

THIRTY-SEVENTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2015-16
October 1, 2015 through September 30, 2016

State of Michigan
Civil Service Commission



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This is the Thirty-Seventh Annual Workforce Report covering fiscal year 2015-16 (October 1, 2015 – September 30, 2016). The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source of the data. The source used for each chart is identified.

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

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**STATISTICAL HIGHLIGHTS
FY 2015-16**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.1
Average Annual Salary ¹	\$58,360
Average Annual Fringe Benefit Cost ²	\$47,528
Average Sick Leave Days Used	10.2
Average Annual Leave Days Used	17.6
Average Years of Service	12.5

WORK FORCE CHARACTERISTICS

Females	52.8%
Males	47.2%
Eligible for Longevity	65.1%
Less than Six Years of Service	33.1%
Six to Ten Years of Service	16.7%
Over Ten Years of Service	50.2%
Exclusively Represented for Collective Bargaining	70.1%
Turnover	9.4%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.0%
Asian	1.6%
Black	17.7%
Hispanic	2.9%
White	76.7%
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 work schedule (see Table 2-1).

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

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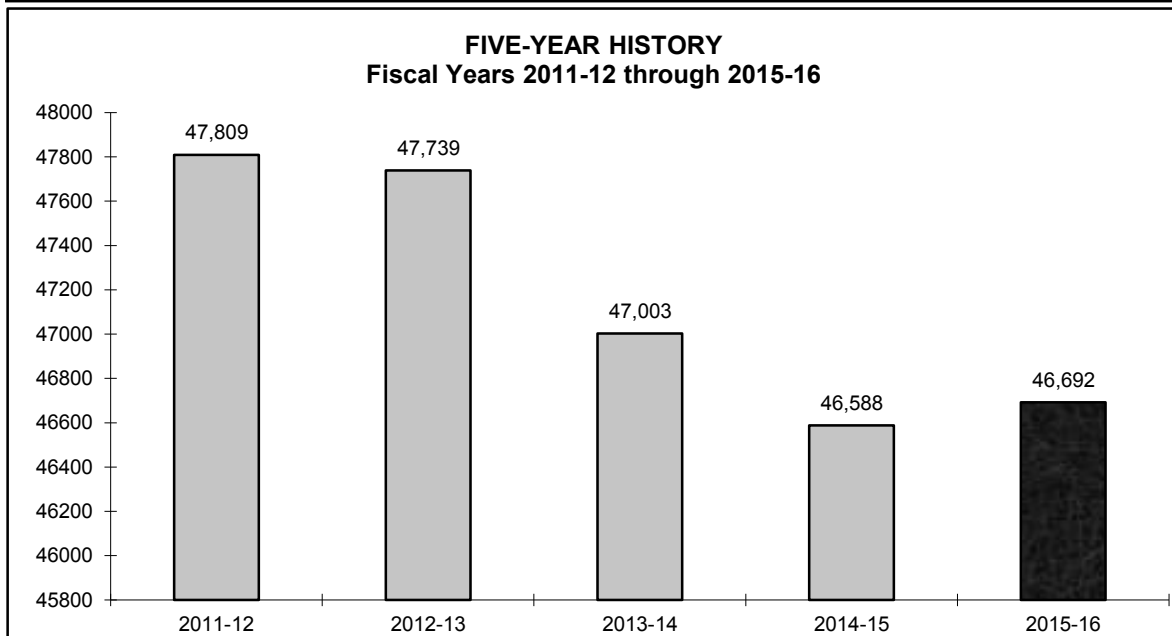
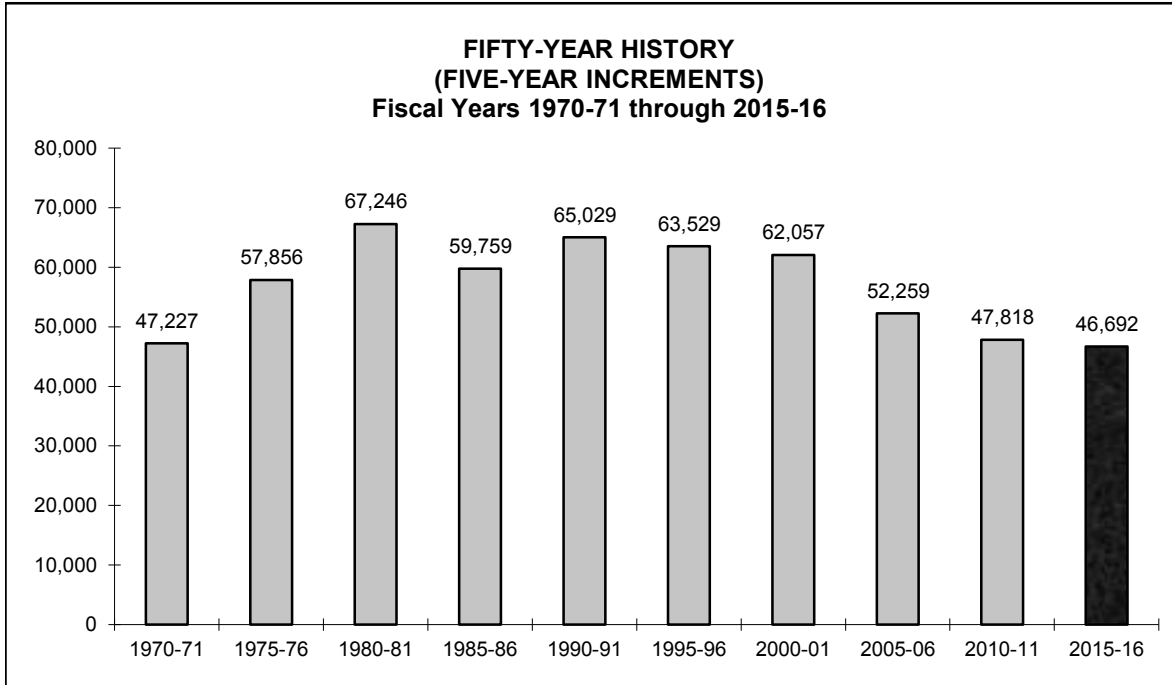
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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

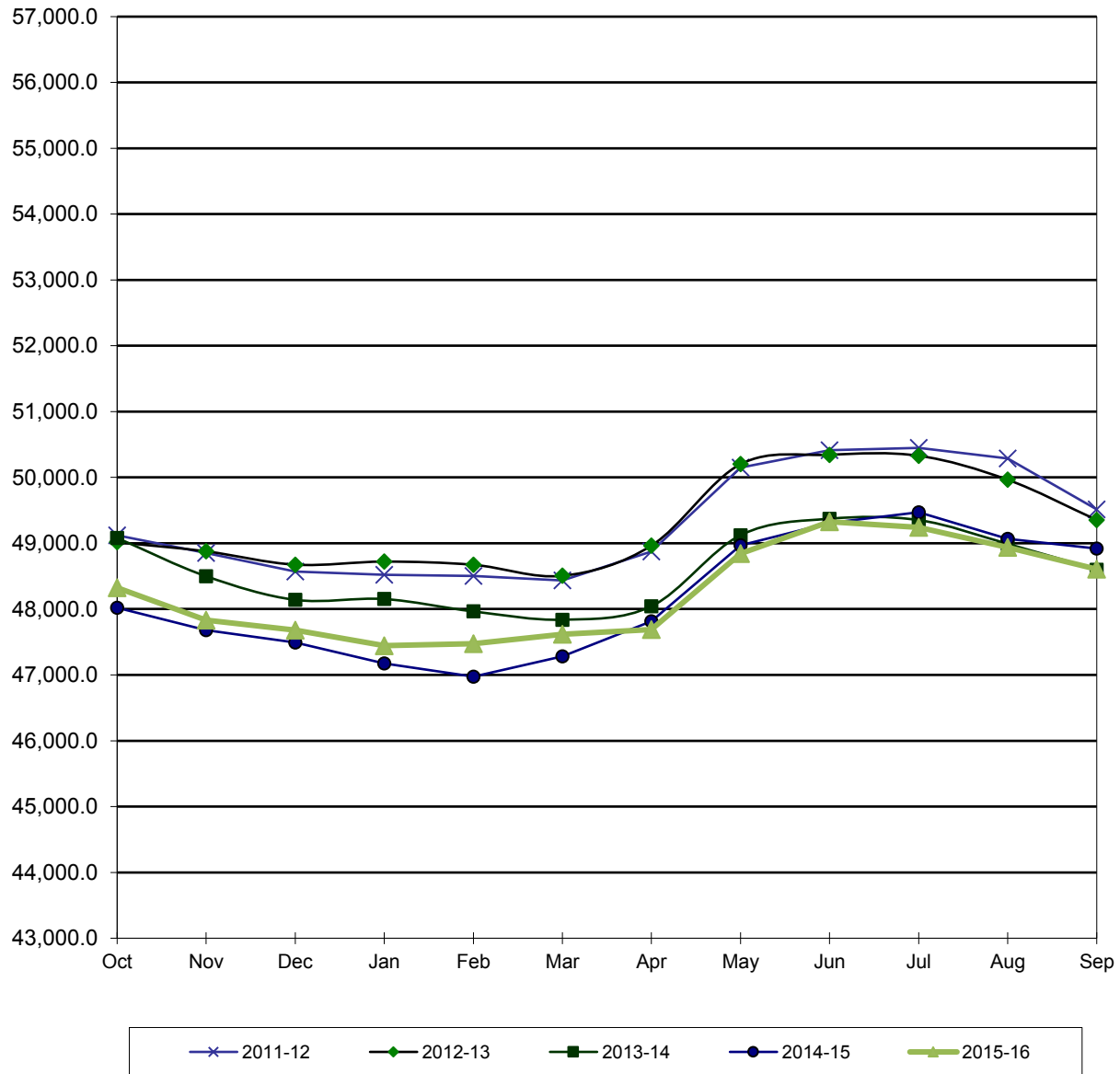


Comments: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 24, 2016, these positions represent 90.5% of all noncareer appointments. 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. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

**STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYMENT FIGURES
Fiscal Years 2011-12 through 2015-16**



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

Source: Michigan Civil Service Commission HWF03 or the last full pay period each month.

STATE OF MICHIGAN

Table 1-1

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

Pay End Date: September 24, 2016

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	399.0	0.0	4.0	8.0	0.0	19.0	0.0	430.0	0.0	430.0
AGRICULTURE AND RURAL DVLPMNT		399.0	0.0	4.0	8.0	0.0	19.0	0.0	430.00	0.0	430.0
ATY GNRL CENTRAL OFFICE	1101	443.0	1.0	0.0	26.0	0.0	0.0	0.0	470.0	0.0	470.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		454.0	1.0	0.0	27.0	0.0	0.0	0.0	482.00	0.0	482.0
LEGISLATIVE AUDITOR GENERAL	0301	127.0	0.0	10.0	18.0	0.0	3.0	0.0	158.0	0.0	158.0
AUDITOR GENERAL		127.0	0.0	10.0	18.0	0.0	3.0	0.0	158.00	0.0	158.0
CIV RGHT CENTRAL OFFICE	1501	84.0	0.0	0.0	3.0	0.0	1.0	0.0	88.0	0.0	88.0
CIVIL RIGHTS		84.0	0.0	0.0	3.0	0.0	1.0	0.0	88.00	0.0	88.0
CIVIL SERVICE COMMISSION	1901	393.0	1.0	3.0	15.0	0.0	18.0	0.0	430.0	0.0	430.0
CIVIL SERVICE COMMISSION		393.0	1.0	3.0	15.0	0.0	18.0	0.0	430.00	0.0	430.0
DETROIT DETENTION CENTER	4754	57.0	0.0	0.0	0.0	0.0	0.0	1.0	58.0	0.0	58.0
DETROIT REENTRY CENTER	4764	226.0	0.0	0.0	1.0	0.0	0.0	0.0	227.0	0.0	227.0
DOC-ADRIAN/GUS HARRISON FAC	4729	478.0	0.0	1.0	1.0	0.0	0.0	1.0	481.0	0.0	481.0
DOC-ALGER MAX SECURITY CORRECT	4735	239.0	0.0	0.0	1.0	0.0	0.0	1.0	241.0	0.0	241.0
DOC-BARAGA FACILITY	4740	285.0	0.0	1.0	1.0	0.0	0.0	0.0	287.0	0.0	287.0
DOC-BELLAMY CREEK FACILITY	4748	402.0	0.0	0.0	1.0	0.0	0.0	1.0	404.0	0.0	404.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	451.0	0.0	0.0	0.0	0.0	0.0	1.0	452.0	0.0	452.0
DOC-CARSON CITY FAC/CARSON CIT	4731	408.0	0.0	0.0	1.0	0.0	1.0	2.0	412.0	0.0	412.0
DOC-CENTRAL MICHIGAN FACILITY	4744	394.0	0.0	0.0	1.0	0.0	1.0	0.0	396.0	0.0	396.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	452.0	1.0	0.0	1.0	0.0	1.0	0.0	455.0	0.0	455.0
DOC-COOPER STREET FACILITY	4752	368.0	5.0	0.0	1.0	0.0	0.0	0.0	374.0	0.0	374.0
DOC-CORRECTN CENTRAL OFFICE	4702	514.0	0.0	0.0	15.0	0.0	41.0	1.0	571.0	0.0	571.0
DOC-COTTON FACILITY	4720	382.0	0.0	0.0	1.0	0.0	0.0	1.0	384.0	0.0	384.0
DOC-EGELER FACILITY	4727	556.0	0.0	0.0	1.0	0.0	0.0	1.0	558.0	0.0	558.0
DOC-FIELD OPERATION REGION III	4763	784.0	7.0	1.0	2.0	0.0	0.0	1.0	795.0	0.0	795.0
DOC-FIELD OPERATIONS REGION I	4761	802.0	1.0	0.0	2.0	0.0	0.0	2.0	807.0	0.0	807.0
DOC-HANDLON MI TRAINING UNT	4705	294.0	0.0	0.0	3.0	0.0	0.0	0.0	297.0	0.0	297.0
DOC-HURON VALLEY CORR COMPLEX	4715	553.0	3.0	0.0	1.0	0.0	0.0	2.0	559.0	0.0	559.0
DOC-IONIA MAXIMUM FACILITY	4724	267.0	0.0	0.0	1.0	0.0	0.0	0.0	268.0	0.0	268.0
DOC-JACKSON CENTRAL REGION	4750	105.0	0.0	0.0	1.0	0.0	0.0	1.0	107.0	0.0	107.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	284.0	0.0	0.0	1.0	0.0	0.0	0.0	285.0	0.0	285.0
DOC-LAKELAND MENS FACILITY	4718	282.0	0.0	0.0	1.0	0.0	0.0	1.0	284.0	0.0	284.0

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 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.

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: September 24, 2016

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	309.0	1.0	0.0	1.0	0.0	0.0	3.0	314.0	0.0	314.0
DOC-MARQUETTE BRANCH PRISON	4706	337.0	1.0	0.0	1.0	0.0	0.0	0.0	339.0	0.0	339.0
DOC-MAXEY CORRECTIONAL	4749	294.0	0.0	0.0	1.0	0.0	0.0	1.0	296.0	0.0	296.0
DOC-MICHIGAN REFORMATORY	4707	299.0	0.0	0.0	1.0	0.0	1.0	3.0	304.0	0.0	304.0
DOC-MICHIGAN STATE INDUSTRIES	4709	50.0	0.0	0.0	1.0	0.0	1.0	1.0	53.0	0.0	53.0
DOC-MUSKEGON FACILITY	4704	215.0	0.0	0.0	1.0	0.0	0.0	1.0	217.0	0.0	217.0
DOC-NEWBERRY FACILITY	4743	212.0	0.0	2.0	1.0	0.0	0.0	0.0	215.0	0.0	215.0
DOC-OAKS FACILITY	4739	264.0	2.0	0.0	1.0	0.0	0.0	1.0	268.0	0.0	268.0
DOC-OJIBWAY FACILITY	4746	207.0	0.0	0.0	1.0	0.0	1.0	0.0	209.0	0.0	209.0
DOC-PARNALL FACILITY	4751	276.0	0.0	1.0	0.0	0.0	0.0	0.0	277.0	0.0	277.0
DOC-PUGSLEY FACILITY	4745	117.0	0.0	0.0	1.0	0.0	0.0	0.0	118.0	0.0	118.0
DOC-SAGINAW FACILITY	4742	293.0	1.0	0.0	2.0	0.0	1.0	0.0	297.0	0.0	297.0
DOC-ST. LOUIS FACILITY	4733	320.0	0.0	1.0	1.0	0.0	0.0	4.0	326.0	0.0	326.0
DOC-THUMB FACILITY	4725	309.0	0.0	0.0	0.0	0.0	0.0	0.0	309.0	0.0	309.0
NTHRN REGION ADMIN AND SUPPORT	4714	28.0	0.0	0.0	0.0	0.0	0.0	0.0	28.0	0.0	28.0
SOUTHERN REGION - IONIA	4711	34.0	0.0	0.0	0.0	0.0	0.0	1.0	35.0	0.0	35.0
CORRECTIONS		12,147.0	22.0	7.0	51.0	0.0	48.0	32.0	12,307.00	0.0	12,307.0
EDUCATION	3103	429.0	5.0	3.0	18.0	49.0	11.0	0.0	515.0	0.0	515.0
EDUCATION		429.0	5.0	3.0	18.0	49.0	11.0	0.0	515.00	0.0	515.0
DEQ-ENVIRONMENTAL QUALITY	7601	1,069.0	4.0	16.0	32.0	0.0	15.0	0.0	1,136.0	0.5	1,135.5
ENVIRONMENTAL QUALITY		1,069.0	4.0	16.0	32.0	0.0	15.0	0.0	1,136.00	0.5	1,135.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	1.0	58.0	0.0	0.0	0.0	59.0	0.0	59.0
EXECUTIVE OFFICE		0.0	0.0	1.0	58.0	0.0	0.0	0.0	59.00	0.0	59.0
DEPT OF INS AND FIN SERVICE	6501	276.0	2.0	0.0	20.0	0.0	7.0	0.0	305.0	0.0	305.0
INSURANCE AND FINANCIAL SERV		276.0	2.0	0.0	20.0	0.0	7.0	0.0	305.00	0.0	305.0
LICENSING AND REGULATORY AFF	6401	1,800.0	4.0	9.0	58.0	6.0	77.0	0.0	1,954.0	0.0	1,954.0
LICENSING & REGULATORY AFFAIRS		1,800.0	4.0	9.0	58.0	6.0	77.0	0.0	1,954.00	0.0	1,954.0
MDHHS-CARO CENTER	3902	293.0	0.0	0.0	35.0	0.0	0.0	8.0	336.0	0.0	336.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,210.0	0.0	2.0	33.0	0.0	17.0	0.0	1,262.0	0.0	1,262.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	493.0	1.0	0.0	1.0	0.0	5.0	0.0	500.0	0.0	500.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	200.0	0.0	0.0	2.0	0.0	6.0	4.0	212.0	0.0	212.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	395.0	0.0	0.0	49.0	0.0	0.0	8.0	452.0	0.0	452.0
MDHHS-OFFICE OF SERVICES TO TH	3970	26.0	0.0	0.0	1.0	0.0	0.0	0.0	27.0	0.0	27.0

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 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.

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: September 24, 2016

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	38.0	0.0	0.0	1.0	0.0	0.0	0.0	39.0	0.0	39.0
MDHHS-WALTER P.REUTHER PSY HS	3945	335.0	0.0	0.0	2.0	0.0	0.0	4.0	341.0	0.0	341.0
MDHHS - COMMUNITY HEALTH		2,990.0	1.0	2.0	124.0	0.0	28.0	24.0	3,169.00	0.0	3,169.0
MDHHS-BERRIEN COUNTY	4322	135.0	0.0	0.0	1.0	3.0	0.0	0.0	139.0	0.0	139.0
MDHHS-CALHOUN COUNTY	4323	142.0	0.0	0.0	1.0	0.0	0.0	0.0	143.0	0.0	143.0
MDHHS-COUNTIES	4308	2,617.0	0.0	1.0	55.0	26.0	0.0	0.0	2,699.0	0.0	2,699.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,770.0	0.0	7.0	57.0	32.0	14.0	1.0	2,881.0	0.0	2,881.0
MDHHS-GENESEE COUNTY	4302	434.0	0.0	0.0	19.0	0.0	0.0	0.0	453.0	0.0	453.0
MDHHS-INGHAM COUNTY	4312	245.0	0.0	0.0	7.0	1.0	1.0	0.0	254.0	0.0	254.0
MDHHS-INSTITUTIONS	4307	60.0	0.0	11.0	1.0	0.0	0.0	0.0	72.0	0.0	72.0
MDHHS-JACKSON COUNTY	4315	150.0	0.0	0.0	8.0	0.0	0.0	0.0	158.0	0.0	158.0
MDHHS-KALAMAZOO COUNTY	4314	255.0	0.0	0.0	2.0	0.0	0.0	0.0	257.0	0.0	257.0
MDHHS-KENT COUNTY	4303	433.0	0.0	0.0	1.0	9.0	0.0	1.0	444.0	0.0	444.0
MDHHS-MACOMB COUNTY	4304	442.0	0.0	0.0	0.0	0.0	0.0	1.0	443.0	4.0	439.0
MDHHS-MUSKEGON COUNTY	4324	212.0	0.0	0.0	0.0	0.0	0.0	0.0	212.0	0.0	212.0
MDHHS-OAKLAND COUNTY	4305	505.0	0.0	0.0	32.0	0.0	0.0	1.0	538.0	0.0	538.0
MDHHS-SAGINAW COUNTY	4313	175.0	0.0	0.0	6.0	0.0	0.0	0.0	181.0	0.0	181.0
MDHHS-WASHTENAW	4325	148.0	0.0	0.0	6.0	0.0	0.0	0.0	154.0	0.0	154.0
MDHHS-WAYNE COUNTY DSS	4306	82.0	0.0	0.0	10.0	0.0	0.0	0.0	92.0	0.0	92.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	551.0	0.0	0.0	2.0	0.0	0.0	0.0	553.0	0.0	553.0
MDHHS-WAYNE COUNTY ZONE 3	4318	421.0	0.0	0.0	1.0	0.0	0.0	0.0	422.0	0.0	422.0
MDHHS-WAYNE COUNTY ZONE 4	4319	429.0	0.0	0.0	0.0	0.0	0.0	0.0	429.0	0.0	429.0
MDHHS-WAYNE COUNTY ZONE L	4316	339.0	0.0	0.0	0.0	0.0	0.0	0.0	339.0	0.0	339.0
MDHHS - HUMAN SERVICES		10,545.0	0.0	19.0	209.0	71.0	15.0	4.0	10,863.00	4.0	10,859.0
D.J. JACOBETTI HOME FOR VETERA	5103	149.0	6.0	1.0	8.0	0.0	3.0	0.0	167.0	0.5	166.5
GRAND RAPIDS HOME FOR VETERANS	5102	200.0	10.0	19.0	1.0	1.0	5.0	1.0	237.0	0.0	237.0
MIL AFFR CENTRAL OFFICE	5101	274.0	0.0	8.0	26.0	22.0	24.0	1.0	355.0	0.0	355.0
MILITARY & VETERAN AFFAIRS		623.0	16.0	28.0	35.0	23.0	32.0	2.0	759.00	0.5	758.5
DNR-NATURAL RESOURCES	7501	1,353.0	2.0	49.0	30.0	266.0	1,135.0	2.0	2,837.0	0.0	2,837.0
NATURAL RESOURCES		1,353.0	2.0	49.0	30.0	266.0	1,135.0	2.0	2,837.00	0.0	2,837.0
DEPARTMENT OF STATE	2301	1,177.0	0.0	86.0	51.0	0.0	227.0	0.0	1,541.0	0.0	1,541.0
STATE		1,177.0	0.0	86.0	51.0	0.0	227.0	0.0	1,541.00	0.0	1,541.0
STATE POLICE	5501	2,816.0	10.0	7.0	61.0	0.0	6.0	8.0	2,908.0	0.0	2,908.0

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 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.

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: September 24, 2016

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		2,816.0	10.0	7.0	61.0	0.0	6.0	8.0	2,908.00	0.0	2,908.0
TED - LANDBANK AUTHORITY	1802	5.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	5.0
TED - MSF - MEDC	1804	87.0	0.0	0.0	10.0	0.0	1.0	0.0	98.0	0.0	98.0
TED - MSHDA	1803	267.0	3.0	4.0	9.0	0.0	17.0	0.0	300.0	0.0	300.0
TED - TALENT INVESTMENT AGY	1801	767.0	2.0	0.0	62.0	0.0	2.0	0.0	833.0	0.0	833.0
TALENT & ECONOMIC DEVELOPMENT		1,126.0	5.0	4.0	81.0	0.0	20.0	0.0	1,236.00	0.0	1,236.0
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	1,745.0	1.0	0.0	46.0	0.0	79.0	0.0	1,871.0	0.0	1,871.0
TECH, MGMT AND BUDGET - MB	0701	950.0	17.0	2.0	85.0	0.0	49.0	2.0	1,105.0	0.0	1,105.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,695.0	18.0	2.0	132.0	0.0	128.0	2.0	2,977.00	0.0	2,977.0
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	21.0	0.0	52.0	0.0	52.0
BRIDGE AUTHORITIES-MACKINAC	5902	36.0	0.0	23.0	22.0	0.0	8.0	1.0	90.0	0.0	90.0
TRANSPORTATION CENTRAL OFFICE	5901	2,329.0	4.0	18.0	76.0	17.0	175.0	4.0	2,623.0	1.0	2,622.0
TRANSPORTATION		2,396.0	4.0	41.0	98.0	17.0	204.0	5.0	2,765.00	1.0	2,764.0
BUREAU OF STATE LOTTERY	2795	173.0	0.0	0.0	2.0	0.0	26.0	0.0	201.0	0.0	201.0
GAMING CONTROL	2707	113.0	0.0	3.0	19.0	0.0	9.0	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	1,263.0	1.0	4.0	48.0	0.0	27.0	0.0	1,343.0	0.0	1,343.0
TREASURY		1,552.0	1.0	7.0	69.0	0.0	62.0	0.0	1,691.00	0.0	1,691.0
STATEWIDE TOTAL		44,451.0	96.0	298.0	1,198.0	432.0	2,056.0	79.0	48,610.0	6.0	48,604.0

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 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.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2015-16 Summary

Department		Fiscal Year 2016 Appropriated FTE Positions (A)	Fiscal Year 2016 Average FTE Positions (B)	Fiscal Year 2015 Average FTE Positions (C)	FY 2015 and FY 2016 Difference (B - C)	FY 2016 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	454.0	401.6	382.3	19.3	-52.4
	Overtime	0.0	0.9	0.1	0.8	0.9
	Total	454.0	402.5	382.4	20.1	-51.5
ATTORNEY GENERAL	Regular	518.5	467.3	458.3	9.0	-51.2
	Overtime	0.0	0.2	0.2	0.0	0.2
	Total	518.5	467.6	458.5	9.1	-50.9
AUDITOR GENERAL	Regular	0.0	149.2	132.4	16.8	149.2
	Overtime	0.0	0.3	0.1	0.1	0.3
	Total	0.0	149.4	132.5	16.9	149.4
CIVIL RIGHTS	Regular	129.0	90.3	89.1	1.2	-38.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	129.0	90.3	89.1	1.2	-38.7
CIVIL SERVICE COMMISSION	Regular	446.0	411.3	396.9	14.5	-34.7
	Overtime	0.0	1.4	0.6	0.7	1.4
	Total	446.0	412.7	397.5	15.2	-33.3
CORRECTIONS	Regular	14,174.3	12,583.3	12,187.8	395.4	-1,591.0
	Overtime	0.0	795.4	867.4	-72.0	795.4
	Total	14,174.3	13,378.7	13,055.2	323.4	-795.6
EDUCATION	Regular	588.5	490.2	483.5	6.7	-98.3
	Overtime	0.0	0.5	0.4	0.1	0.5
	Total	588.5	490.7	483.9	6.8	-97.8

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2015-16 Summary

Department		Fiscal Year 2016 Appropriated FTE Positions (A)	Fiscal Year 2016 Average FTE Positions (B)	Fiscal Year 2015 Average FTE Positions (C)	FY 2015 and FY 2016 Difference (B - C)	FY 2016 Average and Appropriated Difference (B - A)
ENVIRONMENTAL QUALITY	Regular	1,218.0	1,086.9	1,049.9	37.0	-131.1
	Overtime	0.0	8.8	2.0	6.8	8.8
	Total	1,218.0	1,095.7	1,051.9	43.8	-122.3
EXECUTIVE OFFICE	Regular	74.2	54.5	56.6	-2.1	-19.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	54.5	56.6	-2.1	-19.7
INSURANCE AND FINANCIAL SERV	Regular	337.0	299.8	293.4	6.4	-37.2
	Overtime	0.0	0.2	0.2	0.0	0.2
	Total	337.0	300.0	293.6	6.4	-37.0
LICENSING AND REGULATORY AFF	Regular	2,163.3	1,864.6	2,375.7	-511.1	-298.7
	Overtime	0.0	4.7	15.7	-11.0	4.7
	Total	2,163.3	1,869.3	2,391.5	-522.2	-294.0
MDHHS - COMMUNITY HEALTH	Regular	3,932.6	3,072.6	2,954.5	118.1	-860.0
	Overtime	0.0	228.7	204.8	23.9	228.7
	Total	3,932.6	3,301.3	3,159.3	142.0	-631.3
MDHHS - HUMAN SERVICES	Regular	11,504.4	10,554.9	10,494.9	60.0	-949.5
	Overtime	0.0	82.6	90.1	-7.5	82.6
	Total	11,504.4	10,637.5	10,585.0	52.5	-866.9
MILITARY & VETERAN AFFAIRS	Regular	888.5	725.1	710.4	14.7	-163.4
	Overtime	0.0	29.0	23.5	5.6	29.0
	Total	888.5	754.1	733.8	20.3	-134.4
NATURAL RESOURCES	Regular	2,229.8	2,092.1	1,983.1	109.0	-137.7
	Overtime	0.0	33.4	35.1	-1.6	33.4
	Total	2,229.8	2,125.5	2,018.1	107.4	-104.3

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN
Full-Time Equated Position Report by Department
Fiscal Year 2015-16 Summary

Department		Fiscal Year 2016 Appropriated FTE Positions (A)	Fiscal Year 2016 Average FTE Positions (B)	Fiscal Year 2015 Average FTE Positions (C)	FY 2015 and FY 2016 Difference (B - C)	FY 2016 Average and Appropriated Difference (B - A)
STATE	Regular	1,587.0	1,413.4	1,379.7	33.7	-173.6
	Overtime	0.0	12.2	9.3	2.9	12.2
	Total	1,587.0	1,425.6	1,389.0	36.6	-161.4
STATE POLICE	Regular	3,131.0	2,722.3	2,577.7	144.7	-408.7
	Overtime	0.0	200.2	159.5	40.7	200.2
	Total	3,131.0	2,922.5	2,737.2	185.3	-208.5
TALENT & ECONOMIC DEVELOPMENT	Regular	1,613.0	1,202.0	0.0	1,202.0	-411.0
	Overtime	0.0	1.0	0.0	1.0	1.0
	Total	1,613.0	1,203.0	0.0	1,203.0	-410.0
TECH, MGMT AND BUDGET	Regular	2,398.0	2,820.7	2,680.9	139.8	422.7
	Overtime	0.0	37.0	38.3	-1.3	37.0
	Total	2,398.0	2,857.7	2,719.2	138.5	459.7
TRANSPORTATION	Regular	2,912.3	2,656.4	2,563.3	93.1	-255.9
	Overtime	0.0	117.7	109.0	8.7	117.7
	Total	2,912.3	2,774.1	2,672.3	101.8	-138.2
TREASURY	Regular	1,901.5	1,625.4	1,543.1	82.4	-276.1
	Overtime	0.0	16.2	12.6	3.6	16.2
	Total	1,901.5	1,641.6	1,555.7	85.9	-259.9
STATEWIDE TOTALS	Regular	52,200.9	46,783.9	44,793.4	1,990.5	-5,417.0
	Overtime	0.0	1,570.4	1,568.9	1.5	1,570.4
	Total	52,200.9	48,354.3	46,362.3	1,992.0	-3,846.6

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

Source: Michigan Civil Service Commission MPR-0160

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

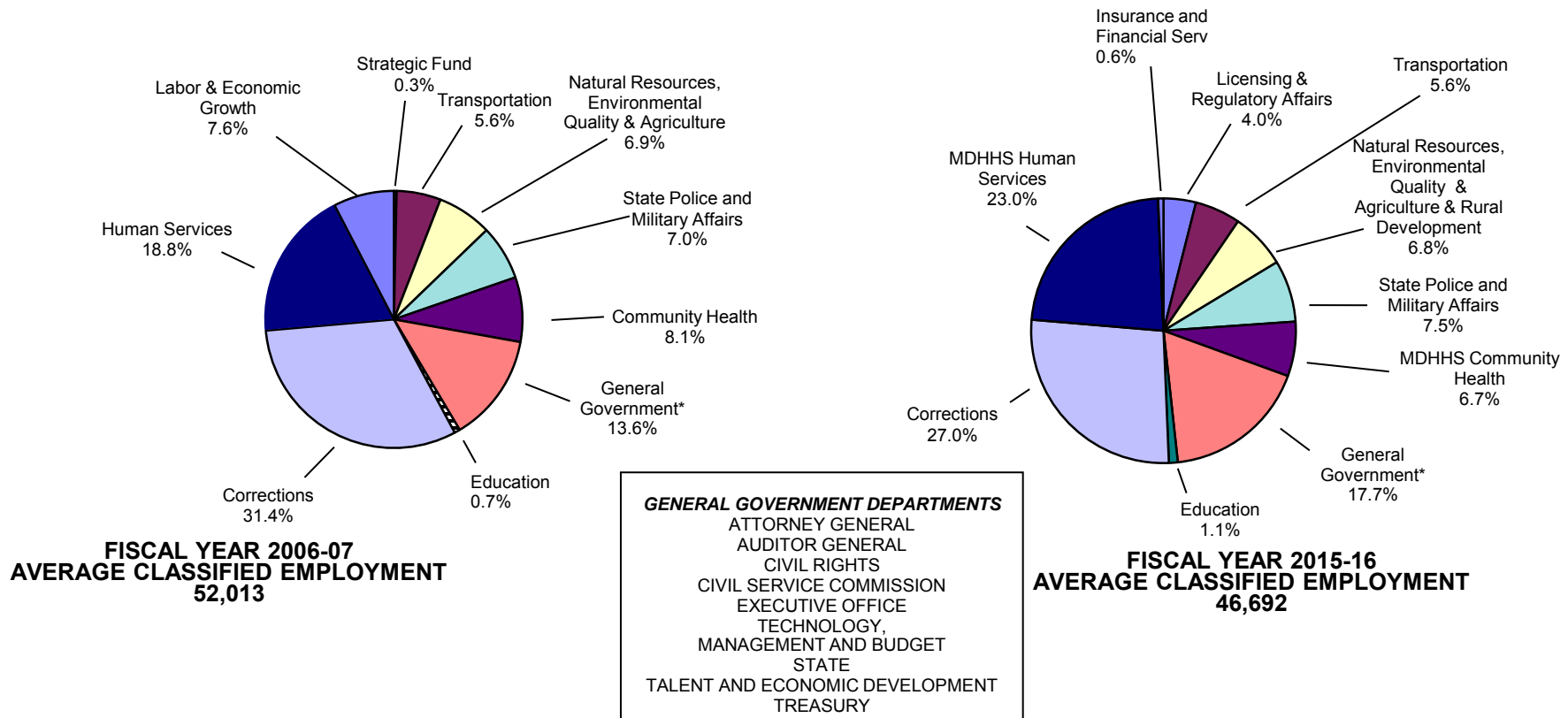
Department	2014-2015		2015-2016	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLP MNT	416.0	0.9 %	430.0	0.9 %
ATTORNEY GENERAL	479.0	1.0 %	482.0	1.0 %
AUDITOR GENERAL	149.0	0.3 %	158.0	0.3 %
CIVIL RIGHTS	96.0	0.2 %	88.0	0.2 %
CIVIL SERVICE COMMISSION	425.0	0.9 %	430.0	0.9 %
CORRECTIONS	12,949.0	26.5 %	12,307.0	25.3 %
EDUCATION	523.0	1.1 %	515.0	1.1 %
ENVIRONMENTAL QUALITY	1,124.0	2.3 %	1,135.5	2.3 %
EXECUTIVE OFFICE	59.0	0.1 %	59.0	0.1 %
INSURANCE AND FINANCIAL SERV	313.0	0.6 %	305.0	0.6 %
LICENSING & REGULATORY AFFAIRS	1,923.0	3.9 %	1,954.0	4.0 %
MDHHS-COMMUNITY HEALTH	3,118.0	6.4 %	3,169.0	6.5 %
MDHHS-HUMAN SERVICES	10,818.5	22.1 %	10,859.0	22.3 %
MILITARY & VETERAN AFFAIRS	772.5	1.6 %	758.5	1.6 %
NATURAL RESOURCES	2,799.0	5.7 %	2,837.0	5.8 %
STATE	1,582.0	3.2 %	1,541.0	3.2 %
STATE POLICE	2,716.0	5.6 %	2,908.0	6.0 %
TALENT & ECONOMIC DEVELOPMENT	1,345.0	2.7 %	1,236.0	2.5 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,906.0	5.9 %	2,977.0	6.1 %
TRANSPORTATION	2,739.0	5.6 %	2,764.0	5.7 %
TREASURY	1,668.0	3.4 %	1,691.0	3.5 %
TOTAL:	48,920.0	100.0 %	48,604.0	100.0 %

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

Statewide, the number of classified employees decreased by 316 from September 26, 2015 to September 24, 2016.

STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES STATEWIDE
Fiscal Years 2006-07 and 2015-16 Compared

Graph 1-3



Comments: Statewide, average classified employment decreased by 5,321 positions (10%) from FY 2006-07 to FY 2015-16. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 24, 2016, these positions represent 90.5% of all noncareer appointments. 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. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

STATE OF MICHIGAN
AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 2006-07 THROUGH 2015-16

Table 1-4

DEPARTMENT	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Agriculture & Rural Development ⁶	535.4	521.1	529.0	446.7	393.1	387.4	400.9	396.8	405.4	411.5
Attorney General	517.0	495.8	493.9	460.6	433.7	461.6	478.5	489.9	481.6	477.4
Auditor General	137.9	137.7	134.8	131.5	133.7	133.4	139.8	134.2	137.2	150.2
Civil Rights	119.2	117.4	112.0	95.0	90.4	94.3	91.7	91.0	93.7	92.0
Civil Service Commission ¹	205.7	537.9	525.8	488.3	413.7	405.3	415.9	414.0	413.6	415.5
Community Health	4,225.0	3,964.2	4,074.7	3,873.1	3,447.6	3,012.6	3,113.4	3,127.9	--	--
Corrections	16,357.0	15,944.2	15,762.2	14,942.8	14,222.5	13,541.0	13,259.4	12,766.0	12,554.5	12,599.8
Education	369.3	379.5	404.9	444.5	446.1	475.5	517.7	517.5	515.3	506.6
Environmental Quality ⁴	1,423.1	1,354.3	1,330.0	1,283.0	591.0	1,108.9	1,102.2	1,099.1	1,101.2	1,108.0
Executive Office	43.7	46.0	45.4	40.9	37.8	50.9	53.6	58.3	59.8	56.2
History Arts and Libraries ²	195.8	190.5	181.7	--	--	--	--	--	--	--
Human Services	9,759.1	9,581.8	10,168.0	10,414.0	10,364.6	11,058.1	11,771.7	11,387.6	--	--
Information Technology	1,712.0	1,670.0	1,708.9	1,720.4	--	--	--	--	--	--
Insurance and Financial Serv ⁸	--	--	--	--	--	--	--	291.9	304.7	302.1
Labor & Economic Growth ³	3,967.3	3,781.3	4,055.5	--	--	--	--	--	--	--
Licensing & Regulatory Affairs ³	--	--	--	4,297.6	3,727.1	3,758.3	2,898.8	2,525.0	2,120.0	1,847.2
Management and Budget ⁵	971.1	937.9	966.9	931.3	--	--	--	--	--	--
MDHHS-Community Health	--	--	--	--	--	--	--	--	3,091.9	3,111.0
MDHHS-Human Services	--	--	--	--	--	--	--	--	10,954.1	10,746.8
Military and Veterans Affairs	933.7	921.2	926.4	897.3	890.6	885.5	800.7	771.7	757.0	749.8
Natural Resources ⁴	1,627.8	1,564.0	1,606.6	1,629.0	858.6	1,555.3	1,530.2	1,553.7	1,612.5	1,665.4
Natural Resources & Environment ⁴	--	--	--	--	1,197.7	--	--	--	--	--
State	1,621.8	1,535.1	1,447.0	1,372.2	1,263.3	1,278.7	1,290.0	1,308.2	1,321.2	1,324.5
State Police	2,657.3	2,585.6	2,621.7	2,547.8	2,395.2	2,360.4	2,501.3	2,616.2	2,707.3	2,775.2
Strategic Fund ⁷	174.3	177.0	192.5	196.7	134.7	636.1	650.6	630.8	--	--
Talent & Economic Development ⁹	--	--	--	--	--	--	--	--	1,006.3	1,252.7
Technology, Management & Budget ⁵	--	--	--	--	2,383.7	2,461.2	2,586.8	2,673.9	2,789.2	2,873.8
Transportation	2,894.5	2,854.0	2,891.6	2,844.2	2,638.9	2,636.5	2,570.3	2,572.7	2,570.1	2,600.3
Treasury	<u>1,564.6</u>	<u>1,502.1</u>	<u>1,519.4</u>	<u>1,557.7</u>	<u>1,753.8</u>	<u>1,508.0</u>	<u>1,565.9</u>	<u>1,576.7</u>	<u>1,591.7</u>	<u>1,626.1</u>
TOTAL	52,012.6	50,798.6	51,698.9	50,614.6	47,817.8	47,809.0	47,739.4	47,003.1	46,588.3	46,692.1

Footnotes: ¹ Civil Service positions increased in FY 2007-08 due to creation of the MI HR Service Center. The Department of Civil Service was renamed the Civil Service Commission and human-resources staff were consolidated into the Civil Service Commission under Executive Order 2007-30. Totals in this report reflect the human-resources consolidation beginning in FY 2007-08.

² The Department of History, Arts and Libraries was abolished by Executive Order 2009-36, effective October 1, 2009.

³ The Department of Labor & Economic Growth (DLEG) was renamed the Department of Energy, Labor & Economic Growth (DELEG) by Executive Order 2008-20. The Department of Energy, Labor & Economic Growth (DELEG) was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.

⁴ In FY 2009-10, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Departments of Natural Resources and Environmental Quality were recreated by Executive Order 2011-1, effective March 13, 2011.

⁵ In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010.

⁶ In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

⁷ In FY 2010-11, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to the Michigan Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011.

⁸ In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

⁹ 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.

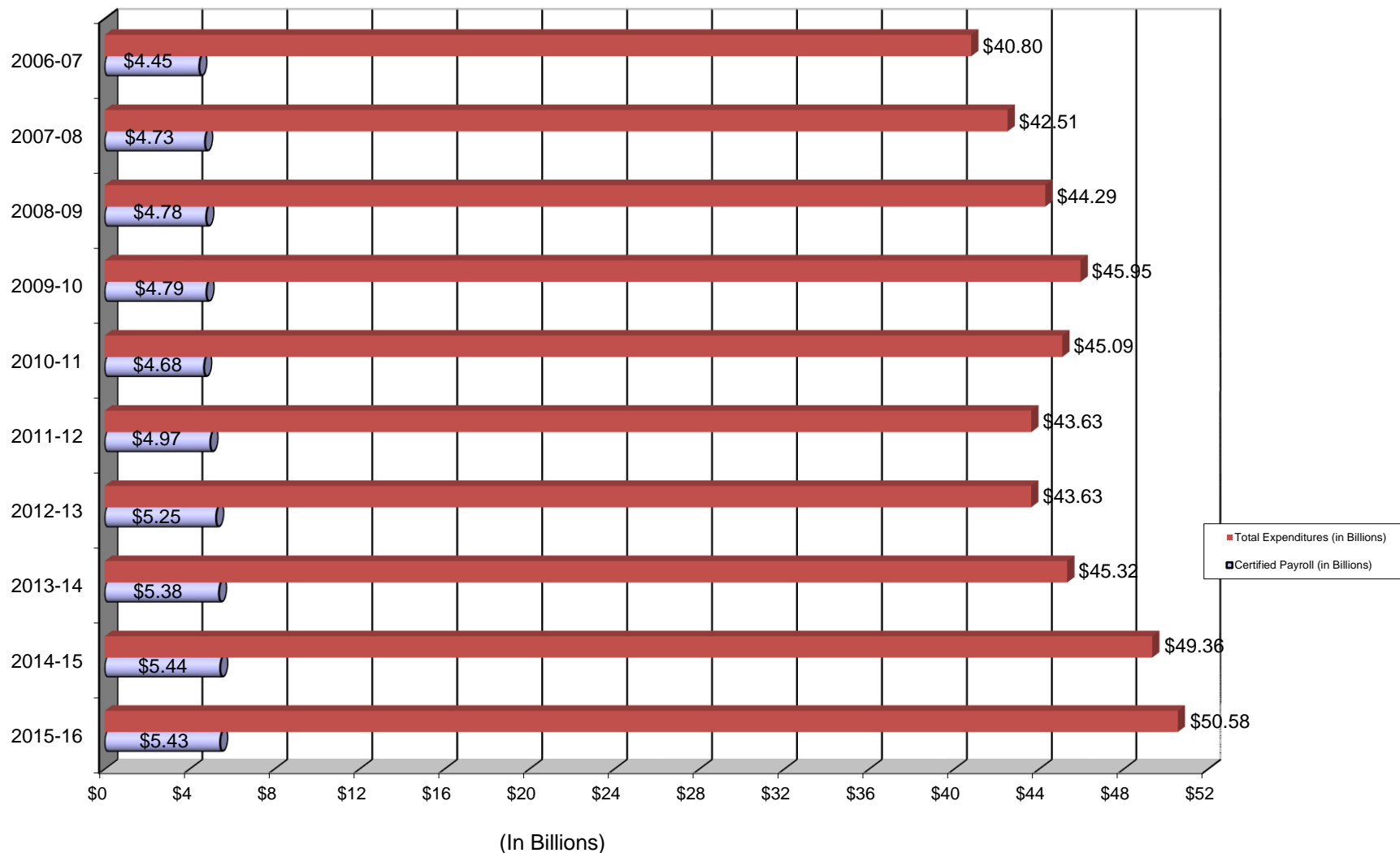
Comments: Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 90.5% of all noncareer appointments at the end of FY 2015-16. The count of job share employees is halved. For fiscal-year-to-date-average reports, agencies in the Department of Talent and Economic Development, effective February 17, 2015, are included for the entire fiscal year.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

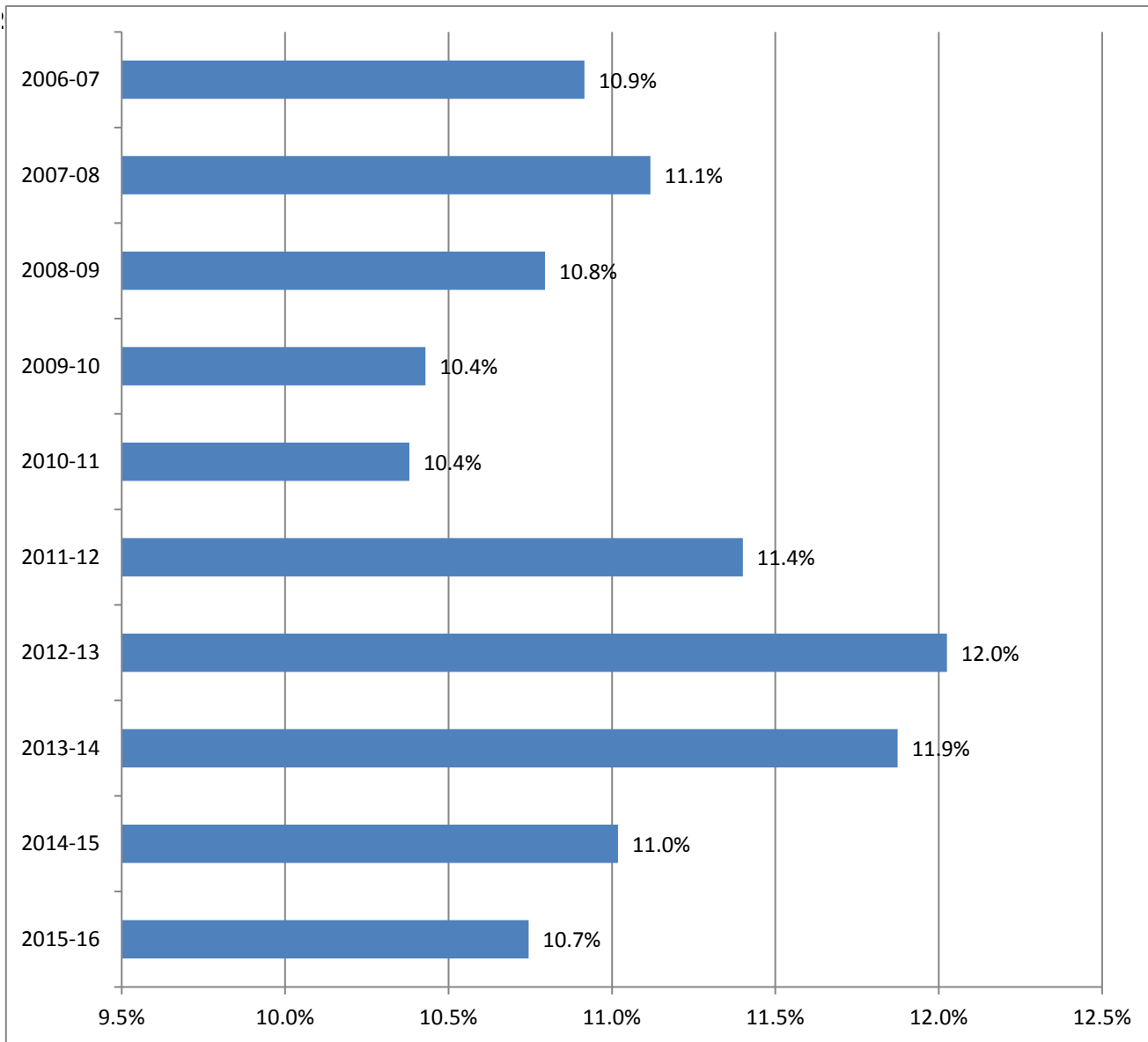
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2006-07 through 2015-16



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

**STATE OF MICHIGAN
CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 2006-07 through 2015-16**



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

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

Pay End Date: September 24, 2016

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	430	0.9 %	47.5	\$31.12	293	68.1 %
ATTORNEY GENERAL	482	1.0 %	48.0	\$40.69	284	58.9 %
AUDITOR GENERAL	158	0.3 %	39.5	\$36.39	88	55.7 %
CIVIL RIGHTS	88	0.2 %	47.4	\$31.76	67	76.1 %
CIVIL SERVICE COMMISSION	430	0.9 %	45.6	\$31.31	292	67.9 %
CORRECTIONS	12,307	25.3 %	45.0	\$26.36	8,981	73.0 %
EDUCATION	515	1.1 %	49.1	\$34.48	314	61.0 %
ENVIRONMENTAL QUALITY	1,136	2.3 %	47.8	\$32.65	851	74.9 %
EXECUTIVE OFFICE	59	0.1 %	39.6	\$36.69	10	16.9 %
INSURANCE AND FINANCIAL SERV	305	0.6 %	43.5	\$34.76	232	76.1 %
LICENSING & REGULATORY AFFAIRS	1,954	4.0 %	47.5	\$31.39	1,320	67.6 %
MDHHS - COMMUNITY HEALTH	3,169	6.5 %	46.9	\$29.27	1,890	59.6 %
MDHHS - HUMAN SERVICES	10,863	22.3 %	44.2	\$26.69	6,759	62.2 %
MILITARY & VETERAN AFFAIRS	759	1.6 %	47.6	\$25.50	460	60.6 %
NATURAL RESOURCES	2,837	5.8 %	41.2	\$20.54	1,194	42.1 %
STATE	1,541	3.2 %	44.4	\$23.23	811	52.6 %
STATE POLICE	2,908	6.0 %	41.6	\$30.80	1,961	67.4 %
TALENT & ECONOMIC DEVELOPMENT	1,236	2.5 %	49.3	\$30.19	1,033	83.6 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,977	6.1 %	46.6	\$32.29	1,768	59.4 %
TRANSPORTATION	2,765	5.7 %	46.1	\$29.12	1,989	71.9 %
TREASURY	1,691	3.5 %	46.0	\$29.93	1,068	63.2 %
STATEWIDE TOTALS:	48,610	100.0 %	45.1	\$27.95	31,665	65.1 %

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. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE
Fiscal Years: 2011-12 through 2015-16

<u>Salary Range</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	0	0	0	0	0
14,000 - 14,999	0	0	0	0	0
15,000 - 15,999	366	381	3	0	0
16,000 - 16,999	7	3	0	0	0
17,000 - 17,999	209	212	607	403	424
18,000 - 18,999	423	402	406	537	519
19,000 - 19,999	18	27	36	27	23
20,000 - 20,999	184	179	40	68	55
21,000 - 21,999	76	50	25	14	63
22,000 - 22,999	103	29	123	124	128
23,000 - 23,999	12	88	93	3	5
24,000 - 24,999	0	1	37	42	183
25,000 - 25,999	39	20	15	7	26
26,000 - 26,999	104	42	46	0	3
27,000 - 27,999	234	370	437	479	35
28,000 - 28,999	99	100	63	49	410
29,000 - 29,999	44	52	58	84	63
30,000 - 30,999	98	73	78	13	55
31,000 - 31,999	210	126	120	77	92
32,000 - 32,999	229	102	138	229	89
33,000 - 33,999	618	451	477	179	171
34,000 - 34,999	309	237	328	1,052	397
35,000 - 35,999	608	503	475	548	264
36,000 - 36,999	456	689	461	393	236
37,000 - 37,999	329	404	291	425	472
38,000 - 38,999	565	484	343	417	1067
39,000 - 39,999	1,409	762	875	692	362
40,000 - 40,999	655	671	562	0	658
41,000 - 41,999	990	453	824	467	854
42,000 - 42,999	828	1,081	1,156	938	709
43,000 - 43,999	1,758	1,685	1,493	842	1077
44,000 - 44,999	1,275	447	382	1,785	647
45,000 - 45,999	1,794	2,657	2,142	593	1783
46,000 - 46,999	1,042	1,031	530	1,710	372
47,000 - 47,999	1,008	786	970	533	1913
48,000 - 48,999	1,632	1,555	1,963	561	453
49,000 - 49,999	1,862	2,932	2,561	1,736	455
50,000 - 50,999	6,694	796	1,215	3,064	1689
51,000 - 51,999	497	5,948	5,488	1,193	3068
52,000 - 52,999	425	704	582	5,307	1164
53,000 - 53,999	2,460	2,063	2,369	438	4701

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 HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

<u>Salary Range</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
54,000 - 54,999	870	779	857	2,346	355
55,000 - 55,999	600	833	755	1,040	883
56,000 - 56,999	675	460	215	662	2386
57,000 - 57,999	804	1,203	1,102	284	823
58,000 - 58,999	1,085	347	621	520	322
59,000 - 59,999	727	473	372	1,057	517
60,000 - 60,999	353	1,018	218	388	1329
61,000 - 61,999	1,402	550	1,175	293	288
62,000 - 62,999	938	1,383	1,519	1,220	449
63,000 - 63,999	2,370	860	946	1,232	1094
64,000 - 64,999	549	617	547	1,052	1286
65,000 - 65,999	242	2,339	574	562	295
66,000 - 66,999	231	284	1,935	514	1239
67,000 - 67,999	368	376	523	2,087	466
68,000 - 68,999	894	252	156	309	1892
69,000 - 69,999	1,596	864	934	305	233
70,000 - 70,999	49	146	236	870	497
71,000 - 71,999	447	1,766	971	196	791
72,000 - 72,999	493	569	1,416	166	340
73,000 - 73,999	372	107	74	1,840	141
74,000 - 74,999	314	302	132	620	993
75,000 - 75,999	83	622	800	44	1449
76,000 - 76,999	576	59	113	548	66
77,000 - 77,999	378	180	155	411	121
78,000 - 78,999	317	546	110	79	819
79,000 - 79,999	294	454	652	144	94
80,000 - 80,999	107	186	299	749	131
81,000 - 81,999	119	34	212	128	167
82,000 - 82,999	190	370	328	189	657
83,000 - 83,999	79	31	61	192	216
84,000 - 84,999	377	224	77	384	261
85,000 - 85,999	37	74	196	28	59
86,000 - 86,999	161	38	44	65	424
87,000 - 87,999	105	343	24	197	22
88,000 - 88,999	81	64	319	28	65
89,000 - 89,999	73	188	71	35	194
90,000 - 90,999	39	100	125	312	25
91,000 - 91,999	77	76	100	60	293
92,000 - 92,999	26	102	105	159	31
93,000 - 93,999	26	45	63	79	80

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 HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

<u>Salary Range</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
\$94,000 - 94,999	34	93	70	92	142
95,000 - 95,999	102	34	134	64	89
96,000 - 96,999	132	38	66	64	97
97,000 - 97,999	36	33	55	108	59
98,000 - 98,999	29	81	24	41	49
99,000 - 99,999	35	143	80	65	102
100,000 - 100,999	26	33	155	57	67
101,000 - 101,999	45	24	25	82	59
102,000 - 102,999	62	29	20	161	40
103,000 - 103,999	125	30	21	24	76
104,000 - 104,999	41	47	44	16	213
105,000 - 105,999	26	65	52	23	35
106,000 - 106,999	18	126	54	35	15
107,000 - 107,999	56	22	37	51	29
108,000 - 108,999	17	24	108	32	35
109,000 - 109,999	17	21	25	60	38
110,000 - 110,999	20	21	21	132	25
111,000 - 111,999	152	48	23	27	46
112,000 - 112,999	5	24	42	19	139
113,000 - 113,999	17	19	22	15	28
114,000 - 114,999	6	163	22	51	28
115,000 - 115,999	18	10	176	26	27
116,000 - 116,999	10	11	7	21	54
117,000 - 117,999	11	12	11	183	30
118,000 - 118,999	88	6	18	8	14
119,000 - 119,999	5	8	5	7	18
120,000 - 120,999	6	12	4	19	177
121,000 - 121,999	1	6	15	3	4
122,000 - 122,999	2	101	7	7	11
123,000 - 123,999	15	8	98	14	19
124,000 - 124,999	3	1	2	14	6
125,000 - 125,999	24	7	0	40	8
126,000 and above	168	218	230	310	353
STATEWIDE TOTAL	49,545	49,378	48,617	48,294	48,610

Median Salary: \$53,557

Average Salary: \$58,360

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 HWF39A and HWF40

STATE OF MICHIGAN
CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL-STATEWIDE
(Employer Contributions)
Fiscal Years 2011-12 through 2015-16

	2011-12	2012-13	2013-14	2014-15	2015-16
Legally Required Payments					
FICA	7.47 %	7.10 %	7.09 %	7.11 %	7.10 %
Unemployment Compensation	.40	.34	.25	.18	.16
Workers Compensation	1.21	1.07	.99	.87	.72
Total Legally Required Payments	9.08 %	8.51 %	8.33 %	8.17 %	7.98 %
Group Insurance					
State Health Plan	9.63 %	7.96 %	8.20 %	7.39 %	7.81 %
Health Maintenance Organization	10.15	9.07	9.70	9.65	9.95
Dental	1.80	1.74	1.71	1.66	1.47
Vision	.24	.23	.23	.22	.14
Life	1.00	.99	.99	.98	1.13
Long Term Disability	.75	.73	.73	.63	.46
Flexible Benefits Allowance/Recovery	.09	.09	.10	.10	.11
Total Group Insurance	23.65 %	20.81 %	21.66 %	20.63 %	21.06 %
Other Cash Payments					
Terminal Annual & Sick Leave	.55 %	.62 %	.69 %	.81 %	.74 %
Terminal Longevity Payments	.02	.02	.02	.02	.02
Professional Development	.00	.01	.04	.04	.04
Uniforms and Dry Cleaning	.22	.20	.20	.19	.19
Total Other Cash Payments	.78 %	.84 %	.95 %	1.06 %	.98 %
Pension Items					
Retirement or Pension Plans	30.56 %	3.00 %	2.08 %	1.97 %	1.82 %
Other Employee Retirement Costs (OERC)	9.08	42.96	48.20	48.24	44.80
Defined Contribution Pension Plan	3.65	4.03	4.28	4.58	4.80
Total Pension Items	43.29 %	49.99 %	54.56 %	54.79 %	51.43 %
Total Employee Benefits	76.81 %	80.16 %	85.49 %	84.65 %	81.44 %

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

Source: MAIN DAFR 6940 191OFB

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 24, 2016

Department	Health Insurance									Dental Insurance					
	Total Employees Enrolled	State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	DMO	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	411	157	38 %	214	52 %	4	1 %	0	0 %	377	92 %	6	1 %	1	0 %
ATTORNEY GENERAL	482	159	33 %	265	55 %	4	1 %	0	0 %	449	93 %	7	1 %	0	0 %
AUDITOR GENERAL	155	44	28 %	93	60 %	2	1 %	0	0 %	140	90 %	2	1 %	0	0 %
CIVIL RIGHTS	87	38	44 %	43	49 %	3	3 %	0	0 %	79	91 %	7	8 %	0	0 %
CIVIL SERVICE COMMISSION	412	84	20 %	277	67 %	1	0 %	0	0 %	374	91 %	5	1 %	1	0 %
CORRECTIONS	12,259	6,117	50 %	5,128	42 %	74	1 %	0	0 %	11,333	92 %	232	2 %	23	0 %
EDUCATION	504	200	40 %	235	47 %	6	1 %	0	0 %	448	89 %	7	1 %	2	0 %
ENVIRONMENTAL QUALITY	1,121	351	31 %	651	58 %	8	1 %	0	0 %	1,017	91 %	16	1 %	4	0 %
EXECUTIVE OFFICE	59	26	44 %	20	34 %	0	0 %	0	0 %	50	85 %	0	0 %	0	0 %
INSURANCE AND FINANCIAL SERV	298	75	25 %	201	67 %	5	2 %	0	0 %	276	93 %	5	2 %	1	0 %
LICENSING & REGULATORY AFFAIRS	1,877	646	34 %	1,044	56 %	17	1 %	0	0 %	1,701	91 %	41	2 %	7	0 %
MDHHS - COMMUNITY HEALTH	3,141	1,236	39 %	1,609	51 %	23	1 %	0	0 %	2,858	91 %	100	3 %	13	0 %
MDHHS - HUMAN SERVICES	10,848	4,058	37 %	5,880	54 %	79	1 %	0	0 %	9,901	91 %	349	3 %	24	0 %
MILITARY & VETERAN AFFAIRS	727	316	43 %	297	41 %	9	1 %	0	0 %	658	91 %	3	0 %	3	0 %
NATURAL RESOURCES	1,702	915	54 %	563	33 %	37	2 %	0	0 %	1,545	91 %	14	1 %	8	0 %
STATE	1,314	486	37 %	709	54 %	12	1 %	0	0 %	1,202	91 %	42	3 %	4	0 %
STATE POLICE	2,902	720	25 %	586	20 %	13	0 %	1,403	48 %	2,756	95 %	21	1 %	6	0 %
TALENT & ECONOMIC DEVELOPMENT	1,216	449	37 %	676	56 %	16	1 %	0	0 %	1,109	91 %	54	4 %	2	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,849	812	29 %	1,705	60 %	30	1 %	0	0 %	2,536	89 %	63	2 %	10	0 %
TRANSPORTATION	2,561	1,026	40 %	1,318	51 %	28	1 %	0	0 %	2,384	93 %	28	1 %	5	0 %
TREASURY	1,629	437	27 %	999	61 %	31	2 %	0	0 %	1,468	90 %	50	3 %	2	0 %
STATEWIDE TOTALS:	46,554	18,352	39 %	22,513	48 %	402	1 %	1,403	3 %	42,661	92 %	1,052	2 %	116	0 %

Comments: 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 HWF47

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

Table 2-4

Pay End Date: September 24, 2016

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	411	386	94 %	335	82 %	0	0 %	397	97 %	13	3 %	0	0 %
ATTORNEY GENERAL	482	455	94 %	339	70 %	0	0 %	460	95 %	21	4 %	0	0 %
AUDITOR GENERAL	155	143	92 %	107	69 %	0	0 %	130	84 %	24	15 %	0	0 %
CIVIL RIGHTS	87	86	99 %	72	83 %	0	0 %	83	95 %	4	5 %	0	0 %
CIVIL SERVICE COMMISSION	412	381	92 %	383	93 %	0	0 %	397	96 %	14	3 %	0	0 %
CORRECTIONS	12,259	11,616	95 %	11,133	91 %	0	0 %	11,844	97 %	373	3 %	0	0 %
EDUCATION	504	461	91 %	362	72 %	0	0 %	470	93 %	33	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,121	1,046	93 %	941	84 %	0	0 %	1,048	93 %	72	6 %	0	0 %
EXECUTIVE OFFICE	59	51	86 %	23	39 %	0	0 %	47	80 %	12	20 %	0	0 %
INSURANCE AND FINANCIAL SERV	298	287	96 %	247	83 %	0	0 %	282	95 %	16	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,877	1,753	93 %	1,498	80 %	1	0 %	1,784	95 %	90	5 %	1	0 %
MDHHS - COMMUNITY HEALTH	3,141	2,972	95 %	2,658	85 %	0	0 %	2,971	95 %	167	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,848	10,298	95 %	9,300	86 %	0	0 %	10,292	95 %	536	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	727	663	91 %	559	77 %	0	0 %	689	95 %	29	4 %	0	0 %
NATURAL RESOURCES	1,702	1,581	93 %	1,374	81 %	0	0 %	1,622	95 %	80	5 %	0	0 %
STATE	1,314	1,257	96 %	1,064	81 %	0	0 %	1,223	93 %	89	7 %	0	0 %
STATE POLICE	2,902	2,786	96 %	2,677	92 %	1,471	51 %	2,788	96 %	99	3 %	1,370	47 %
TALENT & ECONOMIC DEVELOPMENT	1,216	1,167	96 %	1,045	86 %	0	0 %	1,148	94 %	66	5 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,849	2,625	92 %	2,108	74 %	31	1 %	2,705	95 %	132	5 %	24	1 %
TRANSPORTATION	2,561	2,429	95 %	2,232	87 %	0	0 %	2,431	95 %	128	5 %	0	0 %
TREASURY	1,629	1,533	94 %	1,319	81 %	0	0 %	1,531	94 %	95	6 %	0	0 %
STATEWIDE TOTALS:	46,554	43,976	94 %	39,776	85 %	1,503	3 %	44,342	95 %	2,093	4 %	1,395	3 %

Comments: 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 HWF47

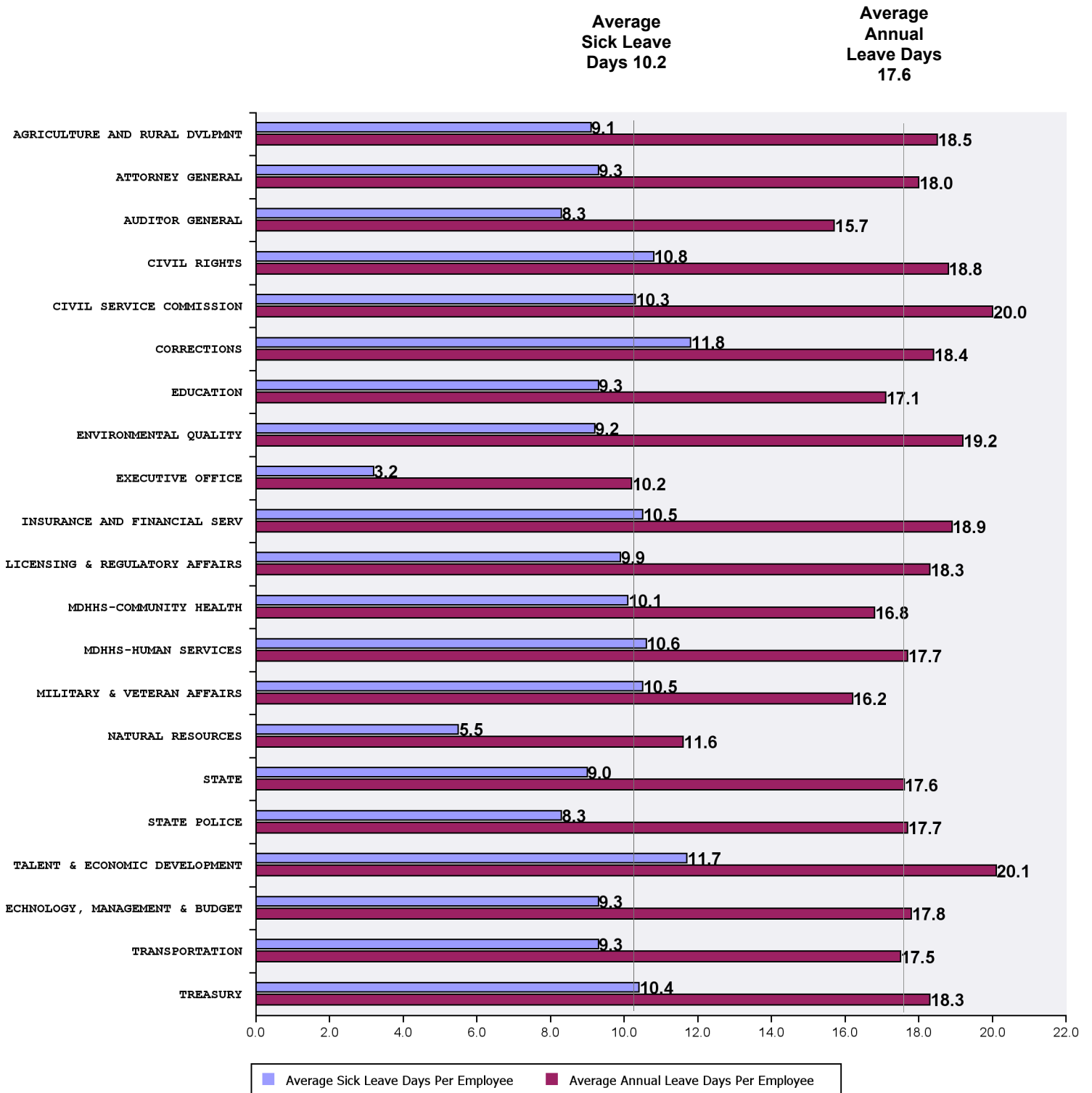
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2011-12 through 2015-16**

	2011-12	2012-13	2013-14	2014-15	2015-16
VACATION	7.4 %	7.3 %	7.4 %	7.4 %	7.4 %
HOLIDAY	5.0 %	4.6 %	4.6 %	5.0 %	4.6 %
SICK LEAVE	4.2 %	4.2 %	4.2 %	4.1 %	4.1 %
TOTAL	16.7 %	16.2 %	16.3 %	16.5 %	16.1 %

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Vacation is the total of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD

STATE OF MICHIGAN SICK LEAVE AND ANNUAL LEAVE USE BY DEPARTMENT Fiscal Year 2015-16



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.

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

Table 2-6

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMENT	9.1	18.5	27.7
ATTORNEY GENERAL	9.3	18.0	27.3
AUDITOR GENERAL	8.3	15.7	24.0
CIVIL RIGHTS	10.8	18.8	29.6
CIVIL SERVICE COMMISSION	10.3	20.0	30.3
CORRECTIONS	11.8	18.4	30.2
EDUCATION	9.3	17.1	26.4
ENVIRONMENTAL QUALITY	9.2	19.3	28.5
EXECUTIVE OFFICE	3.2	10.2	13.5
INSURANCE AND FINANCIAL SERV	10.5	18.9	29.4
LICENSING & REGULATORY AFFAIRS	9.9	18.3	28.1
MDHHS-COMMUNITY HEALTH	10.2	16.8	26.9
MDHHS-HUMAN SERVICES	10.6	17.7	28.3
MILITARY & VETERAN AFFAIRS	10.5	16.2	26.8
NATURAL RESOURCES	5.5	11.7	17.2
STATE	9.0	17.6	26.6
STATE POLICE	8.3	17.7	26.0
TALENT & ECONOMIC DEVELOPMENT	11.7	20.1	31.8
TECHNOLOGY, MANAGEMENT & BUDGET	9.3	17.8	27.1
TRANSPORTATION	9.3	17.5	26.9
TREASURY	10.4	18.3	28.7
STATEWIDE AVERAGE	10.2	17.6	27.8

Comments: 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.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2011-12 through 2015-16

DEPARTMENT	2011-12	2012-13	2013-14	2014-15	2015-16
Agriculture & Rural Development	9.3	9.0	9.5	9.6	9.1
Attorney General	9.5	9.5	9.3	9.5	9.3
Auditor General	8.5	9.4	10.0	8.1	8.3
Civil Rights	11.1	11.1	10.6	12.2	10.8
Civil Service Commission	10.2	9.8	10.1	10.5	10.3
Community Health	10.7	10.5	10.9	--	--
Corrections	13.2	13.0	12.9	11.4	11.8
Education	8.9	8.9	9.0	9.1	9.3
Environmental Quality	10.1	9.6	9.9	9.9	9.2
Executive Office	2.8	3.5	4.4	3.3	3.2
Human Services	10.6	10.5	10.9	--	--
Insurance and Financial Serv	--	--	10.1	9.9	10.5
Licensing & Regulatory Affairs	11.6	11.1	11.2	10.4	9.9
MDHHS-Community Health	--	--	--	10.4	10.1
MDHHS-Human Services	--	--	--	10.8	10.6
Military and Veterans Affairs	10.5	9.9	10.8	9.4	10.5
Natural Resources	5.9	5.9	5.9	5.4	5.5
Natural Resources & Environment	0.0	0	0	0	0
State	9.6	9.4	9.3	9.6	9.0
State Police	10.0	8.2	7.8	8.1	8.3
Strategic Fund	10.1	9.8	9.8	--	--
Talent And Economic Development	--	--	--	11.2	11.7
Technology, Management & Budget	9.7	9.5	9.2	9.0	9.3
Transportation	9.9	9.8	9.5	9.5	9.3
Treasury	10.1	10.1	10.2	10.1	10.4
STATEWIDE AVERAGE	11.0	10.7	10.7	10.2	10.2

Comments: 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.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013. 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 HWF28, for the last full pay period in each fiscal year.

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USE ANALYSIS BY DEPARTMENT

From September 27, 2015 to September 24, 2016

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMT	434	31,732.1	73.1	9.1
ATTORNEY GENERAL	511	37,883.4	74.1	9.3
AUDITOR GENERAL	164	10,878.3	66.3	8.3
CIVIL RIGHTS	98	8,476.0	86.5	10.8
CIVIL SERVICE COMMISSION	450	37,228.5	82.7	10.3
CORRECTIONS	13,601	1,285,749.1	94.5	11.8
EDUCATION	547	40,653.4	74.3	9.3
ENVIRONMENTAL QUALITY	1,196	87,977.2	73.6	9.2
EXECUTIVE OFFICE	70	1,819.6	26.0	3.2
INSURANCE AND FINANCIAL SERV	323	27,175.6	84.1	10.5
LICENSING & REGULATORY AFFAIRS	2,058	162,301.0	78.9	9.9
MDHHS-COMMUNITY HEALTH	3,547	287,974.9	81.2	10.1
MDHHS-HUMAN SERVICES	11,902	1,004,643.3	84.4	10.6
MILITARY & VETERAN AFFAIRS	856	72,001.7	84.1	10.5
NATURAL RESOURCES	2,674	116,838.3	43.7	5.5
STATE	1,564	112,616.9	72.0	9.0
STATE POLICE	3,072	202,871.0	66.0	8.3
TALENT & ECONOMIC DEVELOPMENT	1,344	126,021.3	93.8	11.7
TECHNOLOGY, MANAGEMENT & BUDGET	3,047	226,634.3	74.4	9.3
TRANSPORTATION	3,052	227,937.6	74.7	9.3
TREASURY	1,771	147,971.7	83.6	10.4
STATEWIDE	52,281	4,257,385.2	81.4	10.2

Comments: 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.

Source: Michigan Civil Service Commission HWF28

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

From September 27, 2015 to September 24, 2016

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	434	64,289.9	148.1	18.5	434	437.0	1.0	0.1
ATTORNEY GENERAL	511	73,702.7	144.2	18.0	511	249.9	0.5	0.1
AUDITOR GENERAL	164	20,565.3	125.4	15.7	164	60.9	0.4	0.0
CIVIL RIGHTS	98	14,762.8	150.6	18.8	98	107.0	1.1	0.1
CIVIL SERVICE COMMISSION	450	71,965.9	159.9	20.0	450	427.9	1.0	0.1
CORRECTIONS	13,601	2,001,937.7	147.2	18.4	13,601	7,998.3	0.6	0.1
EDUCATION	547	74,720.0	136.6	17.1	547	379.6	0.7	0.1
ENVIRONMENTAL QUALITY	1,196	184,082.1	153.9	19.2	1,196	907.7	0.8	0.1
EXECUTIVE OFFICE	70	5,737.3	82.0	10.2	70	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	323	48,885.7	151.3	18.9	323	71.5	0.2	0.0
LICENSING & REGULATORY AFFAIRS	2,058	300,480.6	146.0	18.3	2,058	2,069.0	1.0	0.1
MDHHS-COMMUNITY HEALTH	3,547	475,570.7	134.1	16.8	3,547	2,194.2	0.6	0.1
MDHHS-HUMAN SERVICES	11,902	1,687,335.5	141.8	17.7	11,902	5,257.8	0.4	0.1
MILITARY & VETERAN AFFAIRS	856	111,189.2	129.9	16.2	856	474.7	0.6	0.1
NATURAL RESOURCES	2,674	247,548.2	92.6	11.6	2,674	1,252.8	0.5	0.1
STATE	1,564	220,332.2	140.9	17.6	1,564	1,184.0	0.8	0.1
STATE POLICE	3,072	435,522.1	141.8	17.7	3,072	4,143.5	1.3	0.2
TALENT & ECONOMIC DEVELOPMENT	1,344	216,097.0	160.8	20.1	1,344	815.7	0.6	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	3,047	434,358.7	142.6	17.8	3,047	2,646.2	0.9	0.1
TRANSPORTATION	3,052	427,375.5	140.0	17.5	3,052	1,906.1	0.6	0.1
TREASURY	1,771	258,935.6	146.2	18.3	1,771	1,282.1	0.7	0.1
STATEWIDE	52,281	7,375,394.7	141.1	17.6	52,281	33,865.9	0.6	0.1

Comments: 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.

STATE OF MICHIGAN

Table 2-10

Age Distribution for Active Classified Employees by Department

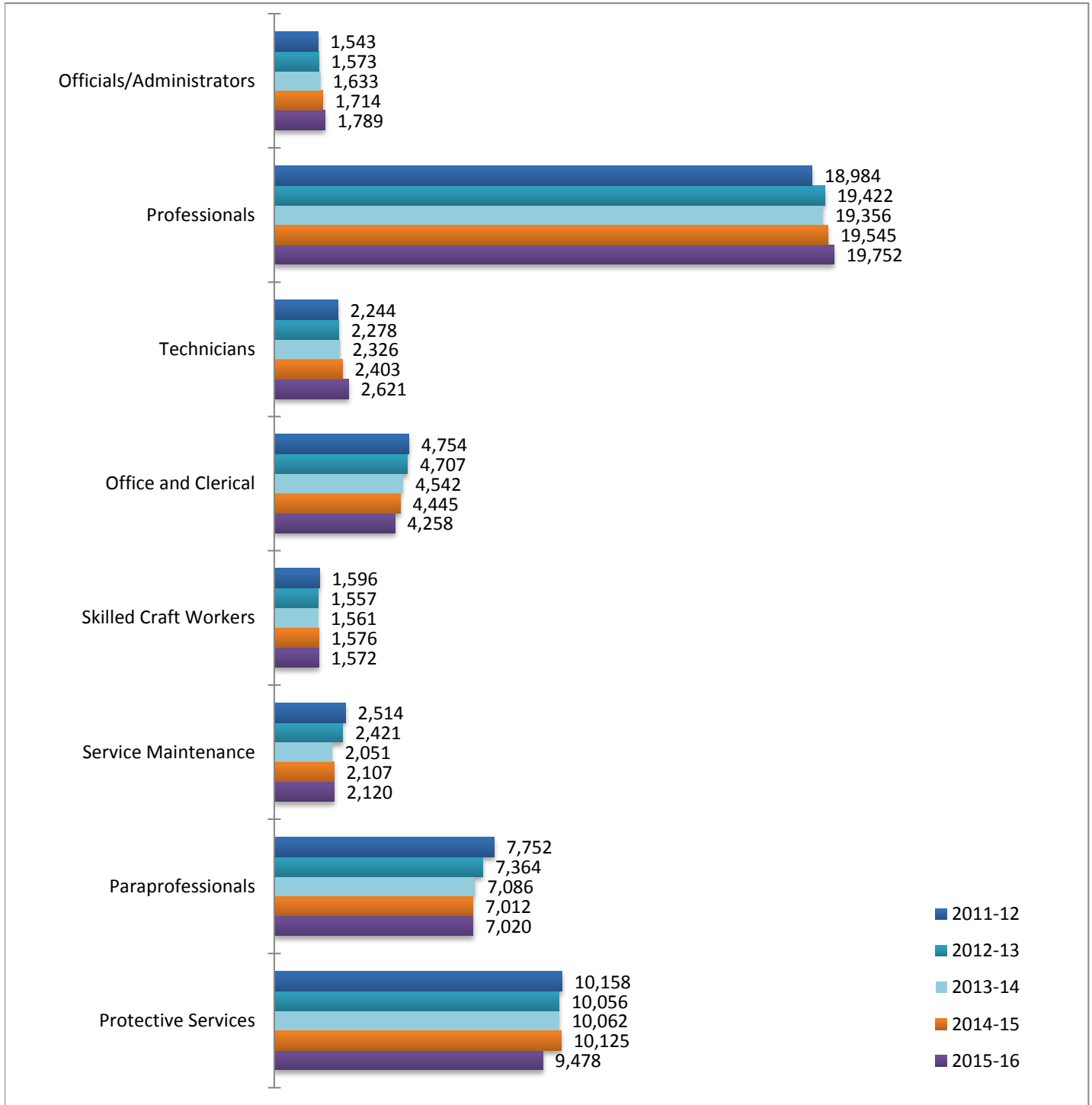
Pay End Date: September 24, 2016

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	3	13	24	32	57	50	41	77	61	53	13	6	430
ATTORNEY GENERAL	0	1	23	45	55	67	69	83	64	56	15	4	482
AUDITOR GENERAL	1	18	28	21	11	17	21	24	11	4	2	0	158
CIVIL RIGHTS	0	0	6	10	15	8	13	8	12	7	7	2	88
CIVIL SERVICE COMMISSION	1	19	29	37	44	60	59	87	62	25	7	0	430
CORRECTIONS	6	342	923	1,106	1,310	1,871	2,635	2,061	1,299	605	123	26	12,307
EDUCATION	1	6	15	41	61	66	74	65	90	61	30	5	515
ENVIRONMENTAL QUALITY	0	33	57	68	152	130	143	191	198	134	27	3	1,136
EXECUTIVE OFFICE	0	7	14	7	7	1	5	9	4	2	3	0	59
INSURANCE AND FINANCIAL SERV	1	11	34	33	48	41	40	42	33	15	4	3	305
LICENSING & REGULATORY AFFAIRS	17	72	91	180	225	220	252	264	296	224	78	35	1,954
MDHHS - COMMUNITY HEALTH	6	60	240	332	326	373	439	480	441	322	126	24	3,169
MDHHS - HUMAN SERVICES	3	193	921	1,520	1,630	1,613	1,509	1,315	1,181	724	225	29	10,863
MILITARY & VETERAN AFFAIRS	3	15	47	67	65	74	123	143	128	72	19	3	759
NATURAL RESOURCES	192	422	269	227	258	256	285	269	293	206	105	55	2,837
STATE	10	134	164	116	148	145	187	242	225	139	28	3	1,541
STATE POLICE	0	193	419	294	288	477	507	409	216	85	19	1	2,908
TALENT & ECONOMIC DEVELOPMENT	0	19	31	89	130	156	170	212	225	140	52	12	1,236
TECHNOLOGY, MANAGEMENT & BUDGET	17	111	190	257	311	363	418	474	455	285	83	13	2,977
TRANSPORTATION	30	123	149	204	344	336	396	481	432	198	57	15	2,765
TREASURY	9	59	112	167	220	201	200	254	275	145	38	11	1,691
Statewide Total:	300	1,851	3,786	4,853	5,705	6,525	7,586	7,190	6,001	3,502	1,061	250	48,610
Average Age:	19.1	22.9	27.6	32.6	37.6	42.6	47.4	52.5	57.4	62.1	66.8	73.5	45.1

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.

Source: Michigan Civil Service Commission HWF23

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



2015-16 Total: 48,610

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

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 24, 2016

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	14	19
ALGER	263	4	267
ALLEGAN	193	15	208
ALPENA	151	26	177
ANTRIM	29	1	30
ARENAC	28	2	30
BARAGA	333	15	348
BARRY	109	54	163
BAY	335	40	375
BENZIE	28	3	31
BERRIEN	337	50	387
BRANCH	343	7	350
CALHOUN	350	13	363
CASS	94	9	103
CHARLEVOIX	19	56	75
CHEBOYGAN	57	49	106
CHIPPEWA	902	75	977
CLARE	56	14	70
CLINTON	131	60	191
CRAWFORD	136	95	231
DELTA	170	29	199
DICKINSON	62	7	69
EATON	3,278	224	3,502
EMMET	82	41	123
GENESEE	821	84	905
GLADWIN	44	4	48
GOGEBIC	258	12	270
GRAND TRAVERSE	420	36	456
GRATIOT	773	9	782
HILLSDALE	59	3	62
HOUGHTON	77	28	105
HURON	35	31	66
INGHAM	9,481	1,121	10,602
IONIA	1,389	38	1,427
IOSCO	52	43	95
IRON	51	12	63
ISABELLA	156	5	161
JACKSON	2,075	48	2,123
KALAMAZOO	1,122	109	1,231
KALKASKA	50	2	52
KENT	1,493	100	1,593
KEWEENAW	3	16	19
LAKE	48	4	52
LAPEER	439	23	462

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 24, 2016

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	4	7
LENAWEE	612	28	640
LIVINGSTON	528	39	567
LUCE	278	20	298
MACKINAC	110	92	202
MACOMB	1,279	48	1,327
MANISTEE	295	24	319
MARQUETTE	816	64	880
MASON	49	28	77
MECOSTA	86	9	95
MENOMINEE	26	18	44
MIDLAND	100	6	106
MISSAUKEE	61	2	63
MONROE	199	45	244
MONTCALM	555	9	564
MONTMORENCY	48	17	65
MUSKEGON	1,011	51	1,062
NEWAYGO	71	10	81
OAKLAND	1,168	184	1,352
OCEANA	77	48	125
OGEMAW	80	13	93
ONTONAGON	22	12	34
OSCEOLA	26	1	27
OSCODA	24	1	25
OTSEGO	294	31	325
OTTAWA	174	61	235
OUT OF STATE	36	5	41
PRESQUE ISLE	16	21	37
ROSCOMMON	120	26	146
SAGINAW	826	33	859
SANILAC	48	8	56
SCHOOLCRAFT	26	21	47
SHIAWASSEE	80	3	83
ST CLAIR	239	58	297
ST JOSEPH	85	4	89
TUSCOLA	405	51	456
VAN BUREN	222	32	254
WASHTENAW	1,420	81	1,501
WAYNE	4,949	269	5,218
WEXFORD	169	27	196
WORK AT HOME - MI	1,481	24	1,505
Grand Total:	44,451	4,159	48,610

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

Source: Michigan Civil Service Commission HWF55

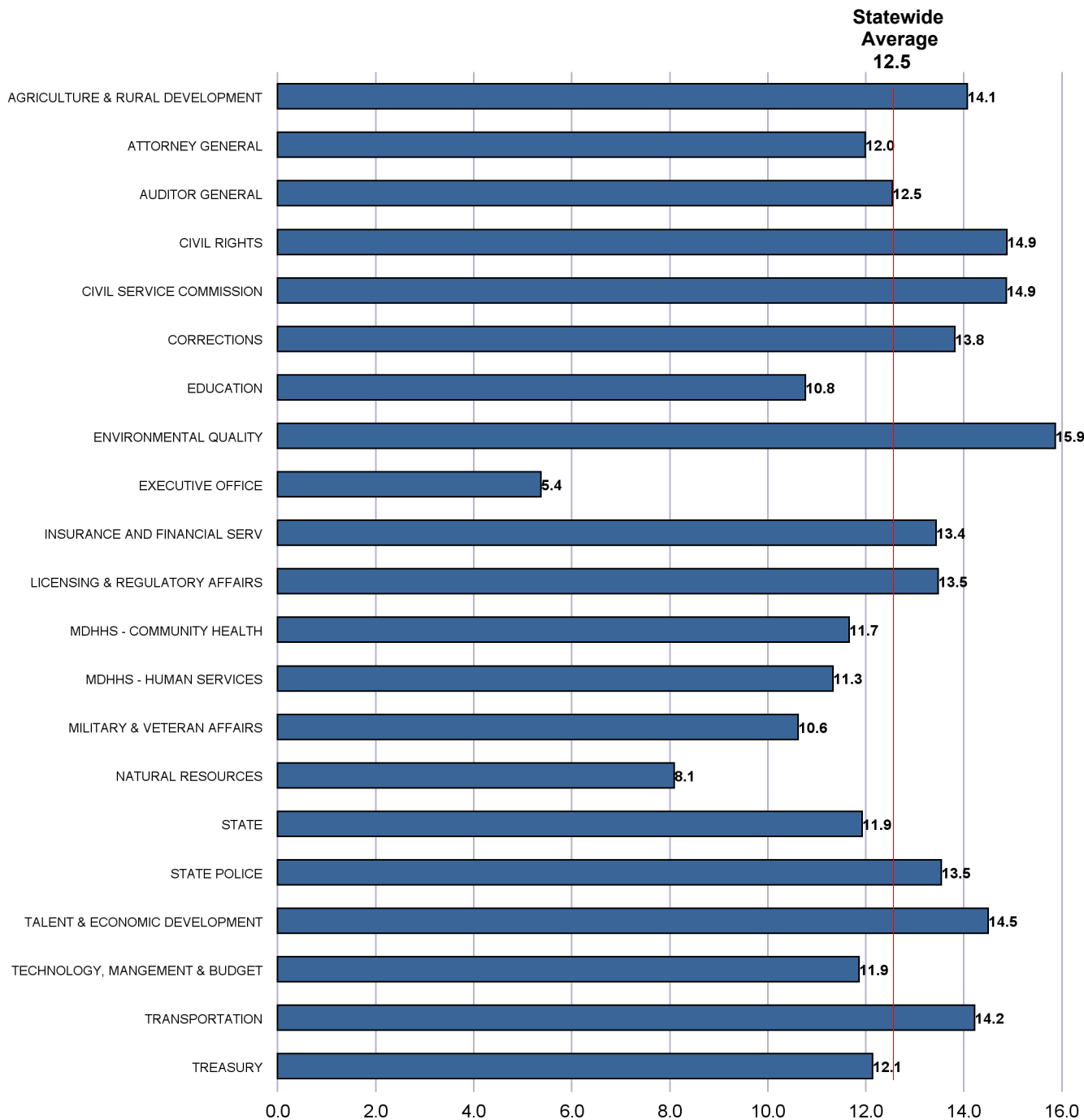
SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 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

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
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**

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
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**

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
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

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
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

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
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**

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
EDUCATION																
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

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
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

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
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

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
INSURANCE AND FINANCIAL SERV																
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

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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
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

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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
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

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
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

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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
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
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
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.

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
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.

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	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.

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
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

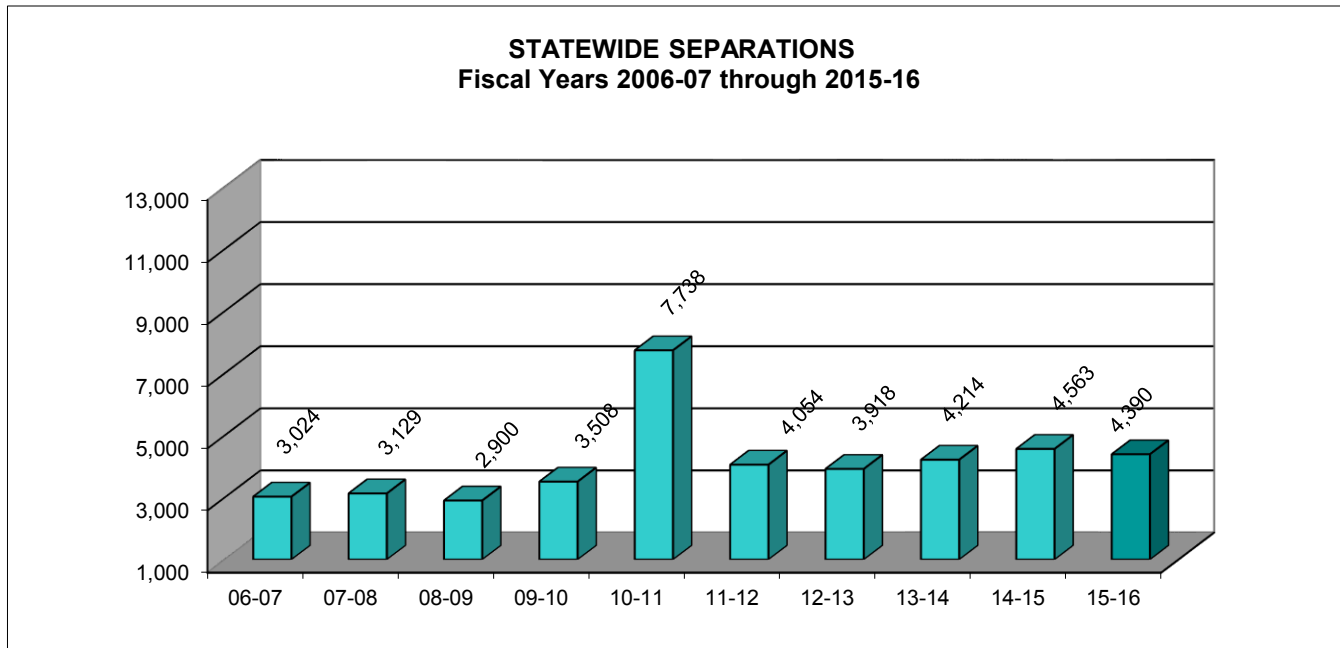
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
00 - 05 YEARS	6,197	6,431	783	1,780	90	75	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 FY 2010-11 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
 Average

Department	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
 Average

Department	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
 Average

Department	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.

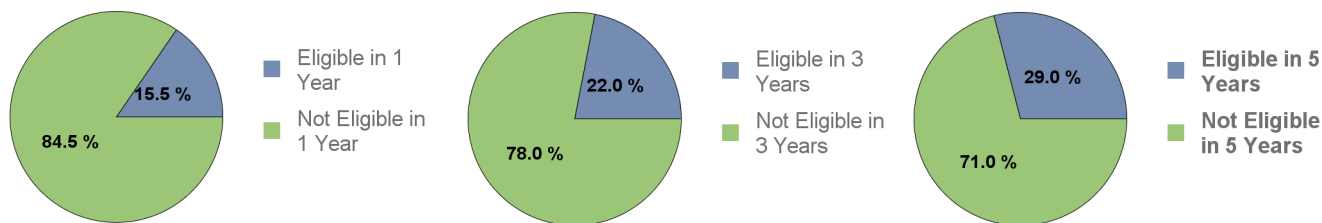
Source: Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

**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

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

BREAKDOWNS

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

1. White
2. Black
3. American Indian or Alaska Native
4. Hispanic
5. Asian or Pacific Islander

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

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

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

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

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY EEO CATEGORY
Pay End Date: September 24, 2016

EEO Category	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	794 44 %	717 40 %	83 5 %	109 6 %	9 1 %	4 0 %	17 1 %	17 1 %	22 1 %	17 1 %	0 0 %	0 0 %	925	864
02 Professional	6,494 33 %	8,506 43 %	831 4 %	2,771 14 %	41 0 %	70 0 %	185 1 %	294 1 %	244 1 %	316 2 %	0 0 %	0 0 %	7,795	11,957
03 Technician	1,494 57 %	755 29 %	104 4 %	142 5 %	17 1 %	5 0 %	41 2 %	15 1 %	30 1 %	17 1 %	1 0 %	0 0 %	1,687	934
04 Protective Service	6,638 70 %	1,060 11 %	769 8 %	461 5 %	184 2 %	28 0 %	232 2 %	58 1 %	40 0 %	7 0 %	0 0 %	1 0 %	7,863	1,615
05 Para-Professionals	1,002 14 %	3,341 48 %	420 6 %	1,841 26 %	15 0 %	42 1 %	74 1 %	241 3 %	13 0 %	31 0 %	0 0 %	0 0 %	1,524	5,496
06 Admin Support	300 7 %	2,930 69 %	68 2 %	718 17 %	3 0 %	38 1 %	14 0 %	154 4 %	8 0 %	25 1 %	0 0 %	0 0 %	393	3,865
07 Skilled Craft	1,381 88 %	65 4 %	60 4 %	8 1 %	23 1 %	0 0 %	27 2 %	2 0 %	6 0 %	0 0 %	0 0 %	0 0 %	1,497	75
08 Service/Maintenance	1,118 53 %	712 34 %	101 5 %	100 5 %	22 1 %	14 1 %	26 1 %	17 1 %	4 0 %	6 0 %	0 0 %	0 0 %	1,271	849
Statewide Total by Category:	19,221 40 %	18,086 37 %	2,436 5 %	6,150 13 %	314 1 %	201 0 %	616 1 %	798 2 %	367 1 %	419 1 %	1 0 %	1 0 %	22,955	25,655

State Employees Grand Total: 48,610

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

Source: Michigan Civil Service Commission HWF60

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

AGRICULTURE & RURAL DEVELOPMENT

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	Official/Administrator	12	75 %	4	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	4		
02	Professional	148	49 %	123	41 %	6	2 %	12	4 %	1	0 %	0	0 %	2	1 %	158	141		
03	Technician	24	57 %	17	40 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	25	17		
05	Para-Professionals	5	17 %	17	59 %	1	3 %	4	14 %	0	0 %	1	3 %	0	0 %	6	23		
06	Admin Support	1	3 %	24	80 %	0	0 %	1	3 %	0	0 %	4	13 %	0	0 %	1	29		
07	Skilled Craft	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0		
08	Service/Maintenance	11	92 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	1		
Department Totals by Category:		203	47 %	186	43 %	7	2 %	17	4 %	1	0 %	1	0 %	2	0 %	7	2 %	215	215

Department Total: 430

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

ATTORNEY GENERAL

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	54	66 %	24	29 %	2	2 %	2	2 %	0	0 %	0	0 %	0	0 %	56	26										
02	Professional	122	51 %	91	38 %	8	3 %	9	4 %	0	0 %	0	0 %	2	1 %	3	1 %	134	105								
04	Protective Service	17	55 %	7	23 %	3	10 %	3	10 %	0	0 %	0	0 %	1	3 %	0	0 %	21	10								
05	Para-Professionals	2	7 %	20	74 %	1	4 %	2	7 %	0	0 %	0	0 %	0	0 %	2	7 %	3	24								
06	Admin Support	1	1 %	82	80 %	0	0 %	12	12 %	0	0 %	0	0 %	6	6 %	0	0 %	1	101								
08	Service/Maintenance	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1								
Department Totals by Category:		196	41 %	225	47 %	14	3 %	28	6 %	0	0 %	0	0 %	3	1 %	11	2 %	2	0 %	3	1 %	0	0 %	0	0 %	215	267

Department Total: 482

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

AUDITOR GENERAL

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	8	62 %	5	38 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	5
02	Professional	58	43 %	67	50 %	5	4 %	1	1 %	0	0 %	0	0 %	1	1 %	64	70
03	Technician	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
05	Para-Professionals	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
06	Admin Support	0	0 %	3	75 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	4
07	Skilled Craft	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0
Department Totals by Category:		70	44 %	78	49 %	5	3 %	2	1 %	0	0 %	0	0 %	1	1 %	76	82

Department Total: 158

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 24, 2016

CIVIL RIGHTS

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	2	20 %	4	40 %	0	0 %	2	20 %	0	0 %	0	0 %	0	0 %	2	8
02	Professional	8	14 %	15	26 %	10	18 %	19	33 %	0	0 %	0	0 %	0	0 %	20	37
03	Technician	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
05	Para-Professionals	0	0 %	0	0 %	1	10 %	9	90 %	0	0 %	0	0 %	0	0 %	1	9
06	Admin Support	0	0 %	3	30 %	0	0 %	7	70 %	0	0 %	0	0 %	0	0 %	0	10
Department Totals by Category:		10	11 %	23	26 %	11	13 %	37	42 %	0	0 %	0	0 %	0	0 %	23	65

Department Total: 88

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 24, 2016

CIVIL SERVICE COMMISSION

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	8	15 %	32	62 %	3	6 %	7	13 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	12	40		
02	Professional	29	14 %	131	62 %	10	5 %	28	13 %	0	0 %	3	1 %	1	0 %	6	3 %	0	0 %	2	1 %	0	0 %	0	0 %	40	170
03	Technician	4	27 %	6	40 %	2	13 %	2	13 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	8
05	Para-Professionals	5	7 %	51	76 %	1	1 %	7	10 %	0	0 %	0	0 %	2	3 %	0	0 %	1	1 %	0	0 %	0	0 %	6	61		
06	Admin Support	6	7 %	57	66 %	0	0 %	14	16 %	0	0 %	1	1 %	0	0 %	6	7 %	0	0 %	2	2 %	0	0 %	0	0 %	6	80
Department Totals by Category:		52	12 %	277	64 %	16	4 %	58	13 %	0	0 %	5	1 %	3	1 %	14	3 %	0	0 %	5	1 %	0	0 %	0	0 %	71	359

Department Total: 430

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

CORRECTIONS

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	86	52 %	43	26 %	16	10 %	13	8 %	2	1 %	1	1 %	3	2 %	0	0 %	0	0 %	108	58						
02	Professional	1,158	38 %	1,122	37 %	225	7 %	411	14 %	18	1 %	14	0 %	25	1 %	42	1 %	13	0 %	14	0 %	1,439	1,603				
03	Technician	64	24 %	160	60 %	6	2 %	26	10 %	0	0 %	2	1 %	2	1 %	3	1 %	1	0 %	1	0 %	0	0 %	73	192		
04	Protective Service	4,724	68 %	778	11 %	601	9 %	399	6 %	155	2 %	20	0 %	168	2 %	49	1 %	26	0 %	4	0 %	0	0 %	5,674	1,251		
05	Para-Professionals	99	20 %	308	61 %	19	4 %	59	12 %	3	1 %	5	1 %	3	1 %	9	2 %	1	0 %	0	0 %	0	0 %	125	381		
06	Admin Support	29	4 %	487	72 %	2	0 %	127	19 %	1	0 %	10	1 %	3	0 %	12	2 %	0	0 %	5	1 %	0	0 %	35	641		
07	Skilled Craft	371	91 %	12	3 %	11	3 %	0	0 %	7	2 %	0	0 %	3	1 %	1	0 %	2	0 %	0	0 %	0	0 %	394	13		
08	Service/Maintenance	227	71 %	35	11 %	29	9 %	10	3 %	8	3 %	1	0 %	7	2 %	2	1 %	1	0 %	0	0 %	0	0 %	272	48		
Department Totals by Category:		6,758	55 %	2,945	24 %	909	7 %	1,045	8 %	194	2 %	53	0 %	214	2 %	118	1 %	45	0 %	25	0 %	0	0 %	1	0 %	8,120	4,187

Department Total: 12,307

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

EDUCATION

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	15	41 %	20	54 %	1	3 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	16	21								
02	Professional	89	24 %	216	59 %	9	2 %	34	9 %	0	0 %	0	0 %	2	1 %	6	2 %	3	1 %	5	1 %	0	0 %	0	0 %	103	261
03	Technician	4	31 %	8	62 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	9
05	Para-Professionals	10	24 %	23	55 %	3	7 %	5	12 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	13	29
06	Admin Support	1	2 %	46	82 %	1	2 %	5	9 %	0	0 %	0	0 %	0	0 %	2	4 %	0	0 %	1	2 %	0	0 %	0	0 %	2	54
08	Service/Maintenance	1	33 %	1	33 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1
Department Totals by Category:		120	23 %	314	61 %	15	3 %	46	9 %	0	0 %	0	0 %	2	0 %	9	2 %	3	1 %	6	1 %	0	0 %	0	0 %	140	375

Department Total: 515

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

ENVIRONMENTAL QUALITY

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	25	52 %	19	40 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	26	22										
02	Professional	483	55 %	331	38 %	9	1 %	12	1 %	1	0 %	2	0 %	6	1 %	6	1 %	13	1 %	14	2 %	0	0 %	0	0 %	512	365
03	Technician	37	59 %	20	32 %	4	6 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	42	21
04	Protective Service	7	70 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	2
05	Para-Professionals	2	10 %	16	76 %	0	0 %	2	10 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	2	19
06	Admin Support	3	3 %	96	83 %	0	0 %	11	9 %	0	0 %	0	0 %	1	1 %	4	3 %	0	0 %	1	1 %	0	0 %	0	0 %	4	112
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
Department Totals by Category:		558	49 %	484	43 %	14	1 %	26	2 %	1	0 %	2	0 %	9	1 %	12	1 %	13	1 %	17	1 %	0	0 %	0	0 %	595	541

Department Total: 1,136

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

EXECUTIVE OFFICE

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	13	65 %	6	30 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	13	7
02	Professional	6	21 %	22	76 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	6	23
05	Para-Professionals	2	20 %	7	70 %	0	0 %	1	10 %	0	0 %	0	0 %	0	0 %	2	8
Department Totals by Category:		21	36 %	35	59 %	0	0 %	2	3 %	0	0 %	0	0 %	1	2 %	21	38

Department Total: 59

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

INSURANCE AND FINANCIAL SERV

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	5	23 %	15	68 %	1	5 %	1	5 %	0	0 %	0	0 %	0	0 %	6	16												
02	Professional	83	36 %	111	48 %	5	2 %	19	8 %	0	0 %	1	0 %	6	3 %	1	0 %	3	1 %	2	1 %	0	0 %	0	0 %	97	134		
03	Technician	1	14 %	5	71 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6
05	Para-Professionals	1	9 %	7	64 %	1	9 %	1	9 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	9
06	Admin Support	1	3 %	20	59 %	2	6 %	6	18 %	0	0 %	0	0 %	0	0 %	3	9 %	1	3 %	1	3 %	0	0 %	0	0 %	0	0 %	4	30
Department Totals by Category:		91	30 %	158	52 %	9	3 %	27	9 %	0	0 %	1	0 %	6	2 %	6	2 %	4	1 %	3	1 %	0	0 %	0	0 %	110	195		

Department Total: 305

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

LICENSING & REGULATORY AFFAIRS

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	49	32 %	72	47 %	8	5 %	14	9 %	1	1 %	0	0 %	2	1 %	3	2 %	2	1 %	1	1 %	0	0 %	0	0 %	62	90
02	Professional	373	34 %	477	44 %	44	4 %	135	12 %	2	0 %	6	1 %	15	1 %	14	1 %	12	1 %	16	1 %	0	0 %	0	0 %	446	648
03	Technician	149	68 %	45	21 %	8	4 %	7	3 %	1	0 %	0	0 %	7	3 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	166	52
05	Para-Professionals	23	14 %	114	69 %	4	2 %	16	10 %	1	1 %	0	0 %	2	1 %	4	2 %	1	1 %	0	0 %	0	0 %	0	0 %	31	134
06	Admin Support	18	6 %	228	75 %	2	1 %	48	16 %	0	0 %	1	0 %	0	0 %	8	3 %	0	0 %	1	0 %	0	0 %	0	0 %	20	286
07	Skilled Craft	4	57 %	0	0 %	0	0 %	2	29 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	2
08	Service/Maintenance	6	50 %	4	33 %	1	8 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	4
Department Totals by Category:		622	32 %	940	48 %	67	3 %	222	11 %	5	0 %	7	0 %	28	1 %	29	1 %	16	1 %	18	1 %	0	0 %	0	0 %	738	1,216

Department Total: 1,954

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

MDHHS - COMMUNITY HEALTH

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	57	28 %	116	57 %	5	2 %	10	5 %	1	0 %	1	0 %	1	0 %	7	3 %	4	2 %	0	0 %	0	0 %	71	132		
02	Professional	282	21 %	702	53 %	44	3 %	177	13 %	3	0 %	5	0 %	7	1 %	18	1 %	26	2 %	57	4 %	0	0 %	0	0 %	362	959
03	Technician	24	18 %	54	41 %	6	5 %	43	32 %	0	0 %	0	0 %	0	0 %	3	2 %	0	0 %	3	2 %	0	0 %	0	0 %	30	103
04	Protective Service	113	42 %	28	10 %	69	25 %	44	16 %	3	1 %	0	0 %	7	3 %	5	2 %	2	1 %	0	0 %	0	0 %	0	0 %	194	77
05	Para-Professionals	170	22 %	283	36 %	123	16 %	172	22 %	1	0 %	4	1 %	11	1 %	14	2 %	3	0 %	9	1 %	0	0 %	0	0 %	308	482
06	Admin Support	13	5 %	174	70 %	3	1 %	39	16 %	0	0 %	3	1 %	0	0 %	15	6 %	0	0 %	1	0 %	0	0 %	0	0 %	16	232
07	Skilled Craft	48	83 %	0	0 %	9	16 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	58	0
08	Service/Maintenance	43	30 %	44	30 %	26	18 %	25	17 %	0	0 %	0	0 %	2	1 %	3	2 %	0	0 %	2	1 %	0	0 %	0	0 %	71	74
Department Totals by Category:		750	24 %	1,401	44 %	285	9 %	510	16 %	8	0 %	13	0 %	29	1 %	59	2 %	38	1 %	76	2 %	0	0 %	0	0 %	1,110	2,059

Department Total: 3,169

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 24, 2016

MDHHS - HUMAN SERVICES

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	46	24 %	98	51 %	16	8 %	27	14 %	0	0 %	0	0 %	1	1 %	3	2 %	1	1 %	0	0 %	0	0 %	0	0 %	64	128
02	Professional	965	16 %	3,137	51 %	249	4 %	1,577	25 %	5	0 %	28	0 %	54	1 %	129	2 %	12	0 %	38	1 %	0	0 %	0	0 %	1,285	4,909
03	Technician	11	38 %	11	38 %	1	3 %	4	14 %	0	0 %	0	0 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	15
04	Protective Service	2	40 %	0	0 %	2	40 %	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0
05	Para-Professionals	342	11 %	1,416	44 %	180	6 %	1,113	34 %	7	0 %	19	1 %	34	1 %	132	4 %	3	0 %	8	0 %	0	0 %	0	0 %	566	2,688
06	Admin Support	67	6 %	707	62 %	34	3 %	272	24 %	1	0 %	10	1 %	4	0 %	46	4 %	1	0 %	5	0 %	0	0 %	0	0 %	107	1,040
07	Skilled Craft	12	86 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	0
08	Service/Maintenance	16	57 %	6	21 %	5	18 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	22	6
Department Totals by Category:		1,461	13 %	5,375	49 %	488	4 %	2,993	28 %	14	0 %	57	1 %	97	1 %	310	3 %	17	0 %	51	0 %	0	0 %	0	0 %	2,077	8,786

Department Total: 10,863

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

MILITARY & VETERAN AFFAIRS

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	11	39 %	11	39 %	1	4 %	0	0 %	0	0 %	1	4 %	2	7 %	1	4 %	0	0 %	0	0 %	15	13				
02	Professional	51	34 %	85	56 %	1	1 %	6	4 %	0	0 %	1	1 %	2	1 %	3	2 %	0	0 %	0	0 %	55	96				
03	Technician	35	26 %	79	58 %	6	4 %	10	7 %	1	1 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	44	92				
04	Protective Service	28	93 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	7 %	0	0 %	0	0 %	0	0 %	30	0				
05	Para-Professionals	44	34 %	67	51 %	5	4 %	4	3 %	0	0 %	1	1 %	6	5 %	2	2 %	0	0 %	2	2 %	0	0 %	55	76		
06	Admin Support	1	3 %	27	73 %	0	0 %	7	19 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	1	36		
07	Skilled Craft	112	90 %	2	2 %	3	2 %	0	0 %	1	1 %	0	0 %	6	5 %	0	0 %	0	0 %	0	0 %	0	0 %	122	2		
08	Service/Maintenance	63	52 %	42	34 %	6	5 %	8	7 %	1	1 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	72	50				
Department Totals by Category:		345	45 %	313	41 %	22	3 %	35	5 %	3	0 %	4	1 %	19	3 %	5	1 %	5	1 %	8	1 %	0	0 %	0	0 %	394	365

Department Total: 759

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

NATURAL RESOURCES

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	43	65 %	22	33 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	44	22										
02	Professional	310	61 %	175	34 %	4	1 %	6	1 %	3	1 %	3	1 %	2	0 %	4	1 %	322	189								
03	Technician	196	77 %	49	19 %	5	2 %	1	0 %	1	0 %	2	1 %	0	0 %	0	0 %	204	51								
04	Protective Service	503	82 %	85	14 %	7	1 %	2	0 %	4	1 %	0	0 %	10	2 %	0	0 %	527	87								
05	Para-Professionals	12	26 %	34	72 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	12	35								
06	Admin Support	12	9 %	111	81 %	0	0 %	10	7 %	0	0 %	1	1 %	0	0 %	2	1 %	12	125								
07	Skilled Craft	125	79 %	27	17 %	0	0 %	1	1 %	2	1 %	0	0 %	1	1 %	0	0 %	130	28								
08	Service/Maintenance	559	53 %	422	40 %	21	2 %	25	2 %	5	0 %	5	0 %	5	0 %	3	0 %	2	0 %	592	457						
Department Totals by Category:		1,760	62 %	925	33 %	37	1 %	46	2 %	15	1 %	10	0 %	21	1 %	9	0 %	10	0 %	4	0 %	0	0 %	0	0 %	1,843	994

Department Total: 2,837

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

STATE

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	18	40 %	16	36 %	3	7 %	2	4 %	1	2 %	0	0 %	23	22
02	Professional	81	37 %	92	42 %	11	5 %	23	11 %	0	0 %	2	1 %	95	123
03	Technician	21	26 %	40	49 %	1	1 %	16	20 %	0	0 %	1	1 %	23	59
05	Para-Professionals	65	8 %	509	62 %	17	2 %	171	21 %	0	0 %	7	1 %	89	729
06	Admin Support	35	16 %	137	64 %	7	3 %	23	11 %	0	0 %	4	2 %	43	172
07	Skilled Craft	10	77 %	3	23 %	0	0 %	0	0 %	0	0 %	0	0 %	10	3
08	Service/Maintenance	14	9 %	90	60 %	3	2 %	29	19 %	0	0 %	3	2 %	19	131
Department Totals by Category:		244	16 %	887	58 %	42	3 %	264	17 %	1	0 %	17	1 %	302	1,239

Department Total: 1,541

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

STATE POLICE

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	40	74 %	12	22 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	42	12										
02	Professional	254	45 %	269	47 %	16	3 %	8	1 %	3	1 %	0	0 %	5	1 %	9	2 %	4	1 %	2	0 %	0	0 %	0	0 %	282	288
03	Technician	327	77 %	56	13 %	22	5 %	3	1 %	8	2 %	0	0 %	8	2 %	1	0 %	1	0 %	1	0 %	0	0 %	0	0 %	366	61
04	Protective Service	1,227	80 %	133	9 %	85	6 %	11	1 %	19	1 %	1	0 %	43	3 %	4	0 %	9	1 %	3	0 %	0	0 %	0	0 %	1,383	152
05	Para-Professionals	16	20 %	54	66 %	2	2 %	8	10 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	18	64
06	Admin Support	39	18 %	160	72 %	1	0 %	12	5 %	0	0 %	2	1 %	0	0 %	6	3 %	1	0 %	0	0 %	0	0 %	0	0 %	41	180
07	Skilled Craft	9	90 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	10 %	0	0 %	0	0 %	0	0 %	10	0
08	Service/Maintenance	3	33 %	4	44 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	22 %	0	0 %	0	0 %	0	0 %	0	0 %	3	6
Department Totals by Category:		1,915	66 %	688	24 %	128	4 %	42	1 %	30	1 %	3	0 %	56	2 %	23	1 %	16	1 %	7	0 %	0	0 %	0	0 %	2,145	763

Department Total: 2,908

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

TALENT & ECONOMIC DEVELOPMENT

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	31	37 %	29	35 %	7	8 %	11	13 %	1	1 %	0	0 %	1	1 %	1	1 %	0	0 %	0	0 %	41	42				
02	Professional	142	28 %	203	40 %	26	5 %	112	22 %	0	0 %	0	0 %	7	1 %	6	1 %	1	0 %	8	2 %	0	0 %	176	329		
03	Technician	9	35 %	13	50 %	0	0 %	2	8 %	0	0 %	0	0 %	0	0 %	1	4 %	1	4 %	0	0 %	0	0 %	10	16		
05	Para-Professionals	69	13 %	178	33 %	42	8 %	209	39 %	2	0 %	2	0 %	8	1 %	23	4 %	3	1 %	3	1 %	0	0 %	0	0 %	124	415
06	Admin Support	4	6 %	38	58 %	1	2 %	20	30 %	0	0 %	0	0 %	0	0 %	3	5 %	0	0 %	0	0 %	0	0 %	0	0 %	5	61
07	Skilled Craft	7	58 %	0	0 %	4	33 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	0
08	Service/Maintenance	2	40 %	0	0 %	2	40 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	1
Department Totals by Category:		264	21 %	461	37 %	82	7 %	355	29 %	3	0 %	2	0 %	17	1 %	34	3 %	6	0 %	12	1 %	0	0 %	0	0 %	372	864

Department Total: 1,236

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

TECHNOLOGY, MANAGEMENT & BUDGET

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	130	53 %	86	35 %	7	3 %	7	3 %	1	0 %	1	0 %	2	1 %	0	0 %	7	3 %	4	2 %	0	0 %	0	0 %	147	98
02	Professional	948	51 %	508	27 %	69	4 %	63	3 %	1	0 %	3	0 %	23	1 %	17	1 %	110	6 %	114	6 %	0	0 %	0	0 %	1,151	705
03	Technician	196	63 %	66	21 %	18	6 %	10	3 %	2	1 %	0	0 %	5	2 %	1	0 %	10	3 %	5	2 %	0	0 %	0	0 %	231	82
05	Para-Professionals	41	27 %	76	51 %	6	4 %	19	13 %	0	0 %	1	1 %	2	1 %	5	3 %	0	0 %	0	0 %	0	0 %	0	0 %	49	101
06	Admin Support	3	3 %	85	77 %	2	2 %	13	12 %	0	0 %	0	0 %	0	0 %	8	7 %	0	0 %	0	0 %	0	0 %	0	0 %	5	106
07	Skilled Craft	162	90 %	4	2 %	6	3 %	1	1 %	1	1 %	0	0 %	5	3 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	174	6
08	Service/Maintenance	100	82 %	7	6 %	6	5 %	2	2 %	0	0 %	0	0 %	6	5 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	113	9
Department Totals by Category:		1,580	53 %	832	28 %	114	4 %	115	4 %	5	0 %	5	0 %	43	1 %	32	1 %	128	4 %	123	4 %	0	0 %	0	0 %	1,870	1,107

Department Total: 2,977

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

TRANSPORTATION

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	61	58 %	30	29 %	5	5 %	5	5 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	68	37						
02	Professional	609	58 %	303	29 %	27	3 %	34	3 %	3	0 %	1	0 %	18	2 %	8	1 %	23	2 %	17	2 %	0	0 %	0	0 %	680	363
03	Technician	375	70 %	89	17 %	23	4 %	13	2 %	4	1 %	0	0 %	12	2 %	1	0 %	12	2 %	4	1 %	1	0 %	0	0 %	427	107
04	Protective Service	17	30 %	27	47 %	2	4 %	2	4 %	2	4 %	7	12 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	21	36
05	Para-Professionals	64	44 %	61	42 %	6	4 %	10	7 %	1	1 %	0	0 %	1	1 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	72	74
06	Admin Support	6	4 %	138	82 %	3	2 %	17	10 %	0	0 %	1	1 %	0	0 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	9	159
07	Skilled Craft	515	89 %	15	3 %	26	4 %	3	1 %	12	2 %	0	0 %	8	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	562	18
08	Service/Maintenance	68	52 %	50	38 %	1	1 %	0	0 %	8	6 %	5	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	77	55
Department Totals by Category:		1,715	62 %	713	26 %	93	3 %	84	3 %	32	1 %	14	1 %	39	1 %	14	1 %	36	1 %	24	1 %	1	0 %	0	0 %	1,916	849

Department Total: 2,765

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 24, 2016

TREASURY

EEO Category:		White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Not Disclosed		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	80	53 %	53	35 %	5	3 %	5	3 %	0	0 %	0	0 %	4	3 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	89	61
02	Professional	295	37 %	326	40 %	53	7 %	85	11 %	1	0 %	1	0 %	5	1 %	15	2 %	14	2 %	12	1 %	0	0 %	0	0 %	368	439
03	Technician	16	27 %	34	58 %	2	3 %	4	7 %	0	0 %	0	0 %	0	0 %	1	2 %	1	2 %	1	2 %	0	0 %	0	0 %	19	40
05	Para-Professionals	30	17 %	99	57 %	8	5 %	28	16 %	0	0 %	2	1 %	2	1 %	5	3 %	0	0 %	0	0 %	0	0 %	0	0 %	40	134
06	Admin Support	60	12 %	307	63 %	10	2 %	73	15 %	1	0 %	4	1 %	6	1 %	20	4 %	4	1 %	3	1 %	0	0 %	0	0 %	81	407
07	Skilled Craft	0	0 %	2	67 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
08	Service/Maintenance	5	50 %	5	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	5
Department Totals by Category:		486	29 %	826	49 %	78	5 %	196	12 %	2	0 %	7	0 %	17	1 %	43	3 %	19	1 %	17	1 %	0	0 %	0	0 %	602	1,089

Department Total: 1,691

Statewide Totals:	19,221	40 %	18,086	37 %	2,436	5 %	6,150	13 %	314	1 %	201	0 %	616	1 %	798	2 %	367	1 %	419	1 %	1	0 %	1	0 %	22,955	25,655
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Statewide Total: 48,610

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT
RACE/ETHNIC GROUP AND GENDER ANALYSIS
Pay End Date: September 24, 2016

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NON DISCLOSED		FEMALE	MINORITY	GRAND TOTAL														
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE																	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				No.	%												
AGRICULTURE & RURAL DEVELOPMENT	203	47.2	186	43.3	7	1.6	17	4.0	1	0.2	1	0.2	2	0.5	7	1.6	2	0.5	4	0.9	0	0.0	0	0.0	215	50.0	41	9.5	430
ATTORNEY GENERAL	196	40.7	225	46.7	14	2.9	28	5.8	0	0.0	0	0.0	3	0.6	11	2.3	2	0.4	3	0.6	0	0.0	0	0.0	267	55.4	61	12.7	482
AUDITOR GENERAL	70	44.3	78	49.4	5	3.2	2	1.3	0	0.0	0	0.0	1	0.6	1	0.6	0	0.0	1	0.6	0	0.0	0	0.0	82	51.9	10	6.3	158
CIVIL RIGHTS	10	11.4	23	26.1	11	12.5	37	42.0	0	0.0	0	0.0	2	2.3	5	5.7	0	0.0	0	0.0	0	0.0	0	0.0	65	73.9	55	62.5	88
CIVIL SERVICE COMMISSION	52	12.1	277	64.4	16	3.7	58	13.5	0	0.0	5	1.2	3	0.7	14	3.3	0	0.0	5	1.2	0	0.0	0	0.0	359	83.5	101	23.5	430
CORRECTIONS	6,758	54.9	2,945	23.9	909	7.4	1,045	8.5	194	1.6	53	0.4	214	1.7	118	1.0	45	0.4	25	0.2	0	0.0	1	0.0	4,187	34.0	2,603	21.2	12,307
EDUCATION	120	23.3	314	61.0	15	2.9	46	8.9	0	0.0	0	0.0	2	0.4	9	1.7	3	0.6	6	1.2	0	0.0	0	0.0	375	72.8	81	15.7	515
ENVIRONMENTAL QUALITY	558	49.1	484	42.6	14	1.2	26	2.3	1	0.1	2	0.2	9	0.8	12	1.1	13	1.1	17	1.5	0	0.0	0	0.0	541	47.6	94	8.3	1,136
EXECUTIVE OFFICE	21	35.6	35	59.3	0	0.0	2	3.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.7	0	0.0	0	0.0	38	64.4	3	5.1	59
INSURANCE AND FINANCIAL SERV	91	29.8	158	51.8	9	3.0	27	8.9	0	0.0	1	0.3	6	2.0	6	2.0	4	1.3	3	1.0	0	0.0	0	0.0	195	63.9	56	18.4	305
LICENSING & REGULATORY AFFAIRS	622	31.8	940	48.1	67	3.4	222	11.4	5	0.3	7	0.4	28	1.4	29	1.5	16	0.8	18	0.9	0	0.0	0	0.0	1,216	62.2	392	20.1	1,954
MDHHS - COMMUNITY HEALTH	750	23.7	1,401	44.2	285	9.0	510	16.1	8	0.3	13	0.4	29	0.9	59	1.9	38	1.2	76	2.4	0	0.0	0	0.0	2,059	65.0	1,018	32.1	3,169
MDHHS - HUMAN SERVICES	1,461	13.4	5,375	49.5	488	4.5	2,993	27.6	14	0.1	57	0.5	97	0.9	310	2.9	17	0.2	51	0.5	0	0.0	0	0.0	8,786	80.9	4,027	37.1	10,863
MILITARY & VETERAN AFFAIRS	345	45.5	313	41.2	22	2.9	35	4.6	3	0.4	4	0.5	19	2.5	5	0.7	5	0.7	8	1.1	0	0.0	0	0.0	365	48.1	101	13.3	759
NATURAL RESOURCES	1,760	62.0	925	32.6	37	1.3	46	1.6	15	0.5	10	0.4	21	0.7	9	0.3	10	0.4	4	0.1	0	0.0	0	0.0	994	35.0	152	5.4	2,837
STATE	244	15.8	887	57.6	42	2.7	264	17.1	1	0.1	17	1.1	8	0.5	57	3.7	7	0.5	14	0.9	0	0.0	0	0.0	1,239	80.4	410	26.6	1,541
STATE POLICE	1,915	65.9	688	23.7	128	4.4	42	1.4	30	1.0	3	0.1	56	1.9	23	0.8	16	0.6	7	0.2	0	0.0	0	0.0	763	26.2	305	10.5	2,908
TALENT & ECONOMIC DEVELOPMENT	264	21.4	461	37.3	82	6.6	355	28.7	3	0.2	2	0.2	17	1.4	34	2.8	6	0.5	12	1.0	0	0.0	0	0.0	864	69.9	511	41.3	1,236
TECHNOLOGY, MANAGEMENT & BUDGET	1,580	53.1	832	27.9	114	3.8	115	3.9	5	0.2	5	0.2	43	1.4	32	1.1	128	4.3	123	4.1	0	0.0	0	0.0	1,107	37.2	565	19.0	2,977
TRANSPORTATION	1,715	62.0	713	25.8	93	3.4	84	3.0	32	1.2	14	0.5	39	1.4	14	0.5	36	1.3	24	0.9	1	0.0	0	0.0	849	30.7	336	12.2	2,765
TREASURY	486	28.7	826	48.8	78	4.6	196	11.6	2	0.1	7	0.4	17	1.0	43	2.5	19	1.1	17	1.0	0	0.0	0	0.0	1,089	64.4	379	22.4	1,691
STATEWIDE TOTALS:	19,221	39.5	18,086	37.2	2,436	5.0	6,150	12.7	314	0.6	201	0.4	616	1.3	798	1.6	367	0.8	419	0.9	1	0.0	1	0.0	25,655	52.8	11,301	23.2	48,610

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.

STATE OF MICHIGAN
STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE
Pay End Date: September 24, 2016

EEO Category	White		Black		American Indian or Alaskan Native		Hispanic		Asian or Pacific Islander		Other		Total											
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female										
01 Official/Administrator	14	44 %	14	44 %	2	6 %	2	6 %	0	0 %	0	0 %	0	0 %	16	16								
02 Professional	80	43 %	72	39 %	7	4 %	17	9 %	0	0 %	1	1 %	4	2 %	2	1 %	94	92						
03 Technician	13	76 %	2	12 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	14	3						
04 Protective Service	25	78 %	3	9 %	3	9 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	28	4						
05 Para-Professionals	6	13 %	29	60 %	1	2 %	11	23 %	0	0 %	1	2 %	0	0 %	0	0 %	7	41						
06 Admin Support	10	11 %	60	67 %	1	1 %	16	18 %	0	0 %	1	1 %	1	1 %	0	0 %	12	78						
07 Skilled Craft	12	92 %	0	0 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	12	1						
08 Service/Maintenance	10	71 %	2	14 %	1	7 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	12	2						
STATEWIDE TOTAL BY CATEGORY:	170	39 %	182	42 %	15	3 %	48	11 %	1	0 %	3	1 %	5	1 %	4	1 %	4	1 %	0	0 %	0	0 %	195	237

State Employees Grand Total: 432

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

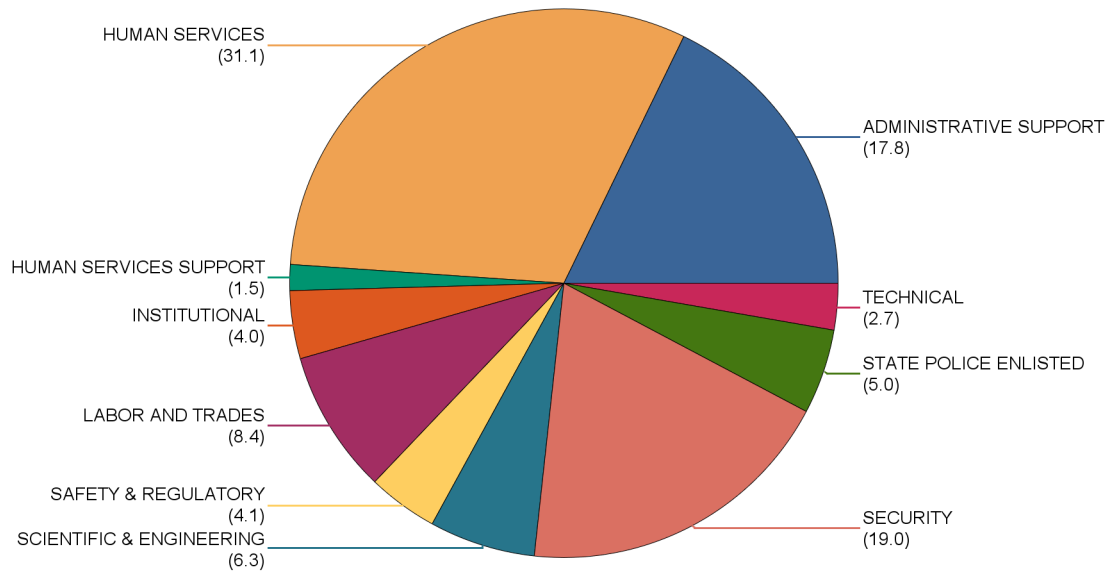
Source: Michigan Civil Service Commission HWF62

SECTION FIVE

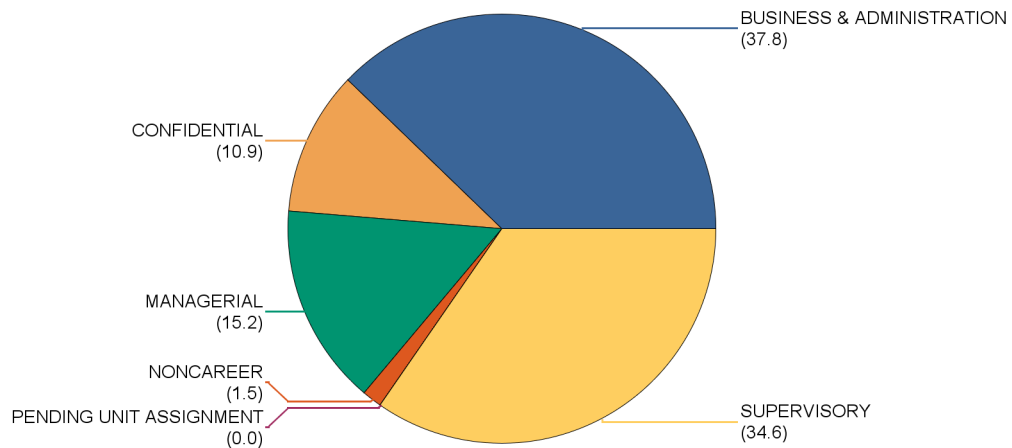
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 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

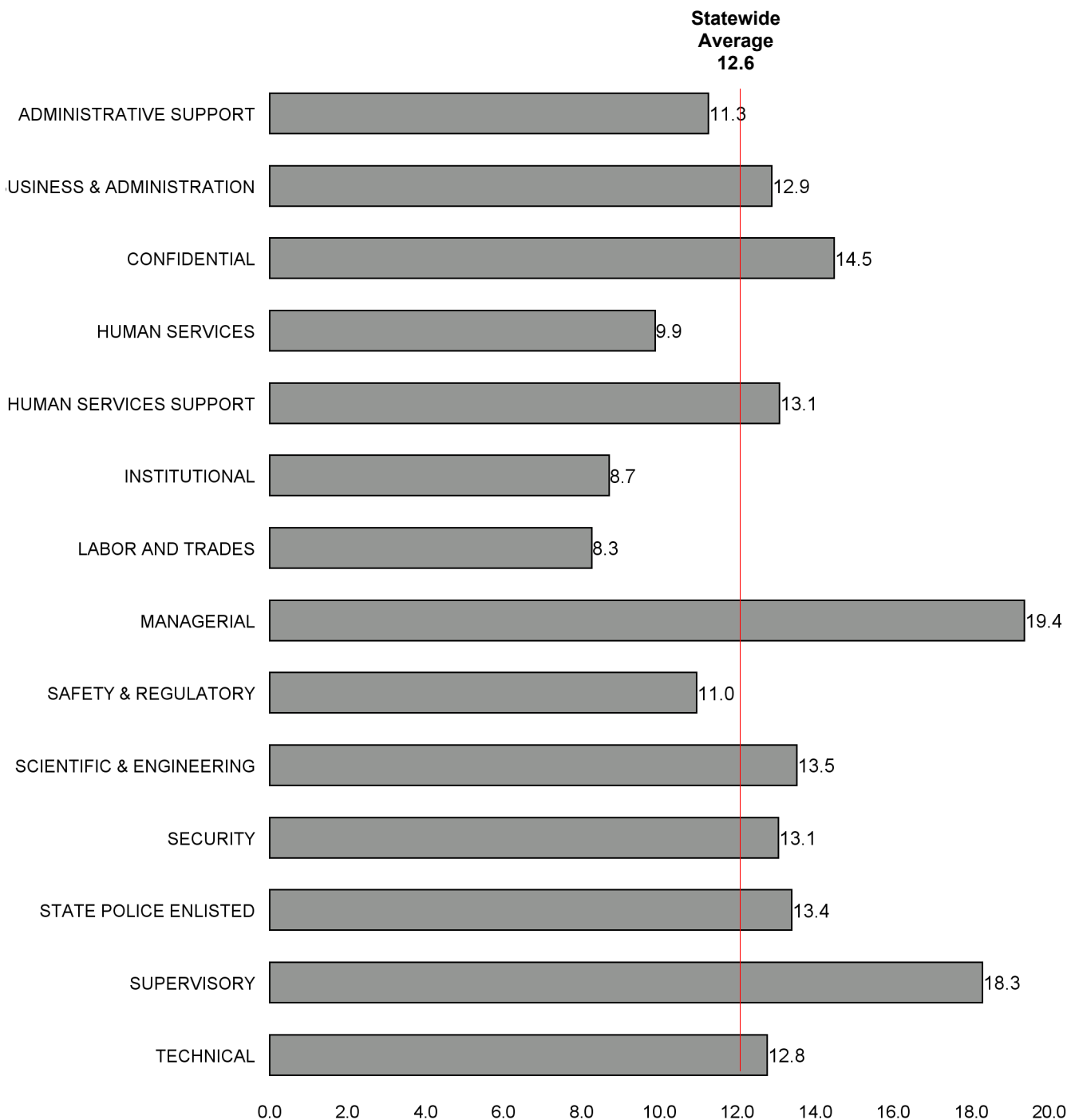
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,411	1,131	80.2	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

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. 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



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 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

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 24, 2016

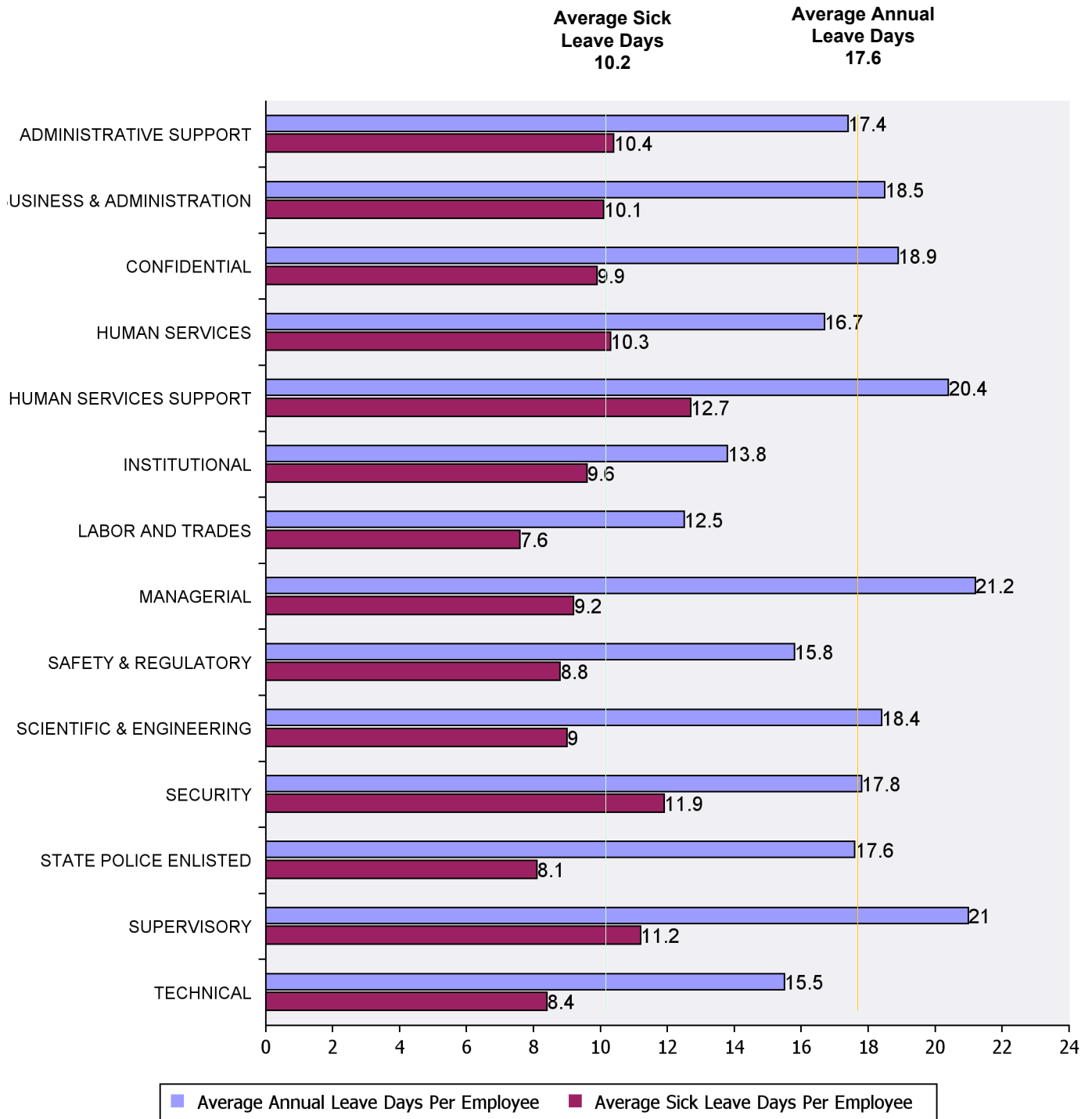
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02 SAFETY & REGULATORY	1,380	1,266	92 %	1,103	80 %	65	5 %	1,315	95 %	60	4 %	63	5 %
A31 LABOR 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

Comments: 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

Comments: 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

Comments: 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

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 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

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 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.