

# **FORTY-SECOND ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2020-21**  
**October 1, 2020 through September 30, 2021**

**Michigan Civil Service Commission**



**Civil Service Commissioners:**

**Janet McClelland, Chair**  
**Jase Bolger**  
**Nick Ciaramitaro**  
**Jeff Steffel**

**Janine M. Winters, State Personnel Director**

This is the Forty-Second Annual Workforce Report covering fiscal year 2020-21 (10/1/2020 to 9/30/2021). This report provides statistical information in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The data source for each chart is identified.

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The Annual Workforce Report was published in book form from FY 1979-80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an online document. The following year, quarterly updates of portions of the report were added to the publication. The Michigan Civil Service Commission web address is: <http://www.michigan.gov/mdcs>. The following Michigan libraries are permanent repositories for previous copies of this document:

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**STATISTICAL HIGHLIGHTS  
FY 2020-21**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	44.9
Average Annual Salary <sup>1</sup> .....	\$66,135
Average Annual Fringe Benefit Cost <sup>2</sup> .....	\$52,207
Average Sick Leave Days Used.....	9.6
Average Annual Leave Days Used .....	16.8
Average Years of Service .....	11.6

**WORK FORCE CHARACTERISTICS**

Females .....	54.3%
Males.....	45.7%
Eligible for Longevity .....	63.5%
Less than Six Years of Service .....	35.7%
Six to Ten Years of Service.....	19.4%
Over Ten Years of Service .....	44.9%
Exclusively Represented for Collective Bargaining.....	68.3%
Turnover .....	11.6%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION<sup>3</sup>**

American Indian or Alaska Native .....	0.9%
Asian .....	1.7%
Black or African American .....	17.9%
Hispanic or Latino .....	3.0%
White .....	75.7%
Native Hawaiian or Other Pacific Islander.....	0.03%
Two or More Races.....	0.8%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of work schedule (see Table 2-2).

<sup>2</sup> Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll multiplied by average annual salary (see Table 2-3).

<sup>3</sup> Throughout this report, aggregate totals of related percentages for some categories may not total 100% due to rounding.

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### GLOSSARY

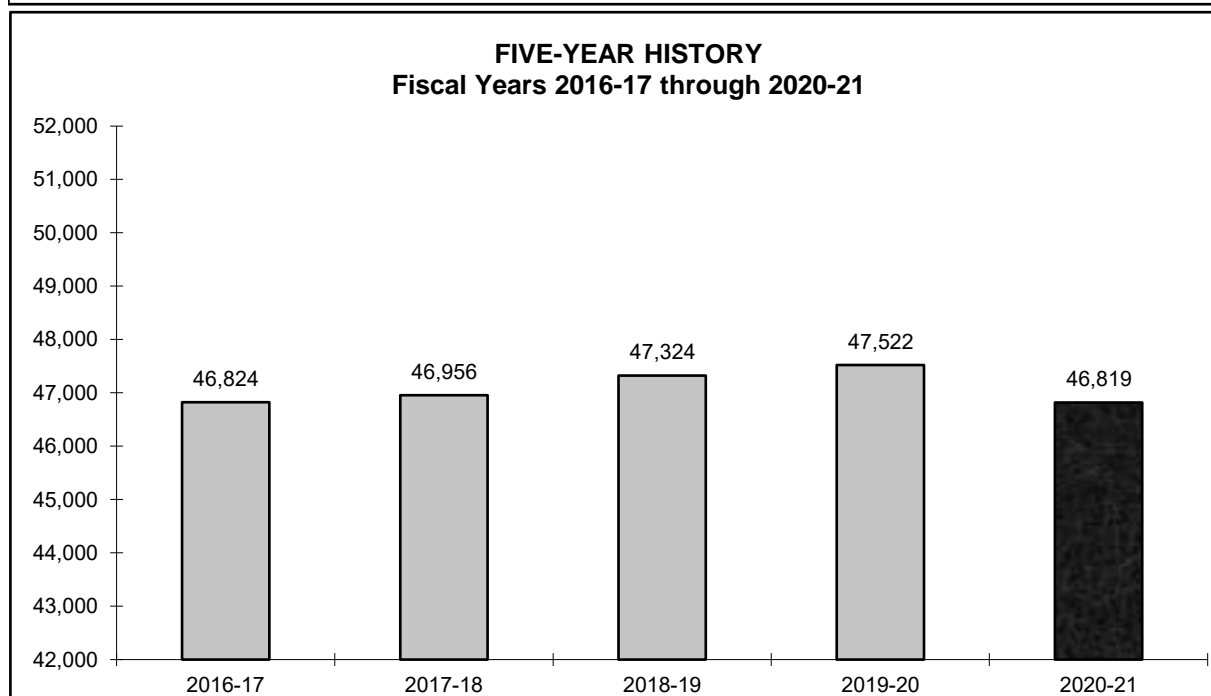
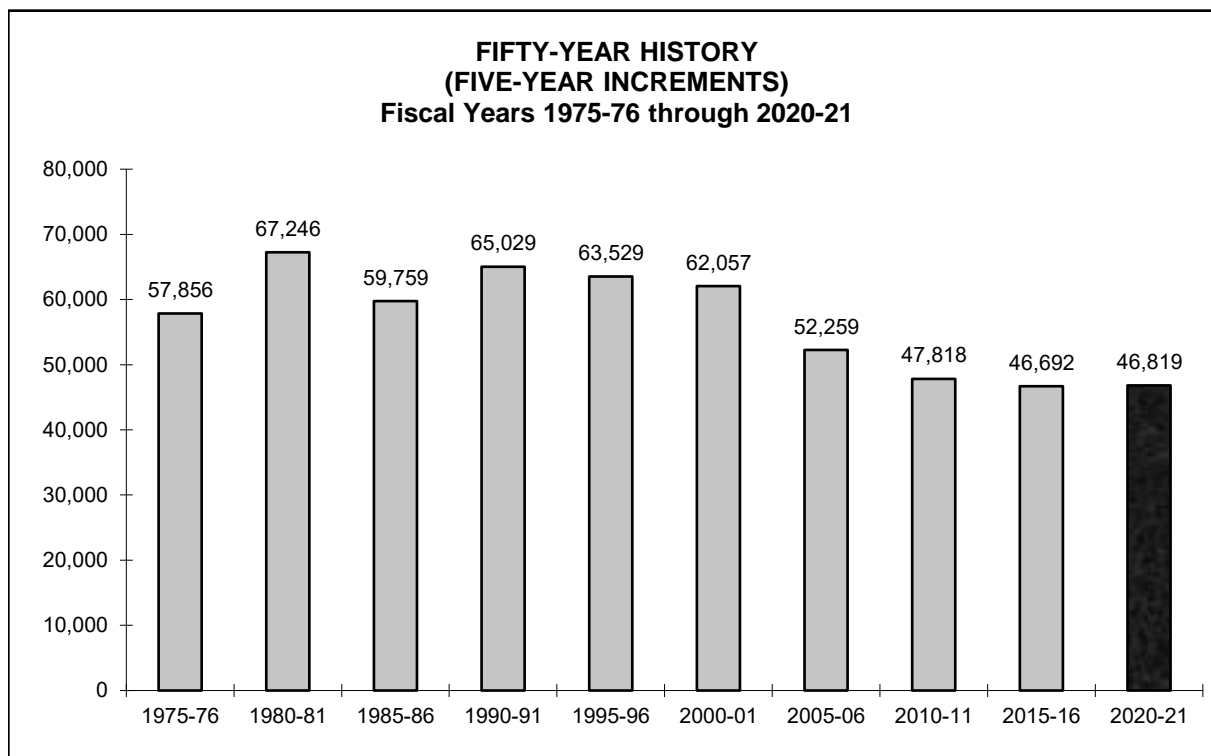
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SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

## STATE OF MICHIGAN ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

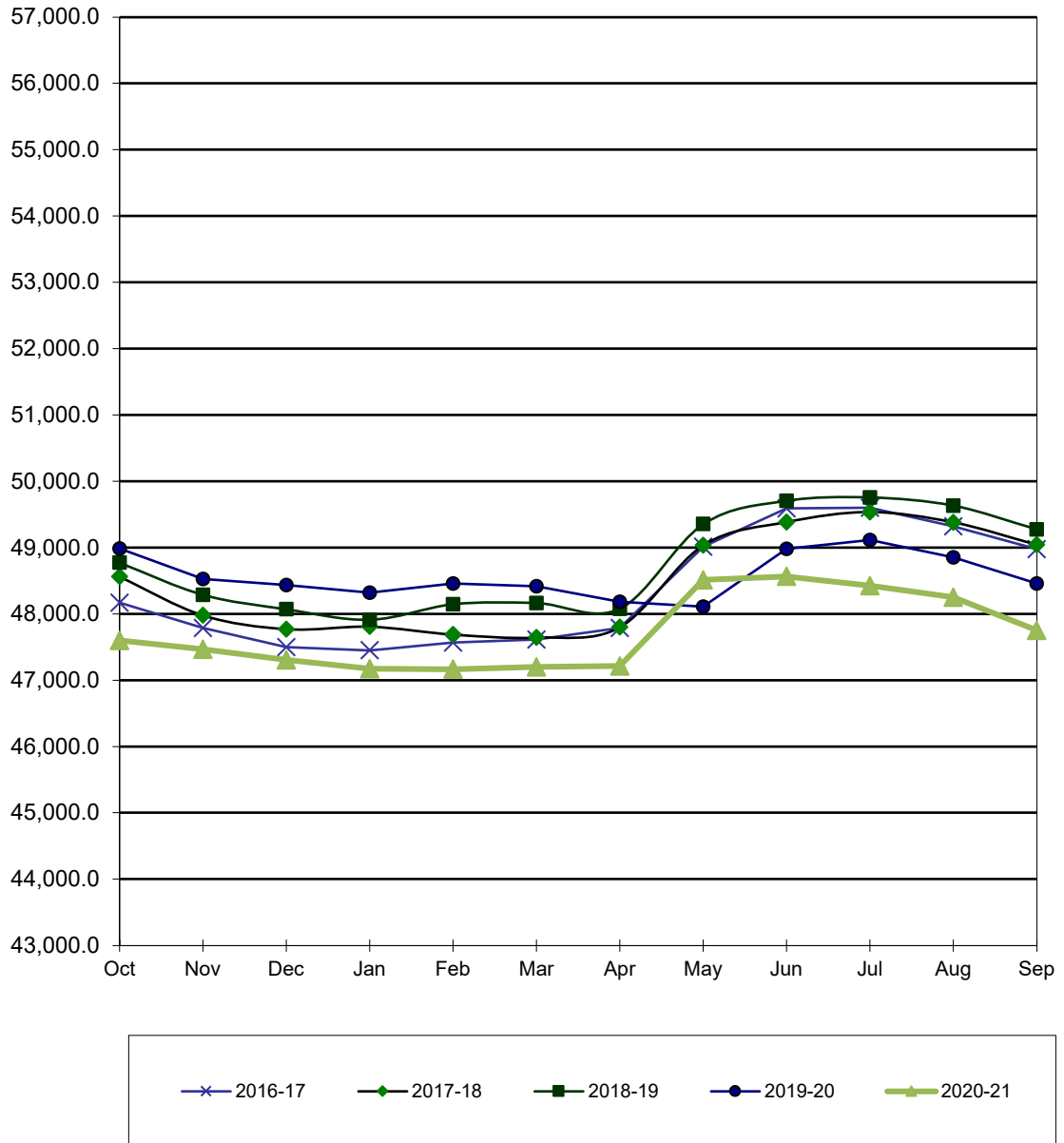


Comments: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 18, 2021, these positions represent 93.5% of all noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. For this report, the number of employees who job share is halved.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYMENT FIGURES**  
**Fiscal Years 2016-17 through 2020-21**

Graph 1-2



Comments: Employment levels typically increase during the summer when temporary seasonal hiring occurs.

Source: Michigan Civil Service Commission HWF03 for the last full pay period each month.



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

Pay End Date: September 18, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	451.0	0.0	2.0	4.0	0.0	15.0	0.0	472.0	0.0	472.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>451.0</b>	<b>0.0</b>	<b>2.0</b>	<b>4.0</b>	<b>0.0</b>	<b>15.0</b>	<b>0.0</b>	<b>472.0</b>	<b>0.0</b>	<b>472.0</b>
ATY GNRL CENTRAL OFFICE	1101	491.0	1.0	0.0	22.0	0.0	0.0	0.0	514.0	0.0	514.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
<b>ATTORNEY GENERAL</b>		<b>502.0</b>	<b>1.0</b>	<b>0.0</b>	<b>23.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>526.0</b>	<b>0.0</b>	<b>526.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	129.0	6.0	0.0	14.0	0.0	3.0	0.0	152.0	0.0	152.0
<b>AUDITOR GENERAL</b>		<b>129.0</b>	<b>6.0</b>	<b>0.0</b>	<b>14.0</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>152.0</b>	<b>0.0</b>	<b>152.0</b>
CIV RGHT CENTRAL OFFICE	1501	82.0	0.0	0.0	2.0	0.0	0.0	0.0	84.0	0.0	84.0
<b>CIVIL RIGHTS</b>		<b>82.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>84.0</b>	<b>0.0</b>	<b>84.0</b>
CIVIL SERVICE COMMISSION	1901	418.0	0.0	1.0	6.0	0.0	5.0	0.0	430.0	0.0	430.0
<b>CIVIL SERVICE COMMISSION</b>		<b>418.0</b>	<b>0.0</b>	<b>1.0</b>	<b>6.0</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>430.0</b>	<b>0.0</b>	<b>430.0</b>
DETROIT DETENTION CENTER	4754	58.0	0.0	0.0	0.0	0.0	0.0	1.0	59.0	0.0	59.0
DOC-ADRIAN/GUS HARRISON FAC	4729	412.0	0.0	1.0	1.0	0.0	0.0	3.0	417.0	0.0	417.0
DOC-ALGER MAX SECURITY CORRECT	4735	224.0	0.0	0.0	1.0	0.0	0.0	0.0	225.0	0.0	225.0
DOC-BARAGA FACILITY	4740	251.0	0.0	0.0	1.0	0.0	0.0	0.0	252.0	0.0	252.0
DOC-BELLAMY CREEK FACILITY	4748	372.0	0.0	0.0	1.0	0.0	0.0	1.0	374.0	0.0	374.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	253.0	0.0	0.0	0.0	0.0	0.0	0.0	253.0	0.0	253.0
DOC-CARSON CITY FAC/CARSON CIT	4731	393.0	0.0	0.0	1.0	0.0	0.0	1.0	395.0	0.0	395.0
DOC-CENTRAL MICHIGAN FACILITY	4744	403.0	0.0	0.0	1.0	0.0	0.0	0.0	404.0	0.0	404.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	414.0	1.0	0.0	1.0	0.0	1.0	0.0	417.0	0.0	417.0
DOC-COOPER STREET FACILITY	4752	271.0	0.0	0.0	1.0	0.0	0.0	0.0	272.0	0.0	272.0
DOC-CORRECTN CENTRAL OFFICE	4702	549.0	0.0	0.0	21.0	0.0	7.0	0.0	577.0	0.0	577.0
DOC-COTTON FACILITY	4720	349.0	0.0	0.0	1.0	0.0	0.0	0.0	350.0	0.0	350.0
DOC-EGELER FACILITY	4727	494.0	0.0	0.0	1.0	0.0	0.0	0.0	495.0	0.0	495.0
DOC-FIELD OPERATION REGION III	4763	726.0	7.0	0.0	2.0	0.0	0.0	1.0	736.0	0.0	736.0
DOC-FIELD OPERATIONS REGION I	4761	768.0	0.0	0.0	2.0	0.0	0.0	0.0	770.0	0.0	770.0
DOC-HANDLON MI TRAINING UNT	4705	280.0	0.0	0.0	1.0	0.0	0.0	0.0	281.0	0.0	281.0
DOC-HURON VALLEY CORR COMPLEX	4715	490.0	1.0	0.0	1.0	0.0	0.0	1.0	493.0	0.0	493.0
DOC-IONIA MAXIMUM FACILITY	4724	259.0	0.0	0.0	1.0	0.0	0.0	0.0	260.0	0.0	260.0
DOC-JACKSON CENTRAL REGION	4750	67.0	0.0	0.0	0.0	0.0	0.0	0.0	67.0	0.0	67.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	244.0	0.0	0.0	1.0	0.0	2.0	0.0	247.0	0.0	247.0
DOC-LAKELAND MENS FACILITY	4718	276.0	0.0	0.0	1.0	0.0	0.0	0.0	277.0	0.0	277.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 18, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-MACOMB FACILITY	4741	343.0	2.0	0.0	1.0	0.0	0.0	4.0	350.0	0.0	350.0
DOC-MARQUETTE BRANCH PRISON	4706	273.0	1.0	0.0	1.0	0.0	0.0	3.0	278.0	0.0	278.0
DOC-MAXEY CORRECTIONAL	4749	303.0	0.0	0.0	1.0	0.0	0.0	1.0	305.0	0.0	305.0
DOC-MICHIGAN REFORMATORY	4707	269.0	0.0	0.0	1.0	0.0	2.0	1.0	273.0	0.0	273.0
DOC-MICHIGAN STATE INDUSTRIES	4709	42.0	0.0	0.0	0.0	0.0	0.0	0.0	42.0	0.0	42.0
DOC-MUSKEGON FACILITY	4704	217.0	0.0	0.0	1.0	0.0	0.0	1.0	219.0	0.0	219.0
DOC-NEWBERRY FACILITY	4743	175.0	0.0	2.0	1.0	0.0	0.0	0.0	178.0	0.0	178.0
DOC-OAKS FACILITY	4739	284.0	1.0	0.0	1.0	0.0	0.0	1.0	287.0	0.0	287.0
DOC-PARNALL FACILITY	4751	279.0	0.0	0.0	1.0	0.0	0.0	0.0	280.0	0.5	279.5
DOC-SAGINAW FACILITY	4742	289.0	0.0	0.0	1.0	0.0	2.0	1.0	293.0	0.0	293.0
DOC-ST. LOUIS FACILITY	4733	324.0	0.0	0.0	0.0	0.0	0.0	5.0	329.0	0.0	329.0
DOC-THUMB FACILITY	4725	290.0	0.0	0.0	1.0	0.0	1.0	2.0	294.0	0.0	294.0
NTHRN REGION ADMIN AND SUPPORT	4714	27.0	0.0	0.0	0.0	0.0	0.0	0.0	27.0	0.0	27.0
SOUTHERN REGION - IONIA	4711	22.0	0.0	0.0	0.0	0.0	0.0	0.0	22.0	0.0	22.0
<b>CORRECTIONS</b>		<b>10,690.0</b>	<b>13.0</b>	<b>3.0</b>	<b>50.0</b>	<b>0.0</b>	<b>15.0</b>	<b>27.0</b>	<b>10,798.0</b>	<b>0.5</b>	<b>10,797.5</b>
EDUCATION	3103	439.0	3.0	4.0	16.0	31.0	10.0	0.0	503.0	0.0	503.0
<b>EDUCATION</b>		<b>439.0</b>	<b>3.0</b>	<b>4.0</b>	<b>16.0</b>	<b>31.0</b>	<b>10.0</b>	<b>0.0</b>	<b>503.0</b>	<b>0.0</b>	<b>503.0</b>
ENVIRON, GREAT LAKES & ENERGY	7601	1,225.0	2.0	11.0	24.0	0.0	19.0	0.0	1,281.0	0.0	1,281.0
<b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b>		<b>1,225.0</b>	<b>2.0</b>	<b>11.0</b>	<b>24.0</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>1,281.0</b>	<b>0.0</b>	<b>1,281.0</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	72.0	0.0	2.0	0.0	74.0	0.0	74.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>72.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>74.0</b>	<b>0.0</b>	<b>74.0</b>
DEPT OF INS AND FIN SERVICE	6501	294.0	1.0	0.0	21.0	0.0	3.0	0.0	319.0	0.0	319.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>294.0</b>	<b>1.0</b>	<b>0.0</b>	<b>21.0</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>319.0</b>	<b>0.0</b>	<b>319.0</b>
LEO - LABOR & ECON OPPORTUNITY	1801	1,693.0	1.0	0.0	541.0	37.0	17.0	0.0	2,289.0	0.0	2,289.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	2.0	0.0	0.0	0.0	9.0	0.0	9.0
LEO - MSF-MEDC	1804	109.0	0.0	0.0	3.0	0.0	1.0	0.0	113.0	0.0	113.0
LEO - MSHDA	1803	231.0	2.0	2.0	9.0	0.0	3.0	0.0	247.0	0.0	247.0
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>		<b>2,040.0</b>	<b>3.0</b>	<b>2.0</b>	<b>555.0</b>	<b>37.0</b>	<b>21.0</b>	<b>0.0</b>	<b>2,658.0</b>	<b>0.0</b>	<b>2,658.0</b>
LICENSING & REGULATORY AFFAIRS	6401	1,515.0	2.0	12.0	26.0	0.0	16.0	1.0	1,572.0	0.0	1,572.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>1,515.0</b>	<b>2.0</b>	<b>12.0</b>	<b>26.0</b>	<b>0.0</b>	<b>16.0</b>	<b>1.0</b>	<b>1,572.0</b>	<b>0.0</b>	<b>1,572.0</b>
MDHHS-CARO CENTER	3902	337.0	0.0	2.0	54.0	0.0	0.0	2.0	395.0	0.0	395.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,565.0	0.0	3.0	33.0	0.0	2.0	0.0	1,603.0	0.0	1,603.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 18, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MDHHS-CTR FORENSIC PSYCHIATRY	3920	558.0	1.0	0.0	3.0	0.0	6.0	5.0	573.0	0.0	573.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	221.0	0.0	0.0	7.0	0.0	2.0	4.0	234.0	0.0	234.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	386.0	0.0	0.0	27.0	0.0	0.0	17.0	430.0	0.0	430.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	56.0	0.0	0.0	0.0	0.0	0.0	0.0	56.0	0.0	56.0
MDHHS-WALTER P.REUTHER PSY HS	3945	370.0	1.0	16.0	3.0	0.0	1.0	1.0	392.0	0.0	392.0
<b>MDHHS - COMMUNITY HEALTH</b>		<b>3,493.0</b>	<b>2.0</b>	<b>21.0</b>	<b>127.0</b>	<b>0.0</b>	<b>11.0</b>	<b>29.0</b>	<b>3,683.0</b>	<b>0.0</b>	<b>3,683.0</b>
MDHHS-BERRIEN COUNTY	4322	137.0	0.0	0.0	3.0	0.0	0.0	0.0	140.0	0.0	140.0
MDHHS-CALHOUN COUNTY	4323	150.0	0.0	0.0	3.0	0.0	0.0	0.0	153.0	0.0	153.0
MDHHS-COUNTIES	4308	2,617.0	0.0	0.0	74.0	10.0	0.0	0.0	2,701.0	0.0	2,701.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,323.0	1.0	3.0	95.0	0.0	6.0	1.0	2,429.0	0.0	2,429.0
MDHHS-GENESEEE COUNTY	4302	427.0	0.0	0.0	29.0	0.0	0.0	0.0	456.0	0.0	456.0
MDHHS-INGHAM COUNTY	4312	224.0	0.0	0.0	14.0	0.0	0.0	0.0	238.0	0.0	238.0
MDHHS-INSTITUTIONS	4307	46.0	0.0	21.0	0.0	0.0	0.0	3.0	70.0	0.0	70.0
MDHHS-JACKSON COUNTY	4315	149.0	0.0	0.0	14.0	0.0	0.0	0.0	163.0	0.0	163.0
MDHHS-KALAMAZOO COUNTY	4314	222.0	0.0	0.0	4.0	0.0	0.0	0.0	226.0	0.0	226.0
MDHHS-KENT COUNTY	4303	409.0	0.0	0.0	5.0	5.0	0.0	0.0	419.0	0.0	419.0
MDHHS-MACOMB COUNTY	4304	436.0	0.0	0.0	1.0	0.0	0.0	0.0	437.0	4.5	432.5
MDHHS-MUSKEGON COUNTY	4324	219.0	0.0	0.0	4.0	0.0	0.0	0.0	223.0	0.0	223.0
MDHHS-OAKLAND COUNTY	4305	438.0	0.0	0.0	55.0	0.0	0.0	0.0	493.0	0.0	493.0
MDHHS-SAGINAW COUNTY	4313	160.0	0.0	0.0	4.0	0.0	0.0	0.0	164.0	0.0	164.0
MDHHS-WASHTENAW	4325	140.0	0.0	0.0	2.0	0.0	0.0	0.0	142.0	0.0	142.0
MDHHS-WAYNE COUNTY DSS	4306	85.0	0.0	0.0	1.0	0.0	0.0	0.0	86.0	0.0	86.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	598.0	0.0	0.0	3.0	0.0	0.0	0.0	601.0	0.0	601.0
MDHHS-WAYNE COUNTY ZONE 3	4318	457.0	0.0	0.0	3.0	0.0	0.0	0.0	460.0	0.0	460.0
MDHHS-WAYNE COUNTY ZONE 4	4319	400.0	0.0	0.0	4.0	0.0	0.0	0.0	404.0	0.0	404.0
MDHHS-WAYNE COUNTY ZONE L	4316	318.0	0.0	0.0	5.0	0.0	0.0	0.0	323.0	0.0	323.0
<b>MDHHS - HUMAN SERVICES</b>		<b>9,955.0</b>	<b>1.0</b>	<b>24.0</b>	<b>323.0</b>	<b>15.0</b>	<b>6.0</b>	<b>4.0</b>	<b>10,328.0</b>	<b>4.5</b>	<b>10,323.5</b>
MICHIGAN VETERAN HOMES	5105	327.0	12.0	9.0	4.0	1.0	1.0	1.0	355.0	0.5	354.5
MIL AFFR CENTRAL OFFICE	5101	379.0	2.0	19.0	8.0	3.0	14.0	0.0	425.0	0.0	425.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>706.0</b>	<b>14.0</b>	<b>28.0</b>	<b>12.0</b>	<b>4.0</b>	<b>15.0</b>	<b>1.0</b>	<b>780.0</b>	<b>0.5</b>	<b>779.5</b>
DNR-NATURAL RESOURCES	7501	1,414.0	1.0	48.0	28.0	240.0	970.0	0.0	2,701.0	0.0	2,701.0
<b>NATURAL RESOURCES</b>		<b>1,414.0</b>	<b>1.0</b>	<b>48.0</b>	<b>28.0</b>	<b>240.0</b>	<b>970.0</b>	<b>0.0</b>	<b>2,701.0</b>	<b>0.0</b>	<b>2,701.0</b>
DEPARTMENT OF STATE	2301	1,238.0	0.0	32.0	29.0	0.0	0.0	1.0	1,300.0	0.0	1,300.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 18, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
<b>STATE</b>		<b>1,238.0</b>	<b>0.0</b>	<b>32.0</b>	<b>29.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>1,300.0</b>	<b>0.0</b>	<b>1,300.0</b>
STATE POLICE	5501	2,910.0	6.0	5.0	66.0	0.0	4.0	5.0	2,996.0	0.0	2,996.0
<b>STATE POLICE</b>		<b>2,910.0</b>	<b>6.0</b>	<b>5.0</b>	<b>66.0</b>	<b>0.0</b>	<b>4.0</b>	<b>5.0</b>	<b>2,996.0</b>	<b>0.0</b>	<b>2,996.0</b>
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,693.0	0.0	0.0	34.0	0.0	17.0	0.0	1,744.0	0.0	1,744.0
TECH, MGMT AND BUDGET - MB	0701	1,013.0	6.0	3.0	36.0	0.0	16.0	0.0	1,074.0	0.0	1,074.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,706.0</b>	<b>6.0</b>	<b>3.0</b>	<b>71.0</b>	<b>0.0</b>	<b>33.0</b>	<b>0.0</b>	<b>2,819.0</b>	<b>0.0</b>	<b>2,819.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	27.0	0.0	0.0	1.0	0.0	14.0	0.0	42.0	0.0	42.0
BRIDGE AUTHORITIES-MACKINAC	5902	39.0	0.0	25.0	6.0	7.0	3.0	0.0	80.0	0.0	80.0
TRANSPORTATION CENTRAL OFFICE	5901	2,346.0	2.0	12.0	58.0	14.0	106.0	6.0	2,544.0	0.5	2,543.5
<b>TRANSPORTATION</b>		<b>2,412.0</b>	<b>2.0</b>	<b>37.0</b>	<b>65.0</b>	<b>21.0</b>	<b>123.0</b>	<b>6.0</b>	<b>2,666.0</b>	<b>0.5</b>	<b>2,665.5</b>
BUREAU OF STATE LOTTERY	2795	171.0	0.0	0.0	2.0	0.0	21.0	1.0	195.0	0.0	195.0
GAMING CONTROL	2707	131.0	0.0	3.0	4.0	0.0	1.0	0.0	139.0	0.0	139.0
STATE BUILDING AUTHORITY	2704	3.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,224.0	0.0	1.0	41.0	0.0	10.0	0.0	1,276.0	0.0	1,276.0
<b>TREASURY</b>		<b>1,529.0</b>	<b>0.0</b>	<b>4.0</b>	<b>47.0</b>	<b>0.0</b>	<b>32.0</b>	<b>1.0</b>	<b>1,613.0</b>	<b>0.0</b>	<b>1,613.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,148.0</b>	<b>63.0</b>	<b>237.0</b>	<b>1,581.0</b>	<b>348.0</b>	<b>1,303.0</b>	<b>75.0</b>	<b>47,755.0</b>	<b>6.0</b>	<b>47,749.0</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Fiscal Year 2020-21 SUMMARY

DEPARTMENT		Fiscal Year 2021 Appropriated FTE Positions (A)	Fiscal Year 2021 Average FTE Positions (B)	Fiscal Year 2020 Average FTE Positions (C)	FY 2021 and FY 2020 Difference (B - C)	FY 2021 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	519.0	448.8	451.2	-2.4	-70.2
	Overtime	0.0	0.1	0.6	-0.5	0.1
	Total	519.0	449.0	451.8	-2.9	-70.0
ATTORNEY GENERAL	Regular	537.4	516.3	513.2	3.1	-21.1
	Overtime	0.0	0.4	0.2	0.2	0.4
	Total	537.4	516.7	513.4	3.3	-20.7
AUDITOR GENERAL	Regular	0.0	151.3	153.0	-1.8	151.3
	Overtime	0.0	0.2	0.5	-0.3	0.2
	Total	0.0	151.5	153.5	-2.0	151.5
CIVIL RIGHTS	Regular	110.0	76.0	84.1	-8.1	-34.0
	Overtime	0.0	1.3	0.3	1.0	1.3
	Total	110.0	77.3	84.4	-7.1	-32.7
CIVIL SERVICE COMMISSION	Regular	459.0	425.9	439.8	-13.9	-33.1
	Overtime	0.0	2.3	1.1	1.2	2.3
	Total	459.0	428.2	440.9	-12.7	-30.8
CORRECTIONS	Regular	13,686.8	11,260.9	11,919.5	-658.5	-2,425.9
	Overtime	0.0	1,063.2	952.6	110.6	1,063.2
	Total	13,686.8	12,324.1	12,872.0	-547.9	-1,362.7
EDUCATION	Regular	614.5	485.4	491.8	-6.4	-129.1
	Overtime	0.0	0.1	0.1	0.0	0.1
	Total	614.5	485.6	491.9	-6.4	-128.9
ENVIRON, GREAT LAKES & ENERGY	Regular	1,418.0	1,205.4	1,204.5	0.8	-212.6
	Overtime	0.0	2.6	2.5	0.0	2.6
	Total	1,418.0	1,207.9	1,207.1	0.9	-210.1
EXECUTIVE OFFICE	Regular	79.2	71.1	74.3	-3.2	-8.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	79.2	71.1	74.3	-3.2	-8.1

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Fiscal Year 2020-21 SUMMARY

DEPARTMENT		Fiscal Year 2021 Appropriated FTE Positions (A)	Fiscal Year 2021 Average FTE Positions (B)	Fiscal Year 2020 Average FTE Positions (C)	FY 2021 and FY 2020 Difference (B - C)	FY 2021 Average and Appropriated Difference (B - A)
INSURANCE AND FINANCIAL SERV	Regular	372.5	317.3	303.1	14.2	-55.2
	Overtime	0.0	0.4	0.3	0.2	0.4
	Total	372.5	317.7	303.3	14.4	-54.8
LABOR & ECONOMIC OPPORTUNITY	Regular	2,545.4	2,604.1	2,208.3	395.8	58.7
	Overtime	0.0	181.6	115.0	66.5	181.6
	Total	2,545.4	2,785.7	2,323.4	462.3	240.3
LICENSING AND REGULATORY AFF	Regular	1,827.9	1,519.6	1,554.2	-34.6	-308.3
	Overtime	0.0	4.9	2.2	2.7	4.9
	Total	1,827.9	1,524.5	1,556.4	-31.9	-303.4
MDHHS - COMMUNITY HEALTH	Regular	4,076.2	3,592.5	3,575.0	17.5	-483.7
	Overtime	0.0	246.0	250.5	-4.5	246.0
	Total	4,076.2	3,838.4	3,825.5	13.0	-237.8
MDHHS - HUMAN SERVICES	Regular	11,404.8	10,291.4	10,616.4	-325.0	-1,113.4
	Overtime	0.0	92.0	74.3	17.7	92.0
	Total	11,404.8	10,383.4	10,690.7	-307.3	-1,021.4
MILITARY & VETERAN AFFAIRS	Regular	1,052.5	724.5	728.3	-3.8	-328.0
	Overtime	0.0	25.9	26.7	-0.7	25.9
	Total	1,052.5	750.4	754.9	-4.5	-302.1
NATURAL RESOURCES	Regular	2,346.1	2,007.8	1,955.4	52.4	-338.3
	Overtime	0.0	42.6	24.1	18.5	42.6
	Total	2,346.1	2,050.5	1,979.5	71.0	-295.6
STATE	Regular	1,586.0	1,294.1	1,378.6	-84.5	-291.9
	Overtime	0.0	22.9	26.8	-3.9	22.9
	Total	1,586.0	1,317.0	1,405.4	-88.5	-269.0
STATE POLICE	Regular	3,596.0	2,901.8	2,983.3	-81.5	-694.2
	Overtime	0.0	232.6	195.8	36.8	232.6
	Total	3,596.0	3,134.4	3,179.1	-44.7	-461.6

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Fiscal Year 2020-21 SUMMARY

DEPARTMENT		Fiscal Year 2021 Appropriated FTE Positions (A)	Fiscal Year 2021 Average FTE Positions (B)	Fiscal Year 2020 Average FTE Positions (C)	FY 2021 and FY 2020 Difference (B - C)	FY 2021 Average and Appropriated Difference (B - A)
TECH, MGMT AND BUDGET	Regular	2,674.0	2,799.8	2,905.4	-105.6	125.8
	Overtime	0.0	19.4	26.3	-6.9	19.4
	Total	2,674.0	2,819.2	2,931.7	-112.5	145.2
TRANSPORTATION	Regular	2,818.3	2,623.3	2,641.5	-18.2	-195.0
	Overtime	0.0	111.4	111.9	-0.5	111.4
	Total	2,818.3	2,734.7	2,753.4	-18.7	-83.6
TREASURY	Regular	1,924.5	1,578.3	1,617.9	-39.6	-346.2
	Overtime	0.0	7.0	4.7	2.3	7.0
	Total	1,924.5	1,585.3	1,622.6	-37.3	-339.2

Statewide Totals	Total Regular	53,648.1	46,895.7	47,806.9	-911.2	-6,752.4
	Total Overtime	0.0	2,056.8	1,816.3	240.5	2,056.8
	Grand Total	53,648.1	48,952.6	49,623.2	-670.7	-4,695.5

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

Source: Michigan Civil Service Commission MPR-0160

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

Department	2019 - 2020		2020 - 2021	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	465.0	1.0 %	472.0	1.0 %
ATTORNEY GENERAL	523.0	1.1 %	526.0	1.1 %
AUDITOR GENERAL	152.0	0.3 %	152.0	0.3 %
CIVIL RIGHTS	80.0	0.2 %	84.0	0.2 %
CIVIL SERVICE COMMISSION	450.0	0.9 %	430.0	0.9 %
CORRECTIONS	11,450.0	23.6 %	10,797.5	22.6 %
EDUCATION	506.0	1.0 %	503.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,229.5	2.5 %	1,281.0	2.7 %
EXECUTIVE OFFICE	70.0	0.1 %	74.0	0.2 %
INSURANCE AND FINANCIAL SERV	315.0	0.7 %	319.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,458.0	5.1 %	2,658.0	5.6 %
LICENSING & REGULATORY AFFAIRS	1,548.0	3.2 %	1,572.0	3.3 %
MDHHS-COMMUNITY HEALTH	3,663.0	7.6 %	3,683.0	7.7 %
MDHHS-HUMAN SERVICES	10,556.0	21.8 %	10,323.5	21.6 %
MILITARY & VETERAN AFFAIRS	750.5	1.5 %	779.5	1.6 %
NATURAL RESOURCES	2,651.0	5.5 %	2,701.0	5.7 %
STATE	1,378.0	2.8 %	1,300.0	2.7 %
STATE POLICE	3,006.0	6.2 %	2,996.0	6.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,924.0	6.0 %	2,819.0	5.9 %
TRANSPORTATION	2,671.5	5.5 %	2,665.5	5.6 %
TREASURY	1,611.0	3.3 %	1,613.0	3.4 %
<b>TOTAL:</b>	<b>48,457.5</b>	<b>100.0 %</b>	<b>47,749.0</b>	<b>100.0 %</b>

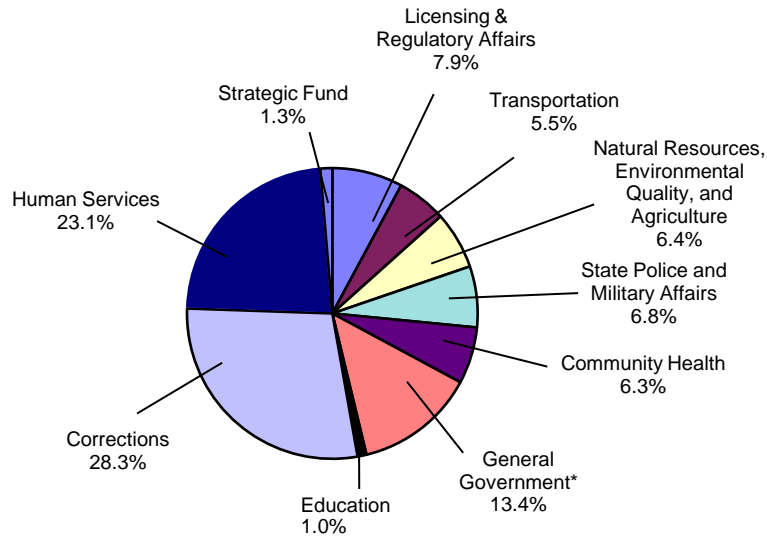
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation. For this report, the actual number of employees who job share is halved.

Statewide, the number of classified employees decreased by 709 from September 19, 2020 to September 18, 2021.

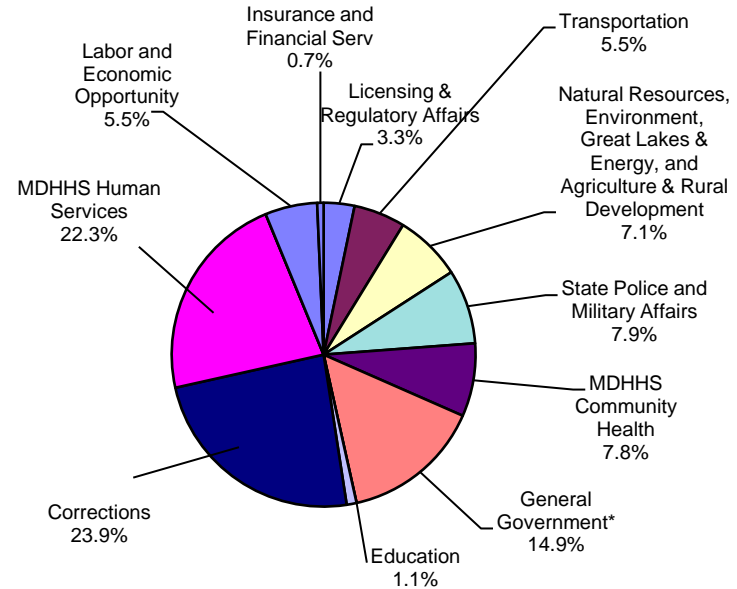
Source: Michigan Civil Service Commission HWF03



## STATE OF MICHIGAN BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES STATEWIDE Fiscal Years 2011-12 and 2020-21 Compared



**FISCAL YEAR 2011-12  
AVERAGE CLASSIFIED EMPLOYMENT  
47,809**



**FISCAL YEAR 2020-21  
AVERAGE CLASSIFIED EMPLOYMENT  
46,819**

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

Comments: Statewide, average classified employment decreased by 990 positions (2%) from FY 2011-12 to FY 2020-21. This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Prior to FY2021, the General Government Departments also included the department LABOR AND ECONOMIC OPPORTUNITY. As of September 18, 2021 these positions represent 93.5% of all noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

**STATE OF MICHIGAN**  
**AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT**  
**Fiscal Years 2011-12 through 2020-21**

<b>DEPARTMENT</b>	<b>11-12</b>	<b>12-13</b>	<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>20-21</b>
Agriculture & Rural Development	387.4	400.9	396.8	405.4	411.5	438.7	457.7	462.7	462.4	456.4
Attorney General	461.6	478.5	489.9	481.6	477.4	491.2	498.4	501.2	514.8	521.4
Auditor General	133.4	139.8	134.2	137.2	150.2	149.2	142.7	153.0	152.4	151.3
Civil Rights	94.3	91.7	91.0	93.7	92.0	84.4	85.8	88.3	85.5	76.4
Civil Service Commission	405.3	415.9	414.0	413.6	415.5	417.5	432.0	432.5	442.0	430.0
Community Health	3,012.6	3,113.4	3,127.9	--	--	--	--	--	--	--
Corrections	13,541.0	13,259.4	12,766.0	12,554.5	12,599.8	12,278.1	11,966.6	11,944.3	11,795.1	11,204.4
Education	475.5	517.7	517.5	515.3	506.6	503.8	504.7	503.2	497.7	493.7
Environment, Great Lakes & Energy <sup>1</sup>	1,108.9	1,102.2	1,099.1	1,101.2	1,108.0	1,125.8	1,128.8	1,150.4	1,207.5	1,215.7
Executive Office	50.9	53.6	58.3	59.8	56.2	59.8	56.5	59.3	73.8	70.7
Human Services	11,058.1	11,771.7	11,387.6	--	--	--	--	--	--	--
Insurance and Financial Serv <sup>2</sup>	--	--	291.9	304.7	302.1	296.0	299.7	302.2	302.0	317.8
Labor & Economic Opportunity <sup>3</sup>	--	--	--	1,006.3	1,252.7	1,199.3	1,162.7	1,288.4	2,215.7	2,597.7
Licensing & Regulatory Affairs	3,758.3	2,898.8	2,525.0	2,120.0	1,847.2	1,894.6	1,942.8	1,946.5	1,576.5	1,535.1
MDHHS-Community Health	--	--	--	3,091.9	3,111.0	3,184.1	3,293.2	3,412.5	3,586.7	3,641.1
MDHHS-Human Services	--	--	--	10,954.1	10,746.8	10,898.9	10,979.6	10,993.8	10,654.6	10,425.9
Military and Veterans Affairs	885.5	800.7	771.7	757.0	749.8	745.3	765.2	771.5	754.9	751.5
Natural Resources	1,555.3	1,530.2	1,553.7	1,612.5	1,665.4	1,682.8	1,718.9	1,757.3	1,692.6	1,660.6
State	1,278.7	1,290.0	1,308.2	1,321.2	1,324.5	1,308.7	1,331.6	1,371.1	1,379.7	1,321.9
State Police	2,360.4	2,501.3	2,616.2	2,707.3	2,775.2	2,893.0	2,984.3	3,026.7	3,008.1	2,961.6
Strategic Fund <sup>3</sup>	636.1	650.6	630.8	--	--	--	--	--	--	--
Technology, Management & Budget	2,461.2	2,586.8	2,673.9	2,789.2	2,873.8	2,960.2	2,992.2	2,973.1	2,932.6	2,835.1
Transportation	2,636.5	2,570.3	2,572.7	2,570.1	2,600.3	2,593.8	2,597.0	2,583.0	2,573.8	2,565.9
Treasury	<u>1,508.0</u>	<u>1,565.9</u>	<u>1,576.7</u>	<u>1,591.7</u>	<u>1,626.1</u>	<u>1,619.3</u>	<u>1,615.5</u>	<u>1,602.7</u>	<u>1,613.2</u>	<u>1,584.6</u>
<b>TOTAL</b>	<b>47,809.0</b>	<b>47,739.4</b>	<b>47,003.1</b>	<b>46,588.3</b>	<b>46,692.1</b>	<b>46,824.5</b>	<b>46,955.9</b>	<b>47,323.7</b>	<b>47,521.6</b>	<b>46,818.8</b>

Footnotes: <sup>1</sup> 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.

<sup>2</sup> In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013.

<sup>3</sup> In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015. In FY 2018-19, the Department of Talent and Economic Development was renamed the Department of Labor and Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent 93.5% of all noncareer appointments at the end of FY 2020-21. The count of job-share employees is halved. For fiscal-year-to-date-average reports, agencies in the Department of Talent and Economic Development, effective February 17, 2015, are included for the entire fiscal year.

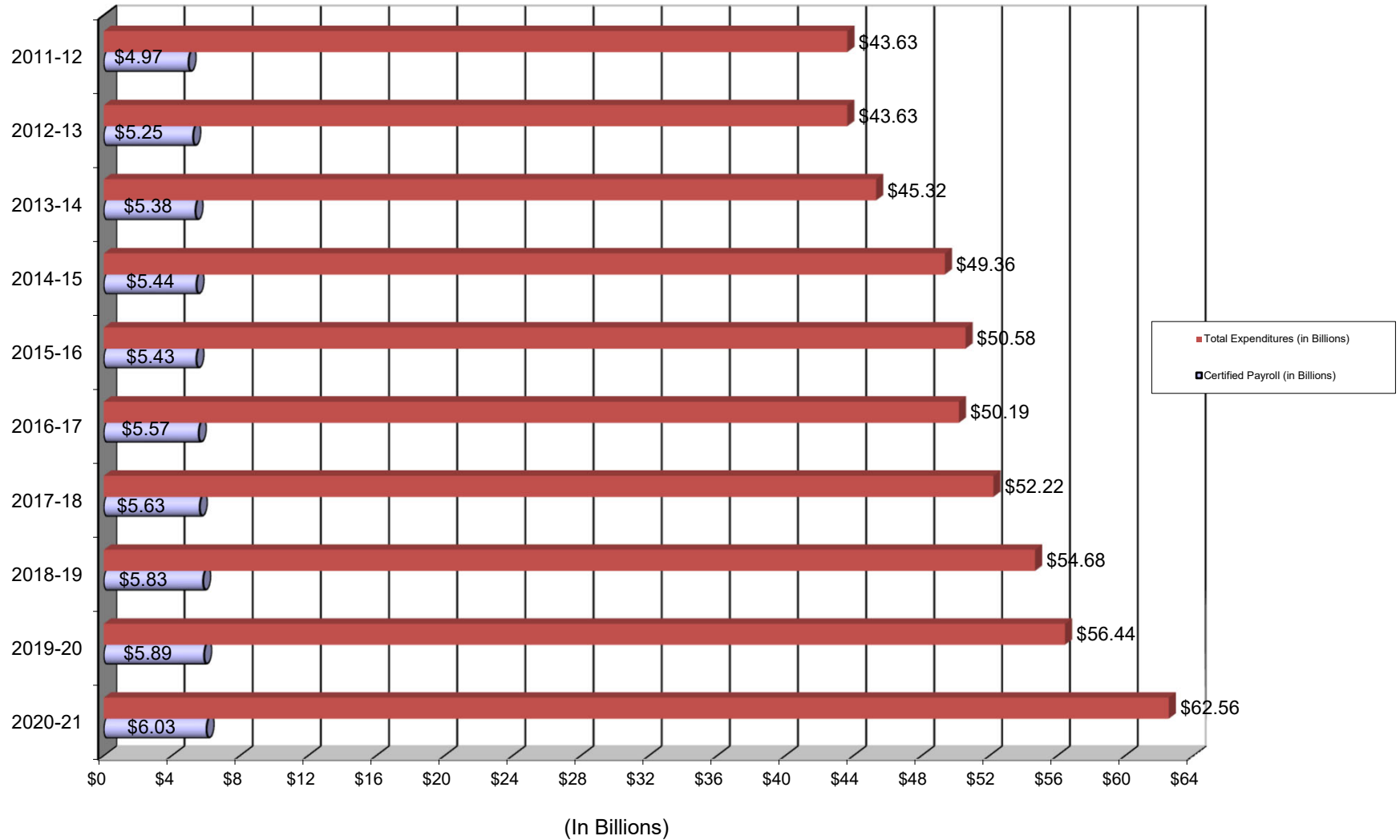
Source: Michigan Civil Service Commission HWF09

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

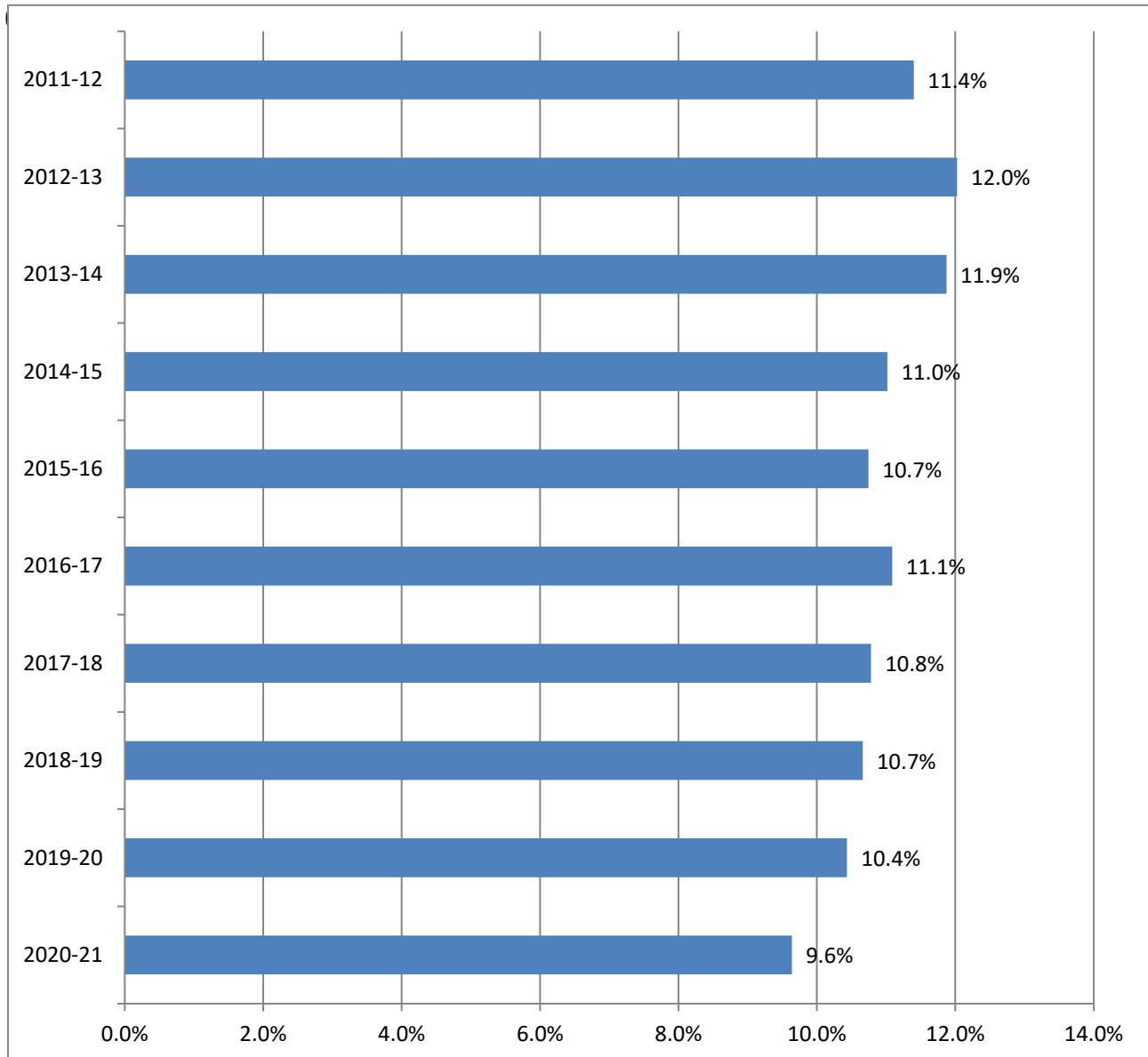
### STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2011-12 through 2020-21



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission. Classified Payroll figures include all direct and indirect payroll items.

**STATE OF MICHIGAN  
CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES**

**Fiscal Years 2011-12 through 2020-21**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission.

**STATE OF MICHIGAN**

Table 2-1

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

**Pay End Date: September 18, 2021**

<b>DEPARTMENT</b>	<b>Number of Employees</b>	<b>Percent of Classified Employees</b>	<b>Average Age</b>	<b>Average Pay Rate</b>	<b>Count of Employees Eligible for Longevity</b>	<b>Percent of Department Eligible for Longevity</b>
<b>AGRICULTURE AND RURAL DVLPMNT</b>	472	1.0 %	45.4	\$34.56	301	63.8 %
<b>ATTORNEY GENERAL</b>	526	1.1 %	47.3	\$45.35	303	57.6 %
<b>AUDITOR GENERAL</b>	152	0.3 %	40.6	\$42.86	95	62.5 %
<b>CIVIL RIGHTS</b>	84	0.2 %	47.3	\$35.86	65	77.4 %
<b>CIVIL SERVICE COMMISSION</b>	430	0.9 %	45.0	\$35.64	299	69.5 %
<b>CORRECTIONS</b>	10,798	22.6 %	44.3	\$29.30	7,326	67.8 %
<b>EDUCATION</b>	503	1.1 %	49.8	\$39.22	334	66.4 %
<b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b>	1,281	2.7 %	45.4	\$36.03	807	63.0 %
<b>EXECUTIVE OFFICE</b>	74	0.2 %	35.9	\$36.76	6	8.1 %
<b>INSURANCE AND FINANCIAL SERV</b>	319	0.7 %	43.4	\$38.70	208	65.2 %
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>	2,658	5.6 %	47.8	\$32.06	1,530	57.6 %
<b>LICENSING &amp; REGULATORY AFFAIRS</b>	1,572	3.3 %	46.8	\$36.26	1,022	65.0 %
<b>MDHHS - COMMUNITY HEALTH</b>	3,683	7.7 %	46.2	\$32.94	2,037	55.3 %
<b>MDHHS - HUMAN SERVICES</b>	10,328	21.6 %	44.3	\$29.89	6,826	66.1 %
<b>MILITARY &amp; VETERAN AFFAIRS</b>	780	1.6 %	47.6	\$28.62	414	53.1 %
<b>NATURAL RESOURCES</b>	2,701	5.7 %	42.6	\$24.10	1,186	43.9 %
<b>STATE</b>	1,300	2.7 %	44.8	\$27.68	761	58.5 %
<b>STATE POLICE</b>	2,996	6.3 %	40.1	\$34.18	1,950	65.1 %
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>	2,819	5.9 %	47.9	\$38.09	1,965	69.7 %
<b>TRANSPORTATION</b>	2,666	5.6 %	46.6	\$33.14	1,788	67.1 %
<b>TREASURY</b>	1,613	3.4 %	46.7	\$35.00	1,086	67.3 %
<b>STATEWIDE TOTALS:</b>	<b>47,755</b>	<b>100.0 %</b>	<b>44.9</b>	<b>\$31.67</b>	<b>30,309</b>	<b>63.5 %</b>

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

Source: Michigan Civil Service Commission HWF24

**STATE OF MICHIGAN**

Table 2-2

**EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE  
Fiscal Years 2016-17 through 2020-21**

<u>Salary Range</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	0	0	0	0	0
14,000 - 14,999	0	0	0	0	0
15,000 - 15,999	0	0	0	0	0
16,000 - 16,999	0	0	0	0	0
17,000 - 17,999	1	0	0	0	0
18,000 - 18,999	441	0	0	0	0
19,000 - 19,999	506	367	41	0	0
20,000 - 20,999	55	579	28	364	330
21,000 - 21,999	56	30	369	11	2
22,000 - 22,999	141	106	475	195	194
23,000 - 23,999	11	2	28	7	1
24,000 - 24,999	162	89	73	355	351
25,000 - 25,999	31	25	99	85	76
26,000 - 26,999	1	3	23	22	26
27,000 - 27,999	51	15	19	12	15
28,000 - 28,999	428	36	2	1	0
29,000 - 29,999	40	459	222	34	15
30,000 - 30,999	68	36	202	255	13
31,000 - 31,999	15	68	43	17	164
32,000 - 32,999	106	8	53	29	13
33,000 - 33,999	281	97	100	25	25
34,000 - 34,999	177	276	123	22	21
35,000 - 35,999	572	202	162	101	50
36,000 - 36,999	541	596	715	61	77
37,000 - 37,999	316	487	263	430	88
38,000 - 38,999	618	363	645	585	429
39,000 - 39,999	330	658	532	219	506
40,000 - 40,999	426	497	869	519	218
41,000 - 41,999	769	340	382	773	324
42,000 - 42,999	654	918	400	474	658
43,000 - 43,999	687	662	921	508	377
44,000 - 44,999	1,588	680	659	656	417
45,000 - 45,999	1,901	889	486	601	752
46,000 - 46,999	726	841	1,017	685	584
47,000 - 47,999	1,533	1,748	1,831	1,094	585
48,000 - 48,999	528	936	732	1,609	1,101
49,000 - 49,999	603	1,853	536	689	636
50,000 - 50,999	1,146	483	2,072	867	1,496
51,000 - 51,999	1,190	588	497	1,631	889
52,000 - 52,999	2,992	1,621	693	552	1,628
53,000 - 53,999	4,667	750	1,284	874	519

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 HWF39A and HWF40

## STATE OF MICHIGAN

Table 2-2

### EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

<u>Salary Range</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
54,000 - 54,999	770	3,247	677	1,354	715
55,000 - 55,999	498	4,137	3,351	695	1,146
56,000 - 56,999	2,419	442	3,899	2,949	923
57,000 - 57,999	735	606	609	4,240	2,782
58,000 - 58,999	675	2,879	455	462	1,147
59,000 - 59,999	330	490	2,801	503	3,375
60,000 - 60,999	1,308	404	477	2,645	563
61,000 - 61,999	535	689	692	668	487
62,000 - 62,999	337	945	316	631	2,888
63,000 - 63,999	382	472	1,361	393	469
64,000 - 64,999	1,241	484	458	532	639
65,000 - 65,999	1,200	252	317	1,148	270
66,000 - 66,999	1,098	1,215	362	412	675
67,000 - 67,999	525	1,171	1,169	296	1,146
68,000 - 68,999	378	1,232	1,222	1,277	137
69,000 - 69,999	1,869	512	502	1,347	369
70,000 - 70,999	458	324	1,249	603	1,789
71,000 - 71,999	287	1,844	307	976	403
72,000 - 72,999	684	392	1,824	420	1,234
73,000 - 73,999	337	295	218	250	1,032
74,000 - 74,999	180	691	502	1,756	281
75,000 - 75,999	1,002	295	157	385	160
76,000 - 76,999	1,437	124	785	289	1,819
77,000 - 77,999	95	1,084	265	732	189
78,000 - 78,999	320	1,402	71	194	497
79,000 - 79,999	604	47	1,088	213	139
80,000 - 80,999	118	177	1,395	260	853
81,000 - 81,999	149	642	97	2,192	263
82,000 - 82,999	119	332	241	260	115
83,000 - 83,999	668	121	697	178	1,257
84,000 - 84,999	283	162	108	543	1,600
85,000 - 85,999	232	699	108	291	65
86,000 - 86,999	13	131	152	86	82
87,000 - 87,999	430	181	715	125	504
88,000 - 88,999	26	209	149	104	90
89,000 - 89,999	70	440	121	714	121
90,000 - 90,999	218	45	182	219	57
91,000 - 91,999	45	68	482	194	169
92,000 - 92,999	235	172	32	31	802
93,000 - 93,999	29	51	174	478	97

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 HWF39A and HWF40



**STATE OF MICHIGAN**

Table 2-2

**EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$94,000 - 94,999	98	37	193	18	189
95,000 - 95,999	133	230	48	209	24
96,000 - 96,999	91	39	38	214	477
97,000 - 97,999	103	108	206	31	22
98,000 - 98,999	58	116	38	35	200
99,000 - 99,999	128	66	122	192	213
100,000 - 100,999	58	104	131	41	31
101,000 - 101,999	52	52	73	135	44
102,000 - 102,999	47	73	91	122	211
103,000 - 103,999	48	129	44	78	39
104,000 - 104,999	74	37	58	87	150
105,000 - 105,999	238	69	113	43	111
106,000 - 106,999	26	33	65	42	83
107,000 - 107,999	19	77	62	118	88
108,000 - 108,999	16	294	43	51	45
109,000 - 109,999	27	25	72	59	47
110,000 - 110,999	42	8	351	43	104
111,000 - 111,999	20	28	4	71	47
112,000 - 112,999	48	22	19	350	42
113,000 - 113,999	140	38	33	5	43
114,000 - 114,999	24	28	17	14	76
115,000 - 115,999	25	45	20	41	51
116,000 - 116,999	26	123	37	7	336
117,000 - 117,999	58	32	21	26	15
118,000 - 118,999	26	25	47	32	7
119,000 - 119,999	26	27	145	24	44
120,000 - 120,999	25	19	26	49	21
121,000 - 121,999	202	45	15	123	24
122,000 - 122,999	5	32	20	32	34
123,000 - 123,999	13	17	33	23	24
124,000 - 124,999	22	29	26	19	36
125,000 - 125,999	10	248	24	16	134
126,000 and above	359	384	664	707	814
<b>STATEWIDE TOTAL</b>	<b>48,984</b>	<b>49,052</b>	<b>49,282</b>	<b>48,464</b>	<b>47,755</b>

Median Salary: \$62,076  
 Average Salary: \$66,135

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 HWF39A and HWF40

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL STATEWIDE**  
**(Employer Contributions)**  
**Fiscal Years 2016-17 through 2020-21**

	2016-17	2017-18	2018-19	2019-20	2020-21
<b>Legally Required Payments</b>					
FICA	7.10 %	7.11 %	7.10 %	7.06 %	7.08 %
Unemployment Compensation	.13	.16	.12	.23	.01
Workers Compensation	.74	.74	.80	.57	.66
<b>Total Legally Required Payments</b>	<b>7.97 %</b>	<b>8.00 %</b>	<b>8.02 %</b>	<b>7.86 %</b>	<b>7.76 %</b>
<b>Group Insurance</b>					
State Health Plan	7.53 %	7.25 %	7.14 %	7.05 %	6.99 %
Health Maintenance Organization	9.96	9.57	9.71	9.48	9.05
Dental	1.53	1.01	1.46	1.46	1.43
Vision	.18	.12	.17	.17	.16
Life	1.11	1.28	1.30	1.30	1.29
Long Term Disability	.61	.60	.60	.59	.59
Flexible Benefits Allowance/Recovery	.11	.12	.12	.12	.12
<b>Total Group Insurance</b>	<b>21.04 %</b>	<b>19.94 %</b>	<b>20.50 %</b>	<b>20.18 %</b>	<b>19.63 %</b>
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	.78 %	.76 %	.79 %	.69 %	.73 %
Terminal Longevity Payments	.02	.02	.02	.02	.02
Professional Development	.03	.03	.03	.03	.03
Uniforms and Dry Cleaning	.19	.18	.17	.16	.16
<b>Total Other Cash Payments</b>	<b>1.02 %</b>	<b>1.00 %</b>	<b>1.01 %</b>	<b>.90 %</b>	<b>.94 %</b>
<b>Pension Items</b>					
Retirement or Pension Plans	1.72 %	1.97 %	1.68 %	1.97 %	1.91 %
Other Employee Retirement Costs (OERC)	44.81	43.91	43.22	40.35	42.41
Defined Contribution Pension Plan	5.12	5.24	5.71	6.14	6.29
<b>Total Pension Items</b>	<b>51.65 %</b>	<b>51.11 %</b>	<b>50.61 %</b>	<b>48.46 %</b>	<b>50.60 %</b>
<b>Total Employee Benefits</b>	<b>81.68 %</b>	<b>80.06 %</b>	<b>80.15 %</b>	<b>77.40 %</b>	<b>78.94 %</b>

Comments: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB

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

**Pay End Date: September 18, 2021**

Department	Total Employees Enrolled	Health Insurance						Dental Insurance					
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	457	173	38 %	231	51 %	4	1 %	0	0 %	430	94 %	1	0 %
ATTORNEY GENERAL	526	196	37 %	265	50 %	5	1 %	0	0 %	491	93 %	3	1 %
AUDITOR GENERAL	149	52	35 %	77	52 %	4	3 %	0	0 %	141	95 %	0	0 %
CIVIL RIGHTS	84	30	36 %	47	56 %	2	2 %	0	0 %	82	98 %	0	0 %
CIVIL SERVICE COMMISSION	425	77	18 %	283	67 %	2	0 %	0	0 %	386	91 %	0	0 %
CORRECTIONS	10,783	5,463	51 %	4,332	40 %	33	0 %	0	0 %	10,099	94 %	28	0 %
EDUCATION	493	183	37 %	237	48 %	4	1 %	0	0 %	449	91 %	4	1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,262	426	34 %	664	53 %	8	1 %	0	0 %	1,149	91 %	10	1 %
EXECUTIVE OFFICE	72	39	54 %	17	24 %	0	0 %	0	0 %	56	78 %	1	1 %
INSURANCE AND FINANCIAL SERV	316	92	29 %	186	59 %	3	1 %	0	0 %	296	94 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,637	1,021	39 %	1,297	49 %	23	1 %	0	0 %	2,445	93 %	12	0 %
LICENSING & REGULATORY AFFAIRS	1,556	558	36 %	823	53 %	2	0 %	0	0 %	1,447	93 %	6	0 %
MDHHS - COMMUNITY HEALTH	3,672	1,475	40 %	1,781	49 %	11	0 %	0	0 %	3,383	92 %	17	0 %
MDHHS - HUMAN SERVICES	10,322	3,883	38 %	5,459	53 %	36	0 %	0	0 %	9,705	94 %	25	0 %
MILITARY & VETERAN AFFAIRS	765	313	41 %	303	40 %	8	1 %	0	0 %	681	89 %	1	0 %
NATURAL RESOURCES	1,731	879	51 %	598	35 %	24	1 %	0	0 %	1,562	90 %	12	1 %
STATE	1,300	522	40 %	633	49 %	10	1 %	0	0 %	1,212	93 %	2	0 %
STATE POLICE	2,992	946	32 %	766	26 %	19	1 %	1,006	34 %	2,821	94 %	9	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,785	845	30 %	1,631	59 %	16	1 %	0	0 %	2,568	92 %	7	0 %
TRANSPORTATION	2,543	1,005	40 %	1,259	50 %	21	1 %	0	0 %	2,372	93 %	9	0 %
TREASURY	1,581	472	30 %	930	59 %	14	1 %	0	0 %	1,476	93 %	5	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,451</b>	<b>18,650</b>	<b>40 %</b>	<b>21,819</b>	<b>47 %</b>	<b>249</b>	<b>1 %</b>	<b>1,006</b>	<b>2 %</b>	<b>43,251</b>	<b>93 %</b>	<b>154</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**Pay End Date: September 18, 2021**

Department	Total Employees Enrolled	Vision Insurance			Disability Insurance				Life Insurance				
		State Sponsored Vision	%	CMI	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential
AGRICULTURE & RURAL DEVELOPMENT	457	431	94 %	369	81 %	0	0 %	436	95 %	20	4 %	0	0 %
ATTORNEY GENERAL	526	497	94 %	369	70 %	0	0 %	500	95 %	26	5 %	0	0 %
AUDITOR GENERAL	149	143	96 %	118	79 %	0	0 %	127	85 %	20	13 %	0	0 %
CIVIL RIGHTS	84	82	98 %	67	80 %	0	0 %	82	98 %	2	2 %	0	0 %
CIVIL SERVICE COMMISSION	425	391	92 %	389	92 %	0	0 %	413	97 %	12	3 %	0	0 %
CORRECTIONS	10,783	10,157	94 %	9,614	89 %	0	0 %	10,330	96 %	395	4 %	0	0 %
EDUCATION	493	459	93 %	344	70 %	0	0 %	465	94 %	28	6 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,262	1,168	93 %	960	76 %	0	0 %	1,170	93 %	90	7 %	0	0 %
EXECUTIVE OFFICE	72	59	82 %	28	39 %	0	0 %	65	90 %	7	10 %	0	0 %
INSURANCE AND FINANCIAL SERV	316	301	95 %	244	77 %	0	0 %	300	95 %	16	5 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,637	2,474	94 %	1,959	74 %	0	0 %	2,471	94 %	160	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,556	1,454	93 %	1,260	81 %	0	0 %	1,470	94 %	78	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,672	3,411	93 %	3,005	82 %	0	0 %	3,478	95 %	178	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,322	9,746	94 %	8,719	84 %	0	0 %	9,803	95 %	493	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	765	685	90 %	523	68 %	0	0 %	723	95 %	26	3 %	0	0 %
NATURAL RESOURCES	1,731	1,585	92 %	1,335	77 %	0	0 %	1,636	95 %	93	5 %	0	0 %
STATE	1,300	1,224	94 %	978	75 %	0	0 %	1,221	94 %	74	6 %	0	0 %
STATE POLICE	2,992	2,852	95 %	2,700	90 %	1,345	45 %	2,855	95 %	112	4 %	1,076	36 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,785	2,584	93 %	2,105	76 %	20	1 %	2,631	94 %	137	5 %	14	1 %
TRANSPORTATION	2,543	2,404	95 %	2,202	87 %	0	0 %	2,400	94 %	137	5 %	0	0 %
TREASURY	1,581	1,493	94 %	1,261	80 %	0	0 %	1,491	94 %	87	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,451</b>	<b>43,600</b>	<b>94 %</b>	<b>38,549</b>	<b>83 %</b>	<b>1,365</b>	<b>3 %</b>	<b>44,067</b>	<b>95 %</b>	<b>2,191</b>	<b>5 %</b>	<b>1,090</b>	<b>2 %</b>

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

Source: Michigan Civil Service Commission HWF47

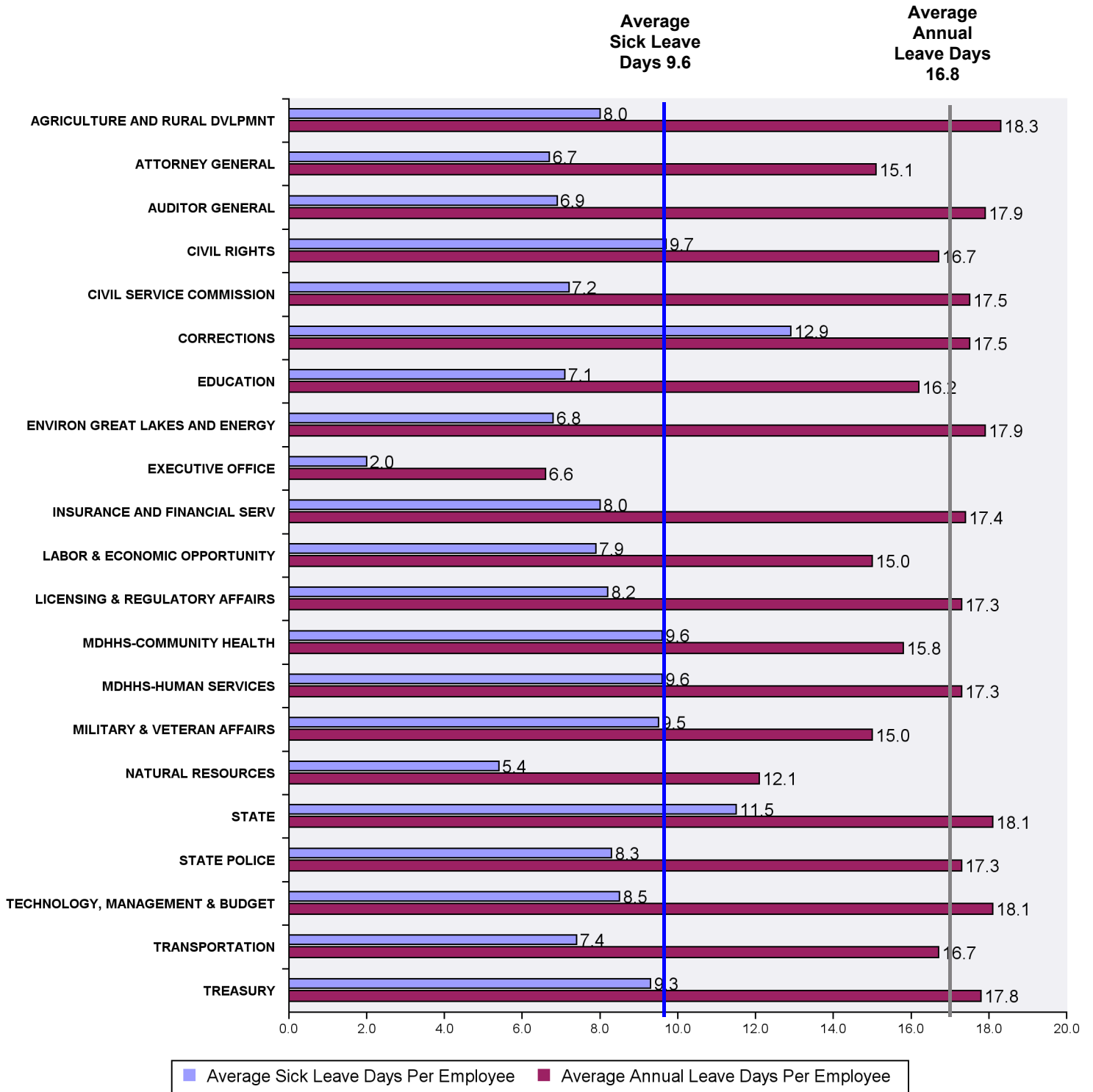
**STATE OF MICHIGAN**  
**STATE CLASSIFIED EMPLOYEE**  
**VACATION, HOLIDAY, AND SICK LEAVE PAY**  
**AS A PERCENTAGE OF**  
**BASE PAYROLL**  
**Fiscal Years 2016-17 through 2020-21**

	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>
<b>VACATION</b>	7.3 %	7.2 %	7.1 %	6.1 %	7.0 %
<b>HOLIDAY</b>	5.0 %	4.6 %	5.0 %	4.6 %	5.0 %
<b>SICK LEAVE</b>	4.1 %	4.2 %	4.2 %	3.7 %	4.4 %
<b>TOTAL</b>	<b>16.4 %</b>	<b>16.0 %</b>	<b>16.3 %</b>	<b>14.3 %</b>	<b>16.3 %</b>

Comments: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Vacation is the total of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD

## STATE OF MICHIGAN SICK LEAVE AND ANNUAL LEAVE USE BY DEPARTMENT Fiscal Year 2020-21



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

Source: Michigan Civil Service Commission HWF28 and HWF31

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

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMNT	8.0	18.3	26.4
ATTORNEY GENERAL	6.7	15.1	21.7
AUDITOR GENERAL	6.9	17.9	24.8
CIVIL RIGHTS	9.7	16.7	26.5
CIVIL SERVICE COMMISSION	7.2	17.5	24.7
CORRECTIONS	12.9	17.5	30.5
EDUCATION	7.1	16.2	23.3
ENVIRON GREAT LAKES AND ENERGY	6.8	17.9	24.8
EXECUTIVE OFFICE	2.0	6.6	8.6
INSURANCE AND FINANCIAL SERV	8.0	17.4	25.4
LABOR & ECONOMIC OPPORTUNITY	7.9	15.0	23.0
LICENSING & REGULATORY AFFAIRS	8.2	17.3	25.5
MDHHS-COMMUNITY HEALTH	9.6	15.8	25.3
MDHHS-HUMAN SERVICES	9.6	17.3	26.9
MILITARY & VETERAN AFFAIRS	9.5	15.0	24.5
NATURAL RESOURCES	5.4	12.1	17.5
STATE	11.5	18.1	29.7
STATE POLICE	8.3	17.3	25.6
TECHNOLOGY, MANAGEMENT & BUDGET	8.5	18.1	26.6
TRANSPORTATION	7.4	16.7	24.0
TREASURY	9.3	17.8	27.2
<b>STATEWIDE AVERAGE</b>	<b>9.6</b>	<b>16.8</b>	<b>26.5</b>

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

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Table 2-7

**Fiscal Years 2016-17 through 2020-21**

<b>DEPARTMENT</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>
Agriculture & Rural Development	8.2	9.2	8.5	8.1	8.0
Attorney General	9.0	8.9	8.8	7.0	6.7
Auditor General	9.7	8.7	7.7	8.7	6.9
Civil Rights	10.2	10.0	10.3	9.6	9.7
Civil Service Commission	10.1	10.6	10.1	8.0	7.2
Corrections	11.8	12.1	12.1	11.8	12.9
Education	9.9	9.4	9.8	7.8	7.1
Environment, Great Lakes & Energy	9.8	9.1	9.1	7.7	6.8
Executive Office	4.2	5.1	1.0	2.3	2.0
Insurance and Financial Serv	10.3	9.9	9.7	8.2	8.0
Labor & Economic Opportunity	11.7	11.7	10.5	7.8	7.9
Licensing & Regulatory Affairs	10.2	10.0	10.1	7.9	8.2
MDHHS-Community Health	10.5	10.5	10.3	9.4	9.6
MDHHS-Human Services	10.7	10.7	10.6	8.8	9.6
Military and Veterans Affairs	9.9	9.8	9.5	9.0	9.5
Natural Resources	5.6	5.4	5.0	5.6	5.4
State	9.5	8.8	9.2	8.9	11.5
State Police	8.3	8.7	8.9	8.2	8.3
Talent And Economic Development	11.7	11.7	--	--	--
Technology, Management & Budget	9.6	9.9	10.0	8.1	8.5
Transportation	9.5	9.4	9.1	7.9	7.4
Treasury	10.8	10.9	10.4	8.9	9.3
<b>STATEWIDE AVERAGE</b>	<b>10.3</b>	<b>10.2</b>	<b>10.3</b>	<b>9.2</b>	<b>9.6</b>

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

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



STATE OF MICHIGAN

Table 2-8

SICK LEAVE USE ANALYSIS BY DEPARTMENT

October 3, 2020 to September 18, 2021

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	486	31,184.2	64.2	8.0
ATTORNEY GENERAL	576	30,686.0	53.3	6.7
AUDITOR GENERAL	157	8,628.6	55.0	6.9
CIVIL RIGHTS	95	7,392.1	77.8	9.7
CIVIL SERVICE COMMISSION	459	26,468.7	57.7	7.2
CORRECTIONS	12,551	1,300,119.5	103.6	12.9
EDUCATION	538	30,594.5	56.9	7.1
ENVIRON GREAT LAKES AND ENERGY	1,341	73,422.1	54.8	6.8
EXECUTIVE OFFICE	90	1,410.0	15.7	2.0
INSURANCE AND FINANCIAL SERV	346	22,261.1	64.3	8.0
LABOR & ECONOMIC OPPORTUNITY	2,933	186,172.0	63.5	7.9
LICENSING & REGULATORY AFFAIRS	1,646	108,550.5	65.9	8.2
MDHHS-COMMUNITY HEALTH	4,206	321,620.2	76.5	9.6
MDHHS-HUMAN SERVICES	11,409	876,579.0	76.8	9.6
MILITARY & VETERAN AFFAIRS	888	67,228.9	75.7	9.5
NATURAL RESOURCES	2,619	112,154.5	42.8	5.4
STATE	1,447	133,648.6	92.4	11.5
STATE POLICE	3,207	211,851.0	66.1	8.3
TECHNOLOGY, MANAGEMENT & BUDGET	2,990	203,205.6	68.0	8.5
TRANSPORTATION	3,053	179,530.4	58.8	7.4
TREASURY	1,715	127,899.7	74.6	9.3
<b>STATEWIDE</b>	<b>52,752</b>	<b>4,060,607.1</b>	<b>77.0</b>	<b>9.6</b>

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

Source: Michigan Civil Service Commission HWF28

**STATE OF MICHIGAN**  
**ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT**  
**October 3, 2020 to September 18, 2021**

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	486	71,302.4	146.7	18.3	486	10.0	0.0	0.0
ATTORNEY GENERAL	576	69,350.7	120.4	15.1	576	26.1	0.0	0.0
AUDITOR GENERAL	157	22,457.5	143.0	17.9	157	0.0	0.0	0.0
CIVIL RIGHTS	95	12,729.3	134.0	16.7	95	0.0	0.0	0.0
CIVIL SERVICE COMMISSION	459	64,195.8	139.9	17.5	459	39.8	0.1	0.0
CORRECTIONS	12,551	1,761,512.7	140.3	17.5	12,551	2,045.2	0.2	0.0
EDUCATION	538	69,631.9	129.4	16.2	538	250.4	0.5	0.1
ENVIRON GREAT LAKES AND ENERGY	1,341	192,275.9	143.4	17.9	1,341	663.8	0.5	0.1
EXECUTIVE OFFICE	90	4,753.7	52.8	6.6	90	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	346	48,152.2	139.2	17.4	346	163.5	0.5	0.1
LABOR & ECONOMIC OPPORTUNITY	2,933	352,425.4	120.2	15.0	2,933	473.4	0.2	0.0
LICENSING & REGULATORY AFFAIRS	1,646	227,889.6	138.5	17.3	1,646	48.0	0.0	0.0
MDHHS-COMMUNITY HEALTH	4,206	530,298.4	126.1	15.8	4,206	710.4	0.2	0.0
MDHHS-HUMAN SERVICES	11,409	1,577,203.5	138.2	17.3	11,409	1,613.7	0.1	0.0
MILITARY & VETERAN AFFAIRS	888	106,732.5	120.2	15.0	888	97.7	0.1	0.0
NATURAL RESOURCES	2,619	254,217.5	97.1	12.1	2,619	813.5	0.3	0.0
STATE	1,447	209,801.4	145.0	18.1	1,447	335.8	0.2	0.0
STATE POLICE	3,207	444,467.9	138.6	17.3	3,207	1,676.7	0.5	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	2,990	433,060.2	144.8	18.1	2,990	440.1	0.1	0.0
TRANSPORTATION	3,053	406,766.3	133.2	16.7	3,053	670.4	0.2	0.0
TREASURY	1,715	244,606.3	142.6	17.8	1,715	256.0	0.1	0.0
<b>STATEWIDE</b>	<b>52,752</b>	<b>7,103,830.9</b>	<b>134.7</b>	<b>16.8</b>	<b>52,752</b>	<b>10,334.3</b>	<b>0.2</b>	<b>0.0</b>

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

Source: Michigan Civil Service Commission HWF31

**STATE OF MICHIGAN**

Table 2-10

**AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT**

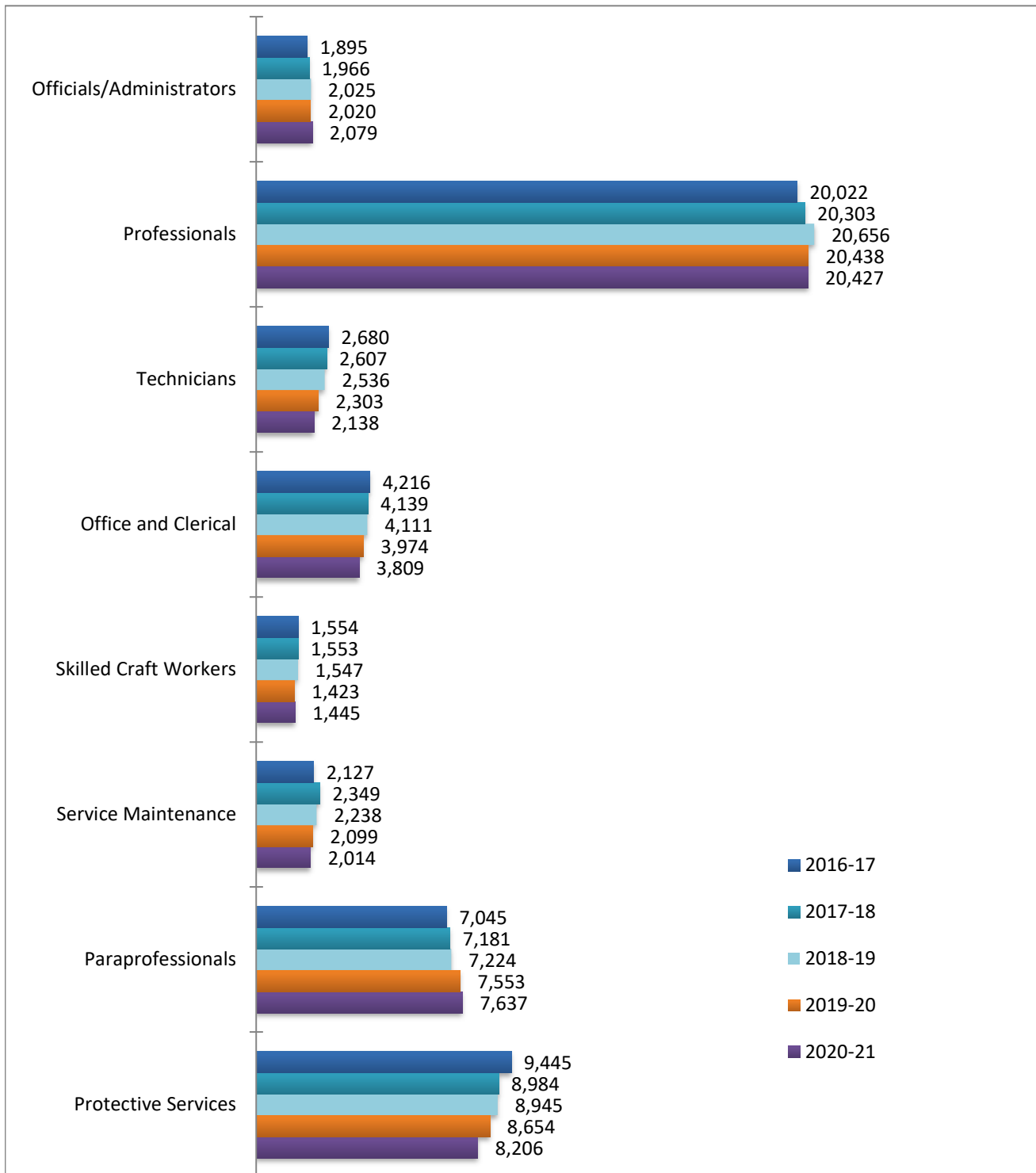
**Pay End Date: September 18, 2021**

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	0	15	56	46	50	69	56	48	67	38	18	9	472
ATTORNEY GENERAL	0	1	28	65	70	62	65	83	78	48	18	8	526
AUDITOR GENERAL	0	10	31	20	16	12	17	22	19	4	1	0	152
CIVIL RIGHTS	0	0	3	10	12	12	10	17	9	7	1	3	84
CIVIL SERVICE COMMISSION	1	19	29	50	48	54	69	60	67	26	7	0	430
CORRECTIONS	27	407	894	1,270	1,254	1,380	1,835	1,898	1,092	555	154	32	10,798
EDUCATION	0	9	11	27	50	67	86	87	69	57	27	13	503
ENVIRONMENT, GREAT LAKES & ENERGY	1	39	148	155	108	181	138	162	166	121	52	10	1,281
EXECUTIVE OFFICE	0	12	14	11	16	6	6	7	0	1	1	0	74
INSURANCE AND FINANCIAL SERV	0	13	29	40	44	51	47	41	31	17	4	2	319
LABOR & ECONOMIC OPPORTUNITY	0	47	134	231	312	352	388	413	378	265	96	42	2,658
LICENSING & REGULATORY AFFAIRS	4	31	101	143	209	223	213	220	192	152	56	28	1,572
MDHHS - COMMUNITY HEALTH	8	61	277	429	479	433	508	510	482	322	129	45	3,683
MDHHS - HUMAN SERVICES	0	177	888	1,258	1,595	1,612	1,532	1,376	1,020	589	210	71	10,328
MILITARY & VETERAN AFFAIRS	1	10	42	67	104	86	104	126	129	80	25	6	780
NATURAL RESOURCES	115	336	300	258	231	265	259	269	234	198	129	107	2,701
STATE	0	33	126	176	149	170	139	200	176	98	27	6	1,300
STATE POLICE	0	141	537	562	325	322	433	387	191	74	21	3	2,996
TECHNOLOGY, MANAGEMENT & BUDGET	6	43	149	234	295	371	413	456	417	300	113	22	2,819
TRANSPORTATION	9	113	176	208	251	398	363	413	395	252	62	26	2,666
TREASURY	5	42	79	171	196	238	209	214	222	167	57	13	1,613
<b>Statewide Total:</b>	<b>177</b>	<b>1,559</b>	<b>4,052</b>	<b>5,431</b>	<b>5,814</b>	<b>6,364</b>	<b>6,890</b>	<b>7,009</b>	<b>5,434</b>	<b>3,371</b>	<b>1,208</b>	<b>446</b>	<b>47,755</b>
<b>Average Age:</b>	<b>19.0</b>	<b>23.1</b>	<b>27.7</b>	<b>32.5</b>	<b>37.5</b>	<b>42.5</b>	<b>47.5</b>	<b>52.3</b>	<b>57.4</b>	<b>62.2</b>	<b>66.9</b>	<b>73.1</b>	<b>44.9</b>

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

Source: Michigan Civil Service Commission HWF23

### STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2016-17 through 2020-21



**2020-21 Total: 47,755**

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 HWF27 for the last full pay period in each fiscal year

**STATE OF MICHIGAN**

Table 2-11

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

**Pay End Date: September 18, 2021**

<b>COUNTY NAME</b>	<b>FULL-TIME</b>	<b>OTHER THAN FULL-TIME</b>	<b>TOTAL EMPLOYEES</b>
ALCONA	7	14	21
ALGER	252	4	256
ALLEGAN	243	15	258
ALPENA	164	28	192
ANTRIM	44	2	46
ARENAC	30	2	32
BARAGA	308	15	323
BARRY	140	48	188
BAY	372	50	422
BENZIE	44	2	46
BERRIEN	350	29	379
BRANCH	347	2	349
CALHOUN	390	9	399
CASS	94	3	97
CHARLEVOIX	31	38	69
CHEBOYGAN	68	54	122
CHIPPEWA	842	76	918
CLARE	74	18	92
CLINTON	582	57	639
CRAWFORD	195	70	265
DELTA	186	37	223
DICKINSON	64	1	65
EATON	3,719	192	3,911
EMMET	94	35	129
GENESEE	933	100	1,033
GLADWIN	43	4	47
GOGEBIC	61	6	67
GRAND TRAVERSE	293	41	334
GRATIOT	817	13	830
HILLSDALE	83	3	86
HOUGHTON	86	25	111
HURON	50	28	78
INGHAM	8,674	724	9,398
IONIA	1,456	25	1,481
IOSCO	59	36	95
IRON	48	14	62
ISABELLA	190	8	198
JACKSON	1,958	45	2,003
KALAMAZOO	1,136	92	1,228
KALKASKA	61	2	63
KENT	1,574	82	1,656
KEWEENAW	4	13	17
LAKE	38	1	39
LAPEER	448	29	477
LEELANAU	17	4	21

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. Employees working 100% remotely are included in totals for the county of their remote work location. Prior to the final quarter of FY 2020-21, remote workers were counted under a separate category named WORK AT HOME – MI.

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN

Table 2-11

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 18, 2021

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	563	24	587
LIVINGSTON	643	46	689
LUCE	237	19	256
MACKINAC	118	73	191
MACOMB	1,539	71	1,610
MANISTEE	319	17	336
MARQUETTE	795	42	837
MASON	60	23	83
MECOSTA	90	4	94
MENOMINEE	32	17	49
MIDLAND	108	6	114
MISSAUKEE	79	5	84
MONROE	206	26	232
MONTCALM	563	6	569
MONTMORENCY	52	20	72
MUSKEGON	823	59	882
NEWAYGO	77	9	86
OAKLAND	1,351	225	1,576
OCEANA	100	40	140
OGEMAW	103	23	126
ONTONAGON	25	14	39
OSCEOLA	42	1	43
OSCODA	26	1	27
OTSEGO	315	25	340
OTTAWA	263	47	310
OUT OF STATE	28	4	32
PRESQUE ISLE	27	21	48
ROSCOMMON	139	25	164
SAGINAW	873	65	938
SANILAC	97	15	112
SCHOOLCRAFT	40	22	62
SHIAWASSEE	68	4	72
ST CLAIR	234	50	284
ST JOSEPH	210	10	220
TUSCOLA	476	64	540
VAN BUREN	268	31	299
WASHTENAW	1,347	67	1,414
WAYNE	4,965	262	5,227
WEXFORD	178	28	206
<b>Grand Total:</b>	<b>44,148</b>	<b>3,607</b>	<b>47,755</b>

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. Employees working 100% remotely are included in totals for the county of their remote work location. Prior to the final quarter of FY 2020-21, remote workers were counted under a separate category named WORK AT HOME – MI.

Source: Michigan Civil Service Commission HWF55



## SECTION THREE

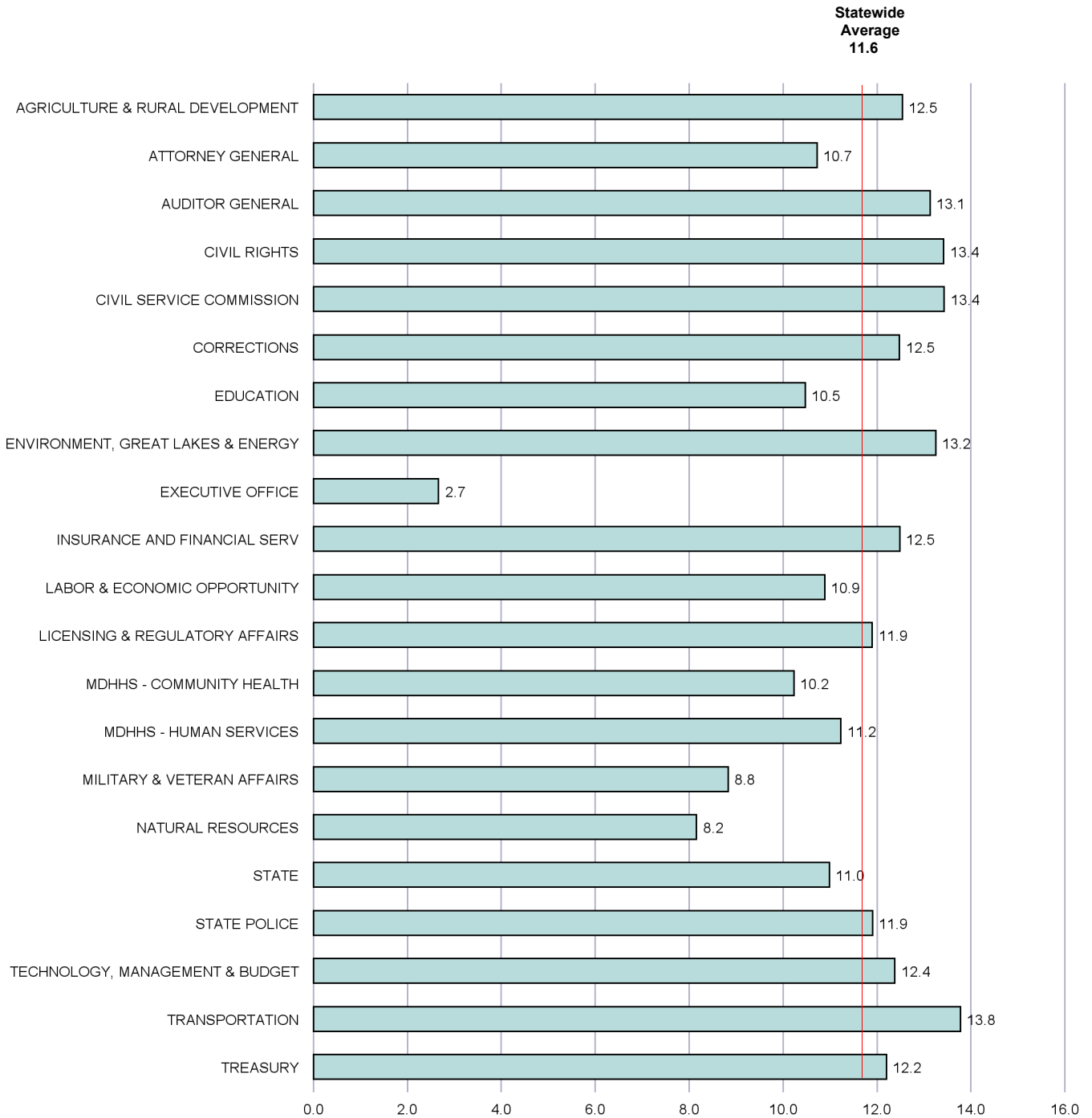
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# **EMPLOYEE CONTINUITY OVERVIEW**



## 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
<b>DEPARTMENT TOTAL</b>	<b>205</b>	<b>227</b>	<b>7</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>219</b>	<b>253</b>	<b>1</b>	<b>4</b>
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
<b>ATTORNEY GENERAL</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>191</b>	<b>254</b>	<b>17</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>213</b>	<b>313</b>	<b>1</b>	<b>0</b>
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
<b>AUDITOR GENERAL</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>69</b>	<b>74</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>74</b>	<b>78</b>	<b>0</b>	<b>0</b>
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
<b>DEPARTMENT AVERAGE YEARS</b>																	<b>13.1</b>	

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
<b>CIVIL RIGHTS</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>8</b>	<b>16</b>	<b>9</b>	<b>40</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>64</b>	<b>0</b>	<b>0</b>
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	
<b>CIVIL SERVICE COMMISSION</b>																			
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	
<b>DEPARTMENT TOTAL</b>	<b>53</b>	<b>279</b>	<b>13</b>	<b>50</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>13</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>71</b>	<b>359</b>	<b>1</b>	<b>1</b>	
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	
<b>DEPARTMENT AVERAGE YEARS</b>																	<b>13.4</b>		

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	
<b>CORRECTIONS</b>																			
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	
<b>DEPARTMENT TOTAL</b>	<b>5,673</b>	<b>2,658</b>	<b>888</b>	<b>941</b>	<b>152</b>	<b>53</b>	<b>190</b>	<b>121</b>	<b>43</b>	<b>17</b>	<b>2</b>	<b>1</b>	<b>34</b>	<b>25</b>	<b>6,982</b>	<b>3,816</b>	<b>11</b>	<b>12</b>	
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
<b>DEPARTMENT TOTAL</b>	<b>117</b>	<b>304</b>	<b>9</b>	<b>44</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>11</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>134</b>	<b>369</b>	<b>1</b>	<b>1</b>
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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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
<b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>591</b>	<b>584</b>	<b>16</b>	<b>23</b>	<b>2</b>	<b>3</b>	<b>10</b>	<b>9</b>	<b>19</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>639</b>	<b>642</b>	<b>4</b>	<b>2</b>
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

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
<b>EXECUTIVE OFFICE</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>16</b>	<b>37</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>24</b>	<b>50</b>	<b>0</b>	<b>0</b>
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
<b>INSURANCE AND FINANCIAL SERV</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>121</b>	<b>152</b>	<b>9</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>136</b>	<b>183</b>	<b>0</b>	<b>3</b>
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	
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>																			
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	
<b>DEPARTMENT TOTAL</b>	<b>559</b>	<b>1,065</b>	<b>138</b>	<b>693</b>	<b>7</b>	<b>9</b>	<b>39</b>	<b>69</b>	<b>13</b>	<b>30</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>28</b>	<b>763</b>	<b>1,895</b>	<b>11</b>	<b>13</b>	
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

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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
<b>LICENSING &amp; REGULATORY AFFAIRS</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>522</b>	<b>762</b>	<b>43</b>	<b>156</b>	<b>3</b>	<b>6</b>	<b>12</b>	<b>31</b>	<b>8</b>	<b>18</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>589</b>	<b>983</b>	<b>1</b>	<b>4</b>
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

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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
<b>MDHHS - COMMUNITY HEALTH</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>804</b>	<b>1,618</b>	<b>341</b>	<b>676</b>	<b>5</b>	<b>11</b>	<b>31</b>	<b>66</b>	<b>39</b>	<b>65</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>18</b>	<b>1,229</b>	<b>2,454</b>	<b>3</b>	<b>13</b>
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

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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	
<b>MDHHS - HUMAN SERVICES</b>																			
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	
<b>DEPARTMENT TOTAL</b>	<b>1,287</b>	<b>5,151</b>	<b>422</b>	<b>2,808</b>	<b>8</b>	<b>51</b>	<b>92</b>	<b>305</b>	<b>18</b>	<b>48</b>	<b>1</b>	<b>3</b>	<b>31</b>	<b>103</b>	<b>1,859</b>	<b>8,469</b>	<b>10</b>	<b>20</b>	
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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**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
<b>MILITARY &amp; VETERAN AFFAIRS</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>364</b>	<b>313</b>	<b>28</b>	<b>35</b>	<b>1</b>	<b>0</b>	<b>16</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>416</b>	<b>364</b>	<b>2</b>	<b>0</b>
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.

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	
<b>NATURAL RESOURCES</b>																			
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	
<b>DEPARTMENT TOTAL</b>	<b>1,670</b>	<b>905</b>	<b>24</b>	<b>28</b>	<b>17</b>	<b>6</b>	<b>21</b>	<b>10</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>1,742</b>	<b>959</b>	<b>6</b>	<b>3</b>	
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.

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	
<b>STATE</b>																			
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	
<b>DEPARTMENT TOTAL</b>	<b>221</b>	<b>732</b>	<b>42</b>	<b>212</b>	<b>0</b>	<b>7</b>	<b>15</b>	<b>41</b>	<b>5</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>287</b>	<b>1,013</b>	<b>2</b>	<b>3</b>	
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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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	
<b>STATE POLICE</b>																			
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	
<b>DEPARTMENT TOTAL</b>	<b>1,968</b>	<b>733</b>	<b>116</b>	<b>42</b>	<b>25</b>	<b>3</b>	<b>47</b>	<b>24</b>	<b>17</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>1</b>	<b>2,187</b>	<b>809</b>	<b>2</b>	<b>2</b>	
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
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>1,510</b>	<b>757</b>	<b>89</b>	<b>95</b>	<b>6</b>	<b>5</b>	<b>42</b>	<b>35</b>	<b>127</b>	<b>138</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>8</b>	<b>1,781</b>	<b>1,038</b>	<b>5</b>	<b>2</b>
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
<b>TRANSPORTATION</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>1,655</b>	<b>676</b>	<b>79</b>	<b>74</b>	<b>28</b>	<b>15</b>	<b>40</b>	<b>17</b>	<b>35</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>1,841</b>	<b>825</b>	<b>7</b>	<b>8</b>
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

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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
<b>TREASURY</b>																		
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
<b>DEPARTMENT TOTAL</b>	<b>490</b>	<b>739</b>	<b>71</b>	<b>189</b>	<b>3</b>	<b>7</b>	<b>16</b>	<b>40</b>	<b>16</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>13</b>	<b>604</b>	<b>1,009</b>	<b>4</b>	<b>4</b>
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
<b>STATEWIDE TOTALS</b>																		
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
<b>STATEWIDE TOTAL</b>	<b>18,094</b>	<b>18,036</b>	<b>2,368</b>	<b>6,192</b>	<b>259</b>	<b>187</b>	<b>590</b>	<b>830</b>	<b>360</b>	<b>448</b>	<b>5</b>	<b>7</b>	<b>134</b>	<b>245</b>	<b>21,810</b>	<b>25,945</b>	<b>72</b>	<b>95</b>
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

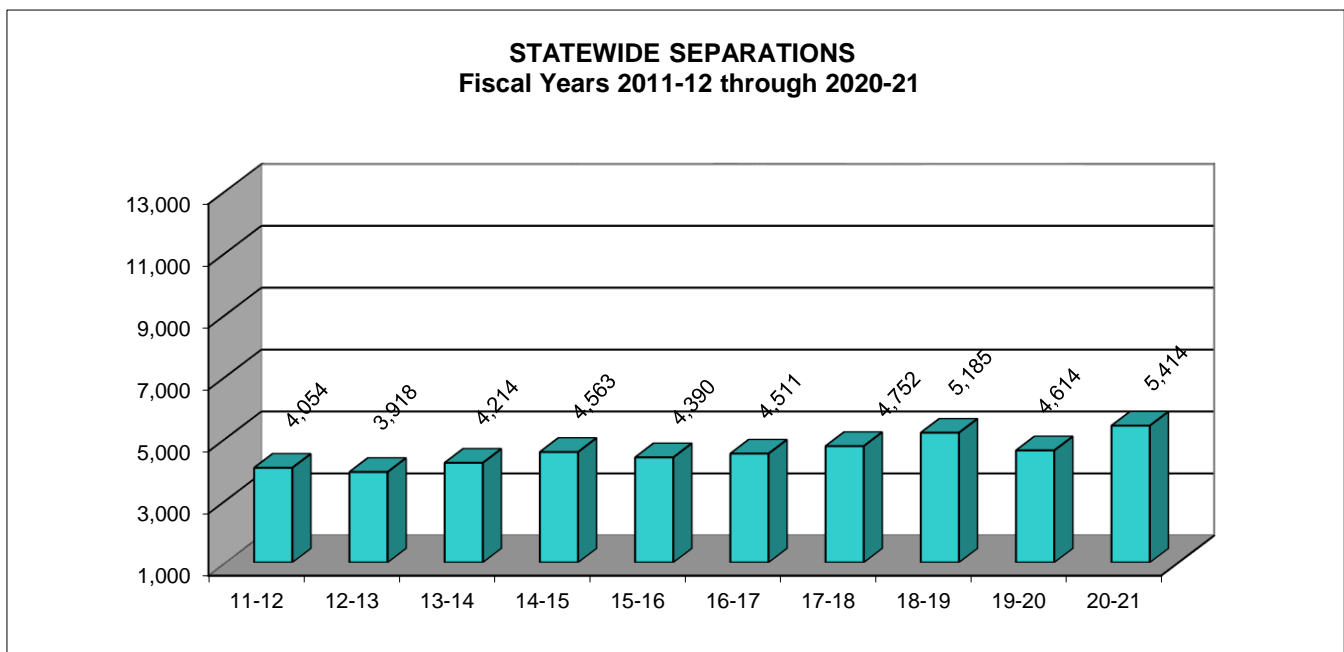
STATEWIDE AVERAGE YEARS 11.6

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**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%
<b>Total Involuntary Separations</b>	<b>629</b>	<b>11.6%</b>
<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%
<b>Total Voluntary Separations</b>	<b>3,118</b>	<b>57.6%</b>
<i>RETIREMENT</i>		
Retirement	1,573	29.1%
Disability Retirement	52	1.0%
Deferred Retirement	42	0.8%
<b>Total Retirements</b>	<b>1,667</b>	<b>30.8%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>0</b>	<b>0.0%</b>
<b>TOTAL SEPARATIONS</b>	<b>5,414</b>	<b>100.0%</b>



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
<b>STATEWIDE TOTALS:</b>	<b>4,184</b>	<b>1,758</b>	<b>247</b>	<b>15</b>	<b>6,204</b>	<b>6,314</b>	<b>249</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>6,573</b>	<b>-369</b>

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 <sup>1</sup>	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 <sup>2</sup>	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 <sup>2</sup>	63,096	3,819	6.1%
1988-89 <sup>2</sup>	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92 <sup>2</sup>	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 <sup>2</sup>	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 <sup>2</sup>	60,147	6,214	10.3%
2002-03 <sup>2</sup>	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 <sup>2</sup>	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%

<sup>1</sup> Turnover figures for 1977-78 are not available.

<sup>2</sup> 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
<b>Agriculture &amp; Rural Development</b>			
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%
<b>Attorney General</b>			
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%
<b>Auditor General</b>			
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%
<b>Civil Rights</b>			
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%
<b>Civil Service Commission</b>			
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%
<b>Corrections</b>			
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%
<b>Education</b>			
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%
<b>Environment, Great Lakes &amp; Energy <sup>2</sup></b>			
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
<b>Executive Office</b>			
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%
<b>Insurance and Financial Services</b>			
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%
<b>Labor &amp; Economic Opportunity <sup>1</sup></b>			
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%
<b>Licensing &amp; Regulatory Affairs</b>			
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%
<b>MDHHS-Community Health</b>			
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%
<b>MDHHS-Human Services</b>			
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%
<b>Military and Veterans Affairs</b>			
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%
<b>Natural Resources</b>			
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
<b>State</b>			
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%
<b>State Police</b>			
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%
<b>Technology, Management and Budget</b>			
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%
<b>Transportation</b>			
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%
<b>Treasury</b>			
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%
<b>Statewide Total</b>			
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: <sup>1</sup> 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.

<sup>2</sup> 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.

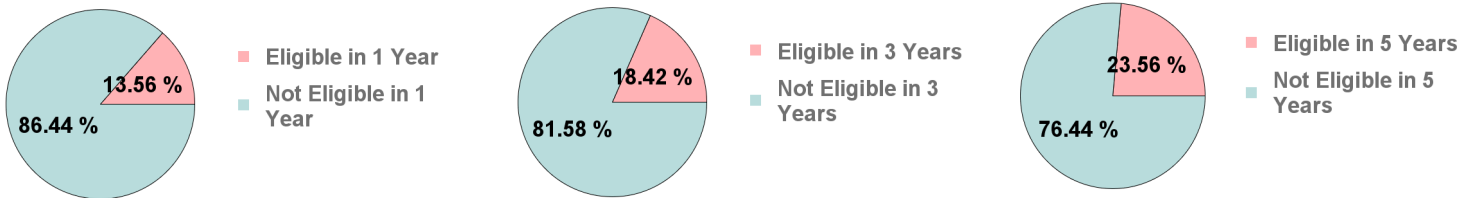
STATE OF MICHIGAN

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 %
<b>STATEWIDE</b>	<b>13.6 %</b>	<b>18.4 %</b>	<b>23.6 %</b>

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

## SECTION FOUR

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# **EQUAL EMPLOYMENT OPPORTUNITY REPORT**



Section Four provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

## **BREAKDOWNS**

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black or African American
3. American Indian or Alaska Native
4. Hispanic or Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or More Races

**Disabled.** Employees have been permitted to identify themselves as "disabled." There is no uniform or objective definition of "disabled." Identification as "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or state and federal discrimination statutes, but only that the employee has requested to be identified as "disabled".

**Gender.** Each race/ethnic group is further broken down by gender of male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's workforce analysis (EEO-4 Report). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

**STATE OF MICHIGAN**  
**STATE EMPLOYEES BY EEO CATEGORY STATEWIDE**  
**Pay End Date: September 18, 2021**

Table 4-1

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	878	42 %	898	43 %	74	4 %	135	6 %	6	0 %	4	0 %	18	1 %	23	1 %	21	1 %	17	1 %	0	0 %	0	0 %	0	0 %	5	0 %	997	1,082
02	<b>Professional</b>	6,521	32 %	8,998	44 %	798	4 %	2,784	14 %	49	0 %	72	0 %	181	1 %	319	2 %	245	1 %	341	2 %	1	0 %	1	0 %	46	0 %	70	0 %	7,841	12,586
03	<b>Technician</b>	1,280	60 %	532	25 %	79	4 %	105	5 %	15	1 %	4	0 %	40	2 %	19	1 %	28	1 %	13	1 %	1	0 %	1	0 %	8	0 %	13	1 %	1,451	687
04	<b>Protective Service</b>	5,630	69 %	894	11 %	768	9 %	408	5 %	135	2 %	37	0 %	195	2 %	49	1 %	31	0 %	4	0 %	2	0 %	2	0 %	43	1 %	10	0 %	6,804	1,402
05	<b>Para-Professionals</b>	1,089	14 %	3,455	45 %	441	6 %	2,043	27 %	9	0 %	32	0 %	92	1 %	265	3 %	24	0 %	51	1 %	1	0 %	1	0 %	26	0 %	106	1 %	1,682	5,955
06	<b>Admin Support</b>	295	8 %	2,560	67 %	68	2 %	627	16 %	5	0 %	33	1 %	17	0 %	144	4 %	6	0 %	18	0 %	0	0 %	0	0 %	4	0 %	31	1 %	395	3,414
07	<b>Skilled Craft</b>	1,293	89 %	45	3 %	52	4 %	5	0 %	19	1 %	0	0 %	24	2 %	1	0 %	2	0 %	0	0 %	0	0 %	0	0 %	4	0 %	0	0 %	1,394	51
08	<b>Service/Maintenance</b>	1,108	55 %	654	32 %	88	4 %	85	4 %	21	1 %	5	0 %	23	1 %	10	0 %	3	0 %	4	0 %	0	0 %	0	0 %	3	0 %	10	0 %	1,246	768
<b>Statewide Total by Category:</b>		<b>18,094</b>	<b>38 %</b>	<b>18,036</b>	<b>38 %</b>	<b>2,368</b>	<b>5 %</b>	<b>6,192</b>	<b>13 %</b>	<b>259</b>	<b>1 %</b>	<b>187</b>	<b>0 %</b>	<b>590</b>	<b>1 %</b>	<b>830</b>	<b>2 %</b>	<b>360</b>	<b>1 %</b>	<b>448</b>	<b>1 %</b>	<b>5</b>	<b>0 %</b>	<b>7</b>	<b>0 %</b>	<b>134</b>	<b>0 %</b>	<b>245</b>	<b>1 %</b>	<b>21,810</b>	<b>25,945</b>

**State Employees Grand Total: 47,755**

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

Source: Michigan Civil Service Commission HWF60

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**AGRICULTURE & RURAL DEVELOPMENT**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	13	72 %	4	22 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	13	5
02	Professional	154	45 %	160	47 %	5	1 %	11	3 %	1	0 %	1	0 %	3	1 %	165	178
03	Technician	23	51 %	16	36 %	1	2 %	1	2 %	0	0 %	0	0 %	1	2 %	25	20
05	Para-Professionals	6	20 %	22	73 %	1	3 %	1	3 %	0	0 %	0	0 %	0	0 %	7	23
06	Admin Support	0	0 %	23	92 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	25
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
08	Service/Maintenance	8	80 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	2
<b>Department Totals by Category:</b>		<b>205</b>	<b>43 %</b>	<b>227</b>	<b>48 %</b>	<b>7</b>	<b>1 %</b>	<b>14</b>	<b>3 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>4</b>	<b>1 %</b>	<b>219</b>	<b>253</b>

**Department Total: 472**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

## ATTORNEY GENERAL

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	46	53 %	33	38 %	1	1 %	4	5 %	0	0 %	0	0 %	0	0 %	0	0 %	47	39
02	Professional	117	44 %	108	41 %	8	3 %	20	8 %	0	0 %	0	0 %	1	0 %	2	1 %	130	133
04	Protective Service	24	60 %	7	18 %	7	18 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	31	9
05	Para-Professionals	3	13 %	16	67 %	1	4 %	2	8 %	0	0 %	0	0 %	0	0 %	0	0 %	4	20
06	Admin Support	1	1 %	90	80 %	0	0 %	18	16 %	0	0 %	2	2 %	0	0 %	1	1 %	1	111
08	Service/Maintenance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	00 %	0	0 %	0	0 %	0	1
<b>Department Totals by Category:</b>		<b>191</b>	<b>36 %</b>	<b>254</b>	<b>48 %</b>	<b>17</b>	<b>3 %</b>	<b>46</b>	<b>9 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>213</b>	<b>313</b>

**Department Total: 526**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**AUDITOR GENERAL**

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	11	44 %	14	56 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	14
02	<b>Professional</b>	56	47 %	55	46 %	3	3 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	61	58
03	<b>Technician</b>	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
06	<b>Admin Support</b>	0	0 %	3	75 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	4
07	<b>Skilled Craft</b>	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
<b>Department Totals by Category:</b>		<b>69</b>	<b>45 %</b>	<b>74</b>	<b>49 %</b>	<b>3</b>	<b>2 %</b>	<b>1</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>74</b>	<b>78</b>

**Department Total: 152**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**CIVIL RIGHTS**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	<b>Official/Administrator</b>	2 20 %	3 30 %	1 10 %	1 10 %	0 0 %	0 0 %	1 0 %	2 20 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	4	6
02	<b>Professional</b>	6 11 %	12 21 %	8 14 %	24 42 %	0 0 %	1 2 %	1 2 %	3 5 %	0 0 %	1 2 %	0 0 %	0 0 %	1 2 %	0 0 %	16	41
05	<b>Para-Professionals</b>	0 0 %	1 11 %	0 0 %	8 89 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	9
06	<b>Admin Support</b>	0 0 %	0 0 %	0 0 %	7 88 %	0 0 %	0 0 %	0 0 %	1 13 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	8
<b>Department Totals by Category:</b>		<b>8 10 %</b>	<b>16 19 %</b>	<b>9 11 %</b>	<b>40 48 %</b>	<b>0 0 %</b>	<b>1 1 %</b>	<b>2 2 %</b>	<b>6 7 %</b>	<b>0 0 %</b>	<b>1 1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>1 1 %</b>	<b>0 0 %</b>	<b>20</b>	<b>64</b>

**Department Total: 84**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**CIVIL SERVICE COMMISSION**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	11	22 %	35	69 %	2	4 %	2	4 %	0	0 %	1	2 %	0	0 %	0	0 %	13	38
02	<b>Professional</b>	33	14 %	155	64 %	8	3 %	28	12 %	0	0 %	2	1 %	1	0 %	8	3 %	44	198
03	<b>Technician</b>	1	20 %	1	20 %	0	0 %	1	20 %	0	0 %	0	0 %	120	0 %	0	0 %	2	3
05	<b>Para-Professionals</b>	6	8 %	51	70 %	2	3 %	8	11 %	0	0 %	0	0 %	2	3 %	0	0 %	9	64
06	<b>Admin Support</b>	2	3 %	37	63 %	1	2 %	11	19 %	0	0 %	2	3 %	0	0 %	3	5 %	3	56
<b>Department Totals by Category:</b>		<b>53</b>	<b>12 %</b>	<b>279</b>	<b>65 %</b>	<b>13</b>	<b>3 %</b>	<b>50</b>	<b>12 %</b>	<b>0</b>	<b>0 %</b>	<b>6</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>13</b>	<b>3 %</b>	<b>71</b>	<b>359</b>

**Department Total: 430**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**CORRECTIONS**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	69	50 %	43	31 %	10	7 %	12	9 %	1	1 %	1	1 %	0	0 %	0	0 %	81	56												
02	<b>Professional</b>	1,074	37 %	1,082	38 %	209	7 %	388	13 %	22	1 %	9	0 %	22	1 %	45	2 %	15	1 %	8	0 %	0	0 %	0	0 %	1,343	1,541				
03	<b>Technician</b>	47	25 %	111	59 %	3	2 %	16	9 %	2	1 %	2	1 %	1	1 %	1	1 %	1	1 %	2	1 %	0	0 %	1	1 %	0	0 %	54	133		
04	<b>Protective Service</b>	3,688	66 %	578	10 %	593	11 %	335	6 %	109	2 %	25	0 %	149	3 %	42	1 %	23	0 %	2	0 %	2	0 %	0	0 %	28	1 %	9	0 %	4,592	991
05	<b>Para-Professionals</b>	102	22 %	266	57 %	21	4 %	52	11 %	1	0 %	5	1 %	4	1 %	13	3 %	1	0 %	1	0 %	0	0 %	0	0 %	10	0 %	0	0 %	130	337
06	<b>Admin Support</b>	29	5 %	427	70 %	6	1 %	107	18 %	3	0 %	9	1 %	1	0 %	16	3 %	0	0 %	3	0 %	0	0 %	0	0 %	10	0 %	4	1 %	40	566
07	<b>Skilled Craft</b>	334	93 %	8	2 %	9	3 %	0	0 %	3	1 %	0	0 %	5	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	0 %	0	0 %	352	8
08	<b>Service/Maintenance</b>	330	57 %	143	25 %	37	6 %	31	5 %	11	2 %	2	0 %	8	1 %	4	1 %	2	0 %	1	0 %	0	0 %	0	0 %	20	0 %	3	1 %	390	184
<b>Department Totals by Category:</b>		<b>5,673</b>	<b>53 %</b>	<b>2,658</b>	<b>25 %</b>	<b>888</b>	<b>8 %</b>	<b>941</b>	<b>9 %</b>	<b>152</b>	<b>1 %</b>	<b>53</b>	<b>0 %</b>	<b>190</b>	<b>2 %</b>	<b>121</b>	<b>1 %</b>	<b>43</b>	<b>0 %</b>	<b>17</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>34</b>	<b>0 %</b>	<b>25</b>	<b>0 %</b>	<b>6,982</b>	<b>3,816</b>

**Department Total: 10,798**

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

Source: Michigan Civil Service Commission HWF61



**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**EDUCATION**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	17	40 %	17	40 %	2	5 %	5	12 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	20	23										
02	<b>Professional</b>	85	24 %	219	62 %	4	1 %	31	9 %	0	0 %	1	0 %	10	6 %	2 %	3	1 %	5	1 %	0	0 %	93	263							
03	<b>Technician</b>	3	20 %	10	67 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	3	12						
05	<b>Para-Professionals</b>	11	24 %	21	47 %	2	4 %	6	13 %	1	2 %	0	0 %	1	2 %	2	4 %	0	0 %	0	0 %	0	0 %	1	2 %	15	30				
06	<b>Admin Support</b>	0	0 %	37	86 %	1	2 %	1	2 %	0	0 %	0	0 %	1	2 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	2	41				
08	<b>Service/Maintenance</b>	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0				
<b>Department Totals by Category:</b>		<b>117</b>	<b>23 %</b>	<b>304</b>	<b>60 %</b>	<b>9</b>	<b>2 %</b>	<b>44</b>	<b>9 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>4</b>	<b>1 %</b>	<b>11</b>	<b>2 %</b>	<b>3</b>	<b>1 %</b>	<b>7</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>134</b>	<b>369</b>

**Department Total: 503**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

## ENVIRON GREAT LAKES AND ENERGY

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	33	47 %	30	43 %	2	3 %	3	4 %	0	0 %	0	0 %	1	1 %	0	0 %	37	33												
02	Professional	509	51 %	415	42 %	8	1 %	8	1 %	2	0 %	3	0 %	8	1 %	5	1 %	18	2 %	15	2 %	0	0 %	0	0 %	1	0 %	546	447		
03	Technician	33	51 %	22	34 %	5	8 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	5 %	39	26		
04	Protective Service	10	83 %	1	8 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	1		
05	Para-Professionals	3	12 %	22	85 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	23		
06	Admin Support	2	2 %	94	82 %	0	0 %	11	10 %	0	0 %	0	0 %	3	3 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	3	3 %	2	112		
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0		
<b>Department Totals by Category:</b>		<b>591</b>	<b>46 %</b>	<b>584</b>	<b>46 %</b>	<b>16</b>	<b>1 %</b>	<b>23</b>	<b>2 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>10</b>	<b>1 %</b>	<b>9</b>	<b>1 %</b>	<b>19</b>	<b>1 %</b>	<b>16</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>7</b>	<b>1 %</b>	<b>639</b>	<b>642</b>

**Department Total: 1,281**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**EXECUTIVE OFFICE**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	3	25 %	6	50 %	1	8 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	4	8												
02	<b>Professional</b>	9	21 %	22	52 %	2	5 %	0	0 %	0	0 %	1	2 %	5	12 %	2	5 %	1	2 %	14	28										
03	<b>Technician</b>	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0 %	0	0 %	2	0								
05	<b>Para-Professionals</b>	1	7 %	8	57 %	1	7 %	3	21 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	12								
06	<b>Admin Support</b>	2	50 %	1	25 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	2								
<b>Department Totals by Category:</b>		<b>16</b>	<b>22 %</b>	<b>37</b>	<b>50 %</b>	<b>4</b>	<b>5 %</b>	<b>5</b>	<b>7 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>1 %</b>	<b>6</b>	<b>8 %</b>	<b>2</b>	<b>3 %</b>	<b>1</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>11</b>	<b>1 %</b>	<b>1</b>	<b>1 %</b>	<b>24</b>	<b>50</b>

**Department Total: 74**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**INSURANCE AND FINANCIAL SERV**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	6	21 %	18	64 %	0	0 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	6	22
02	<b>Professional</b>	109	44 %	107	43 %	7	3 %	16	6 %	0	0 %	1	0 %	4	2 %	1	0 %	122	127
03	<b>Technician</b>	2	67 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1
05	<b>Para-Professionals</b>	2	14 %	11	79 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	2	12
06	<b>Admin Support</b>	2	8 %	15	60 %	2	8 %	2	8 %	0	0 %	0	0 %	3	12 %	1	4 %	4	21
<b>Department Totals by Category:</b>		<b>121</b>	<b>38 %</b>	<b>152</b>	<b>48 %</b>	<b>9</b>	<b>3 %</b>	<b>20</b>	<b>6 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>4</b>	<b>1 %</b>	<b>6</b>	<b>2 %</b>	<b>136</b>	<b>183</b>

**Department Total: 319**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

## LABOR &amp; ECONOMIC OPPORTUNITY

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	53	37 %	62	43 %	7	5 %	17	12 %	2	1 %	0	0 %	3	2 %	0	0 %	65	80												
02	Professional	350	28 %	507	40 %	62	5 %	251	20 %	4	0 %	6	0 %	19	2 %	17	1 %	447	807												
03	Technician	7	23 %	14	45 %	1	3 %	3	10 %	0	0 %	0	0 %	2	6 %	3	10 %	11	20												
04	Protective Service	2	50 %	0	0 %	2	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	0												
05	Para-Professionals	119	12 %	348	35 %	55	6 %	380	38 %	1	0 %	1	0 %	12	1 %	40	4 %	194	801												
06	Admin Support	11	6 %	125	65 %	5	3 %	40	21 %	0	0 %	2	1 %	1	1 %	9	5 %	17	176												
07	Skilled Craft	10	63 %	0	0 %	3	19 %	1	6 %	0	0 %	0	0 %	2	3 %	0	0 %	15	1												
08	Service/Maintenance	7	35 %	9	45 %	3	15 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	10	10												
<b>Department Totals by Category:</b>		<b>559</b>	<b>21 %</b>	<b>1,065</b>	<b>40 %</b>	<b>138</b>	<b>5 %</b>	<b>693</b>	<b>26 %</b>	<b>7</b>	<b>0 %</b>	<b>9</b>	<b>0 %</b>	<b>39</b>	<b>1 %</b>	<b>69</b>	<b>3 %</b>	<b>13</b>	<b>0 %</b>	<b>30</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>6</b>	<b>0 %</b>	<b>28</b>	<b>1 %</b>	<b>763</b>	<b>1,895</b>

**Department Total: 2,658**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**LICENSING & REGULATORY AFFAIRS**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	59	37 %	83	52 %	2	1 %	12	7 %	0	0 %	0	0 %	0	0 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	61	100				
02	<b>Professional</b>	301	33 %	428	46 %	30	3 %	106	11 %	1	0 %	6	1 %	9	1 %	18	2 %	7	1 %	13	1 %	0	0 %	1	0 %	0	0 %	348	574		
03	<b>Technician</b>	117	81 %	14	10 %	7	5 %	2	1 %	1	1 %	0	0 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	1	1 %	128	17		
05	<b>Para-Professionals</b>	25	14 %	126	70 %	4	2 %	13	7 %	1	1 %	0	0 %	1	1 %	3	2 %	0	0 %	3	2 %	0	0 %	0	0 %	0	0 %	5	3 %	31	150
06	<b>Admin Support</b>	13	8 %	111	72 %	0	0 %	22	14 %	0	0 %	0	0 %	0	0 %	5	3 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	2	1 %	13	141
07	<b>Skilled Craft</b>	3	60 %	0	0 %	0	0 %	1	20 %	0	0 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	1
08	<b>Service/Maintenance</b>	4	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	0
<b>Department Totals by Category:</b>		<b>522</b>	<b>33 %</b>	<b>762</b>	<b>48 %</b>	<b>43</b>	<b>3 %</b>	<b>156</b>	<b>10 %</b>	<b>3</b>	<b>0 %</b>	<b>6</b>	<b>0 %</b>	<b>12</b>	<b>1 %</b>	<b>31</b>	<b>2 %</b>	<b>8</b>	<b>1 %</b>	<b>18</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>9</b>	<b>1 %</b>	<b>589</b>	<b>983</b>

**Department Total: 1,572**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

## MDHHS - COMMUNITY HEALTH

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	71	25 %	176	62 %	9	3 %	12	4 %	0	0 %	1	0 %	2	1 %	6	2 %	3	1 %	0	0 %	0	0 %	0	0 %	0	0 %	88	195		
02	Professional	339	21 %	844	53 %	64	4 %	237	15 %	1	0 %	7	0 %	6	0 %	21	1 %	24	1 %	52	3 %	0	0 %	0	0 %	5	0 %	5	0 %	439	1,166
03	Technician	18	16 %	39	34 %	9	8 %	41	36 %	0	0 %	0	0 %	0	0 %	2	2 %	2	2 %	1	1 %	1	1 %	0	0 %	0	0 %	30	84		
04	Protective Service	108	36 %	47	16 %	79	26 %	57	19 %	2	1 %	1	0 %	4	1 %	4	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	193	110		
05	Para-Professionals	169	19 %	255	29 %	151	17 %	257	29 %	2	0 %	1	0 %	16	2 %	19	2 %	7	1 %	7	1 %	0	0 %	0	0 %	3	0 %	6	1 %	348	545
06	Admin Support	20	7 %	200	72 %	2	1 %	37	13 %	0	0 %	1	0 %	0	0 %	16	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	22	256
07	Skilled Craft	42	81 %	2	4 %	7	13 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	50	2		
08	Service/Maintenance	37	24 %	55	35 %	20	13 %	35	23 %	0	0 %	0	0 %	2	1 %	2	1 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	2	1 %	59	96
<b>Department Totals by Category:</b>		<b>804</b>	<b>22 %</b>	<b>1,618</b>	<b>44 %</b>	<b>341</b>	<b>9 %</b>	<b>676</b>	<b>18 %</b>	<b>5</b>	<b>0 %</b>	<b>11</b>	<b>0 %</b>	<b>31</b>	<b>1 %</b>	<b>66</b>	<b>2 %</b>	<b>39</b>	<b>1 %</b>	<b>65</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>8</b>	<b>0 %</b>	<b>18</b>	<b>0 %</b>	<b>1,229</b>	<b>2,454</b>

**Department Total: 3,683**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

## MDHHS - HUMAN SERVICES

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	48	23 %	104	50 %	14	7 %	35	17 %	0	0 %	0	0 %	2	1 %	4	2 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	65	145
02	Professional	806	14 %	3,066	53 %	218	4 %	1,443	25 %	7	0 %	23	0 %	46	1 %	118	2 %	7	0 %	32	1 %	0	0 %	1	0 %	15	0 %	33	1 %	1,099	4,716
03	Technician	6	33 %	8	44 %	0	0 %	3	17 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	11
05	Para-Professionals	347	11 %	1,400	43 %	153	5 %	1,079	33 %	1	0 %	18	1 %	37	1 %	133	4 %	9	0 %	11	0 %	1	0 %	1	0 %	15	0 %	66	2 %	563	2,708
06	Admin Support	63	6 %	572	58 %	31	3 %	248	25 %	0	0 %	10	1 %	5	1 %	50	5 %	1	0 %	4	0 %	0	0 %	1	0 %	10	0 %	3	0 %	101	888
07	Skilled Craft	11	85 %	0	0 %	2	15 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	0
08	Service/Maintenance	6	50 %	1	8 %	4	33 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	1
<b>Department Totals by Category:</b>		<b>1,287</b>	<b>12 %</b>	<b>5,151</b>	<b>50 %</b>	<b>422</b>	<b>4 %</b>	<b>2,808</b>	<b>27 %</b>	<b>8</b>	<b>0 %</b>	<b>51</b>	<b>0 %</b>	<b>92</b>	<b>1 %</b>	<b>305</b>	<b>3 %</b>	<b>18</b>	<b>0 %</b>	<b>48</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>31</b>	<b>0 %</b>	<b>103</b>	<b>1 %</b>	<b>1,859</b>	<b>8,469</b>

**Department Total: 10,328**

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

Source: Michigan Civil Service Commission HWF61



**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**MILITARY & VETERAN AFFAIRS**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	14	48 %	15	52 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	15												
02	<b>Professional</b>	61	33 %	103	56 %	2	1 %	8	4 %	0	0 %	0	0 %	1	1 %	3	2 %	2	1 %	66	118										
03	<b>Technician</b>	27	27 %	50	50 %	4	4 %	11	11 %	0	0 %	0	0 %	4	4 %	1	1 %	2	2 %	1	1 %	37	64								
04	<b>Protective Service</b>	27	96 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	28	0								
05	<b>Para-Professionals</b>	53	31 %	88	52 %	14	8 %	5	3 %	0	0 %	0	0 %	4	2 %	2	1 %	0	0 %	3	2 %	1	1 %	72	98						
06	<b>Admin Support</b>	4	11 %	25	69 %	1	3 %	5	14 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	5	31						
07	<b>Skilled Craft</b>	118	91 %	1	1 %	3	2 %	0	0 %	1	1 %	0	0 %	4	3 %	0	0 %	1	1 %	0	0 %	0	0 %	1	1 %	128	1				
08	<b>Service/Maintenance</b>	60	58 %	31	30 %	4	4 %	6	6 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	66	37				
<b>Department Totals by Category:</b>		<b>364</b>	<b>47 %</b>	<b>313</b>	<b>40 %</b>	<b>28</b>	<b>4 %</b>	<b>35</b>	<b>4 %</b>	<b>1</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>16</b>	<b>2 %</b>	<b>6</b>	<b>1 %</b>	<b>5</b>	<b>1 %</b>	<b>7</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>416</b>	<b>364</b>

**Department Total: 780**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**NATURAL RESOURCES**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	42	66 %	21	33 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	43	21												
02	<b>Professional</b>	311	59 %	190	36 %	4	1 %	5	1 %	2	0 %	2	0 %	2	0 %	5	1 %	324	204												
03	<b>Technician</b>	173	73 %	52	22 %	4	2 %	1	0 %	2	1 %	1	0 %	1	0 %	0	0 %	181	56												
04	<b>Protective Service</b>	521	80 %	102	16 %	5	1 %	2	0 %	8	1 %	0	0 %	10	2 %	0	0 %	546	104												
05	<b>Para-Professionals</b>	14	29 %	33	69 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	14	34												
06	<b>Admin Support</b>	10	7 %	114	83 %	0	0 %	8	6 %	0	0 %	2	1 %	0	0 %	1	1 %	10	128												
07	<b>Skilled Craft</b>	88	81 %	18	17 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	90	18												
08	<b>Service/Maintenance</b>	511	55 %	375	40 %	11	1 %	11	1 %	5	1 %	2	0 %	6	1 %	2	0 %	534	394												
<b>Department Totals by Category:</b>		<b>1,670</b>	<b>62 %</b>	<b>905</b>	<b>34 %</b>	<b>24</b>	<b>1 %</b>	<b>28</b>	<b>1 %</b>	<b>17</b>	<b>1 %</b>	<b>6</b>	<b>0 %</b>	<b>21</b>	<b>1 %</b>	<b>10</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>6</b>	<b>0 %</b>	<b>6</b>	<b>0 %</b>	<b>1,742</b>	<b>959</b>

**Department Total: 2,701**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

STATE

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	20	47 %	14	33 %	2	5 %	5	12 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	23	20								
02	Professional	82	38 %	96	44 %	10	5 %	17	8 %	0	0 %	1	0 %	3	1 %	3	1 %	1	0 %	2	1 %	98	119						
03	Technician	1	50 %	0	0 %	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1						
05	Para-Professionals	80	9 %	519	60 %	23	3 %	171	20 %	0	0 %	6	1 %	10	1 %	35	4 %	2	0 %	12	1 %	0	0 %	1	0 %	117	747		
06	Admin Support	25	16 %	99	63 %	6	4 %	18	12 %	0	0 %	0	0 %	1	1 %	2	1 %	2	1 %	0	0 %	0	0 %	0	0 %	34	122		
07	Skilled Craft	10	77 %	3	23 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	3				
08	Service/Maintenance	3	60 %	1	20 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	1				
<b>Department Totals by Category:</b>		<b>221</b>	<b>17 %</b>	<b>732</b>	<b>56 %</b>	<b>42</b>	<b>3 %</b>	<b>212</b>	<b>16 %</b>	<b>0</b>	<b>0 %</b>	<b>7</b>	<b>1 %</b>	<b>15</b>	<b>1 %</b>	<b>41</b>	<b>3 %</b>	<b>5</b>	<b>0 %</b>	<b>14</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>287</b>	<b>1,013</b>

**Department Total: 1,300**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**STATE POLICE**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	<b>Official/Administrator</b>	37	63 %	17	29 %	3	5 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	41	18												
02	<b>Professional</b>	286	46 %	290	46 %	14	2 %	10	2 %	1	0 %	0	0 %	4	1 %	11	2 %	4	1 %	309	315										
03	<b>Technician</b>	344	74 %	67	15 %	16	3 %	9	2 %	8	2 %	0	0 %	12	3 %	2	0 %	2	0 %	1	0 %	383	79								
04	<b>Protective Service</b>	1,233	81 %	134	9 %	80	5 %	11	1 %	14	1 %	2	0 %	31	2 %	3	0 %	8	1 %	2	0 %	0	0 %	1,379	152						
05	<b>Para-Professionals</b>	19	21 %	58	65 %	3	3 %	6	7 %	0	0 %	0	0 %	0	0 %	3	3 %	0	0 %	0	0 %	0	0 %	22	67						
06	<b>Admin Support</b>	37	17 %	163	77 %	0	0 %	6	3 %	0	0 %	1	0 %	0	0 %	3	1 %	2	1 %	0	0 %	0	0 %	39	173						
07	<b>Skilled Craft</b>	10	91 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	11	0						
08	<b>Service/Maintenance</b>	2	25 %	4	50 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	0	0 %	3	5						
<b>Department Totals by Category:</b>		<b>1,968</b>	<b>66 %</b>	<b>733</b>	<b>24 %</b>	<b>116</b>	<b>4 %</b>	<b>42</b>	<b>1 %</b>	<b>25</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>47</b>	<b>2 %</b>	<b>24</b>	<b>1 %</b>	<b>17</b>	<b>1 %</b>	<b>6</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>14</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>2,187</b>	<b>809</b>

**Department Total: 2,996**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

**TECHNOLOGY, MANAGEMENT & BUDGET**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total																	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																
01	Official/Administrator	155	53 %	103	35 %	8	3 %	6	2 %	1	0 %	1	0 %	3	1 %	2	1 %	11	4 %	4	1 %	0	0 %	0	0 %	0	0 %	0	0 %	178	117		
02	Professional	932	51 %	478	26 %	56	3 %	56	3 %	3	0 %	4	0 %	26	1 %	17	1 %	11	6 %	133	7 %	0	0 %	0	0 %	0	0 %	4	0 %	4	0 %	1,132	692
03	Technician	142	69 %	35	17 %	9	4 %	7	3 %	1	0 %	0	0 %	3	1 %	2	1 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	1	0 %	161	45
05	Para-Professionals	32	25 %	69	53 %	3	2 %	16	12 %	0	0 %	0	0 %	3	2 %	5	4 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	38	92
06	Admin Support	5	6 %	61	73 %	1	1 %	9	11 %	0	0 %	0	0 %	0	0 %	8	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	78		
07	Skilled Craft	157	91 %	4	2 %	5	3 %	1	1 %	1	1 %	0	0 %	3	2 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	167	6
08	Service/Maintenance	87	81 %	7	7 %	7	7 %	0	0 %	0	0 %	0	0 %	4	4 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	99	8
<b>Department Totals by Category:</b>		<b>1,510</b>	<b>54 %</b>	<b>757</b>	<b>27 %</b>	<b>89</b>	<b>3 %</b>	<b>95</b>	<b>3 %</b>	<b>6</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>42</b>	<b>1 %</b>	<b>35</b>	<b>1 %</b>	<b>27</b>	<b>5 %</b>	<b>138</b>	<b>5 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>7</b>	<b>0 %</b>	<b>8</b>	<b>0 %</b>	<b>1,781</b>	<b>1,038</b>

**Department Total: 2,819**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

## TRANSPORTATION

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	74	60 %	35	28 %	3	2 %	6	5 %	1	1 %	0	0 %	1	1 %	0	0 %	79	45												
02	Professional	605	56 %	329	31 %	25	2 %	34	3 %	4	0 %	2	0 %	18	2 %	12	1 %	22	2 %	25	2 %	0	0 %	0	0 %	10	0 %	0	0 %	675	402
03	Technician	325	70 %	76	16 %	20	4 %	5	1 %	3	1 %	0	0 %	11	2 %	2	0 %	13	3 %	6	1 %	0	0 %	0	0 %	2	0 %	3	1 %	374	92
04	Protective Service	17	31 %	25	45 %	1	2 %	1	2 %	2	4 %	9	16 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	20	35
05	Para-Professionals	72	48 %	57	38 %	4	3 %	8	5 %	2	1 %	1	1 %	2	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	80	69
06	Admin Support	6	4 %	121	80 %	2	1 %	17	11 %	0	0 %	2	1 %	0	0 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	1	1 %	8	144
07	Skilled Craft	507	90 %	9	2 %	23	4 %	2	0 %	12	2 %	0	0 %	8	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	0 %	0	0 %	551	11
08	Service/Maintenance	49	60 %	24	30 %	1	1 %	1	1 %	4	5 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	54	27
<b>Department Totals by Category:</b>		<b>1,655</b>	<b>62 %</b>	<b>676</b>	<b>25 %</b>	<b>79</b>	<b>3 %</b>	<b>74</b>	<b>3 %</b>	<b>28</b>	<b>1 %</b>	<b>15</b>	<b>1 %</b>	<b>40</b>	<b>2 %</b>	<b>17</b>	<b>1 %</b>	<b>35</b>	<b>1 %</b>	<b>38</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>1,841</b>	<b>825</b>

**Department Total: 2,666**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 18, 2021**

## TREASURY

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	94	51 %	65	35 %	7	4 %	12	6 %	0	0 %	0	0 %	2	1 %	3	2 %	1	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	104	82
02	Professional	296	36 %	332	40 %	51	6 %	91	11 %	1	0 %	3	0 %	3	0 %	16	2 %	13	2 %	15	2 %	0	0 %	0	0 %	6	1 %	2	0 %	370	459
03	Technician	9	29 %	14	45 %	0	0 %	3	10 %	0	0 %	0	0 %	1	3 %	2	6 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	1	3 %	10	21
05	Para-Professionals	25	17 %	84	58 %	3	2 %	26	18 %	0	0 %	0	0 %	2	1 %	3	2 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	31	114
06	Admin Support	63	15 %	242	58 %	10	2 %	57	14 %	2	0 %	4	1 %	8	2 %	16	4 %	1	0 %	3	1 %	0	0 %	0	0 %	2	0 %	9	2 %	86	331
08	Service/Maintenance	3	60 %	2	40 %	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	2
<b>Department Totals by Category:</b>		<b>490</b>	<b>30 %</b>	<b>739</b>	<b>46 %</b>	<b>71</b>	<b>4 %</b>	<b>189</b>	<b>12 %</b>	<b>3</b>	<b>0 %</b>	<b>7</b>	<b>0 %</b>	<b>16</b>	<b>1 %</b>	<b>40</b>	<b>2 %</b>	<b>16</b>	<b>1 %</b>	<b>21</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>8</b>	<b>0 %</b>	<b>13</b>	<b>1 %</b>	<b>604</b>	<b>1,009</b>

**Department Total: 1,613**

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

Source: Michigan Civil Service Commission HWF61

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT**  
**RACE/ETHNIC GROUP AND GENDER ANALYSIS**  
**Pay End Date: September 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		FEMALE		MINORITY		GRAND TOTAL										
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	No.	%	No.	%											
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%											
AGRICULTURE & RURAL DEVELOPMENT	205	43.4	227	48.1	7	1.5	14	3.0	1	0.2	2	0.4	4	0.8	5	1.1	2	0.4	3	0.6	0	0.0	0	0.0	0	0.0	2	0.4	253	53.6	40	8.5	472
ATTORNEY GENERAL	191	36.3	254	48.3	17	3.2	46	8.7	0	0.0	0	0.0	1	0.2	7	1.3	2	0.4	4	0.8	0	0.0	0	0.0	2	0.4	2	0.4	313	59.5	81	15.4	526
AUDITOR GENERAL	69	45.4	74	48.7	3	2.0	1	0.7	0	0.0	0	0.0	2	1.3	2	1.3	0	0.0	1	0.7	0	0.0	0	0.0	0	0.0	0	0.0	78	51.3	9	5.9	152
CIVIL RIGHTS	8	9.5	16	19.0	9	10.7	40	47.6	0	0.0	1	1.2	2	2.4	6	7.1	0	0.0	1	1.2	0	0.0	0	0.0	1	1.2	0	0.0	64	76.2	60	71.4	84
CIVIL SERVICE COMMISSION	53	12.3	279	64.9	13	3.0	50	11.6	0	0.0	6	1.4	1	0.2	13	3.0	1	0.2	6	1.4	0	0.0	0	0.0	3	0.7	5	1.2	359	83.5	98	22.8	430
CORRECTIONS	5,673	52.5	2,658	24.6	888	8.2	941	8.7	152	1.4	53	0.5	190	1.8	121	1.1	43	0.4	17	0.2	2	0.0	1	0.0	34	0.3	25	0.2	3,816	35.3	2,467	22.8	10,798
EDUCATION	117	23.3	304	60.4	9	1.8	44	8.7	1	0.2	1	0.2	4	0.8	11	2.2	3	0.6	7	1.4	0	0.0	0	0.0	0	0.0	2	0.4	369	73.4	82	16.3	503
ENVIRON GREAT LAKES AND ENERGY	591	46.1	584	45.6	16	1.2	23	1.8	2	0.2	3	0.2	10	0.8	9	0.7	19	1.5	16	1.2	0	0.0	0	0.0	1	0.1	7	0.5	642	50.1	106	8.3	1,281
EXECUTIVE OFFICE	16	21.6	37	50.0	4	5.4	5	6.8	0	0.0	0	0.0	1	1.4	6	8.1	2	2.7	1	1.4	0	0.0	0	0.0	1	1.4	1	1.4	50	67.6	21	28.4	74
INSURANCE AND FINANCIAL SERV	121	37.9	152	47.6	9	2.8	20	6.3	0	0.0	1	0.3	4	1.3	6	1.9	1	0.3	3	0.9	0	0.0	0	0.0	1	0.3	1	0.3	183	57.4	46	14.4	319
LABOR & ECONOMIC OPPORTUNITY	559	21.0	1,065	40.1	138	5.2	693	26.1	7	0.3	9	0.3	39	1.5	69	2.6	13	0.5	30	1.1	1	0.0	1	0.0	6	0.2	28	1.1	1,895	71.3	1,034	38.9	2,658
LICENSING & REGULATORY AFFAIRS	522	33.2	762	48.5	43	2.7	156	9.9	3	0.2	6	0.4	12	0.8	31	2.0	8	0.5	18	1.1	0	0.0	1	0.1	1	0.1	9	0.6	983	62.5	288	18.3	1,572
MDHHS - COMMUNITY HEALTH	804	21.8	1,618	43.9	341	9.3	676	18.4	5	0.1	11	0.3	31	0.8	66	1.8	39	1.1	65	1.8	1	0.0	0	0.0	8	0.2	18	0.5	2,454	66.6	1,261	34.2	3,683
MDHHS - HUMAN SERVICES	1,287	12.5	5,151	49.9	422	4.1	2,808	27.2	8	0.1	51	0.5	92	0.9	305	3.0	18	0.2	48	0.5	1	0.0	3	0.0	31	0.3	103	1.0	8,469	82.0	3,890	37.7	10,328
MILITARY & VETERAN AFFAIRS	364	46.7	313	40.1	28	3.6	35	4.5	1	0.1	0	0.0	16	2.1	6	0.8	5	0.6	7	0.9	0	0.0	0	0.0	2	0.3	3	0.4	364	46.7	103	13.2	780
NATURAL RESOURCES	1,670	61.8	905	33.5	24	0.9	28	1.0	17	0.6	6	0.2	21	0.8	10	0.4	4	0.1	4	0.1	0	0.0	0	0.0	6	0.2	6	0.2	959	35.5	126	4.7	2,701
STATE	221	17.0	732	56.3	42	3.2	212	16.3	0	0.0	7	0.5	15	1.2	41	3.2	5	0.4	14	1.1	0	0.0	1	0.1	4	0.3	6	0.5	1,013	77.9	347	26.7	1,300
STATE POLICE	1,968	65.7	733	24.5	116	3.9	42	1.4	25	0.8	3	0.1	47	1.6	24	0.8	17	0.6	6	0.2	0	0.0	0	0.0	14	0.5	1	0.0	809	27.0	295	9.8	2,996
TECHNOLOGY, MANAGEMENT & BUDGET	1,510	53.6	757	26.9	89	3.2	95	3.4	6	0.2	5	0.2	42	1.5	35	1.2	127	4.5	138	4.9	0	0.0	0	0.0	7	0.2	8	0.3	1,038	36.8	552	19.6	2,819
TRANSPORTATION	1,655	62.1	676	25.4	79	3.0	74	2.8	28	1.1	15	0.6	40	1.5	17	0.6	35	1.3	38	1.4	0	0.0	0	0.0	4	0.2	5	0.2	825	30.9	335	12.6	2,666
TREASURY	490	30.4	739	45.8	71	4.4	189	11.7	3	0.2	7	0.4	16	1.0	40	2.5	16	1.0	21	1.3	0	0.0	0	0.0	8	0.5	13	0.8	1,009	62.6	384	23.8	1,613
<b>STATEWIDE TOTALS:</b>	<b>18,094</b>	<b>37.9</b>	<b>18,036</b>	<b>37.8</b>	<b>2,368</b>	<b>5.0</b>	<b>6,192</b>	<b>13.0</b>	<b>259</b>	<b>0.5</b>	<b>187</b>	<b>0.4</b>	<b>590</b>	<b>1.2</b>	<b>830</b>	<b>1.7</b>	<b>360</b>	<b>0.8</b>	<b>448</b>	<b>0.9</b>	<b>5</b>	<b>0.0</b>	<b>7</b>	<b>0.0</b>	<b>134</b>	<b>0.3</b>	<b>245</b>	<b>0.5</b>	<b>25,945</b>	<b>54.3</b>	<b>11,625</b>	<b>24.3</b>	<b>47,755</b>

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 HWF21



**STATE OF MICHIGAN**  
**STATE EMPLOYEES WITH A SELF-REPORTED DISABILITY BY EEO CATEGORY STATEWIDE**  
**Pay End Date: September 18, 2021**

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	6	6	0	1	0	0	0	0	0	0	0	0	0	0	6	7
02	Professional	31	32	2	6	0	0	3	1	1	0	0	0	0	0	37	39
03	Technician	7	0	0	1	0	0	0	0	0	0	0	0	0	0	7	1
04	Protective Service	7	0	1	1	0	0	0	0	0	0	0	0	0	0	8	1
05	Para-Professionals	1	7	0	5	0	0	0	0	0	0	0	0	0	0	1	12
06	Admin Support	4	28	1	5	0	0	1	0	0	0	0	0	0	0	6	33
07	Skilled Craft	3	0	0	0	0	0	0	1	0	0	0	0	0	0	3	1
08	Service/Maintenance	3	1	0	0	1	0	0	0	0	0	0	0	0	0	4	1
<b>STATEWIDE TOTAL BY CATEGORY:</b>		<b>62</b>	<b>74</b>	<b>4</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>95</b>

**State Employees Grand Total: 167**

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

Source: Michigan Civil Service Commission HWF62

## SECTION FIVE

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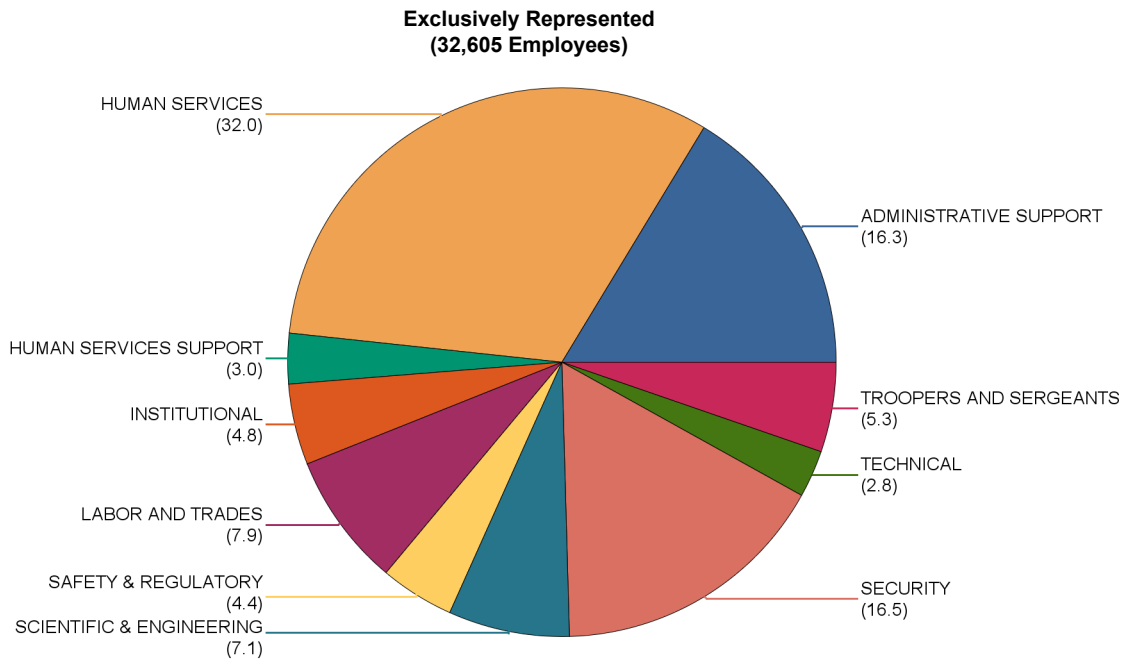
# **BARGAINING UNIT CHARACTERISTICS**

# STATE OF MICHIGAN

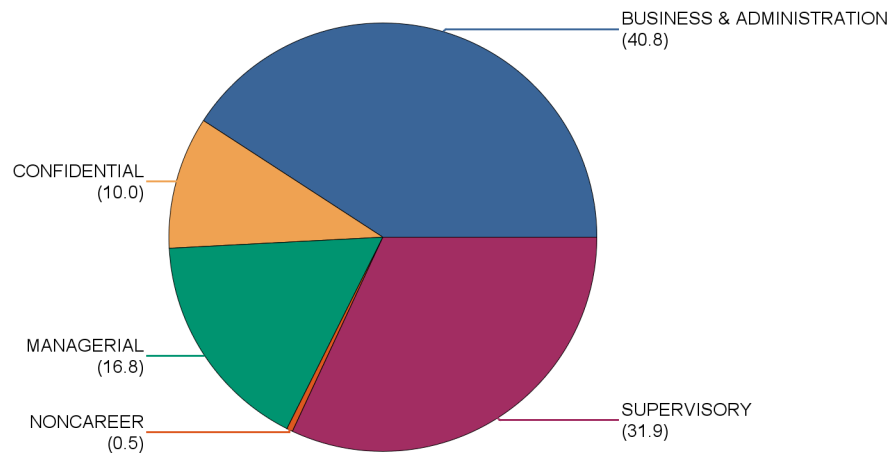
Graph 5-1

## 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
<b>STATEWIDE TOTAL</b>	<b>47,755</b>	<b>1,786</b>	<b>3.7</b>	<b>11,038</b>	<b>23.1</b>	<b>4,726</b>	<b>9.9</b>	<b>673</b>	<b>1.4</b>	<b>1,484</b>	<b>3.1</b>	<b>498</b>	<b>1.0</b>	<b>1,649</b>	<b>3.5</b>	<b>1,044</b>	<b>2.2</b>

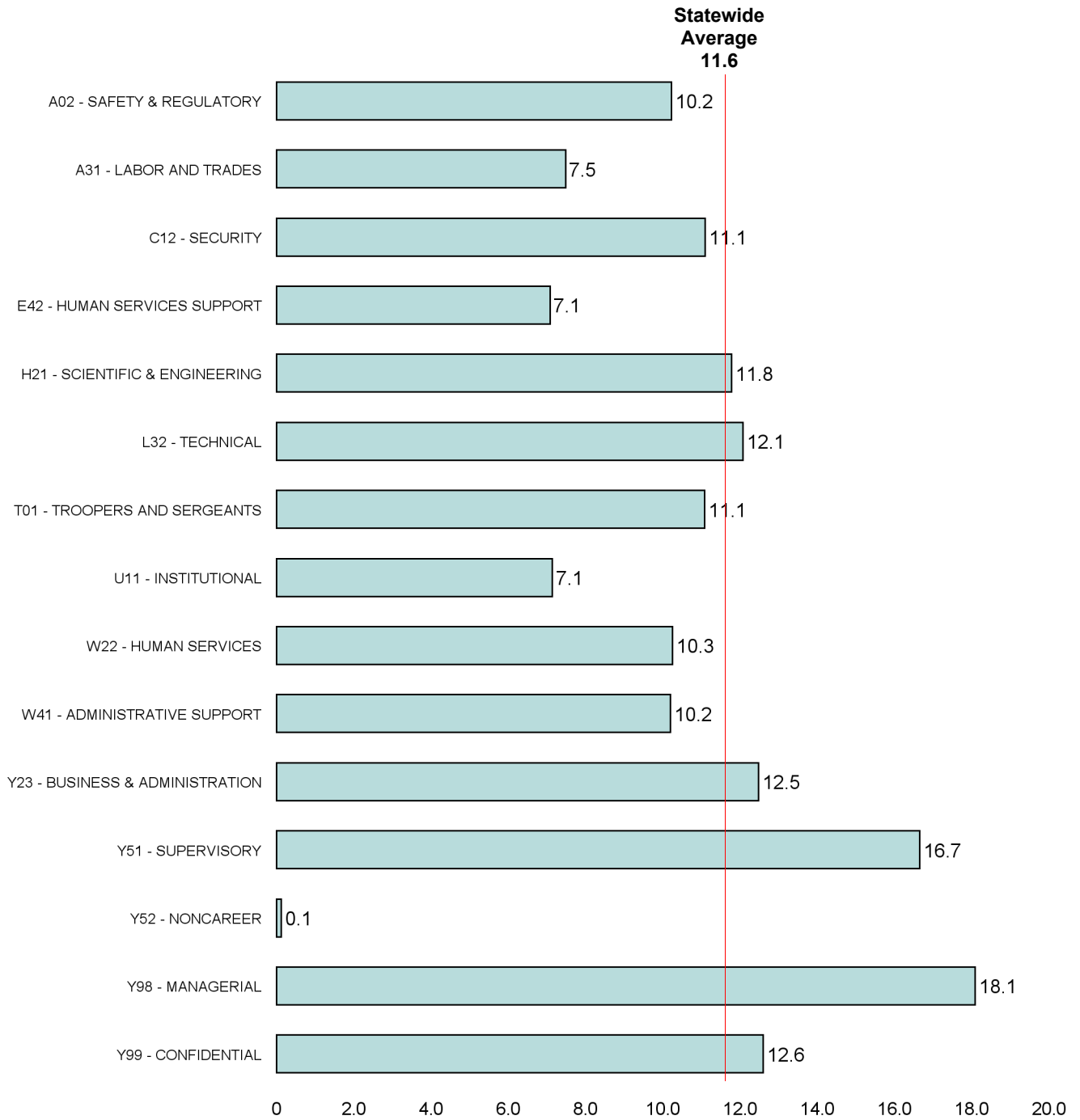
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

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

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	
<b>A02 - SAFETY &amp; REGULATORY</b>																			
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	
<b>BARGAINING UNIT TOTAL</b>	<b>943</b>	<b>272</b>	<b>67</b>	<b>87</b>	<b>11</b>	<b>9</b>	<b>27</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1,053</b>	<b>373</b>	<b>1</b>	<b>1</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.2</b>																		

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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	
<b>A31 - LABOR AND TRADES</b>																			
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	
<b>BARGAINING UNIT TOTAL</b>	<b>1,963</b>	<b>415</b>	<b>82</b>	<b>19</b>	<b>32</b>	<b>4</b>	<b>36</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>4</b>	<b>2,121</b>	<b>447</b>	<b>5</b>	<b>2</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>7.5</b>																		

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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
<b>BARGAINING UNIT TOTAL</b>	<b>3,471</b>	<b>587</b>	<b>606</b>	<b>360</b>	<b>87</b>	<b>24</b>	<b>140</b>	<b>40</b>	<b>21</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>27</b>	<b>10</b>	<b>4,354</b>	<b>1,024</b>	<b>4</b>	<b>1</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.1</b>																	

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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
<b>E42 - HUMAN SERVICES SUPPORT</b>																		
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
<b>BARGAINING UNIT TOTAL</b>	<b>113</b>	<b>312</b>	<b>54</b>	<b>396</b>	<b>4</b>	<b>3</b>	<b>10</b>	<b>39</b>	<b>3</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>21</b>	<b>188</b>	<b>781</b>	<b>1</b>	<b>2</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>7.0</b>																	

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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	
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																			
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	
<b>BARGAINING UNIT TOTAL</b>	<b>1,284</b>	<b>844</b>	<b>32</b>	<b>27</b>	<b>5</b>	<b>4</b>	<b>22</b>	<b>11</b>	<b>45</b>	<b>46</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>1,394</b>	<b>936</b>	<b>1</b>	<b>2</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.8</b>																		

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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
<b>L32 - TECHNICAL</b>																		
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
<b>BARGAINING UNIT TOTAL</b>	<b>562</b>	<b>236</b>	<b>31</b>	<b>20</b>	<b>5</b>	<b>0</b>	<b>15</b>	<b>10</b>	<b>14</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>630</b>	<b>276</b>	<b>6</b>	<b>1</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.1</b>																	

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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	
<b>T01 - TROOPERS AND SERGEANTS</b>																			
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	
<b>BARGAINING UNIT TOTAL</b>	<b>1,403</b>	<b>140</b>	<b>85</b>	<b>12</b>	<b>20</b>	<b>2</b>	<b>35</b>	<b>3</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>1,565</b>	<b>159</b>	<b>1</b>	<b>0</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.0</b>																		

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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	
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	
<b>BARGAINING UNIT TOTAL</b>	<b>355</b>	<b>558</b>	<b>198</b>	<b>352</b>	<b>4</b>	<b>4</b>	<b>25</b>	<b>22</b>	<b>10</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>9</b>	<b>598</b>	<b>957</b>	<b>0</b>	<b>0</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>7.1</b>																		

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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	
<b>W22 - HUMAN SERVICES</b>																			
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	
<b>BARGAINING UNIT TOTAL</b>	<b>1,803</b>	<b>4,898</b>	<b>504</b>	<b>2,588</b>	<b>23</b>	<b>42</b>	<b>79</b>	<b>246</b>	<b>32</b>	<b>64</b>	<b>2</b>	<b>1</b>	<b>33</b>	<b>110</b>	<b>2,476</b>	<b>7,949</b>	<b>10</b>	<b>12</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.2</b>																		

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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	
<b>W41 - ADMINISTRATIVE SUPPORT</b>																			
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	
<b>BARGAINING UNIT TOTAL</b>	<b>628</b>	<b>3,356</b>	<b>132</b>	<b>824</b>	<b>10</b>	<b>38</b>	<b>41</b>	<b>190</b>	<b>14</b>	<b>40</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>44</b>	<b>830</b>	<b>4,494</b>	<b>6</b>	<b>29</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>10.2</b>																	

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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	
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																			
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	
<b>BARGAINING UNIT TOTAL</b>	<b>2,186</b>	<b>2,691</b>	<b>202</b>	<b>537</b>	<b>8</b>	<b>26</b>	<b>67</b>	<b>124</b>	<b>132</b>	<b>185</b>	<b>0</b>	<b>1</b>	<b>15</b>	<b>13</b>	<b>2,610</b>	<b>3,577</b>	<b>13</b>	<b>19</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.5</b>																		

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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
<b>Y51 - SUPERVISORY</b>																		
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
<b>BARGAINING UNIT TOTAL</b>	<b>2,024</b>	<b>1,667</b>	<b>251</b>	<b>622</b>	<b>43</b>	<b>17</b>	<b>61</b>	<b>59</b>	<b>43</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>10</b>	<b>2,426</b>	<b>2,414</b>	<b>13</b>	<b>8</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>16.7</b>																	

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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
Y52 - NONCAREER																		
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
<b>BARGAINING UNIT TOTAL</b>	<b>25</b>	<b>28</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>32</b>	<b>37</b>	<b>0</b>	<b>0</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.2</b>																	

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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
<b>Y98 - MANAGERIAL</b>																		
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
<b>BARGAINING UNIT TOTAL</b>	<b>1,107</b>	<b>1,061</b>	<b>89</b>	<b>172</b>	<b>6</b>	<b>4</b>	<b>21</b>	<b>24</b>	<b>27</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>1,252</b>	<b>1,289</b>	<b>8</b>	<b>9</b>
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.1</b>																	

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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	
<b>Y99 - CONFIDENTIAL</b>																			
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	
<b>BARGAINING UNIT TOTAL</b>	<b>227</b>	<b>971</b>	<b>31</b>	<b>173</b>	<b>1</b>	<b>10</b>	<b>11</b>	<b>53</b>	<b>5</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>9</b>	<b>281</b>	<b>1,232</b>	<b>3</b>	<b>9</b>	
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	
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.6</b>																		

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	
<b>STATEWIDE TOTALS</b>																			
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	
<b>STATEWIDE TOTAL</b>	<b>18,094</b>	<b>18,036</b>	<b>2,368</b>	<b>6,192</b>	<b>259</b>	<b>187</b>	<b>590</b>	<b>830</b>	<b>360</b>	<b>448</b>	<b>5</b>	<b>7</b>	<b>134</b>	<b>245</b>	<b>21,810</b>	<b>25,945</b>	<b>72</b>	<b>95</b>	
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	
<b>STATEWIDE AVERAGE YEARS</b>					<b>11.6</b>														

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**

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

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	%
<b>A02 SAFETY &amp; REGULATORY</b>	1,411	699	50 %	484	34 %	16	1 %	0	0 %	1,258	89 %	10	1 %
<b>A31 LABOR AND TRADES</b>	1,660	788	47 %	659	40 %	15	1 %	0	0 %	1,515	91 %	4	0 %
<b>C12 SECURITY</b>	5,378	3,055	57 %	1,920	36 %	6	0 %	0	0 %	5,101	95 %	17	0 %
<b>E42 HUMAN SERVICES SUPPORT</b>	969	437	45 %	376	39 %	5	1 %	0	0 %	871	90 %	7	1 %
<b>H21 SCIENTIFIC &amp; ENGINEERING</b>	2,324	883	38 %	1,130	49 %	14	1 %	0	0 %	2,153	93 %	12	1 %
<b>L32 TECHNICAL</b>	849	349	41 %	395	47 %	7	1 %	0	0 %	777	92 %	5	1 %
<b>T01 TROOPERS AND SERGEANTS</b>	1,724	389	23 %	215	12 %	9	1 %	1,005	58 %	1,650	96 %	5	0 %
<b>U11 INSTITUTIONAL</b>	1,549	739	48 %	638	41 %	4	0 %	0	0 %	1,408	91 %	8	1 %
<b>W22 HUMAN SERVICES</b>	10,352	4,216	41 %	5,111	49 %	46	0 %	0	0 %	9,710	94 %	27	0 %
<b>W41 ADMINISTRATIVE SUPPORT</b>	5,167	1,721	33 %	2,817	55 %	25	0 %	0	0 %	4,743	92 %	18	0 %
<b>Y23 BUSINESS &amp; ADMINISTRATION</b>	6,185	1,949	32 %	3,488	56 %	46	1 %	0	0 %	5,698	92 %	19	0 %
<b>Y51 SUPERVISORY</b>	4,840	2,073	43 %	2,344	48 %	26	1 %	1	0 %	4,583	95 %	13	0 %
<b>Y52 NONCAREER</b>	2	1	50 %	1	50 %	0	0 %	0	0 %	2	100 %	0	0 %
<b>Y98 MANAGERIAL</b>	2,541	936	37 %	1,374	54 %	21	1 %	0	0 %	2,413	95 %	3	0 %
<b>Y99 CONFIDENTIAL</b>	1,500	415	28 %	867	58 %	9	1 %	0	0 %	1,369	91 %	6	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,451</b>	<b>18,650</b>	<b>40 %</b>	<b>21,819</b>	<b>47 %</b>	<b>249</b>	<b>1 %</b>	<b>1,006</b>	<b>2 %</b>	<b>43,251</b>	<b>93 %</b>	<b>154</b>	<b>0 %</b>

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

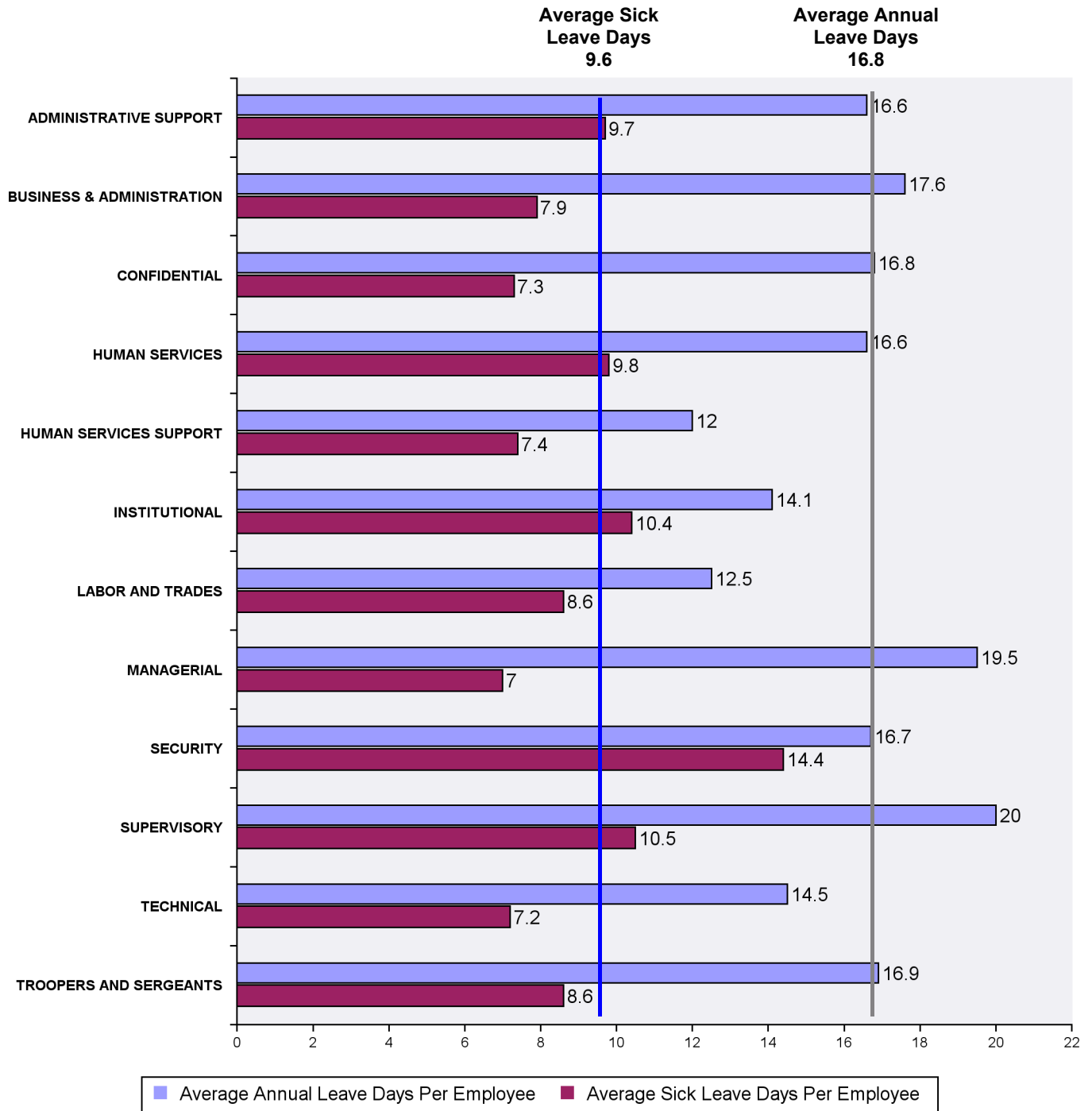
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

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**

<b>Bargaining Unit Code/Name</b>	<b>Number of Employees</b>	<b>Fiscal Year Total Hours Used</b>	<b>Average Hours Per Employee</b>	<b>Average Days Per Employee</b>
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
<b>STATEWIDE</b>	<b>52,752</b>	<b>4,060,607.1</b>	<b>77.0</b>	<b>9.6</b>

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
<b>STATEWIDE</b>	<b>52,752</b>	<b>7,103,830.9</b>	<b>134.7</b>	<b>16.8</b>	<b>52,752</b>	<b>10,334.3</b>	<b>0.2</b>	<b>0.0</b>

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

<b>BARGAINING UNIT CODE/NAME</b>		<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
<b>A02</b>	<b>SAFETY &amp; REGULATORY</b>	9.7	16.8	26.4
<b>A31</b>	<b>LABOR AND TRADES</b>	8.6	12.5	21.1
<b>C12</b>	<b>SECURITY</b>	14.4	16.7	31.1
<b>E42</b>	<b>HUMAN SERVICES SUPPORT</b>	7.4	12.0	19.4
<b>H21</b>	<b>SCIENTIFIC &amp; ENGINEERING</b>	6.4	17.3	23.7
<b>L32</b>	<b>TECHNICAL</b>	7.2	14.5	21.7
<b>T01</b>	<b>TROOPERS AND SERGEANTS</b>	8.6	16.9	25.5
<b>U11</b>	<b>INSTITUTIONAL</b>	10.4	14.1	24.4
<b>W22</b>	<b>HUMAN SERVICES</b>	9.8	16.6	26.3
<b>W41</b>	<b>ADMINISTRATIVE SUPPORT</b>	9.7	16.6	26.4
<b>Y23</b>	<b>BUSINESS &amp; ADMINISTRATION</b>	7.9	17.6	25.5
<b>Y51</b>	<b>SUPERVISORY</b>	10.5	20.0	30.5
<b>Y98</b>	<b>MANAGERIAL</b>	7.0	19.5	26.5
<b>Y99</b>	<b>CONFIDENTIAL</b>	7.3	16.8	24.0
<b>STATEWIDE AVERAGE</b>		<b>9.6</b>	<b>16.8</b>	<b>26.5</b>

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**

<b>BARGAINING UNIT CODE/NAME</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>
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
<b>Grand Total:</b>	<b>47,755</b>	<b>1,426</b>	<b>2,568</b>	<b>5,378</b>	<b>969</b>	<b>2,330</b>	<b>906</b>	<b>1,724</b>	<b>1,555</b>	<b>10,425</b>	<b>5,324</b>	<b>32,605</b>

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
<b>Grand Total:</b>	<b>47,755</b>	<b>6,187</b>	<b>1,513</b>	<b>2,541</b>	<b>69</b>	<b>0</b>	<b>4,840</b>	<b>15,150</b>

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

Source: Michigan Civil Service Commission HWF06

# **GLOSSARY**



## GLOSSARY

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

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

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

**Black or African American (Not Hispanic or Latino).** Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment.** An indefinite appointment or limited-term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Classified Employees.** Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service.** The Michigan State classified civil service.

**Compensation.** Pay and benefits received by an employee for work performed.

### **Employee Status Code Descriptions (active employees):**

- AA:** Full-time (Classified)
- AB:** Part-time (Classified)
- AC:** Permanent-Intermittent (Classified)
- AD:** Limited-Term (Classified)
- AE:** Seasonal (Classified)
- AF:** Unclassified
- AP:** Workers Compensation
- AQ:** Noncareer/Per Diem
- AR:** Special Personal Services (Not Classified)

**Fiscal Year.** October 1 of a given year through September 30 of the next year. Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.

**Full-Time Employees.** Employees scheduled to work 80 hours biweekly.

**Hispanic or Latino.** Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**HRMN.** Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation in March 2001 replaced PPRISM.

**Indefinite Appointment.** A career appointment with no fixed ending date at the time of appointment.

**Job Category.** Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators.** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals.** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians.** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers.** Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals.** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical.** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers.** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers.** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employees.** Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited-Term Employees.** Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN (Michigan Administrative Information Network).** Established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino).** Persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Noncareer Employees.** Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Permanent-Intermittent Employees.** Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Position.** A classified job identified by its respective duties and responsibilities.

**Primary Position.** The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department.** One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

**Process Level.** A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Seasonal Employees.** Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employees.** Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

**Two or More Races (Not Hispanic or Latino) –** Persons who identify with more than one of the six races. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Unclassified Employees.** Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations.** A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

## Union Codes

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified (No Exclusive Employee Organization)

## Unit Codes

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

<b>02</b>	<b>Safety and Regulatory Unit</b>
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Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.

<b>11</b>	<b>Institutional Unit</b>
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This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.

<b>12</b>	<b>Security Unit</b>
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The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.

<b>21</b>	<b>Scientific and Engineering Unit</b>
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Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

<b>22</b>	<b>Human Services Unit</b>
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Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

<b>23</b>	<b>Business and Administrative Unit</b>
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Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

<b>31</b>	<b>Labor and Trades Unit</b>
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Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.

- 32 Technical Unit**  
Employees in this unit provide support services in the area of science and engineering.
- 41 Administrative Support Unit**  
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 Human Services Support Unit**  
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 Pending Unit Assignment**  
Employees in positions in classifications that are pending unit assignment.
- 51 Supervisory Unit**  
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature, but rather requires the use of independent judgment.
- 52 Noncareer**  
Employees in noncareer classes that are ineligible for collective bargaining.
- 98 Managerial Unit**  
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.
- 99 Confidential Unit**  
Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not Hispanic or Latino).** Persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce.** Those persons employed in the classified service by the state of Michigan.