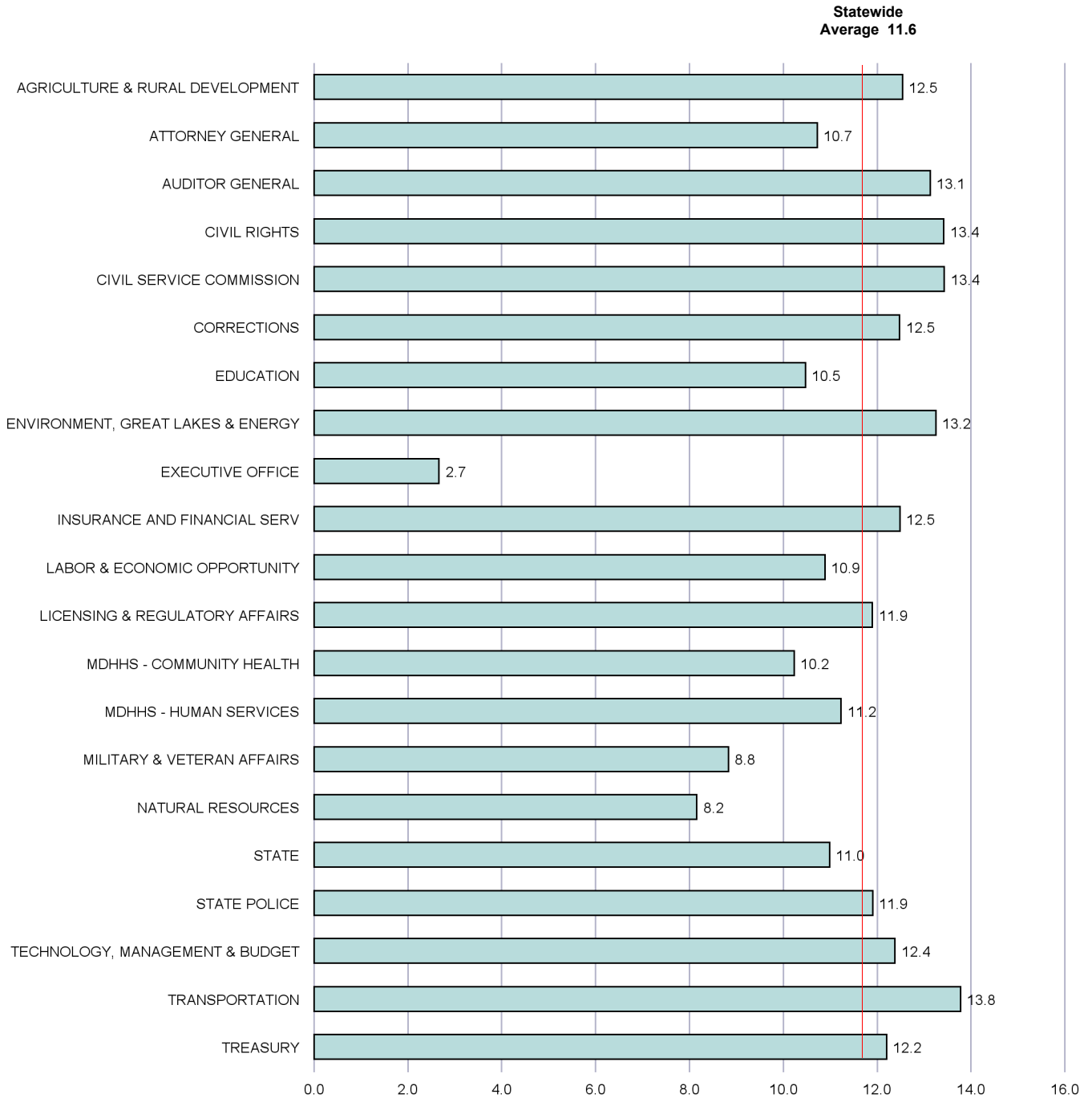


SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

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 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 18, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	64	89	3	3	0	1	2	1	1	0	0	0	0	2	70	96	0	0
06 - 10 YEARS	36	43	1	4	0	0	0	3	0	2	0	0	0	0	37	52	0	0
11 - 15 YEARS	22	23	2	0	0	1	1	0	0	0	0	0	0	0	25	24	0	0
16 - 20 YEARS	18	28	0	3	0	0	0	0	0	0	0	0	0	0	18	31	0	0
21 - 25 YEARS	28	19	0	1	1	0	0	1	0	1	0	0	0	0	29	22	0	1
26 - 30 YEARS	19	9	1	0	0	0	1	0	0	0	0	0	0	0	21	9	0	0
31 - 35 YEARS	16	13	0	2	0	0	0	0	0	0	0	0	0	0	16	15	1	2
36 - 40 YEARS	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	1
DEPARTMENT TOTAL	205	227	7	14	1	2	4	5	2	3	0	0	0	2	219	253	1	4
MORE THAN 10 YEARS	105	95	3	7	1	1	2	1	1	1	0	0	0	0	112	105	1	4
AVERAGE YEARS	13.7	11.5	9.6	15.1	21.0	6.5	12.5	10.0	21.5	12.7	0.0	0.0	0.0	2.0	13.7	11.6	31.0	32.8

DEPARTMENT AVERAGE YEARS

12.5

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

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 18, 2021

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	76	107	7	21	0	0	0	3	0	2	0	0	2	2	85	135	0	0
06 - 10 YEARS	32	47	2	10	0	0	0	1	2	0	0	0	0	0	36	58	0	0
11 - 15 YEARS	24	28	1	2	0	0	0	0	0	0	0	0	0	0	25	30	1	0
16 - 20 YEARS	26	34	5	6	0	0	0	2	0	0	0	0	0	0	31	42	0	0
21 - 25 YEARS	12	22	0	4	0	0	0	0	0	2	0	0	0	0	12	28	0	0
26 - 30 YEARS	9	7	1	0	0	0	0	0	0	0	0	0	0	0	10	7	0	0
31 - 35 YEARS	7	5	0	2	0	0	0	1	0	0	0	0	0	0	7	8	0	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	0	0	0	1	0	0	0	0	0	0	0	3	3	0	0
DEPARTMENT TOTAL	191	254	17	46	0	0	1	7	2	4	0	0	2	2	213	313	1	0
MORE THAN 10 YEARS	83	100	8	15	0	0	1	3	0	2	0	0	0	0	92	120	1	0
AVERAGE YEARS	11.5	10.4	11.5	9.3	0.0	0.0	42.0	11.4	8.5	12.3	0.0	0.0	1.0	2.5	11.5	10.2	14.0	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.

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 18, 2021

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	25	25	1	0	0	0	1	1	0	0	0	0	0	0	27	26	0	0	
06 - 10 YEARS	18	16	0	0	0	0	1	1	0	0	0	0	0	0	19	17	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	1	7	0	0	0	0	0	0	0	0	0	0	0	0	1	7	0	0	
21 - 25 YEARS	12	10	1	1	0	0	0	0	0	1	0	0	0	0	13	12	0	0	
26 - 30 YEARS	3	6	0	0	0	0	0	0	0	0	0	0	0	0	3	6	0	0	
31 - 35 YEARS	4	6	1	0	0	0	0	0	0	0	0	0	0	0	5	6	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	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
DEPARTMENT TOTAL	69	74	3	1	0	0	2	2	0	1	0	0	0	0	74	78	0	0	
MORE THAN 10 YEARS	26	33	2	1	0	0	0	0	0	1	0	0	0	0	28	35	0	0	
AVERAGE YEARS	13.2	13.0	20.3	25.0	0.0	0.0	4.5	3.5	0.0	21.0	0.0	0.0	0.0	0.0	13.3	13.0	0.0	0.0	
DEPARTMENT AVERAGE YEARS																	13.1		

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Source: Michigan Civil Service Commission HWF18

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

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	0	3	1	6	0	1	1	2	0	0	0	0	0	0	2	12	0	0
06 - 10 YEARS	2	5	3	8	0	0	1	0	0	0	0	0	1	0	7	13	0	0
11 - 15 YEARS	0	5	4	10	0	0	0	2	0	1	0	0	0	0	4	18	0	0
16 - 20 YEARS	1	1	1	6	0	0	0	1	0	0	0	0	0	0	2	8	0	0
21 - 25 YEARS	3	0	0	7	0	0	0	0	0	0	0	0	0	0	3	7	0	0
26 - 30 YEARS	2	1	0	1	0	0	0	1	0	0	0	0	0	0	2	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	8	16	9	40	0	1	2	6	0	1	0	0	1	0	20	64	0	0
MORE THAN 10 YEARS	6	8	5	26	0	0	0	4	0	1	0	0	0	0	11	39	0	0
AVERAGE YEARS	19.0	12.1	10.1	14.5	0.0	4.0	6.5	12.5	0.0	13.0	0.0	0.0	7.0	0.0	13.2	13.5	0.0	0.0

DEPARTMENT AVERAGE YEARS 13.5

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

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 18, 2021

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	15	82	3	12	0	2	0	3	1	1	0	0	3	4	22	104	0	1
06 - 10 YEARS	13	58	3	8	0	1	0	2	0	1	0	0	0	1	16	71	0	0
11 - 15 YEARS	11	30	2	5	0	0	0	2	0	1	0	0	0	0	13	38	1	0
16 - 20 YEARS	6	36	2	5	0	0	0	1	0	0	0	0	0	0	8	42	0	0
21 - 25 YEARS	3	41	1	4	0	1	1	0	0	2	0	0	0	0	5	48	0	0
26 - 30 YEARS	4	12	1	6	0	0	0	0	0	1	0	0	0	0	5	19	0	0
31 - 35 YEARS	1	15	1	9	0	1	0	4	0	0	0	0	0	0	2	29	0	0
36 - 40 YEARS	0	3	0	1	0	0	0	1	0	0	0	0	0	0	0	5	0	0
MORE THAN 40 YEARS	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	53	279	13	50	0	6	1	13	1	6	0	0	3	5	71	359	1	1
MORE THAN 10 YEARS	25	139	7	30	0	3	1	8	0	4	0	0	0	0	33	184	1	0
AVERAGE YEARS	11.2	13.2	13.6	16.9	0.0	17.8	21.0	17.9	0.0	15.7	0.0	0.0	3.7	2.2	11.3	13.8	12.0	4.0
DEPARTMENT AVERAGE YEARS			13.4															

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

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	1,655	953	309	291	52	16	61	37	11	5	2	1	33	24	2,123	1,327	1	0
06 - 10 YEARS	1,090	480	162	133	30	11	42	20	13	5	0	0	0	0	1,337	649	0	0
11 - 15 YEARS	560	335	134	147	22	6	26	18	7	1	0	0	0	0	749	507	0	0
16 - 20 YEARS	503	267	75	115	12	5	10	10	3	3	0	0	0	1	603	401	2	2
21 - 25 YEARS	1,320	391	143	155	30	9	38	26	6	3	0	0	0	0	1,537	584	1	0
26 - 30 YEARS	418	153	38	59	3	5	11	9	3	0	0	0	0	0	473	226	2	5
31 - 35 YEARS	107	64	20	26	3	1	2	1	0	0	0	0	1	0	133	92	1	4
36 - 40 YEARS	14	10	6	9	0	0	0	0	0	0	0	0	0	0	20	19	3	1
MORE THAN 40 YEARS	6	5	1	6	0	0	0	0	0	0	0	0	0	0	7	11	1	0
DEPARTMENT TOTAL	5,673	2,658	888	941	152	53	190	121	43	17	2	1	34	25	6,982	3,816	11	12
MORE THAN 10 YEARS	2,928	1,225	417	517	70	26	87	64	19	7	0	0	1	1	3,522	1,840	10	12
AVERAGE YEARS	13.1	11.6	11.6	13.0	11.4	12.6	11.7	12.6	11.0	10.5	1.0	2.0	2.4	2.2	12.8	11.9	29.0	28.5

DEPARTMENT AVERAGE YEARS 12.5

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Source: Michigan Civil Service Commission HWF18

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

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	32	105	2	10	0	1	2	4	1	4	0	0	0	2	37	126	0	0
06 - 10 YEARS	33	68	2	18	1	0	1	3	1	1	0	0	0	0	38	90	0	0
11 - 15 YEARS	19	56	1	10	0	0	0	1	1	1	0	0	0	0	21	68	0	1
16 - 20 YEARS	20	38	2	1	0	0	0	0	0	0	0	0	0	0	22	39	0	0
21 - 25 YEARS	8	26	1	3	0	0	1	2	0	0	0	0	0	0	10	31	0	0
26 - 30 YEARS	2	3	1	1	0	0	0	0	0	0	0	0	0	0	3	4	1	0
31 - 35 YEARS	2	4	0	0	0	0	0	0	0	1	0	0	0	0	2	5	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	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	117	304	9	44	1	1	4	11	3	7	0	0	0	2	134	369	1	1
MORE THAN 10 YEARS	52	131	5	16	0	0	1	4	1	2	0	0	0	0	59	153	1	1
AVERAGE YEARS	11.0	10.4	13.1	10.1	10.0	0.0	8.3	12.5	7.0	9.0	0.0	0.0	0.0	0.5	11.0	10.3	27.0	12.0

DEPARTMENT AVERAGE YEARS 10.5

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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 18, 2021

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	208	225	2	10	1	2	3	2	10	4	0	0	1	7	225	250	0	0
06 - 10 YEARS	87	98	0	3	0	0	1	1	0	5	0	0	0	0	88	107	0	0
11 - 15 YEARS	28	43	3	1	0	0	0	0	0	0	0	0	0	0	31	44	0	0
16 - 20 YEARS	73	76	3	1	0	1	1	3	1	0	0	0	0	0	78	81	0	0
21 - 25 YEARS	81	64	1	2	0	0	1	1	1	2	0	0	0	0	84	69	0	0
26 - 30 YEARS	53	36	1	2	0	0	1	1	7	5	0	0	0	0	62	44	0	1
31 - 35 YEARS	44	32	2	1	0	0	3	1	0	0	0	0	0	0	49	34	2	0
36 - 40 YEARS	9	3	3	1	0	0	0	0	0	0	0	0	0	0	12	4	0	0
MORE THAN 40 YEARS	8	7	1	2	1	0	0	0	0	0	0	0	0	0	10	9	2	1
DEPARTMENT TOTAL	591	584	16	23	2	3	10	9	19	16	0	0	1	7	639	642	4	2
MORE THAN 10 YEARS	296	261	14	10	1	1	6	6	9	7	0	0	0	0	326	285	4	2
AVERAGE YEARS	13.9	12.2	23.1	14.4	22.5	8.3	18.0	16.4	14.0	14.3	0.0	0.0	5.0	1.6	14.2	12.3	38.3	36.0

DEPARTMENT AVERAGE YEARS 13.2

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

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	16	32	4	3	0	0	1	6	2	1	0	0	1	1	24	43	0	0
06 - 10 YEARS	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0	4	0	0
11 - 15 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	16	37	4	5	0	0	1	6	2	1	0	0	1	1	24	50	0	0
MORE THAN 10 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0
AVERAGE YEARS	1.8	3.3	1.5	5.6	0.0	0.0	1.0	2.0	1.5	0.0	0.0	0.0	0.0	1.0	1.6	3.2	0.0	0.0

DEPARTMENT AVERAGE YEARS 2.7

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.

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 18, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																		
00 - 05 YEARS	55	43	2	5	0	0	1	1	0	0	0	0	1	1	59	50	0	0
06 - 10 YEARS	15	18	2	4	0	1	2	0	0	1	0	0	0	0	19	24	0	0
11 - 15 YEARS	15	32	1	6	0	0	0	2	0	2	0	0	0	0	16	42	0	0
16 - 20 YEARS	13	23	2	2	0	0	1	0	1	0	0	0	0	0	17	25	0	0
21 - 25 YEARS	9	18	0	2	0	0	0	1	0	0	0	0	0	0	9	21	0	0
26 - 30 YEARS	6	6	0	0	0	0	0	1	0	0	0	0	0	0	6	7	0	1
31 - 35 YEARS	4	8	2	1	0	0	0	1	0	0	0	0	0	0	6	10	0	2
36 - 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	121	152	9	20	0	1	4	6	1	3	0	0	1	1	136	183	0	3
MORE THAN 10 YEARS	51	91	5	11	0	0	1	5	1	2	0	0	0	0	58	109	0	3
AVERAGE YEARS	10.9	13.6	15.9	12.2	0.0	10.0	9.3	18.5	18.0	12.0	0.0	0.0	2.0	1.0	11.2	13.5	0.0	30.0

DEPARTMENT AVERAGE YEARS 12.5

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

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 18, 2021

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	224	438	50	306	0	4	10	38	5	16	1	1	6	28	296	831	1	1
06 - 10 YEARS	86	157	15	66	3	0	3	6	1	3	0	0	0	0	108	232	1	1
11 - 15 YEARS	80	152	24	77	0	2	8	8	2	1	0	0	0	0	114	240	2	2
16 - 20 YEARS	74	153	25	134	2	2	8	6	2	3	0	0	0	0	111	298	2	1
21 - 25 YEARS	51	73	7	45	1	0	3	4	1	3	0	0	0	0	63	125	2	0
26 - 30 YEARS	19	41	5	23	0	1	1	2	1	2	0	0	0	0	26	69	0	3
31 - 35 YEARS	17	23	9	22	1	0	3	2	1	1	0	0	0	0	31	48	2	4
36 - 40 YEARS	5	11	2	8	0	0	3	2	0	1	0	0	0	0	10	22	0	1
MORE THAN 40 YEARS	3	17	1	12	0	0	0	1	0	0	0	0	0	0	4	30	1	0
DEPARTMENT TOTAL	559	1,065	138	693	7	9	39	69	13	30	1	1	6	28	763	1,895	11	13
MORE THAN 10 YEARS	249	470	73	321	4	5	26	25	7	11	0	0	0	0	359	832	9	11
AVERAGE YEARS	10.9	10.8	12.5	10.9	16.4	11.8	15.4	9.4	12.1	10.3	5.0	1.0	1.5	1.3	11.4	10.7	20.6	23.8

DEPARTMENT AVERAGE YEARS 10.9

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.

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 18, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	185	245	16	39	0	0	3	10	2	5	0	1	1	9	207	309	0	0
06 - 10 YEARS	123	159	7	20	3	2	6	4	0	4	0	0	0	0	139	189	0	0
11 - 15 YEARS	82	117	6	30	0	0	1	5	3	4	0	0	0	0	92	156	0	0
16 - 20 YEARS	43	94	7	23	0	2	1	3	2	0	0	0	0	0	53	122	0	0
21 - 25 YEARS	40	66	3	25	0	2	1	2	0	2	0	0	0	0	44	97	0	0
26 - 30 YEARS	30	39	1	4	0	0	0	3	0	1	0	0	0	0	31	47	1	0
31 - 35 YEARS	10	29	0	13	0	0	0	2	1	2	0	0	0	0	11	46	0	3
36 - 40 YEARS	1	3	2	2	0	0	0	2	0	0	0	0	0	0	3	7	0	0
MORE THAN 40 YEARS	8	10	1	0	0	0	0	0	0	0	0	0	0	0	9	10	0	1
DEPARTMENT TOTAL	522	762	43	156	3	6	12	31	8	18	0	1	1	9	589	983	1	4
MORE THAN 10 YEARS	214	358	20	97	0	4	3	17	6	9	0	0	0	0	243	485	1	4
AVERAGE YEARS	11.0	12.1	11.7	14.3	7.3	15.7	9.8	14.3	14.1	13.3	0.0	0.0	2.0	3.1	11.0	12.4	29.0	35.0

DEPARTMENT AVERAGE YEARS 11.9

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

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 18, 2021

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	333	654	148	341	1	2	11	27	18	21	1	0	8	18	520	1,063	0	1
06 - 10 YEARS	146	319	68	115	2	1	7	16	6	21	0	0	0	0	229	472	0	0
11 - 15 YEARS	108	223	44	70	0	3	2	10	4	7	0	0	0	0	158	313	0	1
16 - 20 YEARS	85	158	27	52	0	0	5	6	4	6	0	0	0	0	121	222	0	0
21 - 25 YEARS	67	135	19	55	1	3	2	1	3	5	0	0	0	0	92	199	1	1
26 - 30 YEARS	36	47	13	20	1	0	1	2	1	4	0	0	0	0	52	73	2	2
31 - 35 YEARS	17	48	12	15	0	1	1	3	1	1	0	0	0	0	31	68	0	4
36 - 40 YEARS	8	13	4	4	0	0	1	0	1	0	0	0	0	0	14	17	0	1
MORE THAN 40 YEARS	4	21	6	4	0	1	1	1	1	0	0	0	0	0	12	27	0	3
DEPARTMENT TOTAL	804	1,618	341	676	5	11	31	66	39	65	1	0	8	18	1,229	2,454	3	13
MORE THAN 10 YEARS	325	645	125	220	2	8	13	23	15	23	0	0	0	0	480	919	3	12
AVERAGE YEARS	10.5	10.6	10.2	9.1	13.0	18.3	12.5	10.2	10.6	10.2	5.0	0.0	1.6	2.0	10.4	10.1	26.3	29.4

DEPARTMENT AVERAGE YEARS 10.2

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

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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 18, 2021

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	398	1,674	138	850	3	16	32	93	9	15	1	2	31	102	612	2,752	1	0	
06 - 10 YEARS	309	1,192	94	573	2	19	17	54	2	7	0	0	0	0	424	1,845	0	1	
11 - 15 YEARS	264	1,118	80	579	2	5	14	57	3	10	0	0	0	1	363	1,770	0	1	
16 - 20 YEARS	100	431	30	215	0	4	12	31	2	2	0	1	0	0	144	684	0	3	
21 - 25 YEARS	113	422	37	341	0	3	7	33	0	6	0	0	0	0	157	805	0	1	
26 - 30 YEARS	54	178	22	109	1	4	3	24	1	2	0	0	0	0	81	317	3	6	
31 - 35 YEARS	23	84	12	73	0	0	6	11	1	4	0	0	0	0	42	172	2	6	
36 - 40 YEARS	11	19	4	23	0	0	1	1	0	1	0	0	0	0	16	44	2	0	
MORE THAN 40 YEARS	15	33	5	45	0	0	0	1	0	1	0	0	0	0	20	80	2	2	
DEPARTMENT TOTAL	1,287	5,151	422	2,808	8	51	92	305	18	48	1	3	31	103	1,859	8,469	10	20	
MORE THAN 10 YEARS	580	2,285	190	1,385	3	16	43	158	7	26	0	1	0	1	823	3,872	9	19	
AVERAGE YEARS	11.3	10.8	11.6	12.2	9.1	10.4	12.0	12.5	9.0	13.8	4.0	8.7	2.1	1.3	11.2	11.2	32.5	27.0	

DEPARTMENT AVERAGE YEARS 11.2

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Source: Michigan Civil Service Commission HWF18

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

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	168	169	18	14	0	0	6	4	5	2	0	0	2	3	199	192	0	0	
06 - 10 YEARS	65	54	4	6	0	0	4	0	0	1	0	0	0	0	73	61	0	0	
11 - 15 YEARS	55	32	1	3	1	0	0	1	0	3	0	0	0	0	57	39	0	0	
16 - 20 YEARS	28	17	1	4	0	0	0	1	0	0	0	0	0	0	29	22	0	0	
21 - 25 YEARS	22	22	3	7	0	0	3	0	0	1	0	0	0	0	28	30	0	0	
26 - 30 YEARS	13	17	0	0	0	0	1	0	0	0	0	0	0	0	14	17	0	0	
31 - 35 YEARS	8	1	1	1	0	0	2	0	0	0	0	0	0	0	11	2	1	0	
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	1	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	364	313	28	35	1	0	16	6	5	7	0	0	2	3	416	364	2	0	
MORE THAN 10 YEARS	131	90	6	15	1	0	6	2	0	4	0	0	0	0	144	111	2	0	
AVERAGE YEARS	9.4	8.1	6.9	10.6	13.0	0.0	12.9	7.2	1.4	9.9	0.0	0.0	2.0	1.0	9.2	8.3	36.0	0.0	

DEPARTMENT AVERAGE YEARS **8.8**

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

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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 18, 2021

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	849	569	13	16	9	4	9	5	2	3	0	0	5	6	887	603	1	1
06 - 10 YEARS	225	116	3	4	1	0	5	0	0	0	0	0	0	0	234	120	0	0
11 - 15 YEARS	136	61	1	2	1	0	1	0	0	0	0	0	0	0	139	63	1	0
16 - 20 YEARS	160	62	1	3	2	0	3	0	2	0	0	0	0	0	168	65	1	0
21 - 25 YEARS	173	52	0	1	2	0	2	1	0	1	0	0	1	0	178	55	1	1
26 - 30 YEARS	61	18	1	1	1	1	1	0	0	0	0	0	0	0	64	20	1	0
31 - 35 YEARS	48	20	3	1	1	0	0	4	0	0	0	0	0	0	52	25	1	1
36 - 40 YEARS	9	3	2	0	0	1	0	0	0	0	0	0	0	0	11	4	0	0
MORE THAN 40 YEARS	9	4	0	0	0	0	0	0	0	0	0	0	0	0	9	4	0	0
DEPARTMENT TOTAL	1,670	905	24	28	17	6	21	10	4	4	0	0	6	6	1,742	959	6	3
MORE THAN 10 YEARS	596	220	8	8	7	2	7	5	2	1	0	0	1	0	621	236	5	2
AVERAGE YEARS	9.0	6.5	10.8	7.8	9.4	11.5	8.6	16.3	10.3	8.0	0.0	0.0	5.0	0.7	9.0	6.7	19.2	18.3

DEPARTMENT AVERAGE YEARS 8.2

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

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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 18, 2021

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	83	282	19	89	0	2	8	15	2	7	0	1	2	6	114	402	0	0	
06 - 10 YEARS	55	172	10	46	0	1	3	8	0	1	0	0	1	0	69	228	0	0	
11 - 15 YEARS	25	57	2	10	0	0	0	2	0	1	0	0	1	0	28	70	0	0	
16 - 20 YEARS	18	77	4	14	0	1	2	3	0	2	0	0	0	0	24	97	0	0	
21 - 25 YEARS	28	83	3	26	0	2	1	6	1	1	0	0	0	0	33	118	1	0	
26 - 30 YEARS	4	31	1	9	0	1	0	3	0	1	0	0	0	0	5	45	0	2	
31 - 35 YEARS	6	18	1	14	0	0	1	3	2	1	0	0	0	0	10	36	1	1	
36 - 40 YEARS	1	4	2	4	0	0	0	1	0	0	0	0	0	0	3	9	0	0	
MORE THAN 40 YEARS	1	8	0	0	0	0	0	0	0	0	0	0	0	0	1	8	0	0	
DEPARTMENT TOTAL	221	732	42	212	0	7	15	41	5	14	0	1	4	6	287	1,013	2	3	
MORE THAN 10 YEARS	83	278	13	77	0	4	4	18	3	6	0	0	1	0	104	383	2	3	
AVERAGE YEARS	10.4	11.0	9.9	11.6	0.0	15.3	9.5	13.1	18.6	11.2	0.0	3.0	4.3	1.2	10.3	11.2	27.0	30.3	

DEPARTMENT AVERAGE YEARS 11.0

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

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	635	286	45	19	10	1	14	10	9	3	0	0	14	1	727	320	0	0
06 - 10 YEARS	466	173	25	5	4	1	13	6	2	2	0	0	0	0	510	187	0	0
11 - 15 YEARS	116	76	6	4	0	1	4	1	2	1	0	0	0	0	128	83	0	0
16 - 20 YEARS	116	71	3	2	1	0	4	4	0	0	0	0	0	0	124	77	0	1
21 - 25 YEARS	389	77	11	8	2	0	6	1	3	0	0	0	0	0	411	86	0	0
26 - 30 YEARS	210	34	22	0	8	0	6	0	1	0	0	0	0	0	247	34	1	0
31 - 35 YEARS	31	11	4	3	0	0	0	1	0	0	0	0	0	0	35	15	0	1
36 - 40 YEARS	5	2	0	1	0	0	0	0	0	0	0	0	0	0	5	3	1	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	1,968	733	116	42	25	3	47	24	17	6	0	0	14	1	2,187	809	2	2
MORE THAN 10 YEARS	867	274	46	18	11	1	20	8	6	1	0	0	0	0	950	302	2	2
AVERAGE YEARS	12.5	10.4	12.2	12.0	13.2	7.0	11.9	10.8	9.8	6.0	0.0	0.0	2.1	3.0	12.4	10.5	32.5	27.0

DEPARTMENT AVERAGE YEARS 11.9

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

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 18, 2021

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	415	234	20	29	1	1	14	13	35	50	0	0	6	8	491	335	1	0
06 - 10 YEARS	426	165	23	20	3	1	13	8	27	42	0	0	1	0	493	236	0	0
11 - 15 YEARS	188	98	12	13	0	0	3	3	21	25	0	0	0	0	224	139	0	0
16 - 20 YEARS	129	65	3	5	0	1	1	1	24	13	0	0	0	0	157	85	0	0
21 - 25 YEARS	226	96	12	8	1	0	4	3	10	2	0	0	0	0	253	109	1	0
26 - 30 YEARS	59	40	2	6	0	2	3	1	5	3	0	0	0	0	69	52	0	1
31 - 35 YEARS	40	31	11	10	1	0	3	4	3	2	0	0	0	0	58	47	2	1
36 - 40 YEARS	7	12	3	3	0	0	0	0	2	0	0	0	0	0	12	15	0	0
MORE THAN 40 YEARS	20	16	3	1	0	0	1	2	0	1	0	0	0	0	24	20	1	0
DEPARTMENT TOTAL	1,510	757	89	95	6	5	42	35	127	138	0	0	7	8	1,781	1,038	5	2
MORE THAN 10 YEARS	669	358	46	46	2	3	15	14	65	46	0	0	0	0	797	467	4	2
AVERAGE YEARS	12.2	13.0	15.5	13.8	13.0	16.2	11.7	13.7	12.1	8.8	0.0	0.0	3.6	2.1	12.3	12.5	26.8	31.5

DEPARTMENT AVERAGE YEARS 12.4

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.

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 18, 2021

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	503	230	20	20	11	5	15	9	13	19	0	0	4	5	566	288	0	0
06 - 10 YEARS	243	99	8	8	5	4	3	5	1	2	0	0	0	0	260	118	0	0
11 - 15 YEARS	181	68	6	9	2	0	2	0	3	1	0	0	0	0	194	78	0	0
16 - 20 YEARS	267	103	8	6	3	1	4	0	7	6	0	0	0	0	289	116	1	1
21 - 25 YEARS	221	82	11	8	1	1	4	1	4	8	0	0	0	0	241	100	0	0
26 - 30 YEARS	97	34	7	6	4	2	4	0	1	0	0	0	0	0	113	42	1	2
31 - 35 YEARS	108	42	9	10	2	2	5	2	4	2	0	0	0	0	128	58	5	2
36 - 40 YEARS	25	7	5	3	0	0	1	0	1	0	0	0	0	0	32	10	0	1
MORE THAN 40 YEARS	10	11	5	4	0	0	2	0	1	0	0	0	0	0	18	15	0	2
DEPARTMENT TOTAL	1,655	676	79	74	28	15	40	17	35	38	0	0	4	5	1,841	825	7	8
MORE THAN 10 YEARS	909	347	51	46	12	6	22	3	21	17	0	0	0	0	1,015	419	7	8
AVERAGE YEARS	13.7	13.2	18.6	17.4	12.6	12.8	15.8	8.7	15.3	11.2	0.0	0.0	1.5	0.2	14.0	13.3	29.9	33.5

DEPARTMENT AVERAGE YEARS 13.8

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

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 18, 2021

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	156	211	17	53	2	1	9	13	4	7	0	0	7	11	195	296	0	0
06 - 10 YEARS	119	152	16	45	0	0	2	7	4	5	0	0	0	2	141	211	0	0
11 - 15 YEARS	65	123	13	22	0	1	0	7	1	3	0	0	1	0	80	156	0	0
16 - 20 YEARS	68	119	8	26	1	2	1	4	4	4	0	0	0	0	82	155	1	0
21 - 25 YEARS	37	64	6	14	0	1	1	3	2	2	0	0	0	0	46	84	0	1
26 - 30 YEARS	22	25	1	9	0	2	0	1	0	0	0	0	0	0	23	37	1	1
31 - 35 YEARS	20	29	7	12	0	0	1	3	1	0	0	0	0	0	29	44	1	2
36 - 40 YEARS	0	7	2	4	0	0	0	0	0	0	0	0	0	0	2	11	0	0
MORE THAN 40 YEARS	3	9	1	4	0	0	2	2	0	0	0	0	0	0	6	15	1	0
DEPARTMENT TOTAL	490	739	71	189	3	7	16	40	16	21	0	0	8	13	604	1,009	4	4
MORE THAN 10 YEARS	215	376	38	91	1	6	5	20	8	9	0	0	1	0	268	502	4	4
AVERAGE YEARS	11.5	12.4	14.1	13.3	7.7	18.6	12.7	13.2	12.5	10.2	0.0	0.0	3.5	2.8	11.7	12.5	30.5	29.3

DEPARTMENT AVERAGE YEARS 12.2

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

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 18, 2021

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	6,095	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	2	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	

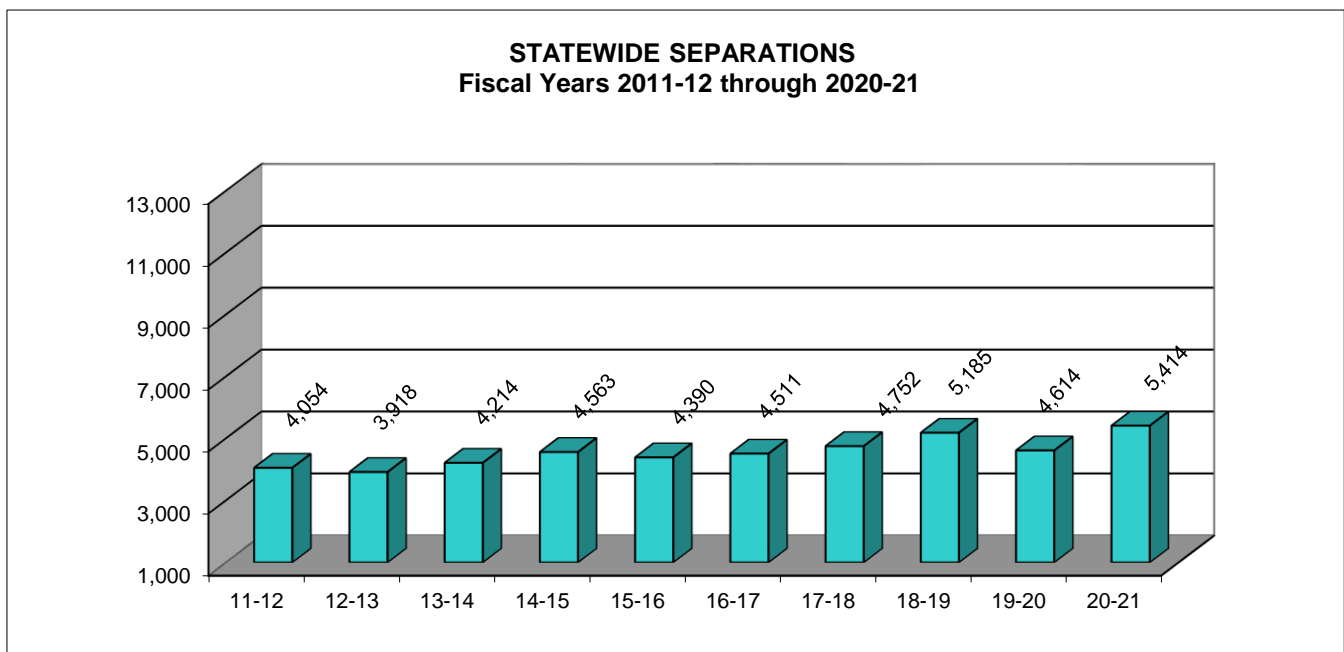
STATEWIDE AVERAGE YEARS 11.6

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 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
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2020-21

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	81	1.5%
Dismissal	299	5.5%
Expired Appointment	249	4.6%
Total Involuntary Separations	629	11.6%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	2,648	48.9%
Layoff/Leave of Absence Rights Expired	199	3.7%
Waived Rights Leave of Absence	270	5.0%
Settlement	1	0.0%
Total Voluntary Separations	3,118	57.6%
<i>RETIREMENT</i>		
Retirement	1,573	29.1%
Disability Retirement	52	1.0%
Deferred Retirement	42	0.8%
Total Retirements	1,667	30.8%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	5,414	100.0%



Comments: 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 93.5% of all noncareer appointments at the end of FY 2020-21.

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

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
September 20, 2020 Through September 18, 2021

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE & RURAL DEVELOPMENT	34	4	1	0	39	33	0	0	0	0	33	6
ATTORNEY GENERAL	54	0	0	0	54	49	0	0	0	0	49	5
AUDITOR GENERAL	9	6	0	0	15	11	0	0	0	0	11	4
CIVIL RIGHTS	5	0	0	0	5	11	0	0	0	0	11	-6
CIVIL SERVICE COMMISSION	15	1	0	1	17	29	0	0	0	0	29	-12
CORRECTIONS	965	6	3	1	975	1,562	0	9	0	0	1,571	-596
EDUCATION	33	3	0	0	36	39	0	0	0	0	39	-3
ENVIRONMENT, GREAT LAKES & ENERGY	125	9	0	0	134	81	0	0	0	0	81	53
EXECUTIVE OFFICE	22	0	0	0	22	17	0	0	0	0	17	5
INSURANCE AND FINANCIAL SERV	24	0	1	1	26	26	0	0	0	0	26	0
LABOR & ECONOMIC OPPORTUNITY	477	2	3	0	482	267	2	0	0	0	269	213
LICENSING AND REGULATORY AFF	80	16	0	0	96	88	0	0	0	0	88	8
MDHHS - COMMUNITY HEALTH	468	11	0	2	481	461	0	1	0	0	462	19
MDHHS - HUMAN SERVICES	774	3	15	4	796	892	12	0	0	0	904	-108
MILITARY & VETERAN AFFAIRS	129	6	3	2	140	119	2	0	0	0	121	19
NATURAL RESOURCES	120	1,464	208	0	1,792	1,408	220	0	0	0	1,628	164
STATE	86	0	0	0	86	146	0	0	0	0	146	-60
STATE POLICE	210	1	0	0	211	239	0	0	0	0	239	-28
TECHNOLOGY, MANAGEMENT & BUDGET	122	7	0	1	130	212	0	0	0	0	212	-82
TRANSPORTATION	320	199	13	2	534	498	13	0	0	0	511	23
TREASURY	112	20	0	1	133	126	0	0	0	0	126	7
STATEWIDE TOTALS:	4,184	1,758	247	15	6,204	6,314	249	10	0	0	6,573	-369

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

Source: Michigan Civil Service Commission HWF35

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2021

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 2021

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%
2020-21	46,819	5,414	11.6%

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 18, 2021, these positions represent 93.5% 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 2016-17 Through 2020-21

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2016-17	439	35	8.0%
2017-18	458	39	8.5%
2018-19	463	30	6.5%
2019-20	462	26	5.6%
2020-21	456	34	7.4%
Attorney General			
2016-17	491	29	5.9%
2017-18	498	44	8.8%
2018-19	501	46	9.2%
2019-20	515	35	6.8%
2020-21	521	51	9.8%
Auditor General			
2016-17	149	15	10.1%
2017-18	143	9	6.3%
2018-19	153	6	3.9%
2019-20	152	8	5.2%
2020-21	151	7	4.6%
Civil Rights			
2016-17	84	11	13.0%
2017-18	86	7	8.2%
2018-19	88	4	4.5%
2019-20	86	11	12.9%
2020-21	76	13	17.0%
Civil Service Commission			
2016-17	417	32	7.7%
2017-18	432	26	6.0%
2018-19	433	43	9.9%
2019-20	442	27	6.1%
2020-21	430	38	8.8%
Corrections			
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%
2020-21	11,204	1,744	15.6%
Education			
2016-17	504	47	9.3%
2017-18	505	44	8.7%
2018-19	503	55	10.9%
2019-20	498	39	7.8%
2020-21	494	39	7.9%
Environment, Great Lakes & Energy ²			
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%
2020-21	1,216	82	6.7%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2016-17 Through 2020-21

Department	Average Classified Employment	Separations	Turnover Rate
Executive Office			
2016-17	60	11	18.4%
2017-18	57	15	26.5%
2018-19	59	36	60.7%
2019-20	74	12	16.3%
2020-21	71	17	24.0%
Insurance and Financial Services			
2016-17	296	18	6.1%
2017-18	300	27	9.0%
2018-19	302	23	7.6%
2019-20	302	27	8.9%
2020-21	318	26	8.2%
Labor & Economic Opportunity ¹			
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%
2020-21	2,598	281	10.8%
Licensing & Regulatory Affairs			
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%
2020-21	1,535	77	5.0%
MDHHS-Community Health			
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%
2020-21	3,641	538	14.8%
MDHHS-Human Services			
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%
2020-21	10,426	1,047	10.0%
Military and Veterans Affairs			
2016-17	745	117	15.7%
2017-18	765	149	19.5%
2018-19	772	122	15.8%
2019-20	755	111	14.7%
2020-21	752	132	17.6%
Natural Resources			
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%
2020-21	1,661	213	12.8%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2016-17 Through 2020-21

Department	Average Classified Employment	Separations	Turnover Rate
State			
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%
2020-21	1,322	134	10.1%
State Police			
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%
2020-21	2,962	249	8.4%
Technology, Management and Budget			
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%
2020-21	2,835	211	7.4%
Transportation			
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%
2020-21	2,566	352	13.7%
Treasury			
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%
2020-21	1,585	129	8.1%
Statewide Total			
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%
2020-21	46,819	5,414	11.6%

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.

Comments: Separations included separations of all classified employees who are 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 18, 2021, these positions represent 93.5% of all noncareer appointments at the end of FY 2020-21. 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.

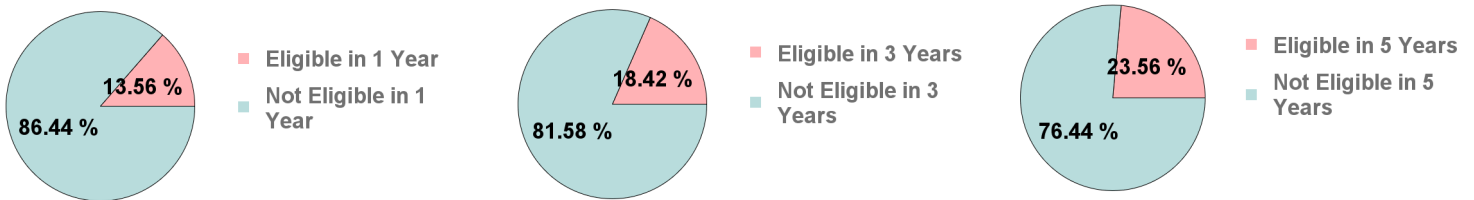
STATE OF MICHIGAN

Table 3-6

PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE
OVER THE NEXT ONE-, THREE-, AND FIVE-YEAR PERIODS
As of September 18, 2021

DEPARTMENT	Retirement Projections		
	1 Year (2022)	3 Year (2024)	5 Year (2026)
AGRICULTURE AND RURAL DVLPMNT	19.9 %	24.0 %	28.1 %
ATTORNEY GENERAL	15.7 %	20.2 %	26.2 %
AUDITOR GENERAL	14.5 %	16.4 %	23.0 %
CIVIL RIGHTS	13.5 %	16.9 %	24.7 %
CIVIL SERVICE COMMISSION	15.3 %	20.7 %	25.2 %
CORRECTIONS	11.5 %	16.5 %	22.0 %
EDUCATION	17.8 %	23.4 %	28.7 %
ENVIRON GREAT LAKES AND ENERGY	20.3 %	24.8 %	29.2 %
INSURANCE AND FINANCIAL SERV	11.1 %	15.8 %	19.8 %
LABOR & ECONOMIC OPPORTUNITY	16.1 %	21.5 %	26.6 %
LICENSING & REGULATORY AFFAIRS	16.6 %	21.4 %	25.9 %
MDHHS - COMMUNITY HEALTH	14.9 %	19.1 %	24.1 %
MDHHS - HUMAN SERVICES	10.7 %	14.3 %	18.7 %
MILITARY & VETERAN AFFAIRS	12.4 %	17.6 %	23.9 %
NATURAL RESOURCES	13.0 %	15.9 %	20.9 %
STATE	13.3 %	18.9 %	23.5 %
STATE POLICE	11.0 %	18.8 %	24.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	17.2 %	23.8 %	30.3 %
TRANSPORTATION	18.2 %	24.4 %	30.6 %
TREASURY	18.3 %	23.3 %	28.4 %
STATEWIDE	13.6 %	18.4 %	23.6 %

STATE OF MICHIGAN
EMPLOYEES ELIGIBLE TO RETIRE IN ONE-, THREE-, AND FIVE-YEAR PERIODS
As of September 18, 2021



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. Eligibility to retire is based on employees expected to turn age 60 with 10 or more years of credited service, or age 55 with 30 or more years of credited service.

Source: Michigan Civil Service Commission MHR-0802