

FORTY-FIRST ANNUAL WORKFORCE REPORT

FISCAL YEAR 2019-20

October 1, 2019 through September 30, 2020

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

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James Barrett
Jase Bolger
Jeff Steffel**

Janine M. Winters, State Personnel Director

This is the Forty-First Annual Workforce Report covering fiscal year 2019-20 (10/1/2019 to 9/30/2020). This report provides statistical information 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 used to select the data. The data source 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 2019-20**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age.....	44.8
Average Annual Salary ¹	\$63,772
Average Annual Fringe Benefit Cost ²	\$49,360
Average Sick Leave Days Used	9.2
Average Annual Leave Days Used	14.9
Average Years of Service.....	11.7

WORK FORCE CHARACTERISTICS

Females	53.8%
Males	46.2%
Eligible for Longevity.....	63.0%
Less than Six Years of Service.....	36.1%
Six to Ten Years of Service	18.9%
Over Ten Years of Service	45.0%
Exclusively Represented for Collective Bargaining	69.0%
Turnover	9.7%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native	1.1%
Asian.....	1.6%
Black or African American	17.8%
Hispanic or Latino	2.9%
White.....	75.9%
Native Hawaiian or Other Pacific Islander	0.1%
Two or More Races.....	0.6%

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 multiplied by average annual salary (see Table 2-3).

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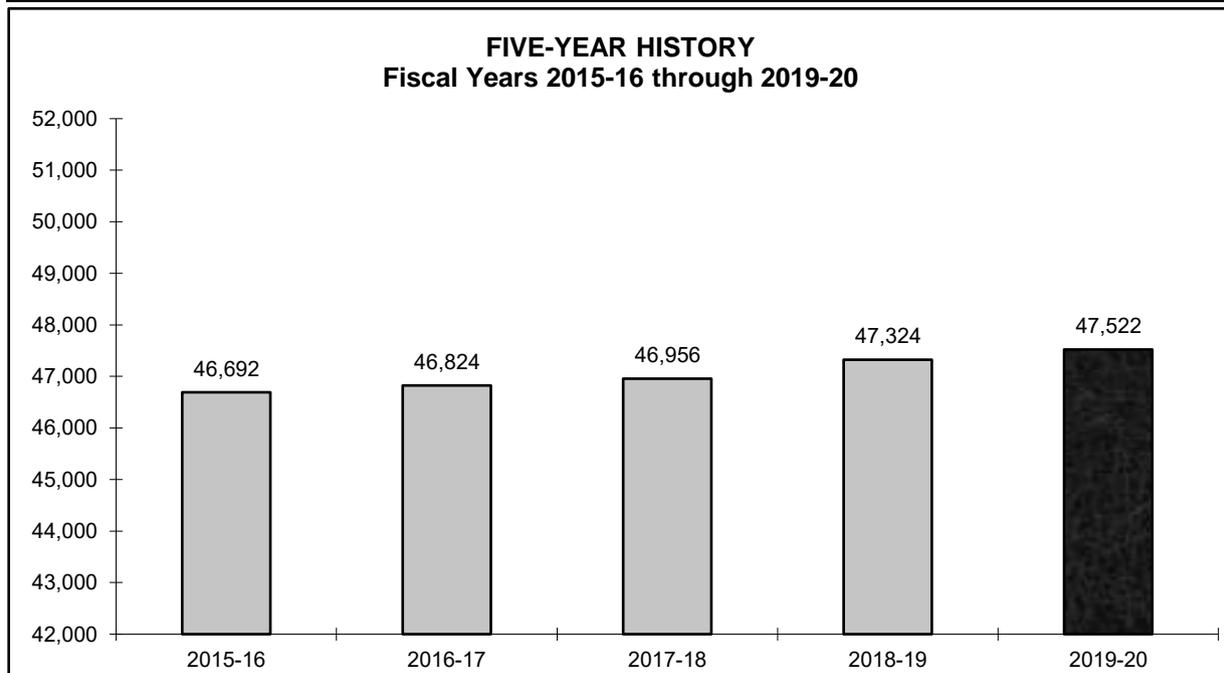
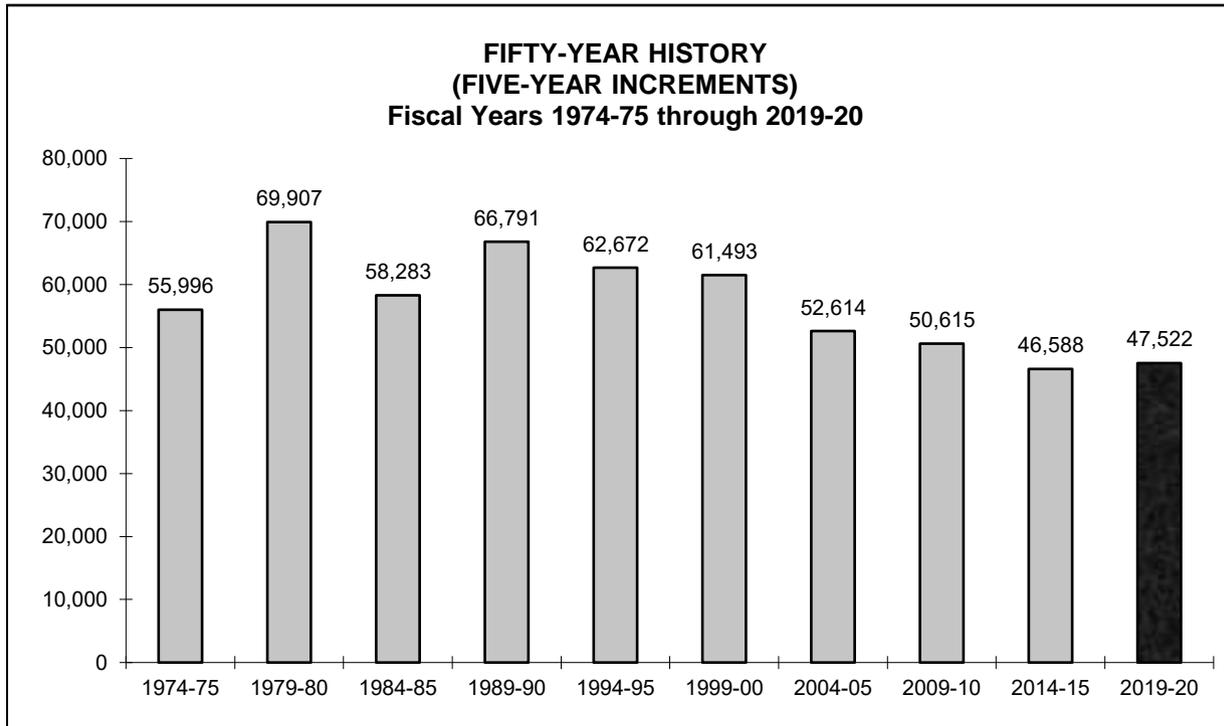
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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYMENT AVERAGES STATEWIDE

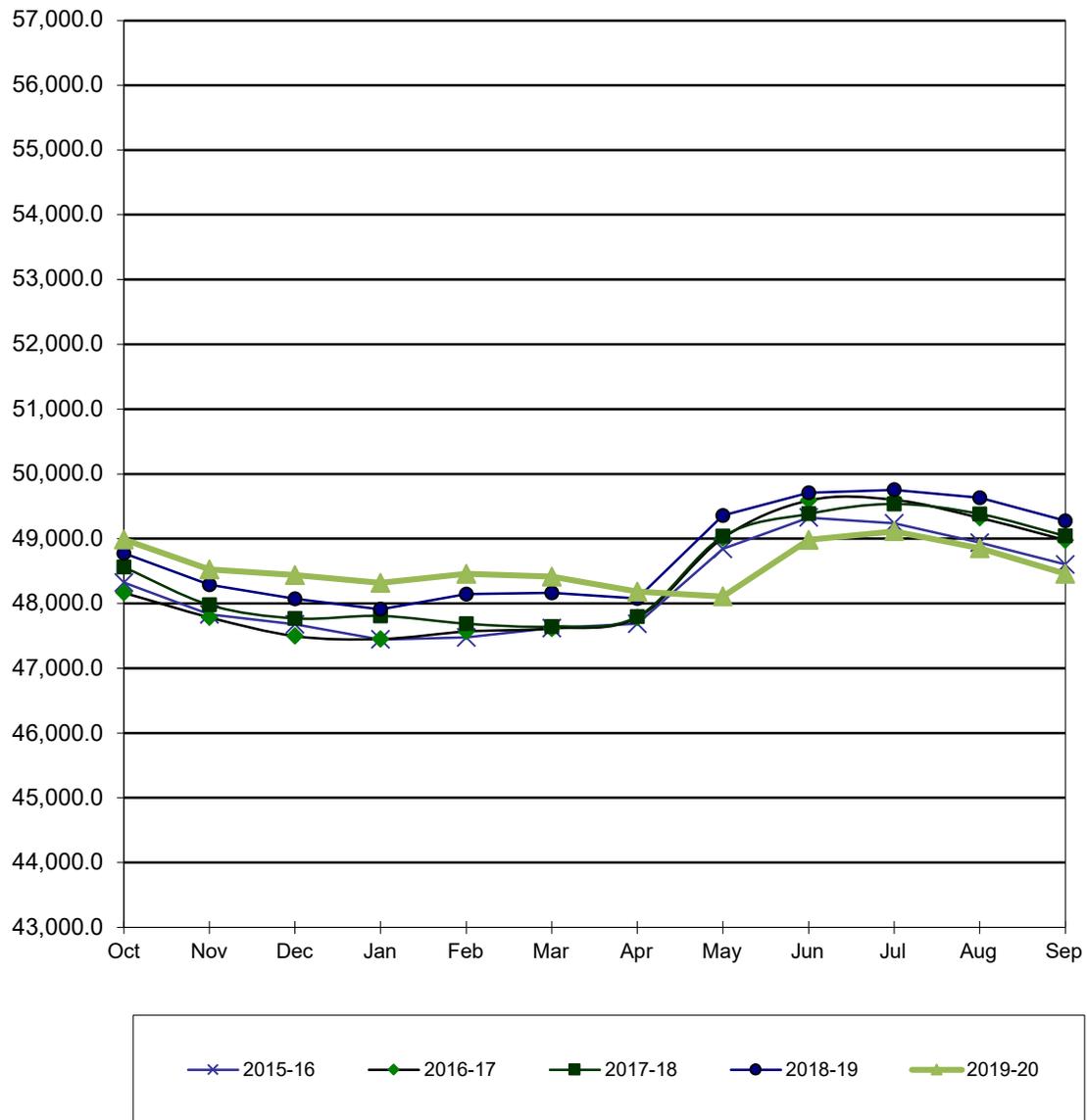


Comment: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

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 19, 2020, these positions represent 93.6% 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 2015-16 through 2019-20



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 19, 2020

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	435.0	0.0	4.0	5.0	0.0	21.0	0.0	465.0	0.0	465.0
AGRICULTURE AND RURAL DVLPMNT		435.0	0.0	4.0	5.0	0.0	21.0	0.0	465.0	0.0	465.0
ATY GNRL CENTRAL OFFICE	1101	487.0	1.0	0.0	24.0	0.0	0.0	0.0	512.0	0.0	512.0
PACC	1102	10.0	0.0	0.0	1.0	0.0	0.0	0.0	11.0	0.0	11.0
ATTORNEY GENERAL		497.0	1.0	0.0	25.0	0.0	0.0	0.0	523.0	0.0	523.0
LEGISLATIVE AUDITOR GENERAL	0301	132.0	3.0	0.0	14.0	0.0	3.0	0.0	152.0	0.0	152.0
AUDITOR GENERAL		132.0	3.0	0.0	14.0	0.0	3.0	0.0	152.0	0.0	152.0
CIV RGHT CENTRAL OFFICE	1501	77.0	0.0	0.0	3.0	0.0	0.0	0.0	80.0	0.0	80.0
CIVIL RIGHTS		77.0	0.0	0.0	3.0	0.0	0.0	0.0	80.0	0.0	80.0
CIVIL SERVICE COMMISSION	1901	423.0	0.0	2.0	8.0	0.0	17.0	0.0	450.0	0.0	450.0
CIVIL SERVICE COMMISSION		423.0	0.0	2.0	8.0	0.0	17.0	0.0	450.0	0.0	450.0
DETROIT DETENTION CENTER	4754	51.0	0.0	0.0	0.0	0.0	0.0	1.0	52.0	0.0	52.0
DETROIT REENTRY CENTER	4764	211.0	0.0	0.0	0.0	0.0	0.0	1.0	212.0	0.0	212.0
DOC-ADRIAN/GUS HARRISON FAC	4729	443.0	0.0	1.0	1.0	0.0	0.0	3.0	448.0	0.0	448.0
DOC-ALGER MAX SECURITY CORRECT	4735	241.0	0.0	0.0	1.0	0.0	0.0	0.0	242.0	0.0	242.0
DOC-BARAGA FACILITY	4740	264.0	1.0	0.0	0.0	0.0	0.0	2.0	267.0	0.0	267.0
DOC-BELLAMY CREEK FACILITY	4748	399.0	0.0	0.0	1.0	0.0	0.0	0.0	400.0	0.0	400.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	244.0	0.0	0.0	1.0	0.0	0.0	1.0	246.0	0.0	246.0
DOC-CARSON CITY FAC/CARSON CIT	4731	433.0	0.0	0.0	1.0	0.0	1.0	2.0	437.0	0.0	437.0
DOC-CENTRAL MICHIGAN FACILITY	4744	420.0	0.0	0.0	1.0	0.0	0.0	0.0	421.0	0.0	421.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	447.0	1.0	0.0	1.0	0.0	2.0	1.0	452.0	0.0	452.0
DOC-COOPER STREET FACILITY	4752	281.0	0.0	0.0	1.0	0.0	0.0	0.0	282.0	0.0	282.0
DOC-CORRECTN CENTRAL OFFICE	4702	534.0	0.0	0.0	18.0	0.0	10.0	2.0	564.0	0.0	564.0
DOC-COTTON FACILITY	4720	363.0	0.0	0.0	3.0	0.0	0.0	1.0	367.0	0.0	367.0
DOC-EGELER FACILITY	4727	492.0	0.0	0.0	1.0	0.0	0.0	5.0	498.0	0.0	498.0
DOC-FIELD OPERATION REGION III	4763	771.0	7.0	0.0	2.0	0.0	0.0	0.0	780.0	0.0	780.0
DOC-FIELD OPERATIONS REGION I	4761	802.0	0.0	0.0	2.0	0.0	0.0	0.0	804.0	0.0	804.0
DOC-HANDLON MI TRAINING UNT	4705	284.0	0.0	0.0	1.0	0.0	0.0	1.0	286.0	0.0	286.0
DOC-HURON VALLEY CORR COMPLEX	4715	516.0	1.0	0.0	1.0	0.0	0.0	1.0	519.0	0.0	519.0
DOC-IONIA MAXIMUM FACILITY	4724	287.0	0.0	0.0	1.0	0.0	0.0	0.0	288.0	0.0	288.0
DOC-JACKSON CENTRAL REGION	4750	80.0	0.0	0.0	0.0	0.0	0.0	0.0	80.0	0.0	80.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	271.0	0.0	0.0	0.0	0.0	1.0	0.0	272.0	0.0	272.0

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 is halved.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

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

Pay End Date: September 19, 2020

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-LAKELAND MENS FACILITY	4718	280.0	0.0	0.0	1.0	0.0	0.0	0.0	281.0	0.0	281.0
DOC-MACOMB FACILITY	4741	316.0	2.0	0.0	0.0	0.0	1.0	1.0	320.0	0.0	320.0
DOC-MARQUETTE BRANCH PRISON	4706	323.0	1.0	0.0	1.0	0.0	0.0	2.0	327.0	0.0	327.0
DOC-MAXEY CORRECTIONAL	4749	311.0	0.0	0.0	1.0	0.0	0.0	0.0	312.0	0.0	312.0
DOC-MICHIGAN REFORMATORY	4707	295.0	0.0	0.0	1.0	0.0	1.0	1.0	298.0	0.0	298.0
DOC-MICHIGAN STATE INDUSTRIES	4709	42.0	0.0	0.0	0.0	0.0	1.0	0.0	43.0	0.0	43.0
DOC-MUSKEGON FACILITY	4704	212.0	0.0	0.0	1.0	0.0	0.0	0.0	213.0	0.0	213.0
DOC-NEWBERRY FACILITY	4743	198.0	0.0	2.0	0.0	0.0	0.0	0.0	200.0	0.0	200.0
DOC-OAKS FACILITY	4739	292.0	1.0	0.0	1.0	0.0	0.0	0.0	294.0	0.0	294.0
DOC-PARNALL FACILITY	4751	267.0	0.0	0.0	11.0	0.0	0.0	2.0	280.0	0.0	280.0
DOC-SAGINAW FACILITY	4742	290.0	0.0	0.0	1.0	0.0	1.0	0.0	292.0	0.0	292.0
DOC-ST. LOUIS FACILITY	4733	321.0	0.0	0.0	2.0	0.0	0.0	2.0	325.0	0.0	325.0
DOC-THUMB FACILITY	4725	294.0	0.0	0.0	2.0	0.0	2.0	0.0	298.0	0.0	298.0
NTHRN REGION ADMIN AND SUPPORT	4714	26.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	0.0	26.0
SOUTHERN REGION - IONIA	4711	24.0	0.0	0.0	0.0	0.0	0.0	0.0	24.0	0.0	24.0
CORRECTIONS		11,325.0	14.0	3.0	59.0	0.0	20.0	29.0	11,450.0	0.0	11,450.0
EDUCATION	3103	436.0	3.0	4.0	17.0	34.0	12.0	0.0	506.0	0.0	506.0
EDUCATION		436.0	3.0	4.0	17.0	34.0	12.0	0.0	506.0	0.0	506.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,169.0	2.0	13.0	25.0	0.0	20.0	1.0	1,230.0	0.5	1,229.5
ENVIRONMENT, GREAT LAKES & ENERGY		1,169.0	2.0	13.0	25.0	0.0	20.0	1.0	1,230.0	0.5	1,229.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	69.0	0.0	1.0	0.0	70.0	0.0	70.0
EXECUTIVE OFFICE		0.0	0.0	0.0	69.0	0.0	1.0	0.0	70.0	0.0	70.0
DEPT OF INS AND FIN SERVICE	6501	287.0	1.0	0.0	19.0	0.0	8.0	0.0	315.0	0.0	315.0
INSURANCE AND FINANCIAL SERV		287.0	1.0	0.0	19.0	0.0	8.0	0.0	315.0	0.0	315.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,728.0	1.0	0.0	307.0	36.0	20.0	0.0	2,092.0	0.0	2,092.0
LEO - LANDBANK AUTHORITY	1802	6.0	0.0	0.0	2.0	0.0	0.0	0.0	8.0	0.0	8.0
LEO - MSF-MEDC	1804	110.0	0.0	0.0	0.0	0.0	2.0	0.0	112.0	0.0	112.0
LEO - MSHDA	1803	226.0	3.0	2.0	7.0	0.0	8.0	0.0	246.0	0.0	246.0
LABOR & ECONOMIC OPPORTUNITY		2,070.0	4.0	2.0	316.0	36.0	30.0	0.0	2,458.0	0.0	2,458.0
LICENSING & REGULATORY AFFAIRS	6401	1,495.0	2.0	11.0	15.0	0.0	25.0	0.0	1,548.0	0.0	1,548.0
LICENSING & REGULATORY AFFAIRS		1,495.0	2.0	11.0	15.0	0.0	25.0	0.0	1,548.0	0.0	1,548.0
MDHHS-CARO CENTER	3902	311.0	2.0	2.0	72.0	0.0	0.0	3.0	390.0	0.0	390.0

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

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

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MDHHS-COM HEALTH CENTRAL OFF	3901	1,509.0	0.0	4.0	34.0	0.0	11.0	0.0	1,558.0	0.0	1,558.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	552.0	1.0	0.0	2.0	0.0	6.0	3.0	564.0	0.0	564.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	229.0	0.0	0.0	2.0	0.0	5.0	3.0	239.0	0.0	239.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	374.0	0.0	2.0	82.0	0.0	1.0	2.0	461.0	0.0	461.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	52.0	0.0	0.0	0.0	0.0	3.0	0.0	55.0	0.0	55.0
MDHHS-WALTER P.REUTHER PSY HS	3945	388.0	1.0	0.0	3.0	0.0	0.0	4.0	396.0	0.0	396.0
MDHHS - COMMUNITY HEALTH		3,415.0	4.0	8.0	195.0	0.0	26.0	15.0	3,663.0	0.0	3,663.0
MDHHS-BERRIEN COUNTY	4322	137.0	0.0	0.0	9.0	1.0	0.0	0.0	147.0	0.0	147.0
MDHHS-CALHOUN COUNTY	4323	155.0	0.0	0.0	3.0	0.0	0.0	0.0	158.0	0.0	158.0
MDHHS-COUNTIES	4308	2,674.0	0.0	0.0	95.0	11.0	0.0	0.0	2,780.0	0.0	2,780.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,286.0	0.0	4.0	98.0	0.0	9.0	0.0	2,397.0	0.0	2,397.0
MDHHS-GENESEE COUNTY	4302	428.0	0.0	0.0	34.0	0.0	0.0	1.0	463.0	0.0	463.0
MDHHS-INGHAM COUNTY	4312	247.0	0.0	0.0	14.0	0.0	0.0	0.0	261.0	0.0	261.0
MDHHS-INSTITUTIONS	4307	56.0	0.0	24.0	1.0	0.0	0.0	2.0	83.0	0.0	83.0
MDHHS-JACKSON COUNTY	4315	152.0	0.0	0.0	15.0	0.0	0.0	0.0	167.0	0.0	167.0
MDHHS-KALAMAZOO COUNTY	4314	247.0	0.0	0.0	6.0	0.0	0.0	0.0	253.0	0.0	253.0
MDHHS-KENT COUNTY	4303	423.0	0.0	0.0	6.0	5.0	0.0	0.0	434.0	0.0	434.0
MDHHS-MACOMB COUNTY	4304	446.0	0.0	0.0	3.0	0.0	0.0	0.0	449.0	5.0	444.0
MDHHS-MUSKEGON COUNTY	4324	221.0	0.0	0.0	3.0	0.0	0.0	0.0	224.0	0.0	224.0
MDHHS-OAKLAND COUNTY	4305	481.0	0.0	0.0	29.0	0.0	0.0	0.0	510.0	0.0	510.0
MDHHS-SAGINAW COUNTY	4313	163.0	0.0	0.0	7.0	0.0	0.0	0.0	170.0	0.0	170.0
MDHHS-WASHTENAW	4325	148.0	0.0	0.0	6.0	0.0	0.0	0.0	154.0	0.0	154.0
MDHHS-WAYNE COUNTY DSS	4306	85.0	0.0	0.0	10.0	0.0	0.0	0.0	95.0	0.0	95.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	624.0	0.0	0.0	0.0	0.0	0.0	0.0	624.0	0.0	624.0
MDHHS-WAYNE COUNTY ZONE 3	4318	431.0	0.0	0.0	8.0	0.0	0.0	0.0	439.0	0.0	439.0
MDHHS-WAYNE COUNTY ZONE 4	4319	424.0	0.0	0.0	5.0	0.0	0.0	0.0	429.0	0.0	429.0
MDHHS-WAYNE COUNTY ZONE L	4316	318.0	0.0	0.0	6.0	0.0	0.0	0.0	324.0	0.0	324.0
MDHHS - HUMAN SERVICES		10,146.0	0.0	28.0	358.0	17.0	9.0	3.0	10,561.0	5.0	10,556.0
D.J. JACOBETTI HOME FOR VETERA	5103	166.0	4.0	2.0	0.0	0.0	0.0	0.0	172.0	0.5	171.5
GRAND RAPIDS HOME FOR VETERANS	5102	142.0	9.0	12.0	1.0	1.0	2.0	0.0	167.0	0.0	167.0
MIL AFFR CENTRAL OFFICE	5101	347.0	3.0	7.0	33.0	7.0	15.0	0.0	412.0	0.0	412.0
MILITARY & VETERAN AFFAIRS		655.0	16.0	21.0	34.0	8.0	17.0	0.0	751.0	0.5	750.5
DNR-NATURAL RESOURCES	7501	1,396.0	1.0	49.0	22.0	223.0	959.0	1.0	2,651.0	0.0	2,651.0

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 is halved.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

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

Pay End Date: September 19, 2020

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		1,396.0	1.0	49.0	22.0	223.0	959.0	1.0	2,651.0	0.0	2,651.0
DEPARTMENT OF STATE	2301	1,247.0	0.0	65.0	41.0	0.0	25.0	0.0	1,378.0	0.0	1,378.0
STATE		1,247.0	0.0	65.0	41.0	0.0	25.0	0.0	1,378.0	0.0	1,378.0
STATE POLICE	5501	2,923.0	4.0	6.0	60.0	0.0	9.0	4.0	3,006.0	0.0	3,006.0
STATE POLICE		2,923.0	4.0	6.0	60.0	0.0	9.0	4.0	3,006.0	0.0	3,006.0
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	1,724.0	0.0	0.0	32.0	0.0	49.0	0.0	1,805.0	0.0	1,805.0
TECH, MGMT AND BUDGET - MB	0701	1,032.0	7.0	3.0	45.0	0.0	31.0	0.0	1,118.0	0.0	1,118.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,756.0	7.0	3.0	78.0	0.0	80.0	0.0	2,924.0	0.0	2,924.0
BRIDGE AUTHORITIES-INTERNATION	5903	34.0	0.0	0.0	1.0	0.0	20.0	0.0	55.0	0.0	55.0
BRIDGE AUTHORITIES-MACKINAC	5902	39.0	0.0	30.0	18.0	0.0	3.0	0.0	90.0	0.0	90.0
TRANSPORTATION CENTRAL OFFICE	5901	2,303.0	2.0	12.0	57.0	14.0	136.0	3.0	2,527.0	0.5	2,526.5
TRANSPORTATION		2,376.0	2.0	42.0	76.0	14.0	159.0	3.0	2,672.0	0.5	2,671.5
BUREAU OF STATE LOTTERY	2795	175.0	0.0	0.0	1.0	0.0	26.0	0.0	202.0	0.0	202.0
GAMING CONTROL	2707	118.0	0.0	3.0	6.0	0.0	2.0	0.0	129.0	0.0	129.0
STATE BUILDING AUTHORITY	2704	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
TREASURY CENTRAL PAYROLL	2701	1,237.0	0.0	1.0	41.0	0.0	0.0	0.0	1,279.0	0.0	1,279.0
TREASURY		1,531.0	0.0	4.0	48.0	0.0	28.0	0.0	1,611.0	0.0	1,611.0
STATEWIDE TOTAL		44,791.0	64.0	265.0	1,487.0	332.0	1,469.0	56.0	48,464.0	6.5	48,457.5

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 is halved.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2019-20 SUMMARY

DEPARTMENT		Fiscal Year 2020 Appropriated FTE Positions (A)	Fiscal Year 2020 Average FTE Positions (B)	Fiscal Year 2019 Average FTE Positions (C)	FY 2020 and FY 2019 Difference (B - C)	FY 2020 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	500.5	451.2	450.6	0.6	-49.3
	Overtime	0.0	0.6	0.3	0.3	0.6
	Total	500.5	451.8	450.9	0.9	-48.7
ATTORNEY GENERAL	Regular	531.0	513.2	496.4	16.8	-17.8
	Overtime	0.0	0.2	0.4	-0.1	0.2
	Total	531.0	513.4	496.8	16.7	-17.6
AUDITOR GENERAL	Regular	0.0	153.0	143.8	9.2	153.0
	Overtime	0.0	0.5	0.2	0.2	0.5
	Total	0.0	153.5	144.1	9.4	153.5
CIVIL RIGHTS	Regular	110.0	84.1	87.0	-2.9	-25.9
	Overtime	0.0	0.3	0.0	0.3	0.3
	Total	110.0	84.4	87.0	-2.6	-25.6
CIVIL SERVICE COMMISSION	Regular	459.0	439.8	436.0	3.8	-19.2
	Overtime	0.0	1.1	3.9	-2.9	1.1
	Total	459.0	440.9	440.0	1.0	-18.1
CORRECTIONS	Regular	13,963.2	11,919.5	12,150.9	-231.4	-2,043.7
	Overtime	0.0	952.6	956.0	-3.5	952.6
	Total	13,963.2	12,872.0	13,106.9	-234.9	-1,091.2
EDUCATION	Regular	614.5	491.8	499.3	-7.5	-122.7
	Overtime	0.0	0.1	1.0	-0.9	0.1
	Total	614.5	491.9	500.3	-8.4	-122.6
ENVIRON, GREAT LAKES & ENERGY	Regular	1,231.0	1,204.5	1,126.2	78.3	-26.5
	Overtime	0.0	2.5	6.6	-4.0	2.5
	Total	1,231.0	1,207.1	1,132.8	74.3	-23.9
EXECUTIVE OFFICE	Regular	79.2	74.3	56.6	17.7	-4.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	79.2	74.3	56.6	17.7	-4.9

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2019-20 SUMMARY

DEPARTMENT		Fiscal Year 2020 Appropriated FTE Positions (A)	Fiscal Year 2020 Average FTE Positions (B)	Fiscal Year 2019 Average FTE Positions (C)	FY 2020 and FY 2019 Difference (B - C)	FY 2020 Average and Appropriated Difference (B - A)
INSURANCE AND FINANCIAL SERV	Regular	336.5	303.1	300.3	2.8	-33.4
	Overtime	0.0	0.3	0.2	0.0	0.3
	Total	336.5	303.3	300.5	2.9	-33.2
LABOR & ECONOMIC OPPORTUNITY	Regular	1,450.0	2,208.3	1,164.3	1,044.0	758.3
	Overtime	0.0	115.0	2.2	112.9	115.0
	Total	1,450.0	2,323.4	1,166.5	1,156.9	873.4
LICENSING AND REGULATORY AFF	Regular	2,322.3	1,554.2	1,959.5	-405.3	-768.1
	Overtime	0.0	2.2	7.2	-5.0	2.2
	Total	2,322.3	1,556.4	1,966.6	-410.3	-765.9
MDHHS - COMMUNITY HEALTH	Regular	3,899.9	3,575.0	3,290.6	284.4	-324.9
	Overtime	0.0	250.5	283.2	-32.7	250.5
	Total	3,899.9	3,825.5	3,573.8	251.7	-74.4
MDHHS - HUMAN SERVICES	Regular	11,721.8	10,616.4	10,929.0	-312.5	-1,105.4
	Overtime	0.0	74.3	95.8	-21.5	74.3
	Total	11,721.8	10,690.7	11,024.7	-334.0	-1,031.1
MILITARY & VETERAN AFFAIRS	Regular	912.5	728.3	741.3	-13.0	-184.2
	Overtime	0.0	26.7	34.1	-7.5	26.7
	Total	912.5	754.9	775.5	-20.5	-157.6
NATURAL RESOURCES	Regular	2,324.3	1,955.4	2,167.5	-212.1	-368.9
	Overtime	0.0	24.1	38.6	-14.5	24.1
	Total	2,324.3	1,979.5	2,206.2	-226.7	-344.8
STATE	Regular	1,586.0	1,378.6	1,436.0	-57.4	-207.4
	Overtime	0.0	26.8	24.1	2.7	26.8
	Total	1,586.0	1,405.4	1,460.0	-54.6	-180.6
STATE POLICE	Regular	3,518.0	2,983.3	2,966.9	16.4	-534.7
	Overtime	0.0	195.8	222.8	-27.0	195.8
	Total	3,518.0	3,179.1	3,189.7	-10.6	-338.9

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Fiscal Year 2019-20 SUMMARY

DEPARTMENT		Fiscal Year 2020 Appropriated FTE Positions (A)	Fiscal Year 2020 Average FTE Positions (B)	Fiscal Year 2019 Average FTE Positions (C)	FY 2020 and FY 2019 Difference (B - C)	FY 2020 Average and Appropriated Difference (B - A)
TECH, MGMT AND BUDGET	Regular	2,657.0	2,905.4	2,989.9	-84.5	248.4
	Overtime	0.0	26.3	35.7	-9.4	26.3
	Total	2,657.0	2,931.7	3,025.6	-93.9	274.7
TRANSPORTATION	Regular	2,818.3	2,641.5	2,708.5	-67.0	-176.8
	Overtime	0.0	111.9	127.6	-15.7	111.9
	Total	2,818.3	2,753.4	2,836.2	-82.8	-64.9
TREASURY	Regular	1,862.5	1,617.9	1,640.5	-22.5	-244.6
	Overtime	0.0	4.7	15.0	-10.3	4.7
	Total	1,862.5	1,622.6	1,655.4	-32.8	-239.9

Statewide Totals	Total Regular	52,897.5	47,806.9	47,741.2	65.7	-5,090.6
	Total Overtime	0.0	1,816.3	1,854.9	-38.5	1,816.3
	Grand Total	52,897.5	49,623.2	49,596.1	27.1	-3,274.3

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.

Source: Michigan Civil Service Commission MPR-0160

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

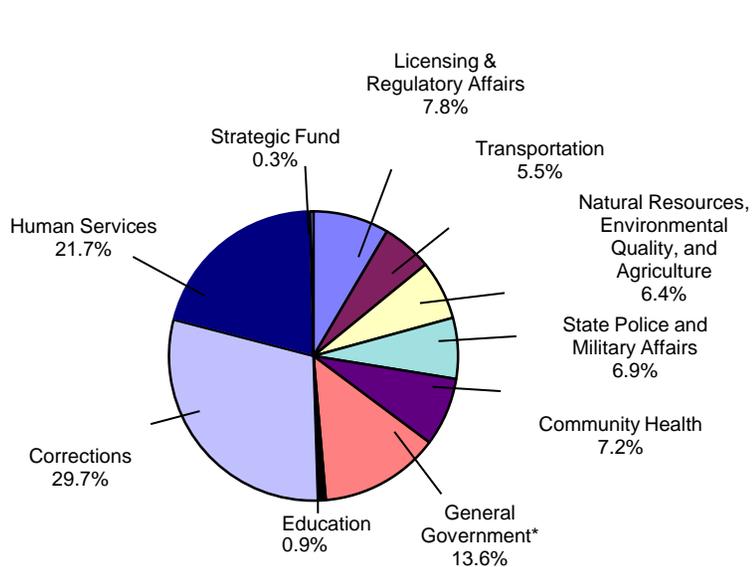
Department	2018-19		2019-20	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLP MNT	471.0	1.0 %	465.0	1.0 %
ATTORNEY GENERAL	509.0	1.0 %	523.0	1.1 %
AUDITOR GENERAL	162.0	0.3 %	152.0	0.3 %
CIVIL RIGHTS	88.0	0.2 %	80.0	0.2 %
CIVIL SERVICE COMMISSION	457.0	0.9 %	450.0	0.9 %
CORRECTIONS	11,990.5	24.3 %	11,450.0	23.6 %
EDUCATION	512.0	1.0 %	506.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,191.5	2.4 %	1,229.5	2.5 %
EXECUTIVE OFFICE	75.0	0.2 %	70.0	0.1 %
INSURANCE AND FINANCIAL SERV	316.0	0.6 %	315.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,222.0	4.5 %	2,458.0	5.1 %
LICENSING & REGULATORY AFFAIRS	1,612.0	3.3 %	1,548.0	3.2 %
MDHHS-COMMUNITY HEALTH	3,511.0	7.1 %	3,663.0	7.6 %
MDHHS-HUMAN SERVICES	10,631.0	21.6 %	10,556.0	21.8 %
MILITARY & VETERAN AFFAIRS	781.0	1.6 %	750.5	1.5 %
NATURAL RESOURCES	2,842.0	5.8 %	2,651.0	5.5 %
STATE	1,449.0	2.9 %	1,378.0	2.8 %
STATE POLICE	3,015.0	6.1 %	3,006.0	6.2 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,031.0	6.2 %	2,924.0	6.0 %
TRANSPORTATION	2,735.5	5.6 %	2,671.5	5.5 %
TREASURY	1,674.0	3.4 %	1,611.0	3.3 %
TOTAL:	49,275.5	100.0 %	48,457.5	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 is halved.

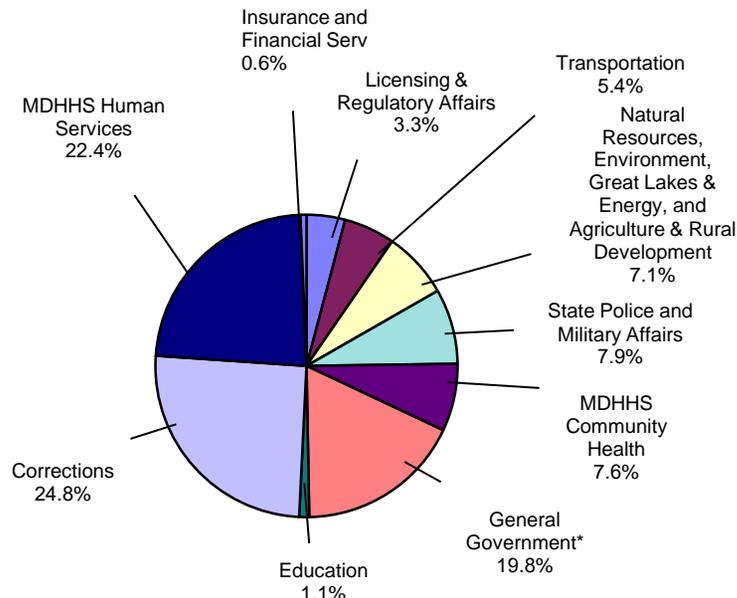
Statewide, the number of classified employees decreased by 818 from September 21, 2019 to September 19, 2020.

Source: Michigan Civil Service Commission HWF03

STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE
Fiscal Years 2010-11 and 2019-20 Compared



FISCAL YEAR 2010-11
AVERAGE CLASSIFIED EMPLOYMENT
47,818



FISCAL YEAR 2019-20
AVERAGE CLASSIFIED EMPLOYMENT
47,522

- 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 296 positions (.62%) from FY 2010-11 to FY 2019-20. 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 19, 2020 these positions represent 93.6% of all noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

STATE OF MICHIGAN
AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
 Fiscal Years 2010-11 through 2019-20

DEPARTMENT	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20
Agriculture & Rural Development ³	393.1	387.4	400.9	396.8	405.4	411.5	438.7	457.7	462.7	462.4
Attorney General	433.7	461.6	478.5	489.9	481.6	477.4	491.2	498.4	501.2	514.8
Auditor General	133.7	133.4	139.8	134.2	137.2	150.2	149.2	142.7	153.0	152.4
Civil Rights	90.4	94.3	91.7	91.0	93.7	92.0	84.4	85.8	88.3	85.5
Civil Service Commission	413.7	405.3	415.9	414.0	413.6	415.5	417.5	432.0	432.5	442.0
Community Health	3,447.6	3,012.6	3,113.4	3,127.9	--	--	--	--	--	--
Corrections	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	11,795.1
Education	446.1	475.5	517.7	517.5	515.3	506.6	503.8	504.7	503.2	497.7
Environment, Great Lakes & Energy ²	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	1,207.5
Executive Office	37.8	50.9	53.6	58.3	59.8	56.2	59.8	56.5	59.3	73.8
Human Services	10,364.6	11,058.1	11,771.7	11,387.6	--	--	--	--	--	--
Insurance and Financial Serv ⁵	--	--	--	291.9	304.7	302.1	296.0	299.7	302.2	302.0
Labor & Economic Opportunity ⁶	--	--	--	--	1,006.3	1,252.7	1,199.3	1,162.7	1,288.4	2,215.7
Licensing & Regulatory Affairs ¹	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	1,576.5
MDHHS-Community Health	--	--	--	--	3,091.9	3,111.0	3,184.1	3,293.2	3,412.5	3,586.7
MDHHS-Human Services	--	--	--	--	10,954.1	10,746.8	10,898.9	10,979.6	10,993.8	10,654.6
Military and Veterans Affairs	890.6	885.5	800.7	771.7	757.0	749.8	745.3	765.2	771.5	754.9
Natural Resources ²	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	1,692.6
Natural Resources & Environment ²	1,197.7	--	--	--	--	--	--	--	--	--
State	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	1,379.7
State Police	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	3,008.1
Strategic Fund ⁴	134.7	636.1	650.6	630.8	--	--	--	--	--	--
Technology, Management & Budget	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	2,932.6
Transportation	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	2,573.8
Treasury	<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>	<u>1,613.2</u>
TOTAL	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	47,521.6

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 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 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.
- ⁴ 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.
- ⁵ In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.
- ⁶ 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 93.6% of all noncareer appointments at the end of FY 2019-20. 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.

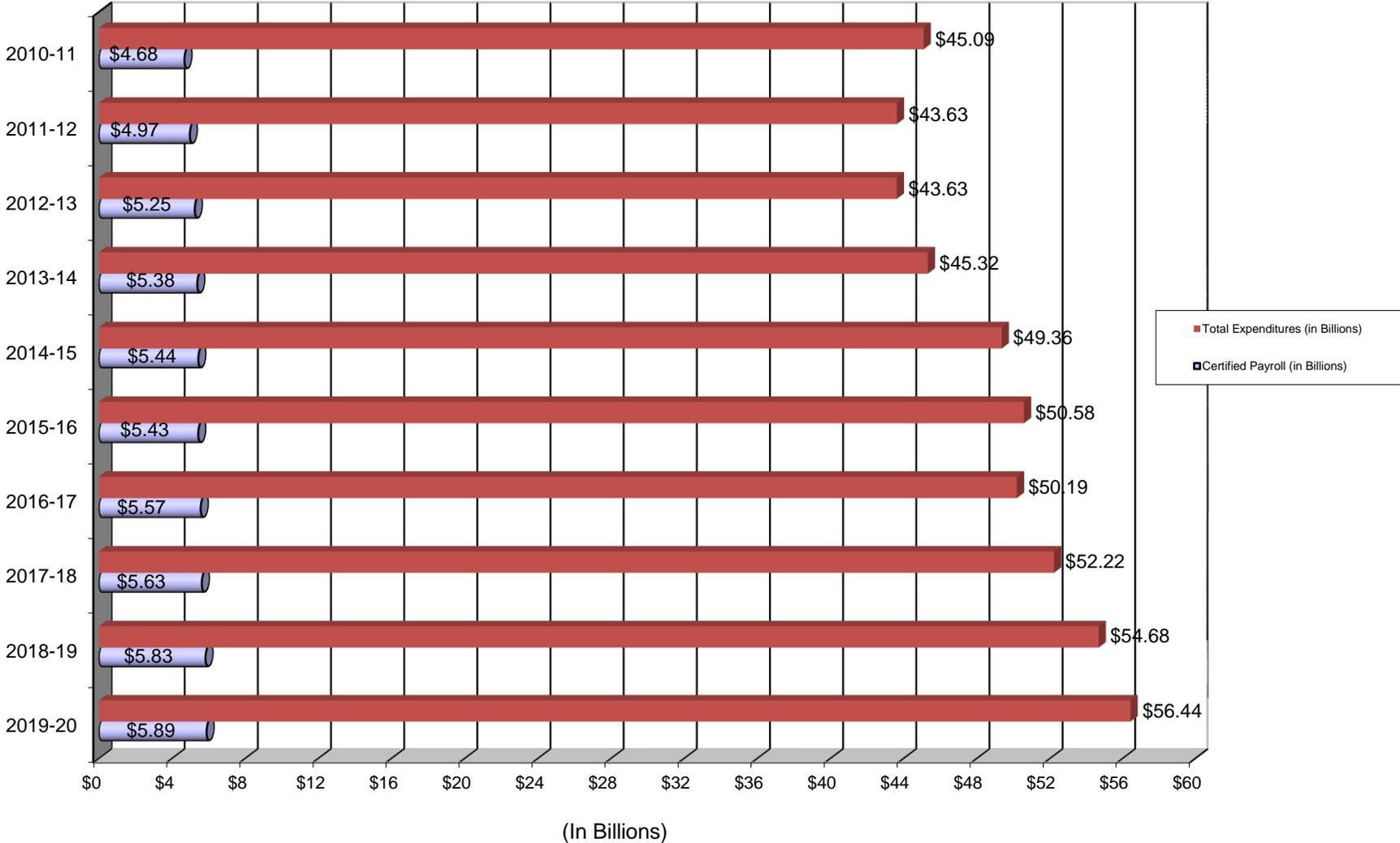
Source:

Michigan Civil Service Commission HWF09

SECTION TWO

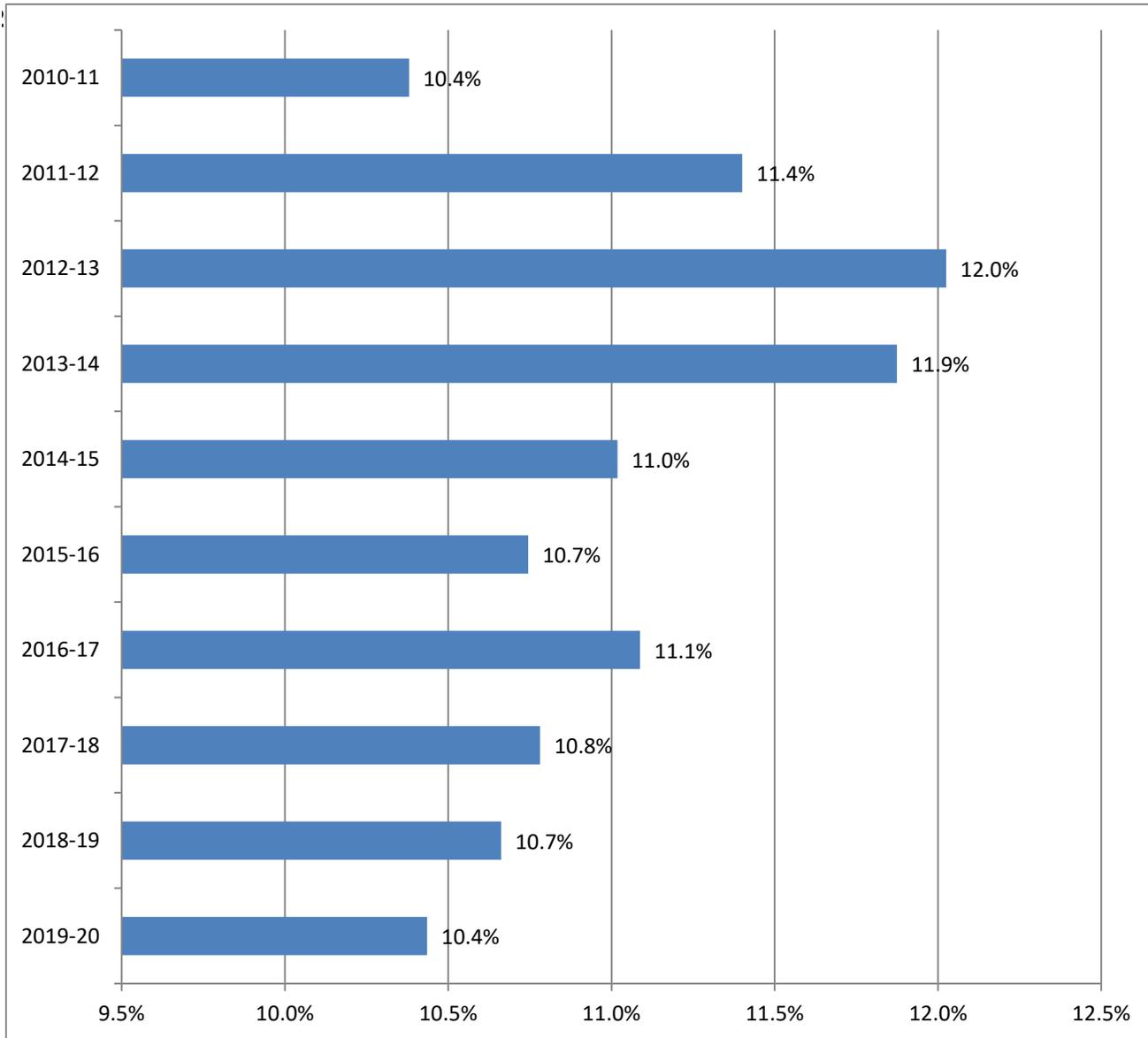
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2010-11 through 2019-20



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 2010-11 through 2019-20**



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

Table 2-1

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: September 19, 2020

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 DVLPMT	465	1.0 %	46.0	\$33.64	299	64.3 %
ATTORNEY GENERAL	523	1.1 %	47.2	\$43.54	306	58.5 %
AUDITOR GENERAL	152	0.3 %	39.7	\$41.28	88	57.9 %
CIVIL RIGHTS	80	0.2 %	47.8	\$35.41	63	78.8 %
CIVIL SERVICE COMMISSION	450	0.9 %	44.9	\$33.75	301	66.9 %
CORRECTIONS	11,450	23.6 %	44.2	\$28.28	7,463	65.2 %
EDUCATION	506	1.0 %	49.6	\$38.01	330	65.2 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,230	2.5 %	46.3	\$35.15	807	65.6 %
EXECUTIVE OFFICE	70	0.1 %	35.3	\$33.96	8	11.4 %
INSURANCE AND FINANCIAL SERV	315	0.6 %	43.4	\$37.20	213	67.6 %
LABOR & ECONOMIC OPPORTUNITY	2,458	5.1 %	48.0	\$31.41	1,573	64.0 %
LICENSING & REGULATORY AFFAIRS	1,548	3.2 %	46.4	\$34.80	987	63.8 %
MDHHS - COMMUNITY HEALTH	3,663	7.6 %	46.3	\$31.65	2,029	55.4 %
MDHHS - HUMAN SERVICES	10,561	21.8 %	44.0	\$28.79	6,917	65.5 %
MILITARY & VETERAN AFFAIRS	751	1.5 %	47.6	\$27.29	424	56.5 %
NATURAL RESOURCES	2,651	5.5 %	42.4	\$23.53	1,159	43.7 %
STATE	1,378	2.8 %	44.2	\$26.51	776	56.3 %
STATE POLICE	3,006	6.2 %	40.1	\$33.51	1,975	65.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,924	6.0 %	47.3	\$36.45	1,927	65.9 %
TRANSPORTATION	2,672	5.5 %	46.6	\$31.73	1,793	67.1 %
TREASURY	1,611	3.3 %	46.8	\$33.93	1,078	66.9 %
STATEWIDE TOTALS:	48,464	100.0 %	44.8	\$30.54	30,516	63.0 %

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. Noncareer positions are not eligible for longevity and are not included in those counts.

STATE OF MICHIGAN
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE
Fiscal Years 2015-16 through 2019-20

<u>Salary Range</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</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	424	1	0	0	0
18,000 - 18,999	519	441	0	0	0
19,000 - 19,999	23	506	367	41	0
20,000 - 20,999	55	55	579	28	364
21,000 - 21,999	63	56	30	369	11
22,000 - 22,999	128	141	106	475	195
23,000 - 23,999	5	11	2	28	7
24,000 - 24,999	183	162	89	73	355
25,000 - 25,999	26	31	25	99	85
26,000 - 26,999	3	1	3	23	22
27,000 - 27,999	35	51	15	19	12
28,000 - 28,999	410	428	36	2	1
29,000 - 29,999	63	40	459	222	34
30,000 - 30,999	55	68	36	202	255
31,000 - 31,999	92	15	68	43	17
32,000 - 32,999	89	106	8	53	29
33,000 - 33,999	171	281	97	100	25
34,000 - 34,999	397	177	276	123	22
35,000 - 35,999	264	572	202	162	101
36,000 - 36,999	236	541	596	715	61
37,000 - 37,999	472	316	487	263	430
38,000 - 38,999	1,067	618	363	645	585
39,000 - 39,999	362	330	658	532	219
40,000 - 40,999	658	426	497	869	519
41,000 - 41,999	854	769	340	382	773
42,000 - 42,999	709	654	918	400	474
43,000 - 43,999	1,077	687	662	921	508
44,000 - 44,999	647	1,588	680	659	656
45,000 - 45,999	1,783	1,901	889	486	601
46,000 - 46,999	372	726	841	1,017	685
47,000 - 47,999	1,913	1,533	1,748	1,831	1,094
48,000 - 48,999	453	528	936	732	1,609
49,000 - 49,999	455	603	1,853	536	689
50,000 - 50,999	1,689	1,146	483	2,072	867
51,000 - 51,999	3,068	1,190	588	497	1,631
52,000 - 52,999	1,164	2,992	1,621	693	552
53,000 - 53,999	4,701	4,667	750	1,284	874

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>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
54,000 - 54,999	355	770	3,247	677	1,354
55,000 - 55,999	883	498	4,137	3,351	695
56,000 - 56,999	2,386	2,419	442	3,899	2,949
57,000 - 57,999	823	735	606	609	4,240
58,000 - 58,999	322	675	2,879	455	462
59,000 - 59,999	517	330	490	2,801	503
60,000 - 60,999	1,329	1,308	404	477	2,645
61,000 - 61,999	288	535	689	692	668
62,000 - 62,999	449	337	945	316	631
63,000 - 63,999	1,094	382	472	1,361	393
64,000 - 64,999	1,286	1,241	484	458	532
65,000 - 65,999	295	1,200	252	317	1,148
66,000 - 66,999	1,239	1,098	1,215	362	412
67,000 - 67,999	466	525	1,171	1,169	296
68,000 - 68,999	1,892	378	1,232	1,222	1,277
69,000 - 69,999	233	1,869	512	502	1,347
70,000 - 70,999	497	458	324	1,249	603
71,000 - 71,999	791	287	1,844	307	976
72,000 - 72,999	340	684	392	1,824	420
73,000 - 73,999	141	337	295	218	250
74,000 - 74,999	993	180	691	502	1,756
75,000 - 75,999	1,449	1,002	295	157	385
76,000 - 76,999	66	1,437	124	785	289
77,000 - 77,999	121	95	1,084	265	732
78,000 - 78,999	819	320	1,402	71	194
79,000 - 79,999	94	604	47	1,088	213
80,000 - 80,999	131	118	177	1,395	260
81,000 - 81,999	167	149	642	97	2,192
82,000 - 82,999	657	119	332	241	260
83,000 - 83,999	216	668	121	697	178
84,000 - 84,999	261	283	162	108	543
85,000 - 85,999	59	232	699	108	291
86,000 - 86,999	424	13	131	152	86
87,000 - 87,999	22	430	181	715	125
88,000 - 88,999	65	26	209	149	104
89,000 - 89,999	194	70	440	121	714
90,000 - 90,999	25	218	45	182	219
91,000 - 91,999	293	45	68	482	194
92,000 - 92,999	31	235	172	32	31
93,000 - 93,999	80	29	51	174	478

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>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
\$94,000 - 94,999	142	98	37	193	18
95,000 - 95,999	89	133	230	48	209
96,000 - 96,999	97	91	39	38	214
97,000 - 97,999	59	103	108	206	31
98,000 - 98,999	49	58	116	38	35
99,000 - 99,999	102	128	66	122	192
100,000 - 100,999	67	58	104	131	41
101,000 - 101,999	59	52	52	73	135
102,000 - 102,999	40	47	73	91	122
103,000 - 103,999	76	48	129	44	78
104,000 - 104,999	213	74	37	58	87
105,000 - 105,999	35	238	69	113	43
106,000 - 106,999	15	26	33	65	42
107,000 - 107,999	29	19	77	62	118
108,000 - 108,999	35	16	294	43	51
109,000 - 109,999	38	27	25	72	59
110,000 - 110,999	25	42	8	351	43
111,000 - 111,999	46	20	28	4	71
112,000 - 112,999	139	48	22	19	350
113,000 - 113,999	28	140	38	33	5
114,000 - 114,999	28	24	28	17	14
115,000 - 115,999	27	25	45	20	41
116,000 - 116,999	54	26	123	37	7
117,000 - 117,999	30	58	32	21	26
118,000 - 118,999	14	26	25	47	32
119,000 - 119,999	18	26	27	145	24
120,000 - 120,999	177	25	19	26	49
121,000 - 121,999	4	202	45	15	123
122,000 - 122,999	11	5	32	20	32
123,000 - 123,999	19	13	17	33	23
124,000 - 124,999	6	22	29	26	19
125,000 - 125,999	8	10	248	24	16
126,000 and above	353	359	384	664	707
STATEWIDE TOTAL	48,610	48,984	49,052	49,282	48,464

Median Salary: \$59,424

Average Salary: \$63,772

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 2015-16 through 2019-20

	2015-16	2016-17	2017-18	2018-19	2019-20
Legally Required Payments					
FICA	7.10 %	7.10 %	7.11 %	7.10 %	7.06 %
Unemployment Compensation	.16	.13	.16	.12	.23
Workers Compensation	.00	.74	.74	.80	.57
Total Legally Required Payments	7.26 %	7.97 %	8.00 %	8.02 %	7.86 %
Group Insurance					
State Health Plan	7.81 %	7.53 %	7.25 %	7.14 %	7.05 %
Health Maintenance Organization	9.95	9.96	9.57	9.71	9.48
Dental	1.47	1.53	1.01	1.46	1.46
Vision	.14	.18	.12	.17	.17
Life	1.13	1.11	1.28	1.30	1.30
Long Term Disability	.46	.61	.60	.60	.59
Flexible Benefits Allowance/Recovery	.11	.11	.12	.12	.12
Total Group Insurance	21.06 %	21.04 %	19.94 %	20.50 %	20.18 %
Other Cash Payments					
Terminal Annual & Sick Leave	.74 %	.78 %	.76 %	.79 %	.69 %
Terminal Longevity Payments	.02	.02	.02	.02	.02
Professional Development	.04	.03	.03	.03	.03
Uniforms and Dry Cleaning	.19	.19	.18	.17	.16
Total Other Cash Payments	.98 %	1.02 %	1.00 %	1.01 %	.90 %
Pension Items					
Retirement or Pension Plans	1.82 %	1.72 %	1.97 %	1.68 %	1.97 %
Other Employee Retirement Costs (OERC)	44.80	44.81	43.91	43.22	40.35
Defined Contribution Pension Plan	4.80	5.12	5.24	5.71	6.14
Total Pension Items	51.43 %	51.65 %	51.11 %	50.61 %	48.46 %
Total Employee Benefits	81.46 %	81.68 %	80.06 %	80.15 %	77.40 %

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 19, 2020

Department	Total Employees Enrolled	Health Insurance								Dental Insurance			
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	444	171	39 %	238	54 %	3	1 %	0	0 %	421	95 %	1	0 %
ATTORNEY GENERAL	523	180	34 %	276	53 %	6	1 %	0	0 %	490	94 %	3	1 %
AUDITOR GENERAL	149	47	32 %	80	54 %	4	3 %	0	0 %	139	93 %	0	0 %
CIVIL RIGHTS	80	33	41 %	44	55 %	2	3 %	0	0 %	79	99 %	0	0 %
CIVIL SERVICE COMMISSION	433	84	19 %	291	67 %	1	0 %	0	0 %	395	91 %	0	0 %
CORRECTIONS	11,430	5,745	50 %	4,685	41 %	41	0 %	0	0 %	10,739	94 %	33	0 %
EDUCATION	494	189	38 %	234	47 %	5	1 %	0	0 %	446	90 %	3	1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,210	401	33 %	670	55 %	12	1 %	0	0 %	1,106	91 %	8	1 %
EXECUTIVE OFFICE	69	28	41 %	24	35 %	1	1 %	0	0 %	50	72 %	0	0 %
INSURANCE AND FINANCIAL SERV	307	85	28 %	192	63 %	2	1 %	0	0 %	288	94 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,428	911	38 %	1,244	51 %	24	1 %	0	0 %	2,252	93 %	12	0 %
LICENSING & REGULATORY AFFAIRS	1,523	539	35 %	819	54 %	3	0 %	0	0 %	1,412	93 %	5	0 %
MDHHS - COMMUNITY HEALTH	3,637	1,439	40 %	1,855	51 %	20	1 %	0	0 %	3,401	94 %	16	0 %
MDHHS - HUMAN SERVICES	10,552	3,920	37 %	5,653	54 %	49	0 %	0	0 %	9,929	94 %	20	0 %
MILITARY & VETERAN AFFAIRS	734	290	40 %	314	43 %	12	2 %	0	0 %	663	90 %	2	0 %
NATURAL RESOURCES	1,692	875	52 %	599	35 %	25	1 %	0	0 %	1,549	92 %	9	1 %
STATE	1,353	533	39 %	673	50 %	15	1 %	0	0 %	1,261	93 %	4	0 %
STATE POLICE	2,997	887	30 %	760	25 %	14	0 %	1,045	35 %	2,785	93 %	7	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,844	867	30 %	1,684	59 %	22	1 %	0	0 %	2,632	93 %	10	0 %
TRANSPORTATION	2,513	988	39 %	1,284	51 %	22	1 %	0	0 %	2,359	94 %	11	0 %
TREASURY	1,583	457	29 %	961	61 %	16	1 %	0	0 %	1,487	94 %	5	0 %
STATEWIDE TOTALS:	46,995	18,669	40 %	22,580	48 %	299	1 %	1,045	2 %	43,883	93 %	151	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 HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 19, 2020

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
AGRICULTURE & RURAL DEVELOPMENT	444	423	95 %	358	81 %	0	0 %	424	95 %	19	4 %	0	0 %
ATTORNEY GENERAL	523	496	95 %	350	67 %	0	0 %	491	94 %	31	6 %	0	0 %
AUDITOR GENERAL	149	141	95 %	116	78 %	0	0 %	124	83 %	24	16 %	0	0 %
CIVIL RIGHTS	80	79	99 %	66	83 %	0	0 %	76	95 %	4	5 %	0	0 %
CIVIL SERVICE COMMISSION	433	402	93 %	398	92 %	0	0 %	417	96 %	15	3 %	0	0 %
CORRECTIONS	11,430	10,799	94 %	10,122	89 %	0	0 %	10,970	96 %	400	3 %	0	0 %
EDUCATION	494	454	92 %	339	69 %	0	0 %	463	94 %	30	6 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,210	1,123	93 %	947	78 %	0	0 %	1,122	93 %	87	7 %	0	0 %
EXECUTIVE OFFICE	69	54	78 %	28	41 %	0	0 %	64	93 %	4	6 %	0	0 %
INSURANCE AND FINANCIAL SERV	307	292	95 %	244	79 %	0	0 %	292	95 %	14	5 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,428	2,275	94 %	1,896	78 %	0	0 %	2,287	94 %	134	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,523	1,420	93 %	1,203	79 %	0	0 %	1,437	94 %	82	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,637	3,424	94 %	3,045	84 %	0	0 %	3,447	95 %	180	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,552	9,966	94 %	8,908	84 %	0	0 %	10,015	95 %	519	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	734	666	91 %	519	71 %	0	0 %	696	95 %	22	3 %	0	0 %
NATURAL RESOURCES	1,692	1,567	93 %	1,344	79 %	0	0 %	1,598	94 %	92	5 %	0	0 %
STATE	1,353	1,279	95 %	1,000	74 %	0	0 %	1,272	94 %	77	6 %	0	0 %
STATE POLICE	2,997	2,811	94 %	2,665	89 %	1,339	45 %	2,851	95 %	114	4 %	1,142	38 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,844	2,650	93 %	2,122	75 %	24	1 %	2,694	95 %	139	5 %	16	1 %
TRANSPORTATION	2,513	2,388	95 %	2,183	87 %	0	0 %	2,379	95 %	130	5 %	0	0 %
TREASURY	1,583	1,504	95 %	1,268	80 %	0	0 %	1,490	94 %	92	6 %	0	0 %
STATEWIDE TOTALS:	46,995	44,213	94 %	39,121	83 %	1,363	3 %	44,609	95 %	2,209	5 %	1,158	2 %

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

Source: Michigan Civil Service Commission HWF47

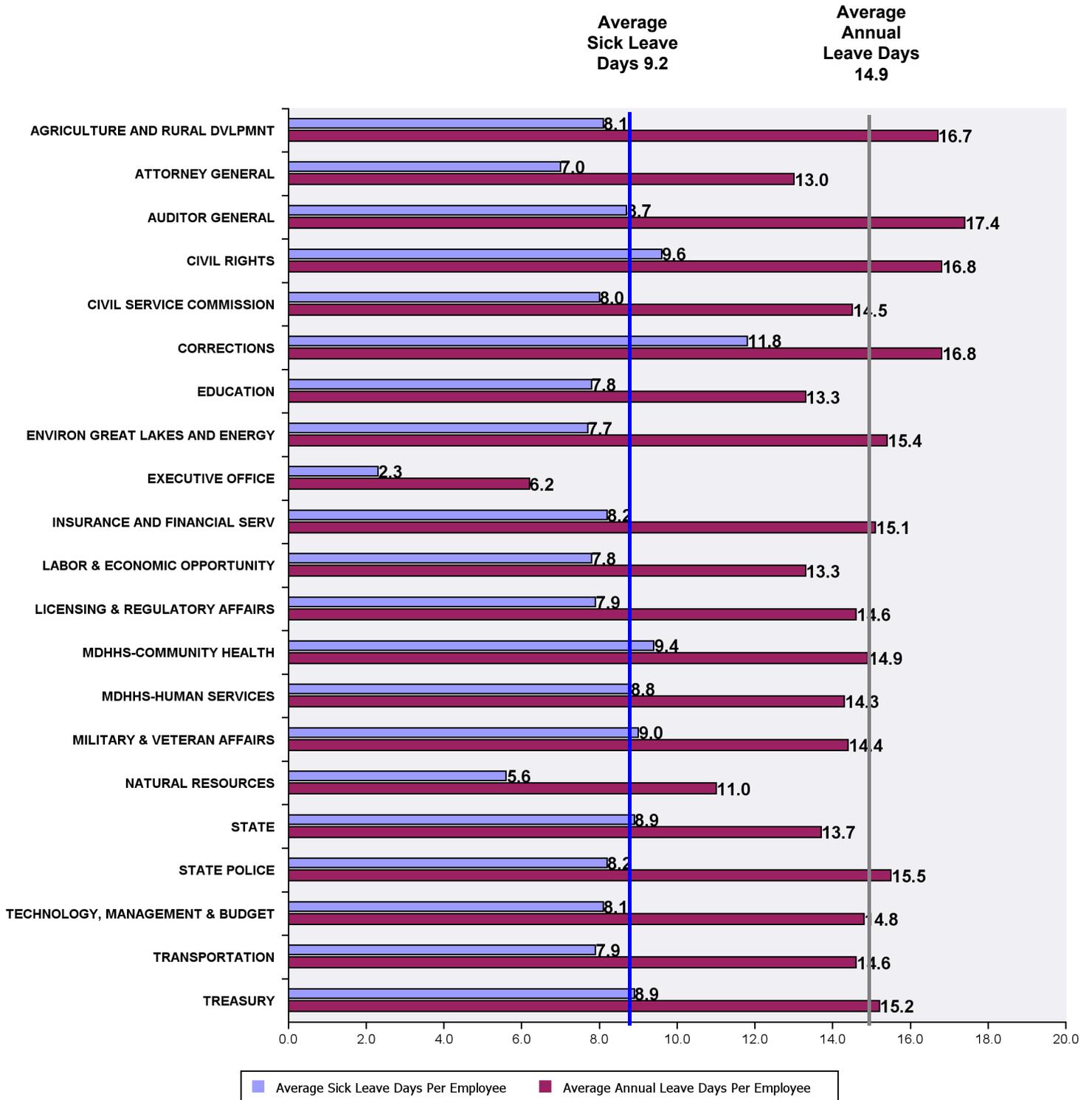
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2015-16 through 2019-20**

	2015-16	2016-17	2017-18	2018-19	2019-20
VACATION	7.4 %	7.3 %	7.2 %	7.1 %	6.1 %
HOLIDAY	4.6 %	5.0 %	4.6 %	5.0 %	4.6 %
SICK LEAVE	4.1 %	4.1 %	4.2 %	4.2 %	3.7 %
TOTAL	16.1 %	16.4 %	16.0 %	16.3 %	14.3 %

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 2019-20



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

Source: Michigan Civil Service Commission HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2019-20

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMNT	8.1	16.7	24.8
ATTORNEY GENERAL	7.0	13.0	20.0
AUDITOR GENERAL	8.7	17.4	26.1
CIVIL RIGHTS	9.6	16.8	26.4
CIVIL SERVICE COMMISSION	8.0	14.5	22.5
CORRECTIONS	11.8	16.8	28.6
EDUCATION	7.8	13.3	21.1
ENVIRON GREAT LAKES AND ENERGY	7.7	15.4	23.1
EXECUTIVE OFFICE	2.3	6.2	8.5
INSURANCE AND FINANCIAL SERV	8.2	15.1	23.3
LABOR & ECONOMIC OPPORTUNITY	7.8	13.3	21.1
LICENSING & REGULATORY AFFAIRS	7.9	14.6	22.5
MDHHS-COMMUNITY HEALTH	9.4	14.9	24.3
MDHHS-HUMAN SERVICES	8.8	14.3	23.1
MILITARY & VETERAN AFFAIRS	9.0	14.4	23.4
NATURAL RESOURCES	5.6	11.0	16.6
STATE	8.9	13.7	22.6
STATE POLICE	8.2	15.5	23.7
TECHNOLOGY, MANAGEMENT & BUDGET	8.1	14.8	22.9
TRANSPORTATION	7.9	14.6	22.5
TREASURY	8.9	15.2	24.1
STATEWIDE AVERAGE	9.2	14.9	24.1

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

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2015-16 through 2019-20

DEPARTMENT	2015-16	2016-17	2017-18	2018-19	2019-20
Agriculture & Rural Development	9.1	8.2	9.2	8.5	8.1
Attorney General	9.3	9.0	8.9	8.8	7.0
Auditor General	8.3	9.7	8.7	7.7	8.7
Civil Rights	10.8	10.2	10.0	10.3	9.6
Civil Service Commission	10.3	10.1	10.6	10.1	8.0
Corrections	11.8	11.8	12.1	12.1	11.8
Education	9.3	9.9	9.4	9.8	7.8
Environment, Great Lakes & Energy	9.2	9.8	9.1	9.1	7.7
Executive Office	3.2	4.2	5.1	1.0	2.3
Insurance and Financial Serv	10.5	10.3	9.9	9.7	8.2
Labor & Economic Opportunity	11.7	11.7	11.7	10.5	7.8
Licensing & Regulatory Affairs	9.9	10.2	10.0	10.1	7.9
MDHHS-Community Health	10.1	10.5	10.5	10.3	9.4
MDHHS-Human Services	10.6	10.7	10.7	10.6	8.8
Military and Veterans Affairs	10.5	9.9	9.8	9.5	9.0
Natural Resources	5.5	5.6	5.4	5.0	5.6
State	9.0	9.5	8.8	9.2	8.9
State Police	8.3	8.3	8.7	8.9	8.2
Talent And Economic Development	11.7	11.7	11.7	--	--
Technology, Management & Budget	9.3	9.6	9.9	10.0	8.1
Transportation	9.3	9.5	9.4	9.1	7.9
Treasury	10.4	10.8	10.9	10.4	8.9
STATEWIDE AVERAGE	10.2	10.3	10.2	10.3	9.2

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

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

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USE ANALYSIS BY DEPARTMENT

September 22, 2019 to September 19, 2020

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	470	30,492.5	64.9	8.1
ATTORNEY GENERAL	555	31,179.5	56.2	7.0
AUDITOR GENERAL	156	10,899.1	69.9	8.7
CIVIL RIGHTS	92	7,088.0	77.0	9.6
CIVIL SERVICE COMMISSION	467	29,891.8	64.0	8.0
CORRECTIONS	12,954	1,224,136.4	94.5	11.8
EDUCATION	535	33,523.5	62.7	7.8
ENVIRON GREAT LAKES AND ENERGY	1,272	77,878.2	61.2	7.7
EXECUTIVE OFFICE	80	1,456.5	18.2	2.3
INSURANCE AND FINANCIAL SERV	330	21,634.5	65.6	8.2
LABOR & ECONOMIC OPPORTUNITY	2,631	165,077.6	62.7	7.8
LICENSING & REGULATORY AFFAIRS	1,632	103,569.3	63.5	7.9
MDHHS-COMMUNITY HEALTH	3,999	301,357.9	75.4	9.4
MDHHS-HUMAN SERVICES	11,467	805,560.8	70.3	8.8
MILITARY & VETERAN AFFAIRS	842	60,650.3	72.0	9.0
NATURAL RESOURCES	2,584	116,532.3	45.1	5.6
STATE	1,503	106,928.1	71.1	8.9
STATE POLICE	3,210	211,212.4	65.8	8.2
TECHNOLOGY, MANAGEMENT & BUDGET	3,031	197,596.6	65.2	8.1
TRANSPORTATION	3,041	192,658.6	63.4	7.9
TREASURY	1,694	120,568.8	71.2	8.9
STATEWIDE	52,545	3,849,892.3	73.3	9.2

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

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT
September 22, 2019 to September 19, 2020

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	470	62,919.1	133.9	16.7	470	222.5	0.5	0.1
ATTORNEY GENERAL	555	57,537.1	103.7	13.0	555	99.2	0.2	0.0
AUDITOR GENERAL	156	21,725.1	139.3	17.4	156	0.5	0.0	0.0
CIVIL RIGHTS	92	12,352.9	134.3	16.8	92	40.2	0.4	0.1
CIVIL SERVICE COMMISSION	467	54,292.6	116.3	14.5	467	81.1	0.2	0.0
CORRECTIONS	12,954	1,741,272.5	134.4	16.8	12,954	2,858.9	0.2	0.0
EDUCATION	535	56,896.1	106.3	13.3	535	155.6	0.3	0.0
ENVIRON GREAT LAKES AND ENERGY	1,272	156,828.6	123.3	15.4	1,272	501.9	0.4	0.0
EXECUTIVE OFFICE	80	3,988.6	49.9	6.2	80	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	330	39,761.8	120.5	15.1	330	73.0	0.2	0.0
LABOR & ECONOMIC OPPORTUNITY	2,631	279,784.0	106.3	13.3	2,631	721.4	0.3	0.0
LICENSING & REGULATORY AFFAIRS	1,632	190,175.9	116.5	14.6	1,632	199.3	0.1	0.0
MDHHS-COMMUNITY HEALTH	3,999	477,386.8	119.4	14.9	3,999	1,636.2	0.4	0.1
MDHHS-HUMAN SERVICES	11,467	1,314,960.5	114.7	14.3	11,467	1,449.6	0.1	0.0
MILITARY & VETERAN AFFAIRS	842	97,028.4	115.2	14.4	842	181.5	0.2	0.0
NATURAL RESOURCES	2,584	226,456.2	87.6	11.0	2,584	1,130.6	0.4	0.1
STATE	1,503	165,060.6	109.8	13.7	1,503	696.4	0.5	0.1
STATE POLICE	3,210	397,257.7	123.8	15.5	3,210	2,222.9	0.7	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	3,031	357,659.0	118.0	14.8	3,031	523.8	0.2	0.0
TRANSPORTATION	3,041	354,216.2	116.5	14.6	3,041	1,317.7	0.4	0.1
TREASURY	1,694	206,515.9	121.9	15.2	1,694	234.7	0.1	0.0
STATEWIDE	52,545	6,274,075.4	119.4	14.9	52,545	14,346.5	0.3	0.0

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

Source: Michigan Civil Service Commission HWF31

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

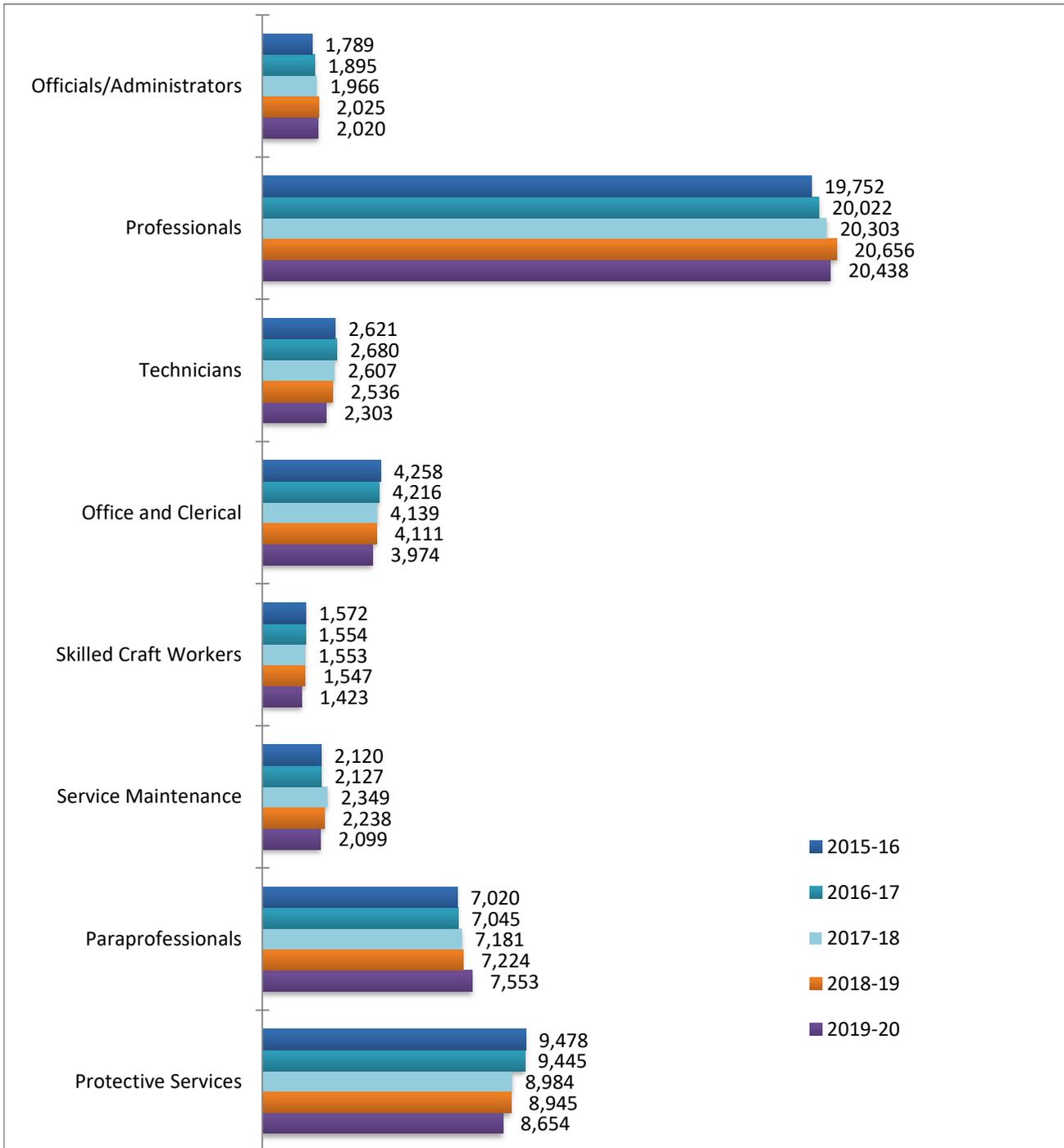
Pay End Date: September 19, 2020

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	0	16	47	39	59	62	54	46	72	41	23	6	465
ATTORNEY GENERAL	0	2	25	70	56	73	71	79	74	47	19	7	523
AUDITOR GENERAL	1	15	31	18	17	12	21	18	14	5	0	0	152
CIVIL RIGHTS	0	0	3	8	12	11	13	15	6	6	3	3	80
CIVIL SERVICE COMMISSION	2	23	38	39	54	61	61	67	64	30	11	0	450
CORRECTIONS	26	434	996	1,293	1,264	1,462	2,094	1,952	1,180	574	142	33	11,450
EDUCATION	0	9	11	29	52	80	72	93	56	64	30	10	506
ENVIRONMENT, GREAT LAKES & ENERGY	0	35	122	114	117	186	143	160	174	117	52	10	1,230
EXECUTIVE OFFICE	0	8	23	6	14	6	4	5	3	0	1	0	70
INSURANCE AND FINANCIAL SERV	0	13	34	36	42	52	39	41	32	21	4	1	315
LABOR & ECONOMIC OPPORTUNITY	4	51	120	188	278	336	365	365	345	258	105	43	2,458
LICENSING & REGULATORY AFFAIRS	3	52	97	146	216	201	205	204	190	149	60	25	1,548
MDHHS - COMMUNITY HEALTH	4	69	289	400	471	456	480	481	503	351	121	38	3,663
MDHHS - HUMAN SERVICES	2	240	928	1,350	1,598	1,647	1,579	1,355	987	607	202	66	10,561
MILITARY & VETERAN AFFAIRS	0	11	41	71	93	82	95	129	125	78	24	2	751
NATURAL RESOURCES	121	345	275	241	242	255	284	240	242	185	135	86	2,651
STATE	1	61	149	184	129	185	157	195	190	92	32	3	1,378
STATE POLICE	2	149	582	496	286	360	483	347	215	66	18	2	3,006
TECHNOLOGY, MANAGEMENT & BUDGET	5	85	160	243	312	382	416	445	468	290	97	21	2,924
TRANSPORTATION	10	128	161	212	251	371	371	440	393	239	74	22	2,672
TREASURY	2	36	88	165	196	238	206	212	233	166	56	13	1,611
Statewide Total:	183	1,782	4,220	5,348	5,759	6,518	7,213	6,889	5,566	3,386	1,209	391	48,464
Average Age:	19.2	23.1	27.7	32.5	37.5	42.5	47.6	52.4	57.4	62.2	67.0	73.1	44.8

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.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2015-16 through 2019-20



2019-20 Total: 48,464

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 19, 2020

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	6	11	17
ALGER	264	1	265
ALLEGAN	203	18	221
ALPENA	151	38	189
ANTRIM	28	2	30
ARENAC	30	2	32
BARAGA	315	14	329
BARRY	111	53	164
BAY	334	33	367
BENZIE	32	1	33
BERRIEN	324	31	355
BRANCH	353	4	357
CALHOUN	380	7	387
CASS	90	5	95
CHARLEVOIX	21	38	59
CHEBOYGAN	60	53	113
CHIPPEWA	902	65	967
CLARE	60	10	70
CLINTON	147	26	173
CRAWFORD	167	71	238
DELTA	176	37	213
DICKINSON	61	4	65
EATON	3,283	151	3,434
EMMET	82	34	116
GENESEE	816	75	891
GLADWIN	45	3	48
GOGEBIC	55	7	62
GRAND TRAVERSE	306	39	345
GRATIOT	795	5	800
HILLSDALE	68	6	74
HOUGHTON	78	29	107
HURON	40	29	69
INGHAM	9,949	819	10,768
IONIA	1,397	19	1,416
IOSCO	56	28	84
IRON	51	11	62
ISABELLA	166	4	170
JACKSON	1,969	54	2,023
KALAMAZOO	1,094	128	1,222
KALKASKA	52	2	54
KENT	1,467	75	1,542
KEWEENAW	3	11	14
LAKE	35	2	37
LAPEER	431	24	455

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 19, 2020

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	2	3	5
LENAWEE	567	22	589
LIVINGSTON	527	41	568
LUCE	263	16	279
MACKINAC	119	76	195
MACOMB	1,368	29	1,397
MANISTEE	323	21	344
MARQUETTE	835	39	874
MASON	44	26	70
MECOSTA	81	6	87
MENOMINEE	27	17	44
MIDLAND	95	4	99
MISSAUKEE	65	4	69
MONROE	199	32	231
MONTCALM	592	6	598
MONTMORENCY	49	20	69
MUSKEGON	813	50	863
NEWAYGO	71	11	82
OAKLAND	1,143	165	1,308
OCEANA	96	46	142
OGEMAW	94	16	110
ONTONAGON	19	11	30
OSCEOLA	27	1	28
OSCODA	24		24
OTSEGO	303	30	333
OTTAWA	204	40	244
OUT OF STATE	32	3	35
PRESQUE ISLE	18	21	39
ROSCOMMON	127	26	153
SAGINAW	826	15	841
SANILAC	48	12	60
SCHOOLCRAFT	39	16	55
SHIAWASSEE	80	4	84
ST CLAIR	234	56	290
ST JOSEPH	85	1	86
TUSCOLA	431	80	511
VAN BUREN	248	30	278
WASHTENAW	1,338	70	1,408
WAYNE	4,999	171	5,170
WEXFORD	170	24	194
WORK AT HOME - MI	1,713	333	2,046
Grand Total:	44,791	3,673	48,464

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.

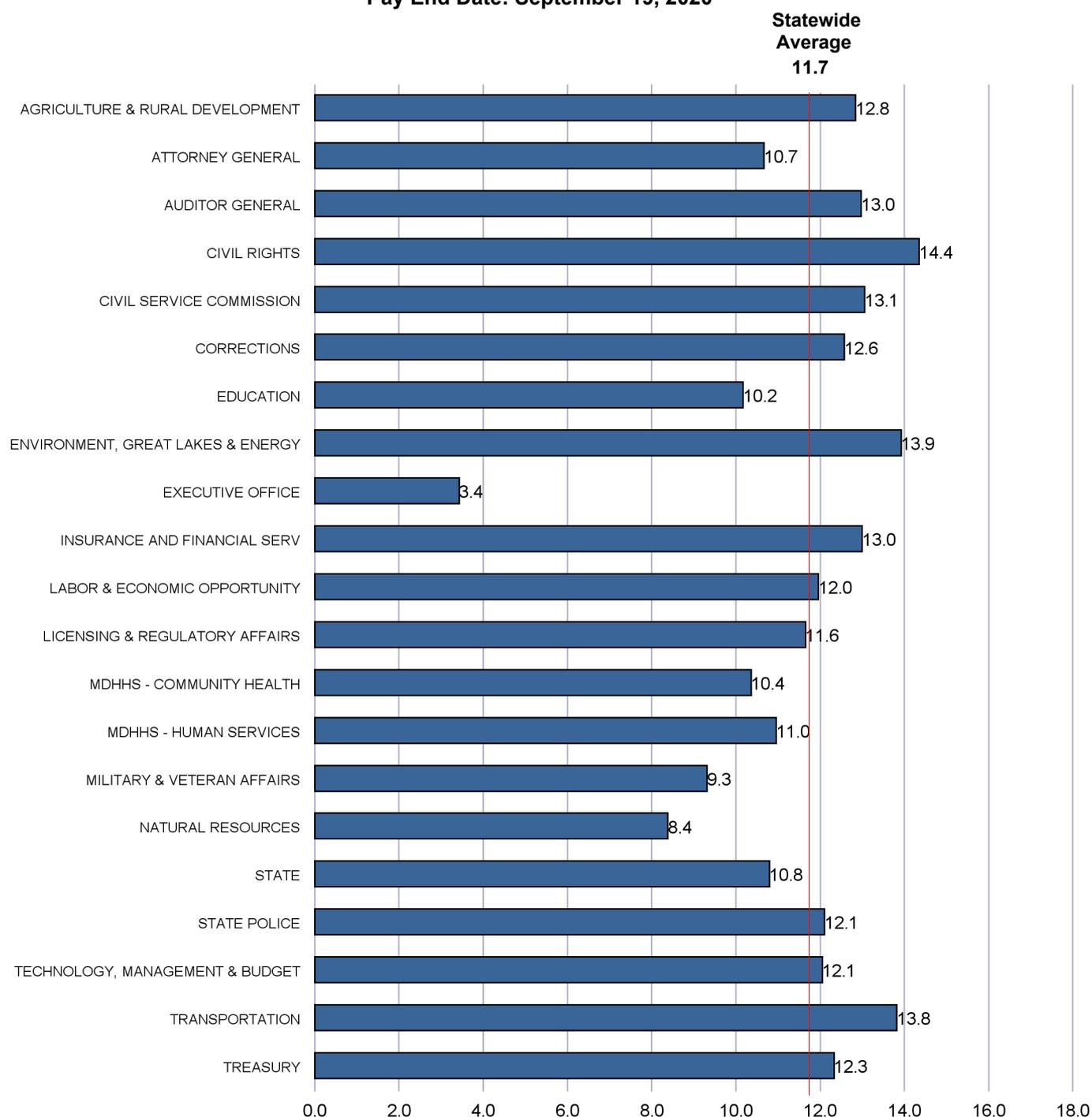
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 19, 2020



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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	61	88	2	3	0	0	2	2	1	0	0	0	0	2	66	95	0	0
06 - 10 YEARS	36	38	2	4	0	0	0	1	0	2	0	0	0	0	38	45	0	0
11 - 15 YEARS	17	20	1	1	0	1	1	0	0	0	0	0	0	0	19	22	0	0
16 - 20 YEARS	30	35	0	2	1	0	0	0	0	1	0	0	0	0	31	38	0	0
21 - 25 YEARS	26	18	1	1	0	0	0	1	0	1	0	0	0	0	27	21	0	1
26 - 30 YEARS	16	6	0	0	0	0	1	0	0	0	0	0	0	0	17	6	1	0
31 - 35 YEARS	14	15	0	3	0	0	0	0	0	0	0	0	0	0	14	18	0	2
36 - 40 YEARS	0	2	0	0	0	0	0	0	1	0	0	0	0	0	1	2	0	1
MORE THAN 40 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	0
DEPARTMENT TOTAL	202	225	6	14	1	1	4	4	2	4	0	0	0	2	215	250	1	4
MORE THAN 10 YEARS	105	99	2	7	1	1	2	1	1	2	0	0	0	0	111	110	1	4
AVERAGE YEARS	13.9	11.9	10.2	14.6	20.0	12.0	11.5	9.0	20.5	14.8	0.0	0.0	0.0	1.0	13.9	12.0	30.0	31.8

DEPARTMENT AVERAGE YEARS 12.9

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	72	112	6	16	0	0	0	4	0	2	0	0	2	2	80	136	0	0
06 - 10 YEARS	34	55	2	8	0	0	0	0	2	0	0	0	0	0	38	63	0	0
11 - 15 YEARS	28	26	0	3	0	0	0	0	0	0	0	0	0	0	28	29	1	0
16 - 20 YEARS	21	32	5	5	0	0	0	2	0	0	0	0	0	0	26	39	0	0
21 - 25 YEARS	16	20	0	3	0	0	1	0	0	2	0	0	0	0	17	25	0	0
26 - 30 YEARS	8	4	1	0	0	0	0	1	0	0	0	0	0	0	9	5	0	0
31 - 35 YEARS	9	5	0	3	0	0	0	0	0	0	0	0	0	0	9	8	0	0
36 - 40 YEARS	2	3	1	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	2	2	0	0	0	0	1	0	0	0	0	0	0	0	3	2	0	0
DEPARTMENT TOTAL	192	259	15	38	0	0	2	7	2	4	0	0	2	2	213	310	1	0
MORE THAN 10 YEARS	86	92	7	14	0	0	2	3	0	2	0	0	0	0	95	111	1	0
AVERAGE YEARS	11.7	9.8	11.3	10.9	0.0	0.0	33.0	11.3	7.5	12.0	0.0	0.0	1.0	1.5	11.8	9.9	13.0	0.0

DEPARTMENT AVERAGE YEARS **10.7**

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	26	30	3	0	0	0	2	0	0	0	0	0	0	0	31	30	0	0
06 - 10 YEARS	15	11	0	0	0	0	0	1	0	0	0	0	0	0	15	12	0	0
11 - 15 YEARS	2	4	0	0	0	0	0	0	0	0	0	0	0	0	2	4	0	0
16 - 20 YEARS	3	7	0	0	0	0	0	0	0	1	0	0	0	0	3	8	0	0
21 - 25 YEARS	11	9	1	1	0	0	0	0	0	0	0	0	0	0	12	10	0	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	5	7	1	0	0	0	0	0	0	0	0	0	0	0	6	7	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	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	67	75	5	1	0	0	2	1	0	1	0	0	0	0	74	78	0	0
MORE THAN 10 YEARS	26	34	2	1	0	0	0	0	0	1	0	0	0	0	28	36	0	0
AVERAGE YEARS	13.1	12.9	13.2	24.0	0.0	0.0	3.5	6.0	0.0	20.0	0.0	0.0	0.0	0.0	12.9	13.0	0.0	0.0

DEPARTMENT AVERAGE YEARS **12.9**

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
CIVIL RIGHTS																			
00 - 05 YEARS	1	5	2	4	0	1	0	1	0	0	0	0	0	0	3	11	0	0	
06 - 10 YEARS	1	7	1	5	0	0	0	0	0	0	0	0	1	1	3	13	0	0	
11 - 15 YEARS	0	2	3	12	0	0	0	2	0	1	0	0	0	0	3	17	0	0	
16 - 20 YEARS	3	2	1	5	0	0	0	1	0	0	0	0	0	0	4	8	0	0	
21 - 25 YEARS	1	0	1	6	0	0	0	0	0	0	0	0	0	0	2	6	0	0	
26 - 30 YEARS	2	1	1	1	0	0	0	1	0	0	0	0	0	0	3	3	0	0	
31 - 35 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	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	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	
DEPARTMENT TOTAL	8	18	9	36	0	1	0	5	0	1	0	0	1	1	18	62	0	0	
MORE THAN 10 YEARS	6	6	6	27	0	0	0	4	0	1	0	0	0	0	12	38	0	0	
AVERAGE YEARS	18.0	10.8	13.2	16.5	0.0	3.0	0.0	14.0	0.0	12.0	0.0	0.0	6.0	8.0	14.9	14.2	0.0	0.0	

DEPARTMENT AVERAGE YEARS 14.4

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	18	89	4	15	0	2	1	5	0	1	0	0	3	4	26	116	0	1
06 - 10 YEARS	14	55	5	11	0	1	0	1	0	2	0	0	0	0	19	70	0	0
11 - 15 YEARS	9	36	1	4	0	0	0	2	0	0	0	0	0	0	10	42	1	0
16 - 20 YEARS	5	40	2	5	0	1	1	1	0	0	0	0	0	0	8	47	0	0
21 - 25 YEARS	6	36	0	3	0	0	0	0	0	2	0	0	0	0	6	41	0	0
26 - 30 YEARS	2	9	1	7	0	1	0	1	0	1	0	0	0	0	3	19	0	0
31 - 35 YEARS	1	19	1	10	0	1	0	4	0	0	0	0	0	0	2	34	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	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	288	14	56	0	7	2	15	0	6	0	0	3	4	74	376	1	2
MORE THAN 10 YEARS	23	144	5	30	0	4	1	9	0	3	0	0	0	0	29	190	1	1
AVERAGE YEARS	10.6	12.9	11.6	16.1	0.0	19.1	11.0	17.1	0.0	14.8	0.0	0.0	2.7	2.0	10.5	13.6	11.0	23.0

DEPARTMENT AVERAGE YEARS **13.1**

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																		
00 - 05 YEARS	1,899	1,045	327	314	70	19	75	41	14	5	1	1	23	25	2,409	1,450	1	0
06 - 10 YEARS	939	440	155	129	23	8	32	13	9	6	0	0	0	0	1,158	596	0	0
11 - 15 YEARS	595	345	131	151	26	6	31	16	5	5	0	0	0	1	788	524	1	0
16 - 20 YEARS	769	323	115	143	17	8	18	19	5	2	0	0	0	0	924	495	1	1
21 - 25 YEARS	1,299	399	131	161	36	11	40	21	7	3	0	0	0	0	1,513	595	2	1
26 - 30 YEARS	376	129	36	44	7	4	5	7	2	0	0	0	0	0	426	184	3	6
31 - 35 YEARS	172	82	27	36	8	0	5	3	1	0	0	0	0	0	213	121	3	4
36 - 40 YEARS	7	9	4	8	2	0	0	1	0	0	0	0	0	0	13	18	3	1
MORE THAN 40 YEARS	8	8	2	5	0	0	0	0	0	0	0	0	0	0	10	13	1	0
DEPARTMENT TOTAL	6,064	2,780	928	991	189	56	206	121	43	21	1	1	23	26	7,454	3,996	15	13
MORE THAN 10 YEARS	3,226	1,295	446	548	96	29	99	67	20	10	0	0	0	1	3,887	1,950	14	13
AVERAGE YEARS	13.2	11.6	11.7	13.1	12.4	12.4	11.6	12.9	11.7	10.6	1.0	1.0	1.5	2.0	12.9	12.0	28.4	28.5

DEPARTMENT AVERAGE YEARS **12.6**

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

STATE OF MICHIGAN
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																		
00 - 05 YEARS	34	102	1	15	0	0	3	3	2	4	0	0	0	2	40	126	0	0
06 - 10 YEARS	40	78	2	18	1	0	0	3	1	1	0	0	0	0	44	100	0	0
11 - 15 YEARS	16	46	3	9	0	0	0	1	1	1	0	0	0	0	20	57	0	1
16 - 20 YEARS	18	38	2	2	0	0	1	0	0	0	0	0	0	0	21	40	0	0
21 - 25 YEARS	8	23	2	2	0	0	0	2	0	0	0	0	0	0	10	27	0	0
26 - 30 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	0
31 - 35 YEARS	3	7	0	2	0	0	0	0	0	1	0	0	0	0	3	10	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	120	299	10	49	1	0	4	10	4	7	0	0	0	2	139	367	1	1
MORE THAN 10 YEARS	46	119	7	16	0	0	1	4	1	2	0	0	0	0	55	141	1	1
AVERAGE YEARS	10.3	10.2	13.6	9.6	9.0	0.0	7.3	12.7	4.5	9.0	0.0	0.0	0.0	1.0	10.2	10.1	26.0	11.0

DEPARTMENT AVERAGE YEARS **10.2**

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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENT, GREAT LAKES & ENERGY																		
00 - 05 YEARS	178	196	2	13	1	2	3	2	9	5	0	0	1	7	194	225	0	0
06 - 10 YEARS	78	84	0	5	0	0	1	1	0	4	0	0	0	0	79	94	0	0
11 - 15 YEARS	35	56	2	1	0	0	0	1	0	1	0	0	0	0	37	59	0	0
16 - 20 YEARS	91	78	5	0	0	1	1	2	1	0	0	0	0	0	98	81	0	0
21 - 25 YEARS	63	47	0	2	0	0	1	1	2	4	0	0	0	0	66	54	0	0
26 - 30 YEARS	69	43	1	2	0	0	3	1	6	3	0	0	0	0	79	49	1	1
31 - 35 YEARS	44	27	3	2	0	1	2	1	0	0	0	0	0	0	49	31	2	0
36 - 40 YEARS	7	4	2	1	0	0	0	0	0	0	0	0	0	0	9	5	1	0
MORE THAN 40 YEARS	11	7	1	1	1	0	0	0	0	0	0	0	0	0	13	8	2	2
DEPARTMENT TOTAL	576	542	16	27	2	4	11	9	18	17	0	0	1	7	624	606	6	3
MORE THAN 10 YEARS	320	262	14	9	1	2	7	6	9	8	0	0	0	0	351	287	6	3
AVERAGE YEARS	15.1	12.6	22.4	11.9	21.5	14.0	18.5	16.6	13.8	13.9	0.0	0.0	4.0	1.0	15.3	12.5	36.2	37.7

DEPARTMENT AVERAGE YEARS **13.9**

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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																		
00 - 05 YEARS	13	33	2	6	0	1	0	4	1	1	0	0	0	0	16	45	0	0
06 - 10 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
11 - 15 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	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	13	37	2	9	0	1	0	6	1	1	0	0	0	0	16	54	0	0
MORE THAN 10 YEARS	0	3	0	2	0	0	0	2	0	0	0	0	0	0	0	7	0	0
AVERAGE YEARS	1.8	3.2	1.0	5.9	0.0	2.0	0.0	7.7	1.0	3.0	0.0	0.0	0.0	0.0	1.6	4.1	0.0	0.0

DEPARTMENT AVERAGE YEARS

3.5

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	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	48	41	1	5	0	0	1	1	0	1	0	0	1	0	51	48	0	0	
06 - 10 YEARS	15	18	2	3	0	1	3	0	0	1	0	0	0	0	20	23	0	0	
11 - 15 YEARS	13	31	1	7	0	0	0	2	0	2	0	0	0	0	14	42	0	0	
16 - 20 YEARS	14	23	2	2	0	0	1	0	1	0	0	0	0	0	18	25	0	0	
21 - 25 YEARS	5	21	0	3	0	0	0	2	0	0	0	0	0	0	5	26	0	1	
26 - 30 YEARS	8	9	0	1	0	0	0	0	0	0	0	0	0	0	8	10	0	1	
31 - 35 YEARS	6	6	2	1	0	0	0	1	1	0	0	0	0	0	9	8	0	1	
36 - 40 YEARS	2	3	0	0	0	0	1	0	0	0	0	0	0	0	3	3	0	0	
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	
DEPARTMENT TOTAL	112	153	8	22	0	1	6	6	2	4	0	0	1	0	129	186	0	3	
MORE THAN 10 YEARS	49	94	5	14	0	0	2	5	2	2	0	0	0	0	58	115	0	3	
AVERAGE YEARS	11.4	13.9	16.5	13.3	0.0	9.0	13.2	17.5	24.5	9.0	0.0	0.0	1.0	0.0	12.0	13.8	0.0	29.0	

DEPARTMENT AVERAGE YEARS **13.0**

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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC OPPORTUNITY																		
00 - 05 YEARS	191	348	41	206	1	4	11	30	3	15	1	1	4	15	252	619	2	0
06 - 10 YEARS	92	167	18	57	4	1	4	11	1	1	0	0	0	0	119	237	0	2
11 - 15 YEARS	81	160	25	89	1	1	9	6	2	1	0	0	0	0	118	257	2	2
16 - 20 YEARS	76	153	26	140	2	2	7	5	3	4	0	0	0	0	114	304	3	1
21 - 25 YEARS	47	66	6	40	1	1	3	2	0	3	0	0	0	0	57	112	2	0
26 - 30 YEARS	25	40	9	23	0	0	1	3	1	1	0	0	0	0	36	67	1	4
31 - 35 YEARS	13	30	11	28	1	0	5	4	2	1	0	0	0	0	32	63	2	5
36 - 40 YEARS	7	9	1	8	0	0	1	0	0	1	0	0	0	0	9	18	1	0
MORE THAN 40 YEARS	6	21	1	15	0	0	0	1	0	0	0	0	0	0	7	37	3	2
DEPARTMENT TOTAL	538	994	138	606	10	9	41	62	12	27	1	1	4	15	744	1,714	16	16
MORE THAN 10 YEARS	255	479	79	343	5	4	26	21	8	11	0	0	0	0	373	858	14	14
AVERAGE YEARS	11.7	11.6	13.3	12.8	14.1	10.8	14.0	9.7	15.8	10.4	4.0	0.0	0.8	1.3	12.1	11.9	24.3	26.4

DEPARTMENT AVERAGE YEARS **11.9**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	195	258	14	35	0	1	5	10	2	4	0	0	1	10	217	318	0	0
06 - 10 YEARS	113	146	7	27	3	1	4	3	0	3	0	0	0	0	127	180	0	0
11 - 15 YEARS	81	115	5	23	0	1	1	4	4	4	0	0	0	0	91	147	0	0
16 - 20 YEARS	41	94	7	28	0	2	1	4	1	0	0	0	0	0	50	128	0	0
21 - 25 YEARS	40	63	2	24	0	1	1	2	0	2	0	0	0	0	43	92	1	0
26 - 30 YEARS	24	36	1	4	0	0	0	1	0	1	0	0	0	0	25	42	1	0
31 - 35 YEARS	13	28	2	13	0	0	0	4	2	1	0	0	0	0	17	46	0	3
36 - 40 YEARS	2	3	1	1	0	0	0	0	0	0	0	0	0	0	3	4	0	0
MORE THAN 40 YEARS	8	8	2	0	0	0	0	0	0	0	0	0	0	0	10	8	0	1
DEPARTMENT TOTAL	517	751	41	155	3	6	12	28	9	15	0	0	1	10	583	965	2	4
MORE THAN 10 YEARS	209	347	20	93	0	4	3	15	7	8	0	0	0	0	239	467	2	4
AVERAGE YEARS	10.7	11.7	13.9	14.2	6.3	14.7	8.8	13.8	15.2	12.0	0.0	0.0	1.0	1.9	11.0	12.1	25.5	34.0

DEPARTMENT AVERAGE YEARS **11.7**

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - COMMUNITY HEALTH																		
00 - 05 YEARS	335	651	157	313	2	2	14	33	18	20	1	0	9	15	536	1,034	0	0
06 - 10 YEARS	159	316	71	124	1	3	6	15	7	18	0	0	0	0	244	476	0	1
11 - 15 YEARS	98	201	28	49	0	3	3	8	4	6	0	0	0	0	133	267	0	0
16 - 20 YEARS	93	180	25	72	0	0	4	8	3	7	0	0	0	0	125	267	0	1
21 - 25 YEARS	77	124	19	39	1	3	3	3	2	5	0	0	0	0	102	174	2	0
26 - 30 YEARS	35	49	12	20	1	0	1	0	0	3	0	0	0	0	49	72	2	4
31 - 35 YEARS	19	47	16	20	0	1	1	3	1	1	0	0	0	0	37	72	0	3
36 - 40 YEARS	7	14	3	4	0	0	1	1	1	0	0	0	0	0	12	19	0	2
MORE THAN 40 YEARS	10	23	5	3	0	1	1	0	1	0	0	0	0	0	17	27	1	3
DEPARTMENT TOTAL	833	1,605	336	644	5	13	34	71	37	60	1	0	9	15	1,255	2,408	5	14
MORE THAN 10 YEARS	339	638	108	207	2	8	14	23	12	22	0	0	0	0	475	898	5	13
AVERAGE YEARS	10.9	10.7	10.0	9.4	12.0	16.2	11.6	9.1	9.9	10.3	4.0	0.0	0.8	1.4	10.6	10.3	29.4	31.4

DEPARTMENT AVERAGE YEARS

10.4

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	447	1,798	166	896	6	20	31	97	4	16	1	1	26	56	681	2,884	1	0
06 - 10 YEARS	377	1,361	114	644	4	18	19	57	3	9	0	0	0	0	517	2,089	0	4
11 - 15 YEARS	178	909	57	492	1	4	12	51	3	7	0	0	0	0	251	1,463	0	2
16 - 20 YEARS	111	521	31	282	0	4	12	31	2	5	0	0	0	0	156	843	0	3
21 - 25 YEARS	118	375	43	328	1	4	6	31	1	5	0	0	0	0	169	743	0	6
26 - 30 YEARS	49	162	20	97	0	3	4	21	2	4	0	0	0	0	75	287	3	4
31 - 35 YEARS	37	77	12	69	0	0	7	13	1	2	0	0	0	0	57	161	3	4
36 - 40 YEARS	9	23	4	42	0	0	1	1	0	1	0	0	0	0	14	67	2	1
MORE THAN 40 YEARS	15	38	6	42	0	0	0	2	0	1	0	0	0	0	21	83	1	3
DEPARTMENT TOTAL	1,341	5,264	453	2,892	12	53	92	304	16	50	1	1	26	56	1,941	8,620	10	27
MORE THAN 10 YEARS	517	2,105	173	1,352	2	15	42	150	9	25	0	0	0	0	743	3,647	9	23
AVERAGE YEARS	11.0	10.4	11.0	12.0	6.7	9.4	12.3	12.4	13.1	13.4	3.0	4.0	1.7	1.6	10.9	11.0	31.5	24.9

DEPARTMENT AVERAGE YEARS 11.0

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
MILITARY & VETERAN AFFAIRS																			
00 - 05 YEARS	159	154	13	10	0	3	8	2	2	3	0	0	3	1	185	173	1	0	
06 - 10 YEARS	73	51	4	4	0	1	3	0	2	1	0	0	0	0	82	57	0	0	
11 - 15 YEARS	39	26	1	4	1	0	0	1	0	2	0	0	0	0	41	33	0	0	
16 - 20 YEARS	35	26	1	6	0	0	0	1	0	1	0	0	0	0	36	34	0	0	
21 - 25 YEARS	16	24	3	7	0	0	4	0	0	0	0	0	0	0	23	31	0	0	
26 - 30 YEARS	23	16	0	0	0	0	1	0	0	0	0	0	0	0	24	16	0	0	
31 - 35 YEARS	7	1	0	1	0	0	1	0	0	0	0	0	0	0	8	2	1	0	
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0	
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	
DEPARTMENT TOTAL	357	299	22	32	1	4	17	4	4	7	0	0	3	1	404	347	3	0	
MORE THAN 10 YEARS	125	94	5	18	1	0	6	2	0	3	0	0	0	0	137	117	2	0	
AVERAGE YEARS	9.8	8.7	6.6	12.6	12.0	2.3	11.5	9.3	5.0	8.9	0.0	0.0	1.0	1.0	9.6	9.0	25.0	0.0	

DEPARTMENT AVERAGE YEARS **9.3**

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

STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
NATURAL RESOURCES																			
00 - 05 YEARS	793	582	19	17	10	9	8	7	3	3	0	0	7	5	840	623	1	0	
06 - 10 YEARS	208	97	2	3	1	0	4	0	1	0	0	0	0	0	216	100	0	0	
11 - 15 YEARS	128	66	2	3	0	0	1	0	0	0	0	0	0	0	131	69	1	0	
16 - 20 YEARS	187	61	1	2	3	0	4	0	2	0	0	0	0	0	197	63	1	0	
21 - 25 YEARS	155	48	1	1	2	1	2	1	0	1	0	0	1	0	161	52	2	1	
26 - 30 YEARS	71	17	0	2	0	0	0	0	0	0	0	0	0	0	71	19	0	0	
31 - 35 YEARS	49	22	4	2	1	1	0	4	0	0	0	0	0	0	54	29	1	1	
36 - 40 YEARS	6	3	1	0	0	0	0	0	0	0	0	0	0	0	7	3	0	0	
MORE THAN 40 YEARS	12	4	0	0	0	0	0	0	0	0	0	0	0	0	12	4	0	0	
DEPARTMENT TOTAL	1,609	900	30	30	17	11	19	12	6	4	0	0	8	5	1,689	962	6	2	
MORE THAN 10 YEARS	608	221	9	10	6	2	7	5	2	1	0	0	1	0	633	239	5	2	
AVERAGE YEARS	9.5	6.4	8.8	8.7	8.9	5.9	8.5	12.8	7.5	7.3	0.0	0.0	3.4	0.6	9.4	6.5	18.3	26.5	

DEPARTMENT AVERAGE YEARS **8.4**

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATE																			
00 - 05 YEARS	100	332	23	86	0	3	7	18	4	7	0	1	2	4	136	451	0	0	
06 - 10 YEARS	63	174	5	43	0	0	3	9	0	3	0	0	1	0	72	229	0	0	
11 - 15 YEARS	18	39	2	6	0	0	0	3	0	1	0	0	0	0	20	49	0	0	
16 - 20 YEARS	20	100	5	17	0	1	2	4	0	2	0	0	0	0	27	124	0	0	
21 - 25 YEARS	26	80	1	23	0	3	1	5	1	1	0	0	0	0	29	112	1	0	
26 - 30 YEARS	4	33	1	12	0	0	0	3	1	1	0	0	0	0	6	49	0	3	
31 - 35 YEARS	7	17	3	16	0	0	1	3	1	2	0	0	0	0	12	38	2	1	
36 - 40 YEARS	0	4	0	5	0	0	0	1	0	0	0	0	0	0	0	10	0	0	
MORE THAN 40 YEARS	3	9	0	0	0	2	0	0	0	0	0	0	0	0	3	11	0	0	
DEPARTMENT TOTAL	241	788	40	208	0	9	14	46	7	17	0	1	3	4	305	1,073	3	4	
MORE THAN 10 YEARS	78	282	12	79	0	6	4	19	3	7	0	0	0	0	97	393	3	4	
AVERAGE YEARS	10.0	10.7	9.5	12.2	0.0	20.6	9.4	12.2	13.9	12.3	0.0	2.0	5.3	1.0	9.9	11.1	28.7	30.5	

DEPARTMENT AVERAGE YEARS

10.8

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	611	281	51	21	8	0	14	12	6	3	1	0	10	2	701	319	0	0	
06 - 10 YEARS	460	149	18	4	4	1	12	4	3	1	0	0	0	0	497	159	0	0	
11 - 15 YEARS	97	78	3	4	0	1	6	1	2	1	0	0	0	0	108	85	0	0	
16 - 20 YEARS	224	75	5	4	3	0	1	4	0	0	0	0	0	0	233	83	0	1	
21 - 25 YEARS	403	79	19	7	5	0	9	1	5	0	0	0	0	0	441	87	0	0	
26 - 30 YEARS	134	30	17	0	5	0	3	0	0	0	0	0	0	0	159	30	1	0	
31 - 35 YEARS	57	21	5	4	0	0	2	1	1	0	0	0	0	0	65	26	1	2	
36 - 40 YEARS	4	4	0	1	0	0	0	1	0	0	0	0	0	0	4	6	1	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	1,991	719	118	45	25	2	47	24	17	5	1	0	10	2	2,209	797	3	3	
MORE THAN 10 YEARS	920	289	49	20	13	1	21	8	8	1	0	0	0	0	1,011	319	3	3	
AVERAGE YEARS	12.6	10.8	12.5	12.0	14.2	9.5	12.3	10.0	12.6	6.2	0.0	0.0	1.6	1.0	12.6	10.7	32.0	28.3	

DEPARTMENT AVERAGE YEARS **12.1**

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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																		
00 - 05 YEARS	488	274	22	30	3	0	14	11	42	57	0	0	8	10	577	382	1	0
06 - 10 YEARS	416	151	22	23	2	1	10	8	29	35	0	0	1	0	480	218	0	0
11 - 15 YEARS	179	96	11	8	0	0	1	1	17	23	0	0	0	0	208	128	0	0
16 - 20 YEARS	141	80	4	8	0	1	1	1	25	10	0	0	0	0	171	100	0	0
21 - 25 YEARS	218	96	11	10	1	0	5	3	9	1	0	0	0	0	244	110	1	0
26 - 30 YEARS	56	32	5	5	0	2	3	2	5	2	0	0	0	0	69	43	0	3
31 - 35 YEARS	45	46	9	14	1	0	2	3	5	3	0	0	0	0	62	66	2	2
36 - 40 YEARS	7	11	4	3	0	0	0	0	0	1	0	0	0	0	11	15	0	0
MORE THAN 40 YEARS	18	16	2	1	0	0	1	2	0	0	0	0	0	0	21	19	1	0
DEPARTMENT TOTAL	1,568	802	90	102	7	4	37	31	132	132	0	0	9	10	1,843	1,081	5	5
MORE THAN 10 YEARS	664	377	46	49	2	3	13	12	61	40	0	0	0	0	786	481	4	5
AVERAGE YEARS	11.7	12.9	15.2	14.7	10.4	19.3	12.4	14.3	11.3	8.8	0.0	0.0	2.2	1.5	11.8	12.5	25.8	29.0

DEPARTMENT AVERAGE YEARS

12.1

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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
TRANSPORTATION																			
00 - 05 YEARS	505	238	17	20	15	9	11	10	17	13	0	0	6	2	571	292	0	0	
06 - 10 YEARS	197	87	10	7	4	0	2	4	0	2	0	0	0	0	213	100	0	0	
11 - 15 YEARS	196	81	6	11	4	0	5	0	4	1	0	0	0	0	215	93	0	0	
16 - 20 YEARS	307	111	9	6	4	1	3	1	6	6	0	0	0	0	329	125	1	1	
21 - 25 YEARS	196	69	13	5	4	3	3	1	4	7	0	0	0	0	220	85	0	0	
26 - 30 YEARS	115	44	8	5	1	0	3	0	1	1	0	0	0	0	128	50	4	3	
31 - 35 YEARS	116	36	9	11	3	2	6	2	4	1	0	0	0	0	138	52	2	3	
36 - 40 YEARS	19	5	2	3	0	0	1	0	1	0	0	0	0	0	23	8	1	1	
MORE THAN 40 YEARS	9	11	5	3	0	0	1	0	1	0	0	0	0	0	16	14	0	2	
DEPARTMENT TOTAL	1,660	682	79	71	35	15	35	18	38	31	0	0	6	2	1,853	819	8	10	
MORE THAN 10 YEARS	958	357	52	44	16	6	22	4	21	16	0	0	0	0	1,069	427	8	10	
AVERAGE YEARS	14.0	12.9	18.4	17.0	11.9	12.0	17.2	8.4	13.4	12.7	0.0	0.0	0.3	1.0	14.1	13.1	29.8	32.6	

DEPARTMENT AVERAGE YEARS **13.8**

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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																		
00 - 05 YEARS	154	222	17	62	1	1	6	16	6	7	0	0	6	9	190	317	0	0
06 - 10 YEARS	116	149	13	42	0	0	1	7	2	5	0	0	1	2	133	205	0	0
11 - 15 YEARS	59	130	13	18	0	3	0	6	1	4	0	0	0	0	73	161	0	0
16 - 20 YEARS	67	108	9	31	1	0	1	3	5	6	0	0	0	0	83	148	1	0
21 - 25 YEARS	38	61	4	12	0	1	2	3	1	0	0	0	0	0	45	77	0	1
26 - 30 YEARS	21	22	1	8	0	2	0	1	1	0	0	0	0	0	23	33	1	2
31 - 35 YEARS	21	33	9	17	0	0	1	8	1	0	0	0	0	0	32	58	1	2
36 - 40 YEARS	2	9	1	0	0	0	2	1	0	0	0	0	0	0	5	10	1	0
MORE THAN 40 YEARS	3	6	1	6	0	0	1	1	0	0	0	0	0	0	5	13	0	0
DEPARTMENT TOTAL	481	740	68	196	2	7	14	46	17	22	0	0	7	11	589	1,022	4	5
MORE THAN 10 YEARS	211	369	38	92	1	6	7	23	9	10	0	0	0	0	266	500	4	5
AVERAGE YEARS	11.7	12.3	14.5	13.3	10.0	17.6	17.9	14.4	12.6	10.0	0.0	0.0	3.0	2.5	12.1	12.5	29.5	29.6

DEPARTMENT AVERAGE YEARS **12.3**

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

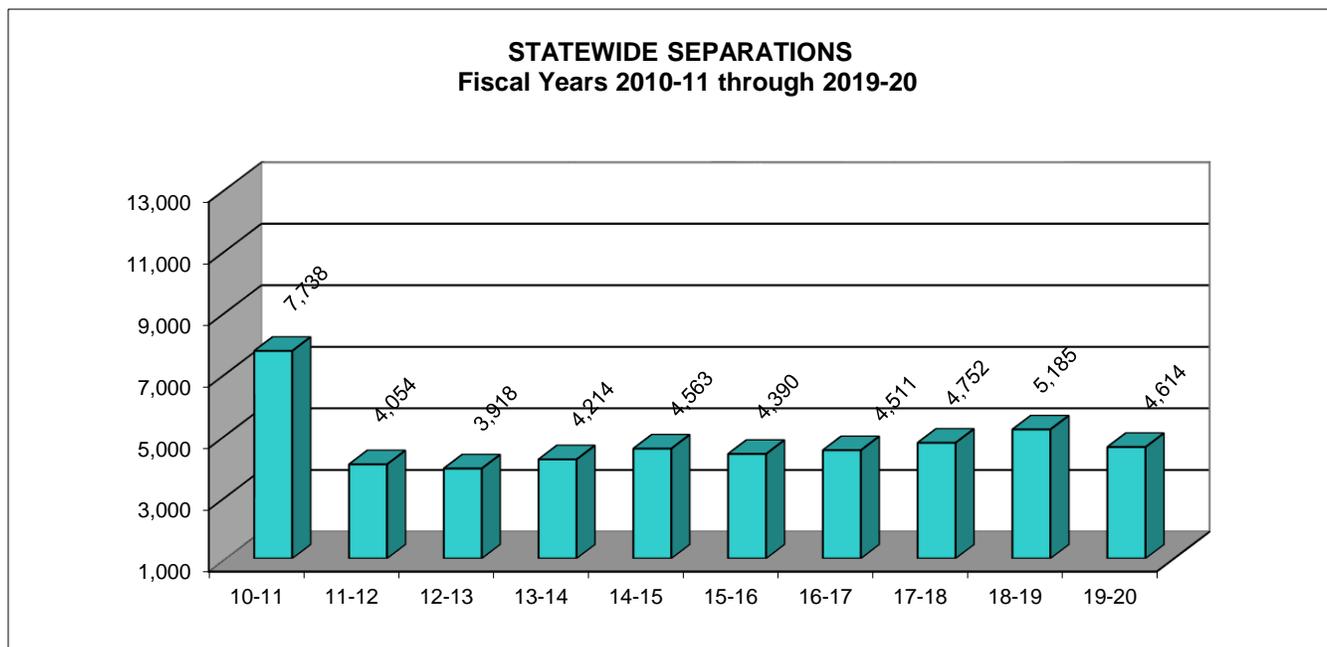
DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTALS																			
00 - 05 YEARS	6,328	6,879	890	2,087	117	77	216	309	134	167	5	4	112	171	7,802	9,694	7	1	
06 -10 YEARS	3,446	3,635	453	1,162	47	36	104	138	60	94	0	0	4	3	4,114	5,068	0	7	
11 -15 YEARS	1,869	2,469	295	896	33	20	70	105	43	60	0	0	0	1	2,310	3,551	6	5	
16 - 20 YEARS	2,256	2,087	255	761	31	21	58	89	54	45	0	0	0	0	2,654	3,003	7	8	
21 - 25 YEARS	2,769	1,659	258	678	51	28	81	79	32	37	0	0	1	0	3,192	2,481	11	11	
26 - 30 YEARS	1,041	691	114	231	14	12	25	42	19	17	0	0	0	0	1,213	993	19	31	
31 - 35 YEARS	638	527	114	253	14	6	33	54	20	12	0	0	0	0	819	852	20	33	
36 - 40 YEARS	84	108	24	76	2	0	7	8	3	3	0	0	0	0	120	195	11	6	
MORE THAN 40 YEARS	114	165	25	80	1	4	5	6	2	1	0	0	0	0	147	256	9	14	
STATEWIDE TOTAL	18,545	18,220	2,428	6,224	310	204	599	830	367	436	5	4	117	175	22,371	26,093	90	116	
MORE THAN 10 YEARS	8,771	7,706	1,085	2,975	146	91	279	383	173	175	0	0	1	1	10,455	11,331	83	108	
AVERAGE YEARS	12.3	11.0	11.9	12.2	12.1	12.1	12.4	12.2	11.9	10.6	2.4	1.8	1.8	1.6	12.2	11.2	27.5	28.5	

STATEWIDE AVERAGE YEARS 11.7

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

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2019-20**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	86	1.9%
Dismissal	223	4.8%
Expired Appointment	370	8.0%
Total Involuntary Separations	679	14.7%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,866	40.4%
Layoff/Leave of Absence Rights Expired	210	4.6%
Waived Rights Leave of Absence	240	5.2%
Settlement	0	0.0%
Total Voluntary Separations	2,316	50.2%
<i>RETIREMENT</i>		
Retirement	1,535	33.3%
Disability Retirement	48	1.0%
Deferred Retirement	36	0.8%
Total Retirements	1,619	35.1%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	4,614	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 93.6% of all noncareer appointments at the end of FY 2019-20.

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 22, 2019 Through September 19, 2020

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEASONAL SEPARATIONS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL	
AGRICULTURE & RURAL DEVELOPMENT	16	5	0	0	21	24	0	0	0	24	-3	
ATTORNEY GENERAL	39	0	0	0	39	31	0	0	0	31	8	
AUDITOR GENERAL	0	2	0	0	2	11	0	0	0	11	-9	
CIVIL RIGHTS	1	0	0	0	1	11	0	0	0	11	-10	
CIVIL SERVICE COMMISSION	13	1	0	0	14	24	0	0	0	24	-10	
CORRECTIONS	611	18	6	2	637	1,156	0	6	0	1,162	-525	
EDUCATION	28	6	0	0	34	39	0	0	0	39	-5	
ENVIRONMENT, GREAT LAKES & ENERGY	62	5	0	0	67	53	0	0	0	53	14	
EXECUTIVE OFFICE	3	0	0	0	3	10	0	0	0	10	-7	
INSURANCE AND FINANCIAL SERV	20	0	0	0	20	21	0	0	0	21	-1	
LABOR & ECONOMIC OPPORTUNITY	386	6	6	3	401	180	6	0	0	186	215	
LICENSING AND REGULATORY AFF	44	11	0	1	56	107	0	0	0	107	-51	
MDHHS - COMMUNITY HEALTH	364	9	1	0	374	289	0	0	0	289	85	
MDHHS - HUMAN SERVICES	678	1	13	2	694	706	11	0	0	717	-23	
MILITARY & VETERAN AFFAIRS	71	2	9	0	82	89	9	2	0	100	-18	
NATURAL RESOURCES	46	1,346	203	0	1,595	1,052	182	0	0	1,234	361	
STATE	75	0	0	0	75	142	0	1	0	143	-68	
STATE POLICE	179	6	0	0	185	216	0	0	0	216	-31	
TECHNOLOGY, MANAGEMENT & BUDGET	71	21	0	2	94	179	0	0	0	179	-85	
TRANSPORTATION	240	188	16	2	446	456	16	0	0	472	-26	
TREASURY	44	16	2	0	62	120	0	0	0	120	-58	
STATEWIDE TOTALS:	2,991	1,643	256	12	4,902	4,916	224	9	0	5,149	-247	

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

Source: Michigan Civil Service Commission HWF35

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2020

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 2020

Table 3-4

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%
2019-20	47,522	4,614	9.7%

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 19, 2020, these positions represent 93.6% 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 2015-16 Through 2019-20

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2015-16	412	22	5.3%
2016-17	439	35	8.0%
2017-18	458	39	8.5%
2018-19	463	30	6.5%
2019-20	462	26	5.6%
Attorney General			
2015-16	477	31	6.5%
2016-17	491	29	5.9%
2017-18	498	44	8.8%
2018-19	501	46	9.2%
2019-20	515	35	6.8%
Auditor General			
2015-16	150	11	7.3%
2016-17	149	15	10.1%
2017-18	143	9	6.3%
2018-19	153	6	3.9%
2019-20	152	8	5.2%
Civil Rights			
2015-16	92	10	10.9%
2016-17	84	11	13.0%
2017-18	86	7	8.2%
2018-19	88	4	4.5%
2019-20	86	11	12.9%
Civil Service Commission			
2015-16	416	30	7.2%
2016-17	417	32	7.7%
2017-18	432	26	6.0%
2018-19	433	43	9.9%
2019-20	442	27	6.1%
Corrections			
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%
2019-20	11,795	1,376	11.7%
Education			
2015-16	507	43	8.5%
2016-17	504	47	9.3%
2017-18	505	44	8.7%
2018-19	503	55	10.9%
2019-20	498	39	7.8%
Environment, Great Lakes & Energy ²			
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%
2019-20	1,208	58	4.8%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2015-16 Through 2019-20

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Executive Office			
2015-16	56	11	19.6%
2016-17	60	11	18.4%
2017-18	57	15	26.5%
2018-19	59	36	60.7%
2019-20	74	12	16.3%
Insurance and Financial Services			
2015-16	302	24	7.9%
2016-17	296	18	6.1%
2017-18	300	27	9.0%
2018-19	302	23	7.6%
2019-20	302	27	8.9%
Labor & Economic Opportunity ¹			
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%
2019-20	2,216	191	8.6%
Licensing & Regulatory Affairs			
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%
2019-20	1,577	110	7.0%
MDHHS-Community Health			
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%
2019-20	3,587	336	9.4%
MDHHS-Human Services			
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%
2019-20	10,655	887	8.3%
Military and Veterans Affairs			
2015-16	750	125	16.7%
2016-17	745	117	15.7%
2017-18	765	149	19.5%
2018-19	772	122	15.8%
2019-20	755	111	14.7%
Natural Resources			
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%
2019-20	1,693	314	18.6%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2015-16 Through 2019-20

Department	Average Classified Employment	Separations	Turnover Rate
State			
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%
2019-20	1,380	128	9.3%
State Police			
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%
2019-20	3,008	240	8.0%
Technology, Management and Budget			
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%
2019-20	2,933	199	6.8%
Transportation			
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%
2019-20	2,574	371	14.4%
Treasury			
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%
2019-20	1,613	108	6.7%
Statewide Total			
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%
2019-20	47,522	4,614	9.7%

Footnotes: ¹ 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 19, 2020, these positions represent 93.6% of all noncareer appointments at the end of FY 2019-20. 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.

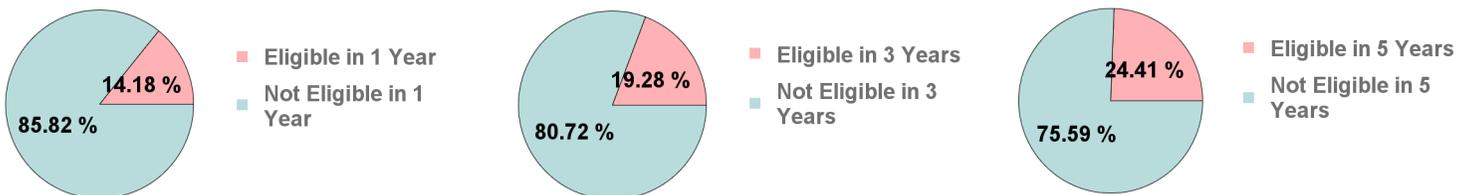
STATE OF MICHIGAN

Table 3-6

PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE
OVER THE NEXT ONE-, THREE-, AND FIVE-YEAR PERIODS
As of September 19, 2020

DEPARTMENT	Retirement Projections		
	1 Year (2021)	3 Year (2023)	5 Year (2025)
AGRICULTURE AND RURAL DVLPMNT	21.2 %	26.9 %	31.0 %
ATTORNEY GENERAL	14.4 %	20.6 %	25.4 %
AUDITOR GENERAL	14.6 %	17.2 %	19.2 %
CIVIL RIGHTS	16.3 %	19.8 %	24.4 %
CIVIL SERVICE COMMISSION	16.6 %	22.3 %	26.7 %
CORRECTIONS	12.6 %	18.2 %	23.6 %
EDUCATION	17.1 %	21.9 %	27.6 %
ENVIRON GREAT LAKES AND ENERGY	21.2 %	26.7 %	31.4 %
INSURANCE AND FINANCIAL SERV	13.8 %	19.2 %	21.5 %
LABOR & ECONOMIC OPPORTUNITY	19.2 %	24.1 %	29.7 %
LICENSING & REGULATORY AFFAIRS	16.4 %	21.7 %	26.5 %
MDHHS - COMMUNITY HEALTH	15.4 %	20.7 %	25.3 %
MDHHS - HUMAN SERVICES	10.7 %	14.3 %	18.2 %
MILITARY & VETERAN AFFAIRS	12.9 %	18.3 %	25.6 %
NATURAL RESOURCES	14.3 %	18.0 %	22.3 %
STATE	14.1 %	19.1 %	23.7 %
STATE POLICE	12.5 %	20.0 %	26.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	17.3 %	23.0 %	29.9 %
TRANSPORTATION	18.6 %	24.2 %	31.2 %
TREASURY	18.4 %	24.3 %	29.9 %
STATEWIDE	14.2 %	19.3 %	24.4 %

STATE OF MICHIGAN
EMPLOYEES ELIGIBLE TO RETIRE IN ONE-, THREE-, AND FIVE-YEAR PERIODS
As of September 19, 2020



Comments: 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 19, 2020

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	866	43 %	861	43 %	71	4 %	128	6 %	6	0 %	5	0 %	19	1 %	17	1 %	23	1 %	21	1 %	0	0 %	0	0 %	0	0 %	3	0 %	985	1,035
02	Professional	6,551	32 %	8,953	44 %	818	4 %	2,824	14 %	52	0 %	69	0 %	178	1 %	315	2 %	247	1 %	319	2 %	1	0 %	1	0 %	43	0 %	68	0 %	7,890	12,548
03	Technician	1,331	58 %	612	27 %	84	4 %	121	5 %	15	1 %	4	0 %	35	2 %	25	1 %	33	1 %	17	1 %	1	0 %	1	0 %	9	0 %	15	1 %	1,508	795
04	Protective Service	6,008	69 %	903	10 %	796	9 %	410	5 %	168	2 %	36	0 %	208	2 %	47	1 %	31	0 %	5	0 %	2	0 %	2	0 %	31	0 %	9	0 %	7,244	1,410
05	Para-Professionals	1,103	15 %	3,488	46 %	442	6 %	1,979	26 %	10	0 %	42	1 %	94	1 %	256	3 %	21	0 %	51	1 %	1	0 %	1	0 %	19	0 %	44	1 %	1,690	5,863
06	Admin Support	299	8 %	2,675	67 %	71	2 %	665	17 %	2	0 %	36	1 %	17	0 %	151	4 %	5	0 %	19	0 %	0	0 %	0	0 %	5	0 %	29	1 %	399	3,575
07	Skilled Craft	1,276	90 %	32	2 %	51	4 %	6	0 %	27	2 %	0	0 %	24	2 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	5	0 %	0	0 %	1,384	39
08	Service/Maintenance	1,111	53 %	696	33 %	95	5 %	91	4 %	30	1 %	12	1 %	24	1 %	18	1 %	6	0 %	4	0 %	0	0 %	0	0 %	5	0 %	7	0 %	1,271	828
Statewide Total by Category:		18,545	38 %	18,220	38 %	2,428	5 %	6,224	13 %	310	1 %	204	0 %	599	1 %	830	2 %	367	1 %	436	1 %	5	0 %	4	0 %	117	0 %	175	0 %	22,371	26,093

State Employees Grand Total: 48,464

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

Source: Michigan Civil Service Commission HWF60

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	13	72 %	5	28 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	5																
02 Professional	153	46 %	154	46 %	4	1 %	11	3 %	1	0 %	0	0 %	3	1 %	2	1 %	2	1 %	4	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	163	172		
03 Technician	23	52 %	17	39 %	1	2 %	0	0 %	0	0 %	0	0 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	25	19
05 Para-Professionals	4	14 %	22	76 %	1	3 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	24
06 Admin Support	0	0 %	25	89 %	0	0 %	2	7 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	28
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 %	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 %	0	0 %	0	0 %	8	2
Department Totals by Category:	202	43 %	225	48 %	6	1 %	14	3 %	1	0 %	1	0 %	4	1 %	4	1 %	2	0 %	4	1 %	0	0 %	2	0 %	215	250								

Department Total: 465

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	50	57 %	32	37 %	1	1 %	2	2 %	0	0 %	0	0 %	0	0 %	1	1 %	51	36										
02 Professional	120	46 %	108	41 %	7	3 %	14	5 %	0	0 %	0	0 %	2	1 %	1	0 %	133	128										
04 Protective Service	19	53 %	8	22 %	6	17 %	3	8 %	0	0 %	0	0 %	0	0 %	0	0 %	25	11										
05 Para-Professionals	2	8 %	18	72 %	1	4 %	2	8 %	0	0 %	0	0 %	0	0 %	0	0 %	3	22										
06 Admin Support	1	1 %	92	81 %	0	0 %	17	15 %	0	0 %	2	2 %	0	0 %	0	0 %	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:	192	37 %	259	50 %	15	3 %	38	7 %	0	0 %	0	0 %	2	0 %	7	1 %	2	0 %	4	1 %	0	0 %	2	0 %	2	0 %	213	310

Department Total: 523

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	42 %	15	58 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	15
02 Professional	55	47 %	53	45 %	5	4 %	0	0 %	2	2 %	1	1 %	0	0 %	0	0 %	62	55
03 Technician	0	0 %	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3
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:	67	44 %	75	49 %	5	3 %	1	1 %	2	1 %	1	1 %	0	0 %	0	0 %	74	78

Department Total: 152

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

Source: Michigan Civil Service Commission HWF 61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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 %	2 20 %	0 0 %	0 0 %	0 0 %	2 20 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	3	7
02 Professional	6 11 %	14 26 %	8 15 %	20 37 %	0 0 %	1 2 %	0 0 %	3 6 %	0 0 %	1 2 %	0 0 %	0 0 %	1 2 %	0 0 %	15	39
05 Para-Professionals	0 0 %	0 0 %	0 0 %	8 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	8
06 Admin Support	0 0 %	1 13 %	0 0 %	6 75 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 13 %	0	8
Department Totals by Category:	8 10 %	18 23 %	9 11 %	36 45 %	0 0 %	1 1 %	0 0 %	5 6 %	0 0 %	1 1 %	0 0 %	0 0 %	1 1 %	1 1 %	18	62

Department Total: 80

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

CIVIL SERVICE COMMISSION

EEO Category:	White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01 Official/Administrator	10	19 %	37	71 %	1	2 %	3	6 %	0	0 %	1	2 %	0	0 %	0	0 %	11	41
02 Professional	35	15 %	148	62 %	9	4 %	29	12 %	0	0 %	3	1 %	2	1 %	8	3 %	48	191
03 Technician	1	8 %	9	69 %	0	0 %	1	8 %	0	0 %	1	8 %	0	0 %	0	0 %	1	12
05 Para-Professionals	5	7 %	50	69 %	2	3 %	8	11 %	0	0 %	0	0 %	0	0 %	2	3 %	8	64
06 Admin Support	4	5 %	44	60 %	2	3 %	15	21 %	0	0 %	2	3 %	0	0 %	4	5 %	6	67
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 %	288	64 %	14	3 %	56	12 %	0	0 %	7	2 %	2	0 %	15	3 %	74	376

Department Total: 450

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	66	51 %	39	30 %	11	8 %	11	8 %	1	1 %	1	1 %	0	0 %	0	0 %	79	51												
02 Professional	1,112	37 %	1,131	38 %	223	7 %	402	13 %	22	1 %	9	0 %	23	1 %	44	1 %	16	1 %	11	0 %	0	0 %	0	0 %	0	0 %	1,396	1,607		
03 Technician	47	22 %	128	59 %	2	1 %	27	13 %	2	1 %	3	1 %	1	0 %	2	1 %	1	0 %	2	1 %	0	0 %	1	0 %	0	0 %	53	163		
04 Protective Service	4,055	67 %	597	10 %	617	10 %	340	6 %	143	2 %	26	0 %	161	3 %	40	1 %	21	0 %	3	0 %	1	0 %	0	0 %	20	0 %	7	0 %	5,018	1,013
05 Para-Professionals	92	20 %	274	58 %	20	4 %	57	12 %	1	0 %	4	1 %	6	1 %	12	3 %	1	0 %	2	0 %	0	0 %	0	0 %	1	0 %	1	0 %	121	350
06 Admin Support	33	5 %	445	70 %	5	1 %	118	18 %	1	0 %	11	2 %	1	0 %	16	3 %	0	0 %	2	0 %	0	0 %	0	0 %	0	0 %	6	1 %	40	598
07 Skilled Craft	325	91 %	9	3 %	10	3 %	0	0 %	4	1 %	0	0 %	7	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0 %	0	0 %	347	9
08 Service/Maintenance	334	55 %	157	26 %	40	7 %	36	6 %	15	2 %	2	0 %	7	1 %	7	1 %	3	0 %	1	0 %	0	0 %	0	0 %	1	0 %	2	0 %	400	205
Department Totals by Category:	6,064	53 %	2,780	24 %	928	8 %	991	9 %	189	2 %	56	0 %	206	2 %	121	1 %	43	0 %	21	0 %	1	0 %	1	0 %	23	0 %	26	0 %	7,454	3,996

Department Total: 11,450

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

EDUCATION																															
		White				Black or African American				American Indian or Alaska Native				Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander				Two or More Races				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
01	Official/Administrator	18	43 %	17	40 %	1	2 %	5	12 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	20	22
02	Professional	87	24 %	210	59 %	6	2 %	36	10 %	0	0 %	0	0 %	1	0 %	6	2 %	4	1 %	5	1 %	0	0 %	0	0 %	0	0 %	1	0 %	98	258
03	Technician	4	25 %	9	56 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	1	6 %	4	12
05	Para-Professionals	10	23 %	21	49 %	2	5 %	6	14 %	1	2 %	0	0 %	1	2 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	29
06	Admin Support	0	0 %	42	88 %	1	2 %	1	2 %	0	0 %	0	0 %	1	2 %	2	4 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	2	46
08	Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
Department Totals by Category:		120	24 %	299	59 %	10	2 %	49	10 %	1	0 %	0	0 %	4	1 %	10	2 %	4	1 %	7	1 %	0	0 %	0	0 %	0	0 %	2	0 %	139	367

Department Total: 506

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

ENVIRON GREAT LAKES AND ENERGY

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	32	48 %	27	40 %	2	3 %	3	4 %	0	0 %	0	0 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	36	31		
02 Professional	498	53 %	377	40 %	9	1 %	10	1 %	2	0 %	4	0 %	9	1 %	5	1 %	17	2 %	15	2 %	0	0 %	0	0 %	1	0 %	1	0 %	536	412
03 Technician	32	49 %	23	35 %	5	8 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	3	5 %	37	28
04 Protective Service	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 %	8	2		
05 Para-Professionals	3	14 %	18	82 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	19		
06 Admin Support	2	2 %	95	81 %	0	0 %	13	11 %	0	0 %	0	0 %	1	1 %	2	2 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	3	3 %	3	114
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 %	1	0		
Department Totals by Category:	576	47 %	542	44 %	16	1 %	27	2 %	2	0 %	4	0 %	11	1 %	9	1 %	18	1 %	17	1 %	0	0 %	0	0 %	1	0 %	7	1 %	624	606

Department Total: 1,230

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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 %	1 8 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	3	9
02 Professional	6 18 %	19 56 %	1 3 %	3 9 %	0 0 %	0 0 %	0 0 %	3 9 %	1 3 %	1 3 %	0 0 %	0 0 %	0 0 %	0 0 %	8	26
03 Technician	0 0 %	1 50 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	2
05 Para-Professionals	2 11 %	9 47 %	1 5 %	4 21 %	0 0 %	0 0 %	0 0 %	3 16 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	3	16
06 Admin Support	2 50 %	1 25 %	0 0 %	1 25 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2	2
Department Totals by Category:	13 19 %	37 53 %	2 3 %	9 13 %	0 0 %	1 1 %	0 0 %	6 9 %	1 1 %	1 1 %	0 0 %	0 0 %	0 0 %	0 0 %	16	54

Department Total: 70

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	6	23 %	18	69 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	6	20												
02 Professional	99	41 %	105	44 %	6	2 %	18	7 %	0	0 %	1	0 %	6	2 %	2	1 %	1	0 %	0	0 %	113	128								
03 Technician	3	38 %	5	63 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	5								
05 Para-Professionals	1	8 %	9	69 %	0	0 %	1	8 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	2	11								
06 Admin Support	3	11 %	16	59 %	2	7 %	2	7 %	0	0 %	0	0 %	0	0 %	3	11 %	0	0 %	1	4 %	0	0 %	5	22						
Department Totals by Category:	112	36 %	153	49 %	8	3 %	22	7 %	0	0 %	1	0 %	6	2 %	6	2 %	2	1 %	4	1 %	0	0 %	0	0 %	1	0 %	0	0 %	129	186

Department Total: 315

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	52	35 %	59	40 %	7	5 %	20	14 %	2	1 %	0	0 %	4	3 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	66	81
02 Professional	342	29 %	480	40 %	60	5 %	243	20 %	5	0 %	5	0 %	20	2 %	15	1 %	6	1 %	15	1 %	1	0 %	0	0 %	1	0 %	4	0 %	435	762
03 Technician	8	21 %	18	46 %	1	3 %	4	10 %	1	3 %	0	0 %	1	3 %	3	8 %	1	3 %	1	3 %	0	0 %	0	0 %	0	0 %	1	3 %	12	27
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	104	13 %	296	36 %	57	7 %	290	35 %	1	0 %	2	0 %	12	1 %	36	4 %	4	0 %	10	1 %	0	0 %	1	0 %	3	0 %	10	1 %	181	645
06 Admin Support	12	6 %	132	64 %	5	2 %	47	23 %	0	0 %	2	1 %	2	1 %	7	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	19	188
07 Skilled Craft	11	65 %	0	0 %	3	18 %	1	6 %	0	0 %	0	0 %	2	12 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	16	1
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:	538	22 %	994	40 %	138	6 %	606	25 %	10	0 %	9	0 %	41	2 %	62	3 %	12	0 %	27	1 %	1	0 %	1	0 %	4	0 %	15	1 %	744	1,714

Department Total: 2,458

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	70	27 %	163	62 %	8	3 %	9	3 %	0	0 %	1	0 %	1	0 %	0	0 %	86	177												
02 Professional	336	22 %	809	52 %	60	4 %	221	14 %	1	0 %	7	0 %	7	0 %	24	2 %	25	2 %	47	3 %	0	0 %	0	0 %	4	0 %	5	0 %	433	1,113
03 Technician	23	17 %	45	34 %	10	8 %	44	33 %	0	0 %	0	0 %	0	0 %	3	2 %	2	2 %	2	2 %	1	1 %	0	0 %	0	0 %	2	2 %	36	96
04 Protective Service	109	36 %	47	15 %	83	27 %	53	17 %	2	1 %	1	0 %	6	2 %	4	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0 %	200	106
05 Para-Professionals	190	21 %	283	31 %	145	16 %	248	27 %	2	0 %	3	0 %	16	2 %	20	2 %	3	0 %	6	1 %	0	0 %	0	0 %	5	1 %	3	0 %	361	563
06 Admin Support	16	6 %	200	73 %	2	1 %	35	13 %	0	0 %	1	0 %	1	0 %	18	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	19	256
07 Skilled Craft	49	84 %	1	2 %	7	12 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	57	1
08 Service/Maintenance	40	25 %	57	36 %	21	13 %	34	21 %	0	0 %	0	0 %	2	1 %	2	1 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	1	1 %	63	96
Department Totals by Category:	833	23 %	1,605	44 %	336	9 %	644	18 %	5	0 %	13	0 %	34	1 %	71	2 %	37	1 %	60	2 %	1	0 %	0	0 %	9	0 %	15	0 %	1,255	2,408

Department Total: 3,663

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	44	22 %	98	49 %	13	7 %	35	18 %	0	0 %	0	0 %	1	1 %	4	2 %	1	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	59	139
02 Professional	851	14 %	3,132	52 %	234	4 %	1,490	25 %	10	0 %	25	0 %	46	1 %	121	2 %	7	0 %	33	1 %	0	0 %	0	0 %	17	0 %	36	1 %	1,165	4,837
03 Technician	9	43 %	7	33 %	0	0 %	4	19 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	11
05 Para-Professionals	355	11 %	1,420	43 %	165	5 %	1,101	34 %	2	0 %	19	1 %	37	1 %	126	4 %	7	0 %	10	0 %	1	0 %	1	0 %	7	0 %	18	1 %	574	2,695
06 Admin Support	64	6 %	606	58 %	35	3 %	262	25 %	0	0 %	9	1 %	6	1 %	53	5 %	1	0 %	5	0 %	0	0 %	0	0 %	2	0 %	2	0 %	108	937
07 Skilled Craft	11	85 %	0	0 %	2	15 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	0
08 Service/Maintenance	7	54 %	1	8 %	4	31 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	1
Department Totals by Category:	1,341	13 %	5,264	50 %	453	4 %	2,892	27 %	12	0 %	53	1 %	92	1 %	304	3 %	16	0 %	50	0 %	1	0 %	1	0 %	26	0 %	56	1 %	1,941	8,620

Department Total: 10,561

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	13	52 %	12	48 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	12												
02 Professional	50	32 %	86	55 %	2	1 %	7	5 %	0	0 %	0	0 %	1	1 %	2	1 %	3	2 %	2	1 %	0	0 %	0	0 %	1	1 %	1	1 %	57	98
03 Technician	27	29 %	47	51 %	3	3 %	8	9 %	0	0 %	0	0 %	4	4 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	35	57
04 Protective Service	27	96 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	28	0
05 Para-Professionals	66	35 %	91	49 %	10	5 %	6	3 %	0	0 %	4	2 %	5	3 %	1	1 %	0	0 %	3	2 %	0	0 %	0	0 %	1	1 %	0	0 %	82	105
06 Admin Support	2	6 %	25	76 %	1	3 %	4	12 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	3	30
07 Skilled Craft	118	92 %	2	2 %	2	2 %	0	0 %	1	1 %	0	0 %	4	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	126	2
08 Service/Maintenance	54	52 %	36	35 %	4	4 %	7	7 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	60	43
Department Totals by Category:	357	48 %	299	40 %	22	3 %	32	4 %	1	0 %	4	1 %	17	2 %	4	1 %	4	1 %	7	1 %	0	0 %	0	0 %	3	0 %	1	0 %	404	347

Department Total: 751

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	66 %	22	32 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	46	22												
02 Professional	311	59 %	190	36 %	4	1 %	5	1 %	2	0 %	2	0 %	1	0 %	3	1 %	323	202												
03 Technician	163	72 %	53	23 %	5	2 %	1	0 %	0	0 %	0	0 %	2	1 %	0	0 %	171	56												
04 Protective Service	506	82 %	91	15 %	6	1 %	2	0 %	4	1 %	0	0 %	7	1 %	0	0 %	526	93												
05 Para-Professionals	13	26 %	35	70 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	13	37												
06 Admin Support	8	6 %	116	82 %	1	1 %	10	7 %	0	0 %	2	1 %	0	0 %	1	1 %	9	132												
07 Skilled Craft	74	91 %	5	6 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	76	5												
08 Service/Maintenance	489	52 %	388	41 %	14	1 %	10	1 %	9	1 %	7	1 %	8	1 %	7	1 %	525	415												
Department Totals by Category:	1,609	61 %	900	34 %	30	1 %	30	1 %	17	1 %	11	0 %	19	1 %	12	0 %	6	0 %	4	0 %	0	0 %	0	0 %	8	0 %	5	0 %	1,689	962

Department Total: 2,651

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

STATE		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	21	45 %	18	38 %	2	4 %	2	4 %	0	0 %	0	0 %	1	2 %	1	2 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	24	23
02	Professional	86	39 %	93	42 %	11	5 %	19	9 %	0	0 %	1	0 %	3	1 %	3	1 %	2	1 %	2	1 %	0	0 %	0	0 %	1	0 %	0	0 %	103	118
03	Technician	5	19 %	12	46 %	1	4 %	4	15 %	0	0 %	0	0 %	0	0 %	3	12 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	19
05	Para-Professionals	82	9 %	543	62 %	19	2 %	165	19 %	0	0 %	7	1 %	10	1 %	36	4 %	3	0 %	12	1 %	0	0 %	1	0 %	1	0 %	3	0 %	115	767
06	Admin Support	35	19 %	118	64 %	6	3 %	18	10 %	0	0 %	1	1 %	0	0 %	3	2 %	1	1 %	1	1 %	0	0 %	0	0 %	1	1 %	1	1 %	43	142
07	Skilled Craft	9	75 %	3	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	3
08	Service/Maintenance	3	60 %	1	20 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	1
Department Totals by Category:		241	17 %	788	57 %	40	3 %	208	15 %	0	0 %	9	1 %	14	1 %	46	3 %	7	1 %	17	1 %	0	0 %	1	0 %	3	0 %	4	0 %	305	1,073

Department Total: 1,378

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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	33	62 %	15	28 %	3	6 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	37	16												
02 Professional	276	47 %	272	46 %	15	3 %	11	2 %	1	0 %	0	0 %	2	0 %	10	2 %	3	1 %	2	0 %	0	0 %	0	0 %	0	0 %	0	0 %	297	296
03 Technician	354	74 %	73	15 %	17	4 %	8	2 %	6	1 %	0	0 %	12	3 %	3	1 %	2	0 %	1	0 %	0	0 %	0	0 %	1	0 %	0	0 %	392	85
04 Protective Service	1,265	81 %	130	8 %	80	5 %	11	1 %	16	1 %	1	0 %	33	2 %	3	0 %	9	1 %	2	0 %	1	0 %	0	0 %	9	1 %	1	0 %	1,413	148
05 Para-Professionals	16	18 %	58	66 %	3	3 %	8	9 %	0	0 %	0	0 %	0	0 %	3	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	19	69
06 Admin Support	35	16 %	167	78 %	0	0 %	7	3 %	0	0 %	1	0 %	0	0 %	3	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	37	178
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	33 %	4	44 %	0	0 %	0	0 %	1	11 %	0	0 %	0	0 %	1	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	5
Department Totals by Category:	1,991	66 %	719	24 %	118	4 %	45	1 %	25	1 %	2	0 %	47	2 %	24	1 %	17	1 %	5	0 %	1	0 %	0	0 %	10	0 %	2	0 %	2,209	797

Department Total: 3,006

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

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 %	34	28 %	4	3 %	5	4 %	1	1 %	0	0 %	2	2 %	0	0 %	77	43												
02 Professional	593	57 %	317	31 %	21	2 %	30	3 %	3	0 %	1	0 %	16	2 %	12	1 %	20	2 %	21	2 %	0	0 %	0	0 %	1	0 %	1	0 %	654	382
03 Technician	337	70 %	82	17 %	23	5 %	5	1 %	3	1 %	0	0 %	9	2 %	3	1 %	16	3 %	3	1 %	0	0 %	0	0 %	3	1 %	0	0 %	391	93
04 Protective Service	17	29 %	28	48 %	2	3 %	1	2 %	2	3 %	8	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	21	37
05 Para-Professionals	72	49 %	52	36 %	4	3 %	10	7 %	2	1 %	1	1 %	2	1 %	1	1 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	80	66
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	502	89 %	9	2 %	22	4 %	3	1 %	19	3 %	0	0 %	6	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0 %	0	0 %	551	12
08 Service/Maintenance	65	60 %	31	29 %	1	1 %	1	1 %	5	5 %	3	3 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	72	36
Department Totals by Category:	1,660	62 %	682	26 %	79	3 %	71	3 %	35	1 %	15	1 %	35	1 %	18	1 %	38	1 %	31	1 %	0	0 %	0	0 %	6	0 %	2	0 %	1,853	819

Department Total: 2,672

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
 Pay End Date: September 19, 2020

TREASURY																															
		White				Black or African American				American Indian or Alaska Native				Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander				Two or More Races				Total	
EEO Category:		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
01	Official/Administrator	89	51 %	58	33 %	7	4 %	11	6 %	0	0 %	0	0 %	4	2 %	3	2 %	1	1 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	101	75
02	Professional	296	35 %	339	41 %	50	6 %	92	11 %	1	0 %	2	0 %	3	0 %	16	2 %	13	2 %	16	2 %	0	0 %	0	0 %	5	1 %	1	0 %	368	466
03	Technician	9	33 %	13	48 %	0	0 %	2	7 %	0	0 %	0	0 %	0	0 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	4 %	9	18
05	Para-Professionals	25	16 %	95	59 %	3	2 %	26	16 %	0	0 %	1	1 %	2	1 %	5	3 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	32	128
06	Admin Support	58	14 %	233	57 %	8	2 %	65	16 %	1	0 %	4	1 %	5	1 %	20	5 %	1	0 %	3	1 %	0	0 %	0	0 %	2	0 %	8	2 %	75	333
08	Service/Maintenance	4	67 %	2	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	2
Department Totals by Category:		481	30 %	740	46 %	68	4 %	196	12 %	2	0 %	7	0 %	14	1 %	46	3 %	17	1 %	22	1 %	0	0 %	0	0 %	7	0 %	11	1 %	589	1,022

Department Total: 1,611

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT
RACE/ETHNIC GROUP AND GENDER ANALYSIS

Pay End Date: September 19, 2020

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	202	43.4	225	48.4	6	1.3	14	3.0	1	0.2	1	0.2	4	0.9	4	0.9	2	0.4	4	0.9	0	0.0	0	0.0	0	0.0	2	0.4	250	53.8	38	8.2	465
ATTORNEY GENERAL	192	36.7	259	49.5	15	2.9	38	7.3	0	0.0	0	0.0	2	0.4	7	1.3	2	0.4	4	0.8	0	0.0	0	0.0	2	0.4	2	0.4	310	59.3	72	13.8	523
AUDITOR GENERAL	67	44.1	75	49.3	5	3.3	1	0.7	0	0.0	0	0.0	2	1.3	1	0.7	0	0.0	1	0.7	0	0.0	0	0.0	0	0.0	0	0.0	78	51.3	10	6.6	152
CIVIL RIGHTS	8	10.0	18	22.5	9	11.3	36	45.0	0	0.0	1	1.3	0	0.0	5	6.3	0	0.0	1	1.3	0	0.0	0	0.0	1	1.3	1	1.3	62	77.5	54	67.5	80
CIVIL SERVICE COMMISSION	55	12.2	288	64.0	14	3.1	56	12.4	0	0.0	7	1.6	2	0.4	15	3.3	0	0.0	6	1.3	0	0.0	0	0.0	3	0.7	4	0.9	376	83.6	107	23.8	450
CORRECTIONS	6,064	53.0	2,780	24.3	928	8.1	991	8.7	189	1.7	56	0.5	206	1.8	121	1.1	43	0.4	21	0.2	1	0.0	1	0.0	23	0.2	26	0.2	3,996	34.9	2,606	22.8	11,450
EDUCATION	120	23.7	299	59.1	10	2.0	49	9.7	1	0.2	0	0.0	4	0.8	10	2.0	4	0.8	7	1.4	0	0.0	0	0.0	0	0.0	2	0.4	367	72.5	87	17.2	506
ENVIRON GREAT LAKES AND ENERGY	576	46.8	542	44.1	16	1.3	27	2.2	2	0.2	4	0.3	11	0.9	9	0.7	18	1.5	17	1.4	0	0.0	0	0.0	1	0.1	7	0.6	606	49.3	112	9.1	1,230
EXECUTIVE OFFICE	13	18.6	37	52.9	2	2.9	9	12.9	0	0.0	1	1.4	0	0.0	6	8.6	1	1.4	1	1.4	0	0.0	0	0.0	0	0.0	0	0.0	54	77.1	20	28.6	70
INSURANCE AND FINANCIAL SERV	112	35.6	153	48.6	8	2.5	22	7.0	0	0.0	1	0.3	6	1.9	6	1.9	2	0.6	4	1.3	0	0.0	0	0.0	1	0.3	0	0.0	186	59.0	50	15.9	315
LABOR & ECONOMIC OPPORTUNITY	538	21.9	994	40.4	138	5.6	606	24.7	10	0.4	9	0.4	41	1.7	62	2.5	12	0.5	27	1.1	1	0.0	1	0.0	4	0.2	15	0.6	1,714	69.7	926	37.7	2,458
LICENSING & REGULATORY AFFAIRS	517	33.4	751	48.5	41	2.6	155	10.0	3	0.2	6	0.4	12	0.8	28	1.8	9	0.6	15	1.0	0	0.0	0	0.0	1	0.1	10	0.6	965	62.3	280	18.1	1,548
MDHHS - COMMUNITY HEALTH	833	22.7	1,605	43.8	336	9.2	644	17.6	5	0.1	13	0.4	34	0.9	71	1.9	37	1.0	60	1.6	1	0.0	0	0.0	9	0.2	15	0.4	2,408	65.7	1,225	33.4	3,663
MDHHS - HUMAN SERVICES	1,341	12.7	5,264	49.8	453	4.3	2,892	27.4	12	0.1	53	0.5	92	0.9	304	2.9	16	0.2	50	0.5	1	0.0	1	0.0	26	0.2	56	0.5	8,620	81.6	3,956	37.5	10,561
MILITARY & VETERAN AFFAIRS	357	47.5	299	39.8	22	2.9	32	4.3	1	0.1	4	0.5	17	2.3	4	0.5	4	0.5	7	0.9	0	0.0	0	0.0	3	0.4	1	0.1	347	46.2	95	12.6	751
NATURAL RESOURCES	1,609	60.7	900	33.9	30	1.1	30	1.1	17	0.6	11	0.4	19	0.7	12	0.5	6	0.2	4	0.2	0	0.0	0	0.0	8	0.3	5	0.2	962	36.3	142	5.4	2,651
STATE	241	17.5	788	57.2	40	2.9	208	15.1	0	0.0	9	0.7	14	1.0	46	3.3	7	0.5	17	1.2	0	0.0	1	0.1	3	0.2	4	0.3	1,073	77.9	349	25.3	1,378
STATE POLICE	1,991	66.2	719	23.9	118	3.9	45	1.5	25	0.8	2	0.1	47	1.6	24	0.8	17	0.6	5	0.2	1	0.0	0	0.0	10	0.3	2	0.1	797	26.5	296	9.8	3,006
TECHNOLOGY, MANAGEMENT & BUDGET	1,568	53.6	802	27.4	90	3.1	102	3.5	7	0.2	4	0.1	37	1.3	31	1.1	132	4.5	132	4.5	0	0.0	0	0.0	9	0.3	10	0.3	1,081	37.0	554	18.9	2,924
TRANSPORTATION	1,660	62.1	682	25.5	79	3.0	71	2.7	35	1.3	15	0.6	35	1.3	18	0.7	38	1.4	31	1.2	0	0.0	0	0.0	6	0.2	2	0.1	819	30.7	330	12.4	2,672
TREASURY	481	29.9	740	45.9	68	4.2	196	12.2	2	0.1	7	0.4	14	0.9	46	2.9	17	1.1	22	1.4	0	0.0	0	0.0	7	0.4	11	0.7	1,022	63.4	390	24.2	1,611
STATEWIDE TOTALS:	18,545	38.3	18,220	37.6	2,428	5.0	6,224	12.8	310	0.6	204	0.4	599	1.2	830	1.7	367	0.8	436	0.9	5	0.0	4	0.0	117	0.2	175	0.4	26,093	53.8	11,699	24.1	48,464

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

STATE OF MICHIGAN
STATE EMPLOYEES WITH A SELF-REPORTED DISABILITY BY EEO CATEGORY STATEWIDE
Pay End Date: September 19, 2020

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	6	7	0	2	0	0	0	0	0	0	0	0	0	0	6	9
02 Professional	39	39	3	7	0	0	3	1	1	0	0	0	0	0	46	47
03 Technician	8	0	0	1	0	0	0	0	0	0	0	0	0	0	8	1
04 Protective Service	8	1	2	1	0	0	0	0	0	0	0	0	0	0	10	2
05 Para-Professionals	1	9	0	5	0	0	0	0	0	0	0	0	0	0	1	14
06 Admin Support	5	32	1	9	0	0	1	0	0	0	0	0	0	0	7	41
07 Skilled Craft	5	0	0	0	0	0	0	1	0	0	0	0	0	0	5	1
08 Service/Maintenance	6	1	0	0	1	0	0	0	0	0	0	0	0	0	7	1
STATEWIDE TOTAL BY CATEGORY:	78	89	6	25	1	0	4	2	1	0	0	0	0	0	90	116

State Employees Grand Total:

206

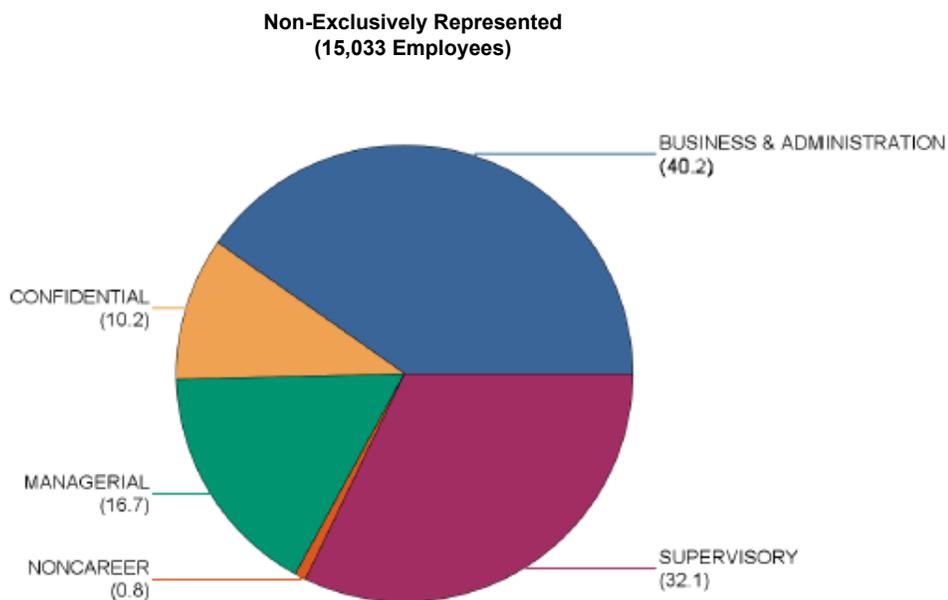
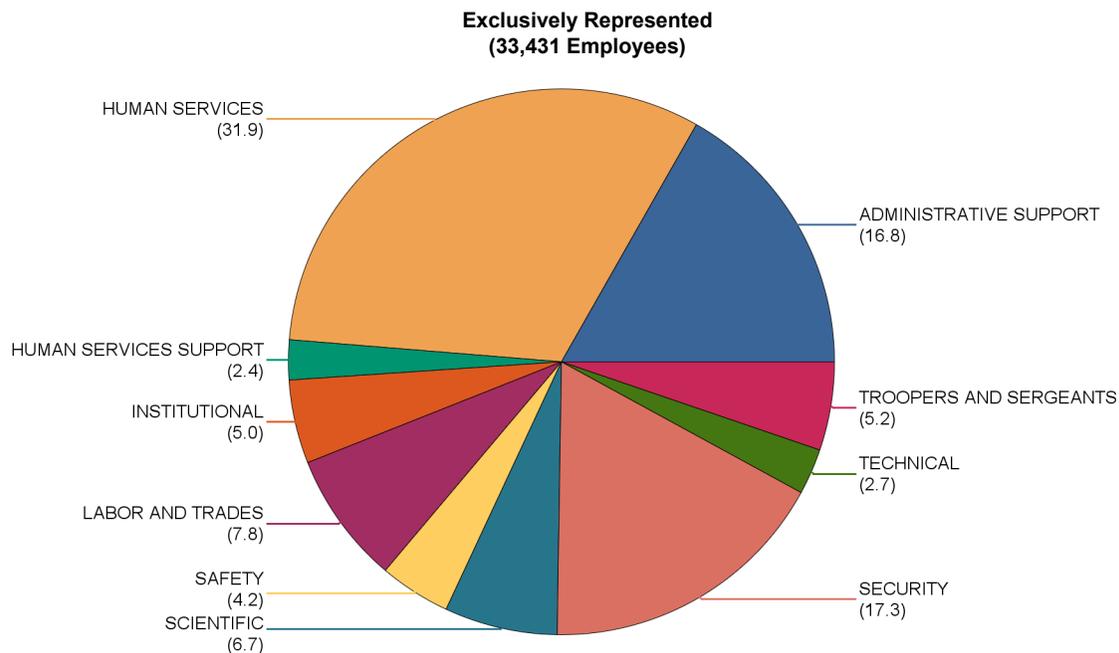
Comment: This report includes all active classified employees with a self-reported disability in Job Categories 1 to 8.

Source: Michigan Civil Service Commission HWF62

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2019-20



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: Of 48,464 classified employees, 69.0 percent were exclusively represented by one of six employee organizations. Michigan Civil Service Commission HWF44

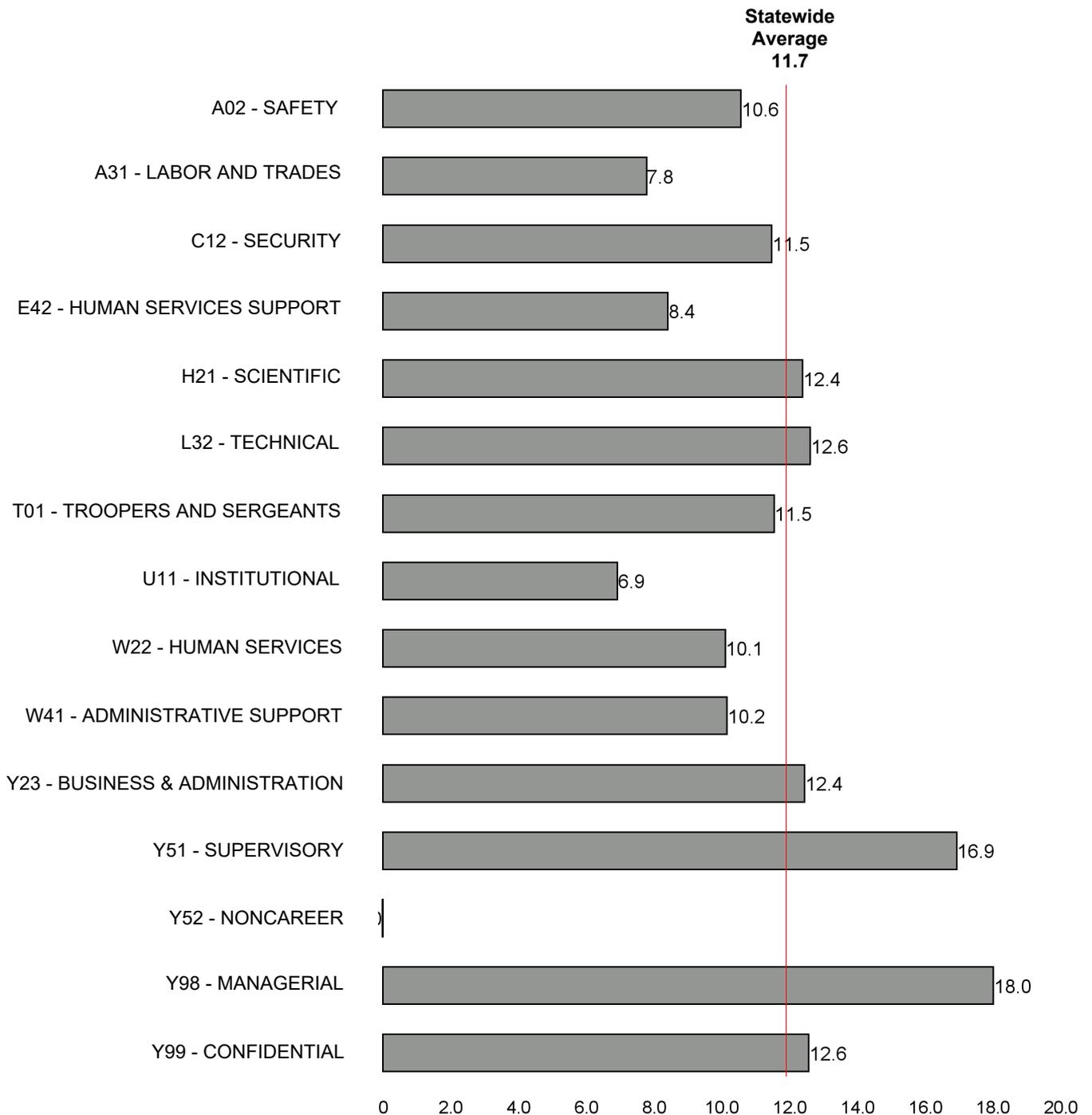
STATE OF MICHIGAN
ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT
Pay End Date: September 19, 2020

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	1,409	907	64.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,617	1,357	51.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	5,783	0	0.0	0	0.0	5,289	91.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	789	0	0.0	0	0.0	0	0.0	515	65.3	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC	2,237	0	0.0	0	0.0	0	0.0	0	0.0	1,606	71.8	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	907	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	586	64.6	0	0.0	0	0.0
T01 TROOPERS AND SERGEANTS	1,751	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,674	95.6	0	0.0
U11 INSTITUTIONAL	1,655	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,323	79.9
W22 HUMAN SERVICES	10,677	0	0.0	8,934	83.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,606	0	0.0	3,765	67.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	6,051	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	4,833	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	119	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	2,503	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	1,527	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	33,431	2,264	6.8	12,699	38.0	5,289	15.8	515	1.5	1,606	4.8	586	1.8	1,674	5.0	1,323	4.0
NON-EXCLUSIVELY REPRESENTED TOTAL	15,033	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	48,464	2,264	4.7	12,699	26.2	5,289	10.9	515	1.1	1,606	3.3	586	1.2	1,674	3.5	1,323	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 19, 2020



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 an 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 ANALYSIS
Pay End Date: September 19, 2020

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																		
00 - 05 YEARS	378	109	27	9	2	7	6	1	0	2	0	0	4	0	417	128	0	0
06 - 10 YEARS	216	46	13	17	2	0	4	0	1	0	0	0	0	0	236	63	0	0
11 - 15 YEARS	96	36	7	17	1	0	4	0	1	0	0	0	0	0	109	53	0	0
16 - 20 YEARS	116	30	4	22	2	0	5	1	0	0	0	0	0	0	127	53	0	0
21 - 25 YEARS	80	27	5	10	2	2	4	0	0	0	0	0	0	0	91	39	1	0
26 - 30 YEARS	32	10	1	5	0	0	1	0	0	0	0	0	0	0	34	15	0	1
31 - 35 YEARS	19	7	5	1	0	1	0	1	1	0	0	0	0	0	25	10	0	0
36 - 40 YEARS	2	0	0	2	0	0	0	0	0	0	0	0	0	0	2	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	943	265	62	84	9	10	24	3	3	2	0	0	4	0	1,045	364	1	1
MORE THAN 10 YEARS	349	110	22	58	5	3	14	2	2	0	0	0	0	0	392	173	1	1
AVERAGE YEARS	10.2	10.3	10.2	15.3	13.6	9.8	13.1	17.3	18.3	3.0	0.0	0.0	1.0	0.0	10.3	11.5	23.0	30.0
BARGAINING UNIT AVERAGE YEARS																	10.6	

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 an 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 ANALYSIS
Pay End Date: September 19, 2020

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	1,024	384	31	15	25	8	17	7	3	1	0	0	9	4	1,109	419	1	0
06 - 10 YEARS	277	15	8	1	3	0	3	0	0	0	0	0	0	0	291	16	0	0
11 - 15 YEARS	151	9	8	1	4	0	4	0	0	0	0	0	0	0	167	10	0	0
16 - 20 YEARS	197	7	10	1	6	1	4	0	0	0	0	0	0	0	217	9	1	0
21 - 25 YEARS	185	14	13	1	5	0	4	1	0	0	0	0	0	0	207	16	0	0
26 - 30 YEARS	59	6	3	1	0	0	3	0	0	0	0	0	0	0	65	7	2	1
31 - 35 YEARS	35	2	6	1	2	0	2	1	0	0	0	0	0	0	45	4	2	1
36 - 40 YEARS	12	0	3	0	0	0	0	0	0	0	0	0	0	0	15	0	1	0
MORE THAN 40 YEARS	17	0	1	1	0	0	1	0	0	0	0	0	0	0	19	1	0	0
BARGAINING UNIT TOTAL	1,957	437	83	22	45	9	38	9	3	1	0	0	9	4	2,135	482	7	2
MORE THAN 10 YEARS	656	38	44	6	17	1	18	2	0	0	0	0	0	0	735	47	6	2
AVERAGE YEARS	8.8	2.3	13.1	7.9	8.9	2.7	12.1	6.3	1.0	0.0	0.0	0.0	0.6	0.8	8.9	2.6	25.0	29.0
BARGAINING UNIT AVERAGE YEARS			7.8															

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 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 an 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 ANALYSIS
Pay End Date: September 19, 2020

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	1,411	263	274	164	51	10	62	19	6	1	1	0	20	8	1,825	465	0	0	
06 - 10 YEARS	558	73	109	45	14	3	24	2	3	1	0	0	0	0	708	124	0	0	
11 - 15 YEARS	322	54	67	40	19	4	21	2	3	2	0	0	0	0	432	102	1	0	
16 - 20 YEARS	474	71	76	46	8	3	12	8	2	0	0	0	0	0	572	128	1	1	
21 - 25 YEARS	781	114	85	49	20	4	28	5	4	0	0	0	0	0	918	172	1	0	
26 - 30 YEARS	190	25	12	5	4	0	2	2	0	0	0	0	0	0	208	32	2	2	
31 - 35 YEARS	62	5	14	4	3	1	2	0	1	0	0	0	0	0	82	10	0	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	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	
BARGAINING UNIT TOTAL	3,801	605	639	353	119	25	151	38	19	4	1	0	20	8	4,750	1,033	5	3	
MORE THAN 10 YEARS	1,832	269	256	144	54	12	65	17	10	2	0	0	0	0	2,217	444	5	3	
AVERAGE YEARS	12.1	10.9	10.3	9.9	10.8	11.0	10.5	10.4	12.3	9.0	1.0	0.0	1.6	1.4	11.7	10.5	22.4	24.7	
BARGAINING UNIT AVERAGE YEARS	11.5																		

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 an 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 ANALYSIS
Pay End Date: September 19, 2020

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	48	139	23	134	0	2	4	19	1	7	0	1	3	10	79	312	0	0
06 - 10 YEARS	10	11	2	21	4	1	1	3	0	0	0	0	0	0	17	36	0	0
11 - 15 YEARS	21	46	9	43	1	0	3	3	0	1	0	0	0	0	34	93	1	0
16 - 20 YEARS	16	48	17	84	0	1	2	5	2	1	0	0	0	0	37	139	0	1
21 - 25 YEARS	2	5	2	6	0	0	0	1	0	0	0	0	0	0	4	12	0	0
26 - 30 YEARS	0	5	0	6	0	0	0	3	0	0	0	0	0	0	0	14	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	3	0	4	0	0	0	0	0	0	0	0	0	0	0	7	0	1
BARGAINING UNIT TOTAL	97	258	53	302	5	4	10	34	3	9	0	1	3	10	171	618	1	2
MORE THAN 10 YEARS	39	108	28	147	1	1	5	12	2	2	0	0	0	0	75	270	1	2
AVERAGE YEARS	7.4	7.8	9.3	9.5	8.2	7.0	8.4	8.3	12.7	3.8	0.0	0.0	0.7	0.9	8.0	8.4	13.0	32.0
BARGAINING UNIT AVERAGE YEARS			8.4															

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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 ANALYSIS
Pay End Date: September 19, 2020

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																		
00 - 05 YEARS	408	316	6	10	0	2	9	6	18	19	0	0	4	3	445	356	0	0
06 - 10 YEARS	197	133	4	5	1	0	1	4	0	5	0	0	0	0	203	147	0	0
11 - 15 YEARS	131	104	2	2	0	0	2	0	2	4	0	0	0	0	137	110	0	0
16 - 20 YEARS	215	109	6	3	0	1	1	1	7	2	0	0	0	0	229	116	0	1
21 - 25 YEARS	127	54	2	1	1	0	3	1	5	8	0	0	1	0	139	64	1	1
26 - 30 YEARS	89	41	4	1	0	0	4	0	6	2	0	0	0	0	103	44	0	0
31 - 35 YEARS	70	30	5	3	1	0	1	0	2	1	0	0	0	0	79	34	1	0
36 - 40 YEARS	8	3	1	0	0	0	0	0	1	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	12	1	2	0	1	0	0	0	2	0	0	0	0	0	17	1	0	0
BARGAINING UNIT TOTAL	1,257	791	32	25	4	3	21	12	43	41	0	0	5	3	1,362	875	2	2
MORE THAN 10 YEARS	652	342	22	10	3	1	11	2	25	17	0	0	1	0	714	372	2	2
AVERAGE YEARS	13.2	10.9	19.3	11.2	26.0	7.3	13.9	6.9	15.1	11.0	0.0	0.0	6.0	1.3	13.4	10.8	29.0	20.0
BARGAINING UNIT AVERAGE YEARS	12.4																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	168	120	11	10	1	1	4	7	7	1	0	0	2	3	193	142	0	0
06 - 10 YEARS	80	30	5	4	0	0	0	1	0	1	0	0	0	0	85	36	0	0
11 - 15 YEARS	56	38	4	2	0	0	2	2	1	0	0	0	0	0	63	42	1	0
16 - 20 YEARS	84	27	1	1	1	0	2	0	2	1	0	0	0	0	90	29	0	0
21 - 25 YEARS	72	11	2	0	1	0	1	1	2	1	0	0	0	0	78	13	0	0
26 - 30 YEARS	45	10	3	0	1	0	1	0	1	1	0	0	0	0	51	11	3	0
31 - 35 YEARS	48	4	5	2	0	0	0	0	2	0	0	0	0	0	55	6	2	0
36 - 40 YEARS	3	1	1	1	0	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	2	3	0	1	0	0	1	0	0	0	0	0	0	0	3	4	1	1
BARGAINING UNIT TOTAL	558	244	32	21	4	1	11	11	15	5	0	0	2	3	622	285	7	1
MORE THAN 10 YEARS	310	94	16	7	3	0	7	3	8	3	0	0	0	0	344	107	7	1
AVERAGE YEARS	14.1	9.4	14.6	10.9	17.0	4.0	15.9	6.8	13.3	14.8	0.0	0.0	0.0	0.3	14.1	9.4	29.9	41.0
BARGAINING UNIT AVERAGE YEARS	12.6																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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 - TROOPERS AND SERGEANTS																		
00 - 05 YEARS	473	58	40	9	6	0	13	2	3	1	1	0	9	0	545	70	0	0
06 - 10 YEARS	371	33	16	0	4	1	10	0	3	1	0	0	0	0	404	35	0	0
11 - 15 YEARS	60	4	2	0	0	0	1	0	1	0	0	0	0	0	64	4	0	0
16 - 20 YEARS	139	7	2	2	3	0	1	0	0	0	0	0	0	0	145	9	0	0
21 - 25 YEARS	287	24	13	0	3	0	8	0	2	0	0	0	0	0	313	24	0	0
26 - 30 YEARS	76	11	12	0	5	0	2	0	0	0	0	0	0	0	95	11	1	0
31 - 35 YEARS	25	2	1	0	0	0	2	0	1	0	0	0	0	0	29	2	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,432	139	86	11	21	1	37	2	10	2	1	0	9	0	1,596	155	1	0
MORE THAN 10 YEARS	588	48	30	2	11	0	14	0	4	0	0	0	0	0	647	50	1	0
AVERAGE YEARS	11.6	10.5	11.2	6.0	14.3	6.0	11.8	2.5	12.1	6.5	0.0	0.0	1.7	0.0	11.6	10.0	27.0	0.0
BARGAINING UNIT AVERAGE YEARS																	11.4	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	235	372	123	216	4	5	15	18	3	3	1	1	7	4	388	619	0	0
06 - 10 YEARS	69	90	42	58	0	2	5	1	3	3	0	0	0	0	119	154	0	0
11 - 15 YEARS	16	50	9	21	0	2	2	2	0	0	0	0	0	0	27	75	0	0
16 - 20 YEARS	39	54	13	44	0	0	3	2	1	4	0	0	0	0	56	104	0	0
21 - 25 YEARS	17	32	2	13	1	0	1	0	0	1	0	0	0	0	21	46	1	0
26 - 30 YEARS	9	12	2	5	0	0	0	1	0	0	0	0	0	0	11	18	0	0
31 - 35 YEARS	2	3	1	4	0	0	0	0	0	0	0	0	0	0	3	7	0	0
36 - 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	2	0	1	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
BARGAINING UNIT TOTAL	390	615	193	362	5	9	26	24	7	11	1	1	7	4	629	1,026	1	0
MORE THAN 10 YEARS	86	153	28	88	1	2	6	5	1	5	0	0	0	0	122	253	1	0
AVERAGE YEARS	7.1	7.0	5.9	7.1	5.8	5.0	6.8	5.5	7.4	11.5	4.0	1.0	1.0	1.3	6.7	7.0	24.0	0.0
BARGAINING UNIT AVERAGE YEARS			6.9															

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	586	2,105	186	918	6	15	28	79	9	23	2	1	24	67	841	3,208	2	0	
06 - 10 YEARS	463	1,273	131	613	8	18	18	45	9	15	0	0	1	0	630	1,964	0	4	
11 - 15 YEARS	240	733	86	479	3	3	15	41	6	12	0	0	0	1	350	1,269	0	1	
16 - 20 YEARS	176	378	43	248	2	2	8	22	1	4	0	0	0	0	230	654	2	2	
21 - 25 YEARS	263	295	47	264	5	5	10	31	1	6	0	0	0	0	326	601	2	1	
26 - 30 YEARS	97	132	23	77	0	1	3	16	1	6	0	0	0	0	124	232	3	5	
31 - 35 YEARS	48	51	14	42	0	0	4	6	1	0	0	0	0	0	67	99	2	2	
36 - 40 YEARS	8	16	2	20	0	0	1	0	0	1	0	0	0	0	11	37	1	2	
MORE THAN 40 YEARS	10	9	3	11	0	1	0	0	0	0	0	0	0	0	13	21	1	0	
BARGAINING UNIT TOTAL	1,891	4,992	535	2,672	24	45	87	240	28	67	2	1	25	68	2,592	8,085	13	17	
MORE THAN 10 YEARS	842	1,614	218	1,141	10	12	41	116	10	29	0	0	0	1	1,121	2,913	11	13	
AVERAGE YEARS	11.9	9.0	10.8	10.7	11.5	10.1	12.0	11.9	9.2	11.0	3.5	4.0	1.7	1.8	11.6	9.6	24.7	22.4	
BARGAINING UNIT AVERAGE YEARS	10.1																		

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 19, 2020

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	373	1,527	67	356	4	18	22	92	11	16	0	1	8	41	485	2,051	0	0
06 - 10 YEARS	125	710	24	161	2	5	4	33	2	11	0	0	0	2	157	922	0	3
11 - 15 YEARS	62	367	16	84	0	4	1	21	0	1	0	0	0	0	79	477	0	2
16 - 20 YEARS	47	351	7	64	1	4	3	17	2	3	0	0	0	0	60	439	0	0
21 - 25 YEARS	37	277	8	84	1	9	4	17	0	7	0	0	0	0	50	394	0	4
26 - 30 YEARS	10	103	5	33	0	0	1	5	1	2	0	0	0	0	17	143	1	9
31 - 35 YEARS	12	104	5	52	0	0	2	13	2	3	0	0	0	0	21	172	5	12
36 - 40 YEARS	1	38	0	18	0	0	1	2	0	0	0	0	0	0	2	58	1	3
MORE THAN 40 YEARS	0	53	0	23	0	1	0	1	0	1	0	0	0	0	0	79	0	4
BARGAINING UNIT TOTAL	667	3,530	132	875	8	41	38	201	18	44	0	1	8	43	871	4,735	7	37
MORE THAN 10 YEARS	169	1,293	41	358	2	18	12	76	5	17	0	0	0	0	229	1,762	7	34
AVERAGE YEARS	7.4	10.3	8.8	12.1	8.0	11.5	9.8	10.6	8.7	12.3	0.0	2.0	1.3	1.8	7.7	10.6	33.4	29.0
BARGAINING UNIT AVERAGE YEARS	10.2																	

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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	707	712	47	100	4	3	20	28	47	77	0	0	14	7	839	927	3	0
06 - 10 YEARS	547	576	43	111	3	4	19	24	31	42	0	0	1	1	644	758	0	0
11 - 15 YEARS	287	439	32	79	1	4	3	16	18	28	0	0	0	0	341	566	0	0
16 - 20 YEARS	198	348	27	94	0	3	4	11	25	13	0	0	0	0	254	469	1	2
21 - 25 YEARS	238	272	17	68	0	2	6	15	7	4	0	0	0	0	268	361	4	1
26 - 30 YEARS	79	98	14	27	1	4	3	4	6	3	0	0	0	0	103	136	3	8
31 - 35 YEARS	73	108	13	45	0	0	5	17	5	4	0	0	0	0	96	174	3	10
36 - 40 YEARS	5	18	3	7	0	0	2	3	0	1	0	0	0	0	10	29	2	0
MORE THAN 40 YEARS	19	45	4	5	0	1	0	2	0	0	0	0	0	0	23	53	0	2
BARGAINING UNIT TOTAL	2,153	2,616	200	536	9	21	62	120	139	172	0	0	15	8	2,578	3,473	16	23
MORE THAN 10 YEARS	899	1,328	110	325	2	14	23	68	61	53	0	0	0	0	1,095	1,788	13	23
AVERAGE YEARS	11.3	12.8	14.7	15.1	8.1	16.3	12.7	15.7	11.0	8.8	0.0	0.0	2.7	3.1	11.6	13.1	23.4	30.5
BARGAINING UNIT AVERAGE YEARS	12.4																	

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																		
00 - 05 YEARS	229	227	28	69	12	1	8	4	10	5	0	0	1	5	288	311	1	0
06 - 10 YEARS	333	325	45	89	5	1	10	15	5	9	0	0	1	0	399	439	0	0
11 - 15 YEARS	272	303	42	90	4	2	9	12	5	8	0	0	0	0	332	415	0	0
16 - 20 YEARS	356	338	31	119	7	3	7	13	8	7	0	0	0	0	409	480	2	1
21 - 25 YEARS	451	260	45	131	11	4	9	3	8	4	0	0	0	0	524	402	1	3
26 - 30 YEARS	198	114	19	43	3	3	3	5	3	1	0	0	0	0	226	166	2	1
31 - 35 YEARS	145	63	28	44	6	3	10	4	2	2	0	0	0	0	191	116	3	1
36 - 40 YEARS	28	11	8	17	1	0	2	1	1	0	0	0	0	0	40	29	4	1
MORE THAN 40 YEARS	27	17	5	15	0	0	1	1	0	0	0	0	0	0	33	33	5	1
BARGAINING UNIT TOTAL	2,039	1,658	251	617	49	17	59	58	42	36	0	0	2	5	2,442	2,391	18	8
MORE THAN 10 YEARS	1,477	1,106	178	459	32	15	41	39	27	22	0	0	0	0	1,755	1,641	17	8
AVERAGE YEARS	17.7	15.4	18.2	18.2	16.9	21.9	18.2	16.4	15.1	14.2	0.0	0.0	4.0	1.6	17.7	16.2	32.7	29.0
BARGAINING UNIT AVERAGE YEARS	16.9																	

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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	38	48	4	7	1	0	1	4	6	2	0	0	2	6	52	67	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
BARGAINING UNIT TOTAL	38	48	4	7	1	0	1	4	6	2	0	0	2	6	52	67	0	0				
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
AVERAGE YEARS	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	0.0	0.0	0.0	0.0	0.0				
BARGAINING UNIT AVERAGE YEARS			0.0																			

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. 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 an 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 ANALYSIS
Pay End Date: September 19, 2020

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	162	155	9	23	0	0	2	3	9	5	0	0	2	5	184	191	0	0
06 - 10 YEARS	150	143	4	10	1	0	4	3	3	3	0	0	0	0	162	159	0	0
11 - 15 YEARS	134	150	7	17	0	1	3	2	6	3	0	0	0	0	150	173	2	1
16 - 20 YEARS	179	199	15	18	1	0	4	2	4	10	0	0	0	0	203	229	0	0
21 - 25 YEARS	206	163	15	29	1	0	2	4	2	3	0	0	0	0	226	199	0	1
26 - 30 YEARS	150	98	13	16	0	3	2	4	1	0	0	0	0	0	166	121	2	3
31 - 35 YEARS	93	97	14	32	2	0	4	2	3	2	0	0	0	0	116	133	1	5
36 - 40 YEARS	11	11	4	7	1	0	1	0	1	1	0	0	0	0	18	19	1	0
MORE THAN 40 YEARS	18	13	8	12	0	0	2	1	0	0	0	0	0	0	28	26	2	1
BARGAINING UNIT TOTAL	1,103	1,029	89	164	6	4	24	21	29	27	0	0	2	5	1,253	1,250	8	11
MORE THAN 10 YEARS	791	731	76	131	5	4	18	15	17	19	0	0	0	0	907	900	8	11
AVERAGE YEARS	17.9	17.2	23.0	22.1	25.7	24.5	21.0	19.1	13.8	15.6	0.0	0.0	1.0	1.4	18.2	17.8	29.6	29.9
BARGAINING UNIT AVERAGE YEARS	18.0																	

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. 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 an 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 ANALYSIS
Pay End Date: September 19, 2020

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	88	344	14	47	1	5	5	20	1	4	0	0	3	8	112	428	0	1
06 - 10 YEARS	50	177	7	27	0	1	1	7	0	3	0	0	1	0	59	215	0	0
11 - 15 YEARS	21	136	4	21	0	0	0	4	0	1	0	0	0	0	25	162	1	1
16 - 20 YEARS	20	120	3	15	0	3	2	7	0	0	0	0	0	0	25	145	0	0
21 - 25 YEARS	23	111	2	22	0	2	1	0	1	3	0	0	0	0	27	138	0	0
26 - 30 YEARS	7	26	3	12	0	1	0	2	0	2	0	0	0	0	10	43	0	1
31 - 35 YEARS	6	50	3	19	0	1	1	10	0	0	0	0	0	0	10	80	1	2
36 - 40 YEARS	2	8	1	4	0	0	0	2	0	0	0	0	0	0	3	14	1	0
MORE THAN 40 YEARS	2	21	0	6	0	1	0	1	0	0	0	0	0	0	2	29	0	4
BARGAINING UNIT TOTAL	219	993	37	173	1	14	10	53	2	13	0	0	4	8	273	1,254	3	9
MORE THAN 10 YEARS	81	472	16	99	0	8	4	26	1	6	0	0	0	0	102	611	3	8
AVERAGE YEARS	10.7	12.4	12.6	15.8	2.0	15.6	11.9	14.7	13.0	12.9	0.0	0.0	4.5	1.6	10.9	12.9	27.0	30.9
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 an 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 ANALYSIS
Pay End Date: September 19, 2020

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	6,328	6,879	890	2,087	117	77	216	309	134	167	5	4	112	171	7,802	9,694	7	1	
06 -10 YEARS	3,446	3,635	453	1,162	47	36	104	138	60	94	0	0	4	3	4,114	5,068	0	7	
11 - 15 YEARS	1,869	2,469	295	896	33	20	70	105	43	60	0	0	0	1	2,310	3,551	6	5	
16 - 20 YEARS	2,256	2,087	255	761	31	21	58	89	54	45	0	0	0	0	2,654	3,003	7	8	
21 - 25 YEARS	2,769	1,659	258	678	51	28	81	79	32	37	0	0	1	0	3,192	2,481	11	11	
26 - 30 YEARS	1,041	691	114	231	14	12	25	42	19	17	0	0	0	0	1,213	993	19	31	
31 - 35 YEARS	638	527	114	253	14	6	33	54	20	12	0	0	0	0	819	852	20	33	
36 - 40 YEARS	84	108	24	76	2	0	7	8	3	3	0	0	0	0	120	195	11	6	
MORE THAN 40 YEARS	114	165	25	80	1	4	5	6	2	1	0	0	0	0	147	256	9	14	
STATEWIDE TOTAL	18,545	18,220	2,428	6,224	310	204	599	830	367	436	5	4	117	175	22,371	26,093	90	116	
MORE THAN 10 YEARS	8,771	7,706	1,085	2,975	146	91	279	383	173	175	0	0	1	1	10,455	11,331	83	108	
AVERAGE YEARS	12.3	11.0	11.9	12.2	12.1	12.1	12.4	12.2	11.9	10.6	2.4	1.8	1.8	1.6	12.2	11.2	27.5	28.5	
STATEWIDE 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 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 an 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 19, 2020

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	1,409	2.9 %	43.4	\$27.53	849	60.3 %
A31 - LABOR AND TRADES	2,617	5.4 %	46.1	\$20.52	1,084	41.4 %
C12 - SECURITY	5,783	11.9 %	41.5	\$25.50	3,440	59.5 %
E42 - HUMAN SERVICES SUPPORT	789	1.6 %	47.2	\$25.60	402	51.0 %
H21 - SCIENTIFIC	2,237	4.6 %	43.9	\$35.90	1,437	64.2 %
L32 - TECHNICAL	907	1.9 %	44.4	\$26.48	564	62.2 %
T01 - TROOPERS AND SERGEANTS	1,751	3.6 %	37.3	\$33.28	1,127	64.4 %
U11 - INSTITUTIONAL	1,655	3.4 %	44.0	\$21.95	646	39.0 %
W22 - HUMAN SERVICES	10,677	22.0 %	43.7	\$29.22	6,493	60.8 %
W41 - ADMINISTRATIVE SUPPORT	5,606	11.6 %	45.8	\$23.07	2,984	53.2 %
Y23 - BUSINESS & ADMINISTRATION	6,051	12.5 %	46.0	\$35.22	4,195	69.3 %
Y51 - SUPERVISORY	4,833	10.0 %	48.6	\$37.49	4,202	86.9 %
Y52 - NONCAREER	119	0.2 %	27.2	\$15.26	0	0.0 %
Y98 - MANAGERIAL	2,503	5.2 %	50.3	\$54.36	2,120	84.7 %
Y99 - CONFIDENTIAL	1,527	3.2 %	46.6	\$31.19	973	63.7 %
STATEWIDE TOTAL	48,464	100.0 %	44.8	\$30.54	30,516	63.0 %

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. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
Pay End Date: September 19, 2020

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance							Dental Insurance				
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
A02 SAFETY	1,388	705	51 %	479	35 %	18	1 %	0	0 %	1,251	90 %	9	1 %
A31 LABOR AND TRADES	1,689	794	47 %	693	41 %	15	1 %	0	0 %	1,553	92 %	7	0 %
C12 SECURITY	5,783	3,244	56 %	2,133	37 %	11	0 %	0	0 %	5,520	95 %	16	0 %
E42 HUMAN SERVICES SUPPORT	789	339	43 %	324	41 %	8	1 %	0	0 %	698	88 %	4	1 %
H21 SCIENTIFIC	2,230	850	38 %	1,141	51 %	16	1 %	0	0 %	2,068	93 %	14	1 %
L32 TECHNICAL	840	352	42 %	409	49 %	8	1 %	0	0 %	786	94 %	6	1 %
T01 TROOPERS AND SERGEANTS	1,751	340	19 %	207	12 %	4	0 %	1,045	60 %	1,632	93 %	3	0 %
U11 INSTITUTIONAL	1,647	766	47 %	705	43 %	8	0 %	0	0 %	1,503	91 %	8	0 %
W22 HUMAN SERVICES	10,638	4,251	40 %	5,370	50 %	58	1 %	0	0 %	9,969	94 %	29	0 %
W41 ADMINISTRATIVE SUPPORT	5,356	1,739	32 %	2,989	56 %	36	1 %	0	0 %	4,943	92 %	14	0 %
Y23 BUSINESS & ADMINISTRATION	6,045	1,895	31 %	3,490	58 %	53	1 %	0	0 %	5,621	93 %	24	0 %
Y51 SUPERVISORY	4,833	2,084	43 %	2,356	49 %	35	1 %	0	0 %	4,580	95 %	11	0 %
Y98 MANAGERIAL	2,503	914	37 %	1,381	55 %	19	1 %	0	0 %	2,383	95 %	3	0 %
Y99 CONFIDENTIAL	1,503	396	26 %	903	60 %	10	1 %	0	0 %	1,376	92 %	3	0 %
STATEWIDE TOTALS:	46,995	18,669	40 %	22,580	48 %	299	1 %	1,045	2 %	43,883	93 %	151	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
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
Pay End Date: September 19, 2020

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	1,388	1,268	91 %	1,090	79 %	63	5 %	1,312	95 %	67	5 %	60	4 %
A31 LABOR AND TRADES	1,689	1,568	93 %	1,445	86 %	1	0 %	1,634	97 %	53	3 %	5	0 %
C12 SECURITY	5,783	5,555	96 %	5,096	88 %	0	0 %	5,519	95 %	220	4 %	0	0 %
E42 HUMAN SERVICES SUPPORT	789	706	89 %	535	68 %	0	0 %	742	94 %	44	6 %	0	0 %
H21 SCIENTIFIC	2,230	2,096	94 %	1,729	78 %	31	1 %	2,067	93 %	159	7 %	12	1 %
L32 TECHNICAL	840	803	96 %	669	80 %	20	2 %	788	94 %	51	6 %	7	1 %
T01 TROOPERS AND SERGEANTS	1,751	1,643	94 %	1,680	96 %	827	47 %	1,676	96 %	52	3 %	780	45 %
U11 INSTITUTIONAL	1,647	1,516	92 %	1,317	80 %	2	0 %	1,572	95 %	64	4 %	0	0 %
W22 HUMAN SERVICES	10,638	10,026	94 %	8,874	83 %	0	0 %	10,049	94 %	562	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,356	4,979	93 %	4,135	77 %	97	2 %	5,060	94 %	275	5 %	47	1 %
Y23 BUSINESS & ADMINISTRATION	6,045	5,670	94 %	4,753	79 %	93	2 %	5,692	94 %	342	6 %	52	1 %
Y51 SUPERVISORY	4,833	4,598	95 %	4,453	92 %	132	3 %	4,667	97 %	155	3 %	109	2 %
Y98 MANAGERIAL	2,503	2,392	96 %	2,126	85 %	85	3 %	2,403	96 %	95	4 %	80	3 %
Y99 CONFIDENTIAL	1,503	1,393	93 %	1,219	81 %	12	1 %	1,428	95 %	70	5 %	6	0 %
STATEWIDE TOTALS:	46,995	44,213	94 %	39,121	83 %	1,363	3 %	44,609	95 %	2,209	5 %	1,158	2 %

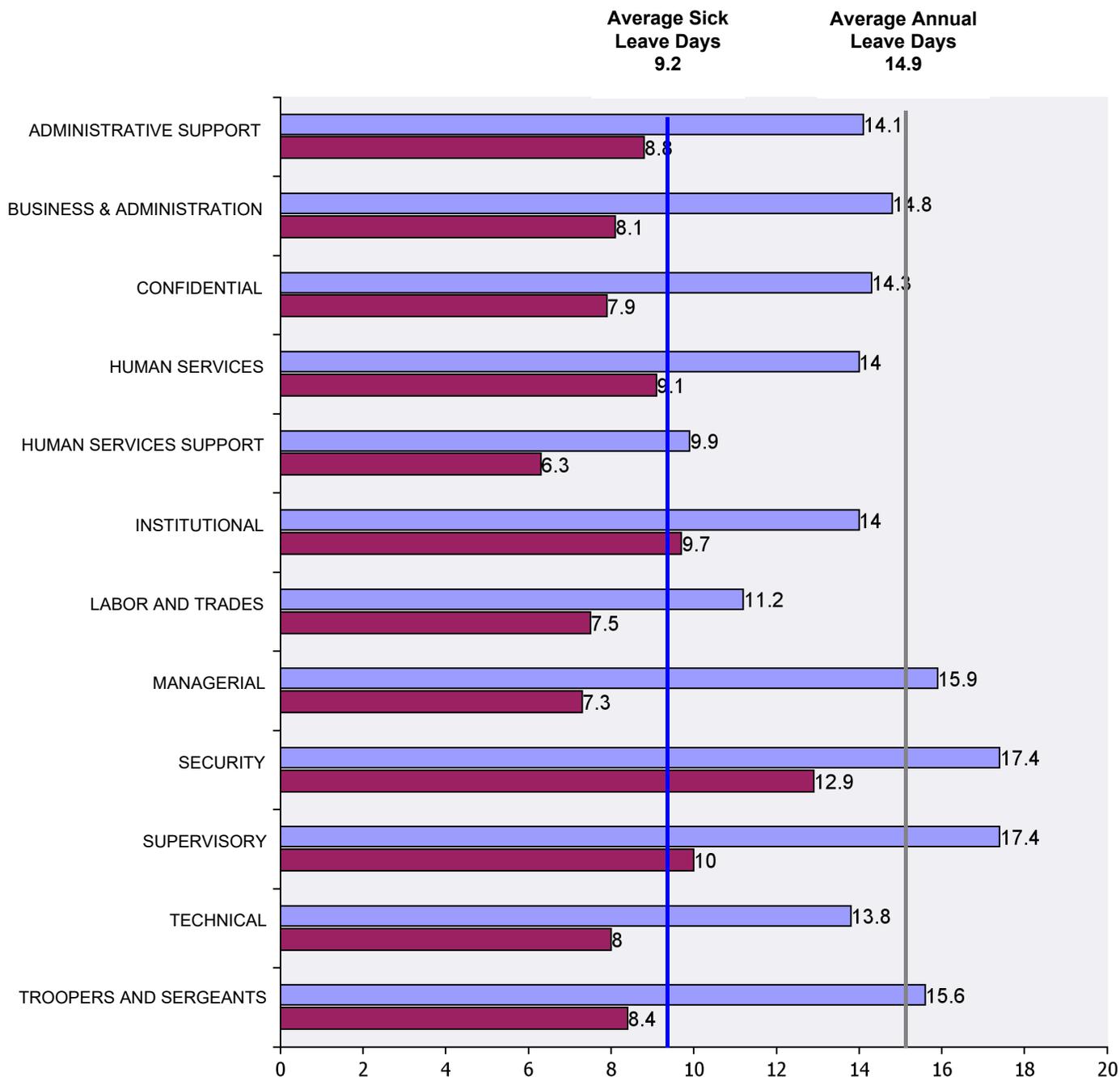
Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT

Fiscal Year 2019-20



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

Source: Michigan Civil Service Commission HWF29 and HWF32

STATE OF MICHIGAN
SICK LEAVE ANALYSIS BY BARGAINING UNIT
September 22, 2019 to September 19, 2020

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY	1,495	105,317.0	70.4	8.8
A31 LABOR AND TRADES	2,744	165,561.7	60.3	7.5
C12 SECURITY	6,627	681,820.5	102.9	12.9
E42 HUMAN SERVICES SUPPORT	858	42,919.7	50.0	6.3
H21 SCIENTIFIC	2,356	146,285.2	62.1	7.8
L32 TECHNICAL	1,058	67,772.0	64.1	8.0
T01 TROOPERS AND SERGEANTS	1,862	125,724.1	67.5	8.4
U11 INSTITUTIONAL	1,918	148,262.5	77.3	9.7
W22 HUMAN SERVICES	11,715	852,859.6	72.8	9.1
W41 ADMINISTRATIVE SUPPORT	5,923	415,762.5	70.2	8.8
Y23 BUSINESS & ADMINISTRATION	6,398	414,889.4	64.8	8.1
Y51 SUPERVISORY	5,257	421,271.0	80.1	10.0
Y98 MANAGERIAL	2,704	157,902.6	58.4	7.3
Y99 CONFIDENTIAL	1,630	103,544.6	63.5	7.9
STATEWIDE	52,545	3,849,892.3	73.3	9.2

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

Source: Michigan Civil Service Commission HWF29

STATE OF MICHIGAN

ANNUAL LEAVE AND DEFERRED HOURS ANALYSIS BY BARGAINING UNIT
September 22, 2019 to September 19, 2020

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	1,495	179,452.1	120.0	15.0	1,495	885.4	0.6	0.1
A31 LABOR AND TRADES	2,744	246,322.4	89.8	11.2	2,744	611.3	0.2	0.0
C12 SECURITY	6,627	920,517.5	138.9	17.4	6,627	1,631.5	0.2	0.0
E42 HUMAN SERVICES SUPPORT	858	67,851.7	79.1	9.9	858	30.1	0.0	0.0
H21 SCIENTIFIC	2,356	284,312.0	120.7	15.1	2,356	1,188.9	0.5	0.1
L32 TECHNICAL	1,058	117,111.3	110.7	13.8	1,058	952.9	0.9	0.1
T01 TROOPERS AND SERGEANTS	1,862	232,774.0	125.0	15.6	1,862	1,643.3	0.9	0.1
U11 INSTITUTIONAL	1,918	215,004.2	112.1	14.0	1,918	119.4	0.1	0.0
W22 HUMAN SERVICES	11,715	1,315,410.0	112.3	14.0	11,715	1,810.2	0.2	0.0
W41 ADMINISTRATIVE SUPPORT	5,923	670,298.2	113.2	14.1	5,923	1,636.9	0.3	0.0
Y23 BUSINESS & ADMINISTRATION	6,398	759,690.5	118.7	14.8	6,398	1,283.1	0.2	0.0
Y51 SUPERVISORY	5,257	733,874.9	139.6	17.4	5,257	1,789.3	0.3	0.0
Y98 MANAGERIAL	2,704	344,352.9	127.3	15.9	2,704	634.8	0.2	0.0
Y99 CONFIDENTIAL	1,630	187,103.7	114.8	14.3	1,630	129.5	0.1	0.0
STATEWIDE	52,545	6,274,075.4	119.4	14.9	52,545	14,346.5	0.3	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.

Source: Michigan Civil Service Commission HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2019-20

Table 5-7

BARGAINING UNIT CODE/NAME		AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY	8.8	15.0	23.8
A31	LABOR AND TRADES	7.5	11.2	18.8
C12	SECURITY	12.9	17.4	30.2
E42	HUMAN SERVICES SUPPORT	6.3	9.9	16.1
H21	SCIENTIFIC	7.8	15.1	22.8
L32	TECHNICAL	8.0	13.8	21.8
T01	TROOPERS AND SERGEANTS	8.4	15.6	24.1
U11	INSTITUTIONAL	9.7	14.0	23.7
W22	HUMAN SERVICES	9.1	14.0	23.1
W41	ADMINISTRATIVE SUPPORT	8.8	14.1	22.9
Y23	BUSINESS & ADMINISTRATION	8.1	14.8	22.9
Y51	SUPERVISORY	10.0	17.4	27.5
Y98	MANAGERIAL	7.3	15.9	23.2
Y99	CONFIDENTIAL	7.9	14.3	22.3
STATEWIDE AVERAGE		9.2	14.9	24.1

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

Source: Michigan Civil Service Commission HWF29 and HWF32

**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)
Fiscal Years 2015-16 through 2019-20**

BARGAINING UNIT CODE/NAME	2015-16	2016-17	2017-18	2018-19	2019-20
A02 SAFETY & REGULATORY	8.8	9.3	8.7	9.1	8.8
A31 LABOR AND TRADES	7.6	8.0	8.1	7.4	7.5
C12 SECURITY	11.9	11.9	12.7	12.7	12.9
E42 HUMAN SERVICES SUPPORT	12.7	12.1	12.1	11.3	6.3
H21 SCIENTIFIC & ENGINEERING	9.0	9.1	8.8	8.7	7.8
L32 TECHNICAL	8.4	8.5	8.2	8.2	8.0
T01 TROOPERS AND SERGEANTS	8.1	8.1	8.2	8.6	8.4
U11 INSTITUTIONAL	9.6	9.8	9.0	9.1	9.7
W22 HUMAN SERVICES	10.3	10.5	10.4	10.5	9.1
W41 ADMINISTRATIVE SUPPORT	10.4	10.3	10.0	10.2	8.8
Y23 BUSINESS & ADMINISTRATION	10.1	10.3	10.2	10.3	8.1
Y51 SUPERVISORY	11.2	11.6	11.2	11.5	10.0
Y98 MANAGERIAL	9.2	9.3	9.2	9.4	7.3
Y99 CONFIDENTIAL	9.9	10.2	10.0	9.7	7.9
STATEWIDE AVERAGE	10.2	10.3	10.2	10.3	9.2

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 19, 2020

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 Troopers and Sergeants	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMENT	465	24	11	0	0	238	13	0	0	1	48	335
ATTORNEY GENERAL	523	36	1	0	0	0	0	0	0	0	87	124
AUDITOR GENERAL	152	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	80	0	0	0	0	0	0	0	0	33	14	47
CIVIL SERVICE COMMISSION	450	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	11,450	10	439	5,561	0	5	83	0	392	2,287	829	9,606
EDUCATION	506	0	1	0	2	0	5	0	16	171	60	255
ENVIRONMENT, GREAT LAKES & ENERGY	1,230	8	1	0	0	751	54	0	0	1	128	943
EXECUTIVE OFFICE	70	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	315	0	0	0	0	0	0	0	0	0	30	30
LABOR & ECONOMIC OPPORTUNITY	2,458	86	21	0	755	55	12	0	24	382	292	1,627
LICENSING & REGULATORY AFFAIRS	1,548	205	7	0	0	65	0	0	0	264	311	852
MDHHS - COMMUNITY HEALTH	3,663	48	73	222	0	131	40	0	894	437	385	2,230
MDHHS - HUMAN SERVICES	10,561	155	23	0	32	3	2	0	56	7,009	1,035	8,315
MILITARY & VETERAN AFFAIRS	751	27	187	0	0	32	13	0	258	30	60	607
NATURAL RESOURCES	2,651	565	962	0	0	253	145	0	8	59	191	2,183
STATE	1,378	15	16	0	0	0	0	0	0	0	877	908
STATE POLICE	3,006	157	10	0	0	122	60	1,751	7	0	266	2,373
TECHNOLOGY, MANAGEMENT & BUDGET	2,924	0	255	0	0	36	58	0	0	0	287	636
TRANSPORTATION	2,672	67	604	0	0	545	421	0	0	3	244	1,884
TREASURY	1,611	6	5	0	0	1	1	0	0	0	462	475
Grand Total:	48,464	1,409	2,617	5,783	789	2,237	907	1,751	1,655	10,677	5,606	33,431

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

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 19, 2020

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	465	47	9	24	8	0	42	130
ATTORNEY GENERAL	523	15	46	331	0	0	7	399
AUDITOR GENERAL	152	1	89	42	3	0	16	151
CIVIL RIGHTS	80	3	13	10	0	0	7	33
CIVIL SERVICE COMMISSION	450	1	388	56	0	0	5	450
CORRECTIONS	11,450	242	120	126	1	0	1,355	1,844
EDUCATION	506	133	20	56	1	0	41	251
ENVIRONMENT, GREAT LAKES & ENERGY	1,230	78	12	79	7	0	111	287
EXECUTIVE OFFICE	70	0	69	1	0	0	0	70
INSURANCE AND FINANCIAL SERV	315	171	21	26	7	0	60	285
LABOR & ECONOMIC OPPORTUNITY	2,458	465	40	199	3	0	124	831
LICENSING & REGULATORY AFFAIRS	1,548	441	45	154	7	0	49	696
MDHHS - COMMUNITY HEALTH	3,663	649	103	268	9	0	404	1,433
MDHHS - HUMAN SERVICES	10,561	659	185	203	1	0	1,198	2,246
MILITARY & VETERAN AFFAIRS	751	43	8	34	0	0	59	144
NATURAL RESOURCES	2,651	128	21	85	2	0	232	468
STATE	1,378	142	51	56	3	0	218	470
STATE POLICE	3,006	231	38	136	5	0	223	633
TECHNOLOGY, MANAGEMENT & BUDGET	2,924	1,598	109	307	50	0	224	2,288
TRANSPORTATION	2,672	251	98	132	4	0	303	788
TREASURY	1,611	753	42	178	8	0	155	1,136
Grand Total:	48,464	6,051	1,527	2,503	119	0	4,833	15,033

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

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

Average. The figure obtained by dividing the total of a set of data by the number of figures in the set of data. In this report, average is 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.

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 in March 2001 replaced 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.

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.

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 Codes

Code	Unit
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01	Troopers and Sergeants Unit
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This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.

02	Safety and Regulatory Unit
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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
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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
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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
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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
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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
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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
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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.