

THIRTY-FOURTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2012-13
October 1, 2012 – September 30, 2013

State of Michigan
Civil Service Commission



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This is the Thirty-Fourth Annual Workforce Report covering fiscal year 2012-13 (October 1, 2012 – September 30, 2013). 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 2012-13**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.3
Average Annual Salary ¹	\$55,770
Average Annual Fringe Benefit Cost ²	44,705
Average Sick Leave Days Used	10.7
Average Annual Leave Days Used	17.7
Average Years of Service	12.8

WORK FORCE CHARACTERISTICS

Females	53.4%
Males	46.6%
Eligible for Longevity	66.8%
Less than Six Years of Service	32.5%
Six to Ten Years of Service	13%
Over Ten Years of Service	54.4%
Exclusively Represented for Collective Bargaining	71.1%
Turnover Separations	8.2%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1%
Asian	1.5%
Black	18%
Hispanic	2.8%
White	76.6%
Not Disclosed	0%

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 (see Table 2-1).

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.

Comment: This report has been updated to reflect the addition of OPEB costs in the Annual Fringe Benefit Cost report (see Table 2-3) updating the Average Annual Fringe Benefit Cost on this Statistical Highlights page, effective 10/22/2014.

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