

THIRTY-NINTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2017-18
October 1, 2017 through September 30, 2018

State of Michigan
Civil Service Commission



Civil Service Commissioners:

Janet McClelland, Chair
James Barrett
Jase Bolger
Robert W. Swanson

Janine M. Winters, State Personnel Director

This is the Thirty-Ninth Annual Workforce Report covering fiscal year 2017-18 (October 1, 2017 to September 30, 2018). 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 2017-18**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	44.8
Average Annual Salary ¹	\$60,782
Average Annual Fringe Benefit Cost ²	\$48,662
Average Sick Leave Days Used	10.2
Average Annual Leave Days Used	17.1
Average Years of Service	11.9

WORK FORCE CHARACTERISTICS

Females	53.4%
Males	46.6%
Eligible for Longevity	64.6%
Less than Six Years of Service	34.5%
Six to Ten Years of Service	19.6%
Over Ten Years of Service	45.9%
Exclusively Represented for Collective Bargaining	69.2%
Turnover	10.1%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native	1.1%
Asian	1.7%
Black or African American	17.5%
Hispanic or Latino	2.9%
White	76.6%
Native Hawaiian or Other Pacific Islander	0.1%
Two or More Races	0.1%

¹ 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).

² 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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GLOSSARY

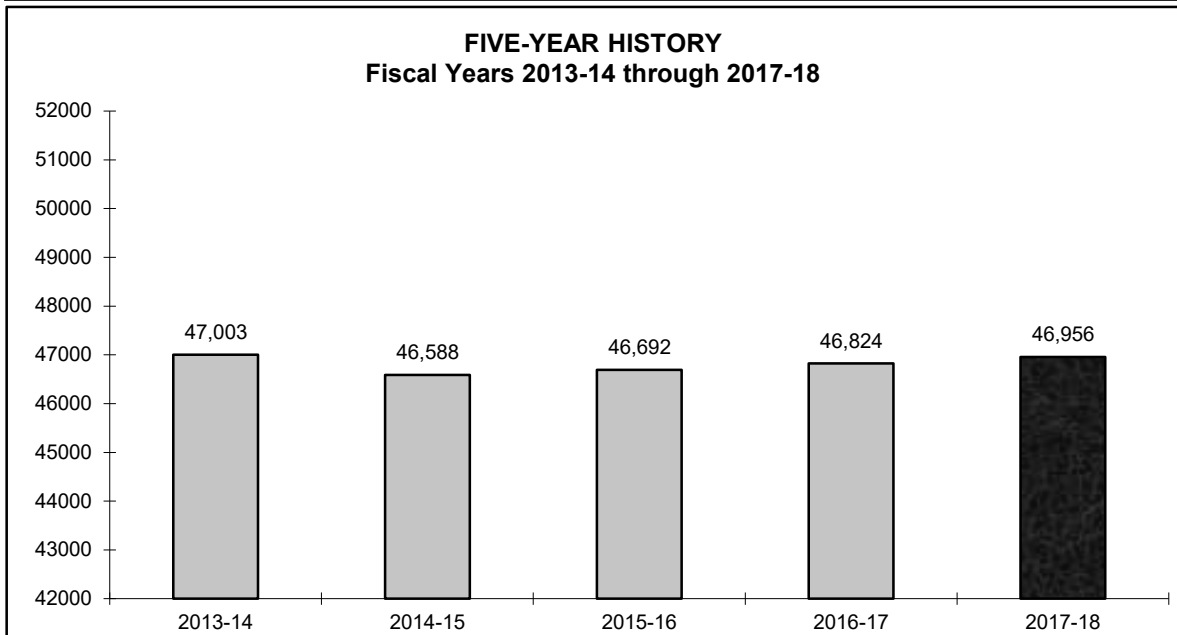
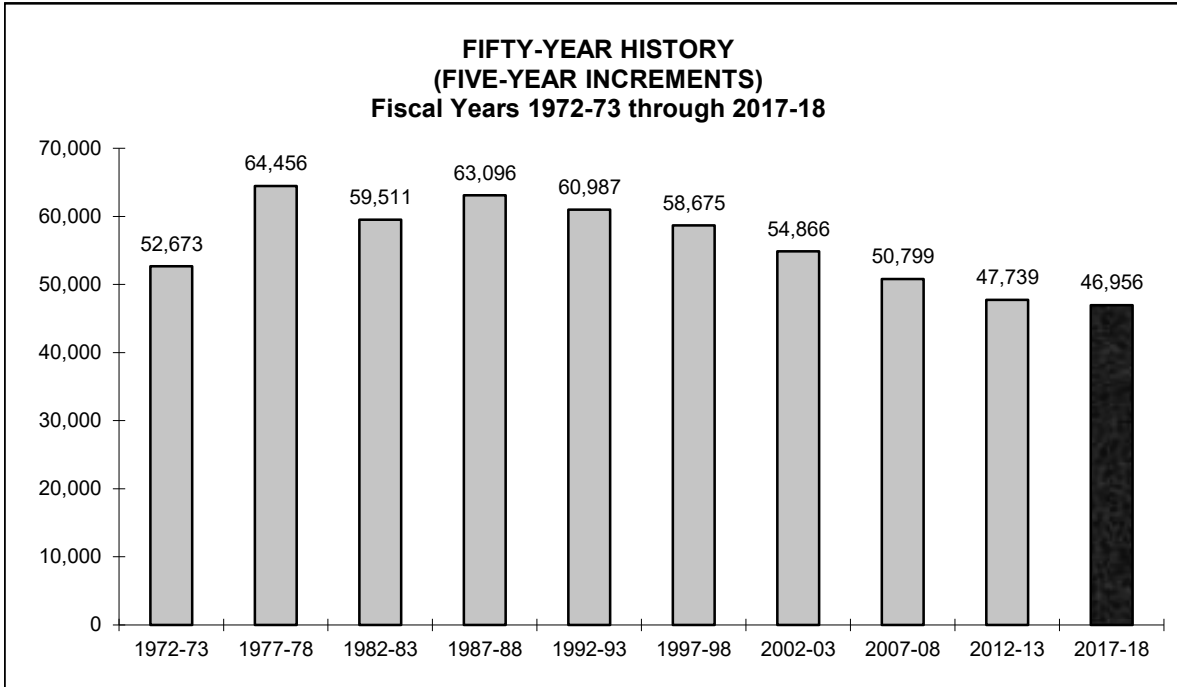
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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

Graph 1-1

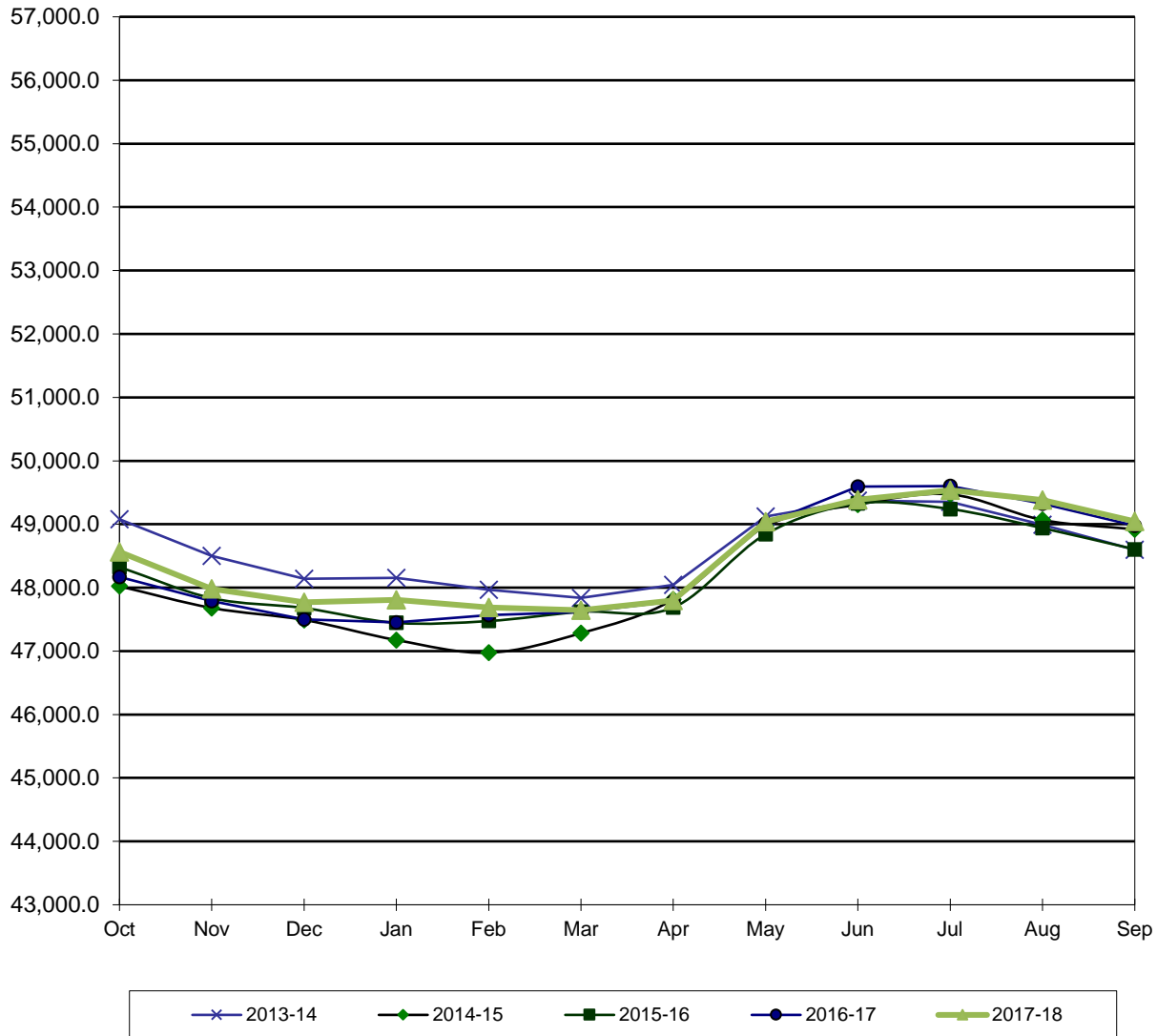


Comments: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

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 22, 2018, these positions represent 89.9% 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 2013-14 through 2017-18**



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 22, 2018

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	435.0	0.0	2.0	8.0	0.0	27.0	2.0	474.0	0.0	474.0
AGRICULTURE AND RURAL DVLPMNT		435.0	0.0	2.0	8.0	0.0	27.0	2.0	474.0	0.0	474.0
ATY GNRL CENTRAL OFFICE	1101	458.0	1.0	0.0	22.0	0.0	0.0	0.0	481.0	0.0	481.0
PACC	1102	10.0	0.0	0.0	1.0	0.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		468.0	1.0	0.0	23.0	0.0	0.0	0.0	492.0	0.0	492.0
LEGISLATIVE AUDITOR GENERAL	0301	116.0	0.0	12.0	19.0	0.0	6.0	0.0	153.0	0.0	153.0
AUDITOR GENERAL		116.0	0.0	12.0	19.0	0.0	6.0	0.0	153.0	0.0	153.0
CIV RGHT CENTRAL OFFICE	1501	89.0	0.0	0.0	1.0	0.0	1.0	0.0	91.0	0.0	91.0
CIVIL RIGHTS		89.0	0.0	0.0	1.0	0.0	1.0	0.0	91.0	0.0	91.0
CIVIL SERVICE COMMISSION	1901	413.0	0.0	2.0	14.0	0.0	20.0	0.0	449.0	0.0	449.0
CIVIL SERVICE COMMISSION		413.0	0.0	2.0	14.0	0.0	20.0	0.0	449.0	0.0	449.0
DETROIT DETENTION CENTER	4754	59.0	0.0	0.0	0.0	0.0	0.0	1.0	60.0	0.0	60.0
DETROIT REENTRY CENTER	4764	239.0	0.0	0.0	1.0	0.0	0.0	2.0	242.0	0.0	242.0
DOC-ADRIAN/GUS HARRISON FAC	4729	456.0	0.0	1.0	1.0	0.0	0.0	0.0	458.0	0.0	458.0
DOC-ALGER MAX SECURITY CORRECT	4735	237.0	0.0	0.0	1.0	0.0	0.0	0.0	238.0	0.0	238.0
DOC-BARAGA FACILITY	4740	292.0	0.0	0.0	1.0	0.0	0.0	0.0	293.0	0.0	293.0
DOC-BELLAMY CREEK FACILITY	4748	400.0	0.0	0.0	1.0	0.0	0.0	2.0	403.0	0.0	403.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	294.0	0.0	0.0	1.0	0.0	0.0	0.0	295.0	0.0	295.0
DOC-CARSON CITY FAC/CARSON CIT	4731	422.0	0.0	0.0	1.0	0.0	2.0	1.0	426.0	0.0	426.0
DOC-CENTRAL MICHIGAN FACILITY	4744	411.0	0.0	0.0	1.0	0.0	0.0	0.0	412.0	0.0	412.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	467.0	1.0	0.0	1.0	0.0	1.0	3.0	473.0	0.0	473.0
DOC-COOPER STREET FACILITY	4752	358.0	5.0	0.0	1.0	0.0	0.0	0.0	364.0	0.0	364.0
DOC-CORRECTN CENTRAL OFFICE	4702	524.0	0.0	0.0	18.0	0.0	39.0	0.0	581.0	0.0	581.0
DOC-COTTON FACILITY	4720	395.0	0.0	0.0	4.0	0.0	0.0	0.0	399.0	0.0	399.0
DOC-EGELER FACILITY	4727	556.0	1.0	0.0	1.0	0.0	0.0	2.0	560.0	0.0	560.0
DOC-FIELD OPERATION REGION III	4763	787.0	7.0	0.0	2.0	0.0	0.0	0.0	796.0	0.0	796.0
DOC-FIELD OPERATIONS REGION I	4761	799.0	1.0	0.0	2.0	0.0	0.0	0.0	802.0	0.0	802.0
DOC-HANDLON MI TRAINING UNT	4705	297.0	0.0	0.0	1.0	0.0	0.0	0.0	298.0	0.0	298.0
DOC-HURON VALLEY CORR COMPLEX	4715	541.0	4.0	0.0	1.0	0.0	0.0	1.0	547.0	0.0	547.0
DOC-IONIA MAXIMUM FACILITY	4724	269.0	0.0	0.0	1.0	0.0	0.0	1.0	271.0	0.0	271.0
DOC-JACKSON CENTRAL REGION	4750	76.0	0.0	0.0	0.0	0.0	0.0	0.0	76.0	0.0	76.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	273.0	0.0	0.0	1.0	0.0	0.0	0.0	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 duties that 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 22, 2018

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	265.0	0.0	0.0	1.0	0.0	0.0	0.0	266.0	0.0	266.0
DOC-MACOMB FACILITY	4741	325.0	1.0	0.0	1.0	0.0	1.0	0.0	328.0	0.0	328.0
DOC-MARQUETTE BRANCH PRISON	4706	314.0	1.0	0.0	1.0	0.0	1.0	0.0	317.0	0.0	317.0
DOC-MAXEY CORRECTIONAL	4749	304.0	0.0	0.0	1.0	0.0	0.0	4.0	309.0	0.0	309.0
DOC-MICHIGAN REFORMATORY	4707	301.0	0.0	0.0	1.0	0.0	1.0	1.0	304.0	0.0	304.0
DOC-MICHIGAN STATE INDUSTRIES	4709	47.0	0.0	0.0	0.0	0.0	1.0	0.0	48.0	0.0	48.0
DOC-MUSKEGON FACILITY	4704	235.0	0.0	0.0	1.0	0.0	0.0	0.0	236.0	0.0	236.0
DOC-NEWBERRY FACILITY	4743	210.0	0.0	2.0	1.0	0.0	0.0	0.0	213.0	0.0	213.0
DOC-OAKS FACILITY	4739	299.0	1.0	0.0	1.0	0.0	0.0	0.0	301.0	0.0	301.0
DOC-OJIBWAY FACILITY	4746	190.0	2.0	0.0	1.0	0.0	2.0	1.0	196.0	0.0	196.0
DOC-PARNALL FACILITY	4751	273.0	0.0	1.0	9.0	0.0	0.0	0.0	283.0	0.5	282.5
DOC-SAGINAW FACILITY	4742	301.0	0.0	0.0	1.0	0.0	1.0	2.0	305.0	0.0	305.0
DOC-ST. LOUIS FACILITY	4733	320.0	0.0	1.0	2.0	0.0	0.0	3.0	326.0	0.0	326.0
DOC-THUMB FACILITY	4725	303.0	0.0	0.0	2.0	0.0	1.0	0.0	306.0	0.0	306.0
NTHRN REGION ADMIN AND SUPPORT	4714	28.0	0.0	0.0	0.0	0.0	0.0	0.0	28.0	0.0	28.0
SOUTHERN REGION - IONIA	4711	24.0	0.0	0.0	0.0	0.0	0.0	0.0	24.0	0.0	24.0
CORRECTIONS		11,891.0	24.0	5.0	64.0	0.0	50.0	24.0	12,058.0	0.5	12,057.5
EDUCATION	3103	430.0	4.0	5.0	19.0	46.0	15.0	0.0	519.0	0.0	519.0
EDUCATION		430.0	4.0	5.0	19.0	46.0	15.0	0.0	519.0	0.0	519.0
DEQ-ENVIRONMENTAL QUALITY	7601	1,083.0	3.0	13.0	36.0	0.0	15.0	0.0	1,150.0	0.5	1,149.5
ENVIRONMENTAL QUALITY		1,083.0	3.0	13.0	36.0	0.0	15.0	0.0	1,150.0	0.5	1,149.5
OFFICE OF THE GOVERNOR	0101	1.0	0.0	1.0	50.0	0.0	1.0	0.0	53.0	0.0	53.0
EXECUTIVE OFFICE		1.0	0.0	1.0	50.0	0.0	1.0	0.0	53.0	0.0	53.0
DEPT OF INS AND FIN SERVICE	6501	282.0	1.0	0.0	21.0	0.0	4.0	0.0	308.0	0.0	308.0
INSURANCE AND FINANCIAL SERV		282.0	1.0	0.0	21.0	0.0	4.0	0.0	308.0	0.0	308.0
LICENSING & REGULATORY AFFAIRS	6401	1,926.0	1.0	11.0	36.0	5.0	60.0	1.0	2,040.0	0.0	2,040.0
LICENSING & REGULATORY AFFAIRS		1,926.0	1.0	11.0	36.0	5.0	60.0	1.0	2,040.0	0.0	2,040.0
MDHHS-CARO CENTER	3902	300.0	0.0	2.0	33.0	0.0	0.0	4.0	339.0	0.0	339.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,334.0	0.0	3.0	34.0	0.0	13.0	0.0	1,384.0	0.0	1,384.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	518.0	1.0	0.0	3.0	0.0	5.0	2.0	529.0	0.0	529.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	237.0	1.0	0.0	4.0	0.0	7.0	4.0	253.0	0.0	253.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	378.0	0.0	0.0	50.0	0.0	3.0	6.0	437.0	0.0	437.0

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 duties that 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 22, 2018

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	36.0	0.0	0.0	0.0	0.0	3.0	0.0	39.0	0.0	39.0
MDHHS-WALTER P.REUTHER PSY HS	3945	364.0	0.0	0.0	3.0	0.0	3.0	2.0	372.0	0.0	372.0
MDHHS - COMMUNITY HEALTH		3,167.0	2.0	5.0	127.0	0.0	34.0	18.0	3,353.0	0.0	3,353.0
MDHHS-BERRIEN COUNTY	4322	132.0	0.0	0.0	3.0	4.0	0.0	0.0	139.0	0.0	139.0
MDHHS-CALHOUN COUNTY	4323	142.0	0.0	0.0	5.0	0.0	0.0	0.0	147.0	0.0	147.0
MDHHS-COUNTIES	4308	2,637.0	0.0	0.0	82.0	27.0	0.0	0.0	2,746.0	0.0	2,746.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,810.0	0.0	5.0	96.0	34.0	16.0	0.0	2,961.0	0.0	2,961.0
MDHHS-GENESEE COUNTY	4302	415.0	0.0	0.0	46.0	0.0	0.0	0.0	461.0	0.0	461.0
MDHHS-INGHAM COUNTY	4312	225.0	0.0	0.0	32.0	1.0	0.0	0.0	258.0	0.0	258.0
MDHHS-INSTITUTIONS	4307	59.0	0.0	21.0	0.0	0.0	0.0	0.0	80.0	0.0	80.0
MDHHS-JACKSON COUNTY	4315	154.0	0.0	0.0	11.0	0.0	0.0	0.0	165.0	0.0	165.0
MDHHS-KALAMAZOO COUNTY	4314	247.0	0.0	0.0	5.0	0.0	0.0	1.0	253.0	0.0	253.0
MDHHS-KENT COUNTY	4303	419.0	0.0	0.0	3.0	8.0	0.0	0.0	430.0	0.0	430.0
MDHHS-MACOMB COUNTY	4304	447.0	0.0	0.0	5.0	0.0	0.0	1.0	453.0	5.5	447.5
MDHHS-MUSKEGON COUNTY	4324	213.0	0.0	0.0	2.0	0.0	0.0	0.0	215.0	0.0	215.0
MDHHS-OAKLAND COUNTY	4305	507.0	0.0	0.0	21.0	0.0	0.0	0.0	528.0	0.0	528.0
MDHHS-SAGINAW COUNTY	4313	172.0	0.0	0.0	9.0	0.0	0.0	0.0	181.0	0.0	181.0
MDHHS-WASHTENAW	4325	148.0	0.0	0.0	11.0	0.0	0.0	0.0	159.0	0.0	159.0
MDHHS-WAYNE COUNTY DSS	4306	74.0	0.0	0.0	14.0	0.0	0.0	0.0	88.0	0.0	88.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	583.0	0.0	0.0	0.0	0.0	0.0	0.0	583.0	0.0	583.0
MDHHS-WAYNE COUNTY ZONE 3	4318	431.0	0.0	0.0	6.0	0.0	0.0	0.0	437.0	0.0	437.0
MDHHS-WAYNE COUNTY ZONE 4	4319	452.0	0.0	0.0	2.0	0.0	0.0	0.0	454.0	0.0	454.0
MDHHS-WAYNE COUNTY ZONE L	4316	332.0	0.0	0.0	4.0	0.0	0.0	0.0	336.0	0.0	336.0
MDHHS - HUMAN SERVICES		10,599.0	0.0	26.0	357.0	74.0	16.0	2.0	11,074.0	5.5	11,068.5
D.J. JACOBETTI HOME FOR VETERA	5103	171.0	5.0	2.0	10.0	0.0	1.0	0.0	189.0	0.5	188.5
GRAND RAPIDS HOME FOR VETERANS	5102	170.0	8.0	18.0	2.0	1.0	2.0	0.0	201.0	0.0	201.0
MIL AFFR CENTRAL OFFICE	5101	306.0	0.0	8.0	32.0	21.0	14.0	1.0	382.0	0.0	382.0
MILITARY & VETERAN AFFAIRS		647.0	13.0	28.0	44.0	22.0	17.0	1.0	772.0	0.5	771.5
DNR-NATURAL RESOURCES	7501	1,407.0	1.0	52.0	28.0	253.0	1,146.0	3.0	2,890.0	0.0	2,890.0
NATURAL RESOURCES		1,407.0	1.0	52.0	28.0	253.0	1,146.0	3.0	2,890.0	0.0	2,890.0
DEPARTMENT OF STATE	2301	1,218.0	0.0	83.0	69.0	0.0	205.0	0.0	1,575.0	0.0	1,575.0
STATE		1,218.0	0.0	83.0	69.0	0.0	205.0	0.0	1,575.0	0.0	1,575.0

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 duties that 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 22, 2018

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	2,907.0	9.0	8.0	33.0	0.0	16.0	5.0	2,978.0	0.0	2,978.0
STATE POLICE		2,907.0	9.0	8.0	33.0	0.0	16.0	5.0	2,978.0	0.0	2,978.0
TED - LANDBANK AUTHORITY	1802	8.0	0.0	0.0	0.0	0.0	0.0	0.0	8.0	0.0	8.0
TED - MSF - MEDC	1804	105.0	0.0	0.0	4.0	0.0	0.0	0.0	109.0	0.0	109.0
TED - MSHDA	1803	244.0	4.0	4.0	13.0	0.0	12.0	0.0	277.0	0.0	277.0
TED - TALENT INVESTMENT AGY	1801	754.0	2.0	0.0	18.0	5.0	8.0	0.0	787.0	0.0	787.0
TALENT & ECONOMIC DEVELOPMENT		1,111.0	6.0	4.0	35.0	5.0	20.0	0.0	1,181.0	0.0	1,181.0
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	1,778.0	0.0	0.0	31.0	0.0	76.0	0.0	1,885.0	0.0	1,885.0
TECH, MGMT AND BUDGET - MB	0701	1,035.0	8.0	2.0	64.0	0.0	47.0	2.0	1,158.0	0.0	1,158.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,813.0	8.0	2.0	96.0	0.0	123.0	2.0	3,044.0	0.0	3,044.0
BRIDGE AUTHORITIES-INTERNATION	5903	33.0	0.0	0.0	0.0	0.0	28.0	0.0	61.0	0.0	61.0
BRIDGE AUTHORITIES-MACKINAC	5902	37.0	0.0	20.0	29.0	0.0	10.0	0.0	96.0	0.0	96.0
TRANSPORTATION CENTRAL OFFICE	5901	2,329.0	2.0	17.0	56.0	14.0	154.0	5.0	2,577.0	0.5	2,576.5
TRANSPORTATION		2,399.0	2.0	37.0	85.0	14.0	192.0	5.0	2,734.0	0.5	2,733.5
BUREAU OF STATE LOTTERY	2795	175.0	0.0	0.0	1.0	0.0	30.0	0.0	206.0	0.0	206.0
GAMING CONTROL	2707	114.0	0.0	3.0	14.0	0.0	5.0	0.0	136.0	0.0	136.0
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	1,252.0	0.0	2.0	38.0	0.0	27.0	0.0	1,319.0	0.0	1,319.0
TREASURY		1,544.0	0.0	5.0	53.0	0.0	62.0	0.0	1,664.0	0.0	1,664.0
STATEWIDE TOTAL		44,946.0	75.0	301.0	1,218.0	419.0	2,030.0	63.0	49,052.0	7.5	49,044.5

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. 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. 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

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2017-18 SUMMARY

DEPARTMENT		Fiscal Year 2018 Appropriated FTE Positions (A)	Fiscal Year 2018 Average FTE Positions (B)	Fiscal Year 2017 Average FTE Positions (C)	FY 2018 and FY 2017 Difference (B - C)	FY 2018 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	493.5	450.6	431.6	19.0	-42.9
	Overtime	0.0	0.3	0.5	-0.2	0.3
	Total	493.5	450.9	432.1	18.8	-42.6
ATTORNEY GENERAL	Regular	530.0	496.4	488.3	8.1	-33.6
	Overtime	0.0	0.4	0.1	0.2	0.4
	Total	530.0	496.8	488.4	8.3	-33.2
AUDITOR GENERAL	Regular	0.0	143.8	151.2	-7.4	143.8
	Overtime	0.0	0.2	0.2	0.0	0.2
	Total	0.0	144.1	151.4	-7.4	144.1
CIVIL RIGHTS	Regular	110.0	87.0	85.4	1.6	-23.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	110.0	87.0	85.4	1.6	-23.0
CIVIL SERVICE COMMISSION	Regular	459.0	436.0	420.3	15.8	-23.0
	Overtime	0.0	3.9	1.4	2.5	3.9
	Total	459.0	440.0	421.7	18.3	-19.0
CORRECTIONS	Regular	13,803.9	12,150.9	12,275.1	-124.2	-1,653.0
	Overtime	0.0	956.0	869.3	86.7	956.0
	Total	13,803.9	13,106.9	13,144.4	-37.5	-697.0
EDUCATION	Regular	603.5	499.3	495.1	4.2	-104.2
	Overtime	0.0	1.0	0.8	0.2	1.0
	Total	603.5	500.3	495.9	4.5	-103.2
ENVIRONMENTAL QUALITY	Regular	1,239.0	1,126.2	1,119.2	7.1	-112.8
	Overtime	0.0	6.6	2.6	4.0	6.6
	Total	1,239.0	1,132.8	1,121.8	11.0	-106.2
EXECUTIVE OFFICE	Regular	79.2	56.6	59.1	-2.5	-22.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	79.2	56.6	59.1	-2.5	-22.6

Comments: 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

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2017-18 SUMMARY

DEPARTMENT		Fiscal Year 2018 Appropriated FTE Positions (A)	Fiscal Year 2018 Average FTE Positions (B)	Fiscal Year 2017 Average FTE Positions (C)	FY 2018 and FY 2017 Difference (B - C)	FY 2018 Average and Appropriated Difference (B - A)
INSURANCE AND FINANCIAL SERV	Regular	336.5	300.3	297.1	3.1	-36.2
	Overtime	0.0	0.2	0.1	0.1	0.2
	Total	336.5	300.5	297.2	3.2	-36.0
LICENSING AND REGULATORY AFF	Regular	2,322.3	1,959.5	1,916.8	42.7	-362.8
	Overtime	0.0	7.2	4.3	2.9	7.2
	Total	2,322.3	1,966.6	1,921.1	45.6	-355.7
MDHHS - COMMUNITY HEALTH	Regular	3,867.7	3,290.6	3,165.5	125.2	-577.1
	Overtime	0.0	283.2	248.0	35.1	283.2
	Total	3,867.7	3,573.8	3,413.5	160.3	-293.9
MDHHS - HUMAN SERVICES	Regular	11,743.8	10,929.0	10,853.4	75.6	-814.8
	Overtime	0.0	95.8	80.4	15.4	95.8
	Total	11,743.8	11,024.7	10,933.7	91.0	-719.1
MILITARY & VETERAN AFFAIRS	Regular	904.5	741.3	720.8	20.5	-163.2
	Overtime	0.0	34.1	29.0	5.1	34.1
	Total	904.5	775.5	749.9	25.6	-129.0
NATURAL RESOURCES	Regular	2,261.8	2,167.5	2,140.0	27.6	-94.3
	Overtime	0.0	38.6	31.2	7.5	38.6
	Total	2,261.8	2,206.2	2,171.2	35.0	-55.6
STATE	Regular	1,586.0	1,436.0	1,414.6	21.3	-150.0
	Overtime	0.0	24.1	18.7	5.4	24.1
	Total	1,586.0	1,460.0	1,433.3	26.7	-126.0
STATE POLICE	Regular	3,437.0	2,966.9	2,862.1	104.8	-470.1
	Overtime	0.0	222.8	210.8	12.0	222.8
	Total	3,437.0	3,189.7	3,072.9	116.9	-247.3
TALENT & ECONOMIC DEVELOPMENT	Regular	1,447.0	1,164.3	1,201.0	-36.7	-282.7
	Overtime	0.0	2.2	3.5	-1.3	2.2
	Total	1,447.0	1,166.5	1,204.5	-38.0	-280.5

Comments: 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

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2017-18 SUMMARY

DEPARTMENT		Fiscal Year 2018 Appropriated FTE Positions (A)	Fiscal Year 2018 Average FTE Positions (B)	Fiscal Year 2017 Average FTE Positions (C)	FY 2018 and FY 2017 Difference (B - C)	FY 2018 Average and Appropriated Difference (B - A)
TECH, MGMT AND BUDGET	Regular	2,478.0	2,989.9	2,954.5	35.4	511.9
	Overtime	0.0	35.7	24.8	10.9	35.7
	Total	2,478.0	3,025.6	2,979.4	46.3	547.6
TRANSPORTATION	Regular	2,820.3	2,708.5	2,693.2	15.4	-111.8
	Overtime	0.0	127.6	106.1	21.5	127.6
	Total	2,820.3	2,836.2	2,799.3	36.9	15.9
TREASURY	Regular	1,852.5	1,640.5	1,641.0	-0.5	-212.0
	Overtime	0.0	15.0	9.9	5.1	15.0
	Total	1,852.5	1,655.4	1,650.9	4.6	-197.1
Statewide Totals	Total Regular	52,375.5	47,741.2	47,385.3	355.9	-4,634.3
	Total Overtime	0.0	1,854.9	1,641.7	213.1	1,854.9
	Grand Total	52,375.5	49,596.1	49,027.0	569.1	-2,779.4

Comments: 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

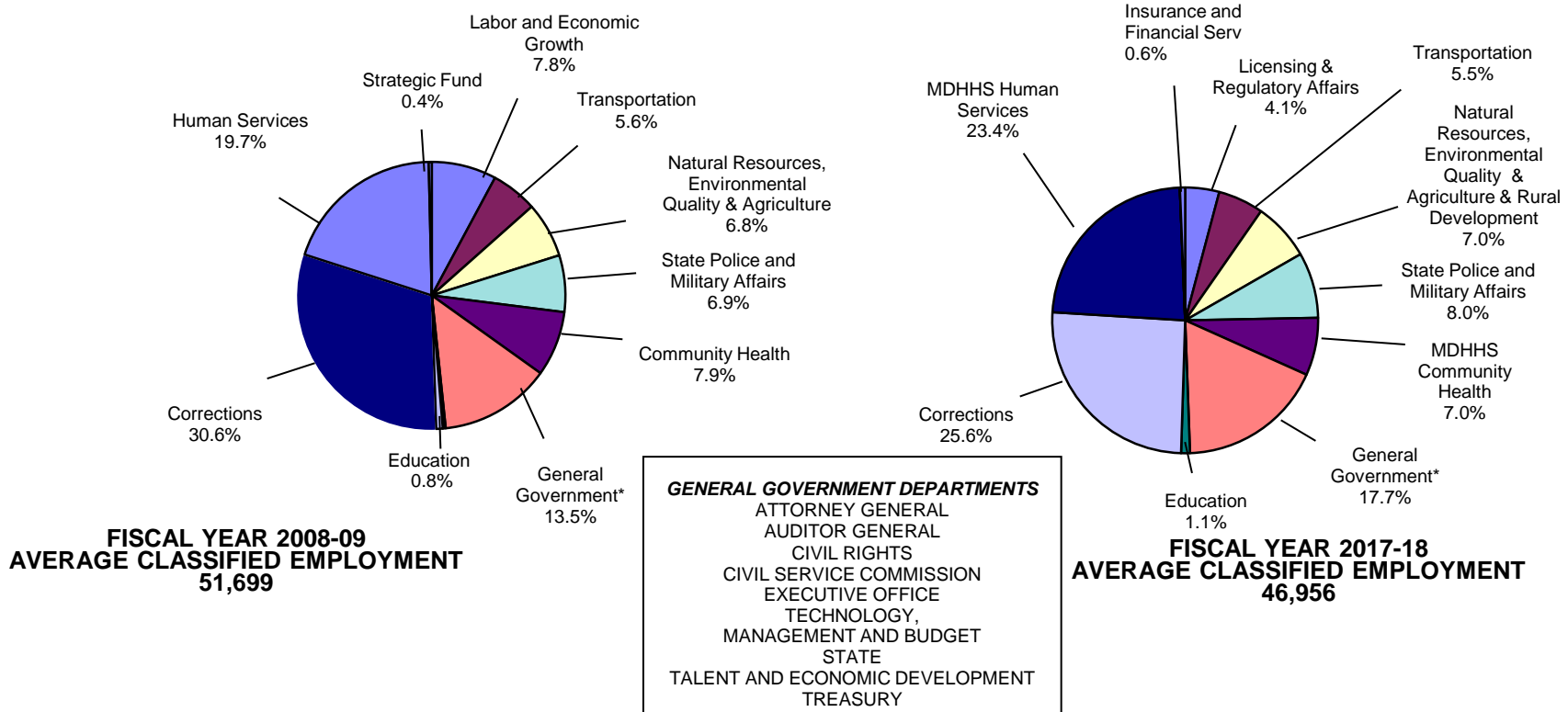
Department	2016 - 2017		2017 - 2018	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	459.0	0.9 %	474.0	1.0 %
ATTORNEY GENERAL	500.0	1.0 %	492.0	1.0 %
AUDITOR GENERAL	140.0	0.3 %	153.0	0.3 %
CIVIL RIGHTS	84.0	0.2 %	91.0	0.2 %
CIVIL SERVICE COMMISSION	449.0	0.9 %	449.0	0.9 %
CORRECTIONS	12,309.5	25.1 %	12,057.5	24.6 %
EDUCATION	521.0	1.1 %	519.0	1.1 %
ENVIRONMENTAL QUALITY	1,157.5	2.4 %	1,149.5	2.3 %
EXECUTIVE OFFICE	60.0	0.1 %	53.0	0.1 %
INSURANCE AND FINANCIAL SERV	301.0	0.6 %	308.0	0.6 %
LICENSING & REGULATORY AFFAIRS	1,961.0	4.0 %	2,040.0	4.2 %
MDHHS-COMMUNITY HEALTH	3,216.0	6.6 %	3,353.0	6.8 %
MDHHS-HUMAN SERVICES	10,958.5	22.4 %	11,068.5	22.6 %
MILITARY & VETERAN AFFAIRS	780.5	1.6 %	771.5	1.6 %
NATURAL RESOURCES	2,860.0	5.8 %	2,890.0	5.9 %
STATE	1,530.0	3.1 %	1,575.0	3.2 %
STATE POLICE	2,968.0	6.1 %	2,978.0	6.1 %
TALENT & ECONOMIC DEVELOPMENT	1,196.0	2.4 %	1,181.0	2.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,064.0	6.3 %	3,044.0	6.2 %
TRANSPORTATION	2,794.0	5.7 %	2,733.5	5.6 %
TREASURY	1,669.0	3.4 %	1,664.0	3.4 %
TOTAL:	48,978.0	100.0 %	49,044.5	100.0 %

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, 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 66.5 from September 23, 2017 to September 22, 2018.

**STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE
Fiscal Years 2008-09 and 2017-18 Compared**

Graph 1-3



Comments: Statewide, average classified employment decreased by 4,743 positions (10.1%) from FY 2008-09 to FY 2017-18. 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 22, 2018 these positions represent 89.9% 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

Table 1-4

DEPARTMENT	Fiscal Years 2008-09 through 2017-18									
	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18
Agriculture & Rural Development ⁵	529.0	446.7	393.1	387.4	400.9	396.8	405.4	411.5	438.7	457.7
Attorney General	493.9	460.6	433.7	461.6	478.5	489.9	481.6	477.4	491.2	498.4
Auditor General	134.8	131.5	133.7	133.4	139.8	134.2	137.2	150.2	149.2	142.7
Civil Rights	112.0	95.0	90.4	94.3	91.7	91.0	93.7	92.0	84.4	85.8
Civil Service Commission	525.8	488.3	413.7	405.3	415.9	414.0	413.6	415.5	417.5	432.0
Community Health	4,074.7	3,873.1	3,447.6	3,012.6	3,113.4	3,127.9	--	--	--	--
Corrections	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	11,966.6
Education	404.9	444.5	446.1	475.5	517.7	517.5	515.3	506.6	503.8	504.7
Environmental Quality 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	1,128.8
Executive Office	45.4	40.9	37.8	50.9	53.6	58.3	59.8	56.2	59.8	56.5
History Arts and Libraries ¹	181.7	--	--	--	--	--	--	--	--	--
Human Services	10,168.0	10,414.0	10,364.6	11,058.1	11,771.7	11,387.6	--	--	--	--
Information Technology	1,708.9	1,720.4	--	--	--	--	--	--	--	--
Insurance and Financial Serv ⁷	--	--	--	--	--	291.9	304.7	302.1	296.0	299.7
Labor & Economic Growth ²	4,055.5	--	--	--	--	--	--	--	--	--
Licensing & Regulatory Affairs ²	--	4,297.6	3,727.1	3,758.3	2,898.8	2,525.0	2,120.0	1,847.2	1,894.6	1,942.8
Management and Budget ⁴	966.9	931.3	--	--	--	--	--	--	--	--
MDHHS-Community Health	--	--	--	--	--	--	3,091.9	3,111.0	3,184.1	3,293.2
MDHHS-Human Services	--	--	--	--	--	--	10,954.1	10,746.8	10,898.9	10,979.6
Military and Veterans Affairs	926.4	897.3	890.6	885.5	800.7	771.7	757.0	749.8	745.3	765.2
Natural Resources ³	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	1,718.9
Natural Resources & Environment ³	--	--	1,197.7	--	--	--	--	--	--	--
State	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	1,331.6
State Police	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	2,984.3
Strategic Fund ⁶	192.5	196.7	134.7	636.1	650.6	630.8	--	--	--	--
Talent & Economic Development ⁸	--	--	--	--	--	--	1,006.3	1,252.7	1,199.3	1,162.7
Technology, Management & Budget ⁴	--	--	2,383.7	2,461.2	2,586.8	2,673.9	2,789.2	2,873.8	2,960.2	2,992.2
Transportation	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	2,597.0
Treasury	<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>	<u>1,615.5</u>
TOTAL	51,698.9	50,614.6	47,817.8	47,809.0	47,739.4	47,003.1	46,588.3	46,692.1	46,824.5	46,955.9

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

² 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.

³ 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.

⁴ 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.

⁵ 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.

⁶ 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.

⁷ In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

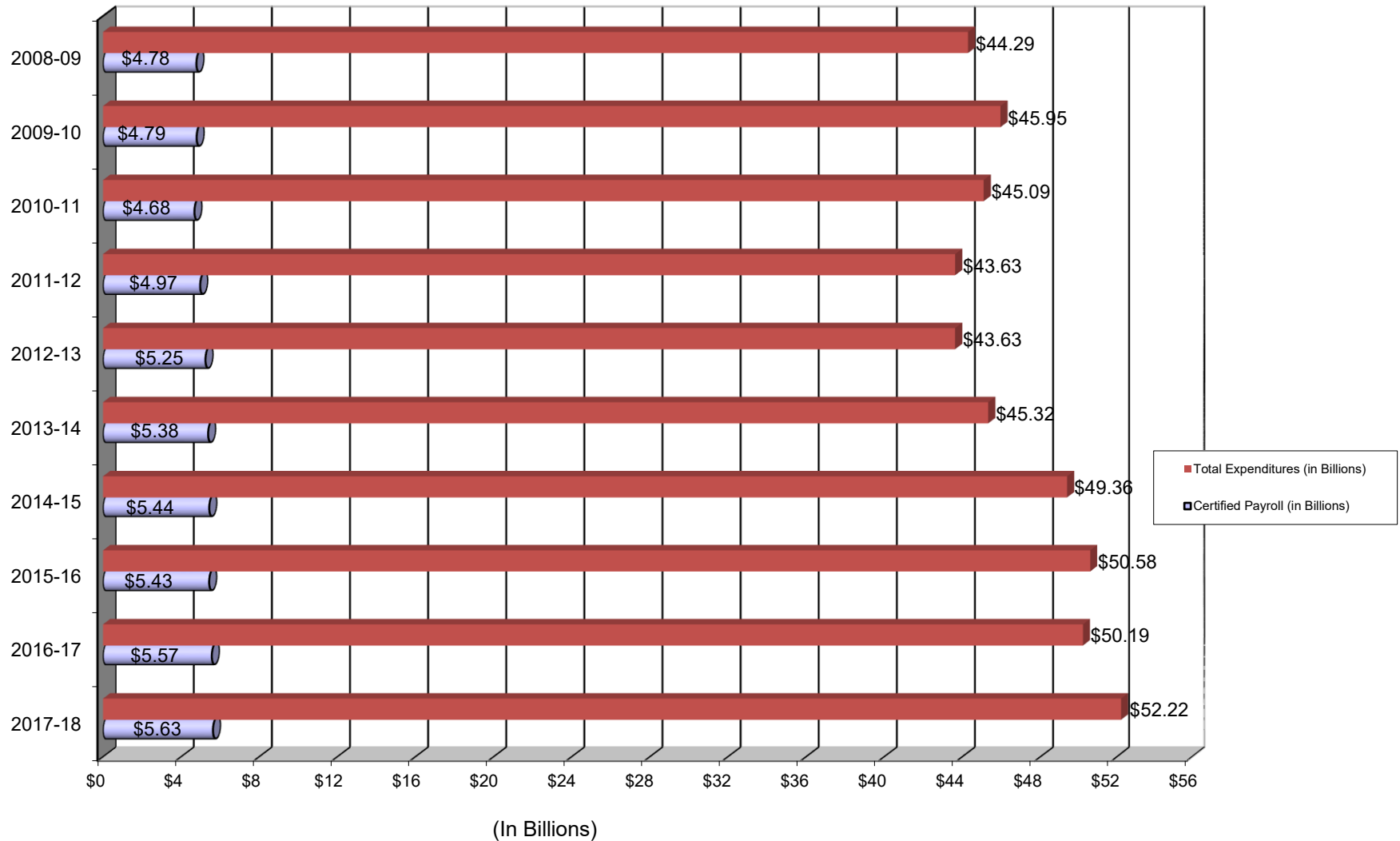
⁸ In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, 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 89.9% of all noncareer appointments at the end of FY 2017-18. 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.

SECTION TWO

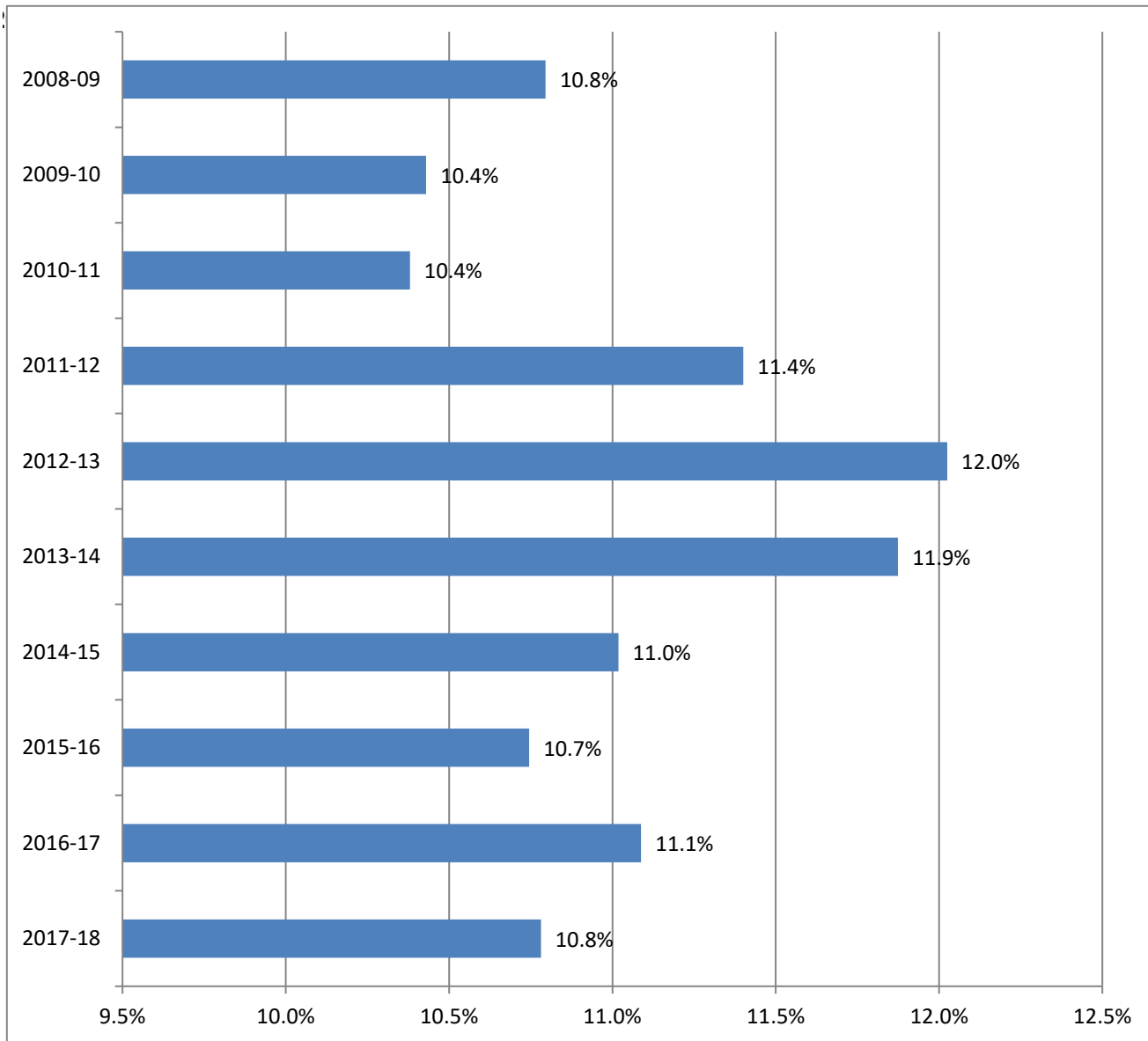
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2008-09 through 2017-18



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 2008-09 through 2017-18



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 22, 2018

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMNT	474	1.0 %	45.4	\$31.44	288	60.8 %
ATTORNEY GENERAL	492	1.0 %	47.5	\$41.82	297	60.4 %
AUDITOR GENERAL	153	0.3 %	39.1	\$37.98	86	56.2 %
CIVIL RIGHTS	91	0.2 %	46.1	\$32.41	70	76.9 %
CIVIL SERVICE COMMISSION	449	0.9 %	45.2	\$32.46	308	68.6 %
CORRECTIONS	12,058	24.6 %	44.7	\$27.27	8,265	68.5 %
EDUCATION	519	1.0 %	49.1	\$35.95	338	65.1 %
ENVIRONMENTAL QUALITY	1,150	2.3 %	46.8	\$33.84	804	69.9 %
EXECUTIVE OFFICE	53	0.1 %	41.0	\$39.52	20	37.7 %
INSURANCE AND FINANCIAL SERV	308	0.6 %	43.7	\$36.23	239	77.6 %
LICENSING & REGULATORY AFFAIRS	2,040	4.2 %	46.5	\$32.70	1,340	65.7 %
MDHHS - COMMUNITY HEALTH	3,353	6.8 %	46.5	\$30.44	1,973	58.8 %
MDHHS - HUMAN SERVICES	11,074	22.6 %	44.0	\$27.62	7,504	67.8 %
MILITARY & VETERAN AFFAIRS	772	1.6 %	47.4	\$26.29	451	58.4 %
NATURAL RESOURCES	2,890	5.9 %	41.7	\$21.79	1,200	41.5 %
STATE	1,575	3.2 %	43.3	\$23.95	818	51.9 %
STATE POLICE	2,978	6.1 %	40.8	\$32.63	1,888	63.4 %
TALENT & ECONOMIC DEVELOPMENT	1,181	2.4 %	49.4	\$31.32	949	80.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,044	6.2 %	46.4	\$34.11	1,858	61.0 %
TRANSPORTATION	2,734	5.6 %	46.4	\$30.25	1,884	68.9 %
TREASURY	1,664	3.4 %	46.1	\$31.82	1,102	66.2 %
STATEWIDE TOTALS:	49,052	100.0 %	44.8	\$29.11	31,682	64.6 %

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. 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 2013-14 through 2017-18

<u>Salary Range</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</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	3	0	0	0	0
16,000 - 16,999	0	0	0	0	0
17,000 - 17,999	607	403	424	1	0
18,000 - 18,999	406	537	519	441	0
19,000 - 19,999	36	27	23	506	367
20,000 - 20,999	40	68	55	55	579
21,000 - 21,999	25	14	63	56	30
22,000 - 22,999	123	124	128	141	106
23,000 - 23,999	93	3	5	11	2
24,000 - 24,999	37	42	183	162	89
25,000 - 25,999	15	7	26	31	25
26,000 - 26,999	46	0	3	1	3
27,000 - 27,999	437	479	35	51	15
28,000 - 28,999	63	49	410	428	36
29,000 - 29,999	58	84	63	40	459
30,000 - 30,999	78	13	55	68	36
31,000 - 31,999	120	77	92	15	68
32,000 - 32,999	138	229	89	106	8
33,000 - 33,999	477	179	171	281	97
34,000 - 34,999	328	1,052	397	177	276
35,000 - 35,999	475	548	264	572	202
36,000 - 36,999	461	393	236	541	596
37,000 - 37,999	291	425	472	316	487
38,000 - 38,999	343	417	1067	618	363
39,000 - 39,999	875	692	362	330	658
40,000 - 40,999	562	0	658	426	497
41,000 - 41,999	824	467	854	769	340
42,000 - 42,999	1,156	938	709	654	918
43,000 - 43,999	1,493	842	1077	687	662
44,000 - 44,999	382	1,785	647	1588	680
45,000 - 45,999	2,142	593	1783	1901	889
46,000 - 46,999	530	1,710	372	726	841
47,000 - 47,999	970	533	1913	1533	1,748
48,000 - 48,999	1,963	561	453	528	936
49,000 - 49,999	2,561	1,736	455	603	1,853
50,000 - 50,999	1,215	3,064	1689	1146	483
51,000 - 51,999	5,488	1,193	3068	1190	588
52,000 - 52,999	582	5,307	1164	2992	1,621
53,000 - 53,999	2,369	438	4701	4667	750

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)

Fiscal Years 2013-14 through 2017-18

<u>Salary Range</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2016-17</u>
54,000 - 54,999	857	2,346	355	770	3,247
55,000 - 55,999	755	1,040	883	498	4,137
56,000 - 56,999	215	662	2386	2419	442
57,000 - 57,999	1,102	284	823	735	606
58,000 - 58,999	621	520	322	675	2,879
59,000 - 59,999	372	1,057	517	330	490
60,000 - 60,999	218	388	1329	1308	404
61,000 - 61,999	1,175	293	288	535	689
62,000 - 62,999	1,519	1,220	449	337	945
63,000 - 63,999	946	1,232	1094	382	472
64,000 - 64,999	547	1,052	1286	1241	484
65,000 - 65,999	574	562	295	1200	252
66,000 - 66,999	1,935	514	1239	1098	1,215
67,000 - 67,999	523	2,087	466	525	1,171
68,000 - 68,999	156	309	1892	378	1,232
69,000 - 69,999	934	305	233	1869	512
70,000 - 70,999	236	870	497	458	324
71,000 - 71,999	971	196	791	287	1,844
72,000 - 72,999	1,416	166	340	684	392
73,000 - 73,999	74	1,840	141	337	295
74,000 - 74,999	132	620	993	180	691
75,000 - 75,999	800	44	1449	1002	295
76,000 - 76,999	113	548	66	1437	124
77,000 - 77,999	155	411	121	95	1,084
78,000 - 78,999	110	79	819	320	1,402
79,000 - 79,999	652	144	94	604	47
80,000 - 80,999	299	749	131	118	177
81,000 - 81,999	212	128	167	149	642
82,000 - 82,999	328	189	657	119	332
83,000 - 83,999	61	192	216	668	121
84,000 - 84,999	77	384	261	283	162
85,000 - 85,999	196	28	59	232	699
86,000 - 86,999	44	65	424	13	131
87,000 - 87,999	24	197	22	430	181
88,000 - 88,999	319	28	65	26	209
89,000 - 89,999	71	35	194	70	440
90,000 - 90,999	125	312	25	218	45
91,000 - 91,999	100	60	293	45	68
92,000 - 92,999	105	159	31	235	172
93,000 - 93,999	63	79	80	29	51

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)

Fiscal Years 2013-14 through 2017-18

<u>Salary Range</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2016-17</u>
\$94,000 - 94,999	70	92	142	98	37
95,000 - 95,999	134	64	89	133	230
96,000 - 96,999	66	64	97	91	39
97,000 - 97,999	55	108	59	103	108
98,000 - 98,999	24	41	49	58	116
99,000 - 99,999	80	65	102	128	66
100,000 - 100,999	155	57	67	58	104
101,000 - 101,999	25	82	59	52	52
102,000 - 102,999	20	161	40	47	73
103,000 - 103,999	21	24	76	48	129
104,000 - 104,999	44	16	213	74	37
105,000 - 105,999	52	23	35	238	69
106,000 - 106,999	54	35	15	26	33
107,000 - 107,999	37	51	29	19	77
108,000 - 108,999	108	32	35	16	294
109,000 - 109,999	25	60	38	27	25
110,000 - 110,999	21	132	25	42	8
111,000 - 111,999	23	27	46	20	28
112,000 - 112,999	42	19	139	48	22
113,000 - 113,999	22	15	28	140	38
114,000 - 114,999	22	51	28	24	28
115,000 - 115,999	176	26	27	25	45
116,000 - 116,999	7	21	54	26	123
117,000 - 117,999	11	183	30	58	32
118,000 - 118,999	18	8	14	26	25
119,000 - 119,999	5	7	18	26	27
120,000 - 120,999	4	19	177	25	19
121,000 - 121,999	15	3	4	202	45
122,000 - 122,999	7	7	11	5	32
123,000 - 123,999	98	14	19	13	17
124,000 - 124,999	2	14	6	22	29
125,000 - 125,999	0	40	8	10	248
126,000 and above	230	310	353	359	384
STATEWIDE TOTAL	48,617	48,294	48,610	48,984	49,052

Median Salary: \$55,979

Average Salary: \$60,776

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 2013-14 through 2017-18

	2013-14	2014-15	2015-16	2016-17	2017-18
Legally Required Payments					
FICA	7.09 %	7.11 %	7.10 %	7.10 %	7.11 %
Unemployment Compensation	.25	.18	.16	.13	.16
Workers Compensation	.99	.87	.72	.74	.74
Total Legally Required Payments	8.33 %	8.17 %	7.98 %	7.97 %	8.00 %
Group Insurance					
State Health Plan	8.20 %	7.39 %	7.81 %	7.53 %	7.25 %
Health Maintenance Organization	9.70	9.65	9.95	9.96	9.57
Dental	1.71	1.66	1.47	1.53	1.01
Vision	.23	.22	.14	.18	.12
Life	.99	.98	1.13	1.11	1.28
Long Term Disability	.73	.63	.46	.61	.60
Flexible Benefits Allowance/Recovery	.10	.10	.11	.11	.12
Total Group Insurance	21.66 %	20.63 %	21.07 %	21.04 %	19.94 %
Other Cash Payments					
Terminal Annual & Sick Leave	.69 %	.81 %	.74 %	.78 %	.76 %
Terminal Longevity Payments	.02	.02	.02	.02	.02
Professional Development	.04	.04	.04	.03	.03
Uniforms and Dry Cleaning	.20	.19	.19	.19	.18
Total Other Cash Payments	.95 %	1.06 %	.99 %	1.02 %	1.00 %
Pension Items					
Retirement or Pension Plans	2.08 %	1.97 %	1.82 %	1.72 %	1.97 %
Other Employee Retirement Costs (OERC)	48.20	48.24	44.80	44.81	43.91
Defined Contribution Pension Plan	4.28	4.58	4.80	5.12	5.24
Total Pension Items	54.56 %	54.79 %	51.42 %	51.65 %	51.11 %
Total Employee Benefits	85.49 %	84.65 %	81.46 %	81.68 %	80.06 %

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 22, 2018

Department	Health Insurance									Dental Insurance					
	Total Employees Enrolled	State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	DMO	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	447	166	37 %	238	53 %	4	1 %	0	0 %	412	92 %	3	1 %	2	0 %
ATTORNEY GENERAL	492	172	35 %	256	52 %	4	1 %	0	0 %	450	91 %	11	2 %	0	0 %
AUDITOR GENERAL	147	43	29 %	82	56 %	5	3 %	0	0 %	132	90 %	2	1 %	2	1 %
CIVIL RIGHTS	90	37	41 %	47	52 %	2	2 %	0	0 %	79	88 %	7	8 %	0	0 %
CIVIL SERVICE COMMISSION	429	91	21 %	282	66 %	0	0 %	0	0 %	390	91 %	5	1 %	0	0 %
CORRECTIONS	12,008	5,996	50 %	4,948	41 %	68	1 %	0	0 %	11,059	92 %	226	2 %	33	0 %
EDUCATION	504	197	39 %	233	46 %	6	1 %	0	0 %	451	89 %	7	1 %	2	0 %
ENVIRONMENTAL QUALITY	1,135	360	32 %	641	56 %	13	1 %	0	0 %	1,021	90 %	14	1 %	8	1 %
EXECUTIVE OFFICE	52	21	40 %	20	38 %	0	0 %	0	0 %	45	87 %	0	0 %	0	0 %
INSURANCE AND FINANCIAL SERV	304	76	25 %	200	66 %	4	1 %	0	0 %	282	93 %	4	1 %	3	1 %
LICENSING & REGULATORY AFFAIRS	1,980	696	35 %	1,064	54 %	9	0 %	0	0 %	1,788	90 %	47	2 %	7	0 %
MDHHS - COMMUNITY HEALTH	3,319	1,280	39 %	1,721	52 %	17	1 %	0	0 %	3,011	91 %	112	3 %	17	1 %
MDHHS - HUMAN SERVICES	11,058	4,080	37 %	5,911	53 %	59	1 %	0	0 %	10,030	91 %	357	3 %	24	0 %
MILITARY & VETERAN AFFAIRS	755	319	42 %	318	42 %	9	1 %	0	0 %	685	91 %	4	1 %	4	1 %
NATURAL RESOURCES	1,744	926	53 %	589	34 %	29	2 %	0	0 %	1,582	91 %	9	1 %	9	1 %
STATE	1,370	496	36 %	709	52 %	9	1 %	0	0 %	1,207	88 %	52	4 %	1	0 %
STATE POLICE	2,962	773	26 %	636	21 %	10	0 %	1,324	45 %	2,802	95 %	21	1 %	5	0 %
TALENT & ECONOMIC DEVELOPMENT	1,161	416	36 %	633	55 %	12	1 %	0	0 %	1,042	90 %	51	4 %	3	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,921	870	30 %	1,726	59 %	24	1 %	0	0 %	2,623	90 %	66	2 %	9	0 %
TRANSPORTATION	2,542	1,009	40 %	1,306	51 %	28	1 %	0	0 %	2,375	93 %	24	1 %	6	0 %
TREASURY	1,602	442	28 %	981	61 %	25	2 %	0	0 %	1,454	91 %	50	3 %	3	0 %
STATEWIDE TOTALS:	47,022	18,466	39 %	22,541	48 %	337	1 %	1,324	3 %	42,920	91 %	1,072	2 %	138	0 %

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

Source: Michigan Civil Service Commission HWF47

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

Pay End Date: September 22, 2018

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
AGRICULTURE & RURAL DEVELOPMENT	447	422	94 %	360	81 %	0	0 %	432	97 %	14	3 %	0	0 %
ATTORNEY GENERAL	492	463	94 %	320	65 %	0	0 %	465	95 %	26	5 %	0	0 %
AUDITOR GENERAL	147	140	95 %	109	74 %	0	0 %	119	81 %	27	18 %	0	0 %
CIVIL RIGHTS	90	87	97 %	71	79 %	0	0 %	85	94 %	5	6 %	0	0 %
CIVIL SERVICE COMMISSION	429	399	93 %	401	93 %	0	0 %	412	96 %	16	4 %	0	0 %
CORRECTIONS	12,008	11,352	95 %	10,705	89 %	1	0 %	11,601	97 %	363	3 %	0	0 %
EDUCATION	504	462	92 %	354	70 %	0	0 %	472	94 %	32	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,135	1,050	93 %	913	80 %	0	0 %	1,058	93 %	75	7 %	0	0 %
EXECUTIVE OFFICE	52	49	94 %	24	46 %	0	0 %	39	75 %	13	25 %	0	0 %
INSURANCE AND FINANCIAL SERV	304	291	96 %	253	83 %	0	0 %	288	95 %	16	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,980	1,849	93 %	1,573	79 %	0	0 %	1,873	95 %	105	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,319	3,153	95 %	2,823	85 %	0	0 %	3,155	95 %	158	5 %	0	0 %
MDHHS - HUMAN SERVICES	11,058	10,430	94 %	9,370	85 %	0	0 %	10,517	95 %	523	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	755	697	92 %	563	75 %	0	0 %	712	94 %	31	4 %	0	0 %
NATURAL RESOURCES	1,744	1,612	92 %	1,395	80 %	0	0 %	1,656	95 %	87	5 %	0	0 %
STATE	1,370	1,271	93 %	1,036	76 %	0	0 %	1,298	95 %	69	5 %	0	0 %
STATE POLICE	2,962	2,838	96 %	2,685	91 %	1,410	48 %	2,852	96 %	93	3 %	1,291	44 %
TALENT & ECONOMIC DEVELOPMENT	1,161	1,103	95 %	968	83 %	0	0 %	1,098	95 %	62	5 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,921	2,707	93 %	2,130	73 %	31	1 %	2,784	95 %	128	4 %	24	1 %
TRANSPORTATION	2,542	2,422	95 %	2,200	87 %	0	0 %	2,419	95 %	120	5 %	0	0 %
TREASURY	1,602	1,521	95 %	1,308	82 %	0	0 %	1,498	94 %	101	6 %	0	0 %
STATEWIDE TOTALS:	47,022	44,318	94 %	39,561	84 %	1,442	3 %	44,833	95 %	2,064	4 %	1,315	3 %

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

Source: Michigan Civil Service Commission HWF47

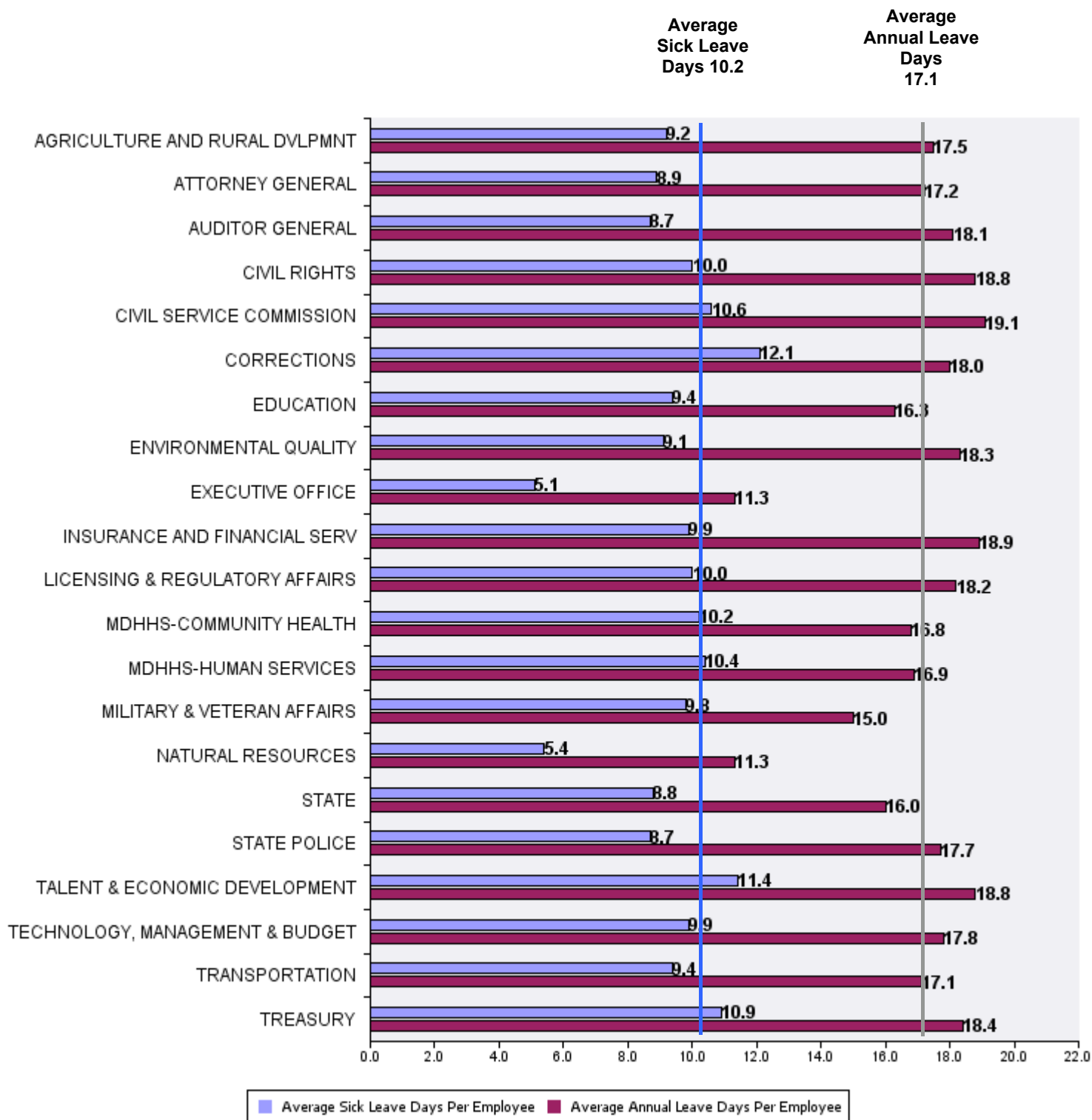
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2013-14 through 2017-18**

	2013-14	2014-15	2015-16	2016-17	2017-18
VACATION	7.4 %	7.4 %	7.4 %	7.3 %	7.2 %
HOLIDAY	4.6 %	5.0 %	4.6 %	5.0 %	4.6 %
SICK LEAVE	4.2 %	4.1 %	4.1 %	4.1 %	4.2 %
TOTAL	16.3 %	16.5 %	16.1 %	16.4 %	16.0 %

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 2017-18



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
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2017-2018

Table 2-6

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMT	9.2	17.5	26.7
ATTORNEY GENERAL	8.9	17.2	26.0
AUDITOR GENERAL	8.7	18.1	26.8
CIVIL RIGHTS	10.0	18.8	28.8
CIVIL SERVICE COMMISSION	10.6	19.1	29.6
CORRECTIONS	12.1	18.0	30.0
EDUCATION	9.4	16.3	25.7
ENVIRONMENTAL QUALITY	9.1	18.3	27.4
EXECUTIVE OFFICE	5.1	11.3	16.4
INSURANCE AND FINANCIAL SERV	9.9	18.9	28.9
LICENSING & REGULATORY AFFAIRS	10.0	18.2	28.2
MDHHS-COMMUNITY HEALTH	10.2	16.8	26.9
MDHHS-HUMAN SERVICES	10.4	16.9	27.2
MILITARY & VETERAN AFFAIRS	9.8	15.0	24.7
NATURAL RESOURCES	5.4	11.3	16.7
STATE	8.8	16.0	24.8
STATE POLICE	8.7	17.7	26.4
TALENT & ECONOMIC DEVELOPMENT	11.4	18.8	30.1
TECHNOLOGY, MANAGEMENT & BUDGET	9.9	17.8	27.7
TRANSPORTATION	9.4	17.1	26.4
TREASURY	10.9	18.4	29.3
STATEWIDE AVERAGE	10.2	17.1	27.3

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

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2013-14 through 2017-18

DEPARTMENT	2013-14	2014-15	2015-16	2016-17	2017-18
Agriculture & Rural Development	9.5	9.6	9.1	8.2	9.2
Attorney General	9.3	9.5	9.3	9.0	8.9
Auditor General	10.0	8.1	8.3	9.7	8.7
Civil Rights	10.6	12.2	10.8	10.2	10.0
Civil Service Commission	10.1	10.5	10.3	10.1	10.6
Community Health	10.9	--	--	--	--
Corrections	12.9	11.4	11.8	11.8	12.1
Education	9.0	9.1	9.3	9.9	9.4
Environmental Quality	9.9	9.9	9.2	9.8	9.1
Executive Office	4.4	3.3	3.2	4.2	5.1
Human Services	10.9	--	--	--	--
Insurance and Financial Serv	10.1	9.9	10.5	10.3	9.9
Licensing & Regulatory Affairs	11.2	10.4	9.9	10.2	10.0
MDHHS-Community Health	--	10.4	10.1	10.5	10.5
MDHHS-Human Services	--	10.8	10.6	10.7	10.7
Military and Veterans Affairs	10.8	9.4	10.5	9.9	9.8
Natural Resources	5.9	5.4	5.5	5.6	5.4
State	9.3	9.6	9.0	9.5	8.8
State Police	7.8	8.1	8.3	8.3	8.7
Strategic Fund	9.8	--	--	--	--
Talent And Economic Development	--	11.2	11.7	11.7	11.7
Technology, Management & Budget	9.2	9.0	9.3	9.6	9.9
Transportation	9.5	9.5	9.3	9.5	9.4
Treasury	10.2	10.1	10.4	10.8	10.9
STATEWIDE AVERAGE	10.7	10.2	10.2	10.3	10.2

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 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 24, 2017 to September 22, 2018

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMT	494	36,433.2	73.8	9.2
ATTORNEY GENERAL	532	37,832.5	71.1	8.9
AUDITOR GENERAL	155	10,819.8	69.8	8.7
CIVIL RIGHTS	98	7,832.8	79.9	10.0
CIVIL SERVICE COMMISSION	459	38,754.6	84.4	10.6
CORRECTIONS	13,398	1,293,452.2	96.5	12.1
EDUCATION	553	41,496.1	75.0	9.4
ENVIRONMENTAL QUALITY	1,214	88,187.3	72.6	9.1
EXECUTIVE OFFICE	68	2,770.8	40.7	5.1
INSURANCE AND FINANCIAL SERV	327	25,976.8	79.4	9.9
LICENSING & REGULATORY AFFAIRS	2,144	171,288.6	79.9	10.0
MDHHS-COMMUNITY HEALTH	3,738	304,367.8	81.4	10.2
MDHHS-HUMAN SERVICES	12,211	1,012,833.2	82.9	10.4
MILITARY & VETERAN AFFAIRS	902	70,358.6	78.0	9.8
NATURAL RESOURCES	2,788	121,091.8	43.4	5.4
STATE	1,631	115,330.2	70.7	8.8
STATE POLICE	3,167	220,438.3	69.6	8.7
TALENT & ECONOMIC DEVELOPMENT	1,286	117,016.7	91.0	11.4
TECHNOLOGY, MANAGEMENT & BUDGET	3,161	250,700.9	79.3	9.9
TRANSPORTATION	3,095	231,764.8	74.9	9.4
TREASURY	1,724	149,953.2	87.0	10.9
STATEWIDE	53,145	4,348,700.0	81.8	10.2

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 24, 2017 to September 22, 2018

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	494	69,190.5	140.1	17.5	494	190.6	0.4	0.0
ATTORNEY GENERAL	532	73,005.2	137.2	17.2	532	278.3	0.5	0.1
AUDITOR GENERAL	155	22,417.6	144.6	18.1	155	155.5	1.0	0.1
CIVIL RIGHTS	98	14,738.8	150.4	18.8	98	38.0	0.4	0.0
CIVIL SERVICE COMMISSION	459	70,074.1	152.7	19.1	459	152.2	0.3	0.0
CORRECTIONS	13,398	1,924,802.5	143.7	18.0	13,398	5,873.0	0.4	0.1
EDUCATION	553	71,982.7	130.2	16.3	553	278.5	0.5	0.1
ENVIRONMENTAL QUALITY	1,214	177,499.5	146.2	18.3	1,214	1,405.0	1.2	0.1
EXECUTIVE OFFICE	68	6,143.7	90.3	11.3	68	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	327	49,542.5	151.5	18.9	327	304.4	0.9	0.1
LICENSING & REGULATORY AFFAIRS	2,144	311,717.1	145.4	18.2	2,144	1,233.1	0.6	0.1
MDHHS-COMMUNITY HEALTH	3,738	501,235.8	134.1	16.8	3,738	1,890.3	0.5	0.1
MDHHS-HUMAN SERVICES	12,211	1,647,445.3	134.9	16.9	12,211	4,271.8	0.3	0.0
MILITARY & VETERAN AFFAIRS	902	108,203.8	120.0	15.0	902	196.6	0.2	0.0
NATURAL RESOURCES	2,788	252,293.3	90.5	11.3	2,788	1,889.2	0.7	0.1
STATE	1,631	208,780.6	128.0	16.0	1,631	952.8	0.6	0.1
STATE POLICE	3,167	448,369.4	141.6	17.7	3,167	3,659.0	1.2	0.1
TALENT & ECONOMIC DEVELOPMENT	1,286	192,929.0	150.0	18.8	1,286	817.2	0.6	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	3,161	449,507.1	142.2	17.8	3,161	1,479.2	0.5	0.1
TRANSPORTATION	3,095	422,967.9	136.7	17.1	3,095	1,976.9	0.6	0.1
TREASURY	1,724	254,277.0	147.5	18.4	1,724	714.2	0.4	0.1
STATEWIDE	53,145	7,277,123.1	136.9	17.1	53,145	27,755.5	0.5	0.1

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

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

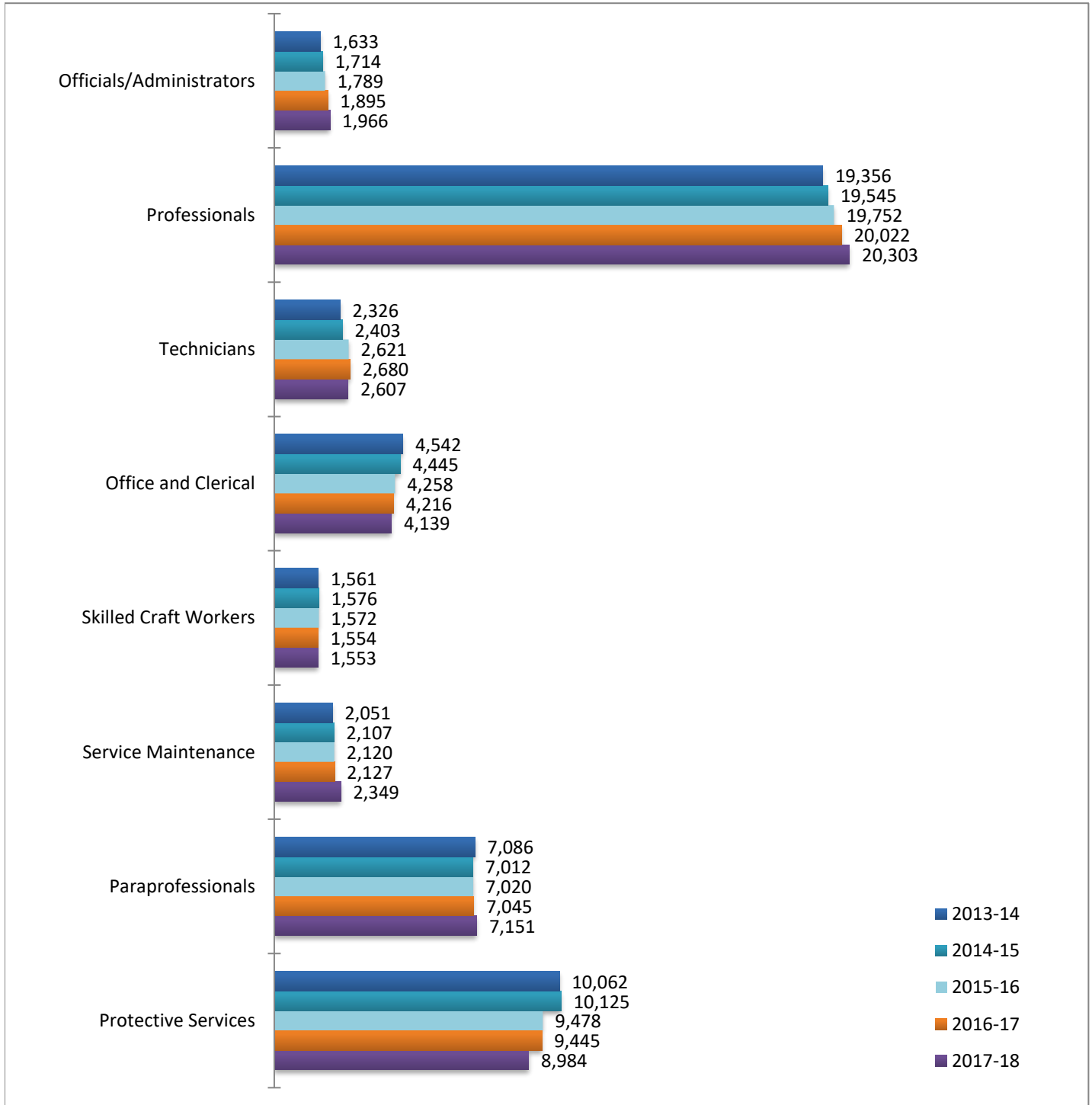
Pay End Date: September 22, 2018

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	3	16	53	41	56	60	55	56	77	39	13	5	474
ATTORNEY GENERAL	0	6	29	47	63	56	73	72	73	49	18	6	492
AUDITOR GENERAL	0	18	33	16	12	16	23	19	11	5	0	0	153
CIVIL RIGHTS	0	0	7	13	11	12	16	11	9	6	4	2	91
CIVIL SERVICE COMMISSION	2	25	30	33	57	63	61	77	70	24	7	0	449
CORRECTIONS	17	375	1,017	1,226	1,258	1,646	2,451	1,985	1,298	608	137	40	12,058
EDUCATION	1	8	12	33	66	81	72	73	70	67	27	9	519
ENVIRONMENTAL QUALITY	0	29	94	96	119	165	150	144	188	125	38	2	1,150
EXECUTIVE OFFICE	0	9	9	8	2	2	4	7	6	3	1	2	53
INSURANCE AND FINANCIAL SERV	1	15	25	38	45	47	39	34	37	22	3	2	308
LICENSING & REGULATORY AFFAIRS	12	85	128	196	269	231	263	260	270	199	94	33	2,040
MDHHS - COMMUNITY HEALTH	1	72	259	371	375	398	463	458	486	334	113	23	3,353
MDHHS - HUMAN SERVICES	0	267	976	1,419	1,728	1,634	1,649	1,315	1,086	730	220	50	11,074
MILITARY & VETERAN AFFAIRS	3	14	51	77	73	81	105	141	127	73	24	3	772
NATURAL RESOURCES	176	419	290	241	247	279	284	244	272	218	136	84	2,890
STATE	19	150	163	167	147	168	181	214	197	124	42	3	1,575
STATE POLICE	0	187	525	366	281	391	533	394	213	72	13	3	2,978
TALENT & ECONOMIC DEVELOPMENT	3	18	37	67	127	160	165	189	199	146	50	20	1,181
TECHNOLOGY, MANAGEMENT & BUDGET	14	122	205	246	329	396	420	464	452	302	84	10	3,044
TRANSPORTATION	29	131	141	208	297	356	394	434	418	235	74	17	2,734
TREASURY	9	74	92	174	198	206	222	216	268	141	54	10	1,664
Statewide Total:	290	2,040	4,176	5,083	5,760	6,448	7,623	6,807	5,827	3,522	1,152	324	49,052
Average Age:	19.2	23.0	27.7	32.6	37.6	42.5	47.6	52.5	57.4	62.1	66.9	73.5	44.8

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

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2013-14 through 2017-18



2017-18 Total: 49,052

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 22, 2018

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	16	21
ALGER	261	1	262
ALLEGAN	201	14	215
ALPENA	163	30	193
ANTRIM	27	1	28
ARENAC	27	2	29
BARAGA	341	17	358
BARRY	105	56	161
BAY	338	50	388
BENZIE	30	3	33
BERRIEN	334	31	365
BRANCH	319	7	326
CALHOUN	369	11	380
CASS	93	9	102
CHARLEVOIX	19	51	70
CHEBOYGAN	62	57	119
CHIPPEWA	933	90	1,023
CLARE	60	17	77
CLINTON	151	37	188
CRAWFORD	144	87	231
DELTA	167	41	208
DICKINSON	62	5	67
EATON	3,401	190	3,591
EMMET	79	31	110
GENESEE	807	117	924
GLADWIN	48	8	56
GOGEBIC	246	17	263
GRAND TRAVERSE	301	44	345
GRATIOT	789	9	798
HILLSDALE	59	8	67
HOUGHTON	76	34	110
HURON	36	21	57
INGHAM	9,787	1,076	10,863
IONIA	1,376	35	1,411
IOSCO	50	37	87
IRON	56	14	70
ISABELLA	166	2	168
JACKSON	2,019	68	2,087
KALAMAZOO	1,086	105	1,191
KALKASKA	55	2	57
KENT	1,438	81	1,519
KEWEENAW	2	17	19
LAKE	43	5	48
LAPEER	439	22	461

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 22, 2018

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	5	5	10
LENAWEE	580	16	596
LIVINGSTON	536	53	589
LUCE	275	22	297
MACKINAC	109	93	202
MACOMB	1,328	57	1,385
MANISTEE	332	21	353
MARQUETTE	818	66	884
MASON	45	28	73
MECOSTA	79	7	86
MENOMINEE	26	18	44
MIDLAND	94	7	101
MISSAUKEE	65	3	68
MONROE	221	39	260
MONTCALM	564	11	575
MONTMORENCY	47	24	71
MUSKEGON	879	52	931
NEWAYGO	72	10	82
OAKLAND	1,164	164	1,328
OCEANA	88	51	139
OGEMAW	95	17	112
ONTONAGON	20	18	38
OSCEOLA	27	1	28
OSCODA	25	2	27
OTSEGO	317	31	348
OTTAWA	176	58	234
OUT OF STATE	41	4	45
PRESQUE ISLE	17	22	39
ROSCOMMON	130	28	158
SAGINAW	833	36	869
SANILAC	45	11	56
SCHOOLCRAFT	28	22	50
SHIAWASSEE	78	5	83
ST CLAIR	231	66	297
ST JOSEPH	83	4	87
TUSCOLA	424	45	469
VAN BUREN	240	38	278
WASHTENAW	1,436	96	1,532
WAYNE	5,067	216	5,283
WEXFORD	167	30	197
WORK AT HOME - MI	1,569	33	1,602
Grand Total:	44,946	4,106	49,052

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.

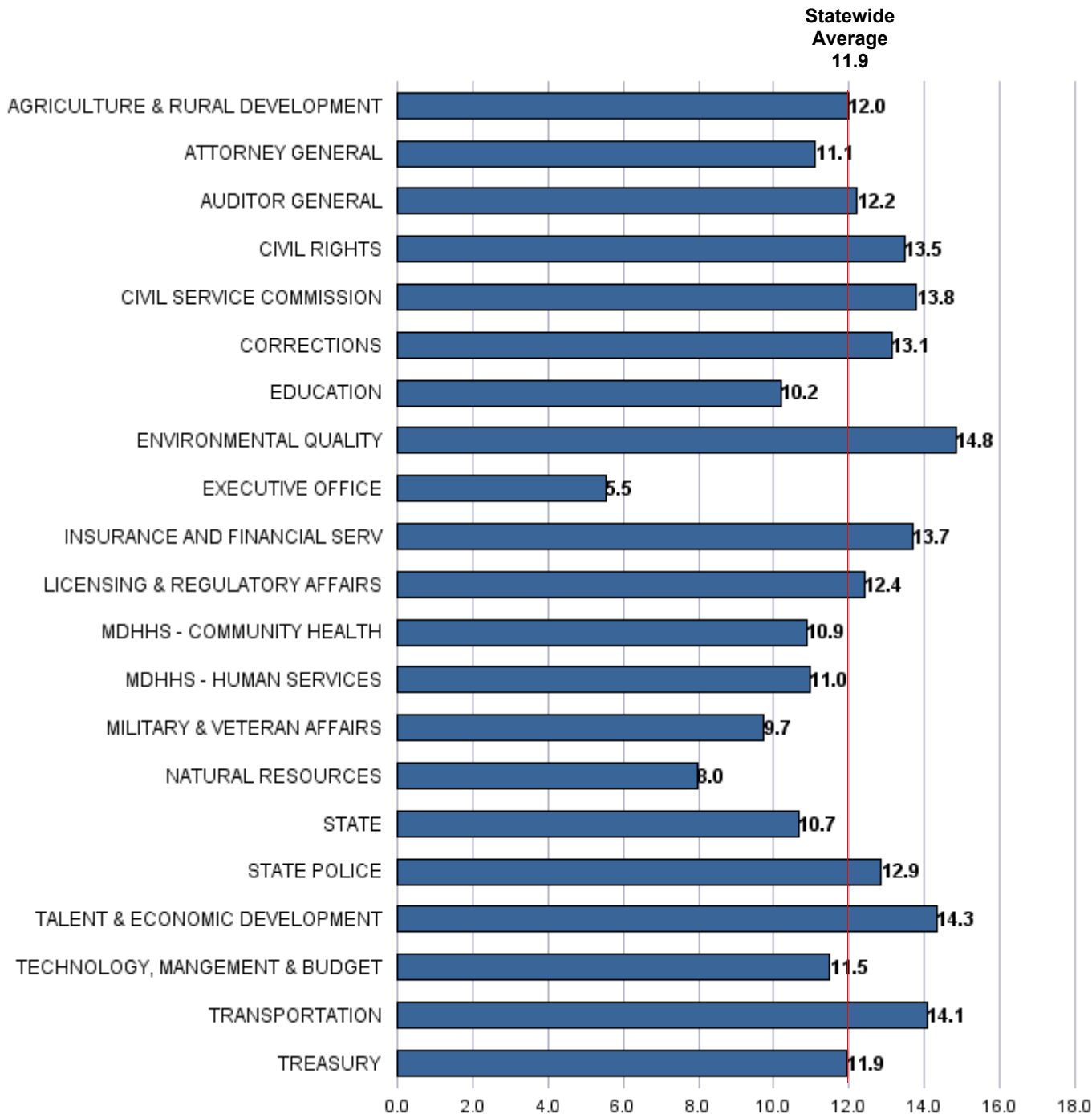
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 22, 2018



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 22, 2018

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	
AGRICULTURE & RURAL DEVELOPMENT																			
00 - 05 YEARS	77	86	1	7	0	0	2	5	1	1	0	0	0	0	81	99	0	0	
06 - 10 YEARS	34	33	2	2	0	1	1	0	0	0	0	0	0	0	37	36	0	0	
11 - 15 YEARS	16	22	1	2	0	0	0	0	0	0	0	0	0	0	17	24	0	0	
16 - 20 YEARS	37	32	1	2	1	0	0	1	0	1	0	0	0	0	39	36	0	1	
21 - 25 YEARS	23	16	1	1	0	0	1	0	0	1	0	0	0	0	25	18	0	0	
26 - 30 YEARS	24	13	0	1	0	0	0	0	0	0	0	0	0	0	24	14	1	1	
31 - 35 YEARS	3	9	0	2	0	0	0	0	0	0	0	0	0	0	3	11	0	1	
36 - 40 YEARS	2	4	0	1	0	0	0	0	1	0	0	0	0	0	3	5	0	1	
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	
DEPARTMENT TOTAL	217	216	6	18	1	1	4	6	2	3	0	0	0	0	230	244	1	4	
MORE THAN 10 YEARS	106	97	3	9	1	0	1	1	1	2	0	0	0	0	112	109	1	4	
AVERAGE YEARS	12.6	11.4	10.8	13.4	18.0	10.0	9.5	5.5	18.5	14.7	0.0	0.0	0.0	0.0	12.6	11.5	28.0	29.8	

DEPARTMENT AVERAGE YEARS 12.0

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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																		
00 - 05 YEARS	64	97	3	11	0	0	0	5	1	3	0	0	0	1	68	117	0	0
06 - 10 YEARS	42	49	1	5	0	0	0	0	1	0	0	0	0	0	44	54	0	0
11 - 15 YEARS	31	39	5	4	0	0	0	1	0	0	0	0	0	0	36	44	1	0
16 - 20 YEARS	13	21	1	4	0	0	0	0	0	2	0	0	0	0	14	27	0	0
21 - 25 YEARS	17	13	1	2	0	0	1	1	0	0	0	0	0	0	19	16	0	0
26 - 30 YEARS	11	7	0	2	0	0	0	1	0	0	0	0	0	0	11	10	0	0
31 - 35 YEARS	10	7	1	3	0	0	0	0	0	0	0	0	0	0	11	10	0	1
36 - 40 YEARS	4	4	0	0	0	0	1	1	0	0	0	0	0	0	5	5	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	193	237	12	31	0	0	2	9	2	5	0	0	0	1	209	283	1	1
MORE THAN 10 YEARS	87	91	8	15	0	0	2	4	0	2	0	0	0	0	97	112	1	1
AVERAGE YEARS	12.0	10.0	13.3	12.7	0.0	0.0	31.0	12.6	5.5	8.6	0.0	0.0	0.0	1.0	12.2	10.3	11.0	32.0

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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
AUDITOR GENERAL																			
00 - 05 YEARS	32	27	4	1	0	0	2	1	0	0	0	0	0	0	38	29	0	0	
06 - 10 YEARS	9	10	0	0	0	0	0	0	0	0	0	0	0	0	9	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	10	9	1	0	0	0	0	0	0	1	0	0	0	0	11	10	0	0	
21 - 25 YEARS	7	11	0	1	0	0	0	0	0	0	0	0	0	0	7	12	0	0	
26 - 30 YEARS	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	
31 - 35 YEARS	5	5	2	0	0	0	0	0	0	0	0	0	0	0	7	5	0	1	
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
DEPARTMENT TOTAL	67	73	7	2	0	0	2	1	0	1	0	0	0	0	76	77	0	1	
MORE THAN 10 YEARS	26	36	3	1	0	0	0	0	0	1	0	0	0	0	29	38	0	1	
AVERAGE YEARS	11.7	13.0	12.6	11.0	0.0	0.0	1.5	4.0	0.0	18.0	0.0	0.0	0.0	0.0	11.5	12.9	0.0	32.0	

DEPARTMENT 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																		
00 - 05 YEARS	3	8	3	3	0	1	0	1	0	0	0	0	1	1	7	14	0	0
06 - 10 YEARS	0	7	5	9	0	0	0	3	0	1	0	0	0	1	5	21	0	0
11 - 15 YEARS	0	2	0	8	0	0	0	0	0	0	0	0	0	0	0	10	0	0
16 - 20 YEARS	4	2	2	6	0	0	0	1	0	0	0	0	0	0	6	9	0	0
21 - 25 YEARS	1	1	2	3	0	0	0	1	0	0	0	0	0	0	3	5	0	0
26 - 30 YEARS	1	1	0	2	0	0	1	0	0	0	0	0	0	0	2	3	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
36 - 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	9	22	12	36	0	1	1	6	0	1	0	0	1	2	23	68	0	0
MORE THAN 10 YEARS	6	7	4	24	0	0	1	2	0	0	0	0	0	0	11	33	0	0
AVERAGE YEARS	14.2	9.9	10.8	17.4	0.0	1.0	29.0	11.2	0.0	10.0	0.0	0.0	4.0	5.5	12.7	13.7	0.0	0.0

DEPARTMENT AVERAGE YEARS 13.5

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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	23	86	1	13	0	1	1	4	0	1	0	0	2	1	27	106	0	1
06 - 10 YEARS	12	55	4	9	0	1	0	1	0	1	0	0	0	0	16	67	1	0
11 - 15 YEARS	9	34	2	3	0	0	0	2	0	0	0	0	0	0	11	39	0	0
16 - 20 YEARS	4	46	2	6	0	1	1	0	0	2	0	0	0	0	7	55	0	0
21 - 25 YEARS	4	28	1	3	0	0	1	0	0	0	0	0	0	0	6	31	0	0
26 - 30 YEARS	2	22	0	13	0	2	0	3	0	1	0	0	0	0	2	41	0	0
31 - 35 YEARS	1	14	1	8	0	0	0	6	0	0	0	0	0	0	2	28	0	1
36 - 40 YEARS	0	3	0	1	0	1	0	0	0	0	0	0	0	0	0	5	0	0
MORE THAN 40 YEARS	0	3	1	2	0	0	0	0	0	0	0	0	0	0	1	5	0	1
DEPARTMENT TOTAL	55	291	12	58	0	6	3	16	0	5	0	0	2	1	72	377	1	3
MORE THAN 10 YEARS	20	150	7	36	0	4	2	11	0	3	0	0	0	0	29	204	0	2
AVERAGE YEARS	9.4	13.2	16.3	18.3	0.0	20.3	13.7	20.3	0.0	15.8	0.0	0.0	1.0	3.0	10.5	14.4	9.0	24.7

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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
CORRECTIONS																			
00 - 05 YEARS	1,921	1,058	309	300	64	19	62	32	16	8	0	0	10	8	2,382	1,425	1	0	
06 - 10 YEARS	667	460	132	164	15	7	27	16	5	2	0	0	0	0	846	649	1	0	
11 - 15 YEARS	631	314	110	136	29	4	25	13	3	6	0	0	0	1	798	474	2	0	
16 - 20 YEARS	1,457	497	171	177	32	13	40	23	8	4	0	0	0	0	1,708	714	2	1	
21 - 25 YEARS	1,216	384	134	148	35	8	37	23	6	1	0	0	0	0	1,428	564	3	6	
26 - 30 YEARS	444	151	35	42	20	4	12	4	2	0	0	0	0	0	513	201	11	6	
31 - 35 YEARS	136	63	27	37	3	1	1	2	1	1	0	0	0	0	168	104	7	2	
36 - 40 YEARS	20	21	8	9	0	0	0	2	0	0	0	0	0	0	28	32	4	3	
MORE THAN 40 YEARS	11	8	2	3	0	0	0	0	0	0	0	0	0	0	13	11	2	0	
DEPARTMENT TOTAL	6,503	2,956	928	1,016	198	56	204	115	41	22	0	0	10	9	7,884	4,174	33	18	
MORE THAN 10 YEARS	3,915	1,438	487	552	119	30	115	67	20	12	0	0	0	1	4,656	2,100	31	18	
AVERAGE YEARS	13.9	11.9	12.5	12.9	13.5	12.8	12.8	13.7	12.2	10.8	0.0	0.0	0.8	1.6	13.7	12.1	28.0	27.9	

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 22, 2018

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	34	96	3	17	0	0	2	5	1	5	0	0	0	1	40	124	0	0
06 - 10 YEARS	37	106	2	21	0	0	0	3	1	2	0	0	0	0	40	132	0	1
11 - 15 YEARS	22	45	2	2	0	0	0	0	0	0	0	0	0	0	24	47	0	0
16 - 20 YEARS	14	32	2	2	0	0	1	1	0	1	0	0	0	0	17	36	0	0
21 - 25 YEARS	5	16	1	2	0	0	0	1	0	0	0	0	0	0	6	19	1	0
26 - 30 YEARS	2	12	0	0	0	0	0	0	0	0	0	0	0	0	2	12	0	0
31 - 35 YEARS	1	5	0	3	0	0	0	0	0	1	0	0	0	0	1	9	0	0
36 - 40 YEARS	1	4	0	1	0	0	0	1	0	0	0	0	0	0	1	6	0	0
MORE THAN 40 YEARS	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	116	318	10	48	0	0	3	12	2	9	0	0	0	1	131	388	1	1
MORE THAN 10 YEARS	45	116	5	10	0	0	1	4	0	2	0	0	0	0	51	132	1	0
AVERAGE YEARS	9.8	10.4	11.6	9.4	0.0	0.0	7.3	12.8	6.5	7.9	0.0	0.0	0.0	0.0	9.9	10.3	24.0	9.0

DEPARTMENT AVERAGE YEARS **10.2**

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																		
00 - 05 YEARS	149	160	1	7	0	1	3	2	4	6	0	0	1	2	158	178	0	0
06 - 10 YEARS	61	77	0	1	0	0	0	1	0	2	0	0	0	0	61	81	0	0
11 - 15 YEARS	62	65	4	4	0	1	0	3	0	1	0	0	0	0	66	74	0	0
16 - 20 YEARS	90	81	3	2	0	0	2	2	2	2	0	0	0	0	97	87	0	0
21 - 25 YEARS	44	33	0	1	0	0	0	1	5	5	0	0	0	0	49	40	0	0
26 - 30 YEARS	94	51	3	5	0	0	4	2	2	1	0	0	0	0	103	59	3	1
31 - 35 YEARS	28	20	2	3	0	1	1	1	0	1	0	0	0	0	31	26	0	0
36 - 40 YEARS	14	9	2	1	1	0	0	0	0	0	0	0	0	0	17	10	1	1
MORE THAN 40 YEARS	7	6	0	0	0	0	0	0	0	0	0	0	0	0	7	6	1	1
DEPARTMENT TOTAL	549	502	15	24	1	3	10	12	13	18	0	0	1	2	589	561	5	3
MORE THAN 10 YEARS	339	265	14	16	1	2	7	9	9	10	0	0	0	0	370	302	5	3
AVERAGE YEARS	15.8	13.3	21.8	17.5	40.0	16.0	18.0	16.8	16.5	14.6	0.0	0.0	2.0	0.5	16.0	13.6	32.8	35.7

DEPARTMENT AVERAGE YEARS **14.8**

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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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																		
00 - 05 YEARS	10	22	0	1	0	0	0	0	0	1	0	0	0	0	10	24	0	0
06 - 10 YEARS	5	8	0	0	0	0	1	0	0	0	0	0	0	0	6	8	0	0
11 - 15 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
16 - 20 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	16	32	1	2	0	0	1	0	0	1	0	0	0	0	18	35	0	0
MORE THAN 10 YEARS	1	2	1	1	0	0	0	0	0	0	0	0	0	0	2	3	0	0
AVERAGE YEARS	4.3	5.3	21.0	11.5	0.0	0.0	8.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	5.4	5.5	0.0	0.0

DEPARTMENT AVERAGE YEARS **5.5**

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																		
00 - 05 YEARS	25	31	3	1	0	0	3	0	0	1	0	0	0	1	31	34	0	0
06 - 10 YEARS	24	42	0	8	0	1	1	1	0	2	0	0	0	0	25	54	0	0
11 - 15 YEARS	13	28	1	4	0	0	1	1	1	1	0	0	0	0	16	34	0	0
16 - 20 YEARS	16	21	2	3	0	0	1	1	0	0	0	0	0	0	19	25	0	0
21 - 25 YEARS	10	15	0	2	0	0	0	1	0	0	0	0	0	0	10	18	0	1
26 - 30 YEARS	3	8	1	2	0	0	0	1	1	0	0	0	0	0	5	11	0	2
31 - 35 YEARS	6	8	2	0	0	0	1	0	0	0	0	0	0	0	9	8	0	0
36 - 40 YEARS	3	2	0	1	0	0	0	1	0	0	0	0	0	0	3	4	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	101	156	9	21	0	1	7	6	2	4	0	0	0	1	119	189	0	3
MORE THAN 10 YEARS	52	83	6	12	0	0	3	5	2	1	0	0	0	0	63	101	0	3
AVERAGE YEARS	13.5	13.5	16.3	14.9	0.0	7.0	12.4	22.3	22.5	7.0	0.0	0.0	0.0	0.0	13.8	13.7	0.0	27.0

DEPARTMENT AVERAGE YEARS **13.7**

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ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	259	330	13	39	3	2	12	10	3	7	0	0	0	7	290	395	1	1
06 - 10 YEARS	136	213	10	44	0	0	4	5	4	6	0	0	0	0	154	268	0	1
11 - 15 YEARS	79	123	6	29	1	2	2	3	3	2	0	0	0	0	91	159	0	0
16 - 20 YEARS	73	125	7	38	0	2	3	5	0	1	0	0	0	0	83	171	0	1
21 - 25 YEARS	53	73	3	10	0	1	2	1	0	2	0	0	0	0	58	87	2	1
26 - 30 YEARS	34	59	5	20	0	0	1	5	2	3	0	0	0	0	42	87	4	5
31 - 35 YEARS	18	29	10	9	1	1	2	4	2	0	0	0	0	0	33	43	0	1
36 - 40 YEARS	13	23	1	12	0	0	1	0	0	0	0	0	0	0	15	35	1	4
MORE THAN 40 YEARS	11	11	2	4	0	0	0	0	1	0	0	0	0	0	14	15	0	0
DEPARTMENT TOTAL	676	986	57	205	5	8	27	33	15	21	0	0	0	7	780	1,260	8	14
MORE THAN 10 YEARS	281	443	34	122	2	6	11	18	8	8	0	0	0	0	336	597	7	12
AVERAGE YEARS	11.5	12.0	17.1	15.7	11.4	15.4	11.6	14.5	16.3	11.7	0.0	0.0	0.0	0.3	12.0	12.6	24.4	27.5

DEPARTMENT AVERAGE YEARS **12.4**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - COMMUNITY HEALTH																		
00 - 05 YEARS	277	578	111	282	3	4	7	24	11	35	1	0	2	5	412	928	0	0
06 - 10 YEARS	166	320	60	114	0	4	6	15	9	12	0	0	0	0	241	465	0	1
11 - 15 YEARS	87	153	23	50	0	1	4	6	2	7	0	0	0	0	116	217	0	0
16 - 20 YEARS	97	181	28	68	1	2	5	5	7	9	0	0	0	0	138	265	1	1
21 - 25 YEARS	74	98	19	36	2	1	2	2	0	6	0	0	0	0	97	143	2	2
26 - 30 YEARS	28	62	18	25	0	0	0	2	0	2	0	0	0	0	46	91	1	7
31 - 35 YEARS	18	34	13	15	0	2	1	5	4	2	0	0	0	0	36	58	1	1
36 - 40 YEARS	11	28	9	8	0	0	1	1	0	0	0	0	0	0	21	37	0	3
MORE THAN 40 YEARS	10	23	5	2	0	1	0	0	1	0	0	0	0	0	16	26	2	2
DEPARTMENT TOTAL	768	1,477	286	600	6	15	26	60	34	73	1	0	2	5	1,123	2,230	7	17
MORE THAN 10 YEARS	325	579	115	204	3	7	13	21	14	26	0	0	0	0	470	837	7	16
AVERAGE YEARS	11.4	11.0	12.2	9.6	12.3	14.8	12.3	10.5	12.2	9.4	2.0	0.0	1.0	0.8	11.6	10.5	30.1	29.9

DEPARTMENT AVERAGE YEARS **10.9**

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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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - HUMAN SERVICES																		
00 - 05 YEARS	433	1,706	173	798	6	23	29	87	5	12	2	2	14	29	662	2,657	1	0
06 -10 YEARS	475	1,926	166	977	6	19	29	88	4	15	0	0	0	0	680	3,025	1	5
11 -15 YEARS	104	498	36	275	1	3	8	38	4	5	0	0	0	0	153	819	1	6
16 - 20 YEARS	189	690	49	447	1	5	13	47	1	8	0	0	0	0	253	1,197	2	1
21 - 25 YEARS	106	311	43	216	2	6	6	27	3	4	0	0	0	0	160	564	2	8
26 - 30 YEARS	69	173	17	138	0	3	7	19	2	4	0	0	0	0	95	337	7	12
31 - 35 YEARS	27	71	11	55	0	1	6	6	0	2	0	0	0	0	44	135	4	2
36 - 40 YEARS	21	82	6	67	0	1	2	3	1	2	0	0	0	0	30	155	3	3
MORE THAN 40 YEARS	17	46	7	37	0	0	0	1	0	0	0	0	0	0	24	84	5	4
DEPARTMENT TOTAL	1,441	5,503	508	3,010	16	61	100	316	20	52	2	2	14	29	2,101	8,973	26	41
MORE THAN 10 YEARS	533	1,871	169	1,235	4	19	42	141	11	25	0	0	0	0	759	3,291	24	36
AVERAGE YEARS	11.2	10.4	10.6	11.9	8.5	10.2	12.5	11.9	14.5	13.4	1.5	1.5	0.6	0.6	11.1	10.9	29.7	24.7

DEPARTMENT AVERAGE YEARS **11.0**

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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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
MILITARY & VETERAN AFFAIRS																			
00 - 05 YEARS	144	155	8	13	1	1	13	4	3	2	0	0	1	0	170	175	1	0	
06-10 YEARS	83	45	3	5	1	1	1	1	1	2	0	0	0	0	89	54	0	0	
11 -15 YEARS	42	36	1	3	0	0	0	0	0	1	0	0	0	0	43	40	0	0	
16 - 20 YEARS	29	38	5	9	0	0	3	1	0	1	0	0	0	0	37	49	0	0	
21 - 25 YEARS	24	23	0	5	0	0	1	0	0	0	0	0	0	0	25	28	0	0	
26 - 30 YEARS	22	14	1	1	0	0	2	0	0	2	0	0	0	0	25	17	0	0	
31 - 35 YEARS	7	6	0	2	0	1	0	0	0	0	0	0	0	0	7	9	2	0	
36 - 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DEPARTMENT TOTAL	353	319	18	38	2	3	20	6	4	8	0	0	1	0	398	374	3	0	
MORE THAN 10 YEARS	126	119	7	20	0	1	6	1	0	4	0	0	0	0	139	145	2	0	
AVERAGE YEARS	9.8	9.4	9.9	12.5	5.0	15.0	8.6	5.5	3.8	14.0	0.0	0.0	1.0	0.0	9.7	9.8	23.0	0.0	

DEPARTMENT AVERAGE YEARS **9.7**

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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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
NATURAL RESOURCES																			
00 - 05 YEARS	959	650	18	26	9	4	6	4	7	4	0	0	2	3	1,001	691	1	2	
06 - 10 YEARS	173	94	4	3	1	0	4	0	0	0	0	0	0	0	182	97	0	0	
11 - 15 YEARS	152	70	2	2	1	0	2	0	1	0	0	0	0	0	158	72	1	0	
16 - 20 YEARS	192	71	0	2	2	0	3	1	1	0	0	0	0	0	198	74	1	1	
21 - 25 YEARS	142	36	2	1	2	1	1	0	1	1	0	0	0	0	148	39	1	0	
26 - 30 YEARS	75	34	0	3	2	0	0	2	0	0	0	0	0	0	77	39	1	1	
31 - 35 YEARS	47	21	5	1	1	1	0	3	0	0	0	0	0	0	53	26	0	1	
36 - 40 YEARS	8	8	0	0	0	0	0	0	0	1	0	0	0	0	8	9	0	0	
MORE THAN 40 YEARS	14	4	0	0	0	0	0	0	0	0	0	0	0	0	14	4	1	1	
DEPARTMENT TOTAL	1,762	988	31	38	18	6	16	10	10	6	0	0	2	3	1,839	1,051	6	6	
MORE THAN 10 YEARS	630	244	9	9	8	2	6	6	3	2	0	0	0	0	656	263	5	4	
AVERAGE YEARS	8.8	6.3	8.7	6.2	10.8	9.7	8.8	17.3	6.2	10.3	0.0	0.0	0.0	0.3	8.8	6.4	19.8	21.0	

DEPARTMENT AVERAGE YEARS **8.0**

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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 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																		
00 - 05 YEARS	117	438	20	108	0	4	8	21	4	7	0	0	3	2	152	580	0	0
06 - 10 YEARS	52	122	5	36	0	0	1	5	0	2	0	0	1	0	59	165	0	0
11 - 15 YEARS	17	79	6	12	0	1	0	4	0	2	0	0	0	0	23	98	0	0
16 - 20 YEARS	33	122	3	22	0	2	3	6	1	2	0	0	0	0	40	154	1	1
21 - 25 YEARS	13	57	1	21	0	3	0	5	0	2	0	0	0	0	14	88	0	2
26 - 30 YEARS	7	46	3	25	0	0	1	7	1	0	0	0	0	0	12	78	1	7
31 - 35 YEARS	10	25	5	19	0	0	0	2	1	2	0	0	0	0	16	48	1	2
36 - 40 YEARS	2	14	1	7	0	1	0	2	0	0	0	0	0	0	3	24	0	0
MORE THAN 40 YEARS	7	10	1	2	0	1	0	0	0	0	0	0	0	0	8	13	0	0
DEPARTMENT TOTAL	258	913	45	252	0	12	13	52	7	17	0	0	4	2	327	1,248	3	12
MORE THAN 10 YEARS	89	353	20	108	0	8	4	26	3	8	0	0	0	0	116	503	3	12
AVERAGE YEARS	10.1	10.1	12.5	12.4	0.0	17.6	8.3	13.1	12.1	11.4	0.0	0.0	3.0	0.0	10.3	10.8	26.7	27.3

DEPARTMENT AVERAGE YEARS

10.7

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 22, 2018

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATE POLICE																			
00 - 05 YEARS	664	277	45	17	4	1	16	11	9	3	1	0	3	2	742	311	0	0	
06 - 10 YEARS	285	113	10	6	1	0	9	4	2	2	0	0	0	0	307	125	0	0	
11 - 15 YEARS	103	82	2	3	0	1	6	3	0	0	0	0	0	0	111	89	0	0	
16 - 20 YEARS	338	89	7	9	3	1	5	4	1	0	0	0	0	0	354	103	0	1	
21 - 25 YEARS	415	85	34	6	14	0	10	0	5	0	0	0	0	0	478	91	1	0	
26 - 30 YEARS	116	34	12	2	2	0	4	1	1	0	0	0	0	0	135	37	0	2	
31 - 35 YEARS	46	24	4	4	0	0	1	1	0	0	0	0	0	0	51	29	2	2	
36 - 40 YEARS	6	5	0	1	0	0	0	1	0	0	0	0	0	0	6	7	0	0	
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	
DEPARTMENT TOTAL	1,973	711	114	48	24	3	51	25	18	5	1	0	3	2	2,184	794	3	5	
MORE THAN 10 YEARS	1,024	321	59	25	19	2	26	10	7	0	0	0	0	0	1,135	358	3	5	
AVERAGE YEARS	13.2	11.5	14.3	13.2	19.3	11.3	13.0	10.5	11.4	4.2	1.0	0.0	1.0	0.0	13.3	11.5	30.0	27.0	

DEPARTMENT AVERAGE YEARS

12.8

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 22, 2018

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	62	92	12	22	1	1	0	16	0	4	0	0	1	5	76	140	1	0
06 - 10 YEARS	68	111	19	58	0	0	4	4	1	1	0	0	0	0	92	174	0	0
11 - 15 YEARS	36	59	11	85	0	1	4	2	0	2	0	0	0	0	51	149	1	0
16 - 20 YEARS	40	104	17	82	1	1	4	7	3	4	0	0	0	0	65	198	1	1
21 - 25 YEARS	13	27	5	17	0	0	0	2	1	2	0	0	0	0	19	48	0	0
26 - 30 YEARS	17	19	6	24	0	0	0	3	0	1	0	0	0	0	23	47	0	4
31 - 35 YEARS	7	15	3	17	0	0	3	3	1	1	0	0	0	0	14	36	1	2
36 - 40 YEARS	5	15	1	8	0	0	1	1	0	0	0	0	0	0	7	24	1	2
MORE THAN 40 YEARS	3	9	1	5	0	0	0	0	0	0	0	0	0	0	4	14	2	2
DEPARTMENT TOTAL	251	451	75	318	2	3	16	38	6	15	0	0	1	5	351	830	7	11
MORE THAN 10 YEARS	121	248	44	238	1	2	12	18	5	10	0	0	0	0	183	516	6	11
AVERAGE YEARS	12.6	14.0	14.5	16.5	9.0	9.7	18.5	12.6	19.3	14.7	0.0	0.0	0.0	1.0	13.4	14.8	26.7	32.5

DEPARTMENT AVERAGE YEARS **14.4**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANGEMENT & BUDGET																		
00 - 05 YEARS	591	319	41	48	2	1	21	16	55	74	0	0	4	7	714	465	1	0
06 - 10 YEARS	345	144	14	17	1	0	5	5	28	30	0	0	1	0	394	196	0	0
11 - 15 YEARS	153	84	6	11	0	1	1	2	20	19	0	0	0	0	180	117	0	1
16 - 20 YEARS	227	120	12	9	1	0	5	2	19	6	0	0	0	0	264	137	1	0
21 - 25 YEARS	144	69	7	9	0	2	4	2	6	3	0	0	0	0	161	85	0	2
26 - 30 YEARS	68	51	11	9	1	0	4	5	6	4	0	0	0	0	90	69	3	4
31 - 35 YEARS	22	40	6	12	0	1	1	1	4	1	0	0	0	0	33	55	1	0
36 - 40 YEARS	22	20	3	4	0	0	0	0	0	1	0	0	0	0	25	25	2	0
MORE THAN 40 YEARS	12	16	2	0	0	0	1	3	0	0	0	0	0	0	15	19	0	1
DEPARTMENT TOTAL	1,584	863	102	119	5	5	42	36	138	138	0	0	5	7	1,876	1,168	8	8
MORE THAN 10 YEARS	648	400	47	54	2	4	16	15	55	34	0	0	0	0	768	507	7	8
AVERAGE YEARS	11.1	12.5	13.7	13.1	12.4	20.0	10.9	13.7	10.4	7.4	0.0	0.0	1.6	0.3	11.2	12.0	27.3	27.8

DEPARTMENT AVERAGE YEARS **11.5**

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	486	225	23	25	18	10	9	13	15	10	0	0	1	1	552	284	0	0
06 -10 YEARS	169	85	4	6	2	0	4	0	2	1	0	0	0	0	181	92	0	0
11 -15 YEARS	299	102	10	8	7	0	3	0	6	6	0	0	0	0	325	116	0	0
16 - 20 YEARS	329	119	13	10	1	2	5	1	6	5	0	0	0	0	354	137	1	1
21 - 25 YEARS	134	53	9	7	6	2	4	0	2	3	0	0	0	0	155	65	1	0
26 - 30 YEARS	166	55	11	10	3	1	3	1	3	2	0	0	0	0	186	69	5	5
31 - 35 YEARS	83	33	10	6	1	0	7	1	3	0	0	0	0	0	104	40	6	4
36 - 40 YEARS	20	15	2	5	0	0	2	1	1	0	0	0	0	0	25	21	2	3
MORE THAN 40 YEARS	12	9	4	2	0	0	1	0	0	0	0	0	0	0	17	11	0	0
DEPARTMENT TOTAL	1,698	696	86	79	38	15	38	17	38	27	0	0	1	1	1,899	835	15	13
MORE THAN 10 YEARS	1,043	386	59	48	18	5	25	4	21	16	0	0	0	0	1,166	459	15	13
AVERAGE YEARS	14.2	13.4	17.7	16.5	10.7	8.4	18.5	8.6	12.8	12.1	0.0	0.0	0.0	0.0	14.3	13.5	30.3	30.8

DEPARTMENT AVERAGE YEARS **14.0**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
TREASURY																			
00 - 05 YEARS	171	238	19	60	1	2	6	16	8	10	0	0	4	2	209	328	0	0	
06-10 YEARS	126	161	18	33	1	1	2	10	2	3	0	0	1	1	150	209	0	0	
11 -15 YEARS	68	151	10	32	1	2	0	4	3	4	0	0	0	0	82	193	1	0	
16 - 20 YEARS	58	90	8	23	0	0	1	4	3	4	0	0	0	0	70	121	0	0	
21 - 25 YEARS	38	58	2	11	0	2	2	0	0	0	0	0	0	0	42	71	2	1	
26 - 30 YEARS	17	24	5	13	0	1	0	5	2	0	0	0	0	0	24	43	0	2	
31 - 35 YEARS	15	25	9	13	0	0	1	6	1	0	0	0	0	0	26	44	1	1	
36 - 40 YEARS	4	22	2	6	0	0	2	2	0	0	0	0	0	0	8	30	1	0	
MORE THAN 40 YEARS	4	6	1	1	0	0	2	0	0	0	0	0	0	0	7	7	1	0	
DEPARTMENT TOTAL	501	775	74	192	3	8	16	47	19	21	0	0	5	3	618	1,046	6	4	
MORE THAN 10 YEARS	204	376	37	99	1	5	8	21	9	8	0	0	0	0	259	509	6	4	
AVERAGE YEARS	10.9	12.0	14.3	13.4	8.0	14.0	17.4	13.7	11.6	7.7	0.0	0.0	1.8	2.7	11.4	12.3	29.5	28.8	
DEPARTMENT AVERAGE YEARS					11.9														

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 22, 2018

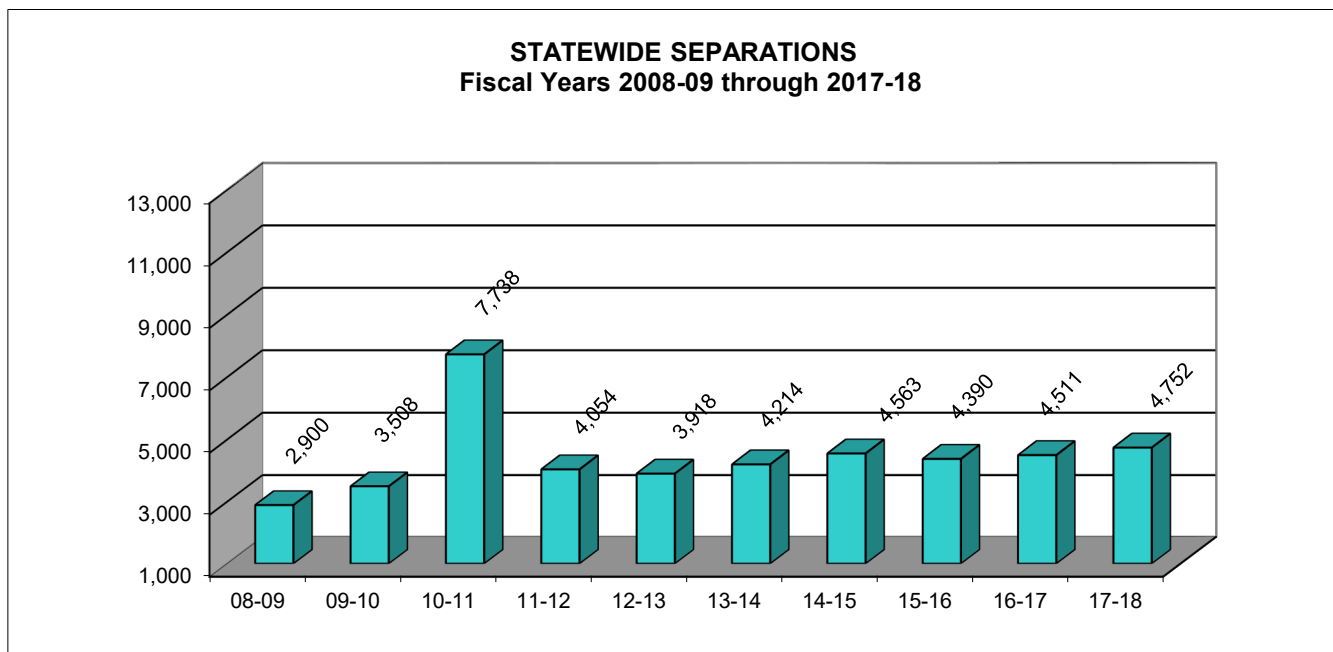
DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTALS																			
00 - 05 YEARS	6,501	6,679	811	1,799	112	75	202	277	143	194	4	2	49	78	7,822	9,104	7	4	
06 -10 YEARS	2,969	4,181	459	1,518	28	35	99	162	60	84	0	0	3	2	3,618	5,982	3	8	
11 -15 YEARS	1,926	1,991	238	673	40	17	56	82	43	56	0	0	0	1	2,303	2,820	7	7	
16 - 20 YEARS	3,250	2,490	334	922	43	29	95	112	52	53	0	0	0	0	3,774	3,606	10	10	
21 - 25 YEARS	2,483	1,407	266	502	61	26	72	67	29	30	0	0	0	0	2,911	2,032	15	23	
26 - 30 YEARS	1,200	842	128	337	28	11	39	61	22	20	0	0	0	0	1,417	1,271	37	59	
31 - 35 YEARS	490	456	111	209	6	9	25	41	17	11	0	0	0	0	649	726	26	22	
36 - 40 YEARS	160	282	35	134	1	3	10	16	3	4	0	0	0	0	209	439	15	20	
MORE THAN 40 YEARS	112	157	26	61	0	2	4	5	2	0	0	0	0	0	144	225	14	12	
STATEWIDE TOTAL	19,091	18,485	2,408	6,155	319	207	602	823	371	452	4	2	52	81	22,847	26,205	134	165	
MORE THAN 10 YEARS	9,621	7,625	1,138	2,838	179	97	301	384	168	174	0	0	1	1	11,407	11,119	124	153	
AVERAGE YEARS	12.5	11.1	12.6	12.5	13.1	12.5	12.9	12.6	11.9	10.1	1.5	1.5	1.1	0.9	12.5	11.4	27.9	27.6	

STATEWIDE AVERAGE YEARS 11.9

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
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2017-18**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	64	1.3%
Dismissal	253	5.3%
Expired Appointment	365	7.7%
Total Involuntary Separations	682	14.3%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,998	42.0%
Layoff/Leave of Absence Rights Expired	205	4.3%
Waived Rights Leave of Absence	155	3.3%
Settlement	0	0.0%
Total Voluntary Separations	2,358	49.6%
<i>RETIREMENT</i>		
Retirement	1,581	33.3%
Disability Retirement	74	1.6%
Deferred Retirement	57	1.2%
Total Retirements	1,712	36.1%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	4,752	100.0%



Comments: Starting in FY 2011-12, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 89.9% of all noncareer appointments at the end of FY 2017-18.

An increase in separations occurred in FY 2010-11 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 24, 2017 to September 22, 2018

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	44	16	0	0	60	47	0	0	0	47	13	
ATTORNEY GENERAL	45	0	0	0	45	38	0	0	0	38	7	
AUDITOR GENERAL	14	14	0	0	28	17	0	1	0	18	10	
CIVIL RIGHTS	2	2	0	0	4	7	0	0	0	7	-3	
CIVIL SERVICE COMMISSION	22	9	0	0	31	24	0	0	0	24	7	
CORRECTIONS	972	23	19	1	1,015	1,142	0	32	30	1,204	-189	
EDUCATION	30	14	1	1	46	47	1	0	3	51	-5	
ENVIRONMENTAL QUALITY	76	10	0	0	86	78	0	0	0	78	8	
EXECUTIVE OFFICE	8	1	0	0	9	15	0	0	0	15	-6	
INSURANCE AND FINANCIAL SERV	20	0	0	0	20	27	0	0	0	27	-7	
LICENSING AND REGULATORY AFF	152	38	0	0	190	161	0	0	2	163	27	
MDHHS - COMMUNITY HEALTH	449	21	5	0	475	366	0	0	17	383	92	
MDHHS - HUMAN SERVICES	1,039	10	54	1	1,104	945	10	1	90	1,046	58	
MILITARY & VETERAN AFFAIRS	116	13	23	0	152	145	22	0	10	177	-25	
NATURAL RESOURCES	74	1,804	246	0	2,124	1,642	253	0	2	1,897	227	
STATE	82	235	0	0	317	249	0	0	6	255	62	
STATE POLICE	220	6	0	0	226	227	0	0	1	228	-2	
TALENT & ECONOMIC DEVELOPMENT	59	18	9	0	86	110	3	2	6	121	-35	
TECHNOLOGY, MANAGEMENT & BUDGET	172	81	1	0	254	265	0	0	4	269	-15	
TRANSPORTATION	215	386	16	0	617	588	16	0	3	607	10	
TREASURY	107	39	0	1	147	117	0	0	6	123	24	
STATEWIDE TOTALS:	3,918	2,740	374	4	7,036	6,257	305	36	180	6,778	258	

Comments: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

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

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78 ¹	64,456	x	x
1978-79	68,105	8,483	12.5%
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84 ²	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%

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

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
1986-87	61,386	3,272	5.3%
1987-88 ²	63,096	3,819	6.1%
1988-89 ²	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92 ²	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97 ²	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,334	7.0%
2001-02 ²	60,147	6,214	10.3%
2002-03 ²	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%
2005-06	52,259	2,590	5.0%
2006-07	52,013	3,024	5.8%
2007-08	50,799	3,129	6.2%
2008-09	51,699	2,900	5.6%
2009-10	50,615	3,508	6.9%
2010-11 ²	47,818	7,738	16.2%
2011-12	47,809	4,053	8.5%
2012-13	47,739	3,918	8.2%
2013-14	47,002	4,214	9.0%
2014-15	46,588	4,563	9.8%
2015-16	46,692	4,390	9.4%
2016-17	46,824	4,511	9.6%
2017-18	46,956	4,751	10.1%

¹ Turnover figures for 1977-78 are not available.

² Early retirement incentive programs were offered in FY 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02, 2002-03, and 2010-11, which increased turnover.

Comments: Starting in FY 2005-06, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, turnovers included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 23, 2017, these positions represent 90.3% of all noncareer appointments. Separations do not include employees placed on layoff. Before FY 2005-06, separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in FY 1986-87, waived rights leaves of absence were counted as separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through FY 1996-97. Beginning in FY 1997-98, Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
 Fiscal Years 2013-14 through 2017-18

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2013-14	397	23	5.8%
2014-15	405	29	7.2%
2015-16	412	22	5.3%
2016-17	439	35	8.0%
2017-18	458	39	8.5%
Attorney General			
2013-14	490	28	5.7%
2014-15	482	43	8.9%
2015-16	477	31	6.5%
2016-17	491	29	5.9%
2017-18	498	44	8.8%
Auditor General			
2013-14	134	4	3.0%
2014-15	137	10	7.3%
2015-16	150	11	7.3%
2016-17	149	15	10.1%
2017-18	143	9	6.3%
Civil Rights			
2013-14	91	8	8.8%
2014-15	94	9	9.6%
2015-16	92	10	10.9%
2016-17	84	11	13.0%
2017-18	86	7	8.2%
Civil Service Commission			
2013-14	414	29	7.0%
2014-15	414	30	7.3%
2015-16	416	30	7.2%
2016-17	417	32	7.7%
2017-18	432	26	6.0%
Corrections			
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%
2017-18	11,967	1,266	10.6%
Education			
2013-14	518	54	10.4%
2014-15	515	32	6.2%
2015-16	507	43	8.5%
2016-17	504	47	9.3%
2017-18	505	44	8.7%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
 Fiscal Years 2013-14 through 2017-18

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Environmental Quality			
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%
2017-18	1,129	78	6.9%
Executive Office			
2013-14	58	5	8.6%
2014-15	60	11	18.4%
2015-16	56	11	19.6%
2016-17	60	11	18.4%
2017-18	57	15	26.5%
Insurance and Financial Services			
2013-14	292	17	5.8%
2014-15	305	17	5.6%
2015-16	302	24	7.9%
2016-17	296	18	6.1%
2017-18	300	27	9.0%
Licensing & Regulatory Affairs			
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%
2017-18	1,943	146	7.5%
MDHHS-Community Health			
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%
2017-18	3,293	393	11.9%
MDHHS-Human Services			
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%
2017-18	10,980	1,017	9.3%
Military and Veterans Affairs			
2013-14	772	135	17.5%
2014-15	757	143	18.9%
2015-16	750	125	16.7%
2016-17	745	117	15.7%
2017-18	765	149	19.5%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
 Fiscal Years 2013-14 through 2017-18

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Natural Resources			
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%
2017-18	1,719	324	18.8%
State			
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%
2017-18	1,332	130	9.8%
State Police			
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%
2017-18	2,984	236	7.9%
Strategic Fund			
2013-14	631	52	8.2%
2014-15	--	--	--
2015-16	--	--	--
2016-17	--	--	--
2017-18	--	--	--
Talent and Economic Development ¹			
2013-14	--	--	--
2014-15	1,006	91	9.0%
2015-16	1,253	108	8.6%
2016-17	1,199	109	9.1%
2017-18	1,163	109	9.4%
Technology, Management and Budget			
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%
2017-18	2,992	247	8.3%
Transportation			
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%
2017-18	2,597	347	13.4%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2013-14 through 2017-18

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Treasury			
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%
2017-18	1,616	99	6.1%
Statewide Total			
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%
2017-18	46,956	4,752	10.1%

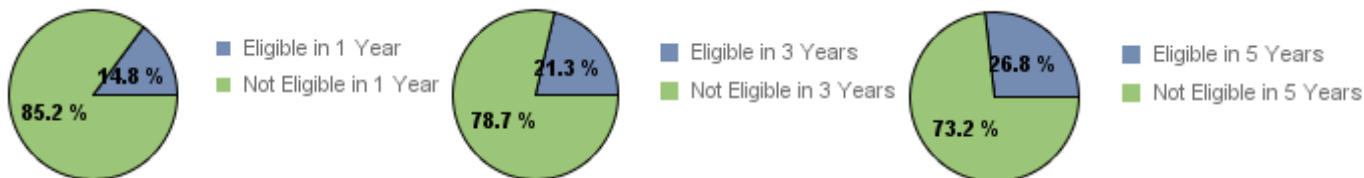
Footnotes: ¹ In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. The Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and 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 included 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 22, 2018, these positions represent 89.9% of all noncareer appointments at the end of FY 2017-18. 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 22, 2018

DEPARTMENT	Retirement Projections		
	1 Year (2019)	3 Year (2021)	5 Year (2023)
AGRICULTURE AND RURAL DVLPMNT	20.3 %	26.0 %	31.5 %
ATTORNEY GENERAL	14.8 %	20.6 %	28.7 %
AUDITOR GENERAL	12.1 %	18.1 %	20.8 %
CIVIL RIGHTS	17.0 %	19.1 %	23.4 %
CIVIL SERVICE COMMISSION	17.1 %	25.0 %	30.8 %
CORRECTIONS	13.1 %	21.2 %	27.1 %
EDUCATION	17.6 %	24.5 %	29.8 %
ENVIRONMENTAL QUALITY	22.7 %	29.1 %	35.4 %
INSURANCE AND FINANCIAL SERV	14.3 %	18.6 %	25.7 %
LICENSING & REGULATORY AFFAIRS	19.4 %	26.0 %	31.3 %
MDHHS - COMMUNITY HEALTH	16.3 %	22.6 %	28.5 %
MDHHS - HUMAN SERVICES	11.1 %	15.8 %	19.9 %
MILITARY & VETERAN AFFAIRS	12.8 %	20.7 %	26.9 %
NATURAL RESOURCES	15.1 %	19.9 %	24.1 %
STATE	16.7 %	23.7 %	29.3 %
STATE POLICE	14.3 %	22.9 %	30.6 %
TALENT & ECONOMIC DEVELOPMENT	24.4 %	30.6 %	36.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	16.8 %	22.5 %	28.5 %
TRANSPORTATION	19.5 %	25.8 %	32.1 %
TREASURY	17.2 %	24.3 %	30.7 %
STATEWIDE	14.8 %	21.3 %	26.8 %



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

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 22, 2018

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	856	44 %	818	42 %	77	4 %	122	6 %	6	0 %	4	0 %	17	1 %	16	1 %	26	1 %	23	1 %	0	0 %	0	0 %	0	0 %	1	0 %	982	984
02 Professional	6,576	32 %	8,867	44 %	835	4 %	2,783	14 %	41	0 %	74	0 %	183	1 %	315	2 %	246	1 %	327	2 %	1	0 %	1	0 %	21	0 %	33	0 %	7,903	12,400
03 Technician	1,432	55 %	771	30 %	90	3 %	140	5 %	18	1 %	4	0 %	48	2 %	25	1 %	32	1 %	27	1 %	1	0 %	1	0 %	8	0 %	11	0 %	1,629	978
04 Protective Service	6,324	70 %	962	11 %	762	8 %	428	5 %	175	2 %	32	0 %	207	2 %	41	0 %	35	0 %	5	0 %	1	0 %	1	0 %	10	0 %	2	0 %	7,514	1,470
05 Para-Professionals	1,037	15 %	3,377	47 %	414	6 %	1,842	26 %	16	0 %	43	1 %	86	1 %	252	4 %	14	0 %	46	1 %	1	0 %	1	0 %	4	0 %	18	0 %	1,572	5,579
06 Admin Support	299	7 %	2,802	68 %	70	2 %	713	17 %	4	0 %	41	1 %	16	0 %	150	4 %	8	0 %	20	0 %	0	0 %	0	0 %	4	0 %	12	0 %	401	3,738
07 Skilled Craft	1,366	88 %	71	5 %	51	3 %	7	0 %	30	2 %	0	0 %	23	1 %	3	0 %	2	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1,472	81
08 Service/Maintenance	1,201	51 %	817	35 %	109	5 %	120	5 %	29	1 %	9	0 %	22	1 %	21	1 %	8	0 %	4	0 %	0	0 %	0	0 %	5	0 %	4	0 %	1,374	975
Statewide Total by Category:	19,091	39 %	18,485	38 %	2,408	5 %	6,155	13 %	319	1 %	207	0 %	602	1 %	823	2 %	371	1 %	452	1 %	4	0 %	2	0 %	52	0 %	81	0 %	22,847	26,205

State Employees Grand Total: 49,052

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

Source: Michigan Civil Service Commission HWF60

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

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	83 %	3	17 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	15	3								
02 Professional	161	48 %	142	43 %	4	1 %	13	4 %	1	0 %	0	0 %	3	1 %	2	1 %	3	1 %	171	161						
03 Technician	26	53 %	19	39 %	1	2 %	0	0 %	0	0 %	1	2 %	2	4 %	0	0 %	0	0 %	28	21						
05 Para-Professionals	3	10 %	22	73 %	1	3 %	3	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	26						
06 Admin Support	1	3 %	29	88 %	0	0 %	2	6 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	1	32						
07 Skilled Craft	2	100 %	0	0 %	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 %	0	0 %	9	1						
Department Totals by Category:	217	46 %	216	46 %	6	1 %	18	4 %	1	0 %	1	0 %	4	1 %	2	0 %	3	1 %	0	0 %	0	0 %	0	0 %	230	244

Department Total: 474

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 22, 2018

ATTORNEY GENERAL

EEO Category:		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	52	67 %	23	29 %	1	1 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	53	25												
02	Professional	119	47 %	101	40 %	7	3 %	12	5 %	0	0 %	0	0 %	2	1 %	3	1 %	2	1 %	4	2 %	0	0 %	0	0 %	0	0 %	1	0 %	130	121
04	Protective Service	19	59 %	8	25 %	3	9 %	2	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	22	10
05	Para-Professionals	2	7 %	20	74 %	1	4 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	24
06	Admin Support	1	1 %	84	82 %	0	0 %	13	3 %	0	0 %	0	0 %	0	0 %	4	4 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	1	102
08	Service/Maintenance	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
Department Totals by Category:		193	39 %	237	48 %	12	2 %	31	6 %	0	0 %	0	0 %	2	0 %	9	2 %	2	0 %	5	1 %	0	0 %	0	0 %	0	0 %	1	0 %	209	283

Department Total: 492

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 22, 2018

AUDITOR GENERAL

EEO Category:		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	8	44 %	10	56 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	10
02	Professional	57	46 %	55	45 %	7	6 %	0	0 %	0	0 %	2	2 %	1	1 %	0	0 %	66	57
03	Technician	1	17 %	4	67 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	1	5
05	Para-Professionals	0	0 %	1	00 %	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	4
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
Department Totals by Category:		67	44 %	73	48 %	7	5 %	2	1 %	0	0 %	2	1 %	1	1 %	0	0 %	76	77

Department Total: 153

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 22, 2018

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	2 22 %	3 33 %	1 1 %	2 2 %	0 0 %	0 0 %	0 0 %	1 11 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	3	6
02	Professional	7 11 %	16 26 %	10 6 %	20 2 %	0 0 %	1 2 %	1 2 %	5 8 %	0 0 %	1 2 %	0 0 %	0 0 %	1 2 %	0 0 %	19	43
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 %	1 1 %	7 8 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 11 %	1	8
06	Admin Support	0 0 %	2 20 %	0 0 %	7 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 10 %	0	10
Department Totals by Category:		9 10 %	22 24 %	12 3 %	36 0 %	0 0 %	1 1 %	1 1 %	6 7 %	0 0 %	1 1 %	0 0 %	0 0 %	1 1 %	2 2 %	23	68

Department Total: 91

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

CIVIL SERVICE COMMISSION

EEO Category:		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	10	18 %	36	65 %	3	5 %	5	9 %	0	0 %	1	2 %	0	0 %	0	0 %	13	42
02	Professional	28	12 %	144	64 %	8	4 %	28	2 %	0	0 %	3	1 %	2	1 %	8	4 %	40	186
03	Technician	5	31 %	9	56 %	0	0 %	1	6 %	0	0 %	0	0 %	1	6 %	0	0 %	6	10
05	Para-Professionals	6	8 %	54	72 %	1	1 %	8	1 %	0	0 %	0	0 %	3	4 %	0	0 %	7	68
06	Admin Support	6	8 %	48	63 %	0	0 %	16	1 %	0	0 %	2	3 %	0	0 %	4	5 %	6	70
08	Service/Maintenance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	00 %	0	0 %	0	0 %	0	1
Department Totals by Category:		55	12 %	291	65 %	12	3 %	58	3 %	0	0 %	6	1 %	3	1 %	16	4 %	0	377

Department Total: 449

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

CORRECTIONS

EEO Category:		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total														
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female													
01	Official/Administrator	82	54 %	36	24 %	15	0 %	11	7 %	2	1 %	1	1 %	2	1 %	0	0 %	102	49											
02	Professional	1,166	38 %	1,172	38 %	227	7 %	411	3 %	19	1 %	12	0 %	25	1 %	47	2 %	1,450	1,657											
03	Technician	58	22 %	165	63 %	5	2 %	21	8 %	1	0 %	3	1 %	1	0 %	2	1 %	67	193											
04	Protective Service	4,375	68 %	659	10 %	601	9 %	361	6 %	151	2 %	23	0 %	159	2 %	36	1 %	5,315	1,084											
05	Para-Professionals	98	20 %	298	61 %	21	4 %	49	0 %	3	1 %	4	1 %	4	1 %	10	2 %	127	363											
06	Admin Support	25	4 %	445	70 %	6	1 %	124	0 %	2	0 %	12	2 %	3	0 %	13	2 %	37	598											
07	Skilled Craft	347	92 %	9	2 %	9	2 %	0	0 %	7	2 %	0	0 %	5	1 %	0	0 %	369	9											
08	Service/Maintenance	352	55 %	172	27 %	44	7 %	39	6 %	13	2 %	1	0 %	5	1 %	7	1 %	417	221											
Department Totals by Category:		6,503	54 %	2,956	25 %	928	8 %	1,016	8 %	198	2 %	56	0 %	204	2 %	115	1 %	41	0 %	22	0 %	0	0 %	0	0 %	100 %	9	0 %	7,884	4,174

Department Total: 12,058

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 22, 2018

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	Official/Administrator	16	38 %	21	50 %	0	0 %	4	0 %	0	0 %	0	0 %	0	0 %	0	0 %	17	25										
02	Professional	88	24 %	215	59 %	7	2 %	35	0 %	0	0 %	1	0 %	7	2 %	2	1 %	6	2 %	0	0 %	0	0 %	0	0 %	0	0 %	98	264
03	Technician	2	11 %	11	61 %	0	0 %	3	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	16
05	Para-Professionals	9	20 %	26	59 %	2	5 %	5	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	33
06	Admin Support	0	0 %	44	86 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	49
08	Service/Maintenance	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1
Department Totals by Category:		116	22 %	318	61 %	10	2 %	48	9 %	0	0 %	0	0 %	3	1 %	12	2 %	2	0 %	9	2 %	0	0 %	0	0 %	0	0 %	131	388

Department Total: 519

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 22, 2018

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	30	52 %	25	43 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	31	27												
02	Professional	474	54 %	342	39 %	10	1 %	12	1 %	1	0 %	3	0 %	7	1 %	7	1 %	13	1 %	15	2 %	0	0 %	0	0 %	10	0 %	0	0 %	506	379
03	Technician	33	53 %	21	34 %	4	6 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	38	24
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	10 %	17	81 %	0	0 %	2	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	19
06	Admin Support	2	2 %	95	84 %	0	0 %	10	9 %	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
Department Totals by Category:		549	48 %	502	44 %	15	1 %	24	2 %	1	0 %	3	0 %	10	1 %	12	1 %	13	1 %	18	2 %	0	0 %	0	0 %	10	0 %	2	0 %	589	561

Department Total: 1,150

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 22, 2018

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	Official/Administrator	7	47 %	5	33 %	1	7 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	9	6
02	Professional	6	22 %	19	70 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	6	21
03	Technician	0	0 %	1	00 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
05	Para-Professionals	3	30 %	7	70 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	7
Department Totals by Category:		16	30 %	32	60 %	1	2 %	2	4 %	0	0 %	0	0 %	1	2 %	0	0 %	18	35

Department Total: 53

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 22, 2018

INSURANCE AND FINANCIAL SERV

		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	6	18	1	2	0	0	0	0	0	1	0	0	0	0	0	7	21
02	Professional	93	105	6	16	0	1	7	2	1	2	0	0	0	1	107	127	
03	Technician	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
05	Para-Professionals	0	9	0	0	0	0	0	1	0	0	0	0	0	0	0	0	10
06	Admin Support	2	20	2	3	0	0	0	3	1	1	0	0	0	0	0	5	27
Department Totals by Category:		101	156	9	21	0	1	7	6	2	4	0	0	0	1	119	189	

Department Total: 308

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

LICENSING & REGULATORY AFFAIRS

EEO Category:		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	60	33 %	87	48 %	4	2 %	16	9 %	1	1 %	0	0 %	2	1 %	5	3 %	2	1 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	69	111
02	Professional	429	36 %	519	44 %	41	3 %	129	1 %	2	0 %	7	1 %	18	2 %	15	1 %	12	1 %	15	1 %	0	0 %	0	0 %	0	0 %	0	0 %	502	686
03	Technician	132	70 %	37	20 %	6	3 %	3	2 %	1	1 %	0	0 %	4	2 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	144	44
05	Para-Professionals	23	12 %	138	72 %	4	2 %	15	8 %	1	1 %	0	0 %	1	1 %	6	3 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	29	163
06	Admin Support	22	8 %	201	73 %	2	1 %	40	5 %	0	0 %	1	0 %	0	0 %	6	2 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	24	250
07	Skilled Craft	5	63 %	0	0 %	0	0 %	2	5 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	2
08	Service/Maintenance	5	50 %	4	40 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	4
Department Totals by Category:		676	33 %	986	48 %	57	3 %	205	0 %	5	0 %	8	0 %	27	1 %	33	2 %	15	1 %	21	1 %	0	0 %	0	0 %	0	0 %	0	0 %	780	1,260

Department Total: 2,040

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

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	61	25 %	149	62 %	5	2 %	12	5 %	0	0 %	1	0 %	10	1 %	7	3 %	3	1 %	0	0 %	0	0 %	0	0 %	0	0 %	74	166		
02	Professional	294	21 %	740	53 %	44	3 %	209	5 %	2	0 %	7	0 %	6	0 %	19	1 %	22	2 %	56	4 %	0	0 %	0	0 %	0	0 %	368	1,033		
03	Technician	25	19 %	48	36 %	6	4 %	45	4 %	1	1 %	0	0 %	0	0 %	3	2 %	1	1 %	4	3 %	1	1 %	0	0 %	0	0 %	34	100		
04	Protective Service	115	40 %	41	14 %	70	4 %	47	6 %	3	1 %	1	0 %	5	2 %	3	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	195	92		
05	Para-Professionals	171	21 %	266	32 %	127	5 %	218	6 %	0	0 %	3	0 %	12	1 %	14	2 %	2	0 %	8	1 %	0	0 %	0	0 %	10	2 %	313	511		
06	Admin Support	15	6 %	181	72 %	2	1 %	33	3 %	0	0 %	3	1 %	0	0 %	17	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	17	234		
07	Skilled Craft	47	85 %	0	0 %	8	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	55	0		
08	Service/Maintenance	40	25 %	52	32 %	24	5 %	36	2 %	0	0 %	0	0 %	2	1 %	3	2 %	0	0 %	2	1 %	0	0 %	0	0 %	1	1 %	1	1 %	67	94
Department Totals by Category:		768	23 %	1,477	44 %	286	9 %	600	8 %	6	0 %	15	0 %	26	1 %	60	2 %	34	1 %	73	2 %	1	0 %	0	0 %	2	0 %	1,123	2,230		

Department Total: 3,353

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

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	Official/Administrator	53	25 %	105	49 %	15	7 %	35	6 %	0	0 %	0	0 %	1	0 %	2	1 %	70	144												
02	Professional	926	15 %	3,238	52 %	276	4 %	555	5 %	6	0 %	29	0 %	50	1 %	129	2 %	1,283	5,003												
03	Technician	14	47 %	9	30 %	0	0 %	5	7 %	0	0 %	0	0 %	1	3 %	0	0 %	15	15												
04	Protective Service	2	40 %	0	0 %	2	0 %	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	5	0												
05	Para-Professionals	351	11 %	1,432	43 %	172	5 %	114	4 %	9	0 %	22	1 %	40	1 %	133	4 %	580	2,723												
06	Admin Support	71	6 %	714	60 %	37	3 %	301	5 %	0	0 %	10	1 %	6	1 %	51	4 %	116	1,083												
07	Skilled Craft	13	87 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	15	0												
08	Service/Maintenance	11	50 %	5	23 %	5	3 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	17	5												
Department Totals by Category:		1,441	13 %	5,503	50 %	508	5 %	1,010	7 %	16	0 %	61	1 %	100	1 %	316	3 %	20	0 %	52	0 %	2	0 %	2	0 %	14	0 %	29	0 %	2,101	8,973

Department Total: 11,074

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

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	Official/Administrator	11	42 %	12	46 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	14
02	Professional	51	31 %	96	59 %	2	1 %	6	4 %	0	0 %	1	1 %	1	1 %	1	1 %	57	107
03	Technician	28	25 %	60	53 %	4	4 %	11	0 %	0	0 %	1	1 %	5	4 %	1	1 %	38	75
04	Protective Service	30	97 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	31	0
05	Para-Professionals	61	35 %	87	50 %	5	3 %	7	4 %	1	1 %	1	1 %	7	4 %	2	1 %	74	99
06	Admin Support	2	6 %	25	71 %	1	3 %	6	7 %	0	0 %	0	0 %	0	0 %	1	3 %	3	32
07	Skilled Craft	113	92 %	3	2 %	2	2 %	0	0 %	1	1 %	0	0 %	4	3 %	0	0 %	120	3
08	Service/Maintenance	57	53 %	36	34 %	4	4 %	8	7 %	0	0 %	0	0 %	2	2 %	0	0 %	63	44
Department Totals by Category:		353	46 %	319	41 %	18	2 %	38	5 %	2	0 %	3	0 %	20	3 %	6	1 %	398	374

Department Total: 772

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

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	Official/Administrator	50	66 %	25	33 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	51	25
02	Professional	326	59 %	199	36 %	4	1 %	6	1 %	3	1 %	2	0 %	1	0 %	338	214
03	Technician	183	73 %	57	23 %	5	2 %	1	0 %	2	1 %	0	0 %	0	0 %	191	59
04	Protective Service	519	82 %	95	15 %	5	1 %	2	0 %	3	0 %	0	0 %	7	1 %	536	97
05	Para-Professionals	12	27 %	31	70 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	12	32
06	Admin Support	10	7 %	112	82 %	0	0 %	10	7 %	0	0 %	2	1 %	0	0 %	10	127
07	Skilled Craft	123	74 %	38	23 %	0	0 %	3	2 %	0	0 %	1	1 %	0	0 %	127	40
08	Service/Maintenance	539	52 %	431	42 %	17	2 %	18	2 %	8	1 %	3	0 %	4	0 %	574	457
Department Totals by Category:		1,762	61 %	988	34 %	31	1 %	38	1 %	18	1 %	6	0 %	16	1 %	1,839	1,051

Department Total: 2,890

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

STATE

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	19	42 %	17	38 %	3	7 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	23	22														
02	Professional	85	37 %	94	41 %	12	5 %	24	1 %	0	0 %	1	0 %	2	1 %	4	2 %	2	1 %	3	1 %	0	0 %	0	0 %	0	0 %	0	0 %	101	126		
03	Technician	26	22 %	67	58 %	2	2 %	15	3 %	0	0 %	0	0 %	0	0 %	1	1 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	1	1 %	2	2 %	30	86
05	Para-Professionals	72	8 %	541	62 %	21	2 %	169	9 %	0	0 %	7	1 %	10	1 %	35	4 %	2	0 %	10	1 %	0	0 %	0	0 %	0	0 %	1	0 %	0	0 %	106	762
06	Admin Support	34	16 %	131	63 %	4	2 %	27	3 %	0	0 %	4	2 %	0	0 %	4	2 %	1	0 %	2	1 %	0	0 %	0	0 %	0	0 %	2	1 %	0	0 %	41	168
07	Skilled Craft	10	77 %	3	23 %	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 %	10	3
08	Service/Maintenance	12	12 %	60	62 %	3	3 %	15	5 %	0	0 %	0	0 %	0	0 %	6	6 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	16	81
Department Totals by Category:		258	16 %	913	58 %	45	3 %	252	6 %	0	0 %	12	1 %	13	1 %	52	3 %	7	0 %	17	1 %	0	0 %	0	0 %	4	0 %	2	0 %	327	1,248		

Department Total: 1,575

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

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	41	75 %	11	20 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	44	11														
02	Professional	274	45 %	287	47 %	14	2 %	12	2 %	1	0 %	0	0 %	6	1 %	10	2 %	3	0 %	2	0 %	0	0 %	0	0 %	0	0 %	0	0 %	298	312		
03	Technician	345	75 %	63	14 %	16	3 %	6	1 %	8	2 %	0	0 %	12	3 %	4	1 %	2	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	383	75
04	Protective Service	1,240	81 %	133	9 %	79	5 %	13	1 %	15	1 %	1	0 %	33	2 %	2	0 %	9	1 %	2	0 %	1	0 %	0	0 %	0	0 %	3	0 %	0	0 %	1,380	151
05	Para-Professionals	20	24 %	51	60 %	3	4 %	8	9 %	0	0 %	0	0 %	0	0 %	3	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	23	62
06	Admin Support	39	18 %	162	74 %	0	0 %	9	4 %	0	0 %	2	1 %	0	0 %	4	2 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	41	177
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 %	0	0 %	11	0
08	Service/Maintenance	4	40 %	4	40 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	6
Department Totals by Category:		1,973	66 %	711	24 %	114	4 %	48	2 %	24	1 %	3	0 %	51	2 %	25	1 %	18	1 %	5	0 %	1	0 %	0	0 %	0	0 %	3	0 %	2	0 %	2,184	794

Department Total: 2,978

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

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	Official/Administrator	34	37 %	37	40 %	7	8 %	11	2 %	1	1 %	0	0 %	0	0 %	43	50		
02	Professional	139	27 %	213	42 %	22	4 %	109	1 %	0	0 %	1	0 %	8	2 %	171	337		
03	Technician	5	20 %	10	40 %	2	8 %	3	2 %	1	4 %	0	0 %	0	0 %	9	16		
05	Para-Professionals	64	13 %	160	33 %	37	8 %	179	7 %	0	0 %	2	0 %	7	1 %	111	378		
06	Admin Support	1	2 %	31	62 %	1	2 %	15	0 %	0	0 %	0	0 %	2	4 %	2	48		
07	Skilled Craft	6	60 %	0	0 %	3	0 %	0	0 %	1	0 %	0	0 %	0	0 %	10	0		
08	Service/Maintenance	2	33 %	0	0 %	3	0 %	1	7 %	0	0 %	0	0 %	0	0 %	5	1		
Department Totals by Category:		251	21 %	451	38 %	75	6 %	318	7 %	2	0 %	3	0 %	16	1 %	38	3 %	351	830

Department Total: 1,181

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

TECHNOLOGY, MANAGEMENT & BUDGET

EEO Category:		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	152	52 %	99	34 %	8	3 %	9	3 %	1	0 %	1	0 %	3	1 %	0	0 %	176	116										
02	Professional	948	50 %	528	28 %	57	3 %	66	3 %	2	0 %	2	0 %	19	1 %	20	1 %	1,147	742										
03	Technician	184	59 %	70	22 %	17	5 %	13	4 %	1	0 %	0	0 %	8	3 %	1	0 %	219	94										
05	Para-Professionals	39	27 %	71	49 %	6	4 %	22	5 %	0	0 %	1	1 %	1	1 %	5	3 %	46	100										
06	Admin Support	4	4 %	86	80 %	1	1 %	6	6 %	0	0 %	1	1 %	0	0 %	9	8 %	5	103										
07	Skilled Craft	161	91 %	3	2 %	6	3 %	1	1 %	4	2 %	1	1 %	0	0 %	0	0 %	172	5										
08	Service/Maintenance	96	81 %	6	5 %	7	6 %	2	2 %	0	0 %	0	0 %	7	6 %	0	0 %	111	8										
Department Totals by Category:		1,584	52 %	863	28 %	102	3 %	119	4 %	5	0 %	5	0 %	42	1 %	36	1 %	138	5 %	138	5 %	0	0 %	0	0 %	50 %	7 0 %	1,876	1,168

Department Total: 3,044

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

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	Official/Administrator	62	58 %	33	31 %	4	4 %	4	4 %	1	1 %	0	0 %	0	0 %	0	0 %	67	39												
02	Professional	601	58 %	315	30 %	26	2 %	30	3 %	3	0 %	1	0 %	18	2 %	8	1 %	21	2 %	20	2 %	0	0 %	0	0 %	0	0 %	0	0 %	669	375
03	Technician	348	69 %	85	17 %	22	4 %	8	2 %	4	1 %	0	0 %	12	2 %	4	1 %	16	3 %	3	1 %	0	0 %	0	0 %	1	0 %	0	0 %	403	100
04	Protective Service	17	30 %	24	43 %	2	4 %	3	5 %	2	4 %	7	13 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	22	34
05	Para-Professionals	68	46 %	55	37 %	6	4 %	10	7 %	2	1 %	1	1 %	1	1 %	3	2 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	77	70
06	Admin Support	6	4 %	130	80 %	2	1 %	20	2 %	0	0 %	1	1 %	0	0 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	8	154
07	Skilled Craft	527	89 %	13	2 %	22	4 %	3	1 %	18	3 %	0	0 %	6	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	573	16
08	Service/Maintenance	69	54 %	41	32 %	2	2 %	1	1 %	8	6 %	5	4 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	80	47
Department Totals by Category:		1,698	62 %	696	25 %	86	3 %	79	3 %	38	1 %	15	1 %	38	1 %	17	1 %	38	1 %	27	1 %	0	0 %	0	0 %	1	0 %	1	0 %	1,899	835

Department Total: 2,734

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 22, 2018

TREASURY

EEO Category:		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	85	51 %	63	38 %	6	4 %	6	4 %	0	0 %	0	0 %	4	2 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	95	72		
02	Professional	304	37 %	327	40 %	51	6 %	89	1 %	1	0 %	3	0 %	4	0 %	16	2 %	14	2 %	14	2 %	0	0 %	0	0 %	20	0 %	0	0 %	376	449
03	Technician	17	28 %	30	50 %	0	0 %	4	7 %	0	0 %	0	0 %	0	0 %	2	3 %	2	3 %	3	5 %	0	0 %	0	0 %	23	0 %	0	0 %	21	39
05	Para-Professionals	33	20 %	91	56 %	6	4 %	23	4 %	0	0 %	1	1 %	3	2 %	5	3 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	43	120		
06	Admin Support	58	13 %	259	59 %	11	3 %	69	6 %	2	0 %	4	1 %	5	1 %	22	5 %	2	0 %	3	1 %	0	0 %	0	0 %	10	0 %	3	1 %	79	360
07	Skilled Craft	0	0 %	2	67 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
08	Service/Maintenance	4	57 %	3	43 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	3		
Department Totals by Category:		501	30 %	775	47 %	74	4 %	192	2 %	3	0 %	8	0 %	16	1 %	47	3 %	19	1 %	21	1 %	0	0 %	0	0 %	50	0 %	3	0 %	618	1,046

Department Total: 1,664

Comment: This report includes all active classified employees in Job Categories 1 to 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 22, 2018

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		FEMALE	MINORITY	GRAND TOTAL														
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE																	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%																	
AGRICULTURE & RURAL DEVELOPMENT	217	45.8	216	45.6	6	1.3	18	3.8	1	0.2	1	0.2	4	0.8	6	1.3	2	0.4	3	0.6	0	0.0	0	0.0	0	0.0	0	0.0	244	51.5	41	8.6	474
ATTORNEY GENERAL	193	39.2	237	48.2	12	2.4	31	6.3	0	0.0	0	0.0	2	0.4	9	1.8	2	0.4	5	1.0	0	0.0	0	0.0	0	0.0	1	0.2	283	57.5	62	12.6	492
AUDITOR GENERAL	67	43.8	73	47.7	7	4.6	2	1.3	0	0.0	0	0.0	2	1.3	1	0.7	0	0.0	1	0.7	0	0.0	0	0.0	0	0.0	0	0.0	77	50.3	13	8.5	153
CIVIL RIGHTS	9	9.9	22	24.2	12	13.2	36	39.6	0	0.0	1	1.1	1	1.1	6	6.6	0	0.0	1	1.1	0	0.0	0	0.0	1	1.1	2	2.2	68	74.7	60	65.9	91
CIVIL SERVICE COMMISSION	55	12.2	291	64.8	12	2.7	58	12.9	0	0.0	6	1.3	3	0.7	16	3.6	0	0.0	5	1.1	0	0.0	0	0.0	2	0.4	1	0.2	377	84.0	103	22.9	449
CORRECTIONS	6,503	53.9	2,956	24.5	928	7.7	1,016	8.4	198	1.6	56	0.5	204	1.7	115	1.0	41	0.3	22	0.2	0	0.0	0	0.0	10	0.1	9	0.1	4,174	34.6	2,599	21.6	12,058
EDUCATION	116	22.4	318	61.3	10	1.9	48	9.2	0	0.0	0	0.0	3	0.6	12	2.3	2	0.4	9	1.7	0	0.0	0	0.0	0	0.0	1	0.2	388	74.8	85	16.4	519
ENVIRONMENTAL QUALITY	549	47.7	502	43.7	15	1.3	24	2.1	1	0.1	3	0.3	10	0.9	12	1.0	13	1.1	18	1.6	0	0.0	0	0.0	1	0.1	2	0.2	561	48.8	99	8.6	1,150
EXECUTIVE OFFICE	16	30.2	32	60.4	1	1.9	2	3.8	0	0.0	0	0.0	1	1.9	0	0.0	0	0.0	1	1.9	0	0.0	0	0.0	0	0.0	0	0.0	35	66.0	5	9.4	53
INSURANCE AND FINANCIAL SERV	101	32.8	156	50.6	9	2.9	21	6.8	0	0.0	1	0.3	7	2.3	6	1.9	2	0.6	4	1.3	0	0.0	0	0.0	0	0.0	1	0.3	189	61.4	51	16.6	308
LICENSING & REGULATORY AFFAIRS	676	33.1	986	48.3	57	2.8	205	10.0	5	0.2	8	0.4	27	1.3	33	1.6	15	0.7	21	1.0	0	0.0	0	0.0	0	0.0	7	0.3	1,260	61.8	378	18.5	2,040
MDHHS - COMMUNITY HEALTH	768	22.9	1,477	44.1	286	8.5	600	17.9	6	0.2	15	0.4	26	0.8	60	1.8	34	1.0	73	2.2	1	0.0	0	0.0	2	0.1	5	0.1	2,230	66.5	1,108	33.0	3,353
MDHHS - HUMAN SERVICES	1,441	13.0	5,503	49.7	508	4.6	3,010	27.2	16	0.1	61	0.6	100	0.9	316	2.9	20	0.2	52	0.5	2	0.0	2	0.0	14	0.1	29	0.3	8,973	81.0	4,130	37.3	11,074
MILITARY & VETERAN AFFAIRS	353	45.7	319	41.3	18	2.3	38	4.9	2	0.3	3	0.4	20	2.6	6	0.8	4	0.5	8	1.0	0	0.0	0	0.0	1	0.1	0	0.0	374	48.4	100	13.0	772
NATURAL RESOURCES	1,762	61.0	988	34.2	31	1.1	38	1.3	18	0.6	6	0.2	16	0.6	10	0.3	10	0.3	6	0.2	0	0.0	0	0.0	2	0.1	3	0.1	1,051	36.4	140	4.8	2,890
STATE	258	16.4	913	58.0	45	2.9	252	16.0	0	0.0	12	0.8	13	0.8	52	3.3	7	0.4	17	1.1	0	0.0	0	0.0	4	0.3	2	0.1	1,248	79.2	404	25.7	1,575
STATE POLICE	1,973	66.3	711	23.9	114	3.8	48	1.6	24	0.8	3	0.1	51	1.7	25	0.8	18	0.6	5	0.2	1	0.0	0	0.0	3	0.1	2	0.1	794	26.7	294	9.9	2,978
TALENT & ECONOMIC DEVELOPMENT	251	21.3	451	38.2	75	6.4	318	26.9	2	0.2	3	0.3	16	1.4	38	3.2	6	0.5	15	1.3	0	0.0	0	0.0	1	0.1	5	0.4	830	70.3	479	40.6	1,181
TECHNOLOGY, MANAGEMENT & BUDGET	1,584	52.0	863	28.4	102	3.4	119	3.9	5	0.2	5	0.2	42	1.4	36	1.2	138	4.5	138	4.5	0	0.0	0	0.0	5	0.2	7	0.2	1,168	38.4	597	19.6	3,044
TRANSPORTATION	1,698	62.1	696	25.5	86	3.1	79	2.9	38	1.4	15	0.5	38	1.4	17	0.6	38	1.4	27	1.0	0	0.0	0	0.0	1	0.0	1	0.0	835	30.5	340	12.4	2,734
TREASURY	501	30.1	775	46.6	74	4.4	192	11.5	3	0.2	8	0.5	16	1.0	47	2.8	19	1.1	21	1.3	0	0.0	0	0.0	5	0.3	3	0.2	1,046	62.9	388	23.3	1,664
STATEWIDE TOTALS:	19,091	38.9	18,485	37.7	2,408	4.9	6,155	12.5	319	0.7	207	0.4	602	1.2	823	1.7	371	0.8	452	0.9	4	0.0	2	0.0	52	0.1	81	0.2	26,205	53.4	11,476	23.4	49,052

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.

STATE OF MICHIGAN
STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE
Pay End Date: September 22, 2018

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	10	9	1	2	0	0	0	0	0	0	0	0	0	0	11	11
02	Professional	55	52	4	11	0	0	3	2	1	0	0	0	0	0	63	65
03	Technician	10	1	0	1	0	0	0	0	1	0	0	0	0	0	11	2
04	Protective Service	14	2	3	1	0	0	0	0	0	0	0	0	0	0	17	3
05	Para-Professionals	4	18	1	7	0	1	0	0	0	0	0	0	0	0	5	26
06	Admin Support	9	42	1	12	0	1	1	0	0	0	0	0	0	0	11	55
07	Skilled Craft	8	0	0	0	0	0	0	1	0	0	0	0	0	0	8	1
08	Service/Maintenance	7	2	0	0	1	0	0	0	0	0	0	0	0	0	8	2
STATEWIDE TOTAL BY CATEGORY:		117	126	10	34	1	2	4	3	2	0	0	0	0	0	134	165

State Employees Grand Total: 299

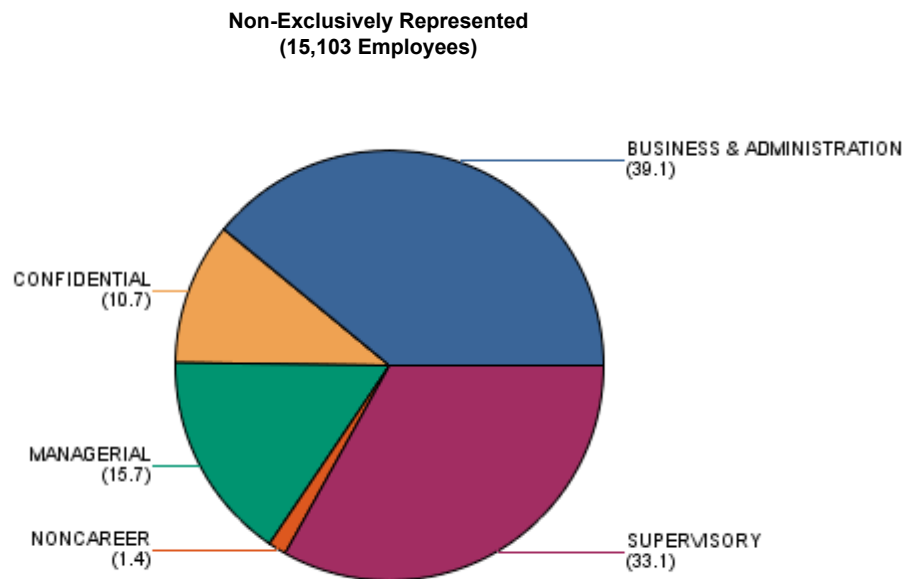
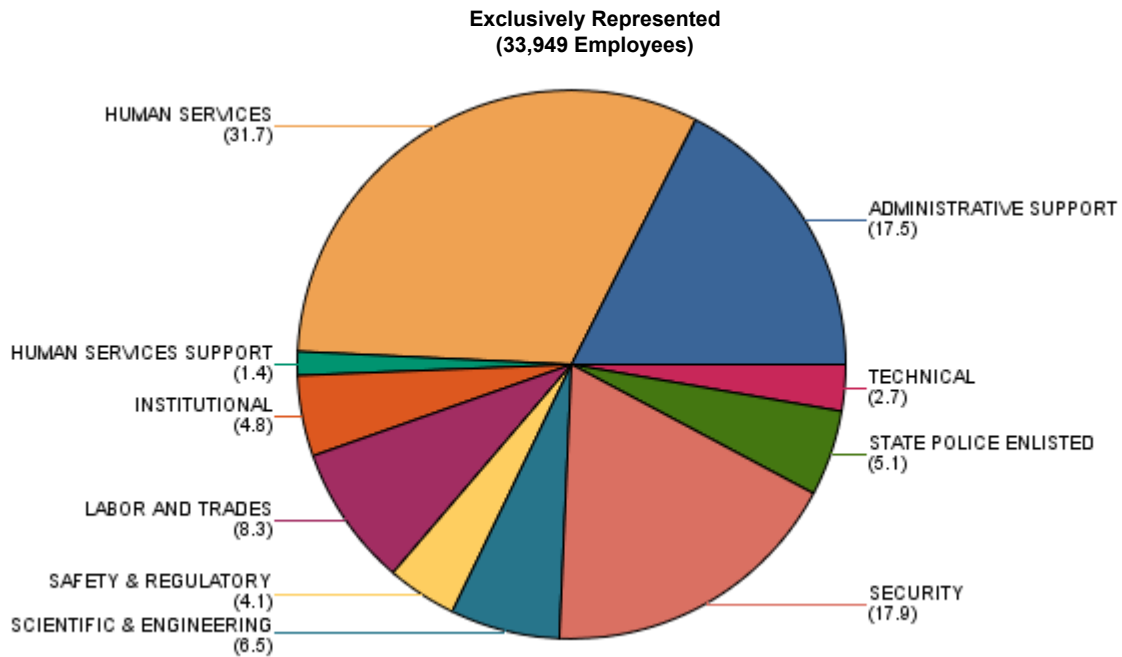
Comment: This report includes all active classified employees with a self-reported disability in Job Categories 1 to 8.

Source: Michigan Civil Service Commission HWF62

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2017-18



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.

Of 49,052 classified employees, 69% 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
Pay End Date: September 22, 2018

Table 5-1

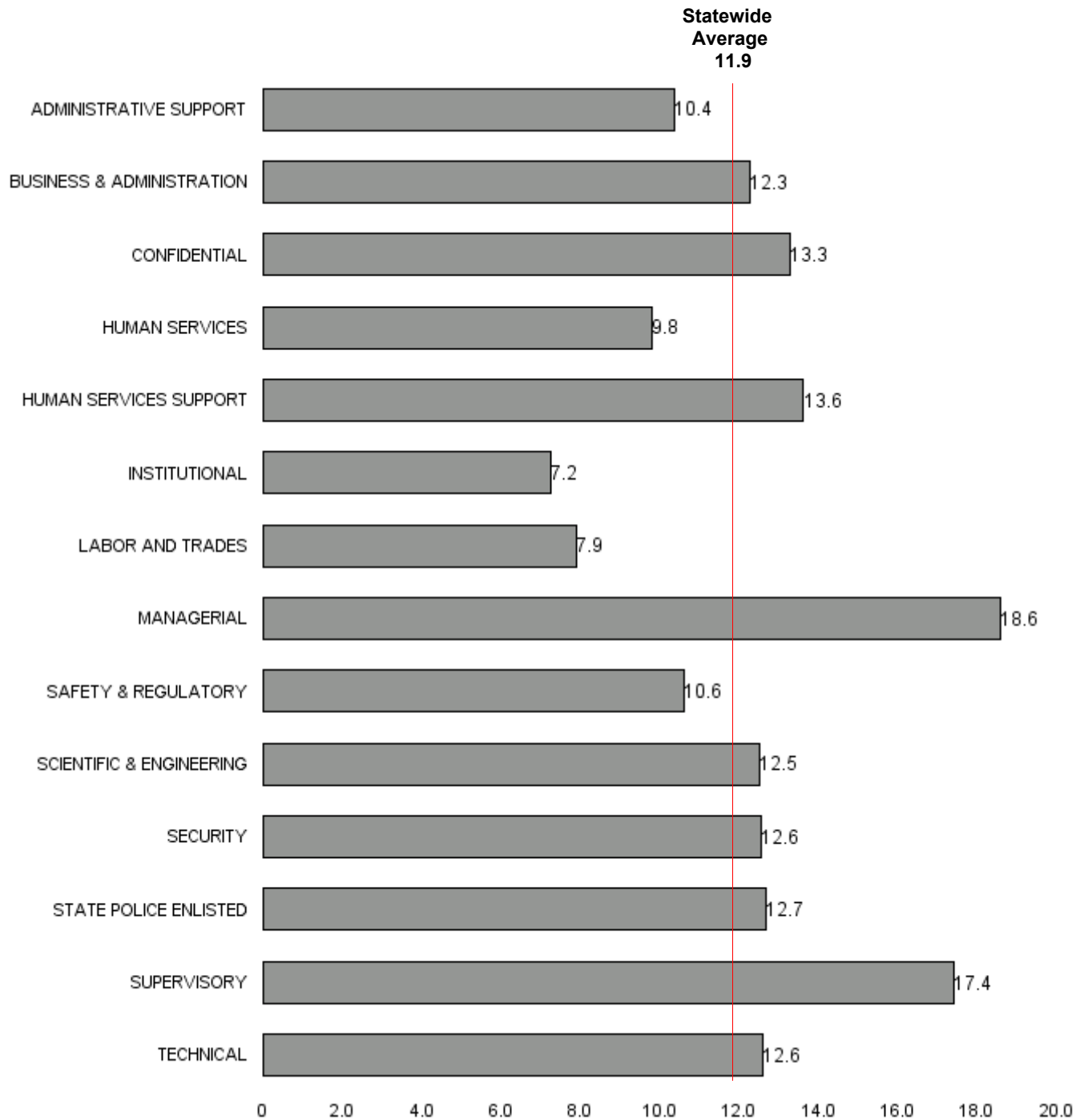
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,399	1,027	73.4	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	2,820	1,706	60.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,081	0	0.0	0	0.0	5,580	91.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	476	0	0.0	0	0.0	0	0.0	415	87.2	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,193	0	0.0	0	0.0	0	0.0	1	0.0	1,680	76.6	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	927	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	654	70.6	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,717	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,702	99.1	0	0.0
U11 INSTITUTIONAL	1,618	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,398	86.4
W22 HUMAN SERVICES	10,772	0	0.0	9,468	87.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,946	0	0.0	4,317	72.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	5,902	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	4,999	1	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	206	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	2,378	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	1,618	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	33,949	2,734	8.1	13,785	40.6	5,580	16.4	416	1.2	1,680	4.9	654	1.9	1,702	5.0	1,398	4.1
NON-EXCLUSIVELY REPRESENTED TOTAL	15,103	1	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	49,052	2,734	5.6	13,785	28.1	5,580	11.4	416	0.8	1,680	3.4	654	1.3	1,702	3.5	1,398	2.9

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. 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 22, 2018



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 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																		
00 - 05 YEARS	400	103	13	4	4	9	5	0	3	1	0	0	0	0	425	117	0	0
06 - 10 YEARS	196	41	12	28	1	0	3	0	0	0	0	0	0	0	212	69	0	0
11 - 15 YEARS	97	39	6	22	1	0	5	0	1	0	0	0	0	0	110	61	0	0
16 - 20 YEARS	126	34	5	14	1	1	6	1	1	0	0	0	0	0	139	50	0	0
21 - 25 YEARS	73	12	4	6	2	1	2	0	0	0	0	0	0	0	81	19	1	0
26 - 30 YEARS	43	16	4	9	0	0	1	1	0	0	0	0	0	0	48	26	0	2
31 - 35 YEARS	15	4	6	5	0	0	0	0	1	0	0	0	0	0	22	9	0	0
36 - 40 YEARS	5	0	0	2	0	0	0	0	0	0	0	0	0	0	5	2	0	0
MORE THAN 40 YEARS	3	0	0	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
BARGAINING UNIT TOTAL	958	249	50	91	9	11	22	2	6	1	0	0	0	0	1,045	354	1	2
MORE THAN 10 YEARS	362	105	25	59	4	2	14	2	3	0	0	0	0	0	408	168	1	2
AVERAGE YEARS	10.1	10.0	13.9	15.8	10.0	4.8	12.4	23.5	12.0	2.0	0.0	0.0	0.0	0.0	10.4	11.4	21.0	28.0
BARGAINING UNIT AVERAGE YEARS																	10.6	

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 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																		
00 - 05 YEARS	1,107	435	32	20	24	3	11	4	4	1	0	0	2	3	1,180	466	1	1
06 - 10 YEARS	227	15	8	1	3	0	4	0	0	0	0	0	0	0	242	16	0	0
11 - 15 YEARS	207	10	10	2	5	0	2	0	0	0	0	0	0	0	224	12	0	0
16 - 20 YEARS	287	16	16	1	6	1	8	0	0	0	0	0	0	0	317	18	1	0
21 - 25 YEARS	126	10	4	1	6	0	2	1	0	0	0	0	0	0	138	12	1	1
26 - 30 YEARS	75	6	10	3	2	0	5	1	0	0	0	0	0	0	92	10	3	1
31 - 35 YEARS	37	5	10	0	1	0	2	0	1	0	0	0	0	0	51	5	4	0
36 - 40 YEARS	21	0	1	1	0	0	0	0	0	0	0	0	0	0	22	1	1	0
MORE THAN 40 YEARS	13	0	0	0	0	0	1	0	0	0	0	0	0	0	14	0	0	0
BARGAINING UNIT TOTAL	2,100	497	91	29	47	4	35	6	5	1	0	0	2	3	2,280	540	11	3
MORE THAN 10 YEARS	766	47	51	8	20	1	20	2	1	0	0	0	0	0	858	58	10	2
AVERAGE YEARS	8.8	2.3	14.1	7.3	9.7	5.3	14.7	9.0	6.4	0.0	0.0	0.0	0.0	0.0	9.1	2.7	26.4	18.0
BARGAINING UNIT AVERAGE YEARS			7.9															

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 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
C12 - SECURITY																			
00 - 05 YEARS	1,380	247	237	156	50	8	50	12	9	2	0	0	7	2	1,733	427	0	0	
06 - 10 YEARS	381	50	82	38	9	2	19	3	2	1	0	0	0	0	493	94	0	0	
11 - 15 YEARS	364	63	53	49	21	3	19	3	2	1	0	0	0	0	459	119	1	0	
16 - 20 YEARS	945	133	116	58	18	6	30	10	4	0	0	0	0	0	1,113	207	2	1	
21 - 25 YEARS	741	116	80	50	24	2	25	6	2	0	0	0	0	0	872	174	1	1	
26 - 30 YEARS	246	24	16	6	9	0	7	1	1	0	0	0	0	0	279	31	5	1	
31 - 35 YEARS	53	1	15	3	0	1	0	0	0	0	0	0	0	0	68	5	2	0	
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	
MORE THAN 40 YEARS	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
BARGAINING UNIT TOTAL	4,114	634	602	360	131	22	150	35	20	4	0	0	7	2	5,024	1,057	11	3	
MORE THAN 10 YEARS	2,353	337	283	166	72	12	81	20	9	1	0	0	0	0	2,798	536	11	3	
AVERAGE YEARS	13.1	11.9	11.4	10.3	12.0	11.5	12.1	12.5	11.0	7.0	0.0	0.0	1.1	0.0	12.8	11.3	25.8	23.0	
BARGAINING UNIT AVERAGE YEARS			12.6																

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 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																		
00 - 05 YEARS	13	8	3	10	2	3	0	11	0	1	0	0	0	2	18	35	0	0
06 - 10 YEARS	22	46	10	37	2	0	3	4	0	1	0	0	0	0	37	88	0	0
11 - 15 YEARS	17	25	5	56	0	0	3	2	0	1	0	0	0	0	25	84	1	0
16 - 20 YEARS	11	46	15	59	1	1	1	4	2	1	0	0	0	0	30	111	0	1
21 - 25 YEARS	1	6	0	7	0	0	0	2	0	0	0	0	0	0	1	15	0	0
26 - 30 YEARS	1	4	1	3	0	1	0	2	0	0	0	0	0	0	2	10	0	0
31 - 35 YEARS	1	1	0	4	0	0	0	1	0	0	0	0	0	0	1	6	1	0
36 - 40 YEARS	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	0	4	1	4	0	0	0	0	0	0	0	0	0	0	1	8	1	1
BARGAINING UNIT TOTAL	66	142	35	182	5	5	7	26	2	4	0	0	0	2	115	361	3	2
MORE THAN 10 YEARS	31	88	22	135	1	2	4	11	2	2	0	0	0	0	60	238	3	2
AVERAGE YEARS	10.6	14.6	14.1	14.9	8.2	10.4	12.1	10.7	16.5	10.5	0.0	0.0	0.0	1.0	11.7	14.3	28.7	30.0
BARGAINING UNIT AVERAGE YEARS			13.7															

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
H21 - SCIENTIFIC & ENGINEERING																			
00 - 05 YEARS	385	286	4	9	2	1	7	9	11	19	0	0	1	1	410	325	0	0	
06 - 10 YEARS	173	134	6	3	0	0	3	1	2	2	0	0	0	0	184	140	0	0	
11 - 15 YEARS	194	114	4	5	0	1	2	1	5	5	0	0	0	0	205	126	0	0	
16 - 20 YEARS	204	108	4	3	0	0	4	2	8	6	0	0	0	0	220	119	0	2	
21 - 25 YEARS	110	43	5	3	1	0	1	0	7	6	0	0	0	0	124	52	0	0	
26 - 30 YEARS	118	59	4	6	1	0	4	0	4	2	0	0	0	0	131	67	1	0	
31 - 35 YEARS	36	16	5	1	0	0	1	0	1	0	0	0	0	0	43	17	1	0	
36 - 40 YEARS	14	1	0	0	1	0	0	0	2	0	0	0	0	0	17	1	0	0	
MORE THAN 40 YEARS	9	0	2	0	0	0	0	0	1	0	0	0	0	0	12	0	0	0	
BARGAINING UNIT TOTAL	1,243	761	34	30	5	2	22	13	41	40	0	0	1	1	1,346	847	2	2	
MORE THAN 10 YEARS	685	341	24	18	3	1	12	3	28	19	0	0	0	0	752	382	2	2	
AVERAGE YEARS	13.2	10.9	19.1	14.4	20.0	8.0	13.6	6.5	16.4	10.9	0.0	0.0	2.0	0.0	13.5	10.9	30.0	18.0	
BARGAINING UNIT AVERAGE YEARS	12.5																		

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
L32 - TECHNICAL																			
00 - 05 YEARS	188	110	10	8	1	1	4	7	7	1	0	0	1	0	211	127	0	0	
06 - 10 YEARS	67	30	2	4	0	0	0	1	0	1	0	0	0	0	69	36	0	0	
11 - 15 YEARS	89	39	4	0	2	0	2	1	2	2	0	0	0	0	99	42	1	0	
16 - 20 YEARS	96	27	1	1	1	0	2	0	2	1	0	0	0	0	102	29	0	0	
21 - 25 YEARS	50	11	4	1	1	0	3	0	1	1	0	0	0	0	59	13	1	0	
26 - 30 YEARS	71	8	2	1	0	0	1	0	3	0	0	0	0	0	77	9	4	0	
31 - 35 YEARS	29	4	5	3	0	0	1	0	0	0	0	0	0	0	35	7	1	0	
36 - 40 YEARS	1	3	0	1	0	0	1	0	0	0	0	0	0	0	2	4	0	1	
MORE THAN 40 YEARS	2	3	0	0	0	0	1	0	0	0	0	0	0	0	3	3	1	0	
BARGAINING UNIT TOTAL	593	235	28	19	5	1	15	9	15	6	0	0	1	0	657	270	8	1	
MORE THAN 10 YEARS	338	95	16	7	4	0	11	1	8	4	0	0	0	0	377	107	8	1	
AVERAGE YEARS	13.6	9.5	15.0	13.6	14.6	2.0	18.6	4.1	11.6	13.8	0.0	0.0	0.0	0.0	13.7	9.7	27.4	39.0	
BARGAINING UNIT AVERAGE YEARS			12.6																

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
T01 - STATE POLICE ENLISTED																			
00 - 05 YEARS	515	52	36	7	4	1	14	2	5	1	1	0	3	0	578	63	0	0	
06 - 10 YEARS	211	18	9	0	1	0	7	0	1	1	0	0	0	0	229	19	0	0	
11 - 15 YEARS	59	4	2	1	0	0	1	0	0	0	0	0	0	0	62	5	0	0	
16 - 20 YEARS	240	20	5	2	3	0	4	0	1	0	0	0	0	0	253	22	0	0	
21 - 25 YEARS	293	38	26	1	12	0	8	0	2	0	0	0	0	0	341	39	1	0	
26 - 30 YEARS	66	7	7	0	2	0	2	1	1	0	0	0	0	0	78	8	0	0	
31 - 35 YEARS	14	2	2	0	0	0	1	0	0	0	0	0	0	0	17	2	0	0	
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BARGAINING UNIT TOTAL	1,399	141	87	11	22	1	37	3	10	2	1	0	3	0	1,559	158	1	0	
MORE THAN 10 YEARS	673	71	42	4	17	0	16	1	4	0	0	0	0	0	752	76	1	0	
AVERAGE YEARS	12.4	13.2	13.4	8.0	19.0	4.0	12.3	10.7	12.5	4.5	1.0	0.0	1.0	0.0	12.5	12.6	25.0	0.0	
BARGAINING UNIT AVERAGE YEARS	12.6																		

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
U11 - INSTITUTIONAL																			
00 - 05 YEARS	220	356	91	184	3	1	12	15	1	0	1	0	3	2	331	558	0	0	
06 - 10 YEARS	70	112	39	66	0	4	5	4	3	4	0	0	0	0	117	190	0	0	
11 - 15 YEARS	34	70	12	34	0	0	2	0	0	0	0	0	0	0	48	104	0	0	
16 - 20 YEARS	33	59	13	31	0	0	3	2	1	5	0	0	0	0	50	97	0	0	
21 - 25 YEARS	21	30	3	10	1	0	0	1	0	0	0	0	0	0	25	41	1	0	
26 - 30 YEARS	3	11	3	9	0	0	0	0	0	1	0	0	0	0	6	21	0	0	
31 - 35 YEARS	4	5	1	4	0	0	0	1	0	0	0	0	0	0	5	10	0	0	
36 - 40 YEARS	1	3	4	1	0	0	0	0	0	0	0	0	0	0	5	4	0	0	
MORE THAN 40 YEARS	2	1	1	2	0	0	0	0	0	0	0	0	0	0	3	3	0	0	
BARGAINING UNIT TOTAL	388	647	167	341	4	5	22	23	5	10	1	0	3	2	590	1,028	1	0	
MORE THAN 10 YEARS	98	179	37	91	1	0	5	4	1	6	0	0	0	0	142	280	1	0	
AVERAGE YEARS	7.0	7.2	7.6	7.4	5.8	7.8	6.0	6.2	7.8	14.8	2.0	0.0	0.7	0.5	7.1	7.3	22.0	0.0	
BARGAINING UNIT AVERAGE YEARS			7.2																

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
W22 - HUMAN SERVICES																			
00 - 05 YEARS	598	1,991	190	793	4	22	30	76	8	33	2	2	13	32	845	2,949	2	1	
06 - 10 YEARS	524	1,687	181	922	7	18	25	74	9	15	0	0	0	0	746	2,716	0	3	
11 - 15 YEARS	166	405	53	249	1	1	7	27	2	8	0	0	0	1	229	691	1	4	
16 - 20 YEARS	278	453	60	365	5	4	10	37	4	7	0	0	0	0	357	866	2	1	
21 - 25 YEARS	243	285	53	176	3	5	10	27	2	6	0	0	0	0	311	499	4	5	
26 - 30 YEARS	75	112	14	91	1	0	3	12	2	3	0	0	0	0	95	218	4	6	
31 - 35 YEARS	32	48	8	36	0	0	4	4	1	2	0	0	0	0	45	90	2	3	
36 - 40 YEARS	22	27	7	26	0	0	1	1	0	1	0	0	0	0	30	55	1	2	
MORE THAN 40 YEARS	7	9	3	10	0	1	0	0	0	0	0	0	0	0	10	20	4	1	
BARGAINING UNIT TOTAL	1,945	5,017	569	2,668	21	51	90	258	28	75	2	2	13	33	2,668	8,104	20	26	
MORE THAN 10 YEARS	823	1,339	198	953	10	11	35	108	11	27	0	0	0	1	1,077	2,439	18	22	
AVERAGE YEARS	11.5	8.7	10.3	10.5	12.3	8.3	11.4	11.3	11.9	9.9	1.5	1.5	0.8	1.0	11.2	9.3	27.0	23.0	
BARGAINING UNIT AVERAGE YEARS			9.8																

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																		
00 - 05 YEARS	401	1,609	79	378	5	18	20	84	12	21	0	0	6	22	523	2,132	0	1
06 - 10 YEARS	137	729	25	173	1	5	3	36	0	6	0	0	0	1	166	950	1	3
11 - 15 YEARS	51	362	13	61	1	4	1	20	1	2	0	0	0	0	67	449	0	1
16 - 20 YEARS	52	464	9	97	1	8	7	22	1	4	0	0	0	0	70	595	0	3
21 - 25 YEARS	26	220	5	71	0	6	1	11	0	4	0	0	0	0	32	312	1	8
26 - 30 YEARS	18	163	4	64	0	1	1	15	1	3	0	0	0	0	24	246	2	19
31 - 35 YEARS	7	96	6	45	0	3	2	8	1	2	0	0	0	0	16	154	5	9
36 - 40 YEARS	3	87	0	37	0	1	1	6	0	1	0	0	0	0	4	132	1	7
MORE THAN 40 YEARS	5	52	0	15	0	1	0	1	0	0	0	0	0	0	5	69	1	6
BARGAINING UNIT TOTAL	700	3,782	141	941	8	47	36	203	16	43	0	0	6	23	907	5,039	11	57
MORE THAN 10 YEARS	162	1,444	37	390	2	24	13	83	4	16	0	0	0	0	218	1,957	10	53
AVERAGE YEARS	7.1	10.6	8.0	12.4	6.8	13.2	10.0	11.4	6.8	10.3	0.0	0.0	0.7	0.8	7.3	10.9	30.5	28.5
BARGAINING UNIT AVERAGE YEARS			10.4															

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																		
00 - 05 YEARS	759	720	59	88	4	4	22	26	62	85	0	0	5	5	911	928	3	0
06 - 10 YEARS	491	618	38	112	1	4	14	21	29	35	0	0	1	0	574	790	0	0
11 - 15 YEARS	218	343	27	80	1	3	5	13	23	25	0	0	0	0	274	464	1	1
16 - 20 YEARS	286	404	25	92	0	2	6	18	14	11	0	0	0	0	331	527	3	2
21 - 25 YEARS	150	183	16	41	0	5	5	8	6	7	0	0	0	0	177	244	1	2
26 - 30 YEARS	92	136	22	46	1	1	2	11	6	6	0	0	0	0	123	200	8	17
31 - 35 YEARS	34	92	9	30	0	0	5	12	3	2	0	0	0	0	51	136	0	4
36 - 40 YEARS	21	64	4	13	0	1	1	4	0	2	0	0	0	0	26	84	3	2
MORE THAN 40 YEARS	16	36	4	2	0	0	1	3	0	0	0	0	0	0	21	41	1	0
BARGAINING UNIT TOTAL	2,067	2,596	204	504	7	20	61	116	143	173	0	0	6	5	2,488	3,414	20	28
MORE THAN 10 YEARS	817	1,258	107	304	2	12	25	69	52	53	0	0	0	0	1,003	1,696	17	28
AVERAGE YEARS	10.8	12.9	14.0	15.2	8.3	15.6	12.2	16.3	9.8	8.6	0.0	0.0	2.0	0.8	11.0	13.1	24.1	28.1
BARGAINING UNIT AVERAGE YEARS	12.3																	

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

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	214	234	33	69	8	2	11	5	8	9	0	0	1	2	275	321	1	0
06 - 10 YEARS	276	330	35	91	2	1	10	11	8	8	0	0	1	1	332	442	0	1
11 - 15 YEARS	286	263	39	85	8	1	6	10	3	8	0	0	0	0	342	367	1	1
16 - 20 YEARS	480	388	45	155	6	3	8	10	8	7	0	0	0	0	547	563	2	0
21 - 25 YEARS	435	233	45	98	9	5	9	8	6	4	0	0	0	0	504	348	2	4
26 - 30 YEARS	256	122	22	48	10	4	9	7	2	2	0	0	0	0	299	183	7	5
31 - 35 YEARS	127	65	27	42	3	5	7	3	5	1	0	0	0	0	169	116	6	3
36 - 40 YEARS	38	37	13	26	0	0	4	2	1	0	0	0	0	0	56	65	5	3
MORE THAN 40 YEARS	31	19	5	15	0	0	0	0	0	0	0	0	0	0	36	34	4	1
BARGAINING UNIT TOTAL	2,143	1,691	264	629	46	21	64	56	41	39	0	0	2	3	2,560	2,439	28	18
MORE THAN 10 YEARS	1,653	1,127	196	469	36	18	43	40	25	22	0	0	0	0	1,953	1,676	27	17
AVERAGE YEARS	18.4	15.8	18.6	18.1	18.2	22.4	18.6	17.3	16.3	12.8	0.0	0.0	3.5	2.3	18.3	16.4	30.6	28.7
BARGAINING UNIT AVERAGE YEARS			17.4															

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED					
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE				
Y52 - NONCAREER																						
00 - 05 YEARS	62	86	9	12	1	0	5	6	6	10	0	0	5	3	88	117	0	0				
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
11 - 15 YEARS	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0				
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
BARGAINING UNIT TOTAL	62	86	9	12	1	1	5	6	6	10	0	0	5	3	88	118	0	0				
MORE THAN 10 YEARS	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0				
AVERAGE YEARS	0	0	0	0	0	13.0	0	0	0	0	0	0	0	0	0	0.1	0	0				
BARGAINING UNIT AVERAGE YEARS			0.1																			

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 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

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	147	126	3	14	0	0	5	4	6	6	0	0	0	2	161	152	0	0
06 - 10 YEARS	146	149	6	14	1	0	2	2	6	6	0	0	0	0	161	171	1	0
11 - 15 YEARS	122	128	8	14	0	1	1	1	4	4	0	0	0	0	135	148	1	0
16 - 20 YEARS	184	187	15	20	1	0	3	3	6	7	0	0	0	0	209	217	0	0
21 - 25 YEARS	200	144	15	18	2	1	5	1	1	1	0	0	0	0	223	165	1	2
26 - 30 YEARS	126	108	18	30	2	2	3	5	2	2	0	0	0	0	151	147	2	5
31 - 35 YEARS	93	75	13	21	2	0	2	2	4	4	0	0	0	0	114	102	3	2
36 - 40 YEARS	27	26	5	13	0	0	2	0	0	0	0	0	0	0	34	39	3	2
MORE THAN 40 YEARS	21	11	8	6	0	0	1	1	1	0	0	0	0	0	31	18	2	1
BARGAINING UNIT TOTAL	1,066	954	91	150	8	4	24	19	30	30	0	0	0	2	1,219	1,159	13	12
MORE THAN 10 YEARS	773	679	82	122	7	4	17	13	18	18	0	0	0	0	897	836	12	12
AVERAGE YEARS	18.4	17.6	24.9	22.9	24.0	22.5	20.3	19.3	15.8	15.0	0.0	0.0	0.0	0.5	18.9	18.3	31.1	31.4
BARGAINING UNIT AVERAGE YEARS			18.6															

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 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

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
Y99 - CONFIDENTIAL																		
00 - 05 YEARS	112	316	12	47	0	2	6	16	1	4	0	0	2	2	133	387	0	1
06 - 10 YEARS	48	222	6	29	0	1	1	5	0	4	0	0	1	0	56	261	1	1
11 - 15 YEARS	22	126	2	15	0	2	0	4	0	0	0	0	0	0	24	147	0	0
16 - 20 YEARS	28	151	5	24	0	3	3	3	0	4	0	0	0	0	36	185	0	0
21 - 25 YEARS	14	76	6	19	0	1	1	2	2	1	0	0	0	0	23	99	0	0
26 - 30 YEARS	10	66	1	21	0	2	1	5	0	1	0	0	0	0	12	95	1	3
31 - 35 YEARS	8	42	4	15	0	0	0	10	0	0	0	0	0	0	12	67	1	1
36 - 40 YEARS	3	32	0	12	0	1	0	3	0	0	0	0	0	0	3	48	1	3
MORE THAN 40 YEARS	2	22	0	6	0	0	0	0	0	0	0	0	0	0	2	28	0	2
BARGAINING UNIT TOTAL	247	1,053	36	188	0	12	12	48	3	14	0	0	3	2	301	1,317	4	11
MORE THAN 10 YEARS	87	515	18	112	0	9	5	27	2	6	0	0	0	0	112	669	3	9
AVERAGE YEARS	10.1	13.2	13.4	17.1	0	17.9	10.8	16.9	15.3	12.1	0.0	0.0	3.3	2.0	10.5	13.9	27.0	30.2
BARGAINING UNIT AVERAGE YEARS			13.3															

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 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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 22, 2018

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTAL																			
00 - 05 YEARS	6,439	6,593	802	1,787	111	75	197	271	137	184	4	2	44	75	7,734	8,987	7	4	
06 -10 YEARS	2,969	4,181	459	1,518	28	35	99	162	60	84	0	0	3	2	3,618	5,982	3	8	
11 - 15 YEARS	1,926	1,991	238	673	40	16	56	82	43	56	0	0	0	1	2,303	2,819	7	7	
16 - 20 YEARS	3,250	2,490	334	922	43	29	95	112	52	53	0	0	0	0	3,774	3,606	10	10	
21 - 25 YEARS	2,483	1,407	266	502	61	26	72	67	29	30	0	0	0	0	2,911	2,032	15	23	
26 - 30 YEARS	1,200	842	128	337	28	11	39	61	22	20	0	0	0	0	1,417	1,271	37	59	
31 - 35 YEARS	490	456	111	209	6	9	25	41	17	11	0	0	0	0	649	726	26	22	
36 - 40 YEARS	160	282	35	134	1	3	10	16	3	4	0	0	0	0	209	439	15	20	
MORE THAN 40 YEARS	112	157	26	61	0	2	4	5	2	0	0	0	0	0	144	225	14	12	
STATEWIDE TOTAL	19,029	18,399	2,399	6,143	318	206	597	817	365	442	4	2	47	78	22,759	26,087	134	165	
MORE THAN 10 YEARS	9,621	7,625	1,138	2,838	179	96	301	384	168	174	0	0	0	1	11,407	11,118	124	153	
AVERAGE YEARS	12.6	11.1	12.6	12.5	13.1	12.5	13.1	12.7	12.1	10.3	1.5	1.5	1.3	0.9	12.5	11.5	27.9	27.6	

STATEWIDE AVERAGE YEARS 11.9

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 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 22, 2018

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	1,399	2.9 %	43.1	\$26.08	861	61.5 %
A31 - LABOR AND TRADES	2,820	5.7 %	45.4	\$19.29	1,185	42.0 %
C12 - SECURITY	6,081	12.4 %	42.5	\$24.83	3,993	65.7 %
E42 - HUMAN SERVICES SUPPORT	476	1.0 %	50.6	\$25.94	423	88.9 %
H21 - SCIENTIFIC & ENGINEERING	2,193	4.5 %	44.0	\$34.39	1,443	65.8 %
L32 - TECHNICAL	927	1.9 %	43.8	\$25.29	598	64.5 %
T01 - STATE POLICE ENLISTED	1,717	3.5 %	38.4	\$32.92	1,057	61.6 %
U11 - INSTITUTIONAL	1,618	3.3 %	44.0	\$21.12	721	44.6 %
W22 - HUMAN SERVICES	10,772	22.0 %	43.5	\$27.99	6,734	62.5 %
W41 - ADMINISTRATIVE SUPPORT	5,946	12.1 %	45.4	\$21.66	3,189	53.6 %
Y23 - BUSINESS & ADMINISTRATION	5,902	12.0 %	45.6	\$33.43	3,978	67.4 %
Y51 - SUPERVISORY	4,999	10.2 %	48.6	\$35.89	4,371	87.4 %
Y52 - NONCAREER	205	0.4 %	26.4	\$14.49	0	0.0 %
Y98 - MANAGERIAL	2,379	4.8 %	50.7	\$52.82	2,055	86.4 %
Y99 - CONFIDENTIAL	1,618	3.3 %	46.7	\$29.94	1,074	66.4 %
STATEWIDE TOTAL	49,052	100.0 %	44.8	\$29.11	31,682	64.6 %

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. 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 22, 2018

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	1,362	711	52 %	456	33 %	20	1 %	0	0 %	1,217	89 %	17	1 %	6	0 %
A31 LABOR AND TRADES	1,764	833	47 %	756	43 %	13	1 %	0	0 %	1,644	93 %	10	1 %	5	0 %
C12 SECURITY	6,081	3,367	55 %	2,279	37 %	31	1 %	0	0 %	5,690	94 %	129	2 %	20	0 %
E42 HUMAN SERVICES SUPPORT	476	211	44 %	227	48 %	1	0 %	0	0 %	423	89 %	24	5 %	2	0 %
H21 SCIENTIFIC & ENGINEERING	2,181	804	37 %	1,131	52 %	15	1 %	0	0 %	1,981	91 %	28	1 %	13	1 %
L32 TECHNICAL	849	363	43 %	405	48 %	13	2 %	0	0 %	785	92 %	11	1 %	4	0 %
T01 STATE POLICE ENLISTED	1,717	216	13 %	102	6 %	2	0 %	1,324	77 %	1,668	97 %	3	0 %	4	0 %
U11 INSTITUTIONAL	1,611	759	47 %	679	42 %	3	0 %	0	0 %	1,424	88 %	58	4 %	6	0 %
W22 HUMAN SERVICES	10,693	4,171	39 %	5,468	51 %	65	1 %	0	0 %	9,693	91 %	320	3 %	30	0 %
W41 ADMINISTRATIVE SUPPORT	5,436	1,717	32 %	3,021	56 %	43	1 %	0	0 %	4,783	88 %	192	4 %	15	0 %
Y23 BUSINESS & ADMINISTRATION	5,895	1,805	31 %	3,391	58 %	61	1 %	0	0 %	5,329	90 %	125	2 %	16	0 %
Y51 SUPERVISORY	4,994	2,183	44 %	2,405	48 %	38	1 %	0	0 %	4,640	93 %	93	2 %	11	0 %
Y52 NONCAREER	2	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,378	895	38 %	1,270	53 %	20	1 %	0	0 %	2,217	93 %	33	1 %	3	0 %
Y99 CONFIDENTIAL	1,583	431	27 %	951	60 %	12	1 %	0	0 %	1,426	90 %	29	2 %	3	0 %
STATEWIDE TOTALS:	47,022	18,466	39 %	22,541	48 %	337	1 %	1,324	3 %	42,920	91 %	1,072	2 %	138	0 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 22, 2018

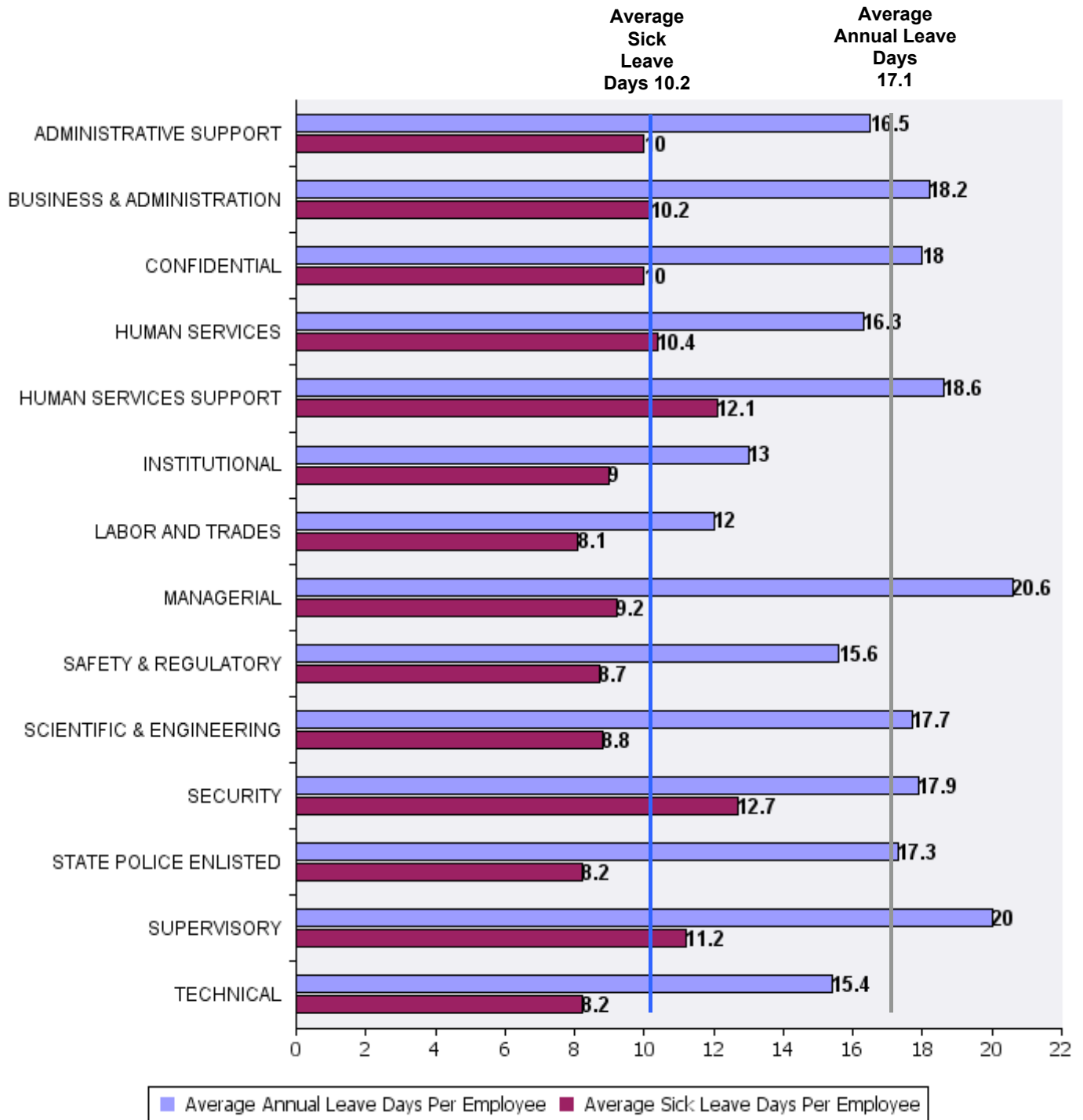
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
A02 SAFETY & REGULATORY	1,362	1,250	92 %	1,079	79 %	57	4 %	1,295	95 %	59	4 %	61	4 %
A31 LABOR AND TRADES	1,764	1,663	94 %	1,500	85 %	2	0 %	1,714	97 %	47	3 %	6	0 %
C12 SECURITY	6,081	5,855	96 %	5,459	90 %	0	0 %	5,877	97 %	177	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	476	453	95 %	413	87 %	0	0 %	458	96 %	17	4 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,181	2,042	94 %	1,701	78 %	30	1 %	2,027	93 %	149	7 %	12	1 %
L32 TECHNICAL	849	808	95 %	673	79 %	18	2 %	799	94 %	47	6 %	9	1 %
T01 STATE POLICE ENLISTED	1,717	1,676	98 %	1,692	99 %	907	53 %	1,668	97 %	37	2 %	897	52 %
U11 INSTITUTIONAL	1,611	1,496	93 %	1,318	82 %	3	0 %	1,535	95 %	70	4 %	0	0 %
W22 HUMAN SERVICES	10,693	10,067	94 %	8,969	84 %	0	0 %	10,128	95 %	543	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,436	5,018	92 %	4,240	78 %	101	2 %	5,163	95 %	257	5 %	65	1 %
Y23 BUSINESS & ADMINISTRATION	5,895	5,506	93 %	4,586	78 %	87	1 %	5,567	94 %	320	5 %	48	1 %
Y51 SUPERVISORY	4,994	4,748	95 %	4,581	92 %	135	3 %	4,832	97 %	155	3 %	110	2 %
Y52 NONCAREER	2	0	0 %	1	50 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,378	2,264	95 %	2,052	86 %	92	4 %	2,281	96 %	94	4 %	98	4 %
Y99 CONFIDENTIAL	1,583	1,472	93 %	1,297	82 %	10	1 %	1,487	94 %	92	6 %	9	1 %
STATEWIDE TOTALS:	47,022	44,318	94 %	39,561	84 %	1,442	3 %	44,833	95 %	2,064	4 %	1,315	3 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
Fiscal Year 2017-18

Graph 5-3



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

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
SICK LEAVE USE ANALYSIS BY BARGAINING UNIT

From September 24, 2017 to September 22, 2018

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,494	103,562.9	69.3	8.7
A31 LABOR AND TRADES	2,887	186,748.1	64.7	8.1
C12 SECURITY	6,797	691,754.4	101.8	12.7
E42 HUMAN SERVICES SUPPORT	525	50,653.4	96.5	12.1
H21 SCIENTIFIC & ENGINEERING	2,330	164,547.1	70.6	8.8
L32 TECHNICAL	1,107	72,261.1	65.3	8.2
T01 STATE POLICE ENLISTED	1,842	120,766.4	65.6	8.2
U11 INSTITUTIONAL	1,919	137,709.4	71.8	9.0
W22 HUMAN SERVICES	11,949	990,419.3	82.9	10.4
W41 ADMINISTRATIVE SUPPORT	6,234	498,396.6	79.9	10.0
Y23 BUSINESS & ADMINISTRATION	6,290	512,122.0	81.4	10.2
Y51 SUPERVISORY	5,480	491,769.9	89.7	11.2
Y98 MANAGERIAL	2,549	188,471.8	73.9	9.2
Y99 CONFIDENTIAL	1,742	139,517.6	80.1	10.0
STATEWIDE	53,145	4,348,700.0	81.8	10.2

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. 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 24, 2017 to September 22, 2018

Bargaining Unit Code/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
A02 SAFETY & REGULATORY	1,494	186,858.9	125.1	15.6	1,494	878.5	0.6	0.1
A31 LABOR AND TRADES	2,887	276,152.2	95.7	12.0	2,887	1,039.6	0.4	0.0
C12 SECURITY	6,797	975,890.4	143.6	17.9	6,797	2,604.8	0.4	0.0
E42 HUMAN SERVICES SUPPORT	525	78,166.3	148.9	18.6	525	274.7	0.5	0.1
H21 SCIENTIFIC & ENGINEERING	2,330	329,550.7	141.4	17.7	2,330	2,137.3	0.9	0.1
L32 TECHNICAL	1,107	136,716.3	123.5	15.4	1,107	812.1	0.7	0.1
T01 STATE POLICE ENLISTED	1,842	254,713.1	138.3	17.3	1,842	3,105.7	1.7	0.2
U11 INSTITUTIONAL	1,919	199,127.6	103.8	13.0	1,919	600.6	0.3	0.0
W22 HUMAN SERVICES	11,949	1,554,924.9	130.1	16.3	11,949	3,501.6	0.3	0.0
W41 ADMINISTRATIVE SUPPORT	6,234	822,769.2	132.0	16.5	6,234	2,700.8	0.4	0.1
Y23 BUSINESS & ADMINISTRATION	6,290	915,689.5	145.6	18.2	6,290	2,169.4	0.3	0.0
Y51 SUPERVISORY	5,480	876,613.6	160.0	20.0	5,480	4,597.7	0.8	0.1
Y98 MANAGERIAL	2,549	419,292.8	164.5	20.6	2,549	2,293.6	0.9	0.1
Y99 CONFIDENTIAL	1,742	250,657.8	143.9	18.0	1,742	1,039.4	0.6	0.1
STATEWIDE	53,145	7,277,123.1	136.9	17.1	53,145	27,755.5	0.5	0.1

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

Source: Michigan Civil Service Commission HWF32

**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE**

Table 5-7

**AVERAGE SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
Fiscal Year 2017-2018**

BARGAINING UNIT CODE/NAME		AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	8.7	15.6	24.3
A31	LABOR AND TRADES	8.1	12.0	20.0
C12	SECURITY	12.7	17.9	30.7
E42	HUMAN SERVICES SUPPORT	12.1	18.6	30.7
H21	SCIENTIFIC & ENGINEERING	8.8	17.7	26.5
L32	TECHNICAL	8.2	15.4	23.6
T01	STATE POLICE ENLISTED	8.2	17.3	25.5
U11	INSTITUTIONAL	9.0	13.0	21.9
W22	HUMAN SERVICES	10.4	16.3	26.6
W41	ADMINISTRATIVE SUPPORT	10.0	16.5	26.5
Y23	BUSINESS & ADMINISTRATION	10.2	18.2	28.4
Y51	SUPERVISORY	11.2	20.0	31.2
Y98	MANAGERIAL	9.2	20.6	29.8
Y99	CONFIDENTIAL	10.0	18.0	28.0
	STATEWIDE AVERAGE	10.2	17.1	27.3

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. 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 2013-14 through 2017-18**

BARGAINING UNIT CODE/NAME	2013-14	2014-15	2015-16	2016-17	2017-18
A02 SAFETY & REGULATORY	9.6	9.3	8.8	9.3	8.7
A31 LABOR AND TRADES	8.2	7.6	7.6	8.0	8.1
C12 SECURITY	13.7	11.3	11.9	11.9	12.7
E42 HUMAN SERVICES SUPPORT	12.6	11.4	12.7	12.1	12.1
H21 SCIENTIFIC & ENGINEERING	9.3	9.1	9.0	9.1	8.8
L32 TECHNICAL	9.0	8.6	8.4	8.5	8.2
T01 STATE POLICE ENLISTED	7.5	7.8	8.1	8.1	8.2
U11 INSTITUTIONAL	10.2	9.9	9.6	9.8	9.0
W22 HUMAN SERVICES	10.8	10.7	10.3	10.5	10.4
W41 ADMINISTRATIVE SUPPORT	10.4	10.4	10.4	10.3	10.0
Y23 BUSINESS & ADMINISTRATION	10.2	9.9	10.1	10.3	10.2
Y51 SUPERVISORY	11.7	11.3	11.2	11.6	11.2
Y98 MANAGERIAL	8.9	8.7	9.2	9.3	9.2
Y99 CONFIDENTIAL	10.2	10.3	9.9	10.2	10.0
STATEWIDE AVERAGE	10.7	10.2	10.2	10.3	10.2

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. 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 22, 2018

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 DVLPMNT	79	474	27	11	0	0	235	12	0	0	1	54	340
ATTORNEY GENERAL	11	492	32	1	0	0	0	0	0	0	0	79	112
AUDITOR GENERAL	03	153	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	15	91	0	0	0	0	0	0	0	0	36	16	52
CIVIL SERVICE COMMISSION	19	449	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	47	12,058	10	470	5,878	0	7	88	0	413	2,406	857	10,129
EDUCATION	31	519	0	1	0	2	0	5	0	16	176	59	259
ENVIRONMENTAL QUALITY	76	1,150	8	1	0	0	698	52	0	0	1	125	885
EXECUTIVE OFFICE	01	53	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	65	308	0	0	0	0	0	0	0	0	0	30	30
LICENSING AND REGULATORY AFF	64	2,040	253	9	0	0	113	2	0	5	336	452	1,170
MDHHS - COMMUNITY HEALTH	39	3,353	35	69	203	0	115	39	0	830	416	349	2,056
MDHHS - HUMAN SERVICES	43	11,074	161	27	0	39	2	2	0	71	7,256	1,200	8,758
MILITARY & VETERAN AFFAIRS	51	772	28	182	0	0	33	15	0	268	37	55	618
NATURAL RESOURCES	75	2,890	577	1,091	0	0	273	166	0	8	92	198	2,405
STATE	23	1,575	12	19	0	0	0	0	0	0	0	1,033	1,064
STATE POLICE	55	2,978	154	12	0	0	134	42	1,717	7	0	266	2,332
TALENT & ECONOMIC DEVELOPMENT	18	1,181	22	15	0	435	12	8	0	0	12	108	612
TECHNOLOGY, MANAGEMENT & BUDGET	07	3,044	0	260	0	0	36	61	0	0	0	309	666
TRANSPORTATION	59	2,734	74	641	0	0	534	434	0	0	3	258	1,944
TREASURY	27	1,664	6	10	0	0	1	1	0	0	0	498	516
Grand Total:		49,052	1,399	2,820	6,081	476	2,193	927	1,717	1,618	10,772	5,946	33,949

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 HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 22, 2018

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	474	45	10	19	12	0	48	134
ATTORNEY GENERAL	11	492	17	52	304	0	0	7	380
AUDITOR GENERAL	03	153	0	82	37	6	0	27	152
CIVIL RIGHTS	15	91	6	16	8	0	0	9	39
CIVIL SERVICE COMMISSION	19	449	0	383	55	1	0	10	449
CORRECTIONS	47	12,058	223	122	145	5	0	1,434	1,929
EDUCATION	31	519	143	22	51	1	0	43	260
ENVIRONMENTAL QUALITY	76	1,150	66	14	66	5	0	114	265
EXECUTIVE OFFICE	01	53	0	50	2	1	0	0	53
INSURANCE AND FINANCIAL SERV	65	308	166	19	28	4	0	61	278
LICENSING AND REGULATORY AFF	64	2,040	500	64	184	14	0	108	870
MDHHS - COMMUNITY HEALTH	39	3,353	570	95	238	7	0	387	1,297
MDHHS - HUMAN SERVICES	43	11,074	679	212	228	2	0	1,195	2,316
MILITARY & VETERAN AFFAIRS	51	772	40	8	28	0	0	78	154
NATURAL RESOURCES	75	2,890	132	23	94	2	0	234	485
STATE	23	1,575	140	57	53	15	0	246	511
STATE POLICE	55	2,978	225	43	145	9	0	224	646
TALENT & ECONOMIC DEVELOPMENT	18	1,181	347	33	122	9	0	58	569
TECHNOLOGY, MANAGEMENT & BUDGET	07	3,044	1,620	155	295	75	0	233	2,378
TRANSPORTATION	59	2,734	240	104	106	5	0	335	790
TREASURY	27	1,664	743	54	170	33	0	148	1,148
Grand Total:		49,052	5,902	1,618	2,378	206	0	4,999	15,103

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 HWF06

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

Unit

- 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.