

THIRTY-FIFTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2013-14
October 1, 2013 – September 30, 2014

State of Michigan
Civil Service Commission



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This is the Thirty-Fifth Annual Workforce Report covering fiscal year 2013-14 (October 1, 2013 – September 30, 2014). 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.

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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:

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**STATISTICAL HIGHLIGHTS
FY 2013-14**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.4
Average Annual Salary ¹	\$56,208.9
Average Annual Fringe Benefit Cost ²	48,053
Average Sick Leave Days Used.....	10.7
Average Annual Leave Days Used	18
Average Years of Service	12.9

WORK FORCE CHARACTERISTICS

Females	53.2%
Males.....	46.8%
Eligible for Longevity	67%
Less than Six Years of Service	30.9%
Six to Ten Years of Service.....	15.2%
Over Ten Years of Service	53.8%
Exclusively Represented for Collective Bargaining.....	70.6%
Turnover Separations	8.9%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.5%
Black	17.7%
Hispanic	2.8%
White	76.8%
Not Disclosed1%

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.

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS..... i

TABLE OF CONTENTS..... ii

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

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

Graph 1-2 - Active Classified Employment Figures, Fiscal Years 2009-10 through 2013-14..... 1-2

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

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

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

Graph 1-3 - Breakdown of Active Classified Employment Averages, Fiscal Years 2003-04 and 2013-14..... 1-12

Table 1-4 - Average Number of Active Classified Employees by Department, Fiscal Years 2004-05
Through 2013-14..... 1-13

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1 - Trend of Total State Expenditures Compared to Total State Classified Payroll,
Fiscal Years 2004-05 through 2013-14..... 2-1

Graph 2-2 - State Classified Payroll as a Percent of Total State Expenditures,
Fiscal Years 2004-05 through 2013-14..... 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 2009-10 through 2013-14 2-4

Table 2-3 - Classified Employee Benefits as a Percentage of Base Payroll (Employer Contributions)
Fiscal Years 2009-10 through 2013-14..... 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 2009-10 through 2013-14 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 2009-10 through 2013-14..... 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 Active Classified Employees by Department 2-16

Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2009-10 through 2013-14..... 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 - Active 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	3-24
Table 3-3 - New Hires, Returns and Separations by Department.....	3-25
Table 3-4 - Turnover Separations in the State Classified Service, 1943 to 2014	3-26
Table 3-5 - Turnover Separations by Department, Fiscal Years 2009-10 through 2013-14	3-28
Table 3-6 - Percentage of Employees Eligible to Retire Over the Next One, Three, and Five Year Periods	3-32

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 - Active Classified Employee Distribution by Department	4-23
Table 4-4 - Statewide Employees with a Disability by EEO Category.....	4-24

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit.....	5-1
Table 5-1 - Active Employees Paying Union Dues by Bargaining Unit	5-2
Graph 5-2 - Average Years of Service by Bargaining Unit.....	5-3
Table 5-2 - Active 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	5-21
Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Bargaining Unit	5-22
Graph 5-3 - Annual Leave and Sick Leave Usage by Bargaining Unit.....	5-24
Table 5-5 - Sick Leave Usage Analysis by Bargaining Unit	5-25
Table 5-6 - Annual Leave and Deferred Hours Usage Analysis by Bargaining Unit.....	5-26
Table 5-7 - Average Sick Leave and Annual Leave Usage Analysis by Bargaining Unit.....	5-27
Table 5-8 - Sick Leave Usage Comparison by Bargaining Unit	5-28
Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented.....	5-29
Table 5-10 - Bargaining Unit Analysis by Department, Non-Exclusively Represented	5-30

GLOSSARY

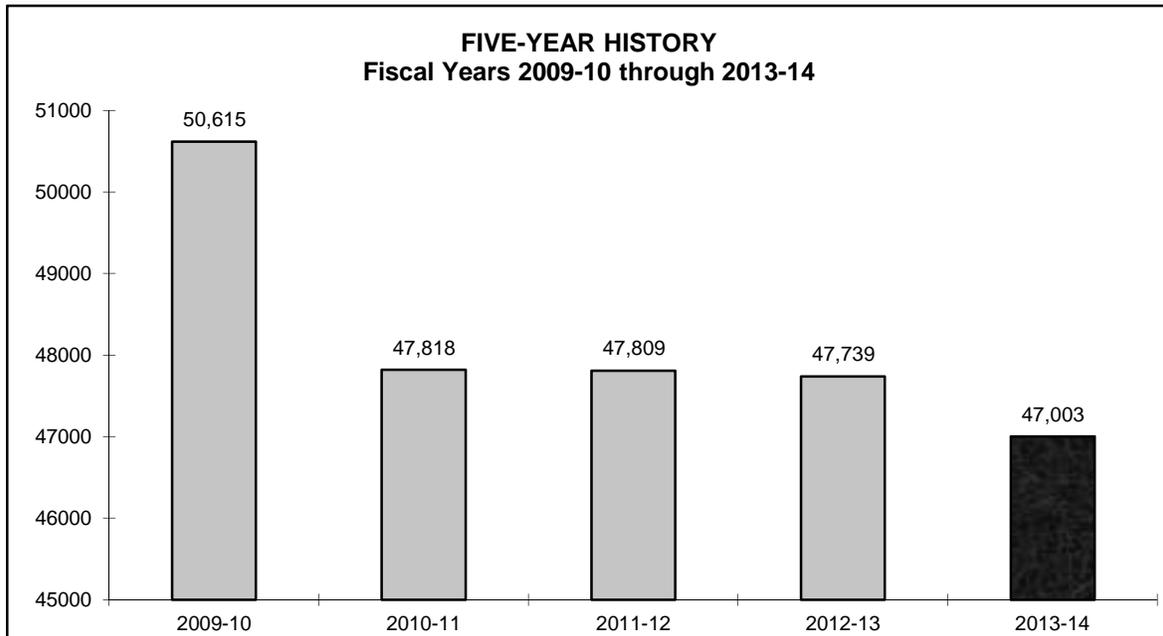
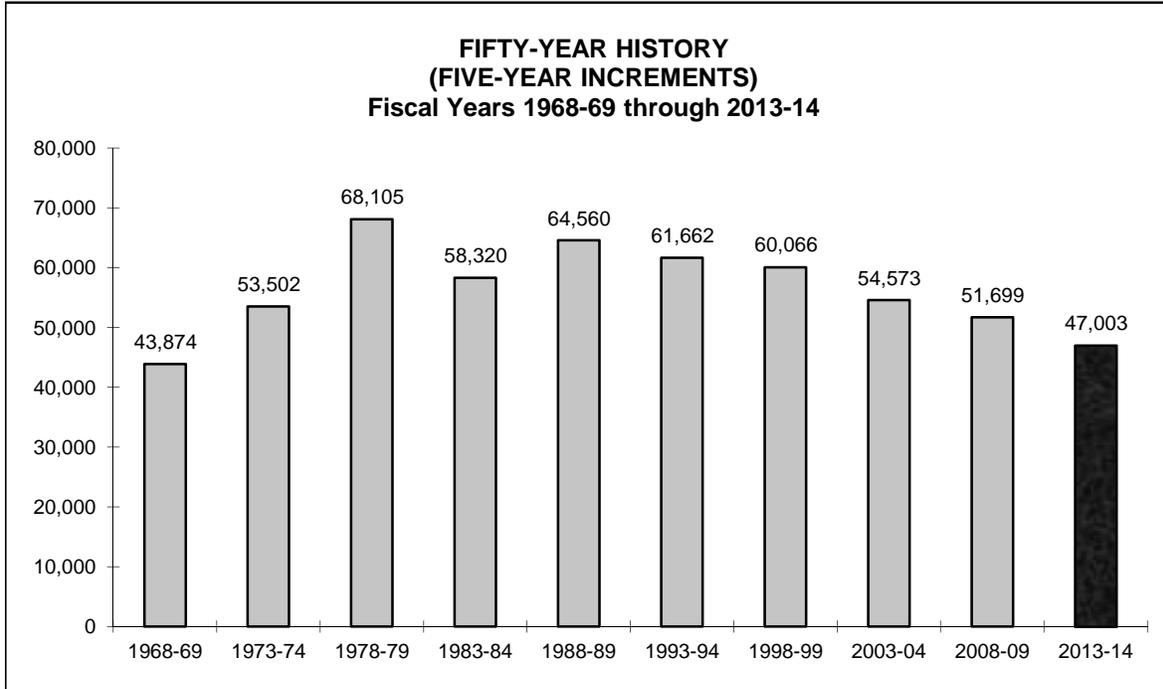
Glossary.....	G-1
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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

Graph 1-1

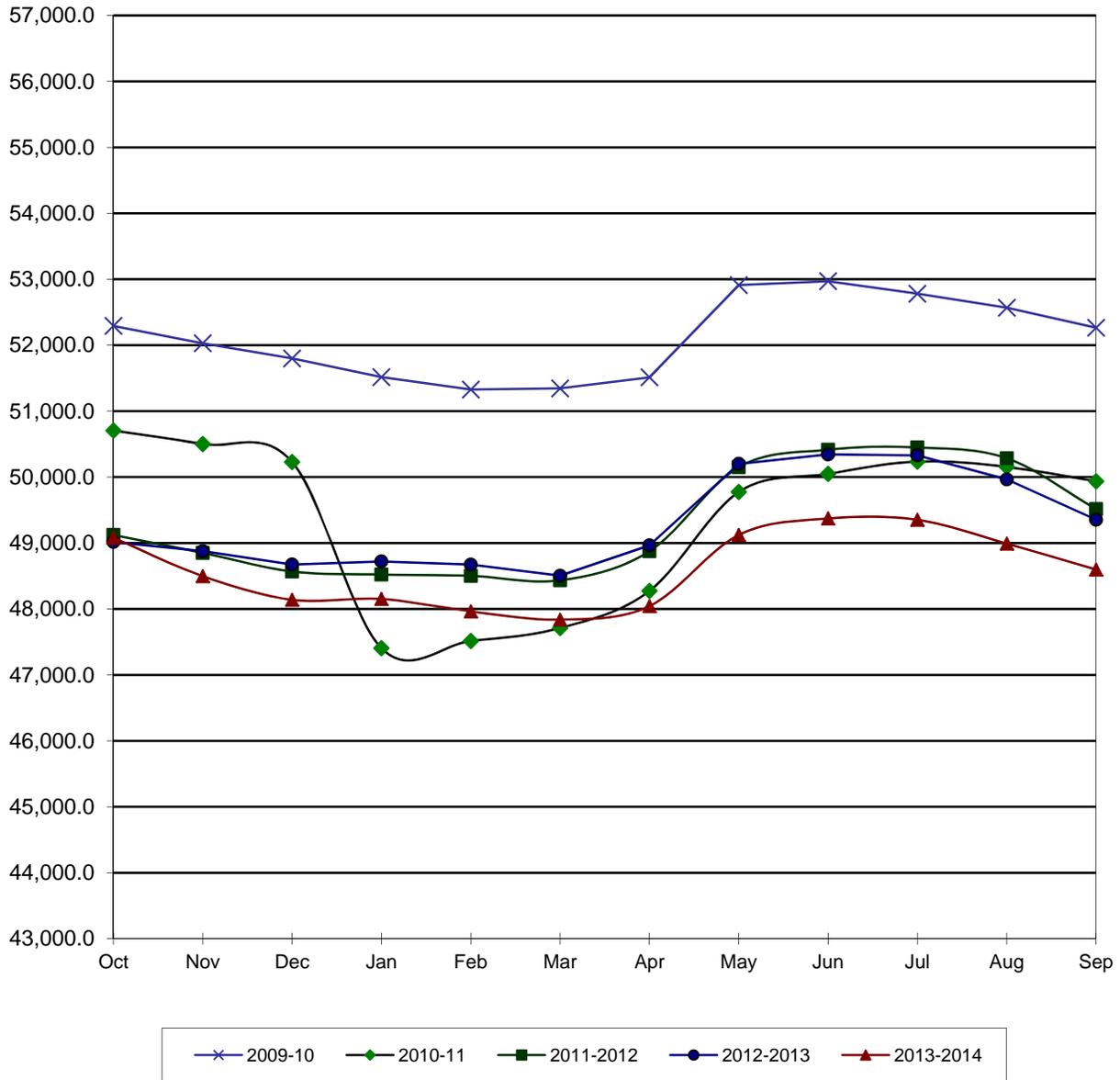


Comment: Employment averages prior to fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal, and noncareer positions for each month during the fiscal year.

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 workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 27, 2014, these positions represent 90.4% 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 2009-10 through 2013-2014



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 27, 2014

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	379.0	0.0	4.0	7.0	0.0	22.0	0.0	412.0	0.0	412.0
AGRICULTURE AND RURAL DVLPMNT		379.0	0.0	4.0	7.0	0.0	22.0	0.0	412.0	0.0	412.0
ATY GNRL CENTRAL OFFICE	1101	454.0	1.0	0.0	21.0	0.0	0.0	0.0	476.0	0.0	476.0
PACC	1102	10.0	0.0	0.0	1.0	0.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		464.0	1.0	0.0	22.0	0.0	0.0	0.0	487.0	0.0	487.0
LEGISLATIVE AUDITOR GENERAL	0301	105.0	0.0	10.0	14.0	0.0	3.0	0.0	132.0	0.0	132.0
AUDITOR GENERAL		105.0	0.0	10.0	14.0	0.0	3.0	0.0	132.0	0.0	132.0
CIV RGHT CENTRAL OFFICE	1501	79.0	0.0	0.0	15.0	0.0	1.0	0.0	95.0	0.0	95.0
CIVIL RIGHTS		79.0	0.0	0.0	15.0	0.0	1.0	0.0	95.0	0.0	95.0
CIVIL SERVICE COMMISSION	1901	402.0	3.0	2.0	9.0	0.0	18.0	0.0	434.0	0.5	433.5
CIVIL SERVICE COMMISSION		402.0	3.0	2.0	9.0	0.0	18.0	0.0	434.0	0.5	433.5
DCH-CARO CENTER	3902	332.0	0.0	0.0	11.0	0.0	0.0	0.0	343.0	0.0	343.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,176.0	1.0	3.0	26.0	0.0	24.0	0.0	1,230.0	0.5	1,229.5
DCH-CTR FORENSIC PSYCHIATRY	3920	464.0	2.0	0.0	3.0	0.0	3.0	7.0	479.0	0.0	479.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	153.0	1.0	0.0	22.0	0.0	6.0	1.0	183.0	0.0	183.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	417.0	2.0	0.0	53.0	0.0	0.0	9.0	481.0	0.0	481.0
DCH-OFFICE OF SERVICES TO TH	3970	27.0	0.0	0.0	1.0	0.0	0.0	0.0	28.0	0.0	28.0
DCH-WALTER P. REUTHER PSY HOSP	3945	332.0	0.0	0.0	4.0	0.0	0.0	1.0	337.0	0.0	337.0
OFFICE OF THE INSPECTOR GENERA	3947	35.0	0.0	0.0	2.0	0.0	2.0	0.0	39.0	0.0	39.0
COMMUNITY HEALTH		2,936.0	6.0	3.0	122.0	0.0	35.0	18.0	3,120.0	0.5	3,119.5
DETROIT DETENTION CENTER	4754	54.0	0.0	0.0	0.0	0.0	0.0	0.0	54.0	0.0	54.0
DETROIT REENTRY CENTER	4764	224.0	0.0	0.0	1.0	0.0	3.0	1.0	229.0	0.0	229.0
DOC-ADRIAN/GUS HARRISON FAC	4729	493.0	0.0	2.0	1.0	0.0	0.0	1.0	497.0	0.0	497.0
DOC-ALGER MAX SECURITY CORRECT	4735	237.0	0.0	0.0	2.0	0.0	0.0	0.0	239.0	0.0	239.0
DOC-BARAGA FACILITY	4740	268.0	0.0	0.0	1.0	0.0	2.0	2.0	273.0	0.0	273.0
DOC-BELLAMY CREEK FACILITY	4748	378.0	0.0	0.0	2.0	0.0	0.0	2.0	382.0	0.0	382.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	440.0	0.0	0.0	3.0	0.0	1.0	0.0	444.0	0.0	444.0
DOC-CARSON CITY FAC/CARSON CIT	4731	420.0	0.0	0.0	1.0	0.0	2.0	2.0	425.0	0.0	425.0
DOC-CENTRAL MICHIGAN FACILITY	4744	408.0	0.0	0.0	1.0	0.0	1.0	2.0	412.0	0.0	412.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	426.0	1.0	0.0	2.0	0.0	1.0	1.0	431.0	0.0	431.0
DOC-COOPER STREET FACILITY	4752	388.0	7.0	0.0	1.0	0.0	0.0	0.0	396.0	0.0	396.0
DOC-CORRECTN CENTRAL OFFICE	4702	484.0	0.0	0.0	15.0	0.0	45.0	0.0	544.0	0.0	544.0
DOC-COTTON FACILITY	4720	397.0	0.0	0.0	1.0	0.0	2.0	1.0	401.0	0.0	401.0

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In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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-EGELER FACILITY	4727	554.0	0.0	0.0	1.0	0.0	3.0	1.0	559.0	0.0	559.0
DOC-FIELD OPERATION REGION III	4763	930.0	6.0	3.0	2.0	0.0	0.0	0.0	941.0	0.0	941.0
DOC-FIELD OPERATIONS REGION I	4761	722.0	0.0	0.0	2.0	0.0	0.0	0.0	724.0	0.0	724.0
DOC-HANDLON MI TRAINING UNT	4705	278.0	0.0	0.0	1.0	0.0	1.0	3.0	283.0	0.0	283.0
DOC-HURON VALLEY CORR COMPLEX	4715	525.0	3.0	0.0	1.0	0.0	0.0	3.0	532.0	0.0	532.0
DOC-IONIA MAXIMUM FACILITY	4724	257.0	0.0	0.0	1.0	0.0	4.0	2.0	264.0	0.0	264.0
DOC-JACKSON CENTRAL REGION	4750	115.0	0.0	0.0	4.0	0.0	0.0	0.0	119.0	0.0	119.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	330.0	0.0	0.0	2.0	0.0	1.0	1.0	334.0	0.0	334.0
DOC-LAKELAND MENS FACILITY	4718	270.0	0.0	0.0	1.0	0.0	0.0	0.0	271.0	0.0	271.0
DOC-MACOMB FACILITY	4741	324.0	1.0	0.0	1.0	0.0	0.0	3.0	329.0	0.0	329.0
DOC-MARQUETTE BRANCH PRISON	4706	311.0	1.0	0.0	1.0	0.0	1.0	1.0	315.0	0.0	315.0
DOC-MAXEY CORRECTIONAL	4749	315.0	0.0	0.0	2.0	0.0	0.0	5.0	322.0	0.0	322.0
DOC-MICHIGAN REFORMATORY	4707	295.0	0.0	0.0	2.0	0.0	8.0	0.0	305.0	0.0	305.0
DOC-MICHIGAN STATE INDUSTRIES	4709	66.0	0.0	0.0	0.0	0.0	0.0	0.0	66.0	0.0	66.0
DOC-MUSKEGON FACILITY	4704	216.0	0.0	0.0	1.0	0.0	0.0	0.0	217.0	0.0	217.0
DOC-NEWBERRY FACILITY	4743	206.0	0.0	2.0	2.0	0.0	1.0	0.0	211.0	0.0	211.0
DOC-OAKS FACILITY	4739	280.0	2.0	0.0	3.0	0.0	0.0	1.0	286.0	0.0	286.0
DOC-OJIBWAY FACILITY	4746	200.0	2.0	0.0	3.0	0.0	2.0	0.0	207.0	0.0	207.0
DOC-PARNALL FACILITY	4751	272.0	0.0	1.0	0.0	0.0	1.0	1.0	275.0	0.0	275.0
DOC-PUGSLEY FACILITY	4745	229.0	1.0	0.0	2.0	0.0	3.0	0.0	235.0	0.0	235.0
DOC-SAGINAW FACILITY	4742	277.0	1.0	0.0	2.0	0.0	3.0	0.0	283.0	0.0	283.0
DOC-ST. LOUIS FACILITY	4733	319.0	0.0	0.0	2.0	0.0	0.0	0.0	321.0	0.0	321.0
DOC-THUMB FACILITY	4725	302.0	0.0	0.0	3.0	0.0	0.0	1.0	306.0	0.0	306.0
NTHRN REGION ADMIN AND SUPPORT	4714	35.0	0.0	0.0	5.0	0.0	0.0	0.0	40.0	0.0	40.0
SOUTHERN REGION - IONIA	4711	44.0	0.0	0.0	4.0	0.0	0.0	0.0	48.0	0.0	48.0
CORRECTIONS		12,289.0	25.0	8.0	79.0	0.0	85.0	34.0	12,520.0	0.0	12,520.0
EDUCATION	3103	439.0	5.0	3.0	16.0	54.0	10.0	0.0	527.0	0.5	526.5
EDUCATION		439.0	5.0	3.0	16.0	54.0	10.0	0.0	527.0	0.5	526.5
DEQ-ENVIRONMENTAL QUALITY	7601	1,052.0	4.0	16.0	31.0	0.0	17.0	0.0	1,120.0	2.5	1,117.5
ENVIRONMENTAL QUALITY		1,052.0	4.0	16.0	31.0	0.0	17.0	0.0	1,120.0	2.5	1,117.5
OFFICE OF THE GOVERNOR	0101	1.0	0.0	2.0	56.0	0.0	0.0	0.0	59.0	0.0	59.0
EXECUTIVE OFFICE		1.0	0.0	2.0	56.0	0.0	0.0	0.0	59.0	0.0	59.0
DHS-BERRIEN COUNTY	4322	136.0	0.0	0.0	24.0	3.0	0.0	0.0	163.0	0.0	163.0

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

Pay End Date: September 27, 2014

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-CALHOUN COUNTY	4323	143.0	0.0	0.0	12.0	0.0	0.0	0.0	155.0	0.0	155.0
DHS-COUNTIES	4308	2,666.0	2.0	0.0	122.0	26.0	0.0	1.0	2,817.0	0.0	2,817.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	2,637.0	2.0	15.0	140.0	36.0	7.0	0.0	2,837.0	0.0	2,837.0
DHS-GENESEE COUNTY	4302	445.0	0.0	0.0	19.0	0.0	0.0	1.0	465.0	0.0	465.0
DHS-INGHAM COUNTY	4312	240.0	0.0	0.0	22.0	1.0	0.0	0.0	263.0	0.0	263.0
DHS - INSTITUTIONS	4307	57.0	0.0	11.0	8.0	0.0	0.0	0.0	76.0	0.0	76.0
DHS-JACKSON COUNTY	4315	143.0	0.0	0.0	23.0	0.0	0.0	0.0	166.0	0.0	166.0
DHS-KALAMAZOO COUNTY	4314	228.0	0.0	0.0	19.0	0.0	0.0	0.0	247.0	0.0	247.0
DHS-KENT COUNTY	4303	436.0	0.0	0.0	13.0	9.0	0.0	0.0	458.0	1.5	456.5
DHS-MACOMB COUNTY	4304	483.0	0.0	0.0	3.0	0.0	0.0	0.0	486.0	3.5	482.5
DHS-MAXEY TRAINING SCHOOL	4311	58.0	0.0	0.0	2.0	0.0	0.0	0.0	60.0	0.0	60.0
DHS-MUSKEGON COUNTY	4324	229.0	0.0	0.0	10.0	0.0	0.0	0.0	239.0	0.0	239.0
DHS-OAKLAND COUNTY	4305	524.0	0.0	0.0	42.0	0.0	0.0	1.0	567.0	0.0	567.0
DHS-SAGINAW COUNTY	4313	205.0	0.0	0.0	6.0	0.0	0.0	0.0	211.0	0.0	211.0
DHS-WASHTENAW	4325	154.0	0.0	0.0	9.0	0.0	0.0	0.0	163.0	0.0	163.0
DHS-WAYNE COUNTY DSS	4306	105.0	0.0	0.0	2.0	0.0	0.0	0.0	107.0	0.0	107.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	503.0	0.0	0.0	31.0	0.0	0.0	0.0	534.0	0.0	534.0
DHS-WAYNE COUNTY ZONE 3	4318	432.0	0.0	0.0	27.0	0.0	0.0	0.0	459.0	0.0	459.0
DHS-WAYNE COUNTY ZONE 4	4319	439.0	0.0	0.0	18.0	0.0	0.0	0.0	457.0	0.0	457.0
DHS-WAYNE COUNTY ZONE L	4316	286.0	0.0	0.0	9.0	0.0	0.0	0.0	295.0	0.0	295.0
HUMAN SERVICES		10,549.0	4.0	26.0	561.0	75.0	7.0	3.0	11,225.0	5.0	11,220.0
DEPT OF INS AND FIN SERVICE	6501	284.0	2.0	0.0	15.0	0.0	10.0	0.0	311.0	0.0	311.0
INSURANCE AND FINANCIAL SERV		284.0	2.0	0.0	15.0	0.0	10.0	0.0	311.0	0.0	311.0
LICENSING AND REGULATORY AFF	6401	2,333.0	4.0	3.0	133.0	0.0	99.0	2.0	2,574.0	1.0	2,573.0
LICENSING & REGULATORY AFFAIRS		2,333.0	4.0	3.0	133.0	0.0	99.0	2.0	2,574.0	1.0	2,573.0
D.J. JACOBETTI HOME FOR VETERA	5103	150.0	3.0	1.0	4.0	0.0	2.0	0.0	160.0	0.5	159.5
GRAND RAPIDS HOME FOR VETERANS	5102	238.0	10.0	16.0	1.0	1.0	16.0	3.0	285.0	0.0	285.0
MIL AFFR CENTRAL OFFICE	5101	247.0	0.0	3.0	40.0	25.0	39.0	0.0	354.0	0.0	354.0
MILITARY & VETERAN AFFAIRS		635.0	13.0	20.0	45.0	26.0	57.0	3.0	799.0	0.5	798.5
DNR-NATURAL RESOURCES	7501	1,270.0	1.0	52.0	16.0	276.0	1,117.0	1.0	2,733.0	0.0	2,733.0
NATURAL RESOURCES		1,270.0	1.0	52.0	16.0	276.0	1,117.0	1.0	2,733.0	0.0	2,733.0
DEPARTMENT OF STATE	2301	1,168.0	0.0	100.0	40.0	0.0	250.0	1.0	1,559.0	0.0	1,559.0
STATE		1,168.0	0.0	100.0	40.0	0.0	250.0	1.0	1,559.0	0.0	1,559.0

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

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
STATE POLICE	5501	2,631.0	17.0	5.0	39.0	0.0	8.0	3.0	2,703.0	1.0	2,702.0
STATE POLICE		2,631.0	17.0	5.0	39.0	0.0	8.0	3.0	2,703.0	1.0	2,702.0
MSF-WORKFORCE DEVELOPMENT AGY	0742	175.0	2.0	0.0	6.0	2.0	3.0	0.0	188.0	0.0	188.0
MSHDA	6305	278.0	4.0	4.0	10.0	0.0	24.0	0.0	320.0	1.0	319.0
STATE LAND BANK AUTHORITY	6306	3.0	0.0	0.0	1.0	0.0	0.0	0.0	4.0	0.0	4.0
STRATEGIC FUND	0740	134.0	0.0	0.0	7.0	0.0	0.0	0.0	141.0	0.0	141.0
STRATEGIC FUND		590.0	6.0	4.0	24.0	2.0	27.0	0.0	653.0	1.0	652.0
DTMB - CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,627.0	4.0	0.0	41.0	0.0	102.0	1.0	1,775.0	0.0	1,775.0
TECH, MGMT AND BUDGET - MB	0701	918.0	18.0	2.0	52.0	0.0	38.0	1.0	1,029.0	2.0	1,027.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,545.0	22.0	2.0	94.0	0.0	140.0	2.0	2,805.0	2.0	2,803.0
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	19.0	0.0	50.0	0.0	50.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	20.0	16.0	0.0	14.0	0.0	88.0	0.0	88.0
TRANSPORTATION CENTRAL OFFICE	5901	2,298.0	6.0	19.0	88.0	17.0	158.0	5.0	2,591.0	4.0	2,587.0
TRANSPORTATION		2,367.0	6.0	39.0	104.0	17.0	191.0	5.0	2,729.0	4.0	2,725.0
BUREAU OF STATE LOTTERY	2795	170.0	0.0	0.0	3.0	0.0	27.0	0.0	200.0	0.0	200.0
GAMING CONTROL	2707	102.0	0.0	2.0	17.0	0.0	13.0	0.0	134.0	0.0	134.0
STATE BUILDING AUTHORITY	2704	3.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,207.0	2.0	4.0	51.0	0.0	19.0	0.0	1,283.0	0.0	1,283.0
TREASURY		1,482.0	2.0	6.0	71.0	0.0	59.0	0.0	1,620.0	0.0	1,620.0
STATEWIDE TOTAL		44,000.0	121.0	305.0	1,513.0	450.0	2,156.0	72.0	48,617.0	18.5	48,598.5

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

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2013 - 2014 Summary

Department		Fiscal Year 2014 Appropriated FTE Positions (A)	Fiscal Year 2014 Average FTE Positions (B)	Fiscal Year 2013 Average FTE Positions (C)	FY 2013 and FY 2014 Difference (B - C)	FY 2014 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	434.0	389.9	395.9	-6.0	-44.1
	Overtime	0.0	0.1	0.2	-0.1	0.1
	Total	434.0	390.0	396.1	-6.1	-44.0
ATTORNEY GENERAL	Regular	511.0	483.4	474.1	9.2	-27.6
	Overtime	0.0	0.3	0.2	0.1	0.3
	Total	511.0	483.6	474.3	9.3	-27.4
AUDITOR GENERAL	Regular	0.0	134.9	141.3	-6.4	134.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	134.9	141.3	-6.4	134.9
CIVIL RIGHTS	Regular	122.0	89.4	90.2	-0.8	-32.6
	Overtime	0.0	0.1	0.1	0.0	0.1
	Total	122.0	89.5	90.3	-0.7	-32.5
CIVIL SERVICE COMMISSION	Regular	446.0	413.7	419.2	-5.6	-32.3
	Overtime	0.0	0.6	0.7	-0.1	0.6
	Total	446.0	414.2	419.9	-5.7	-31.8
COMMUNITY HEALTH	Regular	3,585.6	3,110.5	3,114.8	-4.2	-475.1
	Overtime	0.0	166.5	147.6	18.9	166.5
	Total	3,585.6	3,277.0	3,262.3	14.6	-308.6

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. Appropriated Position Figures are provided by DTMB, State Budget Office. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2013 - 2014 Summary

Department		Fiscal Year 2014 Appropriated FTE Positions (A)	Fiscal Year 2014 Average FTE Positions (B)	Fiscal Year 2013 Average FTE Positions (C)	FY 2013 and FY 2014 Difference (B - C)	FY 2014 Average and Appropriated Difference (B - A)
CORRECTIONS	Regular	14,543.6	12,852.8	13,357.2	-504.4	-1,690.8
	Overtime	0.0	756.6	666.0	90.6	756.6
	Total	14,543.6	13,609.4	14,023.2	-413.8	-934.2
EDUCATION	Regular	587.5	504.8	496.3	8.4	-82.7
	Overtime	0.0	1.0	1.0	0.0	1.0
	Total	587.5	505.8	497.3	8.5	-81.7
ENVIRONMENTAL QUALITY	Regular	1,281.5	1,085.1	1,089.2	-4.0	-196.4
	Overtime	0.0	1.7	2.0	-0.3	1.7
	Total	1,281.5	1,086.9	1,091.2	-4.3	-194.6
EXECUTIVE OFFICE	Regular	74.2	56.9	52.5	4.4	-17.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	56.9	52.5	4.4	-17.3
HUMAN SERVICES	Regular	12,144.5	11,257.8	11,669.7	-411.9	-886.7
	Overtime	0.0	148.5	91.9	56.6	148.5
	Total	12,144.5	11,406.3	11,761.6	-355.3	-738.2
INSURANCE AND FINANCIAL SERV	Regular	337.0	292.3	0.0	292.3	-44.7
	Overtime	0.0	0.1	0.0	0.1	0.1
	Total	337.0	292.4	0.0	292.4	-44.6

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. Appropriated Position Figures are provided by DTMB, State Budget Office. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2013 - 2014 Summary

Department		Fiscal Year 2014 Appropriated FTE Positions (A)	Fiscal Year 2014 Average FTE Positions (B)	Fiscal Year 2013 Average FTE Positions (C)	FY 2013 and FY 2014 Difference (B - C)	FY 2014 Average and Appropriated Difference (B - A)
LICENSING AND REGULATORY AFF	Regular	2,913.0	2,553.8	2,946.8	-393.0	-359.2
	Overtime	0.0	18.2	4.9	13.3	18.2
	Total	2,913.0	2,572.0	2,951.7	-379.7	-341.0
MILITARY & VETERAN AFFAIRS	Regular	889.5	748.6	790.0	-41.4	-140.9
	Overtime	0.0	24.9	33.8	-8.9	24.9
	Total	889.5	773.5	823.8	-50.3	-116.0
NATURAL RESOURCES	Regular	2,134.3	1,992.4	1,962.0	30.4	-141.9
	Overtime	0.0	27.2	21.2	5.9	27.2
	Total	2,134.3	2,019.5	1,983.2	36.3	-114.8
STATE	Regular	1,562.0	1,407.6	1,388.6	19.0	-154.4
	Overtime	0.0	10.4	8.9	1.4	10.4
	Total	1,562.0	1,418.0	1,397.5	20.5	-144.0
STATE POLICE	Regular	2,931.0	2,584.5	2,466.8	117.6	-346.5
	Overtime	0.0	195.4	191.0	4.4	195.4
	Total	2,931.0	2,779.9	2,657.8	122.1	-151.1
STRATEGIC FUND	Regular	756.0	639.7	669.5	-29.7	-116.3
	Overtime	0.0	0.7	0.5	0.1	0.7
	Total	756.0	640.4	670.0	-29.6	-115.6

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. Appropriated Position Figures are provided by DTMB, State Budget Office. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2013 - 2014 Summary

Department		Fiscal Year 2014 Appropriated FTE Positions (A)	Fiscal Year 2014 Average FTE Positions (B)	Fiscal Year 2013 Average FTE Positions (C)	FY 2013 and FY 2014 Difference (B - C)	FY 2014 Average and Appropriated Difference (B - A)
TECH, MGMT AND BUDGET	Regular	2,370.0	2,687.1	2,611.2	75.9	317.1
	Overtime	0.0	42.2	32.0	10.2	42.2
	Total	2,370.0	2,729.3	2,643.2	86.1	359.3
TRANSPORTATION	Regular	2,912.3	2,659.8	2,677.5	-17.7	-252.5
	Overtime	0.0	141.5	105.9	35.6	141.5
	Total	2,912.3	2,801.3	2,783.4	17.9	-111.0
TREASURY	Regular	1,774.5	1,589.1	1,577.0	12.1	-185.4
	Overtime	0.0	10.2	11.3	-1.1	10.2
	Total	1,774.5	1,599.3	1,588.4	10.9	-175.2
STATEWIDE TOTALS	Regular	52,309.5	47,534.0	48,389.7	-855.7	-4,775.5
	Overtime	0.0	1,546.0	1,319.1	226.9	1,546.0
	Total	52,309.5	49,080.0	49,708.8	-628.8	-3,229.5

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. Appropriated Position Figures are provided by DTMB, State Budget Office. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN

Table 1-3

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

Department	2012 - 2013		2013 - 2014	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	408.0	0.8 %	412.0	0.8 %
ATTORNEY GENERAL	490.0	1.0 %	487.0	1.0 %
AUDITOR GENERAL	142.0	0.3 %	132.0	0.3 %
CIVIL RIGHTS	88.0	0.2 %	95.0	0.2 %
CIVIL SERVICE COMMISSION	432.5	0.9 %	433.5	0.9 %
COMMUNITY HEALTH	3,163.5	6.4 %	3,119.5	6.4 %
CORRECTIONS	12,978.0	26.3 %	12,520.0	25.8 %
EDUCATION	527.5	1.1 %	526.5	1.1 %
ENVIRONMENTAL QUALITY	1,115.5	2.3 %	1,117.5	2.3 %
EXECUTIVE OFFICE	57.0	0.1 %	59.0	0.1 %
HUMAN SERVICES	11,752.5	23.8 %	11,220.0	23.1 %
INSURANCE AND FINANCIAL SERV	0	0	311.0	0.6 %
LICENSING & REGULATORY AFFAIRS	2,972.0	6.0 %	2,573.0	5.3 %
MILITARY & VETERAN AFFAIRS	801.5	1.6 %	798.5	1.6 %
NATURAL RESOURCES	2,651.0	5.4 %	2,733.0	5.6 %
STATE	1,527.0	3.1 %	1,559.0	3.2 %
STATE POLICE	2,531.0	5.1 %	2,702.0	5.6 %
STRATEGIC FUND	680.0	1.4 %	652.0	1.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,716.5	5.5 %	2,803.0	5.8 %
TRANSPORTATION	2,714.5	5.5 %	2,725.0	5.6 %
TREASURY	1,606.0	3.3 %	1,620.0	3.3 %
TOTAL:	49,354.0	100.0 %	48,598.5	100.0 %

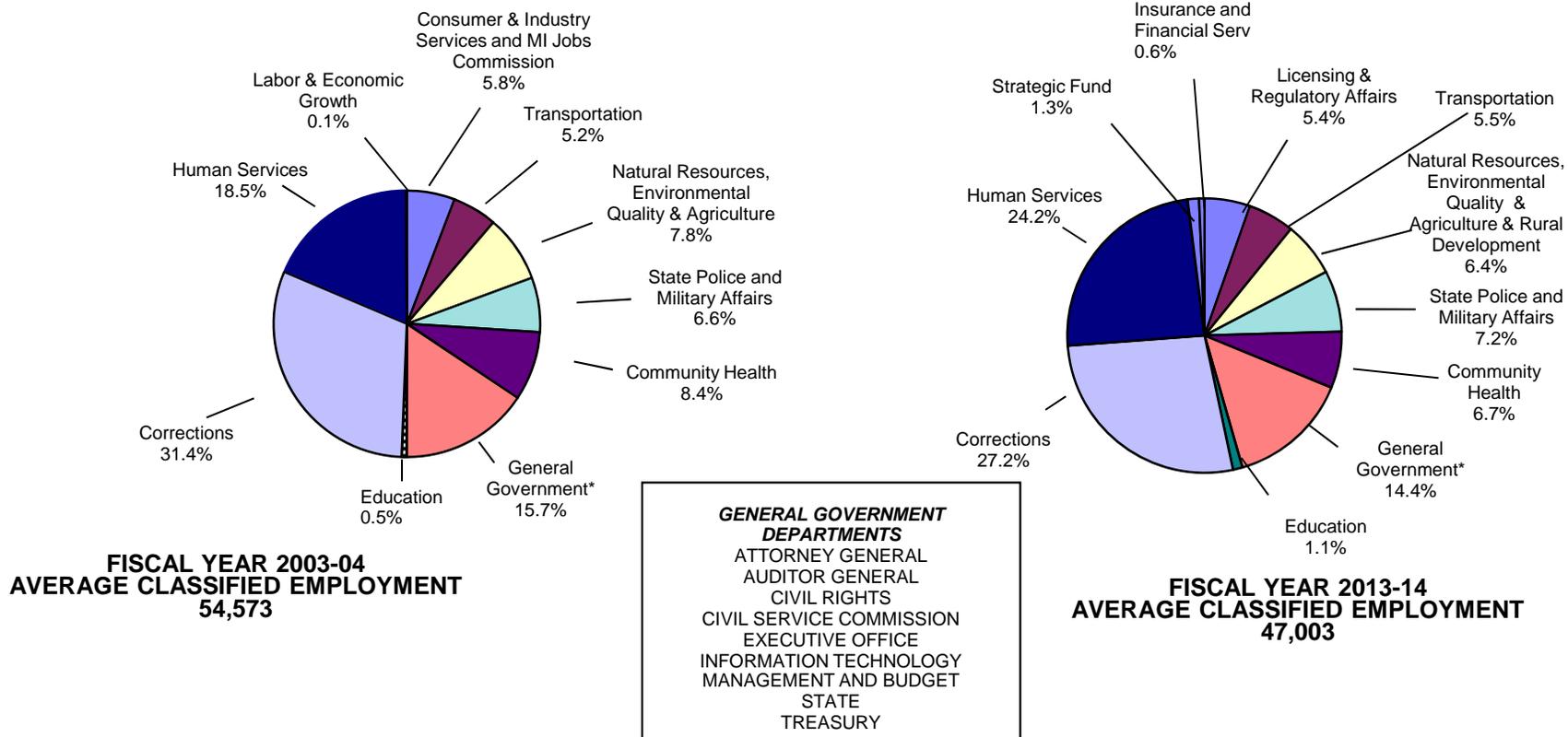
Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to 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 756 from September 28, 2013 to September 27, 2014.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF03

**STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE
Fiscal Years 2003-04 and 2013-14 Compared**



Comments: Statewide, average classified employment decreased by 7,570 positions (14%) from FY 2003-04 to FY 2013-14. 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 27, 2014, these positions represent 90.4% 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 2004-05 THROUGH 2013-14

Table 1-4

<u>DEPARTMENT</u>	<u>04-05</u>	<u>05-06</u>	<u>06-07</u>	<u>07-08</u>	<u>08-09</u>	<u>09-10</u>	<u>10-11</u>	<u>11-12</u>	<u>12-13</u>	<u>13-14</u>
Agriculture & Rural Development ⁹	641	575	535	521	529	447	393	387	401	397
Attorney General	524	528	517	496	494	461	434	462	479	490
Auditor General	143	142	138	138	135	132	134	133	140	134
Career Development ¹	34	--	--	--	--	--	--	--	--	--
Civil Rights	131	127	119	117	112	95	90	94	92	91
Civil Service Commission ²	210	210	206	538	526	488	414	405	416	414
Community Health	4,424	4,241	4,225	3,964	4,075	3,873	3,448	3,013	3,113	3,128
Consumer and Industry Services	209	--	--	--	--	--	--	--	--	--
Corrections	16,543	16,446	16,357	15,944	15,762	14,943	14,223	13,541	13,259	12,766
Education	352	367	369	380	405	445	446	476	518	518
Environmental Quality ⁷	1,419	1,430	1,423	1,354	1,330	1,283	591	1,109	1,102	1,099
Executive Office	45	44	44	46	45	41	38	51	54	58
History Arts and Libraries ³	203	200	196	191	182	--	--	--	--	--
Human Services	9,953	9,778	9,759	9,582	10,168	10,414	10,365	11,058	11,772	11,388
Information Technology ^{4 & 8}	1,675	1,690	1,712	1,670	1,709	1,720	--	--	--	--
Insurance and Financial Serv ¹¹	--	--	--	--	--	--	--	--	--	292
Labor & Economic Growth ⁵	3,751	4,128	3,967	3,781	4,056	--	--	--	--	--
Licensing & Regulatory Affairs ⁵	--	--	--	--	--	4,298	3,727	3,758	2,899	2,525
Management and Budget ⁸	967	967	971	938	967	931	--	--	--	--
Military and Veterans Affairs	928	924	934	921	926	897	891	886	801	772
Natural Resources ⁷	1,669	1,657	1,628	1,564	1,607	1,629	859	1,555	1,530	1,554
Natural Resources & Environment ⁷	--	--	--	--	--	--	1,198	--	--	--
State	1,705	1,672	1,622	1,535	1,447	1,372	1,263	1,279	1,290	1,308
State Police	2,704	2,690	2,657	2,586	2,622	2,548	2,395	2,360	2,501	2,616
Strategic Fund ^{6 & 10}	--	--	174	177	193	197	135	636	651	631
Technology, Management & Budget ⁸	--	--	--	--	--	--	2,384	2,461	2,587	2,674
Transportation	2,849	2,880	2,895	2,854	2,892	2,844	2,639	2,637	2,570	2,573
Treasury	<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>	<u>1,577</u>
TOTAL	52,614	52,259	52,013	50,799	51,699	50,615	47,818	47,809	47,739	47,003

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.
¹¹ In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

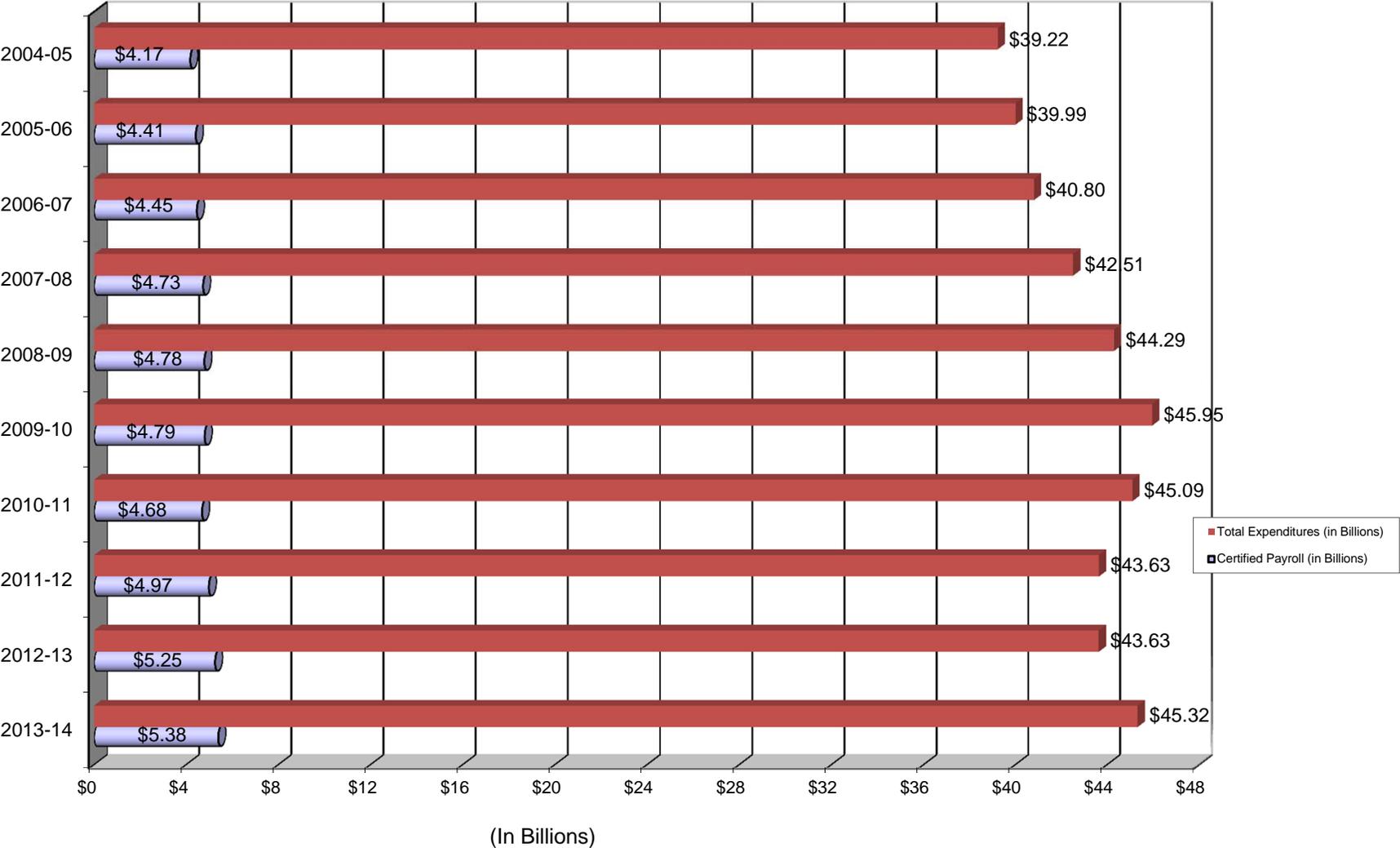
Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT_ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 90.4% of all noncareer appointments at the end of FY 2013-14. The count of employees who job share is divided in half.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

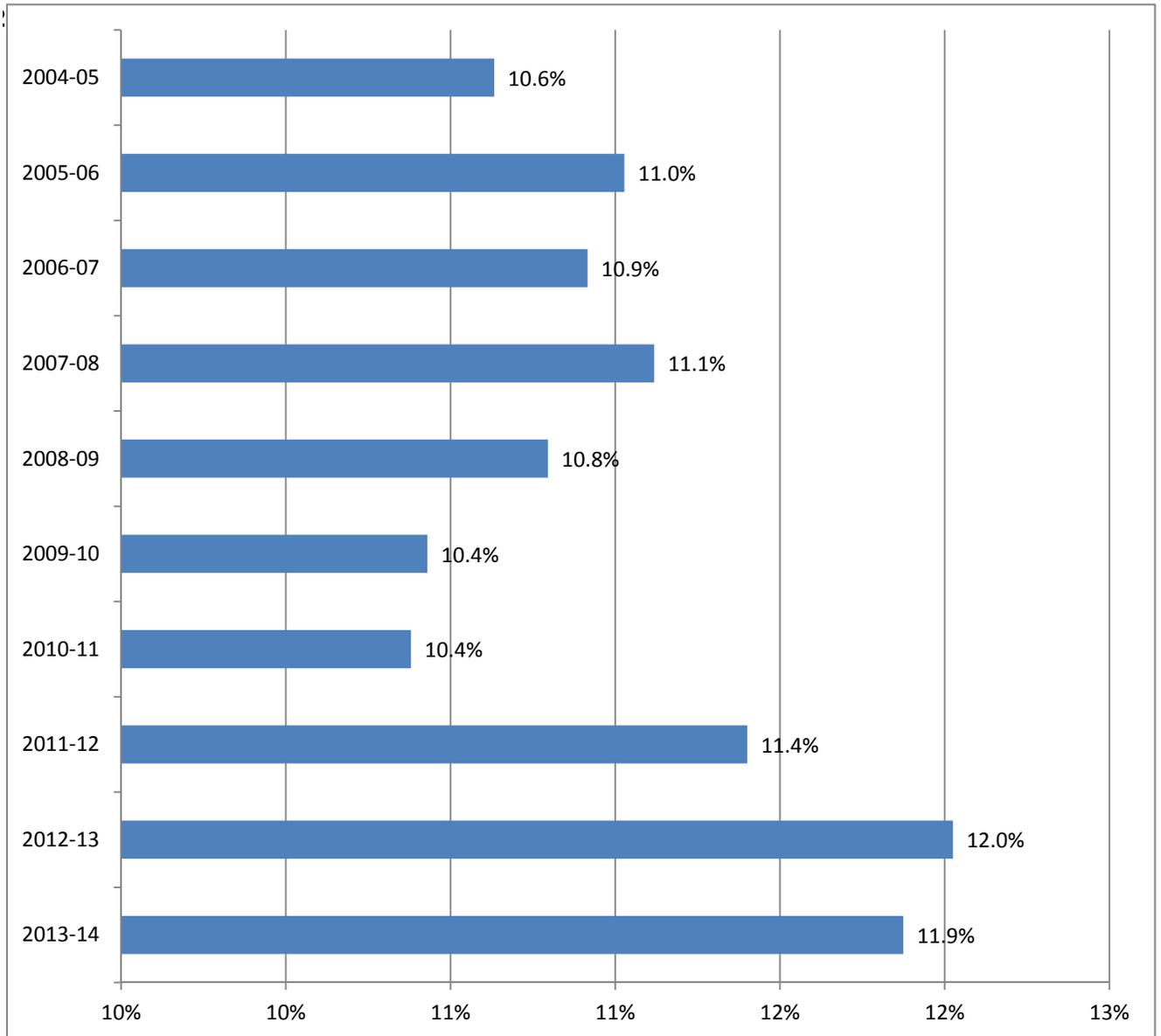
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2004-05 through 2013-14



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 2004-05 through 2013-14**



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 27, 2014

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	412	0.8 %	48.4	\$30.26	309	75.0 %
ATTORNEY GENERAL	487	1.0 %	47.5	\$39.15	306	62.8 %
AUDITOR GENERAL	132	0.3 %	40.9	\$36.85	90	68.2 %
CIVIL RIGHTS	95	0.2 %	48.4	\$30.55	69	72.6 %
CIVIL SERVICE COMMISSION	434	0.9 %	46.4	\$29.97	319	73.5 %
COMMUNITY HEALTH	3,120	6.4 %	47.3	\$28.26	1,976	63.3 %
CORRECTIONS	12,520	25.8 %	45.8	\$25.71	10,064	80.4 %
EDUCATION	527	1.1 %	48.3	\$32.44	289	54.8 %
ENVIRONMENTAL QUALITY	1,120	2.3 %	48.4	\$31.75	913	81.5 %
EXECUTIVE OFFICE	59	0.1 %	39.0	\$34.09	11	18.6 %
HUMAN SERVICES	11,225	23.1 %	44.1	\$25.67	6,314	56.2 %
INSURANCE AND FINANCIAL SERV	311	0.6 %	43.4	\$32.93	210	67.5 %
LICENSING & REGULATORY AFFAIRS	2,574	5.3 %	48.4	\$28.84	1,807	70.2 %
MILITARY & VETERAN AFFAIRS	799	1.6 %	46.7	\$24.37	489	61.2 %
NATURAL RESOURCES	2,733	5.6 %	41.8	\$19.61	1,227	44.9 %
STATE	1,559	3.2 %	44.9	\$22.18	903	57.9 %
STATE POLICE	2,703	5.6 %	42.1	\$29.92	1,957	72.4 %
STRATEGIC FUND	653	1.3 %	46.8	\$31.08	429	65.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,805	5.8 %	46.7	\$30.84	1,734	61.8 %
TRANSPORTATION	2,729	5.6 %	46.0	\$28.18	2,124	77.8 %
TREASURY	1,620	3.3 %	45.8	\$28.89	1,040	64.2 %
STATEWIDE TOTALS:	48,617	100.0 %	45.4	\$26.92	32,580	67.0 %

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. Noncareer positions are not eligible for longevity and are therefore not included in those counts. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF24

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years: 2009-10 through 2013-2014

<u>Salary Range</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</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	442	517	366	381	3
16,000 - 16,999	10	16	7	3	0
17,000 - 17,999	245	246	209	212	607
18,000 - 18,999	518	533	423	402	406
19,000 - 19,999	5	13	18	27	36
20,000 - 20,999	158	215	184	179	40
21,000 - 21,999	37	41	76	50	25
22,000 - 22,999	16	15	103	29	123
23,000 - 23,999	13	9	12	88	93
24,000 - 24,999	53	4	0	1	37
25,000 - 25,999	40	34	39	20	15
26,000 - 26,999	284	118	104	42	46
27,000 - 27,999	92	218	234	370	437
28,000 - 28,999	35	111	99	100	63
29,000 - 29,999	178	33	44	52	58
30,000 - 30,999	106	195	98	73	78
31,000 - 31,999	216	240	210	126	120
32,000 - 32,999	210	198	229	102	138
33,000 - 33,999	232	327	618	451	477
34,000 - 34,999	533	447	309	237	328
35,000 - 35,999	473	940	608	503	475
36,000 - 36,999	253	786	456	689	461
37,000 - 37,999	917	321	329	404	291
38,000 - 38,999	876	927	565	484	343
39,000 - 39,999	360	1,044	1,409	762	875
40,000 - 40,999	973	497	655	671	562
41,000 - 41,999	2,587	611	990	453	824
42,000 - 42,999	692	907	828	1081	1156
43,000 - 43,999	2,862	1,665	1,758	1,685	1493
44,000 - 44,999	577	1,791	1,275	447	382
45,000 - 45,999	817	1,852	1,794	2657	2142
46,000 - 46,999	1,740	914	1,042	1,031	530
47,000 - 47,999	2,040	987	1,008	786	970
48,000 - 48,999	1,554	1,661	1,632	1,555	1963
49,000 - 49,999	4,384	1,796	1,862	2,932	2561
50,000 - 50,999	371	4,529	6,694	796	1215
51,000 - 51,999	3,112	517	497	5,948	5488
52,000 - 52,999	3,178	487	425	704	582
53,000 - 53,999	844	4,928	2,460	2063	2369

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)

Salary Range	2009-10	2010-2011	2011-2012	2012-2013	2013-2014
54,000 - 54,999	495	777	870	779	857
55,000 - 55,999	833	540	600	833	755
56,000 - 56,999	740	692	675	460	215
57,000 - 57,999	491	865	804	1203	1102
58,000 - 58,999	1,127	1,005	1,085	347	621
59,000 - 59,999	1,526	729	727	473	372
60,000 - 60,999	130	358	353	1018	218
61,000 - 61,999	2,172	1,686	1,402	550	1175
62,000 - 62,999	314	910	938	1383	1519
63,000 - 63,999	1,946	2,104	2,370	860	946
64,000 - 64,999	553	479	549	617	547
65,000 - 65,999	443	252	242	2339	574
66,000 - 66,999	1,020	259	231	284	1935
67,000 - 67,999	288	450	368	376	523
68,000 - 68,999	236	899	894	252	156
69,000 - 69,999	1,965	1,558	1,596	864	934
70,000 - 70,999	278	46	49	146	236
71,000 - 71,999	318	420	447	1766	971
72,000 - 72,999	664	791	493	569	1416
73,000 - 73,999	118	132	372	107	74
74,000 - 74,999	137	206	314	302	132
75,000 - 75,999	93	83	83	622	800
76,000 - 76,999	756	602	576	59	113
77,000 - 77,999	342	364	378	180	155
78,000 - 78,999	217	303	317	546	110
79,000 - 79,999	339	275	294	454	652
80,000 - 80,999	104	113	107	186	299
81,000 - 81,999	71	87	119	34	212
82,000 - 82,999	214	182	190	370	328
83,000 - 83,999	110	90	79	31	61
84,000 - 84,999	415	364	377	224	77
85,000 - 85,999	27	33	37	74	196
86,000 - 86,999	113	112	161	38	44
87,000 - 87,999	131	102	105	343	24
88,000 - 88,999	65	65	81	64	319
89,000 - 89,999	64	58	73	188	71
90,000 - 90,999	36	39	39	100	125
91,000 - 91,999	89	82	77	76	100
92,000 - 92,999	38	34	26	102	105
93,000 - 93,999	43	33	26	45	63

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>2009-10</u>	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>
\$94,000 - 94,999	41	38	34	93	70
95,000 - 95,999	115	94	102	34	134
96,000 - 96,999	132	104	132	38	66
97,000 - 97,999	24	27	36	33	55
98,000 - 98,999	25	28	29	81	24
99,000 - 99,999	29	33	35	143	80
100,000 - 100,999	20	28	26	33	155
101,000 - 101,999	55	39	45	24	25
102,000 - 102,999	71	65	62	29	20
103,000 - 103,999	118	106	125	30	21
104,000 - 104,999	24	28	41	47	44
105,000 - 105,999	27	27	26	65	52
106,000 - 106,999	14	15	18	126	54
107,000 - 107,999	70	64	56	22	37
108,000 - 108,999	17	16	17	24	108
109,000 - 109,999	21	19	17	21	25
110,000 - 110,999	21	21	20	21	21
111,000 - 111,999	171	142	152	48	23
112,000 - 112,999	12	10	5	24	42
113,000 - 113,999	15	13	17	19	22
114,000 - 114,999	7	6	6	163	22
115,000 - 115,999	11	16	18	10	176
116,000 - 116,999	12	8	10	11	7
117,000 - 117,999	10	9	11	12	11
118,000 - 118,999	90	77	88	6	18
119,000 - 119,999	0	2	5	8	5
120,000 - 120,999	4	4	6	12	4
121,000 - 121,999	1	1	1	6	15
122,000 - 122,999	0	1	2	101	7
123,000 - 123,999	15	14	15	8	98
124,000 - 124,999	6	4	3	1	2
125,000 - 125,999	34	27	24	7	0
126,000 and above	193	165	168	218	230
STATEWIDE TOTAL	52,499	50,120	49,545	49,378	48,617

Median Salary: \$51,177

Average Salary: \$56,209

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 2009-10 through 2013-2014

	2009-10	2010-2011	2011-2012	2012-2013	2013-2014
Legally Required Payments					
FICA	7.29 %	7.05 %	7.47 %	7.10 %	7.09 %
Unemployment Compensation	.46	.39	.40	.34	.25
Workers Compensation	1.25	1.32	1.21	1.07	.99
Total Legally Required Payments	8.99 %	8.76 %	9.08 %	8.51 %	8.33 %
Group Insurance					
State Health Plan	10.15 %	10.15 %	9.63 %	7.96 %	8.20 %
Health Maintenance Organization	8.04	9.23	10.15	9.07	9.70
Dental	1.83	1.79	1.80	1.74	1.71
Vision	.25	.24	.24	.23	.23
Life	.77	.99	1.00	.99	.99
Long Term Disability	1.01	.75	.75	.73	.73
Flexible Benefits Allowance/Recovery	.07	.07	.09	.09	.10
Total Group Insurance	22.11 %	23.23 %	23.65 %	20.81 %	21.66 %
Other Cash Payments					
Terminal Annual & Sick Leave	.95 %	.47 %	.55 %	.62 %	.69 %
Terminal Longevity Payments	.03	.05	.02	.02	.02
Professional Development	.01	.01	.00	.01	.04
Uniforms and Dry Cleaning	.23	.22	.22	.20	.20
Total Other Cash Payments	1.23 %	.75 %	.78 %	.84 %	.95 %
Pension Items					
Retirement or Pension Plans	25.92 %	27.31 %	30.56 %	3.00 %	2.08 %
Other Post Employment Benefits (OPEB)	--	--	9.08	42.96	48.20
Defined Contribution Pension Plan	2.82	2.99	3.65	4.03	4.28
Total Pension Items	28.75	30.30	43.29	49.99	54.56
Total Employee Benefits	61.08 %	63.05 %	76.81 %	80.16 %	85.49 %

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.

Source: MAIN DAFR 6940 191OFB

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 27, 2014

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	390	176	45 %	191	49 %	3	1 %	0	0 %	367	94 %	6	2 %	1	0 %
ATTORNEY GENERAL	487	192	39 %	239	49 %	6	1 %	0	0 %	451	93 %	7	1 %	2	0 %
AUDITOR GENERAL	129	32	25 %	82	64 %	3	2 %	0	0 %	119	92 %	1	1 %	0	0 %
CIVIL RIGHTS	94	41	44 %	44	47 %	5	5 %	0	0 %	84	89 %	6	6 %	0	0 %
CIVIL SERVICE COMMISSION	416	110	26 %	260	63 %	2	0 %	0	0 %	378	91 %	5	1 %	1	0 %
COMMUNITY HEALTH	3,085	1,358	44 %	1,484	48 %	28	1 %	0	0 %	2,829	92 %	87	3 %	13	0 %
CORRECTIONS	12,435	6,433	52 %	5,069	41 %	86	1 %	0	0 %	11,518	93 %	255	2 %	20	0 %
EDUCATION	517	218	42 %	231	45 %	9	2 %	0	0 %	461	89 %	9	2 %	5	1 %
ENVIRONMENTAL QUALITY	1,103	406	37 %	593	54 %	12	1 %	0	0 %	1,012	92 %	16	1 %	2	0 %
EXECUTIVE OFFICE	59	24	41 %	18	31 %	1	2 %	0	0 %	49	83 %	0	0 %	0	0 %
HUMAN SERVICES	11,218	4,678	42 %	5,723	51 %	77	1 %	0	0 %	10,304	92 %	376	3 %	25	0 %
INSURANCE AND FINANCIAL SERV	301	85	28 %	192	64 %	6	2 %	0	0 %	276	92 %	7	2 %	1	0 %
LICENSING & REGULATORY AFFAIRS	2,475	973	39 %	1,294	52 %	24	1 %	0	0 %	2,255	91 %	80	3 %	7	0 %
MILITARY & VETERAN AFFAIRS	742	336	45 %	322	43 %	11	1 %	0	0 %	683	92 %	4	1 %	5	1 %
NATURAL RESOURCES	1,616	959	59 %	476	29 %	35	2 %	0	0 %	1,471	91 %	9	1 %	9	1 %
STATE	1,309	527	40 %	680	52 %	14	1 %	0	0 %	1,203	92 %	40	3 %	5	0 %
STATE POLICE	2,695	690	26 %	489	18 %	10	0 %	1,373	51 %	2,570	95 %	21	1 %	5	0 %
STRATEGIC FUND	626	182	29 %	382	61 %	12	2 %	0	0 %	569	91 %	22	4 %	1	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,665	773	29 %	1,616	61 %	33	1 %	0	0 %	2,372	89 %	75	3 %	9	0 %
TRANSPORTATION	2,538	1,172	46 %	1,163	46 %	33	1 %	0	0 %	2,370	93 %	30	1 %	7	0 %
TREASURY	1,561	473	30 %	928	59 %	35	2 %	0	0 %	1,426	91 %	43	3 %	5	0 %
STATEWIDE TOTALS:	46,461	19,838	43 %	21,476	46 %	445	1 %	1,373	3 %	42,767	92 %	1,099	2 %	123	0 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 27, 2014

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	390	376	96 %	314	81 %	0	0 %	377	97 %	13	3 %	0	0 %
ATTORNEY GENERAL	487	460	94 %	328	67 %	0	0 %	455	93 %	30	6 %	0	0 %
AUDITOR GENERAL	129	121	94 %	93	72 %	0	0 %	118	91 %	11	9 %	0	0 %
CIVIL RIGHTS	94	91	97 %	82	87 %	0	0 %	88	94 %	6	6 %	0	0 %
CIVIL SERVICE COMMISSION	416	385	93 %	372	89 %	2	0 %	402	97 %	13	3 %	2	0 %
COMMUNITY HEALTH	3,085	2,939	95 %	2,611	85 %	0	0 %	2,903	94 %	179	6 %	0	0 %
CORRECTIONS	12,435	11,808	95 %	11,311	91 %	0	0 %	12,009	97 %	389	3 %	0	0 %
EDUCATION	517	478	92 %	353	68 %	0	0 %	479	93 %	37	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,103	1,036	94 %	934	85 %	0	0 %	1,031	93 %	70	6 %	0	0 %
EXECUTIVE OFFICE	59	49	83 %	29	49 %	0	0 %	50	85 %	8	14 %	0	0 %
HUMAN SERVICES	11,218	10,729	96 %	9,472	84 %	0	0 %	10,650	95 %	556	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	301	287	95 %	244	81 %	0	0 %	282	94 %	18	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	2,475	2,349	95 %	2,029	82 %	1	0 %	2,347	95 %	124	5 %	1	0 %
MILITARY & VETERAN AFFAIRS	742	692	93 %	577	78 %	0	0 %	700	94 %	32	4 %	0	0 %
NATURAL RESOURCES	1,616	1,501	93 %	1,292	80 %	0	0 %	1,538	95 %	77	5 %	0	0 %
STATE	1,309	1,259	96 %	1,085	83 %	0	0 %	1,218	93 %	90	7 %	0	0 %
STATE POLICE	2,695	2,599	96 %	3,149	117 %	1,378	51 %	2,580	96 %	97	4 %	1,375	51 %
STRATEGIC FUND	626	593	95 %	498	80 %	0	0 %	577	92 %	47	8 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,665	2,470	93 %	1,964	74 %	36	1 %	2,530	95 %	118	4 %	29	1 %
TRANSPORTATION	2,538	2,414	95 %	2,185	86 %	0	0 %	2,407	95 %	126	5 %	0	0 %
TREASURY	1,561	1,491	96 %	1,250	80 %	0	0 %	1,469	94 %	90	6 %	0	0 %
STATEWIDE TOTALS:	46,461	44,127	95 %	40,172	86 %	1,417	3 %	44,210	95 %	2,131	5 %	1,407	3 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 2009-10 through 2013-2014**

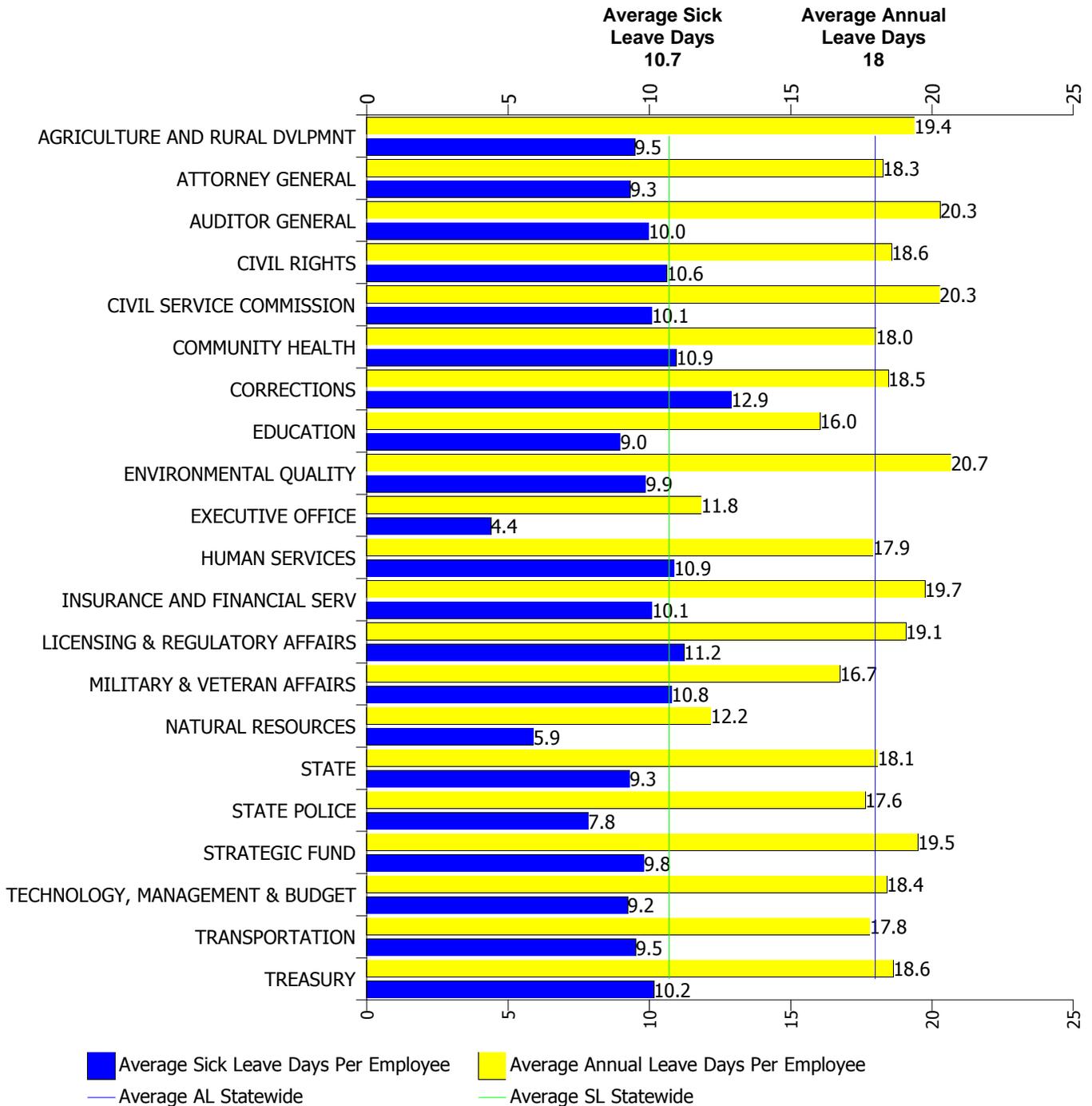
	2009-10	2010-11	2011-2012	2012-2013	2013-2014
VACATION	8.2 %	7.7 %	7.4 %	7.3 %	7.4 %
HOLIDAY	4.6 %	5.0 %	5.0 %	4.6 %	4.6 %
SICK LEAVE	4.2 %	4.0 %	4.2 %	4.2 %	4.2 %
TOTAL	17.0 %	16.7 %	16.7 %	16.2 %	16.3 %

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. 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 2013 - 2014

Graph 2-3



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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2013 - 2014

Table 2-6

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLP MNT	9.5	19.4	28.9
ATTORNEY GENERAL	9.3	18.3	27.6
AUDITOR GENERAL	10.0	20.3	30.3
CIVIL RIGHTS	10.6	18.6	29.2
CIVIL SERVICE COMMISSION	10.1	20.3	30.4
COMMUNITY HEALTH	10.9	18.0	29.0
CORRECTIONS	12.9	18.5	31.4
EDUCATION	9.0	16.0	25.0
ENVIRONMENTAL QUALITY	9.9	20.7	30.5
EXECUTIVE OFFICE	4.4	11.8	16.2
HUMAN SERVICES	10.9	17.9	28.8
INSURANCE AND FINANCIAL SERV	10.1	19.7	29.9
LICENSING & REGULATORY AFFAIRS	11.2	19.1	30.3
MILITARY & VETERAN AFFAIRS	10.8	16.7	27.5
NATURAL RESOURCES	5.9	12.2	18.1
STATE	9.3	18.1	27.4
STATE POLICE	7.8	17.6	25.5
STRATEGIC FUND	9.8	19.5	29.3
TECHNOLOGY, MANAGEMENT & BUDGET	9.2	18.4	27.6
TRANSPORTATION	9.5	17.8	27.3
TREASURY	10.2	18.6	28.8
STATEWIDE AVERAGE	10.7	18.0	28.7

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2009-10 through 2013-2014

DEPARTMENT	2009-10	2010-2011	2011-2012	2012-2013	2013-2014
Agriculture & Rural Development	10.1	8.3	9.3	9.0	9.5
Attorney General	9.8	8.3	9.5	9.5	9.3
Auditor General	9.5	8.5	8.5	9.4	10.0
Civil Rights	11.4	9.1	11.1	11.1	10.6
Civil Service Commission	10.5	8.0	10.2	9.8	10.1
Community Health	10.7	9.4	10.7	10.5	10.9
Corrections	12.3	12.2	13.2	13.0	12.9
Education	9.7	7.9	8.9	8.9	9.0
Environmental Quality	10.4	10.1	10.1	9.6	9.9
Executive Office	7.3	1.3	2.8	3.5	4.4
Human Services	9.6	7.8	10.6	10.5	10.9
Information Technology	10.3	--	--	--	--
Insurance and Financial Serv	--	--	--	--	10.1
Licensing & Regulatory Affairs	9.8	9.0	11.6	11.1	11.2
Management and Budget	10.3	--	--	--	--
Military and Veterans Affairs	10.8	9.3	10.5	9.9	10.8
Natural Resources	6.5	6.7	5.9	5.9	5.9
Natural Resources & Environment	--	1.8	0.0	0	0
State	10.7	8.1	9.6	9.4	9.3
State Police	10.6	9.7	10.0	8.2	7.8
Strategic Fund	8.6	9.4	10.1	9.8	9.8
Technology, Management & Budget	--	8.5	9.7	9.5	9.2
Transportation	9.9	8.8	9.9	9.8	9.5
Treasury	10.2	9.0	10.1	10.1	10.2
STATEWIDE AVERAGE	10.6	9.4	11.0	10.7	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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 12, 2013 Through Pay End Date September 27, 2014

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	418	31,722.0	75.9	9.49
ATTORNEY GENERAL	516	38,491.8	74.6	9.32
AUDITOR GENERAL	135	10,777.7	79.8	9.98
CIVIL RIGHTS	101	8,578.9	84.9	10.62
CIVIL SERVICE COMMISSION	446	36,010.9	80.7	10.09
COMMUNITY HEALTH	3,473	304,230.2	87.6	10.95
CORRECTIONS	13,955	1,441,117.2	103.3	12.91
EDUCATION	572	41,065.7	71.8	8.97
ENVIRONMENTAL QUALITY	1,158	91,459.3	79.0	9.87
EXECUTIVE OFFICE	63	2,213.0	35.1	4.39
HUMAN SERVICES	12,302	1,071,159.8	87.1	10.88
INSURANCE AND FINANCIAL SERV	319	25,788.0	80.8	10.11
LICENSING & REGULATORY AFFAIRS	2,755	247,563.6	89.9	11.23
MILITARY & VETERAN AFFAIRS	872	75,308.0	86.4	10.80
NATURAL RESOURCES	2,412	113,985.1	47.3	5.91
STATE	1,516	112,884.4	74.5	9.31
STATE POLICE	2,851	178,998.2	62.8	7.85
STRATEGIC FUND	679	53,294.6	78.5	9.81
TECHNOLOGY, MANAGEMENT & BUDGET	2,842	209,965.8	73.9	9.23
TRANSPORTATION	2,994	228,083.2	76.2	9.52
TREASURY	1,703	138,441.1	81.3	10.16
STATEWIDE	52,082	4,461,138.5	85.7	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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF28

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

From Pay End Date October 12, 2013 Through Pay End Date September 27, 2014

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	418	64,818.6	155.1	19.4	418	845.8	2.0	0.3
ATTORNEY GENERAL	516	75,403.6	146.1	18.3	516	440.4	0.9	0.1
AUDITOR GENERAL	135	21,923.0	162.4	20.3	135	137.3	1.0	0.1
CIVIL RIGHTS	101	15,014.8	148.7	18.6	101	11.0	0.1	0.0
CIVIL SERVICE COMMISSION	446	72,346.0	162.2	20.3	446	423.3	0.9	0.1
COMMUNITY HEALTH	3,473	500,725.2	144.2	18.0	3,473	5,397.6	1.6	0.2
CORRECTIONS	13,955	2,060,953.5	147.7	18.5	13,955	15,761.3	1.1	0.1
EDUCATION	572	73,412.5	128.3	16.0	572	361.8	0.6	0.1
ENVIRONMENTAL QUALITY	1,158	191,545.4	165.4	20.7	1,158	2,450.5	2.1	0.3
EXECUTIVE OFFICE	63	5,964.6	94.7	11.8	63	0.0	0.0	0.0
HUMAN SERVICES	12,302	1,763,286.6	143.3	17.9	12,302	9,478.5	0.8	0.1
INSURANCE AND FINANCIAL SERV	319	50,397.6	158.0	19.7	319	244.2	0.8	0.1
LICENSING & REGULATORY AFFAIRS	2,755	420,380.3	152.6	19.1	2,755	3,590.1	1.3	0.2
MILITARY & VETERAN AFFAIRS	872	116,838.4	134.0	16.7	872	1,333.0	1.5	0.2
NATURAL RESOURCES	2,412	235,039.7	97.4	12.2	2,412	2,168.8	0.9	0.1
STATE	1,516	219,374.9	144.7	18.1	1,516	2,096.7	1.4	0.2
STATE POLICE	2,851	402,387.9	141.1	17.6	2,851	5,847.1	2.1	0.3
STRATEGIC FUND	679	105,952.9	156.0	19.5	679	520.5	0.8	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	2,842	418,446.1	147.2	18.4	2,842	2,407.6	0.8	0.1
TRANSPORTATION	2,994	426,535.9	142.5	17.8	2,994	2,465.6	0.8	0.1
TREASURY	1,703	253,887.6	149.1	18.6	1,703	1,338.2	0.8	0.1
STATEWIDE	52,082	7,494,635.1	143.9	18.0	52,082	57,319.3	1.1	0.1

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF31

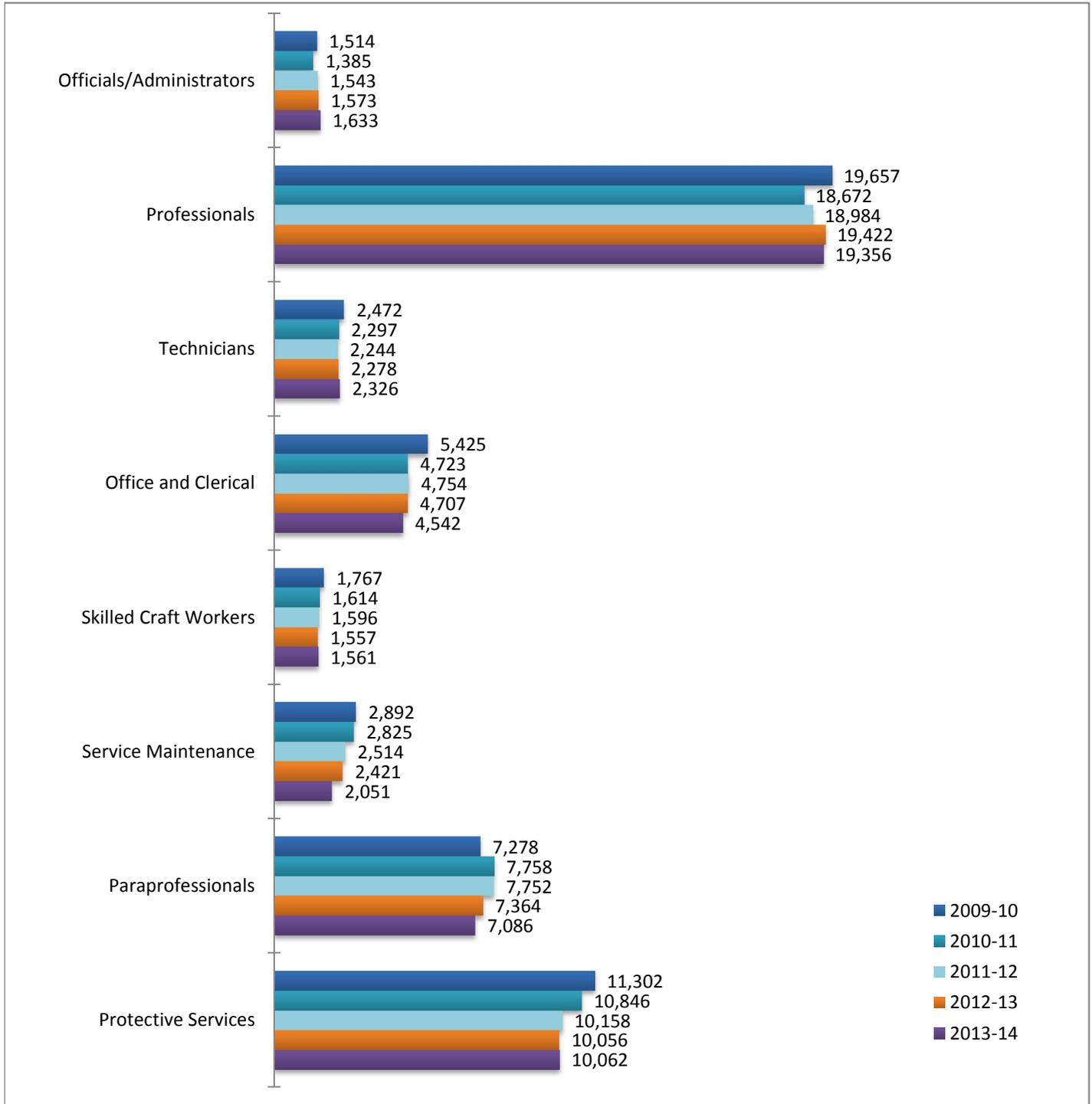
STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: September 27, 2014

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	17	11	31	50	38	50	82	64	53	12	3	412
ATTORNEY GENERAL	0	3	23	56	53	64	75	74	70	51	13	5	487
AUDITOR GENERAL	1	13	16	15	15	21	15	19	13	4	0	0	132
CIVIL RIGHTS	0	1	6	9	10	12	15	11	8	17	4	2	95
CIVIL SERVICE COMMISSION	2	15	24	34	47	55	66	83	73	28	6	1	434
COMMUNITY HEALTH	7	64	207	302	311	364	412	517	496	319	102	19	3,120
CORRECTIONS	7	192	681	960	1,399	2,311	2,623	2,250	1,355	593	121	28	12,520
EDUCATION	0	10	22	51	64	52	71	69	100	66	21	1	527
ENVIRONMENTAL QUALITY	1	18	35	65	163	134	140	208	210	118	25	3	1,120
EXECUTIVE OFFICE	0	12	11	10	0	4	5	10	2	3	2	0	59
HUMAN SERVICES	0	137	1,075	1,612	1,637	1,673	1,399	1,366	1,366	750	186	24	11,225
INSURANCE AND FINANCIAL SERV	3	11	38	34	46	37	41	44	34	12	9	2	311
LICENSING & REGULATORY AFFAIRS	15	84	116	201	238	298	316	412	449	303	106	36	2,574
MILITARY & VETERAN AFFAIRS	5	27	59	61	80	86	107	152	135	70	14	3	799
NATURAL RESOURCES	150	415	224	199	258	286	244	307	307	196	93	54	2,733
STATE	15	115	153	113	138	159	199	289	229	131	16	2	1,559
STATE POLICE	0	162	297	230	357	535	478	376	179	77	12	0	2,703
STRATEGIC FUND	4	23	34	60	77	79	85	106	97	56	27	5	653
TECHNOLOGY, MANAGEMENT & BUDGET	9	110	153	217	295	362	400	506	451	246	46	10	2,805
TRANSPORTATION	17	127	134	219	335	346	406	473	419	197	42	14	2,729
TREASURY	8	58	114	161	195	203	191	281	238	134	28	9	1,620
Statewide Total:	245	1,614	3,433	4,640	5,768	7,119	7,338	7,635	6,295	3,424	885	221	48,617
Average Age:	19.1	22.9	27.7	32.6	37.5	42.6	47.5	52.5	57.4	62.1	66.8	73.3	45.4

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2009-10 through 2013-14



2013-14 Grand Total: 48,617

Comment: Prior to 2011-12, 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 27, 2014

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	14	19
ALGER	261	5	266
ALLEGAN	185	19	204
ALPENA	140	15	155
ANTRIM	30	3	33
ARENAC	30	4	34
BARAGA	317	24	341
BARRY	106	50	156
BAY	333	54	387
BENZIE	31	4	35
BERRIEN	322	69	391
BRANCH	393	7	400
CALHOUN	279	36	315
CASS	86	19	105
CHARLEVOIX	15	52	67
CHEBOYGAN	64	55	119
CHIPPEWA	928	89	1,017
CLARE	49	18	67
CLINTON	158	47	205
CRAWFORD	133	143	276
DELTA	169	33	202
DICKINSON	59	5	64
EATON	2,945	277	3,222
EMMET	86	44	130
GENESEE	817	95	912
GLADWIN	42	6	48
GOGEBIC	256	17	273
GRAND TRAVERSE	546	44	590
GRATIOT	788	8	796
HILLSDALE	54	5	59
HOUGHTON	72	33	105
HURON	29	37	66
INGHAM	9,613	1,065	10,678
IONIA	1,347	51	1,398
IOSCO	38	42	80
IRON	50	13	63
ISABELLA	151	12	163
JACKSON	2,105	73	2,178
KALAMAZOO	1,109	132	1,241
KALKASKA	47	3	50
KENT	1,588	189	1,777
KEWEENAW	2	16	18
LAKE	43	6	49
LAPEER	426	26	452

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 27, 2014

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	3	6
LENAWEE	626	27	653
LIVINGSTON	596	47	643
LUCE	274	16	290
MACKINAC	121	90	211
MACOMB	1,295	57	1,352
MANISTEE	304	27	331
MARQUETTE	775	62	837
MASON	41	35	76
MECOSTA	90	3	93
MENOMINEE	26	17	43
MIDLAND	89	11	100
MISSAUKEE	63	3	66
MONROE	193	35	228
MONTCALM	562	12	574
MONTMORENCY	51	21	72
MUSKEGON	1,012	69	1,081
NEWAYGO	66	11	77
OAKLAND	1,180	210	1,390
OCEANA	76	27	103
OGEMAW	77	15	92
ONTONAGON	19	13	32
OSCEOLA	26	1	27
OSCODA	23	1	24
OTSEGO	271	36	307
OTTAWA	179	45	224
OUT OF STATE	37	5	42
PRESQUE ISLE	16	26	42
ROSCOMMON	109	39	148
SAGINAW	819	42	861
SANILAC	46	11	57
SCHOOLCRAFT	28	20	48
SHIAWASSEE	79	5	84
ST CLAIR	251	59	310
ST JOSEPH	77	8	85
TUSCOLA	443	18	461
VAN BUREN	214	34	248
WASHTENAW	1,376	94	1,470
WAYNE	4,965	354	5,319
WEXFORD	163	28	191
WORK AT HOME - MI	1,092	21	1,113
Grand Total:	44,000	4,617	48,617

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

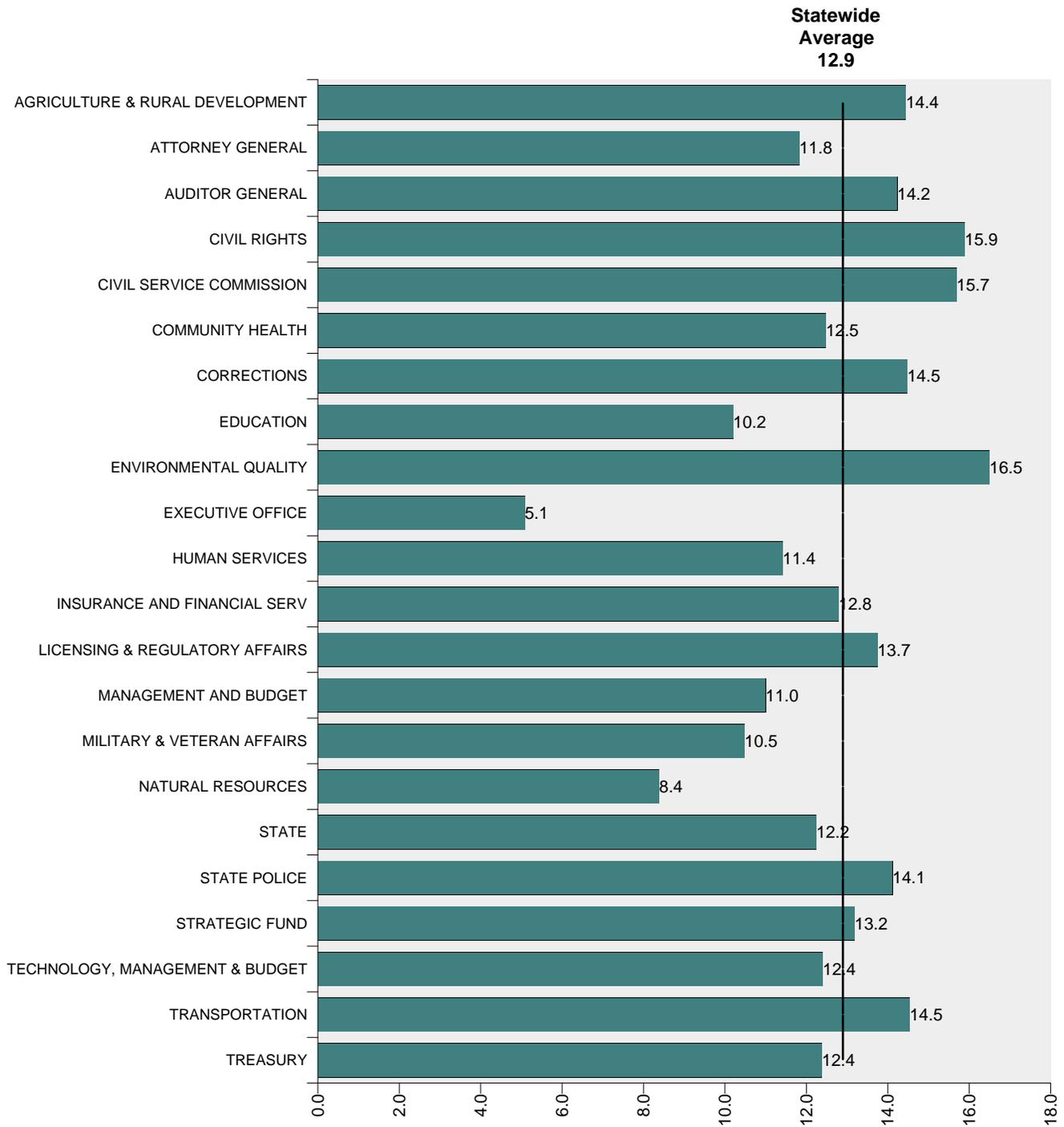
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 27, 2014



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. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment. Executive Office employees are limited to a maximum of eight years of employment due to term limits. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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	48	46	2	2	0	0	0	2	0	0	0	0	50	50	0	0
06 - 10 YEARS	18	23	0	2	0	1	1	0	0	0	0	0	19	26	0	0
11 - 15 YEARS	41	44	2	3	1	0	0	1	0	1	0	0	44	49	0	0
16 - 20 YEARS	29	18	1	2	0	1	0	1	0	1	0	0	30	23	0	1
21 - 25 YEARS	34	27	0	2	0	0	1	0	1	1	0	0	36	30	1	1
26 - 30 YEARS	17	12	0	2	0	0	0	0	0	0	0	0	17	14	1	2
31 - 35 YEARS	4	7	1	2	0	0	0	0	1	0	0	0	6	9	0	2
36 - 40 YEARS	4	2	0	0	0	0	1	0	0	0	0	0	5	2	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	197	179	6	15	1	2	3	4	2	3	0	0	209	203	2	6
MORE THAN 10 YEARS:	131	110	4	11	1	1	2	2	2	3	0	0	140	127	2	6
AVERAGE YEARS	14.9	13.5	14.3	18.3	14.0	12.0	21.3	8.3	28.5	19.0	0.0	0.0	15.1	13.8	25.5	27.7

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	71	90	2	8	0	0	0	1	2	1	0	1	75	101	0	0
06 - 10 YEARS	42	45	6	4	0	0	0	1	0	0	0	0	48	50	1	0
11 - 15 YEARS	19	32	3	4	0	0	0	1	0	2	0	0	22	39	0	0
16 - 20 YEARS	23	25	2	5	0	0	1	1	0	0	0	0	26	31	0	0
21 - 25 YEARS	12	11	0	1	0	0	0	1	0	0	0	0	12	13	0	1
26 - 30 YEARS	18	13	0	4	0	0	0	1	1	0	0	0	19	18	0	1
31 - 35 YEARS	10	6	1	0	0	0	1	1	0	0	0	0	12	7	0	0
36 - 40 YEARS	7	3	1	0	0	0	1	0	0	0	0	0	9	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	203	226	15	26	0	0	3	7	3	3	0	1	224	263	1	2
MORE THAN 10 YEARS:	90	91	7	14	0	0	3	5	1	2	0	0	101	112	0	2
AVERAGE YEARS	12.5	10.6	13.2	12.8	0.0	0.0	30.0	18.9	9.7	11.0	0.0	1.0	12.8	11.0	7.0	26.5

DEPARTMENT AVERAGE YEARS 11.8

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

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	24	18	0	0	0	0	0	0	0	0	0	0	24	18	0	0
06 - 10 YEARS	3	8	0	0	0	0	0	0	0	0	0	0	3	8	0	0
11 - 15 YEARS	8	8	0	0	0	0	0	0	0	1	0	0	8	9	0	0
16 - 20 YEARS	10	15	1	1	0	0	0	0	0	0	0	0	11	16	0	0
21 - 25 YEARS	2	7	0	1	0	0	0	0	0	0	0	0	2	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	4	2	0	0	0	0	0	0	0	0	0	0	4	2	0	0
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	4	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	60	65	4	2	0	0	0	0	0	1	0	0	64	68	0	1
MORE THAN 10 YEARS:	33	39	4	2	0	0	0	0	0	1	0	0	37	42	0	1
AVERAGE YEARS	14.0	13.6	26.8	19.5	0.0	0.0	0.0	0.0	0.0	14.0	0.0	0.0	14.8	13.8	0.0	28.0

DEPARTMENT AVERAGE YEARS 14.2

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 27, 2014

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	1	7	2	7	0	0	1	1	0	1	0	0	4	16	0	0
06 - 10 YEARS	1	2	1	11	0	0	0	1	0	0	0	0	2	14	0	0
11 - 15 YEARS	5	4	2	8	0	0	0	1	0	0	0	0	7	13	0	0
16 - 20 YEARS	1	1	3	6	0	0	0	0	0	0	0	0	4	7	0	0
21 - 25 YEARS	1	3	0	3	0	0	2	1	0	0	0	0	3	7	0	0
26 - 30 YEARS	1	1	0	2	0	0	0	1	0	0	0	0	1	4	0	0
31 - 35 YEARS	1	0	0	2	0	0	0	0	0	0	0	0	1	2	0	0
36 - 40 YEARS	1	0	0	1	0	0	0	2	0	0	0	0	1	3	0	0
MORE THAN 40 YEARS	0	1	2	3	0	0	0	0	0	0	0	0	2	4	0	0
DEPARTMENT TOTAL	12	19	10	43	0	0	3	7	0	1	0	0	25	70	0	0
MORE THAN 10 YEARS:	10	10	7	25	0	0	2	5	0	0	0	0	19	40	0	0
AVERAGE YEARS	18.2	13.5	17.8	15.4	0.0	0.0	17.0	20.3	0.0	2.0	0.0	0.0	17.9	15.2	0.0	0.0

DEPARTMENT AVERAGE YEARS 15.9

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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	20	62	6	16	0	1	0	3	0	1	1	0	27	83	0	0
06 - 10 YEARS	6	32	2	4	0	0	0	1	0	0	0	0	8	37	0	0
11 - 15 YEARS	7	61	2	7	0	1	0	1	0	0	0	0	9	70	0	0
16 - 20 YEARS	5	37	1	3	0	0	1	0	0	2	0	0	7	42	0	1
21 - 25 YEARS	4	28	0	8	0	1	0	2	0	1	0	0	4	40	0	0
26 - 30 YEARS	5	33	2	17	0	2	1	8	0	0	0	0	8	60	0	2
31 - 35 YEARS	1	6	1	2	0	0	0	0	0	0	0	0	2	8	0	0
36 - 40 YEARS	3	16	1	3	0	1	0	1	0	0	0	0	4	21	0	2
MORE THAN 40 YEARS	0	3	1	0	0	0	0	0	0	0	0	0	1	3	0	0
DEPARTMENT TOTAL	51	278	16	60	0	6	2	16	0	4	1	0	70	364	0	5
MORE THAN 10 YEARS:	25	184	8	40	0	5	2	12	0	3	0	0	35	244	0	5
AVERAGE YEARS	12.8	15.5	14.8	17.3	0.0	22.0	24.5	21.0	0.0	14.0	0.0	0.0	13.4	16.1	0.0	29.0

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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	245	479	85	181	2	7	8	19	14	30	1	2	355	718	0	1
06 - 10 YEARS	117	245	38	66	2	3	4	15	8	9	0	0	169	338	0	1
11 - 15 YEARS	123	246	43	87	1	1	7	6	10	13	0	0	184	353	1	1
16 - 20 YEARS	106	146	23	49	2	2	4	5	3	7	0	0	138	209	2	2
21 - 25 YEARS	37	103	19	32	0	0	3	3	0	4	0	0	59	142	3	7
26 - 30 YEARS	51	80	17	31	0	2	4	7	4	10	0	0	76	130	6	6
31 - 35 YEARS	31	53	13	21	0	0	0	1	0	0	0	0	44	75	1	8
36 - 40 YEARS	24	60	11	9	1	1	1	2	3	1	0	0	40	73	2	4
MORE THAN 40 YEARS	6	9	2	0	0	0	0	0	0	0	0	0	8	9	2	0
DEPARTMENT TOTAL	740	1,421	251	476	8	16	31	58	42	74	1	2	1,073	2,047	17	30
MORE THAN 10 YEARS:	378	697	128	229	4	6	19	24	20	35	0	0	549	991	17	28
AVERAGE YEARS	12.8	12.5	13.3	11.8	13.9	11.6	13.5	12.3	11.8	11.1	0.0	0.0	12.9	12.3	28.2	26.8

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 27, 2014

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
00 - 05 YEARS	1,084	780	178	236	25	9	37	20	8	9	25	5	1,357	1,059	1	0
06 - 10 YEARS	817	506	167	184	36	8	37	15	5	8	0	0	1,062	721	4	1
11 - 15 YEARS	1,471	568	174	200	27	9	34	22	9	4	0	0	1,715	803	2	1
16 - 20 YEARS	1,596	587	163	214	49	15	53	23	6	4	0	0	1,867	843	4	5
21 - 25 YEARS	1,019	292	89	87	24	7	22	9	5	1	0	0	1,159	396	23	10
26 - 30 YEARS	788	229	110	116	28	5	22	5	3	2	0	0	951	357	38	12
31 - 35 YEARS	51	42	17	20	0	0	1	3	0	0	0	0	69	65	8	3
36 - 40 YEARS	36	32	6	8	1	1	1	1	1	0	0	0	45	42	3	0
MORE THAN 40 YEARS	5	3	0	0	0	0	1	0	0	0	0	0	6	3	1	0
DEPARTMENT TOTAL	6,867	3,039	904	1,065	190	54	208	98	37	28	25	5	8,231	4,289	84	32
MORE THAN 10 YEARS:	4,966	1,753	559	645	129	37	134	63	24	11	0	0	5,812	2,509	79	31
AVERAGE YEARS	15.4	13.0	14.2	13.7	15.2	14.7	14.3	13.8	13.5	10.4	0.7	0.8	15.2	13.2	25.8	24.5

DEPARTMENT AVERAGE YEARS 14.5

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 27, 2014

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	60	118	7	25	0	1	2	3	2	2	0	0	71	149	0	1
06 - 10 YEARS	33	67	3	8	0	0	0	0	0	1	0	0	36	76	0	0
11 - 15 YEARS	23	58	3	2	0	0	1	1	0	0	0	0	27	61	0	0
16 - 20 YEARS	6	23	2	2	0	0	0	1	0	0	0	0	8	26	0	0
21 - 25 YEARS	4	16	0	0	0	0	0	0	0	0	0	0	4	16	0	1
26 - 30 YEARS	1	17	1	4	0	0	0	1	0	1	0	0	2	23	0	0
31 - 35 YEARS	1	6	0	1	0	0	0	1	0	0	0	0	1	8	0	0
36 - 40 YEARS	2	13	0	0	0	0	0	1	0	0	0	0	2	14	0	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	130	321	16	42	0	1	3	8	2	4	0	0	151	376	0	2
MORE THAN 10 YEARS:	37	136	6	9	0	0	1	5	0	1	0	0	44	151	0	1
AVERAGE YEARS	8.2	11.3	8.4	7.6	0.0	0.0	6.3	17.6	4.5	11.3	0.0	0.0	8.1	11.0	0.0	15.0

DEPARTMENT AVERAGE YEARS 10.2

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 27, 2014

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	84	98	1	3	0	0	0	1	0	4	0	0	85	106	0	0
06 - 10 YEARS	62	84	5	1	0	0	0	2	0	1	0	0	67	88	0	0
11 - 15 YEARS	101	90	4	3	0	1	1	4	2	1	0	0	108	99	0	0
16 - 20 YEARS	57	59	0	2	0	0	1	0	2	5	0	0	60	66	0	0
21 - 25 YEARS	125	77	2	6	0	0	4	4	7	2	0	0	138	89	4	2
26 - 30 YEARS	59	52	3	9	0	1	1	1	2	2	0	0	65	65	0	1
31 - 35 YEARS	29	16	2	1	0	0	0	0	0	0	0	0	31	17	2	1
36 - 40 YEARS	19	12	0	0	1	0	0	0	0	1	0	0	20	13	2	1
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	538	489	17	25	1	2	7	12	13	16	0	0	576	544	8	5
MORE THAN 10 YEARS:	392	307	11	21	1	2	7	9	13	11	0	0	424	350	8	5
AVERAGE YEARS	17.4	15.0	17.2	20.5	36.0	19.5	21.3	15.9	20.6	15.6	0.0	0.0	17.6	15.3	30.1	29.6

DEPARTMENT AVERAGE YEARS 16.5

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
00 - 05 YEARS	19	27	0	1	0	0	0	0	0	1	0	0	19	29	0	0
06 - 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
11 - 15 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	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	22	35	0	1	0	0	0	0	0	1	0	0	22	37	0	0
MORE THAN 10 YEARS:	3	5	0	0	0	0	0	0	0	0	0	0	3	5	0	0
AVERAGE YEARS	3.8	6.1	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8	5.8	0.0	0.0

DEPARTMENT AVERAGE YEARS 5.1

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
00 - 05 YEARS	650	2,290	197	1,082	10	21	30	102	5	12	3	4	895	3,511	0	5
06 - 10 YEARS	211	1,057	72	522	0	7	17	69	5	13	0	0	305	1,668	2	7
11 - 15 YEARS	201	839	54	525	1	3	13	51	0	7	0	0	269	1,425	2	5
16 - 20 YEARS	191	490	67	367	2	11	12	44	4	5	0	0	276	917	3	6
21 - 25 YEARS	88	316	33	197	1	7	8	38	2	11	0	0	132	569	13	21
26 - 30 YEARS	92	205	31	129	0	2	11	19	1	1	0	0	135	356	10	11
31 - 35 YEARS	49	191	16	122	0	4	1	6	1	4	0	0	67	327	4	13
36 - 40 YEARS	61	142	11	96	0	0	2	4	0	0	0	0	74	242	6	12
MORE THAN 40 YEARS	16	24	3	13	0	0	0	1	0	0	0	0	19	38	2	3
DEPARTMENT TOTAL	1,559	5,554	484	3,053	14	55	94	334	18	53	3	4	2,172	9,053	42	83
MORE THAN 10 YEARS:	698	2,207	215	1,449	4	27	47	163	8	28	0	0	972	3,874	40	71
AVERAGE YEARS	12.0	10.7	11.7	12.1	6.8	12.5	12.8	12.2	12.9	13.9	1.0	0.3	11.9	11.3	26.8	24.8

DEPARTMENT AVERAGE YEARS 11.4

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																
00 - 05 YEARS	23	38	3	7	0	1	3	1	2	2	0	0	31	49	0	1
06 - 10 YEARS	26	36	3	9	0	0	1	0	0	1	0	0	30	46	0	0
11 - 15 YEARS	14	33	2	3	0	0	0	1	1	0	0	0	17	37	0	0
16 - 20 YEARS	8	19	0	3	0	0	1	1	0	0	0	0	9	23	0	1
21 - 25 YEARS	7	14	0	1	0	0	0	0	0	0	0	0	7	15	0	2
26 - 30 YEARS	9	12	3	2	0	0	0	1	1	0	0	0	13	15	0	1
31 - 35 YEARS	4	4	0	1	0	0	1	0	0	0	0	0	5	5	0	0
36 - 40 YEARS	2	3	1	0	0	0	0	1	0	0	0	0	3	4	0	1
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	93	161	12	26	0	1	6	5	4	3	0	0	115	196	0	6
MORE THAN 10 YEARS:	44	87	6	10	0	0	2	4	2	0	0	0	54	101	0	5
AVERAGE YEARS	12.7	13.1	14.3	11.5	0.0	3.0	10.0	19.4	9.5	5.0	0.0	0.0	12.6	12.9	0.0	21.8

DEPARTMENT 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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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	194	320	21	74	2	1	5	10	5	4	0	0	227	409	0	1
06 - 10 YEARS	160	215	23	99	1	3	6	3	4	7	0	0	194	327	0	2
11 - 15 YEARS	109	223	33	147	0	3	6	12	2	5	0	0	150	390	0	1
16 - 20 YEARS	79	111	7	33	0	1	2	0	1	3	0	0	89	148	2	2
21 - 25 YEARS	62	84	7	30	0	0	0	6	0	4	0	0	69	124	3	13
26 - 30 YEARS	46	70	22	47	1	3	7	10	4	2	0	0	80	132	5	2
31 - 35 YEARS	22	40	8	33	0	0	0	0	0	1	0	0	30	74	5	5
36 - 40 YEARS	32	50	7	19	1	0	1	0	1	1	0	0	42	70	1	4
MORE THAN 40 YEARS	2	9	3	5	0	0	0	0	0	0	0	0	5	14	1	1
DEPARTMENT TOTAL	706	1,122	131	487	5	11	27	41	17	27	0	0	886	1,688	17	31
MORE THAN 10 YEARS:	352	587	87	314	2	7	16	28	8	16	0	0	465	952	17	28
AVERAGE YEARS	13.1	13.1	16.6	15.2	15.8	15.7	14.3	15.0	14.1	15.0	0.0	0.0	13.7	13.8	28.9	25.3

DEPARTMENT AVERAGE YEARS 13.7

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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	167	112	9	13	1	2	7	1	5	1	2	2	191	131	0	0
06 - 10 YEARS	63	50	2	10	1	0	2	1	0	3	0	0	68	64	0	0
11 - 15 YEARS	47	52	3	12	1	0	0	1	0	1	0	0	51	66	0	1
16 - 20 YEARS	33	40	3	9	0	0	4	0	0	0	0	0	40	49	1	1
21 - 25 YEARS	37	26	2	2	0	0	2	0	0	0	0	0	41	28	1	0
26 - 30 YEARS	15	23	1	6	1	2	0	0	0	1	0	0	17	32	1	2
31 - 35 YEARS	7	8	1	1	1	0	0	0	0	0	0	0	9	9	1	1
36 - 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	370	312	21	54	5	4	15	3	5	6	2	2	418	381	4	5
MORE THAN 10 YEARS:	140	150	10	31	3	2	6	1	0	2	0	0	159	186	4	5
AVERAGE YEARS	9.6	11.4	11.2	12.6	16.4	15.0	9.1	6.3	1.8	10.7	0.5	0.5	9.6	11.5	25.3	24.6

DEPARTMENT AVERAGE YEARS 10.5

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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	851	564	20	25	7	4	5	3	3	0	2	2	888	598	4	1
06 - 10 YEARS	172	75	2	2	0	0	3	0	0	0	0	0	177	77	0	0
11 - 15 YEARS	222	88	0	2	4	0	3	1	3	0	0	0	232	91	1	1
16 - 20 YEARS	187	66	5	2	2	1	2	0	3	2	0	0	199	71	1	0
21 - 25 YEARS	102	40	1	4	1	1	2	1	0	0	0	0	106	46	2	2
26 - 30 YEARS	95	49	6	1	4	1	1	6	0	0	0	0	106	57	4	3
31 - 35 YEARS	22	15	0	1	0	0	0	0	1	1	0	0	23	17	0	0
36 - 40 YEARS	27	9	0	0	2	1	0	0	0	0	0	0	29	10	0	2
MORE THAN 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	1	0
DEPARTMENT TOTAL	1,682	908	34	37	20	8	16	11	10	3	2	2	1,764	969	13	9
MORE THAN 10 YEARS:	659	269	12	10	13	4	8	8	7	3	0	0	699	294	9	8
AVERAGE YEARS	8.9	7.0	9.4	6.7	14.8	13.9	11.3	18.2	12.4	22.7	0.0	0.0	9.0	7.2	17.8	24.7

DEPARTMENT AVERAGE YEARS 8.4

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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	95	374	15	130	0	4	3	18	2	7	2	5	117	538	0	0
06 - 10 YEARS	20	76	3	11	0	0	0	5	0	1	0	0	23	93	0	0
11 - 15 YEARS	38	152	7	31	0	2	2	8	0	2	0	0	47	195	1	1
16 - 20 YEARS	21	93	3	26	0	5	1	5	2	3	0	0	27	132	0	2
21 - 25 YEARS	7	77	1	28	0	1	0	12	1	0	0	0	9	118	1	14
26 - 30 YEARS	19	67	6	41	1	0	2	3	1	2	0	0	29	113	2	10
31 - 35 YEARS	6	39	2	7	0	0	0	2	0	0	0	0	8	48	0	0
36 - 40 YEARS	17	26	3	4	0	1	0	1	0	0	0	0	20	32	0	1
MORE THAN 40 YEARS	1	9	0	0	0	0	0	0	0	0	0	0	1	9	0	0
DEPARTMENT TOTAL	224	913	40	278	1	13	8	54	6	15	2	5	281	1,278	4	28
MORE THAN 10 YEARS:	109	463	22	137	1	9	5	31	4	7	0	0	141	647	4	28
AVERAGE YEARS	12.4	12.2	13.9	12.0	29.0	13.2	12.5	13.6	14.2	10.5	0.0	0.0	12.6	12.2	24.3	25.1

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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

Pay End Date: September 27, 2014

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	476	187	16	7	5	0	13	7	4	3	1	0	515	204	0	0
06 - 10 YEARS	164	89	4	5	0	1	7	4	1	0	0	0	176	99	0	0
11 - 15 YEARS	272	99	4	6	3	1	4	4	0	0	0	0	283	110	0	0
16 - 20 YEARS	478	112	31	7	11	0	13	0	6	1	0	0	539	120	1	0
21 - 25 YEARS	207	63	18	3	5	0	7	1	1	1	0	0	238	68	1	1
26 - 30 YEARS	165	67	38	7	7	0	12	1	0	0	0	0	222	75	4	3
31 - 35 YEARS	14	10	2	1	0	0	0	2	0	0	0	0	16	13	1	1
36 - 40 YEARS	6	15	1	2	0	0	0	0	0	0	0	0	7	17	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	1,783	642	114	38	31	2	56	19	12	5	1	0	1,997	706	7	5
MORE THAN 10 YEARS:	1,143	366	94	26	26	1	36	8	7	2	0	0	1,306	403	7	5
AVERAGE YEARS	13.9	13.4	19.8	16.8	18.1	11.0	15.8	11.6	12.3	10.4	0.0	0.0	14.3	13.5	27.0	28.2

DEPARTMENT AVERAGE YEARS 14.1

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STRATEGIC FUND																
00 - 05 YEARS	68	97	16	19	0	0	5	7	1	0	1	1	91	124	0	0
06 - 10 YEARS	38	47	4	13	0	0	1	4	0	1	0	0	43	65	1	3
11 - 15 YEARS	26	51	7	10	0	0	5	5	1	2	0	0	39	68	1	2
16 - 20 YEARS	20	32	3	7	0	0	0	1	0	1	0	0	23	41	1	1
21 - 25 YEARS	15	14	6	4	0	0	1	3	0	1	0	0	22	22	0	0
26 - 30 YEARS	7	24	2	10	0	0	2	3	2	1	0	0	13	38	1	2
31 - 35 YEARS	6	16	1	6	0	0	1	3	0	0	0	0	8	25	1	2
36 - 40 YEARS	6	11	1	2	0	0	0	1	0	0	0	0	7	14	2	1
MORE THAN 40 YEARS	2	5	1	2	0	0	0	0	0	0	0	0	3	7	1	1
DEPARTMENT TOTAL	188	297	41	73	0	0	15	27	4	6	1	1	249	404	8	12
MORE THAN 10 YEARS:	82	153	21	41	0	0	9	16	3	5	0	0	115	215	7	9
AVERAGE YEARS	11.7	13.3	13.1	15.4	0.0	0.0	13.1	15.9	18.0	17.0	0.0	0.0	12.1	13.9	26.8	22.4

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																
00 - 05 YEARS	555	262	43	27	3	1	12	11	49	47	1	1	663	349	0	0
06 - 10 YEARS	226	101	12	13	0	0	3	2	24	25	0	0	265	141	0	1
11 - 15 YEARS	219	118	7	6	0	0	5	2	21	11	0	0	252	137	2	0
16 - 20 YEARS	231	118	13	15	1	0	7	2	11	3	0	0	263	138	1	2
21 - 25 YEARS	88	59	9	10	1	1	3	5	6	3	0	0	107	78	3	3
26 - 30 YEARS	74	77	22	20	0	1	4	3	9	2	0	0	109	103	6	4
31 - 35 YEARS	29	33	6	9	0	0	0	1	0	3	0	0	35	46	2	1
36 - 40 YEARS	43	48	3	1	0	0	2	2	0	0	0	0	48	51	3	2
MORE THAN 40 YEARS	11	4	1	1	0	0	0	3	0	0	0	0	12	8	0	0
DEPARTMENT TOTAL	1,476	820	116	102	5	3	36	31	120	94	1	1	1,754	1,051	17	13
MORE THAN 10 YEARS:	695	457	61	62	2	2	21	18	47	22	0	0	826	561	17	12
AVERAGE YEARS	11.6	14.0	14.2	16.5	8.6	16.3	13.6	17.5	9.4	7.6	0.0	1.0	11.6	13.7	27.1	26.3

DEPARTMENT AVERAGE YEARS 12.4

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
00 - 05 YEARS	310	181	15	11	13	6	7	7	5	4	2	0	352	209	0	0
06 - 10 YEARS	332	112	10	12	7	0	7	3	5	3	0	0	361	130	0	1
11 - 15 YEARS	383	133	20	14	2	1	4	3	8	5	0	0	417	156	1	1
16 - 20 YEARS	204	75	12	6	7	4	5	0	4	6	0	0	232	91	1	0
21 - 25 YEARS	185	80	13	8	1	1	4	0	4	1	0	0	207	90	7	5
26 - 30 YEARS	181	67	22	13	6	1	11	2	2	2	0	0	222	85	11	5
31 - 35 YEARS	38	28	6	8	0	0	1	2	1	0	0	0	46	38	2	4
36 - 40 YEARS	34	18	7	4	0	0	5	1	2	0	0	0	48	23	2	4
MORE THAN 40 YEARS	13	5	0	0	0	0	0	0	4	0	0	0	17	5	3	1
DEPARTMENT TOTAL	1,680	699	105	76	36	13	44	18	35	21	2	0	1,902	827	27	21
MORE THAN 10 YEARS:	1,038	406	80	53	16	7	30	8	25	14	0	0	1,189	488	27	20
AVERAGE YEARS	14.3	13.9	18.7	17.8	11.5	10.5	19.0	12.6	19.0	12.8	0.0	0.0	14.7	14.2	29.6	28.9

DEPARTMENT AVERAGE YEARS 14.5

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: September 27, 2014

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	186	257	26	57	2	0	3	13	6	7	0	0	223	334	0	0
06 - 10 YEARS	73	154	13	29	0	3	0	6	1	4	0	0	87	196	0	0
11 - 15 YEARS	88	134	9	35	1	0	1	2	7	5	0	0	106	176	1	0
16 - 20 YEARS	44	81	4	18	0	2	2	1	1	1	0	0	51	103	0	0
21 - 25 YEARS	30	35	3	14	0	1	0	7	1	0	0	0	34	57	3	5
26 - 30 YEARS	26	51	14	23	0	0	3	8	3	0	0	0	46	82	3	3
31 - 35 YEARS	7	37	1	11	0	0	2	4	0	0	0	0	10	52	2	1
36 - 40 YEARS	11	29	5	4	0	0	2	0	0	1	0	0	18	34	3	1
MORE THAN 40 YEARS	4	4	1	1	0	0	1	0	0	0	0	0	6	5	0	0
DEPARTMENT TOTAL	469	782	76	192	3	6	14	41	19	18	0	0	581	1,039	12	10
MORE THAN 10 YEARS:	210	371	37	106	1	3	11	22	12	7	0	0	271	509	12	10
AVERAGE YEARS	10.9	12.4	14.1	13.8	5.0	14.2	22.9	16.0	12.1	9.8	0.0	0.0	11.7	12.8	28.3	26.4

DEPARTMENT AVERAGE YEARS 12.4

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. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 27, 2014

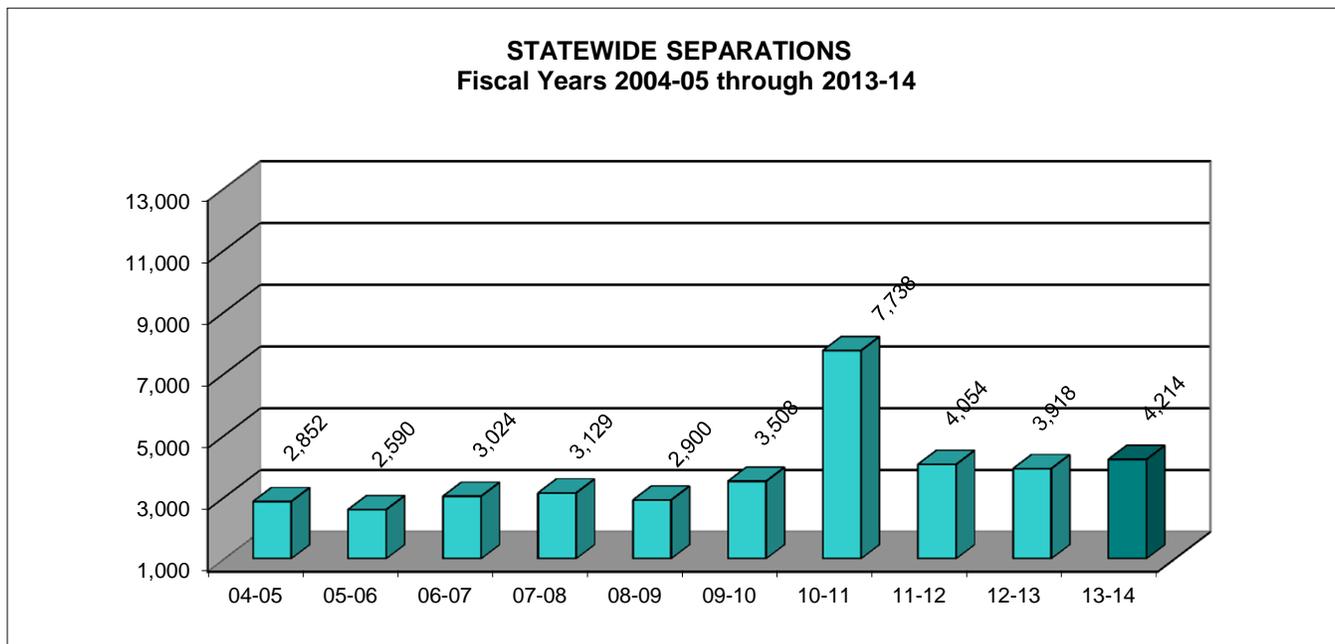
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																
00- 05 YEARS	5,231	6,407	664	1,931	70	58	141	230	113	136	41	23	6,260	8,785	5	10
06- 10 YEARS	2,584	3,027	370	1,005	47	26	89	132	53	77	0	0	3,143	4,267	8	16
11- 15 YEARS	3,419	3,034	379	1,105	41	22	86	127	64	60	0	0	3,989	4,348	12	14
16- 20 YEARS	3,329	2,148	344	777	74	42	109	85	43	44	0	0	3,899	3,096	17	24
21- 25 YEARS	2,067	1,374	203	441	33	20	59	93	28	30	0	0	2,390	1,958	65	88
26- 30 YEARS	1,675	1,158	302	484	48	20	81	80	33	26	0	0	2,139	1,768	92	71
31- 35 YEARS	336	559	78	249	1	4	8	26	4	9	0	0	427	847	29	42
36- 40 YEARS	339	490	59	154	6	5	16	17	7	4	0	0	427	670	24	35
MORE THAN 40 YEARS	70	85	14	25	0	0	2	4	4	0	0	0	90	114	11	6
STATEWIDE TOTAL	19,050	18,282	2,413	6,171	320	197	591	794	349	386	41	23	22,764	25,853	263	306
MORE THAN 10 YEARS	11,235	8,848	1,379	3,235	203	113	361	432	183	173	0	0	13,361	12,801	250	280
AVERAGE YEARS	13.5	12.0	14.1	12.9	14.6	13.6	14.6	13.7	12.4	11.2	0.5	0.3	13.5	12.3	26.6	25.5
STATEWIDE TOTAL 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 continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2013-14**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	55	1.3%
Dismissal	311	7.4%
Expired Appointment	365	8.7%
Total Involuntary Separations	731	17.3%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,387	32.9%
Layoff/Leave of Absence Rights Expired	206	4.9%
Waived Rights Leave of Absence	181	4.3%
Settlement	0	0.0%
Total Voluntary Separations	1,774	42.1%
<i>RETIREMENT</i>		
Retirement	1,587	37.7%
Incentive Retirement	0	
Disability Retirement	101	2.4%
Deferred Retirement	21	0.5%
Total Retirements	1,709	40.6%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	4,214	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 noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 90.4% of all noncareer appointments at the end of FY 2013-14.

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

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From October 12, 2013 Through September 27, 2014

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								WAIVED RIGHTS
AGRICULTURE & RURAL DEVELOPMENT	17	11	0	0	28	24	0	0	0	0	24	4
ATTORNEY GENERAL	24	0	0	0	24	24	0	0	0	0	24	0
AUDITOR GENERAL	3	6	0	0	9	11	0	0	0	0	11	-2
CIVIL RIGHTS	3	0	0	0	3	8	0	0	0	0	8	-5
CIVIL SERVICE COMMISSION	16	9	0	0	25	29	0	0	0	0	29	-4
COMMUNITY HEALTH	180	12	14	3	209	279	0	3	22	0	304	-95
CORRECTIONS	759	52	28	2	841	1,175	0	145	35	0	1,355	-514
EDUCATION	34	3	1	0	38	50	1	0	2	0	53	-15
ENVIRONMENTAL QUALITY	33	8	0	0	41	49	0	0	2	0	51	-10
EXECUTIVE OFFICE	10	0	0	0	10	4	0	0	0	0	4	6
HUMAN SERVICES	353	5	39	0	397	773	25	3	33	0	834	-437
INSURANCE AND FINANCIAL SERV	6	8	0	0	14	18	0	1	0	0	19	-5
LICENSING & REGULATORY AFFAIRS	84	44	7	0	135	215	0	3	7	0	225	-90
MILITARY & VETERAN AFFAIRS	73	19	24	1	117	111	24	1	0	0	136	-19
NATURAL RESOURCES	65	1,694	247	0	2,006	689	248	0	1	0	938	1,068
STATE	19	226	1	0	246	185	0	0	7	0	192	54
STATE POLICE	296	4	0	1	301	148	0	0	2	0	150	151
STRATEGIC FUND	23	12	1	0	36	52	0	1	0	0	53	-17
TECHNOLOGY, MANAGEMENT & BUDGET	169	90	1	2	262	167	0	0	2	0	169	93
TRANSPORTATION	102	428	18	0	548	493	17	0	8	0	518	30
TREASURY	79	56	2	0	137	109	0	0	3	0	112	25
STATEWIDE TOTALS:	2,348	2,687	383	9	5,427	4,613	315	157	124	0	5,209	218

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

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF35

STATE OF MICHIGAN
TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2014

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%
1984-85	58,283	3,726	6.4%

STATE OF MICHIGAN
TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2014

Table 3-4

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
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%
2013-14	47,002	4,214	9.0%

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 represent 90.4% of all noncareer appointments at the end of FY 2013-14. 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

Table 3-5

Fiscal Years 2009-10 Through 2013-14

Average

Department	Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development ⁴			
2009-10	447	39	8.7%
2010-11	393	80	20.4%
2011-12	387	16	4.1%
2012-13	401	14	3.5%
2013-14	397	23	5.8%
Attorney General			
2009-10	461	30	6.5%
2010-11	434	94	21.7%
2011-12	462	27	5.8%
2012-13	479	33	6.9%
2013-14	490	28	5.7%
Auditor General			
2009-10	132	4	3.0%
2010-11	134	31	23.1%
2011-12	133	8	6.0%
2012-13	140	6	4.3%
2013-14	134	4	3.0%
Civil Rights			
2009-10	95	6	6.3%
2010-11	90	20	22.2%
2011-12	94	7	7.4%
2012-13	92	9	9.8%
2013-14	91	8	8.8%
Civil Service Commission			
2009-10	488	48	9.8%
2010-11	414	110	26.6%
2011-12	405	18	4.4%
2012-13	416	20	4.8%
2013-14	414	29	7.0%
Community Health			
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%
2013-14	3,128	303	9.7%
Corrections			
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%
2013-14	12,766	1,365	10.7%

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT

Table 3-5

Fiscal Years 2009-10 Through 2013-14

Department	Average Classified Employment	Separations	Turnover Rate
Education			
2009-10	445	39	8.8%
2010-11	446	80	17.9%
2011-12	476	32	6.7%
2012-13	518	39	7.5%
2013-14	518	54	10.4%
Environmental Quality ³			
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%
2013-14	1,099	55	5.0%
Executive Office			
2009-10	41	2	4.9%
2010-11	38	20	52.6%
2011-12	51	10	19.6%
2012-13	54	3	5.6%
2013-14	58	5	8.6%
Human Services			
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%
2013-14	11,388	900	7.9%
Information Technology ²			
2009-10	1,720	92	5.3%
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
Insurance and Financial Services ⁵			
2009-10	--	--	--
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	292	17	5.8%
Licensing & Regulatory Affairs ¹			
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%
2013-14	2,525	237	9.4%

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT

Table 3-5

Fiscal Years 2009-10 Through 2013-14

Department	Average Classified Employment	Separations	Turnover Rate
Management and Budget ²			
2009-10	931	25	2.7%
2010-11	--	--	--
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
Military and Veterans Affairs			
2009-10	897	94	10.5%
2010-11	891	155	17.4%
2011-12	886	105	11.9%
2012-13	801	118	14.7%
2013-14	772	135	17.5%
Natural Resources ³			
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%
2013-14	1,554	157	10.1%
Natural Resources & Environment ³			
2009-10	--	--	--
2010-11	1,198	368	30.7%
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
State			
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%
2013-14	1,308	88	6.7%
State Police			
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%
2013-14	2,616	163	6.2%
Strategic Fund			
2009-10	197	9	4.6%
2010-11	135	26	19.3%
2011-12	636	47	7.4%
2012-13	651	76	11.7%
2013-14	631	52	8.2%

STATE OF MICHIGAN
TURNOVER SEPARATIONS BY DEPARTMENT

Table 3-5

Fiscal Years 2009-10 Through 2013-14

Department	Average Classified Employment	Separations	Turnover Rate
Technology, Management and Budget ²			
2009-10	--	--	--
2010-11	2,384	473	19.8%
2011-12	2,461	138	5.6%
2012-13	2,587	173	6.7%
2013-14	2,674	172	6.4%
Transportation			
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%
2013-14	2,573	274	10.7%
Treasury			
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%
2013-14	1,577	118	7.5%
Statewide Total			
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%
2013-14	47,003	4,187	8.9%

- Footnotes:
- 1 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 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.
 - 3 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.
 - 4 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.
 - 5 In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1 effective October 1, 2013.

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 represent 90.4% of all noncareer appointments at the end of FY 2013-14. 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.

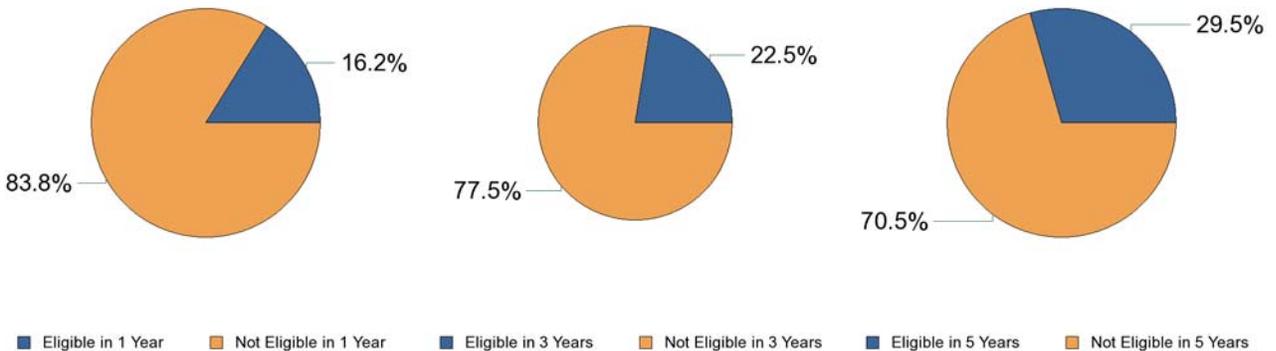
An increase in separations occurred in FY 2010-11 due to an early retirement incentive program.

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 27, 2014

Department	Retirement Projections		
	1 Year (2015)	3 Years (2017)	5 Years (2019)
AGRICULTURE & RURAL DEVELOPMENT	20.5%	29.0%	40.8%
ATTORNEY GENERAL	16.7%	22.1%	26.6%
AUDITOR GENERAL	10.5%	13.5%	23.3%
CIVIL RIGHTS	22.2%	25.3%	33.3%
CIVIL SERVICE COMMISSION	17.4%	23.2%	35.8%
COMMUNITY HEALTH	19.9%	26.1%	32.9%
CORRECTIONS	15.6%	23.3%	30.9%
EDUCATION	18.3%	24.2%	31.8%
ENVIRONMENTAL QUALITY	23.6%	32.3%	40.6%
HUMAN SERVICES	13.2%	17.2%	22.2%
INSURANCE AND FINANCIAL SERV	12.8%	17.7%	23.3%
LICENSING AND REGULATORY AFF	23.0%	30.5%	38.5%
MILITARY & VETERAN AFFAIRS	13.1%	21.3%	29.0%
NATURAL RESOURCES	14.0%	20.4%	27.7%
STATE	20.6%	27.6%	34.6%
STATE POLICE	13.2%	18.7%	28.7%
STRATEGIC FUND	21.6%	26.6%	33.4%
TECHNOLOGY, MANAGEMENT & BUDGET	16.6%	23.8%	30.6%
TRANSPORTATION	17.1%	25.0%	32.4%
TREASURY	17.6%	22.6%	29.0%
STATEWIDE	16.2%	22.5%	29.5%

STATE OF MICHIGAN
Employees Eligible to Retire in 1, 3, and 5 Years
As of September 27, 2014



Comment: This report includes employee status codes of AA, AB, AC, AD, AE, AF, AP, CA and EA.

Source: Michigan Civil Service Commission MHR-0802
 Universe: HR ORS Data

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 27, 2014

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	734 45 %	637 39 %	84 5 %	101 6 %	9 1 %	5 0 %	17 1 %	14 1 %	16 1 %	15 1 %	1 0 %	0 0 %	861	772
02 Professional	6,350 33 %	8,339 43 %	813 4 %	2,767 14 %	37 0 %	66 0 %	170 1 %	281 1 %	246 1 %	276 1 %	6 0 %	5 0 %	7,622	11,734
03 Technician	1,201 52 %	758 33 %	82 4 %	162 7 %	10 0 %	7 0 %	32 1 %	18 1 %	26 1 %	22 1 %	5 0 %	3 0 %	1,356	970
04 Protective Service	7,068 70 %	1,129 11 %	810 8 %	482 5 %	199 2 %	24 0 %	238 2 %	39 0 %	36 0 %	7 0 %	25 0 %	5 0 %	8,376	1,686
05 Para-Professionals	974 14 %	3,433 48 %	396 6 %	1,827 26 %	13 0 %	46 1 %	78 1 %	265 4 %	12 0 %	36 1 %	1 0 %	5 0 %	1,474	5,612
06 Admin Support	312 7 %	3,190 70 %	65 1 %	729 16 %	2 0 %	36 1 %	15 0 %	161 4 %	5 0 %	27 1 %	0 0 %	0 0 %	399	4,143
07 Skilled Craft	1,360 87 %	61 4 %	73 5 %	6 0 %	27 2 %	0 0 %	25 2 %	3 0 %	5 0 %	0 0 %	1 0 %	0 0 %	1,491	70
08 Service/Maintenance	1,051 51 %	735 36 %	90 4 %	97 5 %	23 1 %	13 1 %	16 1 %	13 1 %	3 0 %	3 0 %	2 0 %	5 0 %	1,185	866
Statewide Total by Category:	19,050 39 %	18,282 38 %	2,413 5 %	6,171 13 %	320 1 %	197 0 %	591 1 %	794 2 %	349 1 %	386 1 %	41 0 %	23 0 %	22,764	25,853

State Employees Grand Total: 48,617

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

Source: Michigan Civil Service Commission HWF60

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 27, 2014

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	12	67 %	6	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	6		
02 Professional	136	48 %	119	42 %	6	2 %	11	4 %	1	0 %	1	0 %	3	1 %	2	1 %	148	136
03 Technician	29	69 %	13	31 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	29	13
05 Para-Professionals	6	29 %	13	62 %	0	0 %	2	10 %	0	0 %	0	0 %	0	0 %	0	0 %	6	15
06 Admin Support	0	0 %	26	84 %	0	0 %	2	6 %	0	0 %	1	3 %	0	0 %	2	6 %	0	31
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	86 %	2	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	2
Department Totals by Category:	197	48 %	179	43 %	6	1 %	15	4 %	1	0 %	2	0 %	3	1 %	4	1 %	209	203

Department Total: 412

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 27, 2014

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	53	65 %	24	29 %	2	2 %	3	4 %	0	0 %	0	0 %	0	0 %	55	27												
02	Professional	130	53 %	90	37 %	7	3 %	6	2 %	0	0 %	0	0 %	2	1 %	3	1 %	3	1 %	2	1 %	0	0 %	1	0 %	142	102		
04	Protective Service	17	52 %	7	21 %	5	15 %	3	9 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	23	10		
05	Para-Professionals	2	7 %	20	69 %	1	3 %	4	14 %	0	0 %	0	0 %	0	0 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	3	26		
06	Admin Support	1	1 %	84	86 %	0	0 %	10	10 %	0	0 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	1	97
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:		203	42 %	226	46 %	15	3 %	26	5 %	0	0 %	0	0 %	3	1 %	7	1 %	3	1 %	3	1 %	0	0 %	1	0 %	224	263		

Department Total: 487

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	58 %	5	42 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	5
02	Professional	50	46 %	52	48 %	4	4 %	1	1 %	0	0 %	0	0 %	0	0 %	54	54
03	Technician	0	0 %	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	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:		60	45 %	65	49 %	4	3 %	2	2 %	0	0 %	0	0 %	0	0 %	64	68

Department Total: 132

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	9	15 %	13	21 %	9	15 %	26	42 %	0	0 %	0	0 %	2	3 %	20	42
03	Technician	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
05	Para-Professionals	0	0 %	0	0 %	1	9 %	9	82 %	0	0 %	0	0 %	0	0 %	1	10
06	Admin Support	0	0 %	3	27 %	0	0 %	6	55 %	0	0 %	0	0 %	2	18 %	0	11
Department Totals by Category:		12	13 %	19	20 %	10	11 %	43	45 %	0	0 %	0	0 %	3	3 %	7	70

Department Total: 95

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	8	15 %	33	61 %	3	6 %	7	13 %	0	0 %	2	4 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	12	42		
02	Professional	24	12 %	125	63 %	11	6 %	29	15 %	0	0 %	3	2 %	1	1 %	6	3 %	0	0 %	1	1 %	0	0 %	0	0 %	36	164
03	Technician	4	29 %	6	43 %	1	7 %	2	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	6	8
05	Para-Professionals	7	12 %	39	66 %	1	2 %	7	12 %	0	0 %	0	0 %	0	0 %	3	5 %	0	0 %	2	3 %	0	0 %	0	0 %	8	51
06	Admin Support	8	7 %	75	70 %	0	0 %	15	14 %	0	0 %	1	1 %	0	0 %	7	7 %	0	0 %	1	1 %	0	0 %	0	0 %	8	99
Department Totals by Category:		51	12 %	278	64 %	16	4 %	60	14 %	0	0 %	6	1 %	2	0 %	16	4 %	0	0 %	4	1 %	1	0 %	0	0 %	70	364

Department Total: 434

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	54	30 %	99	54 %	6	3 %	10	5 %	1	1 %	1	1 %	2	1 %	2	1 %	4	2 %	3	2 %	0	0 %	0	0 %	67	115
02 Professional	271	21 %	688	53 %	40	3 %	170	13 %	4	0 %	5	0 %	7	1 %	16	1 %	32	2 %	53	4 %	0	0 %	0	0 %	354	932
03 Technician	33	21 %	71	44 %	8	5 %	42	26 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	4	3 %	1	1 %	0	0 %	42	118
04 Protective Service	109	43 %	33	13 %	70	27 %	27	11 %	3	1 %	0	0 %	8	3 %	4	2 %	2	1 %	0	0 %	0	0 %	0	0 %	192	64
05 Para-Professionals	165	22 %	291	38 %	94	12 %	166	22 %	0	0 %	6	1 %	10	1 %	17	2 %	3	0 %	12	2 %	0	0 %	2	0 %	272	494
06 Admin Support	14	5 %	186	72 %	3	1 %	36	14 %	0	0 %	4	2 %	2	1 %	14	5 %	0	0 %	0	0 %	0	0 %	0	0 %	19	240
07 Skilled Craft	48	81 %	1	2 %	9	15 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	58	1
08 Service/Maintenance	46	30 %	52	34 %	21	14 %	25	16 %	0	0 %	0	0 %	1	1 %	4	3 %	1	1 %	2	1 %	0	0 %	0	0 %	69	83
Department Totals by Category:	740	24 %	1,421	46 %	251	8 %	476	15 %	8	0 %	16	1 %	31	1 %	58	2 %	42	1 %	74	2 %	1	0 %	2	0 %	1,073	2,047

Department Total: 3,120

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 27, 2014

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	49 %	47	28 %	16	9 %	15	9 %	2	1 %	1	1 %	3	2 %	0	0 %	1	1 %	2	1 %	0	0 %	0	0 %	104	65
02	Professional	1,156	38 %	1,144	38 %	211	7 %	412	14 %	13	0 %	13	0 %	24	1 %	41	1 %	12	0 %	15	0 %	1	0 %	0	0 %	1,417	1,625
03	Technician	53	21 %	159	62 %	5	2 %	30	12 %	0	0 %	3	1 %	3	1 %	1	0 %	1	0 %	2	1 %	0	0 %	0	0 %	62	195
04	Protective Service	4,969	68 %	829	11 %	620	9 %	437	6 %	159	2 %	20	0 %	167	2 %	33	0 %	20	0 %	5	0 %	24	0 %	5	0 %	5,959	1,329
05	Para-Professionals	56	13 %	300	68 %	14	3 %	53	12 %	1	0 %	7	2 %	1	0 %	10	2 %	1	0 %	0	0 %	0	0 %	0	0 %	73	370
06	Admin Support	32	5 %	515	75 %	1	0 %	116	17 %	0	0 %	10	1 %	2	0 %	11	2 %	0	0 %	4	1 %	0	0 %	0	0 %	35	656
07	Skilled Craft	391	90 %	13	3 %	16	4 %	0	0 %	9	2 %	0	0 %	4	1 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	421	14
08	Service/Maintenance	128	66 %	32	16 %	21	11 %	2	1 %	6	3 %	0	0 %	4	2 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	160	35
Department Totals by Category:		6,867	55 %	3,039	24 %	904	7 %	1,065	9 %	190	2 %	54	0 %	208	2 %	98	1 %	37	0 %	28	0 %	25	0 %	5	0 %	8,231	4,289

Department Total: 12,520

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	12	41 %	15	52 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	14	15												
02	Professional	105	28 %	218	58 %	8	2 %	33	9 %	0	0 %	0	0 %	3	1 %	5	1 %	2	1 %	3	1 %	0	0 %	0	0 %	118	259		
03	Technician	0	0 %	7	70 %	2	20 %	0	0 %	0	0 %	1	####	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	8
05	Para-Professionals	11	24 %	28	61 %	3	7 %	3	7 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	32
06	Admin Support	1	2 %	52	84 %	0	0 %	6	10 %	0	0 %	0	0 %	2	3 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	1	61
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 %	0	0 %	2	1
Department Totals by Category:		130	25 %	321	61 %	16	3 %	42	8 %	0	0 %	1	0 %	3	1 %	8	2 %	2	0 %	4	1 %	0	0 %	0	0 %	151	376		

Department Total: 527

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	23	53 %	18	42 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	24	19										
02 Professional	466	54 %	335	39 %	9	1 %	12	1 %	1	0 %	2	0 %	6	1 %	6	1 %	13	2 %	12	1 %	0	0 %	0	0 %	495	367
03 Technician	35	57 %	19	31 %	5	8 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	40	21
04 Protective Service	6	60 %	3	30 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	3
05 Para-Professionals	2	10 %	16	80 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	2	18
06 Admin Support	4	3 %	98	80 %	1	1 %	10	8 %	0	0 %	0	0 %	1	1 %	5	4 %	0	0 %	3	2 %	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 %	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 %	1	0
Department Totals by Category:	538	48 %	489	44 %	17	2 %	25	2 %	1	0 %	2	0 %	7	1 %	12	1 %	13	1 %	16	1 %	0	0 %	0	0 %	576	544

Department Total: 1,120

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 27, 2014

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	11	61 %	7	39 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	7		
02	Professional	8	32 %	15	60 %	0	0 %	1	4 %	0	0 %	0	0 %	1	4 %	0	0 %	8	17
05	Para-Professionals	3	21 %	11	79 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	11
06	Admin Support	0	0 %	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	2
Department Totals by Category:		22	37 %	35	59 %	0	0 %	1	2 %	0	0 %	0	0 %	1	2 %	0	0 %	22	37

Department Total: 59

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 27, 2014

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	50	27 %	89	49 %	13	7 %	25	14 %	0	0 %	0	0 %	1	1 %	3	2 %	1	1 %	0	0 %	0	0 %	0	0 %	65	117
02 Professional	1,024	16 %	3,151	50 %	239	4 %	1,607	26 %	5	0 %	28	0 %	45	1 %	131	2 %	14	0 %	40	1 %	2	0 %	3	0 %	1,329	4,960
03 Technician	9	32 %	14	50 %	1	4 %	3	11 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	17
04 Protective Service	5	50 %	0	0 %	4	40 %	0	0 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	0
05 Para-Professionals	364	11 %	1,499	44 %	190	6 %	1,115	33 %	7	0 %	19	1 %	41	1 %	145	4 %	3	0 %	8	0 %	1	0 %	1	0 %	606	2,787
06 Admin Support	73	6 %	798	62 %	32	3 %	303	24 %	1	0 %	8	1 %	4	0 %	55	4 %	0	0 %	5	0 %	0	0 %	0	0 %	110	1,169
07 Skilled Craft	13	93 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	0
08 Service/Maintenance	21	70 %	3	10 %	5	17 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	27	3
Department Totals by Category:	1,559	14 %	5,554	49 %	484	4 %	3,053	27 %	14	0 %	55	0 %	94	1 %	334	3 %	18	0 %	53	0 %	3	0 %	4	0 %	2,172	9,053

Department Total: 11,225

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

INSURANCE AND FINANCIAL SERV

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	4	20 %	14	70 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	5	15								
02	Professional	83	35 %	112	48 %	8	3 %	18	8 %	0	0 %	1	0 %	6	3 %	2	1 %	3	1 %	2	1 %	0	0 %	0	0 %	100	135
03	Technician	3	30 %	7	70 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	7
05	Para-Professionals	1	9 %	7	64 %	1	9 %	1	9 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	2	9
06	Admin Support	2	6 %	21	60 %	2	6 %	6	17 %	0	0 %	0	0 %	0	0 %	2	6 %	1	3 %	1	3 %	0	0 %	0	0 %	5	30
Department Totals by Category:		93	30 %	161	52 %	12	4 %	26	8 %	0	0 %	1	0 %	6	2 %	5	2 %	4	1 %	3	1 %	0	0 %	0	0 %	115	196

Department Total: 311

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	53	40 %	46	34 %	10	7 %	16	12 %	1	1 %	1	1 %	2	1 %	2	1 %	0	0 %	0	0 %	68	66		
02	Professional	382	35 %	450	41 %	52	5 %	165	15 %	1	0 %	7	1 %	13	1 %	8	1 %	10	1 %	18	2 %	0	0 %	458	648
03	Technician	150	63 %	61	26 %	11	5 %	7	3 %	0	0 %	0	0 %	3	1 %	4	2 %	2	1 %	0	0 %	0	0 %	166	72
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	75	11 %	263	40 %	43	7 %	236	36 %	3	0 %	2	0 %	5	1 %	19	3 %	3	0 %	4	1 %	0	0 %	129	524
06	Admin Support	25	6 %	297	74 %	6	1 %	60	15 %	0	0 %	1	0 %	0	0 %	9	2 %	0	0 %	3	1 %	0	0 %	31	370
07	Skilled Craft	11	61 %	0	0 %	4	22 %	2	11 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	16	2
08	Service/Maintenance	7	35 %	5	25 %	4	20 %	1	5 %	0	0 %	0	0 %	3	15 %	0	0 %	0	0 %	0	0 %	0	0 %	14	6
Department Totals by Category:		706	27 %	1,122	44 %	131	5 %	487	19 %	5	0 %	11	0 %	27	1 %	41	2 %	17	1 %	27	1 %	0	0 %	886	1,688

Department Total: 2,574

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	8 38 %	9 43 %	2 10 %	0 0 %	0 0 %	0 0 %	1 5 %	0 0 %	0 0 %	0 0 %	1 5 %	0 0 %	12	9
02 Professional	59 35 %	86 50 %	4 2 %	13 8 %	0 0 %	1 1 %	1 1 %	1 1 %	2 1 %	3 2 %	1 1 %	0 0 %	67	104
03 Technician	33 24 %	77 55 %	4 3 %	14 10 %	1 1 %	1 1 %	3 2 %	1 1 %	3 2 %	1 1 %	0 0 %	2 1 %	44	96
04 Protective Service	44 96 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2 4 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	46	0
05 Para-Professionals	36 29 %	72 57 %	4 3 %	7 6 %	1 1 %	1 1 %	3 2 %	1 1 %	0 0 %	1 1 %	0 0 %	0 0 %	44	82
06 Admin Support	0 0 %	27 68 %	0 0 %	11 28 %	0 0 %	1 3 %	0 0 %	0 0 %	0 0 %	1 3 %	0 0 %	0 0 %	0	40
07 Skilled Craft	117 92 %	2 2 %	2 2 %	0 0 %	2 2 %	0 0 %	4 3 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	125	2
08 Service/Maintenance	73 57 %	39 30 %	5 4 %	9 7 %	1 1 %	0 0 %	1 1 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	80	48
Department Totals by Category:	370 46 %	312 39 %	21 3 %	54 7 %	5 1 %	4 1 %	15 2 %	3 0 %	5 1 %	6 1 %	2 0 %	2 0 %	418	381

Department Total: 799

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 27, 2014

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	37	62 %	22	37 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	38	22										
02 Professional	292	60 %	165	34 %	4	1 %	8	2 %	2	0 %	4	1 %	3	1 %	2	0 %	305	181								
03 Technician	186	79 %	43	18 %	2	1 %	1	0 %	2	1 %	0	0 %	0	0 %	0	0 %	192	44								
04 Protective Service	467	81 %	76	13 %	11	2 %	2	0 %	6	1 %	0	0 %	10	2 %	0	0 %	5	1 %	0	0 %	499	78				
05 Para-Professionals	12	27 %	31	69 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	12	33				
06 Admin Support	7	5 %	114	85 %	0	0 %	7	5 %	0	0 %	2	1 %	0	0 %	3	2 %	0	0 %	1	1 %	0	0 %	7	127		
07 Skilled Craft	108	84 %	15	12 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	2	2 %	0	0 %	1	1 %	0	0 %	113	15		
08 Service/Maintenance	573	54 %	442	41 %	17	2 %	18	2 %	6	1 %	4	0 %	1	0 %	3	0 %	0	0 %	0	0 %	1	0 %	2	0 %	598	469
Department Totals by Category:	1,682	62 %	908	33 %	34	1 %	37	1 %	20	1 %	8	0 %	16	1 %	11	0 %	10	0 %	3	0 %	2	0 %	2	0 %	1,764	969

Department Total: 2,733

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	20	47 %	13	30 %	2	5 %	2	5 %	1	2 %	0	0 %	0	0 %	24	19										
02 Professional	65	32 %	92	45 %	11	5 %	26	13 %	0	0 %	0	0 %	2	1 %	3	1 %	79	124								
03 Technician	17	17 %	43	44 %	3	3 %	23	23 %	0	0 %	2	2 %	0	0 %	3	3 %	24	74								
05 Para-Professionals	63	8 %	514	63 %	16	2 %	166	20 %	0	0 %	8	1 %	6	1 %	33	4 %	86	728								
06 Admin Support	35	15 %	156	68 %	3	1 %	24	10 %	0	0 %	2	1 %	0	0 %	8	3 %	39	192								
07 Skilled Craft	10	77 %	3	23 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	3								
08 Service/Maintenance	14	9 %	92	59 %	5	3 %	37	24 %	0	0 %	1	1 %	0	0 %	4	3 %	19	138								
Department Totals by Category:	224	14 %	913	59 %	40	3 %	278	18 %	1	0 %	13	1 %	8	1 %	54	3 %	6	0 %	15	1 %	2	0 %	5	0 %	281	1,278

Department Total: 1,559

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	68 %	16	30 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	37	16										
02 Professional	220	45 %	227	46 %	16	3 %	10	2 %	2	0 %	0	0 %	6	1 %	7	1 %	246	246								
03 Technician	30	48 %	29	46 %	0	0 %	1	2 %	0	0 %	2	3 %	0	0 %	1	2 %	30	33								
04 Protective Service	1,436	80 %	161	9 %	97	5 %	12	1 %	29	2 %	0	0 %	50	3 %	2	0 %	9	1 %	2	0 %	1,622	177				
05 Para-Professionals	14	21 %	49	72 %	0	0 %	4	6 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	14	54		
06 Admin Support	34	16 %	155	75 %	0	0 %	11	5 %	0	0 %	2	1 %	0	0 %	6	3 %	0	0 %	0	0 %	0	0 %	34	174		
07 Skilled Craft	11	92 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	12	0		
08 Service/Maintenance	2	25 %	5	63 %	0	0 %	0	0 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	0	0 %	0	0 %	2	6		
Department Totals by Category:	1,783	66 %	642	24 %	114	4 %	38	1 %	31	1 %	2	0 %	56	2 %	19	1 %	12	0 %	5	0 %	1	0 %	0	0 %	1,997	706

Department Total: 2,703

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 27, 2014

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	24	35 %	24	35 %	8	12 %	7	10 %	0	0 %	0	0 %	1	1 %	2	3 %	2	3 %	1	1 %	0	0 %	0	0 %	35	34
02	Professional	121	32 %	172	45 %	23	6 %	41	11 %	0	0 %	0	0 %	7	2 %	9	2 %	2	1 %	4	1 %	1	0 %	0	0 %	154	226
03	Technician	9	30 %	18	60 %	0	0 %	3	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	21
05	Para-Professionals	28	26 %	40	38 %	9	8 %	9	8 %	0	0 %	0	0 %	7	7 %	11	10 %	0	0 %	1	1 %	0	0 %	1	1 %	44	62
06	Admin Support	5	7 %	43	64 %	1	1 %	13	19 %	0	0 %	0	0 %	0	0 %	5	7 %	0	0 %	0	0 %	0	0 %	0	0 %	6	61
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:		188	29 %	297	45 %	41	6 %	73	11 %	0	0 %	0	0 %	15	2 %	27	4 %	4	1 %	6	1 %	1	0 %	1	0 %	249	404

Department Total: 653

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	108	53 %	78	38 %	6	3 %	3	1 %	1	0 %	0	0 %	1	0 %	121	83
02 Professional	860	51 %	479	28 %	71	4 %	57	3 %	1	0 %	2	0 %	17	1 %	1,059	638
03 Technician	207	61 %	79	23 %	16	5 %	17	5 %	3	1 %	0	0 %	4	1 %	235	106
05 Para-Professionals	40	28 %	75	53 %	5	4 %	11	8 %	0	0 %	1	1 %	3	2 %	48	93
06 Admin Support	2	2 %	93	82 %	2	2 %	11	10 %	0	0 %	0	0 %	0	0 %	4	110
07 Skilled Craft	161	88 %	6	3 %	8	4 %	1	1 %	0	0 %	0	0 %	6	3 %	175	9
08 Service/Maintenance	98	79 %	10	8 %	8	6 %	2	2 %	0	0 %	0	0 %	5	4 %	112	12
Department Totals by Category:	1,476	53 %	820	29 %	116	4 %	102	4 %	5	0 %	3	0 %	36	1 %	1,754	1,051

Department Total: 2,805

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	50	54 %	26	28 %	7	8 %	5	5 %	3	3 %	0	0 %	0	0 %	60	33										
02 Professional	607	59 %	301	29 %	30	3 %	31	3 %	3	0 %	0	0 %	19	2 %	8	1 %	22	2 %	14	1 %	0	0 %	0	0 %	681	354
03 Technician	387	72 %	81	15 %	22	4 %	9	2 %	4	1 %	0	0 %	16	3 %	2	0 %	12	2 %	3	1 %	1	0 %	0	0 %	442	95
04 Protective Service	12	31 %	20	51 %	1	3 %	1	3 %	1	3 %	4	####	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	25
05 Para-Professionals	65	43 %	62	41 %	6	4 %	8	5 %	1	1 %	1	1 %	1	1 %	4	3 %	0	0 %	2	1 %	0	0 %	0	0 %	73	77
06 Admin Support	5	3 %	144	84 %	2	1 %	17	10 %	0	0 %	0	0 %	0	0 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	7	165
07 Skilled Craft	484	86 %	19	3 %	34	6 %	2	0 %	14	2 %	0	0 %	8	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	541	21
08 Service/Maintenance	70	50 %	46	33 %	3	2 %	3	2 %	10	7 %	8	6 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	84	57
Department Totals by Category:	1,680	62 %	699	26 %	105	4 %	76	3 %	36	1 %	13	0 %	44	2 %	18	1 %	35	1 %	21	1 %	2	0 %	0	0 %	1,902	827

Department Total: 2,729

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 27, 2014

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	80	58 %	43	31 %	4	3 %	4	3 %	0	0 %	0	0 %	3	2 %	1	1 %	0	0 %	2	1 %	0	0 %	0	0 %	87	50
02 Professional	282	37 %	305	40 %	50	6 %	90	12 %	2	0 %	1	0 %	4	1 %	12	2 %	14	2 %	12	2 %	0	0 %	0	0 %	352	420
03 Technician	15	26 %	28	49 %	2	4 %	9	16 %	0	0 %	0	0 %	0	0 %	2	4 %	1	2 %	0	0 %	0	0 %	0	0 %	18	39
05 Para-Professionals	24	14 %	103	61 %	8	5 %	24	14 %	0	0 %	1	1 %	1	1 %	8	5 %	1	1 %	0	0 %	0	0 %	0	0 %	34	136
06 Admin Support	64	14 %	296	63 %	12	3 %	64	14 %	1	0 %	4	1 %	6	1 %	18	4 %	3	1 %	4	1 %	0	0 %	0	0 %	86	386
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	0 %	0	3
08 Service/Maintenance	4	44 %	5	56 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	5
Department Totals by Category:	469	29 %	782	48 %	76	5 %	192	12 %	3	0 %	6	0 %	14	1 %	41	3 %	19	1 %	18	1 %	0	0 %	0	0 %	581	1,039

Department Total: 1,620

Statewide Totals:	19,050	39 %	18,282	38 %	2,413	5 %	6,171	13 %	320	1 %	197	0 %	591	1 %	794	2 %	349	1 %	386	1 %	41	0 %	23	0 %	22,764	25,853
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Statewide Total: 48,617

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT

Table 4-3

RACE/ETHNIC GROUP AND GENDER ANALYSIS

Pay End Date: September 27, 2014

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE				HISPANIC		ASIAN or PACIFIC ISLANDER		NON DISCLOSED		FEMALE	MINORITY	GRAND TOTAL												
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE															
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				No.	%										
AGRICULTURE & RURAL DEVELOPMENT	197	47.8	179	43.4	6	1.5	15	3.6	1	0.2	2	0.5	3	0.7	4	1.0	2	0.5	3	0.7	0	0.0	0	0.0	203	49.3	36	8.7	412
ATTORNEY GENERAL	203	41.7	226	46.4	15	3.1	26	5.3	0	0.0	0	0.0	3	0.6	7	1.4	3	0.6	3	0.6	0	0.0	1	0.2	263	54.0	57	11.7	487
AUDITOR GENERAL	60	45.5	65	49.2	4	3.0	2	1.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	0	0.0	68	51.5	7	5.3	132
CIVIL RIGHTS	12	12.6	19	20.0	10	10.5	43	45.3	0	0.0	0	0.0	3	3.2	7	7.4	0	0.0	1	1.1	0	0.0	0	0.0	70	73.7	64	67.4	95
CIVIL SERVICE COMMISSION	51	11.8	278	64.1	16	3.7	60	13.8	0	0.0	6	1.4	2	0.5	16	3.7	0	0.0	4	0.9	1	0.2	0	0.0	364	83.9	104	24.0	434
COMMUNITY HEALTH	740	23.7	1,421	45.5	251	8.0	476	15.3	8	0.3	16	0.5	31	1.0	58	1.9	42	1.3	74	2.4	1	0.0	2	0.1	2,047	65.6	956	30.6	3,120
CORRECTIONS	6,867	54.8	3,039	24.3	904	7.2	1,065	8.5	190	1.5	54	0.4	208	1.7	98	0.8	37	0.3	28	0.2	25	0.2	5	0.0	4,289	34.3	2,584	20.6	12,520
EDUCATION	130	24.7	321	60.9	16	3.0	42	8.0	0	0.0	1	0.2	3	0.6	8	1.5	2	0.4	4	0.8	0	0.0	0	0.0	376	71.3	76	14.4	527
ENVIRONMENTAL QUALITY	538	48.0	489	43.7	17	1.5	25	2.2	1	0.1	2	0.2	7	0.6	12	1.1	13	1.2	16	1.4	0	0.0	0	0.0	544	48.6	93	8.3	1,120
EXECUTIVE OFFICE	22	37.3	35	59.3	0	0.0	1	1.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.7	0	0.0	0	0.0	37	62.7	2	3.4	59
HUMAN SERVICES	1,559	13.9	5,554	49.5	484	4.3	3,053	27.2	14	0.1	55	0.5	94	0.8	334	3.0	18	0.2	53	0.5	3	0.0	4	0.0	9,053	80.7	4,105	36.6	11,225
INSURANCE AND FINANCIAL SERV	93	29.9	161	51.8	12	3.9	26	8.4	0	0.0	1	0.3	6	1.9	5	1.6	4	1.3	3	1.0	0	0.0	0	0.0	196	63.0	57	18.3	311
LICENSING & REGULATORY AFFAIRS	706	27.4	1,122	43.6	131	5.1	487	18.9	5	0.2	11	0.4	27	1.0	41	1.6	17	0.7	27	1.0	0	0.0	0	0.0	1,688	65.6	746	29.0	2,574
MILITARY & VETERAN AFFAIRS	370	46.3	312	39.0	21	2.6	54	6.8	5	0.6	4	0.5	15	1.9	3	0.4	5	0.6	6	0.8	2	0.3	2	0.3	381	47.7	113	14.1	799
NATURAL RESOURCES	1,682	61.5	908	33.2	34	1.2	37	1.4	20	0.7	8	0.3	16	0.6	11	0.4	10	0.4	3	0.1	2	0.1	2	0.1	969	35.5	139	5.1	2,733
STATE	224	14.4	913	58.6	40	2.6	278	17.8	1	0.1	13	0.8	8	0.5	54	3.5	6	0.4	15	1.0	2	0.1	5	0.3	1,278	82.0	415	26.6	1,559
STATE POLICE	1,783	66.0	642	23.8	114	4.2	38	1.4	31	1.1	2	0.1	56	2.1	19	0.7	12	0.4	5	0.2	1	0.0	0	0.0	706	26.1	277	10.2	2,703
STRATEGIC FUND	188	28.8	297	45.5	41	6.3	73	11.2	0	0.0	0	0.0	15	2.3	27	4.1	4	0.6	6	0.9	1	0.2	1	0.2	404	61.9	166	25.4	653
TECHNOLOGY, MANAGEMENT & BUDGET	1,476	52.6	820	29.2	116	4.1	102	3.6	5	0.2	3	0.1	36	1.3	31	1.1	120	4.3	94	3.4	1	0.0	1	0.0	1,051	37.5	507	18.1	2,805
TRANSPORTATION	1,680	61.6	699	25.6	105	3.8	76	2.8	36	1.3	13	0.5	44	1.6	18	0.7	35	1.3	21	0.8	2	0.1	0	0.0	827	30.3	348	12.8	2,729
TREASURY	469	29.0	782	48.3	76	4.7	192	11.9	3	0.2	6	0.4	14	0.9	41	2.5	19	1.2	18	1.1	0	0.0	0	0.0	1,039	64.1	369	22.8	1,620
STATEWIDE TOTALS:	19,050	39.2	18,282	37.6	2,413	5.0	6,171	12.7	320	0.7	197	0.4	591	1.2	794	1.6	349	0.7	386	0.8	41	0.1	23	0.0	25,853	53.2	11,221	23.1	48,617

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.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF21

STATE OF MICHIGAN
STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE
Pay End Date: September 27, 2014

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	16	50 %	11	34 %	3	9 %	2	6 %	0	0 %	0	0 %	0	0 %	19	13										
02 Professional	107	44 %	93	38 %	8	3 %	21	9 %	0	0 %	2	1 %	4	2 %	3	1 %	4	2 %	0	0 %	0	0 %	0	0 %	123	119
03 Technician	14	58 %	6	25 %	1	4 %	1	4 %	0	0 %	1	4 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	16	8
04 Protective Service	43	74 %	5	9 %	4	7 %	4	7 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	49	9
05 Para-Professionals	6	9 %	41	64 %	2	3 %	12	19 %	0	0 %	1	2 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	8	56
06 Admin Support	12	11 %	73	65 %	2	2 %	20	18 %	0	0 %	1	1 %	2	2 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	16	96
07 Skilled Craft	16	84 %	2	11 %	0	0 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	16	3
08 Service/Maintenance	14	78 %	2	11 %	1	6 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	16	2
STATEWIDE TOTAL BY CATEGORY:	228	40 %	233	41 %	21	4 %	60	11 %	1	0 %	5	1 %	8	1 %	8	1 %	5	1 %	0	0 %	0	0 %	0	0 %	263	306

State Employees Grand Total: 569

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

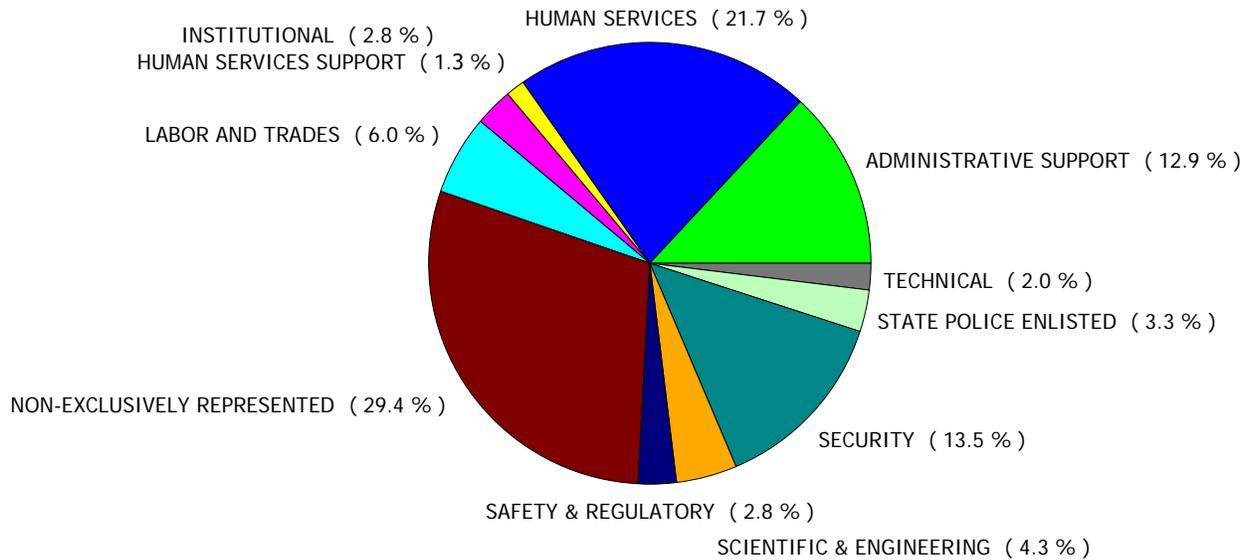
Source: Michigan Civil Service Commission HWF62

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

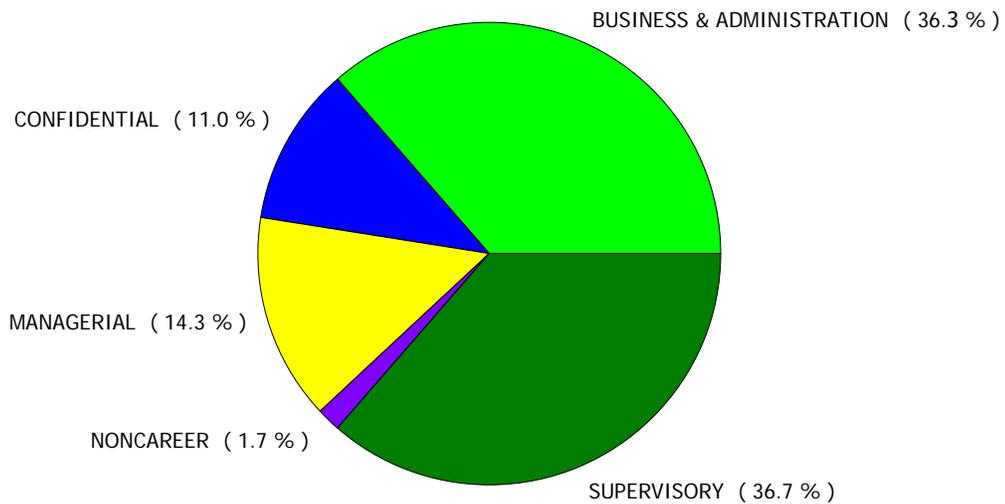
STATE OF MICHIGAN
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
 Fiscal Year 2013 - 2014

Graph 5-1



(48,617 Total Employees)

Non-Exclusively Represented
(14,301 Employees)



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

Of the 48,617 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 27, 2014

Table 5-1

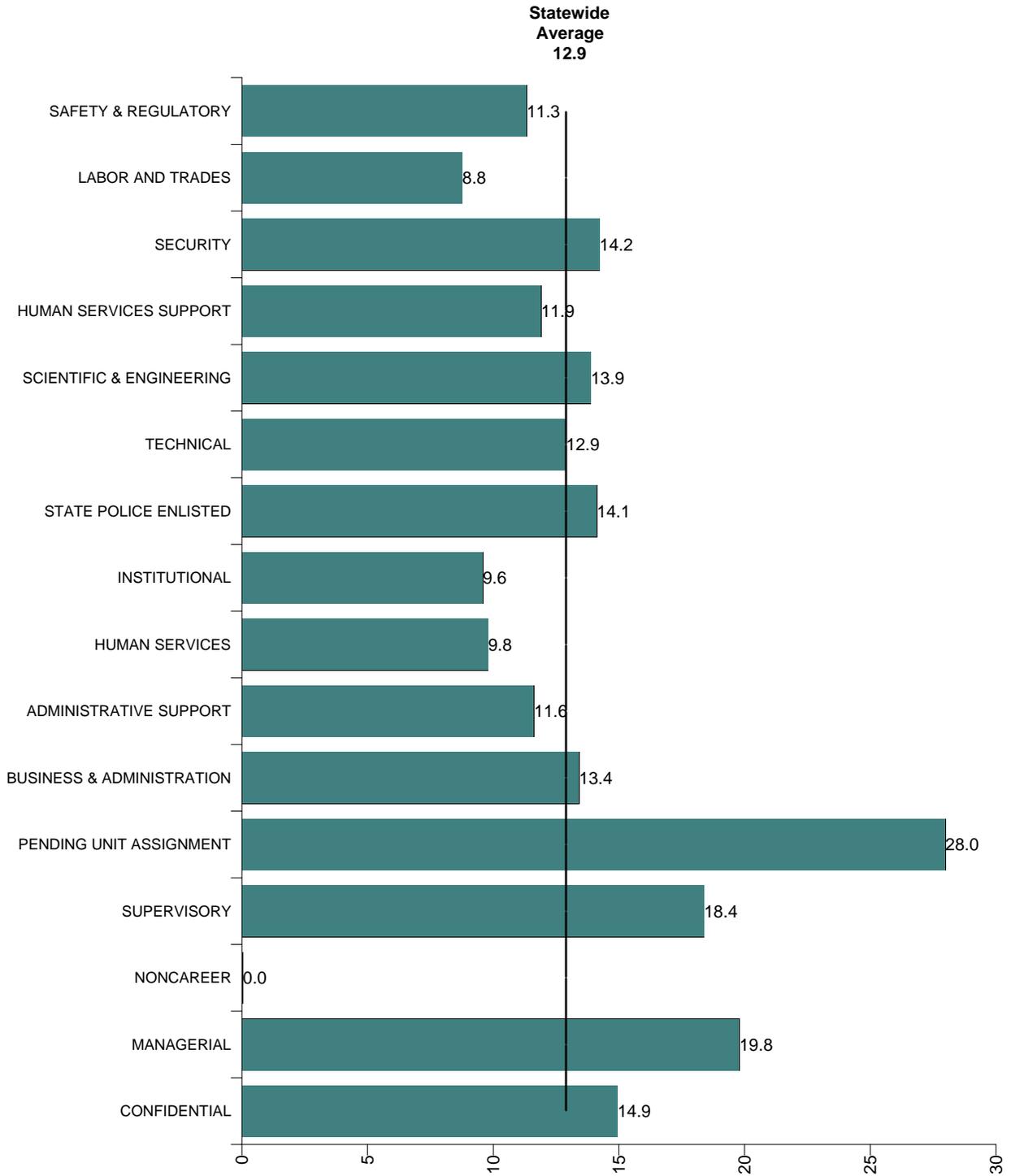
BARGAINING UNIT CODE/NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,384	1,201	86.8	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	2,919	2,249	77.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,544	0	0.0	0	0.0	6,220	95.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	601	0	0.0	0	0.0	0	0.0	569	94.7	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,104	0	0.0	0	0.0	0	0.0	0	0.0	1,964	93.3	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	956	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	833	87.1	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,609	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,523	94.7	0	0.0
U11 INSTITUTIONAL	1,375	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,321	96.1
W22 HUMAN SERVICES	10,572	0	0.0	9,829	93.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,252	0	0.0	5,095	81.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,201	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	5,243	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	238	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	2,048	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	1,570	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	34,316	3,450	10.1	14,924	43.5	6,220	18.1	569	1.7	1,964	5.7	833	2.4	1,523	4.4	1,321	3.8
NON-EXCLUSIVELY REPRESENTED TOTAL	14,301	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	48,617	3,450	7.1	14,924	30.7	6,220	12.8	569	1.2	1,964	4.0	833	1.7	1,523	3.1	1,321	2.7

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, 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 27, 2014

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 27, 2014

BARGAINING UNIT CODE/NAME	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	339	71	19	20	2	4	5	0	2	0	1	0	368	95	0	0
06 - 10 YEARS	176	51	8	20	0	1	9	0	1	0	0	0	194	72	0	0
11 - 15 YEARS	155	45	6	23	3	0	5	1	2	0	0	0	171	69	0	0
16 - 20 YEARS	123	32	9	12	2	3	4	0	2	0	0	0	140	47	1	0
21 - 25 YEARS	63	18	5	16	1	0	1	0	1	0	0	0	71	34	2	2
26 - 30 YEARS	49	11	12	10	0	1	4	1	1	0	0	0	66	23	1	0
31 - 35 YEARS	9	4	2	4	0	0	0	0	0	0	0	0	11	8	0	0
36 - 40 YEARS	8	0	1	3	0	0	1	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	924	232	62	108	8	9	29	2	9	0	1	0	1,033	351	5	2
MORE THAN 10 YEARS:	409	110	35	68	6	4	15	2	6	0	0	0	471	184	5	2
AVERAGE YEARS	10.6	11.1	14.7	15.0	12.9	9.7	13.4	19.0	14.0	0.0	0.0	0.0	11.0	12.3	26.2	24.5

BARGAINING UNIT AVERAGE YEARS 11.3

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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 27, 2014

BARGAINING UNIT CODE/NAME	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	990	418	30	19	15	2	4	3	2	0	2	2	1,043	444	4	1	
06 - 10 YEARS	271	17	14	2	7	0	7	0	0	0	0	0	299	19	0	0	
11 - 15 YEARS	352	21	24	2	7	1	5	0	0	0	0	0	388	24	1	0	
16 - 20 YEARS	222	22	14	0	10	0	8	1	0	0	0	0	254	23	4	1	
21 - 25 YEARS	124	10	16	1	3	0	4	1	1	0	0	0	148	12	6	0	
26 - 30 YEARS	125	9	17	3	3	0	7	1	2	0	0	0	154	13	12	1	
31 - 35 YEARS	32	6	5	1	0	0	0	0	1	0	0	0	38	7	2	1	
36 - 40 YEARS	39	5	2	0	0	0	2	0	0	0	0	0	43	5	0	1	
MORE THAN 40 YEARS	4	0	0	0	0	0	0	1	0	0	0	0	4	1	0	0	
BARGAINING UNIT TOTAL	2,159	508	122	28	45	3	37	7	6	0	2	2	2,371	548	29	5	
MORE THAN 10 YEARS:	898	73	78	7	23	1	26	4	4	0	0	0	1,029	85	25	4	
AVERAGE YEARS	9.5	3.4	14.6	6.6	10.7	5.0	17.0	16.1	19.0	0.0	0.0	0.0	9.9	3.7	21.7	23.8	

BARGAINING UNIT AVERAGE YEARS 8.8

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 27, 2014

BARGAINING UNIT CODE/NAME	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	743	151	140	92	22	2	30	6	4	3	24	5	963	259	0	0
06 - 10 YEARS	519	112	97	73	31	5	25	4	3	2	0	0	675	196	1	0
11 - 15 YEARS	1,002	154	127	89	20	2	25	11	5	0	0	0	1,179	256	2	1
16 - 20 YEARS	1,054	197	106	83	34	5	43	6	3	0	0	0	1,240	291	0	0
21 - 25 YEARS	653	76	47	36	13	2	16	2	3	0	0	0	732	116	13	3
26 - 30 YEARS	446	32	61	29	19	1	18	1	0	0	0	0	544	63	13	3
31 - 35 YEARS	18	1	4	1	0	0	0	0	0	0	0	0	22	2	1	0
36 - 40 YEARS	1	1	2	0	0	0	1	0	0	0	0	0	4	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	4,437	724	584	403	139	17	158	30	18	5	24	5	5,360	1,184	30	7
MORE THAN 10 YEARS:	3,175	461	347	238	86	10	103	20	11	0	0	0	3,722	729	29	7
AVERAGE YEARS	14.9	12.9	13.0	12.6	14.0	13.2	14.3	12.3	12.0	3.6	0.7	0.8	14.6	12.7	24.8	23.9

BARGAINING UNIT AVERAGE YEARS 14.2

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 27, 2014

BARGAINING UNIT CODE/NAME	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	22	40	7	17	3	1	3	7	0	0	0	1	35	66	0	0
06 - 10 YEARS	31	51	11	63	0	0	3	3	0	2	0	0	45	119	1	2
11 - 15 YEARS	21	62	24	103	1	1	4	9	2	1	0	0	52	176	0	1
16 - 20 YEARS	2	14	1	10	0	0	0	1	0	0	0	0	3	25	0	0
21 - 25 YEARS	5	9	0	9	0	0	1	6	0	0	0	0	6	24	1	1
26 - 30 YEARS	1	8	2	10	0	1	0	3	0	1	0	0	3	23	1	0
31 - 35 YEARS	1	3	0	6	0	1	0	0	0	0	0	0	1	10	0	1
36 - 40 YEARS	1	3	1	6	1	0	0	0	0	0	0	0	3	9	1	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	84	191	46	224	5	4	11	29	2	4	0	1	148	453	4	6
MORE THAN 10 YEARS:	31	100	28	144	2	3	5	19	2	2	0	0	68	268	3	4
AVERAGE YEARS	10.0	11.6	10.9	12.9	12.0	18.5	8.7	13.6	12.5	13.8	0.0	0.0	10.3	12.4	24.8	21.3
BARGAINING UNIT AVERAGE YEARS	11.9															

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 27, 2014

BARGAINING UNIT CODE/NAME	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	216	180	7	8	2	0	2	5	3	7	1	0	231	200	0	0
06 - 10 YEARS	233	156	4	6	1	0	3	1	4	5	0	0	245	168	0	0
11 - 15 YEARS	297	130	8	5	0	1	3	3	10	6	0	0	318	145	0	1
16 - 20 YEARS	146	74	4	4	1	0	2	1	5	8	0	0	158	87	0	1
21 - 25 YEARS	181	91	4	6	0	0	7	2	9	3	0	0	201	102	2	0
26 - 30 YEARS	100	48	7	4	1	3	2	0	4	3	0	0	114	58	5	1
31 - 35 YEARS	27	6	2	0	0	0	0	0	1	0	0	0	30	6	1	0
36 - 40 YEARS	27	1	2	0	1	0	2	0	2	0	0	0	34	1	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	1,230	686	38	33	6	4	21	12	41	32	1	0	1,337	767	10	3
MORE THAN 10 YEARS:	781	350	27	19	3	4	16	6	34	20	0	0	861	399	10	3
AVERAGE YEARS	14.5	12.1	17.5	13.7	14.8	24.5	18.3	9.8	19.9	13.1	0.0	0.0	14.8	12.2	30.4	19.3

BARGAINING UNIT AVERAGE YEARS 13.9

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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 27, 2014

BARGAINING UNIT CODE/NAME	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	73	5	9	2	0	4	4	3	3	1	0	184	89	0	0
06 - 10 YEARS	97	51	5	0	2	0	3	1	1	0	0	0	108	52	0	0
11 - 15 YEARS	122	46	1	2	1	0	2	0	3	2	0	0	129	50	0	0
16 - 20 YEARS	75	14	2	0	2	0	2	0	2	2	0	0	83	16	1	0
21 - 25 YEARS	89	19	3	3	0	0	1	0	3	0	0	0	96	22	4	1
26 - 30 YEARS	63	10	11	5	0	1	2	0	0	1	0	0	76	17	1	1
31 - 35 YEARS	7	3	1	3	0	0	0	0	0	0	0	0	8	6	0	1
36 - 40 YEARS	8	1	0	0	0	0	3	0	0	0	0	0	11	1	2	0
MORE THAN 40 YEARS	5	3	0	0	0	0	0	0	0	0	0	0	5	3	0	0
BARGAINING UNIT TOTAL	635	220	28	22	7	1	17	5	12	8	1	0	700	256	8	3
MORE THAN 10 YEARS:	369	96	18	13	3	1	10	0	8	5	0	0	408	115	8	3
AVERAGE YEARS	13.4	10.6	17.9	16.1	10.0	27.0	17.2	2.2	12.8	11.3	0.0	0.0	13.6	11.0	27.3	28.7
BARGAINING UNIT AVERAGE YEARS	12.9															

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

Pay End Date: September 27, 2014

BARGAINING UNIT CODE/NAME	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	355	30	13	0	5	0	12	0	3	1	1	0	389	31	0	0
06 - 10 YEARS	116	11	4	1	0	0	2	0	1	0	0	0	123	12	0	0
11 - 15 YEARS	198	13	3	1	2	0	4	0	0	0	0	0	207	14	0	0
16 - 20 YEARS	376	44	26	3	10	0	11	0	4	0	0	0	427	47	1	0
21 - 25 YEARS	144	25	16	2	5	0	6	1	1	1	0	0	172	29	1	0
26 - 30 YEARS	89	16	25	1	6	0	8	0	0	0	0	0	128	17	1	0
31 - 35 YEARS	6	1	1	0	0	0	0	0	0	0	0	0	7	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	1,286	141	89	9	28	0	43	1	9	2	1	0	1,456	153	3	0
MORE THAN 10 YEARS:	815	100	72	8	23	0	29	1	5	1	0	0	944	110	3	0
AVERAGE YEARS	13.4	15.8	19.3	20.2	17.8	0.0	15.5	25.0	11.8	13.0	0.0	0.0	13.9	16.1	23.3	0.0
BARGAINING UNIT AVERAGE YEARS	14.1															

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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 27, 2014

BARGAINING UNIT CODE/NAME	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	135	242	69	123	0	6	9	6	6	6	0	1	219	384	0	0
06 - 10 YEARS	55	117	20	41	0	1	4	2	0	1	0	0	79	162	0	0
11 - 15 YEARS	57	105	30	57	0	0	3	3	1	5	0	0	91	170	0	0
16 - 20 YEARS	33	51	4	20	1	0	1	0	0	0	0	0	39	71	1	0
21 - 25 YEARS	7	22	5	15	0	0	1	2	0	0	0	0	13	39	0	1
26 - 30 YEARS	18	19	7	7	0	0	0	3	0	2	0	0	25	31	0	0
31 - 35 YEARS	6	9	7	4	1	0	0	0	0	0	0	0	14	13	0	1
36 - 40 YEARS	10	6	4	4	0	0	0	1	0	0	0	0	14	11	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	321	571	146	271	2	7	18	17	7	14	0	1	494	881	1	2
MORE THAN 10 YEARS:	131	212	57	107	2	0	5	9	1	7	0	0	196	335	1	2
AVERAGE YEARS	10.3	9.1	10.1	9.4	25.5	3.4	6.9	14.1	3.9	10.7	0.0	1.0	10.1	9.3	18.0	25.5

BARGAINING UNIT AVERAGE YEARS 9.6

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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 27, 2014

BARGAINING UNIT CODE/NAME	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	791	2,435	207	1,075	9	23	30	89	12	26	4	4	1,053	3,652	1	5
06 - 10 YEARS	311	911	105	496	0	6	17	49	7	16	0	0	440	1,478	2	6
11 - 15 YEARS	288	637	58	409	1	2	13	43	5	9	0	0	365	1,100	2	2
16 - 20 YEARS	317	414	71	294	3	10	14	35	3	10	0	0	408	763	4	6
21 - 25 YEARS	156	219	34	133	1	3	4	27	1	10	0	0	196	392	10	11
26 - 30 YEARS	96	139	24	99	2	0	6	10	3	3	0	0	131	251	9	9
31 - 35 YEARS	44	81	13	68	0	2	1	2	0	3	0	0	58	156	2	7
36 - 40 YEARS	28	37	7	34	1	1	0	1	3	1	0	0	39	74	4	2
MORE THAN 40 YEARS	3	5	2	6	0	0	0	0	0	0	0	0	5	11	2	1
BARGAINING UNIT TOTAL	2,034	4,878	521	2,614	17	47	85	256	34	78	4	4	2,695	7,877	36	49
MORE THAN 10 YEARS:	932	1,532	209	1,043	8	18	38	118	15	36	0	0	1,202	2,747	33	38
AVERAGE YEARS	11.2	8.6	10.8	10.4	11.7	10.1	10.9	11.1	12.3	12.1	1.0	0.3	11.1	9.3	25.0	21.4

BARGAINING UNIT AVERAGE YEARS 9.8

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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BARGAINING UNIT CODE/NAME	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	387	1,542	72	373	5	13	13	81	9	17	2	7	488	2,033	0	3
06 - 10 YEARS	87	615	20	107	0	7	3	36	0	3	0	0	110	768	1	4
11 - 15 YEARS	80	652	17	131	0	6	4	25	1	5	0	0	102	819	0	7
16 - 20 YEARS	53	442	13	115	1	13	4	17	0	5	0	0	71	592	1	6
21 - 25 YEARS	24	266	5	60	0	2	2	24	0	3	0	0	31	355	6	37
26 - 30 YEARS	20	250	9	99	0	7	3	16	2	3	0	0	34	375	8	21
31 - 35 YEARS	8	155	4	50	0	1	1	8	0	2	0	0	13	216	2	12
36 - 40 YEARS	7	164	0	36	0	1	1	5	0	2	0	0	8	208	1	10
MORE THAN 40 YEARS	2	18	0	8	0	0	0	1	0	0	0	0	2	27	0	1
BARGAINING UNIT TOTAL	668	4,104	140	979	6	50	31	213	12	40	2	7	859	5,393	19	101
MORE THAN 10 YEARS:	194	1,947	48	499	1	30	15	96	3	20	0	0	261	2,592	18	94
AVERAGE YEARS	7.4	12.0	8.7	13.1	3.5	13.8	12.3	12.1	6.4	12.7	0.0	0.0	7.8	12.2	26.1	25.1
BARGAINING UNIT AVERAGE YEARS	11.6															

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

Pay End Date: September 27, 2014

BARGAINING UNIT CODE/NAME	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	633	567	56	83	2	2	19	15	51	53	2	1	763	721	0	0
06 - 10 YEARS	327	418	35	90	2	4	4	18	26	34	0	0	394	564	0	3
11 - 15 YEARS	278	444	26	92	2	2	7	15	27	16	0	0	340	569	5	1
16 - 20 YEARS	242	275	22	67	0	3	6	8	13	7	0	0	283	360	3	3
21 - 25 YEARS	114	186	15	37	1	2	2	10	4	8	0	0	136	243	8	16
26 - 30 YEARS	90	192	27	62	0	0	8	16	9	3	0	0	134	273	8	13
31 - 35 YEARS	39	101	6	34	0	0	1	5	0	2	0	0	46	142	8	5
36 - 40 YEARS	51	107	12	15	0	1	2	4	0	0	0	0	65	127	2	8
MORE THAN 40 YEARS	11	23	3	3	0	0	0	1	0	0	0	0	14	27	1	0
BARGAINING UNIT TOTAL	1,785	2,313	202	483	7	14	49	92	130	123	2	1	2,175	3,026	35	49
MORE THAN 10 YEARS:	825	1,328	111	310	3	8	26	59	53	36	0	0	1,018	1,741	35	46
AVERAGE YEARS	11.7	14.4	15.0	15.9	9.6	14.4	13.4	17.2	9.3	8.7	0.5	1.0	11.9	14.5	26.4	26.6
BARGAINING UNIT AVERAGE YEARS		13.4														

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

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	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	28.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	28.0	0.0	28.0	0.0
BARGAINING UNIT AVERAGE YEARS	28.0															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																
00 - 05 YEARS	136	190	15	61	1	2	1	5	9	5	0	1	162	264	0	0
06 - 10 YEARS	229	279	37	75	4	0	8	8	8	10	0	0	286	372	2	0
11 - 15 YEARS	415	402	42	163	4	3	8	10	7	8	0	0	476	586	2	1
16 - 20 YEARS	488	325	53	132	8	6	8	12	7	7	0	0	564	482	1	4
21 - 25 YEARS	360	240	33	87	8	7	11	11	3	2	0	0	415	347	9	12
26 - 30 YEARS	395	200	61	96	12	4	16	9	5	7	0	0	489	316	23	10
31 - 35 YEARS	84	96	19	39	0	0	3	4	2	0	0	0	108	139	7	9
36 - 40 YEARS	77	62	14	27	2	1	4	3	1	0	0	0	98	93	6	5
MORE THAN 40 YEARS	23	13	6	3	0	0	0	0	1	0	0	0	30	16	5	1
BARGAINING UNIT TOTAL	2,207	1,807	280	683	39	23	59	62	43	39	0	1	2,628	2,615	55	42
MORE THAN 10 YEARS:	1,842	1,338	228	547	34	21	50	49	26	24	0	0	2,180	1,979	53	42
AVERAGE YEARS	19.2	17.1	20.3	18.2	21.0	20.3	21.3	18.9	15.3	14.3	0.0	0.0	19.3	17.4	29.0	28.3
BARGAINING UNIT AVERAGE YEARS	18.4															

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																
00 - 05 YEARS	92	103	10	12	1	0	3	3	4	8	1	0	111	126	0	1
06 - 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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	92	104	10	12	1	0	3	3	4	8	1	0	111	127	0	1
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.1	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	0.0															

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 27, 2014

BARGAINING UNIT CODE/NAME	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	116	96	4	5	1	0	2	1	4	3	1	1	128	106	0	0
06 - 10 YEARS	103	86	7	8	0	1	1	5	2	2	0	0	113	102	1	0
11 - 15 YEARS	126	124	9	11	0	0	3	1	1	7	0	0	139	143	0	0
16 - 20 YEARS	179	120	12	15	2	2	4	2	2	1	0	0	199	140	0	1
21 - 25 YEARS	133	107	17	17	1	2	3	3	2	1	0	0	156	130	2	1
26 - 30 YEARS	160	133	31	27	5	1	5	4	7	2	0	0	208	167	7	9
31 - 35 YEARS	49	49	13	25	0	0	2	1	0	2	0	0	64	77	4	0
36 - 40 YEARS	73	45	12	15	1	0	0	2	1	1	0	0	87	63	7	2
MORE THAN 40 YEARS	13	7	2	3	0	0	1	0	0	0	0	0	16	10	1	0
BARGAINING UNIT TOTAL	952	767	107	126	10	6	21	19	19	19	1	1	1,110	938	22	13
MORE THAN 10 YEARS:	733	585	96	113	9	5	18	13	13	14	0	0	869	730	21	13
AVERAGE YEARS	19.3	18.9	24.6	25.2	24.8	20.8	21.0	19.4	17.8	16.9	1.0	1.0	19.9	19.7	31.7	27.9

BARGAINING UNIT AVERAGE YEARS 19.8

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 27, 2014

BARGAINING UNIT CODE/NAME	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	269	10	34	0	3	4	5	1	4	1	0	123	315	0	0
06 - 10 YEARS	29	151	3	23	0	1	0	5	0	2	0	0	32	182	0	1
11 - 15 YEARS	28	199	4	17	0	4	0	6	0	1	0	0	32	227	0	0
16 - 20 YEARS	19	124	7	22	0	0	2	2	2	4	0	0	30	152	0	2
21 - 25 YEARS	14	86	3	19	0	2	0	4	0	2	0	0	17	113	1	3
26 - 30 YEARS	22	91	8	32	0	1	2	16	0	1	0	0	32	141	2	3
31 - 35 YEARS	6	44	1	14	0	0	0	6	0	0	0	0	7	64	2	5
36 - 40 YEARS	8	57	1	13	0	1	0	1	0	0	0	0	9	72	0	6
MORE THAN 40 YEARS	2	15	1	2	0	0	1	1	0	0	0	0	4	18	0	3
BARGAINING UNIT TOTAL	235	1,036	38	176	0	12	9	46	3	14	1	0	286	1,284	5	23
MORE THAN 10 YEARS:	99	616	25	119	0	8	5	36	2	8	0	0	131	787	5	22
AVERAGE YEARS	11.4	14.8	16.7	18.5	0.0	14.3	14.9	21.7	12.7	12.6	0.0	0.0	12.2	15.6	28.8	31.0
BARGAINING UNIT AVERAGE YEARS	14.9															

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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 27, 2014

BARGAINING UNIT CODE/NAME	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	5,231	6,407	664	1,931	70	58	141	230	113	136	41	23	6,260	8,785	5	10
06- 10 YEARS	2,584	3,027	370	1,005	47	26	89	132	53	77	0	0	3,143	4,267	8	16
11- 15 YEARS	3,419	3,034	379	1,105	41	22	86	127	64	60	0	0	3,989	4,348	12	14
16- 20 YEARS	3,329	2,148	344	777	74	42	109	85	43	44	0	0	3,899	3,096	17	24
21- 25 YEARS	2,067	1,374	203	441	33	20	59	93	28	30	0	0	2,390	1,958	65	88
26- 30 YEARS	1,675	1,158	302	484	48	20	81	80	33	26	0	0	2,139	1,768	92	71
31- 35 YEARS	336	559	78	249	1	4	8	26	4	9	0	0	427	847	29	42
36- 40 YEARS	339	490	59	154	6	5	16	17	7	4	0	0	427	670	24	35
MORE THAN 40 YEARS	70	85	14	25	0	0	2	4	4	0	0	0	90	114	11	6
STATEWIDE TOTAL	19,050	18,282	2,413	6,171	320	197	591	794	349	386	41	23	22,764	25,853	263	306
MORE THAN 10 YEARS	11,235	8,848	1,379	3,235	203	113	361	432	183	173	0	0	13,361	12,801	250	280
AVERAGE YEARS	13.5	12.0	14.1	12.9	14.6	13.6	14.6	13.7	12.4	11.2	0.5	0.3	13.5	12.3	26.6	25.5

STATEWIDE TOTAL 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
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT
Pay End Date: September 27, 2014

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	1,384	2.8 %	44.4	\$24.40	899	65.0 %
A31 - LABOR AND TRADES	2,919	6.0 %	45.1	\$17.91	1,417	48.5 %
C12 - SECURITY	6,544	13.5 %	44.4	\$23.45	5,357	81.9 %
E42 - HUMAN SERVICES SUPPORT	601	1.2 %	49.2	\$24.06	451	75.0 %
H21 - SCIENTIFIC & ENGINEERING	2,104	4.3 %	45.4	\$32.81	1,642	78.0 %
L32 - TECHNICAL	956	2.0 %	43.8	\$23.37	675	70.6 %
T01 - STATE POLICE ENLISTED	1,609	3.3 %	40.2	\$29.96	1,162	72.2 %
U11 - INSTITUTIONAL	1,375	2.8 %	44.9	\$20.34	744	54.1 %
W22 - HUMAN SERVICES	10,572	21.7 %	43.5	\$26.10	5,438	51.4 %
W41 - ADMINISTRATIVE SUPPORT	6,252	12.9 %	45.7	\$20.20	3,575	57.2 %
Y23 - BUSINESS & ADMINISTRATION	5,201	10.7 %	46.3	\$31.27	3,563	68.5 %
Y51 - SUPERVISORY	5,243	10.8 %	49.0	\$33.61	4,762	90.8 %
Y52 - NONCAREER	238	0.5 %	27.2	\$13.66	0	0.0 %
Y98 - MANAGERIAL	2,048	4.2 %	51.2	\$48.60	1,793	87.5 %
Y99 - CONFIDENTIAL	1,570	3.2 %	47.3	\$27.62	1,101	70.1 %
STATEWIDE TOTAL	48,616	100.0 %	45.4	\$26.92	32,579	67.0 %

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. 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 27, 2014

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	1,350	750	56 %	422	31 %	26	2 %	0	0 %	1,208	89 %	18	1 %	5	0 %
A31 LABOR AND TRADES	1,861	912	49 %	780	42 %	16	1 %	0	0 %	1,721	92 %	13	1 %	6	0 %
C12 SECURITY	6,522	3,623	56 %	2,497	38 %	37	1 %	0	0 %	6,126	94 %	132	2 %	10	0 %
E42 HUMAN SERVICES SUPPORT	601	306	51 %	257	43 %	6	1 %	0	0 %	550	92 %	26	4 %	1	0 %
H21 SCIENTIFIC & ENGINEERING	2,100	930	44 %	996	47 %	19	1 %	0	0 %	1,946	93 %	30	1 %	6	0 %
L32 TECHNICAL	856	416	49 %	380	44 %	14	2 %	0	0 %	796	93 %	19	2 %	2	0 %
T01 STATE POLICE ENLISTED	1,609	176	11 %	27	2 %	1	0 %	1,373	85 %	1,576	98 %	6	0 %	4	0 %
U11 INSTITUTIONAL	1,359	684	50 %	559	41 %	9	1 %	0	0 %	1,245	92 %	32	2 %	1	0 %
W22 HUMAN SERVICES	10,476	4,594	44 %	5,050	48 %	93	1 %	0	0 %	9,584	91 %	340	3 %	30	0 %
W41 ADMINISTRATIVE SUPPORT	5,699	1,900	33 %	3,236	57 %	77	1 %	0	0 %	5,121	90 %	191	3 %	17	0 %
Y23 BUSINESS & ADMINISTRATION	5,194	1,659	32 %	3,020	58 %	82	2 %	0	0 %	4,705	91 %	138	3 %	24	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,243	2,516	48 %	2,372	45 %	35	1 %	0	0 %	4,879	93 %	101	2 %	12	0 %
Y98 MANAGERIAL	2,048	890	43 %	989	48 %	19	1 %	0	0 %	1,919	94 %	21	1 %	3	0 %
Y99 CONFIDENTIAL	1,542	482	31 %	890	58 %	11	1 %	0	0 %	1,390	90 %	32	2 %	2	0 %
STATEWIDE TOTALS:	46,461	19,838	43 %	21,476	46 %	445	1 %	1,373	3 %	42,767	92 %	1,099	2 %	123	0 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

Table 5-4

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

Pay End Date: September 27, 2014

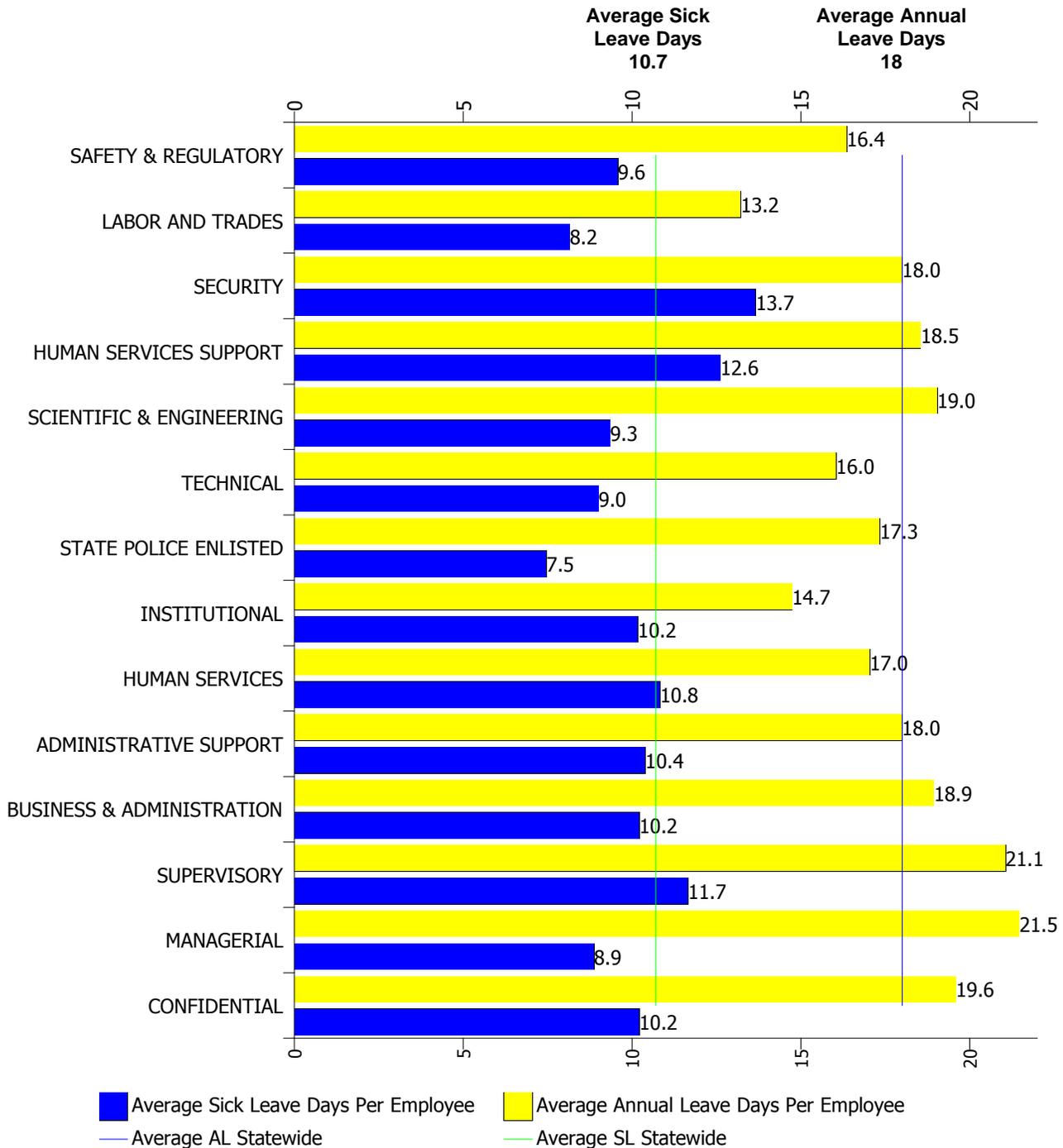
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02 SAFETY & REGULATORY	1,350	1,247	92 %	1,094	81 %	67	5 %	1,284	95 %	63	5 %	61	5 %
A31 LABOR AND TRADES	1,861	1,751	94 %	1,578	85 %	1	0 %	1,803	97 %	54	3 %	4	0 %
C12 SECURITY	6,522	6,275	96 %	5,973	92 %	0	0 %	6,294	97 %	202	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	601	581	97 %	499	83 %	0	0 %	569	95 %	31	5 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,100	1,993	95 %	1,742	83 %	31	1 %	1,964	94 %	132	6 %	13	1 %
L32 TECHNICAL	856	821	96 %	716	84 %	15	2 %	799	93 %	54	6 %	10	1 %
T01 STATE POLICE ENLISTED	1,609	1,584	98 %	1,937	120 %	912	57 %	1,570	98 %	37	2 %	990	62 %
U11 INSTITUTIONAL	1,359	1,279	94 %	1,171	86 %	3	0 %	1,281	94 %	72	5 %	0	0 %
W22 HUMAN SERVICES	10,476	9,973	95 %	8,700	83 %	0	0 %	9,918	95 %	544	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,699	5,353	94 %	4,667	82 %	93	2 %	5,355	94 %	319	6 %	69	1 %
Y23 BUSINESS & ADMINISTRATION	5,194	4,884	94 %	4,119	79 %	74	1 %	4,884	94 %	290	6 %	50	1 %
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,243	5,011	96 %	4,899	93 %	133	3 %	5,076	97 %	161	3 %	114	2 %
Y98 MANAGERIAL	2,048	1,948	95 %	1,804	88 %	74	4 %	1,954	95 %	92	4 %	86	4 %
Y99 CONFIDENTIAL	1,542	1,426	92 %	1,272	82 %	14	1 %	1,458	95 %	80	5 %	10	1 %
	46,461	44,127	95 %	40,172	86 %	1,417	3 %	44,210	95 %	2,131	5 %	1,407	3 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT
Fiscal Year 2013 - 2014

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 12, 2013 Through Pay End Date September 27, 2014

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,457	111,722.3	76.7	9.6
A31 LABOR AND TRADES	2,835	184,963.7	65.2	8.2
C12 SECURITY	7,260	793,509.4	109.3	13.7
E42 HUMAN SERVICES SUPPORT	674	68,054.8	101.0	12.6
H21 SCIENTIFIC & ENGINEERING	2,196	164,238.6	74.8	9.3
L32 TECHNICAL	1,095	78,997.2	72.1	9.0
T01 STATE POLICE ENLISTED	1,699	101,569.0	59.8	7.5
U11 INSTITUTIONAL	1,768	144,016.6	81.5	10.2
W22 HUMAN SERVICES	11,623	1,007,402.6	86.7	10.8
W41 ADMINISTRATIVE SUPPORT	6,406	532,790.9	83.2	10.4
Y23 BUSINESS & ADMINISTRATION	5,525	451,770.3	81.8	10.2
Y51 SUPERVISORY	5,702	531,674.6	93.2	11.7
Y98 MANAGERIAL	2,201	156,325.2	71.0	8.9
Y99 CONFIDENTIAL	1,641	134,103.3	81.7	10.2
STATEWIDE	52,082	4,461,138.5	85.7	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 12, 2013 Through Pay End Date September 27, 2014

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	1,457	190,626.4	130.8	16.4	1,457	1,540.7	1.1	0.1
A31 LABOR AND TRADES	2,835	299,905.4	105.8	13.2	2,835	2,342.0	0.8	0.1
C12 SECURITY	7,260	1,045,518.7	144.0	18.0	7,260	6,689.5	0.9	0.1
E42 HUMAN SERVICES SUPPORT	674	99,994.8	148.4	18.5	674	1,072.0	1.6	0.2
H21 SCIENTIFIC & ENGINEERING	2,196	334,510.0	152.3	19.0	2,196	3,576.1	1.6	0.2
L32 TECHNICAL	1,095	140,509.6	128.3	16.0	1,095	813.3	0.7	0.1
T01 STATE POLICE ENLISTED	1,699	235,636.6	138.7	17.3	1,699	3,572.1	2.1	0.3
U11 INSTITUTIONAL	1,768	208,474.9	117.9	14.7	1,768	2,423.0	1.4	0.2
W22 HUMAN SERVICES	11,623	1,584,498.1	136.3	17.0	11,623	8,708.7	0.7	0.1
W41 ADMINISTRATIVE SUPPORT	6,406	922,165.0	144.0	18.0	6,406	5,852.5	0.9	0.1
Y23 BUSINESS & ADMINISTRATION	5,525	837,089.6	151.5	18.9	5,525	5,516.7	1.0	0.1
Y51 SUPERVISORY	5,702	960,449.6	168.4	21.1	5,702	9,165.3	1.6	0.2
Y98 MANAGERIAL	2,201	378,071.8	171.8	21.5	2,201	3,730.1	1.7	0.2
Y99 CONFIDENTIAL	1,641	257,184.6	156.7	19.6	1,641	2,317.3	1.4	0.2
STATEWIDE	52,082	7,494,635.1	143.9	18.0	52,082	57,319.3	1.1	0.1

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 2013 - 2014

BARGAINING UNIT CODE/NAME		AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	9.6	16.4	25.9
A31	LABOR AND TRADES	8.2	13.2	21.4
C12	SECURITY	13.7	18.0	31.7
E42	HUMAN SERVICES SUPPORT	12.6	18.5	31.2
H21	SCIENTIFIC & ENGINEERING	9.3	19.0	28.4
L32	TECHNICAL	9.0	16.0	25.1
T01	STATE POLICE ENLISTED	7.5	17.3	24.8
U11	INSTITUTIONAL	10.2	14.7	24.9
W22	HUMAN SERVICES	10.8	17.0	27.9
W41	ADMINISTRATIVE SUPPORT	10.4	18.0	28.4
Y23	BUSINESS & ADMINISTRATION	10.2	18.9	29.2
Y51	SUPERVISORY	11.7	21.1	32.7
Y98	MANAGERIAL	8.9	21.5	30.3
Y99	CONFIDENTIAL	10.2	19.6	29.8
STATEWIDE AVERAGE		10.7	18	28.7

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 HWF28 and HWF31

**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)
Fiscal Years 2009-10 through 2013-2014**

BARGAINING UNIT CODE/NAME	2009-10	2010-2011	2011-2012	2012-2013	2013-2014
A02 SAFETY & REGULATORY	9.3	8.9	9.8	9.5	9.6
A31 LABOR AND TRADES	9.5	8.5	8.4	8.6	8.2
C12 SECURITY	12.6	12.8	13.6	13.4	13.7
E42 HUMAN SERVICES SUPPORT	9.7	9.0	13.5	12.0	12.6
H21 SCIENTIFIC & ENGINEERING	9.8	9.2	9.8	9.2	9.3
L32 TECHNICAL	8.3	7.8	9.0	9.5	9.0
T01 STATE POLICE ENLISTED	11.5	10.5	10.5	8.2	7.5
U11 INSTITUTIONAL	10.7	9.6	10.6	10.5	10.2
W22 HUMAN SERVICES	9.7	8.4	10.6	10.6	10.8
W41 ADMINISTRATIVE SUPPORT	10.9	9.1	10.8	10.6	10.4
Y23 BUSINESS & ADMINISTRATION	10.4	9.2	10.3	10.1	10.2
Y51 SUPERVISORY	11.3	9.7	11.9	11.5	11.7
Y98 MANAGERIAL	8.3	7.0	8.8	8.7	8.9
Y99 CONFIDENTIAL	10.8	8.1	10.3	10.2	10.2
STATEWIDE AVERAGE	10.6	9.4	11	10.7	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, for the last full pay period in each fiscal year

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: September 27, 2014

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	412	24	15	0	0	216	8	0	0	1	44	308
ATTORNEY GENERAL	11	487	33	1	0	0	0	0	0	0	0	73	107
AUDITOR GENERAL	03	132	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	95	0	0	0	0	0	0	0	0	38	15	53
CIVIL SERVICE COMMISSION	19	434	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,120	24	73	193	0	101	36	0	759	395	411	1,992
CORRECTIONS	47	12,520	9	556	6,351	0	8	92	0	217	2,381	935	10,549
EDUCATION	31	527	0	2	0	2	0	2	0	18	186	72	282
ENVIRONMENTAL QUALITY	76	1,120	8	2	0	0	694	43	0	0	1	130	878
EXECUTIVE OFFICE	01	59	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	11,225	205	35	0	48	3	2	0	95	7,248	1,266	8,902
INSURANCE AND FINANCIAL SERV	65	311	0	0	0	0	0	0	0	0	0	37	37
LICENSING AND REGULATORY AFF	64	2,574	277	28	0	488	109	5	0	6	160	547	1,620
MILITARY & VETERAN AFFAIRS	51	799	42	196	0	0	28	12	0	266	31	54	629
NATURAL RESOURCES	75	2,733	523	1,070	0	0	250	161	0	7	108	176	2,295
STATE	23	1,559	13	19	0	0	0	0	0	0	0	1,046	1,078
STATE POLICE	55	2,703	155	11	0	0	115	40	1,609	7	0	243	2,180
STRATEGIC FUND	07	653	0	1	0	63	16	3	0	0	19	86	188
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,805	0	270	0	0	35	65	0	0	1	341	712
TRANSPORTATION	59	2,729	64	627	0	0	527	485	0	0	3	247	1,953
TREASURY	27	1,620	7	11	0	0	2	2	0	0	0	527	549
Grand Total:		48,617	1,384	2,919	6,544	601	2,104	956	1,609	1,375	10,572	6,252	34,316

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

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: September 27, 2014

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	412	25	10	20	8	0	41	104
ATTORNEY GENERAL	11	487	31	50	288	0	0	11	380
AUDITOR GENERAL	03	132	0	58	33	3	0	34	128
CIVIL RIGHTS	15	95	2	19	10	1	0	10	42
CIVIL SERVICE COMMISSION	19	434	4	363	55	0	0	12	434
COMMUNITY HEALTH	39	3,120	481	77	179	5	1	385	1,128
CORRECTIONS	47	12,520	189	118	176	4	0	1,484	1,971
EDUCATION	31	527	138	28	31	0	0	48	245
ENVIRONMENTAL QUALITY	76	1,120	54	18	57	14	0	99	242
EXECUTIVE OFFICE	01	59	0	58	1	0	0	0	59
HUMAN SERVICES	43	11,225	615	208	197	0	0	1,303	2,323
INSURANCE AND FINANCIAL SERV	65	311	164	17	20	6	0	67	274
LICENSING AND REGULATORY AFF	64	2,574	481	82	183	26	0	182	954
MILITARY & VETERAN AFFAIRS	51	799	34	7	23	0	0	106	170
NATURAL RESOURCES	75	2,733	93	25	83	15	0	222	438
STATE	23	1,559	128	50	45	28	0	230	481
STATE POLICE	55	2,703	157	36	122	3	0	205	523
STRATEGIC FUND	07	653	283	40	69	17	0	56	465
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,805	1,415	161	218	78	0	221	2,093
TRANSPORTATION	59	2,729	221	95	95	9	0	356	776
TREASURY	27	1,620	686	50	143	21	0	171	1,071
Grand Total:		48,617	5,201	1,570	2,048	238	1	5,243	14,301

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

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

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 90.4% 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.