

ANNUAL WORKFORCE REPORT

Second 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

Second Quarter FY 2021-22

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.1
Average Annual Salary ¹	\$68,319
Average Years of Service	11.7

WORK FORCE CHARACTERISTICS

Females	54.9%
Males	45.1%
Eligible for Longevity	64.3%
Less than Six Years of Service	34.6%
Six to Ten Years of Service	19.2%
Over Ten Years of Service	46.1%
Exclusively Represented for Collective Bargaining	67.0%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native	1.0%
Asian	1.8%
Black or African American	18.0%
Hispanic or Latino	3.0%
Native Hawaiian or Other Pacific Islander	0.03%
Two or More Races	0.9%
White	75.2%

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

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

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

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

Pay End Date: March 19, 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	455.0	0.0	2.0	6.0	0.0	17.0	1.0	481.0	0.0	481.0
AGRICULTURE AND RURAL DVLPMNT		455.0	0.0	2.0	6.0	0.0	17.0	1.0	481.0	0.0	481.0
ATY GNRL CENTRAL OFFICE	1101	505.0	1.0	0.0	20.0	0.0	0.0	0.0	526.0	0.0	526.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
ATTORNEY GENERAL		514.0	1.0	0.0	21.0	0.0	0.0	0.0	536.0	0.0	536.0
LEGISLATIVE AUDITOR GENERAL	0301	125.0	8.0	0.0	17.0	0.0	6.0	0.0	156.0	0.0	156.0
AUDITOR GENERAL		125.0	8.0	0.0	17.0	0.0	6.0	0.0	156.0	0.0	156.0
CIV RGHT CENTRAL OFFICE	1501	75.0	0.0	0.0	2.0	0.0	0.0	0.0	77.0	0.0	77.0
CIVIL RIGHTS		75.0	0.0	0.0	2.0	0.0	0.0	0.0	77.0	0.0	77.0
CIVIL SERVICE COMMISSION	1901	425.0	0.0	1.0	6.0	0.0	9.0	0.0	441.0	0.0	441.0
CIVIL SERVICE COMMISSION		425.0	0.0	1.0	6.0	0.0	9.0	0.0	441.0	0.0	441.0
DETROIT DETENTION CENTER	4754	62.0	0.0	0.0	0.0	0.0	0.0	0.0	62.0	0.0	62.0
DOC-ADRIAN/GUS HARRISON FAC	4729	391.0	0.0	1.0	1.0	0.0	0.0	3.0	396.0	0.0	396.0
DOC-ALGER MAX SECURITY CORRECT	4735	217.0	0.0	0.0	1.0	0.0	0.0	0.0	218.0	0.0	218.0
DOC-BARAGA FACILITY	4740	233.0	0.0	0.0	1.0	0.0	0.0	3.0	237.0	0.0	237.0
DOC-BELLAMY CREEK FACILITY	4748	338.0	0.0	0.0	1.0	0.0	0.0	0.0	339.0	0.0	339.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	254.0	0.0	0.0	0.0	0.0	0.0	1.0	255.0	0.0	255.0
DOC-CARSON CITY FAC/CARSON CIT	4731	388.0	0.0	0.0	1.0	0.0	1.0	0.0	390.0	0.0	390.0
DOC-CENTRAL MICHIGAN FACILITY	4744	384.0	0.0	0.0	1.0	0.0	0.0	0.0	385.0	0.0	385.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	393.0	1.0	0.0	0.0	0.0	0.0	7.0	401.0	0.0	401.0
DOC-COOPER STREET FACILITY	4752	258.0	0.0	0.0	1.0	0.0	0.0	2.0	261.0	0.0	261.0
DOC-CORRECTN CENTRAL OFFICE	4702	552.0	0.0	0.0	21.0	0.0	10.0	0.0	583.0	0.0	583.0
DOC-COTTON FACILITY	4720	348.0	0.0	0.0	1.0	0.0	0.0	1.0	350.0	0.0	350.0
DOC-EGELER FACILITY	4727	492.0	0.0	0.0	1.0	0.0	0.0	1.0	494.0	0.0	494.0
DOC-FIELD OPERATION REGION III	4763	711.0	7.0	0.0	2.0	0.0	0.0	0.0	720.0	0.0	720.0
DOC-FIELD OPERATIONS REGION I	4761	731.0	0.0	0.0	2.0	0.0	0.0	0.0	733.0	0.0	733.0
DOC-HANDLON MI TRAINING UNT	4705	264.0	0.0	0.0	1.0	0.0	0.0	0.0	265.0	0.0	265.0
DOC-HURON VALLEY CORR COMPLEX	4715	476.0	1.0	0.0	1.0	0.0	0.0	1.0	479.0	0.0	479.0
DOC-IONIA MAXIMUM FACILITY	4724	256.0	0.0	0.0	1.0	0.0	0.0	0.0	257.0	0.0	257.0
DOC-JACKSON CENTRAL REGION	4750	66.0	0.0	0.0	0.0	0.0	0.0	0.0	66.0	0.0	66.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	235.0	0.0	0.0	1.0	0.0	1.0	2.0	239.0	0.0	239.0
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

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: March 19, 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	333.0	2.0	0.0	1.0	0.0	0.0	4.0	340.0	0.0	340.0
DOC-MARQUETTE BRANCH PRISON	4706	257.0	1.0	0.0	1.0	0.0	0.0	2.0	261.0	0.0	261.0
DOC-MAXEY CORRECTIONAL	4749	310.0	0.0	0.0	1.0	0.0	0.0	1.0	312.0	0.0	312.0
DOC-MICHIGAN REFORMATORY	4707	261.0	0.0	0.0	1.0	0.0	1.0	3.0	266.0	0.0	266.0
DOC-MICHIGAN STATE INDUSTRIES	4709	41.0	0.0	0.0	0.0	0.0	0.0	0.0	41.0	0.0	41.0
DOC-MUSKEGON FACILITY	4704	221.0	0.0	0.0	1.0	0.0	0.0	1.0	223.0	0.0	223.0
DOC-NEWBERRY FACILITY	4743	173.0	0.0	2.0	1.0	0.0	0.0	0.0	176.0	0.0	176.0
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	267.0	0.0	0.0	1.0	0.0	0.0	1.0	269.0	0.5	268.5
DOC-SAGINAW FACILITY	4742	287.0	0.0	0.0	1.0	0.0	2.0	2.0	292.0	0.0	292.0
DOC-ST. LOUIS FACILITY	4733	317.0	0.0	0.0	0.0	0.0	0.0	3.0	320.0	0.0	320.0
DOC-THUMB FACILITY	4725	287.0	0.0	0.0	1.0	0.0	2.0	0.0	290.0	0.0	290.0
NTHRN REGION ADMIN AND SUPPORT	4714	25.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0
SOUTHERN REGION - IONIA	4711	25.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0
CORRECTIONS		10,425.0	13.0	3.0	49.0	0.0	17.0	40.0	10,547.0	0.5	10,546.5
EDUCATION	3103	438.0	3.0	3.0	17.0	33.0	12.0	0.0	506.0	0.0	506.0
EDUCATION		438.0	3.0	3.0	17.0	33.0	12.0	0.0	506.0	0.0	506.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,252.0	2.0	10.0	24.0	0.0	21.0	0.0	1,309.0	0.0	1,309.0
ENVIRONMENT, GREAT LAKES & ENERGY		1,252.0	2.0	10.0	24.0	0.0	21.0	0.0	1,309.0	0.0	1,309.0
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	69.0	0.0	3.0	0.0	72.0	0.0	72.0
EXECUTIVE OFFICE		0.0	0.0	0.0	69.0	0.0	3.0	0.0	72.0	0.0	72.0
DEPT OF INS AND FIN SERVICE	6501	309.0	2.0	0.0	23.0	0.0	3.0	0.0	337.0	0.0	337.0
INSURANCE AND FINANCIAL SERV		309.0	2.0	0.0	23.0	0.0	3.0	0.0	337.0	0.0	337.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,687.0	1.0	0.0	496.0	34.0	6.0	0.0	2,224.0	0.0	2,224.0
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	102.0	0.0	0.0	3.0	0.0	1.0	0.0	106.0	0.0	106.0
LEO - MSHDA	1803	229.0	2.0	2.0	68.0	0.0	4.0	0.0	305.0	0.0	305.0
LABOR & ECONOMIC OPPORTUNITY		2,025.0	3.0	2.0	569.0	34.0	11.0	0.0	2,644.0	0.0	2,644.0
LICENSING & REGULATORY AFFAIRS	6401	1,505.0	2.0	13.0	31.0	0.0	10.0	0.0	1,561.0	0.0	1,561.0
LICENSING & REGULATORY AFFAIRS		1,505.0	2.0	13.0	31.0	0.0	10.0	0.0	1,561.0	0.0	1,561.0
MDHHS-CARO CENTER	3902	329.0	0.0	2.0	54.0	0.0	0.0	7.0	392.0	0.0	392.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,604.0	0.0	3.0	44.0	0.0	2.0	0.0	1,653.0	0.0	1,653.0

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
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WITH DEPARTMENT AND PROCESS LEVEL DETAIL

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MDHHS-CTR FORENSIC PSYCHIATRY	3920	542.0	1.0	0.0	3.0	0.0	6.0	8.0	560.0	0.0	560.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	212.0	0.0	0.0	5.0	0.0	2.0	2.0	221.0	0.0	221.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	406.0	0.0	0.0	9.0	0.0	0.0	12.0	427.0	0.0	427.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	53.0	0.0	0.0	0.0	0.0	0.0	0.0	53.0	0.0	53.0
MDHHS-WALTER P.REUTHER PSY HS	3945	366.0	1.0	15.0	3.0	0.0	3.0	1.0	389.0	0.0	389.0
MDHHS - COMMUNITY HEALTH		3,512.0	2.0	20.0	118.0	0.0	13.0	30.0	3,695.0	0.0	3,695.0
MDHHS-BERRIEN COUNTY	4322	131.0	0.0	0.0	3.0	0.0	0.0	0.0	134.0	0.0	134.0
MDHHS-CALHOUN COUNTY	4323	143.0	0.0	0.0	4.0	0.0	0.0	0.0	147.0	0.0	147.0
MDHHS-COUNTIES	4308	2,589.0	0.0	0.0	56.0	6.0	0.0	0.0	2,651.0	0.0	2,651.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,378.0	1.0	3.0	111.0	1.0	9.0	0.0	2,503.0	0.0	2,503.0
MDHHS-GENESEE COUNTY	4302	408.0	0.0	0.0	24.0	0.0	0.0	0.0	432.0	0.0	432.0
MDHHS-INGHAM COUNTY	4312	225.0	0.0	0.0	17.0	0.0	0.0	0.0	242.0	0.0	242.0
MDHHS-INSTITUTIONS	4307	44.0	0.0	22.0	5.0	0.0	0.0	1.0	72.0	0.0	72.0
MDHHS-JACKSON COUNTY	4315	146.0	0.0	0.0	17.0	0.0	0.0	0.0	163.0	0.0	163.0
MDHHS-KALAMAZOO COUNTY	4314	212.0	0.0	0.0	5.0	0.0	0.0	0.0	217.0	0.0	217.0
MDHHS-KENT COUNTY	4303	407.0	0.0	0.0	3.0	4.0	0.0	0.0	414.0	0.0	414.0
MDHHS-MACOMB COUNTY	4304	446.0	0.0	0.0	2.0	0.0	0.0	0.0	448.0	5.0	443.0
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	437.0	0.0	0.0	55.0	0.0	0.0	0.0	492.0	0.0	492.0
MDHHS-SAGINAW COUNTY	4313	170.0	0.0	0.0	2.0	0.0	0.0	1.0	173.0	0.0	173.0
MDHHS-WASHTENAW	4325	137.0	0.0	0.0	5.0	0.0	0.0	0.0	142.0	0.0	142.0
MDHHS-WAYNE COUNTY DSS	4306	86.0	0.0	0.0	2.0	0.0	0.0	0.0	88.0	0.0	88.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	573.0	0.0	0.0	8.0	0.0	0.0	0.0	581.0	0.0	581.0
MDHHS-WAYNE COUNTY ZONE 3	4318	473.0	0.0	0.0	9.0	0.0	0.0	0.0	482.0	0.0	482.0
MDHHS-WAYNE COUNTY ZONE 4	4319	397.0	0.0	0.0	3.0	0.0	0.0	0.0	400.0	0.0	400.0
MDHHS-WAYNE COUNTY ZONE L	4316	329.0	0.0	0.0	9.0	0.0	0.0	0.0	338.0	0.0	338.0
MDHHS - HUMAN SERVICES		9,942.0	1.0	25.0	344.0	11.0	9.0	2.0	10,334.0	5.0	10,329.0
MICHIGAN VETERAN HOMES	5105	334.0	11.0	9.0	5.0	1.0	1.0	0.0	361.0	0.5	360.5
MIL AFFR CENTRAL OFFICE	5101	375.0	2.0	24.0	10.0	1.0	12.0	0.0	424.0	0.0	424.0
MILITARY & VETERAN AFFAIRS		709.0	13.0	33.0	15.0	2.0	13.0	0.0	785.0	0.5	784.5
DNR-NATURAL RESOURCES	7501	1,410.0	1.0	47.0	19.0	149.0	132.0	1.0	1,759.0	0.0	1,759.0
NATURAL RESOURCES		1,410.0	1.0	47.0	19.0	149.0	132.0	1.0	1,759.0	0.0	1,759.0
DEPARTMENT OF STATE	2301	1,281.0	0.0	26.0	21.0	0.0	0.0	1.0	1,329.0	0.0	1,329.0

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STATE		1,281.0	0.0	26.0	21.0	0.0	0.0	1.0	1,329.0	0.0	1,329.0
STATE POLICE	5501	2,893.0	6.0	4.0	73.0	0.0	13.0	3.0	2,992.0	0.0	2,992.0
STATE POLICE		2,893.0	6.0	4.0	73.0	0.0	13.0	3.0	2,992.0	0.0	2,992.0
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,690.0	0.0	0.0	32.0	0.0	12.0	0.0	1,734.0	0.0	1,734.0
TECH, MGMT AND BUDGET - MB	0701	1,046.0	3.0	3.0	34.0	0.0	21.0	0.0	1,107.0	0.0	1,107.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,736.0	3.0	3.0	67.0	0.0	33.0	0.0	2,842.0	0.0	2,842.0
BRIDGE AUTHORITIES-INTERNATION	5903	27.0	0.0	1.0	0.0	0.0	9.0	0.0	37.0	0.0	37.0
BRIDGE AUTHORITIES-MACKINAC	5902	41.0	0.0	23.0	0.0	0.0	0.0	1.0	65.0	0.0	65.0
TRANSPORTATION CENTRAL OFFICE	5901	2,388.0	1.0	13.0	140.0	7.0	61.0	8.0	2,618.0	0.5	2,617.5
TRANSPORTATION		2,456.0	1.0	37.0	140.0	7.0	70.0	9.0	2,720.0	0.5	2,719.5
BUREAU OF STATE LOTTERY	2795	171.0	0.0	0.0	1.0	0.0	20.0	0.0	192.0	0.0	192.0
GAMING CONTROL	2707	138.0	0.0	3.0	5.0	1.0	3.0	0.0	150.0	0.0	150.0
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	1,218.0	0.0	1.0	41.0	0.0	15.0	0.0	1,275.0	0.0	1,275.0
TREASURY		1,530.0	0.0	4.0	47.0	1.0	38.0	0.0	1,620.0	0.0	1,620.0
STATEWIDE TOTAL		44,017.0	61.0	233.0	1,678.0	237.0	430.0	87.0	46,743.0	6.5	46,736.5

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. 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 3/19/2022 (B)	FTE Positions 12/25/2021 (C)	Difference 3/19/2022 and 12/25/2021 (B-C)	Difference 3/19/2022 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	521.0	466.4	463.1	3.4	-54.6
Overtime	0.0	1.8	0.0	1.8	1.8
Total	521.0	468.2	463.1	5.2	-52.8
ATTORNEY GENERAL					
Regular	541.4	539.7	536.5	3.1	-1.7
Overtime	0.0	1.1	0.3	0.7	1.1
Total	541.4	540.7	536.9	3.9	-0.7
AUDITOR GENERAL					
Regular	0.0	153.8	152.5	1.4	153.8
Overtime	0.0	0.1	0.0	0.1	0.1
Total	0.0	153.9	152.5	1.5	153.9
CIVIL RIGHTS					
Regular	109.0	82.5	85.0	-2.5	-26.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	109.0	82.5	85.0	-2.5	-26.5
CIVIL SERVICE COMMISSION					
Regular	459.0	430.5	429.4	1.1	-28.5
Overtime	0.0	0.9	2.4	-1.5	0.9
Total	459.0	431.4	431.9	-0.5	-27.6
CORRECTIONS					
Regular	13,484.4	10,396.8	10,930.0	-533.2	-3,087.6
Overtime	0.0	969.9	1,443.7	-473.8	969.9
Total	13,484.4	11,366.7	12,373.6	-1,006.9	-2,117.7

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

DEPARTMENT	FTE Positions Fiscal Year 2022 Appropriated (A)	FTE Positions 3/19/2022 (B)	FTE Positions 12/25/2021 (C)	Difference 3/19/2022 and 12/25/2021 (B-C)	Difference 3/19/2022 and Appropriated (B-A)
EDUCATION					
Regular	615.5	498.9	502.6	-3.7	-116.6
Overtime	0.0	0.4	0.1	0.3	0.4
Total	615.5	499.3	502.7	-3.4	-116.2
ENVIRON, GREAT LAKES & ENERGY					
Regular	1,461.0	1,284.1	1,267.9	16.2	-176.9
Overtime	0.0	2.5	3.0	-0.5	2.5
Total	1,461.0	1,286.6	1,270.9	15.7	-174.4
EXECUTIVE OFFICE					
Regular	79.2	88.9	85.4	3.5	9.7
Overtime	0.0	0.0	0.0	0.0	0.0
Total	79.2	88.9	85.4	3.5	9.7
INSURANCE AND FINANCIAL SERV					
Regular	372.5	337.6	326.3	11.3	-34.9
Overtime	0.0	0.2	0.3	-0.1	0.2
Total	372.5	337.8	326.6	11.2	-34.7
LABOR & ECONOMIC OPPORTUNITY					
Regular	2,553.4	2,677.6	2,710.5	-32.9	124.2
Overtime	0.0	158.8	82.2	76.5	158.8
Total	2,553.4	2,836.3	2,792.8	43.6	282.9
LICENSING AND REGULATORY AFF					
Regular	1,827.9	1,552.6	1,549.1	3.6	-275.3
Overtime	0.0	6.7	12.1	-5.4	6.7
Total	1,827.9	1,559.3	1,561.1	-1.8	-268.6
MDHHS - COMMUNITY HEALTH					
Regular	4,132.2	3,627.2	3,710.8	-83.7	-505.0
Overtime	0.0	197.4	322.8	-125.4	197.4
Total	4,132.2	3,824.6	4,033.6	-209.1	-307.6

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

DEPARTMENT	FTE Positions Fiscal Year 2022 Appropriated (A)	FTE Positions 3/19/2022 (B)	FTE Positions 12/25/2021 (C)	Difference 3/19/2022 and 12/25/2021 (B-C)	Difference 3/19/2022 and Appropriated (B-A)
MDHHS - HUMAN SERVICES					
Regular	11,449.3	10,233.4	10,287.1	-53.7	-1,215.9
Overtime	0.0	117.5	113.8	3.7	117.5
Total	11,449.3	10,350.9	10,400.9	-50.0	-1,098.4
MILITARY & VETERAN AFFAIRS					
Regular	1,054.5	775.2	785.9	-10.7	-279.3
Overtime	0.0	17.8	29.7	-11.9	17.8
Total	1,054.5	792.9	815.5	-22.6	-261.6
NATURAL RESOURCES					
Regular	2,354.9	1,657.1	1,577.4	79.7	-697.8
Overtime	0.0	10.2	9.0	1.2	10.2
Total	2,354.9	1,667.3	1,586.4	80.9	-687.6
STATE					
Regular	1,586.0	1,316.1	1,308.2	8.0	-269.9
Overtime	0.0	5.0	1.3	3.6	5.0
Total	1,586.0	1,321.1	1,309.5	11.6	-264.9
STATE POLICE					
Regular	3,692.0	2,940.4	2,934.0	6.4	-751.6
Overtime	0.0	181.3	271.8	-90.5	181.3
Total	3,692.0	3,121.6	3,205.8	-84.2	-570.4
TECH, MGMT AND BUDGET					
Regular	2,682.0	2,814.1	2,804.3	9.8	132.1
Overtime	0.0	22.3	21.3	1.0	22.3
Total	2,682.0	2,836.4	2,825.6	10.8	154.4
TRANSPORTATION					
Regular	2,936.3	2,679.9	2,689.5	-9.5	-256.4
Overtime	0.0	94.1	67.8	26.3	94.1
Total	2,936.3	2,774.0	2,757.3	16.7	-162.3

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

DEPARTMENT	FTE Positions Fiscal Year 2022 Appropriated (A)	FTE Positions 3/19/2022 (B)	FTE Positions 12/25/2021 (C)	Difference 3/19/2022 and 12/25/2021 (B-C)	Difference 3/19/2022 and Appropriated (B-A)
TREASURY					
Regular	1,924.5	1,596.9	1,586.0	11.0	-327.6
Overtime	0.0	6.9	10.0	-3.1	6.9
Total	1,924.5	1,603.8	1,596.0	7.8	-320.7
STATEWIDE TOTALS					
Total Regular	53,836.0	46,149.6	46,721.2	-571.6	-7,686.4
Total Overtime	0.0	1,794.6	2,391.8	-597.1	1,794.6
Grand Total	53,836.0	47,944.2	49,112.9	-1,168.7	-5,891.8

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	December 25, 2021		March 19, 2022	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	476.0	1.0 %	481.0	1.0 %
ATTORNEY GENERAL	535.0	1.1 %	536.0	1.1 %
AUDITOR GENERAL	151.0	0.3 %	156.0	0.3 %
CIVIL RIGHTS	81.0	0.2 %	77.0	0.2 %
CIVIL SERVICE COMMISSION	435.0	0.9 %	441.0	0.9 %
CORRECTIONS	10,644.5	22.7 %	10,546.5	22.6 %
EDUCATION	508.0	1.1 %	506.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,287.0	2.7 %	1,309.0	2.8 %
EXECUTIVE OFFICE	68.0	0.1 %	72.0	0.2 %
INSURANCE AND FINANCIAL SERV	329.0	0.7 %	337.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,695.0	5.7 %	2,644.0	5.7 %
LICENSING & REGULATORY AFFAIRS	1,558.0	3.3 %	1,561.0	3.3 %
MDHHS-COMMUNITY HEALTH	3,743.0	8.0 %	3,695.0	7.9 %
MDHHS-HUMAN SERVICES	10,392.5	22.2 %	10,329.0	22.1 %
MILITARY & VETERAN AFFAIRS	786.5	1.7 %	784.5	1.7 %
NATURAL RESOURCES	1,699.0	3.6 %	1,759.0	3.8 %
STATE	1,327.0	2.8 %	1,329.0	2.8 %
STATE POLICE	2,978.0	6.4 %	2,992.0	6.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,831.0	6.0 %	2,842.0	6.1 %
TRANSPORTATION	2,750.5	5.9 %	2,719.5	5.8 %
TREASURY	1,607.0	3.4 %	1,620.0	3.5 %
TOTAL:	46,882.0	100.0 %	46,736.5	100.0 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to 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 decreased by 146 from December 25, 2021 to March 19, 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: March 19, 2022

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	13	465.5
ATTORNEY GENERAL	13	531.5
AUDITOR GENERAL	13	149.3
CIVIL RIGHTS	13	80.5
CIVIL SERVICE COMMISSION	13	428.2
CORRECTIONS	13	10,646.4
EDUCATION	13	494.5
ENVIRONMENT, GREAT LAKES & ENERGY	13	1,273.2
EXECUTIVE OFFICE	13	69.2
INSURANCE AND FINANCIAL SERV	13	327.2
LABOR & ECONOMIC OPPORTUNITY	13	2,665.2
LICENSING & REGULATORY AFFAIRS	13	1,548.1
MDHHS-COMMUNITY HEALTH	13	3,703.0
MDHHS-HUMAN SERVICES	13	10,348.3
MILITARY & VETERAN AFFAIRS	13	783.7
NATURAL RESOURCES	13	1,629.2
STATE	13	1,319.7
STATE POLICE	13	2,971.8
TECHNOLOGY, MANAGEMENT & BUDGET	13	2,807.5
TRANSPORTATION	13	2,622.8
TREASURY	13	1,576.3
	Sum:	46,441.1

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, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 85.1 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

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN

Table 2-1

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

Pay End Date: March 19, 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	481	1.0 %	45.1	\$35.19	301	62.6 %
ATTORNEY GENERAL	536	1.1 %	47.1	\$46.36	304	56.7 %
AUDITOR GENERAL	156	0.3 %	40.2	\$43.55	97	62.2 %
CIVIL RIGHTS	77	0.2 %	48.6	\$36.77	65	84.4 %
CIVIL SERVICE COMMISSION	441	0.9 %	44.6	\$36.02	296	67.1 %
CORRECTIONS	10,547	22.6 %	44.3	\$29.81	7,090	67.2 %
EDUCATION	506	1.1 %	49.9	\$39.93	326	64.4 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,309	2.8 %	45.1	\$36.68	807	61.7 %
EXECUTIVE OFFICE	72	0.2 %	35.6	\$39.04	7	9.7 %
INSURANCE AND FINANCIAL SERV	337	0.7 %	43.0	\$38.93	202	59.9 %
LABOR & ECONOMIC OPPORTUNITY	2,644	5.7 %	47.9	\$32.75	1,498	56.7 %
LICENSING & REGULATORY AFFAIRS	1,561	3.3 %	47.0	\$37.30	1,032	66.1 %
MDHHS - COMMUNITY HEALTH	3,695	7.9 %	46.2	\$33.72	2,055	55.6 %
MDHHS - HUMAN SERVICES	10,334	22.1 %	44.4	\$30.49	6,773	65.5 %
MILITARY & VETERAN AFFAIRS	785	1.7 %	47.0	\$29.12	402	51.2 %
NATURAL RESOURCES	1,759	3.8 %	44.0	\$31.20	1,173	66.7 %
STATE	1,329	2.8 %	44.6	\$28.08	756	56.9 %
STATE POLICE	2,992	6.4 %	40.3	\$34.80	1,986	66.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,842	6.1 %	47.8	\$38.84	1,984	69.8 %
TRANSPORTATION	2,720	5.8 %	46.9	\$33.77	1,790	65.8 %
TREASURY	1,620	3.5 %	46.7	\$35.58	1,089	67.2 %
STATEWIDE TOTALS:	46,743	100.0 %	45.1	\$32.72	30,033	64.3 %

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. 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: March 19, 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	464	178	38 %	229	49 %	5	1 %	0	0 %	438	94 %	1	0 %
ATTORNEY GENERAL	536	211	39 %	261	49 %	4	1 %	0	0 %	503	94 %	3	1 %
AUDITOR GENERAL	150	58	39 %	77	51 %	4	3 %	0	0 %	141	94 %	0	0 %
CIVIL RIGHTS	77	29	38 %	41	53 %	2	3 %	0	0 %	75	97 %	0	0 %
CIVIL SERVICE COMMISSION	432	87	20 %	286	66 %	2	0 %	0	0 %	396	92 %	0	0 %
CORRECTIONS	10,530	5,550	53 %	4,000	38 %	25	0 %	0	0 %	9,853	94 %	29	0 %
EDUCATION	494	189	38 %	228	46 %	4	1 %	0	0 %	453	92 %	3	1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,288	455	35 %	644	50 %	7	1 %	0	0 %	1,174	91 %	8	1 %
EXECUTIVE OFFICE	69	38	55 %	16	23 %	0	0 %	0	0 %	55	80 %	1	1 %
INSURANCE AND FINANCIAL SERV	334	105	31 %	184	55 %	3	1 %	0	0 %	308	92 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,633	1,062	40 %	1,257	48 %	16	1 %	0	0 %	2,448	93 %	11	0 %
LICENSING & REGULATORY AFFAIRS	1,551	558	36 %	807	52 %	1	0 %	0	0 %	1,437	93 %	7	0 %
MDHHS - COMMUNITY HEALTH	3,682	1,547	42 %	1,728	47 %	13	0 %	0	0 %	3,417	93 %	15	0 %
MDHHS - HUMAN SERVICES	10,325	4,049	39 %	5,281	51 %	36	0 %	0	0 %	9,708	94 %	18	0 %
MILITARY & VETERAN AFFAIRS	772	332	43 %	292	38 %	8	1 %	0	0 %	692	90 %	0	0 %
NATURAL RESOURCES	1,627	855	53 %	569	35 %	18	1 %	0	0 %	1,502	92 %	7	0 %
STATE	1,329	550	41 %	624	47 %	7	1 %	0	0 %	1,231	93 %	3	0 %
STATE POLICE	2,979	1,009	34 %	758	25 %	21	1 %	929	31 %	2,810	94 %	10	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,809	876	31 %	1,600	57 %	18	1 %	0	0 %	2,592	92 %	6	0 %
TRANSPORTATION	2,650	1,087	41 %	1,225	46 %	21	1 %	0	0 %	2,437	92 %	13	0 %
TREASURY	1,582	477	30 %	917	58 %	12	1 %	0	0 %	1,478	93 %	5	0 %
STATEWIDE TOTALS:	46,313	19,302	42 %	21,024	45 %	227	0 %	929	2 %	43,148	93 %	142	0 %

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

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES

Table 2-4

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: March 19, 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	464	439	95 %	365	79 %	0	0 %	443	95 %	20	4 %	0	0 %
ATTORNEY GENERAL	536	506	94 %	376	70 %	0	0 %	509	95 %	27	5 %	0	0 %
AUDITOR GENERAL	150	144	96 %	126	84 %	0	0 %	133	89 %	16	11 %	0	0 %
CIVIL RIGHTS	77	75	97 %	62	81 %	0	0 %	75	97 %	2	3 %	0	0 %
CIVIL SERVICE COMMISSION	432	399	92 %	393	91 %	0	0 %	421	97 %	11	3 %	0	0 %
CORRECTIONS	10,530	9,901	94 %	9,422	89 %	0	0 %	10,062	96 %	401	4 %	0	0 %
EDUCATION	494	462	94 %	350	71 %	0	0 %	468	95 %	26	5 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,288	1,190	92 %	985	76 %	0	0 %	1,200	93 %	86	7 %	0	0 %
EXECUTIVE OFFICE	69	56	81 %	22	32 %	0	0 %	64	93 %	5	7 %	0	0 %
INSURANCE AND FINANCIAL SERV	334	313	94 %	248	74 %	0	0 %	318	95 %	16	5 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,633	2,470	94 %	1,981	75 %	0	0 %	2,474	94 %	152	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,551	1,448	93 %	1,260	81 %	0	0 %	1,469	95 %	76	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,682	3,432	93 %	3,029	82 %	0	0 %	3,486	95 %	184	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,325	9,741	94 %	8,714	84 %	0	0 %	9,828	95 %	475	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	772	698	90 %	524	68 %	0	0 %	732	95 %	29	4 %	0	0 %
NATURAL RESOURCES	1,627	1,511	93 %	1,293	79 %	0	0 %	1,538	95 %	87	5 %	0	0 %
STATE	1,329	1,242	93 %	1,012	76 %	0	0 %	1,250	94 %	74	6 %	0	0 %
STATE POLICE	2,979	2,841	95 %	2,684	90 %	1,356	46 %	2,838	95 %	113	4 %	1,044	35 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,809	2,602	93 %	2,126	76 %	19	1 %	2,654	94 %	140	5 %	14	0 %
TRANSPORTATION	2,650	2,480	94 %	2,239	84 %	0	0 %	2,507	95 %	135	5 %	0	0 %
TREASURY	1,582	1,497	95 %	1,260	80 %	0	0 %	1,497	95 %	81	5 %	0	0 %
STATEWIDE TOTALS:	46,313	43,447	94 %	38,471	83 %	1,375	3 %	43,966	95 %	2,156	5 %	1,058	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

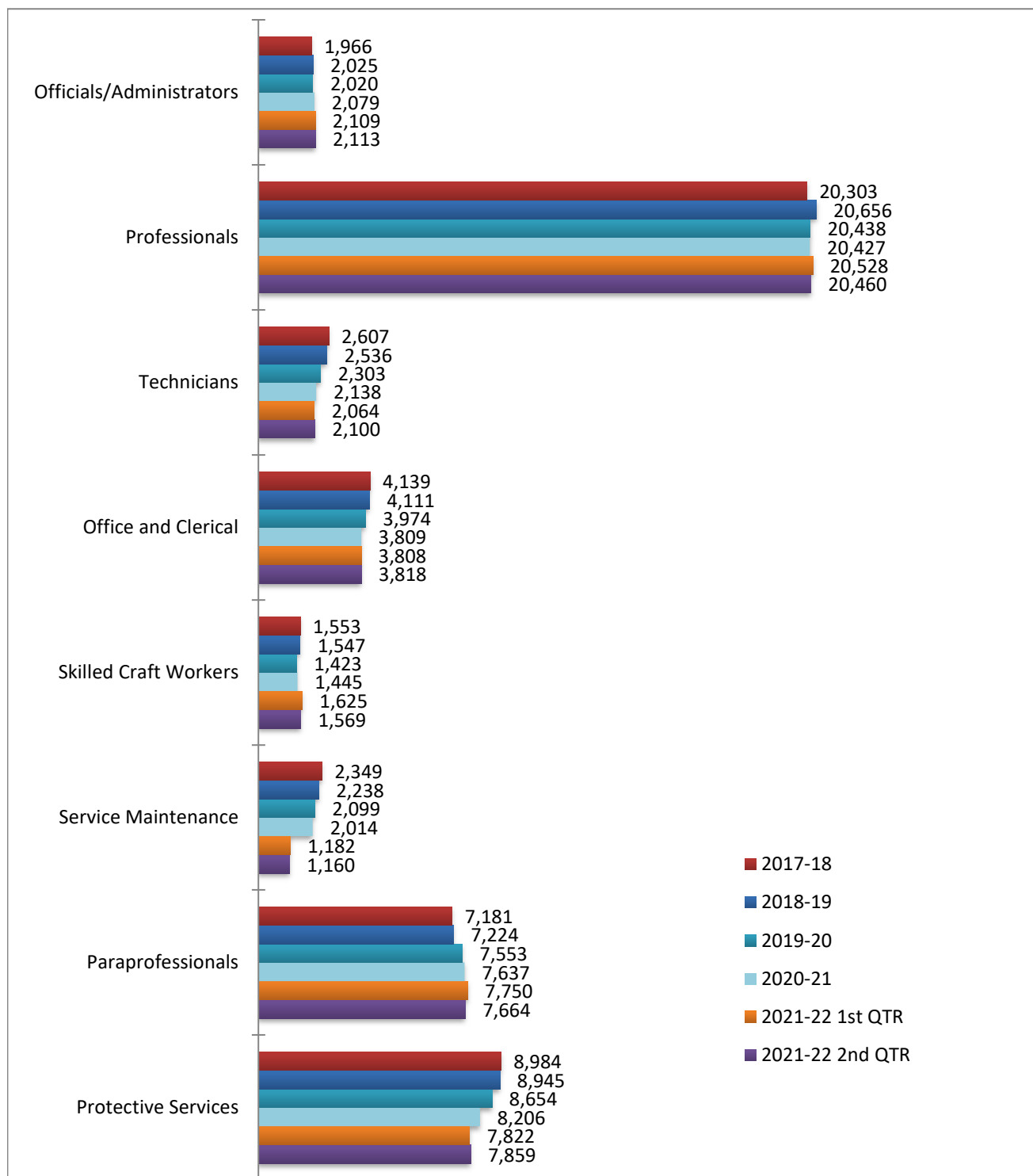
Pay End Date: March 19, 2022

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	20	49	55	56	66	58	46	64	40	17	10	481
ATTORNEY GENERAL	0	2	31	69	65	66	65	86	77	49	19	7	536
AUDITOR GENERAL	1	10	34	19	18	12	20	19	18	3	2	0	156
CIVIL RIGHTS	0	0	1	9	11	10	6	17	12	7	1	3	77
CIVIL SERVICE COMMISSION	2	20	33	50	51	59	68	61	66	27	4	0	441
CORRECTIONS	34	388	849	1,268	1,261	1,330	1,727	1,907	1,052	538	161	32	10,547
EDUCATION	0	12	11	22	48	68	88	89	67	61	26	14	506
ENVIRONMENT, GREAT LAKES & ENERGY	1	43	148	171	118	175	145	168	156	121	50	13	1,309
EXECUTIVE OFFICE	0	12	16	10	12	7	5	8	0	1	1	0	72
INSURANCE AND FINANCIAL SERV	0	17	34	38	53	52	48	39	32	19	3	2	337
LABOR & ECONOMIC OPPORTUNITY	1	30	124	247	301	349	403	412	369	272	94	42	2,644
LICENSING & REGULATORY AFFAIRS	1	27	96	151	202	227	197	230	193	148	62	27	1,561
MDHHS - COMMUNITY HEALTH	7	58	278	437	482	445	505	519	452	331	137	44	3,695
MDHHS - HUMAN SERVICES	0	184	860	1,182	1,569	1,676	1,543	1,429	1,012	612	199	68	10,334
MILITARY & VETERAN AFFAIRS	1	17	38	77	104	95	105	126	124	73	22	3	785
NATURAL RESOURCES	4	81	194	213	210	228	241	240	153	120	46	29	1,759
STATE	0	29	135	184	161	164	155	199	169	106	23	4	1,329
STATE POLICE	2	123	522	577	339	317	406	408	203	70	22	3	2,992
TECHNOLOGY, MANAGEMENT & BUDGET	2	49	148	246	308	372	420	444	405	312	111	25	2,842
TRANSPORTATION	7	97	184	200	272	401	365	441	393	254	81	25	2,720
TREASURY	8	43	88	153	211	229	210	207	235	169	50	17	1,620
Statewide Total:	71	1,262	3,873	5,378	5,852	6,348	6,780	7,095	5,252	3,333	1,131	368	46,743
Average Age:	19.2	23.2	27.8	32.6	37.5	42.6	47.5	52.4	57.4	62.1	66.9	73.0	45.1

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.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2017-18 through 2021-22 2nd QTR



2021-22 2nd QTR Total: 46,743

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: March 19, 2022

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	8	0	8
ALGER	247	3	250
ALLEGAN	256	15	271
ALPENA	159	35	194
ANTRIM	47	1	48
ARENAC	30	1	31
BARAGA	292	12	304
BARRY	150	38	188
BAY	364	23	387
BENZIE	43	2	45
BERRIEN	330	19	349
BRANCH	343	3	346
CALHOUN	404	10	414
CASS	94	12	106
CHARLEVOIX	32	16	48
CHEBOYGAN	71	15	86
CHIPPEWA	823	38	861
CLARE	73	8	81
CLINTON	653	46	699
CRAWFORD	189	39	228
DELTA	186	22	208
DICKINSON	66	2	68
EATON	3,605	176	3,781
EMMET	103	8	111
GENESEE	916	98	1,014
GLADWIN	52	2	54
GOGEBIC	60	3	63
GRAND TRAVERSE	288	14	302
GRATIOT	805	10	815
HILLSDALE	83	2	85
HOUGHTON	87	13	100
HURON	48	6	54
INGHAM	8,660	804	9,464
IONIA	1,428	16	1,444
IOSCO	58	8	66
IRON	47	4	51
ISABELLA	189	12	201
JACKSON	1,935	49	1,984
KALAMAZOO	1,144	47	1,191
KALKASKA	70	1	71
KENT	1,568	71	1,639
KEWEENAW	4	2	6
LAKE	37	1	38
LAPEER	447	16	463
LEELANAU	19	3	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. 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: March 19, 2022

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	538	16	554
LIVINGSTON	663	33	696
LUCE	236	9	245
MACKINAC	119	43	162
MACOMB	1,546	72	1,618
MANISTEE	324	10	334
MARQUETTE	788	27	815
MASON	62	6	68
MECOSTA	94	4	98
MENOMINEE	32	6	38
MIDLAND	114	7	121
MISSAUKEE	74	2	76
MONROE	212	8	220
MONTCALM	559	6	565
MONTMORENCY	58	8	66
MUSKEGON	818	23	841
NEWAYGO	82	5	87
OAKLAND	1,374	149	1,523
OCEANA	100	11	111
OGEMAW	101	10	111
ONTONAGON	25	0	25
OSCEOLA	39	4	43
OSCODA	28	0	28
OTSEGO	317	12	329
OTTAWA	261	30	291
OUT OF STATE	28	4	32
PRESQUE ISLE	27	1	28
ROSCOMMON	137	12	149
SAGINAW	889	57	946
SANILAC	96	9	105
SCHOOLCRAFT	43	3	46
SHIAWASSEE	74	3	77
ST CLAIR	228	23	251
ST JOSEPH	223	10	233
TUSCOLA	468	69	537
VAN BUREN	266	20	286
WASHTENAW	1,333	47	1,380
WAYNE	4,955	224	5,179
WEXFORD	173	17	190
Grand Total:	44,017	2,726	46,743

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

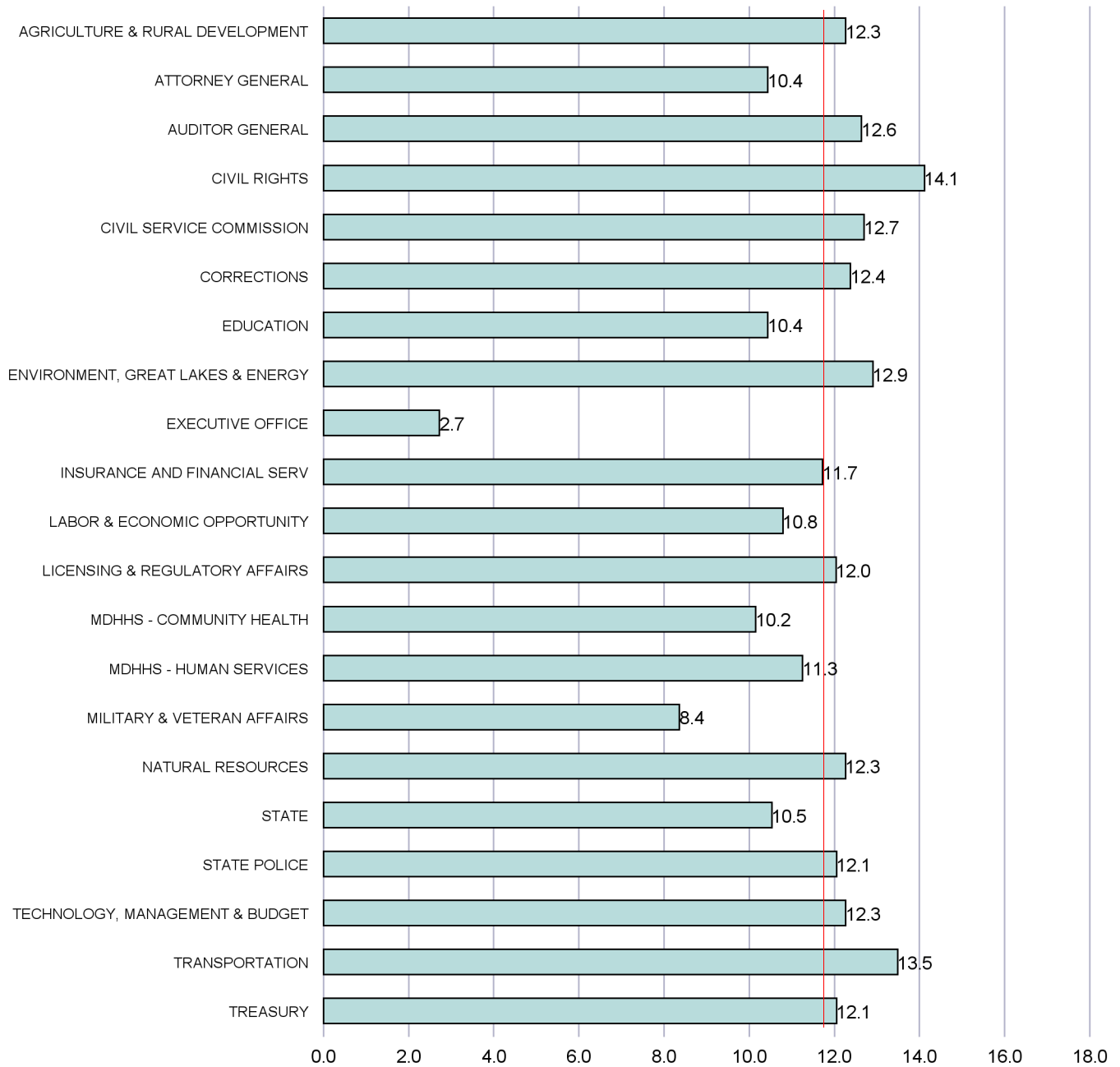
EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: March 19, 2022

Statewide
Average
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: March 19, 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
AGRICULTURE & RURAL DEVELOPMENT																		
00 - 05 YEARS	67	102	3	3	0	1	2	0	1	0	0	0	0	2	73	108	0	0
06 -10 YEARS	36	38	1	3	0	0	0	3	0	2	0	0	0	0	37	46	0	0
11 -15 YEARS	23	20	2	0	0	0	1	0	0	0	0	0	0	0	26	20	0	0
16 - 20 YEARS	18	31	0	3	0	0	0	0	0	0	0	0	0	0	18	34	0	0
21 - 25 YEARS	29	19	0	1	1	0	0	1	0	1	0	0	0	0	30	22	0	1
26 - 30 YEARS	19	12	1	0	0	0	1	0	0	0	0	0	0	0	21	12	0	0
31 - 35 YEARS	14	10	0	2	0	0	0	0	0	0	0	0	0	0	14	12	1	2
36 - 40 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	1	0	0	0	0	0	3	2	0	1
DEPARTMENT TOTAL	208	236	7	13	1	1	4	4	2	3	0	0	0	2	222	259	1	4
MORE THAN 10 YEARS	105	96	3	7	1	0	2	1	1	1	0	0	0	0	112	105	1	4
AVERAGE YEARS	13.6	11.0	10.0	16.1	22.0	0.0	12.8	11.5	22.5	13.0	0.0	0.0	0.0	2.5	13.6	11.2	31.0	33.3

DEPARTMENT AVERAGE YEARS 12.3

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

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: March 19, 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
ATTORNEY GENERAL																		
00 - 05 YEARS	78	109	9	22	0	0	1	3	0	2	0	0	1	2	89	138	0	0
06 -10 YEARS	32	45	3	11	0	0	0	1	2	0	0	0	0	0	37	57	0	0
11 -15 YEARS	30	28	1	3	0	0	0	0	0	0	0	0	0	0	31	31	1	0
16 - 20 YEARS	24	37	5	4	0	0	0	1	0	0	0	0	0	0	29	42	0	0
21 - 25 YEARS	11	22	0	5	0	0	0	0	0	2	0	0	0	0	11	29	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	5	0	2	0	0	0	1	0	0	0	0	0	0	6	8	0	0
36 - 40 YEARS	3	1	0	1	0	0	0	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	194	258	19	48	0	0	2	6	2	4	0	0	1	2	218	318	1	0
MORE THAN 10 YEARS	84	104	7	15	0	0	1	2	0	2	0	0	0	0	92	123	1	0
AVERAGE YEARS	11.0	10.4	8.6	9.1	0.0	0.0	21.0	10.7	9.0	11.8	0.0	0.0	1.0	3.5	10.8	10.2	15.0	0.0
DEPARTMENT AVERAGE YEARS																	10.4	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: March 19, 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
AUDITOR GENERAL																		
00 - 05 YEARS	24	27	2	0	0	0	1	1	1	0	0	0	0	0	28	28	0	0
06 -10 YEARS	20	17	0	0	0	0	1	1	0	0	0	0	0	0	21	18	0	0
11 -15 YEARS	3	4	0	0	0	0	0	0	0	0	0	0	0	0	3	4	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	10	1	0	0	0	0	0	0	1	0	0	0	0	12	11	0	0
26 - 30 YEARS	4	7	0	1	0	0	0	0	0	0	0	0	0	0	4	8	0	0
31 - 35 YEARS	3	4	1	0	0	0	0	0	0	0	0	0	0	0	4	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
DEPARTMENT TOTAL	71	74	4	1	0	0	2	2	1	1	0	0	0	0	78	78	0	0
MORE THAN 10 YEARS	27	30	2	1	0	0	0	0	0	1	0	0	0	0	29	32	0	0
AVERAGE YEARS	13.4	12.2	15.8	26.0	0.0	0.0	5.5	4.0	0.0	22.0	0.0	0.0	0.0	0.0	13.1	12.3	0.0	0.0
DEPARTMENT AVERAGE YEARS																	12.7	

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

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: March 19, 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
CIVIL RIGHTS																		
00 - 05 YEARS	0	1	1	5	0	0	1	2	0	0	0	0	0	0	2	8	0	0
06 -10 YEARS	1	5	2	8	0	0	1	0	0	0	0	0	0	0	4	13	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	1	1	6	0	0	0	1	0	0	0	0	0	0	2	8	0	0
21 - 25 YEARS	3	0	0	7	0	0	0	0	0	0	0	0	0	0	3	7	0	0
26 - 30 YEARS	2	1	0	0	0	0	0	1	0	0	0	0	0	0	2	2	0	0
31 - 35 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	7	15	8	38	0	0	2	6	0	1	0	0	0	0	17	60	0	0
MORE THAN 10 YEARS	6	9	5	25	0	0	0	4	0	1	0	0	0	0	11	39	0	0
AVERAGE YEARS	21.1	13.2	10.5	14.6	0.0	0.0	6.5	13.0	0.0	14.0	0.0	0.0	0.0	0.0	14.4	14.1	0.0	0.0

DEPARTMENT AVERAGE YEARS **14.1**

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: March 19, 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
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	17	89	5	11	0	1	1	5	1	1	0	0	3	5	27	112	0	1
06 -10 YEARS	12	59	2	8	0	1	0	2	0	1	0	0	0	1	14	72	0	0
11 -15 YEARS	11	36	2	6	0	0	0	2	0	1	0	0	0	0	13	45	1	0
16 - 20 YEARS	8	34	2	3	0	0	0	1	0	0	0	0	0	0	10	38	0	0
21 - 25 YEARS	2	39	1	5	0	1	1	0	0	2	0	0	0	0	4	47	0	0
26 - 30 YEARS	6	15	1	6	0	0	0	0	0	0	0	0	0	0	7	21	0	0
31 - 35 YEARS	1	12	0	5	0	1	0	4	0	0	0	0	0	0	1	22	0	0
36 - 40 YEARS	0	3	0	3	0	0	0	1	0	0	0	0	0	0	0	7	0	0
MORE THAN 40 YEARS	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	57	287	13	47	0	5	2	15	1	5	0	0	3	6	76	365	1	1
MORE THAN 10 YEARS	28	139	6	28	0	3	1	8	0	3	0	0	0	0	35	181	1	0
AVERAGE YEARS	11.4	12.5	10.6	16.3	0.0	21.8	11.0	16.1	0.0	13.4	0.0	0.0	4.0	2.3	10.8	13.1	13.0	4.0
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: March 19, 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
CORRECTIONS																		
00 - 05 YEARS	1,664	967	308	282	53	16	71	29	13	6	2	1	33	26	2,144	1,327	2	0
06 -10 YEARS	1,090	476	165	114	32	10	43	19	13	5	0	0	0	0	1,343	624	0	0
11 -15 YEARS	530	330	125	140	21	6	27	18	5	1	0	0	0	0	708	495	0	0
16 - 20 YEARS	434	245	62	99	14	4	10	10	3	3	0	0	0	1	523	362	0	1
21 - 25 YEARS	1,276	375	139	154	31	8	36	21	7	3	0	0	0	0	1,489	561	2	0
26 - 30 YEARS	414	173	46	68	3	6	12	12	3	0	0	0	0	0	478	259	2	4
31 - 35 YEARS	79	55	15	21	3	2	2	2	0	0	0	0	1	0	100	80	1	2
36 - 40 YEARS	13	10	7	10	0	0	0	0	0	0	0	0	0	0	20	20	1	1
MORE THAN 40 YEARS	4	5	0	5	0	0	0	0	0	0	0	0	0	0	4	10	1	0
DEPARTMENT TOTAL	5,504	2,636	867	893	157	52	201	111	44	18	2	1	34	27	6,809	3,738	9	8
MORE THAN 10 YEARS	2,750	1,193	394	497	72	26	87	63	18	7	0	0	1	1	3,322	1,787	7	8
AVERAGE YEARS	13.0	11.5	11.5	13.2	11.6	13.2	11.2	13.6	11.0	10.2	1.5	3.0	2.6	2.3	12.6	11.9	25.4	29.4
DEPARTMENT AVERAGE YEARS	12.4																	

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: March 19, 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
EDUCATION																		
00 - 05 YEARS	30	109	1	12	0	1	2	7	1	3	0	0	0	4	34	136	0	0
06 -10 YEARS	31	65	3	15	1	0	1	2	1	1	0	0	0	0	37	83	0	0
11 -15 YEARS	22	57	1	11	0	0	0	2	1	1	0	0	0	0	24	71	0	1
16 - 20 YEARS	17	36	3	2	0	0	0	0	0	0	0	0	0	0	20	38	0	0
21 - 25 YEARS	9	27	1	3	0	0	1	2	0	0	0	0	0	0	11	32	0	0
26 - 30 YEARS	2	4	1	1	0	0	0	0	0	0	0	0	0	0	3	5	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	3	0	0	0	0	0	0	0	1	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	113	305	10	45	1	1	4	14	3	6	0	0	0	4	131	375	1	1
MORE THAN 10 YEARS	52	131	6	18	0	0	1	5	1	2	0	0	0	0	60	156	1	1
AVERAGE YEARS	11.0	10.4	14.1	10.2	10.0	1.0	9.3	10.3	7.3	11.2	0.0	0.0	0.0	0.5	11.1	10.3	28.0	12.0

DEPARTMENT AVERAGE YEARS **10.5**

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: March 19, 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
ENVIRONMENT, GREAT LAKES & ENERGY																		
00 - 05 YEARS	201	241	3	11	1	2	4	3	8	3	0	0	1	7	218	267	0	0
06 -10 YEARS	101	109	0	5	0	0	1	1	1	5	0	0	0	0	103	120	0	1
11 -15 YEARS	32	45	3	1	0	0	0	0	0	0	0	0	0	0	35	46	0	0
16 - 20 YEARS	72	74	3	1	0	1	1	3	1	0	0	0	0	0	77	79	0	0
21 - 25 YEARS	76	63	1	2	0	0	1	1	1	2	0	0	0	0	79	68	0	0
26 - 30 YEARS	51	33	1	2	0	0	1	1	6	5	0	0	0	0	59	41	0	1
31 - 35 YEARS	46	33	2	1	0	0	2	0	0	0	0	0	0	0	50	34	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	9	7	1	2	1	0	0	0	0	0	0	0	0	0	11	9	2	1
DEPARTMENT TOTAL	596	606	16	26	2	3	10	10	17	15	0	0	1	7	642	667	4	3
MORE THAN 10 YEARS	294	256	13	10	1	1	5	6	8	7	0	0	0	0	321	280	4	2
AVERAGE YEARS	13.9	11.7	21.1	13.6	23.5	8.7	15.2	15.4	14.4	15.2	0.0	0.0	5.0	1.9	14.1	11.8	38.8	26.7

DEPARTMENT AVERAGE YEARS **12.9**

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: March 19, 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
EXECUTIVE OFFICE																		
00 - 05 YEARS	19	30	2	2	0	0	0	5	2	2	0	0	1	1	24	40	0	0
06 -10 YEARS	0	4	0	1	0	0	0	0	0	0	0	0	0	0	0	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
DEPARTMENT TOTAL	19	36	2	4	0	0	0	5	2	2	0	0	1	1	24	48	0	0
MORE THAN 10 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0
AVERAGE YEARS	1.7	3.3	2.0	5.8	0.0	0.0	0.0	1.6	2.0	0.5	0.0	0.0	0.0	1.0	1.7	3.2	0.0	0.0
DEPARTMENT AVERAGE YEARS	2.7																	

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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: March 19, 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
INSURANCE AND FINANCIAL SERV																		
00 - 05 YEARS	60	51	3	9	0	0	0	1	0	0	0	0	2	1	65	62	0	0
06 -10 YEARS	17	23	2	3	0	1	3	0	0	1	0	0	0	0	22	28	0	0
11 -15 YEARS	15	32	0	4	0	0	1	1	0	2	0	0	0	0	16	39	0	0
16 - 20 YEARS	10	20	3	2	0	0	1	0	1	0	0	0	0	0	15	22	0	0
21 - 25 YEARS	11	20	0	2	0	0	0	1	0	0	0	0	0	0	11	23	0	0
26 - 30 YEARS	5	7	0	0	0	0	0	1	0	0	0	0	0	0	5	8	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	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	126	163	10	20	0	1	5	5	1	3	0	0	2	1	144	193	0	2
MORE THAN 10 YEARS	49	89	5	8	0	0	2	4	1	2	0	0	0	0	57	103	0	2
AVERAGE YEARS	10.5	12.8	14.5	9.3	0.0	10.0	10.2	19.2	19.0	12.3	0.0	0.0	1.5	1.0	10.7	12.5	0.0	30.0
DEPARTMENT AVERAGE YEARS	11.7																	

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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: March 19, 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
LABOR & ECONOMIC OPPORTUNITY																		
00 - 05 YEARS	218	469	50	295	0	2	11	37	7	18	1	1	7	26	294	848	1	1
06 -10 YEARS	81	135	13	63	3	1	1	7	1	3	0	0	0	0	99	209	1	1
11 -15 YEARS	88	163	23	85	0	2	9	7	2	1	0	0	0	0	122	258	2	1
16 - 20 YEARS	74	156	24	128	2	0	7	4	1	2	0	0	0	0	108	290	2	0
21 - 25 YEARS	50	76	7	47	1	2	3	5	1	4	0	0	0	0	62	134	2	1
26 - 30 YEARS	16	41	5	18	0	1	1	2	1	2	0	0	0	0	23	64	0	2
31 - 35 YEARS	18	22	8	19	1	0	2	2	1	0	0	0	0	0	30	43	2	5
36 - 40 YEARS	5	7	2	9	0	0	3	2	0	1	0	0	0	0	10	19	0	0
MORE THAN 40 YEARS	2	15	1	12	0	0	0	1	0	0	0	0	0	0	3	28	1	0
DEPARTMENT TOTAL	552	1,084	133	676	7	8	37	67	14	31	1	1	7	26	751	1,893	11	11
MORE THAN 10 YEARS	253	480	70	318	4	5	25	23	6	10	0	0	0	0	358	836	9	9
AVERAGE YEARS	10.9	10.5	12.4	11.2	16.9	13.4	14.6	9.4	10.0	9.5	5.0	1.0	1.6	1.8	11.3	10.6	21.2	24.4

DEPARTMENT AVERAGE YEARS **10.8**

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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: March 19, 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
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	180	230	13	36	0	0	4	8	1	4	0	1	3	11	201	290	0	0
06 -10 YEARS	124	154	7	19	3	2	4	6	1	4	0	0	0	0	139	185	0	0
11 -15 YEARS	81	138	6	32	0	0	2	4	1	4	0	0	0	0	90	178	0	0
16 - 20 YEARS	46	94	6	21	0	1	1	3	2	1	0	0	0	0	55	120	0	0
21 - 25 YEARS	39	70	3	24	0	1	0	3	0	1	0	0	0	0	42	99	0	0
26 - 30 YEARS	30	38	1	4	0	1	1	2	0	1	0	0	0	0	32	46	1	0
31 - 35 YEARS	7	30	0	12	0	0	0	3	1	2	0	0	0	0	8	47	0	3
36 - 40 YEARS	2	3	2	2	0	0	0	2	0	0	0	0	0	0	4	7	0	0
MORE THAN 40 YEARS	7	10	1	0	0	0	0	0	0	0	0	0	0	0	8	10	0	1
DEPARTMENT TOTAL	516	767	39	150	3	5	12	31	6	17	0	1	3	11	579	982	1	4
MORE THAN 10 YEARS	212	383	19	95	0	3	4	17	4	9	0	0	0	0	239	507	1	4
AVERAGE YEARS	11.1	12.3	12.6	14.3	7.3	16.2	9.2	14.6	15.2	13.2	0.0	1.0	0.7	3.0	11.1	12.6	29.0	35.8

DEPARTMENT AVERAGE YEARS **12.0**

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: March 19, 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
00 - 05 YEARS	326	660	139	327	1	4	10	30	16	23	1	0	8	20	501	1,064	0	1
06 -10 YEARS	166	314	70	119	2	1	8	16	8	23	0	0	1	0	255	473	0	0
11 -15 YEARS	110	229	44	75	0	2	2	11	5	5	0	0	0	0	161	322	0	0
16 - 20 YEARS	94	159	24	58	0	1	5	6	4	8	0	0	0	0	127	232	0	0
21 - 25 YEARS	62	134	20	53	1	2	2	2	3	4	0	0	0	0	88	195	1	0
26 - 30 YEARS	30	44	13	23	1	1	1	2	1	5	0	0	0	0	46	75	2	1
31 - 35 YEARS	16	45	10	11	0	1	0	3	1	1	0	0	0	0	27	61	0	4
36 - 40 YEARS	8	12	5	3	0	0	2	0	1	0	0	0	0	0	16	15	0	0
MORE THAN 40 YEARS	4	21	5	3	0	1	1	1	1	0	0	0	0	0	11	26	0	3
DEPARTMENT TOTAL	816	1,618	330	672	5	13	31	71	40	69	1	0	9	20	1,232	2,463	3	9
MORE THAN 10 YEARS	324	644	121	226	2	8	13	25	16	23	0	0	0	0	476	926	3	8
AVERAGE YEARS	10.3	10.6	10.3	9.1	13.6	15.8	13.1	9.5	10.8	10.1	5.0	0.0	3.3	1.9	10.3	10.1	26.7	32.3

DEPARTMENT AVERAGE YEARS **10.2**

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - HUMAN SERVICES																		
00 - 05 YEARS	362	1,642	128	871	4	17	25	84	10	20	2	3	30	129	561	2,766	1	0
06 -10 YEARS	273	1,021	81	462	2	14	17	48	1	8	0	0	0	0	374	1,553	0	1
11 -15 YEARS	309	1,309	98	716	2	11	20	69	4	12	0	0	0	1	433	2,118	0	1
16 - 20 YEARS	102	431	30	213	0	4	10	30	2	3	0	1	0	0	144	682	0	3
21 - 25 YEARS	115	437	38	318	0	3	7	29	0	7	0	0	0	0	160	794	0	1
26 - 30 YEARS	55	167	22	117	1	3	4	24	1	2	0	0	0	0	83	313	2	6
31 - 35 YEARS	21	83	8	68	0	1	6	10	1	4	0	0	0	0	36	166	3	5
36 - 40 YEARS	9	13	5	25	0	0	1	2	0	1	0	0	0	0	15	41	1	0
MORE THAN 40 YEARS	13	35	4	41	0	0	0	1	0	1	0	0	0	0	17	78	1	2
DEPARTMENT TOTAL	1,259	5,138	414	2,831	9	53	90	297	19	58	2	4	30	130	1,823	8,511	8	19
MORE THAN 10 YEARS	624	2,475	205	1,498	3	22	48	165	8	30	0	1	0	1	888	4,192	7	18
AVERAGE YEARS	11.6	10.9	11.7	12.1	8.7	10.4	12.5	12.7	8.8	12.4	2.5	6.8	2.5	1.6	11.4	11.2	30.1	27.1
DEPARTMENT AVERAGE YEARS	11.3																	

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																		
00 - 05 YEARS	172	181	19	12	0	0	7	4	4	3	0	0	4	4	206	204	0	0
06 -10 YEARS	59	49	3	9	0	0	4	1	1	1	0	0	0	0	67	60	0	0
11 -15 YEARS	57	36	1	4	1	0	0	1	0	1	0	0	0	0	59	42	0	0
16 - 20 YEARS	25	19	1	3	0	0	0	1	0	1	0	0	0	0	26	24	0	0
21 - 25 YEARS	20	23	3	7	0	0	3	0	0	1	0	0	0	0	26	31	0	0
26 - 30 YEARS	12	12	0	0	0	0	1	0	0	0	0	0	0	0	13	12	0	0
31 - 35 YEARS	6	2	0	0	0	0	2	0	0	0	0	0	0	0	8	2	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	355	323	27	35	1	0	17	7	5	7	0	0	4	4	409	376	1	0
MORE THAN 10 YEARS	124	93	5	14	1	0	6	2	0	3	0	0	0	0	136	112	1	0
AVERAGE YEARS	8.9	7.8	6.0	10.3	13.0	0.0	12.4	6.9	3.6	8.6	0.0	0.0	1.5	0.8	8.7	8.0	39.0	0.0

DEPARTMENT AVERAGE YEARS **8.4**

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: March 19, 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	316	225	2	10	7	1	5	3	1	1	0	0	4	3	335	243	0	0
06 -10 YEARS	216	100	2	4	1	1	4	0	0	0	0	0	0	0	223	105	0	0
11 -15 YEARS	128	66	1	3	1	0	2	1	0	0	0	0	0	0	132	70	1	0
16 - 20 YEARS	177	60	1	1	2	0	3	0	2	0	0	0	0	0	185	61	1	0
21 - 25 YEARS	160	56	0	1	2	0	2	1	0	1	0	0	1	0	165	59	1	1
26 - 30 YEARS	66	18	0	1	1	1	0	0	0	0	0	0	0	0	67	20	1	0
31 - 35 YEARS	42	18	3	0	1	0	0	2	0	0	0	0	0	0	46	20	1	1
36 - 40 YEARS	7	5	2	0	0	1	0	1	0	0	0	0	0	0	9	7	0	0
MORE THAN 40 YEARS	8	4	0	0	0	0	0	0	0	0	0	0	0	0	8	4	0	0
DEPARTMENT TOTAL	1,120	552	11	20	15	4	16	8	3	2	0	0	5	3	1,170	589	5	2
MORE THAN 10 YEARS	588	227	7	6	7	2	7	5	2	1	0	0	1	0	612	241	5	2
AVERAGE YEARS	13.1	10.7	21.0	7.7	11.0	18.0	10.0	18.4	14.7	14.0	0.0	0.0	6.8	1.7	13.1	10.7	23.0	28.0

DEPARTMENT AVERAGE YEARS **12.3**

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

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: March 19, 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	86	289	24	106	0	1	10	20	1	6	0	1	3	9	124	432	0	0
06 -10 YEARS	50	166	10	39	0	2	2	7	0	1	0	0	1	0	63	215	0	0
11 -15 YEARS	31	70	3	18	0	0	0	2	0	1	0	0	1	0	35	91	0	0
16 - 20 YEARS	17	66	4	12	0	1	2	3	0	2	0	0	0	0	23	84	0	0
21 - 25 YEARS	30	84	3	27	0	1	1	5	1	0	0	0	0	0	35	117	1	0
26 - 30 YEARS	4	27	1	6	0	2	0	4	0	2	0	0	0	0	5	41	0	0
31 - 35 YEARS	4	21	1	12	0	0	1	3	2	0	0	0	0	0	8	36	1	2
36 - 40 YEARS	2	4	2	3	0	0	0	0	0	0	0	0	0	0	4	7	0	0
MORE THAN 40 YEARS	1	7	0	0	0	0	0	1	0	0	0	0	0	0	1	8	0	0
DEPARTMENT TOTAL	225	734	48	223	0	7	16	45	4	12	0	1	5	9	298	1,031	2	2
MORE THAN 10 YEARS	89	279	14	78	0	4	4	18	3	5	0	0	1	0	111	384	2	2
AVERAGE YEARS	10.4	10.7	9.1	10.2	0.0	16.0	8.5	12.1	23.5	10.3	0.0	3.0	4.0	1.0	10.2	10.6	27.0	31.5

DEPARTMENT AVERAGE YEARS **10.5**

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

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: March 19, 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 POLICE																		
00 - 05 YEARS	546	272	36	24	8	1	13	5	5	2	0	0	14	2	622	306	0	0
06 -10 YEARS	537	200	35	6	6	1	14	9	5	3	0	0	0	0	597	219	0	0
11 -15 YEARS	125	78	6	4	0	1	4	3	2	1	0	0	0	0	137	87	0	0
16 - 20 YEARS	114	71	2	2	1	0	6	4	0	0	0	0	0	0	123	77	0	1
21 - 25 YEARS	383	80	8	7	2	0	6	1	3	0	0	0	0	0	402	88	0	0
26 - 30 YEARS	209	34	23	2	7	0	5	0	1	0	0	0	0	0	245	36	1	0
31 - 35 YEARS	17	13	4	3	0	0	0	1	0	0	0	0	0	0	21	17	0	1
36 - 40 YEARS	8	2	0	1	0	0	0	0	0	0	0	0	0	0	8	3	1	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	1,939	753	114	49	24	3	48	24	16	6	0	0	14	2	2,155	837	2	2
MORE THAN 10 YEARS	856	281	43	19	10	1	21	10	6	1	0	0	0	0	936	312	2	2
AVERAGE YEARS	12.9	10.5	12.2	11.1	13.4	7.7	11.9	12.0	11.1	6.5	0.0	0.0	2.9	2.5	12.7	10.5	33.0	27.0

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: March 19, 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
TECHNOLOGY, MANAGEMENT & BUDGET																		
00 - 05 YEARS	407	233	18	33	2	1	13	13	33	51	0	0	9	7	482	338	1	0
06 -10 YEARS	431	181	24	22	3	1	14	8	28	45	0	0	1	0	501	257	0	0
11 -15 YEARS	192	92	12	12	0	0	4	4	20	24	0	0	0	0	228	132	0	0
16 - 20 YEARS	141	69	5	7	0	1	1	0	25	15	0	0	0	0	172	92	0	0
21 - 25 YEARS	216	94	10	9	1	0	3	3	10	2	0	0	0	0	240	108	1	0
26 - 30 YEARS	66	43	3	5	0	2	3	1	4	3	0	0	0	0	76	54	0	0
31 - 35 YEARS	34	29	11	9	1	0	3	4	4	1	0	0	0	0	53	43	2	2
36 - 40 YEARS	11	12	1	3	0	0	0	0	1	0	0	0	0	0	13	15	0	0
MORE THAN 40 YEARS	18	14	2	0	0	0	1	2	0	1	0	0	0	0	21	17	1	0
DEPARTMENT TOTAL	1,516	767	86	100	7	5	42	35	125	142	0	0	10	7	1,786	1,056	5	2
MORE THAN 10 YEARS	678	353	44	45	2	3	15	14	64	46	0	0	0	0	803	461	4	2
AVERAGE YEARS	12.2	12.8	14.7	12.8	11.7	16.8	11.9	13.5	12.3	8.8	0.0	0.0	3.1	2.9	12.3	12.2	27.0	32.5

DEPARTMENT AVERAGE YEARS **12.3**

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

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: March 19, 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
TRANSPORTATION																		
00 - 05 YEARS	573	206	23	25	13	4	17	8	13	18	0	0	8	4	647	265	0	0
06 -10 YEARS	250	109	7	5	4	4	4	5	2	4	0	0	0	0	267	127	0	0
11 -15 YEARS	167	69	5	12	2	0	2	0	3	1	0	0	0	0	179	82	0	0
16 - 20 YEARS	261	98	7	5	5	0	4	0	6	6	0	0	0	0	283	109	1	1
21 - 25 YEARS	234	82	12	9	1	1	4	0	5	7	0	0	0	0	256	99	0	0
26 - 30 YEARS	88	36	7	5	4	2	4	0	0	1	0	0	0	0	103	44	0	1
31 - 35 YEARS	111	40	5	9	2	2	5	1	5	2	0	0	0	0	128	54	6	3
36 - 40 YEARS	23	8	7	4	0	0	1	1	1	0	0	0	0	0	32	13	0	1
MORE THAN 40 YEARS	10	10	5	4	0	0	2	0	1	0	0	0	0	0	18	14	0	2
DEPARTMENT TOTAL	1,717	658	78	78	31	13	43	15	36	39	0	0	8	4	1,913	807	7	8
MORE THAN 10 YEARS	894	343	48	48	14	5	22	2	21	17	0	0	0	0	999	415	7	8
AVERAGE YEARS	13.2	13.5	18.2	16.5	12.5	13.2	15.1	8.7	15.4	11.3	0.0	0.0	1.3	0.3	13.5	13.5	30.4	34.0

DEPARTMENT AVERAGE YEARS **13.5**

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: March 19, 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
TREASURY																		
00 - 05 YEARS	146	227	16	56	2	1	8	15	4	8	0	0	6	12	182	319	0	0
06 -10 YEARS	115	144	17	42	0	0	3	9	4	6	0	0	0	2	139	203	0	0
11 -15 YEARS	71	127	13	23	0	1	0	7	1	2	0	0	1	0	86	160	0	0
16 - 20 YEARS	61	123	6	25	1	2	0	4	3	4	0	0	0	0	71	158	1	0
21 - 25 YEARS	46	65	6	15	0	0	2	3	2	4	0	0	0	0	56	87	0	0
26 - 30 YEARS	21	27	1	8	0	3	0	1	0	0	0	0	0	0	22	39	1	2
31 - 35 YEARS	20	27	4	10	0	0	1	2	1	0	0	0	0	0	26	39	0	2
36 - 40 YEARS	1	6	4	3	0	0	0	1	0	0	0	0	0	0	5	10	1	0
MORE THAN 40 YEARS	3	10	0	3	0	0	1	1	0	0	0	0	0	0	4	14	1	0
DEPARTMENT TOTAL	484	756	67	185	3	7	15	43	15	24	0	0	7	14	591	1,029	4	4
MORE THAN 10 YEARS	223	385	34	87	1	6	4	19	7	10	0	0	1	0	270	507	4	4
AVERAGE YEARS	11.9	12.2	13.5	12.7	8.3	19.1	10.9	11.8	12.6	10.5	0.0	0.0	3.9	2.8	12.0	12.1	31.3	30.0

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: March 19, 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
STATEWIDE TOTALS																		
00 - 05 YEARS	5,492	6,360	805	2,152	91	53	206	283	122	171	6	7	137	275	6,859	9,301	5	3
06 -10 YEARS	3,642	3,414	447	958	57	39	125	145	68	113	0	0	3	3	4,342	4,672	1	3
11 -15 YEARS	2,025	2,936	350	1,160	27	23	74	134	44	58	0	0	2	1	2,522	4,312	5	3
16 - 20 YEARS	1,697	1,829	189	595	25	15	51	71	50	45	0	1	0	1	2,012	2,557	5	6
21 - 25 YEARS	2,783	1,776	253	696	40	19	72	78	33	42	0	0	1	0	3,182	2,611	8	4
26 - 30 YEARS	1,109	749	127	267	17	22	34	51	17	21	0	0	0	0	1,304	1,110	11	18
31 - 35 YEARS	451	459	74	185	8	7	24	39	16	10	0	0	1	0	574	700	19	33
36 - 40 YEARS	108	93	39	69	0	1	7	11	3	3	0	0	0	0	157	177	5	2
MORE THAN 40 YEARS	87	150	19	72	1	2	6	9	3	2	0	0	0	0	116	235	7	10
STATEWIDE TOTAL	17,394	17,766	2,303	6,154	266	181	599	821	356	465	6	8	144	280	21,068	25,675	66	82
MORE THAN 10 YEARS	8,260	7,992	1,051	3,044	118	89	268	393	166	181	0	1	2	2	9,867	11,702	60	76
AVERAGE YEARS	12.4	11.2	11.9	11.9	11.9	13.1	12.0	12.2	12.0	10.4	3.0	4.4	2.7	1.8	12.3	11.3	27.3	28.9
STATEWIDE 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
STATEWIDE SEPARATIONS BY REASON
Second Quarter of FY 2022

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	32	2.1%
Dismissal	70	4.6%
Expired Appointment	52	3.4%
Total Involuntary Separations	154	10.2%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	811	53.7%
Layoff/Leave of Absence Rights Expired	42	2.8%
Waived Rights Leave of Absence	62	4.1%
Settlement	0	0.0%
Total Voluntary Separations	915	60.6%
<i>RETIREMENT</i>		
Retirement	406	26.9%
Disability Retirement	10	0.7%
Deferred Retirement	24	1.6%
Total Retirements	440	29.2%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	1,509	100.0%

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 85.1 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF10

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
December 26, 2021 Through March 19, 2022

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE & RURAL DEVELOPMENT	15	2	0	0	17	8	0	0	0	0	8	9
ATTORNEY GENERAL	17	0	0	0	17	11	0	0	0	0	11	6
AUDITOR GENERAL	5	4	0	0	9	4	0	0	0	0	4	5
CIVIL RIGHTS	0	0	0	0	0	3	0	0	0	0	3	-3
CIVIL SERVICE COMMISSION	4	3	0	0	7	5	0	0	0	0	5	2
CORRECTIONS	316	2	0	0	318	388	0	0	0	0	388	-70
EDUCATION	8	6	0	0	14	11	0	0	0	0	11	3
ENVIRONMENT, GREAT LAKES & ENERGY	30	5	1	0	36	17	0	0	0	0	17	19
EXECUTIVE OFFICE	8	0	0	0	8	6	0	0	0	0	6	2
INSURANCE AND FINANCIAL SERV	11	1	0	0	12	8	0	0	0	0	8	4
LABOR & ECONOMIC OPPORTUNITY	53	1	0	0	54	88	0	0	0	0	88	-34
LICENSING AND REGULATORY AFF	33	2	0	0	35	41	0	0	0	0	41	-6
MDHHS - COMMUNITY HEALTH	81	0	0	1	82	111	0	0	0	0	111	-29
MDHHS - HUMAN SERVICES	205	3	7	0	215	238	0	0	0	0	238	-23
MILITARY & VETERAN AFFAIRS	34	0	0	0	34	28	0	0	0	0	28	6
NATURAL RESOURCES	12	16	148	0	176	62	20	0	0	0	82	94
STATE	37	0	0	0	37	28	0	0	0	0	28	9
STATE POLICE	48	0	0	0	48	39	0	0	0	0	39	9
TECHNOLOGY, MANAGEMENT & BUDGET	41	5	0	0	46	45	0	0	0	0	45	1
TRANSPORTATION	54	9	9	0	72	93	5	0	0	0	98	-26
TREASURY	33	7	0	0	40	32	0	0	0	0	32	8
STATEWIDE TOTALS:	1,045	66	165	1	1,277	1,266	25	0	0	0	1,291	-14

Comment: 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

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

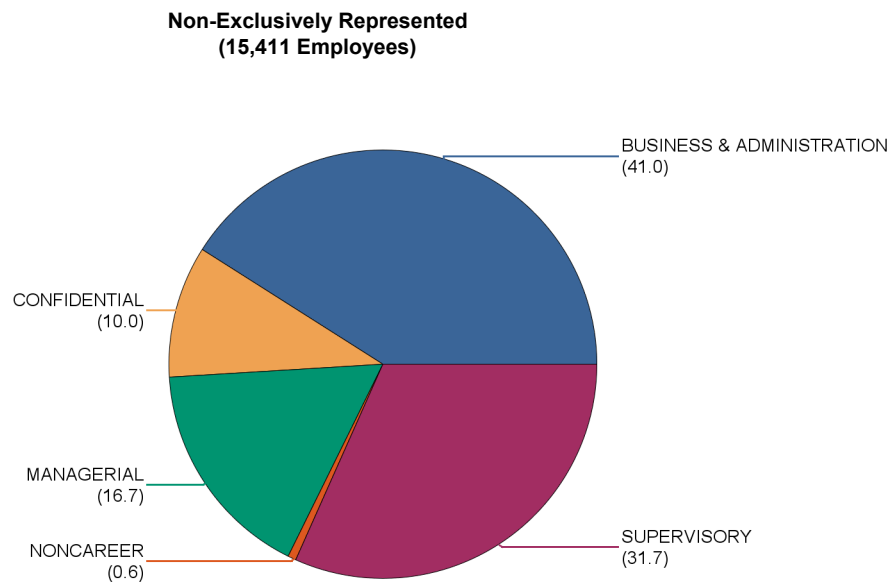
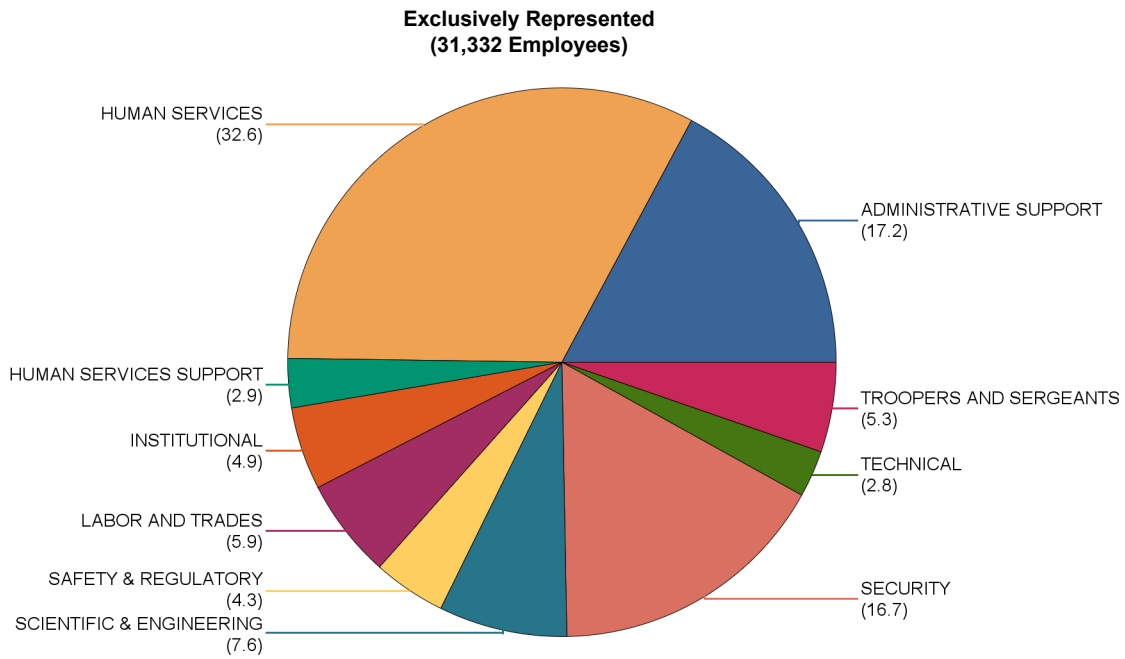
BARGAINING UNIT CHARACTERISTICS

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 46,743 classified employees, 67.0 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: March 19, 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	1,348	664	49.3	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	1,838	942	51.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
C12	SECURITY	5,220	0	0.0	0	0.0	4,460	85.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
E42	HUMAN SERVICES SUPPORT	909	0	0.0	0	0.0	0	0.0	624	68.6	0	0.0	0	0.0	0	0.0	0	0.0	
H21	SCIENTIFIC & ENGINEERING	2,371	0	0.0	0	0.0	0	0.0	0	0.0	1,487	62.7	0	0.0	0	0.0	0	0.0	
L32	TECHNICAL	863	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	469	54.3	0	0.0	0	0.0	
T01	TROOPERS AND SERGEANTS	1,660	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,651	99.5	0	0.0	
U11	INSTITUTIONAL	1,527	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	913	59.8	
W22	HUMAN SERVICES	10,218	0	0.0	7,424	72.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
W41	ADMINISTRATIVE SUPPORT	5,378	0	0.0	3,115	57.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y23	BUSINESS & ADMINISTRATION	6,320	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	4,882	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	96	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	2,579	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	1,534	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			31,332	1,606	5.1	10,539	33.6	4,460	14.2	624	2.0	1,487	4.7	469	1.5	1,651	5.3	913	2.9
NON-EXCLUSIVELY REPRESENTED TOTAL			15,411	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			46,743	1,606	3.4	10,539	22.5	4,460	9.5	624	1.3	1,487	3.2	469	1.0	1,651	3.5	913	2.0

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. The number and percentage under each union represents those paying member dues.

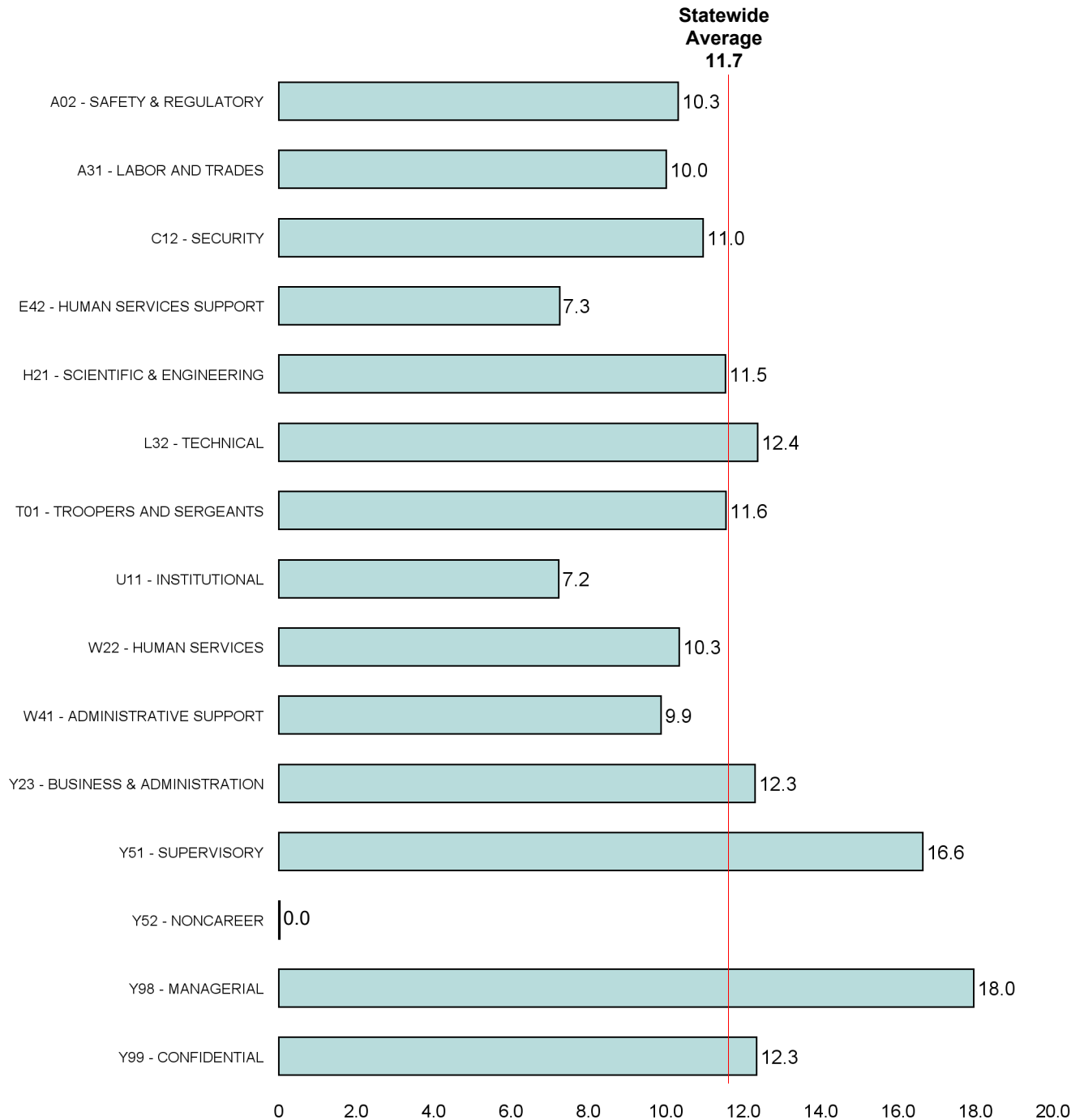
Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Graph 5-2

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: March 19, 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: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																		
00 - 05 YEARS	331	104	33	11	6	4	11	0	0	1	0	0	4	0	385	120	0	0
06 - 10 YEARS	234	35	14	10	2	3	3	0	0	1	0	0	0	0	253	49	0	0
11 - 15 YEARS	107	38	8	24	0	0	2	0	0	0	0	0	0	0	117	62	0	0
16 - 20 YEARS	87	29	4	18	2	0	6	1	0	0	0	0	0	0	99	48	0	0
21 - 25 YEARS	87	31	4	10	2	1	3	0	0	0	0	0	0	0	96	42	1	0
26 - 30 YEARS	21	11	1	5	0	1	1	0	0	0	0	0	0	0	23	17	0	0
31 - 35 YEARS	14	6	4	3	0	0	1	1	1	0	0	0	0	0	20	10	0	1
36 - 40 YEARS	3	0	0	2	0	0	0	0	0	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
BARGAINING UNIT TOTAL	885	254	68	84	12	9	27	2	1	2	0	0	4	0	997	351	1	1
MORE THAN 10 YEARS	320	115	21	63	4	2	13	2	1	0	0	0	0	0	359	182	1	1
AVERAGE YEARS	9.8	10.8	8.8	15.9	8.5	8.7	11.0	26.5	35.0	4.5	0.0	0.0	2.5	0.0	9.7	12.0	24.0	32.0

BARGAINING UNIT 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 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: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																		
00 - 05 YEARS	682	56	23	10	16	0	15	1	2	0	0	0	8	2	746	69	0	0
06 - 10 YEARS	299	20	9	0	3	1	3	0	0	0	0	0	0	0	314	21	0	0
11 - 15 YEARS	160	4	5	1	3	0	5	0	0	0	0	0	0	0	173	5	0	0
16 - 20 YEARS	148	4	8	1	5	0	4	0	0	0	0	0	0	0	165	5	1	0
21 - 25 YEARS	197	7	13	1	2	0	2	0	0	0	0	0	0	0	214	8	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	4	1	1	0	1	1	0	0	0	0	0	0	36	4	1	1
36 - 40 YEARS	10	1	2	0	0	0	1	0	0	0	0	0	0	0	13	1	0	0
MORE THAN 40 YEARS	12	0	1	0	0	0	1	0	0	0	0	0	0	0	14	0	0	0
BARGAINING UNIT TOTAL	1,576	98	66	15	33	1	35	2	2	0	0	0	8	2	1,720	118	3	1
MORE THAN 10 YEARS	595	22	34	5	14	0	17	1	0	0	0	0	0	0	660	28	3	1
AVERAGE YEARS	10.0	7.0	13.6	7.9	11.0	6.0	12.2	17.5	3.0	0.0	0.0	0.0	1.8	3.0	10.2	7.2	26.0	34.0
BARGAINING UNIT AVERAGE YEARS 10.0																		

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: March 19, 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
C12 - SECURITY																		
00 - 05 YEARS	1,195	281	266	177	40	9	61	16	10	2	2	0	26	13	1,600	498	1	0
06 - 10 YEARS	660	92	107	50	17	3	32	4	6	1	0	0	0	0	822	150	0	0
11 - 15 YEARS	262	33	75	27	11	4	17	2	4	0	0	0	0	0	369	66	0	0
16 - 20 YEARS	228	51	31	35	5	1	8	5	1	1	0	0	0	0	273	93	0	1
21 - 25 YEARS	766	95	91	49	13	3	27	7	2	0	0	0	0	0	899	154	2	0
26 - 30 YEARS	188	26	19	7	1	1	3	2	1	0	0	0	0	0	212	36	1	0
31 - 35 YEARS	24	3	7	3	0	1	0	0	0	0	0	0	0	0	31	7	0	0
36 - 40 YEARS	4	0	4	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	3,328	581	601	348	87	22	148	36	24	4	2	0	26	13	4,216	1,004	4	1
MORE THAN 10 YEARS	1,473	208	228	121	30	10	55	16	8	1	0	0	0	0	1,794	356	3	1
AVERAGE YEARS	11.8	9.6	10.0	9.0	9.2	11.3	9.9	11.1	8.7	7.0	1.5	0.0	1.4	1.4	11.3	9.4	17.8	19.0

BARGAINING UNIT 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 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: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																		
00 - 05 YEARS	62	198	27	217	0	1	3	25	1	8	0	1	5	20	98	470	0	1
06 - 10 YEARS	11	8	1	17	3	1	0	1	0	0	0	0	0	0	15	27	0	0
11 - 15 YEARS	12	38	6	40	1	0	3	2	0	1	0	0	0	0	22	81	1	0
16 - 20 YEARS	17	43	13	72	0	0	3	2	1	1	0	0	0	0	34	118	0	0
21 - 25 YEARS	3	7	3	9	0	1	0	3	0	0	0	0	0	0	6	20	0	1
26 - 30 YEARS	0	4	0	6	0	0	0	2	0	0	0	0	0	0	0	12	0	0
31 - 35 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
BARGAINING UNIT TOTAL	105	298	50	367	4	3	9	35	2	10	0	1	5	20	175	734	1	2
MORE THAN 10 YEARS	32	92	22	133	1	1	6	9	1	2	0	0	0	0	62	237	1	1
AVERAGE YEARS	6.8	6.5	9.1	8.0	9.5	11.0	10.6	6.9	11.0	4.6	0.0	1.0	1.6	1.6	7.6	7.1	14.0	11.0
BARGAINING UNIT AVERAGE YEARS			7.2															

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																		
00 - 05 YEARS	469	388	8	12	0	3	10	6	20	25	0	1	6	3	513	438	0	0
06 - 10 YEARS	229	163	3	5	2	0	2	5	2	10	0	0	0	0	238	183	0	1
11 - 15 YEARS	108	75	3	1	0	0	1	0	1	2	0	0	0	0	113	78	0	0
16 - 20 YEARS	181	105	5	5	0	1	2	0	6	2	0	0	0	0	194	113	0	1
21 - 25 YEARS	145	67	0	1	1	0	3	0	5	5	0	0	1	0	155	73	0	1
26 - 30 YEARS	82	39	5	2	0	0	2	0	6	3	0	0	0	0	95	44	1	0
31 - 35 YEARS	60	29	4	3	1	0	2	0	2	1	0	0	0	0	69	33	0	0
36 - 40 YEARS	9	5	1	0	0	0	0	0	0	0	0	0	0	0	10	5	0	0
MORE THAN 40 YEARS	10	1	2	0	1	0	0	0	3	0	0	0	0	0	16	1	0	0
BARGAINING UNIT TOTAL	1,293	872	31	29	5	4	22	11	45	48	0	1	7	3	1,403	968	1	3
MORE THAN 10 YEARS	595	321	20	12	3	1	10	0	23	13	0	0	1	0	652	347	1	2
AVERAGE YEARS	12.4	10.1	18.8	11.6	23.6	6.5	13.0	5.0	14.8	8.8	0.0	1.0	5.4	3.0	12.6	10.0	26.0	17.0
BARGAINING UNIT AVERAGE YEARS																		
11.6																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																		
00 - 05 YEARS	161	116	10	10	2	0	4	4	4	1	0	0	5	3	186	134	0	0
06 - 10 YEARS	79	35	5	5	0	0	2	2	0	0	0	0	0	0	86	42	0	0
11 - 15 YEARS	54	32	4	1	0	0	0	1	0	0	0	0	0	0	58	34	1	0
16 - 20 YEARS	81	28	0	0	1	0	3	1	3	1	0	0	0	0	88	30	0	0
21 - 25 YEARS	70	13	2	0	1	0	1	0	2	1	0	0	0	0	76	14	0	0
26 - 30 YEARS	31	7	3	0	1	0	2	0	0	1	0	0	0	0	37	8	0	0
31 - 35 YEARS	43	4	3	1	0	0	0	0	3	0	0	0	0	0	49	5	4	0
36 - 40 YEARS	4	0	4	1	0	0	0	0	0	0	0	0	0	0	8	1	0	0
MORE THAN 40 YEARS	2	3	0	1	0	0	1	0	0	0	0	0	0	0	3	4	1	1
BARGAINING UNIT TOTAL	525	238	31	19	5	0	13	8	12	4	0	0	5	3	591	272	6	1
MORE THAN 10 YEARS	285	87	16	4	3	0	7	2	8	3	0	0	0	0	319	96	6	1
AVERAGE YEARS	13.8	9.0	16.0	9.8	15.0	0.0	15.2	5.9	18.0	17.5	0.0	0.0	1.0	0.7	13.9	9.0	31.8	43.0
BARGAINING UNIT AVERAGE YEARS	12.4																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 - TROOPERS AND SERGEANTS																		
00 - 05 YEARS	408	51	27	5	6	1	10	1	3	0	0	0	13	0	467	58	0	0
06 - 10 YEARS	437	43	28	3	5	1	12	1	3	2	0	0	0	0	485	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	52	2	1	1	1	0	1	0	0	0	0	0	0	0	55	3	0	0
21 - 25 YEARS	253	20	4	1	2	0	5	0	1	0	0	0	0	0	265	21	0	0
26 - 30 YEARS	123	12	15	0	5	0	3	0	0	0	0	0	0	0	146	12	1	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
BARGAINING UNIT TOTAL	1,357	134	80	10	19	2	33	2	8	2	0	0	13	0	1,510	150	1	0
MORE THAN 10 YEARS	512	40	25	2	8	0	11	0	2	0	0	0	0	0	558	42	1	0
AVERAGE YEARS	11.8	10.8	10.7	7.6	13.6	4.5	10.9	4.5	8.0	7.5	0.0	0.0	2.8	0.0	11.7	10.3	29.0	0.0
BARGAINING UNIT AVERAGE YEARS 11.6																		

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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: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																		
00 - 05 YEARS	196	329	107	190	5	4	14	17	5	4	1	1	7	10	335	555	0	0
06 - 10 YEARS	62	83	38	51	0	1	7	4	1	2	0	0	0	0	108	141	0	0
11 - 15 YEARS	27	48	23	39	0	1	2	3	2	1	0	0	0	0	54	92	0	0
16 - 20 YEARS	30	48	13	31	0	0	3	0	1	1	0	0	0	0	47	80	0	0
21 - 25 YEARS	11	28	1	18	0	1	1	1	0	4	0	0	0	0	13	52	0	0
26 - 30 YEARS	12	12	2	8	1	0	0	1	0	0	0	0	0	0	15	21	0	0
31 - 35 YEARS	2	3	1	1	0	0	0	0	0	0	0	0	0	0	3	4	0	0
36 - 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
BARGAINING UNIT TOTAL	343	552	187	339	6	7	27	26	9	12	1	1	7	10	580	947	0	0
MORE THAN 10 YEARS	85	140	42	98	1	2	6	5	3	6	0	0	0	0	137	251	0	0
AVERAGE YEARS	7.5	7.3	6.7	7.5	5.7	7.3	7.5	5.8	6.9	11.9	5.0	3.0	2.1	1.3	7.2	7.3	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	7.3																	

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STATE OF MICHIGAN

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																		
00 - 05 YEARS	449	1,887	139	876	2	8	19	67	14	28	2	2	32	134	657	3,002	1	0
06 - 10 YEARS	384	1,024	116	446	8	13	14	43	6	16	0	0	0	0	528	1,542	0	2
11 - 15 YEARS	354	1,052	106	636	6	11	23	54	5	8	0	0	0	0	494	1,761	0	1
16 - 20 YEARS	130	304	38	181	2	2	5	18	1	6	0	0	0	1	176	512	1	1
21 - 25 YEARS	231	304	47	268	5	4	7	24	1	8	0	0	0	0	291	608	1	0
26 - 30 YEARS	136	154	25	99	1	2	6	24	1	5	0	0	0	0	169	284	2	5
31 - 35 YEARS	23	51	6	39	0	0	3	5	1	1	0	0	1	0	34	96	2	2
36 - 40 YEARS	6	10	4	13	0	0	0	0	0	1	0	0	0	0	10	24	0	0
MORE THAN 40 YEARS	6	9	2	12	0	1	0	0	0	0	0	0	0	0	8	22	1	0
BARGAINING UNIT TOTAL	1,719	4,795	483	2,570	24	41	77	235	29	73	2	2	33	135	2,367	7,851	8	11
MORE THAN 10 YEARS	886	1,884	228	1,248	14	20	44	125	9	29	0	0	1	1	1,182	3,307	7	9
AVERAGE YEARS	12.4	9.4	11.4	11.0	13.9	11.8	12.6	12.2	8.1	10.6	4.5	2.5	3.3	1.5	12.0	9.9	26.3	23.6
BARGAINING UNIT AVERAGE YEARS 10.4																		

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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: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																		
00 - 05 YEARS	316	1,484	69	373	3	15	31	86	8	17	0	2	6	50	433	2,027	0	0
06 - 10 YEARS	126	644	27	152	2	8	4	35	3	7	0	0	0	1	162	847	0	0
11 - 15 YEARS	71	420	20	103	0	2	1	23	0	2	0	0	0	0	92	550	0	1
16 - 20 YEARS	45	272	5	42	2	3	2	11	1	3	0	0	0	0	55	331	0	1
21 - 25 YEARS	43	298	9	85	2	2	3	17	1	6	0	0	0	0	58	408	0	2
26 - 30 YEARS	7	105	5	24	0	6	2	6	0	1	0	0	0	0	14	142	1	4
31 - 35 YEARS	13	84	2	34	0	0	1	10	1	4	0	0	0	0	17	132	2	10
36 - 40 YEARS	1	20	3	12	0	0	1	2	0	0	0	0	0	0	5	34	2	1
MORE THAN 40 YEARS	1	45	0	21	0	0	1	2	0	1	0	0	0	0	2	69	1	2
BARGAINING UNIT TOTAL	623	3,372	140	846	9	36	46	192	14	41	0	2	6	51	838	4,540	6	21
MORE THAN 10 YEARS	181	1,244	44	321	4	13	11	71	3	17	0	0	0	0	243	1,666	6	21
AVERAGE YEARS	8.1	10.1	8.8	10.9	11.7	10.8	8.3	10.4	7.5	12.6	0.0	2.5	2.0	2.1	8.2	10.2	35.0	30.6

BARGAINING UNIT AVERAGE YEARS 9.9

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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: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																		
00 - 05 YEARS	681	747	39	112	2	6	13	23	37	70	1	0	14	14	787	972	1	1
06 - 10 YEARS	581	623	46	97	6	6	26	25	34	57	0	0	1	1	694	809	1	0
11 - 15 YEARS	327	511	34	104	0	3	7	24	20	29	0	0	1	1	389	672	0	0
16 - 20 YEARS	193	338	27	76	1	4	5	11	23	16	0	1	0	0	249	446	1	1
21 - 25 YEARS	259	321	20	76	0	1	7	16	8	6	0	0	0	0	294	420	3	0
26 - 30 YEARS	88	104	11	26	0	5	3	4	5	5	0	0	0	0	107	144	1	3
31 - 35 YEARS	50	100	14	33	0	2	6	10	3	2	0	0	0	0	73	147	5	11
36 - 40 YEARS	10	18	4	6	0	0	2	4	1	1	0	0	0	0	17	29	0	1
MORE THAN 40 YEARS	14	43	1	7	0	0	0	5	0	1	0	0	0	0	15	56	0	1
BARGAINING UNIT TOTAL	2,203	2,805	196	537	9	27	69	122	131	187	1	1	16	16	2,625	3,695	12	18
MORE THAN 10 YEARS	941	1,435	111	328	1	15	30	74	60	60	0	1	1	1	1,144	1,914	10	17
AVERAGE YEARS	11.4	12.7	14.4	14.6	7.3	14.6	13.2	15.9	11.4	8.9	1.0	20.0	3.6	3.7	11.6	12.9	23.8	30.2
BARGAINING UNIT AVERAGE YEARS 12.3																		

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STATE OF MICHIGAN

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ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: March 19, 2022

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																		
00 - 05 YEARS	273	201	32	70	7	0	8	6	8	2	0	0	1	9	329	288	2	0
06 - 10 YEARS	336	322	41	77	9	1	11	15	7	13	0	0	2	0	406	428	0	0
11 - 15 YEARS	297	359	51	136	5	2	8	14	7	8	0	0	0	0	368	519	0	0
16 - 20 YEARS	292	309	21	98	6	3	6	15	5	5	0	0	0	0	330	430	2	1
21 - 25 YEARS	493	276	43	127	11	3	9	4	10	6	0	0	0	0	566	416	0	0
26 - 30 YEARS	202	122	25	50	4	5	7	7	2	3	0	0	0	0	240	187	1	4
31 - 35 YEARS	104	61	15	32	3	2	6	2	3	0	0	0	0	0	131	97	2	1
36 - 40 YEARS	33	15	11	21	0	1	2	1	1	0	0	0	0	0	47	38	3	0
MORE THAN 40 YEARS	22	17	7	13	0	0	2	1	0	0	0	0	0	0	31	31	3	2
BARGAINING UNIT TOTAL	2,052	1,682	246	624	45	17	59	65	43	37	0	0	3	9	2,448	2,434	13	8
MORE THAN 10 YEARS	1,443	1,159	173	477	29	16	40	44	28	22	0	0	0	0	1,713	1,718	11	8
AVERAGE YEARS	17.1	15.7	17.7	17.6	16.1	23.4	18.1	15.6	15.8	13.7	0.0	0.0	7.0	2.3	17.2	16.2	30.5	30.8
BARGAINING UNIT AVERAGE YEARS	16.7																	

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BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE FEMALE		MALE FEMALE		MALE FEMALE		MALE FEMALE		MALE FEMALE		MALE FEMALE		MALE FEMALE		MALE FEMALE		MALE FEMALE	
Y52 - NONCAREER																		
00 - 05 YEARS	26	44	3	8	1	0	1	2	3	2	0	0	3	3	37	59	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	26	44	3	8	1	0	1	2	3	2	0	0	3	3	37	59	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0																	

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																		
00 - 05 YEARS	146	156	9	37	0	0	2	5	5	2	0	0	2	5	164	205	0	0
06 - 10 YEARS	149	144	7	14	0	0	6	2	5	2	0	0	0	0	167	162	0	0
11 - 15 YEARS	143	166	6	24	1	0	3	4	4	4	0	0	0	0	157	198	2	1
16 - 20 YEARS	194	193	17	21	0	1	3	2	8	9	0	0	0	0	222	226	0	0
21 - 25 YEARS	203	192	12	28	1	0	1	4	3	3	0	0	0	0	220	227	1	0
26 - 30 YEARS	170	110	13	24	1	2	2	4	1	2	0	0	0	0	187	142	2	2
31 - 35 YEARS	80	77	12	22	3	1	3	3	2	2	0	0	0	0	100	105	2	4
36 - 40 YEARS	26	16	5	7	0	0	1	1	1	1	0	0	0	0	33	25	0	0
MORE THAN 40 YEARS	13	12	4	9	0	0	1	0	0	0	0	0	0	0	18	21	1	0
BARGAINING UNIT TOTAL	1,124	1,066	85	186	6	4	22	25	29	25	0	0	2	5	1,268	1,311	8	7
MORE THAN 10 YEARS	829	766	69	135	6	4	14	18	19	21	0	0	0	0	937	944	8	7
AVERAGE YEARS	18.3	17.2	21.9	19.2	26.5	26.3	18.7	17.8	15.7	18.5	0.0	0.0	3.0	3.2	18.5	17.5	27.4	28.7
BARGAINING UNIT AVERAGE YEARS	18.0																	

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																		
00 - 05 YEARS	97	318	13	44	1	2	4	24	2	9	0	0	5	9	122	406	0	1
06 - 10 YEARS	55	178	5	31	0	1	3	8	1	2	0	0	0	1	64	221	0	0
11 - 15 YEARS	23	156	4	24	0	0	0	7	0	3	0	0	1	0	28	190	1	0
16 - 20 YEARS	19	103	6	14	0	0	0	5	0	0	0	0	0	0	25	122	0	0
21 - 25 YEARS	22	117	4	23	0	3	3	2	0	3	0	0	0	0	29	148	0	0
26 - 30 YEARS	11	39	2	15	0	0	0	1	1	1	0	0	0	0	14	56	0	0
31 - 35 YEARS	5	37	2	11	0	1	1	7	0	0	0	0	0	0	8	56	1	3
36 - 40 YEARS	0	7	0	4	0	0	0	3	0	0	0	0	0	0	0	14	0	0
MORE THAN 40 YEARS	3	20	0	6	0	1	0	1	0	0	0	0	0	0	3	28	0	4
BARGAINING UNIT TOTAL	235	975	36	172	1	8	11	58	4	18	0	0	6	10	293	1,241	2	8
MORE THAN 10 YEARS	83	479	18	97	0	5	4	26	1	7	0	0	1	0	107	614	2	7
AVERAGE YEARS	10.2	12.5	12.2	15.2	4.0	19.1	11.6	13.1	9.3	9.1	0.0	0.0	4.0	2.1	10.3	12.8	23.5	34.6
BARGAINING UNIT AVERAGE YEARS	12.4																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service 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: March 19, 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	5,492	6,360	805	2,152	91	53	206	283	122	171	6	7	137	275	6,859	9,301	5	3
06 -10 YEARS	3,642	3,414	447	958	57	39	125	145	68	113	0	0	3	3	4,342	4,672	1	3
11 - 15 YEARS	2,025	2,936	350	1,160	27	23	74	134	44	58	0	0	2	1	2,522	4,312	5	3
16 - 20 YEARS	1,697	1,829	189	595	25	15	51	71	50	45	0	1	0	1	2,012	2,557	5	6
21 - 25 YEARS	2,783	1,776	253	696	40	19	72	78	33	42	0	0	1	0	3,182	2,611	8	4
26 - 30 YEARS	1,109	749	127	267	17	22	34	51	17	21	0	0	0	0	1,304	1,110	11	18
31 - 35 YEARS	451	459	74	185	8	7	24	39	16	10	0	0	1	0	574	700	19	33
36 - 40 YEARS	108	93	39	69	0	1	7	11	3	3	0	0	0	0	157	177	5	2
MORE THAN 40 YEARS	87	150	19	72	1	2	6	9	3	2	0	0	0	0	116	235	7	10
STATEWIDE TOTAL	17,394	17,766	2,303	6,154	266	181	599	821	356	465	6	8	144	280	21,068	25,675	66	82
MORE THAN 10 YEARS	8,260	7,992	1,051	3,044	118	89	268	393	166	181	0	1	4	2	9,867	11,702	60	76
AVERAGE YEARS	12.4	11.2	11.9	11.9	12.0	13.1	12.0	12.2	12.0	10.4	3.0	4.4	2.7	1.8	12.3	11.3	27.3	28.9
STATEWIDE 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 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: March 19, 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	1,348	2.9 %	43.5	\$29.21	830	61.6 %
A31 - LABOR AND TRADES	1,838	3.9 %	48.8	\$26.04	1,028	55.9 %
C12 - SECURITY	5,220	11.2 %	41.3	\$26.78	3,176	60.8 %
E42 - HUMAN SERVICES SUPPORT	909	1.9 %	47.3	\$27.00	354	38.9 %
H21 - SCIENTIFIC & ENGINEERING	2,371	5.1 %	43.1	\$37.44	1,418	59.8 %
L32 - TECHNICAL	863	1.8 %	44.8	\$28.21	540	62.6 %
T01 - TROOPERS AND SERGEANTS	1,660	3.6 %	37.4	\$34.17	1,093	65.8 %
U11 - INSTITUTIONAL	1,527	3.3 %	44.9	\$23.18	619	40.5 %
W22 - HUMAN SERVICES	10,218	21.9 %	44.2	\$30.81	6,301	61.7 %
W41 - ADMINISTRATIVE SUPPORT	5,378	11.5 %	46.1	\$24.44	2,840	52.8 %
Y23 - BUSINESS & ADMINISTRATION	6,320	13.5 %	45.9	\$36.98	4,437	70.2 %
Y51 - SUPERVISORY	4,882	10.4 %	48.4	\$39.52	4,223	86.5 %
Y52 - NONCAREER	96	0.2 %	25.3	\$16.08	0	0.0 %
Y98 - MANAGERIAL	2,579	5.5 %	50.2	\$57.09	2,194	85.1 %
Y99 - CONFIDENTIAL	1,534	3.3 %	46.6	\$33.22	980	63.9 %
STATEWIDE TOTAL	46,743	100.0 %	45.1	\$32.72	30,033	64.3 %

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. 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: March 19, 2022

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance								Dental Insurance			
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	
A02 SAFETY & REGULATORY	1,340	694	52 %	442	33 %	11	1 %	0	0 %	1,210	90 %	9	1 %
A31 LABOR AND TRADES	1,736	833	48 %	642	37 %	10	1 %	0	0 %	1,552	89 %	5	0 %
C12 SECURITY	5,220	3,094	59 %	1,719	33 %	4	0 %	0	0 %	4,934	95 %	14	0 %
E42 HUMAN SERVICES SUPPORT	909	431	47 %	345	38 %	3	0 %	0	0 %	837	92 %	5	1 %
H21 SCIENTIFIC & ENGINEERING	2,367	924	39 %	1,103	47 %	14	1 %	0	0 %	2,185	92 %	14	1 %
L32 TECHNICAL	835	358	43 %	387	46 %	7	1 %	0	0 %	779	93 %	5	1 %
T01 TROOPERS AND SERGEANTS	1,660	409	25 %	215	13 %	9	1 %	929	56 %	1,595	96 %	5	0 %
U11 INSTITUTIONAL	1,523	750	49 %	596	39 %	3	0 %	0	0 %	1,383	91 %	5	0 %
W22 HUMAN SERVICES	10,178	4,356	43 %	4,827	47 %	40	0 %	0	0 %	9,578	94 %	21	0 %
W41 ADMINISTRATIVE SUPPORT	5,246	1,831	35 %	2,743	52 %	24	0 %	0	0 %	4,787	91 %	16	0 %
Y23 BUSINESS & ADMINISTRATION	6,319	2,057	33 %	3,470	55 %	44	1 %	0	0 %	5,831	92 %	19	0 %
Y51 SUPERVISORY	4,882	2,147	44 %	2,319	48 %	28	1 %	0	0 %	4,643	95 %	14	0 %
Y98 MANAGERIAL	2,579	981	38 %	1,357	53 %	22	1 %	0	0 %	2,449	95 %	3	0 %
Y99 CONFIDENTIAL	1,519	437	29 %	859	57 %	8	1 %	0	0 %	1,385	91 %	7	0 %
STATEWIDE TOTALS:	46,313	19,302	42 %	21,024	45 %	227	0 %	929	2 %	43,148	93 %	142	0 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: March 19, 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	1,340	1,220	91 %	1,053	79 %	66	5 %	1,270	95 %	60	4 %	50	4 %
A31	LABOR AND TRADES	1,736	1,577	91 %	1,418	82 %	2	0 %	1,671	96 %	57	3 %	5	0 %
C12	SECURITY	5,220	4,962	95 %	4,620	89 %	0	0 %	4,951	95 %	219	4 %	0	0 %
E42	HUMAN SERVICES SUPPORT	909	847	93 %	586	64 %	0	0 %	848	93 %	59	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,367	2,214	94 %	1,791	76 %	39	2 %	2,192	93 %	170	7 %	12	1 %
L32	TECHNICAL	835	791	95 %	649	78 %	22	3 %	786	94 %	47	6 %	5	1 %
T01	TROOPERS AND SERGEANTS	1,660	1,611	97 %	1,651	99 %	789	48 %	1,596	96 %	50	3 %	701	42 %
U11	INSTITUTIONAL	1,523	1,387	91 %	1,205	79 %	2	0 %	1,461	96 %	53	3 %	0	0 %
W22	HUMAN SERVICES	10,178	9,611	94 %	8,539	84 %	0	0 %	9,642	95 %	510	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,246	4,828	92 %	4,043	77 %	103	2 %	4,948	94 %	271	5 %	41	1 %
Y23	BUSINESS & ADMINISTRATION	6,319	5,879	93 %	4,944	78 %	108	2 %	5,967	94 %	335	5 %	51	1 %
Y51	SUPERVISORY	4,882	4,661	95 %	4,496	92 %	142	3 %	4,704	96 %	167	3 %	104	2 %
Y98	MANAGERIAL	2,579	2,458	95 %	2,234	87 %	88	3 %	2,478	96 %	98	4 %	83	3 %
Y99	CONFIDENTIAL	1,519	1,401	92 %	1,242	82 %	14	1 %	1,452	96 %	60	4 %	6	0 %
STATEWIDE TOTALS:		46,313	43,447	94 %	38,471	83 %	1,375	3 %	43,966	95 %	2,156	5 %	1,058	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: March 19, 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	481	26	10	0	0	245	17	0	0	1	51	350
ATTORNEY GENERAL	536	44	1	0	0	0	0	0	0	0	87	132
AUDITOR GENERAL	156	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	77	0	0	0	0	0	0	0	0	30	12	42
CIVIL SERVICE COMMISSION	441	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	10,547	10	430	4,999	0	4	80	0	336	2,097	780	8,736
EDUCATION	506	0	1	0	2	0	5	0	15	169	65	257
ENVIRONMENT, GREAT LAKES & ENERGY	1,309	9	0	0	0	806	56	0	0	0	129	1,000
EXECUTIVE OFFICE	72	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	337	0	0	0	0	0	0	0	0	0	32	32
LABOR & ECONOMIC OPPORTUNITY	2,644	89	20	0	880	62	12	0	22	381	301	1,767
LICENSING & REGULATORY AFFAIRS	1,561	204	7	0	0	66	0	0	0	267	286	830
MDHHS - COMMUNITY HEALTH	3,695	44	63	221	0	141	39	0	844	442	380	2,174
MDHHS - HUMAN SERVICES	10,334	156	18	0	27	2	1	0	58	6,727	999	7,988
MILITARY & VETERAN AFFAIRS	785	24	186	0	0	36	16	0	242	39	65	608
NATURAL RESOURCES	1,759	522	140	0	0	256	129	0	5	60	181	1,293
STATE	1,329	15	11	0	0	0	1	0	0	0	841	868
STATE POLICE	2,992	152	11	0	0	139	64	1,660	5	2	252	2,285
TECHNOLOGY, MANAGEMENT & BUDGET	2,842	0	250	0	0	37	64	0	0	0	239	590
TRANSPORTATION	2,720	47	684	0	0	576	378	0	0	3	218	1,906
TREASURY	1,620	6	5	0	0	1	1	0	0	0	460	473
Grand Total:	46,743	1,348	1,838	5,220	909	2,371	863	1,660	1,527	10,218	5,378	31,332

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: March 19, 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	481	48	8	27	3	0	45	131
ATTORNEY GENERAL	536	16	48	336	0	0	4	404
AUDITOR GENERAL	156	1	85	46	6	0	17	155
CIVIL RIGHTS	77	3	16	11	0	0	5	35
CIVIL SERVICE COMMISSION	441	0	379	56	2	0	4	441
CORRECTIONS	10,547	271	109	120	6	0	1,305	1,811
EDUCATION	506	129	20	54	0	0	46	249
ENVIRONMENT, GREAT LAKES & ENERGY	1,309	83	15	72	8	0	131	309
EXECUTIVE OFFICE	72	0	72	0	0	0	0	72
INSURANCE AND FINANCIAL SERV	337	180	26	32	3	0	64	305
LABOR & ECONOMIC OPPORTUNITY	2,644	498	45	201	3	0	130	877
LICENSING & REGULATORY AFFAIRS	1,561	460	51	169	3	0	48	731
MDHHS - COMMUNITY HEALTH	3,695	738	103	276	6	0	398	1,521
MDHHS - HUMAN SERVICES	10,334	726	180	210	1	0	1,229	2,346
MILITARY & VETERAN AFFAIRS	785	54	10	37	1	0	75	177
NATURAL RESOURCES	1,759	127	19	84	4	0	232	466
STATE	1,329	136	51	55	0	0	219	461
STATE POLICE	2,992	265	42	153	10	0	237	707
TECHNOLOGY, MANAGEMENT & BUDGET	2,842	1,583	107	319	21	0	222	2,252
TRANSPORTATION	2,720	257	99	139	1	0	318	814
TREASURY	1,620	745	49	182	18	0	153	1,147
Grand Total:	46,743	6,320	1,534	2,579	96	0	4,882	15,411

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

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

Classified Service. The Michigan State classified civil service.

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

Employee Status Code Descriptions (active employees):

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Union Codes

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

Unit Codes

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

02	Safety and Regulatory Unit
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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.

11	Institutional Unit
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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.

12	Security Unit
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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.

21	Scientific and Engineering Unit
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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.

22	Human Services Unit
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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.

23	Business and Administrative Unit
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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.

31	Labor and Trades Unit
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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.