

FORTIETH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2018-19
October 1, 2018 through September 30, 2019

State of Michigan
Civil Service Commission



Civil Service Commissioners:

Janet McClelland, Chair
James Barrett
Jase Bolger
Jeff Steffel

Janine M. Winters, State Personnel Director

This is the Fortieth Annual Workforce Report covering fiscal year 2018-19 (October 1, 2018 to September 30, 2019). 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 2018-19**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	44.6
Average Annual Salary ¹	\$62,019
Average Annual Fringe Benefit Cost ²	\$49,708
Average Sick Leave Days Used	10.3
Average Annual Leave Days Used	16.7
Average Years of Service	11.6

WORK FORCE CHARACTERISTICS

Females	53.4%
Males	46.6%
Eligible for Longevity	62.9%
Less than Six Years of Service	36.9%
Six to Ten Years of Service	17.6%
Over Ten Years of Service	45.5%
Exclusively Represented for Collective Bargaining	68.8%
Turnover	11.0%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native	1.0%
Asian	1.7%
Black or African American	17.6%
Hispanic or Latino	2.9%
White	76.2%
Native Hawaiian or Other Pacific Islander	0.1%
Two or More Races	0.5%

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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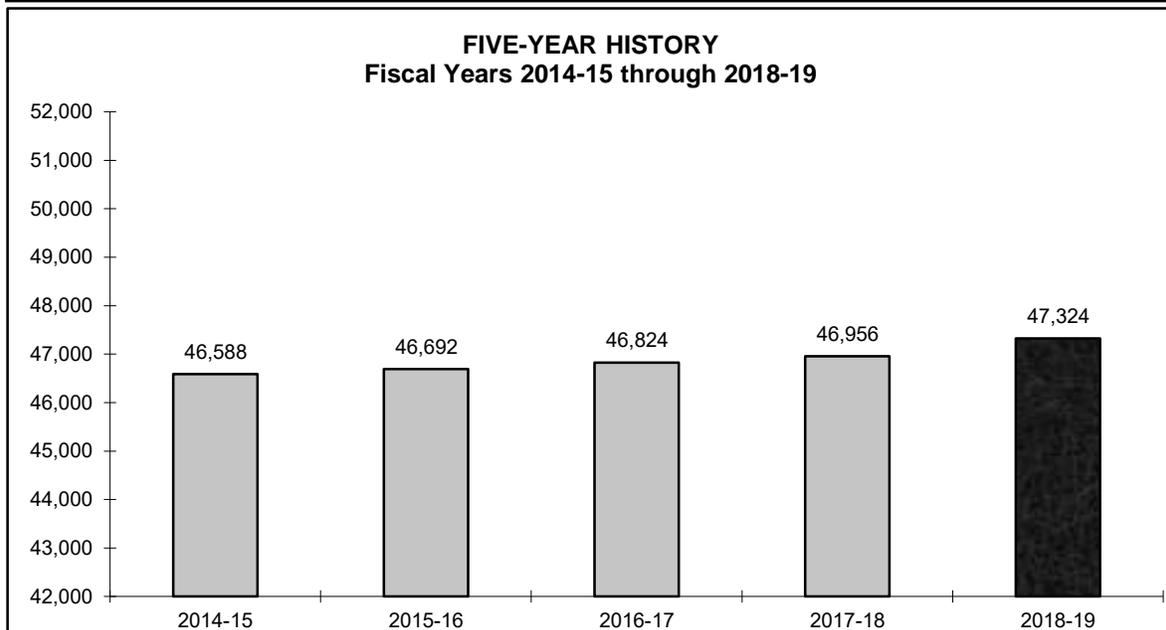
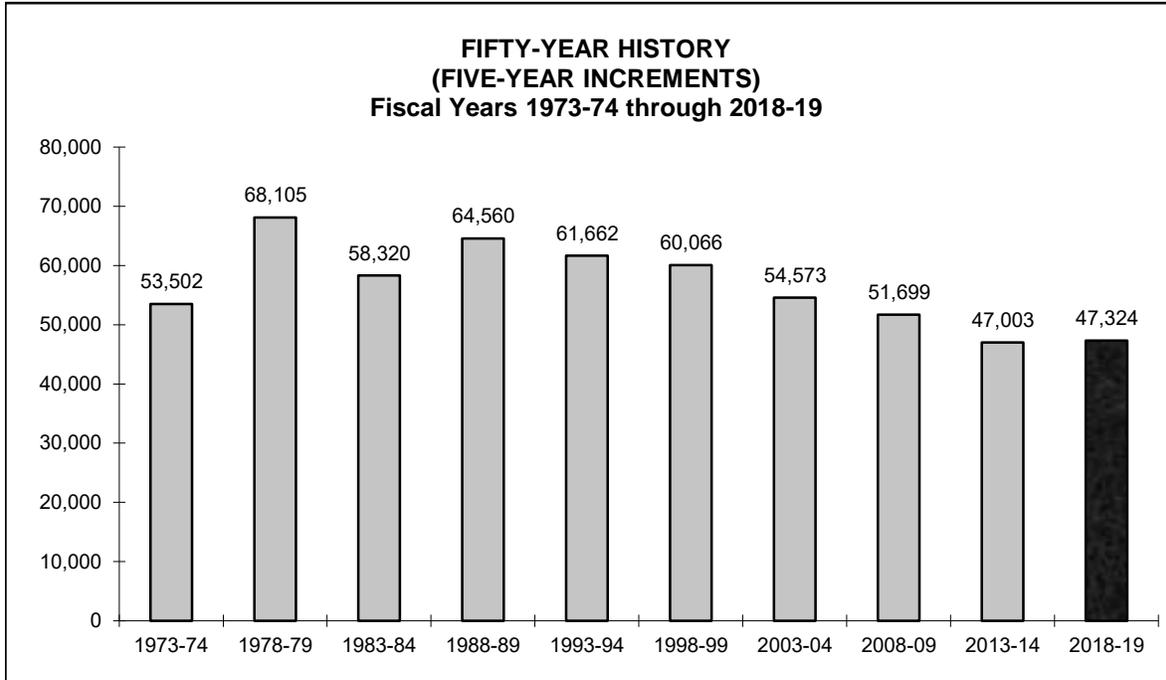
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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

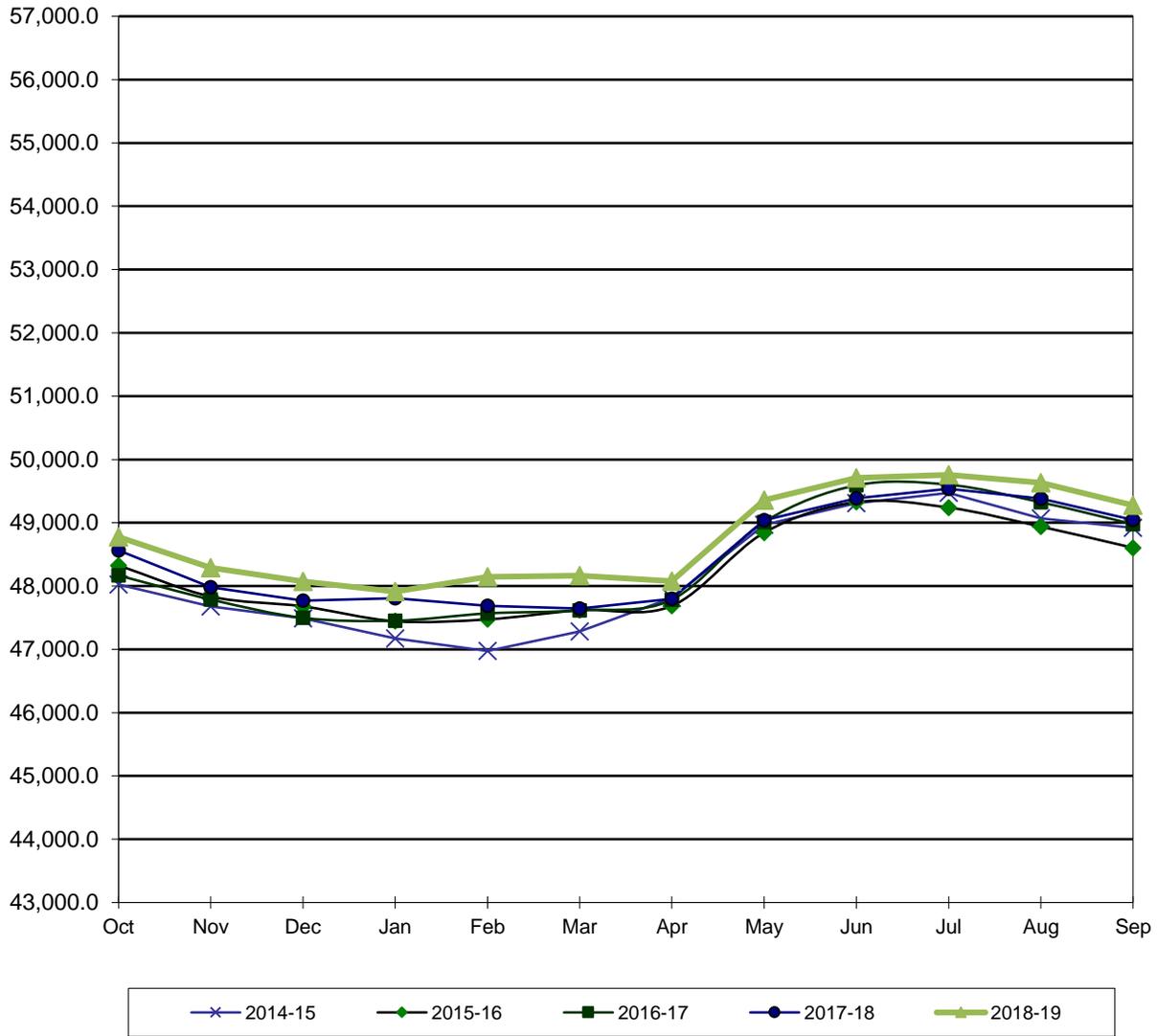


Comment: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 21, 2019, these positions represent 90.1% 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 2014-15 through 2018-19



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 21, 2019

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	440.0	0.0	3.0	7.0	0.0	21.0	0.0	471.0	0.0	471.0
AGRICULTURE AND RURAL DVLPMNT		440.0	0.0	3.0	7.0	0.0	21.0	0.0	471.0	0.0	471.0
ATY GNRL CENTRAL OFFICE	1101	480.0	1.0	0.0	16.0	0.0	0.0	0.0	497.0	0.0	497.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		491.0	1.0	0.0	17.0	0.0	0.0	0.0	509.0	0.0	509.0
LEGISLATIVE AUDITOR GENERAL	0301	130.0	0.0	8.0	18.0	0.0	6.0	0.0	162.0	0.0	162.0
AUDITOR GENERAL		130.0	0.0	8.0	18.0	0.0	6.0	0.0	162.0	0.0	162.0
CIV RGHT CENTRAL OFFICE	1501	85.0	0.0	0.0	2.0	0.0	1.0	0.0	88.0	0.0	88.0
CIVIL RIGHTS		85.0	0.0	0.0	2.0	0.0	1.0	0.0	88.0	0.0	88.0
CIVIL SERVICE COMMISSION	1901	424.0	0.0	2.0	13.0	0.0	18.0	0.0	457.0	0.0	457.0
CIVIL SERVICE COMMISSION		424.0	0.0	2.0	13.0	0.0	18.0	0.0	457.0	0.0	457.0
DETROIT DETENTION CENTER	4754	57.0	0.0	0.0	0.0	0.0	0.0	2.0	59.0	0.0	59.0
DETROIT REENTRY CENTER	4764	239.0	0.0	0.0	0.0	0.0	0.0	1.0	240.0	0.0	240.0
DOC-ADRIAN/GUS HARRISON FAC	4729	468.0	0.0	1.0	1.0	0.0	0.0	0.0	470.0	0.0	470.0
DOC-ALGER MAX SECURITY CORRECT	4735	242.0	0.0	0.0	1.0	0.0	0.0	0.0	243.0	0.0	243.0
DOC-BARAGA FACILITY	4740	298.0	1.0	0.0	1.0	0.0	0.0	0.0	300.0	0.0	300.0
DOC-BELLAMY CREEK FACILITY	4748	401.0	0.0	0.0	1.0	0.0	0.0	0.0	402.0	0.0	402.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	261.0	0.0	0.0	1.0	0.0	0.0	3.0	265.0	0.0	265.0
DOC-CARSON CITY FAC/CARSON CIT	4731	442.0	0.0	0.0	1.0	0.0	2.0	1.0	446.0	0.0	446.0
DOC-CENTRAL MICHIGAN FACILITY	4744	428.0	0.0	0.0	1.0	0.0	0.0	0.0	429.0	0.0	429.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	474.0	1.0	0.0	1.0	0.0	1.0	1.0	478.0	0.0	478.0
DOC-COOPER STREET FACILITY	4752	349.0	5.0	0.0	0.0	0.0	0.0	0.0	354.0	0.0	354.0
DOC-CORRECTN CENTRAL OFFICE	4702	538.0	1.0	0.0	19.0	0.0	33.0	0.0	591.0	0.0	591.0
DOC-COTTON FACILITY	4720	398.0	0.0	0.0	3.0	0.0	0.0	0.0	401.0	0.0	401.0
DOC-EGELER FACILITY	4727	527.0	2.0	0.0	1.0	0.0	0.0	2.0	532.0	0.0	532.0
DOC-FIELD OPERATION REGION III	4763	783.0	7.0	0.0	1.0	0.0	0.0	0.0	791.0	0.0	791.0
DOC-FIELD OPERATIONS REGION I	4761	815.0	0.0	0.0	2.0	0.0	0.0	0.0	817.0	0.0	817.0
DOC-HANDLON MI TRAINING UNT	4705	301.0	0.0	0.0	1.0	0.0	0.0	0.0	302.0	0.0	302.0
DOC-HURON VALLEY CORR COMPLEX	4715	554.0	2.0	0.0	1.0	0.0	0.0	1.0	558.0	0.0	558.0
DOC-IONIA MAXIMUM FACILITY	4724	286.0	0.0	0.0	1.0	0.0	0.0	0.0	287.0	0.0	287.0
DOC-JACKSON CENTRAL REGION	4750	74.0	0.0	0.0	0.0	0.0	0.0	0.0	74.0	0.0	74.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	293.0	0.0	0.0	1.0	0.0	0.0	0.0	294.0	0.0	294.0

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.

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

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

Pay End Date: September 21, 2019

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	285.0	0.0	0.0	0.0	0.0	0.0	0.0	285.0	0.0	285.0
DOC-MACOMB FACILITY	4741	327.0	2.0	0.0	0.0	0.0	0.0	1.0	330.0	0.0	330.0
DOC-MARQUETTE BRANCH PRISON	4706	326.0	1.0	0.0	1.0	0.0	0.0	1.0	329.0	0.0	329.0
DOC-MAXEY CORRECTIONAL	4749	320.0	0.0	0.0	1.0	0.0	0.0	2.0	323.0	0.0	323.0
DOC-MICHIGAN REFORMATORY	4707	298.0	0.0	0.0	1.0	0.0	1.0	0.0	300.0	0.0	300.0
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	236.0	0.0	0.0	1.0	0.0	0.0	0.0	237.0	0.0	237.0
DOC-NEWBERRY FACILITY	4743	207.0	0.0	2.0	0.0	0.0	0.0	0.0	209.0	0.0	209.0
DOC-OAKS FACILITY	4739	296.0	1.0	0.0	1.0	0.0	0.0	2.0	300.0	0.0	300.0
DOC-PARNALL FACILITY	4751	282.0	0.0	1.0	11.0	0.0	0.0	0.0	294.0	0.5	293.5
DOC-SAGINAW FACILITY	4742	309.0	0.0	0.0	1.0	0.0	1.0	0.0	311.0	0.0	311.0
DOC-ST. LOUIS FACILITY	4733	327.0	0.0	1.0	2.0	0.0	0.0	0.0	330.0	0.0	330.0
DOC-THUMB FACILITY	4725	306.0	0.0	0.0	2.0	0.0	1.0	1.0	310.0	0.0	310.0
NTHRN REGION ADMIN AND SUPPORT	4714	27.0	0.0	0.0	0.0	0.0	0.0	0.0	27.0	0.0	27.0
SOUTHERN REGION - IONIA	4711	24.0	0.0	0.0	0.0	0.0	0.0	1.0	25.0	0.0	25.0
CORRECTIONS		11,845.0	23.0	5.0	59.0	0.0	40.0	19.0	11,991.0	0.5	11,990.5
EDUCATION	3103	442.0	3.0	4.0	17.0	34.0	12.0	0.0	512.0	0.0	512.0
EDUCATION		442.0	3.0	4.0	17.0	34.0	12.0	0.0	512.0	0.0	512.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,119.0	2.0	15.0	34.0	0.0	22.0	0.0	1,192.0	0.5	1,191.5
ENVIRONMENT, GREAT LAKES & ENERGY		1,119.0	2.0	15.0	34.0	0.0	22.0	0.0	1,192.0	0.5	1,191.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	73.0	0.0	2.0	0.0	75.0	0.0	75.0
EXECUTIVE OFFICE		0.0	0.0	0.0	73.0	0.0	2.0	0.0	75.0	0.0	75.0
DEPT OF INS AND FIN SERVICE	6501	287.0	1.0	0.0	20.0	0.0	8.0	0.0	316.0	0.0	316.0
INSURANCE AND FINANCIAL SERV		287.0	1.0	0.0	20.0	0.0	8.0	0.0	316.0	0.0	316.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,704.0	1.0	1.0	63.0	40.0	27.0	0.0	1,836.0	0.0	1,836.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	1.0	0.0	0.0	0.0	8.0	0.0	8.0
LEO - MSF-MEDC	1804	104.0	0.0	0.0	1.0	0.0	0.0	0.0	105.0	0.0	105.0
LEO - MSHDA	1803	246.0	4.0	2.0	7.0	0.0	14.0	0.0	273.0	0.0	273.0
LABOR & ECONOMIC OPPORTUNITY		2,061.0	5.0	3.0	72.0	40.0	41.0	0.0	2,222.0	0.0	2,222.0
LICENSING & REGULATORY AFFAIRS	6401	1,538.0	2.0	13.0	21.0	0.0	38.0	0.0	1,612.0	0.0	1,612.0
LICENSING & REGULATORY AFFAIRS		1,538.0	2.0	13.0	21.0	0.0	38.0	0.0	1,612.0	0.0	1,612.0
MDHHS-CARO CENTER	3902	293.0	0.0	2.0	85.0	0.0	0.0	1.0	381.0	0.0	381.0

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STATE OF MICHIGAN
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WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: September 21, 2019

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MDHHS-COM HEALTH CENTRAL OFF	3901	1,465.0	0.0	3.0	27.0	0.0	15.0	1.0	1,511.0	0.0	1,511.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	522.0	1.0	0.0	1.0	0.0	5.0	6.0	535.0	0.0	535.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	223.0	1.0	0.0	4.0	0.0	6.0	11.0	245.0	0.0	245.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	366.0	0.0	0.0	61.0	0.0	2.0	7.0	436.0	0.0	436.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	32.0	0.0	0.0	0.0	0.0	5.0	0.0	37.0	0.0	37.0
MDHHS-WALTER P.REUTHER PSY HS	3945	356.0	0.0	0.0	3.0	0.0	4.0	3.0	366.0	0.0	366.0
MDHHS - COMMUNITY HEALTH		3,257.0	2.0	5.0	181.0	0.0	37.0	29.0	3,511.0	0.0	3,511.0
MDHHS-BERRIEN COUNTY	4322	139.0	0.0	0.0	4.0	5.0	0.0	0.0	148.0	0.0	148.0
MDHHS-CALHOUN COUNTY	4323	147.0	0.0	0.0	3.0	0.0	0.0	0.0	150.0	0.0	150.0
MDHHS-COUNTIES	4308	2,680.0	0.0	0.0	67.0	24.0	0.0	1.0	2,772.0	0.0	2,772.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,329.0	0.0	4.0	91.0	0.0	14.0	0.0	2,438.0	0.0	2,438.0
MDHHS-GENESEEE COUNTY	4302	441.0	0.0	0.0	39.0	0.0	0.0	0.0	480.0	0.0	480.0
MDHHS-INGHAM COUNTY	4312	256.0	0.0	0.0	9.0	1.0	0.0	1.0	267.0	0.0	267.0
MDHHS-INSTITUTIONS	4307	51.0	0.0	25.0	0.0	0.0	0.0	2.0	78.0	0.0	78.0
MDHHS-JACKSON COUNTY	4315	157.0	0.0	0.0	13.0	0.0	0.0	0.0	170.0	0.0	170.0
MDHHS-KALAMAZOO COUNTY	4314	237.0	0.0	0.0	4.0	0.0	0.0	0.0	241.0	0.0	241.0
MDHHS-KENT COUNTY	4303	426.0	0.0	0.0	3.0	9.0	0.0	1.0	439.0	0.0	439.0
MDHHS-MACOMB COUNTY	4304	462.0	0.0	0.0	0.0	0.0	0.0	2.0	464.0	5.0	459.0
MDHHS-MUSKEGON COUNTY	4324	214.0	0.0	0.0	1.0	0.0	0.0	0.0	215.0	0.0	215.0
MDHHS-OAKLAND COUNTY	4305	488.0	0.0	0.0	29.0	0.0	0.0	0.0	517.0	0.0	517.0
MDHHS-SAGINAW COUNTY	4313	175.0	0.0	0.0	5.0	0.0	0.0	0.0	180.0	0.0	180.0
MDHHS-WASHTENAW	4325	155.0	0.0	0.0	5.0	0.0	0.0	0.0	160.0	0.0	160.0
MDHHS-WAYNE COUNTY DSS	4306	83.0	0.0	0.0	13.0	0.0	0.0	0.0	96.0	0.0	96.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	587.0	0.0	0.0	3.0	0.0	0.0	1.0	591.0	0.0	591.0
MDHHS-WAYNE COUNTY ZONE 3	4318	438.0	0.0	0.0	7.0	0.0	0.0	0.0	445.0	0.0	445.0
MDHHS-WAYNE COUNTY ZONE 4	4319	440.0	0.0	0.0	6.0	0.0	0.0	1.0	447.0	0.0	447.0
MDHHS-WAYNE COUNTY ZONE L	4316	333.0	0.0	0.0	5.0	0.0	0.0	0.0	338.0	0.0	338.0
MDHHS - HUMAN SERVICES		10,238.0	0.0	29.0	307.0	39.0	14.0	9.0	10,636.0	5.0	10,631.0
D.J. JACOBETTI HOME FOR VETERA	5103	164.0	3.0	3.0	7.0	0.0	1.0	0.0	178.0	0.0	178.0
GRAND RAPIDS HOME FOR VETERANS	5102	156.0	9.0	14.0	1.0	1.0	2.0	1.0	184.0	0.0	184.0
MIL AFFR CENTRAL OFFICE	5101	340.0	1.0	8.0	39.0	14.0	16.0	1.0	419.0	0.0	419.0
MILITARY & VETERAN AFFAIRS		660.0	13.0	25.0	47.0	15.0	19.0	2.0	781.0	0.0	781.0
DNR-NATURAL RESOURCES	7501	1,426.0	1.0	48.0	28.0	236.0	1,099.0	4.0	2,842.0	0.0	2,842.0

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.

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

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

Pay End Date: September 21, 2019

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
NATURAL RESOURCES		1,426.0	1.0	48.0	28.0	236.0	1,099.0	4.0	2,842.0	0.0	2,842.0
DEPARTMENT OF STATE	2301	1,258.0	0.0	66.0	33.0	0.0	91.0	1.0	1,449.0	0.0	1,449.0
STATE		1,258.0	0.0	66.0	33.0	0.0	91.0	1.0	1,449.0	0.0	1,449.0
STATE POLICE	5501	2,927.0	6.0	5.0	57.0	0.0	12.0	8.0	3,015.0	0.0	3,015.0
STATE POLICE		2,927.0	6.0	5.0	57.0	0.0	12.0	8.0	3,015.0	0.0	3,015.0
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	1,790.0	0.0	0.0	35.0	0.0	57.0	1.0	1,883.0	0.0	1,883.0
TECH, MGMT AND BUDGET - MB	0701	1,041.0	10.0	2.0	56.0	0.0	38.0	0.0	1,147.0	0.0	1,147.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,831.0	10.0	2.0	92.0	0.0	95.0	1.0	3,031.0	0.0	3,031.0
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	2.0	0.0	22.0	0.0	56.0	0.0	56.0
BRIDGE AUTHORITIES-MACKINAC	5902	40.0	0.0	28.0	17.0	0.0	9.0	0.0	94.0	0.0	94.0
TRANSPORTATION CENTRAL OFFICE	5901	2,330.0	2.0	16.0	58.0	16.0	158.0	6.0	2,586.0	0.5	2,585.5
TRANSPORTATION		2,402.0	2.0	44.0	77.0	16.0	189.0	6.0	2,736.0	0.5	2,735.5
BUREAU OF STATE LOTTERY	2795	181.0	0.0	0.0	1.0	0.0	26.0	1.0	209.0	0.0	209.0
GAMING CONTROL	2707	118.0	0.0	3.0	14.0	0.0	7.0	0.0	142.0	0.0	142.0
STATE BUILDING AUTHORITY	2704	2.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
TREASURY CENTRAL PAYROLL	2701	1,252.0	0.0	1.0	43.0	0.0	25.0	0.0	1,321.0	0.0	1,321.0
TREASURY		1,553.0	0.0	4.0	58.0	0.0	58.0	1.0	1,674.0	0.0	1,674.0
STATEWIDE TOTAL		45,414.0	71.0	281.0	1,233.0	380.0	1,823.0	80.0	49,282.0	6.5	49,275.5

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.

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STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2018-19 SUMMARY

DEPARTMENT		Fiscal Year 2019 Appropriated FTE Positions (A)	Fiscal Year 2019 Average FTE Positions (B)	Fiscal Year 2018 Average FTE Positions (C)	FY 2019 and FY 2018 Difference (B - C)	FY 2019 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	500.5	455.4	450.6	4.8	-45.1
	Overtime	0.0	0.3	0.3	0.0	0.3
	Total	500.5	455.7	450.9	4.8	-44.8
ATTORNEY GENERAL	Regular	531.0	499.2	496.4	2.8	-31.8
	Overtime	0.0	0.7	0.4	0.3	0.7
	Total	531.0	499.9	496.8	3.1	-31.1
AUDITOR GENERAL	Regular	0.0	159.0	143.8	15.2	159.0
	Overtime	0.0	0.6	0.2	0.4	0.6
	Total	0.0	159.7	144.1	15.6	159.7
CIVIL RIGHTS	Regular	110.0	87.8	87.0	0.8	-22.2
	Overtime	0.0	0.1	0.0	0.1	0.1
	Total	110.0	87.8	87.0	0.9	-22.2
CIVIL SERVICE COMMISSION	Regular	459.0	437.2	436.0	1.2	-21.8
	Overtime	0.0	1.7	3.9	-2.3	1.7
	Total	459.0	438.9	440.0	-1.1	-20.1
CORRECTIONS	Regular	13,963.2	12,125.8	12,150.9	-25.1	-1,837.4
	Overtime	0.0	1,091.4	956.0	135.4	1,091.4
	Total	13,963.2	13,217.2	13,106.9	110.3	-746.0
EDUCATION	Regular	614.5	498.2	499.3	-1.1	-116.3
	Overtime	0.0	0.9	1.0	-0.2	0.9
	Total	614.5	499.1	500.3	-1.3	-115.4
ENVIRON, GREAT LAKES & ENERGY	Regular	1,231.0	1,151.5	1,126.2	25.3	-79.5
	Overtime	0.0	3.2	6.6	-3.4	3.2
	Total	1,231.0	1,154.7	1,132.8	21.9	-76.3
EXECUTIVE OFFICE	Regular	79.2	60.4	56.6	3.8	-18.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	79.2	60.4	56.6	3.8	-18.8

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

STATE OF MICHIGAN

Table 1-2

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Fiscal Year 2018-19 SUMMARY

DEPARTMENT		Fiscal Year 2019 Appropriated FTE Positions (A)	Fiscal Year 2019 Average FTE Positions (B)	Fiscal Year 2018 Average FTE Positions (C)	FY 2019 and FY 2018 Difference (B - C)	FY 2019 Average and Appropriated Difference (B - A)
INSURANCE AND FINANCIAL SERV	Regular	336.5	303.0	300.3	2.7	-33.5
	Overtime	0.0	0.2	0.2	0.0	0.2
	Total	336.5	303.2	300.5	2.8	-33.3
LABOR & ECONOMIC OPPORTUNITY	Regular	1,450.0	1,293.0	1,164.3	128.7	-157.0
	Overtime	0.0	14.2	2.2	12.0	14.2
	Total	1,450.0	1,307.2	1,166.5	140.7	-142.8
LICENSING AND REGULATORY AFF	Regular	2,322.3	1,965.0	1,959.5	5.5	-357.3
	Overtime	0.0	6.3	7.2	-0.9	6.3
	Total	2,322.3	1,971.3	1,966.6	4.6	-351.0
MDHHS - COMMUNITY HEALTH	Regular	3,899.9	3,405.9	3,290.6	115.3	-494.0
	Overtime	0.0	271.3	283.2	-11.9	271.3
	Total	3,899.9	3,677.2	3,573.8	103.4	-222.7
MDHHS - HUMAN SERVICES	Regular	11,721.8	10,951.9	10,929.0	22.9	-769.9
	Overtime	0.0	92.2	95.8	-3.6	92.2
	Total	11,721.8	11,044.1	11,024.7	19.3	-677.7
MILITARY & VETERAN AFFAIRS	Regular	912.5	749.8	741.3	8.5	-162.7
	Overtime	0.0	31.3	34.1	-2.8	31.3
	Total	912.5	781.2	775.5	5.7	-131.3
NATURAL RESOURCES	Regular	2,324.3	2,188.4	2,167.5	20.9	-135.9
	Overtime	0.0	34.5	38.6	-4.2	34.5
	Total	2,324.3	2,222.9	2,206.2	16.7	-101.4
STATE	Regular	1,586.0	1,458.4	1,436.0	22.4	-127.6
	Overtime	0.0	52.1	24.1	28.1	52.1
	Total	1,586.0	1,510.5	1,460.0	50.5	-75.5
STATE POLICE	Regular	3,518.0	3,011.9	2,966.9	45.0	-506.1
	Overtime	0.0	223.6	222.8	0.8	223.6
	Total	3,518.0	3,235.5	3,189.7	45.8	-282.5

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.

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STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2018-19 SUMMARY

DEPARTMENT		Fiscal Year 2019 Appropriated FTE Positions (A)	Fiscal Year 2019 Average FTE Positions (B)	Fiscal Year 2018 Average FTE Positions (C)	FY 2019 and FY 2018 Difference (B - C)	FY 2019 Average and Appropriated Difference (B - A)
TECH, MGMT AND BUDGET	Regular	2,657.0	2,972.2	2,989.9	-17.8	315.2
	Overtime	0.0	35.7	35.7	0.0	35.7
	Total	2,657.0	3,007.8	3,025.6	-17.8	350.8
TRANSPORTATION	Regular	2,818.3	2,698.6	2,708.5	-9.9	-119.7
	Overtime	0.0	132.9	127.6	5.3	132.9
	Total	2,818.3	2,831.5	2,836.2	-4.7	13.2
TREASURY	Regular	1,862.5	1,629.4	1,640.5	-11.0	-233.1
	Overtime	0.0	11.0	15.0	-3.9	11.0
	Total	1,862.5	1,640.5	1,655.4	-14.9	-222.0
Statewide Totals	Total Regular	52,897.5	48,102.1	47,741.2	360.9	-4,795.4
	Total Overtime	0.0	2,004.1	1,854.9	149.2	2,004.1
	Grand Total	52,897.5	50,106.2	49,596.1	510.1	-2,791.3

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.

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STATE OF MICHIGAN

Table 1-3

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

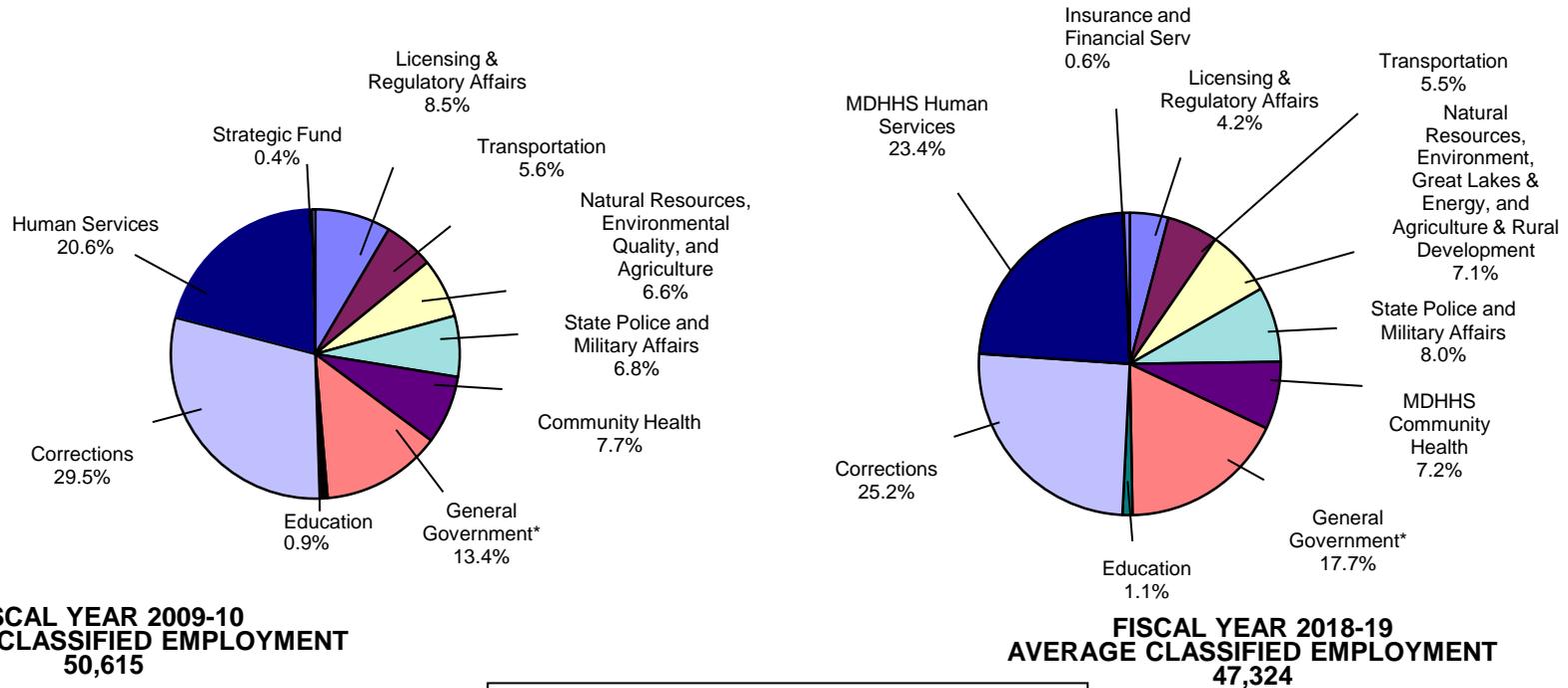
Department	2017 - 18		2018 - 19	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLP MNT	474.0	1.0 %	471.0	1.0 %
ATTORNEY GENERAL	492.0	1.0 %	509.0	1.0 %
AUDITOR GENERAL	153.0	0.3 %	162.0	0.3 %
CIVIL RIGHTS	91.0	0.2 %	88.0	0.2 %
CIVIL SERVICE COMMISSION	449.0	0.9 %	457.0	0.9 %
CORRECTIONS	12,057.5	24.6 %	11,990.5	24.3 %
EDUCATION	519.0	1.1 %	512.0	1.0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,149.5	2.3 %	1,191.5	2.4 %
EXECUTIVE OFFICE	53.0	0.1 %	75.0	0.2 %
INSURANCE AND FINANCIAL SERV	308.0	0.6 %	316.0	0.6 %
LABOR & ECONOMIC OPPORTUNITY	0.0	0.0 %	2,222.0	4.5 %
LICENSING & REGULATORY AFFAIRS	2,040.0	4.2 %	1,612.0	3.3 %
MDHHS-COMMUNITY HEALTH	3,353.0	6.8 %	3,511.0	7.1 %
MDHHS-HUMAN SERVICES	11,068.5	22.6 %	10,631.0	21.6 %
MILITARY & VETERAN AFFAIRS	771.5	1.6 %	781.0	1.6 %
NATURAL RESOURCES	2,890.0	5.9 %	2,842.0	5.8 %
STATE	1,575.0	3.2 %	1,449.0	2.9 %
STATE POLICE	2,978.0	6.1 %	3,015.0	6.1 %
TALENT & ECONOMIC DEVELOPMENT	1,181.0	2.4 %	0.0	0.0 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,044.0	6.2 %	3,031.0	6.2 %
TRANSPORTATION	2,733.5	5.6 %	2,735.5	5.6 %
TREASURY	1,664.0	3.4 %	1,674.0	3.4 %
TOTAL:	49,044.5	100.0 %	49,275.5	100.0 %

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. 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 a single 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.

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Statewide, the number of classified employees increased by 231 from September 22, 2018 to September 21, 2019.

**STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE
Fiscal Years 2009-10 and 2018-19 Compared**



- GENERAL GOVERNMENT DEPARTMENTS**
 ATTORNEY GENERAL
 AUDITOR GENERAL
 CIVIL RIGHTS
 CIVIL SERVICE COMMISSION
 EXECUTIVE OFFICE
 TECHNOLOGY, MANAGEMENT AND BUDGET
 STATE
 LABOR AND ECONOMIC OPPORTUNITY
 TREASURY

Comments: Statewide, average classified employment decreased by 3,291 positions (6.5%) from FY 2009-10 to FY 2018-19. 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 21, 2019 these positions represent 90.1% 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 are halved.

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Source: Michigan Civil Service Commission HWF09

STATE OF MICHIGAN
AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY
DEPARTMENT Fiscal Years 2009-10 through 2018-19

Table 1-4

DEPARTMENT	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
Agriculture & Rural Development ⁴	446.7	393.1	387.4	400.9	396.8	405.4	411.5	438.7	457.7	462.7
Attorney General	460.6	433.7	461.6	478.5	489.9	481.6	477.4	491.2	498.4	501.2
Auditor General	131.5	133.7	133.4	139.8	134.2	137.2	150.2	149.2	142.7	153.0
Civil Rights	95.0	90.4	94.3	91.7	91.0	93.7	92.0	84.4	85.8	88.3
Civil Service Commission	488.3	413.7	405.3	415.9	414.0	413.6	415.5	417.5	432.0	432.5
Community Health	3,873.1	3,447.6	3,012.6	3,113.4	3,127.9	--	--	--	--	--
Corrections	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	11,944.3
Education	444.5	446.1	475.5	517.7	517.5	515.3	506.6	503.8	504.7	503.2
Environment, Great Lakes & Energy ²	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	1,150.4
Executive Office	40.9	37.8	50.9	53.6	58.3	59.8	56.2	59.8	56.5	59.3
Human Services	10,414.0	10,364.6	11,058.1	11,771.7	11,387.6	--	--	--	--	--
Information Technology	1,720.4	--	--	--	--	--	--	--	--	--
Insurance and Financial Serv ⁶	--	--	--	--	291.9	304.7	302.1	296.0	299.7	302.2
Labor & Economic Opportunity ⁷	--	--	--	--	--	1,006.3	1,252.7	1,199.3	1,162.7	1,288.4
Licensing & Regulatory Affairs ¹	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	1,946.5
Management and Budget ³	931.3	--	--	--	--	--	--	--	--	--
MDHHS-Community Health	--	--	--	--	--	3,091.9	3,111.0	3,184.1	3,293.2	3,412.5
MDHHS-Human Services	--	--	--	--	--	10,954.1	10,746.8	10,898.9	10,979.6	10,993.8
Military and Veterans Affairs	897.3	890.6	885.5	800.7	771.7	757.0	749.8	745.3	765.2	771.5
Natural Resources ²	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	1,757.3
Natural Resources & Environment ²	--	1,197.7	--	--	--	--	--	--	--	--
State	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	1,371.1
State Police	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	3,026.7
Strategic Fund ⁵	196.7	134.7	636.1	650.6	630.8	--	--	--	--	--
Technology, Management & Budget ³	--	2,383.7	2,461.2	2,586.8	2,673.9	2,789.2	2,873.8	2,960.2	2,992.2	2,973.1
Transportation	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	2,583.0
Treasury	<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>	<u>1,602.7</u>
TOTAL	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	47,323.7

Footnotes: ¹ 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.

² 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. In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019.

³ 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.

⁴ 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.

⁵ 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.

⁶ In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

⁷ 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. In FY 2018-19, the Department of Talent and Economic Development was renamed the Department of Labor and Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

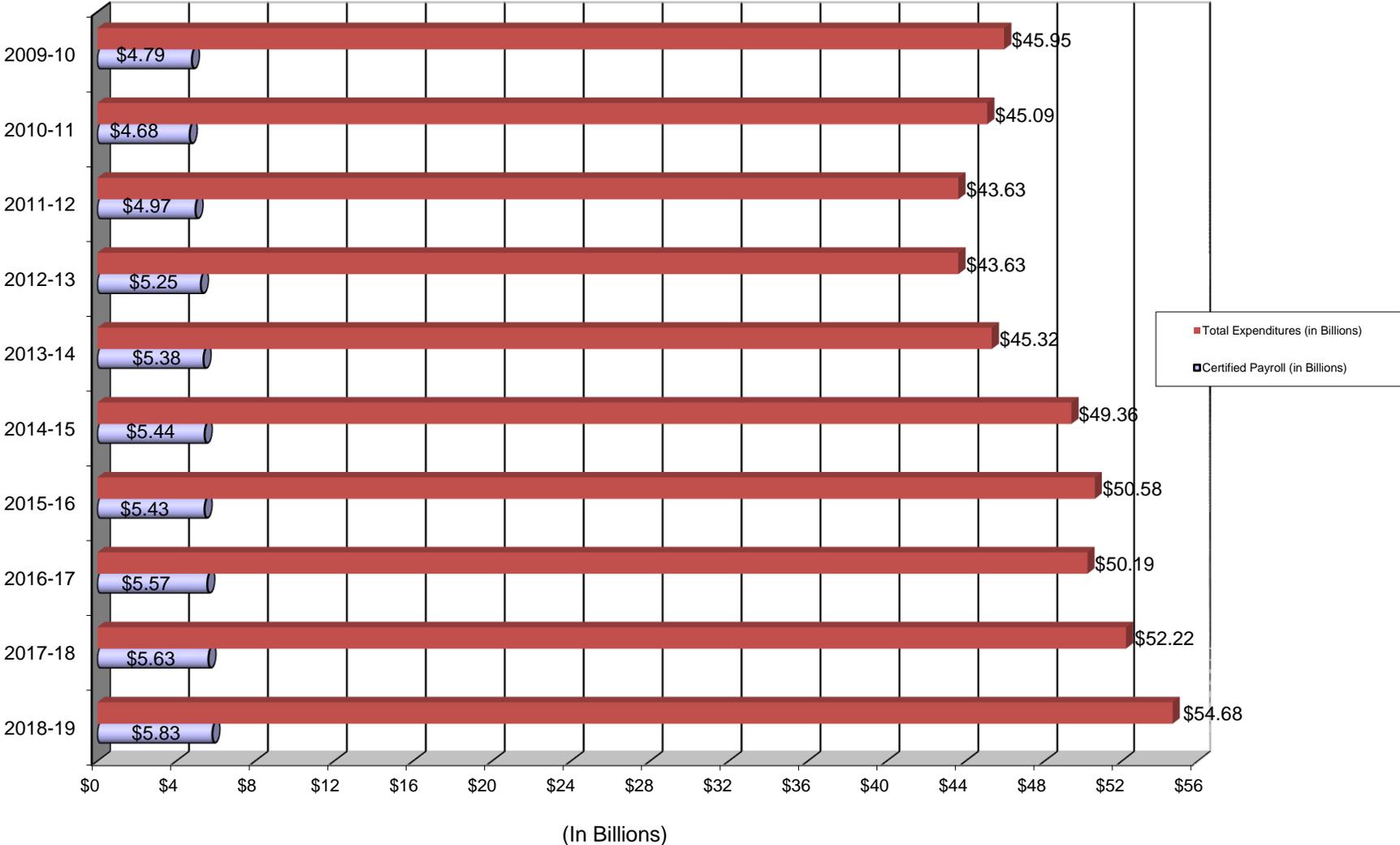
Comments: Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 90.1% of all noncareer appointments at the end of FY 2018-19. The count of job-share employees is halved. For fiscal-year-to-date-average reports, agencies in the Department of Talent and Economic Development, effective February 17, 2015, are included for the entire fiscal year.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

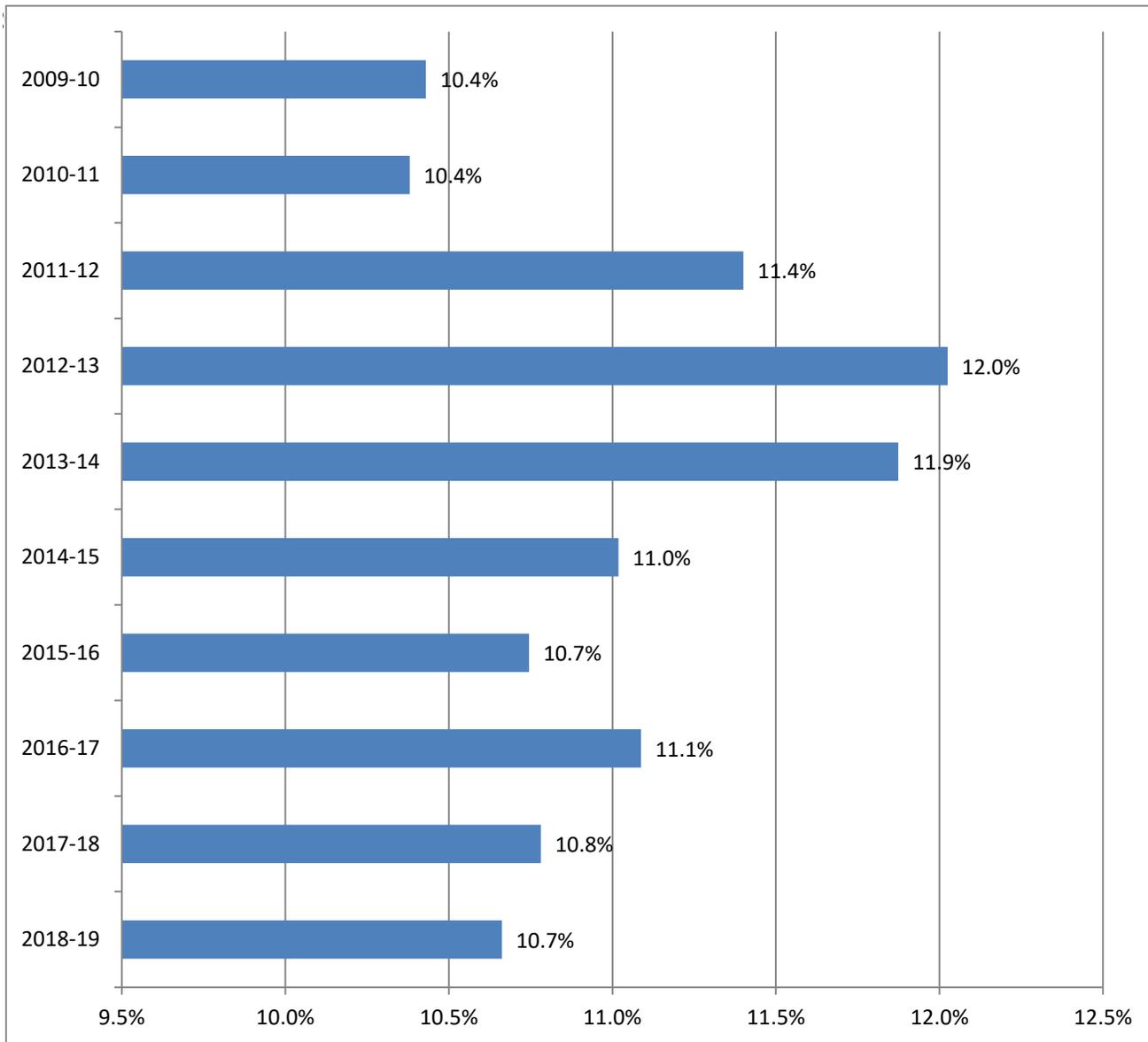
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2009-10 through 2018-19



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 2009-10 through 2018-19



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 21, 2019

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	471	1.0 %	45.6	\$32.69	292	62.0 %
ATTORNEY GENERAL	509	1.0 %	47.1	\$42.61	302	59.3 %
AUDITOR GENERAL	162	0.3 %	38.8	\$38.90	89	54.9 %
CIVIL RIGHTS	88	0.2 %	47.2	\$33.87	68	77.3 %
CIVIL SERVICE COMMISSION	457	0.9 %	44.7	\$32.85	299	65.4 %
CORRECTIONS	11,991	24.3 %	44.3	\$27.54	7,827	65.3 %
EDUCATION	512	1.0 %	49.3	\$36.98	332	64.8 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,192	2.4 %	46.1	\$34.31	794	66.6 %
EXECUTIVE OFFICE	75	0.2 %	34.7	\$32.79	8	10.7 %
INSURANCE AND FINANCIAL SERV	316	0.6 %	43.3	\$36.18	230	72.8 %
LABOR & ECONOMIC OPPORTUNITY	2,222	4.5 %	48.3	\$31.44	1,587	71.4 %
LICENSING & REGULATORY AFFAIRS	1,612	3.3 %	45.9	\$33.62	988	61.3 %
MDHHS - COMMUNITY HEALTH	3,511	7.1 %	46.1	\$30.90	1,986	56.6 %
MDHHS - HUMAN SERVICES	10,636	21.6 %	43.7	\$28.04	7,091	66.7 %
MILITARY & VETERAN AFFAIRS	781	1.6 %	47.4	\$26.80	437	56.0 %
NATURAL RESOURCES	2,842	5.8 %	42.2	\$22.69	1,172	41.2 %
STATE	1,449	2.9 %	43.8	\$25.28	787	54.3 %
STATE POLICE	3,015	6.1 %	40.3	\$33.07	1,931	64.0 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,031	6.2 %	46.8	\$35.32	1,891	62.4 %
TRANSPORTATION	2,736	5.6 %	46.3	\$30.81	1,811	66.2 %
TREASURY	1,674	3.4 %	46.1	\$32.61	1,072	64.0 %
STATEWIDE TOTALS:	49,282	100.0 %	44.6	\$29.70	30,994	62.9 %

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN

Table 2-2

**EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE
Fiscal Years 2014-15 through 2018-19**

<u>Salary Range</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</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	0	0	0	0	0
16,000 - 16,999	0	0	0	0	0
17,000 - 17,999	403	424	1	0	0
18,000 - 18,999	537	519	441	0	0
19,000 - 19,999	27	23	506	367	41
20,000 - 20,999	68	55	55	579	28
21,000 - 21,999	14	63	56	30	369
22,000 - 22,999	124	128	141	106	475
23,000 - 23,999	3	5	11	2	28
24,000 - 24,999	42	183	162	89	73
25,000 - 25,999	7	26	31	25	99
26,000 - 26,999	0	3	1	3	23
27,000 - 27,999	479	35	51	15	19
28,000 - 28,999	49	410	428	36	2
29,000 - 29,999	84	63	40	459	222
30,000 - 30,999	13	55	68	36	202
31,000 - 31,999	77	92	15	68	43
32,000 - 32,999	229	89	106	8	53
33,000 - 33,999	179	171	281	97	100
34,000 - 34,999	1,052	397	177	276	123
35,000 - 35,999	548	264	572	202	162
36,000 - 36,999	393	236	541	596	715
37,000 - 37,999	425	472	316	487	263
38,000 - 38,999	417	1,067	618	363	645
39,000 - 39,999	692	362	330	658	532
40,000 - 40,999	0	658	426	497	869
41,000 - 41,999	467	854	769	340	382
42,000 - 42,999	938	709	654	918	400
43,000 - 43,999	842	1,077	687	662	921
44,000 - 44,999	1,785	647	1,588	680	659
45,000 - 45,999	593	1,783	1,901	889	486
46,000 - 46,999	1,710	372	726	841	1,017
47,000 - 47,999	533	1,913	1,533	1,748	1,831
48,000 - 48,999	561	453	528	936	732
49,000 - 49,999	1,736	455	603	1,853	536
50,000 - 50,999	3,064	1,689	1,146	483	2,072
51,000 - 51,999	1,193	3,068	1,190	588	497
52,000 - 52,999	5,307	1,164	2,992	1,621	693
53,000 - 53,999	438	4,701	4,667	750	1,284

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

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

<u>Salary Range</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>
54,000 - 54,999	2,346	355	770	3,247	677
55,000 - 55,999	1,040	883	498	4,137	3,351
56,000 - 56,999	662	2,386	2,419	442	3,899
57,000 - 57,999	284	823	735	606	609
58,000 - 58,999	520	322	675	2,879	455
59,000 - 59,999	1,057	517	330	490	2,801
60,000 - 60,999	388	1,329	1,308	404	477
61,000 - 61,999	293	288	535	689	692
62,000 - 62,999	1,220	449	337	945	316
63,000 - 63,999	1,232	1,094	382	472	1,361
64,000 - 64,999	1,052	1,286	1,241	484	458
65,000 - 65,999	562	295	1,200	252	317
66,000 - 66,999	514	1,239	1,098	1,215	362
67,000 - 67,999	2,087	466	525	1,171	1,169
68,000 - 68,999	309	1,892	378	1,232	1,222
69,000 - 69,999	305	233	1,869	512	502
70,000 - 70,999	870	497	458	324	1,249
71,000 - 71,999	196	791	287	1,844	307
72,000 - 72,999	166	340	684	392	1,824
73,000 - 73,999	1,840	141	337	295	218
74,000 - 74,999	620	993	180	691	502
75,000 - 75,999	44	1,449	1,002	295	157
76,000 - 76,999	548	66	1,437	124	785
77,000 - 77,999	411	121	95	1,084	265
78,000 - 78,999	79	819	320	1,402	71
79,000 - 79,999	144	94	604	47	1,088
80,000 - 80,999	749	131	118	177	1,395
81,000 - 81,999	128	167	149	642	97
82,000 - 82,999	189	657	119	332	241
83,000 - 83,999	192	216	668	121	697
84,000 - 84,999	384	261	283	162	108
85,000 - 85,999	28	59	232	699	108
86,000 - 86,999	65	424	13	131	152
87,000 - 87,999	197	22	430	181	715
88,000 - 88,999	28	65	26	209	149
89,000 - 89,999	35	194	70	440	121
90,000 - 90,999	312	25	218	45	182
91,000 - 91,999	60	293	45	68	482
92,000 - 92,999	159	31	235	172	32
93,000 - 93,999	79	80	29	51	174

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

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

<u>Salary Range</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>
\$94,000 - 94,999	92	142	98	37	193
95,000 - 95,999	64	89	133	230	48
96,000 - 96,999	64	97	91	39	38
97,000 - 97,999	108	59	103	108	206
98,000 - 98,999	41	49	58	116	38
99,000 - 99,999	65	102	128	66	122
100,000 - 100,999	57	67	58	104	131
101,000 - 101,999	82	59	52	52	73
102,000 - 102,999	161	40	47	73	91
103,000 - 103,999	24	76	48	129	44
104,000 - 104,999	16	213	74	37	58
105,000 - 105,999	23	35	238	69	113
106,000 - 106,999	35	15	26	33	65
107,000 - 107,999	51	29	19	77	62
108,000 - 108,999	32	35	16	294	43
109,000 - 109,999	60	38	27	25	72
110,000 - 110,999	132	25	42	8	351
111,000 - 111,999	27	46	20	28	4
112,000 - 112,999	19	139	48	22	19
113,000 - 113,999	15	28	140	38	33
114,000 - 114,999	51	28	24	28	17
115,000 - 115,999	26	27	25	45	20
116,000 - 116,999	21	54	26	123	37
117,000 - 117,999	183	30	58	32	21
118,000 - 118,999	8	14	26	25	47
119,000 - 119,999	7	18	26	27	145
120,000 - 120,999	19	177	25	19	26
121,000 - 121,999	3	4	202	45	15
122,000 - 122,999	7	11	5	32	20
123,000 - 123,999	14	19	13	17	33
124,000 - 124,999	14	6	22	29	26
125,000 - 125,999	40	8	10	248	24
126,000 and above	310	353	359	384	664
STATEWIDE TOTAL	48,294	48,610	48,984	49,052	49,282

Median Salary: \$57,107

Average Salary: \$62,019

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 2014-15 through 2018-19

	2014-15	2015-16	2016-17	2017-18	2018-19
Legally Required Payments					
FICA	7.11 %	7.10 %	7.10 %	7.11 %	7.10 %
Unemployment Compensation	.18	.16	.13	.16	.12
Workers Compensation	.87	.72	.74	.74	.80
Total Legally Required Payments	8.17 %	7.98 %	7.97 %	8.00 %	8.02 %
Group Insurance					
State Health Plan	7.39 %	7.81 %	7.53 %	7.25 %	7.14 %
Health Maintenance Organization	9.65	9.95	9.96	9.57	9.71
Dental	1.66	1.47	1.53	1.01	1.46
Vision	.22	.14	.18	.12	.17
Life	.98	1.13	1.11	1.28	1.30
Long Term Disability	.63	.46	.61	.60	.60
Flexible Benefits Allowance/Recovery	.10	.11	.11	.12	.12
Total Group Insurance	20.63 %	21.07 %	21.04 %	19.94 %	20.50 %
Other Cash Payments					
Terminal Annual & Sick Leave	.81 %	.74 %	.78 %	.76 %	.79 %
Terminal Longevity Payments	.02	.02	.02	.02	.02
Professional Development	.04	.04	.03	.03	.03
Uniforms and Dry Cleaning	.19	.19	.19	.18	.17
Total Other Cash Payments	1.06 %	.99 %	1.02 %	1.00 %	1.01 %
Pension Items					
Retirement or Pension Plans	1.97 %	1.82 %	1.72 %	1.97 %	1.68 %
Other Employee Retirement Costs (OERC)	48.24	44.80	44.81	43.91	43.22
Defined Contribution Pension Plan	4.58	4.80	5.12	5.24	5.71
Total Pension Items	54.79 %	51.42 %	51.65 %	51.11 %	50.61 %
Total Employee Benefits	84.65 %	81.46 %	81.68 %	80.06 %	80.15 %

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 21, 2019

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	450	168	37 %	245	54 %	3	1 %	0	0 %	419	93 %	3	1 %	2	0 %	
ATTORNEY GENERAL	509	176	35 %	265	52 %	5	1 %	0	0 %	468	92 %	13	3 %	1	0 %	
AUDITOR GENERAL	156	44	28 %	88	56 %	4	3 %	0	0 %	144	92 %	1	1 %	1	1 %	
CIVIL RIGHTS	87	35	40 %	48	55 %	2	2 %	0	0 %	81	93 %	4	5 %	0	0 %	
CIVIL SERVICE COMMISSION	439	85	19 %	287	65 %	2	0 %	0	0 %	390	89 %	6	1 %	0	0 %	
CORRECTIONS	11,951	5,928	50 %	4,966	42 %	51	0 %	0	0 %	11,007	92 %	219	2 %	32	0 %	
EDUCATION	500	188	38 %	239	48 %	5	1 %	0	0 %	449	90 %	7	1 %	2	0 %	
ENVIRONMENT, GREAT LAKES & ENERGY	1,170	371	32 %	661	56 %	14	1 %	0	0 %	1,047	89 %	14	1 %	10	1 %	
EXECUTIVE OFFICE	73	26	36 %	25	34 %	1	1 %	0	0 %	52	71 %	1	1 %	0	0 %	
INSURANCE AND FINANCIAL SERVICES	308	74	24 %	202	66 %	2	1 %	0	0 %	282	92 %	4	1 %	2	1 %	
LABOR & ECONOMIC OPPORTUNITY	1,192	428	36 %	647	54 %	15	1 %	0	0 %	1,072	90 %	49	4 %	8	1 %	
LICENSING & REGULATORY AFFAIRS	1,574	547	35 %	840	53 %	2	0 %	0	0 %	1,418	90 %	33	2 %	3	0 %	
MDHHS - COMMUNITY HEALTH	3,474	1,328	38 %	1,799	52 %	23	1 %	0	0 %	3,149	91 %	103	3 %	20	1 %	
MDHHS - HUMAN SERVICES	10,622	3,882	37 %	5,721	54 %	49	0 %	0	0 %	9,629	91 %	317	3 %	20	0 %	
MILITARY & VETERAN AFFAIRS	762	306	40 %	325	43 %	12	2 %	0	0 %	683	90 %	5	1 %	4	1 %	
NATURAL RESOURCES	1,743	914	52 %	592	34 %	28	2 %	0	0 %	1,579	91 %	9	1 %	9	1 %	
STATE	1,358	513	38 %	684	50 %	12	1 %	0	0 %	1,218	90 %	42	3 %	3	0 %	
STATE POLICE	3,003	847	28 %	708	24 %	12	0 %	1,180	39 %	2,812	94 %	18	1 %	10	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,936	870	30 %	1,738	59 %	18	1 %	0	0 %	2,634	90 %	72	2 %	9	0 %	
TRANSPORTATION	2,547	1,002	39 %	1,304	51 %	24	1 %	0	0 %	2,370	93 %	19	1 %	7	0 %	
TREASURY	1,616	451	28 %	971	60 %	23	1 %	0	0 %	1,452	90 %	42	3 %	7	0 %	
STATEWIDE TOTALS:	46,470	18,183	39 %	22,355	48 %	307	1 %	1,180	3 %	42,355	91 %	981	2 %	150	0 %	

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

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

Table 2-4

Pay End Date: September 21, 2019

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
AGRICULTURE & RURAL DEVELOPMENT	450	427	95 %	366	81 %	0	0 %	429	95 %	20	4 %	0	0 %
ATTORNEY GENERAL	509	486	95 %	330	65 %	0	0 %	481	94 %	28	6 %	0	0 %
AUDITOR GENERAL	156	148	95 %	113	72 %	0	0 %	127	81 %	28	18 %	0	0 %
CIVIL RIGHTS	87	86	99 %	70	80 %	0	0 %	82	94 %	5	6 %	0	0 %
CIVIL SERVICE COMMISSION	439	402	92 %	392	89 %	0	0 %	425	97 %	14	3 %	0	0 %
CORRECTIONS	11,951	11,298	95 %	10,579	89 %	0	0 %	11,520	96 %	385	3 %	0	0 %
EDUCATION	500	463	93 %	345	69 %	0	0 %	465	93 %	34	7 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,170	1,079	92 %	928	79 %	0	0 %	1,089	93 %	80	7 %	0	0 %
EXECUTIVE OFFICE	73	57	78 %	28	38 %	0	0 %	68	93 %	5	7 %	0	0 %
INSURANCE AND FINANCIAL SERVICES	308	292	95 %	250	81 %	0	0 %	293	95 %	15	5 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	1,192	1,133	95 %	974	82 %	0	0 %	1,124	94 %	65	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,574	1,459	93 %	1,226	78 %	0	0 %	1,488	95 %	83	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,474	3,289	95 %	2,942	85 %	0	0 %	3,304	95 %	166	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,622	9,992	94 %	9,001	85 %	0	0 %	10,097	95 %	506	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	762	698	92 %	542	71 %	0	0 %	717	94 %	31	4 %	0	0 %
NATURAL RESOURCES	1,743	1,606	92 %	1,381	79 %	0	0 %	1,646	94 %	94	5 %	0	0 %
STATE	1,358	1,274	94 %	1,004	74 %	0	0 %	1,280	94 %	74	5 %	0	0 %
STATE POLICE	3,003	2,865	95 %	2,747	91 %	1,404	47 %	2,885	96 %	104	3 %	1,221	41 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,936	2,724	93 %	2,168	74 %	30	1 %	2,790	95 %	135	5 %	21	1 %
TRANSPORTATION	2,547	2,413	95 %	2,195	86 %	0	0 %	2,417	95 %	126	5 %	0	0 %
TREASURY	1,616	1,519	94 %	1,275	79 %	0	0 %	1,519	94 %	93	6 %	0	0 %
STATEWIDE TOTALS:	46,470	43,710	94 %	38,856	84 %	1,434	3 %	44,246	95 %	2,091	4 %	1,242	3 %

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF47

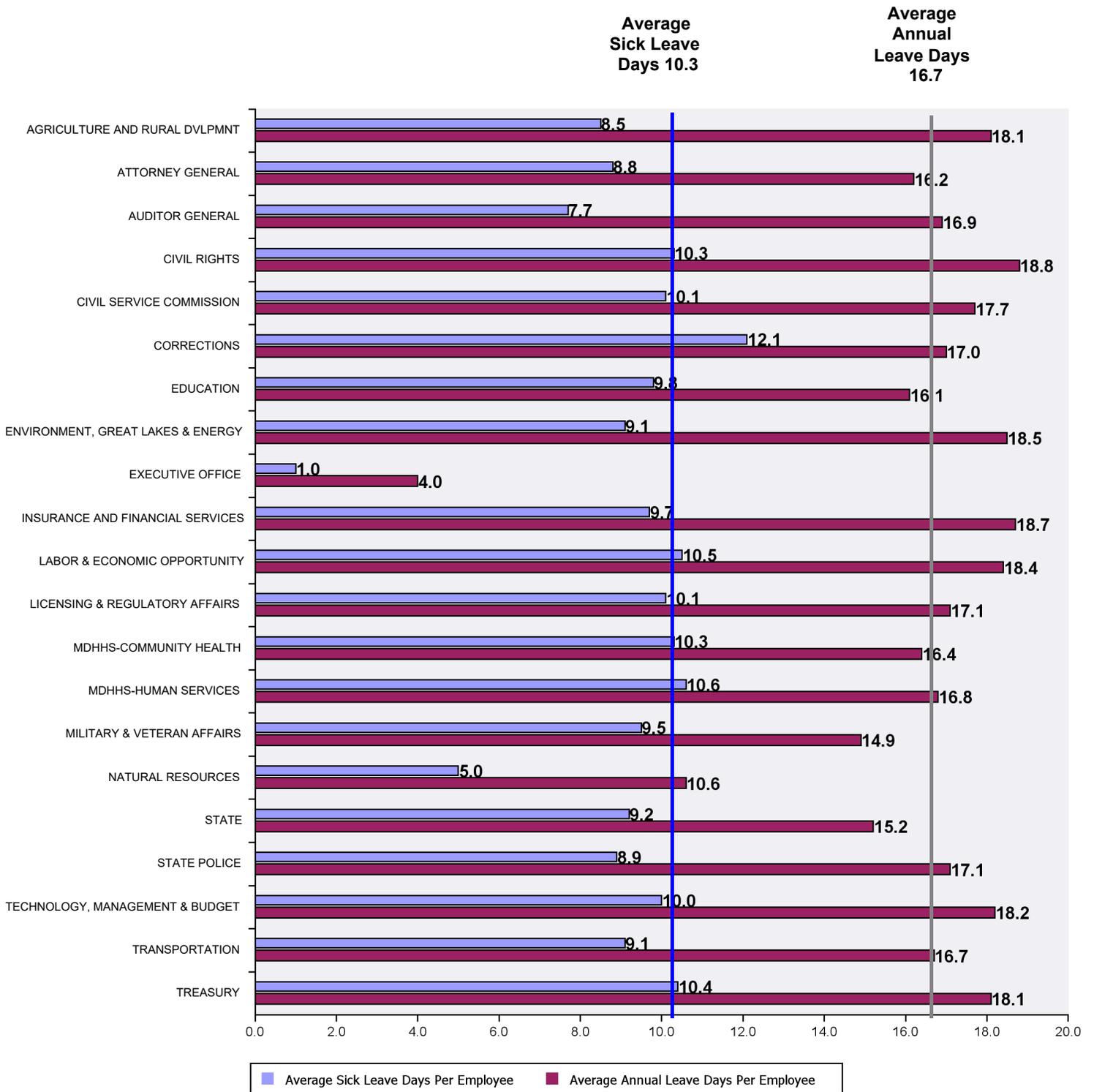
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2014-15 through 2018-19**

	2014-15	2015-16	2016-17	2017-18	2018-19
VACATION	7.4 %	7.4 %	7.3 %	7.2 %	7.1 %
HOLIDAY	5.0 %	4.6 %	5.0 %	4.6 %	5.0 %
SICK LEAVE	4.1 %	4.1 %	4.1 %	4.2 %	4.2 %
TOTAL	16.5 %	16.1 %	16.4 %	16.0 %	16.3 %

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 2018-19



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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2018-19

Table 2-6

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMENT	8.5	18.1	26.6
ATTORNEY GENERAL	8.8	16.2	25.0
AUDITOR GENERAL	7.7	16.9	24.6
CIVIL RIGHTS	10.3	18.8	29.0
CIVIL SERVICE COMMISSION	10.1	17.7	27.7
CORRECTIONS	12.1	17.0	29.1
EDUCATION	9.8	16.1	25.8
ENVIRONMENT, GREAT LAKES AND ENERGY	9.1	18.5	27.5
EXECUTIVE OFFICE	1.0	4.0	5.0
INSURANCE AND FINANCIAL SERVICES	9.7	18.7	28.5
LABOR & ECONOMIC OPPORTUNITY	10.5	18.4	28.9
LICENSING & REGULATORY AFFAIRS	10.1	17.1	27.2
MDHHS-COMMUNITY HEALTH	10.3	16.4	26.8
MDHHS-HUMAN SERVICES	10.6	16.8	27.3
MILITARY & VETERAN AFFAIRS	9.5	14.9	24.4
NATURAL RESOURCES	5.0	10.6	15.7
STATE	9.2	15.2	24.4
STATE POLICE	8.9	17.1	26.0
TECHNOLOGY, MANAGEMENT & BUDGET	10.0	18.2	28.2
TRANSPORTATION	9.1	16.7	25.8
TREASURY	10.4	18.1	28.5
STATEWIDE AVERAGE	10.3	16.7	26.9

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2014-15 through 2018-19

DEPARTMENT	2014-15	2015-16	2016-17	2017-18	2018-19
Agriculture & Rural Development	9.6	9.1	8.2	9.2	8.6
Attorney General	9.5	9.3	9.0	8.9	8.9
Auditor General	8.1	8.3	9.7	8.7	7.7
Civil Rights	12.2	10.8	10.2	10.0	10.3
Civil Service Commission	10.5	10.3	10.1	10.6	10.1
Corrections	11.4	11.8	11.8	12.1	12.2
Education	9.1	9.3	9.9	9.4	9.8
Environment, Great Lakes and Energy	9.9	9.2	9.8	9.1	9.1
Executive Office	3.3	3.2	4.2	5.1	1.0
Insurance and Financial Serv	9.9	10.5	10.3	9.9	9.8
Licensing & Regulatory Affairs	10.4	9.9	10.2	10.0	10.3
MDHHS-Community Health	10.4	10.1	10.5	10.5	10.4
MDHHS-Human Services	10.8	10.6	10.7	10.7	10.6
Military and Veterans Affairs	9.4	10.5	9.9	9.8	9.5
Natural Resources	5.4	5.5	5.6	5.4	5.2
State	9.6	9.0	9.5	8.8	9.3
State Police	8.1	8.3	8.3	8.7	9.0
Talent And Economic Development	11.2	11.7	11.7	11.7	9.9
Technology, Management & Budget	9.0	9.3	9.6	9.9	10.0
Transportation	9.5	9.3	9.5	9.4	9.2
Treasury	10.1	10.4	10.8	10.9	10.4
STATEWIDE AVERAGE	10.2	10.2	10.3	10.2	10.3

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

In FY 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. In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

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

STATE OF MICHIGAN
SICK LEAVE USE ANALYSIS BY DEPARTMENT
September 23, 2018 to September 21, 2019

Table 2-8

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	482	32,914.7	68.3	8.5
ATTORNEY GENERAL	555	39,183.9	70.6	8.8
AUDITOR GENERAL	161	9,906.9	61.5	7.7
CIVIL RIGHTS	95	7,790.3	82.0	10.3
CIVIL SERVICE COMMISSION	494	39,785.1	80.5	10.1
CORRECTIONS	13,522	1,312,967.4	97.1	12.1
EDUCATION	555	43,293.1	78.0	9.8
ENVIRON, GREAT LAKES AND ENERGY	1,265	91,709.3	72.5	9.1
EXECUTIVE OFFICE	106	840.5	7.9	1.0
INSURANCE AND FINANCIAL SERV	330	25,700.0	77.9	9.7
LABOR & ECONOMIC OPPORTUNITY	2,324	195,835.0	84.3	10.5
LICENSING & REGULATORY AFFAIRS	1,766	142,312.0	80.6	10.1
MDHHS-COMMUNITY HEALTH	3,931	325,353.0	82.8	10.3
MDHHS-HUMAN SERVICES	11,801	998,448.4	84.6	10.6
MILITARY & VETERAN AFFAIRS	894	67,791.9	75.8	9.5
NATURAL RESOURCES	2,960	119,075.7	40.2	5.0
STATE	1,638	120,812.4	73.8	9.2
STATE POLICE	3,269	232,709.4	71.2	8.9
TECHNOLOGY, MANAGEMENT & BUDGET	3,154	252,289.1	80.0	10.0
TRANSPORTATION	3,141	229,135.9	72.9	9.1
TREASURY	1,747	144,787.5	82.9	10.4
STATEWIDE	54,190	4,432,641.1	81.8	10.3

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: MIDB Civil Service HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT
September 23, 2018 to September 21, 2019

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 DVLPMT	482	69,703.8	144.6	18.1	482	133.5	0.3	0.0
ATTORNEY GENERAL	555	71,742.7	129.3	16.2	555	418.0	0.8	0.1
AUDITOR GENERAL	161	21,822.4	135.5	16.9	161	76.0	0.5	0.1
CIVIL RIGHTS	95	14,275.2	150.3	18.8	95	138.0	1.5	0.2
CIVIL SERVICE COMMISSION	494	69,856.7	141.4	17.7	494	416.7	0.8	0.1
CORRECTIONS	13,522	1,836,906.6	135.8	17.0	13,522	4,390.9	0.3	0.0
EDUCATION	555	71,377.6	128.6	16.1	555	66.7	0.1	0.0
ENVIRON, GREAT LAKES AND ENERGY	1,265	186,809.1	147.7	18.5	1,265	675.0	0.5	0.1
EXECUTIVE OFFICE	106	3,370.0	31.8	4.0	106	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	330	49,483.4	149.9	18.7	330	275.9	0.8	0.1
LABOR & ECONOMIC OPPORTUNITY	2,324	342,190.3	147.2	18.4	2,324	842.5	0.4	0.0
LICENSING & REGULATORY AFFAIRS	1,766	242,227.9	137.2	17.1	1,766	388.9	0.2	0.0
MDHHS-COMMUNITY HEALTH	3,931	516,267.3	131.3	16.4	3,931	763.6	0.2	0.0
MDHHS-HUMAN SERVICES	11,801	1,582,533.7	134.1	16.8	11,801	2,676.4	0.2	0.0
MILITARY & VETERAN AFFAIRS	894	106,448.1	119.1	14.9	894	231.7	0.3	0.0
NATURAL RESOURCES	2,960	252,058.5	85.2	10.6	2,960	1,641.2	0.6	0.1
STATE	1,638	199,013.7	121.5	15.2	1,638	594.7	0.4	0.0
STATE POLICE	3,269	447,998.9	137.0	17.1	3,269	2,506.6	0.8	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	3,154	460,007.7	145.8	18.2	3,154	1,589.4	0.5	0.1
TRANSPORTATION	3,141	420,151.1	133.8	16.7	3,141	1,513.1	0.5	0.1
TREASURY	1,747	252,945.7	144.8	18.1	1,747	837.7	0.5	0.1
STATEWIDE	54,190	7,217,190.2	133.2	16.7	54,190	20,176.1	0.4	0.0

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF31

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

Pay End Date: September 21, 2019

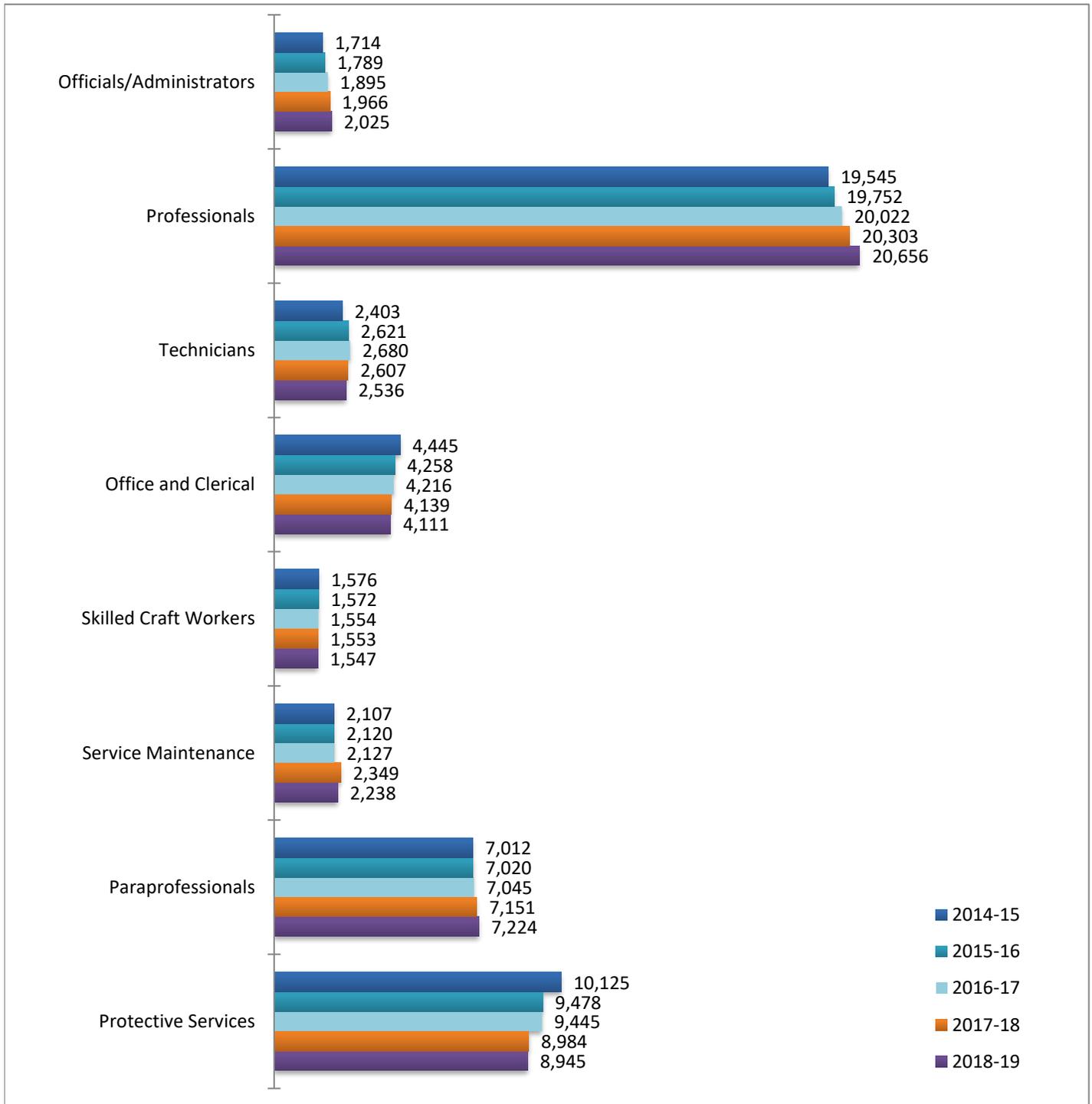
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	2	17	46	44	59	62	55	50	76	32	22	6	471
ATTORNEY GENERAL	0	2	33	58	60	63	76	79	69	46	16	7	509
AUDITOR GENERAL	1	20	37	17	13	16	22	17	13	6	0	0	162
CIVIL RIGHTS	0	1	4	12	12	8	17	13	6	6	7	2	88
CIVIL SERVICE COMMISSION	2	23	40	37	62	57	62	70	69	26	8	1	457
CORRECTIONS	29	455	1,085	1,284	1,279	1,563	2,309	1,991	1,233	592	141	30	11,991
EDUCATION	0	7	11	35	58	83	67	84	67	63	27	10	512
ENVIRONMENT, GREAT LAKES & ENERGY	3	40	115	100	111	180	154	151	175	116	40	7	1,192
EXECUTIVE OFFICE	0	15	16	11	14	4	7	3	3	0	2	0	75
INSURANCE AND FINANCIAL SERV	1	14	28	45	43	49	39	37	33	22	4	1	316
LABOR & ECONOMIC OPPORTUNITY	6	47	104	161	240	301	314	333	334	242	107	33	2,222
LICENSING & REGULATORY AFFAIRS	3	79	106	155	221	191	221	201	203	153	61	18	1,612
MDHHS - COMMUNITY HEALTH	8	76	286	395	427	423	472	465	494	320	111	34	3,511
MDHHS - HUMAN SERVICES	1	279	980	1,343	1,707	1,574	1,599	1,267	1,011	619	205	51	10,636
MILITARY & VETERAN AFFAIRS	2	11	53	70	87	87	100	132	141	72	24	2	781
NATURAL RESOURCES	146	383	300	245	248	277	283	255	254	211	150	90	2,842
STATE	9	93	158	172	142	175	167	200	200	98	34	1	1,449
STATE POLICE	0	178	593	427	271	370	502	370	216	65	21	2	3,015
TECHNOLOGY, MANAGEMENT & BUDGET	9	105	183	266	314	391	426	463	471	292	98	13	3,031
TRANSPORTATION	15	152	150	214	260	376	383	443	405	240	78	20	2,736
TREASURY	8	70	91	177	194	226	213	225	248	156	56	10	1,674
Statewide Total:	245	2,067	4,419	5,268	5,822	6,476	7,488	6,849	5,721	3,377	1,212	338	49,282
Average Age:	18.9	23.0	27.6	32.6	37.5	42.5	47.6	52.4	57.4	62.2	67.0	73.4	44.6

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.

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2014-15 through 2018-19



2018-19 Total: 49,282

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 21, 2019

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	7	15	22
ALGER	266	1	267
ALLEGAN	208	18	226
ALPENA	164	38	202
ANTRIM	29	2	31
ARENAC	29	2	31
BARAGA	351	20	371
BARRY	112	50	162
BAY	329	44	373
BENZIE	31	2	33
BERRIEN	335	33	368
BRANCH	346	5	351
CALHOUN	373	7	380
CASS	87	11	98
CHARLEVOIX	23	45	68
CHEBOYGAN	62	53	115
CHIPPEWA	951	82	1,033
CLARE	61	15	76
CLINTON	147	33	180
CRAWFORD	160	87	247
DELTA	175	43	218
DICKINSON	66	3	69
EATON	3,467	175	3,642
EMMET	86	41	127
GENESEE	824	82	906
GLADWIN	45	5	50
GOGEBIC	59	10	69
GRAND TRAVERSE	322	39	361
GRATIOT	797	4	801
HILLSDALE	62	5	67
HOUGHTON	82	30	112
HURON	38	29	67
INGHAM	10,054	989	11,043
IONIA	1,376	23	1,399
IOSCO	57	28	85
IRON	55	11	66
ISABELLA	162	3	165
JACKSON	2,018	67	2,085
KALAMAZOO	1,076	112	1,188
KALKASKA	55	2	57
KENT	1,499	91	1,590
KEWEENAW	2	14	16
LAKE	43	4	47
LAPEER	436	21	457

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 21, 2019

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	4	4	8
LENAWEE	593	17	610
LIVINGSTON	550	43	593
LUCE	273	18	291
MACKINAC	117	87	204
MACOMB	1,381	34	1,415
MANISTEE	324	22	346
MARQUETTE	833	47	880
MASON	45	26	71
MECOSTA	80	9	89
MENOMINEE	30	15	45
MIDLAND	100	2	102
MISSAUKEE	63	4	67
MONROE	212	36	248
MONTCALM	583	8	591
MONTMORENCY	48	22	70
MUSKEGON	853	49	902
NEWAYGO	71	12	83
OAKLAND	1,150	158	1,308
OCEANA	79	58	137
OGEMAW	98	19	117
ONTONAGON	21	10	31
OSCEOLA	27	1	28
OSCODA	26	1	27
OTSEGO	305	40	345
OTTAWA	194	42	236
OUT OF STATE	37	4	41
PRESQUE ISLE	18	30	48
ROSCOMMON	125	32	157
SAGINAW	850	25	875
SANILAC	46	10	56
SCHOOLCRAFT	37	27	64
SHIAWASSEE	81	2	83
ST CLAIR	239	54	293
ST JOSEPH	86	2	88
TUSCOLA	414	97	511
VAN BUREN	251	34	285
WASHTENAW	1,445	71	1,516
WAYNE	5,007	239	5,246
WEXFORD	170	24	194
WORK AT HOME - MI	1,621	39	1,660
Grand Total:	45,414	3,868	49,282

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.

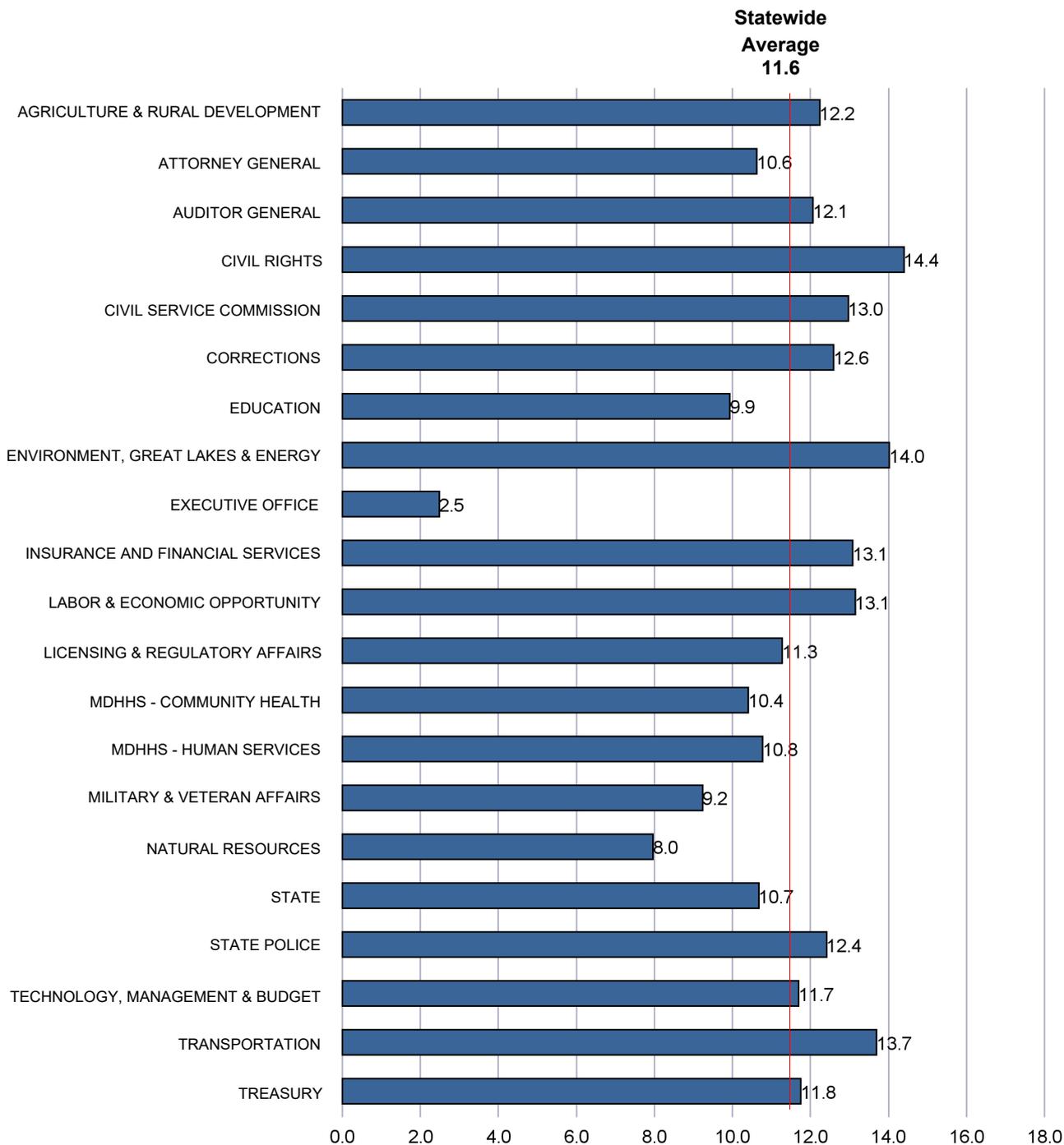
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 21, 2019



Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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 hours, they are not subtracted.

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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 21, 2019

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	69	92	2	6	0	0	2	4	1	1	0	0	0	1	74	104	0	0	
06 -10 YEARS	31	33	2	2	0	0	0	1	0	1	0	0	0	0	33	37	0	0	
11 -15 YEARS	17	23	1	2	0	1	1	0	0	0	0	0	0	0	19	26	0	0	
16 - 20 YEARS	34	32	0	2	1	0	0	2	0	1	0	0	0	0	35	37	0	0	
21 - 25 YEARS	25	16	1	0	0	0	0	0	0	1	0	0	0	0	26	17	0	1	
26 - 30 YEARS	23	15	0	1	0	0	1	0	0	0	0	0	0	0	24	16	1	1	
31 - 35 YEARS	5	7	0	2	0	0	0	0	0	0	0	0	0	0	5	9	0	1	
36 - 40 YEARS	2	3	0	0	0	0	0	0	1	0	0	0	0	0	3	3	0	1	
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	
DEPARTMENT TOTAL	207	223	6	15	1	1	4	7	2	4	0	0	0	1	220	251	1	4	
MORE THAN 10 YEARS	107	98	2	7	1	1	2	2	1	2	0	0	0	0	113	110	1	4	
AVERAGE YEARS	13.4	11.3	9.2	13.1	19.0	11.0	10.5	8.3	19.5	13.8	0.0	0.0	0.0	0.0	13.3	11.3	29.0	30.8	

DEPARTMENT AVERAGE YEARS

12.2

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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 21, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																		
00 - 05 YEARS	68	110	3	16	0	0	0	4	1	3	0	0	0	2	72	135	0	0
06 -10 YEARS	38	50	2	5	0	0	0	0	1	0	0	0	0	0	41	55	0	0
11 -15 YEARS	33	33	4	3	0	0	0	1	0	0	0	0	0	0	37	37	1	0
16 - 20 YEARS	16	25	2	4	0	0	0	0	0	2	0	0	0	0	18	31	0	0
21 - 25 YEARS	16	17	1	3	0	0	1	0	0	0	0	0	0	0	18	20	0	0
26 - 30 YEARS	9	4	0	1	0	0	0	1	0	0	0	0	0	0	9	6	0	0
31 - 35 YEARS	11	6	0	2	0	0	0	0	0	0	0	0	0	0	11	8	0	0
36 - 40 YEARS	3	4	1	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	195	249	13	34	0	0	2	7	2	5	0	0	0	2	212	297	1	0
MORE THAN 10 YEARS	89	89	8	13	0	0	2	3	0	2	0	0	0	0	99	107	1	0
AVERAGE YEARS	11.7	9.5	13.2	10.6	0.0	0.0	32.0	13.3	6.5	9.6	0.0	0.0	0.0	1.0	11.9	9.7	12.0	0.0

DEPARTMENT AVERAGE YEARS 10.6

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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 21, 2019

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	34	34	3	0	0	0	2	1	0	0	0	0	0	0	39	35	0	0
06 -10 YEARS	10	10	0	0	0	0	0	0	0	0	0	0	0	0	10	10	0	0
11 -15 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	0	0	2	6	0	0
16 - 20 YEARS	5	9	0	0	0	0	0	0	0	1	0	0	0	0	5	10	0	0
21 - 25 YEARS	10	9	1	1	0	0	0	0	0	0	0	0	0	0	11	10	0	0
26 - 30 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	0	0	2	6	0	0
31 - 35 YEARS	5	6	1	0	0	0	0	0	0	0	0	0	0	0	6	6	0	1
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	71	81	5	1	0	0	2	1	0	1	0	0	0	0	78	84	0	1
MORE THAN 10 YEARS	27	37	2	1	0	0	0	0	0	1	0	0	0	0	29	39	0	1
AVERAGE YEARS	11.9	12.3	12.2	23.0	0.0	0.0	2.5	5.0	0.0	19.0	0.0	0.0	0.0	0.0	11.7	12.4	0.0	33.0

DEPARTMENT AVERAGE YEARS

12.0

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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 21, 2019

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	5	3	4	0	1	0	1	0	1	0	0	1	0	7	12	0	0
06 -10 YEARS	0	7	2	6	0	0	0	2	0	0	0	0	0	1	2	16	0	0
11 -15 YEARS	0	3	3	8	0	0	0	1	0	1	0	0	0	0	3	13	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	5	0	0	0	0	0	0	0	0	0	0	3	6	0	0
26 - 30 YEARS	1	1	0	2	0	0	0	1	0	0	0	0	0	0	1	4	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
36 - 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	9	20	12	36	0	1	0	6	0	2	0	0	1	1	22	66	0	0
MORE THAN 10 YEARS	6	8	7	26	0	0	0	3	0	1	0	0	0	0	13	38	0	0
AVERAGE YEARS	15.2	11.8	11.8	18.3	0.0	2.0	0.0	12.2	0.0	5.5	0.0	0.0	5.0	7.0	12.9	14.9	0.0	0.0

DEPARTMENT AVERAGE YEARS 14.4

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 21, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
CIVIL SERVICE COMMISSION																			
00 - 05 YEARS	21	98	3	19	0	2	1	6	0	2	0	0	3	2	28	129	0	1	
06 -10 YEARS	11	47	4	8	0	1	0	0	0	1	0	0	0	0	15	57	1	0	
11 -15 YEARS	8	32	1	4	0	0	0	2	0	0	0	0	0	0	9	38	0	0	
16 - 20 YEARS	5	54	1	7	0	1	1	1	0	0	0	0	0	0	7	63	0	0	
21 - 25 YEARS	6	27	1	3	0	0	0	0	0	2	0	0	0	0	7	32	0	0	
26 - 30 YEARS	3	16	0	6	0	1	0	2	0	1	0	0	0	0	3	26	0	0	
31 - 35 YEARS	1	18	1	12	0	1	0	5	0	0	0	0	0	0	2	36	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	3	0	1	0	1	0	0	0	0	0	0	0	0	0	5	0	1	
DEPARTMENT TOTAL	55	295	11	60	0	7	2	16	0	6	0	0	3	2	71	386	1	2	
MORE THAN 10 YEARS	23	150	4	33	0	4	1	10	0	3	0	0	0	0	28	200	0	1	
AVERAGE YEARS	10.8	12.6	11.6	16.0	0.0	18.3	10.0	17.3	0.0	14.0	0.0	0.0	1.7	2.0	10.5	13.4	10.0	22.0	

DEPARTMENT AVERAGE YEARS **13.0**

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 21, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																		
00 - 05 YEARS	2,107	1,142	342	349	70	23	75	37	19	8	0	1	17	21	2,630	1,581	1	0
06 -10 YEARS	667	400	119	131	16	6	25	16	4	2	0	0	0	0	831	555	0	0
11 -15 YEARS	655	353	134	145	30	5	28	14	5	7	0	0	0	1	852	525	1	0
16 - 20 YEARS	1,172	423	148	168	23	9	29	21	8	3	0	0	0	0	1,380	624	2	1
21 - 25 YEARS	1,265	383	127	164	36	12	40	23	4	2	0	0	0	0	1,472	584	2	4
26 - 30 YEARS	344	134	37	40	9	3	7	5	4	0	0	0	0	0	401	182	5	5
31 - 35 YEARS	159	69	31	33	10	0	4	2	1	0	0	0	0	0	205	104	4	3
36 - 40 YEARS	12	17	5	8	0	0	0	1	0	0	0	0	0	0	17	26	3	1
MORE THAN 40 YEARS	11	5	2	4	0	0	0	0	0	0	0	0	0	0	13	9	2	0
DEPARTMENT TOTAL	6,392	2,926	945	1,042	194	58	208	119	45	22	0	1	17	22	7,801	4,190	20	14
MORE THAN 10 YEARS	3,618	1,384	484	562	108	29	108	66	22	12	0	0	0	1	4,340	2,054	19	14
AVERAGE YEARS	13.3	11.4	12.0	12.5	12.7	11.5	12.0	12.9	11.7	10.5	0.0	1.0	1.1	1.4	13.1	11.7	28.8	28.3

DEPARTMENT AVERAGE YEARS **12.6**

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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
EDUCATION																		
00 - 05 YEARS	38	101	2	17	0	0	3	3	1	5	0	0	0	3	44	129	0	0
06 -10 YEARS	33	89	2	19	0	0	0	3	1	2	0	0	0	0	36	113	0	1
11 -15 YEARS	26	47	2	5	0	0	0	0	0	0	0	0	0	0	28	52	0	0
16 - 20 YEARS	14	40	2	2	0	0	1	1	0	0	0	0	0	0	17	43	0	0
21 - 25 YEARS	6	14	2	1	0	0	0	1	0	1	0	0	0	0	8	17	1	0
26 - 30 YEARS	2	7	0	0	0	0	0	0	0	0	0	0	0	0	2	7	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	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	120	307	10	48	0	0	4	9	2	9	0	0	0	3	136	376	1	1
MORE THAN 10 YEARS	49	117	6	12	0	0	1	3	0	2	0	0	0	0	56	134	1	0
AVERAGE YEARS	9.8	10.0	12.6	9.6	0.0	0.0	6.3	13.0	7.5	8.7	0.0	0.0	0.0	0.7	9.9	9.9	25.0	10.0

DEPARTMENT AVERAGE YEARS **9.9**

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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
ENVIRONMENT, GREAT LAKES & ENERGY																		
00 - 05 YEARS	170	198	1	9	0	2	2	2	7	6	0	0	1	6	181	223	0	0
06 -10 YEARS	59	71	0	1	0	0	0	1	0	3	0	0	0	0	59	76	0	0
11 -15 YEARS	53	73	3	1	0	0	0	1	0	1	0	0	0	0	56	76	0	0
16 - 20 YEARS	91	74	3	2	0	1	1	3	2	0	0	0	0	0	97	80	0	0
21 - 25 YEARS	53	42	0	2	0	0	1	0	2	5	0	0	0	0	56	49	0	0
26 - 30 YEARS	84	42	2	2	0	0	4	2	5	2	0	0	0	0	95	48	3	1
31 - 35 YEARS	30	22	3	4	0	1	1	1	0	0	0	0	0	0	34	28	0	0
36 - 40 YEARS	10	8	2	1	0	0	0	0	0	0	0	0	0	0	12	9	1	1
MORE THAN 40 YEARS	8	4	0	0	1	0	0	0	0	0	0	0	0	0	9	4	2	1
DEPARTMENT TOTAL	558	534	14	22	1	4	9	10	16	17	0	0	1	6	599	593	6	3
MORE THAN 10 YEARS	329	265	13	12	1	2	7	7	9	8	0	0	0	0	359	294	6	3
AVERAGE YEARS	15.3	12.3	23.5	15.9	41.0	13.0	20.8	17.0	14.4	13.2	0.0	0.0	3.0	0.5	15.6	12.4	35.2	36.7

DEPARTMENT AVERAGE YEARS **14.0**

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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 21, 2019

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	18	31	4	8	0	1	0	3	0	1	0	0	0	0	22	44	0	0
06 -10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
11 -15 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	2	0	0
16 - 20 YEARS	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0	3	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	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
DEPARTMENT TOTAL	20	34	4	10	0	1	0	5	0	1	0	0	0	0	24	51	0	0
MORE THAN 10 YEARS	1	2	0	2	0	0	0	2	0	0	0	0	0	0	1	6	0	0
AVERAGE YEARS	1.9	2.0	0.3	4.5	0.0	1.0	0.0	7.8	0.0	2.0	0.0	0.0	0.0	0.0	1.6	3.1	0.0	0.0

DEPARTMENT AVERAGE YEARS

2.6

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

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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 21, 2019

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	37	36	2	4	0	0	2	0	0	1	0	0	2	1	43	42	0	0
06 -10 YEARS	16	28	2	6	0	1	2	0	0	2	0	0	0	0	20	37	0	0
11 -15 YEARS	17	29	1	7	0	0	1	2	0	1	0	0	0	0	19	39	0	0
16 - 20 YEARS	13	28	2	1	0	0	0	1	1	0	0	0	0	0	16	30	0	0
21 - 25 YEARS	5	18	0	3	0	0	0	1	0	0	0	0	0	0	5	22	0	1
26 - 30 YEARS	6	9	0	1	0	0	0	0	0	0	0	0	0	0	6	10	0	1
31 - 35 YEARS	7	7	2	1	0	0	0	1	1	0	0	0	0	0	10	9	0	1
36 - 40 YEARS	2	2	0	0	0	0	1	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	1	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	104	158	9	23	0	1	6	6	2	4	0	0	2	1	123	193	0	3
MORE THAN 10 YEARS	51	94	5	13	0	0	2	6	2	1	0	0	0	0	60	114	0	3
AVERAGE YEARS	12.3	13.7	13.9	12.4	0.0	8.0	12.2	23.3	23.5	8.0	0.0	0.0	0.0	1.0	12.4	13.6	0.0	28.0

DEPARTMENT AVERAGE YEARS 13.1

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

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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 21, 2019

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
LABOR & ECONOMIC OPPORTUNITY																		
00 - 05 YEARS	159	277	34	101	2	3	7	23	3	10	1	0	2	8	208	422	2	1
06 -10 YEARS	89	177	21	68	3	1	3	10	1	1	0	0	0	0	117	257	0	1
11 -15 YEARS	86	148	24	93	2	1	10	4	2	2	0	0	0	0	124	248	3	2
16 - 20 YEARS	70	159	23	134	1	2	6	6	3	4	0	0	0	0	103	305	2	1
21 - 25 YEARS	43	54	6	36	1	1	3	2	1	2	0	0	0	0	54	95	2	0
26 - 30 YEARS	27	41	9	22	0	0	0	4	0	2	0	0	0	0	36	69	1	6
31 - 35 YEARS	18	33	11	29	1	0	6	3	2	1	0	0	0	0	38	66	2	3
36 - 40 YEARS	6	15	1	15	0	0	1	1	0	0	0	0	0	0	8	31	2	0
MORE THAN 40 YEARS	6	21	2	12	0	0	0	0	0	0	0	0	0	0	8	33	3	2
DEPARTMENT TOTAL	504	925	131	510	10	8	36	53	12	22	1	0	2	8	696	1,526	17	16
MORE THAN 10 YEARS	256	471	76	341	5	4	26	20	8	11	0	0	0	0	371	847	15	14
AVERAGE YEARS	12.4	12.5	13.7	15.3	13.2	11.1	15.9	11.1	14.8	11.9	3.0	0.0	0.5	1.6	12.8	13.3	24.6	25.4

DEPARTMENT AVERAGE YEARS 13.1

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 21, 2019

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - COMMUNITY HEALTH																		
00 - 05 YEARS	340	634	131	275	2	2	13	29	16	29	1	0	5	12	508	981	0	0
06 -10 YEARS	150	302	59	120	1	4	6	14	6	13	0	0	0	0	222	453	0	1
11 -15 YEARS	93	188	27	48	0	2	3	8	5	6	0	0	0	0	128	252	0	0
16 - 20 YEARS	94	184	26	68	1	1	5	5	5	9	0	0	0	0	131	267	1	1
21 - 25 YEARS	81	110	22	40	2	2	2	3	1	4	0	0	0	0	108	159	1	2
26 - 30 YEARS	23	57	13	23	0	0	1	1	0	4	0	0	0	0	37	85	2	5
31 - 35 YEARS	23	36	15	18	0	2	2	2	4	1	0	0	0	0	44	59	1	2
36 - 40 YEARS	9	19	5	7	0	0	0	1	0	0	0	0	0	0	14	27	0	4
MORE THAN 40 YEARS	6	22	4	1	0	1	1	0	1	0	0	0	0	0	12	24	1	2
DEPARTMENT TOTAL	819	1,552	302	600	6	14	33	63	38	66	1	0	5	12	1,204	2,307	6	17
MORE THAN 10 YEARS	329	616	112	205	3	8	14	20	16	24	0	0	0	0	474	873	6	16
AVERAGE YEARS	10.6	10.6	11.0	9.7	13.3	16.8	11.1	9.0	11.6	10.0	3.0	0.0	0.0	0.9	10.7	10.2	29.3	30.5

DEPARTMENT AVERAGE YEARS 10.4

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 21, 2019

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	1,815	173	830	9	22	35	101	3	17	1	1	23	53	677	2,839	1	0	
06 -10 YEARS	406	1,503	130	786	3	15	22	60	2	10	0	0	0	0	563	2,374	0	4	
11 -15 YEARS	142	733	43	369	1	6	12	47	4	7	0	0	0	0	202	1,162	0	2	
16 - 20 YEARS	138	608	38	380	0	3	11	41	1	6	0	0	0	0	188	1,038	0	4	
21 - 25 YEARS	120	331	47	269	1	4	6	28	3	3	0	0	0	0	177	635	0	4	
26 - 30 YEARS	47	160	17	118	0	4	4	20	0	4	0	0	0	0	68	306	4	9	
31 - 35 YEARS	36	62	10	58	0	0	6	8	1	1	0	0	0	0	53	129	6	2	
36 - 40 YEARS	15	50	4	49	0	1	1	2	0	3	0	0	0	0	20	105	2	3	
MORE THAN 40 YEARS	14	36	5	42	0	0	1	2	0	0	0	0	0	0	20	80	1	4	
DEPARTMENT TOTAL	1,351	5,298	467	2,901	14	55	98	309	14	51	1	1	23	53	1,968	8,668	14	32	
MORE THAN 10 YEARS	512	1,980	164	1,285	2	18	41	148	9	24	0	0	0	0	728	3,455	13	28	
AVERAGE YEARS	11.0	10.1	10.5	11.9	5.9	10.1	11.7	11.9	13.9	12.6	2.0	3.0	1.0	0.8	10.8	10.8	30.4	25.9	

DEPARTMENT AVERAGE YEARS 10.8

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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	
MILITARY & VETERAN AFFAIRS																			
00 - 05 YEARS	163	161	9	15	0	4	9	4	4	2	0	0	2	0	187	186	1	0	
06 -10 YEARS	77	46	5	1	0	0	2	0	1	1	0	0	0	0	85	48	0	0	
11 -15 YEARS	46	32	0	5	1	0	0	1	0	2	0	0	0	0	47	40	0	0	
16 - 20 YEARS	33	32	3	9	0	0	1	1	0	1	0	0	0	0	37	43	0	0	
21 - 25 YEARS	19	28	1	3	0	0	3	0	0	0	0	0	0	0	23	31	0	0	
26 - 30 YEARS	22	11	1	1	0	0	2	0	0	0	0	0	0	0	25	12	0	0	
31 - 35 YEARS	7	2	0	1	0	1	0	0	0	1	0	0	0	0	7	5	1	0	
36 - 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	0	0	4	1	1	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	371	313	19	35	1	5	17	6	5	7	0	0	2	0	415	366	3	0	
MORE THAN 10 YEARS	131	106	5	19	1	1	6	2	0	4	0	0	0	0	143	132	2	0	
AVERAGE YEARS	9.5	8.7	8.7	11.5	11.0	8.0	10.7	6.5	3.8	12.4	0.0	0.0	1.5	0.0	9.4	9.0	24.0	0.0	

DEPARTMENT AVERAGE YEARS

9.2

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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	
NATURAL RESOURCES																			
00 - 05 YEARS	932	630	27	29	10	5	10	3	4	4	0	0	4	3	987	674	1	2	
06 - 10 YEARS	167	89	4	4	1	0	4	0	1	0	0	0	0	0	177	93	0	0	
11 - 15 YEARS	142	68	1	2	0	0	2	0	0	0	0	0	0	0	145	70	1	0	
16 - 20 YEARS	194	67	0	2	3	0	3	1	2	0	0	0	0	0	202	70	1	1	
21 - 25 YEARS	163	43	1	1	2	1	2	0	2	1	0	0	0	0	170	46	1	0	
26 - 30 YEARS	71	24	0	3	0	0	0	0	0	0	0	0	0	0	71	27	1	0	
31 - 35 YEARS	47	24	5	1	2	1	0	4	0	0	0	0	0	0	54	30	0	2	
36 - 40 YEARS	6	6	0	0	0	0	0	0	0	0	0	0	0	0	6	6	0	0	
MORE THAN 40 YEARS	11	3	0	0	0	0	0	0	0	0	0	0	0	0	11	3	0	0	
DEPARTMENT TOTAL	1,733	954	38	42	18	7	21	8	9	5	0	0	4	3	1,823	1,019	5	5	
MORE THAN 10 YEARS	634	235	7	9	7	2	7	5	4	1	0	0	0	0	659	252	4	3	
AVERAGE YEARS	8.9	6.3	6.6	6.1	9.7	8.7	7.2	18.5	10.1	5.2	0.0	0.0	0.3	0.7	8.8	6.4	16.2	17.2	

DEPARTMENT AVERAGE YEARS

8.0

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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
STATE																		
00 - 05 YEARS	108	372	23	92	0	3	7	22	4	7	0	1	3	2	145	499	0	0
06 - 10 YEARS	54	150	5	42	0	0	3	7	0	2	0	0	1	0	63	201	0	0
11 - 15 YEARS	19	55	2	8	0	0	0	3	0	1	0	0	0	0	21	67	0	0
16 - 20 YEARS	28	112	7	27	0	2	2	6	0	2	0	0	0	0	37	149	1	1
21 - 25 YEARS	16	65	1	19	0	3	1	5	1	2	0	0	0	0	19	94	0	1
26 - 30 YEARS	4	35	1	13	0	0	0	7	1	0	0	0	0	0	6	55	1	4
31 - 35 YEARS	9	21	4	21	0	0	1	1	1	2	0	0	0	0	15	45	1	2
36 - 40 YEARS	0	7	1	4	0	0	0	1	0	0	0	0	0	0	1	12	0	0
MORE THAN 40 YEARS	6	8	2	2	0	2	0	0	0	0	0	0	0	0	8	12	0	0
DEPARTMENT TOTAL	244	825	46	228	0	10	14	52	7	16	0	1	4	2	315	1,134	3	8
MORE THAN 10 YEARS	82	303	18	94	0	7	4	23	3	7	0	0	0	0	107	434	3	8
AVERAGE YEARS	9.9	10.3	11.6	12.4	0.0	19.6	8.7	12.0	13.0	11.9	0.0	1.0	3.3	0.0	10.1	10.8	27.7	27.9

DEPARTMENT AVERAGE YEARS **10.7**

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 21, 2019

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	662	282	55	23	6	1	13	11	6	3	0	0	7	1	749	321	0	0	
06 -10 YEARS	341	131	11	5	3	0	14	4	4	2	0	0	0	0	373	142	0	0	
11 -15 YEARS	146	76	4	3	0	1	7	3	1	0	0	0	0	0	158	83	0	0	
16 - 20 YEARS	255	80	5	6	3	0	4	3	0	0	0	0	0	0	267	89	0	1	
21 - 25 YEARS	422	89	29	6	9	0	9	0	6	0	0	0	0	0	475	95	0	0	
26 - 30 YEARS	130	23	12	1	3	0	4	0	1	0	0	0	0	0	150	24	1	0	
31 - 35 YEARS	41	22	5	4	1	0	1	1	0	0	0	0	0	0	48	27	2	2	
36 - 40 YEARS	3	6	0	1	0	0	0	1	0	0	0	0	0	0	3	8	0	0	
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	
DEPARTMENT TOTAL	2,001	711	121	49	25	2	52	23	18	5	0	0	7	1	2,224	791	3	3	
MORE THAN 10 YEARS	998	298	55	21	16	1	25	8	8	0	0	0	0	0	1,102	328	3	3	
AVERAGE YEARS	12.9	11.0	12.8	11.8	16.7	8.5	12.6	9.9	12.3	5.2	0.0	0.0	1.3	1.0	12.9	11.0	31.0	27.3	

DEPARTMENT AVERAGE YEARS 12.4

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

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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 21, 2019

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, MANAGEMENT & BUDGET																		
00 - 05 YEARS	572	308	30	40	4	0	19	13	51	64	0	0	6	9	682	434	1	0
06 -10 YEARS	355	142	17	18	1	1	6	6	25	34	0	0	1	0	405	201	0	0
11 -15 YEARS	184	86	9	11	0	0	1	1	21	22	0	0	0	0	215	120	0	0
16 - 20 YEARS	188	107	5	6	0	1	2	3	21	9	0	0	0	0	216	126	1	0
21 - 25 YEARS	180	88	14	10	1	1	7	1	9	2	0	0	0	0	211	102	0	2
26 - 30 YEARS	60	43	7	9	1	1	3	4	5	2	0	0	0	0	76	59	1	1
31 - 35 YEARS	29	43	10	12	0	0	1	2	6	2	0	0	0	0	46	59	2	2
36 - 40 YEARS	13	13	2	4	0	0	0	0	0	1	0	0	0	0	15	18	1	0
MORE THAN 40 YEARS	20	20	2	0	0	0	1	3	0	0	0	0	0	0	23	23	1	1
DEPARTMENT TOTAL	1,601	850	96	110	7	4	40	33	138	136	0	0	7	9	1,889	1,142	7	6
MORE THAN 10 YEARS	674	400	49	52	2	3	15	14	62	38	0	0	0	0	802	507	6	6
AVERAGE YEARS	11.3	12.7	14.9	13.8	9.6	18.3	11.8	14.5	10.7	7.9	0.0	0.0	1.9	0.7	11.4	12.2	28.4	30.8

DEPARTMENT AVERAGE YEARS 11.7

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

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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 21, 2019

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	534	243	22	26	15	10	9	10	17	11	0	0	3	3	600	303	0	0
06 -10 YEARS	154	76	8	2	4	0	2	4	1	2	0	0	0	0	169	84	0	0
11 -15 YEARS	261	94	6	11	6	0	5	0	5	2	0	0	0	0	283	107	0	0
16 - 20 YEARS	320	112	13	11	2	1	4	2	6	5	0	0	0	0	345	131	1	1
21 - 25 YEARS	158	62	10	6	6	3	4	0	3	6	0	0	0	0	181	77	0	0
26 - 30 YEARS	134	53	9	5	0	2	2	0	3	1	0	0	0	0	148	61	5	4
31 - 35 YEARS	113	34	9	11	4	0	6	2	2	1	0	0	0	0	134	48	4	4
36 - 40 YEARS	17	7	4	5	0	0	1	0	1	0	0	0	0	0	23	12	0	1
MORE THAN 40 YEARS	10	11	3	3	0	0	1	0	2	0	0	0	0	0	16	14	0	1
DEPARTMENT TOTAL	1,701	692	84	80	37	16	34	18	40	28	0	0	3	3	1,899	837	10	11
MORE THAN 10 YEARS	1,013	373	54	52	18	6	23	4	22	15	0	0	0	0	1,130	450	10	11
AVERAGE YEARS	13.8	12.9	17.5	17.1	11.9	10.3	17.6	7.7	13.9	12.3	0.0	0.0	0.3	0.3	14.0	13.1	29.6	31.5

DEPARTMENT AVERAGE YEARS 13.7

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

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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 21, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
TREASURY																			
00 - 05 YEARS	183	253	21	66	1	2	6	17	7	10	0	0	8	6	226	354	0	0	
06 - 10 YEARS	115	153	15	38	1	0	2	9	2	3	0	0	1	2	136	205	0	0	
11 - 15 YEARS	57	129	12	20	0	3	0	5	1	4	0	0	0	0	70	161	0	0	
16 - 20 YEARS	73	104	8	29	1	0	1	3	4	4	0	0	0	0	87	140	0	0	
21 - 25 YEARS	31	54	4	13	0	2	2	1	1	0	0	0	0	0	38	70	0	0	
26 - 30 YEARS	18	21	1	12	0	1	0	4	1	0	0	0	0	0	20	38	1	2	
31 - 35 YEARS	20	32	11	14	0	0	1	6	1	0	0	0	0	0	33	52	1	2	
36 - 40 YEARS	2	14	1	4	0	0	2	2	0	0	0	0	0	0	5	20	1	0	
MORE THAN 40 YEARS	4	9	1	3	0	0	2	0	0	0	0	0	0	0	7	12	1	0	
DEPARTMENT TOTAL	503	769	74	199	3	8	16	47	17	21	0	0	9	8	622	1,052	4	4	
MORE THAN 10 YEARS	205	363	38	95	1	6	8	21	8	8	0	0	0	0	260	493	4	4	
AVERAGE YEARS	10.9	11.8	13.8	13.1	9.0	15.0	18.0	13.9	11.4	8.2	0.0	0.0	1.7	2.3	11.3	12.0	35.3	29.8	

DEPARTMENT AVERAGE YEARS 11.8

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

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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 21, 2019

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	6,875	7,122	902	1,964	121	83	223	304	146	192	3	3	89	145	8,359	9,813	7	4
06 -10 YEARS	2,869	3,650	417	1,297	34	29	93	140	51	80	0	0	3	3	3,467	5,199	1	7
11 -15 YEARS	2,066	2,313	281	769	40	20	71	96	47	59	0	0	0	1	2,505	3,258	6	4
16 - 20 YEARS	2,798	2,353	294	899	35	23	72	108	53	49	0	0	0	0	3,252	3,432	9	11
21 - 25 YEARS	2,662	1,513	273	598	58	30	82	67	33	33	0	0	0	0	3,108	2,241	8	15
26 - 30 YEARS	1,026	738	111	267	13	12	28	54	20	18	0	0	0	0	1,198	1,089	27	41
31 - 35 YEARS	574	472	120	236	18	7	29	42	22	10	0	0	0	0	763	767	24	28
36 - 40 YEARS	110	184	27	103	0	1	7	11	2	4	0	0	0	0	146	303	11	11
MORE THAN 40 YEARS	110	157	23	72	1	4	6	6	3	0	0	0	0	0	143	239	11	13
STATEWIDE TOTAL	19,090	18,502	2,448	6,205	320	209	611	828	377	445	3	3	92	149	22,941	26,341	104	134
MORE THAN 10 YEARS	9,346	7,730	1,129	2,944	165	97	295	384	180	173	0	0	1	1	11,115	11,329	96	123
AVERAGE YEARS	12.2	10.8	12.1	12.3	12.4	12.1	12.4	12.2	11.9	10.1	2.7	1.7	1.2	1.0	12.1	11.1	27.9	27.8

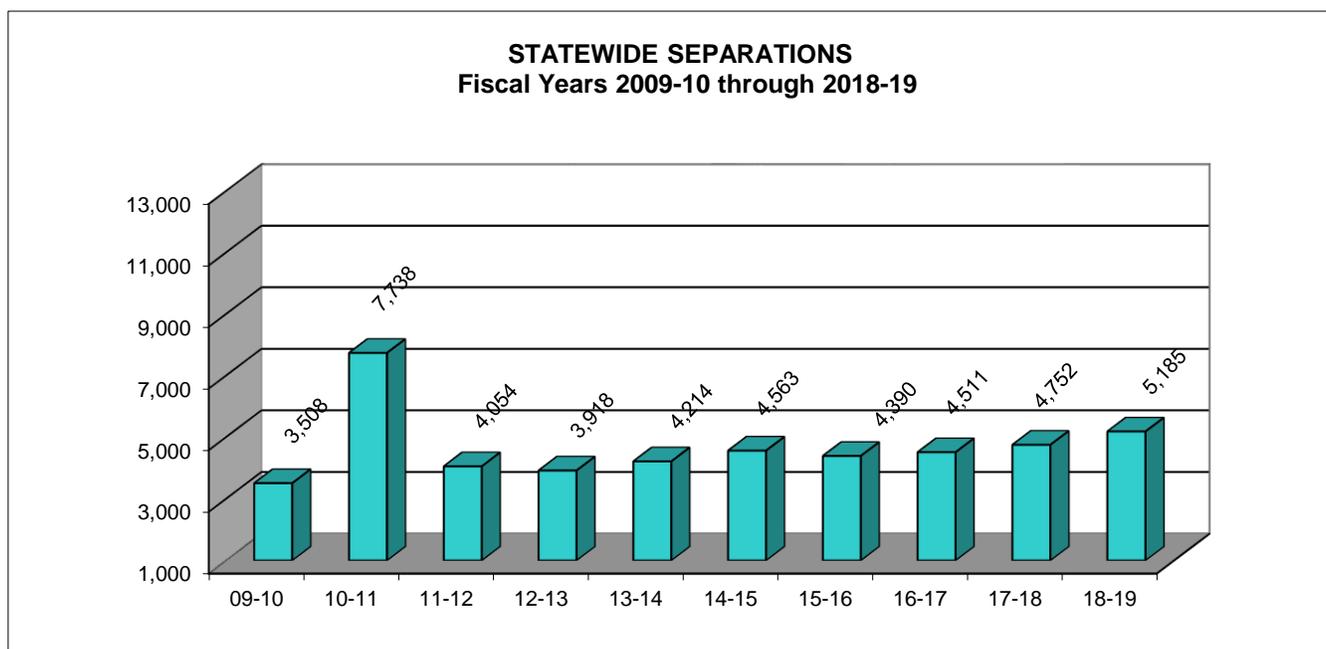
STATEWIDE AVERAGE YEARS **11.6**

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

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**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2018-19**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	52	1.0%
Dismissal	293	5.6%
Expired Appointment	439	8.5%
Total Involuntary Separations	784	15.1%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	2,218	42.8%
Layoff/Leave of Absence Rights Expired	184	3.5%
Waived Rights Leave of Absence	239	4.6%
Settlement	1	0.1%
Total Voluntary Separations	2,642	51.0%
<i>RETIREMENT</i>		
Retirement	1,641	31.6%
Disability Retirement	67	1.3%
Deferred Retirement	51	1.0%
Total Retirements	1,759	33.9%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	5,185	100.0%



Comments: Starting in FY 2011-12, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 90.1% of all noncareer appointments at the end of FY 2018-19.

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

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

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
September 23, 2018 Through September 21, 2019

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON CAREER CAREER		RETURNS FROM WAIVED RIGHTS		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES	APPOINTMENTS	SEPARATIONS	LAYOFFS	LAYOFFS	LAYOFFS	LAYOFFS	SEPARATIONS	TOTAL
AGRICULTURE & RURAL DEVELOPMENT	22	9	0	0	31	40	0	0	0	0	40	-9
ATTORNEY GENERAL	52	0	0	0	52	42	0	0	1	0	43	9
AUDITOR GENERAL	11	7	0	0	18	11	0	0	0	0	11	7
CIVIL RIGHTS	2	3	0	0	5	6	0	0	0	0	6	-1
CIVIL SERVICE COMMISSION	31	11	0	0	42	48	0	1	0	0	49	-7
CORRECTIONS	1,206	25	25	0	1,256	1,234	0	61	13	0	1,308	-52
EDUCATION	40	1	0	0	41	54	0	0	0	0	54	-13
ENVIRONMENT, GREAT LAKES & ENERGY	87	9	0	0	96	79	0	0	1	0	80	16
EXECUTIVE OFFICE	63	2	0	0	65	36	0	0	0	0	36	29
INSURANCE AND FINANCIAL SERV	24	6	0	0	30	24	0	0	0	0	24	6
LABOR & ECONOMIC OPPORTUNITY	95	12	2	0	109	114	7	0	3	0	124	-15
LICENSING AND REGULATORY AFFAIRS	143	34	0	1	178	176	0	1	1	0	178	0
MDHHS - COMMUNITY HEALTH	434	20	1	1	456	374	0	1	5	0	380	76
MDHHS - HUMAN SERVICES	1,067	5	36	2	1,110	902	10	0	20	1	933	177
MILITARY & VETERAN AFFAIRS	99	9	18	0	126	116	15	0	0	0	131	-5
NATURAL RESOURCES	76	1,737	236	0	2,049	1,691	243	0	0	0	1,934	115
STATE	76	105	1	0	182	261	0	2	2	0	265	-83
STATE POLICE	289	10	1	0	300	272	0	0	1	0	273	27
STRATEGIC FUND	1	0	0	0	1	0	0	0	0	0	0	1
TECHNOLOGY, MANAGEMENT & BUDGET	160	48	1	1	210	225	0	0	0	0	225	-15
TRANSPORTATION	273	320	14	1	608	585	14	0	3	0	602	6
TREASURY	103	39	1	0	143	124	0	0	1	0	125	18
STATEWIDE TOTALS:	4,354	2,412	336	6	7,108	6,414	289	66	51	1	6,821	287

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

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STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2019

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%
1986-87	61,386	3,272	5.3%

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2019

Year	Average Classified Employment	Total Separations	Turnover Rate
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%
2018-19	47,324	5,185	11.0%

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 21, 2019, these positions represent 90.1% 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 2014-15 Through 2018-19

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2014-15	405	29	7.2%
2015-16	412	22	5.3%
2016-17	439	35	8.0%
2017-18	458	39	8.5%
2018-19	463	30	6.5%
Attorney General			
2014-15	482	43	8.9%
2015-16	477	31	6.5%
2016-17	491	29	5.9%
2017-18	498	44	8.8%
2018-19	501	46	9.2%
Auditor General			
2014-15	137	10	7.3%
2015-16	150	11	7.3%
2016-17	149	15	10.1%
2017-18	143	9	6.3%
2018-19	153	6	3.9%
Civil Rights			
2014-15	94	9	9.6%
2015-16	92	10	10.9%
2016-17	84	11	13.0%
2017-18	86	7	8.2%
2018-19	88	4	4.5%
Civil Service Commission			
2014-15	414	30	7.3%
2015-16	416	30	7.2%
2016-17	417	32	7.7%
2017-18	432	26	6.0%
2018-19	433	43	9.9%
Corrections			
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%
2018-19	11,944	1,449	12.1%
Education			
2014-15	515	32	6.2%
2015-16	507	43	8.5%
2016-17	504	47	9.3%
2017-18	505	44	8.7%
2018-19	503	55	10.9%
Environment, Great Lakes & Energy ²			
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%
2018-19	1,151	88	7.6%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
 Fiscal Years 2014-15 Through 2018-19

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Executive Office			
2014-15	60	11	18.4%
2015-16	56	11	19.6%
2016-17	60	11	18.4%
2017-18	57	15	26.5%
2018-19	59	36	60.7%
Insurance and Financial Services			
2014-15	305	17	5.6%
2015-16	302	24	7.9%
2016-17	296	18	6.1%
2017-18	300	27	9.0%
2018-19	302	23	7.6%
Labor & Economic Opportunity ¹			
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%
2018-19	1,181	132	11.2%
Licensing & Regulatory Affairs			
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%
2018-19	1,991	160	8.0%
MDHHS-Community Health			
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%
2018-19	3,413	407	11.9%
MDHHS-Human Services			
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%
2018-19	11,056	1,049	9.5%
Military and Veterans Affairs			
2014-15	757	143	18.9%
2015-16	750	125	16.7%
2016-17	745	117	15.7%
2017-18	765	149	19.5%
2018-19	772	122	15.8%
Natural Resources			
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%
2018-19	1,757	346	19.7%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2014-15 Through 2018-19

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
State			
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%
2018-19	1,371	162	11.8%
State Police			
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%
2018-19	3,027	278	9.2%
Technology, Management and Budget			
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%
2018-19	2,973	227	7.6%
Transportation			
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%
2018-19	2,583	411	15.9%
Treasury			
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%
2018-19	1,603	111	6.9%
Statewide Total			
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%
2018-19	47,324	5,185	11.0%

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. In FY 2018-19, the Department of Talent and Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

2 In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019.

Comment: 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 21, 2019, these positions represent 90.1% of all noncareer appointments at the end of FY 2018-19. 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.

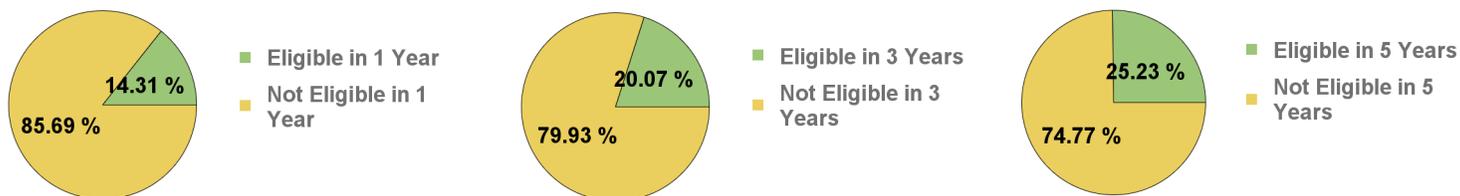
**STATE OF MICHIGAN
PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE
OVER THE NEXT ONE-, THREE-, AND FIVE-YEAR PERIODS**

As of September 21, 2019

DEPARTMENT	Retirement Projections		
	1 Year (2020)	3 Year (2022)	5 Year (2024)
AGRICULTURE AND RURAL DVLPMNT	20.1 %	25.4 %	29.9 %
ATTORNEY GENERAL	12.9 %	20.1 %	25.1 %
AUDITOR GENERAL	13.9 %	17.1 %	19.0 %
CIVIL RIGHTS	18.5 %	21.7 %	23.9 %
CIVIL SERVICE COMMISSION	15.8 %	21.9 %	28.0 %
CORRECTIONS	12.7 %	19.8 %	24.9 %
EDUCATION	16.5 %	22.8 %	28.9 %
ENVIRON GREAT LAKES AND ENERGY	21.2 %	26.9 %	32.0 %
INSURANCE AND FINANCIAL SERV	13.9 %	18.1 %	23.5 %
LABOR & ECONOMIC OPPORTUNITY	21.1 %	26.5 %	32.9 %
LICENSING & REGULATORY AFFAIRS	16.2 %	21.8 %	26.6 %
MDHHS - COMMUNITY HEALTH	15.3 %	21.0 %	26.0 %
MDHHS - HUMAN SERVICES	10.5 %	14.7 %	18.5 %
MILITARY & VETERAN AFFAIRS	12.1 %	19.8 %	26.0 %
NATURAL RESOURCES	14.4 %	19.4 %	22.8 %
STATE	15.3 %	21.0 %	26.3 %
STATE POLICE	15.5 %	21.3 %	29.1 %
TALENT AND ECONOMIC DEVELOPMENT	50.0 %	50.0 %	50.0 %
TECHNOLOGY, MANAGEMENT & BUDGET	16.9 %	22.3 %	28.9 %
TRANSPORTATION	18.6 %	24.8 %	31.7 %
TREASURY	17.6 %	24.4 %	29.9 %
	0.0 %	0.0 %	0.0 %
STATEWIDE	14.3 %	20.1 %	25.2 %

**STATE OF MICHIGAN
EMPLOYEES ELIGIBLE TO RETIRE IN ONE-, THREE-, AND FIVE-YEAR PERIODS**

As of September 21, 2019



Comment: This report reflects employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, 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 21, 2019

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	853	42 %	872	43 %	74	4 %	128	6 %	6	0 %	5	0 %	20	1 %	19	1 %	24	1 %	22	1 %	0	0 %	0	0 %	0	0 %	2	0 %	977	1,048
02 Professional	6,697	32 %	9,006	44 %	832	4 %	2,839	14 %	49	0 %	68	0 %	178	1 %	311	2 %	249	1 %	327	2 %	1	0 %	1	0 %	38	0 %	61	0 %	8,044	12,612
03 Technician	1,401	55 %	735	29 %	95	4 %	135	5 %	17	1 %	4	0 %	39	2 %	24	1 %	37	1 %	24	1 %	1	0 %	1	0 %	8	0 %	15	1 %	1,598	938
04 Protective Service	6,244	70 %	927	10 %	787	9 %	445	5 %	174	2 %	38	0 %	209	2 %	50	1 %	37	0 %	5	0 %	0	0 %	0	0 %	21	0 %	8	0 %	7,472	1,473
05 Para-Professionals	1,047	14 %	3,381	47 %	420	6 %	1,857	26 %	12	0 %	44	1 %	97	1 %	254	4 %	19	0 %	41	1 %	1	0 %	1	0 %	13	0 %	36	0 %	1,609	5,615
06 Admin Support	300	7 %	2,782	68 %	76	2 %	685	17 %	3	0 %	39	1 %	17	0 %	156	4 %	6	0 %	21	1 %	0	0 %	0	0 %	4	0 %	22	1 %	406	3,705
07 Skilled Craft	1,366	88 %	62	4 %	53	3 %	6	0 %	29	2 %	0	0 %	24	2 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	5	0 %	0	0 %	1,478	69
08 Service/Maintenance	1,182	53 %	737	33 %	111	5 %	110	5 %	30	1 %	11	0 %	27	1 %	13	1 %	4	0 %	5	0 %	0	0 %	0	0 %	3	0 %	5	0 %	1,357	881
Statewide Total by Category:	19,090	39 %	18,502	38 %	2,448	5 %	6,205	13 %	320	1 %	209	0 %	611	1 %	828	2 %	377	1 %	445	1 %	3	0 %	3	0 %	92	0 %	149	0 %	22,941	26,341

State Employees Grand Total: 49,282

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

Source: Michigan Civil Service Commission HWF60

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	14	74 %	5	26 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	5												
02 Professional	157	47 %	148	44 %	4	1 %	12	4 %	1	0 %	0	0 %	3	1 %	3	1 %	2	1 %	4	1 %	0	0 %	0	0 %	0	0 %	0	0 %	167	168
03 Technician	24	55 %	16	36 %	1	2 %	0	0 %	0	0 %	0	0 %	1	2 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	26	18
05 Para-Professionals	3	10 %	25	81 %	1	3 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	27
06 Admin Support	0	0 %	27	87 %	0	0 %	2	6 %	0	0 %	0	0 %	0	0 %	2	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	31
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
08 Service/Maintenance	8	80 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	2
Department Totals by Category:	207	44 %	223	47 %	6	1 %	15	3 %	1	0 %	1	0 %	4	1 %	7	1 %	2	0 %	4	1 %	0	0 %	0	0 %	0	0 %	1	0 %	220	251

Department Total: 471

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	49	60 %	29	36 %	1	1 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	50	31											
02 Professional	121	48 %	99	39 %	7	3 %	13	5 %	0	0 %	0	0 %	2	1 %	2	1 %	132	120											
04 Protective Service	22	59 %	9	24 %	4	11 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	26	11											
05 Para-Professionals	2	8 %	18	72 %	1	4 %	2	8 %	0	0 %	0	0 %	0	0 %	2	8 %	3	22											
06 Admin Support	1	1 %	93	82 %	0	0 %	15	13 %	0	0 %	0	0 %	0	0 %	3	3 %	1	112											
08 Service/Maintenance	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1											
Department Totals by Category:	195	38 %	249	49 %	13	3 %	34	7 %	0	0 %	0	0 %	2	0 %	7	1 %	2	5	1 %	0	0 %	212	297						

Department Total: 509

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	11	44 %	14	56 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	14
02 Professional	58	46 %	58	46 %	5	4 %	0	0 %	2	2 %	1	1 %	0	0 %	0	0 %	65	60
03 Technician	1	17 %	5	83 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	5
05 Para-Professionals	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
06 Admin Support	0	0 %	3	75 %	0	0 %	1	25 %	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:	71	44 %	81	50 %	5	3 %	1	1 %	2	1 %	1	1 %	0	0 %	0	0 %	78	84

Department Total: 162

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

Pay End Date: September 21, 2019

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	20 %	3	30 %	1	10 %	3	30 %	0	0 %	0	0 %	0	0 %	0	0 %	3	7		
02 Professional	7	12 %	16	27 %	10	17 %	18	31 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	18	41
03 Technician	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	0	1
05 Para-Professionals	0	0 %	0	0 %	1	13 %	7	88 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7
06 Admin Support	0	0 %	1	10 %	0	0 %	8	80 %	0	0 %	0	0 %	0	0 %	0	0 %	1	10 %	0	10
Department Totals by Category:	9	10 %	20	23 %	12	14 %	36	41 %	0	0 %	1	1 %	0	0 %	0	0 %	1	1 %	22	66

Department Total: 88

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	11	20 %	39	70 %	1	2 %	4	7 %	0	0 %	1	2 %	0	0 %	0	0 %	12	44		
02 Professional	35	15 %	141	61 %	7	3 %	29	13 %	0	0 %	3	1 %	2	1 %	8	3 %	46	184		
03 Technician	0	0 %	11	79 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	1	7 %	0	14		
05 Para-Professionals	6	8 %	51	66 %	2	3 %	11	14 %	0	0 %	0	0 %	0	0 %	3	4 %	9	68		
06 Admin Support	3	4 %	53	67 %	1	1 %	15	19 %	0	0 %	2	3 %	0	0 %	4	5 %	4	75		
08 Service/Maintenance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	0	1		
Department Totals by Category:	55	12 %	295	65 %	11	2 %	60	13 %	0	0 %	7	2 %	2	0 %	16	4 %	0	0 %	71	386

Department Total: 457

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	72	52 %	37	27 %	12	9 %	11	8 %	2	1 %	1	1 %	2	1 %	0	0 %	89	50
02 Professional	1,174	38 %	1,167	37 %	226	7 %	411	13 %	21	1 %	10	0 %	24	1 %	45	1 %	1,462	1,652
03 Technician	55	22 %	155	62 %	5	2 %	25	10 %	1	0 %	3	1 %	1	0 %	1	0 %	63	187
04 Protective Service	4,267	67 %	640	10 %	618	10 %	379	6 %	147	2 %	28	0 %	158	2 %	42	1 %	5,227	1,098
05 Para-Professionals	90	19 %	290	61 %	20	4 %	52	11 %	1	0 %	4	1 %	6	1 %	11	2 %	119	359
06 Admin Support	30	5 %	465	70 %	6	1 %	124	19 %	1	0 %	10	2 %	1	0 %	15	2 %	38	622
07 Skilled Craft	348	91 %	10	3 %	9	2 %	0	0 %	6	2 %	0	0 %	7	2 %	0	0 %	371	10
08 Service/Maintenance	356	55 %	162	25 %	49	8 %	40	6 %	15	2 %	2	0 %	9	1 %	5	1 %	432	212
Department Totals by Category:	6,392	53 %	2,926	24 %	945	8 %	1,042	9 %	194	2 %	58	0 %	208	2 %	119	1 %	7,801	4,190

Department Total: 11,991

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	15	38 %	18	46 %	1	3 %	4	10 %	0	0 %	0	0 %	1	3 %	0	0 %	17	22
02 Professional	92	25 %	214	59 %	6	2 %	36	10 %	0	0 %	0	0 %	1	0 %	6	2 %	101	264
03 Technician	2	13 %	9	56 %	0	0 %	2	13 %	0	0 %	0	0 %	0	0 %	2	13 %	2	14
05 Para-Professionals	10	24 %	22	54 %	2	5 %	5	12 %	0	0 %	0	0 %	1	2 %	1	2 %	13	28
06 Admin Support	0	0 %	43	88 %	1	2 %	1	2 %	0	0 %	0	0 %	1	2 %	2	4 %	2	47
08 Service/Maintenance	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1
Department Totals by Category:	120	23 %	307	60 %	10	2 %	48	9 %	0	0 %	0	0 %	4	1 %	9	2 %	136	376

Department Total: 512

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**

ENVIRONMENT, GREAT LAKES AND ENERGY

Pay End Date: September 21, 2019

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	52 %	27	42 %	1	2 %	0	0 %	0	0 %	1	2 %	1	2 %	0	0 %	37	28
02 Professional	480	52 %	365	40 %	10	1 %	10	1 %	1	0 %	4	0 %	7	1 %	6	1 %	15	401
03 Technician	31	48 %	26	40 %	3	5 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2 %	0	31
04 Protective Service	8	80 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	2
05 Para-Professionals	2	11 %	16	84 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	17
06 Admin Support	2	2 %	98	84 %	0	0 %	11	9 %	0	0 %	0	0 %	1	1 %	2	2 %	0	114
07 Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0
Department Totals by Category:	558	47 %	534	45 %	14	1 %	22	2 %	1	0 %	4	0 %	9	1 %	10	1 %	16	593

Department Total: 1,192

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	3	25 %	7	58 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	3	9
02 Professional	11	31 %	16	44 %	2	6 %	4	11 %	0	0 %	2	6 %	0	0 %	1	3 %	0	23
03 Technician	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1
05 Para-Professionals	4	18 %	9	41 %	2	9 %	4	18 %	0	0 %	3	14 %	0	0 %	0	0 %	6	16
06 Admin Support	1	33 %	1	33 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
Department Totals by Category:	20	27 %	34	45 %	4	5 %	10	13 %	0	0 %	5	7 %	0	0 %	0	0 %	24	51

Department Total: 75

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**

Pay End Date: September 21, 2019

INSURANCE AND FINANCIAL SERV

EEO Category:	White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01 Official/Administrator	4	16 %	19	76 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	4	21												
02 Professional	94	39 %	106	44 %	7	3 %	19	8 %	0	0 %	1	0 %	6	2 %	2	1 %	110	131												
03 Technician	3	38 %	5	63 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	5												
05 Para-Professionals	1	7 %	11	73 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	1	7 %	2	13												
06 Admin Support	2	7 %	17	63 %	2	7 %	2	7 %	0	0 %	0	0 %	0	0 %	3	11 %	4	23												
Department Totals by Category:	104	33 %	158	50 %	9	3 %	23	7 %	0	0 %	1	0 %	6	2 %	6	2 %	2	1 %	4	1 %	0	0 %	0	0 %	2	1 %	1	0 %	123	193

Department Total: 316

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**

Pay End Date: September 21, 2019

LABOR & ECONOMIC OPPORTUNITY

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	40	29 %	59	43 %	8	6 %	20	15 %	2	1 %	0	0 %	4	3 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	55	81		
02 Professional	351	28 %	509	41 %	61	5 %	251	20 %	5	0 %	5	0 %	18	1 %	14	1 %	6	0 %	14	1 %	1	0 %	0	0 %	0	0 %	0	0 %	442	796		
03 Technician	12	24 %	21	43 %	1	2 %	4	8 %	1	2 %	0	0 %	1	2 %	3	6 %	1	2 %	3	6 %	0	0 %	0	0 %	0	0 %	1	2 %	1	2 %	17	32
04 Protective Service	2	40 %	0	0 %	2	40 %	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0		
05 Para-Professionals	71	13 %	183	34 %	48	9 %	181	34 %	1	0 %	1	0 %	10	2 %	28	5 %	4	1 %	4	1 %	0	0 %	0	0 %	0	0 %	1	0 %	4	1 %	135	401
06 Admin Support	10	5 %	144	65 %	5	2 %	53	24 %	0	0 %	2	1 %	1	0 %	7	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	16	206		
07 Skilled Craft	11	69 %	0	0 %	3	19 %	0	0 %	0	0 %	0	0 %	2	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	16	0		
08 Service/Maintenance	7	35 %	9	45 %	3	15 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	10		
Department Totals by Category:	504	23 %	925	42 %	131	6 %	510	23 %	10	0 %	8	0 %	36	2 %	53	2 %	12	1 %	22	1 %	1	0 %	0	0 %	2	0 %	8	0 %	696	1,526		

Department Total: 2,222

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**

Pay End Date: September 21, 2019

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	52	34 %	80	52 %	3	2 %	13	8 %	0	0 %	0	0 %	0	0 %	56	99
02 Professional	307	33 %	436	46 %	28	3 %	111	12 %	1	0 %	6	1 %	10	1 %	16	2 %
03 Technician	126	76 %	24	14 %	6	4 %	3	2 %	1	1 %	0	0 %	1	1 %	0	0 %
05 Para-Professionals	23	13 %	121	69 %	4	2 %	15	9 %	1	1 %	0	0 %	1	1 %	4	2 %
06 Admin Support	16	10 %	125	75 %	0	0 %	16	10 %	0	0 %	1	1 %	0	0 %	2	1 %
07 Skilled Craft	3	50 %	0	0 %	0	0 %	2	33 %	0	0 %	0	0 %	1	17 %	0	0 %
08 Service/Maintenance	4	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Department Totals by Category:	531	33 %	786	49 %	41	3 %	160	10 %	3	0 %	7	0 %	13	1 %	30	2 %

Department Total: 1,612

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	62	25 %	156	63 %	9	4 %	9	4 %	0	0 %	1	0 %	1	0 %	6	2 %	3	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	78	171
02 Professional	325	22 %	765	52 %	52	4 %	209	14 %	1	0 %	7	0 %	6	0 %	22	1 %	25	2 %	51	3 %	0	0 %	0	0 %	2	0 %	4	0 %	411	1,058
03 Technician	25	18 %	50	36 %	7	5 %	46	33 %	1	1 %	0	0 %	0	0 %	2	1 %	2	1 %	4	3 %	1	1 %	0	0 %	0	0 %	1	1 %	36	103
04 Protective Service	115	38 %	41	14 %	77	26 %	48	16 %	3	1 %	1	0 %	6	2 %	5	2 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	203	97
05 Para-Professionals	194	22 %	290	33 %	127	14 %	225	25 %	1	0 %	3	0 %	17	2 %	14	2 %	3	0 %	6	1 %	0	0 %	0	0 %	3	0 %	3	0 %	345	541
06 Admin Support	15	6 %	195	74 %	3	1 %	30	11 %	0	0 %	2	1 %	0	0 %	17	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	18	244
07 Skilled Craft	44	85 %	0	0 %	7	13 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	52	0
08 Service/Maintenance	39	25 %	55	36 %	20	13 %	33	21 %	0	0 %	0	0 %	2	1 %	2	1 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	1	1 %	61	93
Department Totals by Category:	819	23 %	1,552	44 %	302	9 %	600	17 %	6	0 %	14	0 %	33	1 %	63	2 %	38	1 %	66	2 %	1	0 %	0	0 %	5	0 %	12	0 %	1,204	2,307

Department Total: 3,511

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	51	24 %	103	49 %	12	6 %	37	18 %	0	0 %	0	0 %	1	0 %	3	1 %	1	0 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	65	145
02 Professional	864	14 %	3,137	52 %	243	4 %	1,478	25 %	8	0 %	23	0 %	48	1 %	116	2 %	7	0 %	31	1 %	0	0 %	0	0 %	16	0 %	32	1 %	1,186	4,817		
03 Technician	11	41 %	10	37 %	0	0 %	4	15 %	0	0 %	0	0 %	1	4 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	15		
04 Protective Service	0	0 %	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	1		
05 Para-Professionals	338	10 %	1,416	43 %	168	5 %	1,110	34 %	6	0 %	22	1 %	40	1 %	133	4 %	5	0 %	12	0 %	1	0 %	1	0 %	6	0 %	19	1 %	564	2,713		
06 Admin Support	66	6 %	630	58 %	38	3 %	272	25 %	0	0 %	10	1 %	7	1 %	56	5 %	1	0 %	6	1 %	0	0 %	0	0 %	1	0 %	2	0 %	113	976		
07 Skilled Craft	13	87 %	0	0 %	2	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	15	0		
08 Service/Maintenance	8	57 %	1	7 %	4	29 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	1		
Department Totals by Category:	1,351	13 %	5,298	50 %	467	4 %	2,901	27 %	14	0 %	55	1 %	98	1 %	309	3 %	14	0 %	51	0 %	1	0 %	1	0 %	23	0 %	53	0 %	1,968	8,668		

Department Total: 10,636

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	12	43 %	13	46 %	0	0 %	0	0 %	0	0 %	1	4 %	1	4 %	0	0 %	0	0 %	13	15										
02 Professional	53	32 %	95	57 %	2	1 %	7	4 %	0	0 %	1	1 %	2	1 %	0	0 %	0	0 %	59	107										
03 Technician	26	27 %	51	52 %	3	3 %	11	11 %	0	0 %	0	0 %	4	4 %	1	1 %	1	1 %	34	64										
04 Protective Service	31	97 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	32	0										
05 Para-Professionals	63	35 %	87	49 %	7	4 %	6	3 %	0	0 %	4	2 %	6	3 %	2	1 %	1	1 %	77	101										
06 Admin Support	2	6 %	29	81 %	1	3 %	3	8 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	3	33										
07 Skilled Craft	121	93 %	2	2 %	2	2 %	0	0 %	1	1 %	0	0 %	3	2 %	0	0 %	0	0 %	128	2										
08 Service/Maintenance	63	56 %	36	32 %	4	4 %	8	7 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	69	44										
Department Totals by Category:	371	48 %	313	40 %	19	2 %	35	4 %	1	0 %	5	1 %	17	2 %	6	1 %	5	1 %	7	1 %	0	0 %	0	0 %	2	0 %	0	0 %	415	366

Department Total: 781

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	45	64 %	24	34 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	46	24												
02 Professional	320	59 %	195	36 %	4	1 %	5	1 %	2	0 %	2	0 %	1	0 %	3	1 %	4	1 %	2	0 %	0	0 %	0	0 %	1	0 %	0	0 %	332	207
03 Technician	177	70 %	65	26 %	6	2 %	1	0 %	1	0 %	0	0 %	2	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0 %	187	67
04 Protective Service	522	83 %	86	14 %	5	1 %	2	0 %	4	1 %	0	0 %	7	1 %	0	0 %	3	0 %	0	0 %	0	0 %	0	0 %	1	0 %	0	0 %	542	88
05 Para-Professionals	14	27 %	36	69 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	38
06 Admin Support	12	8 %	119	80 %	1	1 %	11	7 %	0	0 %	1	1 %	0	0 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	1	1 %	13	135
07 Skilled Craft	119	76 %	33	21 %	0	0 %	0	0 %	2	1 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	123	33
08 Service/Maintenance	524	53 %	396	40 %	22	2 %	21	2 %	9	1 %	4	0 %	8	1 %	3	0 %	1	0 %	2	0 %	0	0 %	0	0 %	2	0 %	1	0 %	566	427
Department Totals by Category:	1,733	61 %	954	34 %	38	1 %	42	1 %	18	1 %	7	0 %	21	1 %	8	0 %	9	0 %	5	0 %	0	0 %	0	0 %	4	0 %	3	0 %	1,823	1,019

Department Total: 2,842

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	40 %	16	34 %	3	6 %	3	6 %	0	0 %	0	0 %	1	2 %	3	6 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	23	24
02 Professional	82	37 %	95	43 %	11	5 %	22	10 %	0	0 %	1	0 %	3	1 %	3	1 %	2	1 %	2	1 %	0	0 %	0	0 %	1	0 %	0	0 %	99	123
03 Technician	13	20 %	34	52 %	2	3 %	9	14 %	0	0 %	0	0 %	0	0 %	4	6 %	1	2 %	1	2 %	0	0 %	0	0 %	1	2 %	0	0 %	17	48
05 Para-Professionals	80	9 %	528	61 %	22	3 %	167	19 %	0	0 %	6	1 %	10	1 %	37	4 %	3	0 %	9	1 %	0	0 %	1	0 %	1	0 %	2	0 %	116	750
06 Admin Support	35	17 %	127	63 %	7	3 %	23	11 %	0	0 %	3	1 %	0	0 %	4	2 %	1	0 %	2	1 %	0	0 %	0	0 %	1	0 %	0	0 %	44	159
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 %	10	3
08 Service/Maintenance	5	15 %	22	67 %	1	3 %	4	12 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	27
Department Totals by Category:	244	17 %	825	57 %	46	3 %	228	16 %	0	0 %	10	1 %	14	1 %	52	4 %	7	0 %	16	1 %	0	0 %	1	0 %	4	0 %	2	0 %	315	1,134

Department Total: 1,449

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	40	68 %	16	27 %	3	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	43	16												
02 Professional	283	46 %	283	46 %	15	2 %	12	2 %	2	0 %	0	0 %	3	0 %	10	2 %	3	0 %	2	0 %	0	0 %	0	0 %	0	0 %	0	0 %	306	308
03 Technician	348	73 %	75	16 %	21	4 %	9	2 %	6	1 %	0	0 %	12	3 %	3	1 %	3	1 %	1	0 %	0	0 %	0	0 %	1	0 %	0	0 %	391	88
04 Protective Service	1,260	81 %	122	8 %	79	5 %	12	1 %	17	1 %	1	0 %	37	2 %	3	0 %	9	1 %	2	0 %	0	0 %	0	0 %	6	0 %	0	0 %	1,408	140
05 Para-Professionals	20	22 %	56	62 %	3	3 %	8	9 %	0	0 %	0	0 %	0	0 %	4	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	23	68
06 Admin Support	38	18 %	155	75 %	0	0 %	8	4 %	0	0 %	1	0 %	0	0 %	2	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	40	166
07 Skilled Craft	9	90 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	0
08 Service/Maintenance	3	38 %	4	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	5
Department Totals by Category:	2,001	66 %	711	24 %	121	4 %	49	2 %	25	1 %	2	0 %	52	2 %	23	1 %	18	1 %	5	0 %	0	0 %	0	0 %	7	0 %	1	0 %	2,224	791

Department Total: 3,015

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY

TECHNOLOGY, MANAGEMENT & BUDGET

Pay End Date: September 21, 2019

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	160	53 %	109	36 %	7	2 %	7	2 %	1	0 %	1	0 %	3	1 %	0	0 %	10	3 %	5	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	181	123
02 Professional	967	51 %	522	27 %	58	3 %	63	3 %	3	0 %	1	0 %	22	1 %	17	1 %	116	6 %	126	7 %	0	0 %	0	0 %	4	0 %	3	0 %	1,170	732		
03 Technician	178	62 %	57	20 %	12	4 %	10	3 %	2	1 %	0	0 %	5	2 %	2	1 %	11	4 %	4	1 %	0	0 %	0	0 %	2	1 %	3	1 %	210	76		
05 Para-Professionals	37	25 %	76	52 %	5	3 %	20	14 %	0	0 %	1	1 %	2	1 %	4	3 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	1	1 %	44	103		
06 Admin Support	5	5 %	76	76 %	1	1 %	7	7 %	0	0 %	1	1 %	0	0 %	9	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	6	94		
07 Skilled Craft	164	91 %	4	2 %	6	3 %	1	1 %	1	1 %	0	0 %	3	2 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	175	6		
08 Service/Maintenance	90	81 %	6	5 %	7	6 %	2	2 %	0	0 %	0	0 %	5	5 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	103	8		
Department Totals by Category:	1,601	53 %	850	28 %	96	3 %	110	4 %	7	0 %	4	0 %	40	1 %	33	1 %	138	5 %	136	4 %	0	0 %	0	0 %	7	0 %	9	0 %	1,889	1,142		

Department Total: 3,031

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	69	58 %	35	29 %	4	3 %	5	4 %	1	1 %	0	0 %	1	1 %	0	0 %	76	44												
02 Professional	605	58 %	308	30 %	21	2 %	33	3 %	3	0 %	0	0 %	16	2 %	11	1 %	24	2 %	20	2 %	0	0 %	0	0 %	0	0 %	0	0 %	669	373
03 Technician	352	69 %	88	17 %	26	5 %	7	1 %	4	1 %	0	0 %	11	2 %	3	1 %	15	3 %	2	0 %	0	0 %	0	0 %	1	0 %	1	0 %	409	101
04 Protective Service	17	30 %	26	46 %	2	4 %	2	4 %	2	4 %	8	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	21	36
05 Para-Professionals	63	44 %	56	39 %	4	3 %	13	9 %	2	1 %	1	1 %	1	1 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	70	73
06 Admin Support	5	3 %	129	82 %	2	1 %	16	10 %	0	0 %	2	1 %	0	0 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	7	150
07 Skilled Craft	521	89 %	10	2 %	24	4 %	3	1 %	19	3 %	0	0 %	5	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0 %	0	0 %	571	13
08 Service/Maintenance	69	56 %	40	33 %	1	1 %	1	1 %	6	5 %	5	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	76	47
Department Totals by Category:	1,701	62 %	692	25 %	84	3 %	80	3 %	37	1 %	16	1 %	34	1 %	18	1 %	40	1 %	28	1 %	0	0 %	0	0 %	3	0 %	3	0 %	1,899	837

Department Total: 2,736

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 21, 2019

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	88	50 %	63	36 %	8	5 %	8	5 %	0	0 %	0	0 %	4	2 %	3	2 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	101	75		
02	Professional	311	37 %	331	39 %	53	6 %	96	11 %	1	0 %	3	0 %	3	0 %	17	2 %	13	2 %	16	2 %	0	0 %	0	0 %	5	1 %	1	0 %	386	464
03	Technician	16	28 %	32	56 %	2	4 %	3	5 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	2	4 %	0	0 %	20	37
05	Para-Professionals	26	17 %	89	57 %	3	2 %	26	17 %	0	0 %	1	1 %	3	2 %	5	3 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	33	122
06	Admin Support	57	13 %	252	59 %	8	2 %	66	15 %	2	0 %	4	1 %	6	1 %	21	5 %	2	0 %	3	1 %	0	0 %	0	0 %	2	0 %	6	1 %	77	352
08	Service/Maintenance	5	71 %	2	29 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	2
Department Totals by Category:		503	30 %	769	46 %	74	4 %	199	12 %	3	0 %	8	0 %	16	1 %	47	3 %	17	1 %	21	1 %	0	0 %	0	0 %	9	1 %	8	0 %	622	1,052

Department Total: 1,674

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

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 21, 2019

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.	%	No.	%	No.	%	No.	%	No.	%													
AGRICULTURE & RURAL DEVELOPMENT	207	43.9	223	47.3	6	1.3	15	3.2	1	0.2	1	0.2	4	0.8	7	1.5	2	0.4	4	0.8	0	0.0	0	0.0	0	0.0	1	0.2	251	53.3	41	8.7	471
ATTORNEY GENERAL	195	38.3	249	48.9	13	2.6	34	6.7	0	0.0	0	0.0	2	0.4	7	1.4	2	0.4	5	1.0	0	0.0	0	0.0	0	0.0	2	0.4	297	58.3	65	12.8	509
AUDITOR GENERAL	71	43.8	81	50.0	5	3.1	1	0.6	0	0.0	0	0.0	2	1.2	1	0.6	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	84	51.9	10	6.2	162
CIVIL RIGHTS	9	10.2	20	22.7	12	13.6	36	40.9	0	0.0	1	1.1	0	0.0	6	6.8	0	0.0	2	2.3	0	0.0	0	0.0	1	1.1	1	1.1	66	75.0	59	67.0	88
CIVIL SERVICE COMMISSION	55	12.0	295	64.6	11	2.4	60	13.1	0	0.0	7	1.5	2	0.4	16	3.5	0	0.0	6	1.3	0	0.0	0	0.0	3	0.7	2	0.4	386	84.5	107	23.4	457
CORRECTIONS	6,392	53.3	2,926	24.4	945	7.9	1,042	8.7	194	1.6	58	0.5	208	1.7	119	1.0	45	0.4	22	0.2	0	0.0	1	0.0	17	0.1	22	0.2	4,190	34.9	2,673	22.3	11,991
EDUCATION	120	23.4	307	60.0	10	2.0	48	9.4	0	0.0	0	0.0	4	0.8	9	1.8	2	0.4	9	1.8	0	0.0	0	0.0	0	0.0	3	0.6	376	73.4	85	16.6	512
ENVIRON, GREAT LAKES AND ENERGY	558	46.8	534	44.8	14	1.2	22	1.8	1	0.1	4	0.3	9	0.8	10	0.8	16	1.3	17	1.4	0	0.0	0	0.0	1	0.1	6	0.5	593	49.7	100	8.4	1,192
EXECUTIVE OFFICE	20	26.7	34	45.3	4	5.3	10	13.3	0	0.0	1	1.3	0	0.0	5	6.7	0	0.0	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0	51	68.0	21	28.0	75
INSURANCE AND FINANCIAL SERV	104	32.9	158	50.0	9	2.8	23	7.3	0	0.0	1	0.3	6	1.9	6	1.9	2	0.6	4	1.3	0	0.0	0	0.0	2	0.6	1	0.3	193	61.1	54	17.1	316
LABOR & ECONOMIC OPPORTUNITY	504	22.7	925	41.6	131	5.9	510	23.0	10	0.5	8	0.4	36	1.6	53	2.4	12	0.5	22	1.0	1	0.0	0	0.0	2	0.1	8	0.4	1,526	68.7	793	35.7	2,222
LICENSING & REGULATORY AFFAIRS	531	32.9	786	48.8	41	2.5	160	9.9	3	0.2	7	0.4	13	0.8	30	1.9	10	0.6	17	1.1	0	0.0	0	0.0	2	0.1	12	0.7	1,012	62.8	295	18.3	1,612
MDHHS - COMMUNITY HEALTH	819	23.3	1,552	44.2	302	8.6	600	17.1	6	0.2	14	0.4	33	0.9	63	1.8	38	1.1	66	1.9	1	0.0	0	0.0	5	0.1	12	0.3	2,307	65.7	1,140	32.5	3,511
MDHHS - HUMAN SERVICES	1,351	12.7	5,298	49.8	467	4.4	2,901	27.3	14	0.1	55	0.5	98	0.9	309	2.9	14	0.1	51	0.5	1	0.0	1	0.0	23	0.2	53	0.5	8,668	81.5	3,987	37.5	10,636
MILITARY & VETERAN AFFAIRS	371	47.5	313	40.1	19	2.4	35	4.5	1	0.1	5	0.6	17	2.2	6	0.8	5	0.6	7	0.9	0	0.0	0	0.0	2	0.3	0	0.0	366	46.9	97	12.4	781
NATURAL RESOURCES	1,733	61.0	954	33.6	38	1.3	42	1.5	18	0.6	7	0.2	21	0.7	8	0.3	9	0.3	5	0.2	0	0.0	0	0.0	4	0.1	3	0.1	1,019	35.9	155	5.5	2,842
STATE	244	16.8	825	56.9	46	3.2	228	15.7	0	0.0	10	0.7	14	1.0	52	3.6	7	0.5	16	1.1	0	0.0	1	0.1	4	0.3	2	0.1	1,134	78.3	380	26.2	1,449
STATE POLICE	2,001	66.4	711	23.6	121	4.0	49	1.6	25	0.8	2	0.1	52	1.7	23	0.8	18	0.6	5	0.2	0	0.0	0	0.0	7	0.2	1	0.0	791	26.2	303	10.0	3,015
TECHNOLOGY, MANAGEMENT & BUDGET	1,601	52.8	850	28.0	96	3.2	110	3.6	7	0.2	4	0.1	40	1.3	33	1.1	138	4.6	136	4.5	0	0.0	0	0.0	7	0.2	9	0.3	1,142	37.7	580	19.1	3,031
TRANSPORTATION	1,701	62.2	692	25.3	84	3.1	80	2.9	37	1.4	16	0.6	34	1.2	18	0.7	40	1.5	28	1.0	0	0.0	0	0.0	3	0.1	3	0.1	837	30.6	343	12.5	2,736
TREASURY	503	30.0	769	45.9	74	4.4	199	11.9	3	0.2	8	0.5	16	1.0	47	2.8	17	1.0	21	1.3	0	0.0	0	0.0	9	0.5	8	0.5	1,052	62.8	402	24.0	1,674
STATEWIDE TOTALS:	19,090	38.7	18,502	37.5	2,448	5.0	6,205	12.6	320	0.6	209	0.4	611	1.2	828	1.7	377	0.8	445	0.9	3	0.0	3	0.0	92	0.2	149	0.3	26,341	53.4	11,690	23.7	49,282

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

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Source: Michigan Civil Service Commission HWF21

STATE OF MICHIGAN

Table 4-4

STATE EMPLOYEES WITH A SELF-REPORTED DISABILITY BY EEO CATEGORY STATEWIDE

Pay End Date: September 21, 2019

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	7	1	2	0	0	0	0	0	0	0	0	0	8
02	Professional	43	45	4	10	0	0	3	1	1	0	0	0	0	51	56
03	Technician	9	1	0	1	0	0	0	0	1	0	0	0	0	10	2
04	Protective Service	9	1	3	1	0	0	0	0	0	0	0	0	0	12	2
05	Para-Professionals	1	11	0	4	0	1	0	0	0	0	0	0	0	1	16
06	Admin Support	6	35	1	10	0	1	1	0	0	0	0	0	0	8	46
07	Skilled Craft	6	0	0	0	0	0	0	1	0	0	0	0	0	6	1
08	Service/Maintenance	7	2	0	0	1	0	0	0	0	0	0	0	0	8	2
STATEWIDE TOTAL BY CATEGORY:		88	102	9	28	1	2	4	2	2	0	0	0	0	104	134

State Employees Grand Total: 238

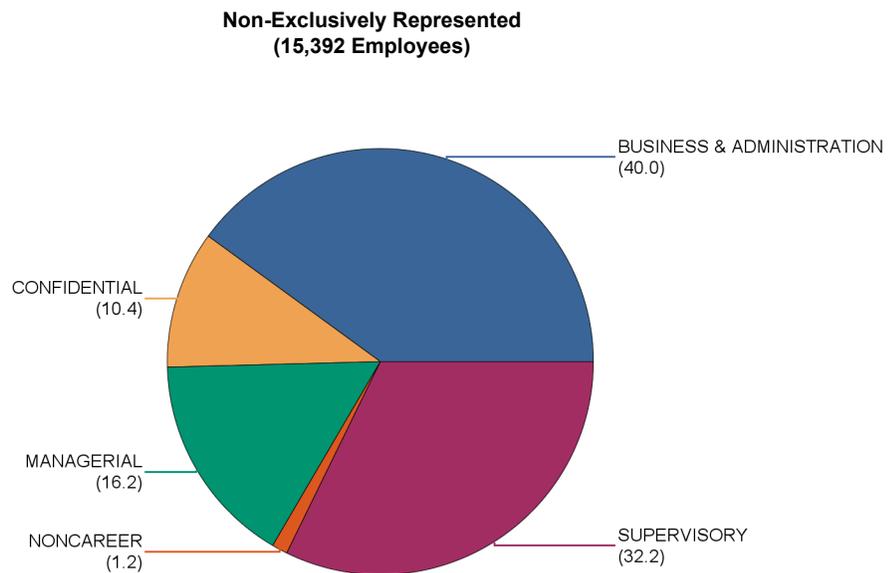
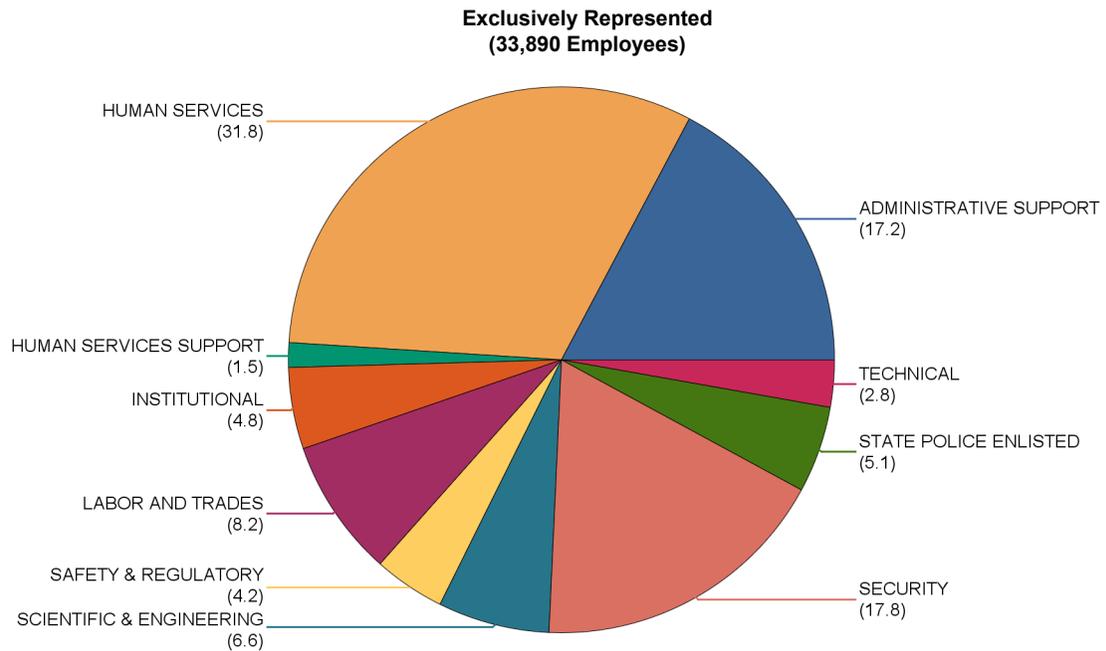
Comment: This report includes all active classified employees with a self-reported disability in Job Categories 1 to 8.

Source: Michigan Civil Service Commission HWF62

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2018-19



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

Of 49,282 classified employees, 68.8 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Table 5-1

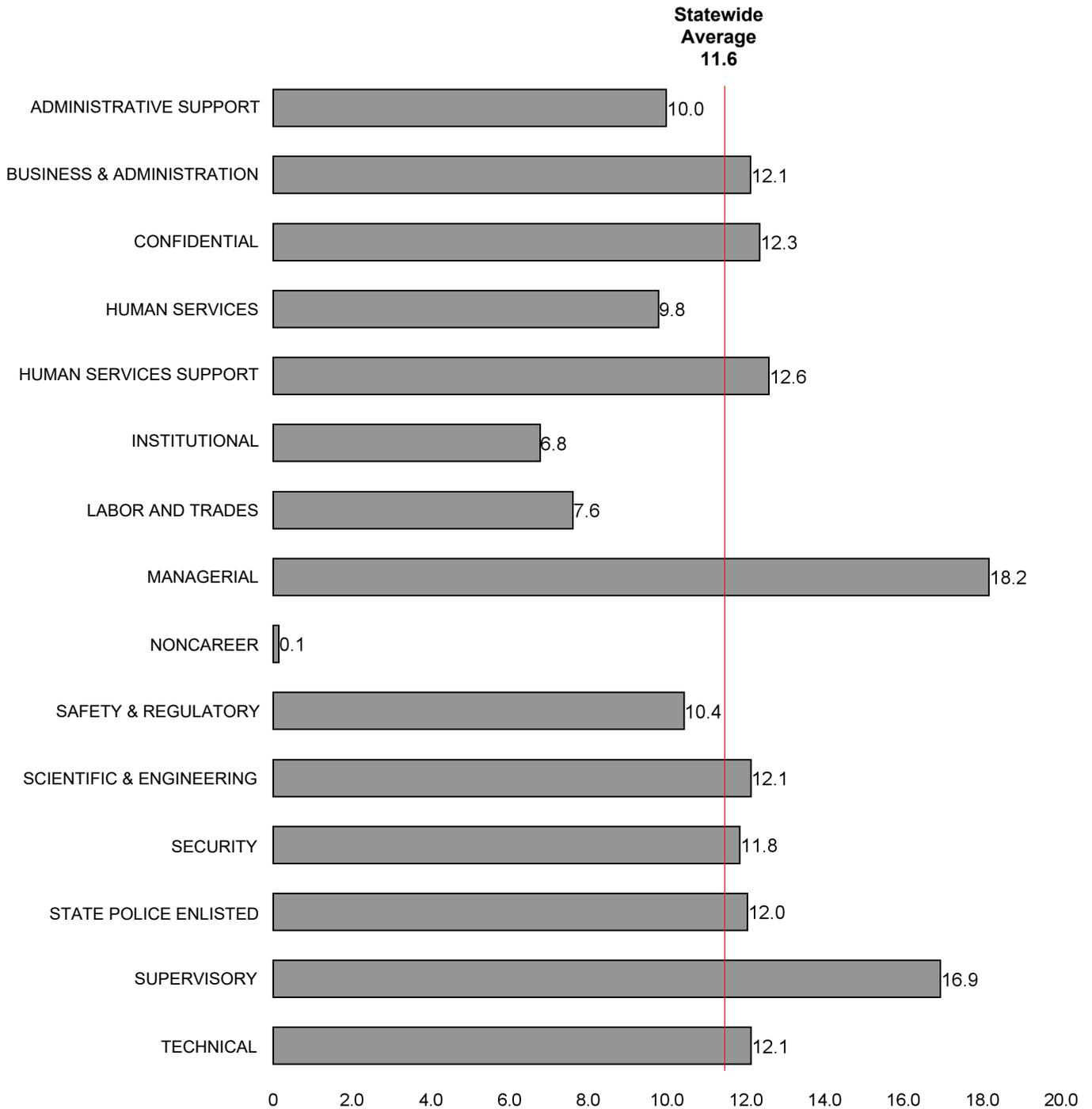
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT
Pay End Date: September 21, 2019

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	1,432	927	64.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,767	1,499	54.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	6,038	0	0.0	0	0.0	5,455	90.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	493	0	0.0	0	0.0	0	0.0	408	82.8	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,239	0	0.0	0	0.0	0	0.0	0	0.0	1,624	72.5	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	946	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	613	64.8	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,735	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,679	96.8	0	0.0
U11 INSTITUTIONAL	1,637	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,322	80.8
W22 HUMAN SERVICES	10,761	0	0.0	9,008	83.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,842	0	0.0	3,946	67.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	6,153	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	4,963	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	183	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	2,487	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	1,606	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	33,890	2,426	7.2	12,955	38.2	5,455	16.1	408	1.2	1,624	4.8	613	1.8	1,679	5.0	1,322	3.9
NON-EXCLUSIVELY REPRESENTED TOTAL	15,392	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	49,282	2,426	4.9	12,955	26.3	5,455	11.1	408	0.8	1,624	3.3	613	1.2	1,679	3.4	1,322	2.7

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

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN
AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
Pay End Date: September 21, 2019



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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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	412	111	23	8	3	9	6	0	1	2	0	0	2	0	447	130	0	0	
06 - 10 YEARS	191	41	14	16	1	0	3	0	1	0	0	0	0	0	210	57	0	0	
11 - 15 YEARS	106	39	5	23	2	0	5	0	1	0	0	0	0	0	119	62	0	0	
16 - 20 YEARS	120	31	3	22	1	0	4	1	1	0	0	0	0	0	129	54	0	0	
21 - 25 YEARS	84	19	6	8	2	2	4	0	1	0	0	0	0	0	97	29	1	0	
26 - 30 YEARS	32	12	3	6	0	1	1	0	0	0	0	0	0	0	36	19	0	2	
31 - 35 YEARS	18	7	4	1	0	0	0	1	1	0	0	0	0	0	23	9	0	0	
36 - 40 YEARS	3	0	1	2	0	0	0	0	0	0	0	0	0	0	4	2	0	0	
MORE THAN 40 YEARS	4	0	0	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0	
BARGAINING UNIT TOTAL	970	260	59	87	9	12	23	2	6	2	0	0	2	0	1,069	363	1	2	
MORE THAN 10 YEARS	367	108	22	63	5	3	14	2	4	0	0	0	0	0	412	176	1	2	
AVERAGE YEARS	10.0	10.1	11.2	15.2	12.6	7.5	12.7	24.5	16.7	2.0	0.0	0.0	0.0	0.0	10.2	11.3	22.0	29.0	
BARGAINING UNIT AVERAGE YEARS																	10.4		

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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 21, 2019

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	1,145	401	38	24	25	4	16	3	2	2	0	0	7	2	1,233	436	1	1	
06 - 10 YEARS	217	12	9	1	3	0	3	0	0	0	0	0	0	0	232	13	0	0	
11 - 15 YEARS	183	8	8	2	5	0	4	0	0	0	0	0	0	0	200	10	0	0	
16 - 20 YEARS	257	14	11	1	6	1	4	0	0	0	0	0	0	0	278	16	1	0	
21 - 25 YEARS	148	10	8	0	7	0	5	1	0	0	0	0	0	0	168	11	1	1	
26 - 30 YEARS	56	5	8	1	0	0	4	0	0	0	0	0	0	0	68	6	3	0	
31 - 35 YEARS	42	4	9	2	2	0	1	1	0	0	0	0	0	0	54	7	3	1	
36 - 40 YEARS	14	0	2	1	0	0	0	0	0	0	0	0	0	0	16	1	0	0	
MORE THAN 40 YEARS	16	0	1	0	0	0	1	0	0	0	0	0	0	0	18	0	0	0	
BARGAINING UNIT TOTAL	2,078	454	94	32	48	5	38	5	2	2	0	0	7	2	2,267	500	9	3	
MORE THAN 10 YEARS	716	41	47	7	20	1	19	2	0	0	0	0	0	0	802	51	8	2	
AVERAGE YEARS	8.5	2.3	13.2	6.0	9.1	4.4	12.1	11.2	1.0	0.0	0.0	0.0	0.4	0.5	8.7	2.7	25.1	18.7	
BARGAINING UNIT AVERAGE YEARS			7.6																

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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	1,528	279	273	183	52	13	59	22	7	2	0	0	14	8	1,933	507	0	0	
06 - 10 YEARS	360	47	75	31	8	1	18	2	2	0	0	0	0	0	463	81	0	0	
11 - 15 YEARS	358	62	66	49	21	4	20	3	3	2	0	0	0	0	468	120	1	0	
16 - 20 YEARS	724	102	103	55	15	3	23	9	4	0	0	0	0	0	869	169	2	1	
21 - 25 YEARS	783	124	80	54	19	4	26	5	2	0	0	0	0	0	910	187	0	0	
26 - 30 YEARS	170	19	14	6	4	0	3	1	2	0	0	0	0	0	193	26	2	1	
31 - 35 YEARS	72	4	18	3	4	1	3	0	0	0	0	0	0	0	97	8	2	0	
36 - 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
MORE THAN 40 YEARS	2	0	2	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	
BARGAINING UNIT TOTAL	3,999	637	632	381	123	26	152	42	20	4	0	0	14	8	4,940	1,098	7	2	
MORE THAN 10 YEARS	2,111	311	284	167	63	12	75	18	11	2	0	0	0	0	2,544	510	7	2	
AVERAGE YEARS	12.5	11.2	10.9	9.8	11.3	9.6	11.3	9.7	12.0	8.0	0.0	0.0	1.3	0.8	12.2	10.5	24.7	22.5	
BARGAINING UNIT AVERAGE YEARS			11.9																

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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	16	27	13	23	2	2	2	11	1	1	0	0	1	3	35	67	0	0
06 - 10 YEARS	12	27	5	25	3	0	1	5	0	0	0	0	0	0	21	57	0	0
11 - 15 YEARS	24	33	8	47	0	0	4	1	0	1	0	0	0	0	36	82	1	0
16 - 20 YEARS	11	45	16	71	0	1	1	5	2	1	0	0	0	0	30	123	0	1
21 - 25 YEARS	1	6	1	6	0	0	0	1	0	0	0	0	0	0	2	13	0	0
26 - 30 YEARS	0	5	0	4	0	1	0	2	0	0	0	0	0	0	0	12	0	0
31 - 35 YEARS	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5	0	0
36 - 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	3	0	5	0	0	0	0	0	0	0	0	0	0	0	8	0	1
BARGAINING UNIT TOTAL	64	148	43	186	5	4	8	25	3	3	0	0	1	3	124	369	1	2
MORE THAN 10 YEARS	36	94	25	138	0	2	5	9	2	2	0	0	0	0	68	245	1	2
AVERAGE YEARS	10.3	13.1	10.7	14.5	7.2	13.8	9.4	9.7	11.7	10.3	0.0	0.0	1.0	1.7	10.2	13.5	12.0	31.0
BARGAINING UNIT AVERAGE YEARS			12.6															

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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	420	333	4	13	1	2	8	7	17	21	0	0	4	3	454	379	0	0	
06 - 10 YEARS	153	121	5	2	1	0	1	3	1	3	0	0	0	0	161	129	0	0	
11 - 15 YEARS	171	120	3	4	0	0	2	0	4	4	0	0	0	0	180	128	0	0	
16 - 20 YEARS	220	100	4	4	0	1	2	2	9	4	0	0	0	0	235	111	0	1	
21 - 25 YEARS	111	46	4	2	1	0	2	1	4	7	0	0	0	0	122	56	0	1	
26 - 30 YEARS	107	49	4	3	0	0	5	0	6	1	0	0	0	0	122	53	0	0	
31 - 35 YEARS	45	25	5	2	1	0	1	0	2	1	0	0	0	0	54	28	1	0	
36 - 40 YEARS	11	1	0	0	0	0	0	0	1	0	0	0	0	0	12	1	0	0	
MORE THAN 40 YEARS	8	0	2	0	1	0	0	0	3	0	0	0	0	0	14	0	0	0	
BARGAINING UNIT TOTAL	1,246	795	31	30	5	3	21	13	47	41	0	0	4	3	1,354	885	1	2	
MORE THAN 10 YEARS	673	341	22	15	3	1	12	3	29	17	0	0	0	0	739	377	1	2	
AVERAGE YEARS	13.0	10.4	19.8	12.6	21.0	6.3	14.2	7.0	16.0	10.4	0.0	0.0	0.8	0.3	13.3	10.4	32.0	19.0	
BARGAINING UNIT AVERAGE YEARS	12.1																		

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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 21, 2019

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	137	13	7	1	1	5	6	7	0	0	0	0	2	214	153	0	0	
06 - 10 YEARS	73	28	3	7	0	0	0	0	0	1	0	0	0	0	76	36	0	0	
11 - 15 YEARS	75	34	3	0	2	0	2	1	1	0	0	0	0	0	83	35	1	0	
16 - 20 YEARS	93	30	1	1	0	0	2	0	2	2	0	0	0	0	98	33	0	0	
21 - 25 YEARS	53	9	2	0	2	0	2	1	2	2	0	0	0	0	61	12	0	0	
26 - 30 YEARS	65	12	3	1	0	0	1	0	3	0	0	0	0	0	72	13	4	0	
31 - 35 YEARS	37	4	6	3	0	0	0	0	0	0	0	0	0	0	43	7	1	0	
36 - 40 YEARS	2	3	0	1	0	0	0	0	0	0	0	0	0	0	2	4	0	1	
MORE THAN 40 YEARS	2	1	0	0	0	0	1	0	0	0	0	0	0	0	3	1	1	0	
BARGAINING UNIT TOTAL	588	258	31	20	5	1	13	8	15	5	0	0	0	2	652	294	7	1	
MORE THAN 10 YEARS	327	93	15	6	4	0	8	2	8	4	0	0	0	0	362	105	7	1	
AVERAGE YEARS	13.5	8.7	13.8	12.2	15.6	3.0	14.9	7.1	12.4	17.4	0.0	0.0	0.0	0.0	13.5	8.9	28.9	40.0	
BARGAINING UNIT AVERAGE YEARS			12.1																

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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 21, 2019

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	505	55	42	9	4	1	12	3	3	1	0	0	6	0	572	69	0	0	
06 - 10 YEARS	263	24	9	0	3	0	12	0	3	1	0	0	0	0	290	25	0	0	
11 - 15 YEARS	103	7	3	1	0	0	2	0	1	0	0	0	0	0	109	8	0	0	
16 - 20 YEARS	164	9	3	1	3	0	3	0	0	0	0	0	0	0	173	10	0	0	
21 - 25 YEARS	294	31	20	2	7	0	8	0	3	0	0	0	0	0	332	33	0	0	
26 - 30 YEARS	73	7	9	0	3	0	3	0	1	0	0	0	0	0	89	7	1	0	
31 - 35 YEARS	12	2	2	0	1	0	1	0	0	0	0	0	0	0	16	2	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	1,414	135	88	13	21	1	41	3	11	2	0	0	6	0	1,581	154	1	0	
MORE THAN 10 YEARS	646	56	37	4	14	0	17	0	5	0	0	0	0	0	719	60	1	0	
AVERAGE YEARS	12.0	11.5	12.1	7.7	17.5	5.0	12.1	1.7	12.4	5.5	0.0	0.0	1.5	0.0	12.0	10.9	26.0	0.0	
BARGAINING UNIT AVERAGE YEARS	11.9																		

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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 21, 2019

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	248	381	102	190	2	5	19	13	3	1	1	1	4	3	379	594	0	0	
06 - 10 YEARS	61	90	36	66	0	3	4	3	3	3	0	0	0	0	104	165	0	0	
11 - 15 YEARS	29	61	11	24	0	1	2	1	0	0	0	0	0	0	42	87	0	0	
16 - 20 YEARS	34	61	12	44	0	0	4	2	1	5	0	0	0	0	51	112	0	0	
21 - 25 YEARS	19	27	2	10	1	0	0	0	0	0	0	0	0	0	22	37	1	0	
26 - 30 YEARS	5	8	3	7	0	0	0	1	0	0	0	0	0	0	8	16	0	0	
31 - 35 YEARS	3	4	1	3	0	0	0	0	0	0	0	0	0	0	4	7	0	0	
36 - 40 YEARS	1	2	2	0	0	0	0	0	0	0	0	0	0	0	3	2	0	0	
MORE THAN 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	0	0	2	2	0	0	
BARGAINING UNIT TOTAL	401	635	170	345	3	9	29	20	7	9	1	1	4	3	615	1,022	1	0	
MORE THAN 10 YEARS	92	164	32	89	1	1	6	4	1	5	0	0	0	0	132	263	1	0	
AVERAGE YEARS	6.6	6.7	6.7	7.3	8.7	4.0	5.5	6.2	6.4	13.0	3.0	1.0	0.3	1.3	6.5	6.9	23.0	0.0	
BARGAINING UNIT AVERAGE YEARS			6.7																

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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 21, 2019

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	622	2,139	198	863	10	19	32	79	10	34	2	1	22	63	896	3,198	2	1
06 - 10 YEARS	463	1,390	140	745	6	15	20	49	6	14	0	0	0	0	635	2,213	0	3
11 - 15 YEARS	223	579	79	350	2	3	13	35	4	10	0	0	0	1	321	978	1	1
16 - 20 YEARS	237	434	48	327	2	3	9	34	1	4	0	0	0	0	297	802	1	2
21 - 25 YEARS	255	292	54	217	5	6	10	26	1	6	0	0	0	0	325	547	3	3
26 - 30 YEARS	78	112	17	84	0	0	2	14	1	5	0	0	0	0	98	215	3	5
31 - 35 YEARS	38	47	13	38	0	0	3	3	3	0	0	0	0	0	57	88	3	3
36 - 40 YEARS	15	19	3	20	0	0	1	1	0	2	0	0	0	0	19	42	1	2
MORE THAN 40 YEARS	7	7	4	11	0	1	0	0	0	0	0	0	0	0	11	19	3	1
BARGAINING UNIT TOTAL	1,938	5,019	556	2,655	25	47	90	241	26	75	2	1	22	64	2,659	8,102	17	21
MORE THAN 10 YEARS	853	1,490	218	1,047	9	13	38	113	10	27	0	0	0	1	1,128	2,691	15	17
AVERAGE YEARS	11.6	8.6	10.5	10.5	9.6	9.5	11.0	11.5	11.5	9.9	2.5	3.0	1.1	1.1	11.2	9.3	26.8	23.8
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 21, 2019

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	407	1,669	80	376	3	18	20	94	12	20	0	1	7	37	529	2,215	0	1	
06 - 10 YEARS	119	657	27	159	2	6	4	34	1	7	0	0	0	2	153	865	0	4	
11 - 15 YEARS	59	378	11	69	0	4	1	21	0	2	0	0	0	0	71	474	0	1	
16 - 20 YEARS	53	413	11	87	1	4	4	20	2	4	0	0	0	0	71	528	0	3	
21 - 25 YEARS	28	242	8	73	1	8	5	14	0	4	0	0	0	0	42	341	0	4	
26 - 30 YEARS	11	131	2	41	0	0	1	12	0	3	0	0	0	0	14	187	2	15	
31 - 35 YEARS	11	88	5	51	0	2	2	7	2	2	0	0	0	0	20	150	5	7	
36 - 40 YEARS	2	68	1	28	0	1	1	4	0	1	0	0	0	0	4	102	1	3	
MORE THAN 40 YEARS	2	51	0	20	0	1	0	2	0	0	0	0	0	0	2	74	0	7	
BARGAINING UNIT TOTAL	692	3,697	145	904	7	44	38	208	17	43	0	1	7	39	906	4,936	8	45	
MORE THAN 10 YEARS	166	1,371	38	369	2	20	14	80	4	16	0	0	0	0	224	1,856	8	40	
AVERAGE YEARS	6.9	10.2	7.9	12.1	8.3	12.3	10.6	10.6	7.1	11.1	0.0	1.0	0.6	1.0	7.2	10.5	32.3	28.4	
BARGAINING UNIT AVERAGE YEARS	10.0																		

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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 21, 2019

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	796	769	53	117	5	4	24	30	50	82	0	0	14	6	942	1,008	3	0	
06 - 10 YEARS	488	580	47	118	1	2	15	22	28	41	0	0	1	1	580	764	0	0	
11 - 15 YEARS	268	399	30	82	1	5	3	17	21	27	0	0	0	0	323	530	0	0	
16 - 20 YEARS	251	400	23	97	0	2	5	16	20	13	0	0	0	0	299	528	3	2	
21 - 25 YEARS	201	216	21	63	0	4	6	8	9	5	0	0	0	0	237	296	1	2	
26 - 30 YEARS	87	113	10	33	1	2	1	8	3	6	0	0	0	0	102	162	5	10	
31 - 35 YEARS	47	101	18	41	1	0	6	14	5	2	0	0	0	0	77	158	1	9	
36 - 40 YEARS	13	39	2	10	0	0	1	3	0	1	0	0	0	0	16	53	3	1	
MORE THAN 40 YEARS	18	47	4	5	0	1	1	2	0	0	0	0	0	0	23	55	0	1	
BARGAINING UNIT TOTAL	2,169	2,664	208	566	9	20	62	120	136	177	0	0	15	7	2,599	3,554	16	25	
MORE THAN 10 YEARS	885	1,315	108	331	3	14	23	68	58	54	0	0	0	0	1,077	1,782	13	25	
AVERAGE YEARS	10.9	12.6	14.0	14.7	10.6	16.0	12.5	15.4	10.5	8.5	0.0	0.0	1.8	2.6	11.1	12.9	23.9	29.6	
BARGAINING UNIT AVERAGE YEARS	12.1																		

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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
Y51 - SUPERVISORY																		
00 - 05 YEARS	257	237	35	65	10	0	9	4	13	9	0	0	0	4	324	319	1	0
06 - 10 YEARS	288	308	33	93	5	1	10	16	4	6	0	0	1	0	341	424	0	0
11 - 15 YEARS	307	296	43	87	7	2	9	12	7	7	0	0	0	0	373	404	0	0
16 - 20 YEARS	437	365	41	148	6	3	6	11	6	7	0	0	0	0	496	534	2	1
21 - 25 YEARS	441	248	45	114	11	5	10	7	9	3	0	0	0	0	516	377	1	3
26 - 30 YEARS	198	117	22	49	3	5	4	7	2	2	0	0	0	0	229	180	5	3
31 - 35 YEARS	149	60	24	43	7	3	7	3	4	1	0	0	0	0	191	110	4	2
36 - 40 YEARS	28	21	8	21	0	0	2	1	1	0	0	0	0	0	39	43	3	2
MORE THAN 40 YEARS	28	14	4	14	0	0	2	1	0	0	0	0	0	0	34	29	5	0
BARGAINING UNIT TOTAL	2,133	1,666	255	634	49	19	59	62	46	35	0	0	1	4	2,543	2,420	21	11
MORE THAN 10 YEARS	1,588	1,121	187	476	34	18	40	42	29	20	0	0	0	0	1,878	1,677	20	11
AVERAGE YEARS	17.7	15.4	18.0	18.2	16.8	23.5	18.1	16.3	15.2	13.1	0.0	0.0	7.0	0.8	17.7	16.2	31.8	28.8
BARGAINING UNIT AVERAGE YEARS			16.9															

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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	57	75	8	10	3	0	2	4	9	5	0	0	5	4	84	98	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	0	0	0	0	0	0	0	0	0	0	0	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0				
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
31 - 35 YEARS	0	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	57	75	8	11	3	0	2	4	9	5	0	0	5	4	84	99	0	0				
MORE THAN 10 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0				
AVERAGE YEARS	0.0	0.0	0.0	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0				
BARGAINING UNIT AVERAGE YEARS			0.1																			

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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	
Y98 - MANAGERIAL																			
00 - 05 YEARS	166	139	5	19	0	0	4	4	9	7	0	0	0	4	184	173	0	0	
06 - 10 YEARS	136	147	7	13	1	0	1	3	2	2	0	0	0	0	147	165	0	0	
11 - 15 YEARS	138	163	7	13	0	1	4	1	5	5	0	0	0	0	154	183	2	1	
16 - 20 YEARS	176	198	13	22	1	0	3	2	5	9	0	0	0	0	198	231	0	0	
21 - 25 YEARS	224	159	18	24	2	1	3	2	1	2	0	0	0	0	248	188	0	1	
26 - 30 YEARS	134	99	14	20	2	2	3	5	2	0	0	0	0	0	155	126	2	3	
31 - 35 YEARS	91	89	12	25	2	0	4	3	5	4	0	0	0	0	114	121	2	5	
36 - 40 YEARS	16	15	7	12	0	0	2	0	0	0	0	0	0	0	25	27	2	0	
MORE THAN 40 YEARS	21	11	5	9	0	0	1	1	0	0	0	0	0	0	27	21	2	1	
BARGAINING UNIT TOTAL	1,102	1,020	88	157	8	4	25	21	29	29	0	0	0	4	1,252	1,235	10	11	
MORE THAN 10 YEARS	800	734	76	125	7	4	20	14	18	20	0	0	0	0	921	897	10	11	
AVERAGE YEARS	18.1	17.3	23.5	22.3	25.0	23.5	21.3	19.6	14.6	15.0	0.0	0.0	0.0	0.8	18.5	17.9	30.6	29.3	
BARGAINING UNIT AVERAGE YEARS			18.2																

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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	108	370	15	57	0	5	5	24	2	5	0	0	3	6	133	467	0	1
06 - 10 YEARS	45	178	7	21	0	1	1	3	0	2	0	0	1	0	54	205	1	0
11 - 15 YEARS	22	134	4	18	0	0	0	4	0	1	0	0	0	0	26	157	0	1
16 - 20 YEARS	21	151	5	19	0	5	2	6	0	0	0	0	0	0	28	181	0	0
21 - 25 YEARS	20	84	4	24	0	0	1	1	1	4	0	0	0	0	26	113	0	0
26 - 30 YEARS	10	49	2	12	0	1	0	4	0	1	0	0	0	0	12	67	0	2
31 - 35 YEARS	9	36	3	20	0	1	1	10	0	0	0	0	0	0	13	67	2	1
36 - 40 YEARS	3	15	0	7	0	0	0	2	0	0	0	0	0	0	3	24	1	2
MORE THAN 40 YEARS	1	22	0	6	0	1	0	0	0	0	0	0	0	0	1	29	0	2
BARGAINING UNIT TOTAL	239	1,039	40	184	0	14	10	54	3	13	0	0	4	6	296	1,310	4	9
MORE THAN 10 YEARS	86	491	18	106	0	8	4	27	1	6	0	0	0	0	109	638	3	8
AVERAGE YEARS	10.3	12.1	12.1	16.2	0.0	14.6	10.9	14.6	9.3	12.0	0.0	0.0	3.5	1.0	10.4	12.8	28.0	29.9
BARGAINING UNIT AVERAGE YEARS	12.3																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY
Pay End Date: September 21, 2019

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	6,875	7,122	902	1,964	121	83	223	304	146	192	3	3	89	145	8,359	9,813	7	4	
06 - 10 YEARS	2,869	3,650	417	1,297	34	29	93	140	51	80	0	0	3	3	3,467	5,199	1	7	
11 - 15 YEARS	2,066	2,313	281	769	40	20	71	96	47	59	0	0	0	1	2,505	3,258	6	4	
16 - 20 YEARS	2,798	2,353	294	899	35	23	72	108	53	49	0	0	0	0	3,252	3,432	9	11	
21 - 25 YEARS	2,662	1,513	273	598	58	30	82	67	33	33	0	0	0	0	3,108	2,241	8	15	
26 - 30 YEARS	1,026	738	111	267	13	12	28	54	20	18	0	0	0	0	1,198	1,089	27	41	
31 - 35 YEARS	574	472	120	236	18	7	29	42	22	10	0	0	0	0	763	767	24	28	
36 - 40 YEARS	110	184	27	103	0	1	7	11	2	4	0	0	0	0	146	303	11	11	
MORE THAN 40 YEARS	110	157	23	72	1	4	6	6	3	0	0	0	0	0	143	239	11	13	
STATEWIDE TOTAL	19,090	18,502	2,448	6,205	320	209	611	828	377	445	3	3	92	149	22,941	26,341	104	134	
MORE THAN 10 YEARS	9,346	7,730	1,129	2,944	165	97	295	384	180	173	0	0	0	1	11,115	11,329	96	123	
AVERAGE YEARS	12.2	10.8	12.1	12.3	12.4	12.1	12.4	12.2	11.9	10.1	2.7	1.7	1.2	1.0	12.1	11.1	27.9	27.8	

STATEWIDE AVERAGE YEARS **11.6**

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

Source: Michigan Civil Service Commission HWF20

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

Pay End Date: September 21, 2019

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	1,432	2.9 %	43.3	\$26.58	858	59.9 %
A31 - LABOR AND TRADES	2,767	5.6 %	45.8	\$20.04	1,107	40.0 %
C12 - SECURITY	6,038	12.3 %	41.9	\$24.91	3,671	60.8 %
E42 - HUMAN SERVICES SUPPORT	493	1.0 %	49.7	\$25.95	393	79.7 %
H21 - SCIENTIFIC & ENGINEERING	2,239	4.5 %	43.8	\$34.99	1,418	63.3 %
L32 - TECHNICAL	946	1.9 %	43.7	\$25.62	573	60.6 %
T01 - STATE POLICE ENLISTED	1,735	3.5 %	37.8	\$33.10	1,086	62.6 %
U11 - INSTITUTIONAL	1,637	3.3 %	43.7	\$21.42	665	40.6 %
W22 - HUMAN SERVICES	10,761	21.8 %	43.5	\$28.42	6,614	61.5 %
W41 - ADMINISTRATIVE SUPPORT	5,842	11.9 %	45.4	\$22.23	3,041	52.1 %
Y23 - BUSINESS & ADMINISTRATION	6,153	12.5 %	45.6	\$34.14	4,151	67.5 %
Y51 - SUPERVISORY	4,963	10.1 %	48.3	\$36.59	4,297	86.6 %
Y52 - NONCAREER	183	0.4 %	25.6	\$15.23	0	0.0 %
Y98 - MANAGERIAL	2,487	5.0 %	50.3	\$53.63	2,120	85.2 %
Y99 - CONFIDENTIAL	1,606	3.3 %	46.0	\$30.23	999	62.2 %
STATEWIDE TOTAL	49,282	100.0 %	44.6	\$29.70	30,994	62.9 %

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 21, 2019

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	1,398	729	52 %	459	33 %	18	1 %	0	0 %	1,246	89 %	19	1 %	8	1 %
A31 LABOR AND TRADES	1,752	809	46 %	736	42 %	11	1 %	0	0 %	1,605	92 %	10	1 %	7	0 %
C12 SECURITY	6,038	3,367	56 %	2,254	37 %	22	0 %	0	0 %	5,652	94 %	123	2 %	18	0 %
E42 HUMAN SERVICES SUPPORT	493	224	45 %	234	47 %	2	0 %	0	0 %	450	91 %	20	4 %	3	1 %
H21 SCIENTIFIC & ENGINEERING	2,231	823	37 %	1,156	52 %	18	1 %	0	0 %	2,026	91 %	25	1 %	14	1 %
L32 TECHNICAL	867	367	42 %	411	47 %	10	1 %	0	0 %	788	91 %	10	1 %	6	1 %
T01 STATE POLICE ENLISTED	1,735	292	17 %	154	9 %	4	0 %	1,179	68 %	1,662	96 %	3	0 %	6	0 %
U11 INSTITUTIONAL	1,630	743	46 %	711	44 %	7	0 %	0	0 %	1,448	89 %	48	3 %	8	0 %
W22 HUMAN SERVICES	10,688	4,167	39 %	5,461	51 %	59	1 %	0	0 %	9,684	91 %	297	3 %	27	0 %
W41 ADMINISTRATIVE SUPPORT	5,463	1,736	32 %	3,004	55 %	38	1 %	0	0 %	4,809	88 %	164	3 %	17	0 %
Y23 BUSINESS & ADMINISTRATION	6,144	1,884	31 %	3,543	58 %	59	1 %	0	0 %	5,565	91 %	124	2 %	22	0 %
Y51 SUPERVISORY	4,962	2,100	42 %	2,458	50 %	33	1 %	0	0 %	4,612	93 %	94	2 %	13	0 %
Y52 NONCAREER	0	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,488	918	37 %	1,352	54 %	18	1 %	0	0 %	2,326	93 %	34	1 %	2	0 %
Y99 CONFIDENTIAL	1,569	395	25 %	954	61 %	12	1 %	0	0 %	1,400	89 %	32	2 %	2	0 %
STATEWIDE TOTALS:	47,459	18,553	39 %	22,887	48 %	311	1 %	1,180	2 %	43,273	91 %	1,003	2 %	153	0 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: September 21, 2019

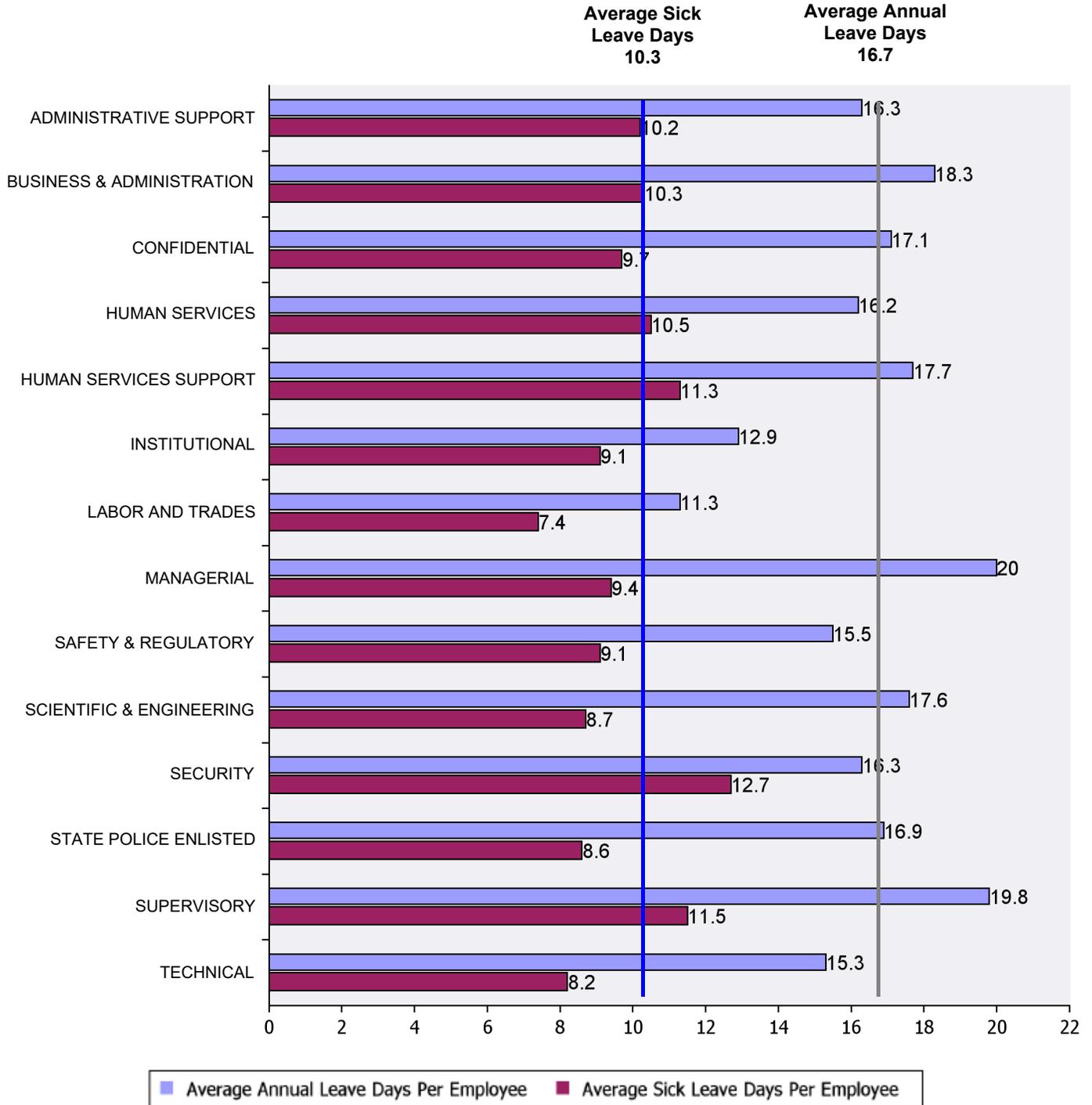
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
A02 SAFETY & REGULATORY	1,398	1,278	91 %	1,116	80 %	64	5 %	1,320	94 %	70	5 %	62	4 %
A31 LABOR AND TRADES	1,752	1,632	93 %	1,479	84 %	1	0 %	1,694	97 %	54	3 %	5	0 %
C12 SECURITY	6,038	5,814	96 %	5,361	89 %	0	0 %	5,809	96 %	195	3 %	0	0 %
E42 HUMAN SERVICES SUPPORT	493	473	96 %	411	83 %	0	0 %	473	96 %	18	4 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,231	2,083	93 %	1,728	77 %	30	1 %	2,071	93 %	156	7 %	14	1 %
L32 TECHNICAL	867	815	94 %	676	78 %	23	3 %	814	94 %	50	6 %	8	1 %
T01 STATE POLICE ENLISTED	1,735	1,685	97 %	1,732	100 %	871	50 %	1,683	97 %	44	3 %	828	48 %
U11 INSTITUTIONAL	1,630	1,511	93 %	1,299	80 %	3	0 %	1,551	95 %	72	4 %	1	0 %
W22 HUMAN SERVICES	10,688	10,044	94 %	8,932	84 %	0	0 %	10,124	95 %	541	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,463	5,024	92 %	4,198	77 %	99	2 %	5,177	95 %	266	5 %	56	1 %
Y23 BUSINESS & ADMINISTRATION	6,144	5,748	94 %	4,821	78 %	93	2 %	5,789	94 %	347	6 %	49	1 %
Y51 SUPERVISORY	4,962	4,725	95 %	4,566	92 %	141	3 %	4,801	97 %	154	3 %	111	2 %
Y52 NONCAREER	0	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,488	2,374	95 %	2,131	86 %	97	4 %	2,391	96 %	94	4 %	100	4 %
Y99 CONFIDENTIAL	1,569	1,452	93 %	1,246	79 %	12	1 %	1,485	95 %	81	5 %	8	1 %
STATEWIDE TOTALS:	47,459	44,658	94 %	39,696	84 %	1,434	3 %	45,183	95 %	2,142	5 %	1,242	3 %

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

Source: Michigan Civil Service Commission HWF48

Graph 5-3

STATE OF MICHIGAN
SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
Fiscal Year 2018-19



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

Source: Michigan Civil Service Commission HWF29 and HWF32

STATE OF MICHIGAN
SICK LEAVE USE ANALYSIS BY BARGAINING UNIT
September 23, 2018 to September 21, 2019

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,526	111,386.9	73.0	9.1
A31 LABOR AND TRADES	2,979	176,449.4	59.2	7.4
C12 SECURITY	6,808	693,436.2	101.9	12.7
E42 HUMAN SERVICES SUPPORT	547	49,239.2	90.0	11.3
H21 SCIENTIFIC & ENGINEERING	2,370	164,863.4	69.6	8.7
L32 TECHNICAL	1,116	73,258.3	65.6	8.2
T01 STATE POLICE ENLISTED	1,864	128,032.2	68.7	8.6
U11 INSTITUTIONAL	1,988	145,024.8	73.0	9.1
W22 HUMAN SERVICES	11,939	998,146.0	83.6	10.5
W41 ADMINISTRATIVE SUPPORT	6,234	509,184.6	81.7	10.2
Y23 BUSINESS & ADMINISTRATION	6,537	536,073.4	82.0	10.3
Y51 SUPERVISORY	5,464	504,446.4	92.3	11.5
Y98 MANAGERIAL	2,715	204,730.4	75.4	9.4
Y99 CONFIDENTIAL	1,778	137,340.8	77.2	9.7
STATEWIDE	53,865	4,431,612.0	82.3	10.3

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

Source: Michigan Civil Service Commission HWF29

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

September 23, 2018 to September 21, 2019

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	1,526	189,267.5	124.0	15.5	1,526	745.0	0.5	0.1
A31 LABOR AND TRADES	2,979	270,323.3	90.7	11.3	2,979	286.3	0.1	0.0
C12 SECURITY	6,808	888,489.2	130.5	16.3	6,808	2,145.8	0.3	0.0
E42 HUMAN SERVICES SUPPORT	547	77,441.4	141.6	17.7	547	190.6	0.3	0.0
H21 SCIENTIFIC & ENGINEERING	2,370	333,006.5	140.5	17.6	2,370	1,491.3	0.6	0.1
L32 TECHNICAL	1,116	136,946.9	122.7	15.3	1,116	497.4	0.4	0.1
T01 STATE POLICE ENLISTED	1,864	252,385.7	135.4	16.9	1,864	1,737.5	0.9	0.1
U11 INSTITUTIONAL	1,988	205,149.8	103.2	12.9	1,988	440.1	0.2	0.0
W22 HUMAN SERVICES	11,939	1,548,904.3	129.7	16.2	11,939	2,692.3	0.2	0.0
W41 ADMINISTRATIVE SUPPORT	6,234	812,235.5	130.3	16.3	6,234	1,526.5	0.2	0.0
Y23 BUSINESS & ADMINISTRATION	6,537	956,046.5	146.3	18.3	6,537	2,975.6	0.5	0.1
Y51 SUPERVISORY	5,464	867,634.2	158.8	19.8	5,464	2,834.8	0.5	0.1
Y98 MANAGERIAL	2,715	434,745.5	160.1	20.0	2,715	1,874.4	0.7	0.1
Y99 CONFIDENTIAL	1,778	243,799.8	137.1	17.1	1,778	738.7	0.4	0.1
STATEWIDE	53,865	7,216,376.0	134.0	16.7	53,865	20176.05	0.4	0.0

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

Source: Michigan Civil Service Commission HWF32

**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE**

Table 5-7

**AVERAGE SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
Fiscal Year 2018-19**

BARGAINING UNIT CODE/NAME		AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	9.1	15.5	24.6
A31	LABOR AND TRADES	7.4	11.3	18.7
C12	SECURITY	12.7	16.3	29.0
E42	HUMAN SERVICES SUPPORT	11.3	17.7	28.9
H21	SCIENTIFIC & ENGINEERING	8.7	17.6	26.3
L32	TECHNICAL	8.2	15.3	23.5
T01	STATE POLICE ENLISTED	8.6	16.9	25.5
U11	INSTITUTIONAL	9.1	12.9	22.0
W22	HUMAN SERVICES	10.5	16.2	26.7
W41	ADMINISTRATIVE SUPPORT	10.2	16.3	26.5
Y23	BUSINESS & ADMINISTRATION	10.3	18.3	28.5
Y51	SUPERVISORY	11.5	19.8	31.4
Y98	MANAGERIAL	9.4	20.0	29.4
Y99	CONFIDENTIAL	9.7	17.1	26.8
	STATEWIDE AVERAGE	10.3	16.7	27.0

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

Source: Michigan Civil Service Commission HWF29 and HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)
Fiscal Years 2014-15 through 2018-19

BARGAINING UNIT CODE/NAME	2014-15	2015-16	2016-17	2017-18	2018-19
A02 SAFETY & REGULATORY	9.3	8.8	9.3	8.7	9.1
A31 LABOR AND TRADES	7.6	7.6	8.0	8.1	7.4
C12 SECURITY	11.3	11.9	11.9	12.7	12.7
E42 HUMAN SERVICES SUPPORT	11.4	12.7	12.1	12.1	11.3
H21 SCIENTIFIC & ENGINEERING	9.1	9.0	9.1	8.8	8.7
L32 TECHNICAL	8.6	8.4	8.5	8.2	8.2
T01 STATE POLICE ENLISTED	7.8	8.1	8.1	8.2	8.6
U11 INSTITUTIONAL	9.9	9.6	9.8	9.0	9.1
W22 HUMAN SERVICES	10.7	10.3	10.5	10.4	10.5
W41 ADMINISTRATIVE SUPPORT	10.4	10.4	10.3	10.0	10.2
Y23 BUSINESS & ADMINISTRATION	9.9	10.1	10.3	10.2	10.3
Y51 SUPERVISORY	11.3	11.2	11.6	11.2	11.5
Y98 MANAGERIAL	8.7	9.2	9.3	9.2	9.4
Y99 CONFIDENTIAL	10.3	9.9	10.2	10.0	9.7
STATEWIDE AVERAGE	10.2	10.2	10.3	10.2	10.3

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

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

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

Pay End Date: September 21, 2019

EXCLUSIVELY REPRESENTED EMPLOYEES

Department	No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMT	471	25	11	0	0	238	14	0	0	1	52	341
ATTORNEY GENERAL	509	37	1	0	0	0	0	0	0	0	88	126
AUDITOR GENERAL	162	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	88	0	0	0	0	0	0	0	0	33	15	48
CIVIL SERVICE COMMISSION	457	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	11,991	9	474	5,818	0	7	88	0	412	2,385	872	10,065
EDUCATION	512	0	1	0	2	0	5	0	15	175	57	255
ENVIRONMENT, GREAT LAKES & ENERGY	1,192	8	1	0	0	735	51	0	0	1	124	920
EXECUTIVE OFFICE	75	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	316	0	0	0	0	0	0	0	0	0	31	31
LABOR & ECONOMIC OPPORTUNITY	2,222	83	20	0	459	55	11	0	24	400	309	1,361
LICENSING AND REGULATORY AFFAIRS	1,612	209	8	0	0	68	0	0	0	272	332	889
MDHHS - COMMUNITY HEALTH	3,511	43	69	219	0	135	39	0	862	400	376	2,143
MDHHS - HUMAN SERVICES	10,636	158	26	1	32	3	2	0	52	6,970	1,078	8,322
MILITARY & VETERAN AFFAIRS	781	29	190	0	0	33	14	0	258	32	60	616
NATURAL RESOURCES	2,842	577	1,053	0	0	251	168	0	7	89	208	2,353
STATE	1,449	13	18	0	0	0	0	0	0	0	938	969
STATE POLICE	3,015	161	10	0	0	130	58	1,735	7	0	258	2,359
TECHNOLOGY, MANAGEMENT & BUDGET	3,031	0	254	0	0	37	63	0	0	0	297	651
TRANSPORTATION	2,736	74	624	0	0	546	432	0	0	3	266	1,945
TREASURY	1,674	6	6	0	0	1	1	0	0	0	481	495
Grand Total:	49,282	1,432	2,767	6,038	493	2,239	946	1,735	1,637	10,761	5,842	33,890

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.

In FY 2018-19, the Department of Environmental quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
 Pay End Date: September 21, 2019

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	471	46	8	22	9	0	45	130
ATTORNEY GENERAL	509	16	45	314	0	0	8	383
AUDITOR GENERAL	162	1	89	43	6	0	22	161
CIVIL RIGHTS	88	6	16	9	0	0	9	40
CIVIL SERVICE COMMISSION	457	0	393	57	0	0	7	457
CORRECTIONS	11,991	233	127	135	7	0	1,424	1,926
EDUCATION	512	136	21	54	1	0	45	257
ENVIRONMENT, GREAT LAKES & ENERGY	1,192	66	15	74	6	0	111	272
EXECUTIVE OFFICE	75	0	75	0	0	0	0	75
INSURANCE AND FINANCIAL SERV	316	175	19	24	7	0	60	285
LABOR & ECONOMIC OPPORTUNITY	2,222	479	44	189	11	0	138	861
LICENSING AND REGULATORY AFFAIRS	1,612	455	49	155	6	0	58	723
MDHHS - COMMUNITY HEALTH	3,511	631	96	253	9	0	379	1,368
MDHHS - HUMAN SERVICES	10,636	704	203	212	3	0	1,192	2,314
MILITARY & VETERAN AFFAIRS	781	48	10	31	2	0	74	165
NATURAL RESOURCES	2,842	133	21	94	4	0	237	489
STATE	1,449	141	55	53	7	0	224	480
STATE POLICE	3,015	224	43	152	8	0	229	656
TECHNOLOGY, MANAGEMENT & BUDGET	3,031	1,651	130	308	60	0	231	2,380
TRANSPORTATION	2,736	247	96	130	4	0	314	791
TREASURY	1,674	761	51	178	33	0	156	1,179
Grand Total:	49,282	6,153	1,606	2,487	183	0	4,963	15,392

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.

In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2018-19, the Department of Talent & Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

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.