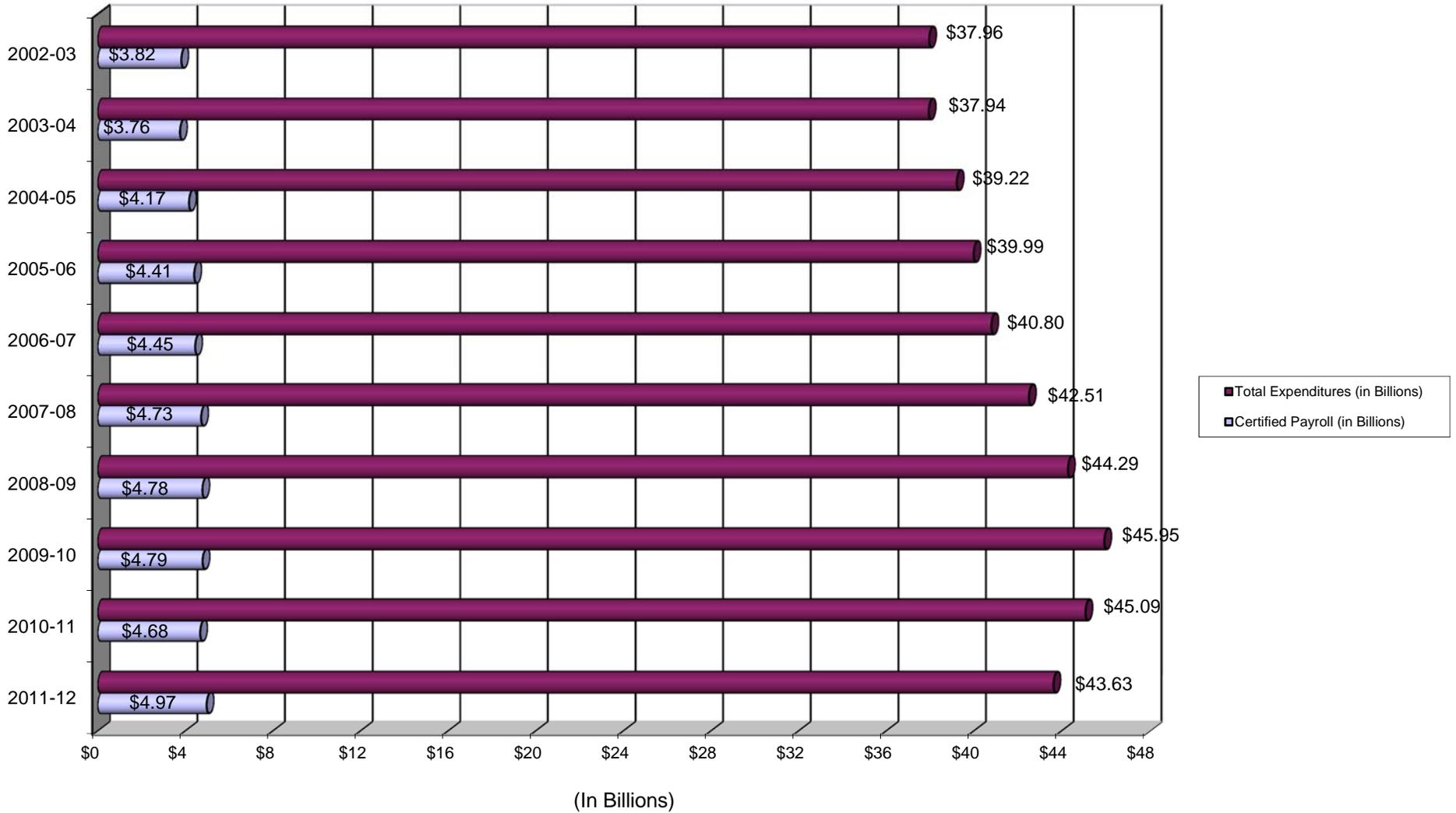


SECTION TWO

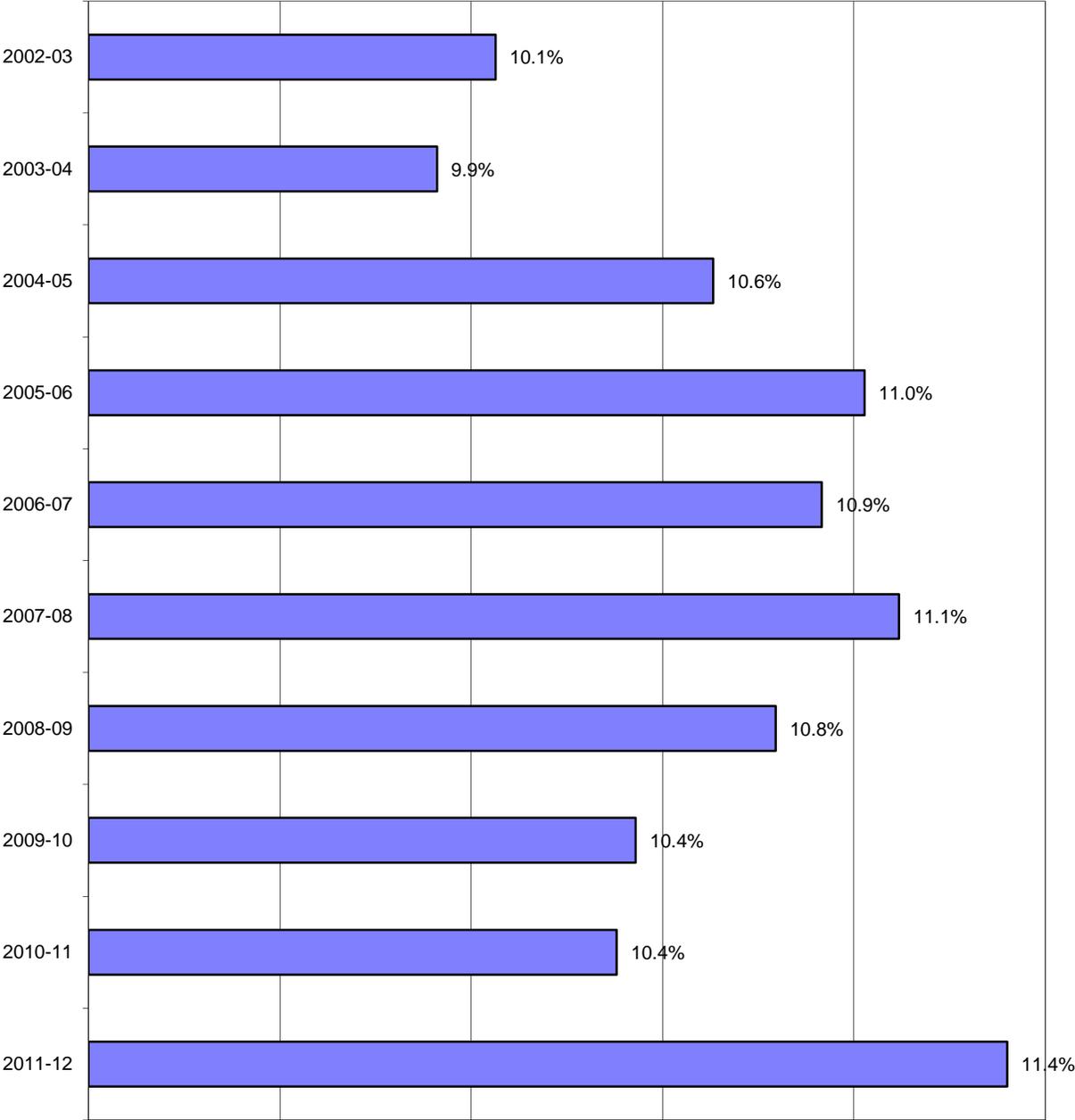
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2002-03 through 2011-12



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 OF MICHIGAN
CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 2002-03 through 2011-12**



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.

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT
Pay End Date: September 29, 2012

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 AND RURAL DVLPMNT	402	0.8 %	48.1	\$29.75	314	78.1 %
ATTORNEY GENERAL	471	1.0 %	46.9	\$37.68	305	64.8 %
AUDITOR GENERAL	144	0.3 %	39.4	\$33.59	93	64.6 %
CIVIL RIGHTS	94	0.2 %	48.8	\$29.49	75	79.8 %
CIVIL SERVICE COMMISSION	419	0.8 %	46.5	\$28.47	326	77.8 %
COMMUNITY HEALTH	3,120	6.3 %	47.0	\$27.42	1,990	63.8 %
CORRECTIONS	13,458	27.2 %	45.7	\$25.40	10,928	81.2 %
EDUCATION	505	1.0 %	48.3	\$31.34	271	53.7 %
ENVIRONMENTAL QUALITY	1,133	2.3 %	48.2	\$31.18	980	86.5 %
EXECUTIVE OFFICE	50	0.1 %	38.8	\$33.31	14	28.0 %
HUMAN SERVICES	11,136	22.5 %	43.4	\$24.30	5,827	52.3 %
LICENSING & REGULATORY AFFAIRS	3,473	7.0 %	47.8	\$28.45	2,487	71.6 %
MILITARY & VETERAN AFFAIRS	914	1.8 %	47.0	\$22.96	590	64.6 %
NATURAL RESOURCES	2,673	5.4 %	42.2	\$19.22	1,228	45.9 %
STATE	1,533	3.1 %	45.4	\$21.57	977	63.7 %
STATE POLICE	2,404	4.9 %	43.4	\$29.96	2,053	85.4 %
STRATEGIC FUND	701	1.4 %	46.0	\$29.40	451	64.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,610	5.3 %	46.7	\$29.95	1,774	68.0 %
TRANSPORTATION	2,726	5.5 %	45.3	\$27.39	2,107	77.3 %
TREASURY	1,579	3.2 %	45.4	\$27.29	1,035	65.5 %
STATEWIDE TOTALS:	49,545	100.0 %	45.2	\$26.09	33,825	68.3 %

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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: 2007-08 through 2011-2012

<u>Salary Range</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-2012</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	0	0	0	0	0
14,000 - 14,999	0	0	0	0	0
15,000 - 15,999	532	458	442	517	366
16,000 - 16,999	23	28	10	16	7
17,000 - 17,999	216	283	245	246	209
18,000 - 18,999	416	436	518	533	423
19,000 - 19,999	32	25	5	13	18
20,000 - 20,999	104	125	158	215	184
21,000 - 21,999	32	27	37	41	76
22,000 - 22,999	106	20	16	15	103
23,000 - 23,999	13	12	13	9	12
24,000 - 24,999	6	8	53	4	0
25,000 - 25,999	36	27	40	34	39
26,000 - 26,999	286	281	284	118	104
27,000 - 27,999	104	89	92	218	234
28,000 - 28,999	35	28	35	111	99
29,000 - 29,999	241	306	178	33	44
30,000 - 30,999	174	146	106	195	98
31,000 - 31,999	629	189	216	240	210
32,000 - 32,999	347	195	210	198	229
33,000 - 33,999	196	390	232	327	618
34,000 - 34,999	413	1,217	533	447	309
35,000 - 35,999	377	464	473	940	608
36,000 - 36,999	263	284	253	786	456
37,000 - 37,999	871	834	917	321	329
38,000 - 38,999	444	629	876	927	565
39,000 - 39,999	780	550	360	1044	1409
40,000 - 40,999	1,540	1,529	973	497	655
41,000 - 41,999	2,239	2,283	2,587	611	990
42,000 - 42,999	541	612	692	907	828
43,000 - 43,999	2,763	2,835	2,862	1,665	1758
44,000 - 44,999	521	674	577	1791	1275
45,000 - 45,999	962	1,082	817	1852	1794
46,000 - 46,999	1,451	1,464	1,740	914	1042
47,000 - 47,999	1,848	1,675	2,040	987	1008
48,000 - 48,999	5,831	5,468	1,554	1,661	1632
49,000 - 49,999	438	382	4,384	1,796	1862
50,000 - 50,999	691	758	371	4529	6694
51,000 - 51,999	6,375	6,226	3,112	517	497
52,000 - 52,999	710	695	3,178	487	425
53,000 - 53,999	641	607	844	4928	2460

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2008-09</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-2011</u>	<u>2011-2012</u>
54,000 - 54,999	405	360	495	777	870
55,000 - 55,999	1,494	1,417	833	540	600
56,000 - 56,999	486	458	740	692	675
57,000 - 57,999	433	371	491	865	804
58,000 - 58,999	1,164	1,147	1,127	1,005	1085
59,000 - 59,999	1,520	1,566	1,526	729	727
60,000 - 60,999	1,166	1,157	130	358	353
61,000 - 61,999	1,060	1,127	2,172	1,686	1402
62,000 - 62,999	2,036	2,081	314	910	938
63,000 - 63,999	310	305	1,946	2,104	2370
64,000 - 64,999	604	647	553	479	549
65,000 - 65,999	971	964	443	252	242
66,000 - 66,999	428	423	1,020	259	231
67,000 - 67,999	199	219	288	450	368
68,000 - 68,999	1,028	1,044	236	899	894
69,000 - 69,999	1,177	1,220	1,965	1,558	1596
70,000 - 70,999	200	157	278	46	49
71,000 - 71,999	653	649	318	420	447
72,000 - 72,999	275	311	664	791	493
73,000 - 73,999	150	142	118	132	372
74,000 - 74,999	111	124	137	206	314
75,000 - 75,999	774	759	93	83	83
76,000 - 76,999	328	326	756	602	576
77,000 - 77,999	226	229	342	364	378
78,000 - 78,999	273	290	217	303	317
79,000 - 79,999	143	141	339	275	294
80,000 - 80,999	96	85	104	113	107
81,000 - 81,999	197	212	71	87	119
82,000 - 82,999	29	37	214	182	190
83,000 - 83,999	461	475	110	90	79
84,000 - 84,999	32	30	415	364	377
85,000 - 85,999	86	116	27	33	37
86,000 - 86,999	141	147	113	112	161
87,000 - 87,999	52	57	131	102	105
88,000 - 88,999	71	78	65	65	81
89,000 - 89,999	36	37	64	58	73
90,000 - 90,999	84	75	36	39	39
91,000 - 91,999	36	39	89	82	77
92,000 - 92,999	42	43	38	34	26
93,000 - 93,999	44	43	43	33	26

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-2011</u>	<u>2011-2012</u>
\$94,000 - 94,999	112	108	41	38	34
95,000 - 95,999	156	147	115	94	102
96,000 - 96,999	25	28	132	104	132
97,000 - 97,999	25	37	24	27	36
98,000 - 98,999	21	26	25	28	29
99,000 - 99,999	16	17	29	33	35
100,000 - 100,999	52	57	20	28	26
101,000 - 101,999	66	67	55	39	45
102,000 - 102,999	121	124	71	65	62
103,000 - 103,999	23	25	118	106	125
104,000 - 104,999	22	25	24	28	41
105,000 - 105,999	16	16	27	27	26
106,000 - 106,999	85	75	14	15	18
107,000 - 107,999	27	26	70	64	56
108,000 - 108,999	19	20	17	16	17
109,000 - 109,999	201	186	21	19	17
110,000 - 110,999	12	10	21	21	20
111,000 - 111,999	8	9	171	142	152
112,000 - 112,999	20	21	12	10	5
113,000 - 113,999	11	8	15	13	17
114,000 - 114,999	5	9	7	6	6
115,000 - 115,999	10	14	11	16	18
116,000 - 116,999	7	6	12	8	10
117,000 - 117,999	90	89	10	9	11
118,000 - 118,999	1	1	90	77	88
119,000 - 119,999	2	2	0	2	5
120,000 - 120,999	2	4	4	4	6
121,000 - 121,999	0	0	1	1	1
122,000 - 122,999	18	19	0	1	2
123,000 - 123,999	7	6	15	14	15
124,000 - 124,999	28	25	6	4	3
125,000 - 125,999	7	6	34	27	24
126,000 and above	192	194	193	165	168
STATEWIDE TOTAL	53,655	53,856	52,499	50,120	49,545

Median Salary: \$50,676

Average Salary: \$54,482

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only and starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

STATE OF MICHIGAN
CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL-STATEWIDE
(Employer Contributions)
Fiscal Years 2007-08 through 2011-2012

	2007-08	2008-09	2009-10	2010-2011	2011-2012
Legally Required Payments					
FICA	7.35 %	7.27 %	7.29 %	7.05 %	7.47 %
Unemployment Compensation	.15	.21	.46	.39	.40
Workers Compensation	1.28	1.19	1.25	1.32	1.21
Total Legally Required Payments	8.78 %	8.67 %	8.99 %	8.76 %	9.08 %
Group Insurance					
State Health Plan	11.11 %	10.29 %	10.15 %	10.15 %	9.63 %
Health Maintenance Organization	7.35	7.57	8.04	9.23	10.15
Dental	1.83	1.83	1.83	1.79	1.80
Vision	.25	.25	.25	.24	.24
Life	.99	1.01	.77	.99	1.00
Long Term Disability	.80	.78	1.01	.75	.75
Flexible Benefits Allowance/Recovery	.06	.07	.07	.07	.09
Total Group Insurance	22.39 %	21.80 %	22.11 %	23.23 %	23.65 %
Other Cash Payments					
Terminal Annual & Sick Leave	.88 %	.81 %	.95 %	.47 %	.55 %
Terminal Longevity Payments	.02	.02	.03	.05	.02
Professional Development	.01	.01	.01	.01	.00
Uniforms and Dry Cleaning	.23	.23	.23	.22	.22
Total Other Cash Payments	1.14 %	1.08 %	1.23 %	.75 %	.78 %
Pension Items					
Retirement or Pension Plans	23.39 %	24.93 %	25.92 %	27.31 %	30.56 %
Other Post Employment Benefits (OPEB)	--	--	--	--	9.08
Defined Contribution Pension Plan	2.46	2.67	2.82	2.99	3.65
Total Pension Items	25.85	27.61	28.75	30.30	43.29
Total Employee Benefits	58.15 %	59.16 %	61.08 %	63.05 %	76.81 %

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Beginning in FY 2012, total Pension Items include Other Post Employment Benefits (OPEB) rates. On October 22, 2014, this report was updated to reflect the addition of OPEB.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 29, 2012

Department	Health Insurance								Dental Insurance							
	Total Employees Enrolled	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	
AGRICULTURE & RURAL DEVELOPMENT	384	172	45 %	185	48 %	6	2 %	0	0 %	357	93 %	8	2 %	2	1 %	
ATTORNEY GENERAL	471	192	41 %	218	46 %	3	1 %	0	0 %	428	91 %	7	1 %	1	0 %	
AUDITOR GENERAL	140	36	26 %	85	61 %	5	4 %	0	0 %	129	92 %	0	0 %	0	0 %	
CIVIL RIGHTS	93	44	47 %	43	46 %	2	2 %	0	0 %	86	92 %	4	4 %	0	0 %	
CIVIL SERVICE COMMISSION	405	122	30 %	244	60 %	3	1 %	0	0 %	367	91 %	9	2 %	1	0 %	
COMMUNITY HEALTH	3,078	1,495	49 %	1,335	43 %	35	1 %	0	0 %	2,800	91 %	97	3 %	12	0 %	
CORRECTIONS	13,396	7,372	55 %	5,085	38 %	58	0 %	0	0 %	12,367	92 %	251	2 %	22	0 %	
EDUCATION	490	211	43 %	212	43 %	8	2 %	0	0 %	436	89 %	8	2 %	4	1 %	
ENVIRONMENTAL QUALITY	1,121	414	37 %	611	55 %	8	1 %	0	0 %	1,028	92 %	20	2 %	3	0 %	
EXECUTIVE OFFICE	50	30	60 %	15	30 %	0	0 %	0	0 %	46	92 %	0	0 %	0	0 %	
HUMAN SERVICES	11,124	5,004	45 %	5,271	47 %	93	1 %	0	0 %	10,086	91 %	405	4 %	45	0 %	
LICENSING & REGULATORY AFFAIRS	3,374	1,395	41 %	1,722	51 %	30	1 %	0	0 %	3,080	91 %	101	3 %	11	0 %	
MILITARY & VETERAN AFFAIRS	844	358	42 %	404	48 %	12	1 %	0	0 %	784	93 %	4	0 %	4	0 %	
NATURAL RESOURCES	1,597	977	61 %	454	28 %	39	2 %	0	0 %	1,461	91 %	11	1 %	7	0 %	
STATE	1,289	535	42 %	654	51 %	15	1 %	0	0 %	1,191	92 %	33	3 %	2	0 %	
STATE POLICE	2,401	626	26 %	432	18 %	15	1 %	1,221	51 %	2,288	95 %	19	1 %	5	0 %	
STRATEGIC FUND	658	218	33 %	380	58 %	16	2 %	0	0 %	597	91 %	22	3 %	1	0 %	
TECHNOLOGY, MANAGEMENT & BUDGET	2,517	757	30 %	1,510	60 %	31	1 %	0	0 %	2,221	88 %	71	3 %	10	0 %	
TRANSPORTATION	2,524	1,243	49 %	1,115	44 %	33	1 %	0	0 %	2,373	94 %	27	1 %	7	0 %	
TREASURY	1,535	495	32 %	889	58 %	36	2 %	0	0 %	1,389	90 %	47	3 %	6	0 %	
STATEWIDE TOTALS:	47,491	21,696	46 %	20,864	44 %	448	1 %	1,221	3 %	43,514	92 %	1,144	2 %	143	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 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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 OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
Pay End Date: September 29, 2012

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE & RURAL DEVELOPMENT	384	368	96 %	318	83 %	0	0 %	370	96 %	13	3 %	0	0 %
ATTORNEY GENERAL	471	438	93 %	324	69 %	0	0 %	441	94 %	29	6 %	0	0 %
AUDITOR GENERAL	140	131	94 %	97	69 %	0	0 %	126	90 %	14	10 %	0	0 %
CIVIL RIGHTS	93	90	97 %	83	89 %	0	0 %	85	91 %	8	9 %	0	0 %
CIVIL SERVICE COMMISSION	405	379	94 %	363	90 %	3	1 %	390	96 %	14	3 %	2	0 %
COMMUNITY HEALTH	3,078	2,917	95 %	2,628	85 %	0	0 %	2,885	94 %	190	6 %	0	0 %
CORRECTIONS	13,396	12,650	94 %	12,313	92 %	0	0 %	12,925	96 %	413	3 %	0	0 %
EDUCATION	490	449	92 %	339	69 %	0	0 %	460	94 %	29	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,121	1,053	94 %	955	85 %	0	0 %	1,044	93 %	72	6 %	0	0 %
EXECUTIVE OFFICE	50	45	90 %	27	54 %	0	0 %	41	82 %	9	18 %	0	0 %
HUMAN SERVICES	11,124	10,577	95 %	9,140	82 %	0	0 %	10,512	94 %	596	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	3,374	3,204	95 %	2,829	84 %	1	0 %	3,182	94 %	186	6 %	1	0 %
MILITARY & VETERAN AFFAIRS	844	793	94 %	690	82 %	0	0 %	806	95 %	28	3 %	0	0 %
NATURAL RESOURCES	1,597	1,488	93 %	1,275	80 %	0	0 %	1,514	95 %	82	5 %	0	0 %
STATE	1,289	1,237	96 %	1,093	85 %	0	0 %	1,194	93 %	93	7 %	0	0 %
STATE POLICE	2,401	2,316	96 %	2,458	102 %	1,376	57 %	2,271	95 %	100	4 %	1,337	56 %
STRATEGIC FUND	658	621	94 %	505	77 %	0	0 %	610	93 %	46	7 %	0	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,517	2,320	92 %	1,921	76 %	38	2 %	2,387	95 %	116	5 %	33	1 %
TRANSPORTATION	2,524	2,414	96 %	2,218	88 %	0	0 %	2,388	95 %	131	5 %	0	0 %
TREASURY	1,535	1,457	95 %	1,241	81 %	0	0 %	1,431	93 %	102	7 %	0	0 %
STATEWIDE TOTALS:	47,491	44,947	95 %	40,817	86 %	1,418	3 %	45,062	95 %	2,271	5 %	1,373	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.

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Source: Michigan Civil Service Commission HWF47

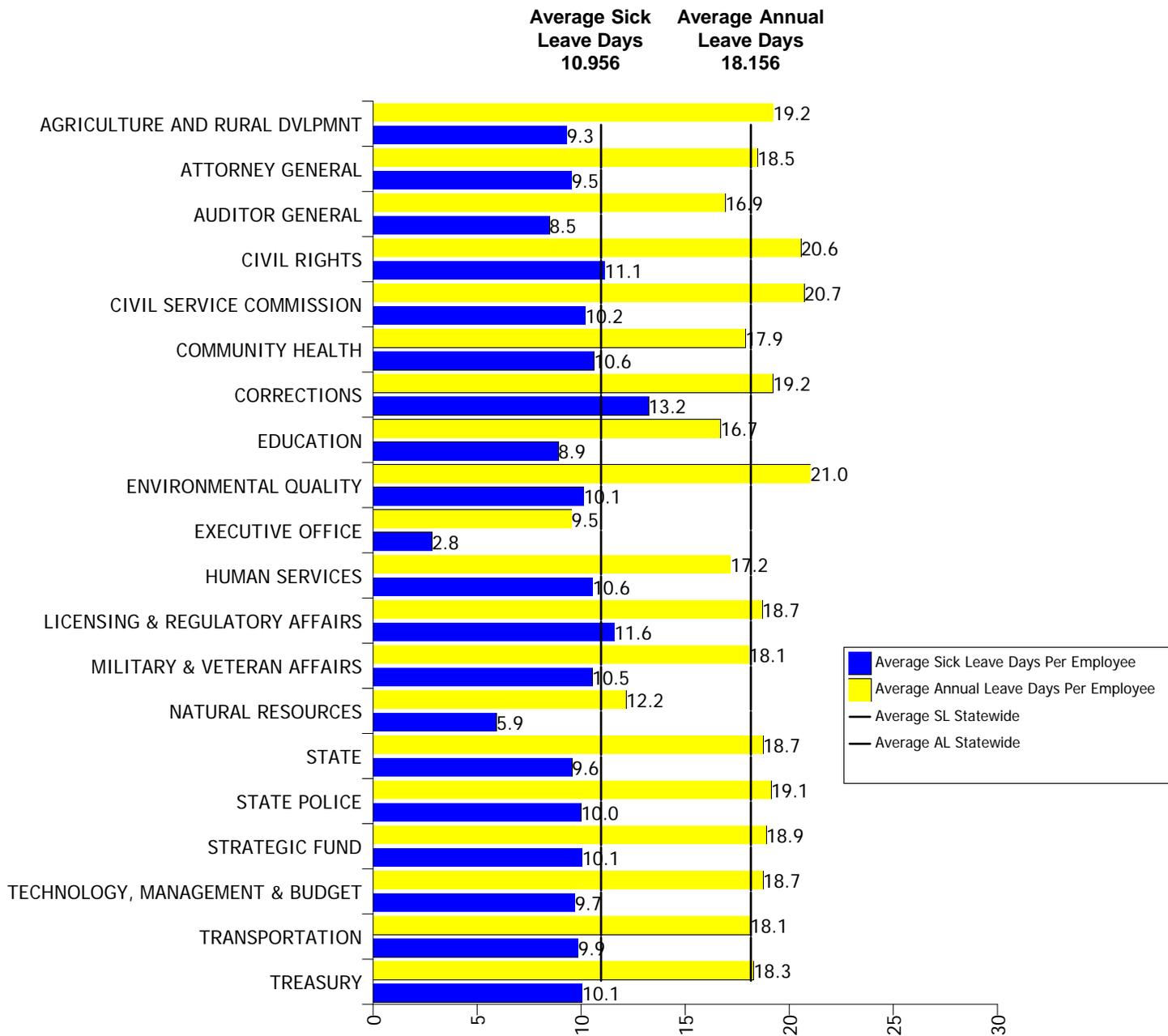
**STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2007-08 through 2011-2012**

	2007-08	2008-09	2009-10	2010-2011	2011-2012
VACATION	7.8 %	7.5 %	8.2 %	7.7 %	7.4 %
HOLIDAY	4.6 %	4.6 %	4.6 %	5.0 %	5.0 %
SICK LEAVE	4.0 %	3.8 %	4.2 %	4.0 %	4.2 %
TOTAL	16.5 %	15.9 %	17.0 %	16.7 %	16.7 %

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.

Source: MAIN DAFR6940 191OFBD

STATE OF MICHIGAN ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT Fiscal Year 2011 - 2012



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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2011 - 2012

Table 2-6

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMNT	9.3	19.2	28.5
ATTORNEY GENERAL	9.5	18.5	28.0
AUDITOR GENERAL	8.5	16.9	25.4
CIVIL RIGHTS	11.1	20.6	31.7
CIVIL SERVICE COMMISSION	10.2	20.7	30.9
COMMUNITY HEALTH	10.6	17.9	28.5
CORRECTIONS	13.2	19.2	32.5
EDUCATION	8.9	16.7	25.6
ENVIRONMENTAL QUALITY	10.1	21.0	31.1
EXECUTIVE OFFICE	2.8	9.5	12.4
HUMAN SERVICES	10.6	17.2	27.7
LICENSING & REGULATORY AFFAIRS	11.6	18.7	30.3
MILITARY & VETERAN AFFAIRS	10.5	18.1	28.6
NATURAL RESOURCES	5.9	12.2	18.1
STATE	9.6	18.7	28.3
STATE POLICE	10.0	19.1	29.1
STRATEGIC FUND	10.1	18.9	28.9
TECHNOLOGY, MANAGEMENT & BUDGET	9.7	18.7	28.5
TRANSPORTATION	9.9	18.1	28.0
TREASURY	10.1	18.3	28.4
STATEWIDE AVERAGE	10.956	18.156	29.112

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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2007-08 through 2011-2012

DEPARTMENT	2007-08	2008-09	2009-10	2010-2011	2011-2012
Agriculture & Rural Development	9.5	8.9	10.1	8.3	9.3
Attorney General	8.7	8.9	9.8	8.3	9.5
Auditor General	10.2	9.8	9.5	8.5	8.5
Civil Rights	10.5	10.9	11.4	9.1	11.1
Civil Service Commission	10.7	10.0	10.5	8.0	10.2
Community Health	10.8	10.1	10.7	9.4	10.7
Corrections	10.9	11.4	12.3	12.2	13.2
Education	9.4	8.5	9.7	7.9	8.9
Environmental Quality	10.6	9.7	10.4	10.1	10.1
Executive Office	4.0	6.6	7.3	1.3	2.8
Human Services	9.9	8.4	9.6	7.8	10.6
Information Technology	10.1	9.1	10.3	--	--
Licensing & Regulatory Affairs	10.6	8.5	9.8	9.0	11.6
Management and Budget	9.9	9.7	10.3	--	--
Military and Veterans Affairs	10.5	10.4	10.8	9.3	10.5
Natural Resources	5.8	6.0	6.5	6.7	5.9
Natural Resources & Environment	--	--	--	1.8	0
State	10.7	9.8	10.7	8.1	9.6
State Police	10.4	10.3	10.6	9.7	10.0
Strategic Fund	9.5	7.8	8.6	9.4	10.1
Technology, Management & Budget	--	--	--	8.5	9.7
Transportation	9.5	8.6	9.9	8.8	9.9
Treasury	10.4	9.5	10.2	9.0	10.1
STATEWIDE AVERAGE	10.2	9.6	10.6	9.4	11.0

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.

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 01, 2011 Through Pay End Date September 29, 2012

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	405	30,179.3	74.5	9.31
ATTORNEY GENERAL	495	37,814.1	76.4	9.55
AUDITOR GENERAL	148	10,039.4	67.8	8.48
CIVIL RIGHTS	101	9,003.8	89.1	11.14
CIVIL SERVICE COMMISSION	428	34,973.2	81.7	10.21
COMMUNITY HEALTH	3,444	292,649.7	85.0	10.62
CORRECTIONS	14,776	1,565,091.3	105.9	13.24
EDUCATION	529	37,696.0	71.3	8.91
ENVIRONMENTAL QUALITY	1,160	93,990.3	81.0	10.13
EXECUTIVE OFFICE	60	1,359.3	22.7	2.83
HUMAN SERVICES	12,017	1,014,299.5	84.4	10.55
LICENSING & REGULATORY AFFAIRS	4,038	374,721.3	92.8	11.60
MILITARY & VETERAN AFFAIRS	967	81,457.2	84.2	10.53
NATURAL RESOURCES	2,454	116,442.4	47.5	5.93
STATE	1,442	110,396.8	76.6	9.57
STATE POLICE	2,516	201,385.6	80.0	10.01
STRATEGIC FUND	704	56,616.9	80.4	10.05
TECHNOLOGY, MANAGEMENT & BUDGET	2,661	206,645.4	77.7	9.71
TRANSPORTATION	2,952	232,951.0	78.9	9.86
TREASURY	1,638	131,865.0	80.5	10.06
STATEWIDE	52,935	4,639,577.5	87.6	11.0

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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 01, 2011 Through Pay End Date September 29, 2012

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 AND RURAL DVLPMNT	405	62,315.0	153.9	19.2	405	1,498.1	3.7	0.5
ATTORNEY GENERAL	495	73,204.7	147.9	18.5	495	994.5	2.0	0.3
AUDITOR GENERAL	148	20,041.5	135.4	16.9	148	330.9	2.2	0.3
CIVIL RIGHTS	101	16,609.3	164.4	20.6	101	292.3	2.9	0.4
CIVIL SERVICE COMMISSION	428	70,949.9	165.8	20.7	428	578.7	1.4	0.2
COMMUNITY HEALTH	3,444	493,185.9	143.2	17.9	3,444	9,103.3	2.6	0.3
CORRECTIONS	14,776	2,271,983.2	153.8	19.2	14,776	35,484.7	2.4	0.3
EDUCATION	529	70,689.2	133.6	16.7	529	1,167.7	2.2	0.3
ENVIRONMENTAL QUALITY	1,160	195,045.1	168.1	21.0	1,160	3,203.1	2.8	0.3
EXECUTIVE OFFICE	60	4,581.0	76.4	9.5	60	0.0	0.0	0.0
HUMAN SERVICES	12,017	1,652,495.3	137.5	17.2	12,017	23,512.0	2.0	0.2
LICENSING & REGULATORY AFFAIRS	4,038	604,474.8	149.7	18.7	4,038	9,085.7	2.3	0.3
MILITARY & VETERAN AFFAIRS	967	139,762.0	144.5	18.1	967	3,653.8	3.8	0.5
NATURAL RESOURCES	2,454	238,987.2	97.4	12.2	2,454	4,377.8	1.8	0.2
STATE	1,442	216,218.7	149.9	18.7	1,442	3,862.5	2.7	0.3
STATE POLICE	2,516	385,039.8	153.0	19.1	2,516	9,386.4	3.7	0.5
STRATEGIC FUND	704	106,418.6	151.2	18.9	704	2,535.3	3.6	0.5
TECHNOLOGY, MANAGEMENT & BUDGET	2,661	399,086.5	150.0	18.7	2,661	4,587.9	1.7	0.2
TRANSPORTATION	2,952	428,118.4	145.0	18.1	2,952	6,040.7	2.0	0.3
TREASURY	1,638	239,704.4	146.3	18.3	1,638	2,662.8	1.6	0.2
STATEWIDE	52,935	7,688,910.5	145.3	18.2	52,935	122,358.2	2.3	0.3

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 noncareer status codes are excluded from the report. Leave use averages do not include leave balances paid at separation.

In FY 2009-10, 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, 2011. Information for these two agencies is now combined for the time frame covered by this report. In FY 2010-11, 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. In FY 2010-2011, the Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF31

STATE OF MICHIGAN
Age Distribution for Active Classified Employees by Department
Pay End Date: September 29, 2012

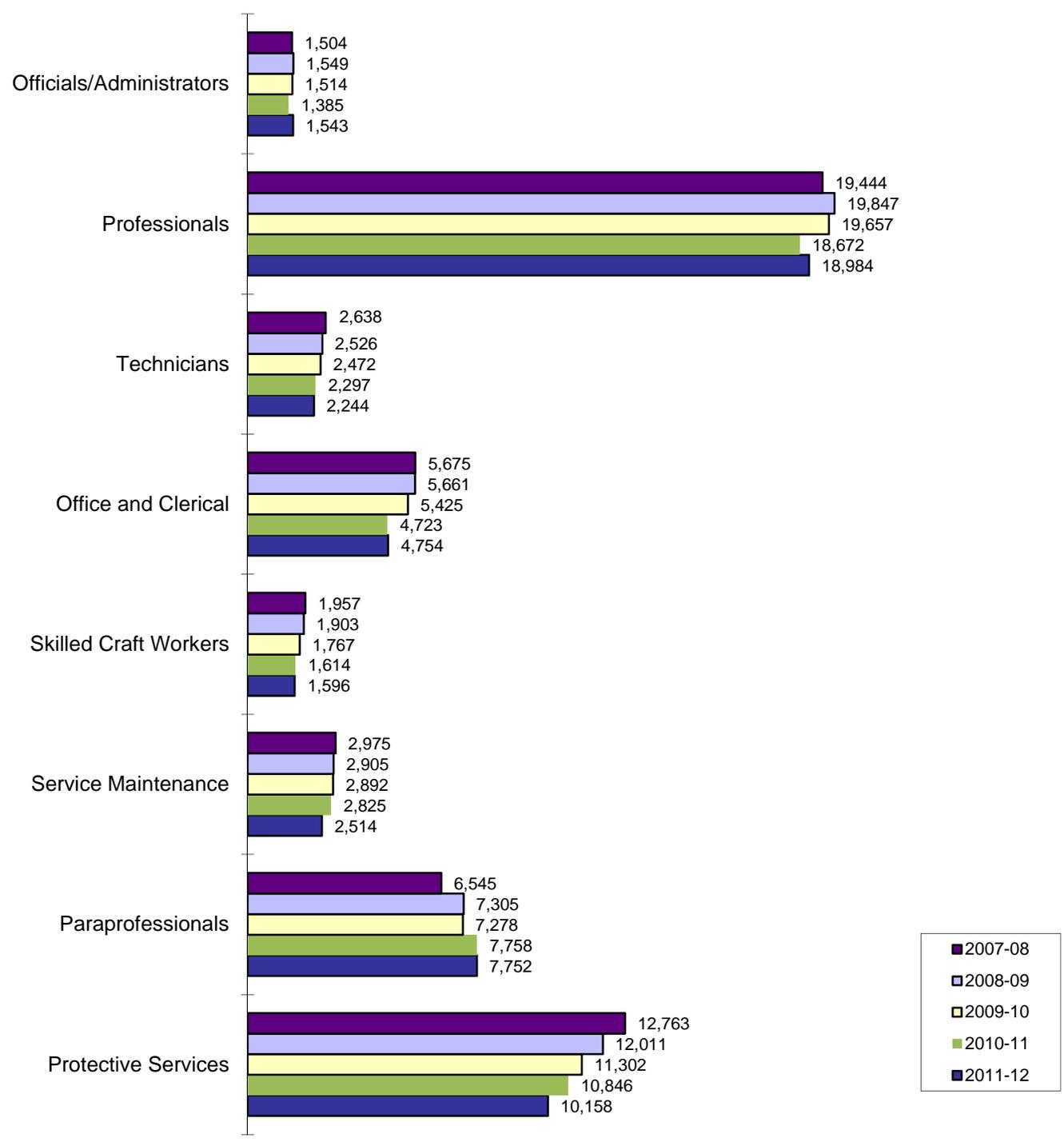
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	0	9	16	32	45	36	65	77	75	35	8	4	402
ATTORNEY GENERAL	0	5	31	47	51	63	67	75	80	38	12	2	471
AUDITOR GENERAL	0	18	21	13	19	21	26	14	10	2	0	0	144
CIVIL RIGHTS	0	0	5	7	9	17	11	13	13	14	4	1	94
CIVIL SERVICE COMMISSION	2	14	16	33	49	47	81	89	61	23	3	1	419
COMMUNITY HEALTH	3	102	226	268	295	350	428	526	543	296	70	13	3,120
CORRECTIONS	8	157	588	1,065	1,673	2,608	2,796	2,422	1,482	544	98	17	13,458
EDUCATION	0	7	19	52	57	58	55	89	87	63	16	2	505
ENVIRONMENTAL QUALITY	2	10	37	87	131	136	171	220	218	101	19	1	1,133
EXECUTIVE OFFICE	0	9	7	10	1	5	6	7	1	3	1	0	50
HUMAN SERVICES	1	253	1,254	1,614	1,579	1,565	1,296	1,370	1,377	684	119	24	11,136
LICENSING & REGULATORY AFFAIRS	19	78	166	330	341	410	439	582	614	358	106	30	3,473
MILITARY & VETERAN AFFAIRS	6	29	51	73	76	118	128	178	171	71	6	7	914
NATURAL RESOURCES	114	378	216	215	273	271	255	337	325	160	84	45	2,673
STATE	4	94	125	120	142	175	217	290	235	115	14	2	1,533
STATE POLICE	1	50	145	212	401	547	512	284	189	54	8	1	2,404
STRATEGIC FUND	1	38	41	66	87	82	93	107	104	50	24	8	701
TECHNOLOGY, MANAGEMENT & BUDGET	6	80	137	201	285	357	408	478	423	191	37	7	2,610
TRANSPORTATION	11	120	141	295	304	359	446	483	376	156	22	13	2,726
TREASURY	5	55	133	163	170	181	218	295	223	107	24	5	1,579
Statewide Total:	183	1,506	3,375	4,903	5,988	7,406	7,718	7,936	6,607	3,065	675	183	49,545
Average Age:	19.2	23.0	27.7	32.6	37.6	42.5	47.6	52.4	57.3	62.0	66.7	73.6	45.2

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

In FY 2009-10, 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, 2011. 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 Michigan State Housing Development Authority (MSHDA) was transferred by Executive Order 2011-4 from the Department of Treasury to Strategic Fund, effective April 25, 2011. Actions to combine these agencies for reporting purposes were not completed until October 2, 2011. Information for these agencies is now combined for the time frame covered by this report. 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

STATE OF MICHIGAN EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2007-08 through 2011-12



2011-12 Grand Total: 49,545

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on worker's compensation in primary positions only.

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

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: September 29, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	5	19	24
ALGER	303	9	312
ALLEGAN	228	57	285
ALPENA	145	12	157
ANTRIM	27	1	28
ARENAC	28	4	32
BARAGA	377	19	396
BARRY	69	23	92
BAY	305	53	358
BENZIE	28	5	33
BERRIEN	352	47	399
BRANCH	389	11	400
CALHOUN	299	31	330
CASS	87	8	95
CHARLEVOIX	20	53	73
CHEBOYGAN	69	53	122
CHIPPEWA	1,016	91	1,107
CLARE	47	21	68
CLINTON	137	44	181
CRAWFORD	149	149	298
DELTA	178	28	206
DICKINSON	54	8	62
EATON	3,195	242	3,437
EMMET	77	39	116
GENESEE	846	111	957
GLADWIN	39	5	44
GOGEBIC	278	20	298
GRAND TRAVERSE	526	65	591
GRATIOT	830	15	845
HILLSDALE	62	6	68
HOUGHTON	71	31	102
HURON	33	37	70
INGHAM	9,219	932	10,151
IONIA	1,518	45	1,563
IOSCO	39	25	64
IRON	53	9	62
ISABELLA	159	13	172
JACKSON	2,216	69	2,285
KALAMAZOO	1,102	161	1,263
KALKASKA	48	3	51
KENT	1,722	193	1,915
KEWEENAW	2	16	18
LAKE	49	7	56
LAPEER	424	27	451

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

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
 Pay End Date: September 29, 2012

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	7	10
LENAWEE	653	27	680
LIVINGSTON	568	60	628
LUCE	312	25	337
MACKINAC	115	86	201
MACOMB	1,358	80	1,438
MANISTEE	341	27	368
MARQUETTE	803	54	857
MASON	40	25	65
MECOSTA	89	5	94
MENOMINEE	26	18	44
MIDLAND	82	12	94
MISSAUKEE	58	11	69
MONROE	185	35	220
MONTCALM	606	18	624
MONTMORENCY	51	21	72
MUSKEGON	884	54	938
NEWAYGO	71	6	77
OAKLAND	1,150	174	1,324
OCEANA	75	38	113
OGEMAW	84	21	105
ONTONAGON	23	14	37
OSCEOLA	23	2	25
OSCODA	20	5	25
OTSEGO	256	37	293
OTTAWA	165	73	238
OUT OF STATE	40	4	44
PRESQUE ISLE	17	21	38
ROSCOMMON	103	34	137
SAGINAW	927	53	980
SANILAC	42	19	61
SCHOOLCRAFT	32	22	54
SHIAWASSEE	80	10	90
ST CLAIR	253	67	320
ST JOSEPH	76	8	84
TUSCOLA	431	58	489
VAN BUREN	214	43	257
WASHTENAW	1,451	116	1,567
WAYNE	5,278	428	5,706
WEXFORD	172	23	195
WORK AT HOME - MI	873	37	910
Grand Total:	44,850	4,695	49,545

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

Source: Michigan Civil Service Commission HWF55