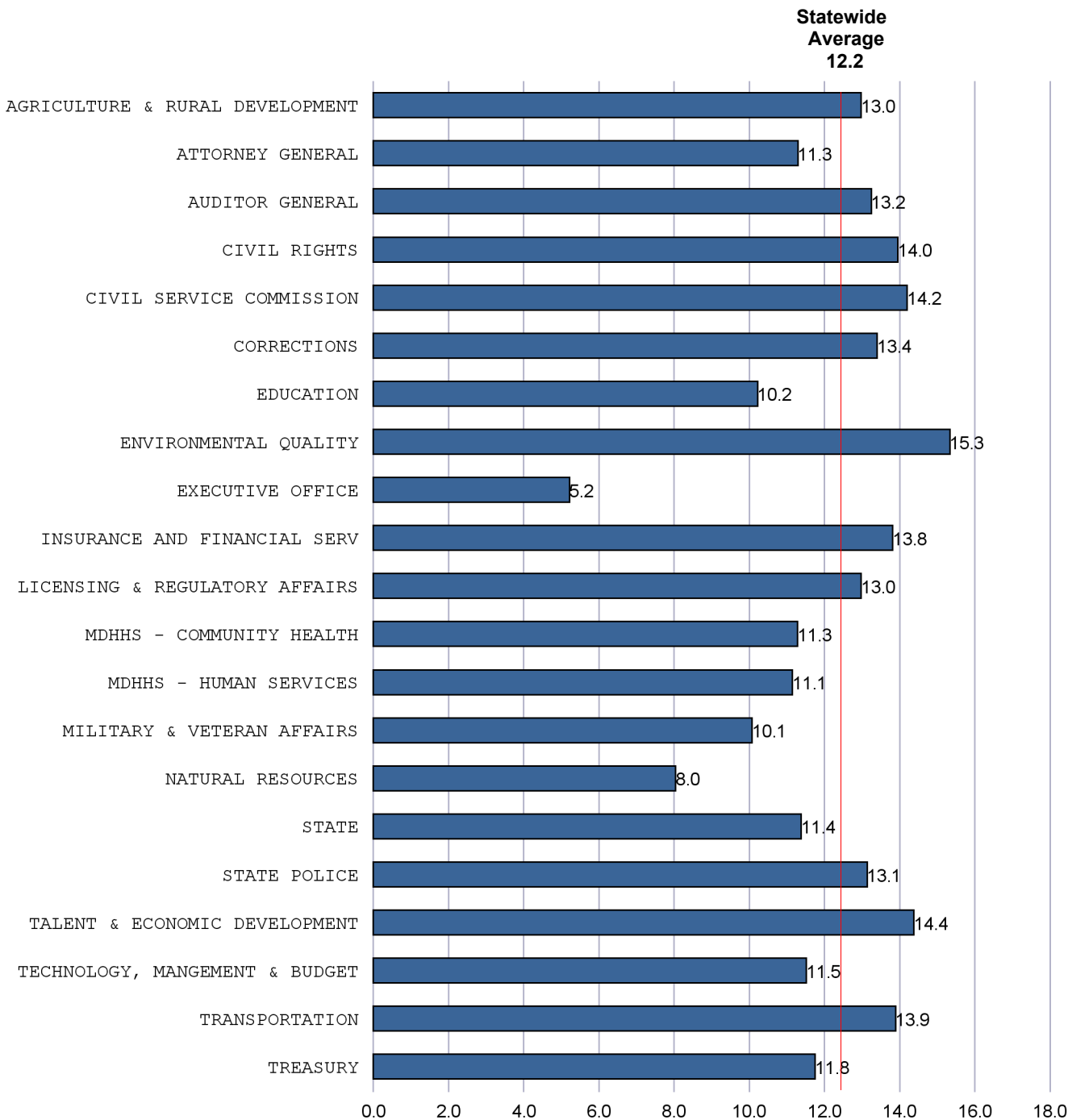


SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 23, 2017



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

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	82	68	0	7	0	0	1	5	0	1	0	0	0	0	83	81	0	0
06 - 10 YEARS	27	22	4	0	0	1	1	0	0	0	0	0	0	32	23	0	0	
11 - 15 YEARS	23	28	1	2	0	0	0	0	0	0	0	0	0	24	30	0	0	
16 - 20 YEARS	34	28	0	3	1	0	0	2	0	1	0	0	0	35	34	0	1	
21 - 25 YEARS	25	14	1	0	0	0	1	0	0	1	0	0	0	27	15	0	0	
26 - 30 YEARS	28	18	0	2	0	0	0	0	0	1	0	0	0	28	21	2	1	
31 - 35 YEARS	1	7	0	2	0	0	0	0	0	0	0	0	0	1	9	0	1	
36 - 40 YEARS	4	5	1	2	0	0	0	0	1	0	0	0	0	6	7	0	2	
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	
DEPARTMENT TOTAL	226	191	7	18	1	1	3	7	1	4	0	0	0	238	221	2	5	
MORE THAN 10 YEARS	117	101	3	11	1	0	1	2	1	3	0	0	0	123	117	2	5	
AVERAGE YEARS	12.8	12.8	14.9	16.2	17.0	9.0	11.3	6.7	36.0	17.3	0.0	0.0	0.0	13.0	13.0	28.5	30.6	

DEPARTMENT AVERAGE YEARS 13.0

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																		
00 - 05 YEARS	68	101	2	9	0	0	0	4	1	2	0	0	0	0	71	116	0	0
06 - 10 YEARS	41	45	1	4	0	0	0	1	1	0	0	0	0	0	43	50	1	0
11 - 15 YEARS	34	40	7	4	0	0	0	1	0	0	0	0	0	0	41	45	0	0
16 - 20 YEARS	13	23	0	5	0	0	0	1	0	2	0	0	0	0	13	31	0	0
21 - 25 YEARS	19	11	1	2	0	0	1	1	0	0	0	0	0	0	21	14	0	0
26 - 30 YEARS	7	9	0	2	0	0	0	1	0	0	0	0	0	0	7	12	0	0
31 - 35 YEARS	11	4	1	3	0	0	0	0	0	0	0	0	0	0	12	7	0	1
36 - 40 YEARS	4	6	1	0	0	0	1	1	0	0	0	0	0	0	6	7	0	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0
DEPARTMENT TOTAL	200	240	13	29	0	0	2	10	2	4	0	0	0	0	217	283	1	1
MORE THAN 10 YEARS	91	94	10	16	0	0	2	5	0	2	0	0	0	0	103	117	0	1
AVERAGE YEARS	12.2	10.0	15.7	13.2	0.0	0.0	30.0	13.0	4.5	9.8	0.0	0.0	0.0	0.0	12.5	10.4	10.0	31.0

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

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																		
00 - 05 YEARS	25	24	3	0	0	0	1	1	0	0	0	0	0	0	29	25	0	0
06 - 10 YEARS	8	10	0	0	0	0	0	0	0	0	0	0	0	0	8	10	0	0
11 - 15 YEARS	1	5	0	0	0	0	0	0	0	0	0	0	0	0	1	5	0	0
16 - 20 YEARS	12	12	1	0	0	0	0	0	0	0	0	0	0	0	13	12	0	0
21 - 25 YEARS	5	9	0	2	0	0	0	0	0	0	0	0	0	0	5	11	0	0
26 - 30 YEARS	0	6	1	0	0	0	0	0	0	0	0	0	0	0	1	6	0	0
31 - 35 YEARS	6	2	1	0	0	0	0	0	0	0	0	0	0	0	7	2	0	1
36 - 40 YEARS	2	1	1	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	60	69	7	2	0	0	1	1	0	0	0	0	0	0	68	72	0	1
MORE THAN 10 YEARS	27	35	4	2	0	0	0	0	0	0	0	0	0	0	31	37	0	1
AVERAGE YEARS	12.9	13.1	17.3	22.5	0.0	0.0	2.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	13.2	13.2	0.0	31.0

DEPARTMENT AVERAGE YEARS

13.2

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																		
00 - 05 YEARS	1	9	3	4	0	1	0	0	0	0	0	0	1	1	5	15	0	0
06 - 10 YEARS	0	6	3	8	0	0	0	3	0	1	0	0	0	0	3	18	0	0
11 - 15 YEARS	1	3	2	7	0	0	0	1	0	0	0	0	0	0	3	11	0	0
16 - 20 YEARS	3	0	0	7	0	0	0	0	0	0	0	0	0	0	3	7	0	0
21 - 25 YEARS	2	1	3	0	0	0	0	1	0	0	0	0	0	0	5	2	0	0
26 - 30 YEARS	0	2	0	2	0	0	1	0	0	0	0	0	0	0	1	4	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
36 - 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
DEPARTMENT TOTAL	7	22	12	33	0	1	1	5	0	1	0	0	1	1	21	63	0	0
MORE THAN 10 YEARS	6	7	6	21	0	0	1	2	0	0	0	0	0	0	13	30	0	0
AVERAGE YEARS	16.9	9.7	14.5	17.1	0.0	0.0	28.0	12.4	0.0	9.0	0.0	0.0	3.0	5.0	15.4	13.5	0.0	0.0

DEPARTMENT AVERAGE YEARS **14.0**

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	21	83	2	17	0	1	1	3	0	0	0	0	1	1	25	105	0	1
06 - 10 YEARS	13	45	3	8	0	0	0	1	0	1	0	0	0	0	16	55	1	0
11 - 15 YEARS	10	44	3	3	0	0	0	2	0	0	0	0	0	0	13	49	0	0
16 - 20 YEARS	3	44	1	6	0	1	1	0	0	2	0	0	0	0	5	53	0	0
21 - 25 YEARS	5	24	1	6	0	0	1	0	0	0	0	0	0	0	7	30	0	0
26 - 30 YEARS	3	26	2	12	0	2	0	5	0	1	0	0	0	0	5	46	0	0
31 - 35 YEARS	1	12	0	6	0	0	0	4	0	0	0	0	0	0	1	22	0	1
36 - 40 YEARS	0	7	0	3	0	1	0	0	0	0	0	0	0	0	0	11	0	1
MORE THAN 40 YEARS	0	4	1	1	0	0	0	0	0	0	0	0	0	0	1	5	0	1
DEPARTMENT TOTAL	56	289	13	62	0	5	3	15	0	4	0	0	1	1	73	376	1	4
MORE THAN 10 YEARS	22	161	8	37	0	4	2	11	0	3	0	0	0	0	32	216	0	3
AVERAGE YEARS	9.6	13.9	16.5	17.0	0.0	23.4	13.0	20.8	0.0	17.8	0.0	0.0	0.0	2.0	10.9	14.8	8.0	28.0

DEPARTMENT AVERAGE YEARS

14.2

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																		
00 - 05 YEARS	2,018	1,006	311	291	59	19	72	36	17	12	0	0	3	5	2,480	1,369	0	0
06 - 10 YEARS	502	449	130	175	18	3	26	20	3	2	0	0	0	0	679	649	2	0
11 - 15 YEARS	710	338	110	132	22	6	16	10	6	5	0	0	0	1	864	492	1	1
16 - 20 YEARS	1,641	535	168	196	40	12	43	22	9	5	0	0	0	0	1,901	770	2	0
21 - 25 YEARS	1,205	382	122	141	35	10	38	22	6	0	0	0	0	0	1,406	555	5	7
26 - 30 YEARS	489	174	45	59	19	3	13	5	3	0	0	0	0	0	569	241	14	8
31 - 35 YEARS	122	48	29	35	2	2	2	1	0	2	0	0	0	0	155	88	12	5
36 - 40 YEARS	26	25	6	9	1	0	1	2	0	0	0	0	0	0	34	36	5	1
MORE THAN 40 YEARS	7	6	4	4	0	0	1	0	0	0	0	0	0	0	12	10	2	0
DEPARTMENT TOTAL	6,720	2,963	925	1,042	196	55	212	118	44	26	0	0	3	6	8,100	4,210	43	22
MORE THAN 10 YEARS	4,200	1,508	484	576	119	33	114	62	24	12	0	0	0	1	4,941	2,192	41	22
AVERAGE YEARS	14.1	12.2	12.5	13.3	14.2	13.5	13.0	12.8	12.0	10.0	0.0	0.0	0.3	2.0	13.9	12.5	28.7	27.6

DEPARTMENT AVERAGE YEARS 13.4

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
EDUCATION																			
00 - 05 YEARS	46	101	5	21	0	0	2	3	1	2	0	0	0	0	54	127	0	0	
06 - 10 YEARS	30	90	4	14	0	0	0	3	2	1	0	0	0	0	36	108	0	1	
11 - 15 YEARS	28	53	4	2	0	0	0	0	0	0	0	0	0	0	32	55	0	0	
16 - 20 YEARS	11	34	1	2	0	0	1	2	0	1	0	0	0	0	13	39	0	0	
21 - 25 YEARS	3	14	1	2	0	0	0	0	0	0	0	0	0	0	4	16	1	0	
26 - 30 YEARS	2	11	0	3	0	0	0	0	0	0	0	0	0	0	2	14	0	1	
31 - 35 YEARS	1	4	0	1	0	0	0	0	0	1	0	0	0	0	1	6	0	0	
36 - 40 YEARS	1	6	0	1	0	0	0	1	0	0	0	0	0	0	1	8	0	0	
MORE THAN 40 YEARS	0	4	0	0	0	0	0	1	0	0	0	0	0	0	0	5	0	0	
DEPARTMENT TOTAL	122	317	15	46	0	0	3	10	3	5	0	0	0	0	143	378	1	2	
MORE THAN 10 YEARS	46	126	6	11	0	0	1	4	0	2	0	0	0	0	53	143	1	1	
AVERAGE YEARS	9.1	10.7	9.1	9.5	0.0	0.0	6.3	14.1	6.0	13.0	0.0	0.0	0.0	0.0	9.0	10.7	23.0	18.0	

DEPARTMENT AVERAGE YEARS

10.2

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																		
00 - 05 YEARS	147	151	0	6	0	0	2	2	4	6	0	0	1	2	154	167	0	0
06 - 10 YEARS	38	58	1	2	0	0	0	1	0	2	0	0	0	0	39	63	0	0
11 - 15 YEARS	82	79	4	2	0	1	1	4	1	0	0	0	0	0	88	86	0	0
16 - 20 YEARS	89	83	2	2	0	0	1	1	2	4	0	0	0	0	94	90	0	0
21 - 25 YEARS	58	42	2	3	0	0	1	1	6	4	0	0	0	0	67	50	1	0
26 - 30 YEARS	91	56	1	5	0	0	4	2	2	1	0	0	0	0	98	64	2	1
31 - 35 YEARS	28	14	3	4	0	1	0	1	0	1	0	0	0	0	31	21	0	0
36 - 40 YEARS	23	14	1	1	1	0	0	0	0	0	0	0	0	0	25	15	2	2
MORE THAN 40 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	0	0	3	3	1	0
DEPARTMENT TOTAL	559	500	14	25	1	2	9	12	15	18	0	0	1	2	599	559	6	3
MORE THAN 10 YEARS	374	291	13	17	1	2	7	9	11	10	0	0	0	0	406	329	6	3
AVERAGE YEARS	16.2	13.9	22.4	18.7	39.0	22.5	19.1	15.8	16.8	14.6	0.0	0.0	1.0	0.0	16.4	14.2	33.2	34.7

DEPARTMENT AVERAGE YEARS 15.3

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

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																		
00 - 05 YEARS	13	23	0	1	0	0	0	0	0	1	0	0	0	0	13	25	0	0
06 - 10 YEARS	4	8	0	1	0	0	1	0	0	0	0	0	0	0	5	9	0	0
11 - 15 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	0	0	1	3	0	0
16 - 20 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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
DEPARTMENT TOTAL	20	36	0	2	0	0	1	0	0	1	0	0	0	0	21	39	0	0
MORE THAN 10 YEARS	3	5	0	0	0	0	0	0	0	0	0	0	0	0	3	5	0	0
AVERAGE YEARS	5.0	5.4	0.0	4.0	0.0	0.0	7.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	5.1	5.3	0.0	0.0

DEPARTMENT AVERAGE YEARS

5.2

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																		
00 - 05 YEARS	25	28	2	4	0	0	2	0	1	1	0	0	0	0	30	33	0	0
06 - 10 YEARS	20	43	0	9	0	1	1	1	0	3	0	0	0	0	21	57	0	0
11 - 15 YEARS	14	29	2	2	0	0	1	1	1	0	0	0	0	0	18	32	0	0
16 - 20 YEARS	12	23	0	3	0	0	1	1	0	0	0	0	0	0	13	27	0	0
21 - 25 YEARS	10	12	0	2	0	0	0	1	0	0	0	0	0	0	10	15	0	1
26 - 30 YEARS	6	12	3	2	0	0	0	1	1	0	0	0	0	0	10	15	0	2
31 - 35 YEARS	2	5	0	0	0	0	1	0	0	0	0	0	0	0	3	5	0	0
36 - 40 YEARS	5	3	0	1	0	0	0	1	0	0	0	0	0	0	5	5	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1
DEPARTMENT TOTAL	94	157	7	23	0	1	6	6	3	4	0	0	0	0	110	191	0	4
MORE THAN 10 YEARS	49	86	5	10	0	0	3	5	2	0	0	0	0	0	59	101	0	4
AVERAGE YEARS	13.7	13.8	18.1	12.9	0.0	6.0	13.2	21.3	15.3	6.0	0.0	0.0	0.0	0.0	14.0	13.7	0.0	29.8

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 ANALYSIS
PAY END DATE: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	213	290	14	43	3	1	11	10	2	10	0	0	1	3	244	357	1	1
06 - 10 YEARS	126	201	9	39	0	0	4	3	4	5	0	0	0	0	143	248	0	1
11 - 15 YEARS	87	142	8	35	1	3	1	4	3	2	0	0	0	0	100	186	0	0
16 - 20 YEARS	75	111	6	35	0	1	4	4	0	1	0	0	0	0	85	152	1	1
21 - 25 YEARS	52	76	2	10	0	1	1	2	0	2	0	0	0	0	55	91	2	4
26 - 30 YEARS	38	60	8	19	1	0	3	5	2	3	0	0	0	0	52	87	3	4
31 - 35 YEARS	16	24	9	9	0	2	0	3	2	0	0	0	0	0	27	38	1	0
36 - 40 YEARS	19	30	0	14	0	0	1	0	0	0	0	0	0	0	20	44	0	4
MORE THAN 40 YEARS	12	11	3	5	0	0	0	0	1	0	0	0	0	0	16	16	1	0
DEPARTMENT TOTAL	638	945	59	209	5	8	25	31	14	23	0	0	1	3	742	1,219	9	15
MORE THAN 10 YEARS	299	454	36	127	2	7	10	18	8	8	0	0	0	0	355	614	8	13
AVERAGE YEARS	12.5	12.5	17.2	15.7	10.4	18.0	11.2	14.3	16.5	10.2	0.0	0.0	0.0	0.0	12.9	13.1	25.9	25.9

DEPARTMENT AVERAGE YEARS 13.0

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - COMMUNITY HEALTH																		
00 - 05 YEARS	270	534	115	227	3	1	9	22	14	30	1	0	1	3	413	817	0	0
06 - 10 YEARS	150	277	54	93	1	4	5	14	7	10	0	0	0	0	217	398	0	1
11 - 15 YEARS	111	193	37	65	0	2	6	7	5	10	0	0	0	0	159	277	0	0
16 - 20 YEARS	85	162	22	58	1	1	2	4	6	5	0	0	0	0	116	230	1	1
21 - 25 YEARS	73	88	19	37	2	1	2	2	0	7	0	0	0	0	96	135	3	3
26 - 30 YEARS	31	76	20	28	0	2	0	4	1	3	0	0	0	0	52	113	0	6
31 - 35 YEARS	19	33	10	11	0	1	2	3	3	2	0	0	0	0	34	50	2	2
36 - 40 YEARS	22	33	12	10	1	1	1	1	1	0	0	0	0	0	37	45	1	3
MORE THAN 40 YEARS	4	19	2	1	0	0	0	0	1	0	0	0	0	0	7	20	1	1
DEPARTMENT TOTAL	765	1,415	291	530	8	13	27	57	38	67	1	0	1	3	1,131	2,085	8	17
MORE THAN 10 YEARS	345	604	122	210	4	8	13	21	17	27	0	0	0	0	501	870	8	16
AVERAGE YEARS	11.6	11.4	11.8	10.4	15.1	17.5	12.4	10.7	12.5	10.4	1.0	0.0	1.0	0.7	11.7	11.1	29.4	28.9

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

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - HUMAN SERVICES																		
00 - 05 YEARS	435	1,662	183	772	5	23	28	75	3	16	1	2	4	11	659	2,561	1	0
06 - 10 YEARS	444	1,817	152	974	6	16	28	96	4	13	0	0	0	0	634	2,916	1	7
11 - 15 YEARS	143	621	41	330	1	5	13	37	4	3	0	0	0	0	202	996	1	5
16 - 20 YEARS	181	604	51	437	1	6	8	48	1	10	0	0	0	0	242	1,105	4	1
21 - 25 YEARS	100	293	40	171	2	5	7	29	3	3	0	0	0	0	152	501	5	10
26 - 30 YEARS	66	179	15	164	0	4	7	21	2	4	0	0	0	0	90	372	8	13
31 - 35 YEARS	29	67	12	53	0	1	5	3	0	2	0	0	0	0	46	126	2	4
36 - 40 YEARS	26	119	10	92	0	1	3	3	1	2	0	0	0	0	40	217	3	10
MORE THAN 40 YEARS	22	43	5	32	0	0	0	1	0	0	0	0	0	0	27	76	6	4
DEPARTMENT TOTAL	1,446	5,405	509	3,025	15	61	99	313	18	53	1	2	4	11	2,092	8,870	31	54
MORE THAN 10 YEARS	567	1,926	174	1,279	4	22	43	142	11	24	0	0	0	0	799	3,393	29	47
AVERAGE YEARS	11.5	10.6	10.5	12.0	8.1	10.2	12.3	11.9	15.0	12.6	1.0	0.5	0.3	0.5	11.3	11.1	28.6	26.2

DEPARTMENT AVERAGE YEARS

11.1

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																		
00 - 05 YEARS	144	143	10	15	0	2	13	2	4	2	0	0	1	0	172	164	0	0
06 - 10 YEARS	79	42	3	5	1	1	0	1	1	3	0	0	0	0	84	52	0	0
11 - 15 YEARS	44	48	1	6	0	0	0	0	0	1	0	0	0	0	45	55	0	0
16 - 20 YEARS	33	32	4	11	1	0	3	1	0	1	0	0	0	0	41	45	0	0
21 - 25 YEARS	23	24	0	1	0	0	1	0	0	0	0	0	0	0	24	25	0	0
26 - 30 YEARS	25	18	1	1	0	0	2	0	0	2	0	0	0	0	28	21	1	0
31 - 35 YEARS	7	5	0	4	0	1	0	0	0	0	0	0	0	0	7	10	1	1
36 - 40 YEARS	3	3	1	0	1	0	0	0	0	0	0	0	0	0	5	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	358	315	20	43	3	4	19	4	5	9	0	0	1	0	406	375	2	1
MORE THAN 10 YEARS	135	130	7	23	2	1	6	1	0	4	0	0	0	0	150	159	2	1
AVERAGE YEARS	10.0	10.0	10.4	12.3	20.7	10.8	8.5	7.0	2.6	12.6	0.0	0.0	0.0	0.0	9.9	10.3	32.0	32.0

DEPARTMENT AVERAGE YEARS 10.1

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 ANALYSIS
PAY END DATE: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																		
00 - 05 YEARS	950	618	25	40	5	5	7	4	6	3	0	0	0	2	993	672	2	2
06 -10 YEARS	155	73	4	3	1	0	3	0	0	0	0	0	0	0	163	76	0	0
11 -15 YEARS	180	83	2	4	2	0	3	0	2	0	0	0	0	0	189	87	1	0
16 - 20 YEARS	197	67	0	0	2	0	2	1	1	1	0	0	0	0	202	69	1	1
21 - 25 YEARS	121	37	2	3	1	1	0	0	1	0	0	0	0	0	125	41	0	0
26 - 30 YEARS	86	44	2	2	3	0	0	4	0	0	0	0	0	0	91	50	1	2
31 - 35 YEARS	42	17	3	0	0	1	0	1	0	0	0	0	0	0	45	19	1	1
36 - 40 YEARS	13	9	0	0	0	0	0	0	1	1	0	0	0	0	14	10	0	1
MORE THAN 40 YEARS	12	2	0	0	0	0	0	0	0	0	0	0	0	0	12	2	0	1
DEPARTMENT TOTAL	1,756	950	38	52	14	7	15	10	11	5	0	0	0	2	1,834	1,026	6	8
MORE THAN 10 YEARS	651	259	9	9	8	2	5	6	5	2	0	0	0	0	678	278	4	6
AVERAGE YEARS	8.9	6.6	6.7	4.2	13.1	8.0	7.5	16.7	10.5	11.8	0.0	0.0	0.0	0.0	8.8	6.6	15.7	23.8

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																		
00 - 05 YEARS	97	414	18	100	0	4	5	25	4	5	0	0	2	1	126	549	0	0
06 - 10 YEARS	44	100	3	27	0	0	1	4	0	1	0	0	1	0	49	132	0	0
11 - 15 YEARS	20	89	6	16	0	1	0	4	0	3	0	0	0	0	26	113	0	0
16 - 20 YEARS	35	127	2	26	0	3	2	6	1	2	0	0	0	0	40	164	1	1
21 - 25 YEARS	10	55	1	20	0	3	0	7	0	2	0	0	0	0	11	87	0	3
26 - 30 YEARS	12	54	3	36	0	0	1	9	1	0	0	0	0	0	17	99	1	8
31 - 35 YEARS	9	27	5	16	1	0	0	1	1	2	0	0	0	0	16	46	2	2
36 - 40 YEARS	8	19	3	8	0	1	0	3	0	0	0	0	0	0	11	31	0	0
MORE THAN 40 YEARS	4	9	0	0	0	0	0	0	0	0	0	0	0	0	4	9	0	0
DEPARTMENT TOTAL	239	894	41	249	1	12	9	59	7	15	0	0	3	1	300	1,230	4	14
MORE THAN 10 YEARS	98	380	20	122	1	8	3	30	3	9	0	0	0	0	125	549	4	14
AVERAGE YEARS	11.3	10.6	13.5	13.3	32.0	15.2	8.7	13.0	11.4	13.3	0.0	0.0	2.3	0.0	11.5	11.4	27.3	26.4

DEPARTMENT AVERAGE YEARS

11.4

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																		
00 - 05 YEARS	719	283	44	17	5	1	20	11	10	5	0	0	3	0	801	317	0	0
06 - 10 YEARS	138	87	7	5	0	1	3	2	2	1	0	0	0	0	150	96	0	0
11 - 15 YEARS	117	90	3	2	0	0	6	5	0	0	0	0	0	0	126	97	0	1
16 - 20 YEARS	441	97	8	10	4	1	7	3	3	0	0	0	0	0	463	111	0	0
21 - 25 YEARS	334	75	33	5	14	0	11	0	3	0	0	0	0	0	395	80	1	0
26 - 30 YEARS	158	50	22	3	4	0	6	2	1	1	0	0	0	0	191	56	1	3
31 - 35 YEARS	39	22	3	5	1	0	0	0	0	0	0	0	0	0	43	27	2	3
36 - 40 YEARS	7	4	0	1	0	0	0	1	0	0	0	0	0	0	7	6	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	1,953	710	120	48	28	3	53	24	19	7	0	0	3	0	2,176	792	4	7
MORE THAN 10 YEARS	1,096	340	69	26	23	1	30	11	7	1	0	0	0	0	1,225	379	4	7
AVERAGE YEARS	13.4	11.9	15.1	13.9	19.9	10.3	13.3	10.3	10.0	6.6	0.0	0.0	0.0	0.0	13.6	11.9	29.5	28.3

DEPARTMENT AVERAGE YEARS 13.1

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	63	89	10	23	0	0	0	13	0	2	0	0	1	2	74	129	2	1
06 - 10 YEARS	62	102	20	63	1	0	4	2	0	1	0	0	0	0	87	168	1	1
11 - 15 YEARS	55	107	22	144	0	1	5	5	1	4	0	0	0	0	83	261	1	1
16 - 20 YEARS	25	65	7	29	0	1	3	5	2	4	0	0	0	0	37	104	1	1
21 - 25 YEARS	18	30	7	20	0	0	0	2	1	1	0	0	0	0	26	53	0	0
26 - 30 YEARS	15	26	7	27	0	0	0	4	1	1	0	0	0	0	23	58	2	5
31 - 35 YEARS	7	13	2	12	0	0	4	3	0	1	0	0	0	0	13	29	0	2
36 - 40 YEARS	6	15	2	10	0	0	0	1	0	0	0	0	0	0	8	26	2	3
MORE THAN 40 YEARS	4	7	1	4	1	0	0	0	0	0	0	0	0	0	6	11	1	2
DEPARTMENT TOTAL	255	454	78	332	2	2	16	35	5	14	0	0	1	2	357	839	10	16
MORE THAN 10 YEARS	130	263	48	246	1	2	12	20	5	11	0	0	0	0	196	542	7	14
AVERAGE YEARS	12.8	13.9	15.2	15.8	23.5	13.5	17.7	13.9	20.2	15.9	0.0	0.0	0.0	1.0	13.7	14.7	23.0	27.2

DEPARTMENT AVERAGE YEARS 14.4

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANGEMENT & BUDGET																		
00 - 05 YEARS	636	314	45	47	3	1	20	15	57	78	0	0	2	4	763	459	0	0
06 -10 YEARS	287	114	13	13	0	0	3	4	27	24	0	0	0	0	330	155	0	0
11 -15 YEARS	183	95	8	10	0	1	4	2	25	21	0	0	0	0	220	129	0	1
16 - 20 YEARS	262	124	13	15	1	0	5	3	13	3	0	0	0	0	294	145	2	0
21 - 25 YEARS	103	64	5	7	0	2	3	1	7	4	0	0	0	0	118	78	1	2
26 - 30 YEARS	82	63	13	15	1	1	6	6	5	4	0	0	0	0	107	89	4	4
31 - 35 YEARS	25	31	6	8	0	0	0	0	4	0	0	0	0	0	35	39	1	1
36 - 40 YEARS	29	31	4	5	0	0	1	1	0	1	0	0	0	0	34	38	3	0
MORE THAN 40 YEARS	13	14	1	1	0	0	0	2	0	0	0	0	0	0	14	17	0	2
DEPARTMENT TOTAL	1,620	850	108	121	5	5	42	34	138	135	0	0	2	4	1,915	1,149	11	10
MORE THAN 10 YEARS	697	422	50	61	2	4	19	15	54	33	0	0	0	0	822	535	11	10
AVERAGE YEARS	11.0	13.0	13.2	13.7	11.4	19.0	11.8	13.9	9.7	6.7	0.0	0.0	0.0	0.0	11.1	12.3	29.3	29.0

DEPARTMENT AVERAGE YEARS 11.5

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

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																		
00 - 05 YEARS	504	247	20	23	15	8	8	7	10	8	0	0	1	0	558	293	0	0
06 - 10 YEARS	185	74	6	9	4	0	3	0	3	1	0	0	0	0	201	84	0	1
11 - 15 YEARS	325	118	13	8	5	0	5	1	6	6	0	0	0	0	354	133	0	1
16 - 20 YEARS	314	114	13	10	2	2	4	0	7	5	0	0	0	0	340	131	1	0
21 - 25 YEARS	117	53	9	7	5	1	4	0	1	2	0	0	0	0	136	63	1	1
26 - 30 YEARS	190	63	11	11	4	1	6	1	4	2	0	0	0	0	215	78	7	5
31 - 35 YEARS	63	29	10	7	0	0	6	1	2	0	0	0	0	0	81	37	5	3
36 - 40 YEARS	26	18	2	7	0	0	2	2	1	0	0	0	0	0	31	27	2	4
MORE THAN 40 YEARS	15	9	4	2	0	0	2	0	1	0	0	0	0	0	22	11	0	0
DEPARTMENT TOTAL	1,739	725	88	84	35	12	40	12	35	24	0	0	1	0	1,938	857	16	15
MORE THAN 10 YEARS	1,050	404	62	52	16	4	29	5	22	15	0	0	0	0	1,179	480	16	14
AVERAGE YEARS	13.8	13.1	17.9	16.9	10.8	7.9	19.7	14.0	15.0	12.5	0.0	0.0	0.0	0.0	14.1	13.4	29.4	29.0

DEPARTMENT AVERAGE YEARS 13.9

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 ANALYSIS
Pay End Date: September 23, 2017

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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																		
00 - 05 YEARS	191	252	18	59	1	2	7	19	9	10	0	0	0	1	226	343	0	0
06 - 10 YEARS	100	156	17	31	1	1	1	7	2	2	0	0	0	0	121	197	0	0
11 - 15 YEARS	76	165	10	35	1	2	0	5	3	4	0	0	0	0	90	211	1	0
16 - 20 YEARS	58	88	7	18	0	0	3	3	3	4	0	0	0	0	71	113	0	0
21 - 25 YEARS	29	49	3	12	0	3	0	3	0	0	0	0	0	0	32	67	2	2
26 - 30 YEARS	25	34	8	18	0	0	1	6	3	0	0	0	0	0	37	58	0	2
31 - 35 YEARS	6	19	6	10	0	0	1	4	0	0	0	0	0	0	13	33	1	1
36 - 40 YEARS	4	26	3	7	0	0	1	2	0	0	0	0	0	0	8	35	1	0
MORE THAN 40 YEARS	6	5	0	1	0	0	2	0	0	0	0	0	0	0	8	6	1	0
DEPARTMENT TOTAL	495	794	72	191	3	8	16	49	20	20	0	0	0	1	606	1,063	6	5
MORE THAN 10 YEARS	204	386	37	101	1	5	8	23	9	8	0	0	0	0	259	523	6	5
AVERAGE YEARS	10.6	11.8	14.5	13.4	7.0	13.4	16.7	13.5	10.3	7.3	0.0	0.0	0.0	0.0	11.2	12.1	28.5	26.8

DEPARTMENT AVERAGE YEARS 11.8

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 ANALYSIS
Pay End Date: September 23, 2017

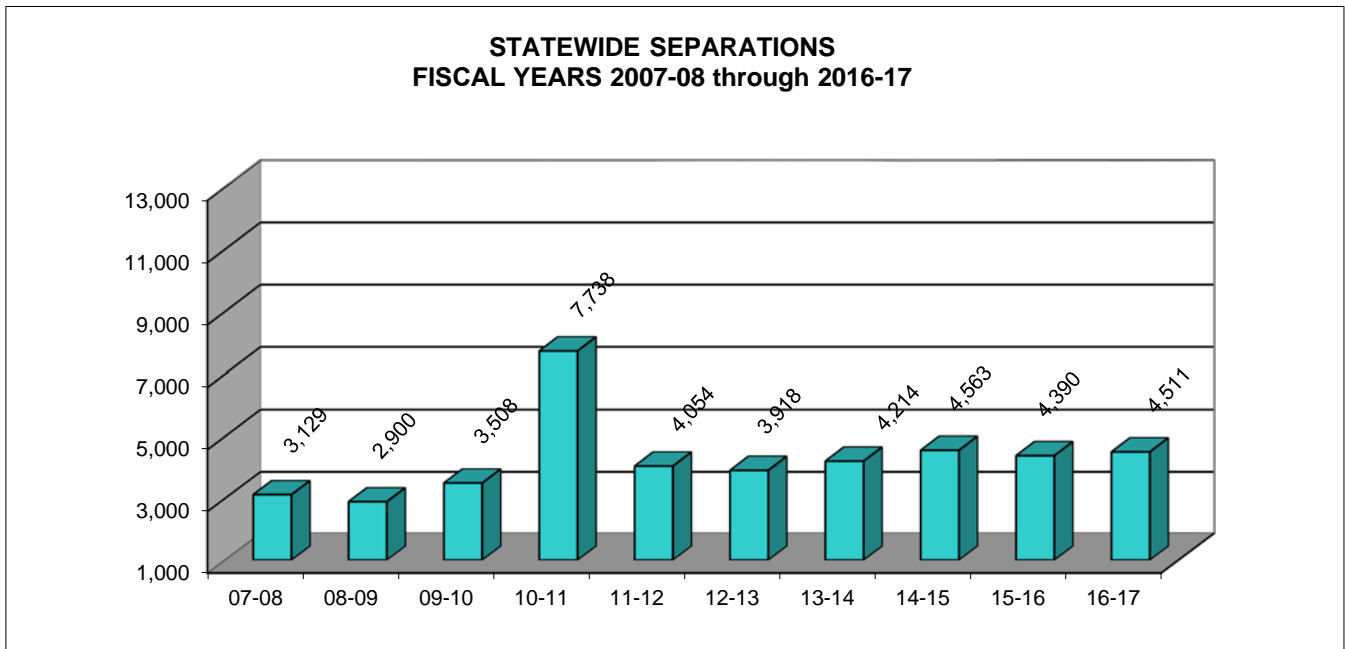
DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
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	1	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

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 2016-17**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	74	1.6%
Dismissal	254	5.6%
Expired Appointment	329	7.3%
Total Involuntary Separations	657	14.5%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,757	38.9%
Layoff/Leave of Absence Rights Expired	168	3.7%
Waived Rights Leave of Absence	162	3.6%
Settlement	1	0.1%
Total Voluntary Separations	2,088	46.3%
<i>RETIREMENT</i>		
Retirement	1,627	36.1%
Incentive Retirement	0	0.0%
Disability Retirement	84	1.9%
Deferred Retirement	55	1.2%
Total Retirements	1,766	39.2%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	4,511	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 90.3% of all noncareer appointments at the end of FY 2016-17.

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

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

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
From September 25, 2016 through September 23, 2017

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON CAREER HIRES	RETURNS FROM WAIVED RIGHTS		TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL	
		RECALLS	LEAVES									
AGRICULTURE & RURAL DEVELOPMENT	49	17	0	0	66	42	0	0	2	0	44	22
ATTORNEY GENERAL	54	0	0	0	54	26	0	0	1	0	27	27
AUDITOR GENERAL	3	6	0	0	9	20	0	0	0	0	20	-11
CIVIL RIGHTS	3	1	0	0	4	11	0	0	0	0	11	-7
CIVIL SERVICE COMMISSION	16	10	0	0	26	30	0	0	0	0	30	-4
CORRECTIONS	1,068	34	11	1	1,114	1,059	0	1	29	0	1,089	25
EDUCATION	41	12	0	0	53	45	1	0	2	0	48	5
ENVIRONMENTAL QUALITY	76	14	1	0	91	78	0	0	1	0	79	12
EXECUTIVE OFFICE	4	0	0	0	4	11	0	0	0	0	11	-7
INSURANCE AND FINANCIAL SERV	14	3	0	0	17	19	0	0	0	0	19	-2
LICENSING AND REGULATORY AFF	125	39	2	0	166	174	0	0	4	0	178	-12
MDHHS - COMMUNITY HEALTH	345	13	6	0	364	341	0	1	25	0	367	-3
MDHHS - HUMAN SERVICES	958	23	52	0	1,033	834	18	0	78	0	930	103
MILITARY & VETERAN AFFAIRS	101	21	26	0	148	107	22	0	2	0	131	17
NATURAL RESOURCES	53	1,782	254	0	2,089	1,568	253	0	4	0	1,825	264
STATE	29	208	1	0	238	233	0	0	7	0	240	-2
STATE POLICE	247	13	0	0	260	206	0	0	2	0	208	52
TALENT & ECONOMIC DEVELOPMENT	53	13	3	0	69	104	0	9	8	0	121	-52
TECHNOLOGY, MANAGEMENT & BUDGET	211	72	1	1	285	229	0	0	4	0	233	52
TRANSPORTATION	206	381	21	0	608	505	16	0	10	0	531	77
TREASURY	114	31	2	0	147	144	0	2	2	0	148	-1
STATEWIDE TOTALS:	3,770	2,693	380	2	6,845	5,786	310	13	181	0	6,290	555

Comment: This report reflects active classified employees who were full time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires 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 2017**

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%
1985-86	59,759	3,417	5.7%

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2017

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
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%
2016-17	46,824	4,511	9.6%

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 turnover.

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 23, 2017, these positions represent 90.3% 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 2012-13 through 2016-17**

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2012-13	401	14	3.5%
2013-14	397	23	5.8%
2014-15	405	29	7.2%
2015-16	412	22	5.3%
2016-17	439	35	8.0%
Attorney General			
2012-13	479	33	6.9%
2013-14	490	28	5.7%
2014-15	482	43	8.9%
2015-16	477	31	6.5%
2016-17	491	29	5.9%
Auditor General			
2012-13	140	6	4.3%
2013-14	134	4	3.0%
2014-15	137	10	7.3%
2015-16	150	11	7.3%
2016-17	149	15	10.1%
Civil Rights			
2012-13	92	9	9.8%
2013-14	91	8	8.8%
2014-15	94	9	9.6%
2015-16	92	10	10.9%
2016-17	84	11	13.0%
Civil Service Commission			
2012-13	416	20	4.8%
2013-14	414	29	7.0%
2014-15	414	30	7.3%
2015-16	416	30	7.2%
2016-17	417	32	7.7%
Corrections			
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%
2016-17	12,278	1,232	10.0%
Education			
2012-13	518	39	7.5%
2013-14	518	54	10.4%
2014-15	515	32	6.2%
2015-16	507	43	8.5%
2016-17	504	47	9.3%

**STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
FISCAL YEARS 2012-13 through 2016-17**

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Environmental Quality			
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%
2016-17	1,126	77	6.8%
Executive Office			
2012-13	54	3	5.6%
2013-14	58	5	8.6%
2014-15	60	11	18.4%
2015-16	56	11	19.6%
2016-17	60	11	18.4%
Insurance and Financial Services ¹			
2012-13	--	--	--
2013-14	292	17	5.8%
2014-15	305	17	5.6%
2015-16	302	24	7.9%
2016-17	296	18	6.1%
Licensing & Regulatory Affairs			
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%
2016-17	1,895	155	8.2%
MDHHS-Community Health			
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%
2016-17	3,184	396	12.4%
MDHHS-Human Services			
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%
2016-17	10,899	925	8.5%
Military and Veterans Affairs			
2012-13	801	118	14.7%
2013-14	772	135	17.5%
2014-15	757	143	18.9%
2015-16	750	125	16.7%
2016-17	745	117	15.7%

**STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
FISCAL YEARS 2012-13 through 2016-17**

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Natural Resources			
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%
2016-17	1,683	268	15.9%
State			
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%
2016-17	1,309	122	9.3%
State Police			
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%
2016-17	2,893	231	8.0%
Strategic Fund			
2012-13	651	76	11.7%
2013-14	631	52	8.2%
2014-15	--	--	--
2015-16	--	--	--
2016-17	--	--	--
Talent and Economic Development ²			
2012-13	--	--	--
2013-14	--	--	--
2014-15	1,006	91	9.0%
2015-16	1,253	108	8.6%
2016-17	1,199	109	9.1%
Technology, Management and Budget			
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%
2016-17	2,960	219	7.4%
Transportation			
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%
2016-17	2,594	323	12.5%

**STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
FISCAL YEARS 2012-13 through 2016-17**

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Treasury			
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%
2016-17	1,619	139	8.6%
Statewide Total			
2012-13	47,739	3,785	7.9%
2013-14	47,003	4,187	8.9%
2014-15	46,588	4,564	9.8%
2015-16	46,692	4,391	9.4%
2016-17	46,824	4,511	9.6%

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.

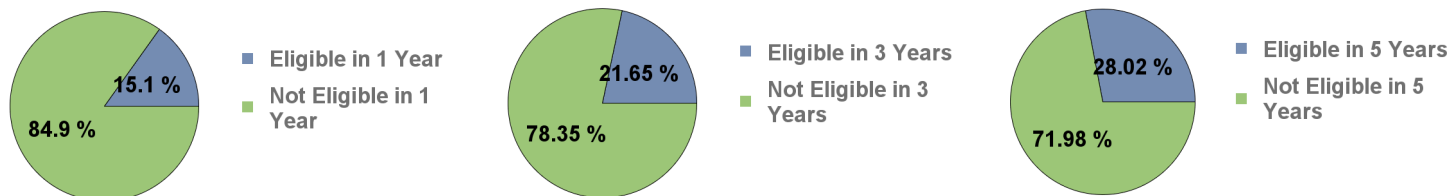
Comments: Separations include separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER A. As of September 23, 2017, these positions represent 90.3% of all noncareer appointments at the end of FY 2016-17. 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 23, 2017**

DEPARTMENT	Retirement Projections		
	1 Year (2018)	3 Year (2020)	5 Year (2022)
AGRICULTURE AND RURAL DVLPMNT	20.9 %	28.5 %	33.9 %
ATTORNEY GENERAL	15.5 %	19.8 %	28.3 %
AUDITOR GENERAL	10.6 %	18.3 %	22.5 %
CIVIL RIGHTS	18.3 %	22.6 %	28.0 %
CIVIL SERVICE COMMISSION	14.6 %	24.8 %	31.5 %
CORRECTIONS	13.8 %	21.4 %	28.7 %
EDUCATION	18.0 %	24.7 %	31.9 %
ENVIRONMENTAL QUALITY	23.7 %	30.8 %	37.4 %
INSURANCE AND FINANCIAL SERV	15.0 %	20.0 %	26.0 %
LICENSING & REGULATORY AFFAIRS	21.2 %	27.8 %	34.5 %
MDHHS - COMMUNITY HEALTH	16.7 %	23.2 %	29.8 %
MDHHS - HUMAN SERVICES	11.6 %	16.1 %	20.9 %
MILITARY & VETERAN AFFAIRS	13.1 %	20.1 %	29.3 %
NATURAL RESOURCES	14.7 %	20.5 %	26.1 %
STATE	19.0 %	25.6 %	32.7 %
STATE POLICE	13.5 %	23.9 %	30.3 %
TALENT & ECONOMIC DEVELOPMENT	23.1 %	30.5 %	37.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	16.7 %	22.8 %	28.7 %
TRANSPORTATION	19.0 %	25.3 %	32.1 %
TREASURY	16.2 %	22.7 %	30.2 %
STATEWIDE	15.1 %	21.6 %	28.0 %

**STATE OF MICHIGAN
EMPLOYEES ELIGIBLE TO RETIRE IN ONE-, THREE-, AND FIVE-YEAR PERIODS
As of September 23, 2017**



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