

# TWENTY-FOURTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2002-03

State of Michigan  
Department of Civil Service



Civil Service Commissioners:

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**STATISTICAL HIGHLIGHTS  
FY 2002-03**

**PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES**

Average Age .....	43.8
Average Annual Salary .....	\$44,395
Average Annual Fringe Benefit Cost .....	\$21,576
Average Sick Leave Days Used .....	10.9
Average Annual Leave Days Used .....	19.0
Average Years of Service .....	12.4

**WORK FORCE CHARACTERISTICS**

Females .....	50.6%
Males .....	49.4%
Eligible for Longevity .....	69.2%
Less than Six Years of Service .....	31.0%
Six to Ten Years of Service .....	17.4%
Over Ten Years of Service .....	51.6%
Exclusively Represented for Collective Bargaining .....	72.7%
Turnover Separations without Expired Appointments .....	16.1%*
Turnover Separations with Expired Appointments .....	18.5%*

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.2%
Asian .....	1.1%
Black .....	17.7%
Hispanic .....	2.7%
White .....	76.8%
Not Disclosed .....	0.5%

\*Includes Early Retirements

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