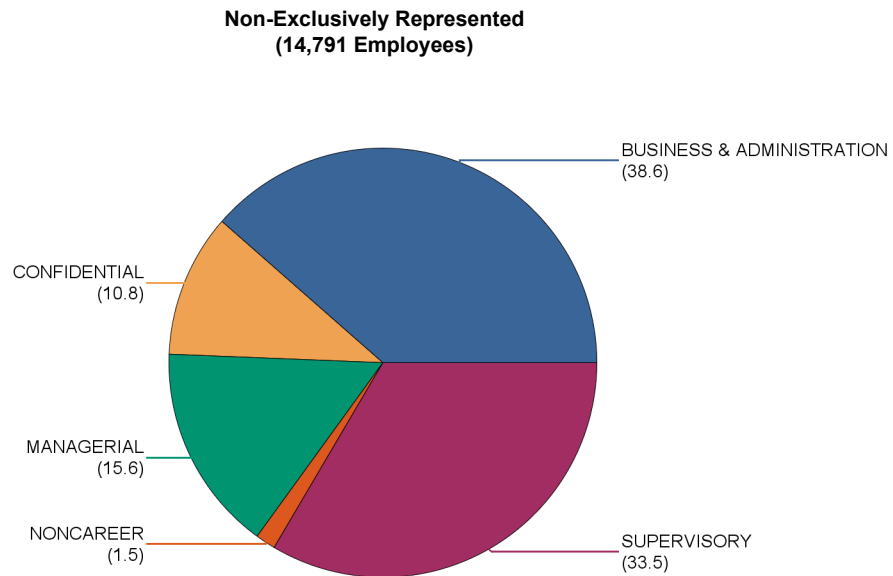
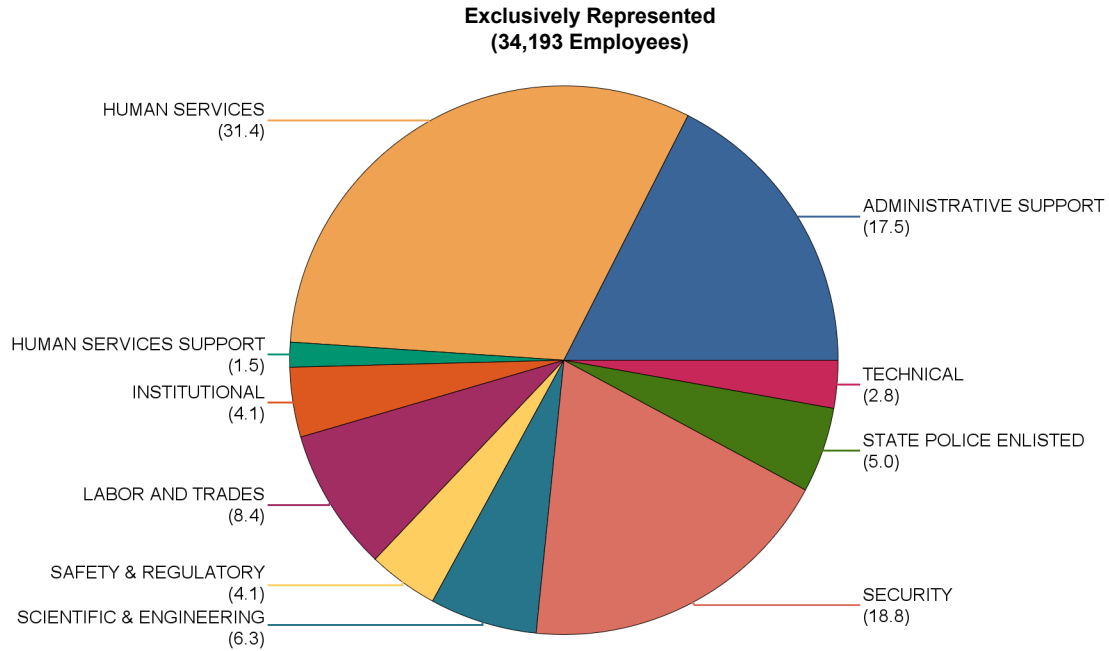


SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2016-17



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 48,984 classified employees, 70 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 23, 2017

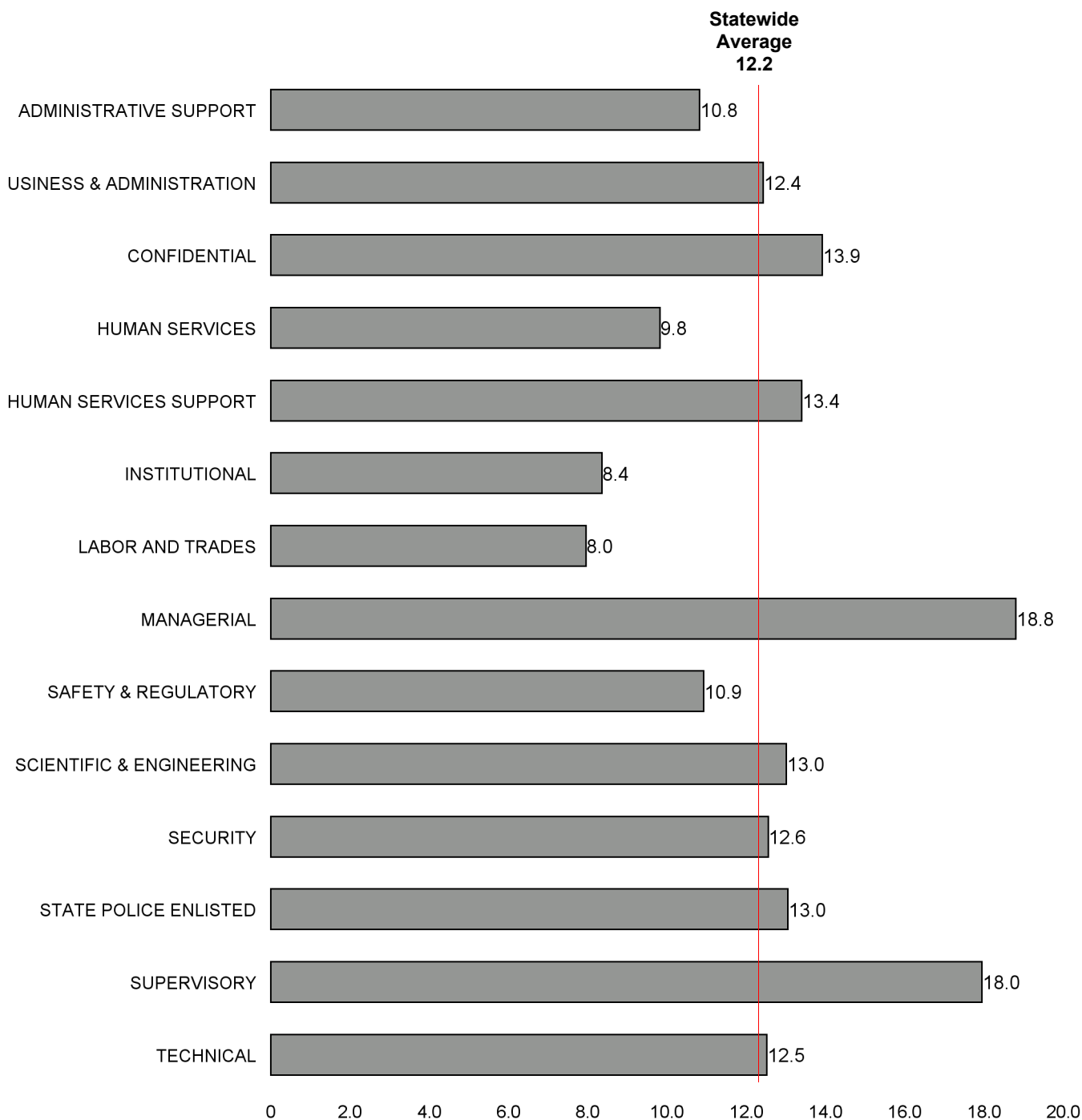
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,413	1,084	76.7	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	2,872	1,821	63.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,418	0	0.0	0	0.0	5,999	93.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	501	0	0.0	0	0.0	0	0.0	444	88.6	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,165	0	0.0	0	0.0	0	0.0	1	0.0	1,744	80.6	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	962	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	705	73.3	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,721	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,578	91.7	0	0.0
U11 INSTITUTIONAL	1,405	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,306	93.0
W22 HUMAN SERVICES	10,744	0	0.0	9,594	89.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,992	0	0.0	4,432	74.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,706	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	4,956	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	218	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	2,312	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	1,599	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	34,193	2,905	8.5	14,026	41.0	5,999	17.5	445	1.3	1,744	5.1	705	2.1	1,578	4.6	1,306	3.8
NON-EXCLUSIVELY REPRESENTED TOTAL	14,791	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	48,984	2,905	5.9	14,026	28.6	5,999	12.2	445	0.9	1,744	3.6	705	1.4	1,578	3.2	1,306	2.7

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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 23, 2017



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 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																		
00 - 05 YEARS	392	103	14	11	2	6	5	1	2	1	0	0	0	0	415	122	0	0
06 - 10 YEARS	161	43	7	22	1	0	3	0	0	0	0	0	0	0	172	65	0	0
11 - 15 YEARS	128	45	7	25	1	1	7	0	1	0	0	0	0	0	144	71	0	0
16 - 20 YEARS	135	36	5	15	2	1	4	1	1	0	0	0	0	0	147	53	1	0
21 - 25 YEARS	64	17	4	7	2	0	1	0	1	0	0	0	0	0	72	24	0	0
26 - 30 YEARS	53	13	5	15	0	1	1	1	0	0	0	0	0	0	59	30	0	2
31 - 35 YEARS	15	3	6	1	0	0	0	0	1	0	0	0	0	0	22	4	0	0
36 - 40 YEARS	6	1	0	3	0	0	0	0	0	0	0	0	0	0	6	4	0	0
MORE THAN 40 YEARS	2	0	0	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
BARGAINING UNIT TOTAL	956	261	48	100	8	9	21	3	6	1	0	0	0	0	1,039	374	1	2
MORE THAN 10 YEARS	403	115	27	67	5	3	13	2	4	0	0	0	0	0	452	187	1	2
AVERAGE YEARS	10.4	10.1	14.6	16.1	12.4	7.4	11.3	15.0	14.8	1.0	0.0	0.0	0.0	0.0	10.7	11.7	20.0	27.5
BARGAINING UNIT AVERAGE YEARS	10.9																	

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 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
A31 - LABOR AND TRADES																			
00 - 05 YEARS	1,106	422	41	35	18	3	11	3	4	2	0	0	0	0	1,180	465	2	1	
06 - 10 YEARS	239	11	8	0	4	0	5	0	0	0	0	0	0	0	256	11	0	0	
11 - 15 YEARS	227	14	14	2	5	0	3	0	0	0	0	0	0	0	249	16	1	0	
16 - 20 YEARS	296	18	16	1	7	1	5	0	0	0	0	0	0	0	324	20	0	0	
21 - 25 YEARS	120	9	6	1	4	0	3	1	0	0	0	0	0	0	133	11	2	1	
26 - 30 YEARS	86	8	10	3	3	0	4	1	1	0	0	0	0	0	104	12	5	1	
31 - 35 YEARS	34	4	8	0	0	0	3	0	0	0	0	0	0	0	45	4	5	0	
36 - 40 YEARS	24	1	1	1	0	0	1	0	1	0	0	0	0	0	27	2	1	0	
MORE THAN 40 YEARS	12	0	0	0	0	0	1	0	0	0	0	0	0	0	13	0	0	0	
BARGAINING UNIT TOTAL	2,144	487	104	43	41	4	36	5	6	2	0	0	0	0	2,331	541	16	3	
MORE THAN 10 YEARS	799	54	55	8	19	1	20	2	2	0	0	0	0	0	895	65	14	2	
AVERAGE YEARS	8.9	2.6	12.7	4.6	10.3	4.8	15.3	10.4	11.5	0.0	0.0	0.0	0.0	0.0	9.2	2.8	25.1	17.3	
BARGAINING UNIT AVERAGE YEARS			8.0																

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 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
C12 - SECURITY																			
00 - 05 YEARS	1,524	282	241	162	48	8	63	18	8	3	0	0	3	2	1,887	475	0	0	
06 - 10 YEARS	262	49	82	46	14	1	15	3	1	1	0	0	0	0	374	100	0	0	
11 - 15 YEARS	405	74	52	48	15	4	14	5	3	1	0	0	0	0	489	132	1	1	
16 - 20 YEARS	1,088	149	117	74	25	5	33	7	4	0	0	0	0	0	1,267	235	2	0	
21 - 25 YEARS	738	122	72	42	22	2	25	7	2	0	0	0	0	0	859	173	3	1	
26 - 30 YEARS	275	20	23	11	10	1	10	1	1	0	0	0	0	0	319	33	6	1	
31 - 35 YEARS	51	2	12	1	0	0	0	0	0	0	0	0	0	0	63	3	2	0	
36 - 40 YEARS	4	0	1	0	0	0	1	0	0	0	0	0	0	0	6	0	0	0	
MORE THAN 40 YEARS	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
BARGAINING UNIT TOTAL	4,348	698	602	384	134	21	161	41	19	5	0	0	3	2	5,267	1,151	14	3	
MORE THAN 10 YEARS	2,562	367	279	176	72	12	83	20	10	1	0	0	0	0	3,006	576	14	3	
AVERAGE YEARS	13.2	11.6	11.2	10.2	12.5	11.4	12.2	10.5	11.1	6.2	0.0	0.0	0.3	0.0	12.9	11.0	25.1	22.0	
BARGAINING UNIT 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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 Pay End Date: September 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																		
00 - 05 YEARS	13	11	3	9	2	2	0	10	0	1	0	0	0	1	18	34	0	0
06 - 10 YEARS	25	47	11	38	3	0	3	2	0	1	0	0	0	0	42	88	1	0
11 - 15 YEARS	23	55	17	109	0	0	4	4	1	2	0	0	0	0	45	170	0	1
16 - 20 YEARS	3	18	4	12	1	1	1	3	1	0	0	0	0	0	10	34	0	1
21 - 25 YEARS	2	6	1	9	0	0	0	2	0	0	0	0	0	0	3	17	0	0
26 - 30 YEARS	1	6	2	5	0	1	0	3	0	0	0	0	0	0	3	15	1	1
31 - 35 YEARS	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5	0	0
36 - 40 YEARS	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	8	0	0
MORE THAN 40 YEARS	1	3	1	3	1	0	0	0	0	0	0	0	0	0	3	6	1	1
BARGAINING UNIT TOTAL	68	151	39	193	7	4	8	24	2	4	0	0	0	1	124	377	3	4
MORE THAN 10 YEARS	30	93	25	146	2	2	5	12	2	2	0	0	0	0	64	255	2	4
AVERAGE YEARS	10.5	13.9	13.7	14.6	11.9	11.8	11.8	11.2	15.5	9.5	0.0	0.0	0.0	1.0	11.7	14.0	27.7	24.0
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 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																		
00 - 05 YEARS	369	256	3	9	2	0	3	7	10	17	0	0	1	0	388	289	0	0
06 - 10 YEARS	149	108	7	2	0	0	2	1	3	4	0	0	0	0	161	115	0	0
11 - 15 YEARS	236	132	6	5	0	1	3	1	6	4	0	0	0	0	251	143	0	1
16 - 20 YEARS	197	102	1	4	1	0	3	2	8	8	0	0	0	0	210	116	0	1
21 - 25 YEARS	111	60	7	4	0	0	2	0	7	4	0	0	0	0	127	68	0	0
26 - 30 YEARS	129	55	3	4	1	0	4	0	4	3	0	0	0	0	141	62	3	0
31 - 35 YEARS	36	10	5	2	0	2	1	0	1	0	0	0	0	0	43	14	0	0
36 - 40 YEARS	21	3	1	0	1	0	0	0	3	0	0	0	0	0	26	3	0	0
MORE THAN 40 YEARS	5	0	2	0	0	0	0	0	1	0	0	0	0	0	8	0	0	0
BARGAINING UNIT TOTAL	1,253	726	35	30	5	3	18	11	43	40	0	0	1	0	1,355	810	3	2
MORE THAN 10 YEARS	735	362	25	19	3	3	13	3	30	19	0	0	0	0	806	406	3	2
AVERAGE YEARS	13.5	11.5	19.8	14.8	19.0	25.7	17.1	7.2	17.0	11.2	0.0	0.0	1.0	0.0	13.9	11.6	29.3	17.0
BARGAINING UNIT AVERAGE YEARS			13.0															

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 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																		
00 - 05 YEARS	200	104	9	9	1	1	3	6	4	1	0	0	1	1	218	122	0	0
06 - 10 YEARS	62	41	4	3	0	0	0	1	0	1	0	0	0	0	66	46	0	0
11 - 15 YEARS	106	43	2	1	2	0	3	1	3	2	0	0	0	0	116	47	0	0
16 - 20 YEARS	101	19	2	1	2	0	2	0	3	1	0	0	0	0	110	21	0	0
21 - 25 YEARS	50	10	3	1	1	0	3	1	0	1	0	0	0	0	57	13	2	0
26 - 30 YEARS	78	14	3	3	0	0	2	0	3	0	0	0	0	0	86	17	4	0
31 - 35 YEARS	18	1	5	2	0	0	0	0	0	0	0	0	0	0	23	3	0	0
36 - 40 YEARS	2	4	0	1	0	0	1	0	0	0	0	0	0	0	3	5	0	1
MORE THAN 40 YEARS	6	2	0	0	0	0	1	0	0	0	0	0	0	0	7	2	1	0
BARGAINING UNIT TOTAL	623	238	28	21	6	1	15	9	13	6	0	0	1	1	686	276	7	1
MORE THAN 10 YEARS	361	93	15	9	5	0	12	2	9	4	0	0	0	0	402	108	7	1
AVERAGE YEARS	13.4	9.7	15.3	13.6	14.3	1.0	18.7	5.8	13.8	12.8	0.0	0.0	0.0	0.0	13.6	9.8	28.6	38.0
BARGAINING UNIT AVERAGE YEARS			12.5															

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
T01 - STATE POLICE ENLISTED																			
00 - 05 YEARS	563	58	38	6	5	1	17	2	5	2	0	0	3	0	631	69	0	0	
06 - 10 YEARS	88	5	6	0	0	0	2	0	1	0	0	0	0	0	97	5	0	0	
11 - 15 YEARS	64	4	2	1	0	0	1	0	0	0	0	0	0	0	67	5	0	0	
16 - 20 YEARS	337	25	7	2	3	0	6	0	1	0	0	0	0	0	354	27	0	0	
21 - 25 YEARS	226	38	26	2	12	0	9	0	2	0	0	0	0	0	275	40	1	0	
26 - 30 YEARS	92	11	14	0	2	0	4	1	1	1	0	0	0	0	113	13	0	0	
31 - 35 YEARS	16	5	1	0	1	0	0	0	0	0	0	0	0	0	18	5	0	0	
36 - 40 YEARS	1	0	0	1	0	0	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	0	0	
BARGAINING UNIT TOTAL	1,387	146	94	12	23	1	39	3	10	3	0	0	3	0	1,556	165	1	0	
MORE THAN 10 YEARS	736	83	50	6	18	0	20	1	4	1	0	0	0	0	828	91	1	0	
AVERAGE YEARS	12.7	14.1	13.9	11.5	18.9	3.0	13.2	9.7	11.5	11.3	0.0	0.0	0.0	0.0	12.8	13.7	24.0	0.0	
BARGAINING UNIT AVERAGE YEARS	12.9																		

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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 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																		
00 - 05 YEARS	158	264	96	134	1	2	10	10	2	3	1	0	1	2	269	415	0	0
06 - 10 YEARS	68	105	39	49	0	4	4	3	2	2	0	0	0	0	113	163	0	0
11 - 15 YEARS	49	89	22	41	0	0	4	1	1	1	0	0	0	0	76	132	0	0
16 - 20 YEARS	22	51	4	27	0	0	1	2	0	4	0	0	0	0	27	84	0	0
21 - 25 YEARS	21	23	3	10	1	0	0	1	0	0	0	0	0	0	25	34	1	0
26 - 30 YEARS	6	15	3	10	0	0	0	1	0	1	0	0	0	0	9	27	0	0
31 - 35 YEARS	5	4	1	4	0	0	0	0	0	0	0	0	0	0	6	8	0	0
36 - 40 YEARS	5	3	4	2	1	0	0	0	0	0	0	0	0	0	10	5	0	0
MORE THAN 40 YEARS	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
BARGAINING UNIT TOTAL	334	554	173	278	3	6	19	18	5	11	1	0	1	2	536	869	1	0
MORE THAN 10 YEARS	108	185	38	95	2	0	5	5	1	6	0	0	0	0	154	291	1	0
AVERAGE YEARS	8.6	8.4	7.2	8.6	20.3	5.8	6.8	7.8	6.8	12.7	1.0	0.0	1.0	0.5	8.1	8.5	21.0	0
BARGAINING UNIT AVERAGE YEARS			8.4															

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STATE OF MICHIGAN

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ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 Pay End Date: September 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																		
00 - 05 YEARS	641	1,968	204	781	5	24	30	67	8	30	1	2	4	13	893	2,885	2	1
06 - 10 YEARS	485	1,625	168	946	6	13	26	76	10	17	0	0	0	0	695	2,677	0	4
11 - 15 YEARS	208	457	56	278	1	4	7	23	3	5	0	0	0	1	275	768	1	3
16 - 20 YEARS	288	427	57	350	3	4	10	38	4	9	0	0	0	0	362	828	4	1
21 - 25 YEARS	230	280	46	153	2	4	9	27	2	7	0	0	0	0	289	471	7	8
26 - 30 YEARS	73	114	16	102	2	1	4	15	2	2	0	0	0	0	97	234	6	5
31 - 35 YEARS	30	47	11	39	0	0	3	1	1	3	0	0	0	0	45	90	1	6
36 - 40 YEARS	26	35	7	33	1	1	1	1	0	1	0	0	0	0	35	71	2	3
MORE THAN 40 YEARS	6	7	4	11	0	0	0	0	1	0	0	0	0	0	11	18	3	1
BARGAINING UNIT TOTAL	1,987	4,960	569	2,693	20	51	90	248	31	74	1	2	4	14	2,702	8,042	26	32
MORE THAN 10 YEARS	861	1,367	197	966	9	14	34	105	13	27	0	0	0	1	1,114	2,480	24	27
AVERAGE YEARS	11.4	8.7	10.2	10.4	13.7	8.4	10.9	11.3	12.3	10.5	1.0	0.5	1.0	1.3	11.2	9.3	25.6	24.2
BARGAINING UNIT AVERAGE YEARS			9.8															

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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 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																		
00 - 05 YEARS	394	1,614	70	349	4	17	19	85	13	18	0	0	1	11	501	2,094	0	1
06 - 10 YEARS	116	654	22	156	1	6	3	37	0	4	0	0	0	0	142	857	1	4
11 - 15 YEARS	59	435	15	72	1	4	1	20	0	3	0	0	0	0	76	534	0	2
16 - 20 YEARS	53	500	10	120	1	10	6	24	1	6	0	0	0	0	71	660	0	3
21 - 25 YEARS	23	207	3	58	0	6	2	12	0	1	0	0	0	0	28	284	1	12
26 - 30 YEARS	20	208	5	84	0	2	1	18	1	3	0	0	0	0	27	315	3	24
31 - 35 YEARS	8	90	7	43	0	4	2	6	1	2	0	0	0	0	18	145	6	11
36 - 40 YEARS	9	114	1	46	0	1	1	9	0	1	0	0	0	0	11	171	1	12
MORE THAN 40 YEARS	3	44	0	11	0	0	0	0	0	0	0	0	0	0	3	55	1	3
BARGAINING UNIT TOTAL	685	3,866	133	939	7	50	35	211	16	38	0	0	1	11	877	5,115	13	72
MORE THAN 10 YEARS	175	1,598	41	434	2	27	13	89	3	16	0	0	0	0	234	2,164	12	67
AVERAGE YEARS	7.5	11.0	8.6	13.1	6.7	13.4	9.8	11.5	5.5	11.1	0.0	0.0	0.0	0.5	7.7	11.4	29.8	27.9
BARGAINING UNIT AVERAGE YEARS			10.8															

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STATE OF MICHIGAN

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ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 Pay End Date: September 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																		
00 - 05 YEARS	762	663	61	100	5	1	23	24	64	94	0	0	3	2	918	884	2	1
06 - 10 YEARS	391	528	37	96	0	3	10	17	27	30	0	0	0	0	465	674	0	2
11 - 15 YEARS	259	407	30	93	1	3	4	16	27	26	0	0	0	0	321	545	1	1
16 - 20 YEARS	292	366	24	78	0	1	7	18	11	9	0	0	0	0	334	472	6	1
21 - 25 YEARS	125	164	13	38	2	5	3	5	8	7	0	0	0	0	151	219	2	4
26 - 30 YEARS	99	164	24	51	0	1	5	17	6	5	0	0	0	0	134	238	7	17
31 - 35 YEARS	31	69	9	25	0	0	4	6	2	3	0	0	0	0	46	103	3	4
36 - 40 YEARS	31	80	5	17	0	1	0	4	0	2	0	0	0	0	36	104	3	4
MORE THAN 40 YEARS	14	33	3	4	0	0	2	3	0	0	0	0	0	0	19	40	1	0
BARGAINING UNIT TOTAL	2,004	2,474	206	502	8	15	58	110	145	176	0	0	3	2	2,424	3,279	25	34
MORE THAN 10 YEARS	851	1,283	108	306	3	11	25	69	54	52	0	0	0	0	1,041	1,721	23	31
AVERAGE YEARS	11.0	13.2	13.9	15.1	9.5	17.5	12.9	16.3	9.2	7.9	0.0	0.0	0.0	0.5	11.2	13.4	25.2	26.4
BARGAINING UNIT AVERAGE YEARS	12.4																	

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 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 Pay End Date: September 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	201	193	28	57	6	2	7	7	9	9	0	0	1	0	252	268	0	0
06 - 10 YEARS	246	279	31	82	3	1	8	14	10	7	0	0	0	0	298	383	1	1
11 - 15 YEARS	307	323	43	108	6	2	8	12	6	7	0	0	0	0	370	452	0	1
16 - 20 YEARS	505	345	43	144	7	2	8	6	11	7	0	0	0	0	574	504	1	0
21 - 25 YEARS	397	224	47	86	11	7	8	11	3	4	0	0	0	0	466	332	2	5
26 - 30 YEARS	298	148	28	64	12	3	11	6	3	4	0	0	0	0	352	225	8	6
31 - 35 YEARS	111	57	21	42	1	3	5	3	4	1	0	0	0	0	142	106	8	3
36 - 40 YEARS	58	48	14	32	0	0	5	2	1	0	0	0	0	0	78	82	8	4
MORE THAN 40 YEARS	31	22	4	12	0	0	0	0	0	0	0	0	0	0	35	34	3	3
BARGAINING UNIT TOTAL	2,154	1,639	259	627	46	20	60	61	47	39	0	0	1	0	2,567	2,386	31	23
MORE THAN 10 YEARS	1,707	1,167	200	488	37	17	45	40	28	23	0	0	0	0	2,017	1,735	30	22
AVERAGE YEARS	18.8	16.6	19.1	18.7	19.3	20.7	19.9	16.2	14.7	13.5	0.0	0.0	0.0	0.0	18.8	17.1	32.1	29.5
BARGAINING UNIT AVERAGE YEARS			18.0															

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 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 Pay End Date: September 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																		
00 - 05 YEARS	93	81	7	12	0	0	6	5	5	6	0	0	3	3	114	107	0	0
06 - 10 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
11 - 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	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	0	0
BARGAINING UNIT TOTAL	93	83	7	13	0	0	6	5	5	6	0	0	3	3	114	110	0	0
MORE THAN 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	0.3	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			0.1															

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 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
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BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																		
00 - 05 YEARS	146	123	3	9	0	0	4	3	9	4	0	0	0	0	162	139	0	0
06 - 10 YEARS	120	129	6	11	1	0	2	3	2	1	0	0	0	0	131	144	2	0
11 - 15 YEARS	150	153	13	11	0	1	2	0	6	8	0	0	0	0	171	173	1	0
16 - 20 YEARS	179	156	12	18	1	0	1	4	3	4	0	0	0	0	196	182	0	0
21 - 25 YEARS	191	132	16	20	2	2	5	3	1	1	0	0	0	0	215	158	1	2
26 - 30 YEARS	129	124	21	34	2	1	3	4	4	3	0	0	0	0	159	166	2	4
31 - 35 YEARS	73	57	12	10	2	0	3	1	2	1	0	0	0	0	92	69	3	4
36 - 40 YEARS	38	34	12	18	1	0	1	0	0	0	0	0	0	0	52	52	4	3
MORE THAN 40 YEARS	25	12	5	6	0	0	1	1	1	0	0	0	0	0	32	19	3	1
BARGAINING UNIT TOTAL	1,051	920	100	137	9	4	22	19	28	22	0	0	0	0	1,210	1,102	16	14
MORE THAN 10 YEARS	785	668	91	117	8	4	16	13	17	17	0	0	0	0	917	819	14	14
AVERAGE YEARS	18.6	17.8	24.9	23.8	25.7	21.5	21.2	19.0	14.9	15.8	0	0	0	0	19.1	18.5	30.8	31.6
BARGAINING UNIT AVERAGE YEARS			18.8															

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BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	106	298	12	43	0	2	8	9	0	3	0	0	1	1	127	356	0	1
06 - 10 YEARS	41	194	6	31	0	0	1	6	0	3	0	0	1	0	49	234	1	1
11 - 15 YEARS	24	141	5	15	0	2	0	6	0	0	0	0	0	0	29	164	0	0
16 - 20 YEARS	30	161	4	27	0	3	3	2	0	3	0	0	0	0	37	196	0	0
21 - 25 YEARS	14	62	5	20	0	1	1	2	2	1	0	0	0	0	22	86	0	0
26 - 30 YEARS	15	81	5	25	0	2	1	8	0	1	0	0	0	0	21	117	1	4
31 - 35 YEARS	6	35	2	13	0	0	0	8	0	1	0	0	0	0	8	57	2	1
36 - 40 YEARS	3	47	1	15	0	1	0	3	0	0	0	0	0	0	4	66	0	4
MORE THAN 40 YEARS	2	19	0	5	0	0	0	0	0	0	0	0	0	0	2	24	0	3
BARGAINING UNIT TOTAL	241	1,038	40	194	0	11	14	44	2	12	0	0	2	1	299	1,300	4	14
MORE THAN 10 YEARS	94	546	22	120	0	9	5	29	2	6	0	0	0	0	123	710	3	12
AVERAGE YEARS	10.5	13.9	14.3	17.5	0	18.5	9.4	18.7	21.5	13.7	0	0	3.5	2.0	11.0	14.6	26.0	30.6
BARGAINING UNIT AVERAGE YEARS			13.9															

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 RACE/ETHNIC GROUP, GENDER, AND DISABILITY
 Pay End Date: September 23, 2017

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																			
00 - 05 YEARS	6,668	6,440	830	1,726	99	69	209	257	143	194	2	2	22	36	7,973	8,724	6	5	
06 - 10 YEARS	2,453	3,819	434	1,483	33	28	84	163	56	71	0	0	1	0	3,061	5,564	6	12	
11 - 15 YEARS	2,245	2,373	284	809	32	22	61	89	57	59	0	0	0	1	2,679	3,353	5	10	
16 - 20 YEARS	3,526	2,373	306	873	53	28	90	107	48	51	0	0	0	0	4,023	3,432	14	7	
21 - 25 YEARS	2,312	1,354	252	451	59	27	71	72	28	26	0	0	0	0	2,722	1,930	22	33	
26 - 30 YEARS	1,354	981	162	411	32	13	50	76	26	23	0	0	0	0	1,624	1,504	46	65	
31 - 35 YEARS	434	385	100	186	4	9	21	25	12	11	0	0	0	0	571	616	30	29	
36 - 40 YEARS	228	374	47	173	4	4	11	19	5	4	0	0	0	0	295	574	19	31	
MORE THAN 40 YEARS	108	142	22	54	1	0	5	4	3	0	0	0	0	0	139	200	13	12	
STATEWIDE TOTAL	19,328	18,241	2,437	6,166	317	200	602	812	378	439	2	2	23	37	23,087	25,897	161	204	
MORE THAN 10 YEARS	10,207	7,982	1,173	2,957	185	103	309	392	179	174	0	0	0	1	12,053	11,609	149	187	
AVERAGE YEARS	12.7	11.4	12.6	12.7	14.1	12.8	13.2	12.7	11.7	10.0	1.0	0.5	0.6	0.8	12.7	11.7	27.7	27.3	

STATEWIDE AVERAGE YEARS

12.2

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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 23, 2017

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	1,413	2.9 %	43.6	\$25.39	887	62.8 %
A31 - LABOR AND TRADES	2,872	5.9 %	44.8	\$18.62	1,218	42.4 %
C12 - SECURITY	6,418	13.1 %	42.4	\$23.90	4,217	65.7 %
E42 - HUMAN SERVICES SUPPORT	501	1.0 %	50.2	\$25.27	451	90.0 %
H21 - SCIENTIFIC & ENGINEERING	2,165	4.4 %	44.6	\$33.74	1,478	68.3 %
L32 - TECHNICAL	962	2.0 %	43.6	\$24.52	624	64.9 %
T01 - STATE POLICE ENLISTED	1,721	3.5 %	38.8	\$31.08	1,083	62.9 %
U11 - INSTITUTIONAL	1,405	2.9 %	44.4	\$21.01	705	50.2 %
W22 - HUMAN SERVICES	10,744	21.9 %	43.5	\$27.23	6,753	62.9 %
W41 - ADMINISTRATIVE SUPPORT	5,992	12.2 %	45.6	\$21.08	3,328	55.5 %
Y23 - BUSINESS & ADMINISTRATION	5,703	11.6 %	45.8	\$32.45	3,826	67.1 %
Y51 - SUPERVISORY	4,953	10.1 %	48.7	\$35.14	4,409	89.0 %
Y52 - NONCAREER	218	0.5 %	26.5	\$14.25	0	0.0 %
Y98 - MANAGERIAL	2,312	4.7 %	50.7	\$51.22	1,988	86.0 %
Y99 - CONFIDENTIAL	1,599	3.3 %	47.0	\$29.12	1,085	67.9 %
STATEWIDE TOTAL	48,984	100.0 %	44.8	\$28.20	32,055	65.4 %

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. 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 23, 2017

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	1,388	720	52 %	468	34 %	21	2 %	0	0 %	1,242	89 %	14	1 %	5	0 %
A31 LABOR AND TRADES	1,790	838	47 %	773	43 %	12	1 %	0	0 %	1,662	93 %	8	0 %	6	0 %
C12 SECURITY	6,418	3,447	54 %	2,398	37 %	30	0 %	0	0 %	5,883	92 %	137	2 %	16	0 %
E42 HUMAN SERVICES SUPPORT	500	232	46 %	239	48 %	1	0 %	0	0 %	455	91 %	24	5 %	1	0 %
H21 SCIENTIFIC & ENGINEERING	2,156	795	37 %	1,126	52 %	11	1 %	0	0 %	1,968	91 %	21	1 %	10	0 %
L32 TECHNICAL	881	369	42 %	422	48 %	13	1 %	0	0 %	801	91 %	13	1 %	5	1 %
T01 STATE POLICE ENLISTED	1,721	183	11 %	84	5 %	1	0 %	1,386	81 %	1,675	97 %	6	0 %	2	0 %
U11 INSTITUTIONAL	1,393	642	46 %	601	43 %	3	0 %	0	0 %	1,239	89 %	38	3 %	4	0 %
W22 HUMAN SERVICES	10,669	4,184	39 %	5,449	51 %	76	1 %	0	0 %	9,656	91 %	333	3 %	29	0 %
W41 ADMINISTRATIVE SUPPORT	5,457	1,697	31 %	3,077	56 %	51	1 %	0	0 %	4,833	89 %	174	3 %	16	0 %
Y23 BUSINESS & ADMINISTRATION	5,699	1,717	30 %	3,325	58 %	64	1 %	0	0 %	5,157	90 %	119	2 %	18	0 %
Y51 SUPERVISORY	4,949	2,174	44 %	2,406	49 %	34	1 %	0	0 %	4,615	93 %	97	2 %	8	0 %
Y98 MANAGERIAL	2,312	896	39 %	1,225	53 %	20	1 %	0	0 %	2,171	94 %	29	1 %	4	0 %
Y99 CONFIDENTIAL	1,567	437	28 %	942	60 %	14	1 %	0	0 %	1,406	90 %	35	2 %	2	0 %
STATEWIDE TOTALS:	46,900	18,331	39 %	22,535	48 %	351	1 %	1,386	3 %	42,763	91 %	1,048	2 %	126	0 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

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

Pay End Date: September 23, 2017

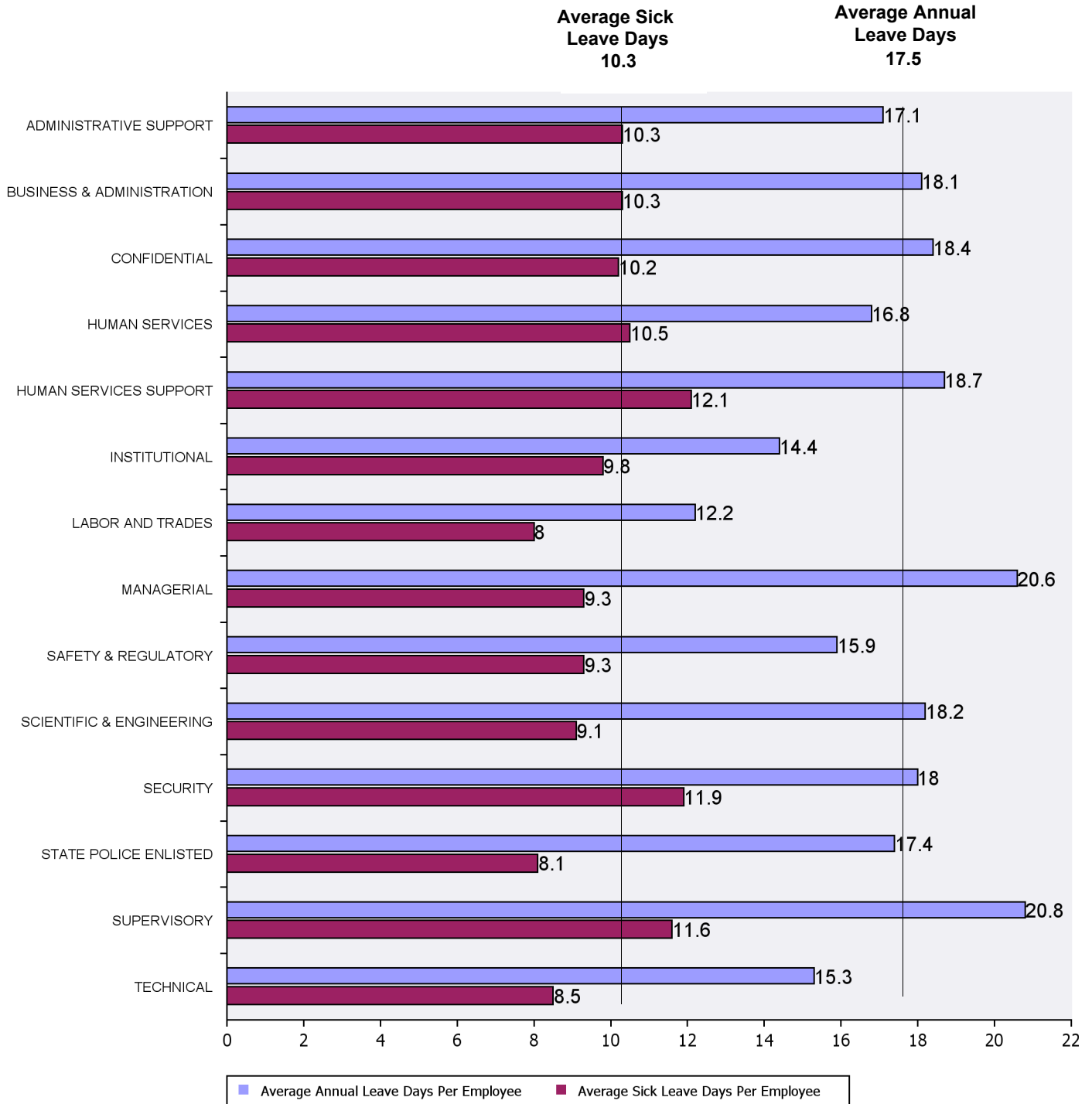
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02 SAFETY & REGULATORY	1,388	1,271	92 %	1,098	79 %	60	4 %	1,320	95 %	59	4 %	59	4 %
A31 LABOR AND TRADES	1,790	1,680	94 %	1,523	85 %	2	0 %	1,738	97 %	46	3 %	5	0 %
C12 SECURITY	6,418	6,054	94 %	5,685	89 %	0	0 %	6,206	97 %	183	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	500	485	97 %	433	87 %	0	0 %	479	96 %	18	4 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,156	2,012	93 %	1,704	79 %	31	1 %	2,004	93 %	150	7 %	12	1 %
L32 TECHNICAL	881	830	94 %	686	78 %	15	2 %	832	94 %	47	5 %	8	1 %
T01 STATE POLICE ENLISTED	1,721	1,685	98 %	1,707	99 %	919	53 %	1,681	98 %	30	2 %	942	55 %
U11 INSTITUTIONAL	1,393	1,287	92 %	1,175	84 %	3	0 %	1,328	95 %	60	4 %	0	0 %
W22 HUMAN SERVICES	10,669	10,047	94 %	8,918	84 %	0	0 %	10,099	95 %	545	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,457	5,039	92 %	4,328	79 %	93	2 %	5,161	95 %	271	5 %	70	1 %
Y23 BUSINESS & ADMINISTRATION	5,699	5,320	93 %	4,440	78 %	88	2 %	5,381	94 %	312	5 %	50	1 %
Y51 SUPERVISORY	4,949	4,721	95 %	4,606	93 %	139	3 %	4,788	97 %	155	3 %	118	2 %
Y98 MANAGERIAL	2,312	2,210	96 %	2,011	87 %	93	4 %	2,215	96 %	94	4 %	100	4 %
Y99 CONFIDENTIAL	1,567	1,452	93 %	1,303	83 %	11	1 %	1,482	95 %	80	5 %	9	1 %
STATEWIDE TOTALS:	46,900	44,093	94 %	39,617	84 %	1,454	3 %	44,714	95 %	2,050	4 %	1,373	3 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
FISCAL YEAR 2016-17

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

SICK LEAVE USE ANALYSIS BY BARGAINING UNIT

From September 25, 2016 to September 23, 2017

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,492	111,522.6	74.7	9.3
A31 LABOR AND TRADES	2,906	185,916.9	64.0	8.0
C12 SECURITY	7,088	675,849.0	95.4	11.9
E42 HUMAN SERVICES SUPPORT	574	55,789.5	97.2	12.1
H21 SCIENTIFIC & ENGINEERING	2,295	166,634.0	72.6	9.1
L32 TECHNICAL	1,116	76,061.7	68.2	8.5
T01 STATE POLICE ENLISTED	1,842	119,118.1	64.7	8.1
U11 INSTITUTIONAL	1,653	129,615.0	78.4	9.8
W22 HUMAN SERVICES	11,790	987,119.0	83.7	10.5
W41 ADMINISTRATIVE SUPPORT	6,212	511,512.4	82.3	10.3
Y23 BUSINESS & ADMINISTRATION	6,140	507,374.8	82.6	10.3
Y51 SUPERVISORY	5,425	501,880.7	92.5	11.6
Y98 MANAGERIAL	2,508	185,961.3	74.1	9.3
Y99 CONFIDENTIAL	1,724	140,924.9	81.7	10.2
STATEWIDE	52,765	4,355,279.9	82.5	10.3

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 HWF29

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

From September 25, 2016 to September 23, 2017

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	1,492	190,268.8	127.5	15.9	1,492	933.4	0.6	0.1	
A31 LABOR AND TRADES	2,906	284,732.1	98.0	12.2	2,906	1,043.4	0.4	0.0	
C12 SECURITY	7,088	1,018,267.4	143.7	18.0	7,088	2,922.2	0.4	0.1	
E42 HUMAN SERVICES SUPPORT	574	86,057.6	149.9	18.7	574	479.6	0.8	0.1	
H21 SCIENTIFIC & ENGINEERING	2,295	335,004.5	146.0	18.2	2,295	1,310.0	0.6	0.1	
L32 TECHNICAL	1,116	136,862.9	122.6	15.3	1,116	722.5	0.6	0.1	
T01 STATE POLICE ENLISTED	1,842	256,134.1	139.1	17.4	1,842	2,427.0	1.3	0.2	
U11 INSTITUTIONAL	1,653	190,042.8	115.0	14.4	1,653	488.0	0.3	0.0	
W22 HUMAN SERVICES	11,790	1,586,150.1	134.5	16.8	11,790	4,883.4	0.4	0.1	
W41 ADMINISTRATIVE SUPPORT	6,212	851,980.6	137.2	17.1	6,212	3,518.0	0.6	0.1	
Y23 BUSINESS & ADMINISTRATION	6,140	890,974.7	145.1	18.1	6,140	2,652.2	0.4	0.1	
Y51 SUPERVISORY	5,425	902,638.4	166.4	20.8	5,425	5,852.7	1.1	0.1	
Y98 MANAGERIAL	2,508	413,844.1	165.0	20.6	2,508	2,293.7	0.9	0.1	
Y99 CONFIDENTIAL	1,724	253,605.4	147.1	18.4	1,724	1,477.1	0.9	0.1	
STATEWIDE	52,765	7,396,563.5	140.2	17.5	52,765	31,003.2	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 BY BARGAINING UNIT
FISCAL YEAR 2016-2017

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	9.3	15.9	25.3
A31	LABOR AND TRADES	8.0	12.2	20.2
C12	SECURITY	11.9	18.0	29.9
E42	HUMAN SERVICES SUPPORT	12.1	18.7	30.9
H21	SCIENTIFIC & ENGINEERING	9.1	18.2	27.3
L32	TECHNICAL	8.5	15.3	23.8
T01	STATE POLICE ENLISTED	8.1	17.4	25.5
U11	INSTITUTIONAL	9.8	14.4	24.2
W22	HUMAN SERVICES	10.5	16.8	27.3
W41	ADMINISTRATIVE SUPPORT	10.3	17.1	27.4
Y23	BUSINESS & ADMINISTRATION	10.3	18.1	28.5
Y51	SUPERVISORY	11.6	20.8	32.4
Y98	MANAGERIAL	9.3	20.6	29.9
Y99	CONFIDENTIAL	10.2	18.4	28.6
	STATEWIDE AVERAGE	10.3	17.5	27.8

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

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)
FISCAL YEARS 2012-13 through 2016-17**

BARGAINING UNIT CODE/NAME	2012-13	2013-14	2014-15	2015-16	2016-17
A02 SAFETY & REGULATORY	9.5	9.6	9.3	8.8	9.3
A31 LABOR AND TRADES	8.6	8.2	7.6	7.6	8.0
C12 SECURITY	13.4	13.7	11.3	11.9	11.9
E42 HUMAN SERVICES SUPPORT	12.0	12.6	11.4	12.7	12.1
H21 SCIENTIFIC & ENGINEERING	9.2	9.3	9.1	9.0	9.1
L32 TECHNICAL	9.5	9.0	8.6	8.4	8.5
T01 STATE POLICE ENLISTED	8.2	7.5	7.8	8.1	8.1
U11 INSTITUTIONAL	10.5	10.2	9.9	9.6	9.8
W22 HUMAN SERVICES	10.6	10.8	10.7	10.3	10.5
W41 ADMINISTRATIVE SUPPORT	10.6	10.4	10.4	10.4	10.3
Y23 BUSINESS & ADMINISTRATION	10.1	10.2	9.9	10.1	10.3
Y51 SUPERVISORY	11.5	11.7	11.3	11.2	11.6
Y98 MANAGERIAL	8.7	8.9	8.7	9.2	9.3
Y99 CONFIDENTIAL	10.2	10.2	10.3	9.9	10.2
STATEWIDE AVERAGE	10.7	10.7	10.2	10.2	10.3

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 HWF29, for the last full pay period in each fiscal year

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

Pay End Date: September 23, 2017

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	459	26	12	0	0	228	12	0	0	1	50	329
ATTORNEY GENERAL	11	500	33	1	0	0	0	0	0	0	0	83	117
AUDITOR GENERAL	03	140	0	2	0	0	0	0	0	0	0	0	2
CIVIL RIGHTS	15	84	0	0	0	0	0	0	0	0	32	16	48
CIVIL SERVICE COMMISSION	19	449	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	47	12,310	9	494	6,212	0	7	91	0	239	2,441	924	10,417
EDUCATION	31	521	0	2	0	2	0	5	0	17	186	56	268
ENVIRONMENTAL QUALITY	76	1,158	8	1	0	0	716	51	0	0	1	124	901
EXECUTIVE OFFICE	01	60	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	65	301	0	0	0	0	0	0	0	0	0	30	30
LICENSING AND REGULATORY AFF	64	1,961	255	8	0	0	112	2	0	5	339	431	1,152
MDHHS - COMMUNITY HEALTH	39	3,216	33	68	206	0	108	34	0	770	394	355	1,968
MDHHS - HUMAN SERVICES	43	10,962	177	33	0	41	2	2	0	71	7,212	1,174	8,712
MILITARY & VETERAN AFFAIRS	51	781	29	182	0	0	28	11	0	288	35	54	627
NATURAL RESOURCES	75	2,860	573	1,091	0	0	246	177	0	6	88	200	2,381
STATE	23	1,530	12	19	0	0	0	0	0	0	0	1,027	1,058
STATE POLICE	55	2,968	157	12	0	0	125	44	1,721	9	0	269	2,337
TALENT & ECONOMIC DEVELOPMENT	18	1,196	23	16	0	458	13	6	0	0	13	104	633
TECHNOLOGY, MANAGEMENT & BUDGET	07	3,064	0	268	0	0	36	65	0	0	0	313	682
TRANSPORTATION	59	2,795	71	652	0	0	542	461	0	0	2	265	1,993
TREASURY	27	1,669	7	11	0	0	2	1	0	0	0	517	538
Grand Total:		48,984	1,413	2,872	6,418	501	2,165	962	1,721	1,405	10,744	5,992	34,193

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.

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 23, 2017

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	79	459	39	10	20	11	0	50	130
ATTORNEY GENERAL	11	500	18	50	307	0	0	8	383
AUDITOR GENERAL	03	140	0	71	35	1	0	31	138
CIVIL RIGHTS	15	84	4	16	8	0	0	8	36
CIVIL SERVICE COMMISSION	19	449	0	382	54	1	0	12	449
CORRECTIONS	47	12,310	215	129	151	2	0	1,396	1,893
EDUCATION	31	521	142	22	44	0	0	45	253
ENVIRONMENTAL QUALITY	76	1,158	65	15	64	7	0	106	257
EXECUTIVE OFFICE	01	60	0	59	1	0	0	0	60
INSURANCE AND FINANCIAL SERV	65	301	158	17	24	6	0	66	271
LICENSING AND REGULATORY AFF	64	1,961	440	66	176	14	0	113	809
MDHHS - COMMUNITY HEALTH	39	3,216	540	87	228	5	0	388	1,248
MDHHS - HUMAN SERVICES	43	10,962	655	208	219	2	0	1,166	2,250
MILITARY & VETERAN AFFAIRS	51	781	38	8	27	0	0	81	154
NATURAL RESOURCES	75	2,860	116	22	91	6	0	244	479
STATE	23	1,530	129	50	49	13	0	231	472
STATE POLICE	55	2,968	211	45	145	12	0	218	631
TALENT & ECONOMIC DEVELOPMENT	18	1,196	352	35	106	11	0	59	563
TECHNOLOGY, MANAGEMENT & BUDGET	07	3,064	1,611	144	285	90	0	252	2,382
TRANSPORTATION	59	2,795	236	104	111	18	0	333	802
TREASURY	27	1,669	734	59	167	25	0	146	1,131
Grand Total:		48,984	5,703	1,599	2,312	224	0	4,953	14,791

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.