

# **ANNUAL WORKFORCE REPORT**

**Third Quarter**

**FISCAL YEAR 2021-22**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

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

**John Gnodtke, State Personnel Director**

## STATISTICAL HIGHLIGHTS

### Third Quarter FY 2021-22

#### PROFILE OF CLASSIFIED EMPLOYEES

Average Age.....	44.8
Average Annual Salary <sup>1</sup> .....	\$68,090
Average Years of Service.....	11.3

#### WORK FORCE CHARACTERISTICS

Females .....	54.6%
Males .....	45.4%
Eligible for Longevity .....	62.1%
Less than Six Years of Service .....	36.8%
Six to Ten Years of Service .....	18.7%
Over Ten Years of Service .....	44.5%
Exclusively Represented for Collective Bargaining .....	67.8%

#### FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native.....	1.0%
Asian .....	1.7%
Black or African American .....	17.7%
Hispanic or Latino.....	2.9%
Native Hawaiian or Other Pacific Islander.....	0.03%
Two or More Races .....	0.9%
White .....	75.7%

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

<sup>2</sup> Throughout this report, aggregate totals of related percentages for some categories may not total 100% due to rounding

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## SECTION ONE

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# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

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

Pay End Date: June 25, 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	461.0	0.0	2.0	5.0	0.0	17.0	1.0	486.0	0.0	486.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>461.0</b>	<b>0.0</b>	<b>2.0</b>	<b>5.0</b>	<b>0.0</b>	<b>17.0</b>	<b>1.0</b>	<b>486.0</b>	<b>0.0</b>	<b>486.0</b>
ATY GNRL CENTRAL OFFICE	1101	503.0	1.0	0.0	15.0	0.0	11.0	0.0	530.0	0.0	530.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
<b>ATTORNEY GENERAL</b>		<b>512.0</b>	<b>1.0</b>	<b>0.0</b>	<b>16.0</b>	<b>0.0</b>	<b>11.0</b>	<b>0.0</b>	<b>540.0</b>	<b>0.0</b>	<b>540.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	128.0	7.0	0.0	20.0	0.0	8.0	0.0	163.0	0.0	163.0
<b>AUDITOR GENERAL</b>		<b>128.0</b>	<b>7.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>163.0</b>	<b>0.0</b>	<b>163.0</b>
CIV RGHT CENTRAL OFFICE	1501	72.0	0.0	0.0	4.0	0.0	0.0	0.0	76.0	0.0	76.0
<b>CIVIL RIGHTS</b>		<b>72.0</b>	<b>0.0</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>76.0</b>	<b>0.0</b>	<b>76.0</b>
CIVIL SERVICE COMMISSION	1901	417.0	0.0	1.0	6.0	0.0	11.0	0.0	435.0	0.0	435.0
<b>CIVIL SERVICE COMMISSION</b>		<b>417.0</b>	<b>0.0</b>	<b>1.0</b>	<b>6.0</b>	<b>0.0</b>	<b>11.0</b>	<b>0.0</b>	<b>435.0</b>	<b>0.0</b>	<b>435.0</b>
DETROIT DETENTION CENTER	4754	60.0	0.0	0.0	0.0	0.0	0.0	0.0	60.0	0.0	60.0
DOC-ADRIAN/GUS HARRISON FAC	4729	385.0	0.0	1.0	1.0	0.0	0.0	3.0	390.0	0.0	390.0
DOC-ALGER MAX SECURITY CORRECT	4735	206.0	0.0	0.0	1.0	0.0	0.0	2.0	209.0	0.0	209.0
DOC-BARAGA FACILITY	4740	234.0	0.0	0.0	1.0	0.0	0.0	4.0	239.0	0.0	239.0
DOC-BELLAMY CREEK FACILITY	4748	331.0	0.0	0.0	1.0	0.0	0.0	0.0	332.0	0.0	332.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	255.0	0.0	0.0	0.0	0.0	0.0	1.0	256.0	0.0	256.0
DOC-CARSON CITY FAC/CARSON CIT	4731	379.0	0.0	0.0	1.0	0.0	0.0	0.0	380.0	0.0	380.0
DOC-CENTRAL MICHIGAN FACILITY	4744	394.0	0.0	0.0	1.0	0.0	0.0	1.0	396.0	0.0	396.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	386.0	1.0	0.0	0.0	0.0	0.0	3.0	390.0	0.0	390.0
DOC-COOPER STREET FACILITY	4752	259.0	0.0	0.0	1.0	0.0	0.0	1.0	261.0	0.0	261.0
DOC-CORRECTN CENTRAL OFFICE	4702	557.0	0.0	0.0	20.0	0.0	10.0	0.0	587.0	0.0	587.0
DOC-COTTON FACILITY	4720	346.0	0.0	0.0	1.0	0.0	0.0	0.0	347.0	0.0	347.0
DOC-EGELER FACILITY	4727	486.0	0.0	0.0	1.0	0.0	0.0	0.0	487.0	0.0	487.0
DOC-FIELD OPERATION REGION III	4763	721.0	7.0	0.0	2.0	0.0	0.0	0.0	730.0	0.0	730.0
DOC-FIELD OPERATIONS REGION I	4761	724.0	0.0	0.0	2.0	0.0	0.0	0.0	726.0	0.0	726.0
DOC-HANDLON MI TRAINING UNT	4705	254.0	0.0	0.0	1.0	0.0	0.0	0.0	255.0	0.0	255.0
DOC-HURON VALLEY CORR COMPLEX	4715	470.0	1.0	0.0	1.0	0.0	0.0	0.0	472.0	0.0	472.0
DOC-IONIA MAXIMUM FACILITY	4724	250.0	0.0	0.0	1.0	0.0	0.0	0.0	251.0	0.0	251.0
DOC-JACKSON CENTRAL REGION	4750	65.0	0.0	0.0	0.0	0.0	0.0	0.0	65.0	0.0	65.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	228.0	0.0	0.0	1.0	0.0	2.0	0.0	231.0	0.0	231.0
DOC-LAKELAND MENS FACILITY	4718	277.0	0.0	0.0	1.0	0.0	0.0	0.0	278.0	0.0	278.0

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: June 25, 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	330.0	2.0	0.0	1.0	0.0	0.0	2.0	335.0	0.0	335.0
DOC-MARQUETTE BRANCH PRISON	4706	251.0	1.0	0.0	1.0	0.0	0.0	2.0	255.0	0.0	255.0
DOC-MAXEY CORRECTIONAL	4749	309.0	0.0	0.0	1.0	0.0	0.0	3.0	313.0	0.0	313.0
DOC-MICHIGAN REFORMATORY	4707	247.0	0.0	0.0	0.0	0.0	0.0	2.0	249.0	0.0	249.0
DOC-MICHIGAN STATE INDUSTRIES	4709	39.0	0.0	0.0	0.0	0.0	0.0	0.0	39.0	0.0	39.0
DOC-MUSKEGON FACILITY	4704	224.0	0.0	0.0	1.0	0.0	0.0	1.0	226.0	0.0	226.0
DOC-NEWBERRY FACILITY	4743	180.0	0.0	1.0	1.0	0.0	0.0	0.0	182.0	0.0	182.0
DOC-OAKS FACILITY	4739	295.0	1.0	0.0	1.0	0.0	0.0	2.0	299.0	0.0	299.0
DOC-PARNALL FACILITY	4751	263.0	0.0	0.0	1.0	0.0	0.0	0.0	264.0	0.5	263.5
DOC-SAGINAW FACILITY	4742	303.0	0.0	0.0	0.0	0.0	1.0	1.0	305.0	0.0	305.0
DOC-ST. LOUIS FACILITY	4733	319.0	0.0	0.0	1.0	0.0	0.0	2.0	322.0	0.0	322.0
DOC-THUMB FACILITY	4725	288.0	0.0	0.0	0.0	0.0	1.0	1.0	290.0	0.0	290.0
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	21.0	0.0	0.0	0.0	0.0	0.0	0.0	21.0	0.0	21.0
<b>CORRECTIONS</b>		<b>10,362.0</b>	<b>13.0</b>	<b>2.0</b>	<b>46.0</b>	<b>0.0</b>	<b>14.0</b>	<b>31.0</b>	<b>10,468.0</b>	<b>0.5</b>	<b>10,467.5</b>
EDUCATION	3103	433.0	2.0	3.0	18.0	34.0	18.0	0.0	508.0	0.0	508.0
<b>EDUCATION</b>		<b>433.0</b>	<b>2.0</b>	<b>3.0</b>	<b>18.0</b>	<b>34.0</b>	<b>18.0</b>	<b>0.0</b>	<b>508.0</b>	<b>0.0</b>	<b>508.0</b>
ENVIRON, GREAT LAKES & ENERGY	7601	1,266.0	3.0	10.0	25.0	0.0	12.0	0.0	1,316.0	0.0	1,316.0
<b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b>		<b>1,266.0</b>	<b>3.0</b>	<b>10.0</b>	<b>25.0</b>	<b>0.0</b>	<b>12.0</b>	<b>0.0</b>	<b>1,316.0</b>	<b>0.0</b>	<b>1,316.0</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	72.0	0.0	2.0	0.0	74.0	0.0	74.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>72.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>74.0</b>	<b>0.0</b>	<b>74.0</b>
DEPT OF INS AND FIN SERVICE	6501	316.0	2.0	0.0	22.0	0.0	2.0	0.0	342.0	0.0	342.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>316.0</b>	<b>2.0</b>	<b>0.0</b>	<b>22.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>342.0</b>	<b>0.0</b>	<b>342.0</b>
LEO - LABOR & ECON OPPORTUNITY	1801	1,690.0	1.0	0.0	422.0	33.0	16.0	0.0	2,162.0	0.0	2,162.0
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	103.0	0.0	0.0	3.0	0.0	1.0	0.0	107.0	0.0	107.0
LEO - MSHDA	1803	230.0	2.0	2.0	88.0	0.0	4.0	0.0	326.0	0.0	326.0
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>		<b>2,030.0</b>	<b>3.0</b>	<b>2.0</b>	<b>515.0</b>	<b>33.0</b>	<b>21.0</b>	<b>0.0</b>	<b>2,604.0</b>	<b>0.0</b>	<b>2,604.0</b>
LICENSING & REGULATORY AFFAIRS	6401	1,525.0	4.0	14.0	41.0	0.0	17.0	0.0	1,601.0	0.0	1,601.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>1,525.0</b>	<b>4.0</b>	<b>14.0</b>	<b>41.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>1,601.0</b>	<b>0.0</b>	<b>1,601.0</b>
MDHHS-CARO CENTER	3902	331.0	0.0	2.0	48.0	0.0	0.0	4.0	385.0	0.0	385.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,640.0	0.0	1.0	41.0	0.0	3.0	0.0	1,685.0	0.0	1,685.0

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MDHHS-CTR FORENSIC PSYCHIATRY	3920	534.0	1.0	0.0	3.0	0.0	4.0	4.0	546.0	0.0	546.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	189.0	0.0	0.0	5.0	0.0	1.0	7.0	202.0	0.0	202.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	398.0	0.0	0.0	5.0	0.0	0.0	9.0	412.0	0.0	412.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	52.0	0.0	0.0	0.0	0.0	0.0	0.0	52.0	0.0	52.0
MDHHS-WALTER P.REUTHER PSY HS	3945	349.0	1.0	19.0	3.0	0.0	4.0	2.0	378.0	0.0	378.0
<b>MDHHS - COMMUNITY HEALTH</b>		<b>3,493.0</b>	<b>2.0</b>	<b>22.0</b>	<b>105.0</b>	<b>0.0</b>	<b>12.0</b>	<b>26.0</b>	<b>3,660.0</b>	<b>0.0</b>	<b>3,660.0</b>
MDHHS-BERRIEN COUNTY	4322	123.0	0.0	0.0	5.0	1.0	0.0	0.0	129.0	0.0	129.0
MDHHS-CALHOUN COUNTY	4323	142.0	0.0	0.0	4.0	0.0	0.0	0.0	146.0	0.0	146.0
MDHHS-COUNTIES	4308	2,565.0	0.0	0.0	63.0	8.0	0.0	1.0	2,637.0	0.0	2,637.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,398.0	2.0	3.0	117.0	1.0	17.0	0.0	2,538.0	0.0	2,538.0
MDHHS-GENESEE COUNTY	4302	404.0	0.0	0.0	29.0	0.0	0.0	0.0	433.0	0.0	433.0
MDHHS-INGHAM COUNTY	4312	229.0	0.0	0.0	18.0	0.0	0.0	0.0	247.0	0.0	247.0
MDHHS-INSTITUTIONS	4307	43.0	0.0	20.0	5.0	0.0	0.0	1.0	69.0	0.0	69.0
MDHHS-JACKSON COUNTY	4315	143.0	0.0	0.0	17.0	0.0	0.0	0.0	160.0	0.0	160.0
MDHHS-KALAMAZOO COUNTY	4314	208.0	0.0	0.0	5.0	0.0	0.0	0.0	213.0	0.0	213.0
MDHHS-KENT COUNTY	4303	404.0	0.0	0.0	4.0	4.0	0.0	0.0	412.0	0.0	412.0
MDHHS-MACOMB COUNTY	4304	452.0	0.0	0.0	4.0	0.0	0.0	0.0	456.0	5.0	451.0
MDHHS-MUSKEGON COUNTY	4324	211.0	0.0	0.0	4.0	0.0	0.0	0.0	215.0	0.0	215.0
MDHHS-OAKLAND COUNTY	4305	434.0	0.0	0.0	71.0	0.0	0.0	0.0	505.0	0.0	505.0
MDHHS-SAGINAW COUNTY	4313	170.0	0.0	0.0	3.0	0.0	0.0	0.0	173.0	0.0	173.0
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	81.0	0.0	0.0	1.0	0.0	0.0	0.0	82.0	0.0	82.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	548.0	0.0	0.0	8.0	0.0	0.0	0.0	556.0	0.0	556.0
MDHHS-WAYNE COUNTY ZONE 3	4318	486.0	0.0	0.0	9.0	0.0	0.0	0.0	495.0	0.0	495.0
MDHHS-WAYNE COUNTY ZONE 4	4319	393.0	0.0	0.0	3.0	0.0	0.0	0.0	396.0	0.0	396.0
MDHHS-WAYNE COUNTY ZONE L	4316	345.0	0.0	0.0	7.0	0.0	0.0	0.0	352.0	0.0	352.0
<b>MDHHS - HUMAN SERVICES</b>		<b>9,917.0</b>	<b>2.0</b>	<b>23.0</b>	<b>384.0</b>	<b>14.0</b>	<b>17.0</b>	<b>2.0</b>	<b>10,359.0</b>	<b>5.0</b>	<b>10,354.0</b>
MICHIGAN VETERAN HOMES	5105	335.0	15.0	7.0	5.0	1.0	1.0	0.0	364.0	0.5	363.5
MIL AFFR CENTRAL OFFICE	5101	370.0	3.0	25.0	8.0	2.0	18.0	0.0	426.0	0.0	426.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>705.0</b>	<b>18.0</b>	<b>32.0</b>	<b>13.0</b>	<b>3.0</b>	<b>19.0</b>	<b>0.0</b>	<b>790.0</b>	<b>0.5</b>	<b>789.5</b>
DNR-NATURAL RESOURCES	7501	1,406.0	1.0	48.0	29.0	224.0	1,402.0	2.0	3,112.0	0.0	3,112.0
<b>NATURAL RESOURCES</b>		<b>1,406.0</b>	<b>1.0</b>	<b>48.0</b>	<b>29.0</b>	<b>224.0</b>	<b>1,402.0</b>	<b>2.0</b>	<b>3,112.0</b>	<b>0.0</b>	<b>3,112.0</b>
DEPARTMENT OF STATE	2301	1,316.0	0.0	20.0	17.0	0.0	1.0	1.0	1,355.0	0.0	1,355.0

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: June 25, 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
<b>STATE</b>		<b>1,316.0</b>	<b>0.0</b>	<b>20.0</b>	<b>17.0</b>	<b>0.0</b>	<b>1.0</b>	<b>1.0</b>	<b>1,355.0</b>	<b>0.0</b>	<b>1,355.0</b>
STATE POLICE	5501	2,895.0	6.0	5.0	74.0	0.0	11.0	5.0	2,996.0	0.0	2,996.0
<b>STATE POLICE</b>		<b>2,895.0</b>	<b>6.0</b>	<b>5.0</b>	<b>74.0</b>	<b>0.0</b>	<b>11.0</b>	<b>5.0</b>	<b>2,996.0</b>	<b>0.0</b>	<b>2,996.0</b>
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,704.0	0.0	0.0	35.0	0.0	7.0	0.0	1,746.0	0.0	1,746.0
TECH, MGMT AND BUDGET - MB	0701	1,047.0	3.0	2.0	36.0	0.0	23.0	1.0	1,112.0	0.0	1,112.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,751.0</b>	<b>3.0</b>	<b>2.0</b>	<b>72.0</b>	<b>0.0</b>	<b>30.0</b>	<b>1.0</b>	<b>2,859.0</b>	<b>0.0</b>	<b>2,859.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	27.0	0.0	5.0	0.0	0.0	4.0	0.0	36.0	0.0	36.0
BRIDGE AUTHORITIES-MACKINAC	5902	41.0	0.0	22.0	0.0	19.0	0.0	0.0	82.0	0.0	82.0
TRANSPORTATION CENTRAL OFFICE	5901	2,360.0	1.0	14.0	61.0	13.0	204.0	7.0	2,660.0	0.0	2,660.0
<b>TRANSPORTATION</b>		<b>2,428.0</b>	<b>1.0</b>	<b>41.0</b>	<b>61.0</b>	<b>32.0</b>	<b>208.0</b>	<b>7.0</b>	<b>2,778.0</b>	<b>0.0</b>	<b>2,778.0</b>
BUREAU OF STATE LOTTERY	2795	173.0	0.0	0.0	1.0	0.0	22.0	0.0	196.0	0.0	196.0
GAMING CONTROL	2707	151.0	0.0	3.0	4.0	1.0	4.0	0.0	163.0	0.0	163.0
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	1,201.0	0.0	1.0	41.0	0.0	13.0	0.0	1,256.0	0.0	1,256.0
<b>TREASURY</b>		<b>1,528.0</b>	<b>0.0</b>	<b>4.0</b>	<b>46.0</b>	<b>1.0</b>	<b>39.0</b>	<b>0.0</b>	<b>1,618.0</b>	<b>0.0</b>	<b>1,618.0</b>
<b>STATEWIDE TOTAL</b>		<b>43,961.0</b>	<b>68.0</b>	<b>231.0</b>	<b>1,591.0</b>	<b>341.0</b>	<b>1,872.0</b>	<b>76.0</b>	<b>48,140.0</b>	<b>6.0</b>	<b>48,134.0</b>

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

Source: Michigan Civil Service Commission HWWF04

**STATE OF MICHIGAN**  
**Full-Time Equated Position Report by Department**

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2022 Appropriated (A)	FTE Positions 6/25/2022 (B)	FTE Positions 3/19/2022 (C)	Difference 6/25/2022 and 3/19/2022 (B-C)	Difference 6/25/2022 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>					
Regular	521.0	472.1	466.4	5.7	-48.9
Overtime	0.0	0.0	1.8	-1.8	0.0
Total	521.0	472.1	468.2	3.9	-48.9
<b>ATTORNEY GENERAL</b>					
Regular	541.4	534.6	539.7	-5.1	-6.8
Overtime	0.0	1.9	1.1	0.9	1.9
Total	541.4	536.5	540.7	-4.3	-4.9
<b>AUDITOR GENERAL</b>					
Regular	0.0	159.0	153.8	5.2	159.0
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	0.0	159.0	153.9	5.1	159.0
<b>CIVIL RIGHTS</b>					
Regular	109.0	79.5	82.5	-3.0	-29.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	109.0	79.5	82.5	-3.0	-29.5
<b>CIVIL SERVICE COMMISSION</b>					
Regular	459.0	426.3	430.5	-4.2	-32.7
Overtime	0.0	0.8	0.9	-0.1	0.8
Total	459.0	427.1	431.4	-4.3	-31.9
<b>CORRECTIONS</b>					
Regular	13,484.4	10,485.0	10,396.8	88.2	-2,999.4
Overtime	0.0	1,414.2	969.9	444.3	1,414.2
Total	13,484.4	11,899.2	11,366.7	532.5	-1,585.2

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

Source: Michigan Civil Service Commission MPR-0159

**STATE OF MICHIGAN**  
**Full-Time Equated Position Report by Department**

Table 1-2

<b>DEPARTMENT</b>	<b>FTE Positions Fiscal Year 2022 Appropriated (A)</b>	<b>FTE Positions 6/25/2022 (B)</b>	<b>FTE Positions 3/19/2022 (C)</b>	<b>Difference 6/25/2022 and 3/19/2022 (B-C)</b>	<b>Difference 6/25/2022 and Appropriated (B-A)</b>
<b>EDUCATION</b>					
Regular	615.5	472.0	498.9	-26.9	-143.5
Overtime	0.0	0.0	0.4	-0.4	0.0
Total	615.5	472.0	499.3	-27.3	-143.5
<b>ENVIRON, GREAT LAKES &amp; ENERGY</b>					
Regular	1,461.0	1,302.2	1,284.1	18.1	-158.8
Overtime	0.0	4.4	2.5	1.9	4.4
Total	1,461.0	1,306.6	1,286.6	20.0	-154.4
<b>EXECUTIVE OFFICE</b>					
Regular	79.2	94.0	88.9	5.1	14.8
Overtime	0.0	0.0	0.0	0.0	0.0
Total	79.2	94.0	88.9	5.1	14.8
<b>INSURANCE AND FINANCIAL SERV</b>					
Regular	372.5	341.2	337.6	3.7	-31.3
Overtime	0.0	0.0	0.2	-0.2	0.0
Total	372.5	341.2	337.8	3.4	-31.3
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>					
Regular	2,553.4	2,611.4	2,677.6	-66.2	58.0
Overtime	0.0	117.9	158.8	-40.8	117.9
Total	2,553.4	2,729.3	2,836.3	-107.0	175.9
<b>LICENSING AND REGULATORY AFF</b>					
Regular	1,827.9	1,596.5	1,552.6	43.9	-231.4
Overtime	0.0	8.1	6.7	1.5	8.1
Total	1,827.9	1,604.7	1,559.3	45.4	-223.2
<b>MDHHS - COMMUNITY HEALTH</b>					
Regular	4,132.2	3,619.8	3,627.2	-7.4	-512.4
Overtime	0.0	289.9	197.4	92.5	289.9
Total	4,132.2	3,909.6	3,824.6	85.1	-222.6

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

Source: Michigan Civil Service Commission MPR-0159

**STATE OF MICHIGAN**  
**Full-Time Equated Position Report by Department**

Table 1-2

<b>DEPARTMENT</b>	<b>FTE Positions Fiscal Year 2022 Appropriated (A)</b>	<b>FTE Positions 6/25/2022 (B)</b>	<b>FTE Positions 3/19/2022 (C)</b>	<b>Difference 6/25/2022 and 3/19/2022 (B-C)</b>	<b>Difference 6/25/2022 and Appropriated (B-A)</b>
<b>MDHHS - HUMAN SERVICES</b>					
Regular	11,449.3	10,261.3	10,233.4	27.9	-1,188.0
Overtime	0.0	139.7	117.5	22.2	139.7
Total	11,449.3	10,401.0	10,350.9	50.1	-1,048.3
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	1,054.5	782.0	775.2	6.8	-272.5
Overtime	0.0	21.8	17.8	4.1	21.8
Total	1,054.5	803.8	792.9	10.9	-250.7
<b>NATURAL RESOURCES</b>					
Regular	2,354.9	2,771.3	1,657.1	1,114.3	416.4
Overtime	0.0	62.4	10.2	52.2	62.4
Total	2,354.9	2,833.7	1,667.3	1,166.4	478.8
<b>STATE</b>					
Regular	1,586.0	1,336.0	1,316.1	19.9	-250.0
Overtime	0.0	1.5	5.0	-3.4	1.5
Total	1,586.0	1,337.6	1,321.1	16.5	-248.4
<b>STATE POLICE</b>					
Regular	3,692.0	2,946.2	2,940.4	5.9	-745.8
Overtime	0.0	289.8	181.3	108.6	289.8
Total	3,692.0	3,236.1	3,121.6	114.5	-455.9
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,682.0	2,833.3	2,814.1	19.2	151.3
Overtime	0.0	17.8	22.3	-4.5	17.8
Total	2,682.0	2,851.1	2,836.4	14.7	169.1
<b>TRANSPORTATION</b>					
Regular	2,936.3	2,756.5	2,679.9	76.6	-179.8
Overtime	0.0	162.7	94.1	68.6	162.7
Total	2,936.3	2,919.2	2,774.0	145.2	-17.1

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

Source: Michigan Civil Service Commission MPR-0159

**STATE OF MICHIGAN**  
**Full-Time Equated Position Report by Department**

Table 1-2

<b>DEPARTMENT</b>	<b>FTE Positions Fiscal Year 2022 Appropriated (A)</b>	<b>FTE Positions 6/25/2022 (B)</b>	<b>FTE Positions 3/19/2022 (C)</b>	<b>Difference 6/25/2022 and 3/19/2022 (B-C)</b>	<b>Difference 6/25/2022 and Appropriated (B-A)</b>
<b>TREASURY</b>					
Regular	1,924.5	1,595.5	1,596.9	-1.4	-329.0
Overtime	0.0	15.5	6.9	8.6	15.5
Total	1,924.5	1,611.0	1,603.8	7.2	-313.5
<b>STATEWIDE TOTALS</b>					
Total Regular	53,836.0	47,475.6	46,149.6	1,326.0	-6,360.4
Total Overtime	0.0	2,548.5	1,794.6	753.8	2,548.5
Grand Total	53,836.0	50,024.0	47,944.2	2,079.9	-3,812.0

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

Source: Michigan Civil Service Commission MPR-0159

# STATE OF MICHIGAN

Table 1-3

## NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT PRIOR AND CURRENT PAY END DATES

Department	March 19, 2022		June 25, 2022	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	481.0	1.0 %	486.0	1.0 %
ATTORNEY GENERAL	536.0	1.1 %	540.0	1.1 %
AUDITOR GENERAL	156.0	0.3 %	163.0	0.3 %
CIVIL RIGHTS	77.0	0.2 %	76.0	0.2 %
CIVIL SERVICE COMMISSION	441.0	0.9 %	435.0	0.9 %
CORRECTIONS	10,546.5	22.6 %	10,467.5	21.7 %
EDUCATION	506.0	1.1 %	508.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,309.0	2.8 %	1,316.0	2.7 %
EXECUTIVE OFFICE	72.0	0.2 %	74.0	0.2 %
INSURANCE AND FINANCIAL SERV	337.0	0.7 %	342.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,644.0	5.7 %	2,604.0	5.4 %
LICENSING & REGULATORY AFFAIRS	1,561.0	3.3 %	1,601.0	3.3 %
MDHHS-COMMUNITY HEALTH	3,695.0	7.9 %	3,660.0	7.6 %
MDHHS-HUMAN SERVICES	10,329.0	22.1 %	10,354.0	21.5 %
MILITARY & VETERAN AFFAIRS	784.5	1.7 %	789.5	1.6 %
NATURAL RESOURCES	1,759.0	3.8 %	3,112.0	6.5 %
STATE	1,329.0	2.8 %	1,355.0	2.8 %
STATE POLICE	2,992.0	6.4 %	2,996.0	6.2 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,842.0	6.1 %	2,859.0	5.9 %
TRANSPORTATION	2,719.5	5.8 %	2,778.0	5.8 %
TREASURY	1,620.0	3.5 %	1,618.0	3.4 %
<b>TOTAL:</b>	<b>46,736.5</b>	<b>100.0 %</b>	<b>48,134.0</b>	<b>100.0 %</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one 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 1398 from March 19, 2022 to June 25, 2022.

Source: Michigan Civil Service Commission HWF03

**STATE OF MICHIGAN**  
**FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES**  
**BY DEPARTMENT**

**Pay End Date: June 25, 2022**

<b>Department</b>	<b>Number of Pay Periods</b>	<b>FYTD Average Number of Employees</b>
AGRICULTURE AND RURAL DVLPMNT	20	467.3
ATTORNEY GENERAL	20	532.1
AUDITOR GENERAL	20	150.5
CIVIL RIGHTS	20	79.3
CIVIL SERVICE COMMISSION	20	427.7
CORRECTIONS	20	10,594.2
EDUCATION	20	494.7
ENVIRONMENT, GREAT LAKES & ENERGY	20	1,281.4
EXECUTIVE OFFICE	20	70.1
INSURANCE AND FINANCIAL SERV	20	331.3
LABOR & ECONOMIC OPPORTUNITY	20	2,648.9
LICENSING & REGULATORY AFFAIRS	20	1,554.6
MDHHS-COMMUNITY HEALTH	20	3,689.9
MDHHS-HUMAN SERVICES	20	10,337.6
MILITARY & VETERAN AFFAIRS	20	785.4
NATURAL RESOURCES	20	1,670.4
STATE	20	1,329.9
STATE POLICE	20	2,980.8
TECHNOLOGY, MANAGEMENT & BUDGET	20	2,812.5
TRANSPORTATION	20	2,604.2
TREASURY	20	1,577.4
	<b>Sum:</b>	<b>46,419.9</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 93.2 percent of all noncareer appointments. For this report, the number of employees who job share are halved. 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.

Source: Michigan Civil Service Commission HWF09

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



# STATE OF MICHIGAN

Table 2-1

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

Pay End Date: June 25, 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	486	1.0 %	45.1	\$35.69	302	62.1 %
ATTORNEY GENERAL	540	1.1 %	46.9	\$46.70	302	55.9 %
AUDITOR GENERAL	163	0.3 %	39.5	\$43.20	99	60.7 %
CIVIL RIGHTS	76	0.2 %	48.9	\$37.77	66	86.8 %
CIVIL SERVICE COMMISSION	435	0.9 %	44.4	\$36.67	293	67.4 %
CORRECTIONS	10,468	21.7 %	44.2	\$30.04	6,956	66.5 %
EDUCATION	508	1.1 %	49.8	\$40.08	324	63.8 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,316	2.7 %	45.1	\$37.07	804	61.1 %
EXECUTIVE OFFICE	74	0.2 %	34.0	\$38.49	7	9.5 %
INSURANCE AND FINANCIAL SERV	342	0.7 %	42.9	\$39.23	201	58.8 %
LABOR & ECONOMIC OPPORTUNITY	2,604	5.4 %	48.1	\$33.22	1,472	56.5 %
LICENSING & REGULATORY AFFAIRS	1,601	3.3 %	46.8	\$37.57	1,036	64.7 %
MDHHS - COMMUNITY HEALTH	3,660	7.6 %	46.1	\$34.13	2,050	56.0 %
MDHHS - HUMAN SERVICES	10,359	21.5 %	44.4	\$30.77	6,776	65.4 %
MILITARY & VETERAN AFFAIRS	790	1.6 %	47.1	\$29.47	407	51.5 %
NATURAL RESOURCES	3,112	6.5 %	40.8	\$24.65	1,177	37.8 %
STATE	1,355	2.8 %	44.6	\$28.18	754	55.6 %
STATE POLICE	2,996	6.2 %	40.3	\$36.48	2,037	68.0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,859	5.9 %	47.8	\$39.31	1,990	69.6 %
TRANSPORTATION	2,778	5.8 %	45.7	\$33.49	1,760	63.4 %
TREASURY	1,618	3.4 %	46.7	\$35.91	1,074	66.4 %
<b>STATEWIDE TOTALS:</b>	<b>48,140</b>	<b>100.0 %</b>	<b>44.8</b>	<b>\$32.61</b>	<b>29,887</b>	<b>62.1 %</b>

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

Source: Michigan Civil Service Commission HWF24

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

Pay End Date: June 25, 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	469	179	38 %	234	50 %	5	1 %	0	0 %	444	95 %	1	0 %
ATTORNEY GENERAL	529	211	40 %	253	48 %	4	1 %	0	0 %	497	94 %	2	0 %
AUDITOR GENERAL	155	61	39 %	77	50 %	3	2 %	0	0 %	145	94 %	0	0 %
CIVIL RIGHTS	76	27	36 %	42	55 %	1	1 %	0	0 %	74	97 %	0	0 %
CIVIL SERVICE COMMISSION	424	86	20 %	279	66 %	2	0 %	0	0 %	388	92 %	0	0 %
CORRECTIONS	10,454	5,535	53 %	3,936	38 %	25	0 %	0	0 %	9,767	93 %	31	0 %
EDUCATION	490	187	38 %	227	46 %	4	1 %	0	0 %	451	92 %	3	1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,304	464	36 %	642	49 %	7	1 %	0	0 %	1,193	91 %	8	1 %
EXECUTIVE OFFICE	72	37	51 %	14	19 %	0	0 %	0	0 %	52	72 %	1	1 %
INSURANCE AND FINANCIAL SERV	340	107	31 %	186	55 %	3	1 %	0	0 %	314	92 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,583	1,031	40 %	1,220	47 %	18	1 %	0	0 %	2,393	93 %	11	0 %
LICENSING & REGULATORY AFFAIRS	1,584	574	36 %	811	51 %	1	0 %	0	0 %	1,459	92 %	7	0 %
MDHHS - COMMUNITY HEALTH	3,648	1,529	42 %	1,699	47 %	13	0 %	0	0 %	3,372	92 %	15	0 %
MDHHS - HUMAN SERVICES	10,342	4,075	39 %	5,248	51 %	34	0 %	0	0 %	9,710	94 %	23	0 %
MILITARY & VETERAN AFFAIRS	771	331	43 %	287	37 %	8	1 %	0	0 %	687	89 %	0	0 %
NATURAL RESOURCES	1,710	888	52 %	586	34 %	21	1 %	0	0 %	1,552	91 %	10	1 %
STATE	1,354	562	42 %	620	46 %	7	1 %	0	0 %	1,245	92 %	3	0 %
STATE POLICE	2,985	1,006	34 %	763	26 %	19	1 %	929	31 %	2,817	94 %	9	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,829	884	31 %	1,595	56 %	19	1 %	0	0 %	2,603	92 %	9	0 %
TRANSPORTATION	2,570	1,053	41 %	1,188	46 %	18	1 %	0	0 %	2,361	92 %	10	0 %
TREASURY	1,579	481	30 %	913	58 %	11	1 %	0	0 %	1,476	93 %	5	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,268</b>	<b>19,308</b>	<b>42 %</b>	<b>20,820</b>	<b>45 %</b>	<b>223</b>	<b>0 %</b>	<b>929</b>	<b>2 %</b>	<b>43,000</b>	<b>93 %</b>	<b>150</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**

Table 2-4

**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**

**Pay End Date: June 25, 2022**

		Vision Insurance			Disability Insurance			Life Insurance					
	Total Employees Enrolled	State Sponsored Vision						Minnesota Life		Minnesota Life Reduced		Prudential	
Department			%	CMI	%	Reliance	%		%		%		%
AGRICULTURE & RURAL DEVELOPMENT	469	445	95 %	366	78 %	0	0 %	448	96 %	20	4 %	0	0 %
ATTORNEY GENERAL	529	500	95 %	369	70 %	0	0 %	502	95 %	27	5 %	0	0 %
AUDITOR GENERAL	155	148	95 %	126	81 %	0	0 %	136	88 %	18	12 %	0	0 %
CIVIL RIGHTS	76	74	97 %	61	80 %	0	0 %	74	97 %	2	3 %	0	0 %
CIVIL SERVICE COMMISSION	424	392	92 %	382	90 %	0	0 %	413	97 %	11	3 %	0	0 %
CORRECTIONS	10,454	9,819	94 %	9,317	89 %	0	0 %	9,993	96 %	398	4 %	0	0 %
EDUCATION	490	460	94 %	350	71 %	0	0 %	464	95 %	26	5 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,304	1,207	93 %	989	76 %	0	0 %	1,215	93 %	87	7 %	0	0 %
EXECUTIVE OFFICE	72	55	76 %	22	31 %	0	0 %	67	93 %	5	7 %	0	0 %
INSURANCE AND FINANCIAL SERV	340	319	94 %	249	73 %	0	0 %	321	94 %	19	6 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,583	2,414	93 %	1,940	75 %	0	0 %	2,426	94 %	151	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,584	1,471	93 %	1,270	80 %	0	0 %	1,498	95 %	79	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,648	3,390	93 %	2,983	82 %	0	0 %	3,458	95 %	179	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,342	9,747	94 %	8,695	84 %	0	0 %	9,837	95 %	481	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	771	694	90 %	516	67 %	0	0 %	731	95 %	28	4 %	0	0 %
NATURAL RESOURCES	1,710	1,568	92 %	1,327	78 %	0	0 %	1,613	94 %	94	5 %	0	0 %
STATE	1,354	1,256	93 %	1,014	75 %	0	0 %	1,274	94 %	74	5 %	0	0 %
STATE POLICE	2,985	2,848	95 %	2,691	90 %	1,345	45 %	2,845	95 %	111	4 %	1,024	34 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,829	2,618	93 %	2,129	75 %	19	1 %	2,677	95 %	138	5 %	14	0 %
TRANSPORTATION	2,570	2,395	93 %	2,183	85 %	0	0 %	2,431	95 %	132	5 %	0	0 %
TREASURY	1,579	1,494	95 %	1,242	79 %	0	0 %	1,493	95 %	83	5 %	0	0 %
STATEWIDE TOTALS:	46,268	43,314	94 %	38,221	83 %	1,364	3 %	43,916	95 %	2,163	5 %	1,038	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

Table 2-10

## AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

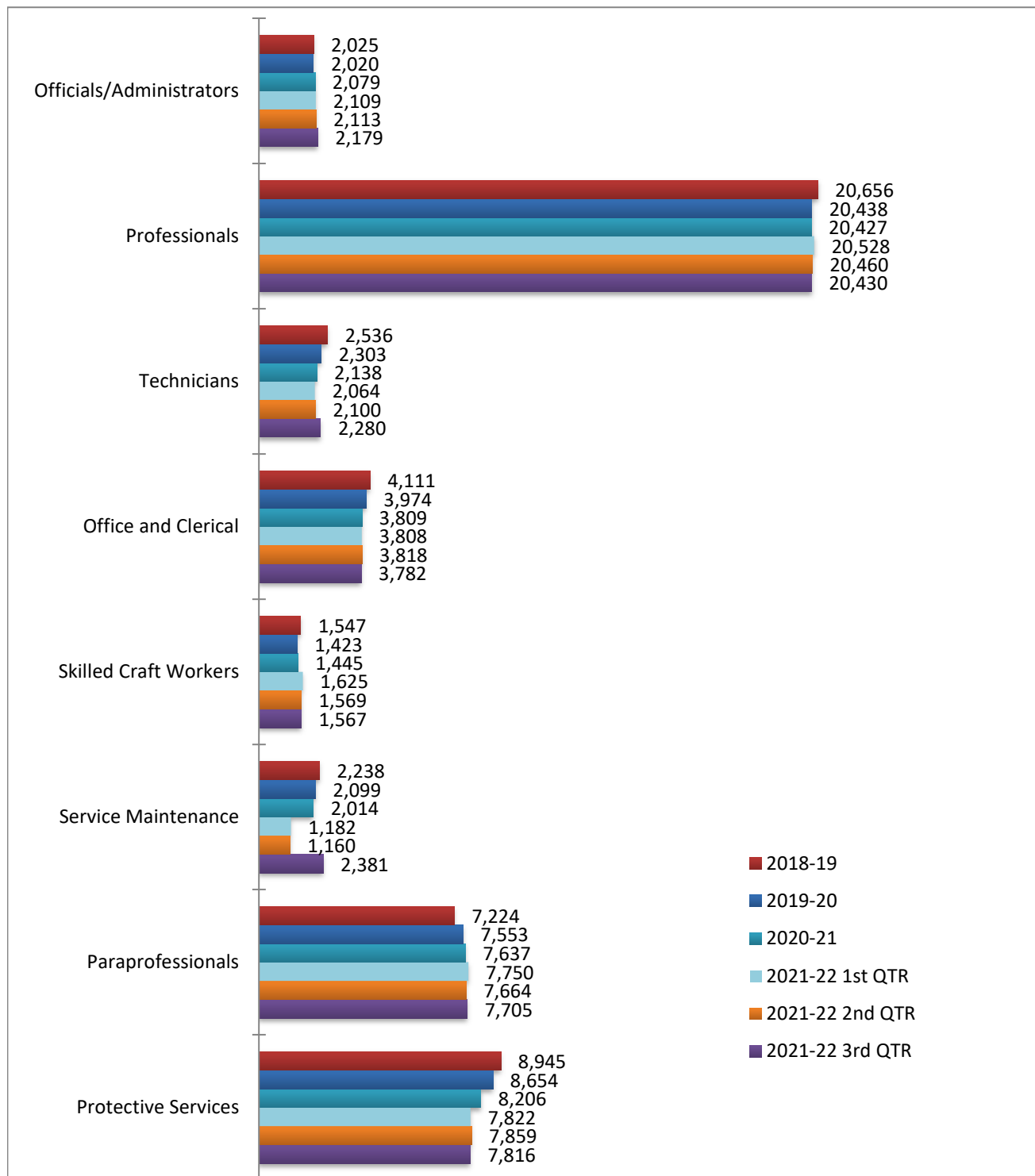
Pay End Date: June 25, 2022

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 DVLPMT	0	19	49	58	54	69	61	49	57	45	15	10	486
ATTORNEY GENERAL	3	7	30	68	62	70	65	84	74	50	20	7	540
AUDITOR GENERAL	1	16	33	22	17	12	20	21	16	2	3	0	163
CIVIL RIGHTS	0	0	0	10	10	9	6	17	14	6	1	3	76
CIVIL SERVICE COMMISSION	4	20	34	47	53	59	62	61	62	26	6	1	435
CORRECTIONS	39	416	819	1,259	1,300	1,281	1,707	1,871	1,052	527	166	31	10,468
EDUCATION	0	14	12	20	48	69	81	94	70	61	25	14	508
ENVIRONMENT, GREAT LAKES & ENERGY	0	37	152	175	126	168	154	166	159	118	48	13	1,316
EXECUTIVE OFFICE	1	19	15	10	9	7	3	8	0	1	1	0	74
INSURANCE AND FINANCIAL SERV	0	16	39	37	53	52	47	44	31	18	3	2	342
LABOR & ECONOMIC OPPORTUNITY	3	31	113	228	295	350	401	405	361	273	101	43	2,604
LICENSING & REGULATORY AFFAIRS	3	33	99	156	211	227	207	231	192	149	65	28	1,601
MDHHS - COMMUNITY HEALTH	6	55	282	431	487	430	498	518	442	339	133	39	3,660
MDHHS - HUMAN SERVICES	2	198	861	1,200	1,521	1,706	1,544	1,439	1,009	614	199	66	10,359
MILITARY & VETERAN AFFAIRS	1	15	38	74	114	94	102	125	120	83	18	6	790
NATURAL RESOURCES	296	476	292	262	248	259	276	280	219	230	154	120	3,112
STATE	0	32	131	185	169	170	158	205	173	104	23	5	1,355
STATE POLICE	1	108	515	589	363	315	395	405	207	74	21	3	2,996
TECHNOLOGY, MANAGEMENT & BUDGET	6	50	139	256	300	385	424	451	401	312	109	26	2,859
TRANSPORTATION	36	187	192	201	260	381	368	421	377	253	76	26	2,778
TREASURY	5	48	90	154	196	235	213	214	227	174	46	16	1,618
<b>Statewide Total:</b>	<b>407</b>	<b>1,797</b>	<b>3,935</b>	<b>5,442</b>	<b>5,896</b>	<b>6,348</b>	<b>6,792</b>	<b>7,109</b>	<b>5,263</b>	<b>3,459</b>	<b>1,233</b>	<b>459</b>	<b>48,140</b>
<b>Average Age:</b>	<b>19.0</b>	<b>22.8</b>	<b>27.7</b>	<b>32.6</b>	<b>37.5</b>	<b>42.6</b>	<b>47.5</b>	<b>52.4</b>	<b>57.4</b>	<b>62.2</b>	<b>67.0</b>	<b>73.5</b>	<b>44.8</b>

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

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN**  
**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 2018-19 through 2021-22 3rd QTR**



**2021-22 3rd QTR Total: 48,140**

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: June 25, 2022**

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	7	13	20
ALGER	239	6	245
ALLEGAN	244	13	257
ALPENA	164	38	202
ANTRIM	47	1	48
ARENAC	32	0	32
BARAGA	293	21	314
BARRY	151	59	210
BAY	351	53	404
BENZIE	42	3	45
BERRIEN	324	48	372
BRANCH	341	2	343
CALHOUN	397	12	409
CASS	97	7	104
CHARLEVOIX	30	40	70
CHEBOYGAN	72	67	139
CHIPPEWA	789	80	869
CLARE	70	25	95
CLINTON	625	68	693
CRAWFORD	181	78	259
DELTA	184	45	229
DICKINSON	64	2	66
EATON	3,694	184	3,878
EMMET	102	41	143
GENESEE	915	102	1,017
GLADWIN	55	2	57
GOGEBIC	61	7	68
GRAND TRAVERSE	284	53	337
GRATIOT	781	11	792
HILLSDALE	84	2	86
HOUGHTON	88	30	118
HURON	52	35	87
INGHAM	8,804	857	9,661
IONIA	1,376	31	1,407
IOSCO	59	42	101
IRON	47	19	66
ISABELLA	187	10	197
JACKSON	1,921	63	1,984
KALAMAZOO	1,127	73	1,200
KALKASKA	68	2	70
KENT	1,568	74	1,642
KEWEENAW	4	16	20
LAKE	36	3	39
LAPEER	428	26	454
LEELANAU	19	7	26

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Employees working 100% remotely are included in totals for the county of their remote work location. Prior to the final quarter of FY 2020-21, remote workers were counted under a separate category named WORK AT HOME – MI.

Source: Michigan Civil Service Commission HWF55

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

**Pay End Date: June 25, 2022**

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	532	34	566
LIVINGSTON	654	63	717
LUCE	246	25	271
MACKINAC	123	78	201
MACOMB	1,564	84	1,648
MANISTEE	331	26	357
MARQUETTE	782	55	837
MASON	60	33	93
MECOSTA	90	7	97
MENOMINEE	29	18	47
MIDLAND	112	6	118
MISSAUKEE	69	2	71
MONROE	209	38	247
MONTCALM	540	5	545
MONTMORENCY	56	20	76
MUSKEGON	820	81	901
NEWAYGO	83	11	94
OAKLAND	1,374	275	1,649
OCEANA	99	48	147
OGEMAW	101	30	131
ONTONAGON	25	22	47
OSCEOLA	39	1	40
OSCODA	27	1	28
OTSEGO	321	31	352
OTTAWA	265	61	326
OUT OF STATE	27	4	31
PRESQUE ISLE	29	31	60
ROSCOMMON	136	36	172
SAGINAW	908	57	965
SANILAC	96	23	119
SCHOOLCRAFT	45	25	70
SHIAWASSEE	76	2	78
ST CLAIR	225	65	290
ST JOSEPH	211	9	220
TUSCOLA	470	64	534
VAN BUREN	272	37	309
WASHTENAW	1,312	85	1,397
WAYNE	4,911	274	5,185
WEXFORD	188	41	229
<b>Grand Total:</b>	<b>43,961</b>	<b>4,179</b>	<b>48,140</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Employees working 100% remotely are included in totals for the county of their remote work location. Prior to the final quarter of FY 2020-21, remote workers were counted under a separate category named WORK AT HOME – MI.

Source: Michigan Civil Service Commission HWF55

## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

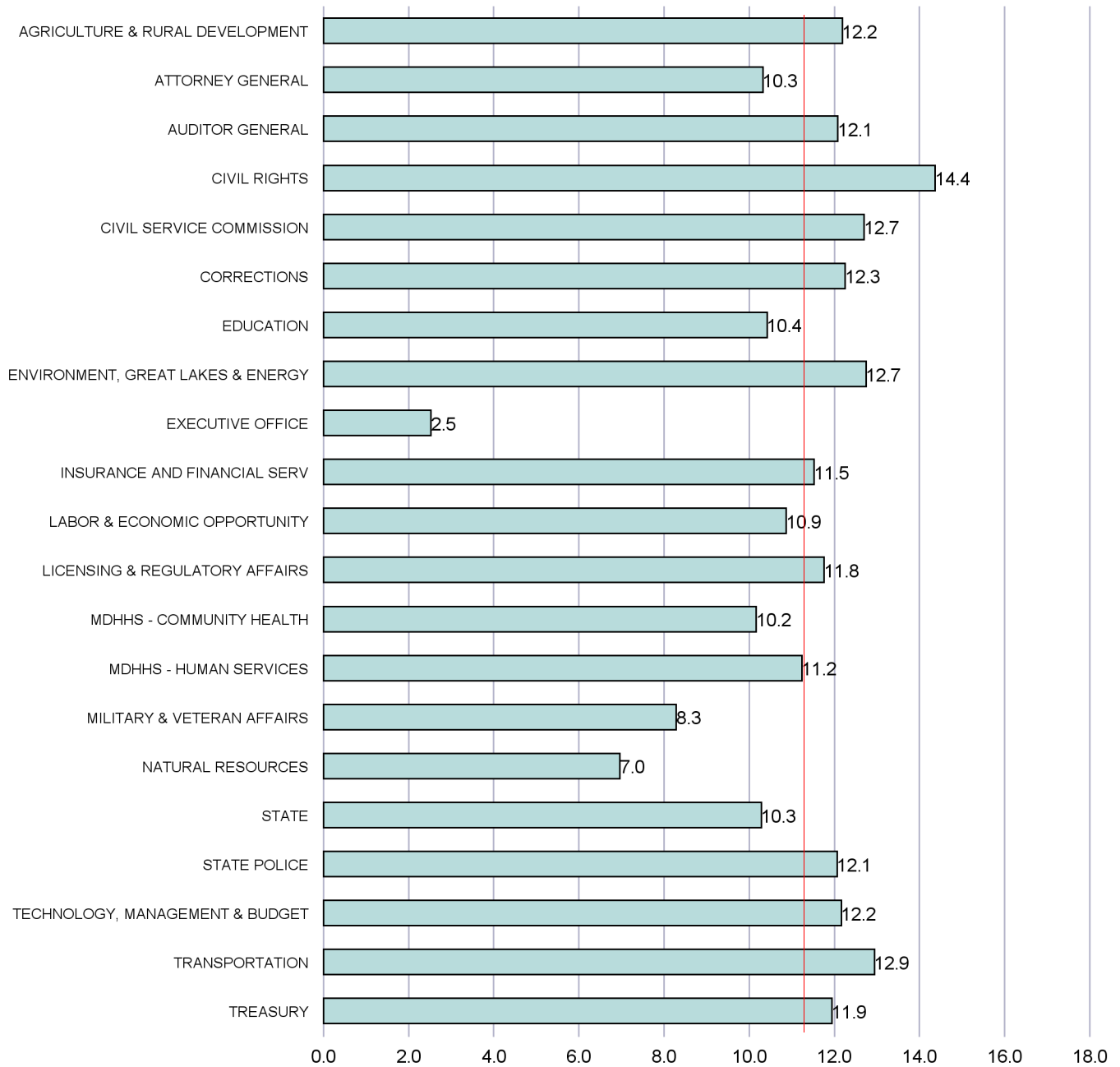


# STATE OF MICHIGAN

## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: June 25, 2022

Statewide  
Average  
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.

**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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE &amp; RURAL DEVELOPMENT</b>																		
00 - 05 YEARS	61	102	4	4	0	1	1	0	1	0	0	0	0	2	67	109	0	0
06 -10 YEARS	38	41	0	3	0	0	1	3	0	2	0	0	0	0	39	49	0	0
11 -15 YEARS	24	23	3	0	0	0	1	0	0	0	0	0	0	0	28	23	0	0
16 - 20 YEARS	21	32	0	3	0	0	0	0	0	0	0	0	0	0	21	35	0	0
21 - 25 YEARS	28	20	0	1	1	0	0	1	0	1	0	0	0	0	29	23	0	1
26 - 30 YEARS	18	12	1	0	0	0	1	0	0	0	0	0	0	0	20	12	0	0
31 - 35 YEARS	12	9	0	1	0	0	0	0	0	0	0	0	0	0	12	10	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
<b>DEPARTMENT TOTAL</b>	<b>204</b>	<b>243</b>	<b>8</b>	<b>14</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>219</b>	<b>267</b>	<b>0</b>	<b>3</b>
MORE THAN 10 YEARS	105	100	4	7	1	0	2	1	1	1	0	0	0	0	113	109	0	3
AVERAGE YEARS	13.6	10.9	9.0	15.2	22.0	0.0	13.0	11.8	22.5	13.0	0.0	0.0	0.0	3.0	13.5	11.1	0.0	33.0

**DEPARTMENT AVERAGE YEARS** 12.2

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

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																		
00 - 05 YEARS	81	108	9	22	0	1	1	3	0	3	0	1	1	1	92	139	0	0
06 -10 YEARS	34	45	2	10	0	0	0	1	2	0	0	0	0	0	38	56	0	0
11 -15 YEARS	29	28	2	3	0	0	0	0	0	0	0	0	0	0	31	31	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	10	19	0	5	0	0	0	0	0	2	0	0	0	0	10	26	0	0
26 - 30 YEARS	9	9	1	0	0	0	0	0	0	0	0	0	0	0	10	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	2	0	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	0	0	2	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>200</b>	<b>254</b>	<b>19</b>	<b>48</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>224</b>	<b>316</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS	85	101	8	16	0	0	1	2	0	2	0	0	0	0	94	121	1	0
AVERAGE YEARS	10.8	10.3	9.0	9.2	0.0	0.0	22.0	11.0	9.0	9.4	0.0	0.0	1.0	3.0	10.7	10.1	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.

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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																		
00 - 05 YEARS	30	27	2	0	0	0	1	1	1	0	0	0	0	0	34	28	0	0
06 -10 YEARS	20	18	0	0	0	0	1	1	0	0	0	0	0	0	21	19	0	0
11 -15 YEARS	3	5	0	0	0	0	0	0	0	0	0	0	0	0	3	5	0	0
16 - 20 YEARS	1	5	0	0	0	0	0	0	0	0	0	0	0	0	1	5	0	0
21 - 25 YEARS	11	11	1	0	0	0	0	0	0	1	0	0	0	0	12	12	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	2	4	1	0	0	0	0	0	0	0	0	0	0	0	3	4	0	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>76</b>	<b>76</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>83</b>	<b>80</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	26	31	2	1	0	0	0	0	0	1	0	0	0	0	28	33	0	0
AVERAGE YEARS	12.2	11.9	16.0	26.0	0.0	0.0	5.5	4.0	0.0	22.0	0.0	0.0	0.0	0.0	12.1	12.1	0.0	0.0

**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.

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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																		
00 - 05 YEARS	0	1	0	5	0	0	1	2	0	0	0	0	0	0	1	8	0	0
06 -10 YEARS	1	4	3	7	0	0	1	0	0	0	0	0	0	0	5	11	0	0
11 -15 YEARS	0	6	4	10	0	0	0	2	0	1	0	0	0	0	4	19	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	2	1	0	0	0	0	0	1	0	0	0	0	0	0	2	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
<b>DEPARTMENT TOTAL</b>	<b>8</b>	<b>16</b>	<b>8</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>58</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	7	11	5	23	0	0	0	4	0	1	0	0	0	0	12	39	0	0
AVERAGE YEARS	21.8	13.8	11.8	14.2	0.0	0.0	7.0	13.2	0.0	14.0	0.0	0.0	0.0	0.0	15.7	14.0	0.0	0.0

**DEPARTMENT AVERAGE YEARS** **14.4**

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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE COMMISSION</b>																		
00 - 05 YEARS	18	84	5	9	0	2	1	5	0	1	0	0	3	4	27	105	0	1
06 -10 YEARS	11	62	4	10	0	1	0	2	0	1	0	0	0	1	15	77	0	0
11 -15 YEARS	11	36	2	4	0	0	0	1	0	1	0	0	0	0	13	42	1	0
16 - 20 YEARS	7	37	2	2	0	0	0	2	0	0	0	0	0	0	9	41	0	0
21 - 25 YEARS	2	37	1	5	0	1	1	0	0	2	0	0	0	0	4	45	0	0
26 - 30 YEARS	6	16	1	5	0	0	0	0	0	0	0	0	0	0	7	21	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
<b>DEPARTMENT TOTAL</b>	<b>56</b>	<b>286</b>	<b>15</b>	<b>42</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>15</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>76</b>	<b>359</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS	27	140	6	23	0	3	1	8	0	3	0	0	0	0	34	177	1	0
AVERAGE YEARS	11.4	12.5	10.1	16.1	0.0	18.8	11.5	16.5	0.0	13.6	0.0	0.0	4.0	3.0	10.9	13.1	13.0	4.0
<b>DEPARTMENT AVERAGE YEARS</b>																	<b>12.7</b>	

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

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																		
00 - 05 YEARS	1,632	971	313	284	55	15	74	28	14	5	1	1	38	28	2,127	1,332	2	0
06 -10 YEARS	1,163	470	172	121	35	10	47	18	13	5	0	0	0	0	1,430	624	0	0
11 -15 YEARS	410	311	102	130	18	5	19	18	5	1	0	0	0	0	554	465	0	0
16 - 20 YEARS	521	250	87	103	16	3	16	10	4	3	0	0	0	1	644	370	0	1
21 - 25 YEARS	1,252	357	134	153	28	7	32	21	5	3	0	0	0	0	1,451	541	2	0
26 - 30 YEARS	392	178	42	71	4	7	11	12	4	0	0	0	0	0	453	268	1	4
31 - 35 YEARS	69	44	13	19	3	2	2	2	0	0	0	0	1	0	88	67	1	2
36 - 40 YEARS	12	13	6	10	0	0	0	0	0	0	0	0	0	0	18	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
<b>DEPARTMENT TOTAL</b>	<b>5,455</b>	<b>2,597</b>	<b>870</b>	<b>896</b>	<b>159</b>	<b>49</b>	<b>201</b>	<b>109</b>	<b>45</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>39</b>	<b>29</b>	<b>6,770</b>	<b>3,698</b>	<b>8</b>	<b>7</b>
MORE THAN 10 YEARS	2,660	1,156	385	491	69	24	80	63	18	7	0	0	1	1	3,213	1,742	6	7
AVERAGE YEARS	12.8	11.4	11.3	13.2	11.2	13.5	10.7	13.9	10.8	11.4	2.0	3.0	2.6	2.4	12.5	11.8	25.3	28.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.2</b>																	

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Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																		
00 - 05 YEARS	28	108	2	15	0	1	2	6	2	3	0	0	1	4	35	137	0	0
06 -10 YEARS	29	64	3	13	0	0	1	3	1	1	0	0	0	0	34	81	0	0
11 -15 YEARS	22	59	1	13	1	0	0	2	1	1	0	0	0	0	25	75	0	1
16 - 20 YEARS	18	36	3	2	0	0	0	0	0	0	0	0	0	0	21	38	0	0
21 - 25 YEARS	9	27	1	2	0	0	1	2	0	0	0	0	0	0	11	31	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
<b>DEPARTMENT TOTAL</b>	<b>110</b>	<b>304</b>	<b>11</b>	<b>48</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>14</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>131</b>	<b>377</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS	53	132	6	20	1	0	1	5	1	2	0	0	0	0	62	159	1	1
AVERAGE YEARS	11.3	10.4	13.2	9.7	11.0	1.0	9.3	10.5	5.8	11.3	0.0	0.0	0.0	1.0	11.1	10.2	28.0	12.0

**DEPARTMENT AVERAGE YEARS** **10.4**

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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b>																		
00 - 05 YEARS	205	245	4	12	1	3	3	3	10	6	0	0	1	4	224	273	0	0
06 -10 YEARS	102	104	0	4	0	0	1	1	1	5	0	0	0	0	104	114	0	1
11 -15 YEARS	36	51	3	1	0	0	0	0	0	0	0	0	0	0	39	52	0	0
16 - 20 YEARS	71	74	3	1	0	1	1	3	1	0	0	0	0	0	76	79	0	0
21 - 25 YEARS	79	62	1	2	0	0	1	1	1	1	0	0	0	0	82	66	0	0
26 - 30 YEARS	48	33	1	1	0	0	1	1	5	5	0	0	0	0	55	40	0	1
31 - 35 YEARS	43	32	2	1	0	0	2	0	0	0	0	0	0	0	47	33	2	0
36 - 40 YEARS	8	1	2	1	0	0	0	1	0	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	8	7	1	2	1	0	0	0	0	0	0	0	0	0	10	9	1	1
<b>DEPARTMENT TOTAL</b>	<b>600</b>	<b>609</b>	<b>17</b>	<b>25</b>	<b>2</b>	<b>4</b>	<b>9</b>	<b>10</b>	<b>18</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>647</b>	<b>669</b>	<b>3</b>	<b>3</b>
MORE THAN 10 YEARS	293	260	13	9	1	1	5	6	7	6	0	0	0	0	319	282	3	2
AVERAGE YEARS	13.6	11.7	20.1	12.9	23.5	7.0	17.2	15.5	12.1	12.4	0.0	0.0	5.0	3.5	13.8	11.7	37.0	26.7

**DEPARTMENT AVERAGE YEARS** **12.7**

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Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																		
00 - 05 YEARS	15	31	3	5	0	0	0	4	1	3	0	0	1	2	20	45	0	0
06 -10 YEARS	1	5	0	0	0	0	0	0	0	0	0	0	0	0	1	5	0	0
11 -15 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>16</b>	<b>38</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>21</b>	<b>53</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0
AVERAGE YEARS	1.8	3.1	0.7	2.8	0.0	0.0	0.0	1.8	1.0	0.3	0.0	0.0	0.0	1.0	1.5	2.8	0.0	0.0

**DEPARTMENT AVERAGE YEARS** **2.4**

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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>INSURANCE AND FINANCIAL SERV</b>																		
00 - 05 YEARS	63	51	3	10	1	0	0	1	0	0	0	0	1	1	68	63	0	0
06 -10 YEARS	18	23	2	4	0	0	3	0	0	0	0	0	0	0	23	27	0	0
11 -15 YEARS	16	32	0	4	0	1	1	1	0	3	0	0	0	0	17	41	0	0
16 - 20 YEARS	10	19	3	2	0	0	1	0	1	0	0	0	0	0	15	21	0	0
21 - 25 YEARS	11	18	0	2	0	0	0	1	0	0	0	0	0	0	11	21	0	0
26 - 30 YEARS	5	9	0	0	0	0	0	1	0	0	0	0	0	0	5	10	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	3	1	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>131</b>	<b>161</b>	<b>10</b>	<b>22</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>149</b>	<b>193</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS	50	87	5	8	0	1	2	4	1	3	0	0	0	0	58	103	0	2
AVERAGE YEARS	10.3	12.6	14.8	8.3	0.0	11.0	10.2	19.8	19.0	13.0	0.0	0.0	3.0	1.0	10.5	12.3	0.0	30.5

**DEPARTMENT AVERAGE YEARS** **11.5**

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>																		
00 - 05 YEARS	213	461	52	282	0	2	12	34	5	19	1	0	5	26	288	824	2	1
06 -10 YEARS	92	132	14	55	1	1	1	10	2	3	0	0	0	0	110	201	1	1
11 -15 YEARS	86	162	22	81	2	2	9	7	2	1	0	0	0	0	121	253	2	1
16 - 20 YEARS	75	153	24	133	2	0	7	5	1	2	0	0	0	0	109	293	2	0
21 - 25 YEARS	49	77	6	43	1	2	3	6	1	4	0	0	0	0	60	132	2	1
26 - 30 YEARS	16	41	4	17	0	1	1	2	1	2	0	0	0	0	22	63	0	2
31 - 35 YEARS	18	22	9	16	1	0	2	2	0	0	0	0	0	0	30	40	1	4
36 - 40 YEARS	5	5	2	10	0	0	3	2	0	1	0	0	0	0	10	18	0	0
MORE THAN 40 YEARS	2	15	1	11	0	0	0	1	0	0	0	0	0	0	3	27	1	0
<b>DEPARTMENT TOTAL</b>	<b>556</b>	<b>1,068</b>	<b>134</b>	<b>648</b>	<b>7</b>	<b>8</b>	<b>38</b>	<b>69</b>	<b>12</b>	<b>32</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>26</b>	<b>753</b>	<b>1,851</b>	<b>11</b>	<b>10</b>
MORE THAN 10 YEARS	251	475	68	311	6	5	25	25	5	10	0	0	0	0	355	826	8	8
AVERAGE YEARS	10.9	10.6	12.2	11.3	17.1	13.4	14.6	9.9	9.2	9.4	5.0	0.0	1.8	2.0	11.3	10.7	18.4	23.6

**DEPARTMENT AVERAGE YEARS** **10.9**

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

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>LICENSING &amp; REGULATORY AFFAIRS</b>																		
00 - 05 YEARS	188	237	17	42	0	0	2	6	1	4	0	1	4	14	212	304	0	0
06 -10 YEARS	125	160	6	17	3	2	5	7	1	5	0	0	0	0	140	191	0	0
11 -15 YEARS	83	135	8	34	0	0	2	4	1	4	0	0	0	0	94	177	0	0
16 - 20 YEARS	50	102	5	24	0	1	1	3	2	1	0	0	0	0	58	131	0	0
21 - 25 YEARS	40	70	3	24	0	1	0	3	0	1	0	0	0	0	43	99	0	0
26 - 30 YEARS	28	35	1	4	0	1	1	2	0	1	0	0	0	0	30	43	1	0
31 - 35 YEARS	7	28	0	12	0	0	0	3	0	2	0	0	0	0	7	45	0	3
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
<b>DEPARTMENT TOTAL</b>	<b>530</b>	<b>778</b>	<b>43</b>	<b>159</b>	<b>3</b>	<b>5</b>	<b>11</b>	<b>29</b>	<b>6</b>	<b>18</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>14</b>	<b>597</b>	<b>1,004</b>	<b>1</b>	<b>4</b>
MORE THAN 10 YEARS	217	381	20	100	0	3	4	16	4	9	0	0	0	0	245	509	1	4
AVERAGE YEARS	10.9	12.0	11.5	14.0	8.0	16.2	10.2	14.4	15.5	12.7	0.0	1.0	1.5	3.1	10.9	12.3	29.0	35.8

**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.

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: June 25, 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		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	327	655	141	307	2	2	11	28	16	22	1	0	8	19	506	1,033	0	1
06 -10 YEARS	159	314	74	119	2	1	8	18	9	21	0	0	0	0	252	473	0	0
11 -15 YEARS	112	240	41	75	0	2	3	12	5	4	0	0	0	0	161	333	0	0
16 - 20 YEARS	89	158	27	53	0	1	5	6	4	7	0	0	0	0	125	225	0	0
21 - 25 YEARS	60	140	20	55	1	2	2	2	2	4	0	0	0	0	85	203	1	0
26 - 30 YEARS	25	46	13	22	1	0	1	2	1	5	0	0	0	0	41	75	2	1
31 - 35 YEARS	16	44	9	10	0	1	0	3	1	0	0	0	0	0	26	58	0	4
36 - 40 YEARS	6	10	5	4	0	0	2	0	1	1	0	0	0	0	14	15	0	0
MORE THAN 40 YEARS	5	19	4	3	0	1	1	1	1	0	0	0	0	0	11	24	0	3
<b>DEPARTMENT TOTAL</b>	<b>799</b>	<b>1,626</b>	<b>334</b>	<b>648</b>	<b>6</b>	<b>10</b>	<b>33</b>	<b>72</b>	<b>40</b>	<b>64</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>19</b>	<b>1,221</b>	<b>2,439</b>	<b>3</b>	<b>9</b>
MORE THAN 10 YEARS	313	657	119	222	2	7	14	26	15	21	0	0	0	0	463	933	3	8
AVERAGE YEARS	10.1	10.6	10.0	9.2	11.7	18.2	12.8	9.8	10.6	10.3	5.0	0.0	2.9	2.5	10.1	10.2	27.3	32.6

**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.

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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MDHHS - HUMAN SERVICES</b>																		
00 - 05 YEARS	372	1,655	124	899	3	13	27	91	7	18	2	3	32	138	567	2,817	1	0
06 -10 YEARS	264	974	79	432	2	13	18	49	1	7	0	0	1	0	365	1,475	0	0
11 -15 YEARS	320	1,321	101	750	2	13	20	70	4	12	0	0	0	1	447	2,167	0	2
16 - 20 YEARS	103	436	29	213	0	3	10	29	2	3	0	1	0	0	144	685	0	3
21 - 25 YEARS	109	443	38	322	0	3	6	30	0	8	0	0	0	0	153	806	0	1
26 - 30 YEARS	55	172	24	115	1	2	3	23	1	2	0	0	0	0	84	314	2	6
31 - 35 YEARS	19	76	8	67	0	1	5	10	1	3	0	0	0	0	33	157	2	5
36 - 40 YEARS	10	12	4	21	0	0	2	2	0	2	0	0	0	0	16	37	1	0
MORE THAN 40 YEARS	12	32	4	42	0	0	0	1	0	1	0	0	0	0	16	76	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,264</b>	<b>5,121</b>	<b>411</b>	<b>2,861</b>	<b>8</b>	<b>48</b>	<b>91</b>	<b>305</b>	<b>16</b>	<b>56</b>	<b>2</b>	<b>4</b>	<b>33</b>	<b>139</b>	<b>1,825</b>	<b>8,534</b>	<b>7</b>	<b>19</b>
MORE THAN 10 YEARS	628	2,492	208	1,530	3	22	46	165	8	31	0	1	0	1	893	4,242	6	19
AVERAGE YEARS	11.4	10.9	11.9	12.0	9.4	10.4	11.8	12.4	10.6	13.1	2.5	7.0	2.7	1.7	11.4	11.2	29.4	27.5

**DEPARTMENT 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 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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY &amp; VETERAN AFFAIRS</b>																		
00 - 05 YEARS	179	188	17	13	0	0	5	5	3	4	0	0	4	4	208	214	0	0
06 -10 YEARS	53	50	2	9	0	0	5	1	1	1	0	0	0	0	61	61	0	0
11 -15 YEARS	56	33	1	4	1	0	0	1	0	1	0	0	0	0	58	39	0	0
16 - 20 YEARS	26	19	1	3	0	0	0	0	0	1	0	0	0	0	27	23	0	0
21 - 25 YEARS	23	24	3	6	0	0	3	1	0	1	0	0	0	0	29	32	0	0
26 - 30 YEARS	10	13	0	0	0	0	1	0	0	0	0	0	0	0	11	13	0	0
31 - 35 YEARS	5	2	0	0	0	0	2	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
<b>DEPARTMENT TOTAL</b>	<b>356</b>	<b>330</b>	<b>24</b>	<b>35</b>	<b>1</b>	<b>0</b>	<b>16</b>	<b>8</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>405</b>	<b>385</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS	124	92	5	13	1	0	6	2	0	3	0	0	0	0	136	110	1	0
AVERAGE YEARS	8.7	7.8	6.7	10.0	14.0	0.0	13.4	6.1	4.5	7.8	0.0	0.0	1.5	1.0	8.7	7.9	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.

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: June 25, 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		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	1,056	774	18	17	13	4	9	4	4	5	0	0	10	9	1,110	813	1	1
06 -10 YEARS	217	103	1	4	1	1	3	0	0	0	0	0	0	0	222	108	0	0
11 -15 YEARS	134	72	2	3	1	0	3	0	0	0	0	0	0	0	140	75	1	0
16 - 20 YEARS	171	65	1	2	2	0	3	1	2	0	0	0	0	0	179	68	1	0
21 - 25 YEARS	158	57	0	1	2	0	2	1	0	1	0	0	1	0	163	60	1	1
26 - 30 YEARS	67	19	0	1	1	1	0	0	0	0	0	0	0	0	68	21	1	0
31 - 35 YEARS	36	16	3	0	1	0	0	2	0	0	0	0	0	0	40	18	1	1
36 - 40 YEARS	9	4	2	0	0	1	0	1	0	0	0	0	0	0	11	6	0	0
MORE THAN 40 YEARS	7	3	0	0	0	0	0	0	0	0	0	0	0	0	7	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,855</b>	<b>1,113</b>	<b>27</b>	<b>28</b>	<b>21</b>	<b>7</b>	<b>20</b>	<b>9</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>9</b>	<b>1,940</b>	<b>1,172</b>	<b>6</b>	<b>3</b>
MORE THAN 10 YEARS	582	236	8	7	7	2	8	5	2	1	0	0	1	0	608	251	5	2
AVERAGE YEARS	7.9	5.4	8.6	6.1	8.1	10.4	8.2	16.6	7.3	4.8	0.0	0.0	3.2	0.1	7.9	5.5	19.5	19.0

**DEPARTMENT AVERAGE YEARS** 7.0

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 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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																		
00 - 05 YEARS	95	293	25	122	0	1	10	18	2	7	0	1	3	8	135	450	0	0
06 -10 YEARS	46	165	11	39	0	2	1	9	0	1	0	0	1	0	59	216	0	0
11 -15 YEARS	30	74	3	20	0	0	0	3	0	1	0	0	1	0	34	98	0	0
16 - 20 YEARS	17	63	4	12	0	1	1	3	0	2	0	0	0	0	22	81	0	0
21 - 25 YEARS	30	84	3	22	0	1	2	6	1	0	0	0	0	0	36	113	1	0
26 - 30 YEARS	4	27	0	9	0	2	0	4	0	2	0	0	0	0	4	44	0	0
31 - 35 YEARS	4	20	2	11	0	0	1	3	2	0	0	0	0	0	9	34	1	2
36 - 40 YEARS	2	6	1	3	0	0	0	0	0	0	0	0	0	0	3	9	0	0
MORE THAN 40 YEARS	1	6	0	1	0	0	0	0	0	0	0	0	0	0	1	7	0	0
<b>DEPARTMENT TOTAL</b>	<b>229</b>	<b>738</b>	<b>49</b>	<b>239</b>	<b>0</b>	<b>7</b>	<b>15</b>	<b>46</b>	<b>5</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>8</b>	<b>303</b>	<b>1,052</b>	<b>2</b>	<b>2</b>
MORE THAN 10 YEARS	88	280	13	78	0	4	4	19	3	5	0	0	1	0	109	386	2	2
AVERAGE YEARS	10.1	10.7	8.4	9.5	0.0	16.1	9.0	11.7	18.8	10.1	0.0	3.0	4.2	1.5	9.8	10.4	27.5	31.5

**DEPARTMENT AVERAGE YEARS** **10.3**

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Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																		
00 - 05 YEARS	547	283	34	25	9	1	13	5	4	2	0	0	14	2	621	318	0	0
06 -10 YEARS	538	205	34	6	6	1	14	9	6	3	0	0	0	0	598	224	0	0
11 -15 YEARS	126	82	6	4	0	1	3	3	2	1	0	0	0	0	137	91	0	0
16 - 20 YEARS	112	72	2	2	1	0	6	4	0	0	0	0	0	0	121	78	0	1
21 - 25 YEARS	382	80	8	7	2	0	6	1	3	0	0	0	0	0	401	88	0	0
26 - 30 YEARS	202	35	20	1	7	0	5	0	1	0	0	0	0	0	235	36	0	0
31 - 35 YEARS	15	12	4	2	0	0	0	1	0	0	0	0	0	0	19	15	0	1
36 - 40 YEARS	7	1	0	2	0	0	0	0	0	0	0	0	0	0	7	3	1	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	1	0	0	0	0	0	0	0	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,929</b>	<b>773</b>	<b>108</b>	<b>49</b>	<b>25</b>	<b>3</b>	<b>47</b>	<b>24</b>	<b>16</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>2</b>	<b>2,139</b>	<b>857</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS	844	285	40	18	10	1	20	10	6	1	0	0	0	0	920	315	1	2
AVERAGE YEARS	12.9	10.3	12.2	10.8	12.9	8.0	12.0	12.0	11.1	6.7	0.0	0.0	2.9	3.0	12.7	10.4	38.0	27.0

**DEPARTMENT AVERAGE YEARS** **12.0**

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Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																		
00 - 05 YEARS	408	236	17	32	3	2	13	12	33	52	0	0	9	7	483	341	1	0
06 -10 YEARS	416	186	25	25	3	1	15	8	27	45	0	0	1	0	487	265	0	0
11 -15 YEARS	213	98	14	9	0	0	4	4	22	24	0	0	0	0	253	135	0	0
16 - 20 YEARS	142	72	5	9	0	1	1	0	25	17	0	0	0	0	173	99	0	0
21 - 25 YEARS	215	91	10	10	1	0	3	3	10	2	0	0	0	0	239	106	1	0
26 - 30 YEARS	62	45	3	6	0	2	3	1	4	3	0	0	0	0	72	57	0	0
31 - 35 YEARS	32	26	10	9	1	0	3	4	4	1	0	0	0	0	50	40	2	2
36 - 40 YEARS	11	11	2	2	0	0	0	0	1	0	0	0	0	0	14	13	0	0
MORE THAN 40 YEARS	15	12	2	0	0	0	1	2	0	0	0	0	0	0	18	14	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,514</b>	<b>777</b>	<b>88</b>	<b>102</b>	<b>8</b>	<b>6</b>	<b>43</b>	<b>34</b>	<b>126</b>	<b>144</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>1,789</b>	<b>1,070</b>	<b>5</b>	<b>2</b>
MORE THAN 10 YEARS	690	355	46	45	2	3	15	14	66	47	0	0	0	0	819	464	4	2
AVERAGE YEARS	12.2	12.6	14.7	12.8	10.4	15.0	11.8	13.7	12.4	8.5	0.0	0.0	3.3	3.0	12.2	12.0	27.8	32.5

**DEPARTMENT AVERAGE YEARS** **12.2**

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

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																		
00 - 05 YEARS	595	241	47	34	13	6	19	8	14	20	0	0	9	3	697	312	0	0
06 -10 YEARS	250	107	6	6	4	4	4	5	2	4	0	0	0	0	266	126	0	0
11 -15 YEARS	163	66	3	7	2	0	2	0	3	0	0	0	0	0	173	73	0	0
16 - 20 YEARS	257	93	7	7	5	0	3	0	5	6	0	0	0	0	277	106	1	1
21 - 25 YEARS	235	84	13	9	0	1	4	0	5	5	0	0	0	0	257	99	0	0
26 - 30 YEARS	81	35	7	5	5	2	4	0	0	2	0	0	0	0	97	44	0	1
31 - 35 YEARS	110	39	5	8	2	2	1	1	5	1	0	0	0	0	123	51	4	2
36 - 40 YEARS	24	9	7	5	0	0	3	1	1	0	0	0	0	0	35	15	0	2
MORE THAN 40 YEARS	9	8	5	4	0	0	1	0	0	0	0	0	0	0	15	12	0	2
<b>DEPARTMENT TOTAL</b>	<b>1,724</b>	<b>682</b>	<b>100</b>	<b>85</b>	<b>31</b>	<b>15</b>	<b>41</b>	<b>15</b>	<b>35</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>3</b>	<b>1,940</b>	<b>838</b>	<b>5</b>	<b>8</b>
MORE THAN 10 YEARS	879	334	47	45	14	5	18	2	19	14	0	0	0	0	977	400	5	8
AVERAGE YEARS	13.0	12.7	14.2	14.8	12.9	11.5	13.0	8.7	13.9	10.0	0.0	0.0	1.1	0.0	13.1	12.7	30.2	34.4

**DEPARTMENT AVERAGE YEARS** **12.9**

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

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																		
00 - 05 YEARS	145	242	15	65	2	1	8	15	4	7	0	0	5	14	179	344	0	0
06 -10 YEARS	111	138	16	45	0	0	3	8	4	6	0	0	0	2	134	199	0	0
11 -15 YEARS	70	123	15	19	0	1	0	8	1	2	0	0	1	0	87	153	0	0
16 - 20 YEARS	62	124	6	21	1	2	0	4	3	4	0	0	0	0	72	155	1	0
21 - 25 YEARS	46	63	6	18	0	0	2	3	2	4	0	0	0	0	56	88	0	0
26 - 30 YEARS	21	27	1	6	0	3	0	1	0	0	0	0	0	0	22	37	1	2
31 - 35 YEARS	18	23	3	9	0	0	1	2	1	0	0	0	0	0	23	34	0	2
36 - 40 YEARS	2	6	4	4	0	0	0	1	0	0	0	0	0	0	6	11	1	0
MORE THAN 40 YEARS	3	10	0	3	0	0	1	1	0	0	0	0	0	0	4	14	1	0
<b>DEPARTMENT TOTAL</b>	<b>478</b>	<b>756</b>	<b>66</b>	<b>190</b>	<b>3</b>	<b>7</b>	<b>15</b>	<b>43</b>	<b>15</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>16</b>	<b>583</b>	<b>1,035</b>	<b>4</b>	<b>4</b>
MORE THAN 10 YEARS	222	376	35	80	1	6	4	20	7	10	0	0	1	0	270	492	4	4
AVERAGE YEARS	12.0	11.9	13.3	12.0	8.3	19.1	11.1	12.0	12.8	10.8	0.0	0.0	4.3	3.0	12.1	11.8	31.5	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.

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: June 25, 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		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																		
00 - 05 YEARS	6,258	6,993	852	2,204	102	55	213	279	122	181	5	7	149	290	7,701	10,009	7	4
06 -10 YEARS	3,688	3,370	454	929	57	37	132	153	70	110	0	0	3	3	4,404	4,602	1	2
11 -15 YEARS	1,944	2,958	333	1,172	27	25	67	136	46	57	0	0	2	1	2,419	4,349	5	4
16 - 20 YEARS	1,781	1,849	215	602	27	13	55	72	50	46	0	1	0	1	2,128	2,584	5	6
21 - 25 YEARS	2,753	1,764	248	694	36	18	68	82	30	40	0	0	1	0	3,136	2,598	8	4
26 - 30 YEARS	1,057	764	120	266	19	21	32	50	17	22	0	0	0	0	1,245	1,123	9	18
31 - 35 YEARS	418	423	71	169	8	7	19	39	14	7	0	0	1	0	531	645	14	30
36 - 40 YEARS	110	91	37	72	0	1	10	10	4	5	0	0	0	0	161	179	4	2
MORE THAN 40 YEARS	81	134	19	73	1	2	5	8	2	1	0	0	0	0	108	218	7	10
<b>STATEWIDE TOTAL</b>	<b>18,090</b>	<b>18,346</b>	<b>2,349</b>	<b>6,181</b>	<b>277</b>	<b>179</b>	<b>601</b>	<b>829</b>	<b>355</b>	<b>469</b>	<b>5</b>	<b>8</b>	<b>156</b>	<b>295</b>	<b>21,833</b>	<b>26,307</b>	<b>60</b>	<b>80</b>
MORE THAN 10 YEARS	8,144	7,983	1,043	3,048	118	87	256	397	163	178	0	1	2	2	9,728	11,696	52	74
AVERAGE YEARS	11.8	10.8	11.5	11.7	11.4	12.8	11.6	12.2	11.8	10.1	3.4	4.4	2.7	2.0	11.7	10.9	25.9	28.5
<b>STATEWIDE AVERAGE YEARS</b>	<b>11.3</b>																	

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

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**STATEWIDE SEPARATIONS BY REASON**  
**Third Quarter of FY 2022**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b>INVOLUNTARY SEPARATIONS</b>		
Death	15	0.9%
Dismissal	88	5.0%
Expired Appointment	89	5.0%
<b>Total Involuntary Separations</b>	<b>192</b>	<b>10.9%</b>
<b>VOLUNTARY SEPARATIONS</b>		
Resigned Classified Employment	1015	57.6%
Layoff/Leave of Absence Rights Expired	41	2.3%
Waived Rights Leave of Absence	77	4.4%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>1133</b>	<b>64.3%</b>
<b>RETIREMENT</b>		
Retirement	424	24.0%
Disability Retirement	1	0.1%
Deferred Retirement	13	0.7%
<b>Total Retirements</b>	<b>438</b>	<b>24.8%</b>
<b>UNDEFINED SEPARATIONS</b>		
<b>Undefined Separations</b>	<b>0</b>	<b>0.0%</b>
<b>TOTAL SEPARATIONS</b>	<b>1,763</b>	<b>100.0%</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 93.2 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF10



**STATE OF MICHIGAN**  
**NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT**  
**March 20, 2022 Through June 25, 2022**

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	WAIVED RIGHTS								LEAVES
AGRICULTURE & RURAL DEVELOPMENT	8	3	0	0	11	11	0	0	0	0	11	0
ATTORNEY GENERAL	19	5	0	0	24	10	0	0	0	0	10	14
AUDITOR GENERAL	5	5	0	0	10	4	0	0	0	0	4	6
CIVIL RIGHTS	0	0	0	0	0	2	0	0	0	0	2	-2
CIVIL SERVICE COMMISSION	5	3	0	0	8	11	0	1	0	0	12	-4
CORRECTIONS	386	5	0	1	392	423	0	0	0	0	423	-31
EDUCATION	7	6	0	0	13	10	0	0	0	0	10	3
ENVIRONMENT, GREAT LAKES & ENERGY	33	2	0	0	35	29	0	0	0	0	29	6
EXECUTIVE OFFICE	9	0	0	0	9	8	0	0	0	0	8	1
INSURANCE AND FINANCIAL SERV	13	0	0	0	13	12	0	0	0	0	12	1
LABOR & ECONOMIC OPPORTUNITY	54	13	3	0	70	81	0	0	0	0	81	-11
LICENSING AND REGULATORY AFF	47	9	0	0	56	32	0	0	0	0	32	24
MDHHS - COMMUNITY HEALTH	113	2	0	0	115	143	0	0	0	0	143	-28
MDHHS - HUMAN SERVICES	311	10	0	0	321	270	0	0	0	0	270	51
MILITARY & VETERAN AFFAIRS	34	6	1	0	41	34	0	0	0	0	34	7
NATURAL RESOURCES	58	1,342	67	0	1,467	100	0	0	0	0	100	1,367
STATE	64	0	0	0	64	28	0	0	0	0	28	36
STATE POLICE	54	1	0	0	55	56	0	0	0	0	56	-1
TECHNOLOGY, MANAGEMENT & BUDGET	59	8	0	1	68	66	0	0	0	0	66	2
TRANSPORTATION	77	158	10	0	245	166	0	0	0	0	166	79
TREASURY	35	13	0	0	48	52	0	2	0	0	54	-6
STATEWIDE TOTALS:	1,391	1,591	81	2	3,065	1,548	0	3	0	0	1,551	1,514

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

## SECTION FOUR

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# **EQUAL EMPLOYMENT OPPORTUNITY REPORT**

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

## **BREAKDOWNS**

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

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

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

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

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

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

## SECTION FIVE

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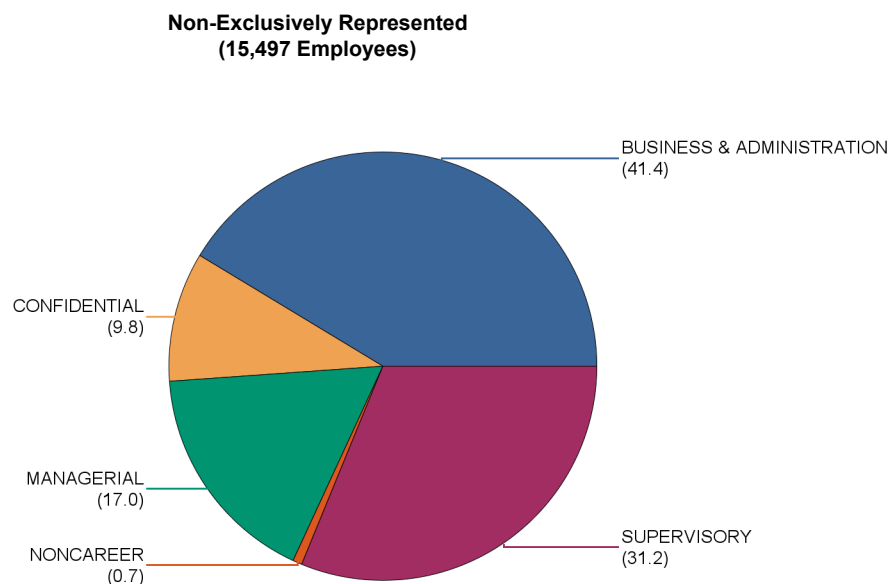
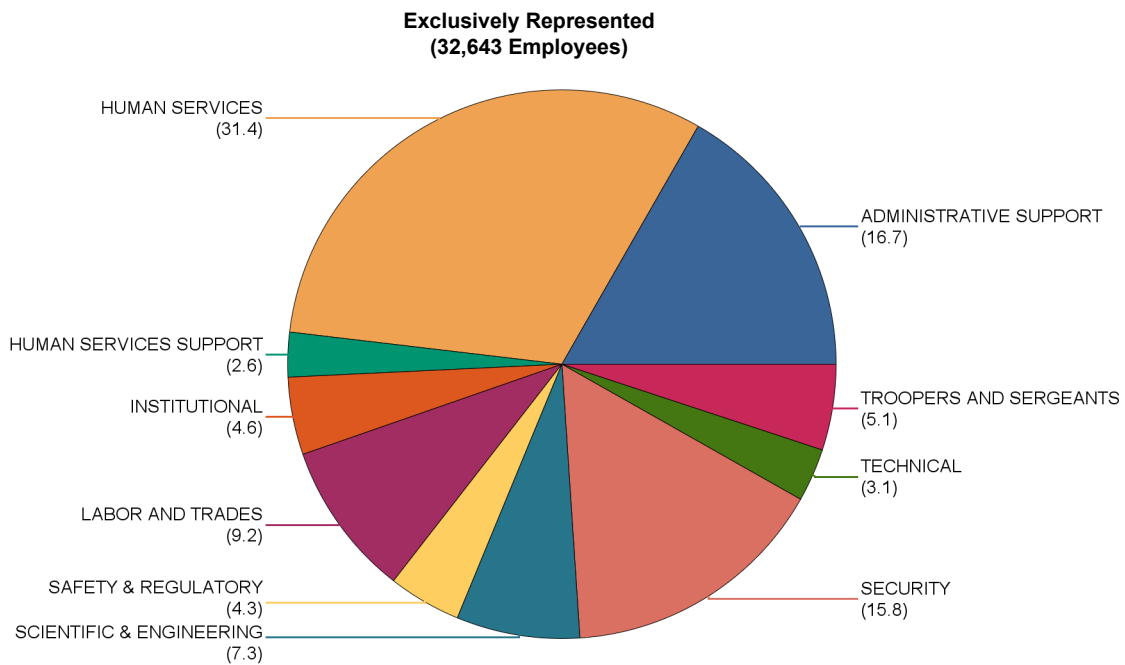
### **BARGAINING UNIT CHARACTERISTICS**

# STATE OF MICHIGAN

Graph 5-1

## BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

Fiscal Year 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 48,140 classified employees, 67.8 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: June 25, 2022

			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	
BARGAINING UNIT CODE/NAME			TOTAL EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02	SAFETY & REGULATORY	1,401	677	48.3	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	2,988	960	32.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
C12	SECURITY	5,145	0	0.0	0	0.0	4,466	86.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
E42	HUMAN SERVICES SUPPORT	858	0	0.0	0	0.0	0	0.0	596	69.5	0	0.0	0	0.0	0	0.0	0	0.0	
H21	SCIENTIFIC & ENGINEERING	2,375	0	0.0	0	0.0	0	0.0	0	0.0	1,489	62.7	0	0.0	0	0.0	0	0.0	
L32	TECHNICAL	1,022	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	465	45.5	0	0.0	0	0.0	
T01	TROOPERS AND SERGEANTS	1,652	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,634	98.9	0	0.0	
U11	INSTITUTIONAL	1,492	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	894	59.9	
W22	HUMAN SERVICES	10,253	0	0.0	7,431	72.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
W41	ADMINISTRATIVE SUPPORT	5,457	0	0.0	3,158	57.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y23	BUSINESS & ADMINISTRATION	6,409	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	4,835	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	108	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	2,631	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	1,514	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		32,643	1,637	5.0	10,589	32.4	4,466	13.7	596	1.8	1,489	4.6	465	1.4	1,634	5.0	894	2.7	
NON-EXCLUSIVELY REPRESENTED TOTAL		15,497	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		48,140	1,637	3.4	10,589	22.0	4,466	9.3	596	1.2	1,489	3.1	465	1.0	1,634	3.4	894	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.

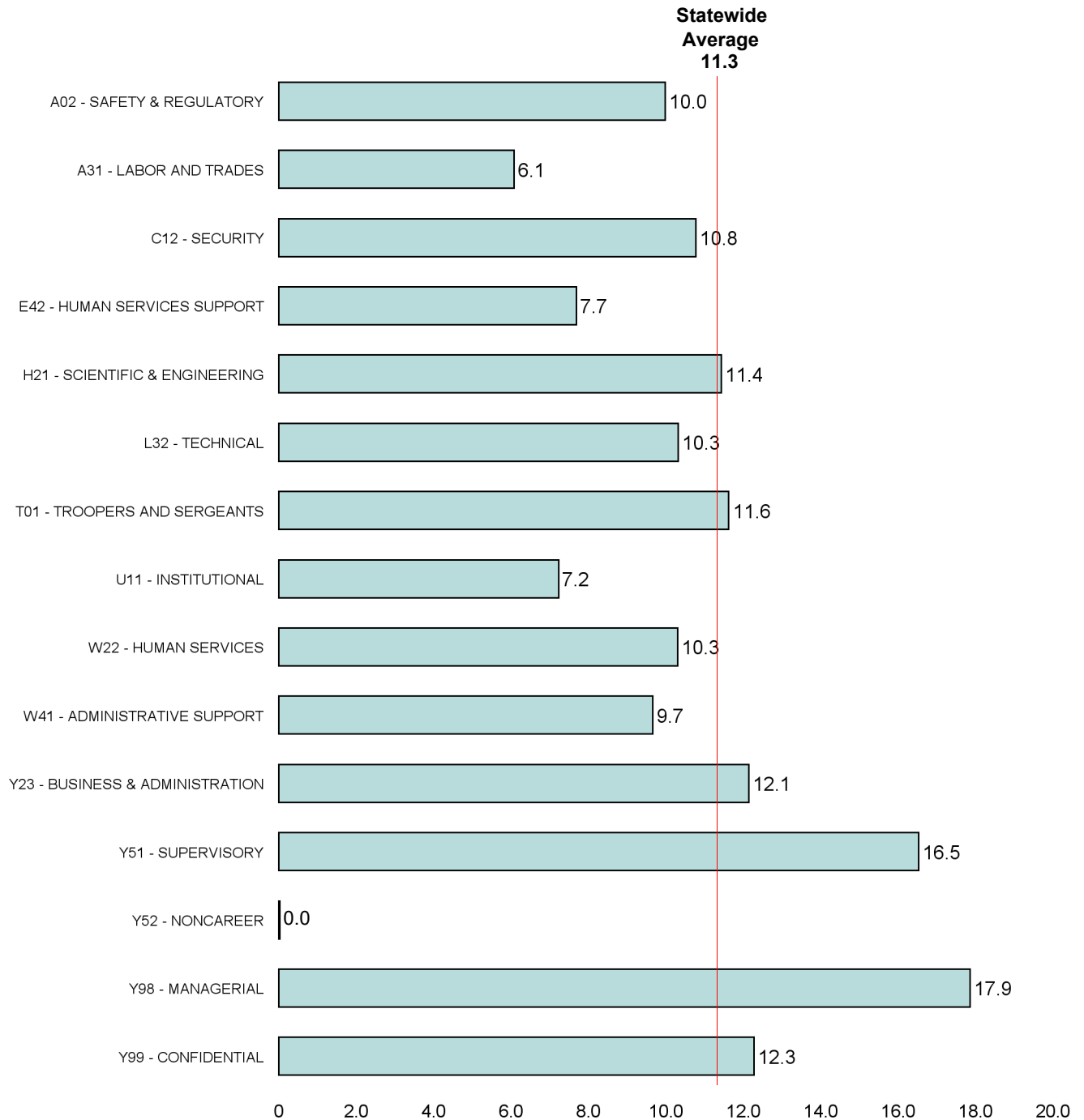
Source: Michigan Civil Service Commission HWF44

# STATE OF MICHIGAN

Graph 5-2

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: June 25, 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

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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
<b>A02 - SAFETY &amp; REGULATORY</b>																		
00 - 05 YEARS	379	117	33	12	7	5	10	0	0	1	0	0	4	0	433	135	0	0
06 - 10 YEARS	231	34	13	6	2	3	2	0	0	1	0	0	0	0	248	44	0	0
11 - 15 YEARS	107	37	9	25	0	0	2	0	0	0	0	0	0	0	118	62	0	0
16 - 20 YEARS	85	34	4	21	2	0	6	1	0	0	0	0	0	0	97	56	0	0
21 - 25 YEARS	86	29	4	10	1	1	3	0	0	0	0	0	0	0	94	40	1	0
26 - 30 YEARS	18	11	1	5	1	1	1	0	0	0	0	0	0	0	21	17	0	0
31 - 35 YEARS	14	6	4	3	0	0	1	1	0	0	0	0	0	0	19	10	0	1
36 - 40 YEARS	2	0	0	2	0	0	0	0	1	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>923</b>	<b>268</b>	<b>68</b>	<b>85</b>	<b>13</b>	<b>10</b>	<b>25</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1,034</b>	<b>367</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS	313	117	22	67	4	2	13	2	1	0	0	0	0	0	353	188	1	1
AVERAGE YEARS	9.4	10.3	9.1	16.3	8.4	7.9	11.5	26.5	36.0	5.0	0.0	0.0	2.8	0.0	9.4	11.7	25.0	32.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.0</b>																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 25, 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
<b>A31 - LABOR AND TRADES</b>																		
00 - 05 YEARS	1,305	559	37	16	20	3	17	3	4	3	0	0	10	7	1,393	591	1	1
06 - 10 YEARS	284	20	8	0	3	1	4	0	0	0	0	0	0	0	299	21	0	0
11 - 15 YEARS	167	4	5	1	3	0	5	0	0	0	0	0	0	0	180	5	0	0
16 - 20 YEARS	144	4	7	1	5	0	4	0	0	0	0	0	0	0	160	5	1	0
21 - 25 YEARS	193	6	14	1	1	0	2	0	0	0	0	0	0	0	210	7	0	0
26 - 30 YEARS	38	4	1	1	3	0	3	0	0	0	0	0	0	0	45	5	1	0
31 - 35 YEARS	30	2	3	1	1	0	1	1	0	0	0	0	0	0	35	4	1	1
36 - 40 YEARS	10	1	3	0	0	0	1	0	0	0	0	0	0	0	14	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
<b>BARGAINING UNIT TOTAL</b>	<b>2,182</b>	<b>600</b>	<b>79</b>	<b>21</b>	<b>36</b>	<b>4</b>	<b>38</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>2,349</b>	<b>639</b>	<b>4</b>	<b>2</b>
MORE THAN 10 YEARS	593	21	34	5	13	0	17	1	0	0	0	0	0	0	657	27	3	1
AVERAGE YEARS	7.2	1.1	11.4	5.7	9.7	1.8	11.4	8.8	1.3	0.0	0.0	0.0	1.4	1.0	7.4	1.3	19.5	17.0
<b>BARGAINING UNIT AVERAGE YEARS</b>																		
<b>6.1</b>																		

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Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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
<b>C12 - SECURITY</b>																		
00 - 05 YEARS	1,164	277	272	169	42	7	63	16	12	1	1	0	30	13	1,584	483	1	0
06 - 10 YEARS	697	90	113	55	19	3	35	4	6	1	0	0	0	0	870	153	0	0
11 - 15 YEARS	190	26	62	24	10	3	11	2	3	0	0	0	0	0	276	55	0	0
16 - 20 YEARS	274	52	44	36	5	1	12	5	2	1	0	0	0	0	337	95	0	1
21 - 25 YEARS	751	82	88	48	15	2	24	7	1	0	0	0	0	0	879	139	2	0
26 - 30 YEARS	169	28	19	8	1	1	3	2	1	0	0	0	0	0	193	39	1	0
31 - 35 YEARS	22	2	5	3	0	1	0	0	0	0	0	0	0	0	27	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
<b>BARGAINING UNIT TOTAL</b>	<b>3,270</b>	<b>557</b>	<b>609</b>	<b>343</b>	<b>92</b>	<b>18</b>	<b>148</b>	<b>36</b>	<b>25</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>30</b>	<b>13</b>	<b>4,175</b>	<b>970</b>	<b>4</b>	<b>1</b>
MORE THAN 10 YEARS	1,409	190	224	119	31	8	50	16	7	1	0	0	0	0	1,721	334	3	1
AVERAGE YEARS	11.6	9.3	9.7	9.0	9.2	11.8	9.4	11.1	7.8	9.7	2.0	0.0	1.6	1.6	11.1	9.2	18.3	19.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.8</b>																	

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Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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
<b>E42 - HUMAN SERVICES SUPPORT</b>																		
00 - 05 YEARS	60	180	25	191	0	2	4	21	1	8	0	0	4	18	94	420	0	1
06 - 10 YEARS	13	9	3	15	2	1	0	4	0	0	0	0	0	0	18	29	0	0
11 - 15 YEARS	13	35	6	35	2	0	3	3	0	1	0	0	0	0	24	74	1	0
16 - 20 YEARS	16	45	13	75	0	0	3	2	1	1	0	0	0	0	33	123	0	0
21 - 25 YEARS	3	7	3	9	0	1	0	4	0	0	0	0	0	0	6	21	0	1
26 - 30 YEARS	1	2	0	5	0	0	0	2	0	0	0	0	0	0	1	9	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
<b>BARGAINING UNIT TOTAL</b>	<b>106</b>	<b>278</b>	<b>50</b>	<b>336</b>	<b>4</b>	<b>4</b>	<b>10</b>	<b>36</b>	<b>2</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>18</b>	<b>176</b>	<b>682</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS	33	89	22	130	2	1	6	11	1	2	0	0	0	0	64	233	1	1
AVERAGE YEARS	7.1	6.8	9.4	8.6	9.8	9.0	9.7	8.0	11.5	4.8	0.0	0.0	1.8	1.9	7.9	7.6	14.0	11.5
<b>BARGAINING UNIT AVERAGE YEARS</b>																		
<b>7.7</b>																		

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

Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: June 25, 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
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																		
00 - 05 YEARS	463	397	11	13	1	3	9	7	21	28	0	1	6	3	511	452	0	0
06 - 10 YEARS	241	157	1	4	2	0	3	5	2	10	0	0	0	0	249	176	0	1
11 - 15 YEARS	110	71	5	1	0	0	1	0	1	2	0	0	0	0	117	74	0	0
16 - 20 YEARS	173	104	5	5	0	1	2	0	5	2	0	0	0	0	185	112	0	1
21 - 25 YEARS	147	72	0	1	1	0	3	0	6	4	0	0	1	0	158	77	0	1
26 - 30 YEARS	80	38	5	1	0	0	2	0	5	4	0	0	0	0	92	43	1	0
31 - 35 YEARS	58	28	4	3	1	0	1	0	2	1	0	0	0	0	66	32	0	0
36 - 40 YEARS	11	4	1	0	0	0	0	0	0	0	0	0	0	0	12	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
<b>BARGAINING UNIT TOTAL</b>	<b>1,292</b>	<b>872</b>	<b>34</b>	<b>28</b>	<b>6</b>	<b>4</b>	<b>21</b>	<b>12</b>	<b>44</b>	<b>51</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>3</b>	<b>1,404</b>	<b>971</b>	<b>1</b>	<b>3</b>
MORE THAN 10 YEARS	588	318	22	11	3	1	9	0	21	13	0	0	1	0	644	343	1	2
AVERAGE YEARS	12.3	10.1	17.5	10.9	19.7	7.0	12.3	4.7	13.5	8.5	0.0	1.0	5.4	3.3	12.5	9.9	26.0	17.0
<b>BARGAINING UNIT AVERAGE YEARS 11.4</b>																		

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Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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
<b>L32 - TECHNICAL</b>																		
00 - 05 YEARS	251	140	35	22	2	1	7	4	8	3	0	0	8	2	311	172	0	0
06 - 10 YEARS	83	38	4	5	0	0	2	2	0	0	0	0	0	0	89	45	0	0
11 - 15 YEARS	51	34	4	1	0	0	0	1	0	0	0	0	0	0	55	36	1	0
16 - 20 YEARS	80	28	0	0	1	0	2	1	3	1	0	0	0	0	86	30	0	0
21 - 25 YEARS	71	12	2	0	1	0	1	0	1	1	0	0	0	0	76	13	0	0
26 - 30 YEARS	30	7	3	0	1	0	2	0	0	1	0	0	0	0	36	8	0	0
31 - 35 YEARS	40	3	3	1	0	0	0	0	3	0	0	0	0	0	46	4	3	0
36 - 40 YEARS	5	0	4	1	0	0	0	0	0	0	0	0	0	0	9	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
<b>BARGAINING UNIT TOTAL</b>	<b>612</b>	<b>265</b>	<b>55</b>	<b>31</b>	<b>5</b>	<b>1</b>	<b>14</b>	<b>8</b>	<b>15</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>2</b>	<b>709</b>	<b>313</b>	<b>4</b>	<b>1</b>
MORE THAN 10 YEARS	278	87	16	4	3	0	5	2	7	3	0	0	0	0	309	96	4	1
AVERAGE YEARS	11.7	8.1	9.0	6.3	15.2	0.0	9.7	6.4	12.9	11.8	0.0	0.0	0.6	1.5	11.4	7.9	28.8	43.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.3</b>																	

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Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: June 25, 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
<b>T01 - TROOPERS AND SERGEANTS</b>																		
00 - 05 YEARS	417	51	26	5	7	1	10	1	3	0	0	0	13	0	476	58	0	0
06 - 10 YEARS	433	43	27	3	5	1	12	1	3	2	0	0	0	0	480	50	0	0
11 - 15 YEARS	80	4	5	0	0	0	2	0	1	0	0	0	0	0	88	4	0	0
16 - 20 YEARS	50	2	1	1	1	0	1	0	0	0	0	0	0	0	53	3	0	0
21 - 25 YEARS	251	18	4	1	2	0	5	0	1	0	0	0	0	0	263	19	0	0
26 - 30 YEARS	118	12	14	0	5	0	3	0	0	0	0	0	0	0	140	12	0	0
31 - 35 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	0	0	3	2	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,353</b>	<b>132</b>	<b>77</b>	<b>10</b>	<b>20</b>	<b>2</b>	<b>33</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>1,504</b>	<b>148</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	503	38	24	2	8	0	11	0	2	0	0	0	0	0	548	40	0	0
AVERAGE YEARS	11.8	10.7	10.8	7.7	13.0	4.5	11.1	4.5	8.0	8.0	0.0	0.0	2.8	0.0	11.6	10.3	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS 11.5</b>																		

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Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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
<b>U11 - INSTITUTIONAL</b>																		
00 - 05 YEARS	193	324	106	184	6	3	12	16	4	4	1	1	7	8	329	540	0	0
06 - 10 YEARS	62	81	40	51	0	1	8	5	1	2	0	0	0	0	111	140	0	0
11 - 15 YEARS	25	47	22	35	0	1	2	3	2	1	0	0	0	0	51	87	0	0
16 - 20 YEARS	26	50	14	32	0	0	3	0	1	0	0	0	0	0	44	82	0	0
21 - 25 YEARS	9	27	1	18	0	1	1	1	0	4	0	0	0	0	11	51	0	0
26 - 30 YEARS	12	14	1	7	1	0	0	1	0	0	0	0	0	0	14	22	0	0
31 - 35 YEARS	2	2	1	1	0	0	0	0	0	0	0	0	0	0	3	3	0	0
36 - 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	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
<b>BARGAINING UNIT TOTAL</b>	<b>332</b>	<b>545</b>	<b>185</b>	<b>329</b>	<b>7</b>	<b>6</b>	<b>26</b>	<b>26</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>8</b>	<b>566</b>	<b>926</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	77	140	39	94	1	2	6	5	3	5	0	0	0	0	126	246	0	0
AVERAGE YEARS	7.4	7.3	6.3	7.6	5.1	8.5	8.0	6.0	8.1	11.3	5.0	3.0	2.1	1.8	7.0	7.4	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>7.2</b>																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 25, 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
<b>W22 - HUMAN SERVICES</b>																		
00 - 05 YEARS	478	1,908	134	905	2	6	26	72	11	27	2	3	33	145	686	3,066	1	0
06 - 10 YEARS	386	989	117	412	7	13	15	43	5	14	0	0	0	0	530	1,471	0	1
11 - 15 YEARS	337	1,043	106	652	5	12	21	53	5	8	0	0	0	0	474	1,768	0	2
16 - 20 YEARS	148	314	40	183	4	2	7	16	1	5	0	0	0	1	200	521	1	1
21 - 25 YEARS	229	307	44	272	4	4	5	26	1	9	0	0	0	0	283	618	1	0
26 - 30 YEARS	129	156	26	101	2	2	6	25	1	5	0	0	0	0	164	289	2	5
31 - 35 YEARS	21	47	6	36	0	0	3	5	0	1	0	0	1	0	31	89	1	2
36 - 40 YEARS	6	11	3	12	0	0	0	0	0	1	0	0	0	0	9	24	0	0
MORE THAN 40 YEARS	5	9	2	13	0	1	0	0	0	0	0	0	0	0	7	23	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,739</b>	<b>4,784</b>	<b>478</b>	<b>2,586</b>	<b>24</b>	<b>40</b>	<b>83</b>	<b>240</b>	<b>24</b>	<b>70</b>	<b>2</b>	<b>3</b>	<b>34</b>	<b>146</b>	<b>2,384</b>	<b>7,869</b>	<b>7</b>	<b>11</b>
MORE THAN 10 YEARS	875	1,887	227	1,269	15	21	42	125	8	29	0	0	1	1	1,168	3,332	6	10
AVERAGE YEARS	12.1	9.4	11.4	10.9	14.2	12.1	11.1	12.1	7.9	11.0	4.5	2.7	3.4	1.7	11.8	9.8	25.3	23.8
<b>BARGAINING UNIT AVERAGE YEARS 10.3</b>																		

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

Source: Michigan Civil Service Commission HWF20



# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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
<b>W41 - ADMINISTRATIVE SUPPORT</b>																		
00 - 05 YEARS	319	1,522	75	407	3	16	28	86	7	19	0	1	7	51	439	2,102	0	0
06 - 10 YEARS	126	634	29	157	1	8	5	34	3	8	0	0	0	1	164	842	0	0
11 - 15 YEARS	73	430	19	105	0	2	1	26	0	2	0	0	0	0	93	565	0	1
16 - 20 YEARS	48	264	7	41	2	3	1	12	1	3	0	0	0	0	59	323	0	1
21 - 25 YEARS	41	303	8	83	2	2	4	18	1	6	0	0	0	0	56	412	0	2
26 - 30 YEARS	10	102	4	25	0	6	2	6	0	1	0	0	0	0	16	140	1	4
31 - 35 YEARS	11	82	3	29	0	0	0	10	1	2	0	0	0	0	15	123	1	9
36 - 40 YEARS	1	19	3	16	0	0	2	2	0	1	0	0	0	0	6	38	2	1
MORE THAN 40 YEARS	1	39	0	20	0	0	1	2	0	1	0	0	0	0	2	62	1	2
<b>BARGAINING UNIT TOTAL</b>	<b>630</b>	<b>3,395</b>	<b>148</b>	<b>883</b>	<b>8</b>	<b>37</b>	<b>44</b>	<b>196</b>	<b>13</b>	<b>43</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>52</b>	<b>850</b>	<b>4,607</b>	<b>5</b>	<b>20</b>
MORE THAN 10 YEARS	185	1,239	44	319	4	13	11	76	3	16	0	0	0	0	247	1,663	5	20
AVERAGE YEARS	8.1	9.9	8.4	10.4	12.3	10.4	8.9	10.5	8.2	11.5	0.0	3.0	2.0	2.3	8.2	9.9	35.0	30.5
<b>BARGAINING UNIT AVERAGE YEARS</b>																		
<b>9.7</b>																		

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

Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																		
00 - 05 YEARS	698	784	43	121	3	6	13	20	38	72	1	0	15	15	811	1,018	2	1
06 - 10 YEARS	577	622	43	99	6	4	23	27	34	57	0	0	1	1	684	810	1	0
11 - 15 YEARS	328	536	36	110	1	4	8	24	22	28	0	0	1	1	396	703	0	0
16 - 20 YEARS	202	349	27	74	1	5	5	11	22	18	0	1	0	0	257	458	1	1
21 - 25 YEARS	261	321	19	76	0	1	7	16	8	6	0	0	0	0	295	420	3	0
26 - 30 YEARS	82	105	10	28	0	5	2	3	5	5	0	0	0	0	99	146	1	3
31 - 35 YEARS	51	89	13	29	0	2	5	10	3	2	0	0	0	0	72	132	4	10
36 - 40 YEARS	10	18	5	8	0	0	3	3	1	1	0	0	0	0	19	30	0	1
MORE THAN 40 YEARS	11	36	1	7	0	0	0	4	0	0	0	0	0	0	12	47	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,220</b>	<b>2,860</b>	<b>197</b>	<b>552</b>	<b>11</b>	<b>27</b>	<b>66</b>	<b>118</b>	<b>133</b>	<b>189</b>	<b>1</b>	<b>1</b>	<b>17</b>	<b>17</b>	<b>2,645</b>	<b>3,764</b>	<b>12</b>	<b>17</b>
MORE THAN 10 YEARS	945	1,454	111	332	2	17	30	71	61	60	0	1	1	1	1,150	1,936	9	16
AVERAGE YEARS	11.3	12.4	14.2	14.2	7.1	15.2	13.5	15.7	11.3	8.7	1.0	20.0	3.6	3.9	11.5	12.6	21.8	30.3
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.1</b>															

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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: June 25, 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
<b>Y51 - SUPERVISORY</b>																		
00 - 05 YEARS	260	207	30	68	6	0	9	6	6	3	0	0	3	9	314	293	2	0
06 - 10 YEARS	354	323	44	75	10	1	12	16	10	12	0	0	2	0	432	427	0	0
11 - 15 YEARS	281	364	44	139	5	2	8	15	8	7	0	0	0	0	346	527	0	0
16 - 20 YEARS	315	301	30	94	6	0	6	14	5	6	0	0	0	0	362	415	2	1
21 - 25 YEARS	481	272	43	122	8	4	9	4	8	5	0	0	0	0	549	407	0	0
26 - 30 YEARS	189	131	23	47	4	4	7	6	3	3	0	0	0	0	226	191	0	4
31 - 35 YEARS	89	53	15	30	3	2	4	2	3	0	0	0	0	0	114	87	2	1
36 - 40 YEARS	33	14	9	18	0	1	3	1	1	0	0	0	0	0	46	34	2	0
MORE THAN 40 YEARS	23	17	8	14	0	0	2	1	0	0	0	0	0	0	33	32	4	2
<b>BARGAINING UNIT TOTAL</b>	<b>2,025</b>	<b>1,682</b>	<b>246</b>	<b>607</b>	<b>42</b>	<b>14</b>	<b>60</b>	<b>65</b>	<b>44</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>9</b>	<b>2,422</b>	<b>2,413</b>	<b>12</b>	<b>8</b>
MORE THAN 10 YEARS	1,411	1,152	172	464	26	13	39	43	28	21	0	0	0	0	1,676	1,693	10	8
AVERAGE YEARS	17.0	15.6	17.7	17.5	15.7	23.9	17.6	15.2	15.7	13.4	0.0	0.0	5.8	2.7	17.0	16.0	31.0	30.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>16.5</b>																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 25, 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
<b>Y52 - NONCAREER</b>																		
00 - 05 YEARS	26	58	1	14	1	0	0	1	1	0	0	0	3	3	32	76	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
<b>BARGAINING UNIT TOTAL</b>	<b>26</b>	<b>58</b>	<b>1</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>32</b>	<b>76</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.1	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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>																	

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Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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
<b>Y98 - MANAGERIAL</b>																		
00 - 05 YEARS	148	164	11	35	1	0	1	6	5	2	0	1	2	5	168	213	0	0
06 - 10 YEARS	149	143	6	13	0	0	7	3	5	2	0	0	0	0	167	161	0	0
11 - 15 YEARS	155	175	6	23	1	0	3	4	4	4	0	0	0	0	169	206	2	1
16 - 20 YEARS	202	195	18	27	0	1	3	3	9	9	0	0	0	0	232	235	0	0
21 - 25 YEARS	209	197	12	30	1	0	1	4	3	3	0	0	0	0	226	234	1	0
26 - 30 YEARS	169	114	11	23	1	2	1	4	1	2	0	0	0	0	183	145	2	2
31 - 35 YEARS	72	75	12	22	3	1	3	3	2	1	0	0	0	0	92	102	1	4
36 - 40 YEARS	27	17	4	6	0	0	1	1	1	2	0	0	0	0	33	26	0	0
MORE THAN 40 YEARS	14	11	4	9	0	0	1	0	0	0	0	0	0	0	19	20	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,145</b>	<b>1,091</b>	<b>84</b>	<b>188</b>	<b>7</b>	<b>4</b>	<b>21</b>	<b>28</b>	<b>30</b>	<b>25</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>1,289</b>	<b>1,342</b>	<b>7</b>	<b>7</b>
MORE THAN 10 YEARS	848	784	67	140	6	4	13	19	20	21	0	0	0	0	954	968	7	7
AVERAGE YEARS	18.2	17.1	21.3	19.4	23.0	26.5	19.0	17.3	15.9	18.8	0.0	0.0	3.0	2.8	18.3	17.4	27.1	28.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>17.9</b>																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 25, 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
<b>Y99 - CONFIDENTIAL</b>																		
00 - 05 YEARS	97	305	13	42	1	2	4	20	1	10	0	0	4	11	120	390	0	1
06 - 10 YEARS	52	187	6	34	0	1	4	9	1	1	0	0	0	1	63	233	0	0
11 - 15 YEARS	27	152	4	21	0	1	0	5	0	4	0	0	1	0	32	183	1	0
16 - 20 YEARS	18	107	5	12	0	0	0	7	0	0	0	0	0	0	23	126	0	0
21 - 25 YEARS	21	111	6	23	0	2	3	2	0	2	0	0	0	0	30	140	0	0
26 - 30 YEARS	12	40	2	15	0	0	0	1	1	1	0	0	0	0	15	57	0	0
31 - 35 YEARS	5	32	2	9	0	1	1	7	0	0	0	0	0	0	8	49	1	2
36 - 40 YEARS	0	7	0	6	0	0	0	3	0	0	0	0	0	0	0	16	0	0
MORE THAN 40 YEARS	3	18	0	6	0	1	0	1	0	0	0	0	0	0	3	26	0	4
<b>BARGAINING UNIT TOTAL</b>	<b>235</b>	<b>959</b>	<b>38</b>	<b>168</b>	<b>1</b>	<b>8</b>	<b>12</b>	<b>55</b>	<b>3</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>12</b>	<b>294</b>	<b>1,220</b>	<b>2</b>	<b>7</b>
MORE THAN 10 YEARS	86	467	19	92	0	5	4	26	1	7	0	0	1	0	111	597	2	6
AVERAGE YEARS	10.2	12.4	12.3	15.2	4.0	18.5	11.3	13.9	11.3	8.0	0.0	0.0	4.2	2.3	10.4	12.7	23.5	34.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.3</b>																	

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

Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 25, 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	6,258	6,993	852	2,204	102	55	213	279	122	181	5	7	149	290	7,701	10,009	7	4
06 -10 YEARS	3,688	3,370	454	929	57	37	132	153	70	110	0	0	3	3	4,404	4,602	1	2
11 - 15 YEARS	1,944	2,958	333	1,172	27	25	67	136	46	57	0	0	2	1	2,419	4,349	5	4
16 - 20 YEARS	1,781	1,849	215	602	27	13	55	72	50	46	0	1	0	1	2,128	2,584	5	6
21 - 25 YEARS	2,753	1,764	248	694	36	18	68	82	30	40	0	0	1	0	3,136	2,598	8	4
26 - 30 YEARS	1,057	764	120	266	19	21	32	50	17	22	0	0	0	0	1,245	1,123	9	18
31 - 35 YEARS	418	423	71	169	8	7	19	39	14	7	0	0	1	0	531	645	14	30
36 - 40 YEARS	110	91	37	72	0	1	10	10	4	5	0	0	0	0	161	179	4	2
MORE THAN 40 YEARS	81	134	19	73	1	2	5	8	2	1	0	0	0	0	108	218	7	10
<b>STATEWIDE TOTAL</b>	<b>18,090</b>	<b>18,346</b>	<b>2,349</b>	<b>6,181</b>	<b>277</b>	<b>179</b>	<b>601</b>	<b>829</b>	<b>355</b>	<b>469</b>	<b>5</b>	<b>8</b>	<b>156</b>	<b>295</b>	<b>21,833</b>	<b>26,307</b>	<b>60</b>	<b>80</b>
MORE THAN 10 YEARS	8,144	7,983	1,043	3,048	118	87	256	397	163	178	0	1	4	2	9,728	11,696	52	74
AVERAGE YEARS	11.8	10.8	11.5	11.7	11.5	12.8	11.6	12.2	11.8	10.1	3.4	4.4	2.7	2.0	11.7	10.9	25.9	28.5
STATEWIDE 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

Table 5-3

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

Pay End Date: June 25, 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	1,401	2.9 %	43.2	\$29.19	824	58.8 %
A31 - LABOR AND TRADES	2,988	6.2 %	43.9	\$21.95	1,011	33.8 %
C12 - SECURITY	5,145	10.7 %	41.2	\$26.93	3,064	59.6 %
E42 - HUMAN SERVICES SUPPORT	858	1.8 %	47.9	\$27.54	346	40.3 %
H21 - SCIENTIFIC & ENGINEERING	2,375	4.9 %	43.0	\$37.81	1,407	59.2 %
L32 - TECHNICAL	1,022	2.1 %	41.4	\$26.68	538	52.6 %
T01 - TROOPERS AND SERGEANTS	1,652	3.4 %	37.5	\$36.88	1,126	68.2 %
U11 - INSTITUTIONAL	1,492	3.1 %	45.1	\$23.45	609	40.8 %
W22 - HUMAN SERVICES	10,253	21.3 %	44.2	\$30.99	6,299	61.4 %
W41 - ADMINISTRATIVE SUPPORT	5,457	11.3 %	46.0	\$24.60	2,809	51.5 %
Y23 - BUSINESS & ADMINISTRATION	6,409	13.3 %	45.9	\$37.24	4,472	69.8 %
Y51 - SUPERVISORY	4,835	10.0 %	48.3	\$39.91	4,181	86.5 %
Y52 - NONCAREER	108	0.2 %	24.9	\$16.88	0	0.0 %
Y98 - MANAGERIAL	2,631	5.5 %	50.1	\$57.67	2,233	84.9 %
Y99 - CONFIDENTIAL	1,514	3.1 %	46.6	\$33.58	968	63.9 %
<b>STATEWIDE TOTAL</b>	<b>48,140</b>	<b>100.0 %</b>	<b>44.8</b>	<b>\$32.61</b>	<b>29,887</b>	<b>62.1 %</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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: June 25, 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	
<b>A02 SAFETY &amp; REGULATORY</b>	1,386	715	52 %	445	32 %	10	1 %	0	0 %	1,236	89 %	8	1 %
<b>A31 LABOR AND TRADES</b>	1,695	814	48 %	635	37 %	10	1 %	0	0 %	1,522	90 %	4	0 %
<b>C12 SECURITY</b>	5,145	3,086	60 %	1,660	32 %	4	0 %	0	0 %	4,861	94 %	15	0 %
<b>E42 HUMAN SERVICES SUPPORT</b>	858	407	47 %	329	38 %	3	0 %	0	0 %	792	92 %	5	1 %
<b>H21 SCIENTIFIC &amp; ENGINEERING</b>	2,371	932	39 %	1,086	46 %	14	1 %	0	0 %	2,184	92 %	14	1 %
<b>L32 TECHNICAL</b>	849	365	43 %	374	44 %	8	1 %	0	0 %	779	92 %	6	1 %
<b>T01 TROOPERS AND SERGEANTS</b>	1,652	402	24 %	211	13 %	9	1 %	929	56 %	1,584	96 %	5	0 %
<b>U11 INSTITUTIONAL</b>	1,488	733	49 %	575	39 %	3	0 %	0	0 %	1,342	90 %	6	0 %
<b>W22 HUMAN SERVICES</b>	10,167	4,361	43 %	4,766	47 %	40	0 %	0	0 %	9,536	94 %	27	0 %
<b>W41 ADMINISTRATIVE SUPPORT</b>	5,288	1,873	35 %	2,717	51 %	23	0 %	0	0 %	4,822	91 %	15	0 %
<b>Y23 BUSINESS &amp; ADMINISTRATION</b>	6,404	2,078	32 %	3,502	55 %	42	1 %	0	0 %	5,895	92 %	20	0 %
<b>Y51 SUPERVISORY</b>	4,835	2,116	44 %	2,305	48 %	26	1 %	0	0 %	4,597	95 %	15	0 %
<b>Y98 MANAGERIAL</b>	2,631	995	38 %	1,380	52 %	23	1 %	0	0 %	2,498	95 %	3	0 %
<b>Y99 CONFIDENTIAL</b>	1,499	431	29 %	835	56 %	8	1 %	0	0 %	1,352	90 %	7	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,268</b>	<b>19,308</b>	<b>42 %</b>	<b>20,820</b>	<b>45 %</b>	<b>223</b>	<b>0 %</b>	<b>929</b>	<b>2 %</b>	<b>43,000</b>	<b>93 %</b>	<b>150</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

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

**Pay End Date: June 25, 2022**

			Vision Insurance		Disability Insurance				Life Insurance						
			Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
Bargaining Unit Code/Name															
A02	SAFETY & REGULATORY	1,386	1,249	90 %	1,070	77 %	62	4 %	1,310	95 %	64	5 %	48	3 %	
A31	LABOR AND TRADES	1,695	1,543	91 %	1,399	83 %	2	0 %	1,632	96 %	57	3 %	5	0 %	
C12	SECURITY	5,145	4,893	95 %	4,557	89 %	0	0 %	4,884	95 %	217	4 %	0	0 %	
E42	HUMAN SERVICES SUPPORT	858	801	93 %	571	67 %	0	0 %	804	94 %	53	6 %	0	0 %	
H21	SCIENTIFIC & ENGINEERING	2,371	2,211	93 %	1,770	75 %	36	2 %	2,199	93 %	166	7 %	12	1 %	
L32	TECHNICAL	849	792	93 %	643	76 %	23	3 %	795	94 %	50	6 %	5	1 %	
T01	TROOPERS AND SERGEANTS	1,652	1,601	97 %	1,644	100 %	780	47 %	1,587	96 %	49	3 %	687	42 %	
U11	INSTITUTIONAL	1,488	1,346	90 %	1,170	79 %	2	0 %	1,429	96 %	52	3 %	0	0 %	
W22	HUMAN SERVICES	10,167	9,574	94 %	8,474	83 %	0	0 %	9,627	95 %	509	5 %	0	0 %	
W41	ADMINISTRATIVE SUPPORT	5,288	4,866	92 %	4,039	76 %	99	2 %	4,989	94 %	276	5 %	37	1 %	
Y23	BUSINESS & ADMINISTRATION	6,404	5,947	93 %	4,977	78 %	116	2 %	6,042	94 %	343	5 %	57	1 %	
Y51	SUPERVISORY	4,835	4,615	95 %	4,418	91 %	142	3 %	4,655	96 %	168	3 %	102	2 %	
Y98	MANAGERIAL	2,631	2,507	95 %	2,273	86 %	87	3 %	2,528	96 %	99	4 %	79	3 %	
Y99	CONFIDENTIAL	1,499	1,369	91 %	1,216	81 %	15	1 %	1,435	96 %	60	4 %	6	0 %	
STATEWIDE TOTALS:			46,268	43,314	94 %	38,221	83 %	1,364	3 %	43,916	95 %	2,163	5 %	1,038	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**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
**Pay End Date: June 25, 2022**

Table 5-9

**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	486	25	11	0	0	248	16	0	0	1	50	351
ATTORNEY GENERAL	540	43	1	0	0	0	0	0	0	0	92	136
AUDITOR GENERAL	163	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	76	0	0	0	0	0	0	0	0	28	12	40
CIVIL SERVICE COMMISSION	435	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	10,468	9	433	4,932	0	2	79	0	330	2,086	791	8,662
EDUCATION	508	0	1	0	2	0	5	0	15	171	60	254
ENVIRONMENT, GREAT LAKES & ENERGY	1,316	9	0	0	0	816	50	0	0	1	131	1,007
EXECUTIVE OFFICE	74	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	342	0	0	0	0	0	0	0	0	0	34	34
LABOR & ECONOMIC OPPORTUNITY	2,604	82	18	0	829	59	11	0	20	363	320	1,702
LICENSING & REGULATORY AFFAIRS	1,601	213	7	0	0	64	0	0	0	275	292	851
MDHHS - COMMUNITY HEALTH	3,660	43	63	213	0	144	40	0	820	432	382	2,137
MDHHS - HUMAN SERVICES	10,359	155	18	0	27	2	1	0	56	6,745	1,005	8,009
MILITARY & VETERAN AFFAIRS	790	23	191	0	0	35	17	0	240	43	67	616
NATURAL RESOURCES	3,112	578	1,336	0	0	257	172	0	5	103	186	2,637
STATE	1,355	15	12	0	0	0	1	0	0	0	872	900
STATE POLICE	2,996	144	11	0	0	138	72	1,652	6	2	241	2,266
TECHNOLOGY, MANAGEMENT & BUDGET	2,859	0	247	0	0	39	63	0	0	0	240	589
TRANSPORTATION	2,778	56	633	0	0	570	494	0	0	3	220	1,976
TREASURY	1,618	6	5	0	0	1	1	0	0	0	462	475
<b>Grand Total:</b>	<b>48,140</b>	<b>1,401</b>	<b>2,988</b>	<b>5,145</b>	<b>858</b>	<b>2,375</b>	<b>1,022</b>	<b>1,652</b>	<b>1,492</b>	<b>10,253</b>	<b>5,457</b>	<b>32,643</b>

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

Source: Michigan Civil Service Commission HWF05

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
**Pay End Date: June 25, 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	486	51	7	28	3	0	46	135
ATTORNEY GENERAL	540	17	47	331	5	0	4	404
AUDITOR GENERAL	163	2	90	44	8	0	18	162
CIVIL RIGHTS	76	2	16	15	0	0	3	36
CIVIL SERVICE COMMISSION	435	0	366	61	3	0	5	435
CORRECTIONS	10,468	270	106	123	6	0	1,301	1,806
EDUCATION	508	132	20	51	5	0	46	254
ENVIRONMENT, GREAT LAKES & ENERGY	1,316	89	16	73	6	0	125	309
EXECUTIVE OFFICE	74	0	74	0	0	0	0	74
INSURANCE AND FINANCIAL SERV	342	180	28	34	2	0	64	308
LABOR & ECONOMIC OPPORTUNITY	2,604	513	44	205	9	0	131	902
LICENSING & REGULATORY AFFAIRS	1,601	468	53	178	4	0	47	750
MDHHS - COMMUNITY HEALTH	3,660	747	107	290	5	0	374	1,523
MDHHS - HUMAN SERVICES	10,359	737	177	213	1	0	1,222	2,350
MILITARY & VETERAN AFFAIRS	790	53	12	37	1	0	71	174
NATURAL RESOURCES	3,112	130	20	84	4	0	237	475
STATE	1,355	126	47	59	0	0	223	455
STATE POLICE	2,996	294	42	148	8	0	238	730
TECHNOLOGY, MANAGEMENT & BUDGET	2,859	1,595	106	330	17	0	222	2,270
TRANSPORTATION	2,778	255	90	142	4	0	311	802
TREASURY	1,618	748	46	185	17	0	147	1,143
<b>Grand Total:</b>	<b>48,140</b>	<b>6,409</b>	<b>1,514</b>	<b>2,631</b>	<b>108</b>	<b>0</b>	<b>4,835</b>	<b>15,497</b>

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

Source: Michigan Civil Service Commission HWF06

## **GLOSSARY**

## GLOSSARY

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



## Union Codes

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

## Unit Codes

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

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

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

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

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

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

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

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

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

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

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