

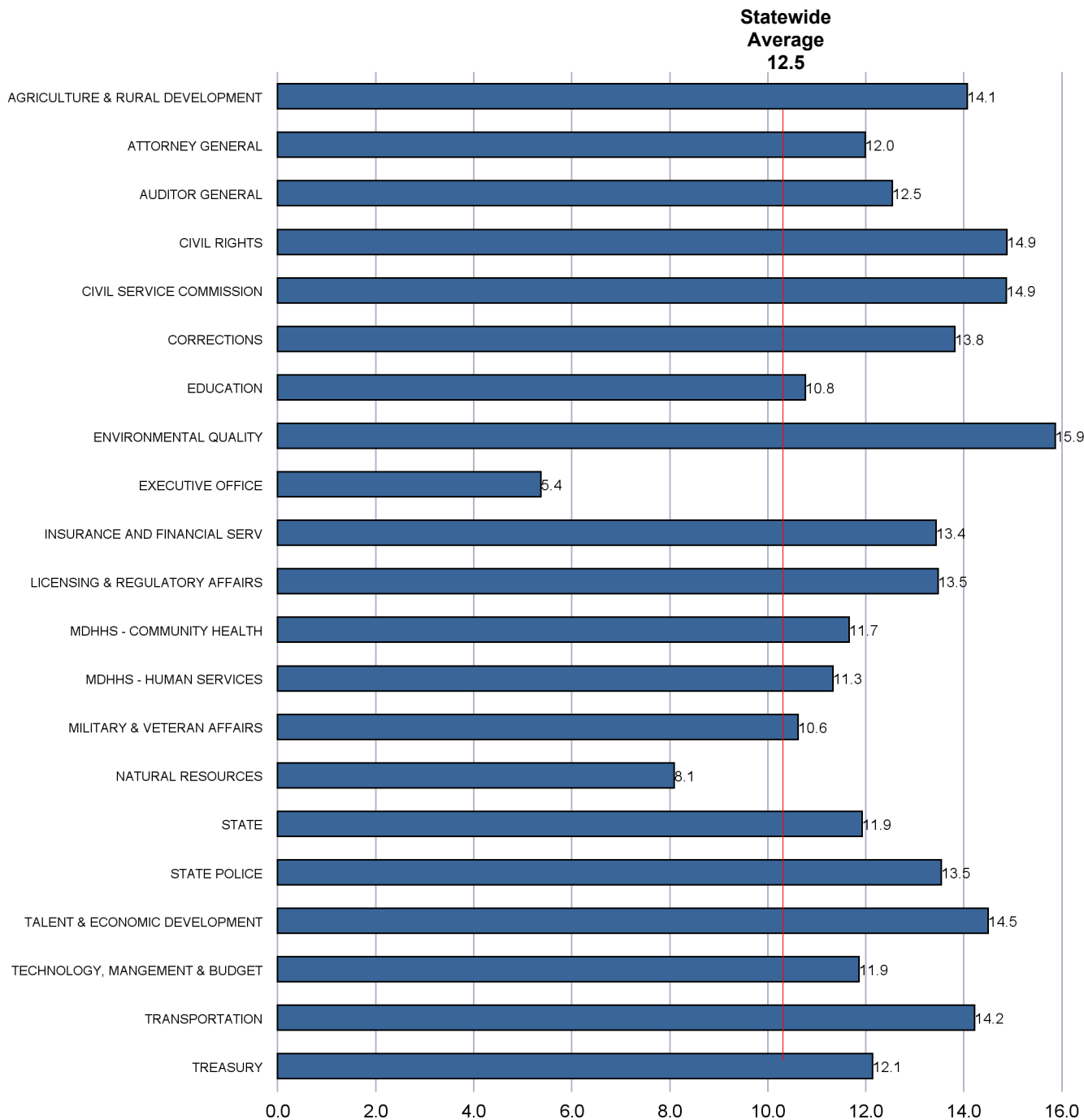
SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 24, 2016



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.

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
PAY END DATE: September 24, 2016

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	58	60	2	6	0	0	0	5	1	1	0	0	61	72	0	0
06 - 10 YEARS	22	22	1	0	0	1	1	0	0	0	0	0	24	23	0	0
11 - 15 YEARS	22	32	1	3	0	0	0	0	0	0	0	0	23	35	0	0
16 - 20 YEARS	33	25	1	2	1	0	0	2	0	2	0	0	35	31	0	1
21 - 25 YEARS	26	12	1	0	0	0	1	0	0	0	0	0	28	12	0	0
26 - 30 YEARS	32	26	0	3	0	0	0	0	0	1	0	0	32	30	2	3
31 - 35 YEARS	2	3	0	1	0	0	0	0	1	0	0	0	3	4	0	0
36 - 40 YEARS	5	6	1	2	0	0	0	0	0	0	0	0	6	8	0	2
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	203	186	7	17	1	1	2	7	2	4	0	0	215	215	2	6
MORE THAN 10 YEARS	123	104	4	11	1	0	1	2	1	3	0	0	130	120	2	6
AVERAGE YEARS	14.8	13.3	15.3	15.8	16.0	8.0	15.5	6.6	17.5	16.3	0.0	0.0	14.9	13.3	27.5	29.7

DEPARTMENT AVERAGE YEARS

14.1

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
00 - 05 YEARS	69	88	3	10	0	0	0	5	2	1	0	0	74	104	0	0
06 -10 YEARS	32	38	0	3	0	0	0	1	0	0	0	0	32	42	1	0
11 -15 YEARS	31	39	7	4	0	0	0	1	0	0	0	0	38	44	0	0
16 - 20 YEARS	19	30	0	4	0	0	0	1	0	2	0	0	19	37	0	0
21 - 25 YEARS	15	8	2	2	0	0	1	1	0	0	0	0	18	11	0	0
26 - 30 YEARS	12	11	0	3	0	0	0	1	0	0	0	0	12	15	0	1
31 - 35 YEARS	10	4	1	2	0	0	0	0	0	0	0	0	11	6	0	0
36 - 40 YEARS	6	6	1	0	0	0	2	1	0	0	0	0	9	7	0	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	196	225	14	28	0	0	3	11	2	3	0	0	215	267	1	1
MORE THAN 10 YEARS	95	99	11	15	0	0	3	5	0	2	0	0	109	121	0	1
AVERAGE YEARS	12.9	10.8	15.2	12.6	0.0	0.0	32.3	11.6	3.5	11.7	0.0	0.0	13.2	11.0	9.0	30.0

DEPARTMENT AVERAGE YEARS 12.0

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
00 - 05 YEARS	33	32	1	0	0	0	1	1	0	0	0	0	35	33	0	0
06 -10 YEARS	5	7	0	0	0	0	0	0	0	0	0	0	5	7	0	0
11 -15 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	2	6	0	0
16 - 20 YEARS	15	15	1	1	0	0	0	0	0	1	0	0	16	17	0	0
21 - 25 YEARS	4	8	0	1	0	0	0	0	0	0	0	0	4	9	0	0
26 - 30 YEARS	4	9	2	0	0	0	0	0	0	0	0	0	6	9	0	1
31 - 35 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	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	70	78	5	2	0	0	1	1	0	1	0	0	76	82	0	1
MORE THAN 10 YEARS	32	39	4	2	0	0	0	0	0	1	0	0	36	42	0	1
AVERAGE YEARS	12.3	12.0	23.2	21.5	0.0	0.0	1.0	2.0	0.0	16.0	0.0	0.0	12.9	12.1	0.0	30.0

DEPARTMENT AVERAGE YEARS 12.5

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
00 - 05 YEARS	1	8	3	6	0	0	1	1	0	0	0	0	5	15	0	0
06 -10 YEARS	1	6	2	8	0	0	0	2	0	0	0	0	3	16	0	0
11 -15 YEARS	1	3	2	8	0	0	0	1	0	0	0	0	3	12	0	0
16 - 20 YEARS	4	1	0	5	0	0	0	0	0	0	0	0	4	6	0	0
21 - 25 YEARS	2	1	3	1	0	0	0	1	0	0	0	0	5	3	0	0
26 - 30 YEARS	0	3	0	3	0	0	1	0	0	0	0	0	1	6	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	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	1	0	1	4	0	0	0	0	0	0	0	0	2	4	0	0
DEPARTMENT TOTAL	10	23	11	37	0	0	2	5	0	0	0	0	23	65	0	0
MORE THAN 10 YEARS	8	9	6	23	0	0	1	2	0	0	0	0	15	34	0	0
AVERAGE YEARS	17.7	10.8	14.8	17.2	0.0	0.0	15.0	10.6	0.0	0.0	0.0	0.0	16.1	14.5	0.0	0.0

DEPARTMENT AVERAGE YEARS

14.9

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																
00 - 05 YEARS	20	77	6	13	0	1	1	3	0	2	0	0	27	96	0	1
06 -10 YEARS	12	31	2	6	0	0	0	1	0	0	0	0	14	38	0	0
11 -15 YEARS	5	42	3	8	0	0	0	1	0	0	0	0	8	51	0	0
16 - 20 YEARS	5	48	1	3	0	1	0	0	0	2	0	0	6	54	0	1
21 - 25 YEARS	4	21	1	7	0	0	1	0	0	1	0	0	6	29	0	0
26 - 30 YEARS	5	36	2	14	0	2	0	6	0	0	0	0	7	58	0	2
31 - 35 YEARS	0	9	0	3	0	0	1	3	0	0	0	0	1	15	0	0
36 - 40 YEARS	1	7	0	4	0	1	0	0	0	0	0	0	1	12	0	2
MORE THAN 40 YEARS	0	6	1	0	0	0	0	0	0	0	0	0	1	6	0	0
DEPARTMENT TOTAL	52	277	16	58	0	5	3	14	0	5	0	0	71	359	0	6
MORE THAN 10 YEARS	20	169	8	39	0	4	2	10	0	3	0	0	30	225	0	5
AVERAGE YEARS	10.3	14.8	12.9	17.8	0.0	22.4	17.7	20.5	0.0	13.0	0.0	0.0	11.2	15.6	0.0	25.8

DEPARTMENT AVERAGE YEARS

14.9

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY
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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
00 - 05 YEARS	1,661	910	251	260	48	16	63	35	18	10	0	1	2,041	1,232	1	0
06 -10 YEARS	699	493	170	199	26	7	33	18	6	4	0	0	934	721	2	0
11 -15 YEARS	633	345	92	143	19	4	12	12	4	5	0	0	760	509	2	1
16 - 20 YEARS	1,779	588	186	208	41	14	51	27	9	4	0	0	2,066	841	2	0
21 - 25 YEARS	1,160	324	108	115	33	7	31	16	5	0	0	0	1,337	462	7	7
26 - 30 YEARS	702	215	69	78	24	4	21	6	3	1	0	0	819	304	24	11
31 - 35 YEARS	90	41	21	26	2	1	1	1	0	1	0	0	114	70	13	5
36 - 40 YEARS	27	26	10	16	1	0	1	3	0	0	0	0	39	45	4	0
MORE THAN 40 YEARS	7	3	2	0	0	0	1	0	0	0	0	0	10	3	2	0
DEPARTMENT TOTAL	6,758	2,945	909	1,045	194	53	214	118	45	25	0	1	8,120	4,187	57	24
MORE THAN 10 YEARS	4,398	1,542	488	586	120	30	118	65	21	11	0	0	5,145	2,234	54	24
AVERAGE YEARS	14.7	12.4	13.1	13.3	14.5	13.2	13.4	12.9	11.2	9.8	0.0	0.0	14.4	12.7	27.5	26.8

DEPARTMENT AVERAGE YEARS 13.8

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	43	103	5	24	0	0	1	4	1	2	0	0	50	133	0	0
06 -10 YEARS	27	78	5	12	0	0	0	0	2	1	0	0	34	91	0	1
11 -15 YEARS	30	51	3	1	0	0	0	0	0	1	0	0	33	53	0	0
16 - 20 YEARS	10	33	1	4	0	0	1	2	0	1	0	0	12	40	0	0
21 - 25 YEARS	4	12	1	0	0	0	0	0	0	0	0	0	5	12	1	0
26 - 30 YEARS	2	18	0	3	0	0	0	0	0	1	0	0	2	22	0	1
31 - 35 YEARS	1	5	0	1	0	0	0	1	0	0	0	0	1	7	0	0
36 - 40 YEARS	3	9	0	1	0	0	0	1	0	0	0	0	3	11	0	0
MORE THAN 40 YEARS	0	5	0	0	0	0	0	1	0	0	0	0	0	6	0	0
DEPARTMENT TOTAL	120	314	15	46	0	0	2	9	3	6	0	0	140	375	1	2
MORE THAN 10 YEARS	50	133	5	10	0	0	1	5	0	3	0	0	56	151	1	1
AVERAGE YEARS	9.8	11.4	8.7	8.8	0.0	0.0	8.5	17.8	5.0	12.0	0.0	0.0	9.5	11.3	22.0	17.0

DEPARTMENT AVERAGE YEARS

10.8

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
00 - 05 YEARS	132	139	0	5	0	0	2	2	1	5	0	0	135	151	0	0
06 -10 YEARS	30	43	1	1	0	0	0	0	0	2	0	0	31	46	0	0
11 -15 YEARS	87	91	5	3	0	1	1	5	2	1	0	0	95	101	0	0
16 - 20 YEARS	83	74	1	2	0	0	1	1	1	3	0	0	86	80	0	0
21 - 25 YEARS	73	48	2	5	0	0	1	1	6	4	0	0	82	58	1	1
26 - 30 YEARS	98	62	1	6	0	1	4	3	2	1	0	0	105	73	2	0
31 - 35 YEARS	27	12	3	3	0	0	0	0	1	1	0	0	31	16	0	0
36 - 40 YEARS	27	14	1	1	1	0	0	0	0	0	0	0	29	15	4	2
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	558	484	14	26	1	2	9	12	13	17	0	0	595	541	7	3
MORE THAN 10 YEARS	396	302	13	20	1	2	7	10	12	10	0	0	429	344	7	3
AVERAGE YEARS	16.7	14.3	21.4	19.6	38.0	21.5	18.2	16.2	20.9	14.4	0.0	0.0	17.0	14.7	32.9	33.7

DEPARTMENT AVERAGE YEARS 15.9

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
00 - 05 YEARS	16	24	0	2	0	0	0	0	0	1	0	0	16	27	0	0
06 -10 YEARS	1	5	0	0	0	0	0	0	0	0	0	0	1	5	0	0
11 -15 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	3	3	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	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	2	0	0	0	0	0	0	0	0	0	0	0	2	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	21	35	0	2	0	0	0	0	0	1	0	0	21	38	0	0
MORE THAN 10 YEARS	4	6	0	0	0	0	0	0	0	0	0	0	4	6	0	0
AVERAGE YEARS	5.0	5.8	0.0	3.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	5.0	5.5	0.0	0.0

DEPARTMENT AVERAGE YEARS **5.3**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	24	28	2	7	0	1	3	1	2	1	0	0	31	38	0	0
06 -10 YEARS	20	45	1	8	0	0	0	1	0	2	0	0	21	56	0	0
11 -15 YEARS	14	30	3	3	0	0	1	0	1	0	0	0	19	33	0	0
16 - 20 YEARS	9	22	0	5	0	0	1	1	0	0	0	0	10	28	0	0
21 - 25 YEARS	10	9	0	0	0	0	0	1	0	0	0	0	10	10	0	1
26 - 30 YEARS	7	15	3	2	0	0	0	1	1	0	0	0	11	18	0	2
31 - 35 YEARS	4	4	0	1	0	0	1	0	0	0	0	0	5	5	0	0
36 - 40 YEARS	3	4	0	1	0	0	0	1	0	0	0	0	3	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	91	158	9	27	0	1	6	6	4	3	0	0	110	195	0	4
MORE THAN 10 YEARS	47	85	6	12	0	0	3	4	2	0	0	0	58	101	0	4
AVERAGE YEARS	13.4	13.5	15.4	12.8	0.0	5.0	12.2	19.0	11.5	7.0	0.0	0.0	13.5	13.5	0.0	28.8

DEPARTMENT AVERAGE YEARS 13.5

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.

STATE OF MICHIGAN

Table 3-1

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

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	193	300	16	54	3	1	13	7	4	5	0	0	229	367	1	1
06 -10 YEARS	124	163	8	38	0	0	4	5	5	6	0	0	141	212	0	1
11 -15 YEARS	79	139	9	32	1	2	3	4	2	1	0	0	94	178	0	1
16 - 20 YEARS	73	117	4	34	0	2	2	2	0	1	0	0	79	156	2	1
21 - 25 YEARS	61	77	4	10	0	0	0	3	0	2	0	0	65	92	1	4
26 - 30 YEARS	40	67	13	24	1	1	5	5	3	3	0	0	62	100	3	5
31 - 35 YEARS	14	21	6	10	0	1	0	3	1	0	0	0	21	35	2	1
36 - 40 YEARS	30	46	5	17	0	0	1	0	1	0	0	0	37	63	2	3
MORE THAN 40 YEARS	8	10	2	3	0	0	0	0	0	0	0	0	10	13	1	1
DEPARTMENT TOTAL	622	940	67	222	5	7	28	29	16	18	0	0	738	1,216	12	18
MORE THAN 10 YEARS	305	477	43	130	2	6	11	17	7	7	0	0	368	637	11	16
AVERAGE YEARS	13.0	13.0	18.3	15.3	9.4	17.6	11.5	15.2	14.3	12.1	0.0	0.0	13.4	13.5	27.7	25.3

DEPARTMENT AVERAGE YEARS 13.5

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.

STATE OF MICHIGAN

Table 3-1

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

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	261	524	110	198	3	1	13	24	13	35	0	0	400	782	0	0
06 -10 YEARS	126	247	58	102	1	6	2	11	7	11	0	0	194	377	0	1
11 -15 YEARS	112	195	30	65	0	0	6	7	7	7	0	0	155	274	0	1
16 - 20 YEARS	95	169	20	59	1	3	2	2	5	9	0	0	123	242	2	1
21 - 25 YEARS	64	79	20	35	2	0	2	4	0	5	0	0	88	123	2	3
26 - 30 YEARS	43	97	25	29	0	1	2	7	1	7	0	0	71	141	2	7
31 - 35 YEARS	16	33	8	7	0	1	1	2	3	2	0	0	28	45	1	3
36 - 40 YEARS	27	41	11	14	1	1	1	1	1	0	0	0	41	57	1	6
MORE THAN 40 YEARS	6	16	3	1	0	0	0	1	1	0	0	0	10	18	2	1
DEPARTMENT TOTAL	750	1,401	285	510	8	13	29	59	38	76	0	0	1,110	2,059	10	23
MORE THAN 10 YEARS	363	630	117	210	4	6	14	24	18	30	0	0	516	900	10	22
AVERAGE YEARS	12.1	11.8	11.7	10.7	14.1	15.6	11.7	11.9	12.3	10.4	0.0	0.0	12.0	11.5	29.6	28.7

DEPARTMENT AVERAGE YEARS

11.7

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.

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

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	503	1,890	186	878	8	24	31	84	3	13	0	0	731	2,889	0	2
06 -10 YEARS	372	1,545	122	815	2	11	20	80	4	16	0	0	520	2,467	1	6
11 -15 YEARS	135	578	42	299	2	5	14	33	3	4	0	0	196	919	1	5
16 - 20 YEARS	178	577	52	457	1	4	9	49	1	7	0	0	241	1,094	4	2
21 - 25 YEARS	103	293	39	158	1	7	7	30	3	3	0	0	153	491	7	10
26 - 30 YEARS	81	227	26	183	0	4	9	22	2	5	0	0	118	441	9	17
31 - 35 YEARS	29	83	7	76	0	1	4	5	0	1	0	0	40	166	4	8
36 - 40 YEARS	41	143	11	101	0	1	3	4	1	2	0	0	56	251	3	10
MORE THAN 40 YEARS	19	39	3	26	0	0	0	3	0	0	0	0	22	68	5	5
DEPARTMENT TOTAL	1,461	5,375	488	2,993	14	57	97	310	17	51	0	0	2,077	8,786	34	65
MORE THAN 10 YEARS	586	1,940	180	1,300	4	22	46	146	10	22	0	0	826	3,430	33	57
AVERAGE YEARS	11.6	10.7	10.7	12.3	7.6	10.8	12.4	12.4	14.8	12.6	0.0	0.0	11.4	11.3	28.4	26.0

DEPARTMENT AVERAGE YEARS **11.3**

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.

STATE OF MICHIGAN

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 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 PAY END DATE: September 24, 2016

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	134	128	11	9	0	3	11	3	3	1	0	0	159	144	0	0
06 -10 YEARS	75	47	3	5	1	0	1	1	2	4	0	0	82	57	0	0
11 -15 YEARS	43	46	1	6	0	0	0	1	0	0	0	0	44	53	0	0
16 - 20 YEARS	29	35	5	9	1	0	4	0	0	1	0	0	39	45	0	0
21 - 25 YEARS	30	30	0	1	0	0	1	0	0	0	0	0	31	31	0	0
26 - 30 YEARS	24	18	1	1	0	0	2	0	0	2	0	0	27	21	1	0
31 - 35 YEARS	7	6	0	3	1	1	0	0	0	0	0	0	8	10	1	1
36 - 40 YEARS	2	3	1	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	345	313	22	35	3	4	19	5	5	8	0	0	394	365	2	1
MORE THAN 10 YEARS	136	138	8	21	2	1	7	1	0	3	0	0	153	164	2	1
AVERAGE YEARS	10.5	10.6	9.6	13.9	19.7	9.8	9.1	4.8	3.0	13.1	0.0	0.0	10.4	10.9	31.0	31.0

DEPARTMENT AVERAGE YEARS

10.6

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.

STATE OF MICHIGAN

Table 3-1

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 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 PAY END DATE: September 24, 2016

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	943	596	24	35	5	7	10	3	5	2	0	0	987	643	2	1
06 -10 YEARS	160	70	2	2	1	0	2	0	0	0	0	0	165	72	0	0
11 -15 YEARS	179	78	2	4	2	0	3	0	2	0	0	0	188	82	1	0
16 - 20 YEARS	209	71	1	1	2	0	2	1	2	1	0	0	216	74	1	1
21 - 25 YEARS	107	39	2	2	2	1	3	0	0	0	0	0	114	42	0	0
26 - 30 YEARS	109	43	4	2	3	0	1	5	0	0	0	0	117	50	4	3
31 - 35 YEARS	29	16	2	0	0	1	0	0	0	0	0	0	31	17	0	1
36 - 40 YEARS	14	10	0	0	0	1	0	0	1	1	0	0	15	12	0	1
MORE THAN 40 YEARS	10	2	0	0	0	0	0	0	0	0	0	0	10	2	0	1
DEPARTMENT TOTAL	1,760	925	37	46	15	10	21	9	10	4	0	0	1,843	994	8	8
MORE THAN 10 YEARS	657	259	11	9	9	3	9	6	5	2	0	0	691	279	6	7
AVERAGE YEARS	8.7	6.8	7.8	4.8	13.4	9.2	10.0	17.9	10.8	14.0	0.0	0.0	8.8	6.8	18.5	26.3

DEPARTMENT AVERAGE YEARS

8.1

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.

STATE OF MICHIGAN

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 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 PAY END DATE: September 24, 2016

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	105	396	19	113	0	8	5	21	3	4	0	0	132	542	0	0
06 -10 YEARS	32	75	2	19	0	0	0	6	0	2	0	0	34	102	0	0
11 -15 YEARS	23	103	5	17	0	1	1	6	0	2	0	0	29	129	0	0
16 - 20 YEARS	37	134	3	33	0	4	1	6	2	3	0	0	43	180	1	1
21 - 25 YEARS	9	59	2	18	0	3	0	7	0	1	0	0	11	88	0	6
26 - 30 YEARS	18	60	2	40	0	0	1	7	2	2	0	0	23	109	2	8
31 - 35 YEARS	5	24	5	17	1	0	0	3	0	0	0	0	11	44	1	2
36 - 40 YEARS	12	27	3	6	0	1	0	1	0	0	0	0	15	35	0	1
MORE THAN 40 YEARS	3	9	1	1	0	0	0	0	0	0	0	0	4	10	0	0
DEPARTMENT TOTAL	244	887	42	264	1	17	8	57	7	14	0	0	302	1,239	4	18
MORE THAN 10 YEARS	107	416	21	132	1	9	3	30	4	8	0	0	136	595	4	18
AVERAGE YEARS	11.5	11.5	13.7	13.2	31.0	11.5	8.9	13.4	13.3	12.9	0.0	0.0	11.8	11.9	26.3	26.7

DEPARTMENT AVERAGE YEARS

11.9

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.

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 PAY END DATE: September 24, 2016

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	642	245	40	9	6	1	18	11	7	4	0	0	713	270	0	0
06 -10 YEARS	132	82	6	6	0	1	4	2	2	1	0	0	144	92	0	0
11 -15 YEARS	133	97	3	3	0	0	4	6	0	0	0	0	140	106	0	1
16 - 20 YEARS	428	95	10	10	6	1	7	1	3	0	0	0	454	107	0	0
21 - 25 YEARS	336	78	31	4	13	0	12	0	3	1	0	0	395	83	2	1
26 - 30 YEARS	190	63	31	5	5	0	10	2	1	1	0	0	237	71	2	3
31 - 35 YEARS	47	18	7	3	0	0	1	0	0	0	0	0	55	21	1	2
36 - 40 YEARS	7	6	0	2	0	0	0	1	0	0	0	0	7	9	0	0
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	1,915	688	128	42	30	3	56	23	16	7	0	0	2,145	763	5	7
MORE THAN 10 YEARS	1,141	361	82	27	24	1	34	10	7	2	0	0	1,288	401	5	7
AVERAGE YEARS	13.6	12.6	16.2	16.5	18.1	9.3	14.7	9.6	10.8	8.9	0.0	0.0	13.9	12.6	27.2	27.3

DEPARTMENT AVERAGE YEARS

13.5

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.

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DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	63	89	10	27	0	0	1	6	1	0	0	0	75	122	1	0
06 -10 YEARS	65	106	21	66	2	1	4	8	0	1	0	0	92	182	1	2
11 -15 YEARS	55	115	25	147	0	1	7	7	2	5	0	0	89	275	1	1
16 - 20 YEARS	24	51	7	29	0	0	1	3	1	3	0	0	33	86	1	0
21 - 25 YEARS	20	31	7	22	0	0	0	4	1	1	0	0	28	58	0	2
26 - 30 YEARS	18	29	7	34	0	0	0	4	1	1	0	0	26	68	2	4
31 - 35 YEARS	7	15	2	14	0	0	4	1	0	1	0	0	13	31	0	1
36 - 40 YEARS	9	17	2	13	1	0	0	1	0	0	0	0	12	31	3	3
MORE THAN 40 YEARS	3	8	1	3	0	0	0	0	0	0	0	0	4	11	1	2
DEPARTMENT TOTAL	264	461	82	355	3	2	17	34	6	12	0	0	372	864	10	15
MORE THAN 10 YEARS	136	266	51	262	1	1	12	20	5	11	0	0	205	560	8	13
AVERAGE YEARS	13.0	14.1	14.7	15.8	17.7	12.5	16.1	14.8	16.0	17.4	0.0	0.0	13.6	14.9	25.6	27.8

DEPARTMENT AVERAGE YEARS

14.5

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.

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 PAY END DATE: September 24, 2016

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	651	302	49	41	3	2	17	13	50	67	0	0	770	425	0	0
06 -10 YEARS	233	107	13	15	0	0	3	4	27	26	0	0	276	152	0	0
11 -15 YEARS	158	81	5	6	0	0	4	2	24	17	0	0	191	106	0	1
16 - 20 YEARS	281	126	14	16	1	0	7	2	11	4	0	0	314	148	2	0
21 - 25 YEARS	89	61	3	7	0	2	3	1	7	4	0	0	102	75	1	3
26 - 30 YEARS	90	70	19	18	1	1	7	6	5	3	0	0	122	98	3	4
31 - 35 YEARS	24	30	6	5	0	0	0	0	4	1	0	0	34	36	2	1
36 - 40 YEARS	41	43	4	6	0	0	1	2	0	1	0	0	46	52	3	0
MORE THAN 40 YEARS	13	12	1	1	0	0	1	2	0	0	0	0	15	15	0	2
DEPARTMENT TOTAL	1,580	832	114	115	5	5	43	32	128	123	0	0	1,870	1,107	11	11
MORE THAN 10 YEARS	696	423	52	59	2	3	23	15	51	30	0	0	824	530	11	11
AVERAGE YEARS	11.2	13.5	13.1	14.4	10.4	15.8	13.1	14.7	9.5	6.9	0.0	0.0	11.2	12.9	28.7	28.0

DEPARTMENT AVERAGE YEARS

11.9

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.

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

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	448	218	22	18	13	9	7	5	7	7	1	0	498	257	0	0
06 -10 YEARS	223	83	8	11	2	0	3	2	4	2	0	0	240	98	0	1
11 -15 YEARS	333	120	10	8	6	0	4	2	9	6	0	0	362	136	1	1
16 - 20 YEARS	290	106	14	10	2	2	4	1	4	7	0	0	314	126	0	0
21 - 25 YEARS	125	54	9	10	4	1	6	0	2	0	0	0	146	65	2	3
26 - 30 YEARS	194	74	15	14	4	2	7	2	5	2	0	0	225	94	9	5
31 - 35 YEARS	54	32	7	4	1	0	3	1	1	0	0	0	66	37	4	4
36 - 40 YEARS	31	19	6	8	0	0	4	1	1	0	0	0	42	28	2	3
MORE THAN 40 YEARS	17	7	2	1	0	0	1	0	3	0	0	0	23	8	4	1
DEPARTMENT TOTAL	1,715	713	93	84	32	14	39	14	36	24	1	0	1,916	849	22	18
MORE THAN 10 YEARS	1,044	412	63	55	17	5	29	7	25	15	0	0	1,178	494	22	17
AVERAGE YEARS	14.0	13.7	17.8	17.6	12.0	8.1	19.9	14.8	17.4	11.8	0.0	0.0	14.3	13.9	31.3	28.8

DEPARTMENT AVERAGE YEARS

14.2

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.

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

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	197	274	23	65	1	1	8	14	7	5	0	0	236	359	0	0
06 -10 YEARS	80	152	16	29	0	1	0	7	2	3	0	0	98	192	0	0
11 -15 YEARS	81	155	9	31	1	2	1	3	4	5	0	0	96	196	1	0
16 - 20 YEARS	49	82	7	16	0	1	2	3	3	2	0	0	61	104	0	0
21 - 25 YEARS	33	47	2	15	0	2	0	3	0	1	0	0	35	68	2	2
26 - 30 YEARS	26	50	13	21	0	0	2	10	3	0	0	0	44	81	2	3
31 - 35 YEARS	6	22	3	9	0	0	1	1	0	0	0	0	10	32	0	0
36 - 40 YEARS	7	35	4	9	0	0	1	2	0	0	0	0	12	46	4	1
MORE THAN 40 YEARS	7	9	1	1	0	0	2	0	0	1	0	0	10	11	0	0
DEPARTMENT TOTAL	486	826	78	196	2	7	17	43	19	17	0	0	602	1,089	9	6
MORE THAN 10 YEARS	209	400	39	102	1	5	9	22	10	9	0	0	268	538	9	6
AVERAGE YEARS	10.8	12.2	14.4	13.5	9.0	14.0	16.5	14.6	11.2	11.7	0.0	0.0	11.4	12.5	29.9	28.0

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.

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

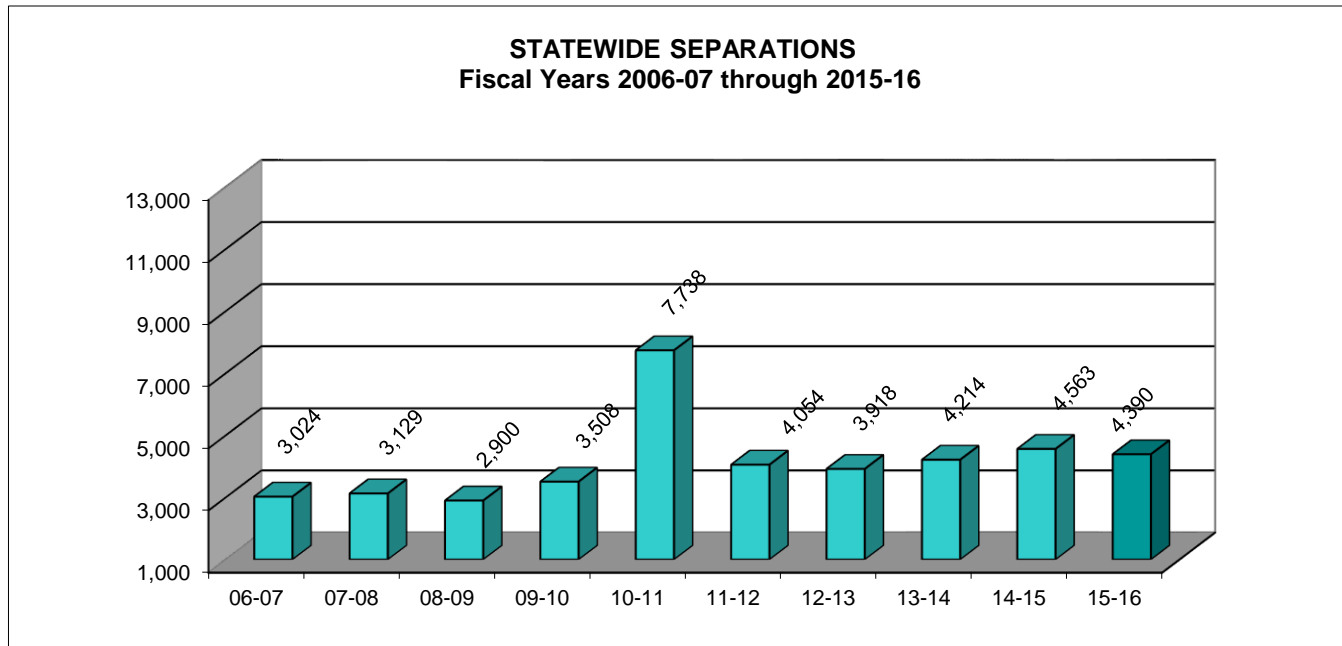
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
00 - 05 YEARS	6,197	6,431	783	1,780	90	75	206	248	128	166	1	1	7,405	8,701	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	1,695	1,193	233	483	38	16	72	87	29	30	0	0	2,067	1,809	67	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	19,221	18,086	2,436	6,150	314	201	616	798	367	419	1	1	22,955	25,655	195	237
MORE THAN 10 YEARS	10,553	8,210	1,212	3,025	189	98	333	401	178	172	0	0	12,465	11,906	185	220
AVERAGE YEARS	13.0	11.7	13.0	12.9	14.2	12.3	13.6	13.1	11.9	10.4	0.0	0.0	13.0	12.0	28.0	27.1

STATEWIDE AVERAGE YEARS 12.5

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.

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2015-16**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	59	1.3%
Dismissal	316	7.2%
Expired Appointment	349	7.9%
Total Involuntary Separations	724	16.5%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,609	36.7%
Layoff/Leave of Absence Rights Expired	216	4.9%
Waived Rights Leave of Absence	182	4.1%
Settlement	1	0.0%
Total Voluntary Separations	2,008	45.7%
<i>RETIREMENT</i>		
Retirement	1,532	34.9%
Incentive Retirement	0	
Disability Retirement	84	1.9%
Deferred Retirement	42	1.0%
Total Retirements	1,658	37.8%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	4,390	100.0%



Comments: Starting in FY 2011-12, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 90.5% of all noncareer appointments at the end of FY 2015-16.

An increase in separations occurred in FY2010-11 due to early retirement incentive programs.

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

STATE OF MICHIGAN

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

From September 27, 2015 Through September 24, 2016

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								WAIVED RIGHTS
AGRICULTURE & RURAL DEVELOPMENT	31	14	0	0	45	27	1	0	1	0	29	16
ATTORNEY GENERAL	34	0	0	0	34	27	0	0	0	0	27	7
AUDITOR GENERAL	14	7	0	0	21	13	0	0	0	0	13	8
CIVIL RIGHTS	3	1	0	0	4	11	0	0	0	0	11	-7
CIVIL SERVICE COMMISSION	20	9	0	0	29	31	0	0	0	0	31	-2
CORRECTIONS	525	29	10	3	567	1,138	0	38	21	0	1,197	-630
EDUCATION	26	9	2	0	37	45	1	0	0	0	46	-9
ENVIRONMENTAL QUALITY	81	7	0	0	88	72	0	0	3	0	75	13
EXECUTIVE OFFICE	12	0	0	0	12	11	0	0	0	0	11	1
INSURANCE AND FINANCIAL SERV	11	2	0	0	13	24	0	0	0	0	24	-11
LICENSING AND REGULATORY AFF	133	66	0	0	199	197	0	3	4	0	204	-5
MDHHS - COMMUNITY HEALTH	311	23	3	0	337	309	0	1	24	0	334	3
MDHHS - HUMAN SERVICES	861	13	70	1	945	821	16	12	56	0	905	40
MILITARY & VETERAN AFFAIRS	70	21	23	0	114	111	23	3	2	0	139	-25
NATURAL RESOURCES	83	1,782	274	0	2,139	1,652	285	0	0	0	1,937	202
STATE	17	219	3	0	239	249	0	0	7	0	256	-17
STATE POLICE	323	3	1	0	327	170	0	0	2	0	172	155
STRATEGIC FUND	0	0	0	0	0	2	0	2	0	0	4	-4
TALENT & ECONOMIC DEVELOPMENT	24	6	7	0	37	106	0	14	7	0	127	-90
TECHNOLOGY, MANAGEMENT & BUDGET	196	90	0	0	286	215	0	0	5	0	220	66
TRANSPORTATION	181	380	15	1	577	534	15	0	0	0	549	28
TREASURY	118	48	0	1	167	130	0	1	4	0	135	32
STATEWIDE TOTALS:	3,074	2,729	408	6	6,217	5,895	341	74	136	0	6,446	-229

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

Source: Michigan Civil Service Commission HWF35

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2016

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78 ¹	64,456	x	x
1978-79	68,105	8,483	12.5%
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84 ²	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2016

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88 ²	63,096	3,819	6.1%
1988-89 ²	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92 ²	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97 ²	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,334	7.0%
2001-02 ²	60,147	6,214	10.3%
2002-03 ²	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%
2005-06	52,259	2,590	5.0%
2006-07	52,013	3,024	5.8%
2007-08	50,799	3,129	6.2%
2008-09	51,699	2,900	5.6%
2009-10	50,615	3,508	6.9%
2010-11 ²	47,818	7,738	16.2%
2011-12	47,809	4,053	8.5%
2012-13	47,739	3,918	8.2%
2013-14	47,002	4,214	9.0%
2014-15	46,588	4,563	9.8%
2015-16	46,692	4,390	9.4%

¹ Turnover figures for 1977-78 are not available.

² Early retirement incentive programs were offered in FY 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02, 2002-03, and 2010-11, which increased.

Comments: Starting in FY 2005-06, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, turnovers included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 24, 2016, these positions represent 90.5% of all noncareer appointments. Separations do not include employees placed on layoff. Before FY 2005-06, separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in FY 1986-87, waived rights leaves of absence were counted as separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through FY 1996-97. Beginning in FY 1997-98, Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
 Fiscal Years 2011-12 Through 2015-16

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2011-12	387	16	4.1%
2012-13	401	14	3.5%
2013-14	397	23	5.8%
2014-15	405	29	7.2%
2015-16	412	22	5.3%
Attorney General			
2011-12	462	27	5.8%
2012-13	479	33	6.9%
2013-14	490	28	5.7%
2014-15	482	43	8.9%
2015-16	477	31	6.5%
Auditor General			
2011-12	133	8	6.0%
2012-13	140	6	4.3%
2013-14	134	4	3.0%
2014-15	137	10	7.3%
2015-16	150	11	7.3%
Civil Rights			
2011-12	94	7	7.4%
2012-13	92	9	9.8%
2013-14	91	8	8.8%
2014-15	94	9	9.6%
2015-16	92	10	10.9%
Civil Service Commission			
2011-12	405	18	4.4%
2012-13	416	20	4.8%
2013-14	414	29	7.0%
2014-15	414	30	7.3%
2015-16	416	30	7.2%
Corrections			
2011-12	13,541	1,319	9.7%
2012-13	13,259	1,217	9.2%
2013-14	12,766	1,365	10.7%
2014-15	12,555	1,405	11.2%
2015-16	12,600	1,306	10.4%
Education			
2011-12	476	32	6.7%
2012-13	518	39	7.5%
2013-14	518	54	10.4%
2014-15	515	32	6.2%
2015-16	507	43	8.5%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
 Fiscal Years 2011-12 Through 2015-16

Department	Average Classified Employment	Separations	Turnover Rate
Environmental Quality			
2011-12	1,109	40	3.6%
2012-13	1,102	41	3.7%
2013-14	1,099	55	5.0%
2014-15	1,101	60	5.4%
2015-16	1,108	68	6.1%
Executive Office			
2011-12	51	10	19.6%
2012-13	54	3	5.6%
2013-14	58	5	8.6%
2014-15	60	11	18.4%
2015-16	56	11	19.6%
Insurance and Financial Services ¹			
2011-12	--	--	--
2012-13	--	--	--
2013-14	292	17	5.8%
2014-15	305	17	5.6%
2015-16	302	24	7.9%
Licensing & Regulatory Affairs			
2011-12	3,758	390	10.4%
2012-13	2,899	242	8.3%
2013-14	2,525	237	9.4%
2014-15	2,120	202	9.5%
2015-16	1,847	161	8.7%
MDHHS-Community Health			
2011-12	3,013	297	9.9%
2012-13	3,113	291	9.3%
2013-14	3,128	303	9.7%
2014-15	3,092	397	12.8%
2015-16	3,111	348	11.2%
MDHHS-Human Services			
2011-12	11,058	758	6.9%
2012-13	11,772	845	7.2%
2013-14	11,388	900	7.9%
2014-15	10,954	995	9.1%
2015-16	10,747	893	8.3%
Military and Veterans Affairs			
2011-12	886	105	11.9%
2012-13	801	118	14.7%
2013-14	772	135	17.5%
2014-15	757	143	18.9%
2015-16	750	125	16.7%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
 Fiscal Years 2011-12 Through 2015-16

Department	Average Classified Employment	Separations	Turnover Rate
Natural Resources			
2011-12	1,555	109	7.0%
2012-13	1,530	133	8.7%
2013-14	1,554	157	10.1%
2014-15	1,613	235	14.6%
2015-16	1,665	277	16.6%
State			
2011-12	1,279	65	5.1%
2012-13	1,290	114	8.8%
2013-14	1,308	88	6.7%
2014-15	1,321	94	7.1%
2015-16	1,325	108	8.2%
State Police			
2011-12	2,360	121	5.1%
2012-13	2,501	151	6.0%
2013-14	2,616	163	6.0%
2014-15	2,707	139	5.1%
2015-16	2,775	172	6.2%
Strategic Fund			
2011-12	636	47	7.4%
2012-13	651	76	11.7%
2013-14	631	52	8.2%
2014-15	--	--	--
2015-16	--	--	--
Talent and Economic Development ²			
2011-12	--	--	--
2012-13	--	--	--
2013-14	--	--	--
2014-15	1,006	91	9.0%
2015-16	1,253	108	8.6%
Technology, Management and Budget			
2011-12	2,461	138	5.6%
2012-13	2,587	173	6.7%
2013-14	2,674	172	6.4%
2014-15	2,789	208	7.5%
2015-16	2,874	213	7.4%
Transportation			
2011-12	2,637	459	17.4%
2012-13	2,570	273	10.6%
2013-14	2,573	274	10.7%
2014-15	2,570	311	12.1%
2015-16	2,600	303	11.7%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2011-12 Through 2015-16

Department	Average Classified Employment	Separations	Turnover Rate
Treasury			
2011-12	1,508	87	5.8%
2012-13	1,566	120	7.7%
2013-14	1,577	118	7.5%
2014-15	1,592	103	6.5%
2015-16	1,626	127	7.8%
Statewide Total			
2011-12	45,449	3,944	8.7%
2012-13	47,739	3,894	8.2%
2013-14	47,003	4,187	8.9%
2014-15	46,588	4,564	9.8%
2015-16	46,692	4,391	9.4%

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

² In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. 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. For fiscal-year-to-date average reports, the agencies in the Department of Talent and Economic Development, effective February 17, 2015 are included for the entire year.

Comments: Starting in FY 2011-12, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER A. As of September 24, 2016, these positions represent 90.5% of all noncareer appointments at the end of FY 2015-16. Separations do not include employees placed on layoff.

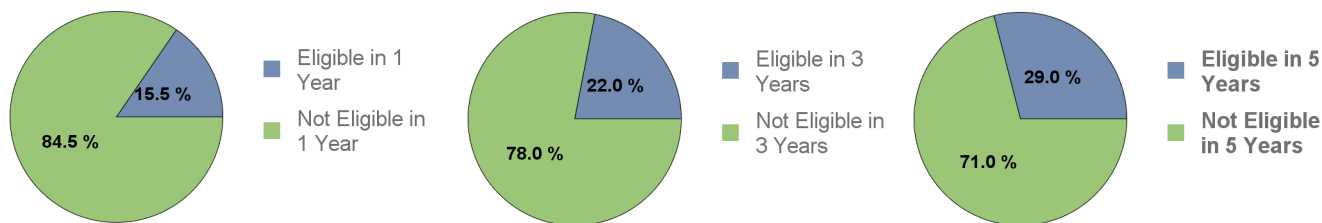
Source: Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

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

As of September 24, 2016

DEPARTMENT	Retirement Projections		
	1 Year (2017)	3 Year (2019)	5 Year (2021)
AGRICULTURE AND RURAL DVLPMNT	22.0 %	31.3 %	37.7 %
ATTORNEY GENERAL	16.8 %	21.1 %	27.2 %
AUDITOR GENERAL	8.3 %	16.6 %	22.3 %
CIVIL RIGHTS	19.4 %	26.9 %	32.3 %
CIVIL SERVICE COMMISSION	14.9 %	26.7 %	33.7 %
CORRECTIONS	14.3 %	21.6 %	30.0 %
EDUCATION	18.6 %	26.0 %	33.0 %
ENVIRONMENTAL QUALITY	24.4 %	32.0 %	39.0 %
INSURANCE AND FINANCIAL SERV	14.2 %	19.5 %	24.4 %
LICENSING & REGULATORY AFFAIRS	22.5 %	29.0 %	36.2 %
MDHHS - COMMUNITY HEALTH	17.8 %	23.9 %	30.7 %
MDHHS - HUMAN SERVICES	12.0 %	16.6 %	21.8 %
MILITARY & VETERAN AFFAIRS	15.2 %	21.7 %	30.2 %
NATURAL RESOURCES	14.3 %	20.8 %	27.0 %
STATE	19.9 %	26.0 %	34.3 %
STATE POLICE	11.6 %	20.8 %	30.3 %
TALENT & ECONOMIC DEVELOPMENT	22.3 %	30.5 %	37.6 %
TECHNOLOGY, MANAGEMENT & BUDGET	17.2 %	23.4 %	29.8 %
TRANSPORTATION	19.0 %	25.8 %	32.2 %
TREASURY	16.8 %	23.1 %	30.7 %
STATEWIDE	15.5 %	22.0 %	29.0 %

**Employees Eligible to Retire in 1, 3, and 5 Years
As of September 24, 2016**



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

Source: Michigan Civil Service Commission MHR-0802