

FORTY-FIFTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2023-24
October 1, 2023 through September 30, 2024

Michigan Civil Service Commission



Civil Service Commissioners:

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Jeff Steffel
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John Gnodtke, State Personnel Director

This is the Annual Workforce Report covering fiscal year 2023-24 (10/1/2023 to 9/30/2024). 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.

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STATISTICAL HIGHLIGHTS

FY 2023-24

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.1
Average Annual Salary ¹	\$74,917
Average Annual Additional Payroll Cost ²	\$47,894
Average Sick Leave Days Used	9.8
Average Annual Leave Days Used	17.0
Average Years of Service	11.1

WORKFORCE CHARACTERISTICS

Females	55.0%
Males	45.0%
Eligible for Longevity	62.1%
Less than Six Years of Service	36.5%
Six to Ten Years of Service	20.3%
Over Ten Years of Service	43.2%
Exclusively Represented for Collective Bargaining	65.4%
Turnover	9.9%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION³

American Indian or Alaska Native	0.89%
Asian	1.98%
Black or African American	17.2%
Hispanic or Latino	2.98%
White	75.60%
Native Hawaiian or Other Pacific Islander	0.04%
Two or More Races	1.3%

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

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

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

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GLOSSARY

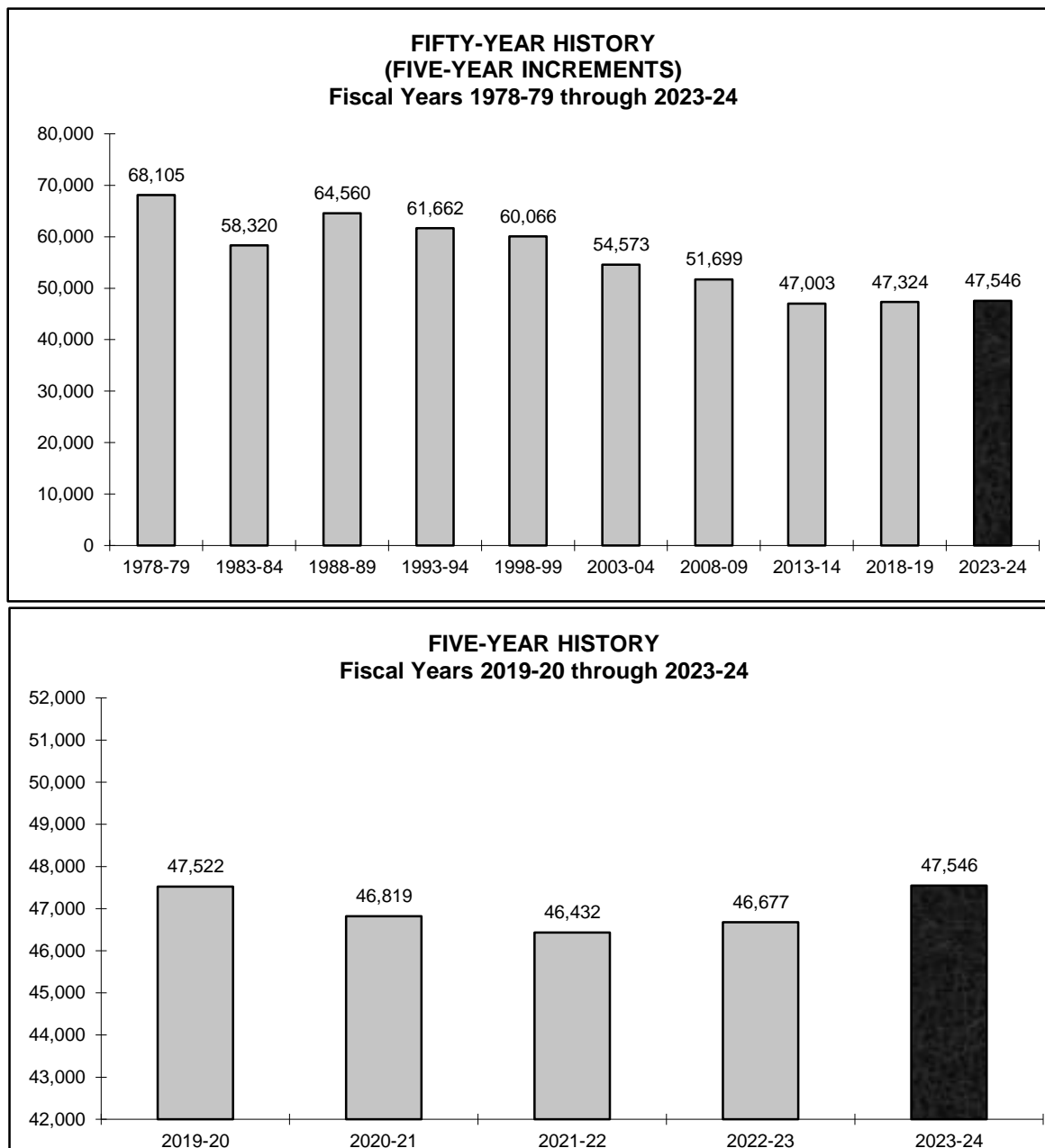
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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE



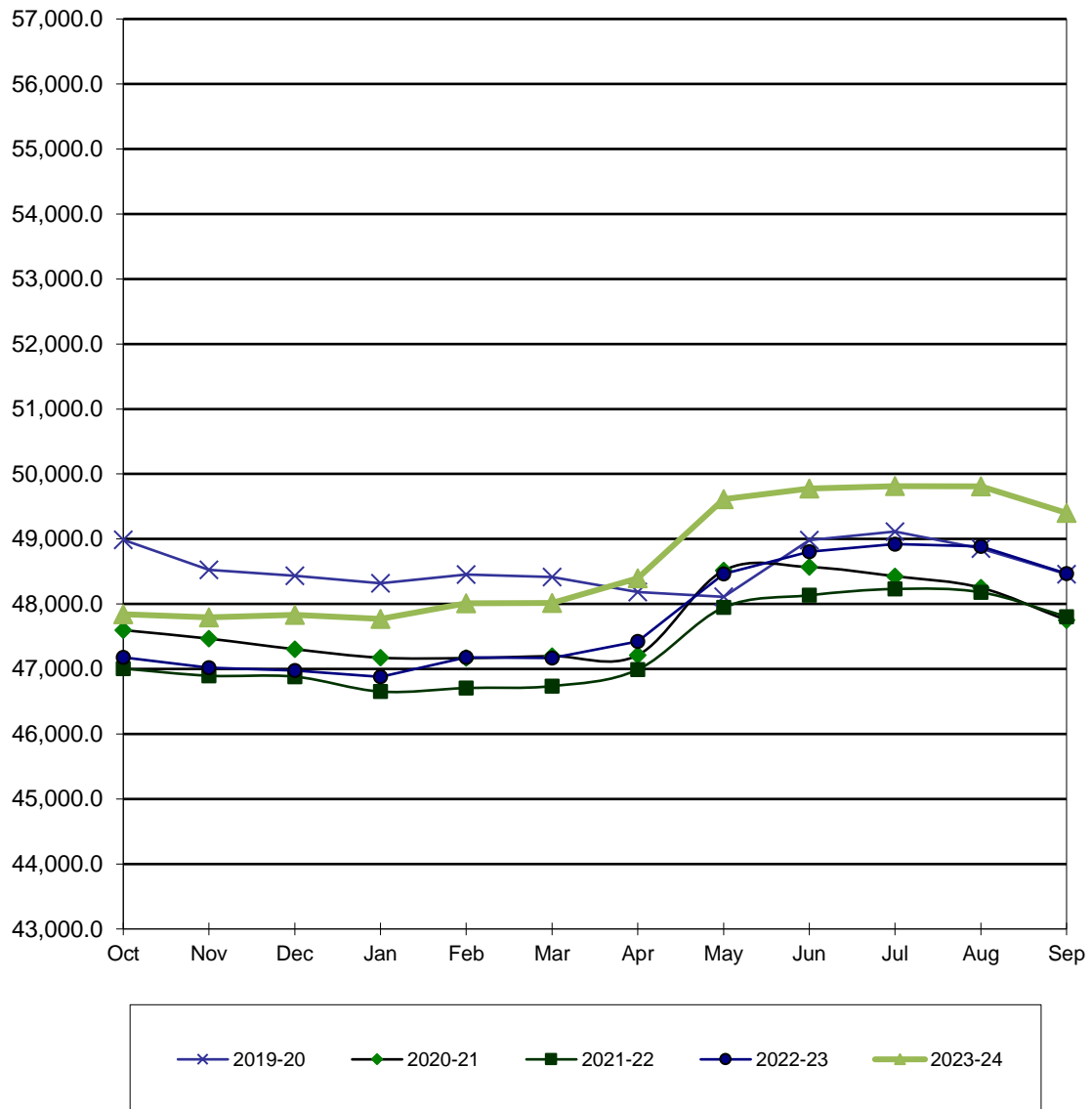
Comments: Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 28, 2024, 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 2019-20 through 2023-24

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 28, 2024

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	482.0	0.0	3.0	6.0	0.0	22.0	0.0	513.0	0.0	513.0
AGRICULTURE AND RURAL DVLPMNT		482.0	0.0	3.0	6.0	0.0	22.0	0.0	513.0	0.0	513.0
ATY GNRL CENTRAL OFFICE	1101	568.0	2.0	0.0	51.0	0.0	36.0	0.0	657.0	0.0	657.0
PACC	1102	11.0	0.0	0.0	2.0	0.0	0.0	0.0	13.0	0.0	13.0
ATTORNEY GENERAL		579.0	2.0	0.0	53.0	0.0	36.0	0.0	670.0	0.0	670.0
LEGISLATIVE AUDITOR GENERAL	0301	135.0	5.0	0.0	16.0	0.0	4.0	0.0	160.0	0.0	160.0
AUDITOR GENERAL		135.0	5.0	0.0	16.0	0.0	4.0	0.0	160.0	0.0	160.0
CIV RGHT CENTRAL OFFICE	1501	95.0	0.0	0.0	44.0	0.0	3.0	0.0	142.0	0.0	142.0
CIVIL RIGHTS		95.0	0.0	0.0	44.0	0.0	3.0	0.0	142.0	0.0	142.0
CIVIL SERVICE COMMISSION	1901	433.0	0.0	2.0	7.0	0.0	10.0	0.0	452.0	0.0	452.0
CIVIL SERVICE COMMISSION		433.0	0.0	2.0	7.0	0.0	10.0	0.0	452.0	0.0	452.0
DETROIT DETENTION CENTER	4754	69.0	0.0	0.0	0.0	0.0	0.0	0.0	69.0	0.0	69.0
DOC-ADRIAN/GUS HARRISON FAC	4729	320.0	0.0	0.0	1.0	0.0	0.0	5.0	326.0	0.0	326.0
DOC-ALGER MAX SECURITY CORRECT	4735	190.0	0.0	0.0	1.0	0.0	0.0	1.0	192.0	0.0	192.0
DOC-BARAGA FACILITY	4740	202.0	0.0	0.0	1.0	0.0	0.0	3.0	206.0	0.0	206.0
DOC-BELLAMY CREEK FACILITY	4748	373.0	0.0	0.0	1.0	0.0	0.0	2.0	376.0	0.0	376.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	267.0	0.0	0.0	1.0	0.0	0.0	2.0	270.0	0.0	270.0
DOC-CARSON CITY FAC/CARSON CIT	4731	401.0	0.0	0.0	1.0	0.0	0.0	2.0	404.0	0.0	404.0
DOC-CENTRAL MICHIGAN FACILITY	4744	444.0	0.0	0.0	1.0	0.0	0.0	0.0	445.0	0.0	445.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	366.0	1.0	0.0	1.0	0.0	0.0	3.0	371.0	0.0	371.0
DOC-COOPER STREET FACILITY	4752	222.0	0.0	0.0	1.0	0.0	1.0	0.0	224.0	0.0	224.0
DOC-CORRECTN CENTRAL OFFICE	4702	655.0	0.0	0.0	19.0	0.0	15.0	1.0	690.0	0.0	690.0
DOC-COTTON FACILITY	4720	286.0	0.0	0.0	1.0	0.0	0.0	4.0	291.0	0.0	291.0
DOC-EGELER FACILITY	4727	441.0	0.0	0.0	1.0	0.0	0.0	0.0	442.0	0.0	442.0
DOC-FIELD OPERATION REGION III	4763	705.0	4.0	0.0	2.0	0.0	0.0	0.0	711.0	0.0	711.0
DOC-FIELD OPERATIONS REGION I	4761	677.0	0.0	0.0	2.0	0.0	0.0	1.0	680.0	0.0	680.0
DOC-HANDLON MI TRAINING UNT	4705	290.0	0.0	0.0	1.0	0.0	0.0	0.0	291.0	0.0	291.0
DOC-HURON VALLEY CORR COMPLEX	4715	475.0	0.0	0.0	1.0	0.0	1.0	1.0	478.0	0.0	478.0
DOC-IONIA MAXIMUM FACILITY	4724	281.0	0.0	0.0	0.0	0.0	0.0	1.0	282.0	0.0	282.0
DOC-JACKSON CENTRAL REGION	4750	62.0	0.0	0.0	0.0	0.0	0.0	1.0	63.0	0.0	63.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	212.0	0.0	0.0	1.0	0.0	1.0	0.0	214.0	0.0	214.0
DOC-LAKELAND MENS FACILITY	4718	272.0	0.0	0.0	1.0	0.0	0.0	0.0	273.0	0.0	273.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 28, 2024

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	343.0	2.0	0.0	1.0	0.0	0.0	2.0	348.0	0.0	348.0
DOC-MARQUETTE BRANCH PRISON	4706	243.0	0.0	0.0	1.0	0.0	0.0	1.0	245.0	0.0	245.0
DOC-MAXEY CORRECTIONAL	4749	326.0	0.0	0.0	1.0	0.0	0.0	4.0	331.0	0.0	331.0
DOC-MICHIGAN STATE INDUSTRIES	4709	43.0	0.0	0.0	0.0	0.0	0.0	0.0	43.0	0.0	43.0
DOC-MUSKEGON FACILITY	4704	250.0	0.0	0.0	1.0	0.0	0.0	0.0	251.0	0.0	251.0
DOC-NEWBERRY FACILITY	4743	208.0	0.0	1.0	1.0	0.0	1.0	0.0	211.0	0.0	211.0
DOC-OAKS FACILITY	4739	310.0	0.0	0.0	1.0	0.0	1.0	1.0	313.0	0.0	313.0
DOC-PARNALL FACILITY	4751	271.0	0.0	0.0	1.0	0.0	0.0	1.0	273.0	0.5	272.5
DOC-SAGINAW FACILITY	4742	300.0	0.0	0.0	1.0	0.0	0.0	2.0	303.0	0.0	303.0
DOC-ST. LOUIS FACILITY	4733	323.0	0.0	0.0	1.0	0.0	0.0	4.0	328.0	0.0	328.0
DOC-THUMB FACILITY	4725	319.0	0.0	0.0	1.0	0.0	2.0	2.0	324.0	0.0	324.0
NTHRN REGION ADMIN AND SUPPORT	4714	25.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0
SOUTHERN REGION - IONIA	4711	23.0	0.0	0.0	0.0	0.0	0.0	0.0	23.0	0.0	23.0
CORRECTIONS		10,194.0	7.0	1.0	48.0	0.0	22.0	44.0	10,316.0	0.5	10,315.5
EDUCATION	3103	460.0	2.0	3.0	17.0	33.0	12.0	0.0	527.0	0.0	527.0
EDUCATION		460.0	2.0	3.0	17.0	33.0	12.0	0.0	527.0	0.0	527.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,438.0	3.0	9.0	42.0	0.0	18.0	0.0	1,510.0	0.0	1,510.0
ENVIRONMENT, GREAT LAKES & ENERGY		1,438.0	3.0	9.0	42.0	0.0	18.0	0.0	1,510.0	0.0	1,510.0
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	80.0	0.0	0.0	0.0	80.0	0.0	80.0
EXECUTIVE OFFICE		0.0	0.0	0.0	80.0	0.0	0.0	0.0	80.0	0.0	80.0
DEPT OF INS AND FIN SERVICE	6501	343.0	2.0	0.0	22.0	0.0	5.0	0.0	372.0	0.0	372.0
INSURANCE AND FINANCIAL SERV		343.0	2.0	0.0	22.0	0.0	5.0	0.0	372.0	0.0	372.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,846.0	1.0	0.0	174.0	4.0	17.0	0.0	2,042.0	0.0	2,042.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	2.0	0.0	0.0	0.0	9.0	0.0	9.0
LEO - MSF-MEDC	1804	113.0	0.0	0.0	9.0	0.0	2.0	0.0	124.0	0.0	124.0
LEO - MSHDA	1803	266.0	2.0	1.0	25.0	0.0	7.0	0.0	301.0	0.0	301.0
LABOR & ECONOMIC OPPORTUNITY		2,232.0	3.0	1.0	210.0	4.0	26.0	0.0	2,476.0	0.0	2,476.0
LICENSING & REGULATORY AFFAIRS	6401	1,661.0	3.0	14.0	34.0	0.0	29.0	0.0	1,741.0	0.0	1,741.0
LICENSING & REGULATORY AFFAIRS		1,661.0	3.0	14.0	34.0	0.0	29.0	0.0	1,741.0	0.0	1,741.0
MDHHS-CARO CENTER	3902	412.0	0.0	4.0	2.0	0.0	0.0	11.0	429.0	0.0	429.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,795.0	1.0	2.0	45.0	0.0	6.0	0.0	1,849.0	0.0	1,849.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	584.0	1.0	0.0	4.0	0.0	5.0	5.0	599.0	0.0	599.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 28, 2024

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	129.0	0.0	0.0	2.0	0.0	1.0	7.0	139.0	0.0	139.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	368.0	0.0	0.0	3.0	0.0	0.0	9.0	380.0	0.0	380.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	53.0	0.0	0.0	0.0	0.0	0.0	0.0	53.0	0.0	53.0
MDHHS-WALTER P.REUTHER PSY HS	3945	338.0	1.0	17.0	6.0	0.0	2.0	2.0	366.0	0.0	366.0
MDHHS - COMMUNITY HEALTH		3,679.0	3.0	23.0	62.0	0.0	14.0	34.0	3,815.0	0.0	3,815.0
MDHHS-BERRIEN COUNTY	4322	117.0	0.0	0.0	8.0	0.0	0.0	0.0	125.0	0.0	125.0
MDHHS-CALHOUN COUNTY	4323	157.0	0.0	0.0	3.0	0.0	0.0	0.0	160.0	0.0	160.0
MDHHS-COUNTIES	4308	2,448.0	0.0	0.0	92.0	0.0	1.0	0.0	2,541.0	0.0	2,541.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,762.0	0.0	3.0	135.0	11.0	8.0	0.0	2,919.0	0.0	2,919.0
MDHHS-GENESEE COUNTY	4302	411.0	0.0	0.0	15.0	0.0	0.0	0.0	426.0	0.0	426.0
MDHHS-INGHAM COUNTY	4312	241.0	0.0	0.0	10.0	0.0	0.0	0.0	251.0	0.0	251.0
MDHHS-INSTITUTIONS	4307	50.0	0.0	18.0	11.0	0.0	0.0	0.0	79.0	0.0	79.0
MDHHS-JACKSON COUNTY	4315	148.0	0.0	0.0	9.0	0.0	0.0	0.0	157.0	0.0	157.0
MDHHS-KALAMAZOO COUNTY	4314	213.0	0.0	0.0	3.0	0.0	2.0	0.0	218.0	0.0	218.0
MDHHS-KENT COUNTY	4303	413.0	0.0	0.0	8.0	0.0	0.0	0.0	421.0	0.0	421.0
MDHHS-MACOMB COUNTY	4304	442.0	0.0	0.0	27.0	0.0	0.0	1.0	470.0	0.0	470.0
MDHHS-MUSKEGON COUNTY	4324	219.0	0.0	0.0	1.0	0.0	0.0	0.0	220.0	0.0	220.0
MDHHS-OAKLAND COUNTY	4305	472.0	0.0	0.0	33.0	0.0	0.0	0.0	505.0	0.0	505.0
MDHHS-SAGINAW COUNTY	4313	177.0	0.0	0.0	8.0	0.0	0.0	0.0	185.0	0.0	185.0
MDHHS-WASHTENAW	4325	129.0	0.0	0.0	12.0	0.0	0.0	0.0	141.0	0.0	141.0
MDHHS-WAYNE COUNTY DSS	4306	88.0	0.0	0.0	5.0	0.0	0.0	0.0	93.0	0.0	93.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	523.0	0.0	0.0	14.0	0.0	1.0	1.0	539.0	0.0	539.0
MDHHS-WAYNE COUNTY ZONE 3	4318	435.0	0.0	0.0	59.0	0.0	0.0	0.0	494.0	0.0	494.0
MDHHS-WAYNE COUNTY ZONE 4	4319	210.0	0.0	0.0	10.0	0.0	0.0	0.0	220.0	0.0	220.0
MDHHS-WAYNE COUNTY ZONE L	4316	341.0	0.0	0.0	18.0	0.0	0.0	1.0	360.0	0.0	360.0
MDHHS - HUMAN SERVICES		9,996.0	0.0	21.0	481.0	11.0	12.0	3.0	10,524.0	0.0	10,524.0
MILEAP	3291	7.0	0.0	0.0	2.0	0.0	0.0	0.0	9.0	0.0	9.0
MiLEAP		7.0	0.0	0.0	2.0	0.0	0.0	0.0	9.0	0.0	9.0
MICHIGAN VETERAN HOMES	5105	331.0	20.0	12.0	4.0	0.0	4.0	1.0	372.0	0.0	372.0
MIL AFFR CENTRAL OFFICE	5101	382.0	4.0	26.0	11.0	2.0	17.0	0.0	442.0	0.0	442.0
MILITARY & VETERAN AFFAIRS		713.0	24.0	38.0	15.0	2.0	21.0	1.0	814.0	0.0	814.0
DNR-NATURAL RESOURCES	7501	1,571.0	1.0	28.0	24.0	245.0	1,045.0	2.0	2,916.0	0.0	2,916.0

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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 28, 2024

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
NATURAL RESOURCES		1,571.0	1.0	28.0	24.0	245.0	1,045.0	2.0	2,916.0	0.0	2,916.0
DEPARTMENT OF STATE	2301	1,420.0	0.0	0.0	23.0	0.0	0.0	1.0	1,444.0	0.0	1,444.0
STATE		1,420.0	0.0	0.0	23.0	0.0	0.0	1.0	1,444.0	0.0	1,444.0
STATE POLICE	5501	3,010.0	5.0	5.0	78.0	0.0	72.0	6.0	3,176.0	0.0	3,176.0
STATE POLICE		3,010.0	5.0	5.0	78.0	0.0	72.0	6.0	3,176.0	0.0	3,176.0
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	1,815.0	0.0	0.0	38.0	0.0	34.0	0.0	1,887.0	0.0	1,887.0
TECH, MGMT AND BUDGET - MB	0701	1,118.0	2.0	3.0	64.0	0.0	38.0	1.0	1,226.0	0.0	1,226.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,933.0	2.0	3.0	103.0	0.0	72.0	1.0	3,114.0	0.0	3,114.0
BRIDGE AUTHORITIES-INTERNATION	5903	23.0	0.0	8.0	0.0	0.0	14.0	0.0	45.0	0.0	45.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	22.0	0.0	26.0	0.0	0.0	86.0	0.0	86.0
TRANSPORTATION CENTRAL OFFICE	5901	2,556.0	1.0	14.0	52.0	12.0	100.0	7.0	2,742.0	0.0	2,742.0
TRANSPORTATION		2,617.0	1.0	44.0	52.0	38.0	114.0	7.0	2,873.0	0.0	2,873.0
BUREAU OF STATE LOTTERY	2795	192.0	0.0	0.0	1.0	0.0	22.0	0.0	215.0	0.0	215.0
GAMING CONTROL	2707	181.0	0.0	1.0	5.0	0.0	3.0	0.0	190.0	0.0	190.0
STATE BUILDING AUTHORITY	2704	3.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,297.0	0.0	0.0	35.0	0.0	15.0	0.0	1,347.0	0.0	1,347.0
TREASURY		1,673.0	0.0	1.0	41.0	0.0	40.0	0.0	1,755.0	0.0	1,755.0
STATEWIDE TOTAL		45,671.0	63.0	196.0	1,460.0	333.0	1,577.0	99.0	49,399.0	0.5	49,398.5

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT **Fiscal Year 2023-24 SUMMARY**

DEPARTMENT		Fiscal Year 2024 Appropriated FTE Positions (A)	Fiscal Year 2024 Average FTE Positions (B)	Fiscal Year 2023 Average FTE Positions (C)	FY 2024 and FY 2023 Difference (B - C)	FY 2024 Average and Appropriated Difference (B - A)
AGRICULTURE AND RURAL DVLPMNT	Regular	544.0	484.9	494.5	-9.7	-59.1
	Overtime	0.0	4.1	0.2	3.9	4.1
	Total	544.0	489.0	494.7	-5.8	-55.0
ATTORNEY GENERAL	Regular	605.4	622.5	577.5	45.0	17.1
	Overtime	0.0	1.1	2.6	-1.5	1.1
	Total	605.4	623.6	580.1	43.4	18.2
AUDITOR GENERAL	Regular	0.0	155.5	158.7	-3.2	155.5
	Overtime	0.0	0.1	0.1	0.0	0.1
	Total	0.0	155.6	158.8	-3.1	155.6
CIVIL RIGHTS	Regular	160.0	122.6	89.9	32.7	-37.4
	Overtime	0.0	0.2	0.0	0.2	0.2
	Total	160.0	122.8	89.9	32.9	-37.2
CIVIL SERVICE COMMISSION	Regular	473.0	445.1	456.8	-11.6	-27.9
	Overtime	0.0	1.0	1.1	-0.1	1.0
	Total	473.0	446.1	457.8	-11.7	-26.9
CORRECTIONS	Regular	13,190.0	10,348.0	10,738.9	-390.9	-2,842.0
	Overtime	0.0	1,216.2	1,220.9	-4.7	1,216.2
	Total	13,190.0	11,564.1	11,959.8	-395.7	-1,625.9
EDUCATION	Regular	634.5	493.3	506.8	-13.5	-141.2
	Overtime	0.0	0.8	0.3	0.4	0.8
	Total	634.5	494.1	507.1	-13.1	-140.4
ENVIRON, GREAT LAKES & ENERGY	Regular	1,610.0	1,429.3	1,386.2	43.1	-180.7
	Overtime	0.0	5.3	3.9	1.4	5.3
	Total	1,610.0	1,434.6	1,390.1	44.5	-175.4
EXECUTIVE OFFICE	Regular	86.2	78.6	74.1	4.4	-7.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	86.2	78.6	74.1	4.4	-7.6

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT **Fiscal Year 2023-24 SUMMARY**

DEPARTMENT		Fiscal Year 2024 Appropriated FTE Positions (A)	Fiscal Year 2024 Average FTE Positions (B)	Fiscal Year 2023 Average FTE Positions (C)	FY 2024 and FY 2023 Difference (B - C)	FY 2024 Average and Appropriated Difference (B - A)
INSURANCE AND FINANCIAL SERV	Regular	388.5	362.7	360.8	1.9	-25.8
	Overtime	0.0	0.2	0.2	0.0	0.2
	Total	388.5	362.8	361.0	1.8	-25.7
LABOR & ECONOMIC OPPORTUNITY	Regular	2,614.4	2,436.8	2,558.3	-121.5	-177.6
	Overtime	0.0	77.6	45.7	31.9	77.6
	Total	2,614.4	2,514.4	2,604.0	-89.6	-100.0
LICENSING AND REGULATORY AFF	Regular	1,863.9	1,696.5	1,672.6	24.0	-167.4
	Overtime	0.0	13.6	7.9	5.7	13.6
	Total	1,863.9	1,710.2	1,680.5	29.7	-153.7
MDHHS - COMMUNITY HEALTH	Regular	4,289.2	3,664.7	3,783.0	-118.2	-624.5
	Overtime	0.0	218.7	224.0	-5.3	218.7
	Total	4,289.2	3,883.5	4,007.0	-123.5	-405.7
MDHHS - HUMAN SERVICES	Regular	11,566.3	10,430.6	10,720.1	-289.5	-1,135.7
	Overtime	0.0	290.0	255.2	34.8	290.0
	Total	11,566.3	10,720.6	10,975.3	-254.7	-845.7
MILITARY & VETERAN AFFAIRS	Regular	1,051.0	781.5	794.0	-12.5	-269.5
	Overtime	0.0	25.4	32.3	-6.9	25.4
	Total	1,051.0	806.9	826.3	-19.4	-244.1
NATURAL RESOURCES	Regular	2,549.3	2,271.2	2,252.0	19.3	-278.1
	Overtime	0.0	36.8	44.6	-7.8	36.8
	Total	2,549.3	2,308.0	2,296.6	11.4	-241.3
STATE	Regular	1,619.0	1,417.9	1,420.2	-2.4	-201.1
	Overtime	0.0	3.3	1.8	1.5	3.3
	Total	1,619.0	1,421.2	1,422.1	-0.9	-197.8
STATE POLICE	Regular	3,829.0	3,060.1	3,116.6	-56.6	-768.9
	Overtime	0.0	282.5	279.6	2.9	282.5
	Total	3,829.0	3,342.6	3,396.3	-53.7	-486.4

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT **Fiscal Year 2023-24 SUMMARY**

DEPARTMENT		Fiscal Year 2024 Appropriated FTE Positions (A)	Fiscal Year 2024 Average FTE Positions (B)	Fiscal Year 2023 Average FTE Positions (C)	FY 2024 and FY 2023 Difference (B - C)	FY 2024 Average and Appropriated Difference (B - A)
TECH, MGMT AND BUDGET	Regular	2,741.0	3,016.1	3,040.9	-24.8	275.1
	Overtime	0.0	23.7	23.3	0.4	23.7
	Total	2,741.0	3,039.8	3,064.2	-24.4	298.8
TRANSPORTATION	Regular	3,218.3	2,806.9	2,826.8	-19.9	-411.4
	Overtime	0.0	106.4	124.1	-17.8	106.4
	Total	3,218.3	2,913.3	2,950.9	-37.7	-305.0
TREASURY	Regular	2,003.5	1,711.4	1,716.5	-5.1	-292.1
	Overtime	0.0	16.4	15.1	1.2	16.4
	Total	2,003.5	1,727.7	1,731.7	-3.9	-275.8
STATEWIDE TOTALS	Total Regular	55,036.5	47,838.3	48,745.2	-906.9	-7,198.2
	Total Overtime	0.0	2,323.3	2,283.1	40.2	2,323.3
	Grand Total	55,036.5	50,161.6	51,028.3	-866.8	-4,874.9

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

Source: Michigan Civil Service Commission MPR-0160

STATE OF MICHIGAN

Table 1-3

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

Department	2022 - 2023		2023 - 2024	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	494.0	1.0 %	513.0	1.0 %
ATTORNEY GENERAL	602.0	1.2 %	670.0	1.4 %
AUDITOR GENERAL	159.0	0.3 %	160.0	0.3 %
CIVIL RIGHTS	93.0	0.2 %	142.0	0.3 %
CIVIL SERVICE COMMISSION	451.0	0.9 %	452.0	0.9 %
CORRECTIONS	10,224.5	21.1 %	10,315.5	20.9 %
EDUCATION	499.0	1.0 %	527.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,393.0	2.9 %	1,510.0	3.1 %
EXECUTIVE OFFICE	72.0	0.1 %	80.0	0.2 %
INSURANCE AND FINANCIAL SERV	360.0	0.7 %	372.0	0.8 %
LABOR & ECONOMIC OPPORTUNITY	2,419.0	5.0 %	2,476.0	5.0 %
LICENSING & REGULATORY AFFAIRS	1,693.0	3.5 %	1,741.0	3.5 %
MDHHS-COMMUNITY HEALTH	3,719.0	7.7 %	3,815.0	7.7 %
MDHHS-HUMAN SERVICES	10,594.0	21.9 %	10,524.0	21.3 %
MILEAP	0.0	0.0 %	9.0	0.0 %
MILITARY & VETERAN AFFAIRS	808.5	1.7 %	814.0	1.6 %
NATURAL RESOURCES	2,813.0	5.8 %	2,916.0	5.9 %
STATE	1,412.0	2.9 %	1,444.0	2.9 %
STATE POLICE	3,121.0	6.4 %	3,176.0	6.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,023.0	6.2 %	3,114.0	6.3 %
TRANSPORTATION	2,788.0	5.8 %	2,873.0	5.8 %
TREASURY	1,729.0	3.6 %	1,755.0	3.6 %
TOTAL:	48,467.0	100.0 %	49,398.5	100.0 %

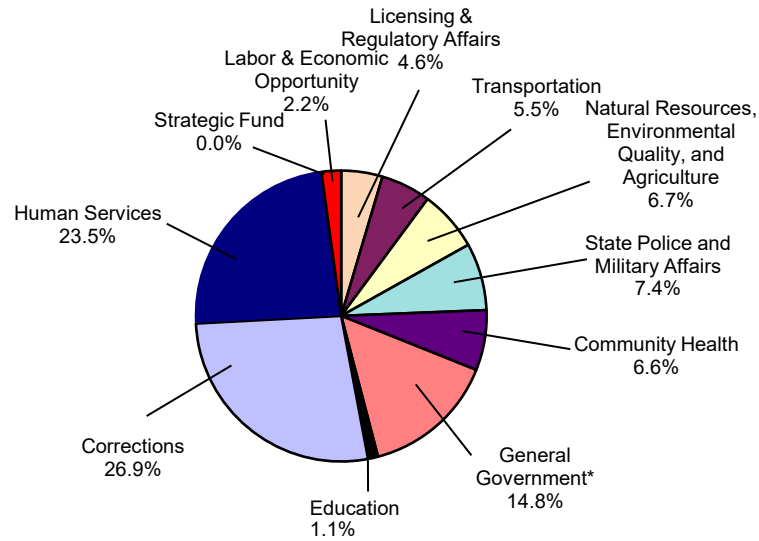
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Statewide, the number of classified employees Increased by 932 from September 30, 2023 to September 28, 2024.

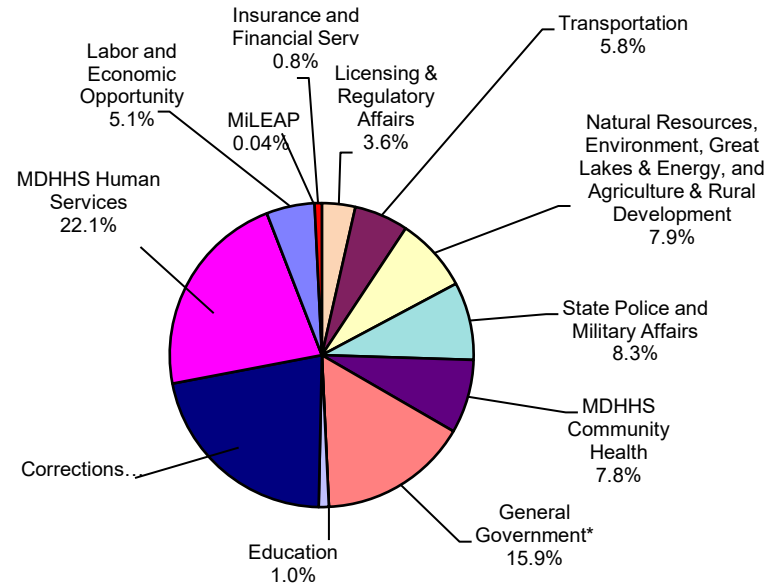
Source: Michigan Civil Service Commission HWF03

STATE OF MICHIGAN
BREAKDOWN OF ACTIVE CLASSIFIED EMPLOYMENT AVERAGES STATEWIDE
Fiscal Years 2014-15 and 2023-24 Compared

Graph 1-3



FISCAL YEAR 2014-15
AVERAGE CLASSIFIED EMPLOYMENT
46,588



FISCAL YEAR 2023-24
AVERAGE CLASSIFIED EMPLOYMENT
47,546

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 increased by 958 positions (2.01%) from FY 2014-15 to FY 2023-24. 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 28, 2024 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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023

Source: Michigan Civil Service Commission HWF09

STATE OF MICHIGAN
AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT
Fiscal Years 2014-15 through 2023-24

DEPARTMENT	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24
Agriculture & Rural Development	405.4	411.5	438.7	457.7	462.7	462.4	456.4	470.7	481.9	490.3
Attorney General	481.6	477.4	491.2	498.4	501.2	514.8	521.4	531.0	551.0	612.6
Auditor General	137.2	150.2	149.2	142.7	153.0	152.4	151.3	151.4	153.1	155.7
Civil Rights	93.7	92.0	84.4	85.8	88.3	85.5	76.4	78.6	86.0	121.3
Civil Service Commission	413.6	415.5	417.5	432.0	432.5	442.0	430.0	427.3	437.2	443.0
Corrections	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	10,313.0
Education	515.3	506.6	503.8	504.7	503.2	497.7	493.7	493.4	489.8	497.7
Environment, Great Lakes & Energy	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	1,432.1
Executive Office	59.8	56.2	59.8	56.5	59.3	73.8	70.7	71.1	71.3	77.7
Insurance and Financial Serv	304.7	302.1	296.0	299.7	302.2	302.0	317.8	332.3	348.7	363.2
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	2,432.8
Licensing & Regulatory Affairs	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	1,699.7
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	3,725.2
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	10,516.4
MILEAP	--	--	--	--	--	--	--	--	--	2.0
Military and Veterans Affairs	757.0	749.8	745.3	765.2	771.5	754.9	751.5	782.3	783.4	802.0
Natural Resources	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	1,827.0
State	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	1,433.2
State Police	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	3,143.2
Technology, Management & Budget	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	3,019.1
Transportation	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	2,738.9
Treasury	<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>	<u>1,699.4</u>
TOTAL	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	47,545.9

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, 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.

In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

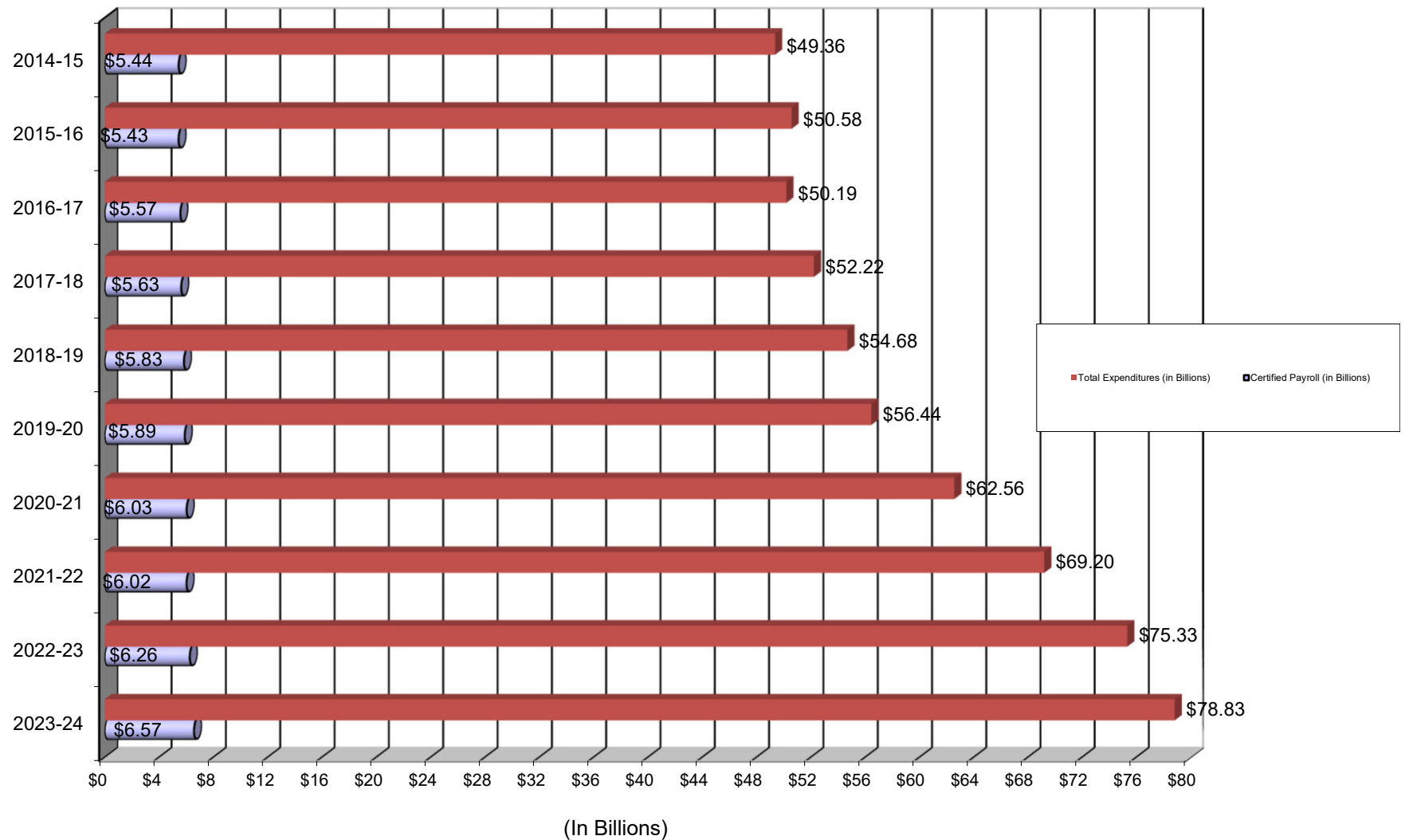
Michigan Civil Service Commission HWF09

Source:

SECTION TWO

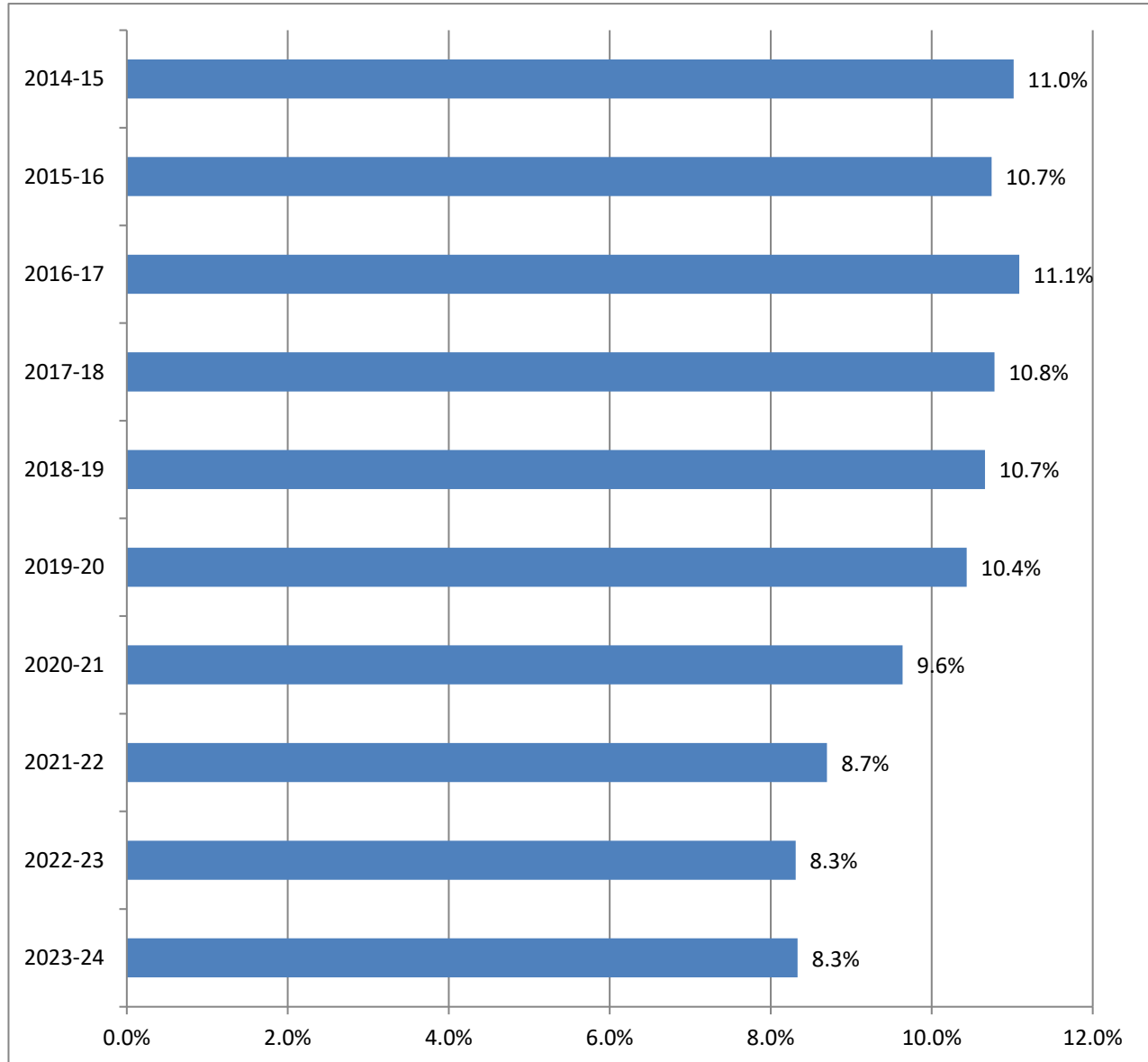
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN
Trend of Total State Expenditures Compared to Total State Classified Payroll
Fiscal Years 2014-15 through 2023-24



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 2014-15 through 2023-24



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 28, 2024

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	513	1.0 %	44.6	\$39.25	333	64.9 %
ATTORNEY GENERAL	670	1.4 %	45.9	\$49.43	337	50.3 %
AUDITOR GENERAL	160	0.3 %	39.7	\$46.28	101	63.1 %
CIVIL RIGHTS	142	0.3 %	45.0	\$35.80	78	54.9 %
CIVIL SERVICE COMMISSION	452	0.9 %	44.6	\$39.96	300	66.4 %
CORRECTIONS	10,316	20.9 %	44.6	\$32.58	6,709	65.0 %
EDUCATION	527	1.1 %	50.1	\$43.28	318	60.3 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,510	3.1 %	43.4	\$39.36	859	56.9 %
EXECUTIVE OFFICE	80	0.2 %	33.7	\$40.45	5	6.3 %
INSURANCE AND FINANCIAL SERV	372	0.8 %	42.9	\$42.14	209	56.2 %
LABOR & ECONOMIC OPPORTUNITY	2,476	5.0 %	48.1	\$37.15	1,506	60.8 %
LICENSING & REGULATORY AFFAIRS	1,741	3.5 %	47.0	\$40.57	1,176	67.5 %
MDHHS - COMMUNITY HEALTH	3,815	7.7 %	46.5	\$38.40	2,188	57.4 %
MDHHS - HUMAN SERVICES	10,524	21.3 %	45.1	\$34.02	6,975	66.3 %
MILEAP	9	0.0 %	46.6	\$55.10	4	44.4 %
MILITARY & VETERAN AFFAIRS	814	1.6 %	47.3	\$32.78	428	52.6 %
NATURAL RESOURCES	2,916	5.9 %	43.1	\$28.06	1,200	41.2 %
STATE	1,444	2.9 %	45.4	\$31.13	804	55.7 %
STATE POLICE	3,176	6.4 %	39.4	\$38.34	2,145	67.5 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,114	6.3 %	47.2	\$42.12	2,115	67.9 %
TRANSPORTATION	2,873	5.8 %	46.8	\$38.34	1,797	62.5 %
TREASURY	1,755	3.6 %	46.5	\$38.32	1,106	63.0 %
STATEWIDE TOTALS:	49,399	100.0 %	45.1	\$35.88	30,693	62.1 %

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. Noncareer positions are not eligible for longevity and are not included in those counts. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE

Fiscal Years 2019-20 through 2023-24

<u>Salary Range</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</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	0	0	0	0	0
20,000 - 20,999	364	330	3	0	0
21,000 - 21,999	11	2	1	1	1
22,000 - 22,999	195	194	1	0	0
23,000 - 23,999	7	1	2	0	0
24,000 - 24,999	355	351	1	0	0
25,000 - 25,999	85	76	19	0	0
26,000 - 26,999	22	26	4	0	0
27,000 - 27,999	12	15	83	3	15
28,000 - 28,999	1	0	1	1	3
29,000 - 29,999	34	15	37	72	56
30,000 - 30,999	255	13	1	0	0
31,000 - 31,999	17	164	954	392	368
32,000 - 32,999	29	13	180	218	188
33,000 - 33,999	25	25	23	605	454
34,000 - 34,999	22	21	21	42	232
35,000 - 35,999	101	50	22	11	62
36,000 - 36,999	61	77	41	38	24
37,000 - 37,999	430	88	105	18	38
38,000 - 38,999	585	429	128	31	13
39,000 - 39,999	219	506	625	93	54
40,000 - 40,999	519	218	171	123	89
41,000 - 41,999	773	324	552	489	118
42,000 - 42,999	474	658	378	165	565
43,000 - 43,999	508	377	541	695	197
44,000 - 44,999	656	417	430	300	635
45,000 - 45,999	601	752	398	576	314
46,000 - 46,999	685	584	604	409	553
47,000 - 47,999	1,094	585	768	425	298
48,000 - 48,999	1,609	1,101	267	322	330
49,000 - 49,999	689	636	750	858	557
50,000 - 50,999	867	1,496	852	583	687
51,000 - 51,999	1,631	889	1,553	664	541
52,000 - 52,999	552	1,628	598	859	608
53,000 - 53,999	874	519	686	610	761

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>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>
54,000 - 54,999	1,354	715	1,812	1,374	857
55,000 - 55,999	695	1,146	223	686	1,290
56,000 - 56,999	2,949	923	628	740	805
57,000 - 57,999	4,240	2,782	1,069	1,373	372
58,000 - 58,999	462	1,147	1,185	341	1,526
59,000 - 59,999	503	3,375	2,605	278	326
60,000 - 60,999	2,645	563	1,088	1,659	488
61,000 - 61,999	668	487	3,336	395	1,252
62,000 - 62,999	631	2,888	269	767	829
63,000 - 63,999	393	469	689	1,123	782
64,000 - 64,999	532	639	2,704	3,049	957
65,000 - 65,999	1,148	270	335	648	2,995
66,000 - 66,999	412	675	666	2,208	446
67,000 - 67,999	296	1,146	317	1,224	2,208
68,000 - 68,999	1,277	137	683	793	1,056
69,000 - 69,999	1,347	369	1,121	509	890
70,000 - 70,999	603	1,789	161	229	560
71,000 - 71,999	976	403	349	699	247
72,000 - 72,999	420	1,234	230	1,906	463
73,000 - 73,999	250	1,032	1,390	618	662
74,000 - 74,999	1,756	281	1,016	270	2,124
75,000 - 75,999	385	160	875	276	201
76,000 - 76,999	289	1,819	964	1,514	340
77,000 - 77,999	732	189	187	1,144	145
78,000 - 78,999	194	497	2,051	789	1,604
79,000 - 79,999	213	139	204	532	996
80,000 - 80,999	260	853	438	428	970
81,000 - 81,999	2,192	263	186	331	630
82,000 - 82,999	260	115	681	2,197	635
83,000 - 83,999	178	1,257	338	108	240
84,000 - 84,999	543	1,600	129	559	2,329
85,000 - 85,999	291	65	184	233	49
86,000 - 86,999	86	82	2,292	663	544
87,000 - 87,999	125	504	243	213	175
88,000 - 88,999	104	90	32	323	793
89,000 - 89,999	714	121	125	85	426
90,000 - 90,999	219	57	854	1,703	144
91,000 - 91,999	194	169	119	819	105
92,000 - 92,999	31	802	108	91	2,352
93,000 - 93,999	478	97	159	147	209

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>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>
\$94,000 - 94,999	18	189	756	485	137
95,000 - 95,999	209	24	150	483	158
96,000 - 96,999	214	477	92	53	525
97,000 - 97,999	31	22	179	357	583
98,000 - 98,999	35	200	72	180	61
99,000 - 99,999	192	213	444	641	180
100,000 - 100,999	41	31	22	166	147
101,000 - 101,999	135	44	188	93	673
102,000 - 102,999	122	211	222	206	168
103,000 - 103,999	78	39	39	81	114
104,000 - 104,999	87	150	40	438	314
105,000 - 105,999	43	111	206	29	149
106,000 - 106,999	42	83	30	352	553
107,000 - 107,999	118	88	101	75	20
108,000 - 108,999	51	45	155	71	199
109,000 - 109,999	59	47	83	37	69
110,000 - 110,999	43	104	93	180	102
111,000 - 111,999	71	47	51	52	50
112,000 - 112,999	350	42	67	83	173
113,000 - 113,999	5	43	119	150	39
114,000 - 114,999	14	76	37	187	56
115,000 - 115,999	41	51	54	68	250
116,000 - 116,999	7	336	56	75	117
117,000 - 117,999	26	15	37	50	93
118,000 - 118,999	32	7	67	66	59
119,000 - 119,999	24	44	392	133	60
120,000 - 120,999	49	21	15	35	104
121,000 - 121,999	123	24	23	54	108
122,000 - 122,999	32	34	43	62	37
123,000 - 123,999	23	24	20	47	51
124,000 - 124,999	19	36	23	88	187
125,000 - 125,999	16	134	34	408	59
126,000 and above	707	814	1,051	1,336	2,021
STATEWIDE TOTAL	48,464	47,755	47,806	48,468	49,399
Median Salary:	\$69,781				
Average Salary:	\$74,917				

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 2019-20 through 2023-24

	2019-20	2020-21	2021-22	2022-23	2023-24
Legally Required Payments					
FICA	7.06 %	7.08 %	7.10 %	7.08 %	7.08 %
Unemployment Compensation	.23	.01	.09	.11	.11
Workers Compensation	.57	.66	.71	.58	.52
Total Legally Required Payments	7.86 %	7.76 %	7.89 %	7.77 %	7.70 %
Group Insurance					
State Health Plan	7.05 %	6.99 %	6.96 %	7.69 %	9.26 %
Health Maintenance Organization	9.48	9.05	8.40	6.57	4.07
Dental	1.46	1.43	1.00	1.13	1.20
Vision	.17	.16	.04	.07	.14
Life	1.30	1.29	1.28	1.40	1.40
Long Term Disability	.59	.59	.42	.41	.54
Flexible Benefits Allowance/Recovery	.12	.12	.12	.12	.12
Total Group Insurance	20.18 %	19.63 %	18.20 %	17.39 %	16.73 %
Other Cash Payments					
Terminal Annual & Sick Leave	.69 %	.73 %	.75 %	.61 %	.52 %
Terminal Longevity Payments	.02	.02	.02	.01	.01
Professional Development	.03	.03	.03	.03	.03
Uniforms and Dry Cleaning	.16	.16	.14	.13	.12
Total Other Cash Payments	.90 %	.94 %	.94 %	.79 %	.68 %
Pension Items					
Retirement or Pension Plans	1.97 %	1.91 %	1.75 %	1.56 %	1.73 %
Other Employee Retirement Costs (OERC)	40.35	42.41	37.33	33.86	30.12
Defined Contribution Pension Plan	6.14	6.29	6.58	6.80	6.97
Total Pension Items	48.46 %	50.60 %	45.66 %	42.22 %	38.82 %
Total Employee Benefits	77.40 %	78.94 %	72.70 %	68.16 %	63.93 %

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 28, 2024

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	491	293	60 %	111	23 %	30	6 %	0	0 %	452	92 %	1	0 %
ATTORNEY GENERAL	634	400	63 %	126	20 %	28	4 %	0	0 %	590	93 %	1	0 %
AUDITOR GENERAL	156	108	69 %	28	18 %	3	2 %	0	0 %	145	93 %	0	0 %
CIVIL RIGHTS	139	65	47 %	50	36 %	4	3 %	0	0 %	120	86 %	1	1 %
CIVIL SERVICE COMMISSION	442	276	62 %	77	17 %	20	5 %	0	0 %	404	91 %	0	0 %
CORRECTIONS	10,294	7,202	70 %	1,941	19 %	141	1 %	0	0 %	9,577	93 %	33	0 %
EDUCATION	515	299	58 %	114	22 %	15	3 %	0	0 %	462	90 %	4	1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,492	959	64 %	232	16 %	118	8 %	0	0 %	1,360	91 %	10	1 %
EXECUTIVE OFFICE	80	38	48 %	4	5 %	7	9 %	0	0 %	52	65 %	2	3 %
INSURANCE AND FINANCIAL SERV	367	225	61 %	64	17 %	25	7 %	0	0 %	338	92 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,449	1,456	59 %	636	26 %	78	3 %	0	0 %	2,284	93 %	18	1 %
LICENSING & REGULATORY AFFAIRS	1,712	1,038	61 %	407	24 %	53	3 %	0	0 %	1,569	92 %	8	0 %
MDHHS - COMMUNITY HEALTH	3,800	2,345	62 %	885	23 %	131	3 %	0	0 %	3,488	92 %	19	1 %
MDHHS - HUMAN SERVICES	10,512	6,062	58 %	3,156	30 %	210	2 %	0	0 %	9,817	93 %	19	0 %
MiLEAP	9	6	67 %	2	22 %	0	0 %	0	0 %	8	89 %	0	0 %
MILITARY & VETERAN AFFAIRS	793	446	56 %	153	19 %	26	3 %	0	0 %	698	88 %	2	0 %
NATURAL RESOURCES	1,871	1,262	67 %	245	13 %	74	4 %	0	0 %	1,650	88 %	16	1 %
STATE	1,443	894	62 %	331	23 %	29	2 %	0	0 %	1,314	91 %	6	0 %
STATE POLICE	3,104	1,496	48 %	347	11 %	93	3 %	813	26 %	2,878	93 %	14	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,042	1,855	61 %	690	23 %	125	4 %	0	0 %	2,769	91 %	17	1 %
TRANSPORTATION	2,759	1,783	65 %	494	18 %	128	5 %	0	0 %	2,513	91 %	8	0 %
TREASURY	1,715	995	58 %	436	25 %	60	3 %	0	0 %	1,580	92 %	10	1 %
STATEWIDE TOTALS:	47,819	29,503	62 %	10,529	22 %	1,398	3 %	813	2 %	44,068	92 %	189	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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES

Table 2-4

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: September 28, 2024

		Vision Insurance				Disability Insurance				Life Insurance			
Department	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
AGRICULTURE & RURAL DEVELOPMENT	491	461	94 %	372	76 %	0	0 %	463	94 %	28	6 %	0	0 %
ATTORNEY GENERAL	634	590	93 %	448	71 %	0	0 %	598	94 %	35	6 %	0	0 %
AUDITOR GENERAL	156	151	97 %	121	78 %	0	0 %	136	87 %	20	13 %	0	0 %
CIVIL RIGHTS	139	122	88 %	102	73 %	0	0 %	131	94 %	8	6 %	0	0 %
CIVIL SERVICE COMMISSION	442	409	93 %	393	89 %	0	0 %	431	98 %	11	2 %	0	0 %
CORRECTIONS	10,294	9,599	93 %	9,037	88 %	0	0 %	9,789	95 %	443	4 %	0	0 %
EDUCATION	515	471	91 %	355	69 %	0	0 %	479	93 %	34	7 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,492	1,378	92 %	1,087	73 %	0	0 %	1,375	92 %	114	8 %	0	0 %
EXECUTIVE OFFICE	80	57	71 %	27	34 %	0	0 %	70	88 %	10	13 %	0	0 %
INSURANCE AND FINANCIAL SERV	367	339	92 %	260	71 %	0	0 %	342	93 %	25	7 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,449	2,307	94 %	1,867	76 %	0	0 %	2,279	93 %	165	7 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,712	1,588	93 %	1,337	78 %	0	0 %	1,623	95 %	83	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,800	3,519	93 %	3,051	80 %	0	0 %	3,587	94 %	193	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,512	9,859	94 %	8,652	82 %	0	0 %	9,964	95 %	525	5 %	0	0 %
MILEAP	9	8	89 %	5	56 %	0	0 %	9	100 %	0	0 %	0	0 %
MILITARY & VETERAN AFFAIRS	793	708	89 %	548	69 %	0	0 %	743	94 %	35	4 %	0	0 %
NATURAL RESOURCES	1,871	1,675	90 %	1,350	72 %	0	0 %	1,751	94 %	114	6 %	0	0 %
STATE	1,443	1,329	92 %	1,072	74 %	0	0 %	1,359	94 %	79	5 %	0	0 %
STATE POLICE	3,104	2,912	94 %	2,714	87 %	1,413	46 %	2,925	94 %	151	5 %	904	29 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,042	2,808	92 %	2,285	75 %	17	1 %	2,869	94 %	160	5 %	13	0 %
TRANSPORTATION	2,759	2,549	92 %	2,285	83 %	0	0 %	2,610	95 %	140	5 %	0	0 %
TREASURY	1,715	1,604	94 %	1,314	77 %	0	0 %	1,617	94 %	92	5 %	0	0 %
STATEWIDE TOTALS:	47,819	44,443	93 %	38,682	81 %	1,430	3 %	45,150	94 %	2,465	5 %	917	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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF47

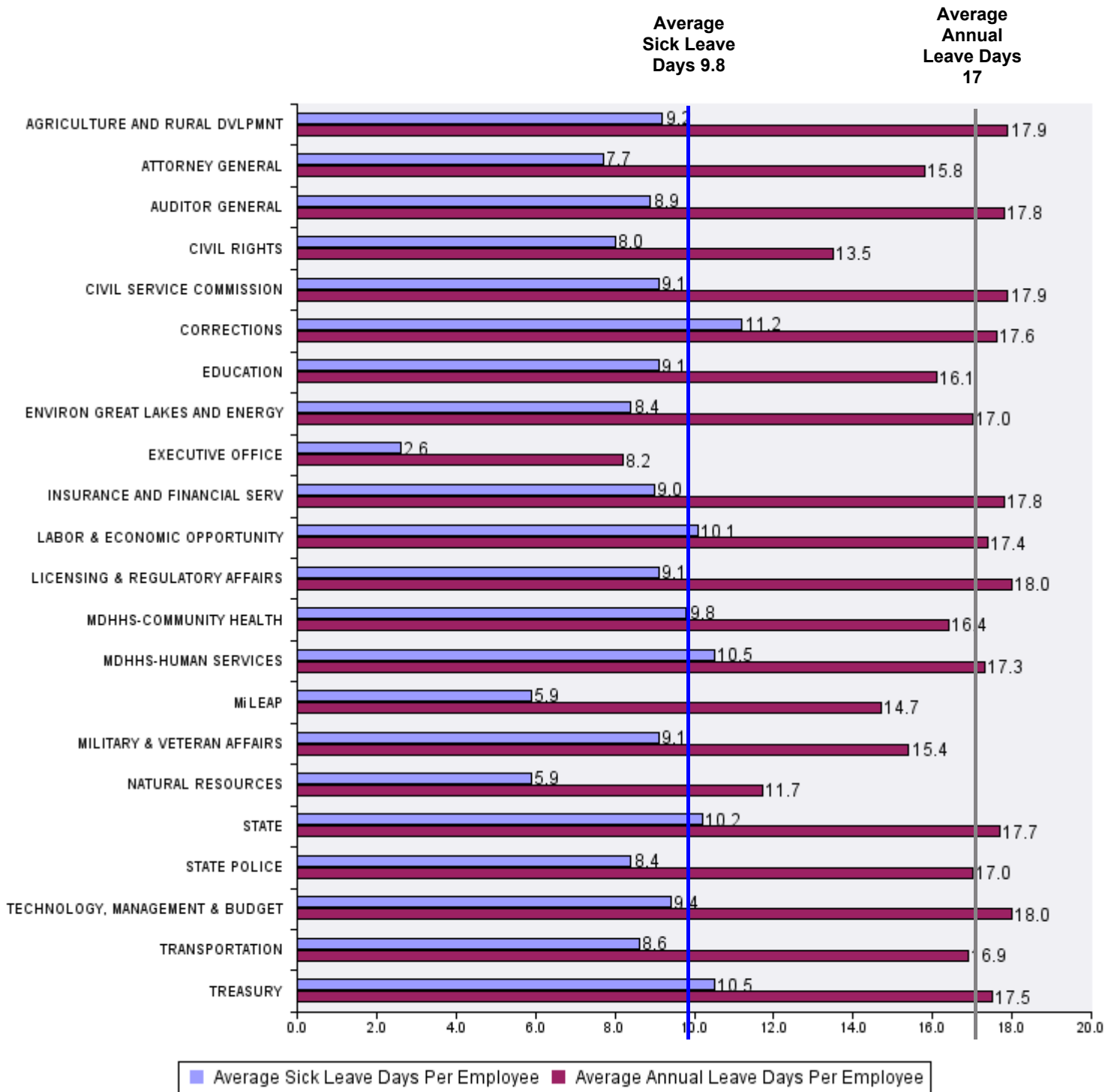
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2019-20 through 2023-24**

	2019-20	2020-21	2021-22	2022-23	2023-24
VACATION	6.1 %	7.0 %	7.1 %	7.0 %	6.8 %
HOLIDAY	4.6 %	5.0 %	5.0 %	5.0 %	5.0 %
SICK LEAVE	3.7 %	4.4 %	4.7 %	4.3 %	4.3 %
TOTAL	14.3 %	16.3 %	16.7 %	16.4 %	16.1 %

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 2023-24



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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2023-24

Table 2-6

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMNT	9.2	17.9	27.1
ATTORNEY GENERAL	7.7	15.8	23.5
AUDITOR GENERAL	8.9	17.8	26.8
CIVIL RIGHTS	8.0	13.5	21.5
CIVIL SERVICE COMMISSION	9.1	17.9	26.9
CORRECTIONS	11.2	17.6	28.8
EDUCATION	9.1	16.1	25.2
ENVIRON GREAT LAKES AND ENERGY	8.4	17.0	25.4
EXECUTIVE OFFICE	2.6	8.2	10.7
INSURANCE AND FINANCIAL SERV	9.0	17.8	26.8
LABOR & ECONOMIC OPPORTUNITY	10.1	17.4	27.5
LICENSING & REGULATORY AFFAIRS	9.1	18.0	27.1
MDHHS-COMMUNITY HEALTH	9.8	16.4	26.2
MDHHS-HUMAN SERVICES	10.5	17.3	27.9
MILEAP	5.9	14.7	20.6
MILITARY & VETERAN AFFAIRS	9.1	15.4	24.5
NATURAL RESOURCES	5.9	11.7	17.6
STATE	10.2	17.7	27.9
STATE POLICE	8.4	17.0	25.4
TECHNOLOGY, MANAGEMENT & BUDGET	9.4	18.0	27.4
TRANSPORTATION	8.6	16.9	25.5
TREASURY	10.5	17.5	28.0
STATEWIDE AVERAGE	9.8	17.0	26.7

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE SICK LEAVE USE COMPARISON
(Average Days Per Employee)
Fiscal Years 2019-20 through 2023-24

DEPARTMENT	2019-20	2020-21	2021-22	2022-23	2023-24
Agriculture & Rural Development	8.1	8.0	9.3	10.7	9.2
Attorney General	7.0	6.7	7.7	7.4	7.7
Auditor General	8.7	6.9	8.7	8.8	8.9
Civil Rights	9.6	9.7	11.7	8.9	8.0
Civil Service Commission	8.0	7.2	9.2	9.2	9.1
Corrections	11.8	12.9	11.8	11.3	11.2
Education	7.8	7.1	9.0	9.4	9.1
Environment, Great Lakes & Energy	7.7	6.8	8.2	8.6	8.4
Executive Office	2.3	2.0	1.6	2.2	2.6
Insurance and Financial Serv	8.2	8.0	8.0	8.6	9.0
Labor & Economic Opportunity	7.8	7.9	9.7	10.2	10.1
Licensing & Regulatory Affairs	7.9	8.2	9.2	9.1	9.1
MDHHS-Community Health	9.4	9.6	10.4	10.1	9.8
MDHHS-Human Services	8.8	9.6	10.1	10.4	10.5
MiLEAP	--	--	--	--	5.9
Military and Veterans Affairs	9.0	9.5	10.4	10.1	9.1
Natural Resources	5.6	5.4	6.5	5.6	5.9
State	8.9	11.5	11.4	10.7	10.2
State Police	8.2	8.3	9.6	8.7	8.4
Technology, Management & Budget	8.1	8.5	9.4	9.6	9.4
Transportation	7.9	7.4	8.4	8.5	8.6
Treasury	8.9	9.3	10.3	11.1	10.5
STATEWIDE AVERAGE	9.2	9.6	10.0	9.9	9.8

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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

From: October 01, 2023 To: September 28, 2024

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	518	38,196.0	73.7	9.2
ATTORNEY GENERAL	673	41,493.0	61.7	7.7
AUDITOR GENERAL	165	11,768.2	71.3	8.9
CIVIL RIGHTS	160	10,202.7	63.8	8.0
CIVIL SERVICE COMMISSION	476	34,513.7	72.5	9.1
CORRECTIONS	11,547	1,039,201.3	90.0	11.2
EDUCATION	560	40,559.6	72.4	9.1
ENVIRON GREAT LAKES AND ENERGY	1,573	105,083.3	66.8	8.4
EXECUTIVE OFFICE	94	1,926.0	20.5	2.6
INSURANCE AND FINANCIAL SERV	384	27,607.6	71.9	9.0
LABOR & ECONOMIC OPPORTUNITY	2,672	215,810.9	80.8	10.1
LICENSING & REGULATORY AFFAIRS	1,827	133,008.4	72.8	9.1
MDHHS-COMMUNITY HEALTH	4,161	326,568.2	78.5	9.8
MDHHS-HUMAN SERVICES	11,541	970,910.7	84.1	10.5
MILEAP	9	426.0	47.3	5.9
MILITARY & VETERAN AFFAIRS	913	66,458.5	72.8	9.1
NATURAL RESOURCES	2,818	133,512.4	47.4	5.9
STATE	1,552	126,886.9	81.8	10.2
STATE POLICE	3,346	225,488.0	67.4	8.4
TECHNOLOGY, MANAGEMENT & BUDGET	3,212	241,150.7	75.1	9.4
TRANSPORTATION	3,172	218,938.9	69.0	8.6
TREASURY	1,878	157,677.2	84.0	10.5
STATEWIDE	53,251	4,167,387.8	78.3	9.8

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT
October 01, 2023 To September 28, 2024

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 DVLPMT	518	74,181.1	143.2	17.9	518	4.0	0.0	0.0
ATTORNEY GENERAL	673	85,269.4	126.7	15.8	673	9.0	0.0	0.0
AUDITOR GENERAL	165	23,553.1	142.7	17.8	165	0.0	0.0	0.0
CIVIL RIGHTS	160	17,297.3	108.1	13.5	160	5.7	0.0	0.0
CIVIL SERVICE COMMISSION	476	68,085.0	143.0	17.9	476	1.1	0.0	0.0
CORRECTIONS	11,547	1,624,596.9	140.7	17.6	11,547	1,782.3	0.2	0.0
EDUCATION	560	72,138.3	128.8	16.1	560	132.2	0.2	0.0
ENVIRON GREAT LAKES AND ENERGY	1,573	213,972.2	136.0	17.0	1,573	182.7	0.1	0.0
EXECUTIVE OFFICE	94	6,132.7	65.2	8.2	94	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	384	54,674.1	142.4	17.8	384	35.0	0.1	0.0
LABOR & ECONOMIC OPPORTUNITY	2,672	371,145.2	138.9	17.4	2,672	444.9	0.2	0.0
LICENSING & REGULATORY AFFAIRS	1,827	262,849.8	143.9	18.0	1,827	161.7	0.1	0.0
MDHHS-COMMUNITY HEALTH	4,161	544,571.5	130.9	16.4	4,161	323.1	0.1	0.0
MDHHS-HUMAN SERVICES	11,541	1,601,395.9	138.8	17.3	11,541	1,034.7	0.1	0.0
MILEAP	9	1,056.7	117.4	14.7	9	0.0	0.0	0.0
MILITARY & VETERAN AFFAIRS	913	112,133.9	122.8	15.4	913	62.0	0.1	0.0
NATURAL RESOURCES	2,818	262,832.8	93.3	11.7	2,818	800.4	0.3	0.0
STATE	1,552	220,084.4	141.8	17.7	1,552	301.6	0.2	0.0
STATE POLICE	3,346	454,048.8	135.7	17.0	3,346	1,476.8	0.4	0.1
TECHNOLOGY, MANAGEMENT & BUDGE	3,212	463,810.1	144.4	18.0	3,212	680.0	0.2	0.0
TRANSPORTATION	3,172	428,749.6	135.2	16.9	3,172	290.5	0.1	0.0
TREASURY	1,878	262,445.6	139.7	17.5	1,878	314.0	0.2	0.0
STATEWIDE	53,251	7,225,024.1	135.7	17.0	53,251	8,041.5	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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF31

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

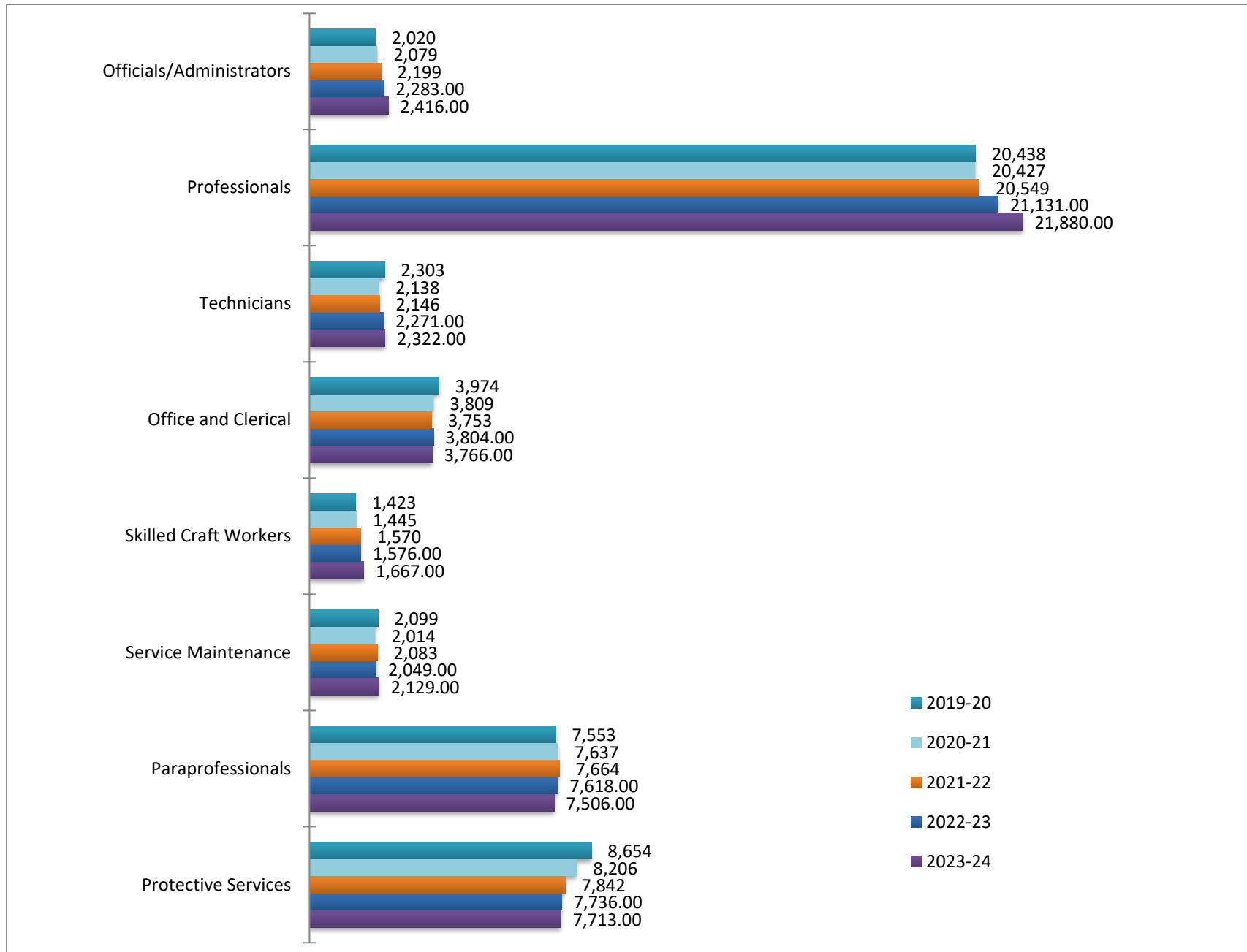
Pay End Date: September 28, 2024

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMT	3	25	39	71	64	68	68	59	40	52	12	12	513
ATTORNEY GENERAL	2	25	36	70	90	106	77	91	84	58	21	10	670
AUDITOR GENERAL	0	14	29	32	14	13	16	24	12	4	2	0	160
CIVIL RIGHTS	0	7	12	13	19	18	21	22	17	6	3	4	142
CIVIL SERVICE COMMISSION	2	15	41	46	57	69	58	65	59	36	4	0	452
CORRECTIONS	59	446	761	1,140	1,309	1,279	1,495	1,803	1,212	605	161	46	10,316
EDUCATION	1	14	9	22	45	72	88	89	93	55	27	12	527
ENVIRONMENT, GREAT LAKES & ENERGY	2	56	196	231	188	148	202	172	141	112	46	16	1,510
EXECUTIVE OFFICE	0	23	16	12	11	5	3	7	1	1	0	1	80
INSURANCE AND FINANCIAL SERV	0	14	43	47	51	53	59	45	34	18	6	2	372
LABOR & ECONOMIC OPPORTUNITY	3	42	96	219	290	329	384	374	326	249	120	44	2,476
LICENSING & REGULATORY AFFAIRS	7	33	109	148	211	266	226	260	214	170	70	27	1,741
MDHHS - COMMUNITY HEALTH	5	60	235	430	524	504	501	552	457	353	141	53	3,815
MDHHS - HUMAN SERVICES	4	215	710	1,201	1,454	1,707	1,603	1,563	1,105	654	222	86	10,524
MILEAP	0	0	1	1	0	1	0	5	1	0	0	0	9
MILITARY & VETERAN AFFAIRS	3	19	42	80	98	106	100	123	121	91	24	7	814
NATURAL RESOURCES	79	379	301	301	263	271	283	304	245	216	149	125	2,916
STATE	1	23	110	183	195	196	197	197	196	109	29	8	1,444
STATE POLICE	22	227	467	660	462	298	341	372	216	89	19	3	3,176
TECHNOLOGY, MANAGEMENT & BUDGET	17	98	187	253	351	384	446	456	433	333	119	37	3,114
TRANSPORTATION	10	125	199	228	293	344	422	417	403	289	107	36	2,873
TREASURY	5	49	108	161	226	237	262	243	220	164	63	17	1,755
Statewide Total:	225	1,909	3,747	5,549	6,215	6,474	6,852	7,243	5,630	3,664	1,345	546	49,399
Average Age:	19.2	22.9	27.6	32.6	37.5	42.5	47.5	52.5	57.3	62.2	67.0	73.7	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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2019-20 through 2023-24



2023-24 Total: 49,399

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 28, 2024

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	8	12	20
ALGER	222	4	226
ALLEGAN	244	16	260
ALPENA	164	28	192
ANTRIM	46	6	52
ARENAC	35	1	36
BARAGA	262	17	279
BARRY	198	19	217
BAY	373	53	426
BENZIE	42	1	43
BERRIEN	329	27	356
BRANCH	339	5	344
CALHOUN	411	10	421
CASS	94	2	96
CHARLEVOIX	35	19	54
CHEBOYGAN	76	56	132
CHIPPEWA	774	83	857
CLARE	79	25	104
CLINTON	596	40	636
CRAWFORD	178	87	265
DELTA	202	40	242
DICKINSON	59	5	64
EATON	3,701	168	3,869
EMMET	104	32	136
GENESEE	942	75	1,017
GLADWIN	68	3	71
GOGEBIC	60	10	70
GRAND TRAVERSE	327	36	363
GRATIOT	874	10	884
HILLSDALE	77	2	79
HOUGHTON	100	23	123
HURON	53	25	78
INGHAM	9,734	887	10,621
IONIA	1,225	18	1,243
IOSCO	63	33	96
IRON	48	10	58
ISABELLA	193	10	203
JACKSON	1,862	45	1,907
KALAMAZOO	1,116	61	1,177
KALKASKA	61	3	64
KENT	1,632	77	1,709
KEWEENAW	3	11	14
LAKE	43	1	44
LAPEER	465	26	491
LEELANAU	15	6	21

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 28, 2024

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	464	28	492
LIVINGSTON	708	45	753
LUCE	284	20	304
MACKINAC	132	82	214
MACOMB	1,651	79	1,730
MANISTEE	359	25	384
MARQUETTE	804	51	855
MASON	61	19	80
MECOSTA	109	3	112
MENOMINEE	40	13	53
MIDLAND	119	3	122
MISSAUKEE	77	2	79
MONROE	257	31	288
MONTCALM	569	6	575
MONTMORENCY	69	14	83
MUSKEGON	930	61	991
NEWAYGO	87	11	98
OAKLAND	1,477	180	1,657
OCEANA	107	48	155
OGEMAW	91	20	111
ONTONAGON	28	23	51
OSCEOLA	36	0	36
OSCODA	32	0	32
OTSEGO	327	30	357
OTTAWA	281	50	331
OUT OF STATE	0	4	4
PRESQUE ISLE	26	25	51
ROSCOMMON	147	35	182
SAGINAW	977	42	1,019
SAINT CLAIR	276	47	323
SAINT JOSEPH	73	0	73
SANILAC	57	13	70
SCHOOLCRAFT	49	19	68
SHIAWASSEE	203	6	209
TUSCOLA	565	22	587
VAN BUREN	247	56	303
WASHTENAW	1,388	77	1,465
WAYNE	4,824	371	5,195
WEXFORD	198	36	234
WORK AT HOME - MI	10	3	13
Grand Total:	45,671	3,728	49,399

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

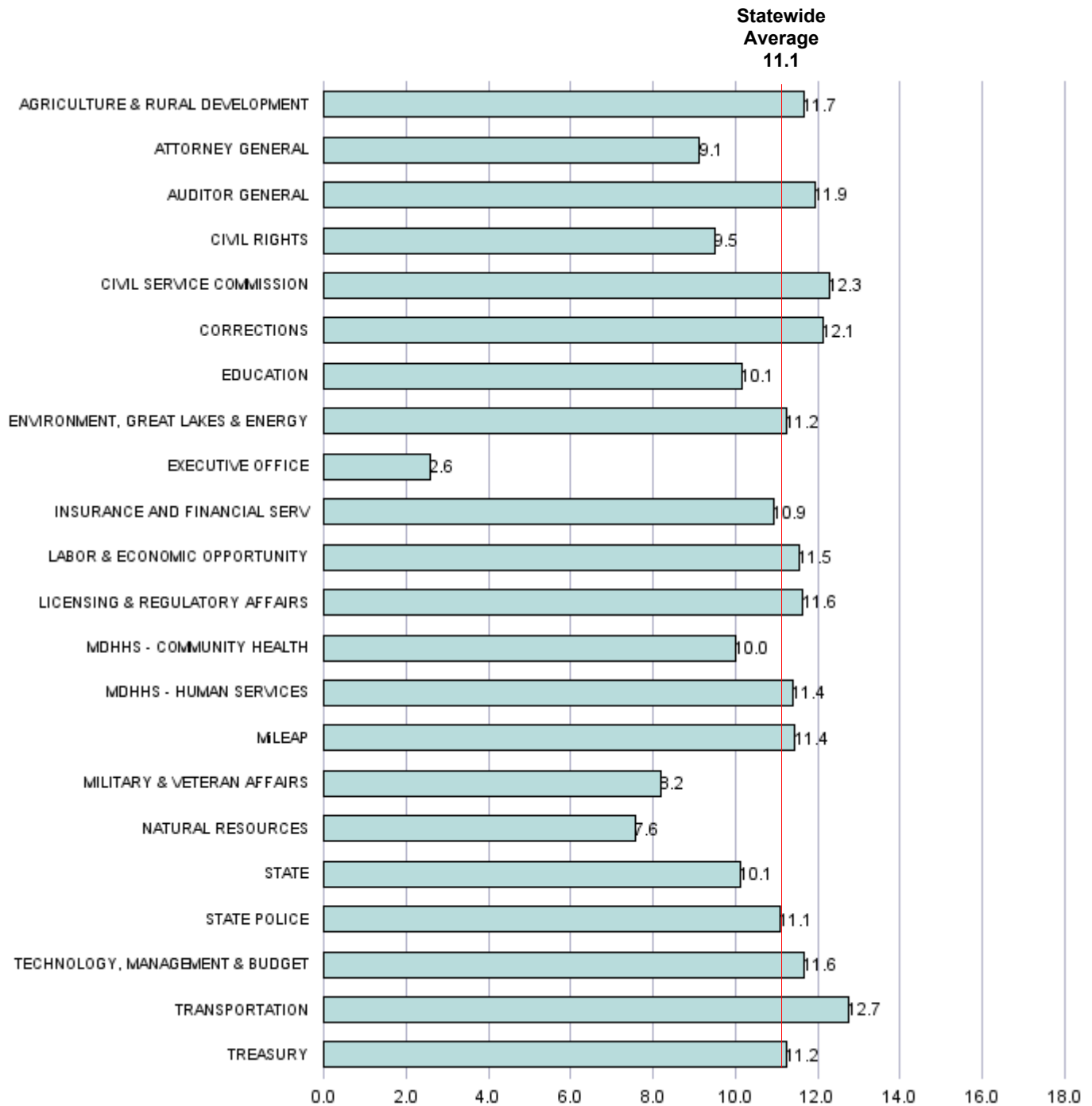
EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 28, 2024



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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE & RURAL DEVELOPMENT																		
00 - 05 YEARS	65	91	5	4	0	2	0	0	1	3	0	0	0	4	71	104	0	0
06 -10 YEARS	53	60	1	2	0	0	2	3	1	1	0	0	0	0	57	66	0	0
11 -15 YEARS	26	27	1	2	0	0	0	1	0	0	0	0	0	0	27	30	0	0
16 - 20 YEARS	16	17	1	1	0	0	0	0	0	0	0	0	0	0	17	18	0	0
21 - 25 YEARS	28	29	0	2	1	0	0	1	0	1	0	0	0	0	29	33	0	0
26 - 30 YEARS	20	13	0	0	0	0	0	0	0	0	0	0	0	0	20	13	0	0
31 - 35 YEARS	8	8	0	0	0	0	1	0	0	0	0	0	0	0	9	8	0	1
36 - 40 YEARS	2	3	0	2	0	0	0	0	0	0	0	0	0	0	2	5	0	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	1	0	0	0	0	0	3	1	0	1
DEPARTMENT TOTAL	220	249	8	13	1	2	3	5	3	5	0	0	0	4	235	278	0	2
MORE THAN 10 YEARS	102	98	2	7	1	0	1	2	1	1	0	0	0	0	107	108	0	2
AVERAGE YEARS	12.7	10.9	5.4	15.4	24.0	0.0	15.3	13.2	16.7	7.4	0.0	0.0	0.0	2.8	12.6	10.9	0.0	39.5

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																		
00 - 05 YEARS	91	150	16	37	0	0	2	4	1	6	0	1	6	7	116	205	0	0
06 -10 YEARS	44	62	1	12	0	0	0	2	1	0	0	0	0	1	46	77	0	0
11 -15 YEARS	25	38	2	4	0	0	0	0	1	0	0	0	0	0	28	42	0	0
16 - 20 YEARS	29	29	3	4	0	0	0	1	0	0	0	0	0	0	32	34	1	0
21 - 25 YEARS	11	22	2	4	0	0	0	0	0	1	0	0	0	0	13	27	0	0
26 - 30 YEARS	10	15	2	2	0	0	0	0	0	1	0	0	0	0	12	18	0	0
31 - 35 YEARS	7	2	0	0	0	0	0	1	0	0	0	0	0	0	7	3	0	0
36 - 40 YEARS	4	3	0	1	0	0	0	0	0	0	0	0	0	0	4	4	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	222	321	26	64	0	0	3	8	3	8	0	1	6	8	260	410	1	0
MORE THAN 10 YEARS	87	109	9	15	0	0	1	2	1	2	0	0	0	0	98	128	1	0
AVERAGE YEARS	10.5	8.9	9.0	7.6	0.0	0.0	16.7	9.1	7.7	7.5	0.0	2.0	0.8	2.6	10.1	8.5	17.0	0.0
DEPARTMENT AVERAGE YEARS	9.1																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																		
00 - 05 YEARS	23	25	2	1	0	1	0	1	0	0	0	0	0	0	25	28	0	0
06 -10 YEARS	23	16	1	0	0	0	2	1	0	0	0	0	0	0	26	17	0	0
11 -15 YEARS	8	8	1	0	0	0	0	0	0	0	0	0	0	0	9	8	0	0
16 - 20 YEARS	2	5	0	0	0	0	0	0	0	0	0	0	0	0	2	5	0	0
21 - 25 YEARS	3	7	0	0	0	0	0	0	0	1	0	0	0	0	3	8	0	0
26 - 30 YEARS	9	10	1	1	0	0	0	0	0	0	0	0	0	0	10	11	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	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	72	74	6	2	0	1	2	2	0	1	0	0	0	0	80	80	0	0
MORE THAN 10 YEARS	26	33	3	1	0	0	0	0	0	1	0	0	0	0	29	35	0	0
AVERAGE YEARS	11.3	12.3	15.5	15.0	0.0	0.0	7.5	6.5	0.0	24.0	0.0	0.0	0.0	0.0	11.6	12.2	0.0	0.0
DEPARTMENT AVERAGE YEARS																	11.9	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																		
00 - 05 YEARS	7	17	6	23	0	0	1	0	0	4	0	0	1	3	15	47	0	0
06 -10 YEARS	0	5	3	10	0	0	1	1	0	0	0	0	1	0	5	16	0	0
11 -15 YEARS	0	8	2	12	0	0	1	0	0	0	0	0	0	0	3	20	0	0
16 - 20 YEARS	0	3	4	7	0	0	0	2	0	0	0	0	0	0	4	12	0	0
21 - 25 YEARS	3	1	1	5	0	0	0	0	0	0	0	0	0	0	4	6	0	0
26 - 30 YEARS	2	1	0	4	0	0	0	0	0	0	0	0	0	0	2	5	0	0
31 - 35 YEARS	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	12	36	16	62	0	0	3	4	0	4	0	0	2	3	33	109	0	0
MORE THAN 10 YEARS	5	14	7	29	0	0	1	3	0	0	0	0	0	0	13	46	0	0
AVERAGE YEARS	10.8	8.4	9.1	10.8	0.0	0.0	6.7	17.3	0.0	1.0	0.0	0.0	5.5	1.0	9.3	9.6	0.0	0.0
DEPARTMENT AVERAGE YEARS	9.5																	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	20	82	2	19	0	1	1	7	0	2	0	0	0	6	23	117	0	0
06 -10 YEARS	14	64	2	10	0	0	0	3	0	0	0	0	3	1	19	78	0	1
11 -15 YEARS	12	49	4	6	0	1	0	0	0	1	0	0	0	0	16	57	1	0
16 - 20 YEARS	6	29	1	1	0	0	0	2	0	0	0	0	0	0	7	32	0	0
21 - 25 YEARS	4	37	2	6	0	1	1	0	0	0	0	0	0	0	7	44	0	0
26 - 30 YEARS	5	20	1	2	0	0	0	0	0	2	0	0	0	0	6	24	0	0
31 - 35 YEARS	1	6	0	2	0	1	0	2	0	0	0	0	0	0	1	11	0	0
36 - 40 YEARS	0	4	0	2	0	0	0	3	0	0	0	0	0	0	0	9	0	0
MORE THAN 40 YEARS	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	62	291	12	48	0	5	2	17	0	5	0	0	3	7	79	373	1	1
MORE THAN 10 YEARS	28	145	8	19	0	4	1	7	0	3	0	0	0	0	37	178	1	0
AVERAGE YEARS	11.1	12.4	13.8	11.8	0.0	23.8	13.5	15.3	0.0	14.2	0.0	0.0	6.7	4.1	11.4	12.5	15.0	7.0
DEPARTMENT AVERAGE YEARS	12.3																	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																		
00 - 05 YEARS	1,598	994	298	262	36	15	83	50	21	5	2	0	65	44	2,103	1,370	0	0
06 - 10 YEARS	1,150	535	175	144	36	15	40	15	13	5	0	0	6	4	1,420	718	1	0
11 - 15 YEARS	482	270	87	92	10	5	20	16	4	0	0	0	0	0	603	383	0	0
16 - 20 YEARS	514	238	101	105	24	4	25	13	6	3	0	0	0	1	670	364	0	0
21 - 25 YEARS	851	293	109	129	13	5	16	22	7	1	0	0	0	0	996	450	1	1
26 - 30 YEARS	624	203	54	96	18	7	15	14	2	1	0	0	0	0	713	321	0	3
31 - 35 YEARS	57	41	12	12	0	1	1	0	1	0	0	0	0	0	71	54	0	1
36 - 40 YEARS	26	16	6	15	1	1	0	0	0	0	0	0	0	0	33	32	1	0
MORE THAN 40 YEARS	4	5	0	6	0	0	0	0	0	0	0	0	0	0	4	11	1	0
DEPARTMENT TOTAL	5,306	2,595	842	861	138	53	200	130	54	15	2	0	71	49	6,613	3,703	4	5
MORE THAN 10 YEARS	2,558	1,066	369	455	66	23	77	65	20	5	0	0	0	1	3,090	1,615	3	5
AVERAGE YEARS	12.9	11.0	11.4	13.6	12.5	12.3	10.1	12.0	10.1	10.1	0.5	0.0	2.4	2.3	12.5	11.6	29.8	28.8
DEPARTMENT AVERAGE YEARS																	12.1	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																		
00 - 05 YEARS	26	126	4	24	0	2	2	4	2	1	0	0	0	5	34	162	0	0
06 -10 YEARS	25	49	2	12	0	0	2	4	0	2	0	0	0	0	29	67	0	0
11 -15 YEARS	26	61	1	12	1	0	1	3	1	1	0	0	0	0	30	77	0	1
16 - 20 YEARS	19	33	0	6	0	0	0	0	0	0	0	0	0	0	19	39	0	0
21 - 25 YEARS	10	33	2	2	0	0	1	1	0	0	0	0	0	0	13	36	0	0
26 - 30 YEARS	3	8	2	1	0	0	0	0	0	0	0	0	0	0	5	9	1	0
31 - 35 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	111	314	11	57	1	2	6	12	3	5	0	0	0	5	132	395	1	1
MORE THAN 10 YEARS	60	139	5	21	1	0	2	4	1	2	0	0	0	0	69	166	1	1
AVERAGE YEARS	11.7	10.1	12.3	8.4	13.0	3.0	9.7	8.6	6.7	13.6	0.0	0.0	0.0	2.4	11.5	9.7	30.0	15.0
DEPARTMENT AVERAGE YEARS																	10.2	

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	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	269	310	10	9	1	0	4	3	7	12	2	0	2	6	295	340	0	0
06 -10 YEARS	128	144	1	6	0	2	2	1	4	3	0	0	1	2	136	158	0	0
11 -15 YEARS	54	67	2	1	0	0	0	0	0	2	0	0	0	0	56	70	0	0
16 - 20 YEARS	44	62	2	2	0	0	0	1	0	0	0	0	0	0	46	65	0	0
21 - 25 YEARS	78	64	3	1	0	1	0	3	1	0	0	0	0	0	82	69	0	0
26 - 30 YEARS	39	35	0	2	0	0	1	0	2	3	0	0	0	0	42	40	0	0
31 - 35 YEARS	33	31	1	1	0	0	1	1	2	2	0	0	0	0	37	35	1	1
36 - 40 YEARS	11	9	3	2	0	0	0	1	0	0	0	0	0	0	14	12	0	0
MORE THAN 40 YEARS	5	5	0	2	1	0	0	0	0	0	0	0	0	0	6	7	0	1
DEPARTMENT TOTAL	661	727	22	26	2	3	8	10	16	22	2	0	3	8	714	796	1	2
MORE THAN 10 YEARS	264	273	11	11	1	1	2	6	5	7	0	0	0	0	283	298	1	2
AVERAGE YEARS	11.7	10.7	13.8	15.4	25.5	11.3	9.5	16.9	11.7	9.9	0.5	0.0	3.0	3.1	11.7	10.8	35.0	39.0
DEPARTMENT AVERAGE YEARS	11.2																	

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																		
00 - 05 YEARS	12	35	2	8	0	0	2	2	4	3	0	0	0	0	20	48	0	0
06 -10 YEARS	4	6	0	0	0	0	0	1	0	0	0	0	0	0	4	7	0	0
11 -15 YEARS	0	1	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	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	16	42	2	8	0	0	2	3	4	3	0	0	0	0	24	56	0	0
MORE THAN 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	3.8	2.6	4.0	1.6	0.0	0.0	1.0	3.3	1.5	0.3	0.0	0.0	0.0	0.0	3.2	2.4	0.0	0.0
DEPARTMENT AVERAGE YEARS	2.6																	

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																		
00 - 05 YEARS	80	54	3	11	2	0	0	3	2	1	0	0	1	1	88	70	0	0
06 -10 YEARS	23	25	2	3	0	0	2	0	0	0	0	0	0	0	27	28	0	0
11 -15 YEARS	13	21	2	6	0	1	0	0	0	3	0	0	0	0	15	31	0	0
16 - 20 YEARS	12	23	1	3	0	0	1	1	0	1	0	0	0	0	14	28	0	0
21 - 25 YEARS	8	21	2	0	0	0	0	1	1	0	0	0	0	0	11	22	0	0
26 - 30 YEARS	4	15	0	2	0	0	0	0	0	0	0	0	0	0	4	17	0	1
31 - 35 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	0	0	4	2	0	0
36 - 40 YEARS	3	3	1	0	0	0	0	1	0	0	0	0	0	0	4	4	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	149	165	11	25	2	1	3	6	3	5	0	0	1	1	169	203	0	1
MORE THAN 10 YEARS	46	86	6	11	0	1	1	3	1	4	0	0	0	0	54	105	0	1
AVERAGE YEARS	9.4	12.5	13.0	9.4	2.0	13.0	12.7	14.2	8.0	11.6	0.0	0.0	5.0	1.0	9.5	12.1	0.0	29.0
DEPARTMENT AVERAGE YEARS	10.9																	

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC OPPORTUNITY																		
00 - 05 YEARS	233	391	37	173	0	3	13	37	12	21	0	0	5	20	300	645	1	0
06 -10 YEARS	112	165	24	64	1	1	1	13	1	8	1	0	1	6	141	257	2	0
11 -15 YEARS	82	147	15	62	3	1	4	7	1	1	0	0	0	0	105	218	0	0
16 - 20 YEARS	65	116	17	77	2	1	12	4	1	1	0	0	0	0	97	199	2	1
21 - 25 YEARS	55	115	17	90	0	2	6	6	2	4	0	0	0	0	80	217	2	1
26 - 30 YEARS	25	36	6	24	0	1	2	1	0	2	0	0	0	0	33	64	1	0
31 - 35 YEARS	16	23	5	11	0	0	0	1	0	1	0	0	0	0	21	36	0	4
36 - 40 YEARS	5	13	6	11	1	0	4	2	0	0	0	0	0	0	16	26	1	1
MORE THAN 40 YEARS	2	7	1	9	0	0	1	1	0	0	0	0	0	0	4	17	1	0
DEPARTMENT TOTAL	595	1,013	128	521	7	9	43	72	17	38	1	0	6	26	797	1,679	10	7
MORE THAN 10 YEARS	250	457	67	284	6	5	29	22	4	9	0	0	0	0	356	777	7	7
AVERAGE YEARS	10.8	11.1	13.4	13.4	17.9	13.1	16.4	9.3	6.0	7.9	8.0	0.0	3.0	3.3	11.4	11.6	20.7	29.6
DEPARTMENT AVERAGE YEARS	11.5																	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	206	246	15	36	0	0	4	3	1	4	0	1	5	8	231	298	0	0
06 -10 YEARS	159	206	11	21	2	2	6	8	2	4	0	0	0	10	180	251	0	0
11 -15 YEARS	84	127	5	29	1	0	1	3	0	2	0	0	0	0	91	161	0	0
16 - 20 YEARS	63	100	5	21	0	0	1	3	3	3	0	0	0	0	72	127	0	0
21 - 25 YEARS	39	82	5	30	0	2	2	5	0	0	0	0	0	0	46	119	0	0
26 - 30 YEARS	31	52	2	7	0	1	1	2	0	2	0	0	0	0	34	64	0	0
31 - 35 YEARS	13	22	0	2	0	0	0	2	0	1	0	0	0	0	13	27	1	1
36 - 40 YEARS	4	5	0	5	0	0	0	1	1	1	0	0	0	0	5	12	0	1
MORE THAN 40 YEARS	3	4	2	1	0	0	0	0	0	0	0	0	0	0	5	5	0	1
DEPARTMENT TOTAL	602	844	45	152	3	5	15	27	7	17	0	1	5	18	677	1,064	1	3
MORE THAN 10 YEARS	237	392	19	95	1	3	5	16	4	9	0	0	0	0	266	515	1	3
AVERAGE YEARS	10.5	11.9	11.9	14.6	10.3	18.6	10.9	16.3	15.7	14.8	0.0	3.0	2.0	4.8	10.6	12.3	32.0	39.0
DEPARTMENT AVERAGE YEARS																	11.7	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - COMMUNITY HEALTH																		
00 - 05 YEARS	322	695	122	283	0	4	9	21	16	39	0	0	9	20	478	1,062	0	0
06 -10 YEARS	190	397	67	154	1	2	4	16	7	21	1	0	2	1	272	591	0	0
11 -15 YEARS	107	256	45	84	1	2	6	14	5	8	0	0	0	0	164	364	0	0
16 - 20 YEARS	83	155	20	33	0	2	1	6	3	6	0	0	0	0	107	202	0	0
21 - 25 YEARS	60	146	22	56	1	1	5	4	3	6	0	0	0	0	91	213	1	0
26 - 30 YEARS	37	71	14	21	0	0	1	2	1	4	0	0	0	0	53	98	0	1
31 - 35 YEARS	7	33	6	7	0	0	1	0	0	1	0	0	0	0	14	41	2	3
36 - 40 YEARS	8	14	4	8	0	1	1	2	2	1	0	0	0	0	15	26	0	1
MORE THAN 40 YEARS	3	13	4	1	0	1	0	1	1	0	0	0	0	0	8	16	0	2
DEPARTMENT TOTAL	817	1,780	304	647	3	13	28	66	38	86	1	0	11	21	1,202	2,613	3	7
MORE THAN 10 YEARS	305	688	115	210	2	7	15	29	15	26	0	0	0	0	452	960	3	7
AVERAGE YEARS	10.0	10.2	10.6	9.2	14.7	14.5	12.8	11.2	11.5	9.0	8.0	0.0	3.8	2.3	10.2	9.9	29.7	36.3
DEPARTMENT AVERAGE YEARS	10.0																	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - HUMAN SERVICES																		
00 - 05 YEARS	348	1,554	145	959	4	13	22	75	16	29	0	2	29	147	564	2,779	0	0
06 -10 YEARS	257	1,077	81	488	4	15	24	65	1	7	1	1	12	21	380	1,674	1	0
11 -15 YEARS	312	1,143	95	592	2	12	17	53	2	9	0	0	0	1	428	1,810	0	1
16 - 20 YEARS	112	599	27	298	0	3	7	38	2	8	0	0	0	0	148	946	0	3
21 - 25 YEARS	104	488	32	288	0	2	8	28	0	6	0	1	0	0	144	813	0	2
26 - 30 YEARS	81	222	30	189	0	4	2	21	1	3	0	0	0	0	114	439	0	3
31 - 35 YEARS	21	68	12	47	0	1	2	9	0	4	0	0	0	0	35	129	2	4
36 - 40 YEARS	11	15	1	21	0	0	2	3	1	0	0	0	0	0	15	39	2	0
MORE THAN 40 YEARS	11	23	3	28	0	0	0	1	0	1	0	0	0	0	14	53	1	1
DEPARTMENT TOTAL	1,257	5,189	426	2,910	10	50	84	293	23	67	1	4	41	169	1,842	8,682	6	14
MORE THAN 10 YEARS	652	2,558	200	1,463	2	22	38	153	6	31	0	1	0	1	898	4,229	5	14
AVERAGE YEARS	12.1	11.3	11.2	11.8	7.4	11.1	11.4	12.7	7.3	11.6	6.0	9.3	3.7	3.1	11.6	11.3	31.8	27.1
DEPARTMENT AVERAGE YEARS	11.4																	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: September 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MiLEAP																		
00 - 05 YEARS	0	3	0	1	0	0	0	1	0	0	0	0	0	0	0	5	0	0
06 -10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
11 -15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	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	1	6	0	1	0	0	0	1	0	0	0	0	0	0	1	8	0	0
MORE THAN 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0
AVERAGE YEARS	9.0	15.2	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.0	11.6	0.0	0.0
DEPARTMENT AVERAGE YEARS	11.3																	

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																		
00 - 05 YEARS	168	174	13	22	2	0	7	10	2	13	1	0	3	5	196	224	0	0
06 -10 YEARS	79	65	7	8	0	0	3	1	2	1	0	0	0	0	91	75	0	0
11 -15 YEARS	50	30	0	2	0	0	1	0	0	1	0	0	0	0	51	33	0	0
16 - 20 YEARS	25	17	0	2	2	0	0	0	0	1	0	0	0	0	27	20	0	0
21 - 25 YEARS	21	17	3	5	1	0	0	1	0	1	0	0	0	0	25	24	0	0
26 - 30 YEARS	15	16	1	2	0	0	2	0	0	0	0	0	0	0	18	18	0	0
31 - 35 YEARS	4	1	0	1	0	0	0	0	0	0	0	0	0	0	4	2	0	0
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0
DEPARTMENT TOTAL	366	322	24	42	5	0	13	12	4	17	1	0	3	5	416	398	1	0
MORE THAN 10 YEARS	119	83	4	12	3	0	3	1	0	3	0	0	0	0	129	99	1	0
AVERAGE YEARS	8.9	7.8	7.3	8.6	12.0	0.0	8.5	4.2	4.5	5.0	1.0	0.0	3.3	2.8	8.7	7.6	41.0	0.0
DEPARTMENT AVERAGE YEARS	8.2																	

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																		
00 - 05 YEARS	929	655	20	20	14	5	10	6	3	9	0	2	9	15	985	712	2	2
06 -10 YEARS	236	119	1	4	3	1	1	1	1	1	0	0	1	0	243	126	0	0
11 -15 YEARS	141	71	2	3	1	0	4	0	0	0	0	0	0	0	148	74	0	0
16 - 20 YEARS	123	58	1	1	1	0	2	1	0	0	0	0	0	0	127	60	2	0
21 - 25 YEARS	167	57	0	1	1	0	4	1	2	0	0	0	0	0	174	59	0	1
26 - 30 YEARS	108	33	0	1	2	1	0	0	0	1	0	0	1	0	111	36	1	0
31 - 35 YEARS	26	7	0	0	0	0	0	0	0	0	0	0	0	0	26	7	1	0
36 - 40 YEARS	12	6	4	0	0	1	0	0	0	0	0	0	0	0	16	7	0	0
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	0	0	4	1	0	0
DEPARTMENT TOTAL	1,746	1,007	28	30	22	8	21	9	6	11	0	2	11	15	1,834	1,082	6	3
MORE THAN 10 YEARS	581	233	7	6	5	2	10	2	2	1	0	0	1	0	606	244	4	1
AVERAGE YEARS	8.6	6.0	7.9	5.5	7.0	10.1	9.5	5.6	8.7	3.3	0.0	1.0	4.3	0.5	8.5	5.9	17.0	8.3

DEPARTMENT AVERAGE YEARS **7.6**

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DEPARTMENT 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		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	96	248	28	131	0	0	8	28	5	9	0	1	6	16	143	433	0	0
06 -10 YEARS	61	207	15	51	0	1	5	9	0	3	0	0	1	0	82	271	0	0
11 -15 YEARS	37	114	4	31	0	0	1	4	0	1	0	0	0	0	42	150	0	0
16 - 20 YEARS	15	40	2	10	0	0	0	2	0	1	0	0	0	0	17	53	0	0
21 - 25 YEARS	23	74	7	21	0	1	2	5	0	1	0	0	0	0	32	102	1	0
26 - 30 YEARS	13	36	0	12	0	3	1	4	1	2	0	0	0	0	15	57	0	0
31 - 35 YEARS	2	13	1	4	0	0	0	3	1	0	0	0	0	0	4	20	0	1
36 - 40 YEARS	3	4	1	8	0	0	1	0	0	0	0	0	0	0	5	12	0	0
MORE THAN 40 YEARS	0	5	0	1	0	0	0	0	0	0	0	0	0	0	0	6	0	0
DEPARTMENT TOTAL	250	741	58	269	0	5	18	55	7	17	0	1	7	16	340	1,104	1	1
MORE THAN 10 YEARS	93	286	15	87	0	4	5	18	2	5	0	0	0	0	115	400	1	1
AVERAGE YEARS	10.0	10.8	8.6	9.4	0.0	22.6	9.5	10.0	9.4	9.0	0.0	5.0	2.7	2.3	9.6	10.3	25.0	33.0
DEPARTMENT AVERAGE YEARS				10.1														

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																		
00 - 05 YEARS	548	380	29	24	10	2	10	8	8	4	1	0	21	9	627	427	0	0
06 -10 YEARS	513	218	36	11	3	1	10	9	6	2	0	0	5	1	573	242	0	0
11 -15 YEARS	298	119	9	3	3	0	11	6	2	2	0	0	0	0	323	130	0	0
16 - 20 YEARS	142	61	4	5	0	1	5	4	2	0	0	0	0	0	153	71	0	0
21 - 25 YEARS	197	63	3	5	3	0	3	3	0	0	0	0	0	0	206	71	0	1
26 - 30 YEARS	232	44	14	4	4	0	4	0	3	0	0	0	0	0	257	48	0	0
31 - 35 YEARS	20	7	3	0	0	0	0	0	0	0	0	0	0	0	23	7	0	0
36 - 40 YEARS	8	4	0	3	0	0	0	1	0	0	0	0	0	0	8	8	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	1,958	898	98	55	23	4	43	31	21	8	1	0	26	10	2,170	1,006	1	2
MORE THAN 10 YEARS	897	300	33	20	10	1	23	14	7	2	0	0	0	0	970	337	1	2
AVERAGE YEARS	12.1	9.1	11.5	11.1	12.0	7.8	11.9	11.2	9.3	5.8	2.0	0.0	2.9	1.7	12.0	9.1	40.0	30.0
DEPARTMENT AVERAGE YEARS																	11.1	

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																		
00 - 05 YEARS	472	246	34	32	4	2	15	13	51	66	2	0	15	13	593	372	0	0
06 -10 YEARS	395	211	15	23	2	2	12	9	30	44	0	0	4	2	458	291	1	0
11 -15 YEARS	294	116	13	14	1	1	8	6	25	31	0	0	1	0	342	168	0	0
16 - 20 YEARS	151	70	7	8	0	0	1	1	17	19	0	0	0	0	176	98	0	0
21 - 25 YEARS	147	70	6	9	0	1	1	1	19	7	0	0	0	0	173	88	1	0
26 - 30 YEARS	136	61	7	8	1	1	6	1	9	2	0	0	0	0	159	73	1	0
31 - 35 YEARS	28	21	4	6	1	1	2	3	2	2	0	0	0	0	37	33	1	1
36 - 40 YEARS	6	15	6	2	0	0	0	1	1	0	0	0	0	0	13	18	1	1
MORE THAN 40 YEARS	8	10	2	0	0	0	1	1	0	0	0	0	0	0	11	11	1	0
DEPARTMENT TOTAL	1,637	820	94	102	9	8	46	36	154	171	2	0	20	15	1,962	1,152	6	2
MORE THAN 10 YEARS	770	363	45	47	3	4	19	14	73	61	0	0	1	0	911	489	5	2
AVERAGE YEARS	11.8	12.1	13.2	12.5	11.7	14.0	11.8	12.1	11.1	8.8	1.0	0.0	2.9	2.4	11.7	11.5	29.2	34.5
DEPARTMENT AVERAGE YEARS	11.6																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. Disabled reflects employees who have proactively self-identified as disabled. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																		
00 - 05 YEARS	676	257	27	21	10	4	18	9	10	14	0	0	19	4	760	309	0	0
06 -10 YEARS	293	124	7	7	7	4	5	5	5	10	0	0	0	0	317	150	0	0
11 -15 YEARS	132	70	6	7	3	0	2	4	1	1	0	0	0	0	144	82	0	0
16 - 20 YEARS	216	80	5	7	3	0	3	0	5	2	0	0	0	0	232	89	0	0
21 - 25 YEARS	252	85	9	9	0	1	4	0	6	3	0	0	0	0	271	98	1	0
26 - 30 YEARS	118	44	9	3	3	3	4	0	1	5	0	0	0	0	135	55	0	0
31 - 35 YEARS	77	31	5	2	0	0	2	0	3	0	0	0	0	0	87	33	3	2
36 - 40 YEARS	55	14	8	6	1	0	2	2	1	1	0	0	0	0	67	23	1	2
MORE THAN 40 YEARS	8	4	5	4	0	0	0	0	0	0	0	0	0	0	13	8	0	1
DEPARTMENT TOTAL	1,827	709	81	66	27	12	40	20	32	36	0	0	19	4	2,026	847	5	5
MORE THAN 10 YEARS	858	328	47	38	10	4	17	6	17	12	0	0	0	0	949	388	5	5
AVERAGE YEARS	12.7	12.3	17.7	16.6	10.7	12.9	12.7	8.1	14.8	10.9	0.0	0.0	2.1	1.3	12.8	12.4	32.6	37.0
DEPARTMENT AVERAGE YEARS																	12.7	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. Disabled reflects employees who have proactively self-identified as disabled. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																		
00 - 05 YEARS	148	266	33	88	1	0	12	20	5	14	0	1	8	13	207	402	0	0
06 -10 YEARS	118	157	19	45	1	0	5	10	2	7	0	0	3	2	148	221	0	0
11 -15 YEARS	90	123	15	31	0	0	1	9	2	1	0	0	1	2	109	166	0	0
16 - 20 YEARS	42	108	6	10	0	3	0	4	1	4	0	0	0	0	49	129	0	0
21 - 25 YEARS	59	80	7	21	1	0	1	2	2	7	0	0	0	0	70	110	1	0
26 - 30 YEARS	26	32	0	10	0	2	1	1	1	0	0	0	0	0	28	45	0	0
31 - 35 YEARS	8	11	0	3	0	0	0	1	0	0	0	0	0	0	8	15	1	1
36 - 40 YEARS	11	14	3	4	0	0	1	2	0	0	0	0	0	0	15	20	0	0
MORE THAN 40 YEARS	3	7	0	1	0	0	1	1	0	0	0	0	0	0	4	9	1	0
DEPARTMENT TOTAL	505	798	83	213	3	5	22	50	13	33	0	1	12	17	638	1,117	3	1
MORE THAN 10 YEARS	239	375	31	80	1	5	5	20	6	12	0	0	1	2	283	494	3	1
AVERAGE YEARS	11.9	11.6	9.4	10.2	10.7	22.4	9.1	10.8	11.4	9.9	0.0	2.0	3.5	4.3	11.3	11.2	32.3	34.0
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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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 28, 2024

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
00 - 05 YEARS	6,337	6,999	851	2,188	84	54	223	305	167	259	8	8	204	346	7,874	10,159	3	2
06 -10 YEARS	3,878	3,912	471	1,075	60	46	127	177	76	119	3	1	40	51	4,655	5,381	5	1
11 -15 YEARS	2,273	2,866	311	993	26	23	78	126	44	64	0	0	2	3	2,734	4,075	1	2
16 - 20 YEARS	1,679	1,843	207	601	32	14	58	83	40	49	0	0	0	1	2,016	2,591	5	4
21 - 25 YEARS	2,120	1,785	232	684	21	17	54	84	43	39	0	1	0	0	2,470	2,610	8	6
26 - 30 YEARS	1,538	969	143	391	28	23	40	46	21	28	0	0	1	0	1,771	1,457	4	8
31 - 35 YEARS	335	332	49	98	1	4	10	24	9	11	0	0	0	0	404	469	12	20
36 - 40 YEARS	174	145	44	90	3	3	11	19	6	4	0	0	0	0	238	261	7	7
MORE THAN 40 YEARS	58	90	17	54	1	2	4	5	2	1	0	0	0	0	82	152	6	7
STATEWIDE TOTAL	18,392	18,941	2,325	6,174	256	186	605	869	408	574	11	10	247	401	22,244	27,155	51	57
MORE THAN 10 YEARS	8,177	8,030	1,003	2,911	112	86	255	387	165	196	0	1	4	4	9,715	11,615	43	54
AVERAGE YEARS	11.7	10.7	11.4	11.7	11.8	12.8	11.2	11.6	10.6	9.3	2.6	5.1	3.0	2.9	11.5	10.8	27.0	30.1
STATEWIDE AVERAGE YEARS	11.1																	

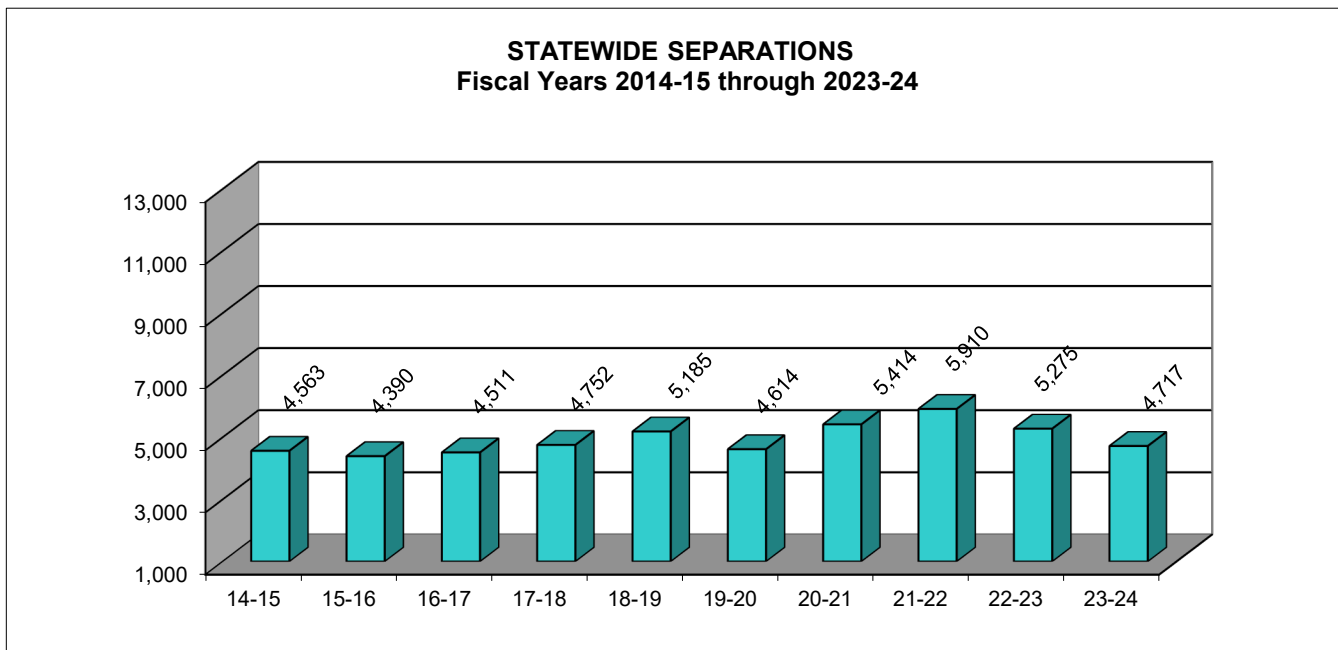
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include 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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2023-24

Table 3-2

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	59	1.3%
Dismissal	347	7.4%
Expired Appointment	341	7.2%
Total Involuntary Separations	747	15.8%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	2,432	51.6%
Layoff/Leave of Absence Rights Expired	131	2.8%
Waived Rights Leave of Absence	223	4.7%
Settlement	0	0.0%
Total Voluntary Separations	2,786	59.1%
<i>RETIREMENT</i>		
Retirement	1,034	21.9%
Disability Retirement	38	0.8%
Deferred Retirement	112	2.4%
Total Retirements	1,184	25.1%
<i>UNDEFINED SEPARATIONS</i>	0	0.0%
TOTAL SEPARATIONS	4,717	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 2023-24.

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

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
October 01, 2023 Through September 28, 2024

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON CAREER HIRES	RETURNS FROM WAIVED RIGHTS		TOTAL APPOINTMENTS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL	
			RECALLS	LEAVES								
AGRICULTURE & RURAL DEVELOPMENT	43	20	0	0	63	40	0	0	0	0	40	23
ATTORNEY GENERAL	77	35	0	0	112	60	0	0	0	0	60	52
AUDITOR GENERAL	8	5	0	0	13	10	0	0	0	0	10	3
CIVIL RIGHTS	49	3	0	1	53	18	0	0	0	0	18	35
CIVIL SERVICE COMMISSION	24	7	0	1	32	31	0	0	0	0	31	1
CORRECTIONS	1,237	14	0	3	1,254	1,085	0	0	0	0	1,085	169
EDUCATION	57	11	0	0	68	45	0	0	0	0	45	23
ENVIRONMENT, GREAT LAKES & ENERGY	180	11	0	0	191	82	0	0	0	0	82	109
EXECUTIVE OFFICE	24	0	0	0	24	15	0	0	0	0	15	9
INSURANCE AND FINANCIAL SERV	31	4	0	0	35	17	0	0	0	0	17	18
LABOR & ECONOMIC OPPORTUNITY	240	14	4	0	258	212	4	2	0	0	218	40
LICENSING AND REGULATORY AFF	115	22	0	0	137	106	0	1	0	0	107	30
MDHHS - COMMUNITY HEALTH	444	7	0	1	452	332	0	0	0	0	332	120
MDHHS - HUMAN SERVICES	936	13	3	7	959	867	3	0	0	0	870	89
MiLEAP	1	0	0	0	1	0	0	0	0	0	0	1
MILITARY & VETERAN AFFAIRS	102	14	1	0	117	107	1	0	0	0	108	9
NATURAL RESOURCES	158	1,702	250	0	2,110	1,559	258	0	0	0	1,817	293
STATE	150	0	0	0	150	107	0	0	0	0	107	43
STATE POLICE	270	76	0	1	347	296	0	1	0	0	297	50
TECHNOLOGY, MANAGEMENT & BUDGET	212	43	0	1	256	178	0	0	0	0	178	78
TRANSPORTATION	314	193	29	3	539	417	30	0	0	0	447	92
TREASURY	156	21	2	1	180	142	5	0	0	0	147	33
STATEWIDE TOTALS:	4,828	2,215	289	19	7,351	5,726	301	4	0	0	6,031	1,320

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF35

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2024

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%
1988-89	64,560	3,886	6.0%

STATE OF MICHIGAN
TURNOVER IN THE STATE CLASSIFIED SERVICE
1943 to 2024

Table 3-4

Year	Average Classified Employment	Total Separations	Turnover Rate
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%
2023-24	47,546	4,717	9.9%

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 28, 2024, 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 2019-20 Through 2023-24

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture & Rural Development			
2019-20	462	26	5.6%
2020-21	456	34	7.4%
2021-22	471	29	6.2%
2022-23	482	40	8.3%
2023-24	490	33	6.7%
Attorney General			
2019-20	515	35	6.8%
2020-21	521	51	9.8%
2021-22	531	42	7.9%
2022-23	551	44	8.0%
2023-24	613	38	6.2%
Auditor General			
2019-20	152	8	5.2%
2020-21	151	7	4.6%
2021-22	151	11	7.3%
2022-23	153	8	5.2%
2023-24	156	8	5.1%
Civil Rights			
2019-20	86	11	12.9%
2020-21	76	13	17.0%
2021-22	79	11	14.0%
2022-23	86	13	15.1%
2023-24	121	20	16.5%
Civil Service Commission			
2019-20	442	27	6.1%
2020-21	430	38	8.8%
2021-22	427	47	11.0%
2022-23	437	29	6.6%
2023-24	443	29	6.5%
Corrections			
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%
2023-24	10,313	1,227	11.9%
Education			
2019-20	498	39	7.8%
2020-21	494	39	7.9%
2021-22	493	43	8.7%
2022-23	490	39	8.0%
2023-24	498	44	8.8%
Environment, Great Lakes & Energy			
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%
2023-24	1,432	82	5.7%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2019-20 Through 2023-24

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Executive Office			
2019-20	74	12	16.3%
2020-21	71	17	24.0%
2021-22	71	24	33.8%
2022-23	71	23	32.4%
2023-24	78	16	20.6%
Insurance and Financial Services			
2019-20	302	27	8.9%
2020-21	318	26	8.2%
2021-22	332	36	10.8%
2022-23	349	34	9.7%
2023-24	363	16	4.4%
Labor & Economic Opportunity			
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%
2023-24	2,433	228	9.4%
Licensing & Regulatory Affairs			
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%
2023-24	1,700	101	5.9%
MDHHS-Community Health			
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%
2023-24	3,725	394	10.6%
MDHHS-Human Services			
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%
2023-24	10,516	1,017	9.7%
MiLEAP			
2019-20	--	--	--
2020-21	--	--	--
2021-22	--	--	--
2022-23	--	--	--
2023-24	2	0	0.0%
Military and Veterans Affairs			
2019-20	755	111	14.7%
2020-21	752	132	17.6%
2021-22	782	145	18.5%
2022-23	783	142	18.1%
2023-24	802	127	15.8%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2019-20 Through 2023-24

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Natural Resources			
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%
2023-24	1,827	317	17.4%
State			
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%
2023-24	1,433	113	7.9%
State Police			
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%
2023-24	3,143	306	9.7%
Technology, Management and Budget			
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%
2023-24	3,019	179	5.9%
Transportation			
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%
2023-24	2,739	280	10.2%
Treasury			
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%
2023-24	1,699	147	8.7%

STATE OF MICHIGAN
TURNOVER BY DEPARTMENT
Fiscal Years 2018-19 Through 2023-24

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Statewide Total			
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%
2023-24	47,546	4,717	9.9%

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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

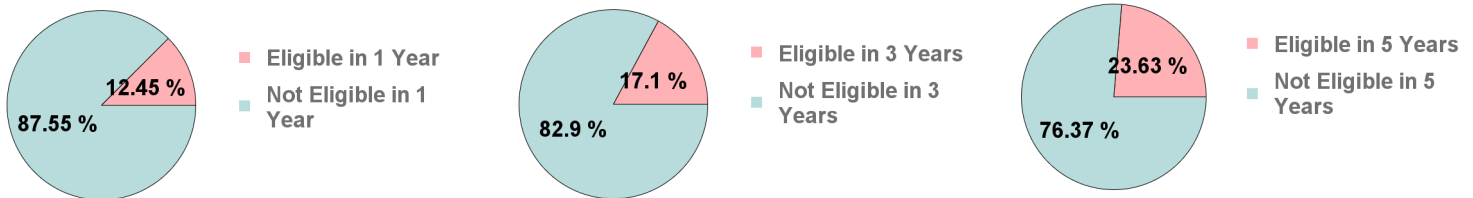
As of September 28, 2024

DEPARTMENT	Retirement Projections		
	1 Year (2025)	3 Year (2027)	5 Year (2029)
AGRICULTURE AND RURAL DVLPMNT	16.6 %	20.0 %	24.4 %
ATTORNEY GENERAL	14.2 %	19.2 %	24.3 %
AUDITOR GENERAL	10.1 %	17.6 %	22.6 %
CIVIL RIGHTS	8.8 %	15.5 %	21.6 %
CIVIL SERVICE COMMISSION	12.6 %	16.9 %	23.8 %
CORRECTIONS	10.7 %	15.9 %	23.9 %
EDUCATION	14.8 %	20.5 %	30.7 %
ENVIRON GREAT LAKES AND ENERGY	14.4 %	17.4 %	22.7 %
INSURANCE AND FINANCIAL SERV	9.5 %	14.1 %	18.9 %
LABOR & ECONOMIC OPPORTUNITY	16.6 %	21.5 %	28.0 %
LICENSING & REGULATORY AFFAIRS	14.4 %	19.5 %	26.9 %
MDHHS - COMMUNITY HEALTH	13.3 %	17.5 %	23.7 %
MDHHS - HUMAN SERVICES	10.6 %	14.7 %	20.6 %
MiLEAP	7.7 %	7.7 %	15.4 %
MILITARY & VETERAN AFFAIRS	10.8 %	15.9 %	23.7 %
NATURAL RESOURCES	10.0 %	14.4 %	20.4 %
STATE	11.5 %	16.5 %	22.6 %
STATE POLICE	8.8 %	12.0 %	16.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	16.8 %	22.6 %	30.4 %
TRANSPORTATION	17.4 %	22.7 %	29.1 %
TREASURY	16.0 %	20.6 %	26.1 %
STATEWIDE	12.5 %	17.1 %	23.6 %

STATE OF MICHIGAN

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

As of September 28, 2024



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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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 28, 2024

Table 4-1

		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	962	40 %	1,068	44 %	74	3 %	196	8 %	6	0 %	5	0 %	19	1 %	30	1 %
02	Professional	6,964	32 %	9,725	44 %	810	4 %	2,781	13 %	54	0 %	79	0 %	198	1 %	336	2 %
03	Technician	1,362	59 %	612	26 %	78	3 %	99	4 %	12	1 %	5	0 %	40	2 %	25	1 %
04	Protective Service	5,205	67 %	830	11 %	736	10 %	388	5 %	124	2 %	27	0 %	189	2 %	43	1 %
05	Para-Professionals	1,011	13 %	3,438	46 %	401	5 %	1,983	26 %	9	0 %	32	0 %	87	1 %	265	4 %
06	Admin Support	288	8 %	2,481	66 %	82	2 %	645	17 %	4	0 %	22	1 %	23	1 %	149	4 %
07	Skilled Craft	1,468	88 %	69	4 %	55	3 %	3	0 %	22	1 %	8	0 %	27	2 %	1	0 %
08	Service/Maintenance	1,132	53 %	718	34 %	89	4 %	79	4 %	25	1 %	8	0 %	22	1 %	20	1 %
Statewide Total by Category:		18,392	37 %	18,941	38 %	2,325	5 %	6,174	12 %	256	1 %	186	0 %	605	1 %	869	2 %
		408	1 %	574	1 %	11	0 %	10	0 %	247	1 %	401	1 %	22,244	27,155		

State Employees Grand Total: 49,399

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 28, 2024

AGRICULTURE & RURAL DEVELOPMENT

		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	17	52 %	14	42 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	17	16
02	Professional	168	46 %	171	46 %	4	1 %	10	3 %	1	0 %	1	0 %	2	1 %	178	191
03	Technician	23	48 %	18	38 %	2	4 %	1	2 %	0	0 %	1	2 %	0	0 %	26	22
05	Para-Professionals	4	14 %	21	72 %	2	7 %	2	7 %	0	0 %	0	0 %	0	0 %	6	23
06	Admin Support	0	0 %	24	96 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	25
07	Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
08	Service/Maintenance	7	88 %	1	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	1
Department Totals by Category:		220	43 %	249	49 %	8	2 %	13	3 %	1	0 %	2	0 %	3	1 %	235	278

Department Total: 513

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 28, 2024

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	48	46 %	48	46 %	2	2 %	4	4 %	0	0 %	0	0 %	0	0 %	50	54
02	Professional	128	41 %	128	41 %	10	3 %	30	10 %	0	0 %	0	0 %	1	1 %	144	171
03	Technician	9	25 %	17	47 %	3	8 %	1	3 %	0	0 %	0	0 %	0	0 %	16	20
04	Protective Service	29	53 %	9	16 %	10	18 %	5	9 %	0	0 %	0	0 %	0	0 %	41	14
05	Para-Professionals	4	14 %	19	66 %	1	3 %	4	14 %	0	0 %	0	0 %	0	0 %	5	24
06	Admin Support	4	3 %	100	77 %	0	0 %	20	15 %	0	0 %	0	0 %	2	2 %	4	126
08	Service/Maintenance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
Department Totals by Category:		222	33 %	321	48 %	26	4 %	64	10 %	0	0 %	0	0 %	8	1 %	260	410

Department Total: 670

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 28, 2024

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	10	42 %	14	58 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	10	14
02	Professional	61	48 %	55	43 %	5	4 %	1	1 %	0	0 %	0	0 %	0	0 %	68	59
03	Technician	1	25 %	2	50 %	0	0 %	0	0 %	1	25 %	0	0 %	0	0 %	1	3
06	Admin Support	0	0 %	3	75 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	4
08	Service/Maintenance	0	0 %	0	0 %	100	100 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
Department Totals by Category:		72	45 %	74	46 %	6	4 %	2	1 %	0	0 %	1	1 %	2	1 %	80	80

Department Total: 160

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 28, 2024

CIVIL RIGHTS

		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	3	17 %	6	33 %	2	11 %	3	17 %	0	0 %	0	0 %	1	6 %	7	11
02	Professional	7	7 %	27	28 %	13	14 %	40	42 %	0	0 %	0	0 %	2	2 %	22	74
03	Technician	2	67 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	2	1
05	Para-Professionals	0	0 %	2	13 %	1	6 %	11	69 %	0	0 %	0	0 %	0	0 %	2	14
06	Admin Support	0	0 %	1	11 %	0	0 %	7	78 %	0	0 %	0	0 %	0	0 %	0	9
Department Totals by Category:		12	8 %	36	25 %	16	11 %	62	44 %	0	0 %	0	0 %	2	1 %	33	109

Department Total: 142

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 28, 2024

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	14	25 %	35	63 %	2	4 %	3	5 %	0	0 %	1	2 %	0	0 %	0	0 %
02	Professional	33	13 %	163	65 %	9	4 %	28	11 %	0	0 %	2	1 %	2	1 %	46	205
03	Technician	2	20 %	8	80 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	8
05	Para-Professionals	9	10 %	62	69 %	1	1 %	10	11 %	0	0 %	1	1 %	0	0 %	11	79
06	Admin Support	4	9 %	23	51 %	0	0 %	7	16 %	0	0 %	0	0 %	0	0 %	4	41
Department Totals by Category:		62	14 %	291	64 %	12	3 %	48	11 %	0	0 %	5	1 %	2	0 %	79	373

Department Total: 452

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 28, 2024

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	81	56 %	42	29 %	6	4 %	13	9 %	2	1 %	1	1 %	0	0 %	89	56
02	Professional	1,090	38 %	1,066	37 %	188	7 %	349	12 %	24	1 %	12	0 %	26	1 %	1,345	1,501
03	Technician	46	22 %	127	61 %	6	3 %	15	7 %	1	0 %	1	0 %	1	0 %	57	152
04	Protective Service	3,289	64 %	513	10 %	577	11 %	319	6 %	96	2 %	23	0 %	146	3 %	4,202	922
05	Para-Professionals	107	23 %	261	56 %	22	5 %	45	10 %	1	0 %	3	1 %	5	1 %	138	326
06	Admin Support	35	6 %	430	72 %	1	0 %	94	16 %	2	0 %	9	2 %	1	0 %	41	553
07	Skilled Craft	325	91 %	6	2 %	11	3 %	0	0 %	2	1 %	0	0 %	11	3 %	350	6
08	Service/Maintenance	333	58 %	150	26 %	31	5 %	26	4 %	10	2 %	4	1 %	10	2 %	391	187
Department Totals by Category:		5,306	51 %	2,595	25 %	842	8 %	861	8 %	138	1 %	53	1 %	200	2 %	6,613	3,703

Department Total: 10,316

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 28, 2024

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	15	33 %	23	50 %	2	4 %	4	9 %	0	0 %	0	0 %	0	0 %	18	28
02	Professional	84	22 %	223	59 %	5	1 %	40	11 %	1	0 %	1	0 %	4	1 %	96	279
03	Technician	1	7 %	11	73 %	0	0 %	2	13 %	0	0 %	0	0 %	0	0 %	2	13
05	Para-Professionals	10	25 %	18	45 %	3	8 %	6	15 %	0	0 %	0	0 %	0	0 %	14	26
06	Admin Support	0	0 %	39	78 %	1	2 %	5	10 %	0	0 %	1	2 %	0	0 %	1	49
08	Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
Department Totals by Category:		111	21 %	314	60 %	11	2 %	57	11 %	1	0 %	2	0 %	6	1 %	132	395

Department Total: 527

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 28, 2024

ENVIRON GREAT LAKES AND ENERGY

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	39	47 %	38	46 %	0	0 %	4	5 %	0	0 %	0	0 %	0	0 %	40	43
02	Professional	562	47 %	546	46 %	14	1 %	9	1 %	2	0 %	3	0 %	7	1 %	605	590
03	Technician	39	55 %	25	35 %	5	7 %	0	0 %	0	0 %	0	0 %	0	0 %	45	26
04	Protective Service	10	83 %	1	8 %	1	8 %	0	0 %	0	0 %	0	0 %	0	0 %	11	1
05	Para-Professionals	2	8 %	21	84 %	1	4 %	1	4 %	0	0 %	0	0 %	0	0 %	3	22
06	Admin Support	5	4 %	96	80 %	1	1 %	12	10 %	0	0 %	0	0 %	0	0 %	6	114
07	Skilled Craft	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0
08	Service/Maintenance	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0
Department Totals by Category:		661	44 %	727	48 %	22	1 %	26	2 %	2	0 %	3	0 %	8	1 %	714	796

Department Total: 1,510

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 28, 2024

EXECUTIVE OFFICE

		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	2	13 %	9	60 %	0	0 %	2	13 %	0	0 %	0	0 %	0	0 %	3	12
02	Professional	14	23 %	31	52 %	2	3 %	4	7 %	0	0 %	0	0 %	0	0 %	21	39
05	Para-Professionals	0	0 %	2	50 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	4
06	Admin Support	0	0 %	0	0 %	0	0 %	1	00 %	0	0 %	0	0 %	0	0 %	0	1
Department Totals by Category:		16	20 %	42	53 %	2	3 %	8	10 %	0	0 %	0	0 %	2	3 %	24	56

Department Total: 80

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 28, 2024

INSURANCE AND FINANCIAL SERV

		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	16	41 %	16	41 %	1	3 %	3	8 %	0	0 %	0	0 %	0	0 %	17	22
02	Professional	130	46 %	114	40 %	7	2 %	20	7 %	2	1 %	1	0 %	3	1 %	146	139
03	Technician	2	40 %	2	40 %	0	0 %	0	0 %	0	0 %	1	20 %	0	0 %	2	3
05	Para-Professionals	0	0 %	11	69 %	2	13 %	2	13 %	0	0 %	0	0 %	0	0 %	2	14
06	Admin Support	1	4 %	22	81 %	1	4 %	0	0 %	0	0 %	2	7 %	0	0 %	2	25
Department Totals by Category:		149	40 %	165	44 %	11	3 %	25	7 %	2	1 %	1	0 %	3	1 %	169	203

Department Total: 372

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 28, 2024

LABOR & ECONOMIC OPPORTUNITY

		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	71	37 %	78	41 %	12	6 %	21	11 %	1	1 %	0	0 %	3	2 %	88	103
02	Professional	399	28 %	569	41 %	64	5 %	259	18 %	4	0 %	5	0 %	22	2 %	507	895
03	Technician	5	14 %	18	51 %	2	6 %	2	6 %	0	0 %	0	0 %	2	6 %	11	24
04	Protective Service	3	60 %	0	0 %	2	40 %	0	0 %	0	0 %	0	0 %	0	0 %	5	0
05	Para-Professionals	90	15 %	207	35 %	39	7 %	195	33 %	2	0 %	2	0 %	13	2 %	147	453
06	Admin Support	9	4 %	134	64 %	6	3 %	41	20 %	0	0 %	2	1 %	2	1 %	17	193
07	Skilled Craft	11	73 %	0	0 %	2	13 %	1	7 %	0	0 %	0	0 %	0	0 %	14	1
08	Service/Maintenance	7	39 %	7	39 %	1	6 %	2	11 %	0	0 %	0	0 %	0	0 %	8	10
Department Totals by Category:		595	24 %	1,013	41 %	128	5 %	521	21 %	7	0 %	9	0 %	43	2 %	797	1,679

Department Total: 2,476

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 28, 2024

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	70	35 %	102	50 %	3	1 %	17	8 %	0	0 %	1	0 %	2	1 %	5	2 %
02	Professional	329	32 %	494	48 %	32	3 %	101	10 %	2	0 %	4	0 %	8	1 %	15	1 %
03	Technician	151	81 %	19	10 %	6	3 %	3	2 %	1	1 %	0	0 %	3	2 %	1	1 %
05	Para-Professionals	34	18 %	126	67 %	4	2 %	14	7 %	0	0 %	0	0 %	0	0 %	4	2 %
06	Admin Support	10	7 %	103	76 %	0	0 %	17	13 %	0	0 %	0	0 %	0	0 %	2	1 %
07	Skilled Craft	3	75 %	0	0 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %
08	Service/Maintenance	5	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Department Totals by Category:		602	35 %	844	48 %	45	3 %	152	9 %	3	0 %	5	0 %	15	1 %	27	2 %

Department Total: 1,741

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 28, 2024

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	77	23 %	200	61 %	10	3 %	25	8 %	0	0 %	0	0 %	2	1 %	5	2 %
02	Professional	356	20 %	973	54 %	67	4 %	249	14 %	2	0 %	10	1 %	5	0 %	24	1 %
03	Technician	17	16 %	48	45 %	6	6 %	29	27 %	0	0 %	0	0 %	0	0 %	1	1 %
04	Protective Service	104	36 %	39	13 %	77	27 %	55	19 %	1	0 %	1	0 %	4	1 %	2	1 %
05	Para-Professionals	163	20 %	243	30 %	114	14 %	223	28 %	0	0 %	2	0 %	15	2 %	20	3 %
06	Admin Support	22	8 %	207	74 %	2	1 %	35	12 %	0	0 %	0	0 %	1	0 %	12	4 %
07	Skilled Craft	39	85 %	1	2 %	6	13 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
08	Service/Maintenance	39	24 %	69	42 %	22	13 %	31	19 %	0	0 %	0	0 %	1	1 %	0	0 %
Department Totals by Category:		817	21 %	1,780	47 %	304	8 %	647	17 %	3	0 %	13	0 %	28	1 %	66	2 %

Department Total: 3,815

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 28, 2024

MDHHS - HUMAN SERVICES

		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	52	21 %	119	49 %	14	6 %	52	21 %	0	0 %	0	0 %	0	0 %	67	176
02	Professional	787	14 %	3,065	53 %	214	4 %	1,394	24 %	5	0 %	26	0 %	43	1 %	1,080	4,690
03	Technician	2	15 %	6	46 %	0	0 %	0	0 %	1	8 %	1	8 %	0	0 %	3	10
05	Para-Professionals	338	10 %	1,477	42 %	157	4 %	1,193	34 %	5	0 %	17	0 %	34	1 %	566	2,943
06	Admin Support	65	7 %	522	54 %	41	4 %	271	28 %	0	0 %	6	1 %	5	1 %	112	863
07	Skilled Craft	8	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	0
08	Service/Maintenance	5	83 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	6	0
Department Totals by Category:		1,257	12 %	5,189	49 %	426	4 %	2,910	28 %	10	0 %	50	0 %	84	1 %	1,842	8,682

Department Total: 10,524

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 28, 2024

MiLEAP

		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	1	17 %	4	67 %	0	0 %	1	17 %	0	0 %	0	0 %	0	0 %	1	5
05	Para-Professionals	0	0 %	1	00 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
06	Admin Support	0	0 %	1	50 %	0	0 %	0	0 %	1	50 %	0	0 %	0	0 %	0	2
Department Totals by Category:		1	11 %	6	67 %	0	0 %	1	11 %	0	0 %	0	0 %	0	0 %	1	8

Department Total: 9

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 28, 2024

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	45 %	16	48 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	16	17
02	Professional	69	34 %	108	53 %	2	1 %	9	4 %	0	0 %	0	0 %	1	0 %	75	127
03	Technician	26	26 %	44	44 %	2	2 %	14	14 %	0	0 %	0	0 %	0	0 %	34	67
04	Protective Service	23	92 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	24	1
05	Para-Professionals	43	26 %	95	57 %	11	7 %	8	5 %	0	0 %	0	0 %	2	1 %	57	111
06	Admin Support	4	11 %	24	69 %	1	3 %	4	11 %	0	0 %	0	0 %	0	0 %	5	30
07	Skilled Craft	131	92 %	1	1 %	3	2 %	0	0 %	3	2 %	0	0 %	1	1 %	142	1
08	Service/Maintenance	55	51 %	33	31 %	5	5 %	6	6 %	1	1 %	0	0 %	2	2 %	63	44
Department Totals by Category:		366	45 %	322	40 %	24	3 %	42	5 %	5	1 %	0	0 %	13	2 %	416	398

Department Total: 814

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 28, 2024

NATURAL RESOURCES

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	50	67 %	22	29 %	0	0 %	0	0 %	1	1 %	0	0 %	1	1 %	0	0 %
02	Professional	334	56 %	233	39 %	2	0 %	7	1 %	1	0 %	2	0 %	2	0 %	344	248
03	Technician	184	69 %	65	24 %	5	2 %	1	0 %	1	0 %	0	0 %	2	1 %	196	70
04	Protective Service	564	80 %	107	15 %	5	1 %	1	0 %	12	2 %	0	0 %	9	1 %	594	108
05	Para-Professionals	7	17 %	33	79 %	0	0 %	2	5 %	0	0 %	0	0 %	0	0 %	7	35
06	Admin Support	11	8 %	112	82 %	0	0 %	7	5 %	0	0 %	2	1 %	1	1 %	12	124
07	Skilled Craft	90	83 %	14	13 %	0	0 %	0	0 %	1	1 %	0	0 %	1	1 %	94	14
08	Service/Maintenance	506	51 %	421	42 %	16	2 %	12	1 %	6	1 %	4	0 %	4	0 %	535	460
Department Totals by Category:		1,746	60 %	1,007	35 %	28	1 %	30	1 %	22	1 %	8	0 %	21	1 %	9	0 %

Department Total: 2,916

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 28, 2024

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	19	32 %	25	42 %	1	2 %	12	20 %	0	0 %	0	0 %	2	3 %	0	0 %
02	Professional	95	38 %	101	40 %	20	8 %	24	10 %	0	0 %	0	0 %	4	2 %	2	1 %
03	Technician	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
05	Para-Professionals	101	10 %	525	54 %	29	3 %	210	22 %	0	0 %	5	1 %	10	1 %	50	5 %
06	Admin Support	22	14 %	89	58 %	7	5 %	23	15 %	0	0 %	0	0 %	2	1 %	3	2 %
07	Skilled Craft	9	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
08	Service/Maintenance	3	60 %	1	20 %	12	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Department Totals by Category:		250	17 %	741	51 %	58	4 %	269	19 %	0	0 %	5	0 %	18	1 %	55	4 %

Department Total: 1,444

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN
CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
Pay End Date: September 28, 2024

STATE POLICE

		White		Black or African American		American Indian or Alaska Native		Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		Two or More Races		Total	
EEO Category		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/Administrator	41	57 %	27	38 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	42	30
02	Professional	311	40 %	396	51 %	16	2 %	19	2 %	0	0 %	0	0 %	8	1 %	342	441
03	Technician	358	72 %	90	18 %	15	3 %	12	2 %	6	1 %	0	0 %	6	1 %	389	107
04	Protective Service	1,183	79 %	160	11 %	64	4 %	8	1 %	15	1 %	3	0 %	27	2 %	1,323	178
05	Para-Professionals	24	25 %	61	63 %	2	2 %	7	7 %	0	0 %	0	0 %	1	1 %	27	70
06	Admin Support	30	14 %	160	77 %	1	0 %	8	4 %	0	0 %	1	0 %	1	0 %	34	175
07	Skilled Craft	8	89 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	1 %	9	0
08	Service/Maintenance	3	33 %	4	44 %	0	0 %	0	0 %	1	11 %	0	0 %	0	0 %	4	5
Department Totals by Category:		1,958	62 %	898	28 %	98	3 %	55	2 %	23	1 %	4	0 %	43	1 %	31	1 %

Department Total: 3,176

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 28, 2024

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	180	51 %	123	35 %	10	3 %	9	3 %	0	0 %	1	0 %	6	2 %	0	0 %
02	Professional	1,004	50 %	512	26 %	57	3 %	59	3 %	6	0 %	6	0 %	25	1 %	18	1 %
03	Technician	152	66 %	38	16 %	6	3 %	5	2 %	0	0 %	1	0 %	5	2 %	3	1 %
05	Para-Professionals	32	21 %	82	54 %	5	3 %	20	13 %	1	1 %	0	0 %	4	3 %	6	4 %
06	Admin Support	6	8 %	53	70 %	1	1 %	8	11 %	0	0 %	0	0 %	0	0 %	7	9 %
07	Skilled Craft	164	90 %	5	3 %	5	3 %	1	1 %	1	1 %	0	0 %	2	1 %	1	1 %
08	Service/Maintenance	99	80 %	7	6 %	10	8 %	0	0 %	1	1 %	0	0 %	4	3 %	1	1 %
Department Totals by Category:		1,637	53 %	820	26 %	94	3 %	102	3 %	9	0 %	8	0 %	46	1 %	36	1 %

Department Total: 3,114

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 28, 2024

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	46	53 %	32	37 %	1	1 %	5	6 %	0	0 %	0	0 %	0	0 %	47	40
02	Professional	688	56 %	375	31 %	29	2 %	32	3 %	3	0 %	2	0 %	20	2 %	17	1 %
03	Technician	329	74 %	64	14 %	16	4 %	4	1 %	3	1 %	0	0 %	11	2 %	1	0 %
05	Para-Professionals	16	17 %	62	67 %	2	2 %	6	7 %	0	0 %	2	2 %	1	1 %	1	1 %
06	Admin Support	7	5 %	109	78 %	3	2 %	16	12 %	0	0 %	0	0 %	0	0 %	10	129
07	Skilled Craft	677	86 %	42	5 %	28	4 %	1	0 %	15	2 %	8	1 %	8	1 %	0	0 %
08	Service/Maintenance	64	63 %	25	25 %	2	2 %	2	2 %	6	6 %	0	0 %	0	0 %	72	29
Department Totals by Category:		1,827	64 %	709	25 %	81	3 %	66	2 %	27	1 %	12	0 %	40	1 %	20	1 %
		32	1 %	36	1 %	0	0 %	0	0 %	19	1 %	4	0 %	2,026		847	

Department Total: 2,873

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 28, 2024

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	95	46 %	75	37 %	8	4 %	16	8 %	0	0 %	1	0 %	1	0 %	106	99
02	Professional	315	34 %	375	41 %	50	5 %	97	11 %	1	0 %	4	0 %	9	1 %	392	528
03	Technician	12	30 %	10	25 %	4	10 %	9	23 %	0	0 %	0	0 %	1	3 %	19	21
05	Para-Professionals	27	15 %	109	61 %	5	3 %	23	13 %	0	0 %	0	0 %	0	0 %	35	143
06	Admin Support	53	13 %	229	56 %	16	4 %	68	17 %	2	0 %	0	0 %	9	2 %	83	326
08	Service/Maintenance	3	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	0
Department Totals by Category:		505	29 %	798	45 %	83	5 %	213	12 %	3	0 %	5	0 %	22	1 %	50	3 %
		13	1 %	33	2 %	0	0 %	1	0 %	12	1 %	17	1 %	638	1,117		

Department Total: 1,755

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

Source: Michigan Civil Service Commission HWF61

STATE OF MICHIGAN

Table 4-3

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT RACE/ETHNIC GROUP AND GENDER ANALYSIS Pay End Date: September 28, 2024

DEPARTMENT	WHITE				BLACK or AFRICAN AMERICAN				AMERICAN INDIAN or ALASKA NATIVE				HISPANIC or LATINO				NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER				TWO or MORE RACES				FEMALE		MINORITY		GRAND TOTAL				
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		No.		No.						
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%					
AGRICULTURE & RURAL DEVELOPMENT	220	42.9	249	48.5	8	1.6	13	2.5	1	0.2	2	0.4	3	0.6	5	1.0	3	0.6	5	1.0	0	0.0	0	0.0	0	0.0	4	0.8	278	54.2	44	8.6	513
ATTORNEY GENERAL	222	33.1	321	47.9	26	3.9	64	9.6	0	0.0	0	0.0	3	0.4	8	1.2	3	0.4	8	1.2	0	0.0	1	0.1	6	0.9	8	1.2	410	61.2	127	19.0	670
AUDITOR GENERAL	72	45.0	74	46.3	6	3.8	2	1.3	0	0.0	1	0.6	2	1.3	2	1.3	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	80	50.0	14	8.8	160
CIVIL RIGHTS	12	8.5	36	25.4	16	11.3	62	43.7	0	0.0	0	0.0	3	2.1	4	2.8	0	0.0	4	2.8	0	0.0	0	0.0	2	1.4	3	2.1	109	76.8	94	66.2	142
CIVIL SERVICE COMMISSION	62	13.7	291	64.4	12	2.7	48	10.6	0	0.0	5	1.1	2	0.4	17	3.8	0	0.0	5	1.1	0	0.0	0	0.0	3	0.7	7	1.5	373	82.5	99	21.9	452
CORRECTIONS	5,306	51.4	2,595	25.2	842	8.2	861	8.3	138	1.3	53	0.5	200	1.9	130	1.3	54	0.5	15	0.1	2	0.0	0	0.0	71	0.7	49	0.5	3,703	35.9	2,415	23.4	10,316
EDUCATION	111	21.1	314	59.6	11	2.1	57	10.8	1	0.2	2	0.4	6	1.1	12	2.3	3	0.6	5	0.9	0	0.0	0	0.0	0	0.0	5	0.9	395	75.0	102	19.4	527
ENVIRON GREAT LAKES AND ENERGY	661	43.8	727	48.1	22	1.5	26	1.7	2	0.1	3	0.2	8	0.5	10	0.7	16	1.1	22	1.5	2	0.1	0	0.0	3	0.2	8	0.5	796	52.7	122	8.1	1,510
EXECUTIVE OFFICE	16	20.0	42	52.5	2	2.5	8	10.0	0	0.0	0	0.0	2	2.5	3	3.8	4	5.0	3	3.8	0	0.0	0	0.0	0	0.0	0	0.0	56	70.0	22	27.5	80
INSURANCE AND FINANCIAL SERV	149	40.1	165	44.4	11	3.0	25	6.7	2	0.5	1	0.3	3	0.8	6	1.6	3	0.8	5	1.3	0	0.0	0	0.0	1	0.3	1	0.3	203	54.6	58	15.6	372
LABOR & ECONOMIC OPPORTUNITY	595	24.0	1,013	40.9	128	5.2	521	21.0	7	0.3	9	0.4	43	1.7	72	2.9	17	0.7	38	1.5	1	0.0	0	0.0	6	0.2	26	1.1	1,679	67.8	868	35.1	2,476
LICENSING & REGULATORY AFFAIRS	602	34.6	844	48.5	45	2.6	152	8.7	3	0.2	5	0.3	15	0.9	27	1.6	7	0.4	17	1.0	0	0.0	1	0.1	5	0.3	18	1.0	1,064	61.1	295	16.9	1,741
MDHHS - COMMUNITY HEALTH	817	21.4	1,780	46.7	304	8.0	647	17.0	3	0.1	13	0.3	28	0.7	66	1.7	38	1.0	86	2.3	1	0.0	0	0.0	11	0.3	21	0.6	2,613	68.5	1,218	31.9	3,815
MDHHS - HUMAN SERVICES	1,257	11.9	5,189	49.3	426	4.0	2,910	27.7	10	0.1	50	0.5	84	0.8	293	2.8	23	0.2	67	0.6	1	0.0	4	0.0	41	0.4	169	1.6	8,682	82.5	4,078	38.7	10,524
MILEAP	1	11.1	6	66.7	0	0.0	1	11.1	0	0.0	0	0.0	0	0.0	1	11.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8	88.9	2	22.2	9
MILITARY & VETERAN AFFAIRS	366	45.0	322	39.6	24	2.9	42	5.2	5	0.6	0	0.0	13	1.6	12	1.5	4	0.5	17	2.1	1	0.1	0	0.0	3	0.4	5	0.6	398	48.9	126	15.5	814
NATURAL RESOURCES	1,746	59.9	1,007	34.5	28	1.0	30	1.0	22	0.8	8	0.3	21	0.7	9	0.3	6	0.2	11	0.4	0	0.0	2	0.1	11	0.4	15	0.5	1,082	37.1	163	5.6	2,916
STATE	250	17.3	741	51.3	58	4.0	269	18.6	0	0.0	5	0.3	18	1.2	55	3.8	7	0.5	17	1.2	0	0.0	1	0.1	7	0.5	16	1.1	1,104	76.5	453	31.4	1,444
STATE POLICE	1,958	61.6	898	28.3	98	3.1	55	1.7	23	0.7	4	0.1	43	1.4	31	1.0	21	0.7	8	0.3	1	0.0	0	0.0	26	0.8	10	0.3	1,006	31.7	320	10.1	3,176
TECHNOLOGY, MANAGEMENT & BUDGET	1,637	52.6	820	26.3	94	3.0	102	3.3	9	0.3	8	0.3	46	1.5	36	1.2	154	4.9	171	5.5	2	0.1	0	0.0	20	0.6	15	0.5	1,152	37.0	657	21.1	3,114
TRANSPORTATION	1,827	63.6	709	24.7	81	2.8	66	2.3	27	0.9	12	0.4	40	1.4	20	0.7	32	1.1	36	1.3	0	0.0	0	0.0	19	0.7	4	0.1	847	29.5	337	11.7	2,873
TREASURY	505	28.8	798	45.5	83	4.7	213	12.1	3	0.2	5	0.3	22	1.3	50	2.8	13	0.7	33	1.9	0	0.0	1	0.1	12	0.7	17	1.0	1,117	63.6	452	25.8	1,755
STATEWIDE TOTALS:	18,392	37.2	18,941	38.3	2,325	4.7	6,174	12.5	256	0.5	186	0.4	605	1.2	869	1.8	408	0.8	574	1.2	11	0.0	10	0.0	247	0.5	401	0.8	27,155	55.0	12,066	24.4	49,399

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF21

STATE OF MICHIGAN
STATE EMPLOYEES WITH A SELF-REPORTED DISABILITY BY EEO CATEGORY STATEWIDE
Pay End Date: September 28, 2024

		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	6	4	0	0	0	0	0	0	0	0	0	0	0	0	6	4
02	Professional	25	20	1	4	0	0	3	0	0	0	0	0	0	0	29	24
03	Technician	5	0	0	1	0	0	0	0	0	0	0	0	0	0	5	1
04	Protective Service	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
05	Para-Professionals	1	7	0	3	0	0	0	0	0	0	0	0	0	0	1	10
06	Admin Support	1	12	0	2	0	0	1	0	0	0	0	0	0	0	2	14
07	Skilled Craft	2	0	0	0	0	0	0	1	0	0	0	0	0	0	2	1
08	Service/Maintenance	4	1	0	0	1	0	0	0	0	0	0	0	0	1	5	2
STATEWIDE TOTAL BY CATEGORY:		45	44	1	11	1	0	4	1	0	0	0	0	0	1	51	57

State Employees Grand Total: 108

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

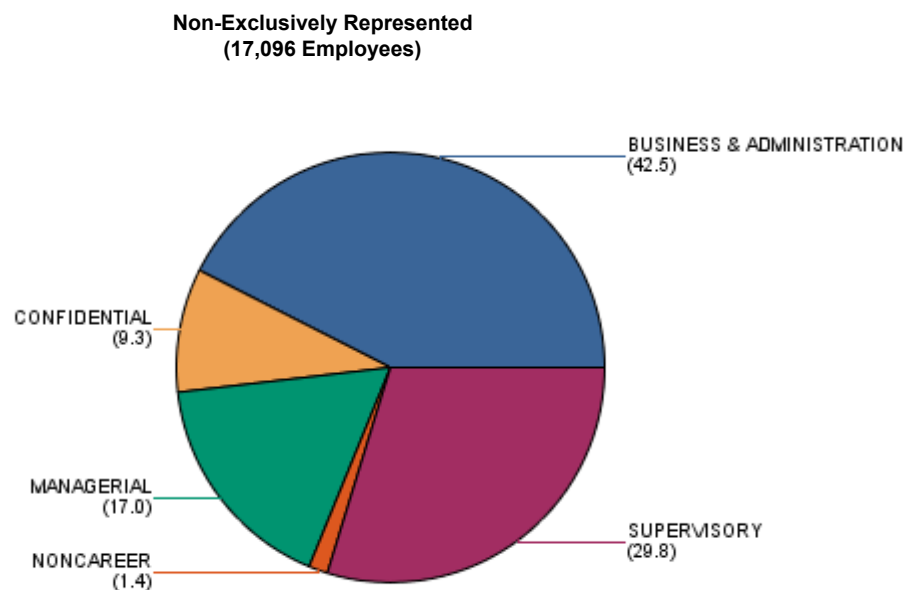
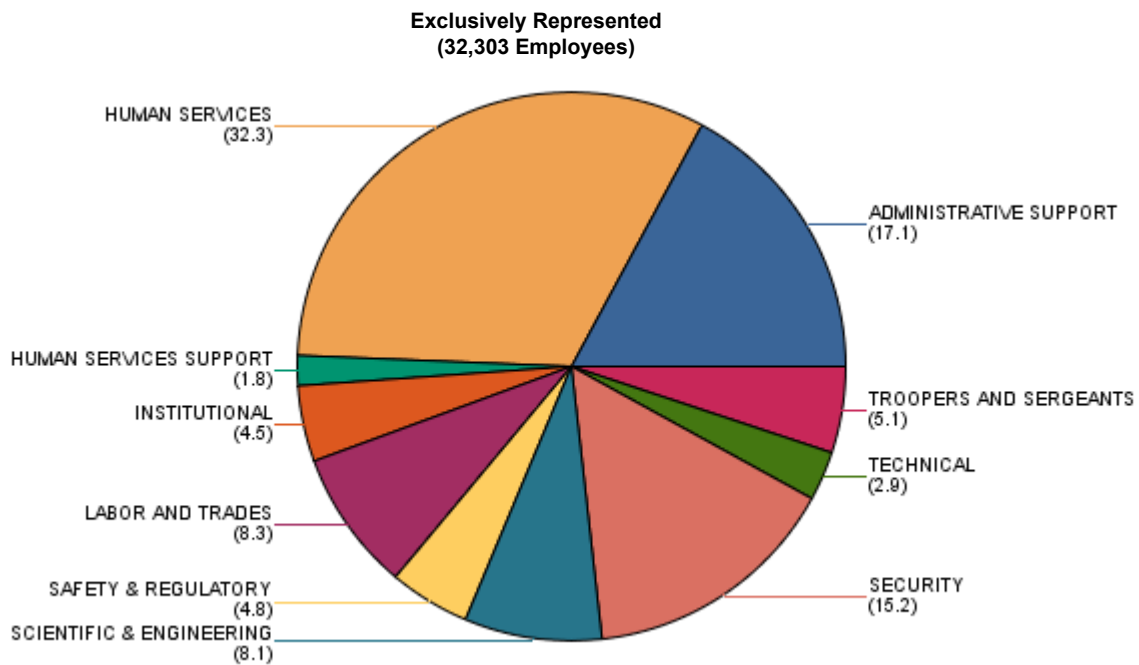
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

Fiscal Year 2023-24



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

Of 49,399 classified employees, 65.4 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 28, 2024

			MSEA			UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
BARGAINING UNIT CODE/NAME			TOTAL EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02	SAFETY & REGULATORY	1,540	821	53.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
A31	LABOR AND TRADES	2,685	1,033	38.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
C12	SECURITY	4,919	0	0.0	0	0.0	4,101	83.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
E42	HUMAN SERVICES SUPPORT	571	0	0.0	0	0.0	0	0.0	396	69.4	0	0.0	0	0.0	0	0.0	0	0.0	
H21	SCIENTIFIC & ENGINEERING	2,615	0	0.0	0	0.0	0	0.0	0	0.0	1,517	58.0	0	0.0	0	0.0	0	0.0	
L32	TECHNICAL	938	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	456	48.6	0	0.0	0	0.0	
T01	TROOPERS AND SERGEANTS	1,644	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,582	96.2	0	0.0	
U11	INSTITUTIONAL	1,447	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	893	61.7	
W22	HUMAN SERVICES	10,419	0	0.0	7,488	71.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
W41	ADMINISTRATIVE SUPPORT	5,525	0	0.0	3,449	62.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y23	BUSINESS & ADMINISTRATION	7,273	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	5,089	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	245	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	2,899	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	1,590	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
EXCLUSIVELY REPRESENTED TOTAL		32,303	1,854	5.7	10,937	33.9	4,101	12.7	396	1.2	1,517	4.7	456	1.4	1,582	4.9	893	2.8	
NON-EXCLUSIVELY REPRESENTED TOTAL		17,096	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		49,399	1,854	3.8	10,937	22.1	4,101	8.3	396	0.8	1,517	3.1	456	0.9	1,582	3.2	893	1.8	

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

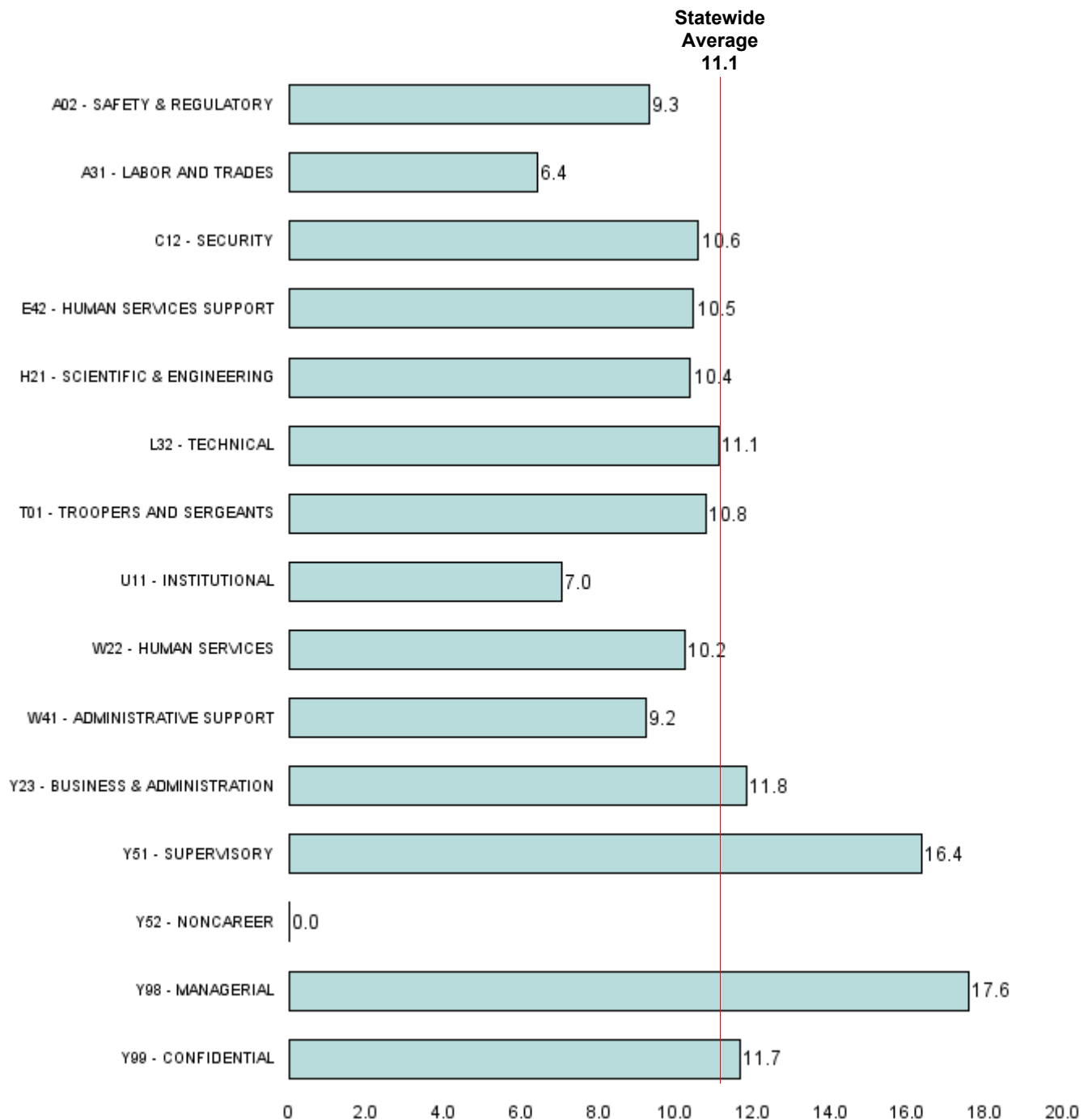
Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Graph 5-2

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: September 28, 2024



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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: September 28, 2024

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	457	142	40	23	8	2	11	1	2	0	0	0	5	2	523	170	0	0
06 - 10 YEARS	237	52	10	6	3	4	3	0	0	1	0	0	0	0	253	63	0	0
11 - 15 YEARS	128	30	12	18	0	0	3	0	0	0	0	0	0	0	143	48	0	0
16 - 20 YEARS	67	28	2	19	2	0	2	0	0	0	0	0	0	0	73	47	0	0
21 - 25 YEARS	78	28	2	14	0	1	3	1	0	0	0	0	0	0	83	44	0	0
26 - 30 YEARS	39	15	2	5	0	1	1	0	0	0	0	0	0	0	42	21	0	0
31 - 35 YEARS	7	3	2	4	0	0	0	0	0	0	0	0	0	0	9	7	0	0
36 - 40 YEARS	6	1	1	0	0	0	0	1	1	0	0	0	0	0	8	2	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	1,020	299	71	92	13	8	23	3	3	1	0	0	5	2	1,135	405	0	0
MORE THAN 10 YEARS	326	105	21	63	2	2	9	2	1	0	0	0	0	0	359	172	0	0
AVERAGE YEARS	8.9	9.1	8.0	15.1	5.9	11.5	9.8	20.3	13.0	8.0	0.0	0.0	3.2	2.0	8.8	10.6	0.0	0.0
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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	1,174	389	52	16	19	3	20	6	4	6	0	1	10	8	1,279	429	2	1
06 - 10 YEARS	344	14	7	0	6	1	4	0	1	0	0	0	1	0	363	15	0	0
11 - 15 YEARS	144	8	4	0	3	0	2	0	0	0	0	0	0	0	153	8	0	0
16 - 20 YEARS	132	2	5	1	5	0	3	0	0	0	0	0	0	0	145	3	1	0
21 - 25 YEARS	141	5	7	0	0	0	4	0	0	0	0	0	0	0	152	5	0	0
26 - 30 YEARS	76	2	4	0	4	0	2	0	0	0	0	0	0	0	86	2	0	0
31 - 35 YEARS	17	0	1	1	0	0	2	0	0	0	0	0	0	0	20	1	2	0
36 - 40 YEARS	12	1	2	0	0	0	0	1	0	0	0	0	0	0	14	2	0	1
MORE THAN 40 YEARS	6	0	1	0	0	0	1	0	0	0	0	0	0	0	8	0	0	0
BARGAINING UNIT TOTAL	2,046	421	83	18	37	4	38	7	5	6	0	1	11	8	2,220	465	5	2
MORE THAN 10 YEARS	528	18	24	2	12	0	14	1	0	0	0	0	0	0	578	21	3	1
AVERAGE YEARS	7.4	1.3	8.4	3.4	8.3	2.3	10.7	5.6	2.0	0.0	0.0	0.0	2.3	0.6	7.5	1.4	17.2	18.0
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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 - SECURITY																		
00 - 05 YEARS	1,176	265	258	166	32	9	67	20	16	0	2	0	57	29	1,608	489	0	0
06 - 10 YEARS	633	90	118	61	21	5	26	2	9	1	0	0	3	0	810	159	0	0
11 - 15 YEARS	212	26	48	20	3	2	12	2	2	0	0	0	0	0	277	50	0	0
16 - 20 YEARS	256	35	44	30	12	4	14	2	4	0	0	0	0	0	330	71	0	0
21 - 25 YEARS	481	53	73	36	7	1	11	8	2	0	0	0	0	0	574	98	1	1
26 - 30 YEARS	320	39	25	19	5	1	6	1	1	0	0	0	0	0	357	60	0	0
31 - 35 YEARS	9	3	5	2	0	0	1	0	0	0	0	0	0	0	15	5	0	0
36 - 40 YEARS	6	1	6	1	0	1	0	0	0	0	0	0	0	0	12	3	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	3,093	512	578	335	80	23	137	35	34	1	2	0	60	29	3,984	935	1	1
MORE THAN 10 YEARS	1,284	157	202	108	27	9	44	13	9	0	0	0	0	0	1,566	287	1	1
AVERAGE YEARS	11.5	9.0	10.0	9.2	9.6	9.7	8.9	9.7	7.8	7.0	0.5	0.0	2.1	1.4	11.0	8.9	25.0	21.0

BARGAINING UNIT AVERAGE YEARS 10.6

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	45	100	12	74	0	3	5	15	2	3	0	0	2	7	66	202	0	0
06 - 10 YEARS	8	11	9	16	2	1	0	5	0	1	0	0	1	3	20	37	0	0
11 - 15 YEARS	6	16	2	19	3	0	1	2	0	0	0	0	0	0	12	37	0	0
16 - 20 YEARS	15	17	4	37	0	0	4	0	0	1	0	0	0	0	23	55	1	0
21 - 25 YEARS	10	28	11	48	0	1	2	4	1	1	0	0	0	0	24	82	0	1
26 - 30 YEARS	0	1	1	6	0	0	0	1	0	0	0	0	0	0	1	8	0	0
31 - 35 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	84	173	39	204	5	5	12	27	3	6	0	0	3	10	146	425	1	1
MORE THAN 10 YEARS	31	62	18	114	3	1	7	7	1	2	0	0	0	0	60	186	1	1
AVERAGE YEARS	9.2	9.0	11.4	12.7	12.2	8.0	12.2	8.1	9.0	8.3	0.0	0.0	4.3	4.2	10.0	10.6	17.0	23.0

BARGAINING UNIT AVERAGE YEARS 10.4

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	567	441	17	15	1	1	9	7	19	31	1	1	15	11	629	507	0	0
06 - 10 YEARS	286	219	4	6	1	2	6	5	6	12	0	0	1	0	304	244	0	0
11 - 15 YEARS	116	84	4	2	1	0	1	1	1	2	0	0	0	0	123	89	0	0
16 - 20 YEARS	122	84	1	2	0	0	2	0	2	2	0	0	0	0	127	88	0	0
21 - 25 YEARS	163	71	4	2	0	1	1	0	8	2	0	0	0	0	176	76	0	0
26 - 30 YEARS	73	33	2	2	1	0	2	0	2	5	0	0	1	0	81	40	1	0
31 - 35 YEARS	44	28	3	1	0	0	2	0	2	1	0	0	0	0	51	30	0	0
36 - 40 YEARS	19	9	4	1	0	0	0	0	1	1	0	0	0	0	24	11	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	1,400	969	41	31	5	4	23	13	43	56	1	1	17	11	1,530	1,085	1	0
MORE THAN 10 YEARS	547	309	20	10	3	1	8	1	18	13	0	0	1	0	597	334	1	0
AVERAGE YEARS	11.1	9.3	15.2	10.0	19.0	8.5	10.9	4.8	13.5	8.7	1.0	3.0	3.8	2.0	11.2	9.2	29.0	0.0

BARGAINING UNIT AVERAGE YEARS 10.4

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																		
00 - 05 YEARS	211	159	6	9	1	0	9	4	2	2	0	0	6	2	235	176	0	0
06 - 10 YEARS	86	39	7	4	1	0	3	1	3	0	0	0	0	0	100	44	0	0
11 - 15 YEARS	57	22	1	2	0	0	0	1	0	0	0	0	0	0	58	25	0	0
16 - 20 YEARS	56	20	4	1	1	0	1	1	1	0	0	0	0	0	63	22	0	0
21 - 25 YEARS	72	19	1	0	0	0	2	0	2	0	0	0	0	0	77	19	0	0
26 - 30 YEARS	36	6	2	0	1	0	2	0	1	2	0	0	0	0	42	8	0	0
31 - 35 YEARS	35	6	3	0	0	0	0	0	3	0	0	0	0	0	41	6	2	0
36 - 40 YEARS	13	1	5	1	0	0	0	0	0	0	0	0	0	0	18	2	1	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	1
BARGAINING UNIT TOTAL	566	273	29	18	4	0	17	7	12	4	0	0	6	2	634	304	3	1
MORE THAN 10 YEARS	269	75	16	5	2	0	5	2	7	2	0	0	0	0	299	84	3	1
AVERAGE YEARS	12.5	7.5	17.8	10.2	15.5	0.0	10.0	8.1	18.1	14.3	0.0	0.0	2.5	1.0	12.7	7.8	35.3	45.0
BARGAINING UNIT AVERAGE YEARS	11.1																	

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	377	63	20	1	8	2	4	1	5	0	0	0	18	2	432	69	0	0
06 - 10 YEARS	420	46	29	6	3	1	9	1	3	0	0	0	5	0	469	54	0	0
11 - 15 YEARS	212	20	4	0	3	0	8	0	0	1	0	0	0	0	227	21	0	0
16 - 20 YEARS	84	3	3	1	0	0	2	0	1	0	0	0	0	0	90	4	0	0
21 - 25 YEARS	103	4	1	1	3	0	2	0	0	0	0	0	0	0	109	5	0	0
26 - 30 YEARS	130	11	8	0	2	0	1	0	0	0	0	0	0	0	141	11	0	0
31 - 35 YEARS	9	0	2	0	0	0	0	0	0	0	0	0	0	0	11	0	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,336	147	67	9	19	3	26	2	9	1	0	0	23	2	1,480	164	0	0
MORE THAN 10 YEARS	539	38	18	2	8	0	13	0	1	1	0	0	0	0	579	41	0	0
AVERAGE YEARS	11.1	8.0	10.6	10.8	11.1	4.7	11.0	6.5	5.3	12.0	0.0	0.0	3.1	1.5	10.9	8.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 10.6

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	186	333	74	158	3	3	9	17	3	10	0	0	5	8	280	529	0	0
06 - 10 YEARS	79	99	41	63	1	0	6	6	1	0	1	0	1	0	130	168	0	0
11 - 15 YEARS	28	45	21	33	0	1	4	3	3	2	0	0	0	0	56	84	0	0
16 - 20 YEARS	19	31	7	12	0	0	1	0	0	0	0	0	0	0	27	43	0	0
21 - 25 YEARS	12	28	10	31	0	0	3	1	1	4	0	0	0	0	26	64	0	0
26 - 30 YEARS	10	19	1	2	0	0	0	0	0	0	0	0	0	0	11	21	0	0
31 - 35 YEARS	1	2	0	1	0	0	0	0	0	0	0	0	0	0	1	3	0	0
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	338	558	154	300	4	4	23	27	8	16	1	0	6	8	534	913	0	0
MORE THAN 10 YEARS	73	126	39	79	0	1	8	4	4	6	0	0	0	0	124	216	0	0
AVERAGE YEARS	7.1	6.7	7.5	7.5	3.8	4.5	8.6	5.1	9.1	8.6	8.0	0.0	3.5	1.5	7.2	6.9	0.0	0.0

BARGAINING UNIT AVERAGE YEARS 7.0

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	489	1,913	166	962	2	14	26	69	20	45	0	2	33	158	736	3,163	0	1
06 - 10 YEARS	395	1,096	95	464	5	11	15	51	4	17	2	1	10	17	526	1,657	1	0
11 - 15 YEARS	328	898	99	479	3	12	16	34	3	7	0	0	0	1	449	1,431	0	1
16 - 20 YEARS	175	401	49	247	4	1	12	27	2	8	0	0	0	1	242	685	0	2
21 - 25 YEARS	180	315	32	226	2	2	7	24	1	5	0	0	0	0	222	572	1	0
26 - 30 YEARS	151	183	34	140	5	4	4	21	0	5	0	0	0	0	194	353	1	2
31 - 35 YEARS	30	50	7	26	0	0	2	6	1	3	0	0	0	0	40	85	1	3
36 - 40 YEARS	10	12	2	13	0	0	0	0	0	0	0	0	0	0	12	25	1	0
MORE THAN 40 YEARS	5	8	1	11	0	1	0	0	0	1	0	0	0	0	6	21	1	0
BARGAINING UNIT TOTAL	1,763	4,876	485	2,568	21	45	82	232	31	91	2	3	43	177	2,427	7,992	6	9
MORE THAN 10 YEARS	879	1,867	224	1,142	14	20	41	112	7	29	0	0	0	2	1,165	3,172	5	8
AVERAGE YEARS	12.2	9.5	10.8	10.6	16.1	11.2	11.2	12.1	6.7	9.3	7.0	4.7	3.5	3.0	11.7	9.8	28.8	22.9

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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	328	1,462	90	418	2	4	28	97	6	25	0	2	19	54	473	2,062	0	0
06 - 10 YEARS	141	744	38	183	2	8	9	41	3	11	0	0	1	12	194	999	0	0
11 - 15 YEARS	75	430	20	106	0	2	2	29	1	3	0	0	0	1	98	571	0	1
16 - 20 YEARS	36	237	7	39	1	1	0	16	0	2	0	0	0	0	44	295	0	1
21 - 25 YEARS	37	257	6	66	1	4	3	14	1	2	0	0	0	0	48	343	0	2
26 - 30 YEARS	21	126	7	49	1	5	4	10	0	5	0	0	0	0	33	195	0	1
31 - 35 YEARS	4	47	1	13	0	0	0	6	0	2	0	0	0	0	5	68	0	6
36 - 40 YEARS	2	25	3	18	0	0	1	4	0	1	0	0	0	0	6	48	1	2
MORE THAN 40 YEARS	1	26	0	14	0	0	1	1	0	0	0	0	0	0	2	41	1	1
BARGAINING UNIT TOTAL	645	3,354	172	906	7	24	48	218	11	51	0	2	20	67	903	4,622	2	14
MORE THAN 10 YEARS	176	1,148	44	305	3	12	11	80	2	15	0	0	0	1	236	1,561	2	14
AVERAGE YEARS	7.8	9.5	7.7	9.9	12.9	14.8	8.7	10.1	5.7	9.8	0.0	3.5	1.6	2.9	7.7	9.5	41.5	31.3

BARGAINING UNIT AVERAGE YEARS 9.2

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	785	892	65	159	4	7	20	28	59	97	4	1	22	36	959	1,220	1	0
06 - 10 YEARS	594	717	42	107	4	5	18	36	31	58	0	0	10	12	699	935	2	0
11 - 15 YEARS	406	577	38	134	3	3	15	28	25	34	0	0	1	1	488	777	0	0
16 - 20 YEARS	228	391	24	72	1	6	3	17	16	21	0	0	0	0	272	507	0	0
21 - 25 YEARS	209	353	28	81	0	2	5	14	13	8	0	1	0	0	255	459	2	1
26 - 30 YEARS	176	169	12	48	1	5	6	6	8	5	0	0	0	0	203	233	1	1
31 - 35 YEARS	39	64	7	17	0	1	1	4	2	4	0	0	0	0	49	90	4	7
36 - 40 YEARS	16	42	5	18	0	1	2	7	0	1	0	0	0	0	23	69	1	4
MORE THAN 40 YEARS	6	22	2	2	0	0	1	2	0	0	0	0	0	0	9	26	0	1
BARGAINING UNIT TOTAL	2,459	3,227	223	638	13	30	71	142	154	228	4	2	33	49	2,957	4,316	11	14
MORE THAN 10 YEARS	1,080	1,618	116	372	5	18	33	78	64	73	0	1	1	1	1,299	2,161	8	14
AVERAGE YEARS	11.2	12.2	12.8	13.8	9.8	15.0	12.2	14.0	9.9	8.6	1.3	12.5	3.7	3.4	11.2	12.2	23.8	34.1

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																		
00 - 05 YEARS	239	217	29	76	3	3	6	8	10	14	0	0	3	7	290	325	0	0
06 - 10 YEARS	415	362	50	90	10	4	16	14	8	13	0	0	3	5	502	488	2	0
11 - 15 YEARS	347	356	37	130	7	1	11	17	6	10	0	0	1	0	409	514	0	0
16 - 20 YEARS	295	296	40	96	6	1	11	9	7	11	0	0	0	0	359	413	1	0
21 - 25 YEARS	412	311	35	116	6	2	5	12	5	6	0	0	0	0	463	447	3	1
26 - 30 YEARS	301	150	23	73	6	3	11	5	8	1	0	0	0	0	349	232	0	3
31 - 35 YEARS	61	56	11	12	0	0	2	0	1	1	0	0	0	0	75	69	1	0
36 - 40 YEARS	51	20	10	17	2	1	4	1	1	0	0	0	0	0	68	39	1	0
MORE THAN 40 YEARS	16	12	8	10	0	0	0	1	0	0	0	0	0	0	24	23	3	0
BARGAINING UNIT TOTAL	2,137	1,780	243	620	40	15	66	67	46	56	0	0	7	12	2,539	2,550	11	4
MORE THAN 10 YEARS	1,483	1,201	164	454	27	8	44	45	28	29	0	0	1	0	1,747	1,737	9	4
AVERAGE YEARS	17.0	15.6	17.5	17.0	16.9	16.1	17.0	15.0	15.2	11.6	0.0	0.0	5.4	4.3	16.9	15.8	28.6	26.3

BARGAINING UNIT AVERAGE YEARS 16.3

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																		
00 - 05 YEARS	86	104	5	9	0	2	4	5	9	11	1	0	5	4	110	135	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	86	104	5	9	0	2	4	5	9	11	1	0	5	4	110	135	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

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																		
00 - 05 YEARS	119	190	8	44	1	0	1	8	4	4	0	1	3	6	136	253	0	0
06 - 10 YEARS	186	189	14	29	0	0	5	2	6	4	0	0	1	1	212	225	0	0
11 - 15 YEARS	179	217	15	26	0	0	3	6	3	3	0	0	0	0	200	252	0	0
16 - 20 YEARS	180	194	14	35	0	1	3	6	7	3	0	0	0	0	204	239	2	1
21 - 25 YEARS	207	207	17	42	2	1	3	3	9	11	0	0	0	0	238	264	1	0
26 - 30 YEARS	191	154	17	32	2	3	1	1	1	3	0	0	0	0	212	193	1	1
31 - 35 YEARS	74	52	6	15	1	2	0	5	0	0	0	0	0	0	81	74	2	2
36 - 40 YEARS	36	23	5	13	1	0	3	1	3	1	0	0	0	0	48	38	1	0
MORE THAN 40 YEARS	9	11	2	7	0	0	1	0	0	0	0	0	0	0	12	18	1	1
BARGAINING UNIT TOTAL	1,181	1,237	98	243	7	7	20	32	33	29	0	1	4	7	1,343	1,556	8	5
MORE THAN 10 YEARS	876	858	76	170	6	7	14	22	23	21	0	0	0	0	995	1,078	8	5
AVERAGE YEARS	18.4	16.5	19.8	18.5	25.3	27.3	19.4	16.4	17.2	17.4	0.0	2.0	3.8	3.6	18.5	16.8	28.9	30.8
BARGAINING UNIT AVERAGE YEARS	17.6																	

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: September 28, 2024

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																		
00 - 05 YEARS	98	329	9	58	0	1	4	19	6	11	0	0	1	12	118	430	0	0
06 - 10 YEARS	54	234	7	40	1	4	7	13	1	1	0	0	3	1	73	293	0	1
11 - 15 YEARS	35	137	6	24	0	2	0	3	0	2	0	0	0	0	41	168	1	0
16 - 20 YEARS	14	104	3	9	0	0	0	5	0	1	0	0	0	0	17	119	0	0
21 - 25 YEARS	15	106	5	21	0	2	3	3	0	0	0	0	0	0	23	132	0	0
26 - 30 YEARS	14	61	5	15	0	1	0	1	0	2	0	0	0	0	19	80	0	0
31 - 35 YEARS	5	21	1	4	0	1	0	3	0	0	0	0	0	0	6	29	0	2
36 - 40 YEARS	0	9	1	6	0	0	1	4	0	0	0	0	0	0	2	19	1	0
MORE THAN 40 YEARS	3	10	0	6	0	1	0	1	0	0	0	0	0	0	3	18	0	3
BARGAINING UNIT TOTAL	238	1,011	37	183	1	12	15	52	7	17	0	0	4	13	302	1,288	2	6
MORE THAN 10 YEARS	86	448	21	85	0	7	4	20	0	5	0	0	0	0	111	565	2	5
AVERAGE YEARS	10.1	11.7	14.8	13.6	6.0	17.4	11.1	12.9	2.3	7.3	0.0	0.0	5.8	3.4	10.5	11.9	25.5	35.2

BARGAINING UNIT AVERAGE YEARS 11.6

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

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: September 28, 2024

BARGAINING UNIT STATEWIDE TOTALS	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO				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	6,337	6,999	851	2,188	84	54	223	305	167	259	8	8	204	346	7,874	10,159	3	2
06 -10 YEARS	3,878	3,912	471	1,075	60	46	127	177	76	119	3	1	40	51	4,655	5,381	5	1
11 - 15 YEARS	2,273	2,866	311	993	26	23	78	126	44	64	0	0	2	3	2,734	4,075	1	2
16 - 20 YEARS	1,679	1,843	207	601	32	14	58	83	40	49	0	0	0	1	2,016	2,591	5	4
21 - 25 YEARS	2,120	1,785	232	684	21	17	54	84	43	39	0	1	0	0	2,470	2,610	8	6
26 - 30 YEARS	1,538	969	143	391	28	23	40	46	21	28	0	0	1	0	1,771	1,457	4	8
31 - 35 YEARS	335	332	49	98	1	4	10	24	9	11	0	0	0	0	404	469	12	20
36 - 40 YEARS	174	145	44	90	3	3	11	19	6	4	0	0	0	0	238	261	7	7
MORE THAN 40 YEARS	58	90	17	54	1	2	4	5	2	1	0	0	0	0	82	152	6	7
STATEWIDE TOTAL	18,392	18,941	2,325	6,174	256	186	605	869	408	574	11	10	247	401	22,244	27,155	51	57
MORE THAN 10 YEARS	8,177	8,030	1,003	2,911	112	86	255	387	165	196	0	1	3	4	9,715	11,615	43	54
AVERAGE YEARS	11.7	10.7	11.4	11.7	11.8	12.8	11.2	11.6	10.6	9.3	2.6	5.1	3.0	2.9	11.5	10.8	27.0	30.1
STATEWIDE AVERAGE YEARS				11.1														

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

Table 5-3

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

Pay End Date: September 28, 2024

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	1,540	3.1 %	43.0	\$31.74	854	55.5 %
A31 - LABOR AND TRADES	2,685	5.4 %	47.0	\$24.76	976	36.4 %
C12 - SECURITY	4,919	10.0 %	41.4	\$28.65	2,780	56.5 %
E42 - HUMAN SERVICES SUPPORT	571	1.2 %	49.8	\$30.59	305	53.4 %
H21 - SCIENTIFIC & ENGINEERING	2,615	5.3 %	42.1	\$41.16	1,460	55.8 %
L32 - TECHNICAL	938	1.9 %	43.1	\$31.17	525	56.0 %
T01 - TROOPERS AND SERGEANTS	1,644	3.3 %	36.4	\$38.89	1,183	72.0 %
U11 - INSTITUTIONAL	1,447	2.9 %	45.5	\$25.94	615	42.5 %
W22 - HUMAN SERVICES	10,419	21.1 %	44.7	\$34.30	6,312	60.6 %
W41 - ADMINISTRATIVE SUPPORT	5,525	11.2 %	46.2	\$26.36	2,837	51.3 %
Y23 - BUSINESS & ADMINISTRATION	7,273	14.7 %	45.8	\$39.81	4,973	68.4 %
Y51 - SUPERVISORY	5,089	10.3 %	48.6	\$43.94	4,414	86.7 %
Y52 - NONCAREER	245	0.5 %	23.8	\$17.98	0	0.0 %
Y98 - MANAGERIAL	2,899	5.9 %	50.0	\$62.55	2,459	84.8 %
Y99 - CONFIDENTIAL	1,590	3.2 %	46.9	\$36.66	1,000	62.9 %
STATEWIDE TOTAL	49,399	100.0 %	45.1	\$35.88	30,693	62.1 %

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. 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 28, 2024

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	1,519	966	64 %	233	15 %	50	3 %	0	0 %	1,316	87 %	16	1 %
A31 LABOR AND TRADES	1,772	1,180	67 %	277	16 %	53	3 %	0	0 %	1,578	89 %	6	0 %
C12 SECURITY	4,917	3,687	75 %	776	16 %	64	1 %	0	0 %	4,622	94 %	20	0 %
E42 HUMAN SERVICES SUPPORT	570	340	60 %	153	27 %	19	3 %	0	0 %	535	94 %	7	1 %
H21 SCIENTIFIC & ENGINEERING	2,609	1,636	63 %	427	16 %	230	9 %	0	0 %	2,385	91 %	17	1 %
L32 TECHNICAL	871	566	65 %	164	19 %	32	4 %	0	0 %	788	90 %	5	1 %
T01 TROOPERS AND SERGEANTS	1,644	559	34 %	99	6 %	40	2 %	809	49 %	1,558	95 %	6	0 %
U11 INSTITUTIONAL	1,440	900	63 %	325	23 %	24	2 %	0	0 %	1,279	89 %	2	0 %
W22 HUMAN SERVICES	10,307	6,160	60 %	2,799	27 %	225	2 %	0	0 %	9,575	93 %	25	0 %
W41 ADMINISTRATIVE SUPPORT	5,337	3,139	59 %	1,306	24 %	123	2 %	0	0 %	4,803	90 %	28	1 %
Y23 BUSINESS & ADMINISTRATION	7,265	4,268	59 %	1,730	24 %	309	4 %	0	0 %	6,621	91 %	37	1 %
Y51 SUPERVISORY	5,088	3,306	65 %	1,226	24 %	89	2 %	4	0 %	4,850	95 %	9	0 %
Y98 MANAGERIAL	2,899	1,860	64 %	669	23 %	86	3 %	0	0 %	2,734	94 %	3	0 %
Y99 CONFIDENTIAL	1,581	936	59 %	345	22 %	54	3 %	0	0 %	1,424	90 %	8	1 %
STATEWIDE TOTALS:	47,819	29,503	62 %	10,529	22 %	1,398	3 %	813	2 %	44,068	92 %	189	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 28, 2024

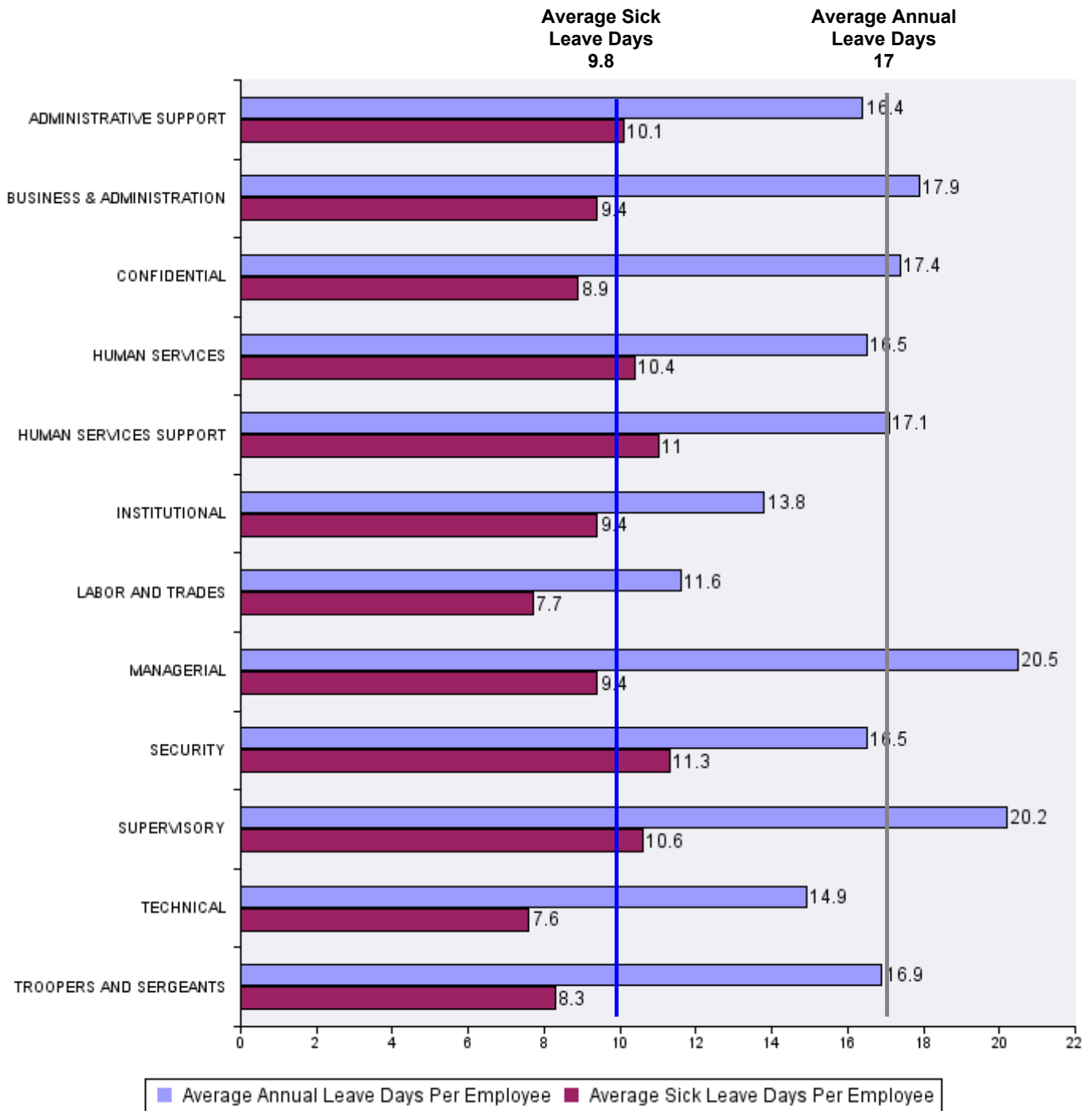
Bargaining Unit Code/Name		Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
A02	SAFETY & REGULATORY	1,519	1,342	88 %	1,105	73 %	66	4 %	1,434	94 %	75	5 %	42	3 %
A31	LABOR AND TRADES	1,772	1,594	90 %	1,436	81 %	3	0 %	1,705	96 %	56	3 %	3	0 %
C12	SECURITY	4,917	4,646	94 %	4,322	88 %	0	0 %	4,621	94 %	252	5 %	0	0 %
E42	HUMAN SERVICES SUPPORT	570	540	95 %	422	74 %	0	0 %	534	94 %	35	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,609	2,425	93 %	1,877	72 %	44	2 %	2,390	92 %	214	8 %	10	0 %
L32	TECHNICAL	871	797	92 %	650	75 %	31	4 %	810	93 %	61	7 %	6	1 %
T01	TROOPERS AND SERGEANTS	1,644	1,574	96 %	1,634	99 %	781	48 %	1,554	95 %	76	5 %	596	36 %
U11	INSTITUTIONAL	1,440	1,282	89 %	1,143	79 %	5	0 %	1,364	95 %	61	4 %	0	0 %
W22	HUMAN SERVICES	10,307	9,630	93 %	8,307	81 %	2	0 %	9,712	94 %	567	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,337	4,856	91 %	3,937	74 %	114	2 %	5,035	94 %	278	5 %	34	1 %
Y23	BUSINESS & ADMINISTRATION	7,265	6,701	92 %	5,496	76 %	137	2 %	6,805	94 %	429	6 %	49	1 %
Y51	SUPERVISORY	5,088	4,858	95 %	4,568	90 %	132	3 %	4,906	96 %	168	3 %	94	2 %
Y98	MANAGERIAL	2,899	2,752	95 %	2,537	88 %	92	3 %	2,781	96 %	116	4 %	75	3 %
Y99	CONFIDENTIAL	1,581	1,446	91 %	1,248	79 %	23	1 %	1,499	95 %	77	5 %	8	1 %
STATEWIDE TOTALS:		47,819	44,443	93 %	38,682	81 %	1,430	3 %	45,150	94 %	2,465	5 %	917	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 2023-24

Graph 5-3



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

Source: Michigan Civil Service Commission HWF29 and HWF32

STATE OF MICHIGAN
SICK LEAVE ANALYSIS BY BARGAINING UNIT
October 01, 2023 To September 28, 2024

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,647	116,284.4	70.6	8.8
A31 LABOR AND TRADES	2,752	168,608.3	61.3	7.7
C12 SECURITY	5,683	513,777.5	90.4	11.3
E42 HUMAN SERVICES SUPPORT	623	55,055.2	88.4	11.0
H21 SCIENTIFIC & ENGINEERING	2,735	176,782.8	64.6	8.1
L32 TECHNICAL	1,077	65,791.8	61.1	7.6
T01 TROOPERS AND SERGEANTS	1,772	117,093.7	66.1	8.3
U11 INSTITUTIONAL	1,733	130,468.5	75.3	9.4
W22 HUMAN SERVICES	11,469	956,091.2	83.4	10.4
W41 ADMINISTRATIVE SUPPORT	5,903	475,667.0	80.6	10.1
Y23 BUSINESS & ADMINISTRATION	7,668	578,122.8	75.4	9.4
Y51 SUPERVISORY	5,416	460,467.9	85.0	10.6
Y98 MANAGERIAL	3,085	233,195.1	75.6	9.4
Y99 CONFIDENTIAL	1,688	119,981.6	71.1	8.9
STATEWIDE	53,251	4,167,387.8	78.3	9.8

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

Source: Michigan Civil Service Commission HWF29

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS ANALYSIS BY BARGAINING UNIT
October 01, 2023 To September 28, 2024

ANNUAL LEAVE					DEFERRED HOURS			
Bargaining Unit Code/Name	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	1,647	202,907.9	123.2	15.4	1,647	394.0	0.2	0.0
A31 LABOR AND TRADES	2,752	255,345.4	92.8	11.6	2,752	466.6	0.2	0.0
C12 SECURITY	5,683	752,143.0	132.3	16.5	5,683	699.2	0.1	0.0
E42 HUMAN SERVICES SUPPORT	623	85,340.0	137.0	17.1	623	4.5	0.0	0.0
H21 SCIENTIFIC & ENGINEERING	2,735	364,797.6	133.4	16.7	2,735	246.9	0.1	0.0
L32 TECHNICAL	1,077	128,025.9	118.9	14.9	1,077	170.0	0.2	0.0
T01 TROOPERS AND SERGEANTS	1,772	239,471.4	135.1	16.9	1,772	816.0	0.5	0.1
U11 INSTITUTIONAL	1,733	191,235.7	110.3	13.8	1,733	119.8	0.1	0.0
W22 HUMAN SERVICES	11,469	1,516,428.4	132.2	16.5	11,469	1,257.4	0.1	0.0
W41 ADMINISTRATIVE SUPPORT	5,903	774,467.6	131.2	16.4	5,903	683.0	0.1	0.0
Y23 BUSINESS & ADMINISTRATION	7,668	1,098,454.2	143.3	17.9	7,668	831.2	0.1	0.0
Y51 SUPERVISORY	5,416	876,834.0	161.9	20.2	5,416	1,356.4	0.3	0.0
Y98 MANAGERIAL	3,085	505,126.1	163.7	20.5	3,085	971.7	0.3	0.0
Y99 CONFIDENTIAL	1,688	234,447.1	138.9	17.4	1,688	24.8	0.0	0.0
STATEWIDE	53,251	7,225,024.1	135.7	17.0	53,251	8,041.45	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 2023-24

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	8.8	15.4	24.2
A31	LABOR AND TRADES	7.7	11.6	19.3
C12	SECURITY	11.3	16.5	27.8
E42	HUMAN SERVICES SUPPORT	11.0	17.1	28.2
H21	SCIENTIFIC & ENGINEERING	8.1	16.7	24.8
L32	TECHNICAL	7.6	14.9	22.5
T01	TROOPERS AND SERGEANTS	8.3	16.9	25.2
U11	INSTITUTIONAL	9.4	13.8	23.2
W22	HUMAN SERVICES	10.4	16.5	26.9
W41	ADMINISTRATIVE SUPPORT	10.1	16.4	26.5
Y23	BUSINESS & ADMINISTRATION	9.4	17.9	27.3
Y51	SUPERVISORY	10.6	20.2	30.9
Y98	MANAGERIAL	9.4	20.5	29.9
Y99	CONFIDENTIAL	8.9	17.4	26.2
STATEWIDE AVERAGE		9.8	17.0	26.7

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 2019-20 through 2023-24

BARGAINING UNIT CODE/NAME	2019-20	2020-21	2021-22	2022-23	2023-24
A02 SAFETY & REGULATORY	8.8	9.7	9.9	9.2	8.8
A31 LABOR AND TRADES	7.5	8.6	8.4	7.2	7.7
C12 SECURITY	12.9	14.4	11.9	11.7	11.3
E42 HUMAN SERVICES SUPPORT	6.3	7.4	10.8	12.1	11.0
H21 SCIENTIFIC & ENGINEERING	7.8	6.4	8.3	8.5	8.1
L32 TECHNICAL	8.0	7.2	8.2	8.1	7.6
T01 TROOPERS AND SERGEANTS	8.4	8.6	9.8	8.8	8.3
U11 INSTITUTIONAL	9.7	10.4	10.3	10.1	9.4
W22 HUMAN SERVICES	9.1	9.8	10.2	10.2	10.4
W41 ADMINISTRATIVE SUPPORT	8.8	9.7	10.2	10.1	10.1
Y23 BUSINESS & ADMINISTRATION	8.1	7.9	9.1	9.5	9.4
Y51 SUPERVISORY	10.0	10.5	11.5	10.7	10.6
Y98 MANAGERIAL	7.3	7.0	8.7	9.2	9.4
Y99 CONFIDENTIAL	7.9	7.3	8.6	8.9	8.9
STATEWIDE AVERAGE	9.2	9.6	10.0	9.9	9.8

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
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 28, 2024

Table 5-9

EXCLUSIVELY REPRESENTED EMPLOYEES

Department	No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 Troopers and Sergeants	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	513	28	9	0	0	251	11	0	0	1	47	347
ATTORNEY GENERAL	670	55	1	0	0	0	0	0	0	1	110	167
AUDITOR GENERAL	160	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	142	0	0	0	0	0	0	0	0	65	17	82
CIVIL SERVICE COMMISSION	452	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	10,316	10	431	4,715	0	5	77	0	343	2,079	791	8,451
EDUCATION	527	0	1	0	2	0	4	0	13	180	60	260
ENVIRONMENT, GREAT LAKES & ENERGY	1,510	9	4	0	0	939	57	0	0	1	127	1,137
EXECUTIVE OFFICE	80	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	372	0	0	0	0	0	0	0	0	0	32	32
LABOR & ECONOMIC OPPORTUNITY	2,476	93	18	0	544	73	11	0	23	384	280	1,426
LICENSING & REGULATORY AFFAIRS	1,741	237	5	0	0	68	1	0	0	280	305	896
MDHHS - COMMUNITY HEALTH	3,815	58	58	204	0	156	40	0	759	464	398	2,137
MDHHS - HUMAN SERVICES	10,524	155	12	0	25	3	1	0	62	6,751	981	7,990
MiLEAP	9	0	0	0	0	0	0	0	0	0	0	0
MILITARY & VETERAN AFFAIRS	814	21	198	0	0	32	17	0	236	51	67	622
NATURAL RESOURCES	2,916	646	966	0	0	268	179	0	5	145	176	2,385
STATE	1,444	15	14	0	0	0	2	0	0	0	893	924
STATE POLICE	3,176	138	10	0	0	147	79	1,644	6	13	257	2,294
TECHNOLOGY, MANAGEMENT & BUDGET	3,114	0	263	0	0	42	63	0	0	0	235	603
TRANSPORTATION	2,873	61	692	0	0	630	396	0	0	4	230	2,013
TREASURY	1,755	14	2	0	0	1	0	0	0	0	519	536
Grand Total:	49,399	1,540	2,685	4,919	571	2,615	938	1,644	1,447	10,419	5,525	32,303

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: September 28, 2024

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	513	60	8	39	10	0	49	166
ATTORNEY GENERAL	670	38	70	370	19	0	6	503
AUDITOR GENERAL	160	4	94	36	4	0	21	159
CIVIL RIGHTS	142	15	19	22	3	0	1	60
CIVIL SERVICE COMMISSION	452	0	381	60	6	0	5	452
CORRECTIONS	10,316	313	101	149	7	0	1,295	1,865
EDUCATION	527	141	22	56	4	0	44	267
ENVIRONMENT, GREAT LAKES & ENERGY	1,510	118	19	85	8	0	143	373
EXECUTIVE OFFICE	80	0	80	0	0	0	0	80
INSURANCE AND FINANCIAL SERV	372	196	26	41	3	0	74	340
LABOR & ECONOMIC OPPORTUNITY	2,476	612	52	243	11	0	132	1,050
LICENSING & REGULATORY AFFAIRS	1,741	524	51	200	5	0	65	845
MDHHS - COMMUNITY HEALTH	3,815	828	120	327	8	0	395	1,678
MDHHS - HUMAN SERVICES	10,524	878	162	249	1	0	1,244	2,534
MILEAP	9	2	3	4	0	0	0	9
MILITARY & VETERAN AFFAIRS	814	62	11	33	2	0	84	192
NATURAL RESOURCES	2,916	151	20	92	3	0	265	531
STATE	1,444	163	53	72	0	0	232	520
STATE POLICE	3,176	341	57	159	72	0	253	882
TECHNOLOGY, MANAGEMENT & BUDGET	3,114	1,728	112	366	65	0	240	2,511
TRANSPORTATION	2,873	292	89	87	0	0	392	860
TREASURY	1,755	807	40	209	14	0	149	1,219
Grand Total:	49,399	7,273	1,590	2,899	245	0	5,089	17,096

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. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

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

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

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

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

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

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

Classified Service. The Michigan State classified civil service.

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

Employee Status Code Descriptions (active employees):

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Union Codes

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

Unit Codes

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

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

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

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

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

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

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

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

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

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

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