

FORTY-FORTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2022-23
October 1, 2022 through September 30, 2023

Michigan Civil Service Commission



Civil Service Commissioners:

Jase Bolger, Chair
Nick Ciaramitaro
Jeff Steffel
Gail M. Wilson

John Gnodtke, State Personnel Director

This is the Annual Workforce Report covering fiscal year 2022-23 (10/1/2022 to 9/30/2023). This report provides statistical information in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The data source for each chart is identified.

Inquiries about this report may be directed to:

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

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

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

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

Detroit Public Library, Detroit
Hatcher Graduate Library, University of Michigan, Ann Arbor
Library of Michigan, Lansing
Michigan State University Libraries, East Lansing
Purdy/Kresge Library, Wayne State University, Detroit

**STATISTICAL HIGHLIGHTS
FY 2022-23**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.1
Average Annual Salary ¹	\$72,821
Average Annual Additional Payroll Cost ²	\$49,635
Average Sick Leave Days Used	9.9
Average Annual Leave Days Used	17.5
Average Years of Service	11.3

WORKFORCE CHARACTERISTICS

Females	55.0%
Males	45.0%
Eligible for Longevity	62.4%
Less than Six Years of Service	36.6%
Six to Ten Years of Service	19.0%
Over Ten Years of Service.....	44.4%
Exclusively Represented for Collective Bargaining.....	65.9%
Turnover	11.3%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION³

American Indian or Alaska Native	0.9%
Asian	1.8%
Black or African American.....	17.3%
Hispanic or Latino	3.0%
White	75.8%
Native Hawaiian or Other Pacific Islander	0.04%
Two or More Races.....	1.2%

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

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

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

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS i

TABLE OF CONTENTS ii

SECTION ONE TRENDS IN THE STATE CLASSIFIED WORKFORCE

Graph 1-1 - Active Classified Employment Averages, Fifty-Year History and Five-Year History 1-1

Graph 1-2 - Active Classified Employment Figures, Fiscal Years 2018-19 through 2022-23 1-2

Table 1-1 - Active Classified Employees by Employee Status 1-3

Table 1-2 - Full-Time Equated Position Report by Department 1-7

Table 1-3 - Number and Percent of Active Classified Employees by Department 1-10

Graph 1-3 - Breakdown of Active Classified Employment Averages, Fiscal Years 2013-14 and 2022-23 1-11

Table 1-4 - Average Number of Active Classified Employees by Department, Fiscal Years 2013-14 through 2022-23 1-12

SECTION TWO CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1 - Trend of Total State Expenditures Compared to Total State Classified Payroll, Fiscal Years 2013-14 through 2022-23 2-1

Graph 2-2 - State Classified Payroll as a Percent of Total State Expenditures, Fiscal Years 2013-14 through 2022-23 2-2

Table 2-1 - Average Age, Average Pay Rate, and Longevity Analysis by Department 2-3

Table 2-2 - Employee Distribution by Salary Statewide, Fiscal Years 2018-19 through 2022-23 2-4

Table 2-3 - Classified Employee Benefits as a Percentage of Base Payroll (Employer Contributions) Fiscal Years 2018-19 through 2022-23 2-7

Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department 2-8

Table 2-5 - State Classified Employee Vacation, Holiday, and Sick Leave Pay as a Percentage of Base Payroll, Fiscal Years 2018-19 through 2022-23 2-10

Graph 2-3 - Sick Leave and Annual Leave Use by Department 2-11

Table 2-6 - Active Classified Employee Average Sick Leave and Annual Leave Use 2-12

Table 2-7 - Active Classified Employee Sick Leave Use Comparison (Average Days Per Employee) Fiscal Years 2018-19 through 2022-23 2-13

Table 2-8 - Sick Leave Use Analysis by Department 2-14

Table 2-9 - Annual Leave and Deferred Hours Use Analysis by Department 2-15

Table 2-10 - Age Distribution for Active Classified Employees by Department 2-16

Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2018-19 through 2022-23 2-17

Table 2-11 - Active Classified Employees by Work County 2-18

Graph 2-5 - Map of Michigan Distribution of Classified Employees by County 2-20

SECTION THREE EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department	3-1
Table 3-1 - Active Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis	3-2
Table 3-2 - Statewide Separations by Reason	3-24
Table 3-3 - New Hires, Returns and Separations by Department	3-25
Table 3-4 - Turnover in the State Classified Service, 1943 to 2023	3-26
Table 3-5 - Turnover by Department, Fiscal Years 2018-19 through 2022-23.....	3-28
Table 3-6 - Percentage of Employees Eligible to Retire Over the Next One-, Three-, and Five-Year Periods.....	3-31

SECTION FOUR EQUAL EMPLOYMENT OPPORTUNITY REPORT

Table 4-1 - State Employees by EEO Category Statewide	4-1
Table 4-2 - Classified Employees by Department and EEO Category	4-2
Table 4-3 - Active Classified Employee Distribution by Department	4-23
Table 4-4 - State Employees with a Self-Reported Disability by EEO Category Statewide	4-24

SECTION FIVE BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit.....	5-1
Table 5-1 - Active Employees Paying Union Dues by Bargaining Unit	5-2
Graph 5-2 - Average Years of Service by Bargaining Unit	5-3
Table 5-2 - Active Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis	5-4
Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit	5-20
Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Bargaining Unit.....	5-21
Graph 5-3 - Sick Leave and Annual Leave Use by Bargaining Unit.....	5-23
Table 5-5 - Sick Leave Use Analysis by Bargaining Unit	5-24
Table 5-6 - Annual Leave and Deferred Hours Use Analysis by Bargaining Unit	5-25
Table 5-7 - Average Sick Leave and Annual Leave Use by Bargaining Unit	5-26
Table 5-8 - Sick Leave Use Comparison by Bargaining Unit	5-27
Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented	5-28
Table 5-10 - Bargaining Unit Analysis by Department, Non-Exclusively Represented	5-29

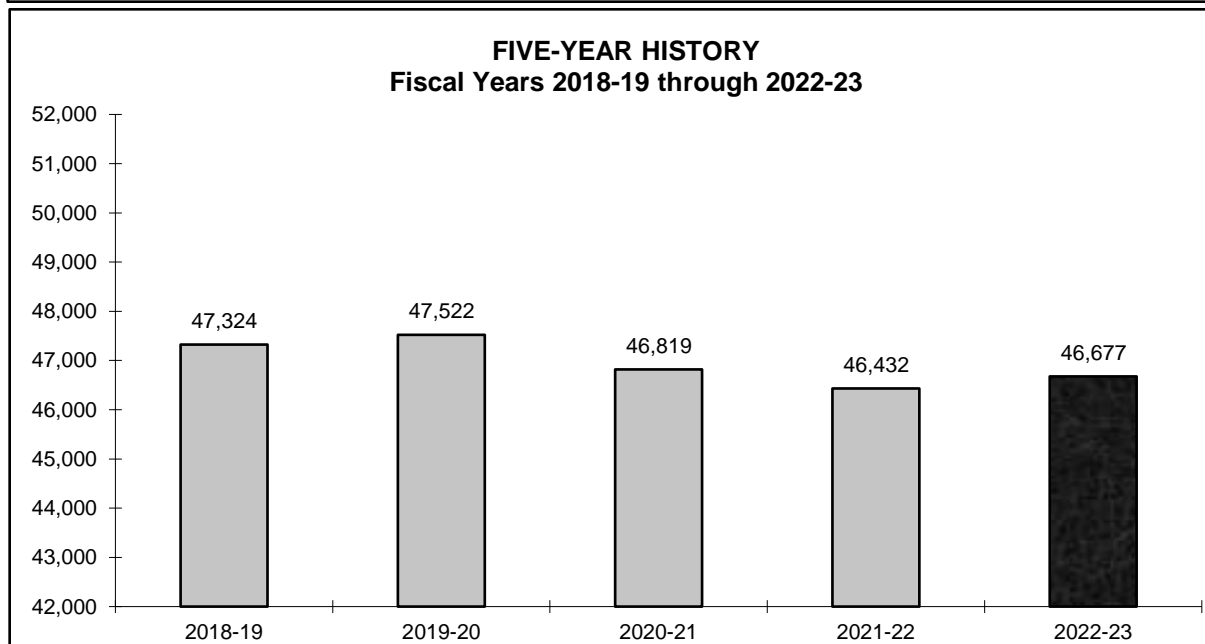
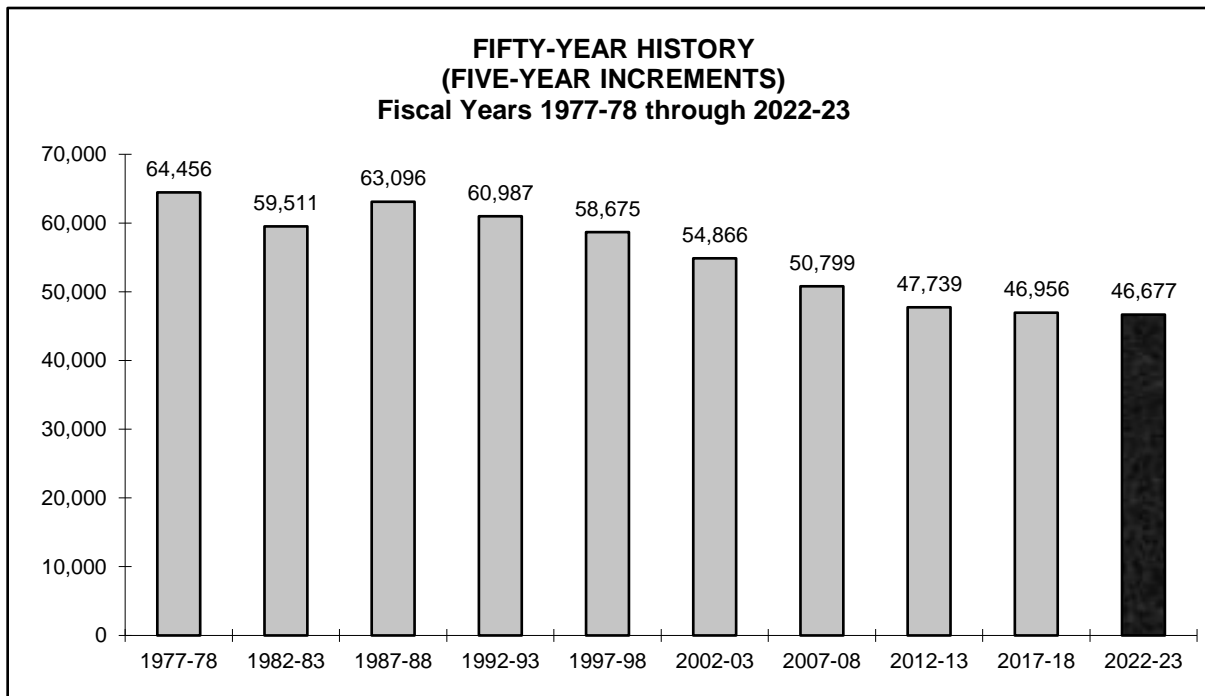
GLOSSARY

Glossary.....	G-1
---------------	-----

SECTION ONE

**TRENDS IN THE
STATE CLASSIFIED WORKFORCE**

STATE OF MICHIGAN ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE



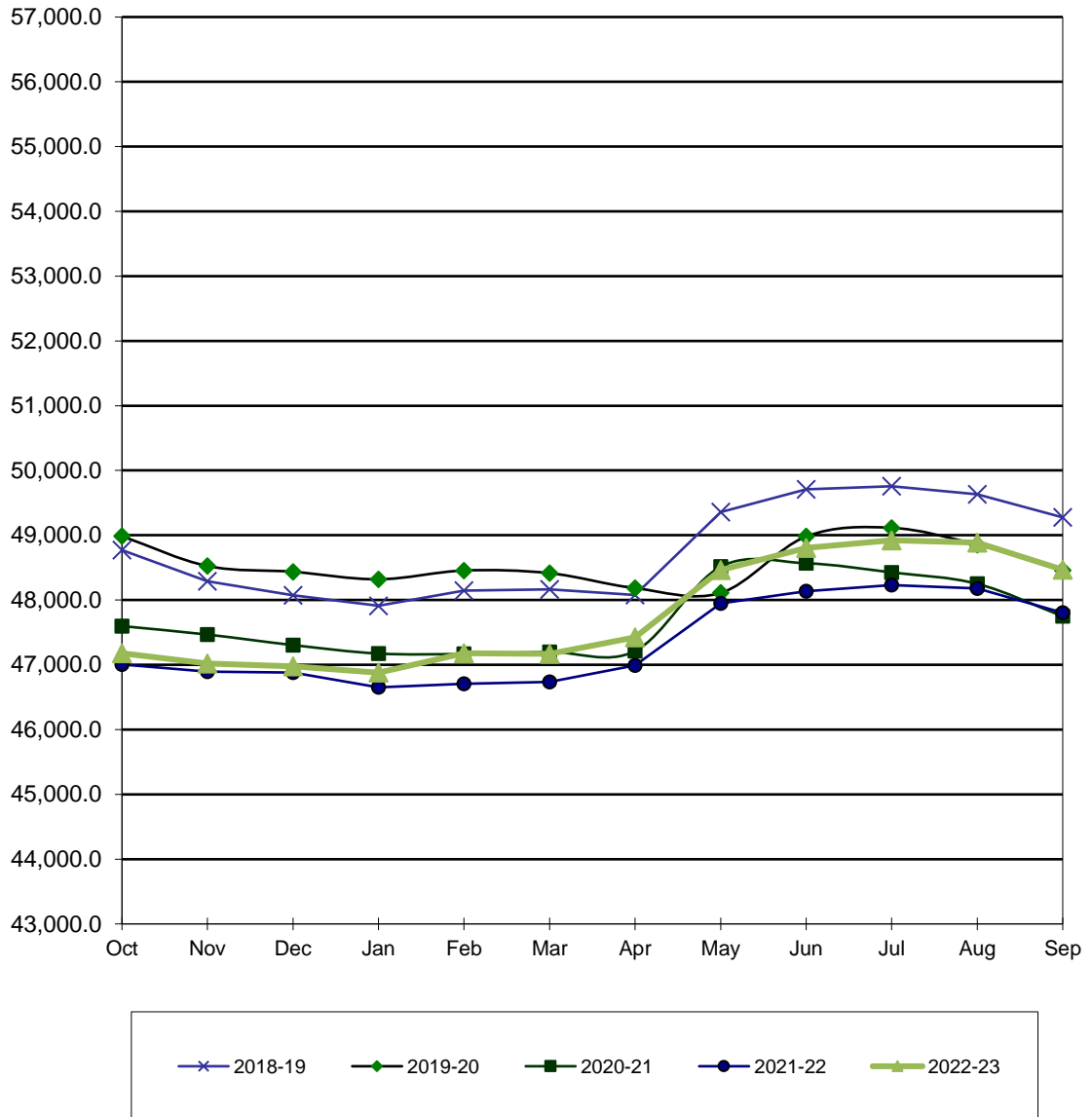
Comments: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 30, 2023, these positions represent most noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYMENT FIGURES
Fiscal Years 2018-19 through 2022-23

Graph 1-2



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

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

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

Pay End Date: September 30, 2023

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	462.0	0.0	2.0	10.0	0.0	20.0	0.0	494.0	0.0	494.0
AGRICULTURE AND RURAL DVLPMNT		462.0	0.0	2.0	10.0	0.0	20.0	0.0	494.0	0.0	494.0
ATY GNRL CENTRAL OFFICE	1101	529.0	2.0	0.0	46.0	0.0	13.0	0.0	590.0	0.0	590.0
PACC	1102	10.0	0.0	0.0	2.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		539.0	2.0	0.0	48.0	0.0	13.0	0.0	602.0	0.0	602.0
LEGISLATIVE AUDITOR GENERAL	0301	136.0	4.0	0.0	16.0	0.0	3.0	0.0	159.0	0.0	159.0
AUDITOR GENERAL		136.0	4.0	0.0	16.0	0.0	3.0	0.0	159.0	0.0	159.0
CIV RGHT CENTRAL OFFICE	1501	79.0	0.0	0.0	12.0	0.0	2.0	0.0	93.0	0.0	93.0
CIVIL RIGHTS		79.0	0.0	0.0	12.0	0.0	2.0	0.0	93.0	0.0	93.0
CIVIL SERVICE COMMISSION	1901	430.0	0.0	3.0	7.0	0.0	11.0	0.0	451.0	0.0	451.0
CIVIL SERVICE COMMISSION		430.0	0.0	3.0	7.0	0.0	11.0	0.0	451.0	0.0	451.0
DETROIT DETENTION CENTER	4754	68.0	0.0	0.0	0.0	0.0	0.0	0.0	68.0	0.0	68.0
DOC-ADRIAN/GUS HARRISON FAC	4729	334.0	0.0	0.0	1.0	0.0	0.0	0.0	335.0	0.0	335.0
DOC-ALGER MAX SECURITY CORRECT	4735	189.0	0.0	0.0	1.0	0.0	0.0	0.0	190.0	0.0	190.0
DOC-BARAGA FACILITY	4740	221.0	0.0	0.0	0.0	0.0	0.0	3.0	224.0	0.0	224.0
DOC-BELLAMY CREEK FACILITY	4748	388.0	0.0	0.0	1.0	0.0	0.0	1.0	390.0	0.0	390.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	266.0	0.0	0.0	1.0	0.0	0.0	1.0	268.0	0.0	268.0
DOC-CARSON CITY FAC/CARSON CIT	4731	396.0	0.0	0.0	1.0	0.0	1.0	1.0	399.0	0.0	399.0
DOC-CENTRAL MICHIGAN FACILITY	4744	424.0	0.0	0.0	1.0	0.0	0.0	1.0	426.0	0.0	426.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	357.0	1.0	0.0	1.0	0.0	0.0	1.0	360.0	0.0	360.0
DOC-COOPER STREET FACILITY	4752	242.0	0.0	0.0	1.0	0.0	0.0	0.0	243.0	0.0	243.0
DOC-CORRECTN CENTRAL OFFICE	4702	613.0	0.0	0.0	18.0	0.0	17.0	0.0	648.0	0.0	648.0
DOC-COTTON FACILITY	4720	303.0	0.0	0.0	1.0	0.0	0.0	1.0	305.0	0.0	305.0
DOC-EGELER FACILITY	4727	453.0	0.0	0.0	1.0	0.0	0.0	0.0	454.0	0.0	454.0
DOC-FIELD OPERATION REGION III	4763	713.0	5.0	0.0	2.0	0.0	0.0	2.0	722.0	0.0	722.0
DOC-FIELD OPERATIONS REGION I	4761	677.0	0.0	0.0	2.0	0.0	0.0	0.0	679.0	0.0	679.0
DOC-HANDLON MI TRAINING UNT	4705	294.0	0.0	0.0	1.0	0.0	1.0	2.0	298.0	0.0	298.0
DOC-HURON VALLEY CORR COMPLEX	4715	457.0	0.0	0.0	1.0	0.0	1.0	0.0	459.0	0.0	459.0
DOC-IONIA MAXIMUM FACILITY	4724	287.0	0.0	0.0	1.0	0.0	0.0	0.0	288.0	0.0	288.0
DOC-JACKSON CENTRAL REGION	4750	60.0	0.0	0.0	0.0	0.0	0.0	0.0	60.0	0.0	60.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	239.0	0.0	0.0	0.0	0.0	1.0	1.0	241.0	0.0	241.0
DOC-LAKELAND MENS FACILITY	4718	261.0	0.0	0.0	1.0	0.0	0.0	1.0	263.0	0.0	263.0

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

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 30, 2023

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	292.0	2.0	0.0	0.0	0.0	0.0	1.0	295.0	0.0	295.0
DOC-MARQUETTE BRANCH PRISON	4706	258.0	0.0	0.0	1.0	0.0	0.0	0.0	259.0	0.0	259.0
DOC-MAXEY CORRECTIONAL	4749	334.0	0.0	0.0	0.0	0.0	0.0	1.0	335.0	0.0	335.0
DOC-MICHIGAN STATE INDUSTRIES	4709	40.0	0.0	0.0	0.0	0.0	0.0	0.0	40.0	0.0	40.0
DOC-MUSKEGON FACILITY	4704	239.0	0.0	0.0	1.0	0.0	0.0	0.0	240.0	0.0	240.0
DOC-NEWBERRY FACILITY	4743	191.0	0.0	1.0	1.0	0.0	0.0	0.0	193.0	0.0	193.0
DOC-OAKS FACILITY	4739	301.0	1.0	0.0	1.0	0.0	1.0	0.0	304.0	0.0	304.0
DOC-PARNALL FACILITY	4751	264.0	0.0	0.0	1.0	0.0	0.0	0.0	265.0	0.5	264.5
DOC-SAGINAW FACILITY	4742	288.0	0.0	0.0	1.0	0.0	0.0	1.0	290.0	0.0	290.0
DOC-ST. LOUIS FACILITY	4733	323.0	0.0	0.0	1.0	0.0	0.0	3.0	327.0	0.0	327.0
DOC-THUMB FACILITY	4725	304.0	0.0	0.0	1.0	0.0	2.0	1.0	308.0	0.0	308.0
NTHRN REGION ADMIN AND SUPPORT	4714	24.0	0.0	0.0	0.0	0.0	0.0	0.0	24.0	0.0	24.0
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		10,125.0	9.0	1.0	44.0	0.0	24.0	22.0	10,225.0	0.5	10,224.5
EDUCATION	3103	430.0	2.0	4.0	16.0	36.0	11.0	0.0	499.0	0.0	499.0
EDUCATION		430.0	2.0	4.0	16.0	36.0	11.0	0.0	499.0	0.0	499.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,336.0	3.0	8.0	25.0	0.0	21.0	0.0	1,393.0	0.0	1,393.0
ENVIRONMENT, GREAT LAKES & ENERGY		1,336.0	3.0	8.0	25.0	0.0	21.0	0.0	1,393.0	0.0	1,393.0
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	71.0	0.0	1.0	0.0	72.0	0.0	72.0
EXECUTIVE OFFICE		0.0	0.0	0.0	71.0	0.0	1.0	0.0	72.0	0.0	72.0
DEPT OF INS AND FIN SERVICE	6501	332.0	2.0	0.0	23.0	0.0	3.0	0.0	360.0	0.0	360.0
INSURANCE AND FINANCIAL SERV		332.0	2.0	0.0	23.0	0.0	3.0	0.0	360.0	0.0	360.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,800.0	1.0	0.0	130.0	4.0	15.0	0.0	1,950.0	0.0	1,950.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	1.0	0.0	0.0	0.0	8.0	0.0	8.0
LEO - MSF-MEDC	1804	111.0	0.0	0.0	6.0	0.0	0.0	0.0	117.0	0.0	117.0
LEO - MSHDA	1803	253.0	2.0	2.0	81.0	0.0	6.0	0.0	344.0	0.0	344.0
LABOR & ECONOMIC OPPORTUNITY		2,171.0	3.0	2.0	218.0	4.0	21.0	0.0	2,419.0	0.0	2,419.0
LICENSING & REGULATORY AFFAIRS	6401	1,609.0	4.0	17.0	41.0	0.0	22.0	0.0	1,693.0	0.0	1,693.0
LICENSING & REGULATORY AFFAIRS		1,609.0	4.0	17.0	41.0	0.0	22.0	0.0	1,693.0	0.0	1,693.0
MDHHS-CARO CENTER	3902	359.0	0.0	2.0	2.0	0.0	0.0	14.0	377.0	0.0	377.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,743.0	1.0	2.0	47.0	0.0	4.0	0.0	1,797.0	0.0	1,797.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	555.0	1.0	0.0	4.0	0.0	4.0	6.0	570.0	0.0	570.0

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

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 30, 2023

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MDHHS-HAWTHORN CTR NORTHVILLE	3906	152.0	0.0	0.0	5.0	0.0	5.0	5.0	167.0	0.0	167.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	381.0	0.0	0.0	3.0	0.0	0.0	8.0	392.0	0.0	392.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	55.0	0.0	0.0	0.0	0.0	0.0	0.0	55.0	0.0	55.0
MDHHS-WALTER P.REUTHER PSY HS	3945	342.0	1.0	12.0	4.0	0.0	1.0	1.0	361.0	0.0	361.0
MDHHS - COMMUNITY HEALTH		3,587.0	3.0	16.0	65.0	0.0	14.0	34.0	3,719.0	0.0	3,719.0
MDHHS-BERRIEN COUNTY	4322	116.0	0.0	0.0	9.0	0.0	0.0	0.0	125.0	0.0	125.0
MDHHS-CALHOUN COUNTY	4323	159.0	0.0	0.0	3.0	0.0	0.0	0.0	162.0	0.0	162.0
MDHHS-COUNTIES	4308	2,521.0	0.0	0.0	112.0	10.0	0.0	0.0	2,643.0	0.0	2,643.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,578.0	0.0	2.0	158.0	1.0	13.0	0.0	2,752.0	0.0	2,752.0
MDHHS-GENESEE COUNTY	4302	402.0	0.0	0.0	40.0	0.0	0.0	0.0	442.0	0.0	442.0
MDHHS-INGHAM COUNTY	4312	217.0	0.0	0.0	27.0	0.0	0.0	0.0	244.0	0.0	244.0
MDHHS-INSTITUTIONS	4307	49.0	0.0	22.0	8.0	0.0	0.0	1.0	80.0	0.0	80.0
MDHHS-JACKSON COUNTY	4315	156.0	0.0	0.0	11.0	0.0	0.0	0.0	167.0	0.0	167.0
MDHHS-KALAMAZOO COUNTY	4314	208.0	0.0	0.0	6.0	0.0	1.0	0.0	215.0	0.0	215.0
MDHHS-KENT COUNTY	4303	403.0	0.0	0.0	12.0	4.0	0.0	0.0	419.0	0.0	419.0
MDHHS-MACOMB COUNTY	4304	449.0	0.0	0.0	15.0	0.0	0.0	0.0	464.0	0.0	464.0
MDHHS-MUSKEGON COUNTY	4324	223.0	0.0	0.0	3.0	0.0	0.0	0.0	226.0	0.0	226.0
MDHHS-OAKLAND COUNTY	4305	455.0	0.0	0.0	49.0	0.0	0.0	0.0	504.0	0.0	504.0
MDHHS-SAGINAW COUNTY	4313	177.0	0.0	0.0	7.0	0.0	0.0	0.0	184.0	0.0	184.0
MDHHS-WASHTENAW	4325	138.0	0.0	0.0	10.0	0.0	0.0	0.0	148.0	0.0	148.0
MDHHS-WAYNE COUNTY DSS	4306	84.0	0.0	0.0	2.0	0.0	0.0	0.0	86.0	0.0	86.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	483.0	0.0	0.0	14.0	0.0	1.0	0.0	498.0	0.0	498.0
MDHHS-WAYNE COUNTY ZONE 3	4318	486.0	0.0	0.0	12.0	0.0	0.0	0.0	498.0	0.0	498.0
MDHHS-WAYNE COUNTY ZONE 4	4319	379.0	0.0	0.0	4.0	0.0	0.0	1.0	384.0	0.0	384.0
MDHHS-WAYNE COUNTY ZONE L	4316	347.0	0.0	0.0	6.0	0.0	0.0	0.0	353.0	0.0	353.0
MDHHS - HUMAN SERVICES		10,030.0	0.0	24.0	508.0	15.0	15.0	2.0	10,594.0	0.0	10,594.0
MICHIGAN VETERAN HOMES	5105	342.0	20.0	10.0	4.0	0.0	0.0	0.0	376.0	0.5	375.5
MIL AFFR CENTRAL OFFICE	5101	374.0	2.0	27.0	12.0	2.0	16.0	0.0	433.0	0.0	433.0
MILITARY & VETERAN AFFAIRS		716.0	22.0	37.0	16.0	2.0	16.0	0.0	809.0	0.5	808.5
DNR-NATURAL RESOURCES	7501	1,480.0	0.0	25.0	30.0	259.0	1,016.0	3.0	2,813.0	0.0	2,813.0
NATURAL RESOURCES		1,480.0	0.0	25.0	30.0	259.0	1,016.0	3.0	2,813.0	0.0	2,813.0
DEPARTMENT OF STATE	2301	1,397.0	0.0	0.0	13.0	0.0	2.0	0.0	1,412.0	0.0	1,412.0

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

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 30, 2023

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
STATE		1,397.0	0.0	0.0	13.0	0.0	2.0	0.0	1,412.0	0.0	1,412.0
STATE POLICE	5501	2,952.0	7.0	5.0	80.0	0.0	62.0	15.0	3,121.0	0.0	3,121.0
STATE POLICE		2,952.0	7.0	5.0	80.0	0.0	62.0	15.0	3,121.0	0.0	3,121.0
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	1,797.0	0.0	0.0	30.0	0.0	25.0	0.0	1,852.0	0.0	1,852.0
TECH, MGMT AND BUDGET - MB	0701	1,072.0	4.0	2.0	55.0	0.0	36.0	1.0	1,170.0	0.0	1,170.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,869.0	4.0	2.0	86.0	0.0	61.0	1.0	3,023.0	0.0	3,023.0
BRIDGE AUTHORITIES-INTERNATION	5903	24.0	0.0	6.0	0.0	0.0	14.0	0.0	44.0	0.0	44.0
BRIDGE AUTHORITIES-MACKINAC	5902	40.0	0.0	21.0	0.0	20.0	0.0	0.0	81.0	0.0	81.0
TRANSPORTATION CENTRAL OFFICE	5901	2,476.0	1.0	14.0	55.0	12.0	102.0	3.0	2,663.0	0.0	2,663.0
TRANSPORTATION		2,540.0	1.0	41.0	55.0	32.0	116.0	3.0	2,788.0	0.0	2,788.0
BUREAU OF STATE LOTTERY	2795	185.0	0.0	0.0	1.0	0.0	25.0	0.0	211.0	0.0	211.0
GAMING CONTROL	2707	166.0	0.0	3.0	5.0	1.0	2.0	0.0	177.0	0.0	177.0
STATE BUILDING AUTHORITY	2704	2.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
TREASURY CENTRAL PAYROLL	2701	1,283.0	0.0	1.0	39.0	0.0	16.0	0.0	1,339.0	0.0	1,339.0
TREASURY		1,636.0	0.0	4.0	45.0	1.0	43.0	0.0	1,729.0	0.0	1,729.0
STATEWIDE TOTAL		44,856.0	66.0	191.0	1,429.0	349.0	1,497.0	80.0	48,468.0	1.0	48,467.0

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

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Table 1-2

Fiscal Year 2022-23 SUMMARY

DEPARTMENT		Fiscal Year 2023 Appropriated FTE Positions (A)	Fiscal Year 2023 Average FTE Positions (B)	Fiscal Year 2022 Average FTE Positions (C)	FY 2023 and FY 2022 Difference (B - C)	FY 2023 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	531.0	494.5	464.4	30.2	-36.5
	Overtime	0.0	0.2	0.5	-0.3	0.2
	Total	531.0	494.7	464.9	29.9	-36.3
ATTORNEY GENERAL	Regular	543.4	577.5	530.1	47.4	34.1
	Overtime	0.0	2.6	0.9	1.7	2.6
	Total	543.4	580.1	531.1	49.1	36.7
AUDITOR GENERAL	Regular	0.0	158.7	152.1	6.5	158.7
	Overtime	0.0	0.1	0.0	0.1	0.1
	Total	0.0	158.8	152.1	6.6	158.8
CIVIL RIGHTS	Regular	109.0	89.9	77.9	12.0	-19.1
	Overtime	0.0	0.0	0.3	-0.3	0.0
	Total	109.0	89.9	78.2	11.7	-19.1
CIVIL SERVICE COMMISSION	Regular	459.0	456.8	428.3	28.5	-2.2
	Overtime	0.0	1.1	1.7	-0.6	1.1
	Total	459.0	457.8	430.0	27.8	-1.2
CORRECTIONS	Regular	13,498.4	10,738.9	10,520.7	218.2	-2,759.5
	Overtime	0.0	1,220.9	1,196.1	24.8	1,220.9
	Total	13,498.4	11,959.8	11,716.8	243.0	-1,538.6
EDUCATION	Regular	621.5	506.8	486.9	19.9	-114.7
	Overtime	0.0	0.3	0.2	0.1	0.3
	Total	621.5	507.1	487.1	20.1	-114.4
ENVIRON, GREAT LAKES & ENERGY	Regular	1,510.0	1,386.2	1,278.3	107.9	-123.8
	Overtime	0.0	3.9	3.3	0.6	3.9
	Total	1,510.0	1,390.1	1,281.7	108.4	-119.9
EXECUTIVE OFFICE	Regular	86.2	74.1	71.1	3.1	-12.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	86.2	74.1	71.1	3.1	-12.1

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

STATE OF MICHIGAN
FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Table 1-2

Fiscal Year 2022-23 SUMMARY

DEPARTMENT		Fiscal Year 2023 Appropriated FTE Positions (A)	Fiscal Year 2023 Average FTE Positions (B)	Fiscal Year 2022 Average FTE Positions (C)	FY 2023 and FY 2022 Difference (B - C)	FY 2023 Average and Appropriated Difference (B - A)
INSURANCE AND FINANCIAL SERV	Regular	384.5	360.8	331.4	29.4	-23.7
	Overtime	0.0	0.2	0.4	-0.2	0.2
	Total	384.5	361.0	331.8	29.2	-23.5
LABOR & ECONOMIC OPPORTUNITY	Regular	2,559.4	2,558.3	2,631.4	-73.1	-1.1
	Overtime	0.0	45.7	134.7	-89.0	45.7
	Total	2,559.4	2,604.0	2,766.1	-162.1	44.6
LICENSING AND REGULATORY AFF	Regular	1,849.9	1,672.6	1,551.8	120.7	-177.3
	Overtime	0.0	7.9	8.2	-0.3	7.9
	Total	1,849.9	1,680.5	1,560.0	120.5	-169.4
MDHHS - COMMUNITY HEALTH	Regular	4,218.2	3,783.0	3,611.1	171.9	-435.2
	Overtime	0.0	224.0	258.4	-34.4	224.0
	Total	4,218.2	4,007.0	3,869.6	137.4	-211.2
MDHHS - HUMAN SERVICES	Regular	11,466.3	10,720.1	10,244.3	475.8	-746.2
	Overtime	0.0	255.2	133.7	121.5	255.2
	Total	11,466.3	10,975.3	10,378.0	597.2	-491.0
MILITARY & VETERAN AFFAIRS	Regular	1,054.5	794.0	767.3	26.7	-260.5
	Overtime	0.0	32.3	25.8	6.5	32.3
	Total	1,054.5	826.3	793.1	33.2	-228.2
NATURAL RESOURCES	Regular	2,412.8	2,252.0	2,063.8	188.1	-160.8
	Overtime	0.0	44.6	36.6	8.1	44.6
	Total	2,412.8	2,296.6	2,100.4	196.2	-116.2
STATE	Regular	1,586.0	1,420.2	1,311.1	109.2	-165.8
	Overtime	0.0	1.8	5.0	-3.2	1.8
	Total	1,586.0	1,422.1	1,316.1	106.0	-163.9
STATE POLICE	Regular	3,754.0	3,116.6	2,940.0	176.7	-637.4
	Overtime	0.0	279.6	248.5	31.2	279.6
	Total	3,754.0	3,396.3	3,188.4	207.9	-357.7

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.

**STATE OF MICHIGAN
FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT**

Table 1-2

Fiscal Year 2022-23 SUMMARY

DEPARTMENT		Fiscal Year 2023 Appropriated FTE Positions (A)	Fiscal Year 2023 Average FTE Positions (B)	Fiscal Year 2022 Average FTE Positions (C)	FY 2023 and FY 2022 Difference (B - C)	FY 2023 Average and Appropriated Difference (B - A)
TECH, MGMT AND BUDGET	Regular	2,702.0	3,040.9	2,812.2	228.7	338.9
	Overtime	0.0	23.3	22.0	1.3	23.3
	Total	2,702.0	3,064.2	2,834.2	230.0	362.2
TRANSPORTATION	Regular	3,050.3	2,826.8	2,659.1	167.7	-223.5
	Overtime	0.0	124.1	114.0	10.1	124.1
	Total	3,050.3	2,950.9	2,773.1	177.8	-99.4
TREASURY	Regular	1,968.5	1,716.5	1,582.8	133.7	-252.0
	Overtime	0.0	15.1	11.0	4.2	15.1
	Total	1,968.5	1,731.7	1,593.7	137.9	-236.8
STATEWIDE TOTALS	Total Regular	54,364.9	48,745.2	46,516.1	2,229.1	-5,619.7
	Total Overtime	0.0	2,283.1	2,201.4	81.7	2,283.1
	Grand Total	54,364.9	51,028.3	48,717.5	2,310.8	-3,336.6

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

STATE OF MICHIGAN

Table 1-3

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

Department	2021 - 2022		2022 - 2023	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	495.0	1.0 %	494.0	1.0 %
ATTORNEY GENERAL	548.0	1.1 %	602.0	1.2 %
AUDITOR GENERAL	156.0	0.3 %	159.0	0.3 %
CIVIL RIGHTS	75.0	0.2 %	93.0	0.2 %
CIVIL SERVICE COMMISSION	444.0	0.9 %	451.0	0.9 %
CORRECTIONS	10,416.5	21.8 %	10,224.5	21.1 %
EDUCATION	500.0	1.0 %	499.0	1.0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,330.0	2.8 %	1,393.0	2.9 %
EXECUTIVE OFFICE	76.0	0.2 %	72.0	0.1 %
INSURANCE AND FINANCIAL SERV	344.0	0.7 %	360.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,576.0	5.4 %	2,419.0	5.0 %
LICENSING & REGULATORY AFFAIRS	1,609.0	3.4 %	1,693.0	3.5 %
MDHHS-COMMUNITY HEALTH	3,655.0	7.6 %	3,719.0	7.7 %
MDHHS-HUMAN SERVICES	10,379.0	21.7 %	10,594.0	21.9 %
MILITARY & VETERAN AFFAIRS	778.5	1.6 %	808.5	1.7 %
NATURAL RESOURCES	2,826.0	5.9 %	2,813.0	5.8 %
STATE	1,338.0	2.8 %	1,412.0	2.9 %
STATE POLICE	3,041.0	6.4 %	3,121.0	6.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,911.0	6.1 %	3,023.0	6.2 %
TRANSPORTATION	2,690.0	5.6 %	2,788.0	5.8 %
TREASURY	1,617.0	3.4 %	1,729.0	3.6 %
TOTAL:	47,805.0	100.0 %	48,467.0	100.0 %

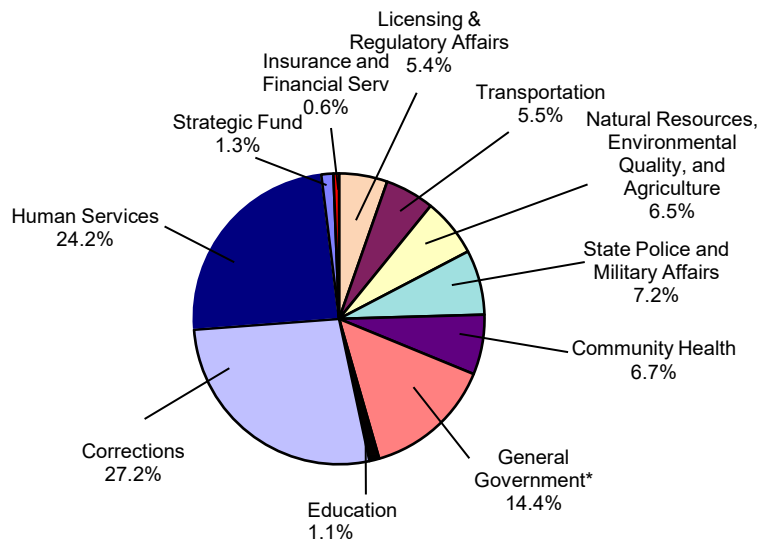
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing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

Statewide, the number of classified employees Increased by 662 from September 17, 2022 to September 30, 2023.

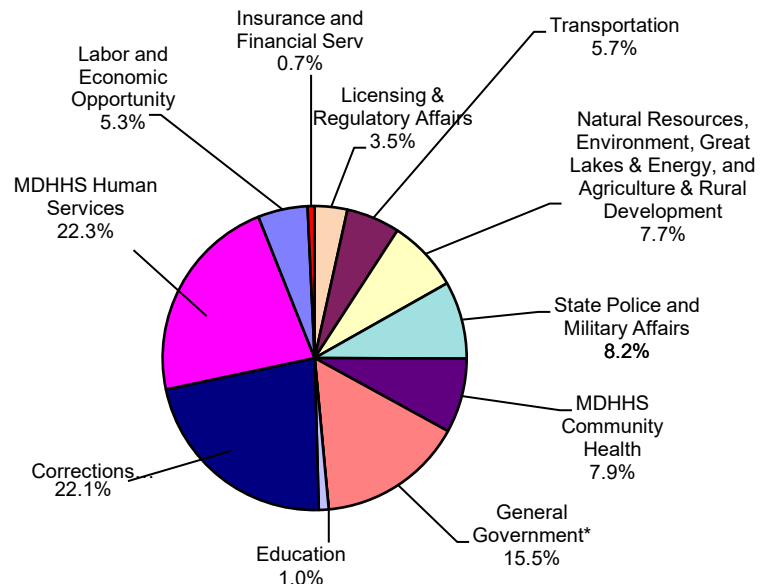
Source: Michigan Civil Service Commission HWF03

STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES STATEWIDE
Fiscal Years 2013-14 and 2022-23 Compared

Graph 1-3



FISCAL YEAR 2013-14
AVERAGE CLASSIFIED EMPLOYMENT
47,003



FISCAL YEAR 2022-23
AVERAGE CLASSIFIED EMPLOYMENT
46,677

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

Comments: Statewide, average classified employment decreased by 326 positions (0.69%) from FY 2013-14 to FY 2022-23. This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Prior to FY2021, the General Government Departments also included the department LABOR AND ECONOMIC OPPORTUNITY. As of September 30, 2023 these positions represent most noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. For this report, the number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF09

STATE OF MICHIGAN
AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
Fiscal Years 2013-14 through 2022-23

DEPARTMENT	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23
Agriculture & Rural Development	396.8	405.4	411.5	438.7	457.7	462.7	462.4	456.4	470.7	481.9
Attorney General	489.9	481.6	477.4	491.2	498.4	501.2	514.8	521.4	531.0	551.0
Auditor General	134.2	137.2	150.2	149.2	142.7	153.0	152.4	151.3	151.4	153.1
Civil Rights	91.0	93.7	92.0	84.4	85.8	88.3	85.5	76.4	78.6	86.0
Civil Service Commission	414.0	413.6	415.5	417.5	432.0	432.5	442.0	430.0	427.3	437.2
Community Health	3,127.9	--	--	--	--	--	--	--	--	--
Corrections	12,766.0	12,554.5	12,599.8	12,278.1	11,966.6	11,944.3	11,795.1	11,204.4	10,569.5	10,322.3
Education	517.5	515.3	506.6	503.8	504.7	503.2	497.7	493.7	493.4	489.8
Environment, Great Lakes & Energy	1,099.1	1,101.2	1,108.0	1,125.8	1,128.8	1,150.4	1,207.5	1,215.7	1,286.7	1,342.0
Executive Office	58.3	59.8	56.2	59.8	56.5	59.3	73.8	70.7	71.1	71.3
Human Services	11,387.6	--	--	--	--	--	--	--	--	--
Insurance and Financial Serv	291.9	304.7	302.1	296.0	299.7	302.2	302.0	317.8	332.3	348.7
Labor & Economic Opportunity	--	1,006.3	1,252.7	1,199.3	1,162.7	1,288.4	2,215.7	2,597.7	2,627.8	2,464.8
Licensing & Regulatory Affairs	2,525.0	2,120.0	1,847.2	1,894.6	1,942.8	1,946.5	1,576.5	1,535.1	1,561.8	1,618.5
MDHHS-Community Health	--	3,091.9	3,111.0	3,184.1	3,293.2	3,412.5	3,586.7	3,641.1	3,676.3	3,695.5
MDHHS-Human Services	--	10,954.1	10,746.8	10,898.9	10,979.6	10,993.8	10,654.6	10,425.9	10,340.8	10,404.1
Military and Veterans Affairs	771.7	757.0	749.8	745.3	765.2	771.5	754.9	751.5	782.3	783.4
Natural Resources	1,553.7	1,612.5	1,665.4	1,682.8	1,718.9	1,757.3	1,692.6	1,660.6	1,705.9	1,750.6
State	1,308.2	1,321.2	1,324.5	1,308.7	1,331.6	1,371.1	1,379.7	1,321.9	1,331.3	1,382.3
State Police	2,616.2	2,707.3	2,775.2	2,893.0	2,984.3	3,026.7	3,008.1	2,961.6	2,995.1	3,065.7
Strategic Fund	630.8	--	--	--	--	--	--	--	--	--
Technology, Management & Budget	2,673.9	2,789.2	2,873.8	2,960.2	2,992.2	2,973.1	2,932.6	2,835.1	2,823.6	2,933.2
Transportation	2,572.7	2,570.1	2,600.3	2,593.8	2,597.0	2,583.0	2,573.8	2,565.9	2,596.7	2,657.4
Treasury	<u>1,576.7</u>	<u>1,591.7</u>	<u>1,626.1</u>	<u>1,619.3</u>	<u>1,615.5</u>	<u>1,602.7</u>	<u>1,613.2</u>	<u>1,584.6</u>	<u>1,578.5</u>	<u>1,638.1</u>
TOTAL	47,003.1	46,588.3	46,692.1	46,824.5	46,955.9	47,323.7	47,521.6	46,818.8	46,432.3	46,676.8

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent most noncareer appointments at the end of FY 2022-23. The count of job-share employees is halved. For fiscal-year-to-date-average reports, agencies in the Department of Talent and Economic Development, effective February 17, 2015, are included for the entire fiscal year.

In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015.

In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

In FY 2018-19, the Department of Talent and Economic Development was renamed the Department of Labor and Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order.

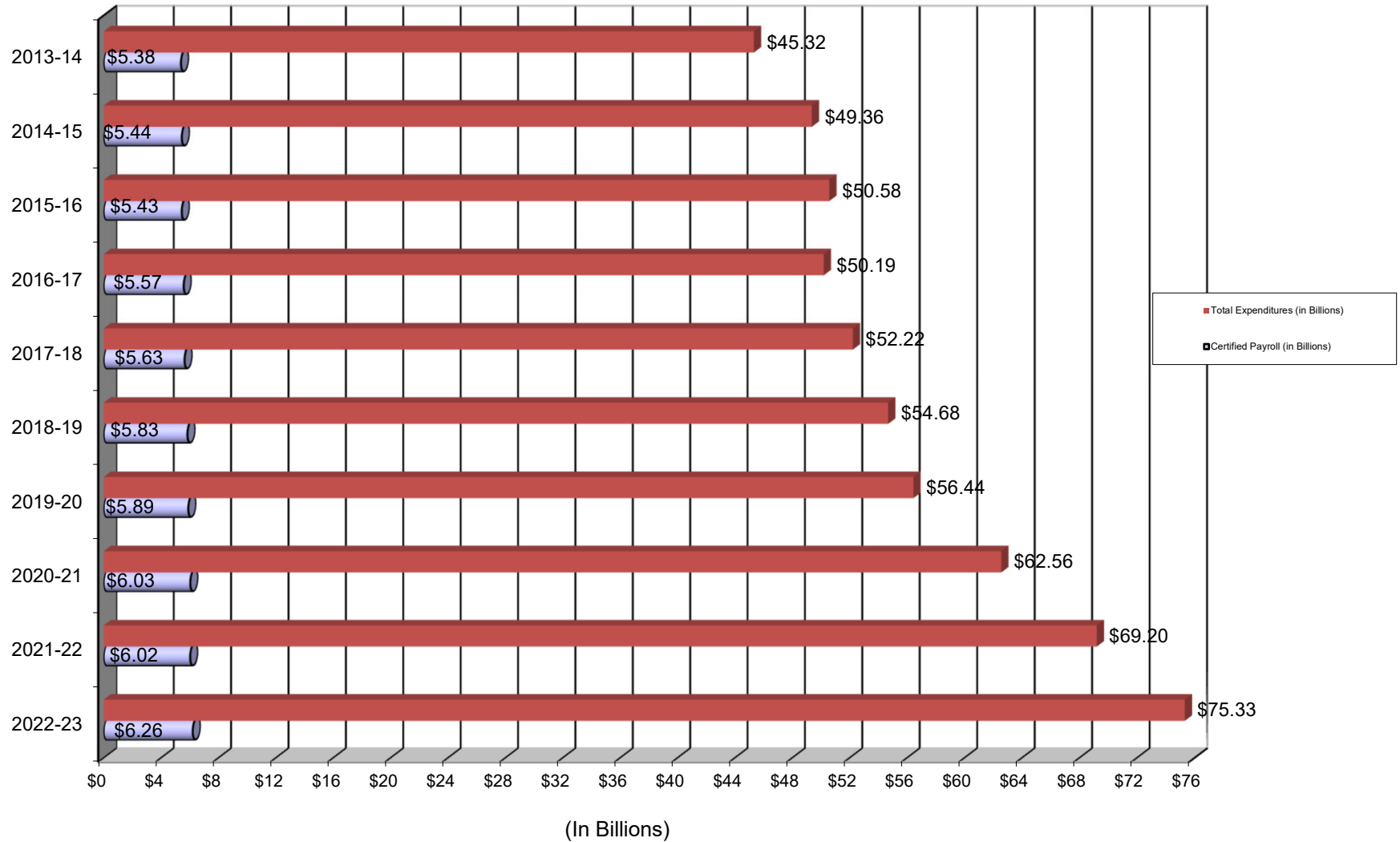
In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

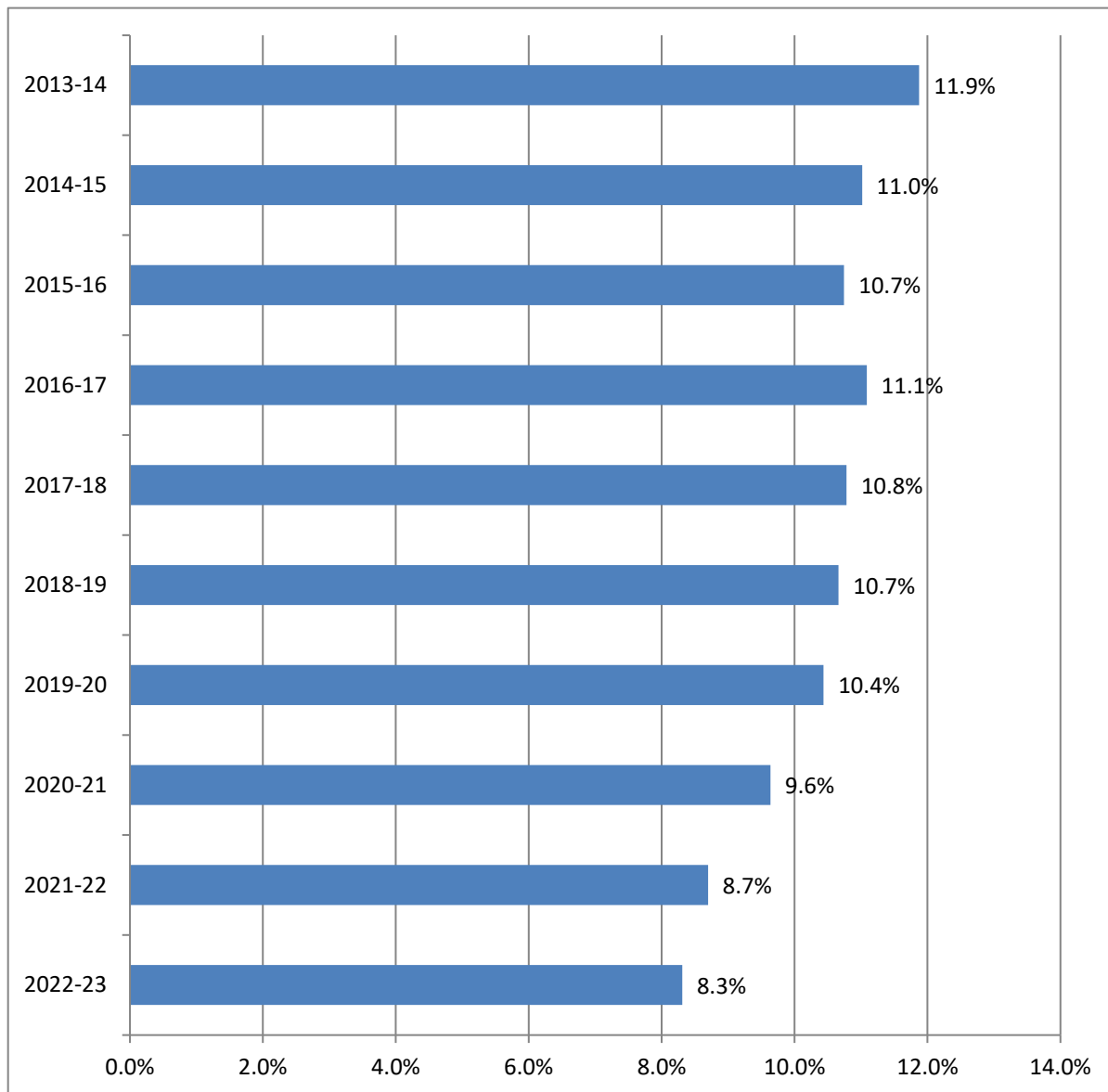
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2013-14 through 2022-23



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

**STATE OF MICHIGAN
CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 2013-14 through 2022-23**



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

STATE OF MICHIGAN

Table 2-1

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

Pay End Date: September 30, 2023

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	494	1.0 %	45.0	\$38.07	324	65.6 %
ATTORNEY GENERAL	602	1.2 %	46.8	\$49.14	326	54.2 %
AUDITOR GENERAL	159	0.3 %	39.6	\$45.21	96	60.4 %
CIVIL RIGHTS	93	0.2 %	48.1	\$38.78	68	73.1 %
CIVIL SERVICE COMMISSION	451	0.9 %	44.4	\$38.91	300	66.5 %
CORRECTIONS	10,225	21.1 %	44.5	\$31.79	6,801	66.5 %
EDUCATION	499	1.0 %	50.4	\$42.26	318	63.7 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,393	2.9 %	44.1	\$38.67	830	59.6 %
EXECUTIVE OFFICE	72	0.1 %	34.8	\$41.18	7	9.7 %
INSURANCE AND FINANCIAL SERV	360	0.7 %	42.9	\$41.19	206	57.2 %
LABOR & ECONOMIC OPPORTUNITY	2,419	5.0 %	48.3	\$36.20	1,484	61.3 %
LICENSING & REGULATORY AFFAIRS	1,693	3.5 %	47.0	\$39.50	1,112	65.7 %
MDHHS - COMMUNITY HEALTH	3,719	7.7 %	46.4	\$37.04	2,107	56.7 %
MDHHS - HUMAN SERVICES	10,594	21.9 %	44.8	\$33.04	6,872	64.9 %
MILITARY & VETERAN AFFAIRS	809	1.7 %	47.4	\$31.63	399	49.3 %
NATURAL RESOURCES	2,813	5.8 %	43.5	\$27.22	1,188	42.2 %
STATE	1,412	2.9 %	45.1	\$30.01	770	54.5 %
STATE POLICE	3,121	6.4 %	39.6	\$37.61	2,079	66.6 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,023	6.2 %	47.3	\$41.19	2,068	68.4 %
TRANSPORTATION	2,788	5.8 %	46.8	\$36.65	1,779	63.8 %
TREASURY	1,729	3.6 %	46.6	\$37.58	1,110	64.2 %
STATEWIDE TOTALS:	48,468	100.0 %	45.1	\$34.88	30,244	62.4 %

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

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE
Fiscal Years 2018-19 through 2022-23

Table 2-2

<u>Salary Range</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	0	0	0	0	0
14,000 - 14,999	0	0	0	0	0
15,000 - 15,999	0	0	0	0	0
16,000 - 16,999	0	0	0	0	0
17,000 - 17,999	0	0	0	0	0
18,000 - 18,999	0	0	0	0	0
19,000 - 19,999	41	0	0	0	0
20,000 - 20,999	28	364	330	3	0
21,000 - 21,999	369	11	2	1	1
22,000 - 22,999	475	195	194	1	0
23,000 - 23,999	28	7	1	2	0
24,000 - 24,999	73	355	351	1	0
25,000 - 25,999	99	85	76	19	0
26,000 - 26,999	23	22	26	4	0
27,000 - 27,999	19	12	15	83	3
28,000 - 28,999	2	1	0	1	1
29,000 - 29,999	222	34	15	37	72
30,000 - 30,999	202	255	13	1	0
31,000 - 31,999	43	17	164	954	392
32,000 - 32,999	53	29	13	180	218
33,000 - 33,999	100	25	25	23	605
34,000 - 34,999	123	22	21	21	42
35,000 - 35,999	162	101	50	22	11
36,000 - 36,999	715	61	77	41	38
37,000 - 37,999	263	430	88	105	18
38,000 - 38,999	645	585	429	128	31
39,000 - 39,999	532	219	506	625	93
40,000 - 40,999	869	519	218	171	123
41,000 - 41,999	382	773	324	552	489
42,000 - 42,999	400	474	658	378	165
43,000 - 43,999	921	508	377	541	695
44,000 - 44,999	659	656	417	430	300
45,000 - 45,999	486	601	752	398	576
46,000 - 46,999	1,017	685	584	604	409
47,000 - 47,999	1,831	1,094	585	768	425
48,000 - 48,999	732	1,609	1,101	267	322
49,000 - 49,999	536	689	636	750	858
50,000 - 50,999	2,072	867	1,496	852	583
51,000 - 51,999	497	1,631	889	1,553	664
52,000 - 52,999	693	552	1,628	598	859
53,000 - 53,999	1,284	874	519	686	610

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

Source: Michigan Civil Service Commission HWF39A and HWF40

STATE OF MICHIGAN
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

Table 2-2

<u>Salary Range</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
54,000 - 54,999	677	1,354	715	1,812	1,374
55,000 - 55,999	3,351	695	1,146	223	686
56,000 - 56,999	3,899	2,949	923	628	740
57,000 - 57,999	609	4,240	2,782	1,069	1,373
58,000 - 58,999	455	462	1,147	1,185	341
59,000 - 59,999	2,801	503	3,375	2,605	278
60,000 - 60,999	477	2,645	563	1,088	1,659
61,000 - 61,999	692	668	487	3,336	395
62,000 - 62,999	316	631	2,888	269	767
63,000 - 63,999	1,361	393	469	689	1,123
64,000 - 64,999	458	532	639	2,704	3,049
65,000 - 65,999	317	1,148	270	335	648
66,000 - 66,999	362	412	675	666	2,208
67,000 - 67,999	1,169	296	1,146	317	1,224
68,000 - 68,999	1,222	1,277	137	683	793
69,000 - 69,999	502	1,347	369	1,121	509
70,000 - 70,999	1,249	603	1,789	161	229
71,000 - 71,999	307	976	403	349	699
72,000 - 72,999	1,824	420	1,234	230	1,906
73,000 - 73,999	218	250	1,032	1,390	618
74,000 - 74,999	502	1,756	281	1,016	270
75,000 - 75,999	157	385	160	875	276
76,000 - 76,999	785	289	1,819	964	1,514
77,000 - 77,999	265	732	189	187	1,144
78,000 - 78,999	71	194	497	2,051	789
79,000 - 79,999	1,088	213	139	204	532
80,000 - 80,999	1,395	260	853	438	428
81,000 - 81,999	97	2,192	263	186	331
82,000 - 82,999	241	260	115	681	2,197
83,000 - 83,999	697	178	1,257	338	108
84,000 - 84,999	108	543	1,600	129	559
85,000 - 85,999	108	291	65	184	233
86,000 - 86,999	152	86	82	2,292	663
87,000 - 87,999	715	125	504	243	213
88,000 - 88,999	149	104	90	32	323
89,000 - 89,999	121	714	121	125	85
90,000 - 90,999	182	219	57	854	1,703
91,000 - 91,999	482	194	169	119	819
92,000 - 92,999	32	31	802	108	91
93,000 - 93,999	174	478	97	159	147

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

Source: Michigan Civil Service Commission HWF39A and HWF40

STATE OF MICHIGAN
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

Table 2-2

<u>Salary Range</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
\$94,000 - 94,999	193	18	189	756	485
95,000 - 95,999	48	209	24	150	483
96,000 - 96,999	38	214	477	92	53
97,000 - 97,999	206	31	22	179	357
98,000 - 98,999	38	35	200	72	180
99,000 - 99,999	122	192	213	444	641
100,000 - 100,999	131	41	31	22	166
101,000 - 101,999	73	135	44	188	93
102,000 - 102,999	91	122	211	222	206
103,000 - 103,999	44	78	39	39	81
104,000 - 104,999	58	87	150	40	438
105,000 - 105,999	113	43	111	206	29
106,000 - 106,999	65	42	83	30	352
107,000 - 107,999	62	118	88	101	75
108,000 - 108,999	43	51	45	155	71
109,000 - 109,999	72	59	47	83	37
110,000 - 110,999	351	43	104	93	180
111,000 - 111,999	4	71	47	51	52
112,000 - 112,999	19	350	42	67	83
113,000 - 113,999	33	5	43	119	150
114,000 - 114,999	17	14	76	37	187
115,000 - 115,999	20	41	51	54	68
116,000 - 116,999	37	7	336	56	75
117,000 - 117,999	21	26	15	37	50
118,000 - 118,999	47	32	7	67	66
119,000 - 119,999	145	24	44	392	133
120,000 - 120,999	26	49	21	15	35
121,000 - 121,999	15	123	24	23	54
122,000 - 122,999	20	32	34	43	62
123,000 - 123,999	33	23	24	20	47
124,000 - 124,999	26	19	36	23	88
125,000 - 125,999	24	16	134	34	408
126,000 and above	664	707	814	1,051	1,336
STATEWIDE TOTAL	49,282	48,464	47,755	47,806	48,468

Median Salary: \$67,860
Average Salary: \$72,821

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

Source: Michigan Civil Service Commission HWF39A and HWF40

STATE OF MICHIGAN
CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL STATEWIDE
(Employer Contributions)
Fiscal Years 2018-19 through 2022-23

	2018-19	2019-20	2020-21	2021-22	2022-23
Legally Required Payments					
FICA	7.10 %	7.06 %	7.08 %	7.10 %	7.08 %
Unemployment Compensation	.12	.23	.01	.09	.11
Workers Compensation	.80	.57	.66	.71	.58
Total Legally Required Payments	8.02 %	7.86 %	7.76 %	7.89 %	7.77 %
Group Insurance					
State Health Plan	7.14 %	7.05 %	6.99 %	6.96 %	7.69 %
Health Maintenance Organization	9.71	9.48	9.05	8.40	6.57
Dental	1.46	1.46	1.43	1.00	1.13
Vision	.17	.17	.16	.04	.07
Life	1.30	1.30	1.29	1.28	1.40
Long Term Disability	.60	.59	.59	.42	.41
Flexible Benefits Allowance/Recovery	.12	.12	.12	.12	.12
Total Group Insurance	20.50 %	20.18 %	19.63 %	18.20 %	17.39 %
Other Cash Payments					
Terminal Annual & Sick Leave	.79 %	.69 %	.73 %	.75 %	.61 %
Terminal Longevity Payments	.02	.02	.02	.02	.01
Professional Development	.03	.03	.03	.03	.03
Uniforms and Dry Cleaning	.17	.16	.16	.14	.13
Total Other Cash Payments	1.01 %	.90 %	.94 %	.94 %	.79 %
Pension Items					
Retirement or Pension Plans	1.68 %	1.97 %	1.91 %	1.75 %	1.56 %
Other Employee Retirement Costs (OERC)	43.22	40.35	42.41	37.33	33.86
Defined Contribution Pension Plan	5.71	6.14	6.29	6.58	6.80
Total Pension Items	50.61 %	48.46 %	50.60 %	45.66 %	42.22 %
Total Employee Benefits	80.15 %	77.40 %	78.94 %	72.70 %	68.16 %

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

Source: MAIN DAFR 6940 191OFB

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

Pay End Date: September 30, 2023

Department	Total Employees Enrolled	Health Insurance						Dental Insurance					
		State Sponsored Health	%	HMO	%	High Deductible Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	474	224	47 %	185	39 %	23	5 %	0	0 %	445	94 %	1	0 %
ATTORNEY GENERAL	589	282	48 %	218	37 %	17	3 %	0	0 %	548	93 %	2	0 %
AUDITOR GENERAL	156	79	51 %	55	35 %	1	1 %	0	0 %	142	91 %	0	0 %
CIVIL RIGHTS	91	37	41 %	47	52 %	2	2 %	0	0 %	88	97 %	0	0 %
CIVIL SERVICE COMMISSION	440	169	38 %	190	43 %	17	4 %	0	0 %	401	91 %	0	0 %
CORRECTIONS	10,201	6,209	61 %	2,946	29 %	92	1 %	0	0 %	9,520	93 %	26	0 %
EDUCATION	488	209	43 %	192	39 %	12	2 %	0	0 %	446	91 %	2	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,372	652	48 %	485	35 %	80	6 %	0	0 %	1,262	92 %	6	0 %
EXECUTIVE OFFICE	71	38	54 %	11	15 %	2	3 %	0	0 %	52	73 %	1	1 %
INSURANCE AND FINANCIAL SERV	357	146	41 %	137	38 %	12	3 %	0	0 %	316	89 %	1	0 %
LABOR & ECONOMIC OPPORTUNITY	2,398	1,140	48 %	937	39 %	62	3 %	0	0 %	2,242	93 %	10	0 %
LICENSING & REGULATORY AFFAIRS	1,671	712	43 %	706	42 %	37	2 %	0	0 %	1,520	91 %	9	1 %
MDHHS - COMMUNITY HEALTH	3,705	1,793	48 %	1,420	38 %	101	3 %	0	0 %	3,414	92 %	19	1 %
MDHHS - HUMAN SERVICES	10,579	4,970	47 %	4,386	41 %	155	1 %	0	0 %	9,883	93 %	21	0 %
MILITARY & VETERAN AFFAIRS	793	392	49 %	220	28 %	18	2 %	0	0 %	705	89 %	0	0 %
NATURAL RESOURCES	1,797	1,055	59 %	423	24 %	49	3 %	0	0 %	1,590	88 %	11	1 %
STATE	1,410	688	49 %	530	38 %	27	2 %	0	0 %	1,294	92 %	1	0 %
STATE POLICE	3,059	1,223	40 %	613	20 %	53	2 %	850	28 %	2,846	93 %	13	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,962	1,172	40 %	1,357	46 %	85	3 %	0	0 %	2,707	91 %	18	1 %
TRANSPORTATION	2,672	1,396	52 %	878	33 %	80	3 %	0	0 %	2,453	92 %	12	0 %
TREASURY	1,686	644	38 %	796	47 %	35	2 %	0	0 %	1,558	92 %	7	0 %
STATEWIDE TOTALS:	46,971	23,230	49 %	16,732	36 %	960	2 %	850	2 %	43,432	92 %	160	0 %

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

Source: Michigan Civil Service Commission HWF47

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

Pay End Date: September 30, 2023

Department	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
AGRICULTURE & RURAL DEVELOPMENT	474	450	95 %	365	77 %	0	0 %	449	95 %	25	5 %	0	0 %
ATTORNEY GENERAL	589	551	94 %	411	70 %	0	0 %	559	95 %	29	5 %	0	0 %
AUDITOR GENERAL	156	149	96 %	121	78 %	0	0 %	135	87 %	20	13 %	0	0 %
CIVIL RIGHTS	91	88	97 %	68	75 %	0	0 %	90	99 %	1	1 %	0	0 %
CIVIL SERVICE COMMISSION	440	408	93 %	394	90 %	0	0 %	428	97 %	12	3 %	0	0 %
CORRECTIONS	10,201	9,554	94 %	9,047	89 %	0	0 %	9,731	95 %	402	4 %	0	0 %
EDUCATION	488	454	93 %	338	69 %	0	0 %	456	93 %	32	7 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,372	1,275	93 %	1,025	75 %	0	0 %	1,268	92 %	103	8 %	0	0 %
EXECUTIVE OFFICE	71	54	76 %	24	34 %	0	0 %	64	90 %	5	7 %	0	0 %
INSURANCE AND FINANCIAL SERV	357	320	90 %	260	73 %	0	0 %	334	94 %	23	6 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,398	2,259	94 %	1,828	76 %	0	0 %	2,239	93 %	156	7 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,671	1,540	92 %	1,314	79 %	0	0 %	1,584	95 %	80	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,705	3,439	93 %	2,974	80 %	0	0 %	3,490	94 %	199	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,579	9,940	94 %	8,703	82 %	0	0 %	10,027	95 %	523	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	793	715	90 %	539	68 %	0	0 %	753	95 %	30	4 %	0	0 %
NATURAL RESOURCES	1,797	1,607	89 %	1,318	73 %	0	0 %	1,691	94 %	102	6 %	0	0 %
STATE	1,410	1,307	93 %	1,072	76 %	0	0 %	1,325	94 %	79	6 %	0	0 %
STATE POLICE	3,059	2,878	94 %	2,673	87 %	1,363	45 %	2,902	95 %	128	4 %	969	32 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,962	2,740	93 %	2,201	74 %	18	1 %	2,801	95 %	148	5 %	14	0 %
TRANSPORTATION	2,672	2,493	93 %	2,252	84 %	0	0 %	2,521	94 %	140	5 %	0	0 %
TREASURY	1,686	1,582	94 %	1,309	78 %	0	0 %	1,584	94 %	99	6 %	0	0 %
STATEWIDE TOTALS:	46,971	43,803	93 %	38,236	81 %	1,381	3 %	44,431	95 %	2,336	5 %	983	2 %

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

Source: Michigan Civil Service Commission HWF47

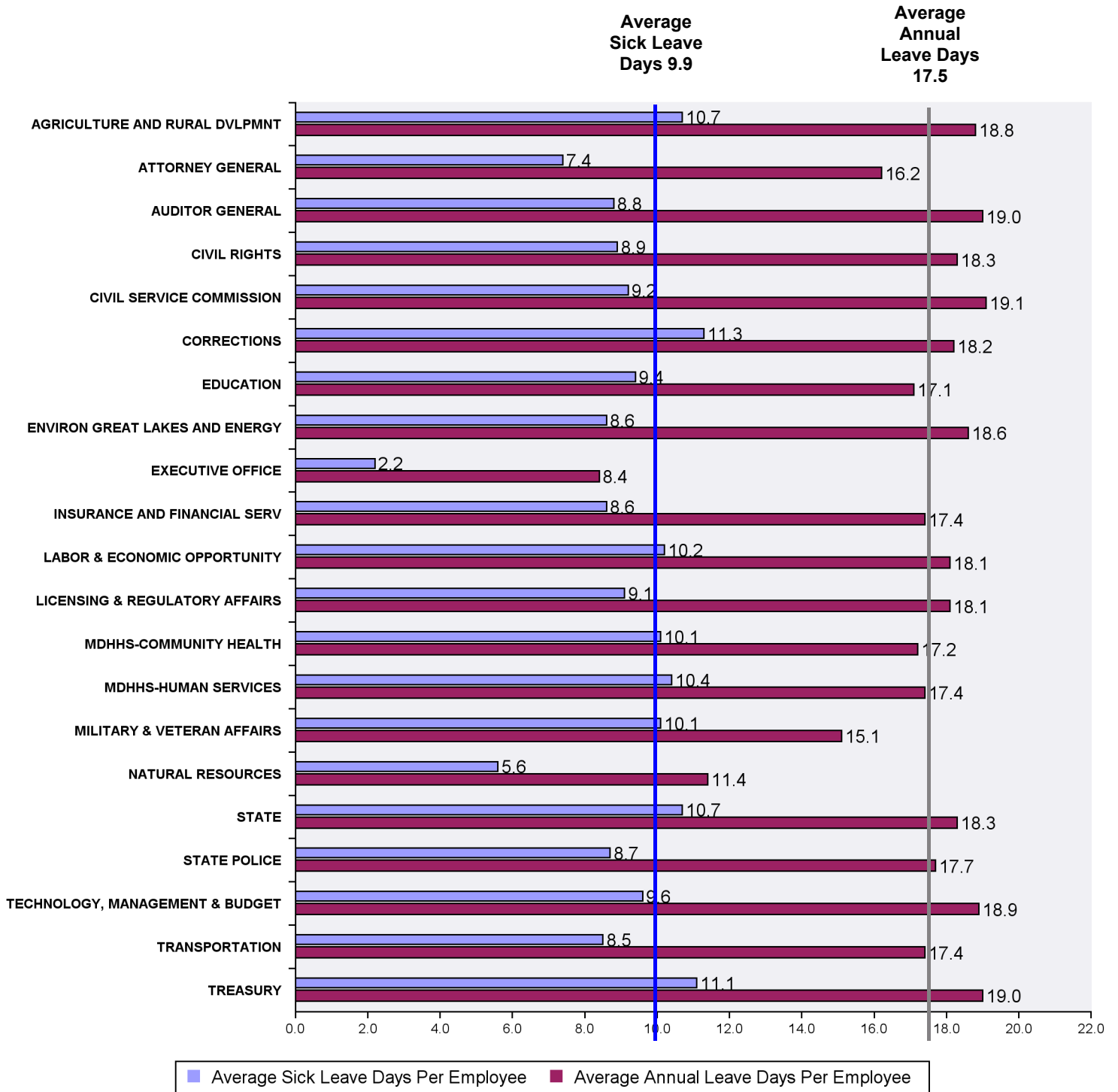
STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2018-19 through 2022-23

	2018-19	2019-20	2020-21	2021-22	2022-23
VACATION	7.1 %	6.1 %	7.0 %	7.1 %	7.0 %
HOLIDAY	5.0 %	4.6 %	5.0 %	5.0 %	5.0 %
SICK LEAVE	4.2 %	3.7 %	4.4 %	4.7 %	4.3 %
TOTAL	16.3 %	14.3 %	16.3 %	16.7 %	16.4 %

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

Source: MAIN DAFR6940 191OFBD

STATE OF MICHIGAN SICK LEAVE AND ANNUAL LEAVE USE BY DEPARTMENT Fiscal Year 2022-23



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

Source: Michigan Civil Service Commission HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2022-23

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMNT	10.7	18.8	29.4
ATTORNEY GENERAL	7.4	16.2	23.6
AUDITOR GENERAL	8.8	19.0	27.8
CIVIL RIGHTS	8.9	18.3	27.1
CIVIL SERVICE COMMISSION	9.2	19.1	28.3
CORRECTIONS	11.3	18.2	29.5
EDUCATION	9.4	17.1	26.5
ENVIRON GREAT LAKES AND ENERGY	8.6	18.6	27.2
EXECUTIVE OFFICE	2.2	8.4	10.7
INSURANCE AND FINANCIAL SERV	8.6	17.4	26.0
LABOR & ECONOMIC OPPORTUNITY	10.2	18.1	28.3
LICENSING & REGULATORY AFFAIRS	9.1	18.1	27.2
MDHHS-COMMUNITY HEALTH	10.1	17.2	27.3
MDHHS-HUMAN SERVICES	10.4	17.4	27.7
MILITARY & VETERAN AFFAIRS	10.1	15.1	25.2
NATURAL RESOURCES	5.6	11.4	16.9
STATE	10.7	18.3	29.0
STATE POLICE	8.7	17.7	26.4
TECHNOLOGY, MANAGEMENT & BUDGET	9.6	18.9	28.4
TRANSPORTATION	8.5	17.4	25.9
TREASURY	11.1	19.0	30.1
STATEWIDE AVERAGE	9.9	17.5	27.3

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

Source: Michigan Civil Service Commission HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE SICK LEAVE USE COMPARISON
(Average Days Per Employee)
Fiscal Years 2018-19 through 2022-23

DEPARTMENT	2018-19	2019-20	2020-21	2021-22	2022-23
Agriculture & Rural Development	8.5	8.1	8.0	9.3	10.7
Attorney General	8.8	7.0	6.7	7.7	7.4
Auditor General	7.7	8.7	6.9	8.7	8.8
Civil Rights	10.3	9.6	9.7	11.7	8.9
Civil Service Commission	10.1	8.0	7.2	9.2	9.2
Corrections	12.1	11.8	12.9	11.8	11.3
Education	9.8	7.8	7.1	9.0	9.4
Environment, Great Lakes & Energy	9.1	7.7	6.8	8.2	8.6
Executive Office	1.0	2.3	2.0	1.6	2.2
Insurance and Financial Serv	9.7	8.2	8.0	8.0	8.6
Labor & Economic Opportunity	10.5	7.8	7.9	9.7	10.2
Licensing & Regulatory Affairs	10.1	7.9	8.2	9.2	9.1
MDHHS-Community Health	10.3	9.4	9.6	10.4	10.1
MDHHS-Human Services	10.6	8.8	9.6	10.1	10.4
Military and Veterans Affairs	9.5	9.0	9.5	10.4	10.1
Natural Resources	5.0	5.6	5.4	6.5	5.6
State	9.2	8.9	11.5	11.4	10.7
State Police	8.9	8.2	8.3	9.6	8.7
Technology, Management & Budget	10.0	8.1	8.5	9.4	9.6
Transportation	9.1	7.9	7.4	8.4	8.5
Treasury	10.4	8.9	9.3	10.3	11.1
STATEWIDE AVERAGE	10.3	9.2	9.6	10.0	9.9

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

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

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USE ANALYSIS BY DEPARTMENT

September 18, 2022 to September 30, 2023

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	511	43,600.5	85.3	10.7
ATTORNEY GENERAL	630	37,319.7	59.2	7.4
AUDITOR GENERAL	164	11,496.8	70.1	8.8
CIVIL RIGHTS	102	7,235.0	70.9	8.9
CIVIL SERVICE COMMISSION	474	34,741.0	73.3	9.2
CORRECTIONS	11,629	1,048,662.3	90.2	11.3
EDUCATION	525	39,479.4	75.2	9.4
ENVIRON GREAT LAKES AND ENERGY	1,465	100,779.7	68.8	8.6
EXECUTIVE OFFICE	84	1,502.8	17.9	2.2
INSURANCE AND FINANCIAL SERV	390	26,801.7	68.7	8.6
LABOR & ECONOMIC OPPORTUNITY	2,729	223,365.6	81.8	10.2
LICENSING & REGULATORY AFFAIRS	1,774	129,755.5	73.1	9.1
MDHHS-COMMUNITY HEALTH	4,155	337,014.4	81.1	10.1
MDHHS-HUMAN SERVICES	11,633	963,326.6	82.8	10.4
MILITARY & VETERAN AFFAIRS	932	75,227.9	80.7	10.1
NATURAL RESOURCES	2,877	127,801.5	44.4	5.6
STATE	1,529	131,229.6	85.8	10.7
STATE POLICE	3,279	228,167.4	69.6	8.7
TECHNOLOGY, MANAGEMENT & BUDGET	3,137	239,992.4	76.5	9.6
TRANSPORTATION	3,139	213,884.2	68.1	8.5
TREASURY	1,796	159,069.8	88.6	11.1
STATEWIDE	52,954	4,180,453.7	78.9	9.9

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

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT
September 18, 2022 to September 30, 2023

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	511	76,787.3	150.3	18.8	511	29.5	0.1	0.0
ATTORNEY GENERAL	630	81,635.2	129.6	16.2	630	56.0	0.1	0.0
AUDITOR GENERAL	164	24,945.0	152.1	19.0	164	0.0	0.0	0.0
CIVIL RIGHTS	102	14,905.3	146.1	18.3	102	10.5	0.1	0.0
CIVIL SERVICE COMMISSION	474	72,594.9	153.2	19.1	474	29.9	0.1	0.0
CORRECTIONS	11,629	1,697,396.0	146.0	18.2	11,629	1,351.8	0.1	0.0
EDUCATION	525	72,002.6	137.1	17.1	525	36.0	0.1	0.0
ENVIRON GREAT LAKES AND ENERGY	1,465	218,562.4	149.2	18.6	1,465	248.3	0.2	0.0
EXECUTIVE OFFICE	84	5,676.3	67.6	8.4	84	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	390	54,306.6	139.2	17.4	390	35.5	0.1	0.0
LABOR & ECONOMIC OPPORTUNITY	2,729	394,350.8	144.5	18.1	2,729	389.7	0.1	0.0
LICENSING & REGULATORY AFFAIRS	1,774	256,598.2	144.6	18.1	1,774	111.0	0.1	0.0
MDHHS-COMMUNITY HEALTH	4,155	571,981.2	137.7	17.2	4,155	1,057.0	0.3	0.0
MDHHS-HUMAN SERVICES	11,633	1,615,955.7	138.9	17.4	11,633	1,019.9	0.1	0.0
MILITARY & VETERAN AFFAIRS	932	112,792.4	121.0	15.1	932	47.7	0.1	0.0
NATURAL RESOURCES	2,877	262,102.6	91.1	11.4	2,877	661.0	0.2	0.0
STATE	1,529	223,691.7	146.3	18.3	1,529	553.3	0.4	0.0
STATE POLICE	3,279	463,567.7	141.4	17.7	3,279	1,602.1	0.5	0.1
TECHNOLOGY, MANAGEMENT & BUDGE	3,137	473,118.8	150.8	18.9	3,137	157.8	0.1	0.0
TRANSPORTATION	3,139	437,254.0	139.3	17.4	3,139	509.1	0.2	0.0
TREASURY	1,796	273,588.0	152.3	19.0	1,796	407.8	0.2	0.0
STATEWIDE	52,954	7,403,812.5	139.8	17.5	52,954	8,313.6	0.2	0.0

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

Source: Michigan Civil Service Commission HWF31

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

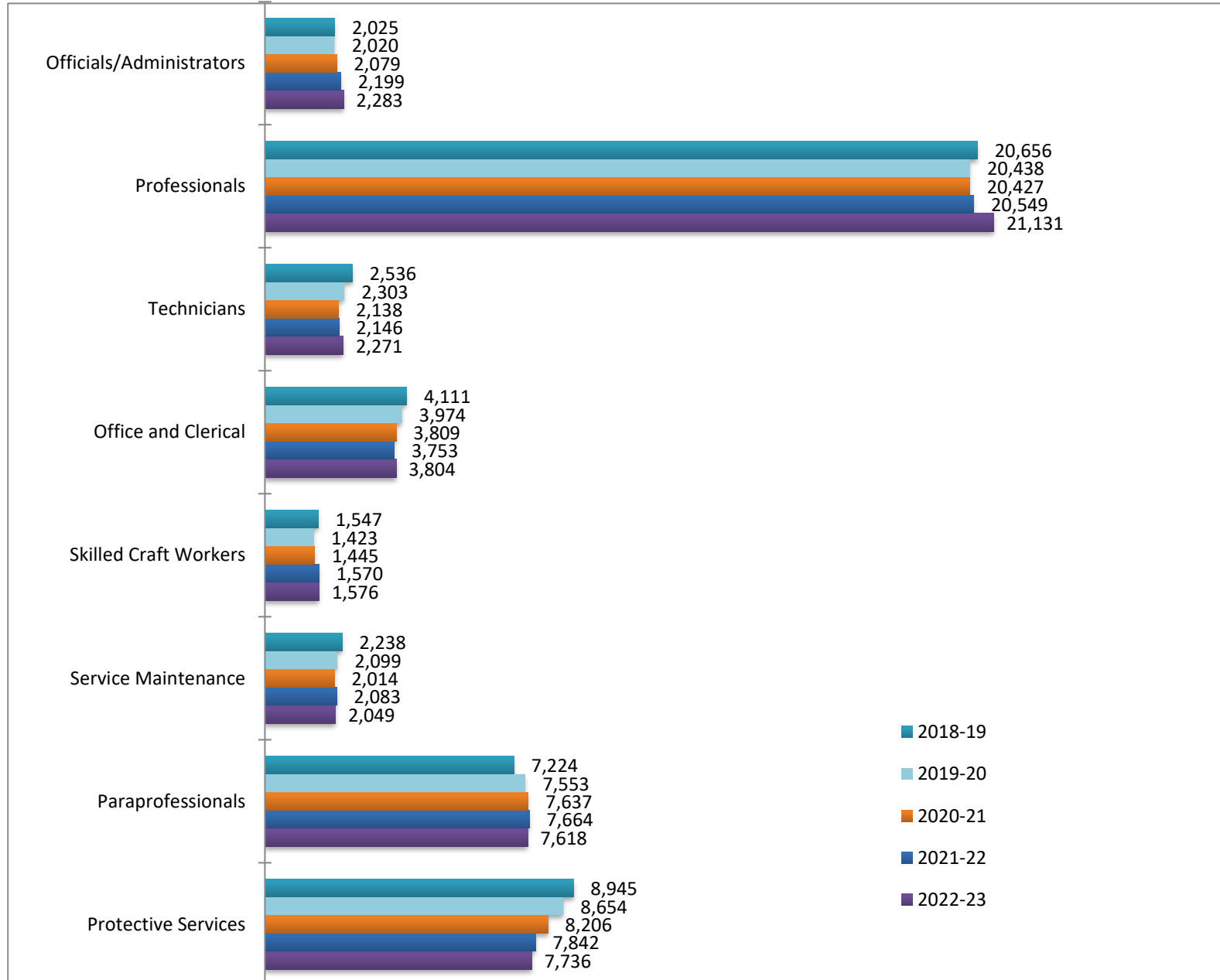
Pay End Date: September 30, 2023

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	0	24	38	60	68	65	66	52	43	53	13	12	494
ATTORNEY GENERAL	3	10	25	76	73	94	66	91	81	54	20	9	602
AUDITOR GENERAL	0	14	29	32	13	12	15	24	12	6	2	0	159
CIVIL RIGHTS	0	1	2	10	13	12	10	20	14	4	3	4	93
CIVIL SERVICE COMMISSION	2	15	40	55	46	72	63	61	55	37	5	0	451
CORRECTIONS	47	414	773	1,158	1,275	1,283	1,578	1,806	1,112	577	162	40	10,225
EDUCATION	1	10	12	20	40	70	84	83	85	49	28	17	499
ENVIRONMENT, GREAT LAKES & ENERGY	3	52	166	204	152	154	178	164	134	123	50	13	1,393
EXECUTIVE OFFICE	0	18	9	16	12	3	4	8	0	1	1	0	72
INSURANCE AND FINANCIAL SERV	0	10	50	36	55	55	55	46	27	19	5	2	360
LABOR & ECONOMIC OPPORTUNITY	5	31	99	209	271	331	356	382	330	250	107	48	2,419
LICENSING & REGULATORY AFFAIRS	3	31	105	159	213	247	226	248	206	159	65	31	1,693
MDHHS - COMMUNITY HEALTH	8	55	254	436	490	474	504	514	445	356	140	43	3,719
MDHHS - HUMAN SERVICES	3	222	774	1,197	1,532	1,718	1,558	1,569	1,076	651	213	81	10,594
MILITARY & VETERAN AFFAIRS	2	23	32	73	102	101	108	124	132	82	23	7	809
NATURAL RESOURCES	106	303	313	272	275	246	290	282	224	212	145	145	2,813
STATE	0	21	120	185	192	177	186	208	185	109	23	6	1,412
STATE POLICE	19	190	498	623	416	298	357	408	216	77	17	2	3,121
TECHNOLOGY, MANAGEMENT & BUDGET	9	89	157	288	291	408	442	446	424	311	126	32	3,023
TRANSPORTATION	15	118	183	219	269	355	401	442	390	268	96	32	2,788
TREASURY	7	47	96	168	219	231	245	241	219	181	55	20	1,729
Statewide Total:	233	1,698	3,775	5,496	6,017	6,406	6,792	7,219	5,410	3,579	1,299	544	48,468
Average Age:	19.2	22.9	27.7	32.6	37.5	42.5	47.5	52.5	57.4	62.2	67.0	73.6	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 2018-19 through 2022-23



2022-23 Total: 48,468

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

Source: Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 30, 2023

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	8	11	19
ALGER	223	3	226
ALLEGAN	236	17	253
ALPENA	156	37	193
ANTRIM	47	5	52
ARENAC	33	0	33
BARAGA	282	15	297
BARRY	192	16	208
BAY	367	47	414
BENZIE	42	2	44
BERRIEN	331	41	372
BRANCH	335	5	340
CALHOUN	419	12	431
CASS	89	7	96
CHARLEVOIX	34	23	57
CHEBOYGAN	73	51	124
CHIPPEWA	776	85	861
CLARE	84	20	104
CLINTON	693	50	743
CRAWFORD	170	74	244
DELTA	191	42	233
DICKINSON	63	3	66
EATON	3,646	182	3,828
EMMET	105	34	139
GENESEE	928	103	1,031
GLADWIN	60	2	62
GOGEBIC	63	10	73
GRAND TRAVERSE	317	46	363
GRATIOT	855	13	868
HILLSDALE	83	3	86
HOUGHTON	103	22	125
HURON	54	27	81
INGHAM	9,152	861	10,013
IONIA	1,293	27	1,320
IOSCO	61	33	94
IRON	44	8	52
ISABELLA	198	9	207
JACKSON	1,876	46	1,922
KALAMAZOO	1,132	64	1,196
KALKASKA	64	3	67
KENT	1,602	68	1,670
KEWEENAW	4	9	13
LAKE	44	2	46
LAPEER	451	26	477
LEELANAU	18	8	26

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 30, 2023

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	501	18	519
LIVINGSTON	763	52	815
LUCE	261	13	274
MACKINAC	127	78	205
MACOMB	1,609	58	1,667
MANISTEE	342	25	367
MARQUETTE	798	51	849
MASON	61	26	87
MECOSTA	100	6	106
MENOMINEE	39	14	53
MIDLAND	127	2	129
MISSAUKEE	77	3	80
MONROE	243	42	285
MONTCALM	582	10	592
MONTMORENCY	65	19	84
MUSKEGON	903	51	954
NEWAYGO	86	8	94
OAKLAND	1,439	202	1,641
OCEANA	97	45	142
OGEMAW	90	21	111
ONTONAGON	29	17	46
OSCEOLA	37	0	37
OSCODA	27	3	30
OTSEGO	324	27	351
OTTAWA	271	54	325
OUT OF STATE	21	4	25
PRESQUE ISLE	25	29	54
ROSCOMMON	140	33	173
SAGINAW	939	34	973
SANILAC	101	15	116
SCHOOLCRAFT	63	21	84
SHIAWASSEE	88	2	90
ST CLAIR	217	43	260
ST JOSEPH	201	5	206
TUSCOLA	491	21	512
VAN BUREN	261	32	293
WASHTENAW	1,329	69	1,398
WAYNE	4,819	257	5,076
WEXFORD	166	30	196
Grand Total:	44,856	3,612	48,468

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

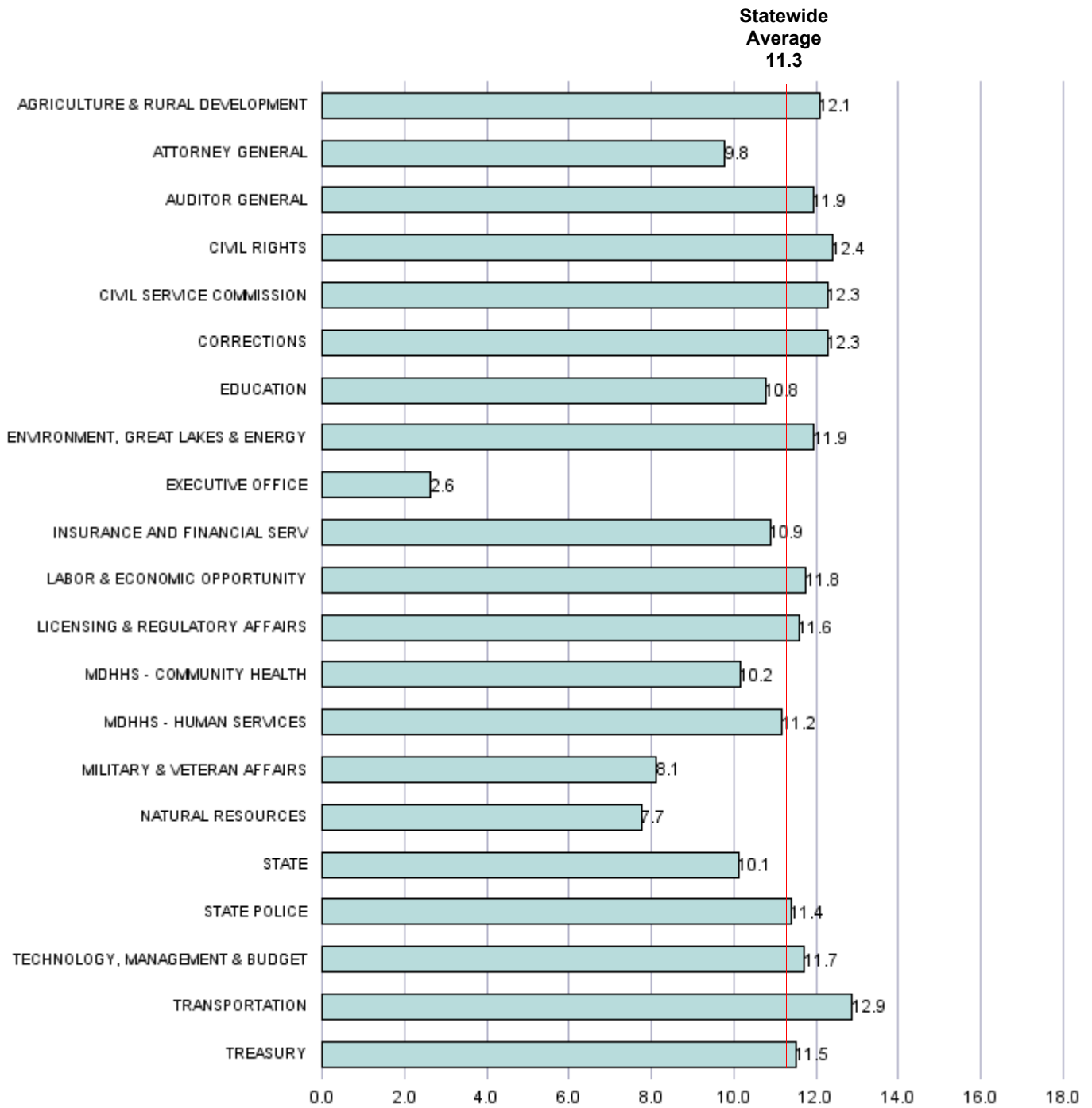
Source: Michigan Civil Service Commission HWF55

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 30, 2023



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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	54	94	3	4	0	1	0	0	1	2	0	0	0	4	58	105	0	0
06 -10 YEARS	53	46	0	2	0	0	2	3	0	1	0	0	0	0	55	52	0	0
11 -15 YEARS	30	31	1	2	0	0	0	1	0	0	0	0	0	0	31	34	0	0
16 - 20 YEARS	14	18	1	1	0	0	0	0	0	0	0	0	0	0	15	19	0	0
21 - 25 YEARS	30	29	0	2	1	0	0	1	0	1	0	0	0	0	31	33	0	0
26 - 30 YEARS	18	14	0	0	0	0	1	0	0	0	0	0	0	19	14	0	0	
31 - 35 YEARS	11	5	0	1	0	0	0	0	0	0	0	0	0	11	6	0	1	
36 - 40 YEARS	1	3	0	2	0	0	0	0	0	0	0	0	0	1	5	0	0	
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	1	0	0	0	0	3	2	0	1	
DEPARTMENT TOTAL	213	242	5	14	1	1	3	5	2	4	0	0	0	4	224	270	0	2
MORE THAN 10 YEARS	106	102	2	8	1	0	1	2	1	1	0	0	0	0	111	113	0	2
AVERAGE YEARS	13.3	11.1	7.4	15.9	23.0	0.0	14.3	12.2	23.5	8.3	0.0	0.0	0.0	2.0	13.3	11.1	0.0	38.5

DEPARTMENT AVERAGE YEARS 12.1

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	81	129	12	31	0	0	2	4	0	3	0	1	2	5	97	173	0	0
06 -10 YEARS	42	51	2	9	0	0	0	2	1	0	0	0	0	1	45	63	0	0
11 -15 YEARS	32	36	2	3	0	0	0	0	1	0	0	0	0	0	35	39	0	0
16 - 20 YEARS	26	31	4	5	0	0	0	1	0	0	0	0	0	0	30	37	1	0
21 - 25 YEARS	6	22	2	4	0	0	0	1	0	2	0	0	0	0	8	29	0	0
26 - 30 YEARS	11	10	1	1	0	0	0	0	0	0	0	0	0	0	12	11	0	0
31 - 35 YEARS	6	5	0	1	0	0	0	1	0	0	0	0	0	0	6	7	0	0
36 - 40 YEARS	4	2	0	1	0	0	0	0	0	0	0	0	0	0	4	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	1	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	209	287	23	55	0	0	3	9	2	5	0	1	2	6	239	363	1	0
MORE THAN 10 YEARS	86	107	9	15	0	0	1	3	1	2	0	0	0	0	97	127	1	0
AVERAGE YEARS	10.7	9.6	9.7	8.2	0.0	0.0	15.7	10.4	10.5	11.0	0.0	1.0	1.5	2.3	10.6	9.3	16.0	0.0

DEPARTMENT AVERAGE YEARS 9.8

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	28	29	2	2	0	0	1	1	0	0	0	0	0	0	31	32	0	0
06 -10 YEARS	16	14	1	0	0	0	1	1	0	0	0	0	0	0	18	15	0	0
11 -15 YEARS	8	7	1	0	0	0	0	0	0	0	0	0	0	0	9	7	0	0
16 - 20 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	0	0	1	4	0	0
21 - 25 YEARS	6	9	1	0	0	0	0	0	0	1	0	0	0	0	7	10	0	0
26 - 30 YEARS	6	9	0	1	0	0	0	0	0	0	0	0	0	0	6	10	0	0
31 - 35 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	70	75	6	3	0	0	2	2	0	1	0	0	0	0	78	81	0	0
MORE THAN 10 YEARS	26	32	3	1	0	0	0	0	0	1	0	0	0	0	29	34	0	0
AVERAGE YEARS	11.8	12.0	14.5	9.7	0.0	0.0	6.5	5.5	0.0	23.0	0.0	0.0	0.0	0.0	11.9	11.9	0.0	0.0

DEPARTMENT AVERAGE YEARS 11.9

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	4	4	3	11	0	0	0	1	0	0	0	0	0	1	7	17	0	0
06 -10 YEARS	0	3	3	7	0	0	1	0	0	0	0	0	1	0	5	10	0	0
11 -15 YEARS	0	9	5	12	0	0	1	2	0	1	0	0	0	0	6	24	0	0
16 - 20 YEARS	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0	4	0	0
21 - 25 YEARS	4	1	1	5	0	0	0	0	0	0	0	0	0	0	5	6	0	0
26 - 30 YEARS	1	1	0	4	0	0	0	1	0	0	0	0	0	0	1	6	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	9	20	12	43	0	0	2	4	0	1	0	0	1	1	24	69	0	0
MORE THAN 10 YEARS	5	13	6	25	0	0	1	3	0	1	0	0	0	0	12	42	0	0
AVERAGE YEARS	14.8	12.2	9.9	12.8	0.0	0.0	8.5	16.3	0.0	15.0	0.0	0.0	9.0	0.0	11.6	12.7	0.0	0.0

DEPARTMENT AVERAGE YEARS 12.4

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	19	86	4	19	0	1	1	10	0	3	0	0	1	5	25	124	0	0
06 -10 YEARS	13	61	3	8	0	0	0	2	0	0	0	0	2	1	18	72	0	1
11 -15 YEARS	11	48	3	5	0	1	0	1	0	1	0	0	0	0	14	56	1	0
16 - 20 YEARS	5	27	1	1	0	0	0	1	0	0	0	0	0	0	6	29	0	0
21 - 25 YEARS	3	39	2	5	0	1	1	0	0	2	0	0	0	0	6	47	0	0
26 - 30 YEARS	6	19	1	2	0	0	0	0	0	0	0	0	0	0	7	21	0	0
31 - 35 YEARS	0	10	0	4	0	1	0	2	0	0	0	0	0	0	0	17	0	0
36 - 40 YEARS	1	3	0	1	0	0	0	3	0	0	0	0	0	0	1	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	58	293	14	45	0	5	2	19	0	6	0	0	3	6	77	374	1	1
MORE THAN 10 YEARS	26	146	7	18	0	4	1	7	0	3	0	0	0	0	34	178	1	0
AVERAGE YEARS	11.5	12.6	11.4	11.8	0.0	22.8	12.5	13.2	0.0	11.2	0.0	0.0	5.7	3.7	11.3	12.5	14.0	6.0

DEPARTMENT AVERAGE YEARS 12.3

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	1,604	1,002	291	279	50	19	75	38	16	8	1	0	57	35	2,094	1,381	1	0
06 -10 YEARS	1,061	463	166	119	31	10	39	15	11	6	0	0	5	0	1,313	613	0	0
11 -15 YEARS	505	301	98	113	12	4	23	18	6	0	0	0	0	0	644	436	0	0
16 - 20 YEARS	472	210	80	104	19	4	19	10	4	4	0	0	0	1	594	333	0	1
21 - 25 YEARS	1,053	341	123	130	23	9	20	20	6	1	0	0	0	0	1,225	501	2	0
26 - 30 YEARS	513	192	55	88	12	4	13	14	4	1	0	0	0	0	597	299	1	3
31 - 35 YEARS	60	38	8	15	1	3	1	1	0	0	0	0	0	0	70	57	1	1
36 - 40 YEARS	20	16	6	12	0	0	0	0	0	0	0	0	0	0	26	28	0	0
MORE THAN 40 YEARS	4	4	0	6	0	0	0	0	0	0	0	0	0	0	4	10	1	0
DEPARTMENT TOTAL	5,292	2,567	827	866	148	53	190	116	47	20	1	0	62	36	6,567	3,658	6	5
MORE THAN 10 YEARS	2,627	1,102	370	468	67	24	76	63	20	6	0	0	0	1	3,160	1,664	5	5
AVERAGE YEARS	13.0	11.2	11.5	13.3	12.0	13.0	10.4	12.9	11.4	8.5	1.0	0.0	1.9	2.3	12.6	11.7	27.7	27.8

DEPARTMENT AVERAGE YEARS 12.3

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	27	110	3	17	0	2	1	4	1	2	0	0	1	4	33	139	0	0
06 -10 YEARS	23	47	3	10	0	0	2	3	0	1	0	0	0	0	28	61	0	0
11 -15 YEARS	28	71	0	15	1	0	1	3	1	1	0	0	0	0	31	90	0	1
16 - 20 YEARS	15	30	0	2	0	0	0	0	0	0	0	0	0	0	15	32	0	0
21 - 25 YEARS	10	26	3	2	0	0	1	1	0	0	0	0	0	0	14	29	0	0
26 - 30 YEARS	5	7	1	2	0	0	0	1	0	0	0	0	0	0	6	10	1	0
31 - 35 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	110	297	10	49	1	2	5	13	2	5	0	0	1	4	129	370	1	1
MORE THAN 10 YEARS	60	140	4	22	1	0	2	6	1	2	0	0	0	0	68	170	1	1
AVERAGE YEARS	12.1	10.5	12.5	10.2	12.0	2.0	10.6	12.5	9.0	12.6	0.0	0.0	0.0	2.0	11.9	10.4	29.0	14.0

DEPARTMENT AVERAGE YEARS 10.8

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	237	269	9	12	1	1	5	4	7	8	1	0	0	3	260	297	0	0
06 -10 YEARS	112	118	1	4	0	1	0	1	3	3	0	0	1	1	117	128	0	0
11 -15 YEARS	54	73	2	1	0	0	0	0	0	1	0	0	0	0	56	75	0	0
16 - 20 YEARS	53	60	2	2	0	1	0	2	0	0	0	0	0	0	55	65	0	0
21 - 25 YEARS	82	64	3	2	0	0	1	2	2	0	0	0	0	0	88	68	0	0
26 - 30 YEARS	33	28	0	0	0	0	0	1	4	4	0	0	0	0	37	33	0	0
31 - 35 YEARS	38	36	2	2	0	0	2	0	1	1	0	0	0	0	43	39	1	1
36 - 40 YEARS	10	4	2	1	0	0	0	1	0	0	0	0	0	0	12	6	0	0
MORE THAN 40 YEARS	6	5	0	2	1	0	0	0	0	0	0	0	0	0	7	7	0	1
DEPARTMENT TOTAL	625	657	21	26	2	3	8	11	17	17	1	0	1	4	675	718	1	2
MORE THAN 10 YEARS	276	270	11	10	1	1	3	6	7	6	0	0	0	0	298	293	1	2
AVERAGE YEARS	12.5	11.2	13.5	13.7	24.5	10.3	12.4	14.5	13.8	11.7	0.0	0.0	7.0	4.8	12.6	11.4	34.0	38.0

DEPARTMENT AVERAGE YEARS 11.9

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	16	33	2	4	0	0	2	2	1	3	0	0	1	1	22	43	0	0
06 -10 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	0
11 -15 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	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
DEPARTMENT TOTAL	18	38	2	4	0	0	2	2	1	3	0	0	1	1	24	48	0	0
MORE THAN 10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
AVERAGE YEARS	3.0	2.8	2.5	1.8	0.0	0.0	0.0	3.5	3.0	0.3	0.0	0.0	0.0	3.0	2.6	2.6	0.0	0.0
DEPARTMENT AVERAGE YEARS																	2.6	

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	73	53	5	10	2	0	0	4	1	0	0	0	1	0	82	67	0	0
06 -10 YEARS	22	23	2	3	0	0	2	0	0	0	0	0	0	0	26	26	0	0
11 -15 YEARS	15	34	0	7	0	1	0	1	0	3	0	0	0	0	15	46	0	0
16 - 20 YEARS	11	18	1	2	0	0	1	0	1	1	0	0	0	0	14	21	0	0
21 - 25 YEARS	10	15	2	1	0	0	0	1	0	0	0	0	0	0	12	17	0	0
26 - 30 YEARS	5	12	0	1	0	0	0	1	0	0	0	0	0	0	5	14	0	1
31 - 35 YEARS	2	3	0	0	0	0	0	1	0	0	0	0	0	0	2	4	0	1
36 - 40 YEARS	2	3	1	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	142	162	11	24	2	1	3	8	2	4	0	0	1	0	161	199	0	2
MORE THAN 10 YEARS	47	86	4	11	0	1	1	4	1	4	0	0	0	0	53	106	0	2
AVERAGE YEARS	9.2	12.5	12.0	9.4	1.0	12.0	11.7	13.9	10.5	13.5	0.0	0.0	4.0	0.0	9.3	12.2	0.0	31.5

DEPARTMENT AVERAGE YEARS 10.9

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	224	407	37	162	0	4	13	31	8	13	0	0	7	20	289	637	1	0
06 -10 YEARS	87	150	14	48	1	0	1	12	2	7	1	0	0	3	106	220	2	0
11 -15 YEARS	95	172	19	87	2	1	11	6	2	2	0	0	0	0	129	268	1	1
16 - 20 YEARS	52	108	15	87	2	1	6	5	0	1	0	0	0	0	75	202	2	0
21 - 25 YEARS	62	110	17	71	0	2	5	5	2	4	0	0	0	0	86	192	2	1
26 - 30 YEARS	19	37	5	21	0	1	2	1	0	3	0	0	0	0	26	63	1	1
31 - 35 YEARS	16	21	5	15	0	0	1	2	0	0	0	0	0	0	22	38	1	3
36 - 40 YEARS	9	9	5	12	1	0	3	2	0	1	0	0	0	0	18	24	0	2
MORE THAN 40 YEARS	1	10	1	10	0	0	1	1	0	0	0	0	0	0	3	21	1	0
DEPARTMENT TOTAL	565	1,024	118	513	6	9	43	65	14	31	1	0	7	23	754	1,665	11	8
MORE THAN 10 YEARS	254	467	67	303	5	5	29	22	4	11	0	0	0	0	359	808	8	8
AVERAGE YEARS	11.0	11.1	14.0	13.9	17.7	12.4	15.5	9.8	7.0	10.9	7.0	0.0	2.3	2.6	11.6	11.8	19.6	29.5

DEPARTMENT AVERAGE YEARS 11.8

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	204	242	16	40	0	0	4	4	2	2	1	2	7	16	234	306	0	0
06 -10 YEARS	147	191	9	18	3	2	6	6	0	5	0	0	0	3	165	225	0	0
11 -15 YEARS	88	139	7	31	0	0	1	4	1	4	0	0	0	0	97	178	0	0
16 - 20 YEARS	44	85	5	22	0	0	1	3	2	1	0	0	0	0	52	111	0	0
21 - 25 YEARS	46	86	5	28	0	2	2	4	0	1	0	0	0	0	53	121	0	0
26 - 30 YEARS	28	41	1	5	0	1	1	1	0	1	0	0	0	0	30	49	0	0
31 - 35 YEARS	6	25	0	6	0	0	0	4	0	2	0	0	0	0	6	37	1	2
36 - 40 YEARS	5	5	1	4	0	0	0	1	1	0	0	0	0	0	7	10	0	0
MORE THAN 40 YEARS	3	7	2	0	0	0	0	0	0	0	0	0	0	0	5	7	0	1
DEPARTMENT TOTAL	571	821	46	154	3	5	15	27	6	16	1	2	7	19	649	1,044	1	3
MORE THAN 10 YEARS	220	388	21	96	0	3	5	17	4	9	0	0	0	0	250	513	1	3
AVERAGE YEARS	10.4	12.0	12.1	14.1	9.3	17.6	9.9	16.9	15.8	15.1	0.0	1.0	1.7	3.7	10.4	12.3	31.0	38.0

DEPARTMENT AVERAGE YEARS 11.6

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - COMMUNITY HEALTH																		
00 - 05 YEARS	317	691	124	287	2	1	10	20	18	30	0	0	7	13	478	1,042	0	0
06 -10 YEARS	164	348	69	141	2	3	3	18	5	22	1	0	2	0	246	532	0	0
11 -15 YEARS	123	287	42	81	0	2	6	18	6	8	0	0	0	0	177	396	0	0
16 - 20 YEARS	76	125	20	39	0	1	0	4	2	4	0	0	0	0	98	173	0	0
21 - 25 YEARS	61	155	21	53	1	1	6	3	4	6	0	0	0	0	93	218	1	1
26 - 30 YEARS	34	59	14	17	1	0	0	2	1	5	0	0	0	0	50	83	0	0
31 - 35 YEARS	8	33	9	7	0	0	1	1	0	0	0	0	0	0	18	41	2	4
36 - 40 YEARS	7	16	5	8	0	1	2	2	2	1	0	0	0	0	16	28	0	0
MORE THAN 40 YEARS	5	17	3	2	0	1	0	1	1	0	0	0	0	0	9	21	0	3
DEPARTMENT TOTAL	795	1,731	307	635	6	10	28	69	39	76	1	0	9	13	1,185	2,534	3	8
MORE THAN 10 YEARS	314	692	114	207	2	6	15	31	16	24	0	0	0	0	461	960	3	8
AVERAGE YEARS	10.3	10.3	10.6	9.2	12.5	17.7	13.3	10.8	11.0	9.6	7.0	0.0	4.1	2.3	10.4	10.0	28.7	36.4

DEPARTMENT AVERAGE YEARS 10.2

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	1,713	122	965	3	12	20	91	7	22	0	2	28	156	542	2,961	1	0
06 -10 YEARS	246	968	81	431	3	14	23	49	0	8	1	1	5	7	359	1,478	0	0
11 -15 YEARS	353	1,408	108	742	2	13	18	67	3	12	0	0	0	1	484	2,243	0	1
16 - 20 YEARS	75	357	27	191	0	3	4	32	3	5	0	0	0	0	109	588	0	3
21 - 25 YEARS	118	539	36	344	0	3	7	30	0	7	0	1	0	0	161	924	0	1
26 - 30 YEARS	64	184	30	139	0	3	2	20	1	3	0	0	0	0	97	349	1	5
31 - 35 YEARS	28	59	9	48	0	1	4	10	1	3	0	0	0	0	42	121	2	2
36 - 40 YEARS	11	14	1	20	0	0	1	2	0	2	0	0	0	0	13	38	2	1
MORE THAN 40 YEARS	12	30	3	39	0	0	0	1	0	0	0	0	0	0	15	70	1	2
DEPARTMENT TOTAL	1,269	5,272	417	2,919	8	49	79	302	15	62	1	4	33	164	1,822	8,772	7	15
MORE THAN 10 YEARS	661	2,591	214	1,523	2	23	36	162	8	32	0	1	0	1	921	4,333	6	15
AVERAGE YEARS	11.8	10.9	11.7	11.8	7.6	11.0	11.6	12.5	12.3	12.3	6.0	8.3	3.6	2.3	11.6	11.1	30.7	28.8

DEPARTMENT AVERAGE YEARS 11.2

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	167	178	16	26	1	0	7	8	4	9	0	0	4	5	199	226	0	0
06 -10 YEARS	64	59	4	8	0	0	5	1	1	1	0	0	0	0	74	69	0	0
11 -15 YEARS	58	33	1	4	1	0	1	0	0	1	0	0	0	0	61	38	0	0
16 - 20 YEARS	25	18	0	1	0	0	0	0	0	1	0	0	0	0	25	20	0	0
21 - 25 YEARS	21	20	4	5	1	0	2	1	0	1	0	0	0	0	28	27	0	0
26 - 30 YEARS	13	13	0	1	0	0	1	0	0	0	0	0	0	0	14	14	0	0
31 - 35 YEARS	4	2	0	0	0	0	2	0	0	0	0	0	0	0	6	2	0	0
36 - 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	0	0	4	1	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	356	325	25	45	3	0	18	10	5	13	0	0	4	5	411	398	1	0
MORE THAN 10 YEARS	125	88	5	11	2	0	6	1	0	3	0	0	0	0	138	103	1	0
AVERAGE YEARS	9.0	7.7	6.5	6.9	13.0	0.0	11.4	4.0	2.8	5.5	0.0	0.0	1.8	2.0	8.8	7.4	40.0	0.0

DEPARTMENT AVERAGE YEARS 8.1

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	912	590	22	19	12	5	10	6	2	4	0	2	10	12	968	638	2	0
06 -10 YEARS	240	106	1	4	2	1	2	1	1	0	0	0	0	0	246	112	0	0
11 -15 YEARS	145	82	2	3	1	0	4	0	0	0	0	0	0	0	152	85	0	0
16 - 20 YEARS	130	60	1	1	1	0	2	1	1	0	0	0	0	0	135	62	2	0
21 - 25 YEARS	165	56	0	1	1	0	3	1	1	0	0	0	0	0	170	58	0	1
26 - 30 YEARS	86	23	0	1	2	1	0	0	0	1	0	0	1	0	89	26	1	0
31 - 35 YEARS	29	15	0	0	0	0	0	0	0	0	0	0	0	0	29	15	1	0
36 - 40 YEARS	10	5	5	0	0	1	0	0	0	0	0	0	0	0	15	6	0	0
MORE THAN 40 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	0	0	5	2	0	0
DEPARTMENT TOTAL	1,722	939	31	29	19	8	21	9	5	5	0	2	11	12	1,809	1,004	6	1
MORE THAN 10 YEARS	570	243	8	6	5	2	9	2	2	1	0	0	1	0	595	254	4	1
AVERAGE YEARS	8.5	6.5	7.9	5.0	7.2	9.6	8.7	5.6	9.6	6.4	0.0	0.5	3.7	0.3	8.5	6.4	16.3	24.0

DEPARTMENT AVERAGE YEARS 7.7

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	106	268	33	136	0	0	8	25	2	7	0	1	4	11	153	448	0	0
06 -10 YEARS	46	178	10	44	0	2	4	11	0	2	0	0	1	0	61	237	0	0
11 -15 YEARS	40	97	4	27	0	0	0	3	0	1	0	0	0	0	44	128	0	0
16 - 20 YEARS	14	55	6	12	0	1	0	2	0	1	0	0	0	0	20	71	0	0
21 - 25 YEARS	27	78	3	18	0	1	3	5	1	1	0	0	0	0	34	103	1	0
26 - 30 YEARS	8	32	0	15	0	2	0	5	0	2	0	0	0	0	8	56	0	0
31 - 35 YEARS	2	11	2	7	0	0	1	4	1	0	0	0	0	0	6	22	1	1
36 - 40 YEARS	3	5	0	6	0	0	0	0	0	0	0	0	0	0	3	11	0	0
MORE THAN 40 YEARS	1	5	0	1	0	0	0	0	0	0	0	0	0	0	1	6	0	0
DEPARTMENT TOTAL	247	729	58	266	0	6	16	55	4	14	0	1	5	11	330	1,082	2	1
MORE THAN 10 YEARS	95	283	15	86	0	4	4	19	2	5	0	0	0	0	116	397	2	1
AVERAGE YEARS	10.0	10.7	7.8	9.4	0.0	19.3	9.6	10.5	15.3	9.9	0.0	4.0	2.8	2.3	9.6	10.3	29.0	32.0

DEPARTMENT AVERAGE YEARS 10.1

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	548	342	35	19	10	1	10	5	6	1	1	0	16	8	626	376	0	0
06 -10 YEARS	557	213	32	9	4	1	12	11	7	2	0	0	2	0	614	236	0	0
11 -15 YEARS	253	97	9	3	1	0	8	4	2	2	0	0	0	0	273	106	0	0
16 - 20 YEARS	99	64	2	4	0	1	5	2	0	0	0	0	0	0	106	71	0	0
21 - 25 YEARS	271	71	5	7	3	0	4	3	0	0	0	0	0	0	283	81	0	1
26 - 30 YEARS	237	39	20	3	6	0	5	0	3	0	0	0	0	0	271	42	0	0
31 - 35 YEARS	9	8	0	0	0	0	0	0	0	0	0	0	0	0	9	8	0	0
36 - 40 YEARS	9	3	1	3	0	0	0	1	0	0	0	0	0	0	10	7	1	1
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	1,983	839	104	48	24	3	44	26	18	5	1	0	18	8	2,192	929	1	2
MORE THAN 10 YEARS	878	284	37	20	10	1	22	10	5	2	0	0	0	0	952	317	1	2
AVERAGE YEARS	12.2	9.5	11.8	12.2	13.0	9.0	12.5	11.5	9.8	8.0	1.0	0.0	3.1	1.4	12.1	9.6	39.0	29.0
DEPARTMENT AVERAGE YEARS					11.4													

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	457	247	29	29	3	2	13	14	42	64	1	0	12	14	557	370	0	0
06 -10 YEARS	395	197	24	22	2	2	13	9	34	50	0	0	2	1	470	281	1	0
11 -15 YEARS	285	111	13	14	1	0	5	4	24	28	0	0	1	0	329	157	0	0
16 - 20 YEARS	126	72	4	9	0	1	1	1	19	14	0	0	0	0	150	97	0	0
21 - 25 YEARS	180	84	9	8	1	0	2	2	16	6	0	0	0	0	208	100	1	0
26 - 30 YEARS	105	50	4	6	0	2	5	2	4	2	0	0	0	0	118	62	0	0
31 - 35 YEARS	26	21	7	6	1	0	2	3	3	2	0	0	0	0	39	32	2	2
36 - 40 YEARS	5	15	3	3	0	0	0	1	1	0	0	0	0	0	9	19	0	0
MORE THAN 40 YEARS	11	9	2	0	0	0	1	2	0	0	0	0	0	0	14	11	1	0
DEPARTMENT TOTAL	1,590	806	95	97	8	7	42	38	143	166	1	0	15	15	1,894	1,129	5	2
MORE THAN 10 YEARS	738	362	42	46	3	3	16	15	67	52	0	0	1	0	867	478	4	2
AVERAGE YEARS	11.8	12.2	12.8	13.0	11.5	13.9	12.0	13.4	11.6	8.2	1.0	0.0	2.9	1.7	11.8	11.6	29.0	33.5

DEPARTMENT AVERAGE YEARS 11.7

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	617	255	28	20	12	4	16	10	13	12	0	0	18	7	704	308	0	0
06 -10 YEARS	281	113	8	6	9	4	5	6	4	8	0	0	0	0	307	137	0	0
11 -15 YEARS	137	78	4	10	1	0	3	1	2	0	0	0	0	0	147	89	0	0
16 - 20 YEARS	234	72	6	7	4	0	2	0	5	3	0	0	0	0	251	82	0	0
21 - 25 YEARS	250	89	10	9	1	1	5	0	5	5	0	0	0	0	271	104	1	0
26 - 30 YEARS	95	38	10	4	4	2	3	0	1	2	0	0	0	0	113	46	0	0
31 - 35 YEARS	95	31	4	4	1	0	2	1	3	1	0	0	0	0	105	37	3	2
36 - 40 YEARS	32	13	9	6	0	0	2	1	1	0	0	0	0	0	44	20	1	2
MORE THAN 40 YEARS	10	6	4	3	0	0	0	0	0	0	0	0	0	0	14	9	0	1
DEPARTMENT TOTAL	1,751	695	83	69	32	11	38	19	34	31	0	0	18	7	1,956	832	5	5
MORE THAN 10 YEARS	853	327	47	43	11	3	17	3	17	11	0	0	0	0	945	387	5	5
AVERAGE YEARS	13.0	12.4	17.3	16.9	10.7	10.8	12.9	7.8	13.3	11.3	0.0	0.0	1.4	0.3	13.0	12.5	31.6	36.0

DEPARTMENT AVERAGE YEARS 12.9

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	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	152	256	24	78	1	0	10	18	4	11	0	1	5	14	196	378	0	0
06 -10 YEARS	112	153	16	45	1	1	4	9	4	6	0	0	1	1	138	215	0	0
11 -15 YEARS	91	134	16	29	0	1	1	10	1	2	0	0	1	2	110	178	0	0
16 - 20 YEARS	54	117	5	19	1	2	0	4	3	5	0	0	0	0	63	147	1	0
21 - 25 YEARS	53	68	7	19	0	0	1	3	3	5	0	0	0	0	64	95	0	0
26 - 30 YEARS	27	29	0	9	0	2	1	0	0	0	0	0	0	0	28	40	0	0
31 - 35 YEARS	11	13	2	5	0	0	0	1	0	0	0	0	0	0	13	19	1	2
36 - 40 YEARS	9	11	2	4	0	0	1	2	0	0	0	0	0	0	12	17	0	0
MORE THAN 40 YEARS	3	9	0	2	0	0	1	1	0	0	0	0	0	0	4	12	1	0
DEPARTMENT TOTAL	512	790	72	210	3	6	19	48	15	29	0	1	7	17	628	1,101	3	2
MORE THAN 10 YEARS	248	381	32	87	1	5	5	21	7	12	0	0	1	2	294	508	3	2
AVERAGE YEARS	12.1	11.7	10.7	11.0	9.7	19.0	9.5	10.5	12.5	10.2	0.0	1.0	5.1	3.7	11.8	11.3	31.3	34.0
DEPARTMENT AVERAGE YEARS					11.5													

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

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
00 - 05 YEARS	6,209	6,998	820	2,170	97	53	208	300	135	204	5	9	181	334	7,655	10,068	5	0
06 -10 YEARS	3,683	3,505	449	938	58	41	125	160	73	122	3	1	22	18	4,413	4,785	3	1
11 -15 YEARS	2,351	3,250	337	1,189	22	23	83	143	49	67	0	0	2	3	2,844	4,675	2	3
16 - 20 YEARS	1,526	1,532	180	512	27	15	41	68	40	40	0	0	0	1	1,814	2,168	6	4
21 - 25 YEARS	2,458	1,902	254	714	32	20	63	83	40	43	0	1	0	0	2,847	2,763	8	5
26 - 30 YEARS	1,314	837	142	320	25	18	34	49	18	24	0	0	1	0	1,534	1,248	5	10
31 - 35 YEARS	353	343	48	121	3	5	16	31	9	9	0	0	0	0	429	509	16	22
36 - 40 YEARS	145	129	42	83	1	2	9	16	5	5	0	0	0	0	202	235	5	6
MORE THAN 40 YEARS	68	113	15	67	1	2	4	7	2	0	0	0	0	90	189	5	9	
STATEWIDE TOTAL	18,107	18,609	2,287	6,114	266	179	583	857	371	514	8	11	206	356	21,828	26,640	55	60
MORE THAN 10 YEARS	8,215	8,106	1,018	3,006	111	85	250	397	163	188	0	1	4	4	9,760	11,787	47	59
AVERAGE YEARS	11.8	10.8	11.6	11.8	11.6	12.9	11.5	11.9	11.6	9.8	2.9	3.8	2.8	2.4	11.7	10.9	26.2	31.3

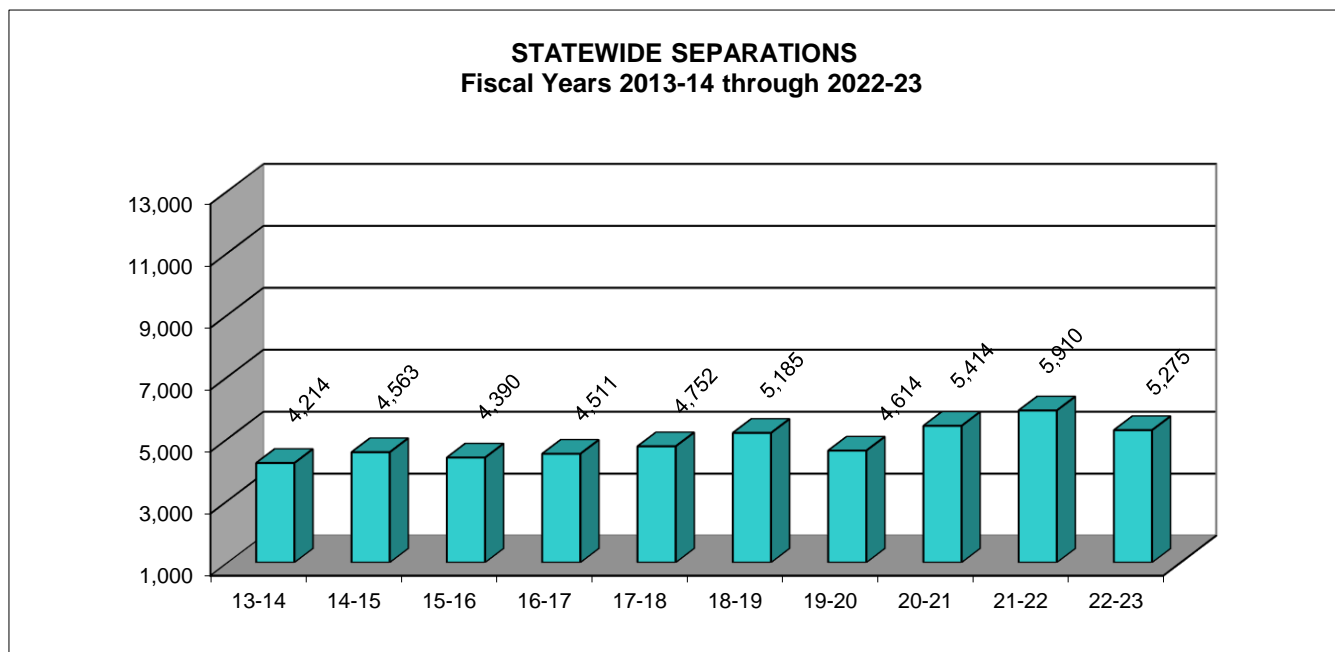
STATEWIDE AVERAGE YEARS 11.3

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

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2022-23**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	74	1.4%
Dismissal	339	6.4%
Expired Appointment	428	8.1%
Total Involuntary Separations	841	15.9%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	2,757	52.3%
Layoff/Leave of Absence Rights Expired	167	3.2%
Waived Rights Leave of Absence	225	4.3%
Settlement	1	0.0%
Total Voluntary Separations	3,150	59.7%
<i>RETIREMENT</i>		
Retirement	1,104	20.9%
Disability Retirement	46	0.9%
Deferred Retirement	134	2.5%
Total Retirements	1,284	24.3%
<i>UNDEFINED SEPARATIONS</i>		
	0	0.0%
TOTAL SEPARATIONS	5,275	100.0%



Comments: Separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent most noncareer appointments at the end of FY 2022-23.

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

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
September 18, 2022 Through September 30, 2023

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	32	9	0	0	41	41	0	0	0	0	41	0
ATTORNEY GENERAL	87	9	0	0	96	50	0	0	0	0	50	46
AUDITOR GENERAL	9	6	0	0	15	9	0	0	0	0	9	6
CIVIL RIGHTS	18	1	0	0	19	13	0	0	0	0	13	6
CIVIL SERVICE COMMISSION	26	5	0	0	31	23	0	0	0	0	23	8
CORRECTIONS	1,136	22	0	3	1,161	1,250	0	0	0	0	1,250	-89
EDUCATION	35	11	0	0	46	43	0	0	0	0	43	3
ENVIRONMENT, GREAT LAKES & ENERGY	131	20	0	0	151	88	0	0	0	0	88	63
EXECUTIVE OFFICE	14	1	0	4	19	16	0	0	0	0	16	3
INSURANCE AND FINANCIAL SERV	41	2	0	0	43	31	0	0	0	0	31	12
LABOR & ECONOMIC OPPORTUNITY	235	21	0	1	257	355	1	2	0	0	358	-101
LICENSING AND REGULATORY AFF	144	18	0	0	162	106	0	0	0	0	106	56
MDHHS - COMMUNITY HEALTH	444	8	0	1	453	400	0	0	0	0	400	53
MDHHS - HUMAN SERVICES	1,147	20	9	4	1,180	921	9	0	0	0	930	250
MILITARY & VETERAN AFFAIRS	157	10	0	0	167	129	2	0	0	0	131	36
NATURAL RESOURCES	136	1,684	225	0	2,045	1,563	234	0	0	0	1,797	248
STATE	178	1	0	0	179	116	0	0	0	0	116	63
STATE POLICE	270	67	0	0	337	260	0	0	0	0	260	77
TECHNOLOGY, MANAGEMENT & BUDGET	242	59	0	0	301	192	0	0	0	0	192	109
TRANSPORTATION	368	195	26	1	590	448	30	0	0	0	478	112
TREASURY	161	31	4	1	197	109	4	0	0	0	113	84
STATEWIDE TOTALS:	5,011	2,200	264	15	7,490	6,163	280	2	0	0	6,445	1,045

Comments: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2023

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78	64,456	x	x
1978-79	68,105	8,483	12.5%
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2023

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,334	7.0%
2001-02	60,147	6,214	10.3%
2002-03	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%
2005-06	52,259	2,590	5.0%
2006-07	52,013	3,024	5.8%
2007-08	50,799	3,129	6.2%
2008-09	51,699	2,900	5.6%
2009-10	50,615	3,508	6.9%
2010-11	47,818	7,738	16.2%
2011-12	47,809	4,053	8.5%
2012-13	47,739	3,918	8.2%
2013-14	47,002	4,214	9.0%
2014-15	46,588	4,563	9.8%
2015-16	46,692	4,390	9.4%
2016-17	46,824	4,511	9.6%
2017-18	46,956	4,751	10.1%
2018-19	47,324	5,185	11.0%
2019-20	47,522	4,614	9.7%
2020-21	46,819	5,412	11.6%
2021-22	46,432	5,910	12.7%
2022-23	46,677	5,275	11.3%

Comments: Starting in FY 2005-06, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, turnovers included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 30, 2023, these positions represent most noncareer appointments. Separations do not include employees placed on layoff. Before FY 2005-06, separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in FY 1986-87, waived rights leaves of absence were counted as separations. Turnover figures for 1977-78 are not available. Early retirement incentive programs were offered in FY 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02, 2002-03, and 2010-11, which increased turnover.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through FY 1996-97. Beginning in FY 1997-98, Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2018-19 Through 2022-23

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2018-19	463	30	6.5%
2019-20	462	26	5.6%
2020-21	456	34	7.4%
2021-22	471	29	6.2%
2022-23	482	40	8.3%
Attorney General			
2018-19	501	46	9.2%
2019-20	515	35	6.8%
2020-21	521	51	9.8%
2021-22	531	42	7.9%
2022-23	551	44	8.0%
Auditor General			
2018-19	153	6	3.9%
2019-20	152	8	5.2%
2020-21	151	7	4.6%
2021-22	151	11	7.3%
2022-23	153	8	5.2%
Civil Rights			
2018-19	88	4	4.5%
2019-20	86	11	12.9%
2020-21	76	13	17.0%
2021-22	79	11	14.0%
2022-23	86	13	15.1%
Civil Service Commission			
2018-19	433	43	9.9%
2019-20	442	27	6.1%
2020-21	430	38	8.8%
2021-22	427	47	11.0%
2022-23	437	29	6.6%
Corrections			
2018-19	11,944	1,449	12.1%
2019-20	11,795	1,376	11.7%
2020-21	11,204	1,744	15.6%
2021-22	10,570	1,799	17.0%
2022-23	10,322	1,443	14.0%
Education			
2018-19	503	55	10.9%
2019-20	498	39	7.8%
2020-21	494	39	7.9%
2021-22	493	43	8.7%
2022-23	490	39	8.0%
Environment, Great Lakes & Energy			
2018-19	1,151	88	7.6%
2019-20	1,208	58	4.8%
2020-21	1,216	82	6.7%
2021-22	1,287	79	6.1%
2022-23	1,342	87	6.5%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2018-19 Through 2022-23

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Executive Office			
2018-19	59	36	60.7%
2019-20	74	12	16.3%
2020-21	71	17	24.0%
2021-22	71	24	33.8%
2022-23	71	23	32.4%
Insurance and Financial Services			
2018-19	302	23	7.6%
2019-20	302	27	8.9%
2020-21	318	26	8.2%
2021-22	332	36	10.8%
2022-23	349	34	9.7%
Labor & Economic Opportunity			
2018-19	1,181	132	11.2%
2019-20	2,216	191	8.6%
2020-21	2,598	281	10.8%
2021-22	2,628	343	13.1%
2022-23	2,465	375	15.2%
Licensing & Regulatory Affairs			
2018-19	1,991	160	8.0%
2019-20	1,577	110	7.0%
2020-21	1,535	77	5.0%
2021-22	1,562	132	8.5%
2022-23	1,619	108	6.7%
MDHHS-Community Health			
2018-19	3,413	407	11.9%
2019-20	3,587	336	9.4%
2020-21	3,641	538	14.8%
2021-22	3,676	551	15.0%
2022-23	3,696	459	12.4%
MDHHS-Human Services			
2018-19	11,056	1,049	9.5%
2019-20	10,655	887	8.3%
2020-21	10,426	1,047	10.0%
2021-22	10,341	1,205	11.7%
2022-23	10,404	1,062	10.2%
Military and Veterans Affairs			
2018-19	772	122	15.8%
2019-20	755	111	14.7%
2020-21	752	132	17.6%
2021-22	782	145	18.5%
2022-23	783	142	18.1%
Natural Resources			
2018-19	1,757	346	19.7%
2019-20	1,693	314	18.6%
2020-21	1,661	213	12.8%
2021-22	1,706	298	17.5%
2022-23	1,751	336	19.2%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2018-19 Through 2022-23

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
State			
2018-19	1,371	162	11.8%
2019-20	1,380	128	9.3%
2020-21	1,322	134	10.1%
2021-22	1,331	131	9.8%
2022-23	1,382	125	9.0%
State Police			
2018-19	3,027	278	9.2%
2019-20	3,008	240	8.0%
2020-21	2,962	249	8.4%
2021-22	2,995	249	8.3%
2022-23	3,066	260	8.5%
Technology, Management and Budget			
2018-19	2,973	227	7.6%
2019-20	2,933	199	6.8%
2020-21	2,835	211	7.4%
2021-22	2,824	213	7.5%
2022-23	2,933	193	6.6%
Transportation			
2018-19	2,583	411	15.9%
2019-20	2,574	371	14.4%
2020-21	2,566	352	13.7%
2021-22	2,597	384	14.8%
2022-23	2,657	352	13.2%
Treasury			
2018-19	1,603	111	6.9%
2019-20	1,613	108	6.7%
2020-21	1,585	129	8.1%
2021-22	1,578	144	9.1%
2022-23	1,638	108	6.6%
Statewide Total			
2018-19	47,324	5,185	11.0%
2019-20	47,522	4,614	9.7%
2020-21	46,819	5,414	11.6%
2021-22	46,432	5,910	12.7%
2022-23	46,677	5,275	11.3%

Comments: Separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER A. As of September 30, 2023, these positions represent most noncareer appointments at the end of FY 2019-20. Separations do not include employees placed on layoff. In FY 2018-19, the Department of Talent and Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order. In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019.

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

STATE OF MICHIGAN

Table 3-6

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

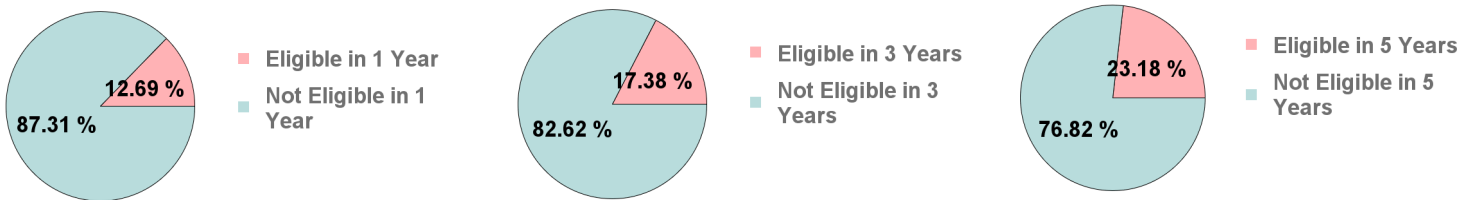
As of September 30, 2023

DEPARTMENT	Retirement Projections		
	1 Year (2024)	3 Year (2026)	5 Year (2028)
AGRICULTURE AND RURAL DVLPMNT	17.2 %	21.3 %	25.5 %
ATTORNEY GENERAL	14.8 %	20.5 %	25.4 %
AUDITOR GENERAL	10.6 %	16.9 %	21.9 %
CIVIL RIGHTS	11.2 %	18.4 %	25.5 %
CIVIL SERVICE COMMISSION	13.3 %	17.2 %	21.7 %
CORRECTIONS	10.4 %	15.7 %	22.7 %
EDUCATION	18.2 %	22.9 %	31.0 %
ENVIRON GREAT LAKES AND ENERGY	16.4 %	20.3 %	24.1 %
INSURANCE AND FINANCIAL SERV	9.8 %	13.1 %	17.6 %
LABOR & ECONOMIC OPPORTUNITY	17.4 %	22.4 %	28.6 %
LICENSING & REGULATORY AFFAIRS	15.0 %	19.0 %	25.7 %
MDHHS - COMMUNITY HEALTH	13.8 %	18.0 %	23.7 %
MDHHS - HUMAN SERVICES	10.4 %	14.4 %	19.4 %
MILITARY & VETERAN AFFAIRS	10.9 %	15.9 %	23.4 %
NATURAL RESOURCES	10.3 %	14.9 %	20.6 %
STATE	12.2 %	16.4 %	21.7 %
STATE POLICE	9.9 %	14.9 %	17.9 %
TECHNOLOGY, MANAGEMENT & BUDGET	16.7 %	22.4 %	30.0 %
TRANSPORTATION	17.3 %	23.0 %	29.0 %
TREASURY	16.8 %	21.4 %	26.8 %
STATEWIDE	12.7 %	17.4 %	23.2 %

STATE OF MICHIGAN

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

As of September 30, 2023



Comments: This report reflects employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, unclassified, or on workers' compensation, including those who were on a leave of absence during the fiscal year. Eligibility to retire is based on employees expected to turn age 60 with 10 or more years of credited service, or age 55 with 30 or more years of credited service.

Source: Michigan Civil Service Commission MHR-0802

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

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

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

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

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

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

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

STATE OF MICHIGAN
STATE EMPLOYEES BY EEO CATEGORY STATEWIDE
Pay End Date: September 30, 2023

EEO Category	White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	938 41 %	995 44 %	72 3 %	166 7 %	4 0 %	4 0 %	15 1 %	28 1 %	26 1 %	27 1 %	0 0 %	0 0 %	3 0 %	5 0 %	1,058	1,225
02 Professional	6,717 32 %	9,453 45 %	775 4 %	2,716 13 %	56 0 %	73 0 %	189 1 %	325 2 %	250 1 %	382 2 %	4 0 %	4 0 %	65 0 %	120 1 %	8,056	13,075
03 Technician	1,324 58 %	602 27 %	78 3 %	101 4 %	14 1 %	4 0 %	38 2 %	28 1 %	26 1 %	18 1 %	2 0 %	2 0 %	16 1 %	20 1 %	1,498	773
04 Protective Service	5,248 68 %	838 11 %	745 10 %	384 5 %	129 2 %	23 0 %	192 2 %	43 1 %	34 0 %	3 0 %	1 0 %	1 0 %	74 1 %	22 0 %	6,423	1,313
05 Para-Professionals	1,067 14 %	3,484 46 %	405 5 %	2,010 26 %	9 0 %	34 0 %	87 1 %	266 3 %	23 0 %	62 1 %	1 0 %	1 0 %	27 0 %	140 2 %	1,619	5,999
06 Admin Support	295 8 %	2,514 66 %	77 2 %	649 17 %	4 0 %	25 1 %	20 1 %	149 4 %	4 0 %	20 1 %	0 0 %	0 0 %	8 0 %	38 1 %	408	3,396
07 Skilled Craft	1,383 88 %	69 4 %	53 3 %	6 0 %	25 2 %	7 0 %	21 1 %	1 0 %	3 0 %	0 0 %	0 0 %	0 0 %	8 1 %	0 0 %	1,493	83
08 Service/Maintenance	1,135 55 %	654 32 %	82 4 %	82 4 %	25 1 %	9 0 %	21 1 %	17 1 %	5 0 %	2 0 %	0 0 %	0 0 %	5 0 %	11 1 %	1,273	776
Statewide Total by Category:	18,107 37 %	18,609 38 %	2,287 5 %	6,114 13 %	266 1 %	179 0 %	583 1 %	857 2 %	371 1 %	514 1 %	8 0 %	11 0 %	206 0 %	356 1 %	21,828	26,640

State Employees Grand Total: 48,468

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

Source: Michigan Civil Service Commission HWF60

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

AGRICULTURE & RURAL DEVELOPMENT

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	13	59 %	7	32 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	13	9
02	Professional	161	45 %	171	48 %	3	1 %	11	3 %	1	0 %	0	0 %	2	1 %	169	189
03	Technician	26	53 %	16	33 %	1	2 %	1	2 %	0	0 %	1	2 %	1	2 %	28	21
05	Para-Professionals	4	14 %	21	75 %	1	4 %	2	7 %	0	0 %	0	0 %	0	0 %	5	23
06	Admin Support	0	0 %	26	96 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	27
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
08	Service/Maintenance	8	89 %	1	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	1
Department Totals by Category:		213	43 %	242	49 %	5	1 %	14	3 %	1	0 %	1	0 %	3	1 %	224	270

Department Total: 494

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

ATTORNEY GENERAL

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total													
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/Administrator	47	49 %	42	44 %	2	2 %	4	4 %	0	0 %	0	0 %	0	0 %	0	0 %	49	47										
02	Professional	128	44 %	111	38 %	10	3 %	27	9 %	0	0 %	1	0 %	4	1 %	21	3 %	143	150										
03	Technician	2	15 %	10	77 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	11										
04	Protective Service	24	50 %	9	19 %	10	21 %	3	6 %	0	0 %	0	0 %	0	0 %	0	0 %	36	12										
05	Para-Professionals	3	13 %	16	70 %	1	4 %	2	9 %	0	0 %	0	0 %	0	0 %	0	0 %	4	19										
06	Admin Support	5	4 %	99	77 %	0	0 %	19	15 %	0	0 %	0	0 %	1	1 %	0	0 %	5	123										
08	Service/Maintenance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1										
Department Totals by Category:		209	35 %	287	48 %	23	4 %	55	9 %	0	0 %	0	0 %	3	0 %	9	1 %	2	0 %	5	1 %	0	0 %	2	0 %	6	1 %	239	363

Department Total: 602

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

AUDITOR GENERAL

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total					
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	Official/Administrator	11	44 %	14	56 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	14		
02	Professional	58	46 %	56	44 %	5	4 %	2	2 %	2	2 %	0	0 %	0	0 %	0	0 %	65	61		
03	Technician	1	33 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2		
06	Admin Support	0	0 %	3	75 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	4		
08	Service/Maintenance	0	0 %	0	0 %	100	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0		
Department Totals by Category:		70	44 %	75	47 %	6	4 %	3	2 %	0	0 %	0	0 %	2	1 %	1	1 %	0	0 %	78	81

Department Total: 159

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

CIVIL RIGHTS

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	3 18 %	6 35 %	2 12 %	2 12 %	0 0 %	0 0 %	1 6 %	2 12 %	0 0 %	0 0 %	0 0 %	0 0 %	1 6 %	0 0 %	7	10
02	Professional	6 11 %	13 24 %	8 15 %	23 43 %	0 0 %	0 0 %	1 2 %	2 4 %	0 0 %	1 2 %	0 0 %	0 0 %	0 0 %	0 0 %	15	39
03	Technician	0 0 %	1 50 %	0 0 %	1 50 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0	2
05	Para-Professionals	0 0 %	0 0 %	2 18 %	9 82 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2	9
06	Admin Support	0 0 %	0 0 %	0 0 %	8 89 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 11 %	0	9
Department Totals by Category:		9 10 %	20 22 %	12 13 %	43 46 %	0 0 %	0 0 %	2 2 %	4 4 %	0 0 %	1 1 %	0 0 %	0 0 %	1 1 %	1 1 %	24	69

Department Total: 93

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

CIVIL SERVICE COMMISSION

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total					
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01	Official/Administrator	15	26 %	36	63 %	2	4 %	2	4 %	0	0 %	1	2 %	0	0 %	1	2 %	17	40		
02	Professional	32	13 %	168	67 %	9	4 %	26	10 %	0	0 %	2	1 %	2	1 %	6	2 %	0	0 %	45	207
03	Technician	0	0 %	9	82 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	1	10
05	Para-Professionals	8	9 %	54	64 %	1	1 %	11	13 %	0	0 %	1	1 %	0	0 %	5	6 %	0	0 %	10	75
06	Admin Support	3	7 %	26	57 %	1	2 %	6	13 %	0	0 %	1	2 %	0	0 %	6	13 %	0	0 %	4	42
Department Totals by Category:		58	13 %	293	65 %	14	3 %	45	10 %	0	0 %	5	1 %	2	0 %	19	4 %	0	0 %	77	374

Department Total: 451

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

CORRECTIONS

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	83	59 %	38	27 %	6	4 %	12	9 %	0	0 %	1	1 %	0	0 %	0	0 %	90	51												
02	Professional	1,051	38 %	1,037	37 %	185	7 %	356	13 %	25	1 %	13	0 %	22	1 %	42	2 %	13	0 %	12	0 %	0	0 %	0	0 %	30 %	15	1 %	1,299	1,475	
03	Technician	49	24 %	123	61 %	2	1 %	15	7 %	2	1 %	1	0 %	2	1 %	1	0 %	3	1 %	3	1 %	0	0 %	0	0 %	0	0 %	0	0 %	58	143
04	Protective Service	3,326	65 %	524	10 %	577	11 %	320	6 %	102	2 %	20	0 %	147	3 %	38	1 %	25	0 %	2	0 %	1	0 %	0	0 %	54	1 %	18	0 %	4,232	922
05	Para-Professionals	96	21 %	261	58 %	20	4 %	44	10 %	1	0 %	4	1 %	4	1 %	14	3 %	2	0 %	1	0 %	0	0 %	0	0 %	10	1 %	1	0 %	124	325
06	Admin Support	35	6 %	424	72 %	3	1 %	91	16 %	2	0 %	9	2 %	1	0 %	15	3 %	0	0 %	2	0 %	0	0 %	0	0 %	2	0 %	2	0 %	43	543
07	Skilled Craft	319	92 %	7	2 %	9	3 %	0	0 %	4	1 %	0	0 %	7	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	1 %	0	0 %	340	7
08	Service/Maintenance	333	58 %	153	27 %	25	4 %	28	5 %	12	2 %	5	1 %	7	1 %	6	1 %	3	1 %	0	0 %	0	0 %	0	0 %	10	1 %	0	0 %	381	192
Department Totals by Category:		5,292	52 %	2,567	25 %	827	8 %	866	8 %	148	1 %	53	1 %	190	2 %	116	1 %	47	0 %	20	0 %	1	0 %	0	0 %	62	1 %	36	0 %	6,567	3,658

Department Total: 10,225

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

EDUCATION

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total									
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female								
01	Official/Administrator	13	35 %	16	43 %	2	5 %	4	11 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	16	21				
02	Professional	84	24 %	211	59 %	5	1 %	34	10 %	1	0 %	1	0 %	3	1 %	8	2 %	2	1 %	5	1 %	95	262		
03	Technician	1	6 %	13	81 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	2	14		
05	Para-Professionals	11	28 %	19	48 %	2	5 %	5	13 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	1	3 %	14	26		
06	Admin Support	0	0 %	38	79 %	1	2 %	5	10 %	0	0 %	1	2 %	0	0 %	3	6 %	0	0 %	0	0 %	1	47		
08	Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0		
Department Totals by Category:		110	22 %	297	60 %	10	2 %	49	10 %	1	0 %	2	0 %	5	1 %	13	3 %	2	0 %	0	0 %	4	1 %	129	370

Department Total: 499

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

ENVIRON GREAT LAKES AND ENERGY

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	36	48 %	33	44 %	0	0 %	4	5 %	0	0 %	0	0 %	0	0 %	0	0 %	37	38												
02	Professional	532	49 %	476	44 %	13	1 %	10	1 %	2	0 %	3	0 %	8	1 %	16	1 %	15	1 %	1	0 %	0	0 %	10	0 %	1	0 %	573	511		
03	Technician	39	54 %	27	38 %	5	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	44	28		
04	Protective Service	10	83 %	1	8 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	1		
05	Para-Professionals	0	0 %	23	92 %	1	4 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	24		
06	Admin Support	6	5 %	97	79 %	1	1 %	11	9 %	0	0 %	0	0 %	0	0 %	4	3 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	3	2 %	7	116
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0		
08	Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0		
Department Totals by Category:		625	45 %	657	47 %	21	2 %	26	2 %	2	0 %	3	0 %	8	1 %	11	1 %	17	1 %	17	1 %	1	0 %	0	0 %	1	0 %	4	0 %	675	718

Department Total: 1,393

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

EXECUTIVE OFFICE

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total												
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female											
01	Official/Administrator	4	31 %	5	38 %	0	0 %	0	0 %	0	0 %	1	8 %	0	0 %	0	0 %	18 %	1	8 %	5	8						
02	Professional	14	26 %	28	53 %	2	4 %	4	8 %	0	0 %	0	0 %	2	4 %	1	2 %	2	4 %	0	0 %	0	0 %	19	34			
03	Technician	0	0 %	1	00 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1			
05	Para-Professionals	0	0 %	3	75 %	0	0 %	0	0 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	4			
06	Admin Support	0	0 %	1	00 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1			
Department Totals by Category:		18	25 %	38	53 %	2	3 %	4	6 %	0	0 %	0	0 %	2	3 %	1	1 %	3	4 %	0	0 %	0	0 %	11 %	1	1 %	24	48

Department Total: 72

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

INSURANCE AND FINANCIAL SERV

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	11	32 %	16	47 %	1	3 %	3	9 %	0	0 %	0	0 %	0	0 %	0	0 %	12	22												
02	Professional	128	46 %	114	41 %	7	3 %	17	6 %	2	1 %	1	0 %	3	1 %	2	1 %	2	1 %	143	135										
03	Technician	0	0 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	3										
05	Para-Professionals	1	6 %	12	67 %	2	11 %	2	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	15										
06	Admin Support	2	7 %	18	67 %	1	4 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	24										
Department Totals by Category:		142	39 %	162	45 %	11	3 %	24	7 %	2	1 %	1	0 %	3	1 %	8	2 %	2	1 %	4	1 %	0	0 %	0	0 %	10	0 %	0	0 %	161	199

Department Total: 360

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

LABOR & ECONOMIC OPPORTUNITY

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total																	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																
01	Official/Administrator	66	36 %	77	42 %	11	6 %	18	10 %	1	1 %	0	0 %	3	2 %	2	1 %	82	100														
02	Professional	375	28 %	555	41 %	59	4 %	253	19 %	4	0 %	6	0 %	21	2 %	25	2 %	10	1 %	21	2 %	1	0 %	0	0 %	4	0 %	7	1 %	474	867		
03	Technician	4	13 %	15	50 %	1	3 %	3	10 %	0	0 %	0	0 %	2	7 %	3	10 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	0	0 %	9	21
04	Protective Service	3	60 %	0	0 %	2	40 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0		
05	Para-Professionals	92	15 %	229	37 %	35	6 %	193	31 %	1	0 %	2	0 %	15	2 %	23	4 %	2	0 %	8	1 %	0	0 %	0	0 %	2	0 %	12	2 %	147	467		
06	Admin Support	9	4 %	141	66 %	5	2 %	43	20 %	0	0 %	1	0 %	1	0 %	12	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	15	199		
07	Skilled Craft	10	67 %	0	0 %	3	20 %	1	7 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	14	1		
08	Service/Maintenance	6	33 %	7	39 %	2	11 %	2	11 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	8	10		
Department Totals by Category:		565	23 %	1,024	42 %	118	5 %	513	21 %	6	0 %	9	0 %	43	2 %	65	3 %	14	1 %	31	1 %	1	0 %	0	0 %	7	0 %	23	1 %	754	1,665		

Department Total: 2,419

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

LICENSING & REGULATORY AFFAIRS

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	66	34 %	104	53 %	2	1 %	15	8 %	0	0 %	1	1 %	0	0 %	4	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	68	127		
02	Professional	314	32 %	478	48 %	32	3 %	101	10 %	2	0 %	4	0 %	10	1 %	16	2 %	5	1 %	11	1 %	0	0 %	2	0 %	5	1 %	10	1 %	368	622
03	Technician	141	81 %	15	9 %	6	3 %	3	2 %	1	1 %	0	0 %	3	2 %	0	0 %	1	1 %	0	0 %	1	1 %	0	0 %	2	1 %	155	20		
05	Para-Professionals	31	17 %	117	65 %	6	3 %	16	9 %	0	0 %	0	0 %	0	0 %	3	2 %	0	0 %	3	2 %	0	0 %	0	0 %	0	0 %	4	2 %	37	143
06	Admin Support	11	8 %	107	74 %	0	0 %	19	13 %	0	0 %	0	0 %	1	1 %	4	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	12	132
07	Skilled Craft	3	75 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	0
08	Service/Maintenance	5	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0
Department Totals by Category:		571	34 %	821	48 %	46	3 %	154	9 %	3	0 %	5	0 %	15	1 %	27	2 %	6	0 %	16	1 %	1	0 %	2	0 %	7	0 %	19	1 %	649	1,044

Department Total: 1,693

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

MDHHS - COMMUNITY HEALTH

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	73	24 %	189	61 %	11	4 %	19	6 %	0	0 %	0	0 %	2	1 %	4	1 %	6	2 %	3	1 %	0	0 %	0	0 %	1	0 %	0	0 %	93	215
02	Professional	349	20 %	953	55 %	61	4 %	241	14 %	3	0 %	8	0 %	6	0 %	20	1 %	24	1 %	59	3 %	0	0 %	0	0 %	5	0 %	4	0 %	448	1,285
03	Technician	13	13 %	41	41 %	8	8 %	28	28 %	0	0 %	0	0 %	0	0 %	4	4 %	1	1 %	3	3 %	1	1 %	0	0 %	0	0 %	1	1 %	23	77
04	Protective Service	103	36 %	41	14 %	75	26 %	53	19 %	2	1 %	1	0 %	4	1 %	3	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	186	100
05	Para-Professionals	161	20 %	244	30 %	126	15 %	223	27 %	1	0 %	1	0 %	14	2 %	20	2 %	6	1 %	10	1 %	0	0 %	0	0 %	3	0 %	4	0 %	311	502
06	Admin Support	21	7 %	204	73 %	2	1 %	37	13 %	0	0 %	0	0 %	0	0 %	15	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	23	258
07	Skilled Craft	39	87 %	1	2 %	4	9 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	44	1
08	Service/Maintenance	36	24 %	58	38 %	20	13 %	34	22 %	0	0 %	0	0 %	1	1 %	3	2 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	57	96
Department Totals by Category:		795	21 %	1,731	47 %	307	8 %	635	17 %	6	0 %	10	0 %	28	1 %	69	2 %	39	1 %	76	2 %	1	0 %	0	0 %	9	0 %	13	0 %	1,185	2,534

Department Total: 3,719

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

MDHHS - HUMAN SERVICES

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	54	23 %	114	48 %	15	6 %	46	19 %	0	0 %	0	0 %	0	0 %	0	0 %	70	166												
02	Professional	780	14 %	3,070	54 %	213	4 %	1,374	24 %	5	0 %	22	0 %	40	1 %	113	2 %	5	0 %	33	1 %	0	0 %	2	0 %	16	0 %	53	1 %	1,059	4,667
03	Technician	3	17 %	7	39 %	0	0 %	2	11 %	0	0 %	1	6 %	1	6 %	3	17 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	6 %	4	14
05	Para-Professionals	351	10 %	1,530	43 %	153	4 %	1,224	34 %	3	0 %	18	1 %	32	1 %	132	4 %	8	0 %	22	1 %	1	0 %	2	0 %	14	0 %	103	3 %	562	3,031
06	Admin Support	66	7 %	551	55 %	36	4 %	273	27 %	0	0 %	8	1 %	5	0 %	50	5 %	1	0 %	6	1 %	0	0 %	0	0 %	3	0 %	6	1 %	111	894
07	Skilled Craft	10	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	0
08	Service/Maintenance	5	83 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	0
Department Totals by Category:		1,269	12 %	5,272	50 %	417	4 %	2,919	28 %	8	0 %	49	0 %	79	1 %	302	3 %	15	0 %	62	1 %	1	0 %	4	0 %	33	0 %	164	2 %	1,822	8,772

Department Total: 10,594

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

MILITARY & VETERAN AFFAIRS

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	15	52 %	13	45 %	0	0 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	16	13												
02	Professional	59	31 %	108	57 %	2	1 %	9	5 %	0	0 %	0	0 %	1	1 %	2	1 %	64	125												
03	Technician	23	21 %	51	46 %	3	3 %	19	17 %	0	0 %	0	0 %	5	5 %	2	2 %	33	77												
04	Protective Service	24	89 %	1	4 %	0	0 %	0	0 %	2	7 %	0	0 %	0	0 %	0	0 %	26	1												
05	Para-Professionals	47	27 %	93	54 %	11	6 %	7	4 %	0	0 %	0	0 %	3	2 %	0	0 %	63	108												
06	Admin Support	3	8 %	27	69 %	2	5 %	4	10 %	0	0 %	0	0 %	1	3 %	0	0 %	6	33												
07	Skilled Craft	128	91 %	0	0 %	3	2 %	0	0 %	4	3 %	0	0 %	1	1 %	0	0 %	140	0												
08	Service/Maintenance	57	55 %	32	31 %	4	4 %	6	6 %	0	0 %	0	0 %	2	2 %	0	0 %	63	41												
Department Totals by Category:		356	44 %	325	40 %	25	3 %	45	6 %	3	0 %	0	0 %	18	2 %	10	1 %	5	1 %	13	2 %	0	0 %	0	0 %	4	0 %	5	1 %	411	398

Department Total: 809

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

NATURAL RESOURCES

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	Official/Administrator	46	64 %	24	33 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	47	25		
02	Professional	310	57 %	206	38 %	3	1 %	5	1 %	1	0 %	2	0 %	2	0 %	321	219		
03	Technician	176	69 %	62	24 %	5	2 %	1	0 %	1	0 %	0	0 %	0	0 %	188	68		
04	Protective Service	548	80 %	110	16 %	6	1 %	1	0 %	10	1 %	0	0 %	0	0 %	576	111		
05	Para-Professionals	14	25 %	39	71 %	0	0 %	2	4 %	0	0 %	0	0 %	0	0 %	14	41		
06	Admin Support	9	6 %	114	82 %	0	0 %	9	6 %	0	0 %	2	1 %	1	1 %	10	129		
07	Skilled Craft	88	82 %	18	17 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	89	18		
08	Service/Maintenance	531	55 %	366	38 %	17	2 %	11	1 %	6	1 %	4	0 %	5	1 %	564	393		
Department Totals by Category:		1,722	61 %	939	33 %	31	1 %	29	1 %	19	1 %	8	0 %	21	1 %	5	0 %	1,809	1,004

Department Total: 2,813

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

STATE

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	20 37 %	18 33 %	1 2 %	12 22 %	0 0 %	0 0 %	1 2 %	1 2 %	0 0 %	1 2 %	0 0 %	0 0 %	0 0 %	0 0 %	22	32
02	Professional	92 39 %	90 39 %	19 8 %	23 10 %	0 0 %	0 0 %	3 1 %	3 1 %	1 0 %	0 0 %	0 0 %	0 0 %	2 1 %	0 0 %	117	116
03	Technician	1 33 %	0 0 %	1 33 %	0 0 %	0 0 %	0 0 %	0 0 %	1 33 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2	1
05	Para-Professionals	95 10 %	531 55 %	31 3 %	213 22 %	0 0 %	6 1 %	10 1 %	47 5 %	3 0 %	12 1 %	0 0 %	1 0 %	2 0 %	7 1 %	141	817
06	Admin Support	27 18 %	89 59 %	6 4 %	18 12 %	0 0 %	0 0 %	2 1 %	3 2 %	0 0 %	1 1 %	0 0 %	0 0 %	1 1 %	4 3 %	36	115
07	Skilled Craft	9 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	9	0
08	Service/Maintenance	3 75 %	1 25 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	3	1
Department Totals by Category:		247 17 %	729 52 %	58 4 %	266 19 %	0 0 %	6 0 %	16 1 %	55 4 %	4 0 %	14 1 %	0 0 %	1 0 %	5 0 %	11 1 %	330	1,082

Department Total: 1,412

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

STATE POLICE

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	40	62 %	22	34 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	41	24														
02	Professional	302	41 %	370	50 %	13	2 %	15	2 %	0	0 %	8	1 %	16	2 %	4	1 %	3	0 %	1	0 %	0	0 %	0	0 %	0	0 %	328	407		
03	Technician	366	74 %	80	16 %	14	3 %	9	2 %	7	1 %	0	0 %	7	1 %	2	0 %	3	1 %	1	0 %	0	0 %	0	0 %	1	0 %	2	0 %	398	94
04	Protective Service	1,210	80 %	152	10 %	74	5 %	7	0 %	15	1 %	2	0 %	28	2 %	2	0 %	7	0 %	1	0 %	0	0 %	0	0 %	17	1 %	2	0 %	1,351	166
05	Para-Professionals	25	27 %	56	61 %	3	3 %	6	7 %	0	0 %	0	0 %	0	0 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	29	63
06	Admin Support	29	14 %	155	77 %	0	0 %	10	5 %	0	0 %	1	0 %	1	0 %	3	1 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0 %	32	170
07	Skilled Craft	9	90 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	10 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	0
08	Service/Maintenance	2	25 %	4	50 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	1	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	5
Department Totals by Category:		1,983	64 %	839	27 %	104	3 %	48	2 %	24	1 %	3	0 %	44	1 %	26	1 %	18	1 %	5	0 %	1	0 %	0	0 %	18	1 %	8	0 %	2,192	929

Department Total: 3,121

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

TECHNOLOGY, MANAGEMENT & BUDGET

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	178	53 %	117	35 %	10	3 %	5	1 %	0	0 %	1	0 %	5	1 %	0	0 %	207	131												
02	Professional	977	50 %	510	26 %	53	3 %	58	3 %	6	0 %	5	0 %	24	1 %	20	1 %	1,196	755												
03	Technician	154	68 %	41	18 %	11	5 %	3	1 %	0	0 %	1	0 %	3	1 %	2	1 %	174	54												
05	Para-Professionals	33	23 %	74	51 %	3	2 %	22	15 %	1	1 %	0	0 %	3	2 %	6	4 %	40	105												
06	Admin Support	6	8 %	51	69 %	1	1 %	8	11 %	0	0 %	0	0 %	0	0 %	7	9 %	7	67												
07	Skilled Craft	160	90 %	5	3 %	6	3 %	1	1 %	2	1 %	1	1 %	0	0 %	0	0 %	171	7												
08	Service/Maintenance	82	75 %	8	7 %	11	10 %	0	0 %	0	0 %	5	5 %	1	1 %	1	1 %	99	10												
Department Totals by Category:		1,590	53 %	806	27 %	95	3 %	97	3 %	8	0 %	7	0 %	42	1 %	38	1 %	43	5 %	166	5 %	1	0 %	0	0 %	15	0 %	15	0 %	1,894	1,129

Department Total: 3,023

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

TRANSPORTATION

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	47	53 %	31	35 %	1	1 %	6	7 %	1	1 %	0	0 %	0	0 %	0	0 %	49	40												
02	Professional	644	56 %	357	31 %	27	2 %	32	3 %	3	0 %	2	0 %	20	2 %	15	1 %	21	2 %	25	2 %	0	0 %	0	0 %	8	1 %	1	0 %	723	432
03	Technician	312	70 %	74	17 %	18	4 %	4	1 %	3	1 %	0	0 %	10	2 %	3	1 %	12	3 %	1	0 %	0	0 %	0	0 %	5	1 %	3	1 %	360	85
05	Para-Professionals	73	46 %	64	41 %	4	3 %	7	4 %	2	1 %	2	1 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	1	1 %	84	74
06	Admin Support	8	6 %	109	78 %	3	2 %	15	11 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	2	1 %	0	0 %	0	0 %	0	0 %	1	1 %	11	128
07	Skilled Craft	606	85 %	38	5 %	28	4 %	4	1 %	17	2 %	7	1 %	5	1 %	0	0 %	1	0 %	0	0 %	0	0 %	0	0 %	3	0 %	0	0 %	660	49
08	Service/Maintenance	61	66 %	22	24 %	2	2 %	1	1 %	6	6 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	69	24
Department Totals by Category:		1,751	63 %	695	25 %	83	3 %	69	2 %	32	1 %	11	0 %	38	1 %	19	1 %	34	1 %	31	1 %	0	0 %	0	0 %	18	1 %	7	0 %	1,956	832

Department Total: 2,788

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 30, 2023

TREASURY

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total															
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female														
01	Official/Administrator	97	49 %	73	37 %	6	3 %	13	7 %	0	0 %	0	0 %	1	1 %	3	2 %	2	1 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	106	92
02	Professional	321	35 %	371	41 %	46	5 %	95	10 %	1	0 %	4	0 %	8	1 %	18	2 %	11	1 %	22	2 %	0	0 %	1	0 %	5	1 %	6	1 %	392	517
03	Technician	13	30 %	12	28 %	2	5 %	11	26 %	0	0 %	0	0 %	1	2 %	2	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	5 %	16	27
05	Para-Professionals	22	14 %	98	63 %	3	2 %	21	13 %	0	0 %	0	0 %	2	1 %	7	4 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1 %	28	128
06	Admin Support	55	13 %	234	56 %	15	4 %	70	17 %	2	0 %	2	0 %	7	2 %	18	4 %	1	0 %	4	1 %	0	0 %	0	0 %	2	0 %	7	2 %	82	335
08	Service/Maintenance	4	67 %	2	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	2
Department Totals by Category:		512	30 %	790	46 %	72	4 %	210	12 %	3	0 %	6	0 %	19	1 %	48	3 %	15	1 %	29	2 %	0	0 %	1	0 %	7	0 %	17	1 %	628	1,101

Department Total: 1,729

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT
RACE/ETHNIC GROUP AND GENDER ANALYSIS
Pay End Date: September 30, 2023

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN				AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		FEMALE		MINORITY		GRAND TOTAL												
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	No.	%	No.	%													
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%													
AGRICULTURE & RURAL DEVELOPMENT	213	43.1	242	49.0	5	1.0	14	2.8	1	0.2	1	0.2	3	0.6	5	1.0	2	0.4	4	0.8	0	0.0	0	0.0	0	0.0	4	0.8	270	54.7	39	7.9	494
ATTORNEY GENERAL	209	34.7	287	47.7	23	3.8	55	9.1	0	0.0	0	0.0	3	0.5	9	1.5	2	0.3	5	0.8	0	0.0	1	0.2	2	0.3	6	1.0	363	60.3	106	17.6	602
AUDITOR GENERAL	70	44.0	75	47.2	6	3.8	3	1.9	0	0.0	0	0.0	2	1.3	2	1.3	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	81	50.9	14	8.8	159
CIVIL RIGHTS	9	9.7	20	21.5	12	12.9	43	46.2	0	0.0	0	0.0	2	2.2	4	4.3	0	0.0	1	1.1	0	0.0	0	0.0	1	1.1	1	1.1	69	74.2	64	68.8	93
CIVIL SERVICE COMMISSION	58	12.9	293	65.0	14	3.1	45	10.0	0	0.0	5	1.1	2	0.4	19	4.2	0	0.0	6	1.3	0	0.0	0	0.0	3	0.7	6	1.3	374	82.9	100	22.2	451
CORRECTIONS	5,292	51.8	2,567	25.1	827	8.1	866	8.5	148	1.4	53	0.5	190	1.9	116	1.1	47	0.5	20	0.2	1	0.0	0	0.0	62	0.6	36	0.4	3,658	35.8	2,366	23.1	10,225
EDUCATION	110	22.0	297	59.5	10	2.0	49	9.8	1	0.2	2	0.4	5	1.0	13	2.6	2	0.4	5	1.0	0	0.0	0	0.0	1	0.2	4	0.8	370	74.1	92	18.4	499
ENVIRON GREAT LAKES AND ENERGY	625	44.9	657	47.2	21	1.5	26	1.9	2	0.1	3	0.2	8	0.6	11	0.8	17	1.2	17	1.2	1	0.1	0	0.0	1	0.1	4	0.3	718	51.5	111	8.0	1,393
EXECUTIVE OFFICE	18	25.0	38	52.8	2	2.8	4	5.6	0	0.0	0	0.0	2	2.8	2	2.8	1	1.4	3	4.2	0	0.0	0	0.0	1	1.4	1	1.4	48	66.7	16	22.2	72
INSURANCE AND FINANCIAL SERV	142	39.4	162	45.0	11	3.1	24	6.7	2	0.6	1	0.3	3	0.8	8	2.2	2	0.6	4	1.1	0	0.0	0	0.0	1	0.3	0	0.0	199	55.3	56	15.6	360
LABOR & ECONOMIC OPPORTUNITY	565	23.4	1,024	42.3	118	4.9	513	21.2	6	0.2	9	0.4	43	1.8	65	2.7	14	0.6	31	1.3	1	0.0	0	0.0	7	0.3	23	1.0	1,665	68.8	830	34.3	2,419
LICENSING & REGULATORY AFFAIRS	571	33.7	821	48.5	46	2.7	154	9.1	3	0.2	5	0.3	15	0.9	27	1.6	6	0.4	16	0.9	1	0.1	2	0.1	7	0.4	19	1.1	1,044	61.7	301	17.8	1,693
MDHHS - COMMUNITY HEALTH	795	21.4	1,731	46.5	307	8.3	635	17.1	6	0.2	10	0.3	28	0.8	69	1.9	39	1.0	76	2.0	1	0.0	0	0.0	9	0.2	13	0.3	2,534	68.1	1,193	32.1	3,719
MDHHS - HUMAN SERVICES	1,269	12.0	5,272	49.8	417	3.9	2,919	27.6	8	0.1	49	0.5	79	0.7	302	2.9	15	0.1	62	0.6	1	0.0	4	0.0	33	0.3	164	1.5	8,772	82.8	4,053	38.3	10,594
MILITARY & VETERAN AFFAIRS	356	44.0	325	40.2	25	3.1	45	5.6	3	0.4	0	0.0	18	2.2	10	1.2	5	0.6	13	1.6	0	0.0	0	0.0	4	0.5	5	0.6	398	49.2	128	15.8	809
NATURAL RESOURCES	1,722	61.2	939	33.4	31	1.1	29	1.0	19	0.7	8	0.3	21	0.7	9	0.3	5	0.2	5	0.2	0	0.0	2	0.1	11	0.4	12	0.4	1,004	35.7	152	5.4	2,813
STATE	247	17.5	729	51.6	58	4.1	266	18.8	0	0.0	6	0.4	16	1.1	55	3.9	4	0.3	14	1.0	0	0.0	1	0.1	5	0.4	11	0.8	1,082	76.6	436	30.9	1,412
STATE POLICE	1,983	63.5	839	26.9	104	3.3	48	1.5	24	0.8	3	0.1	44	1.4	26	0.8	18	0.6	5	0.2	1	0.0	0	0.0	18	0.6	8	0.3	929	29.8	299	9.6	3,121
TECHNOLOGY, MANAGEMENT & BUDGET	1,590	52.6	806	26.7	95	3.1	97	3.2	8	0.3	7	0.2	42	1.4	38	1.3	143	4.7	166	5.5	1	0.0	0	0.0	15	0.5	15	0.5	1,129	37.3	627	20.7	3,023
TRANSPORTATION	1,751	62.8	695	24.9	83	3.0	69	2.5	32	1.1	11	0.4	38	1.4	19	0.7	34	1.2	31	1.1	0	0.0	0	0.0	18	0.6	7	0.3	832	29.8	342	12.3	2,788
TREASURY	512	29.6	790	45.7	72	4.2	210	12.1	3	0.2	6	0.3	19	1.1	48	2.8	15	0.9	29	1.7	0	0.0	1	0.1	7	0.4	17	1.0	1,101	63.7	427	24.7	1,729
STATEWIDE TOTALS:	18,107	37.4	18,609	38.4	2,287	4.7	6,114	12.6	266	0.5	179	0.4	583	1.2	857	1.8	371	0.8	514	1.1	8	0.0	11	0.0	206	0.4	356	0.7	26,640	55.0	11,752	24.2	48,468

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

Source: Michigan Civil Service Commission HWF21

STATE OF MICHIGAN
STATE EMPLOYEES WITH A SELF-REPORTED DISABILITY BY EEO CATEGORY STATEWIDE
Pay End Date: September 30, 2023

EEO Category		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	5	4	0	0	0	0	0	0	0	0	0	0	0	0	5	4
02	Professional	25	24	2	3	0	0	3	0	0	0	0	0	0	0	30	27
03	Technician	5	0	0	1	0	0	0	0	0	0	0	0	0	0	5	1
04	Protective Service	3	0	0	1	0	0	0	0	0	0	0	0	0	0	3	1
05	Para-Professionals	1	7	0	3	0	0	0	0	0	0	0	0	0	0	1	10
06	Admin Support	3	14	0	2	0	0	1	0	0	0	0	0	0	0	4	16
07	Skilled Craft	2	0	0	0	0	0	0	1	0	0	0	0	0	0	2	1
08	Service/Maintenance	4	0	0	0	1	0	0	0	0	0	0	0	0	0	5	0
STATEWIDE TOTAL BY CATEGORY:		48	49	2	10	1	0	4	1	0	0	0	0	0	0	55	60

State Employees Grand Total: 115

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

Source: Michigan Civil Service Commission HWF62

SECTION FIVE

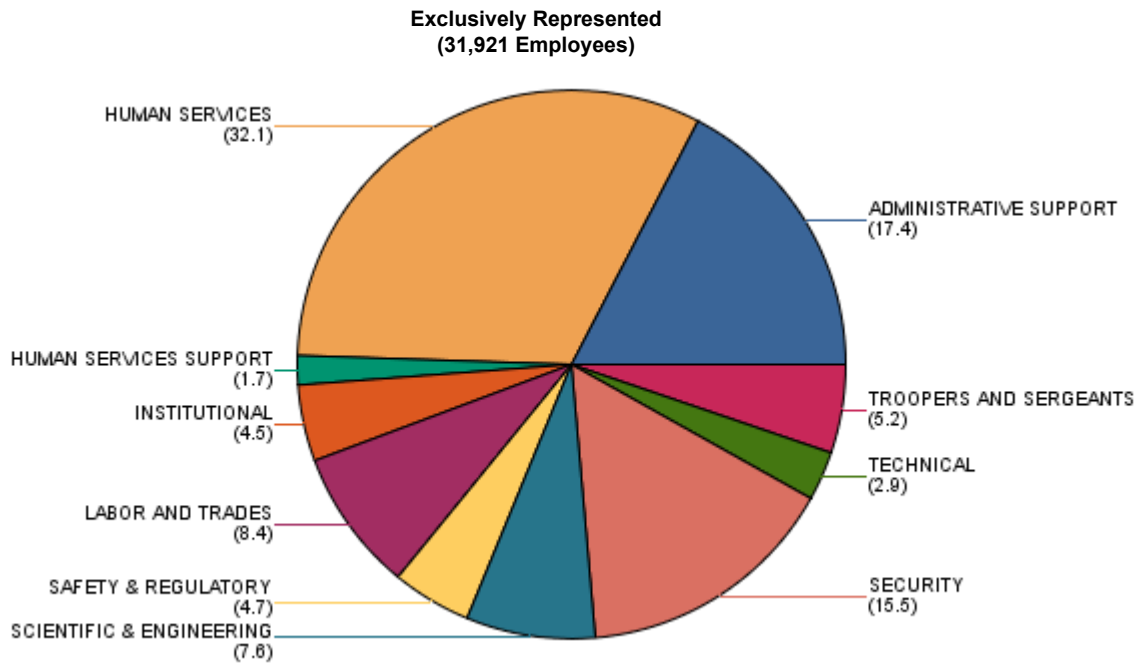
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

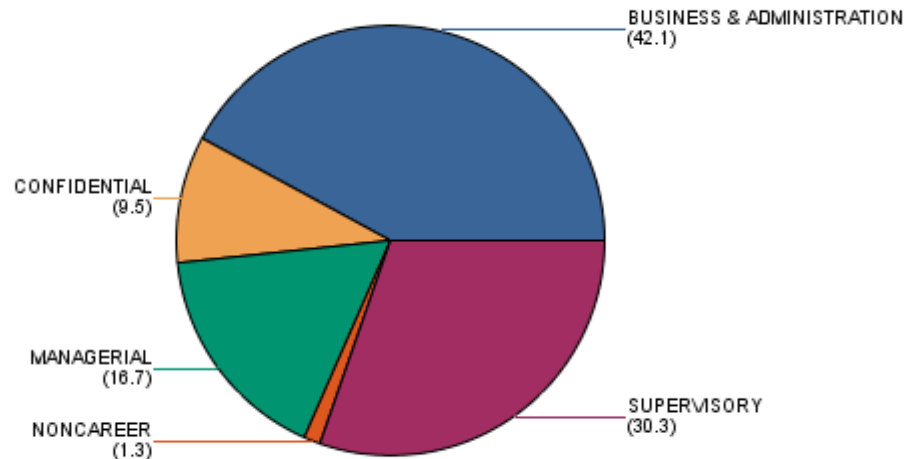
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

Fiscal Year 2022-23



**Non-Exclusively Represented
(16,547 Employees)**



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

Of 48,468 classified employees, 65.9 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Table 5-1

ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT

Pay End Date: September 30, 2023

BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,494	713	47.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,681	987	36.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	4,946	0	0.0	0	0.0	4,268	86.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	549	0	0.0	0	0.0	0	0.0	384	69.9	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,428	0	0.0	0	0.0	0	0.0	0	0.0	1,448	59.6	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	925	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	463	50.1	0	0.0	0	0.0
T01 TROOPERS AND SERGEANTS	1,666	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,586	95.2	0	0.0
U11 INSTITUTIONAL	1,438	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	840	58.4
W22 HUMAN SERVICES	10,253	0	0.0	7,484	73.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,541	0	0.0	3,350	60.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	6,971	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	5,022	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	205	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	2,770	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	1,579	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	31,921	1,700	5.3	10,834	33.9	4,268	13.4	384	1.2	1,448	4.5	463	1.5	1,586	5.0	840	2.6
NON-EXCLUSIVELY REPRESENTED TOTAL	16,547	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	48,468	1,700	3.5	10,834	22.4	4,268	8.8	384	0.8	1,448	3.0	463	1.0	1,586	3.3	840	1.7

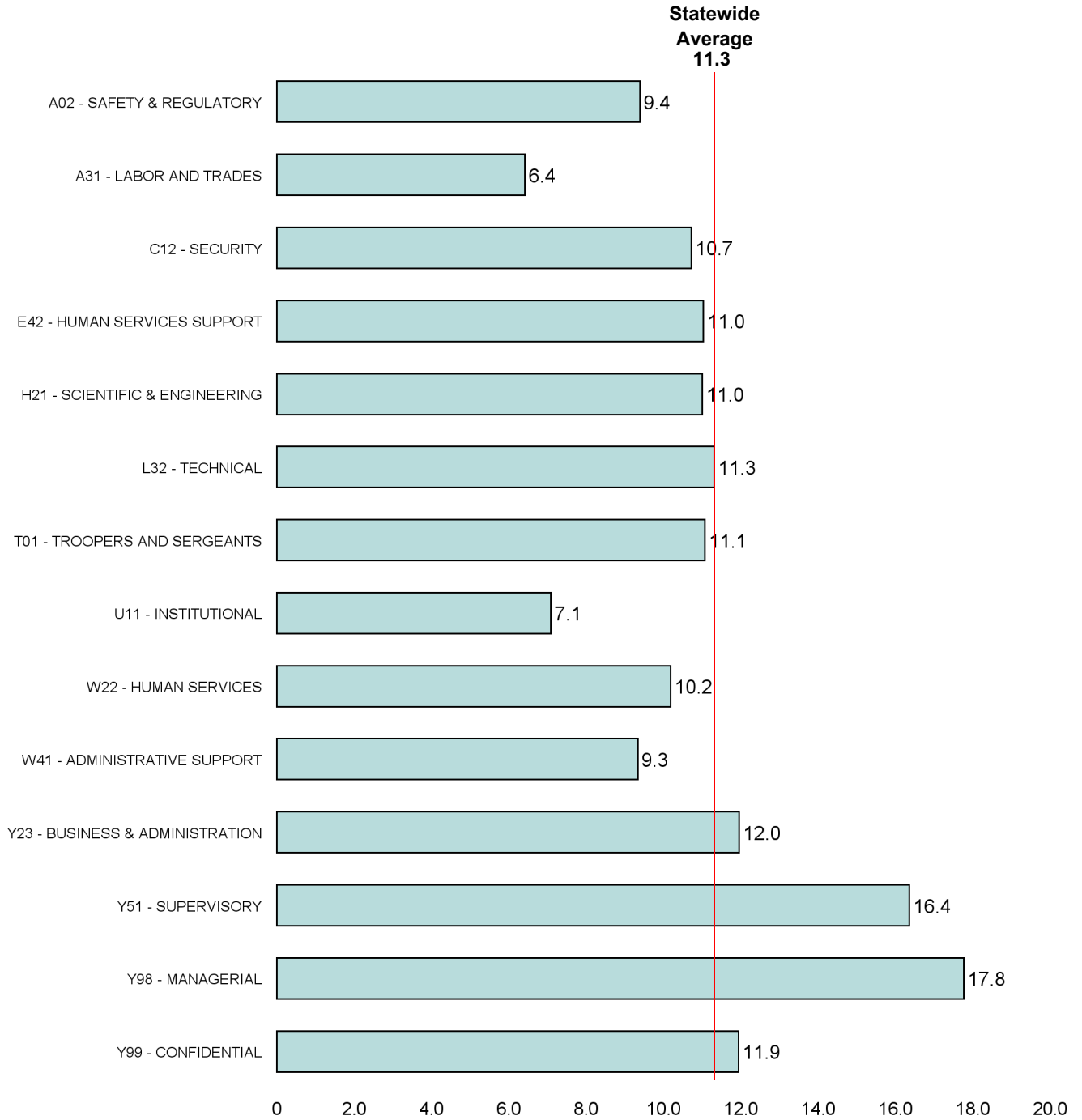
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: September 30, 2023



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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

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	425	137	35	21	7	4	13	1	2	0	0	0	5	1	487	164	0	0	
06 - 10 YEARS	239	47	10	4	2	3	2	0	0	1	0	0	0	0	253	55	0	0	
11 - 15 YEARS	129	36	13	26	0	0	3	0	0	0	0	0	0	0	145	62	0	0	
16 - 20 YEARS	56	28	2	14	2	0	3	0	0	0	0	0	0	0	63	42	0	0	
21 - 25 YEARS	89	33	4	12	0	0	4	1	0	0	0	0	0	0	97	46	0	0	
26 - 30 YEARS	32	10	0	3	0	1	1	0	0	0	0	0	0	0	33	14	0	0	
31 - 35 YEARS	8	6	3	3	0	0	1	1	0	0	0	0	0	0	12	10	0	0	
36 - 40 YEARS	4	1	1	0	0	0	0	0	1	0	0	0	0	0	6	1	0	0	
MORE THAN 40 YEARS	1	0	0	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0	
BARGAINING UNIT TOTAL	983	298	68	86	11	8	27	3	3	1	0	0	5	1	1,097	397	0	0	
MORE THAN 10 YEARS	319	114	23	61	2	1	12	2	1	0	0	0	0	0	357	178	0	0	
AVERAGE YEARS	8.9	9.5	8.7	14.7	5.9	7.9	10.4	19.3	12.3	7.0	0.0	0.0	3.2	2.0	8.9	10.7	0.0	0.0	
BARGAINING UNIT AVERAGE YEARS																	9.4		

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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
A31 - LABOR AND TRADES																			
00 - 05 YEARS	1,208	362	50	15	21	3	18	5	3	1	0	1	13	6	1,313	393	2	0	
06 - 10 YEARS	315	17	8	0	7	1	3	0	1	0	0	0	0	0	334	18	0	0	
11 - 15 YEARS	155	8	4	1	2	0	3	0	0	0	0	0	0	0	164	9	0	0	
16 - 20 YEARS	142	2	4	1	3	0	2	0	0	0	0	0	0	0	151	3	1	0	
21 - 25 YEARS	164	6	9	1	3	0	4	0	0	0	0	0	0	0	180	7	0	0	
26 - 30 YEARS	51	3	3	1	3	0	2	0	0	0	0	0	0	0	59	4	0	0	
31 - 35 YEARS	22	0	1	0	0	0	2	1	0	0	0	0	0	0	25	1	2	1	
36 - 40 YEARS	8	1	2	0	0	0	0	0	0	0	0	0	0	0	10	1	0	0	
MORE THAN 40 YEARS	7	0	1	0	0	0	1	0	0	0	0	0	0	0	9	0	0	0	
BARGAINING UNIT TOTAL	2,072	399	82	19	39	4	35	6	4	1	0	1	13	6	2,245	436	5	1	
MORE THAN 10 YEARS	549	20	24	4	11	0	14	1	0	0	0	0	0	0	598	25	3	1	
AVERAGE YEARS	7.3	1.4	8.5	4.9	8.3	2.0	11.1	6.5	1.8	0.0	0.0	0.0	1.4	0.7	7.4	1.6	16.6	35.0	
BARGAINING UNIT AVERAGE YEARS			6.4																

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
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	1,144	272	264	175	40	8	65	19	13	0	1	0	50	20	1,577	494	0	0
06 - 10 YEARS	619	87	112	58	17	3	27	4	6	1	0	0	3	0	784	153	0	0
11 - 15 YEARS	239	21	53	21	5	1	13	1	3	0	0	0	0	0	313	44	0	0
16 - 20 YEARS	241	39	36	31	8	3	13	3	3	1	0	0	0	0	301	77	0	1
21 - 25 YEARS	614	75	84	35	12	3	12	7	1	0	0	0	0	0	723	120	2	0
26 - 30 YEARS	242	29	27	14	4	0	6	2	1	0	0	0	0	0	280	45	1	0
31 - 35 YEARS	15	3	4	2	0	0	0	0	0	0	0	0	0	0	19	5	0	0
36 - 40 YEARS	4	0	5	1	0	1	0	0	0	0	0	0	0	0	9	2	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	3,118	526	585	337	86	19	136	36	27	2	1	0	53	20	4,006	940	3	1
MORE THAN 10 YEARS	1,355	167	209	104	29	8	44	13	8	1	0	0	0	0	1,645	293	3	1
AVERAGE YEARS	11.7	9.3	9.9	8.7	9.6	12.2	8.9	9.8	8.6	12.0	1.0	0.0	1.7	1.6	11.1	9.0	25.0	20.0
BARGAINING UNIT AVERAGE YEARS	10.7																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

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	43	90	12	60	0	3	4	11	1	1	0	0	4	8	64	173	0	0	
06 - 10 YEARS	8	9	4	8	2	1	0	5	0	1	0	0	0	1	14	25	0	0	
11 - 15 YEARS	13	30	4	37	2	0	3	2	0	1	0	0	0	0	22	70	0	0	
16 - 20 YEARS	11	16	4	45	0	0	3	1	0	0	0	0	0	0	18	62	1	0	
21 - 25 YEARS	10	25	11	35	0	1	1	3	1	1	0	0	0	0	23	65	0	1	
26 - 30 YEARS	0	2	0	6	0	0	0	1	0	0	0	0	0	0	0	9	0	0	
31 - 35 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
BARGAINING UNIT TOTAL	85	172	35	195	4	5	11	23	2	4	0	0	4	9	141	408	1	1	
MORE THAN 10 YEARS	34	73	19	127	2	1	7	7	1	2	0	0	0	0	63	210	1	1	
AVERAGE YEARS	9.0	9.6	12.5	13.8	11.0	7.4	12.3	8.4	12.5	11.5	0.0	0.0	3.3	3.9	10.0	11.4	16.0	22.0	
BARGAINING UNIT AVERAGE YEARS		11.0																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

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	494	399	13	15	1	2	12	6	19	26	1	1	11	4	551	453	0	0	
06 - 10 YEARS	271	175	2	3	2	1	4	7	5	13	0	0	1	0	285	199	0	0	
11 - 15 YEARS	120	88	5	2	0	0	2	0	1	2	0	0	0	0	128	92	0	0	
16 - 20 YEARS	137	82	1	3	0	1	1	0	3	1	0	0	0	0	142	87	0	0	
21 - 25 YEARS	150	69	3	2	0	0	3	0	8	3	0	0	0	0	164	74	0	0	
26 - 30 YEARS	73	31	3	2	1	0	1	0	4	4	0	0	1	0	83	37	1	0	
31 - 35 YEARS	47	35	3	2	0	0	2	0	3	2	0	0	0	0	55	39	0	0	
36 - 40 YEARS	15	6	3	0	0	0	0	0	0	0	0	0	0	0	18	6	0	0	
MORE THAN 40 YEARS	10	0	2	0	1	0	0	0	2	0	0	0	0	0	15	0	0	0	
BARGAINING UNIT TOTAL	1,317	885	35	29	5	4	25	13	45	51	1	1	13	4	1,441	987	1	0	
MORE THAN 10 YEARS	552	311	20	11	2	1	9	0	21	12	0	0	1	0	605	335	1	0	
AVERAGE YEARS	11.7	10.0	16.4	11.2	18.0	7.8	10.6	5.3	14.2	8.8	0.0	2.0	3.8	2.3	11.8	9.8	28.0	0.0	
BARGAINING UNIT AVERAGE YEARS		11.0																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	191	154	10	9	1	0	8	4	4	2	0	0	6	9	220	178	0	0
06 - 10 YEARS	92	37	6	4	1	0	2	2	2	0	0	0	0	0	103	43	0	0
11 - 15 YEARS	44	26	1	4	0	0	0	1	0	0	0	0	0	0	45	31	0	0
16 - 20 YEARS	66	22	3	0	1	0	1	1	2	0	0	0	0	0	73	23	0	0
21 - 25 YEARS	75	15	1	0	0	0	2	0	1	1	0	0	0	0	79	16	0	0
26 - 30 YEARS	34	8	4	0	1	0	2	0	1	1	0	0	0	0	42	9	0	0
31 - 35 YEARS	33	4	2	1	0	0	0	0	3	0	0	0	0	0	38	5	2	0
36 - 40 YEARS	11	0	5	0	0	0	0	0	0	0	0	0	0	0	16	0	1	0
MORE THAN 40 YEARS	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0	4	0	1
BARGAINING UNIT TOTAL	546	269	32	19	4	0	15	8	13	4	0	0	6	9	616	309	3	1
MORE THAN 10 YEARS	263	78	16	6	2	0	5	2	7	2	0	0	0	0	293	88	3	1
AVERAGE YEARS	13.0	7.8	16.6	10.2	14.5	0.0	10.3	7.3	16.1	13.8	0.0	0.0	1.8	0.7	13.0	7.8	34.3	44.0
BARGAINING UNIT AVERAGE YEARS	11.3																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

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	379	55	25	1	8	1	6	1	4	0	0	0	15	1	437	59	0	0
06 - 10 YEARS	470	43	24	6	4	1	12	1	3	0	0	0	2	0	515	51	0	0
11 - 15 YEARS	171	15	7	0	1	0	5	0	1	1	0	0	0	0	185	16	0	0
16 - 20 YEARS	51	2	1	1	0	0	1	0	0	0	0	0	0	0	53	3	0	0
21 - 25 YEARS	153	13	3	1	3	0	3	0	0	0	0	0	0	0	162	14	0	0
26 - 30 YEARS	138	11	13	0	4	0	2	0	0	0	0	0	0	0	157	11	0	0
31 - 35 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,365	139	73	9	20	2	29	2	8	1	0	0	17	1	1,512	154	0	0
MORE THAN 10 YEARS	516	41	24	2	8	0	11	0	1	1	0	0	0	0	560	44	0	0
AVERAGE YEARS	11.2	9.5	11.0	9.8	12.5	5.5	11.3	5.5	6.3	11.0	0.0	0.0	3.1	1.0	11.1	9.4	0.0	0.0
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

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 30, 2023

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	181	333	86	177	6	3	11	14	4	7	0	0	6	7	294	541	0	0
06 - 10 YEARS	68	72	40	54	0	1	6	6	0	1	1	0	0	0	115	134	0	0
11 - 15 YEARS	31	54	21	33	0	0	5	3	3	2	0	0	0	0	60	92	0	0
16 - 20 YEARS	20	34	9	22	0	0	0	0	0	0	0	0	0	0	29	56	0	0
21 - 25 YEARS	11	22	7	20	0	0	4	1	1	4	0	0	0	0	23	47	0	0
26 - 30 YEARS	11	22	1	4	0	0	0	0	0	0	0	0	0	0	12	26	0	0
31 - 35 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	0	0	1	3	0	0
36 - 40 YEARS	2	0	0	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	327	540	164	311	6	4	26	24	8	14	1	0	6	7	538	900	0	0
MORE THAN 10 YEARS	78	135	38	80	0	0	9	4	4	6	0	0	0	0	129	225	0	0
AVERAGE YEARS	7.5	7.0	6.9	7.2	2.7	3.8	8.3	5.0	8.4	9.6	7.0	0.0	3.3	1.3	7.3	7.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			7.1															

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 includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 30, 2023

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	472	1,958	137	949	0	10	19	74	11	36	0	3	29	161	668	3,191	1	0	
06 - 10 YEARS	365	1,010	95	400	5	11	15	44	2	15	2	1	4	6	488	1,487	0	0	
11 - 15 YEARS	364	1,040	114	601	4	13	20	50	4	9	0	0	0	1	506	1,714	0	1	
16 - 20 YEARS	127	266	36	165	4	1	6	21	2	7	0	0	0	1	175	461	1	1	
21 - 25 YEARS	205	324	43	267	4	4	6	25	1	6	0	0	0	0	259	626	1	0	
26 - 30 YEARS	148	172	35	115	4	3	5	22	1	6	0	0	0	0	193	318	1	4	
31 - 35 YEARS	28	38	4	23	0	0	2	4	0	1	0	0	0	0	34	66	1	1	
36 - 40 YEARS	9	12	1	15	0	0	0	0	0	1	0	0	0	0	10	28	1	1	
MORE THAN 40 YEARS	5	9	1	13	0	1	0	0	0	0	0	0	0	0	6	23	1	0	
BARGAINING UNIT TOTAL	1,723	4,829	466	2,548	21	43	73	240	21	81	2	4	33	169	2,339	7,914	7	8	
MORE THAN 10 YEARS	886	1,861	234	1,199	16	22	39	122	8	30	0	0	0	2	1,183	3,236	6	8	
AVERAGE YEARS	12.3	9.2	11.4	10.7	17.1	11.6	11.8	12.0	8.9	9.7	6.5	2.8	3.5	2.3	12.0	9.6	26.6	27.0	
BARGAINING UNIT AVERAGE YEARS	10.2																		

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 30, 2023

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	331	1,524	79	437	3	7	26	98	7	22	1	2	12	54	459	2,144	0	0
06 - 10 YEARS	127	664	38	159	2	9	7	38	4	9	0	0	1	6	179	885	0	0
11 - 15 YEARS	83	473	18	106	0	2	1	29	0	3	0	0	0	1	102	614	0	1
16 - 20 YEARS	30	235	8	37	2	3	0	10	1	2	0	0	0	0	41	287	0	1
21 - 25 YEARS	47	286	4	76	1	3	5	16	1	4	0	0	0	0	58	385	0	2
26 - 30 YEARS	15	101	6	37	0	5	2	11	0	3	0	0	0	0	23	157	1	1
31 - 35 YEARS	7	67	2	23	0	0	0	8	0	2	0	0	0	0	9	100	1	6
36 - 40 YEARS	3	23	2	14	0	0	1	3	0	1	0	0	0	0	6	41	1	3
MORE THAN 40 YEARS	1	32	0	16	0	0	1	1	0	0	0	0	0	0	2	49	1	1
BARGAINING UNIT TOTAL	644	3,405	157	905	8	29	43	214	13	46	1	2	13	61	879	4,662	4	15
MORE THAN 10 YEARS	186	1,217	40	309	3	13	10	78	2	15	0	0	0	1	241	1,633	4	15
AVERAGE YEARS	7.9	9.6	7.9	9.9	10.4	12.9	8.8	10.0	6.2	10.0	0.0	2.5	1.7	2.6	7.9	9.6	36.3	30.7
BARGAINING UNIT AVERAGE YEARS			9.3															

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 30, 2023

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	760	876	50	136	4	4	13	23	50	83	2	1	20	29	899	1,152	1	0	
06 - 10 YEARS	554	660	45	99	5	6	21	30	36	59	0	0	5	3	666	857	2	0	
11 - 15 YEARS	424	652	40	153	2	4	12	28	25	30	0	0	1	1	504	868	0	0	
16 - 20 YEARS	190	313	24	69	1	4	4	12	19	18	0	0	0	0	238	416	1	0	
21 - 25 YEARS	253	361	24	81	1	2	6	15	10	7	0	1	0	0	294	467	3	1	
26 - 30 YEARS	115	134	11	35	0	5	4	6	4	5	0	0	0	0	134	185	0	1	
31 - 35 YEARS	41	67	12	23	0	2	2	7	1	3	0	0	0	0	56	102	5	9	
36 - 40 YEARS	16	34	4	16	0	0	3	6	1	1	0	0	0	0	24	57	0	2	
MORE THAN 40 YEARS	10	29	2	6	0	0	1	4	0	0	0	0	0	0	13	39	0	1	
BARGAINING UNIT TOTAL	2,363	3,126	212	618	13	27	66	131	146	206	2	2	26	33	2,828	4,143	12	14	
MORE THAN 10 YEARS	1,049	1,590	117	383	4	17	32	78	60	64	0	1	1	1	1,263	2,134	9	14	
AVERAGE YEARS	11.3	12.2	13.6	14.3	9.1	16.6	13.2	15.4	10.4	8.6	1.0	11.5	3.7	3.2	11.4	12.4	22.9	33.1	
BARGAINING UNIT AVERAGE YEARS		12.0																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 30, 2023

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
00 - 05 YEARS	269	234	32	72	4	4	6	7	8	7	0	0	2	10	321	334	1	0	
06 - 10 YEARS	341	326	51	89	11	3	16	14	9	15	0	0	3	1	431	448	1	0	
11 - 15 YEARS	350	443	41	155	5	1	12	17	7	9	0	0	1	0	416	625	0	0	
16 - 20 YEARS	271	234	36	83	6	1	6	11	3	8	0	0	0	0	322	337	1	1	
21 - 25 YEARS	457	330	36	127	7	3	7	8	8	6	0	0	0	0	515	474	2	1	
26 - 30 YEARS	252	132	22	62	7	3	9	5	5	2	0	0	0	0	295	204	0	2	
31 - 35 YEARS	77	40	9	19	2	0	4	2	1	0	0	0	0	0	93	61	1	1	
36 - 40 YEARS	39	17	12	17	0	1	3	1	1	0	0	0	0	0	55	36	2	0	
MORE THAN 40 YEARS	18	16	7	13	0	0	0	1	0	0	0	0	0	0	25	30	2	2	
BARGAINING UNIT TOTAL	2,074	1,772	246	637	42	16	63	66	42	47	0	0	6	11	2,473	2,549	10	7	
MORE THAN 10 YEARS	1,464	1,212	163	476	27	9	41	45	25	25	0	0	1	0	1,721	1,767	8	7	
AVERAGE YEARS	17.1	15.3	17.1	17.1	16.8	15.9	17.1	15.4	15.0	12.6	0.0	0.0	6.2	3.5	17.0	15.7	28.0	31.9	
BARGAINING UNIT AVERAGE YEARS	16.4																		

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

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 30, 2023

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
00 - 05 YEARS	77	90	6	6	0	1	1	7	1	6	0	0	3	7	88	117	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	1	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	1	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	77	90	6	6	0	1	1	7	1	6	0	0	3	7	88	117	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	0.0	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	0.0	0.0	0.0	0.0	
BARGAINING UNIT AVERAGE YEARS	0.0																		

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 30, 2023

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	131	184	9	44	1	0	0	7	6	3	0	1	2	7	149	246	0	0
06 - 10 YEARS	166	153	9	16	0	0	5	1	3	6	0	0	2	0	185	176	0	0
11 - 15 YEARS	192	209	9	24	1	0	4	7	5	6	0	0	0	0	211	246	1	1
16 - 20 YEARS	170	171	13	30	0	1	1	3	7	3	0	0	0	0	191	208	1	0
21 - 25 YEARS	210	226	17	35	1	2	3	4	8	9	0	0	0	0	239	276	0	0
26 - 30 YEARS	188	131	14	28	1	1	0	1	1	3	0	0	0	0	204	164	1	2
31 - 35 YEARS	70	54	7	15	1	2	2	5	1	1	0	0	0	0	81	77	3	2
36 - 40 YEARS	32	23	6	13	1	0	2	2	2	2	0	0	0	0	43	40	0	0
MORE THAN 40 YEARS	11	12	2	8	0	0	1	0	0	0	0	0	0	0	14	20	1	0
BARGAINING UNIT TOTAL	1,170	1,163	86	213	6	6	18	30	33	33	0	1	4	7	1,317	1,453	7	5
MORE THAN 10 YEARS	873	826	68	153	5	6	13	22	24	24	0	0	0	0	983	1,031	7	5
AVERAGE YEARS	18.3	16.9	21.0	19.0	22.3	26.3	20.2	17.7	17.1	17.6	0.0	1.0	4.5	2.6	18.4	17.2	28.4	28.2
BARGAINING UNIT AVERAGE YEARS	17.8																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: September 30, 2023

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	104	330	12	53	1	3	6	23	2	10	0	0	3	10	128	429	0	0
06 - 10 YEARS	48	205	5	38	0	1	5	8	2	1	0	0	1	1	61	254	0	1
11 - 15 YEARS	36	155	7	26	0	2	0	5	0	4	0	0	0	0	43	192	1	0
16 - 20 YEARS	14	88	3	11	0	1	0	6	0	0	0	0	0	0	17	106	0	0
21 - 25 YEARS	20	117	8	22	0	2	3	3	0	2	0	0	0	0	31	146	0	0
26 - 30 YEARS	15	51	3	13	0	0	0	1	1	0	0	0	0	0	19	65	0	0
31 - 35 YEARS	3	26	1	9	0	1	1	3	0	0	0	0	0	0	5	39	1	2
36 - 40 YEARS	0	12	1	4	0	0	0	4	0	0	0	0	0	0	1	20	0	0
MORE THAN 40 YEARS	3	12	0	6	0	1	0	1	0	0	0	0	0	0	3	20	0	4
BARGAINING UNIT TOTAL	243	996	40	182	1	11	15	54	5	17	0	0	4	11	308	1,271	2	7
MORE THAN 10 YEARS	91	461	23	91	0	7	4	23	1	6	0	0	0	0	119	588	2	6
AVERAGE YEARS	10.2	12.1	13.7	14.0	5.0	17.2	9.9	12.8	9.2	7.4	0.0	0.0	3.3	3.2	10.5	12.3	24.5	36.1
BARGAINING UNIT AVERAGE YEARS	11.9																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
 RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
 Pay End Date: September 30, 2023

BARGAINING UNIT STATEWIDE TOTALS	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	6,209	6,998	820	2,170	97	53	208	300	135	204	5	9	181	334	7,655	10,068	5	0
06 -10 YEARS	3,683	3,505	449	938	58	41	125	160	73	122	3	1	22	18	4,413	4,785	3	1
11 - 15 YEARS	2,351	3,250	337	1,189	22	23	83	143	49	67	0	0	2	3	2,844	4,675	2	3
16 - 20 YEARS	1,526	1,532	180	512	27	15	41	68	40	40	0	0	0	1	1,814	2,168	6	4
21 - 25 YEARS	2,458	1,902	254	714	32	20	63	83	40	43	0	1	0	0	2,847	2,763	8	5
26 - 30 YEARS	1,314	837	142	320	25	18	34	49	18	24	0	0	1	0	1,534	1,248	5	10
31 - 35 YEARS	353	343	48	121	3	5	16	31	9	9	0	0	0	0	429	509	16	22
36 - 40 YEARS	145	129	42	83	1	2	9	16	5	5	0	0	0	0	202	235	5	6
MORE THAN 40 YEARS	68	113	15	67	1	2	4	7	2	0	0	0	0	0	90	189	5	9
STATEWIDE TOTAL	18,107	18,609	2,287	6,114	266	179	583	857	371	514	8	11	206	356	21,828	26,640	55	60
MORE THAN 10 YEARS	8,215	8,106	1,018	3,006	111	85	250	397	163	188	0	1	3	4	9,760	11,787	47	59
AVERAGE YEARS	11.8	10.8	11.6	11.8	11.6	12.9	11.5	11.9	11.6	9.8	2.9	3.8	2.8	2.4	11.7	10.9	26.2	31.3
STATEWIDE AVERAGE YEARS					11.3													

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-3

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

Pay End Date: September 30, 2023

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	1,494	3.1 %	43.2	\$30.68	831	55.6 %
A31 - LABOR AND TRADES	2,681	5.5 %	47.1	\$24.09	986	36.8 %
C12 - SECURITY	4,946	10.2 %	41.4	\$28.21	2,926	59.2 %
E42 - HUMAN SERVICES SUPPORT	549	1.1 %	49.3	\$30.14	326	59.4 %
H21 - SCIENTIFIC & ENGINEERING	2,428	5.0 %	42.6	\$40.20	1,411	58.1 %
L32 - TECHNICAL	925	1.9 %	43.4	\$29.90	536	57.9 %
T01 - TROOPERS AND SERGEANTS	1,666	3.4 %	36.8	\$38.00	1,139	68.4 %
U11 - INSTITUTIONAL	1,438	3.0 %	45.2	\$25.19	574	39.9 %
W22 - HUMAN SERVICES	10,253	21.2 %	44.6	\$33.30	6,206	60.5 %
W41 - ADMINISTRATIVE SUPPORT	5,541	11.4 %	46.3	\$25.80	2,814	50.8 %
Y23 - BUSINESS & ADMINISTRATION	6,971	14.4 %	45.9	\$38.93	4,788	68.7 %
Y51 - SUPERVISORY	5,022	10.4 %	48.4	\$42.61	4,341	86.4 %
Y52 - NONCAREER	205	0.4 %	24.0	\$17.47	0	0.0 %
Y98 - MANAGERIAL	2,770	5.7 %	50.2	\$61.11	2,362	85.3 %
Y99 - CONFIDENTIAL	1,579	3.3 %	46.7	\$35.83	1,004	63.6 %
STATEWIDE TOTAL	48,468	100.0 %	45.1	\$34.88	30,244	62.4 %

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

Source: Michigan Civil Service Commission HWF25

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

Pay End Date: September 30, 2023

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance						Dental Insurance					
		State Sponsored Health	%	HMO	%	High Deductible Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	
A02 SAFETY & REGULATORY	1,482	840	57 %	349	24 %	38	3 %	0	0 %	1,293	87 %	9	1 %
A31 LABOR AND TRADES	1,740	983	56 %	490	28 %	30	2 %	0	0 %	1,566	90 %	8	0 %
C12 SECURITY	4,945	3,375	68 %	1,175	24 %	35	1 %	0	0 %	4,667	94 %	13	0 %
E42 HUMAN SERVICES SUPPORT	548	299	55 %	182	33 %	14	3 %	0	0 %	521	95 %	3	1 %
H21 SCIENTIFIC & ENGINEERING	2,423	1,236	51 %	766	32 %	146	6 %	0	0 %	2,228	92 %	14	1 %
L32 TECHNICAL	864	457	53 %	279	32 %	21	2 %	0	0 %	785	91 %	4	0 %
T01 TROOPERS AND SERGEANTS	1,666	513	31 %	157	9 %	22	1 %	850	51 %	1,580	95 %	8	0 %
U11 INSTITUTIONAL	1,435	776	54 %	452	31 %	17	1 %	0	0 %	1,275	89 %	6	0 %
W22 HUMAN SERVICES	10,179	5,137	50 %	3,801	37 %	177	2 %	0	0 %	9,485	93 %	28	0 %
W41 ADMINISTRATIVE SUPPORT	5,366	2,334	43 %	2,206	41 %	93	2 %	0	0 %	4,842	90 %	20	0 %
Y23 BUSINESS & ADMINISTRATION	6,965	2,793	40 %	3,099	44 %	205	3 %	0	0 %	6,370	91 %	28	0 %
Y51 SUPERVISORY	5,022	2,617	52 %	1,904	38 %	56	1 %	0	0 %	4,790	95 %	11	0 %
Y98 MANAGERIAL	2,770	1,236	45 %	1,210	44 %	64	2 %	0	0 %	2,614	94 %	3	0 %
Y99 CONFIDENTIAL	1,566	634	40 %	662	42 %	42	3 %	0	0 %	1,416	90 %	5	0 %
STATEWIDE TOTALS:	46,971	23,230	49 %	16,732	36 %	960	2 %	850	2 %	43,432	92 %	160	0 %

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

Source: Michigan Civil Service Commission HWF48

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

Pay End Date: September 30, 2023

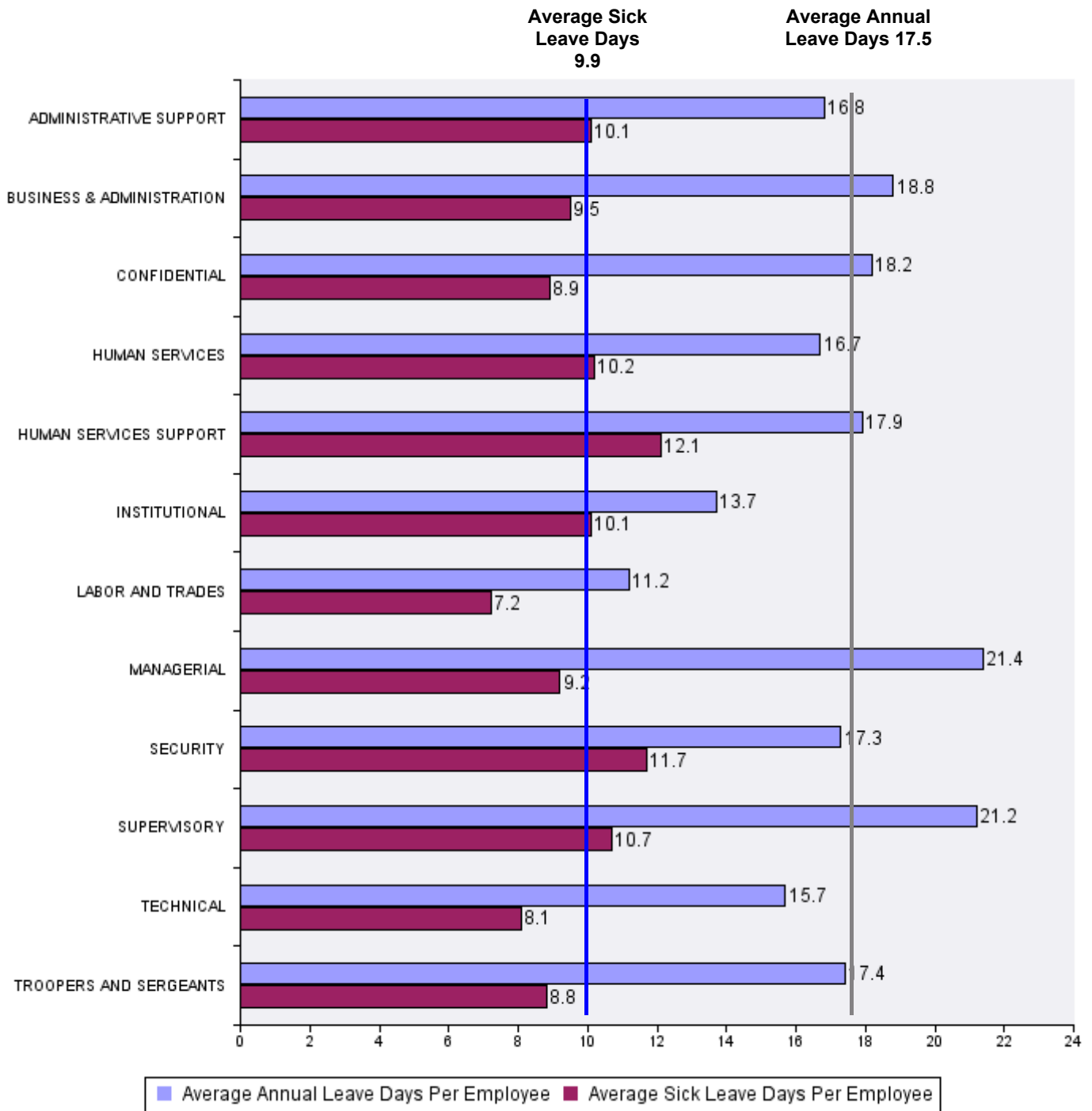
Bargaining Unit Code/Name	Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
A02 SAFETY & REGULATORY	1,482	1,307	88 %	1,072	72 %	63	4 %	1,407	95 %	65	4 %	49	3 %
A31 LABOR AND TRADES	1,740	1,589	91 %	1,420	82 %	2	0 %	1,675	96 %	58	3 %	3	0 %
C12 SECURITY	4,945	4,695	95 %	4,390	89 %	0	0 %	4,664	94 %	233	5 %	0	0 %
E42 HUMAN SERVICES SUPPORT	548	523	95 %	403	74 %	0	0 %	514	94 %	33	6 %	0	0 %
H21 SCIENTIFIC & ENGINEERING	2,423	2,261	93 %	1,788	74 %	39	2 %	2,224	92 %	193	8 %	11	0 %
L32 TECHNICAL	864	796	92 %	649	75 %	28	3 %	803	93 %	60	7 %	6	1 %
T01 TROOPERS AND SERGEANTS	1,666	1,600	96 %	1,629	98 %	790	47 %	1,584	95 %	65	4 %	642	39 %
U11 INSTITUTIONAL	1,435	1,281	89 %	1,118	78 %	2	0 %	1,365	95 %	60	4 %	0	0 %
W22 HUMAN SERVICES	10,179	9,542	94 %	8,247	81 %	0	0 %	9,605	94 %	543	5 %	0	0 %
W41 ADMINISTRATIVE SUPPORT	5,366	4,899	91 %	3,985	74 %	102	2 %	5,053	94 %	284	5 %	35	1 %
Y23 BUSINESS & ADMINISTRATION	6,965	6,443	93 %	5,335	77 %	115	2 %	6,544	94 %	399	6 %	51	1 %
Y51 SUPERVISORY	5,022	4,803	96 %	4,532	90 %	130	3 %	4,838	96 %	168	3 %	92	2 %
Y98 MANAGERIAL	2,770	2,629	95 %	2,412	87 %	91	3 %	2,657	96 %	111	4 %	83	3 %
Y99 CONFIDENTIAL	1,566	1,435	92 %	1,256	80 %	19	1 %	1,498	96 %	64	4 %	11	1 %
STATEWIDE TOTALS:	46,971	43,803	93 %	38,236	81 %	1,381	3 %	44,431	95 %	2,336	5 %	983	2 %

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

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT
Fiscal Year 2022-23

Graph 5-3



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

Source: Michigan Civil Service Commission HWF29 and HWF32

STATE OF MICHIGAN
SICK LEAVE ANALYSIS BY BARGAINING UNIT
September 18, 2022 to September 30, 2023

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,612	118,662.2	73.6	9.2
A31 LABOR AND TRADES	2,911	167,664.7	57.6	7.2
C12 SECURITY	5,790	542,183.5	93.6	11.7
E42 HUMAN SERVICES SUPPORT	702	67,991.4	96.9	12.1
H21 SCIENTIFIC & ENGINEERING	2,563	173,997.1	67.9	8.5
L32 TECHNICAL	1,086	70,256.9	64.7	8.1
T01 TROOPERS AND SERGEANTS	1,778	124,610.3	70.1	8.8
U11 INSTITUTIONAL	1,807	145,842.2	80.7	10.1
W22 HUMAN SERVICES	11,418	935,626.1	81.9	10.2
W41 ADMINISTRATIVE SUPPORT	5,911	479,919.2	81.2	10.1
Y23 BUSINESS & ADMINISTRATION	7,317	554,711.8	75.8	9.5
Y51 SUPERVISORY	5,414	462,263.1	85.4	10.7
Y98 MANAGERIAL	2,951	216,511.8	73.4	9.2
Y99 CONFIDENTIAL	1,694	120,213.4	71.0	8.9
STATEWIDE	52,954	4,180,453.7	78.9	9.9

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

Source: Michigan Civil Service Commission HWF29

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS ANALYSIS BY BARGAINING UNIT
September 18, 2022 to September 30, 2023

Bargaining Unit Code/Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,612	199,698.3	123.9	15.5	1,612	187.0	0.1	0.0
A31 LABOR AND TRADES	2,911	261,601.3	89.9	11.2	2,911	504.8	0.2	0.0
C12 SECURITY	5,790	801,986.0	138.5	17.3	5,790	676.7	0.1	0.0
E42 HUMAN SERVICES SUPPORT	702	100,790.4	143.6	17.9	702	35.0	0.0	0.0
H21 SCIENTIFIC & ENGINEERING	2,563	371,591.3	145.0	18.1	2,563	803.7	0.3	0.0
L32 TECHNICAL	1,086	135,996.7	125.2	15.7	1,086	55.0	0.1	0.0
T01 TROOPERS AND SERGEANTS	1,778	247,062.7	139.0	17.4	1,778	1,002.2	0.6	0.1
U11 INSTITUTIONAL	1,807	197,697.4	109.4	13.7	1,807	61.5	0.0	0.0
W22 HUMAN SERVICES	11,418	1,522,843.7	133.4	16.7	11,418	1,412.5	0.1	0.0
W41 ADMINISTRATIVE SUPPORT	5,911	795,889.4	134.6	16.8	5,911	758.2	0.1	0.0
Y23 BUSINESS & ADMINISTRATION	7,317	1,098,119.9	150.1	18.8	7,317	794.4	0.1	0.0
Y51 SUPERVISORY	5,414	918,452.4	169.6	21.2	5,414	1,245.3	0.2	0.0
Y98 MANAGERIAL	2,951	504,958.1	171.1	21.4	2,951	483.5	0.2	0.0
Y99 CONFIDENTIAL	1,694	247,125.0	145.9	18.2	1,694	294.1	0.2	0.0
STATEWIDE	52,954	7,403,812.5	139.8	17.5	52,954	8,313.61	0.2	0.0

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

Source: Michigan Civil Service Commission HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2022-23

Table 5-7

BARGAINING UNIT CODE/NAME		AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	9.2	15.5	24.7
A31	LABOR AND TRADES	7.2	11.2	18.4
C12	SECURITY	11.7	17.3	29.0
E42	HUMAN SERVICES SUPPORT	12.1	17.9	30.1
H21	SCIENTIFIC & ENGINEERING	8.5	18.1	26.6
L32	TECHNICAL	8.1	15.7	23.7
T01	TROOPERS AND SERGEANTS	8.8	17.4	26.1
U11	INSTITUTIONAL	10.1	13.7	23.8
W22	HUMAN SERVICES	10.2	16.7	26.9
W41	ADMINISTRATIVE SUPPORT	10.1	16.8	27.0
Y23	BUSINESS & ADMINISTRATION	9.5	18.8	28.2
Y51	SUPERVISORY	10.7	21.2	31.9
Y98	MANAGERIAL	9.2	21.4	30.6
Y99	CONFIDENTIAL	8.9	18.2	27.1
STATEWIDE AVERAGE		9.9	17.5	27.3

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

Source: Michigan Civil Service Commission HWF29 and HWF32

STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
SICK LEAVE USE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)
Fiscal Years 2018-19 through 2022-23

BARGAINING UNIT CODE/NAME	2018-19	2019-20	2020-21	2021-22	2022-23
A02 SAFETY & REGULATORY	9.1	8.8	9.7	9.9	9.2
A31 LABOR AND TRADES	7.4	7.5	8.6	8.4	7.2
C12 SECURITY	12.7	12.9	14.4	11.9	11.7
E42 HUMAN SERVICES SUPPORT	11.3	6.3	7.4	10.8	12.1
H21 SCIENTIFIC & ENGINEERING	8.7	7.8	6.4	8.3	8.5
L32 TECHNICAL	8.2	8.0	7.2	8.2	8.1
T01 TROOPERS AND SERGEANTS	8.6	8.4	8.6	9.8	8.8
U11 INSTITUTIONAL	9.1	9.7	10.4	10.3	10.1
W22 HUMAN SERVICES	10.5	9.1	9.8	10.2	10.2
W41 ADMINISTRATIVE SUPPORT	10.2	8.8	9.7	10.2	10.1
Y23 BUSINESS & ADMINISTRATION	10.3	8.1	7.9	9.1	9.5
Y51 SUPERVISORY	11.5	10.0	10.5	11.5	10.7
Y98 MANAGERIAL	9.4	7.3	7.0	8.7	9.2
Y99 CONFIDENTIAL	9.7	7.9	7.3	8.6	8.9
STATEWIDE AVERAGE	10.3	9.2	9.6	10.0	9.9

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF29, for the last full pay period in each fiscal year

STATE OF MICHIGAN

Table 5-9

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: September 30, 2023

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	494	26	10	0	0	238	15	0	0	1	47	337
ATTORNEY GENERAL	602	48	1	0	0	0	0	0	0	1	99	149
AUDITOR GENERAL	159	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	93	0	0	0	0	0	0	0	0	35	15	50
CIVIL SERVICE COMMISSION	451	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	10,225	8	428	4,738	0	5	78	0	329	2,033	778	8,397
EDUCATION	499	0	1	0	3	0	5	0	15	175	55	254
ENVIRONMENT, GREAT LAKES & ENERGY	1,393	9	2	0	0	848	55	0	1	1	135	1,051
EXECUTIVE OFFICE	72	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	360	0	0	0	0	0	0	0	0	0	32	32
LABOR & ECONOMIC OPPORTUNITY	2,419	88	19	0	519	69	11	0	21	369	323	1,419
LICENSING & REGULATORY AFFAIRS	1,693	232	5	0	0	64	0	0	0	277	302	880
MDHHS - COMMUNITY HEALTH	3,719	49	58	208	0	150	37	0	751	437	398	2,088
MDHHS - HUMAN SERVICES	10,594	154	14	0	27	3	1	0	65	6,781	1,003	8,048
MILITARY & VETERAN AFFAIRS	809	23	196	0	0	31	16	0	245	44	68	623
NATURAL RESOURCES	2,813	633	980	0	0	255	175	0	5	91	188	2,327
STATE	1,412	15	13	0	0	0	1	0	0	0	891	920
STATE POLICE	3,121	142	10	0	0	137	78	1,666	6	4	245	2,288
TECHNOLOGY, MANAGEMENT & BUDGET	3,023	0	250	0	0	42	64	0	0	0	234	590
TRANSPORTATION	2,788	55	688	0	0	585	388	0	0	4	232	1,952
TREASURY	1,729	12	5	0	0	1	1	0	0	0	496	515
Grand Total:	48,468	1,494	2,681	4,946	549	2,428	925	1,666	1,438	10,253	5,541	31,921

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

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 30, 2023

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	494	57	8	30	11	0	51	157
ATTORNEY GENERAL	602	23	70	350	5	0	5	453
AUDITOR GENERAL	159	3	95	37	3	0	20	158
CIVIL RIGHTS	93	2	21	18	2	0	0	43
CIVIL SERVICE COMMISSION	451	0	380	62	4	0	5	451
CORRECTIONS	10,225	293	105	142	7	0	1,281	1,828
EDUCATION	499	126	20	46	5	0	48	245
ENVIRONMENT, GREAT LAKES & ENERGY	1,393	100	16	76	10	0	140	342
EXECUTIVE OFFICE	72	0	72	0	0	0	0	72
INSURANCE AND FINANCIAL SERV	360	187	27	35	3	0	76	328
LABOR & ECONOMIC OPPORTUNITY	2,419	567	55	236	11	0	131	1,000
LICENSING & REGULATORY AFFAIRS	1,693	510	46	195	2	0	60	813
MDHHS - COMMUNITY HEALTH	3,719	815	113	314	6	0	383	1,631
MDHHS - HUMAN SERVICES	10,594	863	163	238	2	0	1,280	2,546
MILITARY & VETERAN AFFAIRS	809	57	12	28	1	0	88	186
NATURAL RESOURCES	2,813	132	19	87	2	0	246	486
STATE	1,412	150	50	64	2	0	226	492
STATE POLICE	3,121	323	55	154	60	0	241	833
TECHNOLOGY, MANAGEMENT & BUDGET	3,023	1,701	107	351	48	0	226	2,433
TRANSPORTATION	2,788	269	96	107	2	0	362	836
TREASURY	1,729	793	49	200	19	0	153	1,214
Grand Total:	48,468	6,971	1,579	2,770	205	0	5,022	16,547

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

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

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

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

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