

SECTION FIVE

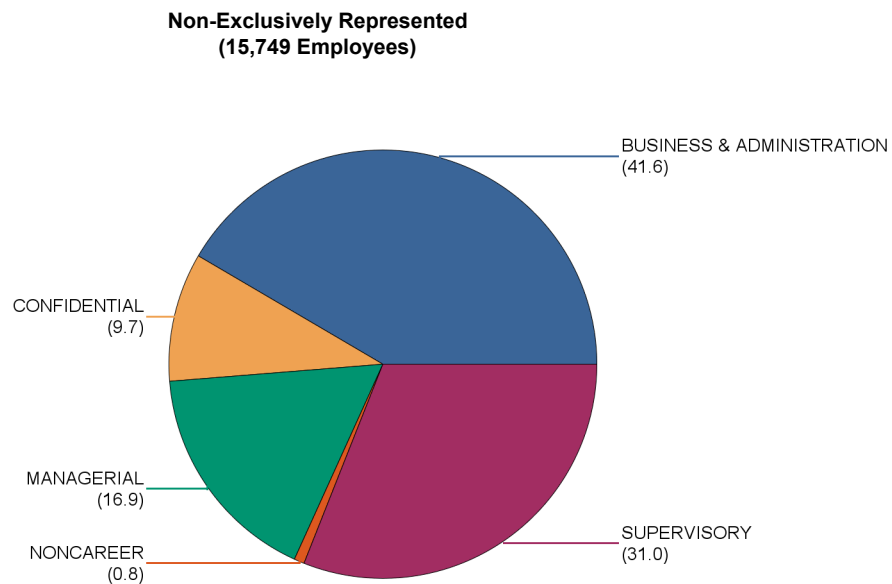
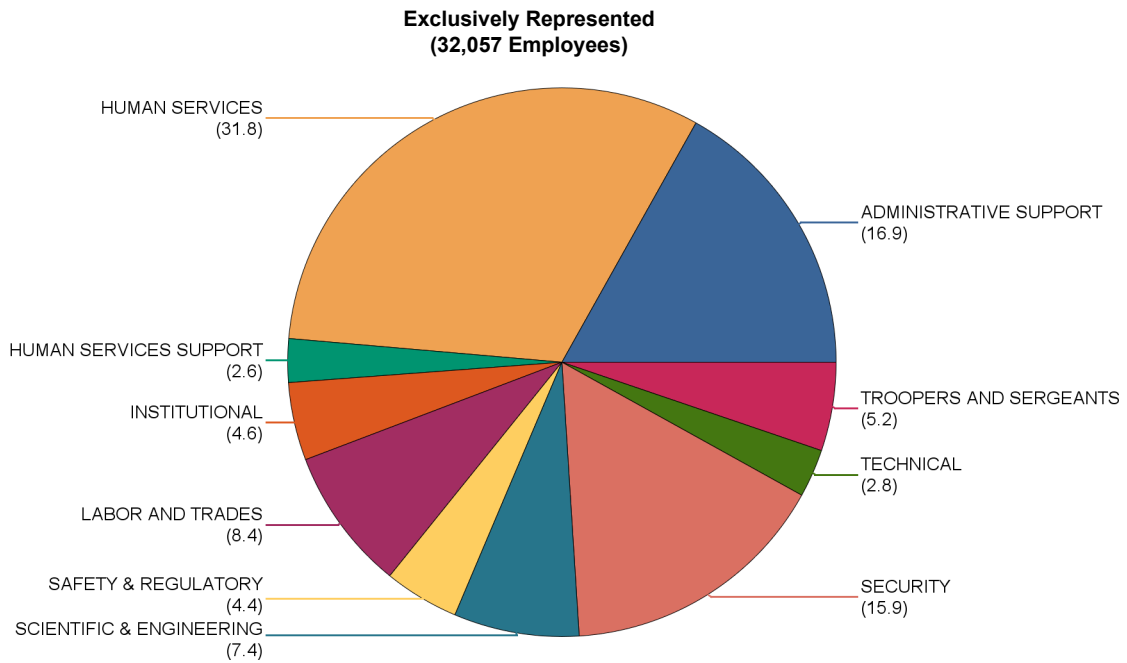
BARGAINING UNIT CHARACTERISTICS

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

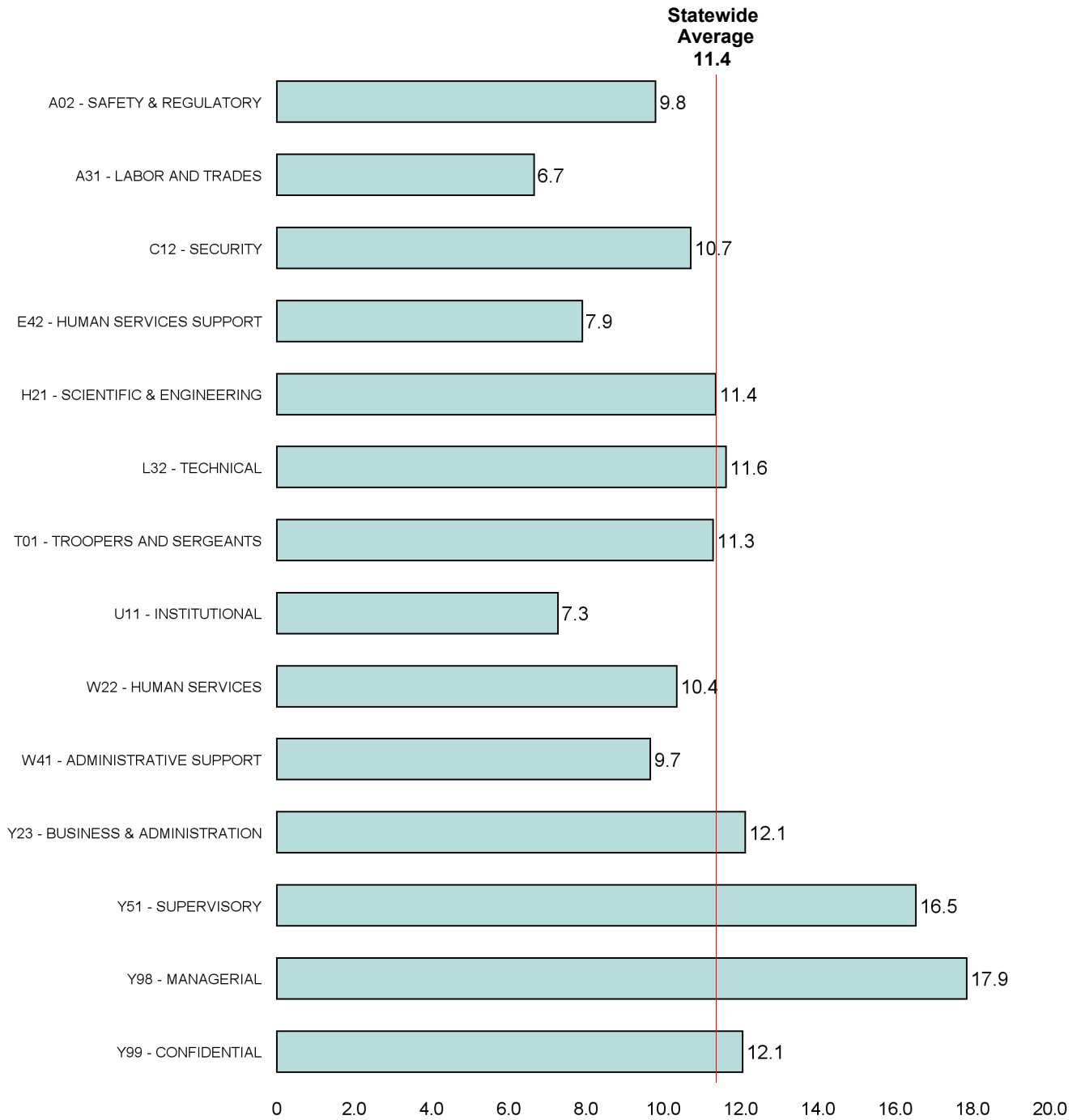
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

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		

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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	
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																	

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

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

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STATE OF MICHIGAN

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 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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STATE OF MICHIGAN
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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

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

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

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	
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																	

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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	
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																		

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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
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																	

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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
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																	

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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	
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

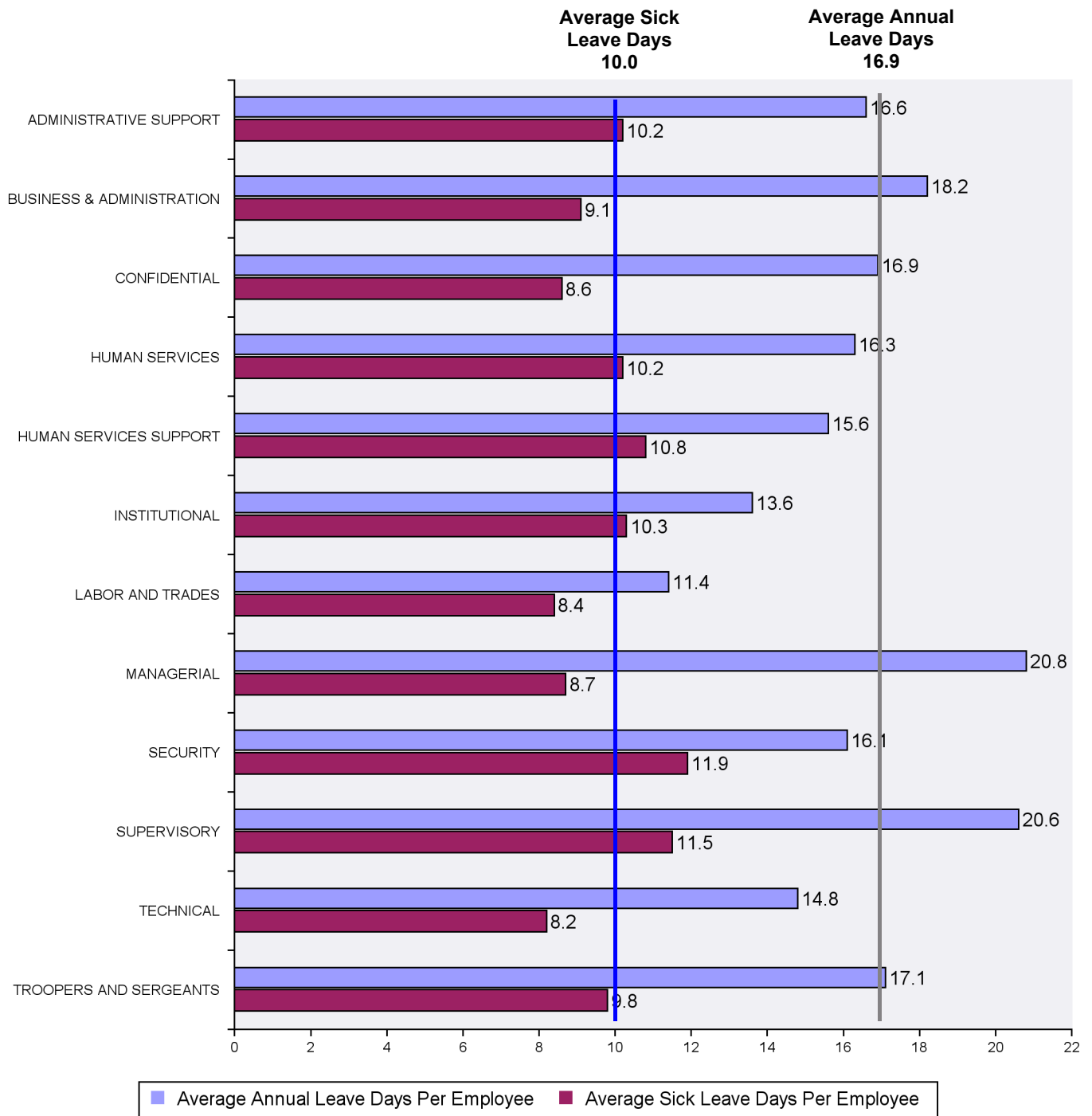
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
A02 SAFETY & REGULATORY	1,402	1,251	89 %	1,049	75 %	60	4 %	1,326	95 %	63	4 %	47	3 %
A31 LABOR 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