 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 2 | 7 |
| Department Totals by Category: | | 1,658 | 65 % | 602 | 24 % | 113 | 4 % | 39 | 2 % | 30 | 1 % | 2 | 0 % | 54 | 2 % | 16 | 1 % | 11 | 0 % | 7 | 0 % | 0 | 0 % | 0 | 0 % | 1,866 | 666 | | |

Department Total: 2,532

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

STRATEGIC FUND

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|------------------------|------------|-------------|------------|-------------|-----------------|------------|-----------|-------------|----------|------------|----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|------------|------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 | Official/Administrator | 25 | 37 % | 22 | 32 % | 8 | 12 % | 7 | 10 % | 0 | 0 % | 0 | 0 % | 1 | 1 % | 2 | 3 % | 2 | 3 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 36 | 32 |
| 02 | Professional | 128 | 33 % | 174 | 45 % | 21 | 5 % | 43 | 11 % | 0 | 0 % | 1 | 0 % | 5 | 1 % | 9 | 2 % | 2 | 1 % | 4 | 1 % | 0 | 0 % | 0 | 0 % | 156 | 231 |
| 03 | Technician | 15 | 38 % | 20 | 50 % | 1 | 3 % | 4 | 10 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 16 | 24 |
| 05 | Para-Professionals | 35 | 31 % | 37 | 33 % | 9 | 8 % | 12 | 11 % | 0 | 0 % | 0 | 0 % | 8 | 7 % | 11 | 10 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 52 | 61 |
| 06 | Admin Support | 5 | 7 % | 49 | 68 % | 1 | 1 % | 14 | 19 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 3 | 4 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 6 | 66 |
| 08 | Service/Maintenance | 1 | 100 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 0 |
| Department Totals by Category: | | 209 | 31 % | 302 | 44 % | 40 | 6 % | 80 | 12 % | 0 | 0 % | 1 | 0 % | 14 | 2 % | 25 | 4 % | 4 | 1 % | 6 | 1 % | 0 | 0 % | 0 | 0 % | 267 | 414 |

Department Total: 681

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

TECHNOLOGY, MANAGEMENT & BUDGET

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|-------------------------------|--------------|-------------|------------|-------------|-----------------|------------|------------|------------|----------|------------|----------|------------|-----------|------------|-----------|------------|------------|------------|-----------|------------|----------|------------|----------|------------|--------------|--------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 | Official/Administrator | 104 | 54 % | 69 | 36 % | 6 | 3 % | 3 | 2 % | 1 | 1 % | 0 | 0 % | 1 | 1 % | 4 | 2 % | 3 | 2 % | 0 | 0 % | 0 | 0 % | 116 | 76 | | |
| 02 | Professional | 829 | 50 % | 477 | 29 % | 64 | 4 % | 61 | 4 % | 2 | 0 % | 2 | 0 % | 16 | 1 % | 14 | 1 % | 102 | 6 % | 82 | 5 % | 0 | 0 % | 0 | 0 % | 1,013 | 636 |
| 03 | Technician | 209 | 62 % | 74 | 22 % | 14 | 4 % | 18 | 5 % | 3 | 1 % | 0 | 0 % | 3 | 1 % | 2 | 1 % | 11 | 3 % | 4 | 1 % | 1 | 0 % | 0 | 0 % | 241 | 98 |
| 05 | Para-Professionals | 33 | 26 % | 69 | 54 % | 6 | 5 % | 12 | 9 % | 0 | 0 % | 1 | 1 % | 2 | 2 % | 4 | 3 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 42 | 86 |
| 06 | Admin Support | 2 | 2 % | 88 | 79 % | 2 | 2 % | 11 | 10 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 8 | 7 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 4 | 107 |
| 07 | Skilled Craft | 149 | 87 % | 5 | 3 % | 7 | 4 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 7 | 4 % | 2 | 1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 163 | 8 |
| 08 | Service/Maintenance | 101 | 78 % | 12 | 9 % | 8 | 6 % | 2 | 2 % | 0 | 0 % | 0 | 0 % | 5 | 4 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 115 | 14 |
| Department Totals by Category: | | 1,427 | 52 % | 794 | 29 % | 107 | 4 % | 108 | 4 % | 6 | 0 % | 3 | 0 % | 34 | 1 % | 31 | 1 % | 119 | 4 % | 89 | 3 % | 1 | 0 % | 0 | 0 % | 1,694 | 1,025 |

Department Total: 2,719

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2013

TRANSPORTATION

| EEO Category: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|------------------------|--------------|-------------|------------|-------------|-----------------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|--------------|------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 | Official/Administrator | 49 | 54 % | 25 | 27 % | 7 | 8 % | 5 | 5 % | 3 | 3 % | 0 | 0 % | 0 | 0 % | 59 | 32 | | | | | | | | | | |
| 02 | Professional | 598 | 59 % | 300 | 29 % | 30 | 3 % | 30 | 3 % | 3 | 0 % | 0 | 0 % | 18 | 2 % | 8 | 1 % | 22 | 2 % | 13 | 1 % | 0 | 0 % | 0 | 0 % | 671 | 351 |
| 03 | Technician | 401 | 74 % | 77 | 14 % | 22 | 4 % | 8 | 1 % | 3 | 1 % | 0 | 0 % | 15 | 3 % | 1 | 0 % | 9 | 2 % | 3 | 1 % | 0 | 0 % | 0 | 0 % | 450 | 89 |
| 05 | Para-Professionals | 67 | 46 % | 59 | 40 % | 5 | 3 % | 7 | 5 % | 1 | 1 % | 1 | 1 % | 2 | 1 % | 3 | 2 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 75 | 71 |
| 06 | Admin Support | 4 | 2 % | 142 | 82 % | 1 | 1 % | 21 | 12 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 4 | 2 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 5 | 168 |
| 07 | Skilled Craft | 484 | 86 % | 21 | 4 % | 35 | 6 % | 2 | 0 % | 12 | 2 % | 0 | 0 % | 8 | 1 % | 0 | 0 % | 1 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 540 | 23 |
| 08 | Service/Maintenance | 82 | 44 % | 62 | 34 % | 7 | 4 % | 7 | 4 % | 12 | 6 % | 14 | 8 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 102 | 83 |
| Department Totals by Category: | | 1,685 | 62 % | 686 | 25 % | 107 | 4 % | 80 | 3 % | 34 | 1 % | 15 | 1 % | 44 | 2 % | 16 | 1 % | 32 | 1 % | 20 | 1 % | 0 | 0 % | 0 | 0 % | 1,902 | 817 |

Department Total: 2,719

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 28, 2013

TREASURY

| EEO Category: | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|---------------------------------------|------------|-------------|------------|-------------|-----------------|------------|------------|-------------|----------|------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| 01 Official/Administrator | 76 | 61 % | 37 | 30 % | 3 | 2 % | 4 | 3 % | 0 | 0 % | 0 | 0 % | 3 | 2 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 82 | 43 | | | | |
| 02 Professional | 285 | 37 % | 302 | 39 % | 53 | 7 % | 82 | 11 % | 2 | 0 % | 1 | 0 % | 3 | 0 % | 12 | 2 % | 17 | 2 % | 12 | 2 % | 0 | 0 % | 360 | 409 | | |
| 03 Technician | 16 | 29 % | 30 | 55 % | 1 | 2 % | 6 | 11 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 1 | 2 % | 0 | 0 % | 17 | 38 | | |
| 05 Para-Professionals | 21 | 12 % | 108 | 62 % | 8 | 5 % | 26 | 15 % | 0 | 0 % | 1 | 1 % | 1 | 1 % | 7 | 4 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 31 | 142 | | |
| 06 Admin Support | 64 | 14 % | 298 | 63 % | 13 | 3 % | 62 | 13 % | 1 | 0 % | 4 | 1 % | 7 | 1 % | 17 | 4 % | 2 | 0 % | 3 | 1 % | 0 | 0 % | 87 | 384 | | |
| 07 Skilled Craft | 0 | 0 % | 2 | 67 % | 0 | 0 % | 1 | 33 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 3 | | |
| 08 Service/Maintenance | 5 | 50 % | 4 | 40 % | 1 | 10 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 6 | 4 | | |
| Department Totals by Category: | 467 | 29 % | 781 | 49 % | 79 | 5 % | 181 | 11 % | 3 | 0 % | 6 | 0 % | 14 | 1 % | 38 | 2 % | 20 | 1 % | 17 | 1 % | 0 | 0 % | 0 | 0 % | 583 | 1,023 |

Department Total: 1,606

| | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------|---------------|-------------|---------------|-------------|--------------|------------|--------------|-------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------|------------|----------|------------|---------------|---------------|
| Statewide Totals: | 19,283 | 39 % | 18,550 | 38 % | 2,485 | 5 % | 6,419 | 13 % | 309 | 1 % | 195 | 0 % | 591 | 1 % | 803 | 2 % | 349 | 1 % | 383 | 1 % | 8 | 0 % | 3 | 0 % | 23,025 | 26,353 |
|--------------------------|---------------|-------------|---------------|-------------|--------------|------------|--------------|-------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------|------------|----------|------------|---------------|---------------|

Statewide Total: 49,378

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission MHR-0052

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT
RACE/ETHNIC GROUP AND GENDER ANALYSIS
Pay End Date: September 28, 2013

| DEPARTMENT | WHITE | | | | BLACK | | | | AMERICAN INDIAN or ALASKAN NATIVE | | | | HISPANIC | | | | ASIAN or PACIFIC ISLANDER | | | | NOT DISCLOSED | | | | MINORITY No. % | GRAND TOTAL | | | |
|---------------------------------|---------------|-------------|---------------|-------------|--------------|------------|--------------|-------------|--------------------------------------|------------|------------|------------|------------|------------|------------|------------|------------------------------|------------|------------|------------|------------------|------------|----------|------------|-------------------|----------------|---------------|-------------|---------------|
| | MALE | | FEMALE | | MALE | | FEMALE | | MALE | | FEMALE | | MALE | | FEMALE | | MALE | | FEMALE | | FEMALE | | | | | | | | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | | | | | | | |
| AGRICULTURE & RURAL DEVELOPMENT | 201 | 49.3 | 171 | 41.9 | 7 | 1.7 | 14 | 3.4 | 1 | 0.2 | 2 | 0.5 | 3 | 0.7 | 4 | 1.0 | 2 | 0.5 | 3 | 0.7 | 0 | 0.0 | 0 | 0.0 | 194 | 47.5 | 36 | 8.8 | 408 |
| ATTORNEY GENERAL | 208 | 42.4 | 219 | 44.7 | 16 | 3.3 | 30 | 6.1 | 0 | 0.0 | 0 | 0.0 | 3 | 0.6 | 8 | 1.6 | 2 | 0.4 | 3 | 0.6 | 0 | 0.0 | 1 | 0.2 | 261 | 53.3 | 62 | 12.7 | 490 |
| AUDITOR GENERAL | 63 | 44.4 | 72 | 50.7 | 4 | 2.8 | 2 | 1.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 0.7 | 0 | 0.0 | 0 | 0.0 | 75 | 52.8 | 7 | 4.9 | 142 |
| CIVIL RIGHTS | 9 | 10.2 | 18 | 20.5 | 10 | 11.4 | 41 | 46.6 | 0 | 0.0 | 0 | 0.0 | 3 | 3.4 | 6 | 6.8 | 0 | 0.0 | 1 | 1.1 | 0 | 0.0 | 0 | 0.0 | 66 | 75.0 | 61 | 69.3 | 88 |
| CIVIL SERVICE COMMISSION | 47 | 10.8 | 285 | 65.7 | 16 | 3.7 | 59 | 13.6 | 0 | 0.0 | 6 | 1.4 | 2 | 0.5 | 15 | 3.5 | 0 | 0.0 | 4 | 0.9 | 0 | 0.0 | 0 | 0.0 | 369 | 85.0 | 102 | 23.5 | 434 |
| COMMUNITY HEALTH | 762 | 24.1 | 1,430 | 45.2 | 258 | 8.2 | 478 | 15.1 | 8 | 0.3 | 16 | 0.5 | 34 | 1.1 | 55 | 1.7 | 49 | 1.5 | 73 | 2.3 | 1 | 0.0 | 0 | 0.0 | 2,052 | 64.9 | 971 | 30.7 | 3,164 |
| CORRECTIONS | 7,194 | 55.4 | 3,115 | 24.0 | 949 | 7.3 | 1,103 | 8.5 | 187 | 1.4 | 55 | 0.4 | 206 | 1.6 | 104 | 0.8 | 38 | 0.3 | 27 | 0.2 | 0 | 0.0 | 0 | 0.0 | 4,404 | 33.9 | 2,669 | 20.6 | 12,978 |
| EDUCATION | 122 | 23.1 | 334 | 63.3 | 16 | 3.0 | 39 | 7.4 | 0 | 0.0 | 0 | 0.0 | 3 | 0.6 | 8 | 1.5 | 3 | 0.6 | 3 | 0.6 | 0 | 0.0 | 0 | 0.0 | 384 | 72.7 | 72 | 13.6 | 528 |
| ENVIRONMENTAL QUALITY | 544 | 48.7 | 482 | 43.1 | 16 | 1.4 | 24 | 2.1 | 1 | 0.1 | 2 | 0.2 | 8 | 0.7 | 12 | 1.1 | 14 | 1.3 | 15 | 1.3 | 0 | 0.0 | 0 | 0.0 | 535 | 47.9 | 92 | 8.2 | 1,118 |
| EXECUTIVE OFFICE | 20 | 35.1 | 36 | 63.2 | 0 | 0.0 | 1 | 1.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 37 | 64.9 | 1 | 1.8 | 57 |
| HUMAN SERVICES | 1,635 | 13.9 | 5,799 | 49.3 | 505 | 4.3 | 3,237 | 27.5 | 11 | 0.1 | 53 | 0.5 | 97 | 0.8 | 347 | 3.0 | 17 | 0.1 | 59 | 0.5 | 1 | 0.0 | 0 | 0.0 | 9,495 | 80.7 | 4,326 | 36.8 | 11,761 |
| LICENSING & REGULATORY AFFAIRS | 802 | 27.0 | 1,323 | 44.5 | 149 | 5.0 | 548 | 18.4 | 4 | 0.1 | 13 | 0.4 | 33 | 1.1 | 49 | 1.6 | 22 | 0.7 | 30 | 1.0 | 0 | 0.0 | 0 | 0.0 | 1,963 | 66.0 | 848 | 28.5 | 2,973 |
| MILITARY & VETERAN AFFAIRS | 374 | 46.6 | 321 | 40.0 | 22 | 2.7 | 53 | 6.6 | 4 | 0.5 | 3 | 0.4 | 13 | 1.6 | 3 | 0.4 | 3 | 0.4 | 6 | 0.7 | 0 | 0.0 | 0 | 0.0 | 386 | 48.1 | 107 | 13.3 | 802 |
| NATURAL RESOURCES | 1,631 | 61.5 | 893 | 33.7 | 33 | 1.2 | 24 | 0.9 | 18 | 0.7 | 8 | 0.3 | 16 | 0.6 | 9 | 0.3 | 10 | 0.4 | 4 | 0.2 | 4 | 0.2 | 1 | 0.0 | 939 | 35.4 | 122 | 4.6 | 2,651 |
| STATE | 225 | 14.7 | 887 | 58.1 | 38 | 2.5 | 278 | 18.2 | 2 | 0.1 | 10 | 0.7 | 10 | 0.7 | 57 | 3.7 | 3 | 0.2 | 15 | 1.0 | 1 | 0.1 | 1 | 0.1 | 1,248 | 81.7 | 413 | 27.0 | 1,527 |
| STATE POLICE | 1,658 | 65.5 | 602 | 23.8 | 113 | 4.5 | 39 | 1.5 | 30 | 1.2 | 2 | 0.1 | 54 | 2.1 | 16 | 0.6 | 11 | 0.4 | 7 | 0.3 | 0 | 0.0 | 0 | 0.0 | 666 | 26.3 | 272 | 10.7 | 2,532 |
| STRATEGIC FUND | 209 | 30.7 | 302 | 44.3 | 40 | 5.9 | 80 | 11.7 | 0 | 0.0 | 1 | 0.1 | 14 | 2.1 | 25 | 3.7 | 4 | 0.6 | 6 | 0.9 | 0 | 0.0 | 0 | 0.0 | 414 | 60.8 | 170 | 25.0 | 681 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 1,427 | 52.5 | 794 | 29.2 | 107 | 3.9 | 108 | 4.0 | 6 | 0.2 | 3 | 0.1 | 34 | 1.3 | 31 | 1.1 | 119 | 4.4 | 89 | 3.3 | 1 | 0.0 | 0 | 0.0 | 1,025 | 37.7 | 497 | 18.3 | 2,719 |
| TRANSPORTATION | 1,685 | 62.0 | 686 | 25.2 | 107 | 3.9 | 80 | 2.9 | 34 | 1.3 | 15 | 0.6 | 44 | 1.6 | 16 | 0.6 | 32 | 1.2 | 20 | 0.7 | 0 | 0.0 | 0 | 0.0 | 817 | 30.0 | 348 | 12.8 | 2,719 |
| TREASURY | 467 | 29.1 | 781 | 48.6 | 79 | 4.9 | 181 | 11.3 | 3 | 0.2 | 6 | 0.4 | 14 | 0.9 | 38 | 2.4 | 20 | 1.2 | 17 | 1.1 | 0 | 0.0 | 0 | 0.0 | 1,023 | 63.7 | 358 | 22.3 | 1,606 |
| STATEWIDE TOTALS: | 19,283 | 39.1 | 18,550 | 37.6 | 2,485 | 5.0 | 6,419 | 13.0 | 309 | 0.6 | 195 | 0.4 | 591 | 1.2 | 803 | 1.6 | 349 | 0.7 | 383 | 0.8 | 8 | 0.0 | 3 | 0.0 | 26,353 | 53.4 | 11,534 | 23.4 | 49,378 |

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

Source: Michigan Civil Service Commission HWF21

STATE OF MICHIGAN
STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE
Pay End Date: September 28, 2013

| EEO Category | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | |
|-------------------------------------|------------|-------------|------------|-------------|-----------------|------------|-----------|-------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|------------|------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | |
| 01 Official/Administrator | 19 | 49 % | 16 | 41 % | 3 | 8 % | 1 | 3 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 22 | 17 | | | | | | | | |
| 02 Professional | 115 | 43 % | 107 | 40 % | 8 | 3 % | 27 | 10 % | 0 | 0 % | 2 | 1 % | 4 | 1 % | 3 | 1 % | 131 | 139 | | | | | | |
| 03 Technician | 15 | 60 % | 6 | 24 % | 1 | 4 % | 1 | 4 % | 0 | 0 % | 0 | 0 % | 1 | 4 % | 0 | 0 % | 17 | 8 | | | | | | |
| 04 Protective Service | 58 | 74 % | 8 | 10 % | 5 | 6 % | 5 | 6 % | 0 | 0 % | 0 | 0 % | 2 | 3 % | 0 | 0 % | 65 | 13 | | | | | | |
| 05 Para-Professionals | 9 | 11 % | 51 | 63 % | 3 | 4 % | 16 | 20 % | 0 | 0 % | 1 | 1 % | 0 | 0 % | 0 | 0 % | 12 | 69 | | | | | | |
| 06 Admin Support | 12 | 10 % | 78 | 66 % | 2 | 2 % | 21 | 18 % | 0 | 0 % | 1 | 1 % | 2 | 2 % | 3 | 3 % | 16 | 103 | | | | | | |
| 07 Skilled Craft | 21 | 88 % | 2 | 8 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 4 % | 0 | 0 % | 0 | 0 % | 21 | 3 | | | | | | |
| 08 Service/Maintenance | 21 | 84 % | 2 | 8 % | 1 | 4 % | 0 | 0 % | 1 | 4 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 23 | 2 | | | | | | |
| STATEWIDE TOTAL BY CATEGORY: | 270 | 41 % | 270 | 41 % | 23 | 3 % | 71 | 11 % | 1 | 0 % | 5 | 1 % | 8 | 1 % | 8 | 1 % | 5 | 1 % | 0 | 0 % | 0 | 0 % | 307 | 354 |

State Employees Grand Total: 661

Comment: This report includes all active classified employees with a disability in Job Categories 1 - 8.

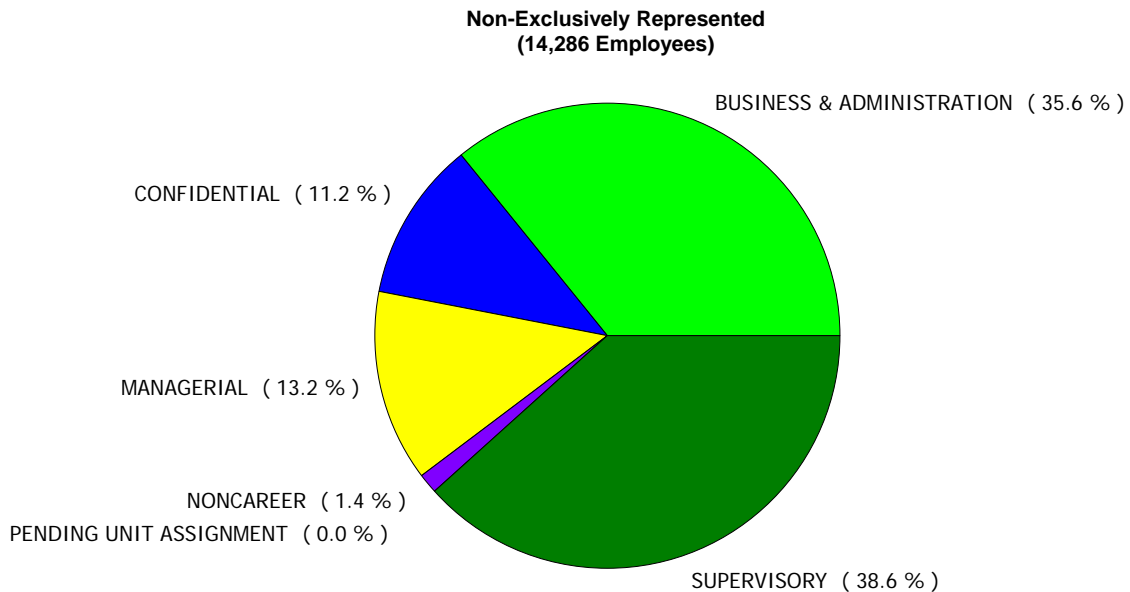
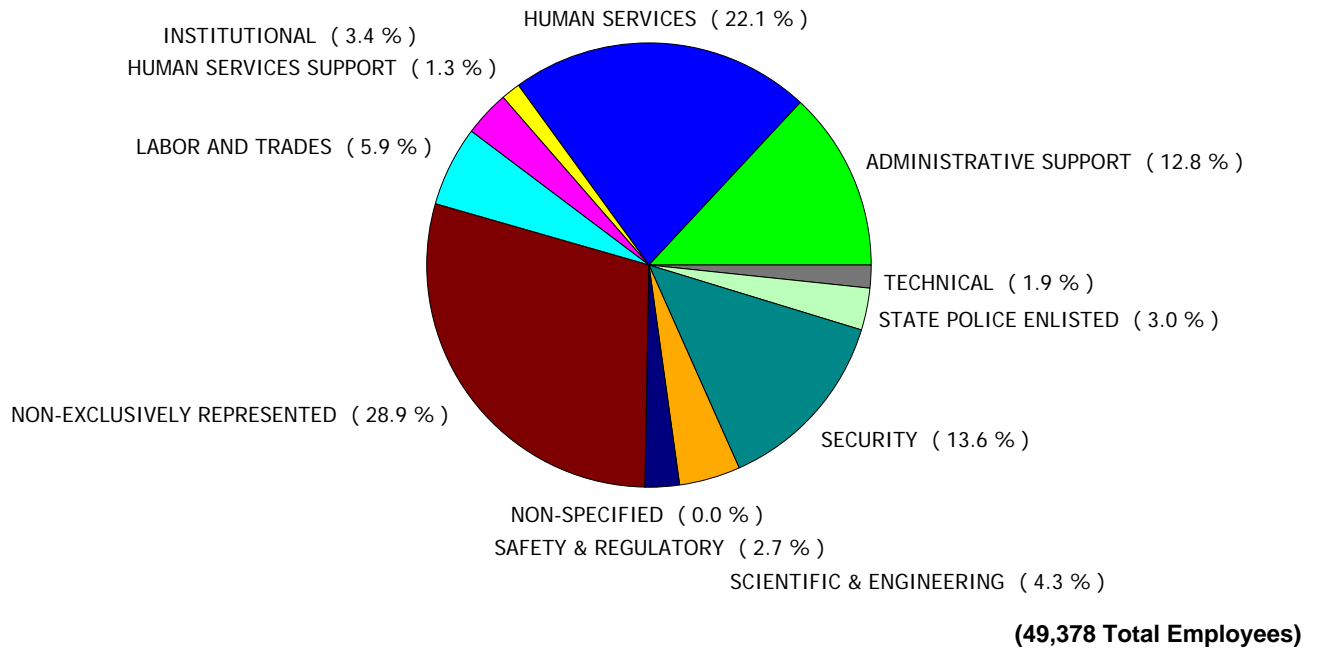
Source: Michigan Civil Service Commission MHR-0053

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
 Fiscal Year 2012 - 2013

Graph 5-1



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

Of the 49,378 classified employees, 71 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT
Pay End Date: September 28, 2013

Table 5-1

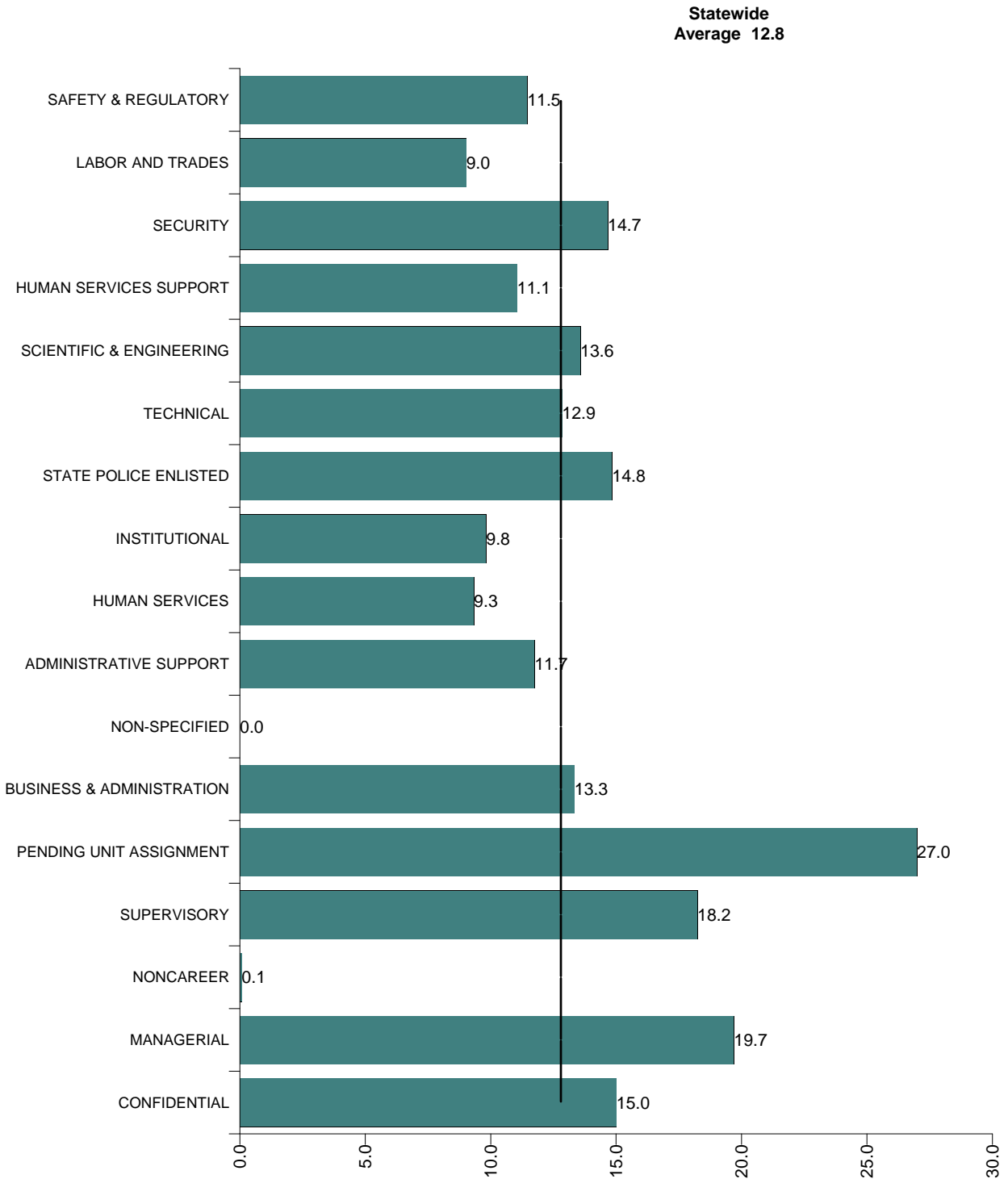
| BARGAINING UNIT CODE/NAME | TOTAL | MSEA | | UAW LOCAL 6000 | | MCO, SEIU LOCAL 526M | | HSS, SEIU LOCAL 517M | | S & E, SEIU LOCAL 517M | | TECH, SEIU LOCAL 517M | | MSPTA | | AFSCME COUNCIL 25 | |
|--|---------------|--------------|-------------|----------------|-------------|----------------------|-------------|----------------------|------------|------------------------|------------|-----------------------|------------|--------------|------------|-------------------|------------|
| | EMPLOYEES | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT |
| A02 SAFETY & REGULATORY | 1,355 | 1,226 | 90.5 | 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 | 2,902 | 2,557 | 88.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| C12 SECURITY | 6,695 | 0 | 0.0 | 0 | 0.0 | 6,420 | 95.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| E42 HUMAN SERVICES SUPPORT | 659 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 640 | 97.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| H21 SCIENTIFIC & ENGINEERING | 2,107 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2,039 | 96.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| L32 TECHNICAL | 954 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 896 | 93.9 | 0 | 0.0 | 0 | 0.0 |
| T01 STATE POLICE ENLISTED | 1,497 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1,426 | 95.3 | 0 | 0.0 |
| U11 INSTITUTIONAL | 1,689 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1,650 | 97.7 |
| W22 HUMAN SERVICES | 10,906 | 0 | 0.0 | 10,279 | 94.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| W41 ADMINISTRATIVE SUPPORT | 6,328 | 0 | 0.0 | 5,419 | 85.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y00 NON-SPECIFIED | 4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y23 BUSINESS & ADMINISTRATION | 5,085 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y50 PENDING UNIT ASSIGNMENT | 1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y51 SUPERVISORY | 5,506 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y52 NONCAREER | 204 | 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 | 1,884 | 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 | 1,602 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| EXCLUSIVELY REPRESENTED TOTAL | 35,092 | 3,783 | 10.8 | 15,698 | 44.7 | 6,420 | 18.3 | 640 | 1.8 | 2,039 | 5.8 | 896 | 2.6 | 1,426 | 4.1 | 1,650 | 4.7 |
| NON-EXCLUSIVELY REPRESENTED TOTAL | 14,286 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| STATEWIDE TOTAL | 49,378 | 3,783 | 7.7 | 15,698 | 31.8 | 6,420 | 13.0 | 640 | 1.3 | 2,039 | 4.1 | 896 | 1.8 | 1,426 | 2.9 | 1,650 | 3.3 |

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

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
Pay End Date: September 28, 2013

Graph 5-2



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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 329 | 79 | 17 | 26 | 1 | 4 | 5 | 0 | 1 | 0 | 0 | 0 | 353 | 109 | 0 | 0 |
| 06 - 10 YEARS | 148 | 49 | 6 | 13 | 0 | 1 | 7 | 0 | 1 | 0 | 0 | 0 | 162 | 63 | 0 | 0 |
| 11 - 15 YEARS | 174 | 46 | 10 | 23 | 3 | 3 | 6 | 1 | 2 | 0 | 0 | 0 | 195 | 73 | 0 | 0 |
| 16 - 20 YEARS | 112 | 26 | 6 | 10 | 2 | 1 | 3 | 0 | 2 | 0 | 0 | 0 | 125 | 37 | 2 | 1 |
| 21 - 25 YEARS | 79 | 19 | 10 | 15 | 2 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 93 | 36 | 4 | 2 |
| 26 - 30 YEARS | 36 | 9 | 12 | 11 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 53 | 20 | 0 | 0 |
| 31 - 35 YEARS | 14 | 4 | 1 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 15 | 9 | 1 | 0 |
| 36 - 40 YEARS | 5 | 0 | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 3 | 0 | 0 |
| MORE THAN 40 YEARS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 |
| BARGAINING UNIT TOTAL | 899 | 232 | 63 | 105 | 8 | 10 | 27 | 3 | 8 | 0 | 0 | 0 | 1,005 | 350 | 8 | 3 |
| MORE THAN 10 YEARS: | 422 | 104 | 40 | 66 | 7 | 5 | 15 | 3 | 6 | 0 | 0 | 0 | 490 | 178 | 8 | 3 |
| AVERAGE YEARS | 10.9 | 10.6 | 15.3 | 14.9 | 15.0 | 9.5 | 13.3 | 23.0 | 14.6 | 0.0 | 0.0 | 0.0 | 11.3 | 12.0 | 25.9 | 22.0 |

BARGAINING UNIT AVERAGE YEARS 11.5

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 950 | 404 | 27 | 8 | 16 | 3 | 9 | 1 | 3 | 1 | 4 | 1 | 1,009 | 418 | 4 | 1 |
| 06 - 10 YEARS | 283 | 20 | 19 | 3 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 310 | 23 | 0 | 0 |
| 11 - 15 YEARS | 395 | 22 | 25 | 3 | 8 | 1 | 8 | 0 | 0 | 0 | 0 | 0 | 436 | 26 | 1 | 0 |
| 16 - 20 YEARS | 188 | 16 | 11 | 1 | 9 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 213 | 18 | 4 | 1 |
| 21 - 25 YEARS | 162 | 13 | 22 | 3 | 3 | 0 | 7 | 2 | 1 | 0 | 0 | 0 | 195 | 18 | 13 | 1 |
| 26 - 30 YEARS | 97 | 8 | 14 | 0 | 2 | 0 | 4 | 0 | 2 | 0 | 0 | 0 | 119 | 8 | 10 | 0 |
| 31 - 35 YEARS | 49 | 8 | 6 | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 58 | 9 | 3 | 1 |
| 36 - 40 YEARS | 32 | 3 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 35 | 4 | 0 | 1 |
| MORE THAN 40 YEARS | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 2,158 | 494 | 124 | 19 | 43 | 4 | 42 | 5 | 7 | 1 | 4 | 1 | 2,378 | 524 | 35 | 5 |
| MORE THAN 10 YEARS: | 925 | 70 | 78 | 8 | 23 | 1 | 29 | 4 | 4 | 0 | 0 | 0 | 1,059 | 83 | 31 | 4 |
| AVERAGE YEARS | 9.8 | 3.4 | 14.8 | 10.6 | 11.0 | 3.5 | 17.0 | 21.8 | 15.6 | 0.0 | 0.0 | 0.0 | 10.2 | 3.8 | 21.9 | 23.0 |

BARGAINING UNIT AVERAGE YEARS 9.0

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 604 | 120 | 132 | 83 | 14 | 1 | 28 | 8 | 3 | 3 | 0 | 0 | 781 | 215 | 0 | 0 |
| 06 - 10 YEARS | 506 | 110 | 79 | 83 | 29 | 4 | 24 | 3 | 3 | 2 | 0 | 0 | 641 | 202 | 1 | 0 |
| 11 - 15 YEARS | 1,253 | 199 | 145 | 89 | 24 | 6 | 33 | 13 | 6 | 0 | 0 | 0 | 1,461 | 307 | 2 | 1 |
| 16 - 20 YEARS | 981 | 189 | 107 | 79 | 36 | 3 | 36 | 6 | 3 | 0 | 0 | 0 | 1,163 | 277 | 1 | 1 |
| 21 - 25 YEARS | 909 | 96 | 57 | 43 | 29 | 3 | 24 | 4 | 3 | 0 | 0 | 0 | 1,022 | 146 | 20 | 7 |
| 26 - 30 YEARS | 312 | 26 | 68 | 30 | 5 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 394 | 56 | 16 | 3 |
| 31 - 35 YEARS | 19 | 2 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 24 | 2 | 1 | 0 |
| 36 - 40 YEARS | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 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 | 4,585 | 743 | 594 | 407 | 137 | 17 | 155 | 34 | 18 | 5 | 0 | 0 | 5,489 | 1,206 | 41 | 12 |
| MORE THAN 10 YEARS: | 3,475 | 513 | 383 | 241 | 94 | 12 | 103 | 23 | 12 | 0 | 0 | 0 | 4,067 | 789 | 40 | 12 |
| AVERAGE YEARS | 15.2 | 13.6 | 13.6 | 13.0 | 14.7 | 13.6 | 14.0 | 12.1 | 13.6 | 4.6 | 0.0 | 0.0 | 15.0 | 13.3 | 24.4 | 23.5 |
| BARGAINING UNIT AVERAGE YEARS | 14.7 | | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 44 | 71 | 14 | 41 | 1 | 1 | 6 | 9 | 0 | 1 | 0 | 0 | 65 | 123 | 0 | 1 |
| 06 - 10 YEARS | 21 | 35 | 10 | 81 | 0 | 1 | 3 | 3 | 0 | 1 | 0 | 0 | 34 | 121 | 1 | 2 |
| 11 - 15 YEARS | 22 | 66 | 22 | 79 | 1 | 2 | 3 | 6 | 2 | 1 | 0 | 0 | 50 | 154 | 1 | 1 |
| 16 - 20 YEARS | 1 | 12 | 0 | 9 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 25 | 0 | 0 |
| 21 - 25 YEARS | 7 | 8 | 1 | 10 | 0 | 1 | 1 | 4 | 0 | 0 | 0 | 0 | 9 | 23 | 2 | 1 |
| 26 - 30 YEARS | 1 | 10 | 1 | 8 | 0 | 0 | 1 | 3 | 0 | 1 | 0 | 0 | 3 | 22 | 1 | 1 |
| 31 - 35 YEARS | 1 | 3 | 0 | 8 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 12 | 0 | 1 |
| 36 - 40 YEARS | 1 | 5 | 1 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 12 | 1 | 2 |
| MORE THAN 40 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| BARGAINING UNIT TOTAL | 98 | 211 | 49 | 243 | 3 | 7 | 14 | 28 | 2 | 4 | 0 | 0 | 166 | 493 | 6 | 9 |
| MORE THAN 10 YEARS: | 33 | 105 | 25 | 121 | 2 | 5 | 5 | 16 | 2 | 2 | 0 | 0 | 67 | 249 | 5 | 6 |
| AVERAGE YEARS | 8.8 | 11.0 | 9.9 | 11.9 | 17.3 | 15.3 | 9.0 | 12.7 | 11.5 | 12.8 | 0.0 | 0.0 | 9.3 | 11.6 | 22.2 | 20.8 |
| BARGAINING UNIT AVERAGE YEARS | 11.1 | | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 233 | 195 | 7 | 8 | 2 | 0 | 5 | 3 | 6 | 7 | 0 | 0 | 253 | 213 | 0 | 0 |
| 06 - 10 YEARS | 267 | 151 | 5 | 5 | 1 | 1 | 2 | 2 | 6 | 5 | 0 | 0 | 281 | 164 | 0 | 0 |
| 11 - 15 YEARS | 267 | 128 | 6 | 5 | 0 | 0 | 4 | 3 | 11 | 7 | 0 | 0 | 288 | 143 | 0 | 2 |
| 16 - 20 YEARS | 149 | 68 | 5 | 3 | 1 | 0 | 1 | 1 | 7 | 7 | 0 | 0 | 163 | 79 | 0 | 0 |
| 21 - 25 YEARS | 189 | 96 | 4 | 7 | 1 | 0 | 7 | 1 | 6 | 5 | 0 | 0 | 207 | 109 | 4 | 0 |
| 26 - 30 YEARS | 74 | 32 | 6 | 3 | 0 | 3 | 2 | 0 | 3 | 1 | 0 | 0 | 85 | 39 | 3 | 1 |
| 31 - 35 YEARS | 37 | 8 | 3 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 44 | 8 | 1 | 0 |
| 36 - 40 YEARS | 21 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 25 | 0 | 1 | 0 |
| MORE THAN 40 YEARS | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 6 | 0 | 1 | 0 |
| BARGAINING UNIT TOTAL | 1,240 | 678 | 38 | 31 | 6 | 4 | 23 | 10 | 45 | 32 | 0 | 0 | 1,352 | 755 | 10 | 3 |
| MORE THAN 10 YEARS: | 740 | 332 | 26 | 18 | 3 | 3 | 16 | 5 | 33 | 20 | 0 | 0 | 818 | 378 | 10 | 3 |
| AVERAGE YEARS | 14.3 | 11.7 | 17.4 | 13.6 | 13.8 | 23.5 | 17.1 | 10.7 | 17.8 | 12.8 | 0.0 | 0.0 | 14.5 | 11.9 | 29.5 | 18.3 |
| BARGAINING UNIT AVERAGE YEARS | | 13.6 | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 169 | 75 | 8 | 9 | 1 | 0 | 3 | 3 | 0 | 3 | 0 | 0 | 181 | 90 | 0 | 0 |
| 06 - 10 YEARS | 113 | 54 | 3 | 1 | 2 | 0 | 3 | 0 | 2 | 2 | 0 | 0 | 123 | 57 | 0 | 0 |
| 11 - 15 YEARS | 118 | 40 | 1 | 1 | 2 | 0 | 2 | 0 | 3 | 1 | 0 | 0 | 126 | 42 | 0 | 0 |
| 16 - 20 YEARS | 68 | 17 | 4 | 1 | 0 | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 75 | 19 | 1 | 0 |
| 21 - 25 YEARS | 97 | 17 | 4 | 3 | 0 | 0 | 1 | 0 | 3 | 1 | 0 | 0 | 105 | 21 | 4 | 1 |
| 26 - 30 YEARS | 49 | 9 | 9 | 5 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 60 | 15 | 1 | 1 |
| 31 - 35 YEARS | 9 | 4 | 1 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 12 | 6 | 0 | 1 |
| 36 - 40 YEARS | 12 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 14 | 2 | 2 | 0 |
| MORE THAN 40 YEARS | 3 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 0 | 0 |
| BARGAINING UNIT TOTAL | 638 | 220 | 30 | 22 | 5 | 1 | 18 | 3 | 9 | 8 | 0 | 0 | 700 | 254 | 8 | 3 |
| MORE THAN 10 YEARS: | 356 | 91 | 19 | 12 | 2 | 1 | 12 | 0 | 7 | 3 | 0 | 0 | 396 | 107 | 8 | 3 |
| AVERAGE YEARS | 13.2 | 10.6 | 16.5 | 15.4 | 9.2 | 26.0 | 19.8 | 2.7 | 15.9 | 10.4 | 0.0 | 0.0 | 13.5 | 11.0 | 26.3 | 27.7 |
| BARGAINING UNIT AVERAGE YEARS | 12.9 | | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|------------|-----------|----------|--------------------------------------|----------|-----------|----------|------------------------------|----------|------------------|----------|--------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| T01 - STATE POLICE ENLISTED | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 272 | 21 | 9 | 0 | 4 | 0 | 10 | 0 | 3 | 1 | 0 | 0 | 298 | 22 | 0 | 0 |
| 06 - 10 YEARS | 67 | 7 | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 70 | 8 | 0 | 0 |
| 11 - 15 YEARS | 270 | 22 | 4 | 2 | 1 | 0 | 5 | 0 | 1 | 0 | 0 | 0 | 281 | 24 | 0 | 0 |
| 16 - 20 YEARS | 377 | 54 | 32 | 4 | 14 | 0 | 12 | 0 | 3 | 0 | 0 | 0 | 438 | 58 | 2 | 0 |
| 21 - 25 YEARS | 110 | 17 | 21 | 1 | 2 | 0 | 5 | 1 | 1 | 1 | 0 | 0 | 139 | 20 | 0 | 0 |
| 26 - 30 YEARS | 77 | 17 | 17 | 0 | 6 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 108 | 17 | 1 | 0 |
| 31 - 35 YEARS | 6 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 1 | 0 | 0 |
| 36 - 40 YEARS | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 1,181 | 140 | 88 | 9 | 27 | 0 | 41 | 1 | 8 | 2 | 0 | 0 | 1,345 | 152 | 3 | 0 |
| MORE THAN 10 YEARS: | 842 | 112 | 77 | 8 | 23 | 0 | 30 | 1 | 5 | 1 | 0 | 0 | 977 | 122 | 3 | 0 |
| AVERAGE YEARS | 14.1 | 16.8 | 20.0 | 19.2 | 18.0 | 0.0 | 15.8 | 24.0 | 12.1 | 12.0 | 0.0 | 0.0 | 14.6 | 16.9 | 22.3 | 0.0 |
| BARGAINING UNIT AVERAGE YEARS | 14.8 | | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 181 | 289 | 78 | 147 | 0 | 7 | 9 | 7 | 6 | 6 | 0 | 0 | 274 | 456 | 0 | 0 |
| 06 - 10 YEARS | 95 | 123 | 21 | 38 | 1 | 1 | 6 | 3 | 0 | 1 | 0 | 0 | 123 | 166 | 0 | 0 |
| 11 - 15 YEARS | 93 | 111 | 30 | 47 | 0 | 0 | 5 | 2 | 1 | 5 | 0 | 0 | 129 | 165 | 0 | 0 |
| 16 - 20 YEARS | 63 | 60 | 11 | 18 | 1 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 78 | 80 | 2 | 1 |
| 21 - 25 YEARS | 29 | 26 | 11 | 17 | 1 | 0 | 2 | 1 | 1 | 2 | 0 | 0 | 44 | 46 | 0 | 0 |
| 26 - 30 YEARS | 24 | 19 | 11 | 12 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 36 | 34 | 0 | 1 |
| 31 - 35 YEARS | 8 | 10 | 15 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 24 | 14 | 0 | 0 |
| 36 - 40 YEARS | 9 | 4 | 1 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 10 | 9 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 503 | 642 | 178 | 287 | 5 | 8 | 24 | 19 | 9 | 14 | 0 | 0 | 719 | 970 | 2 | 2 |
| MORE THAN 10 YEARS: | 227 | 230 | 79 | 102 | 4 | 0 | 9 | 9 | 3 | 7 | 0 | 0 | 322 | 348 | 2 | 2 |
| AVERAGE YEARS | 10.9 | 8.9 | 11.1 | 9.1 | 22.2 | 2.9 | 8.7 | 13.2 | 7.4 | 9.7 | 0.0 | 0.0 | 11.0 | 9.0 | 17.5 | 24.5 |

BARGAINING UNIT AVERAGE YEARS 9.8

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 892 | 2,885 | 244 | 1,362 | 7 | 20 | 36 | 114 | 14 | 28 | 0 | 0 | 1,193 | 4,409 | 2 | 6 |
| 06 - 10 YEARS | 214 | 608 | 63 | 314 | 0 | 2 | 9 | 33 | 3 | 12 | 0 | 0 | 289 | 969 | 2 | 8 |
| 11 - 15 YEARS | 327 | 665 | 67 | 472 | 1 | 7 | 17 | 49 | 6 | 13 | 0 | 0 | 418 | 1,206 | 4 | 3 |
| 16 - 20 YEARS | 316 | 422 | 71 | 241 | 3 | 6 | 12 | 34 | 4 | 9 | 0 | 0 | 406 | 712 | 4 | 7 |
| 21 - 25 YEARS | 144 | 229 | 37 | 151 | 1 | 3 | 5 | 23 | 3 | 10 | 0 | 0 | 190 | 416 | 10 | 11 |
| 26 - 30 YEARS | 86 | 109 | 24 | 90 | 1 | 0 | 4 | 7 | 1 | 4 | 0 | 0 | 116 | 210 | 8 | 12 |
| 31 - 35 YEARS | 54 | 94 | 14 | 76 | 1 | 2 | 1 | 2 | 1 | 3 | 0 | 0 | 71 | 177 | 2 | 10 |
| 36 - 40 YEARS | 24 | 41 | 7 | 31 | 0 | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 35 | 74 | 5 | 3 |
| MORE THAN 40 YEARS | 3 | 7 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 11 | 1 | 1 |
| BARGAINING UNIT TOTAL | 2,060 | 5,060 | 528 | 2,741 | 14 | 41 | 86 | 263 | 34 | 79 | 0 | 0 | 2,722 | 8,184 | 38 | 61 |
| MORE THAN 10 YEARS: | 954 | 1,567 | 221 | 1,065 | 7 | 19 | 41 | 116 | 17 | 39 | 0 | 0 | 1,240 | 2,806 | 34 | 47 |
| AVERAGE YEARS | 10.8 | 8.2 | 10.6 | 9.7 | 11.9 | 10.7 | 11.1 | 10.2 | 12.8 | 12.0 | 0.0 | 0.0 | 10.8 | 8.8 | 23.6 | 21.6 |

BARGAINING UNIT AVERAGE YEARS 9.3

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|-------------|--------------|------------|--------------|--------------------------------------|-----------|-----------|------------|------------------------------|-----------|------------------|----------|------------|--------------|-----------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| W41 - ADMINISTRATIVE SUPPORT | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 376 | 1,598 | 75 | 409 | 2 | 10 | 18 | 82 | 9 | 16 | 2 | 1 | 482 | 2,116 | 2 | 3 |
| 06 - 10 YEARS | 76 | 587 | 18 | 100 | 0 | 6 | 2 | 29 | 0 | 3 | 0 | 0 | 96 | 725 | 0 | 4 |
| 11 - 15 YEARS | 81 | 688 | 15 | 147 | 1 | 11 | 6 | 32 | 1 | 5 | 0 | 0 | 104 | 883 | 1 | 10 |
| 16 - 20 YEARS | 39 | 370 | 8 | 99 | 1 | 9 | 2 | 16 | 0 | 5 | 0 | 0 | 50 | 499 | 2 | 10 |
| 21 - 25 YEARS | 29 | 321 | 8 | 92 | 0 | 4 | 2 | 26 | 1 | 4 | 0 | 0 | 40 | 447 | 5 | 39 |
| 26 - 30 YEARS | 13 | 231 | 6 | 81 | 0 | 6 | 3 | 15 | 1 | 3 | 0 | 0 | 23 | 336 | 7 | 18 |
| 31 - 35 YEARS | 10 | 204 | 6 | 68 | 0 | 2 | 1 | 12 | 0 | 3 | 0 | 0 | 17 | 289 | 2 | 16 |
| 36 - 40 YEARS | 8 | 152 | 0 | 32 | 0 | 0 | 1 | 3 | 0 | 1 | 0 | 0 | 9 | 188 | 1 | 13 |
| MORE THAN 40 YEARS | 1 | 13 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 22 | 0 | 1 |
| BARGAINING UNIT TOTAL | 633 | 4,164 | 137 | 1,037 | 4 | 48 | 35 | 215 | 12 | 40 | 2 | 1 | 823 | 5,505 | 20 | 114 |
| MORE THAN 10 YEARS: | 181 | 1,979 | 44 | 528 | 2 | 32 | 15 | 104 | 3 | 21 | 0 | 0 | 245 | 2,664 | 18 | 107 |
| AVERAGE YEARS | 7.5 | 12.1 | 9.1 | 13.0 | 7.5 | 14.9 | 10.1 | 12.3 | 5.8 | 12.7 | 0.5 | 0.0 | 7.8 | 12.3 | 23.8 | 24.8 |
| BARGAINING UNIT AVERAGE YEARS | 11.7 | | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 |
| Y00 - NON-SPECIFIED | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 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 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 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 | | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 660 | 616 | 50 | 98 | 2 | 3 | 14 | 15 | 52 | 62 | 0 | 0 | 778 | 794 | 0 | 2 |
| 06 - 10 YEARS | 274 | 328 | 33 | 88 | 3 | 4 | 2 | 14 | 30 | 31 | 0 | 0 | 342 | 465 | 1 | 1 |
| 11 - 15 YEARS | 331 | 468 | 29 | 95 | 2 | 2 | 8 | 14 | 19 | 12 | 0 | 0 | 389 | 591 | 5 | 1 |
| 16 - 20 YEARS | 187 | 240 | 18 | 46 | 0 | 3 | 6 | 9 | 8 | 8 | 0 | 0 | 219 | 306 | 2 | 3 |
| 21 - 25 YEARS | 113 | 203 | 25 | 51 | 1 | 1 | 3 | 10 | 7 | 6 | 0 | 0 | 149 | 271 | 11 | 22 |
| 26 - 30 YEARS | 81 | 160 | 18 | 53 | 0 | 1 | 6 | 15 | 6 | 3 | 0 | 0 | 111 | 232 | 8 | 8 |
| 31 - 35 YEARS | 56 | 129 | 15 | 39 | 0 | 0 | 1 | 4 | 0 | 2 | 0 | 0 | 72 | 174 | 8 | 9 |
| 36 - 40 YEARS | 43 | 91 | 5 | 10 | 0 | 2 | 2 | 4 | 1 | 0 | 0 | 0 | 51 | 107 | 2 | 4 |
| MORE THAN 40 YEARS | 13 | 18 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 15 | 19 | 0 | 0 |
| BARGAINING UNIT TOTAL | 1,758 | 2,253 | 195 | 480 | 8 | 16 | 42 | 86 | 123 | 124 | 0 | 0 | 2,126 | 2,959 | 37 | 50 |
| MORE THAN 10 YEARS: | 824 | 1,309 | 112 | 294 | 3 | 9 | 26 | 57 | 41 | 31 | 0 | 0 | 1,006 | 1,700 | 36 | 47 |
| AVERAGE YEARS | 11.7 | 14.4 | 15.2 | 15.5 | 8.8 | 15.1 | 14.2 | 17.0 | 9.6 | 7.9 | 0.0 | 0.0 | 11.9 | 14.4 | 25.6 | 25.7 |
| BARGAINING UNIT AVERAGE YEARS | | 13.3 | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 1 | 0 | 1 | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| MORE THAN 10 YEARS: | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| AVERAGE YEARS | 27.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 27.0 | 0.0 | 27.0 | 0.0 |
| BARGAINING UNIT AVERAGE YEARS | 27.0 | | | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 170 | 234 | 19 | 73 | 2 | 2 | 4 | 5 | 16 | 11 | 0 | 0 | 211 | 325 | 1 | 0 |
| 06 - 10 YEARS | 191 | 279 | 29 | 85 | 1 | 1 | 6 | 11 | 4 | 8 | 0 | 0 | 231 | 384 | 1 | 0 |
| 11 - 15 YEARS | 460 | 424 | 47 | 179 | 5 | 2 | 9 | 10 | 11 | 8 | 0 | 0 | 532 | 623 | 2 | 0 |
| 16 - 20 YEARS | 481 | 317 | 60 | 112 | 5 | 9 | 6 | 13 | 5 | 5 | 0 | 0 | 557 | 456 | 3 | 5 |
| 21 - 25 YEARS | 490 | 259 | 54 | 100 | 16 | 4 | 17 | 14 | 4 | 4 | 0 | 0 | 581 | 381 | 17 | 13 |
| 26 - 30 YEARS | 320 | 179 | 62 | 89 | 7 | 5 | 13 | 3 | 8 | 5 | 0 | 0 | 410 | 281 | 23 | 8 |
| 31 - 35 YEARS | 99 | 125 | 23 | 49 | 1 | 0 | 3 | 6 | 1 | 0 | 0 | 0 | 127 | 180 | 9 | 15 |
| 36 - 40 YEARS | 88 | 58 | 14 | 30 | 1 | 1 | 1 | 2 | 1 | 0 | 0 | 0 | 105 | 91 | 7 | 6 |
| MORE THAN 40 YEARS | 17 | 8 | 4 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 22 | 9 | 3 | 0 |
| BARGAINING UNIT TOTAL | 2,316 | 1,883 | 312 | 718 | 38 | 24 | 59 | 64 | 51 | 41 | 0 | 0 | 2,776 | 2,730 | 66 | 47 |
| MORE THAN 10 YEARS: | 1,955 | 1,370 | 264 | 560 | 35 | 21 | 49 | 48 | 31 | 22 | 0 | 0 | 2,334 | 2,021 | 64 | 47 |
| AVERAGE YEARS | 19.2 | 16.9 | 20.6 | 17.9 | 21.3 | 19.7 | 20.0 | 18.1 | 14.6 | 12.6 | 0.0 | 0.0 | 19.3 | 17.2 | 27.8 | 28.7 |

BARGAINING UNIT AVERAGE YEARS 18.2

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 92 | 73 | 7 | 13 | 1 | 0 | 0 | 5 | 7 | 3 | 2 | 0 | 109 | 94 | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 16 - 20 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 - 25 YEARS | 0 | 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 | 92 | 74 | 7 | 13 | 1 | 0 | 0 | 5 | 7 | 3 | 2 | 0 | 109 | 95 | 0 | 0 |
| MORE THAN 10 YEARS: | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| AVERAGE YEARS | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 |

BARGAINING UNIT AVERAGE YEARS 0.1

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 122 | 101 | 4 | 7 | 1 | 0 | 0 | 3 | 4 | 0 | 0 | 1 | 131 | 112 | 0 | 1 |
| 06 - 10 YEARS | 102 | 66 | 11 | 11 | 0 | 0 | 1 | 2 | 1 | 1 | 0 | 0 | 115 | 80 | 2 | 0 |
| 11 - 15 YEARS | 125 | 105 | 6 | 12 | 0 | 0 | 2 | 3 | 1 | 5 | 0 | 0 | 134 | 125 | 0 | 0 |
| 16 - 20 YEARS | 141 | 111 | 9 | 11 | 2 | 2 | 5 | 1 | 0 | 1 | 0 | 0 | 157 | 126 | 2 | 2 |
| 21 - 25 YEARS | 123 | 114 | 21 | 18 | 1 | 2 | 2 | 3 | 3 | 2 | 0 | 0 | 150 | 139 | 1 | 5 |
| 26 - 30 YEARS | 131 | 100 | 22 | 21 | 5 | 1 | 5 | 2 | 3 | 2 | 0 | 0 | 166 | 126 | 6 | 4 |
| 31 - 35 YEARS | 57 | 58 | 16 | 28 | 0 | 0 | 2 | 3 | 1 | 4 | 0 | 0 | 76 | 93 | 5 | 2 |
| 36 - 40 YEARS | 66 | 35 | 13 | 13 | 1 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 81 | 50 | 8 | 2 |
| MORE THAN 40 YEARS | 10 | 8 | 2 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 13 | 10 | 2 | 1 |
| BARGAINING UNIT TOTAL | 877 | 698 | 104 | 123 | 10 | 5 | 18 | 18 | 14 | 16 | 0 | 1 | 1,023 | 861 | 26 | 17 |
| MORE THAN 10 YEARS: | 653 | 531 | 89 | 105 | 9 | 5 | 17 | 13 | 9 | 15 | 0 | 0 | 777 | 669 | 24 | 16 |
| AVERAGE YEARS | 19.0 | 18.9 | 24.5 | 24.4 | 23.8 | 22.4 | 23.2 | 19.5 | 18.6 | 22.6 | 0.0 | 0.0 | 19.6 | 19.8 | 30.9 | 27.1 |

BARGAINING UNIT AVERAGE YEARS 19.7

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 107 | 284 | 9 | 36 | 0 | 3 | 2 | 8 | 0 | 4 | 0 | 0 | 118 | 335 | 0 | 1 |
| 06 - 10 YEARS | 27 | 143 | 4 | 19 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 31 | 167 | 0 | 0 |
| 11 - 15 YEARS | 37 | 211 | 6 | 22 | 0 | 2 | 1 | 4 | 0 | 5 | 0 | 0 | 44 | 244 | 0 | 1 |
| 16 - 20 YEARS | 18 | 99 | 5 | 22 | 0 | 1 | 1 | 2 | 2 | 2 | 0 | 0 | 26 | 126 | 0 | 2 |
| 21 - 25 YEARS | 20 | 114 | 4 | 26 | 0 | 2 | 2 | 6 | 0 | 3 | 0 | 0 | 26 | 151 | 2 | 4 |
| 26 - 30 YEARS | 17 | 79 | 7 | 25 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 24 | 119 | 2 | 7 |
| 31 - 35 YEARS | 10 | 63 | 1 | 21 | 0 | 1 | 0 | 7 | 0 | 0 | 0 | 0 | 11 | 92 | 2 | 5 |
| 36 - 40 YEARS | 6 | 51 | 1 | 11 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 7 | 64 | 0 | 8 |
| MORE THAN 40 YEARS | 2 | 10 | 1 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 | 13 | 0 | 0 |
| BARGAINING UNIT TOTAL | 244 | 1,054 | 38 | 184 | 0 | 10 | 7 | 49 | 2 | 14 | 0 | 0 | 291 | 1,311 | 6 | 28 |
| MORE THAN 10 YEARS: | 110 | 627 | 25 | 129 | 0 | 6 | 5 | 37 | 2 | 10 | 0 | 0 | 142 | 809 | 6 | 27 |
| AVERAGE YEARS | 11.7 | 14.8 | 16.2 | 18.6 | 0.0 | 14.5 | 18.1 | 21.4 | 18.0 | 12.9 | 0.0 | 0.0 | 12.4 | 15.6 | 28.0 | 29.1 |

BARGAINING UNIT AVERAGE YEARS 15.0

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 28, 2013

| 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 | 5,201 | 7,049 | 700 | 2,320 | 54 | 54 | 149 | 263 | 124 | 146 | 8 | 3 | 6,236 | 9,835 | 9 | 15 |
| 06- 10 YEARS | 2,384 | 2,560 | 303 | 842 | 41 | 22 | 70 | 104 | 50 | 66 | 0 | 0 | 2,848 | 3,594 | 8 | 15 |
| 11- 15 YEARS | 3,953 | 3,196 | 413 | 1,176 | 48 | 36 | 109 | 137 | 64 | 62 | 0 | 0 | 4,587 | 4,607 | 16 | 19 |
| 16- 20 YEARS | 3,121 | 2,001 | 347 | 656 | 74 | 35 | 93 | 88 | 36 | 38 | 0 | 0 | 3,671 | 2,818 | 25 | 33 |
| 21- 25 YEARS | 2,501 | 1,532 | 279 | 537 | 57 | 21 | 79 | 96 | 34 | 38 | 0 | 0 | 2,950 | 2,224 | 93 | 106 |
| 26- 30 YEARS | 1,319 | 988 | 277 | 428 | 27 | 17 | 61 | 63 | 25 | 19 | 0 | 0 | 1,709 | 1,515 | 87 | 64 |
| 31- 35 YEARS | 429 | 713 | 107 | 300 | 5 | 6 | 13 | 35 | 6 | 12 | 0 | 0 | 560 | 1,066 | 34 | 60 |
| 36- 40 YEARS | 316 | 444 | 47 | 142 | 3 | 4 | 13 | 15 | 6 | 2 | 0 | 0 | 385 | 607 | 27 | 39 |
| MORE THAN 40 YEARS | 59 | 67 | 12 | 18 | 0 | 0 | 4 | 2 | 4 | 0 | 0 | 0 | 79 | 87 | 8 | 3 |
| STATEWIDE TOTAL | 19,283 | 18,550 | 2,485 | 6,419 | 309 | 195 | 591 | 803 | 349 | 383 | 8 | 3 | 23,025 | 26,353 | 307 | 354 |
| MORE THAN 10 YEARS | 11,698 | 8,941 | 1,482 | 3,257 | 214 | 119 | 372 | 436 | 175 | 171 | 0 | 0 | 13,941 | 12,924 | 290 | 324 |
| AVERAGE YEARS | 13.5 | 11.9 | 14.4 | 12.5 | 15.2 | 13.9 | 14.6 | 13.3 | 12.4 | 11.0 | 0.1 | 0.0 | 13.7 | 12.1 | 25.6 | 25.1 |

STATEWIDE TOTAL AVERAGE YEARS 12.8

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay End Date: September 28, 2013

| BARGAINING UNIT CODE/NAME | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Bargaining Unit Eligible for Longevity |
|---------------------------------|---------------------|---------------------------------|-------------|------------------|---|---|
| A02 - SAFETY & REGULATORY | 1,355 | 2.7 % | 44.7 | \$24.55 | 908 | 67.0 % |
| A31 - LABOR AND TRADES | 2,902 | 5.9 % | 45.5 | \$17.98 | 1,475 | 50.8 % |
| C12 - SECURITY | 6,695 | 13.6 % | 44.6 | \$23.80 | 5,606 | 83.7 % |
| E42 - HUMAN SERVICES SUPPORT | 659 | 1.3 % | 48.5 | \$23.86 | 493 | 74.8 % |
| H21 - SCIENTIFIC & ENGINEERING | 2,107 | 4.3 % | 45.2 | \$32.74 | 1,640 | 77.8 % |
| L32 - TECHNICAL | 954 | 1.9 % | 43.8 | \$23.26 | 676 | 70.9 % |
| T01 - STATE POLICE ENLISTED | 1,497 | 3.0 % | 40.9 | \$30.38 | 1,196 | 79.9 % |
| U11 - INSTITUTIONAL | 1,689 | 3.4 % | 45.1 | \$20.33 | 952 | 56.4 % |
| W22 - HUMAN SERVICES | 10,906 | 22.1 % | 43.1 | \$25.77 | 5,148 | 47.2 % |
| W41 - ADMINISTRATIVE SUPPORT | 6,328 | 12.8 % | 45.8 | \$20.14 | 3,696 | 58.4 % |
| Y00 - NON-SPECIFIED | 4 | 0.0 % | 35.1 | \$13.88 | 0 | 0.0 % |
| Y23 - BUSINESS & ADMINISTRATION | 5,085 | 10.3 % | 46.2 | \$30.92 | 3,506 | 68.9 % |
| Y51 - SUPERVISORY | 5,506 | 11.2 % | 48.7 | \$33.39 | 4,936 | 89.6 % |
| Y52 - NONCAREER | 204 | 0.4 % | 27.1 | \$13.59 | 2 | 1.0 % |
| Y98 - MANAGERIAL | 1,884 | 3.8 % | 51.3 | \$48.20 | 1,633 | 86.7 % |
| Y99 - CONFIDENTIAL | 1,602 | 3.2 % | 47.2 | \$27.56 | 1,136 | 70.9 % |
| STATEWIDE TOTAL | 49,377 | 100.0 % | 45.3 | \$26.71 | 33,003 | 66.8 % |

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 28, 2013

| Bargaining Unit Code/Name | Total Employees Enrolled | Health Insurance | | | | | | | Dental Insurance | | | | | | |
|-------------------------------|--------------------------|------------------------|-------------|--------------------|-------------|---------------------|------------|--------------|------------------|------------------------|-------------|--------------------|------------|---------------------|------------|
| | | State Sponsored Health | % | Health Maintenance | % | Catastrophic Health | % | COPS Trust | % | State Sponsored Dental | % | Dental Maintenance | % | Preventative Dental | % |
| A02 SAFETY & REGULATORY | 1,320 | 756 | 57 % | 389 | 29 % | 35 | 3 % | 0 | 0 % | 1,186 | 90 % | 23 | 2 % | 9 | 1 % |
| A31 LABOR AND TRADES | 1,884 | 927 | 49 % | 809 | 43 % | 16 | 1 % | 0 | 0 % | 1,753 | 93 % | 11 | 1 % | 6 | 0 % |
| C12 SECURITY | 6,685 | 3,775 | 56 % | 2,516 | 38 % | 34 | 1 % | 0 | 0 % | 6,279 | 94 % | 131 | 2 % | 9 | 0 % |
| E42 HUMAN SERVICES SUPPORT | 659 | 343 | 52 % | 273 | 41 % | 6 | 1 % | 0 | 0 % | 602 | 91 % | 30 | 5 % | 2 | 0 % |
| H21 SCIENTIFIC & ENGINEERING | 2,103 | 937 | 45 % | 985 | 47 % | 26 | 1 % | 0 | 0 % | 1,946 | 93 % | 31 | 1 % | 11 | 1 % |
| L32 TECHNICAL | 845 | 409 | 48 % | 378 | 45 % | 14 | 2 % | 0 | 0 % | 785 | 93 % | 18 | 2 % | 4 | 0 % |
| T01 STATE POLICE ENLISTED | 1,497 | 169 | 11 % | 27 | 2 % | 2 | 0 % | 1,268 | 85 % | 1,464 | 98 % | 5 | 0 % | 3 | 0 % |
| U11 INSTITUTIONAL | 1,672 | 908 | 54 % | 632 | 38 % | 10 | 1 % | 0 | 0 % | 1,539 | 92 % | 42 | 3 % | 1 | 0 % |
| W22 HUMAN SERVICES | 10,819 | 4,862 | 45 % | 5,067 | 47 % | 113 | 1 % | 0 | 0 % | 9,880 | 91 % | 337 | 3 % | 37 | 0 % |
| W41 ADMINISTRATIVE SUPPORT | 5,790 | 1,992 | 34 % | 3,224 | 56 % | 80 | 1 % | 0 | 0 % | 5,194 | 90 % | 192 | 3 % | 16 | 0 % |
| Y23 BUSINESS & ADMINISTRATION | 5,061 | 1,614 | 32 % | 2,943 | 58 % | 88 | 2 % | 0 | 0 % | 4,576 | 90 % | 135 | 3 % | 28 | 1 % |
| Y50 PENDING UNIT ASSIGNMENT | 1 | 0 | 0 % | 1 | 100 % | 0 | 0 % | 0 | 0 % | 1 | 100 % | 0 | 0 % | 0 | 0 % |
| Y51 SUPERVISORY | 5,505 | 2,656 | 48 % | 2,462 | 45 % | 41 | 1 % | 0 | 0 % | 5,117 | 93 % | 105 | 2 % | 9 | 0 % |
| Y52 NONCAREER | 2 | 0 | 0 % | 1 | 50 % | 0 | 0 % | 0 | 0 % | 2 | 100 % | 0 | 0 % | 0 | 0 % |
| Y98 MANAGERIAL | 1,884 | 821 | 44 % | 920 | 49 % | 13 | 1 % | 0 | 0 % | 1,770 | 94 % | 16 | 1 % | 3 | 0 % |
| Y99 CONFIDENTIAL | 1,569 | 502 | 32 % | 898 | 57 % | 15 | 1 % | 0 | 0 % | 1,417 | 90 % | 34 | 2 % | 0 | 0 % |
| STATEWIDE TOTALS: | 47,296 | 20,671 | 44 % | 21,525 | 46 % | 493 | 1 % | 1,268 | 3 % | 43,511 | 92 % | 1,110 | 2 % | 138 | 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

STATE OF MICHIGAN

Table 5-4

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

Pay End Date: September 28, 2013

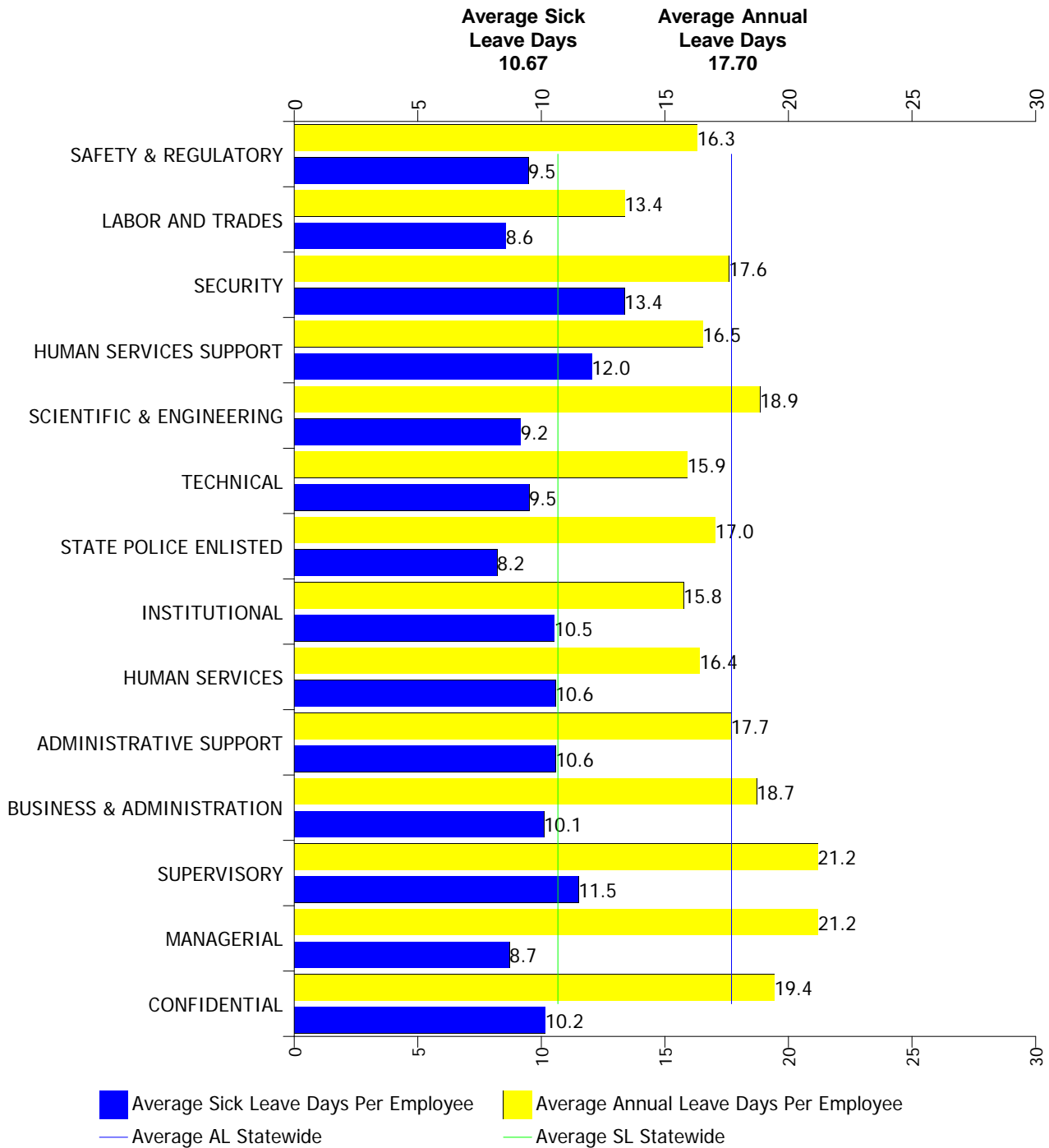
| Bargaining Unit Code/Name | Total Employees Enrolled | Vision Insurance | | Disability Insurance | | | | Life Insurance | | | | | |
|-------------------------------|--------------------------|------------------------|-------------|----------------------|-------------|--------------|------------|-----------------|-------------|------------------------------|------------|--------------|------------|
| | | State Sponsored Vision | % | CMI | % | Reliance | % | United of Omaha | % | United of Omaha Reduced Life | % | Reliastar | % |
| A02 SAFETY & REGULATORY | 1,320 | 1,234 | 93 % | 1,072 | 81 % | 67 | 5 % | 1,245 | 94 % | 65 | 5 % | 62 | 5 % |
| A31 LABOR AND TRADES | 1,884 | 1,778 | 94 % | 1,611 | 86 % | 2 | 0 % | 1,821 | 97 % | 58 | 3 % | 4 | 0 % |
| C12 SECURITY | 6,685 | 6,429 | 96 % | 6,204 | 93 % | 0 | 0 % | 6,462 | 97 % | 198 | 3 % | 0 | 0 % |
| E42 HUMAN SERVICES SUPPORT | 659 | 637 | 97 % | 542 | 82 % | 0 | 0 % | 620 | 94 % | 37 | 6 % | 0 | 0 % |
| H21 SCIENTIFIC & ENGINEERING | 2,103 | 1,995 | 95 % | 1,754 | 83 % | 28 | 1 % | 1,963 | 93 % | 137 | 7 % | 14 | 1 % |
| L32 TECHNICAL | 845 | 809 | 96 % | 704 | 83 % | 14 | 2 % | 791 | 94 % | 51 | 6 % | 9 | 1 % |
| T01 STATE POLICE ENLISTED | 1,497 | 1,472 | 98 % | 1,668 | 111 % | 931 | 62 % | 1,451 | 97 % | 39 | 3 % | 983 | 66 % |
| U11 INSTITUTIONAL | 1,672 | 1,582 | 95 % | 1,434 | 86 % | 4 | 0 % | 1,581 | 95 % | 87 | 5 % | 0 | 0 % |
| W22 HUMAN SERVICES | 10,819 | 10,289 | 95 % | 8,826 | 82 % | 0 | 0 % | 10,219 | 94 % | 581 | 5 % | 0 | 0 % |
| W41 ADMINISTRATIVE SUPPORT | 5,790 | 5,435 | 94 % | 4,784 | 83 % | 99 | 2 % | 5,448 | 94 % | 328 | 6 % | 63 | 1 % |
| Y23 BUSINESS & ADMINISTRATION | 5,061 | 4,760 | 94 % | 4,020 | 79 % | 68 | 1 % | 4,760 | 94 % | 290 | 6 % | 43 | 1 % |
| Y50 PENDING UNIT ASSIGNMENT | 1 | 1 | 100 % | 1 | 100 % | 0 | 0 % | 1 | 100 % | 0 | 0 % | 0 | 0 % |
| Y51 SUPERVISORY | 5,505 | 5,244 | 95 % | 5,164 | 94 % | 139 | 3 % | 5,318 | 97 % | 174 | 3 % | 128 | 2 % |
| Y52 NONCAREER | 2 | 2 | 100 % | 1 | 50 % | 0 | 0 % | 2 | 100 % | 0 | 0 % | 0 | 0 % |
| Y98 MANAGERIAL | 1,884 | 1,792 | 95 % | 1,661 | 88 % | 63 | 3 % | 1,791 | 95 % | 92 | 5 % | 74 | 4 % |
| Y99 CONFIDENTIAL | 1,569 | 1,453 | 93 % | 1,302 | 83 % | 14 | 1 % | 1,482 | 94 % | 84 | 5 % | 10 | 1 % |
| STATEWIDE TOTALS: | 47,296 | 44,912 | 95 % | 40,748 | 86 % | 1,429 | 3 % | 44,955 | 95 % | 2,221 | 5 % | 1,390 | 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
ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT
Fiscal Year 2012 - 2013

Graph 5-3



Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT
From Pay End Date October 13, 2012 Through Pay End Date September 28, 2013

| Bargaining Unit Code/Name | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee |
|----------------------------------|----------------------------|-------------------------------------|-----------------------------------|----------------------------------|
| A02 SAFETY & REGULATORY | 1,412 | 107,019.6 | 75.8 | 9.5 |
| A31 LABOR AND TRADES | 2,838 | 194,541.9 | 68.5 | 8.6 |
| C12 SECURITY | 7,345 | 785,539.7 | 106.9 | 13.4 |
| E42 HUMAN SERVICES SUPPORT | 737 | 71,040.2 | 96.4 | 12.0 |
| H21 SCIENTIFIC & ENGINEERING | 2,205 | 161,633.9 | 73.3 | 9.2 |
| L32 TECHNICAL | 1,076 | 81,833.4 | 76.1 | 9.5 |
| T01 STATE POLICE ENLISTED | 1,582 | 103,952.2 | 65.7 | 8.2 |
| U11 INSTITUTIONAL | 2,109 | 177,711.0 | 84.3 | 10.5 |
| W22 HUMAN SERVICES | 11,877 | 1,004,313.0 | 84.6 | 10.6 |
| W41 ADMINISTRATIVE SUPPORT | 6,489 | 549,377.8 | 84.7 | 10.6 |
| Y23 BUSINESS & ADMINISTRATION | 5,388 | 435,585.5 | 80.8 | 10.1 |
| Y51 SUPERVISORY | 5,923 | 545,405.6 | 92.1 | 11.5 |
| Y98 MANAGERIAL | 2,010 | 140,111.7 | 69.7 | 8.7 |
| Y99 CONFIDENTIAL | 1,670 | 135,811.3 | 81.3 | 10.2 |
| STATEWIDE | 52,661 | 4,493,876.8 | 85.3 | 10.7 |

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF29

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT
From Pay End Date October 13, 2012 Through Pay End Date September 28, 2013

| Bargaining Unit Code/Name | ANNUAL LEAVE | | | | DEFERRED HOURS | | | |
|-------------------------------|---------------------|------------------------------|----------------------------|---------------------------|---------------------|------------------------------|----------------------------|---------------------------|
| | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee |
| A02 SAFETY & REGULATORY | 1,412 | 184,221.1 | 130.5 | 16.3 | 1,412 | 2,418.8 | 1.7 | 0.2 |
| A31 LABOR AND TRADES | 2,838 | 303,726.4 | 107.0 | 13.4 | 2,838 | 2,533.1 | 0.9 | 0.1 |
| C12 SECURITY | 7,345 | 1,033,827.9 | 140.8 | 17.6 | 7,345 | 10,228.9 | 1.4 | 0.2 |
| E42 HUMAN SERVICES SUPPORT | 737 | 97,501.1 | 132.3 | 16.5 | 737 | 885.1 | 1.2 | 0.2 |
| H21 SCIENTIFIC & ENGINEERING | 2,205 | 332,534.4 | 150.8 | 18.9 | 2,205 | 4,545.7 | 2.1 | 0.3 |
| L32 TECHNICAL | 1,076 | 136,980.6 | 127.3 | 15.9 | 1,076 | 2,081.4 | 1.9 | 0.2 |
| T01 STATE POLICE ENLISTED | 1,582 | 215,726.5 | 136.4 | 17.0 | 1,582 | 3,809.0 | 2.4 | 0.3 |
| U11 INSTITUTIONAL | 2,109 | 265,976.8 | 126.1 | 15.8 | 2,109 | 4,960.3 | 2.4 | 0.3 |
| W22 HUMAN SERVICES | 11,877 | 1,559,010.1 | 131.3 | 16.4 | 11,877 | 12,491.8 | 1.1 | 0.1 |
| W41 ADMINISTRATIVE SUPPORT | 6,489 | 917,750.3 | 141.4 | 17.7 | 6,489 | 7,532.3 | 1.2 | 0.1 |
| Y23 BUSINESS & ADMINISTRATION | 5,388 | 806,631.8 | 149.7 | 18.7 | 5,388 | 7,411.2 | 1.4 | 0.2 |
| Y51 SUPERVISORY | 5,923 | 1,004,148.9 | 169.5 | 21.2 | 5,923 | 12,335.4 | 2.1 | 0.3 |
| Y98 MANAGERIAL | 2,010 | 340,892.4 | 169.6 | 21.2 | 2,010 | 3,468.3 | 1.7 | 0.2 |
| Y99 CONFIDENTIAL | 1,670 | 259,603.8 | 155.5 | 19.4 | 1,670 | 2,280.2 | 1.4 | 0.2 |
| STATEWIDE | 52,661 | 7,458,532.1 | 141.6 | 17.7 | 52,661 | 76,981.5 | 1.5 | 0.2 |

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2012 - 2013

| BARGAINING UNIT CODE/NAME | | AVERAGE SICK LEAVE DAYS PER EMPLOYEE | AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE | TOTAL AVERAGE DAYS PER EMPLOYEE |
|----------------------------------|---------------------------|---|---|--|
| A02 | SAFETY & REGULATORY | 9.5 | 16.3 | 25.8 |
| A31 | LABOR AND TRADES | 8.6 | 13.4 | 21.9 |
| C12 | SECURITY | 13.4 | 17.6 | 31.0 |
| E42 | HUMAN SERVICES SUPPORT | 12.0 | 16.5 | 28.6 |
| H21 | SCIENTIFIC & ENGINEERING | 9.2 | 18.9 | 28.0 |
| L32 | TECHNICAL | 9.5 | 15.9 | 25.4 |
| T01 | STATE POLICE ENLISTED | 8.2 | 17.0 | 25.3 |
| U11 | INSTITUTIONAL | 10.5 | 15.8 | 26.3 |
| W22 | HUMAN SERVICES | 10.6 | 16.4 | 27.0 |
| W41 | ADMINISTRATIVE SUPPORT | 10.6 | 17.7 | 28.3 |
| Y23 | BUSINESS & ADMINISTRATION | 10.1 | 18.7 | 28.8 |
| Y51 | SUPERVISORY | 11.5 | 21.2 | 32.7 |
| Y98 | MANAGERIAL | 8.7 | 21.2 | 29.9 |
| Y99 | CONFIDENTIAL | 10.2 | 19.4 | 29.6 |
| STATEWIDE AVERAGE | | 10.67 | 17.70 | 28.37 |

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)
Fiscal Years 2008-09 through 2012-2013**

| BARGAINING UNIT CODE/NAME | 2008-09 | 2009-10 | 2010-2011 | 2011-2012 | 2012-2013 |
|----------------------------------|----------------|----------------|------------------|------------------|------------------|
| A02 SAFETY & REGULATORY | 9.0 | 9.3 | 8.9 | 9.8 | 9.5 |
| A31 LABOR AND TRADES | 9.0 | 9.5 | 8.5 | 8.4 | 8.6 |
| C12 SECURITY | 11.7 | 12.6 | 12.8 | 13.6 | 13.4 |
| E42 HUMAN SERVICES SUPPORT | 6.7 | 9.7 | 9.0 | 13.5 | 12.0 |
| H21 SCIENTIFIC & ENGINEERING | 8.8 | 9.8 | 9.2 | 9.8 | 9.2 |
| L32 TECHNICAL | 7.5 | 8.3 | 7.8 | 9.0 | 9.5 |
| T01 STATE POLICE ENLISTED | 11.5 | 11.5 | 10.5 | 10.5 | 8.2 |
| U11 INSTITUTIONAL | 10.8 | 10.7 | 9.6 | 10.6 | 10.5 |
| W22 HUMAN SERVICES | 8.6 | 9.7 | 8.4 | 10.6 | 10.6 |
| W41 ADMINISTRATIVE SUPPORT | 9.9 | 10.9 | 9.1 | 10.8 | 10.6 |
| Y00 NON-SPECIFIED | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Y23 BUSINESS & ADMINISTRATION | 9.4 | 10.4 | 9.2 | 10.3 | 10.1 |
| Y51 SUPERVISORY | 10.0 | 11.3 | 9.7 | 11.9 | 11.5 |
| Y98 MANAGERIAL | 7.5 | 8.3 | 7.0 | 8.8 | 8.7 |
| Y99 CONFIDENTIAL | 9.7 | 10.8 | 8.1 | 10.3 | 10.2 |
| STATEWIDE AVERAGE | 9.6 | 10.6 | 9.4 | 10.956 | 10.67 |

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF29, for the last full pay period in each fiscal year

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 28, 2013

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 | 408 | 26 | 15 | 0 | 0 | 210 | 8 | 0 | 0 | 1 | 49 | 309 |
| ATTORNEY GENERAL | 11 | 490 | 35 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 82 | 118 |
| AUDITOR GENERAL | 03 | 142 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 |
| CIVIL RIGHTS | 15 | 88 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 35 | 13 | 48 |
| CIVIL SERVICE COMMISSION | 19 | 434 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| COMMUNITY HEALTH | 39 | 3,164 | 24 | 74 | 189 | 0 | 105 | 39 | 0 | 778 | 410 | 421 | 2,040 |
| CORRECTIONS | 47 | 12,978 | 8 | 570 | 6,506 | 0 | 7 | 97 | 0 | 506 | 2,341 | 933 | 10,968 |
| EDUCATION | 31 | 528 | 0 | 2 | 0 | 3 | 0 | 2 | 0 | 18 | 183 | 85 | 293 |
| ENVIRONMENTAL QUALITY | 76 | 1,118 | 7 | 2 | 0 | 0 | 692 | 46 | 0 | 0 | 1 | 134 | 882 |
| EXECUTIVE OFFICE | 01 | 57 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN SERVICES | 43 | 11,761 | 192 | 36 | 0 | 51 | 3 | 2 | 0 | 96 | 7,624 | 1,347 | 9,351 |
| LICENSING AND REGULATORY AFF | 64 | 2,973 | 276 | 31 | 0 | 535 | 117 | 4 | 0 | 6 | 165 | 602 | 1,736 |
| MILITARY & VETERAN AFFAIRS | 51 | 802 | 52 | 202 | 0 | 0 | 27 | 12 | 0 | 272 | 27 | 45 | 637 |
| NATURAL RESOURCES | 75 | 2,651 | 506 | 1,035 | 0 | 0 | 258 | 152 | 0 | 5 | 95 | 177 | 2,228 |
| STATE | 23 | 1,527 | 14 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,015 | 1,046 |
| STATE POLICE | 55 | 2,532 | 139 | 10 | 0 | 0 | 115 | 29 | 1,497 | 8 | 0 | 226 | 2,024 |
| STRATEGIC FUND | 07 | 681 | 0 | 1 | 0 | 70 | 16 | 3 | 0 | 0 | 20 | 94 | 204 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 07 | 2,719 | 0 | 264 | 0 | 0 | 34 | 63 | 0 | 0 | 1 | 338 | 700 |
| TRANSPORTATION | 59 | 2,719 | 67 | 628 | 0 | 0 | 521 | 495 | 0 | 0 | 3 | 238 | 1,952 |
| TREASURY | 27 | 1,606 | 9 | 12 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 527 | 552 |
| Grand Total: | | 49,378 | 1,355 | 2,902 | 6,695 | 659 | 2,107 | 954 | 1,497 | 1,689 | 10,906 | 6,328 | 35,092 |

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

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: September 28, 2013

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 | 408 | 24 | 9 | 18 | 2 | 0 | 46 | 99 |
| ATTORNEY GENERAL | 11 | 490 | 29 | 50 | 285 | 0 | 0 | 8 | 372 |
| AUDITOR GENERAL | 03 | 142 | 0 | 65 | 35 | 4 | 0 | 34 | 138 |
| CIVIL RIGHTS | 15 | 88 | 1 | 19 | 11 | 0 | 0 | 9 | 40 |
| CIVIL SERVICE COMMISSION | 19 | 434 | 5 | 367 | 50 | 0 | 0 | 12 | 434 |
| COMMUNITY HEALTH | 39 | 3,164 | 473 | 72 | 175 | 6 | 1 | 397 | 1,124 |
| CORRECTIONS | 47 | 12,978 | 180 | 114 | 154 | 2 | 0 | 1,560 | 2,010 |
| EDUCATION | 31 | 528 | 128 | 30 | 29 | 0 | 1 | 47 | 235 |
| ENVIRONMENTAL QUALITY | 76 | 1,118 | 53 | 21 | 31 | 9 | 0 | 122 | 236 |
| EXECUTIVE OFFICE | 01 | 57 | 0 | 55 | 2 | 0 | 0 | 0 | 57 |
| HUMAN SERVICES | 43 | 11,761 | 583 | 224 | 202 | 0 | 0 | 1,401 | 2,410 |
| LICENSING AND REGULATORY AFF | 64 | 2,973 | 653 | 98 | 199 | 24 | 0 | 263 | 1,237 |
| MILITARY & VETERAN AFFAIRS | 51 | 802 | 28 | 10 | 18 | 0 | 0 | 109 | 165 |
| NATURAL RESOURCES | 75 | 2,651 | 92 | 27 | 62 | 10 | 0 | 232 | 423 |
| STATE | 23 | 1,527 | 126 | 54 | 43 | 26 | 0 | 232 | 481 |
| STATE POLICE | 55 | 2,532 | 140 | 41 | 102 | 5 | 2 | 218 | 508 |
| STRATEGIC FUND | 07 | 681 | 295 | 41 | 61 | 23 | 0 | 57 | 477 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 07 | 2,719 | 1,370 | 159 | 194 | 67 | 0 | 229 | 2,019 |
| TRANSPORTATION | 59 | 2,719 | 215 | 93 | 85 | 12 | 0 | 362 | 767 |
| TREASURY | 27 | 1,606 | 690 | 53 | 128 | 14 | 1 | 168 | 1,054 |
| Grand Total: | | 49,378 | 5,085 | 1,602 | 1,884 | 204 | 5 | 5,506 | 14,286 |

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

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

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

Classified Service - The Michigan State classified civil service.

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

Disability - Disability means any of the following:

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

Employee Status Code Descriptions (active employees):

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

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

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

Turnover Separation - Starting in FY2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent about 92.2% of all noncareer appointments. Turnover separations do not include employees placed on layoff.

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

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

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

Union Codes

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

Unit

Code **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.