

## SECTION FOUR

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# 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 or African American
3. American Indian or Alaska Native
4. Hispanic or Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or More Races

**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**  
**STATE EMPLOYEES BY EEO CATEGORY-STATEWIDE**  
**Pay End Date: September 23, 2017**

EEO Category	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	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	830	784	82	114	8	4	17	15	24	17	0	0	0	0	961	934
02 Professional	6,538	8,667	840	2,770	43	71	176	302	256	334	1	1	8	15	7,862	12,160
03 Technician	1,518	772	99	139	16	6	46	20	32	17	1	1	4	10	1,716	965
04 Protective Service	6,630	1,048	772	462	179	30	221	49	38	8	0	0	6	2	7,846	1,599
05 Para-Professionals	1,005	3,316	421	1,862	17	44	83	246	11	34	0	0	3	2	1,540	5,504
06 Admin Support	305	2,880	67	710	4	38	14	159	9	23	0	0	1	6	400	3,816
07 Skilled Craft	1,373	61	56	6	29	0	24	1	4	0	0	0	0	0	1,486	68
08 Service/Maintenance	1,129	713	100	103	21	7	21	20	4	6	0	0	1	2	1,276	851
<b>Statewide Total by Category:</b>	<b>19,328</b>	<b>18,241</b>	<b>2,437</b>	<b>6,166</b>	<b>317</b>	<b>200</b>	<b>602</b>	<b>812</b>	<b>378</b>	<b>439</b>	<b>2</b>	<b>2</b>	<b>23</b>	<b>37</b>	<b>23,087</b>	<b>25,897</b>

**State Employees Grand Total: 48,984**

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

Source: Michigan Civil Service Commission HWF60

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 23, 2017**

**AGRICULTURE & RURAL DEVELOPMENT**

EEO Category:	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			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01 Official/Administrator	15	79 %	4	21 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	15	4
02 Professional	165	51 %	125	39 %	6	2 %	15	5 %	1	0 %	0	0 %	3	1 %	1	0 %	176	147
03 Technician	30	65 %	15	33 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	30	16
05 Para-Professionals	4	14 %	20	71 %	1	4 %	2	7 %	0	0 %	1	4 %	0	0 %	0	0 %	5	23
06 Admin Support	1	3 %	26	84 %	0	0 %	1	3 %	0	0 %	3	10 %	0	0 %	0	0 %	1	30
07 Skilled Craft	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0
08 Service/Maintenance	9	90 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	1
<b>Department Totals by Category:</b>	<b>226</b>	<b>49 %</b>	<b>191</b>	<b>42 %</b>	<b>7</b>	<b>2 %</b>	<b>18</b>	<b>4 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>7</b>	<b>2 %</b>	<b>238</b>	<b>221</b>

**Department Total: 459**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

ATTORNEY GENERAL

EEO Category:		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			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	54	64 %	26	31 %	2	2 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	56	28
02	Professional	125	50 %	97	39 %	7	3 %	10	4 %	0	0 %	0	0 %	2	1 %	3	1 %	136	113
04	Protective Service	18	55 %	9	27 %	3	9 %	3	9 %	0	0 %	0	0 %	0	0 %	0	0 %	21	12
05	Para-Professionals	2	8 %	18	72 %	1	4 %	2	8 %	0	0 %	0	0 %	0	0 %	0	0 %	3	22
06	Admin Support	1	1 %	89	82 %	0	0 %	12	1 %	0	0 %	5	5 %	0	0 %	1	1 %	1	107
08	Service/Maintenance	0	0 %	1	00 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
<b>Department Totals by Category:</b>		<b>200</b>	<b>40 %</b>	<b>240</b>	<b>48 %</b>	<b>13</b>	<b>3 %</b>	<b>29</b>	<b>6 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>10</b>	<b>2 %</b>	<b>2</b>	<b>283</b>

**Department Total: 500**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

AUDITOR GENERAL

		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	
EEO Category:		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	7 54 %	6 46 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	7	6
02	Professional	50 42 %	58 49 %	7 6 %	1 1 %	0 0 %	0 0 %	1 1 %	1 1 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	58	60
03	Technician	0 0 %	1 00 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	1
05	Para-Professionals	0 0 %	1 00 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	1
06	Admin Support	0 0 %	3 75 %	0 0 %	1 5 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	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 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	3	0
<b>Department Totals by Category:</b>		<b>60 43 %</b>	<b>69 49 %</b>	<b>7 5 %</b>	<b>2 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>1 1 %</b>	<b>1 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>68</b>	<b>72</b>

Department Total: 140

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**CIVIL RIGHTS**

EEO Category:		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	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	<b>Official/Administrator</b>	1 11 %	4 44 %	1 1 %	2 2 %	0 0 %	0 0 %	0 0 %	1 11 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2	7
02	<b>Professional</b>	6 11 %	14 25 %	11 0 %	17 1 %	0 0 %	1 2 %	1 2 %	3 5 %	0 0 %	1 2 %	0 0 %	0 0 %	12 %	0 0 %	19	36
03	<b>Technician</b>	0 0 %	1 00 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	1
05	<b>Para-Professionals</b>	0 0 %	0 0 %	0 0 %	8 9 %	0 0 %	0 0 %	0 0 %	1 11 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	9
06	<b>Admin Support</b>	0 0 %	3 30 %	0 0 %	6 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 10 %	0	10
<b>Department Totals by Category:</b>		<b>7 8 %</b>	<b>22 26 %</b>	<b>12 4 %</b>	<b>33 9 %</b>	<b>0 0 %</b>	<b>1 1 %</b>	<b>1 1 %</b>	<b>5 6 %</b>	<b>0 0 %</b>	<b>1 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>1 1 %</b>	<b>1 1 %</b>	<b>21</b>	<b>63</b>

**Department Total: 84**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**CIVIL SERVICE COMMISSION**

EEO Category:		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		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
01	<b>Official/Administrator</b>	9	35	3	5	0	1	0	0	0	0	0	0	0	0	0	12	41
02	<b>Professional</b>	30	139	9	28	0	3	2	7	0	3	0	0	1	0	0	42	180
03	<b>Technician</b>	5	6	0	4	0	0	1	0	0	0	0	0	0	0	0	6	10
05	<b>Para-Professionals</b>	3	61	1	7	0	0	0	1	0	1	0	0	0	0	0	4	70
06	<b>Admin Support</b>	9	48	0	18	0	1	0	7	0	0	0	0	0	1	0	9	75
<b>Department Totals by Category:</b>		<b>56</b>	<b>289</b>	<b>13</b>	<b>62</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>15</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>73</b>	<b>376</b>

**Department Total: 449**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**CORRECTIONS**

EEO Category:		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															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	80	52 %	37	24 %	16	0 %	13	8 %	3	2 %	1	1 %	3	2 %	0	0 %	103	52												
02	Professional	1,162	37 %	1,166	37 %	226	7 %	423	4 %	19	1 %	12	0 %	24	1 %	46	1 %	1,446	1,664												
03	Technician	62	23 %	164	62 %	9	3 %	22	8 %	0	0 %	3	1 %	1	0 %	1	0 %	73	193												
04	Protective Service	4,693	68 %	742	11 %	609	9 %	391	6 %	154	2 %	22	0 %	172	3 %	43	1 %	5,655	1,205												
05	Para-Professionals	100	20 %	311	61 %	21	4 %	55	1 %	3	1 %	6	1 %	3	1 %	10	2 %	128	383												
06	Admin Support	28	4 %	491	72 %	5	1 %	127	9 %	2	0 %	10	1 %	3	0 %	16	2 %	38	647												
07	Skilled Craft	361	91 %	10	3 %	12	3 %	0	0 %	7	2 %	0	0 %	3	1 %	0	0 %	385	10												
08	Service/Maintenance	234	71 %	42	13 %	27	8 %	11	3 %	8	2 %	1	0 %	3	1 %	2	1 %	272	56												
<b>Department Totals by Category:</b>		<b>5,720</b>	<b>55 %</b>	<b>2,963</b>	<b>24 %</b>	<b>925</b>	<b>8 %</b>	<b>1,042</b>	<b>8 %</b>	<b>196</b>	<b>2 %</b>	<b>55</b>	<b>0 %</b>	<b>212</b>	<b>2 %</b>	<b>118</b>	<b>1 %</b>	<b>44</b>	<b>0 %</b>	<b>26</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>6</b>	<b>0 %</b>	<b>8,100</b>	<b>4,210</b>

**Department Total: 12,310**

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

Source: Michigan Civil Service Commission HWF61



**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**EDUCATION**

EEO Category:		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													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	16	40 %	20	50 %	1	3 %	3	8 %	0	0 %	0	0 %	0	0 %	0	0 %	17	23										
02	<b>Professional</b>	90	24 %	222	60 %	9	2 %	36	0 %	0	0 %	2	1 %	6	2 %	3	1 %	4	1 %	104	268								
03	<b>Technician</b>	6	40 %	7	47 %	1	7 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	8								
05	<b>Para-Professionals</b>	9	23 %	22	55 %	2	5 %	5	3 %	0	0 %	0	0 %	2	5 %	0	0 %	0	0 %	11	29								
06	<b>Admin Support</b>	0	0 %	45	88 %	1	2 %	1	2 %	0	0 %	2	4 %	1	2 %	0	0 %	0	0 %	2	49								
08	<b>Service/Maintenance</b>	1	33 %	1	33 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1								
<b>Department Totals by Category:</b>		<b>122</b>	<b>23 %</b>	<b>317</b>	<b>61 %</b>	<b>15</b>	<b>3 %</b>	<b>46</b>	<b>9 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>10</b>	<b>2 %</b>	<b>3</b>	<b>1 %</b>	<b>5</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>143</b>	<b>378</b>

**Department Total: 521**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**ENVIRONMENTAL QUALITY**

EEO Category:		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															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	26	48 %	24	44 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	27	27												
02	<b>Professional</b>	488	54 %	341	38 %	9	1 %	13	1 %	1	0 %	2	0 %	6	1 %	7	1 %	15	2 %	15	2 %	0	0 %	0	0 %	10	0 %	0	0 %	520	378
03	<b>Technician</b>	33	55 %	19	32 %	4	7 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	38	22
04	<b>Protective Service</b>	7	70 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	2
05	<b>Para-Professionals</b>	2	9 %	18	82 %	0	0 %	2	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	20
06	<b>Admin Support</b>	2	2 %	96	85 %	0	0 %	9	8 %	0	0 %	0	0 %	1	1 %	3	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	3	110
07	<b>Skilled Craft</b>	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
<b>Department Totals by Category:</b>		<b>559</b>	<b>48 %</b>	<b>500</b>	<b>43 %</b>	<b>14</b>	<b>1 %</b>	<b>25</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>9</b>	<b>1 %</b>	<b>12</b>	<b>1 %</b>	<b>15</b>	<b>1 %</b>	<b>18</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>10</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>599</b>	<b>559</b>

**Department Total: 1,158**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 23, 2017**

**EXECUTIVE OFFICE**

EEO Category:		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			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	10	53 %	7	37 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	11	8
02	<b>Professional</b>	8	26 %	21	68 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	8	23
05	<b>Para-Professionals</b>	2	20 %	8	80 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	8
<b>Department Totals by Category:</b>		<b>20</b>	<b>33 %</b>	<b>36</b>	<b>60 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>21</b>	<b>39</b>

**Department Total: 60**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**INSURANCE AND FINANCIAL SERV**

EEO Category:		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															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	4	17 %	18	75 %	1	4 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	5	19												
02	<b>Professional</b>	87	38 %	108	47 %	4	2 %	16	7 %	0	0 %	1	0 %	6	3 %	2	1 %	2	1 %	3	1 %	0	0 %	0	0 %	0	0 %	0	0 %	99	130
03	<b>Technician</b>	0	0 %	5	83 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	6
05	<b>Para-Professionals</b>	1	13 %	6	75 %	0	0 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7
06	<b>Admin Support</b>	2	6 %	20	59 %	2	6 %	5	5 %	0	0 %	0	0 %	0	0 %	3	9 %	1	3 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	5	29
<b>Department Totals by Category:</b>		<b>94</b>	<b>31 %</b>	<b>157</b>	<b>52 %</b>	<b>7</b>	<b>2 %</b>	<b>23</b>	<b>8 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>6</b>	<b>2 %</b>	<b>6</b>	<b>2 %</b>	<b>3</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>110</b>	<b>191</b>

**Department Total: 301**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 23, 2017**

**LICENSING & REGULATORY AFFAIRS**

EEO Category:	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																	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																
01 Official/Administrator	56	33 %	79	47 %	5	3 %	16	0 %	1	1 %	0	0 %	1	1 %	0	0 %	65	103														
02 Professional	395	35 %	495	44 %	42	4 %	130	1 %	2	0 %	7	1 %	16	1 %	15	1 %	11	1 %	18	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	466	666
03 Technician	137	71 %	37	19 %	5	3 %	4	2 %	1	1 %	0	0 %	5	3 %	2	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	149	44
05 Para-Professionals	19	12 %	116	73 %	5	3 %	14	9 %	1	1 %	0	0 %	1	1 %	4	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	26	134
06 Admin Support	22	8 %	214	74 %	2	1 %	43	5 %	0	0 %	1	0 %	0	0 %	5	2 %	0	0 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	24	266
07 Skilled Craft	4	57 %	0	0 %	0	0 %	2	9 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	2
08 Service/Maintenance	5	45 %	4	36 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	7	4
<b>Department Totals by Category:</b>	<b>638</b>	<b>33 %</b>	<b>945</b>	<b>48 %</b>	<b>59</b>	<b>3 %</b>	<b>209</b>	<b>1 %</b>	<b>5</b>	<b>0 %</b>	<b>8</b>	<b>0 %</b>	<b>25</b>	<b>1 %</b>	<b>31</b>	<b>2 %</b>	<b>14</b>	<b>1 %</b>	<b>23</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>10</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>742</b>	<b>1,219</b>		

**Department Total: 1,961**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

MDHHS - COMMUNITY HEALTH

EEO Category:		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																	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																
01	Official/Administrator	64	28 %	135	59 %	5	2 %	10	4 %	1	0 %	1	0 %	1	0 %	1	0 %	78	150														
02	Professional	289	21 %	706	52 %	41	3 %	199	5 %	3	0 %	5	0 %	7	1 %	19	1 %	26	2 %	53	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	366	984
03	Technician	28	21 %	54	41 %	7	5 %	36	7 %	0	0 %	0	0 %	0	0 %	2	2 %	1	1 %	2	2 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	37	94
04	Protective Service	117	41 %	38	13 %	69	4 %	48	7 %	3	1 %	1	0 %	5	2 %	3	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	196	90
05	Para-Professionals	162	21 %	265	34 %	134	7 %	175	3 %	1	0 %	4	1 %	11	1 %	15	2 %	2	0 %	7	1 %	0	0 %	0	0 %	0	0 %	10	0 %	0	0 %	311	466
06	Admin Support	15	6 %	170	71 %	3	1 %	35	5 %	0	0 %	2	1 %	0	0 %	14	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	18	221
07	Skilled Craft	47	84 %	0	0 %	8	4 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	56	0
08	Service/Maintenance	43	29 %	47	32 %	24	6 %	27	8 %	0	0 %	0	0 %	2	1 %	3	2 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	69	80
<b>Department Totals by Category:</b>		<b>765</b>	<b>24 %</b>	<b>1,415</b>	<b>44 %</b>	<b>291</b>	<b>9 %</b>	<b>530</b>	<b>6 %</b>	<b>8</b>	<b>0 %</b>	<b>13</b>	<b>0 %</b>	<b>27</b>	<b>1 %</b>	<b>57</b>	<b>2 %</b>	<b>38</b>	<b>1 %</b>	<b>67</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>10</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>1,131</b>	<b>2,085</b>

**Department Total: 3,216**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**MDHHS - HUMAN SERVICES**

EEO Category:		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													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	49	24 %	101	50 %	16	8 %	33	6 %	0	0 %	0	0 %	2	1 %	1	0 %	0	0 %	0	0 %	0	0 %	68	136				
02	<b>Professional</b>	935	15 %	3,178	51 %	269	4 %	5,545	5 %	5	0 %	31	0 %	50	1 %	125	2 %	13	0 %	37	1 %	1	0 %	1	0 %	30 %	9 0 %	1,276	4,926
03	<b>Technician</b>	9	33 %	11	41 %	1	4 %	3	1 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	16		
04	<b>Protective Service</b>	2	40 %	0	0 %	2	0 %	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0		
05	<b>Para-Professionals</b>	354	11 %	1,403	42 %	180	5 %	1,155	5 %	9	0 %	19	1 %	40	1 %	133	4 %	3	0 %	9	0 %	0	0 %	1	0 %	10 %	1 0 %	587	2,721
06	<b>Admin Support</b>	68	6 %	706	60 %	33	3 %	289	5 %	0	0 %	11	1 %	4	0 %	52	4 %	1	0 %	6	1 %	0	0 %	0	0 %	0	0 %	106	1,065
07	<b>Skilled Craft</b>	11	85 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	0
08	<b>Service/Maintenance</b>	18	56 %	6	19 %	7	2 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	26	6
<b>Department Totals by Category:</b>		<b>1,446</b>	<b>13 %</b>	<b>5,405</b>	<b>49 %</b>	<b>509</b>	<b>5 %</b>	<b>5,025</b>	<b>8 %</b>	<b>15</b>	<b>0 %</b>	<b>61</b>	<b>1 %</b>	<b>99</b>	<b>1 %</b>	<b>313</b>	<b>3 %</b>	<b>18</b>	<b>0 %</b>	<b>53</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>40 %</b>	<b>11 0 %</b>	<b>2,092</b>	<b>8,870</b>

**Department Total: 10,962**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**MILITARY & VETERAN AFFAIRS**

EEO Category:		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	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	<b>Official/Administrator</b>	10 38 %	10 38 %	1 4 %	0 0 %	0 0 %	0 0 %	1 4 %	1 4 %	2 8 %	1 4 %	0 0 %	0 0 %	0 0 %	0 0 %	14	12
02	<b>Professional</b>	56 35 %	88 55 %	2 1 %	6 4 %	0 0 %	1 1 %	1 1 %	1 1 %	2 1 %	3 2 %	0 0 %	0 0 %	1 1 %	0 0 %	62	99
03	<b>Technician</b>	32 26 %	67 54 %	4 3 %	12 0 %	1 1 %	2 2 %	1 1 %	1 1 %	1 1 %	2 2 %	0 0 %	0 0 %	0 0 %	0 0 %	39	84
04	<b>Protective Service</b>	31 97 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 3 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	32	0
05	<b>Para-Professionals</b>	54 34 %	79 49 %	6 4 %	10 6 %	0 0 %	1 1 %	7 4 %	1 1 %	0 0 %	2 1 %	0 0 %	0 0 %	0 0 %	0 0 %	67	93
06	<b>Admin Support</b>	1 3 %	25 69 %	1 3 %	8 2 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 3 %	0 0 %	0 0 %	0 0 %	0 0 %	2	34
07	<b>Skilled Craft</b>	110 92 %	2 2 %	2 2 %	0 0 %	1 1 %	0 0 %	5 4 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	118	2
08	<b>Service/Maintenance</b>	64 52 %	44 36 %	4 3 %	7 6 %	1 1 %	0 0 %	3 2 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	72	51
<b>Department Totals by Category:</b>		<b>358 46 %</b>	<b>315 40 %</b>	<b>20 3 %</b>	<b>43 6 %</b>	<b>3 0 %</b>	<b>4 1 %</b>	<b>19 2 %</b>	<b>4 1 %</b>	<b>5 1 %</b>	<b>9 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>1 0 %</b>	<b>0 0 %</b>	<b>406</b>	<b>375</b>

**Department Total: 781**

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

Source: Michigan Civil Service Commission HWF61



**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**NATURAL RESOURCES**

EEO Category:		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													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	48	65 %	25	34 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	49	25										
02	<b>Professional</b>	303	59 %	182	36 %	4	1 %	6	1 %	3	1 %	2	0 %	2	0 %	4	1 %	4	1 %	316	196								
03	<b>Technician</b>	198	74 %	59	22 %	5	2 %	1	0 %	1	0 %	3	1 %	0	0 %	0	0 %	0	0 %	207	62								
04	<b>Protective Service</b>	517	82 %	93	15 %	5	1 %	2	0 %	0	0 %	6	1 %	0	0 %	3	0 %	0	0 %	533	95								
05	<b>Para-Professionals</b>	12	26 %	33	72 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	34								
06	<b>Admin Support</b>	12	9 %	114	81 %	0	0 %	10	7 %	0	0 %	1	1 %	0	0 %	2	1 %	0	0 %	12	129								
07	<b>Skilled Craft</b>	117	79 %	28	19 %	0	0 %	0	0 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	120	28								
08	<b>Service/Maintenance</b>	549	53 %	416	40 %	24	2 %	32	3 %	6	1 %	3	0 %	3	0 %	2	0 %	0	0 %	585	457								
<b>Department Totals by Category:</b>		<b>1,756</b>	<b>61 %</b>	<b>950</b>	<b>33 %</b>	<b>38</b>	<b>1 %</b>	<b>52</b>	<b>2 %</b>	<b>14</b>	<b>0 %</b>	<b>7</b>	<b>0 %</b>	<b>15</b>	<b>1 %</b>	<b>10</b>	<b>0 %</b>	<b>11</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1,834</b>	<b>1,026</b>

**Department Total: 2,860**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

STATE

		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	
EEO Category:		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	<b>Official/Administrator</b>	19	42 %	16	36 %	3	7 %	2	4 %	1	2 %	0	0 %	0	0 %	24	21
02	<b>Professional</b>	81	38 %	89	42 %	13	6 %	21	0 %	0	0 %	1	0 %	0	0 %	96	118
03	<b>Technician</b>	22	21 %	59	56 %	4	4 %	17	6 %	0	0 %	0	0 %	0	0 %	28	77
05	<b>Para-Professionals</b>	59	7 %	515	63 %	14	2 %	165	0 %	0	0 %	7	1 %	7	1 %	83	732
06	<b>Admin Support</b>	33	16 %	132	64 %	5	2 %	23	1 %	0	0 %	4	2 %	0	0 %	41	166
07	<b>Skilled Craft</b>	10	77 %	3	23 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	3
08	<b>Service/Maintenance</b>	15	11 %	80	61 %	2	2 %	21	6 %	0	0 %	0	0 %	1	1 %	18	113
<b>Department Totals by Category:</b>		<b>239</b>	<b>16 %</b>	<b>894</b>	<b>58 %</b>	<b>41</b>	<b>3 %</b>	<b>249</b>	<b>6 %</b>	<b>1</b>	<b>0 %</b>	<b>12</b>	<b>1 %</b>	<b>9</b>	<b>1 %</b>	<b>300</b>	<b>1,230</b>

**Department Total: 1,530**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 23, 2017**

STATE POLICE

EEO Category:		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															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	39	72 %	13	24 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	41	13												
02	Professional	264	45 %	273	47 %	15	3 %	9	2 %	3	1 %	0	0 %	6	1 %	9	2 %	4	1 %	2	0 %	0	0 %	0	0 %	0	0 %	0	0 %	292	293
03	Technician	350	75 %	64	14 %	19	4 %	6	1 %	8	2 %	0	0 %	11	2 %	3	1 %	2	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	390	74
04	Protective Service	1,227	80 %	137	9 %	82	5 %	15	1 %	17	1 %	1	0 %	36	2 %	3	0 %	9	1 %	3	0 %	0	0 %	0	0 %	3	0 %	0	0 %	1,374	159
05	Para-Professionals	18	22 %	52	63 %	2	2 %	7	9 %	0	0 %	0	0 %	0	0 %	2	2 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	20	62
06	Admin Support	41	18 %	165	73 %	1	0 %	11	5 %	0	0 %	2	1 %	0	0 %	5	2 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	44	183
07	Skilled Craft	10	91 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	0
08	Service/Maintenance	4	33 %	6	50 %	0	0 %	0	0 %	0	0 %	2	17 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	8
<b>Department Totals by Category:</b>		<b>1,953</b>	<b>66 %</b>	<b>710</b>	<b>24 %</b>	<b>120</b>	<b>4 %</b>	<b>48</b>	<b>2 %</b>	<b>28</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>53</b>	<b>2 %</b>	<b>24</b>	<b>1 %</b>	<b>19</b>	<b>1 %</b>	<b>7</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>2,176</b>	<b>792</b>

**Department Total: 2,968**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**TALENT & ECONOMIC DEVELOPMENT**

EEO Category:		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																	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																
01	<b>Official/Administrator</b>	30	39 %	33	43 %	7	9 %	5	6 %	0	0 %	0	0 %	0	0 %	0	0 %	38	39														
02	<b>Professional</b>	141	28 %	206	41 %	23	5 %	109	2 %	0	0 %	0	0 %	0	0 %	0	0 %	172	329														
03	<b>Technician</b>	5	20 %	15	60 %	1	4 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	7	18														
05	<b>Para-Professionals</b>	67	13 %	163	31 %	40	8 %	201	9 %	2	0 %	2	0 %	8	2 %	26	5 %	3	1 %	5	1 %	0	0 %	0	0 %	0	0 %	0	0 %	120	398		
06	<b>Admin Support</b>	3	5 %	37	64 %	1	2 %	15	6 %	0	0 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	54
07	<b>Skilled Craft</b>	7	64 %	0	0 %	3	7 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	0
08	<b>Service/Maintenance</b>	2	33 %	0	0 %	3	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	1
<b>Department Totals by Category:</b>		<b>255</b>	<b>21 %</b>	<b>454</b>	<b>38 %</b>	<b>78</b>	<b>7 %</b>	<b>332</b>	<b>8 %</b>	<b>2</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>16</b>	<b>1 %</b>	<b>35</b>	<b>3 %</b>	<b>5</b>	<b>0 %</b>	<b>14</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>10</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>357</b>	<b>839</b>

**Department Total: 1,196**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**TECHNOLOGY, MANAGEMENT & BUDGET**

EEO Category:	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			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01 Official/Administrator	143	51 %	101	36 %	8	3 %	10	4 %	1	0 %	1	0 %	2	1 %	0	0 %	163	116
02 Professional	950	50 %	523	28 %	65	3 %	66	3 %	2	0 %	2	0 %	19	1 %	19	1 %	1,157	736
03 Technician	211	64 %	60	18 %	17	5 %	12	4 %	1	0 %	0	0 %	7	2 %	2	1 %	245	83
05 Para-Professionals	44	29 %	78	51 %	5	3 %	20	3 %	0	0 %	1	1 %	2	1 %	4	3 %	51	103
06 Admin Support	4	4 %	79	77 %	1	1 %	10	0 %	0	0 %	1	1 %	0	0 %	8	8 %	5	98
07 Skilled Craft	167	90 %	4	2 %	6	3 %	1	1 %	5	3 %	1	1 %	0	0 %	0	0 %	179	6
08 Service/Maintenance	101	83 %	5	4 %	6	5 %	2	2 %	0	0 %	0	0 %	7	6 %	0	0 %	115	7
<b>Department Totals by Category:</b>	<b>1,620</b>	<b>53 %</b>	<b>850</b>	<b>28 %</b>	<b>108</b>	<b>4 %</b>	<b>121</b>	<b>4 %</b>	<b>5</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>42</b>	<b>1 %</b>	<b>34</b>	<b>1 %</b>	<b>1,385</b>	<b>1,149</b>

**Department Total: 3,064**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

**TRANSPORTATION**

EEO Category:		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										
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female									
01	<b>Official/Administrator</b>	65	61 %	30	28 %	4	4 %	5	5 %	1	1 %	0	0 %	0	0 %	70	37									
02	<b>Professional</b>	612	58 %	312	30 %	28	3 %	29	3 %	3	0 %	1	0 %	17	2 %	6	1 %	681	366							
03	<b>Technician</b>	372	68 %	102	19 %	22	4 %	14	3 %	4	1 %	0	0 %	15	3 %	2	0 %	428	120							
04	<b>Protective Service</b>	18	31 %	27	47 %	2	3 %	3	5 %	2	3 %	6	10 %	0	0 %	0	0 %	22	36							
05	<b>Para-Professionals</b>	64	46 %	55	40 %	4	3 %	10	7 %	1	1 %	1	1 %	1	1 %	0	0 %	70	69							
06	<b>Admin Support</b>	6	4 %	131	81 %	2	1 %	19	2 %	0	0 %	1	1 %	0	0 %	2	1 %	8	154							
07	<b>Skilled Craft</b>	523	89 %	13	2 %	24	4 %	2	0 %	18	3 %	0	0 %	7	1 %	0	0 %	572	15							
08	<b>Service/Maintenance</b>	79	54 %	55	37 %	2	1 %	2	1 %	6	4 %	3	2 %	0	0 %	0	0 %	87	60							
<b>Department Totals by Category:</b>		<b>1,739</b>	<b>62 %</b>	<b>725</b>	<b>26 %</b>	<b>88</b>	<b>3 %</b>	<b>84</b>	<b>3 %</b>	<b>35</b>	<b>1 %</b>	<b>12</b>	<b>0 %</b>	<b>40</b>	<b>1 %</b>	<b>12</b>	<b>0 %</b>	<b>35</b>	<b>24</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1,938</b>	<b>857</b>

**Department Total: 2,795**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
 Pay End Date: September 23, 2017

TREASURY

EEO Category:		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															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	85	52 %	60	37 %	7	4 %	5	3 %	0	0 %	0	0 %	4	2 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	96	67		
02	<b>Professional</b>	301	37 %	324	40 %	50	6 %	90	1 %	1	0 %	2	0 %	4	0 %	17	2 %	14	2 %	15	2 %	0	0 %	0	0 %	0	0 %	0	0 %	370	448
03	<b>Technician</b>	18	32 %	26	46 %	0	0 %	5	9 %	0	0 %	0	0 %	0	0 %	1	2 %	3	5 %	2	4 %	0	0 %	0	0 %	0	0 %	1	2 %	21	35
05	<b>Para-Professionals</b>	29	18 %	92	58 %	5	3 %	23	5 %	0	0 %	2	1 %	3	2 %	4	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	37	121
06	<b>Admin Support</b>	57	12 %	286	62 %	10	2 %	67	5 %	2	0 %	4	1 %	5	1 %	25	5 %	3	1 %	3	1 %	0	0 %	0	0 %	0	0 %	0	0 %	77	385
07	<b>Skilled Craft</b>	0	0 %	1	50 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	2
08	<b>Service/Maintenance</b>	5	50 %	5	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	5
<b>Department Totals by Category:</b>		<b>495</b>	<b>30 %</b>	<b>794</b>	<b>48 %</b>	<b>72</b>	<b>4 %</b>	<b>191</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>8</b>	<b>0 %</b>	<b>16</b>	<b>1 %</b>	<b>49</b>	<b>3 %</b>	<b>20</b>	<b>1 %</b>	<b>20</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>606</b>	<b>1,063</b>

**Department Total: 1,669**

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 23, 2017**

Table 4-3

DEPARTMENT	WHITE				BLACK or AFRICAN AMERICAN				AMERICAN INDIAN or ALASKA NATIVE				HISPANIC or LATINO				ASIAN				NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER				TWO or MORE RACES				MINORITY	GRAND TOTAL			
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		FEMALE								
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%							
AGRICULTURE & RURAL DEVELOPMENT	226	49.2	191	41.6	7	1.5	18	3.9	1	0.2	1	0.2	3	0.7	7	1.5	1	0.2	4	0.9	0	0.0	0	0.0	0	0.0	0	0.0	221	48.1	42	9.2	459
ATTORNEY GENERAL	200	40.0	240	48.0	13	2.6	29	5.8	0	0.0	0	0.0	2	0.4	10	2.0	2	0.4	4	0.8	0	0.0	0	0.0	0	0.0	0	0.0	283	56.6	60	12.0	500
AUDITOR GENERAL	60	42.9	69	49.3	7	5.0	2	1.4	0	0.0	0	0.0	1	0.7	1	0.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	72	51.4	11	7.9	140		
CIVIL RIGHTS	7	8.3	22	26.2	12	14.3	33	39.3	0	0.0	1	1.2	1	1.2	5	6.0	0	0.0	1	1.2	0	0.0	0	0.0	1	1.2	1	1.2	63	75.0	55	65.5	84
CIVIL SERVICE COMMISSION	56	12.5	289	64.4	13	2.9	62	13.8	0	0.0	5	1.1	3	0.7	15	3.3	0	0.0	4	0.9	0	0.0	0	0.0	1	0.2	1	0.2	376	83.7	104	23.2	449
CORRECTIONS	6,720	54.6	2,963	24.1	925	7.5	1,042	8.5	196	1.6	55	0.4	212	1.7	118	1.0	44	0.4	26	0.2	0	0.0	0	0.0	3	0.0	6	0.0	4,210	34.2	2,627	21.3	12,310
EDUCATION	122	23.4	317	60.8	15	2.9	46	8.8	0	0.0	0	0.0	3	0.6	10	1.9	3	0.6	5	1.0	0	0.0	0	0.0	0	0.0	0	0.0	378	72.6	82	15.7	521
ENVIRONMENTAL QUALITY	559	48.3	500	43.2	14	1.2	25	2.2	1	0.1	2	0.2	9	0.8	12	1.0	15	1.3	18	1.6	0	0.0	0	0.0	1	0.1	2	0.2	559	48.3	99	8.5	1,158
EXECUTIVE OFFICE	20	33.3	36	60.0	0	0.0	2	3.3	0	0.0	0	0.0	1	1.7	0	0.0	0	0.0	1	1.7	0	0.0	0	0.0	0	0.0	0	0.0	39	65.0	4	6.7	60
INSURANCE AND FINANCIAL SERV	94	31.2	157	52.2	7	2.3	23	7.6	0	0.0	1	0.3	6	2.0	6	2.0	3	1.0	4	1.3	0	0.0	0	0.0	0	0.0	0	0.0	191	63.5	50	16.6	301
LICENSING & REGULATORY AFFAIRS	638	32.5	945	48.2	59	3.0	209	10.7	5	0.3	8	0.4	25	1.3	31	1.6	14	0.7	23	1.2	0	0.0	0	0.0	1	0.1	3	0.2	1,219	62.2	378	19.3	1,961
MDHHS - COMMUNITY HEALTH	765	23.8	1,415	44.0	291	9.0	530	16.5	8	0.2	13	0.4	27	0.8	57	1.8	38	1.2	67	2.1	1	0.0	0	0.0	1	0.0	3	0.1	2,085	64.8	1,036	32.2	3,216
MDHHS - HUMAN SERVICES	1,446	13.2	5,405	49.3	509	4.6	3,025	27.6	15	0.1	61	0.6	99	0.9	313	2.9	18	0.2	53	0.5	1	0.0	2	0.0	4	0.0	11	0.1	8,870	80.9	4,111	37.5	10,962
MILITARY & VETERAN AFFAIRS	358	45.8	315	40.3	20	2.6	43	5.5	3	0.4	4	0.5	19	2.4	4	0.5	5	0.6	9	1.2	0	0.0	0	0.0	1	0.1	0	0.0	375	48.0	108	13.8	781
NATURAL RESOURCES	1,756	61.4	950	33.2	38	1.3	52	1.8	14	0.5	7	0.2	15	0.5	10	0.3	11	0.4	5	0.2	0	0.0	0	0.0	0	0.0	2	0.1	1,026	35.9	154	5.4	2,860
STATE	239	15.6	894	58.4	41	2.7	249	16.3	1	0.1	12	0.8	9	0.6	59	3.9	7	0.5	15	1.0	0	0.0	0	0.0	3	0.2	1	0.1	1,230	80.4	397	25.9	1,530
STATE POLICE	1,953	65.8	710	23.9	120	4.0	48	1.6	28	0.9	3	0.1	53	1.8	24	0.8	19	0.6	7	0.2	0	0.0	0	0.0	3	0.1	0	0.0	792	26.7	305	10.3	2,968
TALENT & ECONOMIC DEVELOPMENT	255	21.3	454	38.0	78	6.5	332	27.8	2	0.2	2	0.2	16	1.3	35	2.9	5	0.4	14	1.2	0	0.0	0	0.0	1	0.1	2	0.2	839	70.2	487	40.7	1,196
TECHNOLOGY, MANAGEMENT & BUDGET	1,620	52.9	850	27.7	108	3.5	121	3.9	5	0.2	5	0.2	42	1.4	34	1.1	138	4.5	135	4.4	0	0.0	0	0.0	2	0.1	4	0.1	1,149	37.5	594	19.4	3,064
TRANSPORTATION	1,739	62.2	725	25.9	88	3.1	84	3.0	35	1.3	12	0.4	40	1.4	12	0.4	35	1.3	24	0.9	0	0.0	0	0.0	1	0.0	0	0.0	857	30.7	331	11.8	2,795
TREASURY	495	29.7	794	47.6	72	4.3	191	11.4	3	0.2	8	0.5	16	1.0	49	2.9	20	1.2	20	1.2	0	0.0	0	0.0	0	0.0	1	0.1	1,063	63.7	380	22.8	1,669
<b>STATEWIDE TOTALS:</b>	<b>19,328</b>	<b>39.5</b>	<b>18,241</b>	<b>37.2</b>	<b>2,437</b>	<b>5.0</b>	<b>6,166</b>	<b>12.6</b>	<b>317</b>	<b>0.6</b>	<b>200</b>	<b>0.4</b>	<b>602</b>	<b>1.2</b>	<b>812</b>	<b>1.7</b>	<b>378</b>	<b>0.8</b>	<b>439</b>	<b>0.9</b>	<b>2</b>	<b>0.0</b>	<b>2</b>	<b>0.0</b>	<b>23</b>	<b>0.0</b>	<b>37</b>	<b>0.1</b>	<b>25,897</b>	<b>52.9</b>	<b>11,415</b>	<b>23.3</b>	<b>48,984</b>

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 HWF21



**STATE OF MICHIGAN**  
**STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE**

Pay End Date: September 23, 2017

EEO Category	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	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	11	12	2	1	0	0	0	0	0	0	0	0	0	0	13	13
02 Professional	68	61	5	17	0	1	4	2	1	0	0	0	0	0	78	81
03 Technician	9	1	0	1	0	0	0	0	1	0	0	0	0	0	10	2
04 Protective Service	18	2	3	1	0	0	0	0	0	0	0	0	0	0	21	3
05 Para-Professionals	7	26	1	8	0	1	0	0	0	0	0	0	0	0	8	35
06 Admin Support	10	49	1	16	0	1	1	0	0	0	0	0	0	0	12	66
07 Skilled Craft	10	0	0	0	0	0	0	1	0	0	0	0	0	0	10	1
08 Service/Maintenance	8	3	0	0	1	0	0	0	0	0	0	0	0	0	9	3
<b>STATEWIDE TOTAL BY CATEGORY:</b>	<b>141</b>	<b>154</b>	<b>12</b>	<b>44</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>161</b>	<b>204</b>

State Employees Grand Total: 365

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

Source: Michigan Civil Service Commission HWF62