CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1

THIS GRAPH WILL BE ADDED WHEN DATA

BECOMES AVAILABLE

Graph 2-2

THIS GRAPH WILL BE ADDED WHEN DATA BECOMES AVAILABLE

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: September 23, 2006

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Deptartment Eligible for Longevity
AGRICULTURE	583	1.1 %	45.7	$25.38	400	68.6 %
ATTORNEY GENERAL	527	1.0 %	47.2	$33.97	370	70.2 %
AUDITOR GENERAL	147	0.3 %	39.6	$31.72	119	81.0 %
CIVIL RIGHTS	122	0.2 %	46.5	$27.47	84	68.9 %
CIVIL SERVICE	214	0.4 %	47.5	$27.08	169	79.0 %
COMMUNITY HEALTH	4,385	8.1 %	47.7	$24.61	3,176	72.4 %
CORRECTIONS	16,333	30.0 %	44.4	$22.96	13,872	84.9 %
EDUCATION	370	0.7 %	48.9	$27.33	230	62.2 %
ENVIRONMENTAL QUALITY	1,498	2.8 %	45.5	$27.01	1,156	77.2 %
EXECUTIVE OFFICE	48	0.1 %	36.5	$23.03	5	10.4 %
HISTORY ARTS AND LIBRARIES	263	0.5 %	44.5	$21.27	157	59.7 %
HUMAN SERVICES	9,835	18.1 %	47.5	$23.21	7,991	81.3 %
INFORMATION TECHNOLOGY	1,765	3.2 %	46.1	$28.69	1,393	78.9 %
LABOR & ECONOMIC GROWTH	4,350	8.0 %	47.1	$24.93	2,926	67.3 %
MANAGEMENT & BUDGET	1,022	1.9 %	46.3	$24.92	787	77.0 %
MILITARY AFFAIRS	969	1.8 %	46.4	$21.00	688	71.0 %
NATURAL RESOURCES	2,732	5.0 %	41.8	$17.97	1,293	47.3 %
STATE	1,798	3.3 %	45.9	$20.78	1,313	73.0 %
STATE POLICE	2,699	5.0 %	41.7	$26.89	2,364	87.6 %
TRANSPORTATION	3,177	5.8 %	43.3	$23.98	2,137	67.3 %
TREASURY	1,622	3.0 %	45.9	$24.76	1,084	66.8 %
STATEWIDE TOTALS:	**54,459**	**100.0 %**	**45.4**	**$23.78**	**41,714**	**76.6 %**

Note: 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. Since September 24, 2005, the average hourly pay rate has increased by $.59 (2.5%), and the percentage of employees eligible for longevity has increased from 74% to 77%.

MAIN MIDB CIVIL SERVICE HWF24
Universe: HR Human Resource
Report Sequence: HRS_DEPT_CD_DESC

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2001-02 through 2005-06

Salary Range	2001-02	2002-03	2003-04	2004-05	2005-06
$8,000 - 8,999	0	0	0	0	0
9,000 - 9,999	0	0	0	0	0
10,000 - 10,999	0	0	0	0	0
11,000 - 11,999	0	0	0	0	0
12,000 - 12,999	0	0	0	3	0
13,000 - 13,999	1	0	0	1	4
14,000 - 14,999	47	38	43	20	28
15,000 - 15,999	397	436	509	377	416
16,000 - 16,999	192	167	23	24	17
17,000 - 17,999	314	303	332	210	196
18,000 - 18,999	17	13	380	398	411
19,000 - 19,999	20	12	6	6	10
20,000 - 20,999	162	177	171	173	96
21,000 - 21,999	156	13	10	51	70
22,000 - 22,999	88	282	298	8	7
23,000 - 23,999	108	102	66	337	27
24,000 - 24,999	118	51	97	67	337
25,000 - 25,999	236	341	41	106	109
26,000 - 26,999	268	281	290	34	56
27,000 - 27,999	498	708	329	299	258
28,000 - 28,999	546	526	358	156	171
29,000 - 29,999	424	702	326	286	194
30,000 - 30,999	650	503	581	446	519
31,000 - 31,999	1,176	748	329	371	377
32,000 - 32,999	1,026	678	674	359	337
33,000 - 33,999	2,310	1,553	727	643	371
34,000 - 34,999	3,084	3,115	1,406	568	611
35,000 - 35,999	3,851	1,567	2,962	639	451
36,000 - 36,999	1,601	3,579	1,260	1,392	712
37,000 - 37,999	1,555	1,109	3,432	2,345	1,333
38,000 - 38,999	1,666	1,304	1,169	866	2,292
39,000 - 39,999	3,155	1,427	1,558	3,388	1,247
40,000 - 40,999	5,252	2,982	1,477	849	2,691
41,000 - 41,999	699	5,083	2,703	2,212	385
42,000 - 42,999	6,501	569	5,509	1,985	1,903
43,000 - 43,999	1,366	6,200	334	1,903	2,300
44,000 - 44,999	1,176	1,123	6,569	5,399	6,443
45,000 - 45,999	1,391	1,415	851	664	684
46,000 - 46,999	1,059	1,067	632	6,571	586
47,000 - 47,999	1,168	293	1,894	826	6,873
48,000 - 48,999	1,176	1,271	246	587	1,177
49,000 - 49,999	1,557	1,785	1,241	1,840	286

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range	2001-02	2002-03	2003-04	2004-05	2005-06
$50,000 - 50,999	928	1,577	1,232	237	1,790
51,000 - 51,999	186	822	1,308	1,209	237
52,000 - 52,999	2,040	170	831	1,171	914
53,000 - 53,999	1,029	1,730	1,410	1,287	1,100
54,000 - 54,999	1,224	548	1,688	776	1,364
55,000 - 55,999	200	1,185	424	1,516	1,822
56,000 - 56,999	971	238	384	1,779	561
57,000 - 57,999	1,124	855	1,202	479	98
58,000 - 58,999	138	1,429	227	442	2,307
59,000 - 59,999	498	95	924	1,172	568
60,000 - 60,999	116	552	1,050	228	1,031
61,000 - 61,999	243	110	592	104	265
62,000 - 62,999	835	193	471	1,905	219
63,000 - 63,999	462	807	89	534	2,392
64,000 - 64,999	260	247	142	133	233
65,000 - 65,999	153	324	925	494	116
66,000 - 66,999	123	118	350	137	485
67,000 - 67,999	240	148	216	126	126
68,000 - 68,999	85	203	159	791	153
69,000 - 69,999	450	75	169	377	840
70,000 - 70,999	47	70	207	222	251
71,000 - 71,999	187	386	81	289	341
72,000 - 72,999	85	124	71	98	239
73,000 - 73,999	83	121	404	230	197
74,000 - 74,999	39	69	118	52	63
75,000 - 75,999	93	58	115	77	202
76,000 - 76,999	41	80	108	430	92
77,000 - 77,999	40	34	43	104	399
78,000 - 78,999	84	68	89	130	36
79,000 - 79,999	158	65	43	104	194
80,000 - 80,999	20	107	36	49	68
81,000 - 81,999	34	36	62	33	76
82,000 - 82,999	22	34	72	87	41
83,000 - 83,999	29	23	84	30	76
84,000 - 84,999	65	32	31	62	31
85,000 - 85,999	162	40	46	80	40
86,000 - 86,999	32	141	32	128	46
87,000 - 87,999	28	27	51	24	128
88,000 - 88,999	82	39	50	34	174
89,000 - 89,999	29	29	122	21	21
90,000 - 90,999	28	70	41	44	23
91,000 - 91,999	216	29	16	42	16
92,000 - 92,999	18	75	29	60	33
93,000 - 93,999	16	108	77	124	34

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range	2001-02	2002-03	2003-04	2004-05	2005-06
$94,000 - 94,999	4	15	24	29	80
95,000 - 95,999	17	13	166	22	110
96,000 - 96,999	24	8	13	85	29
97,000 - 97,999	95	17	13	26	20
98,000 - 98,999	3	15	16	23	92
99,000 - 99,999	3	73	7	181	23
100,000 - 100,999	11	5	17	14	24
101,000 - 101,999	28	3	15	19	214
102,000 - 102,999	10	13	68	10	17
103,000 - 103,999	3	20	6	8	7
104,000 - 104,999	14	8	6	13	15
105,000 - 105,999	35	6	10	9	11
106,000 - 106,999	1	6	22	89	5
107,000 - 107,999	40	21	4	4	14
108,000 - 108,999	1	3	10	5	105
109,000 - 109,999	1	8	5	9	3
110,000 - 110,999	1	18	20	23	1
111,000 - 111,999	1	0	1	6	0
112,000 - 112,999	8	4	3	16	22
113,000 - 113,999	1	2	20	0	3
114,000 - 114,999	0	1	0	7	33
115,000 - 115,999	0	8	0	24	2
116,000 - 116,999	0	0	7	1	6
117,000 - 117,999	0	1	3	24	20
118,000 - 118,999	0	0	2	0	1
119,000 - 119,999	5	0	5	0	4
120,000 - 120,999	0	0	1	7	27
121,000 - 121,999	0	4	0	1	0
122,000 - 122,999	2	0	0	2	0
123,000 - 123,999	0	0	0	8	7
124,000 - 124,999	0	0	0	0	0
125,000 - 125,999	0	1	5	1	3
126,000 and above	167	134	130	135	135
STATEWIDE TOTAL	**58,429**	**55,221**	**55,253**	**54,661**	**54,460**

Median Salary: $47,356
Average Salary: $49,659

Source: MIDB CIVIL SERVICE HWF39A and HWF402.

Note: 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.

Table 2-3

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2001-02 through 2005-06

	2001-02	2002-03	2003-04	2004-05	2005-06
Legally Required Payments					
FICA	7.27 %	7.37 %	7.37 %	7.33 %	7.36 %
Unemployment Compensation	.30	.31	.30	.27	.23
Workers Compensation	1.91	1.80	1.64	1.49	1.40
Total Legally Required Payments	9.48 %	9.48 %	9.31 %	9.10 %	9.00 %
Group Insurance					
State Health Plan	7.37 %	7.69 %	9.77 %	8.97 %	10.61 %
Health Maintenance Organization	5.04	5.20	6.35	5.93	6.63
Dental	1.50	1.57	1.84	1.59	1.58
Vision	.28	.29	.30	.26	.27
Life	.96	1.01	1.10	1.00	1.00
Long Term Disability	.88	.92	1.00	.91	.80
Flexible Benefits Allowance/Recovery	.09	.10	.11	.08	.07
Total Group Insurance	16.12 %	16.77 %	20.48 %	18.73 %	20.97 %
Other Cash Payments					
Terminal Annual & Sick Leave	.75 %	2.94 %	1.07 %	1.10 %	1.04 %
Terminal Longevity Payments	.01	.12	.01	.01	.01
Professional Development	.05	.07	.00	.00	.01
Uniforms and Dry Cleaning	.15	.16	.15	.15	.25
Total Other Cash Payments	.96 %	3.29 %	1.23 %	1.27 %	1.31 %
Pension and Deferred Items					
Retirement or Pension Plans	13.55 %	17.33 %	19.10 %	22.51 %	23.25 %
FICA for Early Out Retirees	.02	.03	.01	.00	.00
Defined Contribution Pension Plan	1.37	1.71	1.56	2.11	2.20
Banked Leave Time Employer Contribution	.00	.00	.04	.10	.00
Total Pension and Deferred Items	14.94	19.06	20.71	24.72	25.44
Total Employee Benefits	41.50 %	48.60 %	51.74 %	53.82 %	56.72 %

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

Source: MAIN DAFR 6940 191OFB YER#6 (11/19/06)

Table 2-3

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2001-02 through 2005-06

	2001-02	2002-03	2003-04	2004-05	2005-06
Legally Required Payments					
FICA	7.27 %	7.37 %	7.37 %	7.33 %	7.36 %
Unemployment Compensation	.30	.31	.30	.27	.23
Workers Compensation	1.91	1.80	1.64	1.49	1.40
Total Legally Required Payments	9.48 %	9.48 %	9.31 %	9.10 %	9.00 %
Group Insurance					
State Health Plan	7.37 %	7.69 %	9.77 %	8.97 %	10.61 %
Health Maintenance Organization	5.04	5.20	6.35	5.93	6.63
Dental	1.50	1.57	1.84	1.59	1.58
Vision	.28	.29	.30	.26	.27
Life	.96	1.01	1.10	1.00	1.00
Long Term Disability	.88	.92	1.00	.91	.80
Flexible Benefits Allowance/Recovery	.09	.10	.11	.08	.07
Total Group Insurance	16.12 %	16.77 %	20.48 %	18.73 %	20.97 %
Other Cash Payments					
Terminal Annual & Sick Leave	.75 %	2.94 %	1.07 %	1.10 %	1.04 %
Terminal Longevity Payments	.01	.12	.01	.01	.01
Professional Development	.05	.07	.00	.00	.01
Uniforms and Dry Cleaning	.15	.16	.15	.15	.25
Total Other Cash Payments	.96 %	3.29 %	1.23 %	1.27 %	1.31 %
Pension and Deferred Items					
Retirement or Pension Plans	13.55 %	17.33 %	19.10 %	22.51 %	23.25 %
FICA for Early Out Retirees	.02	.03	.01	.00	.00
Defined Contribution Pension Plan	1.37	1.71	1.56	2.11	2.20
Banked Leave Time Employer Contribution	.00	.00	.04	.10	.00
Total Pension and Deferred Items	14.94	19.06	20.71	24.72	25.44
Total Employee Benefits	41.50 %	48.60 %	51.74 %	53.82 %	56.72 %

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

Source: MAIN DAFR 6940 191OFB YER#6 (11/19/06)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 23, 2006

		Health Insurance						Dental Insurance						Vision Insurance	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	**537**	285	53%	217	40%	5	1%	497	93%	12	2%	4	1%	513	96%
ATTORNEY GENERAL	**527**	257	49%	228	43%	5	1%	487	92%	11	2%	4	1%	503	95%
AUDITOR GENERAL	**140**	31	22%	89	64%	7	5%	123	88%	2	1%	1	1%	128	91%
CIVIL RIGHTS	**122**	74	61%	43	35%	2	2%	117	96%	3	2%	1	1%	121	99%
CIVIL SERVICE	**206**	83	40%	110	53%	1	0%	191	93%	4	2%	0	0%	194	94%
COMMUNITY HEALTH	**4,303**	2,552	59%	1,440	33%	48	1%	3,946	92%	105	2%	15	0%	4,077	95%
CORRECTIONS	**16,293**	9,815	60%	5,417	33%	116	1%	15,123	93%	302	2%	36	0%	15,470	95%
EDUCATION	**369**	177	48%	150	41%	3	1%	331	90%	5	1%	4	1%	340	92%
ENVIRONMENTAL QUALITY	**1,432**	649	45%	678	47%	23	2%	1,322	92%	30	2%	5	0%	1,360	95%
EXECUTIVE OFFICE	**41**	23	56%	10	24%	0	0%	36	88%	1	2%	0	0%	37	90%
HISTORY ARTS AND LIBRARIES	**204**	96	47%	94	46%	1	0%	188	92%	4	2%	1	0%	192	94%
HUMAN SERVICES	**9,824**	5,501	56%	3,682	37%	94	1%	9,005	92%	316	3%	33	0%	9,355	95%
INFORMATION TECHNOLOGY	**1,715**	660	38%	925	54%	25	1%	1,539	90%	64	4%	8	0%	1,618	94%
LABOR & ECONOMIC GROWTH	**3,989**	1,983	50%	1,710	43%	64	2%	3,604	90%	169	4%	19	0%	3,810	96%
MANAGEMENT & BUDGET	**1,153**	380	33%	684	59%	15	1%	1,056	92%	23	2%	5	0%	1,086	94%
MILITARY AFFAIRS	**912**	382	42%	473	52%	11	1%	868	95%	3	0%	1	0%	876	96%
NATURAL RESOURCES	**1,736**	1,184	68%	409	24%	33	2%	1,607	93%	12	1%	12	1%	1,641	95%
STATE	**1,644**	804	49%	731	44%	22	1%	1,531	93%	42	3%	8	0%	1,584	96%
STATE POLICE	**2,681**	2,030	76%	522	19%	17	1%	2,559	95%	24	1%	3	0%	2,590	97%
TRANSPORTATION	**2,924**	1,621	55%	1,110	38%	38	1%	2,749	94%	31	1%	9	0%	2,797	96%
TREASURY	**1,575**	601	38%	835	53%	32	2%	1,413	90%	61	4%	7	0%	1,484	94%
STATEWIDE TOTALS:	**52,327**	**29,188**	**56%**	**19,557**	**37%**	**562**	**1%**	**48,292**	**92%**	**1,224**	**2%**	**176**	**0%**	**49,776**	**95%**

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

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING SEPTEMBER 23, 2006

		Disability Insurance				Life Insurance						Long Term Care Insurance	
Department	Total Employees	CMI	%	Reliance	%	United of Omaha	%	United Of Omaha Reduced Life	%	Reliastar	%	Met Life	%
AGRICULTURE	**537**	460	86%	0	0%	504	94%	33	6%	0	0%	78	15%
ATTORNEY GENERAL	**527**	423	80%	0	0%	507	96%	19	4%	0	0%	89	17%
AUDITOR GENERAL	**140**	124	89%	0	0%	121	86%	19	14%	0	0%	29	21%
CIVIL RIGHTS	**122**	111	91%	0	0%	111	91%	12	10%	0	0%	22	18%
CIVIL SERVICE	**206**	194	94%	0	0%	193	94%	13	6%	0	0%	75	36%
COMMUNITY HEALTH	**4,303**	3,908	91%	0	0%	4,082	95%	221	5%	0	0%	510	12%
CORRECTIONS	**16,293**	15,424	95%	0	0%	15,804	97%	495	3%	0	0%	942	6%
EDUCATION	**369**	276	75%	0	0%	342	93%	28	8%	0	0%	67	18%
ENVIRONMENTAL QUALITY	**1,432**	1,229	86%	0	0%	1,312	92%	119	8%	0	0%	236	16%
EXECUTIVE OFFICE	**41**	21	51%	0	0%	34	83%	7	17%	0	0%	3	7%
HISTORY ARTS AND LIBRARIES	**204**	171	84%	0	0%	186	91%	18	9%	0	0%	54	26%
HUMAN SERVICES	**9,824**	9,179	93%	0	0%	9,303	95%	519	5%	0	0%	1,322	13%
INFORMATION TECHNOLOGY	**1,715**	1,423	83%	43	3%	1,620	94%	89	5%	42	2%	264	15%
LABOR & ECONOMIC GROWTH	**3,989**	3,466	87%	3	0%	3,708	93%	273	7%	4	0%	586	15%
MANAGEMENT & BUDGET	**1,153**	1,022	89%	1	0%	1,085	94%	67	6%	1	0%	180	16%
MILITARY AFFAIRS	**912**	794	87%	0	0%	876	96%	33	4%	0	0%	71	8%
NATURAL RESOURCES	**1,736**	1,476	85%	0	0%	1,636	94%	99	6%	0	0%	182	10%
STATE	**1,644**	1,453	88%	0	0%	1,548	94%	98	6%	0	0%	237	14%
STATE POLICE	**2,681**	2,438	91%	1,652	62%	2,525	94%	110	4%	1,659	62%	218	8%
TRANSPORTATION	**2,924**	2,564	88%	0	0%	2,731	93%	189	6%	0	0%	302	10%
TREASURY	**1,575**	1,369	87%	0	0%	1,473	94%	100	6%	0	0%	224	14%
STATEWIDE TOTALS:	**52,327**	**47,525**	**91%**	**1,699**	**3%**	**49,701**	**95%**	**2,561**	**5%**	**1,706**	**3%**	**5,691**	**11%**

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

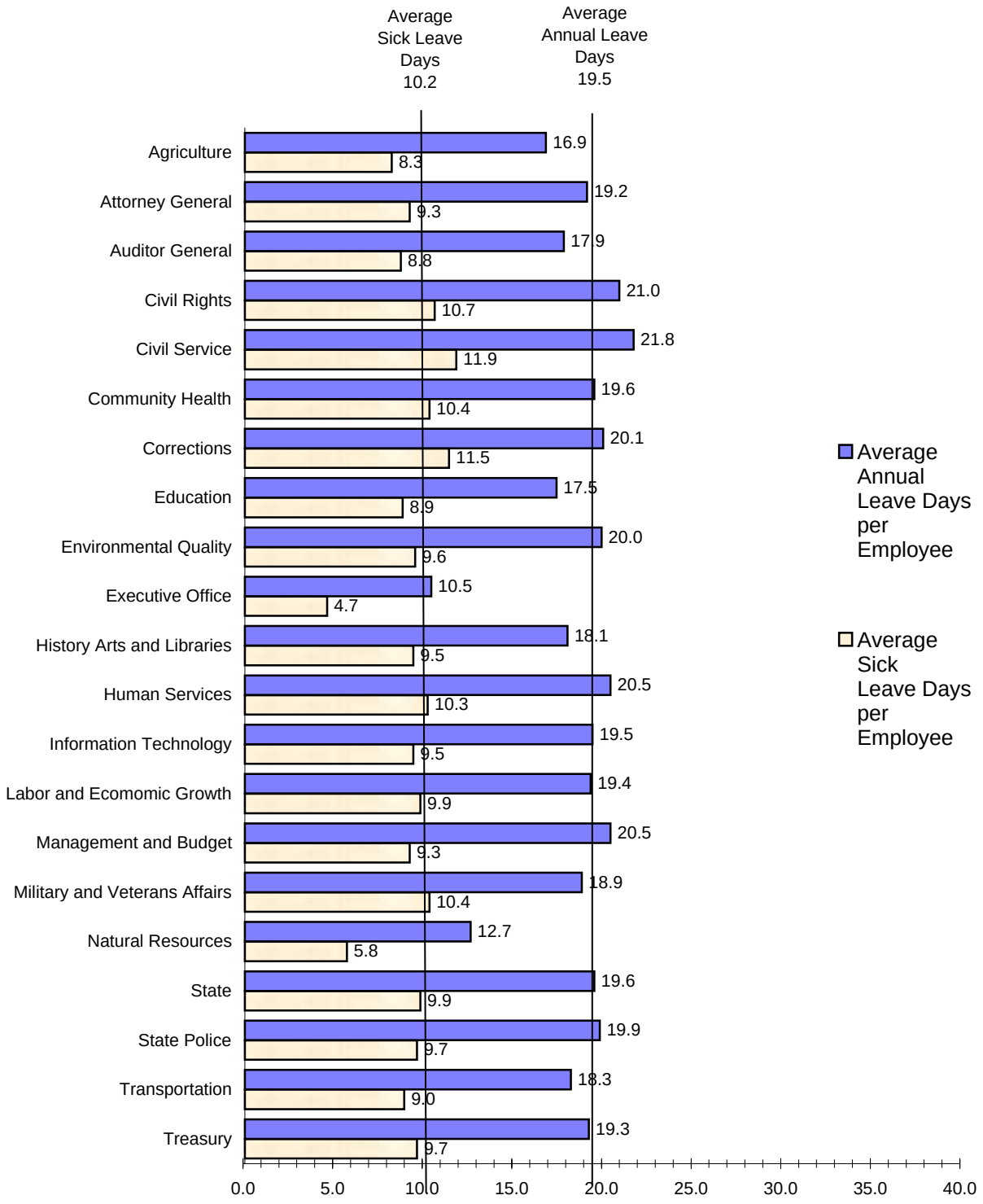
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2001-02 through 2005-06

	2001-02	2002-03	2003-04	2004-05	2005-06
VACATION	7.5 %	7.3 %	8.8 %	9.9 %	8.9 %
HOLIDAY	4.6	4.6	4.6	4.6	4.6
SICK LEAVE	4.0	3.8	4.0	4.1	4.0
TOTAL	16.1 %	15.7 %	17.4 %	18.6 %	17.4 %

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

Source: MAIN DAFR6940 191OFBD YER#6 (11/18/06)

ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT
Fiscal Year 2005-06



Source: HWF28 and HWF31, pay period ending 9-23-06.

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Table 2-6

STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2005-06

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	8.3	16.9	25.2
Attorney General	9.3	19.2	28.5
Auditor General	8.8	17.9	26.7
Civil Rights	10.7	21.0	31.7
Civil Service	11.9	21.8	33.7
Community Health	10.4	19.6	30.0
Corrections	11.5	20.1	31.6
Education	8.9	17.5	26.4
Environmental Quality	9.6	20.0	29.6
Executive Office	4.7	10.5	15.2
Family Independence Agency	9.5	18.1	27.6
History Arts and Libraries	10.3	20.5	30.8
Information Technology	9.5	19.5	29.0
Labor and Economic Growth	9.9	19.4	29.3
Management and Budget	9.3	20.5	29.8
Military and Veterans Affairs	10.4	18.9	29.3
Natural Resources	5.8	12.7	18.5
State	9.9	19.6	29.5
State Police	9.7	19.9	29.6
Transportation	9.0	18.3	27.3
Treasury	9.7	19.3	29.0
STATEWIDE AVERAGE	10.2	19.5	29.7

Source: HWF28 and HWF31, pay period ending 9-23-06.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Table 2-7

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

Fiscal Years 2001-02 through 2005-06

DEPARTMENT	2001-02	2002-03	2003-04	2004-05	2005-06
Agriculture	7.3	9.4	7.7	8.2	8.3
Attorney General	8.9	9.6	8.0	8.2	9.3
Auditor General	8.5	10.6	10.2	9.3	8.8
Career Development	9.8	10.5	9.2	--	--
Civil Rights	10.9	10.3	8.1	9.5	10.7
Civil Service	10.1	10.8	9.8	10.6	11.9
Community Health	11.5	10.9	10.2	10.2	10.4
Consumer and Industry Services	10.4	9.9	9.1	--	--
Corrections	11.3	12.1	11.5	11.7	11.5
Education	11.1	9.0	7.5	8.3	8.9
Environmental Quality	9.3	10.4	9.0	8.9	9.6
Executive Office	8.2	3.2	4.5	4.7	4.7
History Arts and Libraries	5.8	9.4	9.8	10.2	9.5
Human Services	11.0	10.5	10.1	7.6	10.3
Information Technology	--	10.1	9.0	10.0	9.5
Labor and Economic Growth	--	--	6.7	9.4	9.9
Management and Budget	8.7	10.1	8.8	9.4	9.3
Military and Veterans Affairs	9.9	11.2	10.4	11.4	10.4
Natural Resources	4.2	8.8	7.0	5.2	5.8
State	9.3	10.3	9.5	9.9	9.9
State Police	11.6	10.6	9.2	9.4	9.7
Transportation	8.8	10.0	8.2	8.6	9.0
Treasury	9.6	10.6	9.2	9.7	9.7
STATEWIDE AVERAGE	10.3	10.9	10.0	10.1	10.2

Source: HWF28, for the last full pay period in each fiscal year.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

Fiscal Year Ending: September 23, 2006

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	633	42,202.5	66.7	8.3
ATTORNEY GENERAL	566	42,112.3	74.4	9.3
AUDITOR GENERAL	151	10,672.6	70.7	8.8
CIVIL RIGHTS	135	11,572.5	85.7	10.7
CIVIL SERVICE	214	20,324.5	95.0	11.9
COMMUNITY HEALTH	4,743	395,863.2	83.5	10.4
CORRECTIONS	17,401	1,600,034.2	92.0	11.5
EDUCATION	396	28,313.3	71.5	8.9
ENVIRONMENTAL QUALITY	1,520	116,981.8	77.0	9.6
EXECUTIVE OFFICE	53	1,971.7	37.2	4.7
HISTORY ARTS AND LIBRARIES	236	17,949.6	76.1	9.5
HUMAN SERVICES	10,473	862,850.3	82.4	10.3
INFORMATION TECHNOLOGY	1,810	137,500.6	76.0	9.5
LABOR & ECONOMIC GROWTH	4,475	355,062.6	79.3	9.9
MANAGEMENT & BUDGET	1,048	77,878.8	74.3	9.3
MILITARY AFFAIRS	1,023	85,032.8	83.1	10.4
NATURAL RESOURCES	2,490	116,132.8	46.6	5.8
STATE	1,838	146,278.9	79.6	9.9
STATE POLICE	2,749	212,828.5	77.4	9.7
TRANSPORTATION	3,297	238,096.0	72.2	9.0
TREASURY	1,708	133,056.7	77.9	9.7
STATEWIDE	**56,959**	**4,652,716.2**	**81.7**	**10.2**

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

MIDB HWF28 - Sick Leave by Department
Universe: HR Human Resources
Report Sequence: HRS_DEPT_CD_DESC

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

Fiscal Year Ending: September 23, 2006

	ANNUAL LEAVE				DEFERRED HOURS			
Department 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**
AGRICULTURE	633	85,801.2	135.5	16.9	633	9,586.3	15.1	1.9
ATTORNEY GENERAL	566	86,818.9	153.4	19.2	566	9,020.1	15.9	2.0
AUDITOR GENERAL	151	21,574.5	142.9	17.9	151	2,792.9	18.5	2.3
CIVIL RIGHTS	135	22,687.0	168.1	21.0	135	3,202.5	23.7	3.0
CIVIL SERVICE	214	37,265.9	174.1	21.8	214	4,449.3	20.8	2.6
COMMUNITY HEALTH	4,743	741,809.8	156.4	19.6	4,743	131,941.6	27.8	3.5
CORRECTIONS	17,401	2,792,399.0	160.5	20.1	17,401	571,157.0	32.8	4.1
EDUCATION	396	55,442.6	140.0	17.5	396	7,010.4	17.7	2.2
ENVIRONMENTAL QUALITY	1,520	243,354.6	160.1	20.0	1,520	23,437.2	15.4	1.9
EXECUTIVE OFFICE	53	4,440.5	83.8	10.5	53	1,429.5	27.0	3.4
HISTORY ARTS AND LIBRARIES	236	34,137.2	144.6	18.1	236	3,983.8	16.9	2.1
HUMAN SERVICES	10,473	1,716,835.6	163.9	20.5	10,473	247,281.4	23.6	3.0
INFORMATION TECHNOLOGY	1,810	282,657.1	156.2	19.5	1,810	31,725.5	17.5	2.2
LABOR & ECONOMIC GROWTH	4,475	694,038.8	155.1	19.4	4,475	92,666.3	20.7	2.6
MANAGEMENT & BUDGET	1,048	171,912.2	164.0	20.5	1,048	19,866.5	19.0	2.4
MILITARY AFFAIRS	1,023	155,084.0	151.6	18.9	1,023	32,658.5	31.9	4.0
NATURAL RESOURCES	2,490	253,702.6	101.9	12.7	2,490	25,151.7	10.1	1.3
STATE	1,838	288,502.9	157.0	19.6	1,838	44,688.0	24.3	3.0
STATE POLICE	2,749	438,347.8	159.5	19.9	2,749	49,904.2	18.2	2.3
TRANSPORTATION	3,297	481,608.9	146.1	18.3	3,297	63,631.5	19.3	2.4
TREASURY	1,708	263,793.0	154.4	19.3	1,708	33,071.5	19.4	2.4
STATEWIDE	**56,959**	**8,872,214.1**	**155.8**	**19.5**	**56,959**	**1,408,655.7**	**24.7**	**3.1**

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Age Distribution for Classified Employees by Department

Pay Period Ending: September 23, 2006

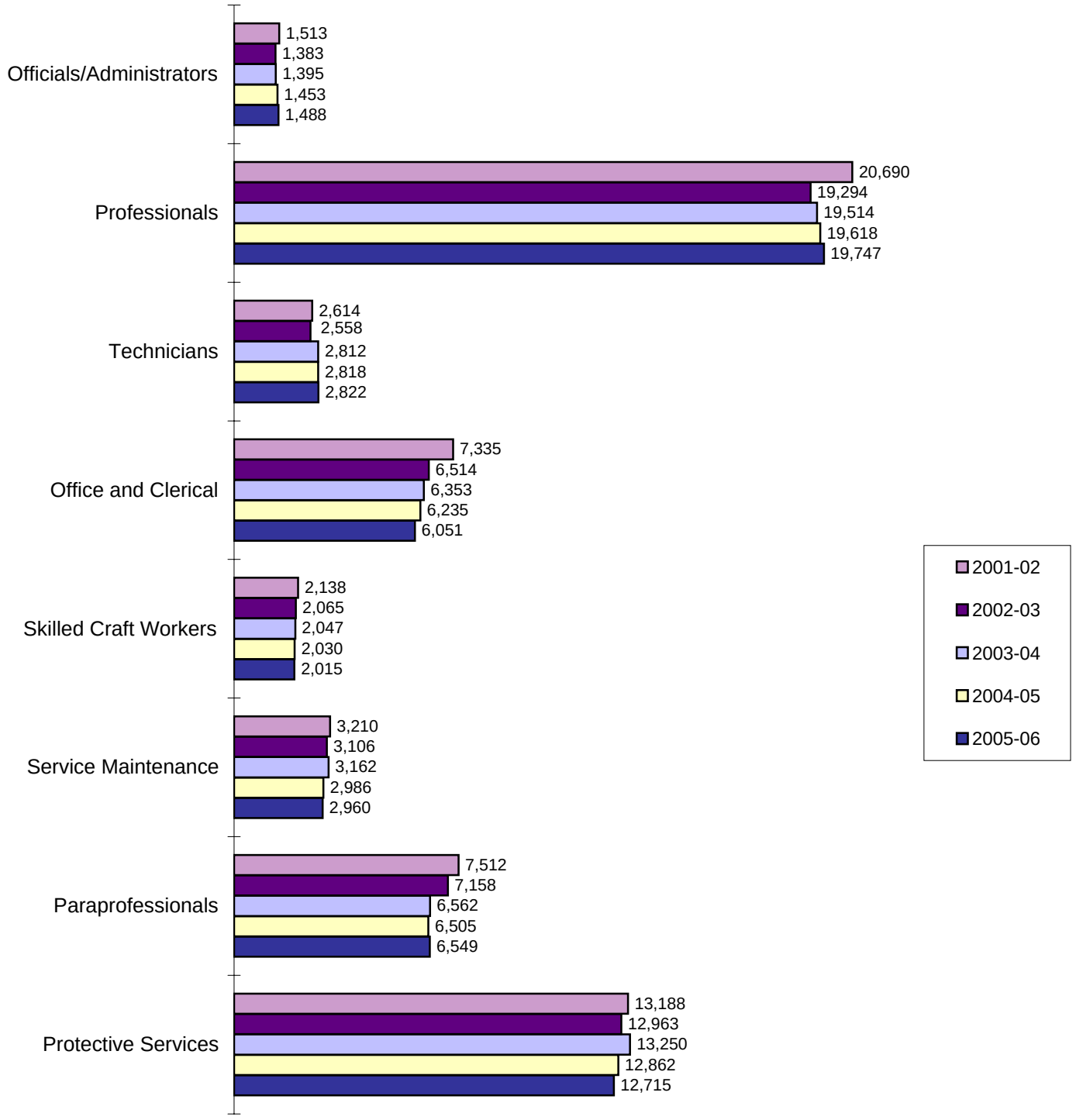
DEPARTMENT	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	0	19	52	45	41	93	85	131	76	31	8	1	582
ATTORNEY GENERAL	0	2	25	49	63	74	82	98	89	42	3	0	527
AUDITOR GENERAL	1	13	16	19	23	26	24	14	8	3	0	0	147
CIVIL RIGHTS	0	0	9	17	11	11	20	21	24	9	0	0	122
CIVIL SERVICE	1	3	11	18	16	26	38	43	43	11	3	1	214
COMMUNITY HEALTH	22	106	204	254	342	445	830	1,161	715	230	50	7	4,366
CORRECTIONS	6	156	773	1,740	2,726	3,013	3,014	2,756	1,616	399	63	9	16,271
EDUCATION	0	3	23	22	27	26	66	94	76	27	5	1	370
ENVIRONMENTAL QUALITY	7	54	106	111	139	205	253	352	204	59	7	1	1,498
EXECUTIVE OFFICE	0	10	7	10	2	9	3	1	3	1	2	0	48
HISTORY ARTS AND LIBRARIES	4	28	9	18	31	36	36	37	44	14	4	2	263
HUMAN SERVICES	1	64	535	887	926	1,004	1,552	2,494	1,804	459	76	20	9,822
INFORMATION TECHNOLOGY	7	49	72	144	178	264	348	356	271	67	7	1	1,764
LABOR & ECONOMIC GROWTH	18	151	263	300	374	445	729	925	789	267	59	30	4,350
MANAGEMENT & BUDGET	10	30	61	62	87	126	179	287	142	33	5	0	1,022
MILITARY AFFAIRS	8	35	43	57	99	133	188	209	134	43	12	5	966
NATURAL RESOURCES	144	334	234	232	270	258	353	397	286	115	63	46	2,732
STATE	3	83	104	127	159	241	318	413	268	70	8	4	1,798
STATE POLICE	1	26	202	448	533	535	414	339	152	33	7	1	2,691
TRANSPORTATION	29	222	264	276	359	454	530	555	356	99	20	8	3,172
TREASURY	6	47	118	118	158	210	302	345	228	69	14	6	1,621
Statewide Total:	**268**	**1,435**	**3,131**	**4,954**	**6,564**	**7,634**	**9,364**	**11,028**	**7,328**	**2,081**	**416**	**143**	**54,346**
Average Age:	**19.2**	**22.7**	**27.8**	**32.7**	**37.5**	**42.6**	**47.6**	**52.5**	**57.2**	**61.9**	**66.8**	**73.9**	**45.4**

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

MAIN MIDB CIVIL SERVICE HWF23
Universe: HR Human Resources
Report Sequence: HRS_DEPT_CD_DESC

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2001-02 through 2005-06



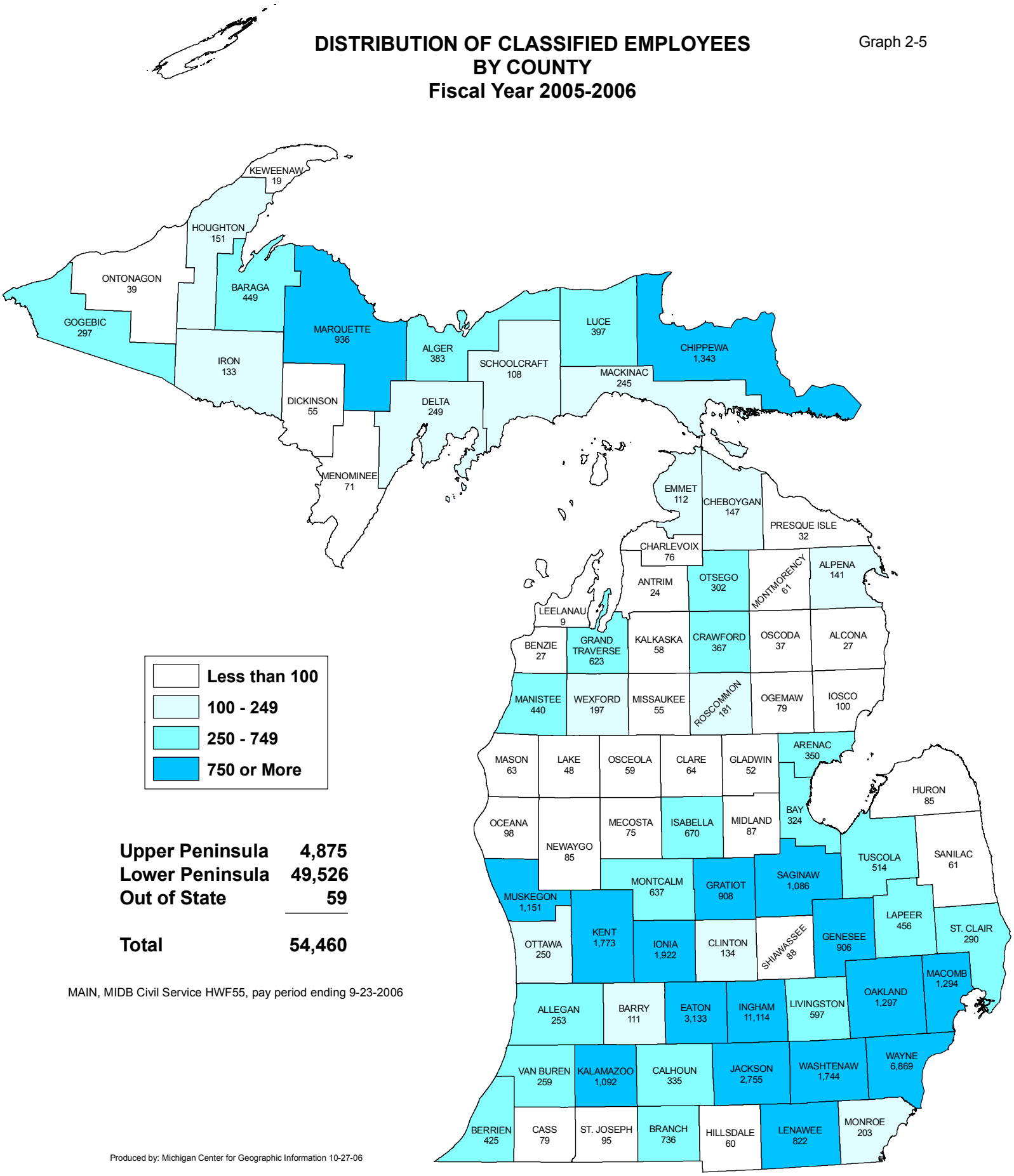
2005-06 Grand Total: 54,347

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

Source: HWF27, pay period ending 9-23-06.

DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY
Fiscal Year 2005-2006

Graph 2-5



Upper Peninsula	**4,875**
Lower Peninsula	**49,526**
Out of State	**59**
Total	**54,460**

MAIN, MIDB Civil Service HWF55, pay period ending 9-23-2006

Produced by: Michigan Center for Geographic Information 10-27-06

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 23, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	12	15	27
ALGER	374	9	383
ALLEGAN	195	58	253
ALPENA	118	23	141
ANTRIM	22	2	24
ARENAC	342	8	350
BARAGA	427	22	449
BARRY	85	26	111
BAY	278	46	324
BENZIE	20	7	27
BERRIEN	369	56	425
BRANCH	723	13	736
CALHOUN	318	17	335
CASS	70	9	79
CHARLEVOIX	19	57	76
CHEBOYGAN	81	66	147
CHIPPEWA	1,268	75	1,343
CLARE	45	19	64
CLINTON	113	21	134
CRAWFORD	267	100	367
DELTA	213	36	249
DICKINSON	48	7	55
EATON	2,942	191	3,133
EMMET	76	36	112
GENESEE	786	120	906
GLADWIN	43	9	52
GOGEBIC	279	18	297
GRAND TRAVERSE	553	70	623
GRATIOT	893	15	908
HILLSDALE	55	5	60
HOUGHTON	112	39	151
HURON	36	49	85
INGHAM	9,941	1,173	11,114
IONIA	1,883	39	1,922
IOSCO	49	51	100
IRON	112	21	133
ISABELLA	599	71	670
JACKSON	2,673	82	2,755
KALAMAZOO	994	98	1,092
KALKASKA	52	6	58
KENT	1,611	162	1,773
KEWEENAW	1	18	19
LAKE	43	5	48
LAPEER	437	19	456
LEELANAU	3	6	9

HWF55
Universe: HR Human Resources
Report Sequence: Work County Cd Desc

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.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 23, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	771	51	822
LIVINGSTON	556	41	597
LUCE	377	20	397
MACKINAC	130	115	245
MACOMB	1,212	82	1,294
MANISTEE	409	31	440
MARQUETTE	865	71	936
MASON	37	26	63
MECOSTA	69	6	75
MENOMINEE	43	28	71
MIDLAND	76	11	87
MISSAUKEE	50	5	55
MONROE	161	42	203
MONTCALM	619	18	637
MONTMORENCY	50	11	61
MUSKEGON	1,080	71	1,151
NEWAYGO	73	12	85
OAKLAND	1,077	220	1,297
OCEANA	53	45	98
OGEMAW	58	21	79
ONTONAGON	23	16	39
OSCEOLA	57	2	59
OSCODA	32	5	37
OTSEGO	259	43	302
OTTAWA	171	79	250
OUT OF STATE	55	4	59
PRESQUE ISLE	18	14	32
ROSCOMMON	135	46	181
SAGINAW	1,048	38	1,086
SANILAC	51	10	61
SCHOOLCRAFT	85	23	108
SHIAWASSEE	77	11	88
STATEWIDE	872	50	922
ST CLAIR	229	61	290
ST JOSEPH	87	8	95
TUSCOLA	482	32	514
VAN BUREN	230	29	259
WASHTENAW	1,677	67	1,744
WAYNE	6,607	262	6,869
WEXFORD	161	36	197
Grand Total:	**49,702**	**4,758**	**54,460**

HWF55
Universe: HR Human Resources
Report Sequence: Work County Cd Desc

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.