THIRTIETH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2008-09
October 1, 2008 – September 30, 2009

State of Michigan
Civil Service Commission

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This is the Thirtieth Annual Workforce Report covering fiscal year 2008-09 (October 1, 2008 – September 30, 2009). 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 2008-09

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	46.1
Average Annual Salary [1]	$53,453
Average Annual Fringe Benefit Cost [2]	$31,623
Average Sick Leave Days Used	9.6
Average Annual Leave Days Used	17.9
Average Years of Service	14.2

WORK FORCE CHARACTERISTICS

Females	52.1%
Males	47.9%
Eligible for Longevity	75.5%
Less than Six Years of Service	24.1%
Six to Ten Years of Service	19.0%
Over Ten Years of Service	56.9%
Eligible to Retire in One Year	17.3%
Eligible to Retire in Three Years	25.8%
Eligible to Retire in Five Years	34.1%
Exclusively Represented for Collective Bargaining	71.7%
Turnover Separations	5.6%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.4%
Black	17.9%
Hispanic	2.8%
White	76.5%
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.

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