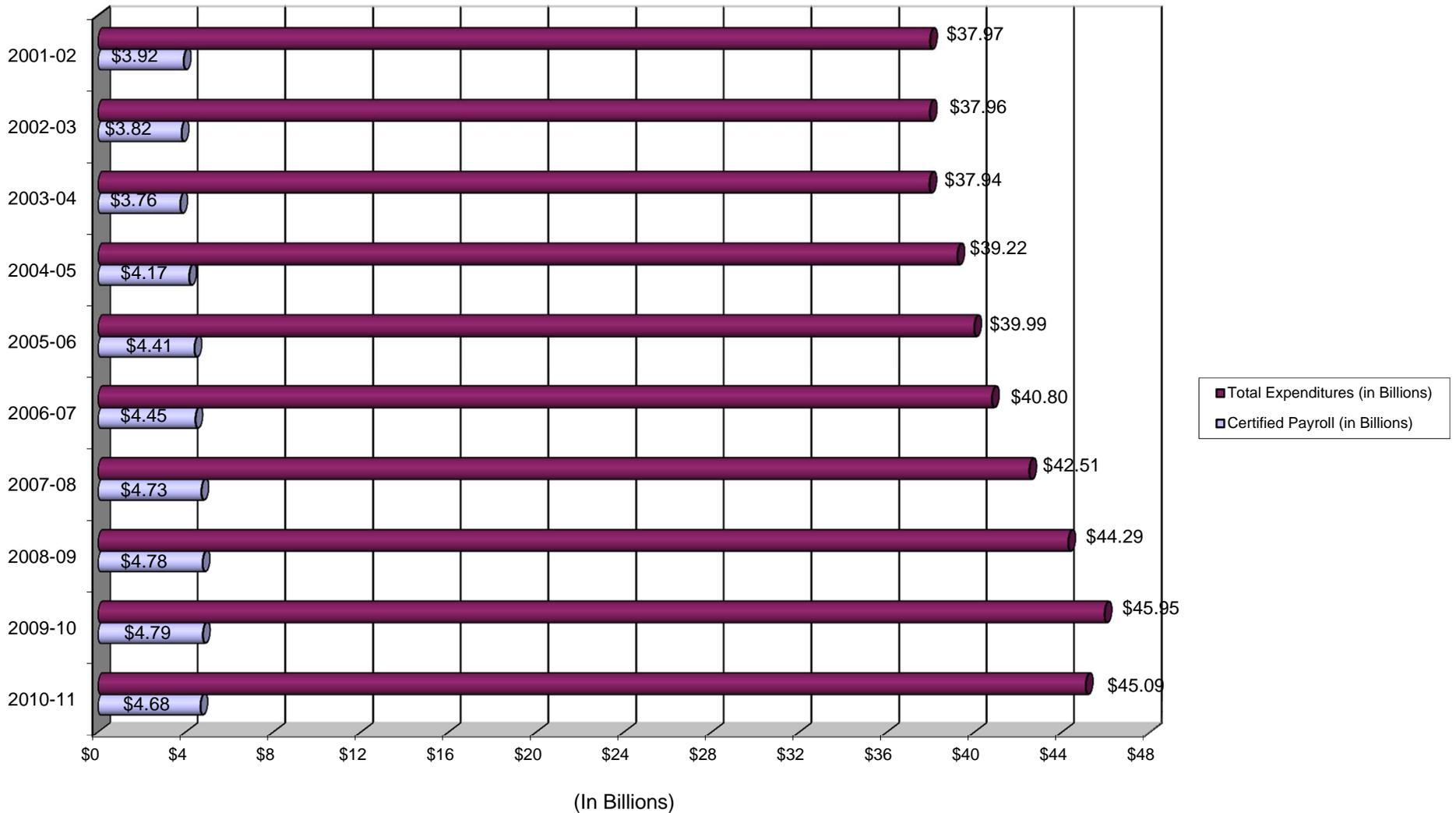


SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

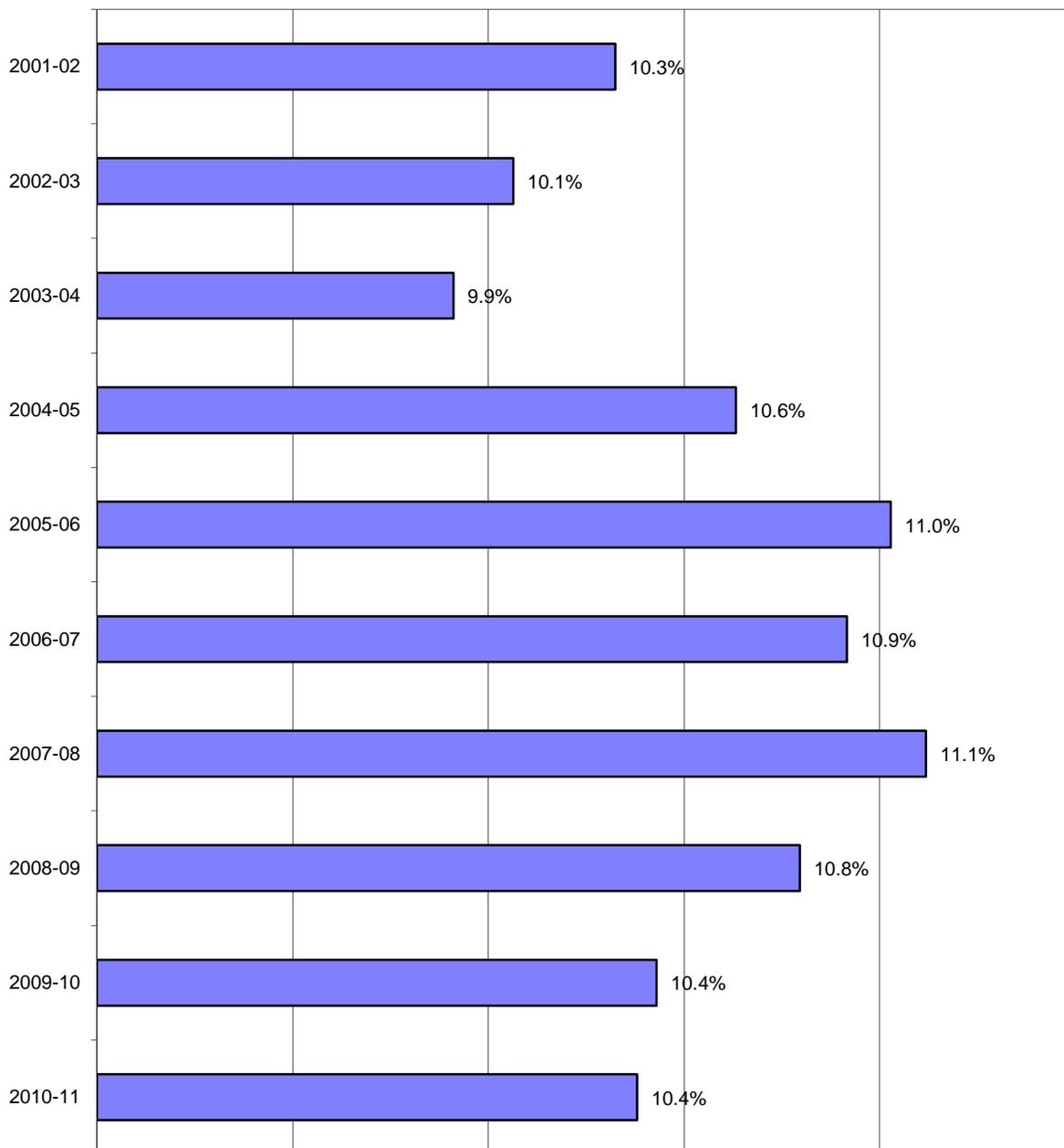
Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2001-02 through 2010-11

Graph 2-1



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission. Classified Payroll figures include all direct and indirect payroll items.

**STATE CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 2001-02 through 2010-11**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Technology, Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: September 17, 2011

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE & RURAL DEVELOPMENT	388	0.8 %	48.1	\$30.06	316	81.4 %
ATTORNEY GENERAL	439	0.9 %	46.6	\$37.74	289	65.8 %
AUDITOR GENERAL	136	0.3 %	39.9	\$34.03	98	72.1 %
CIVIL RIGHTS	93	0.2 %	47.7	\$28.71	72	77.4 %
CIVIL SERVICE COMMISSION	419	0.8 %	46.4	\$28.33	322	76.8 %
COMMUNITY HEALTH	3,357	6.7 %	47.4	\$27.62	2,198	65.5 %
CORRECTIONS	13,972	27.9 %	45.7	\$25.81	11,524	82.5 %
EDUCATION	447	0.9 %	48.4	\$31.31	255	57.0 %
ENVIRONMENTAL QUALITY	1,106	2.2 %	48.0	\$31.27	974	88.1 %
EXECUTIVE OFFICE	42	0.1 %	36.7	\$29.76	8	19.0 %
HUMAN SERVICES	10,979	21.9 %	43.2	\$23.85	5,890	53.6 %
LICENSING & REGULATORY AFFAIRS	3,819	7.6 %	46.7	\$27.12	2,476	64.8 %
MILITARY & VETERAN AFFAIRS	969	1.9 %	46.0	\$22.66	608	62.7 %
NATURAL RESOURCES	2,953	5.9 %	40.6	\$18.04	1,208	40.9 %
STATE	1,484	3.0 %	45.3	\$21.68	998	67.3 %
STATE POLICE	2,367	4.7 %	43.3	\$30.08	2,098	88.6 %
STRATEGIC FUND	122	0.2 %	49.5	\$33.13	93	76.2 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,452	4.9 %	46.6	\$30.11	1,736	70.8 %
TRANSPORTATION	2,745	5.5 %	44.8	\$27.17	2,091	76.2 %
TREASURY	1,831	3.7 %	45.1	\$27.51	1,199	65.5 %
STATEWIDE TOTALS:	50,120	100.0 %	45.0	\$25.89	34,453	68.7 %

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.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF24

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2006-07 through 2010-11

<u>Salary Range</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	0	0	0	0	0
14,000 - 14,999	26	0	0	0	0
15,000 - 15,999	390	532	458	442	517
16,000 - 16,999	15	23	28	10	16
17,000 - 17,999	189	216	283	245	246
18,000 - 18,999	404	416	436	518	533
19,000 - 19,999	15	32	25	5	13
20,000 - 20,999	85	104	125	158	215
21,000 - 21,999	29	32	27	37	41
22,000 - 22,999	8	106	20	16	15
23,000 - 23,999	32	13	12	13	9
24,000 - 24,999	5	6	8	53	4
25,000 - 25,999	261	36	27	40	34
26,000 - 26,999	88	286	281	284	118
27,000 - 27,999	36	104	89	92	218
28,000 - 28,999	148	35	28	35	111
29,000 - 29,999	119	241	306	178	33
30,000 - 30,999	152	174	146	106	195
31,000 - 31,999	533	629	189	216	240
32,000 - 32,999	219	347	195	210	198
33,000 - 33,999	452	196	390	232	327
34,000 - 34,999	245	413	1,217	533	447
35,000 - 35,999	402	377	464	473	940
36,000 - 36,999	737	263	284	253	786
37,000 - 37,999	719	871	834	917	321
38,000 - 38,999	590	444	629	876	927
39,000 - 39,999	2,761	780	550	360	1,044
40,000 - 40,999	692	1,540	1,529	973	497
41,000 - 41,999	2,759	2,239	2,283	2,587	611
42,000 - 42,999	626	541	612	692	907
43,000 - 43,999	488	2,763	2,835	2,862	1,665
44,000 - 44,999	1,905	521	674	577	1,791
45,000 - 45,999	2,171	962	1,082	817	1,852
46,000 - 46,999	6,116	1,451	1,464	1,740	914
47,000 - 47,999	439	1,848	1,675	2,040	987
48,000 - 48,999	735	5,831	5,468	1,554	1,661
49,000 - 49,999	6,574	438	382	4,384	1,796
50,000 - 50,999	1,045	691	758	371	4,529
51,000 - 51,999	395	6,375	6,226	3,112	517
52,000 - 52,999	1,862	710	695	3,178	487
53,000 - 53,999	239	641	607	844	4,928

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 HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2006-07 through 2010-11

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2006-07</u>	<u>2008-09</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
54,000 - 54,999	536	405	360	495	777
55,000 - 55,999	1,393	1,494	1,417	833	540
56,000 - 56,999	1,177	486	458	740	692
57,000 - 57,999	373	433	371	491	865
58,000 - 58,999	2,005	1,164	1,147	1,127	1,005
59,000 - 59,999	377	1,520	1,566	1,526	729
60,000 - 60,999	2,173	1,166	1,157	130	358
61,000 - 61,999	525	1,060	1,127	2,172	1,686
62,000 - 62,999	218	2,036	2,081	314	910
63,000 - 63,999	1,191	310	305	1,946	2,104
64,000 - 64,999	164	604	647	553	479
65,000 - 65,999	1,044	971	964	443	252
66,000 - 66,999	1,145	428	423	1,020	259
67,000 - 67,999	247	199	219	288	450
68,000 - 68,999	310	1,028	1,044	236	899
69,000 - 69,999	648	1,177	1,220	1,965	1,558
70,000 - 70,999	133	200	157	278	46
71,000 - 71,999	146	653	649	318	420
72,000 - 72,999	765	275	311	664	791
73,000 - 73,999	357	150	142	118	132
74,000 - 74,999	219	111	124	137	206
75,000 - 75,999	252	774	759	93	83
76,000 - 76,999	173	328	326	756	602
77,000 - 77,999	61	226	229	342	364
78,000 - 78,999	186	273	290	217	303
79,000 - 79,999	100	143	141	339	275
80,000 - 80,999	398	96	85	104	113
81,000 - 81,999	32	197	212	71	87
82,000 - 82,999	179	29	37	214	182
83,000 - 83,999	83	461	475	110	90
84,000 - 84,999	63	32	30	415	364
85,000 - 85,999	38	86	116	27	33
86,000 - 86,999	35	141	147	113	112
87,000 - 87,999	86	52	57	131	102
88,000 - 88,999	35	71	78	65	65
89,000 - 89,999	46	36	37	64	58
90,000 - 90,999	118	84	75	36	39
91,000 - 91,999	174	36	39	89	82
92,000 - 92,999	22	42	43	38	34
93,000 - 93,999	18	44	43	43	33

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 HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2006-07 through 2010-11

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
\$94,000 - 94,999	21	112	108	41	38
95,000 - 95,999	23	156	147	115	94
96,000 - 96,999	39	25	28	132	104
97,000 - 97,999	71	25	37	24	27
98,000 - 98,999	115	21	26	25	28
99,000 - 99,999	21	16	17	29	33
100,000 - 100,999	21	52	57	20	28
101,000 - 101,999	15	66	67	55	39
102,000 - 102,999	96	121	124	71	65
103,000 - 103,999	25	23	25	118	106
104,000 - 104,999	24	22	25	24	28
105,000 - 105,999	202	16	16	27	27
106,000 - 106,999	15	85	75	14	15
107,000 - 107,999	5	27	26	70	64
108,000 - 108,999	17	19	20	17	16
109,000 - 109,999	9	201	186	21	19
110,000 - 110,999	7	12	10	21	21
111,000 - 111,999	8	8	9	171	142
112,000 - 112,999	51	20	21	12	10
113,000 - 113,999	54	11	8	15	13
114,000 - 114,999	2	5	9	7	6
115,000 - 115,999	2	10	14	11	16
116,000 - 116,999	3	7	6	12	8
117,000 - 117,999	20	90	89	10	9
118,000 - 118,999	7	1	1	90	77
119,000 - 119,999	29	2	2	0	2
120,000 - 120,999	5	2	4	4	4
121,000 - 121,999	4	0	0	1	1
122,000 - 122,999	20	18	19	0	1
123,000 - 123,999	2	7	6	15	14
124,000 - 124,999	1	28	25	6	4
125,000 - 125,999	26	7	6	34	27
126,000 and above	141	192	194	193	165
STATEWIDE TOTAL	53,052	53,655	53,856	52,499	50,120

Median Salary: \$51,448

Average Salary: \$54,048

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 HWF39A and HWF40

**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2006-07 through 2010-11**

	2006-07	2007-08	2008-09	2009-10	2010-11
Legally Required Payments					
FICA	7.38 %	7.35 %	7.27 %	7.29 %	7.05 %
Unemployment Compensation	.18	.15	.21	.46	.39
Workers Compensation	1.26	1.28	1.19	1.25	1.32
Total Legally Required Payments	8.83 %	8.78 %	8.67 %	8.99 %	8.76 %
Group Insurance					
State Health Plan	11.01 %	11.11 %	10.29 %	10.15 %	10.15 %
Health Maintenance Organization	7.15	7.35	7.57	8.04	9.23
Dental	1.66	1.83	1.83	1.83	1.79
Vision	.26	.25	.25	.25	.24
Life	1.00	.99	1.01	.77	.99
Long Term Disability	.80	.80	.78	1.01	.75
Flexible Benefits Allowance/Recovery	.07	.06	.07	.07	.07
Total Group Insurance	21.94 %	22.39 %	21.80 %	22.11 %	23.23 %
Other Cash Payments					
Terminal Annual & Sick Leave	1.23 %	.88 %	.81 %	.95 %	.47 %
Terminal Longevity Payments	.02	.02	.02	.03	.05
Professional Development	.01	.01	.01	.01	.01
Uniforms and Dry Cleaning	.25	.23	.23	.23	.22
Total Other Cash Payments	1.50 %	1.14 %	1.08 %	1.23 %	.75 %
Pension Items					
Retirement or Pension Plans	18.62 %	23.39 %	24.93 %	25.92 %	27.31 %
Defined Contribution Pension Plan	2.19	2.46	2.67	2.82	2.99
Total Pension Items	20.81	25.85	27.61	28.75	30.30
Total Employee Benefits	53.07 %	58.15 %	59.16 %	61.08 %	63.05 %

Comment: 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 #7 (11/18/11)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: September 17, 2011

Department	Total Employees	Health Insurance								Dental Insurance					
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%
AGRICULTURE & RURAL DEVELOPMENT	373	180	48 %	173	46 %	5	1 %	0	0 %	349	94 %	6	2 %	2	1 %
ATTORNEY GENERAL	439	186	42 %	201	46 %	3	1 %	0	0 %	398	91 %	6	1 %	0	0 %
AUDITOR GENERAL	131	31	24 %	78	60 %	5	4 %	0	0 %	116	89 %	1	1 %	0	0 %
CIVIL RIGHTS	93	43	46 %	44	47 %	2	2 %	0	0 %	88	95 %	2	2 %	0	0 %
CIVIL SERVICE COMMISSION	403	130	32 %	232	58 %	4	1 %	0	0 %	367	91 %	9	2 %	0	0 %
COMMUNITY HEALTH	3,299	1,635	50 %	1,392	42 %	34	1 %	0	0 %	2,985	90 %	113	3 %	12	0 %
CORRECTIONS	13,917	8,017	58 %	5,034	36 %	65	0 %	0	0 %	12,942	93 %	263	2 %	26	0 %
EDUCATION	443	199	45 %	182	41 %	8	2 %	0	0 %	394	89 %	7	2 %	6	1 %
ENVIRONMENTAL QUALITY	1,092	425	39 %	582	53 %	8	1 %	0	0 %	1,006	92 %	20	2 %	1	0 %
EXECUTIVE OFFICE	42	25	60 %	10	24 %	0	0 %	0	0 %	37	88 %	0	0 %	0	0 %
HUMAN SERVICES	10,967	5,049	46 %	5,046	46 %	105	1 %	0	0 %	9,904	90 %	408	4 %	48	0 %
LICENSING & REGULATORY AFFAIRS	3,697	1,631	44 %	1,777	48 %	48	1 %	0	0 %	3,354	91 %	133	4 %	15	0 %
MILITARY & VETERAN AFFAIRS	881	372	42 %	436	49 %	12	1 %	0	0 %	827	94 %	4	0 %	3	0 %
NATURAL RESOURCES	1,585	1,006	63 %	428	27 %	26	2 %	0	0 %	1,447	91 %	11	1 %	7	0 %
STATE	1,276	552	43 %	632	50 %	15	1 %	0	0 %	1,188	93 %	26	2 %	1	0 %
STATE POLICE	2,363	662	28 %	413	17 %	13	1 %	1,173	50 %	2,263	96 %	15	1 %	5	0 %
STRATEGIC FUND	122	41	34 %	67	55 %	3	2 %	0	0 %	105	86 %	6	5 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,359	744	32 %	1,419	60 %	26	1 %	0	0 %	2,111	89 %	71	3 %	8	0 %
TRANSPORTATION	2,523	1,292	51 %	1,065	42 %	33	1 %	0	0 %	2,377	94 %	27	1 %	6	0 %
TREASURY	1,755	584	33 %	1,019	58 %	34	2 %	0	0 %	1,604	91 %	51	3 %	7	0 %
STATEWIDE TOTALS:	47,760	22,804	48 %	20,230	42 %	449	1 %	1,173	2 %	43,862	92 %	1,179	2 %	147	0 %

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF47

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY END DATE: September 17, 2011

Department	Total Employees	Vision Insurance		Disability Insurance				Life Insurance					
		State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	373	359	96 %	314	84 %	0	0 %	358	96 %	15	4 %	0	0 %
ATTORNEY GENERAL	439	407	93 %	310	71 %	0	0 %	409	93 %	28	6 %	0	0 %
AUDITOR GENERAL	131	118	90 %	104	79 %	0	0 %	120	92 %	11	8 %	0	0 %
CIVIL RIGHTS	93	90	97 %	79	85 %	0	0 %	84	90 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	403	378	94 %	360	89 %	3	1 %	390	97 %	13	3 %	2	0 %
COMMUNITY HEALTH	3,299	3,122	95 %	2,829	86 %	0	0 %	3,101	94 %	195	6 %	0	0 %
CORRECTIONS	13,917	13,235	95 %	12,972	93 %	0	0 %	13,422	96 %	429	3 %	0	0 %
EDUCATION	443	410	93 %	298	67 %	0	0 %	413	93 %	29	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,092	1,029	94 %	944	86 %	0	0 %	1,018	93 %	71	7 %	0	0 %
EXECUTIVE OFFICE	42	37	88 %	20	48 %	0	0 %	35	83 %	6	14 %	0	0 %
HUMAN SERVICES	10,967	10,406	95 %	8,952	82 %	0	0 %	10,344	94 %	609	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	3,697	3,515	95 %	2,992	81 %	1	0 %	3,486	94 %	206	6 %	1	0 %
MILITARY & VETERAN AFFAIRS	881	835	95 %	726	82 %	0	0 %	836	95 %	31	4 %	0	0 %
NATURAL RESOURCES	1,585	1,474	93 %	1,286	81 %	0	0 %	1,500	95 %	84	5 %	0	0 %
STATE	1,276	1,224	96 %	1,091	86 %	0	0 %	1,180	92 %	94	7 %	0	0 %
STATE POLICE	2,363	2,286	97 %	2,359	100 %	1,363	58 %	2,244	95 %	100	4 %	1,339	57 %
STRATEGIC FUND	122	112	92 %	96	79 %	0	0 %	113	93 %	9	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,359	2,199	93 %	1,883	80 %	38	2 %	2,239	95 %	111	5 %	33	1 %
TRANSPORTATION	2,523	2,418	96 %	2,229	88 %	0	0 %	2,386	95 %	132	5 %	0	0 %
TREASURY	1,755	1,671	95 %	1,410	80 %	0	0 %	1,644	94 %	108	6 %	0	0 %
STATEWIDE TOTALS:	47,760	45,325	95 %	41,254	86 %	1,405	3 %	45,322	95 %	2,290	5 %	1,375	3 %

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF47

**STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2005-06 through 2009-10**

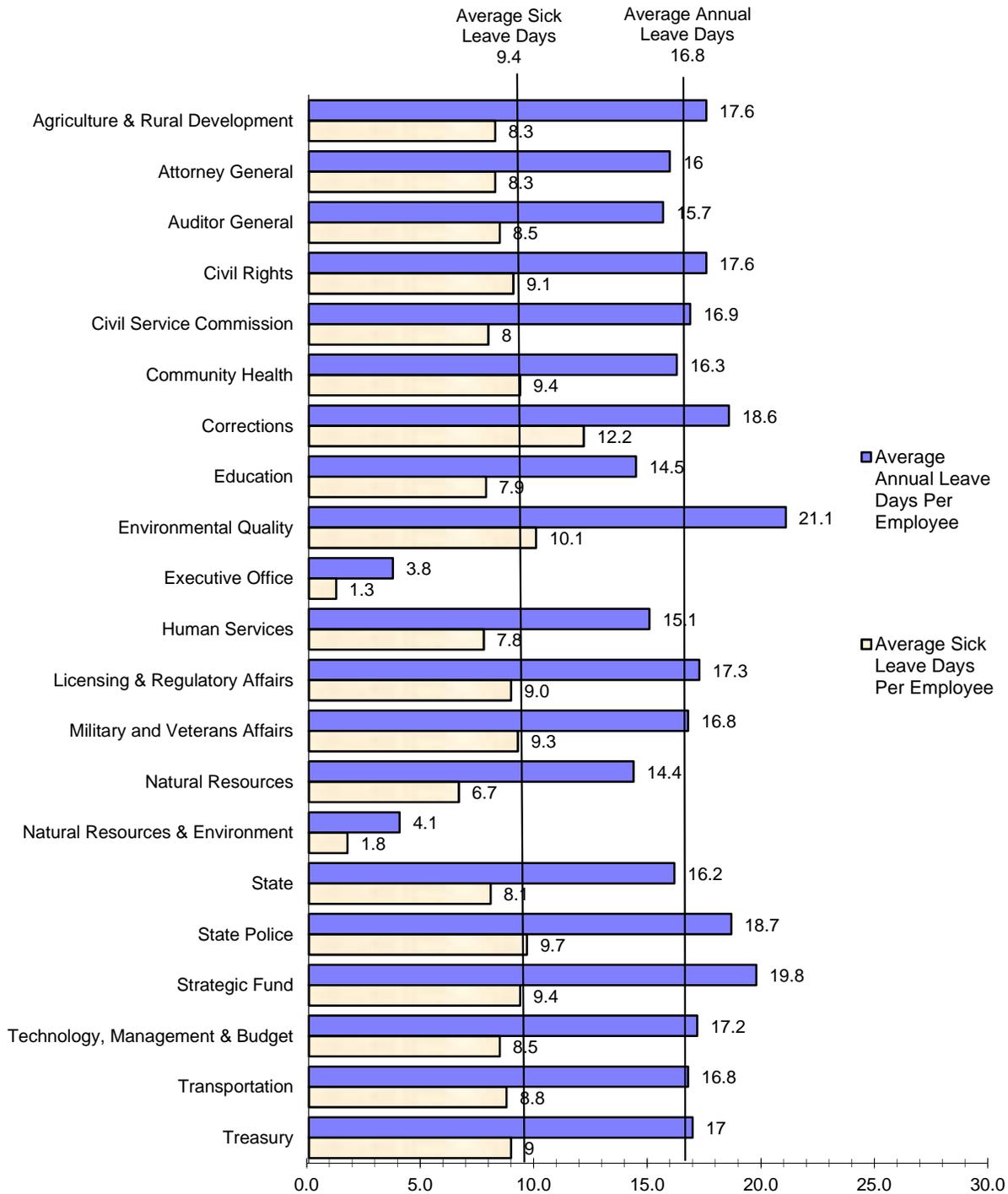
	2005-06	2006-07	2007-08	2008-09	2009-10
VACATION	8.9 %	8.2 %	7.8 %	7.5 %	8.2 %
HOLIDAY	4.6 %	5.0 %	4.6 %	4.6 %	4.6 %
SICK LEAVE	4.0 %	4.2 %	4.0 %	3.8 %	4.2 %
TOTAL	17.4 %	17.4 %	16.5 %	15.9 %	17.0 %

Comment: 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.

DAFR-9670, 1/10/97

Source: MAIN DAFR6940 191OFBD YER#4 (11/19/10)

ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT Fiscal Year 2010-11



Comment: 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.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2010-11**

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture & Rural Development	8.3	17.5	25.8
Attorney General	8.3	16.0	24.3
Auditor General	8.3	15.4	23.7
Civil Rights	9.1	17.6	26.7
Civil Service Commission	8.0	16.9	24.9
Community Health	9.4	16.3	25.7
Corrections	12.2	18.6	30.8
Education	7.9	14.5	22.4
Environmental Quality	10.1	21.1	31.2
Executive Office	1.3	3.8	5.1
Human Services	7.8	15.1	22.9
Licensing & Regulatory Affairs	9.0	17.2	26.2
Military and Veterans Affairs	9.3	16.8	26.1
Natural Resources	6.7	14.3	21.0
Natural Resources & Environment	1.8	4.1	5.9
State	8.1	16.1	24.2
State Police	9.7	18.7	28.4
Strategic Fund	9.4	19.8	29.2
Technology, Management & Budget	8.5	17.1	25.6
Transportation	8.8	16.6	25.4
Treasury	9.0	16.9	25.9
STATEWIDE AVERAGE	9.4	16.8	26.2

Comments: 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.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2006-07 through 2010-11

DEPARTMENT	2006-07	2007-08	2008-09	2009-10	2010-11
Agriculture & Rural Development	9.7	9.5	8.9	10.1	8.3
Attorney General	9.8	8.7	8.9	9.8	8.3
Auditor General	9.3	10.2	9.8	9.5	8.3
Civil Rights	11.2	10.5	10.9	11.4	9.1
Civil Service Commission	11.6	10.7	10.0	10.5	8.0
Community Health	11.4	10.8	10.1	10.7	9.4
Corrections	11.9	10.9	11.4	12.3	12.2
Education	8.9	9.4	8.5	9.7	7.9
Environmental Quality	10.3	10.6	9.7	10.4	10.1
Executive Office	5.8	4.0	6.6	7.3	1.3
Human Services	10.9	9.9	8.4	9.6	7.8
Information Technology	10.1	10.1	9.1	10.3	--
Licensing & Regulatory Affairs	10.8	10.6	8.5	9.8	9.3
Management and Budget	10.2	9.9	9.7	10.3	--
Military and Veterans Affairs	10.5	10.5	10.4	10.8	9.3
Natural Resources	6.2	5.8	6.0	6.5	6.7
Natural Resources & Environment	--	--	--	--	1.8
State	10.5	10.7	9.8	10.7	8.1
State Police	10.7	10.4	10.3	10.6	9.7
Strategic Fund	9.5	9.5	7.8	8.6	9.4
Technology, Management & Budget	--	--	--	--	8.5
Transportation	9.8	9.5	8.6	9.9	8.8
Treasury	10.2	10.4	9.5	10.2	9.0
STATEWIDE AVERAGE	10.8	10.2	9.6	10.6	9.4

Comment: 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.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Effective October 1, 2007, Strategic Fund became autonomous.

Source: Michigan Civil Service Commission HWF28, for the last full pay period in each fiscal year.

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 02, 2010 Through Pay End Date September 17, 2011

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE & RURAL DEVELOPMENT	453	29,988.3	66.2	8.3
ATTORNEY GENERAL	531	35,145.5	66.2	8.3
AUDITOR GENERAL	161	10,942.2	68.0	8.5
CIVIL RIGHTS	114	8,280.1	72.6	9.1
CIVIL SERVICE COMMISSION	521	33,416.5	64.1	8.0
COMMUNITY HEALTH	4,170	313,227.1	75.1	9.4
CORRECTIONS	15,642	1,526,298.0	97.6	12.2
EDUCATION	533	33,749.9	63.3	7.9
ENVIRONMENTAL QUALITY	1,114	89,721.9	80.5	10.1
EXECUTIVE OFFICE	63	651.6	10.3	1.3
HUMAN SERVICES	12,898	802,209.5	62.2	7.8
LICENSING & REGULATORY AFFAIRS	4,297	309,634.1	72.1	9.0
MILITARY & VETERAN AFFAIRS	1,050	78,411.8	74.7	9.3
NATURAL RESOURCES	1,946	104,493.5	53.7	6.7
NATURAL RESOURCES & ENVIRONMENT	560	8,028.5	14.3	1.8
STATE	1,597	103,673.4	64.9	8.1
STATE POLICE	2,610	202,049.6	77.4	9.7
STRATEGIC FUND	144	10,880.9	75.6	9.4
TECHNOLOGY, MANAGEMENT & BUDGET	2,848	194,147.6	68.2	8.5
TRANSPORTATION	3,290	232,776.5	70.8	8.8
TREASURY	2,075	150,217.8	72.4	9.0
STATEWIDE	56,617	4,277,944.3	75.6	9.4

Comment: 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.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF28

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT
From Pay End Date October 02, 2010 Through Pay End Date September 17, 2011

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	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 & RURAL DEVELOPMENT	453	63,731.0	140.7	17.6	453	1,774.7	3.9	0.5
ATTORNEY GENERAL	531	67,774.1	127.6	16.0	531	2,433.3	4.6	0.6
AUDITOR GENERAL	161	20,195.0	125.4	15.7	161	1,121.5	7.0	0.9
CIVIL RIGHTS	114	16,034.6	140.7	17.6	114	832.5	7.3	0.9
CIVIL SERVICE COMMISSION	521	70,333.7	135.0	16.9	521	2,362.0	4.5	0.6
COMMUNITY HEALTH	4,170	544,834.7	130.7	16.3	4,170	35,126.1	8.4	1.1
CORRECTIONS	15,642	2,323,349.0	148.5	18.6	15,642	83,521.3	5.3	0.7
EDUCATION	533	61,767.8	115.9	14.5	533	3,809.3	7.1	0.9
ENVIRONMENTAL QUALITY	1,114	188,439.7	169.2	21.1	1,114	6,173.9	5.5	0.7
EXECUTIVE OFFICE	63	1,929.4	30.6	3.8	63	115.0	1.8	0.2
HUMAN SERVICES	12,898	1,555,284.4	120.6	15.1	12,898	93,349.9	7.2	0.9
LICENSING & REGULATORY AFFAIRS	4,297	593,755.5	138.2	17.3	4,297	29,838.3	6.9	0.9
MILITARY & VETERAN AFFAIRS	1,050	141,357.2	134.6	16.8	1,050	10,404.0	9.9	1.2
NATURAL RESOURCES	1,946	223,713.2	115.0	14.4	1,946	5,948.0	3.1	0.4
NATURAL RESOURCES & ENVIRONMNT	560	18,310.7	32.7	4.1	560	654.1	1.2	0.1
STATE	1,597	206,755.7	129.5	16.2	1,597	10,208.1	6.4	0.8
STATE POLICE	2,610	391,277.5	149.9	18.7	2,610	21,655.2	8.3	1.0
STRATEGIC FUND	144	22,752.3	158.0	19.8	144	723.7	5.0	0.6
TECHNOLOGY, MANAGEMENT & BUDGET	2,848	391,959.1	137.6	17.2	2,848	15,473.7	5.4	0.7
TRANSPORTATION	3,290	442,123.3	134.4	16.8	3,290	18,806.3	5.7	0.7
TREASURY	2,075	281,914.2	135.9	17.0	2,075	13,829.3	6.7	0.8
STATEWIDE	56,617	7,627,592.1	134.7	16.8	56,617	358,160.2	6.3	0.8

Comment: 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.

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF31

Age Distribution for Classified Employees by Department
Pay End Date: September 17, 2011

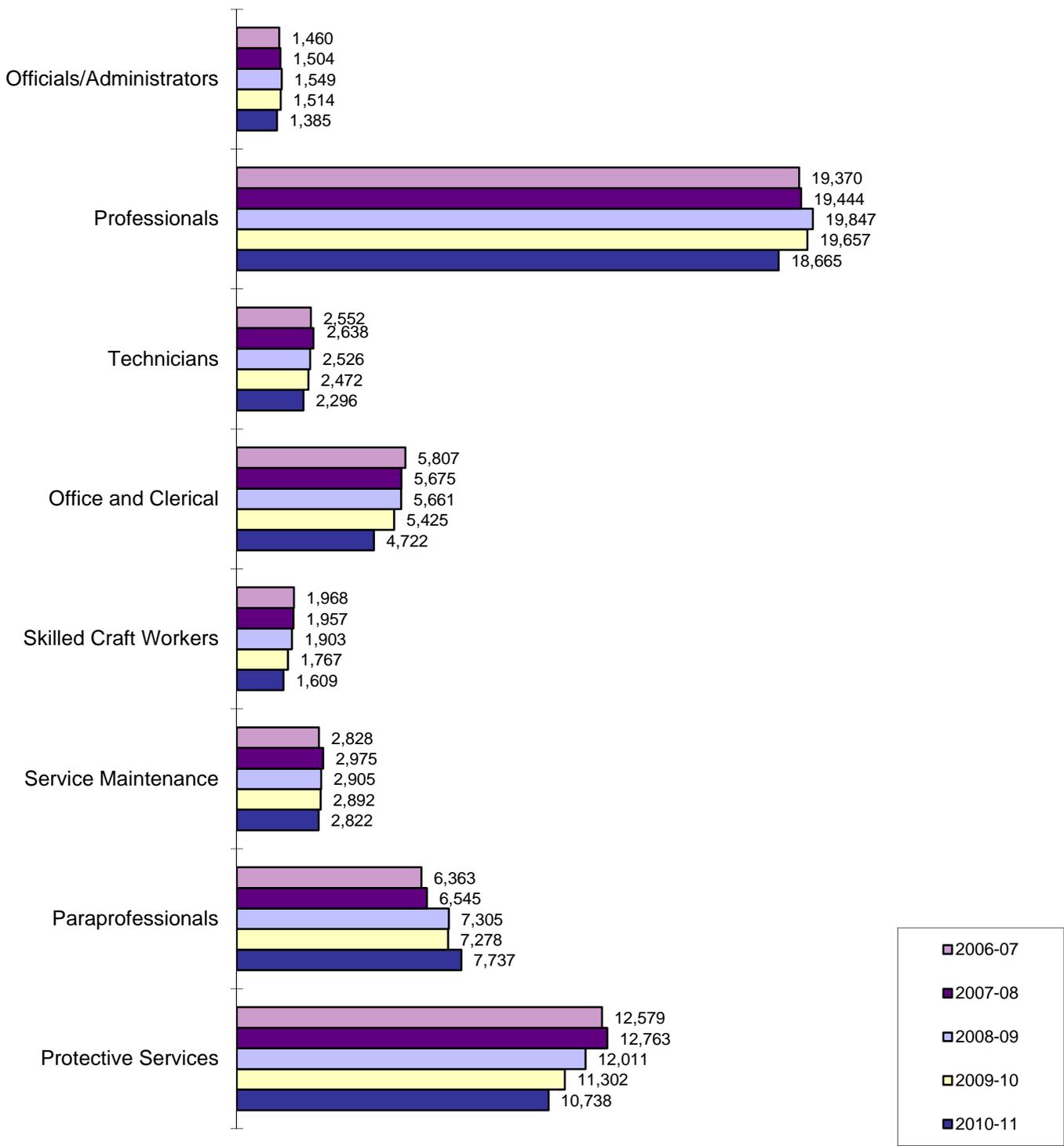
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE & RURAL DEVELOPMENT	1	6	11	36	38	37	74	74	72	28	8	3	388
ATTORNEY GENERAL	0	3	32	44	51	57	71	67	70	33	11	0	439
AUDITOR GENERAL	1	12	15	16	17	27	24	15	7	2	0	0	136
CIVIL RIGHTS	0	0	5	10	11	15	8	14	15	13	2	0	93
CIVIL SERVICE COMMISSION	1	14	17	29	51	49	84	89	56	25	4	0	419
COMMUNITY HEALTH	3	99	205	279	286	397	475	609	622	292	69	9	3,345
CORRECTIONS	2	114	574	1,090	1,826	2,704	2,869	2,509	1,504	569	83	21	13,865
EDUCATION	0	5	16	44	47	52	50	85	84	56	8	0	447
ENVIRONMENTAL QUALITY	1	9	28	99	115	131	196	223	213	74	15	2	1,106
EXECUTIVE OFFICE	0	10	9	3	2	6	4	4	1	2	1	0	42
HUMAN SERVICES	3	323	1,272	1,536	1,563	1,451	1,306	1,466	1,362	582	88	23	10,975
LICENSING & REGULATORY AFFAIRS	15	99	253	385	394	455	499	652	601	344	86	34	3,817
MILITARY & VETERAN AFFAIRS	5	43	63	73	87	127	152	184	151	60	9	7	961
NATURAL RESOURCES	198	503	221	247	259	278	285	350	309	179	80	42	2,951
STATE	9	92	88	135	141	170	226	278	243	89	11	1	1,483
STATE POLICE	0	32	126	225	453	524	482	304	166	41	8	0	2,361
STRATEGIC FUND	0	1	4	11	7	11	20	28	25	12	1	2	122
TECHNOLOGY, MANAGEMENT & BUDGET	11	78	113	190	269	322	414	465	385	171	29	5	2,452
TRANSPORTATION	12	128	151	313	309	369	464	491	325	144	20	15	2,741
TREASURY	8	71	137	199	199	220	271	338	240	117	26	5	1,831
Statewide Total:	270	1,642	3,340	4,964	6,125	7,402	7,974	8,245	6,451	2,833	559	169	49,974
Average Age:	19.1	22.9	27.7	32.6	37.6	42.4	47.6	52.5	57.3	61.9	66.8	74.2	45.0

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

In FY 2010-11, the Departments of Natural Resources and Environmental Quality were transferred by Executive Order 2009-45 to the newly created Department of Natural Resources & Environment, effective January 17, 2010. In FY 2010-11, the Department of Natural Resources was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Environmental Quality was transferred from the Department of Natural Resources and Environment by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Departments of Information Technology and Management and Budget were transferred by Executive Order 2009-55 to the newly created Department of Technology, Management & Budget, effective March 21, 2010. Actions to combine these agencies for reporting purposes were not completed until October 1, 2010. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011.

Source: Michigan Civil Service Commission HWF23

EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2006-07 through 2010-11



2010-11 Grand Total: 49,974

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

Source: Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 17, 2011

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	22	26
ALGER	289	13	302
ALLEGAN	197	85	282
ALPENA	135	19	154
ANTRIM	25	3	28
ARENAC	25	8	33
BARAGA	392	25	417
BARRY	78	29	107
BAY	258	69	327
BENZIE	24	7	31
BERRIEN	341	62	403
BRANCH	407	12	419
CALHOUN	318	40	358
CASS	83	12	95
CHARLEVOIX	18	58	76
CHEBOYGAN	75	69	144
CHIPPEWA	1,052	90	1,142
CLARE	48	19	67
CLINTON	131	44	175
CRAWFORD	146	164	310
DELTA	168	37	205
DICKINSON	46	7	53
EATON	2,708	403	3,111
EMMET	85	44	129
GENESEE	822	113	935
GLADWIN	36	9	45
GOGEBIC	269	24	293
GRAND TRAVERSE	544	73	617
GRATIOT	862	32	894
HILLSDALE	65	10	75
HOUGHTON	58	42	100
HURON	36	44	80
INGHAM	8,946	1,049	9,995
IONIA	1,553	67	1,620
IOSCO	48	41	89
IRON	58	11	69
ISABELLA	134	16	150
JACKSON	2,243	73	2,316
KALAMAZOO	1,036	175	1,211
KALKASKA	56	6	62
KENT	1,601	293	1,894
KEWEENAW	1	17	18
LAKE	48	9	57
LAPEER	413	38	451

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 HWF55

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 17, 2011

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	7	10
LENAWEE	693	40	733
LIVINGSTON	517	67	584
LUCE	342	24	366
MACKINAC	98	109	207
MACOMB	1,343	91	1,434
MANISTEE	369	28	397
MARQUETTE	786	71	857
MASON	36	34	70
MECOSTA	80	9	89
MENOMINEE	37	27	64
MIDLAND	76	18	94
MISSAUKEE	59	11	70
MONROE	172	39	211
MONTCALM	609	21	630
MONTMORENCY	47	25	72
MUSKEGON	905	106	1,011
NEWAYGO	81	15	96
OAKLAND	1,038	287	1,325
OCEANA	56	53	109
OGEMAW	62	26	88
ONTONAGON	19	23	42
OSCEOLA	42	1	43
OSCODA	23	6	29
OTSEGO	220	41	261
OTTAWA	182	87	269
OUT OF STATE	43	4	47
PRESQUE ISLE	13	23	36
ROSCOMMON	94	43	137
SAGINAW	993	76	1,069
SANILAC	47	18	65
SCHOOLCRAFT	33	26	59
SHIAWASSEE	89	9	98
ST CLAIR	253	83	336
ST JOSEPH	95	11	106
TUSCOLA	433	35	468
VAN BUREN	205	52	257
WASHTENAW	1,458	126	1,584
WAYNE	5,755	500	6,255
WEXFORD	135	30	165
WORK AT HOME - MI	882	30	912
Grand Total:	44,305	5,815	50,120

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 HWF55