

TWENTY-NINTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2007-08
October 1, 2007 – September 30, 2008

State of Michigan
Civil Service Commission



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This is the Twenty-Ninth Annual Workforce Report covering fiscal year 2007-08 (October 1, 2007 – September 30, 2008). 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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The Annual Workforce Report was published in book form from FY 1979-80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an online document and in the following year, quarterly updates of portions of the report were added to the publication. The Michigan Civil Service Commission web address is: <http://www.michigan.gov/mdcs>. The following Michigan libraries are permanent repositories for previous copies of this document:

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**STATISTICAL HIGHLIGHTS
FY 2007-08**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.9
Average Annual Salary ¹	\$53,495
Average Annual Fringe Benefit Cost ²	\$31,107
Average Sick Leave Days Used.....	10.2
Average Annual Leave Days Used	18.9
Average Years of Service	14.2

WORK FORCE CHARACTERISTICS

Females	51.2%
Males.....	48.8%
Eligible for Longevity	75.5%
Less than Six Years of Service	22.6%
Six to Ten Years of Service.....	20.9%
Over Ten Years of Service	56.5%
Eligible to Retire in Three Years	24.9%
Eligible to Retire in Five Years	33.5%
Exclusively Represented for Collective Bargaining.....	72.0%
Turnover Separations.....	6.2%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.3%
Black	17.6%
Hispanic	2.8%
White	76.9%
Not Disclosed	0.3%

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.

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS	i
-------------------------------------	----------

TABLE OF CONTENTS	ii
--------------------------------	-----------

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Graph 1-1 - State Classified Employment Averages, Fifty-Year History and Five-Year History	1-1
Graph 1-2 - State Classified Employment Figures, Fiscal Years 2003-04 through 2007-08.....	1-2
Table 1-1 - Active Classified Employees by Employee Status	1-3
Table 1-2 - Full-Time Equated Employee Position Report by Department.....	1-8
Table 1-3 - Number and Percent of Classified Employees by Department	1-12
Graph 1-3 - Breakdown of State Classified Employment Averages, Fiscal Years 1997-98 and 2007-08	1-13
Table 1-4 - Average Number of Classified Employees by Department, Fiscal Years 1998-99 Through 2007-08	1-14

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1 - Trend of Total State Expenditures Compared to Total State Classified Payroll, Fiscal Years 1998-99 through 2007-08	2-1
Graph 2-2 - State Classified Payroll as a Percent of Total State Expenditures, Fiscal Years 1998-99 through 2007-08	2-2
Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department	2-3
Table 2-2 - Employee Distribution by Salary - Statewide, Fiscal Years 2003-04 through 2007-08.....	2-4
Table 2-3 - Classified Employee Benefits as a Percentage of Base Payroll (Employer Contributions) Fiscal Years 2003-04 through 2007-08	2-7
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-8
Table 2-5 - State Classified Employee Vacation, Holiday, and Sick Leave Pay as a Percentage of Base Payroll, Fiscal Years 2003-04 through 2007-08.....	2-10
Graph 2-3 - Annual Leave and Sick Leave Usage by Department.....	2-11
Table 2-6 - State Classified Employee Average Sick Leave and Annual Leave Usage.....	2-12
Table 2-7 - State Classified Employee Sick Leave Usage Comparison (Average Days Per Employee) Fiscal Years 2003-04 through 2007-08	2-13
Table 2-8 - Sick Leave Usage Analysis by Department.....	2-14
Table 2-9 - Annual Leave and Deferred Hours Usage Analysis by Department	2-15
Table 2-10 - Age Distribution for Classified Employees by Department.....	2-16
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2003-04 through 2007-08	2-17
Graph 2-5 - Map of Michigan Distribution of Classified Employees by County	2-18
Table 2-11 - Active Classified Employees by Work County	2-19

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department3-1

Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis3-2

Table 3-2 - Statewide Separations by Reason3-25

Table 3-3 - New Hires, Returns and Separations by Department3-26

Table 3-4 - Turnover Separations in the State Classified Service, 1943 to 20083-27

Table 3-5 - Turnover Separations by Department, Fiscal Years 2003-04 through 2007-083-29

Table 3-6 - Percentage of Employees Eligible to Retire Over the Next Three and Five Year Periods3-33

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORT

Table 4-1 - Statewide Employees by EEO Category4-1

Table 4-2 - Statewide Employees by Department and EEO Category4-2

Table 4-3 - Classified Employee Distribution by Department4-24

Table 4-4 - Statewide Employees with a Disability by EEO Category4-25

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit5-1

Table 5-1 - Employees Paying Union Membership Fees by Bargaining Unit5-2

Graph 5-2 - Average Years of Service by Bargaining Unit5-3

Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis5-4

Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit5-23

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Bargaining Unit5-24

Graph 5-3 - Annual Leave and Sick Leave Usage by Bargaining Unit5-26

Table 5-5 - Sick Leave Usage Analysis by Bargaining Unit5-27

Table 5-6 - Annual Leave and Deferred Hours Usage Analysis by Bargaining Unit5-28

Table 5-7 - Average Sick Leave and Annual Leave Usage Analysis by Bargaining Unit5-29

Table 5-8 - Sick Leave Usage Comparison by Bargaining Unit5-30

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented5-31

Table 5-10 - Bargaining Unit Analysis by Department, Non-Exclusively Represented5-32

GLOSSARY