TWENTY-SIXTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2004-05

State of Michigan
Department of Civil Service

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This is the Twenty-Sixth Annual Workforce Report covering fiscal year 2004-05. The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The source used for each chart is identified.

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STATISTICAL HIGHLIGHTS
FY 2004-05

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	44.9
Average Annual Salary [1]	$48,421
Average Annual Fringe Benefit Cost [2]	$25,960
Average Sick Leave Days Used	10.0
Average Annual Leave Days Used	18.4
Average Years of Service	13.4

WORK FORCE CHARACTERISTICS

Females	50.8%
Males	49.2%
Eligible for Longevity	74.1%
Less than Six Years of Service	25.1%
Six to Ten Years of Service	20.2%
Over Ten Years of Service	54.7%
Exclusively Represented for Collective Bargaining	71.8%
Turnover Separations	5.4%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.1%
Black	17.3%
Hispanic	2.7%
White	77.2%
Not Disclosed	0.5%

[1] Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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

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