

SECTION FIVE

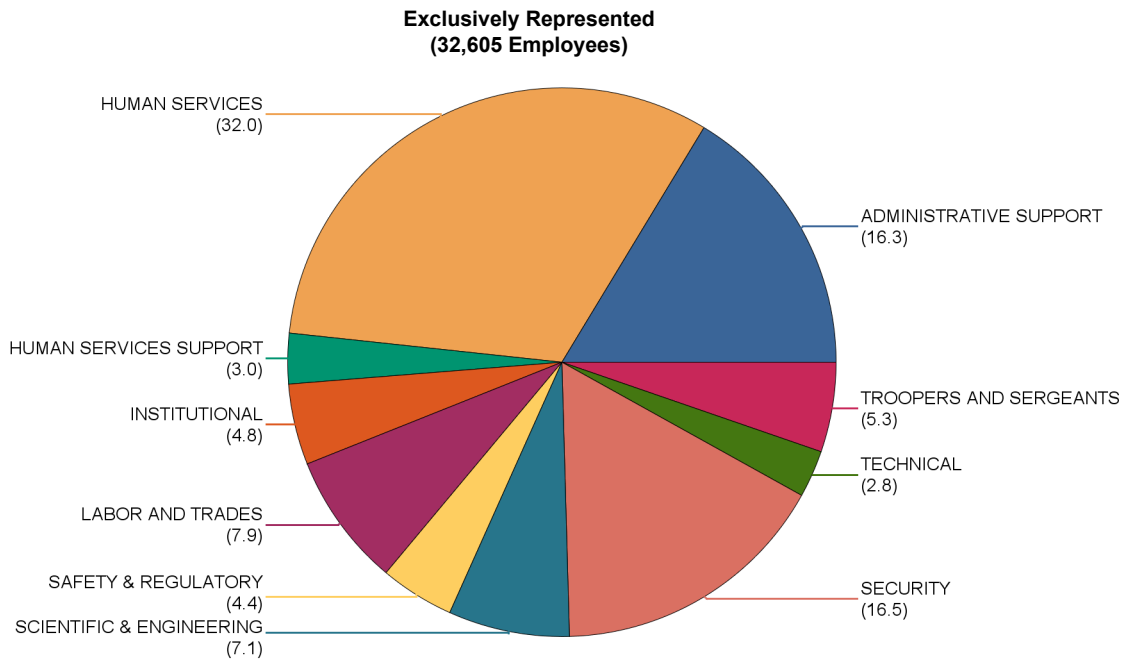
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

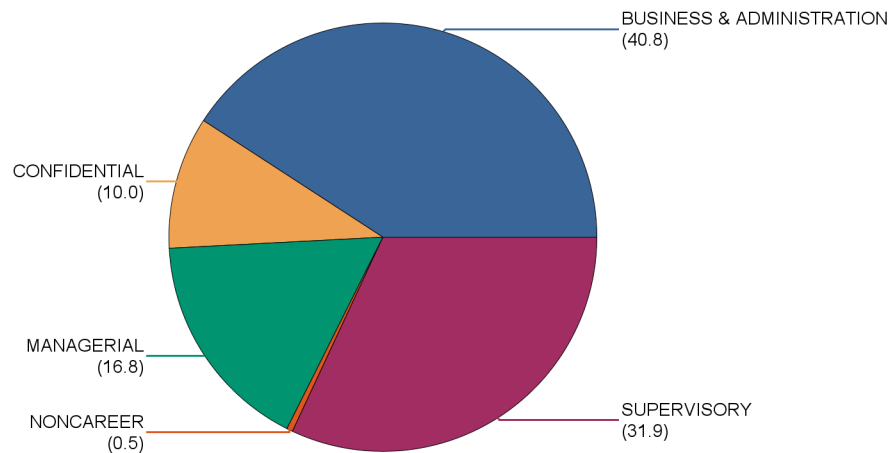
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

Fiscal Year 2020-21



**Non-Exclusively Represented
(15,150 Employees)**



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

Of 47,755 classified employees, 68.3 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Table 5-1

ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT

Pay End Date: September 18, 2021

BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,426	741	52.0	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	2,568	1,045	40.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	5,378	0	0.0	0	0.0	4,726	87.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	969	0	0.0	0	0.0	0	0.0	673	69.5	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,330	0	0.0	0	0.0	0	0.0	0	0.0	1,484	63.7	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	906	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	498	55.0	0	0.0	0	0.0
T01 TROOPERS AND SERGEANTS	1,724	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,649	95.6	0	0.0
U11 INSTITUTIONAL	1,555	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,044	67.1
W22 HUMAN SERVICES	10,425	0	0.0	7,819	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,324	0	0.0	3,219	60.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	6,187	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	4,840	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	69	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	2,541	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	1,513	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	32,605	1,786	5.5	11,038	33.9	4,726	14.5	673	2.1	1,484	4.6	498	1.5	1,649	5.1	1,044	3.2
NON-EXCLUSIVELY REPRESENTED TOTAL	15,150	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	47,755	1,786	3.7	11,038	23.1	4,726	9.9	673	1.4	1,484	3.1	498	1.0	1,649	3.5	1,044	2.2

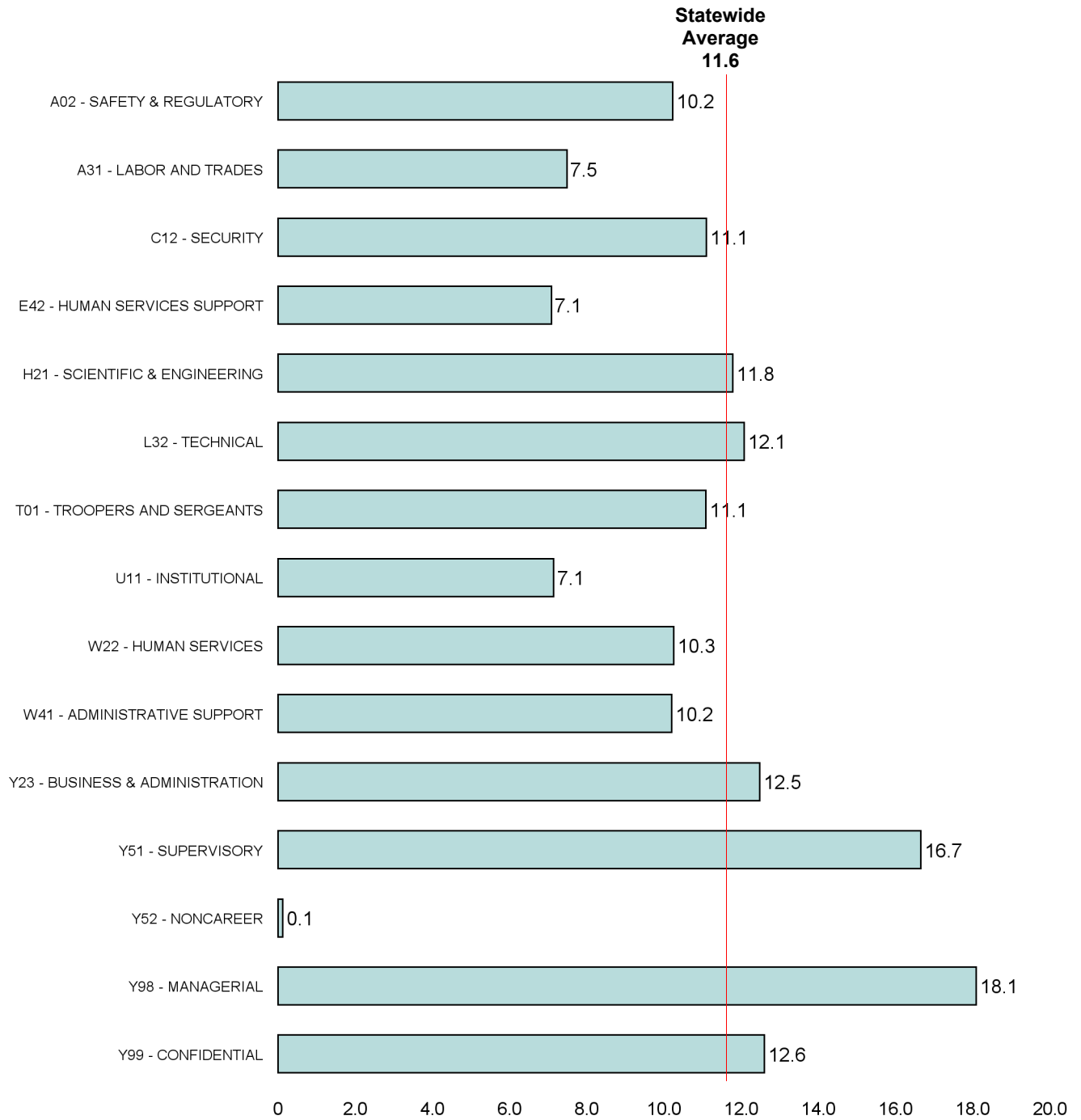
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: September 18, 2021



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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: September 18, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
A02 - SAFETY & REGULATORY																			
00 - 05 YEARS	368	117	31	11	5	4	9	1	0	2	0	0	4	0	417	135	0	0	
06 - 10 YEARS	244	39	11	14	2	3	4	0	0	0	0	0	0	0	261	56	0	0	
11 - 15 YEARS	107	37	9	21	0	0	2	0	0	0	0	0	0	0	118	58	0	0	
16 - 20 YEARS	87	31	5	21	2	0	6	1	0	0	0	0	0	0	100	53	0	0	
21 - 25 YEARS	86	30	4	10	2	1	4	0	0	0	0	0	0	0	96	41	1	0	
26 - 30 YEARS	24	11	2	4	0	1	1	0	0	0	0	0	0	0	27	16	0	0	
31 - 35 YEARS	22	6	5	3	0	0	1	1	1	0	0	0	0	0	29	10	0	1	
36 - 40 YEARS	3	1	0	2	0	0	0	0	0	0	0	0	0	0	3	3	0	0	
MORE THAN 40 YEARS	2	0	0	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0	
BARGAINING UNIT TOTAL	943	272	67	87	11	9	27	3	1	2	0	0	4	0	1,053	373	1	1	
MORE THAN 10 YEARS	331	116	25	62	4	2	14	2	1	0	0	0	0	0	375	182	1	1	
AVERAGE YEARS	9.7	10.3	9.9	15.5	9.0	8.3	12.5	18.3	35.0	4.0	0.0	0.0	1.8	0.0	9.8	11.5	24.0	31.0	
BARGAINING UNIT AVERAGE YEARS	10.2																		

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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 18, 2021

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	1,039	368	31	13	17	2	16	3	2	1	0	0	6	4	1,111	391	1	1	
06 - 10 YEARS	317	16	9	0	3	1	3	0	0	0	0	0	0	0	332	17	0	0	
11 - 15 YEARS	143	7	6	1	3	0	4	0	0	0	0	0	0	0	156	8	0	0	
16 - 20 YEARS	155	5	9	2	3	1	4	0	0	0	0	0	0	0	171	8	1	0	
21 - 25 YEARS	208	12	14	1	2	0	3	0	0	0	0	0	0	0	227	13	0	0	
26 - 30 YEARS	46	5	0	1	3	0	3	0	0	0	0	0	0	0	52	6	1	0	
31 - 35 YEARS	31	1	8	1	1	0	1	1	0	0	0	0	0	0	41	3	2	1	
36 - 40 YEARS	11	1	4	0	0	0	1	0	0	0	0	0	0	0	16	1	0	0	
MORE THAN 40 YEARS	13	0	1	0	0	0	1	0	0	0	0	0	0	0	15	0	0	0	
BARGAINING UNIT TOTAL	1,963	415	82	19	32	4	36	4	2	1	0	0	6	4	2,121	447	5	2	
MORE THAN 10 YEARS	607	31	42	6	12	1	17	1	0	0	0	0	0	0	678	39	4	1	
AVERAGE YEARS	8.3	2.0	13.7	7.1	9.8	6.5	12.1	8.3	2.0	0.0	0.0	0.0	1.5	1.3	8.6	2.3	22.4	16.5	
BARGAINING UNIT AVERAGE YEARS	7.5																		

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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 18, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	1,192	278	259	184	39	10	53	21	7	1	2	0	27	10	1,579	504	0	0
06 - 10 YEARS	669	91	107	49	17	3	32	3	5	1	0	0	0	0	830	147	0	0
11 - 15 YEARS	298	37	77	34	11	4	17	2	4	0	0	0	0	0	407	77	0	0
16 - 20 YEARS	287	57	43	40	5	2	7	6	2	1	0	0	0	0	344	106	2	1
21 - 25 YEARS	790	99	92	45	14	3	29	6	2	0	0	0	0	0	927	153	1	0
26 - 30 YEARS	195	22	15	5	1	1	2	2	1	0	0	0	0	0	214	30	1	0
31 - 35 YEARS	35	3	8	3	0	1	0	0	0	0	0	0	0	0	43	7	0	0
36 - 40 YEARS	4	0	4	0	0	0	0	0	0	0	0	0	0	0	8	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	3,471	587	606	360	87	24	140	40	21	3	2	0	27	10	4,354	1,024	4	1
MORE THAN 10 YEARS	1,610	218	240	127	31	11	55	16	9	1	0	0	0	0	1,945	373	4	1
AVERAGE YEARS	11.9	9.8	10.1	9.0	9.4	11.3	10.2	10.0	10.0	9.0	1.0	0.0	1.4	1.2	11.5	9.4	21.3	18.0
BARGAINING UNIT AVERAGE YEARS	11.1																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 18, 2021

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	67	203	28	236	0	1	4	25	1	7	0	1	4	21	104	494	0	1
06 - 10 YEARS	10	12	1	19	3	1	1	1	0	0	0	0	0	0	15	33	0	0
11 - 15 YEARS	16	39	7	42	1	0	2	4	0	1	0	0	0	0	26	86	1	0
16 - 20 YEARS	17	48	15	78	0	1	3	5	2	1	0	0	0	0	37	133	0	1
21 - 25 YEARS	3	4	3	6	0	0	0	2	0	0	0	0	0	0	6	12	0	0
26 - 30 YEARS	0	5	0	7	0	0	0	2	0	0	0	0	0	0	0	14	0	0
31 - 35 YEARS	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5	0	0
BARGAINING UNIT TOTAL	113	312	54	396	4	3	10	39	3	9	0	1	4	21	188	781	1	2
MORE THAN 10 YEARS	36	97	25	141	1	1	5	13	2	2	0	0	0	0	69	254	1	1
AVERAGE YEARS	6.5	6.4	9.2	7.7	9.0	10.3	9.2	7.6	13.7	4.7	0.0	1.0	1.5	1.1	7.5	6.9	14.0	10.5
BARGAINING UNIT AVERAGE YEARS	7.0																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 18, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
H21 - SCIENTIFIC & ENGINEERING																			
00 - 05 YEARS	464	366	9	10	0	3	9	5	19	23	0	1	5	3	506	411	0	0	
06 - 10 YEARS	213	148	3	5	2	0	2	5	1	9	0	0	0	0	221	167	0	0	
11 - 15 YEARS	117	85	3	2	0	0	1	0	2	2	0	0	0	0	123	89	0	0	
16 - 20 YEARS	178	106	5	4	0	1	2	1	7	2	0	0	0	0	192	114	0	1	
21 - 25 YEARS	148	63	0	1	1	0	3	0	4	6	0	0	1	0	157	70	0	1	
26 - 30 YEARS	76	39	5	2	0	0	2	0	7	3	0	0	0	0	90	44	1	0	
31 - 35 YEARS	65	31	4	3	1	0	3	0	2	1	0	0	0	0	75	35	0	0	
36 - 40 YEARS	12	5	1	0	0	0	0	0	1	0	0	0	0	0	14	5	0	0	
MORE THAN 40 YEARS	11	1	2	0	1	0	0	0	2	0	0	0	0	0	16	1	0	0	
BARGAINING UNIT TOTAL	1,284	844	32	27	5	4	22	11	45	46	0	1	6	3	1,394	936	1	2	
MORE THAN 10 YEARS	607	330	20	12	3	1	11	1	25	14	0	0	1	0	667	358	1	2	
AVERAGE YEARS	12.5	10.5	17.8	11.9	22.8	6.3	14.1	6.2	15.3	9.4	0.0	0.0	6.0	2.3	12.7	10.3	26.0	21.0	
BARGAINING UNIT AVERAGE YEARS	11.8																		

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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	
L32 - TECHNICAL																			
00 - 05 YEARS	192	113	10	10	2	0	7	5	6	3	0	0	3	4	220	135	0	0	
06 - 10 YEARS	75	32	5	4	0	0	1	2	0	0	0	0	0	0	81	38	0	0	
11 - 15 YEARS	58	36	4	2	0	0	0	1	0	0	0	0	0	0	62	39	1	0	
16 - 20 YEARS	80	27	0	0	1	0	3	1	3	1	0	0	0	0	87	29	0	0	
21 - 25 YEARS	73	11	2	0	1	0	1	1	2	1	0	0	0	0	79	13	0	0	
26 - 30 YEARS	34	9	3	0	1	0	2	0	1	1	0	0	0	0	41	10	1	0	
31 - 35 YEARS	43	5	3	1	0	0	0	0	2	0	0	0	0	0	48	6	3	0	
36 - 40 YEARS	5	0	4	2	0	0	0	0	0	0	0	0	0	0	9	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	562	236	31	20	5	0	15	10	14	6	0	0	3	4	630	276	6	1	
MORE THAN 10 YEARS	295	91	16	6	3	0	7	3	8	3	0	0	0	0	329	103	6	1	
AVERAGE YEARS	13.1	9.4	15.7	11.3	14.6	0.0	12.5	7.5	15.1	11.3	0.0	0.0	0.7	0.8	13.2	9.3	31.2	42.0	
BARGAINING UNIT AVERAGE YEARS	12.1																		

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 18, 2021

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	511	66	37	8	7	1	12	3	6	0	0	0	13	0	586	78	0	0	
06 - 10 YEARS	362	32	21	2	4	1	11	0	1	2	0	0	0	0	399	37	0	0	
11 - 15 YEARS	83	4	5	0	0	0	2	0	1	0	0	0	0	0	91	4	0	0	
16 - 20 YEARS	49	2	1	1	1	0	1	0	0	0	0	0	0	0	52	3	0	0	
21 - 25 YEARS	267	22	5	1	2	0	5	0	1	0	0	0	0	0	280	23	0	0	
26 - 30 YEARS	126	13	16	0	6	0	4	0	0	0	0	0	0	0	152	13	1	0	
31 - 35 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	0	0	4	1	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	1,403	140	85	12	20	2	35	3	9	2	0	0	13	0	1,565	159	1	0	
MORE THAN 10 YEARS	530	42	27	2	9	0	12	0	2	0	0	0	0	0	580	44	1	0	
AVERAGE YEARS	11.3	10.2	10.3	6.4	13.5	3.5	10.9	2.3	6.4	7.5	0.0	0.0	2.1	0.0	11.1	9.6	28.0	0.0	
BARGAINING UNIT AVERAGE YEARS		11.0																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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 18, 2021

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	210	327	118	213	3	2	13	14	6	3	1	1	5	9	356	569	0	0	
06 - 10 YEARS	55	86	40	49	0	1	6	3	1	2	0	0	0	0	102	141	0	0	
11 - 15 YEARS	28	51	21	33	0	1	2	2	2	1	0	0	0	0	53	88	0	0	
16 - 20 YEARS	32	47	13	31	0	0	3	2	1	1	0	0	0	0	49	81	0	0	
21 - 25 YEARS	14	28	2	16	0	0	1	0	0	4	0	0	0	0	17	48	0	0	
26 - 30 YEARS	10	16	1	6	1	0	0	1	0	0	0	0	0	0	12	23	0	0	
31 - 35 YEARS	3	2	2	2	0	0	0	0	0	0	0	0	0	0	5	4	0	0	
36 - 40 YEARS	1	1	0	1	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	355	558	198	352	4	4	25	22	10	11	1	1	5	9	598	957	0	0	
MORE THAN 10 YEARS	90	145	40	90	1	1	6	5	3	6	0	0	0	0	140	247	0	0	
AVERAGE YEARS	7.5	7.3	6.2	7.1	7.8	6.3	7.6	7.0	5.9	12.3	5.0	2.0	2.2	1.4	7.0	7.2	0.0	0.0	
BARGAINING UNIT AVERAGE YEARS	7.1																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to 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 18, 2021

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	526	1,974	160	872	2	11	23	80	15	24	2	1	31	109	759	3,071	2	0	
06 - 10 YEARS	411	1,170	122	550	7	16	17	45	8	13	0	0	1	0	566	1,794	0	2	
11 - 15 YEARS	316	902	101	531	6	6	17	47	6	9	0	0	0	0	446	1,495	0	1	
16 - 20 YEARS	128	317	36	186	2	2	5	18	0	4	0	0	0	1	171	528	1	2	
21 - 25 YEARS	252	311	48	288	5	5	8	29	1	7	0	0	0	0	314	640	1	0	
26 - 30 YEARS	127	154	22	92	1	1	6	23	1	5	0	0	0	0	157	275	2	5	
31 - 35 YEARS	29	53	9	44	0	0	3	4	1	1	0	0	1	0	43	102	2	2	
36 - 40 YEARS	6	9	4	13	0	0	0	0	0	1	0	0	0	0	10	23	0	0	
MORE THAN 40 YEARS	8	8	2	12	0	1	0	0	0	0	0	0	0	0	10	21	2	0	
BARGAINING UNIT TOTAL	1,803	4,898	504	2,588	23	42	79	246	32	64	2	1	33	110	2,476	7,949	10	12	
MORE THAN 10 YEARS	866	1,754	222	1,166	14	15	39	121	9	27	0	0	1	1	1,151	3,084	8	10	
AVERAGE YEARS	12.0	9.2	11.1	11.0	13.9	11.2	12.2	11.8	7.6	11.3	4.5	5.0	3.0	1.3	11.7	9.8	25.8	22.7	
BARGAINING UNIT AVERAGE YEARS	10.2																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 18, 2021

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	332	1,401	63	332	3	17	25	80	9	17	0	2	5	42	437	1,891	0	0	
06 - 10 YEARS	121	717	27	157	3	7	4	36	2	6	0	0	0	2	157	925	0	0	
11 - 15 YEARS	70	377	18	92	1	3	1	22	0	3	0	0	0	0	90	497	0	2	
16 - 20 YEARS	44	286	5	48	1	2	3	12	1	2	0	0	0	0	54	350	0	1	
21 - 25 YEARS	40	308	9	91	2	5	3	20	1	7	0	0	0	0	55	431	0	3	
26 - 30 YEARS	7	104	5	28	0	4	2	5	0	0	0	0	0	0	14	141	1	6	
31 - 35 YEARS	12	91	4	40	0	0	1	11	1	4	0	0	0	0	18	146	3	13	
36 - 40 YEARS	1	25	1	14	0	0	1	1	0	0	0	0	0	0	3	40	1	2	
MORE THAN 40 YEARS	1	47	0	22	0	0	1	3	0	1	0	0	0	0	2	73	1	2	
BARGAINING UNIT TOTAL	628	3,356	132	824	10	38	41	190	14	40	0	2	5	44	830	4,494	6	29	
MORE THAN 10 YEARS	175	1,238	42	335	4	14	12	74	3	17	0	0	0	0	236	1,678	6	29	
AVERAGE YEARS	7.8	10.4	9.0	11.8	10.9	10.6	9.5	11.0	7.4	12.5	0.0	2.0	2.0	2.3	8.1	10.6	34.3	29.8	
BARGAINING UNIT AVERAGE YEARS		10.2																	

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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 18, 2021

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	683	724	39	97	4	5	17	28	36	72	0	0	14	12	793	938	1	1
06 - 10 YEARS	579	594	45	118	3	6	25	24	31	53	0	0	0	0	683	795	1	0
11 - 15 YEARS	302	467	36	84	0	3	3	21	22	30	0	0	1	1	364	606	0	0
16 - 20 YEARS	192	332	27	82	1	5	5	11	25	16	0	1	0	0	250	447	1	1
21 - 25 YEARS	259	300	22	74	0	2	6	17	8	6	0	0	0	0	295	399	3	1
26 - 30 YEARS	86	104	11	29	0	4	3	3	5	3	0	0	0	0	105	143	2	5
31 - 35 YEARS	60	101	14	39	0	1	6	13	3	4	0	0	0	0	83	158	4	9
36 - 40 YEARS	8	23	4	6	0	0	2	3	2	0	0	0	0	0	16	32	1	1
MORE THAN 40 YEARS	17	46	4	8	0	0	0	4	0	1	0	0	0	0	21	59	0	1
BARGAINING UNIT TOTAL	2,186	2,691	202	537	8	26	67	124	132	185	0	1	15	13	2,610	3,577	13	19
MORE THAN 10 YEARS	924	1,373	118	322	1	15	25	72	65	60	0	1	1	1	1,134	1,844	11	18
AVERAGE YEARS	11.4	12.9	15.0	15.1	6.5	13.9	12.8	15.7	11.6	8.8	0.0	20.0	3.2	3.0	11.7	13.1	24.7	29.3
BARGAINING UNIT AVERAGE YEARS	12.5																	

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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 18, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																		
00 - 05 YEARS	251	215	29	78	7	0	9	5	11	3	0	0	2	10	309	311	1	0
06 - 10 YEARS	331	322	46	84	9	2	11	17	6	13	0	0	2	0	405	438	0	0
11 - 15 YEARS	287	341	47	121	6	1	8	11	5	9	0	0	0	0	353	483	0	0
16 - 20 YEARS	301	305	27	94	5	4	8	11	6	3	0	0	0	0	347	417	2	1
21 - 25 YEARS	476	269	42	131	9	3	8	5	9	6	0	0	0	0	544	414	0	0
26 - 30 YEARS	210	122	23	45	4	4	6	6	3	3	0	0	0	0	246	180	1	4
31 - 35 YEARS	116	62	22	37	3	2	8	3	2	2	0	0	0	0	151	106	2	1
36 - 40 YEARS	29	14	9	19	0	1	1	0	1	0	0	0	0	0	40	34	4	0
MORE THAN 40 YEARS	23	17	6	13	0	0	2	1	0	0	0	0	0	0	31	31	3	2
BARGAINING UNIT TOTAL	2,024	1,667	251	622	43	17	61	59	43	39	0	0	4	10	2,426	2,414	13	8
MORE THAN 10 YEARS	1,442	1,130	176	460	27	15	41	37	26	23	0	0	0	0	1,712	1,665	12	8
AVERAGE YEARS	17.3	15.6	17.7	17.4	15.3	22.8	17.9	15.7	15.0	14.2	0.0	0.0	4.8	2.3	17.3	16.0	32.8	30.0
BARGAINING UNIT AVERAGE YEARS	16.7																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 18, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
00 - 05 YEARS	24	28	4	3	0	0	0	2	2	1	0	0	1	3	31	37	0	0	
06 - 10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	25	28	4	3	0	0	0	2	2	1	0	0	1	3	32	37	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	0.4	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	0.3	0.0	0.0	0.0	
BARGAINING UNIT AVERAGE YEARS	0.2																		

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 18, 2021

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	149	161	9	28	0	0	1	3	6	2	0	0	2	5	167	199	0	0
06 - 10 YEARS	143	143	6	15	1	0	5	2	4	2	0	0	0	0	159	162	0	0
11 - 15 YEARS	131	160	6	17	0	1	3	4	5	4	0	0	0	0	145	186	2	1
16 - 20 YEARS	183	194	17	19	0	0	3	3	5	8	0	0	0	0	208	224	0	0
21 - 25 YEARS	204	187	13	31	1	0	1	4	3	2	0	0	0	0	222	224	1	0
26 - 30 YEARS	172	101	13	23	1	2	2	5	1	2	0	0	0	0	189	133	2	3
31 - 35 YEARS	87	86	13	24	3	1	3	2	2	2	0	0	0	0	108	115	2	4
36 - 40 YEARS	24	17	5	6	0	0	1	1	1	1	0	0	0	0	31	25	0	1
MORE THAN 40 YEARS	14	12	7	9	0	0	2	0	0	0	0	0	0	0	23	21	1	0
BARGAINING UNIT TOTAL	1,107	1,061	89	172	6	4	21	24	27	23	0	0	2	5	1,252	1,289	8	9
MORE THAN 10 YEARS	815	757	74	129	5	4	15	19	17	19	0	0	0	0	926	928	8	9
AVERAGE YEARS	18.4	17.1	22.8	20.2	26.0	25.5	21.0	19.1	14.9	18.2	0.0	0.0	1.0	2.4	18.7	17.6	26.9	29.2
BARGAINING UNIT AVERAGE YEARS	18.1																	

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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 18, 2021

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	87	315	11	42	1	3	5	22	4	6	0	0	5	8	113	396	0	1	
06 - 10 YEARS	58	192	5	31	0	1	2	7	0	2	0	0	0	1	65	234	0	0	
11 - 15 YEARS	25	139	3	21	0	0	0	5	0	3	0	0	1	0	29	168	1	1	
16 - 20 YEARS	16	103	4	17	0	1	0	5	0	0	0	0	0	0	20	126	0	0	
21 - 25 YEARS	23	119	3	22	0	3	3	2	0	3	0	0	0	0	29	149	0	0	
26 - 30 YEARS	8	33	2	14	0	1	0	1	1	2	0	0	0	0	11	51	0	1	
31 - 35 YEARS	6	42	3	16	0	0	1	8	0	0	0	0	0	0	10	66	1	2	
36 - 40 YEARS	1	6	0	1	0	0	0	2	0	0	0	0	0	0	1	9	1	0	
MORE THAN 40 YEARS	3	22	0	9	0	1	0	1	0	0	0	0	0	0	3	33	0	4	
BARGAINING UNIT TOTAL	227	971	31	173	1	10	11	53	5	16	0	0	6	9	281	1,232	3	9	
MORE THAN 10 YEARS	82	464	15	100	0	6	4	24	1	8	0	0	1	0	103	602	3	8	
AVERAGE YEARS	10.6	12.6	12.7	16.1	3.0	17.2	11.4	13.5	7.0	11.6	0.0	0.0	3.7	1.8	10.6	13.1	28.0	31.9	
BARGAINING UNIT AVERAGE YEARS	12.6																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 18, 2021

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 TOTALS																			
00 - 05 YEARS	6,095	6,656	838	2,137	90	59	203	297	130	165	5	6	127	240	7,488	9,560	5	4	
06 -10 YEARS	3,589	3,594	448	1,097	54	42	124	145	59	103	0	0	3	3	4,277	4,984	1	2	
11 - 15 YEARS	1,981	2,682	343	1,001	28	19	62	119	47	62	0	0	2	1	2,463	3,884	5	5	
16 - 20 YEARS	1,749	1,860	207	623	21	19	53	76	52	39	0	1	0	1	2,082	2,619	7	8	
21 - 25 YEARS	2,843	1,763	259	717	39	22	75	86	31	42	0	0	1	0	3,248	2,630	7	5	
26 - 30 YEARS	1,121	738	118	256	18	18	33	48	20	19	0	0	0	0	1,310	1,079	13	24	
31 - 35 YEARS	513	484	95	216	8	5	27	43	14	14	0	0	1	0	658	762	19	33	
36 - 40 YEARS	106	102	36	65	0	1	6	7	5	2	0	0	0	0	153	177	7	4	
MORE THAN 40 YEARS	97	157	24	80	1	2	7	9	2	2	0	0	0	0	131	250	8	10	
STATEWIDE TOTAL	18,094	18,036	2,368	6,192	259	187	590	830	360	448	5	7	134	245	21,810	25,945	72	95	
MORE THAN 10 YEARS	8,410	7,786	1,082	2,958	115	86	263	388	171	180	0	1	4	2	10,045	11,401	66	89	
AVERAGE YEARS	12.1	11.0	11.9	12.0	11.8	12.6	12.3	12.2	11.9	10.6	3.2	4.6	2.5	1.6	12.0	11.2	27.6	28.1	
STATEWIDE AVERAGE YEARS					11.6														

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-3

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay End Date: September 18, 2021

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,426	3.0 %	43.2	\$28.26	844	59.2 %
A31 - LABOR AND TRADES	2,568	5.4 %	46.4	\$21.19	1,057	41.2 %
C12 - SECURITY	5,378	11.3 %	41.3	\$26.34	3,335	62.0 %
E42 - HUMAN SERVICES SUPPORT	969	2.0 %	46.9	\$26.30	378	39.0 %
H21 - SCIENTIFIC & ENGINEERING	2,330	4.9 %	43.2	\$36.74	1,426	61.2 %
L32 - TECHNICAL	906	1.9 %	44.1	\$27.17	542	59.8 %
T01 - TROOPERS AND SERGEANTS	1,724	3.6 %	36.9	\$33.29	1,089	63.2 %
U11 - INSTITUTIONAL	1,555	3.3 %	44.7	\$22.74	615	39.5 %
W22 - HUMAN SERVICES	10,425	21.8 %	44.0	\$30.17	6,417	61.6 %
W41 - ADMINISTRATIVE SUPPORT	5,324	11.1 %	46.3	\$24.01	2,881	54.1 %
Y23 - BUSINESS & ADMINISTRATION	6,187	13.0 %	46.1	\$36.39	4,375	70.7 %
Y51 - SUPERVISORY	4,840	10.1 %	48.4	\$38.73	4,202	86.8 %
Y52 - NONCAREER	69	0.1 %	26.7	\$16.25	1	1.4 %
Y98 - MANAGERIAL	2,541	5.3 %	50.3	\$56.07	2,165	85.2 %
Y99 - CONFIDENTIAL	1,513	3.2 %	46.7	\$32.55	982	64.9 %
STATEWIDE TOTAL	47,755	100.0 %	44.9	\$31.67	30,309	63.5 %

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. 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 18, 2021

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 & REGULATORY	1,411	699	50 %	484	34 %	16	1 %	0	0 %	1,258	89 %	10	1 %
A31 LABOR AND TRADES	1,660	788	47 %	659	40 %	15	1 %	0	0 %	1,515	91 %	4	0 %
C12 SECURITY	5,378	3,055	57 %	1,920	36 %	6	0 %	0	0 %	5,101	95 %	17	0 %
E42 HUMAN SERVICES SUPPORT	969	437	45 %	376	39 %	5	1 %	0	0 %	871	90 %	7	1 %
H21 SCIENTIFIC & ENGINEERING	2,324	883	38 %	1,130	49 %	14	1 %	0	0 %	2,153	93 %	12	1 %
L32 TECHNICAL	849	349	41 %	395	47 %	7	1 %	0	0 %	777	92 %	5	1 %
T01 TROOPERS AND SERGEANTS	1,724	389	23 %	215	12 %	9	1 %	1,005	58 %	1,650	96 %	5	0 %
U11 INSTITUTIONAL	1,549	739	48 %	638	41 %	4	0 %	0	0 %	1,408	91 %	8	1 %
W22 HUMAN SERVICES	10,352	4,216	41 %	5,111	49 %	46	0 %	0	0 %	9,710	94 %	27	0 %
W41 ADMINISTRATIVE SUPPORT	5,167	1,721	33 %	2,817	55 %	25	0 %	0	0 %	4,743	92 %	18	0 %
Y23 BUSINESS & ADMINISTRATION	6,185	1,949	32 %	3,488	56 %	46	1 %	0	0 %	5,698	92 %	19	0 %
Y51 SUPERVISORY	4,840	2,073	43 %	2,344	48 %	26	1 %	1	0 %	4,583	95 %	13	0 %
Y52 NONCAREER	2	1	50 %	1	50 %	0	0 %	0	0 %	2	100 %	0	0 %
Y98 MANAGERIAL	2,541	936	37 %	1,374	54 %	21	1 %	0	0 %	2,413	95 %	3	0 %
Y99 CONFIDENTIAL	1,500	415	28 %	867	58 %	9	1 %	0	0 %	1,369	91 %	6	0 %
STATEWIDE TOTALS:	46,451	18,650	40 %	21,819	47 %	249	1 %	1,006	2 %	43,251	93 %	154	0 %

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

Source: Michigan Civil Service Commission HWF48

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

Pay End Date: September 18, 2021

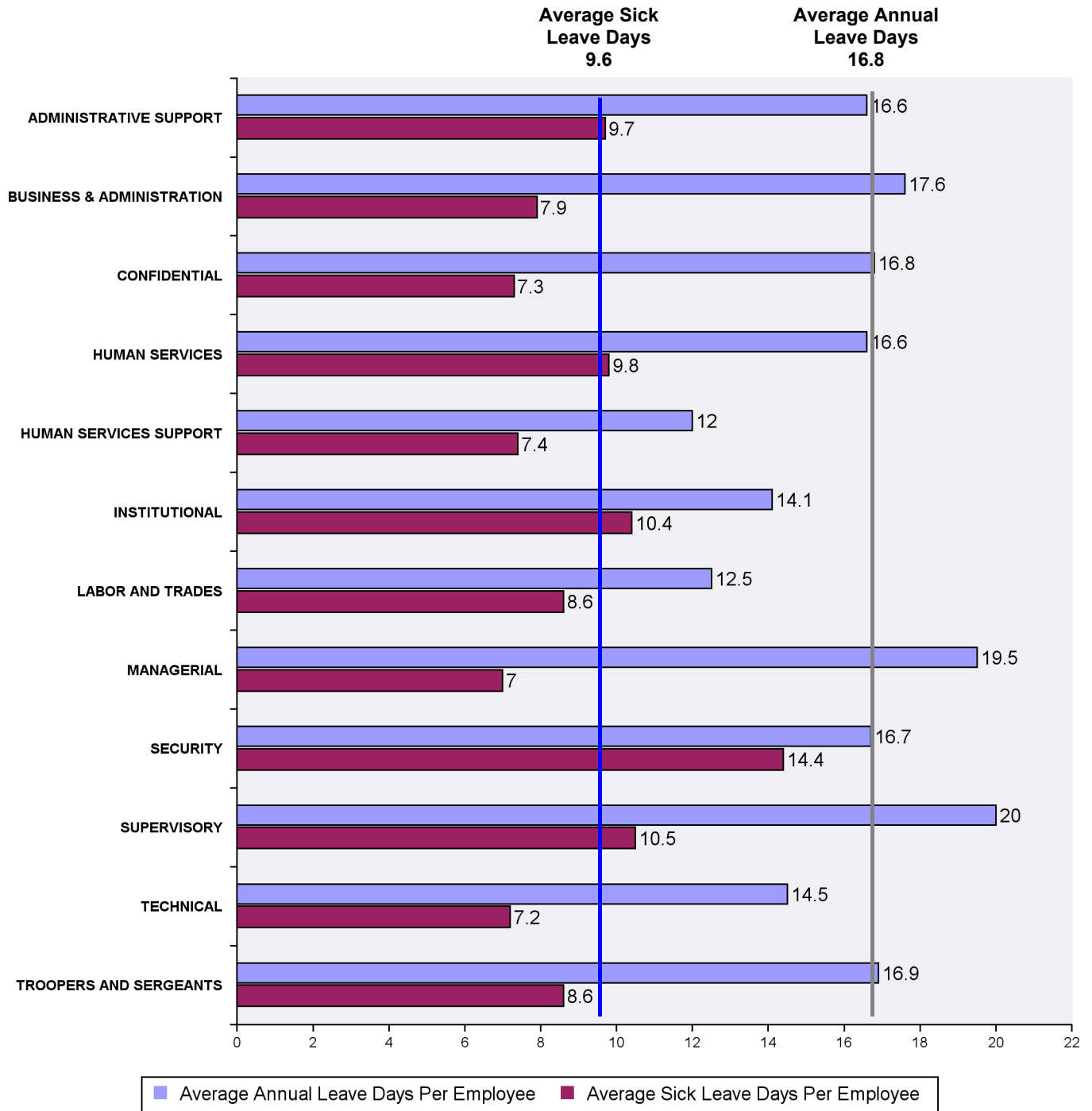
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
A02 SAFETY & REGULATORY	1,411	1,274	90 %	1,094	78 %	59	4 %	1,338	95 %	63	4 %	55	4 %
A31 LABOR AND TRADES	1,660	1,527	92 %	1,410	85 %	2	0 %	1,602	97 %	53	3 %	5	0 %
C12 SECURITY	5,378	5,138	96 %	4,757	88 %	0	0 %	5,119	95 %	217	4 %	0	0 %
E42 HUMAN SERVICES SUPPORT	969	889	92 %	597	62 %	0	0 %	898	93 %	70	7 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,324	2,181	94 %	1,775	76 %	39	2 %	2,143	92 %	174	7 %	11	0 %
L32 TECHNICAL	849	795	94 %	654	77 %	19	2 %	795	94 %	52	6 %	5	1 %
T01 TROOPERS AND SERGEANTS	1,724	1,666	97 %	1,702	99 %	801	46 %	1,659	96 %	50	3 %	728	42 %
U11 INSTITUTIONAL	1,549	1,418	92 %	1,220	79 %	2	0 %	1,481	96 %	54	3 %	0	0 %
W22 HUMAN SERVICES	10,352	9,761	94 %	8,650	84 %	0	0 %	9,784	95 %	533	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,167	4,780	93 %	3,979	77 %	107	2 %	4,883	95 %	259	5 %	43	1 %
Y23 BUSINESS & ADMINISTRATION	6,185	5,754	93 %	4,868	79 %	95	2 %	5,829	94 %	338	5 %	49	1 %
Y51 SUPERVISORY	4,840	4,601	95 %	4,427	91 %	141	3 %	4,664	96 %	168	3 %	108	2 %
Y52 NONCAREER	2	2	100 %	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,541	2,425	95 %	2,187	86 %	86	3 %	2,444	96 %	92	4 %	80	3 %
Y99 CONFIDENTIAL	1,500	1,389	93 %	1,227	82 %	14	1 %	1,426	95 %	68	5 %	6	0 %
STATEWIDE TOTALS:	46,451	43,600	94 %	38,549	83 %	1,365	3 %	44,067	95 %	2,191	5 %	1,090	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 HWF48

STATE OF MICHIGAN
SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
Fiscal Year 2020-21

Graph 5-3



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

Source: Michigan Civil Service Commission HWF29 and HWF32

STATE OF MICHIGAN
SICK LEAVE ANALYSIS BY BARGAINING UNIT
October 3, 2020 to September 18, 2021

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,523	117,635.2	77.2	9.7
A31 LABOR AND TRADES	2,740	189,144.2	69.0	8.6
C12 SECURITY	6,435	742,769.0	115.4	14.4
E42 HUMAN SERVICES SUPPORT	1,101	65,404.6	59.4	7.4
H21 SCIENTIFIC & ENGINEERING	2,461	125,754.2	51.1	6.4
L32 TECHNICAL	1,092	62,567.4	57.3	7.2
T01 TROOPERS AND SERGEANTS	1,858	128,301.6	69.1	8.6
U11 INSTITUTIONAL	1,956	162,306.1	83.0	10.4
W22 HUMAN SERVICES	11,638	909,377.9	78.1	9.8
W41 ADMINISTRATIVE SUPPORT	5,758	448,774.5	77.9	9.7
Y23 BUSINESS & ADMINISTRATION	6,539	415,733.2	63.6	7.9
Y51 SUPERVISORY	5,296	444,713.9	84.0	10.5
Y98 MANAGERIAL	2,741	154,424.4	56.3	7.0
Y99 CONFIDENTIAL	1,614	93,701.0	58.1	7.3
STATEWIDE	52,752	4,060,607.1	77.0	9.6

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 HWF29

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS ANALYSIS BY BARGAINING UNIT
October 3, 2020 to September 18, 2021

Bargaining Unit Code/Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,523	204,487.3	134.3	16.8	1,523	502.5	0.3	0.0
A31 LABOR AND TRADES	2,740	273,905.1	100.0	12.5	2,740	423.4	0.2	0.0
C12 SECURITY	6,435	860,596.1	133.7	16.7	6,435	1,154.4	0.2	0.0
E42 HUMAN SERVICES SUPPORT	1,101	105,634.8	95.9	12.0	1,101	63.7	0.1	0.0
H21 SCIENTIFIC & ENGINEERING	2,461	340,659.0	138.4	17.3	2,461	1,207.8	0.5	0.1
L32 TECHNICAL	1,092	126,969.8	116.3	14.5	1,092	309.9	0.3	0.0
T01 TROOPERS AND SERGEANTS	1,858	250,643.1	134.9	16.9	1,858	951.3	0.5	0.1
U11 INSTITUTIONAL	1,956	219,997.8	112.5	14.1	1,956	86.8	0.0	0.0
W22 HUMAN SERVICES	11,638	1,543,287.6	132.6	16.6	11,638	1,707.7	0.1	0.0
W41 ADMINISTRATIVE SUPPORT	5,758	766,143.7	133.1	16.6	5,758	676.0	0.1	0.0
Y23 BUSINESS & ADMINISTRATION	6,539	918,515.8	140.5	17.6	6,539	874.0	0.1	0.0
Y51 SUPERVISORY	5,296	849,448.3	160.4	20.0	5,296	1,556.8	0.3	0.0
Y98 MANAGERIAL	2,741	427,109.7	155.8	19.5	2,741	750.4	0.3	0.0
Y99 CONFIDENTIAL	1,614	216,432.8	134.1	16.8	1,614	69.8	0.0	0.0
STATEWIDE	52,752	7,103,830.9	134.7	16.8	52,752	10,334.3	0.2	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 HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2020-21

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 & REGULATORY	9.7	16.8	26.4
A31	LABOR AND TRADES	8.6	12.5	21.1
C12	SECURITY	14.4	16.7	31.1
E42	HUMAN SERVICES SUPPORT	7.4	12.0	19.4
H21	SCIENTIFIC & ENGINEERING	6.4	17.3	23.7
L32	TECHNICAL	7.2	14.5	21.7
T01	TROOPERS AND SERGEANTS	8.6	16.9	25.5
U11	INSTITUTIONAL	10.4	14.1	24.4
W22	HUMAN SERVICES	9.8	16.6	26.3
W41	ADMINISTRATIVE SUPPORT	9.7	16.6	26.4
Y23	BUSINESS & ADMINISTRATION	7.9	17.6	25.5
Y51	SUPERVISORY	10.5	20.0	30.5
Y98	MANAGERIAL	7.0	19.5	26.5
Y99	CONFIDENTIAL	7.3	16.8	24.0
STATEWIDE AVERAGE		9.6	16.8	26.5

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 HWF29 and HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)
Fiscal Years 2016-17 through 2020-21

BARGAINING UNIT CODE/NAME	2016-17	2017-18	2018-19	2019-20	2020-21
A02 SAFETY & REGULATORY	9.3	8.7	9.1	8.8	9.7
A31 LABOR AND TRADES	8.0	8.1	7.4	7.5	8.6
C12 SECURITY	11.9	12.7	12.7	12.9	14.4
E42 HUMAN SERVICES SUPPORT	12.1	12.1	11.3	6.3	7.4
H21 SCIENTIFIC & ENGINEERING	9.1	8.8	8.7	7.8	6.4
L32 TECHNICAL	8.5	8.2	8.2	8.0	7.2
T01 TROOPERS AND SERGEANTS	8.1	8.2	8.6	8.4	8.6
U11 INSTITUTIONAL	9.8	9.0	9.1	9.7	10.4
W22 HUMAN SERVICES	10.5	10.4	10.5	9.1	9.8
W41 ADMINISTRATIVE SUPPORT	10.3	10.0	10.2	8.8	9.7
Y23 BUSINESS & ADMINISTRATION	10.3	10.2	10.3	8.1	7.9
Y51 SUPERVISORY	11.6	11.2	11.5	10.0	10.5
Y98 MANAGERIAL	9.3	9.2	9.4	7.3	7.0
Y99 CONFIDENTIAL	10.2	10.0	9.7	7.9	7.3
STATEWIDE AVERAGE	10.3	10.2	10.3	9.2	9.6

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

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

STATE OF MICHIGAN

Table 5-9

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: September 18, 2021

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 DVLPMNT	472	25	11	0	0	242	16	0	0	1	52	347
ATTORNEY GENERAL	526	40	1	0	0	0	0	0	0	0	85	126
AUDITOR GENERAL	152	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	84	0	0	0	0	0	0	0	0	35	13	48
CIVIL SERVICE COMMISSION	430	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	10,798	10	441	5,153	0	5	75	0	343	2,186	789	9,002
EDUCATION	503	0	1	0	2	0	5	0	16	168	59	251
ENVIRONMENT, GREAT LAKES & ENERGY	1,281	9	1	0	0	797	54	0	0	0	127	988
EXECUTIVE OFFICE	74	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	319	0	0	0	0	0	0	0	0	0	29	29
LABOR & ECONOMIC OPPORTUNITY	2,658	91	21	0	938	59	12	0	22	379	266	1,788
LICENSING & REGULATORY AFFAIRS	1,572	206	7	0	0	68	0	0	0	275	299	855
MDHHS - COMMUNITY HEALTH	3,683	48	63	225	0	135	40	0	864	454	375	2,204
MDHHS - HUMAN SERVICES	10,328	154	22	0	29	3	1	0	55	6,792	974	8,030
MILITARY & VETERAN AFFAIRS	780	26	187	0	0	37	16	0	242	40	61	609
NATURAL RESOURCES	2,701	594	948	0	0	250	154	0	7	90	181	2,224
STATE	1,300	14	17	0	0	0	1	0	0	0	810	842
STATE POLICE	2,996	142	11	0	0	131	59	1,724	6	2	262	2,337
TECHNOLOGY, MANAGEMENT & BUDGET	2,819	0	243	0	0	37	61	0	0	0	248	589
TRANSPORTATION	2,666	60	589	0	0	565	412	0	0	3	234	1,863
TREASURY	1,613	7	4	0	0	1	0	0	0	0	460	472
Grand Total:	47,755	1,426	2,568	5,378	969	2,330	906	1,724	1,555	10,425	5,324	32,605

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 HWF05

STATE OF MICHIGAN

Table 5-10

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: September 18, 2021

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	472	47	8	25	2	0	43	125
ATTORNEY GENERAL	526	16	43	337	0	0	4	400
AUDITOR GENERAL	152	1	88	44	3	0	15	151
CIVIL RIGHTS	84	3	18	9	0	0	6	36
CIVIL SERVICE COMMISSION	430	0	367	55	2	0	6	430
CORRECTIONS	10,798	247	118	129	2	0	1,300	1,796
EDUCATION	503	132	19	56	1	0	44	252
ENVIRONMENT, GREAT LAKES & ENERGY	1,281	81	15	81	6	0	110	293
EXECUTIVE OFFICE	74	0	73	1	0	0	0	74
INSURANCE AND FINANCIAL SERV	319	173	24	29	2	0	62	290
LABOR & ECONOMIC OPPORTUNITY	2,658	500	44	192	5	0	129	870
LICENSING & REGULATORY AFFAIRS	1,572	448	54	162	3	0	50	717
MDHHS - COMMUNITY HEALTH	3,683	692	100	277	5	0	405	1,479
MDHHS - HUMAN SERVICES	10,328	693	175	207	1	0	1,222	2,298
MILITARY & VETERAN AFFAIRS	780	54	10	37	0	0	70	171
NATURAL RESOURCES	2,701	128	22	84	4	0	239	477
STATE	1,300	139	52	52	0	0	215	458
STATE POLICE	2,996	239	40	143	0	0	237	659
TECHNOLOGY, MANAGEMENT & BUDGET	2,819	1,582	105	298	20	0	225	2,230
TRANSPORTATION	2,666	256	96	139	0	0	312	803
TREASURY	1,613	756	42	184	13	0	146	1,141
Grand Total:	47,755	6,187	1,513	2,541	69	0	4,840	15,150

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