

# **THIRTY-FIFTH ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2013-14**  
**October 1, 2013 – September 30, 2014**

**State of Michigan**  
**Civil Service Commission**



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This is the Thirty-Fifth Annual Workforce Report covering fiscal year 2013-14 (October 1, 2013 – September 30, 2014). 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 2013-14**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45.4
Average Annual Salary <sup>1</sup> .....	\$56,208.9
Average Annual Fringe Benefit Cost <sup>2</sup> .....	48,053
Average Sick Leave Days Used.....	10.7
Average Annual Leave Days Used .....	18
Average Years of Service .....	12.9

**WORK FORCE CHARACTERISTICS**

Females .....	53.2%
Males.....	46.8%
Eligible for Longevity .....	67%
Less than Six Years of Service .....	30.9%
Six to Ten Years of Service.....	15.2%
Over Ten Years of Service .....	53.8%
Exclusively Represented for Collective Bargaining.....	70.6%
Turnover Separations .....	8.9%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.1%
Asian .....	1.5%
Black .....	17.7%
Hispanic .....	2.8%
White .....	76.8%
Not Disclosed .....	.1%

<sup>1</sup> 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).

<sup>2</sup> 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.

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