

FORTY-THIRD ANNUAL WORKFORCE REPORT

FISCAL YEAR 2021-22
October 1, 2021 through September 30, 2022

Michigan Civil Service Commission



Civil Service Commissioners:

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Jase Bolger
Nick Ciaramitaro
Jeff Steffel

John Gnodtke, State Personnel Director

This is the Annual Workforce Report covering fiscal year 2021-22 (10/1/2021 to 9/30/2022). 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.

Inquiries about this report may be directed to:

Michigan Civil Service Commission
Bureau of Data & Applications Support
Data Management and Reports
517-897-2966
MCSC-OBASReports@michigan.gov

Inquiries about Section IV of the Annual Workforce Report may be directed to:

Michigan Civil Service Commission
Office of Human Resources
517-335-0309

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 2021-22**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.0
Average Annual Salary ¹	\$68,461
Average Annual Additional Payroll Cost ²	\$49,771
Average Sick Leave Days Used	10.0
Average Annual Leave Days Used	16.9
Average Years of Service	11.4

WORKFORCE CHARACTERISTICS

Females	54.7%
Males	45.3%
Eligible for Longevity	62.7%
Less than Six Years of Service	36.3%
Six to Ten Years of Service	19.0%
Over Ten Years of Service	44.7%
Exclusively Represented for Collective Bargaining	67.1%
Turnover	13.2%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION³

American Indian or Alaska Native	1.0%
Asian	1.7%
Black or African American	17.6%
Hispanic or Latino	3.0%
White	75.7%
Native Hawaiian or Other Pacific Islander	0.04%
Two or More Races	1.0%

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

² Average annual additional payroll cost is based on the cost of other payroll items as a percent of payroll multiplied by average annual salary (see Table 2-3). This figure represents additional payroll costs paid by the state per employee, including payroll taxes, unemployment, workers' compensation, retirement costs, funding for unfunded accrued retirement liabilities, insurances, and allowances and other cash payments.

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

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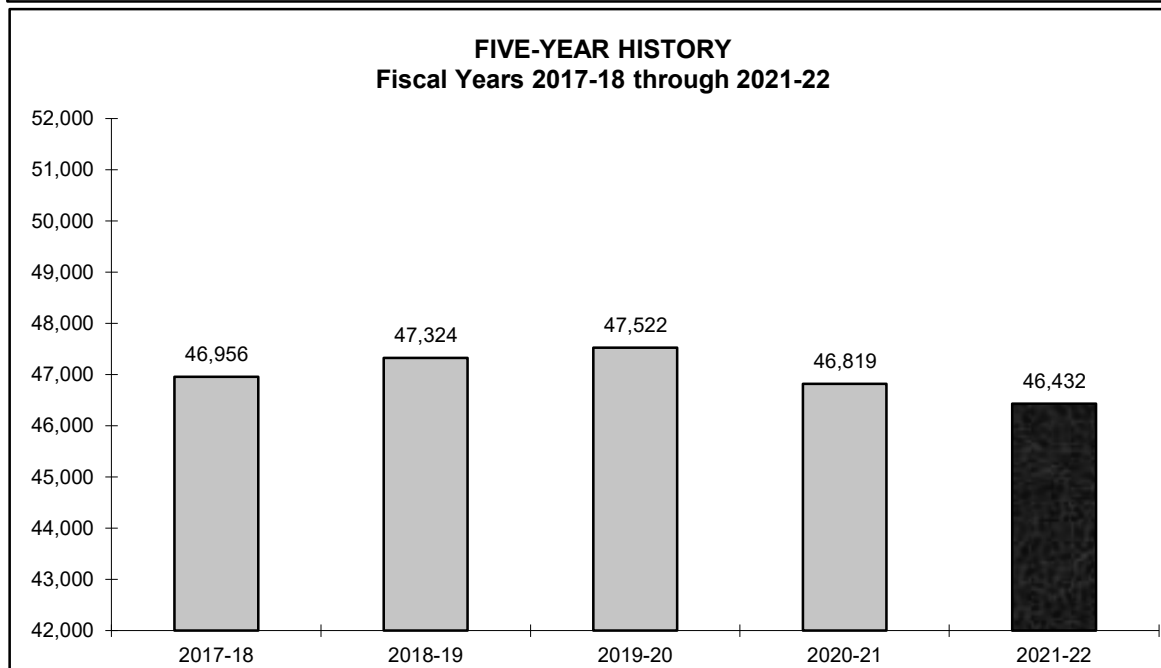
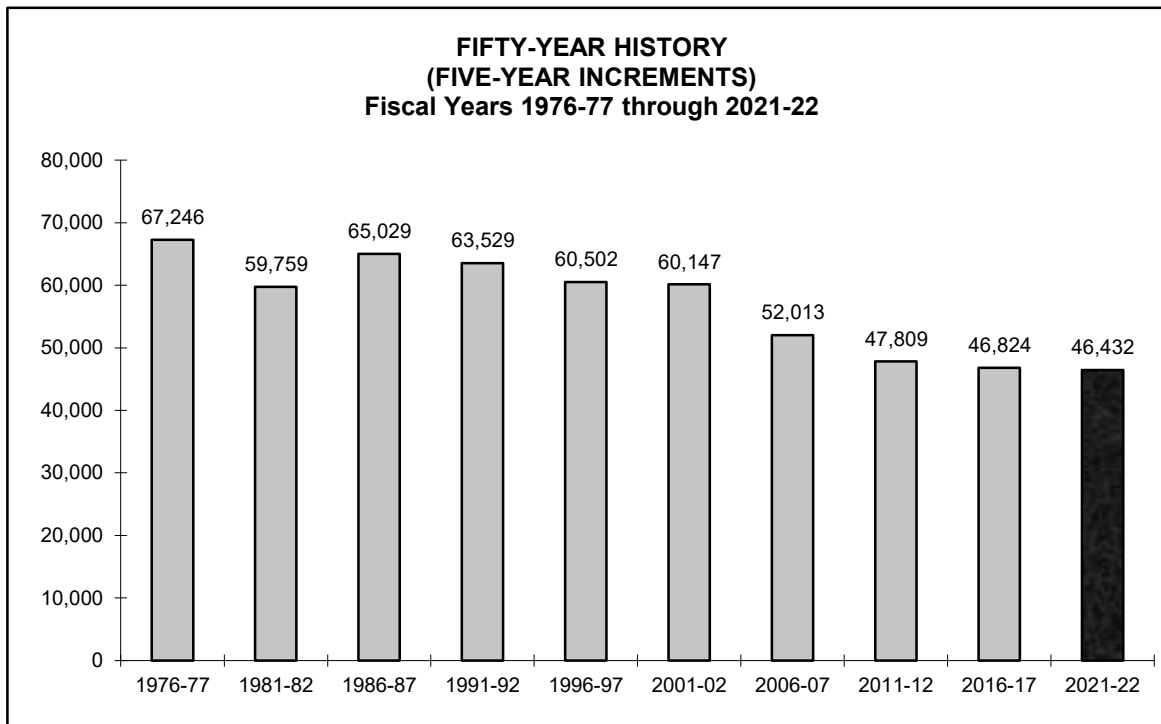
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SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE

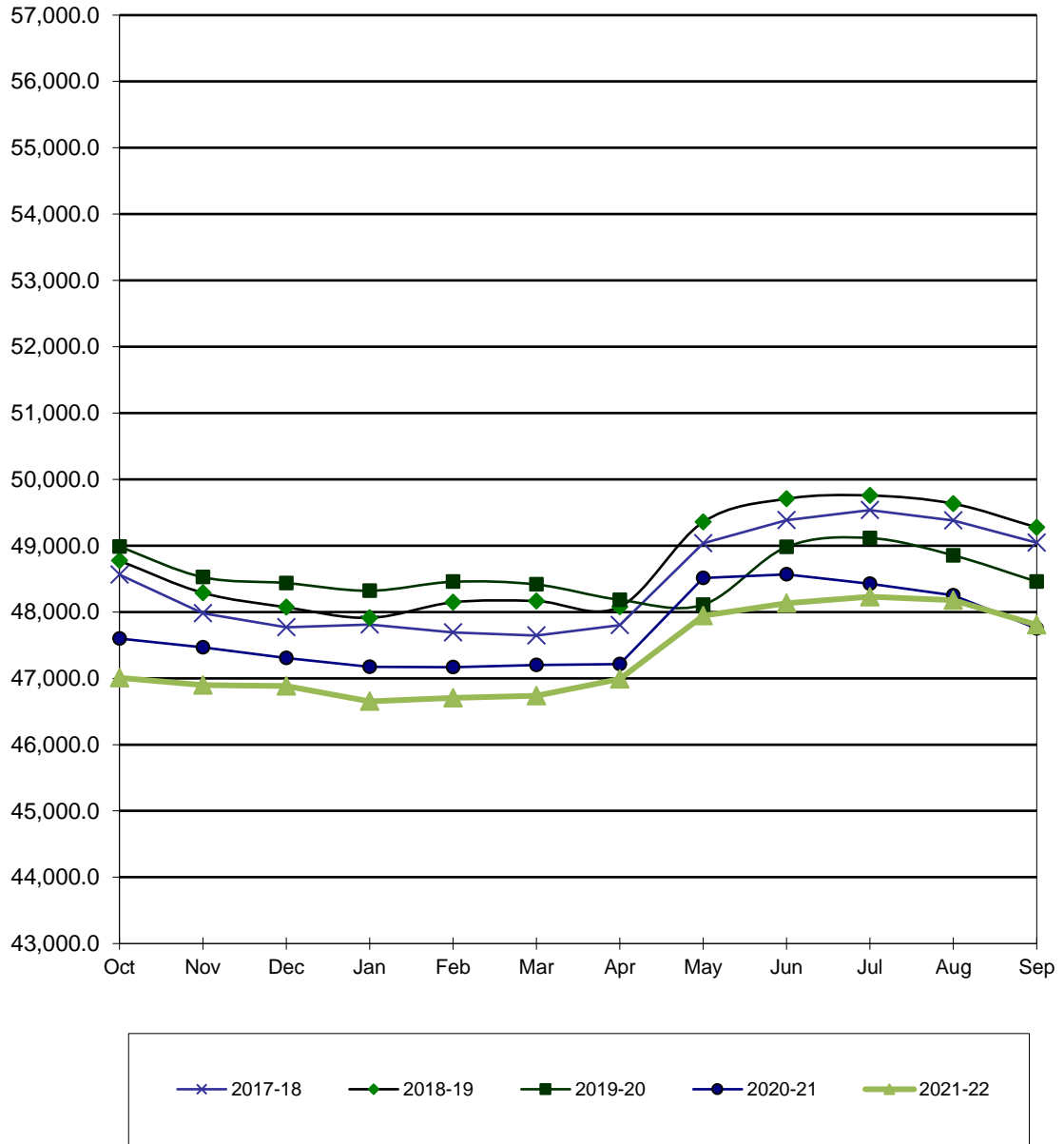


Comments: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

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 17, 2022, these positions represent most 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 2017-18 through 2021-22

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 17, 2022

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	471.0	0.0	2.0	6.0	0.0	16.0	0.0	495.0	0.0	495.0
AGRICULTURE AND RURAL DVLPMNT		471.0	0.0	2.0	6.0	0.0	16.0	0.0	495.0	0.0	495.0
ATY GNRL CENTRAL OFFICE	1101	501.0	1.0	0.0	16.0	0.0	20.0	0.0	538.0	0.0	538.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
ATTORNEY GENERAL		510.0	1.0	0.0	17.0	0.0	20.0	0.0	548.0	0.0	548.0
LEGISLATIVE AUDITOR GENERAL	0301	127.0	9.0	0.0	18.0	0.0	2.0	0.0	156.0	0.0	156.0
AUDITOR GENERAL		127.0	9.0	0.0	18.0	0.0	2.0	0.0	156.0	0.0	156.0
CIV RGHT CENTRAL OFFICE	1501	66.0	0.0	0.0	8.0	0.0	1.0	0.0	75.0	0.0	75.0
CIVIL RIGHTS		66.0	0.0	0.0	8.0	0.0	1.0	0.0	75.0	0.0	75.0
CIVIL SERVICE COMMISSION	1901	425.0	0.0	1.0	8.0	0.0	10.0	0.0	444.0	0.0	444.0
CIVIL SERVICE COMMISSION		425.0	0.0	1.0	8.0	0.0	10.0	0.0	444.0	0.0	444.0
DETROIT DETENTION CENTER	4754	64.0	0.0	0.0	0.0	0.0	0.0	0.0	64.0	0.0	64.0
DOC-ADRIAN/GUS HARRISON FAC	4729	384.0	0.0	1.0	1.0	0.0	0.0	2.0	388.0	0.0	388.0
DOC-ALGER MAX SECURITY CORRECT	4735	202.0	0.0	0.0	1.0	0.0	0.0	1.0	204.0	0.0	204.0
DOC-BARAGA FACILITY	4740	237.0	0.0	0.0	1.0	0.0	0.0	3.0	241.0	0.0	241.0
DOC-BELLAMY CREEK FACILITY	4748	330.0	0.0	0.0	1.0	0.0	0.0	0.0	331.0	0.0	331.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	254.0	0.0	0.0	0.0	0.0	0.0	2.0	256.0	0.0	256.0
DOC-CARSON CITY FAC/CARSON CIT	4731	385.0	0.0	0.0	1.0	0.0	0.0	0.0	386.0	0.0	386.0
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	376.0	1.0	0.0	0.0	0.0	0.0	2.0	379.0	0.0	379.0
DOC-COOPER STREET FACILITY	4752	251.0	0.0	0.0	1.0	0.0	0.0	0.0	252.0	0.0	252.0
DOC-CORRECTN CENTRAL OFFICE	4702	562.0	0.0	0.0	21.0	0.0	9.0	0.0	592.0	0.0	592.0
DOC-COTTON FACILITY	4720	328.0	0.0	0.0	1.0	0.0	0.0	0.0	329.0	0.0	329.0
DOC-EGELER FACILITY	4727	470.0	0.0	0.0	1.0	0.0	0.0	1.0	472.0	0.0	472.0
DOC-FIELD OPERATION REGION III	4763	722.0	7.0	0.0	2.0	0.0	0.0	0.0	731.0	0.0	731.0
DOC-FIELD OPERATIONS REGION I	4761	710.0	0.0	0.0	2.0	0.0	0.0	0.0	712.0	0.0	712.0
DOC-HANDLON MI TRAINING UNT	4705	248.0	0.0	0.0	1.0	0.0	0.0	0.0	249.0	0.0	249.0
DOC-HURON VALLEY CORR COMPLEX	4715	469.0	1.0	0.0	1.0	0.0	0.0	0.0	471.0	0.0	471.0
DOC-IONIA MAXIMUM FACILITY	4724	253.0	0.0	0.0	1.0	0.0	0.0	1.0	255.0	0.0	255.0
DOC-JACKSON CENTRAL REGION	4750	64.0	0.0	0.0	0.0	0.0	0.0	0.0	64.0	0.0	64.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	234.0	0.0	0.0	1.0	0.0	2.0	0.0	237.0	0.0	237.0
DOC-LAKELAND MENS FACILITY	4718	269.0	0.0	0.0	1.0	0.0	0.0	0.0	270.0	0.0	270.0

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 17, 2022

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	325.0	2.0	0.0	1.0	0.0	0.0	1.0	329.0	0.0	329.0
DOC-MARQUETTE BRANCH PRISON	4706	249.0	0.0	0.0	1.0	0.0	0.0	3.0	253.0	0.0	253.0
DOC-MAXEY CORRECTIONAL	4749	318.0	0.0	0.0	1.0	0.0	0.0	2.0	321.0	0.0	321.0
DOC-MICHIGAN REFORMATORY	4707	233.0	0.0	0.0	0.0	0.0	0.0	1.0	234.0	0.0	234.0
DOC-MICHIGAN STATE INDUSTRIES	4709	38.0	0.0	0.0	0.0	0.0	0.0	0.0	38.0	0.0	38.0
DOC-MUSKEGON FACILITY	4704	226.0	0.0	0.0	1.0	0.0	0.0	1.0	228.0	0.0	228.0
DOC-NEWBERRY FACILITY	4743	186.0	0.0	2.0	1.0	0.0	0.0	0.0	189.0	0.0	189.0
DOC-OAKS FACILITY	4739	301.0	1.0	0.0	1.0	0.0	0.0	1.0	304.0	0.0	304.0
DOC-PARNALL FACILITY	4751	268.0	0.0	0.0	1.0	0.0	0.0	0.0	269.0	0.5	268.5
DOC-SAGINAW FACILITY	4742	299.0	0.0	0.0	0.0	0.0	0.0	0.0	299.0	0.0	299.0
DOC-ST. LOUIS FACILITY	4733	316.0	0.0	0.0	1.0	0.0	0.0	1.0	318.0	0.0	318.0
DOC-THUMB FACILITY	4725	301.0	0.0	0.0	0.0	0.0	1.0	0.0	302.0	0.0	302.0
NTHRN REGION ADMIN AND SUPPORT	4714	26.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	0.0	26.0
SOUTHERN REGION - IONIA	4711	20.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	20.0
CORRECTIONS		10,321.0	12.0	3.0	47.0	0.0	12.0	22.0	10,417.0	0.5	10,416.5
EDUCATION	3103	424.0	2.0	3.0	21.0	35.0	15.0	0.0	500.0	0.0	500.0
EDUCATION		424.0	2.0	3.0	21.0	35.0	15.0	0.0	500.0	0.0	500.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,278.0	3.0	9.0	27.0	0.0	13.0	0.0	1,330.0	0.0	1,330.0
ENVIRONMENT, GREAT LAKES & ENERGY		1,278.0	3.0	9.0	27.0	0.0	13.0	0.0	1,330.0	0.0	1,330.0
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	75.0	0.0	1.0	0.0	76.0	0.0	76.0
EXECUTIVE OFFICE		0.0	0.0	0.0	75.0	0.0	1.0	0.0	76.0	0.0	76.0
DEPT OF INS AND FIN SERVICE	6501	318.0	2.0	0.0	21.0	0.0	3.0	0.0	344.0	0.0	344.0
INSURANCE AND FINANCIAL SERV		318.0	2.0	0.0	21.0	0.0	3.0	0.0	344.0	0.0	344.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,714.0	1.0	0.0	390.0	5.0	14.0	0.0	2,124.0	0.0	2,124.0
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	100.0	0.0	0.0	3.0	0.0	1.0	0.0	104.0	0.0	104.0
LEO - MSHDA	1803	234.0	2.0	2.0	96.0	0.0	5.0	0.0	339.0	0.0	339.0
LABOR & ECONOMIC OPPORTUNITY		2,055.0	3.0	2.0	491.0	5.0	20.0	0.0	2,576.0	0.0	2,576.0
LICENSING & REGULATORY AFFAIRS	6401	1,528.0	4.0	12.0	47.0	0.0	18.0	0.0	1,609.0	0.0	1,609.0
LICENSING & REGULATORY AFFAIRS		1,528.0	4.0	12.0	47.0	0.0	18.0	0.0	1,609.0	0.0	1,609.0
MDHHS-CARO CENTER	3902	321.0	0.0	2.0	52.0	0.0	0.0	4.0	379.0	0.0	379.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,660.0	0.0	2.0	42.0	0.0	3.0	0.0	1,707.0	0.0	1,707.0

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 17, 2022

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	528.0	1.0	0.0	4.0	0.0	7.0	6.0	546.0	0.0	546.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	189.0	0.0	0.0	5.0	0.0	3.0	6.0	203.0	0.0	203.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	390.0	0.0	0.0	1.0	0.0	0.0	7.0	398.0	0.0	398.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	53.0	0.0	0.0	0.0	0.0	0.0	0.0	53.0	0.0	53.0
MDHHS-WALTER P.REUTHER PSY HS	3945	345.0	1.0	17.0	4.0	0.0	1.0	1.0	369.0	0.0	369.0
MDHHS - COMMUNITY HEALTH		3,486.0	2.0	21.0	108.0	0.0	14.0	24.0	3,655.0	0.0	3,655.0
MDHHS-BERRIEN COUNTY	4322	117.0	0.0	0.0	8.0	0.0	0.0	0.0	125.0	0.0	125.0
MDHHS-CALHOUN COUNTY	4323	137.0	0.0	0.0	4.0	0.0	0.0	0.0	141.0	0.0	141.0
MDHHS-COUNTIES	4308	2,536.0	0.0	0.0	76.0	9.0	0.0	1.0	2,622.0	0.0	2,622.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,454.0	0.0	3.0	126.0	1.0	17.0	0.0	2,601.0	0.0	2,601.0
MDHHS-GENESEEE COUNTY	4302	401.0	0.0	0.0	34.0	0.0	0.0	0.0	435.0	0.0	435.0
MDHHS-INGHAM COUNTY	4312	225.0	0.0	0.0	21.0	0.0	0.0	0.0	246.0	0.0	246.0
MDHHS-INSTITUTIONS	4307	41.0	0.0	22.0	7.0	0.0	0.0	2.0	72.0	0.0	72.0
MDHHS-JACKSON COUNTY	4315	150.0	0.0	0.0	17.0	0.0	0.0	0.0	167.0	0.0	167.0
MDHHS-KALAMAZOO COUNTY	4314	205.0	0.0	0.0	4.0	0.0	0.0	0.0	209.0	0.0	209.0
MDHHS-KENT COUNTY	4303	404.0	0.0	0.0	5.0	4.0	0.0	0.0	413.0	0.0	413.0
MDHHS-MACOMB COUNTY	4304	429.0	0.0	0.0	8.0	0.0	1.0	0.0	438.0	0.0	438.0
MDHHS-MUSKEGON COUNTY	4324	209.0	0.0	0.0	4.0	0.0	0.0	0.0	213.0	0.0	213.0
MDHHS-OAKLAND COUNTY	4305	435.0	0.0	0.0	73.0	0.0	1.0	0.0	509.0	0.0	509.0
MDHHS-SAGINAW COUNTY	4313	166.0	0.0	0.0	3.0	0.0	0.0	0.0	169.0	0.0	169.0
MDHHS-WASHTENAW	4325	138.0	0.0	0.0	7.0	0.0	0.0	0.0	145.0	0.0	145.0
MDHHS-WAYNE COUNTY DSS	4306	76.0	0.0	0.0	5.0	0.0	0.0	0.0	81.0	0.0	81.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	535.0	0.0	0.0	11.0	0.0	1.0	1.0	548.0	0.0	548.0
MDHHS-WAYNE COUNTY ZONE 3	4318	487.0	0.0	0.0	6.0	0.0	0.0	0.0	493.0	0.0	493.0
MDHHS-WAYNE COUNTY ZONE 4	4319	398.0	0.0	0.0	2.0	0.0	0.0	0.0	400.0	0.0	400.0
MDHHS-WAYNE COUNTY ZONE L	4316	347.0	0.0	0.0	5.0	0.0	0.0	0.0	352.0	0.0	352.0
MDHHS - HUMAN SERVICES		9,890.0	0.0	25.0	426.0	14.0	20.0	4.0	10,379.0	0.0	10,379.0
MICHIGAN VETERAN HOMES	5105	330.0	17.0	7.0	6.0	1.0	1.0	0.0	362.0	0.5	361.5
MIL AFFR CENTRAL OFFICE	5101	362.0	4.0	25.0	8.0	2.0	16.0	0.0	417.0	0.0	417.0
MILITARY & VETERAN AFFAIRS		692.0	21.0	32.0	14.0	3.0	17.0	0.0	779.0	0.5	778.5
DNR-NATURAL RESOURCES	7501	1,418.0	1.0	50.0	31.0	232.0	1,090.0	4.0	2,826.0	0.0	2,826.0
NATURAL RESOURCES		1,418.0	1.0	50.0	31.0	232.0	1,090.0	4.0	2,826.0	0.0	2,826.0
DEPARTMENT OF STATE	2301	1,319.0	0.0	0.0	17.0	0.0	1.0	1.0	1,338.0	0.0	1,338.0

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 17, 2022

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
STATE		1,319.0	0.0	0.0	17.0	0.0	1.0	1.0	1,338.0	0.0	1,338.0
STATE POLICE	5501	2,916.0	6.0	6.0	91.0	0.0	19.0	3.0	3,041.0	0.0	3,041.0
STATE POLICE		2,916.0	6.0	6.0	91.0	0.0	19.0	3.0	3,041.0	0.0	3,041.0
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,727.0	0.0	0.0	34.0	0.0	13.0	0.0	1,774.0	0.0	1,774.0
TECH, MGMT AND BUDGET - MB	0701	1,057.0	7.0	2.0	45.0	0.0	24.0	1.0	1,136.0	0.0	1,136.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,784.0	7.0	2.0	80.0	0.0	37.0	1.0	2,911.0	0.0	2,911.0
BRIDGE AUTHORITIES-INTERNATION	5903	26.0	0.0	6.0	0.0	0.0	8.0	0.0	40.0	0.0	40.0
BRIDGE AUTHORITIES-MACKINAC	5902	42.0	0.0	21.0	0.0	17.0	0.0	0.0	80.0	0.0	80.0
TRANSPORTATION CENTRAL OFFICE	5901	2,383.0	1.0	13.0	62.0	14.0	90.0	7.0	2,570.0	0.0	2,570.0
TRANSPORTATION		2,451.0	1.0	40.0	62.0	31.0	98.0	7.0	2,690.0	0.0	2,690.0
BUREAU OF STATE LOTTERY	2795	175.0	0.0	0.0	1.0	0.0	22.0	0.0	198.0	0.0	198.0
GAMING CONTROL	2707	149.0	0.0	3.0	4.0	1.0	3.0	0.0	160.0	0.0	160.0
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	1,198.0	0.0	1.0	42.0	0.0	15.0	0.0	1,256.0	0.0	1,256.0
TREASURY		1,525.0	0.0	4.0	47.0	1.0	40.0	0.0	1,617.0	0.0	1,617.0
STATEWIDE TOTAL		44,004.0	74.0	212.0	1,662.0	321.0	1,467.0	66.0	47,806.0	1.0	47,805.0

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
FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2021-22 SUMMARY

Table 1-2

DEPARTMENT		Fiscal Year 2022 Appropriated FTE Positions (A)	Fiscal Year 2022 Average FTE Positions (B)	Fiscal Year 2021 Average FTE Positions (C)	FY 2022 and FY 2021 Difference (B - C)	FY 2022 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	521.0	464.4	448.8	15.5	-56.6
	Overtime	0.0	0.5	0.1	0.4	0.5
	Total	521.0	464.9	449.0	15.9	-56.1
ATTORNEY GENERAL	Regular	541.4	530.1	516.3	13.8	-11.3
	Overtime	0.0	0.9	0.4	0.5	0.9
	Total	541.4	531.1	516.7	14.3	-10.3
AUDITOR GENERAL	Regular	0.0	152.1	151.3	0.9	152.1
	Overtime	0.0	0.0	0.2	-0.2	0.0
	Total	0.0	152.1	151.5	0.7	152.1
CIVIL RIGHTS	Regular	109.0	77.9	76.0	1.9	-31.1
	Overtime	0.0	0.3	1.3	-1.0	0.3
	Total	109.0	78.2	77.3	0.9	-30.8
CIVIL SERVICE COMMISSION	Regular	459.0	428.3	425.9	2.3	-30.7
	Overtime	0.0	1.7	2.3	-0.5	1.7
	Total	459.0	430.0	428.2	1.8	-29.0
CORRECTIONS	Regular	13,484.4	10,520.7	11,260.9	-740.2	-2,963.7
	Overtime	0.0	1,196.1	1,063.2	132.9	1,196.1
	Total	13,484.4	11,716.8	12,324.1	-607.3	-1,767.6
EDUCATION	Regular	615.5	486.9	485.4	1.5	-128.6
	Overtime	0.0	0.2	0.1	0.1	0.2
	Total	615.5	487.1	485.6	1.5	-128.4
ENVIRON, GREAT LAKES & ENERGY	Regular	1,461.0	1,278.3	1,205.4	72.9	-182.7
	Overtime	0.0	3.3	2.6	0.8	3.3
	Total	1,461.0	1,281.7	1,207.9	73.7	-179.3
EXECUTIVE OFFICE	Regular	79.2	71.1	71.1	-0.1	-8.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	79.2	71.1	71.1	-0.1	-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.

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Fiscal Year 2021-22 SUMMARY

DEPARTMENT		Fiscal Year 2022 Appropriated FTE Positions (A)	Fiscal Year 2022 Average FTE Positions (B)	Fiscal Year 2021 Average FTE Positions (C)	FY 2022 and FY 2021 Difference (B - C)	FY 2022 Average and Appropriated Difference (B - A)
INSURANCE AND FINANCIAL SERV	Regular	372.5	331.4	317.3	14.1	-41.1
	Overtime	0.0	0.4	0.4	-0.1	0.4
	Total	372.5	331.8	317.7	14.1	-40.7
LABOR & ECONOMIC OPPORTUNITY	Regular	2,553.4	2,631.4	2,604.1	27.2	78.0
	Overtime	0.0	134.7	181.6	-46.9	134.7
	Total	2,553.4	2,766.1	2,785.7	-19.6	212.7
LICENSING AND REGULATORY AFF	Regular	1,827.9	1,551.8	1,519.6	32.2	-276.1
	Overtime	0.0	8.2	4.9	3.3	8.2
	Total	1,827.9	1,560.0	1,524.5	35.5	-267.9
MDHHS - COMMUNITY HEALTH	Regular	4,132.2	3,611.1	3,592.5	18.6	-521.1
	Overtime	0.0	258.4	246.0	12.5	258.4
	Total	4,132.2	3,869.6	3,838.4	31.1	-262.6
MDHHS - HUMAN SERVICES	Regular	11,449.3	10,244.3	10,291.4	-47.1	-1,205.0
	Overtime	0.0	133.7	92.0	41.8	133.7
	Total	11,449.3	10,378.0	10,383.4	-5.4	-1,071.3
MILITARY & VETERAN AFFAIRS	Regular	1,054.5	767.3	724.5	42.8	-287.2
	Overtime	0.0	25.8	25.9	-0.1	25.8
	Total	1,054.5	793.1	750.4	42.7	-261.4
NATURAL RESOURCES	Regular	2,354.9	2,063.8	2,007.8	56.0	-291.1
	Overtime	0.0	36.6	42.6	-6.1	36.6
	Total	2,354.9	2,100.4	2,050.5	49.9	-254.5
STATE	Regular	1,586.0	1,311.1	1,294.1	17.0	-274.9
	Overtime	0.0	5.0	22.9	-17.9	5.0
	Total	1,586.0	1,316.1	1,317.0	-0.9	-269.9
STATE POLICE	Regular	3,692.0	2,940.0	2,901.8	38.2	-752.0
	Overtime	0.0	248.5	232.6	15.8	248.5
	Total	3,692.0	3,188.4	3,134.4	54.0	-503.6

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.

STATE OF MICHIGAN
FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT
Fiscal Year 2021-22 SUMMARY

Table 1-2

DEPARTMENT		Fiscal Year 2022 Appropriated FTE Positions (A)	Fiscal Year 2022 Average FTE Positions (B)	Fiscal Year 2021 Average FTE Positions (C)	FY 2022 and FY 2021 Difference (B - C)	FY 2022 Average and Appropriated Difference (B - A)
TECH, MGMT AND BUDGET	Regular	2,682.0	2,812.2	2,799.8	12.4	130.2
	Overtime	0.0	22.0	19.4	2.6	22.0
	Total	2,682.0	2,834.2	2,819.2	15.0	152.2
TRANSPORTATION	Regular	2,936.3	2,659.1	2,623.3	35.8	-277.2
	Overtime	0.0	114.0	111.4	2.6	114.0
	Total	2,936.3	2,773.1	2,734.7	38.5	-163.2
TREASURY	Regular	1,924.5	1,582.8	1,578.3	4.5	-341.7
	Overtime	0.0	11.0	7.0	4.0	11.0
	Total	1,924.5	1,593.7	1,585.3	8.5	-330.8
STATEWIDE TOTALS	Total Regular	53,836.0	46,516.1	46,895.7	-379.6	-7,319.9
	Total Overtime	0.0	2,201.4	2,056.8	144.5	2,201.4
	Grand Total	53,836.0	48,717.5	48,952.6	-235.1	-5,118.5

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.

STATE OF MICHIGAN

Table 1-3

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

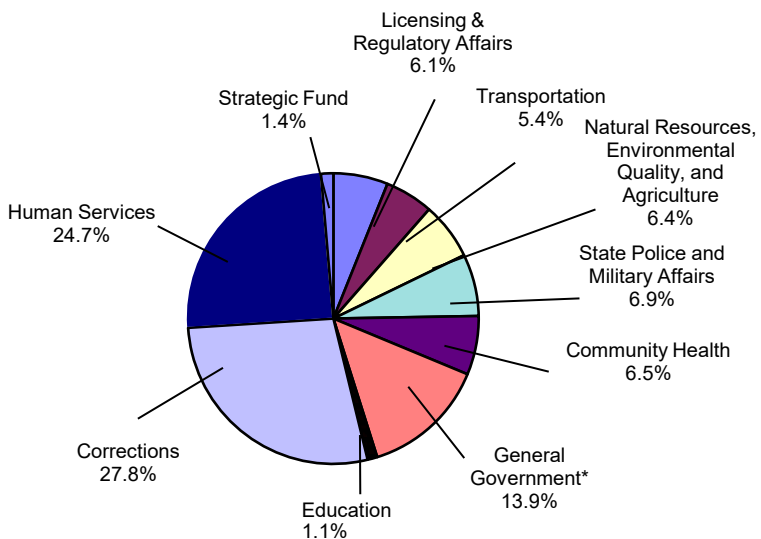
Department	2020 - 2021		2021 - 2022	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	472.0	1.0 %	495.0	1.0 %
ATTORNEY GENERAL	526.0	1.1 %	548.0	1.1 %
AUDITOR GENERAL	152.0	0.3 %	156.0	0.3 %
CIVIL RIGHTS	84.0	0.2 %	75.0	0.2 %
CIVIL SERVICE COMMISSION	430.0	0.9 %	444.0	0.9 %
CORRECTIONS	10,797.5	22.6 %	10,416.5	21.8 %
EDUCATION	503.0	1.1 %	500.0	1.0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,281.0	2.7 %	1,330.0	2.8 %
EXECUTIVE OFFICE	74.0	0.2 %	76.0	0.2 %
INSURANCE AND FINANCIAL SERV	319.0	0.7 %	344.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,658.0	5.6 %	2,576.0	5.4 %
LICENSING & REGULATORY AFFAIRS	1,572.0	3.3 %	1,609.0	3.4 %
MDHHS-COMMUNITY HEALTH	3,683.0	7.7 %	3,655.0	7.6 %
MDHHS-HUMAN SERVICES	10,323.5	21.6 %	10,379.0	21.7 %
MILITARY & VETERAN AFFAIRS	779.5	1.6 %	778.5	1.6 %
NATURAL RESOURCES	2,701.0	5.7 %	2,826.0	5.9 %
STATE	1,300.0	2.7 %	1,338.0	2.8 %
STATE POLICE	2,996.0	6.3 %	3,041.0	6.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,819.0	5.9 %	2,911.0	6.1 %
TRANSPORTATION	2,665.5	5.6 %	2,690.0	5.6 %
TREASURY	1,613.0	3.4 %	1,617.0	3.4 %
TOTAL:	47,749.0	100.0 %	47,805.0	100.0 %

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 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.

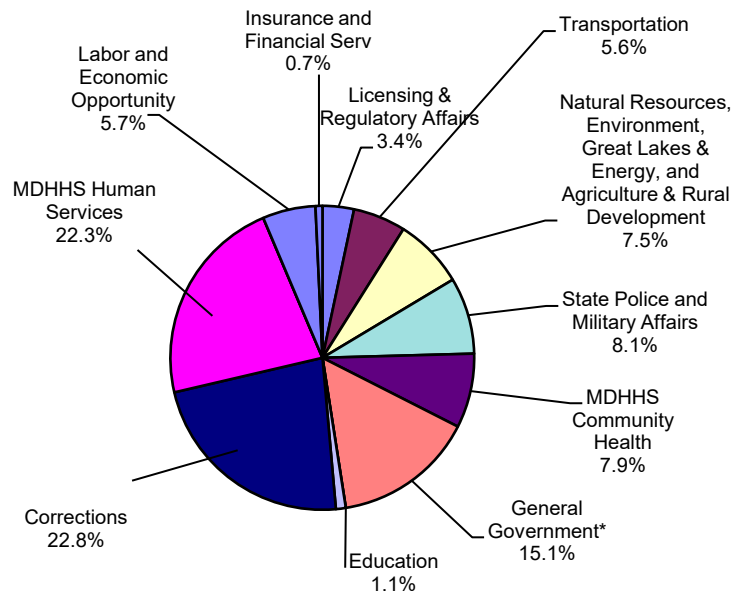
Statewide, the number of classified employees increased by 56 from September 18, 2021 to September 17, 2022.

Source: Michigan Civil Service Commission HWF03

STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES STATEWIDE
Fiscal Years 2012-13 and 2021-22 Compared



FISCAL YEAR 2012-13
AVERAGE CLASSIFIED EMPLOYMENT
47,739



FISCAL YEAR 2021-22
AVERAGE CLASSIFIED EMPLOYMENT
46,432

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 1307 positions (2.7%) from FY 2012-13 to FY 2021-22. 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 17, 2022 these positions represent most 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 2012-13 through 2021-22

DEPARTMENT	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Agriculture & Rural Development	400.9	396.8	405.4	411.5	438.7	457.7	462.7	462.4	456.4	470.7
Attorney General	478.5	489.9	481.6	477.4	491.2	498.4	501.2	514.8	521.4	531.0
Auditor General	139.8	134.2	137.2	150.2	149.2	142.7	153.0	152.4	151.3	151.4
Civil Rights	91.7	91.0	93.7	92.0	84.4	85.8	88.3	85.5	76.4	78.6
Civil Service Commission	415.9	414.0	413.6	415.5	417.5	432.0	432.5	442.0	430.0	427.3
Community Health	3,113.4	3,127.9	--	--	--	--	--	--	--	--
Corrections	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	10,569.5
Education	517.7	517.5	515.3	506.6	503.8	504.7	503.2	497.7	493.7	493.4
Environment, Great Lakes & Energy	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	1,286.7
Executive Office	53.6	58.3	59.8	56.2	59.8	56.5	59.3	73.8	70.7	71.1
Human Services	11,771.7	11,387.6	--	--	--	--	--	--	--	--
Insurance and Financial Serv	--	291.9	304.7	302.1	296.0	299.7	302.2	302.0	317.8	332.3
Labor & Economic Opportunity	--	--	1,006.3	1,252.7	1,199.3	1,162.7	1,288.4	2,215.7	2,597.7	2,627.8
Licensing & Regulatory Affairs	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	1,561.8
MDHHS-Community Health	--	--	3,091.9	3,111.0	3,184.1	3,293.2	3,412.5	3,586.7	3,641.1	3,676.3
MDHHS-Human Services	--	--	10,954.1	10,746.8	10,898.9	10,979.6	10,993.8	10,654.6	10,425.9	10,340.8
Military and Veterans Affairs	800.7	771.7	757.0	749.8	745.3	765.2	771.5	754.9	751.5	782.3
Natural Resources	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	1,705.9
State	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	1,331.3
State Police	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	2,995.1
Strategic Fund	650.6	630.8	--	--	--	--	--	--	--	--
Technology, Management & Budget	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	2,823.6
Transportation	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	2,596.7
Treasury	<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>	<u>1,578.5</u>
TOTAL	47,739.4	47,003.1	46,588.3	46,692.1	46,824.5	46,955.9	47,323.7	47,521.6	46,818.8	46,432.3

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent most noncareer appointments at the end of FY 2021-22. 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.

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

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.

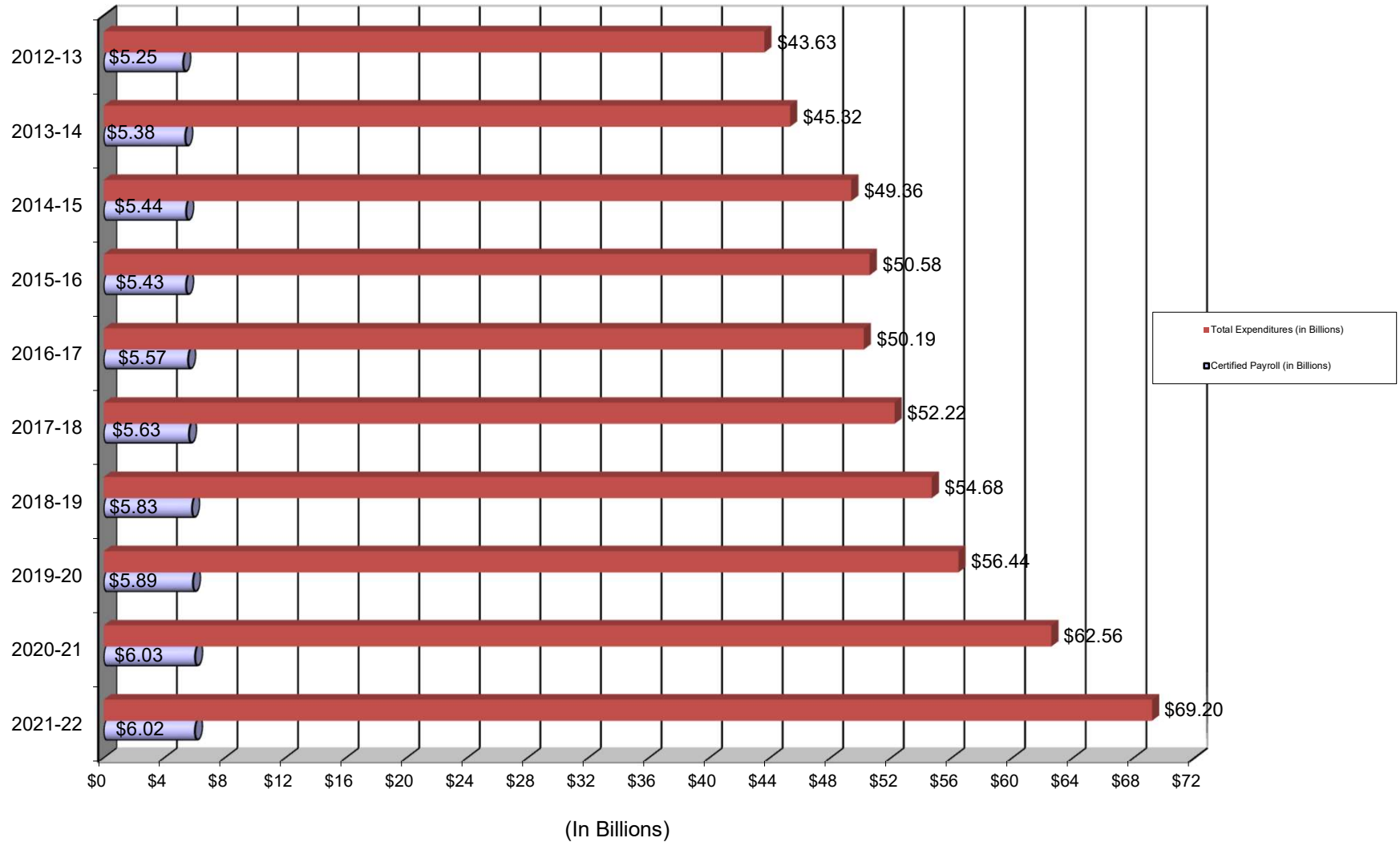
In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

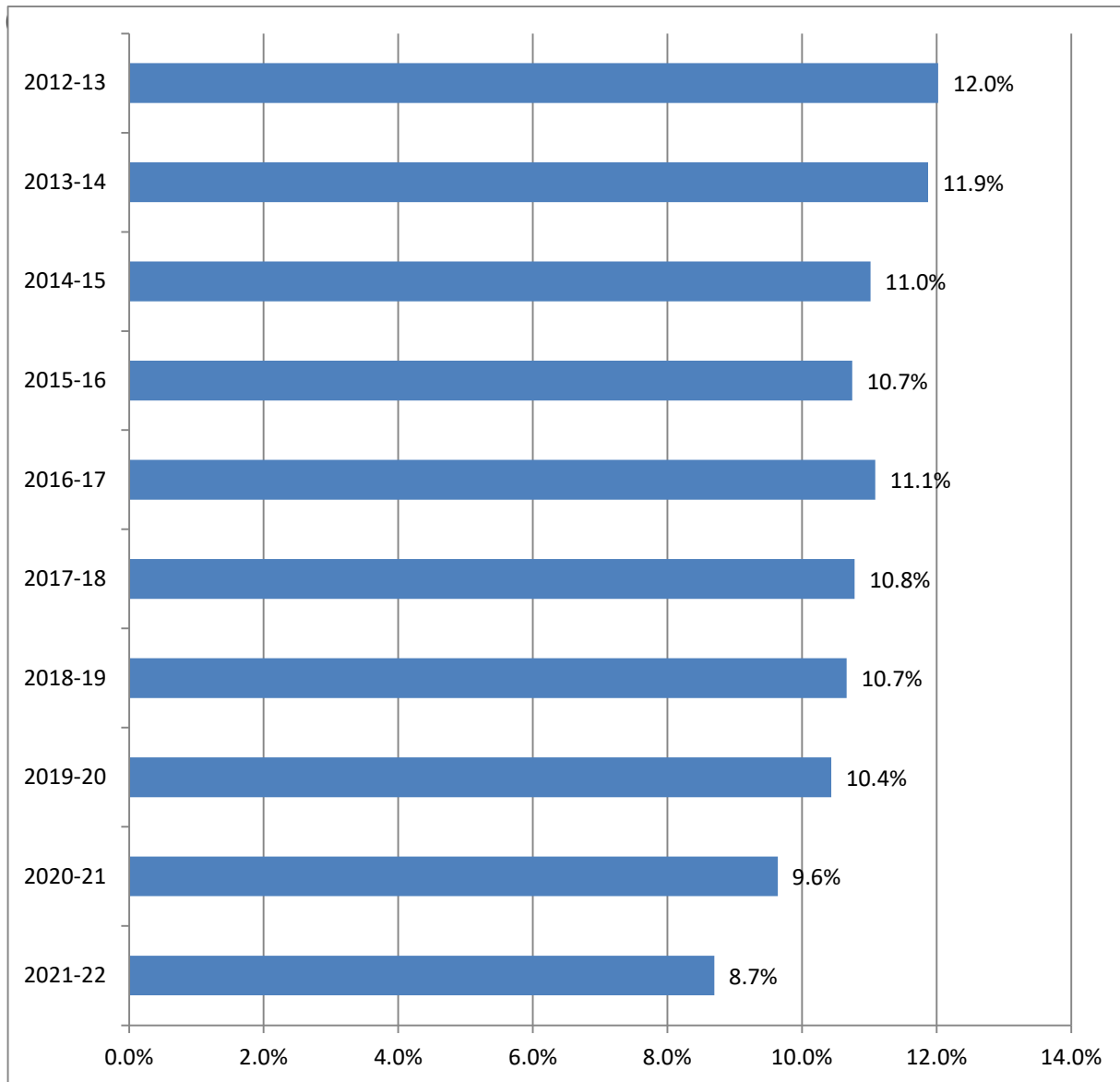
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN
Trend of Total State Expenditures Compared to Total State Classified Payroll
Fiscal Years 2012-13 through 2021-22



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Annual Comprehensive Financial Report (ACFR) 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 2012-13 through 2021-22**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Annual Comprehensive Financial Report (ACFR) 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 17, 2022

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMNT	495	1.0 %	45.1	\$35.74	308	62.2 %
ATTORNEY GENERAL	548	1.1 %	46.6	\$46.53	308	56.2 %
AUDITOR GENERAL	156	0.3 %	39.9	\$43.62	97	62.2 %
CIVIL RIGHTS	75	0.2 %	48.2	\$37.69	65	86.7 %
CIVIL SERVICE COMMISSION	444	0.9 %	44.3	\$36.61	293	66.0 %
CORRECTIONS	10,417	21.8 %	44.3	\$30.07	6,876	66.0 %
EDUCATION	500	1.0 %	49.9	\$40.14	322	64.4 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,330	2.8 %	45.0	\$37.08	819	61.6 %
EXECUTIVE OFFICE	76	0.2 %	34.1	\$38.20	6	7.9 %
INSURANCE AND FINANCIAL SERV	344	0.7 %	43.0	\$39.42	205	59.6 %
LABOR & ECONOMIC OPPORTUNITY	2,576	5.4 %	48.2	\$33.44	1,460	56.7 %
LICENSING & REGULATORY AFFAIRS	1,609	3.4 %	46.7	\$37.60	1,059	65.8 %
MDHHS - COMMUNITY HEALTH	3,655	7.6 %	46.2	\$34.32	2,065	56.5 %
MDHHS - HUMAN SERVICES	10,379	21.7 %	44.5	\$30.81	6,835	65.9 %
MILITARY & VETERAN AFFAIRS	779	1.6 %	47.1	\$29.36	395	50.7 %
NATURAL RESOURCES	2,826	5.9 %	42.9	\$25.66	1,178	41.7 %
STATE	1,338	2.8 %	44.8	\$28.40	745	55.7 %
STATE POLICE	3,041	6.4 %	40.0	\$36.09	2,075	68.2 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,911	6.1 %	47.7	\$39.30	2,017	69.3 %
TRANSPORTATION	2,690	5.6 %	46.8	\$34.06	1,752	65.1 %
TREASURY	1,617	3.4 %	46.7	\$36.01	1,074	66.4 %
STATEWIDE TOTALS:	47,806	100.0 %	45.0	\$32.79	29,954	62.7 %

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

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE
Fiscal Years 2017-18 through 2021-22

Table 2-2

<u>Salary Range</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</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	0	0	0	0	0
18,000 - 18,999	0	0	0	0	0
19,000 - 19,999	367	41	0	0	0
20,000 - 20,999	579	28	364	330	3
21,000 - 21,999	30	369	11	2	1
22,000 - 22,999	106	475	195	194	1
23,000 - 23,999	2	28	7	1	2
24,000 - 24,999	89	73	355	351	1
25,000 - 25,999	25	99	85	76	19
26,000 - 26,999	3	23	22	26	4
27,000 - 27,999	15	19	12	15	83
28,000 - 28,999	36	2	1	0	1
29,000 - 29,999	459	222	34	15	37
30,000 - 30,999	36	202	255	13	1
31,000 - 31,999	68	43	17	164	954
32,000 - 32,999	8	53	29	13	180
33,000 - 33,999	97	100	25	25	23
34,000 - 34,999	276	123	22	21	21
35,000 - 35,999	202	162	101	50	22
36,000 - 36,999	596	715	61	77	41
37,000 - 37,999	487	263	430	88	105
38,000 - 38,999	363	645	585	429	128
39,000 - 39,999	658	532	219	506	625
40,000 - 40,999	497	869	519	218	171
41,000 - 41,999	340	382	773	324	552
42,000 - 42,999	918	400	474	658	378
43,000 - 43,999	662	921	508	377	541
44,000 - 44,999	680	659	656	417	430
45,000 - 45,999	889	486	601	752	398
46,000 - 46,999	841	1,017	685	584	604
47,000 - 47,999	1,748	1,831	1,094	585	768
48,000 - 48,999	936	732	1,609	1,101	267
49,000 - 49,999	1,853	536	689	636	750
50,000 - 50,999	483	2,072	867	1,496	852
51,000 - 51,999	588	497	1,631	889	1,553
52,000 - 52,999	1,621	693	552	1,628	598
53,000 - 53,999	750	1,284	874	519	686

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
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

Table 2-2

<u>Salary Range</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
54,000 - 54,999	3,247	677	1,354	715	1,812
55,000 - 55,999	4,137	3,351	695	1,146	223
56,000 - 56,999	442	3,899	2,949	923	628
57,000 - 57,999	606	609	4,240	2,782	1,069
58,000 - 58,999	2,879	455	462	1,147	1,185
59,000 - 59,999	490	2,801	503	3,375	2,605
60,000 - 60,999	404	477	2,645	563	1,088
61,000 - 61,999	689	692	668	487	3,336
62,000 - 62,999	945	316	631	2,888	269
63,000 - 63,999	472	1,361	393	469	689
64,000 - 64,999	484	458	532	639	2,704
65,000 - 65,999	252	317	1,148	270	335
66,000 - 66,999	1,215	362	412	675	666
67,000 - 67,999	1,171	1,169	296	1,146	317
68,000 - 68,999	1,232	1,222	1,277	137	683
69,000 - 69,999	512	502	1,347	369	1,121
70,000 - 70,999	324	1,249	603	1,789	161
71,000 - 71,999	1,844	307	976	403	349
72,000 - 72,999	392	1,824	420	1,234	230
73,000 - 73,999	295	218	250	1,032	1,390
74,000 - 74,999	691	502	1,756	281	1,016
75,000 - 75,999	295	157	385	160	875
76,000 - 76,999	124	785	289	1,819	964
77,000 - 77,999	1,084	265	732	189	187
78,000 - 78,999	1,402	71	194	497	2,051
79,000 - 79,999	47	1,088	213	139	204
80,000 - 80,999	177	1,395	260	853	438
81,000 - 81,999	642	97	2,192	263	186
82,000 - 82,999	332	241	260	115	681
83,000 - 83,999	121	697	178	1,257	338
84,000 - 84,999	162	108	543	1,600	129
85,000 - 85,999	699	108	291	65	184
86,000 - 86,999	131	152	86	82	2,292
87,000 - 87,999	181	715	125	504	243
88,000 - 88,999	209	149	104	90	32
89,000 - 89,999	440	121	714	121	125
90,000 - 90,999	45	182	219	57	854
91,000 - 91,999	68	482	194	169	119
92,000 - 92,999	172	32	31	802	108
93,000 - 93,999	51	174	478	97	159

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
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

Table 2-2

<u>Salary Range</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
\$94,000 - 94,999	37	193	18	189	756
95,000 - 95,999	230	48	209	24	150
96,000 - 96,999	39	38	214	477	92
97,000 - 97,999	108	206	31	22	179
98,000 - 98,999	116	38	35	200	72
99,000 - 99,999	66	122	192	213	444
100,000 - 100,999	104	131	41	31	22
101,000 - 101,999	52	73	135	44	188
102,000 - 102,999	73	91	122	211	222
103,000 - 103,999	129	44	78	39	39
104,000 - 104,999	37	58	87	150	40
105,000 - 105,999	69	113	43	111	206
106,000 - 106,999	33	65	42	83	30
107,000 - 107,999	77	62	118	88	101
108,000 - 108,999	294	43	51	45	155
109,000 - 109,999	25	72	59	47	83
110,000 - 110,999	8	351	43	104	93
111,000 - 111,999	28	4	71	47	51
112,000 - 112,999	22	19	350	42	67
113,000 - 113,999	38	33	5	43	119
114,000 - 114,999	28	17	14	76	37
115,000 - 115,999	45	20	41	51	54
116,000 - 116,999	123	37	7	336	56
117,000 - 117,999	32	21	26	15	37
118,000 - 118,999	25	47	32	7	67
119,000 - 119,999	27	145	24	44	392
120,000 - 120,999	19	26	49	21	15
121,000 - 121,999	45	15	123	24	23
122,000 - 122,999	32	20	32	34	43
123,000 - 123,999	17	33	23	24	20
124,000 - 124,999	29	26	19	36	23
125,000 - 125,999	248	24	16	134	34
126,000 and above	384	664	707	814	1,051
STATEWIDE TOTAL	49,052	49,282	48,464	47,755	47,806

Median Salary: \$64,102
Average Salary: \$68,461

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 2017-18 through 2021-22

	2017-18	2018-19	2019-20	2020-21	2021-22
Legally Required Payments					
FICA	7.11 %	7.10 %	7.06 %	7.08 %	7.10 %
Unemployment Compensation	.16	.12	.23	.01	.09
Workers Compensation	.74	.80	.57	.66	.71
Total Legally Required Payments	8.00 %	8.02 %	7.86 %	7.76 %	7.89 %
Group Insurance					
State Health Plan	7.25 %	7.14 %	7.05 %	6.99 %	6.96 %
Health Maintenance Organization	9.57	9.71	9.48	9.05	8.40
Dental	1.01	1.46	1.46	1.43	1.00
Vision	.12	.17	.17	.16	.04
Life	1.28	1.30	1.30	1.29	1.28
Long Term Disability	.60	.60	.59	.59	.42
Flexible Benefits Allowance/Recovery	.12	.12	.12	.12	.12
Total Group Insurance	19.94 %	20.50 %	20.18 %	19.63 %	18.20 %
Other Cash Payments					
Terminal Annual & Sick Leave	.76 %	.79 %	.69 %	.73 %	.75 %
Terminal Longevity Payments	.02	.02	.02	.02	.02
Professional Development	.03	.03	.03	.03	.03
Uniforms and Dry Cleaning	.18	.17	.16	.16	.14
Total Other Cash Payments	1.00 %	1.01 %	.90 %	.94 %	.94 %
Pension Items					
Retirement or Pension Plans	1.97 %	1.68 %	1.97 %	1.91 %	1.75 %
Other Employee Retirement Costs (OERC)	43.91	43.22	40.35	42.41	37.33
Defined Contribution Pension Plan	5.24	5.71	6.14	6.29	6.58
Total Pension Items	51.11 %	50.61 %	48.46 %	50.60 %	45.66 %
Total Employee Benefits	80.06 %	80.15 %	77.40 %	78.94 %	72.70 %

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 1910FB

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

Pay End Date: September 17, 2022

Department	Total Employees Enrolled	Health Insurance						Dental Insurance					
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	479	185	39 %	234	49 %	5	1 %	0	0 %	451	94 %	1	0 %
ATTORNEY GENERAL	528	209	40 %	254	48 %	5	1 %	0	0 %	495	94 %	3	1 %
AUDITOR GENERAL	154	59	38 %	77	50 %	3	2 %	0	0 %	143	93 %	0	0 %
CIVIL RIGHTS	74	25	34 %	45	61 %	1	1 %	0	0 %	72	97 %	0	0 %
CIVIL SERVICE COMMISSION	434	93	21 %	277	64 %	2	0 %	0	0 %	393	91 %	0	0 %
CORRECTIONS	10,405	5,540	53 %	3,890	37 %	25	0 %	0	0 %	9,723	93 %	32	0 %
EDUCATION	485	184	38 %	223	46 %	4	1 %	0	0 %	445	92 %	1	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,317	470	36 %	644	49 %	5	0 %	0	0 %	1,203	91 %	8	1 %
EXECUTIVE OFFICE	75	41	55 %	14	19 %	0	0 %	0	0 %	57	76 %	1	1 %
INSURANCE AND FINANCIAL SERV	341	105	31 %	184	54 %	3	1 %	0	0 %	313	92 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,556	1,018	40 %	1,203	47 %	16	1 %	0	0 %	2,365	93 %	10	0 %
LICENSING & REGULATORY AFFAIRS	1,591	576	36 %	805	51 %	1	0 %	0	0 %	1,460	92 %	6	0 %
MDHHS - COMMUNITY HEALTH	3,641	1,524	42 %	1,681	46 %	12	0 %	0	0 %	3,353	92 %	17	0 %
MDHHS - HUMAN SERVICES	10,359	4,112	40 %	5,225	50 %	34	0 %	0	0 %	9,729	94 %	23	0 %
MILITARY & VETERAN AFFAIRS	762	319	42 %	281	37 %	9	1 %	0	0 %	673	88 %	0	0 %
NATURAL RESOURCES	1,736	896	52 %	590	34 %	22	1 %	0	0 %	1,565	90 %	12	1 %
STATE	1,337	565	42 %	612	46 %	6	0 %	0	0 %	1,242	93 %	3	0 %
STATE POLICE	3,022	1,038	34 %	754	25 %	18	1 %	916	30 %	2,837	94 %	11	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,874	901	31 %	1,601	56 %	19	1 %	0	0 %	2,631	92 %	11	0 %
TRANSPORTATION	2,592	1,085	42 %	1,181	46 %	18	1 %	0	0 %	2,391	92 %	11	0 %
TREASURY	1,577	489	31 %	905	57 %	11	1 %	0	0 %	1,475	94 %	5	0 %
STATEWIDE TOTALS:	46,339	19,434	42 %	20,680	45 %	219	0 %	916	2 %	43,016	93 %	157	0 %

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

Source: Michigan Civil Service Commission HWF47

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

Pay End Date: September 17, 2022

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
AGRICULTURE & RURAL DEVELOPMENT	479	453	95 %	378	79 %	0	0 %	457	95 %	21	4 %	0	0 %
ATTORNEY GENERAL	528	499	95 %	370	70 %	0	0 %	501	95 %	27	5 %	0	0 %
AUDITOR GENERAL	154	147	95 %	123	80 %	0	0 %	134	87 %	19	12 %	0	0 %
CIVIL RIGHTS	74	72	97 %	59	80 %	0	0 %	73	99 %	1	1 %	0	0 %
CIVIL SERVICE COMMISSION	434	397	91 %	385	89 %	0	0 %	422	97 %	12	3 %	0	0 %
CORRECTIONS	10,405	9,775	94 %	9,227	89 %	0	0 %	9,940	96 %	396	4 %	0	0 %
EDUCATION	485	453	93 %	341	70 %	0	0 %	459	95 %	26	5 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,317	1,217	92 %	997	76 %	0	0 %	1,226	93 %	89	7 %	0	0 %
EXECUTIVE OFFICE	75	60	80 %	23	31 %	0	0 %	71	95 %	4	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	341	318	93 %	253	74 %	0	0 %	322	94 %	19	6 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,556	2,383	93 %	1,903	74 %	0	0 %	2,398	94 %	153	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,591	1,472	93 %	1,272	80 %	0	0 %	1,507	95 %	77	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,641	3,374	93 %	2,965	81 %	0	0 %	3,449	95 %	179	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,359	9,770	94 %	8,668	84 %	0	0 %	9,849	95 %	485	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	762	681	89 %	509	67 %	0	0 %	725	95 %	28	4 %	0	0 %
NATURAL RESOURCES	1,736	1,582	91 %	1,314	76 %	0	0 %	1,639	94 %	94	5 %	0	0 %
STATE	1,337	1,253	94 %	1,006	75 %	0	0 %	1,253	94 %	77	6 %	0	0 %
STATE POLICE	3,022	2,871	95 %	2,705	90 %	1,353	45 %	2,877	95 %	113	4 %	1,020	34 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,874	2,650	92 %	2,147	75 %	19	1 %	2,717	95 %	144	5 %	14	0 %
TRANSPORTATION	2,592	2,425	94 %	2,203	85 %	0	0 %	2,449	94 %	136	5 %	0	0 %
TREASURY	1,577	1,494	95 %	1,242	79 %	0	0 %	1,489	94 %	86	5 %	0	0 %
STATEWIDE TOTALS:	46,339	43,346	94 %	38,090	82 %	1,372	3 %	43,957	95 %	2,186	5 %	1,034	2 %

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

Source: Michigan Civil Service Commission HWF47

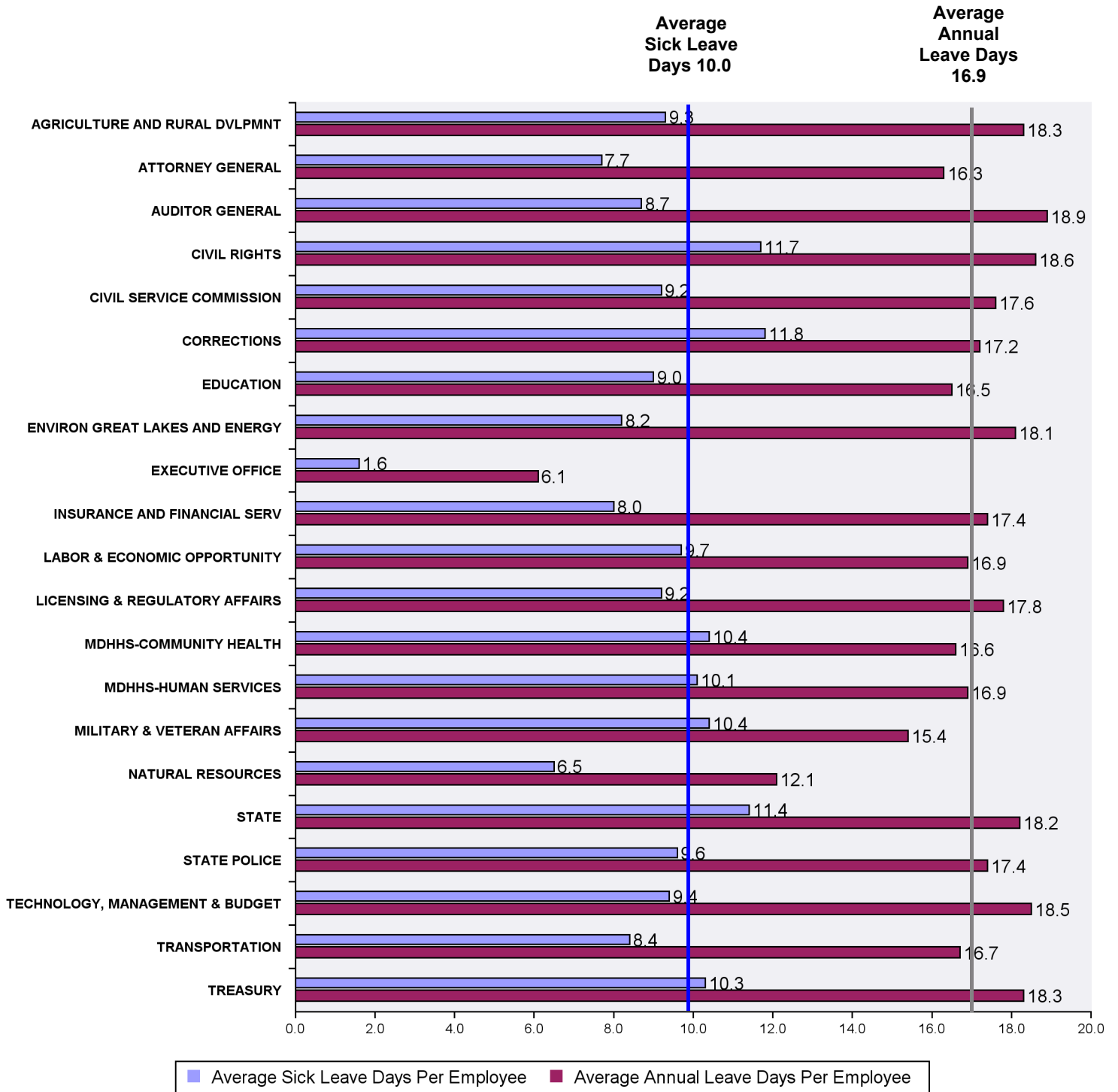
STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2017-18 through 2021-22

	2017-18	2018-19	2019-20	2020-21	2021-22
VACATION	7.2 %	7.1 %	6.1 %	7.0 %	7.1 %
HOLIDAY	4.6 %	5.0 %	4.6 %	5.0 %	5.0 %
SICK LEAVE	4.2 %	4.2 %	3.7 %	4.4 %	4.7 %
TOTAL	16.0 %	16.3 %	14.3 %	16.3 %	16.7 %

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 2021-22



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 2021-22

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMNT	9.3	18.3	27.5
ATTORNEY GENERAL	7.7	16.3	24.1
AUDITOR GENERAL	8.7	18.9	27.6
CIVIL RIGHTS	11.7	18.6	30.3
CIVIL SERVICE COMMISSION	9.2	17.6	26.9
CORRECTIONS	11.8	17.2	29.1
EDUCATION	9.0	16.5	25.4
ENVIRON GREAT LAKES AND ENERGY	8.2	18.1	26.3
EXECUTIVE OFFICE	1.6	6.1	7.7
INSURANCE AND FINANCIAL SERV	8.0	17.4	25.4
LABOR & ECONOMIC OPPORTUNITY	9.7	16.9	26.5
LICENSING & REGULATORY AFFAIRS	9.2	17.8	27.0
MDHHS-COMMUNITY HEALTH	10.4	16.6	27.0
MDHHS-HUMAN SERVICES	10.1	16.9	27.0
MILITARY & VETERAN AFFAIRS	10.4	15.4	25.9
NATURAL RESOURCES	6.5	12.1	18.6
STATE	11.4	18.2	29.6
STATE POLICE	9.6	17.4	27.0
TECHNOLOGY, MANAGEMENT & BUDGET	9.4	18.5	27.8
TRANSPORTATION	8.4	16.7	25.0
TREASURY	10.3	18.3	28.6
STATEWIDE AVERAGE	10.0	16.9	27.0

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

Source: Michigan Civil Service Commission HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE SICK LEAVE USE COMPARISON
(Average Days Per Employee)
Fiscal Years 2017-18 through 2021-22

DEPARTMENT	2017-18	2018-19	2019-20	2020-21	2021-22
Agriculture & Rural Development	9.2	8.5	8.1	8.0	9.3
Attorney General	8.9	8.8	7.0	6.7	7.7
Auditor General	8.7	7.7	8.7	6.9	8.7
Civil Rights	10.0	10.3	9.6	9.7	11.7
Civil Service Commission	10.6	10.1	8.0	7.2	9.2
Corrections	12.1	12.1	11.8	12.9	11.8
Education	9.4	9.8	7.8	7.1	9.0
Environment, Great Lakes & Energy	9.1	9.1	7.7	6.8	8.2
Executive Office	5.1	1.0	2.3	2.0	1.6
Insurance and Financial Serv	9.9	9.7	8.2	8.0	8.0
Labor & Economic Opportunity	11.7	10.5	7.8	7.9	9.7
Licensing & Regulatory Affairs	10.0	10.1	7.9	8.2	9.2
MDHHS-Community Health	10.5	10.3	9.4	9.6	10.4
MDHHS-Human Services	10.7	10.6	8.8	9.6	10.1
Military and Veterans Affairs	9.8	9.5	9.0	9.5	10.4
Natural Resources	5.4	5.0	5.6	5.4	6.5
State	8.8	9.2	8.9	11.5	11.4
State Police	8.7	8.9	8.2	8.3	9.6
Talent And Economic Development	11.7	--	--	--	--
Technology, Management & Budget	9.9	10.0	8.1	8.5	9.4
Transportation	9.4	9.1	7.9	7.4	8.4
Treasury	10.9	10.4	8.9	9.3	10.3
STATEWIDE AVERAGE	10.2	10.3	9.2	9.6	10.0

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

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

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USE ANALYSIS BY DEPARTMENT

September 19, 2021 To: September 17, 2022

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	512	38,032.6	74.3	9.3
ATTORNEY GENERAL	567	35,019.4	61.8	7.7
AUDITOR GENERAL	164	11,465.2	69.9	8.7
CIVIL RIGHTS	86	8,046.5	93.6	11.7
CIVIL SERVICE COMMISSION	477	35,164.2	73.7	9.2
CORRECTIONS	12,115	1,148,209.0	94.8	11.8
EDUCATION	536	38,460.6	71.8	9.0
ENVIRON GREAT LAKES AND ENERGY	1,401	91,798.8	65.5	8.2
EXECUTIVE OFFICE	96	1,264.4	13.2	1.6
INSURANCE AND FINANCIAL SERV	375	24,026.1	64.1	8.0
LABOR & ECONOMIC OPPORTUNITY	2,907	224,777.1	77.3	9.7
LICENSING & REGULATORY AFFAIRS	1,735	128,175.8	73.9	9.2
MDHHS-COMMUNITY HEALTH	4,185	348,295.7	83.2	10.4
MDHHS-HUMAN SERVICES	11,550	929,653.3	80.5	10.1
MILITARY & VETERAN AFFAIRS	905	75,493.6	83.4	10.4
NATURAL RESOURCES	2,663	137,966.1	51.8	6.5
STATE	1,468	133,624.7	91.0	11.4
STATE POLICE	3,239	248,026.0	76.6	9.6
TECHNOLOGY, MANAGEMENT & BUDGET	3,071	229,718.8	74.8	9.4
TRANSPORTATION	3,102	208,310.5	67.2	8.4
TREASURY	1,735	143,332.9	82.6	10.3
STATEWIDE	52,889	4,238,861.1	80.1	10.0

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

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT
September 19, 2021 to September 17, 2022

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	512	74,803.4	146.1	18.3	512	67.0	0.1	0.0
ATTORNEY GENERAL	567	74,155.6	130.8	16.3	567	2.0	0.0	0.0
AUDITOR GENERAL	164	24,753.0	150.9	18.9	164	0.0	0.0	0.0
CIVIL RIGHTS	86	12,826.9	149.1	18.6	86	53.0	0.6	0.1
CIVIL SERVICE COMMISSION	477	67,325.8	141.1	17.6	477	0.0	0.0	0.0
CORRECTIONS	12,115	1,668,387.5	137.7	17.2	12,115	2,904.2	0.2	0.0
EDUCATION	536	70,661.1	131.8	16.5	536	5.0	0.0	0.0
ENVIRON GREAT LAKES AND ENERGY	1,401	202,887.1	144.8	18.1	1,401	237.8	0.2	0.0
EXECUTIVE OFFICE	96	4,671.7	48.7	6.1	96	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	375	52,304.5	139.5	17.4	375	28.5	0.1	0.0
LABOR & ECONOMIC OPPORTUNITY	2,907	392,524.0	135.0	16.9	2,907	243.0	0.1	0.0
LICENSING & REGULATORY AFFAIRS	1,735	246,570.9	142.1	17.8	1,735	209.0	0.1	0.0
MDHHS-COMMUNITY HEALTH	4,185	555,569.1	132.8	16.6	4,185	789.4	0.2	0.0
MDHHS-HUMAN SERVICES	11,550	1,563,471.7	135.4	16.9	11,550	1,704.1	0.1	0.0
MILITARY & VETERAN AFFAIRS	905	111,733.3	123.5	15.4	905	370.6	0.4	0.1
NATURAL RESOURCES	2,663	258,146.9	96.9	12.1	2,663	750.8	0.3	0.0
STATE	1,468	213,830.0	145.7	18.2	1,468	392.6	0.3	0.0
STATE POLICE	3,239	450,861.4	139.2	17.4	3,239	1,616.1	0.5	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	3,071	453,709.0	147.7	18.5	3,071	302.3	0.1	0.0
TRANSPORTATION	3,102	413,199.2	133.2	16.7	3,102	840.8	0.3	0.0
TREASURY	1,735	253,916.4	146.3	18.3	1,735	502.3	0.3	0.0
STATEWIDE	52,889	7,166,308.4	135.5	16.9	52,889	11,018.3	0.2	0.0

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

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

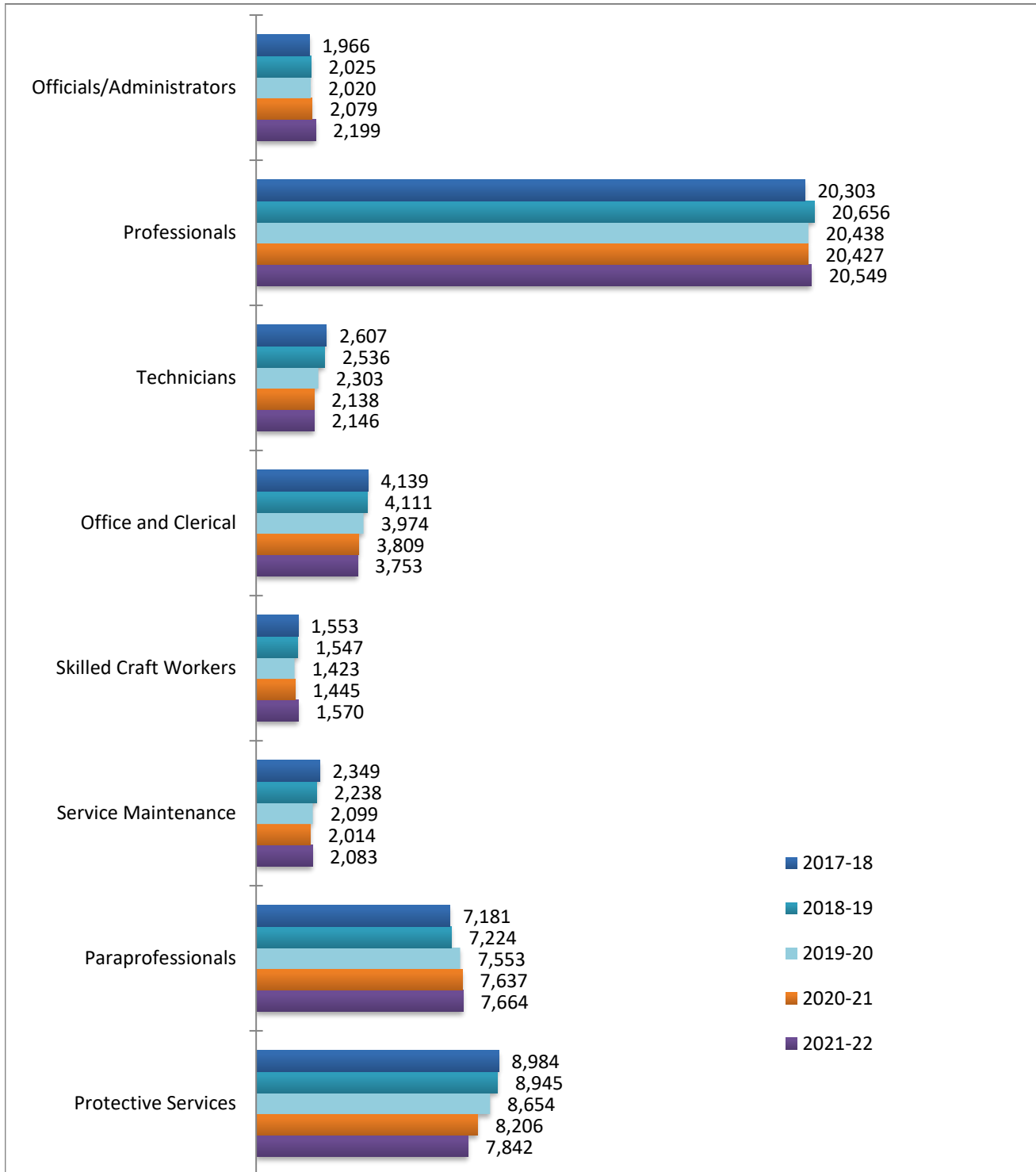
Pay End Date: September 17, 2022

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	20	44	63	57	69	67	48	55	49	13	10	495
ATTORNEY GENERAL	4	9	33	65	67	70	62	88	72	52	19	7	548
AUDITOR GENERAL	0	13	32	23	16	11	20	19	16	3	3	0	156
CIVIL RIGHTS	0	1	1	9	9	10	6	18	13	3	2	3	75
CIVIL SERVICE COMMISSION	2	18	37	52	55	60	63	64	59	28	5	1	444
CORRECTIONS	47	410	805	1,233	1,296	1,276	1,691	1,866	1,053	540	166	34	10,417
EDUCATION	0	12	14	21	43	73	79	88	70	60	25	15	500
ENVIRONMENT, GREAT LAKES & ENERGY	1	36	153	180	137	162	159	163	155	119	52	13	1,330
EXECUTIVE OFFICE	0	21	14	11	11	5	4	8	0	1	1	0	76
INSURANCE AND FINANCIAL SERV	0	16	40	34	54	55	47	45	30	18	3	2	344
LABOR & ECONOMIC OPPORTUNITY	2	29	113	233	283	344	396	413	356	259	105	43	2,576
LICENSING & REGULATORY AFFAIRS	2	36	95	160	221	228	201	228	194	154	60	30	1,609
MDHHS - COMMUNITY HEALTH	6	65	270	409	496	436	502	514	434	351	133	39	3,655
MDHHS - HUMAN SERVICES	2	195	846	1,212	1,484	1,734	1,522	1,470	1,034	617	196	67	10,379
MILITARY & VETERAN AFFAIRS	2	16	34	77	106	97	97	121	122	81	20	6	779
NATURAL RESOURCES	128	357	294	268	251	250	281	282	215	226	155	119	2,826
STATE	0	25	129	173	172	174	158	202	173	105	23	4	1,338
STATE POLICE	8	133	533	586	377	312	383	406	205	75	20	3	3,041
TECHNOLOGY, MANAGEMENT & BUDGET	10	52	142	273	297	397	430	446	417	306	113	28	2,911
TRANSPORTATION	18	99	186	198	266	390	361	417	382	263	80	30	2,690
TREASURY	6	48	82	159	200	230	219	211	219	177	50	16	1,617
Statewide Total:	238	1,611	3,897	5,439	5,898	6,383	6,748	7,117	5,274	3,487	1,244	470	47,806
Average Age:	18.9	23.0	27.7	32.5	37.5	42.6	47.5	52.4	57.4	62.2	67.0	73.5	45.0

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.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2017-18 through 2021-22



2021-22 Total: 47,806

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
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 17, 2022

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	7	13	20
ALGER	234	5	239
ALLEGAN	236	13	249
ALPENA	162	36	198
ANTRIM	47	2	49
ARENAC	34	0	34
BARAGA	296	15	311
BARRY	175	22	197
BAY	349	47	396
BENZIE	45	3	48
BERRIEN	324	40	364
BRANCH	344	2	346
CALHOUN	385	15	400
CASS	89	7	96
CHARLEVOIX	33	35	68
CHEBOYGAN	71	68	139
CHIPPEWA	787	79	866
CLARE	70	21	91
CLINTON	653	59	712
CRAWFORD	167	67	234
DELTA	189	47	236
DICKINSON	62	2	64
EATON	3,704	202	3,906
EMMET	99	37	136
GENESEE	920	108	1,028
GLADWIN	55	1	56
GOGEBIC	60	8	68
GRAND TRAVERSE	280	43	323
GRATIOT	803	12	815
HILLSDALE	83	2	85
HOUGHTON	93	25	118
HURON	51	31	82
INGHAM	8,816	865	9,681
IONIA	1,353	25	1,378
IOSCO	58	41	99
IRON	46	11	57
ISABELLA	190	7	197
JACKSON	1,905	53	1,958
KALAMAZOO	1,135	53	1,188
KALKASKA	65	1	66
KENT	1,561	64	1,625
KEWEENAW	4	13	17
LAKE	34	3	37
LAPEER	434	25	459
LEELANAU	19	5	24

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.

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 17, 2022

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	537	22	559
LIVINGSTON	657	50	707
LUCE	250	19	269
MACKINAC	125	75	200
MACOMB	1,577	81	1,658
MANISTEE	339	20	359
MARQUETTE	777	49	826
MASON	62	29	91
MECOSTA	104	4	108
MENOMINEE	29	14	43
MIDLAND	116	6	122
MISSAUKEE	70	3	73
MONROE	239	36	275
MONTCALM	549	3	552
MONTMORENCY	56	18	74
MUSKEGON	852	61	913
NEWAYGO	82	9	91
OAKLAND	1,411	247	1,658
OCEANA	95	38	133
OGEMAW	92	17	109
ONTONAGON	27	16	43
OSCEOLA	38	0	38
OSCODA	27	0	27
OTSEGO	318	23	341
OTTAWA	261	44	305
OUT OF STATE	26	4	30
PRESQUE ISLE	27	31	58
ROSCOMMON	130	33	163
SAGINAW	916	43	959
SANILAC	98	18	116
SCHOOLCRAFT	65	22	87
SHIAWASSEE	78	1	79
ST CLAIR	230	52	282
ST JOSEPH	188	8	196
TUSCOLA	455	66	521
VAN BUREN	271	36	307
WASHTENAW	1,296	79	1,375
WAYNE	4,817	260	5,077
WEXFORD	190	32	222
Grand Total:	44,004	3,802	47,806

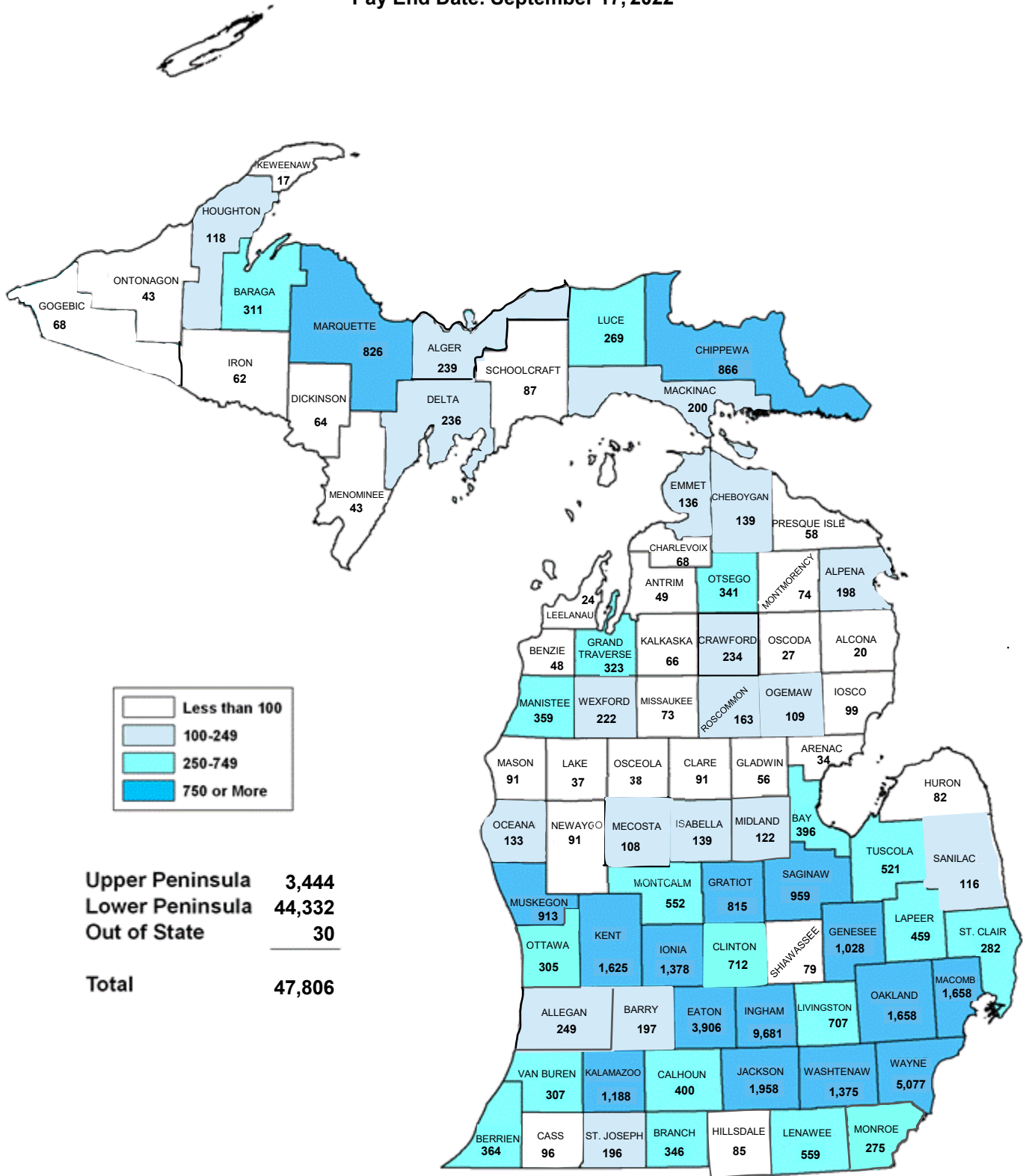
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Employees working 100% remotely are included in totals for the county of their remote work location.

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN

DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY

Pay End Date: September 17, 2022



Comments: Employees working 100% remotely are included in the totals for the county of their remote work location

Source: Michigan Civil Service Commission HWF55, pay period ending 09/17/2022

SECTION THREE

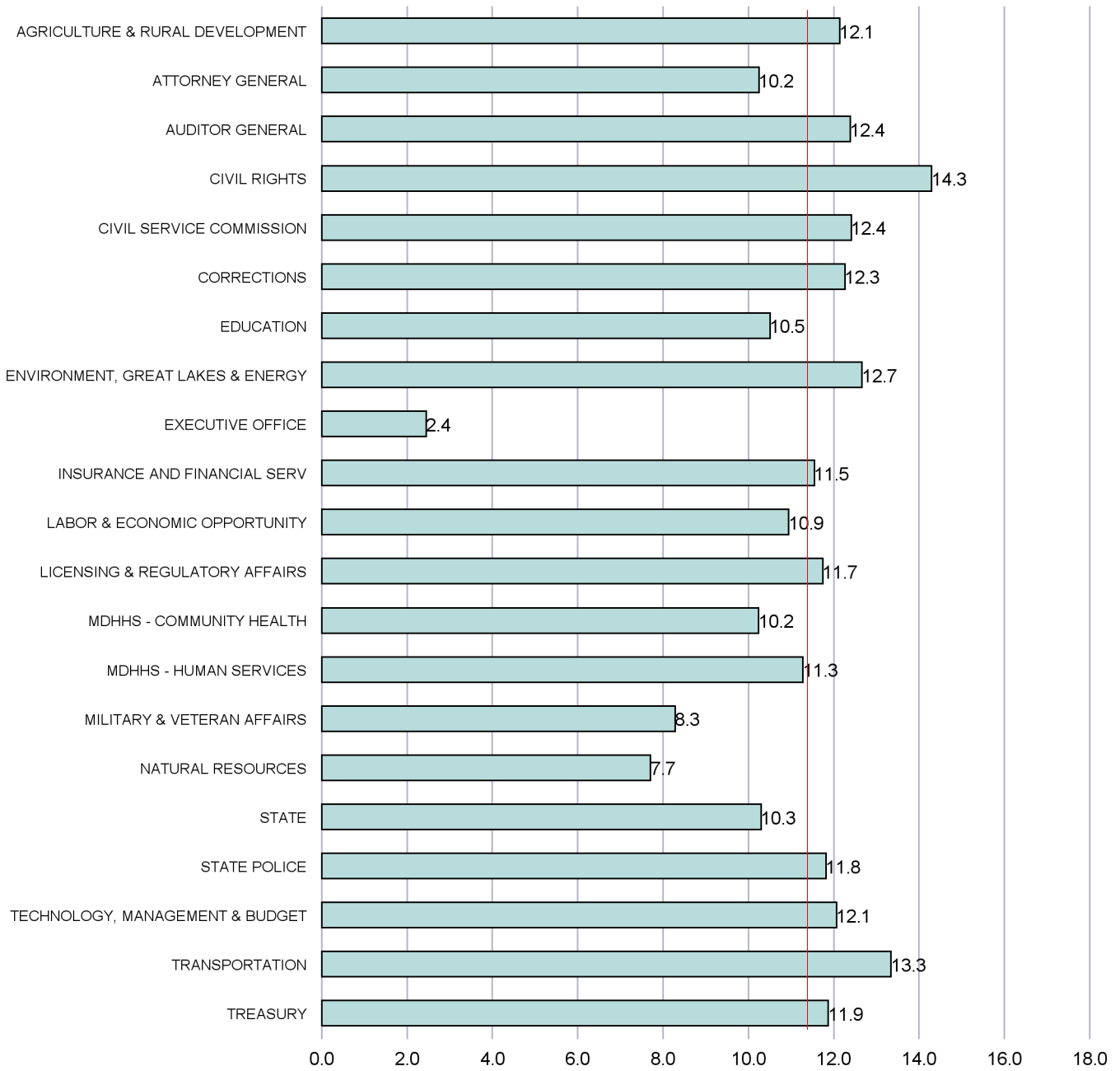
EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 17, 2022

**Statewide
Average
11.4**



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 17, 2022

	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	63	102	4	4	0	1	1	0	1	0	0	0	0	2	69	109	0	0
06 -10 YEARS	42	44	0	4	0	0	1	2	0	1	0	0	0	0	43	51	0	0
11 -15 YEARS	23	22	2	0	0	1	1	1	0	0	0	0	0	0	26	24	0	0
16 - 20 YEARS	21	33	0	2	0	0	0	0	0	0	0	0	0	0	21	35	0	0
21 - 25 YEARS	29	21	0	2	1	0	0	1	0	1	0	0	0	0	30	25	0	1
26 - 30 YEARS	19	12	1	0	0	0	1	0	0	0	0	0	0	0	21	12	0	0
31 - 35 YEARS	11	8	0	1	0	0	0	0	0	0	0	0	0	0	11	9	0	1
36 - 40 YEARS	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	1	0	0	0	0	0	3	2	0	1
DEPARTMENT TOTAL	210	246	7	15	1	2	4	4	2	2	0	0	0	2	224	271	0	3
MORE THAN 10 YEARS	105	100	3	7	1	1	2	2	1	1	0	0	0	0	112	111	0	3
AVERAGE YEARS	13.4	11.0	9.0	14.9	22.0	6.5	13.5	12.3	22.5	15.0	0.0	0.0	0.0	3.0	13.3	11.1	0.0	33.0

DEPARTMENT AVERAGE YEARS 12.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	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	81	105	9	24	0	1	2	5	0	3	0	1	2	2	94	141	0	0
06 -10 YEARS	35	44	2	10	0	0	0	1	1	0	0	0	0	0	38	55	0	0
11 -15 YEARS	30	33	2	3	0	0	0	0	1	0	0	0	0	0	33	36	1	0
16 - 20 YEARS	27	36	5	5	0	0	0	1	0	0	0	0	0	0	32	42	0	0
21 - 25 YEARS	8	19	0	5	0	0	0	0	0	2	0	0	0	0	8	26	0	0
26 - 30 YEARS	10	9	1	0	0	0	0	0	0	0	0	0	0	0	11	9	0	0
31 - 35 YEARS	6	6	0	1	0	0	0	1	0	0	0	0	0	0	6	8	0	0
36 - 40 YEARS	3	1	0	1	0	0	0	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	201	255	19	49	0	1	3	8	2	5	0	1	2	2	227	321	1	0
MORE THAN 10 YEARS	85	106	8	15	0	0	1	2	1	2	0	0	0	0	95	125	1	0
AVERAGE YEARS	10.8	10.5	9.2	8.5	0.0	0.0	14.7	8.3	9.5	9.8	0.0	0.0	0.5	1.5	10.6	10.0	15.0	0.0

DEPARTMENT AVERAGE YEARS 10.3

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

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																		
00 - 05 YEARS	26	27	2	0	0	0	1	1	1	0	0	0	0	0	30	28	0	0
06 -10 YEARS	18	15	0	0	0	0	1	1	0	0	0	0	0	0	19	16	0	0
11 -15 YEARS	5	7	0	0	0	0	0	0	0	0	0	0	0	0	5	7	0	0
16 - 20 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	0	0	1	4	0	0
21 - 25 YEARS	10	12	1	0	0	0	0	0	0	1	0	0	0	0	11	13	0	0
26 - 30 YEARS	4	6	0	1	0	0	0	0	0	0	0	0	0	0	4	7	0	0
31 - 35 YEARS	0	3	1	0	0	0	0	0	0	0	0	0	0	0	1	3	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	71	74	4	1	0	0	2	2	1	1	0	0	0	0	78	78	0	0
MORE THAN 10 YEARS	27	32	2	1	0	0	0	0	0	1	0	0	0	0	29	34	0	0
AVERAGE YEARS	12.8	12.0	16.3	26.0	0.0	0.0	5.5	4.5	0.0	22.0	0.0	0.0	0.0	0.0	12.7	12.1	0.0	0.0

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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																		
00 - 05 YEARS	0	1	1	4	0	0	1	2	0	0	0	0	0	0	2	7	0	0
06 -10 YEARS	1	3	3	7	0	0	1	0	0	0	0	0	1	0	6	10	0	0
11 -15 YEARS	0	6	3	11	0	0	0	2	0	1	0	0	0	0	3	20	0	0
16 - 20 YEARS	1	3	1	5	0	0	0	1	0	0	0	0	0	0	2	9	0	0
21 - 25 YEARS	4	0	0	7	0	0	0	0	0	0	0	0	0	0	4	7	0	0
26 - 30 YEARS	1	1	0	0	0	0	0	1	0	0	0	0	0	0	1	2	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	7	15	8	35	0	0	2	6	0	1	0	0	1	0	18	57	0	0
MORE THAN 10 YEARS	6	11	4	24	0	0	0	4	0	1	0	0	0	0	10	40	0	0
AVERAGE YEARS	21.0	13.9	11.5	14.5	0.0	0.0	7.5	13.5	0.0	14.0	0.0	0.0	8.0	0.0	14.6	14.2	0.0	0.0

DEPARTMENT AVERAGE YEARS 14.3

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

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	20	87	5	12	0	2	1	6	0	2	0	0	3	4	29	113	0	1
06 -10 YEARS	11	65	3	9	0	1	0	2	0	1	0	0	0	1	14	79	0	0
11 -15 YEARS	10	37	3	5	0	0	0	1	0	1	0	0	0	0	13	44	1	0
16 - 20 YEARS	8	37	2	1	0	0	0	1	0	0	0	0	0	0	10	39	0	0
21 - 25 YEARS	1	35	1	5	0	1	1	0	0	2	0	0	0	0	3	43	0	0
26 - 30 YEARS	7	16	1	4	0	0	0	0	0	0	0	0	0	0	8	20	0	0
31 - 35 YEARS	0	10	0	3	0	1	0	4	0	0	0	0	0	0	0	18	0	0
36 - 40 YEARS	1	4	0	4	0	0	0	1	0	0	0	0	0	0	1	9	0	0
MORE THAN 40 YEARS	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	58	291	15	43	0	6	2	15	0	6	0	0	3	5	78	366	1	1
MORE THAN 10 YEARS	27	139	7	22	0	3	1	7	0	3	0	0	0	0	35	174	1	0
AVERAGE YEARS	11.3	12.3	10.4	14.9	0.0	18.8	11.5	15.3	0.0	11.5	0.0	0.0	4.7	3.0	10.9	12.7	13.0	5.0

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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																		
00 - 05 YEARS	1,619	956	309	290	53	17	83	31	15	6	2	0	47	30	2,128	1,330	2	0
06 - 10 YEARS	1,180	486	164	124	34	10	48	19	12	4	0	0	0	0	1,438	643	0	0
11 - 15 YEARS	400	302	102	123	17	3	18	18	5	1	0	0	0	0	542	447	0	0
16 - 20 YEARS	524	245	85	105	17	5	16	10	4	3	0	0	0	1	646	369	0	1
21 - 25 YEARS	1,214	359	125	146	26	8	29	20	5	3	0	0	0	0	1,399	536	2	0
26 - 30 YEARS	398	178	44	77	4	7	14	13	4	0	0	0	0	0	464	275	1	3
31 - 35 YEARS	65	38	12	18	3	2	2	2	0	0	0	0	0	0	82	60	1	2
36 - 40 YEARS	15	13	7	10	0	0	0	0	0	0	0	0	0	0	22	23	0	0
MORE THAN 40 YEARS	4	3	1	5	0	0	0	0	0	0	0	0	0	0	5	8	2	0
DEPARTMENT TOTAL	5,419	2,580	849	898	154	52	210	113	45	17	2	0	47	31	6,726	3,691	8	6
MORE THAN 10 YEARS	2,620	1,138	376	484	67	25	79	63	18	7	0	0	0	1	3,160	1,718	6	6
AVERAGE YEARS	12.9	11.4	11.4	13.1	11.3	13.6	10.3	13.6	10.9	10.8	1.5	0.0	1.6	2.5	12.5	11.8	25.3	28.0

DEPARTMENT AVERAGE YEARS **12.3**

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

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 17, 2022

	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	27	108	2	16	0	1	2	5	2	4	0	0	1	2	34	136	0	0
06 -10 YEARS	29	59	3	13	0	0	1	3	1	1	0	0	0	0	34	76	0	0
11 -15 YEARS	24	60	0	12	1	0	0	2	1	1	0	0	0	0	26	75	0	1
16 - 20 YEARS	18	35	3	2	0	0	0	0	0	0	0	0	0	0	21	37	0	0
21 - 25 YEARS	9	26	1	2	0	0	1	2	0	0	0	0	0	0	11	30	0	0
26 - 30 YEARS	2	4	1	2	0	0	0	0	0	0	0	0	0	0	3	6	1	0
31 - 35 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	111	298	10	48	1	1	4	13	4	7	0	0	1	2	131	369	1	1
MORE THAN 10 YEARS	55	131	5	19	1	0	1	5	1	2	0	0	0	0	63	157	1	1
AVERAGE YEARS	11.4	10.4	13.4	9.8	11.0	1.0	9.3	11.6	6.0	9.9	0.0	0.0	0.0	1.5	11.2	10.3	28.0	13.0

DEPARTMENT AVERAGE YEARS 10.5

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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	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	215	247	4	12	1	3	2	3	9	6	0	0	0	4	231	275	0	0
06 -10 YEARS	105	105	0	3	0	0	0	1	1	5	0	0	1	0	107	114	0	1
11 -15 YEARS	37	56	4	2	0	0	0	0	0	0	0	0	0	41	58	0	0	
16 - 20 YEARS	70	73	1	1	0	1	1	3	1	0	0	0	0	73	78	0	0	
21 - 25 YEARS	78	63	2	2	0	0	1	1	1	1	0	0	0	82	67	0	0	
26 - 30 YEARS	45	32	1	1	0	0	1	1	5	5	0	0	0	52	39	0	0	
31 - 35 YEARS	43	33	2	1	0	0	2	0	0	0	0	0	0	47	34	2	1	
36 - 40 YEARS	9	1	2	1	0	0	0	1	0	0	0	0	0	11	3	0	0	
MORE THAN 40 YEARS	7	7	1	2	1	0	0	0	0	0	0	0	0	9	9	1	1	
DEPARTMENT TOTAL	609	617	17	25	2	4	7	10	17	17	0	0	1	4	653	677	3	3
MORE THAN 10 YEARS	289	265	13	10	1	1	5	6	7	6	0	0	0	0	315	288	3	2
AVERAGE YEARS	13.4	11.7	19.9	13.1	23.5	7.0	21.3	15.8	13.0	12.6	0.0	0.0	6.0	3.8	13.6	11.7	37.0	27.3

DEPARTMENT AVERAGE YEARS 12.7

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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																		
00 - 05 YEARS	15	35	3	5	0	0	0	3	1	3	0	0	1	2	20	48	0	0
06 -10 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	0	0	1	4	0	0
11 -15 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	16	42	3	5	0	0	0	3	1	3	0	0	1	2	21	55	0	0
MORE THAN 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0
AVERAGE YEARS	2.2	3.2	0.7	0.8	0.0	0.0	0.0	2.0	2.0	0.7	0.0	0.0	0.0	1.5	1.9	2.7	0.0	0.0

DEPARTMENT AVERAGE YEARS 2.5

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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	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	62	50	3	8	1	0	0	2	1	0	0	0	1	0	68	60	0	0
06 - 10 YEARS	19	22	2	5	0	0	3	0	0	0	0	0	0	0	24	27	0	0
11 - 15 YEARS	17	34	0	4	0	1	1	1	0	4	0	0	0	0	18	44	0	0
16 - 20 YEARS	11	18	3	2	0	0	1	0	1	0	0	0	0	0	16	20	0	0
21 - 25 YEARS	11	19	0	1	0	0	0	1	0	0	0	0	0	0	11	21	0	0
26 - 30 YEARS	5	9	0	1	0	0	0	1	0	0	0	0	0	0	5	11	0	1
31 - 35 YEARS	4	7	2	0	0	0	0	1	0	0	0	0	0	0	6	8	0	1
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	132	161	10	21	1	1	5	6	2	4	0	0	1	0	151	193	0	2
MORE THAN 10 YEARS	51	89	5	8	0	1	2	4	1	4	0	0	0	0	59	106	0	2
AVERAGE YEARS	10.1	12.9	15.1	9.0	0.0	11.0	10.4	16.8	9.5	12.5	0.0	0.0	3.0	0.0	10.3	12.6	0.0	30.5

DEPARTMENT AVERAGE YEARS 11.6

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

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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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE

LABOR & ECONOMIC OPPORTUNITY

00 - 05 YEARS	214	465	48	271	0	2	12	33	6	19	0	0	5	23	285	813	2	1
06 -10 YEARS	92	129	16	54	1	1	1	11	2	4	1	0	0	2	113	201	1	0
11 -15 YEARS	83	162	20	81	2	1	9	7	2	1	0	0	0	0	116	252	2	1
16 - 20 YEARS	76	147	24	129	2	1	6	5	1	2	0	0	0	0	109	284	2	0
21 - 25 YEARS	48	78	5	44	1	2	4	6	1	4	0	0	0	0	59	134	1	0
26 - 30 YEARS	17	40	4	17	0	1	1	1	1	2	0	0	0	0	23	61	1	2
31 - 35 YEARS	17	20	8	17	1	0	2	2	0	0	0	0	0	0	28	39	1	4
36 - 40 YEARS	6	5	3	10	0	0	3	2	0	1	0	0	0	0	12	18	0	0
MORE THAN 40 YEARS	2	14	1	11	0	0	0	1	0	0	0	0	0	0	3	26	1	0
DEPARTMENT TOTAL	555	1,060	129	634	7	8	38	68	13	33	1	0	5	25	748	1,828	11	8
MORE THAN 10 YEARS	249	466	65	309	6	5	25	24	5	10	0	0	0	0	350	814	8	7
AVERAGE YEARS	11.0	10.5	12.5	11.5	17.4	13.6	14.8	9.8	8.8	9.4	6.0	0.0	2.2	2.3	11.4	10.7	18.5	26.1

DEPARTMENT AVERAGE YEARS 10.9

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

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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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	191	235	17	39	0	0	1	6	2	2	0	1	4	15	215	298	0	0
06 -10 YEARS	130	172	7	16	3	2	6	7	1	6	0	0	0	0	147	203	0	0
11 -15 YEARS	80	134	8	32	0	0	2	3	1	4	0	0	0	0	91	173	0	0
16 - 20 YEARS	51	100	4	26	0	1	0	4	2	1	0	0	0	0	57	132	0	0
21 - 25 YEARS	43	71	4	24	0	1	0	3	0	1	0	0	0	0	47	100	0	0
26 - 30 YEARS	26	33	1	4	0	1	1	2	0	1	0	0	0	0	28	41	1	0
31 - 35 YEARS	8	27	0	10	0	0	0	3	0	2	0	0	0	0	8	42	0	2
36 - 40 YEARS	3	3	2	2	0	0	0	1	1	0	0	0	0	0	6	6	0	0
MORE THAN 40 YEARS	6	8	1	0	0	0	0	0	0	0	0	0	0	0	7	8	0	1
DEPARTMENT TOTAL	538	783	44	153	3	5	10	29	7	17	0	1	4	15	606	1,003	1	3
MORE THAN 10 YEARS	217	376	20	98	0	3	3	16	4	9	0	0	0	0	244	502	1	3
AVERAGE YEARS	10.9	11.9	11.6	14.2	8.3	16.6	9.5	14.8	13.6	13.8	0.0	1.0	1.8	3.3	10.9	12.3	30.0	37.0

DEPARTMENT AVERAGE YEARS 11.7

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

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE

MDHHS - COMMUNITY HEALTH

00 - 05 YEARS	328	668	130	298	2	2	11	26	16	21	0	0	9	20	496	1,035	0	1
06 -10 YEARS	150	307	78	116	1	1	7	17	9	21	1	0	0	0	246	462	0	0
11 -15 YEARS	116	243	39	73	0	2	4	12	5	6	0	0	0	0	164	336	0	0
16 - 20 YEARS	90	166	27	55	0	1	5	6	4	7	0	0	0	0	126	235	0	0
21 - 25 YEARS	57	142	19	54	1	2	2	2	2	3	0	0	0	0	81	203	1	0
26 - 30 YEARS	30	48	14	21	1	0	1	2	1	6	0	0	0	0	47	77	2	1
31 - 35 YEARS	14	44	8	9	0	1	0	2	1	0	0	0	0	0	23	56	0	4
36 - 40 YEARS	7	11	5	5	0	0	2	1	1	1	0	0	0	0	15	18	0	0
MORE THAN 40 YEARS	5	19	4	3	0	1	1	1	1	0	0	0	0	0	11	24	0	3
DEPARTMENT TOTAL	797	1,648	324	634	5	10	33	69	40	65	1	0	9	20	1,209	2,446	3	9
MORE THAN 10 YEARS	319	673	116	220	2	7	15	26	15	23	0	0	0	0	467	949	3	8
AVERAGE YEARS	10.2	10.6	10.3	9.4	12.6	18.6	13.0	10.1	10.8	10.6	6.0	0.0	2.7	2.2	10.2	10.2	27.3	32.7

DEPARTMENT AVERAGE YEARS 10.2

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

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 17, 2022

	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	368	1,620	123	904	5	13	26	90	7	17	2	3	33	139	564	2,786	1	0
06 -10 YEARS	265	973	82	442	3	13	20	46	1	9	0	1	0	0	371	1,484	0	0
11 -15 YEARS	321	1,344	100	746	2	12	20	74	3	12	0	0	0	1	446	2,189	0	2
16 - 20 YEARS	104	457	29	223	0	4	9	30	3	3	0	0	0	0	145	717	0	3
21 - 25 YEARS	108	437	36	321	0	3	7	31	0	8	0	1	0	0	151	801	0	1
26 - 30 YEARS	57	170	25	114	1	2	3	22	1	2	0	0	0	0	87	310	2	6
31 - 35 YEARS	19	75	7	66	0	1	4	10	1	3	0	0	0	0	31	155	2	4
36 - 40 YEARS	10	14	4	19	0	0	3	1	0	2	0	0	0	0	17	36	1	1
MORE THAN 40 YEARS	12	31	4	41	0	0	0	1	0	0	0	0	0	0	16	73	1	2
DEPARTMENT TOTAL	1,264	5,121	410	2,876	11	48	92	305	16	56	2	5	33	140	1,828	8,551	7	19
MORE THAN 10 YEARS	631	2,528	205	1,530	3	22	46	169	8	30	0	1	0	1	893	4,281	6	19
AVERAGE YEARS	11.5	11.0	11.8	11.9	7.7	10.6	12.0	12.4	11.0	12.7	3.0	6.0	2.6	1.8	11.4	11.2	29.7	27.7

DEPARTMENT AVERAGE YEARS 11.3

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

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																		
00 - 05 YEARS	179	181	17	15	0	0	4	6	3	4	0	0	4	3	207	209	0	0
06 -10 YEARS	55	52	2	9	0	0	5	1	0	1	0	0	0	0	62	63	0	0
11 -15 YEARS	54	32	1	4	1	0	0	1	0	1	0	0	0	0	56	38	0	0
16 - 20 YEARS	25	20	1	3	0	0	0	0	0	1	0	0	0	0	26	24	0	0
21 - 25 YEARS	22	23	3	5	0	0	2	1	0	1	0	0	0	0	27	30	0	0
26 - 30 YEARS	8	13	0	1	0	0	1	0	0	0	0	0	0	0	9	14	0	0
31 - 35 YEARS	6	2	0	0	0	0	1	0	0	0	0	0	0	0	7	2	0	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	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	353	324	24	37	1	0	13	9	3	8	0	0	4	3	398	381	1	0
MORE THAN 10 YEARS	119	91	5	13	1	0	4	2	0	3	0	0	0	0	129	109	1	0
AVERAGE YEARS	8.6	7.9	6.8	9.6	14.0	0.0	12.2	5.6	3.3	7.9	0.0	0.0	2.0	2.0	8.6	8.0	39.0	0.0

DEPARTMENT AVERAGE YEARS 8.3

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

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																		
00 - 05 YEARS	921	627	19	16	15	4	6	3	3	4	0	1	7	5	971	660	1	1
06 -10 YEARS	224	109	1	2	1	1	3	0	0	0	0	0	0	0	229	112	0	0
11 -15 YEARS	130	69	2	4	1	0	3	0	0	0	0	0	0	0	136	73	0	0
16 - 20 YEARS	164	67	1	2	2	0	3	1	2	0	0	0	0	0	172	70	2	0
21 - 25 YEARS	167	56	0	0	2	0	2	1	0	1	0	0	1	0	172	58	1	1
26 - 30 YEARS	66	20	0	1	1	1	0	0	0	0	0	0	0	0	67	22	1	0
31 - 35 YEARS	34	17	2	0	1	0	0	1	0	0	0	0	0	0	37	18	1	1
36 - 40 YEARS	11	3	3	0	0	1	0	1	0	0	0	0	0	0	14	5	0	0
MORE THAN 40 YEARS	7	3	0	0	0	0	0	0	0	0	0	0	0	0	7	3	0	0
DEPARTMENT TOTAL	1,724	971	28	25	23	7	17	7	5	5	0	1	8	5	1,805	1,021	6	3
MORE THAN 10 YEARS	579	235	8	7	7	2	8	4	2	1	0	0	1	0	605	249	5	2
AVERAGE YEARS	8.5	6.2	8.4	5.4	7.6	10.4	9.8	16.6	8.8	5.8	0.0	0.0	4.4	0.2	8.5	6.3	19.8	19.0

DEPARTMENT AVERAGE YEARS **7.7**

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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																		
00 - 05 YEARS	90	290	24	122	0	1	10	18	1	6	0	1	3	9	128	447	0	0
06 - 10 YEARS	44	167	10	38	0	2	1	9	0	0	0	0	1	0	56	216	0	0
11 - 15 YEARS	34	73	3	19	0	0	0	3	0	1	0	0	1	0	38	96	0	0
16 - 20 YEARS	17	62	5	13	0	1	1	2	0	2	0	0	0	0	23	80	0	0
21 - 25 YEARS	28	83	3	21	0	1	2	6	1	0	0	0	0	0	34	111	1	0
26 - 30 YEARS	5	29	0	10	0	2	0	5	0	2	0	0	0	0	5	48	0	0
31 - 35 YEARS	4	13	2	10	0	0	1	3	1	0	0	0	0	0	8	26	1	2
36 - 40 YEARS	2	8	1	4	0	0	0	0	0	0	0	0	0	0	3	12	0	0
MORE THAN 40 YEARS	1	5	0	1	0	0	0	0	0	0	0	0	0	0	1	6	0	0
DEPARTMENT TOTAL	225	730	48	238	0	7	15	46	3	11	0	1	5	9	296	1,042	2	2
MORE THAN 10 YEARS	91	273	14	78	0	4	4	19	2	5	0	0	1	0	112	379	2	2
AVERAGE YEARS	10.4	10.6	8.9	9.7	0.0	16.3	9.3	11.9	19.0	11.0	0.0	4.0	4.2	1.6	10.0	10.4	28.0	31.5

DEPARTMENT AVERAGE YEARS 10.3

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

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																		
00 - 05 YEARS	604	292	33	26	11	1	13	4	4	2	1	0	16	3	682	328	0	0
06 -10 YEARS	532	208	32	7	5	1	14	10	6	3	0	0	0	0	589	229	0	0
11 -15 YEARS	132	81	6	3	0	1	3	3	2	1	0	0	0	0	143	89	0	0
16 - 20 YEARS	99	76	2	3	1	0	6	3	0	0	0	0	0	0	108	82	0	1
21 - 25 YEARS	381	78	8	7	2	0	5	2	3	0	0	0	0	0	399	87	0	0
26 - 30 YEARS	195	32	19	2	6	0	4	0	1	0	0	0	0	0	225	34	0	0
31 - 35 YEARS	16	11	2	1	0	0	0	1	0	0	0	0	0	0	18	13	0	0
36 - 40 YEARS	6	2	0	3	0	0	0	0	0	0	0	0	0	0	6	5	1	1
MORE THAN 40 YEARS	0	3	0	0	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	1,965	783	102	52	25	3	45	24	16	6	1	0	16	3	2,170	871	1	2
MORE THAN 10 YEARS	829	283	37	19	9	1	18	10	6	1	0	0	0	0	899	314	1	2
AVERAGE YEARS	12.5	10.3	12.1	10.9	11.8	8.0	11.6	12.3	11.4	7.0	0.0	0.0	2.7	2.0	12.4	10.3	38.0	28.0

DEPARTMENT AVERAGE YEARS 11.8

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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE

TECHNOLOGY, MANAGEMENT & BUDGET

00 - 05 YEARS	425	241	18	30	3	2	14	13	34	52	1	0	10	9	505	347	1	0
06 -10 YEARS	408	189	24	28	3	1	14	8	29	47	0	0	1	0	479	273	0	0
11 -15 YEARS	227	96	13	10	0	0	4	4	22	23	0	0	0	0	266	133	0	0
16 - 20 YEARS	148	79	5	9	0	1	1	0	25	19	0	0	0	0	179	108	0	0
21 - 25 YEARS	215	87	10	10	1	0	3	3	10	2	0	0	0	0	239	102	1	0
26 - 30 YEARS	65	46	2	5	0	2	3	1	4	2	0	0	0	0	74	56	0	0
31 - 35 YEARS	33	24	10	9	1	0	2	4	4	2	0	0	0	0	50	39	2	2
36 - 40 YEARS	10	14	2	2	0	0	0	0	1	0	0	0	0	0	13	16	0	0
MORE THAN 40 YEARS	15	12	2	0	0	0	1	2	0	0	0	0	0	0	18	14	1	0
DEPARTMENT TOTAL	1,546	788	86	103	8	6	42	35	129	147	1	0	11	9	1,823	1,088	5	2
MORE THAN 10 YEARS	713	358	44	45	2	3	14	14	66	48	0	0	0	0	839	468	4	2
AVERAGE YEARS	12.1	12.5	14.7	12.8	10.5	15.2	11.3	13.5	12.4	8.6	0.0	0.0	3.0	2.4	12.1	11.9	27.8	32.5

DEPARTMENT AVERAGE YEARS 12.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	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	557	232	24	23	12	5	18	9	13	14	0	0	11	5	635	288	0	0
06 -10 YEARS	257	105	5	7	6	4	4	4	2	7	0	0	0	0	274	127	0	0
11 -15 YEARS	153	66	4	10	2	0	2	0	3	0	0	0	0	0	164	76	0	0
16 - 20 YEARS	254	92	6	8	4	0	3	0	5	5	0	0	0	0	272	105	0	1
21 - 25 YEARS	240	84	13	9	0	1	4	0	5	5	0	0	0	0	262	99	1	0
26 - 30 YEARS	85	37	7	5	5	2	3	0	0	1	0	0	0	0	100	45	0	1
31 - 35 YEARS	102	37	4	7	1	2	2	1	4	1	0	0	0	0	113	48	4	2
36 - 40 YEARS	26	10	8	5	0	0	3	1	2	0	0	0	0	0	39	16	0	2
MORE THAN 40 YEARS	9	8	5	4	0	0	1	0	0	0	0	0	0	0	15	12	0	2
DEPARTMENT TOTAL	1,683	671	76	78	30	14	40	15	34	33	0	0	11	5	1,874	816	5	8
MORE THAN 10 YEARS	869	334	47	48	12	5	18	2	19	12	0	0	0	0	965	401	5	8
AVERAGE YEARS	13.3	13.0	18.4	16.6	11.7	12.7	13.5	8.6	14.5	10.5	0.0	0.0	1.0	0.0	13.4	13.1	30.6	34.5

DEPARTMENT AVERAGE YEARS **13.3**

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

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 17, 2022

	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	150	234	13	63	2	1	8	15	4	10	0	0	6	14	183	337	0	0
06 -10 YEARS	110	141	15	43	1	0	3	9	4	5	0	0	0	2	133	200	0	0
11 -15 YEARS	74	121	16	22	0	1	0	7	1	1	0	0	1	0	92	152	0	0
16 - 20 YEARS	63	125	6	22	1	2	0	5	2	5	0	0	0	0	72	159	1	0
21 - 25 YEARS	46	64	7	17	0	0	2	3	3	4	0	0	0	0	58	88	0	0
26 - 30 YEARS	19	26	0	6	0	2	0	1	0	0	0	0	0	0	19	35	1	2
31 - 35 YEARS	19	20	3	8	0	0	1	1	1	0	0	0	0	0	24	29	0	2
36 - 40 YEARS	2	8	3	4	0	0	0	1	0	0	0	0	0	0	5	13	0	0
MORE THAN 40 YEARS	3	10	0	2	0	0	1	2	0	0	0	0	0	0	4	14	1	0
DEPARTMENT TOTAL	486	749	63	187	4	6	15	44	15	25	0	0	7	16	590	1,027	3	4
MORE THAN 10 YEARS	226	374	35	81	1	5	4	20	7	10	0	0	1	0	274	490	3	4
AVERAGE YEARS	11.9	12.0	13.3	11.8	8.0	17.8	10.9	12.2	13.2	9.8	0.0	0.0	4.1	3.1	12.0	11.8	30.0	30.3

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. Disabled reflects employees who have proactively self-identified as disabled.

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 17, 2022

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
00 - 05 YEARS	6,155	6,803	808	2,182	105	56	216	281	123	175	6	7	163	291	7,576	9,795	7	4
06 -10 YEARS	3,708	3,399	449	937	58	37	133	151	69	115	2	1	4	5	4,423	4,645	1	1
11 -15 YEARS	1,950	2,980	328	1,164	26	22	67	139	46	58	0	0	2	1	2,419	4,364	4	4
16 - 20 YEARS	1,772	1,875	210	616	27	17	52	72	50	48	0	0	0	1	2,111	2,629	5	6
21 - 25 YEARS	2,719	1,757	238	682	34	19	65	83	31	39	0	1	1	0	3,088	2,581	8	3
26 - 30 YEARS	1,064	762	121	272	18	20	33	50	17	21	0	0	0	0	1,253	1,125	10	16
31 - 35 YEARS	403	398	63	161	7	7	17	36	12	8	0	0	0	0	502	610	14	28
36 - 40 YEARS	120	102	40	72	0	1	11	10	5	5	0	0	0	0	176	190	3	4
MORE THAN 40 YEARS	79	131	19	71	1	2	5	9	2	0	0	0	0	106	213	7	10	
STATEWIDE TOTAL	17,970	18,207	2,276	6,157	276	181	599	831	355	469	8	9	170	298	21,654	26,152	59	76
MORE THAN 10 YEARS	8,107	8,005	1,019	3,038	113	88	250	399	163	179	0	1	2	2	9,655	11,712	51	71
AVERAGE YEARS	11.9	10.9	11.7	11.8	11.1	13.0	11.5	12.2	11.9	10.2	2.6	3.9	2.4	2.1	11.8	11.0	25.9	29.0

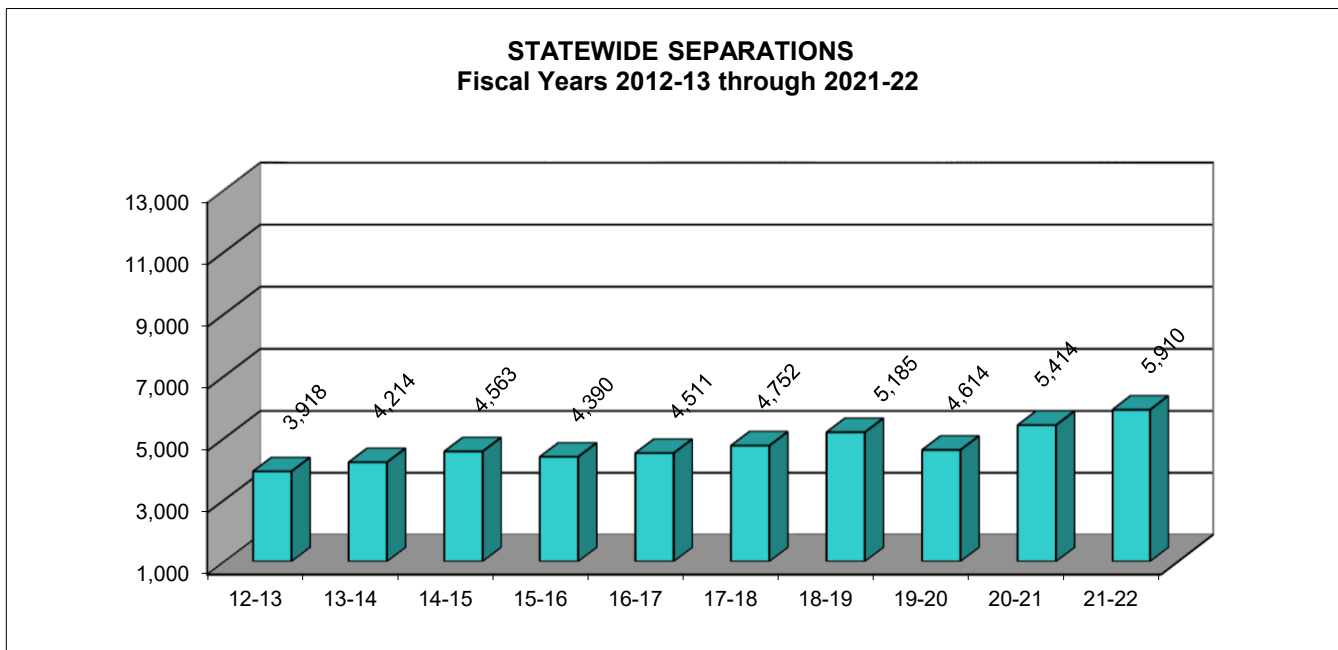
STATEWIDE AVERAGE YEARS 11.4

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. Disabled reflects employees who have proactively self-identified as disabled.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2021-22

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	102	1.7%
Dismissal	274	4.6%
Expired Appointment	261	4.4%
Total Involuntary Separations	637	10.8%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	3,339	56.5%
Layoff/Leave of Absence Rights Expired	194	3.3%
Waived Rights Leave of Absence	297	5.0%
Settlement	0	0.0%
Total Voluntary Separations	3,830	64.8%
<i>RETIREMENT</i>		
Retirement	1,345	22.8%
Disability Retirement	31	0.5%
Deferred Retirement	67	1.1%
Total Retirements	1,443	24.4%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	5,910	100.0%



Comments: Separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent most noncareer appointments at the end of FY 2021-22.

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

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
September 19, 2021 Through September 17, 2022

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON CAREER CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								WAIVED RIGHTS
AGRICULTURE & RURAL DEVELOPMENT	41	8	0	0	49	35	0	0	0	0	35	14
ATTORNEY GENERAL	60	10	0	0	70	41	0	0	0	0	41	29
AUDITOR GENERAL	12	9	0	0	21	16	0	0	0	0	16	5
CIVIL RIGHTS	3	0	0	0	3	9	0	0	0	0	9	-6
CIVIL SERVICE COMMISSION	37	9	0	0	46	34	0	1	0	0	35	11
CORRECTIONS	1,251	14	0	3	1,268	1,563	0	0	0	0	1,563	-295
EDUCATION	33	14	0	0	47	51	0	0	0	0	51	-4
ENVIRONMENT, GREAT LAKES & ENERGY	119	11	1	1	132	82	0	0	0	0	82	50
EXECUTIVE OFFICE	21	0	0	0	21	19	0	0	0	0	19	2
INSURANCE AND FINANCIAL SERV	45	1	0	0	46	32	0	0	0	0	32	14
LABOR & ECONOMIC OPPORTUNITY	273	20	4	0	297	330	3	0	0	0	333	-36
LICENSING AND REGULATORY AFF	119	18	0	0	137	137	0	0	0	0	137	0
MDHHS - COMMUNITY HEALTH	439	10	0	3	452	464	0	0	0	0	464	-12
MDHHS - HUMAN SERVICES	1,092	17	7	7	1,123	1,011	9	0	0	0	1,020	103
MILITARY & VETERAN AFFAIRS	136	8	1	0	145	132	1	0	0	0	133	12
NATURAL RESOURCES	120	1,600	215	0	1,935	1,514	229	0	0	0	1,743	192
STATE	191	0	0	0	191	117	0	0	0	0	117	74
STATE POLICE	224	21	0	0	245	232	0	0	0	0	232	13
TECHNOLOGY, MANAGEMENT & BUDGET	224	32	0	1	257	202	0	0	0	0	202	55
TRANSPORTATION	373	201	19	0	593	506	21	0	0	0	527	66
TREASURY	122	37	0	0	159	152	0	2	0	0	154	5
STATEWIDE TOTALS:	4,935	2,040	247	15	7,237	6,679	263	3	0	0	6,945	292

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 2022

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78	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	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 2022

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	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	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	60,147	6,214	10.3%
2002-03	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	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	5,412	11.6%
2021-22	46,432	5,910	12.7%

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 17, 2022, these positions represent most 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. Turnover figures for 1977-78 are not available. 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.

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 2017-18 Through 2021-22

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2017-18	458	39	8.5%
2018-19	463	30	6.5%
2019-20	462	26	5.6%
2020-21	456	34	7.4%
2021-22	471	29	6.2%
Attorney General			
2017-18	498	44	8.8%
2018-19	501	46	9.2%
2019-20	515	35	6.8%
2020-21	521	51	9.8%
2021-22	531	42	7.9%
Auditor General			
2017-18	143	9	6.3%
2018-19	153	6	3.9%
2019-20	152	8	5.2%
2020-21	151	7	4.6%
2021-22	151	11	7.3%
Civil Rights			
2017-18	86	7	8.2%
2018-19	88	4	4.5%
2019-20	86	11	12.9%
2020-21	76	13	17.0%
2021-22	79	11	14.0%
Civil Service Commission			
2017-18	432	26	6.0%
2018-19	433	43	9.9%
2019-20	442	27	6.1%
2020-21	430	38	8.8%
2021-22	427	47	11.0%
Corrections			
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%
2021-22	10,570	1,799	17.0%
Education			
2017-18	505	44	8.7%
2018-19	503	55	10.9%
2019-20	498	39	7.8%
2020-21	494	39	7.9%
2021-22	493	43	8.7%
Environment, Great Lakes & Energy			
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%
2021-22	1,287	79	6.1%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2017-18 Through 2021-22

Department	Average Classified Employment	Separations	Turnover Rate
Executive Office			
2017-18	57	15	26.5%
2018-19	59	36	60.7%
2019-20	74	12	16.3%
2020-21	71	17	24.0%
2021-22	71	24	33.8%
Insurance and Financial Services			
2017-18	300	27	9.0%
2018-19	302	23	7.6%
2019-20	302	27	8.9%
2020-21	318	26	8.2%
2021-22	332	36	10.8%
Labor & Economic Opportunity			
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%
2021-22	2,628	343	13.1%
Licensing & Regulatory Affairs			
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%
2021-22	1,562	132	8.5%
MDHHS-Community Health			
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%
2021-22	3,676	551	15.0%
MDHHS-Human Services			
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%
2021-22	10,341	1,205	11.7%
Military and Veterans Affairs			
2017-18	765	149	19.5%
2018-19	772	122	15.8%
2019-20	755	111	14.7%
2020-21	752	132	17.6%
2021-22	782	145	18.5%
Natural Resources			
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%
2021-22	1,706	298	17.5%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2017-18 Through 2021-22

Department	Average Classified Employment	Separations	Turnover Rate
State			
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%
2021-22	1,331	131	9.8%
State Police			
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%
2021-22	2,995	249	8.3%
Technology, Management and Budget			
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%
2021-22	2,824	213	7.5%
Transportation			
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%
2021-22	2,597	384	14.8%
Treasury			
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%
2021-22	1,578	144	9.1%
Statewide Total			
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%
2021-22	46,432	5,910	12.7%

Comments: Separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER A. As of September 17, 2022, these positions represent most noncareer appointments at the end of FY 2019-20. Separations do not include employees placed on layoff. 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. 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.

Source: Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

STATE OF MICHIGAN

Table 3-6

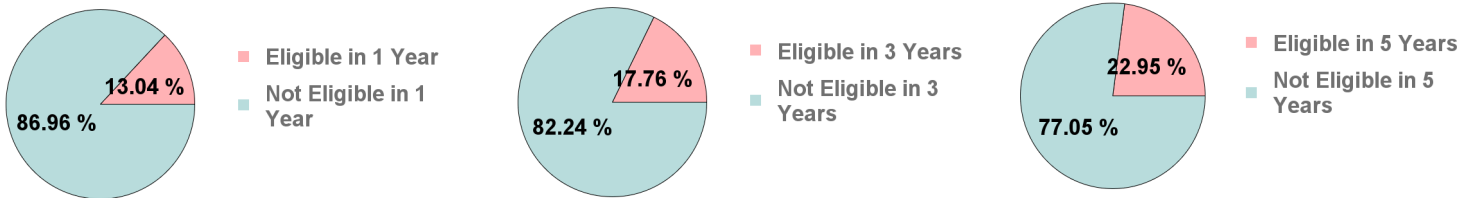
PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE
OVER THE NEXT ONE-, THREE-, AND FIVE-YEAR PERIODS

As of September 17, 2022

DEPARTMENT	Retirement Projections		
	1 Year (2023)	3 Year (2025)	5 Year (2027)
AGRICULTURE AND RURAL DVLPMNT	18.8 %	22.4 %	26.1 %
ATTORNEY GENERAL	15.8 %	20.8 %	26.8 %
AUDITOR GENERAL	12.2 %	14.7 %	22.4 %
CIVIL RIGHTS	12.3 %	19.8 %	29.6 %
CIVIL SERVICE COMMISSION	14.3 %	17.5 %	22.1 %
CORRECTIONS	10.6 %	15.7 %	21.3 %
EDUCATION	16.9 %	21.5 %	28.3 %
ENVIRON GREAT LAKES AND ENERGY	18.4 %	22.6 %	26.3 %
INSURANCE AND FINANCIAL SERV	11.3 %	13.7 %	19.2 %
LABOR & ECONOMIC OPPORTUNITY	16.3 %	21.2 %	26.5 %
LICENSING & REGULATORY AFFAIRS	15.8 %	20.1 %	25.9 %
MDHHS - COMMUNITY HEALTH	14.5 %	18.6 %	23.5 %
MDHHS - HUMAN SERVICES	10.7 %	14.3 %	18.7 %
MILITARY & VETERAN AFFAIRS	10.3 %	15.9 %	22.4 %
NATURAL RESOURCES	11.2 %	15.1 %	20.2 %
STATE	12.6 %	16.9 %	22.3 %
STATE POLICE	12.1 %	18.4 %	22.0 %
TECHNOLOGY, MANAGEMENT & BUDGET	16.7 %	23.1 %	29.8 %
TRANSPORTATION	17.1 %	23.4 %	29.3 %
TREASURY	17.3 %	22.6 %	28.1 %
STATEWIDE	13.0 %	17.8 %	22.9 %

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

As of September 17, 2022



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

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity. 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 17, 2022

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	916	42 %	952	43 %	71	3 %	151	7 %	5	0 %	4	0 %	18	1 %	27	1 %	25	1 %	24	1 %	0	0 %	0	0 %	1	0 %	5	0 %	1,036	1,163
02 Professional	6,548	32 %	9,165	45 %	763	4 %	2,701	13 %	56	0 %	68	0 %	177	1 %	320	2 %	243	1 %	350	2 %	4	0 %	4	0 %	51	0 %	98	0 %	7,842	12,707
03 Technician	1,278	60 %	556	26 %	70	3 %	104	5 %	14	1 %	4	0 %	39	2 %	20	1 %	24	1 %	12	1 %	1	0 %	1	0 %	14	1 %	10	0 %	1,440	706
04 Protective Service	5,347	68 %	821	10 %	748	10 %	399	5 %	135	2 %	24	0 %	212	3 %	44	1 %	35	0 %	4	0 %	2	0 %	2	0 %	57	1 %	14	0 %	6,536	1,306
05 Para-Professionals	1,073	14 %	3,439	45 %	426	6 %	2,088	27 %	10	0 %	34	0 %	95	1 %	261	3 %	19	0 %	56	1 %	1	0 %	1	0 %	30	0 %	129	2 %	1,654	6,010
06 Admin Support	289	8 %	2,510	67 %	66	2 %	625	17 %	5	0 %	29	1 %	15	0 %	147	4 %	4	0 %	19	1 %	0	0 %	0	0 %	7	0 %	36	1 %	386	3,367
07 Skilled Craft	1,377	88 %	73	5 %	46	3 %	6	0 %	26	2 %	10	1 %	23	1 %	1	0 %	2	0 %	0	0 %	0	0 %	0	0 %	6	0 %	0	0 %	1,480	90
08 Service/Maintenance	1,142	55 %	691	33 %	86	4 %	83	4 %	25	1 %	8	0 %	20	1 %	11	1 %	3	0 %	4	0 %	0	0 %	0	0 %	4	0 %	6	0 %	1,280	803
Statewide Total by Category:	17,970	38 %	18,207	38 %	2,276	5 %	6,157	13 %	276	1 %	181	0 %	599	1 %	831	2 %	355	1 %	469	1 %	8	0 %	9	0 %	170	0 %	298	1 %	21,654	26,152

State Employees Grand Total: 47,806

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 17, 2022

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	62 %	6	29 %	0	0 %	0	0 %	2	10 %	0	0 %	0	0 %	0	0 %	13	8		
02	Professional	161	44 %	174	48 %	5	1 %	12	3 %	1	0 %	1	0 %	3	1 %	1	0 %	172	191		
03	Technician	22	50 %	17	39 %	1	2 %	1	2 %	0	0 %	1	2 %	1	2 %	0	0 %	24	20		
05	Para-Professionals	5	18 %	20	71 %	1	4 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	6	22		
06	Admin Support	0	0 %	27	96 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	28		
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0		
08	Service/Maintenance	8	80 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	2		
Department Totals by Category:		210	42 %	246	50 %	7	1 %	15	3 %	1	0 %	2	0 %	4	1 %	4	1 %	2	0 %	224	271

Department Total: 495

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 17, 2022

ATTORNEY 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	Official/Administrator	45	49 %	39	43 %	1	1 %	5	5 %	0	0 %	0	0 %	0	0 %	0	0 %	46	45												
02	Professional	126	49 %	95	37 %	9	3 %	18	7 %	0	0 %	0	0 %	1	0 %	10	0 %	139	120												
03	Technician	3	14 %	10	48 %	0	0 %	3	14 %	0	0 %	1	5 %	1	5 %	0	0 %	5	16												
04	Protective Service	22	51 %	9	21 %	8	19 %	3	7 %	0	0 %	0	0 %	0	0 %	0	0 %	31	12												
05	Para-Professionals	3	13 %	15	65 %	1	4 %	2	9 %	0	0 %	0	0 %	0	0 %	0	0 %	4	19												
06	Admin Support	2	2 %	88	79 %	0	0 %	18	16 %	0	0 %	2	2 %	0	0 %	0	0 %	2	109												
08	Service/Maintenance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	00 %	0	0 %	0	0 %	0	1												
Department Totals by Category:		201	37 %	256	47 %	19	3 %	49	9 %	0	0 %	1	0 %	3	1 %	8	1 %	2	0 %	5	1 %	0	0 %	1	0 %	2	0 %	2	0 %	227	322

Department Total: 549

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 17, 2022

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	Official/Administrator	11	46 %	13	54 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	13
02	Professional	59	47 %	57	46 %	4	3 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	65	60
03	Technician	0	0 %	1	50 %	0	0 %	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	1	1
06	Admin Support	0	0 %	3	75 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	4
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
Department Totals by Category:		71	46 %	74	47 %	4	3 %	1	1 %	2	1 %	1	1 %	0	0 %	0	0 %	78	78

Department Total: 156

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 17, 2022

CIVIL RIGHTS

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	2	17 %	5	42 %	1	8 %	1	8 %	0	0 %	0	0 %	1	8 %	0	0 %	4	8
02	Professional	5	11 %	9	19 %	7	15 %	20	43 %	0	0 %	0	0 %	1	2 %	0	0 %	14	33
03	Technician	0	0 %	1	00 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
05	Para-Professionals	0	0 %	0	0 %	0	0 %	8	00 %	0	0 %	0	0 %	0	0 %	0	0 %	0	8
06	Admin Support	0	0 %	0	0 %	0	0 %	6	86 %	0	0 %	0	0 %	1	14 %	0	0 %	0	7
Department Totals by Category:		7	9 %	15	20 %	8	11 %	35	47 %	0	0 %	0	0 %	1	1 %	0	0 %	18	57

Department Total: 75

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 17, 2022

CIVIL SERVICE COMMISSION

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	14	25 %	35	64 %	2	4 %	2	4 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	16	39				
02	Professional	35	14 %	165	66 %	8	3 %	26	10 %	0	0 %	2	1 %	2	1 %	6	2 %	0	0 %	5	2 %	0	0 %	0	0 %	2	1 %	47	204		
03	Technician	2	20 %	7	70 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	7		
05	Para-Professionals	4	5 %	55	71 %	3	4 %	7	9 %	0	0 %	1	1 %	0	0 %	2	3 %	0	0 %	1	1 %	0	0 %	0	0 %	1	1 %	8	69		
06	Admin Support	3	6 %	29	57 %	1	2 %	8	16 %	0	0 %	2	4 %	0	0 %	6	12 %	0	0 %	0	0 %	0	0 %	0	0 %	2	4 %	4	47		
Department Totals by Category:		58	13 %	291	66 %	15	3 %	43	10 %	0	0 %	6	1 %	2	0 %	15	3 %	0	0 %	6	1 %	0	0 %	0	0 %	3	1 %	5	1 %	78	366

Department Total: 444

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 17, 2022

CORRECTIONS

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	72	55 %	37	28 %	7	5 %	11	8 %	1	1 %	1	1 %	0	0 %	0	0 %	81	49												
02	Professional	1,043	37 %	1,060	38 %	193	7 %	359	13 %	24	1 %	12	0 %	20	1 %	44	2 %	14	1 %	9	0 %	0	0 %	0	0 %	2	0 %	13	0 %	1,296	1,497
03	Technician	48	27 %	104	59 %	2	1 %	13	7 %	1	1 %	2	1 %	1	1 %	1	1 %	1	1 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	53	123
04	Protective Service	3,460	65 %	545	10 %	583	11 %	333	6 %	107	2 %	21	0 %	168	3 %	38	1 %	27	1 %	2	0 %	2	0 %	0	0 %	40	1 %	12	0 %	4,387	951
05	Para-Professionals	104	23 %	261	57 %	19	4 %	44	10 %	1	0 %	5	1 %	6	1 %	13	3 %	1	0 %	1	0 %	0	0 %	0	0 %	10	0 %	0	0 %	132	324
06	Admin Support	32	5 %	424	70 %	6	1 %	110	18 %	3	0 %	8	1 %	1	0 %	12	2 %	0	0 %	2	0 %	0	0 %	0	0 %	2	0 %	5	1 %	44	561
07	Skilled Craft	326	93 %	8	2 %	8	2 %	0	0 %	4	1 %	0	0 %	5	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	0 %	0	0 %	344	8
08	Service/Maintenance	334	59 %	141	25 %	31	5 %	28	5 %	13	2 %	3	1 %	9	2 %	5	1 %	1	0 %	0	0 %	0	0 %	0	0 %	10	0 %	1	0 %	389	178
Department Totals by Category:		5,419	52 %	2,580	25 %	849	8 %	898	9 %	154	1 %	52	0 %	210	2 %	113	1 %	45	0 %	17	0 %	2	0 %	0	0 %	47	0 %	31	0 %	6,726	3,691

Department Total: 10,417

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 17, 2022

EDUCATION

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	13	35 %	14	38 %	3	8 %	5	14 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	17	20										
02	Professional	84	23 %	220	61 %	4	1 %	32	9 %	1	0 %	1	0 %	2	1 %	6	2 %	4	1 %	6	2 %	0	0 %	0	0 %	0	0 %	0	0 %	95	266
03	Technician	2	12 %	11	65 %	0	0 %	3	18 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	0	0 %	3	14
05	Para-Professionals	11	26 %	20	47 %	2	5 %	6	14 %	0	0 %	0	0 %	1	2 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2 %	14	29
06	Admin Support	0	0 %	33	80 %	1	2 %	2	5 %	0	0 %	0	0 %	0	0 %	4	10 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	1	40
08	Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
Department Totals by Category:		111	22 %	298	60 %	10	2 %	48	10 %	1	0 %	1	0 %	4	1 %	13	3 %	4	1 %	7	1 %	0	0 %	0	0 %	1	0 %	2	0 %	131	369

Department Total: 500

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 17, 2022

ENVIRON GREAT LAKES AND ENERGY

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total													
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	31	43 %	32	44 %	2	3 %	4	6 %	0	0 %	0	0 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	35	37		
02	Professional	530	51 %	443	43 %	9	1 %	10	1 %	2	0 %	3	0 %	6	1 %	16	2 %	15	1 %	0	0 %	0	0 %	1	0 %	564	478		
03	Technician	31	53 %	23	39 %	4	7 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	35	24		
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 %	11	1		
05	Para-Professionals	2	8 %	22	85 %	1	4 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	23		
06	Admin Support	4	3 %	96	81 %	0	0 %	10	8 %	0	0 %	1	1 %	0	0 %	3	3 %	1	1 %	0	0 %	0	0 %	3	3 %	4	114		
08	Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0		
Department Totals by Category:		609	46 %	617	46 %	17	1 %	25	2 %	2	0 %	4	0 %	7	1 %	10	1 %	17	1 %	17	1 %	0	0 %	0	0 %	1	0 %	653	677

Department Total: 1,330

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 17, 2022

EXECUTIVE OFFICE

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total											
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female										
01	Official/Administrator	3	21 %	8	57 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	1	7 %	3	11				
02	Professional	13	26 %	27	54 %	2	4 %	5	10 %	0	0 %	0	0 %	0	0 %	1	2 %	2	4 %	0	0 %	0	0 %	16	34		
03	Technician	0	0 %	1	00 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1		
05	Para-Professionals	0	0 %	4	57 %	1	14 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	1	14 %	1	6		
06	Admin Support	0	0 %	2	50 %	0	0 %	0	0 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	1	50 %	1	3		
Department Totals by Category:		16	21 %	42	55 %	3	4 %	5	7 %	0	0 %	0	0 %	0	0 %	1	1 %	3	4 %	0	0 %	0	0 %	1	1 %	21	55

Department Total: 76

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 17, 2022

INSURANCE AND FINANCIAL SERV

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	11	31 %	18	51 %	1	3 %	2	6 %	0	0 %	0	0 %	0	0 %	0	0 %	12	23
02	Professional	117	45 %	108	41 %	7	3 %	17	7 %	1	0 %	1	0 %	5	2 %	1	0 %	133	128
03	Technician	1	33 %	1	33 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	1	2
05	Para-Professionals	1	6 %	14	82 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	15
06	Admin Support	2	7 %	20	71 %	1	4 %	2	7 %	0	0 %	1	4 %	0	0 %	0	0 %	3	25
Department Totals by Category:		132	38 %	161	47 %	10	3 %	21	6 %	1	0 %	1	0 %	5	1 %	6	2 %	2	1%

Department Total: 344

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 17, 2022

LABOR & ECONOMIC OPPORTUNITY

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	58	37 %	67	42 %	9	6 %	17	11 %	2	1 %	0	0 %	3	2 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	72	86				
02	Professional	350	28 %	511	41 %	58	5 %	247	20 %	4	0 %	5	0 %	18	1 %	20	2 %	10	1 %	19	2 %	1	0 %	0	0 %	2	0 %	6	0 %	443	808
03	Technician	2	7 %	16	55 %	1	3 %	4	14 %	0	0 %	0	0 %	2	7 %	2	7 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	6	23
04	Protective Service	2	50 %	0	0 %	2	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	0
05	Para-Professionals	116	13 %	331	37 %	49	5 %	323	36 %	1	0 %	1	0 %	13	1 %	36	4 %	2	0 %	13	1 %	0	0 %	0	0 %	3	0 %	18	2 %	184	722
06	Admin Support	10	5 %	127	65 %	5	3 %	41	21 %	0	0 %	2	1 %	1	1 %	9	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	16	179
07	Skilled Craft	10	67 %	0	0 %	3	20 %	1	7 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	1
08	Service/Maintenance	7	39 %	8	44 %	2	11 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	9
Department Totals by Category:		555	22 %	1,060	41 %	129	5 %	634	25 %	7	0 %	8	0 %	38	1 %	68	3 %	13	1 %	33	1 %	1	0 %	0	0 %	5	0 %	25	1 %	748	1,828

Department Total: 2,576

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 17, 2022

LICENSING & REGULATORY AFFAIRS

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	63	35 %	94	52 %	2	1 %	16	9 %	0	0 %	0	0 %	0	0 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	65	116
02	Professional	299	32 %	457	48 %	31	3 %	101	11 %	2	0 %	5	1 %	8	1 %	16	2 %	6	1 %	12	1 %	0	0 %	1	0 %	3	0 %	6	1 %	349	598
03	Technician	127	81 %	16	10 %	7	4 %	1	1 %	0	0 %	2	1 %	1	1 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	139	18
05	Para-Professionals	30	17 %	113	65 %	4	2 %	14	8 %	0	0 %	0	0 %	0	0 %	3	2 %	0	0 %	3	2 %	0	0 %	0	0 %	0	0 %	6	3 %	34	139
06	Admin Support	12	8 %	103	72 %	0	0 %	20	14 %	0	0 %	0	0 %	0	0 %	5	3 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	2	1 %	12	131
07	Skilled Craft	3	75 %	0	0 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	1
08	Service/Maintenance	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
Department Totals by Category:		538	33 %	783	49 %	44	3 %	153	10 %	3	0 %	5	0 %	10	1 %	29	2 %	7	0 %	17	1 %	0	0 %	1	0 %	4	0 %	15	1 %	606	1,003

Department Total: 1,609

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 17, 2022

MDHHS - COMMUNITY HEALTH

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	73	25 %	182	61 %	9	3 %	14	5 %	0	0 %	1	0 %	3	1 %	6	2 %	3	1 %	0	0 %	0	0 %	10 %	0	0 %	92	204			
02	Professional	349	21 %	875	54 %	61	4 %	217	13 %	2	0 %	6	0 %	7	0 %	20	1 %	26	2 %	51	3 %	0	0 %	0	0 %	50 %	8	0 %	450	1,177	
03	Technician	17	17 %	37	37 %	7	7 %	31	31 %	0	0 %	0	0 %	0	0 %	3	3 %	2	2 %	2	2 %	1	1 %	0	0 %	00 %	0	0 %	27	73	
04	Protective Service	97	34 %	41	14 %	79	28 %	54	19 %	2	1 %	1	0 %	4	1 %	4	1 %	1	0 %	0	0 %	0	0 %	0	0 %	00 %	1	0 %	183	101	
05	Para-Professionals	164	19 %	257	30 %	140	16 %	249	29 %	1	0 %	1	0 %	15	2 %	20	2 %	5	1 %	7	1 %	0	0 %	0	0 %	30 %	7	1 %	328	541	
06	Admin Support	19	7 %	201	73 %	2	1 %	35	13 %	0	0 %	1	0 %	0	0 %	16	6 %	0	0 %	0	0 %	0	0 %	0	0 %	00 %	3	1 %	21	256	
07	Skilled Craft	44	85 %	1	2 %	5	10 %	0	0 %	0	0 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	00 %	0	0 %	51	1	
08	Service/Maintenance	34	23 %	54	36 %	21	14 %	34	23 %	0	0 %	0	0 %	2	1 %	2	1 %	0	0 %	2	1 %	0	0 %	0	0 %	00 %	1	1 %	57	93	
Department Totals by Category:		797	22 %	1,648	45 %	324	9 %	634	17 %	5	0 %	10	0 %	33	1 %	69	2 %	40	1 %	65	2 %	1	0 %	0	0 %	9	0 %	20	1 %	1,209	2,446

Department Total: 3,655

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 17, 2022

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	52	23 %	112	50 %	14	6 %	39	17 %	0	0 %	0	0 %	0	0 %	4	2 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	67	157
02	Professional	788	14 %	3,043	53 %	209	4 %	1,416	25 %	6	0 %	20	0 %	44	1 %	122	2 %	6	0 %	33	1 %	1	0 %	3	0 %	14	0 %	48	1 %	1,068	4,685		
03	Technician	3	14 %	8	36 %	0	0 %	2	9 %	0	0 %	0	0 %	5	3 %	2	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	9 %	8	14		
05	Para-Professionals	343	10 %	1,390	41 %	153	5 %	1,164	35 %	5	0 %	18	1 %	37	1 %	124	4 %	8	0 %	18	1 %	1	0 %	2	0 %	17	1 %	84	2 %	564	2,800		
06	Admin Support	64	6 %	568	57 %	32	3 %	255	26 %	0	0 %	10	1 %	5	1 %	53	5 %	1	0 %	4	0 %	0	0 %	0	0 %	2	0 %	5	1 %	104	895		
07	Skilled Craft	10	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 %	10	0		
08	Service/Maintenance	4	57 %	0	0 %	2	29 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	0		
Department Totals by Category:		1,264	12 %	5,121	49 %	410	4 %	2,876	28 %	11	0 %	48	0 %	92	1 %	305	3 %	16	0 %	56	1 %	2	0 %	5	0 %	33	0 %	140	1 %	1,828	8,551		

Department Total: 10,379

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 17, 2022

MILITARY & VETERAN AFFAIRS

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	13	46 %	15	54 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	15												
02	Professional	58	32 %	102	57 %	1	1 %	8	4 %	0	0 %	0	0 %	1	1 %	3	2 %	2	1 %	62	117										
03	Technician	24	24 %	50	49 %	4	4 %	13	13 %	0	0 %	0	0 %	5	5 %	2	2 %	1	1 %	34	68										
04	Protective Service	24	96 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	24	1										
05	Para-Professionals	49	28 %	97	56 %	12	7 %	6	3 %	0	0 %	0	0 %	2	1 %	3	2 %	0	0 %	65	109										
06	Admin Support	5	13 %	27	71 %	1	3 %	4	11 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	6	32										
07	Skilled Craft	122	93 %	0	0 %	3	2 %	0	0 %	1	1 %	0	0 %	4	3 %	0	0 %	0	0 %	131	0										
08	Service/Maintenance	58	57 %	32	31 %	3	3 %	6	6 %	0	0 %	0	0 %	1	1 %	1	1 %	0	0 %	63	39										
Department Totals by Category:		353	45 %	324	42 %	24	3 %	37	5 %	1	0 %	0	0 %	13	2 %	9	1 %	3	0 %	8	1 %	0	0 %	0	0 %	4	1 %	3	0 %	398	381

Department Total: 779

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 17, 2022

NATURAL RESOURCES

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	46	69 %	20	30 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	47	20												
02	Professional	307	57 %	206	38 %	3	1 %	5	1 %	2	0 %	2	0 %	2	0 %	4	1 %	3	1 %	319	219										
03	Technician	171	71 %	55	23 %	4	2 %	2	1 %	1	0 %	0	0 %	2	1 %	1	0 %	1	0 %	181	59										
04	Protective Service	530	81 %	97	15 %	4	1 %	1	0 %	10	2 %	0	0 %	9	1 %	0	0 %	0	0 %	555	98										
05	Para-Professionals	12	25 %	35	73 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	12	36										
06	Admin Support	11	8 %	113	83 %	0	0 %	5	4 %	0	0 %	2	1 %	0	0 %	1	1 %	0	0 %	11	125										
07	Skilled Craft	108	82 %	21	16 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	110	21										
08	Service/Maintenance	539	53 %	424	42 %	17	2 %	11	1 %	8	1 %	3	0 %	3	0 %	0	0 %	1	0 %	570	443										
Department Totals by Category:		1,724	61 %	971	34 %	28	1 %	25	1 %	23	1 %	7	0 %	17	1 %	7	0 %	5	0 %	5	0 %	0	0 %	1	0 %	8	0 %	5	0 %	1,805	1,021

Department Total: 2,826

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 17, 2022

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	21	45 %	14	30 %	1	2 %	8	17 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	23	24										
02	Professional	83	40 %	89	42 %	14	7 %	17	8 %	0	0 %	0	0 %	2	1 %	1	0 %	0	0 %	102	108										
03	Technician	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1										
05	Para-Professionals	81	9 %	538	58 %	26	3 %	198	21 %	0	0 %	7	1 %	11	1 %	41	4 %	2	0 %	9	1 %	122	800								
06	Admin Support	29	20 %	87	60 %	6	4 %	15	10 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	1	1 %	37	108								
07	Skilled Craft	8	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	0								
08	Service/Maintenance	2	50 %	1	25 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	1								
Department Totals by Category:		225	17 %	730	55 %	48	4 %	238	18 %	0	0 %	7	1 %	15	1 %	46	3 %	3	0 %	11	1 %	0	0 %	1	0 %	5	0 %	9	1 %	296	1,042

Department Total: 1,338

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 17, 2022

STATE POLICE

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total																	
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																
01	Official/Administrator	38	61 %	21	34 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	40	22														
02	Professional	305	43 %	343	49 %	13	2 %	13	2 %	0	0 %	0	0 %	7	1 %	14	2 %	4	1 %	3	0 %	1	0 %	0	0 %	0	0 %	0	0 %	330	375		
03	Technician	363	75 %	77	16 %	13	3 %	11	2 %	7	1 %	0	0 %	7	1 %	2	0 %	2	0 %	1	0 %	0	0 %	0	0 %	0	0 %	1	0 %	0	0 %	393	91
04	Protective Service	1,202	81 %	127	9 %	71	5 %	8	1 %	16	1 %	2	0 %	30	2 %	2	0 %	7	0 %	2	0 %	0	0 %	0	0 %	0	0 %	15	1 %	1	0 %	1,341	142
05	Para-Professionals	17	21 %	52	64 %	4	5 %	7	9 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	21	60
06	Admin Support	29	14 %	159	76 %	0	0 %	13	6 %	0	0 %	1	0 %	1	0 %	3	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	32	176
07	Skilled Craft	10	91 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	0
08	Service/Maintenance	1	14 %	4	57 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	5
Department Totals by Category:		1,965	65 %	783	26 %	102	3 %	52	2 %	25	1 %	3	0 %	45	1 %	24	1 %	16	1 %	6	0 %	1	0 %	0	0 %	16	1 %	3	0 %	2,170	871		

Department Total: 3,041

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 17, 2022

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	169	51 %	115	35 %	9	3 %	6	2 %	0	0 %	1	0 %	5	2 %	1	0 %	15	5 %	7	2 %	0	0 %	0	0 %	0	0 %	0	0 %	198	131
02	Professional	951	51 %	503	27 %	52	3 %	56	3 %	6	0 %	5	0 %	23	1 %	17	1 %	11	6 %	138	7 %	1	0 %	0	0 %	7	0 %	5	0 %	1,151	724
03	Technician	141	70 %	35	17 %	7	3 %	6	3 %	1	0 %	0	0 %	3	1 %	2	1 %	2	1 %	1	0 %	0	0 %	0	0 %	2	1 %	1	0 %	156	45
05	Para-Professionals	32	23 %	67	48 %	4	3 %	25	18 %	0	0 %	0	0 %	4	3 %	7	5 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	1	1 %	40	101
06	Admin Support	6	8 %	57	73 %	1	1 %	8	10 %	0	0 %	0	0 %	0	0 %	6	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	71
07	Skilled Craft	160	90 %	4	2 %	5	3 %	1	1 %	1	1 %	0	0 %	3	2 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	0	0 %	171	6
08	Service/Maintenance	87	79 %	7	6 %	8	7 %	1	1 %	0	0 %	0	0 %	4	4 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	100	10
Department Totals by Category:		1,546	53 %	788	27 %	86	3 %	103	4 %	8	0 %	6	0 %	42	1 %	35	1 %	29	4 %	147	5 %	1	0 %	0	0 %	11	0 %	9	0 %	1,823	1,088

Department Total: 2,911

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 17, 2022

TRANSPORTATION

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	72	57 %	39	31 %	3	2 %	7	6 %	1	1 %	0	0 %	1	1 %	0	0 %	77	50												
02	Professional	586	55 %	337	31 %	26	2 %	36	3 %	3	0 %	1	0 %	18	2 %	14	1 %	21	2 %	25	2 %	0	0 %	0	0 %	3	0 %	0	0 %	657	413
03	Technician	311	71 %	67	15 %	19	4 %	4	1 %	3	1 %	0	0 %	10	2 %	1	0 %	12	3 %	2	0 %	0	0 %	0	0 %	5	1 %	2	0 %	360	76
05	Para-Professionals	76	49 %	59	38 %	3	2 %	10	6 %	2	1 %	1	1 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	1	1 %	85	71
06	Admin Support	6	4 %	114	80 %	2	1 %	16	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	2	1 %	8	134
07	Skilled Craft	574	85 %	39	6 %	22	3 %	3	0 %	18	3 %	10	1 %	8	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	2	0 %	0	0 %	625	52
08	Service/Maintenance	58	71 %	16	20 %	1	1 %	2	2 %	3	4 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	62	20
Department Totals by Category:		1,683	63 %	671	25 %	76	3 %	78	3 %	30	1 %	14	1 %	40	1 %	15	1 %	34	1 %	33	1 %	0	0 %	0	0 %	11	0 %	5	0 %	1,874	816

Department Total: 2,690

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 17, 2022

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	96	51 %	66	35 %	6	3 %	14	7 %	0	0 %	0	0 %	1	1 %	3	2 %	1	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	104	85		
02	Professional	299	36 %	341	40 %	47	6 %	86	10 %	2	0 %	4	0 %	5	1 %	17	2 %	12	1 %	20	2 %	0	0 %	0	0 %	0	0 %	5	1 %	4	0 %	370	472
03	Technician	9	23 %	19	48 %	0	0 %	10	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	10	30		
05	Para-Professionals	23	16 %	89	61 %	2	1 %	21	14 %	0	0 %	0	0 %	3	2 %	5	3 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	29	116
06	Admin Support	55	14 %	232	59 %	8	2 %	56	14 %	2	1 %	2	1 %	6	2 %	19	5 %	1	0 %	3	1 %	0	0 %	0	0 %	0	0 %	1	0 %	10	3 %	73	322
08	Service/Maintenance	4	67 %	2	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	2		
Department Totals by Category:		486	30 %	749	46 %	63	4 %	187	12 %	4	0 %	6	0 %	15	1 %	44	3 %	15	1 %	25	2 %	0	0 %	0	0 %	0	0 %	7	0 %	16	1 %	590	1,027

Department Total: 1,617

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 17, 2022

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										
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%									
AGRICULTURE & RURAL DEVELOPMENT	210	42.4	246	49.7	7	1.4	15	3.0	1	0.2	2	0.4	4	0.8	4	0.8	2	0.4	2	0.4	0	0.0	0	0.0	0	0.0	2	0.4	271	54.7	39	7.9	495
ATTORNEY GENERAL	201	36.7	255	46.5	19	3.5	49	8.9	0	0.0	1	0.2	3	0.5	8	1.5	2	0.4	5	0.9	0	0.0	1	0.2	2	0.4	2	0.4	321	58.6	92	16.8	548
AUDITOR GENERAL	71	45.5	74	47.4	4	2.6	1	0.6	0	0.0	0	0.0	2	1.3	2	1.3	1	0.6	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	78	50.0	11	7.1	156
CIVIL RIGHTS	7	9.3	15	20.0	8	10.7	35	46.7	0	0.0	0	0.0	2	2.7	6	8.0	0	0.0	1	1.3	0	0.0	0	0.0	1	1.3	0	0.0	57	76.0	53	70.7	75
CIVIL SERVICE COMMISSION	58	13.1	291	65.5	15	3.4	43	9.7	0	0.0	6	1.4	2	0.5	15	3.4	0	0.0	6	1.4	0	0.0	0	0.0	3	0.7	5	1.1	366	82.4	95	21.4	444
CORRECTIONS	5,419	52.0	2,580	24.8	849	8.2	898	8.6	154	1.5	52	0.5	210	2.0	113	1.1	45	0.4	17	0.2	2	0.0	0	0.0	47	0.5	31	0.3	3,691	35.4	2,418	23.2	10,417
EDUCATION	111	22.2	298	59.6	10	2.0	48	9.6	1	0.2	1	0.2	4	0.8	13	2.6	4	0.8	7	1.4	0	0.0	0	0.0	1	0.2	2	0.4	369	73.8	91	18.2	500
ENVIRON GREAT LAKES AND ENERGY	609	45.8	617	46.4	17	1.3	25	1.9	2	0.2	4	0.3	7	0.5	10	0.8	17	1.3	17	1.3	0	0.0	0	0.0	1	0.1	4	0.3	677	50.9	104	7.8	1,330
EXECUTIVE OFFICE	16	21.1	42	55.3	3	3.9	5	6.6	0	0.0	0	0.0	0	0.0	3	3.9	1	1.3	3	3.9	0	0.0	0	0.0	1	1.3	2	2.6	55	72.4	18	23.7	76
INSURANCE AND FINANCIAL SERV	132	38.4	161	46.8	10	2.9	21	6.1	1	0.3	1	0.3	5	1.5	6	1.7	2	0.6	4	1.2	0	0.0	0	0.0	1	0.3	0	0.0	193	56.1	51	14.8	344
LABOR & ECONOMIC OPPORTUNITY	555	21.5	1,060	41.1	129	5.0	634	24.6	7	0.3	8	0.3	38	1.5	68	2.6	13	0.5	33	1.3	1	0.0	0	0.0	5	0.2	25	1.0	1,828	71.0	961	37.3	2,576
LICENSING & REGULATORY AFFAIRS	538	33.4	783	48.7	44	2.7	153	9.5	3	0.2	5	0.3	10	0.6	29	1.8	7	0.4	17	1.1	0	0.0	1	0.1	4	0.2	15	0.9	1,003	62.3	288	17.9	1,609
MDHHS - COMMUNITY HEALTH	797	21.8	1,648	45.1	324	8.9	634	17.3	5	0.1	10	0.3	33	0.9	69	1.9	40	1.1	65	1.8	1	0.0	0	0.0	9	0.2	20	0.5	2,446	66.9	1,210	33.1	3,655
MDHHS - HUMAN SERVICES	1,264	12.2	5,121	49.3	410	4.0	2,876	27.7	11	0.1	48	0.5	92	0.9	305	2.9	16	0.2	56	0.5	2	0.0	5	0.0	33	0.3	140	1.3	8,551	82.4	3,994	38.5	10,379
MILITARY & VETERAN AFFAIRS	353	45.3	324	41.6	24	3.1	37	4.7	1	0.1	0	0.0	13	1.7	9	1.2	3	0.4	8	1.0	0	0.0	0	0.0	4	0.5	3	0.4	381	48.9	102	13.1	779
NATURAL RESOURCES	1,724	61.0	971	34.4	28	1.0	25	0.9	23	0.8	7	0.2	17	0.6	7	0.2	5	0.2	5	0.2	0	0.0	1	0.0	8	0.3	5	0.2	1,021	36.1	131	4.6	2,826
STATE	225	16.8	730	54.6	48	3.6	238	17.8	0	0.0	7	0.5	15	1.1	46	3.4	3	0.2	11	0.8	0	0.0	1	0.1	5	0.4	9	0.7	1,042	77.9	383	28.6	1,338
STATE POLICE	1,965	64.6	783	25.7	102	3.4	52	1.7	25	0.8	3	0.1	45	1.5	24	0.8	16	0.5	6	0.2	1	0.0	0	0.0	16	0.5	3	0.1	871	28.6	293	9.6	3,041
TECHNOLOGY, MANAGEMENT & BUDGET	1,546	53.1	788	27.1	86	3.0	103	3.5	8	0.3	6	0.2	42	1.4	35	1.2	129	4.4	147	5.0	1	0.0	0	0.0	11	0.4	9	0.3	1,088	37.4	577	19.8	2,911
TRANSPORTATION	1,683	62.6	671	24.9	76	2.8	78	2.9	30	1.1	14	0.5	40	1.5	15	0.6	34	1.3	33	1.2	0	0.0	0	0.0	11	0.4	5	0.2	816	30.3	336	12.5	2,690
TREASURY	486	30.1	749	46.3	63	3.9	187	11.6	4	0.2	6	0.4	15	0.9	44	2.7	15	0.9	25	1.5	0	0.0	0	0.0	7	0.4	16	1.0	1,027	63.5	382	23.6	1,617
STATEWIDE TOTALS:	17,970	37.6	18,207	38.1	2,276	4.8	6,157	12.9	276	0.6	181	0.4	599	1.3	831	1.7	355	0.7	469	1.0	8	0.0	9	0.0	170	0.4	298	0.6	26,152	54.7	11,629	24.3	47,806

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 17, 2022

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	5	5	0	0	0	0	0	0	0	0	0	0	0	0	5	5
02 Professional	27	30	2	5	0	0	3	1	0	0	0	0	0	0	32	36
03 Technician	5	0	0	1	0	0	0	0	0	0	0	0	0	0	5	1
04 Protective Service	4	0	1	1	0	0	1	0	0	0	0	0	0	0	6	1
05 Para-Professionals	1	6	0	4	0	0	0	0	0	0	0	0	0	0	1	10
06 Admin Support	3	18	0	3	0	0	1	0	0	0	0	0	0	0	4	21
07 Skilled Craft	2	0	0	0	0	0	0	1	0	0	0	0	0	0	2	1
08 Service/Maintenance	3	1	0	0	1	0	0	0	0	0	0	0	0	0	4	1
STATEWIDE TOTAL BY CATEGORY:	50	60	3	14	1	0	5	2	0	0	0	0	0	0	59	76

State Employees Grand Total: 135

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

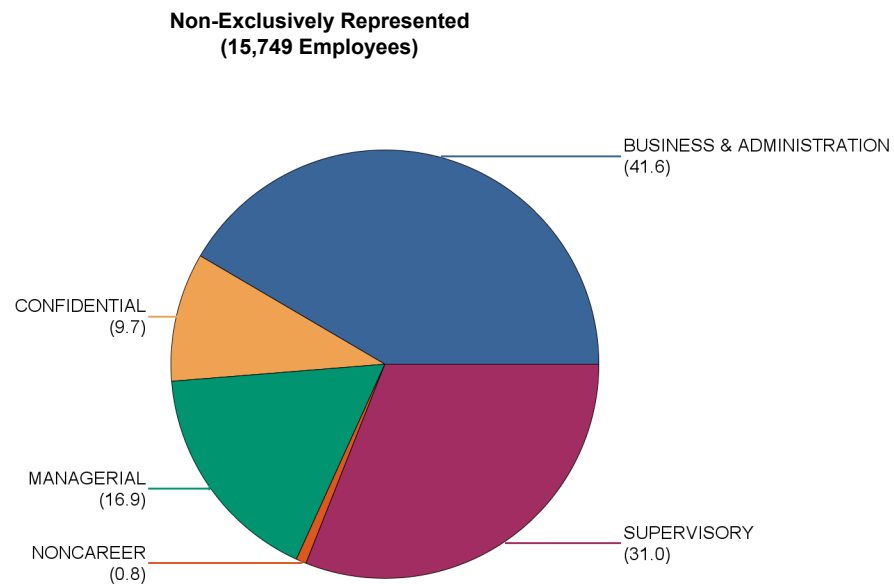
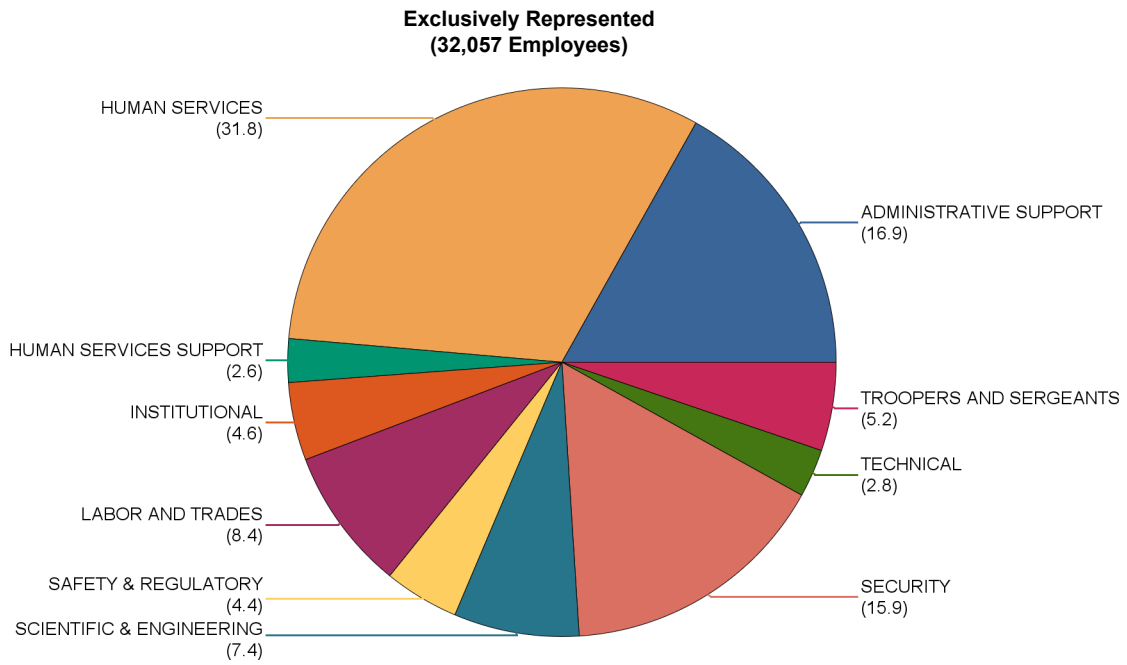
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

Fiscal Year 2021-22



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 47,806 classified employees, 67.1 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 17, 2022

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	1,417	675	47.6	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	2,700	989	36.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	5,110	0	0.0	0	0.0	4,457	87.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	823	0	0.0	0	0.0	0	0.0	568	69.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,367	0	0.0	0	0.0	0	0.0	0	0.0	1,495	63.2	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	909	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	471	51.8	0	0.0	0	0.0
T01 TROOPERS AND SERGEANTS	1,673	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,585	94.7	0	0.0
U11 INSTITUTIONAL	1,472	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	907	61.6
W22 HUMAN SERVICES	10,179	0	0.0	7,560	74.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,407	0	0.0	3,238	59.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	6,546	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	4,884	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	122	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	2,668	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	1,529	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	32,057	1,664	5.2	10,798	33.7	4,457	13.9	568	1.8	1,495	4.7	471	1.5	1,585	4.9	907	2.8
NON-EXCLUSIVELY REPRESENTED TOTAL	15,749	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	47,806	1,664	3.5	10,798	22.6	4,457	9.3	568	1.2	1,495	3.1	471	1.0	1,585	3.3	907	1.9

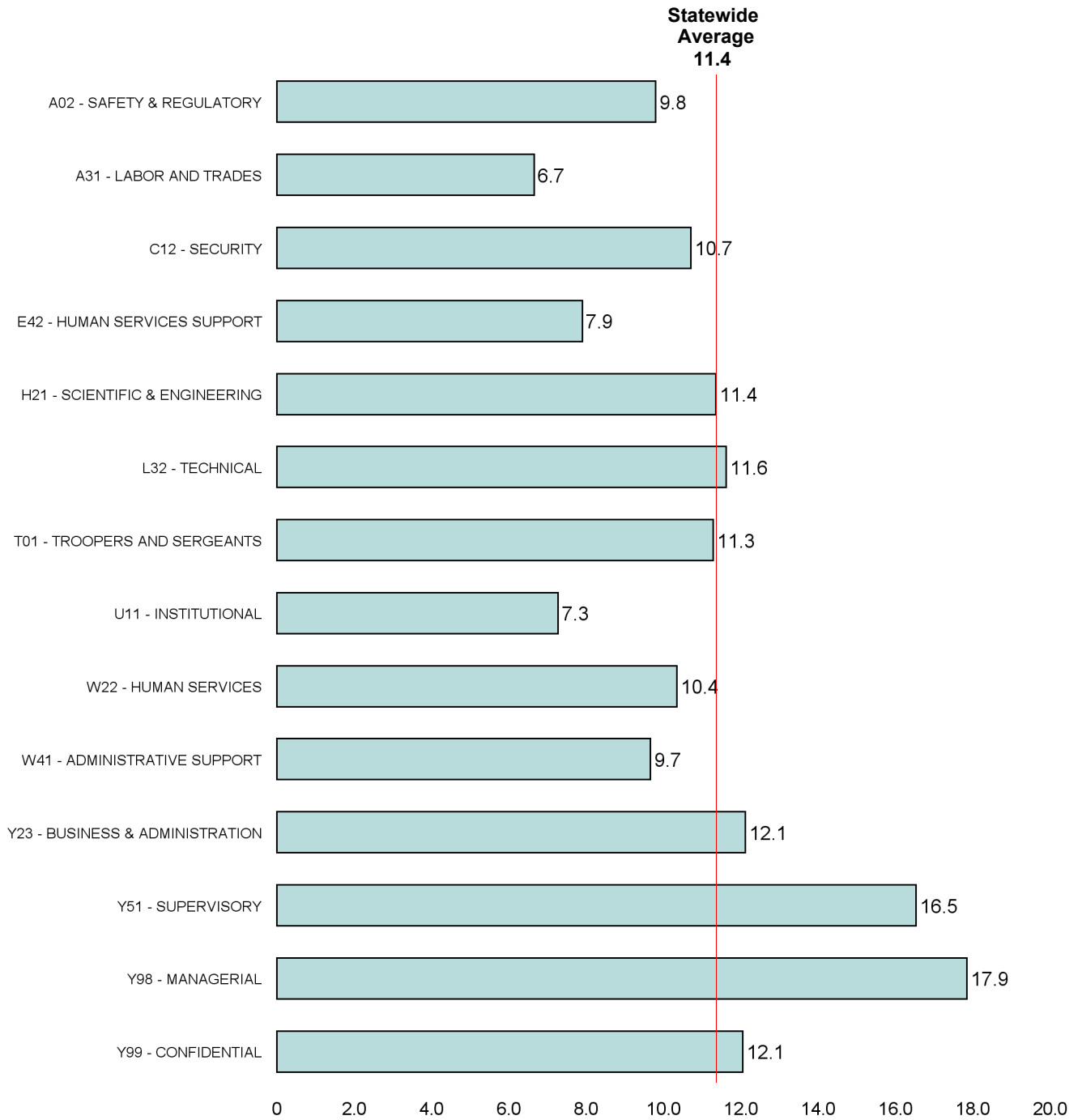
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: September 17, 2022



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 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
A02 - SAFETY & REGULATORY																			
00 - 05 YEARS	394	123	34	12	7	5	10	0	0	1	0	0	4	1	449	142	0	0	
06 - 10 YEARS	234	37	12	6	2	3	2	0	0	1	0	0	0	0	250	47	0	0	
11 - 15 YEARS	106	34	9	22	0	0	2	0	0	0	0	0	0	0	117	56	0	0	
16 - 20 YEARS	77	32	4	21	2	0	6	0	0	0	0	0	0	0	89	53	0	0	
21 - 25 YEARS	94	30	4	10	1	1	3	1	0	0	0	0	0	0	102	42	1	0	
26 - 30 YEARS	20	9	1	3	1	1	1	0	0	0	0	0	0	0	23	13	0	0	
31 - 35 YEARS	14	6	3	3	0	0	0	1	0	0	0	0	0	0	17	10	0	1	
36 - 40 YEARS	2	0	0	0	0	0	0	0	1	0	0	0	0	0	3	0	0	0	
MORE THAN 40 YEARS	1	0	0	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0	
BARGAINING UNIT TOTAL	942	271	67	80	13	10	24	2	1	2	0	0	4	1	1,051	366	1	1	
MORE THAN 10 YEARS	314	111	21	62	4	2	12	2	1	0	0	0	0	0	352	177	1	1	
AVERAGE YEARS	9.3	9.9	8.7	16.3	8.6	8.4	10.9	27.5	36.0	5.0	0.0	0.0	2.8	1.0	9.3	11.3	25.0	32.0	
BARGAINING UNIT AVERAGE YEARS																	9.8		

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 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 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
A31 - LABOR AND TRADES																			
00 - 05 YEARS	1,181	410	39	17	22	3	13	2	3	2	0	0	8	4	1,266	438	1	1	
06 - 10 YEARS	292	16	8	0	4	1	3	0	0	0	0	0	0	0	307	17	0	0	
11 - 15 YEARS	162	6	5	1	3	0	5	0	0	0	0	0	0	0	175	7	0	0	
16 - 20 YEARS	146	4	3	1	4	0	2	0	0	0	0	0	0	0	155	5	1	0	
21 - 25 YEARS	188	7	13	1	2	0	2	0	0	0	0	0	0	0	205	8	0	0	
26 - 30 YEARS	41	4	1	1	3	0	3	0	0	0	0	0	0	0	48	5	1	0	
31 - 35 YEARS	28	1	3	1	0	0	1	1	0	0	0	0	0	0	32	3	1	1	
36 - 40 YEARS	11	1	3	0	0	0	1	0	0	0	0	0	0	0	15	1	0	0	
MORE THAN 40 YEARS	11	0	1	0	0	0	1	0	0	0	0	0	0	0	13	0	0	0	
BARGAINING UNIT TOTAL	2,060	449	76	22	38	4	31	3	3	2	0	0	8	4	2,216	484	4	2	
MORE THAN 10 YEARS	587	23	29	5	12	0	15	1	0	0	0	0	0	0	643	29	3	1	
AVERAGE YEARS	7.6	1.5	10.7	5.5	8.5	1.8	12.7	11.7	1.7	0.0	0.0	0.0	1.8	1.8	7.7	1.7	20.0	17.0	
BARGAINING UNIT AVERAGE YEARS	6.7																		

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 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 17, 2022

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	1,163	274	272	181	42	8	71	18	13	1	2	0	39	13	1,602	495	1	0
06 - 10 YEARS	697	92	107	57	18	3	34	5	6	0	0	0	0	0	862	157	0	0
11 - 15 YEARS	184	25	60	20	9	1	11	2	3	0	0	0	0	0	267	48	0	0
16 - 20 YEARS	272	44	42	35	6	3	12	5	2	1	0	0	0	0	334	88	0	1
21 - 25 YEARS	724	84	84	44	12	3	20	6	1	0	0	0	0	0	841	137	2	0
26 - 30 YEARS	173	28	21	8	1	1	6	1	1	0	0	0	0	0	202	38	1	0
31 - 35 YEARS	20	2	4	3	0	1	0	0	0	0	0	0	0	0	24	6	0	0
36 - 40 YEARS	3	0	5	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	3,236	549	596	348	88	20	154	37	26	2	2	0	39	13	4,141	969	4	1
MORE THAN 10 YEARS	1,376	183	217	110	28	9	49	14	7	1	0	0	0	0	1,677	317	3	1
AVERAGE YEARS	11.7	9.3	9.8	8.6	8.8	12.3	9.1	9.5	7.8	11.0	1.5	0.0	1.3	1.6	11.1	9.0	18.3	19.0
BARGAINING UNIT 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 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 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
E42 - HUMAN SERVICES SUPPORT																			
00 - 05 YEARS	59	170	25	179	0	2	4	20	1	7	0	0	4	16	93	394	0	1	
06 - 10 YEARS	13	11	3	14	2	1	0	4	0	1	0	0	0	1	18	32	0	0	
11 - 15 YEARS	12	35	5	36	2	0	3	2	0	1	0	0	0	0	22	74	1	0	
16 - 20 YEARS	16	36	13	73	0	0	3	2	1	1	0	0	0	0	33	112	0	0	
21 - 25 YEARS	3	10	2	10	0	1	0	4	0	0	0	0	0	0	5	25	0	0	
26 - 30 YEARS	1	2	0	5	0	0	0	1	0	0	0	0	0	0	1	8	0	0	
31 - 35 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	
36 - 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	
MORE THAN 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	
BARGAINING UNIT TOTAL	104	264	48	323	4	4	10	33	2	10	0	0	4	17	172	651	1	1	
MORE THAN 10 YEARS	32	83	20	130	2	1	6	9	1	2	0	0	0	0	61	225	1	0	
AVERAGE YEARS	7.3	6.9	9.3	9.0	10.0	9.3	10.2	7.6	11.5	5.1	0.0	0.0	2.3	2.2	8.0	7.9	15.0	2.0	
BARGAINING UNIT AVERAGE YEARS	7.9																		

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 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 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
H21 - SCIENTIFIC & ENGINEERING																			
00 - 05 YEARS	465	404	12	13	1	3	9	8	20	23	0	1	5	3	512	455	0	0	
06 - 10 YEARS	245	155	1	4	2	0	3	5	2	14	0	0	1	0	254	178	0	1	
11 - 15 YEARS	107	71	4	1	0	0	1	0	1	2	0	0	0	0	113	74	0	0	
16 - 20 YEARS	170	102	3	5	0	1	2	0	5	2	0	0	0	0	180	110	0	1	
21 - 25 YEARS	148	74	1	1	1	0	3	0	6	4	0	0	1	0	160	79	0	1	
26 - 30 YEARS	72	37	5	1	0	0	2	0	5	3	0	0	0	0	84	41	1	0	
31 - 35 YEARS	55	28	3	2	1	0	1	0	2	1	0	0	0	0	62	31	0	0	
36 - 40 YEARS	13	4	2	0	0	0	0	0	0	0	0	0	0	0	15	4	0	0	
MORE THAN 40 YEARS	9	1	2	0	1	0	0	0	2	0	0	0	0	0	14	1	0	0	
BARGAINING UNIT TOTAL	1,284	876	33	27	6	4	21	13	43	49	0	1	7	3	1,394	973	1	3	
MORE THAN 10 YEARS	574	317	20	10	3	1	9	0	21	12	0	0	1	0	628	340	1	2	
AVERAGE YEARS	12.2	10.1	17.3	10.3	19.8	7.0	12.6	4.6	14.0	8.7	0.0	1.0	5.7	3.3	12.4	9.9	27.0	17.3	
BARGAINING UNIT AVERAGE YEARS	11.3																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																		
00 - 05 YEARS	200	123	9	10	2	0	7	4	6	2	0	0	7	1	231	140	0	0
06 - 10 YEARS	85	38	4	5	1	0	2	2	0	0	0	0	0	0	92	45	0	0
11 - 15 YEARS	47	31	4	2	0	0	0	1	0	0	0	0	0	0	51	34	0	0
16 - 20 YEARS	79	30	0	0	1	0	1	1	3	0	0	0	0	0	84	31	1	0
21 - 25 YEARS	74	11	2	0	1	0	2	0	1	1	0	0	0	0	80	12	0	0
26 - 30 YEARS	31	7	3	0	1	0	2	0	0	1	0	0	0	0	37	8	0	0
31 - 35 YEARS	37	3	2	1	0	0	0	0	3	0	0	0	0	0	42	4	3	0
36 - 40 YEARS	7	0	5	1	0	0	0	0	0	0	0	0	0	0	12	1	0	0
MORE THAN 40 YEARS	1	3	0	1	0	0	0	0	0	0	0	0	0	0	1	4	0	1
BARGAINING UNIT TOTAL	561	246	29	20	6	0	14	8	13	4	0	0	7	1	630	279	4	1
MORE THAN 10 YEARS	276	85	16	5	3	0	5	2	7	2	0	0	0	0	307	94	4	1
AVERAGE YEARS	12.8	8.7	17.0	10.5	13.0	0.0	10.1	6.5	15.0	13.0	0.0	0.0	0.9	3.0	12.9	8.8	29.0	43.0
BARGAINING UNIT AVERAGE YEARS	11.6																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
T01 - TROOPERS AND SERGEANTS																			
00 - 05 YEARS	465	55	25	5	9	1	10	1	3	0	0	0	15	1	527	63	0	0	
06 - 10 YEARS	429	41	24	3	5	1	12	1	3	2	0	0	0	0	473	48	0	0	
11 - 15 YEARS	78	4	5	0	0	0	2	0	1	0	0	0	0	0	86	4	0	0	
16 - 20 YEARS	51	2	1	1	1	0	1	0	0	0	0	0	0	0	54	3	0	0	
21 - 25 YEARS	237	17	4	1	2	0	4	0	1	0	0	0	0	0	248	18	0	0	
26 - 30 YEARS	114	11	13	0	4	0	2	0	0	0	0	0	0	0	133	11	0	0	
31 - 35 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BARGAINING UNIT TOTAL	1,378	131	72	10	21	2	31	2	8	2	0	0	15	1	1,525	148	0	0	
MORE THAN 10 YEARS	484	35	23	2	7	0	9	0	2	0	0	0	0	0	525	37	0	0	
AVERAGE YEARS	11.4	10.2	11.1	7.8	11.2	4.5	10.5	4.5	8.3	8.5	0.0	0.0	2.7	0.0	11.3	9.8	0.0	0.0	
BARGAINING UNIT AVERAGE YEARS	11.2																		

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 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 17, 2022

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	197	319	97	183	6	3	10	14	3	4	0	0	8	9	321	532	0	0	
06 - 10 YEARS	59	80	44	50	0	1	7	5	1	2	1	0	0	0	112	138	0	0	
11 - 15 YEARS	28	48	20	32	0	1	3	3	2	1	0	0	0	0	53	85	0	0	
16 - 20 YEARS	26	48	14	32	0	0	3	0	1	0	0	0	0	0	44	80	0	0	
21 - 25 YEARS	8	29	1	17	0	1	1	1	0	4	0	0	0	0	10	52	0	0	
26 - 30 YEARS	12	13	1	8	1	0	0	1	0	0	0	0	0	0	14	22	0	0	
31 - 35 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0	
36 - 40 YEARS	3	0	0	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0	
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	
BARGAINING UNIT TOTAL	335	539	177	324	7	6	24	24	7	11	1	0	8	9	559	913	0	0	
MORE THAN 10 YEARS	79	140	36	91	1	2	7	5	3	5	0	0	0	0	126	243	0	0	
AVERAGE YEARS	7.3	7.3	6.4	7.6	4.7	9.0	8.6	6.4	9.3	11.5	6.0	0.0	2.3	1.4	7.0	7.4	0.0	0.0	
BARGAINING UNIT AVERAGE YEARS	7.3																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
W22 - HUMAN SERVICES																			
00 - 05 YEARS	457	1,862	134	905	2	6	25	71	14	25	1	3	34	145	667	3,017	1	0	
06 - 10 YEARS	398	978	116	415	7	13	17	41	5	15	1	1	0	0	544	1,463	0	0	
11 - 15 YEARS	328	1,051	105	638	5	11	21	54	4	8	0	0	0	0	463	1,762	0	2	
16 - 20 YEARS	153	329	39	190	4	3	6	17	2	5	0	0	0	1	204	545	1	1	
21 - 25 YEARS	222	304	42	265	5	4	6	27	1	8	0	0	0	0	276	608	1	0	
26 - 30 YEARS	130	157	27	101	1	2	6	24	1	6	0	0	0	0	165	290	2	4	
31 - 35 YEARS	21	41	5	35	0	0	2	5	0	1	0	0	0	0	28	82	1	1	
36 - 40 YEARS	7	13	3	12	0	0	1	0	0	1	0	0	0	0	11	26	0	1	
MORE THAN 40 YEARS	5	9	2	11	0	1	0	0	0	0	0	0	0	0	7	21	1	0	
BARGAINING UNIT TOTAL	1,721	4,744	473	2,572	24	40	84	239	27	69	2	4	34	146	2,365	7,814	7	9	
MORE THAN 10 YEARS	866	1,904	223	1,252	15	21	42	127	8	29	0	0	0	1	1,154	3,334	6	9	
AVERAGE YEARS	12.3	9.5	11.4	10.8	14.3	12.3	11.3	12.1	7.3	11.4	5.5	2.3	2.5	1.7	11.9	9.9	25.4	25.2	
BARGAINING UNIT AVERAGE YEARS	10.3																		

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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 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
W41 - ADMINISTRATIVE SUPPORT																			
00 - 05 YEARS	314	1,490	70	396	3	17	25	86	6	20	0	2	9	51	427	2,062	0	0	
06 - 10 YEARS	119	656	30	154	1	8	5	36	3	7	0	0	0	1	158	862	0	0	
11 - 15 YEARS	77	430	19	110	0	2	1	26	0	3	0	0	0	0	97	571	0	1	
16 - 20 YEARS	47	260	9	44	2	3	1	12	1	3	0	0	0	0	60	322	0	1	
21 - 25 YEARS	41	299	6	84	2	2	4	19	1	5	0	0	0	0	54	409	0	2	
26 - 30 YEARS	11	97	4	28	0	6	2	7	0	1	0	0	0	0	17	139	1	4	
31 - 35 YEARS	11	77	3	27	0	0	0	9	0	2	0	0	0	0	14	115	1	8	
36 - 40 YEARS	1	17	2	13	0	0	2	2	0	1	0	0	0	0	5	33	1	1	
MORE THAN 40 YEARS	1	38	0	19	0	0	1	3	0	0	0	0	0	0	2	60	1	2	
BARGAINING UNIT TOTAL	622	3,364	143	875	8	38	41	200	11	42	0	2	9	52	834	4,573	4	19	
MORE THAN 10 YEARS	189	1,218	43	325	4	13	11	78	2	15	0	0	0	0	249	1,649	4	19	
AVERAGE YEARS	8.2	9.9	8.5	10.5	12.4	10.2	9.6	10.7	6.5	10.2	0.0	2.0	1.7	2.4	8.3	9.9	35.3	30.5	
BARGAINING UNIT AVERAGE YEARS	9.7																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Y23 - BUSINESS & ADMINISTRATION																			
00 - 05 YEARS	727	806	44	119	3	5	14	22	40	73	3	0	18	18	849	1,043	2	1	
06 - 10 YEARS	571	631	42	101	6	4	22	27	34	55	0	0	1	2	676	820	1	0	
11 - 15 YEARS	347	541	37	119	1	5	8	24	22	26	0	0	1	1	416	716	0	0	
16 - 20 YEARS	208	370	28	76	1	5	5	12	21	21	0	0	0	0	263	484	1	1	
21 - 25 YEARS	263	320	20	71	0	1	7	15	9	7	0	1	0	0	299	415	3	0	
26 - 30 YEARS	80	108	10	32	0	5	2	4	5	4	0	0	0	0	97	153	1	2	
31 - 35 YEARS	51	84	13	29	0	2	4	10	3	3	0	0	0	0	71	128	4	10	
36 - 40 YEARS	11	23	5	11	0	0	3	3	1	1	0	0	0	0	20	38	0	2	
MORE THAN 40 YEARS	11	35	1	7	0	0	0	4	0	0	0	0	0	0	12	46	0	1	
BARGAINING UNIT TOTAL	2,269	2,918	200	565	11	27	65	121	135	190	3	1	20	21	2,703	3,843	12	17	
MORE THAN 10 YEARS	971	1,481	114	345	2	18	29	72	61	62	0	1	1	1	1,178	1,980	9	16	
AVERAGE YEARS	11.2	12.4	14.1	14.4	7.3	16.0	13.1	15.7	11.3	8.9	0.3	21.0	3.3	3.8	11.4	12.6	21.8	30.6	
BARGAINING UNIT AVERAGE YEARS	12.1																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Y51 - SUPERVISORY																			
00 - 05 YEARS	256	219	27	68	5	1	11	7	7	3	0	0	3	9	309	307	2	0	
06 - 10 YEARS	357	332	46	77	10	1	15	16	9	14	0	0	2	0	439	440	0	0	
11 - 15 YEARS	285	379	43	137	5	1	7	16	8	8	0	0	0	0	348	541	0	0	
16 - 20 YEARS	307	299	32	99	6	1	7	14	4	6	0	0	0	0	356	419	1	1	
21 - 25 YEARS	479	271	41	123	7	3	9	4	8	5	0	0	0	0	544	406	1	0	
26 - 30 YEARS	201	135	21	49	5	3	7	7	3	3	0	0	0	0	237	197	0	4	
31 - 35 YEARS	86	51	15	28	3	2	4	2	2	0	0	0	0	0	110	83	2	1	
36 - 40 YEARS	34	15	9	19	0	1	3	1	2	0	0	0	0	0	48	36	2	0	
MORE THAN 40 YEARS	23	17	8	13	0	0	2	1	0	0	0	0	0	0	33	31	4	2	
BARGAINING UNIT TOTAL	2,028	1,718	242	613	41	13	65	68	43	39	0	0	5	9	2,424	2,460	12	8	
MORE THAN 10 YEARS	1,415	1,167	169	468	26	11	39	45	27	22	0	0	0	0	1,676	1,713	10	8	
AVERAGE YEARS	17.1	15.5	17.9	17.5	16.3	22.2	16.9	15.3	15.7	13.1	0.0	0.0	6.4	3.0	17.1	16.0	31.1	31.0	
BARGAINING UNIT AVERAGE YEARS	16.5																		

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 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 17, 2022

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	34	60	0	13	1	0	1	3	1	2	0	0	3	4	40	82	0	0	
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BARGAINING UNIT TOTAL	34	60	0	13	1	0	1	3	1	2	0	0	3	4	40	82	0	0	
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AVERAGE YEARS	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	
BARGAINING UNIT AVERAGE YEARS	0.0																		

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Y98 - MANAGERIAL																			
00 - 05 YEARS	146	164	9	35	1	0	1	6	5	3	0	1	2	6	164	215	0	0	
06 - 10 YEARS	159	146	7	15	0	0	7	1	4	2	0	0	0	0	177	164	0	0	
11 - 15 YEARS	159	172	6	25	1	0	3	6	5	5	0	0	0	0	174	208	2	1	
16 - 20 YEARS	202	208	17	28	0	1	3	3	10	9	0	0	0	0	232	249	0	0	
21 - 25 YEARS	217	193	13	33	1	1	1	4	3	3	0	0	0	0	235	234	0	0	
26 - 30 YEARS	166	114	12	23	1	2	0	4	1	3	0	0	0	0	180	146	3	2	
31 - 35 YEARS	72	71	10	20	3	1	4	3	2	1	0	0	0	0	91	96	1	4	
36 - 40 YEARS	27	20	6	7	0	0	1	1	1	2	0	0	0	0	35	30	0	0	
MORE THAN 40 YEARS	12	12	4	9	0	0	1	0	0	0	0	0	0	0	17	21	1	0	
BARGAINING UNIT TOTAL	1,160	1,100	84	195	7	5	21	28	31	28	0	1	2	6	1,305	1,363	7	7	
MORE THAN 10 YEARS	855	790	68	145	6	5	13	21	22	23	0	0	0	0	964	984	7	7	
AVERAGE YEARS	18.1	17.1	21.8	19.3	23.1	26.0	19.1	17.6	16.3	18.6	0.0	0.0	3.0	2.5	18.3	17.4	27.3	29.0	
BARGAINING UNIT AVERAGE YEARS	17.9																		

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 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 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																		
00 - 05 YEARS	97	324	11	46	1	2	5	19	1	9	0	0	4	10	119	410	0	1
06 - 10 YEARS	50	186	5	36	0	1	4	8	2	2	0	0	0	1	61	234	0	0
11 - 15 YEARS	30	153	6	21	0	1	0	5	0	4	0	0	1	0	37	184	1	0
16 - 20 YEARS	18	111	5	11	0	0	0	6	0	0	0	0	0	0	23	128	0	0
21 - 25 YEARS	21	108	5	22	0	2	3	2	0	2	0	0	0	0	29	136	0	0
26 - 30 YEARS	12	40	2	13	0	0	0	1	1	0	0	0	0	0	15	54	0	0
31 - 35 YEARS	5	32	2	9	0	1	1	5	0	0	0	0	0	0	8	47	1	2
36 - 40 YEARS	0	8	0	6	0	0	0	3	0	0	0	0	0	0	0	17	0	0
MORE THAN 40 YEARS	3	16	0	6	0	1	0	1	0	0	0	0	0	0	3	24	0	4
BARGAINING UNIT TOTAL	236	978	36	170	1	8	13	50	4	17	0	0	5	11	295	1,234	2	7
MORE THAN 10 YEARS	89	468	20	88	0	5	4	23	1	6	0	0	1	0	115	590	2	6
AVERAGE YEARS	10.3	12.1	12.7	14.6	4.0	18.5	10.6	13.5	10.5	7.1	0.0	0.0	4.4	2.5	10.5	12.4	23.5	35.1
BARGAINING UNIT AVERAGE YEARS	12.0																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 17, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
STATEWIDE TOTALS																			
00 - 05 YEARS	6,155	6,803	808	2,182	105	56	216	281	123	175	6	7	163	291	7,576	9,795	7	4	
06 -10 YEARS	3,708	3,399	449	937	58	37	133	151	69	115	2	1	4	5	4,423	4,645	1	1	
11 - 15 YEARS	1,950	2,980	328	1,164	26	22	67	139	46	58	0	0	2	1	2,419	4,364	4	4	
16 - 20 YEARS	1,772	1,875	210	616	27	17	52	72	50	48	0	0	0	1	2,111	2,629	5	6	
21 - 25 YEARS	2,719	1,757	238	682	34	19	65	83	31	39	0	1	1	0	3,088	2,581	8	3	
26 - 30 YEARS	1,064	762	121	272	18	20	33	50	17	21	0	0	0	0	1,253	1,125	10	16	
31 - 35 YEARS	403	398	63	161	7	7	17	36	12	8	0	0	0	0	502	610	14	28	
36 - 40 YEARS	120	102	40	72	0	1	11	10	5	5	0	0	0	0	176	190	3	4	
MORE THAN 40 YEARS	79	131	19	71	1	2	5	9	2	0	0	0	0	0	106	213	7	10	
STATEWIDE TOTAL	17,970	18,207	2,276	6,157	276	181	599	831	355	469	8	9	170	298	21,654	26,152	59	76	
MORE THAN 10 YEARS	8,107	8,005	1,019	3,038	113	88	250	399	163	179	0	1	3	2	9,655	11,712	51	71	
AVERAGE YEARS	11.9	10.9	11.7	11.8	11.1	13.0	11.5	12.2	11.9	10.2	2.6	3.9	2.4	2.1	11.8	11.0	25.9	29.0	
STATEWIDE AVERAGE YEARS					11.4														

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 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 17, 2022

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,417	3.0 %	43.0	\$29.16	823	58.1 %
A31 - LABOR AND TRADES	2,700	5.6 %	46.4	\$22.69	993	36.8 %
C12 - SECURITY	5,110	10.7 %	41.2	\$26.88	2,990	58.5 %
E42 - HUMAN SERVICES SUPPORT	823	1.7 %	47.9	\$27.82	336	40.8 %
H21 - SCIENTIFIC & ENGINEERING	2,367	5.0 %	42.9	\$37.78	1,395	58.9 %
L32 - TECHNICAL	909	1.9 %	43.8	\$27.83	536	59.0 %
T01 - TROOPERS AND SERGEANTS	1,673	3.5 %	37.1	\$36.20	1,148	68.6 %
U11 - INSTITUTIONAL	1,472	3.1 %	45.0	\$23.43	606	41.2 %
W22 - HUMAN SERVICES	10,179	21.3 %	44.3	\$31.00	6,296	61.9 %
W41 - ADMINISTRATIVE SUPPORT	5,407	11.3 %	46.1	\$24.61	2,799	51.8 %
Y23 - BUSINESS & ADMINISTRATION	6,546	13.7 %	45.9	\$37.19	4,561	69.7 %
Y51 - SUPERVISORY	4,884	10.2 %	48.3	\$39.99	4,232	86.7 %
Y52 - NONCAREER	122	0.3 %	24.7	\$16.55	0	0.0 %
Y98 - MANAGERIAL	2,668	5.6 %	50.1	\$57.71	2,276	85.3 %
Y99 - CONFIDENTIAL	1,529	3.2 %	46.5	\$33.62	963	63.0 %
STATEWIDE TOTAL	47,806	100.0 %	45.0	\$32.79	29,954	62.7 %

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. 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 17, 2022

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance						Dental Insurance					
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
A02 SAFETY & REGULATORY	1,402	714	51 %	441	31 %	10	1 %	0	0 %	1,235	88 %	11	1 %
A31 LABOR AND TRADES	1,705	832	49 %	628	37 %	8	0 %	0	0 %	1,531	90 %	6	0 %
C12 SECURITY	5,110	3,080	60 %	1,633	32 %	4	0 %	0	0 %	4,822	94 %	16	0 %
E42 HUMAN SERVICES SUPPORT	820	385	47 %	319	39 %	3	0 %	0	0 %	760	93 %	5	1 %
H21 SCIENTIFIC & ENGINEERING	2,363	931	39 %	1,070	45 %	11	0 %	0	0 %	2,174	92 %	15	1 %
L32 TECHNICAL	853	364	43 %	372	44 %	8	1 %	0	0 %	779	91 %	6	1 %
T01 TROOPERS AND SERGEANTS	1,673	434	26 %	204	12 %	9	1 %	915	55 %	1,597	95 %	7	0 %
U11 INSTITUTIONAL	1,468	716	49 %	562	38 %	4	0 %	0	0 %	1,314	90 %	6	0 %
W22 HUMAN SERVICES	10,101	4,379	43 %	4,675	46 %	39	0 %	0	0 %	9,468	94 %	27	0 %
W41 ADMINISTRATIVE SUPPORT	5,238	1,882	36 %	2,657	51 %	24	0 %	0	0 %	4,781	91 %	14	0 %
Y23 BUSINESS & ADMINISTRATION	6,537	2,129	33 %	3,557	54 %	41	1 %	0	0 %	6,013	92 %	19	0 %
Y51 SUPERVISORY	4,884	2,135	44 %	2,334	48 %	26	1 %	0	0 %	4,641	95 %	15	0 %
Y98 MANAGERIAL	2,668	1,004	38 %	1,400	52 %	24	1 %	1	0 %	2,530	95 %	4	0 %
Y99 CONFIDENTIAL	1,516	448	30 %	828	55 %	8	1 %	0	0 %	1,370	90 %	6	0 %
STATEWIDE TOTALS:	46,338	19,433	42 %	20,680	45 %	219	0 %	916	2 %	43,015	93 %	157	0 %

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

Source: Michigan Civil Service Commission HWF48

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

Pay End Date: September 17, 2022

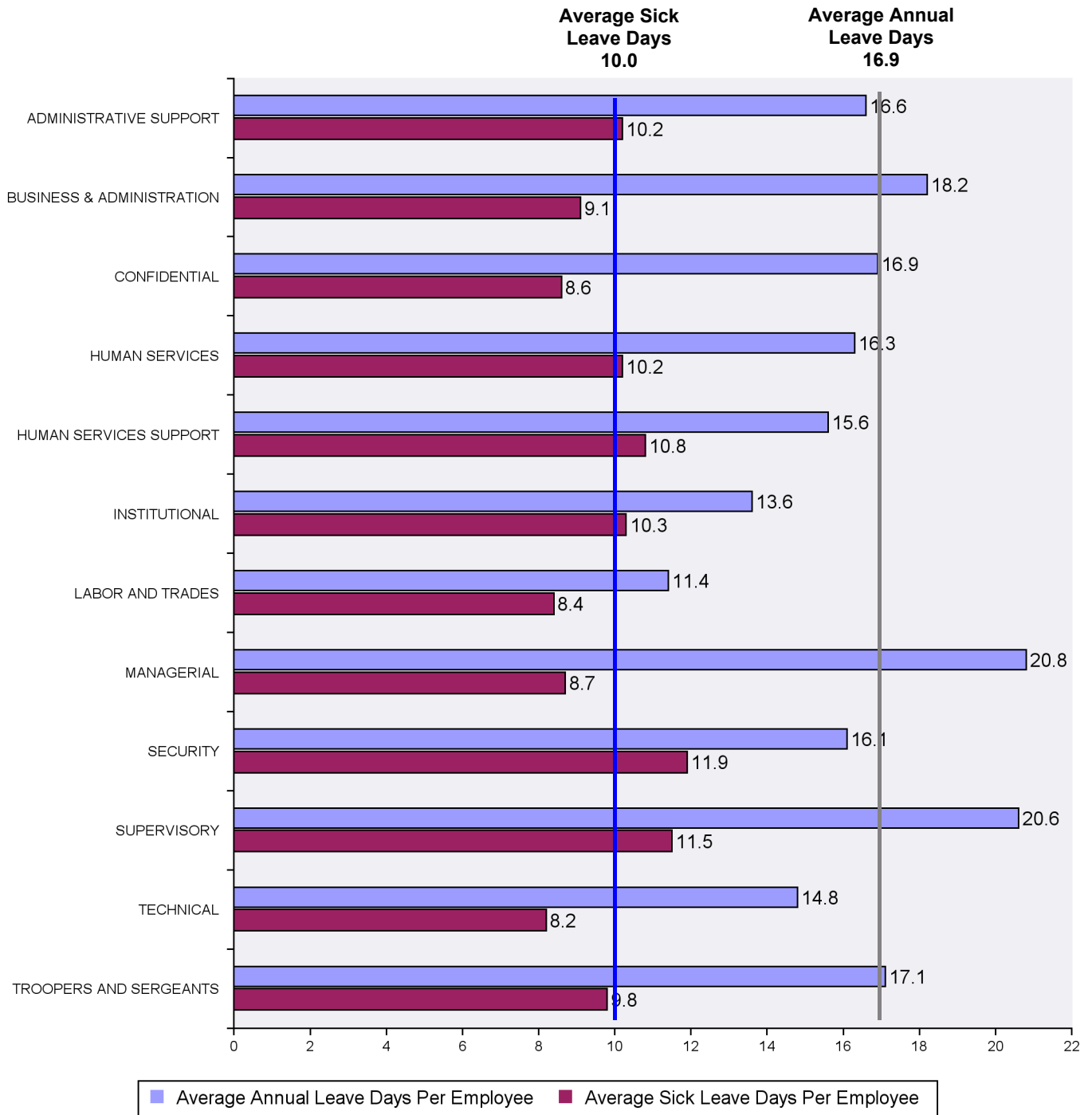
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
A02 SAFETY & REGULATORY	1,402	1,251	89 %	1,049	75 %	60	4 %	1,326	95 %	63	4 %	47	3 %
A31 LABOR AND TRADES	1,705	1,550	91 %	1,405	82 %	2	0 %	1,642	96 %	59	3 %	4	0 %
C12 SECURITY	5,110	4,854	95 %	4,486	88 %	0	0 %	4,840	95 %	220	4 %	0	0 %
E42 HUMAN SERVICES SUPPORT	820	767	94 %	535	65 %	0	0 %	766	93 %	52	6 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,363	2,203	93 %	1,771	75 %	35	1 %	2,188	93 %	170	7 %	12	1 %
L32 TECHNICAL	853	794	93 %	642	75 %	23	3 %	800	94 %	51	6 %	5	1 %
T01 TROOPERS AND SERGEANTS	1,673	1,618	97 %	1,656	99 %	791	47 %	1,601	96 %	54	3 %	681	41 %
U11 INSTITUTIONAL	1,468	1,319	90 %	1,147	78 %	2	0 %	1,409	96 %	53	4 %	0	0 %
W22 HUMAN SERVICES	10,101	9,516	94 %	8,374	83 %	0	0 %	9,562	95 %	507	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,238	4,826	92 %	3,991	76 %	99	2 %	4,947	94 %	266	5 %	39	1 %
Y23 BUSINESS & ADMINISTRATION	6,537	6,062	93 %	5,057	77 %	118	2 %	6,163	94 %	354	5 %	59	1 %
Y51 SUPERVISORY	4,884	4,658	95 %	4,450	91 %	141	3 %	4,697	96 %	174	4 %	101	2 %
Y98 MANAGERIAL	2,668	2,542	95 %	2,317	87 %	86	3 %	2,566	96 %	99	4 %	80	3 %
Y99 CONFIDENTIAL	1,516	1,385	91 %	1,210	80 %	15	1 %	1,449	96 %	64	4 %	6	0 %
STATEWIDE TOTALS:	46,338	43,345	94 %	38,090	82 %	1,372	3 %	43,956	95 %	2,186	5 %	1,034	2 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
Fiscal Year 2021-22

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 2, 2021 to September 17, 2022

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,560	124,082.5	79.5	9.9
A31 LABOR AND TRADES	2,769	185,444.2	67.0	8.4
C12 SECURITY	6,139	586,262.1	95.5	11.9
E42 HUMAN SERVICES SUPPORT	979	84,693.4	86.5	10.8
H21 SCIENTIFIC & ENGINEERING	2,508	166,604.0	66.4	8.3
L32 TECHNICAL	1,091	71,763.9	65.8	8.2
T01 TROOPERS AND SERGEANTS	1,787	140,328.2	78.5	9.8
U11 INSTITUTIONAL	1,872	153,746.4	82.1	10.3
W22 HUMAN SERVICES	11,523	940,709.3	81.6	10.2
W41 ADMINISTRATIVE SUPPORT	5,818	474,905.4	81.6	10.2
Y23 BUSINESS & ADMINISTRATION	6,981	507,705.9	72.7	9.1
Y51 SUPERVISORY	5,323	488,260.0	91.7	11.5
Y98 MANAGERIAL	2,872	199,125.6	69.3	8.7
Y99 CONFIDENTIAL	1,667	115,230.1	69.1	8.6
STATEWIDE	52,889	4,238,861.1	80.1	10.0

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

Source: Michigan Civil Service Commission HWF29

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS ANALYSIS BY BARGAINING UNIT
October 2, 2021 to September 17, 2022

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	1,560	195,501.2	125.3	15.7	1,560	1,000.5	0.6	0.1
A31 LABOR AND TRADES	2,769	251,811.3	90.9	11.4	2,769	635.8	0.2	0.0
C12 SECURITY	6,139	789,547.8	128.6	16.1	6,139	1,314.9	0.2	0.0
E42 HUMAN SERVICES SUPPORT	979	122,419.8	125.0	15.6	979	29.9	0.0	0.0
H21 SCIENTIFIC & ENGINEERING	2,508	355,909.9	141.9	17.7	2,508	896.3	0.4	0.0
L32 TECHNICAL	1,091	128,769.4	118.0	14.8	1,091	397.5	0.4	0.0
T01 TROOPERS AND SERGEANTS	1,787	244,225.2	136.7	17.1	1,787	691.7	0.4	0.0
U11 INSTITUTIONAL	1,872	204,231.3	109.1	13.6	1,872	184.5	0.1	0.0
W22 HUMAN SERVICES	11,523	1,504,380.0	130.6	16.3	11,523	1,509.3	0.1	0.0
W41 ADMINISTRATIVE SUPPORT	5,818	773,253.1	132.9	16.6	5,818	1,374.6	0.2	0.0
Y23 BUSINESS & ADMINISTRATION	6,981	1,017,385.0	145.7	18.2	6,981	676.3	0.1	0.0
Y51 SUPERVISORY	5,323	875,578.1	164.5	20.6	5,323	1,245.1	0.2	0.0
Y98 MANAGERIAL	2,872	477,265.2	166.2	20.8	2,872	956.5	0.3	0.0
Y99 CONFIDENTIAL	1,667	226,031.2	135.6	16.9	1,667	105.6	0.1	0.0
STATEWIDE	52,889	7,166,308.4	135.5	16.9	52,889	11,018.25	0.2	0.0

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

Source: Michigan Civil Service Commission HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2021-22

Table 5-7

BARGAINING UNIT CODE/NAME		AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	9.9	15.7	25.6
A31	LABOR AND TRADES	8.4	11.4	19.7
C12	SECURITY	11.9	16.1	28.0
E42	HUMAN SERVICES SUPPORT	10.8	15.6	26.4
H21	SCIENTIFIC & ENGINEERING	8.3	17.7	26.0
L32	TECHNICAL	8.2	14.8	23.0
T01	TROOPERS AND SERGEANTS	9.8	17.1	26.9
U11	INSTITUTIONAL	10.3	13.6	23.9
W22	HUMAN SERVICES	10.2	16.3	26.5
W41	ADMINISTRATIVE SUPPORT	10.2	16.6	26.8
Y23	BUSINESS & ADMINISTRATION	9.1	18.2	27.3
Y51	SUPERVISORY	11.5	20.6	32.0
Y98	MANAGERIAL	8.7	20.8	29.4
Y99	CONFIDENTIAL	8.6	16.9	25.6
STATEWIDE AVERAGE		10.0	16.9	27.0

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

Source: Michigan Civil Service Commission HWF29 and HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)

Fiscal Years 2017-18 through 2021-22

BARGAINING UNIT CODE/NAME	2017-18	2018-19	2019-20	2020-21	2021-22
A02 SAFETY & REGULATORY	8.7	9.1	8.8	9.7	9.9
A31 LABOR AND TRADES	8.1	7.4	7.5	8.6	8.4
C12 SECURITY	12.7	12.7	12.9	14.4	11.9
E42 HUMAN SERVICES SUPPORT	12.1	11.3	6.3	7.4	10.8
H21 SCIENTIFIC & ENGINEERING	8.8	8.7	7.8	6.4	8.3
L32 TECHNICAL	8.2	8.2	8.0	7.2	8.2
T01 TROOPERS AND SERGEANTS	8.2	8.6	8.4	8.6	9.8
U11 INSTITUTIONAL	9.0	9.1	9.7	10.4	10.3
W22 HUMAN SERVICES	10.4	10.5	9.1	9.8	10.2
W41 ADMINISTRATIVE SUPPORT	10.0	10.2	8.8	9.7	10.2
Y23 BUSINESS & ADMINISTRATION	10.2	10.3	8.1	7.9	9.1
Y51 SUPERVISORY	11.2	11.5	10.0	10.5	11.5
Y98 MANAGERIAL	9.2	9.4	7.3	7.0	8.7
Y99 CONFIDENTIAL	10.0	9.7	7.9	7.3	8.6
STATEWIDE AVERAGE	10.2	10.3	9.2	9.6	10.0

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. 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 17, 2022

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	495	24	11	0	0	255	14	0	0	1	50	355
ATTORNEY GENERAL	548	43	1	0	0	0	0	0	0	0	91	135
AUDITOR GENERAL	156	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	75	0	0	0	0	0	0	0	0	26	11	37
CIVIL SERVICE COMMISSION	444	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	10,417	10	434	4,899	0	4	78	0	321	2,062	788	8,596
EDUCATION	500	0	1	0	2	0	5	0	15	173	54	250
ENVIRONMENT, GREAT LAKES & ENERGY	1,330	9	1	0	0	825	50	0	0	1	129	1,015
EXECUTIVE OFFICE	76	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	344	0	0	0	0	0	0	0	0	0	33	33
LABOR & ECONOMIC OPPORTUNITY	2,576	83	18	0	789	59	11	0	20	354	322	1,656
LICENSING & REGULATORY AFFAIRS	1,609	217	6	0	0	63	0	0	0	275	288	849
MDHHS - COMMUNITY HEALTH	3,655	42	64	211	0	145	40	0	802	437	380	2,121
MDHHS - HUMAN SERVICES	10,379	152	15	0	32	2	1	0	60	6,702	995	7,959
MILITARY & VETERAN AFFAIRS	779	22	188	0	0	33	16	0	243	42	67	611
NATURAL RESOURCES	2,826	601	1,041	0	0	253	170	0	5	100	182	2,352
STATE	1,338	15	12	0	0	0	1	0	0	0	850	878
STATE POLICE	3,041	138	10	0	0	136	73	1,673	6	2	250	2,288
TECHNOLOGY, MANAGEMENT & BUDGET	2,911	0	248	0	0	36	63	0	0	0	235	582
TRANSPORTATION	2,690	56	644	0	0	555	386	0	0	4	229	1,874
TREASURY	1,617	5	5	0	0	1	1	0	0	0	453	465
Grand Total:	47,806	1,417	2,700	5,110	823	2,367	909	1,673	1,472	10,179	5,407	32,057

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
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 17, 2022

Table 5-10

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	495	53	8	29	6	0	44	140
ATTORNEY GENERAL	548	17	48	334	10	0	4	413
AUDITOR GENERAL	156	3	91	41	2	0	18	155
CIVIL RIGHTS	75	3	15	16	1	0	3	38
CIVIL SERVICE COMMISSION	444	0	377	60	2	0	5	444
CORRECTIONS	10,417	268	106	128	5	0	1,314	1,821
EDUCATION	500	131	20	49	5	0	45	250
ENVIRONMENT, GREAT LAKES & ENERGY	1,330	94	16	73	7	0	125	315
EXECUTIVE OFFICE	76	0	76	0	0	0	0	76
INSURANCE AND FINANCIAL SERV	344	176	28	36	3	0	68	311
LABOR & ECONOMIC OPPORTUNITY	2,576	528	43	209	7	0	133	920
LICENSING & REGULATORY AFFAIRS	1,609	474	54	180	4	0	48	760
MDHHS - COMMUNITY HEALTH	3,655	760	103	292	8	0	371	1,534
MDHHS - HUMAN SERVICES	10,379	789	168	221	1	0	1,241	2,420
MILITARY & VETERAN AFFAIRS	779	50	11	35	1	0	71	168
NATURAL RESOURCES	2,826	129	19	84	3	0	239	474
STATE	1,338	130	48	58	0	0	224	460
STATE POLICE	3,041	307	43	149	14	0	240	753
TECHNOLOGY, MANAGEMENT & BUDGET	2,911	1,624	114	343	23	0	225	2,329
TRANSPORTATION	2,690	261	92	143	2	0	318	816
TREASURY	1,617	749	49	188	18	0	148	1,152
Grand Total:	47,806	6,546	1,529	2,668	122	0	4,884	15,749

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

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

Classified Service. The Michigan State classified civil service.

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

Employee Status Code Descriptions (active employees):

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Union Codes

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

Unit Codes

Code	Unit
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- | | |
|-----------|--|
| 01 | Troopers and Sergeants Unit
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police. |
| 02 | Safety and Regulatory Unit
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources. |
| 11 | Institutional Unit
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications. |
| 12 | Security Unit
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane. |
| 21 | Scientific and Engineering Unit
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study. |
| 22 | Human Services Unit
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience. |
| 23 | Business and Administrative Unit
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience. |
| 31 | Labor and Trades Unit
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities. |

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

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

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