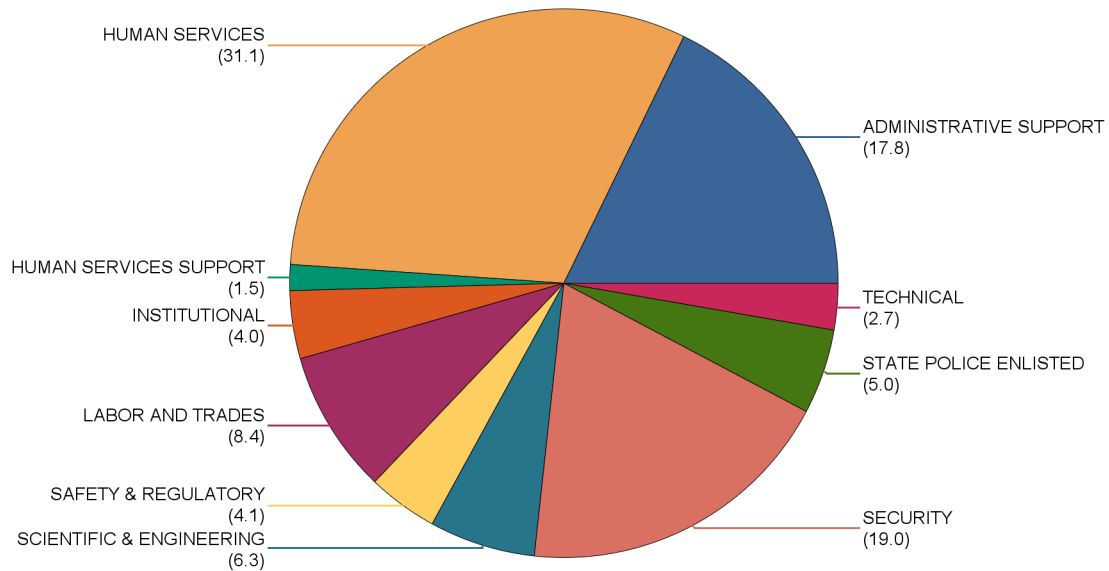


SECTION FIVE

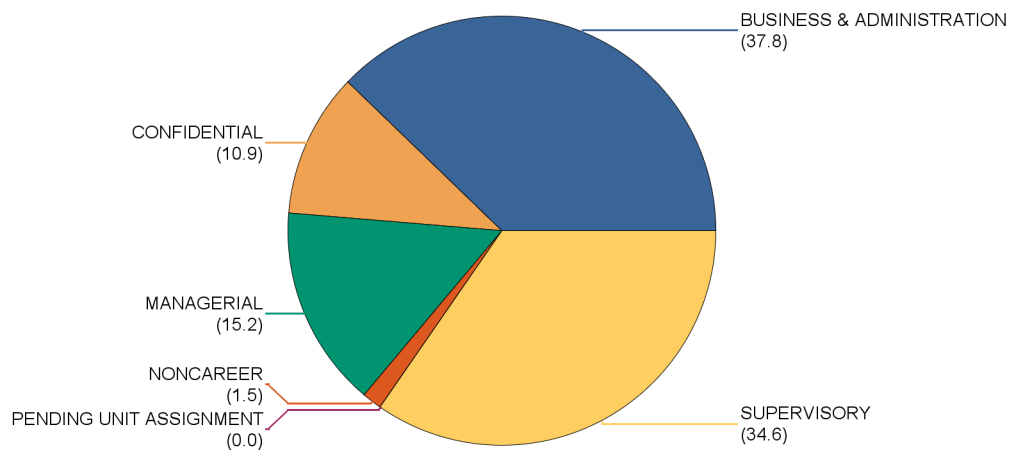
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2015-16

**Exclusively Represented
(34,071 Employees)**



**Non-Exclusively Represented
(14,539 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 48,610 classified employees, 70.1 percent were exclusively represented by one of six 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: September 24, 2016

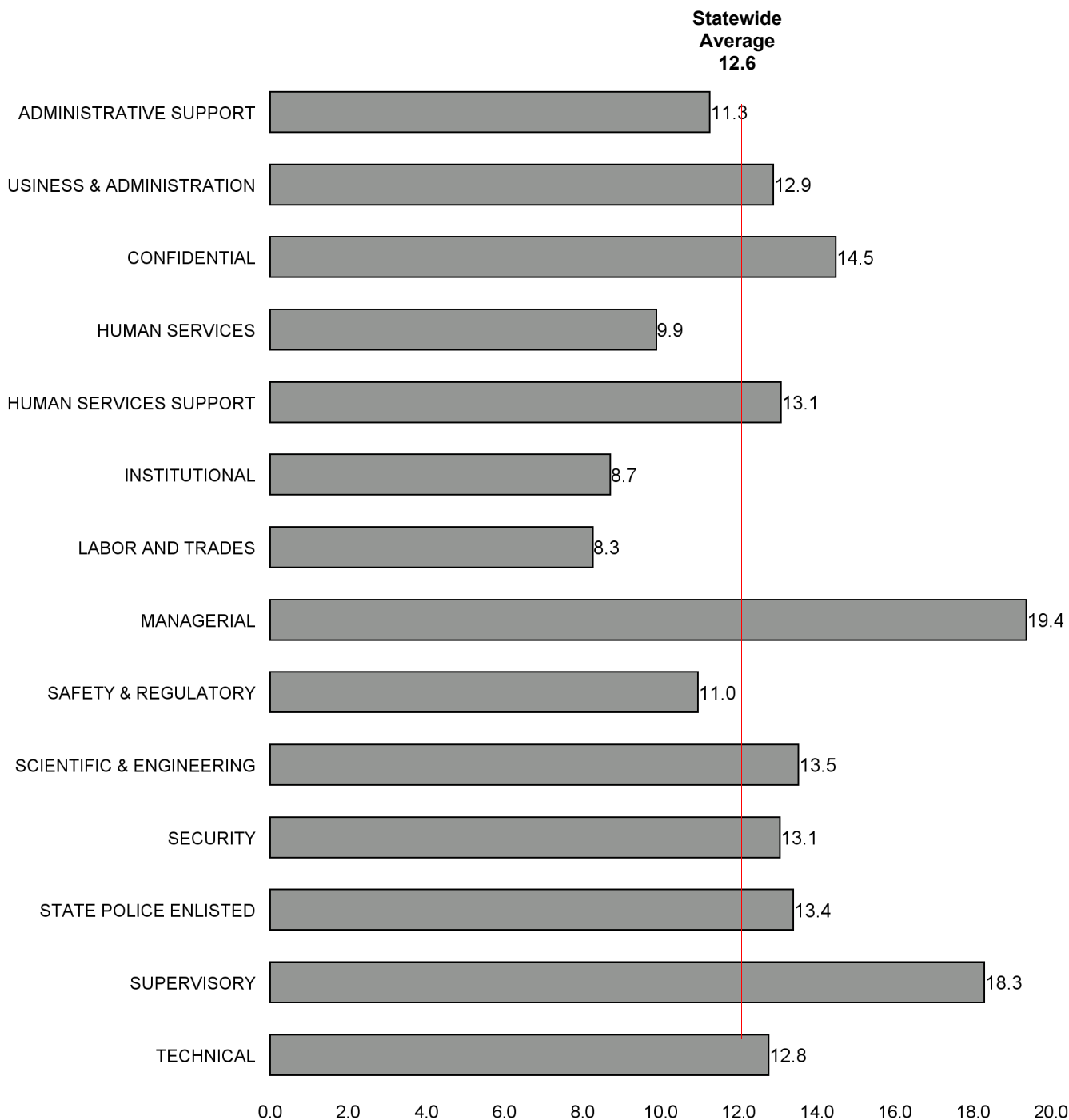
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,411	1,131	80.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,877	1,941	67.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,467	0	0.0	0	0.0	6,054	93.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	520	0	0.0	0	0.0	0	0.0	460	88.5	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,130	0	0.0	0	0.0	0	0.0	0	0.0	1,788	83.9	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	934	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	719	77.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,704	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,556	91.3	0	0.0
U11 INSTITUTIONAL	1,365	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,263	92.5
W22 HUMAN SERVICES	10,601	0	0.0	9,478	89.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	6,062	0	0.0	4,620	76.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,496	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	5,037	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	216	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	2,207	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	1,582	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	34,071	3,072	9.0	14,098	41.4	6,054	17.8	460	1.4	1,788	5.2	719	2.1	1,556	4.6	1,263	3.7
NON-EXCLUSIVELY REPRESENTED TOTAL	14,539	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	48,610	3,072	6.3	14,098	29.0	6,054	12.5	460	0.9	1,788	3.7	719	1.5	1,556	3.2	1,263	2.6

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

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: September 24, 2016



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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	391	87	13	15	5	7	10	0	2	1	0	0	421	110	0	0
06 - 10 YEARS	164	45	6	21	1	0	3	0	1	0	0	0	175	66	0	0
11 - 15 YEARS	129	42	7	24	0	1	6	1	0	0	0	0	142	68	0	0
16 - 20 YEARS	117	37	6	17	4	1	4	0	2	0	0	0	133	55	1	0
21 - 25 YEARS	67	20	4	6	1	1	1	0	0	0	0	0	73	27	0	0
26 - 30 YEARS	61	12	11	19	0	1	4	1	1	0	0	0	77	33	2	2
31 - 35 YEARS	8	3	4	2	0	0	0	0	0	0	0	0	12	5	0	0
36 - 40 YEARS	9	0	0	3	0	0	1	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	946	246	52	107	11	11	29	2	6	1	0	0	1,044	367	3	2
MORE THAN 10 YEARS	391	114	33	71	5	4	16	2	3	0	0	0	448	191	3	2
AVERAGE YEARS	10.3	10.4	16.1	15.6	9.7	7.5	12.9	21.5	13.8	0	0	0	10.6	11.9	24.7	26.5
BARGAINING UNIT AVERAGE YEARS			11.0													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	1,096	431	37	29	14	5	11	3	4	2	0	0	1,162	470	2	1
06 - 10 YEARS	203	10	8	0	3	0	5	0	0	0	0	0	219	10	0	0
11 - 15 YEARS	233	14	15	2	6	0	5	0	0	0	0	0	259	16	1	0
16 - 20 YEARS	311	20	19	2	6	1	6	0	0	0	0	0	342	23	1	0
21 - 25 YEARS	108	12	8	1	4	0	4	1	0	0	0	0	124	14	3	1
26 - 30 YEARS	98	7	11	3	3	0	6	2	3	0	0	0	121	12	8	1
31 - 35 YEARS	40	5	7	0	0	0	3	0	0	0	0	0	50	5	5	0
36 - 40 YEARS	31	1	3	1	0	0	1	0	1	0	0	0	36	2	1	0
MORE THAN 40 YEARS	11	0	0	0	0	0	1	0	0	0	0	0	12	0	0	0
BARGAINING UNIT TOTAL	2,131	500	108	38	36	6	42	6	8	2	0	0	2,325	552	21	3
MORE THAN 10 YEARS	832	59	63	9	19	1	26	3	4	0	0	0	944	72	19	2
AVERAGE YEARS	9.1	2.7	13.6	5.5	11.1	2.8	15.7	12.8	15.6	0	0	0	9.5	3.0	24.6	16.7
BARGAINING UNIT AVERAGE YEARS			8.3													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	1,243	260	202	145	42	7	55	22	10	2	0	1	1,552	437	0	0
06 - 10 YEARS	401	72	101	68	22	4	21	4	3	1	0	0	548	149	0	0
11 - 15 YEARS	379	81	52	52	14	1	10	6	2	1	0	0	457	141	2	1
16 - 20 YEARS	1,191	184	127	80	24	4	40	9	3	0	0	0	1,385	277	1	0
21 - 25 YEARS	729	85	63	32	21	2	19	5	3	0	0	0	835	124	3	1
26 - 30 YEARS	400	31	36	11	14	0	16	1	1	0	0	0	467	43	9	2
31 - 35 YEARS	33	2	9	1	0	0	0	0	0	0	0	0	42	3	2	0
36 - 40 YEARS	2	0	1	0	0	0	1	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0	0
BARGAINING UNIT TOTAL	4,379	715	593	389	137	18	162	47	22	4	0	1	5,293	1,174	17	4
MORE THAN 10 YEARS	2,735	383	290	176	73	7	86	21	9	1	0	0	3,193	588	17	4
AVERAGE YEARS	13.9	11.6	11.8	10.3	12.7	10.2	12.7	9.6	10.0	6.3	0	0	13.5	11.0	24.8	23.0
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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	10	20	3	7	3	1	1	4	0	0	0	0	17	32	0	0
06 - 10 YEARS	29	54	12	46	2	0	2	5	0	1	0	0	45	106	1	1
11 - 15 YEARS	22	62	22	110	1	1	5	6	2	2	0	0	52	181	0	1
16 - 20 YEARS	2	8	3	8	0	0	0	1	0	0	0	0	5	17	0	0
21 - 25 YEARS	2	7	0	10	0	0	0	4	0	0	0	0	2	21	0	0
26 - 30 YEARS	2	7	2	7	0	1	0	1	0	0	0	0	4	16	1	1
31 - 35 YEARS	0	1	0	3	0	0	0	0	0	0	0	0	0	4	0	0
36 - 40 YEARS	1	4	0	6	1	1	0	0	0	0	0	0	2	11	0	0
MORE THAN 40 YEARS	0	3	1	1	0	0	0	0	0	0	0	0	1	4	1	1
BARGAINING UNIT TOTAL	68	166	43	198	7	4	8	21	2	3	0	0	128	392	3	4
MORE THAN 10 YEARS	29	92	28	145	2	3	5	12	2	2	0	0	66	254	2	3
AVERAGE YEARS	10.6	12.9	13.0	14.2	11.0	20.0	10.8	13.0	14.5	11.3	0	0	11.5	13.6	26.7	23.0
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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	312	238	7	9	2	0	2	7	6	13	0	0	329	267	0	0
06 - 10 YEARS	157	113	4	3	0	0	2	0	4	4	0	0	167	120	0	0
11 - 15 YEARS	243	132	7	5	0	1	3	3	9	5	0	0	262	146	0	1
16 - 20 YEARS	192	80	1	5	1	0	3	2	5	9	0	0	202	96	0	1
21 - 25 YEARS	122	67	7	4	0	0	4	0	7	4	0	0	140	75	0	0
26 - 30 YEARS	152	57	5	4	1	1	3	0	4	3	0	0	165	65	3	0
31 - 35 YEARS	31	11	3	2	0	1	0	0	3	0	0	0	37	14	0	1
36 - 40 YEARS	27	2	2	0	1	0	1	0	2	0	0	0	33	2	1	0
MORE THAN 40 YEARS	7	0	1	0	0	0	0	0	2	0	0	0	10	0	1	0
BARGAINING UNIT TOTAL	1,243	700	37	32	5	3	18	12	42	38	0	0	1,345	785	5	3
MORE THAN 10 YEARS	774	349	26	20	3	3	14	5	32	21	0	0	849	398	5	3
AVERAGE YEARS	14.3	11.6	18.3	14.3	18.0	24.7	18.2	8.0	18.9	11.9	0	0	14.6	11.8	33.8	21.0
BARGAINING UNIT AVERAGE YEARS			13.5													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	185	85	9	7	1	1	3	4	3	0	0	0	201	97	0	0
06 - 10 YEARS	74	48	4	3	0	0	0	1	0	1	0	0	78	53	0	0
11 - 15 YEARS	102	39	1	2	2	0	3	0	4	2	0	0	112	43	0	0
16 - 20 YEARS	103	16	2	0	2	0	1	0	2	1	0	0	110	17	0	0
21 - 25 YEARS	53	14	3	1	1	0	2	0	1	1	0	0	60	16	3	1
26 - 30 YEARS	82	12	5	4	0	0	2	0	2	1	0	0	91	17	3	0
31 - 35 YEARS	11	2	4	2	0	0	0	0	0	0	0	0	15	4	0	0
36 - 40 YEARS	4	4	0	2	0	0	2	0	0	0	0	0	6	6	1	1
MORE THAN 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	1	0
BARGAINING UNIT TOTAL	620	222	28	21	6	1	13	5	12	6	0	0	679	255	8	2
MORE THAN 10 YEARS	361	89	15	11	5	0	10	0	9	5	0	0	400	105	8	2
AVERAGE YEARS	13.3	10.2	15.5	15.8	13.3	1.0	18.0	2.4	14.1	16.7	0	0	13.5	10.6	29.3	31.0
BARGAINING UNIT AVERAGE YEARS				12.7												

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	491	47	34	3	6	1	15	2	5	2	0	0	551	55	0	0
06 - 10 YEARS	90	5	5	0	0	0	2	0	1	0	0	0	98	5	0	0
11 - 15 YEARS	60	5	2	1	0	0	1	0	0	0	0	0	63	6	0	0
16 - 20 YEARS	351	27	8	3	5	0	6	0	1	0	0	0	371	30	0	0
21 - 25 YEARS	235	40	26	1	12	0	9	0	2	0	0	0	284	41	2	0
26 - 30 YEARS	109	14	18	0	3	0	7	1	1	1	0	0	138	16	0	0
31 - 35 YEARS	31	6	6	0	0	0	1	0	0	0	0	0	38	6	0	0
36 - 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,368	144	99	9	26	1	41	3	10	3	0	0	1,544	160	2	0
MORE THAN 10 YEARS	787	92	60	6	20	0	24	1	4	1	0	0	895	100	2	0
AVERAGE YEARS	13.0	14.9	15.2	14.1	17.2	2.0	14.5	9.0	10.5	10.3	0	0	13.3	14.6	22.5	0
BARGAINING UNIT AVERAGE YEARS			13.4													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	147	251	85	113	1	3	12	8	1	3	0	0	246	378	0	0
06 - 10 YEARS	59	110	41	57	0	3	2	2	3	2	0	0	105	174	0	0
11 - 15 YEARS	55	91	16	42	0	0	4	3	1	1	0	0	76	137	0	0
16 - 20 YEARS	25	48	5	24	0	0	2	0	0	4	0	0	32	76	1	0
21 - 25 YEARS	19	28	3	16	1	0	0	1	0	0	0	0	23	45	0	0
26 - 30 YEARS	10	16	6	8	0	0	0	1	0	2	0	0	16	27	0	0
31 - 35 YEARS	3	4	1	3	1	0	0	1	0	0	0	0	5	8	0	0
36 - 40 YEARS	5	3	3	3	0	0	0	0	0	0	0	0	8	6	0	0
MORE THAN 40 YEARS	0	0	1	2	0	0	0	0	0	0	0	0	1	2	0	0
BARGAINING UNIT TOTAL	323	551	161	268	3	6	20	16	5	12	0	0	512	853	1	0
MORE THAN 10 YEARS	117	190	35	98	2	0	6	6	1	7	0	0	161	301	1	0
AVERAGE YEARS	9.0	8.6	7.3	9.3	19.3	5.0	6.6	9.8	7.2	13.1	0	0	8.4	8.9	20.0	0
BARGAINING UNIT AVERAGE YEARS			8.7													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	678	2,113	210	884	6	24	33	78	6	30	0	0	933	3,129	2	3
06 - 10 YEARS	449	1,401	154	797	3	13	22	69	11	18	0	0	639	2,298	0	5
11 - 15 YEARS	181	434	47	257	1	2	7	21	2	5	0	0	238	719	1	3
16 - 20 YEARS	307	432	66	368	4	7	10	39	5	10	0	0	392	856	5	2
21 - 25 YEARS	226	262	41	135	1	1	8	30	1	6	0	0	277	434	6	8
26 - 30 YEARS	91	147	24	112	2	1	6	15	2	3	0	0	125	278	9	8
31 - 35 YEARS	33	41	8	53	0	0	1	1	1	2	0	0	43	97	1	5
36 - 40 YEARS	30	42	6	34	1	1	1	1	0	1	0	0	38	79	3	2
MORE THAN 40 YEARS	6	4	3	11	0	0	0	1	1	0	0	0	10	16	4	1
BARGAINING UNIT TOTAL	2,001	4,876	559	2,651	18	49	88	255	29	75	0	0	2,695	7,906	31	37
MORE THAN 10 YEARS	874	1,362	195	970	9	12	33	108	12	27	0	0	1,123	2,479	29	29
AVERAGE YEARS	11.5	8.7	10.2	10.6	13.8	8.0	10.4	11.3	12.6	10.1	0	0	11.2	9.4	26.2	22.1
BARGAINING UNIT AVERAGE YEARS			9.9													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	394	1,592	76	369	5	19	20	81	10	13	1	0	506	2,074	0	0
06 - 10 YEARS	108	576	24	136	0	4	1	37	0	4	0	0	133	757	1	3
11 - 15 YEARS	64	484	14	79	0	4	3	20	0	2	0	0	81	589	0	4
16 - 20 YEARS	59	516	11	131	1	12	4	21	1	7	0	0	76	687	0	3
21 - 25 YEARS	20	219	4	57	0	5	2	12	0	0	0	0	26	293	1	16
26 - 30 YEARS	29	254	9	100	0	4	2	20	2	6	0	0	42	384	7	28
31 - 35 YEARS	5	92	4	39	0	3	2	4	0	0	0	0	11	138	2	13
36 - 40 YEARS	10	139	1	55	0	0	1	9	0	1	0	0	12	204	1	10
MORE THAN 40 YEARS	2	40	0	6	0	0	0	0	0	1	0	0	2	47	1	4
BARGAINING UNIT TOTAL	691	3,912	143	972	6	51	35	204	13	34	1	0	889	5,173	13	81
MORE THAN 10 YEARS	189	1,744	43	467	1	28	14	86	3	17	0	0	250	2,342	12	78
AVERAGE YEARS	7.6	11.5	8.3	13.2	4.8	12.6	10.1	11.7	6.3	13.6	0	0	7.7	11.9	28.8	27.7
BARGAINING UNIT AVERAGE YEARS			11.3													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	749	621	59	87	3	2	25	18	53	77	0	0	889	805	1	0
06 - 10 YEARS	357	482	36	92	1	2	8	13	28	34	0	0	430	623	0	2
11 - 15 YEARS	223	367	24	88	1	3	5	12	28	24	0	0	281	494	1	1
16 - 20 YEARS	301	360	23	78	0	2	8	18	9	9	0	0	341	467	6	1
21 - 25 YEARS	121	156	14	33	2	4	4	3	8	6	0	0	149	202	3	7
26 - 30 YEARS	111	191	28	60	0	1	5	20	6	5	0	0	150	277	7	17
31 - 35 YEARS	27	68	6	23	0	0	3	6	2	2	0	0	38	99	5	2
36 - 40 YEARS	45	107	12	21	0	2	0	3	0	2	0	0	57	135	4	6
MORE THAN 40 YEARS	18	29	2	3	0	0	3	4	0	0	0	0	23	36	1	1
BARGAINING UNIT TOTAL	1,952	2,381	204	485	7	16	61	97	134	159	0	0	2,358	3,138	28	37
MORE THAN 10 YEARS	846	1,278	109	306	3	12	28	66	53	48	0	0	1,039	1,710	27	35
AVERAGE YEARS	11.2	13.8	14.7	15.6	10.7	18.0	13.0	17.8	9.2	8.2	0	0	11.4	14.0	26.3	27.2
BARGAINING UNIT AVERAGE YEARS			12.9													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	156	199	21	59	1	2	1	5	10	7	0	0	189	272	0	0
06 - 10 YEARS	262	270	38	91	2	1	8	9	8	13	0	0	318	384	2	0
11 - 15 YEARS	307	329	30	96	6	2	7	12	8	6	0	0	358	445	1	1
16 - 20 YEARS	493	343	42	148	9	2	8	9	10	6	0	0	562	508	0	0
21 - 25 YEARS	384	211	46	79	10	6	10	10	3	3	0	0	453	309	3	5
26 - 30 YEARS	369	195	43	89	13	5	18	11	3	5	0	0	446	305	12	11
31 - 35 YEARS	88	67	18	38	1	2	3	1	4	0	0	0	114	108	9	3
36 - 40 YEARS	73	67	17	39	0	0	5	2	1	0	0	0	96	108	8	6
MORE THAN 40 YEARS	26	20	4	10	0	0	0	1	1	0	0	0	31	31	4	2
BARGAINING UNIT TOTAL	2,158	1,701	259	649	42	20	60	60	48	40	0	0	2,567	2,470	39	28
MORE THAN 10 YEARS	1,740	1,232	200	499	39	17	51	46	30	20	0	0	2,060	1,814	37	28
AVERAGE YEARS	19.1	17.0	19.8	18.7	20.9	21.1	21.8	18.3	15.4	12.5	0	0	19.2	17.4	31.3	29.7
BARGAINING UNIT AVERAGE YEARS			18.3													

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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
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	140	106	5	8	1	0	5	5	9	4	0	0	160	123	0	0
06 - 10 YEARS	81	106	4	6	1	1	1	4	2	2	0	0	89	119	1	0
11 - 15 YEARS	140	138	15	14	0	0	2	1	4	6	0	0	161	159	1	0
16 - 20 YEARS	171	150	12	17	0	0	1	3	3	3	0	0	187	173	0	0
21 - 25 YEARS	177	116	13	19	2	2	5	4	1	1	0	0	198	142	1	3
26 - 30 YEARS	162	140	30	35	2	1	1	4	4	3	0	0	199	183	3	5
31 - 35 YEARS	59	48	6	12	3	0	4	0	1	3	0	0	73	63	3	5
36 - 40 YEARS	55	41	15	19	1	0	1	1	1	0	0	0	73	61	7	4
MORE THAN 40 YEARS	21	13	3	5	0	0	1	1	0	0	0	0	25	19	2	0
BARGAINING UNIT TOTAL	1,006	858	103	135	10	4	21	23	25	22	0	0	1,165	1,042	18	17
MORE THAN 10 YEARS	785	646	94	121	8	3	15	14	14	16	0	0	916	800	17	17
AVERAGE YEARS	19.3	18.4	24.2	24.1	24.5	20.5	19.7	17.2	13.8	16.5	0	0	19.6	19.1	32.1	30.8
BARGAINING UNIT AVERAGE YEARS			19.4													

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	112	299	13	37	0	1	9	9	0	5	0	0	134	351	0	1
06 - 10 YEARS	37	153	4	25	0	0	0	5	0	1	0	0	41	184	0	1
11 - 15 YEARS	21	131	5	19	0	1	0	6	0	0	0	0	26	157	0	0
16 - 20 YEARS	27	178	3	27	0	3	2	2	1	4	0	0	33	214	0	1
21 - 25 YEARS	13	55	5	19	0	2	1	2	1	2	0	0	20	80	1	1
26 - 30 YEARS	18	110	5	31	0	1	2	10	0	1	0	0	25	153	2	5
31 - 35 YEARS	5	31	2	8	0	0	0	8	0	0	0	0	7	47	2	0
36 - 40 YEARS	5	53	1	18	0	1	0	3	0	0	0	0	6	75	0	6
MORE THAN 40 YEARS	3	22	0	4	0	0	0	0	0	0	0	0	3	26	0	4
BARGAINING UNIT TOTAL	241	1,032	38	188	0	9	14	45	2	13	0	0	295	1,287	5	19
MORE THAN 10 YEARS	92	580	21	126	0	8	5	31	2	7	0	0	120	752	5	17
AVERAGE YEARS	10.5	14.6	13.9	18.0	0	20.1	8.9	19.0	20.5	12.5	0	0	10.9	15.3	29.0	30.8
BARGAINING UNIT AVERAGE YEARS			14.5													

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

Table 5-2

**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
PAY END DATE: September 24, 2016**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKA 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	6,104	6,349	774	1,772	90	73	202	246	119	159	1	1	7,290	8,600	5	5
06 -10 YEARS	2,471	3,445	441	1,345	35	28	77	149	61	81	0	0	3,085	5,048	5	12
11 - 15 YEARS	2,159	2,349	257	791	31	16	61	91	60	54	0	0	2,568	3,301	7	12
16 - 20 YEARS	3,650	2,399	328	908	56	32	95	104	42	53	0	0	4,171	3,496	15	8
21 - 25 YEARS	2,276	1,292	237	413	55	23	69	72	27	23	0	0	2,664	1,823	26	43
26 - 30 YEARS	1,694	1,193	233	483	38	16	72	87	29	30	0	0	2,066	1,809	66	80
31 - 35 YEARS	374	381	78	186	5	6	17	21	11	7	0	0	485	601	29	29
36 - 40 YEARS	298	463	61	202	4	5	14	19	5	4	0	0	382	693	26	35
MORE THAN 40 YEARS	101	133	18	42	0	0	5	7	4	1	0	0	128	183	15	13
STATEWIDE TOTAL	19,127	18,004	2,427	6,142	314	199	612	796	358	412	1	1	22,839	25,554	194	237
MORE THAN 10 YEARS	10,552	8,210	1,212	3,025	189	98	333	401	178	172	0	0	12,464	11,906	184	220
AVERAGE YEARS	13.1	11.8	13.1	12.9	14.2	12.5	13.7	13.2	12.2	10.6	0	0	13.1	12.1	28.0	27.1

STATEWIDE AVERAGE YEARS

12.6

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 24, 2016

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,411	2.9 %	43.59	\$25.13	867	61.4 %
A31 - LABOR AND TRADES	2,877	5.9 %	44.79	\$18.43	1,254	43.6 %
C12 - SECURITY	6,467	13.3 %	43.06	\$23.81	4,486	69.4 %
E42 - HUMAN SERVICES SUPPORT	520	1.1 %	50.03	\$25.17	475	91.3 %
H21 - SCIENTIFIC & ENGINEERING	2,130	4.4 %	45.13	\$33.68	1,536	72.1 %
L32 - TECHNICAL	934	1.9 %	43.95	\$24.48	630	67.5 %
T01 - STATE POLICE ENLISTED	1,704	3.5 %	39.38	\$30.59	1,122	65.8 %
U11 - INSTITUTIONAL	1,365	2.8 %	44.50	\$20.84	676	49.5 %
W22 - HUMAN SERVICES	10,601	21.8 %	43.52	\$27.07	6,045	57.0 %
W41 - ADMINISTRATIVE SUPPORT	6,062	12.5 %	45.66	\$20.96	3,374	55.7 %
Y23 - BUSINESS & ADMINISTRATION	5,496	11.3 %	46.14	\$32.26	3,725	67.8 %
Y51 - SUPERVISORY	5,037	10.4 %	48.94	\$34.98	4,518	89.7 %
Y52 - NONCAREER	216	0.4 %	25.88	\$14.02	0	0.0 %
Y98 - MANAGERIAL	2,207	4.5 %	51.03	\$50.61	1,903	86.2 %
Y99 - CONFIDENTIAL	1,582	3.3 %	47.18	\$28.88	1,053	66.6 %
STATEWIDE TOTAL	48,609	100.0 %	45.1	\$27.95	31,664	65.1 %

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

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 24, 2016

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance							Dental Insurance						
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	DMO	%	Preventive Dental	
A02 SAFETY & REGULATORY	1,380	717	52 %	469	34 %	24	2 %	0	0 %	1,234	89 %	15	1 %	5	0 %
A31 LABOR AND TRADES	1,812	840	46 %	791	44 %	14	1 %	0	0 %	1,676	92 %	12	1 %	5	0 %
C12 SECURITY	6,467	3,537	55 %	2,471	38 %	34	1 %	0	0 %	6,056	94 %	126	2 %	14	0 %
E42 HUMAN SERVICES SUPPORT	520	245	47 %	245	47 %	3	1 %	0	0 %	478	92 %	22	4 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,123	801	38 %	1,115	53 %	10	0 %	0	0 %	1,946	92 %	28	1 %	6	0 %
L32 TECHNICAL	867	370	43 %	408	47 %	15	2 %	0	0 %	786	91 %	19	2 %	3	0 %
T01 STATE POLICE ENLISTED	1,704	192	11 %	46	3 %	1	0 %	1,403	82 %	1,663	98 %	5	0 %	4	0 %
U11 INSTITUTIONAL	1,355	621	46 %	602	44 %	5	0 %	0	0 %	1,218	90 %	37	3 %	1	0 %
W22 HUMAN SERVICES	10,520	4,144	39 %	5,447	52 %	87	1 %	0	0 %	9,576	91 %	334	3 %	26	0 %
W41 ADMINISTRATIVE SUPPORT	5,520	1,662	30 %	3,204	58 %	66	1 %	0	0 %	4,894	89 %	193	3 %	15	0 %
Y23 BUSINESS & ADMINISTRATION	5,493	1,645	30 %	3,224	59 %	82	1 %	0	0 %	4,967	90 %	116	2 %	17	0 %
Y50 PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,031	2,276	45 %	2,394	48 %	32	1 %	0	0 %	4,698	93 %	90	2 %	11	0 %
Y52 NONCAREER	2	1	50 %	1	50 %	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,207	854	39 %	1,167	53 %	18	1 %	0	0 %	2,069	94 %	24	1 %	4	0 %
Y99 CONFIDENTIAL	1,552	447	29 %	928	60 %	11	1 %	0	0 %	1,397	90 %	31	2 %	3	0 %
STATEWIDE TOTALS:	46,554	18,352	39 %	22,513	48 %	402	1 %	1,403	3 %	42,661	92 %	1,052	2 %	116	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: September 24, 2016

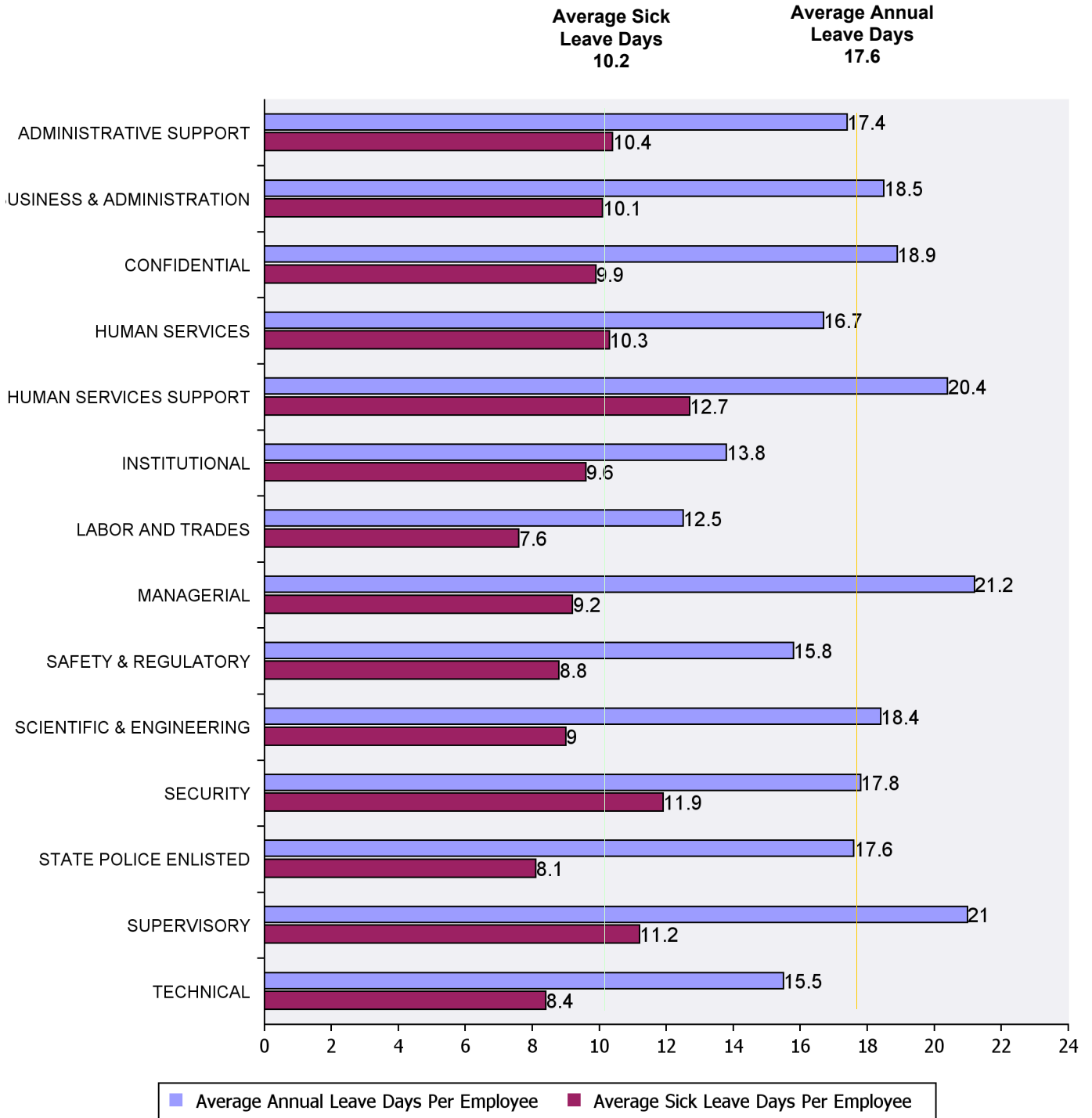
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02 SAFETY & REGULATORY	1,380	1,266	92 %	1,103	80 %	65	5 %	1,315	95 %	60	4 %	63	5 %
A31 LABOR AND TRADES	1,812	1,698	94 %	1,549	85 %	2	0 %	1,762	97 %	47	3 %	4	0 %
C12 SECURITY	6,467	6,213	96 %	5,898	91 %	0	0 %	6,246	97 %	192	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	520	504	97 %	450	87 %	0	0 %	501	96 %	17	3 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,123	1,996	94 %	1,706	80 %	32	2 %	1,980	93 %	142	7 %	12	1 %
L32 TECHNICAL	867	815	94 %	681	79 %	12	1 %	815	94 %	49	6 %	8	1 %
T01 STATE POLICE ENLISTED	1,704	1,666	98 %	1,691	99 %	967	57 %	1,662	98 %	34	2 %	964	57 %
U11 INSTITUTIONAL	1,355	1,257	93 %	1,158	85 %	3	0 %	1,289	95 %	63	5 %	0	0 %
W22 HUMAN SERVICES	10,520	9,961	95 %	8,835	84 %	0	0 %	9,958	95 %	540	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,520	5,119	93 %	4,452	81 %	92	2 %	5,196	94 %	303	5 %	72	1 %
Y23 BUSINESS & ADMINISTRATION	5,493	5,129	93 %	4,323	79 %	82	1 %	5,178	94 %	306	6 %	53	1 %
Y50 PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51 SUPERVISORY	5,031	4,808	96 %	4,697	93 %	153	3 %	4,864	97 %	162	3 %	117	2 %
Y52 NONCAREER	2	2	100 %	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,207	2,103	95 %	1,940	88 %	81	4 %	2,119	96 %	85	4 %	95	4 %
Y99 CONFIDENTIAL	1,552	1,438	93 %	1,292	83 %	14	1 %	1,454	94 %	93	6 %	7	0 %
STATEWIDE TOTALS:	46,554	43,976	94 %	39,776	85 %	1,503	3 %	44,342	95 %	2,093	4 %	1,395	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
SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
Fiscal Year 2015-16

Graph 5-3



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

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
SICK LEAVE USE ANALYSIS BY BARGAINING UNIT

From September 27, 2015 to September 24, 2016

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,490	104,682.3	70.3	8.8
A31 LABOR AND TRADES	2,891	176,887.8	61.2	7.6
C12 SECURITY	7,144	677,804.4	94.9	11.9
E42 HUMAN SERVICES SUPPORT	572	57,989.0	101.4	12.7
H21 SCIENTIFIC & ENGINEERING	2,254	162,652.4	72.2	9.0
L32 TECHNICAL	1,090	73,455.8	67.4	8.4
T01 STATE POLICE ENLISTED	1,794	116,162.4	64.8	8.1
U11 INSTITUTIONAL	1,598	123,343.5	77.2	9.6
W22 HUMAN SERVICES	11,709	964,924.0	82.4	10.3
W41 ADMINISTRATIVE SUPPORT	6,320	524,504.4	83.0	10.4
Y23 BUSINESS & ADMINISTRATION	5,894	474,961.2	80.6	10.1
Y51 SUPERVISORY	5,463	491,149.1	89.9	11.2
Y98 MANAGERIAL	2,375	175,068.0	73.7	9.2
Y99 CONFIDENTIAL	1,687	133,800.9	79.3	9.9
STATEWIDE	52,281	4,257,385.2	81.4	10.2

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

Source: Michigan Civil Service Commission HWF29

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY BARGAINING UNIT

From September 27, 2015 to September 24, 2016

ANNUAL LEAVE					DEFERRED HOURS				
Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	
A02 SAFETY & REGULATORY	1,490	187,954.0	126.1	15.8	1,490	891.4	0.6	0.1	
A31 LABOR AND TRADES	2,891	288,292.3	99.7	12.5	2,891	1,546.7	0.5	0.1	
C12 SECURITY	7,144	1,019,745.7	142.7	17.8	7,144	3,717.3	0.5	0.1	
E42 HUMAN SERVICES SUPPORT	572	93,549.4	163.5	20.4	572	251.6	0.4	0.1	
H21 SCIENTIFIC & ENGINEERING	2,254	331,713.0	147.2	18.4	2,254	1,313.9	0.6	0.1	
L32 TECHNICAL	1,090	135,233.1	124.1	15.5	1,090	499.9	0.5	0.1	
T01 STATE POLICE ENLISTED	1,794	253,296.9	141.2	17.6	1,794	2,969.1	1.7	0.2	
U11 INSTITUTIONAL	1,598	177,021.2	110.8	13.8	1,598	781.1	0.5	0.1	
W22 HUMAN SERVICES	11,709	1,560,082.9	133.2	16.7	11,709	4,723.6	0.4	0.1	
W41 ADMINISTRATIVE SUPPORT	6,320	881,299.5	139.4	17.4	6,320	4,273.7	0.7	0.1	
Y23 BUSINESS & ADMINISTRATION	5,894	872,529.3	148.0	18.5	5,894	3,858.1	0.7	0.1	
Y51 SUPERVISORY	5,463	918,000.7	168.0	21.0	5,463	4,584.4	0.8	0.1	
Y98 MANAGERIAL	2,375	402,256.9	169.4	21.2	2,375	2,971.3	1.3	0.2	
Y99 CONFIDENTIAL	1,687	254,419.8	150.8	18.9	1,687	1,483.8	0.9	0.1	
STATEWIDE	52,281	7,375,394.7	141.1	17.6	52,281	33,865.9	0.6	0.1	

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

Source: Michigan Civil Service Commission HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2015-16

Table 5-7

BARGAINING UNIT CODE/NAME		AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	8.8	15.8	24.6
A31	LABOR AND TRADES	7.7	12.6	20.3
C12	SECURITY	11.9	17.8	29.7
E42	HUMAN SERVICES SUPPORT	12.7	20.4	33.1
H21	SCIENTIFIC & ENGINEERING	9.0	18.4	27.4
L32	TECHNICAL	8.4	15.5	24.0
T01	STATE POLICE ENLISTED	8.1	17.6	25.7
U11	INSTITUTIONAL	9.7	13.9	23.5
W22	HUMAN SERVICES	10.3	16.7	27.0
W41	ADMINISTRATIVE SUPPORT	10.4	17.4	27.8
Y23	BUSINESS & ADMINISTRATION	10.1	18.5	28.6
Y51	SUPERVISORY	11.2	21.0	32.2
Y98	MANAGERIAL	9.2	21.2	30.4
Y99	CONFIDENTIAL	9.9	18.9	28.8
	STATEWIDE AVERAGE	10.2	17.6	27.8

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

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)
Fiscal Years 2011-12 through 2015-16**

BARGAINING UNIT CODE/NAME	2011-12	2012-13	2013-14	2014-15	2015-16
A02 SAFETY & REGULATORY	9.8	9.5	9.6	9.3	8.8
A31 LABOR AND TRADES	8.4	8.6	8.2	7.6	7.6
C12 SECURITY	13.6	13.4	13.7	11.3	11.9
E42 HUMAN SERVICES SUPPORT	13.5	12.0	12.6	11.4	12.7
H21 SCIENTIFIC & ENGINEERING	9.8	9.2	9.3	9.1	9.0
L32 TECHNICAL	9.0	9.5	9.0	8.6	8.4
T01 STATE POLICE ENLISTED	10.5	8.2	7.5	7.8	8.1
U11 INSTITUTIONAL	10.6	10.5	10.2	9.9	9.6
W22 HUMAN SERVICES	10.6	10.6	10.8	10.7	10.3
W41 ADMINISTRATIVE SUPPORT	10.8	10.6	10.4	10.4	10.4
Y23 BUSINESS & ADMINISTRATION	10.3	10.1	10.2	9.9	10.1
Y51 SUPERVISORY	11.9	11.5	11.7	11.3	11.2
Y98 MANAGERIAL	8.8	8.7	8.9	8.7	9.2
Y99 CONFIDENTIAL	10.3	10.2	10.2	10.3	9.9
STATEWIDE AVERAGE	11.0	11	10.7	10.2	10.2

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

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

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

From Pay End Date: September 24, 2016

EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMT	79	430	23	14	0	0	220	12	0	0	1	51	321
ATTORNEY GENERAL	11	482	31	1	0	0	0	0	0	0	0	80	112
AUDITOR GENERAL	03	158	0	2	0	0	0	0	0	0	0	0	2
CIVIL RIGHTS	15	88	0	0	0	0	0	0	0	0	34	17	51
CIVIL SERVICE COMMISSION	19	430	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	47	12,307	9	507	6,269	0	8	93	0	221	2,389	920	10,416
EDUCATION	31	515	0	2	0	2	0	4	0	17	180	66	271
ENVIRONMENTAL QUALITY	76	1,136	8	1	0	0	700	49	0	0	0	123	881
EXECUTIVE OFFICE	01	59	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	65	305	0	0	0	0	0	0	0	0	0	34	34
LICENSING AND REGULATORY AFF	64	1,954	251	10	0	0	110	2	0	5	314	464	1,156
MDHHS - COMMUNITY HEALTH	39	3,169	34	69	198	0	110	37	0	771	381	380	1,980
MDHHS - HUMAN SERVICES	43	10,863	191	30	0	43	2	2	0	64	7,154	1,156	8,642
MILITARY & VETERAN AFFAIRS	51	759	27	186	0	0	27	10	0	273	28	53	604
NATURAL RESOURCES	75	2,837	561	1,100	0	0	249	173	0	7	98	178	2,366
STATE	23	1,541	13	17	0	0	0	1	0	0	0	1,039	1,070
STATE POLICE	55	2,908	161	10	0	0	127	35	1,704	7	0	264	2,308
TALENT & ECONOMIC DEVELOPMENT	18	1,236	24	16	0	475	14	7	0	0	14	114	664
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,977	0	266	0	0	34	60	0	0	5	305	670
TRANSPORTATION	59	2,765	71	634	0	0	527	448	0	0	3	267	1,950
TREASURY	27	1,691	7	12	0	0	2	1	0	0	0	551	573
Grand Total:		48,610	1,411	2,877	6,467	520	2,130	934	1,704	1,365	10,601	6,062	34,071

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

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
From Pay End Date: September 24, 2016

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Noncareer	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	79	430	29	9	17	8	0	46	109
ATTORNEY GENERAL	11	482	26	47	288	0	0	9	370
AUDITOR GENERAL	03	158	0	84	34	3	0	35	156
CIVIL RIGHTS	15	88	4	15	10	0	0	8	37
CIVIL SERVICE COMMISSION	19	430	1	364	52	0	0	13	430
CORRECTIONS	47	12,307	208	117	163	3	0	1,400	1,891
EDUCATION	31	515	136	23	41	0	0	44	244
ENVIRONMENTAL QUALITY	76	1,136	60	18	60	15	0	102	255
EXECUTIVE OFFICE	01	59	0	58	1	0	0	0	59
INSURANCE AND FINANCIAL SERV	65	305	161	16	22	6	0	66	271
LICENSING AND REGULATORY AFF	64	1,954	431	67	166	10	0	124	798
MDHHS - COMMUNITY HEALTH	39	3,169	523	83	201	4	1	377	1,189
MDHHS - HUMAN SERVICES	43	10,863	618	195	211	0	0	1,197	2,221
MILITARY & VETERAN AFFAIRS	51	759	34	8	29	0	0	84	155
NATURAL RESOURCES	75	2,837	110	23	85	14	0	239	471
STATE	23	1,541	131	54	50	7	0	229	471
STATE POLICE	55	2,908	193	41	135	2	0	229	600
TALENT & ECONOMIC DEVELOPMENT	18	1,236	332	37	118	10	0	75	572
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,977	1,562	162	257	91	0	235	2,307
TRANSPORTATION	59	2,765	235	103	113	20	0	344	815
TREASURY	27	1,691	702	58	154	23	0	181	1,118
Grand Total:		48,610	5,496	1,582	2,207	216	1	5,037	14,539

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

Source: Michigan Civil Service Commission HWF06