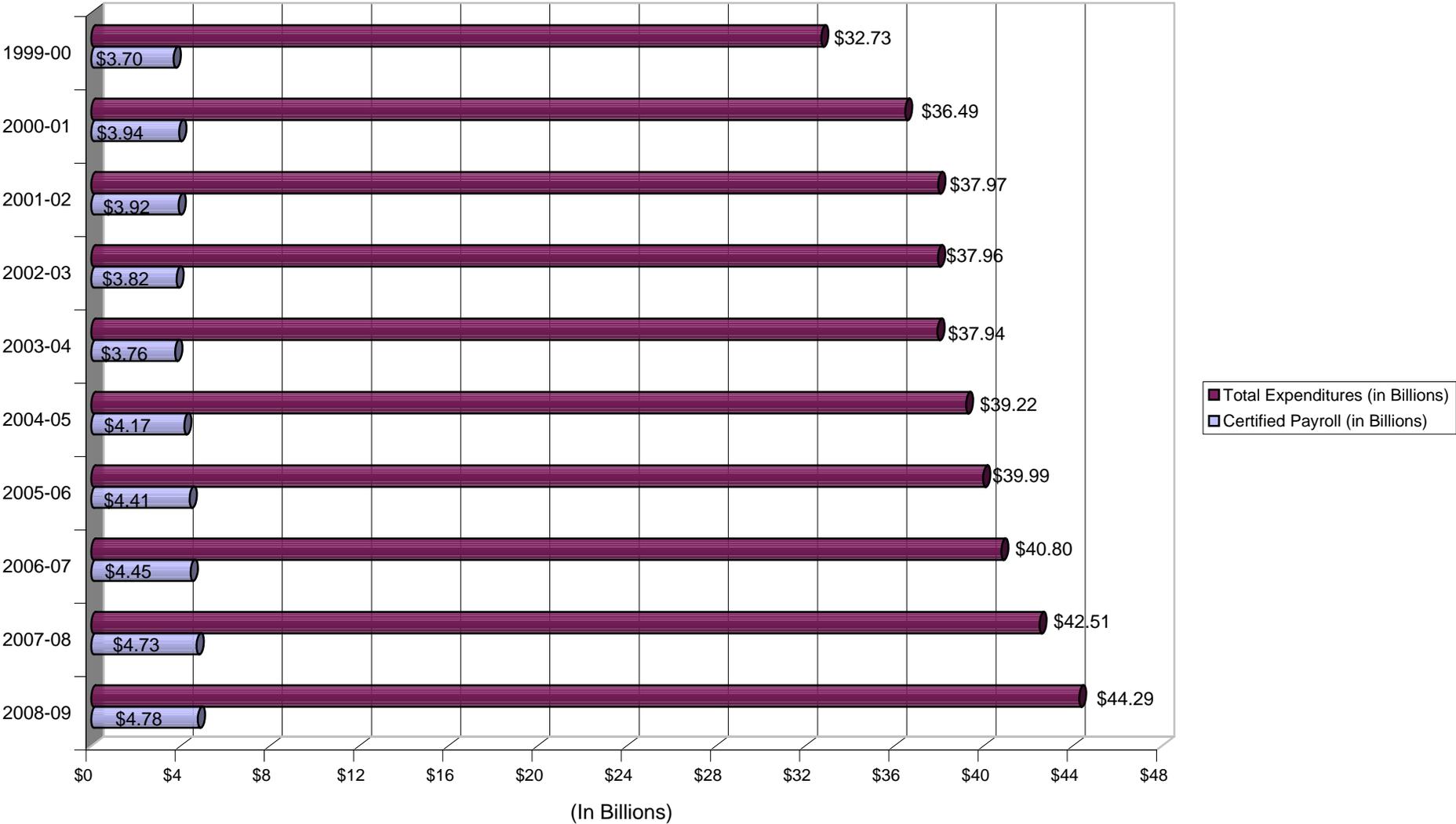


## SECTION TWO

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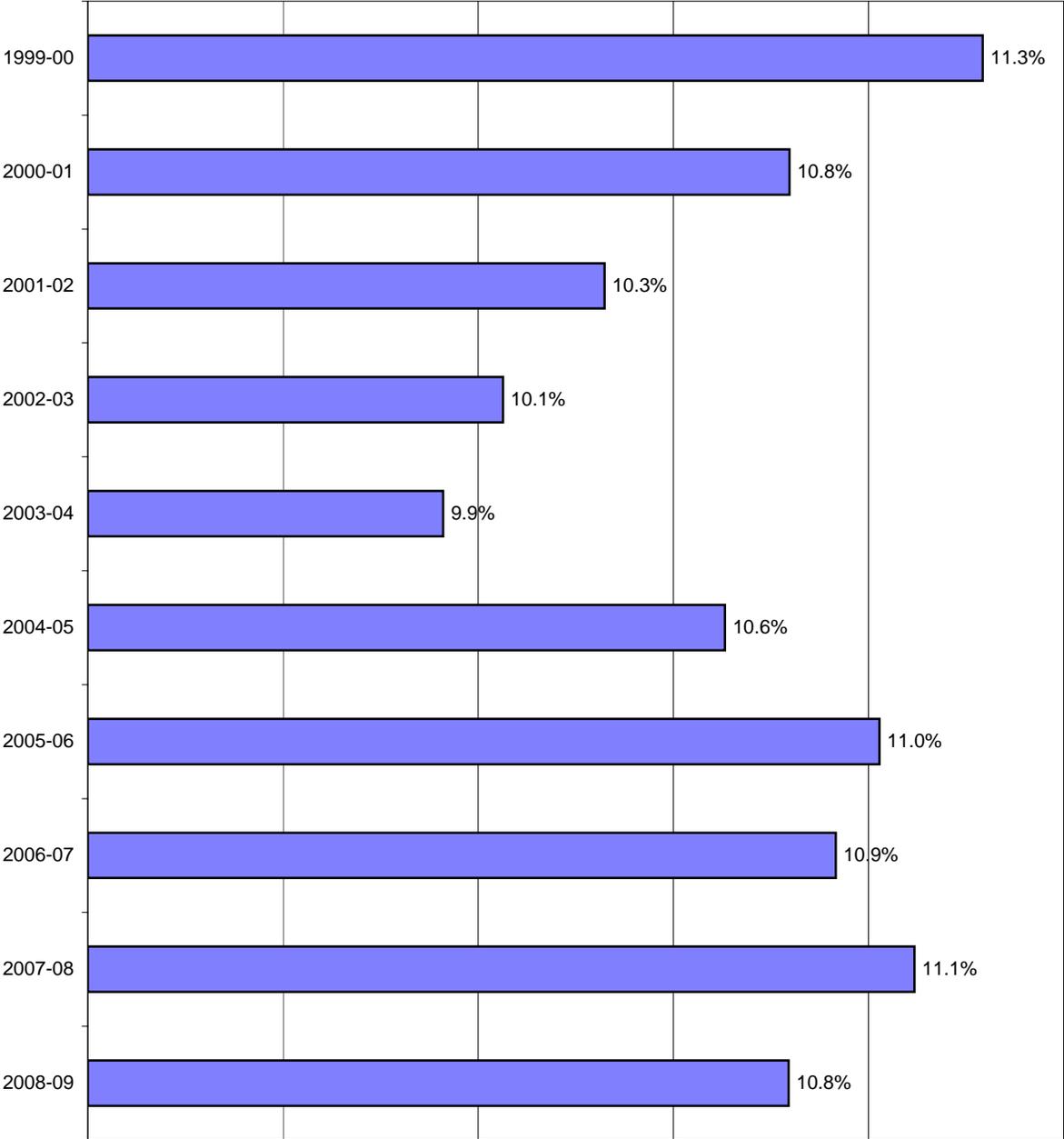
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 1999-00 through 2008-09



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 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 1999-00 through 2008-09**



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 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 Period Ending: September 19, 2009

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	522	1.0 %	47.8	\$28.03	405	77.6 %
ATTORNEY GENERAL	471	0.9 %	48.1	\$37.40	327	69.4 %
AUDITOR GENERAL	136	0.3 %	41.5	\$36.13	112	82.4 %
CIVIL RIGHTS	94	0.2 %	50.2	\$30.72	89	94.7 %
CIVIL SERVICE COMMISSION	524	1.0 %	48.7	\$29.08	463	88.4 %
COMMUNITY HEALTH	3,995	7.4 %	49.0	\$27.55	2,952	73.9 %
CORRECTIONS	15,519	28.8 %	45.2	\$24.76	13,083	84.3 %
EDUCATION	412	0.8 %	49.3	\$29.81	248	60.2 %
ENVIRONMENTAL QUALITY	1,349	2.5 %	48.1	\$30.19	1,140	84.5 %
EXECUTIVE OFFICE	45	0.1 %	37.6	\$23.82	13	28.9 %
HISTORY ARTS AND LIBRARIES	230	0.4 %	46.3	\$23.37	149	64.8 %
HUMAN SERVICES	10,532	19.6 %	46.4	\$24.00	7,635	72.5 %
INFORMATION TECHNOLOGY	1,795	3.3 %	47.1	\$31.07	1,336	74.4 %
LABOR & ECONOMIC GROWTH	4,385	8.1 %	47.0	\$26.46	2,878	65.6 %
MANAGEMENT & BUDGET	1,001	1.9 %	47.8	\$27.54	803	80.2 %
MILITARY AFFAIRS	971	1.8 %	47.1	\$22.78	703	72.4 %
NATURAL RESOURCES	2,813	5.2 %	42.1	\$18.52	1,287	45.8 %
STATE	1,562	2.9 %	48.1	\$22.81	1,246	79.8 %
STATE POLICE	2,565	4.8 %	43.9	\$29.79	2,306	89.9 %
STRATEGIC FUND	261	0.5 %	48.3	\$24.25	144	55.2 %
TRANSPORTATION	3,107	5.8 %	44.6	\$26.50	2,288	73.6 %
TREASURY	1,567	2.9 %	46.5	\$27.30	1,080	68.9 %
<b>STATEWIDE TOTALS:</b>	<b>53,856</b>	<b>100.0 %</b>	<b>46.1</b>	<b>\$25.60</b>	<b>40,687</b>	<b>75.5 %</b>

Note: 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.

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2004-05 through 2008-09**

<u>Salary Range</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
12,000 - 12,999	3	0	0	0	0
13,000 - 13,999	1	4	0	0	0
14,000 - 14,999	20	28	26	0	0
15,000 - 15,999	377	416	390	532	458
16,000 - 16,999	24	17	15	23	28
17,000 - 17,999	210	196	189	216	283
18,000 - 18,999	398	411	404	416	436
19,000 - 19,999	6	10	15	32	25
20,000 - 20,999	173	96	85	104	125
21,000 - 21,999	51	70	29	32	27
22,000 - 22,999	8	7	8	106	20
23,000 - 23,999	337	27	32	13	12
24,000 - 24,999	67	337	5	6	8
25,000 - 25,999	106	109	261	36	27
26,000 - 26,999	34	56	88	286	281
27,000 - 27,999	299	258	36	104	89
28,000 - 28,999	156	171	148	35	28
29,000 - 29,999	286	194	119	241	306
30,000 - 30,999	446	519	152	174	146
31,000 - 31,999	371	377	533	629	189
32,000 - 32,999	359	337	219	347	195
33,000 - 33,999	643	371	452	196	390
34,000 - 34,999	568	611	245	413	1,217
35,000 - 35,999	639	451	402	377	464
36,000 - 36,999	1,392	712	737	263	284
37,000 - 37,999	2,345	1,333	719	871	834
38,000 - 38,999	866	2,292	590	444	629
39,000 - 39,999	3,388	1,247	2,761	780	550
40,000 - 40,999	849	2,691	692	1,540	1,529
41,000 - 41,999	2,212	385	2,759	2,239	2,283
42,000 - 42,999	1,985	1,903	626	541	612
43,000 - 43,999	1,903	2,300	488	2,763	2,835
44,000 - 44,999	5,399	6,443	1,905	521	674
45,000 - 45,999	664	684	2,171	962	1,082
46,000 - 46,999	6,571	586	6,116	1,451	1,464
47,000 - 47,999	826	6,873	439	1,848	1,675
48,000 - 48,999	587	1,177	735	5,831	5,468
49,000 - 49,999	1,840	286	6,574	438	382

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2008-09</u>	<u>2008-09</u>
\$50,000 - 50,999	237	1,790	1,045	691	758
51,000 - 51,999	1,209	237	395	6,375	6,226
52,000 - 52,999	1,171	914	1,862	710	695
53,000 - 53,999	1,287	1,100	239	641	607
54,000 - 54,999	776	1,364	536	405	360
55,000 - 55,999	1,516	1,822	1,393	1,494	1,417
56,000 - 56,999	1,779	561	1,177	486	458
57,000 - 57,999	479	98	373	433	371
58,000 - 58,999	442	2,307	2,005	1,164	1,147
59,000 - 59,999	1,172	568	377	1,520	1,566
60,000 - 60,999	228	1,031	2,173	1,166	1,157
61,000 - 61,999	104	265	525	1,060	1,127
62,000 - 62,999	1,905	219	218	2,036	2,081
63,000 - 63,999	534	2,392	1,191	310	305
64,000 - 64,999	133	233	164	604	647
65,000 - 65,999	494	116	1,044	971	964
66,000 - 66,999	137	485	1,145	428	423
67,000 - 67,999	126	126	247	199	219
68,000 - 68,999	791	153	310	1,028	1,044
69,000 - 69,999	377	840	648	1,177	1,220
70,000 - 70,999	222	251	133	200	157
71,000 - 71,999	289	341	146	653	649
72,000 - 72,999	98	239	765	275	311
73,000 - 73,999	230	197	357	150	142
74,000 - 74,999	52	63	219	111	124
75,000 - 75,999	77	202	252	774	759
76,000 - 76,999	430	92	173	328	326
77,000 - 77,999	104	399	61	226	229
78,000 - 78,999	130	36	186	273	290
79,000 - 79,999	104	194	100	143	141
80,000 - 80,999	49	68	398	96	85
81,000 - 81,999	33	76	32	197	212
82,000 - 82,999	87	41	179	29	37
83,000 - 83,999	30	76	83	461	475
84,000 - 84,999	62	31	63	32	30
85,000 - 85,999	80	40	38	86	116
86,000 - 86,999	128	46	35	141	147
87,000 - 87,999	24	128	86	52	57
88,000 - 88,999	34	174	35	71	78
89,000 - 89,999	21	21	46	36	37
90,000 - 90,999	44	23	118	84	75
91,000 - 91,999	42	16	174	36	39
92,000 - 92,999	60	33	22	42	43
93,000 - 93,999	124	34	18	44	43

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
\$94,000 - 94,999	29	80	21	112	108
95,000 - 95,999	22	110	23	156	147
96,000 - 96,999	85	29	39	25	28
97,000 - 97,999	26	20	71	25	37
98,000 - 98,999	23	92	115	21	26
99,000 - 99,999	181	23	21	16	17
100,000 - 100,999	14	24	21	52	57
101,000 - 101,999	19	214	15	66	67
102,000 - 102,999	10	17	96	121	124
103,000 - 103,999	8	7	25	23	25
104,000 - 104,999	13	15	24	22	25
105,000 - 105,999	9	11	202	16	16
106,000 - 106,999	89	5	15	85	75
107,000 - 107,999	4	14	5	27	26
108,000 - 108,999	5	105	17	19	20
109,000 - 109,999	9	3	9	201	186
110,000 - 110,999	23	1	7	12	10
111,000 - 111,999	6	0	8	8	9
112,000 - 112,999	16	22	51	20	21
113,000 - 113,999	0	3	54	11	8
114,000 - 114,999	7	33	2	5	9
115,000 - 115,999	24	2	2	10	14
116,000 - 116,999	1	6	3	7	6
117,000 - 117,999	24	20	20	90	89
118,000 - 118,999	0	1	7	1	1
119,000 - 119,999	0	4	29	2	2
120,000 - 120,999	7	27	5	2	4
121,000 - 121,999	1	0	4	0	0
122,000 - 122,999	2	0	20	18	19
123,000 - 123,999	8	7	2	7	6
124,000 - 124,999	0	0	1	28	25
125,000 - 125,999	1	3	26	7	6
126,000 and above	135	135	141	192	194
<b>STATEWIDE TOTAL</b>	<b>54,661</b>	<b>54,460</b>	<b>53,052</b>	<b>53,655</b>	<b>53,856</b>

Median Salary: \$51,240  
 Average Salary: \$53,460

Source: HWF39A and HWF40.

Not: 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.

**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL**  
**(Employer Contributions)**  
**Fiscal Years 2004-05 through 2008-09**

	2004-05	2005-06	2006-07	2007-08	2008-09
<b>Legally Required Payments</b>					
FICA	7.33 %	7.36 %	7.38 %	7.35 %	7.27 %
Unemployment Compensation	.27	.23	.18	.15	.21
Workers Compensation	1.49	1.40	1.26	1.28	1.19
<b>Total Legally Required Payments</b>	<b>9.10 %</b>	<b>9.00 %</b>	<b>8.83 %</b>	<b>8.78 %</b>	<b>8.67 %</b>
<b>Group Insurance</b>					
State Health Plan	8.97 %	10.61 %	11.01 %	11.11 %	10.29 %
Health Maintenance Organization	5.93	6.63	7.15	7.35	7.57
Dental	1.59	1.58	1.66	1.83	1.83
Vision	.26	.27	.26	.25	.25
Life	1.00	1.00	1.00	.99	1.01
Long Term Disability	.91	.80	.80	.80	.78
Flexible Benefits Allowance/Recovery	.08	.07	.07	.06	.07
<b>Total Group Insurance</b>	<b>18.73 %</b>	<b>20.97 %</b>	<b>21.94 %</b>	<b>22.39 %</b>	<b>21.80 %</b>
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	1.10 %	1.04 %	1.23 %	.88 %	.81 %
Terminal Longevity Payments	.01	.01	.02	.02	.02
Professional Development	.00	.01	.01	.01	.01
Uniforms and Dry Cleaning	.15	.25	.25	.23	.23
<b>Total Other Cash Payments</b>	<b>1.27 %</b>	<b>1.31 %</b>	<b>1.50 %</b>	<b>1.14 %</b>	<b>1.08 %</b>
<b>Pension and Deferred Items</b>					
Retirement or Pension Plans	22.51 %	23.25 %	18.62 %	23.39 %	24.93 %
FICA for Early Out Retirees	.00	.00	.00	.00	.00
Defined Contribution Pension Plan	2.11	2.20	2.19	2.46	2.67
Banked Leave Time Employer Contribution	.10	.00	.00	.00	.00
<b>Total Pension and Deferred Items</b>	<b>24.72</b>	<b>25.44</b>	<b>20.81</b>	<b>25.85</b>	<b>27.61</b>
<b>Total Employee Benefits</b>	<b>53.82 %</b>	<b>56.72 %</b>	<b>53.07 %</b>	<b>58.15 %</b>	<b>59.16 %</b>

Note: 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 (11/24/09)

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING 09/19/2009**

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	483	241	50 %	215	45 %	4	1 %	446	92 %	10	2 %	2	0 %	462	96 %
ATTORNEY GENERAL	471	215	46 %	214	45 %	3	1 %	437	93 %	7	1 %	1	0 %	445	94 %
AUDITOR GENERAL	132	31	23 %	79	60 %	5	4 %	114	86 %	4	3 %	0	0 %	120	91 %
CIVIL RIGHTS	94	56	60 %	33	35 %	3	3 %	92	98 %	1	1 %	0	0 %	93	99 %
CIVIL SERVICE COMMISSION	513	175	34 %	282	55 %	7	1 %	466	91 %	10	2 %	1	0 %	478	93 %
COMMUNITY HEALTH	3,924	2,132	54 %	1,520	39 %	35	1 %	3,599	92 %	115	3 %	11	0 %	3,738	95 %
CORRECTIONS	15,474	9,341	60 %	5,204	34 %	81	1 %	14,413	93 %	285	2 %	32	0 %	14,736	95 %
EDUCATION	408	191	47 %	165	40 %	7	2 %	359	88 %	6	1 %	7	2 %	372	91 %
ENVIRONMENTAL QUALITY	1,324	546	41 %	688	52 %	13	1 %	1,233	93 %	21	2 %	1	0 %	1,258	95 %
EXECUTIVE OFFICE	41	15	37 %	18	44 %	0	0 %	36	88 %	1	2 %	0	0 %	38	93 %
HISTORY ARTS AND LIBRARIES	179	88	49 %	78	44 %	2	1 %	165	92 %	3	2 %	0	0 %	168	94 %
HUMAN SERVICES	10,526	5,504	52 %	4,297	41 %	89	1 %	9,608	91 %	365	3 %	25	0 %	10,013	95 %
INFORMATION TECHNOLOGY	1,735	628	36 %	973	56 %	21	1 %	1,553	90 %	70	4 %	5	0 %	1,631	94 %
LABOR & ECONOMIC GROWTH	4,266	1,949	46 %	1,978	46 %	57	1 %	3,839	90 %	167	4 %	20	0 %	4,048	95 %
MANAGEMENT & BUDGET	969	295	30 %	604	62 %	10	1 %	892	92 %	17	2 %	1	0 %	914	94 %
MILITARY AFFAIRS	917	401	44 %	459	50 %	10	1 %	872	95 %	4	0 %	2	0 %	882	96 %
NATURAL RESOURCES	1,643	1,108	67 %	398	24 %	24	1 %	1,514	92 %	8	0 %	11	1 %	1,545	94 %
STATE	1,416	672	47 %	656	46 %	19	1 %	1,324	94 %	32	2 %	6	0 %	1,365	96 %
STATE POLICE	2,558	1,913	75 %	525	21 %	14	1 %	2,446	96 %	22	1 %	3	0 %	2,475	97 %
STRATEGIC FUND	195	90	46 %	83	43 %	7	4 %	175	90 %	6	3 %	2	1 %	184	94 %
TRANSPORTATION	2,897	1,551	54 %	1,155	40 %	38	1 %	2,718	94 %	35	1 %	7	0 %	2,769	96 %
TREASURY	1,535	545	36 %	872	57 %	20	1 %	1,395	91 %	52	3 %	5	0 %	1,457	95 %
<b>STATEWIDE TOTALS:</b>	<b>51,700</b>	<b>27,687</b>	<b>54 %</b>	<b>20,496</b>	<b>40 %</b>	<b>469</b>	<b>1 %</b>	<b>47,696</b>	<b>92 %</b>	<b>1,241</b>	<b>2 %</b>	<b>142</b>	<b>0 %</b>	<b>49,191</b>	<b>95 %</b>

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

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING 09/19/2009**

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	483	415	86 %	0	0 %	456	94 %	27	6 %	0	0 %
ATTORNEY GENERAL	471	372	79 %	0	0 %	448	95 %	21	4 %	0	0 %
AUDITOR GENERAL	132	116	88 %	0	0 %	117	89 %	15	11 %	0	0 %
CIVIL RIGHTS	94	88	94 %	0	0 %	85	90 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	513	491	96 %	4	1 %	496	97 %	17	3 %	6	1 %
COMMUNITY HEALTH	3,924	3,521	90 %	0	0 %	3,711	95 %	209	5 %	0	0 %
CORRECTIONS	15,474	14,521	94 %	0	0 %	14,951	97 %	462	3 %	0	0 %
EDUCATION	408	296	73 %	0	0 %	379	93 %	28	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,324	1,165	88 %	0	0 %	1,233	93 %	89	7 %	0	0 %
EXECUTIVE OFFICE	41	14	34 %	0	0 %	36	88 %	5	12 %	0	0 %
HISTORY ARTS AND LIBRARIES	179	141	79 %	0	0 %	162	91 %	17	9 %	0	0 %
HUMAN SERVICES	10,526	9,351	89 %	0	0 %	9,972	95 %	547	5 %	0	0 %
INFORMATION TECHNOLOGY	1,735	1,411	81 %	38	2 %	1,647	95 %	83	5 %	35	2 %
LABOR & ECONOMIC GROWTH	4,266	3,531	83 %	1	0 %	4,001	94 %	260	6 %	3	0 %
MANAGEMENT & BUDGET	969	880	91 %	1	0 %	915	94 %	52	5 %	1	0 %
MILITARY AFFAIRS	917	783	85 %	0	0 %	875	95 %	32	3 %	0	0 %
NATURAL RESOURCES	1,643	1,414	86 %	0	0 %	1,560	95 %	80	5 %	0	0 %
STATE	1,416	1,279	90 %	0	0 %	1,345	95 %	70	5 %	0	0 %
STATE POLICE	2,558	2,422	95 %	1,549	61 %	2,399	94 %	101	4 %	1,536	60 %
STRATEGIC FUND	195	163	84 %	0	0 %	181	93 %	14	7 %	0	0 %
TRANSPORTATION	2,897	2,547	88 %	0	0 %	2,741	95 %	149	5 %	0	0 %
TREASURY	1,535	1,318	86 %	0	0 %	1,443	94 %	90	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>51,700</b>	<b>46,239</b>	<b>89 %</b>	<b>1,593</b>	<b>3 %</b>	<b>49,153</b>	<b>95 %</b>	<b>2,377</b>	<b>5 %</b>	<b>1,581</b>	<b>3 %</b>

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

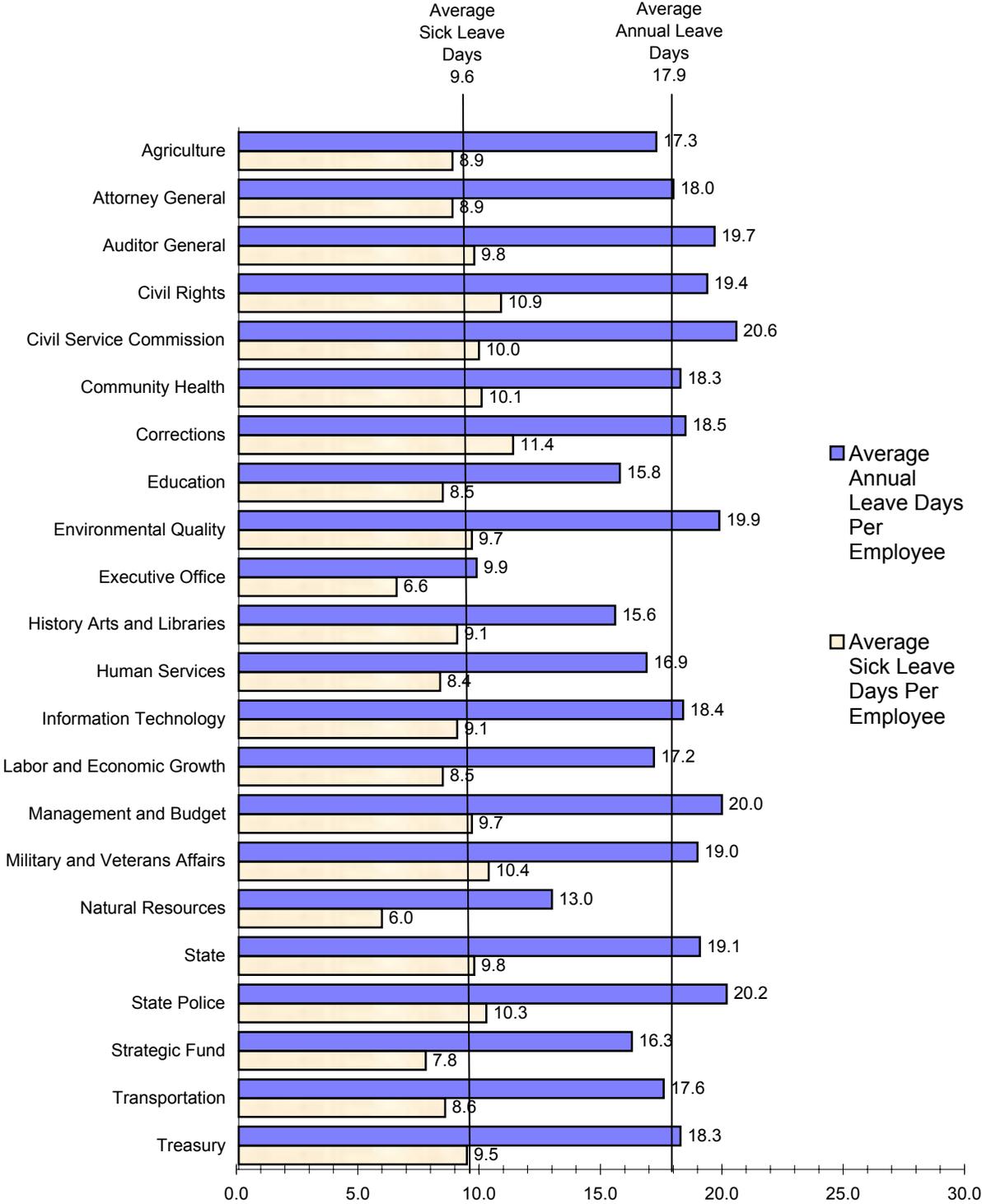
**STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2004-05 through 2008-09**

	2004-05	2005-06	2006-07	2007-08	2008-09
<b>VACATION</b>	9.9 %	8.9 %	8.2 %	7.8 %	7.5 %
<b>HOLIDAY</b>	4.6	4.6	5.0	4.6	4.6
<b>SICK LEAVE</b>	4.1	4.0	4.2	4.0	3.8
<b>TOTAL</b>	18.6 %	17.4 %	17.4 %	16.5 %	15.9 %

Note: 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 YER#7 (11/24/09)

**ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT**  
**Fiscal Year 2008-09**



Note: Beginning in FY 2004, 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. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
Fiscal Year 2008-09**

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	8.9	17.3	26.2
Attorney General	8.9	18.0	26.9
Auditor General	9.8	19.7	29.5
Civil Rights	10.9	19.4	30.3
Civil Service Commission	10.0	20.6	30.6
Community Health	10.1	18.3	28.4
Corrections	11.4	18.5	29.9
Education	8.5	15.8	24.3
Environmental Quality	9.7	19.9	29.6
Executive Office	6.6	9.9	16.5
History Arts and Libraries	9.1	15.6	24.7
Human Services	8.4	16.9	25.3
Information Technology	9.1	18.4	27.5
Labor and Economic Growth	8.5	17.2	25.7
Management and Budget	9.7	20.0	29.7
Military and Veterans Affairs	10.4	19.0	29.4
Natural Resources	6.0	13.0	19.0
State	9.8	19.1	28.9
State Police	10.3	20.2	30.5
Strategic Fund	7.8	16.3	24.1
Transportation	8.6	17.6	26.2
Treasury	9.5	18.3	27.8
<b>STATEWIDE AVERAGE</b>	<b>9.6</b>	<b>17.9</b>	<b>27.5</b>

Note: Beginning in FY 2004, 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. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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

**Fiscal Years 2004-05 through 2008-09**

<b>DEPARTMENT</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>
Agriculture	8.2	8.3	9.7	9.5	8.9
Attorney General	8.2	9.3	9.8	8.7	8.9
Auditor General	9.3	8.8	9.3	10.2	9.8
Civil Rights	9.5	10.7	11.2	10.5	10.9
Civil Service Commission	10.6	11.9	11.6	10.7	10.0
Community Health	10.2	10.4	11.4	10.8	10.1
Corrections	11.7	11.5	11.9	10.9	11.4
Education	8.3	8.9	8.9	9.4	8.5
Environmental Quality	8.9	9.6	10.3	10.6	9.7
Executive Office	4.7	4.7	5.8	4.0	6.6
History Arts and Libraries	10.2	9.5	9.6	9.4	9.1
Human Services	7.6	10.3	10.9	9.9	8.4
Information Technology	10.0	9.5	10.1	10.1	9.1
Labor and Economic Growth	9.4	9.9	10.8	10.6	8.5
Management and Budget	9.4	9.3	10.2	9.9	9.7
Military and Veterans Affairs	11.4	10.4	10.5	10.5	10.4
Natural Resources	5.2	5.8	6.2	5.8	6.0
State	9.9	9.9	10.5	10.7	9.8
State Police	9.4	9.7	10.7	10.4	10.3
Strategic Fund	--	--	9.5	9.5	7.8
Transportation	8.6	9.0	9.8	9.5	8.6
Treasury	9.7	9.7	10.2	10.4	9.5
<b>STATEWIDE AVERAGE</b>	<b>10.1</b>	<b>10.2</b>	<b>10.8</b>	<b>10.2</b>	<b>9.6</b>

Note: Beginning in FY 2004, 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. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Source: HWF28, for the last full pay period in each fiscal year.

## SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/4/2008 Through Pay Period Ending: 09/19/2009

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	535	38,150.5	71.3	8.9
ATTORNEY GENERAL	517	36,752.9	71.1	8.9
AUDITOR GENERAL	142	11,082.9	78.0	9.8
CIVIL RIGHTS	117	10,214.1	87.3	10.9
CIVIL SERVICE COMMISSION	541	43,313.5	80.1	10.0
COMMUNITY HEALTH	4,560	369,911.4	81.1	10.1
CORRECTIONS	16,611	1,511,567.8	91.0	11.4
EDUCATION	449	30,635.7	68.2	8.5
ENVIRONMENTAL QUALITY	1,385	106,976.9	77.2	9.7
EXECUTIVE OFFICE	50	2,646.6	52.9	6.6
HISTORY ARTS AND LIBRARIES	221	16,081.1	72.8	9.1
HUMAN SERVICES	11,368	763,897.7	67.2	8.4
INFORMATION TECHNOLOGY	1,826	132,702.7	72.7	9.1
LABOR & ECONOMIC GROWTH	4,577	309,700.0	67.7	8.5
MANAGEMENT & BUDGET	1,021	79,057.1	77.4	9.7
MILITARY AFFAIRS	1,019	84,981.1	83.4	10.4
NATURAL RESOURCES	2,284	109,805.8	48.1	6.0
STATE	1,601	125,659.9	78.5	9.8
STATE POLICE	2,736	224,545.8	82.1	10.3
STRATEGIC FUND	221	13,753.7	62.2	7.8
TRANSPORTATION	3,306	227,658.5	68.9	8.6
TREASURY	1,652	125,229.8	75.8	9.5
<b>STATEWIDE</b>	<b>56,739</b>	<b>4,374,325.5</b>	<b>77.1</b>	<b>9.6</b>

Note: Beginning in FY2004, the calculation of leave usage was 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. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

## ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/4/2008 Through Pay Period Ending: 09/19/2009

### ANNUAL LEAVE

### DEFERRED HOURS

Department Name	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	535	74,202.9	138.7	17.3	535	1,770.5	3.3	0.4
ATTORNEY GENERAL	517	74,448.4	144.0	18.0	517	1,284.5	2.5	0.3
AUDITOR GENERAL	142	22,328.7	157.2	19.7	142	596.1	4.2	0.5
CIVIL RIGHTS	117	18,166.7	155.3	19.4	117	137.8	1.2	0.1
CIVIL SERVICE COMMISSION	541	89,180.5	164.8	20.6	541	1,287.2	2.4	0.3
COMMUNITY HEALTH	4,560	669,335.1	146.8	18.3	4,560	13,490.0	3.0	0.4
CORRECTIONS	16,611	2,462,449.4	148.2	18.5	16,611	47,877.8	2.9	0.4
EDUCATION	449	56,912.3	126.8	15.8	449	1,209.6	2.7	0.3
ENVIRONMENTAL QUALITY	1,385	221,026.2	159.6	19.9	1,385	5,492.3	4.0	0.5
EXECUTIVE OFFICE	50	3,941.3	78.8	9.9	50	40.0	0.8	0.1
HISTORY ARTS AND LIBRARIES	221	27,630.4	125.0	15.6	221	584.8	2.6	0.3
HUMAN SERVICES	11,368	1,536,319.6	135.1	16.9	11,368	24,654.0	2.2	0.3
INFORMATION TECHNOLOGY	1,826	268,689.6	147.1	18.4	1,826	3,294.5	1.8	0.2
LABOR & ECONOMIC GROWTH	4,577	628,118.6	137.2	17.2	4,577	8,947.3	2.0	0.2
MANAGEMENT & BUDGET	1,021	163,585.7	160.2	20.0	1,021	2,490.8	2.4	0.3
MILITARY AFFAIRS	1,019	154,945.3	152.1	19.0	1,019	3,260.5	3.2	0.4
NATURAL RESOURCES	2,284	238,429.7	104.4	13.0	2,284	4,167.7	1.8	0.2
STATE	1,601	244,329.3	152.6	19.1	1,601	3,057.4	1.9	0.2
STATE POLICE	2,736	441,559.8	161.4	20.2	2,736	10,999.2	4.0	0.5
STRATEGIC FUND	221	28,801.0	130.3	16.3	221	294.6	1.3	0.2
TRANSPORTATION	3,306	464,961.1	140.6	17.6	3,306	8,349.2	2.5	0.3
TREASURY	1,652	241,992.8	146.5	18.3	1,652	2,441.9	1.5	0.2
<b>STATEWIDE</b>	<b>56,739</b>	<b>8,131,354.4</b>	<b>143.3</b>	<b>17.9</b>	<b>56,739</b>	<b>145,727.7</b>	<b>2.6</b>	<b>0.3</b>

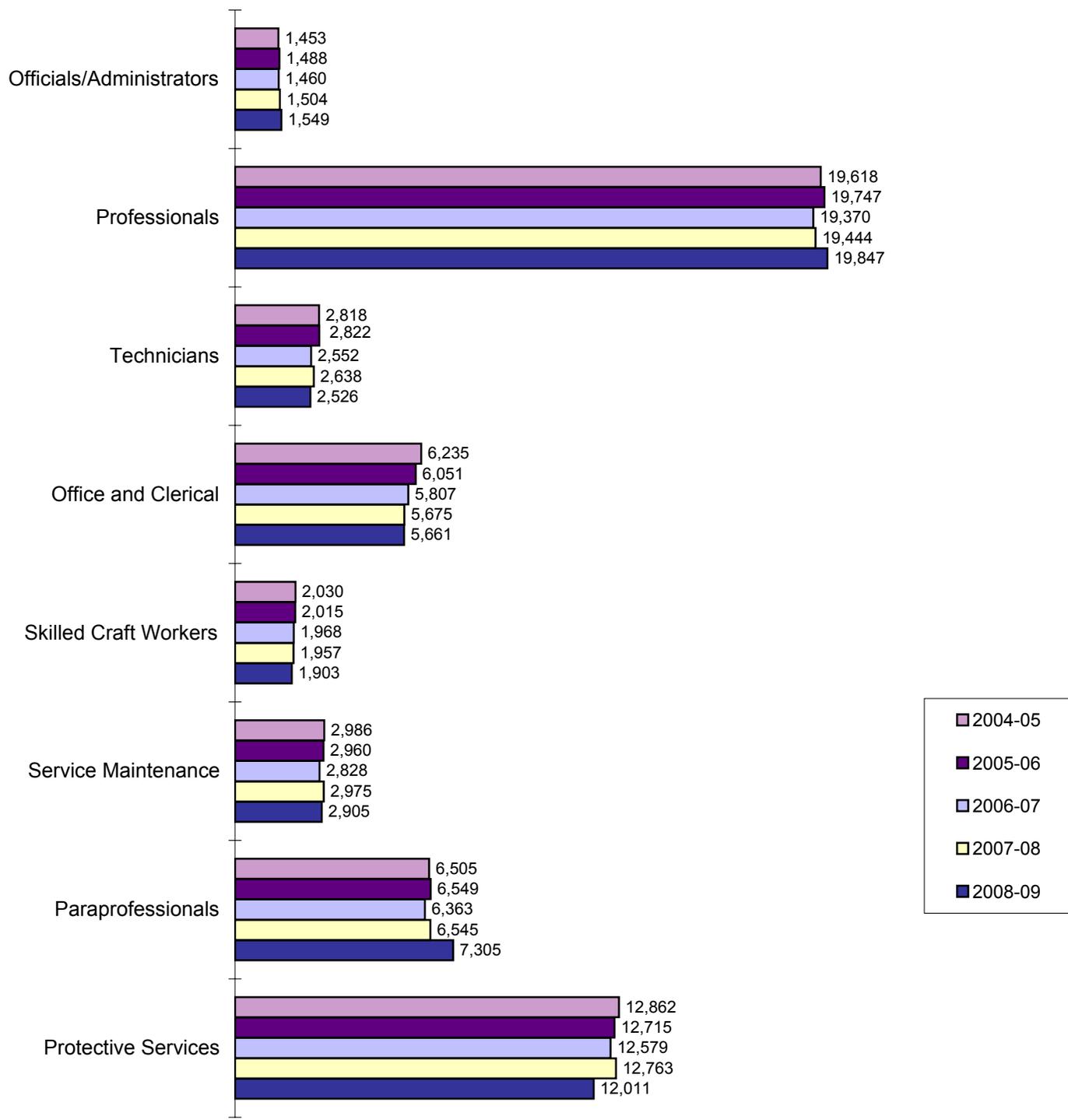
Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: September 19, 2009**

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	1	19	18	46	40	52	99	95	98	41	9	4	522
ATTORNEY GENERAL	0	4	25	41	49	59	62	83	85	50	13	0	471
AUDITOR GENERAL	0	6	16	17	21	21	24	17	11	3	0	0	136
CIVIL RIGHTS	0	0	0	8	13	10	9	14	26	12	2	0	94
CIVIL SERVICE COMMISSION	0	7	11	39	47	52	94	132	90	43	8	1	524
COMMUNITY HEALTH	8	81	169	227	306	389	567	944	828	363	81	11	3,974
CORRECTIONS	2	191	730	1,325	2,373	2,715	2,990	2,680	1,724	593	82	17	15,422
EDUCATION	0	5	21	40	29	29	41	100	88	53	6	0	412
ENVIRONMENTAL QUALITY	1	19	43	130	126	131	224	289	266	99	17	4	1,349
EXECUTIVE OFFICE	2	9	9	5	3	0	6	5	2	2	1	1	45
HISTORY ARTS AND LIBRARIES	7	20	7	11	15	42	21	33	45	24	4	1	230
HUMAN SERVICES	2	184	821	1,113	1,239	1,108	1,220	1,992	1,942	762	116	26	10,525
INFORMATION TECHNOLOGY	7	46	70	128	193	223	319	368	291	126	22	2	1,795
LABOR & ECONOMIC GROWTH	16	145	299	390	421	452	575	815	772	400	67	33	4,385
MANAGEMENT & BUDGET	3	26	53	65	95	104	139	216	222	63	14	1	1,001
MILITARY AFFAIRS	9	26	49	66	88	107	178	188	178	59	8	7	963
NATURAL RESOURCES	157	409	197	237	264	219	303	383	342	169	75	58	2,813
STATE	3	41	67	97	138	162	270	329	320	116	14	2	1,559
STATE POLICE	0	20	90	294	517	504	475	369	213	66	7	2	2,557
STRATEGIC FUND	4	16	8	18	19	23	34	58	39	24	12	6	261
TRANSPORTATION	12	179	206	310	333	412	481	539	433	158	29	10	3,102
TREASURY	6	39	95	137	172	173	256	309	252	106	16	6	1,567
<b>Statewide Total:</b>	<b>240</b>	<b>1,492</b>	<b>3,004</b>	<b>4,744</b>	<b>6,501</b>	<b>6,987</b>	<b>8,387</b>	<b>9,958</b>	<b>8,267</b>	<b>3,332</b>	<b>603</b>	<b>192</b>	<b>53,707</b>
<b>Average Age:</b>	<b>19.1</b>	<b>22.8</b>	<b>27.7</b>	<b>32.6</b>	<b>37.6</b>	<b>42.5</b>	<b>47.5</b>	<b>52.6</b>	<b>57.3</b>	<b>61.9</b>	<b>66.9</b>	<b>73.7</b>	<b>46.1</b>

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

**EMPLOYMENT TREND OF JOB CATEGORIES  
Fiscal Years 2004-05 through 2008-09**



2007-08 Grand Total: 53,707

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

Source: HWF27 for the last full pay period in each fiscal year



**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: September 19, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	22	26
ALGER	341	7	348
ALLEGAN	209	62	271
ALPENA	121	24	145
ANTRIM	25	3	28
ARENAC	319	11	330
BARAGA	444	22	466
BARRY	91	25	116
BAY	272	43	315
BENZIE	21	4	25
BERRIEN	355	61	416
BRANCH	650	14	664
CALHOUN	337	30	367
CASS	85	8	93
CHARLEVOIX	21	63	84
CHEBOYGAN	79	78	157
CHIPPEWA	1,205	87	1,292
CLARE	54	26	80
CLINTON	135	35	170
CRAWFORD	262	123	385
DELTA	191	35	226
DICKINSON	51	13	64
EATON	3,029	355	3,384
EMMET	79	45	124
GENESEE	826	154	980
GLADWIN	44	10	54
GOGEBIC	309	16	325
GRAND TRAVERSE	559	54	613
GRATIOT	877	25	902
HILLSDALE	63	6	69
HOUGHTON	70	37	107
HURON	33	43	76
INGHAM	9,952	1,040	10,992
IONIA	1,755	53	1,808
IOSCO	59	42	101
IRON	65	13	78
ISABELLA	156	14	170
JACKSON	2,376	55	2,431
KALAMAZOO	1,070	130	1,200
KALKASKA	61	5	66
KENT	1,596	208	1,804
KEWEENAW	1	21	22
LAKE	51	8	59
LAPEER	428	36	464
LEELANAU	3	6	9

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: September 19, 2009

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	717	36	753
LIVINGSTON	498	89	587
LUCE	379	24	403
MACKINAC	120	102	222
MACOMB	1,238	186	1,424
MANISTEE	376	31	407
MARQUETTE	876	71	947
MASON	38	26	64
MECOSTA	73	12	85
MENOMINEE	39	22	61
MIDLAND	81	6	87
MISSAUKEE	54	2	56
MONROE	166	49	215
MONTCALM	628	19	647
MONTMORENCY	56	18	74
MUSKEGON	1,099	96	1,195
NEWAYGO	74	8	82
OAKLAND	1,163	221	1,384
OCEANA	55	51	106
OGEMAW	58	17	75
ONTONAGON	25	13	38
OSCEOLA	50	1	51
OSCODA	32	4	36
OTSEGO	251	38	289
OTTAWA	180	74	254
OUT OF STATE	48	6	54
PRESQUE ISLE	14	32	46
ROSCOMMON	128	45	173
SAGINAW	1,047	95	1,142
SANILAC	52	12	64
SCHOOLCRAFT	39	22	61
SHIAWASSEE	84	8	92
ST CLAIR	244	85	329
ST JOSEPH	90	10	100
TUSCOLA	533	22	555
VAN BUREN	196	38	234
WASHTENAW	1,582	86	1,668
WAYNE	6,346	474	6,820
WEXFORD	150	30	180
WORK AT HOME - MI	843	47	890
<b>Grand Total:</b>	<b>48,456</b>	<b>5,400</b>	<b>53,856</b>

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.