

# **THIRTY-EIGHTH ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2016-17**

**October 1, 2016 through September 30, 2017**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

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James Barrett  
Jase Bolger  
Robert W. Swanson**

**Janine M. Winters, State Personnel Director**

This is the Thirty-Eighth Annual Workforce Report covering fiscal year 2016-17 (October 1, 2016 – September 30, 2017). The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source of the data. The source used for each chart is identified.

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

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**STATISTICAL HIGHLIGHTS  
FY 2016-17**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	44.8
Average Annual Salary <sup>1</sup> .....	\$58,881
Average Annual Fringe Benefit Cost <sup>2</sup> .....	\$48,094
Average Sick Leave Days Used .....	10.3
Average Annual Leave Days Used .....	17.5
Average Years of Service .....	12.2

**WORK FORCE CHARACTERISTICS**

Females .....	52.9%
Males .....	47.1%
Eligible for Longevity .....	65.4%
Less than Six Years of Service .....	34.1%
Six to Ten Years of Service .....	17.6%
Over Ten Years of Service .....	48.3%
Exclusively Represented for Collective Bargaining .....	69.8%
Turnover .....	9.6%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian or Alaska Native .....	1.0%
Asian .....	1.6%
Black or African American .....	17.6%
Hispanic or Latino .....	2.9%
White .....	76.7%
Native Hawaiian or Other Pacific Islander .....	0.1%
Two or More Races .....	0.1%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of work schedule (see Table 2-1).

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

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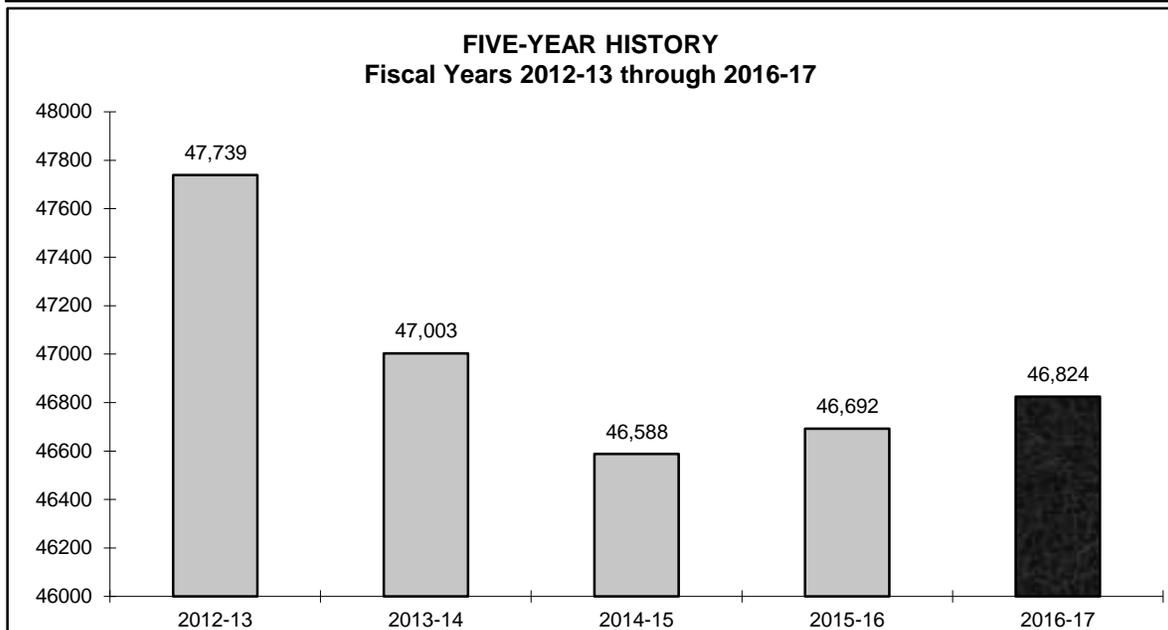
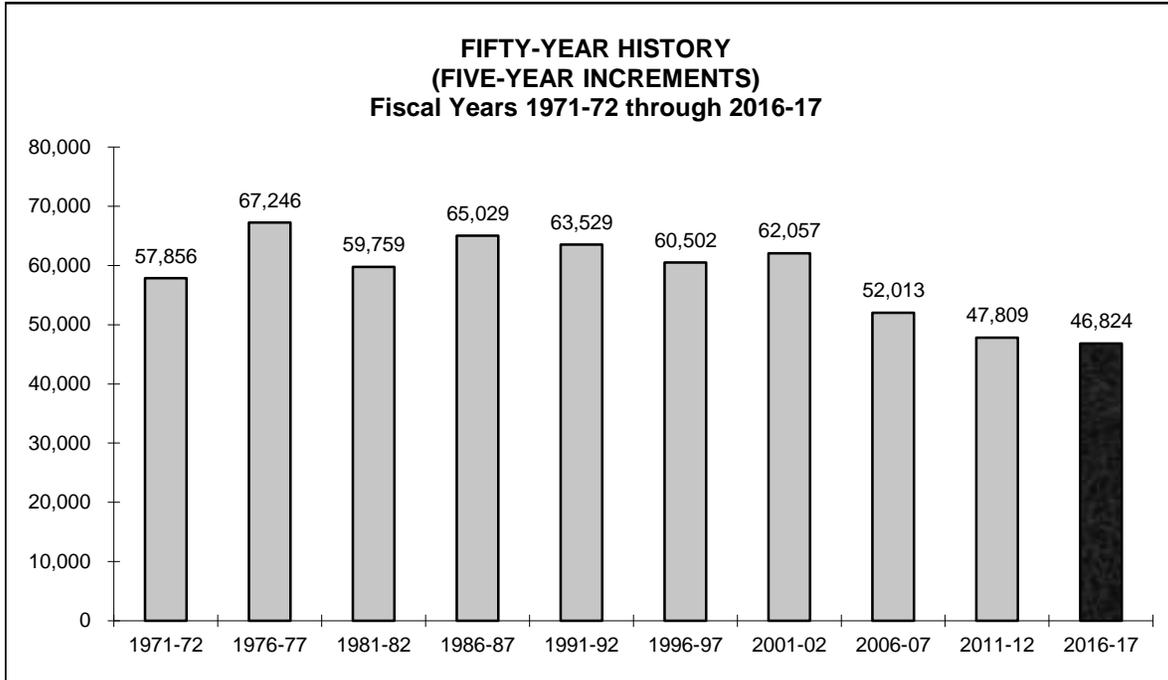
SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

Graph 1-1

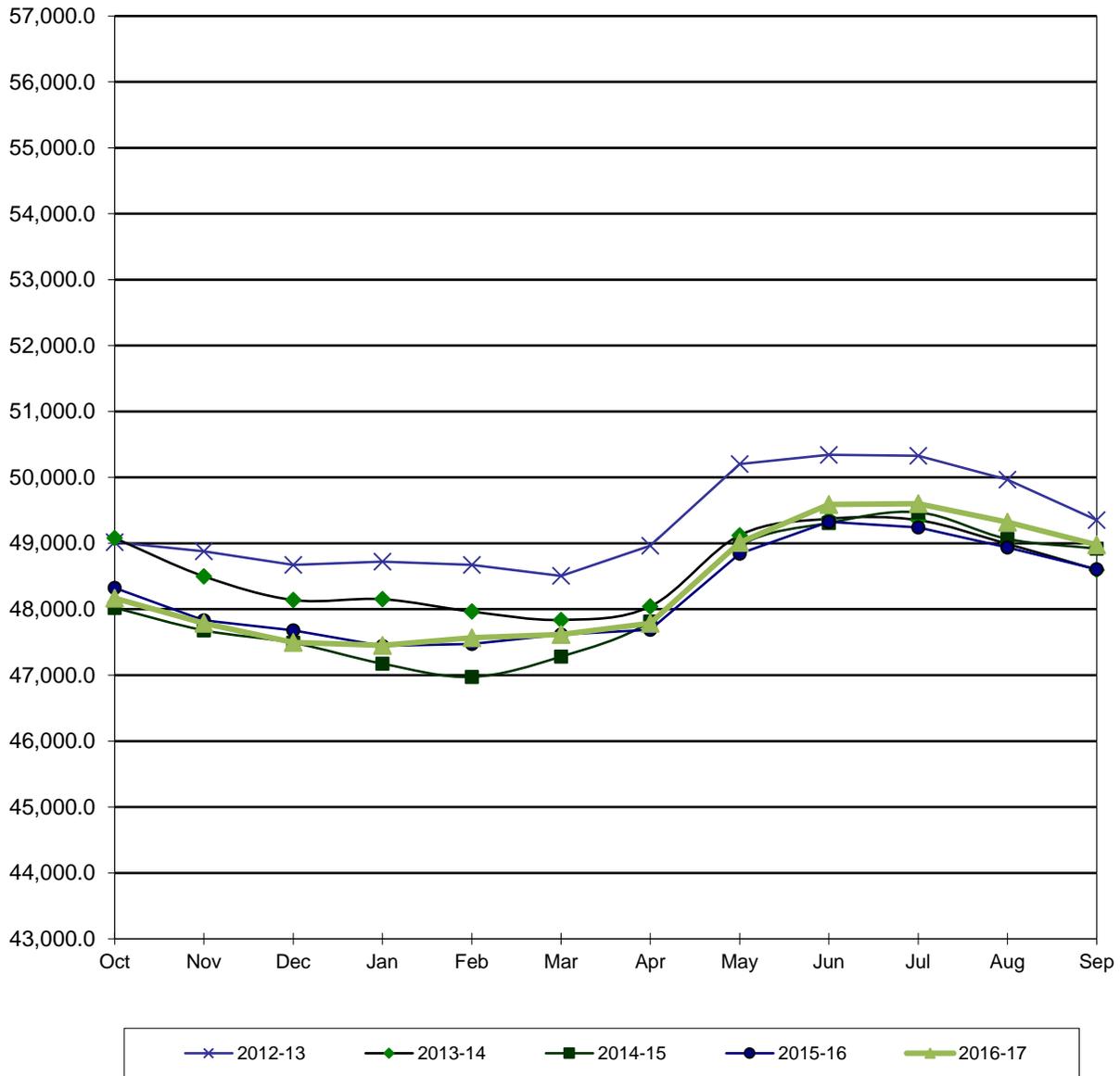


Comment: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 23, 2017, these positions represent 90.3% of all noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

### STATE OF MICHIGAN ACTIVE CLASSIFIED EMPLOYMENT FIGURES Fiscal Years 2012-13 through 2016-17



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

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

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: September 23, 2017

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	424.0	0.0	3.0	9.0	0.0	22.0	1.0	459.0	0.0	459.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>424.0</b>	<b>0.0</b>	<b>3.0</b>	<b>9.0</b>	<b>0.0</b>	<b>22.0</b>	<b>1.0</b>	<b>459.0</b>	<b>0.0</b>	<b>459.0</b>
ATY GNRL CENTRAL OFFICE	1101	466.0	1.0	0.0	23.0	0.0	0.0	0.0	490.0	0.0	490.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
<b>ATTORNEY GENERAL</b>		<b>475.0</b>	<b>1.0</b>	<b>0.0</b>	<b>24.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>500.0</b>	<b>0.0</b>	<b>500.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	112.0	0.0	11.0	16.0	0.0	1.0	0.0	140.0	0.0	140.0
<b>AUDITOR GENERAL</b>		<b>112.0</b>	<b>0.0</b>	<b>11.0</b>	<b>16.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>140.0</b>	<b>0.0</b>	<b>140.0</b>
CIV RGHT CENTRAL OFFICE	1501	81.0	0.0	0.0	2.0	0.0	1.0	0.0	84.0	0.0	84.0
<b>CIVIL RIGHTS</b>		<b>81.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>84.0</b>	<b>0.0</b>	<b>84.0</b>
CIVIL SERVICE COMMISSION	1901	408.0	1.0	3.0	18.0	0.0	19.0	0.0	449.0	0.0	449.0
<b>CIVIL SERVICE COMMISSION</b>		<b>408.0</b>	<b>1.0</b>	<b>3.0</b>	<b>18.0</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>449.0</b>	<b>0.0</b>	<b>449.0</b>
DETROIT DETENTION CENTER	4754	62.0	0.0	0.0	0.0	0.0	0.0	0.0	62.0	0.0	62.0
DETROIT REENTRY CENTER	4764	245.0	0.0	0.0	1.0	0.0	0.0	0.0	246.0	0.0	246.0
DOC-ADRIAN/GUS HARRISON FAC	4729	476.0	0.0	2.0	1.0	0.0	0.0	7.0	486.0	0.0	486.0
DOC-ALGER MAX SECURITY CORRECT	4735	249.0	0.0	0.0	1.0	0.0	0.0	0.0	250.0	0.0	250.0
DOC-BARAGA FACILITY	4740	289.0	0.0	0.0	0.0	0.0	0.0	1.0	290.0	0.0	290.0
DOC-BELLAMY CREEK FACILITY	4748	404.0	0.0	0.0	1.0	0.0	0.0	0.0	405.0	0.0	405.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	459.0	0.0	0.0	1.0	0.0	0.0	0.0	460.0	0.0	460.0
DOC-CARSON CITY FAC/CARSON CIT	4731	418.0	0.0	0.0	0.0	0.0	2.0	2.0	422.0	0.0	422.0
DOC-CENTRAL MICHIGAN FACILITY	4744	403.0	0.0	0.0	1.0	0.0	0.0	0.0	404.0	0.0	404.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	476.0	1.0	0.0	0.0	0.0	1.0	1.0	479.0	0.0	479.0
DOC-COOPER STREET FACILITY	4752	379.0	5.0	0.0	1.0	0.0	0.0	1.0	386.0	0.0	386.0
DOC-CORRECTN CENTRAL OFFICE	4702	507.0	0.0	0.0	15.0	0.0	40.0	0.0	562.0	0.0	562.0
DOC-COTTON FACILITY	4720	397.0	0.0	0.0	3.0	0.0	0.0	0.0	400.0	0.0	400.0
DOC-EGELER FACILITY	4727	553.0	1.0	0.0	1.0	0.0	0.0	2.0	557.0	0.0	557.0
DOC-FIELD OPERATION REGION III	4763	803.0	7.0	1.0	2.0	0.0	0.0	0.0	813.0	0.0	813.0
DOC-FIELD OPERATIONS REGION I	4761	812.0	1.0	0.0	2.0	0.0	0.0	3.0	818.0	0.0	818.0
DOC-HANDLON MI TRAINING UNT	4705	300.0	0.0	0.0	3.0	0.0	0.0	0.0	303.0	0.0	303.0
DOC-HURON VALLEY CORR COMPLEX	4715	553.0	3.0	0.0	1.0	0.0	0.0	1.0	558.0	0.0	558.0
DOC-IONIA MAXIMUM FACILITY	4724	276.0	0.0	0.0	1.0	0.0	0.0	1.0	278.0	0.0	278.0
DOC-JACKSON CENTRAL REGION	4750	94.0	0.0	0.0	0.0	0.0	0.0	0.0	94.0	0.0	94.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	272.0	0.0	0.0	1.0	0.0	0.0	1.0	274.0	0.0	274.0

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

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: September 23, 2017

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-LAKELAND MENS FACILITY	4718	280.0	0.0	0.0	1.0	0.0	0.0	0.0	281.0	0.0	281.0
DOC-MACOMB FACILITY	4741	317.0	1.0	0.0	1.0	0.0	0.0	3.0	322.0	0.0	322.0
DOC-MARQUETTE BRANCH PRISON	4706	335.0	1.0	0.0	1.0	0.0	0.0	1.0	338.0	0.0	338.0
DOC-MAXEY CORRECTIONAL	4749	285.0	0.0	0.0	1.0	0.0	0.0	1.0	287.0	0.0	287.0
DOC-MICHIGAN REFORMATORY	4707	278.0	0.0	0.0	1.0	0.0	1.0	1.0	281.0	0.0	281.0
DOC-MICHIGAN STATE INDUSTRIES	4709	52.0	0.0	0.0	0.0	0.0	1.0	0.0	53.0	0.0	53.0
DOC-MUSKEGON FACILITY	4704	217.0	0.0	0.0	1.0	0.0	0.0	0.0	218.0	0.0	218.0
DOC-NEWBERRY FACILITY	4743	209.0	0.0	2.0	1.0	0.0	0.0	0.0	212.0	0.0	212.0
DOC-OAKS FACILITY	4739	292.0	1.0	0.0	1.0	0.0	0.0	3.0	297.0	0.0	297.0
DOC-OJIBWAY FACILITY	4746	199.0	2.0	0.0	1.0	0.0	1.0	0.0	203.0	0.0	203.0
DOC-PARNALL FACILITY	4751	267.0	0.0	1.0	4.0	0.0	0.0	0.0	272.0	0.5	271.5
DOC-SAGINAW FACILITY	4742	292.0	0.0	0.0	2.0	0.0	2.0	3.0	299.0	0.0	299.0
DOC-ST. LOUIS FACILITY	4733	319.0	0.0	1.0	2.0	0.0	0.0	2.0	324.0	0.0	324.0
DOC-THUMB FACILITY	4725	307.0	0.0	0.0	1.0	0.0	1.0	2.0	311.0	0.0	311.0
NTHRN REGION ADMIN AND SUPPORT	4714	31.0	0.0	0.0	1.0	0.0	0.0	0.0	32.0	0.0	32.0
SOUTHERN REGION - IONIA	4711	33.0	0.0	0.0	0.0	0.0	0.0	0.0	33.0	0.0	33.0
<b>CORRECTIONS</b>		<b>12,140.0</b>	<b>23.0</b>	<b>7.0</b>	<b>55.0</b>	<b>0.0</b>	<b>49.0</b>	<b>36.0</b>	<b>12,310.0</b>	<b>0.5</b>	<b>12,309.5</b>
EDUCATION	3103	432.0	3.0	3.0	23.0	48.0	12.0	0.0	521.0	0.0	521.0
<b>EDUCATION</b>		<b>432.0</b>	<b>3.0</b>	<b>3.0</b>	<b>23.0</b>	<b>48.0</b>	<b>12.0</b>	<b>0.0</b>	<b>521.0</b>	<b>0.0</b>	<b>521.0</b>
DEQ-ENVIRONMENTAL QUALITY	7601	1,091.0	3.0	15.0	35.0	0.0	14.0	0.0	1,158.0	0.5	1,157.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,091.0</b>	<b>3.0</b>	<b>15.0</b>	<b>35.0</b>	<b>0.0</b>	<b>14.0</b>	<b>0.0</b>	<b>1,158.0</b>	<b>0.5</b>	<b>1,157.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	1.0	59.0	0.0	0.0	0.0	60.0	0.0	60.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>59.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>60.0</b>	<b>0.0</b>	<b>60.0</b>
DEPT OF INS AND FIN SERVICE	6501	273.0	1.0	0.0	21.0	0.0	6.0	0.0	301.0	0.0	301.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>273.0</b>	<b>1.0</b>	<b>0.0</b>	<b>21.0</b>	<b>0.0</b>	<b>6.0</b>	<b>0.0</b>	<b>301.0</b>	<b>0.0</b>	<b>301.0</b>
LICENSING & REGULATORY AFFAIRS	6401	1,832.0	2.0	9.0	50.0	6.0	61.0	1.0	1,961.0	0.0	1,961.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>1,832.0</b>	<b>2.0</b>	<b>9.0</b>	<b>50.0</b>	<b>6.0</b>	<b>61.0</b>	<b>1.0</b>	<b>1,961.0</b>	<b>0.0</b>	<b>1,961.0</b>
MDHHS-CARO CENTER	3902	285.0	0.0	0.0	37.0	0.0	0.0	4.0	326.0	0.0	326.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,257.0	0.0	2.0	38.0	0.0	17.0	1.0	1,315.0	0.0	1,315.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	516.0	1.0	0.0	2.0	0.0	6.0	2.0	527.0	0.0	527.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	215.0	0.0	0.0	6.0	0.0	6.0	5.0	232.0	0.0	232.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	396.0	0.0	0.0	37.0	0.0	0.0	5.0	438.0	0.0	438.0

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

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: September 23, 2017

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MDHHS-OFF OF THE INSPECTOR GEN	3947	41.0	0.0	0.0	0.0	0.0	0.0	0.0	41.0	0.0	41.0
MDHHS-WALTER P.REUTHER PSY HS	3945	330.0	0.0	0.0	3.0	0.0	2.0	2.0	337.0	0.0	337.0
<b>MDHHS - COMMUNITY HEALTH</b>		<b>3,040.0</b>	<b>1.0</b>	<b>2.0</b>	<b>123.0</b>	<b>0.0</b>	<b>31.0</b>	<b>19.0</b>	<b>3,216.0</b>	<b>0.0</b>	<b>3,216.0</b>
MDHHS-BERRIEN COUNTY	4322	145.0	0.0	0.0	3.0	3.0	0.0	0.0	151.0	0.0	151.0
MDHHS-CALHOUN COUNTY	4323	144.0	0.0	0.0	2.0	0.0	0.0	0.0	146.0	0.0	146.0
MDHHS-COUNTIES	4308	2,616.0	0.0	0.0	61.0	25.0	0.0	2.0	2,704.0	0.0	2,704.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,769.0	0.0	7.0	73.0	32.0	13.0	1.0	2,895.0	0.0	2,895.0
MDHHS-GENESEE COUNTY	4302	429.0	0.0	0.0	21.0	0.0	0.0	0.0	450.0	0.0	450.0
MDHHS-INGHAM COUNTY	4312	234.0	0.0	0.0	21.0	1.0	0.0	0.0	256.0	0.0	256.0
MDHHS-INSTITUTIONS	4307	63.0	0.0	16.0	1.0	0.0	0.0	0.0	80.0	0.0	80.0
MDHHS-JACKSON COUNTY	4315	153.0	0.0	0.0	5.0	0.0	0.0	0.0	158.0	0.0	158.0
MDHHS-KALAMAZOO COUNTY	4314	254.0	0.0	0.0	6.0	0.0	0.0	0.0	260.0	0.0	260.0
MDHHS-KENT COUNTY	4303	428.0	0.0	0.0	2.0	8.0	0.0	0.0	438.0	0.0	438.0
MDHHS-MACOMB COUNTY	4304	432.0	0.0	0.0	6.0	0.0	0.0	1.0	439.0	3.5	435.5
MDHHS-MUSKEGON COUNTY	4324	218.0	0.0	0.0	1.0	0.0	0.0	0.0	219.0	0.0	219.0
MDHHS-OAKLAND COUNTY	4305	470.0	0.0	0.0	42.0	0.0	0.0	0.0	512.0	0.0	512.0
MDHHS-SAGINAW COUNTY	4313	169.0	0.0	0.0	7.0	0.0	0.0	0.0	176.0	0.0	176.0
MDHHS-WASHTENAW	4325	148.0	0.0	0.0	14.0	0.0	0.0	1.0	163.0	0.0	163.0
MDHHS-WAYNE COUNTY DSS	4306	79.0	0.0	0.0	9.0	0.0	0.0	0.0	88.0	0.0	88.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	589.0	0.0	0.0	0.0	0.0	1.0	1.0	591.0	0.0	591.0
MDHHS-WAYNE COUNTY ZONE 3	4318	447.0	0.0	0.0	10.0	0.0	0.0	0.0	457.0	0.0	457.0
MDHHS-WAYNE COUNTY ZONE 4	4319	425.0	0.0	0.0	3.0	0.0	0.0	2.0	430.0	0.0	430.0
MDHHS-WAYNE COUNTY ZONE L	4316	344.0	0.0	0.0	5.0	0.0	0.0	0.0	349.0	0.0	349.0
<b>MDHHS - HUMAN SERVICES</b>		<b>10,556.0</b>	<b>0.0</b>	<b>23.0</b>	<b>292.0</b>	<b>69.0</b>	<b>14.0</b>	<b>8.0</b>	<b>10,962.0</b>	<b>3.5</b>	<b>10,958.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	164.0	5.0	4.0	5.0	0.0	2.0	1.0	181.0	0.5	180.5
GRAND RAPIDS HOME FOR VETERANS	5102	188.0	13.0	18.0	2.0	1.0	8.0	0.0	230.0	0.0	230.0
MIL AFFR CENTRAL OFFICE	5101	286.0	0.0	7.0	30.0	22.0	25.0	0.0	370.0	0.0	370.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>638.0</b>	<b>18.0</b>	<b>29.0</b>	<b>37.0</b>	<b>23.0</b>	<b>35.0</b>	<b>1.0</b>	<b>781.0</b>	<b>0.5</b>	<b>780.5</b>
DNR-NATURAL RESOURCES	7501	1,374.0	1.0	53.0	34.0	265.0	1,130.0	3.0	2,860.0	0.0	2,860.0
<b>NATURAL RESOURCES</b>		<b>1,374.0</b>	<b>1.0</b>	<b>53.0</b>	<b>34.0</b>	<b>265.0</b>	<b>1,130.0</b>	<b>3.0</b>	<b>2,860.0</b>	<b>0.0</b>	<b>2,860.0</b>
DEPARTMENT OF STATE	2301	1,172.0	0.0	87.0	43.0	0.0	228.0	0.0	1,530.0	0.0	1,530.0
<b>STATE</b>		<b>1,172.0</b>	<b>0.0</b>	<b>87.0</b>	<b>43.0</b>	<b>0.0</b>	<b>228.0</b>	<b>0.0</b>	<b>1,530.0</b>	<b>0.0</b>	<b>1,530.0</b>

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

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: September 23, 2017

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
STATE POLICE	5501	2,875.0	11.0	9.0	47.0	0.0	17.0	9.0	2,968.0	0.0	2,968.0
<b>STATE POLICE</b>		<b>2,875.0</b>	<b>11.0</b>	<b>9.0</b>	<b>47.0</b>	<b>0.0</b>	<b>17.0</b>	<b>9.0</b>	<b>2,968.0</b>	<b>0.0</b>	<b>2,968.0</b>
TED - LANDBANK AUTHORITY	1802	5.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	5.0
TED - MSF - MEDC	1804	121.0	0.0	0.0	6.0	0.0	1.0	0.0	128.0	0.0	128.0
TED - MSHDA	1803	251.0	4.0	4.0	11.0	0.0	14.0	0.0	284.0	0.0	284.0
TED - TALENT INVESTMENT AGY	1801	718.0	2.0	0.0	52.0	3.0	4.0	0.0	779.0	0.0	779.0
<b>TALENT &amp; ECONOMIC DEVELOPMENT</b>		<b>1,095.0</b>	<b>6.0</b>	<b>4.0</b>	<b>69.0</b>	<b>3.0</b>	<b>19.0</b>	<b>0.0</b>	<b>1,196.0</b>	<b>0.0</b>	<b>1,196.0</b>
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,790.0	1.0	0.0	40.0	0.0	80.0	0.0	1,911.0	0.0	1,911.0
TECH, MGMT AND BUDGET - MB	0701	1,002.0	15.0	2.0	81.0	0.0	52.0	0.0	1,152.0	0.0	1,152.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,792.0</b>	<b>16.0</b>	<b>2.0</b>	<b>122.0</b>	<b>0.0</b>	<b>132.0</b>	<b>0.0</b>	<b>3,064.0</b>	<b>0.0</b>	<b>3,064.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	36.0	0.0	67.0	0.0	67.0
BRIDGE AUTHORITIES-MACKINAC	5902	34.0	0.0	21.0	31.0	0.0	10.0	1.0	97.0	0.0	97.0
TRANSPORTATION CENTRAL OFFICE	5901	2,333.0	4.0	17.0	64.0	16.0	188.0	9.0	2,631.0	1.0	2,630.0
<b>TRANSPORTATION</b>		<b>2,398.0</b>	<b>4.0</b>	<b>38.0</b>	<b>95.0</b>	<b>16.0</b>	<b>234.0</b>	<b>10.0</b>	<b>2,795.0</b>	<b>1.0</b>	<b>2,794.0</b>
BUREAU OF STATE LOTTERY	2795	172.0	0.0	0.0	4.0	0.0	28.0	0.0	204.0	0.0	204.0
GAMING CONTROL	2707	117.0	0.0	3.0	11.0	0.0	10.0	0.0	141.0	0.0	141.0
STATE BUILDING AUTHORITY	2704	3.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,258.0	0.0	3.0	38.0	0.0	21.0	1.0	1,321.0	0.0	1,321.0
<b>TREASURY</b>		<b>1,550.0</b>	<b>0.0</b>	<b>6.0</b>	<b>53.0</b>	<b>0.0</b>	<b>59.0</b>	<b>1.0</b>	<b>1,669.0</b>	<b>0.0</b>	<b>1,669.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,758.0</b>	<b>91.0</b>	<b>305.0</b>	<b>1,227.0</b>	<b>430.0</b>	<b>2,084.0</b>	<b>89.0</b>	<b>48,984.0</b>	<b>6.0</b>	<b>48,978.0</b>

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

**STATE OF MICHIGAN**  
**FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT**  
**FISCAL YEAR 2016-17 SUMMARY**

Department		Fiscal Year 2017 Appropriated FTE Positions (A)	Fiscal Year 2017 Average FTE Positions (B)	Fiscal Year 2016 Average FTE Positions (C)	FY 2016 and FY 2017 Difference (B - C)	FY 2017 Average and Appropriated Difference (B - A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>	Regular	473.0	422.5	401.6	20.9	-50.5
	Overtime	0.0	0.6	0.9	-0.3	0.6
	Total	473.0	423.1	402.5	20.5	-49.9
<b>ATTORNEY GENERAL</b>	Regular	527.0	477.5	467.3	10.2	-49.5
	Overtime	0.0	0.1	0.2	-0.1	0.1
	Total	527.0	477.7	467.6	10.1	-49.3
<b>AUDITOR GENERAL</b>	Regular	0.0	147.7	149.2	-1.5	147.7
	Overtime	0.0	0.2	0.3	0.0	0.2
	Total	0.0	147.9	149.4	-1.5	147.9
<b>CIVIL RIGHTS</b>	Regular	129.0	82.3	90.3	-8.0	-46.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	129.0	82.3	90.3	-8.0	-46.7
<b>CIVIL SERVICE COMMISSION</b>	Regular	450.0	410.7	411.3	-0.6	-39.3
	Overtime	0.0	1.5	1.4	0.1	1.5
	Total	450.0	412.2	412.7	-0.5	-37.8
<b>CORRECTIONS</b>	Regular	13,803.9	12,218.4	12,583.3	-364.9	-1,585.5
	Overtime	0.0	859.9	795.4	64.5	859.9
	Total	13,803.9	13,078.3	13,378.7	-300.4	-725.6
<b>EDUCATION</b>	Regular	597.5	485.7	490.2	-4.4	-111.8
	Overtime	0.0	0.9	0.5	0.4	0.9
	Total	597.5	486.7	490.7	-4.0	-110.8

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

Source: Michigan Civil Service Commission MPR-0160

**STATE OF MICHIGAN**  
**FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT**  
**FISCAL YEAR 2016-17 SUMMARY**

Department		Fiscal Year 2017 Appropriated FTE Positions (A)	Fiscal Year 2017 Average FTE Positions (B)	Fiscal Year 2016 Average FTE Positions (C)	FY 2016 and FY 2017 Difference (B - C)	FY 2017 Average and Appropriated Difference (B - A)
<b>ENVIRONMENTAL QUALITY</b>	Regular	1,232.0	1,096.0	1,086.9	9.1	-136.0
	Overtime	0.0	4.2	8.8	-4.5	4.2
	Total	1,232.0	1,100.2	1,095.7	4.5	-131.8
<b>EXECUTIVE OFFICE</b>	Regular	74.2	55.8	54.5	1.4	-18.4
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	55.8	54.5	1.4	-18.4
<b>INSURANCE AND FINANCIAL SERV</b>	Regular	336.5	290.4	299.8	-9.4	-46.1
	Overtime	0.0	0.2	0.2	0.0	0.2
	Total	336.5	290.6	300.0	-9.4	-45.9
<b>LICENSING AND REGULATORY AFF</b>	Regular	2,170.3	1,874.5	1,864.6	9.9	-295.8
	Overtime	0.0	4.8	4.7	0.0	4.8
	Total	2,170.3	1,879.2	1,869.3	9.9	-291.1
<b>MDHHS - COMMUNITY HEALTH</b>	Regular	3,741.1	3,111.1	3,072.6	38.5	-630.0
	Overtime	0.0	250.4	228.7	21.6	250.4
	Total	3,741.1	3,361.5	3,301.3	60.1	-379.6
<b>MDHHS - HUMAN SERVICES</b>	Regular	11,823.4	10,614.0	10,554.9	59.1	-1,209.4
	Overtime	0.0	81.1	82.6	-1.6	81.1
	Total	11,823.4	10,695.1	10,637.5	57.5	-1,128.3
<b>MILITARY &amp; VETERAN AFFAIRS</b>	Regular	898.5	711.1	725.1	-14.0	-187.4
	Overtime	0.0	29.2	29.0	0.2	29.2
	Total	898.5	740.3	754.1	-13.8	-158.2
<b>NATURAL RESOURCES</b>	Regular	2,236.8	2,100.8	2,092.1	8.7	-136.0
	Overtime	0.0	33.3	33.4	-0.1	33.3
	Total	2,236.8	2,134.0	2,125.5	8.5	-102.8

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

Source: Michigan Civil Service Commission MPR-0160

**STATE OF MICHIGAN**  
**FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT**  
**FISCAL YEAR 2016-17 SUMMARY**

Department		Fiscal Year 2017 Appropriated FTE Positions (A)	Fiscal Year 2017 Average FTE Positions (B)	Fiscal Year 2016 Average FTE Positions (C)	FY 2016 and FY 2017 Difference (B - C)	FY 2017 Average and Appropriated Difference (B - A)
STATE	Regular	1,587.0	1,384.7	1,413.4	-28.7	-202.3
	Overtime	0.0	18.7	12.2	6.4	18.7
	Total	1,587.0	1,403.4	1,425.6	-22.2	-183.6
STATE POLICE	Regular	3,226.0	2,817.1	2,722.3	94.8	-408.9
	Overtime	0.0	212.6	200.2	12.4	212.6
	Total	3,226.0	3,029.7	2,922.5	107.2	-196.3
TALENT & ECONOMIC DEVELOPMENT	Regular	1,609.0	1,173.2	1,202.0	-28.8	-435.8
	Overtime	0.0	3.5	1.0	2.5	3.5
	Total	1,609.0	1,176.7	1,203.0	-26.3	-432.3
TECH, MGMT AND BUDGET	Regular	2,427.0	2,890.8	2,820.7	70.1	463.8
	Overtime	0.0	34.2	37.0	-2.8	34.2
	Total	2,427.0	2,925.1	2,857.7	67.3	498.1
TRANSPORTATION	Regular	2,912.3	2,639.1	2,656.4	-17.3	-273.2
	Overtime	0.0	113.1	117.7	-4.6	113.1
	Total	2,912.3	2,752.2	2,774.1	-21.9	-160.1
TREASURY	Regular	1,906.5	1,604.4	1,625.4	-21.0	-302.1
	Overtime	0.0	11.0	16.2	-5.2	11.0
	Total	1,906.5	1,615.4	1,641.6	-26.2	-291.1
<b>STATEWIDE TOTALS</b>	<b>Regular</b>	<b>52,161.0</b>	<b>46,607.9</b>	<b>46,783.9</b>	<b>-176.0</b>	<b>-5,553.1</b>
	<b>Overtime</b>	<b>0.0</b>	<b>1,659.4</b>	<b>1,570.4</b>	<b>89.0</b>	<b>1,659.4</b>
	<b>Total</b>	<b>52,161.0</b>	<b>48,267.3</b>	<b>48,354.3</b>	<b>-87.0</b>	<b>-3,893.7</b>

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

Source: Michigan Civil Service Commission MPR-0160

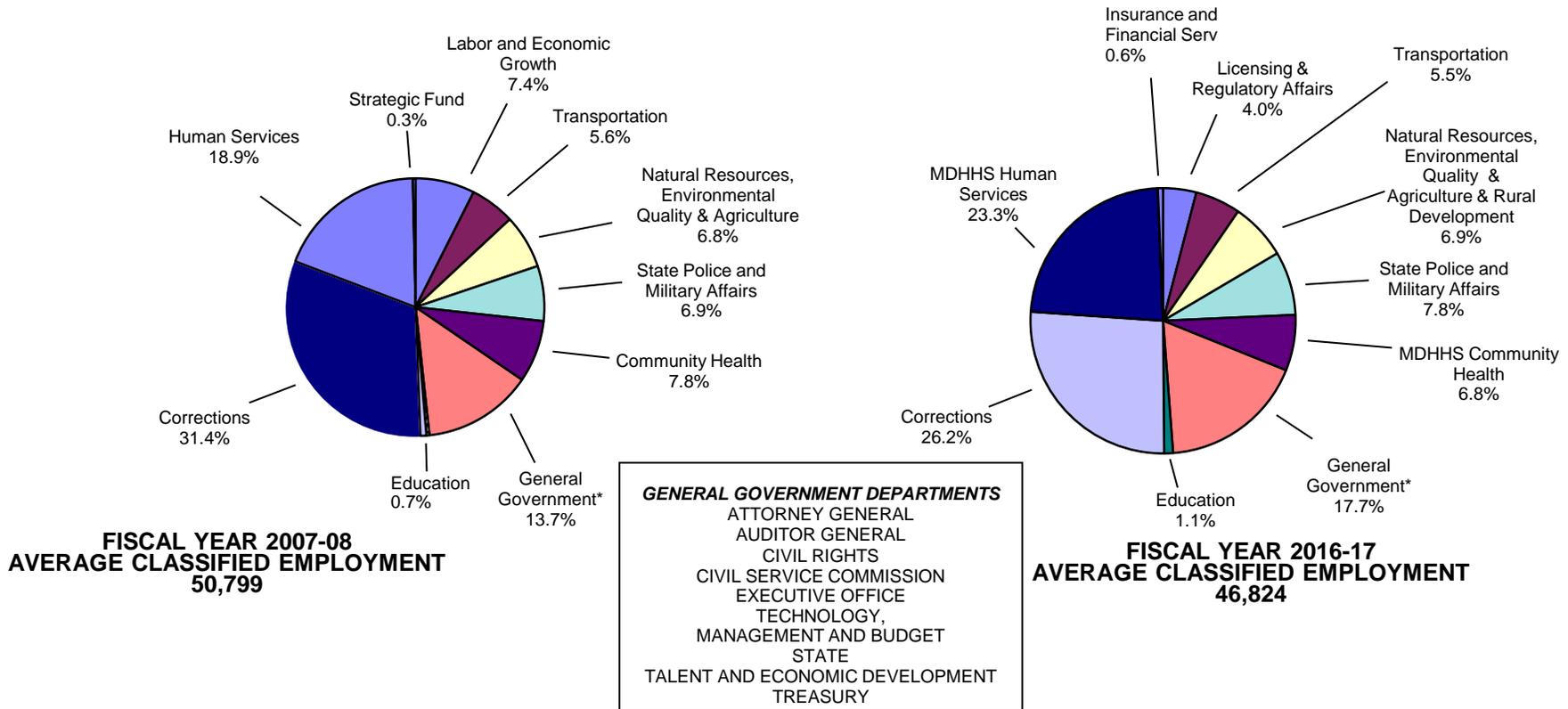
**STATE OF MICHIGAN**  
**NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT**  
**PRIOR AND CURRENT FISCAL YEARS**

Department	2015-2016		2016-2017	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMENT	430.0	0.9 %	459.0	0.9 %
ATTORNEY GENERAL	482.0	1.0 %	500.0	1.0 %
AUDITOR GENERAL	158.0	0.3 %	140.0	0.3 %
CIVIL RIGHTS	88.0	0.2 %	84.0	0.2 %
CIVIL SERVICE COMMISSION	430.0	0.9 %	449.0	0.9 %
CORRECTIONS	12,307.0	25.3 %	12,309.5	25.1 %
EDUCATION	515.0	1.1 %	521.0	1.1 %
ENVIRONMENTAL QUALITY	1,135.5	2.3 %	1,157.5	2.4 %
EXECUTIVE OFFICE	59.0	0.1 %	60.0	0.1 %
INSURANCE AND FINANCIAL SERV	305.0	0.6 %	301.0	0.6 %
LICENSING & REGULATORY AFFAIRS	1,954.0	4.0 %	1,961.0	4.0 %
MDHHS-COMMUNITY HEALTH	3,169.0	6.5 %	3,216.0	6.6 %
MDHHS-HUMAN SERVICES	10,859.0	22.3 %	10,958.5	22.4 %
MILITARY & VETERAN AFFAIRS	758.5	1.6 %	780.5	1.6 %
NATURAL RESOURCES	2,837.0	5.8 %	2,860.0	5.8 %
STATE	1,541.0	3.2 %	1,530.0	3.1 %
STATE POLICE	2,908.0	6.0 %	2,968.0	6.1 %
TALENT & ECONOMIC DEVELOPMENT	1,236.0	2.5 %	1,196.0	2.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,977.0	6.1 %	3,064.0	6.3 %
TRANSPORTATION	2,764.0	5.7 %	2,794.0	5.7 %
TREASURY	1,691.0	3.5 %	1,669.0	3.4 %
<b>TOTAL:</b>	<b>48,604.0</b>	<b>100.0 %</b>	<b>48,978.0</b>	<b>100.0 %</b>

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

Statewide, the number of classified employees increased by 374 from September 24, 2016 to September 23, 2017.

**STATE OF MICHIGAN  
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE  
FISCAL YEARS 2007-08 and 2016-17 COMPARED**



Comments: Statewide, average classified employment decreased by 3,975 positions (8.5%) from FY 2007-08 to FY 2016-17. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 23, 2017 these positions represent 90.3% of all noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

**STATE OF MICHIGAN**  
**AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT**  
**FISCAL YEARS 2007-08 through 2016-17**

Table 1-4

<b>DEPARTMENT</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>	<b>11-12</b>	<b>12-13</b>	<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>
Agriculture & Rural Development <sup>6</sup>	521.1	529.0	446.7	393.1	387.4	400.9	396.8	405.4	411.5	438.7
Attorney General	495.8	493.9	460.6	433.7	461.6	478.5	489.9	481.6	477.4	491.2
Auditor General	137.7	134.8	131.5	133.7	133.4	139.8	134.2	137.2	150.2	149.2
Civil Rights	117.4	112.0	95.0	90.4	94.3	91.7	91.0	93.7	92.0	84.4
Civil Service Commission <sup>1</sup>	537.9	525.8	488.3	413.7	405.3	415.9	414.0	413.6	415.5	417.5
Community Health	3,964.2	4,074.7	3,873.1	3,447.6	3,012.6	3,113.4	3,127.9	--	--	--
Corrections	15,944.2	15,762.2	14,942.8	14,222.5	13,541.0	13,259.4	12,766.0	12,554.5	12,599.8	12,278.1
Education	379.5	404.9	444.5	446.1	475.5	517.7	517.5	515.3	506.6	503.8
Environmental Quality <sup>4</sup>	1,354.3	1,330.0	1,283.0	591.0	1,108.9	1,102.2	1,099.1	1,101.2	1,108.0	1,125.8
Executive Office	46.0	45.4	40.9	37.8	50.9	53.6	58.3	59.8	56.2	59.8
History Arts and Libraries <sup>2</sup>	190.5	181.7	--	--	--	--	--	--	--	--
Human Services	9,581.8	10,168.0	10,414.0	10,364.6	11,058.1	11,771.7	11,387.6	--	--	--
Information Technology	1,670.0	1,708.9	1,720.4	--	--	--	--	--	--	--
Insurance and Financial Serv <sup>8</sup>	--	--	--	--	--	--	291.9	304.7	302.1	296.0
Labor & Economic Growth <sup>3</sup>	3,781.3	4,055.5	--	--	--	--	--	--	--	--
Licensing & Regulatory Affairs <sup>3</sup>	--	--	4,297.6	3,727.1	3,758.3	2,898.8	2,525.0	2,120.0	1,847.2	1,894.6
Management and Budget <sup>5</sup>	937.9	966.9	931.3	--	--	--	--	--	--	--
MDHHS-Community Health	--	--	--	--	--	--	--	3,091.9	3,111.0	3,184.1
MDHHS-Human Services	--	--	--	--	--	--	--	10,954.1	10,746.8	10,898.9
Military and Veterans Affairs	921.2	926.4	897.3	890.6	885.5	800.7	771.7	757.0	749.8	745.3
Natural Resources <sup>4</sup>	1,564.0	1,606.6	1,629.0	858.6	1,555.3	1,530.2	1,553.7	1,612.5	1,665.4	1,682.8
Natural Resources & Environment <sup>4</sup>	--	--	--	1,197.7	--	--	--	--	--	--
State	1,535.1	1,447.0	1,372.2	1,263.3	1,278.7	1,290.0	1,308.2	1,321.2	1,324.5	1,308.7
State Police	2,585.6	2,621.7	2,547.8	2,395.2	2,360.4	2,501.3	2,616.2	2,707.3	2,775.2	2,893.0
Strategic Fund <sup>7</sup>	177.0	192.5	196.7	134.7	636.1	650.6	630.8	--	--	--
Talent & Economic Development <sup>9</sup>	--	--	--	--	--	--	--	1,006.3	1,252.7	1,199.3
Technology, Management & Budget <sup>5</sup>	--	--	--	2,383.7	2,461.2	2,586.8	2,673.9	2,789.2	2,873.8	2,960.2
Transportation	2,854.0	2,891.6	2,844.2	2,638.9	2,636.5	2,570.3	2,572.7	2,570.1	2,600.3	2,593.8
Treasury	<u>1,502.1</u>	<u>1,519.4</u>	<u>1,557.7</u>	<u>1,753.8</u>	<u>1,508.0</u>	<u>1,565.9</u>	<u>1,576.7</u>	<u>1,591.7</u>	<u>1,626.1</u>	<u>1,619.3</u>
<b>TOTAL</b>	<b>50,798.6</b>	<b>51,698.9</b>	<b>50,614.6</b>	<b>47,817.8</b>	<b>47,809.0</b>	<b>47,739.4</b>	<b>47,003.1</b>	<b>46,588.3</b>	<b>46,692.1</b>	<b>46,824.5</b>

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

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

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

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

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

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

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

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

<sup>9</sup> In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Comments: Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 90.3% of all noncareer appointments at the end of FY 2016-17. The count of job share employees is halved. For fiscal-year-to-date-average reports, agencies in the Department of Talent and Economic Development, effective February 17, 2015, are included for the entire fiscal year.

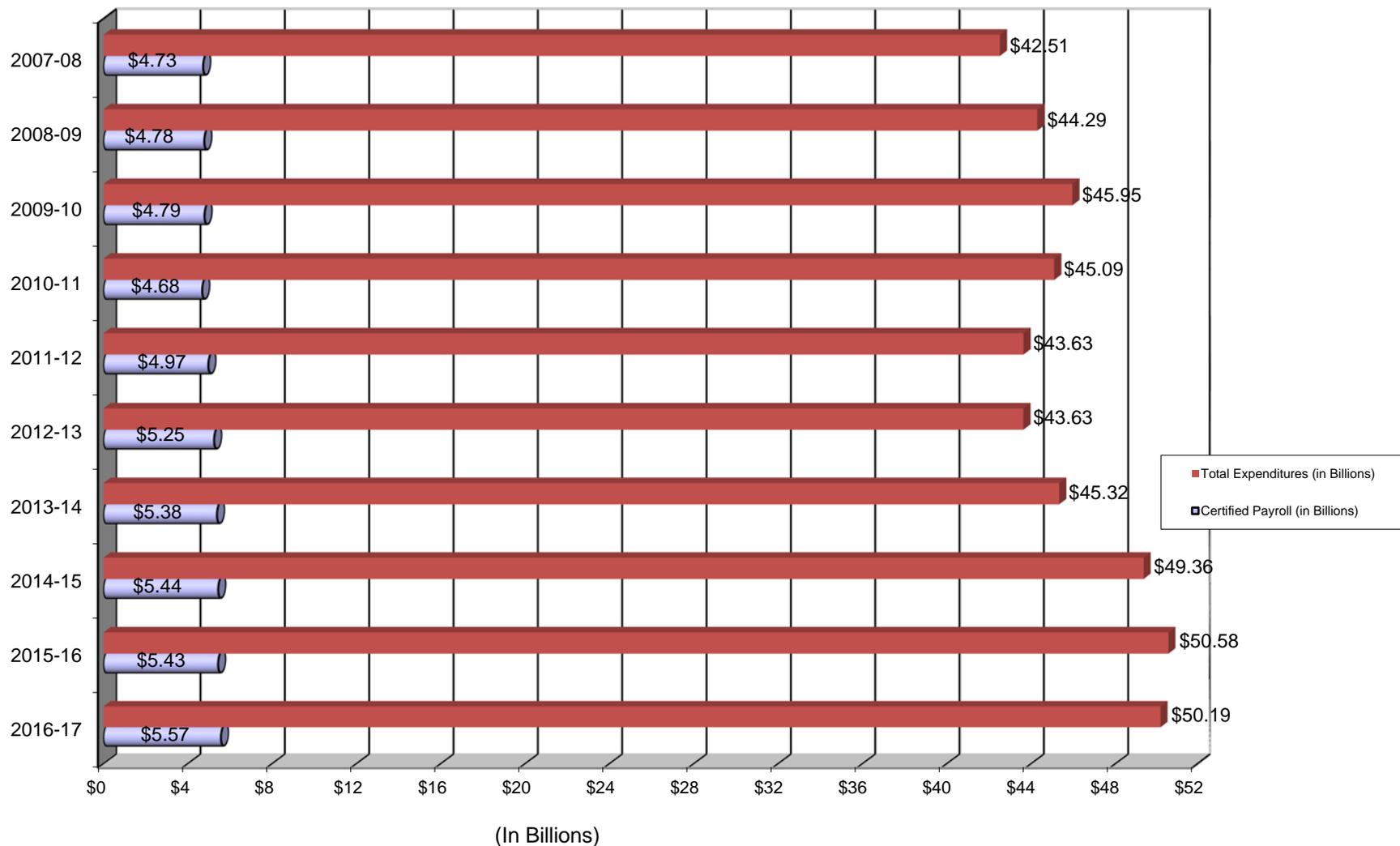
Source: Michigan Civil Service Commission HWF09

## SECTION TWO

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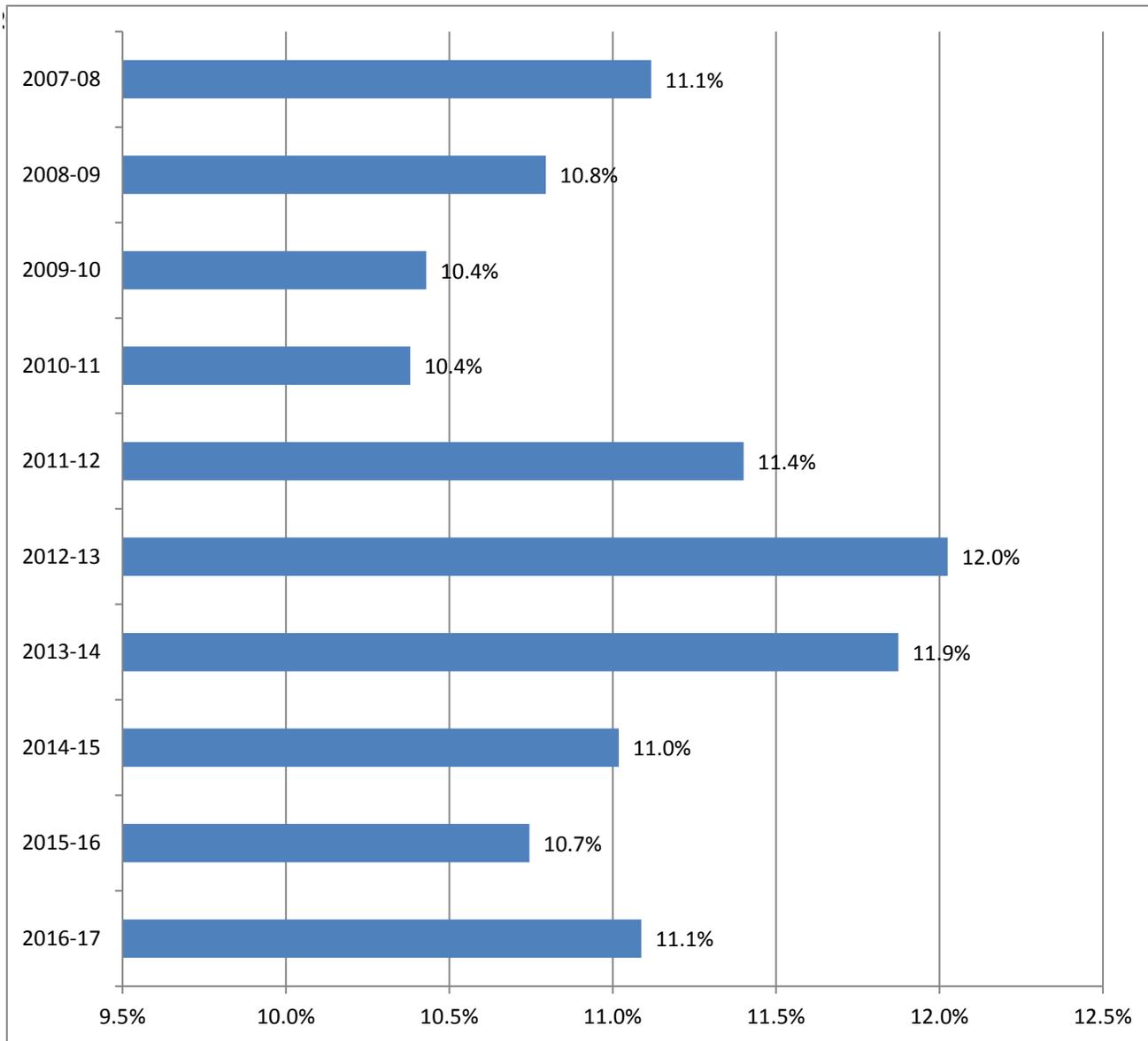
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### 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**

<b>DEPARTMENT</b>	<b>Number of Employees</b>	<b>Percent of Classified Employees</b>	<b>Average Age</b>	<b>Average Pay Rate</b>	<b>Count of Employees Eligible for Longevity</b>	<b>Percent of Department Eligible for Longevity</b>
<b>AGRICULTURE AND RURAL DVLPMNT</b>	459	0.9 %	46.6	\$31.04	289	63.0 %
<b>ATTORNEY GENERAL</b>	500	1.0 %	47.5	\$40.65	296	59.2 %
<b>AUDITOR GENERAL</b>	140	0.3 %	40.5	\$37.97	82	58.6 %
<b>CIVIL RIGHTS</b>	84	0.2 %	47.3	\$31.61	63	75.0 %
<b>CIVIL SERVICE COMMISSION</b>	449	0.9 %	45.2	\$31.36	313	69.7 %
<b>CORRECTIONS</b>	12,310	25.1 %	44.6	\$26.50	8,640	70.2 %
<b>EDUCATION</b>	521	1.1 %	49.0	\$35.09	321	61.6 %
<b>ENVIRONMENTAL QUALITY</b>	1,158	2.4 %	47.3	\$32.90	832	71.8 %
<b>EXECUTIVE OFFICE</b>	60	0.1 %	39.5	\$37.61	20	33.3 %
<b>INSURANCE AND FINANCIAL SERV</b>	301	0.6 %	43.6	\$35.14	230	76.4 %
<b>LICENSING &amp; REGULATORY AFFAIRS</b>	1,961	4.0 %	47.1	\$31.87	1,340	68.3 %
<b>MDHHS - COMMUNITY HEALTH</b>	3,216	6.6 %	46.7	\$29.67	1,928	60.0 %
<b>MDHHS - HUMAN SERVICES</b>	10,962	22.4 %	44.1	\$26.87	7,485	68.3 %
<b>MILITARY &amp; VETERAN AFFAIRS</b>	781	1.6 %	47.1	\$25.35	475	60.8 %
<b>NATURAL RESOURCES</b>	2,860	5.8 %	41.2	\$20.96	1,203	42.1 %
<b>STATE</b>	1,530	3.1 %	43.9	\$23.34	839	54.8 %
<b>STATE POLICE</b>	2,968	6.1 %	41.2	\$31.11	1,916	64.6 %
<b>TALENT &amp; ECONOMIC DEVELOPMENT</b>	1,196	2.4 %	49.3	\$30.26	985	82.4 %
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>	3,064	6.3 %	46.4	\$32.77	1,797	58.6 %
<b>TRANSPORTATION</b>	2,795	5.7 %	46.0	\$29.13	1,930	69.1 %
<b>TREASURY</b>	1,669	3.4 %	45.9	\$30.52	1,071	64.2 %
<b>STATEWIDE TOTALS:</b>	<b>48,984</b>	<b>100.0 %</b>	<b>44.8</b>	<b>\$28.20</b>	<b>32,055</b>	<b>65.4 %</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. 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
<b>STATEWIDE TOTAL</b>	<b>49,378</b>	<b>48,617</b>	<b>48,294</b>	<b>48,610</b>	<b>48,984</b>

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
<b>Legally Required Payments</b>					
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
<b>Total Legally Required Payments</b>	8.51 %	8.33 %	8.17 %	7.98 %	7.97 %
<b>Group Insurance</b>					
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
<b>Total Group Insurance</b>	20.81 %	21.66 %	20.63 %	21.07 %	21.04 %
<b>Other Cash Payments</b>					
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
<b>Total Other Cash Payments</b>	.84 %	.95 %	1.06 %	.99 %	1.02 %
<b>Pension Items</b>					
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
<b>Total Pension Items</b>	49.99 %	54.56 %	54.79 %	51.42 %	51.65 %
<b>Total Employee Benefits</b>	<b>80.16 %</b>	<b>85.49 %</b>	<b>84.65 %</b>	<b>81.46 %</b>	<b>81.68 %</b>

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 %
<b>STATEWIDE TOTALS:</b>	<b>46,900</b>	<b>18,331</b>	<b>39 %</b>	<b>22,535</b>	<b>48 %</b>	<b>351</b>	<b>1 %</b>	<b>1,386</b>	<b>3 %</b>	<b>42,763</b>	<b>91 %</b>	<b>1,048</b>	<b>2 %</b>	<b>126</b>	<b>0 %</b>

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 %
<b>STATEWIDE TOTALS:</b>	<b>46,900</b>	<b>44,093</b>	<b>94 %</b>	<b>39,617</b>	<b>84 %</b>	<b>1,454</b>	<b>3 %</b>	<b>44,714</b>	<b>95 %</b>	<b>2,050</b>	<b>4 %</b>	<b>1,373</b>	<b>3 %</b>

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

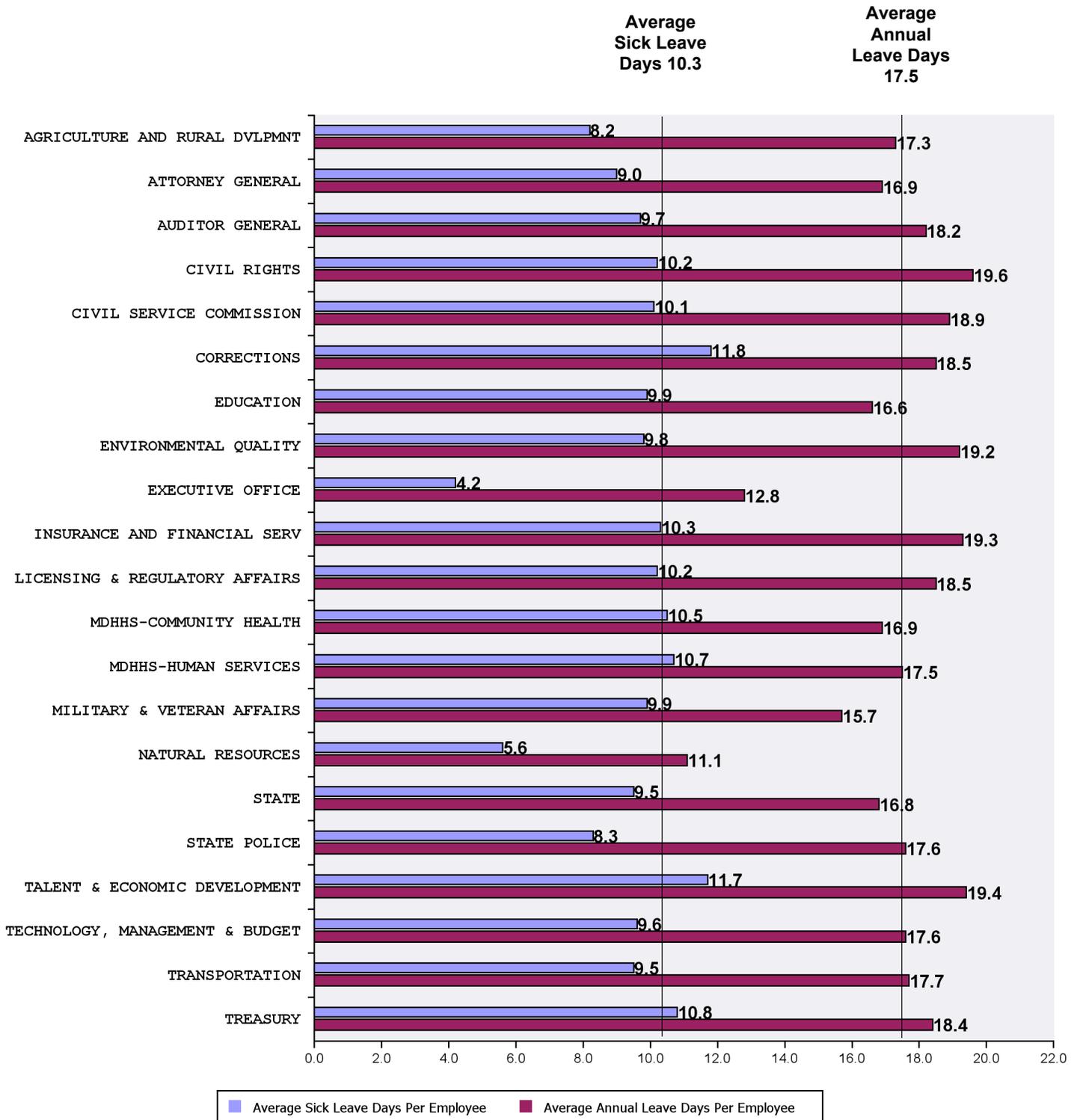
**STATE OF MICHIGAN  
STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2012-13 through 2016-17**

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

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

<b>DEPARTMENT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
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
<b>STATEWIDE AVERAGE</b>	<b>10.3</b>	<b>17.5</b>	<b>27.8</b>

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**

<b>DEPARTMENT</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>
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
<b>STATEWIDE AVERAGE</b>	<b>10.7</b>	<b>10.7</b>	<b>10.2</b>	<b>10.2</b>	<b>10.3</b>

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 DVLPMENT	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
<b>STATEWIDE</b>	<b>52,771</b>	<b>4,355,829.9</b>	<b>82.5</b>	<b>10.3</b>

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
<b>STATEWIDE</b>	<b>52,771</b>	<b>7,397,260.6</b>	<b>140.2</b>	<b>17.5</b>	<b>52,771</b>	<b>31,003.2</b>	<b>0.6</b>	<b>0.1</b>

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**

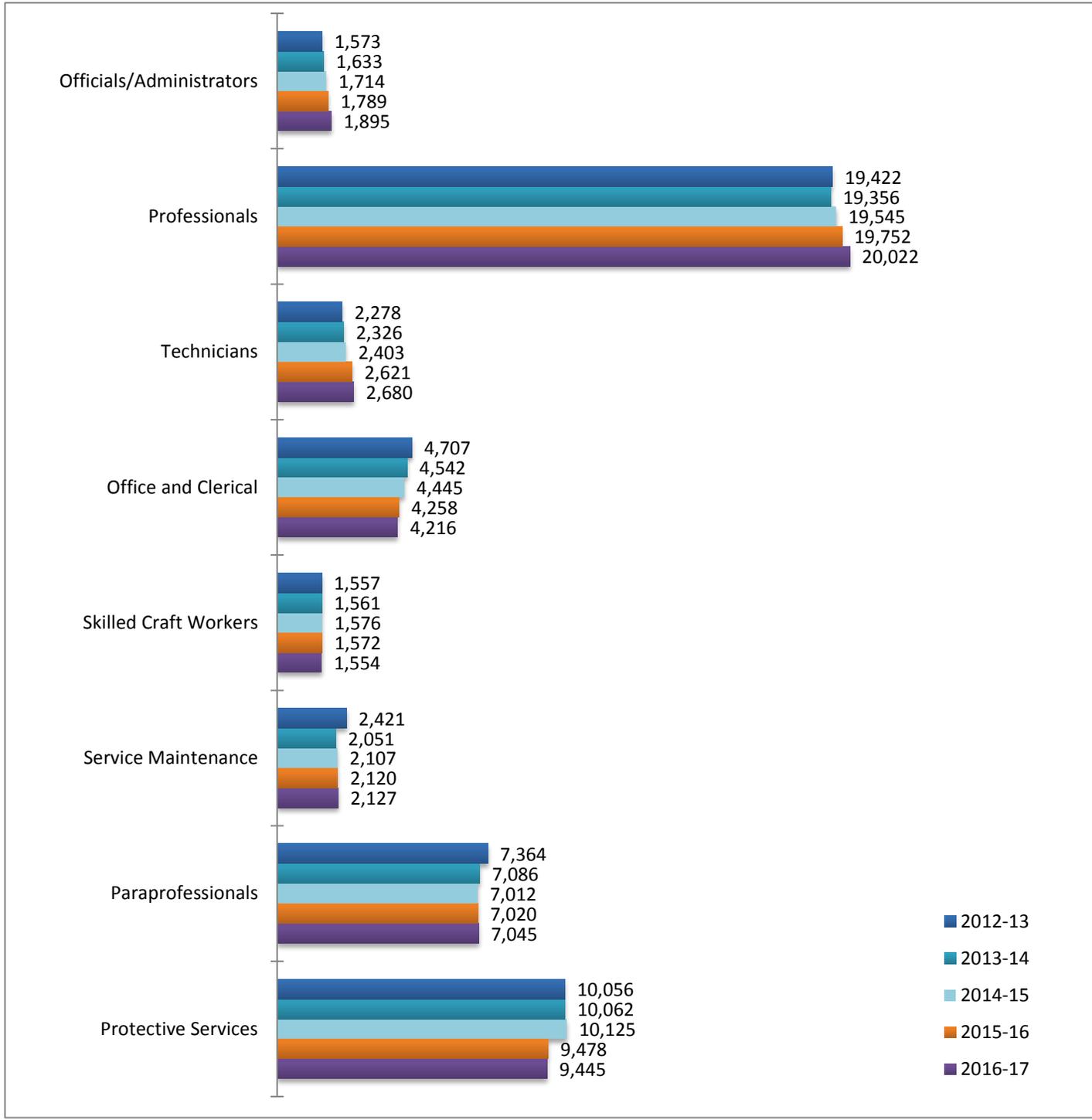
**Pay End Date: September 23, 2017**

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
<b>Statewide Total:</b>	<b>299</b>	<b>2,009</b>	<b>4,101</b>	<b>4,985</b>	<b>5,757</b>	<b>6,417</b>	<b>7,649</b>	<b>6,991</b>	<b>5,862</b>	<b>3,555</b>	<b>1,064</b>	<b>295</b>	<b>48,984</b>
<b>Average Age:</b>	<b>19.1</b>	<b>22.9</b>	<b>27.6</b>	<b>32.5</b>	<b>37.6</b>	<b>42.5</b>	<b>47.5</b>	<b>52.5</b>	<b>57.4</b>	<b>62.1</b>	<b>66.9</b>	<b>73.3</b>	<b>44.8</b>

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
<b>Grand Total:</b>	<b>44,758</b>	<b>4,226</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 HWF55



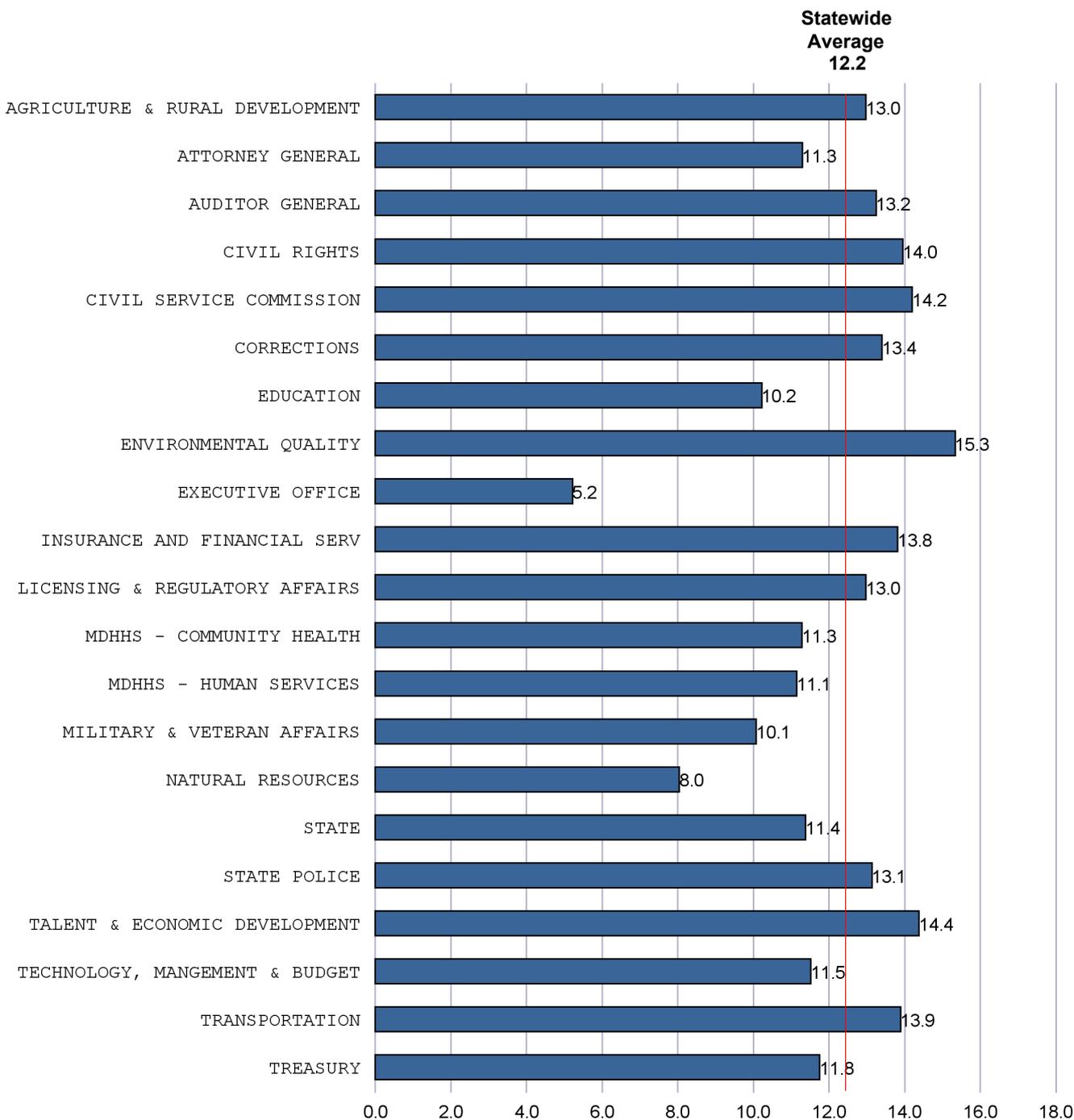
## SECTION THREE

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# **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
<b>AGRICULTURE &amp; RURAL DEVELOPMENT</b>																		
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	0	32	23	0	0
11 - 15 YEARS	23	28	1	2	0	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	0	35	34	0	1
21 - 25 YEARS	25	14	1	0	0	0	1	0	0	1	0	0	0	0	27	15	0	0
26 - 30 YEARS	28	18	0	2	0	0	0	0	0	1	0	0	0	0	28	21	2	1
31 - 35 YEARS	1	7	0	2	0	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	0	6	7	0	2
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>226</b>	<b>191</b>	<b>7</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>238</b>	<b>221</b>	<b>2</b>	<b>5</b>
MORE THAN 10 YEARS	117	101	3	11	1	0	1	2	1	3	0	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	0.0	13.0	13.0	28.5	30.6

**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
<b>ATTORNEY GENERAL</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>200</b>	<b>240</b>	<b>13</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>10</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>217</b>	<b>283</b>	<b>1</b>	<b>1</b>
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
<b>AUDITOR GENERAL</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>60</b>	<b>69</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>68</b>	<b>72</b>	<b>0</b>	<b>1</b>
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
<b>CIVIL SERVICE COMMISSION</b>																		
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
<b>DEPARTMENT TOTAL</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>1</b>	<b>73</b>	<b>376</b>	<b>1</b>	<b>4</b>
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

**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
<b>CORRECTIONS</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>6,720</b>	<b>2,963</b>	<b>925</b>	<b>1,042</b>	<b>196</b>	<b>55</b>	<b>212</b>	<b>118</b>	<b>44</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>8,100</b>	<b>4,210</b>	<b>43</b>	<b>22</b>
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	
<b>EDUCATION</b>																			
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	
<b>DEPARTMENT TOTAL</b>	<b>122</b>	<b>317</b>	<b>15</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>10</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>143</b>	<b>378</b>	<b>1</b>	<b>2</b>	
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

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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
<b>ENVIRONMENTAL QUALITY</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>559</b>	<b>500</b>	<b>14</b>	<b>25</b>	<b>1</b>	<b>2</b>	<b>9</b>	<b>12</b>	<b>15</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>599</b>	<b>559</b>	<b>6</b>	<b>3</b>
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
<b>EXECUTIVE OFFICE</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>20</b>	<b>36</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>39</b>	<b>0</b>	<b>0</b>
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
<b>INSURANCE AND FINANCIAL SERV</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>94</b>	<b>157</b>	<b>7</b>	<b>23</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>110</b>	<b>191</b>	<b>0</b>	<b>4</b>
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
<b>LICENSING &amp; REGULATORY AFFAIRS</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>638</b>	<b>945</b>	<b>59</b>	<b>209</b>	<b>5</b>	<b>8</b>	<b>25</b>	<b>31</b>	<b>14</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>742</b>	<b>1,219</b>	<b>9</b>	<b>15</b>
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

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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
<b>MDHHS - COMMUNITY HEALTH</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>765</b>	<b>1,415</b>	<b>291</b>	<b>530</b>	<b>8</b>	<b>13</b>	<b>27</b>	<b>57</b>	<b>38</b>	<b>67</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>1,131</b>	<b>2,085</b>	<b>8</b>	<b>17</b>
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

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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
<b>MDHHS - HUMAN SERVICES</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>1,446</b>	<b>5,405</b>	<b>509</b>	<b>3,025</b>	<b>15</b>	<b>61</b>	<b>99</b>	<b>313</b>	<b>18</b>	<b>53</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>11</b>	<b>2,092</b>	<b>8,870</b>	<b>31</b>	<b>54</b>
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

**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
<b>MILITARY &amp; VETERAN AFFAIRS</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>358</b>	<b>315</b>	<b>20</b>	<b>43</b>	<b>3</b>	<b>4</b>	<b>19</b>	<b>4</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>406</b>	<b>375</b>	<b>2</b>	<b>1</b>
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

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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
<b>NATURAL RESOURCES</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>1,756</b>	<b>950</b>	<b>38</b>	<b>52</b>	<b>14</b>	<b>7</b>	<b>15</b>	<b>10</b>	<b>11</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1,834</b>	<b>1,026</b>	<b>6</b>	<b>8</b>
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

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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
<b>STATE</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>239</b>	<b>894</b>	<b>41</b>	<b>249</b>	<b>1</b>	<b>12</b>	<b>9</b>	<b>59</b>	<b>7</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>300</b>	<b>1,230</b>	<b>4</b>	<b>14</b>
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

**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
<b>STATE POLICE</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>1,953</b>	<b>710</b>	<b>120</b>	<b>48</b>	<b>28</b>	<b>3</b>	<b>53</b>	<b>24</b>	<b>19</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2,176</b>	<b>792</b>	<b>4</b>	<b>7</b>
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

**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
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
<b>DEPARTMENT TOTAL</b>	<b>255</b>	<b>454</b>	<b>78</b>	<b>332</b>	<b>2</b>	<b>2</b>	<b>16</b>	<b>35</b>	<b>5</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>357</b>	<b>839</b>	<b>10</b>	<b>16</b>
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
<b>TECHNOLOGY, MANGEMENT &amp; BUDGET</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>1,620</b>	<b>850</b>	<b>108</b>	<b>121</b>	<b>5</b>	<b>5</b>	<b>42</b>	<b>34</b>	<b>138</b>	<b>135</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>1,915</b>	<b>1,149</b>	<b>11</b>	<b>10</b>
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
<b>TRANSPORTATION</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>1,739</b>	<b>725</b>	<b>88</b>	<b>84</b>	<b>35</b>	<b>12</b>	<b>40</b>	<b>12</b>	<b>35</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1,938</b>	<b>857</b>	<b>16</b>	<b>15</b>
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
<b>TREASURY</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>495</b>	<b>794</b>	<b>72</b>	<b>191</b>	<b>3</b>	<b>8</b>	<b>16</b>	<b>49</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>606</b>	<b>1,063</b>	<b>6</b>	<b>5</b>
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**

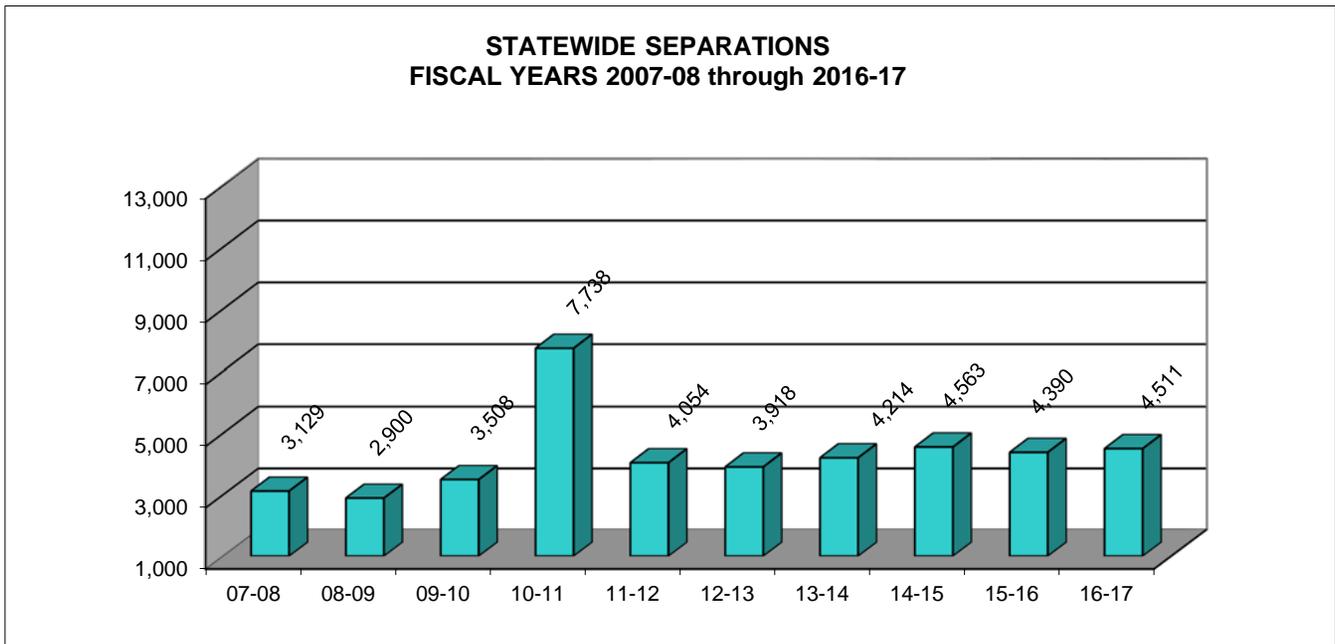
DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																		
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
<b>STATEWIDE TOTAL</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>	<b>161</b>	<b>204</b>
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**

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<i>INVOLUNTARY SEPARATIONS</i>		
Death	74	1.6%
Dismissal	254	5.6%
Expired Appointment	329	7.3%
<b>Total Involuntary Separations</b>	<b>657</b>	<b>14.5%</b>
<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%
<b>Total Voluntary Separations</b>	<b>2,088</b>	<b>46.3%</b>
<i>RETIREMENT</i>		
Retirement	1,627	36.1%
Incentive Retirement	0	0.0%
Disability Retirement	84	1.9%
Deferred Retirement	55	1.2%
<b>Total Retirements</b>	<b>1,766</b>	<b>39.2%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>0</b>	<b>0.0%</b>
<b>TOTAL SEPARATIONS</b>	<b>4,511</b>	<b>100.0%</b>



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	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL	
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
<b>STATEWIDE TOTALS:</b>	<b>3,770</b>	<b>2,693</b>	<b>380</b>	<b>2</b>	<b>6,845</b>	<b>5,786</b>	<b>310</b>	<b>13</b>	<b>181</b>	<b>0</b>	<b>6,290</b>	<b>555</b>

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 <sup>1</sup>	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 <sup>2</sup>	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 <sup>2</sup>	63,096	3,819	6.1%
1988-89 <sup>2</sup>	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92 <sup>2</sup>	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 <sup>2</sup>	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 <sup>2</sup>	60,147	6,214	10.3%
2002-03 <sup>2</sup>	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 <sup>2</sup>	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%

<sup>1</sup> Turnover figures for 1977-78 are not available.

<sup>2</sup> 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
<b>Agriculture &amp; Rural Development</b>			
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%
<b>Attorney General</b>			
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%
<b>Auditor General</b>			
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%
<b>Civil Rights</b>			
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%
<b>Civil Service Commission</b>			
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%
<b>Corrections</b>			
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%
<b>Education</b>			
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
<b>Environmental Quality</b>			
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%
<b>Executive Office</b>			
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%
<b>Insurance and Financial Services <sup>1</sup></b>			
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%
<b>Licensing &amp; Regulatory Affairs</b>			
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%
<b>MDHHS-Community Health</b>			
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%
<b>MDHHS-Human Services</b>			
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%
<b>Military and Veterans Affairs</b>			
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
<b>Natural Resources</b>			
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%
<b>State</b>			
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%
<b>State Police</b>			
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%
<b>Strategic Fund</b>			
2012-13	651	76	11.7%
2013-14	631	52	8.2%
2014-15	--	--	--
2015-16	--	--	--
2016-17	--	--	--
<b>Talent and Economic Development <sup>2</sup></b>			
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%
<b>Technology, Management and Budget</b>			
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%
<b>Transportation</b>			
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
<b>Treasury</b>			
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%
<b>Statewide Total</b>			
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: <sup>1</sup> In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

<sup>2</sup> 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.

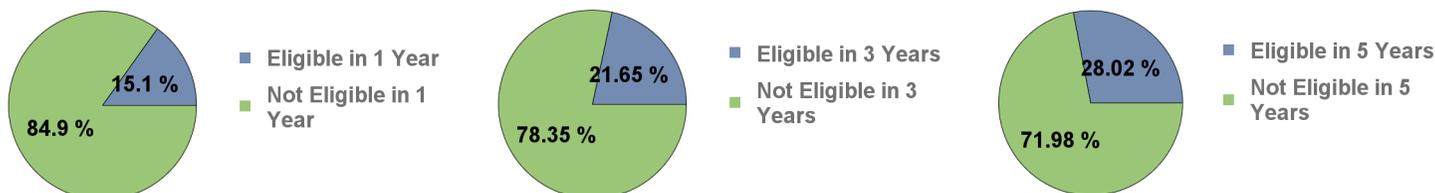
Comments: Separations include separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER A. 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

## 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	2	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**

		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>	54	64 %	26	31 %	2	2 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	56	28
02	<b>Professional</b>	125	50 %	97	39 %	7	3 %	10	4 %	0	0 %	0	0 %	2	1 %	3	1 %	136	113
04	<b>Protective Service</b>	18	55 %	9	27 %	3	9 %	3	9 %	0	0 %	0	0 %	0	0 %	0	0 %	21	12
05	<b>Para-Professionals</b>	2	8 %	18	72 %	1	4 %	2	8 %	0	0 %	0	0 %	0	0 %	0	0 %	3	22
06	<b>Admin Support</b>	1	1 %	89	82 %	0	0 %	12	1 %	0	0 %	5	5 %	0	0 %	0	0 %	1	107
08	<b>Service/Maintenance</b>	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>4</b>	<b>1 %</b>	<b>217</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	Official/Administrator	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	Professional	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	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 %	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	Admin Support	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**

		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>	9	35	3	5	0	1	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	42	180
03	<b>Technician</b>	5	6	0	4	0	0	1	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	4	70
06	<b>Admin Support</b>	9	48	0	18	0	1	0	7	0	0	0	0	0	1	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>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	<b>Official/Administrator</b>	80	52 %	37	24 %	16	0 %	13	8 %	3	2 %	1	1 %	3	2 %	0	0 %	103	52											
02	<b>Professional</b>	1,162	37 %	1,166	37 %	226	7 %	423	4 %	19	1 %	12	0 %	24	1 %	46	1 %	1,446	1,664											
03	<b>Technician</b>	62	23 %	164	62 %	9	3 %	22	8 %	0	0 %	3	1 %	1	0 %	1	0 %	73	193											
04	<b>Protective Service</b>	4,693	68 %	742	11 %	609	9 %	391	6 %	154	2 %	22	0 %	172	3 %	43	1 %	5,655	1,205											
05	<b>Para-Professionals</b>	100	20 %	311	61 %	21	4 %	55	1 %	3	1 %	6	1 %	3	1 %	10	2 %	128	383											
06	<b>Admin Support</b>	28	4 %	491	72 %	5	1 %	127	9 %	2	0 %	10	1 %	3	0 %	16	2 %	38	647											
07	<b>Skilled Craft</b>	361	91 %	10	3 %	12	3 %	0	0 %	7	2 %	0	0 %	3	1 %	0	0 %	385	10											
08	<b>Service/Maintenance</b>	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>30 %</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	Official/Administrator	26	48 %	24	44 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	27	27												
02	Professional	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	Technician	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	Protective Service	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	Para-Professionals	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	Admin Support	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	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	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	Official/Administrator	4	17 %	18	75 %	1	4 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	5	19												
02	Professional	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	Technician	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	Para-Professionals	1	13 %	6	75 %	0	0 %	0	0 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7
06	Admin Support	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>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	<b>Official/Administrator</b>	56	33 %	79	47 %	5	3 %	16	0 %	1	1 %	0	0 %	1	1 %	0	0 %	65	103														
02	<b>Professional</b>	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	<b>Technician</b>	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	<b>Para-Professionals</b>	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	<b>Admin Support</b>	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	<b>Skilled Craft</b>	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	<b>Service/Maintenance</b>	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 %	10	1 %	3	1 %	0	0 %	0	0 %	0	0 %	0	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 %	2	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 %	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 %	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 %	10	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 %	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 %	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 %	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>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 %	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 %	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 %	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>1,025</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>4</b>	<b>0 %</b>	<b>11</b>	<b>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 %	316	196										
03	<b>Technician</b>	198	74 %	59	22 %	5	2 %	1	0 %	1	0 %	3	1 %	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 %	533	95										
05	<b>Para-Professionals</b>	12	26 %	33	72 %	0	0 %	1	2 %	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 %	12	129										
07	<b>Skilled Craft</b>	117	79 %	28	19 %	0	0 %	0	0 %	2	1 %	0	0 %	1	1 %	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 %	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 %	4	54	
07	<b>Skilled Craft</b>	7	64 %	0	0 %	3	7 %	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 %	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>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	<b>Official/Administrator</b>	143	51 %	101	36 %	8	3 %	10	4 %	1	0 %	1	0 %	2	1 %	0	0 %	163	116
02	<b>Professional</b>	950	50 %	523	28 %	65	3 %	66	3 %	2	0 %	2	0 %	19	1 %	19	1 %	1,157	736
03	<b>Technician</b>	211	64 %	60	18 %	17	5 %	12	4 %	1	0 %	0	0 %	7	2 %	2	1 %	245	83
05	<b>Para-Professionals</b>	44	29 %	78	51 %	5	3 %	20	3 %	0	0 %	1	1 %	2	1 %	4	3 %	51	103
06	<b>Admin Support</b>	4	4 %	79	77 %	1	1 %	10	0 %	0	0 %	1	1 %	0	0 %	8	8 %	5	98
07	<b>Skilled Craft</b>	167	90 %	4	2 %	6	3 %	1	1 %	5	3 %	1	1 %	0	0 %	0	0 %	179	6
08	<b>Service/Maintenance</b>	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 %
03	<b>Technician</b>	372	68 %	102	19 %	22	4 %	14	3 %	4	1 %	0	0 %	15	3 %	2	0 %
04	<b>Protective Service</b>	18	31 %	27	47 %	2	3 %	3	5 %	2	3 %	6	10 %	0	0 %	0	0 %
05	<b>Para-Professionals</b>	64	46 %	55	40 %	4	3 %	10	7 %	1	1 %	1	1 %	1	1 %	0	0 %
06	<b>Admin Support</b>	6	4 %	131	81 %	2	1 %	19	2 %	0	0 %	1	1 %	0	0 %	2	1 %
07	<b>Skilled Craft</b>	523	89 %	13	2 %	24	4 %	2	0 %	18	3 %	0	0 %	7	1 %	0	0 %
08	<b>Service/Maintenance</b>	79	54 %	55	37 %	2	1 %	2	1 %	6	4 %	3	2 %	0	0 %	0	0 %
<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>

**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

		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	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	Professional	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	Technician	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	Para-Professionals	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	Admin Support	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	Skilled Craft	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	Service/Maintenance	5	50 %	5	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	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>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	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.

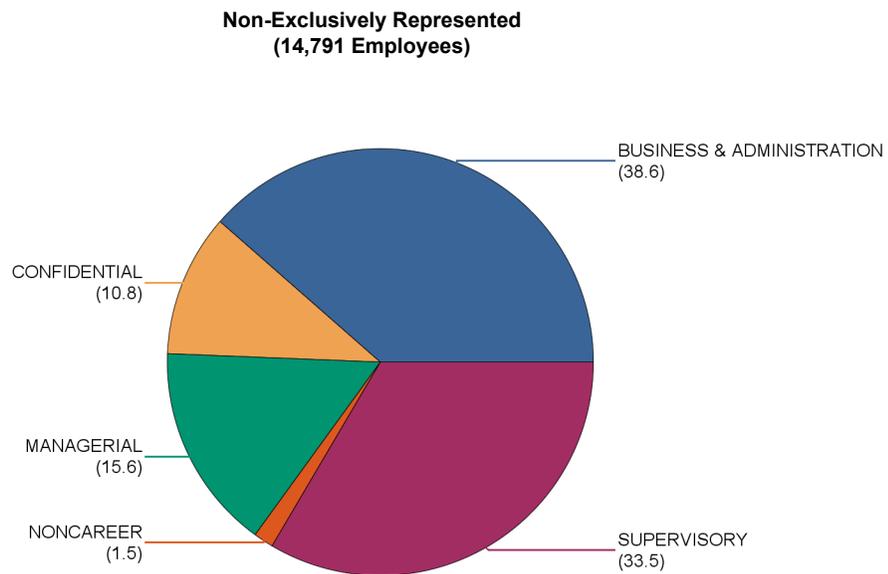
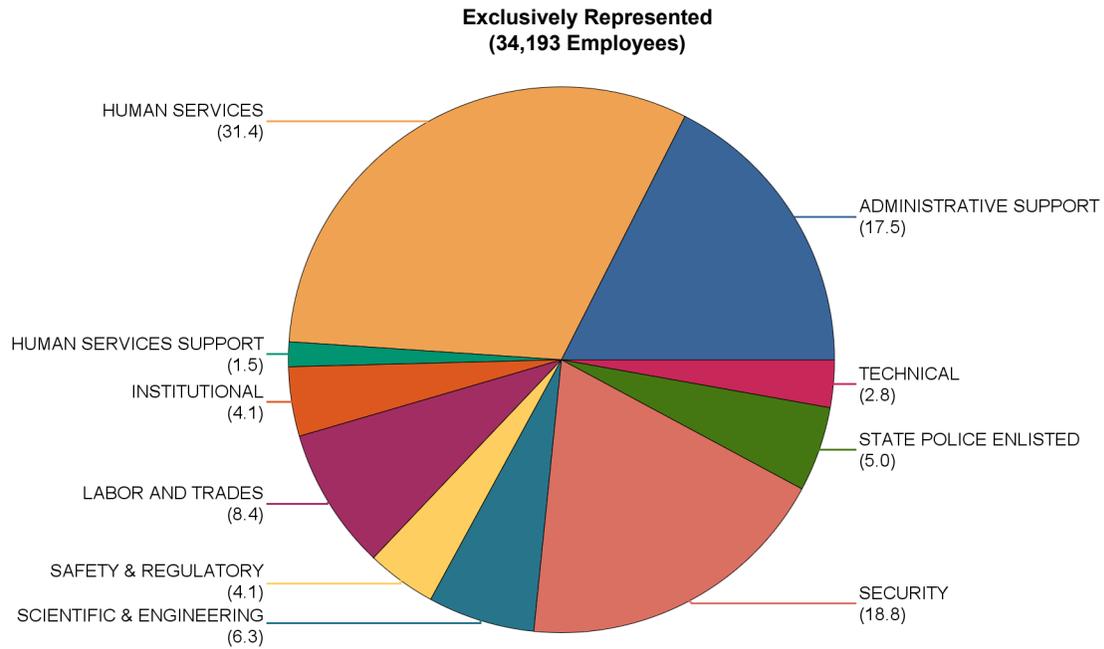
Source: Michigan Civil Service Commission HWF62

## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

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



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

Of 48,984 classified employees, 70 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN  
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT**

Table 5-1

Pay End Date: September 23, 2017

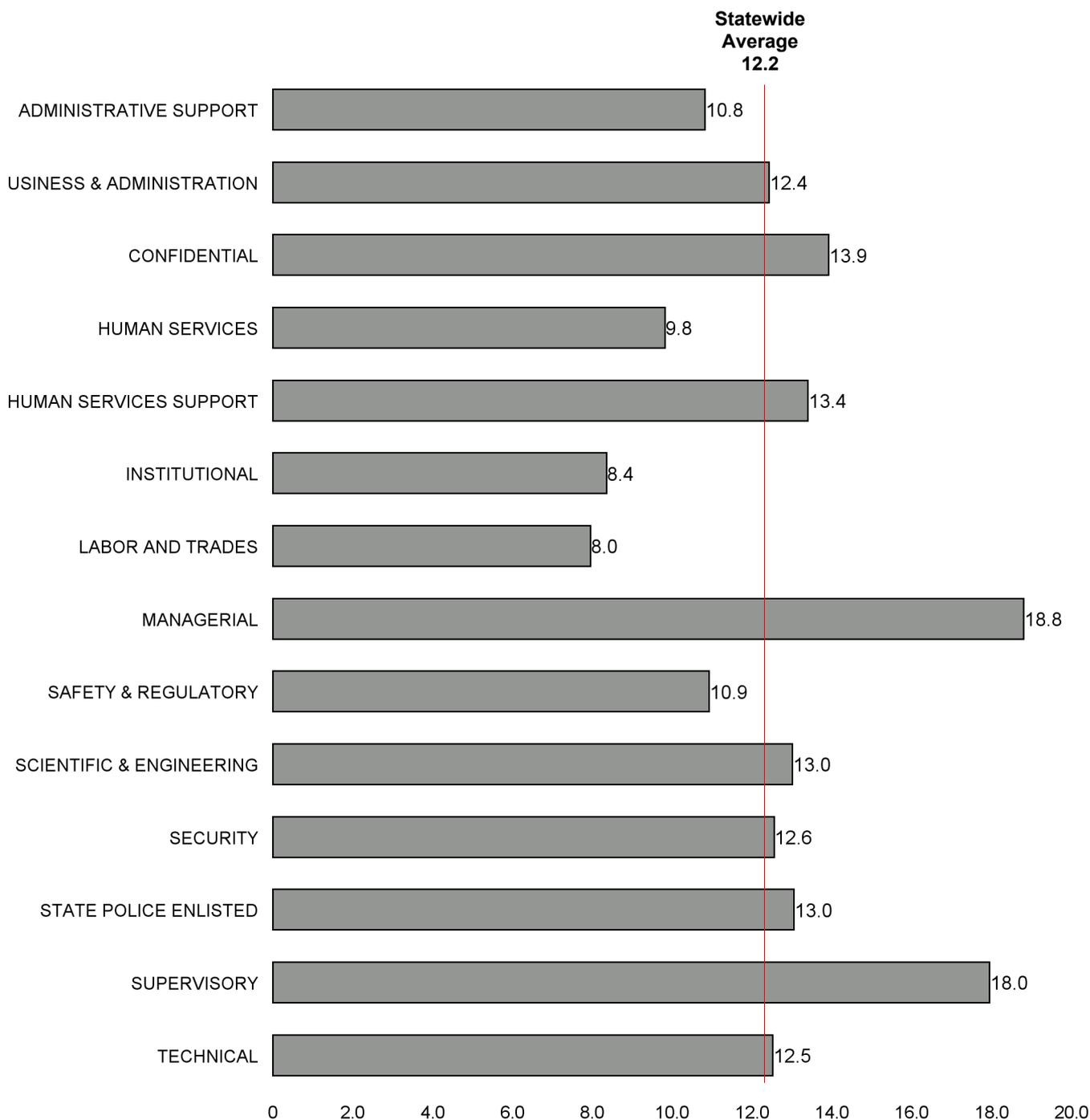
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,413	1,084	76.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,872	1,821	63.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,418	0	0.0	0	0.0	5,999	93.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	501	0	0.0	0	0.0	0	0.0	444	88.6	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,165	0	0.0	0	0.0	0	0.0	1	0.0	1,744	80.6	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	962	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	705	73.3	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,721	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,578	91.7	0	0.0
U11 INSTITUTIONAL	1,405	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,306	93.0
W22 HUMAN SERVICES	10,744	0	0.0	9,594	89.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,992	0	0.0	4,432	74.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,706	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	4,956	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	218	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	2,312	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,599	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	34,193	2,905	8.5	14,026	41.0	5,999	17.5	445	1.3	1,744	5.1	705	2.1	1,578	4.6	1,306	3.8
NON-EXCLUSIVELY REPRESENTED TOTAL	14,791	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	48,984	2,905	5.9	14,026	28.6	5,999	12.2	445	0.9	1,744	3.6	705	1.4	1,578	3.2	1,306	2.7

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

Source: Michigan Civil Service Commission HWF44

## STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: September 23, 2017



Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																		
00 - 05 YEARS	392	103	14	11	2	6	5	1	2	1	0	0	0	0	415	122	0	0
06 - 10 YEARS	161	43	7	22	1	0	3	0	0	0	0	0	0	0	172	65	0	0
11 - 15 YEARS	128	45	7	25	1	1	7	0	1	0	0	0	0	0	144	71	0	0
16 - 20 YEARS	135	36	5	15	2	1	4	1	1	0	0	0	0	0	147	53	1	0
21 - 25 YEARS	64	17	4	7	2	0	1	0	1	0	0	0	0	0	72	24	0	0
26 - 30 YEARS	53	13	5	15	0	1	1	1	0	0	0	0	0	0	59	30	0	2
31 - 35 YEARS	15	3	6	1	0	0	0	0	1	0	0	0	0	0	22	4	0	0
36 - 40 YEARS	6	1	0	3	0	0	0	0	0	0	0	0	0	0	6	4	0	0
MORE THAN 40 YEARS	2	0	0	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>956</b>	<b>261</b>	<b>48</b>	<b>100</b>	<b>8</b>	<b>9</b>	<b>21</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,039</b>	<b>374</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS	403	115	27	67	5	3	13	2	4	0	0	0	0	0	452	187	1	2
AVERAGE YEARS	10.4	10.1	14.6	16.1	12.4	7.4	11.3	15.0	14.8	1.0	0.0	0.0	0.0	0.0	10.7	11.7	20.0	27.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.9</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. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																		
00 - 05 YEARS	1,106	422	41	35	18	3	11	3	4	2	0	0	0	0	1,180	465	2	1
06 - 10 YEARS	239	11	8	0	4	0	5	0	0	0	0	0	0	0	256	11	0	0
11 - 15 YEARS	227	14	14	2	5	0	3	0	0	0	0	0	0	0	249	16	1	0
16 - 20 YEARS	296	18	16	1	7	1	5	0	0	0	0	0	0	0	324	20	0	0
21 - 25 YEARS	120	9	6	1	4	0	3	1	0	0	0	0	0	0	133	11	2	1
26 - 30 YEARS	86	8	10	3	3	0	4	1	1	0	0	0	0	0	104	12	5	1
31 - 35 YEARS	34	4	8	0	0	0	3	0	0	0	0	0	0	0	45	4	5	0
36 - 40 YEARS	24	1	1	1	0	0	1	0	1	0	0	0	0	0	27	2	1	0
MORE THAN 40 YEARS	12	0	0	0	0	0	1	0	0	0	0	0	0	0	13	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,144</b>	<b>487</b>	<b>104</b>	<b>43</b>	<b>41</b>	<b>4</b>	<b>36</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,331</b>	<b>541</b>	<b>16</b>	<b>3</b>
MORE THAN 10 YEARS	799	54	55	8	19	1	20	2	2	0	0	0	0	0	895	65	14	2
AVERAGE YEARS	8.9	2.6	12.7	4.6	10.3	4.8	15.3	10.4	11.5	0.0	0.0	0.0	0.0	0.0	9.2	2.8	25.1	17.3
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>8.0</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. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>C12 - SECURITY</b>																			
00 - 05 YEARS	1,524	282	241	162	48	8	63	18	8	3	0	0	3	2	1,887	475	0	0	
06 - 10 YEARS	262	49	82	46	14	1	15	3	1	1	0	0	0	0	374	100	0	0	
11 - 15 YEARS	405	74	52	48	15	4	14	5	3	1	0	0	0	0	489	132	1	1	
16 - 20 YEARS	1,088	149	117	74	25	5	33	7	4	0	0	0	0	0	1,267	235	2	0	
21 - 25 YEARS	738	122	72	42	22	2	25	7	2	0	0	0	0	0	859	173	3	1	
26 - 30 YEARS	275	20	23	11	10	1	10	1	1	0	0	0	0	0	319	33	6	1	
31 - 35 YEARS	51	2	12	1	0	0	0	0	0	0	0	0	0	0	63	3	2	0	
36 - 40 YEARS	4	0	1	0	0	0	1	0	0	0	0	0	0	0	6	0	0	0	
MORE THAN 40 YEARS	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
<b>BARGAINING UNIT TOTAL</b>	<b>4,348</b>	<b>698</b>	<b>602</b>	<b>384</b>	<b>134</b>	<b>21</b>	<b>161</b>	<b>41</b>	<b>19</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>5,267</b>	<b>1,151</b>	<b>14</b>	<b>3</b>	
MORE THAN 10 YEARS	2,562	367	279	176	72	12	83	20	10	1	0	0	0	0	3,006	576	14	3	
AVERAGE YEARS	13.2	11.6	11.2	10.2	12.5	11.4	12.2	10.5	11.1	6.2	0.0	0.0	0.3	0.0	12.9	11.0	25.1	22.0	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.6</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. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																		
00 - 05 YEARS	13	11	3	9	2	2	0	10	0	1	0	0	0	1	18	34	0	0
06 - 10 YEARS	25	47	11	38	3	0	3	2	0	1	0	0	0	0	42	88	1	0
11 - 15 YEARS	23	55	17	109	0	0	4	4	1	2	0	0	0	0	45	170	0	1
16 - 20 YEARS	3	18	4	12	1	1	1	3	1	0	0	0	0	0	10	34	0	1
21 - 25 YEARS	2	6	1	9	0	0	0	2	0	0	0	0	0	0	3	17	0	0
26 - 30 YEARS	1	6	2	5	0	1	0	3	0	0	0	0	0	0	3	15	1	1
31 - 35 YEARS	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5	0	0
36 - 40 YEARS	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	8	0	0
MORE THAN 40 YEARS	1	3	1	3	1	0	0	0	0	0	0	0	0	0	3	6	1	1
<b>BARGAINING UNIT TOTAL</b>	68	151	39	193	7	4	8	24	2	4	0	0	0	1	124	377	3	4
MORE THAN 10 YEARS	30	93	25	146	2	2	5	12	2	2	0	0	0	0	64	255	2	4
AVERAGE YEARS	10.5	13.9	13.7	14.6	11.9	11.8	11.8	11.2	15.5	9.5	0.0	0.0	0.0	1.0	11.7	14.0	27.7	24.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>13.4</b>															

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

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

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

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

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STATE OF MICHIGAN

Table 5-2

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

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

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STATE OF MICHIGAN

Table 5-2

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

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

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STATE OF MICHIGAN

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

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

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STATE OF MICHIGAN

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																		
00 - 05 YEARS	394	1,614	70	349	4	17	19	85	13	18	0	0	1	11	501	2,094	0	1
06 - 10 YEARS	116	654	22	156	1	6	3	37	0	4	0	0	0	0	142	857	1	4
11 - 15 YEARS	59	435	15	72	1	4	1	20	0	3	0	0	0	0	76	534	0	2
16 - 20 YEARS	53	500	10	120	1	10	6	24	1	6	0	0	0	0	71	660	0	3
21 - 25 YEARS	23	207	3	58	0	6	2	12	0	1	0	0	0	0	28	284	1	12
26 - 30 YEARS	20	208	5	84	0	2	1	18	1	3	0	0	0	0	27	315	3	24
31 - 35 YEARS	8	90	7	43	0	4	2	6	1	2	0	0	0	0	18	145	6	11
36 - 40 YEARS	9	114	1	46	0	1	1	9	0	1	0	0	0	0	11	171	1	12
MORE THAN 40 YEARS	3	44	0	11	0	0	0	0	0	0	0	0	0	0	3	55	1	3
<b>BARGAINING UNIT TOTAL</b>	<b>685</b>	<b>3,866</b>	<b>133</b>	<b>939</b>	<b>7</b>	<b>50</b>	<b>35</b>	<b>211</b>	<b>16</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>11</b>	<b>877</b>	<b>5,115</b>	<b>13</b>	<b>72</b>
MORE THAN 10 YEARS	175	1,598	41	434	2	27	13	89	3	16	0	0	0	0	234	2,164	12	67
AVERAGE YEARS	7.5	11.0	8.6	13.1	6.7	13.4	9.8	11.5	5.5	11.1	0.0	0.0	0.0	0.5	7.7	11.4	29.8	27.9
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>10.8</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. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																			
00 - 05 YEARS	762	663	61	100	5	1	23	24	64	94	0	0	3	2	918	884	2	1	
06 - 10 YEARS	391	528	37	96	0	3	10	17	27	30	0	0	0	0	465	674	0	2	
11 - 15 YEARS	259	407	30	93	1	3	4	16	27	26	0	0	0	0	321	545	1	1	
16 - 20 YEARS	292	366	24	78	0	1	7	18	11	9	0	0	0	0	334	472	6	1	
21 - 25 YEARS	125	164	13	38	2	5	3	5	8	7	0	0	0	0	151	219	2	4	
26 - 30 YEARS	99	164	24	51	0	1	5	17	6	5	0	0	0	0	134	238	7	17	
31 - 35 YEARS	31	69	9	25	0	0	4	6	2	3	0	0	0	0	46	103	3	4	
36 - 40 YEARS	31	80	5	17	0	1	0	4	0	2	0	0	0	0	36	104	3	4	
MORE THAN 40 YEARS	14	33	3	4	0	0	2	3	0	0	0	0	0	0	19	40	1	0	
<b>BARGAINING UNIT TOTAL</b>	<b>2,004</b>	<b>2,474</b>	<b>206</b>	<b>502</b>	<b>8</b>	<b>15</b>	<b>58</b>	<b>110</b>	<b>145</b>	<b>176</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2,424</b>	<b>3,279</b>	<b>25</b>	<b>34</b>	
MORE THAN 10 YEARS	851	1,283	108	306	3	11	25	69	54	52	0	0	0	0	1,041	1,721	23	31	
AVERAGE YEARS	11.0	13.2	13.9	15.1	9.5	17.5	12.9	16.3	9.2	7.9	0.0	0.0	0.0	0.5	11.2	13.4	25.2	26.4	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.4</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. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	201	193	28	57	6	2	7	7	9	9	0	0	1	0	252	268	0	0
06 - 10 YEARS	246	279	31	82	3	1	8	14	10	7	0	0	0	0	298	383	1	1
11 - 15 YEARS	307	323	43	108	6	2	8	12	6	7	0	0	0	0	370	452	0	1
16 - 20 YEARS	505	345	43	144	7	2	8	6	11	7	0	0	0	0	574	504	1	0
21 - 25 YEARS	397	224	47	86	11	7	8	11	3	4	0	0	0	0	466	332	2	5
26 - 30 YEARS	298	148	28	64	12	3	11	6	3	4	0	0	0	0	352	225	8	6
31 - 35 YEARS	111	57	21	42	1	3	5	3	4	1	0	0	0	0	142	106	8	3
36 - 40 YEARS	58	48	14	32	0	0	5	2	1	0	0	0	0	0	78	82	8	4
MORE THAN 40 YEARS	31	22	4	12	0	0	0	0	0	0	0	0	0	0	35	34	3	3
<b>BARGAINING UNIT TOTAL</b>	<b>2,154</b>	<b>1,639</b>	<b>259</b>	<b>627</b>	<b>46</b>	<b>20</b>	<b>60</b>	<b>61</b>	<b>47</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2,567</b>	<b>2,386</b>	<b>31</b>	<b>23</b>
MORE THAN 10 YEARS	1,707	1,167	200	488	37	17	45	40	28	23	0	0	0	0	2,017	1,735	30	22
AVERAGE YEARS	18.8	16.6	19.1	18.7	19.3	20.7	19.9	16.2	14.7	13.5	0.0	0.0	0.0	0.0	18.8	17.1	32.1	29.5
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>18.0</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. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

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

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	146	123	3	9	0	0	4	3	9	4	0	0	0	0	162	139	0	0
06 - 10 YEARS	120	129	6	11	1	0	2	3	2	1	0	0	0	0	131	144	2	0
11 - 15 YEARS	150	153	13	11	0	1	2	0	6	8	0	0	0	0	171	173	1	0
16 - 20 YEARS	179	156	12	18	1	0	1	4	3	4	0	0	0	0	196	182	0	0
21 - 25 YEARS	191	132	16	20	2	2	5	3	1	1	0	0	0	0	215	158	1	2
26 - 30 YEARS	129	124	21	34	2	1	3	4	4	3	0	0	0	0	159	166	2	4
31 - 35 YEARS	73	57	12	10	2	0	3	1	2	1	0	0	0	0	92	69	3	4
36 - 40 YEARS	38	34	12	18	1	0	1	0	0	0	0	0	0	0	52	52	4	3
MORE THAN 40 YEARS	25	12	5	6	0	0	1	1	1	0	0	0	0	0	32	19	3	1
<b>BARGAINING UNIT TOTAL</b>	<b>1,051</b>	<b>920</b>	<b>100</b>	<b>137</b>	<b>9</b>	<b>4</b>	<b>22</b>	<b>19</b>	<b>28</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,210</b>	<b>1,102</b>	<b>16</b>	<b>14</b>
MORE THAN 10 YEARS	785	668	91	117	8	4	16	13	17	17	0	0	0	0	917	819	14	14
AVERAGE YEARS	18.6	17.8	24.9	23.8	25.7	21.5	21.2	19.0	14.9	15.8	0	0	0	0	19.1	18.5	30.8	31.6
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>18.8</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. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																		
00 - 05 YEARS	106	298	12	43	0	2	8	9	0	3	0	0	1	1	127	356	0	1
06 - 10 YEARS	41	194	6	31	0	0	1	6	0	3	0	0	1	0	49	234	1	1
11 - 15 YEARS	24	141	5	15	0	2	0	6	0	0	0	0	0	0	29	164	0	0
16 - 20 YEARS	30	161	4	27	0	3	3	2	0	3	0	0	0	0	37	196	0	0
21 - 25 YEARS	14	62	5	20	0	1	1	2	2	1	0	0	0	0	22	86	0	0
26 - 30 YEARS	15	81	5	25	0	2	1	8	0	1	0	0	0	0	21	117	1	4
31 - 35 YEARS	6	35	2	13	0	0	0	8	0	1	0	0	0	0	8	57	2	1
36 - 40 YEARS	3	47	1	15	0	1	0	3	0	0	0	0	0	0	4	66	0	4
MORE THAN 40 YEARS	2	19	0	5	0	0	0	0	0	0	0	0	0	0	2	24	0	3
<b>BARGAINING UNIT TOTAL</b>	241	1,038	40	194	0	11	14	44	2	12	0	0	2	1	299	1,300	4	14
MORE THAN 10 YEARS	94	546	22	120	0	9	5	29	2	6	0	0	0	0	123	710	3	12
AVERAGE YEARS	10.5	13.9	14.3	17.5	0	18.5	9.4	18.7	21.5	13.7	0	0	3.5	2.0	11.0	14.6	26.0	30.6
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>13.9</b>															

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

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

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																		
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
<b>STATEWIDE TOTAL</b>	19,328	18,241	2,437	6,166	317	200	602	812	378	439	2	2	23	37	23,087	25,897	161	204
MORE THAN 10 YEARS	10,207	7,982	1,173	2,957	185	103	309	392	179	174	0	0	0	1	12,053	11,609	149	187
AVERAGE YEARS	12.7	11.4	12.6	12.7	14.1	12.8	13.2	12.7	11.7	10.0	1.0	0.5	0.6	0.8	12.7	11.7	27.7	27.3

STATEWIDE AVERAGE YEARS

12.2

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**

Pay End Date: September 23, 2017

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,413	2.9 %	43.6	\$25.39	887	62.8 %
A31 - LABOR AND TRADES	2,872	5.9 %	44.8	\$18.62	1,218	42.4 %
C12 - SECURITY	6,418	13.1 %	42.4	\$23.90	4,217	65.7 %
E42 - HUMAN SERVICES SUPPORT	501	1.0 %	50.2	\$25.27	451	90.0 %
H21 - SCIENTIFIC & ENGINEERING	2,165	4.4 %	44.6	\$33.74	1,478	68.3 %
L32 - TECHNICAL	962	2.0 %	43.6	\$24.52	624	64.9 %
T01 - STATE POLICE ENLISTED	1,721	3.5 %	38.8	\$31.08	1,083	62.9 %
U11 - INSTITUTIONAL	1,405	2.9 %	44.4	\$21.01	705	50.2 %
W22 - HUMAN SERVICES	10,744	21.9 %	43.5	\$27.23	6,753	62.9 %
W41 - ADMINISTRATIVE SUPPORT	5,992	12.2 %	45.6	\$21.08	3,328	55.5 %
Y23 - BUSINESS & ADMINISTRATION	5,703	11.6 %	45.8	\$32.45	3,826	67.1 %
Y51 - SUPERVISORY	4,953	10.1 %	48.7	\$35.14	4,409	89.0 %
Y52 - NONCAREER	218	0.5 %	26.5	\$14.25	0	0.0 %
Y98 - MANAGERIAL	2,312	4.7 %	50.7	\$51.22	1,988	86.0 %
Y99 - CONFIDENTIAL	1,599	3.3 %	47.0	\$29.12	1,085	67.9 %
<b>STATEWIDE TOTAL</b>	<b>48,984</b>	<b>100.0 %</b>	<b>44.8</b>	<b>\$28.20</b>	<b>32,055</b>	<b>65.4 %</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. Noncareer positions are not eligible for longevity and are therefore not included in those counts. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

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

Pay End Date: September 23, 2017

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance							Dental Insurance						
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	DMO	%	Preventive Dental	
A02 SAFETY & REGULATORY	1,388	720	52 %	468	34 %	21	2 %	0	0 %	1,242	89 %	14	1 %	5	0 %
A31 LABOR AND TRADES	1,790	838	47 %	773	43 %	12	1 %	0	0 %	1,662	93 %	8	0 %	6	0 %
C12 SECURITY	6,418	3,447	54 %	2,398	37 %	30	0 %	0	0 %	5,883	92 %	137	2 %	16	0 %
E42 HUMAN SERVICES SUPPORT	500	232	46 %	239	48 %	1	0 %	0	0 %	455	91 %	24	5 %	1	0 %
H21 SCIENTIFIC & ENGINEERING	2,156	795	37 %	1,126	52 %	11	1 %	0	0 %	1,968	91 %	21	1 %	10	0 %
L32 TECHNICAL	881	369	42 %	422	48 %	13	1 %	0	0 %	801	91 %	13	1 %	5	1 %
T01 STATE POLICE ENLISTED	1,721	183	11 %	84	5 %	1	0 %	1,386	81 %	1,675	97 %	6	0 %	2	0 %
U11 INSTITUTIONAL	1,393	642	46 %	601	43 %	3	0 %	0	0 %	1,239	89 %	38	3 %	4	0 %
W22 HUMAN SERVICES	10,669	4,184	39 %	5,449	51 %	76	1 %	0	0 %	9,656	91 %	333	3 %	29	0 %
W41 ADMINISTRATIVE SUPPORT	5,457	1,697	31 %	3,077	56 %	51	1 %	0	0 %	4,833	89 %	174	3 %	16	0 %
Y23 BUSINESS & ADMINISTRATION	5,699	1,717	30 %	3,325	58 %	64	1 %	0	0 %	5,157	90 %	119	2 %	18	0 %
Y51 SUPERVISORY	4,949	2,174	44 %	2,406	49 %	34	1 %	0	0 %	4,615	93 %	97	2 %	8	0 %
Y98 MANAGERIAL	2,312	896	39 %	1,225	53 %	20	1 %	0	0 %	2,171	94 %	29	1 %	4	0 %
Y99 CONFIDENTIAL	1,567	437	28 %	942	60 %	14	1 %	0	0 %	1,406	90 %	35	2 %	2	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,900</b>	<b>18,331</b>	<b>39 %</b>	<b>22,535</b>	<b>48 %</b>	<b>351</b>	<b>1 %</b>	<b>1,386</b>	<b>3 %</b>	<b>42,763</b>	<b>91 %</b>	<b>1,048</b>	<b>2 %</b>	<b>126</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

**ACTIVE CLASSIFIED EMPLOYEES  
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
Pay End Date: September 23, 2017

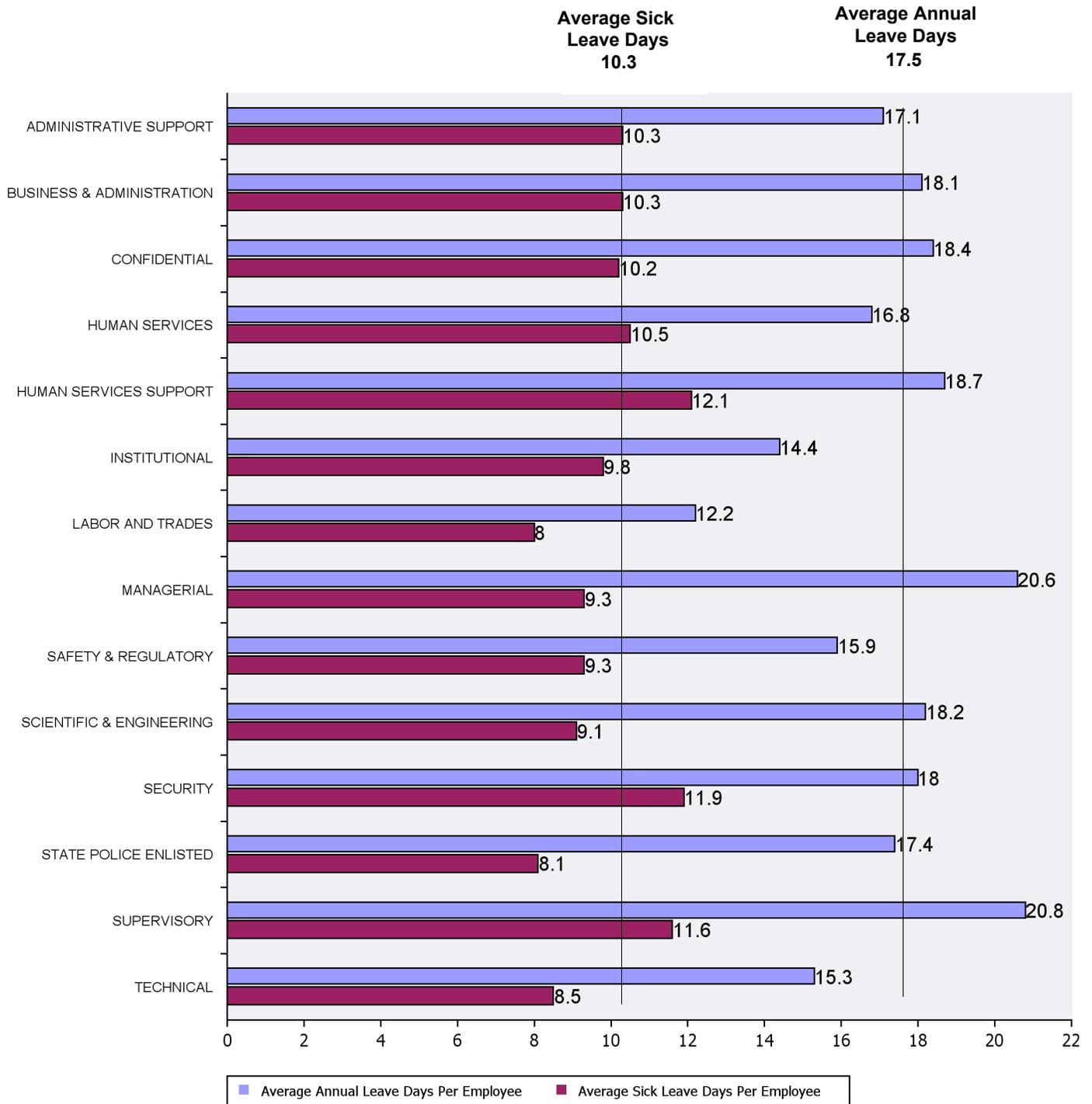
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Reliastar	%
A02 SAFETY & REGULATORY	1,388	1,271	92 %	1,098	79 %	60	4 %	1,320	95 %	59	4 %	59	4 %
A31 LABOR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

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

Source: Michigan Civil Service Commission HWF48

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

Graph 5-3



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

Source: Michigan Civil Service Commission HWF28

## SICK LEAVE USE ANALYSIS BY BARGAINING UNIT

From September 25, 2016 to September 23, 2017

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

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

Source: Michigan Civil Service Commission HWF29

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

From September 25, 2016 to September 23, 2017

ANNUAL LEAVE					DEFERRED HOURS				
Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	
A02 SAFETY & REGULATORY	1,492	190,268.8	127.5	15.9	1,492	933.4	0.6	0.1	
A31 LABOR AND TRADES	2,906	284,732.1	98.0	12.2	2,906	1,043.4	0.4	0.0	
C12 SECURITY	7,088	1,018,267.4	143.7	18.0	7,088	2,922.2	0.4	0.1	
E42 HUMAN SERVICES SUPPORT	574	86,057.6	149.9	18.7	574	479.6	0.8	0.1	
H21 SCIENTIFIC & ENGINEERING	2,295	335,004.5	146.0	18.2	2,295	1,310.0	0.6	0.1	
L32 TECHNICAL	1,116	136,862.9	122.6	15.3	1,116	722.5	0.6	0.1	
T01 STATE POLICE ENLISTED	1,842	256,134.1	139.1	17.4	1,842	2,427.0	1.3	0.2	
U11 INSTITUTIONAL	1,653	190,042.8	115.0	14.4	1,653	488.0	0.3	0.0	
W22 HUMAN SERVICES	11,790	1,586,150.1	134.5	16.8	11,790	4,883.4	0.4	0.1	
W41 ADMINISTRATIVE SUPPORT	6,212	851,980.6	137.2	17.1	6,212	3,518.0	0.6	0.1	
Y23 BUSINESS & ADMINISTRATION	6,140	890,974.7	145.1	18.1	6,140	2,652.2	0.4	0.1	
Y51 SUPERVISORY	5,425	902,638.4	166.4	20.8	5,425	5,852.7	1.1	0.1	
Y98 MANAGERIAL	2,508	413,844.1	165.0	20.6	2,508	2,293.7	0.9	0.1	
Y99 CONFIDENTIAL	1,724	253,605.4	147.1	18.4	1,724	1,477.1	0.9	0.1	
<b>STATEWIDE</b>	<b>52,765</b>	<b>7,396,563.5</b>	<b>140.2</b>	<b>17.5</b>	<b>52,765</b>	<b>31,003.2</b>	<b>0.6</b>	<b>0.1</b>	

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

Source: Michigan Civil Service Commission HWF32

**STATE OF MICHIGAN**  
**STATE CLASSIFIED EMPLOYEE**  
**AVERAGE SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT**  
**FISCAL YEAR 2016-2017**

Table 5-7

<b>BARGAINING UNIT CODE/NAME</b>		<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	9.3	15.9	25.3
A31	LABOR AND TRADES	8.0	12.2	20.2
C12	SECURITY	11.9	18.0	29.9
E42	HUMAN SERVICES SUPPORT	12.1	18.7	30.9
H21	SCIENTIFIC & ENGINEERING	9.1	18.2	27.3
L32	TECHNICAL	8.5	15.3	23.8
T01	STATE POLICE ENLISTED	8.1	17.4	25.5
U11	INSTITUTIONAL	9.8	14.4	24.2
W22	HUMAN SERVICES	10.5	16.8	27.3
W41	ADMINISTRATIVE SUPPORT	10.3	17.1	27.4
Y23	BUSINESS & ADMINISTRATION	10.3	18.1	28.5
Y51	SUPERVISORY	11.6	20.8	32.4
Y98	MANAGERIAL	9.3	20.6	29.9
Y99	CONFIDENTIAL	10.2	18.4	28.6
	<b>STATEWIDE AVERAGE</b>	<b>10.3</b>	<b>17.5</b>	<b>27.8</b>

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

Source: Michigan Civil Service Commission HWF28 and HWF31

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

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

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

Source: Michigan Civil Service Commission HWF29, for the last full pay period in each fiscal year

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

Pay End Date: September 23, 2017

**EXCLUSIVELY REPRESENTED EMPLOYEES**

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMT	79	459	26	12	0	0	228	12	0	0	1	50	329
ATTORNEY GENERAL	11	500	33	1	0	0	0	0	0	0	0	83	117
AUDITOR GENERAL	03	140	0	2	0	0	0	0	0	0	0	0	2
CIVIL RIGHTS	15	84	0	0	0	0	0	0	0	0	32	16	48
CIVIL SERVICE COMMISSION	19	449	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	47	12,310	9	494	6,212	0	7	91	0	239	2,441	924	10,417
EDUCATION	31	521	0	2	0	2	0	5	0	17	186	56	268
ENVIRONMENTAL QUALITY	76	1,158	8	1	0	0	716	51	0	0	1	124	901
EXECUTIVE OFFICE	01	60	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	65	301	0	0	0	0	0	0	0	0	0	30	30
LICENSING AND REGULATORY AFF	64	1,961	255	8	0	0	112	2	0	5	339	431	1,152
MDHHS - COMMUNITY HEALTH	39	3,216	33	68	206	0	108	34	0	770	394	355	1,968
MDHHS - HUMAN SERVICES	43	10,962	177	33	0	41	2	2	0	71	7,212	1,174	8,712
MILITARY & VETERAN AFFAIRS	51	781	29	182	0	0	28	11	0	288	35	54	627
NATURAL RESOURCES	75	2,860	573	1,091	0	0	246	177	0	6	88	200	2,381
STATE	23	1,530	12	19	0	0	0	0	0	0	0	1,027	1,058
STATE POLICE	55	2,968	157	12	0	0	125	44	1,721	9	0	269	2,337
TALENT & ECONOMIC DEVELOPMENT	18	1,196	23	16	0	458	13	6	0	0	13	104	633
TECHNOLOGY, MANAGEMENT & BUDGET	07	3,064	0	268	0	0	36	65	0	0	0	313	682
TRANSPORTATION	59	2,795	71	652	0	0	542	461	0	0	2	265	1,993
TREASURY	27	1,669	7	11	0	0	2	1	0	0	0	517	538
<b>Grand Total:</b>		<b>48,984</b>	<b>1,413</b>	<b>2,872</b>	<b>6,418</b>	<b>501</b>	<b>2,165</b>	<b>962</b>	<b>1,721</b>	<b>1,405</b>	<b>10,744</b>	<b>5,992</b>	<b>34,193</b>

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

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

**NON-EXCLUSIVELY REPRESENTED EMPLOYEES**

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

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.

# **GLOSSARY**

## GLOSSARY

**American Indian or Alaska Native (Not Hispanic or Latino)** - Persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian (Not Hispanic or Latino)** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black or African American (Not Hispanic or Latino)** - Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** - An indefinite appointment or limited term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employees** - Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

### **Employee Status Code Descriptions (active employees):**

- AA**: Full-time (Classified)
- AB**: Part-time (Classified)
- AC**: Permanent-Intermittent (Classified)
- AD**: Limited-Term (Classified)
- AE**: Seasonal (Classified)
- AF**: Unclassified
- AP**: Workers Compensation
- AQ**: Noncareer/Per Diem
- AR**: Special Personal Services (Not Classified)

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full-Time Employees** - Employees scheduled to work 80 hours biweekly.

**Hispanic or Latino** - Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**HRMN** - Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employees** - Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited-Term Employees** - Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**MIDB** - Management Information Data Base.

**Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** – Persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Noncareer Employees** - Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Permanent-Intermittent Employees** - Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Seasonal Employees** - Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employees** - Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

**Two or More Races (Not Hispanic or Latino)** – Persons who identify with more than one of the six races. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Unclassified Employees** - Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that, by election process, has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

**Union Codes**

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

**Unit Code**

- 01**     **State Police Enlisted Unit**  
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
- 02**     **Safety and Regulatory Unit**  
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
- 11**     **Institutional Unit**  
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
- 12**     **Security Unit**  
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
- 21**     **Scientific and Engineering Unit**  
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

- 22**     **Human Services Unit**  
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 23**     **Business and Administrative Unit**  
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 31**     **Labor and Trades Unit**  
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
- 32**     **Technical Unit**  
Employees in this unit provide support services in the area of science and engineering.
- 41**     **Administrative Support Unit**  
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42**     **Human Services Support Unit**  
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50**     **Pending Unit Assignment**  
Employees in positions in classifications that are pending unit assignment.
- 51**     **Supervisory Unit**  
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.
- 52**     **Noncareer**  
Employees in noncareer classes that are ineligible for collective bargaining.
- 98**     **Managerial Unit**  
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration, labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**99**      **Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration, labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not Hispanic or Latino)** - Persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the State of Michigan.