

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2015 - 16

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

**Thomas M. Wardrop, Chair
James Barrett
Janet McClelland
Robert W. Swanson**

Janine Winters, State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2015-16

PROFILE OF CLASSIFIED EMPLOYEES

| | |
|--|----------|
| Average Age | 45.4 |
| Average Annual Salary ¹ | \$59,215 |
| Average Years of Service | 12.9 |

WORK FORCE CHARACTERISTICS

| | |
|--|-------|
| Females | 53.1% |
| Males..... | 46.9% |
| Eligible for Longevity | 67.7% |
| Less than Six Years of Service | 32.0% |
| Six to Ten Years of Service..... | 15.4% |
| Over Ten Years of Service..... | 52.6% |
| Exclusively Represented for Collective Bargaining..... | 69.7% |

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

| | |
|---|-------|
| American Indian or Alaskan Native | 1.1% |
| Asian or Pacific Islander..... | 1.6% |
| Black | 18.0% |
| Hispanic | 2.9% |
| White | 76.3% |
| Not Disclosed | 0.1% |

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

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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: December 19, 2015

| 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 | 394.0 | 0.0 | 4.0 | 7.0 | 0.0 | 17.0 | 0.0 | 422.0 | 0.0 | 422.0 |
| AGRICULTURE AND RURAL DVLPMNT | | 394.0 | 0.0 | 4.0 | 7.0 | 0.0 | 17.0 | 0.0 | 422.00 | 0.0 | 422.0 |
| ATY GNRL CENTRAL OFFICE | 1101 | 446.0 | 1.0 | 0.0 | 22.0 | 0.0 | 0.0 | 0.0 | 469.0 | 0.0 | 469.0 |
| PACC | 1102 | 10.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 11.0 | 0.0 | 11.0 |
| ATTORNEY GENERAL | | 456.0 | 1.0 | 0.0 | 23.0 | 0.0 | 0.0 | 0.0 | 480.00 | 0.0 | 480.0 |
| LEGISLATIVE AUDITOR GENERAL | 0301 | 121.0 | 0.0 | 10.0 | 16.0 | 0.0 | 2.0 | 0.0 | 149.0 | 0.0 | 149.0 |
| AUDITOR GENERAL | | 121.0 | 0.0 | 10.0 | 16.0 | 0.0 | 2.0 | 0.0 | 149.00 | 0.0 | 149.0 |
| CIV RGHT CENTRAL OFFICE | 1501 | 91.0 | 0.0 | 0.0 | 4.0 | 0.0 | 1.0 | 0.0 | 96.0 | 0.0 | 96.0 |
| CIVIL RIGHTS | | 91.0 | 0.0 | 0.0 | 4.0 | 0.0 | 1.0 | 0.0 | 96.00 | 0.0 | 96.0 |
| CIVIL SERVICE COMMISSION | 1901 | 401.0 | 1.0 | 2.0 | 10.0 | 0.0 | 18.0 | 0.0 | 432.0 | 0.0 | 432.0 |
| CIVIL SERVICE COMMISSION | | 401.0 | 1.0 | 2.0 | 10.0 | 0.0 | 18.0 | 0.0 | 432.00 | 0.0 | 432.0 |
| DETROIT DETENTION CENTER | 4754 | 58.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 58.0 | 0.0 | 58.0 |
| DETROIT REENTRY CENTER | 4764 | 236.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 238.0 | 0.0 | 238.0 |
| DOC-ADRIAN/GUS HARRISON FAC | 4729 | 515.0 | 0.0 | 2.0 | 1.0 | 0.0 | 0.0 | 1.0 | 519.0 | 0.0 | 519.0 |
| DOC-ALGER MAX SECURITY CORRECT | 4735 | 244.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 246.0 | 0.0 | 246.0 |
| DOC-BARAGA FACILITY | 4740 | 288.0 | 0.0 | 1.0 | 1.0 | 0.0 | 2.0 | 1.0 | 293.0 | 0.0 | 293.0 |
| DOC-BELLAMY CREEK FACILITY | 4748 | 407.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 408.0 | 0.0 | 408.0 |
| DOC-BROOKS FACTY/MUSKEGON TEMP | 4730 | 474.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 474.0 | 0.0 | 474.0 |
| DOC-CARSON CITY FAC/CARSON CIT | 4731 | 431.0 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 1.0 | 434.0 | 0.0 | 434.0 |
| DOC-CENTRAL MICHIGAN FACILITY | 4744 | 419.0 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 2.0 | 423.0 | 0.0 | 423.0 |
| DOC-CHIPPEWA FAC/CHIPPEWA TEM | 4732 | 457.0 | 1.0 | 0.0 | 1.0 | 0.0 | 1.0 | 1.0 | 461.0 | 0.0 | 461.0 |
| DOC-COOPER STREET FACILITY | 4752 | 393.0 | 8.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 402.0 | 0.0 | 402.0 |
| DOC-CORRECTN CENTRAL OFFICE | 4702 | 531.0 | 0.0 | 0.0 | 18.0 | 0.0 | 42.0 | 1.0 | 592.0 | 0.0 | 592.0 |
| DOC-COTTON FACILITY | 4720 | 406.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 407.0 | 0.0 | 407.0 |
| DOC-EGELER FACILITY | 4727 | 574.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 575.0 | 0.0 | 575.0 |
| DOC-FIELD OPERATION REGION III | 4763 | 792.0 | 6.0 | 2.0 | 2.0 | 0.0 | 0.0 | 0.0 | 802.0 | 0.0 | 802.0 |
| DOC-FIELD OPERATIONS REGION I | 4761 | 820.0 | 1.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 824.0 | 0.0 | 824.0 |
| DOC-HANDLON MI TRAINING UNT | 4705 | 305.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 1.0 | 308.0 | 0.0 | 308.0 |
| DOC-HURON VALLEY CORR COMPLEX | 4715 | 523.0 | 3.0 | 0.0 | 1.0 | 0.0 | 0.0 | 3.0 | 530.0 | 0.0 | 530.0 |
| DOC-IONIA MAXIMUM FACILITY | 4724 | 286.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 288.0 | 0.0 | 288.0 |
| DOC-JACKSON CENTRAL REGION | 4750 | 105.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 106.0 | 0.0 | 106.0 |
| DOC-KINROSS CORRECTIONAL FCLTY | 4712 | 297.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 300.0 | 0.0 | 300.0 |
| DOC-LAKELAND MENS FACILITY | 4718 | 290.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 291.0 | 0.0 | 291.0 |

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 duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: December 19, 2015

| DEPARTMENT / PROCESS LEVEL | | FULL-TIME | PART-TIME | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL | NON-CAREER | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|---|------|-----------------|-------------|------------------------|--------------|-------------|-------------|-----------------------|---------------------|----------------------|-----------------|
| DOC-MACOMB FACILITY | 4741 | 332.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 335.0 | 0.0 | 335.0 |
| DOC-MARQUETTE BRANCH PRISON | 4706 | 335.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 337.0 | 0.0 | 337.0 |
| DOC-MAXEY CORRECTIONAL | 4749 | 306.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 3.0 | 310.0 | 0.0 | 310.0 |
| DOC-MICHIGAN REFORMATORY | 4707 | 308.0 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 5.0 | 315.0 | 0.0 | 315.0 |
| DOC-MICHIGAN STATE INDUSTRIES | 4709 | 54.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 55.0 | 0.0 | 55.0 |
| DOC-MUSKEGON FACILITY | 4704 | 228.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 229.0 | 0.0 | 229.0 |
| DOC-NEWBERRY FACILITY | 4743 | 209.0 | 0.0 | 2.0 | 1.0 | 0.0 | 1.0 | 0.0 | 213.0 | 0.0 | 213.0 |
| DOC-OAKS FACILITY | 4739 | 294.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 298.0 | 0.0 | 298.0 |
| DOC-OJIBWAY FACILITY | 4746 | 203.0 | 2.0 | 0.0 | 1.0 | 0.0 | 1.0 | 0.0 | 207.0 | 0.0 | 207.0 |
| DOC-PARNALL FACILITY | 4751 | 295.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 296.0 | 0.0 | 296.0 |
| DOC-PUGSLEY FACILITY | 4745 | 225.0 | 1.0 | 0.0 | 1.0 | 0.0 | 1.0 | 0.0 | 228.0 | 0.0 | 228.0 |
| DOC-SAGINAW FACILITY | 4742 | 298.0 | 1.0 | 0.0 | 1.0 | 0.0 | 1.0 | 1.0 | 302.0 | 0.0 | 302.0 |
| DOC-ST. LOUIS FACILITY | 4733 | 328.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 2.0 | 332.0 | 0.0 | 332.0 |
| DOC-THUMB FACILITY | 4725 | 307.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 309.0 | 0.0 | 309.0 |
| NTHRN REGION ADMIN AND SUPPORT | 4714 | 30.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 30.0 | 0.0 | 30.0 |
| SOUTHERN REGION - IONIA | 4711 | 35.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 35.0 | 0.0 | 35.0 |
| CORRECTIONS | | 12,638.0 | 27.0 | 9.0 | 54.0 | 0.0 | 53.0 | 29.0 | 12,810.00 | 0.0 | 12,810.0 |
| EDUCATION | 3103 | 435.0 | 5.0 | 3.0 | 16.0 | 51.0 | 10.0 | 0.0 | 520.0 | 0.0 | 520.0 |
| EDUCATION | | 435.0 | 5.0 | 3.0 | 16.0 | 51.0 | 10.0 | 0.0 | 520.00 | 0.0 | 520.0 |
| DEQ-ENVIRONMENTAL QUALITY | 7601 | 1,059.0 | 3.0 | 14.0 | 34.0 | 0.0 | 21.0 | 0.0 | 1,131.0 | 1.0 | 1,130.0 |
| ENVIRONMENTAL QUALITY | | 1,059.0 | 3.0 | 14.0 | 34.0 | 0.0 | 21.0 | 0.0 | 1,131.00 | 1.0 | 1,130.0 |
| OFFICE OF THE GOVERNOR | 0101 | 0.0 | 0.0 | 1.0 | 56.0 | 0.0 | 0.0 | 0.0 | 57.0 | 0.0 | 57.0 |
| EXECUTIVE OFFICE | | 0.0 | 0.0 | 1.0 | 56.0 | 0.0 | 0.0 | 0.0 | 57.00 | 0.0 | 57.0 |
| DEPT OF INS AND FIN SERVICE | 6501 | 281.0 | 2.0 | 0.0 | 21.0 | 0.0 | 10.0 | 0.0 | 314.0 | 0.0 | 314.0 |
| INSURANCE AND FINANCIAL SERV | | 281.0 | 2.0 | 0.0 | 21.0 | 0.0 | 10.0 | 0.0 | 314.00 | 0.0 | 314.0 |
| LICENSING AND REGULATORY AFF | 6401 | 1,751.0 | 4.0 | 6.0 | 76.0 | 6.0 | 86.0 | 0.0 | 1,929.0 | 0.0 | 1,929.0 |
| LICENSING & REGULATORY AFFAIRS | | 1,751.0 | 4.0 | 6.0 | 76.0 | 6.0 | 86.0 | 0.0 | 1,929.00 | 0.0 | 1,929.0 |
| MDHHS-CARO CENTER | 3902 | 314.0 | 0.0 | 0.0 | 23.0 | 0.0 | 0.0 | 1.0 | 338.0 | 0.0 | 338.0 |
| MDHHS-COM HEALTH CENTRAL OFF | 3901 | 1,211.0 | 1.0 | 3.0 | 31.0 | 0.0 | 19.0 | 0.0 | 1,265.0 | 0.0 | 1,265.0 |
| MDHHS-CTR FORENSIC PSYCHIATRY | 3920 | 487.0 | 2.0 | 0.0 | 3.0 | 0.0 | 4.0 | 4.0 | 500.0 | 0.0 | 500.0 |
| MDHHS-HAWTHORN CTR NORTHVILLE | 3906 | 174.0 | 1.0 | 0.0 | 0.0 | 0.0 | 8.0 | 3.0 | 186.0 | 0.0 | 186.0 |
| MDHHS-KALAMAZOO PSYCHIATRIC HS | 3909 | 403.0 | 0.0 | 0.0 | 59.0 | 0.0 | 0.0 | 4.0 | 466.0 | 0.0 | 466.0 |
| MDHHS-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 |

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: December 19, 2015

| DEPARTMENT / PROCESS LEVEL | | FULL-TIME | PART-TIME | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL | NON-CAREER | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|---------------------------------------|------|-----------------|-------------|------------------------|--------------|-------------|--------------|-----------------------|---------------------|----------------------|-----------------|
| MDHHS-OFF OF THE INSPECTOR GEN | 3947 | 34.0 | 0.0 | 0.0 | 2.0 | 0.0 | 1.0 | 0.0 | 37.0 | 0.0 | 37.0 |
| MDHHS-WALTER P.REUTHER PSY HS | 3945 | 343.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 2.0 | 347.0 | 0.0 | 347.0 |
| MDHHS - COMMUNITY HEALTH | | 2,993.0 | 4.0 | 3.0 | 121.0 | 0.0 | 32.0 | 14.0 | 3,167.00 | 0.0 | 3,167.0 |
| MDHHS-BERRIEN COUNTY | 4322 | 146.0 | 0.0 | 0.0 | 1.0 | 3.0 | 0.0 | 0.0 | 150.0 | 0.0 | 150.0 |
| MDHHS-CALHOUN COUNTY | 4323 | 142.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 144.0 | 0.0 | 144.0 |
| MDHHS-COUNTIES | 4308 | 2,605.0 | 0.0 | 0.0 | 48.0 | 24.0 | 0.0 | 0.0 | 2,677.0 | 0.0 | 2,677.0 |
| MDHHS-DPT OF HUMAN SVC CNTL OF | 4301 | 2,652.0 | 0.0 | 10.0 | 63.0 | 29.0 | 22.0 | 1.0 | 2,777.0 | 0.0 | 2,777.0 |
| MDHHS-GENESEE COUNTY | 4302 | 444.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 445.0 | 0.0 | 445.0 |
| MDHHS-INGHAM COUNTY | 4312 | 235.0 | 0.0 | 0.0 | 10.0 | 0.0 | 1.0 | 0.0 | 246.0 | 0.0 | 246.0 |
| MDHHS-INSTITUTIONS | 4307 | 59.0 | 0.0 | 12.0 | 4.0 | 0.0 | 0.0 | 2.0 | 77.0 | 0.0 | 77.0 |
| MDHHS-JACKSON COUNTY | 4315 | 149.0 | 0.0 | 0.0 | 10.0 | 0.0 | 0.0 | 0.0 | 159.0 | 0.0 | 159.0 |
| MDHHS-KALAMAZOO COUNTY | 4314 | 253.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 258.0 | 0.0 | 258.0 |
| MDHHS-KENT COUNTY | 4303 | 435.0 | 0.0 | 0.0 | 2.0 | 9.0 | 0.0 | 0.0 | 446.0 | 0.0 | 446.0 |
| MDHHS-MACOMB COUNTY | 4304 | 426.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 429.0 | 4.5 | 424.5 |
| MDHHS-MAXEY TRAINING SCHOOL | 4311 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 4.0 |
| MDHHS-MUSKEGON COUNTY | 4324 | 222.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 222.0 | 0.0 | 222.0 |
| MDHHS-OAKLAND COUNTY | 4305 | 507.0 | 0.0 | 0.0 | 15.0 | 0.0 | 0.0 | 2.0 | 524.0 | 0.0 | 524.0 |
| MDHHS-SAGINAW COUNTY | 4313 | 178.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 183.0 | 0.0 | 183.0 |
| MDHHS-WASHTENAW | 4325 | 142.0 | 0.0 | 0.0 | 9.0 | 0.0 | 0.0 | 0.0 | 151.0 | 0.0 | 151.0 |
| MDHHS-WAYNE COUNTY DSS | 4306 | 94.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 94.0 | 0.0 | 94.0 |
| MDHHS-WAYNE COUNTY O.C.Y.S. | 4320 | 552.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 552.0 | 0.0 | 552.0 |
| MDHHS-WAYNE COUNTY ZONE 3 | 4318 | 399.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 400.0 | 0.0 | 400.0 |
| MDHHS-WAYNE COUNTY ZONE 4 | 4319 | 496.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 496.0 | 0.0 | 496.0 |
| MDHHS-WAYNE COUNTY ZONE L | 4316 | 305.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 306.0 | 0.0 | 306.0 |
| MDHHS - HUMAN SERVICES | | 10,445.0 | 0.0 | 22.0 | 180.0 | 65.0 | 23.0 | 5.0 | 10,740.00 | 4.5 | 10,735.5 |
| D.J. JACOBETTI HOME FOR VETERA | 5103 | 142.0 | 5.0 | 1.0 | 3.0 | 0.0 | 2.0 | 0.0 | 153.0 | 0.5 | 152.5 |
| GRAND RAPIDS HOME FOR VETERANS | 5102 | 227.0 | 12.0 | 19.0 | 1.0 | 1.0 | 11.0 | 2.0 | 273.0 | 0.0 | 273.0 |
| MIL AFFR CENTRAL OFFICE | 5101 | 276.0 | 0.0 | 5.0 | 22.0 | 5.0 | 16.0 | 0.0 | 324.0 | 0.0 | 324.0 |
| MILITARY & VETERAN AFFAIRS | | 645.0 | 17.0 | 25.0 | 26.0 | 6.0 | 29.0 | 2.0 | 750.00 | 0.5 | 749.5 |
| DNR-NATURAL RESOURCES | 7501 | 1,344.0 | 2.0 | 51.0 | 18.0 | 48.0 | 195.0 | 1.0 | 1,659.0 | 0.0 | 1,659.0 |
| NATURAL RESOURCES | | 1,344.0 | 2.0 | 51.0 | 18.0 | 48.0 | 195.0 | 1.0 | 1,659.00 | 0.0 | 1,659.0 |
| DEPARTMENT OF STATE | 2301 | 1,193.0 | 0.0 | 88.0 | 44.0 | 0.0 | 245.0 | 0.0 | 1,570.0 | 0.0 | 1,570.0 |
| STATE | | 1,193.0 | 0.0 | 88.0 | 44.0 | 0.0 | 245.0 | 0.0 | 1,570.00 | 0.0 | 1,570.0 |
| STATE POLICE | 5501 | 2,671.0 | 12.0 | 6.0 | 47.0 | 0.0 | 7.0 | 3.0 | 2,746.0 | 0.0 | 2,746.0 |

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WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 19, 2015

| DEPARTMENT / PROCESS LEVEL | | FULL-TIME | PART-TIME | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL | NON-CAREER | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--|------|-----------------|--------------|------------------------|----------------|--------------|----------------|-----------------------|---------------------|----------------------|-----------------|
| STATE POLICE | | 2,671.0 | 12.0 | 6.0 | 47.0 | 0.0 | 7.0 | 3.0 | 2,746.00 | 0.0 | 2,746.0 |
| TED - LANDBANK AUTHORITY | 1802 | 3.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 4.0 |
| TED - MSF - MEDC | 1804 | 97.0 | 0.0 | 0.0 | 9.0 | 0.0 | 0.0 | 0.0 | 106.0 | 0.0 | 106.0 |
| TED - MSHDA | 1803 | 274.0 | 4.0 | 4.0 | 12.0 | 0.0 | 20.0 | 0.0 | 314.0 | 0.0 | 314.0 |
| TED - TALENT INVESTMENT AGY | 1801 | 771.0 | 2.0 | 0.0 | 99.0 | 0.0 | 5.0 | 0.0 | 877.0 | 0.0 | 877.0 |
| TALENT & ECONOMIC DEVELOPMENT | | 1,145.0 | 6.0 | 4.0 | 121.0 | 0.0 | 25.0 | 0.0 | 1,301.00 | 0.0 | 1,301.0 |
| 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 | 1,703.0 | 2.0 | 0.0 | 39.0 | 0.0 | 92.0 | 0.0 | 1,836.0 | 0.0 | 1,836.0 |
| TECH, MGMT AND BUDGET - MB | 0701 | 948.0 | 16.0 | 2.0 | 77.0 | 0.0 | 42.0 | 1.0 | 1,086.0 | 0.0 | 1,086.0 |
| TECHNOLOGY, MANAGEMENT & BUDGET | | 2,651.0 | 18.0 | 2.0 | 117.0 | 0.0 | 134.0 | 1.0 | 2,923.00 | 0.0 | 2,923.0 |
| BRIDGE AUTHORITIES-INTERNATION | 5903 | 32.0 | 0.0 | 0.0 | 0.0 | 0.0 | 11.0 | 0.0 | 43.0 | 0.0 | 43.0 |
| BRIDGE AUTHORITIES-MACKINAC | 5902 | 36.0 | 0.0 | 25.0 | 17.0 | 0.0 | 6.0 | 1.0 | 85.0 | 0.0 | 85.0 |
| TRANSPORTATION CENTRAL OFFICE | 5901 | 2,345.0 | 3.0 | 17.0 | 138.0 | 7.0 | 163.0 | 4.0 | 2,677.0 | 0.5 | 2,676.5 |
| TRANSPORTATION | | 2,413.0 | 3.0 | 42.0 | 155.0 | 7.0 | 180.0 | 5.0 | 2,805.00 | 0.5 | 2,804.5 |
| BUREAU OF STATE LOTTERY | 2795 | 178.0 | 0.0 | 0.0 | 2.0 | 0.0 | 30.0 | 0.0 | 210.0 | 0.0 | 210.0 |
| GAMING CONTROL | 2707 | 105.0 | 0.0 | 3.0 | 28.0 | 0.0 | 8.0 | 0.0 | 144.0 | 0.0 | 144.0 |
| 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 | 1,252.0 | 1.0 | 4.0 | 50.0 | 0.0 | 20.0 | 0.0 | 1,327.0 | 0.0 | 1,327.0 |
| TREASURY | | 1,538.0 | 1.0 | 7.0 | 80.0 | 0.0 | 58.0 | 0.0 | 1,684.00 | 0.0 | 1,684.0 |
| STATEWIDE TOTAL | | 44,665.0 | 106.0 | 299.0 | 1,226.0 | 183.0 | 1,146.0 | 60.0 | 47,685.0 | 6.5 | 47,678.5 |

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 duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF04

Full-Time Equated Position Report by Department

Table 1-2

| DEPARTMENT | FTE Positions Fiscal Year 2016 Appropriated (A) | FTE Positions 12/19/2015 (B) | FTE Positions 9/26/2015 (C) | Difference 12/19/2015 and 9/26/2015 (B-C) | Difference 12/19/2015 and Appropriated (B-A) |
|--------------------------------------|--|------------------------------------|-----------------------------------|--|---|
| AGRICULTURE AND RURAL DVLPMNT | | | | | |
| Regular | 454.0 | 410.3 | 400.6 | 9.7 | -43.7 |
| Overtime | 0.0 | 0.0 | 0.3 | -0.3 | 0.0 |
| Total | 454.0 | 410.3 | 400.9 | 9.4 | -43.7 |
| ATTORNEY GENERAL | | | | | |
| Regular | 518.5 | 475.2 | 475.1 | 0.1 | -43.3 |
| Overtime | 0.0 | 0.4 | 0.2 | 0.2 | 0.4 |
| Total | 518.5 | 475.6 | 475.3 | 0.3 | -42.9 |
| AUDITOR GENERAL | | | | | |
| Regular | 0.0 | 148.6 | 147.2 | 1.5 | 148.6 |
| Overtime | 0.0 | 1.7 | 0.1 | 1.6 | 1.7 |
| Total | 0.0 | 150.3 | 147.3 | 3.1 | 150.3 |
| CIVIL RIGHTS | | | | | |
| Regular | 129.0 | 94.0 | 94.8 | -0.8 | -35.0 |
| Overtime | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Total | 129.0 | 94.0 | 94.8 | -0.8 | -35.0 |
| CIVIL SERVICE COMMISSION | | | | | |
| Regular | 446.0 | 419.7 | 412.5 | 7.2 | -26.3 |
| Overtime | 0.0 | 2.3 | 2.4 | -0.1 | 2.3 |
| Total | 446.0 | 422.0 | 414.9 | 7.1 | -24.0 |
| CORRECTIONS | | | | | |
| Regular | 14,174.3 | 12,851.8 | 13,003.3 | -151.5 | -1,322.5 |
| Overtime | 0.0 | 551.5 | 797.5 | -245.9 | 551.5 |
| Total | 14,174.3 | 13,403.4 | 13,800.8 | -397.4 | -770.9 |

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

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

| DEPARTMENT | FTE Positions Fiscal Year 2016 Appropriated (A) | FTE Positions 12/19/2015 (B) | FTE Positions 9/26/2015 (C) | Difference 12/19/2015 and 9/26/2015 (B-C) | Difference 12/19/2015 and Appropriated (B-A) |
|-------------------------------------|--|------------------------------------|-----------------------------------|--|---|
| EDUCATION | | | | | |
| Regular | 588.5 | 509.3 | 514.6 | -5.4 | -79.2 |
| Overtime | 0.0 | 0.4 | 1.1 | -0.7 | 0.4 |
| Total | 588.5 | 509.6 | 515.7 | -6.0 | -78.9 |
| ENVIRONMENTAL QUALITY | | | | | |
| Regular | 1,218.0 | 1,103.8 | 1,098.4 | 5.4 | -114.2 |
| Overtime | 0.0 | 1.1 | 2.0 | -0.9 | 1.1 |
| Total | 1,218.0 | 1,105.0 | 1,100.4 | 4.6 | -113.0 |
| EXECUTIVE OFFICE | | | | | |
| Regular | 74.2 | 56.4 | 57.9 | -1.5 | -17.8 |
| Overtime | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Total | 74.2 | 56.4 | 57.9 | -1.5 | -17.8 |
| INSURANCE AND FINANCIAL SERV | | | | | |
| Regular | 337.0 | 304.7 | 304.2 | 0.5 | -32.3 |
| Overtime | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Total | 337.0 | 304.7 | 304.2 | 0.5 | -32.3 |
| LICENSING AND REGULATORY AFF | | | | | |
| Regular | 2,163.3 | 1,873.4 | 2,410.3 | -537.0 | -289.9 |
| Overtime | 0.0 | 1.9 | 7.4 | -5.5 | 1.9 |
| Total | 2,163.3 | 1,875.3 | 2,417.7 | -542.4 | -288.0 |
| MDHHS - COMMUNITY HEALTH | | | | | |
| Regular | 3,932.6 | 3,135.5 | 3,074.1 | 61.4 | -797.1 |
| Overtime | 0.0 | 198.4 | 194.7 | 3.7 | 198.4 |
| Total | 3,932.6 | 3,333.9 | 3,268.8 | 65.1 | -598.7 |

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

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

| DEPARTMENT | FTE Positions Fiscal Year 2016 Appropriated (A) | FTE Positions 12/19/2015 (B) | FTE Positions 9/26/2015 (C) | Difference 12/19/2015 and 9/26/2015 (B-C) | Difference 12/19/2015 and Appropriated (B-A) |
|--|--|------------------------------------|-----------------------------------|--|---|
| MDHHS - HUMAN SERVICES | | | | | |
| Regular | 11,504.4 | 10,700.1 | 10,950.4 | -250.3 | -804.3 |
| Overtime | 0.0 | 74.5 | 112.4 | -37.9 | 74.5 |
| Total | 11,504.4 | 10,774.6 | 11,062.8 | -288.2 | -729.8 |
| MILITARY & VETERAN AFFAIRS | | | | | |
| Regular | 888.5 | 692.7 | 738.3 | -45.6 | -195.8 |
| Overtime | 0.0 | 24.0 | 26.3 | -2.3 | 24.0 |
| Total | 888.5 | 716.7 | 764.6 | -47.9 | -171.8 |
| NATURAL RESOURCES | | | | | |
| Regular | 2,229.8 | 1,548.8 | 2,308.6 | -759.8 | -681.0 |
| Overtime | 0.0 | 2.0 | 44.9 | -42.9 | 2.0 |
| Total | 2,229.8 | 1,550.8 | 2,353.4 | -802.7 | -679.0 |
| STATE | | | | | |
| Regular | 1,587.0 | 1,420.2 | 1,440.0 | -19.8 | -166.8 |
| Overtime | 0.0 | 2.6 | 14.9 | -12.4 | 2.6 |
| Total | 1,587.0 | 1,422.8 | 1,454.9 | -32.1 | -164.2 |
| STATE POLICE | | | | | |
| Regular | 3,131.0 | 2,729.4 | 2,690.0 | 39.4 | -401.6 |
| Overtime | 0.0 | 106.4 | 195.6 | -89.2 | 106.4 |
| Total | 3,131.0 | 2,835.8 | 2,885.6 | -49.8 | -295.2 |
| TALENT & ECONOMIC DEVELOPMENT | | | | | |
| Regular | 1,613.0 | 1,281.5 | 0.0 | 1,281.5 | -331.5 |
| Overtime | 0.0 | 1.4 | 0.0 | 1.4 | 1.4 |
| Total | 1,613.0 | 1,282.9 | 0.0 | 1,282.9 | -330.1 |

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

Source: Michigan Civil Service Commission MPR-0159

Full-Time Equated Position Report by Department

Table 1-2

| DEPARTMENT | FTE Positions Fiscal Year 2016 Appropriated (A) | FTE Positions 12/19/2015 (B) | FTE Positions 9/26/2015 (C) | Difference 12/19/2015 and 9/26/2015 (B-C) | Difference 12/19/2015 and Appropriated (B-A) |
|------------------------------|--|------------------------------------|-----------------------------------|--|---|
| TECH, MGMT AND BUDGET | | | | | |
| Regular | 2,398.0 | 2,853.1 | 2,845.1 | 8.0 | 455.1 |
| Overtime | 0.0 | 44.4 | 38.9 | 5.5 | 44.4 |
| Total | 2,398.0 | 2,897.5 | 2,883.9 | 13.5 | 499.5 |
| TRANSPORTATION | | | | | |
| Regular | 2,912.3 | 2,697.9 | 2,634.3 | 63.6 | -214.4 |
| Overtime | 0.0 | 57.1 | 140.4 | -83.3 | 57.1 |
| Total | 2,912.3 | 2,755.0 | 2,774.7 | -19.7 | -157.3 |
| TREASURY | | | | | |
| Regular | 1,901.5 | 1,654.3 | 1,633.4 | 20.9 | -247.2 |
| Overtime | 0.0 | 19.8 | 13.6 | 6.1 | 19.8 |
| Total | 1,901.5 | 1,674.0 | 1,647.0 | 27.0 | -227.5 |
| STATEWIDE TOTALS | | | | | |
| Total Regular | 52,200.9 | 46,960.9 | 47,233.1 | -272.1 | -5,240.0 |
| Total Overtime | 0.0 | 1,089.8 | 1,592.6 | -502.8 | 1,089.8 |
| Grand Total | 52,200.9 | 48,050.8 | 48,825.7 | -774.9 | -4,150.1 |

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

Source: Michigan Civil Service Commission MPR-0159

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

| Department | September 26, 2015 | | December 19, 2015 | |
|---------------------------------|---------------------|---------------------------------------|---------------------|---------------------------------------|
| | Number of Employees | Percent of Total Classified Employees | Number of Employees | Percent of Total Classified Employees |
| AGRICULTURE AND RURAL DVLP MNT | 416.0 | 0.9 % | 422.0 | 0.9 % |
| ATTORNEY GENERAL | 479.0 | 1.0 % | 480.0 | 1.0 % |
| AUDITOR GENERAL | 149.0 | 0.3 % | 149.0 | 0.3 % |
| CIVIL RIGHTS | 96.0 | 0.2 % | 96.0 | 0.2 % |
| CIVIL SERVICE COMMISSION | 425.0 | 0.9 % | 432.0 | 0.9 % |
| CORRECTIONS | 12,949.0 | 26.5 % | 12,810.0 | 26.9 % |
| EDUCATION | 523.0 | 1.1 % | 520.0 | 1.1 % |
| ENVIRONMENTAL QUALITY | 1,124.0 | 2.3 % | 1,130.0 | 2.4 % |
| EXECUTIVE OFFICE | 59.0 | 0.1 % | 57.0 | 0.1 % |
| INSURANCE AND FINANCIAL SERV | 313.0 | 0.6 % | 314.0 | 0.7 % |
| LICENSING & REGULATORY AFFAIRS | 1,923.0 | 3.9 % | 1,929.0 | 4.0 % |
| MDHHS-COMMUNITY HEALTH | 3,118.0 | 6.4 % | 3,167.0 | 6.6 % |
| MDHHS-HUMAN SERVICES | 10,818.5 | 22.1 % | 10,735.5 | 22.5 % |
| MILITARY & VETERAN AFFAIRS | 772.5 | 1.6 % | 749.5 | 1.6 % |
| NATURAL RESOURCES | 2,799.0 | 5.7 % | 1,659.0 | 3.5 % |
| STATE | 1,582.0 | 3.2 % | 1,570.0 | 3.3 % |
| STATE POLICE | 2,716.0 | 5.6 % | 2,746.0 | 5.8 % |
| TALENT & ECONOMIC DEVELOPMENT | 1,345.0 | 2.7 % | 1,301.0 | 2.7 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,906.0 | 5.9 % | 2,923.0 | 6.1 % |
| TRANSPORTATION | 2,739.0 | 5.6 % | 2,804.5 | 5.9 % |
| TREASURY | 1,668.0 | 3.4 % | 1,684.0 | 3.5 % |
| TOTAL: | 48,920.0 | 100.0 % | 47,678.5 | 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 one 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 halved. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Statewide, the number of classified employees decreased by 1242 from September 26, 2015 to December 19, 2015.

Source: Michigan Civil Service Commission HWF03

STATE OF MICHIGAN
FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES
BY DEPARTMENT
Pay End Date: December 19, 2015

| Department | Number of Pay Periods | FYTD Average Number of Employees |
|---------------------------------|-----------------------|----------------------------------|
| AGRICULTURE AND RURAL DVLP MNT | 6 | 410.7 |
| ATTORNEY GENERAL | 6 | 476.7 |
| AUDITOR GENERAL | 6 | 146.7 |
| CIVIL RIGHTS | 6 | 95.3 |
| CIVIL SERVICE COMMISSION | 6 | 415.5 |
| CORRECTIONS | 6 | 12,811.2 |
| EDUCATION | 6 | 510.0 |
| ENVIRONMENTAL QUALITY | 6 | 1,103.0 |
| EXECUTIVE OFFICE | 6 | 57.3 |
| INSURANCE AND FINANCIAL SERV | 6 | 305.0 |
| LICENSING & REGULATORY AFFAIRS | 6 | 1,829.2 |
| MDHHS-COMMUNITY HEALTH | 6 | 3,120.3 |
| MDHHS-HUMAN SERVICES | 6 | 10,743.2 |
| MILITARY & VETERAN AFFAIRS | 6 | 751.8 |
| NATURAL RESOURCES | 6 | 1,607.2 |
| STATE | 6 | 1,319.2 |
| STATE POLICE | 6 | 2,735.7 |
| TALENT & ECONOMIC DEVELOPMENT | 6 | 1,295.5 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 6 | 2,852.7 |
| TRANSPORTATION | 6 | 2,607.3 |
| TREASURY | 6 | 1,623.0 |
| | Sum: | 46,816.3 |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 82.5 percent of all noncareer appointments. For this report, the number of employees who Job Share are halved. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

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

Pay End Date: December 19, 2015

| DEPARTMENT | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Department Eligible for Longevity |
|--|----------------------------|--|--------------------|-------------------------|--|---|
| AGRICULTURE AND RURAL DVLPMT | 422 | 0.9 % | 47.9 | \$31.36 | 305 | 72.3 % |
| ATTORNEY GENERAL | 480 | 1.0 % | 47.7 | \$40.79 | 293 | 61.0 % |
| AUDITOR GENERAL | 149 | 0.3 % | 39.6 | \$37.09 | 90 | 60.4 % |
| CIVIL RIGHTS | 96 | 0.2 % | 47.2 | \$31.87 | 72 | 75.0 % |
| CIVIL SERVICE COMMISSION | 432 | 0.9 % | 46.1 | \$31.36 | 310 | 71.8 % |
| CORRECTIONS | 12,810 | 26.9 % | 44.9 | \$26.23 | 9,416 | 73.5 % |
| EDUCATION | 520 | 1.1 % | 48.8 | \$33.97 | 311 | 59.8 % |
| ENVIRONMENTAL QUALITY | 1,131 | 2.4 % | 48.3 | \$33.02 | 894 | 79.0 % |
| EXECUTIVE OFFICE | 57 | 0.1 % | 40.0 | \$35.87 | 9 | 15.8 % |
| INSURANCE AND FINANCIAL SERV | 314 | 0.7 % | 43.5 | \$34.63 | 238 | 75.8 % |
| LICENSING & REGULATORY AFFAIRS | 1,929 | 4.0 % | 47.7 | \$31.38 | 1,344 | 69.7 % |
| MDHHS - COMMUNITY HEALTH | 3,167 | 6.6 % | 47.0 | \$29.42 | 1,937 | 61.2 % |
| MDHHS - HUMAN SERVICES | 10,740 | 22.5 % | 44.3 | \$26.71 | 6,644 | 61.9 % |
| MILITARY & VETERAN AFFAIRS | 750 | 1.6 % | 47.4 | \$25.83 | 472 | 62.9 % |
| NATURAL RESOURCES | 1,659 | 3.5 % | 45.2 | \$27.16 | 1,146 | 69.1 % |
| STATE | 1,570 | 3.3 % | 44.3 | \$23.21 | 862 | 54.9 % |
| STATE POLICE | 2,746 | 5.8 % | 42.6 | \$31.77 | 2,009 | 73.2 % |
| TALENT & ECONOMIC DEVELOPMENT | 1,301 | 2.7 % | 48.9 | \$29.88 | 1,056 | 81.2 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,923 | 6.1 % | 46.5 | \$32.14 | 1,776 | 60.8 % |
| TRANSPORTATION | 2,805 | 5.9 % | 46.5 | \$29.05 | 2,053 | 73.2 % |
| TREASURY | 1,684 | 3.5 % | 45.9 | \$29.87 | 1,062 | 63.1 % |
| STATEWIDE TOTALS: | 47,685 | 100.0 % | 45.4 | \$28.36 | 32,299 | 67.7 % |

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. Noncareer positions are not eligible for longevity and are not included in those counts. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
 Pay End Date: December 19, 2015

| Department | Health Insurance | | | | | | | | Dental Insurance | | | | | | |
|--------------------------------|--------------------------|------------------------|-------------|--------------------|-------------|---------------------|------------|--------------|------------------|------------------------|-------------|--------------------|------------|---------------------|------------|
| | Total Employees Enrolled | State Sponsored Health | % | Health Maintenance | % | Catastrophic Health | % | COPS Trust | % | State Sponsored Dental | % | Dental Maintenance | % | Preventative Dental | % |
| AGRICULTURE & RURAL DEVELOPMEN | 405 | 158 | 39 % | 210 | 52 % | 3 | 1 % | 0 | 0 % | 373 | 92 % | 7 | 2 % | 1 | 0 % |
| ATTORNEY GENERAL | 480 | 172 | 36 % | 256 | 53 % | 4 | 1 % | 0 | 0 % | 449 | 94 % | 8 | 2 % | 2 | 0 % |
| AUDITOR GENERAL | 147 | 42 | 29 % | 87 | 59 % | 3 | 2 % | 0 | 0 % | 133 | 90 % | 2 | 1 % | 0 | 0 % |
| CIVIL RIGHTS | 95 | 43 | 45 % | 43 | 45 % | 3 | 3 % | 0 | 0 % | 84 | 88 % | 8 | 8 % | 0 | 0 % |
| CIVIL SERVICE COMMISSION | 414 | 89 | 21 % | 281 | 68 % | 2 | 0 % | 0 | 0 % | 381 | 92 % | 2 | 0 % | 1 | 0 % |
| CORRECTIONS | 12,757 | 6,370 | 50 % | 5,334 | 42 % | 83 | 1 % | 0 | 0 % | 11,796 | 92 % | 231 | 2 % | 29 | 0 % |
| EDUCATION | 510 | 206 | 40 % | 237 | 46 % | 9 | 2 % | 0 | 0 % | 460 | 90 % | 7 | 1 % | 2 | 0 % |
| ENVIRONMENTAL QUALITY | 1,110 | 355 | 32 % | 638 | 57 % | 7 | 1 % | 0 | 0 % | 1,010 | 91 % | 16 | 1 % | 2 | 0 % |
| EXECUTIVE OFFICE | 57 | 23 | 40 % | 22 | 39 % | 1 | 2 % | 0 | 0 % | 49 | 86 % | 0 | 0 % | 0 | 0 % |
| INSURANCE AND FINANCIAL SERV | 304 | 77 | 25 % | 203 | 67 % | 5 | 2 % | 0 | 0 % | 281 | 92 % | 5 | 2 % | 1 | 0 % |
| LICENSING & REGULATORY AFFAIRS | 1,843 | 643 | 35 % | 1,011 | 55 % | 15 | 1 % | 0 | 0 % | 1,678 | 91 % | 39 | 2 % | 4 | 0 % |
| MDHHS - COMMUNITY HEALTH | 3,135 | 1,232 | 39 % | 1,634 | 52 % | 19 | 1 % | 0 | 0 % | 2,868 | 91 % | 99 | 3 % | 12 | 0 % |
| MDHHS - HUMAN SERVICES | 10,717 | 4,073 | 38 % | 5,795 | 54 % | 78 | 1 % | 0 | 0 % | 9,820 | 92 % | 337 | 3 % | 21 | 0 % |
| MILITARY & VETERAN AFFAIRS | 721 | 298 | 41 % | 319 | 44 % | 10 | 1 % | 0 | 0 % | 655 | 91 % | 4 | 1 % | 5 | 1 % |
| NATURAL RESOURCES | 1,464 | 806 | 55 % | 519 | 35 % | 24 | 2 % | 0 | 0 % | 1,363 | 93 % | 13 | 1 % | 5 | 0 % |
| STATE | 1,325 | 491 | 37 % | 722 | 54 % | 10 | 1 % | 0 | 0 % | 1,214 | 92 % | 40 | 3 % | 3 | 0 % |
| STATE POLICE | 2,739 | 692 | 25 % | 566 | 21 % | 13 | 0 % | 1,317 | 48 % | 2,611 | 95 % | 20 | 1 % | 6 | 0 % |
| TALENT & ECONOMIC DEVELOPMENT | 1,276 | 476 | 37 % | 698 | 55 % | 18 | 1 % | 0 | 0 % | 1,159 | 91 % | 57 | 4 % | 2 | 0 % |
| TECHNOLOGY, MANAGEMENT & BUDGE | 2,789 | 773 | 28 % | 1,714 | 61 % | 33 | 1 % | 0 | 0 % | 2,492 | 89 % | 68 | 2 % | 8 | 0 % |
| TRANSPORTATION | 2,625 | 1,055 | 40 % | 1,328 | 51 % | 30 | 1 % | 0 | 0 % | 2,421 | 92 % | 27 | 1 % | 6 | 0 % |
| TREASURY | 1,626 | 442 | 27 % | 996 | 61 % | 32 | 2 % | 0 | 0 % | 1,470 | 90 % | 50 | 3 % | 3 | 0 % |
| STATEWIDE TOTALS: | 46,539 | 18,516 | 40 % | 22,613 | 49 % | 402 | 1 % | 1,317 | 3 % | 42,767 | 92 % | 1,040 | 2 % | 113 | 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 not included in those counts. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Table 2-4

Pay End Date: December 19, 2015

| Department | Total Employees Enrolled | Vision Insurance | | Disability Insurance | | | | Life Insurance | | | | | |
|---------------------------------|--------------------------|------------------------|-------------|----------------------|-------------|--------------|------------|----------------|-------------|------------------------|------------|--------------|------------|
| | | State Sponsored Vision | % | CMI | % | Reliance | % | Minnesota Life | % | Minnesota Life Reduced | % | Reliastar | % |
| AGRICULTURE & RURAL DEVELOPMENT | 405 | 382 | 94 % | 338 | 83 % | 0 | 0 % | 393 | 97 % | 11 | 3 % | 0 | 0 % |
| ATTORNEY GENERAL | 480 | 457 | 95 % | 343 | 71 % | 0 | 0 % | 453 | 94 % | 26 | 5 % | 0 | 0 % |
| AUDITOR GENERAL | 147 | 137 | 93 % | 106 | 72 % | 0 | 0 % | 127 | 86 % | 19 | 13 % | 0 | 0 % |
| CIVIL RIGHTS | 95 | 92 | 97 % | 80 | 84 % | 0 | 0 % | 90 | 95 % | 5 | 5 % | 0 | 0 % |
| CIVIL SERVICE COMMISSION | 414 | 386 | 93 % | 393 | 95 % | 1 | 0 % | 400 | 97 % | 13 | 3 % | 1 | 0 % |
| CORRECTIONS | 12,757 | 12,073 | 95 % | 11,649 | 91 % | 0 | 0 % | 12,337 | 97 % | 386 | 3 % | 0 | 0 % |
| EDUCATION | 510 | 474 | 93 % | 374 | 73 % | 0 | 0 % | 475 | 93 % | 34 | 7 % | 0 | 0 % |
| ENVIRONMENTAL QUALITY | 1,110 | 1,037 | 93 % | 957 | 86 % | 0 | 0 % | 1,038 | 94 % | 71 | 6 % | 0 | 0 % |
| EXECUTIVE OFFICE | 57 | 50 | 88 % | 25 | 44 % | 0 | 0 % | 44 | 77 % | 13 | 23 % | 0 | 0 % |
| INSURANCE AND FINANCIAL SERV | 304 | 294 | 97 % | 256 | 84 % | 0 | 0 % | 288 | 95 % | 15 | 5 % | 0 | 0 % |
| LICENSING & REGULATORY AFFAIRS | 1,843 | 1,724 | 94 % | 1,494 | 81 % | 1 | 0 % | 1,752 | 95 % | 88 | 5 % | 1 | 0 % |
| MDHHS - COMMUNITY HEALTH | 3,135 | 2,986 | 95 % | 2,716 | 87 % | 0 | 0 % | 2,961 | 94 % | 169 | 5 % | 0 | 0 % |
| MDHHS - HUMAN SERVICES | 10,717 | 10,200 | 95 % | 9,361 | 87 % | 0 | 0 % | 10,174 | 95 % | 534 | 5 % | 0 | 0 % |
| MILITARY & VETERAN AFFAIRS | 721 | 660 | 92 % | 567 | 79 % | 0 | 0 % | 684 | 95 % | 28 | 4 % | 0 | 0 % |
| NATURAL RESOURCES | 1,464 | 1,388 | 95 % | 1,268 | 87 % | 0 | 0 % | 1,399 | 96 % | 64 | 4 % | 0 | 0 % |
| STATE | 1,325 | 1,265 | 95 % | 1,107 | 84 % | 0 | 0 % | 1,234 | 93 % | 89 | 7 % | 0 | 0 % |
| STATE POLICE | 2,739 | 2,636 | 96 % | 3,582 | 131 % | 1,476 | 54 % | 2,640 | 96 % | 94 | 3 % | 1,347 | 49 % |
| TALENT & ECONOMIC DEVELOPMENT | 1,276 | 1,222 | 96 % | 1,093 | 86 % | 0 | 0 % | 1,205 | 94 % | 70 | 5 % | 0 | 0 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,789 | 2,583 | 93 % | 2,132 | 76 % | 32 | 1 % | 2,656 | 95 % | 122 | 4 % | 24 | 1 % |
| TRANSPORTATION | 2,625 | 2,467 | 94 % | 2,271 | 87 % | 0 | 0 % | 2,498 | 95 % | 123 | 5 % | 0 | 0 % |
| TREASURY | 1,626 | 1,537 | 95 % | 1,330 | 82 % | 0 | 0 % | 1,528 | 94 % | 94 | 6 % | 0 | 0 % |
| STATEWIDE TOTALS: | 46,539 | 44,050 | 95 % | 41,442 | 89 % | 1,510 | 3 % | 44,376 | 95 % | 2,068 | 4 % | 1,373 | 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. Noncareer positions are not eligible for longevity and are not included in those counts. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN

Table 2-10

Age Distribution for Active Classified Employees by Department

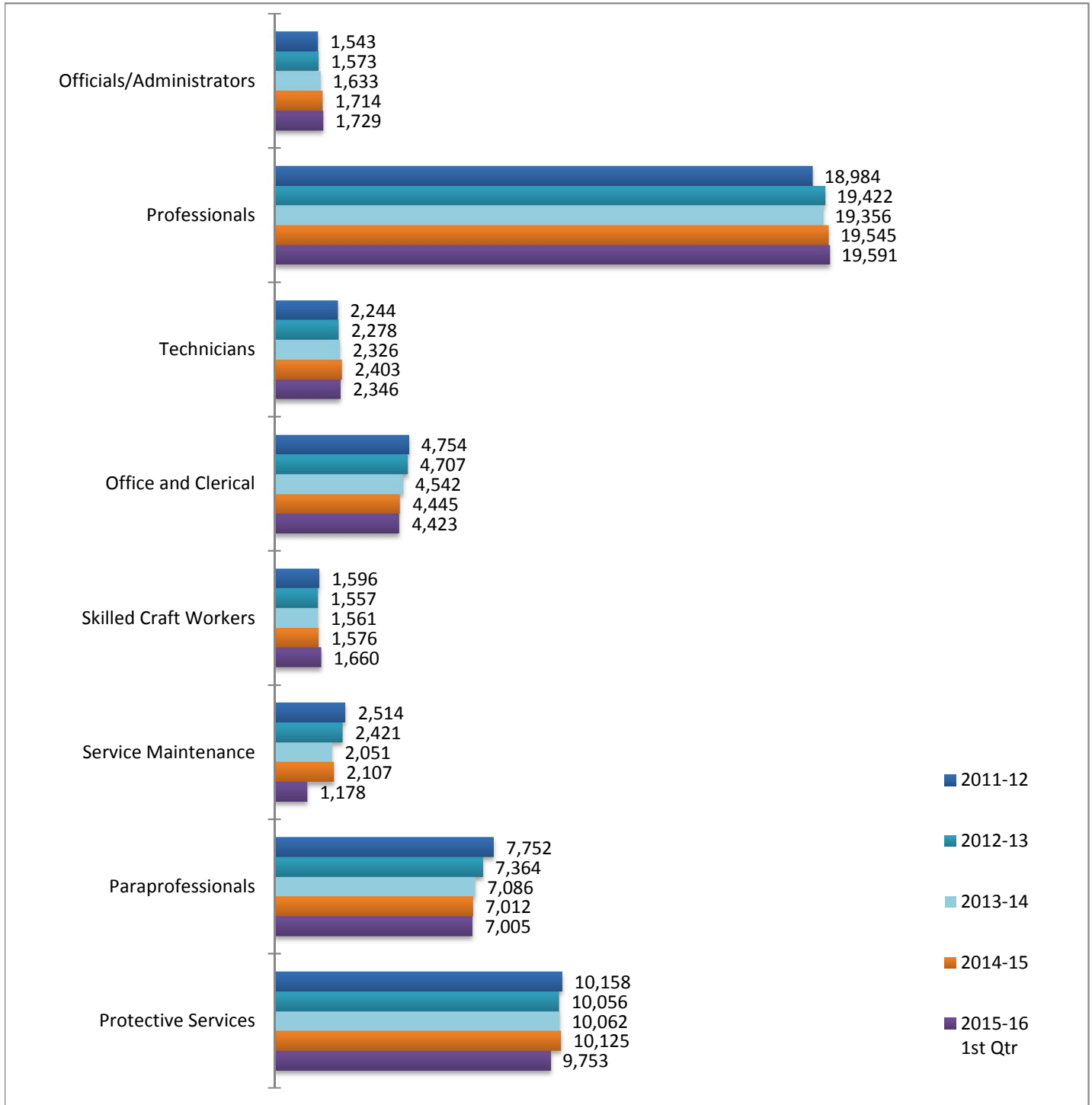
Pay End Date: December 19, 2015

| 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 | 15 | 19 | 35 | 49 | 45 | 44 | 80 | 62 | 59 | 7 | 6 | 422 |
| ATTORNEY GENERAL | 0 | 2 | 25 | 40 | 60 | 64 | 71 | 81 | 71 | 50 | 12 | 4 | 480 |
| AUDITOR GENERAL | 1 | 22 | 20 | 18 | 14 | 17 | 20 | 21 | 12 | 3 | 1 | 0 | 149 |
| CIVIL RIGHTS | 0 | 2 | 6 | 10 | 15 | 10 | 14 | 11 | 9 | 8 | 9 | 2 | 96 |
| CIVIL SERVICE COMMISSION | 2 | 16 | 25 | 38 | 44 | 51 | 67 | 78 | 76 | 32 | 3 | 0 | 432 |
| CORRECTIONS | 14 | 384 | 954 | 1,101 | 1,372 | 2,093 | 2,657 | 2,118 | 1,358 | 603 | 128 | 28 | 12,810 |
| EDUCATION | 1 | 7 | 13 | 49 | 63 | 60 | 80 | 59 | 87 | 70 | 26 | 5 | 520 |
| ENVIRONMENTAL QUALITY | 0 | 30 | 44 | 62 | 158 | 123 | 141 | 211 | 201 | 136 | 23 | 2 | 1,131 |
| EXECUTIVE OFFICE | 0 | 6 | 11 | 8 | 8 | 3 | 4 | 9 | 4 | 3 | 1 | 0 | 57 |
| INSURANCE AND FINANCIAL SERV | 1 | 11 | 36 | 29 | 51 | 41 | 45 | 44 | 32 | 16 | 6 | 2 | 314 |
| LICENSING & REGULATORY AFFAIRS | 12 | 80 | 89 | 166 | 209 | 223 | 236 | 269 | 312 | 231 | 71 | 31 | 1,929 |
| MDHHS - COMMUNITY HEALTH | 5 | 67 | 226 | 323 | 336 | 362 | 422 | 501 | 476 | 309 | 121 | 19 | 3,167 |
| MDHHS - HUMAN SERVICES | 4 | 163 | 908 | 1,521 | 1,607 | 1,583 | 1,460 | 1,302 | 1,234 | 734 | 200 | 24 | 10,740 |
| MILITARY & VETERAN AFFAIRS | 2 | 15 | 54 | 65 | 66 | 73 | 109 | 143 | 138 | 65 | 16 | 4 | 750 |
| NATURAL RESOURCES | 11 | 69 | 123 | 161 | 202 | 254 | 213 | 245 | 205 | 121 | 34 | 21 | 1,659 |
| STATE | 15 | 134 | 178 | 103 | 157 | 150 | 189 | 249 | 219 | 150 | 21 | 5 | 1,570 |
| STATE POLICE | 0 | 133 | 328 | 257 | 318 | 498 | 493 | 411 | 211 | 77 | 20 | 0 | 2,746 |
| TALENT & ECONOMIC DEVELOPMENT | 2 | 20 | 36 | 103 | 134 | 180 | 183 | 216 | 218 | 139 | 57 | 13 | 1,301 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 19 | 117 | 180 | 236 | 314 | 357 | 400 | 510 | 453 | 255 | 70 | 12 | 2,923 |
| TRANSPORTATION | 12 | 85 | 157 | 211 | 354 | 357 | 429 | 485 | 452 | 196 | 52 | 15 | 2,805 |
| TREASURY | 7 | 67 | 117 | 160 | 224 | 186 | 202 | 262 | 271 | 138 | 40 | 10 | 1,684 |
| Statewide Total: | 109 | 1,445 | 3,549 | 4,696 | 5,755 | 6,730 | 7,479 | 7,305 | 6,101 | 3,395 | 918 | 203 | 47,685 |
| Average Age: | 19.3 | 23.1 | 27.6 | 32.5 | 37.6 | 42.6 | 47.4 | 52.5 | 57.4 | 62.1 | 66.8 | 73.3 | 45.4 |

Comments This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2011-12 through 2015-16 1st Qtr**



2015-16 1st Qtr Total: 47,685

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

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: December 19, 2015

| COUNTY NAME | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|----------------|-----------|----------------------|-----------------|
| ALCONA | 5 | 1 | 6 |
| ALGER | 265 | 3 | 268 |
| ALLEGAN | 187 | 20 | 207 |
| ALPENA | 158 | 18 | 176 |
| ANTRIM | 25 | 2 | 27 |
| ARENAC | 30 | 2 | 32 |
| BARAGA | 338 | 12 | 350 |
| BARRY | 111 | 41 | 152 |
| BAY | 341 | 20 | 361 |
| BENZIE | 29 | 3 | 32 |
| BERRIEN | 351 | 31 | 382 |
| BRANCH | 351 | 6 | 357 |
| CALHOUN | 353 | 14 | 367 |
| CASS | 95 | 16 | 111 |
| CHARLEVOIX | 17 | 12 | 29 |
| CHEBOYGAN | 60 | 12 | 72 |
| CHIPPEWA | 921 | 34 | 955 |
| CLARE | 50 | 4 | 54 |
| CLINTON | 152 | 35 | 187 |
| CRAWFORD | 143 | 33 | 176 |
| DELTA | 167 | 20 | 187 |
| DICKINSON | 64 | 4 | 68 |
| EATON | 2,846 | 218 | 3,064 |
| EMMET | 87 | 10 | 97 |
| GENESEE | 824 | 69 | 893 |
| GLADWIN | 46 | 4 | 50 |
| GOGEBIC | 256 | 10 | 266 |
| GRAND TRAVERSE | 519 | 20 | 539 |
| GRATIOT | 807 | 8 | 815 |
| HILLSDALE | 54 | 4 | 58 |
| HOUGHTON | 79 | 14 | 93 |
| HURON | 33 | 4 | 37 |
| INGHAM | 9,740 | 1,158 | 10,898 |
| IONIA | 1,432 | 20 | 1,452 |
| IOSCO | 44 | 5 | 49 |
| IRON | 51 | 2 | 53 |
| ISABELLA | 158 | 10 | 168 |
| JACKSON | 2,144 | 33 | 2,177 |
| KALAMAZOO | 1,118 | 101 | 1,219 |
| KALKASKA | 52 | 2 | 54 |
| KENT | 1,484 | 130 | 1,614 |
| KEWEENAW | 2 | 1 | 3 |
| LAKE | 52 | | 52 |
| LAPEER | 436 | 8 | 444 |

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: December 19, 2015

| COUNTY NAME | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|---------------------|---------------|----------------------|-----------------|
| LEELANAU | 3 | | 3 |
| LENAWEE | 639 | 12 | 651 |
| LIVINGSTON | 528 | 14 | 542 |
| LUCE | 270 | 9 | 279 |
| MACKINAC | 115 | 73 | 188 |
| MACOMB | 1,274 | 46 | 1,320 |
| MANISTEE | 292 | 8 | 300 |
| MARQUETTE | 810 | 37 | 847 |
| MASON | 46 | 3 | 49 |
| MECOSTA | 89 | 5 | 94 |
| MENOMINEE | 27 | 7 | 34 |
| MIDLAND | 98 | 4 | 102 |
| MISSAUKEE | 63 | 3 | 66 |
| MONROE | 193 | 13 | 206 |
| MONTCALM | 574 | 7 | 581 |
| MONTMORENCY | 46 | 9 | 55 |
| MUSKEGON | 1,052 | 10 | 1,062 |
| NEWAYGO | 67 | 5 | 72 |
| OAKLAND | 1,231 | 98 | 1,329 |
| OCEANA | 78 | 7 | 85 |
| OGEMAW | 77 | 4 | 81 |
| ONTONAGON | 22 | 1 | 23 |
| OSCEOLA | 22 | 3 | 25 |
| OSCODA | 25 | 2 | 27 |
| OTSEGO | 293 | 15 | 308 |
| OTTAWA | 176 | 19 | 195 |
| OUT OF STATE | 36 | 5 | 41 |
| PRESQUE ISLE | 15 | 4 | 19 |
| ROSCOMMON | 118 | 5 | 123 |
| SAGINAW | 841 | 34 | 875 |
| SANILAC | 46 | 3 | 49 |
| SCHOOLCRAFT | 29 | 4 | 33 |
| SHIAWASSEE | 81 | 2 | 83 |
| ST CLAIR | 247 | 24 | 271 |
| ST JOSEPH | 77 | 5 | 82 |
| TUSCOLA | 424 | 33 | 457 |
| VAN BUREN | 227 | 20 | 247 |
| WASHTENAW | 1,396 | 53 | 1,449 |
| WAYNE | 4,967 | 200 | 5,167 |
| WEXFORD | 167 | 15 | 182 |
| WORK AT HOME - MI | 1,407 | 25 | 1,432 |
| Grand Total: | 44,665 | 3,020 | 47,685 |

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

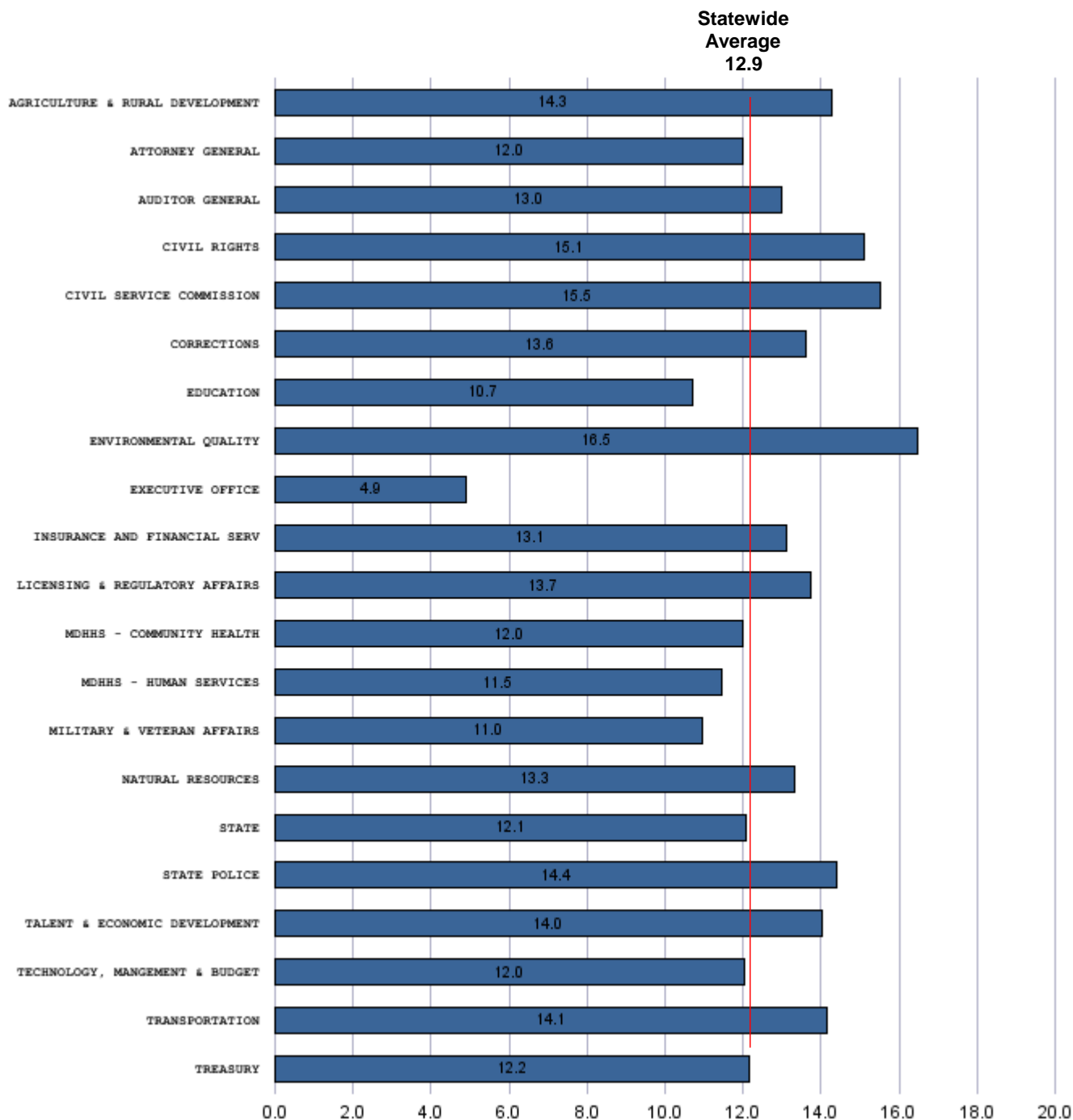
SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: December 19, 2015



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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
 PAY END DATE: December 19, 2015

| 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 | 59 | 46 | 2 | 5 | 0 | 1 | 0 | 6 | 1 | 1 | 0 | 0 | 62 | 59 | 0 | 0 |
| 06 - 10 YEARS | 18 | 24 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 20 | 26 | 0 | 0 |
| 11 - 15 YEARS | 33 | 38 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 34 | 41 | 0 | 0 |
| 16 - 20 YEARS | 29 | 21 | 2 | 2 | 1 | 1 | 0 | 2 | 0 | 1 | 0 | 0 | 32 | 27 | 0 | 1 |
| 21 - 25 YEARS | 25 | 15 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 26 | 15 | 1 | 0 |
| 26 - 30 YEARS | 29 | 22 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 29 | 27 | 1 | 3 |
| 31 - 35 YEARS | 3 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 6 | 0 | 1 |
| 36 - 40 YEARS | 5 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 5 | 0 | 1 |
| MORE THAN 40 YEARS | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 204 | 175 | 7 | 16 | 1 | 3 | 2 | 8 | 2 | 4 | 0 | 0 | 216 | 206 | 2 | 6 |
| MORE THAN 10 YEARS | 127 | 105 | 4 | 10 | 1 | 1 | 1 | 2 | 1 | 3 | 0 | 0 | 134 | 121 | 2 | 6 |
| AVERAGE YEARS | 14.8 | 13.9 | 14.4 | 16.1 | 16.0 | 9.3 | 14.5 | 5.3 | 17.0 | 15.5 | 0.0 | 0.0 | 14.8 | 13.7 | 26.5 | 28.8 |

DEPARTMENT AVERAGE YEARS

14.3

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 69 | 98 | 2 | 11 | 0 | 0 | 0 | 3 | 2 | 1 | 0 | 0 | 73 | 113 | 0 | 0 |
| 06 -10 YEARS | 35 | 27 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 35 | 32 | 1 | 0 |
| 11 -15 YEARS | 25 | 42 | 7 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 32 | 47 | 0 | 0 |
| 16 - 20 YEARS | 22 | 28 | 0 | 4 | 0 | 0 | 1 | 2 | 0 | 2 | 0 | 0 | 23 | 36 | 0 | 0 |
| 21 - 25 YEARS | 11 | 7 | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 13 | 9 | 0 | 0 |
| 26 - 30 YEARS | 17 | 13 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 17 | 17 | 0 | 0 |
| 31 - 35 YEARS | 6 | 5 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 7 | 0 | 0 |
| 36 - 40 YEARS | 6 | 5 | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 9 | 6 | 0 | 0 |
| MORE THAN 40 YEARS | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 193 | 227 | 13 | 29 | 0 | 0 | 3 | 10 | 2 | 3 | 0 | 0 | 211 | 269 | 1 | 0 |
| MORE THAN 10 YEARS | 89 | 102 | 11 | 14 | 0 | 0 | 3 | 6 | 0 | 2 | 0 | 0 | 103 | 124 | 0 | 0 |
| AVERAGE YEARS | 12.7 | 10.9 | 15.5 | 12.1 | 0.0 | 0.0 | 31.3 | 15.4 | 2.5 | 11.0 | 0.0 | 0.0 | 13.0 | 11.2 | 8.0 | 0.0 |

DEPARTMENT AVERAGE YEARS

12.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 33 | 26 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 34 | 27 | 0 | 0 |
| 06 -10 YEARS | 2 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 0 |
| 11 -15 YEARS | 3 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 9 | 0 | 0 |
| 16 - 20 YEARS | 14 | 13 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 15 | 15 | 0 | 0 |
| 21 - 25 YEARS | 4 | 8 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 9 | 0 | 0 |
| 26 - 30 YEARS | 5 | 9 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 9 | 0 | 1 |
| 31 - 35 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 36 - 40 YEARS | 5 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 67 | 73 | 5 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 72 | 77 | 0 | 1 |
| MORE THAN 10 YEARS | 32 | 40 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 36 | 43 | 0 | 1 |
| AVERAGE YEARS | 12.5 | 12.8 | 22.8 | 21.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 16.0 | 0.0 | 0.0 | 13.2 | 12.9 | 0.0 | 29.0 |

DEPARTMENT AVERAGE YEARS

13.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 10 | 2 | 8 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 | 19 | 0 | 0 |
| 06 -10 YEARS | 1 | 2 | 2 | 11 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 3 | 15 | 0 | 0 |
| 11 -15 YEARS | 3 | 4 | 2 | 8 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 13 | 0 | 0 |
| 16 - 20 YEARS | 2 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 0 |
| 21 - 25 YEARS | 2 | 1 | 3 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 4 | 0 | 0 |
| 26 - 30 YEARS | 0 | 3 | 0 | 3 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 7 | 0 | 0 |
| 31 - 35 YEARS | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 4 | 0 | 0 |
| DEPARTMENT TOTAL | 10 | 21 | 11 | 45 | 0 | 0 | 2 | 7 | 0 | 0 | 0 | 0 | 23 | 73 | 0 | 0 |
| MORE THAN 10 YEARS | 8 | 9 | 7 | 26 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 16 | 39 | 0 | 0 |
| AVERAGE YEARS | 16.9 | 10.6 | 18.0 | 15.9 | 0.0 | 0.0 | 14.5 | 16.3 | 0.0 | 0.0 | 0.0 | 0.0 | 17.2 | 14.4 | 0.0 | 0.0 |

DEPARTMENT AVERAGE YEARS

15.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 21 | 79 | 6 | 14 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 27 | 96 | 0 | 0 |
| 06 -10 YEARS | 9 | 30 | 1 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 10 | 36 | 0 | 0 |
| 11 -15 YEARS | 4 | 46 | 2 | 8 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 55 | 0 | 0 |
| 16 - 20 YEARS | 6 | 47 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 0 | 8 | 51 | 0 | 1 |
| 21 - 25 YEARS | 3 | 19 | 0 | 7 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 3 | 28 | 0 | 0 |
| 26 - 30 YEARS | 5 | 40 | 2 | 19 | 0 | 2 | 0 | 6 | 0 | 0 | 0 | 0 | 7 | 67 | 0 | 2 |
| 31 - 35 YEARS | 2 | 8 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 10 | 0 | 0 |
| 36 - 40 YEARS | 1 | 10 | 0 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 16 | 0 | 2 |
| MORE THAN 40 YEARS | 0 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 0 | 0 |
| DEPARTMENT TOTAL | 51 | 286 | 13 | 58 | 0 | 6 | 2 | 12 | 0 | 4 | 0 | 0 | 66 | 366 | 0 | 5 |
| MORE THAN 10 YEARS | 21 | 177 | 6 | 40 | 0 | 5 | 2 | 9 | 0 | 3 | 0 | 0 | 29 | 234 | 0 | 5 |
| AVERAGE YEARS | 11.4 | 15.2 | 13.0 | 18.8 | 0.0 | 23.3 | 25.5 | 21.1 | 0.0 | 15.5 | 0.0 | 0.0 | 12.1 | 16.1 | 0.0 | 30.2 |

DEPARTMENT AVERAGE YEARS

15.5

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 1,749 | 946 | 287 | 289 | 45 | 14 | 63 | 33 | 16 | 11 | 4 | 0 | 2,164 | 1,293 | 1 | 0 |
| 06 -10 YEARS | 731 | 508 | 158 | 197 | 29 | 7 | 35 | 17 | 4 | 8 | 0 | 0 | 957 | 737 | 3 | 0 |
| 11 -15 YEARS | 879 | 424 | 128 | 167 | 23 | 8 | 16 | 18 | 7 | 2 | 0 | 0 | 1,053 | 619 | 1 | 1 |
| 16 - 20 YEARS | 1,727 | 595 | 181 | 211 | 41 | 13 | 57 | 25 | 7 | 4 | 0 | 0 | 2,013 | 848 | 4 | 2 |
| 21 - 25 YEARS | 988 | 283 | 76 | 92 | 27 | 7 | 18 | 13 | 4 | 1 | 0 | 0 | 1,113 | 396 | 7 | 9 |
| 26 - 30 YEARS | 863 | 245 | 94 | 105 | 26 | 4 | 22 | 7 | 3 | 2 | 0 | 0 | 1,008 | 363 | 32 | 13 |
| 31 - 35 YEARS | 62 | 34 | 16 | 23 | 2 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 82 | 58 | 8 | 4 |
| 36 - 40 YEARS | 31 | 34 | 11 | 13 | 1 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 44 | 50 | 3 | 0 |
| MORE THAN 40 YEARS | 6 | 5 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 5 | 2 | 0 |
| DEPARTMENT TOTAL | 7,036 | 3,074 | 951 | 1,097 | 194 | 53 | 215 | 117 | 41 | 28 | 4 | 0 | 8,441 | 4,369 | 61 | 29 |
| MORE THAN 10 YEARS | 4,556 | 1,620 | 506 | 611 | 120 | 32 | 117 | 67 | 21 | 9 | 0 | 0 | 5,320 | 2,339 | 57 | 29 |
| AVERAGE YEARS | 14.4 | 12.4 | 12.7 | 13.1 | 14.3 | 13.0 | 13.1 | 13.0 | 10.9 | 9.8 | 0.8 | 0.0 | 14.2 | 12.6 | 26.9 | 26.0 |

DEPARTMENT AVERAGE YEARS

13.6

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|------------|------------|-----------|-----------|--------------------------------------|----------|----------|----------|------------------------------|----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| 00 - 05 YEARS | 52 | 115 | 3 | 26 | 0 | 0 | 2 | 4 | 2 | 1 | 0 | 0 | 59 | 146 | 0 | 0 |
| 06 -10 YEARS | 25 | 64 | 5 | 10 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 31 | 75 | 0 | 1 |
| 11 -15 YEARS | 26 | 54 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 29 | 57 | 0 | 0 |
| 16 - 20 YEARS | 11 | 32 | 2 | 3 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 14 | 37 | 0 | 0 |
| 21 - 25 YEARS | 3 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 11 | 1 | 0 |
| 26 - 30 YEARS | 3 | 20 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 3 | 26 | 0 | 1 |
| 31 - 35 YEARS | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 6 | 0 | 0 |
| 36 - 40 YEARS | 3 | 12 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 14 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 |
| DEPARTMENT TOTAL | 124 | 318 | 13 | 46 | 0 | 0 | 3 | 9 | 3 | 4 | 0 | 0 | 143 | 377 | 1 | 2 |
| MORE THAN 10 YEARS | 47 | 139 | 5 | 10 | 0 | 0 | 1 | 5 | 0 | 2 | 0 | 0 | 53 | 156 | 1 | 1 |
| AVERAGE YEARS | 9.3 | 11.6 | 9.1 | 8.1 | 0.0 | 0.0 | 6.7 | 16.8 | 4.3 | 12.8 | 0.0 | 0.0 | 9.1 | 11.3 | 21.0 | 16.5 |

DEPARTMENT AVERAGE YEARS

10.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 111 | 116 | 1 | 4 | 0 | 0 | 1 | 2 | 0 | 5 | 0 | 0 | 113 | 127 | 0 | 0 |
| 06 -10 YEARS | 33 | 63 | 2 | 1 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 35 | 67 | 0 | 0 |
| 11 -15 YEARS | 97 | 88 | 5 | 2 | 0 | 1 | 1 | 3 | 2 | 1 | 0 | 0 | 105 | 95 | 0 | 0 |
| 16 - 20 YEARS | 74 | 67 | 0 | 2 | 0 | 0 | 1 | 1 | 1 | 4 | 0 | 0 | 76 | 74 | 0 | 0 |
| 21 - 25 YEARS | 95 | 64 | 2 | 5 | 0 | 0 | 3 | 1 | 7 | 3 | 0 | 0 | 107 | 73 | 1 | 1 |
| 26 - 30 YEARS | 83 | 62 | 1 | 9 | 0 | 1 | 2 | 3 | 2 | 1 | 0 | 0 | 88 | 76 | 2 | 2 |
| 31 - 35 YEARS | 23 | 13 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 26 | 16 | 0 | 0 |
| 36 - 40 YEARS | 33 | 14 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 35 | 15 | 4 | 2 |
| MORE THAN 40 YEARS | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 |
| DEPARTMENT TOTAL | 550 | 489 | 15 | 25 | 1 | 2 | 8 | 12 | 12 | 17 | 0 | 0 | 586 | 545 | 7 | 5 |
| MORE THAN 10 YEARS | 406 | 310 | 12 | 20 | 1 | 2 | 7 | 8 | 12 | 11 | 0 | 0 | 438 | 351 | 7 | 5 |
| AVERAGE YEARS | 17.4 | 15.0 | 19.2 | 20.5 | 38.0 | 21.0 | 19.6 | 15.3 | 21.8 | 15.7 | 0.0 | 0.0 | 17.6 | 15.3 | 32.0 | 31.0 |

DEPARTMENT AVERAGE YEARS

16.5

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 16 | 29 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 16 | 32 | 0 | 0 |
| 06 -10 YEARS | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| 11 -15 YEARS | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 |
| 16 - 20 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 - 25 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 26 - 30 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 31 - 35 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 19 | 35 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 19 | 38 | 0 | 0 |
| MORE THAN 10 YEARS | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 5 | 0 | 0 |
| AVERAGE YEARS | 4.2 | 5.7 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.2 | 5.4 | 0.0 | 0.0 |

DEPARTMENT AVERAGE YEARS

5.0

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| 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 | 27 | 31 | 2 | 6 | 0 | 1 | 3 | 0 | 2 | 1 | 0 | 0 | 34 | 39 | 1 | 1 |
| 06 -10 YEARS | 23 | 44 | 2 | 9 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 25 | 56 | 0 | 0 |
| 11 -15 YEARS | 15 | 30 | 2 | 3 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 19 | 33 | 0 | 0 |
| 16 - 20 YEARS | 8 | 22 | 0 | 5 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 9 | 29 | 0 | 1 |
| 21 - 25 YEARS | 10 | 10 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 11 | 0 | 1 |
| 26 - 30 YEARS | 10 | 16 | 3 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 14 | 19 | 0 | 1 |
| 31 - 35 YEARS | 3 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 0 |
| 36 - 40 YEARS | 2 | 4 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 1 |
| MORE THAN 40 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| DEPARTMENT TOTAL | 98 | 161 | 9 | 27 | 0 | 1 | 6 | 5 | 4 | 3 | 0 | 0 | 117 | 197 | 1 | 5 |
| MORE THAN 10 YEARS | 48 | 86 | 5 | 12 | 0 | 0 | 3 | 4 | 2 | 0 | 0 | 0 | 58 | 102 | 0 | 4 |
| AVERAGE YEARS | 12.7 | 13.4 | 14.7 | 12.4 | 0.0 | 4.0 | 11.2 | 21.8 | 10.5 | 6.0 | 0.0 | 0.0 | 12.7 | 13.3 | 1.0 | 22.6 |

DEPARTMENT AVERAGE YEARS

13.1

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| 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 | 186 | 284 | 20 | 54 | 3 | 2 | 9 | 8 | 5 | 7 | 0 | 0 | 223 | 355 | 1 | 1 |
| 06 -10 YEARS | 116 | 158 | 8 | 32 | 0 | 1 | 3 | 2 | 5 | 6 | 0 | 0 | 132 | 199 | 0 | 1 |
| 11 -15 YEARS | 81 | 141 | 8 | 34 | 1 | 1 | 3 | 4 | 1 | 0 | 0 | 0 | 94 | 180 | 0 | 1 |
| 16 - 20 YEARS | 78 | 113 | 4 | 34 | 0 | 1 | 2 | 3 | 0 | 2 | 0 | 0 | 84 | 153 | 2 | 1 |
| 21 - 25 YEARS | 54 | 78 | 5 | 9 | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 59 | 93 | 1 | 5 |
| 26 - 30 YEARS | 38 | 70 | 16 | 25 | 1 | 2 | 5 | 7 | 4 | 4 | 0 | 0 | 64 | 108 | 3 | 4 |
| 31 - 35 YEARS | 13 | 27 | 5 | 15 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 18 | 45 | 2 | 4 |
| 36 - 40 YEARS | 31 | 53 | 6 | 14 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 39 | 67 | 2 | 2 |
| MORE THAN 40 YEARS | 7 | 5 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 7 | 1 | 0 |
| DEPARTMENT TOTAL | 604 | 929 | 74 | 219 | 5 | 10 | 23 | 27 | 16 | 22 | 0 | 0 | 722 | 1,207 | 12 | 19 |
| MORE THAN 10 YEARS | 302 | 487 | 46 | 133 | 2 | 7 | 11 | 17 | 6 | 9 | 0 | 0 | 367 | 653 | 11 | 17 |
| AVERAGE YEARS | 13.0 | 13.5 | 17.7 | 15.5 | 8.6 | 17.8 | 12.8 | 15.0 | 13.4 | 12.4 | 0.0 | 0.0 | 13.4 | 13.9 | 27.3 | 25.1 |

DEPARTMENT AVERAGE YEARS

13.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|------------|--------------|------------|------------|--------------------------------------|-----------|-----------|-----------|------------------------------|-----------|------------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| MDHHS - COMMUNITY HEALTH | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 257 | 542 | 115 | 207 | 2 | 4 | 11 | 24 | 13 | 35 | 0 | 0 | 398 | 812 | 0 | 1 |
| 06 -10 YEARS | 104 | 242 | 42 | 68 | 2 | 5 | 4 | 12 | 6 | 9 | 0 | 0 | 158 | 336 | 0 | 0 |
| 11 -15 YEARS | 108 | 210 | 33 | 80 | 0 | 0 | 5 | 9 | 6 | 8 | 0 | 0 | 152 | 307 | 0 | 2 |
| 16 - 20 YEARS | 101 | 160 | 21 | 49 | 1 | 3 | 4 | 4 | 5 | 9 | 0 | 0 | 132 | 225 | 2 | 0 |
| 21 - 25 YEARS | 51 | 86 | 18 | 32 | 2 | 0 | 3 | 1 | 0 | 6 | 0 | 0 | 74 | 125 | 2 | 6 |
| 26 - 30 YEARS | 46 | 100 | 27 | 36 | 0 | 2 | 2 | 8 | 2 | 7 | 0 | 0 | 77 | 153 | 2 | 5 |
| 31 - 35 YEARS | 21 | 29 | 6 | 9 | 0 | 0 | 1 | 2 | 2 | 2 | 0 | 0 | 30 | 42 | 2 | 4 |
| 36 - 40 YEARS | 32 | 55 | 13 | 14 | 1 | 1 | 1 | 2 | 2 | 1 | 0 | 0 | 49 | 73 | 2 | 6 |
| MORE THAN 40 YEARS | 5 | 16 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 7 | 17 | 1 | 0 |
| DEPARTMENT TOTAL | 725 | 1,440 | 276 | 496 | 8 | 15 | 31 | 62 | 37 | 77 | 0 | 0 | 1,077 | 2,090 | 11 | 24 |
| MORE THAN 10 YEARS | 364 | 656 | 119 | 221 | 4 | 6 | 16 | 26 | 18 | 33 | 0 | 0 | 521 | 942 | 11 | 23 |
| AVERAGE YEARS | 12.8 | 11.9 | 11.9 | 11.2 | 14.8 | 13.5 | 12.6 | 12.0 | 13.1 | 10.7 | 0.0 | 0.0 | 12.6 | 11.7 | 29.4 | 27.5 |

DEPARTMENT AVERAGE YEARS

12.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------------|--------------|--------------|------------|--------------|--------------------------------------|-----------|-----------|------------|------------------------------|-----------|------------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| MDHHS - HUMAN SERVICES | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 546 | 2,024 | 196 | 934 | 8 | 25 | 28 | 99 | 3 | 14 | 0 | 1 | 781 | 3,097 | 1 | 4 |
| 06 -10 YEARS | 283 | 1,275 | 89 | 687 | 2 | 6 | 16 | 68 | 4 | 11 | 0 | 0 | 394 | 2,047 | 1 | 3 |
| 11 -15 YEARS | 162 | 667 | 42 | 333 | 1 | 5 | 16 | 37 | 3 | 5 | 0 | 0 | 224 | 1,047 | 3 | 7 |
| 16 - 20 YEARS | 173 | 533 | 58 | 463 | 2 | 5 | 8 | 51 | 1 | 7 | 0 | 0 | 242 | 1,059 | 2 | 4 |
| 21 - 25 YEARS | 92 | 298 | 32 | 144 | 1 | 8 | 8 | 30 | 3 | 6 | 0 | 0 | 136 | 486 | 7 | 14 |
| 26 - 30 YEARS | 100 | 230 | 32 | 182 | 0 | 3 | 9 | 25 | 3 | 3 | 0 | 0 | 144 | 443 | 13 | 15 |
| 31 - 35 YEARS | 26 | 117 | 8 | 93 | 0 | 3 | 3 | 4 | 0 | 2 | 0 | 0 | 37 | 219 | 4 | 8 |
| 36 - 40 YEARS | 47 | 147 | 11 | 91 | 0 | 0 | 3 | 2 | 1 | 1 | 0 | 0 | 62 | 241 | 2 | 12 |
| MORE THAN 40 YEARS | 19 | 35 | 3 | 21 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 22 | 59 | 5 | 5 |
| DEPARTMENT TOTAL | 1,448 | 5,326 | 471 | 2,948 | 14 | 55 | 91 | 319 | 18 | 49 | 0 | 1 | 2,042 | 8,698 | 38 | 72 |
| MORE THAN 10 YEARS | 619 | 2,027 | 186 | 1,327 | 4 | 24 | 47 | 152 | 11 | 24 | 0 | 0 | 867 | 3,554 | 36 | 65 |
| AVERAGE YEARS | 12.0 | 10.8 | 11.2 | 12.3 | 8.0 | 11.8 | 13.1 | 12.2 | 14.8 | 13.3 | 0.0 | 0.0 | 11.8 | 11.4 | 26.9 | 25.8 |

DEPARTMENT AVERAGE YEARS

11.5

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 133 | 125 | 15 | 13 | 1 | 2 | 10 | 1 | 5 | 2 | 1 | 0 | 165 | 143 | 0 | 0 |
| 06 -10 YEARS | 52 | 39 | 3 | 7 | 1 | 0 | 1 | 1 | 0 | 3 | 0 | 0 | 57 | 50 | 0 | 0 |
| 11 -15 YEARS | 45 | 47 | 1 | 10 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 47 | 58 | 0 | 0 |
| 16 - 20 YEARS | 28 | 33 | 4 | 11 | 1 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 38 | 45 | 0 | 0 |
| 21 - 25 YEARS | 40 | 30 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 41 | 31 | 0 | 0 |
| 26 - 30 YEARS | 16 | 23 | 3 | 5 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 21 | 29 | 1 | 0 |
| 31 - 35 YEARS | 5 | 6 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 9 | 1 | 1 |
| 36 - 40 YEARS | 2 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 5 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| DEPARTMENT TOTAL | 322 | 308 | 27 | 50 | 5 | 3 | 19 | 3 | 5 | 7 | 1 | 0 | 379 | 371 | 2 | 1 |
| MORE THAN 10 YEARS | 137 | 144 | 9 | 30 | 3 | 1 | 8 | 1 | 0 | 2 | 0 | 0 | 157 | 178 | 2 | 1 |
| AVERAGE YEARS | 10.6 | 11.3 | 9.0 | 13.6 | 17.8 | 12.3 | 9.1 | 7.0 | 2.8 | 10.3 | 0.0 | 0.0 | 10.3 | 11.6 | 30.5 | 31.0 |

DEPARTMENT AVERAGE YEARS

11.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 312 | 163 | 8 | 16 | 1 | 0 | 6 | 1 | 2 | 0 | 1 | 0 | 330 | 180 | 1 | 0 |
| 06 -10 YEARS | 133 | 53 | 2 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 136 | 56 | 0 | 0 |
| 11 -15 YEARS | 193 | 78 | 1 | 2 | 1 | 0 | 4 | 0 | 3 | 0 | 0 | 0 | 202 | 80 | 0 | 0 |
| 16 - 20 YEARS | 180 | 69 | 1 | 2 | 1 | 1 | 0 | 1 | 2 | 2 | 0 | 0 | 184 | 75 | 1 | 1 |
| 21 - 25 YEARS | 115 | 35 | 1 | 2 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 121 | 37 | 0 | 0 |
| 26 - 30 YEARS | 105 | 51 | 5 | 2 | 3 | 1 | 1 | 6 | 0 | 0 | 0 | 0 | 114 | 60 | 5 | 2 |
| 31 - 35 YEARS | 24 | 14 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 27 | 15 | 0 | 1 |
| 36 - 40 YEARS | 19 | 9 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 20 | 11 | 0 | 2 |
| MORE THAN 40 YEARS | 8 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 3 | 0 | 0 |
| DEPARTMENT TOTAL | 1,089 | 475 | 19 | 27 | 10 | 4 | 15 | 8 | 8 | 3 | 1 | 0 | 1,142 | 517 | 7 | 6 |
| MORE THAN 10 YEARS | 644 | 259 | 9 | 8 | 9 | 4 | 8 | 7 | 6 | 3 | 0 | 0 | 676 | 281 | 6 | 6 |
| AVERAGE YEARS | 13.4 | 12.8 | 13.1 | 7.7 | 23.6 | 29.3 | 11.5 | 23.3 | 14.3 | 24.0 | 0.0 | 0.0 | 13.5 | 12.9 | 22.1 | 29.8 |

DEPARTMENT AVERAGE YEARS

13.3

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 116 | 408 | 18 | 126 | 0 | 7 | 3 | 24 | 2 | 5 | 0 | 0 | 139 | 570 | 0 | 0 |
| 06 -10 YEARS | 18 | 48 | 2 | 8 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 20 | 60 | 0 | 0 |
| 11 -15 YEARS | 31 | 139 | 6 | 22 | 0 | 1 | 2 | 6 | 0 | 3 | 0 | 0 | 39 | 171 | 0 | 0 |
| 16 - 20 YEARS | 31 | 122 | 3 | 33 | 0 | 5 | 1 | 7 | 2 | 2 | 0 | 0 | 37 | 169 | 1 | 2 |
| 21 - 25 YEARS | 7 | 65 | 2 | 18 | 0 | 2 | 0 | 7 | 0 | 1 | 0 | 0 | 9 | 93 | 0 | 9 |
| 26 - 30 YEARS | 20 | 62 | 5 | 47 | 1 | 0 | 1 | 7 | 2 | 2 | 0 | 0 | 29 | 118 | 3 | 10 |
| 31 - 35 YEARS | 4 | 29 | 3 | 12 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 7 | 44 | 0 | 1 |
| 36 - 40 YEARS | 15 | 30 | 4 | 4 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 19 | 36 | 0 | 1 |
| MORE THAN 40 YEARS | 1 | 8 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 9 | 0 | 0 |
| DEPARTMENT TOTAL | 243 | 911 | 43 | 271 | 1 | 16 | 7 | 59 | 6 | 13 | 0 | 0 | 300 | 1,270 | 4 | 23 |
| MORE THAN 10 YEARS | 109 | 455 | 23 | 137 | 1 | 9 | 4 | 31 | 4 | 8 | 0 | 0 | 141 | 640 | 4 | 23 |
| AVERAGE YEARS | 11.6 | 11.8 | 14.2 | 12.9 | 30.0 | 11.6 | 11.4 | 13.1 | 15.3 | 13.1 | 0.0 | 0.0 | 12.1 | 12.1 | 25.5 | 26.2 |

DEPARTMENT AVERAGE YEARS

12.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 534 | 196 | 19 | 6 | 5 | 0 | 13 | 6 | 3 | 1 | 0 | 0 | 574 | 209 | 0 | 0 |
| 06 -10 YEARS | 99 | 87 | 4 | 8 | 0 | 1 | 4 | 2 | 2 | 1 | 0 | 0 | 109 | 99 | 0 | 0 |
| 11 -15 YEARS | 251 | 99 | 5 | 4 | 2 | 0 | 3 | 6 | 0 | 0 | 0 | 0 | 261 | 109 | 0 | 1 |
| 16 - 20 YEARS | 404 | 99 | 17 | 10 | 6 | 1 | 10 | 1 | 5 | 0 | 0 | 0 | 442 | 111 | 0 | 0 |
| 21 - 25 YEARS | 263 | 76 | 24 | 2 | 10 | 0 | 9 | 0 | 1 | 2 | 0 | 0 | 307 | 80 | 2 | 0 |
| 26 - 30 YEARS | 232 | 73 | 38 | 6 | 7 | 0 | 15 | 2 | 1 | 0 | 0 | 0 | 293 | 81 | 3 | 3 |
| 31 - 35 YEARS | 22 | 10 | 4 | 3 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 28 | 15 | 1 | 2 |
| 36 - 40 YEARS | 6 | 13 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 15 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 |
| DEPARTMENT TOTAL | 1,812 | 657 | 113 | 41 | 30 | 2 | 56 | 19 | 12 | 4 | 0 | 0 | 2,023 | 723 | 6 | 6 |
| MORE THAN 10 YEARS | 1,179 | 374 | 90 | 27 | 25 | 1 | 39 | 11 | 7 | 2 | 0 | 0 | 1,340 | 415 | 6 | 6 |
| AVERAGE YEARS | 14.2 | 13.5 | 19.6 | 16.7 | 19.0 | 12.0 | 17.1 | 12.7 | 13.6 | 14.0 | 0.0 | 0.0 | 14.7 | 13.7 | 27.0 | 26.8 |

DEPARTMENT AVERAGE YEARS

14.4

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--|------------|------------|-----------|------------|--------------------------------------|----------|-----------|-----------|------------------------------|-----------|------------------|----------|------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| TALENT & ECONOMIC DEVELOPMENT | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 80 | 107 | 13 | 36 | 1 | 0 | 2 | 4 | 1 | 0 | 0 | 0 | 97 | 147 | 1 | 0 |
| 06 -10 YEARS | 61 | 116 | 18 | 71 | 1 | 1 | 3 | 6 | 0 | 1 | 0 | 0 | 83 | 195 | 1 | 2 |
| 11 -15 YEARS | 56 | 119 | 29 | 142 | 0 | 1 | 5 | 7 | 3 | 6 | 0 | 0 | 93 | 275 | 1 | 1 |
| 16 - 20 YEARS | 24 | 50 | 7 | 27 | 0 | 0 | 1 | 3 | 0 | 2 | 0 | 0 | 32 | 82 | 1 | 0 |
| 21 - 25 YEARS | 27 | 30 | 7 | 19 | 0 | 0 | 0 | 4 | 1 | 1 | 0 | 0 | 35 | 54 | 0 | 4 |
| 26 - 30 YEARS | 18 | 38 | 6 | 39 | 0 | 0 | 3 | 5 | 1 | 1 | 0 | 0 | 28 | 83 | 4 | 6 |
| 31 - 35 YEARS | 6 | 9 | 3 | 10 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 10 | 20 | 1 | 1 |
| 36 - 40 YEARS | 10 | 21 | 2 | 14 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 13 | 37 | 3 | 2 |
| MORE THAN 40 YEARS | 2 | 8 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 14 | 1 | 3 |
| DEPARTMENT TOTAL | 284 | 498 | 86 | 364 | 3 | 2 | 15 | 31 | 6 | 12 | 0 | 0 | 394 | 907 | 13 | 19 |
| MORE THAN 10 YEARS | 143 | 275 | 55 | 257 | 1 | 1 | 10 | 21 | 5 | 11 | 0 | 0 | 214 | 565 | 11 | 17 |
| AVERAGE YEARS | 12.6 | 13.7 | 14.4 | 15.3 | 16.7 | 12.0 | 15.7 | 16.3 | 15.2 | 16.8 | 0.0 | 0.0 | 13.1 | 14.4 | 26.5 | 27.5 |

DEPARTMENT AVERAGE YEARS

14.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---|--------------|------------|------------|------------|--------------------------------------|----------|-----------|-----------|------------------------------|------------|------------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| TECHNOLOGY, MANGEMENT & BUDGET | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 633 | 295 | 49 | 44 | 3 | 2 | 17 | 11 | 53 | 60 | 0 | 0 | 755 | 412 | 0 | 0 |
| 06 -10 YEARS | 221 | 102 | 13 | 10 | 0 | 0 | 2 | 2 | 23 | 24 | 0 | 0 | 259 | 138 | 0 | 0 |
| 11 -15 YEARS | 160 | 89 | 6 | 6 | 0 | 0 | 5 | 1 | 26 | 12 | 0 | 0 | 197 | 108 | 0 | 1 |
| 16 - 20 YEARS | 273 | 126 | 13 | 17 | 1 | 0 | 6 | 2 | 11 | 2 | 0 | 0 | 304 | 147 | 2 | 0 |
| 21 - 25 YEARS | 84 | 48 | 4 | 6 | 0 | 1 | 4 | 2 | 5 | 4 | 0 | 0 | 97 | 61 | 2 | 3 |
| 26 - 30 YEARS | 99 | 84 | 21 | 23 | 1 | 1 | 6 | 5 | 8 | 3 | 0 | 0 | 135 | 116 | 3 | 5 |
| 31 - 35 YEARS | 21 | 23 | 8 | 3 | 0 | 0 | 0 | 1 | 3 | 2 | 0 | 0 | 32 | 29 | 2 | 1 |
| 36 - 40 YEARS | 43 | 51 | 5 | 4 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 50 | 56 | 4 | 0 |
| MORE THAN 40 YEARS | 12 | 10 | 1 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 13 | 14 | 0 | 2 |
| DEPARTMENT TOTAL | 1,546 | 828 | 120 | 114 | 5 | 4 | 42 | 28 | 129 | 107 | 0 | 0 | 1,842 | 1,081 | 13 | 12 |
| MORE THAN 10 YEARS | 692 | 431 | 58 | 60 | 2 | 2 | 23 | 15 | 53 | 23 | 0 | 0 | 828 | 531 | 13 | 12 |
| AVERAGE YEARS | 11.3 | 13.6 | 13.8 | 14.2 | 9.4 | 13.8 | 13.0 | 17.0 | 9.4 | 7.0 | 0.0 | 0.0 | 11.4 | 13.1 | 28.5 | 27.1 |

DEPARTMENT AVERAGE YEARS

12.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 472 | 198 | 20 | 17 | 13 | 7 | 9 | 6 | 3 | 4 | 0 | 0 | 517 | 232 | 0 | 0 |
| 06 -10 YEARS | 231 | 93 | 9 | 10 | 4 | 0 | 4 | 3 | 4 | 1 | 0 | 0 | 252 | 107 | 0 | 1 |
| 11 -15 YEARS | 367 | 127 | 14 | 10 | 4 | 0 | 4 | 2 | 9 | 7 | 0 | 0 | 398 | 146 | 1 | 1 |
| 16 - 20 YEARS | 255 | 93 | 16 | 7 | 6 | 3 | 4 | 1 | 4 | 6 | 0 | 0 | 285 | 110 | 0 | 0 |
| 21 - 25 YEARS | 136 | 62 | 11 | 10 | 2 | 1 | 5 | 0 | 2 | 0 | 0 | 0 | 156 | 73 | 5 | 3 |
| 26 - 30 YEARS | 207 | 75 | 15 | 14 | 5 | 2 | 10 | 2 | 5 | 2 | 0 | 0 | 242 | 95 | 9 | 6 |
| 31 - 35 YEARS | 38 | 23 | 6 | 5 | 1 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 48 | 29 | 3 | 4 |
| 36 - 40 YEARS | 36 | 27 | 7 | 7 | 0 | 0 | 3 | 1 | 1 | 0 | 0 | 0 | 47 | 35 | 3 | 5 |
| MORE THAN 40 YEARS | 20 | 5 | 2 | 0 | 0 | 0 | 2 | 0 | 4 | 0 | 0 | 0 | 28 | 5 | 3 | 1 |
| DEPARTMENT TOTAL | 1,762 | 703 | 100 | 80 | 35 | 13 | 43 | 16 | 33 | 20 | 0 | 0 | 1,973 | 832 | 24 | 21 |
| MORE THAN 10 YEARS | 1,059 | 412 | 71 | 53 | 18 | 6 | 30 | 7 | 26 | 15 | 0 | 0 | 1,204 | 493 | 24 | 20 |
| AVERAGE YEARS | 13.7 | 14.0 | 17.9 | 17.6 | 12.4 | 9.8 | 19.2 | 12.9 | 19.8 | 13.5 | 0.0 | 0.0 | 14.1 | 14.3 | 30.5 | 29.5 |

DEPARTMENT AVERAGE YEARS

14.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| 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 | 203 | 272 | 19 | 77 | 1 | 1 | 8 | 13 | 6 | 5 | 0 | 0 | 237 | 368 | 0 | 0 |
| 06 -10 YEARS | 67 | 151 | 19 | 26 | 0 | 2 | 0 | 7 | 1 | 4 | 0 | 0 | 87 | 190 | 0 | 0 |
| 11 -15 YEARS | 81 | 142 | 11 | 33 | 1 | 1 | 1 | 3 | 7 | 5 | 0 | 0 | 101 | 184 | 1 | 0 |
| 16 - 20 YEARS | 54 | 85 | 5 | 12 | 0 | 1 | 2 | 3 | 2 | 1 | 0 | 0 | 63 | 102 | 0 | 0 |
| 21 - 25 YEARS | 29 | 41 | 3 | 13 | 0 | 2 | 0 | 3 | 1 | 1 | 0 | 0 | 33 | 60 | 3 | 2 |
| 26 - 30 YEARS | 28 | 56 | 14 | 28 | 0 | 0 | 2 | 11 | 2 | 0 | 0 | 0 | 46 | 95 | 3 | 3 |
| 31 - 35 YEARS | 5 | 25 | 2 | 6 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 8 | 31 | 0 | 0 |
| 36 - 40 YEARS | 8 | 38 | 4 | 8 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 14 | 50 | 4 | 1 |
| MORE THAN 40 YEARS | 7 | 4 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 9 | 6 | 0 | 0 |
| DEPARTMENT TOTAL | 482 | 814 | 78 | 204 | 2 | 7 | 17 | 44 | 19 | 17 | 0 | 0 | 598 | 1,086 | 11 | 6 |
| MORE THAN 10 YEARS | 212 | 391 | 40 | 101 | 1 | 4 | 9 | 24 | 12 | 8 | 0 | 0 | 274 | 528 | 11 | 6 |
| AVERAGE YEARS | 10.8 | 12.4 | 14.6 | 12.9 | 8.0 | 13.3 | 16.0 | 15.2 | 11.8 | 11.5 | 0.0 | 0.0 | 11.5 | 12.6 | 28.8 | 27.7 |

DEPARTMENT AVERAGE YEARS

12.2

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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: December 19, 2015

| DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|---------------|---------------|--------------|--------------|--------------------------------------|------------|------------|------------|------------------------------|------------|------------------|----------|---------------|---------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATEWIDE TOTALS | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 5,610 | 6,110 | 798 | 1,895 | 83 | 67 | 186 | 248 | 119 | 155 | 6 | 1 | 6,802 | 8,476 | 6 | 7 |
| 06 -10 YEARS | 2,263 | 3,134 | 380 | 1,167 | 39 | 24 | 74 | 132 | 50 | 72 | 0 | 0 | 2,806 | 4,529 | 6 | 8 |
| 11 -15 YEARS | 2,622 | 2,595 | 306 | 872 | 33 | 18 | 67 | 100 | 68 | 51 | 0 | 0 | 3,096 | 3,636 | 7 | 15 |
| 16 - 20 YEARS | 3,494 | 2,308 | 336 | 901 | 60 | 35 | 105 | 110 | 40 | 48 | 0 | 0 | 4,035 | 3,402 | 15 | 13 |
| 21 - 25 YEARS | 2,039 | 1,268 | 190 | 365 | 44 | 23 | 55 | 66 | 24 | 28 | 0 | 0 | 2,352 | 1,750 | 32 | 57 |
| 26 - 30 YEARS | 1,924 | 1,293 | 284 | 556 | 45 | 18 | 80 | 98 | 34 | 28 | 0 | 0 | 2,367 | 1,993 | 84 | 82 |
| 31 - 35 YEARS | 286 | 387 | 66 | 187 | 5 | 7 | 14 | 17 | 8 | 9 | 0 | 0 | 379 | 607 | 24 | 32 |
| 36 - 40 YEARS | 335 | 532 | 70 | 181 | 5 | 4 | 15 | 20 | 5 | 4 | 0 | 0 | 430 | 741 | 27 | 37 |
| MORE THAN 40 YEARS | 96 | 121 | 14 | 37 | 0 | 0 | 4 | 6 | 5 | 1 | 0 | 0 | 119 | 165 | 13 | 11 |
| STATEWIDE TOTAL | 18,669 | 17,748 | 2,444 | 6,161 | 314 | 196 | 600 | 797 | 353 | 396 | 6 | 1 | 22,386 | 25,299 | 214 | 262 |
| MORE THAN 10 YEARS | 10,796 | 8,504 | 1,266 | 3,099 | 192 | 105 | 340 | 417 | 184 | 169 | 0 | 0 | 12,778 | 12,294 | 202 | 247 |
| AVERAGE YEARS | 13.5 | 12.2 | 13.3 | 12.9 | 14.6 | 13.2 | 14.0 | 13.3 | 12.3 | 10.9 | 0.5 | 0.0 | 13.5 | 12.4 | 27.4 | 26.7 |

STATEWIDE AVERAGE YEARS 12.9

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF18

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2015

| SEPARATION REASON | TOTAL | PERCENT OF SEPARATIONS |
|--|--------------|------------------------|
| <i>INVOLUNTARY SEPARATIONS</i> | | |
| Death | 13 | 1.2% |
| Dismissal | 80 | 7.5% |
| Expired Appointment | 133 | 12.4% |
| Total Involuntary Separations | 226 | 21.1% |
| <i>VOLUNTARY SEPARATIONS</i> | | |
| Resigned Classified Employment | 394 | 36.9% |
| Layoff/Leave of Absence Rights Expired | 51 | 4.8% |
| Waived Rights Leave of Absence | 34 | 3.2% |
| Settlement | 0 | 0.0% |
| Total Voluntary Separations | 479 | 44.8% |
| <i>RETIREMENT</i> | | |
| Retirement | 332 | 31.1% |
| Disability Retirement | 27 | 2.5% |
| Deferred Retirement | 5 | 0.5% |
| Total Retirements | 364 | 34.1% |
| <i>UNDEFINED SEPARATIONS</i> | | |
| Undefined Separations | 0 | 0.0% |
| TOTAL SEPARATIONS | 1,069 | 100.0% |

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 82.5 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF 10

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From October 10, 2015 Through December 19, 2015

| DEPARTMENT | NUMBER OF HIRES AND RETURNS | | | | | NUMBER OF SEPARATIONS AND LAYOFFS | | | | | | |
|---------------------------------|-----------------------------|------------|----------------------------|----------|--------------|-----------------------------------|------------|-----------|-----------|----------|--------------|-------------|
| | NON-CAREER CAREER | | RETURNS FROM WAIVED RIGHTS | | TOTAL | SEASONAL | RIF | MED | UNDEFINED | TOTAL | NET | |
| | HIRES | HIRES | RECALLS | LEAVES | APPOINTMENTS | SEPARATIONS | LAYOFFS | LAYOFFS | LAYOFFS | LAYOFFS | SEPARATIONS | TOTAL |
| AGRICULTURE & RURAL DEVELOPMENT | 7 | 0 | 0 | 0 | 7 | 7 | 1 | 0 | 0 | 0 | 8 | -1 |
| ATTORNEY GENERAL | 7 | 0 | 0 | 0 | 7 | 3 | 0 | 0 | 0 | 0 | 3 | 4 |
| AUDITOR GENERAL | 2 | 1 | 0 | 0 | 3 | 4 | 0 | 0 | 0 | 0 | 4 | -1 |
| CIVIL RIGHTS | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | -1 |
| CIVIL SERVICE COMMISSION | 4 | 1 | 0 | 0 | 5 | 3 | 0 | 0 | 0 | 0 | 3 | 2 |
| CORRECTIONS | 56 | 7 | 2 | 0 | 65 | 183 | 0 | 0 | 5 | 0 | 188 | -123 |
| EDUCATION | 3 | 2 | 0 | 0 | 5 | 8 | 0 | 0 | 0 | 0 | 8 | -3 |
| ENVIRONMENTAL QUALITY | 11 | 0 | 0 | 0 | 11 | 7 | 0 | 0 | 1 | 0 | 8 | 3 |
| EXECUTIVE OFFICE | 1 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 4 | -3 |
| INSURANCE AND FINANCIAL SERV | 0 | 1 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 0 | 5 | -4 |
| LICENSING AND REGULATORY AFF | 37 | 10 | 0 | 0 | 47 | 23 | 0 | 0 | 2 | 0 | 25 | 22 |
| MDHHS - COMMUNITY HEALTH | 60 | 5 | 1 | 0 | 66 | 50 | 0 | 0 | 3 | 0 | 53 | 13 |
| MDHHS - HUMAN SERVICES | 114 | 2 | 12 | 0 | 128 | 145 | 0 | 0 | 2 | 0 | 147 | -19 |
| MILITARY & VETERAN AFFAIRS | 11 | 2 | 0 | 0 | 13 | 13 | 20 | 2 | 0 | 0 | 35 | -22 |
| NATURAL RESOURCES | 6 | 40 | 26 | 0 | 72 | 437 | 267 | 0 | 0 | 0 | 704 | -632 |
| STATE | 4 | 31 | 1 | 0 | 36 | 36 | 0 | 0 | 5 | 0 | 41 | -5 |
| STATE POLICE | 30 | 1 | 0 | 0 | 31 | 24 | 0 | 0 | 1 | 0 | 25 | 6 |
| TALENT & ECONOMIC DEVELOPMENT | 9 | 1 | 0 | 0 | 10 | 20 | 0 | 14 | 0 | 0 | 34 | -24 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 29 | 32 | 0 | 0 | 61 | 33 | 0 | 0 | 2 | 0 | 35 | 26 |
| TRANSPORTATION | 91 | 66 | 0 | 0 | 157 | 78 | 10 | 0 | 0 | 0 | 88 | 69 |
| TREASURY | 29 | 7 | 0 | 0 | 36 | 17 | 0 | 0 | 1 | 0 | 18 | 18 |
| STATEWIDE TOTALS: | 511 | 209 | 42 | 0 | 762 | 1,101 | 298 | 16 | 22 | 0 | 1,437 | -675 |

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation classified employees for hires, rehires and returns. It reflects waived rights, departure, and retirement for separations. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and the Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF35

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

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

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

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

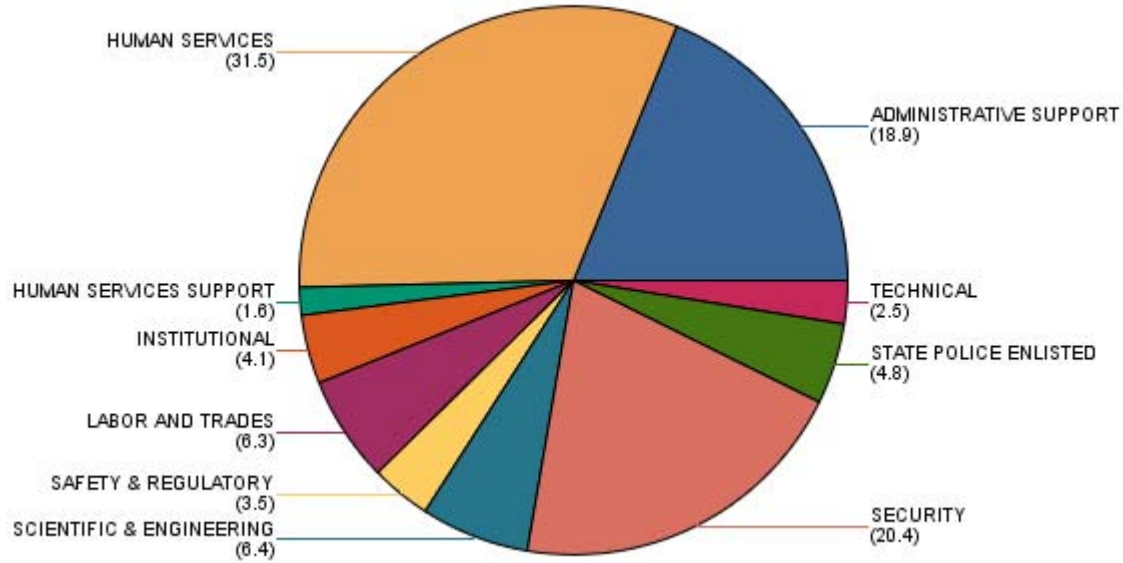
Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

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

SECTION FIVE

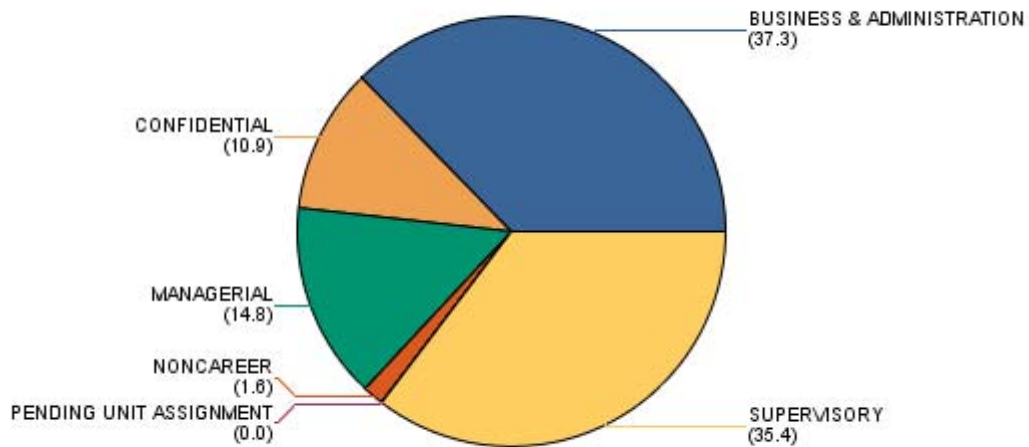
BARGAINING UNIT CHARACTERISTICS

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



(47,685 Total Employees)

**Non-Exclusively Represented
(14,443 Employees)**



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

Of the 47,685 classified employees, 69.7 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT**

Table 5-1

Pay End Date: December 19, 2015

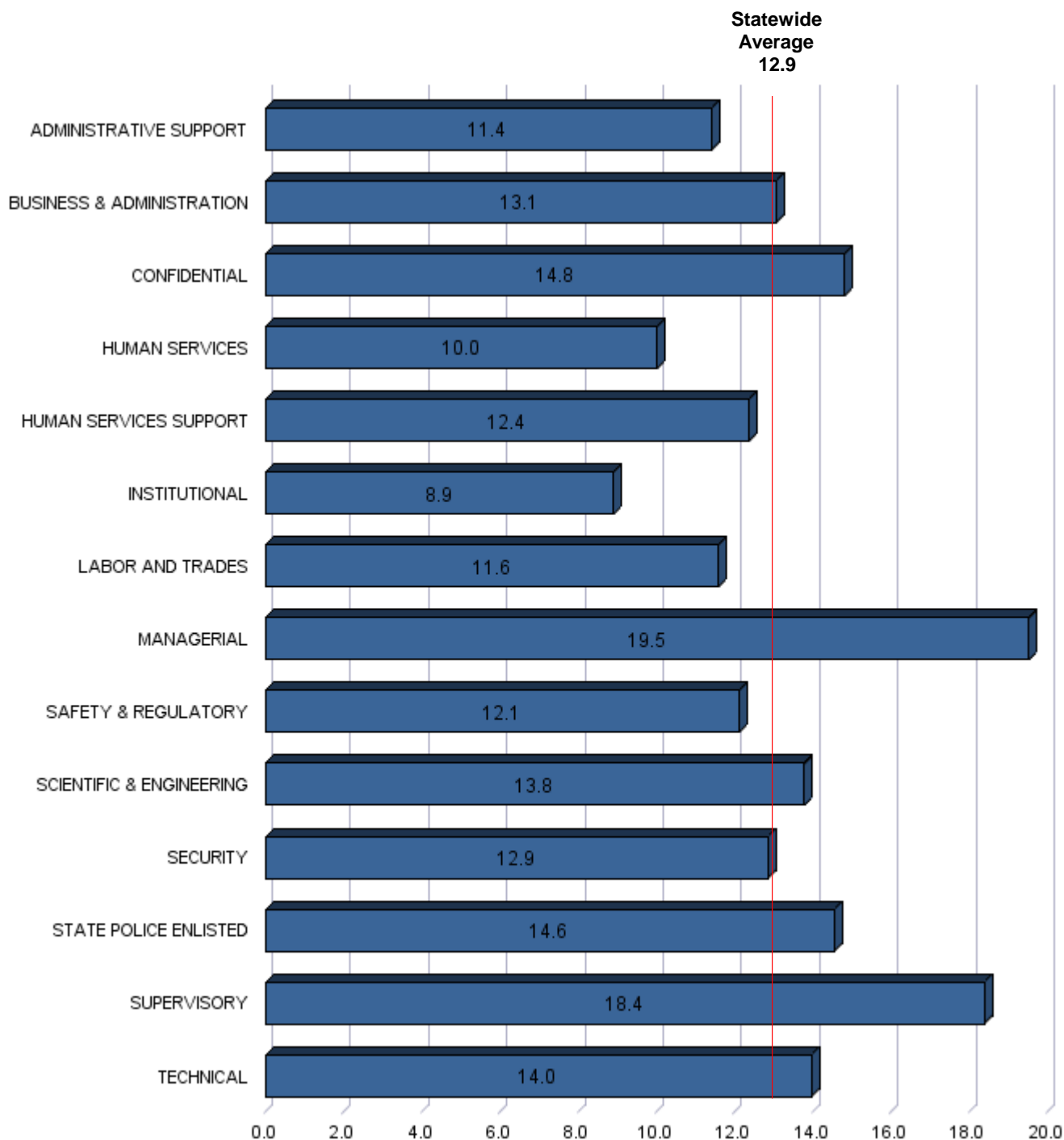
| BARGAINING UNIT CODE/NAME | TOTAL EMPLOYEES | MSEA | | UAW LOCAL 6000 | | MCO, SEIU LOCAL 526M | | HSS, SEIU LOCAL 517M | | S & E, SEIU LOCAL 517M | | TECH, SEIU LOCAL 517M | | MSPTA | | AFSCME COUNCIL 25 | |
|--|--------------------|--------------|------------|-------------------|-------------|-------------------------|-------------|-------------------------|------------|---------------------------|------------|--------------------------|------------|--------------|------------|----------------------|------------|
| | | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | EMPLS | PCT |
| A02 SAFETY & REGULATORY | 1,180 | 983 | 83.3 | 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 | 2,081 | 1,716 | 82.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| C12 SECURITY | 6,777 | 0 | 0.0 | 0 | 0.0 | 6,357 | 93.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| E42 HUMAN SERVICES SUPPORT | 544 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 491 | 90.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| H21 SCIENTIFIC & ENGINEERING | 2,127 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1,878 | 88.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| L32 TECHNICAL | 847 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 722 | 85.2 | 0 | 0.0 | 0 | 0.0 |
| T01 STATE POLICE ENLISTED | 1,584 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1,577 | 99.6 | 0 | 0.0 |
| U11 INSTITUTIONAL | 1,348 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1,268 | 94.1 |
| W22 HUMAN SERVICES | 10,487 | 0 | 0.0 | 9,557 | 91.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| W41 ADMINISTRATIVE SUPPORT | 6,267 | 0 | 0.0 | 4,939 | 78.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y23 BUSINESS & ADMINISTRATION | 5,389 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y50 PENDING UNIT ASSIGNMENT | 2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y51 SUPERVISORY | 5,108 | 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 | 229 | 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 | 2,136 | 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 | 1,579 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| EXCLUSIVELY REPRESENTED TOTAL | 33,242 | 2,699 | 8.1 | 14,496 | 43.6 | 6,357 | 19.1 | 491 | 1.5 | 1,878 | 5.6 | 722 | 2.2 | 1,577 | 4.7 | 1,268 | 3.8 |
| NON-EXCLUSIVELY REPRESENTED TOTAL | 14,443 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| STATEWIDE TOTAL | 47,685 | 2,699 | 5.7 | 14,496 | 30.4 | 6,357 | 13.3 | 491 | 1.0 | 1,878 | 3.9 | 722 | 1.5 | 1,577 | 3.3 | 1,268 | 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: December 19, 2015



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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|------------|-------------|-----------|--------------------------------------|----------|-----------|----------|------------------------------|----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| A02 - SAFETY & REGULATORY | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 280 | 47 | 13 | 14 | 2 | 5 | 8 | 0 | 1 | 0 | 0 | 0 | 304 | 66 | 0 | 0 |
| 06 - 10 YEARS | 127 | 32 | 5 | 19 | 0 | 0 | 5 | 0 | 1 | 0 | 0 | 0 | 138 | 51 | 0 | 0 |
| 11 - 15 YEARS | 145 | 40 | 6 | 18 | 1 | 1 | 7 | 1 | 1 | 0 | 0 | 0 | 160 | 60 | 0 | 0 |
| 16 - 20 YEARS | 106 | 33 | 6 | 15 | 3 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 119 | 50 | 1 | 0 |
| 21 - 25 YEARS | 68 | 18 | 3 | 8 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 74 | 26 | 0 | 1 |
| 26 - 30 YEARS | 54 | 10 | 13 | 19 | 0 | 1 | 3 | 1 | 2 | 0 | 0 | 0 | 72 | 31 | 2 | 1 |
| 31 - 35 YEARS | 7 | 3 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 6 | 0 | 0 |
| 36 - 40 YEARS | 9 | 0 | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 11 | 3 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 796 | 183 | 49 | 99 | 7 | 9 | 28 | 2 | 7 | 0 | 0 | 0 | 887 | 293 | 3 | 2 |
| MORE THAN 10 YEARS | 389 | 104 | 31 | 66 | 5 | 4 | 15 | 2 | 5 | 0 | 0 | 0 | 445 | 176 | 3 | 2 |
| AVERAGE YEARS | 11.3 | 12.1 | 16.1 | 16.0 | 14.3 | 8.4 | 12.5 | 20.5 | 16.4 | 0 | 0 | 0 | 11.7 | 13.4 | 24.0 | 25.5 |
| BARGAINING UNIT AVERAGE YEARS | | | 12.1 | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|------------|------------|-------------|--------------------------------------|----------|-----------|----------|------------------------------|----------|------------------|----------|--------------|------------|-----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| A31 - LABOR AND TRADES | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 683 | 79 | 22 | 8 | 13 | 1 | 7 | 1 | 2 | 0 | 1 | 0 | 728 | 89 | 1 | 0 |
| 06 -10 YEARS | 182 | 8 | 12 | 1 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 202 | 9 | 0 | 0 |
| 11 - 15 YEARS | 279 | 16 | 17 | 1 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 306 | 17 | 0 | 0 |
| 16 - 20 YEARS | 277 | 21 | 21 | 2 | 9 | 1 | 8 | 0 | 0 | 0 | 0 | 0 | 315 | 24 | 2 | 0 |
| 21 - 25 YEARS | 113 | 10 | 9 | 1 | 2 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 127 | 12 | 4 | 1 |
| 26 - 30 YEARS | 112 | 8 | 14 | 4 | 4 | 0 | 7 | 2 | 3 | 0 | 0 | 0 | 140 | 14 | 9 | 1 |
| 31 - 35 YEARS | 32 | 3 | 9 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 43 | 3 | 4 | 1 |
| 36 - 40 YEARS | 32 | 4 | 3 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 36 | 5 | 0 | 1 |
| MORE THAN 40 YEARS | 9 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 10 | 1 | 0 | 0 |
| BARGAINING UNIT TOTAL | 1,719 | 149 | 107 | 18 | 37 | 2 | 37 | 5 | 6 | 0 | 1 | 0 | 1,907 | 174 | 20 | 4 |
| MORE THAN 10 YEARS | 854 | 62 | 73 | 9 | 20 | 1 | 26 | 4 | 4 | 0 | 0 | 0 | 977 | 76 | 19 | 4 |
| AVERAGE YEARS | 11.3 | 9.6 | 15.8 | 12.5 | 11.7 | 8.0 | 17.1 | 23.6 | 20.0 | 0 | 0 | 0 | 11.7 | 10.3 | 25.7 | 30.8 |
| BARGAINING UNIT AVERAGE YEARS | | | | 11.6 | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|------------|------------|-------------|--------------------------------------|-----------|------------|-----------|------------------------------|----------|------------------|----------|--------------|--------------|-----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| C12 - SECURITY | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 1,315 | 255 | 239 | 153 | 41 | 6 | 57 | 17 | 9 | 3 | 3 | 0 | 1,664 | 434 | 0 | 0 |
| 06 -10 YEARS | 420 | 86 | 90 | 61 | 25 | 4 | 22 | 3 | 3 | 2 | 0 | 0 | 560 | 156 | 1 | 0 |
| 11 - 15 YEARS | 565 | 100 | 86 | 67 | 16 | 3 | 11 | 7 | 3 | 0 | 0 | 0 | 681 | 177 | 1 | 1 |
| 16 - 20 YEARS | 1,151 | 196 | 120 | 76 | 23 | 4 | 45 | 10 | 3 | 0 | 0 | 0 | 1,342 | 286 | 1 | 0 |
| 21 - 25 YEARS | 617 | 75 | 39 | 29 | 18 | 1 | 13 | 4 | 2 | 0 | 0 | 0 | 689 | 109 | 4 | 2 |
| 26 - 30 YEARS | 501 | 33 | 52 | 20 | 16 | 0 | 17 | 0 | 1 | 0 | 0 | 0 | 587 | 53 | 9 | 2 |
| 31 - 35 YEARS | 24 | 1 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 3 | 1 | 0 |
| 36 - 40 YEARS | 3 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 4,597 | 746 | 633 | 408 | 139 | 18 | 166 | 41 | 21 | 5 | 3 | 0 | 5,559 | 1,218 | 17 | 5 |
| MORE THAN 10 YEARS | 2,862 | 405 | 304 | 194 | 73 | 8 | 87 | 21 | 9 | 0 | 0 | 0 | 3,335 | 628 | 16 | 5 |
| AVERAGE YEARS | 13.6 | 11.6 | 11.3 | 10.7 | 12.5 | 10.2 | 12.3 | 9.8 | 9.5 | 4.8 | 1.0 | 0 | 13.2 | 11.2 | 24.2 | 23.0 |
| BARGAINING UNIT AVERAGE YEARS | | | | 12.9 | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|-----------|------------|-------------|------------|--------------------------------------|----------|----------|-----------|------------------------------|----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| E42 - HUMAN SERVICES SUPPORT | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 14 | 26 | 4 | 11 | 4 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 23 | 40 | 0 | 0 |
| 06 -10 YEARS | 30 | 61 | 10 | 53 | 1 | 0 | 2 | 3 | 0 | 1 | 0 | 0 | 43 | 118 | 1 | 1 |
| 11 - 15 YEARS | 24 | 62 | 25 | 105 | 1 | 1 | 3 | 6 | 2 | 2 | 0 | 0 | 55 | 176 | 0 | 1 |
| 16 - 20 YEARS | 2 | 10 | 2 | 9 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 20 | 0 | 0 |
| 21 - 25 YEARS | 3 | 6 | 0 | 7 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 3 | 16 | 0 | 0 |
| 26 - 30 YEARS | 3 | 9 | 2 | 11 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 22 | 2 | 2 |
| 31 - 35 YEARS | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 |
| 36 - 40 YEARS | 1 | 5 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 10 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 1 | 1 |
| BARGAINING UNIT TOTAL | 77 | 181 | 44 | 204 | 7 | 4 | 6 | 16 | 2 | 3 | 0 | 0 | 136 | 408 | 4 | 5 |
| MORE THAN 10 YEARS | 33 | 94 | 30 | 140 | 2 | 3 | 3 | 11 | 2 | 2 | 0 | 0 | 70 | 250 | 3 | 4 |
| AVERAGE YEARS | 10.3 | 12.1 | 12.2 | 13.4 | 10.1 | 19.5 | 9.7 | 13.8 | 13.5 | 10.7 | 0 | 0 | 10.9 | 12.9 | 26.3 | 23.6 |
| BARGAINING UNIT AVERAGE YEARS | | | 12.4 | | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---|--------------|------------|-------------|-----------|--------------------------------------|----------|-----------|-----------|------------------------------|-----------|------------------|----------|--------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| H21 - SCIENTIFIC & ENGINEERING | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 284 | 199 | 6 | 8 | 2 | 0 | 3 | 8 | 4 | 11 | 0 | 0 | 299 | 226 | 0 | 0 |
| 06 - 10 YEARS | 162 | 142 | 3 | 5 | 1 | 0 | 2 | 0 | 4 | 5 | 0 | 0 | 172 | 152 | 0 | 0 |
| 11 - 15 YEARS | 278 | 132 | 8 | 7 | 0 | 1 | 2 | 3 | 9 | 5 | 0 | 0 | 297 | 148 | 0 | 1 |
| 16 - 20 YEARS | 175 | 80 | 3 | 2 | 1 | 0 | 3 | 2 | 5 | 9 | 0 | 0 | 187 | 93 | 0 | 1 |
| 21 - 25 YEARS | 142 | 80 | 5 | 3 | 0 | 0 | 6 | 0 | 8 | 3 | 0 | 0 | 161 | 86 | 0 | 0 |
| 26 - 30 YEARS | 135 | 57 | 5 | 6 | 1 | 2 | 1 | 0 | 5 | 3 | 0 | 0 | 147 | 68 | 4 | 0 |
| 31 - 35 YEARS | 25 | 9 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 30 | 9 | 0 | 1 |
| 36 - 40 YEARS | 29 | 3 | 3 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 36 | 3 | 1 | 0 |
| MORE THAN 40 YEARS | 9 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 13 | 0 | 1 | 0 |
| BARGAINING UNIT TOTAL | 1,239 | 702 | 37 | 31 | 6 | 3 | 19 | 13 | 41 | 36 | 0 | 0 | 1,342 | 785 | 6 | 3 |
| MORE THAN 10 YEARS | 793 | 361 | 28 | 18 | 3 | 3 | 14 | 5 | 33 | 20 | 0 | 0 | 871 | 407 | 6 | 3 |
| AVERAGE YEARS | 14.4 | 12.1 | 18.8 | 13.5 | 15.8 | 24.0 | 17.9 | 6.7 | 19.7 | 12.0 | 0 | 0 | 14.8 | 12.1 | 32.0 | 20.7 |
| BARGAINING UNIT AVERAGE YEARS | | | 13.8 | | | | | | | | | | | | | |

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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: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|------------|-------------|-----------|--------------------------------------|----------|-----------|----------|------------------------------|----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| L32 - TECHNICAL | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 125 | 71 | 6 | 8 | 0 | 0 | 1 | 3 | 0 | 1 | 0 | 0 | 132 | 83 | 0 | 0 |
| 06 -10 YEARS | 71 | 47 | 5 | 2 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 78 | 50 | 0 | 0 |
| 11 - 15 YEARS | 111 | 40 | 1 | 2 | 1 | 0 | 4 | 0 | 4 | 2 | 0 | 0 | 121 | 44 | 0 | 0 |
| 16 - 20 YEARS | 89 | 16 | 1 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 94 | 17 | 0 | 0 |
| 21 - 25 YEARS | 59 | 13 | 3 | 2 | 1 | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 66 | 16 | 4 | 1 |
| 26 - 30 YEARS | 77 | 10 | 7 | 4 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 0 | 88 | 15 | 2 | 0 |
| 31 - 35 YEARS | 12 | 2 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 5 | 0 | 0 |
| 36 - 40 YEARS | 6 | 4 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 8 | 5 | 2 | 1 |
| MORE THAN 40 YEARS | 6 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 3 | 0 | 0 |
| BARGAINING UNIT TOTAL | 556 | 206 | 26 | 22 | 5 | 0 | 13 | 4 | 9 | 6 | 0 | 0 | 609 | 238 | 8 | 2 |
| MORE THAN 10 YEARS | 360 | 88 | 15 | 12 | 4 | 0 | 11 | 0 | 9 | 5 | 0 | 0 | 399 | 105 | 8 | 2 |
| AVERAGE YEARS | 14.7 | 10.9 | 17.0 | 15.9 | 15.2 | 0 | 21.4 | 2.3 | 18.3 | 16.0 | 0 | 0 | 15.0 | 11.3 | 28.5 | 30.5 |
| BARGAINING UNIT AVERAGE YEARS | | | 14.0 | | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|------------|-----------|-------------|--------------------------------------|----------|-----------|----------|------------------------------|----------|------------------|----------|--------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| T01 - STATE POLICE ENLISTED | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 390 | 34 | 15 | 0 | 5 | 0 | 12 | 0 | 3 | 1 | 0 | 0 | 425 | 35 | 0 | 0 |
| 06 -10 YEARS | 60 | 4 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 65 | 4 | 0 | 0 |
| 11 - 15 YEARS | 170 | 10 | 4 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 177 | 11 | 0 | 0 |
| 16 - 20 YEARS | 317 | 28 | 15 | 4 | 4 | 0 | 10 | 0 | 2 | 0 | 0 | 0 | 348 | 32 | 0 | 0 |
| 21 - 25 YEARS | 185 | 37 | 20 | 0 | 10 | 0 | 6 | 0 | 1 | 1 | 0 | 0 | 222 | 38 | 2 | 0 |
| 26 - 30 YEARS | 140 | 20 | 26 | 1 | 5 | 0 | 11 | 1 | 1 | 0 | 0 | 0 | 183 | 22 | 1 | 0 |
| 31 - 35 YEARS | 12 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 15 | 1 | 0 | 0 |
| 36 - 40 YEARS | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 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 | 1,276 | 136 | 86 | 7 | 26 | 0 | 42 | 1 | 8 | 2 | 0 | 0 | 1,438 | 146 | 3 | 0 |
| MORE THAN 10 YEARS | 826 | 98 | 68 | 7 | 21 | 0 | 29 | 1 | 4 | 1 | 0 | 0 | 948 | 107 | 3 | 0 |
| AVERAGE YEARS | 13.9 | 16.4 | 19.2 | 21.1 | 18.3 | 0 | 16.6 | 26.0 | 12.4 | 14.0 | 0 | 0 | 14.4 | 16.7 | 24.7 | 0 |
| BARGAINING UNIT AVERAGE YEARS | | | | 14.6 | | | | | | | | | | | | |

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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: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|------------|------------|------------|--------------------------------------|----------|-----------|-----------|------------------------------|-----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| U11 - INSTITUTIONAL | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 141 | 257 | 97 | 129 | 1 | 2 | 10 | 8 | 5 | 3 | 0 | 0 | 254 | 399 | 0 | 0 |
| 06 -10 YEARS | 41 | 107 | 22 | 36 | 0 | 3 | 2 | 2 | 0 | 2 | 0 | 0 | 65 | 150 | 0 | 0 |
| 11 - 15 YEARS | 55 | 89 | 18 | 55 | 0 | 0 | 5 | 4 | 1 | 2 | 0 | 0 | 79 | 150 | 0 | 0 |
| 16 - 20 YEARS | 27 | 48 | 7 | 18 | 1 | 0 | 2 | 0 | 0 | 3 | 0 | 0 | 37 | 69 | 1 | 0 |
| 21 - 25 YEARS | 16 | 27 | 4 | 15 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 20 | 43 | 0 | 1 |
| 26 - 30 YEARS | 12 | 18 | 6 | 11 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 18 | 33 | 0 | 0 |
| 31 - 35 YEARS | 4 | 4 | 1 | 3 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 8 | 0 | 0 |
| 36 - 40 YEARS | 5 | 3 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 8 | 7 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| BARGAINING UNIT TOTAL | 302 | 553 | 158 | 271 | 3 | 5 | 19 | 19 | 6 | 12 | 0 | 0 | 488 | 860 | 1 | 1 |
| MORE THAN 10 YEARS | 120 | 189 | 39 | 106 | 2 | 0 | 7 | 9 | 1 | 7 | 0 | 0 | 169 | 311 | 1 | 1 |
| AVERAGE YEARS | 9.6 | 8.7 | 7.1 | 9.4 | 18.3 | 5.4 | 6.9 | 12.3 | 5.5 | 12.7 | 0 | 0 | 8.7 | 9.0 | 19.0 | 22.0 |
| BARGAINING UNIT AVERAGE YEARS | | | 8.9 | | | | | | | | | | | | | |

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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: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|--------------|-------------|--------------|--------------------------------------|-----------|-----------|------------|------------------------------|-----------|------------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| W22 - HUMAN SERVICES | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 737 | 2,230 | 214 | 931 | 8 | 26 | 30 | 87 | 9 | 31 | 1 | 0 | 999 | 3,305 | 3 | 5 |
| 06 - 10 YEARS | 358 | 1,163 | 121 | 666 | 2 | 7 | 18 | 54 | 8 | 13 | 0 | 0 | 507 | 1,903 | 0 | 3 |
| 11 - 15 YEARS | 221 | 527 | 50 | 295 | 1 | 2 | 11 | 27 | 4 | 4 | 0 | 0 | 287 | 855 | 3 | 4 |
| 16 - 20 YEARS | 313 | 415 | 64 | 376 | 5 | 6 | 11 | 43 | 3 | 11 | 0 | 0 | 396 | 851 | 4 | 3 |
| 21 - 25 YEARS | 191 | 246 | 39 | 114 | 1 | 5 | 5 | 27 | 1 | 10 | 0 | 0 | 237 | 402 | 5 | 9 |
| 26 - 30 YEARS | 107 | 154 | 28 | 127 | 2 | 0 | 6 | 14 | 2 | 2 | 0 | 0 | 145 | 297 | 10 | 10 |
| 31 - 35 YEARS | 33 | 54 | 10 | 56 | 0 | 1 | 1 | 1 | 1 | 3 | 0 | 0 | 45 | 115 | 2 | 5 |
| 36 - 40 YEARS | 31 | 41 | 8 | 33 | 1 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 42 | 76 | 3 | 1 |
| MORE THAN 40 YEARS | 4 | 7 | 2 | 10 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 7 | 18 | 3 | 2 |
| BARGAINING UNIT TOTAL | 1,995 | 4,837 | 536 | 2,608 | 20 | 48 | 83 | 254 | 30 | 75 | 1 | 0 | 2,665 | 7,822 | 33 | 42 |
| MORE THAN 10 YEARS | 900 | 1,444 | 201 | 1,011 | 10 | 15 | 35 | 113 | 13 | 31 | 0 | 0 | 1,159 | 2,614 | 30 | 34 |
| AVERAGE YEARS | 11.6 | 8.8 | 10.6 | 10.8 | 13.1 | 9.5 | 11.1 | 11.3 | 12.6 | 11.5 | 0 | 0 | 11.4 | 9.6 | 25.0 | 21.8 |
| BARGAINING UNIT AVERAGE YEARS | | | 10.1 | | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|--------------|------------|--------------|--------------------------------------|-----------|-----------|------------|------------------------------|-----------|------------------|----------|------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| W41 - ADMINISTRATIVE SUPPORT | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 396 | 1,611 | 78 | 422 | 4 | 17 | 18 | 89 | 8 | 17 | 1 | 0 | 505 | 2,156 | 0 | 1 |
| 06 -10 YEARS | 92 | 571 | 21 | 132 | 0 | 6 | 3 | 36 | 0 | 3 | 0 | 0 | 116 | 748 | 1 | 1 |
| 11 - 15 YEARS | 64 | 557 | 16 | 99 | 0 | 5 | 3 | 21 | 1 | 3 | 0 | 0 | 84 | 685 | 0 | 5 |
| 16 - 20 YEARS | 64 | 494 | 10 | 132 | 1 | 14 | 3 | 21 | 0 | 6 | 0 | 0 | 78 | 667 | 0 | 5 |
| 21 - 25 YEARS | 18 | 222 | 5 | 51 | 0 | 2 | 2 | 11 | 0 | 0 | 0 | 0 | 25 | 286 | 2 | 21 |
| 26 - 30 YEARS | 33 | 278 | 12 | 111 | 0 | 7 | 3 | 22 | 2 | 6 | 0 | 0 | 50 | 424 | 11 | 27 |
| 31 - 35 YEARS | 5 | 110 | 3 | 46 | 0 | 1 | 1 | 5 | 0 | 1 | 0 | 0 | 9 | 163 | 0 | 13 |
| 36 - 40 YEARS | 8 | 164 | 1 | 41 | 0 | 0 | 1 | 9 | 0 | 2 | 0 | 0 | 10 | 216 | 2 | 10 |
| MORE THAN 40 YEARS | 3 | 34 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 3 | 42 | 1 | 3 |
| BARGAINING UNIT TOTAL | 683 | 4,041 | 146 | 1,041 | 5 | 52 | 34 | 214 | 11 | 39 | 1 | 0 | 880 | 5,387 | 17 | 86 |
| MORE THAN 10 YEARS | 195 | 1,859 | 47 | 487 | 1 | 29 | 13 | 89 | 3 | 19 | 0 | 0 | 259 | 2,483 | 16 | 84 |
| AVERAGE YEARS | 7.7 | 11.8 | 8.6 | 12.6 | 5.4 | 12.6 | 10.3 | 11.6 | 6.7 | 13.4 | 0 | 0 | 7.9 | 12.0 | 28.0 | 27.0 |
| BARGAINING UNIT 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 includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--|--------------|--------------|-------------|------------|--------------------------------------|-----------|-----------|-----------|------------------------------|------------|------------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y23 - BUSINESS & ADMINISTRATION | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 741 | 609 | 53 | 97 | 2 | 3 | 25 | 18 | 55 | 65 | 0 | 0 | 876 | 792 | 2 | 0 |
| 06 -10 YEARS | 333 | 444 | 37 | 85 | 2 | 2 | 3 | 15 | 25 | 33 | 0 | 0 | 400 | 579 | 0 | 2 |
| 11 - 15 YEARS | 226 | 377 | 24 | 84 | 0 | 1 | 6 | 10 | 31 | 16 | 0 | 0 | 287 | 488 | 1 | 2 |
| 16 - 20 YEARS | 288 | 337 | 22 | 73 | 0 | 3 | 9 | 17 | 9 | 8 | 0 | 0 | 328 | 438 | 6 | 1 |
| 21 - 25 YEARS | 108 | 162 | 14 | 31 | 2 | 4 | 4 | 5 | 6 | 6 | 0 | 0 | 134 | 208 | 5 | 8 |
| 26 - 30 YEARS | 117 | 215 | 29 | 69 | 0 | 0 | 7 | 23 | 7 | 6 | 0 | 0 | 160 | 313 | 8 | 18 |
| 31 - 35 YEARS | 24 | 60 | 7 | 20 | 0 | 1 | 2 | 5 | 2 | 2 | 0 | 0 | 35 | 88 | 5 | 2 |
| 36 - 40 YEARS | 50 | 124 | 14 | 20 | 0 | 2 | 2 | 3 | 0 | 1 | 0 | 0 | 66 | 150 | 4 | 9 |
| MORE THAN 40 YEARS | 15 | 23 | 2 | 3 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 18 | 29 | 1 | 0 |
| BARGAINING UNIT TOTAL | 1,902 | 2,351 | 202 | 482 | 6 | 16 | 59 | 99 | 135 | 137 | 0 | 0 | 2,304 | 3,085 | 32 | 42 |
| MORE THAN 10 YEARS | 828 | 1,298 | 112 | 300 | 2 | 11 | 31 | 66 | 55 | 39 | 0 | 0 | 1,028 | 1,714 | 30 | 40 |
| AVERAGE YEARS | 11.2 | 14.1 | 15.4 | 15.5 | 11.7 | 18.2 | 13.4 | 17.7 | 9.1 | 8.6 | 0 | 0 | 11.5 | 14.2 | 25.0 | 27.3 |
| BARGAINING UNIT AVERAGE YEARS | | | 13.1 | | | | | | | | | | | | | |

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|--------------|------------|-------------|--------------------------------------|-----------|-----------|-----------|------------------------------|-----------|------------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y51 - SUPERVISORY | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 155 | 190 | 21 | 64 | 0 | 2 | 2 | 2 | 8 | 9 | 0 | 1 | 186 | 268 | 0 | 0 |
| 06 -10 YEARS | 267 | 249 | 45 | 79 | 2 | 1 | 10 | 9 | 7 | 11 | 0 | 0 | 331 | 349 | 2 | 0 |
| 11 - 15 YEARS | 334 | 358 | 34 | 110 | 6 | 3 | 6 | 13 | 9 | 9 | 0 | 0 | 389 | 493 | 1 | 1 |
| 16 - 20 YEARS | 479 | 336 | 49 | 154 | 10 | 2 | 8 | 11 | 10 | 5 | 0 | 0 | 556 | 508 | 0 | 2 |
| 21 - 25 YEARS | 348 | 209 | 30 | 70 | 8 | 7 | 8 | 9 | 3 | 4 | 0 | 0 | 397 | 299 | 3 | 8 |
| 26 - 30 YEARS | 429 | 221 | 52 | 104 | 13 | 5 | 19 | 13 | 3 | 5 | 0 | 0 | 516 | 348 | 19 | 9 |
| 31 - 35 YEARS | 63 | 66 | 15 | 34 | 2 | 2 | 4 | 1 | 3 | 0 | 0 | 0 | 87 | 103 | 6 | 6 |
| 36 - 40 YEARS | 88 | 77 | 17 | 34 | 1 | 0 | 4 | 3 | 1 | 0 | 0 | 0 | 111 | 114 | 8 | 6 |
| MORE THAN 40 YEARS | 25 | 18 | 3 | 6 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 29 | 24 | 4 | 2 |
| BARGAINING UNIT TOTAL | 2,188 | 1,724 | 266 | 655 | 42 | 22 | 61 | 61 | 45 | 43 | 0 | 1 | 2,602 | 2,506 | 43 | 34 |
| MORE THAN 10 YEARS | 1,766 | 1,285 | 200 | 512 | 40 | 19 | 49 | 50 | 30 | 23 | 0 | 0 | 2,085 | 1,889 | 41 | 34 |
| AVERAGE YEARS | 19.1 | 17.3 | 19.3 | 18.5 | 21.5 | 20.4 | 21.2 | 18.8 | 15.6 | 12.4 | 0 | 0 | 19.2 | 17.6 | 30.3 | 29.4 |
| BARGAINING UNIT AVERAGE YEARS | | | | 18.4 | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|-----------|-----------|------------|-----------|--------------------------------------|----------|----------|----------|------------------------------|----------|------------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y52 - NONCAREER | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 93 | 87 | 14 | 13 | 0 | 1 | 2 | 3 | 8 | 8 | 0 | 0 | 117 | 112 | 0 | 1 |
| 06 - 10 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11 - 15 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16 - 20 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 - 25 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 - 30 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31 - 35 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 93 | 87 | 14 | 13 | 0 | 1 | 2 | 3 | 8 | 8 | 0 | 0 | 117 | 112 | 0 | 1 |
| MORE THAN 10 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AVERAGE YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT AVERAGE YEARS | | | 0.0 | | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|------------|-------------|------------|--------------------------------------|----------|-----------|-----------|------------------------------|-----------|------------------|----------|--------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y98 - MANAGERIAL | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 139 | 110 | 4 | 8 | 1 | 0 | 4 | 3 | 7 | 3 | 0 | 0 | 155 | 124 | 0 | 0 |
| 06 -10 YEARS | 90 | 77 | 4 | 7 | 1 | 1 | 1 | 4 | 1 | 1 | 0 | 0 | 97 | 90 | 1 | 0 |
| 11 - 15 YEARS | 128 | 136 | 12 | 11 | 0 | 0 | 2 | 1 | 3 | 8 | 0 | 0 | 145 | 156 | 1 | 0 |
| 16 - 20 YEARS | 180 | 131 | 12 | 17 | 1 | 0 | 2 | 3 | 3 | 1 | 0 | 0 | 198 | 152 | 0 | 0 |
| 21 - 25 YEARS | 160 | 108 | 15 | 13 | 1 | 2 | 4 | 3 | 1 | 1 | 0 | 0 | 181 | 127 | 2 | 2 |
| 26 - 30 YEARS | 183 | 144 | 30 | 35 | 4 | 1 | 2 | 4 | 6 | 1 | 0 | 0 | 225 | 185 | 4 | 7 |
| 31 - 35 YEARS | 40 | 43 | 6 | 11 | 2 | 1 | 3 | 0 | 0 | 3 | 0 | 0 | 51 | 58 | 5 | 3 |
| 36 - 40 YEARS | 63 | 45 | 16 | 21 | 1 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 82 | 68 | 7 | 2 |
| MORE THAN 40 YEARS | 20 | 12 | 3 | 5 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 24 | 18 | 2 | 0 |
| BARGAINING UNIT TOTAL | 1,003 | 806 | 102 | 128 | 11 | 5 | 20 | 21 | 22 | 18 | 0 | 0 | 1,158 | 978 | 22 | 14 |
| MORE THAN 10 YEARS | 774 | 619 | 94 | 113 | 9 | 4 | 15 | 14 | 14 | 14 | 0 | 0 | 906 | 764 | 21 | 14 |
| AVERAGE YEARS | 19.1 | 18.7 | 24.6 | 24.6 | 24.2 | 22.2 | 20.0 | 18.7 | 15.6 | 15.8 | 0 | 0 | 19.6 | 19.5 | 31.6 | 29.6 |
| BARGAINING UNIT AVERAGE YEARS | | | 19.6 | | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|--------------|-------------|------------|--------------------------------------|-----------|-----------|-----------|------------------------------|-----------|------------------|----------|------------|--------------|----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y99 - CONFIDENTIAL | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 117 | 304 | 12 | 29 | 0 | 3 | 6 | 7 | 0 | 3 | 0 | 0 | 135 | 346 | 0 | 0 |
| 06 -10 YEARS | 30 | 143 | 2 | 21 | 0 | 0 | 0 | 5 | 0 | 1 | 0 | 0 | 32 | 170 | 0 | 1 |
| 11 - 15 YEARS | 22 | 151 | 5 | 17 | 0 | 1 | 1 | 7 | 0 | 0 | 0 | 0 | 28 | 176 | 0 | 0 |
| 16 - 20 YEARS | 26 | 163 | 4 | 23 | 0 | 3 | 2 | 2 | 1 | 4 | 0 | 0 | 33 | 195 | 0 | 1 |
| 21 - 25 YEARS | 11 | 55 | 4 | 21 | 0 | 2 | 0 | 2 | 1 | 2 | 0 | 0 | 16 | 82 | 1 | 3 |
| 26 - 30 YEARS | 20 | 116 | 8 | 34 | 0 | 1 | 2 | 15 | 0 | 2 | 0 | 0 | 30 | 168 | 2 | 5 |
| 31 - 35 YEARS | 5 | 31 | 1 | 7 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 6 | 42 | 1 | 1 |
| 36 - 40 YEARS | 9 | 60 | 1 | 18 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 10 | 81 | 0 | 7 |
| MORE THAN 40 YEARS | 2 | 22 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 26 | 0 | 3 |
| BARGAINING UNIT TOTAL | 242 | 1,045 | 38 | 174 | 0 | 11 | 11 | 44 | 2 | 12 | 0 | 0 | 293 | 1,286 | 4 | 21 |
| MORE THAN 10 YEARS | 95 | 598 | 24 | 124 | 0 | 8 | 5 | 32 | 2 | 8 | 0 | 0 | 126 | 770 | 4 | 20 |
| AVERAGE YEARS | 11.1 | 14.8 | 16.0 | 19.2 | 0 | 16.3 | 10.6 | 19.5 | 20.5 | 15.1 | 0 | 0 | 11.8 | 15.5 | 29.0 | 31.3 |
| BARGAINING UNIT AVERAGE YEARS | | | 14.8 | | | | | | | | | | | | | |

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY END DATE: December 19, 2015

| BARGAINING UNIT | WHITE | | BLACK | | AMERICAN INDIAN or ALASKAN NATIVE | | HISPANIC | | ASIAN or PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|------------------------|---------------|---------------|--------------|--------------|--------------------------------------|------------|------------|------------|------------------------------|------------|------------------|----------|---------------|---------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATEWIDE TOTAL | | | | | | | | | | | | | | | | |
| 00 - 05 YEARS | 5,610 | 6,109 | 798 | 1,895 | 83 | 67 | 186 | 248 | 119 | 155 | 6 | 1 | 6,802 | 8,475 | 6 | 7 |
| 06 -10 YEARS | 2,263 | 3,134 | 380 | 1,167 | 39 | 24 | 74 | 132 | 50 | 72 | 0 | 0 | 2,806 | 4,529 | 6 | 8 |
| 11 - 15 YEARS | 2,622 | 2,595 | 306 | 872 | 33 | 18 | 67 | 100 | 68 | 51 | 0 | 0 | 3,096 | 3,636 | 7 | 15 |
| 16 - 20 YEARS | 3,494 | 2,308 | 336 | 901 | 60 | 35 | 105 | 110 | 40 | 48 | 0 | 0 | 4,035 | 3,402 | 15 | 13 |
| 21 - 25 YEARS | 2,039 | 1,268 | 190 | 365 | 44 | 23 | 55 | 66 | 24 | 28 | 0 | 0 | 2,352 | 1,750 | 32 | 57 |
| 26 - 30 YEARS | 1,923 | 1,293 | 284 | 556 | 45 | 18 | 80 | 98 | 34 | 28 | 0 | 0 | 2,366 | 1,993 | 83 | 82 |
| 31 - 35 YEARS | 286 | 387 | 66 | 187 | 5 | 7 | 14 | 17 | 8 | 9 | 0 | 0 | 379 | 607 | 24 | 32 |
| 36 - 40 YEARS | 335 | 532 | 70 | 181 | 5 | 4 | 15 | 20 | 5 | 4 | 0 | 0 | 430 | 741 | 27 | 37 |
| MORE THAN 40 YEARS | 96 | 121 | 14 | 37 | 0 | 0 | 4 | 6 | 5 | 1 | 0 | 0 | 119 | 165 | 13 | 11 |
| STATEWIDE TOTAL | 18,668 | 17,747 | 2,444 | 6,161 | 314 | 196 | 600 | 797 | 353 | 396 | 6 | 1 | 22,385 | 25,298 | 213 | 262 |
| MORE THAN 10 YEARS | 10,795 | 8,504 | 1,266 | 3,099 | 192 | 105 | 340 | 417 | 184 | 169 | 0 | 0 | 12,777 | 12,294 | 201 | 247 |
| AVERAGE YEARS | 13.5 | 12.2 | 13.3 | 12.9 | 14.6 | 13.2 | 14.0 | 13.3 | 12.3 | 10.9 | 0.5 | 0 | 13.5 | 12.4 | 27.4 | 26.7 |

BARGAINING UNIT AVERAGE YEARS **12.9**

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay End Date: December 19, 2015

| 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 | 1,180 | 2.5 % | 45.23 | \$26.12 | 816 | 69.2 % |
| A31 - LABOR AND TRADES | 2,081 | 4.4 % | 48.67 | \$22.43 | 1,289 | 61.9 % |
| C12 - SECURITY | 6,777 | 14.2 % | 42.86 | \$23.61 | 4,770 | 70.4 % |
| E42 - HUMAN SERVICES SUPPORT | 544 | 1.1 % | 49.55 | \$25.13 | 489 | 89.9 % |
| H21 - SCIENTIFIC & ENGINEERING | 2,127 | 4.5 % | 45.36 | \$33.92 | 1,611 | 75.7 % |
| L32 - TECHNICAL | 847 | 1.8 % | 45.58 | \$25.35 | 632 | 74.6 % |
| T01 - STATE POLICE ENLISTED | 1,584 | 3.3 % | 40.64 | \$32.19 | 1,166 | 73.6 % |
| U11 - INSTITUTIONAL | 1,348 | 2.8 % | 44.27 | \$20.93 | 685 | 50.8 % |
| W22 - HUMAN SERVICES | 10,487 | 22.0 % | 43.63 | \$27.34 | 5,987 | 57.1 % |
| W41 - ADMINISTRATIVE SUPPORT | 6,267 | 13.1 % | 45.68 | \$20.98 | 3,560 | 56.8 % |
| Y23 - BUSINESS & ADMINISTRATION | 5,389 | 11.3 % | 46.20 | \$32.33 | 3,682 | 68.3 % |
| Y51 - SUPERVISORY | 5,108 | 10.7 % | 49.09 | \$34.91 | 4,658 | 91.2 % |
| Y52 - NONCAREER | 229 | 0.5 % | 25.81 | \$14.02 | 0 | 0.0 % |
| Y98 - MANAGERIAL | 2,136 | 4.5 % | 51.17 | \$50.90 | 1,860 | 87.1 % |
| Y99 - CONFIDENTIAL | 1,579 | 3.3 % | 47.37 | \$28.85 | 1,093 | 69.2 % |
| STATEWIDE TOTAL | 47,683 | 100.0 % | 45.4 | \$28.36 | 32,298 | 67.7 % |

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

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
Pay End Date: December 19, 2015

| 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 | 1,164 | 622 | 53 % | 422 | 36 % | 12 | 1 % | 0 | 0 % | 1,068 | 92 % | 15 | 1 % | 3 | 0 % |
| A31 LABOR AND TRADES | 1,863 | 842 | 45 % | 816 | 44 % | 16 | 1 % | 0 | 0 % | 1,701 | 91 % | 12 | 1 % | 5 | 0 % |
| C12 SECURITY | 6,777 | 3,682 | 54 % | 2,598 | 38 % | 38 | 1 % | 0 | 0 % | 6,331 | 93 % | 128 | 2 % | 17 | 0 % |
| E42 HUMAN SERVICES SUPPORT | 544 | 252 | 46 % | 252 | 46 % | 4 | 1 % | 0 | 0 % | 494 | 91 % | 23 | 4 % | 2 | 0 % |
| H21 SCIENTIFIC & ENGINEERING | 2,118 | 802 | 38 % | 1,117 | 53 % | 10 | 0 % | 0 | 0 % | 1,957 | 92 % | 25 | 1 % | 5 | 0 % |
| L32 TECHNICAL | 831 | 353 | 42 % | 416 | 50 % | 10 | 1 % | 0 | 0 % | 767 | 92 % | 22 | 3 % | 2 | 0 % |
| T01 STATE POLICE ENLISTED | 1,584 | 191 | 12 % | 41 | 3 % | 2 | 0 % | 1,317 | 83 % | 1,560 | 98 % | 3 | 0 % | 4 | 0 % |
| U11 INSTITUTIONAL | 1,341 | 605 | 45 % | 606 | 45 % | 4 | 0 % | 0 | 0 % | 1,212 | 90 % | 33 | 2 % | 1 | 0 % |
| W22 HUMAN SERVICES | 10,439 | 4,208 | 40 % | 5,345 | 51 % | 90 | 1 % | 0 | 0 % | 9,541 | 91 % | 321 | 3 % | 26 | 0 % |
| W41 ADMINISTRATIVE SUPPORT | 5,693 | 1,720 | 30 % | 3,343 | 59 % | 74 | 1 % | 0 | 0 % | 5,085 | 89 % | 195 | 3 % | 15 | 0 % |
| Y23 BUSINESS & ADMINISTRATIC | 5,386 | 1,599 | 30 % | 3,211 | 60 % | 81 | 2 % | 0 | 0 % | 4,879 | 91 % | 121 | 2 % | 18 | 0 % |
| Y50 PENDING UNIT ASSIGNMENT | 2 | 0 | 0 % | 2 | 100 % | 0 | 0 % | 0 | 0 % | 2 | 100 % | 0 | 0 % | 0 | 0 % |
| Y51 SUPERVISORY | 5,108 | 2,320 | 45 % | 2,422 | 47 % | 32 | 1 % | 0 | 0 % | 4,765 | 93 % | 92 | 2 % | 8 | 0 % |
| Y52 NONCAREER | 1 | 1 | 100 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 1 | 100 % | 0 | 0 % | 0 | 0 % |
| Y98 MANAGERIAL | 2,136 | 863 | 40 % | 1,092 | 51 % | 19 | 1 % | 0 | 0 % | 1,999 | 94 % | 21 | 1 % | 5 | 0 % |
| Y99 CONFIDENTIAL | 1,552 | 456 | 29 % | 930 | 60 % | 10 | 1 % | 0 | 0 % | 1,405 | 91 % | 29 | 2 % | 2 | 0 % |
| STATEWIDE TOTALS: | 46,539 | 18,516 | 40 % | 22,613 | 49 % | 402 | 1 % | 1,317 | 3 % | 42,767 | 92 % | 1,040 | 2 % | 113 | 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
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
 Pay End Date: December 19, 2015

| 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 | 1,164 | 1,094 | 94 % | 1,056 | 91 % | 64 | 5 % | 1,109 | 95 % | 51 | 4 % | 59 | 5 % |
| A31 LABOR AND TRADES | 1,863 | 1,725 | 93 % | 1,583 | 85 % | 2 | 0 % | 1,809 | 97 % | 48 | 3 % | 5 | 0 % |
| C12 SECURITY | 6,777 | 6,490 | 96 % | 6,205 | 92 % | 0 | 0 % | 6,555 | 97 % | 198 | 3 % | 0 | 0 % |
| E42 HUMAN SERVICES SUPPORT | 544 | 523 | 96 % | 471 | 87 % | 0 | 0 % | 523 | 96 % | 20 | 4 % | 0 | 0 % |
| H21 SCIENTIFIC & ENGINEERING | 2,118 | 2,001 | 94 % | 1,814 | 86 % | 34 | 2 % | 1,987 | 94 % | 130 | 6 % | 11 | 1 % |
| L32 TECHNICAL | 831 | 794 | 96 % | 711 | 86 % | 12 | 1 % | 783 | 94 % | 45 | 5 % | 9 | 1 % |
| T01 STATE POLICE ENLISTED | 1,584 | 1,560 | 98 % | 2,139 | 135 % | 984 | 62 % | 1,548 | 98 % | 34 | 2 % | 949 | 60 % |
| U11 INSTITUTIONAL | 1,341 | 1,243 | 93 % | 1,191 | 89 % | 3 | 0 % | 1,275 | 95 % | 62 | 5 % | 0 | 0 % |
| W22 HUMAN SERVICES | 10,439 | 9,905 | 95 % | 8,923 | 85 % | 0 | 0 % | 9,884 | 95 % | 544 | 5 % | 0 | 0 % |
| W41 ADMINISTRATIVE SUPPORT | 5,693 | 5,311 | 93 % | 4,802 | 84 % | 96 | 2 % | 5,360 | 94 % | 313 | 5 % | 69 | 1 % |
| Y23 BUSINESS & ADMINISTRATION | 5,386 | 5,050 | 94 % | 4,388 | 81 % | 77 | 1 % | 5,077 | 94 % | 303 | 6 % | 51 | 1 % |
| Y50 PENDING UNIT ASSIGNMENT | 2 | 2 | 100 % | 2 | 100 % | 0 | 0 % | 2 | 100 % | 0 | 0 % | 0 | 0 % |
| Y51 SUPERVISORY | 5,108 | 4,874 | 95 % | 4,873 | 95 % | 142 | 3 % | 4,951 | 97 % | 150 | 3 % | 114 | 2 % |
| Y52 NONCAREER | 1 | 1 | 100 % | 0 | 0 % | 0 | 0 % | 1 | 100 % | 0 | 0 % | 0 | 0 % |
| Y98 MANAGERIAL | 2,136 | 2,030 | 95 % | 1,943 | 91 % | 80 | 4 % | 2,052 | 96 % | 81 | 4 % | 96 | 4 % |
| Y99 CONFIDENTIAL | 1,552 | 1,447 | 93 % | 1,341 | 86 % | 16 | 1 % | 1,460 | 94 % | 89 | 6 % | 10 | 1 % |
| STATEWIDE TOTALS: | 46,539 | 44,050 | 95 % | 41,442 | 89 % | 1,510 | 3 % | 44,376 | 95 % | 2,068 | 4 % | 1,373 | 3 % |

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
From Pay End Date: December 19, 2015

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 | 422 | 24 | 14 | 0 | 0 | 219 | 8 | 0 | 0 | 1 | 50 | 316 |
| ATTORNEY GENERAL | 11 | 480 | 29 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 79 | 109 |
| AUDITOR GENERAL | 03 | 149 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 |
| CIVIL RIGHTS | 15 | 96 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 37 | 17 | 54 |
| CIVIL SERVICE COMMISSION | 19 | 432 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CORRECTIONS | 47 | 12,810 | 9 | 524 | 6,583 | 0 | 8 | 95 | 0 | 215 | 2,465 | 958 | 10,857 |
| EDUCATION | 31 | 520 | 0 | 2 | 0 | 2 | 0 | 3 | 0 | 18 | 176 | 72 | 273 |
| ENVIRONMENTAL QUALITY | 76 | 1,131 | 7 | 1 | 0 | 0 | 695 | 46 | 0 | 0 | 1 | 120 | 870 |
| EXECUTIVE OFFICE | 01 | 57 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INSURANCE AND FINANCIAL SERV | 65 | 314 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 35 | 35 |
| LICENSING & REGULATORY AFFAIRS | 64 | 1,929 | 248 | 10 | 0 | 0 | 113 | 2 | 0 | 5 | 290 | 471 | 1,139 |
| MDHHS - COMMUNITY HEALTH | 39 | 3,167 | 26 | 68 | 194 | 0 | 105 | 37 | 0 | 761 | 409 | 400 | 2,000 |
| MDHHS - HUMAN SERVICES | 43 | 10,740 | 191 | 32 | 0 | 45 | 2 | 2 | 0 | 68 | 6,991 | 1,251 | 8,582 |
| MILITARY & VETERAN AFFAIRS | 51 | 750 | 29 | 152 | 0 | 0 | 27 | 10 | 0 | 273 | 30 | 60 | 581 |
| NATURAL RESOURCES | 75 | 1,659 | 360 | 197 | 0 | 0 | 256 | 129 | 0 | 1 | 61 | 173 | 1,177 |
| STATE | 23 | 1,570 | 12 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,064 | 1,094 |
| STATE POLICE | 55 | 2,746 | 156 | 12 | 0 | 0 | 115 | 38 | 1,584 | 7 | 0 | 261 | 2,173 |
| TALENT & ECONOMIC DEVELOPMENT | 18 | 1,301 | 22 | 17 | 0 | 497 | 14 | 7 | 0 | 0 | 18 | 129 | 704 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 07 | 2,923 | 0 | 265 | 0 | 0 | 35 | 65 | 0 | 0 | 4 | 309 | 678 |
| TRANSPORTATION | 59 | 2,805 | 60 | 756 | 0 | 0 | 536 | 404 | 0 | 0 | 4 | 255 | 2,015 |
| TREASURY | 27 | 1,684 | 7 | 10 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 562 | 582 |
| Grand Total: | | 47,685 | 1,180 | 2,081 | 6,777 | 544 | 2,127 | 847 | 1,584 | 1,348 | 10,487 | 6,267 | 33,242 |

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 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
From Pay End Date: December 19, 2015

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 | 422 | 28 | 9 | 19 | 6 | 0 | 44 | 106 |
| ATTORNEY GENERAL | 11 | 480 | 26 | 53 | 282 | 0 | 0 | 10 | 371 |
| AUDITOR GENERAL | 03 | 149 | 0 | 77 | 34 | 2 | 0 | 33 | 146 |
| CIVIL RIGHTS | 15 | 96 | 3 | 17 | 11 | 1 | 0 | 10 | 42 |
| CIVIL SERVICE COMMISSION | 19 | 432 | 1 | 364 | 55 | 0 | 0 | 12 | 432 |
| CORRECTIONS | 47 | 12,810 | 198 | 121 | 164 | 3 | 0 | 1,467 | 1,953 |
| EDUCATION | 31 | 520 | 143 | 24 | 38 | 0 | 0 | 42 | 247 |
| ENVIRONMENTAL QUALITY | 76 | 1,131 | 59 | 19 | 61 | 21 | 0 | 101 | 261 |
| EXECUTIVE OFFICE | 01 | 57 | 0 | 56 | 1 | 0 | 0 | 0 | 57 |
| INSURANCE AND FINANCIAL SERV | 65 | 314 | 165 | 17 | 22 | 7 | 0 | 68 | 279 |
| LICENSING & REGULATORY AFFAIRS | 64 | 1,929 | 409 | 72 | 137 | 22 | 0 | 150 | 790 |
| MDHHS - COMMUNITY HEALTH | 39 | 3,167 | 513 | 78 | 196 | 3 | 2 | 375 | 1,167 |
| MDHHS - HUMAN SERVICES | 43 | 10,740 | 586 | 189 | 191 | 0 | 0 | 1,192 | 2,158 |
| MILITARY & VETERAN AFFAIRS | 51 | 750 | 37 | 8 | 24 | 0 | 0 | 100 | 169 |
| NATURAL RESOURCES | 75 | 1,659 | 105 | 23 | 90 | 22 | 0 | 242 | 482 |
| STATE | 23 | 1,570 | 135 | 52 | 47 | 9 | 0 | 233 | 476 |
| STATE POLICE | 55 | 2,746 | 180 | 41 | 135 | 2 | 0 | 215 | 573 |
| TALENT & ECONOMIC DEVELOPMENT | 18 | 1,301 | 355 | 40 | 118 | 13 | 0 | 71 | 597 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 07 | 2,923 | 1,512 | 168 | 252 | 91 | 0 | 222 | 2,245 |
| TRANSPORTATION | 59 | 2,805 | 234 | 97 | 104 | 9 | 0 | 346 | 790 |
| TREASURY | 27 | 1,684 | 700 | 54 | 155 | 18 | 0 | 175 | 1,102 |
| Grand Total: | | 47,685 | 5,389 | 1,579 | 2,136 | 229 | 2 | 5,108 | 14,443 |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, the Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development, by Executive Order 2014-12, effective February 17, 2015.

Source : Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

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

Classified Service - The Michigan State classified civil service.

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

Employee Status Code Descriptions (active employees):

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

MIDB - Management Information Data Base.

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

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

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

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

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

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

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

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

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

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

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

Union Codes

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

Unit Code

Unit

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

- 31 **Labor and Trades Unit**
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
- 32 **Technical Unit**
Employees in this unit provide support services in the area of science and engineering.
- 41 **Administrative Support Unit**
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 **Human Services Support Unit**
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 **Pending Unit Assignment**
Employees in positions in classifications that are pending unit assignment.
- 51 **Supervisory Unit**
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.
- 52 **Noncareer**
Employees in noncareer classes that are ineligible for collective bargaining.
- 98 **Managerial Unit**
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.
- 99 **Confidential Unit**
Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

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

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