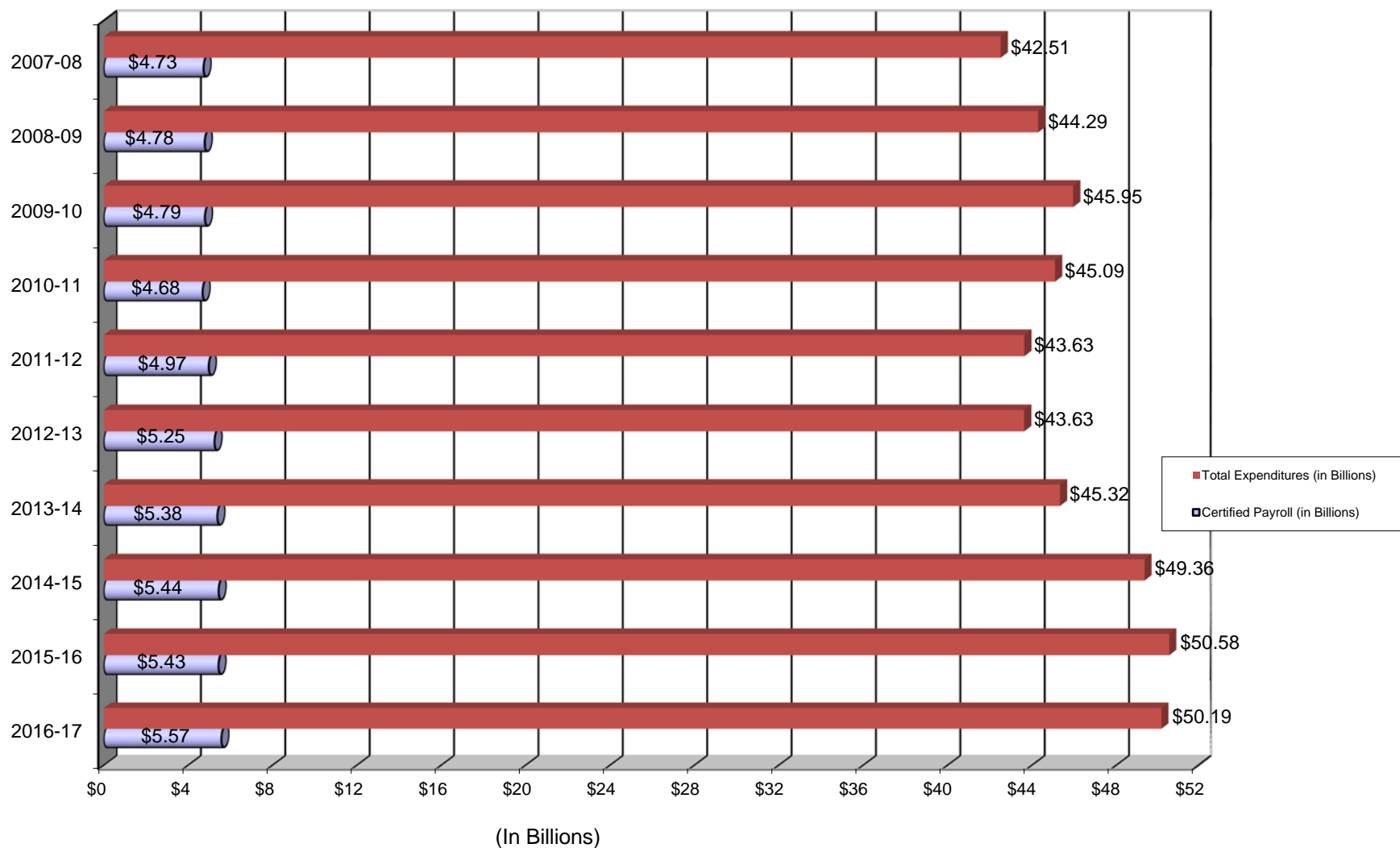


SECTION TWO

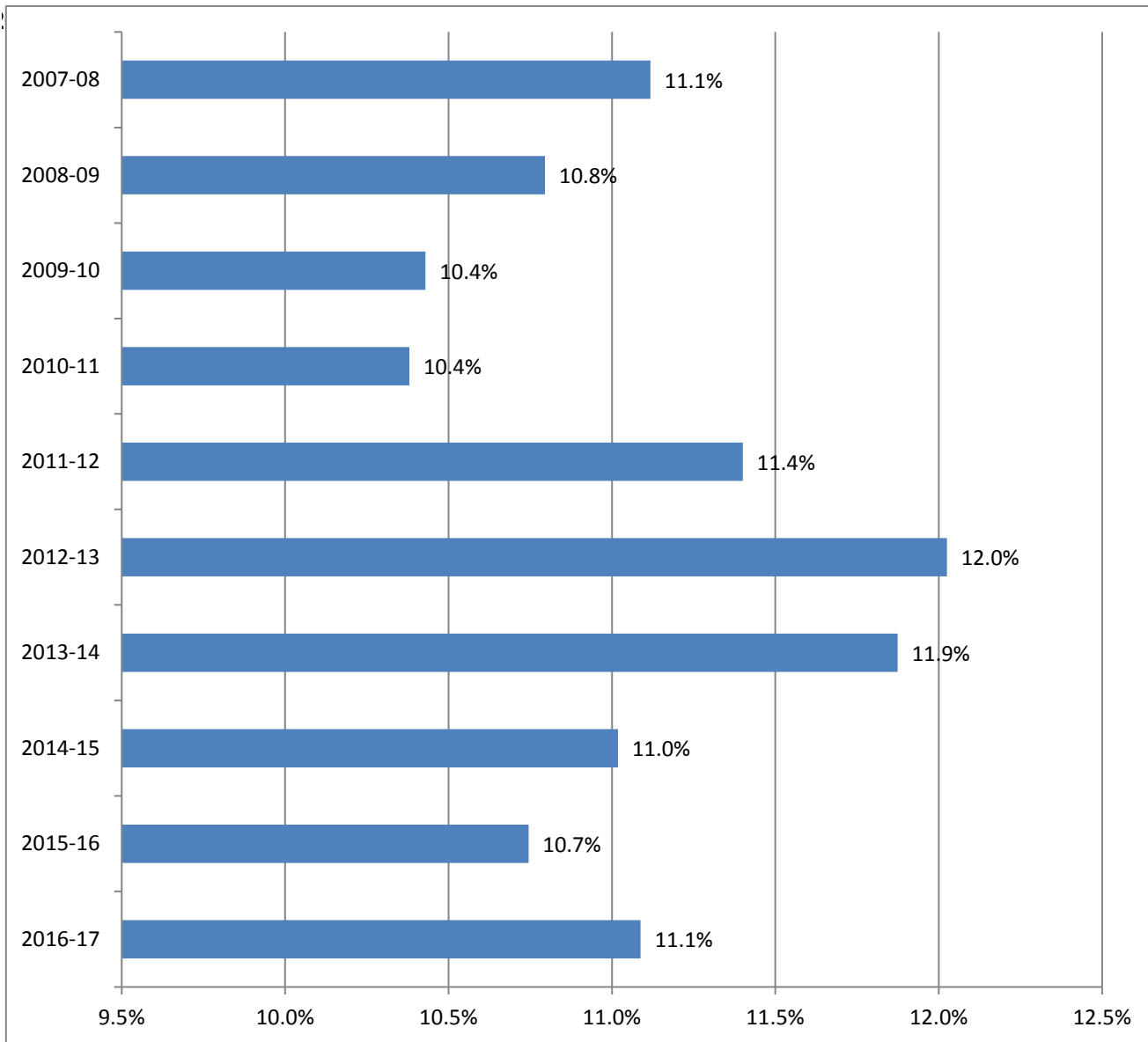
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2007-08 through 2016-17



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

**STATE OF MICHIGAN
CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 2007-08 through 2016-17**



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

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

Pay End Date: September 23, 2017

| DEPARTMENT | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Department Eligible for Longevity |
|---------------------------------|---------------------|---------------------------------|-------------|------------------|---|--|
| AGRICULTURE AND RURAL DVLPMNT | 459 | 0.9 % | 46.6 | \$31.04 | 289 | 63.0 % |
| ATTORNEY GENERAL | 500 | 1.0 % | 47.5 | \$40.65 | 296 | 59.2 % |
| AUDITOR GENERAL | 140 | 0.3 % | 40.5 | \$37.97 | 82 | 58.6 % |
| CIVIL RIGHTS | 84 | 0.2 % | 47.3 | \$31.61 | 63 | 75.0 % |
| CIVIL SERVICE COMMISSION | 449 | 0.9 % | 45.2 | \$31.36 | 313 | 69.7 % |
| CORRECTIONS | 12,310 | 25.1 % | 44.6 | \$26.50 | 8,640 | 70.2 % |
| EDUCATION | 521 | 1.1 % | 49.0 | \$35.09 | 321 | 61.6 % |
| ENVIRONMENTAL QUALITY | 1,158 | 2.4 % | 47.3 | \$32.90 | 832 | 71.8 % |
| EXECUTIVE OFFICE | 60 | 0.1 % | 39.5 | \$37.61 | 20 | 33.3 % |
| INSURANCE AND FINANCIAL SERV | 301 | 0.6 % | 43.6 | \$35.14 | 230 | 76.4 % |
| LICENSING & REGULATORY AFFAIRS | 1,961 | 4.0 % | 47.1 | \$31.87 | 1,340 | 68.3 % |
| MDHHS - COMMUNITY HEALTH | 3,216 | 6.6 % | 46.7 | \$29.67 | 1,928 | 60.0 % |
| MDHHS - HUMAN SERVICES | 10,962 | 22.4 % | 44.1 | \$26.87 | 7,485 | 68.3 % |
| MILITARY & VETERAN AFFAIRS | 781 | 1.6 % | 47.1 | \$25.35 | 475 | 60.8 % |
| NATURAL RESOURCES | 2,860 | 5.8 % | 41.2 | \$20.96 | 1,203 | 42.1 % |
| STATE | 1,530 | 3.1 % | 43.9 | \$23.34 | 839 | 54.8 % |
| STATE POLICE | 2,968 | 6.1 % | 41.2 | \$31.11 | 1,916 | 64.6 % |
| TALENT & ECONOMIC DEVELOPMENT | 1,196 | 2.4 % | 49.3 | \$30.26 | 985 | 82.4 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 3,064 | 6.3 % | 46.4 | \$32.77 | 1,797 | 58.6 % |
| TRANSPORTATION | 2,795 | 5.7 % | 46.0 | \$29.13 | 1,930 | 69.1 % |
| TREASURY | 1,669 | 3.4 % | 45.9 | \$30.52 | 1,071 | 64.2 % |
| STATEWIDE TOTALS: | 48,984 | 100.0 % | 44.8 | \$28.20 | 32,055 | 65.4 % |

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

**EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE
FISCAL YEARS 2012-13 through 2016-17**

| <u>Salary Range</u> | <u>2012-13</u> | <u>2013-14</u> | <u>2014-15</u> | <u>2015-16</u> | <u>2016-17</u> |
|---------------------|----------------|----------------|----------------|----------------|----------------|
| 12,000 - 12,999 | 0 | 0 | 0 | 0 | 0 |
| 13,000 - 13,999 | 0 | 0 | 0 | 0 | 0 |
| 14,000 - 14,999 | 0 | 0 | 0 | 0 | 0 |
| 15,000 - 15,999 | 381 | 3 | 0 | 0 | 0 |
| 16,000 - 16,999 | 3 | 0 | 0 | 0 | 0 |
| 17,000 - 17,999 | 212 | 607 | 403 | 424 | 1 |
| 18,000 - 18,999 | 402 | 406 | 537 | 519 | 441 |
| 19,000 - 19,999 | 27 | 36 | 27 | 23 | 506 |
| 20,000 - 20,999 | 179 | 40 | 68 | 55 | 55 |
| 21,000 - 21,999 | 50 | 25 | 14 | 63 | 56 |
| 22,000 - 22,999 | 29 | 123 | 124 | 128 | 141 |
| 23,000 - 23,999 | 88 | 93 | 3 | 5 | 11 |
| 24,000 - 24,999 | 1 | 37 | 42 | 183 | 162 |
| 25,000 - 25,999 | 20 | 15 | 7 | 26 | 31 |
| 26,000 - 26,999 | 42 | 46 | 0 | 3 | 1 |
| 27,000 - 27,999 | 370 | 437 | 479 | 35 | 51 |
| 28,000 - 28,999 | 100 | 63 | 49 | 410 | 428 |
| 29,000 - 29,999 | 52 | 58 | 84 | 63 | 40 |
| 30,000 - 30,999 | 73 | 78 | 13 | 55 | 68 |
| 31,000 - 31,999 | 126 | 120 | 77 | 92 | 15 |
| 32,000 - 32,999 | 102 | 138 | 229 | 89 | 106 |
| 33,000 - 33,999 | 451 | 477 | 179 | 171 | 281 |
| 34,000 - 34,999 | 237 | 328 | 1,052 | 397 | 177 |
| 35,000 - 35,999 | 503 | 475 | 548 | 264 | 572 |
| 36,000 - 36,999 | 689 | 461 | 393 | 236 | 541 |
| 37,000 - 37,999 | 404 | 291 | 425 | 472 | 316 |
| 38,000 - 38,999 | 484 | 343 | 417 | 1067 | 618 |
| 39,000 - 39,999 | 762 | 875 | 692 | 362 | 330 |
| 40,000 - 40,999 | 671 | 562 | 0 | 658 | 426 |
| 41,000 - 41,999 | 453 | 824 | 467 | 854 | 769 |
| 42,000 - 42,999 | 1,081 | 1,156 | 938 | 709 | 654 |
| 43,000 - 43,999 | 1,685 | 1,493 | 842 | 1077 | 687 |
| 44,000 - 44,999 | 447 | 382 | 1,785 | 647 | 1588 |
| 45,000 - 45,999 | 2,657 | 2,142 | 593 | 1783 | 1901 |
| 46,000 - 46,999 | 1,031 | 530 | 1,710 | 372 | 726 |
| 47,000 - 47,999 | 786 | 970 | 533 | 1913 | 1533 |
| 48,000 - 48,999 | 1,555 | 1,963 | 561 | 453 | 528 |
| 49,000 - 49,999 | 2,932 | 2,561 | 1,736 | 455 | 603 |
| 50,000 - 50,999 | 796 | 1,215 | 3,064 | 1689 | 1146 |
| 51,000 - 51,999 | 5,948 | 5,488 | 1,193 | 3068 | 1190 |
| 52,000 - 52,999 | 704 | 582 | 5,307 | 1164 | 2992 |
| 53,000 - 53,999 | 2,063 | 2,369 | 438 | 4701 | 4667 |

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 HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

| <u>Salary Range</u> | <u>2012-13</u> | <u>2013-14</u> | <u>2014-15</u> | <u>2015-16</u> | <u>2016-17</u> |
|---------------------|----------------|----------------|----------------|----------------|----------------|
| 54,000 - 54,999 | 779 | 857 | 2,346 | 355 | 770 |
| 55,000 - 55,999 | 833 | 755 | 1,040 | 883 | 498 |
| 56,000 - 56,999 | 460 | 215 | 662 | 2386 | 2419 |
| 57,000 - 57,999 | 1,203 | 1,102 | 284 | 823 | 735 |
| 58,000 - 58,999 | 347 | 621 | 520 | 322 | 675 |
| 59,000 - 59,999 | 473 | 372 | 1,057 | 517 | 330 |
| 60,000 - 60,999 | 1,018 | 218 | 388 | 1329 | 1308 |
| 61,000 - 61,999 | 550 | 1,175 | 293 | 288 | 535 |
| 62,000 - 62,999 | 1,383 | 1,519 | 1,220 | 449 | 337 |
| 63,000 - 63,999 | 860 | 946 | 1,232 | 1094 | 382 |
| 64,000 - 64,999 | 617 | 547 | 1,052 | 1286 | 1241 |
| 65,000 - 65,999 | 2,339 | 574 | 562 | 295 | 1200 |
| 66,000 - 66,999 | 284 | 1,935 | 514 | 1239 | 1098 |
| 67,000 - 67,999 | 376 | 523 | 2,087 | 466 | 525 |
| 68,000 - 68,999 | 252 | 156 | 309 | 1892 | 378 |
| 69,000 - 69,999 | 864 | 934 | 305 | 233 | 1869 |
| 70,000 - 70,999 | 146 | 236 | 870 | 497 | 458 |
| 71,000 - 71,999 | 1,766 | 971 | 196 | 791 | 287 |
| 72,000 - 72,999 | 569 | 1,416 | 166 | 340 | 684 |
| 73,000 - 73,999 | 107 | 74 | 1,840 | 141 | 337 |
| 74,000 - 74,999 | 302 | 132 | 620 | 993 | 180 |
| 75,000 - 75,999 | 622 | 800 | 44 | 1449 | 1002 |
| 76,000 - 76,999 | 59 | 113 | 548 | 66 | 1437 |
| 77,000 - 77,999 | 180 | 155 | 411 | 121 | 95 |
| 78,000 - 78,999 | 546 | 110 | 79 | 819 | 320 |
| 79,000 - 79,999 | 454 | 652 | 144 | 94 | 604 |
| 80,000 - 80,999 | 186 | 299 | 749 | 131 | 118 |
| 81,000 - 81,999 | 34 | 212 | 128 | 167 | 149 |
| 82,000 - 82,999 | 370 | 328 | 189 | 657 | 119 |
| 83,000 - 83,999 | 31 | 61 | 192 | 216 | 668 |
| 84,000 - 84,999 | 224 | 77 | 384 | 261 | 283 |
| 85,000 - 85,999 | 74 | 196 | 28 | 59 | 232 |
| 86,000 - 86,999 | 38 | 44 | 65 | 424 | 13 |
| 87,000 - 87,999 | 343 | 24 | 197 | 22 | 430 |
| 88,000 - 88,999 | 64 | 319 | 28 | 65 | 26 |
| 89,000 - 89,999 | 188 | 71 | 35 | 194 | 70 |
| 90,000 - 90,999 | 100 | 125 | 312 | 25 | 218 |
| 91,000 - 91,999 | 76 | 100 | 60 | 293 | 45 |
| 92,000 - 92,999 | 102 | 105 | 159 | 31 | 235 |
| 93,000 - 93,999 | 45 | 63 | 79 | 80 | 29 |

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 HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

| <u>Salary Range</u> | <u>2012-13</u> | <u>2013-14</u> | <u>2014-15</u> | <u>2015-16</u> | <u>2016-17</u> |
|------------------------|----------------|----------------|----------------|----------------|----------------|
| \$94,000 - 94,999 | 93 | 70 | 92 | 142 | 98 |
| 95,000 - 95,999 | 34 | 134 | 64 | 89 | 133 |
| 96,000 - 96,999 | 38 | 66 | 64 | 97 | 91 |
| 97,000 - 97,999 | 33 | 55 | 108 | 59 | 103 |
| 98,000 - 98,999 | 81 | 24 | 41 | 49 | 58 |
| 99,000 - 99,999 | 143 | 80 | 65 | 102 | 128 |
| 100,000 - 100,999 | 33 | 155 | 57 | 67 | 58 |
| 101,000 - 101,999 | 24 | 25 | 82 | 59 | 52 |
| 102,000 - 102,999 | 29 | 20 | 161 | 40 | 47 |
| 103,000 - 103,999 | 30 | 21 | 24 | 76 | 48 |
| 104,000 - 104,999 | 47 | 44 | 16 | 213 | 74 |
| 105,000 - 105,999 | 65 | 52 | 23 | 35 | 238 |
| 106,000 - 106,999 | 126 | 54 | 35 | 15 | 26 |
| 107,000 - 107,999 | 22 | 37 | 51 | 29 | 19 |
| 108,000 - 108,999 | 24 | 108 | 32 | 35 | 16 |
| 109,000 - 109,999 | 21 | 25 | 60 | 38 | 27 |
| 110,000 - 110,999 | 21 | 21 | 132 | 25 | 42 |
| 111,000 - 111,999 | 48 | 23 | 27 | 46 | 20 |
| 112,000 - 112,999 | 24 | 42 | 19 | 139 | 48 |
| 113,000 - 113,999 | 19 | 22 | 15 | 28 | 140 |
| 114,000 - 114,999 | 163 | 22 | 51 | 28 | 24 |
| 115,000 - 115,999 | 10 | 176 | 26 | 27 | 25 |
| 116,000 - 116,999 | 11 | 7 | 21 | 54 | 26 |
| 117,000 - 117,999 | 12 | 11 | 183 | 30 | 58 |
| 118,000 - 118,999 | 6 | 18 | 8 | 14 | 26 |
| 119,000 - 119,999 | 8 | 5 | 7 | 18 | 26 |
| 120,000 - 120,999 | 12 | 4 | 19 | 177 | 25 |
| 121,000 - 121,999 | 6 | 15 | 3 | 4 | 202 |
| 122,000 - 122,999 | 101 | 7 | 7 | 11 | 5 |
| 123,000 - 123,999 | 8 | 98 | 14 | 19 | 13 |
| 124,000 - 124,999 | 1 | 2 | 14 | 6 | 22 |
| 125,000 - 125,999 | 7 | 0 | 40 | 8 | 10 |
| 126,000 and above | 218 | 230 | 310 | 353 | 359 |
| STATEWIDE TOTAL | 49,378 | 48,617 | 48,294 | 48,610 | 48,984 |

Median Salary: \$54,100

Average Salary: \$58,881

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 HWF39A and HWF40

STATE OF MICHIGAN
CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL-STATEWIDE
(Employer Contributions)
Fiscal Years 2012-13 through 2016-17

| | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
|--|----------------|----------------|----------------|----------------|----------------|
| Legally Required Payments | | | | | |
| FICA | 7.10 % | 7.09 % | 7.11 % | 7.10 % | 7.10 % |
| Unemployment Compensation | .34 | .25 | .18 | .16 | .13 |
| Workers Compensation | 1.07 | .99 | .87 | .72 | .74 |
| Total Legally Required Payments | 8.51 % | 8.33 % | 8.17 % | 7.98 % | 7.97 % |
| Group Insurance | | | | | |
| State Health Plan | 7.96 % | 8.20 % | 7.39 % | 7.81 % | 7.53 % |
| Health Maintenance Organization | 9.07 | 9.70 | 9.65 | 9.95 | 9.96 |
| Dental | 1.74 | 1.71 | 1.66 | 1.47 | 1.53 |
| Vision | .23 | .23 | .22 | .14 | .18 |
| Life | .99 | .99 | .98 | 1.13 | 1.11 |
| Long Term Disability | .73 | .73 | .63 | .46 | .61 |
| Flexible Benefits Allowance/Recovery | .09 | .10 | .10 | .11 | .11 |
| Total Group Insurance | 20.81 % | 21.66 % | 20.63 % | 21.07 % | 21.04 % |
| Other Cash Payments | | | | | |
| Terminal Annual & Sick Leave | .62 % | .69 % | .81 % | .74 % | .78 % |
| Terminal Longevity Payments | .02 | .02 | .02 | .02 | .02 |
| Professional Development | .01 | .04 | .04 | .04 | .03 |
| Uniforms and Dry Cleaning | .20 | .20 | .19 | .19 | .19 |
| Total Other Cash Payments | .84 % | .95 % | 1.06 % | .99 % | 1.02 % |
| Pension Items | | | | | |
| Retirement or Pension Plans | 3.00 % | 2.08 % | 1.97 % | 1.82 % | 1.72 % |
| Other Employee Retirement Costs (OERC) | 42.96 | 48.20 | 48.24 | 44.80 | 44.81 |
| Defined Contribution Pension Plan | 4.03 | 4.28 | 4.58 | 4.80 | 5.12 |
| Total Pension Items | 49.99 % | 54.56 % | 54.79 % | 51.42 % | 51.65 % |
| Total Employee Benefits | 80.16 % | 85.49 % | 84.65 % | 81.46 % | 81.68 % |

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

Source: MAIN DAFR 6940 191OFB

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 23, 2017

| Department | Total Employees Enrolled | Health Insurance | | | | | | | | Dental Insurance | | | | | |
|---------------------------------|--------------------------|------------------------|-------------|---------------|-------------|---------------------|------------|--------------|------------|------------------------|-------------|--------------|------------|-------------------|------------|
| | | State Sponsored Health | % | HMO | % | Catastrophic Health | % | COPS Trust | % | State Sponsored Dental | % | DMO | % | Preventive Dental | % |
| AGRICULTURE & RURAL DEVELOPMENT | 437 | 166 | 38 % | 225 | 51 % | 3 | 1 % | 0 | 0 % | 401 | 92 % | 4 | 1 % | 1 | 0 % |
| ATTORNEY GENERAL | 500 | 167 | 33 % | 270 | 54 % | 3 | 1 % | 0 | 0 % | 461 | 92 % | 9 | 2 % | 0 | 0 % |
| AUDITOR GENERAL | 139 | 37 | 27 % | 86 | 62 % | 4 | 3 % | 0 | 0 % | 125 | 90 % | 2 | 1 % | 1 | 1 % |
| CIVIL RIGHTS | 83 | 36 | 43 % | 41 | 49 % | 3 | 4 % | 0 | 0 % | 74 | 89 % | 8 | 10 % | 0 | 0 % |
| CIVIL SERVICE COMMISSION | 430 | 89 | 21 % | 279 | 65 % | 2 | 0 % | 0 | 0 % | 385 | 90 % | 6 | 1 % | 0 | 0 % |
| CORRECTIONS | 12,261 | 6,014 | 49 % | 5,081 | 41 % | 67 | 1 % | 0 | 0 % | 11,199 | 91 % | 239 | 2 % | 27 | 0 % |
| EDUCATION | 509 | 194 | 38 % | 240 | 47 % | 5 | 1 % | 0 | 0 % | 449 | 88 % | 9 | 2 % | 3 | 1 % |
| ENVIRONMENTAL QUALITY | 1,144 | 359 | 31 % | 652 | 57 % | 11 | 1 % | 0 | 0 % | 1,037 | 91 % | 11 | 1 % | 7 | 1 % |
| EXECUTIVE OFFICE | 60 | 29 | 48 % | 21 | 35 % | 0 | 0 % | 0 | 0 % | 53 | 88 % | 0 | 0 % | 0 | 0 % |
| INSURANCE AND FINANCIAL SERV | 295 | 72 | 24 % | 199 | 67 % | 4 | 1 % | 0 | 0 % | 274 | 93 % | 3 | 1 % | 1 | 0 % |
| LICENSING & REGULATORY AFFAIRS | 1,900 | 666 | 35 % | 1,026 | 54 % | 12 | 1 % | 0 | 0 % | 1,727 | 91 % | 37 | 2 % | 9 | 0 % |
| MDHHS - COMMUNITY HEALTH | 3,185 | 1,236 | 39 % | 1,639 | 51 % | 17 | 1 % | 0 | 0 % | 2,892 | 91 % | 99 | 3 % | 14 | 0 % |
| MDHHS - HUMAN SERVICES | 10,948 | 4,076 | 37 % | 5,887 | 54 % | 63 | 1 % | 0 | 0 % | 9,944 | 91 % | 365 | 3 % | 23 | 0 % |
| MILITARY & VETERAN AFFAIRS | 746 | 324 | 43 % | 307 | 41 % | 8 | 1 % | 0 | 0 % | 674 | 90 % | 3 | 0 % | 3 | 0 % |
| NATURAL RESOURCES | 1,730 | 925 | 53 % | 578 | 33 % | 34 | 2 % | 0 | 0 % | 1,570 | 91 % | 11 | 1 % | 9 | 1 % |
| STATE | 1,302 | 466 | 36 % | 690 | 53 % | 11 | 1 % | 0 | 0 % | 1,171 | 90 % | 40 | 3 % | 2 | 0 % |
| STATE POLICE | 2,951 | 728 | 25 % | 625 | 21 % | 14 | 0 % | 1,386 | 47 % | 2,804 | 95 % | 21 | 1 % | 3 | 0 % |
| TALENT & ECONOMIC DEVELOPMENT | 1,177 | 430 | 37 % | 648 | 55 % | 14 | 1 % | 0 | 0 % | 1,069 | 91 % | 51 | 4 % | 1 | 0 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,932 | 865 | 30 % | 1,738 | 59 % | 24 | 1 % | 0 | 0 % | 2,619 | 89 % | 63 | 2 % | 13 | 0 % |
| TRANSPORTATION | 2,561 | 1,011 | 39 % | 1,321 | 52 % | 26 | 1 % | 0 | 0 % | 2,381 | 93 % | 20 | 1 % | 7 | 0 % |
| TREASURY | 1,610 | 441 | 27 % | 982 | 61 % | 26 | 2 % | 0 | 0 % | 1,454 | 90 % | 47 | 3 % | 2 | 0 % |
| STATEWIDE TOTALS: | 46,900 | 18,331 | 39 % | 22,535 | 48 % | 351 | 1 % | 1,386 | 3 % | 42,763 | 91 % | 1,048 | 2 % | 126 | 0 % |

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

Source: Michigan Civil Service Commission HWF47

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

Table 2-4

Pay End Date: September 23, 2017

| Department | Vision Insurance | | | Disability Insurance | | | | Life Insurance | | | | | |
|---------------------------------|--------------------------|------------------------|-------------|----------------------|-------------|--------------|------------|----------------|-------------|------------------------|------------|--------------|------------|
| | Total Employees Enrolled | State Sponsored Vision | % | CMI | % | Reliance | % | Minnesota Life | % | Minnesota Life Reduced | % | Reliastar | % |
| AGRICULTURE & RURAL DEVELOPMENT | 437 | 408 | 93 % | 360 | 82 % | 0 | 0 % | 422 | 97 % | 14 | 3 % | 0 | 0 % |
| ATTORNEY GENERAL | 500 | 470 | 94 % | 332 | 66 % | 0 | 0 % | 471 | 94 % | 28 | 6 % | 0 | 0 % |
| AUDITOR GENERAL | 139 | 130 | 94 % | 103 | 74 % | 0 | 0 % | 117 | 84 % | 21 | 15 % | 0 | 0 % |
| CIVIL RIGHTS | 83 | 82 | 99 % | 68 | 82 % | 0 | 0 % | 80 | 96 % | 3 | 4 % | 0 | 0 % |
| CIVIL SERVICE COMMISSION | 430 | 394 | 92 % | 395 | 92 % | 0 | 0 % | 412 | 96 % | 17 | 4 % | 0 | 0 % |
| CORRECTIONS | 12,261 | 11,493 | 94 % | 10,929 | 89 % | 0 | 0 % | 11,872 | 97 % | 348 | 3 % | 0 | 0 % |
| EDUCATION | 509 | 465 | 91 % | 353 | 69 % | 0 | 0 % | 476 | 94 % | 33 | 6 % | 0 | 0 % |
| ENVIRONMENTAL QUALITY | 1,144 | 1,062 | 93 % | 944 | 83 % | 0 | 0 % | 1,068 | 93 % | 75 | 7 % | 0 | 0 % |
| EXECUTIVE OFFICE | 60 | 57 | 95 % | 29 | 48 % | 0 | 0 % | 49 | 82 % | 11 | 18 % | 0 | 0 % |
| INSURANCE AND FINANCIAL SERV | 295 | 283 | 96 % | 245 | 83 % | 0 | 0 % | 277 | 94 % | 17 | 6 % | 0 | 0 % |
| LICENSING & REGULATORY AFFAIRS | 1,900 | 1,775 | 93 % | 1,506 | 79 % | 1 | 0 % | 1,796 | 95 % | 100 | 5 % | 1 | 0 % |
| MDHHS - COMMUNITY HEALTH | 3,185 | 3,008 | 94 % | 2,713 | 85 % | 0 | 0 % | 3,023 | 95 % | 156 | 5 % | 0 | 0 % |
| MDHHS - HUMAN SERVICES | 10,948 | 10,357 | 95 % | 9,328 | 85 % | 0 | 0 % | 10,388 | 95 % | 540 | 5 % | 0 | 0 % |
| MILITARY & VETERAN AFFAIRS | 746 | 679 | 91 % | 563 | 75 % | 0 | 0 % | 705 | 95 % | 30 | 4 % | 0 | 0 % |
| NATURAL RESOURCES | 1,730 | 1,603 | 93 % | 1,379 | 80 % | 0 | 0 % | 1,643 | 95 % | 84 | 5 % | 0 | 0 % |
| STATE | 1,302 | 1,218 | 94 % | 1,022 | 78 % | 0 | 0 % | 1,221 | 94 % | 75 | 6 % | 0 | 0 % |
| STATE POLICE | 2,951 | 2,838 | 96 % | 2,709 | 92 % | 1,422 | 48 % | 2,847 | 96 % | 87 | 3 % | 1,348 | 46 % |
| TALENT & ECONOMIC DEVELOPMENT | 1,177 | 1,124 | 95 % | 992 | 84 % | 0 | 0 % | 1,110 | 94 % | 61 | 5 % | 0 | 0 % |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,932 | 2,705 | 92 % | 2,145 | 73 % | 31 | 1 % | 2,792 | 95 % | 129 | 4 % | 24 | 1 % |
| TRANSPORTATION | 2,561 | 2,426 | 95 % | 2,204 | 86 % | 0 | 0 % | 2,436 | 95 % | 122 | 5 % | 0 | 0 % |
| TREASURY | 1,610 | 1,516 | 94 % | 1,298 | 81 % | 0 | 0 % | 1,509 | 94 % | 99 | 6 % | 0 | 0 % |
| STATEWIDE TOTALS: | 46,900 | 44,093 | 94 % | 39,617 | 84 % | 1,454 | 3 % | 44,714 | 95 % | 2,050 | 4 % | 1,373 | 3 % |

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

Source: Michigan Civil Service Commission HWF47

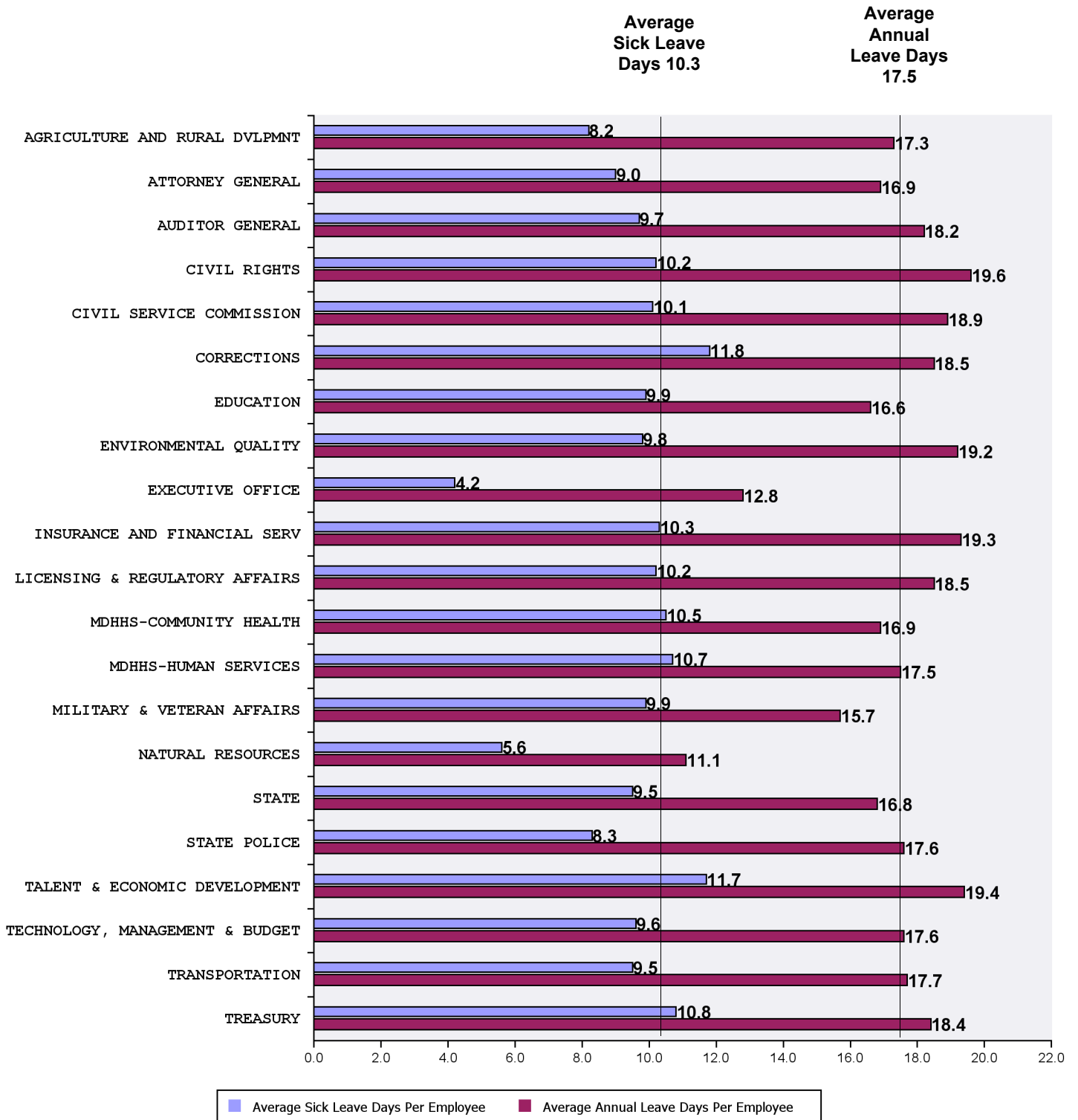
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2012-13 through 2016-17**

| | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
|-------------------|----------------|----------------|----------------|----------------|----------------|
| VACATION | 7.3 % | 7.4 % | 7.4 % | 7.4 % | 7.3 % |
| HOLIDAY | 4.6 % | 4.6 % | 5.0 % | 4.6 % | 5.0 % |
| SICK LEAVE | 4.2 % | 4.2 % | 4.1 % | 4.1 % | 4.1 % |
| TOTAL | 16.2 % | 16.3 % | 16.5 % | 16.1 % | 16.4 % |

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

Source: MAIN DAFR6940 191OFBD

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



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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
FISCAL YEAR 2016-2017

Table 2-6

| DEPARTMENT | AVERAGE SICK LEAVE DAYS PER EMPLOYEE | AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE | TOTAL AVERAGE DAYS PER EMPLOYEE |
|---------------------------------|---|---|--|
| AGRICULTURE AND RURAL DVLPMNT | 8.2 | 17.3 | 25.5 |
| ATTORNEY GENERAL | 9.0 | 16.9 | 25.9 |
| AUDITOR GENERAL | 9.7 | 18.2 | 28.0 |
| CIVIL RIGHTS | 10.2 | 19.6 | 29.9 |
| CIVIL SERVICE COMMISSION | 10.1 | 18.9 | 29.1 |
| CORRECTIONS | 11.8 | 18.5 | 30.3 |
| EDUCATION | 9.9 | 16.6 | 26.4 |
| ENVIRONMENTAL QUALITY | 9.8 | 19.2 | 29.0 |
| EXECUTIVE OFFICE | 4.2 | 12.8 | 17.0 |
| INSURANCE AND FINANCIAL SERV | 10.3 | 19.3 | 29.6 |
| LICENSING & REGULATORY AFFAIRS | 10.2 | 18.5 | 28.7 |
| MDHHS-COMMUNITY HEALTH | 10.5 | 16.9 | 27.4 |
| MDHHS-HUMAN SERVICES | 10.7 | 17.5 | 28.3 |
| MILITARY & VETERAN AFFAIRS | 9.9 | 15.7 | 25.7 |
| NATURAL RESOURCES | 5.6 | 11.1 | 16.8 |
| STATE | 9.5 | 16.8 | 26.3 |
| STATE POLICE | 8.3 | 17.6 | 25.9 |
| TALENT & ECONOMIC DEVELOPMENT | 11.7 | 19.4 | 31.1 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 9.6 | 17.6 | 27.2 |
| TRANSPORTATION | 9.5 | 17.7 | 27.3 |
| TREASURY | 10.8 | 18.4 | 29.2 |
| STATEWIDE AVERAGE | 10.3 | 17.5 | 27.8 |

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

Source: Michigan Civil Service Commission HWF28 and HWF31

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

FISCAL YEARS 2012-13 through 2016-17

| DEPARTMENT | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|
| Agriculture & Rural Development | 9.0 | 9.5 | 9.6 | 9.1 | 8.2 |
| Attorney General | 9.5 | 9.3 | 9.5 | 9.3 | 9.0 |
| Auditor General | 9.4 | 10.0 | 8.1 | 8.3 | 9.7 |
| Civil Rights | 11.1 | 10.6 | 12.2 | 10.8 | 10.2 |
| Civil Service Commission | 9.8 | 10.1 | 10.5 | 10.3 | 10.1 |
| Community Health | 10.5 | 10.9 | -- | -- | -- |
| Corrections | 13.0 | 12.9 | 11.4 | 11.8 | 11.8 |
| Education | 8.9 | 9.0 | 9.1 | 9.3 | 9.9 |
| Environmental Quality | 9.6 | 9.9 | 9.9 | 9.2 | 9.8 |
| Executive Office | 3.5 | 4.4 | 3.3 | 3.2 | 4.2 |
| Human Services | 10.5 | 10.9 | -- | -- | -- |
| Insurance and Financial Serv | -- | 10.1 | 9.9 | 10.5 | 10.3 |
| Licensing & Regulatory Affairs | 11.1 | 11.2 | 10.4 | 9.9 | 10.2 |
| MDHHS-Community Health | -- | -- | 10.4 | 10.1 | 10.5 |
| MDHHS-Human Services | -- | -- | 10.8 | 10.6 | 10.7 |
| Military and Veterans Affairs | 9.9 | 10.8 | 9.4 | 10.5 | 9.9 |
| Natural Resources | 5.9 | 5.9 | 5.4 | 5.5 | 5.6 |
| State | 9.4 | 9.3 | 9.6 | 9.0 | 9.5 |
| State Police | 8.2 | 7.8 | 8.1 | 8.3 | 8.3 |
| Strategic Fund | 9.8 | 9.8 | -- | -- | -- |
| Talent And Economic Development | -- | -- | 11.2 | 11.7 | 11.7 |
| Technology, Management & Budget | 9.5 | 9.2 | 9.0 | 9.3 | 9.6 |
| Transportation | 9.8 | 9.5 | 9.5 | 9.3 | 9.5 |
| Treasury | 10.1 | 10.2 | 10.1 | 10.4 | 10.8 |
| STATEWIDE AVERAGE | 10.7 | 10.7 | 10.2 | 10.2 | 10.3 |

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation.

In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF28, for the last full pay period in each fiscal year.

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USE ANALYSIS BY DEPARTMENT

From September 25, 2016 to September 23, 2017

| Department Name | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee |
|---------------------------------|---------------------|------------------------------|----------------------------|---------------------------|
| AGRICULTURE AND RURAL DVLPMT | 482 | 31,576.0 | 65.5 | 8.2 |
| ATTORNEY GENERAL | 528 | 37,889.1 | 71.8 | 9.0 |
| AUDITOR GENERAL | 154 | 11,993.1 | 77.9 | 9.7 |
| CIVIL RIGHTS | 100 | 8,192.3 | 81.9 | 10.2 |
| CIVIL SERVICE COMMISSION | 464 | 37,638.9 | 81.1 | 10.1 |
| CORRECTIONS | 13,548 | 1,283,275.9 | 94.7 | 11.8 |
| EDUCATION | 562 | 44,383.3 | 79.0 | 9.9 |
| ENVIRONMENTAL QUALITY | 1,221 | 95,950.9 | 78.6 | 9.8 |
| EXECUTIVE OFFICE | 71 | 2,396.2 | 33.7 | 4.2 |
| INSURANCE AND FINANCIAL SERV | 313 | 25,738.6 | 82.2 | 10.3 |
| LICENSING & REGULATORY AFFAIRS | 2,081 | 170,367.4 | 81.9 | 10.2 |
| MDHHS-COMMUNITY HEALTH | 3,630 | 304,716.6 | 83.9 | 10.5 |
| MDHHS-HUMAN SERVICES | 12,040 | 1,032,314.7 | 85.7 | 10.7 |
| MILITARY & VETERAN AFFAIRS | 863 | 68,611.3 | 79.5 | 9.9 |
| NATURAL RESOURCES | 2,742 | 123,758.1 | 45.1 | 5.6 |
| STATE | 1,546 | 118,008.9 | 76.3 | 9.5 |
| STATE POLICE | 3,160 | 210,081.7 | 66.5 | 8.3 |
| TALENT & ECONOMIC DEVELOPMENT | 1,305 | 122,250.9 | 93.7 | 11.7 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 3,158 | 242,218.8 | 76.7 | 9.6 |
| TRANSPORTATION | 3,048 | 232,480.3 | 76.3 | 9.5 |
| TREASURY | 1,755 | 151,986.9 | 86.6 | 10.8 |
| STATEWIDE | 52,771 | 4,355,829.9 | 82.5 | 10.3 |

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF28

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

From September 25, 2016 to September 23, 2017

| Department Name | ANNUAL LEAVE | | | | DEFERRED HOURS | | | |
|---------------------------------|---------------------|------------------------------|----------------------------|---------------------------|---------------------|------------------------------|----------------------------|---------------------------|
| | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee |
| AGRICULTURE AND RURAL DVLPMNT | 482 | 66,825.6 | 138.6 | 17.3 | 482 | 333.7 | 0.7 | 0.1 |
| ATTORNEY GENERAL | 528 | 71,416.6 | 135.3 | 16.9 | 528 | 221.7 | 0.4 | 0.1 |
| AUDITOR GENERAL | 154 | 22,441.8 | 145.7 | 18.2 | 154 | 40.0 | 0.3 | 0.0 |
| CIVIL RIGHTS | 100 | 15,712.6 | 157.1 | 19.6 | 100 | 25.5 | 0.3 | 0.0 |
| CIVIL SERVICE COMMISSION | 464 | 70,330.1 | 151.6 | 18.9 | 464 | 195.7 | 0.4 | 0.1 |
| CORRECTIONS | 13,548 | 2,001,807.4 | 147.8 | 18.5 | 13,548 | 6,223.1 | 0.5 | 0.1 |
| EDUCATION | 562 | 74,418.0 | 132.4 | 16.6 | 562 | 412.1 | 0.7 | 0.1 |
| ENVIRONMENTAL QUALITY | 1,221 | 187,698.3 | 153.7 | 19.2 | 1,221 | 485.9 | 0.4 | 0.0 |
| EXECUTIVE OFFICE | 71 | 7,257.3 | 102.2 | 12.8 | 71 | 0.0 | 0.0 | 0.0 |
| INSURANCE AND FINANCIAL SERV | 313 | 48,350.7 | 154.5 | 19.3 | 313 | 253.0 | 0.8 | 0.1 |
| LICENSING & REGULATORY AFFAIRS | 2,081 | 307,157.8 | 147.6 | 18.5 | 2,081 | 1,555.3 | 0.7 | 0.1 |
| MDHHS-COMMUNITY HEALTH | 3,630 | 490,383.2 | 135.1 | 16.9 | 3,630 | 3,009.5 | 0.8 | 0.1 |
| MDHHS-HUMAN SERVICES | 12,040 | 1,690,215.6 | 140.4 | 17.5 | 12,040 | 5,669.3 | 0.5 | 0.1 |
| MILITARY & VETERAN AFFAIRS | 863 | 108,712.8 | 126.0 | 15.7 | 863 | 192.4 | 0.2 | 0.0 |
| NATURAL RESOURCES | 2,742 | 244,477.1 | 89.2 | 11.1 | 2,742 | 1,646.0 | 0.6 | 0.1 |
| STATE | 1,546 | 207,451.5 | 134.2 | 16.8 | 1,546 | 1,427.2 | 0.9 | 0.1 |
| STATE POLICE | 3,160 | 444,340.6 | 140.6 | 17.6 | 3,160 | 3,218.6 | 1.0 | 0.1 |
| TALENT & ECONOMIC DEVELOPMENT | 1,305 | 202,251.6 | 155.0 | 19.4 | 1,305 | 1,058.5 | 0.8 | 0.1 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 3,158 | 445,079.8 | 140.9 | 17.6 | 3,158 | 1,837.7 | 0.6 | 0.1 |
| TRANSPORTATION | 3,048 | 432,413.4 | 141.9 | 17.7 | 3,048 | 2,289.2 | 0.8 | 0.1 |
| TREASURY | 1,755 | 258,518.8 | 147.3 | 18.4 | 1,755 | 908.8 | 0.5 | 0.1 |
| STATEWIDE | 52,771 | 7,397,260.6 | 140.2 | 17.5 | 52,771 | 31,003.2 | 0.6 | 0.1 |

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation.

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

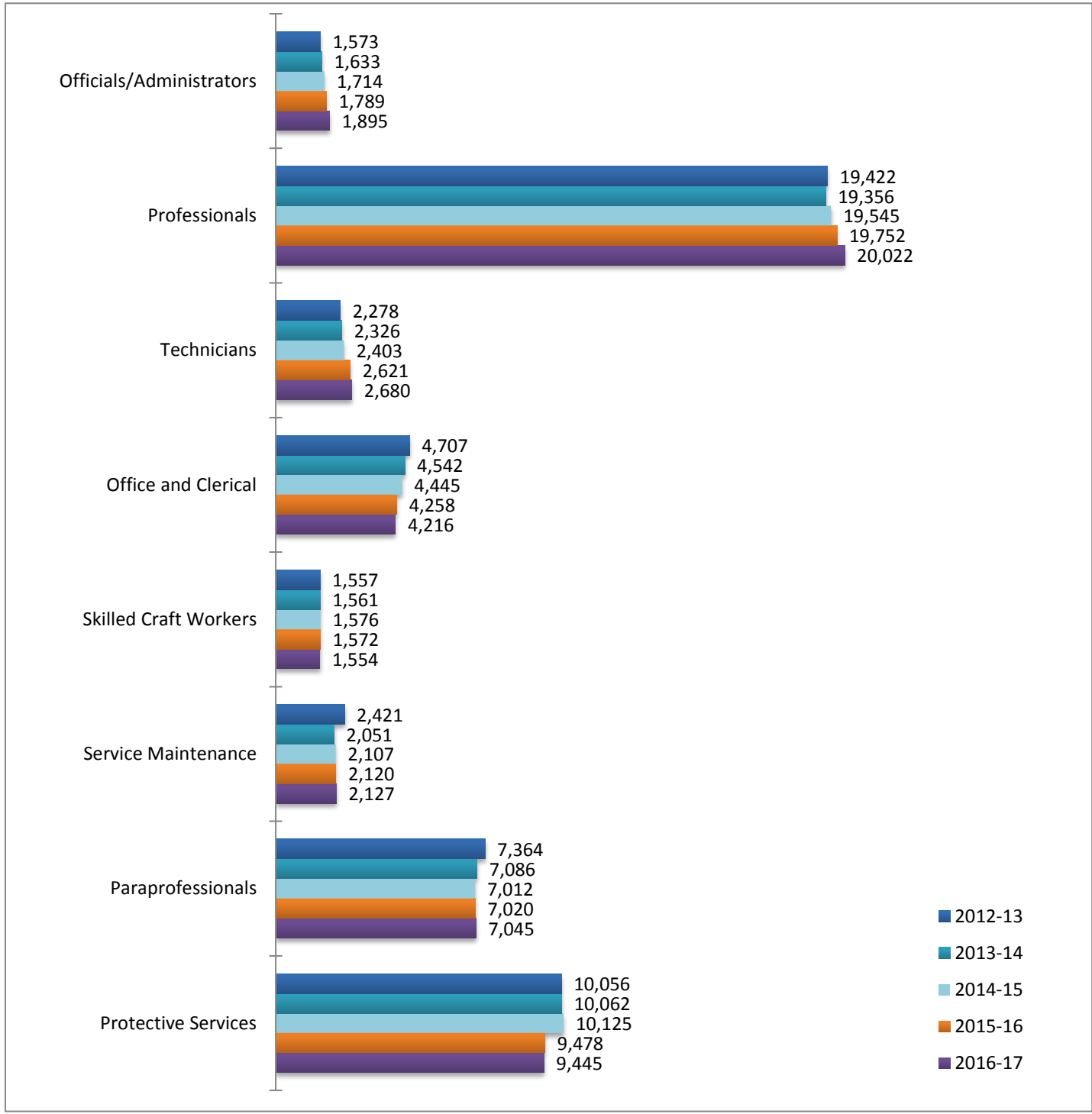
Pay End Date: September 23, 2017

| Department | 19 & Under | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70 & Over | Total |
|---------------------------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|---------------|
| AGRICULTURE AND RURAL DVLPMNT | 1 | 16 | 38 | 37 | 57 | 56 | 50 | 66 | 73 | 45 | 14 | 6 | 459 |
| ATTORNEY GENERAL | 0 | 5 | 32 | 47 | 58 | 65 | 70 | 72 | 76 | 53 | 16 | 6 | 500 |
| AUDITOR GENERAL | 0 | 8 | 31 | 18 | 9 | 16 | 20 | 23 | 9 | 5 | 1 | 0 | 140 |
| CIVIL RIGHTS | 0 | 0 | 6 | 9 | 13 | 7 | 14 | 13 | 9 | 5 | 6 | 2 | 84 |
| CIVIL SERVICE COMMISSION | 3 | 21 | 35 | 37 | 54 | 56 | 59 | 87 | 65 | 25 | 7 | 0 | 449 |
| CORRECTIONS | 12 | 398 | 1,050 | 1,188 | 1,285 | 1,741 | 2,557 | 2,023 | 1,265 | 626 | 133 | 32 | 12,310 |
| EDUCATION | 0 | 5 | 13 | 38 | 66 | 77 | 78 | 65 | 81 | 63 | 28 | 7 | 521 |
| ENVIRONMENTAL QUALITY | 1 | 33 | 76 | 89 | 125 | 160 | 141 | 174 | 189 | 131 | 36 | 3 | 1,158 |
| EXECUTIVE OFFICE | 0 | 6 | 16 | 9 | 5 | 1 | 5 | 9 | 5 | 2 | 2 | 0 | 60 |
| INSURANCE AND FINANCIAL SERV | 2 | 15 | 25 | 39 | 45 | 38 | 40 | 39 | 30 | 21 | 3 | 4 | 301 |
| LICENSING & REGULATORY AFFAIRS | 16 | 69 | 109 | 190 | 241 | 213 | 262 | 240 | 290 | 211 | 86 | 34 | 1,961 |
| MDHHS - COMMUNITY HEALTH | 2 | 68 | 250 | 343 | 330 | 388 | 453 | 464 | 465 | 317 | 110 | 26 | 3,216 |
| MDHHS - HUMAN SERVICES | 1 | 219 | 951 | 1,450 | 1,707 | 1,606 | 1,600 | 1,302 | 1,120 | 741 | 222 | 43 | 10,962 |
| MILITARY & VETERAN AFFAIRS | 1 | 19 | 50 | 88 | 69 | 71 | 120 | 135 | 134 | 74 | 17 | 3 | 781 |
| NATURAL RESOURCES | 191 | 439 | 282 | 227 | 239 | 271 | 280 | 251 | 284 | 232 | 96 | 68 | 2,860 |
| STATE | 13 | 150 | 153 | 130 | 149 | 148 | 181 | 222 | 227 | 117 | 36 | 4 | 1,530 |
| STATE POLICE | 4 | 189 | 473 | 336 | 295 | 418 | 540 | 421 | 198 | 73 | 18 | 3 | 2,968 |
| TALENT & ECONOMIC DEVELOPMENT | 4 | 14 | 44 | 73 | 127 | 148 | 165 | 206 | 202 | 151 | 44 | 18 | 1,196 |
| TECHNOLOGY, MANAGEMENT & BUDGET | 11 | 118 | 214 | 256 | 327 | 396 | 417 | 486 | 449 | 292 | 86 | 12 | 3,064 |
| TRANSPORTATION | 31 | 156 | 147 | 201 | 339 | 339 | 398 | 451 | 423 | 235 | 61 | 14 | 2,795 |
| TREASURY | 6 | 61 | 106 | 180 | 217 | 202 | 199 | 242 | 268 | 136 | 42 | 10 | 1,669 |
| Statewide Total: | 299 | 2,009 | 4,101 | 4,985 | 5,757 | 6,417 | 7,649 | 6,991 | 5,862 | 3,555 | 1,064 | 295 | 48,984 |
| Average Age: | 19.1 | 22.9 | 27.6 | 32.5 | 37.6 | 42.5 | 47.5 | 52.5 | 57.4 | 62.1 | 66.9 | 73.3 | 44.8 |

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.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES FISCAL YEARS 2012-13 through 2016-17



2016-17 Total: 48,984

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 HWF27 for the last full pay period in each fiscal year

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 23, 2017

| COUNTY NAME | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|----------------|-----------|----------------------|-----------------|
| ALCONA | 5 | 15 | 20 |
| ALGER | 268 | 3 | 271 |
| ALLEGAN | 202 | 18 | 220 |
| ALPENA | 151 | 28 | 179 |
| ANTRIM | 30 | 1 | 31 |
| ARENAC | 29 | 2 | 31 |
| BARAGA | 335 | 11 | 346 |
| BARRY | 105 | 53 | 158 |
| BAY | 335 | 43 | 378 |
| BENZIE | 29 | 3 | 32 |
| BERRIEN | 350 | 30 | 380 |
| BRANCH | 339 | 5 | 344 |
| CALHOUN | 353 | 17 | 370 |
| CASS | 98 | 11 | 109 |
| CHARLEVOIX | 17 | 57 | 74 |
| CHEBOYGAN | 58 | 55 | 113 |
| CHIPPEWA | 931 | 91 | 1,022 |
| CLARE | 56 | 13 | 69 |
| CLINTON | 143 | 46 | 189 |
| CRAWFORD | 141 | 99 | 240 |
| DELTA | 169 | 43 | 212 |
| DICKINSON | 62 | 8 | 70 |
| EATON | 3,524 | 217 | 3,741 |
| EMMET | 82 | 34 | 116 |
| GENESEE | 827 | 87 | 914 |
| GLADWIN | 44 | 5 | 49 |
| GOGEBIC | 249 | 16 | 265 |
| GRAND TRAVERSE | 297 | 40 | 337 |
| GRATIOT | 759 | 8 | 767 |
| HILLSDALE | 58 | 2 | 60 |
| HOUGHTON | 75 | 34 | 109 |
| HURON | 36 | 29 | 65 |
| INGHAM | 9,553 | 1,125 | 10,678 |
| IONIA | 1,383 | 24 | 1,407 |
| IOSCO | 53 | 26 | 79 |
| IRON | 52 | 13 | 65 |
| ISABELLA | 160 | 4 | 164 |
| JACKSON | 2,026 | 51 | 2,077 |
| KALAMAZOO | 1,111 | 97 | 1,208 |
| KALKASKA | 54 | 4 | 58 |
| KENT | 1,466 | 97 | 1,563 |
| KEWEENAW | 2 | 17 | 19 |
| LAKE | 48 | 4 | 52 |
| LAPEER | 434 | 20 | 454 |

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 23, 2017

| COUNTY NAME | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|---------------------|---------------|----------------------|-----------------|
| LEELANAU | 5 | 4 | 9 |
| LENAWEE | 606 | 26 | 632 |
| LIVINGSTON | 489 | 41 | 530 |
| LUCE | 272 | 18 | 290 |
| MACKINAC | 109 | 105 | 214 |
| MACOMB | 1,282 | 56 | 1,338 |
| MANISTEE | 328 | 24 | 352 |
| MARQUETTE | 845 | 64 | 909 |
| MASON | 47 | 32 | 79 |
| MECOSTA | 85 | 13 | 98 |
| MENOMINEE | 25 | 16 | 41 |
| MIDLAND | 96 | 7 | 103 |
| MISSAUKEE | 63 | 3 | 66 |
| MONROE | 207 | 43 | 250 |
| MONTCALM | 553 | 10 | 563 |
| MONTMORENCY | 46 | 18 | 64 |
| MUSKEGON | 1,009 | 50 | 1,059 |
| NEWAYGO | 71 | 9 | 80 |
| OAKLAND | 1,145 | 215 | 1,360 |
| OCEANA | 84 | 50 | 134 |
| OGEMAW | 83 | 19 | 102 |
| ONTONAGON | 19 | 16 | 35 |
| OSCEOLA | 26 | 1 | 27 |
| OSCODA | 24 | 2 | 26 |
| OTSEGO | 306 | 26 | 332 |
| OTTAWA | 173 | 54 | 227 |
| OUT OF STATE | 43 | 6 | 49 |
| PRESQUE ISLE | 16 | 19 | 35 |
| ROSCOMMON | 126 | 24 | 150 |
| SAGINAW | 822 | 38 | 860 |
| SANILAC | 43 | 13 | 56 |
| SCHOOLCRAFT | 27 | 23 | 50 |
| SHIAWASSEE | 75 | 3 | 78 |
| ST CLAIR | 225 | 62 | 287 |
| ST JOSEPH | 79 | 4 | 83 |
| TUSCOLA | 399 | 48 | 447 |
| VAN BUREN | 225 | 35 | 260 |
| WASHTENAW | 1,434 | 98 | 1,532 |
| WAYNE | 5,019 | 263 | 5,282 |
| WEXFORD | 165 | 26 | 191 |
| WORK AT HOME - MI | 1,563 | 36 | 1,599 |
| Grand Total: | 44,758 | 4,226 | 48,984 |

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

Source: Michigan Civil Service Commission HWF55

