

# **FORTY-FIFTH ANNUAL WORKFORCE REPORT**

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

**Michigan Civil Service Commission**



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Jeff Steffel  
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**John Gnadtke, State Personnel Director**

This is the Annual Workforce Report covering fiscal year 2023-24 (10/1/2023 to 9/30/2024). This report provides statistical information in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The data source for each chart is identified.

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## STATISTICAL HIGHLIGHTS

FY 2023-24

### PROFILE OF CLASSIFIED EMPLOYEES

|   |          |
|---|----------|
| Average Age .....   | 45.1     |
| Average Annual Salary <sup>1</sup> .....                  | \$74,917 |
| Average Annual Additional Payroll Cost <sup>2</sup> ..... | \$47,894 |
| Average Sick Leave Days Used.....                         | 9.8      |
| Average Annual Leave Days Used .....                      | 17.0     |
| Average Years of Service .....                            | 11.1     |

### WORKFORCE CHARACTERISTICS

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

### FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION<sup>3</sup>

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

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

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

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

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## **GLOSSARY**

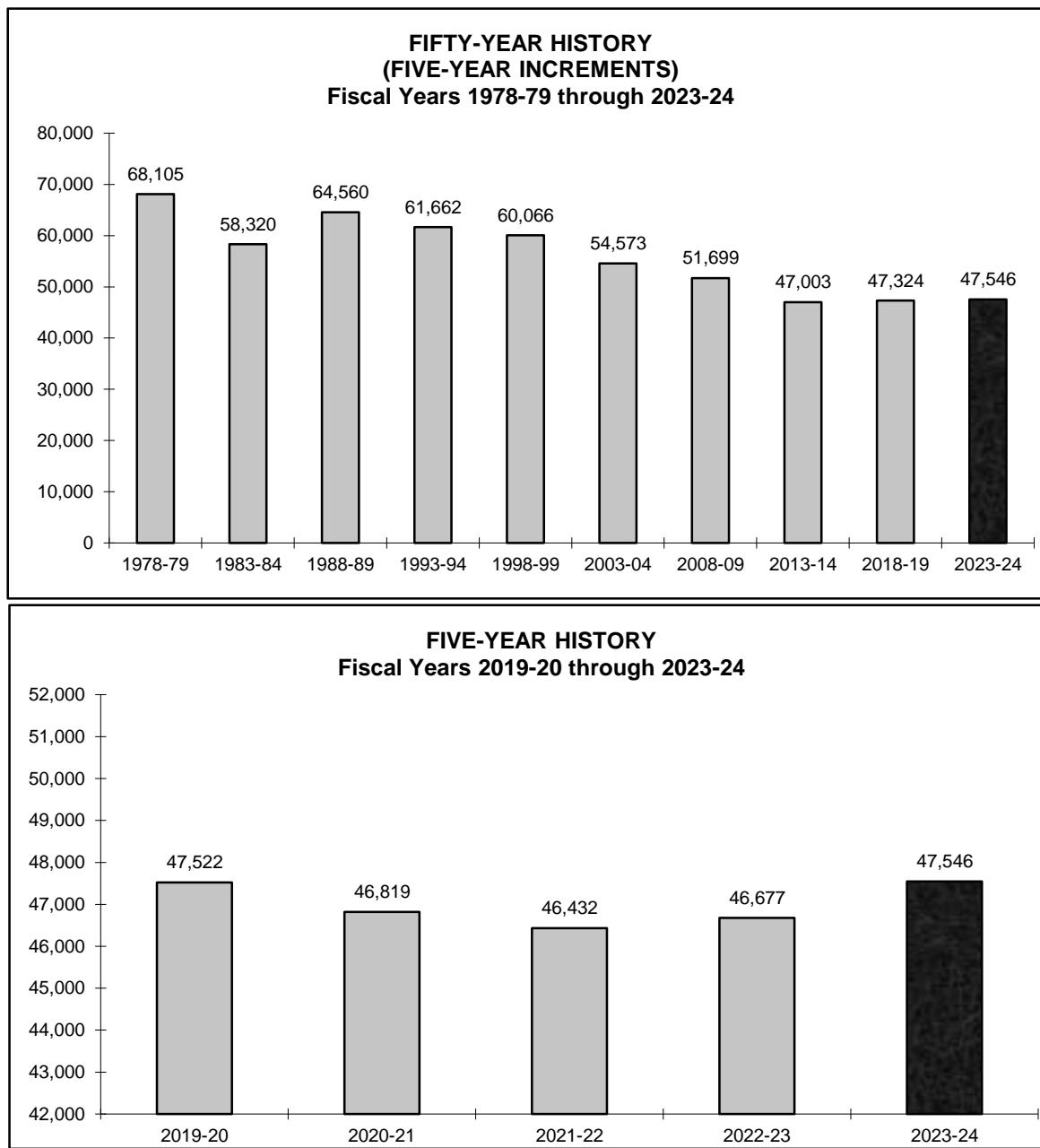
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## **SECTION ONE**

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### **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYMENT AVERAGES-STATEWIDE**



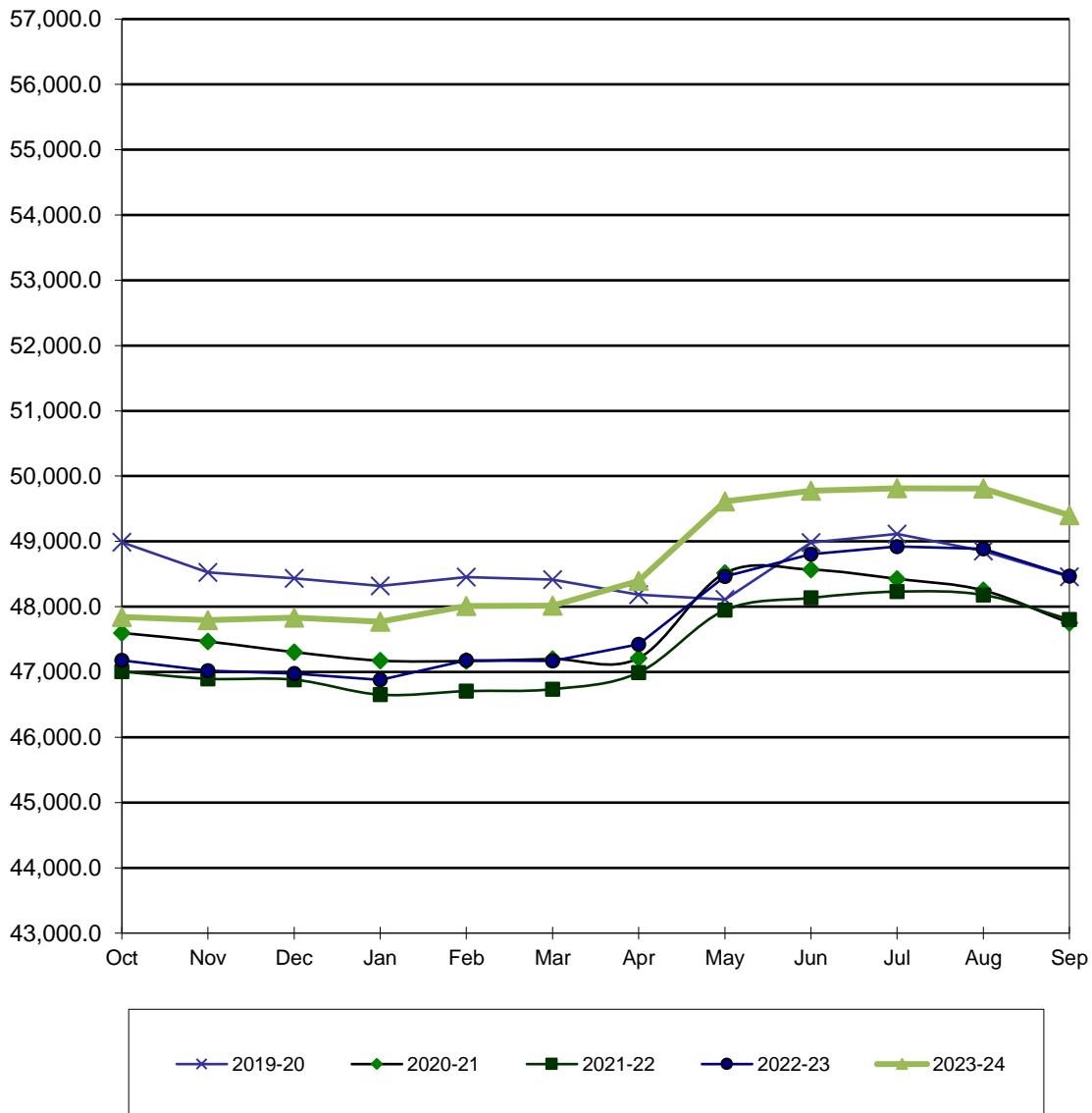
**Comments:** Employment averages before fiscal year 2004-05 are based on counts of classified employees in full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer positions for each month during the fiscal year.

Beginning in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 28, 2024, these positions represent most noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. For this report, the number of employees who job share is halved.

**Source:** Michigan Civil Service Commission HWF09

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYMENT FIGURES**  
**Fiscal Years 2019-20 through 2023-24**

Graph 1-2



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

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

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

Pay End Date: September 28, 2024

| DEPARTMENT / PROCESS LEVEL          | FULL-TIME    | PART-TIME  | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL   | NON CAREER  | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |       |
|-------------------------------------|--------------|------------|------------------------|--------------|------------|-------------|-----------------------|---------------------|----------------------|-----------------|-------|
| AGRICULTURE AND RURAL DVLPMT        | 7901         | 482.0      | 0.0                    | 3.0          | 6.0        | 0.0         | 22.0                  | 0.0                 | 513.0                | 0.0             | 513.0 |
| <b>AGRICULTURE AND RURAL DVLPMT</b> | <b>482.0</b> | <b>0.0</b> | <b>3.0</b>             | <b>6.0</b>   | <b>0.0</b> | <b>22.0</b> | <b>0.0</b>            | <b>513.0</b>        | <b>0.0</b>           | <b>513.0</b>    |       |
| ATY GNRL CENTRAL OFFICE             | 1101         | 568.0      | 2.0                    | 0.0          | 51.0       | 0.0         | 36.0                  | 0.0                 | 657.0                | 0.0             | 657.0 |
| PACC                                | 1102         | 11.0       | 0.0                    | 0.0          | 2.0        | 0.0         | 0.0                   | 0.0                 | 13.0                 | 0.0             | 13.0  |
| <b>ATTORNEY GENERAL</b>             | <b>579.0</b> | <b>2.0</b> | <b>0.0</b>             | <b>53.0</b>  | <b>0.0</b> | <b>36.0</b> | <b>0.0</b>            | <b>670.0</b>        | <b>0.0</b>           | <b>670.0</b>    |       |
| LEGISLATIVE AUDITOR GENERAL         | 0301         | 135.0      | 5.0                    | 0.0          | 16.0       | 0.0         | 4.0                   | 0.0                 | 160.0                | 0.0             | 160.0 |
| <b>AUDITOR GENERAL</b>              | <b>135.0</b> | <b>5.0</b> | <b>0.0</b>             | <b>16.0</b>  | <b>0.0</b> | <b>4.0</b>  | <b>0.0</b>            | <b>160.0</b>        | <b>0.0</b>           | <b>160.0</b>    |       |
| CIV RGHT CENTRAL OFFICE             | 1501         | 95.0       | 0.0                    | 0.0          | 44.0       | 0.0         | 3.0                   | 0.0                 | 142.0                | 0.0             | 142.0 |
| <b>CIVIL RIGHTS</b>                 | <b>95.0</b>  | <b>0.0</b> | <b>0.0</b>             | <b>44.0</b>  | <b>0.0</b> | <b>3.0</b>  | <b>0.0</b>            | <b>142.0</b>        | <b>0.0</b>           | <b>142.0</b>    |       |
| CIVIL SERVICE COMMISSION            | 1901         | 433.0      | 0.0                    | 2.0          | 7.0        | 0.0         | 10.0                  | 0.0                 | 452.0                | 0.0             | 452.0 |
| <b>CIVIL SERVICE COMMISSION</b>     | <b>433.0</b> | <b>0.0</b> | <b>2.0</b>             | <b>7.0</b>   | <b>0.0</b> | <b>10.0</b> | <b>0.0</b>            | <b>452.0</b>        | <b>0.0</b>           | <b>452.0</b>    |       |
| DETROIT DETENTION CENTER            | 4754         | 69.0       | 0.0                    | 0.0          | 0.0        | 0.0         | 0.0                   | 0.0                 | 69.0                 | 0.0             | 69.0  |
| DOC-ADRIAN/GUS HARRISON FAC         | 4729         | 320.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 5.0                 | 326.0                | 0.0             | 326.0 |
| DOC-ALGER MAX SECURITY CORRECT      | 4735         | 190.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 1.0                 | 192.0                | 0.0             | 192.0 |
| DOC-BARAGA FACILITY                 | 4740         | 202.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 3.0                 | 206.0                | 0.0             | 206.0 |
| DOC-BELLAMY CREEK FACILITY          | 4748         | 373.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 2.0                 | 376.0                | 0.0             | 376.0 |
| DOC-BROOKS FACTY/MUSKEGON TEMP      | 4730         | 267.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 2.0                 | 270.0                | 0.0             | 270.0 |
| DOC-CARSON CITY FAC/CARSON CIT      | 4731         | 401.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 2.0                 | 404.0                | 0.0             | 404.0 |
| DOC-CENTRAL MICHIGAN FACILITY       | 4744         | 444.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 0.0                 | 445.0                | 0.0             | 445.0 |
| DOC-CHIPPEWA FAC/CHIPPEWA TEM       | 4732         | 366.0      | 1.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 3.0                 | 371.0                | 0.0             | 371.0 |
| DOC-COOPER STREET FACILITY          | 4752         | 222.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 1.0                   | 0.0                 | 224.0                | 0.0             | 224.0 |
| DOC-CORRECTN CENTRAL OFFICE         | 4702         | 655.0      | 0.0                    | 0.0          | 19.0       | 0.0         | 15.0                  | 1.0                 | 690.0                | 0.0             | 690.0 |
| DOC-COTTON FACILITY                 | 4720         | 286.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 4.0                 | 291.0                | 0.0             | 291.0 |
| DOC-EGELER FACILITY                 | 4727         | 441.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 0.0                 | 442.0                | 0.0             | 442.0 |
| DOC-FIELD OPERATION REGION III      | 4763         | 705.0      | 4.0                    | 0.0          | 2.0        | 0.0         | 0.0                   | 0.0                 | 711.0                | 0.0             | 711.0 |
| DOC-FIELD OPERATIONS REGION I       | 4761         | 677.0      | 0.0                    | 0.0          | 2.0        | 0.0         | 0.0                   | 1.0                 | 680.0                | 0.0             | 680.0 |
| DOC-HANDLON MI TRAINING UNT         | 4705         | 290.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 0.0                 | 291.0                | 0.0             | 291.0 |
| DOC-HURON VALLEY CORR COMPLEX       | 4715         | 475.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 1.0                   | 1.0                 | 478.0                | 0.0             | 478.0 |
| DOC-IONIA MAXIMUM FACILITY          | 4724         | 281.0      | 0.0                    | 0.0          | 0.0        | 0.0         | 0.0                   | 1.0                 | 282.0                | 0.0             | 282.0 |
| DOC-JACKSON CENTRAL REGION          | 4750         | 62.0       | 0.0                    | 0.0          | 0.0        | 0.0         | 0.0                   | 1.0                 | 63.0                 | 0.0             | 63.0  |
| DOC-KINROSS CORRECTIONAL FCLTY      | 4712         | 212.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 1.0                   | 0.0                 | 214.0                | 0.0             | 214.0 |
| DOC-LAKELAND MENS FACILITY          | 4718         | 272.0      | 0.0                    | 0.0          | 1.0        | 0.0         | 0.0                   | 0.0                 | 273.0                | 0.0             | 273.0 |

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

Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 28, 2024

| DEPARTMENT / PROCESS LEVEL                   | FULL-TIME       | PART-TIME  | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL    | NON CAREER  | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |         |
|--|-----------------|------------|------------------------|--------------|-------------|-------------|-----------------------|---------------------|----------------------|-----------------|---------|
| DOC-MACOMB FACILITY                          | 4741            | 343.0      | 2.0                    | 0.0          | 1.0         | 0.0         | 0.0                   | 2.0                 | 348.0                | 0.0             | 348.0   |
| DOC-MARQUETTE BRANCH PRISON                  | 4706            | 243.0      | 0.0                    | 0.0          | 1.0         | 0.0         | 0.0                   | 1.0                 | 245.0                | 0.0             | 245.0   |
| DOC-MAXEY CORRECTIONAL                       | 4749            | 326.0      | 0.0                    | 0.0          | 1.0         | 0.0         | 0.0                   | 4.0                 | 331.0                | 0.0             | 331.0   |
| DOC-MICHIGAN STATE INDUSTRIES                | 4709            | 43.0       | 0.0                    | 0.0          | 0.0         | 0.0         | 0.0                   | 0.0                 | 43.0                 | 0.0             | 43.0    |
| DOC-MUSKEGON FACILITY                        | 4704            | 250.0      | 0.0                    | 0.0          | 1.0         | 0.0         | 0.0                   | 0.0                 | 251.0                | 0.0             | 251.0   |
| DOC-NEWBERRY FACILITY                        | 4743            | 208.0      | 0.0                    | 1.0          | 1.0         | 0.0         | 1.0                   | 0.0                 | 211.0                | 0.0             | 211.0   |
| DOC-OAKS FACILITY                            | 4739            | 310.0      | 0.0                    | 0.0          | 1.0         | 0.0         | 1.0                   | 1.0                 | 313.0                | 0.0             | 313.0   |
| DOC-PARNALL FACILITY                         | 4751            | 271.0      | 0.0                    | 0.0          | 1.0         | 0.0         | 0.0                   | 1.0                 | 273.0                | 0.5             | 272.5   |
| DOC-SAGINAW FACILITY                         | 4742            | 300.0      | 0.0                    | 0.0          | 1.0         | 0.0         | 0.0                   | 2.0                 | 303.0                | 0.0             | 303.0   |
| DOC-ST. LOUIS FACILITY                       | 4733            | 323.0      | 0.0                    | 0.0          | 1.0         | 0.0         | 0.0                   | 4.0                 | 328.0                | 0.0             | 328.0   |
| DOC-THUMB FACILITY                           | 4725            | 319.0      | 0.0                    | 0.0          | 1.0         | 0.0         | 2.0                   | 2.0                 | 324.0                | 0.0             | 324.0   |
| NTHRN REGION ADMIN AND SUPPORT               | 4714            | 25.0       | 0.0                    | 0.0          | 0.0         | 0.0         | 0.0                   | 0.0                 | 25.0                 | 0.0             | 25.0    |
| SOUTHERN REGION - IONIA                      | 4711            | 23.0       | 0.0                    | 0.0          | 0.0         | 0.0         | 0.0                   | 0.0                 | 23.0                 | 0.0             | 23.0    |
| <b>CORRECTIONS</b>                           | <b>10,194.0</b> | <b>7.0</b> | <b>1.0</b>             | <b>48.0</b>  | <b>0.0</b>  | <b>22.0</b> | <b>44.0</b>           | <b>10,316.0</b>     | <b>0.5</b>           | <b>10,315.5</b> |         |
| EDUCATION                                    | 3103            | 460.0      | 2.0                    | 3.0          | 17.0        | 33.0        | 12.0                  | 0.0                 | 527.0                | 0.0             | 527.0   |
| <b>EDUCATION</b>                             | <b>460.0</b>    | <b>2.0</b> | <b>3.0</b>             | <b>17.0</b>  | <b>33.0</b> | <b>12.0</b> | <b>0.0</b>            | <b>527.0</b>        | <b>0.0</b>           | <b>527.0</b>    |         |
| ENVIRON, GREAT LAKES & ENERGY                | 7601            | 1,438.0    | 3.0                    | 9.0          | 42.0        | 0.0         | 18.0                  | 0.0                 | 1,510.0              | 0.0             | 1,510.0 |
| <b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b> | <b>1,438.0</b>  | <b>3.0</b> | <b>9.0</b>             | <b>42.0</b>  | <b>0.0</b>  | <b>18.0</b> | <b>0.0</b>            | <b>1,510.0</b>      | <b>0.0</b>           | <b>1,510.0</b>  |         |
| OFFICE OF THE GOVERNOR                       | 0101            | 0.0        | 0.0                    | 0.0          | 80.0        | 0.0         | 0.0                   | 0.0                 | 80.0                 | 0.0             | 80.0    |
| <b>EXECUTIVE OFFICE</b>                      | <b>0.0</b>      | <b>0.0</b> | <b>0.0</b>             | <b>80.0</b>  | <b>0.0</b>  | <b>0.0</b>  | <b>0.0</b>            | <b>80.0</b>         | <b>0.0</b>           | <b>80.0</b>     |         |
| DEPT OF INS AND FIN SERVICE                  | 6501            | 343.0      | 2.0                    | 0.0          | 22.0        | 0.0         | 5.0                   | 0.0                 | 372.0                | 0.0             | 372.0   |
| <b>INSURANCE AND FINANCIAL SERV</b>          | <b>343.0</b>    | <b>2.0</b> | <b>0.0</b>             | <b>22.0</b>  | <b>0.0</b>  | <b>5.0</b>  | <b>0.0</b>            | <b>372.0</b>        | <b>0.0</b>           | <b>372.0</b>    |         |
| LEO - LABOR & ECON OPPORTUNITY               | 1801            | 1,846.0    | 1.0                    | 0.0          | 174.0       | 4.0         | 17.0                  | 0.0                 | 2,042.0              | 0.0             | 2,042.0 |
| LEO - LANDBANK AUTHORITY                     | 1802            | 7.0        | 0.0                    | 0.0          | 2.0         | 0.0         | 0.0                   | 0.0                 | 9.0                  | 0.0             | 9.0     |
| LEO - MSF-MEDC                               | 1804            | 113.0      | 0.0                    | 0.0          | 9.0         | 0.0         | 2.0                   | 0.0                 | 124.0                | 0.0             | 124.0   |
| LEO - MSHDA                                  | 1803            | 266.0      | 2.0                    | 1.0          | 25.0        | 0.0         | 7.0                   | 0.0                 | 301.0                | 0.0             | 301.0   |
| <b>LABOR &amp; ECONOMIC OPPORTUNITY</b>      | <b>2,232.0</b>  | <b>3.0</b> | <b>1.0</b>             | <b>210.0</b> | <b>4.0</b>  | <b>26.0</b> | <b>0.0</b>            | <b>2,476.0</b>      | <b>0.0</b>           | <b>2,476.0</b>  |         |
| LICENSING & REGULATORY AFFAIRS               | 6401            | 1,661.0    | 3.0                    | 14.0         | 34.0        | 0.0         | 29.0                  | 0.0                 | 1,741.0              | 0.0             | 1,741.0 |
| <b>LICENSING &amp; REGULATORY AFFAIRS</b>    | <b>1,661.0</b>  | <b>3.0</b> | <b>14.0</b>            | <b>34.0</b>  | <b>0.0</b>  | <b>29.0</b> | <b>0.0</b>            | <b>1,741.0</b>      | <b>0.0</b>           | <b>1,741.0</b>  |         |
| MDHHS-CARO CENTER                            | 3902            | 412.0      | 0.0                    | 4.0          | 2.0         | 0.0         | 0.0                   | 11.0                | 429.0                | 0.0             | 429.0   |
| MDHHS-COM HEALTH CENTRAL OFF                 | 3901            | 1,795.0    | 1.0                    | 2.0          | 45.0        | 0.0         | 6.0                   | 0.0                 | 1,849.0              | 0.0             | 1,849.0 |
| MDHHS-CTR FORENSIC PSYCHIATRY                | 3920            | 584.0      | 1.0                    | 0.0          | 4.0         | 0.0         | 5.0                   | 5.0                 | 599.0                | 0.0             | 599.0   |

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 28, 2024

| DEPARTMENT / PROCESS LEVEL            | FULL-TIME      | PART-TIME   | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL    | NON CAREER  | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |         |
|---------------------------------------|----------------|-------------|------------------------|--------------|-------------|-------------|-----------------------|---------------------|----------------------|-----------------|---------|
| MDHHS-HAWTHORN CTR NORTHLVILLE        | 3906           | 129.0       | 0.0                    | 0.0          | 2.0         | 0.0         | 1.0                   | 7.0                 | 139.0                | 0.0             | 139.0   |
| MDHHS-KALAMAZOO PSYCHIATRIC HS        | 3909           | 368.0       | 0.0                    | 0.0          | 3.0         | 0.0         | 0.0                   | 9.0                 | 380.0                | 0.0             | 380.0   |
| MDHHS-OFF OF THE INSPECTOR GEN        | 3947           | 53.0        | 0.0                    | 0.0          | 0.0         | 0.0         | 0.0                   | 0.0                 | 53.0                 | 0.0             | 53.0    |
| MDHHS-WALTER P.REUTHER PSY HS         | 3945           | 338.0       | 1.0                    | 17.0         | 6.0         | 0.0         | 2.0                   | 2.0                 | 366.0                | 0.0             | 366.0   |
| <b>MDHHS - COMMUNITY HEALTH</b>       | <b>3,679.0</b> | <b>3.0</b>  | <b>23.0</b>            | <b>62.0</b>  | <b>0.0</b>  | <b>14.0</b> | <b>34.0</b>           | <b>3,815.0</b>      | <b>0.0</b>           | <b>3,815.0</b>  |         |
| MDHHS-BERRIEN COUNTY                  | 4322           | 117.0       | 0.0                    | 0.0          | 8.0         | 0.0         | 0.0                   | 0.0                 | 125.0                | 0.0             | 125.0   |
| MDHHS-CALHOUN COUNTY                  | 4323           | 157.0       | 0.0                    | 0.0          | 3.0         | 0.0         | 0.0                   | 0.0                 | 160.0                | 0.0             | 160.0   |
| MDHHS-COUNTIES                        | 4308           | 2,448.0     | 0.0                    | 0.0          | 92.0        | 0.0         | 1.0                   | 0.0                 | 2,541.0              | 0.0             | 2,541.0 |
| MDHHS-DPT OF HUMAN SVC CNTL OF        | 4301           | 2,762.0     | 0.0                    | 3.0          | 135.0       | 11.0        | 8.0                   | 0.0                 | 2,919.0              | 0.0             | 2,919.0 |
| MDHHS-GENESEE COUNTY                  | 4302           | 411.0       | 0.0                    | 0.0          | 15.0        | 0.0         | 0.0                   | 0.0                 | 426.0                | 0.0             | 426.0   |
| MDHHS-INGHAM COUNTY                   | 4312           | 241.0       | 0.0                    | 0.0          | 10.0        | 0.0         | 0.0                   | 0.0                 | 251.0                | 0.0             | 251.0   |
| MDHHS-INSTITUTIONS                    | 4307           | 50.0        | 0.0                    | 18.0         | 11.0        | 0.0         | 0.0                   | 0.0                 | 79.0                 | 0.0             | 79.0    |
| MDHHS-JACKSON COUNTY                  | 4315           | 148.0       | 0.0                    | 0.0          | 9.0         | 0.0         | 0.0                   | 0.0                 | 157.0                | 0.0             | 157.0   |
| MDHHS-KALAMAZOO COUNTY                | 4314           | 213.0       | 0.0                    | 0.0          | 3.0         | 0.0         | 2.0                   | 0.0                 | 218.0                | 0.0             | 218.0   |
| MDHHS-KENT COUNTY                     | 4303           | 413.0       | 0.0                    | 0.0          | 8.0         | 0.0         | 0.0                   | 0.0                 | 421.0                | 0.0             | 421.0   |
| MDHHS-MACOMB COUNTY                   | 4304           | 442.0       | 0.0                    | 0.0          | 27.0        | 0.0         | 0.0                   | 1.0                 | 470.0                | 0.0             | 470.0   |
| MDHHS-MUSKEGON COUNTY                 | 4324           | 219.0       | 0.0                    | 0.0          | 1.0         | 0.0         | 0.0                   | 0.0                 | 220.0                | 0.0             | 220.0   |
| MDHHS-OAKLAND COUNTY                  | 4305           | 472.0       | 0.0                    | 0.0          | 33.0        | 0.0         | 0.0                   | 0.0                 | 505.0                | 0.0             | 505.0   |
| MDHHS-SAGINAW COUNTY                  | 4313           | 177.0       | 0.0                    | 0.0          | 8.0         | 0.0         | 0.0                   | 0.0                 | 185.0                | 0.0             | 185.0   |
| MDHHS-WASHTENAW                       | 4325           | 129.0       | 0.0                    | 0.0          | 12.0        | 0.0         | 0.0                   | 0.0                 | 141.0                | 0.0             | 141.0   |
| MDHHS-WAYNE COUNTY DSS                | 4306           | 88.0        | 0.0                    | 0.0          | 5.0         | 0.0         | 0.0                   | 0.0                 | 93.0                 | 0.0             | 93.0    |
| MDHHS-WAYNE COUNTY O.C.Y.S.           | 4320           | 523.0       | 0.0                    | 0.0          | 14.0        | 0.0         | 1.0                   | 1.0                 | 539.0                | 0.0             | 539.0   |
| MDHHS-WAYNE COUNTY ZONE 3             | 4318           | 435.0       | 0.0                    | 0.0          | 59.0        | 0.0         | 0.0                   | 0.0                 | 494.0                | 0.0             | 494.0   |
| MDHHS-WAYNE COUNTY ZONE 4             | 4319           | 210.0       | 0.0                    | 0.0          | 10.0        | 0.0         | 0.0                   | 0.0                 | 220.0                | 0.0             | 220.0   |
| MDHHS-WAYNE COUNTY ZONE L             | 4316           | 341.0       | 0.0                    | 0.0          | 18.0        | 0.0         | 0.0                   | 1.0                 | 360.0                | 0.0             | 360.0   |
| <b>MDHHS - HUMAN SERVICES</b>         | <b>9,996.0</b> | <b>0.0</b>  | <b>21.0</b>            | <b>481.0</b> | <b>11.0</b> | <b>12.0</b> | <b>3.0</b>            | <b>10,524.0</b>     | <b>0.0</b>           | <b>10,524.0</b> |         |
| MILEAP                                | 3291           | 7.0         | 0.0                    | 0.0          | 2.0         | 0.0         | 0.0                   | 0.0                 | 9.0                  | 0.0             | 9.0     |
| <b>MILEAP</b>                         | <b>7.0</b>     | <b>0.0</b>  | <b>0.0</b>             | <b>2.0</b>   | <b>0.0</b>  | <b>0.0</b>  | <b>0.0</b>            | <b>9.0</b>          | <b>0.0</b>           | <b>9.0</b>      |         |
| MICHIGAN VETERAN HOMES                | 5105           | 331.0       | 20.0                   | 12.0         | 4.0         | 0.0         | 4.0                   | 1.0                 | 372.0                | 0.0             | 372.0   |
| MIL AFFR CENTRAL OFFICE               | 5101           | 382.0       | 4.0                    | 26.0         | 11.0        | 2.0         | 17.0                  | 0.0                 | 442.0                | 0.0             | 442.0   |
| <b>MILITARY &amp; VETERAN AFFAIRS</b> | <b>713.0</b>   | <b>24.0</b> | <b>38.0</b>            | <b>15.0</b>  | <b>2.0</b>  | <b>21.0</b> | <b>1.0</b>            | <b>814.0</b>        | <b>0.0</b>           | <b>814.0</b>    |         |
| DNR-NATURAL RESOURCES                 | 7501           | 1,571.0     | 1.0                    | 28.0         | 24.0        | 245.0       | 1,045.0               | 2.0                 | 2,916.0              | 0.0             | 2,916.0 |

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Source: Michigan Civil Service Commission HWF04

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

Pay End Date: September 28, 2024

| DEPARTMENT / PROCESS LEVEL                 | FULL-TIME       | PART-TIME   | PERMANENT-INTERMITTENT | LIMITED-TERM   | SEASONAL     | NON CAREER     | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |         |
|--|-----------------|-------------|------------------------|----------------|--------------|----------------|-----------------------|---------------------|----------------------|-----------------|---------|
| <b>NATURAL RESOURCES</b>                   | <b>1,571.0</b>  | <b>1.0</b>  | <b>28.0</b>            | <b>24.0</b>    | <b>245.0</b> | <b>1,045.0</b> | <b>2.0</b>            | <b>2,916.0</b>      | <b>0.0</b>           | <b>2,916.0</b>  |         |
| DEPARTMENT OF STATE                        | 2301            | 1,420.0     | 0.0                    | 0.0            | 23.0         | 0.0            | 0.0                   | 1,444.0             | 0.0                  | 1,444.0         |         |
| <b>STATE</b>                               | <b>1,420.0</b>  | <b>0.0</b>  | <b>0.0</b>             | <b>23.0</b>    | <b>0.0</b>   | <b>0.0</b>     | <b>1.0</b>            | <b>1,444.0</b>      | <b>0.0</b>           | <b>1,444.0</b>  |         |
| STATE POLICE                               | 5501            | 3,010.0     | 5.0                    | 5.0            | 78.0         | 0.0            | 72.0                  | 6.0                 | 3,176.0              | 0.0             | 3,176.0 |
| <b>STATE POLICE</b>                        | <b>3,010.0</b>  | <b>5.0</b>  | <b>5.0</b>             | <b>78.0</b>    | <b>0.0</b>   | <b>72.0</b>    | <b>6.0</b>            | <b>3,176.0</b>      | <b>0.0</b>           | <b>3,176.0</b>  |         |
| DTMB-CHIEF COMPLIANCE OFF                  | 0741            | 0.0         | 0.0                    | 0.0            | 1.0          | 0.0            | 0.0                   | 1.0                 | 0.0                  | 1.0             |         |
| TECH, MGMT AND BUDGET - IT                 | 0801            | 1,815.0     | 0.0                    | 0.0            | 38.0         | 0.0            | 34.0                  | 0.0                 | 1,887.0              | 0.0             | 1,887.0 |
| TECH, MGMT AND BUDGET - MB                 | 0701            | 1,118.0     | 2.0                    | 3.0            | 64.0         | 0.0            | 38.0                  | 1.0                 | 1,226.0              | 0.0             | 1,226.0 |
| <b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b> | <b>2,933.0</b>  | <b>2.0</b>  | <b>3.0</b>             | <b>103.0</b>   | <b>0.0</b>   | <b>72.0</b>    | <b>1.0</b>            | <b>3,114.0</b>      | <b>0.0</b>           | <b>3,114.0</b>  |         |
| BRIDGE AUTHORITIES-INTERNATION             | 5903            | 23.0        | 0.0                    | 8.0            | 0.0          | 0.0            | 14.0                  | 0.0                 | 45.0                 | 0.0             | 45.0    |
| BRIDGE AUTHORITIES-MACKINAC                | 5902            | 38.0        | 0.0                    | 22.0           | 0.0          | 26.0           | 0.0                   | 0.0                 | 86.0                 | 0.0             | 86.0    |
| TRANSPORTATION CENTRAL OFFICE              | 5901            | 2,556.0     | 1.0                    | 14.0           | 52.0         | 12.0           | 100.0                 | 7.0                 | 2,742.0              | 0.0             | 2,742.0 |
| <b>TRANSPORTATION</b>                      | <b>2,617.0</b>  | <b>1.0</b>  | <b>44.0</b>            | <b>52.0</b>    | <b>38.0</b>  | <b>114.0</b>   | <b>7.0</b>            | <b>2,873.0</b>      | <b>0.0</b>           | <b>2,873.0</b>  |         |
| BUREAU OF STATE LOTTERY                    | 2795            | 192.0       | 0.0                    | 0.0            | 1.0          | 0.0            | 22.0                  | 0.0                 | 215.0                | 0.0             | 215.0   |
| GAMING CONTROL                             | 2707            | 181.0       | 0.0                    | 1.0            | 5.0          | 0.0            | 3.0                   | 0.0                 | 190.0                | 0.0             | 190.0   |
| STATE BUILDING AUTHORITY                   | 2704            | 3.0         | 0.0                    | 0.0            | 0.0          | 0.0            | 0.0                   | 0.0                 | 3.0                  | 0.0             | 3.0     |
| TREASURY CENTRAL PAYROLL                   | 2701            | 1,297.0     | 0.0                    | 0.0            | 35.0         | 0.0            | 15.0                  | 0.0                 | 1,347.0              | 0.0             | 1,347.0 |
| <b>TREASURY</b>                            | <b>1,673.0</b>  | <b>0.0</b>  | <b>1.0</b>             | <b>41.0</b>    | <b>0.0</b>   | <b>40.0</b>    | <b>0.0</b>            | <b>1,755.0</b>      | <b>0.0</b>           | <b>1,755.0</b>  |         |
| <b>STATEWIDE TOTAL</b>                     | <b>45,671.0</b> | <b>63.0</b> | <b>196.0</b>           | <b>1,460.0</b> | <b>333.0</b> | <b>1,577.0</b> | <b>99.0</b>           | <b>49,399.0</b>     | <b>0.5</b>           | <b>49,398.5</b> |         |

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Source: Michigan Civil Service Commission HWF04

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

Table 1-2

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

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

Source: Michigan Civil Service Commission MPR-0160

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

Table 1-2

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

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

Source: Michigan Civil Service Commission MPR-0160

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

Table 1-2

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

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

Source: Michigan Civil Service Commission MPR-0160

# STATE OF MICHIGAN

Table 1-3

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

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

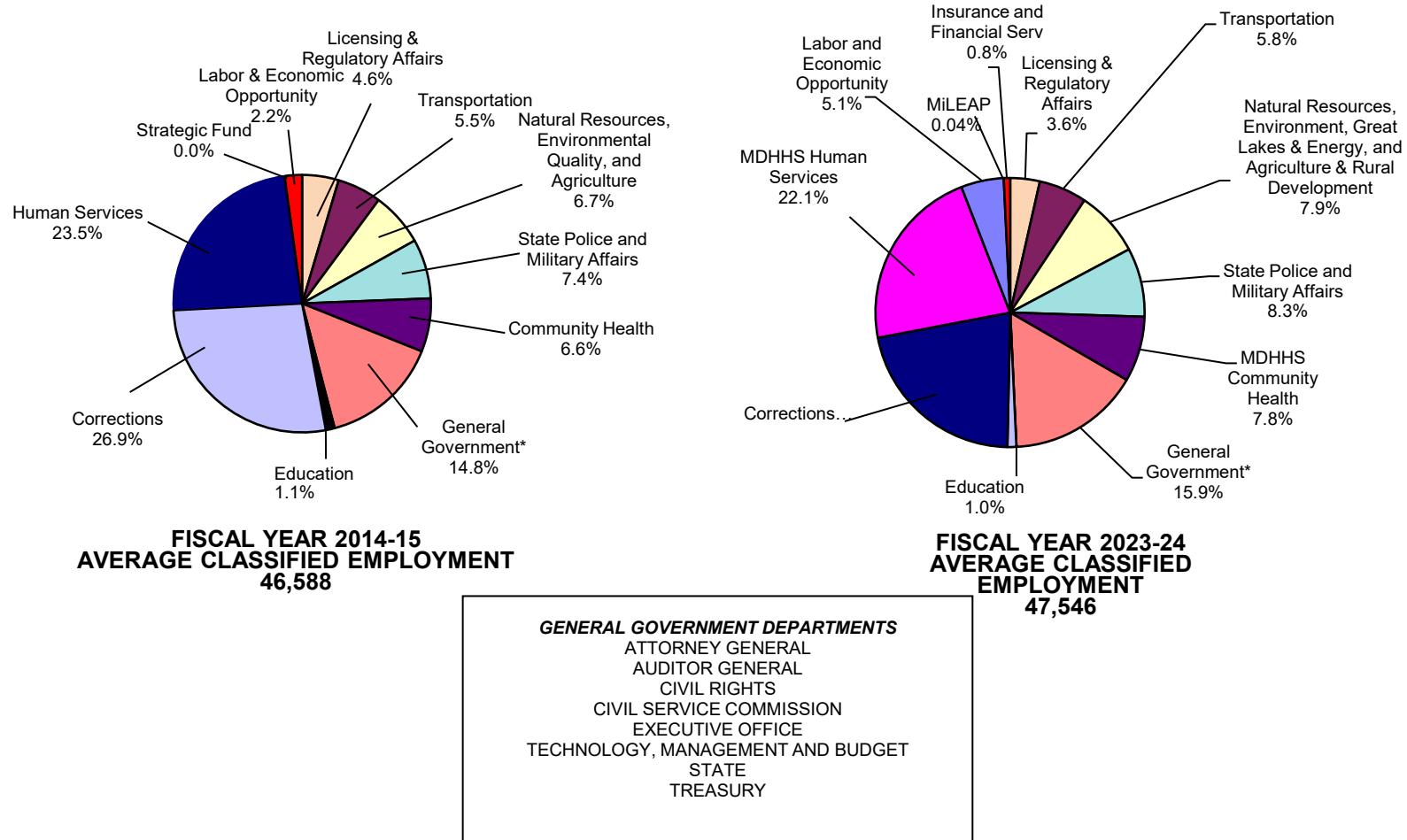
Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing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

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

Source: Michigan Civil Service Commission HWF03

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

Graph 1-3



Comments: Statewide, average classified employment increased by 958 positions (2.01%) from FY 2014-15 to FY 2023-24. This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Prior to FY2021, the General Government Departments also included the department LABOR AND ECONOMIC OPPORTUNITY. As of September 28, 2024 these positions represent most noncareer appointments. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. For this report, the number of employees who job share is halved. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF09

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

| DEPARTMENT                        | 14-15           | 15-16           | 16-17           | 17-18           | 18-19           | 19-20           | 20-21           | 21-22           | 22-23           | 23-24           |
|-----------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Agriculture & Rural Development   | 405.4           | 411.5           | 438.7           | 457.7           | 462.7           | 462.4           | 456.4           | 470.7           | 481.9           | 490.3           |
| Attorney General                  | 481.6           | 477.4           | 491.2           | 498.4           | 501.2           | 514.8           | 521.4           | 531.0           | 551.0           | 612.6           |
| Auditor General                   | 137.2           | 150.2           | 149.2           | 142.7           | 153.0           | 152.4           | 151.3           | 151.4           | 153.1           | 155.7           |
| Civil Rights                      | 93.7            | 92.0            | 84.4            | 85.8            | 88.3            | 85.5            | 76.4            | 78.6            | 86.0            | 121.3           |
| Civil Service Commission          | 413.6           | 415.5           | 417.5           | 432.0           | 432.5           | 442.0           | 430.0           | 427.3           | 437.2           | 443.0           |
| Corrections                       | 12,554.5        | 12,599.8        | 12,278.1        | 11,966.6        | 11,944.3        | 11,795.1        | 11,204.4        | 10,569.5        | 10,322.3        | 10,313.0        |
| Education                         | 515.3           | 506.6           | 503.8           | 504.7           | 503.2           | 497.7           | 493.7           | 493.4           | 489.8           | 497.7           |
| Environment, Great Lakes & Energy | 1,101.2         | 1,108.0         | 1,125.8         | 1,128.8         | 1,150.4         | 1,207.5         | 1,215.7         | 1,286.7         | 1,342.0         | 1,432.1         |
| Executive Office                  | 59.8            | 56.2            | 59.8            | 56.5            | 59.3            | 73.8            | 70.7            | 71.1            | 71.3            | 77.7            |
| Insurance and Financial Serv      | 304.7           | 302.1           | 296.0           | 299.7           | 302.2           | 302.0           | 317.8           | 332.3           | 348.7           | 363.2           |
| Labor & Economic Opportunity      | 1,006.3         | 1,252.7         | 1,199.3         | 1,162.7         | 1,288.4         | 2,215.7         | 2,597.7         | 2,627.8         | 2,464.8         | 2,432.8         |
| Licensing & Regulatory Affairs    | 2,120.0         | 1,847.2         | 1,894.6         | 1,942.8         | 1,946.5         | 1,576.5         | 1,535.1         | 1,561.8         | 1,618.5         | 1,699.7         |
| MDHHS-Community Health            | 3,091.9         | 3,111.0         | 3,184.1         | 3,293.2         | 3,412.5         | 3,586.7         | 3,641.1         | 3,676.3         | 3,695.5         | 3,725.2         |
| MDHHS-Human Services              | 10,954.1        | 10,746.8        | 10,898.9        | 10,979.6        | 10,993.8        | 10,654.6        | 10,425.9        | 10,340.8        | 10,404.1        | 10,516.4        |
| MiLEAP                            | --              | --              | --              | --              | --              | --              | --              | --              | --              | 2.0             |
| Military and Veterans Affairs     | 757.0           | 749.8           | 745.3           | 765.2           | 771.5           | 754.9           | 751.5           | 782.3           | 783.4           | 802.0           |
| Natural Resources                 | 1,612.5         | 1,665.4         | 1,682.8         | 1,718.9         | 1,757.3         | 1,692.6         | 1,660.6         | 1,705.9         | 1,750.6         | 1,827.0         |
| State                             | 1,321.2         | 1,324.5         | 1,308.7         | 1,331.6         | 1,371.1         | 1,379.7         | 1,321.9         | 1,331.3         | 1,382.3         | 1,433.2         |
| State Police                      | 2,707.3         | 2,775.2         | 2,893.0         | 2,984.3         | 3,026.7         | 3,008.1         | 2,961.6         | 2,995.1         | 3,065.7         | 3,143.2         |
| Technology, Management & Budget   | 2,789.2         | 2,873.8         | 2,960.2         | 2,992.2         | 2,973.1         | 2,932.6         | 2,835.1         | 2,823.6         | 2,933.2         | 3,019.1         |
| Transportation                    | 2,570.1         | 2,600.3         | 2,593.8         | 2,597.0         | 2,583.0         | 2,573.8         | 2,565.9         | 2,596.7         | 2,657.4         | 2,738.9         |
| Treasury                          | 1,591.7         | 1,626.1         | 1,619.3         | 1,615.5         | 1,602.7         | 1,613.2         | 1,584.6         | 1,578.5         | 1,638.1         | 1,699.4         |
| <b>TOTAL</b>                      | <b>46,588.3</b> | <b>46,692.1</b> | <b>46,824.5</b> | <b>46,955.9</b> | <b>47,323.7</b> | <b>47,521.6</b> | <b>46,818.8</b> | <b>46,432.3</b> | <b>46,676.8</b> | <b>47,545.9</b> |

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

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

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

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

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

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

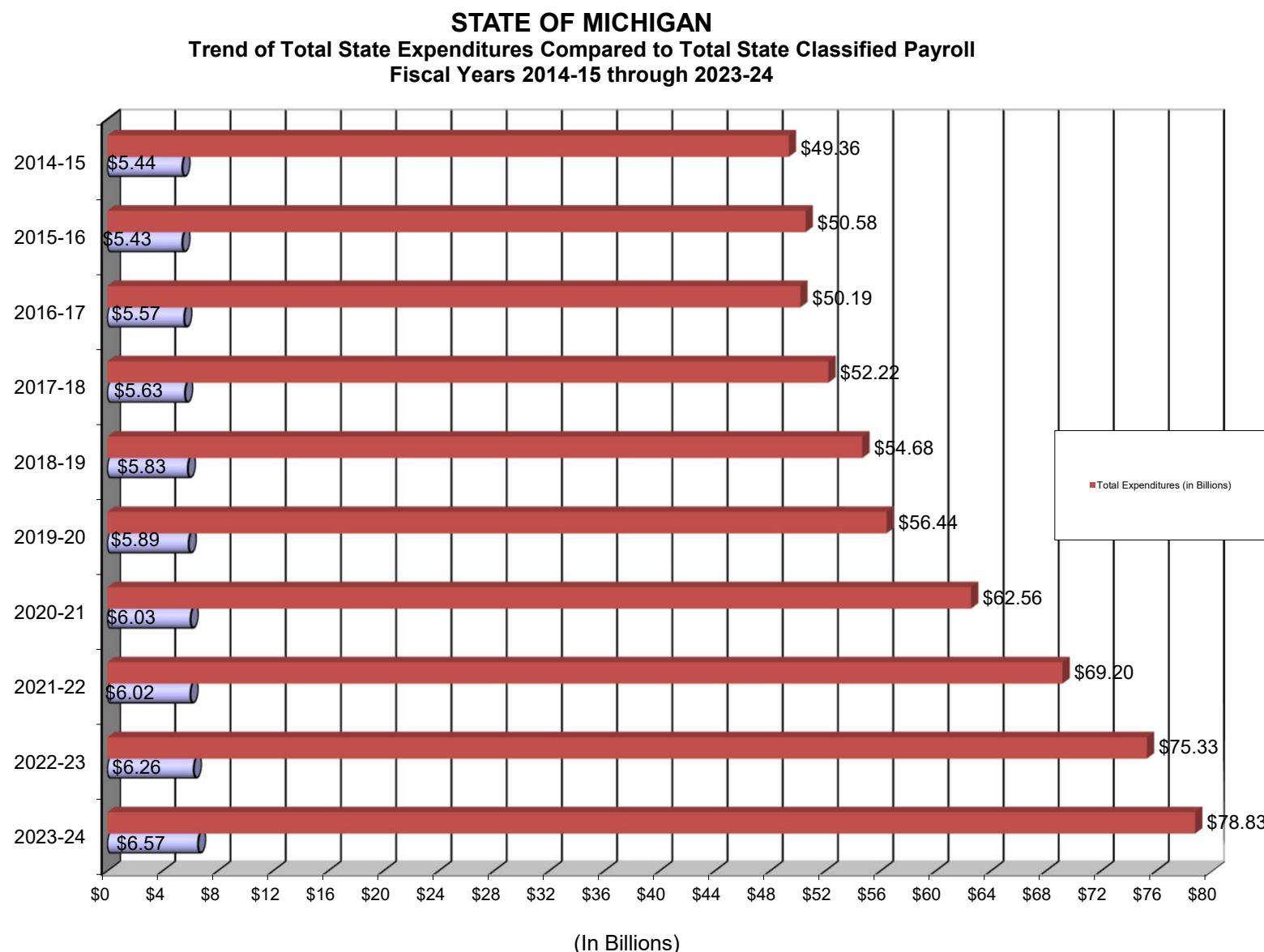
Michigan Civil Service Commission HWF09

Source:

## **SECTION TWO**

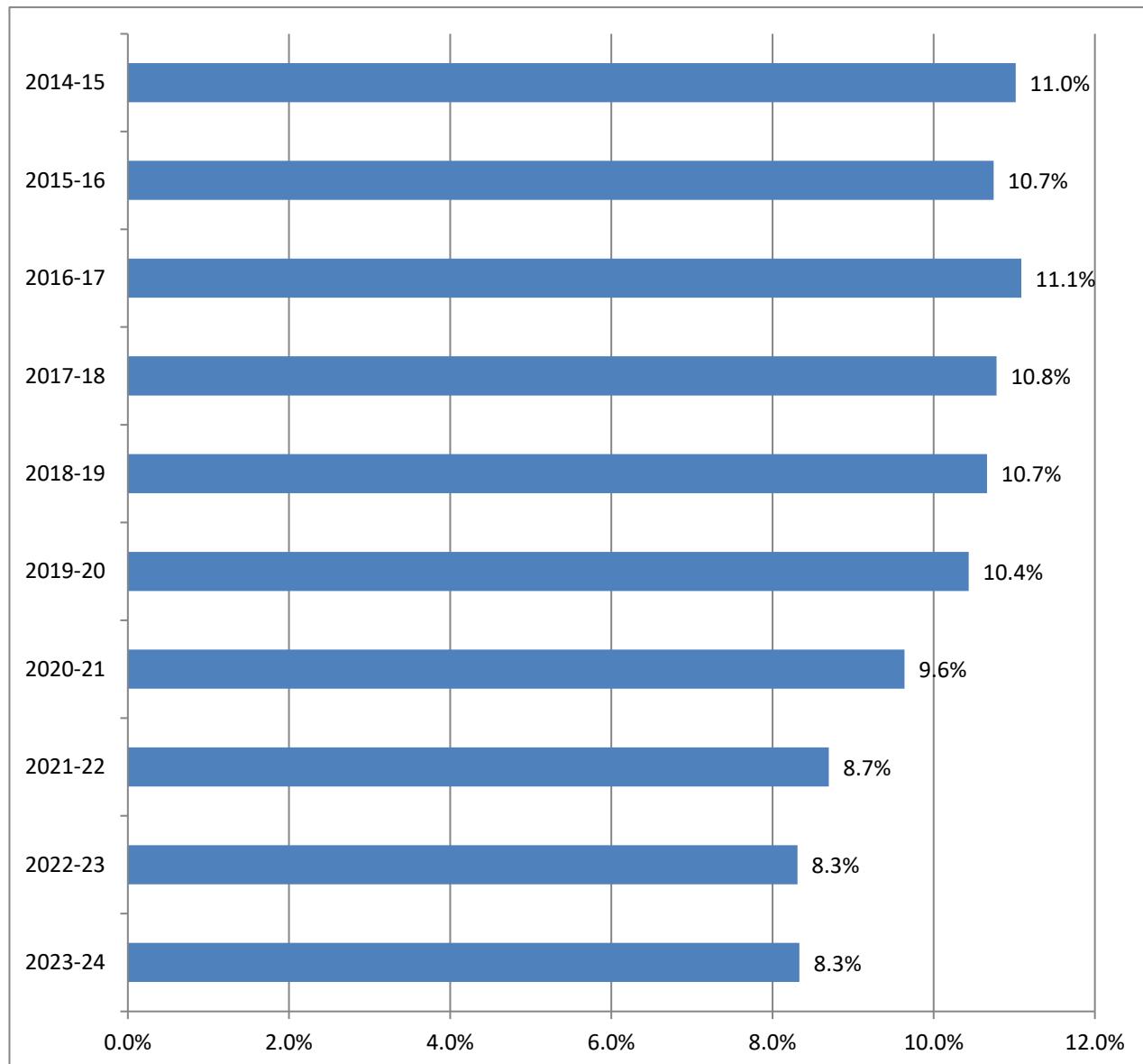
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### **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



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

**STATE OF MICHIGAN  
CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES**  
**Fiscal Years 2014-15 through 2023-24**



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

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**  
**Pay End Date: September 28, 2024**

Table 2-1

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

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF24

**STATE OF MICHIGAN**

Table 2-2

**EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE**

**Fiscal Years 2019-20 through 2023-24**

| <b>Salary Range</b> |   | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> | <b>2023-24</b> |
|---------------------|---|----------------|----------------|----------------|----------------|----------------|
| 12,000              | - | 12,999         | 0              | 0              | 0              | 0              |
| 13,000              | - | 13,999         | 0              | 0              | 0              | 0              |
| 14,000              | - | 14,999         | 0              | 0              | 0              | 0              |
| 15,000              | - | 15,999         | 0              | 0              | 0              | 0              |
| 16,000              | - | 16,999         | 0              | 0              | 0              | 0              |
| 17,000              | - | 17,999         | 0              | 0              | 0              | 0              |
| 18,000              | - | 18,999         | 0              | 0              | 0              | 0              |
| 19,000              | - | 19,999         | 0              | 0              | 0              | 0              |
| 20,000              | - | 20,999         | 364            | 330            | 3              | 0              |
| 21,000              | - | 21,999         | 11             | 2              | 1              | 1              |
| 22,000              | - | 22,999         | 195            | 194            | 1              | 0              |
| 23,000              | - | 23,999         | 7              | 1              | 2              | 0              |
| 24,000              | - | 24,999         | 355            | 351            | 1              | 0              |
| 25,000              | - | 25,999         | 85             | 76             | 19             | 0              |
| 26,000              | - | 26,999         | 22             | 26             | 4              | 0              |
| 27,000              | - | 27,999         | 12             | 15             | 83             | 3              |
| 28,000              | - | 28,999         | 1              | 0              | 1              | 1              |
| 29,000              | - | 29,999         | 34             | 15             | 37             | 72             |
| 30,000              | - | 30,999         | 255            | 13             | 1              | 0              |
| 31,000              | - | 31,999         | 17             | 164            | 954            | 392            |
| 32,000              | - | 32,999         | 29             | 13             | 180            | 218            |
| 33,000              | - | 33,999         | 25             | 25             | 23             | 605            |
| 34,000              | - | 34,999         | 22             | 21             | 21             | 42             |
| 35,000              | - | 35,999         | 101            | 50             | 22             | 11             |
| 36,000              | - | 36,999         | 61             | 77             | 41             | 38             |
| 37,000              | - | 37,999         | 430            | 88             | 105            | 18             |
| 38,000              | - | 38,999         | 585            | 429            | 128            | 31             |
| 39,000              | - | 39,999         | 219            | 506            | 625            | 93             |
| 40,000              | - | 40,999         | 519            | 218            | 171            | 123            |
| 41,000              | - | 41,999         | 773            | 324            | 552            | 489            |
| 42,000              | - | 42,999         | 474            | 658            | 378            | 165            |
| 43,000              | - | 43,999         | 508            | 377            | 541            | 695            |
| 44,000              | - | 44,999         | 656            | 417            | 430            | 300            |
| 45,000              | - | 45,999         | 601            | 752            | 398            | 576            |
| 46,000              | - | 46,999         | 685            | 584            | 604            | 409            |
| 47,000              | - | 47,999         | 1,094          | 585            | 768            | 425            |
| 48,000              | - | 48,999         | 1,609          | 1,101          | 267            | 322            |
| 49,000              | - | 49,999         | 689            | 636            | 750            | 858            |
| 50,000              | - | 50,999         | 867            | 1,496          | 852            | 583            |
| 51,000              | - | 51,999         | 1,631          | 889            | 1,553          | 664            |
| 52,000              | - | 52,999         | 552            | 1,628          | 598            | 859            |
| 53,000              | - | 53,999         | 874            | 519            | 686            | 610            |
|                     |   |                |                |                |                | 761            |

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

Source: Michigan Civil Service Commission HWF39A and HWF40

**STATE OF MICHIGAN**  
**EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)**

Table 2-2

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

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

Source: Michigan Civil Service Commission HWF39A and HWF40

**STATE OF MICHIGAN**  
**EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)**

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

Median Salary: \$69,781  
 Average Salary: \$74,917

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

Source: Michigan Civil Service Commission HWF39A and HWF40

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL STATEWIDE**  
**(Employer Contributions)**  
**Fiscal Years 2019-20 through 2023-24**

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

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

Source: MAIN DAFR 6940 191OFB

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

Pay End Date: September 28, 2024

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

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**Pay End Date: September 28, 2024**

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

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF47

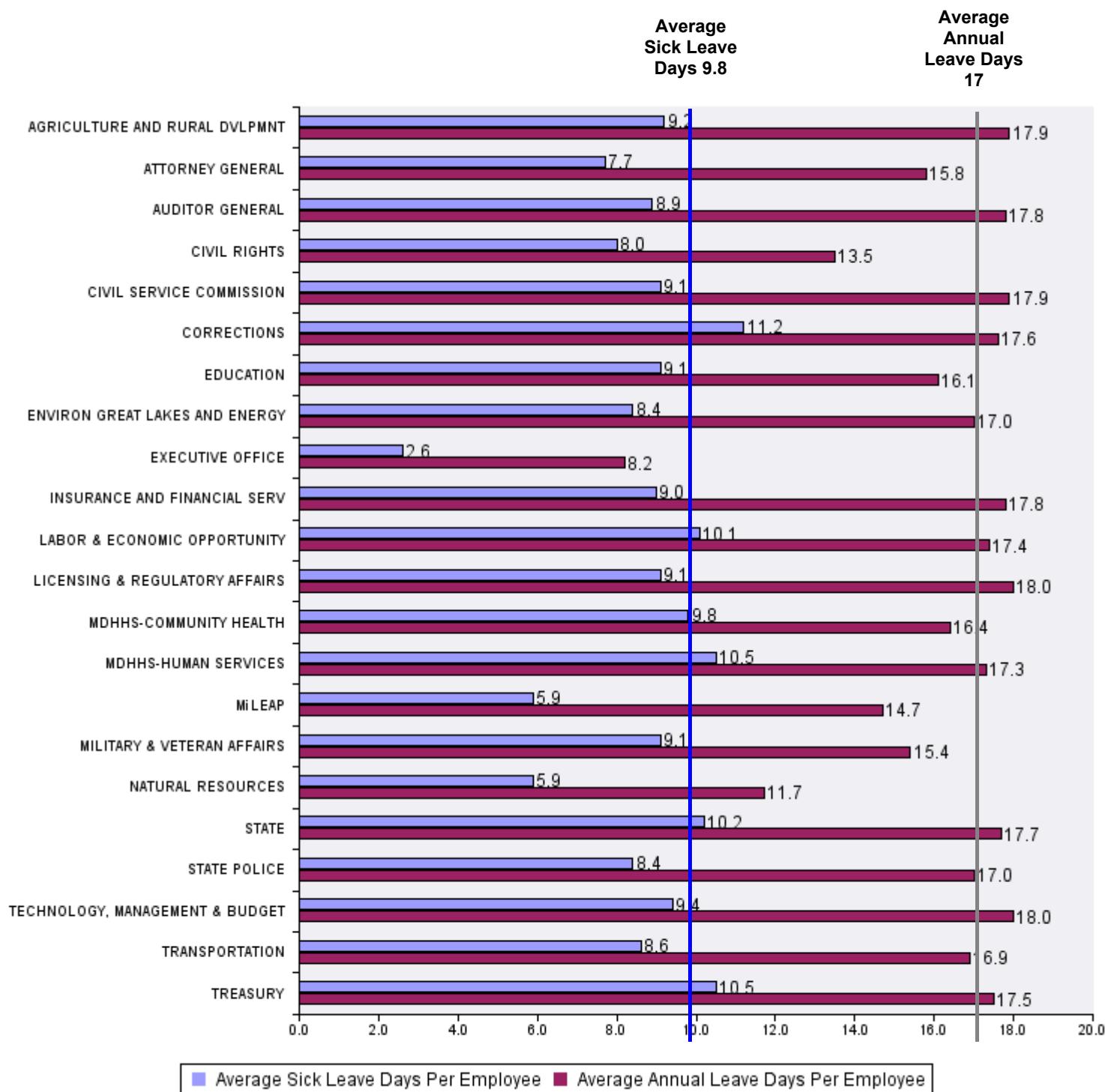
**STATE OF MICHIGAN  
STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2019-20 through 2023-24**

|                   | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> | <b>2023-24</b> |
|-------------------|----------------|----------------|----------------|----------------|----------------|
| <b>VACATION</b>   | 6.1 %          | 7.0 %          | 7.1 %          | 7.0 %          | 6.8 %          |
| <b>HOLIDAY</b>    | 4.6 %          | 5.0 %          | 5.0 %          | 5.0 %          | 5.0 %          |
| <b>SICK LEAVE</b> | 3.7 %          | 4.4 %          | 4.7 %          | 4.3 %          | 4.3 %          |
| <b>TOTAL</b>      | <b>14.3 %</b>  | <b>16.3 %</b>  | <b>16.7 %</b>  | <b>16.4 %</b>  | <b>16.1 %</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. Vacation is the total of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD

**STATE OF MICHIGAN**  
**SICK LEAVE AND ANNUAL LEAVE USE BY DEPARTMENT**  
**Fiscal Year 2023-24**



Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Table 2-6

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

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

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

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

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

## STATE OF MICHIGAN

Table 2-8

## SICK LEAVE USE ANALYSIS BY DEPARTMENT

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

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

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF28

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

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

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

**STATE OF MICHIGAN**  
**AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT**  
**Pay End Date: September 28, 2024**

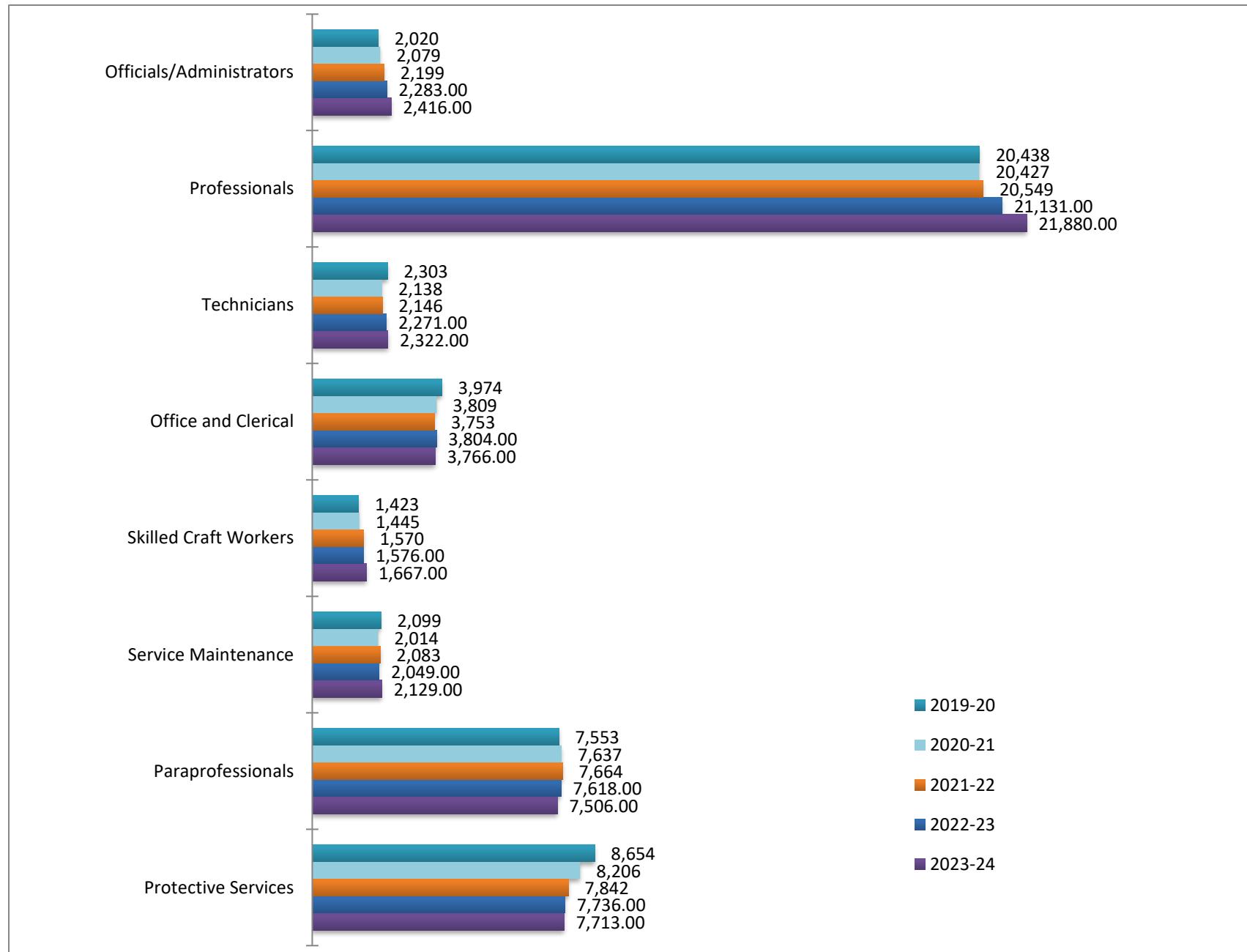
Table 2-10

| Department                        | 19 & Under  | 20-24        | 25-29        | 30-34        | 35-39        | 40-44        | 45-49        | 50-54        | 55-59        | 60-64        | 65-69        | 70 & Over   | Total         |
|-----------------------------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|---------------|
| AGRICULTURE AND RURAL DVLPMNT     | 3           | 25           | 39           | 71           | 64           | 68           | 68           | 59           | 40           | 52           | 12           | 12          | 513           |
| ATTORNEY GENERAL                  | 2           | 25           | 36           | 70           | 90           | 106          | 77           | 91           | 84           | 58           | 21           | 10          | 670           |
| AUDITOR GENERAL                   | 0           | 14           | 29           | 32           | 14           | 13           | 16           | 24           | 12           | 4            | 2            | 0           | 160           |
| CIVIL RIGHTS                      | 0           | 7            | 12           | 13           | 19           | 18           | 21           | 22           | 17           | 6            | 3            | 4           | 142           |
| CIVIL SERVICE COMMISSION          | 2           | 15           | 41           | 46           | 57           | 69           | 58           | 65           | 59           | 36           | 4            | 0           | 452           |
| CORRECTIONS                       | 59          | 446          | 761          | 1,140        | 1,309        | 1,279        | 1,495        | 1,803        | 1,212        | 605          | 161          | 46          | 10,316        |
| EDUCATION                         | 1           | 14           | 9            | 22           | 45           | 72           | 88           | 89           | 93           | 55           | 27           | 12          | 527           |
| ENVIRONMENT, GREAT LAKES & ENERGY | 2           | 56           | 196          | 231          | 188          | 148          | 202          | 172          | 141          | 112          | 46           | 16          | 1,510         |
| EXECUTIVE OFFICE                  | 0           | 23           | 16           | 12           | 11           | 5            | 3            | 7            | 1            | 1            | 0            | 1           | 80            |
| INSURANCE AND FINANCIAL SERV      | 0           | 14           | 43           | 47           | 51           | 53           | 59           | 45           | 34           | 18           | 6            | 2           | 372           |
| LABOR & ECONOMIC OPPORTUNITY      | 3           | 42           | 96           | 219          | 290          | 329          | 384          | 374          | 326          | 249          | 120          | 44          | 2,476         |
| LICENSING & REGULATORY AFFAIRS    | 7           | 33           | 109          | 148          | 211          | 266          | 226          | 260          | 214          | 170          | 70           | 27          | 1,741         |
| MDHHS - COMMUNITY HEALTH          | 5           | 60           | 235          | 430          | 524          | 504          | 501          | 552          | 457          | 353          | 141          | 53          | 3,815         |
| MDHHS - HUMAN SERVICES            | 4           | 215          | 710          | 1,201        | 1,454        | 1,707        | 1,603        | 1,563        | 1,105        | 654          | 222          | 86          | 10,524        |
| MILEAP                            | 0           | 0            | 1            | 1            | 0            | 1            | 0            | 5            | 1            | 0            | 0            | 0           | 9             |
| MILITARY & VETERAN AFFAIRS        | 3           | 19           | 42           | 80           | 98           | 106          | 100          | 123          | 121          | 91           | 24           | 7           | 814           |
| NATURAL RESOURCES                 | 79          | 379          | 301          | 301          | 263          | 271          | 283          | 304          | 245          | 216          | 149          | 125         | 2,916         |
| STATE                             | 1           | 23           | 110          | 183          | 195          | 196          | 197          | 197          | 196          | 109          | 29           | 8           | 1,444         |
| STATE POLICE                      | 22          | 227          | 467          | 660          | 462          | 298          | 341          | 372          | 216          | 89           | 19           | 3           | 3,176         |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 17          | 98           | 187          | 253          | 351          | 384          | 446          | 456          | 433          | 333          | 119          | 37          | 3,114         |
| TRANSPORTATION                    | 10          | 125          | 199          | 228          | 293          | 344          | 422          | 417          | 403          | 289          | 107          | 36          | 2,873         |
| TREASURY                          | 5           | 49           | 108          | 161          | 226          | 237          | 262          | 243          | 220          | 164          | 63           | 17          | 1,755         |
| <b>Statewide Total:</b>           | <b>225</b>  | <b>1,909</b> | <b>3,747</b> | <b>5,549</b> | <b>6,215</b> | <b>6,474</b> | <b>6,852</b> | <b>7,243</b> | <b>5,630</b> | <b>3,664</b> | <b>1,345</b> | <b>546</b>  | <b>49,399</b> |
| <b>Average Age:</b>               | <b>19.2</b> | <b>22.9</b>  | <b>27.6</b>  | <b>32.6</b>  | <b>37.5</b>  | <b>42.5</b>  | <b>47.5</b>  | <b>52.5</b>  | <b>57.3</b>  | <b>62.2</b>  | <b>67.0</b>  | <b>73.7</b> | <b>45.1</b>   |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF23

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



**2023-24 Total: 49,399**

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

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

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

Pay End Date: September 28, 2024

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

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

Source: Michigan Civil Service Commission HWF55

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

Pay End Date: September 28, 2024

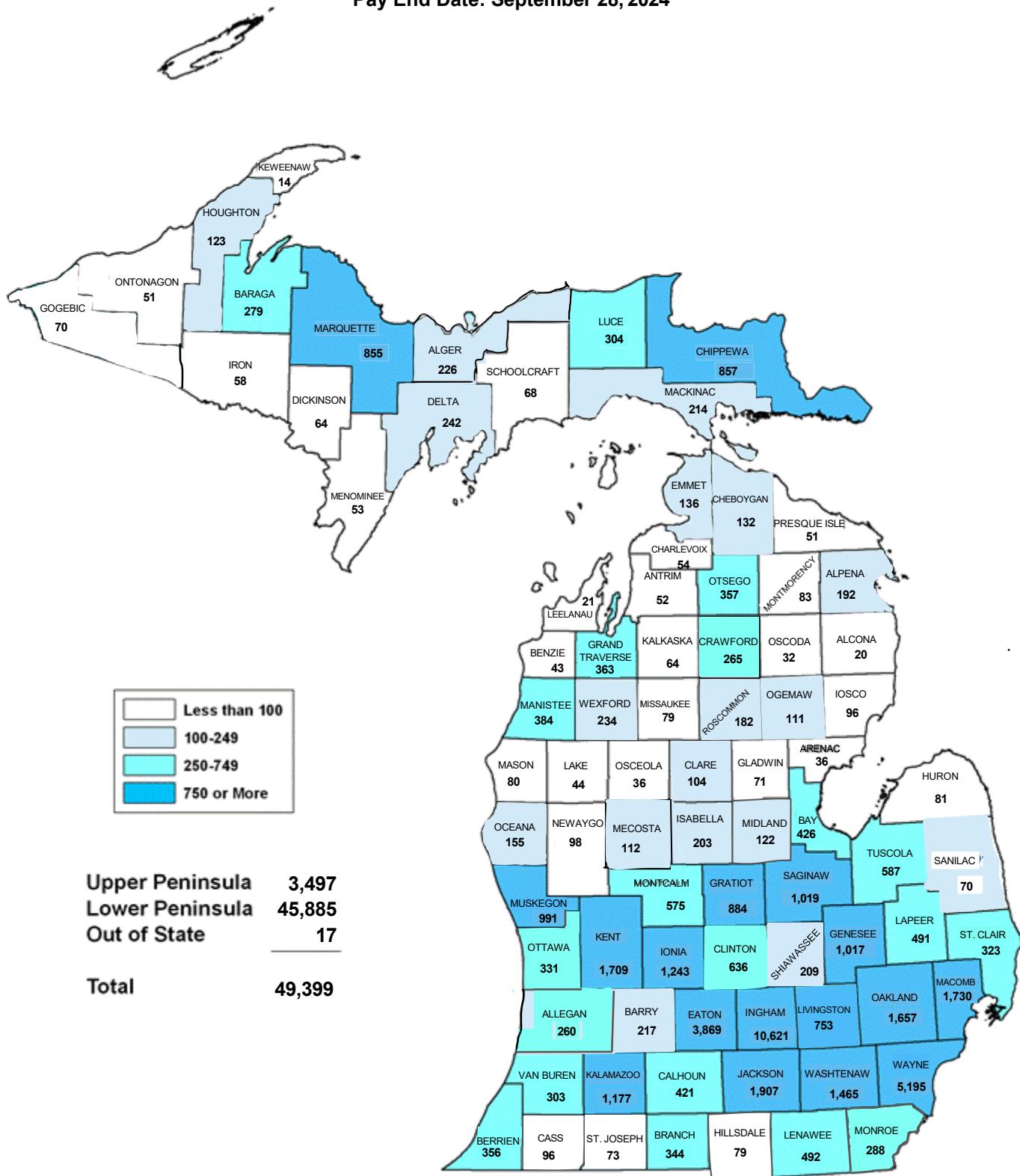
| COUNTY NAME         | FULL-TIME     | OTHER THAN<br>FULL-TIME | TOTAL<br>EMPLOYEES |
|---------------------|---------------|-------------------------|--------------------|
|                     |               |                         |                    |
| LENAWEE             | 464           |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

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

Source: Michigan Civil Service Commission HWF55

**STATE OF MICHIGAN**  
**DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY**

Pay End Date: September 28, 2024



Comments: Employees working 100% remotely are included in the totals for the county of their remote work location

Source: Michigan Civil Service Commission HWF55, pay period ending 09/30/2024

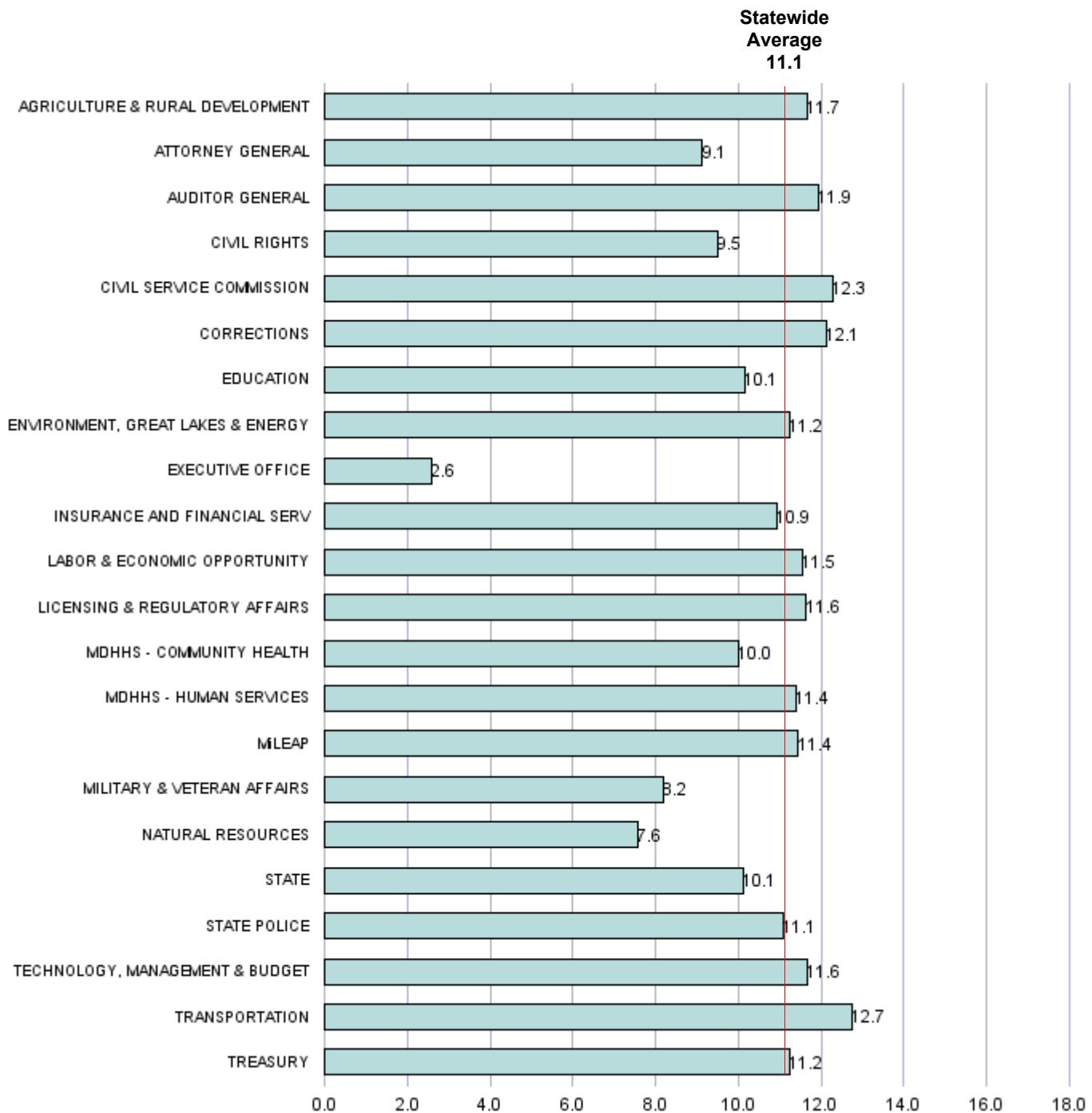
## **SECTION THREE**

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### **EMPLOYEE CONTINUITY OVERVIEW**

**STATE OF MICHIGAN**  
**AVERAGE YEARS OF SERVICE BY DEPARTMENT**

Pay End Date: September 28, 2024



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

Source: Michigan Civil Service Commission HWF18

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

| DEPARTMENT                      | WHITE       |            | BLACK or AFRICAN AMERICAN |           | AMERICAN INDIAN or ALASKA NATIVE |          | HISPANIC or LATINO |          | ASIAN    |          | NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER |          | TWO or MORE RACES |          | TOTAL      |            | DISABLED |          |
|---------------------------------|-------------|------------|---------------------------|-----------|----------------------------------|----------|--------------------|----------|----------|----------|---|----------|-------------------|----------|------------|------------|----------|----------|
|                                 | MALE        | FEMALE     | MALE                      | FEMALE    | MALE                             | FEMALE   | MALE               | FEMALE   | MALE     | FEMALE   | MALE                                      | FEMALE   | MALE              | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| 00 - 05 YEARS                   | 65          | 91         | 5                         | 4         | 0                                | 2        | 0                  | 0        | 1        | 3        | 0   | 0        | 0                 | 4        | 71         | 104        | 0        | 0        |
| 06 - 10 YEARS                   | 53          | 60         | 1                         | 2         | 0                                | 0        | 2                  | 3        | 1        | 1        | 0   | 0        | 0                 | 0        | 57         | 66         | 0        | 0        |
| 11 - 15 YEARS                   | 26          | 27         | 1                         | 2         | 0                                | 0        | 0                  | 1        | 0        | 0        | 0   | 0        | 0                 | 0        | 27         | 30         | 0        | 0        |
| 16 - 20 YEARS                   | 16          | 17         | 1                         | 1         | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 17         | 18         | 0        | 0        |
| 21 - 25 YEARS                   | 28          | 29         | 0                         | 2         | 1                                | 0        | 0                  | 1        | 0        | 1        | 0   | 0        | 0                 | 0        | 29         | 33         | 0        | 0        |
| 26 - 30 YEARS                   | 20          | 13         | 0                         | 0         | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 20         | 13         | 0        | 0        |
| 31 - 35 YEARS                   | 8           | 8          | 0                         | 0         | 0                                | 0        | 1                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 9          | 8          | 0        | 1        |
| 36 - 40 YEARS                   | 2           | 3          | 0                         | 2         | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 2          | 5          | 0        | 0        |
| MORE THAN 40 YEARS              | 2           | 1          | 0                         | 0         | 0                                | 0        | 0                  | 0        | 1        | 0        | 0   | 0        | 0                 | 0        | 3          | 1          | 0        | 1        |
| <b>DEPARTMENT TOTAL</b>         | <b>220</b>  | <b>249</b> | <b>8</b>                  | <b>13</b> | <b>1</b>                         | <b>2</b> | <b>3</b>           | <b>5</b> | <b>3</b> | <b>5</b> | <b>0</b>                                  | <b>0</b> | <b>0</b>          | <b>4</b> | <b>235</b> | <b>278</b> | <b>0</b> | <b>2</b> |
| MORE THAN 10 YEARS              | 102         | 98         | 2                         | 7         | 1                                | 0        | 1                  | 2        | 1        | 1        | 0   | 0        | 0                 | 0        | 107        | 108        | 0        | 2        |
| AVERAGE YEARS                   | 12.7        | 10.9       | 5.4                       | 15.4      | 24.0                             | 0.0      | 15.3               | 13.2     | 16.7     | 7.4      | 0.0                                       | 0.0      | 0.0               | 2.8      | 12.6       | 10.9       | 0.0      | 39.5     |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>11.7</b> |            |                           |           |                                  |          |                    |          |          |          |   |          |                   |          |            |            |          |          |

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Source: Michigan Civil Service Commission HWF18

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

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

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

| DEPARTMENT                      | WHITE       |           | BLACK or AFRICAN AMERICAN |          | AMERICAN INDIAN or ALASKA NATIVE |          | HISPANIC or LATINO |          | ASIAN    |          | NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER |          | TWO or MORE RACES |          | TOTAL     |           | DISABLED |          |
|---------------------------------|-------------|-----------|---------------------------|----------|----------------------------------|----------|--------------------|----------|----------|----------|---|----------|-------------------|----------|-----------|-----------|----------|----------|
|                                 | MALE        | FEMALE    | MALE                      | FEMALE   | MALE                             | FEMALE   | MALE               | FEMALE   | MALE     | FEMALE   | MALE                                      | FEMALE   | MALE              | FEMALE   | MALE      | FEMALE    | MALE     | FEMALE   |
| AUDITOR GENERAL                 |             |           |                           |          |                                  |          |                    |          |          |          |   |          |                   |          |           |           |          |          |
| 00 - 05 YEARS                   | 23          | 25        | 2                         | 1        | 0                                | 1        | 0                  | 1        | 0        | 0        | 0   | 0        | 0                 | 0        | 25        | 28        | 0        | 0        |
| 06 - 10 YEARS                   | 23          | 16        | 1                         | 0        | 0                                | 0        | 2                  | 1        | 0        | 0        | 0   | 0        | 0                 | 0        | 26        | 17        | 0        | 0        |
| 11 - 15 YEARS                   | 8           | 8         | 1                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 9         | 8         | 0        | 0        |
| 16 - 20 YEARS                   | 2           | 5         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 2         | 5         | 0        | 0        |
| 21 - 25 YEARS                   | 3           | 7         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 1        | 0   | 0        | 0                 | 0        | 3         | 8         | 0        | 0        |
| 26 - 30 YEARS                   | 9           | 10        | 1                         | 1        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 10        | 11        | 0        | 0        |
| 31 - 35 YEARS                   | 1           | 3         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 1         | 3         | 0        | 0        |
| 36 - 40 YEARS                   | 2           | 0         | 1                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 3         | 0         | 0        | 0        |
| MORE THAN 40 YEARS              | 1           | 0         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 1         | 0         | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>72</b>   | <b>74</b> | <b>6</b>                  | <b>2</b> | <b>0</b>                         | <b>1</b> | <b>2</b>           | <b>2</b> | <b>0</b> | <b>1</b> | <b>0</b>                                  | <b>0</b> | <b>0</b>          | <b>0</b> | <b>80</b> | <b>80</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS              | 26          | 33        | 3                         | 1        | 0                                | 0        | 0                  | 0        | 0        | 1        | 0   | 0        | 0                 | 0        | 29        | 35        | 0        | 0        |
| AVERAGE YEARS                   | 11.3        | 12.3      | 15.5                      | 15.0     | 0.0                              | 0.0      | 7.5                | 6.5      | 0.0      | 24.0     | 0.0                                       | 0.0      | 0.0               | 0.0      | 11.6      | 12.2      | 0.0      | 0.0      |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>11.9</b> |           |                           |          |                                  |          |                    |          |          |          |   |          |                   |          |           |           |          |          |

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

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

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

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|---------------------------------|-----------|------------|---------------------------|-------------|----------------------------------|----------|--------------------|-----------|----------|----------|---|----------|-------------------|----------|-----------|------------|----------|----------|---|
|                                 | MALE      | FEMALE     | MALE                      | FEMALE      | MALE                             | FEMALE   | MALE               | FEMALE    | MALE     | FEMALE   | MALE                                      | FEMALE   | MALE              | FEMALE   | MALE      | FEMALE     | MALE     | FEMALE   |   |
| <b>CIVIL SERVICE COMMISSION</b> |           |            |                           |             |                                  |          |                    |           |          |          |   |          |                   |          |           |            |          |          |   |
| 00 - 05 YEARS                   | 20        | 82         | 2                         | 19          | 0                                | 1        | 1                  | 7         | 0        | 2        | 0   | 0        | 0                 | 0        | 6         | 23         | 117      | 0        | 0 |
| 06 - 10 YEARS                   | 14        | 64         | 2                         | 10          | 0                                | 0        | 0                  | 3         | 0        | 0        | 0   | 0        | 0                 | 3        | 1         | 19         | 78       | 0        | 1 |
| 11 - 15 YEARS                   | 12        | 49         | 4                         | 6           | 0                                | 1        | 0                  | 0         | 0        | 1        | 0   | 0        | 0                 | 0        | 0         | 16         | 57       | 1        | 0 |
| 16 - 20 YEARS                   | 6         | 29         | 1                         | 1           | 0                                | 0        | 0                  | 2         | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 7          | 32       | 0        | 0 |
| 21 - 25 YEARS                   | 4         | 37         | 2                         | 6           | 0                                | 1        | 1                  | 0         | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 7          | 44       | 0        | 0 |
| 26 - 30 YEARS                   | 5         | 20         | 1                         | 2           | 0                                | 0        | 0                  | 0         | 0        | 2        | 0   | 0        | 0                 | 0        | 0         | 6          | 24       | 0        | 0 |
| 31 - 35 YEARS                   | 1         | 6          | 0                         | 2           | 0                                | 1        | 0                  | 2         | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 1          | 11       | 0        | 0 |
| 36 - 40 YEARS                   | 0         | 4          | 0                         | 2           | 0                                | 0        | 0                  | 3         | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 0          | 9        | 0        | 0 |
| MORE THAN 40 YEARS              | 0         | 0          | 0                         | 0           | 0                                | 1        | 0                  | 0         | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 0          | 1        | 0        | 0 |
| <b>DEPARTMENT TOTAL</b>         | <b>62</b> | <b>291</b> | <b>12</b>                 | <b>48</b>   | <b>0</b>                         | <b>5</b> | <b>2</b>           | <b>17</b> | <b>0</b> | <b>5</b> | <b>0</b>                                  | <b>0</b> | <b>3</b>          | <b>7</b> | <b>79</b> | <b>373</b> | <b>1</b> | <b>1</b> |   |
| MORE THAN 10 YEARS              | 28        | 145        | 8                         | 19          | 0                                | 4        | 1                  | 7         | 0        | 3        | 0   | 0        | 0                 | 0        | 0         | 37         | 178      | 1        | 0 |
| AVERAGE YEARS                   | 11.1      | 12.4       | 13.8                      | 11.8        | 0.0                              | 23.8     | 13.5               | 15.3      | 0.0      | 14.2     | 0.0                                       | 0.0      | 6.7               | 4.1      | 11.4      | 12.5       | 15.0     | 7.0      |   |
| <b>DEPARTMENT AVERAGE YEARS</b> |           |            |                           | <b>12.3</b> |                                  |          |                    |           |          |          |   |          |                   |          |           |            |          |          |   |

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

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

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

| DEPARTMENT                      | WHITE       |            | BLACK or AFRICAN AMERICAN |           | AMERICAN INDIAN or ALASKA NATIVE |          | HISPANIC or LATINO |           | ASIAN    |          | NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER |          | TWO or MORE RACES |          | TOTAL    |            | DISABLED   |          |          |
|---------------------------------|-------------|------------|---------------------------|-----------|----------------------------------|----------|--------------------|-----------|----------|----------|---|----------|-------------------|----------|----------|------------|------------|----------|----------|
|                                 | MALE        | FEMALE     | MALE                      | FEMALE    | MALE                             | FEMALE   | MALE               | FEMALE    | MALE     | FEMALE   | MALE                                      | FEMALE   | MALE              | FEMALE   | MALE     | FEMALE     | MALE       | FEMALE   |          |
| EDUCATION                       |             |            |                           |           |                                  |          |                    |           |          |          |   |          |                   |          |          |            |            |          |          |
| 00 - 05 YEARS                   | 26          | 126        | 4                         | 24        | 0                                | 2        | 2                  | 4         | 2        | 1        | 0   | 0        | 0                 | 0        | 5        | 34         | 162        | 0        | 0        |
| 06 - 10 YEARS                   | 25          | 49         | 2                         | 12        | 0                                | 0        | 2                  | 4         | 0        | 2        | 0   | 0        | 0                 | 0        | 0        | 29         | 67         | 0        | 0        |
| 11 - 15 YEARS                   | 26          | 61         | 1                         | 12        | 1                                | 0        | 1                  | 3         | 1        | 1        | 0   | 0        | 0                 | 0        | 0        | 30         | 77         | 0        | 1        |
| 16 - 20 YEARS                   | 19          | 33         | 0                         | 6         | 0                                | 0        | 0                  | 0         | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 19         | 39         | 0        | 0        |
| 21 - 25 YEARS                   | 10          | 33         | 2                         | 2         | 0                                | 0        | 1                  | 1         | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 13         | 36         | 0        | 0        |
| 26 - 30 YEARS                   | 3           | 8          | 2                         | 1         | 0                                | 0        | 0                  | 0         | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 5          | 9          | 1        | 0        |
| 31 - 35 YEARS                   | 2           | 1          | 0                         | 0         | 0                                | 0        | 0                  | 0         | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 2          | 1          | 0        | 0        |
| 36 - 40 YEARS                   | 0           | 2          | 0                         | 0         | 0                                | 0        | 0                  | 0         | 0        | 1        | 0   | 0        | 0                 | 0        | 0        | 0          | 3          | 0        | 0        |
| MORE THAN 40 YEARS              | 0           | 1          | 0                         | 0         | 0                                | 0        | 0                  | 0         | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0          | 1          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>111</b>  | <b>314</b> | <b>11</b>                 | <b>57</b> | <b>1</b>                         | <b>2</b> | <b>6</b>           | <b>12</b> | <b>3</b> | <b>5</b> | <b>0</b>                                  | <b>0</b> | <b>0</b>          | <b>0</b> | <b>5</b> | <b>132</b> | <b>395</b> | <b>1</b> | <b>1</b> |
| MORE THAN 10 YEARS              | 60          | 139        | 5                         | 21        | 1                                | 0        | 2                  | 4         | 1        | 2        | 0   | 0        | 0                 | 0        | 0        | 69         | 166        | 1        | 1        |
| AVERAGE YEARS                   | 11.7        | 10.1       | 12.3                      | 8.4       | 13.0                             | 3.0      | 9.7                | 8.6       | 6.7      | 13.6     | 0.0                                       | 0.0      | 0.0               | 0.0      | 2.4      | 11.5       | 9.7        | 30.0     | 15.0     |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>10.2</b> |            |                           |           |                                  |          |                    |           |          |          |   |          |                   |          |          |            |            |          |          |

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

| DEPARTMENT                                   | WHITE      |             | BLACK or AFRICAN AMERICAN |           | AMERICAN INDIAN or ALASKA NATIVE |          | HISPANIC or LATINO |           | ASIAN     |           | NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER |          | TWO or MORE RACES |          | TOTAL      |            | DISABLED |          |
|--|------------|-------------|---------------------------|-----------|----------------------------------|----------|--------------------|-----------|-----------|-----------|---|----------|-------------------|----------|------------|------------|----------|----------|
|  | MALE       | FEMALE      | MALE                      | FEMALE    | MALE                             | FEMALE   | MALE               | FEMALE    | MALE      | FEMALE    | MALE                                      | FEMALE   | MALE              | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b> |            |             |                           |           |                                  |          |                    |           |           |           |   |          |                   |          |            |            |          |          |
| 00 - 05 YEARS                                | 269        | 310         | 10                        | 9         | 1                                | 0        | 4                  | 3         | 7         | 12        | 2   | 0        | 2                 | 6        | 295        | 340        | 0        | 0        |
| 06 - 10 YEARS                                | 128        | 144         | 1                         | 6         | 0                                | 2        | 2                  | 1         | 4         | 3         | 0   | 0        | 1                 | 2        | 136        | 158        | 0        | 0        |
| 11 - 15 YEARS                                | 54         | 67          | 2                         | 1         | 0                                | 0        | 0                  | 0         | 0         | 2         | 0   | 0        | 0                 | 0        | 56         | 70         | 0        | 0        |
| 16 - 20 YEARS                                | 44         | 62          | 2                         | 2         | 0                                | 0        | 0                  | 1         | 0         | 0         | 0   | 0        | 0                 | 0        | 46         | 65         | 0        | 0        |
| 21 - 25 YEARS                                | 78         | 64          | 3                         | 1         | 0                                | 1        | 0                  | 3         | 1         | 0         | 0   | 0        | 0                 | 0        | 82         | 69         | 0        | 0        |
| 26 - 30 YEARS                                | 39         | 35          | 0                         | 2         | 0                                | 0        | 1                  | 0         | 2         | 3         | 0   | 0        | 0                 | 0        | 42         | 40         | 0        | 0        |
| 31 - 35 YEARS                                | 33         | 31          | 1                         | 1         | 0                                | 0        | 1                  | 1         | 2         | 2         | 0   | 0        | 0                 | 0        | 37         | 35         | 1        | 1        |
| 36 - 40 YEARS                                | 11         | 9           | 3                         | 2         | 0                                | 0        | 0                  | 1         | 0         | 0         | 0   | 0        | 0                 | 0        | 14         | 12         | 0        | 0        |
| MORE THAN 40 YEARS                           | 5          | 5           | 0                         | 2         | 1                                | 0        | 0                  | 0         | 0         | 0         | 0   | 0        | 0                 | 0        | 6          | 7          | 0        | 1        |
| <b>DEPARTMENT TOTAL</b>                      | <b>661</b> | <b>727</b>  | <b>22</b>                 | <b>26</b> | <b>2</b>                         | <b>3</b> | <b>8</b>           | <b>10</b> | <b>16</b> | <b>22</b> | <b>2</b>                                  | <b>0</b> | <b>3</b>          | <b>8</b> | <b>714</b> | <b>796</b> | <b>1</b> | <b>2</b> |
| MORE THAN 10 YEARS                           | 264        | 273         | 11                        | 11        | 1                                | 1        | 2                  | 6         | 5         | 7         | 0   | 0        | 0                 | 0        | 283        | 298        | 1        | 2        |
| AVERAGE YEARS                                | 11.7       | 10.7        | 13.8                      | 15.4      | 25.5                             | 11.3     | 9.5                | 16.9      | 11.7      | 9.9       | 0.5                                       | 0.0      | 3.0               | 3.1      | 11.7       | 10.8       | 35.0     | 39.0     |
| <b>DEPARTMENT AVERAGE YEARS</b>              |            | <b>11.2</b> |                           |           |                                  |          |                    |           |           |           |   |          |                   |          |            |            |          |          |

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

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|---------------------------------|------------|-----------|---------------------------|----------|----------------------------------|----------|--------------------|----------|----------|----------|---|----------|-------------------|----------|-----------|-----------|----------|----------|
|                                 | MALE       | FEMALE    | MALE                      | FEMALE   | MALE                             | FEMALE   | MALE               | FEMALE   | MALE     | FEMALE   | MALE                                      | FEMALE   | MALE              | FEMALE   | MALE      | FEMALE    | MALE     | FEMALE   |
| EXECUTIVE OFFICE                |            |           |                           |          |                                  |          |                    |          |          |          |   |          |                   |          |           |           |          |          |
| 00 - 05 YEARS                   | 12         | 35        | 2                         | 8        | 0                                | 0        | 2                  | 2        | 4        | 3        | 0   | 0        | 0                 | 0        | 20        | 48        | 0        | 0        |
| 06 - 10 YEARS                   | 4          | 6         | 0                         | 0        | 0                                | 0        | 0                  | 1        | 0        | 0        | 0   | 0        | 0                 | 0        | 4         | 7         | 0        | 0        |
| 11 - 15 YEARS                   | 0          | 1         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 1         | 0        | 0        |
| 16 - 20 YEARS                   | 0          | 0         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 0         | 0        | 0        |
| 21 - 25 YEARS                   | 0          | 0         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 0         | 0        | 0        |
| 26 - 30 YEARS                   | 0          | 0         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 0         | 0        | 0        |
| 31 - 35 YEARS                   | 0          | 0         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 0         | 0        | 0        |
| 36 - 40 YEARS                   | 0          | 0         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 0         | 0        | 0        |
| MORE THAN 40 YEARS              | 0          | 0         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 0         | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>16</b>  | <b>42</b> | <b>2</b>                  | <b>8</b> | <b>0</b>                         | <b>0</b> | <b>2</b>           | <b>3</b> | <b>4</b> | <b>3</b> | <b>0</b>                                  | <b>0</b> | <b>0</b>          | <b>0</b> | <b>24</b> | <b>56</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS              | 0          | 1         | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0         | 1         | 0        | 0        |
| AVERAGE YEARS                   | 3.8        | 2.6       | 4.0                       | 1.6      | 0.0                              | 0.0      | 1.0                | 3.3      | 1.5      | 0.3      | 0.0                                       | 0.0      | 0.0               | 0.0      | 3.2       | 2.4       | 0.0      | 0.0      |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>2.6</b> |           |                           |          |                                  |          |                    |          |          |          |   |          |                   |          |           |           |          |          |

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

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

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

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

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

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

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

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**Pay End Date: September 28, 2024**

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

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|---------------------------------|-------------|----------|---------------------------|----------|----------------------------------|----------|--------------------|----------|----------|----------|---|----------|-------------------|----------|----------|----------|----------|----------|
|                                 | MALE        | FEMALE   | MALE                      | FEMALE   | MALE                             | FEMALE   | MALE               | FEMALE   | MALE     | FEMALE   | MALE                                      | FEMALE   | MALE              | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   |
| MILEAP                          |             |          |                           |          |                                  |          |                    |          |          |          |   |          |                   |          |          |          |          |          |
| 00 - 05 YEARS                   | 0           | 3        | 0                         | 1        | 0                                | 0        | 0                  | 1        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0        | 5        | 0        |
| 06 - 10 YEARS                   | 1           | 0        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 1        | 0        | 0        | 0        |
| 11 - 15 YEARS                   | 0           | 0        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0        | 0        | 0        |
| 16 - 20 YEARS                   | 0           | 0        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0        | 0        | 0        |
| 21 - 25 YEARS                   | 0           | 1        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0        | 1        | 0        |
| 26 - 30 YEARS                   | 0           | 2        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0        | 2        | 0        |
| 31 - 35 YEARS                   | 0           | 0        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0        | 0        | 0        |
| 36 - 40 YEARS                   | 0           | 0        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0        | 0        | 0        |
| MORE THAN 40 YEARS              | 0           | 0        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 0        | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>1</b>    | <b>6</b> | <b>0</b>                  | <b>1</b> | <b>0</b>                         | <b>0</b> | <b>0</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>8</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS              | 0           | 3        | 0                         | 0        | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 0        | 3        | 0        | 0        |
| AVERAGE YEARS                   | 9.0         | 15.2     | 0.0                       | 2.0      | 0.0                              | 0.0      | 0.0                | 0.0      | 0.0      | 0.0      | 0.0                                       | 0.0      | 0.0               | 0.0      | 9.0      | 11.6     | 0.0      | 0.0      |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>11.3</b> |          |                           |          |                                  |          |                    |          |          |          |   |          |                   |          |          |          |          |          |

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Source: Michigan Civil Service Commission HWF18

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

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

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Source: Michigan Civil Service Commission HWF18

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

| DEPARTMENT                      | WHITE        |              | BLACK or AFRICAN AMERICAN |           | AMERICAN INDIAN or ALASKA NATIVE |          | HISPANIC or LATINO |          | ASIAN    |           | NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER |          | TWO or MORE RACES |           | TOTAL        |              | DISABLED |          |
|---------------------------------|--------------|--------------|---------------------------|-----------|----------------------------------|----------|--------------------|----------|----------|-----------|---|----------|-------------------|-----------|--------------|--------------|----------|----------|
|                                 | MALE         | FEMALE       | MALE                      | FEMALE    | MALE                             | FEMALE   | MALE               | FEMALE   | MALE     | FEMALE    | MALE                                      | FEMALE   | MALE              | FEMALE    | MALE         | FEMALE       | MALE     | FEMALE   |
| NATURAL RESOURCES               |              |              |                           |           |                                  |          |                    |          |          |           |   |          |                   |           |              |              |          |          |
| 00 - 05 YEARS                   | 929          | 655          | 20                        | 20        | 14                               | 5        | 10                 | 6        | 3        | 9         | 0   | 2        | 9                 | 15        | 985          | 712          | 2        | 2        |
| 06 - 10 YEARS                   | 236          | 119          | 1                         | 4         | 3                                | 1        | 1                  | 1        | 1        | 1         | 0   | 0        | 1                 | 0         | 243          | 126          | 0        | 0        |
| 11 - 15 YEARS                   | 141          | 71           | 2                         | 3         | 1                                | 0        | 4                  | 0        | 0        | 0         | 0   | 0        | 0                 | 0         | 148          | 74           | 0        | 0        |
| 16 - 20 YEARS                   | 123          | 58           | 1                         | 1         | 1                                | 0        | 2                  | 1        | 0        | 0         | 0   | 0        | 0                 | 0         | 127          | 60           | 2        | 0        |
| 21 - 25 YEARS                   | 167          | 57           | 0                         | 1         | 1                                | 0        | 4                  | 1        | 2        | 0         | 0   | 0        | 0                 | 0         | 174          | 59           | 0        | 1        |
| 26 - 30 YEARS                   | 108          | 33           | 0                         | 1         | 2                                | 1        | 0                  | 0        | 0        | 1         | 0   | 0        | 1                 | 0         | 111          | 36           | 1        | 0        |
| 31 - 35 YEARS                   | 26           | 7            | 0                         | 0         | 0                                | 0        | 0                  | 0        | 0        | 0         | 0   | 0        | 0                 | 0         | 26           | 7            | 1        | 0        |
| 36 - 40 YEARS                   | 12           | 6            | 4                         | 0         | 0                                | 1        | 0                  | 0        | 0        | 0         | 0   | 0        | 0                 | 0         | 16           | 7            | 0        | 0        |
| MORE THAN 40 YEARS              | 4            | 1            | 0                         | 0         | 0                                | 0        | 0                  | 0        | 0        | 0         | 0   | 0        | 0                 | 0         | 4            | 1            | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>1,746</b> | <b>1,007</b> | <b>28</b>                 | <b>30</b> | <b>22</b>                        | <b>8</b> | <b>21</b>          | <b>9</b> | <b>6</b> | <b>11</b> | <b>0</b>                                  | <b>2</b> | <b>11</b>         | <b>15</b> | <b>1,834</b> | <b>1,082</b> | <b>6</b> | <b>3</b> |
| MORE THAN 10 YEARS              | 581          | 233          | 7                         | 6         | 5                                | 2        | 10                 | 2        | 2        | 1         | 0   | 0        | 1                 | 0         | 606          | 244          | 4        | 1        |
| AVERAGE YEARS                   | 8.6          | 6.0          | 7.9                       | 5.5       | 7.0                              | 10.1     | 9.5                | 5.6      | 8.7      | 3.3       | 0.0                                       | 1.0      | 4.3               | 0.5       | 8.5          | 5.9          | 17.0     | 8.3      |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>7.6</b>   |              |                           |           |                                  |          |                    |          |          |           |   |          |                   |           |              |              |          |          |

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

| DEPARTMENT<br>STATE             | WHITE       |            | BLACK or<br>AFRICAN AMERICAN |            | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN    |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL      |              | DISABLED |          |
|---------------------------------|-------------|------------|------------------------------|------------|-------------------------------------|----------|-----------------------|-----------|----------|-----------|---|----------|----------------------|-----------|------------|--------------|----------|----------|
|                                 | MALE        | FEMALE     | MALE                         | FEMALE     | MALE                                | FEMALE   | MALE                  | FEMALE    | MALE     | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE    | MALE       | FEMALE       | MALE     | FEMALE   |
| 00 - 05 YEARS                   | 96          | 248        | 28                           | 131        | 0                                   | 0        | 8                     | 28        | 5        | 9         | 0   | 1        | 6                    | 16        | 143        | 433          | 0        | 0        |
| 06 - 10 YEARS                   | 61          | 207        | 15                           | 51         | 0                                   | 1        | 5                     | 9         | 0        | 3         | 0   | 0        | 1                    | 0         | 82         | 271          | 0        | 0        |
| 11 - 15 YEARS                   | 37          | 114        | 4                            | 31         | 0                                   | 0        | 1                     | 4         | 0        | 1         | 0   | 0        | 0                    | 0         | 42         | 150          | 0        | 0        |
| 16 - 20 YEARS                   | 15          | 40         | 2                            | 10         | 0                                   | 0        | 0                     | 2         | 0        | 1         | 0   | 0        | 0                    | 0         | 17         | 53           | 0        | 0        |
| 21 - 25 YEARS                   | 23          | 74         | 7                            | 21         | 0                                   | 1        | 2                     | 5         | 0        | 1         | 0   | 0        | 0                    | 0         | 32         | 102          | 1        | 0        |
| 26 - 30 YEARS                   | 13          | 36         | 0                            | 12         | 0                                   | 3        | 1                     | 4         | 1        | 2         | 0   | 0        | 0                    | 0         | 15         | 57           | 0        | 0        |
| 31 - 35 YEARS                   | 2           | 13         | 1                            | 4          | 0                                   | 0        | 0                     | 3         | 1        | 0         | 0   | 0        | 0                    | 0         | 4          | 20           | 0        | 1        |
| 36 - 40 YEARS                   | 3           | 4          | 1                            | 8          | 0                                   | 0        | 1                     | 0         | 0        | 0         | 0   | 0        | 0                    | 0         | 5          | 12           | 0        | 0        |
| MORE THAN 40 YEARS              | 0           | 5          | 0                            | 1          | 0                                   | 0        | 0                     | 0         | 0        | 0         | 0   | 0        | 0                    | 0         | 0          | 6            | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>250</b>  | <b>741</b> | <b>58</b>                    | <b>269</b> | <b>0</b>                            | <b>5</b> | <b>18</b>             | <b>55</b> | <b>7</b> | <b>17</b> | <b>0</b>  | <b>1</b> | <b>7</b>             | <b>16</b> | <b>340</b> | <b>1,104</b> | <b>1</b> | <b>1</b> |
| MORE THAN 10 YEARS              | 93          | 286        | 15                           | 87         | 0                                   | 4        | 5                     | 18        | 2        | 5         | 0   | 0        | 0                    | 0         | 115        | 400          | 1        | 1        |
| AVERAGE YEARS                   | 10.0        | 10.8       | 8.6                          | 9.4        | 0.0                                 | 22.6     | 9.5                   | 10.0      | 9.4      | 9.0       | 0.0   | 5.0      | 2.7                  | 2.3       | 9.6        | 10.3         | 25.0     | 33.0     |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>10.1</b> |            |                              |            |                                     |          |                       |           |          |           |   |          |                      |           |            |              |          |          |

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

| DEPARTMENT                      | WHITE        |            | BLACK or AFRICAN AMERICAN |           | AMERICAN INDIAN or ALASKA NATIVE |          | HISPANIC or LATINO |           | ASIAN     |          | NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER |          | TWO or MORE RACES |           | TOTAL        |              | DISABLED |          |
|---------------------------------|--------------|------------|---------------------------|-----------|----------------------------------|----------|--------------------|-----------|-----------|----------|---|----------|-------------------|-----------|--------------|--------------|----------|----------|
|                                 | MALE         | FEMALE     | MALE                      | FEMALE    | MALE                             | FEMALE   | MALE               | FEMALE    | MALE      | FEMALE   | MALE                                      | FEMALE   | MALE              | FEMALE    | MALE         | FEMALE       | MALE     | FEMALE   |
| STATE POLICE                    |              |            |                           |           |                                  |          |                    |           |           |          |   |          |                   |           |              |              |          |          |
| 00 - 05 YEARS                   | 548          | 380        | 29                        | 24        | 10                               | 2        | 10                 | 8         | 8         | 4        | 1   | 0        | 21                | 9         | 627          | 427          | 0        | 0        |
| 06 - 10 YEARS                   | 513          | 218        | 36                        | 11        | 3                                | 1        | 10                 | 9         | 6         | 2        | 0   | 0        | 5                 | 1         | 573          | 242          | 0        | 0        |
| 11 - 15 YEARS                   | 298          | 119        | 9                         | 3         | 3                                | 0        | 11                 | 6         | 2         | 2        | 0   | 0        | 0                 | 0         | 323          | 130          | 0        | 0        |
| 16 - 20 YEARS                   | 142          | 61         | 4                         | 5         | 0                                | 1        | 5                  | 4         | 2         | 0        | 0   | 0        | 0                 | 0         | 153          | 71           | 0        | 0        |
| 21 - 25 YEARS                   | 197          | 63         | 3                         | 5         | 3                                | 0        | 3                  | 3         | 0         | 0        | 0   | 0        | 0                 | 0         | 206          | 71           | 0        | 1        |
| 26 - 30 YEARS                   | 232          | 44         | 14                        | 4         | 4                                | 0        | 4                  | 0         | 3         | 0        | 0   | 0        | 0                 | 0         | 257          | 48           | 0        | 0        |
| 31 - 35 YEARS                   | 20           | 7          | 3                         | 0         | 0                                | 0        | 0                  | 0         | 0         | 0        | 0   | 0        | 0                 | 0         | 23           | 7            | 0        | 0        |
| 36 - 40 YEARS                   | 8            | 4          | 0                         | 3         | 0                                | 0        | 0                  | 1         | 0         | 0        | 0   | 0        | 0                 | 0         | 8            | 8            | 1        | 1        |
| MORE THAN 40 YEARS              | 0            | 2          | 0                         | 0         | 0                                | 0        | 0                  | 0         | 0         | 0        | 0   | 0        | 0                 | 0         | 0            | 2            | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>1,958</b> | <b>898</b> | <b>98</b>                 | <b>55</b> | <b>23</b>                        | <b>4</b> | <b>43</b>          | <b>31</b> | <b>21</b> | <b>8</b> | <b>1</b>                                  | <b>0</b> | <b>26</b>         | <b>10</b> | <b>2,170</b> | <b>1,006</b> | <b>1</b> | <b>2</b> |
| MORE THAN 10 YEARS              | 897          | 300        | 33                        | 20        | 10                               | 1        | 23                 | 14        | 7         | 2        | 0   | 0        | 0                 | 0         | 970          | 337          | 1        | 2        |
| AVERAGE YEARS                   | 12.1         | 9.1        | 11.5                      | 11.1      | 12.0                             | 7.8      | 11.9               | 11.2      | 9.3       | 5.8      | 2.0                                       | 0.0      | 2.9               | 1.7       | 12.0         | 9.1          | 40.0     | 30.0     |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>11.1</b>  |            |                           |           |                                  |          |                    |           |           |          |   |          |                   |           |              |              |          |          |

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

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

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**Pay End Date: September 28, 2024**

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

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

Source: Michigan Civil Service Commission HWF18

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

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

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

Source: Michigan Civil Service Commission HWF18

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

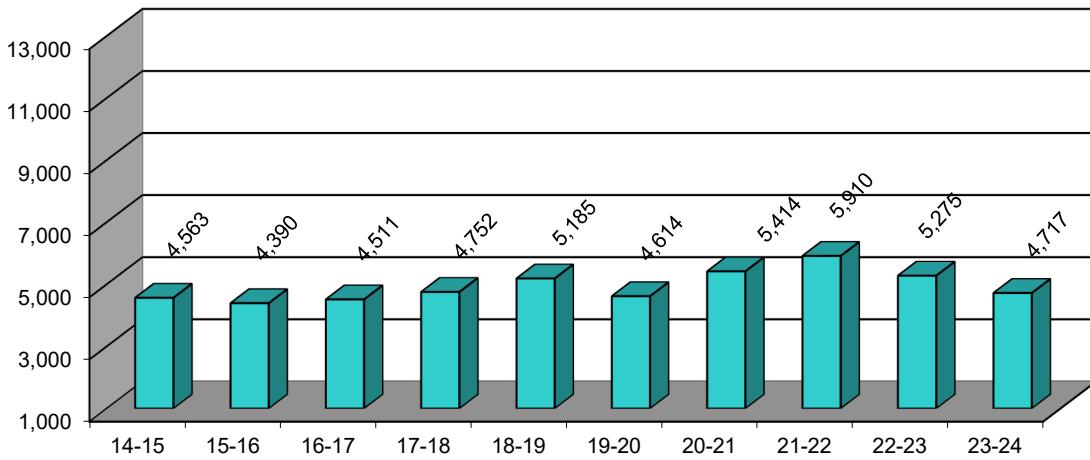
| DEPARTMENT                     | WHITE   |               | BLACK or AFRICAN AMERICAN |              | AMERICAN INDIAN or ALASKA NATIVE |            | HISPANIC or LATINO |            | ASIAN      |            | NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER |           | TWO or MORE RACES |            | TOTAL         |               | DISABLED  |           |
|--------------------------------|---|---------------|---------------------------|--------------|----------------------------------|------------|--------------------|------------|------------|------------|---|-----------|-------------------|------------|---------------|---------------|-----------|-----------|
|                                | MALE  | FEMALE        | MALE                      | FEMALE       | MALE                             | FEMALE     | MALE               | FEMALE     | MALE       | FEMALE     | MALE                                      | FEMALE    | MALE              | FEMALE     | MALE          | FEMALE        | MALE      | FEMALE    |
| <b>STATEWIDE TOTALS</b>        |   |               |                           |              |                                  |            |                    |            |            |            |   |           |                   |            |               |               |           |           |
| 00 - 05 YEARS                  | 6,337   | 6,999         | 851                       | 2,188        | 84                               | 54         | 223                | 305        | 167        | 259        | 8   | 8         | 204               | 346        | 7,874         | 10,159        | 3         | 2         |
| 06 - 10 YEARS                  | 3,878   | 3,912         | 471                       | 1,075        | 60                               | 46         | 127                | 177        | 76         | 119        | 3   | 1         | 40                | 51         | 4,655         | 5,381         | 5         | 1         |
| 11 - 15 YEARS                  | 2,273   | 2,866         | 311                       | 993          | 26                               | 23         | 78                 | 126        | 44         | 64         | 0   | 0         | 2                 | 3          | 2,734         | 4,075         | 1         | 2         |
| 16 - 20 YEARS                  | 1,679   | 1,843         | 207                       | 601          | 32                               | 14         | 58                 | 83         | 40         | 49         | 0   | 0         | 0                 | 1          | 2,016         | 2,591         | 5         | 4         |
| 21 - 25 YEARS                  | 2,120   | 1,785         | 232                       | 684          | 21                               | 17         | 54                 | 84         | 43         | 39         | 0   | 1         | 0                 | 0          | 2,470         | 2,610         | 8         | 6         |
| 26 - 30 YEARS                  | 1,538   | 969           | 143                       | 391          | 28                               | 23         | 40                 | 46         | 21         | 28         | 0   | 0         | 1                 | 0          | 1,771         | 1,457         | 4         | 8         |
| 31 - 35 YEARS                  | 335   | 332           | 49                        | 98           | 1                                | 4          | 10                 | 24         | 9          | 11         | 0   | 0         | 0                 | 0          | 404           | 469           | 12        | 20        |
| 36 - 40 YEARS                  | 174   | 145           | 44                        | 90           | 3                                | 3          | 11                 | 19         | 6          | 4          | 0   | 0         | 0                 | 0          | 238           | 261           | 7         | 7         |
| MORE THAN 40 YEARS             | 58  | 90            | 17                        | 54           | 1                                | 2          | 4                  | 5          | 2          | 1          | 0   | 0         | 0                 | 0          | 82            | 152           | 6         | 7         |
| <b>STATEWIDE TOTAL</b>         | <b>18,392</b>   | <b>18,941</b> | <b>2,325</b>              | <b>6,174</b> | <b>256</b>                       | <b>186</b> | <b>605</b>         | <b>869</b> | <b>408</b> | <b>574</b> | <b>11</b>                                 | <b>10</b> | <b>247</b>        | <b>401</b> | <b>22,244</b> | <b>27,155</b> | <b>51</b> | <b>57</b> |
| MORE THAN 10 YEARS             | 8,177   | 8,030         | 1,003                     | 2,911        | 112                              | 86         | 255                | 387        | 165        | 196        | 0   | 1         | 4                 | 4          | 9,715         | 11,615        | 43        | 54        |
| AVERAGE YEARS                  | 11.7  | 10.7          | 11.4                      | 11.7         | 11.8                             | 12.8       | 11.2               | 11.6       | 10.6       | 9.3        | 2.6                                       | 5.1       | 3.0               | 2.9        | 11.5          | 10.8          | 27.0      | 30.1      |
| <b>STATEWIDE AVERAGE YEARS</b> |   |               |                           |              |                                  |            |                    |            |            |            |   |           |                   |            |               |               |           |           |
| Comments:                      | This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted. Disabled reflects employees who have proactively self-identified as disabled. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023. |               |                           |              |                                  |            |                    |            |            |            |   |           |                   |            |               |               |           |           |
| Source:                        | Michigan Civil Service Commission HWF18   |               |                           |              |                                  |            |                    |            |            |            |   |           |                   |            |               |               |           |           |

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

Table 3-2

| <b>SEPARATION REASON</b>               | <b>TOTAL</b> | <b>PERCENT OF<br/>SEPARATIONS</b> |
|--|--------------|-----------------------------------|
| <b>INVOLUNTARY SEPARATIONS</b>         |              |                                   |
| Death                                  | 59           | 1.3%                              |
| Dismissal                              | 347          | 7.4%                              |
| Expired Appointment                    | 341          | 7.2%                              |
| <b>Total Involuntary Separations</b>   | <b>747</b>   | <b>15.8%</b>                      |
| <b>VOLUNTARY SEPARATIONS</b>           |              |                                   |
| Resigned Classified Employment         | 2,432        | 51.6%                             |
| Layoff/Leave of Absence Rights Expired | 131          | 2.8%                              |
| Waived Rights Leave of Absence         | 223          | 4.7%                              |
| Settlement                             | 0            | 0.0%                              |
| <b>Total Voluntary Separations</b>     | <b>2,786</b> | <b>59.1%</b>                      |
| <b>RETIREMENT</b>                      |              |                                   |
| Retirement                             | 1,034        | 21.9%                             |
| Disability Retirement                  | 38           | 0.8%                              |
| Deferred Retirement                    | 112          | 2.4%                              |
| <b>Total Retirements</b>               | <b>1,184</b> | <b>25.1%</b>                      |
| <b>UNDEFINED SEPARATIONS</b>           |              |                                   |
|  | <b>0</b>     | <b>0.0%</b>                       |
| <b>TOTAL SEPARATIONS</b>               | <b>4,717</b> | <b>100.0%</b>                     |

**STATEWIDE SEPARATIONS**  
**Fiscal Years 2014-15 through 2023-24**



Comments: Separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent most noncareer appointments at the end of FY 2023-24.

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

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

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

Comments: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF35

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

| Year    | Average<br>Classified<br>Employment | Total<br>Separations | Turnover<br>Rate |
|---------|-------------------------------------|----------------------|------------------|
| 1943    | 14,923                              | 5,700                | 38.2%            |
| 1944    | 14,447                              | 4,673                | 32.3%            |
| 1945    | 15,506                              | 5,508                | 35.5%            |
| 1946    | 18,317                              | 6,421                | 35.1%            |
| 1947    | 20,281                              | 6,989                | 34.5%            |
| 1948    | 20,882                              | 5,377                | 25.7%            |
| 1949    | 22,191                              | 4,050                | 18.3%            |
| 1950    | 22,063                              | 4,992                | 22.6%            |
| 1951    | 21,844                              | 5,248                | 24.0%            |
| 1952    | 22,545                              | 4,836                | 21.5%            |
| 1953    | 23,013                              | 4,915                | 21.4%            |
| 1954    | 24,555                              | 3,263                | 13.3%            |
| 1955    | 25,174                              | 3,683                | 14.6%            |
| 1956    | 27,609                              | 3,758                | 13.6%            |
| 1957    | 28,997                              | 3,236                | 11.2%            |
| 1958    | 29,882                              | 2,978                | 10.0%            |
| 1959    | 29,822                              | 3,141                | 10.5%            |
| 1960    | 30,401                              | 3,445                | 11.3%            |
| 1961    | 31,561                              | 3,132                | 9.9%             |
| 1962    | 31,435                              | 3,577                | 11.4%            |
| 1963    | 31,781                              | 3,430                | 10.8%            |
| 1964    | 32,500                              | 4,020                | 12.4%            |
| 1965    | 34,477                              | 5,625                | 16.3%            |
| 1966    | 38,044                              | 7,140                | 18.8%            |
| 1967-68 | 41,822                              | 7,022                | 16.8%            |
| 1968-69 | 43,874                              | 8,067                | 18.4%            |
| 1969-70 | 45,742                              | 7,400                | 16.2%            |
| 1970-71 | 47,227                              | 6,422                | 13.6%            |
| 1971-72 | 48,908                              | 6,545                | 13.4%            |
| 1972-73 | 52,673                              | 7,602                | 14.4%            |
| 1973-74 | 53,502                              | 7,880                | 14.7%            |
| 1974-75 | 55,996                              | 7,275                | 13.0%            |
| 1975-76 | 57,856                              | 8,232                | 14.2%            |
| 1976-77 | 60,246                              | 6,375                | 10.6%            |
| 1977-78 | 64,456                              | x                    | x                |
| 1978-79 | 68,105                              | 8,483                | 12.5%            |
| 1979-80 | 69,907                              | 7,409                | 10.6%            |
| 1980-81 | 67,246                              | 6,268                | 9.3%             |
| 1981-82 | 62,087                              | 4,422                | 7.1%             |
| 1982-83 | 59,511                              | 4,431                | 7.4%             |
| 1983-84 | 58,320                              | 5,345                | 9.2%             |
| 1984-85 | 58,283                              | 3,726                | 6.4%             |
| 1985-86 | 59,759                              | 3,417                | 5.7%             |
| 1986-87 | 61,386                              | 3,272                | 5.3%             |
| 1987-88 | 63,096                              | 3,819                | 6.1%             |
| 1988-89 | 64,560                              | 3,886                | 6.0%             |

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

| Year    | Average Classified Employment | Total Separations | Turnover Rate |
|---------|-------------------------------|-------------------|---------------|
| 1989-90 | 66,791                        | 3,463             | 5.2%          |
| 1990-91 | 65,029                        | 3,312             | 5.1%          |
| 1991-92 | 61,506                        | 5,280             | 8.6%          |
| 1992-93 | 60,987                        | 2,659             | 4.4%          |
| 1993-94 | 61,662                        | 2,611             | 4.2%          |
| 1994-95 | 62,672                        | 3,183             | 5.1%          |
| 1995-96 | 63,529                        | 3,298             | 5.2%          |
| 1996-97 | 60,502                        | 7,506             | 12.4%         |
| 1997-98 | 58,675                        | 3,959             | 6.7%          |
| 1998-99 | 60,066                        | 4,252             | 7.1%          |
| 1999-00 | 61,493                        | 4,693             | 7.6%          |
| 2000-01 | 62,057                        | 4,334             | 7.0%          |
| 2001-02 | 60,147                        | 6,214             | 10.3%         |
| 2002-03 | 54,866                        | 8,845             | 16.1%         |
| 2003-04 | 54,573                        | 3,733             | 6.8%          |
| 2004-05 | 52,614                        | 2,852             | 5.4%          |
| 2005-06 | 52,259                        | 2,590             | 5.0%          |
| 2006-07 | 52,013                        | 3,024             | 5.8%          |
| 2007-08 | 50,799                        | 3,129             | 6.2%          |
| 2008-09 | 51,699                        | 2,900             | 5.6%          |
| 2009-10 | 50,615                        | 3,508             | 6.9%          |
| 2010-11 | 47,818                        | 7,738             | 16.2%         |
| 2011-12 | 47,809                        | 4,053             | 8.5%          |
| 2012-13 | 47,739                        | 3,918             | 8.2%          |
| 2013-14 | 47,002                        | 4,214             | 9.0%          |
| 2014-15 | 46,588                        | 4,563             | 9.8%          |
| 2015-16 | 46,692                        | 4,390             | 9.4%          |
| 2016-17 | 46,824                        | 4,511             | 9.6%          |
| 2017-18 | 46,956                        | 4,751             | 10.1%         |
| 2018-19 | 47,324                        | 5,185             | 11.0%         |
| 2019-20 | 47,522                        | 4,614             | 9.7%          |
| 2020-21 | 46,819                        | 5,412             | 11.6%         |
| 2021-22 | 46,432                        | 5,910             | 12.7%         |
| 2022-23 | 46,677                        | 5,275             | 11.3%         |
| 2023-24 | 47,546                        | 4,717             | 9.9%          |

Comments: Starting in FY 2005-06, separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, turnovers included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. As of September 28, 2024, these positions represent most noncareer appointments. Separations do not include employees placed on layoff. Before FY 2005-06, separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in FY 1986-87, waived rights leaves of absence were counted as separations. Turnover figures for 1977-78 are not available. Early retirement incentive programs were offered in FY 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02, 2002-03, and 2010-11, which increased turnover.

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

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

Table 3-5

| Department                                   | Average<br>Classified<br>Employment | Separations | Turnover<br>Rate |
|--|-------------------------------------|-------------|------------------|
| <b>Agriculture &amp; Rural Development</b>   |                                     |             |                  |
| 2019-20                                      | 462                                 | 26          | 5.6%             |
| 2020-21                                      | 456                                 | 34          | 7.4%             |
| 2021-22                                      | 471                                 | 29          | 6.2%             |
| 2022-23                                      | 482                                 | 40          | 8.3%             |
| 2023-24                                      | 490                                 | 33          | 6.7%             |
| <b>Attorney General</b>                      |                                     |             |                  |
| 2019-20                                      | 515                                 | 35          | 6.8%             |
| 2020-21                                      | 521                                 | 51          | 9.8%             |
| 2021-22                                      | 531                                 | 42          | 7.9%             |
| 2022-23                                      | 551                                 | 44          | 8.0%             |
| 2023-24                                      | 613                                 | 38          | 6.2%             |
| <b>Auditor General</b>                       |                                     |             |                  |
| 2019-20                                      | 152                                 | 8           | 5.2%             |
| 2020-21                                      | 151                                 | 7           | 4.6%             |
| 2021-22                                      | 151                                 | 11          | 7.3%             |
| 2022-23                                      | 153                                 | 8           | 5.2%             |
| 2023-24                                      | 156                                 | 8           | 5.1%             |
| <b>Civil Rights</b>                          |                                     |             |                  |
| 2019-20                                      | 86                                  | 11          | 12.9%            |
| 2020-21                                      | 76                                  | 13          | 17.0%            |
| 2021-22                                      | 79                                  | 11          | 14.0%            |
| 2022-23                                      | 86                                  | 13          | 15.1%            |
| 2023-24                                      | 121                                 | 20          | 16.5%            |
| <b>Civil Service Commission</b>              |                                     |             |                  |
| 2019-20                                      | 442                                 | 27          | 6.1%             |
| 2020-21                                      | 430                                 | 38          | 8.8%             |
| 2021-22                                      | 427                                 | 47          | 11.0%            |
| 2022-23                                      | 437                                 | 29          | 6.6%             |
| 2023-24                                      | 443                                 | 29          | 6.5%             |
| <b>Corrections</b>                           |                                     |             |                  |
| 2019-20                                      | 11,795                              | 1,376       | 11.7%            |
| 2020-21                                      | 11,204                              | 1,744       | 15.6%            |
| 2021-22                                      | 10,570                              | 1,799       | 17.0%            |
| 2022-23                                      | 10,322                              | 1,443       | 14.0%            |
| 2023-24                                      | 10,313                              | 1,227       | 11.9%            |
| <b>Education</b>                             |                                     |             |                  |
| 2019-20                                      | 498                                 | 39          | 7.8%             |
| 2020-21                                      | 494                                 | 39          | 7.9%             |
| 2021-22                                      | 493                                 | 43          | 8.7%             |
| 2022-23                                      | 490                                 | 39          | 8.0%             |
| 2023-24                                      | 498                                 | 44          | 8.8%             |
| <b>Environment, Great Lakes &amp; Energy</b> |                                     |             |                  |
| 2019-20                                      | 1,208                               | 58          | 4.8%             |
| 2020-21                                      | 1,216                               | 82          | 6.7%             |
| 2021-22                                      | 1,287                               | 79          | 6.1%             |
| 2022-23                                      | 1,342                               | 87          | 6.5%             |
| 2023-24                                      | 1,432                               | 82          | 5.7%             |

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

Table 3-5

| Department                                | Average<br>Classified<br>Employment | Separations | Turnover<br>Rate |
|---|-------------------------------------|-------------|------------------|
| <b>Executive Office</b>                   |                                     |             |                  |
| 2019-20                                   | 74                                  | 12          | 16.3%            |
| 2020-21                                   | 71                                  | 17          | 24.0%            |
| 2021-22                                   | 71                                  | 24          | 33.8%            |
| 2022-23                                   | 71                                  | 23          | 32.4%            |
| 2023-24                                   | 78                                  | 16          | 20.6%            |
| <b>Insurance and Financial Services</b>   |                                     |             |                  |
| 2019-20                                   | 302                                 | 27          | 8.9%             |
| 2020-21                                   | 318                                 | 26          | 8.2%             |
| 2021-22                                   | 332                                 | 36          | 10.8%            |
| 2022-23                                   | 349                                 | 34          | 9.7%             |
| 2023-24                                   | 363                                 | 16          | 4.4%             |
| <b>Labor &amp; Economic Opportunity</b>   |                                     |             |                  |
| 2019-20                                   | 2,216                               | 191         | 8.6%             |
| 2020-21                                   | 2,598                               | 281         | 10.8%            |
| 2021-22                                   | 2,628                               | 343         | 13.1%            |
| 2022-23                                   | 2,465                               | 375         | 15.2%            |
| 2023-24                                   | 2,433                               | 228         | 9.4%             |
| <b>Licensing &amp; Regulatory Affairs</b> |                                     |             |                  |
| 2019-20                                   | 1,577                               | 110         | 7.0%             |
| 2020-21                                   | 1,535                               | 77          | 5.0%             |
| 2021-22                                   | 1,562                               | 132         | 8.5%             |
| 2022-23                                   | 1,619                               | 108         | 6.7%             |
| 2023-24                                   | 1,700                               | 101         | 5.9%             |
| <b>MDHHS-Community Health</b>             |                                     |             |                  |
| 2019-20                                   | 3,587                               | 336         | 9.4%             |
| 2020-21                                   | 3,641                               | 538         | 14.8%            |
| 2021-22                                   | 3,676                               | 551         | 15.0%            |
| 2022-23                                   | 3,696                               | 459         | 12.4%            |
| 2023-24                                   | 3,725                               | 394         | 10.6%            |
| <b>MDHHS-Human Services</b>               |                                     |             |                  |
| 2019-20                                   | 10,655                              | 887         | 8.3%             |
| 2020-21                                   | 10,426                              | 1,047       | 10.0%            |
| 2021-22                                   | 10,341                              | 1,205       | 11.7%            |
| 2022-23                                   | 10,404                              | 1,062       | 10.2%            |
| 2023-24                                   | 10,516                              | 1,017       | 9.7%             |
| <b>MiLEAP</b>                             |                                     |             |                  |
| 2019-20                                   | --                                  | --          | --               |
| 2020-21                                   | --                                  | --          | --               |
| 2021-22                                   | --                                  | --          | --               |
| 2022-23                                   | --                                  | --          | --               |
| 2023-24                                   | 2                                   | 0           | 0.0%             |
| <b>Military and Veterans Affairs</b>      |                                     |             |                  |
| 2019-20                                   | 755                                 | 111         | 14.7%            |
| 2020-21                                   | 752                                 | 132         | 17.6%            |
| 2021-22                                   | 782                                 | 145         | 18.5%            |
| 2022-23                                   | 783                                 | 142         | 18.1%            |
| 2023-24                                   | 802                                 | 127         | 15.8%            |

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

Table 3-5

| Department                               | Average<br>Classified<br>Employment | Separations | Turnover<br>Rate |
|--|-------------------------------------|-------------|------------------|
| <b>Natural Resources</b>                 |                                     |             |                  |
| 2019-20                                  | 1,693                               | 314         | 18.6%            |
| 2020-21                                  | 1,661                               | 213         | 12.8%            |
| 2021-22                                  | 1,706                               | 298         | 17.5%            |
| 2022-23                                  | 1,751                               | 336         | 19.2%            |
| 2023-24                                  | 1,827                               | 317         | 17.4%            |
| <b>State</b>                             |                                     |             |                  |
| 2019-20                                  | 1,380                               | 128         | 9.3%             |
| 2020-21                                  | 1,322                               | 134         | 10.1%            |
| 2021-22                                  | 1,331                               | 131         | 9.8%             |
| 2022-23                                  | 1,382                               | 125         | 9.0%             |
| 2023-24                                  | 1,433                               | 113         | 7.9%             |
| <b>State Police</b>                      |                                     |             |                  |
| 2019-20                                  | 3,008                               | 240         | 8.0%             |
| 2020-21                                  | 2,962                               | 249         | 8.4%             |
| 2021-22                                  | 2,995                               | 249         | 8.3%             |
| 2022-23                                  | 3,066                               | 260         | 8.5%             |
| 2023-24                                  | 3,143                               | 306         | 9.7%             |
| <b>Technology, Management and Budget</b> |                                     |             |                  |
| 2019-20                                  | 2,933                               | 199         | 6.8%             |
| 2020-21                                  | 2,835                               | 211         | 7.4%             |
| 2021-22                                  | 2,824                               | 213         | 7.5%             |
| 2022-23                                  | 2,933                               | 193         | 6.6%             |
| 2023-24                                  | 3,019                               | 179         | 5.9%             |
| <b>Transportation</b>                    |                                     |             |                  |
| 2019-20                                  | 2,574                               | 371         | 14.4%            |
| 2020-21                                  | 2,566                               | 352         | 13.7%            |
| 2021-22                                  | 2,597                               | 384         | 14.8%            |
| 2022-23                                  | 2,657                               | 352         | 13.2%            |
| 2023-24                                  | 2,739                               | 280         | 10.2%            |
| <b>Treasury</b>                          |                                     |             |                  |
| 2019-20                                  | 1,613                               | 108         | 6.7%             |
| 2020-21                                  | 1,585                               | 129         | 8.1%             |
| 2021-22                                  | 1,578                               | 144         | 9.1%             |
| 2022-23                                  | 1,638                               | 108         | 6.6%             |
| 2023-24                                  | 1,699                               | 147         | 8.7%             |

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

Table 3-5

| Department             | Average<br>Classified<br>Employment | Separations | Turnover<br>Rate |
|------------------------|-------------------------------------|-------------|------------------|
| <b>Statewide Total</b> |                                     |             |                  |
| 2019-20                | 47,522                              | 4,614       | 9.7%             |
| 2020-21                | 46,819                              | 5,414       | 11.6%            |
| 2021-22                | 46,432                              | 5,910       | 12.7%            |
| 2022-23                | 46,677                              | 5,275       | 11.3%            |
| 2023-24                | 47,546                              | 4,717       | 9.9%             |

Comments: Separations included separations of all classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER A. As of September 30, 2023, these positions represent most noncareer appointments at the end of FY 2019-20. Separations do not include employees placed on layoff. In FY 2018-19, the Department of Talent and Economic Development was renamed the Department of Labor & Economic Opportunity by Executive Order 2019-13, effective August 11, 2019. The totals provided in this report reflect the transfer of employees from Department of Health and Human Services and Department of Licensing and Regulatory Affairs to Department of Labor & Economic Opportunity as indicated in the Order. In FY 2018-19, the Department of Environmental Quality was renamed the Department of Environment, Great Lakes & Energy by Executive Order 2019-06, effective April 22, 2019. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

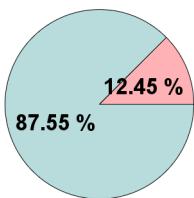
Source: Michigan Civil Service Commission HWF09 and HWF10, for the last full pay period of each fiscal year.

**STATE OF MICHIGAN**  
**PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE**  
**OVER THE NEXT ONE-, THREE-, AND FIVE-YEAR PERIODS**  
**As of September 28, 2024**

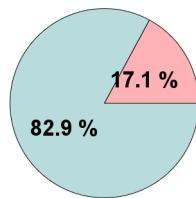
Table 3-6

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

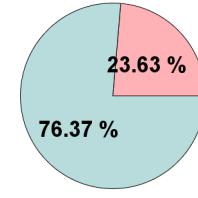
**STATE OF MICHIGAN**  
**EMPLOYEES ELIGIBLE TO RETIRE IN ONE-, THREE-, AND FIVE-YEAR PERIODS**  
**As of September 28, 2024**



- Eligible in 1 Year
- Not Eligible in 1 Year



- Eligible in 3 Years
- Not Eligible in 3 Years



- Eligible in 5 Years
- Not Eligible in 5 Years

Comments: This report reflects employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, unclassified, or on workers' compensation, including those who were on a leave of absence during the fiscal year. Eligibility to retire is based on employees expected to turn age 60 with 10 or more years of credited service, or age 55 with 30 or more years of credited service. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission MHR-0802

## **SECTION FOUR**

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### **EQUAL EMPLOYMENT OPPORTUNITY REPORT**

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

## **BREAKDOWNS**

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

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

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

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

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

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

**STATE OF MICHIGAN**  
**STATE EMPLOYEES BY EEO CATEGORY STATEWIDE**  
**Pay End Date: September 28, 2024**

|                                     |                        | White         |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian      |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total      |            |            |            |
|-------------------------------------|------------------------|---------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|------------|------------|---|------------|-------------------|------------|------------|------------|------------|------------|
| EEO Category                        |                        | Male          | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male       | Female     | Male                                      | Female     | Male              | Female     | Male       | Female     |            |            |
| 01                                  | Official/Administrator | 962           | 40 %        | 1,068                     | 44 %        | 74                               | 3 %        | 196                | 8 %         | 6 0 %      | 5          | 0 %                                       | 19 1 %     | 30                | 1 %        | 27 1 %     | 24         | 1 %        |            |
| 02                                  | Professional           | 6,964         | 32 %        | 9,725                     | 44 %        | 810                              | 4 %        | 2,781              | 13 %        | 54 0 %     | 79         | 0 %                                       | 198 1 %    | 336               | 2 %        | 267 1 %    | 422        | 2 %        |            |
| 03                                  | Technician             | 1,362         | 59 %        | 612                       | 26 %        | 78                               | 3 %        | 99                 | 4 %         | 12 1 %     | 5          | 0 %                                       | 40 2 %     | 25                | 1 %        | 32 1 %     | 26         | 1 %        |            |
| 04                                  | Protective Service     | 5,205         | 67 %        | 830                       | 11 %        | 736                              | 10 %       | 388                | 5 %         | 124 2 %    | 27         | 0 %                                       | 189 2 %    | 43                | 1 %        | 43 1 %     | 3          | 0 %        |            |
| 05                                  | Para-Professionals     | 1,011         | 13 %        | 3,438                     | 46 %        | 401                              | 5 %        | 1,983              | 26 %        | 9 0 %      | 32         | 0 %                                       | 87 1 %     | 265               | 4 %        | 25 0 %     | 67         | 1 %        |            |
| 06                                  | Admin Support          | 288           | 8 %         | 2,481                     | 66 %        | 82                               | 2 %        | 645                | 17 %        | 4 0 %      | 22         | 1 %                                       | 23 1 %     | 149               | 4 %        | 3 0 %      | 23         | 1 %        |            |
| 07                                  | Skilled Craft          | 1,468         | 88 %        | 69                        | 4 %         | 55                               | 3 %        | 3                  | 0 %         | 22 1 %     | 8          | 0 %                                       | 27 2 %     | 1                 | 0 %        | 4 0 %      | 0          | 0 %        |            |
| 08                                  | Service/Maintenance    | 1,132         | 53 %        | 718                       | 34 %        | 89                               | 4 %        | 79                 | 4 %         | 25 1 %     | 8          | 0 %                                       | 22 1 %     | 20                | 1 %        | 7 0 %      | 9          | 0 %        |            |
| <b>Statewide Total by Category:</b> |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b>       | <b>12 %</b> | <b>256</b> | <b>1 %</b> | <b>186</b>                                | <b>0 %</b> | <b>605</b>        | <b>1 %</b> | <b>869</b> | <b>2 %</b> | <b>408</b> | <b>1 %</b> |
|                                     |                        | <b>18,392</b> | <b>37 %</b> | <b>18,941</b>             | <b>38 %</b> | <b>2,325</b>                     | <b>5 %</b> | <b>6,174</b> </td  |             |            |            |   |            |                   |            |            |            |            |            |

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

**AGRICULTURE & RURAL DEVELOPMENT**

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total      |            |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|----------|------------|---|------------|-------------------|------------|------------|------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male     | Female     | Male                                      | Female     | Male              | Female     | Male       | Female     |
| 01                                    | Official/Administrator | 17         | 52 %        | 14                        | 42 %        | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 2   | 6 %        | 0                 | 0 %        | 0          | 0 %        |
| 02                                    | Professional           | 168        | 46 %        | 171                       | 46 %        | 4                                | 1 %        | 10                 | 3 %        | 1        | 0 %        | 1   | 0 %        | 2                 | 1 %        | 3          | 1 %        |
| 03                                    | Technician             | 23         | 48 %        | 18                        | 38 %        | 2                                | 4 %        | 1                  | 2 %        | 0        | 0 %        | 1   | 2 %        | 1                 | 2 %        | 0          | 0 %        |
| 05                                    | Para-Professionals     | 4          | 14 %        | 21                        | 72 %        | 2                                | 7 %        | 2                  | 7 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %        |
| 06                                    | Admin Support          | 0          | 0 %         | 24                        | 96 %        | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 1   | 4 %        | 0                 | 0 %        | 0          | 0 %        |
| 07                                    | Skilled Craft          | 1          | 100 %       | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 1          | 0 %        |
| 08                                    | Service/Maintenance    | 7          | 88 %        | 1                         | 13 %        | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %        |
| <b>Department Totals by Category:</b> |                        | <b>220</b> | <b>43 %</b> | <b>249</b>                | <b>49 %</b> | <b>8</b>                         | <b>2 %</b> | <b>13</b>          | <b>3 %</b> | <b>1</b> | <b>0 %</b> | <b>2</b>                                  | <b>0 %</b> | <b>3</b>          | <b>1 %</b> | <b>5</b>   | <b>1 %</b> |
|                                       |                        |            |             |                           |             |                                  |            |                    |            |          |            |   |            |                   |            | <b>0</b>   | <b>0 %</b> |
|                                       |                        |            |             |                           |             |                                  |            |                    |            |          |            |   |            |                   |            | <b>4</b>   | <b>1 %</b> |
|                                       |                        |            |             |                           |             |                                  |            |                    |            |          |            |   |            |                   |            | <b>235</b> | <b>278</b> |

Department Total: 513

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

Source: Michigan Civil Service Commission HWF61

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

ATTORNEY GENERAL

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |             | Total      |            |            |            |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|----------|------------|---|------------|-------------------|-------------|------------|------------|------------|------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male     | Female     | Male                                      | Female     | Male              | Female      | Male       | Female     |            |            |
| 01                                    | Official/Administrator | 48         | 46 %        | 48                        | 46 %        | 2                                | 2 %        | 4                  | 4 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %         | 0          | 0 %        |            |            |
| 02                                    | Professional           | 128        | 41 %        | 128                       | 41 %        | 10                               | 3 %        | 30                 | 10 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 0 %         | 2          | 1 %        |            |            |
| 03                                    | Technician             | 9          | 25 %        | 17                        | 47 %        | 3                                | 8 %        | 1                  | 3 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %         | 1          | 3 %        |            |            |
| 04                                    | Protective Service     | 29         | 53 %        | 9                         | 16 %        | 10                               | 18 %       | 5                  | 9 %         | 0        | 0 %        | 0   | 0 %        | 2                 | 4 %         | 0          | 0 %        |            |            |
| 05                                    | Para-Professionals     | 4          | 14 %        | 19                        | 66 %        | 1                                | 3 %        | 4                  | 14 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 3 %         | 0          | 0 %        |            |            |
| 06                                    | Admin Support          | 4          | 3 %         | 100                       | 77 %        | 0                                | 0 %        | 20                 | 15 %        | 0        | 0 %        | 0   | 0 %        | 2                 | 2 %         | 0          | 0 %        |            |            |
| 08                                    | Service/Maintenance    | 0          | 0 %         | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 1                 | 00 %        | 0          | 0 %        |            |            |
| <b>Department Totals by Category:</b> |                        | <b>222</b> | <b>33 %</b> | <b>321</b>                | <b>48 %</b> | <b>26</b>                        | <b>4 %</b> | <b>64</b>          | <b>10 %</b> | <b>0</b> | <b>0 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>3</b>          | <b>0 %</b>  | <b>8</b>   | <b>1 %</b> |            |            |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   | <b>30 %</b> | <b>8</b>   | <b>1 %</b> |            |            |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   | <b>30 %</b> | <b>8</b>   | <b>1 %</b> |            |            |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   | <b>0</b>    | <b>0 %</b> | <b>1</b>   | <b>0 %</b> |            |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   | <b>0</b>    | <b>0 %</b> | <b>1</b>   | <b>0 %</b> |            |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   | <b>61 %</b> | <b>8</b>   | <b>1 %</b> | <b>260</b> | <b>410</b> |

Department Total: 670

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

Source: Michigan Civil Service Commission HWF61

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

AUDITOR GENERAL

|                                       |                        | White     |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total                    |            |
|---------------------------------------|------------------------|-----------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|----------|------------|---|------------|-------------------|------------|--------------------------|------------|
| EEO Category                          |                        | Male      | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male     | Female     | Male                                      | Female     | Male              | Female     | Male                     | Female     |
| 01                                    | Official/Administrator | 10        | 42 %        | 14                        | 58 %        | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0                        | 0 %        |
| 02                                    | Professional           | 61        | 48 %        | 55                        | 43 %        | 5                                | 4 %        | 1                  | 1 %        | 0        | 0 %        | 0   | 0 %        | 2                 | 2 %        | 0                        | 0 %        |
| 03                                    | Technician             | 1         | 25 %        | 2                         | 50 %        | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 1   | 1 %        | 0                 | 0 %        | 0                        | 0 %        |
| 06                                    | Admin Support          | 0         | 0 %         | 3                         | 75 %        | 0                                | 0 %        | 1                  | 25 %       | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0                        | 0 %        |
| 08                                    | Service/Maintenance    | 0         | 0 %         | 0                         | 0 %         | 100                              | %          | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0                        | 0 %        |
| <b>Department Totals by Category:</b> |                        | <b>72</b> | <b>45 %</b> | <b>74</b>                 | <b>46 %</b> | <b>6</b>                         | <b>4 %</b> | <b>2</b>           | <b>1 %</b> | <b>0</b> | <b>0 %</b> | <b>1</b>                                  | <b>1 %</b> | <b>2</b>          | <b>1 %</b> | <b>0</b>                 | <b>0 %</b> |
|                                       |                        |           |             |                           |             |                                  |            |                    |            |          |            |   |            |                   |            | <b>Department Total:</b> |            |
|                                       |                        |           |             |                           |             |                                  |            |                    |            |          |            |   |            |                   |            | <b>160</b>               |            |

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

Source: Michigan Civil Service Commission HWF61

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

**CIVIL RIGHTS**

|                                       |                        | White         |                | Black or African American |                | American Indian or Alaska Native |              | Hispanic or Latino |              | Asian        |              | Native Hawaiian or Other Pacific Islander |              | Two or More Races |              | Total        |              |               |
|---------------------------------------|------------------------|---------------|----------------|---------------------------|----------------|----------------------------------|--------------|--------------------|--------------|--------------|--------------|---|--------------|-------------------|--------------|--------------|--------------|---------------|
| EEO Category                          |                        | Male          | Female         | Male                      | Female         | Male                             | Female       | Male               | Female       | Male         | Female       | Male                                      | Female       | Male              | Female       | Male         | Female       |               |
| 01                                    | Official/Administrator | 3 17 %        | 6 33 %         | 2 11 %                    | 3 17 %         | 0 0 %                            | 0 0 %        | 1 6 %              | 2 11 %       | 0 0 %        | 0 0 %        | 0 0 %                                     | 0 0 %        | 0 0 %             | 0 0 %        | 1 6 %        | 0 0 %        | 7 11          |
| 02                                    | Professional           | 7 7 %         | 27 28 %        | 13 14 %                   | 40 42 %        | 0 0 %                            | 0 0 %        | 2 2 %              | 2 2 %        | 0 0 %        | 3 3 %        | 0 0 %                                     | 0 0 %        | 0 0 %             | 0 0 %        | 0 0 %        | 2 2 %        | 22 74         |
| 03                                    | Technician             | 2 67 %        | 0 0 %          | 0 0 %                     | 1 33 %         | 0 0 %                            | 0 0 %        | 0 0 %              | 0 0 %        | 0 0 %        | 0 0 %        | 0 0 %                                     | 0 0 %        | 0 0 %             | 0 0 %        | 0 0 %        | 0 0 %        | 2 1           |
| 05                                    | Para-Professionals     | 0 0 %         | 2 13 %         | 1 6 %                     | 11 69 %        | 0 0 %                            | 0 0 %        | 0 0 %              | 0 0 %        | 0 0 %        | 1 6 %        | 0 0 %                                     | 0 0 %        | 0 0 %             | 1 6 %        | 0 0 %        | 2 14         |               |
| 06                                    | Admin Support          | 0 0 %         | 1 11 %         | 0 0 %                     | 7 78 %         | 0 0 %                            | 0 0 %        | 0 0 %              | 0 0 %        | 0 0 %        | 0 0 %        | 0 0 %                                     | 0 0 %        | 0 0 %             | 0 0 %        | 1 11 %       | 0 9          |               |
| <b>Department Totals by Category:</b> |                        | <b>12 8 %</b> | <b>36 25 %</b> | <b>16 11 %</b>            | <b>62 44 %</b> | <b>0 0 %</b>                     | <b>0 0 %</b> | <b>3 2 %</b>       | <b>4 3 %</b> | <b>0 0 %</b> | <b>4 3 %</b> | <b>0 0 %</b>                              | <b>0 0 %</b> | <b>0 0 %</b>      | <b>0 0 %</b> | <b>2 1 %</b> | <b>3 2 %</b> | <b>33 109</b> |

**Department Total:** 142

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

Source: Michigan Civil Service Commission HWF61

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

CIVIL SERVICE COMMISSION

|                                       |                        | White     |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total     |            |
|---------------------------------------|------------------------|-----------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|----------|------------|---|------------|-------------------|------------|-----------|------------|
| EEO Category                          |                        | Male      | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male     | Female     | Male                                      | Female     | Male              | Female     | Male      | Female     |
| 01                                    | Official/Administrator | 14        | 25 %        | 35                        | 63 %        | 2                                | 4 %        | 3                  | 5 %         | 0        | 0 %        | 1   | 2 %        | 0                 | 0 %        | 0         | 0 %        |
| 02                                    | Professional           | 33        | 13 %        | 163                       | 65 %        | 9                                | 4 %        | 28                 | 11 %        | 0        | 0 %        | 2   | 1 %        | 2                 | 1 %        | 6         | 2 %        |
| 03                                    | Technician             | 2         | 20 %        | 8                         | 80 %        | 0                                | 0 %        | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        |
| 05                                    | Para-Professionals     | 9         | 10 %        | 62                        | 69 %        | 1                                | 1 %        | 10                 | 11 %        | 0        | 0 %        | 1   | 1 %        | 0                 | 0 %        | 3         | 3 %        |
| 06                                    | Admin Support          | 4         | 9 %         | 23                        | 51 %        | 0                                | 0 %        | 7                  | 16 %        | 0        | 0 %        | 1   | 2 %        | 0                 | 0 %        | 7         | 16 %       |
| <b>Department Totals by Category:</b> |                        | <b>62</b> | <b>14 %</b> | <b>291</b>                | <b>64 %</b> | <b>12</b>                        | <b>3 %</b> | <b>48</b>          | <b>11 %</b> | <b>0</b> | <b>0 %</b> | <b>5</b>                                  | <b>1 %</b> | <b>2</b>          | <b>0 %</b> | <b>17</b> | <b>4 %</b> |
|                                       |                        |           |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>31</b> | <b>7 %</b> |
|                                       |                        |           |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>79</b> | <b>373</b> |

Department Total: 452

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

Source: Michigan Civil Service Commission HWF61

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

**CORRECTIONS**

|                                       |                        | White        |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian      |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total        |              |
|---------------------------------------|------------------------|--------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|------------|------------|---|------------|-------------------|------------|--------------|--------------|
| EEO Category                          |                        | Male         | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male       | Female     | Male                                      | Female     | Male              | Female     | Male         | Female       |
| 01                                    | Official/Administrator | 81           | 56 %        | 42                        | 29 %        | 6                                | 4 %        | 13                 | 9 %        | 2          | 1 %        | 1   | 1 %        | 0                 | 0 %        | 0            | 0 %          |
| 02                                    | Professional           | 1,090        | 38 %        | 1,066                     | 37 %        | 188                              | 7 %        | 349                | 12 %       | 24         | 1 %        | 12  | 0 %        | 26                | 1 %        | 50           | 2 %          |
| 03                                    | Technician             | 46           | 22 %        | 127                       | 61 %        | 6                                | 3 %        | 15                 | 7 %        | 1          | 0 %        | 1   | 0 %        | 10                | 0 %        | 14           | 0 %          |
| 04                                    | Protective Service     | 3,289        | 64 %        | 513                       | 10 %        | 577                              | 11 %       | 319                | 6 %        | 96         | 2 %        | 23  | 0 %        | 146               | 3 %        | 38           | 1 %          |
| 05                                    | Para-Professionals     | 107          | 23 %        | 261                       | 56 %        | 22                               | 5 %        | 45                 | 10 %       | 1          | 0 %        | 3   | 1 %        | 5                 | 1 %        | 14           | 3 %          |
| 06                                    | Admin Support          | 35           | 6 %         | 430                       | 72 %        | 1                                | 0 %        | 94                 | 16 %       | 2          | 0 %        | 9   | 2 %        | 10                | 0 %        | 15           | 3 %          |
| 07                                    | Skilled Craft          | 325          | 91 %        | 6                         | 2 %         | 11                               | 3 %        | 0                  | 0 %        | 2          | 1 %        | 0   | 0 %        | 11                | 3 %        | 0            | 0 %          |
| 08                                    | Service/Maintenance    | 333          | 58 %        | 150                       | 26 %        | 31                               | 5 %        | 26                 | 4 %        | 10         | 2 %        | 4   | 1 %        | 10                | 2 %        | 6            | 1 %          |
| <b>Department Totals by Category:</b> |                        | <b>5,306</b> | <b>51 %</b> | <b>2,595</b>              | <b>25 %</b> | <b>842</b>                       | <b>8 %</b> | <b>861</b>         | <b>8 %</b> | <b>138</b> | <b>1 %</b> | <b>53</b>                                 | <b>1 %</b> | <b>200</b>        | <b>2 %</b> | <b>130</b>   | <b>1 %</b>   |
|                                       |                        | <b>54</b>    | <b>1 %</b>  | <b>15</b>                 | <b>0 %</b>  | <b>2</b>                         | <b>0 %</b> | <b>0</b>           | <b>0 %</b> | <b>51</b>  | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>71</b>         | <b>1 %</b> | <b>49</b>    | <b>0 %</b>   |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |            |            |   |            |                   |            | <b>6,613</b> | <b>3,703</b> |

**Department Total:**      **10,316**

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

Source: Michigan Civil Service Commission HWF61

Table 4-2

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

## EDUCATION

**Department Total:** 527

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

Source: Michigan Civil Service Commission HWF61

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

ENVIRON GREAT LAKES AND ENERGY

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total     |            |           |            |           |            |          |            |          |            |             |              |            |            |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|----------|------------|---|------------|-------------------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|-------------|--------------|------------|------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male     | Female     | Male                                      | Female     | Male              | Female     | Male      | Female     |           |            |           |            |          |            |          |            |             |              |            |            |
| 01                                    | Official/Administrator | 39         | 47 %        | 38                        | 46 %        | 0                                | 0 %        | 4                  | 5 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 1 %        | 1         | 1 %        | 0         | 0 %        | 0         | 0 %        | 40       | 43         |          |            |             |              |            |            |
| 02                                    | Professional           | 562        | 47 %        | 546                       | 46 %        | 14                               | 1 %        | 9                  | 1 %        | 2        | 0 %        | 3   | 0 %        | 7                 | 1 %        | 6         | 1 %        | 15        | 1 %        | 20        | 2 %        | 2        | 0 %        | 0        | 0 %        | 30 %        | 6 1 %        | 605        | 590        |
| 03                                    | Technician             | 39         | 55 %        | 25                        | 35 %        | 5                                | 7 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 1 %        | 1         | 1 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 40 %        | 0 0 %        | 45         | 26         |
| 04                                    | Protective Service     | 10         | 83 %        | 1                         | 8 %         | 1                                | 8 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 11          | 1            |            |            |
| 05                                    | Para-Professionals     | 2          | 8 %         | 21                        | 84 %        | 1                                | 4 %        | 1                  | 4 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 3           | 22           |            |            |
| 06                                    | Admin Support          | 5          | 4 %         | 96                        | 80 %        | 1                                | 1 %        | 12                 | 10 %       | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 3         | 3 %        | 0         | 0 %        | 1         | 1 %        | 0        | 0 %        | 0        | 0 %        | 0           | 0 %          | 6          | 114        |
| 07                                    | Skilled Craft          | 2          | 100 %       | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 2           | 0            |            |            |
| 08                                    | Service/Maintenance    | 2          | 100 %       | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 2           | 0            |            |            |
| <b>Department Totals by Category:</b> |                        | <b>661</b> | <b>44 %</b> | <b>727</b>                | <b>48 %</b> | <b>22</b>                        | <b>1 %</b> | <b>26</b>          | <b>2 %</b> | <b>2</b> | <b>0 %</b> | <b>3</b>                                  | <b>0 %</b> | <b>8</b>          | <b>1 %</b> | <b>10</b> | <b>1 %</b> | <b>16</b> | <b>1 %</b> | <b>22</b> | <b>1 %</b> | <b>2</b> | <b>0 %</b> | <b>0</b> | <b>0 %</b> | <b>30 %</b> | <b>8 1 %</b> | <b>714</b> | <b>796</b> |

**Department Total:** 1,510

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

Source: Michigan Civil Service Commission HWF61

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

**EXECUTIVE OFFICE**

|                                       |                        | White     |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total                    |            |          |            |
|---------------------------------------|------------------------|-----------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|----------|------------|---|------------|-------------------|------------|--------------------------|------------|----------|------------|
| EEO Category                          |                        | Male      | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male     | Female     | Male                                      | Female     | Male              | Female     | Male                     | Female     |          |            |
| 01                                    | Official/Administrator | 2         | 13 %        | 9                         | 60 %        | 0                                | 0 %        | 2                  | 13 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 7 %        | 1                        | 7 %        | 0        | 0 %        |
| 02                                    | Professional           | 14        | 23 %        | 31                        | 52 %        | 2                                | 3 %        | 4                  | 7 %         | 0        | 0 %        | 0   | 0 %        | 2                 | 3 %        | 1                        | 2 %        | 3        | 5 %        |
| 05                                    | Para-Professionals     | 0         | 0 %         | 2                         | 50 %        | 0                                | 0 %        | 1                  | 25 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 1                        | 25 %       | 0        | 0 %        |
| 06                                    | Admin Support          | 0         | 0 %         | 0                         | 0 %         | 0                                | 0 %        | 1                  | 00 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0                        | 0 %        | 0        | 0 %        |
| <b>Department Totals by Category:</b> |                        | <b>16</b> | <b>20 %</b> | <b>42</b>                 | <b>53 %</b> | <b>2</b>                         | <b>3 %</b> | <b>8</b>           | <b>10 %</b> | <b>0</b> | <b>0 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>2</b>          | <b>3 %</b> | <b>3</b>                 | <b>4 %</b> | <b>4</b> | <b>5 %</b> |
|                                       |                        |           |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>Department Total:</b> |            |          |            |
|                                       |                        |           |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>80</b>                |            |          |            |

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

Source: Michigan Civil Service Commission HWF61

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

**INSURANCE AND FINANCIAL SERV**

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total      |             |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|----------|------------|---|------------|-------------------|------------|------------|-------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male     | Female     | Male                                      | Female     | Male              | Female     | Male       | Female      |
| 01                                    | Official/Administrator | 16         | 41 %        | 16                        | 41 %        | 1                                | 3 %        | 3                  | 8 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %         |
| 02                                    | Professional           | 130        | 46 %        | 114                       | 40 %        | 7                                | 2 %        | 20                 | 7 %        | 2        | 1 %        | 1   | 0 %        | 3                 | 1 %        | 3          | 1 %         |
| 03                                    | Technician             | 2          | 40 %        | 2                         | 40 %        | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 20 %       | 0          | 0 %         |
| 05                                    | Para-Professionals     | 0          | 0 %         | 11                        | 69 %        | 2                                | 13 %       | 2                  | 13 %       | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %         |
| 06                                    | Admin Support          | 1          | 4 %         | 22                        | 81 %        | 1                                | 4 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 2                 | 7 %        | 0          | 0 %         |
| <b>Department Totals by Category:</b> |                        | <b>149</b> | <b>40 %</b> | <b>165</b>                | <b>44 %</b> | <b>11</b>                        | <b>3 %</b> | <b>25</b>          | <b>7 %</b> | <b>2</b> | <b>1 %</b> | <b>1</b>                                  | <b>0 %</b> | <b>3</b>          | <b>1 %</b> | <b>6</b>   | <b>2 %</b>  |
|                                       |                        |            |             |                           |             |                                  |            |                    |            |          |            |   |            |                   |            | <b>10</b>  | <b>10 %</b> |
|                                       |                        |            |             |                           |             |                                  |            |                    |            |          |            |   |            |                   |            | <b>169</b> | <b>203</b>  |

**Department Total:**      **372**

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

Source: Michigan Civil Service Commission HWF61

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

**LABOR & ECONOMIC OPPORTUNITY**

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total     |            |           |            |           |            |          |            |          |            |          |            |           |            |            |              |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|----------|------------|---|------------|-------------------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|----------|------------|-----------|------------|------------|--------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male     | Female     | Male                                      | Female     | Male              | Female     | Male      | Female     |           |            |           |            |          |            |          |            |          |            |           |            |            |              |
| 01                                    | Official/Administrator | 71         | 37 %        | 78                        | 41 %        | 12                               | 6 %        | 21                 | 11 %        | 1        | 1 %        | 0   | 0 %        | 3                 | 2 %        | 2         | 1 %        | 1         | 1 %        | 1         | 1 %        | 0        | 0 %        | 0        | 0 %        | 0        | 0 %        | 0         | 0 %        | 88         | 103          |
| 02                                    | Professional           | 399        | 28 %        | 569                       | 41 %        | 64                               | 5 %        | 259                | 18 %        | 4        | 0 %        | 5   | 0 %        | 22                | 2 %        | 24        | 2 %        | 13        | 1 %        | 27        | 2 %        | 1        | 0 %        | 0        | 0 %        | 4        | 0 %        | 11        | 1 %        | 507        | 895          |
| 03                                    | Technician             | 5          | 14 %        | 18                        | 51 %        | 2                                | 6 %        | 2                  | 6 %         | 0        | 0 %        | 0   | 0 %        | 2                 | 6 %        | 3         | 9 %        | 1         | 3 %        | 1         | 3 %        | 0        | 0 %        | 0        | 0 %        | 1        | 3 %        | 0         | 0 %        | 11         | 24           |
| 04                                    | Protective Service     | 3          | 60 %        | 0                         | 0 %         | 240                              | 0 %        | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 0        | 0 %        | 5         | 0          |            |              |
| 05                                    | Para-Professionals     | 90         | 15 %        | 207                       | 35 %        | 39                               | 7 %        | 195                | 33 %        | 2        | 0 %        | 2   | 0 %        | 13                | 2 %        | 29        | 5 %        | 2         | 0 %        | 9         | 2 %        | 0        | 0 %        | 0        | 0 %        | 10       | 2 %        | 11        | 2 %        | 147        | 453          |
| 06                                    | Admin Support          | 9          | 4 %         | 134                       | 64 %        | 6                                | 3 %        | 41                 | 20 %        | 0        | 0 %        | 2   | 1 %        | 2                 | 1 %        | 14        | 7 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 2        | 1 %        | 17        | 193        |            |              |
| 07                                    | Skilled Craft          | 11         | 73 %        | 0                         | 0 %         | 213                              | %          | 1                  | 7 %         | 0        | 0 %        | 0   | 0 %        | 1                 | 7 %        | 0         | 0 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 0        | 0 %        | 14        | 1          |            |              |
| 08                                    | Service/Maintenance    | 7          | 39 %        | 7                         | 39 %        | 1                                | 6 %        | 2                  | 11 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 1        | 6 %        | 0        | 0 %        | 8         | 10         |            |              |
| <b>Department Totals by Category:</b> |                        | <b>595</b> | <b>24 %</b> | <b>1,013</b>              | <b>41 %</b> | <b>128</b>                       | <b>5 %</b> | <b>521</b>         | <b>21 %</b> | <b>7</b> | <b>0 %</b> | <b>9</b>                                  | <b>0 %</b> | <b>43</b>         | <b>2 %</b> | <b>72</b> | <b>3 %</b> | <b>17</b> | <b>1 %</b> | <b>38</b> | <b>2 %</b> | <b>1</b> | <b>0 %</b> | <b>0</b> | <b>0 %</b> | <b>6</b> | <b>0 %</b> | <b>26</b> | <b>1 %</b> | <b>797</b> | <b>1,679</b> |

**Department Total:** 2,476

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

Source: Michigan Civil Service Commission HWF61

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

**LICENSING & REGULATORY AFFAIRS**

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total     |            |          |            |           |            |          |            |          |            |           |                      |            |              |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|----------|------------|---|------------|-------------------|------------|-----------|------------|----------|------------|-----------|------------|----------|------------|----------|------------|-----------|----------------------|------------|--------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male     | Female     | Male                                      | Female     | Male              | Female     | Male      | Female     |          |            |           |            |          |            |          |            |           |                      |            |              |
| 01                                    | Official/Administrator | 70         | 35 %        | 102                       | 50 %        | 3                                | 1 %        | 17                 | 8 %        | 0        | 0 %        | 1   | 0 %        | 2                 | 1 %        | 5         | 2 %        | 0        | 0 %        | 1         | 0 %        | 75       | 127        |          |            |           |                      |            |              |
| 02                                    | Professional           | 329        | 32 %        | 494                       | 48 %        | 32                               | 3 %        | 101                | 10 %       | 2        | 0 %        | 4   | 0 %        | 8                 | 1 %        | 15        | 1 %        | 6        | 1 %        | 13        | 1 %        | 40       | 101 %      | 381      | 638        |           |                      |            |              |
| 03                                    | Technician             | 151        | 81 %        | 19                        | 10 %        | 6                                | 3 %        | 3                  | 2 %        | 1        | 1 %        | 0   | 0 %        | 3                 | 2 %        | 1         | 1 %        | 1        | 1 %        | 0         | 0 %        | 1        | 1 %        | 163      | 24         |           |                      |            |              |
| 05                                    | Para-Professionals     | 34         | 18 %        | 126                       | 67 %        | 4                                | 2 %        | 14                 | 7 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 4         | 2 %        | 0        | 0 %        | 3         | 2 %        | 0        | 0 %        | 38       | 151        |           |                      |            |              |
| 06                                    | Admin Support          | 10         | 7 %         | 103                       | 76 %        | 0                                | 0 %        | 17                 | 13 %       | 0        | 0 %        | 0   | 0 %        | 1                 | 1 %        | 2         | 1 %        | 0        | 0 %        | 0         | 0 %        | 2        | 1 %        | 11       | 124        |           |                      |            |              |
| 07                                    | Skilled Craft          | 3          | 75 %        | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 5 %        | 0         | 0 %        | 0        | 0 %        | 0         | 0 %        | 0        | 0 %        | 4        | 0          |           |                      |            |              |
| 08                                    | Service/Maintenance    | 5          | 100 %       | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        | 0        | 0 %        | 0         | 0 %        | 0        | 0 %        | 5        | 0          |           |                      |            |              |
| <b>Department Totals by Category:</b> |                        | <b>602</b> | <b>35 %</b> | <b>844</b>                | <b>48 %</b> | <b>45</b>                        | <b>3 %</b> | <b>152</b>         | <b>9 %</b> | <b>3</b> | <b>0 %</b> | <b>5</b>                                  | <b>0 %</b> | <b>15</b>         | <b>1 %</b> | <b>27</b> | <b>2 %</b> | <b>7</b> | <b>0 %</b> | <b>17</b> | <b>1 %</b> | <b>0</b> | <b>0 %</b> | <b>1</b> | <b>0 %</b> | <b>50</b> | <b>18</b> <b>1 %</b> | <b>677</b> | <b>1,064</b> |

**Department Total:** 1,741

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

Source: Michigan Civil Service Commission HWF61

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

MDHHS - COMMUNITY HEALTH

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |           | Total      |              |           |            |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|----------|------------|---|------------|-------------------|-----------|------------|--------------|-----------|------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male     | Female     | Male                                      | Female     | Male              | Female    | Male       | Female       |           |            |
| 01                                    | Official/Administrator | 77         | 23 %        | 200                       | 61 %        | 10                               | 3 %        | 25                 | 8 %         | 0        | 0 %        | 0   | 0 %        | 21 %              | 5         | 2 %        | 6            | 2 %       |            |
| 02                                    | Professional           | 356        | 20 %        | 973                       | 54 %        | 67                               | 4 %        | 249                | 14 %        | 2        | 0 %        | 10  | 1 %        | 50 %              | 24        | 1 %        | 24           | 1 %       |            |
| 03                                    | Technician             | 17         | 16 %        | 48                        | 45 %        | 6                                | 6 %        | 29                 | 27 %        | 0        | 0 %        | 0   | 0 %        | 00 %              | 1         | 1 %        | 1            | 1 %       |            |
| 04                                    | Protective Service     | 104        | 36 %        | 39                        | 13 %        | 77                               | 27 %       | 55                 | 19 %        | 1        | 0 %        | 1   | 0 %        | 41 %              | 2         | 1 %        | 3            | 1 %       |            |
| 05                                    | Para-Professionals     | 163        | 20 %        | 243                       | 30 %        | 114                              | 14 %       | 223                | 28 %        | 0        | 0 %        | 2   | 0 %        | 152 %             | 20        | 3 %        | 4            | 1 %       |            |
| 06                                    | Admin Support          | 22         | 8 %         | 207                       | 74 %        | 2                                | 1 %        | 35                 | 12 %        | 0        | 0 %        | 0   | 0 %        | 10 %              | 12        | 4 %        | 0            | 0 %       |            |
| 07                                    | Skilled Craft          | 39         | 85 %        | 1                         | 2 %         | 6                                | 13 %       | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 00 %              | 0         | 0 %        | 0            | 0 %       |            |
| 08                                    | Service/Maintenance    | 39         | 24 %        | 69                        | 42 %        | 22                               | 13 %       | 31                 | 19 %        | 0        | 0 %        | 0   | 0 %        | 11 %              | 2         | 1 %        | 0            | 0 %       |            |
| <b>Department Totals by Category:</b> |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> | <b>647</b>         | <b>17 %</b> | <b>3</b> | <b>0 %</b> | <b>13</b>                                 | <b>0 %</b> | <b>281 %</b>      | <b>66</b> | <b>2 %</b> | <b>381 %</b> | <b>86</b> | <b>2 %</b> |
|                                       |                        | <b>817</b> | <b>21 %</b> | <b>1,780</b>              | <b>47 %</b> | <b>304</b>                       | <b>8 %</b> |                    |             |          |            |   |            |                   |           |            |              |           |            |

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

MDHHS - HUMAN SERVICES

|                                       |                        | White        |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian     |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total      |              |
|---------------------------------------|------------------------|--------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|-----------|------------|---|------------|-------------------|------------|------------|--------------|
| EEO Category                          |                        | Male         | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male      | Female     | Male                                      | Female     | Male              | Female     | Male       | Female       |
| 01                                    | Official/Administrator | 52           | 21 %        | 119                       | 49 %        | 14                               | 6 %        | 52                 | 21 %        | 0         | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %          |
| 02                                    | Professional           | 787          | 14 %        | 3,065                     | 53 %        | 214                              | 4 %        | 1,394              | 24 %        | 5         | 0 %        | 26  | 0 %        | 43                | 1 %        | 110        | 2 %          |
| 03                                    | Technician             | 2            | 15 %        | 6                         | 46 %        | 0                                | 0 %        | 0                  | 0 %         | 0         | 0 %        | 1   | 8 %        | 1                 | 8 %        | 0          | 0 %          |
| 05                                    | Para-Professionals     | 338          | 10 %        | 1,477                     | 42 %        | 157                              | 4 %        | 1,193              | 34 %        | 5         | 0 %        | 17  | 0 %        | 34                | 1 %        | 123        | 4 %          |
| 06                                    | Admin Support          | 65           | 7 %         | 522                       | 54 %        | 41                               | 4 %        | 271                | 28 %        | 0         | 0 %        | 6   | 1 %        | 5                 | 1 %        | 53         | 5 %          |
| 07                                    | Skilled Craft          | 8            | 100 %       | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %         | 0         | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %          |
| 08                                    | Service/Maintenance    | 5            | 83 %        | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %         | 0         | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %          |
| <b>Department Totals by Category:</b> |                        | <b>1,257</b> | <b>12 %</b> | <b>5,189</b>              | <b>49 %</b> | <b>426</b>                       | <b>4 %</b> | <b>2,910</b>       | <b>28 %</b> | <b>10</b> | <b>0 %</b> | <b>50</b>                                 | <b>0 %</b> | <b>84</b>         | <b>1 %</b> | <b>293</b> | <b>3 %</b>   |
|                                       |                        |              |             |                           |             |                                  |            |                    |             |           |            |   |            |                   |            | <b>410</b> | <b>169</b>   |
|                                       |                        |              |             |                           |             |                                  |            |                    |             |           |            |   |            |                   |            | <b>2 %</b> | <b>1,842</b> |
|                                       |                        |              |             |                           |             |                                  |            |                    |             |           |            |   |            |                   |            |            | <b>8,682</b> |

Department Total: 10,524

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

Source: Michigan Civil Service Commission HWF61

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

MiLEAP

|                                       |                        | White    |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total    |            |
|---------------------------------------|------------------------|----------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|----------|------------|---|------------|-------------------|------------|----------|------------|
| EEO Category                          |                        | Male     | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male     | Female     | Male                                      | Female     | Male              | Female     | Male     | Female     |
| 01                                    | Official/Administrator | 1        | 17 %        | 4                         | 67 %        | 0                                | 0 %        | 1                  | 17 %        | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0        | 0 %        |
| 05                                    | Para-Professionals     | 0        | 0 %         | 1                         | 00 %        | 0                                | 0 %        | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0        | 0 %        |
| 06                                    | Admin Support          | 0        | 0 %         | 1                         | 50 %        | 0                                | 0 %        | 0                  | 0 %         | 0        | 0 %        | 1   | 50 %       | 0                 | 0 %        | 0        | 0 %        |
| <b>Department Totals by Category:</b> |                        | <b>1</b> | <b>11 %</b> | <b>6</b>                  | <b>67 %</b> | <b>0</b>                         | <b>0 %</b> | <b>1</b>           | <b>11 %</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> |

Department Total: 9

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

Source: Michigan Civil Service Commission HWF61

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

**MILITARY & VETERAN AFFAIRS**

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total     |            |          |            |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|----------|------------|---|------------|-------------------|------------|-----------|------------|----------|------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male     | Female     | Male                                      | Female     | Male              | Female     | Male      | Female     |          |            |
| 01                                    | Official/Administrator | 15         | 45 %        | 16                        | 48 %        | 0                                | 0 %        | 1                  | 3 %        | 1        | 3 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        |          |            |
| 02                                    | Professional           | 69         | 34 %        | 108                       | 53 %        | 2                                | 1 %        | 9                  | 4 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 0 %        | 0         | 0 %        |          |            |
| 03                                    | Technician             | 26         | 26 %        | 44                        | 44 %        | 2                                | 2 %        | 14                 | 14 %       | 0        | 0 %        | 0   | 0 %        | 5                 | 5 %        | 1         | 1 %        |          |            |
| 04                                    | Protective Service     | 23         | 92 %        | 1                         | 4 %         | 0                                | 0 %        | 0                  | 0 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 4 %        | 0         | 0 %        |          |            |
| 05                                    | Para-Professionals     | 43         | 26 %        | 95                        | 57 %        | 11                               | 7 %        | 8                  | 5 %        | 0        | 0 %        | 0   | 0 %        | 4                 | 2 %        | 0         | 0 %        |          |            |
| 06                                    | Admin Support          | 4          | 11 %        | 24                        | 69 %        | 1                                | 3 %        | 4                  | 11 %       | 0        | 0 %        | 0   | 0 %        | 1                 | 3 %        | 0         | 0 %        |          |            |
| 07                                    | Skilled Craft          | 131        | 92 %        | 1                         | 1 %         | 3                                | 2 %        | 0                  | 0 %        | 3        | 2 %        | 0   | 0 %        | 1                 | 1 %        | 0         | 0 %        |          |            |
| 08                                    | Service/Maintenance    | 55         | 51 %        | 33                        | 31 %        | 5                                | 5 %        | 6                  | 6 %        | 1        | 1 %        | 0   | 0 %        | 2                 | 2 %        | 4         | 4 %        |          |            |
| <b>Department Totals by Category:</b> |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>13</b>         | <b>2 %</b> | <b>12</b> | <b>1 %</b> | <b>4</b> | <b>0 %</b> |
|                                       |                        | <b>366</b> | <b>45 %</b> | <b>322</b>                | <b>40 %</b> | <b>24</b>                        | <b>3 %</b> | <b>42</b>          | <b>5 %</b> | <b>5</b> | <b>1 %</b> | <b>0</b>                                  | <b>0 %</b> | <b>1</b>          |            |           |            |          |            |

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

**NATURAL RESOURCES**

|                                       |                        | White        |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian     |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total    |            |          |            |           |            |          |            |          |            |            |           |            |              |              |
|---------------------------------------|------------------------|--------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|-----------|------------|---|------------|-------------------|------------|----------|------------|----------|------------|-----------|------------|----------|------------|----------|------------|------------|-----------|------------|--------------|--------------|
| EEO Category                          |                        | Male         | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male      | Female     | Male                                      | Female     | Male              | Female     | Male     | Female     |          |            |           |            |          |            |          |            |            |           |            |              |              |
| 01                                    | Official/Administrator | 50           | 67 %        | 22                        | 29 %        | 0                                | 0 %        | 0                  | 0 %        | 1         | 1 %        | 0   | 0 %        | 0                 | 0 %        | 1        | 1 %        | 0        | 0 %        | 0         | 0 %        | 52       | 23         |          |            |            |           |            |              |              |
| 02                                    | Professional           | 334          | 56 %        | 233                       | 39 %        | 2                                | 0 %        | 7                  | 1 %        | 1         | 0 %        | 2   | 0 %        | 2                 | 0 %        | 2        | 0 %        | 3        | 1 %        | 2         | 0 %        | 20 %     | 20 %       | 344      | 248        |            |           |            |              |              |
| 03                                    | Technician             | 184          | 69 %        | 65                        | 24 %        | 5                                | 2 %        | 1                  | 0 %        | 1         | 0 %        | 0   | 0 %        | 3                 | 1 %        | 1        | 0 %        | 1        | 0 %        | 0         | 0 %        | 0        | 0 %        | 216      | 70         |            |           |            |              |              |
| 04                                    | Protective Service     | 564          | 80 %        | 107                       | 15 %        | 5                                | 1 %        | 1                  | 0 %        | 12        | 2 %        | 0   | 0 %        | 9                 | 1 %        | 0        | 0 %        | 0        | 0 %        | 0         | 0 %        | 41 %     | 0          | 594      | 108        |            |           |            |              |              |
| 05                                    | Para-Professionals     | 7            | 17 %        | 33                        | 79 %        | 0                                | 0 %        | 2                  | 5 %        | 0         | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0        | 0 %        | 0        | 0 %        | 0         | 0 %        | 0        | 0 %        | 7        | 35         |            |           |            |              |              |
| 06                                    | Admin Support          | 11           | 8 %         | 112                       | 82 %        | 0                                | 0 %        | 7                  | 5 %        | 0         | 0 %        | 2   | 1 %        | 1                 | 1 %        | 1        | 1 %        | 0        | 0 %        | 1         | 1 %        | 0        | 0 %        | 12       | 124        |            |           |            |              |              |
| 07                                    | Skilled Craft          | 90           | 83 %        | 14                        | 13 %        | 0                                | 0 %        | 0                  | 0 %        | 1         | 1 %        | 0   | 0 %        | 1                 | 1 %        | 0        | 0 %        | 0        | 0 %        | 0         | 0 %        | 11 %     | 0          | 94       | 14         |            |           |            |              |              |
| 08                                    | Service/Maintenance    | 506          | 51 %        | 421                       | 42 %        | 16                               | 2 %        | 12                 | 1 %        | 6         | 1 %        | 4   | 0 %        | 4                 | 0 %        | 5        | 1 %        | 1        | 0 %        | 7         | 1 %        | 0        | 0 %        | 20 %     | 10 %       | 535        | 460       |            |              |              |
| <b>Department Totals by Category:</b> |                        | <b>1,746</b> | <b>60 %</b> | <b>1,007</b>              | <b>35 %</b> | <b>28</b>                        | <b>1 %</b> | <b>30</b>          | <b>1 %</b> | <b>22</b> | <b>1 %</b> | <b>8</b>                                  | <b>0 %</b> | <b>21</b>         | <b>1 %</b> | <b>9</b> | <b>0 %</b> | <b>6</b> | <b>0 %</b> | <b>11</b> | <b>0 %</b> | <b>0</b> | <b>0 %</b> | <b>2</b> | <b>0 %</b> | <b>110</b> | <b>15</b> | <b>1 %</b> | <b>1,834</b> | <b>1,082</b> |

**Department Total: 2,916**

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

Source: Michigan Civil Service Commission HWF61

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

**STATE**

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total      |              |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|----------|------------|---|------------|-------------------|------------|------------|--------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male     | Female     | Male                                      | Female     | Male              | Female     | Male       | Female       |
| 01                                    | Official/Administrator | 19         | 32 %        | 25                        | 42 %        | 1                                | 2 %        | 12                 | 20 %        | 0        | 0 %        | 0   | 0 %        | 2                 | 3 %        | 0          | 0 %          |
| 02                                    | Professional           | 95         | 38 %        | 101                       | 40 %        | 20                               | 8 %        | 24                 | 10 %        | 0        | 0 %        | 0   | 0 %        | 4                 | 2 %        | 2          | 1 %          |
| 03                                    | Technician             | 1          | 100 %       | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %          |
| 05                                    | Para-Professionals     | 101        | 10 %        | 525                       | 54 %        | 29                               | 3 %        | 210                | 22 %        | 0        | 0 %        | 5   | 1 %        | 10                | 1 %        | 50         | 5 %          |
| 06                                    | Admin Support          | 22         | 14 %        | 89                        | 58 %        | 7                                | 5 %        | 23                 | 15 %        | 0        | 0 %        | 0   | 0 %        | 2                 | 1 %        | 0          | 0 %          |
| 07                                    | Skilled Craft          | 9          | 100 %       | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %          |
| 08                                    | Service/Maintenance    | 3          | 60 %        | 1                         | 20 %        | 120                              | %          | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0          | 0 %          |
| <b>Department Totals by Category:</b> |                        | <b>250</b> | <b>17 %</b> | <b>741</b>                | <b>51 %</b> | <b>58</b>                        | <b>4 %</b> | <b>269</b>         | <b>19 %</b> | <b>0</b> | <b>0 %</b> | <b>5</b>                                  | <b>0 %</b> | <b>18</b>         | <b>1 %</b> | <b>55</b>  | <b>4 %</b>   |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>7</b>   | <b>0 %</b>   |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>0</b>   | <b>0 %</b>   |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>1</b>   | <b>0 %</b>   |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>7</b>   | <b>0 %</b>   |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>16</b>  | <b>1 %</b>   |
|                                       |                        |            |             |                           |             |                                  |            |                    |             |          |            |   |            |                   |            | <b>340</b> | <b>1,104</b> |

**Department Total:** 1,444

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

Source: Michigan Civil Service Commission HWF61

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

**STATE POLICE**

|                                       |                        | White        |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian     |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total        |              |
|---------------------------------------|------------------------|--------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|-----------|------------|---|------------|-------------------|------------|--------------|--------------|
| EEO Category                          |                        | Male         | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male      | Female     | Male                                      | Female     | Male              | Female     | Male         | Female       |
| 01                                    | Official/Administrator | 41           | 57 %        | 27                        | 38 %        | 0                                | 0 %        | 1                  | 1 %        | 1         | 1 %        | 0   | 0 %        | 0                 | 0 %        | 0            | 0 %          |
| 02                                    | Professional           | 311          | 40 %        | 396                       | 51 %        | 16                               | 2 %        | 19                 | 2 %        | 0         | 0 %        | 0   | 0 %        | 8                 | 1 %        | 18           | 2 %          |
| 03                                    | Technician             | 358          | 72 %        | 90                        | 18 %        | 15                               | 3 %        | 12                 | 2 %        | 6         | 1 %        | 0   | 0 %        | 6                 | 1 %        | 3            | 1 %          |
| 04                                    | Protective Service     | 1,183        | 79 %        | 160                       | 11 %        | 64                               | 4 %        | 8                  | 1 %        | 15        | 1 %        | 3   | 0 %        | 27                | 2 %        | 3            | 0 %          |
| 05                                    | Para-Professionals     | 24           | 25 %        | 61                        | 63 %        | 2                                | 2 %        | 7                  | 7 %        | 0         | 0 %        | 0   | 0 %        | 1                 | 1 %        | 0            | 0 %          |
| 06                                    | Admin Support          | 30           | 14 %        | 160                       | 77 %        | 1                                | 0 %        | 8                  | 4 %        | 0         | 0 %        | 1   | 0 %        | 1                 | 0 %        | 0            | 0 %          |
| 07                                    | Skilled Craft          | 8            | 89 %        | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %        | 0         | 0 %        | 0   | 0 %        | 111               | 0 %        | 0            | 0 %          |
| 08                                    | Service/Maintenance    | 3            | 33 %        | 4                         | 44 %        | 0                                | 0 %        | 0                  | 0 %        | 1         | 11 %       | 0   | 0 %        | 0                 | 0 %        | 0            | 0 %          |
| <b>Department Totals by Category:</b> |                        | <b>1,958</b> | <b>62 %</b> | <b>898</b>                | <b>28 %</b> | <b>98</b>                        | <b>3 %</b> | <b>55</b>          | <b>2 %</b> | <b>23</b> | <b>1 %</b> | <b>4</b>                                  | <b>0 %</b> | <b>43</b>         | <b>1 %</b> | <b>31</b>    | <b>1 %</b>   |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            | <b>21</b>         | <b>1 %</b> | <b>8</b>     | <b>0 %</b>   |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            | <b>1</b>          | <b>0 %</b> | <b>0</b>     | <b>0 %</b>   |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            | <b>26</b>         | <b>1 %</b> | <b>10</b>    | <b>0 %</b>   |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            |                   |            | <b>2,170</b> | <b>1,006</b> |

**Department Total: 3,176**

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

Source: Michigan Civil Service Commission HWF61

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

TECHNOLOGY, MANAGEMENT &amp; BUDGET

|                                       |                        | White        |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |           | Total      |           |            |            |            |          |            |          |            |              |              |              |              |
|---------------------------------------|------------------------|--------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|----------|------------|---|------------|-------------------|-----------|------------|-----------|------------|------------|------------|----------|------------|----------|------------|--------------|--------------|--------------|--------------|
| EEO Category                          |                        | Male         | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male     | Female     | Male                                      | Female     | Male              | Female    | Male       | Female    |            |            |            |          |            |          |            |              |              |              |              |
| 01                                    | Official/Administrator | 180          | 51 %        | 123                       | 35 %        | 10                               | 3 %        | 9                  | 3 %        | 0        | 0 %        | 1   | 0 %        | 62 %              | 0         | 0 %        | 15        | 4 %        | 7          | 2 %        | 0        | 0 %        | 0        | 0 %        | 211          | 140          |              |              |
| 02                                    | Professional           | 1,004        | 50 %        | 512                       | 26 %        | 57                               | 3 %        | 59                 | 3 %        | 6        | 0 %        | 6   | 0 %        | 251 %             | 18        | 1 %        | 30        | 7 %        | 157        | 8 %        | 1        | 0 %        | 0        | 0 %        | 121 %        | 101 %        | 1,235        | 762          |
| 03                                    | Technician             | 152          | 66 %        | 38                        | 16 %        | 6                                | 3 %        | 5                  | 2 %        | 0        | 0 %        | 1   | 0 %        | 52 %              | 3         | 1 %        | 83 %      | 6          | 3 %        | 1          | 0 %      | 0          | 0 %      | 52 %       | 10 %         | 177          | 54           |              |
| 05                                    | Para-Professionals     | 32           | 21 %        | 82                        | 54 %        | 5                                | 3 %        | 20                 | 13 %       | 1        | 1 %        | 0   | 0 %        | 43 %              | 6         | 4 %        | 00 %      | 1          | 1 %        | 0          | 0 %      | 0          | 0 %      | 00 %       | 21 %         | 42           | 111          |              |
| 06                                    | Admin Support          | 6            | 8 %         | 53                        | 70 %        | 1                                | 1 %        | 8                  | 11 %       | 0        | 0 %        | 0   | 0 %        | 00 %              | 7         | 9 %        | 00 %      | 0          | 0 %        | 0          | 0 %      | 0          | 0 %      | 00 %       | 11 %         | 7            | 69           |              |
| 07                                    | Skilled Craft          | 164          | 90 %        | 5                         | 3 %         | 5                                | 3 %        | 1                  | 1 %        | 1        | 1 %        | 0   | 0 %        | 21 %              | 1         | 1 %        | 00 %      | 0          | 0 %        | 0          | 0 %      | 0          | 0 %      | 21 %       | 11 %         | 174          | 8            |              |
| 08                                    | Service/Maintenance    | 99           | 80 %        | 7                         | 6 %         | 10                               | 8 %        | 0                  | 0 %        | 1        | 1 %        | 0   | 0 %        | 43 %              | 1         | 1 %        | 11 %      | 0          | 0 %        | 0          | 0 %      | 0          | 0 %      | 11 %       | 00 %         | 116          | 8            |              |
| <b>Department Totals by Category:</b> |                        | <b>1,637</b> | <b>53 %</b> | <b>820</b>                | <b>26 %</b> | <b>94</b>                        | <b>3 %</b> | <b>102</b>         | <b>3 %</b> | <b>9</b> | <b>0 %</b> | <b>8</b>                                  | <b>0 %</b> | <b>461 %</b>      | <b>36</b> | <b>1 %</b> | <b>54</b> | <b>5 %</b> | <b>171</b> | <b>5 %</b> | <b>2</b> | <b>0 %</b> | <b>0</b> | <b>0 %</b> | <b>201 %</b> | <b>150 %</b> | <b>1,962</b> | <b>1,152</b> |

Department Total: 3,114

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

Source: Michigan Civil Service Commission HWF61

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

**TRANSPORTATION**

|                                       |                        | White        |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |            | Asian     |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total        |            |
|---------------------------------------|------------------------|--------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|------------|-----------|------------|---|------------|-------------------|------------|--------------|------------|
| EEO Category                          |                        | Male         | Female      | Male                      | Female      | Male                             | Female     | Male               | Female     | Male      | Female     | Male                                      | Female     | Male              | Female     | Male         | Female     |
| 01                                    | Official/Administrator | 46           | 53 %        | 32                        | 37 %        | 1                                | 1 %        | 5                  | 6 %        | 0         | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0            | 0 %        |
| 02                                    | Professional           | 688          | 56 %        | 375                       | 31 %        | 29                               | 2 %        | 32                 | 3 %        | 3         | 0 %        | 2   | 0 %        | 20                | 2 %        | 17           | 1 %        |
| 03                                    | Technician             | 329          | 74 %        | 64                        | 14 %        | 16                               | 4 %        | 4                  | 1 %        | 3         | 1 %        | 0   | 0 %        | 11                | 2 %        | 1            | 0 %        |
| 05                                    | Para-Professionals     | 16           | 17 %        | 62                        | 67 %        | 2                                | 2 %        | 6                  | 7 %        | 0         | 0 %        | 2   | 2 %        | 1                 | 1 %        | 0            | 0 %        |
| 06                                    | Admin Support          | 7            | 5 %         | 109                       | 78 %        | 3                                | 2 %        | 16                 | 12 %       | 0         | 0 %        | 0   | 0 %        | 0                 | 0 %        | 2            | 1 %        |
| 07                                    | Skilled Craft          | 677          | 86 %        | 42                        | 5 %         | 28                               | 4 %        | 1                  | 0 %        | 15        | 2 %        | 8   | 1 %        | 8                 | 1 %        | 0            | 0 %        |
| 08                                    | Service/Maintenance    | 64           | 63 %        | 25                        | 25 %        | 2                                | 2 %        | 2                  | 2 %        | 6         | 6 %        | 0   | 0 %        | 0                 | 0 %        | 1            | 1 %        |
| <b>Department Totals by Category:</b> |                        | <b>1,827</b> | <b>64 %</b> | <b>709</b>                | <b>25 %</b> | <b>81</b>                        | <b>3 %</b> | <b>66</b>          | <b>2 %</b> | <b>27</b> | <b>1 %</b> | <b>12</b>                                 | <b>0 %</b> | <b>40</b>         | <b>1 %</b> | <b>20</b>    | <b>1 %</b> |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            |                   |            | <b>32</b>    | <b>1 %</b> |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            |                   |            | <b>36</b>    | <b>1 %</b> |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            |                   |            | <b>0</b>     | <b>0 %</b> |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            |                   |            | <b>19</b>    | <b>1 %</b> |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            |                   |            | <b>4</b>     | <b>0 %</b> |
|                                       |                        |              |             |                           |             |                                  |            |                    |            |           |            |   |            |                   |            | <b>2,026</b> | <b>847</b> |

**Department Total:**      **2,873**

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

Source: Michigan Civil Service Commission HWF61

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

TREASURY

|                                       |                        | White      |             | Black or African American |             | American Indian or Alaska Native |            | Hispanic or Latino |             | Asian    |            | Native Hawaiian or Other Pacific Islander |            | Two or More Races |            | Total     |            |           |            |           |            |          |            |          |            |            |              |            |              |
|---------------------------------------|------------------------|------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|----------|------------|---|------------|-------------------|------------|-----------|------------|-----------|------------|-----------|------------|----------|------------|----------|------------|------------|--------------|------------|--------------|
| EEO Category                          |                        | Male       | Female      | Male                      | Female      | Male                             | Female     | Male               | Female      | Male     | Female     | Male                                      | Female     | Male              | Female     | Male      | Female     |           |            |           |            |          |            |          |            |            |              |            |              |
| 01                                    | Official/Administrator | 95         | 46 %        | 75                        | 37 %        | 8                                | 4 %        | 16                 | 8 %         | 0        | 0 %        | 1   | 0 %        | 10                | 1 %        | 3         | 1 %        | 2         | 1 %        | 4         | 2 %        | 0        | 0 %        | 0        | 0 %        | 106        | 99           |            |              |
| 02                                    | Professional           | 315        | 34 %        | 375                       | 41 %        | 50                               | 5 %        | 97                 | 11 %        | 1        | 0 %        | 4   | 0 %        | 9                 | 1 %        | 21        | 2 %        | 8         | 1 %        | 24        | 3 %        | 0        | 0 %        | 1        | 0 %        | 91         | 61 %         | 392        | 528          |
| 03                                    | Technician             | 12         | 30 %        | 10                        | 25 %        | 4                                | 10 %       | 9                  | 23 %        | 0        | 0 %        | 0   | 0 %        | 1                 | 3 %        | 1         | 3 %        | 1         | 3 %        | 0         | 0 %        | 0        | 0 %        | 1        | 3 %        | 19         | 21           |            |              |
| 05                                    | Para-Professionals     | 27         | 15 %        | 109                       | 61 %        | 5                                | 3 %        | 23                 | 13 %        | 0        | 0 %        | 0   | 0 %        | 2                 | 1 %        | 7         | 4 %        | 1         | 1 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 42         | 143          |            |              |
| 06                                    | Admin Support          | 53         | 13 %        | 229                       | 56 %        | 16                               | 4 %        | 68                 | 17 %        | 2        | 0 %        | 0   | 0 %        | 9                 | 2 %        | 18        | 4 %        | 1         | 0 %        | 5         | 1 %        | 0        | 0 %        | 0        | 0 %        | 20         | 61 %         | 83         | 326          |
| 08                                    | Service/Maintenance    | 3          | 100 %       | 0                         | 0 %         | 0                                | 0 %        | 0                  | 0 %         | 0        | 0 %        | 0   | 0 %        | 0                 | 0 %        | 0         | 0 %        | 0         | 0 %        | 0         | 0 %        | 0        | 0 %        | 0        | 0 %        | 3          | 0            |            |              |
| <b>Department Totals by Category:</b> |                        | <b>505</b> | <b>29 %</b> | <b>798</b>                | <b>45 %</b> | <b>83</b>                        | <b>5 %</b> | <b>213</b>         | <b>12 %</b> | <b>3</b> | <b>0 %</b> | <b>5</b>                                  | <b>0 %</b> | <b>22</b>         | <b>1 %</b> | <b>50</b> | <b>3 %</b> | <b>13</b> | <b>1 %</b> | <b>33</b> | <b>2 %</b> | <b>0</b> | <b>0 %</b> | <b>1</b> | <b>0 %</b> | <b>121</b> | <b>171 %</b> | <b>638</b> | <b>1,117</b> |

Department Total: 1,755

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

Source: Michigan Civil Service Commission HWF61

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

| DEPARTMENT                      | WHITE         |             | BLACK or AFRICAN AMERICAN |             | AMERICAN INDIAN or ALASKA NATIVE |            | HISPANIC or LATINO |             | ASIAN      |            | NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER |            | TWO or MORE RACES |            |            |            | MINORITY   | GRAND TOTAL |            |            |           |            |           |            |            |            |            |            |               |             |               |             |               |
|---------------------------------|---------------|-------------|---------------------------|-------------|----------------------------------|------------|--------------------|-------------|------------|------------|---|------------|-------------------|------------|------------|------------|------------|-------------|------------|------------|-----------|------------|-----------|------------|------------|------------|------------|------------|---------------|-------------|---------------|-------------|---------------|
|                                 | MALE          |             | FEMALE                    |             | MALE                             |            | FEMALE             |             | MALE       |            | FEMALE                                    |            | MALE              |            | FEMALE     |            |            |             |            |            |           |            |           |            |            |            |            |            |               |             |               |             |               |
|                                 | No.           | %           | No.                       | %           | No.                              | %          | No.                | %           | No.        | %          | No.                                       | %          | No.               | %          | No.        | %          | No.        | %           | No.        | %          |           |            |           |            |            |            |            |            |               |             |               |             |               |
| AGRICULTURE & RURAL DEVELOPMENT | 220           | 42.9        | 249                       | 48.5        | 8                                | 1.6        | 13                 | 2.5         | 1          | 0.2        | 2   | 0.4        | 3                 | 0.6        | 5          | 1.0        | 3          | 0.6         | 5          | 1.0        | 0         | 0.0        | 0         | 0.0        | 278        | 54.2       | 44         | 8.6        | 513           |             |               |             |               |
| ATTORNEY GENERAL                | 222           | 33.1        | 321                       | 47.9        | 26                               | 3.9        | 64                 | 9.6         | 0          | 0.0        | 0   | 0.0        | 3                 | 0.4        | 8          | 1.2        | 3          | 0.4         | 8          | 1.2        | 0         | 0.0        | 1         | 0.1        | 6          | 9.9        | 8          | 1.2        | 410           | 61.2        | 127           | 19.0        | 670           |
| AUDITOR GENERAL                 | 72            | 45.0        | 74                        | 46.3        | 6                                | 3.8        | 2                  | 1.3         | 0          | 0.0        | 1   | 0.6        | 2                 | 1.3        | 2          | 1.3        | 0          | 0.0         | 1          | 0.6        | 0         | 0.0        | 0         | 0.0        | 0          | 0.0        | 0          | 0.0        | 80            | 50.0        | 14            | 8.8         | 160           |
| CIVIL RIGHTS                    | 12            | 8.5         | 36                        | 25.4        | 16                               | 11.3       | 62                 | 43.7        | 0          | 0.0        | 0   | 0.0        | 3                 | 2.1        | 4          | 2.8        | 0          | 0.0         | 4          | 2.8        | 0         | 0.0        | 0         | 0.0        | 2          | 1.4        | 3          | 2.1        | 109           | 76.8        | 94            | 66.2        | 142           |
| CIVIL SERVICE COMMISSION        | 62            | 13.7        | 291                       | 64.4        | 12                               | 2.7        | 48                 | 10.6        | 0          | 0.0        | 5   | 1.1        | 2                 | 0.4        | 17         | 3.8        | 0          | 0.0         | 5          | 1.1        | 0         | 0.0        | 0         | 0.0        | 3          | 0.7        | 7          | 1.5        | 373           | 82.5        | 99            | 21.9        | 452           |
| CORRECTIONS                     | 5,306         | 51.4        | 2,595                     | 25.2        | 842                              | 8.2        | 861                | 8.3         | 138        | 1.3        | 53  | 0.5        | 200               | 1.9        | 130        | 1.3        | 54         | 0.5         | 15         | 0.1        | 2         | 0.0        | 0         | 0.0        | 71         | 0.7        | 49         | 0.5        | 3,703         | 35.9        | 2,415         | 23.4        | 10,316        |
| EDUCATION                       | 111           | 21.1        | 314                       | 59.6        | 11                               | 2.1        | 57                 | 10.8        | 1          | 0.2        | 2   | 0.4        | 6                 | 1.1        | 12         | 2.3        | 3          | 0.6         | 5          | 0.9        | 0         | 0.0        | 0         | 0.0        | 0          | 0.0        | 5          | 0.9        | 395           | 75.0        | 102           | 19.4        | 527           |
| ENVIRON GREAT LAKES AND ENERGY  | 661           | 43.8        | 727                       | 48.1        | 22                               | 1.5        | 26                 | 1.7         | 2          | 0.1        | 3   | 0.2        | 8                 | 0.5        | 10         | 0.7        | 16         | 1.1         | 22         | 1.5        | 2         | 0.1        | 0         | 0.0        | 3          | 0.2        | 8          | 0.5        | 796           | 52.7        | 122           | 8.1         | 1,510         |
| EXECUTIVE OFFICE                | 16            | 20.0        | 42                        | 52.5        | 2                                | 2.5        | 8                  | 10.0        | 0          | 0.0        | 0   | 0.0        | 2                 | 2.5        | 3          | 3.8        | 4          | 5.0         | 3          | 3.8        | 0         | 0.0        | 0         | 0.0        | 0          | 0.0        | 0          | 0.0        | 56            | 70.0        | 22            | 27.5        | 80            |
| INSURANCE AND FINANCIAL SERV    | 149           | 40.1        | 165                       | 44.4        | 11                               | 3.0        | 25                 | 6.7         | 2          | 0.5        | 1   | 0.3        | 3                 | 0.8        | 6          | 1.6        | 3          | 0.8         | 5          | 1.3        | 0         | 0.0        | 0         | 0.0        | 1          | 0.3        | 1          | 0.3        | 203           | 54.6        | 58            | 15.6        | 372           |
| LABOR & ECONOMIC OPPORTUNITY    | 595           | 24.0        | 1,013                     | 40.9        | 128                              | 5.2        | 521                | 21.0        | 7          | 0.3        | 9   | 0.4        | 43                | 1.7        | 72         | 2.9        | 17         | 0.7         | 38         | 1.5        | 1         | 0.0        | 0         | 0.0        | 6          | 0.2        | 26         | 1.1        | 1,679         | 67.8        | 868           | 35.1        | 2,476         |
| LICENSING & REGULATORY AFFAIRS  | 602           | 34.6        | 844                       | 48.5        | 45                               | 2.6        | 152                | 8.7         | 3          | 0.2        | 5   | 0.3        | 15                | 0.9        | 27         | 1.6        | 7          | 0.4         | 17         | 1.0        | 0         | 0.0        | 1         | 0.1        | 5          | 0.3        | 18         | 1.0        | 1,064         | 61.1        | 295           | 16.9        | 1,741         |
| MDHHS - COMMUNITY HEALTH        | 817           | 21.4        | 1,780                     | 46.7        | 304                              | 8.0        | 647                | 17.0        | 3          | 0.1        | 13  | 0.3        | 28                | 0.7        | 66         | 1.7        | 38         | 1.0         | 86         | 2.3        | 1         | 0.0        | 0         | 0.0        | 11         | 0.3        | 21         | 0.6        | 2,613         | 68.5        | 1,218         | 31.9        | 3,815         |
| MDHHS - HUMAN SERVICES          | 1,257         | 11.9        | 5,189                     | 49.3        | 426                              | 4.0        | 2,910              | 27.7        | 10         | 0.1        | 50  | 0.5        | 84                | 0.8        | 293        | 2.8        | 23         | 0.2         | 67         | 0.6        | 1         | 0.0        | 4         | 0.0        | 41         | 0.4        | 169        | 1.6        | 8,682         | 82.5        | 4,078         | 38.7        | 10,524        |
| MILEAP                          | 1             | 11.1        | 6                         | 66.7        | 0                                | 0.0        | 1                  | 11.1        | 0          | 0.0        | 0   | 0.0        | 0                 | 0.0        | 1          | 11.1       | 0          | 0.0         | 0          | 0.0        | 0         | 0.0        | 0         | 0.0        | 0          | 0.0        | 8          | 88.9       | 2             | 22.2        | 9             |             |               |
| MILITARY & VETERAN AFFAIRS      | 366           | 45.0        | 322                       | 39.6        | 24                               | 2.9        | 42                 | 5.2         | 5          | 0.6        | 0   | 0.0        | 13                | 1.6        | 12         | 1.5        | 4          | 0.5         | 17         | 2.1        | 1         | 0.1        | 0         | 0.0        | 3          | 0.4        | 5          | 0.6        | 398           | 48.9        | 126           | 15.5        | 814           |
| NATURAL RESOURCES               | 1,746         | 59.9        | 1,007                     | 34.5        | 28                               | 1.0        | 30                 | 1.0         | 22         | 0.8        | 8   | 0.3        | 21                | 0.7        | 9          | 0.3        | 6          | 0.2         | 11         | 0.4        | 0         | 0.0        | 2         | 0.1        | 11         | 0.4        | 15         | 0.5        | 1,082         | 37.1        | 163           | 5.6         | 2,916         |
| STATE                           | 250           | 17.3        | 741                       | 51.3        | 58                               | 4.0        | 269                | 18.6        | 0          | 0.0        | 5   | 0.3        | 18                | 1.2        | 55         | 3.8        | 7          | 0.5         | 17         | 1.2        | 0         | 0.0        | 1         | 0.1        | 7          | 0.5        | 16         | 1.1        | 1,104         | 76.5        | 453           | 31.4        | 1,444         |
| STATE POLICE                    | 1,958         | 61.6        | 898                       | 28.3        | 98                               | 3.1        | 55                 | 1.7         | 23         | 0.7        | 4   | 0.1        | 43                | 1.4        | 31         | 1.0        | 21         | 0.7         | 8          | 0.3        | 1         | 0.0        | 0         | 0.0        | 26         | 0.8        | 10         | 0.3        | 1,006         | 31.7        | 320           | 10.1        | 3,176         |
| TECHNOLOGY, MANAGEMENT & BUDGET | 1,637         | 52.6        | 820                       | 26.3        | 94                               | 3.0        | 102                | 3.3         | 9          | 0.3        | 8   | 0.3        | 46                | 1.5        | 36         | 1.2        | 154        | 4.9         | 171        | 5.5        | 2         | 0.1        | 0         | 0.0        | 20         | 0.6        | 15         | 0.5        | 1,152         | 37.0        | 657           | 21.1        | 3,114         |
| TRANSPORTATION                  | 1,827         | 63.6        | 709                       | 24.7        | 81                               | 2.8        | 66                 | 2.3         | 27         | 0.9        | 12  | 0.4        | 40                | 1.4        | 20         | 0.7        | 32         | 1.1         | 36         | 1.3        | 0         | 0.0        | 0         | 0.0        | 19         | 0.7        | 4          | 0.1        | 847           | 29.5        | 337           | 11.7        | 2,873         |
| TREASURY                        | 505           | 28.8        | 798                       | 45.5        | 83                               | 4.7        | 213                | 12.1        | 3          | 0.2        | 5   | 0.3        | 22                | 1.3        | 50         | 2.8        | 13         | 0.7         | 33         | 1.9        | 0         | 0.0        | 1         | 0.1        | 12         | 0.7        | 17         | 1.0        | 1,117         | 63.6        | 452           | 25.8        | 1,755         |
| <b>STATEWIDE TOTALS:</b>        | <b>18,392</b> | <b>37.2</b> | <b>18,941</b>             | <b>38.3</b> | <b>2,325</b>                     | <b>4.7</b> | <b>6,174</b>       | <b>12.5</b> | <b>256</b> | <b>0.5</b> | <b>186</b>                                | <b>0.4</b> | <b>605</b>        | <b>1.2</b> | <b>869</b> | <b>1.8</b> | <b>408</b> | <b>0.8</b>  | <b>574</b> | <b>1.2</b> | <b>11</b> | <b>0.0</b> | <b>10</b> | <b>0.0</b> | <b>247</b> | <b>0.5</b> | <b>401</b> | <b>0.8</b> | <b>27,155</b> | <b>55.0</b> | <b>12,066</b> | <b>24.4</b> | <b>49,399</b> |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF21

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

|                                     |                        | White     |           | Black or African American |           | American Indian or Alaska Native |          | Hispanic or Latino |          | Asian    |          | Native Hawaiian or Other Pacific Islander |          | Two or More Races |          | Total     |           |
|-------------------------------------|------------------------|-----------|-----------|---------------------------|-----------|----------------------------------|----------|--------------------|----------|----------|----------|---|----------|-------------------|----------|-----------|-----------|
| EEO Category                        |                        | Male      | Female    | Male                      | Female    | Male                             | Female   | Male               | Female   | Male     | Female   | Male                                      | Female   | Male              | Female   | Male      | Female    |
| 01                                  | Official/Administrator | 6         | 4         | 0                         | 0         | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 6         | 4         |
| 02                                  | Professional           | 25        | 20        | 1                         | 4         | 0                                | 0        | 3                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 29        | 24        |
| 03                                  | Technician             | 5         | 0         | 0                         | 1         | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 5         | 1         |
| 04                                  | Protective Service     | 1         | 0         | 0                         | 1         | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 1         | 1         |
| 05                                  | Para-Professionals     | 1         | 7         | 0                         | 3         | 0                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 1         | 10        |
| 06                                  | Admin Support          | 1         | 12        | 0                         | 2         | 0                                | 0        | 1                  | 0        | 0        | 0        | 0   | 0        | 0                 | 0        | 2         | 14        |
| 07                                  | Skilled Craft          | 2         | 0         | 0                         | 0         | 0                                | 0        | 0                  | 1        | 0        | 0        | 0   | 0        | 0                 | 0        | 2         | 1         |
| 08                                  | Service/Maintenance    | 4         | 1         | 0                         | 0         | 1                                | 0        | 0                  | 0        | 0        | 0        | 0   | 0        | 0                 | 1        | 5         | 2         |
| <b>STATEWIDE TOTAL BY CATEGORY:</b> |                        | <b>45</b> | <b>44</b> | <b>1</b>                  | <b>11</b> | <b>1</b>                         | <b>0</b> | <b>4</b>           | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>                                  | <b>0</b> | <b>0</b>          | <b>1</b> | <b>51</b> | <b>57</b> |

State Employees Grand Total: 108

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

Source: Michigan Civil Service Commission HWF62

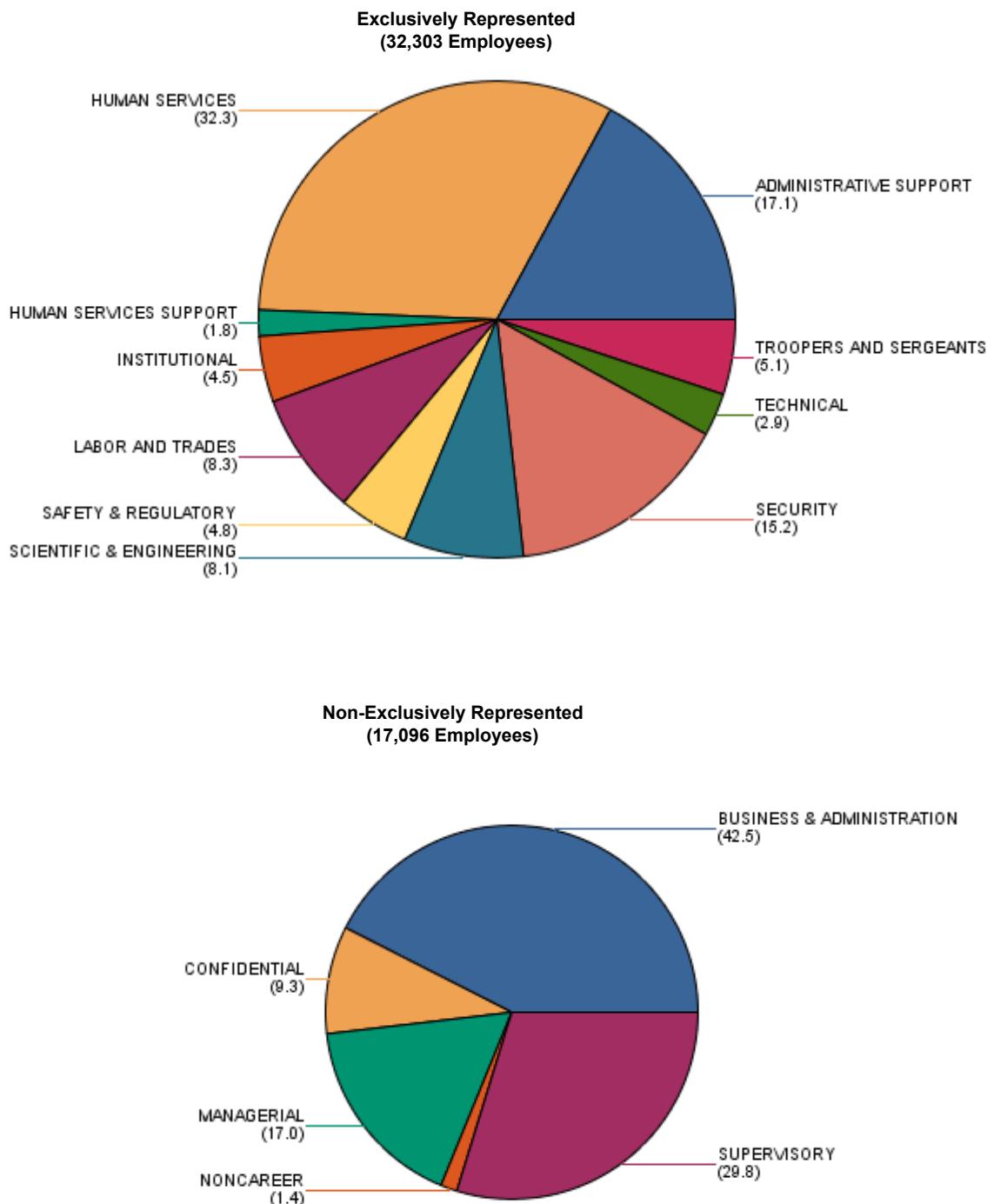
## **SECTION FIVE**

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### **BARGAINING UNIT CHARACTERISTICS**

**STATE OF MICHIGAN**  
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT**  
**Fiscal Year 2023-24**

Graph 5-1



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

Of 49,399 classified employees, 65.4 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT**  
**Pay End Date: September 28, 2024**

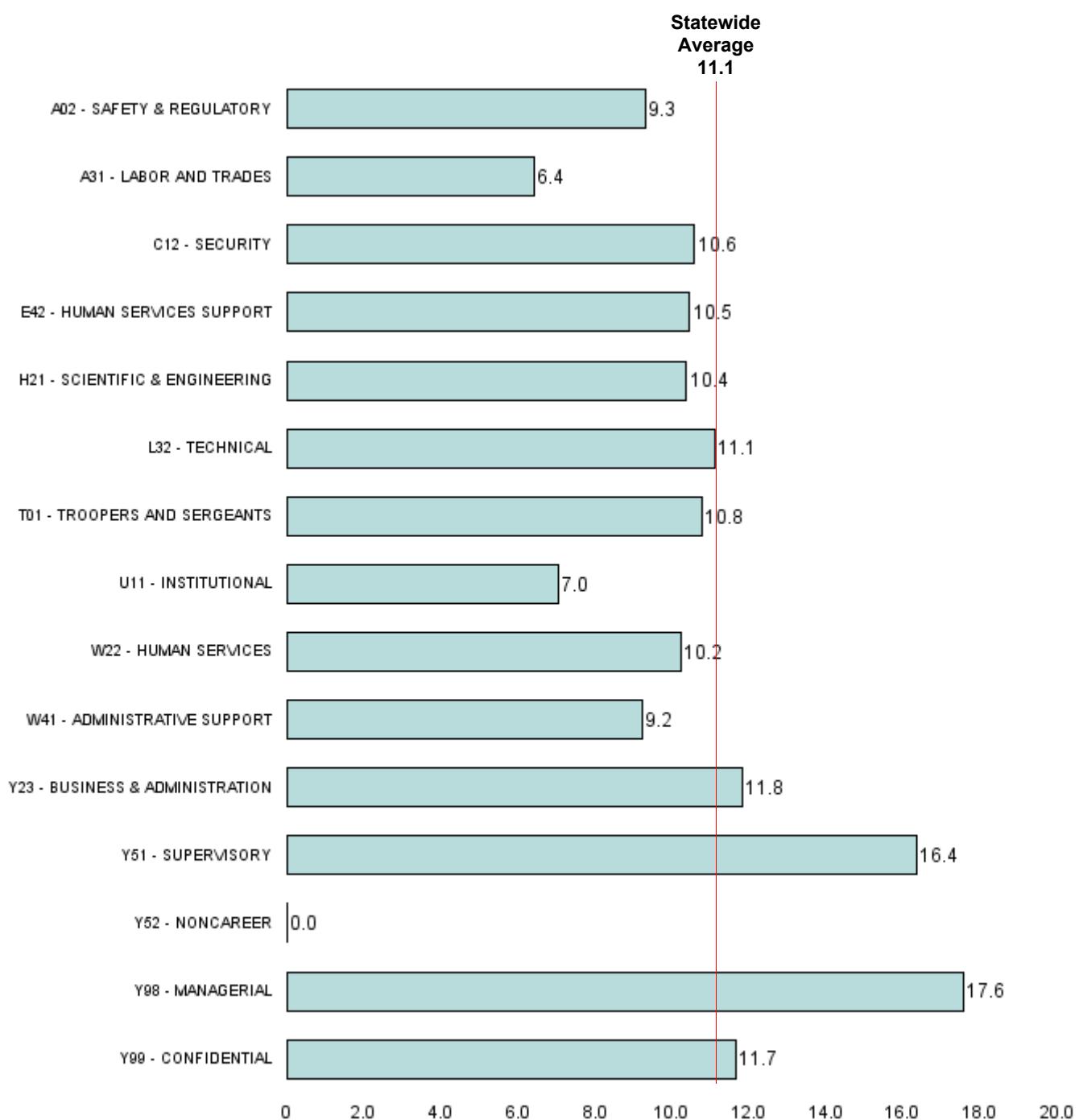
| BARGAINING UNIT CODE/NAME         |                           | MSEA               |              |            | UAW LOCAL<br>6000 |             | MCO, SEIU<br>LOCAL 526M |            | HSS, SEIU<br>LOCAL 517M |            | S & E, SEIU<br>LOCAL 517M |            | TECH, SEIU<br>LOCAL 517M |            | MSPTA        |            | AFSCME<br>COUNCIL 25 |            |
|-----------------------------------|---------------------------|--------------------|--------------|------------|-------------------|-------------|-------------------------|------------|-------------------------|------------|---------------------------|------------|--------------------------|------------|--------------|------------|----------------------|------------|
|                                   |                           | TOTAL<br>EMPLOYEES | EMPLS        | PCT        | EMPLS             | PCT         | EMPLS                   | PCT        | EMPLS                   | PCT        | EMPLS                     | PCT        | EMPLS                    | PCT        | EMPLS        | PCT        | EMPLS                | PCT        |
| A02                               | SAFETY & REGULATORY       | 1,540              | 821          | 53.3       | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| A31                               | LABOR AND TRADES          | 2,685              | 1,033        | 38.5       | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| C12                               | SECURITY                  | 4,919              | 0            | 0.0        | 0                 | 0.0         | 4,101                   | 83.4       | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| E42                               | HUMAN SERVICES SUPPORT    | 571                | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 396                     | 69.4       | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| H21                               | SCIENTIFIC & ENGINEERING  | 2,615              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 1,517                     | 58.0       | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| L32                               | TECHNICAL                 | 938                | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 456                      | 48.6       | 0            | 0.0        | 0                    | 0.0        |
| T01                               | TROOPERS AND SERGEANTS    | 1,644              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 1,582        | 96.2       | 0                    | 0.0        |
| U11                               | INSTITUTIONAL             | 1,447              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 893                  | 61.7       |
| W22                               | HUMAN SERVICES            | 10,419             | 0            | 0.0        | 7,488             | 71.9        | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| W41                               | ADMINISTRATIVE SUPPORT    | 5,525              | 0            | 0.0        | 3,449             | 62.4        | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y23                               | BUSINESS & ADMINISTRATION | 7,273              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y51                               | SUPERVISORY               | 5,089              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y52                               | NONCAREER                 | 245                | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y98                               | MANAGERIAL                | 2,899              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| Y99                               | CONFIDENTIAL              | 1,590              | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| EXCLUSIVELY REPRESENTED TOTAL     |                           | 32,303             | 1,854        | 5.7        | 10,937            | 33.9        | 4,101                   | 12.7       | 396                     | 1.2        | 1,517                     | 4.7        | 456                      | 1.4        | 1,582        | 4.9        | 893                  | 2.8        |
| NON-EXCLUSIVELY REPRESENTED TOTAL |                           | 17,096             | 0            | 0.0        | 0                 | 0.0         | 0                       | 0.0        | 0                       | 0.0        | 0                         | 0.0        | 0                        | 0.0        | 0            | 0.0        | 0                    | 0.0        |
| <b>STATEWIDE TOTAL</b>            |                           | <b>49,399</b>      | <b>1,854</b> | <b>3.8</b> | <b>10,937</b>     | <b>22.1</b> | <b>4,101</b>            | <b>8.3</b> | <b>396</b>              | <b>0.8</b> | <b>1,517</b>              | <b>3.1</b> | <b>456</b>               | <b>0.9</b> | <b>1,582</b> | <b>3.2</b> | <b>893</b>           | <b>1.8</b> |

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

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**Pay End Date: September 28, 2024**

Graph 5-2



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

Source: Michigan Civil Service Commission HWF20

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

| <b>BARGAINING UNIT</b>               | <b>WHITE</b> |            | <b>BLACK or AFRICAN AMERICAN</b> |           | <b>AMERICAN INDIAN or ALASKA NATIVE</b> |          | <b>HISPANIC or LATINO</b> |          | <b>ASIAN</b> |          | <b>NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER</b> |          | <b>TWO or MORE RACES</b> |          | <b>TOTAL</b> |            | <b>DISABLED</b> |          |   |
|--------------------------------------|--------------|------------|----------------------------------|-----------|---|----------|---------------------------|----------|--------------|----------|--|----------|--------------------------|----------|--------------|------------|-----------------|----------|---|
|                                      | MALE         | FEMALE     | MALE                             | FEMALE    | MALE                                    | FEMALE   | MALE                      | FEMALE   | MALE         | FEMALE   | MALE   | FEMALE   | MALE                     | FEMALE   | MALE         | FEMALE     | MALE            | FEMALE   |   |
| <b>A02 - SAFETY &amp; REGULATORY</b> |              |            |                                  |           |   |          |                           |          |              |          |  |          |                          |          |              |            |                 |          |   |
| 00 - 05 YEARS                        | 457          | 142        | 40                               | 23        | 8                                       | 2        | 11                        | 1        | 2            | 0        | 0  | 0        | 0                        | 5        | 2            | 523        | 170             | 0        | 0 |
| 06 - 10 YEARS                        | 237          | 52         | 10                               | 6         | 3                                       | 4        | 3                         | 0        | 0            | 1        | 0  | 0        | 0                        | 0        | 0            | 253        | 63              | 0        | 0 |
| 11 - 15 YEARS                        | 128          | 30         | 12                               | 18        | 0                                       | 0        | 3                         | 0        | 0            | 0        | 0  | 0        | 0                        | 0        | 0            | 143        | 48              | 0        | 0 |
| 16 - 20 YEARS                        | 67           | 28         | 2                                | 19        | 2                                       | 0        | 2                         | 0        | 0            | 0        | 0  | 0        | 0                        | 0        | 0            | 73         | 47              | 0        | 0 |
| 21 - 25 YEARS                        | 78           | 28         | 2                                | 14        | 0                                       | 1        | 3                         | 1        | 0            | 0        | 0  | 0        | 0                        | 0        | 0            | 83         | 44              | 0        | 0 |
| 26 - 30 YEARS                        | 39           | 15         | 2                                | 5         | 0                                       | 1        | 1                         | 0        | 0            | 0        | 0  | 0        | 0                        | 0        | 0            | 42         | 21              | 0        | 0 |
| 31 - 35 YEARS                        | 7            | 3          | 2                                | 4         | 0                                       | 0        | 0                         | 0        | 0            | 0        | 0  | 0        | 0                        | 0        | 0            | 9          | 7               | 0        | 0 |
| 36 - 40 YEARS                        | 6            | 1          | 1                                | 0         | 0                                       | 0        | 0                         | 1        | 1            | 0        | 0  | 0        | 0                        | 0        | 0            | 8          | 2               | 0        | 0 |
| MORE THAN 40 YEARS                   | 1            | 0          | 0                                | 3         | 0                                       | 0        | 0                         | 0        | 0            | 0        | 0  | 0        | 0                        | 0        | 0            | 1          | 3               | 0        | 0 |
| <b>BARGAINING UNIT TOTAL</b>         | <b>1,020</b> | <b>299</b> | <b>71</b>                        | <b>92</b> | <b>13</b>                               | <b>8</b> | <b>23</b>                 | <b>3</b> | <b>3</b>     | <b>1</b> | <b>0</b>   | <b>0</b> | <b>5</b>                 | <b>2</b> | <b>1,135</b> | <b>405</b> | <b>0</b>        | <b>0</b> |   |
| MORE THAN 10 YEARS                   | 326          | 105        | 21                               | 63        | 2                                       | 2        | 9                         | 2        | 1            | 0        | 0  | 0        | 0                        | 0        | 0            | 359        | 172             | 0        | 0 |
| AVERAGE YEARS                        | 8.9          | 9.1        | 8.0                              | 15.1      | 5.9                                     | 11.5     | 9.8                       | 20.3     | 13.0         | 8.0      | 0.0  | 0.0      | 3.2                      | 2.0      | 8.8          | 10.6       | 0.0             | 0.0      |   |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |              |            |                                  |           |   |          |                           |          |              |          |  |          |                          |          |              |            |                 |          |   |
|                                      |              |            |                                  |           |   |          |                           |          |              |          |  |          |                          |          |              |            |                 |          |   |

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

Source: Michigan Civil Service Commission HWF20

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

| <b>BARGAINING UNIT</b>               | <b>WHITE</b> |            | <b>BLACK or AFRICAN AMERICAN</b> |           | <b>AMERICAN INDIAN or ALASKA NATIVE</b> |          | <b>HISPANIC or LATINO</b> |          | <b>NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER</b> |          | <b>TWO or MORE RACES</b> |          | <b>TOTAL</b> |          | <b>DISABLED</b> |            |          |          |
|--------------------------------------|--------------|------------|----------------------------------|-----------|---|----------|---------------------------|----------|--|----------|--------------------------|----------|--------------|----------|-----------------|------------|----------|----------|
|                                      | MALE         | FEMALE     | MALE                             | FEMALE    | MALE                                    | FEMALE   | MALE                      | FEMALE   | MALE   | FEMALE   | MALE                     | FEMALE   | MALE         | FEMALE   | MALE            | FEMALE     | MALE     | FEMALE   |
| <b>A31 - LABOR AND TRADES</b>        |              |            |                                  |           |   |          |                           |          |  |          |                          |          |              |          |                 |            |          |          |
| 00 - 05 YEARS                        | 1,174        | 389        | 52                               | 16        | 19                                      | 3        | 20                        | 6        | 4  | 6        | 0                        | 1        | 10           | 8        | 1,279           | 429        | 2        | 1        |
| 06 - 10 YEARS                        | 344          | 14         | 7                                | 0         | 6                                       | 1        | 4                         | 0        | 1  | 0        | 0                        | 0        | 1            | 0        | 363             | 15         | 0        | 0        |
| 11 - 15 YEARS                        | 144          | 8          | 4                                | 0         | 3                                       | 0        | 2                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 153             | 8          | 0        | 0        |
| 16 - 20 YEARS                        | 132          | 2          | 5                                | 1         | 5                                       | 0        | 3                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 145             | 3          | 1        | 0        |
| 21 - 25 YEARS                        | 141          | 5          | 7                                | 0         | 0                                       | 0        | 4                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 152             | 5          | 0        | 0        |
| 26 - 30 YEARS                        | 76           | 2          | 4                                | 0         | 4                                       | 0        | 2                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 86              | 2          | 0        | 0        |
| 31 - 35 YEARS                        | 17           | 0          | 1                                | 1         | 0                                       | 0        | 2                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 20              | 1          | 2        | 0        |
| 36 - 40 YEARS                        | 12           | 1          | 2                                | 0         | 0                                       | 0        | 0                         | 1        | 0  | 0        | 0                        | 0        | 0            | 0        | 14              | 2          | 0        | 1        |
| MORE THAN 40 YEARS                   | 6            | 0          | 1                                | 0         | 0                                       | 0        | 1                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 8               | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>2,046</b> | <b>421</b> | <b>83</b>                        | <b>18</b> | <b>37</b>                               | <b>4</b> | <b>38</b>                 | <b>7</b> | <b>5</b>   | <b>6</b> | <b>0</b>                 | <b>1</b> | <b>11</b>    | <b>8</b> | <b>2,220</b>    | <b>465</b> | <b>5</b> | <b>2</b> |
| MORE THAN 10 YEARS                   | 528          | 18         | 24                               | 2         | 12                                      | 0        | 14                        | 1        | 0  | 0        | 0                        | 0        | 0            | 0        | 578             | 21         | 3        | 1        |
| AVERAGE YEARS                        | 7.4          | 1.3        | 8.4                              | 3.4       | 8.3                                     | 2.3      | 10.7                      | 5.6      | 2.0  | 0.0      | 0.0                      | 0.0      | 2.3          | 0.6      | 7.5             | 1.4        | 17.2     | 18.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |              |            |                                  |           |   |          |                           |          |  |          |                          |          |              |          |                 |            |          |          |
|                                      |              |            |                                  |           |   |          |                           |          |  |          |                          |          |              |          |                 |            |          |          |

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

Source: Michigan Civil Service Commission HWF20

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

| <b>BARGAINING UNIT<br/>C12 - SECURITY</b> | <b>WHITE</b> |            | <b>BLACK or<br/>AFRICAN<br/>AMERICAN</b> |            | <b>AMERICAN<br/>INDIAN or<br/>ALASKA<br/>NATIVE</b> |           | <b>HISPANIC or<br/>LATINO</b> |           | <b>NATIVE<br/>HAWAIIAN or<br/>OTHER PACIFIC<br/>ISLANDER</b> |          | <b>TWO or MORE<br/>RACES</b> |          | <b>TOTAL</b> |           | <b>DISABLED</b> |            |          |          |
|---|--------------|------------|--|------------|---|-----------|-------------------------------|-----------|--|----------|------------------------------|----------|--------------|-----------|-----------------|------------|----------|----------|
|   | MALE         | FEMALE     | MALE                                     | FEMALE     | MALE  | FEMALE    | MALE                          | FEMALE    | MALE   | FEMALE   | MALE                         | FEMALE   | MALE         | FEMALE    | MALE            | FEMALE     | MALE     | FEMALE   |
| 00 - 05 YEARS                             | 1,176        | 265        | 258                                      | 166        | 32  | 9         | 67                            | 20        | 16   | 0        | 2                            | 0        | 57           | 29        | 1,608           | 489        | 0        | 0        |
| 06 - 10 YEARS                             | 633          | 90         | 118                                      | 61         | 21  | 5         | 26                            | 2         | 9  | 1        | 0                            | 0        | 3            | 0         | 810             | 159        | 0        | 0        |
| 11 - 15 YEARS                             | 212          | 26         | 48                                       | 20         | 3   | 2         | 12                            | 2         | 2  | 0        | 0                            | 0        | 0            | 0         | 277             | 50         | 0        | 0        |
| 16 - 20 YEARS                             | 256          | 35         | 44                                       | 30         | 12  | 4         | 14                            | 2         | 4  | 0        | 0                            | 0        | 0            | 0         | 330             | 71         | 0        | 0        |
| 21 - 25 YEARS                             | 481          | 53         | 73                                       | 36         | 7   | 1         | 11                            | 8         | 2  | 0        | 0                            | 0        | 0            | 0         | 574             | 98         | 1        | 1        |
| 26 - 30 YEARS                             | 320          | 39         | 25                                       | 19         | 5   | 1         | 6                             | 1         | 1  | 0        | 0                            | 0        | 0            | 0         | 357             | 60         | 0        | 0        |
| 31 - 35 YEARS                             | 9            | 3          | 5  | 2          | 0   | 0         | 1                             | 0         | 0  | 0        | 0                            | 0        | 0            | 0         | 15              | 5          | 0        | 0        |
| 36 - 40 YEARS                             | 6            | 1          | 6  | 1          | 0   | 1         | 0                             | 0         | 0  | 0        | 0                            | 0        | 0            | 0         | 12              | 3          | 0        | 0        |
| MORE THAN 40 YEARS                        | 0            | 0          | 1  | 0          | 0   | 0         | 0                             | 0         | 0  | 0        | 0                            | 0        | 0            | 0         | 1               | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>              | <b>3,093</b> | <b>512</b> | <b>578</b>                               | <b>335</b> | <b>80</b>   | <b>23</b> | <b>137</b>                    | <b>35</b> | <b>34</b>  | <b>1</b> | <b>2</b>                     | <b>0</b> | <b>60</b>    | <b>29</b> | <b>3,984</b>    | <b>935</b> | <b>1</b> | <b>1</b> |
| MORE THAN 10 YEARS                        | 1,284        | 157        | 202                                      | 108        | 27  | 9         | 44                            | 13        | 9  | 0        | 0                            | 0        | 0            | 0         | 1,566           | 287        | 1        | 1        |
| AVERAGE YEARS                             | 11.5         | 9.0        | 10.0                                     | 9.2        | 9.6   | 9.7       | 8.9                           | 9.7       | 7.8  | 7.0      | 0.5                          | 0.0      | 2.1          | 1.4       | 11.0            | 8.9        | 25.0     | 21.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b>      | <b>10.6</b>  |            |  |            |   |           |                               |           |  |          |                              |          |              |           |                 |            |          |          |

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

| <b>BARGAINING UNIT</b>               | <b>WHITE</b> |            | <b>BLACK or AFRICAN AMERICAN</b> |            | <b>AMERICAN INDIAN or ALASKA NATIVE</b> |          | <b>HISPANIC or LATINO</b> |           | <b>NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER</b> |          | <b>TWO or MORE RACES</b> |          | <b>TOTAL</b> |           | <b>DISABLED</b> |            |          |          |
|--------------------------------------|--------------|------------|----------------------------------|------------|---|----------|---------------------------|-----------|--|----------|--------------------------|----------|--------------|-----------|-----------------|------------|----------|----------|
|                                      | MALE         | FEMALE     | MALE                             | FEMALE     | MALE                                    | FEMALE   | MALE                      | FEMALE    | MALE   | FEMALE   | MALE                     | FEMALE   | MALE         | FEMALE    | MALE            | FEMALE     | MALE     | FEMALE   |
| <b>E42 - HUMAN SERVICES SUPPORT</b>  |              |            |                                  |            |   |          |                           |           |  |          |                          |          |              |           |                 |            |          |          |
| 00 - 05 YEARS                        | 45           | 100        | 12                               | 74         | 0                                       | 3        | 5                         | 15        | 2  | 3        | 0                        | 0        | 2            | 7         | 66              | 202        | 0        | 0        |
| 06 - 10 YEARS                        | 8            | 11         | 9                                | 16         | 2                                       | 1        | 0                         | 5         | 0  | 1        | 0                        | 0        | 1            | 3         | 20              | 37         | 0        | 0        |
| 11 - 15 YEARS                        | 6            | 16         | 2                                | 19         | 3                                       | 0        | 1                         | 2         | 0  | 0        | 0                        | 0        | 0            | 0         | 12              | 37         | 0        | 0        |
| 16 - 20 YEARS                        | 15           | 17         | 4                                | 37         | 0                                       | 0        | 4                         | 0         | 0  | 1        | 0                        | 0        | 0            | 0         | 23              | 55         | 1        | 0        |
| 21 - 25 YEARS                        | 10           | 28         | 11                               | 48         | 0                                       | 1        | 2                         | 4         | 1  | 1        | 0                        | 0        | 0            | 0         | 24              | 82         | 0        | 1        |
| 26 - 30 YEARS                        | 0            | 1          | 1                                | 6          | 0                                       | 0        | 0                         | 1         | 0  | 0        | 0                        | 0        | 0            | 0         | 1               | 8          | 0        | 0        |
| 31 - 35 YEARS                        | 0            | 0          | 0                                | 2          | 0                                       | 0        | 0                         | 0         | 0  | 0        | 0                        | 0        | 0            | 0         | 0               | 2          | 0        | 0        |
| 36 - 40 YEARS                        | 0            | 0          | 0                                | 2          | 0                                       | 0        | 0                         | 0         | 0  | 0        | 0                        | 0        | 0            | 0         | 0               | 2          | 0        | 0        |
| MORE THAN 40 YEARS                   | 0            | 0          | 0                                | 0          | 0                                       | 0        | 0                         | 0         | 0  | 0        | 0                        | 0        | 0            | 0         | 0               | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>84</b>    | <b>173</b> | <b>39</b>                        | <b>204</b> | <b>5</b>                                | <b>5</b> | <b>12</b>                 | <b>27</b> | <b>3</b>   | <b>6</b> | <b>0</b>                 | <b>0</b> | <b>3</b>     | <b>10</b> | <b>146</b>      | <b>425</b> | <b>1</b> | <b>1</b> |
| MORE THAN 10 YEARS                   | 31           | 62         | 18                               | 114        | 3                                       | 1        | 7                         | 7         | 1  | 2        | 0                        | 0        | 0            | 0         | 60              | 186        | 1        | 1        |
| AVERAGE YEARS                        | 9.2          | 9.0        | 11.4                             | 12.7       | 12.2                                    | 8.0      | 12.2                      | 8.1       | 9.0  | 8.3      | 0.0                      | 0.0      | 4.3          | 4.2       | 10.0            | 10.6       | 17.0     | 23.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |              |            |                                  |            |   |          |                           |           |  |          |                          |          |              |           |                 |            |          |          |
|                                      | <b>10.4</b>  |            |                                  |            |   |          |                           |           |  |          |                          |          |              |           |                 |            |          |          |

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

| <b>BARGAINING UNIT</b>                    | <b>WHITE</b> |            | <b>BLACK or AFRICAN AMERICAN</b> |           | <b>AMERICAN INDIAN or ALASKA NATIVE</b> |          | <b>HISPANIC or LATINO</b> |           | <b>NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER</b> |           | <b>TWO or MORE RACES</b> |          | <b>TOTAL</b> |           | <b>DISABLED</b> |              |          |          |
|---|--------------|------------|----------------------------------|-----------|---|----------|---------------------------|-----------|--|-----------|--------------------------|----------|--------------|-----------|-----------------|--------------|----------|----------|
|   | MALE         | FEMALE     | MALE                             | FEMALE    | MALE                                    | FEMALE   | MALE                      | FEMALE    | MALE   | FEMALE    | MALE                     | FEMALE   | MALE         | FEMALE    | MALE            | FEMALE       | MALE     | FEMALE   |
| <b>H21 - SCIENTIFIC &amp; ENGINEERING</b> |              |            |                                  |           |   |          |                           |           |  |           |                          |          |              |           |                 |              |          |          |
| 00 - 05 YEARS                             | 567          | 441        | 17                               | 15        | 1                                       | 1        | 9                         | 7         | 19   | 31        | 1                        | 1        | 15           | 11        | 629             | 507          | 0        | 0        |
| 06 - 10 YEARS                             | 286          | 219        | 4                                | 6         | 1                                       | 2        | 6                         | 5         | 6  | 12        | 0                        | 0        | 1            | 0         | 304             | 244          | 0        | 0        |
| 11 - 15 YEARS                             | 116          | 84         | 4                                | 2         | 1                                       | 0        | 1                         | 1         | 1  | 2         | 0                        | 0        | 0            | 0         | 123             | 89           | 0        | 0        |
| 16 - 20 YEARS                             | 122          | 84         | 1                                | 2         | 0                                       | 0        | 2                         | 0         | 2  | 2         | 0                        | 0        | 0            | 0         | 127             | 88           | 0        | 0        |
| 21 - 25 YEARS                             | 163          | 71         | 4                                | 2         | 0                                       | 1        | 1                         | 0         | 8  | 2         | 0                        | 0        | 0            | 0         | 176             | 76           | 0        | 0        |
| 26 - 30 YEARS                             | 73           | 33         | 2                                | 2         | 1                                       | 0        | 2                         | 0         | 2  | 5         | 0                        | 0        | 1            | 0         | 81              | 40           | 1        | 0        |
| 31 - 35 YEARS                             | 44           | 28         | 3                                | 1         | 0                                       | 0        | 2                         | 0         | 2  | 1         | 0                        | 0        | 0            | 0         | 51              | 30           | 0        | 0        |
| 36 - 40 YEARS                             | 19           | 9          | 4                                | 1         | 0                                       | 0        | 0                         | 0         | 1  | 1         | 0                        | 0        | 0            | 0         | 24              | 11           | 0        | 0        |
| MORE THAN 40 YEARS                        | 10           | 0          | 2                                | 0         | 1                                       | 0        | 0                         | 0         | 2  | 0         | 0                        | 0        | 0            | 0         | 15              | 0            | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>              | <b>1,400</b> | <b>969</b> | <b>41</b>                        | <b>31</b> | <b>5</b>                                | <b>4</b> | <b>23</b>                 | <b>13</b> | <b>43</b>  | <b>56</b> | <b>1</b>                 | <b>1</b> | <b>17</b>    | <b>11</b> | <b>1,530</b>    | <b>1,085</b> | <b>1</b> | <b>0</b> |
| MORE THAN 10 YEARS                        | 547          | 309        | 20                               | 10        | 3                                       | 1        | 8                         | 1         | 18   | 13        | 0                        | 0        | 1            | 0         | 597             | 334          | 1        | 0        |
| AVERAGE YEARS                             | 11.1         | 9.3        | 15.2                             | 10.0      | 19.0                                    | 8.5      | 10.9                      | 4.8       | 13.5   | 8.7       | 1.0                      | 3.0      | 3.8          | 2.0       | 11.2            | 9.2          | 29.0     | 0.0      |
| <b>BARGAINING UNIT AVERAGE YEARS</b>      |              |            |                                  |           |   |          |                           |           |  |           |                          |          |              |           |                 |              |          |          |
|   | <b>10.4</b>  |            |                                  |           |   |          |                           |           |  |           |                          |          |              |           |                 |              |          |          |

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

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

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

| <b>BARGAINING UNIT</b>               | <b>WHITE</b> |            | <b>BLACK or AFRICAN AMERICAN</b> |          | <b>AMERICAN INDIAN or ALASKA NATIVE</b> |          | <b>HISPANIC or LATINO</b> |          | <b>NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER</b> |          | <b>TWO or MORE RACES</b> |          | <b>TOTAL</b> |          | <b>DISABLED</b> |            |          |          |
|--------------------------------------|--------------|------------|----------------------------------|----------|---|----------|---------------------------|----------|--|----------|--------------------------|----------|--------------|----------|-----------------|------------|----------|----------|
|                                      | MALE         | FEMALE     | MALE                             | FEMALE   | MALE                                    | FEMALE   | MALE                      | FEMALE   | MALE   | FEMALE   | MALE                     | FEMALE   | MALE         | FEMALE   | MALE            | FEMALE     | MALE     | FEMALE   |
| <b>T01 - TROOPERS AND SERGEANTS</b>  |              |            |                                  |          |   |          |                           |          |  |          |                          |          |              |          |                 |            |          |          |
| 00 - 05 YEARS                        | 377          | 63         | 20                               | 1        | 8                                       | 2        | 4                         | 1        | 5  | 0        | 0                        | 0        | 18           | 2        | 432             | 69         | 0        | 0        |
| 06 - 10 YEARS                        | 420          | 46         | 29                               | 6        | 3                                       | 1        | 9                         | 1        | 3  | 0        | 0                        | 0        | 5            | 0        | 469             | 54         | 0        | 0        |
| 11 - 15 YEARS                        | 212          | 20         | 4                                | 0        | 3                                       | 0        | 8                         | 0        | 0  | 1        | 0                        | 0        | 0            | 0        | 227             | 21         | 0        | 0        |
| 16 - 20 YEARS                        | 84           | 3          | 3                                | 1        | 0                                       | 0        | 2                         | 0        | 1  | 0        | 0                        | 0        | 0            | 0        | 90              | 4          | 0        | 0        |
| 21 - 25 YEARS                        | 103          | 4          | 1                                | 1        | 3                                       | 0        | 2                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 109             | 5          | 0        | 0        |
| 26 - 30 YEARS                        | 130          | 11         | 8                                | 0        | 2                                       | 0        | 1                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 141             | 11         | 0        | 0        |
| 31 - 35 YEARS                        | 9            | 0          | 2                                | 0        | 0                                       | 0        | 0                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 11              | 0          | 0        | 0        |
| 36 - 40 YEARS                        | 1            | 0          | 0                                | 0        | 0                                       | 0        | 0                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 1               | 0          | 0        | 0        |
| MORE THAN 40 YEARS                   | 0            | 0          | 0                                | 0        | 0                                       | 0        | 0                         | 0        | 0  | 0        | 0                        | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>1,336</b> | <b>147</b> | <b>67</b>                        | <b>9</b> | <b>19</b>                               | <b>3</b> | <b>26</b>                 | <b>2</b> | <b>9</b>   | <b>1</b> | <b>0</b>                 | <b>0</b> | <b>23</b>    | <b>2</b> | <b>1,480</b>    | <b>164</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS                   | 539          | 38         | 18                               | 2        | 8                                       | 0        | 13                        | 0        | 1  | 1        | 0                        | 0        | 0            | 0        | 579             | 41         | 0        | 0        |
| AVERAGE YEARS                        | 11.1         | 8.0        | 10.6                             | 10.8     | 11.1                                    | 4.7      | 11.0                      | 6.5      | 5.3  | 12.0     | 0.0                      | 0.0      | 3.1          | 1.5      | 10.9            | 8.0        | 0.0      | 0.0      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |              |            |                                  |          |   |          |                           |          |  |          |                          |          |              |          |                 |            |          |          |
|                                      | <b>10.6</b>  |            |                                  |          |   |          |                           |          |  |          |                          |          |              |          |                 |            |          |          |

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

| <b>BARGAINING UNIT<br/>U11 - INSTITUTIONAL</b> | <b>WHITE</b> |            | <b>BLACK or<br/>AFRICAN<br/>AMERICAN</b> |            | <b>AMERICAN<br/>INDIAN or<br/>ALASKA<br/>NATIVE</b> |          | <b>HISPANIC or<br/>LATINO</b> |           | <b>NATIVE<br/>HAWAIIAN or<br/>OTHER PACIFIC<br/>ISLANDER</b> |           | <b>TWO or MORE<br/>RACES</b> |          | <b>TOTAL</b> |          | <b>DISABLED</b> |            |          |          |
|--|--------------|------------|--|------------|---|----------|-------------------------------|-----------|--|-----------|------------------------------|----------|--------------|----------|-----------------|------------|----------|----------|
|  | MALE         | FEMALE     | MALE                                     | FEMALE     | MALE  | FEMALE   | MALE                          | FEMALE    | MALE   | FEMALE    | MALE                         | FEMALE   | MALE         | FEMALE   | MALE            | FEMALE     | MALE     | FEMALE   |
| 00 - 05 YEARS                                  | 186          | 333        | 74                                       | 158        | 3   | 3        | 9                             | 17        | 3  | 10        | 0                            | 0        | 5            | 8        | 280             | 529        | 0        | 0        |
| 06 - 10 YEARS                                  | 79           | 99         | 41                                       | 63         | 1   | 0        | 6                             | 6         | 1  | 0         | 1                            | 0        | 1            | 0        | 130             | 168        | 0        | 0        |
| 11 - 15 YEARS                                  | 28           | 45         | 21                                       | 33         | 0   | 1        | 4                             | 3         | 3  | 2         | 0                            | 0        | 0            | 0        | 56              | 84         | 0        | 0        |
| 16 - 20 YEARS                                  | 19           | 31         | 7  | 12         | 0   | 0        | 1                             | 0         | 0  | 0         | 0                            | 0        | 0            | 0        | 27              | 43         | 0        | 0        |
| 21 - 25 YEARS                                  | 12           | 28         | 10                                       | 31         | 0   | 0        | 3                             | 1         | 1  | 4         | 0                            | 0        | 0            | 0        | 26              | 64         | 0        | 0        |
| 26 - 30 YEARS                                  | 10           | 19         | 1  | 2          | 0   | 0        | 0                             | 0         | 0  | 0         | 0                            | 0        | 0            | 0        | 11              | 21         | 0        | 0        |
| 31 - 35 YEARS                                  | 1            | 2          | 0  | 1          | 0   | 0        | 0                             | 0         | 0  | 0         | 0                            | 0        | 0            | 0        | 1               | 3          | 0        | 0        |
| 36 - 40 YEARS                                  | 2            | 1          | 0  | 0          | 0   | 0        | 0                             | 0         | 0  | 0         | 0                            | 0        | 0            | 0        | 2               | 1          | 0        | 0        |
| MORE THAN 40 YEARS                             | 1            | 0          | 0  | 0          | 0   | 0        | 0                             | 0         | 0  | 0         | 0                            | 0        | 0            | 0        | 1               | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>                   | <b>338</b>   | <b>558</b> | <b>154</b>                               | <b>300</b> | <b>4</b>  | <b>4</b> | <b>23</b>                     | <b>27</b> | <b>8</b>   | <b>16</b> | <b>1</b>                     | <b>0</b> | <b>6</b>     | <b>8</b> | <b>534</b>      | <b>913</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS                             | 73           | 126        | 39                                       | 79         | 0   | 1        | 8                             | 4         | 4  | 6         | 0                            | 0        | 0            | 0        | 124             | 216        | 0        | 0        |
| AVERAGE YEARS                                  | 7.1          | 6.7        | 7.5                                      | 7.5        | 3.8   | 4.5      | 8.6                           | 5.1       | 9.1  | 8.6       | 8.0                          | 0.0      | 3.5          | 1.5      | 7.2             | 6.9        | 0.0      | 0.0      |
| <b>BARGAINING UNIT AVERAGE YEARS</b>           | <b>7.0</b>   |            |  |            |   |          |                               |           |  |           |                              |          |              |          |                 |            |          |          |

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Source: Michigan Civil Service Commission HWF20

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

| <b>BARGAINING UNIT</b><br><b>W22 - HUMAN SERVICES</b> | <b>WHITE</b> |              | <b>BLACK or<br/>AFRICAN<br/>AMERICAN</b> |              | <b>AMERICAN<br/>INDIAN or<br/>ALASKA<br/>NATIVE</b> |           | <b>HISPANIC or<br/>LATINO</b> |            | <b>NATIVE<br/>HAWAIIAN or<br/>OTHER PACIFIC<br/>ISLANDER</b> |           | <b>TWO or MORE<br/>RACES</b> |          | <b>TOTAL</b> |            | <b>DISABLED</b> |              |          |          |
|---|--------------|--------------|--|--------------|---|-----------|-------------------------------|------------|--|-----------|------------------------------|----------|--------------|------------|-----------------|--------------|----------|----------|
|   | MALE         | FEMALE       | MALE                                     | FEMALE       | MALE  | FEMALE    | MALE                          | FEMALE     | MALE   | FEMALE    | MALE                         | FEMALE   | MALE         | FEMALE     | MALE            | FEMALE       | MALE     | FEMALE   |
| 00 - 05 YEARS   | 489          | 1,913        | 166                                      | 962          | 2   | 14        | 26                            | 69         | 20   | 45        | 0                            | 2        | 33           | 158        | 736             | 3,163        | 0        | 1        |
| 06 - 10 YEARS   | 395          | 1,096        | 95                                       | 464          | 5   | 11        | 15                            | 51         | 4  | 17        | 2                            | 1        | 10           | 17         | 526             | 1,657        | 1        | 0        |
| 11 - 15 YEARS   | 328          | 898          | 99                                       | 479          | 3   | 12        | 16                            | 34         | 3  | 7         | 0                            | 0        | 0            | 1          | 449             | 1,431        | 0        | 1        |
| 16 - 20 YEARS   | 175          | 401          | 49                                       | 247          | 4   | 1         | 12                            | 27         | 2  | 8         | 0                            | 0        | 0            | 1          | 242             | 685          | 0        | 2        |
| 21 - 25 YEARS   | 180          | 315          | 32                                       | 226          | 2   | 2         | 7                             | 24         | 1  | 5         | 0                            | 0        | 0            | 0          | 222             | 572          | 1        | 0        |
| 26 - 30 YEARS   | 151          | 183          | 34                                       | 140          | 5   | 4         | 4                             | 21         | 0  | 5         | 0                            | 0        | 0            | 0          | 194             | 353          | 1        | 2        |
| 31 - 35 YEARS   | 30           | 50           | 7  | 26           | 0   | 0         | 2                             | 6          | 1  | 3         | 0                            | 0        | 0            | 0          | 40              | 85           | 1        | 3        |
| 36 - 40 YEARS   | 10           | 12           | 2  | 13           | 0   | 0         | 0                             | 0          | 0  | 0         | 0                            | 0        | 0            | 0          | 12              | 25           | 1        | 0        |
| MORE THAN 40 YEARS                                    | 5            | 8            | 1  | 11           | 0   | 1         | 0                             | 0          | 0  | 1         | 0                            | 0        | 0            | 0          | 6               | 21           | 1        | 0        |
| <b>BARGAINING UNIT TOTAL</b>                          | <b>1,763</b> | <b>4,876</b> | <b>485</b>                               | <b>2,568</b> | <b>21</b>   | <b>45</b> | <b>82</b>                     | <b>232</b> | <b>31</b>  | <b>91</b> | <b>2</b>                     | <b>3</b> | <b>43</b>    | <b>177</b> | <b>2,427</b>    | <b>7,992</b> | <b>6</b> | <b>9</b> |
| MORE THAN 10 YEARS                                    | 879          | 1,867        | 224                                      | 1,142        | 14  | 20        | 41                            | 112        | 7  | 29        | 0                            | 0        | 0            | 2          | 1,165           | 3,172        | 5        | 8        |
| AVERAGE YEARS   | 12.2         | 9.5          | 10.8                                     | 10.6         | 16.1  | 11.2      | 11.2                          | 12.1       | 6.7  | 9.3       | 7.0                          | 4.7      | 3.5          | 3.0        | 11.7            | 9.8          | 28.8     | 22.9     |
| <b>BARGAINING UNIT AVERAGE YEARS</b>                  | <b>10.2</b>  |              |  |              |   |           |                               |            |  |           |                              |          |              |            |                 |              |          |          |

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

| <b>BARGAINING UNIT</b>               | <b>WHITE</b> |              | <b>BLACK or AFRICAN AMERICAN</b> |            | <b>AMERICAN INDIAN or ALASKA NATIVE</b> |           | <b>HISPANIC or LATINO</b> |            | <b>NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER</b> |           | <b>TWO or MORE RACES</b> |          | <b>TOTAL</b> |           | <b>DISABLED</b> |              |          |           |
|--------------------------------------|--------------|--------------|----------------------------------|------------|---|-----------|---------------------------|------------|--|-----------|--------------------------|----------|--------------|-----------|-----------------|--------------|----------|-----------|
|                                      | MALE         | FEMALE       | MALE                             | FEMALE     | MALE                                    | FEMALE    | MALE                      | FEMALE     | MALE   | FEMALE    | MALE                     | FEMALE   | MALE         | FEMALE    | MALE            | FEMALE       | MALE     | FEMALE    |
| <b>W41 - ADMINISTRATIVE SUPPORT</b>  |              |              |                                  |            |   |           |                           |            |  |           |                          |          |              |           |                 |              |          |           |
| 00 - 05 YEARS                        | 328          | 1,462        | 90                               | 418        | 2                                       | 4         | 28                        | 97         | 6  | 25        | 0                        | 2        | 19           | 54        | 473             | 2,062        | 0        | 0         |
| 06 - 10 YEARS                        | 141          | 744          | 38                               | 183        | 2                                       | 8         | 9                         | 41         | 3  | 11        | 0                        | 0        | 1            | 12        | 194             | 999          | 0        | 0         |
| 11 - 15 YEARS                        | 75           | 430          | 20                               | 106        | 0                                       | 2         | 2                         | 29         | 1  | 3         | 0                        | 0        | 0            | 1         | 98              | 571          | 0        | 1         |
| 16 - 20 YEARS                        | 36           | 237          | 7                                | 39         | 1                                       | 1         | 0                         | 16         | 0  | 2         | 0                        | 0        | 0            | 0         | 44              | 295          | 0        | 1         |
| 21 - 25 YEARS                        | 37           | 257          | 6                                | 66         | 1                                       | 4         | 3                         | 14         | 1  | 2         | 0                        | 0        | 0            | 0         | 48              | 343          | 0        | 2         |
| 26 - 30 YEARS                        | 21           | 126          | 7                                | 49         | 1                                       | 5         | 4                         | 10         | 0  | 5         | 0                        | 0        | 0            | 0         | 33              | 195          | 0        | 1         |
| 31 - 35 YEARS                        | 4            | 47           | 1                                | 13         | 0                                       | 0         | 0                         | 6          | 0  | 2         | 0                        | 0        | 0            | 0         | 5               | 68           | 0        | 6         |
| 36 - 40 YEARS                        | 2            | 25           | 3                                | 18         | 0                                       | 0         | 1                         | 4          | 0  | 1         | 0                        | 0        | 0            | 0         | 6               | 48           | 1        | 2         |
| MORE THAN 40 YEARS                   | 1            | 26           | 0                                | 14         | 0                                       | 0         | 1                         | 1          | 0  | 0         | 0                        | 0        | 0            | 0         | 2               | 41           | 1        | 1         |
| <b>BARGAINING UNIT TOTAL</b>         | <b>645</b>   | <b>3,354</b> | <b>172</b>                       | <b>906</b> | <b>7</b>                                | <b>24</b> | <b>48</b>                 | <b>218</b> | <b>11</b>  | <b>51</b> | <b>0</b>                 | <b>2</b> | <b>20</b>    | <b>67</b> | <b>903</b>      | <b>4,622</b> | <b>2</b> | <b>14</b> |
| MORE THAN 10 YEARS                   | 176          | 1,148        | 44                               | 305        | 3                                       | 12        | 11                        | 80         | 2  | 15        | 0                        | 0        | 0            | 1         | 236             | 1,561        | 2        | 14        |
| AVERAGE YEARS                        | 7.8          | 9.5          | 7.7                              | 9.9        | 12.9                                    | 14.8      | 8.7                       | 10.1       | 5.7  | 9.8       | 0.0                      | 3.5      | 1.6          | 2.9       | 7.7             | 9.5          | 41.5     | 31.3      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |              |              |                                  |            |   |           |                           |            |  |           |                          |          |              |           |                 |              |          |           |
|                                      |              |              |                                  |            |   |           |                           |            |  |           |                          |          |              |           |                 |              |          |           |

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

| <b>BARGAINING UNIT</b>                     | <b>WHITE</b> |              | <b>BLACK or AFRICAN AMERICAN</b> |            | <b>AMERICAN INDIAN or ALASKA NATIVE</b> |           | <b>HISPANIC or LATINO</b> |            | <b>NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER</b> |            | <b>TWO or MORE RACES</b> |          | <b>TOTAL</b> |           | <b>DISABLED</b> |              |           |           |
|--|--------------|--------------|----------------------------------|------------|---|-----------|---------------------------|------------|--|------------|--------------------------|----------|--------------|-----------|-----------------|--------------|-----------|-----------|
|  | MALE         | FEMALE       | MALE                             | FEMALE     | MALE                                    | FEMALE    | MALE                      | FEMALE     | MALE   | FEMALE     | MALE                     | FEMALE   | MALE         | FEMALE    | MALE            | FEMALE       | MALE      | FEMALE    |
| <b>Y23 - BUSINESS &amp; ADMINISTRATION</b> |              |              |                                  |            |   |           |                           |            |  |            |                          |          |              |           |                 |              |           |           |
| 00 - 05 YEARS                              | 785          | 892          | 65                               | 159        | 4                                       | 7         | 20                        | 28         | 59   | 97         | 4                        | 1        | 22           | 36        | 959             | 1,220        | 1         | 0         |
| 06 - 10 YEARS                              | 594          | 717          | 42                               | 107        | 4                                       | 5         | 18                        | 36         | 31   | 58         | 0                        | 0        | 10           | 12        | 699             | 935          | 2         | 0         |
| 11 - 15 YEARS                              | 406          | 577          | 38                               | 134        | 3                                       | 3         | 15                        | 28         | 25   | 34         | 0                        | 0        | 1            | 1         | 488             | 777          | 0         | 0         |
| 16 - 20 YEARS                              | 228          | 391          | 24                               | 72         | 1                                       | 6         | 3                         | 17         | 16   | 21         | 0                        | 0        | 0            | 0         | 272             | 507          | 0         | 0         |
| 21 - 25 YEARS                              | 209          | 353          | 28                               | 81         | 0                                       | 2         | 5                         | 14         | 13   | 8          | 0                        | 1        | 0            | 0         | 255             | 459          | 2         | 1         |
| 26 - 30 YEARS                              | 176          | 169          | 12                               | 48         | 1                                       | 5         | 6                         | 6          | 8  | 5          | 0                        | 0        | 0            | 0         | 203             | 233          | 1         | 1         |
| 31 - 35 YEARS                              | 39           | 64           | 7                                | 17         | 0                                       | 1         | 1                         | 4          | 2  | 4          | 0                        | 0        | 0            | 0         | 49              | 90           | 4         | 7         |
| 36 - 40 YEARS                              | 16           | 42           | 5                                | 18         | 0                                       | 1         | 2                         | 7          | 0  | 1          | 0                        | 0        | 0            | 0         | 23              | 69           | 1         | 4         |
| MORE THAN 40 YEARS                         | 6            | 22           | 2                                | 2          | 0                                       | 0         | 1                         | 2          | 0  | 0          | 0                        | 0        | 0            | 0         | 9               | 26           | 0         | 1         |
| <b>BARGAINING UNIT TOTAL</b>               | <b>2,459</b> | <b>3,227</b> | <b>223</b>                       | <b>638</b> | <b>13</b>                               | <b>30</b> | <b>71</b>                 | <b>142</b> | <b>154</b>                                       | <b>228</b> | <b>4</b>                 | <b>2</b> | <b>33</b>    | <b>49</b> | <b>2,957</b>    | <b>4,316</b> | <b>11</b> | <b>14</b> |
| MORE THAN 10 YEARS                         | 1,080        | 1,618        | 116                              | 372        | 5                                       | 18        | 33                        | 78         | 64   | 73         | 0                        | 1        | 1            | 1         | 1,299           | 2,161        | 8         | 14        |
| AVERAGE YEARS                              | 11.2         | 12.2         | 12.8                             | 13.8       | 9.8                                     | 15.0      | 12.2                      | 14.0       | 9.9  | 8.6        | 1.3                      | 12.5     | 3.7          | 3.4       | 11.2            | 12.2         | 23.8      | 34.1      |
| <b>BARGAINING UNIT AVERAGE YEARS</b>       |              |              |                                  |            |   |           |                           |            |  |            |                          |          |              |           |                 |              |           |           |
|  | 11.8         |              |                                  |            |   |           |                           |            |  |            |                          |          |              |           |                 |              |           |           |

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

| <b>BARGAINING UNIT<br/>Y51 - SUPERVISORY</b> | <b>WHITE</b> |              | <b>BLACK or<br/>AFRICAN<br/>AMERICAN</b> |            | <b>AMERICAN<br/>INDIAN or<br/>ALASKA<br/>NATIVE</b> |           | <b>HISPANIC or<br/>LATINO</b> |           | <b>NATIVE<br/>HAWAIIAN or<br/>OTHER PACIFIC<br/>ISLANDER</b> |           | <b>TWO or MORE<br/>RACES</b> |          | <b>TOTAL</b> |           | <b>DISABLED</b> |              |           |          |
|--|--------------|--------------|--|------------|---|-----------|-------------------------------|-----------|--|-----------|------------------------------|----------|--------------|-----------|-----------------|--------------|-----------|----------|
|  | MALE         | FEMALE       | MALE                                     | FEMALE     | MALE  | FEMALE    | MALE                          | FEMALE    | MALE   | FEMALE    | MALE                         | FEMALE   | MALE         | FEMALE    | MALE            | FEMALE       | MALE      | FEMALE   |
| 00 - 05 YEARS                                | 239          | 217          | 29                                       | 76         | 3   | 3         | 6                             | 8         | 10   | 14        | 0                            | 0        | 3            | 7         | 290             | 325          | 0         | 0        |
| 06 - 10 YEARS                                | 415          | 362          | 50                                       | 90         | 10  | 4         | 16                            | 14        | 8  | 13        | 0                            | 0        | 3            | 5         | 502             | 488          | 2         | 0        |
| 11 - 15 YEARS                                | 347          | 356          | 37                                       | 130        | 7   | 1         | 11                            | 17        | 6  | 10        | 0                            | 0        | 1            | 0         | 409             | 514          | 0         | 0        |
| 16 - 20 YEARS                                | 295          | 296          | 40                                       | 96         | 6   | 1         | 11                            | 9         | 7  | 11        | 0                            | 0        | 0            | 0         | 359             | 413          | 1         | 0        |
| 21 - 25 YEARS                                | 412          | 311          | 35                                       | 116        | 6   | 2         | 5                             | 12        | 5  | 6         | 0                            | 0        | 0            | 0         | 463             | 447          | 3         | 1        |
| 26 - 30 YEARS                                | 301          | 150          | 23                                       | 73         | 6   | 3         | 11                            | 5         | 8  | 1         | 0                            | 0        | 0            | 0         | 349             | 232          | 0         | 3        |
| 31 - 35 YEARS                                | 61           | 56           | 11                                       | 12         | 0   | 0         | 2                             | 0         | 1  | 1         | 0                            | 0        | 0            | 0         | 75              | 69           | 1         | 0        |
| 36 - 40 YEARS                                | 51           | 20           | 10                                       | 17         | 2   | 1         | 4                             | 1         | 1  | 0         | 0                            | 0        | 0            | 0         | 68              | 39           | 1         | 0        |
| MORE THAN 40 YEARS                           | 16           | 12           | 8  | 10         | 0   | 0         | 0                             | 1         | 0  | 0         | 0                            | 0        | 0            | 0         | 24              | 23           | 3         | 0        |
| <b>BARGAINING UNIT TOTAL</b>                 | <b>2,137</b> | <b>1,780</b> | <b>243</b>                               | <b>620</b> | <b>40</b>   | <b>15</b> | <b>66</b>                     | <b>67</b> | <b>46</b>  | <b>56</b> | <b>0</b>                     | <b>0</b> | <b>7</b>     | <b>12</b> | <b>2,539</b>    | <b>2,550</b> | <b>11</b> | <b>4</b> |
| MORE THAN 10 YEARS                           | 1,483        | 1,201        | 164                                      | 454        | 27  | 8         | 44                            | 45        | 28   | 29        | 0                            | 0        | 1            | 0         | 1,747           | 1,737        | 9         | 4        |
| AVERAGE YEARS                                | 17.0         | 15.6         | 17.5                                     | 17.0       | 16.9  | 16.1      | 17.0                          | 15.0      | 15.2   | 11.6      | 0.0                          | 0.0      | 5.4          | 4.3       | 16.9            | 15.8         | 28.6      | 26.3     |
| <b>BARGAINING UNIT AVERAGE YEARS</b>         | <b>16.3</b>  |              |  |            |   |           |                               |           |  |           |                              |          |              |           |                 |              |           |          |

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

| <b>BARGAINING UNIT<br/>Y52 - NONCAREER</b> | <b>WHITE</b> |            | <b>BLACK or<br/>AFRICAN<br/>AMERICAN</b> |          | <b>AMERICAN<br/>INDIAN or<br/>ALASKA<br/>NATIVE</b> |          | <b>HISPANIC or<br/>LATINO</b> |          | <b>NATIVE<br/>HAWAIIAN or<br/>OTHER PACIFIC<br/>ISLANDER</b> |           | <b>TWO or MORE<br/>RACES</b> |          | <b>TOTAL</b> |          | <b>DISABLED</b> |            |          |          |
|--|--------------|------------|--|----------|---|----------|-------------------------------|----------|--|-----------|------------------------------|----------|--------------|----------|-----------------|------------|----------|----------|
|  | MALE         | FEMALE     | MALE                                     | FEMALE   | MALE  | FEMALE   | MALE                          | FEMALE   | MALE   | FEMALE    | MALE                         | FEMALE   | MALE         | FEMALE   | MALE            | FEMALE     | MALE     | FEMALE   |
| 00 - 05 YEARS                              | 86           | 104        | 5  | 9        | 0   | 2        | 4                             | 5        | 9  | 11        | 1                            | 0        | 5            | 4        | 110             | 135        | 0        | 0        |
| 06 - 10 YEARS                              | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| 11 - 15 YEARS                              | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| 16 - 20 YEARS                              | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| 21 - 25 YEARS                              | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| 26 - 30 YEARS                              | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| 31 - 35 YEARS                              | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| 36 - 40 YEARS                              | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| MORE THAN 40 YEARS                         | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>               | <b>86</b>    | <b>104</b> | <b>5</b>                                 | <b>9</b> | <b>0</b>  | <b>2</b> | <b>4</b>                      | <b>5</b> | <b>9</b>   | <b>11</b> | <b>1</b>                     | <b>0</b> | <b>5</b>     | <b>4</b> | <b>110</b>      | <b>135</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS                         | 0            | 0          | 0  | 0        | 0   | 0        | 0                             | 0        | 0  | 0         | 0                            | 0        | 0            | 0        | 0               | 0          | 0        | 0        |
| AVERAGE YEARS                              | 0.0          | 0.0        | 0.0                                      | 0.0      | 0.0   | 0.0      | 0.0                           | 0.0      | 0.0  | 0.0       | 0.0                          | 0.0      | 0.0          | 0.0      | 0.0             | 0.0        | 0.0      | 0.0      |
| <b>BARGAINING UNIT AVERAGE YEARS</b>       | <b>0.0</b>   |            |  |          |   |          |                               |          |  |           |                              |          |              |          |                 |            |          |          |

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

Source: Michigan Civil Service Commission HWF20

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

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

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

Source: Michigan Civil Service Commission HWF20

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

| <b>BARGAINING UNIT<br/>Y99 - CONFIDENTIAL</b> | <b>WHITE</b> |              | <b>BLACK or<br/>AFRICAN<br/>AMERICAN</b> |            | <b>AMERICAN<br/>INDIAN or<br/>ALASKA<br/>NATIVE</b> |           | <b>HISPANIC or<br/>LATINO</b> |           | <b>NATIVE<br/>HAWAIIAN or<br/>OTHER PACIFIC<br/>ISLANDER</b> |           | <b>TWO or MORE<br/>RACES</b> |          | <b>TOTAL</b> |           | <b>DISABLED</b> |              |          |          |
|---|--------------|--------------|--|------------|---|-----------|-------------------------------|-----------|--|-----------|------------------------------|----------|--------------|-----------|-----------------|--------------|----------|----------|
|   | MALE         | FEMALE       | MALE                                     | FEMALE     | MALE  | FEMALE    | MALE                          | FEMALE    | MALE   | FEMALE    | MALE                         | FEMALE   | MALE         | FEMALE    | MALE            | FEMALE       | MALE     | FEMALE   |
| 00 - 05 YEARS                                 | 98           | 329          | 9  | 58         | 0   | 1         | 4                             | 19        | 6  | 11        | 0                            | 0        | 1            | 12        | 118             | 430          | 0        | 0        |
| 06 - 10 YEARS                                 | 54           | 234          | 7  | 40         | 1   | 4         | 7                             | 13        | 1  | 1         | 0                            | 0        | 3            | 1         | 73              | 293          | 0        | 1        |
| 11 - 15 YEARS                                 | 35           | 137          | 6  | 24         | 0   | 2         | 0                             | 3         | 0  | 2         | 0                            | 0        | 0            | 0         | 41              | 168          | 1        | 0        |
| 16 - 20 YEARS                                 | 14           | 104          | 3  | 9          | 0   | 0         | 0                             | 5         | 0  | 1         | 0                            | 0        | 0            | 0         | 17              | 119          | 0        | 0        |
| 21 - 25 YEARS                                 | 15           | 106          | 5  | 21         | 0   | 2         | 3                             | 3         | 0  | 0         | 0                            | 0        | 0            | 0         | 23              | 132          | 0        | 0        |
| 26 - 30 YEARS                                 | 14           | 61           | 5  | 15         | 0   | 1         | 0                             | 1         | 0  | 2         | 0                            | 0        | 0            | 0         | 19              | 80           | 0        | 0        |
| 31 - 35 YEARS                                 | 5            | 21           | 1  | 4          | 0   | 1         | 0                             | 3         | 0  | 0         | 0                            | 0        | 0            | 0         | 6               | 29           | 0        | 2        |
| 36 - 40 YEARS                                 | 0            | 9            | 1  | 6          | 0   | 0         | 1                             | 4         | 0  | 0         | 0                            | 0        | 0            | 0         | 2               | 19           | 1        | 0        |
| MORE THAN 40 YEARS                            | 3            | 10           | 0  | 6          | 0   | 1         | 0                             | 1         | 0  | 0         | 0                            | 0        | 0            | 0         | 3               | 18           | 0        | 3        |
| <b>BARGAINING UNIT TOTAL</b>                  | <b>238</b>   | <b>1,011</b> | <b>37</b>                                | <b>183</b> | <b>1</b>  | <b>12</b> | <b>15</b>                     | <b>52</b> | <b>7</b>   | <b>17</b> | <b>0</b>                     | <b>0</b> | <b>4</b>     | <b>13</b> | <b>302</b>      | <b>1,288</b> | <b>2</b> | <b>6</b> |
| MORE THAN 10 YEARS                            | 86           | 448          | 21                                       | 85         | 0   | 7         | 4                             | 20        | 0  | 5         | 0                            | 0        | 0            | 0         | 111             | 565          | 2        | 5        |
| AVERAGE YEARS                                 | 10.1         | 11.7         | 14.8                                     | 13.6       | 6.0   | 17.4      | 11.1                          | 12.9      | 2.3  | 7.3       | 0.0                          | 0.0      | 5.8          | 3.4       | 10.5            | 11.9         | 25.5     | 35.2     |
| <b>BARGAINING UNIT AVERAGE YEARS</b>          | <b>11.6</b>  |              |  |            |   |           |                               |           |  |           |                              |          |              |           |                 |              |          |          |

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Source: Michigan Civil Service Commission HWF20

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

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

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**

Table 5-3

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

**Pay End Date: September 28, 2024**

| BARGAINING UNIT CODE/NAME       | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Bargaining Unit Eligible for Longevity |
|---------------------------------|---------------------|---------------------------------|-------------|------------------|---|---|
| A02 - SAFETY & REGULATORY       | 1,540               | 3.1 %                           | 43.0        | \$31.74          | 854                                       | 55.5 %  |
| A31 - LABOR AND TRADES          | 2,685               | 5.4 %                           | 47.0        | \$24.76          | 976                                       | 36.4 %  |
| C12 - SECURITY                  | 4,919               | 10.0 %                          | 41.4        | \$28.65          | 2,780                                     | 56.5 %  |
| E42 - HUMAN SERVICES SUPPORT    | 571                 | 1.2 %                           | 49.8        | \$30.59          | 305                                       | 53.4 %  |
| H21 - SCIENTIFIC & ENGINEERING  | 2,615               | 5.3 %                           | 42.1        | \$41.16          | 1,460                                     | 55.8 %  |
| L32 - TECHNICAL                 | 938                 | 1.9 %                           | 43.1        | \$31.17          | 525                                       | 56.0 %  |
| T01 - TROOPERS AND SERGEANTS    | 1,644               | 3.3 %                           | 36.4        | \$38.89          | 1,183                                     | 72.0 %  |
| U11 - INSTITUTIONAL             | 1,447               | 2.9 %                           | 45.5        | \$25.94          | 615                                       | 42.5 %  |
| W22 - HUMAN SERVICES            | 10,419              | 21.1 %                          | 44.7        | \$34.30          | 6,312                                     | 60.6 %  |
| W41 - ADMINISTRATIVE SUPPORT    | 5,525               | 11.2 %                          | 46.2        | \$26.36          | 2,837                                     | 51.3 %  |
| Y23 - BUSINESS & ADMINISTRATION | 7,273               | 14.7 %                          | 45.8        | \$39.81          | 4,973                                     | 68.4 %  |
| Y51 - SUPERVISORY               | 5,089               | 10.3 %                          | 48.6        | \$43.94          | 4,414                                     | 86.7 %  |
| Y52 - NONCAREER                 | 245                 | 0.5 %                           | 23.8        | \$17.98          | 0   | 0.0 %   |
| Y98 - MANAGERIAL                | 2,899               | 5.9 %                           | 50.0        | \$62.55          | 2,459                                     | 84.8 %  |
| Y99 - CONFIDENTIAL              | 1,590               | 3.2 %                           | 46.9        | \$36.66          | 1,000                                     | 62.9 %  |
| <b>STATEWIDE TOTAL</b>          | <b>49,399</b>       | <b>100.0 %</b>                  | <b>45.1</b> | <b>\$35.88</b>   | <b>30,693</b>                             | <b>62.1 %</b>                                     |

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

Source: Michigan Civil Service Commission HWF25

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

Pay End Date: September 28, 2024

| Bargaining Unit Code/Name     | Total Employees Enrolled | Health Insurance       |             |               |             |                        |            | Dental Insurance |            |                        |             |
|-------------------------------|--------------------------|------------------------|-------------|---------------|-------------|------------------------|------------|------------------|------------|------------------------|-------------|
|                               |                          | State Sponsored Health | %           | HMO           | %           | High Deductible Health | %          | COPS Trust       | %          | State Sponsored Dental | %           |
| A02 SAFETY & REGULATORY       | 1,519                    | 966                    | 64 %        | 233           | 15 %        | 50                     | 3 %        | 0                | 0 %        | 1,316                  | 87 %        |
| A31 LABOR AND TRADES          | 1,772                    | 1,180                  | 67 %        | 277           | 16 %        | 53                     | 3 %        | 0                | 0 %        | 1,578                  | 89 %        |
| C12 SECURITY                  | 4,917                    | 3,687                  | 75 %        | 776           | 16 %        | 64                     | 1 %        | 0                | 0 %        | 4,622                  | 94 %        |
| E42 HUMAN SERVICES SUPPORT    | 570                      | 340                    | 60 %        | 153           | 27 %        | 19                     | 3 %        | 0                | 0 %        | 535                    | 94 %        |
| H21 SCIENTIFIC & ENGINEERING  | 2,609                    | 1,636                  | 63 %        | 427           | 16 %        | 230                    | 9 %        | 0                | 0 %        | 2,385                  | 91 %        |
| L32 TECHNICAL                 | 871                      | 566                    | 65 %        | 164           | 19 %        | 32                     | 4 %        | 0                | 0 %        | 788                    | 90 %        |
| T01 TROOPERS AND SERGEANTS    | 1,644                    | 559                    | 34 %        | 99            | 6 %         | 40                     | 2 %        | 809              | 49 %       | 1,558                  | 95 %        |
| U11 INSTITUTIONAL             | 1,440                    | 900                    | 63 %        | 325           | 23 %        | 24                     | 2 %        | 0                | 0 %        | 1,279                  | 89 %        |
| W22 HUMAN SERVICES            | 10,307                   | 6,160                  | 60 %        | 2,799         | 27 %        | 225                    | 2 %        | 0                | 0 %        | 9,575                  | 93 %        |
| W41 ADMINISTRATIVE SUPPORT    | 5,337                    | 3,139                  | 59 %        | 1,306         | 24 %        | 123                    | 2 %        | 0                | 0 %        | 4,803                  | 90 %        |
| Y23 BUSINESS & ADMINISTRATION | 7,265                    | 4,268                  | 59 %        | 1,730         | 24 %        | 309                    | 4 %        | 0                | 0 %        | 6,621                  | 91 %        |
| Y51 SUPERVISORY               | 5,088                    | 3,306                  | 65 %        | 1,226         | 24 %        | 89                     | 2 %        | 4                | 0 %        | 4,850                  | 95 %        |
| Y98 MANAGERIAL                | 2,899                    | 1,860                  | 64 %        | 669           | 23 %        | 86                     | 3 %        | 0                | 0 %        | 2,734                  | 94 %        |
| Y99 CONFIDENTIAL              | 1,581                    | 936                    | 59 %        | 345           | 22 %        | 54                     | 3 %        | 0                | 0 %        | 1,424                  | 90 %        |
| <b>STATEWIDE TOTALS:</b>      | <b>47,819</b>            | <b>29,503</b>          | <b>62 %</b> | <b>10,529</b> | <b>22 %</b> | <b>1,398</b>           | <b>3 %</b> | <b>813</b>       | <b>2 %</b> | <b>44,068</b>          | <b>92 %</b> |
|                               |                          |                        |             |               |             |                        |            |                  |            | <b>189</b>             | <b>0 %</b>  |

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

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**Pay End Date: September 28, 2024**

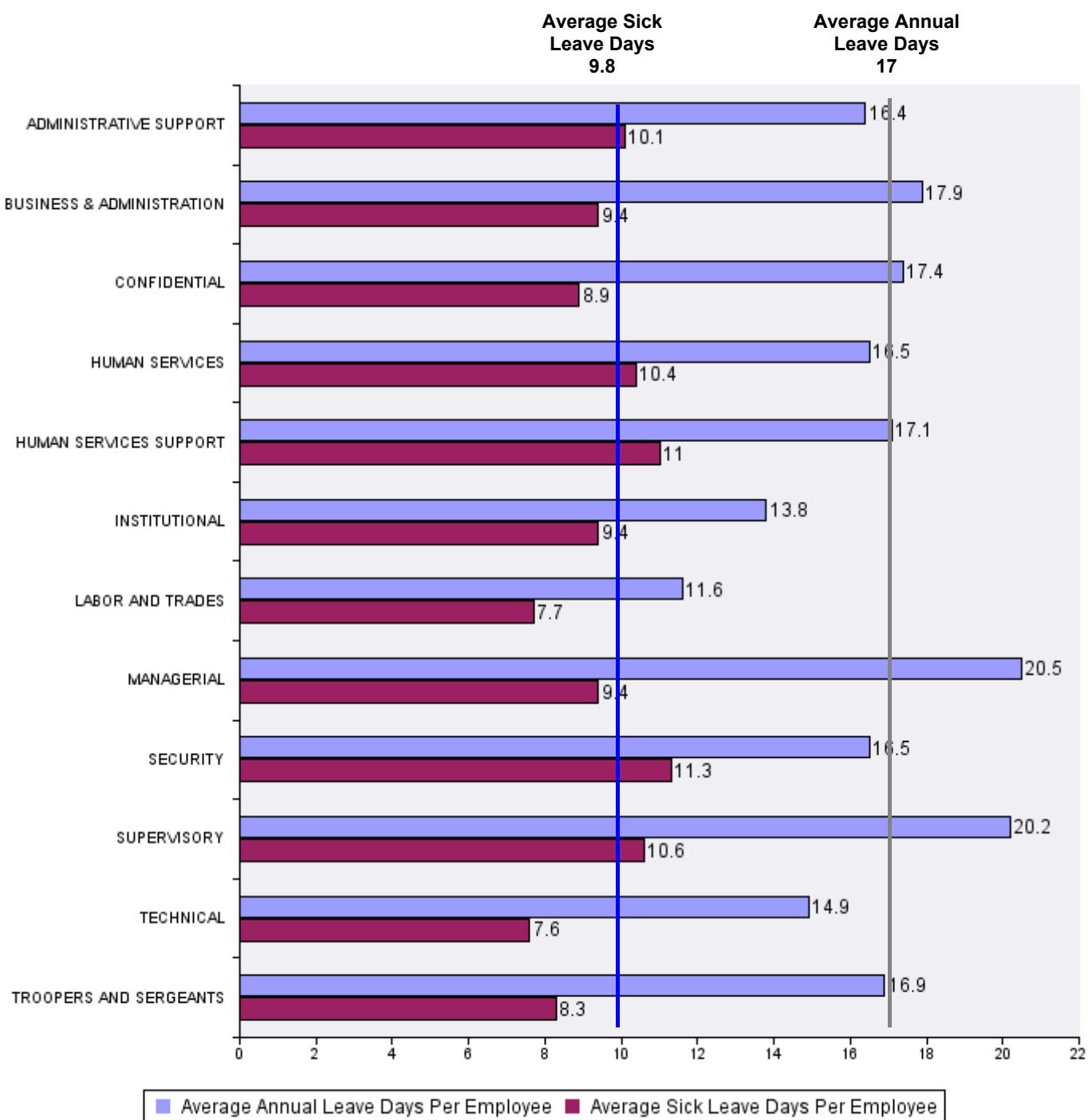
| Bargaining Unit Code/Name                | Total Employees Enrolled | Vision Insurance       |             |               | Disability Insurance |              |            |               | Life Insurance |              |                        |            |            |
|--|--------------------------|------------------------|-------------|---------------|-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

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

Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**SICK LEAVE AND ANNUAL LEAVE USE BY BARGAINING UNIT**  
**Fiscal Year 2023-24**

Graph 5-3



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

Source: Michigan Civil Service Commission HWF29 and HWF32

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

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

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

Source: Michigan Civil Service Commission HWF29

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

| A N N U A L   L E A V E       |                     |                              |                            |                           | D E F E R R E D   H O U R S |                              |                            |                           |  |
|-------------------------------|---------------------|------------------------------|----------------------------|---------------------------|-----------------------------|------------------------------|----------------------------|---------------------------|--|
| Bargaining Unit Code/Name     | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee | Number of Employees         | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee |  |
| A02 SAFETY & REGULATORY       | 1,647               | 202,907.9                    | 123.2                      | 15.4                      | 1,647                       | 394.0                        | 0.2                        | 0.0                       |  |
| A31 LABOR AND TRADES          | 2,752               | 255,345.4                    | 92.8                       | 11.6                      | 2,752                       | 466.6                        | 0.2                        | 0.0                       |  |
| C12 SECURITY                  | 5,683               | 752,143.0                    | 132.3                      | 16.5                      | 5,683                       | 699.2                        | 0.1                        | 0.0                       |  |
| E42 HUMAN SERVICES SUPPORT    | 623                 | 85,340.0                     | 137.0                      | 17.1                      | 623                         | 4.5                          | 0.0                        | 0.0                       |  |
| H21 SCIENTIFIC & ENGINEERING  | 2,735               | 364,797.6                    | 133.4                      | 16.7                      | 2,735                       | 246.9                        | 0.1                        | 0.0                       |  |
| L32 TECHNICAL                 | 1,077               | 128,025.9                    | 118.9                      | 14.9                      | 1,077                       | 170.0                        | 0.2                        | 0.0                       |  |
| T01 TROOPERS AND SERGEANTS    | 1,772               | 239,471.4                    | 135.1                      | 16.9                      | 1,772                       | 816.0                        | 0.5                        | 0.1                       |  |
| U11 INSTITUTIONAL             | 1,733               | 191,235.7                    | 110.3                      | 13.8                      | 1,733                       | 119.8                        | 0.1                        | 0.0                       |  |
| W22 HUMAN SERVICES            | 11,469              | 1,516,428.4                  | 132.2                      | 16.5                      | 11,469                      | 1,257.4                      | 0.1                        | 0.0                       |  |
| W41 ADMINISTRATIVE SUPPORT    | 5,903               | 774,467.6                    | 131.2                      | 16.4                      | 5,903                       | 683.0                        | 0.1                        | 0.0                       |  |
| Y23 BUSINESS & ADMINISTRATION | 7,668               | 1,098,454.2                  | 143.3                      | 17.9                      | 7,668                       | 831.2                        | 0.1                        | 0.0                       |  |
| Y51 SUPERVISORY               | 5,416               | 876,834.0                    | 161.9                      | 20.2                      | 5,416                       | 1,356.4                      | 0.3                        | 0.0                       |  |
| Y98 MANAGERIAL                | 3,085               | 505,126.1                    | 163.7                      | 20.5                      | 3,085                       | 971.7                        | 0.3                        | 0.0                       |  |
| Y99 CONFIDENTIAL              | 1,688               | 234,447.1                    | 138.9                      | 17.4                      | 1,688                       | 24.8                         | 0.0                        | 0.0                       |  |
| <b>STATEWIDE</b>              | <b>53,251</b>       | <b>7,225,024.1</b>           | <b>135.7</b>               | <b>17.0</b>               | <b>53,251</b>               | <b>8,041.45</b>              | <b>0.2</b>                 | <b>0.0</b>                |  |

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

Source: Michigan Civil Service Commission HWF32

**STATE OF MICHIGAN**  
**STATE CLASSIFIED EMPLOYEE**

Table 5-7

**AVERAGE SICK LEAVE AND ANNUAL LEAVE USE**  
**Fiscal Year 2023-24**

| BARGAINING UNIT CODE/NAME     | AVERAGE SICK LEAVE DAYS PER EMPLOYEE | AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE | TOTAL AVERAGE DAYS PER EMPLOYEE |
|-------------------------------|--------------------------------------|--|---------------------------------|
| A02 SAFETY & REGULATORY       | 8.8                                  | 15.4                                   | 24.2                            |
| A31 LABOR AND TRADES          | 7.7                                  | 11.6                                   | 19.3                            |
| C12 SECURITY                  | 11.3                                 | 16.5                                   | 27.8                            |
| E42 HUMAN SERVICES SUPPORT    | 11.0                                 | 17.1                                   | 28.2                            |
| H21 SCIENTIFIC & ENGINEERING  | 8.1                                  | 16.7                                   | 24.8                            |
| L32 TECHNICAL                 | 7.6                                  | 14.9                                   | 22.5                            |
| T01 TROOPERS AND SERGEANTS    | 8.3                                  | 16.9                                   | 25.2                            |
| U11 INSTITUTIONAL             | 9.4                                  | 13.8                                   | 23.2                            |
| W22 HUMAN SERVICES            | 10.4                                 | 16.5                                   | 26.9                            |
| W41 ADMINISTRATIVE SUPPORT    | 10.1                                 | 16.4                                   | 26.5                            |
| Y23 BUSINESS & ADMINISTRATION | 9.4                                  | 17.9                                   | 27.3                            |
| Y51 SUPERVISORY               | 10.6                                 | 20.2                                   | 30.9                            |
| Y98 MANAGERIAL                | 9.4                                  | 20.5                                   | 29.9                            |
| Y99 CONFIDENTIAL              | 8.9                                  | 17.4                                   | 26.2                            |
| <b>STATEWIDE AVERAGE</b>      | <b>9.8</b>                           | <b>17.0</b>                            | <b>26.7</b>                     |

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

Source: Michigan Civil Service Commission HWF29 and HWF32

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

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

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

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

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

**EXCLUSIVELY REPRESENTED EMPLOYEES**

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

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF05

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

| NON-EXCLUSIVELY REPRESENTED EMPLOYEES |                  |                               |                  |                |                |                            |                 |                                   |  |  |
|---------------------------------------|------------------|-------------------------------|------------------|----------------|----------------|----------------------------|-----------------|-----------------------------------|--|--|
| Department                            | No. of Employees | Y23 Business & Administrative | Y99 Confidential | Y98 Managerial | Y52 Non-Career | Y00/Y50 Pending Assignment | Y51 Supervisory | Total Non-Exclusively Represented |  |  |
| AGRICULTURE AND RURAL DVLPMT          | 513              | 60                            | 8                | 39             | 10             | 0                          | 49              | 166                               |  |  |
| ATTORNEY GENERAL                      | 670              | 38                            | 70               | 370            | 19             | 0                          | 6               | 503                               |  |  |
| AUDITOR GENERAL                       | 160              | 4                             | 94               | 36             | 4              | 0                          | 21              | 159                               |  |  |
| CIVIL RIGHTS                          | 142              | 15                            | 19               | 22             | 3              | 0                          | 1               | 60                                |  |  |
| CIVIL SERVICE COMMISSION              | 452              | 0                             | 381              | 60             | 6              | 0                          | 5               | 452                               |  |  |
| CORRECTIONS                           | 10,316           | 313                           | 101              | 149            | 7              | 0                          | 1,295           | 1,865                             |  |  |
| EDUCATION                             | 527              | 141                           | 22               | 56             | 4              | 0                          | 44              | 267                               |  |  |
| ENVIRONMENT, GREAT LAKES & ENERGY     | 1,510            | 118                           | 19               | 85             | 8              | 0                          | 143             | 373                               |  |  |
| EXECUTIVE OFFICE                      | 80               | 0                             | 80               | 0              | 0              | 0                          | 0               | 80                                |  |  |
| INSURANCE AND FINANCIAL SERV          | 372              | 196                           | 26               | 41             | 3              | 0                          | 74              | 340                               |  |  |
| LABOR & ECONOMIC OPPORTUNITY          | 2,476            | 612                           | 52               | 243            | 11             | 0                          | 132             | 1,050                             |  |  |
| LICENSING & REGULATORY AFFAIRS        | 1,741            | 524                           | 51               | 200            | 5              | 0                          | 65              | 845                               |  |  |
| MDHHS - COMMUNITY HEALTH              | 3,815            | 828                           | 120              | 327            | 8              | 0                          | 395             | 1,678                             |  |  |
| MDHHS - HUMAN SERVICES                | 10,524           | 878                           | 162              | 249            | 1              | 0                          | 1,244           | 2,534                             |  |  |
| MiLEAP                                | 9                | 2                             | 3                | 4              | 0              | 0                          | 0               | 9                                 |  |  |
| MILITARY & VETERAN AFFAIRS            | 814              | 62                            | 11               | 33             | 2              | 0                          | 84              | 192                               |  |  |
| NATURAL RESOURCES                     | 2,916            | 151                           | 20               | 92             | 3              | 0                          | 265             | 531                               |  |  |
| STATE                                 | 1,444            | 163                           | 53               | 72             | 0              | 0                          | 232             | 520                               |  |  |
| STATE POLICE                          | 3,176            | 341                           | 57               | 159            | 72             | 0                          | 253             | 882                               |  |  |
| TECHNOLOGY, MANAGEMENT & BUDGET       | 3,114            | 1,728                         | 112              | 366            | 65             | 0                          | 240             | 2,511                             |  |  |
| TRANSPORTATION                        | 2,873            | 292                           | 89               | 87             | 0              | 0                          | 392             | 860                               |  |  |
| TREASURY                              | 1,755            | 807                           | 40               | 209            | 14             | 0                          | 149             | 1,219                             |  |  |
| <b>Grand Total:</b>                   | <b>49,399</b>    | <b>7,273</b>                  | <b>1,590</b>     | <b>2,899</b>   | <b>245</b>     | <b>0</b>                   | <b>5,089</b>    | <b>17,096</b>                     |  |  |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. In FY 2023-24, the Michigan Department of Lifelong Education, Advancement, and Potential was established by Executive Order 2023-6, effective December 1, 2023.

Source: Michigan Civil Service Commission HWF06

## **GLOSSARY**

## GLOSSARY

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

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

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

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

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

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

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

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

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

**AA:** Full-time (Classified)

**AB:** Part-time (Classified)

**AC:** Permanent-Intermittent (Classified)

**AD:** Limited-Term (Classified)

**AE:** Seasonal (Classified)

**AF:** Unclassified

**AP:** Workers Compensation

**AQ:** Noncareer/Per Diem

**AR:** Special Personal Services (Not Classified)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **Union Codes**

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

## **Unit Codes**

| <b>Code</b> | <b>Unit</b> |
|-------------|-------------|
|-------------|-------------|

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

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

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

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

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

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

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

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

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

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

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