

# **THIRTY-SECOND ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2010-11**  
**October 1, 2010 – September 30, 2011**

**State of Michigan**  
**Civil Service Commission**



**Civil Service Commissioners:**

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**James Barrett**  
**Charles Blockett, Jr.**  
**Robert W. Swanson**

**Jeremy S. Stephens, State Personnel Director**

This is the Thirty-Second Annual Workforce Report covering fiscal year 2010-11 (October 1, 2010 – September 30, 2011). The statistical information is 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 source used for each chart is identified.

Inquiries about this report may be directed to:

Michigan Civil Service Commission  
Office of Business Applications Support  
Data Management and Reports  
(517) 373-3083  
[MCSC-OBASReports@michigan.gov](mailto:MCSC-OBASReports@michigan.gov)

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

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

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**STATISTICAL HIGHLIGHTS  
FY 2010-11**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	46.2
Average Annual Salary <sup>1</sup> .....	\$54,058
Average Annual Fringe Benefit Cost <sup>2</sup> .....	\$34,081
Average Sick Leave Days Used.....	9.4
Average Annual Leave Days Used .....	16.8
Average Years of Service .....	12.6

**WORK FORCE CHARACTERISTICS**

Females .....	52.8%
Males.....	47.2%
Eligible for Longevity .....	68.7%
Less than Six Years of Service .....	30.7%
Six to Ten Years of Service.....	14.7%
Over Ten Years of Service .....	54.5%
Exclusively Represented for Collective Bargaining.....	72.4%
Turnover Separations <sup>3</sup> .....	16.18%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1%
Asian .....	1.4%
Black .....	18.5%
Hispanic .....	2.8%
White .....	75.3%
Not Disclosed .....	1%

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

<sup>2</sup> Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

<sup>3</sup> Turnover Separations percentage for Fiscal Year 2010-11 is higher than previous years due to an early retirement incentive program.

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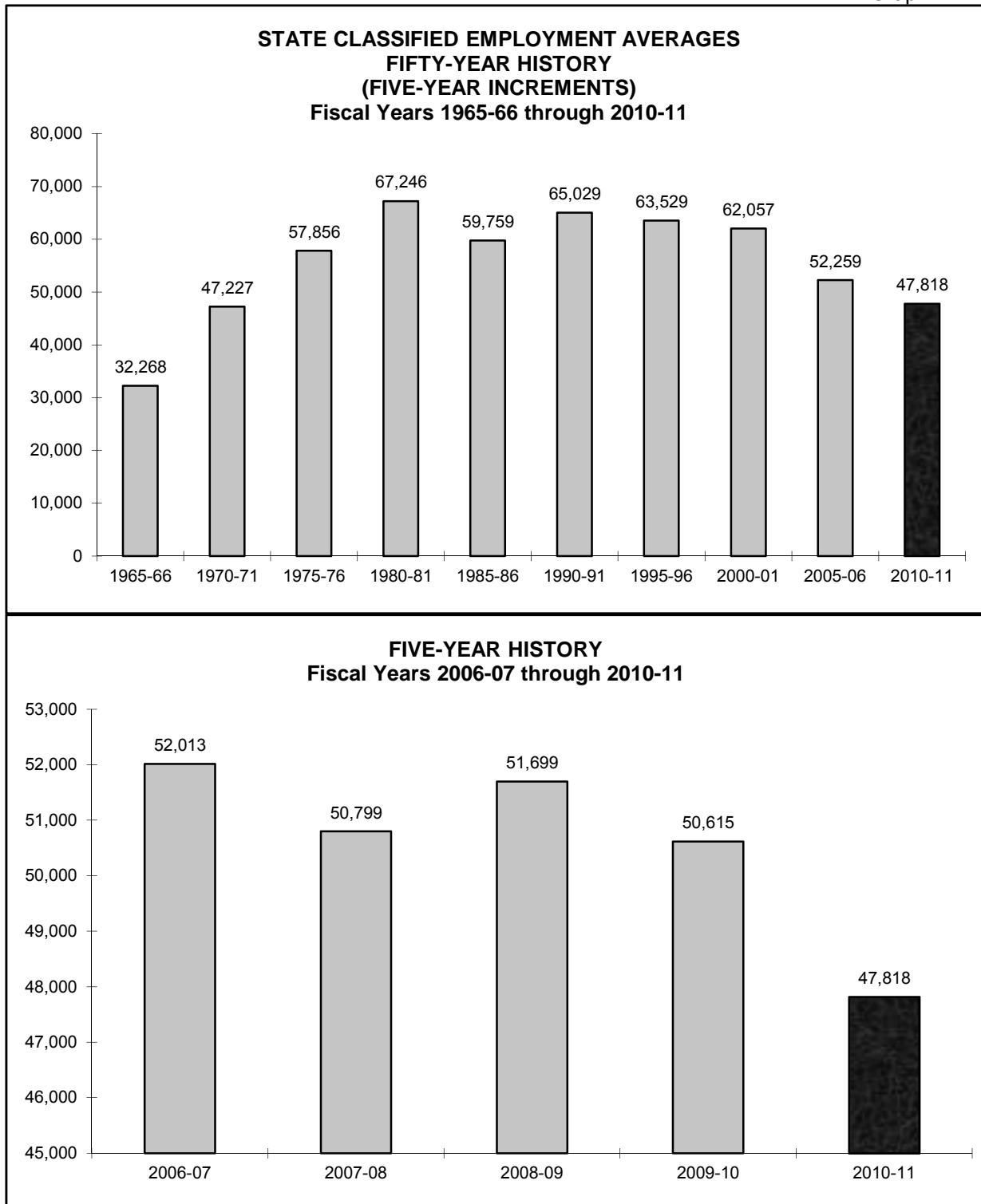
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SECTION ONE

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**TRENDS IN THE  
STATE CLASSIFIED WORKFORCE**

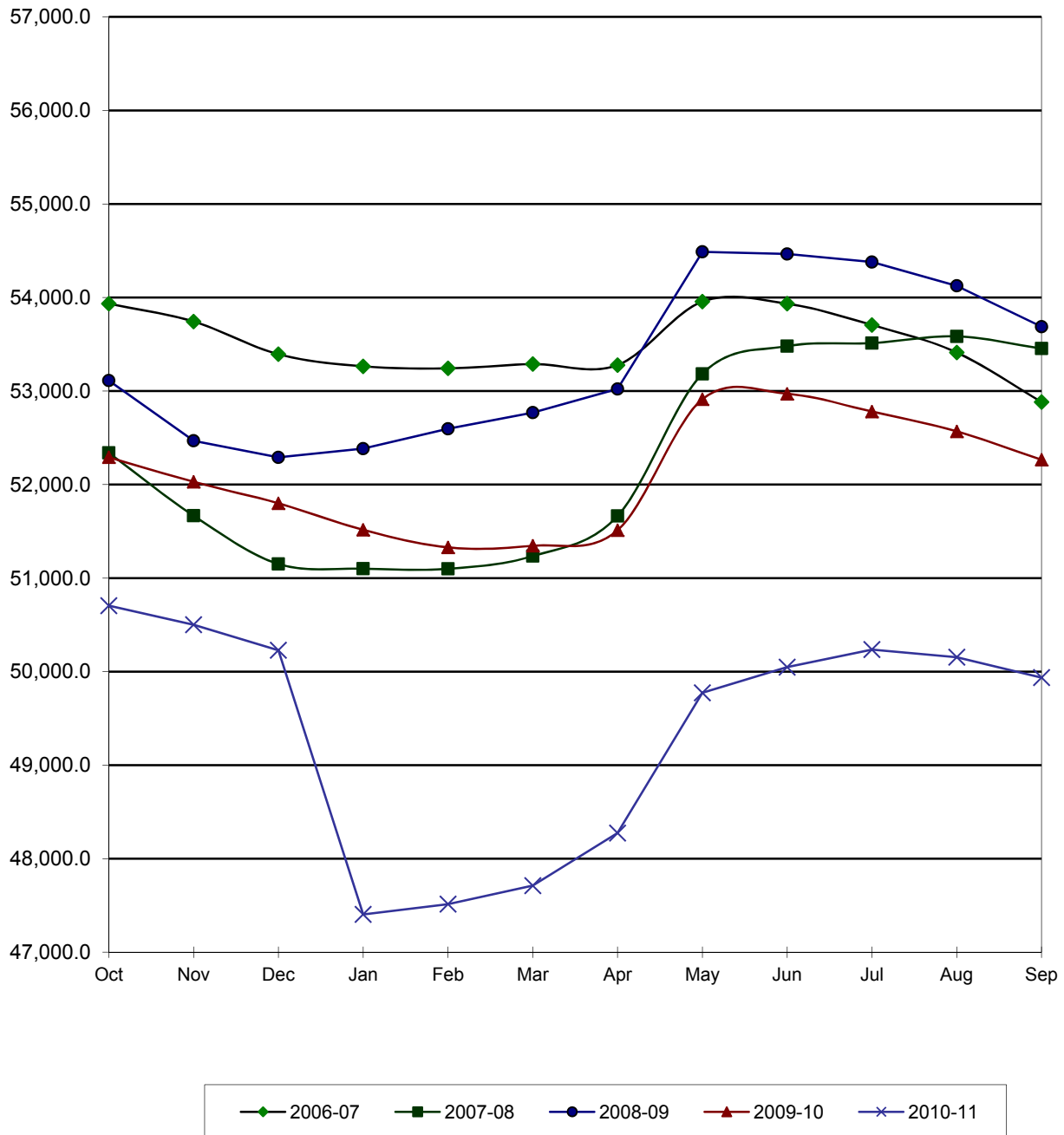


Comment: Employment averages prior to fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal and non-career positions for each month during the fiscal year.

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only. For this report, the number of employees who Job Share is divided in half. 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. Beginning in FY 2004-05 the following non-career appointments have been excluded: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. As of September 17, 2011, these positions represented 99% of all non-career appointments.

Source: Michigan Civil Service Commission HWF09.

### STATE CLASSIFIED EMPLOYMENT FIGURES Fiscal Years 2006-07 through 2010-11



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

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



Table 1-1

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

Pay End Date: September 17, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE & RURAL DEVELOPMENT	7901	356.0	0.0	9.0	8.0	0.0	15.0	388.0	0.0	388.0
<b>AGRICULTURE &amp; RURAL DEVELOPMENT</b>		<b>356.0</b>	<b>0.0</b>	<b>9.0</b>	<b>8.0</b>	<b>0.0</b>	<b>15.0</b>	<b>388.0</b>	<b>0.0</b>	<b>388.0</b>
ATY GNRL CENTRAL OFFICE	1101	412.0	3.0	0.0	15.0	0.0	0.0	430.0	0.0	430.0
PACC	1102	8.0	0.0	0.0	1.0	0.0	0.0	9.0	0.0	9.0
<b>ATTORNEY GENERAL</b>		<b>420.0</b>	<b>3.0</b>	<b>0.0</b>	<b>16.0</b>	<b>0.0</b>	<b>0.0</b>	<b>439.0</b>	<b>0.0</b>	<b>439.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	96.0	0.0	15.0	20.0	0.0	5.0	136.0	0.0	136.0
<b>AUDITOR GENERAL</b>		<b>96.0</b>	<b>0.0</b>	<b>15.0</b>	<b>20.0</b>	<b>0.0</b>	<b>5.0</b>	<b>136.0</b>	<b>0.0</b>	<b>136.0</b>
CIV RGHT CENTRAL OFFICE	1501	77.0	0.0	0.0	16.0	0.0	0.0	93.0	0.0	93.0
<b>CIVIL RIGHTS</b>		<b>77.0</b>	<b>0.0</b>	<b>0.0</b>	<b>16.0</b>	<b>0.0</b>	<b>0.0</b>	<b>93.0</b>	<b>0.0</b>	<b>93.0</b>
CIVIL SERVICE COMMISSION	1901	389.0	2.0	1.0	10.0	1.0	16.0	419.0	1.0	418.0
<b>CIVIL SERVICE COMMISSION</b>		<b>389.0</b>	<b>2.0</b>	<b>1.0</b>	<b>10.0</b>	<b>1.0</b>	<b>16.0</b>	<b>419.0</b>	<b>1.0</b>	<b>418.0</b>
DCH-CARO CENTER	3902	303.0	0.0	0.0	21.0	0.0	0.0	324.0	0.0	324.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,396.0	3.0	5.0	19.0	0.0	50.0	1,473.0	1.0	1,472.0
DCH-CTR FORENSIC PSYCHIATRY	3920	477.0	1.0	0.0	9.0	0.0	5.0	492.0	0.0	492.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	132.0	2.0	0.0	37.0	0.0	3.0	174.0	0.0	174.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	386.0	6.0	0.0	66.0	0.0	0.0	458.0	0.0	458.0
DCH-OFFICE OF SERVICES TO TH	3970	32.0	0.0	0.0	1.0	0.0	0.0	33.0	0.0	33.0
DCH-WALTER P. REUTHER PSY HOSP	3945	369.0	0.0	0.0	0.0	0.0	0.0	369.0	0.0	369.0
OFFICE OF THE INSPECTOR GENERA	3947	20.0	0.0	0.0	2.0	0.0	0.0	22.0	0.0	22.0
<b>COMMUNITY HEALTH</b>		<b>3,115.0</b>	<b>12.0</b>	<b>5.0</b>	<b>155.0</b>	<b>0.0</b>	<b>58.0</b>	<b>3,345.0</b>	<b>1.0</b>	<b>3,344.0</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	539.0	0.0	0.0	2.0	0.0	0.0	541.0	0.0	541.0

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career 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, or non-career. For this report, the actual number of employees who job share is divided in half.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 17, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-ALGER MAX SECURITY CORRECT	4735	256.0	0.0	0.0	3.0	0.0	1.0	260.0	0.0	260.0
DOC-BARAGA FACILITY	4740	337.0	1.0	0.0	1.0	0.0	1.0	340.0	0.0	340.0
DOC-BELLAMY CREEK FACILITY	4748	445.0	0.0	0.0	1.0	0.0	0.0	446.0	0.0	446.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	562.0	2.0	0.0	1.0	0.0	0.0	565.0	0.0	565.0
DOC-CARSON CITY FAC/CARSON CIT	4731	504.0	0.0	0.0	2.0	0.0	1.0	507.0	0.0	507.0
DOC-CENTRAL MICHIGAN FACILITY	4744	449.0	1.0	0.0	1.0	0.0	2.0	453.0	0.0	453.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	501.0	2.0	0.0	0.0	0.0	0.0	503.0	0.0	503.0
DOC-COOPER STREET FACILITY	4752	414.0	0.0	0.0	2.0	0.0	0.0	416.0	0.5	415.5
DOC-CORRECTN CENTRAL OFFICE	4702	448.0	0.0	0.0	27.0	0.0	36.0	511.0	0.0	511.0
DOC-COTTON FACILITY	4720	446.0	0.0	0.0	2.0	0.0	0.0	448.0	1.5	446.5
DOC-EGELER FACILITY	4727	580.0	0.0	0.0	4.0	0.0	0.0	584.0	0.0	584.0
DOC-FIELD OPERATION REGION III	4763	949.0	10.0	2.0	2.0	0.0	0.0	963.0	0.0	963.0
DOC-FIELD OPERATIONS REGION I	4761	810.0	0.0	1.0	2.0	0.0	0.0	813.0	0.0	813.0
DOC-HANDLON MI TRAINING UNT	4705	313.0	1.0	0.0	0.0	0.0	0.0	314.0	0.0	314.0
DOC-HURON VALLEY CORR COMPLEX	4715	575.0	3.0	0.0	2.0	0.0	0.0	580.0	0.0	580.0
DOC-IONIA MAXIMUM FACILITY	4724	311.0	0.0	0.0	0.0	0.0	0.0	311.0	0.0	311.0
DOC-JACKSON CENTRAL REGION	4750	131.0	0.0	0.0	0.0	0.0	0.0	131.0	0.0	131.0
DOC-KINROSS/HIAWATHA FACILITY	4712	381.0	0.0	0.0	1.0	0.0	0.0	382.0	0.0	382.0
DOC-LAKELAND MENS FACILITY	4718	317.0	0.0	0.0	0.0	0.0	0.0	317.0	0.0	317.0
DOC-MACOMB FACILITY	4741	335.0	1.0	0.0	1.0	0.0	0.0	337.0	0.0	337.0
DOC-MARQUETTE BRANCH PRISON	4706	348.0	0.0	0.0	3.0	0.0	3.0	354.0	0.0	354.0

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career 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, or non-career. For this report, the actual number of employees who job share is divided in half.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF04

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

Table 1-1

Pay End Date: September 17, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-MAXEY CORRECTIONAL	4749	255.0	0.0	0.0	4.0	0.0	0.0	259.0	0.0	259.0
DOC-MICHIGAN REFORMATORY	4707	310.0	0.0	0.0	2.0	0.0	4.0	316.0	0.0	316.0
DOC-MICHIGAN STATE INDUSTRIES	4709	131.0	0.0	0.0	0.0	0.0	2.0	133.0	0.0	133.0
DOC-MOUND FACILITY	4737	311.0	0.0	0.0	1.0	0.0	0.0	312.0	0.0	312.0
DOC-NEWBERRY FACILITY	4743	261.0	0.0	0.0	3.0	0.0	0.0	264.0	0.0	264.0
DOC-OAKS FACILITY	4739	321.0	1.0	0.0	1.0	0.0	0.0	323.0	0.0	323.0
DOC-OJIBWAY FACILITY	4746	221.0	1.0	0.0	1.0	0.0	4.0	227.0	0.0	227.0
DOC-PARNALL FACILITY	4751	299.0	0.0	1.0	0.0	0.0	0.0	300.0	0.0	300.0
DOC-PUGSLEY FACILITY	4745	238.0	1.0	0.0	1.0	0.0	0.0	240.0	0.0	240.0
DOC-RYAN FACILITY	4738	298.0	0.0	0.0	0.0	0.0	0.0	298.0	0.0	298.0
DOC-SAGINAW FACILITY	4742	342.0	3.0	0.0	2.0	0.0	0.0	347.0	0.0	347.0
DOC-ST. LOUIS FACILITY	4733	343.0	0.0	0.0	1.0	0.0	1.0	345.0	0.0	345.0
DOC-THUMB FACILITY	4725	315.0	0.0	0.0	3.0	0.0	0.0	318.0	0.0	318.0
NTHRN REGION ADMIN AND SUPPORT	4714	54.0	0.0	0.0	2.0	0.0	0.0	56.0	0.0	56.0
SOUTHERN REGION - IONIA	4711	51.0	0.0	0.0	0.0	0.0	0.0	51.0	0.0	51.0
<b>CORRECTIONS</b>		<b>13,701.0</b>	<b>27.0</b>	<b>4.0</b>	<b>78.0</b>	<b>0.0</b>	<b>55.0</b>	<b>13,865.0</b>	<b>2.0</b>	<b>13,863.0</b>
EDUCATION	3103	344.0	5.0	3.0	33.0	58.0	4.0	447.0	0.5	446.5
<b>EDUCATION</b>		<b>344.0</b>	<b>5.0</b>	<b>3.0</b>	<b>33.0</b>	<b>58.0</b>	<b>4.0</b>	<b>447.0</b>	<b>0.5</b>	<b>446.5</b>
DNRE-ENVIRONMENTAL QUALITY	7601	1,050.0	7.0	15.0	20.0	0.0	14.0	1,106.0	3.0	1,103.0
<b>ENVIRONMENTAL QUALITY</b>		<b>1,050.0</b>	<b>7.0</b>	<b>15.0</b>	<b>20.0</b>	<b>0.0</b>	<b>14.0</b>	<b>1,106.0</b>	<b>3.0</b>	<b>1,103.0</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	42.0	0.0	0.0	42.0	0.0	42.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 17, 2011

DEPARTMENT / PROCESS LEVEL	FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES	
<b>EXECUTIVE OFFICE</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>42.0</b>	<b>0.0</b>	<b>0.0</b>	<b>42.0</b>	<b>0.0</b>	<b>42.0</b>	
DHS-BERRIEN COUNTY	4322	151.0	0.0	0.0	6.0	4.0	0.0	161.0	0.0	161.0
DHS-CALHOUN COUNTY	4323	139.0	0.0	0.0	21.0	0.0	0.0	160.0	0.0	160.0
DHS-COUNTIES	4308	2,435.0	2.0	1.0	334.0	23.0	0.0	2,795.0	2.5	2,792.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,884.0	4.0	17.0	184.0	3.0	10.0	2,102.0	1.5	2,100.5
DHS-GENESEEE COUNTY	4302	537.0	0.0	0.0	30.0	0.0	0.0	567.0	0.0	567.0
DHS-INGHAM COUNTY	4312	243.0	0.0	0.0	32.0	1.0	0.0	276.0	0.0	276.0
DHS - INSTITUTIONS	4307	59.0	0.0	9.0	13.0	0.0	1.0	82.0	0.0	82.0
DHS-JACKSON COUNTY	4315	121.0	0.0	0.0	17.0	0.0	0.0	138.0	0.0	138.0
DHS-KALAMAZOO COUNTY	4314	207.0	0.0	0.0	36.0	0.0	1.0	244.0	0.0	244.0
DHS-KENT COUNTY	4303	387.0	0.0	0.0	85.0	9.0	0.0	481.0	3.0	478.0
DHS-MACOMB COUNTY	4304	496.0	0.0	0.0	20.0	0.0	0.0	516.0	4.5	511.5
DHS-MAXEY TRAINING SCHOOL	4311	79.0	0.0	0.0	0.0	0.0	0.0	79.0	0.0	79.0
DHS-MUSKEGON COUNTY	4324	212.0	0.0	0.0	40.0	0.0	0.0	252.0	0.0	252.0
DHS-OAKLAND COUNTY	4305	493.0	0.0	2.0	80.0	0.0	0.0	575.0	0.0	575.0
DHS-SAGINAW COUNTY	4313	216.0	0.0	0.0	31.0	0.0	0.0	247.0	0.0	247.0
DHS-WASHTENAW	4325	136.0	0.0	0.0	23.0	0.0	0.0	159.0	0.0	159.0
DHS-WAYNE COUNTY DSS	4306	66.0	0.0	0.0	1.0	0.0	0.0	67.0	0.0	67.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	668.0	0.0	0.0	4.0	0.0	0.0	672.0	0.0	672.0
DHS-WAYNE COUNTY ZONE 3	4318	417.0	0.0	0.0	75.0	0.0	0.0	492.0	0.0	492.0
DHS-WAYNE COUNTY ZONE 4	4319	457.0	0.0	0.0	59.0	0.0	0.0	516.0	0.0	516.0

Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career 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, or non-career. For this report, the actual number of employees who job share is divided in half.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF04

Table 1-1

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

Pay End Date: September 17, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-WAYNE COUNTY ZONE L	4316	344.0	0.0	0.0	50.0	0.0	0.0	394.0	0.0	394.0
<b>HUMAN SERVICES</b>		<b>9,747.0</b>	<b>6.0</b>	<b>29.0</b>	<b>1,141.0</b>	<b>40.0</b>	<b>12.0</b>	<b>10,975.0</b>	<b>11.5</b>	<b>10,963.5</b>
LICENSING AND REGULATORY AFF	6401	3,297.0	10.0	6.0	324.0	58.0	122.0	3,817.0	1.5	3,815.5
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>3,297.0</b>	<b>10.0</b>	<b>6.0</b>	<b>324.0</b>	<b>58.0</b>	<b>122.0</b>	<b>3,817.0</b>	<b>1.5</b>	<b>3,815.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	143.0	4.0	2.0	0.0	2.0	1.0	152.0	0.5	151.5
GRAND RAPIDS HOME FOR VETERANS	5102	374.0	1.0	13.0	22.0	8.0	27.0	445.0	0.0	445.0
MIL AFFR CENTRAL OFFICE	5101	249.0	1.0	5.0	17.0	32.0	60.0	364.0	0.0	364.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>766.0</b>	<b>6.0</b>	<b>20.0</b>	<b>39.0</b>	<b>42.0</b>	<b>88.0</b>	<b>961.0</b>	<b>0.5</b>	<b>960.5</b>
DNRE-NATURAL RESOURCES	7501	1,208.0	1.0	60.0	38.0	276.0	1,368.0	2,951.0	0.0	2,951.0
<b>NATURAL RESOURCES</b>		<b>1,208.0</b>	<b>1.0</b>	<b>60.0</b>	<b>38.0</b>	<b>276.0</b>	<b>1,368.0</b>	<b>2,951.0</b>	<b>0.0</b>	<b>2,951.0</b>
DEPARTMENT OF STATE	2301	1,040.0	0.0	101.0	134.0	0.0	208.0	1,483.0	0.0	1,483.0
<b>STATE</b>		<b>1,040.0</b>	<b>0.0</b>	<b>101.0</b>	<b>134.0</b>	<b>0.0</b>	<b>208.0</b>	<b>1,483.0</b>	<b>0.0</b>	<b>1,483.0</b>
STATE POLICE	5501	2,296.0	28.0	5.0	28.0	0.0	4.0	2,361.0	1.0	2,360.0
<b>STATE POLICE</b>		<b>2,296.0</b>	<b>28.0</b>	<b>5.0</b>	<b>28.0</b>	<b>0.0</b>	<b>4.0</b>	<b>2,361.0</b>	<b>1.0</b>	<b>2,360.0</b>
STRATEGIC FUND	0740	115.0	0.0	1.0	6.0	0.0	0.0	122.0	0.0	122.0
<b>STRATEGIC FUND</b>		<b>115.0</b>	<b>0.0</b>	<b>1.0</b>	<b>6.0</b>	<b>0.0</b>	<b>0.0</b>	<b>122.0</b>	<b>0.0</b>	<b>122.0</b>
TECH, MGMT AND BUDGET - IT	0801	1,453.0	2.0	0.0	22.0	0.0	64.0	1,541.0	0.0	1,541.0
TECH, MGMT AND BUDGET - MB	0701	818.0	11.0	4.0	49.0	0.0	29.0	911.0	10.0	901.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,271.0</b>	<b>13.0</b>	<b>4.0</b>	<b>71.0</b>	<b>0.0</b>	<b>93.0</b>	<b>2,452.0</b>	<b>10.0</b>	<b>2,442.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	30.0	0.0	0.0	0.0	0.0	16.0	46.0	0.0	46.0
BRIDGE AUTHORITIES-MACKINAC	5902	36.0	0.0	30.0	8.0	1.0	14.0	89.0	0.0	89.0

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 17, 2011

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
TRANSPORTATION CENTRAL OFFICE	5901	2,301.0	9.0	20.0	65.0	19.0	192.0	2,606.0	4.5	2,601.5
<b>TRANSPORTATION</b>		<b>2,367.0</b>	<b>9.0</b>	<b>50.0</b>	<b>73.0</b>	<b>20.0</b>	<b>222.0</b>	<b>2,741.0</b>	<b>4.5</b>	<b>2,736.5</b>
BUREAU OF STATE LOTTERY	2795	172.0	0.0	0.0	0.0	0.0	20.0	192.0	0.0	192.0
GAMING CONTROL	2707	95.0	0.0	2.0	7.0	2.0	6.0	112.0	0.0	112.0
MSHDA	2705	267.0	6.0	5.0	21.0	0.0	34.0	333.0	1.0	332.0
TREASURY CENTRAL PAYROLL	2701	1,116.0	4.0	7.0	51.0	0.0	16.0	1,194.0	0.0	1,194.0
<b>TREASURY</b>		<b>1,650.0</b>	<b>10.0</b>	<b>14.0</b>	<b>79.0</b>	<b>2.0</b>	<b>76.0</b>	<b>1,831.0</b>	<b>1.0</b>	<b>1,830.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,305.0</b>	<b>139.0</b>	<b>342.0</b>	<b>2,331.0</b>	<b>497.0</b>	<b>2,360.0</b>	<b>49,974.0</b>	<b>37.5</b>	<b>49,936.5</b>

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Source: Michigan Civil Service Commission HWF04

**Full-Time Equated Position Report by Department**  
**Fiscal Year 2010 - 2011 Summary**

Department		Fiscal Year 2011 Appropriated FTE Positions (A)	Fiscal Year 2011 Average FTE Positions (B)	Fiscal Year 2010 Average FTE Positions (C)	FY 2010 and FY 2011 Difference (B - C)	FY 2011 Average and Appropriated Difference (B - A)
AGRICULTURE & RURAL DEVELOPMENT	Regular	456.5	368.1	418.0	-49.9	-88.4
	Overtime	0.0	0.2	0.4	-0.3	0.2
	Total	456.5	368.3	418.5	-50.2	-88.2
ATTORNEY GENERAL	Regular	514.0	412.5	440.0	-27.5	-101.5
	Overtime	0.0	0.4	0.2	0.2	0.4
	Total	514.0	412.9	440.2	-27.3	-101.1
AUDITOR GENERAL	Regular	0.0	127.6	124.7	2.9	127.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	127.6	124.7	2.9	127.6
CIVIL RIGHTS	Regular	113.0	86.0	91.0	-5.0	-27.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	113.0	86.0	91.0	-5.0	-27.0
CIVIL SERVICE COMMISSION	Regular	506.5	402.6	472.5	-69.9	-103.9
	Overtime	0.0	2.3	0.1	2.2	2.3
	Total	506.5	404.9	472.6	-67.7	-101.6
COMMUNITY HEALTH	Regular	4,393.8	3,216.3	3,741.5	-525.2	-1,177.5
	Overtime	0.0	142.5	174.3	-31.7	142.5
	Total	4,393.8	3,358.8	3,915.7	-556.9	-1,035.0

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-22.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0160

**Full-Time Equated Position Report by Department**  
**Fiscal Year 2010 - 2011 Summary**

Department		Fiscal Year 2011 Appropriated FTE Positions (A)	Fiscal Year 2011 Average FTE Positions (B)	Fiscal Year 2010 Average FTE Positions (C)	FY 2010 and FY 2011 Difference (B - C)	FY 2011 Average and Appropriated Difference (B - A)
CORRECTIONS	Regular	15,856.5	13,514.1	14,535.0	-1,020.9	-2,342.4
	Overtime	0.0	797.4	798.3	-0.9	797.4
	Total	15,856.5	14,311.5	15,333.3	-1,021.7	-1,545.0
EDUCATION	Regular	556.5	416.5	415.2	1.3	-140.0
	Overtime	0.0	1.4	0.8	0.7	1.4
	Total	556.5	417.9	415.9	2.0	-138.6
ENVIRONMENTAL QUALITY	Regular	1,480.1	539.4	1,229.5	-690.1	-940.7
	Overtime	0.0	2.3	2.9	-0.6	2.3
	Total	1,480.1	541.8	1,232.4	-690.7	-938.3
EXECUTIVE OFFICE	Regular	74.2	35.7	40.1	-4.4	-38.5
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	35.7	40.1	-4.4	-38.5
HUMAN SERVICES	Regular	11,869.5	9,922.0	9,997.2	-75.2	-1,947.5
	Overtime	0.0	266.8	303.8	-37.1	266.8
	Total	11,869.5	10,188.8	10,301.1	-112.3	-1,680.7
INFORMATION TECHNOLOGY	Regular	0.0	0.0	1,697.7	-1,697.7	0.0
	Overtime	0.0	0.0	13.0	-13.0	0.0
	Total	0.0	0.0	1,710.7	-1,710.7	0.0

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-22.

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Source: Michigan Civil Service Commission MPR-0160



**Full-Time Equated Position Report by Department**  
**Fiscal Year 2010 - 2011 Summary**

Department		Fiscal Year 2011 Appropriated FTE Positions (A)	Fiscal Year 2011 Average FTE Positions (B)	Fiscal Year 2010 Average FTE Positions (C)	FY 2010 and FY 2011 Difference (B - C)	FY 2011 Average and Appropriated Difference (B - A)
LICENSING & REGULATORY AFFAIRS	Regular	4,359.5	3,599.9	4,209.6	-609.6	-759.6
	Overtime	0.0	139.8	183.2	-43.5	139.8
	Total	4,359.5	3,739.7	4,392.8	-653.1	-619.8
MANAGEMENT AND BUDGET	Regular	0.0	0.0	921.2	-921.2	0.0
	Overtime	0.0	0.0	12.6	-12.6	0.0
	Total	0.0	0.0	933.8	-933.8	0.0
MILITARY & VETERAN AFFAIRS	Regular	970.0	860.3	872.6	-12.3	-109.7
	Overtime	0.0	30.2	31.8	-1.6	30.2
	Total	970.0	890.5	904.4	-13.9	-79.5
NATURAL RESOURCES	Regular	2,189.4	1,217.3	1,983.7	-766.4	-972.1
	Overtime	0.0	19.8	24.3	-4.4	19.8
	Total	2,189.4	1,237.1	2,008.0	-770.9	-952.3
STATE	Regular	1,809.0	1,298.8	1,382.4	-83.6	-510.2
	Overtime	0.0	8.8	3.2	5.6	8.8
	Total	1,809.0	1,307.6	1,385.6	-78.0	-501.4
STATE POLICE	Regular	2,764.0	2,282.9	2,443.3	-160.4	-481.1
	Overtime	0.0	130.6	128.5	2.1	130.6
	Total	2,764.0	2,413.5	2,571.8	-158.3	-350.5

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-22.

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**Full-Time Equated Position Report by Department**  
**Fiscal Year 2010 - 2011 Summary**

Department		Fiscal Year 2011 Appropriated FTE Positions (A)	Fiscal Year 2011 Average FTE Positions (B)	Fiscal Year 2010 Average FTE Positions (C)	FY 2010 and FY 2011 Difference (B - C)	FY 2011 Average and Appropriated Difference (B - A)
STRATEGIC FUND	Regular	155.0	127.0	192.5	-65.5	-28.0
	Overtime	0.0	0.1	0.4	-0.4	0.1
	Total	155.0	127.0	193.0	-65.9	-28.0
TECHNOLOGY, MANAGEMENT & BUDGET	Regular	2,460.0	2,350.5	0.0	2,350.5	-109.5
	Overtime	0.0	29.4	0.0	29.4	29.4
	Total	2,460.0	2,380.0	0.0	2,380.0	-80.0
TRANSPORTATION	Regular	3,016.3	2,644.9	2,916.7	-271.8	-371.4
	Overtime	0.0	108.7	108.2	0.6	108.7
	Total	3,016.3	2,753.6	3,024.9	-271.2	-262.7
TREASURY	Regular	2,034.5	1,728.6	1,511.5	217.1	-305.9
	Overtime	0.0	12.1	10.8	1.3	12.1
	Total	2,034.5	1,740.7	1,522.3	218.4	-293.8
<b>STATEWIDE TOTALS:</b>	<b>Regular</b>	<b>55,578.3</b>	<b>45,151.0</b>	<b>49,635.8</b>	<b>-4,484.8</b>	<b>-10,427.3</b>
	<b>Overtime</b>	<b>0.0</b>	<b>1,692.9</b>	<b>1,796.8</b>	<b>-103.9</b>	<b>1,692.9</b>
	<b>Total</b>	<b>55,578.3</b>	<b>46,843.9</b>	<b>51,432.6</b>	<b>-4,588.7</b>	<b>-8,734.4</b>

Comment: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTE's are not appropriated as a separate category. Starting in FY 2009, regular FTE hours include temporary layoff hours reported under Executive Order 2009-22.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission MPR-0160

## NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	2009-10		2010-11	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture & Rural Development	438.0	0.8%	388.0	0.8%
Attorney General	455.0	0.9%	439.0	0.9%
Auditor General	138.0	0.3%	136.0	0.3%
Civil Rights	94.0	0.2%	93.0	0.2%
Civil Service Commission	488.5	0.9%	418.0	0.8%
Community Health	3,897.5	7.5%	3,344.0	6.7%
Corrections	14,597.0	27.9%	13,863.0	27.8%
Education	451.0	0.9%	446.5	0.9%
Environmental Quality	1,273.5	2.4%	1,103.0	2.2%
Executive Office	39.0	0.1%	42.0	0.1%
Human Services	10,539.0	20.2%	10,963.5	22.0%
Information Technology	1,784.0	3.4%	--	--
Licensing & Regulatory Affairs	4,410.0	8.4%	3,815.5	7.6%
Management and Budget	932.0	1.8%	--	--
Military & Veterans Affairs	936.0	1.8%	960.5	1.9%
Natural Resources	2,903.0	5.6%	2,951.0	5.9%
State	1,523.0	2.9%	1,483.0	3.0%
State Police	2,513.5	4.8%	2,360.0	4.7%
Strategic Fund	231.0	0.4%	122.0	0.2%
Technology, Management and Budget	--	--	2,442.0	4.9%
Transportation	3,033.0	5.8%	2,736.5	5.5%
Treasury	1,589.0	3.0%	1,830.0	3.7%
<b>TOTAL</b>	<b>52,265.0</b>	<b>100.0%</b>	<b>49,936.5</b>	<b>100.0%</b>

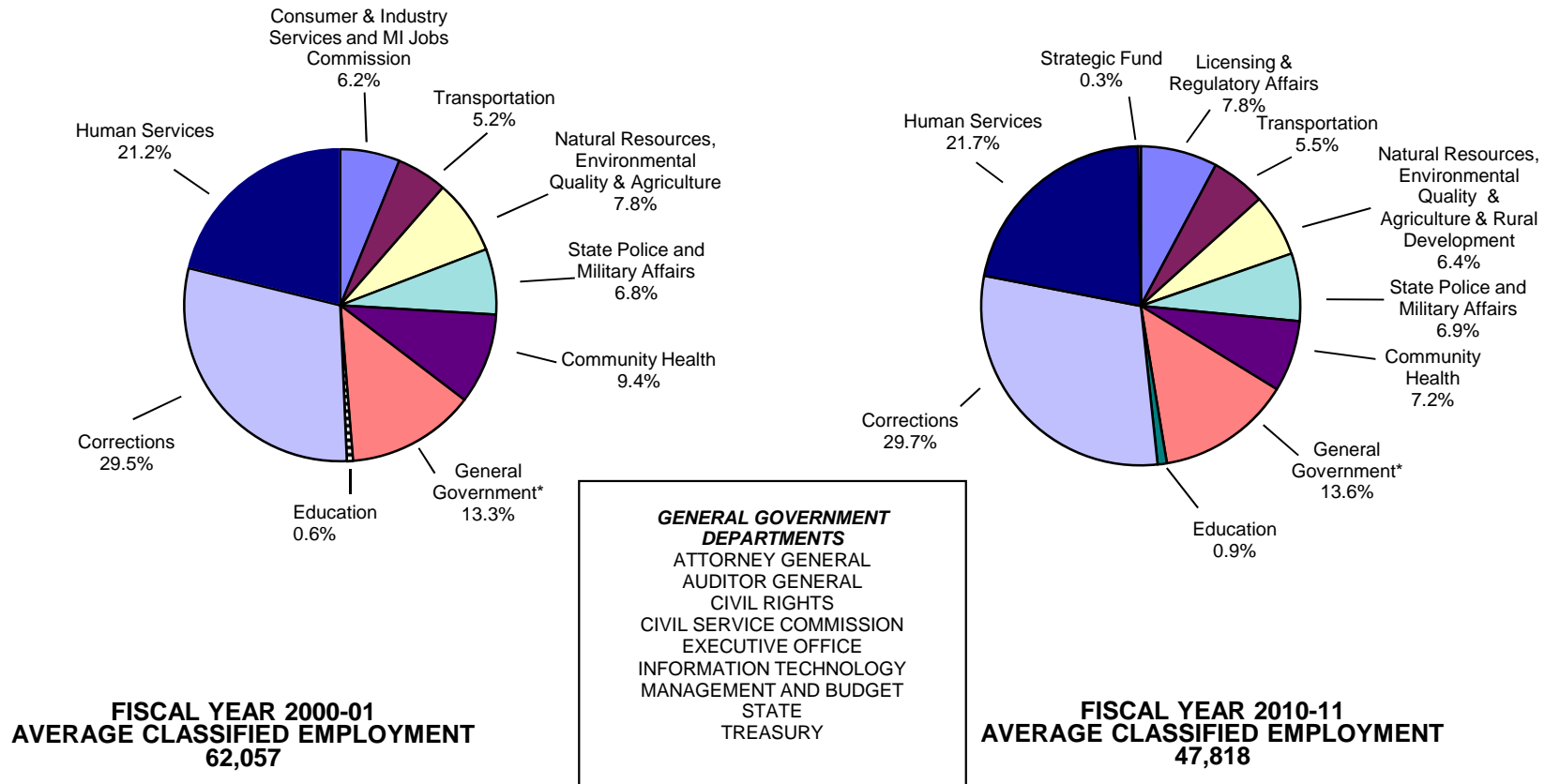
Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. For this report, the actual number of employees who job share is divided in half.

Statewide, the number of classified employees at fiscal year end decreased by 2,328 (4.4%) from FY 2009-10 to FY 2010-11.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES  
Fiscal Years 2000-01 and 2010-11 Compared**

Graph 1-3



Comment: Statewide, average classified employment decreased by 14,239 positions (22.9%) from FY 2000-01 to FY 2010-11.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF09

**AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT  
FISCAL YEARS 2001-02 THROUGH 2010-11**

Table 1-4

<b>DEPARTMENT</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>	<b>05-06</b>	<b>06-07</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>
Agriculture & Rural Development <sup>9</sup>	702	635	687	641	575	535	521	529	447	393
Attorney General	538	474	489	524	528	517	496	494	461	434
Auditor General	176	157	150	143	142	138	138	135	132	134
Career Development <sup>1</sup>	1,079	911	901	34	--	--	--	--	--	--
Civil Rights	164	135	133	131	127	119	117	112	95	90
Civil Service Commission <sup>2</sup>	200	176	189	210	210	206	538	526	488	414
Community Health	5,370	4,465	4,577	4,424	4,241	4,225	3,964	4,075	3,873	3,448
Consumer and Industry Services	3,735	3,186	3,170	209	--	--	--	--	--	--
Corrections	17,821	17,222	16,781	16,543	16,446	16,357	15,944	15,762	14,943	14,223
Education	393	298	324	352	367	369	380	405	445	446
Environmental Quality <sup>7</sup>	1,567	1,370	1,444	1,419	1,430	1,423	1,354	1,330	1,283	591
Executive Office	58	51	49	45	44	44	46	45	41	38
History Arts and Libraries <sup>3</sup>	295	287	273	203	200	196	191	182	--	--
Human Services	12,554	10,303	10,104	9,953	9,778	9,759	9,582	10,168	10,414	10,365
Information Technology <sup>4 &amp; 8</sup>	--	1,730	1,721	1,675	1,690	1,712	1,670	1,709	1,720	--
Labor & Economic Growth <sup>5</sup>	--	--	55	3,751	4,128	3,967	3,781	4,056	--	--
Licensing & Regulatory Affairs <sup>5</sup>	--	--	--	--	--	--	--	--	4,298	3,727
Management and Budget <sup>8</sup>	1,851	1,306	1,277	967	967	971	938	967	931	--
Military and Veterans Affairs	962	919	943	928	924	934	921	926	897	891
Natural Resources <sup>7</sup>	2,446	2,265	2,328	1,669	1,657	1,628	1,564	1,607	1,629	859
Natural Resources & Environment <sup>7</sup>	--	--	--	--	--	--	--	--	--	1,198
State	2,095	1,836	1,852	1,705	1,672	1,622	1,535	1,447	1,372	1,263
State Police	3,164	2,800	2,661	2,704	2,690	2,657	2,586	2,622	2,548	2,395
Strategic Fund <sup>6</sup>	--	--	--	--	--	174	177	193	197	135
Technology, Management & Budget <sup>8</sup>	--	--	--	--	--	--	--	--	--	2,384
Transportation	3,185	2,826	2,956	2,849	2,880	2,895	2,854	2,892	2,844	2,639
Treasury	<u>1,793</u>	<u>1,514</u>	<u>1,512</u>	<u>1,535</u>	<u>1,564</u>	<u>1,565</u>	<u>1,502</u>	<u>1,519</u>	<u>1,558</u>	<u>1,754</u>
<b>TOTAL</b>	<b>60,147</b>	<b>54,866</b>	<b>54,573</b>	<b>52,614</b>	<b>52,259</b>	<b>52,013</b>	<b>50,799</b>	<b>51,699</b>	<b>50,615</b>	<b>47,818</b>

Footnotes: <sup>1</sup> The Department of Career Development was created by Executive Order 1999-1 and then transferred to the Department of Labor & Economic Growth (DLEG) by Executive Order 2003-14.  
<sup>2</sup> Civil Service positions increased in FY 2004-05 due to creation of the MI HR Service Center. The Department of Civil Service was renamed the Civil Service Commission and human resources staff were consolidated into the Civil Service Commission under Executive Order 2007-30. Totals provided in this report reflect the human resources consolidation beginning in FY 2007-08.  
<sup>3</sup> The Department of History Arts and Libraries was established by Executive Order 2001-2, effective July 23, 2001 and then abolished by Executive Order 2009-36, effective October 1, 2009.  
<sup>4</sup> The Department of Information Technology was created by Executive Order 2001-3.  
<sup>5</sup> The Department of Consumer and Industry Services was renamed the Department of Labor & Economic Growth (DLEG) by Executive Order 2003-18. The Department of Labor & Economic Growth (DLEG) was renamed the Department of Energy, Labor & Economic Growth (DELEG) by Executive Order 2008-20. The Department of Energy, Labor & Economic Growth (DELEG) was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.  
<sup>6</sup> Effective October 1, 2007, Strategic Fund became autonomous.  
<sup>7</sup> In FY 2009-10, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011.  
<sup>8</sup> In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for this report.  
<sup>9</sup> In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2010-11. The count of employees who job share is divided in half.

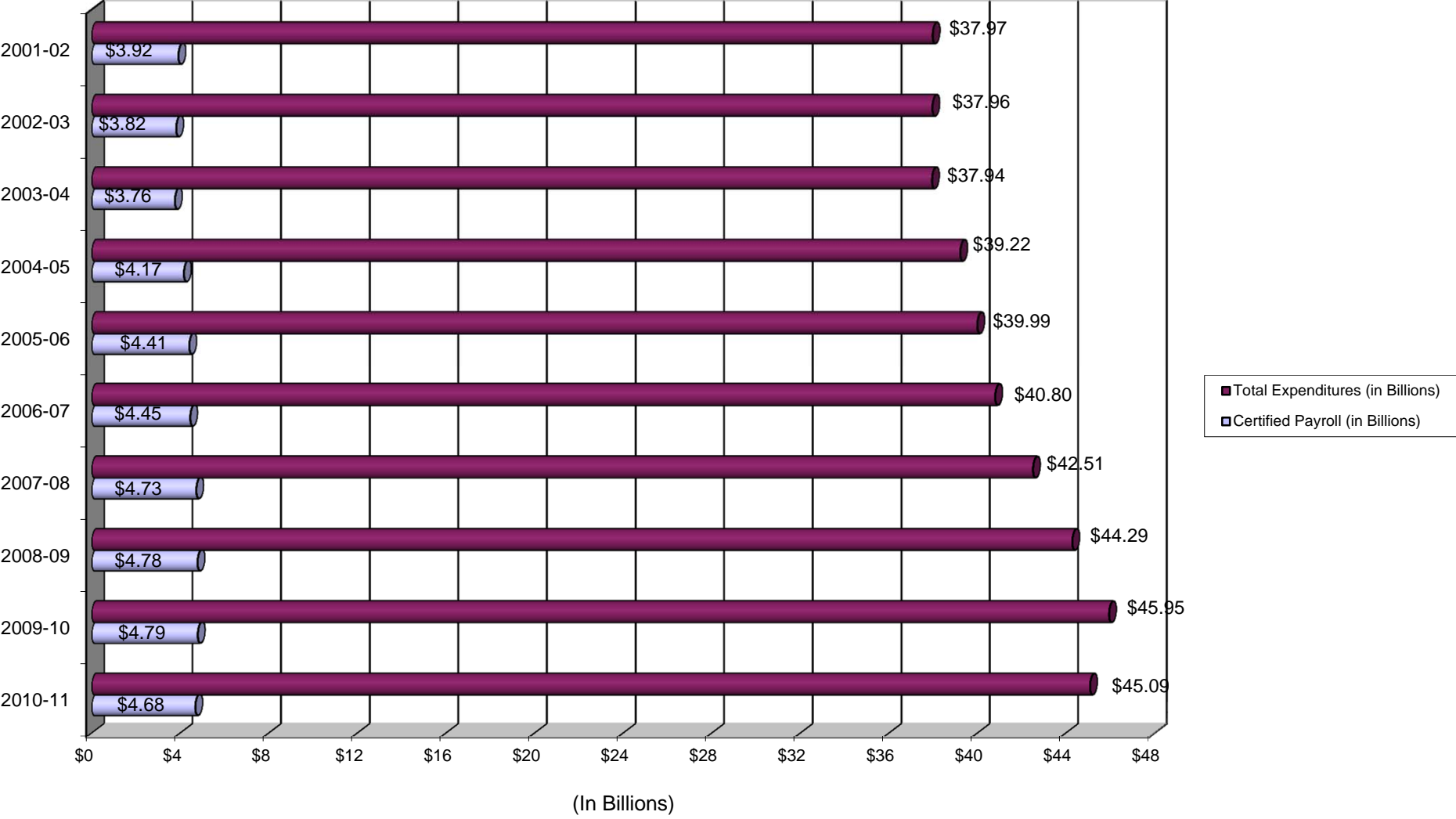
Source: Michigan Civil Service Commission HWF09

## SECTION TWO

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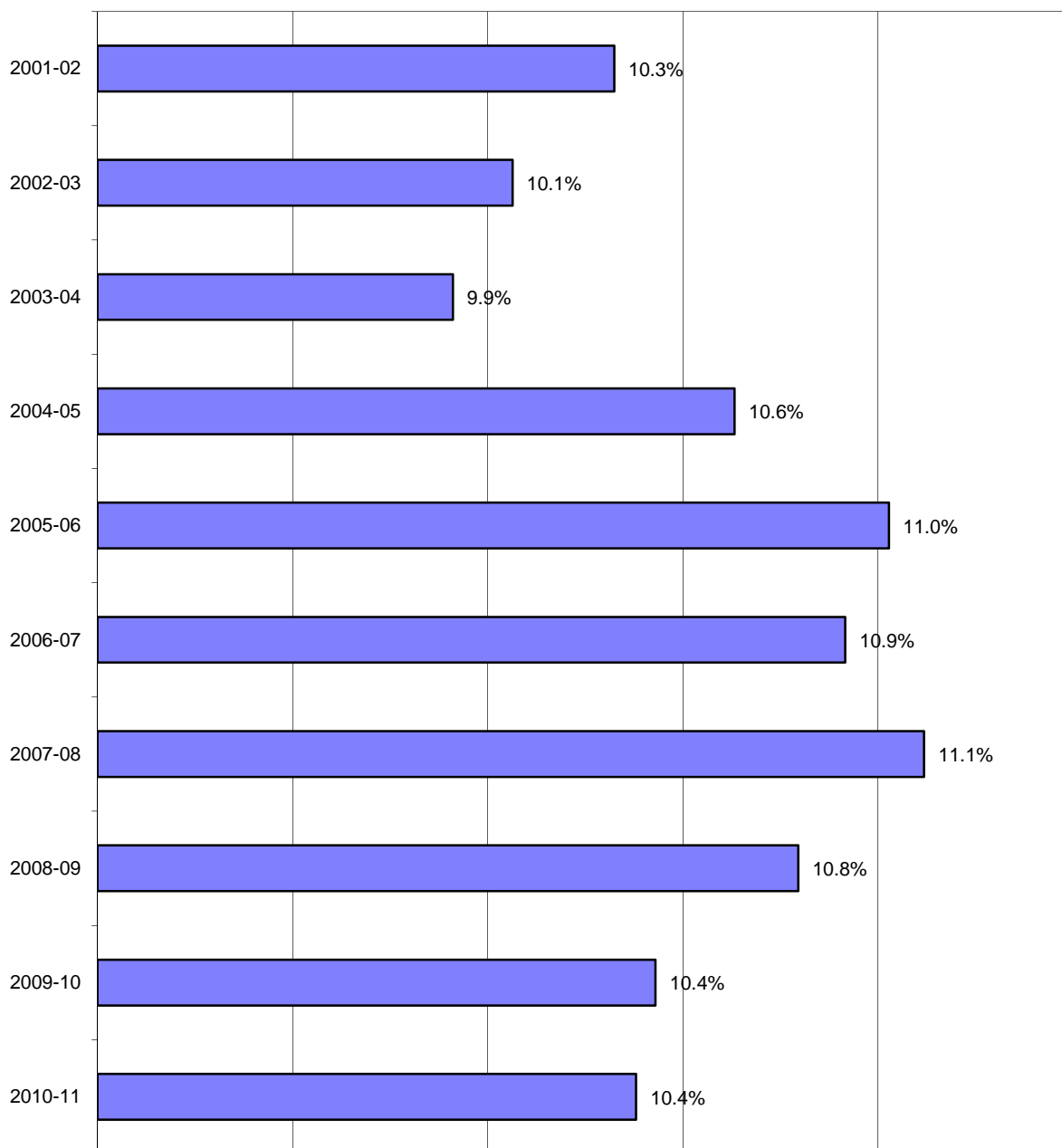
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2001-02 through 2010-11



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) 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 CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES  
Fiscal Years 2001-02 through 2010-11**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) 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.



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

Pay End Date: September 17, 2011

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 & RURAL DEVELOPMENT	388	0.8 %	48.1	\$30.06	316	81.4 %
ATTORNEY GENERAL	439	0.9 %	46.6	\$37.74	289	65.8 %
AUDITOR GENERAL	136	0.3 %	39.9	\$34.03	98	72.1 %
CIVIL RIGHTS	93	0.2 %	47.7	\$28.71	72	77.4 %
CIVIL SERVICE COMMISSION	419	0.8 %	46.4	\$28.33	322	76.8 %
COMMUNITY HEALTH	3,357	6.7 %	47.4	\$27.62	2,198	65.5 %
CORRECTIONS	13,972	27.9 %	45.7	\$25.81	11,524	82.5 %
EDUCATION	447	0.9 %	48.4	\$31.31	255	57.0 %
ENVIRONMENTAL QUALITY	1,106	2.2 %	48.0	\$31.27	974	88.1 %
EXECUTIVE OFFICE	42	0.1 %	36.7	\$29.76	8	19.0 %
HUMAN SERVICES	10,979	21.9 %	43.2	\$23.85	5,890	53.6 %
LICENSING & REGULATORY AFFAIRS	3,819	7.6 %	46.7	\$27.12	2,476	64.8 %
MILITARY & VETERAN AFFAIRS	969	1.9 %	46.0	\$22.66	608	62.7 %
NATURAL RESOURCES	2,953	5.9 %	40.6	\$18.04	1,208	40.9 %
STATE	1,484	3.0 %	45.3	\$21.68	998	67.3 %
STATE POLICE	2,367	4.7 %	43.3	\$30.08	2,098	88.6 %
STRATEGIC FUND	122	0.2 %	49.5	\$33.13	93	76.2 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,452	4.9 %	46.6	\$30.11	1,736	70.8 %
TRANSPORTATION	2,745	5.5 %	44.8	\$27.17	2,091	76.2 %
TREASURY	1,831	3.7 %	45.1	\$27.51	1,199	65.5 %
<b>STATEWIDE TOTALS:</b>	<b>50,120</b>	<b>100.0 %</b>	<b>45.0</b>	<b>\$25.89</b>	<b>34,453</b>	<b>68.7 %</b>

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF24

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2006-07 through 2010-11**

<u>Salary Range</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	0	0	0	0	0
14,000 - 14,999	26	0	0	0	0
15,000 - 15,999	390	532	458	442	517
16,000 - 16,999	15	23	28	10	16
17,000 - 17,999	189	216	283	245	246
18,000 - 18,999	404	416	436	518	533
19,000 - 19,999	15	32	25	5	13
20,000 - 20,999	85	104	125	158	215
21,000 - 21,999	29	32	27	37	41
22,000 - 22,999	8	106	20	16	15
23,000 - 23,999	32	13	12	13	9
24,000 - 24,999	5	6	8	53	4
25,000 - 25,999	261	36	27	40	34
26,000 - 26,999	88	286	281	284	118
27,000 - 27,999	36	104	89	92	218
28,000 - 28,999	148	35	28	35	111
29,000 - 29,999	119	241	306	178	33
30,000 - 30,999	152	174	146	106	195
31,000 - 31,999	533	629	189	216	240
32,000 - 32,999	219	347	195	210	198
33,000 - 33,999	452	196	390	232	327
34,000 - 34,999	245	413	1,217	533	447
35,000 - 35,999	402	377	464	473	940
36,000 - 36,999	737	263	284	253	786
37,000 - 37,999	719	871	834	917	321
38,000 - 38,999	590	444	629	876	927
39,000 - 39,999	2,761	780	550	360	1,044
40,000 - 40,999	692	1,540	1,529	973	497
41,000 - 41,999	2,759	2,239	2,283	2,587	611
42,000 - 42,999	626	541	612	692	907
43,000 - 43,999	488	2,763	2,835	2,862	1,665
44,000 - 44,999	1,905	521	674	577	1,791
45,000 - 45,999	2,171	962	1,082	817	1,852
46,000 - 46,999	6,116	1,451	1,464	1,740	914
47,000 - 47,999	439	1,848	1,675	2,040	987
48,000 - 48,999	735	5,831	5,468	1,554	1,661
49,000 - 49,999	6,574	438	382	4,384	1,796
50,000 - 50,999	1,045	691	758	371	4,529
51,000 - 51,999	395	6,375	6,226	3,112	517
52,000 - 52,999	1,862	710	695	3,178	487
53,000 - 53,999	239	641	607	844	4,928

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

Source: Michigan Civil Service Commission HWF39A and HWF40

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2006-07 through 2010-11**

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2006-07</u>	<u>2008-09</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
54,000 - 54,999	536	405	360	495	777
55,000 - 55,999	1,393	1,494	1,417	833	540
56,000 - 56,999	1,177	486	458	740	692
57,000 - 57,999	373	433	371	491	865
58,000 - 58,999	2,005	1,164	1,147	1,127	1,005
59,000 - 59,999	377	1,520	1,566	1,526	729
60,000 - 60,999	2,173	1,166	1,157	130	358
61,000 - 61,999	525	1,060	1,127	2,172	1,686
62,000 - 62,999	218	2,036	2,081	314	910
63,000 - 63,999	1,191	310	305	1,946	2,104
64,000 - 64,999	164	604	647	553	479
65,000 - 65,999	1,044	971	964	443	252
66,000 - 66,999	1,145	428	423	1,020	259
67,000 - 67,999	247	199	219	288	450
68,000 - 68,999	310	1,028	1,044	236	899
69,000 - 69,999	648	1,177	1,220	1,965	1,558
70,000 - 70,999	133	200	157	278	46
71,000 - 71,999	146	653	649	318	420
72,000 - 72,999	765	275	311	664	791
73,000 - 73,999	357	150	142	118	132
74,000 - 74,999	219	111	124	137	206
75,000 - 75,999	252	774	759	93	83
76,000 - 76,999	173	328	326	756	602
77,000 - 77,999	61	226	229	342	364
78,000 - 78,999	186	273	290	217	303
79,000 - 79,999	100	143	141	339	275
80,000 - 80,999	398	96	85	104	113
81,000 - 81,999	32	197	212	71	87
82,000 - 82,999	179	29	37	214	182
83,000 - 83,999	83	461	475	110	90
84,000 - 84,999	63	32	30	415	364
85,000 - 85,999	38	86	116	27	33
86,000 - 86,999	35	141	147	113	112
87,000 - 87,999	86	52	57	131	102
88,000 - 88,999	35	71	78	65	65
89,000 - 89,999	46	36	37	64	58
90,000 - 90,999	118	84	75	36	39
91,000 - 91,999	174	36	39	89	82
92,000 - 92,999	22	42	43	38	34
93,000 - 93,999	18	44	43	43	33

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

Source: Michigan Civil Service Commission HWF39A and HWF40

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2006-07 through 2010-11**

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
\$94,000 - 94,999	21	112	108	41	38
95,000 - 95,999	23	156	147	115	94
96,000 - 96,999	39	25	28	132	104
97,000 - 97,999	71	25	37	24	27
98,000 - 98,999	115	21	26	25	28
99,000 - 99,999	21	16	17	29	33
100,000 - 100,999	21	52	57	20	28
101,000 - 101,999	15	66	67	55	39
102,000 - 102,999	96	121	124	71	65
103,000 - 103,999	25	23	25	118	106
104,000 - 104,999	24	22	25	24	28
105,000 - 105,999	202	16	16	27	27
106,000 - 106,999	15	85	75	14	15
107,000 - 107,999	5	27	26	70	64
108,000 - 108,999	17	19	20	17	16
109,000 - 109,999	9	201	186	21	19
110,000 - 110,999	7	12	10	21	21
111,000 - 111,999	8	8	9	171	142
112,000 - 112,999	51	20	21	12	10
113,000 - 113,999	54	11	8	15	13
114,000 - 114,999	2	5	9	7	6
115,000 - 115,999	2	10	14	11	16
116,000 - 116,999	3	7	6	12	8
117,000 - 117,999	20	90	89	10	9
118,000 - 118,999	7	1	1	90	77
119,000 - 119,999	29	2	2	0	2
120,000 - 120,999	5	2	4	4	4
121,000 - 121,999	4	0	0	1	1
122,000 - 122,999	20	18	19	0	1
123,000 - 123,999	2	7	6	15	14
124,000 - 124,999	1	28	25	6	4
125,000 - 125,999	26	7	6	34	27
126,000 and above	141	192	194	193	165
<b>STATEWIDE TOTAL</b>	<b>53,052</b>	<b>53,655</b>	<b>53,856</b>	<b>52,499</b>	<b>50,120</b>

Median Salary: \$51,448

Average Salary: \$54,048

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

Source: Michigan Civil Service Commission HWF39A and HWF40

**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL  
(Employer Contributions)  
Fiscal Years 2006-07 through 2010-11**

	2006-07	2007-08	2008-09	2009-10	2010-11
<b>Legally Required Payments</b>					
FICA	7.38 %	7.35 %	7.27 %	7.29 %	7.05 %
Unemployment Compensation	.18	.15	.21	.46	.39
Workers Compensation	1.26	1.28	1.19	1.25	1.32
<b>Total Legally Required Payments</b>	<b>8.83 %</b>	<b>8.78 %</b>	<b>8.67 %</b>	<b>8.99 %</b>	<b>8.76 %</b>
<b>Group Insurance</b>					
State Health Plan	11.01 %	11.11 %	10.29 %	10.15 %	10.15 %
Health Maintenance Organization	7.15	7.35	7.57	8.04	9.23
Dental	1.66	1.83	1.83	1.83	1.79
Vision	.26	.25	.25	.25	.24
Life	1.00	.99	1.01	.77	.99
Long Term Disability	.80	.80	.78	1.01	.75
Flexible Benefits Allowance/Recovery	.07	.06	.07	.07	.07
<b>Total Group Insurance</b>	<b>21.94 %</b>	<b>22.39 %</b>	<b>21.80 %</b>	<b>22.11 %</b>	<b>23.23 %</b>
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	1.23 %	.88 %	.81 %	.95 %	.47 %
Terminal Longevity Payments	.02	.02	.02	.03	.05
Professional Development	.01	.01	.01	.01	.01
Uniforms and Dry Cleaning	.25	.23	.23	.23	.22
<b>Total Other Cash Payments</b>	<b>1.50 %</b>	<b>1.14 %</b>	<b>1.08 %</b>	<b>1.23 %</b>	<b>.75 %</b>
<b>Pension Items</b>					
Retirement or Pension Plans	18.62 %	23.39 %	24.93 %	25.92 %	27.31 %
Defined Contribution Pension Plan	2.19	2.46	2.67	2.82	2.99
<b>Total Pension Items</b>	<b>20.81</b>	<b>25.85</b>	<b>27.61</b>	<b>28.75</b>	<b>30.30</b>
<b>Total Employee Benefits</b>	<b>53.07 %</b>	<b>58.15 %</b>	<b>59.16 %</b>	<b>61.08 %</b>	<b>63.05 %</b>

Comment: 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 YER #7 (11/18/11)

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: September 17, 2011

Department	Total Employees	Health Insurance								Dental Insurance					
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
AGRICULTURE & RURAL DEVELOPMENT	373	180	48 %	173	46 %	5	1 %	0	0 %	349	94 %	6	2 %	2	1 %
ATTORNEY GENERAL	439	186	42 %	201	46 %	3	1 %	0	0 %	398	91 %	6	1 %	0	0 %
AUDITOR GENERAL	131	31	24 %	78	60 %	5	4 %	0	0 %	116	89 %	1	1 %	0	0 %
CIVIL RIGHTS	93	43	46 %	44	47 %	2	2 %	0	0 %	88	95 %	2	2 %	0	0 %
CIVIL SERVICE COMMISSION	403	130	32 %	232	58 %	4	1 %	0	0 %	367	91 %	9	2 %	0	0 %
COMMUNITY HEALTH	3,299	1,635	50 %	1,392	42 %	34	1 %	0	0 %	2,985	90 %	113	3 %	12	0 %
CORRECTIONS	13,917	8,017	58 %	5,034	36 %	65	0 %	0	0 %	12,942	93 %	263	2 %	26	0 %
EDUCATION	443	199	45 %	182	41 %	8	2 %	0	0 %	394	89 %	7	2 %	6	1 %
ENVIRONMENTAL QUALITY	1,092	425	39 %	582	53 %	8	1 %	0	0 %	1,006	92 %	20	2 %	1	0 %
EXECUTIVE OFFICE	42	25	60 %	10	24 %	0	0 %	0	0 %	37	88 %	0	0 %	0	0 %
HUMAN SERVICES	10,967	5,049	46 %	5,046	46 %	105	1 %	0	0 %	9,904	90 %	408	4 %	48	0 %
LICENSING & REGULATORY AFFAIRS	3,697	1,631	44 %	1,777	48 %	48	1 %	0	0 %	3,354	91 %	133	4 %	15	0 %
MILITARY & VETERAN AFFAIRS	881	372	42 %	436	49 %	12	1 %	0	0 %	827	94 %	4	0 %	3	0 %
NATURAL RESOURCES	1,585	1,006	63 %	428	27 %	26	2 %	0	0 %	1,447	91 %	11	1 %	7	0 %
STATE	1,276	552	43 %	632	50 %	15	1 %	0	0 %	1,188	93 %	26	2 %	1	0 %
STATE POLICE	2,363	662	28 %	413	17 %	13	1 %	1,173	50 %	2,263	96 %	15	1 %	5	0 %
STRATEGIC FUND	122	41	34 %	67	55 %	3	2 %	0	0 %	105	86 %	6	5 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,359	744	32 %	1,419	60 %	26	1 %	0	0 %	2,111	89 %	71	3 %	8	0 %
TRANSPORTATION	2,523	1,292	51 %	1,065	42 %	33	1 %	0	0 %	2,377	94 %	27	1 %	6	0 %
TREASURY	1,755	584	33 %	1,019	58 %	34	2 %	0	0 %	1,604	91 %	51	3 %	7	0 %
<b>STATEWIDE TOTALS:</b>	<b>47,760</b>	<b>22,804</b>	<b>48 %</b>	<b>20,230</b>	<b>42 %</b>	<b>449</b>	<b>1 %</b>	<b>1,173</b>	<b>2 %</b>	<b>43,862</b>	<b>92 %</b>	<b>1,179</b>	<b>2 %</b>	<b>147</b>	<b>0 %</b>

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF47

## ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: September 17, 2011

Department	Total Employees	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	373	359	96 %	314	84 %	0	0 %	358	96 %	15	4 %	0	0 %
ATTORNEY GENERAL	439	407	93 %	310	71 %	0	0 %	409	93 %	28	6 %	0	0 %
AUDITOR GENERAL	131	118	90 %	104	79 %	0	0 %	120	92 %	11	8 %	0	0 %
CIVIL RIGHTS	93	90	97 %	79	85 %	0	0 %	84	90 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	403	378	94 %	360	89 %	3	1 %	390	97 %	13	3 %	2	0 %
COMMUNITY HEALTH	3,299	3,122	95 %	2,829	86 %	0	0 %	3,101	94 %	195	6 %	0	0 %
CORRECTIONS	13,917	13,235	95 %	12,972	93 %	0	0 %	13,422	96 %	429	3 %	0	0 %
EDUCATION	443	410	93 %	298	67 %	0	0 %	413	93 %	29	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,092	1,029	94 %	944	86 %	0	0 %	1,018	93 %	71	7 %	0	0 %
EXECUTIVE OFFICE	42	37	88 %	20	48 %	0	0 %	35	83 %	6	14 %	0	0 %
HUMAN SERVICES	10,967	10,406	95 %	8,952	82 %	0	0 %	10,344	94 %	609	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	3,697	3,515	95 %	2,992	81 %	1	0 %	3,486	94 %	206	6 %	1	0 %
MILITARY & VETERAN AFFAIRS	881	835	95 %	726	82 %	0	0 %	836	95 %	31	4 %	0	0 %
NATURAL RESOURCES	1,585	1,474	93 %	1,286	81 %	0	0 %	1,500	95 %	84	5 %	0	0 %
STATE	1,276	1,224	96 %	1,091	86 %	0	0 %	1,180	92 %	94	7 %	0	0 %
STATE POLICE	2,363	2,286	97 %	2,359	100 %	1,363	58 %	2,244	95 %	100	4 %	1,339	57 %
STRATEGIC FUND	122	112	92 %	96	79 %	0	0 %	113	93 %	9	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,359	2,199	93 %	1,883	80 %	38	2 %	2,239	95 %	111	5 %	33	1 %
TRANSPORTATION	2,523	2,418	96 %	2,229	88 %	0	0 %	2,386	95 %	132	5 %	0	0 %
TREASURY	1,755	1,671	95 %	1,410	80 %	0	0 %	1,644	94 %	108	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>47,760</b>	<b>45,325</b>	<b>95 %</b>	<b>41,254</b>	<b>86 %</b>	<b>1,405</b>	<b>3 %</b>	<b>45,322</b>	<b>95 %</b>	<b>2,290</b>	<b>5 %</b>	<b>1,375</b>	<b>3 %</b>

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF47

**STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2005-06 through 2009-10**

	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
<b>VACATION</b>	8.9 %	8.2 %	7.8 %	7.5 %	8.2 %
<b>HOLIDAY</b>	4.6 %	5.0 %	4.6 %	4.6 %	4.6 %
<b>SICK LEAVE</b>	4.0 %	4.2 %	4.0 %	3.8 %	4.2 %
<b>TOTAL</b>	<b>17.4 %</b>	<b>17.4 %</b>	<b>16.5 %</b>	<b>15.9 %</b>	<b>17.0 %</b>

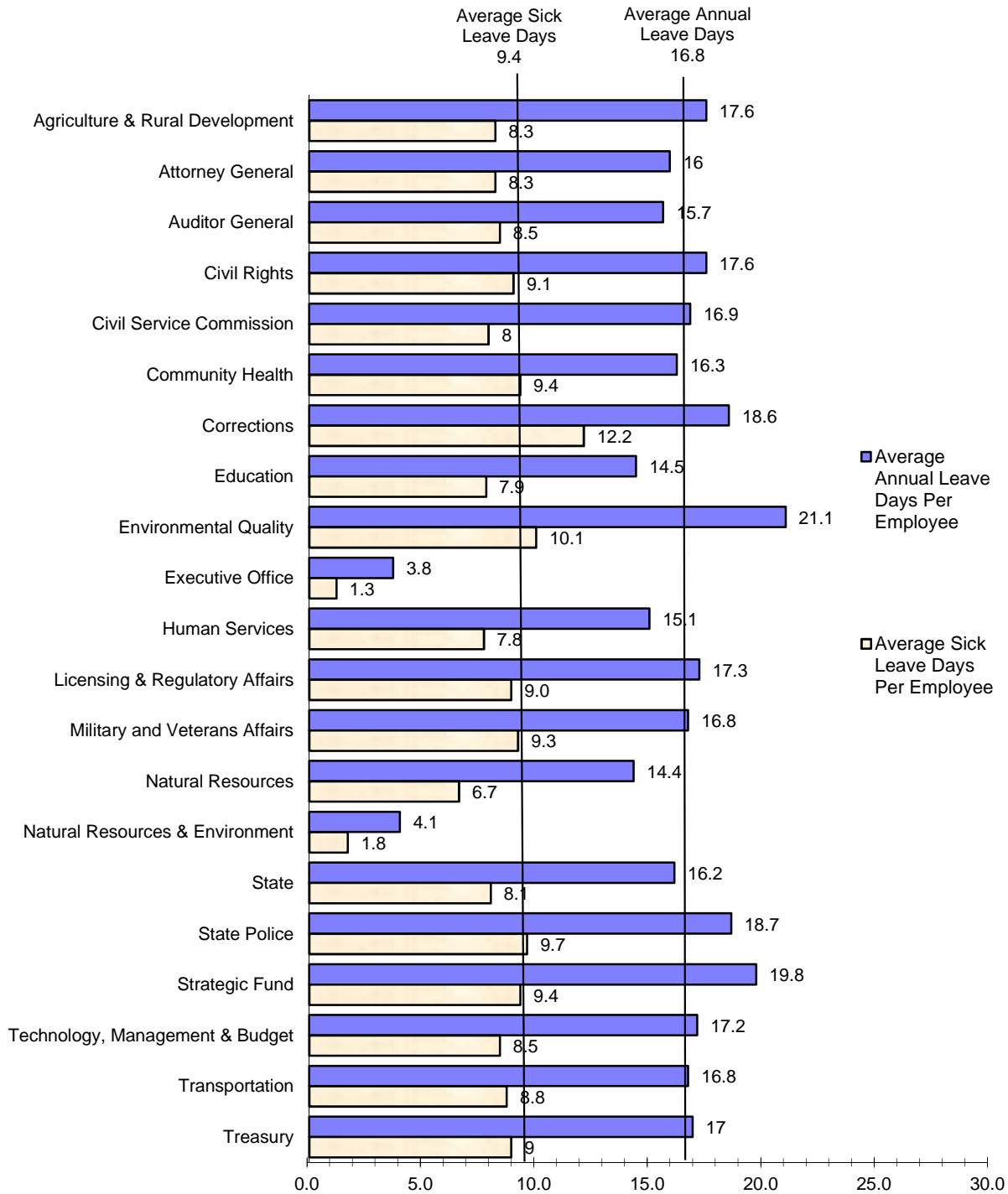
Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used.

DAFR-9670, 1/10/97

Source: MAIN DAFR6940 191OFBD YER#4 (11/19/10)



### ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT Fiscal Year 2010-11



Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
Fiscal Year 2010-11**

<b>DEPARTMENT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
Agriculture & Rural Development	8.3	17.5	25.8
Attorney General	8.3	16.0	24.3
Auditor General	8.3	15.4	23.7
Civil Rights	9.1	17.6	26.7
Civil Service Commission	8.0	16.9	24.9
Community Health	9.4	16.3	25.7
Corrections	12.2	18.6	30.8
Education	7.9	14.5	22.4
Environmental Quality	10.1	21.1	31.2
Executive Office	1.3	3.8	5.1
Human Services	7.8	15.1	22.9
Licensing & Regulatory Affairs	9.0	17.2	26.2
Military and Veterans Affairs	9.3	16.8	26.1
Natural Resources	6.7	14.3	21.0
Natural Resources & Environment	1.8	4.1	5.9
State	8.1	16.1	24.2
State Police	9.7	18.7	28.4
Strategic Fund	9.4	19.8	29.2
Technology, Management & Budget	8.5	17.1	25.6
Transportation	8.8	16.6	25.4
Treasury	9.0	16.9	25.9
<b>STATEWIDE AVERAGE</b>	<b>9.4</b>	<b>16.8</b>	<b>26.2</b>

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON  
(Average Days Per Employee)**

**Fiscal Years 2006-07 through 2010-11**

<b>DEPARTMENT</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
Agriculture & Rural Development	9.7	9.5	8.9	10.1	8.3
Attorney General	9.8	8.7	8.9	9.8	8.3
Auditor General	9.3	10.2	9.8	9.5	8.3
Civil Rights	11.2	10.5	10.9	11.4	9.1
Civil Service Commission	11.6	10.7	10.0	10.5	8.0
Community Health	11.4	10.8	10.1	10.7	9.4
Corrections	11.9	10.9	11.4	12.3	12.2
Education	8.9	9.4	8.5	9.7	7.9
Environmental Quality	10.3	10.6	9.7	10.4	10.1
Executive Office	5.8	4.0	6.6	7.3	1.3
Human Services	10.9	9.9	8.4	9.6	7.8
Information Technology	10.1	10.1	9.1	10.3	--
Licensing & Regulatory Affairs	10.8	10.6	8.5	9.8	9.3
Management and Budget	10.2	9.9	9.7	10.3	--
Military and Veterans Affairs	10.5	10.5	10.4	10.8	9.3
Natural Resources	6.2	5.8	6.0	6.5	6.7
Natural Resources & Environment	--	--	--	--	1.8
State	10.5	10.7	9.8	10.7	8.1
State Police	10.7	10.4	10.3	10.6	9.7
Strategic Fund	9.5	9.5	7.8	8.6	9.4
Technology, Management & Budget	--	--	--	--	8.5
Transportation	9.8	9.5	8.6	9.9	8.8
Treasury	10.2	10.4	9.5	10.2	9.0
<b>STATEWIDE AVERAGE</b>	<b>10.8</b>	<b>10.2</b>	<b>9.6</b>	<b>10.6</b>	<b>9.4</b>

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Effective October 1, 2007, Strategic Fund became autonomous.

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

## SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 02, 2010 Through Pay End Date September 17, 2011

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE & RURAL DEVELOPMENT	453	29,988.3	66.2	8.3
ATTORNEY GENERAL	531	35,145.5	66.2	8.3
AUDITOR GENERAL	161	10,942.2	68.0	8.5
CIVIL RIGHTS	114	8,280.1	72.6	9.1
CIVIL SERVICE COMMISSION	521	33,416.5	64.1	8.0
COMMUNITY HEALTH	4,170	313,227.1	75.1	9.4
CORRECTIONS	15,642	1,526,298.0	97.6	12.2
EDUCATION	533	33,749.9	63.3	7.9
ENVIRONMENTAL QUALITY	1,114	89,721.9	80.5	10.1
EXECUTIVE OFFICE	63	651.6	10.3	1.3
HUMAN SERVICES	12,898	802,209.5	62.2	7.8
LICENSING & REGULATORY AFFAIRS	4,297	309,634.1	72.1	9.0
MILITARY & VETERAN AFFAIRS	1,050	78,411.8	74.7	9.3
NATURAL RESOURCES	1,946	104,493.5	53.7	6.7
NATURAL RESOURCES & ENVIRONMENT	560	8,028.5	14.3	1.8
STATE	1,597	103,673.4	64.9	8.1
STATE POLICE	2,610	202,049.6	77.4	9.7
STRATEGIC FUND	144	10,880.9	75.6	9.4
TECHNOLOGY, MANAGEMENT & BUDGET	2,848	194,147.6	68.2	8.5
TRANSPORTATION	3,290	232,776.5	70.8	8.8
TREASURY	2,075	150,217.8	72.4	9.0
<b>STATEWIDE</b>	<b>56,617</b>	<b>4,277,944.3</b>	<b>75.6</b>	<b>9.4</b>

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF28

**ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT**  
**From Pay End Date October 02, 2010 Through Pay End Date September 17, 2011**

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 & RURAL DEVELOPMENT	453	63,731.0	140.7	17.6	453	1,774.7	3.9	0.5
ATTORNEY GENERAL	531	67,774.1	127.6	16.0	531	2,433.3	4.6	0.6
AUDITOR GENERAL	161	20,195.0	125.4	15.7	161	1,121.5	7.0	0.9
CIVIL RIGHTS	114	16,034.6	140.7	17.6	114	832.5	7.3	0.9
CIVIL SERVICE COMMISSION	521	70,333.7	135.0	16.9	521	2,362.0	4.5	0.6
COMMUNITY HEALTH	4,170	544,834.7	130.7	16.3	4,170	35,126.1	8.4	1.1
CORRECTIONS	15,642	2,323,349.0	148.5	18.6	15,642	83,521.3	5.3	0.7
EDUCATION	533	61,767.8	115.9	14.5	533	3,809.3	7.1	0.9
ENVIRONMENTAL QUALITY	1,114	188,439.7	169.2	21.1	1,114	6,173.9	5.5	0.7
EXECUTIVE OFFICE	63	1,929.4	30.6	3.8	63	115.0	1.8	0.2
HUMAN SERVICES	12,898	1,555,284.4	120.6	15.1	12,898	93,349.9	7.2	0.9
LICENSING & REGULATORY AFFAIRS	4,297	593,755.5	138.2	17.3	4,297	29,838.3	6.9	0.9
MILITARY & VETERAN AFFAIRS	1,050	141,357.2	134.6	16.8	1,050	10,404.0	9.9	1.2
NATURAL RESOURCES	1,946	223,713.2	115.0	14.4	1,946	5,948.0	3.1	0.4
NATURAL RESOURCES & ENVIRONMNT	560	18,310.7	32.7	4.1	560	654.1	1.2	0.1
STATE	1,597	206,755.7	129.5	16.2	1,597	10,208.1	6.4	0.8
STATE POLICE	2,610	391,277.5	149.9	18.7	2,610	21,655.2	8.3	1.0
STRATEGIC FUND	144	22,752.3	158.0	19.8	144	723.7	5.0	0.6
TECHNOLOGY, MANAGEMENT & BUDGET	2,848	391,959.1	137.6	17.2	2,848	15,473.7	5.4	0.7
TRANSPORTATION	3,290	442,123.3	134.4	16.8	3,290	18,806.3	5.7	0.7
TREASURY	2,075	281,914.2	135.9	17.0	2,075	13,829.3	6.7	0.8
<b>STATEWIDE</b>	<b>56,617</b>	<b>7,627,592.1</b>	<b>134.7</b>	<b>16.8</b>	<b>56,617</b>	<b>358,160.2</b>	<b>6.3</b>	<b>0.8</b>

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF31

**Age Distribution for Classified Employees by Department**  
**Pay End Date: September 17, 2011**

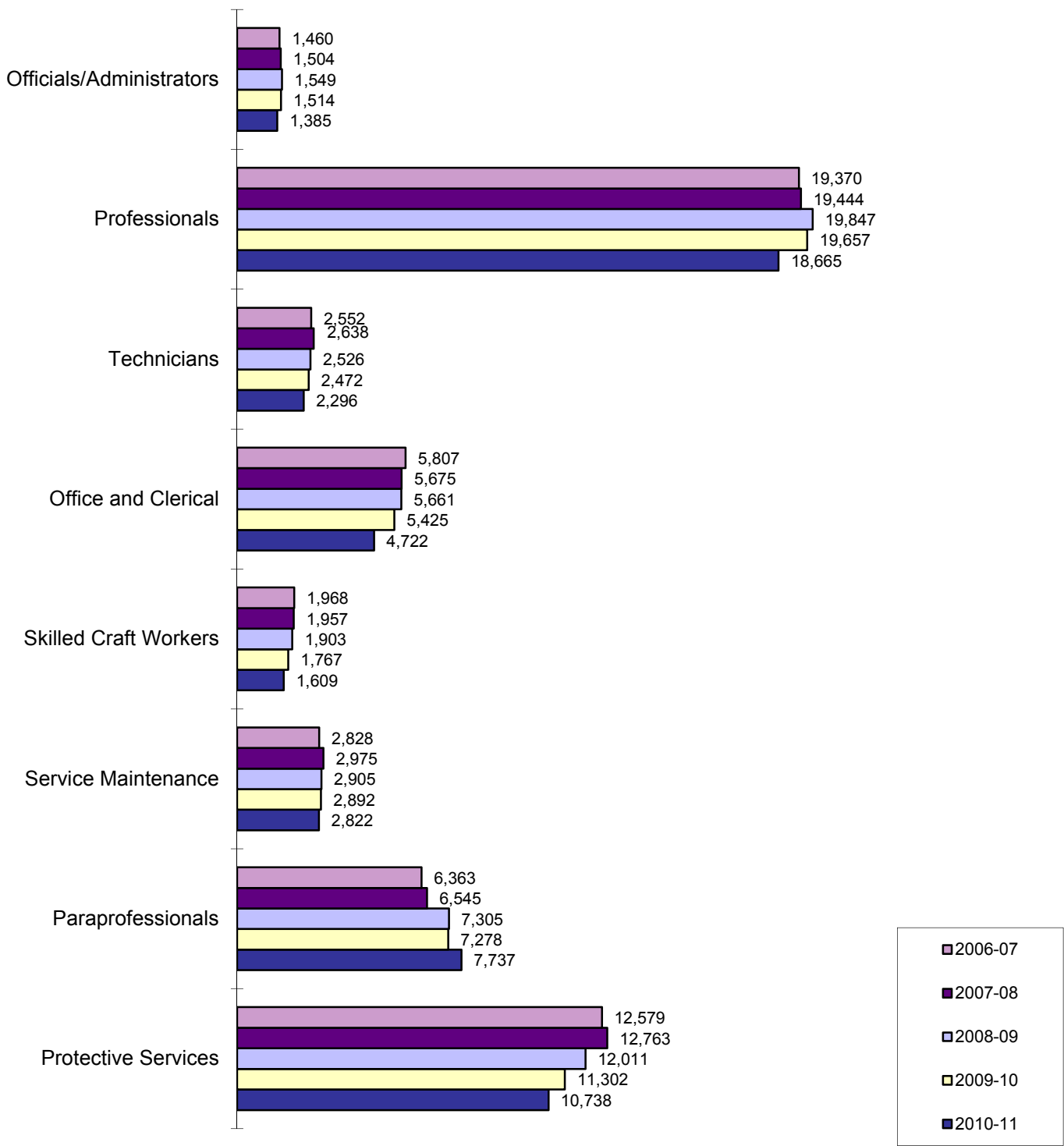
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE & RURAL DEVELOPMENT	1	6	11	36	38	37	74	74	72	28	8	3	388
ATTORNEY GENERAL	0	3	32	44	51	57	71	67	70	33	11	0	439
AUDITOR GENERAL	1	12	15	16	17	27	24	15	7	2	0	0	136
CIVIL RIGHTS	0	0	5	10	11	15	8	14	15	13	2	0	93
CIVIL SERVICE COMMISSION	1	14	17	29	51	49	84	89	56	25	4	0	419
COMMUNITY HEALTH	3	99	205	279	286	397	475	609	622	292	69	9	3,345
CORRECTIONS	2	114	574	1,090	1,826	2,704	2,869	2,509	1,504	569	83	21	13,865
EDUCATION	0	5	16	44	47	52	50	85	84	56	8	0	447
ENVIRONMENTAL QUALITY	1	9	28	99	115	131	196	223	213	74	15	2	1,106
EXECUTIVE OFFICE	0	10	9	3	2	6	4	4	1	2	1	0	42
HUMAN SERVICES	3	323	1,272	1,536	1,563	1,451	1,306	1,466	1,362	582	88	23	10,975
LICENSING & REGULATORY AFFAIRS	15	99	253	385	394	455	499	652	601	344	86	34	3,817
MILITARY & VETERAN AFFAIRS	5	43	63	73	87	127	152	184	151	60	9	7	961
NATURAL RESOURCES	198	503	221	247	259	278	285	350	309	179	80	42	2,951
STATE	9	92	88	135	141	170	226	278	243	89	11	1	1,483
STATE POLICE	0	32	126	225	453	524	482	304	166	41	8	0	2,361
STRATEGIC FUND	0	1	4	11	7	11	20	28	25	12	1	2	122
TECHNOLOGY, MANAGEMENT & BUDGET	11	78	113	190	269	322	414	465	385	171	29	5	2,452
TRANSPORTATION	12	128	151	313	309	369	464	491	325	144	20	15	2,741
TREASURY	8	71	137	199	199	220	271	338	240	117	26	5	1,831
<b>Statewide Total:</b>	<b>270</b>	<b>1,642</b>	<b>3,340</b>	<b>4,964</b>	<b>6,125</b>	<b>7,402</b>	<b>7,974</b>	<b>8,245</b>	<b>6,451</b>	<b>2,833</b>	<b>559</b>	<b>169</b>	<b>49,974</b>
<b>Average Age:</b>	<b>19.1</b>	<b>22.9</b>	<b>27.7</b>	<b>32.6</b>	<b>37.6</b>	<b>42.4</b>	<b>47.6</b>	<b>52.5</b>	<b>57.3</b>	<b>61.9</b>	<b>66.8</b>	<b>74.2</b>	<b>45.0</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF23

### EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2006-07 through 2010-11



**2010-11 Grand Total: 49,974**

**Comment:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

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





**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: September 17, 2011

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	22	26
ALGER	289	13	302
ALLEGAN	197	85	282
ALPENA	135	19	154
ANTRIM	25	3	28
ARENAC	25	8	33
BARAGA	392	25	417
BARRY	78	29	107
BAY	258	69	327
BENZIE	24	7	31
BERRIEN	341	62	403
BRANCH	407	12	419
CALHOUN	318	40	358
CASS	83	12	95
CHARLEVOIX	18	58	76
CHEBOYGAN	75	69	144
CHIPPEWA	1,052	90	1,142
CLARE	48	19	67
CLINTON	131	44	175
CRAWFORD	146	164	310
DELTA	168	37	205
DICKINSON	46	7	53
EATON	2,708	403	3,111
EMMET	85	44	129
GENESEE	822	113	935
GLADWIN	36	9	45
GOGEBIC	269	24	293
GRAND TRAVERSE	544	73	617
GRATIOT	862	32	894
HILLSDALE	65	10	75
HOUGHTON	58	42	100
HURON	36	44	80
INGHAM	8,946	1,049	9,995
IONIA	1,553	67	1,620
IOSCO	48	41	89
IRON	58	11	69
ISABELLA	134	16	150
JACKSON	2,243	73	2,316
KALAMAZOO	1,036	175	1,211
KALKASKA	56	6	62
KENT	1,601	293	1,894
KEWEENAW	1	17	18
LAKE	48	9	57
LAPEER	413	38	451

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

Source: Michigan Civil Service Commission HWF55

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: September 17, 2011

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	7	10
LENAWEE	693	40	733
LIVINGSTON	517	67	584
LUCE	342	24	366
MACKINAC	98	109	207
MACOMB	1,343	91	1,434
MANISTEE	369	28	397
MARQUETTE	786	71	857
MASON	36	34	70
MECOSTA	80	9	89
MENOMINEE	37	27	64
MIDLAND	76	18	94
MISSAUKEE	59	11	70
MONROE	172	39	211
MONTCALM	609	21	630
MONTMORENCY	47	25	72
MUSKEGON	905	106	1,011
NEWAYGO	81	15	96
OAKLAND	1,038	287	1,325
OCEANA	56	53	109
OGEMAW	62	26	88
ONTONAGON	19	23	42
OSCEOLA	42	1	43
OSCODA	23	6	29
OTSEGO	220	41	261
OTTAWA	182	87	269
OUT OF STATE	43	4	47
PRESQUE ISLE	13	23	36
ROSCOMMON	94	43	137
SAGINAW	993	76	1,069
SANILAC	47	18	65
SCHOOLCRAFT	33	26	59
SHIAWASSEE	89	9	98
ST CLAIR	253	83	336
ST JOSEPH	95	11	106
TUSCOLA	433	35	468
VAN BUREN	205	52	257
WASHTENAW	1,458	126	1,584
WAYNE	5,755	500	6,255
WEXFORD	135	30	165
WORK AT HOME - MI	882	30	912
<b>Grand Total:</b>	<b>44,305</b>	<b>5,815</b>	<b>50,120</b>

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

Source: Michigan Civil Service Commission HWF55

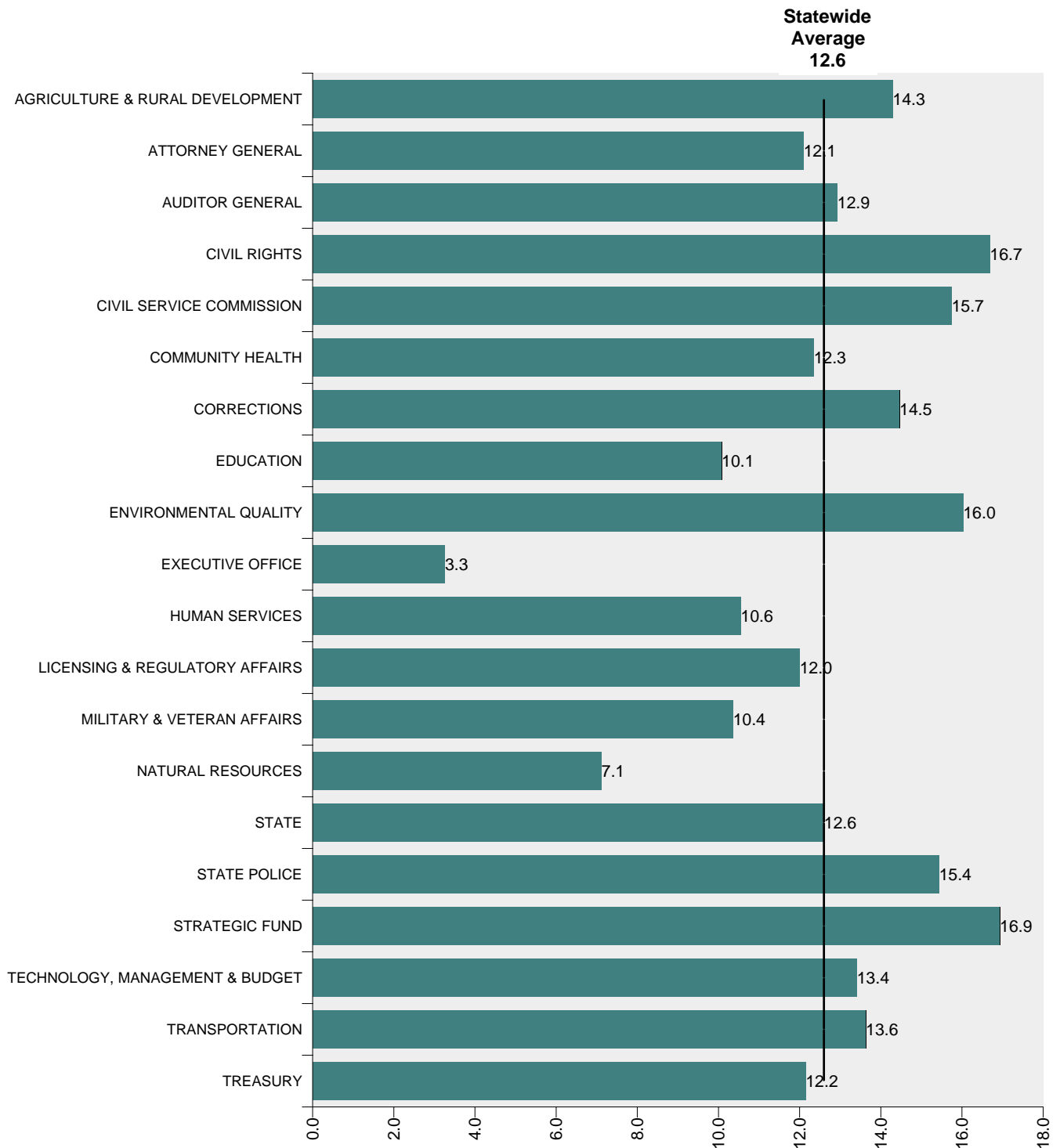
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**

## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: September 17, 2011



**Comment:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

Executive Office employees are limited to a maximum of eight years of employment due to term limits.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

**Source:** Michigan Civil Service Commission HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>AGRICULTURE &amp; RURAL DEVELOPMENT</b>																	
00 - 05 YEARS	34	34	1	1	0	1	1	0	0	0	0	1	0	37	36	0	0
06 - 10 YEARS	25	36	1	3	0	0	1	0	0	0	0	0	0	27	39	0	0
11 - 15 YEARS	42	31	1	3	1	1	0	2	0	2	0	0	0	44	39	0	1
16 - 20 YEARS	29	19	1	1	0	0	1	1	0	0	0	0	0	31	21	0	0
21 - 25 YEARS	38	33	0	4	0	0	0	0	1	1	0	0	0	39	38	2	3
26 - 30 YEARS	5	4	0	2	0	0	0	0	1	0	0	0	0	6	6	0	0
31 - 35 YEARS	7	8	1	2	0	0	1	0	0	0	0	0	0	9	10	0	3
36 - 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>184</b>	<b>167</b>	<b>5</b>	<b>16</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>197</b>	<b>191</b>	<b>2</b>	<b>7</b>	
MORE THAN 10 YEARS:	125	97	3	12	1	1	2	3	2	3	0	0	133	116	2	7	
AVERAGE YEARS	14.5	13.7	13.6	18.4	11.0	9.0	15.8	15.0	25.5	16.0	1.0	0.0	14.5	14.1	22.5	26.1	

**DEPARTMENT AVERAGE YEARS 14.3**

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	63	60	3	7	0	0	0	1	1	0	2	1	69	69	1	0
06 - 10 YEARS	32	47	6	4	0	0	0	1	0	0	2	1	40	53	0	0
11 - 15 YEARS	25	36	0	6	0	0	0	2	0	2	0	0	25	46	0	0
16 - 20 YEARS	15	13	2	3	0	0	1	1	0	0	0	0	18	17	0	0
21 - 25 YEARS	15	20	0	3	0	0	0	3	1	0	0	0	16	26	0	2
26 - 30 YEARS	13	8	2	3	0	0	0	0	0	0	0	0	15	11	1	0
31 - 35 YEARS	11	10	2	2	0	0	2	0	0	0	0	0	15	12	0	0
36 - 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>179</b>	<b>196</b>	<b>15</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>203</b>	<b>236</b>	<b>2</b>	<b>2</b>
MORE THAN 10 YEARS:	84	89	6	17	0	0	3	6	1	2	0	0	94	114	1	2
AVERAGE YEARS	12.4	11.3	14.1	13.8	0.0	0.0	27.0	14.9	11.5	12.5	4.3	6.0	12.6	11.7	15.0	23.5

**DEPARTMENT AVERAGE YEARS 12.1**

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	22	16	0	0	0	0	0	0	0	0	0	0	22	16	0	0
06 - 10 YEARS	2	9	0	0	0	0	0	0	0	0	0	0	2	9	0	0
11 - 15 YEARS	15	22	1	2	0	0	0	0	0	1	0	0	16	25	0	0
16 - 20 YEARS	6	9	0	1	0	0	0	0	0	0	0	0	6	10	0	0
21 - 25 YEARS	5	12	2	0	0	0	0	0	0	0	0	0	7	12	0	1
26 - 30 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
31 - 35 YEARS	6	1	1	0	0	0	0	0	0	0	0	0	7	1	0	0
36 - 40 YEARS	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
<b>DEPARTMENT TOTAL</b>	<b>58</b>	<b>70</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>74</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	34	45	4	3	0	0	0	0	0	1	0	0	38	49	0	1
AVERAGE YEARS	12.2	12.8	23.8	16.3	0.0	0.0	0.0	0.0	0.0	11.0	0.0	0.0	13.0	12.9	0.0	25.0

**DEPARTMENT AVERAGE YEARS 12.9**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	1	5	3	9	0	0	0	2	0	0	0	0	4	16	0	0
06 - 10 YEARS	1	5	2	8	0	0	0	1	0	0	0	0	3	14	0	0
11 - 15 YEARS	3	1	0	8	0	0	0	0	0	1	0	0	3	10	0	0
16 - 20 YEARS	2	1	3	1	0	0	0	1	0	0	0	0	5	3	0	0
21 - 25 YEARS	1	4	0	6	0	0	2	0	0	0	0	0	3	10	0	0
26 - 30 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	3	0	0
31 - 35 YEARS	1	1	0	5	0	0	1	0	0	0	0	0	2	6	0	1
36 - 40 YEARS	1	3	2	3	0	0	0	1	0	0	0	0	3	7	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>10</b>	<b>22</b>	<b>10</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>70</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	8	12	5	25	0	0	3	2	0	1	0	0	16	40	0	1
AVERAGE YEARS	17.1	17.0	14.9	16.6	0.0	0.0	26.3	13.2	0.0	14.0	0.0	0.0	17.4	16.5	0.0	32.0

**DEPARTMENT AVERAGE YEARS 16.7**

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<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	22	52	3	7	0	0	2	0	0	1	1	0	28	60	0	0
06 - 10 YEARS	6	39	3	7	0	0	0	1	0	0	0	0	9	47	0	0
11 - 15 YEARS	9	58	1	5	0	1	0	0	0	4	0	0	10	68	0	1
16 - 20 YEARS	3	23	1	7	0	0	1	0	0	0	0	0	5	30	0	0
21 - 25 YEARS	6	52	2	17	0	2	0	5	0	1	0	0	8	77	0	4
26 - 30 YEARS	4	14	0	4	0	2	1	4	0	0	0	0	5	24	0	0
31 - 35 YEARS	2	17	3	8	1	1	0	1	0	0	0	0	6	27	0	2
36 - 40 YEARS	2	8	1	2	0	0	0	1	0	0	0	0	3	11	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>55</b>	<b>263</b>	<b>14</b>	<b>57</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>12</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>75</b>	<b>344</b>	<b>0</b>	<b>7</b>
MORE THAN 10 YEARS:	27	172	8	43	1	6	2	11	0	5	0	0	38	237	0	7
AVERAGE YEARS	12.2	15.2	16.7	19.6	33.0	23.7	10.8	24.8	0.0	12.0	1.0	0.0	13.1	16.3	0.0	25.4

**DEPARTMENT AVERAGE YEARS 15.7**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	213	496	88	166	1	9	9	23	17	18	24	49	352	761	0	1
06 - 10 YEARS	161	303	42	78	0	1	9	12	9	10	0	0	221	404	0	1
11 - 15 YEARS	123	239	23	87	1	3	4	5	6	13	0	0	157	347	2	2
16 - 20 YEARS	86	124	25	43	2	1	4	6	1	9	0	0	118	183	3	6
21 - 25 YEARS	60	160	27	51	1	2	5	10	5	10	0	0	98	233	4	10
26 - 30 YEARS	49	63	18	28	0	2	3	2	4	2	0	0	74	97	7	9
31 - 35 YEARS	66	99	32	33	1	2	2	3	3	2	0	0	104	139	2	9
36 - 40 YEARS	16	29	3	3	0	0	1	1	1	0	0	0	21	33	3	1
MORE THAN 40 YEARS	0	2	1	0	0	0	0	0	0	0	0	0	1	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>774</b>	<b>1,515</b>	<b>259</b>	<b>489</b>	<b>6</b>	<b>20</b>	<b>37</b>	<b>62</b>	<b>46</b>	<b>64</b>	<b>24</b>	<b>49</b>	<b>1,146</b>	<b>2,199</b>	<b>21</b>	<b>39</b>
MORE THAN 10 YEARS:	400	716	129	245	5	10	19	27	20	36	0	0	573	1,034	21	37
AVERAGE YEARS	13.2	12.3	13.7	12.1	18.3	13.2	13.8	12.0	12.2	12.5	0.6	0.7	13.1	12.0	25.7	24.1

**DEPARTMENT AVERAGE YEARS 12.3**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
00 - 05 YEARS	898	817	216	299	29	12	43	24	7	6	21	15	1,214	1,173	2	1
06 - 10 YEARS	806	491	116	182	19	7	14	15	5	5	2	0	962	700	4	3
11 - 15 YEARS	2,211	786	222	266	53	19	66	30	12	9	0	0	2,564	1,110	3	3
16 - 20 YEARS	1,434	481	151	151	39	9	40	18	9	2	0	0	1,673	661	8	9
21 - 25 YEARS	1,947	485	237	214	60	10	39	10	7	3	0	0	2,290	722	94	32
26 - 30 YEARS	293	94	74	66	5	5	7	1	0	1	0	0	379	167	33	10
31 - 35 YEARS	85	73	21	26	1	1	1	5	0	0	0	0	108	105	9	4
36 - 40 YEARS	13	10	5	2	0	0	1	0	1	0	0	0	20	12	3	0
MORE THAN 40 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	2	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>7,689</b>	<b>3,239</b>	<b>1,042</b>	<b>1,207</b>	<b>206</b>	<b>63</b>	<b>211</b>	<b>103</b>	<b>41</b>	<b>26</b>	<b>23</b>	<b>15</b>	<b>9,212</b>	<b>4,653</b>	<b>156</b>	<b>62</b>
MORE THAN 10 YEARS:	5,985	1,931	710	726	158	44	154	64	29	15	0	0	7,036	2,780	150	58
AVERAGE YEARS	15.4	12.7	14.9	13.3	15.3	14.0	13.8	12.6	13.8	11.7	3.7	3.0	15.3	12.8	23.8	22.1

**DEPARTMENT AVERAGE YEARS 14.5**

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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
<b>EDUCATION</b>																
00 - 05 YEARS	45	113	4	14	0	0	1	3	2	1	1	0	53	131	0	1
06 - 10 YEARS	38	53	4	3	0	0	0	0	0	1	0	1	42	58	0	0
11 - 15 YEARS	15	47	1	2	0	0	1	1	0	0	0	0	17	50	0	0
16 - 20 YEARS	3	17	0	0	0	0	0	0	0	0	0	0	3	17	0	0
21 - 25 YEARS	3	21	0	3	0	0	0	0	0	1	0	0	3	25	0	1
26 - 30 YEARS	2	10	1	1	0	0	0	1	0	0	0	0	3	12	0	0
31 - 35 YEARS	3	18	1	1	0	0	0	1	0	0	0	0	4	20	0	0
36 - 40 YEARS	1	7	0	0	0	0	0	0	0	0	0	0	1	7	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>110</b>	<b>287</b>	<b>11</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>126</b>	<b>321</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS:	27	121	3	7	0	0	1	3	0	1	0	0	31	132	0	1
AVERAGE YEARS	7.8	11.1	10.2	8.8	0.0	0.0	6.0	12.2	1.5	11.3	1.0	7.0	7.9	11.0	0.0	12.0

**DEPARTMENT AVERAGE YEARS 10.1**

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<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	52	52	2	2	0	0	1	0	0	1	3	3	58	58	0	0
06 - 10 YEARS	97	110	6	1	0	1	1	5	2	1	0	1	106	119	0	0
11 - 15 YEARS	99	98	4	3	0	0	1	0	1	4	0	0	105	105	0	0
16 - 20 YEARS	89	61	2	5	0	0	1	2	7	4	0	0	99	72	1	2
21 - 25 YEARS	114	81	2	11	0	1	4	3	2	2	0	0	122	98	3	1
26 - 30 YEARS	39	23	4	4	0	1	0	0	2	1	0	0	45	29	1	1
31 - 35 YEARS	47	25	1	1	1	0	0	0	0	1	0	0	49	27	5	2
36 - 40 YEARS	8	4	0	0	0	0	0	0	0	0	0	0	8	4	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	1	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>545</b>	<b>455</b>	<b>21</b>	<b>27</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>10</b>	<b>14</b>	<b>14</b>	<b>3</b>	<b>4</b>	<b>593</b>	<b>513</b>	<b>10</b>	<b>6</b>
MORE THAN 10 YEARS:	396	293	13	24	1	2	7	5	12	12	0	0	429	336	10	6
AVERAGE YEARS	16.8	14.9	15.8	20.0	33.0	19.7	19.4	14.4	18.2	17.4	2.0	3.3	16.8	15.2	27.9	25.2

**DEPARTMENT AVERAGE YEARS 16.0**

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<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	12	16	0	2	0	0	0	0	1	0	1	1	14	19	0	0
06 - 10 YEARS	3	4	0	0	0	0	0	0	0	0	0	0	3	4	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
26 - 30 YEARS	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
36 - 40 YEARS	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
<b>DEPARTMENT TOTAL</b>	<b>16</b>	<b>21</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>18</b>	<b>24</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
AVERAGE YEARS	4.1	3.1	0.0	1.5	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	3.7	2.9	0.0	0.0

**DEPARTMENT AVERAGE YEARS 3.3**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	629	2,496	218	1,388	4	21	35	141	6	25	24	79	916	4,150	1	7
06 - 10 YEARS	149	678	44	334	1	4	19	37	3	4	0	1	216	1,058	0	5
11 - 15 YEARS	199	709	73	556	1	10	12	63	2	7	0	1	287	1,346	1	7
16 - 20 YEARS	134	444	54	202	1	7	9	42	3	7	0	0	201	702	9	16
21 - 25 YEARS	128	337	49	257	1	7	18	43	3	9	0	0	199	653	14	31
26 - 30 YEARS	46	163	14	125	1	3	3	9	1	1	0	0	65	301	7	18
31 - 35 YEARS	121	299	27	185	0	3	3	7	1	3	0	0	152	497	8	28
36 - 40 YEARS	52	91	8	63	0	0	0	6	0	0	0	0	60	160	6	11
MORE THAN 40 YEARS	3	7	0	2	0	0	0	0	0	0	0	0	3	9	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,461</b>	<b>5,224</b>	<b>487</b>	<b>3,112</b>	<b>9</b>	<b>55</b>	<b>99</b>	<b>348</b>	<b>19</b>	<b>56</b>	<b>24</b>	<b>81</b>	<b>2,099</b>	<b>8,876</b>	<b>47</b>	<b>125</b>
MORE THAN 10 YEARS:	683	2,050	225	1,390	4	30	45	170	10	27	0	1	967	3,668	46	113
AVERAGE YEARS	11.9	10.1	10.9	10.8	10.4	12.2	11.2	11.0	12.3	11.2	0.6	1.0	11.5	10.3	26.1	24.4

**DEPARTMENT AVERAGE YEARS 10.6**

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<b>LICENSING &amp; REGULATORY AFFAIRS</b>																
00 - 05 YEARS	393	537	67	234	5	3	21	24	7	10	3	4	496	812	7	17
06 - 10 YEARS	205	353	52	240	1	4	12	14	5	8	2	1	277	620	4	6
11 - 15 YEARS	142	192	14	69	1	1	3	8	0	3	0	0	160	273	8	2
16 - 20 YEARS	90	126	13	47	0	2	1	6	1	1	0	0	105	182	6	11
21 - 25 YEARS	99	146	23	74	0	1	8	12	3	5	0	0	133	238	13	16
26 - 30 YEARS	41	52	16	36	1	2	5	6	0	2	0	0	63	98	4	8
31 - 35 YEARS	59	121	17	55	1	0	3	4	1	3	0	0	81	183	8	15
36 - 40 YEARS	18	34	6	24	0	0	2	0	1	0	0	0	27	58	4	6
MORE THAN 40 YEARS	6	4	1	0	0	0	0	0	0	0	0	0	7	4	0	1
<b>DEPARTMENT TOTAL</b>	<b>1,053</b>	<b>1,565</b>	<b>209</b>	<b>779</b>	<b>9</b>	<b>13</b>	<b>55</b>	<b>74</b>	<b>18</b>	<b>32</b>	<b>5</b>	<b>5</b>	<b>1,349</b>	<b>2,468</b>	<b>54</b>	<b>82</b>
MORE THAN 10 YEARS:	455	675	90	305	3	6	22	36	6	14	0	0	576	1,036	43	59
AVERAGE YEARS	11.5	12.0	13.3	12.4	10.3	12.7	12.3	12.8	11.6	13.1	3.6	3.6	11.8	12.1	19.7	20.2

**DEPARTMENT AVERAGE YEARS 12.0**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY &amp; VETERAN AFFAIRS</b>																
00 - 05 YEARS	190	122	11	24	1	1	3	5	3	5	2	1	210	158	0	0
06 - 10 YEARS	67	70	3	36	0	0	3	1	0	0	1	0	74	107	0	1
11 - 15 YEARS	44	60	7	23	1	1	4	2	1	2	0	0	57	88	1	0
16 - 20 YEARS	44	42	1	12	0	0	3	2	0	0	0	0	48	56	0	1
21 - 25 YEARS	37	39	3	10	0	1	1	1	0	1	0	0	41	52	2	1
26 - 30 YEARS	13	18	2	3	2	1	0	0	0	0	0	0	17	22	2	1
31 - 35 YEARS	9	10	2	2	0	0	0	2	0	0	0	0	11	14	2	2
36 - 40 YEARS	2	1	0	2	0	0	0	0	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>407</b>	<b>362</b>	<b>29</b>	<b>112</b>	<b>4</b>	<b>4</b>	<b>14</b>	<b>13</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>461</b>	<b>500</b>	<b>7</b>	<b>6</b>
MORE THAN 10 YEARS:	150	170	15	52	3	3	8	7	1	3	0	0	177	235	7	5
AVERAGE YEARS	9.2	11.1	11.6	11.6	17.5	16.8	10.6	13.0	3.5	7.9	4.3	1.0	9.4	11.2	25.9	23.3

**DEPARTMENT AVERAGE YEARS 10.4**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	950	651	20	19	4	8	6	2	2	1	42	22	1,024	703	6	2
06 - 10 YEARS	215	96	2	2	2	0	4	0	4	0	1	0	228	98	1	0
11 - 15 YEARS	224	85	3	2	3	0	2	2	3	2	0	0	235	91	2	2
16 - 20 YEARS	126	51	6	3	2	1	3	0	0	0	0	0	137	55	0	0
21 - 25 YEARS	140	58	6	2	4	1	1	6	0	0	0	0	151	67	5	3
26 - 30 YEARS	44	33	2	1	1	1	0	0	1	0	0	0	48	35	0	1
31 - 35 YEARS	29	17	0	0	2	1	0	1	0	1	0	0	31	20	0	1
36 - 40 YEARS	18	6	0	0	0	0	0	0	0	0	0	0	18	6	0	1
MORE THAN 40 YEARS	3	0	0	0	1	0	0	0	0	0	0	0	4	0	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,749</b>	<b>997</b>	<b>39</b>	<b>29</b>	<b>19</b>	<b>12</b>	<b>16</b>	<b>11</b>	<b>10</b>	<b>4</b>	<b>43</b>	<b>22</b>	<b>1,876</b>	<b>1,075</b>	<b>15</b>	<b>10</b>
MORE THAN 10 YEARS:	584	250	17	8	13	4	6	9	4	3	0	0	624	274	8	8
AVERAGE YEARS	7.7	6.0	9.3	6.1	16.8	8.3	8.8	17.6	10.9	15.0	0.3	0.0	7.7	6.1	12.7	18.9

**DEPARTMENT AVERAGE YEARS 7.1**

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	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
00 - 05 YEARS	64	197	10	78	1	0	2	9	0	4	17	92	94	380	0	0
06 - 10 YEARS	23	128	5	28	1	1	2	9	0	2	0	1	31	169	0	0
11 - 15 YEARS	45	169	4	43	0	3	1	9	1	2	0	0	51	226	1	1
16 - 20 YEARS	14	85	3	22	0	3	0	9	0	1	0	0	17	120	1	9
21 - 25 YEARS	23	99	4	49	1	0	1	8	2	2	0	0	31	158	2	17
26 - 30 YEARS	8	45	5	22	0	1	1	5	0	2	0	0	14	75	1	7
31 - 35 YEARS	24	46	4	9	0	1	0	4	0	0	0	0	28	60	1	2
36 - 40 YEARS	7	16	1	1	0	0	0	0	0	0	0	0	8	17	1	1
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>208</b>	<b>789</b>	<b>36</b>	<b>252</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>53</b>	<b>3</b>	<b>13</b>	<b>17</b>	<b>93</b>	<b>274</b>	<b>1,209</b>	<b>7</b>	<b>37</b>
MORE THAN 10 YEARS:	121	464	21	146	1	8	3	35	3	7	0	0	149	660	7	37
AVERAGE YEARS	13.7	13.5	15.2	13.1	12.0	17.4	11.6	15.4	19.7	12.6	0.4	0.1	13.0	12.5	25.0	23.4

**DEPARTMENT AVERAGE YEARS 12.6**

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<b>STATE POLICE</b>																
00 - 05 YEARS	146	86	5	7	0	1	2	3	2	1	18	1	173	99	0	0
06 - 10 YEARS	148	115	4	1	0	0	4	4	0	0	0	0	156	120	0	0
11 - 15 YEARS	452	109	10	13	4	1	7	1	4	0	0	0	477	124	1	0
16 - 20 YEARS	367	92	31	5	13	0	12	0	2	1	0	0	425	98	2	0
21 - 25 YEARS	265	110	52	8	9	0	18	2	2	1	0	0	346	121	3	4
26 - 30 YEARS	103	22	16	5	1	0	8	1	0	0	0	0	128	28	1	2
31 - 35 YEARS	25	23	4	2	0	0	0	1	0	0	0	0	29	26	1	0
36 - 40 YEARS	3	7	0	0	0	0	0	0	0	0	0	0	3	7	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,510</b>	<b>564</b>	<b>122</b>	<b>41</b>	<b>27</b>	<b>2</b>	<b>51</b>	<b>12</b>	<b>10</b>	<b>3</b>	<b>18</b>	<b>1</b>	<b>1,738</b>	<b>623</b>	<b>8</b>	<b>6</b>
MORE THAN 10 YEARS:	1,216	363	113	33	27	1	45	5	8	2	0	0	1,409	404	8	6
AVERAGE YEARS	15.4	14.7	20.2	16.5	19.1	8.5	18.8	13.2	13.9	13.3	0.4	2.0	15.7	14.7	22.8	24.7

**DEPARTMENT AVERAGE YEARS 15.4**

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Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	8	11	2	6	0	0	0	2	0	0	0	0	10	19	0	1
06 - 10 YEARS	3	6	0	0	0	0	1	0	0	0	0	0	4	6	0	1
11 - 15 YEARS	8	7	2	3	0	0	0	0	1	1	0	0	11	11	0	0
16 - 20 YEARS	6	5	0	1	0	0	0	0	0	0	0	0	6	6	0	1
21 - 25 YEARS	3	8	1	3	0	0	1	1	1	0	0	0	6	12	1	0
26 - 30 YEARS	2	4	1	1	0	0	1	0	1	1	0	0	5	6	0	1
31 - 35 YEARS	5	8	0	2	0	0	0	0	0	0	0	0	5	10	2	2
36 - 40 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>37</b>	<b>51</b>	<b>6</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>49</b>	<b>73</b>	<b>3</b>	<b>6</b>
MORE THAN 10 YEARS:	26	34	4	11	0	0	2	1	3	2	0	0	35	48	3	4
AVERAGE YEARS	16.9	17.6	13.2	16.1	0.0	0.0	20.0	10.3	20.7	19.5	0.0	0.0	16.8	17.0	31.0	19.7

**DEPARTMENT AVERAGE YEARS 16.9**

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

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	347	174	24	21	1	0	8	7	43	33	19	10	442	245	1	1
06 - 10 YEARS	179	83	6	6	1	0	4	1	28	18	0	2	218	110	0	1
11 - 15 YEARS	340	173	18	18	1	0	7	3	13	5	0	0	379	199	4	0
16 - 20 YEARS	117	74	1	5	0	1	2	2	7	4	0	0	127	86	2	3
21 - 25 YEARS	127	98	26	22	2	1	7	7	10	3	0	0	172	131	7	6
26 - 30 YEARS	37	42	10	9	0	0	1	1	3	1	0	0	51	53	3	3
31 - 35 YEARS	84	67	8	11	0	0	3	3	0	3	0	0	95	84	8	3
36 - 40 YEARS	27	19	2	2	0	0	2	4	0	1	0	0	31	26	2	1
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,259</b>	<b>732</b>	<b>95</b>	<b>94</b>	<b>5</b>	<b>2</b>	<b>34</b>	<b>28</b>	<b>104</b>	<b>68</b>	<b>19</b>	<b>12</b>	<b>1,516</b>	<b>936</b>	<b>27</b>	<b>18</b>
MORE THAN 10 YEARS:	733	475	65	67	3	2	22	20	33	17	0	0	856	581	26	16
AVERAGE YEARS	12.8	14.9	16.3	16.8	13.0	21.0	15.8	18.8	8.7	8.5	2.7	2.8	12.7	14.6	24.7	23.0

**DEPARTMENT AVERAGE YEARS 13.4**

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

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
00 - 05 YEARS	399	160	25	14	10	2	6	3	6	1	3	2	449	182	0	1
06 - 10 YEARS	386	152	14	9	6	0	5	2	10	6	0	0	421	169	2	0
11 - 15 YEARS	339	109	17	9	2	4	5	1	5	7	0	0	368	130	0	0
16 - 20 YEARS	150	64	10	9	5	2	5	0	2	0	0	0	172	75	2	2
21 - 25 YEARS	264	104	27	17	5	2	10	3	5	3	0	0	311	129	13	7
26 - 30 YEARS	82	42	8	5	2	0	4	1	1	0	0	0	97	48	7	5
31 - 35 YEARS	59	39	9	10	0	0	4	2	2	0	0	0	74	51	5	7
36 - 40 YEARS	28	16	3	0	0	0	3	0	1	0	0	0	35	16	1	5
MORE THAN 40 YEARS	8	2	0	0	0	0	0	0	4	0	0	0	12	2	4	0
<b>DEPARTMENT TOTAL</b>	<b>1,715</b>	<b>688</b>	<b>113</b>	<b>73</b>	<b>30</b>	<b>10</b>	<b>42</b>	<b>12</b>	<b>36</b>	<b>17</b>	<b>3</b>	<b>2</b>	<b>1,939</b>	<b>802</b>	<b>34</b>	<b>27</b>
MORE THAN 10 YEARS:	930	376	74	50	14	8	31	7	20	10	0	0	1,069	451	32	26
AVERAGE YEARS	13.1	13.8	16.0	17.2	11.3	12.8	18.5	17.4	17.4	12.3	3.0	1.5	13.4	14.1	27.0	27.9

**DEPARTMENT AVERAGE YEARS 13.6**

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

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
00 - 05 YEARS	176	293	29	66	0	1	1	9	5	4	3	5	214	378	0	0
06 - 10 YEARS	118	203	15	48	1	2	1	5	6	6	0	0	141	264	1	2
11 - 15 YEARS	70	140	9	27	0	1	3	4	3	4	0	0	85	176	0	0
16 - 20 YEARS	47	68	4	20	0	2	0	4	0	2	0	0	51	96	4	4
21 - 25 YEARS	41	63	18	29	0	0	3	15	5	0	0	0	67	107	2	7
26 - 30 YEARS	10	46	7	14	0	1	2	2	0	0	0	0	19	63	2	3
31 - 35 YEARS	17	68	7	19	0	1	2	6	0	0	0	0	26	94	6	4
36 - 40 YEARS	17	19	2	4	0	0	2	0	0	1	0	0	21	24	1	1
MORE THAN 40 YEARS	2	2	1	0	0	0	0	0	0	0	0	0	3	2	1	0
<b>DEPARTMENT TOTAL</b>	<b>498</b>	<b>902</b>	<b>92</b>	<b>227</b>	<b>1</b>	<b>8</b>	<b>14</b>	<b>45</b>	<b>19</b>	<b>17</b>	<b>3</b>	<b>5</b>	<b>627</b>	<b>1,204</b>	<b>17</b>	<b>21</b>
MORE THAN 10 YEARS:	204	406	48	113	0	5	12	31	8	7	0	0	272	562	16	19
AVERAGE YEARS	10.9	12.0	14.3	13.3	8.0	15.9	22.6	17.4	10.8	10.6	2.7	2.4	11.6	12.4	27.1	24.5

**DEPARTMENT AVERAGE YEARS 12.2**

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

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 3-1

Pay End Date: September 17, 2011

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
<b>STATEWIDE TOTAL</b>																	
00- 05 YEARS	4,664	6,388	731	2,364	56	59	141	258	102	111	185	285	5,879	9,465	18	32	
06- 10 YEARS	2,664	2,981	325	990	32	20	80	108	72	61	8	8	3,181	4,168	12	20	
11- 15 YEARS	4,405	3,071	410	1,145	68	45	116	133	52	69	0	1	5,051	4,464	23	19	
16- 20 YEARS	2,762	1,800	308	538	62	28	83	94	32	31	0	0	3,247	2,491	38	64	
21- 25 YEARS	3,317	1,930	479	780	83	28	118	129	47	42	0	0	4,044	2,909	165	146	
26- 30 YEARS	793	686	180	330	13	19	36	33	14	11	0	0	1,036	1,079	69	69	
31- 35 YEARS	660	950	140	373	7	10	22	40	7	13	0	0	836	1,386	57	85	
36- 40 YEARS	223	276	33	107	0	0	11	13	4	2	0	0	271	398	21	27	
MORE THAN 40 YEARS	29	27	3	4	1	0	1	0	4	0	0	0	38	31	7	3	
<b>STATEWIDE TOTAL</b>	<b>19,517</b>	<b>18,109</b>	<b>2,609</b>	<b>6,631</b>	<b>322</b>	<b>209</b>	<b>608</b>	<b>808</b>	<b>334</b>	<b>340</b>	<b>193</b>	<b>294</b>	<b>23,583</b>	<b>26,391</b>	<b>410</b>	<b>465</b>	
MORE THAN 10 YEARS	12,189	8,740	1,553	3,277	234	130	387	442	160	168	0	1	14,523	12,758	380	413	
AVERAGE YEARS	13.5	11.7	14.1	12.1	15.2	13.6	14.3	12.9	12.0	11.6	1.4	0.9	13.5	11.7	23.8	23.2	
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>12.6</b>																

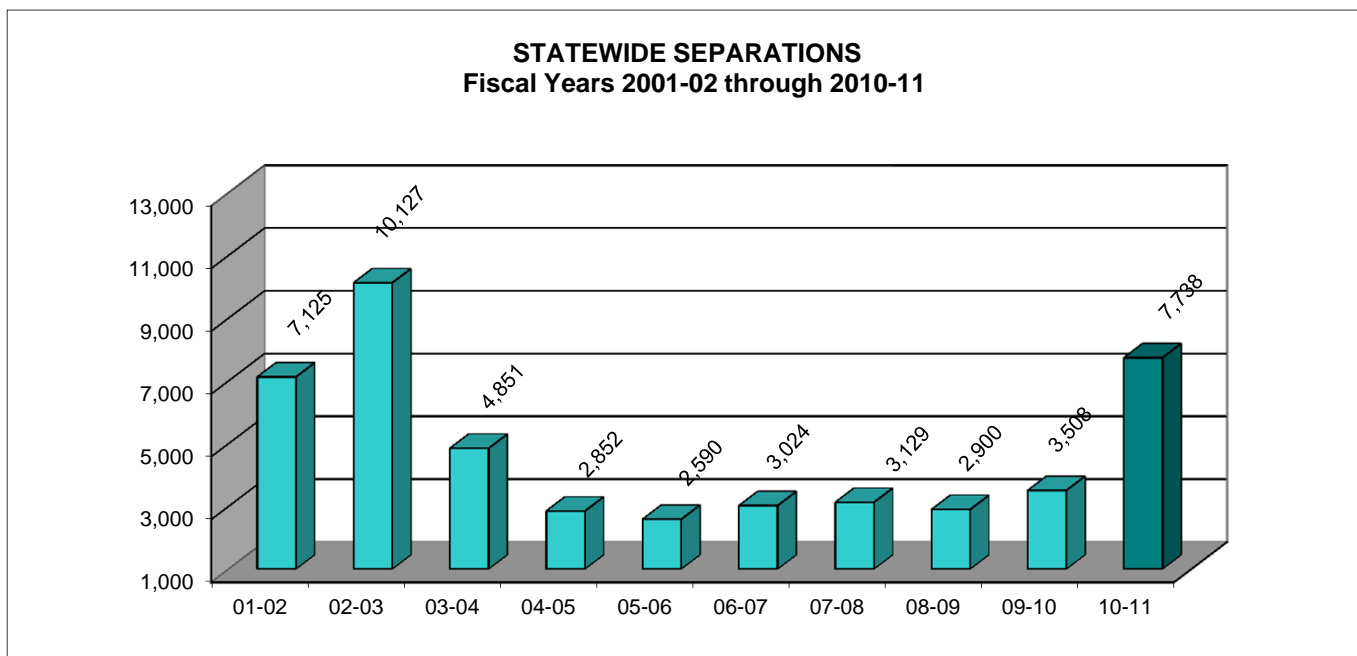
Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours,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

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Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
Fiscal Year 2010-11

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	58	0.7%
Dismissal	274	3.5%
Expired Appointment	358	4.6%
<b>Total Involuntary Separations</b>	<b>690</b>	<b>8.9%</b>
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	898	11.6%
Layoff/Leave of Absence Rights Expired	139	1.8%
Waived Rights Leave of Absence	155	2.0%
Settlement	3	0.0%
<b>Total Voluntary Separations</b>	<b>1,195</b>	<b>15.4%</b>
<i>RETIREMENT</i>		
Retirement	1,149	14.8%
Incentive Retirement	4,539	
Disability Retirement	72	0.9%
Deferred Retirement	31	0.4%
<b>Total Retirements</b>	<b>5,791</b>	<b>74.8%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>62</b>	<b>0.8%</b>
<b>TOTAL SEPARATIONS</b>	<b>7,738</b>	<b>100.0%</b>



Comments: Starting in FY 2005, separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2011.

An increase in separations occurred in fiscal years 2002, 2003, and 2011 due to early retirement incentive programs.

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

# NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

Table 3-3

From Pay End Date: October 03, 2010 Through Pay End Date: September 17, 2011

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	NON-CAREER		RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
	HIRES	HIRES	RECALLS	LEAVES								APPOINTMENTS
AGRICULTURE & RURAL DEVELOPMENT	15	11	1	0	27	77	0	0	0	0	77	-50
ATTORNEY GENERAL	72	0	1	0	73	85	0	1	0	0	86	-13
AUDITOR GENERAL	26	7	0	0	33	31	0	0	0	0	31	2
CIVIL RIGHTS	9	0	0	0	9	19	0	0	1	0	20	-11
CIVIL SERVICE COMMISSION	41	12	0	0	53	110	0	0	0	0	110	-57
COMMUNITY HEALTH	398	24	17	1	440	787	0	3	4	0	794	-354
CORRECTIONS	480	38	100	4	622	1,348	0	143	28	4	1,523	-901
EDUCATION	62	3	3	0	68	78	0	6	0	0	84	-16
ENVIRONMENTAL QUALITY	16	5	0	0	21	15	0	0	0	0	15	6
EXECUTIVE OFFICE	31	1	0	0	32	23	0	0	0	0	23	9
HISTORY ARTS AND LIBRARIES	0	1	0	0	1	0	0	0	0	0	0	1
HUMAN SERVICES	2,023	7	43	0	2,073	1,766	0	1	11	0	1,778	295
LICENSING & REGULATORY AFFAIRS	310	70	3	0	383	573	0	0	10	0	583	-200
MILITARY & VETERAN AFFAIRS	106	54	28	0	188	142	29	0	3	1	175	13
NATURAL RESOURCES	41	1,565	119	0	1,725	21	3	0	0	1	25	1,700
NATURAL RESOURCES & ENVIRONMNT	39	51	125	0	215	339	219	0	0	4	562	-347
STATE	80	256	5	0	341	320	0	0	3	0	323	18
STATE POLICE	80	2	6	0	88	244	0	3	3	4	254	-166
STRATEGIC FUND	1	0	0	0	1	23	0	0	0	0	23	-22
TECHNOLOGY, MANAGEMENT & BUDGET	159	52	1	0	212	490	0	3	4	0	497	-285
TRANSPORTATION	49	424	18	0	491	853	17	0	9	0	879	-388
TREASURY	129	55	0	2	186	304	0	2	4	0	310	-124
<b>STATEWIDE TOTALS:</b>	<b>4,167</b>	<b>2,638</b>	<b>470</b>	<b>7</b>	<b>7,282</b>	<b>7,648</b>	<b>268</b>	<b>162</b>	<b>80</b>	<b>14</b>	<b>8,172</b>	<b>-890</b>

Comment: This report reflects active full time, part-time, permanent intermittent, limited term, seasonal, and non-career classified employees for hires, rehires and returns. It reflects waived rights, departure, and retirement for separations.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

An increase in separations occurred in this fiscal year due to an early retirement incentive program.

Source: Michigan Civil Service Commission HWF35

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2011**

Year	Average Classified Employment	Total Turnover 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 <sup>1</sup>	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 <sup>2</sup>	58,320	5,345	9.2%

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2011**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
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 <sup>2</sup>	63,096	3,819	6.1%
1988-89 <sup>2</sup>	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92 <sup>2</sup>	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 <sup>2</sup>	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 <sup>2</sup>	60,147	6,214	10.3%
2002-03 <sup>2</sup>	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 <sup>2</sup>	47,818	7,738	16.2%

**Footnote <sup>1</sup>** Turnover Figures for 1977-78 are not available.

**Footnote <sup>2</sup>** Early retirement incentive programs were offered in fiscal years 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02, 2002-03, and 2010-11 increasing turnover in each of those fiscal years.

**Comments:** Starting in FY 2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2011. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1986-87, waived rights leaves of absence were counted as turnover separations.

Of the 7,738 turnover separations during fiscal year 2010-11, 5,688 (73%) were retirements, 1,195 (15%) were resignations and 274 (3%) were dismissals.

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

**TURNOVER SEPARATIONS BY DEPARTMENT**  
**Fiscal Years 2006-07 Through 2010-11**

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Agriculture &amp; Rural Development <sup>6</sup></b>			
2006-07	535	55	10.3%
2007-08	521	33	6.3%
2008-09	529	41	7.8%
2009-10	447	39	8.7%
2010-11	393	80	20.4%
<b>Attorney General</b>			
2006-07	517	43	8.3%
2007-08	496	47	9.5%
2008-09	494	28	5.7%
2009-10	461	30	6.5%
2010-11	434	94	21.7%
<b>Auditor General</b>			
2006-07	138	6	4.3%
2007-08	138	4	2.9%
2008-09	135	3	2.2%
2009-10	132	4	3.0%
2010-11	134	31	23.1%
<b>Civil Rights</b>			
2006-07	119	6	5.0%
2007-08	117	7	6.0%
2008-09	112	2	1.8%
2009-10	95	6	6.3%
2010-11	90	20	22.2%
<b>Civil Service Commission</b>			
2006-07	206	7	3.4%
2007-08	538	16	3.0%
2008-09	526	18	3.4%
2009-10	488	48	9.8%
2010-11	414	110	26.6%
<b>Community Health</b>			
2006-07	4,225	366	8.7%
2007-08	3,964	360	9.1%
2008-09	4,075	375	9.2%
2009-10	3,873	421	10.9%
2010-11	3,448	837	24.3%
<b>Corrections</b>			
2006-07	16,357	915	5.6%
2007-08	15,944	945	5.9%
2008-09	15,762	855	5.4%
2009-10	14,943	1,026	6.9%
2010-11	14,223	1,549	10.9%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2006-07 Through 2010-11

Table 3-5

<b>Department</b>	<b>Average Classified Employment</b>	<b>Separations</b>	<b>Turnover Rate</b>
<b>Education</b>			
2006-07	369	23	6.2%
2007-08	380	29	7.6%
2008-09	405	31	7.7%
2009-10	445	39	8.8%
2010-11	446	80	17.9%
<b>Environmental Quality <sup>5</sup></b>			
2006-07	1,423	48	3.4%
2007-08	1,354	75	5.5%
2008-09	1,330	38	2.9%
2009-10	1,283	69	5.4%
2010-11	591	17	2.9%
<b>Executive Office</b>			
2006-07	44	14	32.0%
2007-08	46	7	15.2%
2008-09	45	9	19.8%
2009-10	41	2	4.9%
2010-11	38	20	52.6%
<b>History Arts and Libraries</b>			
2006-07	196	9	4.6%
2007-08	191	6	3.1%
2008-09	182	9	5.0%
2009-10 <sup>3</sup>	--	--	--
2010-11 <sup>3</sup>	--	--	--
<b>Human Services</b>			
2006-07	9,759	544	5.6%
2007-08	9,582	644	6.7%
2008-09	10,168	634	6.2%
2009-10	10,414	801	7.7%
2010-11	10,365	1,849	17.8%
<b>Information Technology <sup>4</sup></b>			
2006-07	1,712	76	4.4%
2007-08	1,670	82	4.9%
2008-09	1,709	70	4.1%
2009-10	1,720	92	5.3%
2010-11	--	--	--
<b>Licensing &amp; Regulatory Affairs <sup>1</sup></b>			
2006-07	3,967	220	5.5%
2007-08	3,781	251	6.6%
2008-09	4,056	234	5.8%
2009-10	4,298	246	5.7%
2010-11	3,727	564	15.1%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
**Fiscal Years 2006-07 Through 2010-11**

Table 3-5

<b>Department</b>	<b>Average Classified Employment</b>	<b>Separations</b>	<b>Turnover Rate</b>
<b>Management and Budget <sup>4</sup></b>			
2006-07	971	43	4.4%
2007-08	938	36	3.8%
2008-09	967	33	3.4%
2009-10	931	25	2.7%
2010-11	--	--	--
<b>Military and Veterans Affairs</b>			
2006-07	934	91	9.7%
2007-08	921	90	9.8%
2008-09	926	85	9.2%
2009-10	897	94	10.5%
2010-11	891	155	17.4%
<b>Natural Resources <sup>5</sup></b>			
2006-07	1,628	114	7.0%
2007-08	1,564	83	5.3%
2008-09	1,607	84	5.2%
2009-10	1,629	103	6.3%
2010-11	859	35	4.1%
<b>Natural Resources &amp; Environment <sup>5</sup></b>			
2006-07	--	--	--
2007-08	--	--	--
2008-09	--	--	--
2009-10	--	--	--
2010-11	1,198	368	30.7%
<b>State</b>			
2006-07	1,622	65	4.0%
2007-08	1,535	105	6.8%
2008-09	1,447	64	4.4%
2009-10	1,372	85	6.2%
2010-11	1,263	264	20.9%
<b>State Police</b>			
2006-07	2,657	84	3.2%
2007-08	2,586	80	3.1%
2008-09	2,622	84	3.2%
2009-10	2,548	137	5.4%
2010-11	2,395	247	10.3%
<b>Strategic Fund <sup>2</sup></b>			
2006-07	174	9	5.2%
2007-08	177	13	7.3%
2008-09	193	18	9.4%
2009-10	197	9	4.6%
2010-11	135	26	19.3%
<b>Technology, Management and Budget <sup>4</sup></b>			
2006-07	--	--	--
2007-08	--	--	--
2008-09	--	--	--
2009-10	--	--	--
2010-11	2,384	473	19.8%



**TURNOVER SEPARATIONS BY DEPARTMENT**  
**Fiscal Years 2006-07 Through 2010-11**

Table 3-5

<b>Department</b>	<b>Average Classified Employment</b>	<b>Separations</b>	<b>Turnover Rate</b>
<b>Transportation</b>			
2006-07	2,895	158	5.5%
2007-08	2,854	123	4.3%
2008-09	2,892	101	3.5%
2009-10	2,844	149	5.2%
2010-11	2,639	614	23.3%
<b>Treasury</b>			
2006-07	1,565	128	8.2%
2007-08	1,502	93	6.2%
2008-09	1,519	84	5.5%
2009-10	1,558	83	5.3%
2010-11	1,754	305	17.4%
<b>Statewide Total</b>			
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	50,616	3,508	6.9%
2010-11	47,818	7,738	16.2%

- Footnotes:
- <sup>1</sup> In FY 2005-06 thru FY 2008-09, Energy, Labor & Economic Growth was named the Department of Labor and Economic Growth. In FY 2009-10, the Department of Labor and Economic Growth was renamed Energy, Labor & Economic Growth by Executive Order 2008-20. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011.
  - <sup>2</sup> Effective October 1, 2007, Strategic Fund became autonomous.
  - <sup>3</sup> The Department of History Arts and Libraries was established by Executive Order 2001-2, effective July 23, 2001 and then abolished by Executive Order 2009-36, effective October 1, 2009.
  - <sup>4</sup> In FY 2009-10, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report.
  - <sup>5</sup> In FY 2009-10, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011.
  - <sup>6</sup> In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

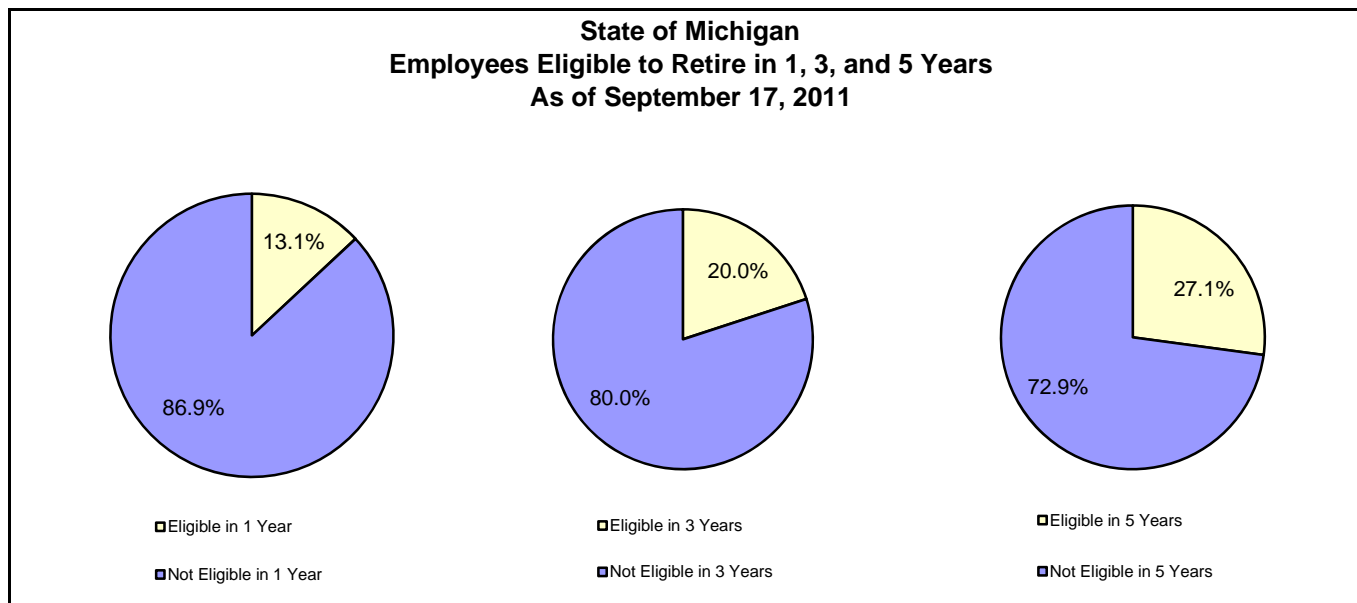
Comments: Starting in FY 2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 99% of all non-career appointments at the end of FY 2011. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff.

An increase in separations occurred in this fiscal year due to an early retirement incentive program.

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

**STATE OF MICHIGAN  
PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE  
OVER THE NEXT ONE, THREE, AND FIVE-YEAR PERIODS  
As of September 17, 2011**

<b>Retirement Projections</b>			
<b>Department</b>	<b>1 Year (2012)</b>	<b>3 Years (2014)</b>	<b>5 Years (2016)</b>
Agriculture & Rural Development	13.8%	22.3%	29.0%
Attorney General	14.3%	20.6%	26.8%
Auditor General	7.5%	9.8%	12.0%
Civil Rights	25.3%	30.5%	32.6%
Civil Service Commission	16.3%	21.1%	25.7%
Community Health	16.2%	23.5%	31.1%
Corrections	12.1%	21.6%	31.0%
Education	13.1%	19.4%	28.3%
Environmental Quality	16.7%	23.4%	32.8%
Human Services	12.0%	16.2%	20.3%
Licensing & Regulatory Affairs	15.6%	22.0%	28.8%
Military Affairs	9.8%	16.4%	23.4%
Natural Resources	9.5%	14.4%	19.7%
State	14.7%	23.2%	31.5%
State Police	13.5%	21.4%	30.8%
Strategic Fund	22.0%	29.3%	39.0%
Technology, Management & Budget	16.7%	23.5%	31.2%
Transportation	11.8%	17.4%	24.7%
Treasury	11.7%	17.9%	22.6%
<b>Statewide</b>	<b>13.1%</b>	<b>20.0%</b>	<b>27.1%</b>



Comment: In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source:: Michigan Civil Service Commission MHR-0647, MHR-0649, MHR-0650, and MHR-0738

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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

### BREAKDOWNS

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

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

**Disabled.** Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled.” Identification as “handicapped” or “disabled” does not imply that the employee meets the definition of “disabled” in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

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

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “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 EMPLOYEES BY EEO CATEGORY-STATEWIDE**  
**Pay End Date: September 17, 2011**

EEO Category	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01 Official/Administrator	622 45 %	517 37 %	81 6 %	98 7 %	8 1 %	6 0 %	13 1 %	11 1 %	13 1 %	11 1 %	1 0 %	4 0 %	738	647
02 Professional	6,022 32 %	7,797 42 %	829 4 %	2,865 15 %	31 0 %	67 0 %	160 1 %	267 1 %	234 1 %	253 1 %	65 0 %	82 0 %	7,341	11,331
03 Technician	1,241 54 %	695 30 %	91 4 %	147 6 %	10 0 %	2 0 %	39 2 %	17 1 %	23 1 %	9 0 %	7 0 %	16 1 %	1,411	886
04 Protective Service	7,524 69 %	1,251 12 %	891 8 %	581 5 %	208 2 %	29 0 %	231 2 %	52 0 %	30 0 %	4 0 %	40 0 %	5 0 %	8,924	1,922
05 Para-Professionals	1,083 14 %	3,619 47 %	443 6 %	2,053 26 %	11 0 %	45 1 %	85 1 %	279 4 %	21 0 %	33 0 %	22 0 %	64 1 %	1,665	6,093
06 Admin Support	284 6 %	3,299 70 %	65 1 %	793 17 %	2 0 %	43 1 %	14 0 %	167 4 %	4 0 %	26 1 %	4 0 %	22 0 %	373	4,350
07 Skilled Craft	1,391 86 %	68 4 %	79 5 %	8 0 %	26 2 %	0 0 %	31 2 %	4 0 %	4 0 %	0 0 %	3 0 %	0 0 %	1,534	80
08 Service/Maintenance	1,444 51 %	891 32 %	138 5 %	96 3 %	28 1 %	18 1 %	36 1 %	12 0 %	5 0 %	4 0 %	52 2 %	101 4 %	1,703	1,122
<b>Statewide Total by Category:</b>	<b>19,611 39 %</b>	<b>18,137 36 %</b>	<b>2,617 5 %</b>	<b>6,641 13 %</b>	<b>324 1 %</b>	<b>210 0 %</b>	<b>609 1 %</b>	<b>809 2 %</b>	<b>334 1 %</b>	<b>340 1 %</b>	<b>194 0 %</b>	<b>294 1 %</b>	<b>23,689</b>	<b>26,431</b>

**State Employees Grand Total: 50,120**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-60

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**AGRICULTURE & RURAL DEVELOPMENT**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	9	60 %	6	40 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	6										
02	<b>Professional</b>	135	51 %	104	39 %	4	2 %	11	4 %	1	0 %	1	0 %	3	1 %	2	1 %	3	1 %	1	0 %	0	0 %	146	120		
03	<b>Technician</b>	21	66 %	10	31 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	22	10		
05	<b>Para-Professionals</b>	5	29 %	9	53 %	0	0 %	2	12 %	0	0 %	0	0 %	1	6 %	0	0 %	0	0 %	0	0 %	0	0 %	5	12		
06	<b>Admin Support</b>	1	2 %	35	85 %	0	0 %	3	7 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	40		
07	<b>Skilled Craft</b>	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	0		
08	<b>Service/Maintenance</b>	11	73 %	3	20 %	0	0 %	0	0 %	0	0 %	0	0 %	1	7 %	0	0 %	0	0 %	0	0 %	0	0 %	12	3		
<b>Department Totals by Category:</b>		<b>184</b>	<b>47 %</b>	<b>167</b>	<b>43 %</b>	<b>5</b>	<b>1 %</b>	<b>16</b>	<b>4 %</b>	<b>1</b>	<b>0 %</b>	<b>2</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>2</b>	<b>1 %</b>	<b>3</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>197</b>	<b>191</b>

**Department Total: 388**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**ATTORNEY GENERAL**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	52	65 %	22	28 %	2	3 %	3	4 %	0	0 %	0	0 %	0	0 %	54	26										
02	<b>Professional</b>	111	51 %	77	35 %	9	4 %	8	4 %	0	0 %	0	0 %	2	1 %	3	1 %	2	1 %	1	0 %	4	2 %	2	1 %	128	91
04	<b>Protective Service</b>	11	52 %	5	24 %	3	14 %	1	5 %	0	0 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	15	6
05	<b>Para-Professionals</b>	2	8 %	18	69 %	1	4 %	4	15 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	3	23
06	<b>Admin Support</b>	3	3 %	73	79 %	0	0 %	12	13 %	0	0 %	0	0 %	0	0 %	3	3 %	0	0 %	1	1 %	0	0 %	0	0 %	3	89
08	<b>Service/Maintenance</b>	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	1
<b>Department Totals by Category:</b>		<b>179</b>	<b>41 %</b>	<b>196</b>	<b>45 %</b>	<b>15</b>	<b>3 %</b>	<b>28</b>	<b>6 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>8</b>	<b>2 %</b>	<b>2</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>4</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>203</b>	<b>236</b>

**Department Total: 439**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**AUDITOR GENERAL**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	7	58 %	5	42 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	5
02	<b>Professional</b>	47	43 %	56	51 %	4	4 %	2	2 %	0	0 %	0	0 %	0	0 %	51	59
03	<b>Technician</b>	2	40 %	3	60 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	3
06	<b>Admin Support</b>	0	0 %	5	83 %	0	0 %	1	17 %	0	0 %	0	0 %	0	0 %	0	6
07	<b>Skilled Craft</b>	2	67 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	2	1
<b>Department Totals by Category:</b>		<b>58</b>	<b>43 %</b>	<b>70</b>	<b>51 %</b>	<b>4</b>	<b>3 %</b>	<b>3</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>62</b>	<b>74</b>

**Department Total: 136**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**CIVIL RIGHTS**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	2	29 %	2	29 %	0	0 %	2	29 %	0	0 %	0	0 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	3	4		
02	<b>Professional</b>	8	12 %	17	26 %	7	11 %	26	40 %	0	0 %	0	0 %	2	3 %	4	6 %	0	0 %	1	2 %	0	0 %	0	0 %	17	48
05	<b>Para-Professionals</b>	0	0 %	0	0 %	2	33 %	3	50 %	0	0 %	0	0 %	0	0 %	1	17 %	0	0 %	0	0 %	0	0 %	0	0 %	2	4
06	<b>Admin Support</b>	0	0 %	3	20 %	1	7 %	11	73 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	14
<b>Department Totals by Category:</b>		<b>10</b>	<b>11 %</b>	<b>22</b>	<b>24 %</b>	<b>10</b>	<b>11 %</b>	<b>42</b>	<b>45 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>3</b>	<b>3 %</b>	<b>5</b>	<b>5 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>23</b>	<b>70</b>

**Department Total: 93**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61



**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**CIVIL SERVICE COMMISSION**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	9	16 %	33	60 %	2	4 %	7	13 %	0	0 %	2	4 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	12	43		
02	<b>Professional</b>	28	16 %	95	56 %	11	6 %	25	15 %	1	1 %	2	1 %	1	1 %	3	2 %	0	0 %	4	2 %	1	1 %	0	0 %	42	129
03	<b>Technician</b>	3	23 %	8	62 %	0	0 %	0	0 %	0	0 %	0	0 %	2	15 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	5	8
05	<b>Para-Professionals</b>	7	12 %	39	67 %	1	2 %	9	16 %	0	0 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	8	50
06	<b>Admin Support</b>	7	6 %	88	73 %	0	0 %	16	13 %	0	0 %	2	2 %	0	0 %	7	6 %	0	0 %	1	1 %	0	0 %	0	0 %	7	114
08	<b>Service/Maintenance</b>	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
<b>Department Totals by Category:</b>		<b>55</b>	<b>13 %</b>	<b>263</b>	<b>63 %</b>	<b>14</b>	<b>3 %</b>	<b>57</b>	<b>14 %</b>	<b>1</b>	<b>0 %</b>	<b>6</b>	<b>1 %</b>	<b>4</b>	<b>1 %</b>	<b>12</b>	<b>3 %</b>	<b>0</b>	<b>0 %</b>	<b>6</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>75</b>	<b>344</b>

**Department Total: 419**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**COMMUNITY HEALTH**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	50	29 %	86	50 %	9	5 %	12	7 %	2	1 %	1	1 %	3	2 %	0	0 %	2	1 %	69	103						
02	<b>Professional</b>	293	20 %	755	52 %	53	4 %	194	13 %	1	0 %	10	1 %	8	1 %	21	1 %	32	2 %	49	3 %	13	1 %	26	2 %	400	1,055
03	<b>Technician</b>	31	17 %	81	44 %	7	4 %	49	26 %	0	0 %	0	0 %	2	1 %	4	2 %	1	1 %	3	2 %	1	1 %	7	4 %	42	144
04	<b>Protective Service</b>	131	52 %	31	12 %	52	20 %	22	9 %	3	1 %	1	0 %	8	3 %	4	2 %	2	1 %	0	0 %	0	0 %	0	0 %	196	58
05	<b>Para-Professionals</b>	162	21 %	279	37 %	104	14 %	153	20 %	0	0 %	5	1 %	10	1 %	12	2 %	6	1 %	8	1 %	9	1 %	10	1 %	291	467
06	<b>Admin Support</b>	16	5 %	233	73 %	2	1 %	39	12 %	0	0 %	3	1 %	2	1 %	19	6 %	0	0 %	1	0 %	2	1 %	4	1 %	22	299
07	<b>Skilled Craft</b>	47	77 %	1	2 %	10	16 %	1	2 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	59	2
08	<b>Service/Maintenance</b>	48	32 %	53	35 %	23	15 %	21	14 %	0	0 %	0	0 %	2	1 %	2	1 %	0	0 %	1	1 %	0	0 %	0	0 %	73	77
<b>Department Totals by Category:</b>		<b>778</b>	<b>23 %</b>	<b>1,519</b>	<b>45 %</b>	<b>260</b>	<b>8 %</b>	<b>491</b>	<b>15 %</b>	<b>6</b>	<b>0 %</b>	<b>20</b>	<b>1 %</b>	<b>37</b>	<b>1 %</b>	<b>62</b>	<b>2 %</b>	<b>46</b>	<b>1 %</b>	<b>64</b>	<b>2 %</b>	<b>25</b>	<b>1 %</b>	<b>49</b>	<b>1 %</b>	<b>1,152</b>	<b>2,205</b>

**Department Total: 3,357**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**CORRECTIONS**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	75	50 %	47	31 %	11	7 %	13	9 %	2	1 %	1	1 %	1	1 %	0	0 %	1	1 %	0	0 %	0	0 %	89	62		
02	<b>Professional</b>	1,137	37 %	1,125	37 %	230	8 %	432	14 %	12	0 %	13	0 %	27	1 %	29	1 %	18	1 %	17	1 %	5	0 %	4	0 %	1,429	1,620
03	<b>Technician</b>	45	20 %	137	60 %	5	2 %	29	13 %	0	0 %	1	0 %	1	0 %	3	1 %	2	1 %	2	1 %	0	0 %	2	1 %	53	174
04	<b>Protective Service</b>	5,640	68 %	963	12 %	716	9 %	541	7 %	172	2 %	28	0 %	167	2 %	46	1 %	18	0 %	3	0 %	18	0 %	5	0 %	6,731	1,586
05	<b>Para-Professionals</b>	49	10 %	340	70 %	7	1 %	63	13 %	1	0 %	7	1 %	2	0 %	12	2 %	0	0 %	1	0 %	0	0 %	2	0 %	59	425
06	<b>Admin Support</b>	35	5 %	514	74 %	3	0 %	113	16 %	1	0 %	13	2 %	1	0 %	10	1 %	0	0 %	2	0 %	0	0 %	0	0 %	40	652
07	<b>Skilled Craft</b>	427	88 %	19	4 %	18	4 %	1	0 %	11	2 %	0	0 %	7	1 %	1	0 %	1	0 %	0	0 %	0	0 %	0	0 %	464	21
08	<b>Service/Maintenance</b>	362	64 %	107	19 %	58	10 %	18	3 %	9	2 %	1	0 %	6	1 %	2	0 %	2	0 %	0	0 %	0	0 %	2	0 %	437	130
<b>Department Totals by Category:</b>		<b>7,770</b>	<b>56 %</b>	<b>3,252</b>	<b>23 %</b>	<b>1,048</b>	<b>8 %</b>	<b>1,210</b>	<b>9 %</b>	<b>208</b>	<b>1 %</b>	<b>64</b>	<b>0 %</b>	<b>212</b>	<b>2 %</b>	<b>103</b>	<b>1 %</b>	<b>41</b>	<b>0 %</b>	<b>26</b>	<b>0 %</b>	<b>23</b>	<b>0 %</b>	<b>15</b>	<b>0 %</b>	<b>9,302</b>	<b>4,670</b>

**Department Total: 13,972**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**EDUCATION**

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	9	33 %	15	56 %	1	4 %	2	7 %	0	0 %	0	0 %	0	0 %	10	17										
02 Professional	86	30 %	170	59 %	5	2 %	16	6 %	0	0 %	0	0 %	2	1 %	3	1 %	2	1 %	2	1 %	1	0 %	1	0 %	96	192
03 Technician	0	0 %	7	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	7
04 Protective Service	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
05 Para-Professionals	9	19 %	30	64 %	3	6 %	3	6 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	1	2 %	0	0 %	0	0 %	12	35
06 Admin Support	2	3 %	63	91 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	2	3 %	0	0 %	0	0 %	0	0 %	0	0 %	2	67
07 Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
08 Service/Maintenance	2	29 %	2	29 %	2	29 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	3
<b>Department Totals by Category:</b>	<b>110</b>	<b>25 %</b>	<b>287</b>	<b>64 %</b>	<b>11</b>	<b>2 %</b>	<b>24</b>	<b>5 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>6</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>3</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>126</b>	<b>321</b>

**Department Total: 447**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

## ENVIRONMENTAL QUALITY

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
01 Official/Administrator	10	50 %	9	45 %	0	0 %	1	5 %	0	0 %	0	0 %	0	0 %	10	10		
02 Professional	470	56 %	303	36 %	14	2 %	12	1 %	1	0 %	3	0 %	7	1 %	3	0 %	509	335
03 Technician	54	68 %	16	20 %	5	6 %	1	1 %	0	0 %	0	0 %	1	1 %	1	1 %	60	19
04 Protective Service	3	43 %	3	43 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	4	3
05 Para-Professionals	4	17 %	17	71 %	0	0 %	2	8 %	0	0 %	0	0 %	0	0 %	0	0 %	4	20
06 Admin Support	2	2 %	107	82 %	1	1 %	11	8 %	0	0 %	0	0 %	1	1 %	6	5 %	4	126
07 Skilled Craft	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
08 Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
<b>Department Totals by Category:</b>	<b>545</b>	<b>49 %</b>	<b>455</b>	<b>41 %</b>	<b>21</b>	<b>2 %</b>	<b>27</b>	<b>2 %</b>	<b>1</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>9</b>	<b>1 %</b>	<b>10</b>	<b>1 %</b>	<b>14</b>	<b>513</b>

**Department Total: 1,106**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**EXECUTIVE OFFICE**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
01	<b>Official/Administrator</b>	6	67 %	3	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	6	3
02	<b>Professional</b>	4	31 %	6	46 %	0	0 %	1	8 %	0	0 %	0	0 %	1	8 %	5	8
05	<b>Para-Professionals</b>	6	30 %	12	60 %	0	0 %	1	5 %	0	0 %	0	0 %	1	5 %	7	13
<b>Department Totals by Category:</b>		<b>16</b>	<b>38 %</b>	<b>21</b>	<b>50 %</b>	<b>0</b>	<b>0 %</b>	<b>2</b>	<b>5 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>1</b>	<b>2 %</b>	<b>18</b>	<b>24</b>

**Department Total: 42**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**HUMAN SERVICES**

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	42	25 %	79	46 %	17	10 %	25	15 %	0	0 %	0	0 %	3	2 %	2	1 %	1	1 %	0	0 %	0	0 %	1	1 %	63	107
02 Professional	892	15 %	2,766	48 %	218	4 %	1,600	28 %	1	0 %	26	0 %	42	1 %	134	2 %	14	0 %	41	1 %	13	0 %	33	1 %	1,180	4,600
03 Technician	23	47 %	19	39 %	2	4 %	2	4 %	0	0 %	0	0 %	2	4 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	27	22
04 Protective Service	4	40 %	1	10 %	5	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	9	1
05 Para-Professionals	413	11 %	1,600	44 %	210	6 %	1,165	32 %	8	0 %	20	1 %	46	1 %	155	4 %	4	0 %	8	0 %	9	0 %	39	1 %	690	2,987
06 Admin Support	60	5 %	761	60 %	31	2 %	321	25 %	0	0 %	9	1 %	4	0 %	56	4 %	0	0 %	7	1 %	2	0 %	8	1 %	97	1,162
07 Skilled Craft	10	91 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	11	0
08 Service/Maintenance	17	74 %	0	0 %	5	22 %	0	0 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	23	0
<b>Department Totals by Category:</b>	<b>1,461</b>	<b>13 %</b>	<b>5,226</b>	<b>48 %</b>	<b>488</b>	<b>4 %</b>	<b>3,113</b>	<b>28 %</b>	<b>9</b>	<b>0 %</b>	<b>55</b>	<b>1 %</b>	<b>99</b>	<b>1 %</b>	<b>348</b>	<b>3 %</b>	<b>19</b>	<b>0 %</b>	<b>56</b>	<b>1 %</b>	<b>24</b>	<b>0 %</b>	<b>81</b>	<b>1 %</b>	<b>2,100</b>	<b>8,879</b>

**Department Total: 10,979**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

## LICENSING &amp; REGULATORY AFFAIRS

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	56	39 %	49	34 %	13	9 %	18	13 %	0	0 %	1	1 %	0	0 %	4	3 %	0	0 %	2	1 %	0	0 %	0	0 %	69	74
02 Professional	560	33 %	683	40 %	90	5 %	283	17 %	4	0 %	5	0 %	18	1 %	18	1 %	6	0 %	23	1 %	3	0 %	3	0 %	681	1,015
03 Technician	169	61 %	64	23 %	14	5 %	12	4 %	1	0 %	0	0 %	9	3 %	3	1 %	4	1 %	0	0 %	0	0 %	0	0 %	197	79
04 Protective Service	31	91 %	1	3 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	33	1
05 Para-Professionals	182	17 %	381	36 %	74	7 %	355	33 %	2	0 %	4	0 %	21	2 %	35	3 %	7	1 %	4	0 %	2	0 %	1	0 %	288	780
06 Admin Support	23	4 %	378	71 %	6	1 %	106	20 %	0	0 %	3	1 %	0	0 %	15	3 %	1	0 %	3	1 %	0	0 %	0	0 %	30	505
07 Skilled Craft	16	57 %	0	0 %	6	21 %	2	7 %	0	0 %	0	0 %	4	14 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	26	2
08 Service/Maintenance	16	41 %	10	26 %	5	13 %	3	8 %	1	3 %	0	0 %	3	8 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	25	14
<b>Department Totals by Category:</b>	<b>1,053</b>	<b>28 %</b>	<b>1,566</b>	<b>41 %</b>	<b>209</b>	<b>5 %</b>	<b>779</b>	<b>20 %</b>	<b>9</b>	<b>0 %</b>	<b>13</b>	<b>0 %</b>	<b>55</b>	<b>1 %</b>	<b>75</b>	<b>2 %</b>	<b>18</b>	<b>0 %</b>	<b>32</b>	<b>1 %</b>	<b>5</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>1,349</b>	<b>2,470</b>

**Department Total: 3,819**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61



**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**MILITARY & VETERAN AFFAIRS**

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	5	45 %	4	36 %	2	18 %	0	0 %	0	0 %	0	0 %	0	0 %	7	4										
02 Professional	53	32 %	92	55 %	3	2 %	11	7 %	0	0 %	1	1 %	0	0 %	58	110										
03 Technician	35	24 %	85	58 %	2	1 %	17	12 %	1	1 %	1	1 %	1	1 %	40	106										
04 Protective Service	57	93 %	1	2 %	1	2 %	0	0 %	2	3 %	0	0 %	0	0 %	60	1										
05 Para-Professionals	41	17 %	105	44 %	9	4 %	69	29 %	0	0 %	2	1 %	0	0 %	51	186										
06 Admin Support	0	0 %	26	68 %	0	0 %	10	26 %	0	0 %	0	0 %	1	3 %	0	38										
07 Skilled Craft	114	93 %	2	2 %	2	2 %	0	0 %	3	2 %	0	0 %	0	0 %	121	2										
08 Service/Maintenance	102	55 %	51	28 %	10	5 %	9	5 %	1	1 %	0	0 %	8	4 %	124	61										
<b>Department Totals by Category:</b>	<b>407</b>	<b>42 %</b>	<b>366</b>	<b>38 %</b>	<b>29</b>	<b>3 %</b>	<b>116</b>	<b>12 %</b>	<b>4</b>	<b>0 %</b>	<b>4</b>	<b>0 %</b>	<b>14</b>	<b>1 %</b>	<b>13</b>	<b>1 %</b>	<b>4</b>	<b>0 %</b>	<b>8</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>1</b>	<b>0 %</b>	<b>461</b>	<b>508</b>

**Department Total: 969**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

## NATURAL RESOURCES

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total											
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female										
01 Official/Administrator	31	65 %	15	31 %	2	4 %	0	0 %	0	0 %	0	0 %	0	0 %	33	15								
02 Professional	284	61 %	156	33 %	5	1 %	5	1 %	4	1 %	2	0 %	1	0 %	4	1 %	298	169						
03 Technician	183	75 %	50	20 %	3	1 %	2	1 %	3	1 %	0	0 %	2	1 %	0	0 %	192	53						
04 Protective Service	434	79 %	82	15 %	11	2 %	3	1 %	6	1 %	0	0 %	9	2 %	3	1 %	467	85						
05 Para-Professionals	10	21 %	33	69 %	1	2 %	1	2 %	0	0 %	0	0 %	0	0 %	3	6 %	0	0 %						
06 Admin Support	8	6 %	126	87 %	0	0 %	5	3 %	0	0 %	2	1 %	0	0 %	1	1 %	0	0 %						
07 Skilled Craft	116	89 %	10	8 %	0	0 %	0	0 %	2	2 %	0	0 %	0	0 %	1	1 %	2	2 %						
08 Service/Maintenance	684	52 %	526	40 %	17	1 %	13	1 %	4	0 %	8	1 %	4	0 %	2	0 %	2	0 %						
<b>Department Totals by Category:</b>	<b>1,750</b>	<b>59 %</b>	<b>998</b>	<b>34 %</b>	<b>39</b>	<b>1 %</b>	<b>29</b>	<b>1 %</b>	<b>19</b>	<b>1 %</b>	<b>12</b>	<b>0 %</b>	<b>16</b>	<b>1 %</b>	<b>11</b>	<b>0 %</b>	<b>10</b>	<b>0 %</b>	<b>43</b>	<b>1 %</b>	<b>22</b>	<b>1 %</b>	<b>1,877</b>	<b>1,076</b>

**Department Total: 2,953**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

STATE

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	21	50 %	14	33 %	2	5 %	2	5 %	1	2 %	0	0 %	0	0 %	24	18										
02	<b>Professional</b>	67	36 %	74	40 %	11	6 %	23	12 %	0	0 %	0	0 %	2	1 %	83	103										
03	<b>Technician</b>	10	42 %	9	38 %	0	0 %	5	21 %	0	0 %	0	0 %	0	0 %	10	14										
05	<b>Para-Professionals</b>	53	7 %	470	61 %	16	2 %	170	22 %	0	0 %	6	1 %	3	0 %	75	694										
06	<b>Admin Support</b>	36	14 %	164	63 %	5	2 %	30	12 %	1	0 %	3	1 %	1	0 %	44	216										
07	<b>Skilled Craft</b>	8	73 %	3	27 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	8	3										
08	<b>Service/Maintenance</b>	13	7 %	56	29 %	2	1 %	22	11 %	1	1 %	0	0 %	1	1 %	30	162										
<b>Department Totals by Category:</b>		<b>208</b>	<b>14 %</b>	<b>790</b>	<b>53 %</b>	<b>36</b>	<b>2 %</b>	<b>252</b>	<b>17 %</b>	<b>3</b>	<b>0 %</b>	<b>9</b>	<b>1 %</b>	<b>7</b>	<b>0 %</b>	<b>53</b>	<b>4 %</b>	<b>3</b>	<b>0 %</b>	<b>13</b>	<b>1 %</b>	<b>17</b>	<b>1 %</b>	<b>93</b>	<b>6 %</b>	<b>274</b>	<b>1,210</b>

**Department Total: 1,484**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**STATE POLICE**

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	31	69 %	13	29 %	1	2 %	0	0 %	0	0 %	0	0 %	0	0 %	32	13										
02 Professional	198	47 %	180	43 %	19	5 %	9	2 %	1	0 %	0	0 %	7	2 %	4	1 %	227	195								
03 Technician	20	49 %	19	46 %	0	0 %	1	2 %	0	0 %	0	0 %	0	0 %	1	2 %	20	21								
04 Protective Service	1,212	76 %	164	10 %	101	6 %	14	1 %	26	2 %	0	0 %	44	3 %	2	0 %	7	0 %	1,408	181						
05 Para-Professionals	7	12 %	45	79 %	0	0 %	4	7 %	0	0 %	0	0 %	0	0 %	1	2 %	0	0 %	7	50						
06 Admin Support	34	17 %	142	72 %	1	1 %	13	7 %	0	0 %	2	1 %	0	0 %	3	2 %	0	0 %	35	161						
07 Skilled Craft	10	91 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	11	0						
08 Service/Maintenance	2	33 %	3	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	17 %	0	0 %	0	0 %	2	4				
<b>Department Totals by Category:</b>	<b>1,514</b>	<b>64 %</b>	<b>566</b>	<b>24 %</b>	<b>122</b>	<b>5 %</b>	<b>41</b>	<b>2 %</b>	<b>27</b>	<b>1 %</b>	<b>2</b>	<b>0 %</b>	<b>51</b>	<b>2 %</b>	<b>12</b>	<b>1 %</b>	<b>10</b>	<b>0 %</b>	<b>3</b>	<b>0 %</b>	<b>18</b>	<b>1 %</b>	<b>1</b>	<b>0 %</b>	<b>1,742</b>	<b>625</b>

**Department Total: 2,367**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

STRATEGIC FUND

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	9	39 %	7	30 %	1	4 %	2	9 %	0	0 %	0	0 %	1	4 %	0	0 %	0	0 %	13	10						
02 Professional	23	32 %	31	43 %	3	4 %	9	13 %	0	0 %	0	0 %	1	1 %	3	4 %	1	1 %	1	1 %	0	0 %	0	0 %	28	44
03 Technician	0	0 %	2	67 %	0	0 %	0	0 %	0	0 %	0	0 %	1	33 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	2
05 Para-Professionals	2	50 %	1	25 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	1
06 Admin Support	2	11 %	10	53 %	1	5 %	6	32 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	3	16
08 Service/Maintenance	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1	0
<b>Department Totals by Category:</b>	<b>37</b>	<b>30 %</b>	<b>51</b>	<b>42 %</b>	<b>6</b>	<b>5 %</b>	<b>17</b>	<b>14 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>3</b>	<b>2 %</b>	<b>3</b>	<b>2 %</b>	<b>3</b>	<b>2 %</b>	<b>2</b>	<b>2 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>49</b>	<b>73</b>

**Department Total: 122**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**TECHNOLOGY, MANAGEMENT & BUDGET**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	85	56 %	50	33 %	5	3 %	2	1 %	0	0 %	0	0 %	1	1 %	5	3 %	3	2 %	0	0 %	1	1 %	96	57		
02	<b>Professional</b>	733	49 %	446	30 %	49	3 %	56	4 %	2	0 %	2	0 %	15	1 %	12	1 %	94	6 %	63	4 %	15	1 %	8	1 %	908	587
03	<b>Technician</b>	178	59 %	73	24 %	18	6 %	16	5 %	3	1 %	0	0 %	3	1 %	1	0 %	4	1 %	1	0 %	4	1 %	2	1 %	210	93
05	<b>Para-Professionals</b>	31	25 %	76	62 %	3	2 %	6	5 %	0	0 %	0	0 %	1	1 %	4	3 %	0	0 %	1	1 %	0	0 %	0	0 %	35	87
06	<b>Admin Support</b>	6	6 %	70	71 %	2	2 %	12	12 %	0	0 %	0	0 %	0	0 %	8	8 %	0	0 %	0	0 %	0	0 %	1	1 %	8	91
07	<b>Skilled Craft</b>	138	85 %	6	4 %	8	5 %	1	1 %	0	0 %	0	0 %	7	4 %	2	1 %	0	0 %	0	0 %	0	0 %	0	0 %	153	9
08	<b>Service/Maintenance</b>	88	75 %	11	9 %	10	8 %	1	1 %	0	0 %	0	0 %	7	6 %	0	0 %	1	1 %	0	0 %	0	0 %	0	0 %	106	12
<b>Department Totals by Category:</b>		<b>1,259</b>	<b>51 %</b>	<b>732</b>	<b>30 %</b>	<b>95</b>	<b>4 %</b>	<b>94</b>	<b>4 %</b>	<b>5</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>34</b>	<b>1 %</b>	<b>28</b>	<b>1 %</b>	<b>104</b>	<b>4 %</b>	<b>68</b>	<b>3 %</b>	<b>19</b>	<b>1 %</b>	<b>12</b>	<b>0 %</b>	<b>1,516</b>	<b>936</b>

**Department Total: 2,452**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

**TRANSPORTATION**

EEO Category:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	<b>Official/Administrator</b>	47	57 %	21	25 %	8	10 %	4	5 %	3	4 %	0	0 %	0	0 %	58	25										
02	<b>Professional</b>	569	58 %	290	30 %	31	3 %	30	3 %	2	0 %	0	0 %	16	2 %	4	0 %	24	2 %	13	1 %	2	0 %	0	0 %	644	337
03	<b>Technician</b>	439	75 %	81	14 %	29	5 %	5	1 %	2	0 %	0	0 %	15	3 %	0	0 %	11	2 %	2	0 %	0	0 %	1	0 %	496	89
05	<b>Para-Professionals</b>	74	53 %	48	34 %	4	3 %	6	4 %	0	0 %	1	1 %	3	2 %	0	0 %	2	1 %	0	0 %	1	1 %	79	61		
06	<b>Admin Support</b>	1	1 %	160	86 %	1	1 %	18	10 %	0	0 %	0	0 %	5	3 %	0	0 %	0	0 %	0	0 %	0	0 %	2	183		
07	<b>Skilled Craft</b>	499	86 %	24	4 %	35	6 %	2	0 %	11	2 %	0	0 %	7	1 %	0	0 %	1	0 %	0	0 %	1	0 %	0	0 %	554	26
08	<b>Service/Maintenance</b>	90	47 %	64	34 %	5	3 %	8	4 %	12	6 %	9	5 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	110	81
<b>Department Totals by Category:</b>		<b>1,719</b>	<b>63 %</b>	<b>688</b>	<b>25 %</b>	<b>113</b>	<b>4 %</b>	<b>73</b>	<b>3 %</b>	<b>30</b>	<b>1 %</b>	<b>10</b>	<b>0 %</b>	<b>42</b>	<b>2 %</b>	<b>12</b>	<b>0 %</b>	<b>36</b>	<b>1 %</b>	<b>17</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>2</b>	<b>0 %</b>	<b>1,943</b>	<b>802</b>

**Department Total: 2,745**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61

**STATEWIDE CLASSIFIED EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**Pay End Date: September 17, 2011**

TREASURY

EEO Category:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	66	55 %	37	31 %	5	4 %	5	4 %	0	0 %	1	1 %	2	2 %	1	1 %	0	0 %	1	1 %	0	0 %	74	45		
02 Professional	324	35 %	371	40 %	63	7 %	112	12 %	1	0 %	2	0 %	6	1 %	15	2 %	16	2 %	11	1 %	1	0 %	3	0 %	411	514
03 Technician	28	37 %	31	41 %	5	7 %	8	11 %	0	0 %	0	0 %	0	0 %	1	1 %	0	0 %	0	0 %	1	1 %	2	3 %	34	42
05 Para-Professionals	26	13 %	116	59 %	7	4 %	37	19 %	0	0 %	0	0 %	1	1 %	7	4 %	1	1 %	1	1 %	0	0 %	0	0 %	35	161
06 Admin Support	48	10 %	341	68 %	11	2 %	64	13 %	0	0 %	5	1 %	5	1 %	20	4 %	2	0 %	4	1 %	0	0 %	0	0 %	66	434
07 Skilled Craft	0	0 %	2	50 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	4
08 Service/Maintenance	6	55 %	4	36 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	7	4
<b>Department Totals by Category:</b>	<b>498</b>	<b>27 %</b>	<b>902</b>	<b>49 %</b>	<b>92</b>	<b>5 %</b>	<b>227</b>	<b>12 %</b>	<b>1</b>	<b>0 %</b>	<b>8</b>	<b>0 %</b>	<b>14</b>	<b>1 %</b>	<b>45</b>	<b>2 %</b>	<b>19</b>	<b>1 %</b>	<b>17</b>	<b>1 %</b>	<b>3</b>	<b>0 %</b>	<b>5</b>	<b>0 %</b>	<b>627</b>	<b>1,204</b>

**Department Total: 1,831**

<b>Statewide Totals:</b>	<b>19,611</b>	<b>39 %</b>	<b>18,137</b>	<b>36 %</b>	<b>2,617</b>	<b>5 %</b>	<b>6,641</b>	<b>13 %</b>	<b>324</b>	<b>1 %</b>	<b>210</b>	<b>0 %</b>	<b>609</b>	<b>1 %</b>	<b>809</b>	<b>2 %</b>	<b>334</b>	<b>1 %</b>	<b>340</b>	<b>1 %</b>	<b>194</b>	<b>0 %</b>	<b>294</b>	<b>1 %</b>	<b>23,689</b>	<b>26,431</b>
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**Statewide Total: 50,120**

Comment: This report includes all active classified employees in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-61



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT**  
**RACE/ETHNIC GROUP AND GENDER ANALYSIS**  
**Pay End Date: September 17, 2011**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDERS		NON DISCLOSED		MINORITY No.	%	GRAND TOTAL														
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE																	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%																	
AGRICULTURE & RURAL DEVELOPMENT	184	47.4	167	43.0	5	1.3	16	4.1	1	0.3	2	0.5	4	1.0	3	0.8	2	0.5	3	0.8	1	0.3	0	0.0	191	49.2	36	9.3	388
ATTORNEY GENERAL	179	40.8	196	44.6	15	3.4	28	6.4	0	0.0	0	0.0	3	0.7	8	1.8	2	0.5	2	0.5	4	0.9	2	0.5	236	53.8	58	13.2	439
AUDITOR GENERAL	58	42.6	70	51.5	4	2.9	3	2.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	74	54.4	8	5.9	136
CIVIL RIGHTS	10	10.8	22	23.7	10	10.8	42	45.2	0	0.0	0	0.0	3	3.2	5	5.4	0	0.0	1	1.1	0	0.0	0	0.0	70	75.3	61	65.6	93
CIVIL SERVICE COMMISSION	55	13.1	263	62.8	14	3.3	57	13.6	1	0.2	6	1.4	4	1.0	12	2.9	0	0.0	6	1.4	1	0.2	0	0.0	344	82.1	100	23.9	419
COMMUNITY HEALTH	774	23.1	1,515	45.3	259	7.7	489	14.6	6	0.2	20	0.6	37	1.1	62	1.9	46	1.4	64	1.9	24	0.7	49	1.5	2,199	65.7	983	29.4	3,345
CORRECTIONS	7,689	55.5	3,239	23.4	1,042	7.5	1,207	8.7	206	1.5	63	0.5	211	1.5	103	0.7	41	0.3	26	0.2	23	0.2	15	0.1	4,653	33.6	2,899	20.9	13,865
EDUCATION	110	24.6	287	64.2	11	2.5	24	5.4	0	0.0	0	0.0	2	0.4	6	1.3	2	0.4	3	0.7	1	0.2	1	0.2	321	71.8	48	10.7	447
ENVIRONMENTAL QUALITY	545	49.3	455	41.1	21	1.9	27	2.4	1	0.1	3	0.3	9	0.8	10	0.9	14	1.3	14	1.3	3	0.3	4	0.4	513	46.4	99	9.0	1,106
EXECUTIVE OFFICE	16	38.1	21	50.0	0	0.0	2	4.8	0	0.0	0	0.0	0	0.0	0	0.0	1	2.4	0	0.0	1	2.4	1	2.4	24	57.1	3	7.1	42
HUMAN SERVICES	1,461	13.3	5,224	47.6	487	4.4	3,112	28.4	9	0.1	55	0.5	99	0.9	348	3.2	19	0.2	56	0.5	24	0.2	81	0.7	8,876	80.9	4,185	38.1	10,975
LICENSING & REGULATORY AFFAIRS	1,053	27.6	1,565	41.0	209	5.5	779	20.4	9	0.2	13	0.3	55	1.4	74	1.9	18	0.5	32	0.8	5	0.1	5	0.1	2,468	64.7	1,189	31.2	3,817
MILITARY & VETERAN AFFAIRS	407	42.4	362	37.7	29	3.0	112	11.7	4	0.4	4	0.4	14	1.5	13	1.4	4	0.4	8	0.8	3	0.3	1	0.1	500	52.0	188	19.6	961
NATURAL RESOURCES	1,749	59.3	997	33.8	39	1.3	29	1.0	19	0.6	12	0.4	16	0.5	11	0.4	10	0.3	4	0.1	43	1.5	22	0.7	1,075	36.4	140	4.7	2,951
STATE	208	14.0	789	53.2	36	2.4	252	17.0	3	0.2	9	0.6	7	0.5	53	3.6	3	0.2	13	0.9	17	1.1	93	6.3	1,209	81.5	376	25.4	1,483
STATE POLICE	1,510	64.0	564	23.9	122	5.2	41	1.7	27	1.1	2	0.1	51	2.2	12	0.5	10	0.4	3	0.1	18	0.8	1	0.0	623	26.4	268	11.4	2,361
STRATEGIC FUND	37	30.3	51	41.8	6	4.9	17	13.9	0	0.0	0	0.0	3	2.5	3	2.5	3	2.5	2	1.6	0	0.0	0	0.0	73	59.8	34	27.9	122
TECHNOLOGY, MANAGEMENT & BUDGET	1,259	51.3	732	29.9	95	3.9	94	3.8	5	0.2	2	0.1	34	1.4	28	1.1	104	4.2	68	2.8	19	0.8	12	0.5	936	38.2	430	17.5	2,452
TRANSPORTATION	1,715	62.6	688	25.1	113	4.1	73	2.7	30	1.1	10	0.4	42	1.5	12	0.4	36	1.3	17	0.6	3	0.1	2	0.1	802	29.3	333	12.1	2,741
TREASURY	498	27.2	902	49.3	92	5.0	227	12.4	1	0.1	8	0.4	14	0.8	45	2.5	19	1.0	17	0.9	3	0.2	5	0.3	1,204	65.8	423	23.1	1,831
<b>STATEWIDE TOTALS:</b>	<b>19,517</b>	<b>39.1</b>	<b>18,109</b>	<b>36.2</b>	<b>2,609</b>	<b>5.2</b>	<b>6,631</b>	<b>13.3</b>	<b>322</b>	<b>0.6</b>	<b>209</b>	<b>0.4</b>	<b>608</b>	<b>1.2</b>	<b>808</b>	<b>1.6</b>	<b>334</b>	<b>0.7</b>	<b>340</b>	<b>0.7</b>	<b>193</b>	<b>0.4</b>	<b>294</b>	<b>0.6</b>	<b>26,391</b>	<b>52.8</b>	<b>11,861</b>	<b>23.7</b>	<b>49,974</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF21

**STATE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE**  
**Pay End Date: September 17, 2011**

EEO Category	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01 Official/Administrator	22	50 %	17	39 %	3	7 %	2	5 %	0	0 %	0	0 %	0	0 %	25	19										
02 Professional	136	41 %	133	40 %	10	3 %	39	12 %	0	0 %	2	1 %	5	2 %	4	1 %	4	1 %	0	0 %	0	0 %	0	0 %	155	178
03 Technician	18	45 %	14	35 %	2	5 %	3	8 %	0	0 %	1	3 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	22	18
04 Protective Service	92	72 %	18	14 %	8	6 %	7	5 %	0	0 %	1	1 %	2	2 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	102	26
05 Para-Professionals	22	18 %	62	51 %	9	7 %	25	20 %	0	0 %	2	2 %	1	1 %	1	1 %	0	0 %	0	0 %	0	0 %	0	0 %	32	90
06 Admin Support	14	10 %	97	66 %	3	2 %	25	17 %	0	0 %	3	2 %	2	1 %	3	2 %	0	0 %	0	0 %	0	0 %	0	0 %	19	128
07 Skilled Craft	25	86 %	2	7 %	0	0 %	0	0 %	0	0 %	0	0 %	1	3 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	26	3
08 Service/Maintenance	29	83 %	4	11 %	1	3 %	0	0 %	1	3 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	31	4
<b>STATEWIDE TOTAL BY CATEGORY:</b>	<b>358</b>	<b>41 %</b>	<b>347</b>	<b>40 %</b>	<b>36</b>	<b>4 %</b>	<b>101</b>	<b>12 %</b>	<b>1</b>	<b>0 %</b>	<b>9</b>	<b>1 %</b>	<b>12</b>	<b>1 %</b>	<b>9</b>	<b>1 %</b>	<b>5</b>	<b>1 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0 %</b>	<b>412</b>	<b>466</b>

**State Employees Grand Total: 878**

Comment: This report includes all active classified employees with a disability in Job Categories 1 - 8.

Source: Michigan Civil Service Commission HWF-62

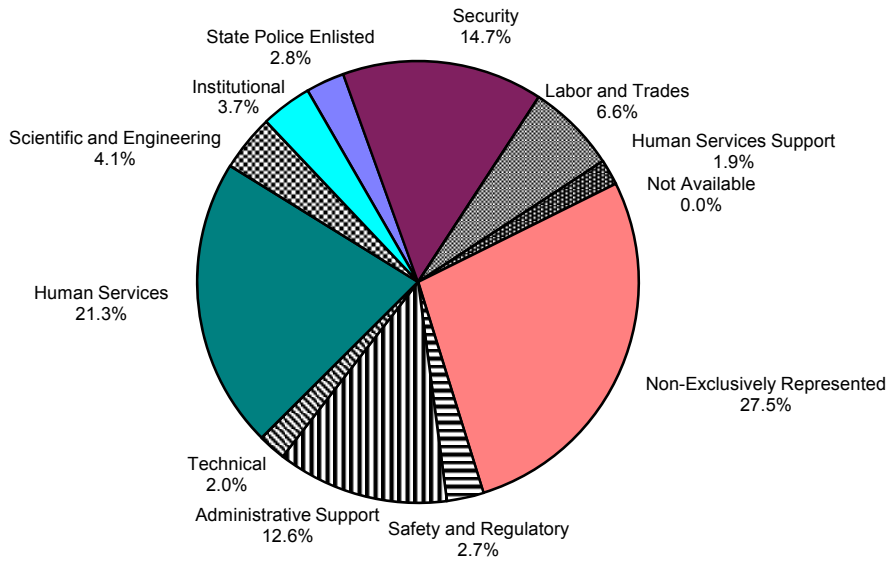
## SECTION FIVE

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# **BARGAINING UNIT CHARACTERISTICS**

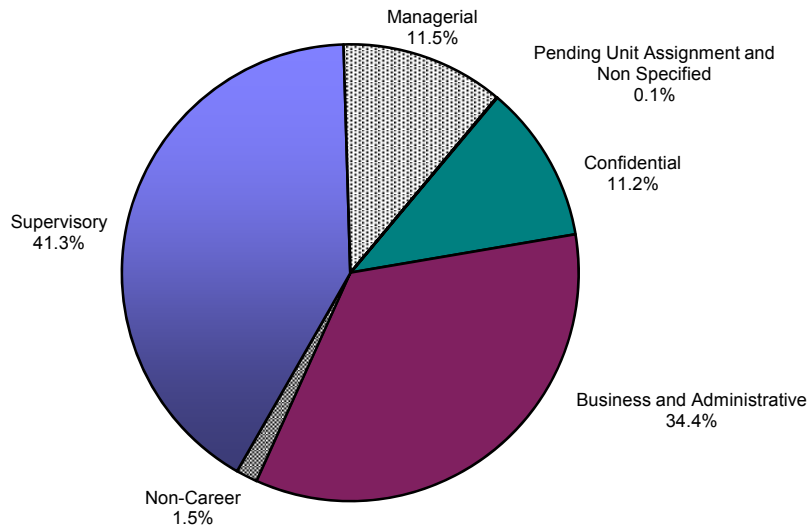
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Fiscal Year 2010-11**

Graph 5-1



(49,974 Employees)

**Non-Exclusively Represented  
(13,764 Employees)**



Comments: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only.

Of the 49,974 classified employees at fiscal year end, 72.5 percent were exclusively represented by one of eight employee organizations.

Source: Michigan Civil Service Commission HWF44

**EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT**

**Pay End Date: September 17, 2011**

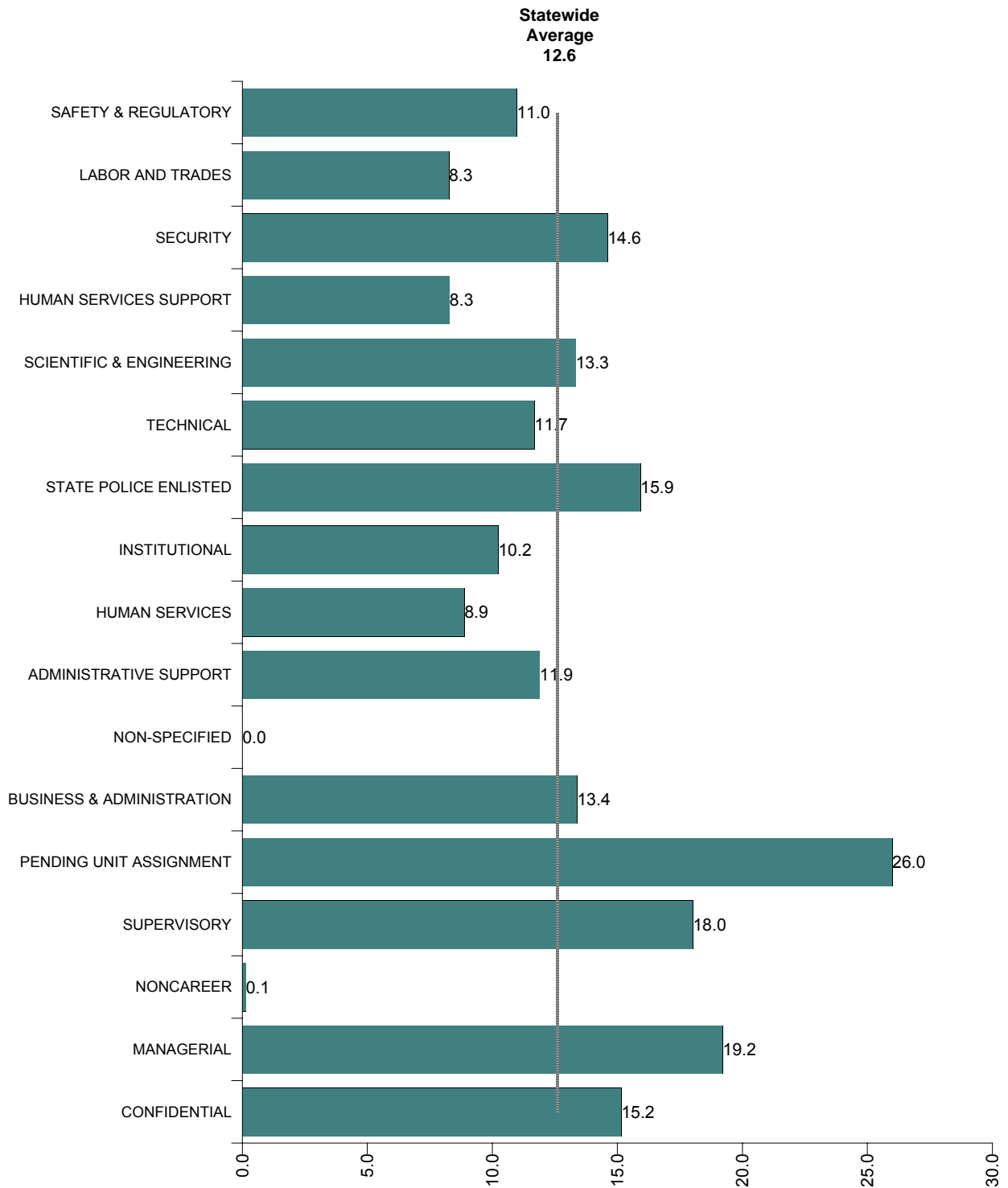
UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,357	1,214	89.5	2	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,282	2,853	86.9	4	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	7,351	0	0.0	0	0.0	7,018	95.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	947	0	0.0	0	0.0	0	0.0	918	96.9	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,057	1	0.0	0	0.0	0	0.0	0	0.0	1,943	94.5	7	0.3	0	0.0	0	0.0
L32 TECHNICAL	1,011	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	947	93.7	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,413	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,405	99.4	0	0.0
U11 INSTITUTIONAL	1,868	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,829	97.9
W22 HUMAN SERVICES	10,638	4	0.0	9,924	93.3	8	0.1	3	0.0	0	0.0	1	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	6,286	0	0.0	5,477	87.1	1	0.0	5	0.1	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,737	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	5,678	0	0.0	7	0.1	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Y52 NONCAREER	210	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	1,589	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	1,543	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>36,210</b>	<b>4,072</b>	<b>11.2</b>	<b>15,409</b>	<b>42.6</b>	<b>7,027</b>	<b>19.4</b>	<b>927</b>	<b>2.6</b>	<b>1,943</b>	<b>5.4</b>	<b>956</b>	<b>2.6</b>	<b>1,405</b>	<b>3.9</b>	<b>1,830</b>	<b>5.1</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>13,764</b>	<b>0</b>	<b>0.0</b>	<b>7</b>	<b>0.1</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>49,974</b>	<b>4,072</b>	<b>8.1</b>	<b>15,416</b>	<b>30.8</b>	<b>7,029</b>	<b>14.1</b>	<b>927</b>	<b>1.9</b>	<b>1,943</b>	<b>3.9</b>	<b>956</b>	<b>1.9</b>	<b>1,405</b>	<b>2.8</b>	<b>1,831</b>	<b>3.7</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only, paying membership dues to exclusive representative organizations. The number and percentage under each union represents those paying member fees.

Source: Michigan Civil Service Commission HWF44

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: September 17, 2011



Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	292	80	10	21	1	1	6	0	1	0	17	1	327	103	0	0
06 - 10 YEARS	197	62	13	14	1	1	7	1	1	0	1	0	220	78	0	0
11 - 15 YEARS	166	43	9	22	4	3	4	0	3	0	0	0	186	68	1	0
16 - 20 YEARS	99	23	6	10	1	1	1	0	0	0	0	0	107	34	1	1
21 - 25 YEARS	86	19	13	27	1	1	5	2	2	0	0	0	107	49	4	3
26 - 30 YEARS	21	8	6	4	0	0	1	1	0	0	0	0	28	13	1	0
31 - 35 YEARS	20	4	0	9	0	0	1	0	0	0	0	0	21	13	0	0
36 - 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>883</b>	<b>239</b>	<b>58</b>	<b>107</b>	<b>8</b>	<b>7</b>	<b>25</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>18</b>	<b>1</b>	<b>999</b>	<b>358</b>	<b>8</b>	<b>4</b>
MORE THAN 10 YEARS:	394	97	35	72	6	5	12	3	5	0	0	0	452	177	8	4
AVERAGE YEARS	10.5	10.0	14.7	15.3	13.0	12.0	12.7	21.5	14.6	0.0	0.9	3.0	10.7	11.7	24.0	21.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.0</b>															

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

Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	1,062	496	32	16	13	8	13	2	2	1	39	19	1,161	542	5	2
06 - 10 YEARS	310	20	22	3	6	0	7	0	0	0	0	0	345	23	0	0
11 - 15 YEARS	424	33	25	3	7	1	7	0	0	0	0	0	463	37	4	0
16 - 20 YEARS	174	18	12	1	8	0	5	1	0	0	0	0	199	20	4	1
21 - 25 YEARS	208	13	28	4	5	0	7	2	3	0	0	0	251	19	17	2
26 - 30 YEARS	66	11	10	0	2	0	3	1	1	0	0	0	82	12	7	0
31 - 35 YEARS	81	9	7	2	0	0	3	0	0	0	0	0	91	11	7	1
36 - 40 YEARS	17	1	1	0	0	0	4	1	0	0	0	0	22	2	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,344</b>	<b>601</b>	<b>137</b>	<b>29</b>	<b>41</b>	<b>9</b>	<b>49</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>39</b>	<b>19</b>	<b>2,616</b>	<b>666</b>	<b>44</b>	<b>7</b>
MORE THAN 10 YEARS:	972	85	83	10	22	1	29	5	4	0	0	0	1,110	101	39	5
AVERAGE YEARS	9.2	3.1	14.1	8.3	11.1	1.4	15.0	18.4	16.7	0.0	0.2	0.0	9.5	3.4	21.1	18.7

**BARGAINING UNIT AVERAGE YEARS 8.3**

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

Source: Michigan Civil Service Commission HWF20



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	539	138	149	108	23	5	29	10	4	1	16	5	760	267	0	1
06 - 10 YEARS	524	130	80	88	15	2	13	10	3	2	2	0	637	232	3	1
11 - 15 YEARS	1,570	264	148	122	41	9	50	12	4	0	0	0	1,813	407	2	2
16 - 20 YEARS	895	143	91	56	28	3	30	5	3	0	0	0	1,047	207	3	1
21 - 25 YEARS	1,280	132	135	95	40	4	31	2	3	0	0	0	1,489	233	43	12
26 - 30 YEARS	142	15	40	17	2	1	4	0	0	0	0	0	188	33	11	5
31 - 35 YEARS	20	3	6	0	0	0	1	1	0	0	0	0	27	4	1	0
36 - 40 YEARS	3	0	2	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>4,974</b>	<b>825</b>	<b>652</b>	<b>486</b>	<b>149</b>	<b>24</b>	<b>158</b>	<b>40</b>	<b>17</b>	<b>3</b>	<b>18</b>	<b>5</b>	<b>5,968</b>	<b>1,383</b>	<b>63</b>	<b>22</b>
MORE THAN 10 YEARS:	3,911	557	423	290	111	17	116	20	10	0	0	0	4,571	884	60	20
AVERAGE YEARS	15.2	13.3	14.0	12.8	14.7	13.3	13.9	11.0	12.3	5.3	3.9	3.8	15.0	13.0	22.6	21.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.6</b>															

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Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	109	148	28	121	2	3	12	13	1	1	1	1	153	287	2	3
06 - 10 YEARS	37	90	29	142	1	1	5	10	2	2	1	1	75	246	2	1
11 - 15 YEARS	7	11	5	11	0	3	0	3	0	0	0	0	12	28	2	0
16 - 20 YEARS	5	15	1	13	0	0	1	5	0	0	0	0	7	33	2	0
21 - 25 YEARS	8	18	2	16	0	1	2	4	0	1	0	0	12	40	4	6
26 - 30 YEARS	0	7	0	6	0	0	0	0	0	0	0	0	0	13	0	1
31 - 35 YEARS	5	8	2	13	1	1	1	0	0	0	0	0	9	22	3	3
36 - 40 YEARS	1	2	1	6	0	0	0	0	0	0	0	0	2	8	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>172</b>	<b>299</b>	<b>68</b>	<b>328</b>	<b>4</b>	<b>9</b>	<b>21</b>	<b>35</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>270</b>	<b>677</b>	<b>16</b>	<b>15</b>
MORE THAN 10 YEARS:	26	61	11	65	1	5	4	12	0	1	0	0	42	144	12	11
AVERAGE YEARS	6.3	8.2	7.8	9.4	12.0	12.2	7.2	9.5	7.0	10.8	4.5	4.5	6.8	8.9	19.3	21.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>8.3</b>															

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Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	203	136	5	5	1	0	4	0	3	4	6	1	222	146	0	0
06 - 10 YEARS	314	193	9	6	0	1	3	2	10	6	0	0	336	208	2	0
11 - 15 YEARS	247	99	4	4	1	0	3	2	7	10	0	0	262	115	0	1
16 - 20 YEARS	163	95	7	6	0	0	4	1	8	4	0	0	182	106	0	1
21 - 25 YEARS	187	79	7	6	1	1	5	1	6	5	0	0	206	92	5	0
26 - 30 YEARS	53	23	4	4	0	3	1	0	2	1	0	0	60	31	1	1
31 - 35 YEARS	49	7	6	0	1	0	2	0	2	0	0	0	60	7	3	0
36 - 40 YEARS	18	0	1	0	0	0	0	0	1	0	0	0	20	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	2	0	0	0	4	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,236</b>	<b>632</b>	<b>43</b>	<b>31</b>	<b>4</b>	<b>5</b>	<b>22</b>	<b>6</b>	<b>41</b>	<b>30</b>	<b>6</b>	<b>1</b>	<b>1,352</b>	<b>705</b>	<b>12</b>	<b>3</b>
MORE THAN 10 YEARS:	719	303	29	20	3	4	15	4	28	20	0	0	794	351	10	3
AVERAGE YEARS	13.8	11.8	17.9	15.2	18.5	22.6	16.0	13.7	17.4	13.4	1.5	3.0	14.0	12.1	25.3	19.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.3</b>															

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Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	194	89	15	4	2	1	4	2	1	0	2	4	218	100	0	0
06 - 10 YEARS	135	57	1	2	2	0	4	1	4	2	0	0	146	62	0	0
11 - 15 YEARS	124	27	2	1	2	0	2	0	3	1	0	0	133	29	0	0
16 - 20 YEARS	69	20	4	1	0	0	1	0	1	1	0	0	75	22	3	1
21 - 25 YEARS	110	21	9	4	0	1	3	0	2	1	0	0	124	27	4	1
26 - 30 YEARS	20	6	5	4	0	0	0	0	0	0	0	0	25	10	0	1
31 - 35 YEARS	12	6	1	2	0	0	3	0	0	0	0	0	16	8	1	1
36 - 40 YEARS	9	2	0	0	0	0	1	0	0	0	0	0	10	2	1	0
MORE THAN 40 YEARS	1	2	0	0	0	0	1	0	0	0	0	0	2	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>674</b>	<b>230</b>	<b>37</b>	<b>18</b>	<b>6</b>	<b>2</b>	<b>19</b>	<b>3</b>	<b>11</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>749</b>	<b>262</b>	<b>9</b>	<b>4</b>
MORE THAN 10 YEARS:	345	84	21	12	2	1	11	0	6	3	0	0	385	100	9	4
AVERAGE YEARS	11.9	10.2	13.5	17.8	6.8	12.5	17.1	3.7	12.5	13.8	0.0	1.3	12.1	10.6	24.2	25.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.7</b>															

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	88	5	3	0	0	0	1	0	1	0	5	0	98	5	0	0
06 - 10 YEARS	65	7	2	1	0	0	1	0	0	0	0	0	68	8	0	0
11 - 15 YEARS	386	32	9	3	3	0	7	0	2	0	0	0	407	35	0	0
16 - 20 YEARS	301	49	29	3	12	0	11	0	2	0	0	0	355	52	2	0
21 - 25 YEARS	178	46	34	3	8	0	13	1	2	1	0	0	235	51	1	0
26 - 30 YEARS	56	5	12	1	1	0	6	0	0	0	0	0	75	6	0	0
31 - 35 YEARS	8	2	3	1	0	0	0	0	0	0	0	0	11	3	0	0
36 - 40 YEARS	3	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	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,086</b>	<b>146</b>	<b>92</b>	<b>12</b>	<b>24</b>	<b>0</b>	<b>39</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1,253</b>	<b>160</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	933	134	87	11	24	0	37	1	6	1	0	0	1,087	147	3	0
AVERAGE YEARS	15.2	17.7	19.8	19.0	19.3	0.0	19.1	22.0	15.3	21.0	1.2	0.0	15.7	17.8	20.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.9</b>															

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	170	272	77	131	0	5	7	10	5	5	8	9	267	432	0	0
06 - 10 YEARS	130	169	28	80	1	0	8	2	1	1	1	0	169	252	0	0
11 - 15 YEARS	102	105	22	56	2	1	5	5	1	5	0	0	132	172	1	0
16 - 20 YEARS	62	50	10	31	0	0	3	3	2	0	0	0	77	84	1	1
21 - 25 YEARS	42	45	19	26	1	0	1	2	1	2	0	0	64	75	0	0
26 - 30 YEARS	22	15	10	13	2	0	0	1	0	0	0	0	34	29	1	2
31 - 35 YEARS	20	16	19	15	0	0	0	2	0	0	0	0	39	33	1	0
36 - 40 YEARS	3	2	0	3	0	0	1	0	0	0	0	0	4	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>551</b>	<b>674</b>	<b>185</b>	<b>355</b>	<b>6</b>	<b>6</b>	<b>25</b>	<b>25</b>	<b>10</b>	<b>13</b>	<b>9</b>	<b>9</b>	<b>786</b>	<b>1,082</b>	<b>4</b>	<b>3</b>
MORE THAN 10 YEARS:	251	233	80	144	5	1	10	13	4	7	0	0	350	398	4	3
AVERAGE YEARS	11.2	9.1	11.9	10.4	18.8	4.3	10.2	11.8	8.5	9.5	1.6	1.6	11.2	9.5	22.5	24.3

**BARGAINING UNIT AVERAGE YEARS 10.2**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	810	2,635	248	1,390	7	21	42	120	17	34	26	86	1,150	4,286	2	9
06 - 10 YEARS	228	649	47	313	0	4	13	24	4	7	0	0	292	997	2	5
11 - 15 YEARS	345	612	85	438	1	9	16	51	8	19	0	0	455	1,129	5	7
16 - 20 YEARS	270	377	61	187	2	4	8	39	1	12	0	0	342	619	6	12
21 - 25 YEARS	163	250	48	177	2	3	10	24	3	7	0	0	226	461	15	20
26 - 30 YEARS	69	101	18	94	1	2	1	3	2	3	0	0	91	203	5	15
31 - 35 YEARS	76	114	17	83	1	1	2	0	1	3	0	0	97	201	4	8
36 - 40 YEARS	21	27	5	27	0	0	1	2	2	0	0	0	29	56	5	4
MORE THAN 40 YEARS	1	1	0	2	0	0	0	0	0	0	0	0	1	3	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,983</b>	<b>4,766</b>	<b>529</b>	<b>2,711</b>	<b>14</b>	<b>44</b>	<b>93</b>	<b>263</b>	<b>38</b>	<b>85</b>	<b>26</b>	<b>86</b>	<b>2,683</b>	<b>7,955</b>	<b>44</b>	<b>80</b>
MORE THAN 10 YEARS:	945	1,482	234	1,008	7	19	38	119	17	44	0	0	1,241	2,672	40	66
AVERAGE YEARS	10.8	8.0	10.2	9.0	11.2	9.5	9.5	9.3	10.9	11.0	1.0	0.8	10.6	8.3	22.5	20.8

**BARGAINING UNIT AVERAGE YEARS 8.9**

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	303	1,303	71	327	1	8	8	72	7	11	23	120	413	1,841	4	11
06 - 10 YEARS	84	702	15	125	2	6	7	29	0	3	0	2	108	867	0	10
11 - 15 YEARS	94	755	21	172	1	13	4	30	1	10	0	1	121	981	1	6
16 - 20 YEARS	31	355	3	70	0	5	2	19	0	0	0	0	36	449	4	22
21 - 25 YEARS	38	408	8	135	1	8	4	35	2	7	0	0	53	593	11	48
26 - 30 YEARS	9	175	10	60	0	7	2	10	0	2	0	0	21	254	5	21
31 - 35 YEARS	17	284	4	95	0	3	2	14	0	2	0	0	23	398	2	25
36 - 40 YEARS	6	86	1	24	0	0	0	2	0	1	0	0	7	113	1	7
MORE THAN 40 YEARS	1	6	0	1	0	0	0	0	0	0	0	0	1	7	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>583</b>	<b>4,074</b>	<b>133</b>	<b>1,009</b>	<b>5</b>	<b>50</b>	<b>29</b>	<b>211</b>	<b>10</b>	<b>36</b>	<b>23</b>	<b>123</b>	<b>783</b>	<b>5,503</b>	<b>28</b>	<b>150</b>
MORE THAN 10 YEARS:	196	2,069	47	557	2	36	14	110	3	22	0	1	262	2,795	24	129
AVERAGE YEARS	8.2	12.4	8.9	13.7	10.8	15.6	12.4	12.8	6.1	13.8	0.3	0.4	8.2	12.4	20.7	22.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.9</b>															

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	4	1	0	0	0	0	0	0	1	0	0	0	5	1	0	0
06 - 10 YEARS	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
16 - 20 YEARS	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
26 - 30 YEARS	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
36 - 40 YEARS	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
<b>BARGAINING UNIT TOTAL</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

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

Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	473	486	43	102	4	4	5	14	41	45	31	21	597	672	1	2
06 - 10 YEARS	305	379	32	92	2	2	3	10	39	29	1	2	382	514	1	1
11 - 15 YEARS	347	399	23	97	0	1	7	15	13	11	0	0	390	523	5	1
16 - 20 YEARS	138	201	15	35	0	3	5	6	9	6	0	0	167	251	5	8
21 - 25 YEARS	156	262	38	74	0	1	8	22	11	5	0	0	213	364	14	25
26 - 30 YEARS	49	100	9	33	0	1	5	8	2	1	0	0	65	143	9	7
31 - 35 YEARS	88	172	20	42	0	2	1	4	0	2	0	0	109	222	8	20
36 - 40 YEARS	39	59	2	8	0	0	2	2	1	1	0	0	44	70	3	4
MORE THAN 40 YEARS	4	6	1	0	0	0	0	0	0	0	0	0	5	6	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>1,599</b>	<b>2,064</b>	<b>183</b>	<b>483</b>	<b>6</b>	<b>14</b>	<b>36</b>	<b>81</b>	<b>116</b>	<b>100</b>	<b>32</b>	<b>23</b>	<b>1,972</b>	<b>2,765</b>	<b>46</b>	<b>69</b>
MORE THAN 10 YEARS:	821	1,199	108	289	0	8	28	57	36	26	0	0	993	1,579	44	66
AVERAGE YEARS	12.3	14.4	15.3	14.8	5.7	15.1	17.8	16.8	9.0	8.3	2.3	1.9	12.3	14.2	24.1	25.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.4</b>															

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Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 - 10 YEARS	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
16 - 20 YEARS	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
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	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
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS:	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
AVERAGE YEARS	26.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	0.0	26.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>26.0</b>															

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Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	146	234	23	86	0	2	4	8	11	8	4	4	188	342	1	1
06 - 10 YEARS	207	294	28	92	2	2	6	12	7	5	0	0	250	405	1	2
11 - 15 YEARS	444	383	48	182	6	4	9	11	8	6	0	0	515	586	0	1
16 - 20 YEARS	456	285	59	97	10	7	9	13	5	4	0	0	539	406	5	11
21 - 25 YEARS	711	353	109	148	21	6	24	15	8	8	0	0	873	530	44	15
26 - 30 YEARS	201	129	41	67	3	3	9	0	6	1	0	0	260	200	18	10
31 - 35 YEARS	168	151	36	64	2	1	5	8	3	1	0	0	214	225	16	16
36 - 40 YEARS	54	39	11	17	0	0	1	3	0	0	0	0	66	59	6	2
MORE THAN 40 YEARS	10	5	1	1	1	0	0	0	2	0	0	0	14	6	3	1
<b>BARGAINING UNIT TOTAL</b>	<b>2,397</b>	<b>1,873</b>	<b>356</b>	<b>754</b>	<b>45</b>	<b>25</b>	<b>67</b>	<b>70</b>	<b>50</b>	<b>33</b>	<b>4</b>	<b>4</b>	<b>2,919</b>	<b>2,759</b>	<b>94</b>	<b>59</b>
MORE THAN 10 YEARS:	2,044	1,345	305	576	43	21	57	50	32	20	0	0	2,481	2,012	92	56
AVERAGE YEARS	19.1	16.6	20.4	17.3	20.8	18.4	19.8	17.3	16.4	13.5	1.8	2.0	19.2	16.8	26.6	25.1

**BARGAINING UNIT AVERAGE YEARS 18.0**

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Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	86	84	13	14	1	0	2	1	3	0	2	3	107	102	2	1
06 - 10 YEARS	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
16 - 20 YEARS	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
26 - 30 YEARS	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
31 - 35 YEARS	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
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>86</b>	<b>84</b>	<b>13</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>108</b>	<b>102</b>	<b>2</b>	<b>1</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	8.7	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0

**BARGAINING UNIT AVERAGE YEARS 0.1**

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Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	94	67	9	8	1	0	1	2	3	0	3	4	111	81	1	1
06 - 10 YEARS	101	80	10	12	0	0	3	2	1	3	2	2	117	99	1	0
11 - 15 YEARS	111	80	5	6	0	0	1	2	2	2	0	0	119	90	2	0
16 - 20 YEARS	86	75	6	8	1	3	2	0	0	3	0	0	95	89	1	1
21 - 25 YEARS	125	125	21	27	3	1	3	5	4	2	0	0	156	160	2	5
26 - 30 YEARS	76	48	12	18	2	1	3	0	1	2	0	0	94	69	8	3
31 - 35 YEARS	80	85	18	21	1	1	1	3	1	3	0	0	101	113	9	4
36 - 40 YEARS	43	21	7	13	0	0	0	1	0	0	0	0	50	35	4	1
MORE THAN 40 YEARS	5	5	0	0	0	0	0	0	0	0	0	0	5	5	2	1
<b>BARGAINING UNIT TOTAL</b>	<b>721</b>	<b>586</b>	<b>88</b>	<b>113</b>	<b>8</b>	<b>6</b>	<b>14</b>	<b>15</b>	<b>12</b>	<b>15</b>	<b>5</b>	<b>6</b>	<b>848</b>	<b>741</b>	<b>30</b>	<b>16</b>
MORE THAN 10 YEARS:	526	439	69	93	7	6	10	11	8	12	0	0	620	561	28	15
AVERAGE YEARS	18.6	19.0	22.0	23.3	22.4	22.7	18.2	20.0	15.8	20.3	4.0	3.8	18.9	19.6	28.9	26.7

**BARGAINING UNIT AVERAGE YEARS 19.2**

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

Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	91	214	5	31	0	1	3	4	1	1	2	7	102	258	0	1
06 - 10 YEARS	27	149	9	20	0	1	0	5	0	1	0	1	36	177	0	0
11 - 15 YEARS	38	228	4	28	0	1	1	2	0	5	0	0	43	264	0	1
16 - 20 YEARS	13	94	4	20	0	2	1	2	1	1	0	0	19	119	1	4
21 - 25 YEARS	25	159	8	38	0	1	2	14	0	3	0	0	35	215	1	9
26 - 30 YEARS	8	43	3	9	0	1	0	9	0	1	0	0	11	63	2	3
31 - 35 YEARS	16	89	1	26	1	1	0	8	0	2	0	0	18	126	2	7
36 - 40 YEARS	5	37	1	9	0	0	1	2	0	0	0	0	7	48	0	7
MORE THAN 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>223</b>	<b>1,015</b>	<b>35</b>	<b>181</b>	<b>1</b>	<b>8</b>	<b>8</b>	<b>46</b>	<b>2</b>	<b>14</b>	<b>2</b>	<b>8</b>	<b>271</b>	<b>1,272</b>	<b>6</b>	<b>32</b>
MORE THAN 10 YEARS:	105	652	21	130	1	6	5	37	1	12	0	0	133	837	6	31
AVERAGE YEARS	11.6	15.2	15.2	18.0	33.0	17.9	14.4	21.8	8.5	17.6	0.5	3.4	12.1	15.8	27.2	27.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.2</b>															

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Source: Michigan Civil Service Commission HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

Table 5-2

**Pay End Date: September 17, 2011**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN or ALASKAN NATIVE		HISPANIC		ASIAN or PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,664	6,388	731	2,364	56	59	141	258	102	111	185	285	5,879	9,465	18	32
06- 10 YEARS	2,664	2,981	325	990	32	20	80	108	72	61	8	8	3,181	4,168	12	20
11- 15 YEARS	4,405	3,071	410	1,145	68	45	116	133	52	69	0	1	5,051	4,464	23	19
16- 20 YEARS	2,762	1,800	308	538	62	28	83	94	32	31	0	0	3,247	2,491	38	64
21- 25 YEARS	3,317	1,930	479	780	83	28	118	129	47	42	0	0	4,044	2,909	165	146
26- 30 YEARS	793	686	180	330	13	19	36	33	14	11	0	0	1,036	1,079	69	69
31- 35 YEARS	660	950	140	373	7	10	22	40	7	13	0	0	836	1,386	57	85
36- 40 YEARS	223	276	33	107	0	0	11	13	4	2	0	0	271	398	21	27
MORE THAN 40 YEARS	29	27	3	4	1	0	1	0	4	0	0	0	38	31	7	3
<b>STATEWIDE TOTAL</b>	<b>19,517</b>	<b>18,109</b>	<b>2,609</b>	<b>6,631</b>	<b>322</b>	<b>209</b>	<b>608</b>	<b>808</b>	<b>334</b>	<b>340</b>	<b>193</b>	<b>294</b>	<b>23,583</b>	<b>26,391</b>	<b>410</b>	<b>465</b>
MORE THAN 10 YEARS	12,189	8,740	1,553	3,277	234	130	387	442	160	168	0	1	14,523	12,758	380	413
AVERAGE YEARS	13.5	11.7	14.1	12.1	15.2	13.6	14.3	12.9	12.0	11.6	1.4	0.9	13.5	11.7	23.8	23.2

**STATEWIDE TOTAL AVERAGE YEARS 12.6**

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Source: Michigan Civil Service Commission HWF20



**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: September 17, 2011**

BARGAINING UNIT	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	1,360	2.7 %	44.1	\$24.01	928	68.2 %
A31 - LABOR AND TRADES	3,288	6.6 %	43.8	\$17.10	1,573	47.8 %
C12 - SECURITY	7,442	14.8 %	44.6	\$24.36	6,400	86.0 %
E42 - HUMAN SERVICES SUPPORT	948	1.9 %	45.7	\$22.38	504	53.2 %
H21 - SCIENTIFIC & ENGINEERING	2,057	4.1 %	44.7	\$32.75	1,665	80.9 %
L32 - TECHNICAL	1,011	2.0 %	42.7	\$22.85	678	67.1 %
T01 - STATE POLICE ENLISTED	1,418	2.8 %	42.0	\$30.68	1,326	93.5 %
U11 - INSTITUTIONAL	1,889	3.8 %	45.2	\$20.09	1,183	62.6 %
W22 - HUMAN SERVICES	10,645	21.2 %	42.8	\$24.85	5,170	48.6 %
W41 - ADMINISTRATIVE SUPPORT	6,288	12.5 %	45.6	\$20.00	3,965	63.1 %
Y00 - NON-SPECIFIED	6	0.0 %	21.9	\$11.98	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	4,737	9.5 %	46.1	\$30.08	3,395	71.7 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	46.6	\$18.89	1	100.0 %
Y51 - SUPERVISORY	5,688	11.3 %	48.5	\$32.25	5,133	90.2 %
Y52 - NONCAREER	210	0.4 %	25.9	\$13.51	1	0.5 %
Y98 - MANAGERIAL	1,589	3.2 %	51.1	\$46.42	1,376	86.6 %
Y99 - CONFIDENTIAL	1,543	3.1 %	47.0	\$26.67	1,155	74.9 %
<b>STATEWIDE TOTAL</b>	<b>50,120</b>	<b>100.0 %</b>	<b>45.0</b>	<b>\$25.89</b>	<b>34,453</b>	<b>68.7 %</b>

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

Source: Michigan Civil Service Commission HWF25

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

PAY END DATE: September 17, 2011

Unit Code	Bargaining Unit	Total Employees	Health Insurance								Dental Insurance					
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
A02	SAFETY & REGULATORY	1,335	841	63 %	355	27 %	21	2 %	0	0 %	1,202	90 %	22	2 %	7	1 %
A31	LABOR AND TRADES	1,966	1,069	54 %	744	38 %	18	1 %	0	0 %	1,825	93 %	10	1 %	6	0 %
C12	SECURITY	7,442	4,548	61 %	2,548	34 %	28	0 %	0	0 %	7,029	94 %	136	2 %	12	0 %
E42	HUMAN SERVICES SUPPORT	948	521	55 %	350	37 %	11	1 %	0	0 %	853	90 %	43	5 %	4	0 %
H21	SCIENTIFIC & ENGINEERING	2,055	986	48 %	928	45 %	18	1 %	0	0 %	1,906	93 %	40	2 %	5	0 %
L32	TECHNICAL	872	449	51 %	363	42 %	14	2 %	0	0 %	808	93 %	19	2 %	6	1 %
T01	STATE POLICE ENLISTED	1,418	182	13 %	34	2 %	1	0 %	1,173	83 %	1,389	98 %	2	0 %	1	0 %
U11	INSTITUTIONAL	1,865	1,031	55 %	701	38 %	10	1 %	0	0 %	1,703	91 %	50	3 %	2	0 %
W22	HUMAN SERVICES	10,550	5,101	48 %	4,569	43 %	109	1 %	0	0 %	9,528	90 %	376	4 %	48	0 %
W41	ADMINISTRATIVE SUPPORT	5,786	2,200	38 %	3,081	53 %	72	1 %	0	0 %	5,221	90 %	182	3 %	15	0 %
Y23	BUSINESS & ADMINISTRATION	4,728	1,700	36 %	2,601	55 %	75	2 %	0	0 %	4,275	90 %	129	3 %	21	0 %
Y50	PENDING UNIT ASSIGNMENT	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,687	2,929	52 %	2,367	42 %	46	1 %	0	0 %	5,271	93 %	118	2 %	14	0 %
Y52	NONCAREER	1	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,589	731	46 %	735	46 %	12	1 %	0	0 %	1,488	94 %	13	1 %	4	0 %
Y99	CONFIDENTIAL	1,517	516	34 %	852	56 %	14	1 %	0	0 %	1,362	90 %	39	3 %	2	0 %
<b>STATEWIDE TOTALS:</b>		<b>47,760</b>	<b>22,804</b>	<b>48 %</b>	<b>20,230</b>	<b>42 %</b>	<b>449</b>	<b>1 %</b>	<b>1,173</b>	<b>2 %</b>	<b>43,862</b>	<b>92 %</b>	<b>1,179</b>	<b>2 %</b>	<b>147</b>	<b>0 %</b>

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

Source: Michigan Civil Service Commission HWF48

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

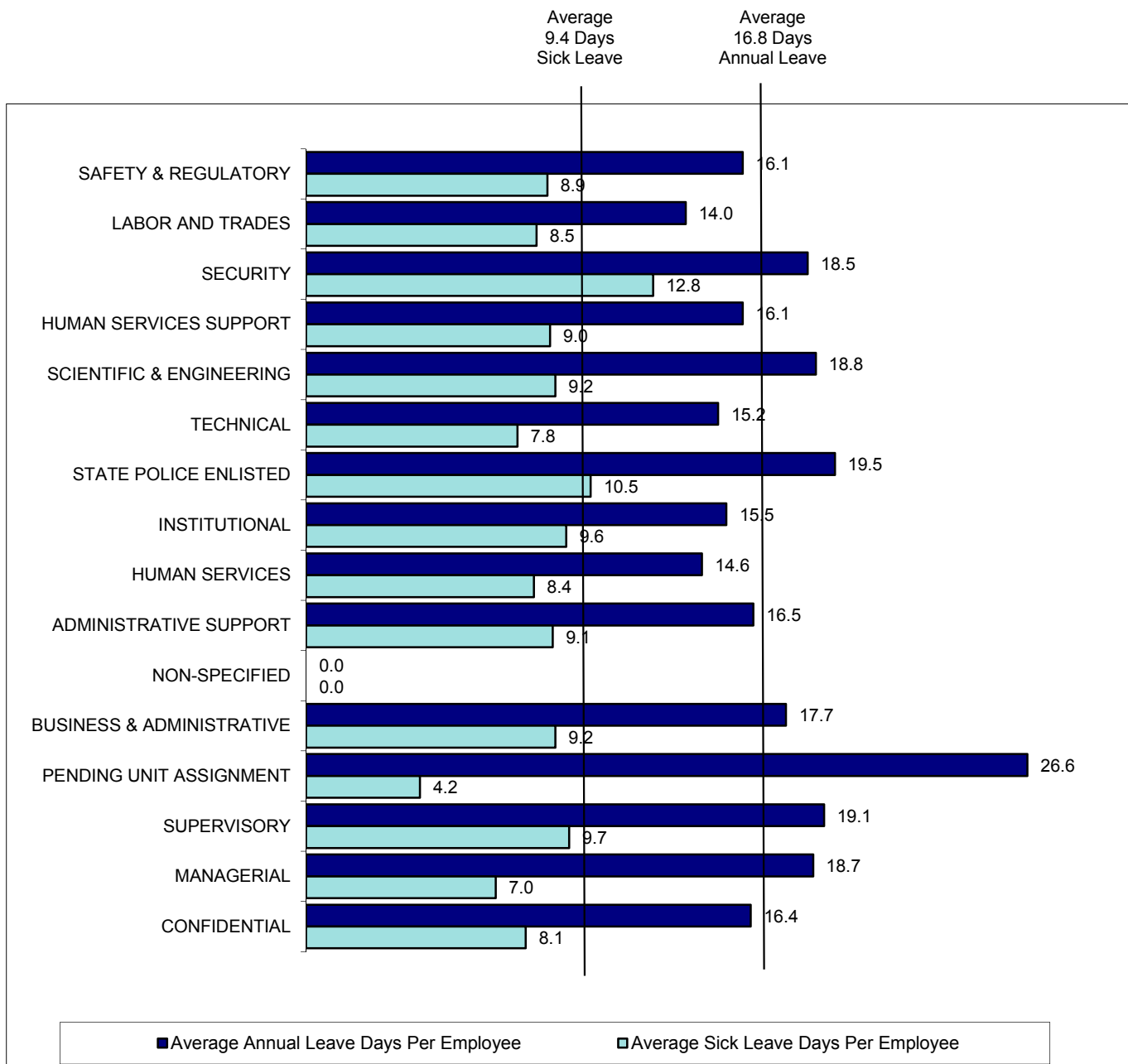
PAY END DATE: September 17, 2011

Unit Code	Bargaining Unit	Total Employees	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,335	1,240	93 %	1,068	80 %	67	5 %	1,258	94 %	71	5 %	62	5 %
A31	LABOR AND TRADES	1,966	1,845	94 %	1,725	88 %	2	0 %	1,889	96 %	68	3 %	5	0 %
C12	SECURITY	7,442	7,179	96 %	7,016	94 %	0	0 %	7,179	96 %	218	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	948	903	95 %	726	77 %	0	0 %	895	94 %	51	5 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,055	1,961	95 %	1,740	85 %	28	1 %	1,917	93 %	134	7 %	15	1 %
L32	TECHNICAL	872	834	96 %	722	83 %	18	2 %	809	93 %	59	7 %	9	1 %
T01	STATE POLICE ENLISTED	1,418	1,393	98 %	1,436	101 %	917	65 %	1,368	96 %	40	3 %	966	68 %
U11	INSTITUTIONAL	1,865	1,757	94 %	1,607	86 %	2	0 %	1,769	95 %	90	5 %	0	0 %
W22	HUMAN SERVICES	10,550	9,999	95 %	8,492	80 %	0	0 %	9,915	94 %	618	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,786	5,442	94 %	4,837	84 %	102	2 %	5,442	94 %	325	6 %	79	1 %
Y23	BUSINESS & ADMINISTRATION	4,728	4,441	94 %	3,833	81 %	61	1 %	4,443	94 %	280	6 %	38	1 %
Y50	PENDING UNIT ASSIGNMENT	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	5,687	5,414	95 %	5,345	94 %	170	3 %	5,495	97 %	176	3 %	165	3 %
Y52	NONCAREER	1	1	100 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,589	1,512	95 %	1,394	88 %	28	2 %	1,508	95 %	78	5 %	31	2 %
Y99	CONFIDENTIAL	1,517	1,403	92 %	1,311	86 %	10	1 %	1,433	94 %	82	5 %	5	0 %
<b>STATEWIDE TOTALS:</b>		<b>47,760</b>	<b>45,325</b>	<b>95 %</b>	<b>41,254</b>	<b>86 %</b>	<b>1,405</b>	<b>3 %</b>	<b>45,322</b>	<b>95 %</b>	<b>2,290</b>	<b>5 %</b>	<b>1,375</b>	<b>3 %</b>

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

Source: Michigan Civil Service Commission HWF48

### ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2010-11



Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF29 and HWF32

**SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT**  
**From Pay End Date October 02, 2010 Through Pay End Date September 17, 2011**

<b>Bargaining Unit Code/Name</b>	<b>Number of Employees</b>	<b>Fiscal Year Total Hours Used</b>	<b>Average Hours Per Employee</b>	<b>Average Days Per Employee</b>
A02 SAFETY & REGULATORY	1,477	105,191.6	71.2	8.9
A31 LABOR AND TRADES	2,936	199,091.2	67.8	8.5
C12 SECURITY	8,159	832,346.3	102.0	12.8
E42 HUMAN SERVICES SUPPORT	1,058	76,045.3	71.9	9.0
H21 SCIENTIFIC & ENGINEERING	2,274	167,894.2	73.8	9.2
L32 TECHNICAL	1,199	74,875.6	62.4	7.8
T01 STATE POLICE ENLISTED	1,512	126,957.5	84.0	10.5
U11 INSTITUTIONAL	2,355	180,269.4	76.5	9.6
W22 HUMAN SERVICES	12,174	816,516.9	67.1	8.4
W41 ADMINISTRATIVE SUPPORT	7,078	516,201.6	72.9	9.1
Y00 NON-SPECIFIED	8	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,503	403,694.4	73.4	9.2
Y50 PENDING UNIT ASSIGNMENT	1	33.5	33.5	4.2
Y51 SUPERVISORY	6,909	538,547.0	77.9	9.7
Y98 MANAGERIAL	2,001	112,487.9	56.2	7.0
Y99 CONFIDENTIAL	1,973	127,791.9	64.8	8.1
<b>STATEWIDE</b>	<b>56,617</b>	<b>4,277,944.3</b>	<b>75.6</b>	<b>9.4</b>

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF29

**ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT**  
**From Pay End Date October 02, 2010 Through Pay End Date September 17, 2011**

Bargaining Unit Code/Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,477	190,634.7	129.1	16.1	1,477	2,998.1	2.0	0.3
A31 LABOR AND TRADES	2,936	329,868.0	112.4	14.0	2,936	4,221.6	1.4	0.2
C12 SECURITY	8,159	1,205,271.7	147.7	18.5	8,159	16,529.7	2.0	0.3
E42 HUMAN SERVICES SUPPORT	1,058	136,475.0	129.0	16.1	1,058	9,615.9	9.1	1.1
H21 SCIENTIFIC & ENGINEERING	2,274	341,151.4	150.0	18.8	2,274	15,075.9	6.6	0.8
L32 TECHNICAL	1,199	145,796.4	121.6	15.2	1,199	7,564.0	6.3	0.8
T01 STATE POLICE ENLISTED	1,512	235,919.8	156.0	19.5	1,512	15,305.3	10.1	1.3
U11 INSTITUTIONAL	2,355	291,880.4	123.9	15.5	2,355	35,011.4	14.9	1.9
W22 HUMAN SERVICES	12,174	1,420,816.1	116.7	14.6	12,174	94,841.9	7.8	1.0
W41 ADMINISTRATIVE SUPPORT	7,078	935,960.6	132.2	16.5	7,078	57,714.3	8.2	1.0
Y00 NON-SPECIFIED	8	0.0	0.0	0.0	8	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	5,503	779,891.9	141.7	17.7	5,503	33,322.1	6.1	0.8
Y50 PENDING UNIT ASSIGNMENT	1	212.5	212.5	26.6	1	0.0	0.0	0.0
Y51 SUPERVISORY	6,909	1,055,958.9	152.8	19.1	6,909	45,931.6	6.6	0.8
Y98 MANAGERIAL	2,001	298,598.6	149.2	18.7	2,001	8,798.6	4.4	0.5
Y99 CONFIDENTIAL	1,973	259,156.1	131.4	16.4	1,973	11,229.8	5.7	0.7
<b>STATEWIDE</b>	<b>56,617</b>	<b>7,627,592.1</b>	<b>134.7</b>	<b>16.8</b>	<b>56,617</b>	<b>358,160.2</b>	<b>6.3</b>	<b>0.8</b>

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF32

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
BY BARGAINING UNIT  
Fiscal Year 2010-11**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	8.9	16.1	25.0
A31	LABOR AND TRADES	8.5	14.0	22.5
C12	SECURITY	12.8	18.5	31.3
E42	HUMAN SERVICES SUPPORT	9.0	16.1	25.1
H21	SCIENTIFIC & ENGINEERING	9.2	18.8	28.0
L32	TECHNICAL	7.8	15.2	23.0
T01	STATE POLICE ENLISTED	10.5	19.5	30.0
U11	INSTITUTIONAL	9.6	15.5	25.1
W22	HUMAN SERVICES	8.4	14.6	23.0
W41	ADMINISTRATIVE SUPPORT	9.1	16.5	25.6
Y00	NON-SPECIFIED	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	9.2	17.7	26.9
Y50	PENDING UNIT ASSIGNMENT	4.2	26.6	30.8
Y51	SUPERVISORY	9.7	19.1	28.8
Y98	MANAGERIAL	7.0	18.7	25.7
Y99	CONFIDENTIAL	8.1	16.4	24.5
	STATEWIDE AVERAGE	9.4	16.8	26.2

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

Source: Michigan Civil Service Commission HWF29 and HWF32

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT  
(Average Days Per Employee)**

**Fiscal Years 2006-07 through 2010-11**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
A02	SAFETY & REGULATORY	9.8	9.4	9.0	9.3	8.9
A31	LABOR AND TRADES	9.3	9.2	9.0	9.5	8.5
C12	SECURITY	12.0	10.8	11.7	12.6	12.8
E42	HUMAN SERVICES SUPPORT	11.9	11.8	6.7	9.7	9.0
H21	SCIENTIFIC & ENGINEERING	9.8	9.5	8.8	9.8	9.2
L32	TECHNICAL	8.6	8.4	7.5	8.3	7.8
T01	STATE POLICE ENLISTED	11.5	11.3	11.5	11.5	10.5
U11	INSTITUTIONAL	11.0	10.6	10.8	10.7	9.6
W22	HUMAN SERVICES	10.9	9.9	8.6	9.7	8.4
W41	ADMINISTRATIVE SUPPORT	11.1	10.8	9.9	10.9	9.1
Y00	NON-SPECIFIED	0.0	0.0	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	10.8	10.4	9.4	10.4	9.2
Y50	PENDING UNIT ASSIGNMENT	6.3	27.7	5.3	1.1	4.2
Y51	SUPERVISORY	11.0	10.4	10.0	11.3	9.7
Y98	MANAGERIAL	8.3	8.2	7.5	8.3	7.0
Y99	CONFIDENTIAL	10.6	10.4	9.7	10.8	8.1
	STATEWIDE AVERAGE	10.8	10.2	9.6	10.6	9.4

Comment: The calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

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



## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: September 17, 2011

### 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 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE & RURAL DEVELOPMENT	79	388	22	14	0	0	201	7	0	0	0	50	294
ATTORNEY GENERAL	11	439	22	1	0	0	0	0	0	0	0	72	95
AUDITOR GENERAL	03	136	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	93	0	0	0	0	0	0	0	0	44	16	60
CIVIL SERVICE COMMISSION	19	419	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	3,345	43	75	191	0	126	40	0	745	525	489	2,234
CORRECTIONS	47	13,865	10	605	7,160	0	10	101	0	560	2,288	929	11,663
EDUCATION	31	447	1	7	0	4	0	3	0	18	155	78	266
ENVIRONMENTAL QUALITY	76	1,106	26	2	0	0	680	42	0	0	1	145	896
EXECUTIVE OFFICE	01	42	0	0	0	0	0	0	0	0	0	0	0
HUMAN SERVICES	43	10,975	195	30	0	50	3	3	0	89	7,106	1,247	8,723
LICENSING & REGULATORY AFFAIRS	64	3,817	267	43	0	893	92	6	0	22	375	668	2,366
MILITARY & VETERAN AFFAIRS	51	961	52	220	0	0	24	14	0	422	32	45	809
NATURAL RESOURCES	75	2,951	497	1,324	0	0	253	166	0	7	99	199	2,545
STATE	23	1,483	12	18	0	0	0	1	0	0	0	998	1,029
STATE POLICE	55	2,361	135	10	0	0	94	29	1,413	5	0	219	1,905
STRATEGIC FUND	07	122	0	1	0	0	0	2	0	0	0	17	20
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,452	0	245	0	0	32	60	0	0	1	312	650
TRANSPORTATION	59	2,741	65	671	0	0	524	534	0	0	3	233	2,030
TREASURY	27	1,831	10	14	0	0	18	3	0	0	9	567	621
<b>Grand Total:</b>		<b>49,974</b>	<b>1,357</b>	<b>3,282</b>	<b>7,351</b>	<b>947</b>	<b>2,057</b>	<b>1,011</b>	<b>1,413</b>	<b>1,868</b>	<b>10,638</b>	<b>6,286</b>	<b>36,210</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF05

**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
**Pay End Date: September 17, 2011**

<b>NON-EXCLUSIVELY REPRESENTED EMPLOYEES</b>									
<b>Department</b>		<b>No. of Employees</b>	<b>Y23 Business &amp; Administrative</b>	<b>Y99 Confidential</b>	<b>Y98 Managerial</b>	<b>Y52 Non-Career</b>	<b>Y00/Y50 Pending Assignment</b>	<b>Y51 Supervisory</b>	<b>Total Non-Exclusively Represented</b>
AGRICULTURE & RURAL DEVELOPMENT	79	388	18	8	17	2	0	49	94
ATTORNEY GENERAL	11	439	29	46	263	0	0	6	344
AUDITOR GENERAL	03	136	0	66	30	5	0	31	132
CIVIL RIGHTS	15	93	1	15	7	0	0	10	33
CIVIL SERVICE COMMISSION	19	419	1	354	52	0	0	12	419
COMMUNITY HEALTH	39	3,345	462	72	163	7	1	406	1,111
CORRECTIONS	47	13,865	173	128	128	1	0	1,772	2,202
EDUCATION	31	447	86	25	26	0	0	44	181
ENVIRONMENTAL QUALITY	76	1,106	44	17	24	11	0	114	210
EXECUTIVE OFFICE	01	42	0	42	0	0	0	0	42
HUMAN SERVICES	43	10,975	526	217	160	0	1	1,348	2,252
LICENSING & REGULATORY AFFAIRS	64	3,817	766	118	201	49	1	316	1,451
MILITARY & VETERAN AFFAIRS	51	961	18	10	11	0	0	113	152
NATURAL RESOURCES	75	2,951	80	30	52	18	0	226	406
STATE	23	1,483	116	57	40	15	0	226	454
STATE POLICE	55	2,361	119	28	44	4	0	261	456
STRATEGIC FUND	07	122	65	12	17	0	0	8	102
TECHNOLOGY, MANAGEMENT & BUDGET	07	2,452	1,235	148	155	45	0	219	1,802
TRANSPORTATION	59	2,741	196	91	76	16	4	328	711
TREASURY	27	1,831	802	59	123	37	0	189	1,210
<b>Grand Total:</b>		<b>49,974</b>	<b>4,737</b>	<b>1,543</b>	<b>1,589</b>	<b>210</b>	<b>7</b>	<b>5,678</b>	<b>13,764</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF06

# **GLOSSARY**

## GLOSSARY

**American Indian or Alaskan Native** - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian or Pacific Islander** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

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

**Black (Not of Hispanic Origin)** - 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.

**Civil Service Positions** - Positions as defined in the classified service.

**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.

**Disability** - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
  - (A) Substantially limits one or more of the major life activities of the person, and
  - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

### **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:** Non Career/Per Diem
- AR:** Special Personal Services (Not Classified)

**Filled Position** - A position in which a person is presently working.

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

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

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South 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.

**Hourly Employees** - Employees scheduled to work less than 80 hours biweekly.

**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 took place in March 2001 replacing PPRISM.

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

**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.

**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.

**MIDB** - Management Information Data Base.

**Non-Career Employees** - Employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**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.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

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

### **Retirement Codes**

- 01 State Employees' Retirement System.**  
Supplemental members hired before 3/31/97.
- 02 Michigan State Police Accident, Pension and Disability Fund.**  
Enlisted personnel working full-time prior to 4/1/86.
- 03 Judges Retirement System.**  
Re-employed retired judges taking office before 3/31/97.
- 04 State Employees' Retirement System.**  
Regular members hired before 3/31/97.
- 05 Employees not eligible for any of the retirement systems.**  
Elected or appointed officials who have elected not to become members; appointed officials who are board or commission members receiving per diem rates; Title V—Older Worker Specialists; CETA or youth corps employees.
- 06 Working Patients.**
- 07 Fees Basis (Secretary of State) and Military Subsistence.**
- 08 Judges Retirement System.**  
Members taking office before 3/31/97.
- 09 Michigan Legislative Retirement System.**  
Members taking office before 3/31/97.
- 10 Michigan Legislative Retirement System.**  
Members taking office before 4/97 with 20 or more years of service.
- 11 Michigan Legislative Retirement System.**  
Members taking office before 3/31/97 who have exceeded the maximum annual member contribution.
- 12 Judges Retirement System.**  
Non-trial judges and elected officials taking office before 3/31/97.
- 13 Judges Retirement System.**  
With salary standardization payment. Taking office before 3/31/97.
- 14 Judges Retirement System.**  
With salary standardization payment. Circuit Court judges taking office before 3/31/97.
- 15 Judges Retirement System.**  
With salary standardization payment. District Court judges taking office before 3/31/97.
- 16 Judges Retirement System.**  
With salary standardization payment & 2250. District Court judges taking office before 3/31/97.
- 17 Michigan State Police Accident, Pension and Disability Fund.**  
Enlisted personnel hired full-time after 3/31/86.
- 18 Employees whose work is specifically to relieve them from unemployment.**  
This does not include programs such as CETA, which were designed to give work experience or training.
- 19 Employees performing emergency services on a temporary basis in case of fire, storm, snow, earthquake, flood or other similar emergencies.**  
Do not confuse this with emergency appointments.
- 20 Employees working for a school system, college or university in which they are enrolled and regularly attending classes.**  
This provision does not include students hired to work for the state, or students working during summer vacation when school is not in session.
- 22 National Guard members working full-time prior to 4/1/86.**  
For use by Department of Military Affairs only.
- 23 National Guard members hired full-time after 3/31/86.**  
For use by Department of Military Affairs only.
- 24 Judges Retirement System.**  
36<sup>th</sup> District Court Judges taking office before 3/31/97.
- 25 Wayne County Retirement System.**  
36<sup>th</sup> District Court Bailiffs.

- 26 **State Employees' Retirement System.**  
Conservation Officers hired before 3/31/97.
- 27 **Michigan Legislative Retirement System.**  
Members taking office after 12/1/94, but before 3/31/97.
- 30 **Michigan Legislative Retirement System.**  
Members who took office 01/01/95.
- 40 **State Employees Defined Contribution Pension Plan.**  
Employees hired after 3/30/97 that would have been eligible to be members of the State Employees Retirement System had they been hired before 3/31/97.
- 50 **Judges Court of Appeals & Supreme Court Justices that get 100% of salary thru State Defined Contribution Pension Plan.**  
Members taking office after 3/30/97, who would have been eligible to be members of the Judges Retirement System had they taken office before 3/31/97.
- 60 **Legislative Defined Contribution Pension Plan.**  
Legislators taking office after 3/30/97 who would have been eligible to be members of the Legislative Retirement System had they taken office before 3/31/97.
- F-1 or J1 Visa Employees.**  
Employees who are non-resident aliens possessing an F-1 or J-1 visa only and are performing services in connection with the purpose for which they entered the country should be set up under the applicable retirement code, 04 or 40 (depending on if they have worked for the State of Michigan before). These employees are not subject to FICA taxes and HR offices should end date FICA codes if they have been set up (contact OFM if FICA taxes have been withheld). All other aliens including those with visas stamped "Under Docket Control" are subject to FICA coverage.

**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 employees, exempt employees, or excepted employees.

**Turnover Separation** - Starting in FY2005, turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

**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  
Code**

**Unit**

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

**41 Administrative Support Unit**

This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.

**42 Human Services Support Unit**

This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.

**50 Pending Unit Assignment**

Employees in positions in classifications that are pending unit assignment.

**51 Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

**52 Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

**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 of Hispanic Origin)** - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. 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.