

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay End Date: September 18, 2010**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,370	2.6 %	45.2	\$23.82	986	72.0 %
A31 - LABOR AND TRADES	3,435	6.5 %	44.9	\$17.29	1,788	52.1 %
C12 - SECURITY	7,884	15.0 %	44.4	\$23.69	6,869	87.1 %
E42 - HUMAN SERVICES SUPPORT	990	1.9 %	46.1	\$21.51	552	55.8 %
H21 - SCIENTIFIC & ENGINEERING	2,215	4.2 %	45.1	\$31.83	1,787	80.7 %
L32 - TECHNICAL	1,101	2.1 %	43.0	\$22.31	746	67.8 %
T01 - STATE POLICE ENLISTED	1,472	2.8 %	42.1	\$30.64	1,397	94.9 %
U11 - INSTITUTIONAL	1,973	3.8 %	47.2	\$19.87	1,423	72.1 %
W22 - HUMAN SERVICES	10,233	19.5 %	44.9	\$25.09	6,246	61.0 %
W41 - ADMINISTRATIVE SUPPORT	6,860	13.1 %	47.2	\$19.97	4,845	70.6 %
Y00 - NON-SPECIFIED	39	0.1 %	24.2	\$13.31	0	0.0 %
Y23 - BUSINESS & ADMINISTRATION	5,029	9.6 %	47.2	\$30.50	3,817	75.9 %
Y50 - PENDING UNIT ASSIGNMENT	1	0.0 %	45.6	\$18.89	1	100.0 %
Y51 - SUPERVISORY	6,148	11.7 %	50.1	\$32.69	5,772	93.9 %
Y52 - NONCAREER	221	0.4 %	26.1	\$13.70	0	0.0 %
Y98 - MANAGERIAL	1,717	3.3 %	52.6	\$47.02	1,541	89.7 %
Y99 - CONFIDENTIAL	1,811	3.4 %	48.7	\$26.91	1,516	83.7 %
<b>STATEWIDE TOTAL</b>	<b>52,499</b>	<b>100.0 %</b>	<b>46.2</b>	<b>\$25.92</b>	<b>39,286</b>	<b>74.8 %</b>

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

Source: Michigan Civil Service Commission HWF25