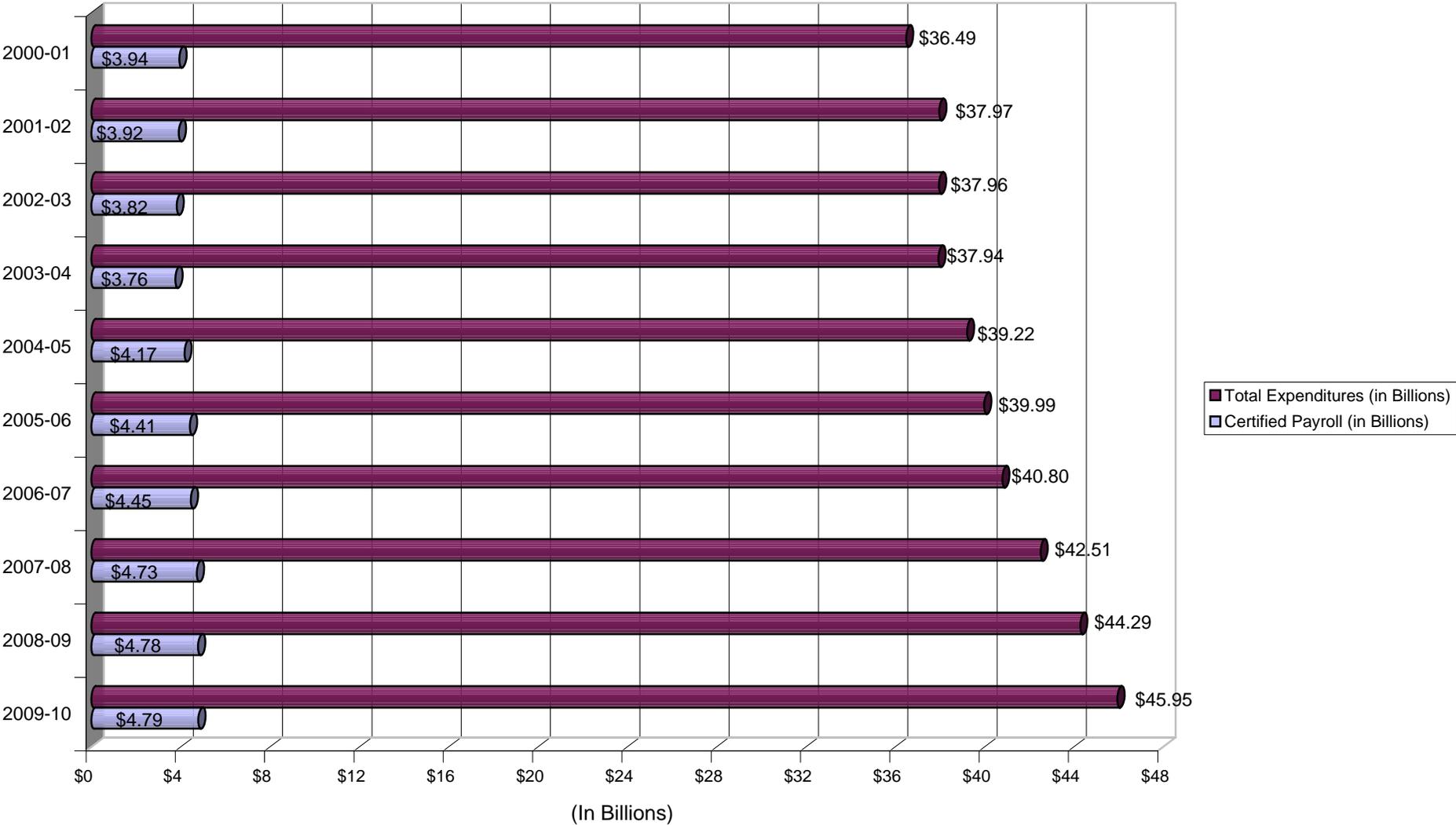


SECTION TWO

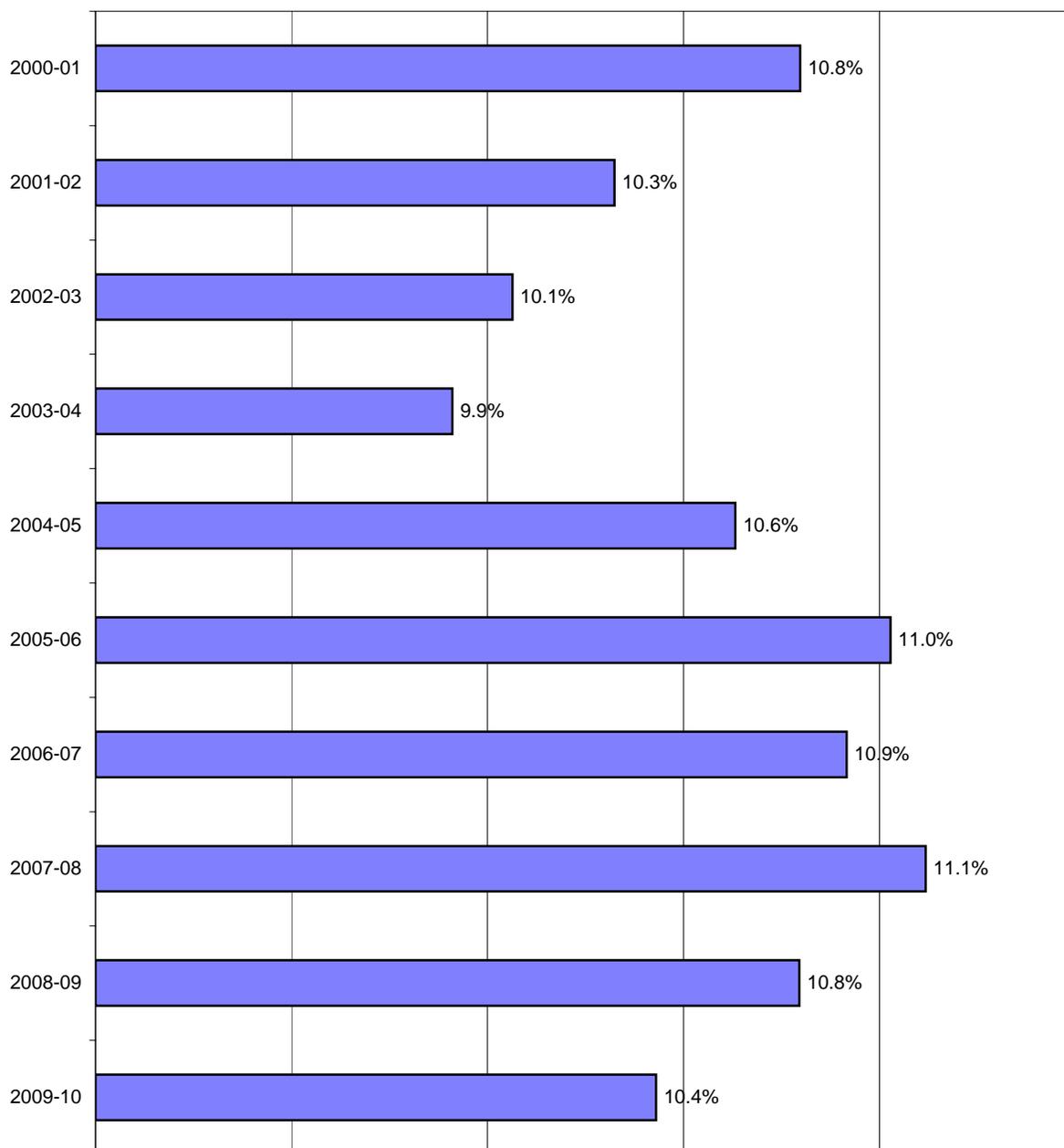
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2000-01 through 2009-10



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 CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 2000-01 through 2009-10**



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.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: September 18, 2010

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	438	0.8 %	48.8	\$29.37	366	83.6 %
ATTORNEY GENERAL	455	0.9 %	48.5	\$37.63	342	75.2 %
AUDITOR GENERAL	138	0.3 %	41.8	\$35.95	110	79.7 %
CIVIL RIGHTS	94	0.2 %	50.7	\$30.33	85	90.4 %
CIVIL SERVICE COMMISSION	490	0.9 %	48.6	\$29.48	430	87.8 %
COMMUNITY HEALTH	3,926	7.5 %	49.3	\$28.01	2,895	73.7 %
CORRECTIONS	14,735	28.1 %	45.7	\$25.17	12,392	84.1 %
EDUCATION	452	0.9 %	49.7	\$30.27	287	63.5 %
ENERGY, LABOR & ECONOMIC GROWTH	4,413	8.4 %	47.3	\$27.02	2,974	67.4 %
ENVIRONMENTAL QUALITY	1,277	2.4 %	48.8	\$30.82	1,134	88.8 %
EXECUTIVE OFFICE	39	0.1 %	35.5	\$23.17	9	23.1 %
HUMAN SERVICES	10,558	20.1 %	45.9	\$24.17	7,103	67.3 %
INFORMATION TECHNOLOGY	1,784	3.4 %	47.3	\$31.45	1,334	74.8 %
MANAGEMENT AND BUDGET	941	1.8 %	47.9	\$27.76	745	79.2 %
MILITARY & VETERAN AFFAIRS	947	1.8 %	47.5	\$22.95	683	72.1 %
NATURAL RESOURCES	2,904	5.5 %	42.0	\$18.48	1,329	45.8 %
STATE	1,524	2.9 %	47.9	\$22.70	1,207	79.2 %
STATE POLICE	2,521	4.8 %	43.8	\$29.88	2,257	89.5 %
STRATEGIC FUND	231	0.4 %	49.2	\$26.39	145	62.8 %
TRANSPORTATION	3,043	5.8 %	45.1	\$26.80	2,319	76.2 %
TREASURY	1,589	3.0 %	46.7	\$27.61	1,140	71.7 %
STATEWIDE TOTALS:	52,499	100.0 %	46.2	\$25.92	39,286	74.8 %

Comment: 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.

In FY 2010-11, 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, 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. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF24

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2005-06 through 2009-10

<u>Salary Range</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>
12,000 - 12,999	0	0	0	0	0
13,000 - 13,999	4	0	0	0	0
14,000 - 14,999	28	26	0	0	0
15,000 - 15,999	416	390	532	458	442
16,000 - 16,999	17	15	23	28	10
17,000 - 17,999	196	189	216	283	245
18,000 - 18,999	411	404	416	436	518
19,000 - 19,999	10	15	32	25	5
20,000 - 20,999	96	85	104	125	158
21,000 - 21,999	70	29	32	27	37
22,000 - 22,999	7	8	106	20	16
23,000 - 23,999	27	32	13	12	13
24,000 - 24,999	337	5	6	8	53
25,000 - 25,999	109	261	36	27	40
26,000 - 26,999	56	88	286	281	284
27,000 - 27,999	258	36	104	89	92
28,000 - 28,999	171	148	35	28	35
29,000 - 29,999	194	119	241	306	178
30,000 - 30,999	519	152	174	146	106
31,000 - 31,999	377	533	629	189	216
32,000 - 32,999	337	219	347	195	210
33,000 - 33,999	371	452	196	390	232
34,000 - 34,999	611	245	413	1,217	533
35,000 - 35,999	451	402	377	464	473
36,000 - 36,999	712	737	263	284	253
37,000 - 37,999	1,333	719	871	834	917
38,000 - 38,999	2,292	590	444	629	876
39,000 - 39,999	1,247	2,761	780	550	360
40,000 - 40,999	2,691	692	1,540	1,529	973
41,000 - 41,999	385	2,759	2,239	2,283	2,587
42,000 - 42,999	1,903	626	541	612	692
43,000 - 43,999	2,300	488	2,763	2,835	2,862
44,000 - 44,999	6,443	1,905	521	674	577
45,000 - 45,999	684	2,171	962	1,082	817
46,000 - 46,999	586	6,116	1,451	1,464	1,740
47,000 - 47,999	6,873	439	1,848	1,675	2,040
48,000 - 48,999	1,177	735	5,831	5,468	1,554
49,000 - 49,999	286	6,574	438	382	4,384
50,000 - 50,999	1,790	1,045	691	758	371
51,000 - 51,999	237	395	6,375	6,226	3,112
52,000 - 52,999	914	1,862	710	695	3,178
53,000 - 53,999	1,100	239	641	607	844

Comment: 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.

Source: Michigan Civil Service Commission HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2005-06 through 2009-10

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2008-09</u>	<u>2008-09</u>	<u>2009-10</u>
54,000 - 54,999	1,364	536	405	360	495
55,000 - 55,999	1,822	1,393	1,494	1,417	833
56,000 - 56,999	561	1,177	486	458	740
57,000 - 57,999	98	373	433	371	491
58,000 - 58,999	2,307	2,005	1,164	1,147	1,127
59,000 - 59,999	568	377	1,520	1,566	1,526
60,000 - 60,999	1,031	2,173	1,166	1,157	130
61,000 - 61,999	265	525	1,060	1,127	2,172
62,000 - 62,999	219	218	2,036	2,081	314
63,000 - 63,999	2,392	1,191	310	305	1,946
64,000 - 64,999	233	164	604	647	553
65,000 - 65,999	116	1,044	971	964	443
66,000 - 66,999	485	1,145	428	423	1,020
67,000 - 67,999	126	247	199	219	288
68,000 - 68,999	153	310	1,028	1,044	236
69,000 - 69,999	840	648	1,177	1,220	1,965
70,000 - 70,999	251	133	200	157	278
71,000 - 71,999	341	146	653	649	318
72,000 - 72,999	239	765	275	311	664
73,000 - 73,999	197	357	150	142	118
74,000 - 74,999	63	219	111	124	137
75,000 - 75,999	202	252	774	759	93
76,000 - 76,999	92	173	328	326	756
77,000 - 77,999	399	61	226	229	342
78,000 - 78,999	36	186	273	290	217
79,000 - 79,999	194	100	143	141	339
80,000 - 80,999	68	398	96	85	104
81,000 - 81,999	76	32	197	212	71
82,000 - 82,999	41	179	29	37	214
83,000 - 83,999	76	83	461	475	110
84,000 - 84,999	31	63	32	30	415
85,000 - 85,999	40	38	86	116	27
86,000 - 86,999	46	35	141	147	113
87,000 - 87,999	128	86	52	57	131
88,000 - 88,999	174	35	71	78	65
89,000 - 89,999	21	46	36	37	64
90,000 - 90,999	23	118	84	75	36
91,000 - 91,999	16	174	36	39	89
92,000 - 92,999	33	22	42	43	38
93,000 - 93,999	34	18	44	43	43

Comment: 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.

Source: Michigan Civil Service Commission HWF39A and HWF40

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2005-06 through 2009-10

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>
\$94,000 - 94,999	80	21	112	108	41
95,000 - 95,999	110	23	156	147	115
96,000 - 96,999	29	39	25	28	132
97,000 - 97,999	20	71	25	37	24
98,000 - 98,999	92	115	21	26	25
99,000 - 99,999	23	21	16	17	29
100,000 - 100,999	24	21	52	57	20
101,000 - 101,999	214	15	66	67	55
102,000 - 102,999	17	96	121	124	71
103,000 - 103,999	7	25	23	25	118
104,000 - 104,999	15	24	22	25	24
105,000 - 105,999	11	202	16	16	27
106,000 - 106,999	5	15	85	75	14
107,000 - 107,999	14	5	27	26	70
108,000 - 108,999	105	17	19	20	17
109,000 - 109,999	3	9	201	186	21
110,000 - 110,999	1	7	12	10	21
111,000 - 111,999	0	8	8	9	171
112,000 - 112,999	22	51	20	21	12
113,000 - 113,999	3	54	11	8	15
114,000 - 114,999	33	2	5	9	7
115,000 - 115,999	2	2	10	14	11
116,000 - 116,999	6	3	7	6	12
117,000 - 117,999	20	20	90	89	10
118,000 - 118,999	1	7	1	1	90
119,000 - 119,999	4	29	2	2	0
120,000 - 120,999	27	5	2	4	4
121,000 - 121,999	0	4	0	0	1
122,000 - 122,999	0	20	18	19	0
123,000 - 123,999	7	2	7	6	15
124,000 - 124,999	0	1	28	25	6
125,000 - 125,999	3	26	7	6	34
126,000 and above	135	141	192	194	193
STATEWIDE TOTAL	54,460	53,052	53,655	53,856	52,499

Median Salary: \$51,762

Average Salary: \$54,116

Comment: 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.

Source: Michigan Civil Service Commission HWF39A and HWF40

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2005-06 through 2009-10

	2005-06	2006-07	2007-08	2008-09	2009-10
Legally Required Payments					
FICA	7.36 %	7.38 %	7.35 %	7.27 %	7.29 %
Unemployment Compensation	.23	.18	.15	.21	.46
Workers Compensation	1.40	1.26	1.28	1.19	1.25
Total Legally Required Payments	9.00 %	8.83 %	8.78 %	8.67 %	8.99 %
Group Insurance					
State Health Plan	10.61 %	11.01 %	11.11 %	10.29 %	10.15 %
Health Maintenance Organization	6.63	7.15	7.35	7.57	8.04
Dental	1.58	1.66	1.83	1.83	1.83
Vision	.27	.26	.25	.25	.25
Life	1.00	1.00	.99	1.01	.77
Long Term Disability	.80	.80	.80	.78	1.01
Flexible Benefits Allowance/Recovery	.07	.07	.06	.07	.07
Total Group Insurance	20.97 %	21.94 %	22.39 %	21.80 %	22.11 %
Other Cash Payments					
Terminal Annual & Sick Leave	1.04 %	1.23 %	.88 %	.81 %	.95 %
Terminal Longevity Payments	.01	.02	.02	.02	.03
Professional Development	.01	.01	.01	.01	.01
Uniforms and Dry Cleaning	.25	.25	.23	.23	.23
Total Other Cash Payments	1.31 %	1.50 %	1.14 %	1.08 %	1.23 %
Pension and Deferred Items					
Retirement or Pension Plans	23.25 %	18.62 %	23.39 %	24.93 %	25.92 %
FICA for Early Out Retirees	.00	.00	.00	.00	.00
Defined Contribution Pension Plan	2.20	2.19	2.46	2.67	2.82
Banked Leave Time Employer Contribution	.00	.00	.00	.00	.00
Total Pension and Deferred Items	25.44	20.81	25.85	27.61	28.75
Total Employee Benefits	56.72 %	53.07 %	58.15 %	59.16 %	61.08 %

Comment: 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#4 (11/19/10)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: September 18, 2010

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	418	206	49 %	194	46 %	4	1 %	393	94 %	9	2 %	1	0 %	406	97 %
ATTORNEY GENERAL	455	210	46 %	211	46 %	2	0 %	427	94 %	6	1 %	2	0 %	434	95 %
AUDITOR GENERAL	135	32	24 %	82	61 %	5	4 %	121	90 %	1	1 %	0	0 %	123	91 %
CIVIL RIGHTS	94	49	52 %	39	41 %	3	3 %	89	95 %	3	3 %	0	0 %	92	98 %
CIVIL SERVICE COMMISSION	478	165	35 %	262	55 %	5	1 %	435	91 %	7	1 %	1	0 %	444	93 %
COMMUNITY HEALTH	3,868	2,028	52 %	1,573	41 %	34	1 %	3,545	92 %	119	3 %	12	0 %	3,687	95 %
CORRECTIONS	14,673	8,618	59 %	5,143	35 %	67	0 %	13,654	93 %	273	2 %	27	0 %	13,950	95 %
EDUCATION	449	205	46 %	191	43 %	6	1 %	400	89 %	7	2 %	4	1 %	413	92 %
ENERGY, LABOR & ECONOMIC GROWTH	4,267	1,903	45 %	2,055	48 %	53	1 %	3,877	91 %	164	4 %	14	0 %	4,066	95 %
ENVIRONMENTAL QUALITY	1,262	491	39 %	679	54 %	10	1 %	1,178	93 %	17	1 %	1	0 %	1,198	95 %
EXECUTIVE OFFICE	37	17	46 %	14	38 %	0	0 %	33	89 %	2	5 %	0	0 %	35	95 %
HUMAN SERVICES	10,550	5,257	50 %	4,565	43 %	98	1 %	9,645	91 %	369	3 %	28	0 %	10,056	95 %
INFORMATION TECHNOLOGY	1,702	582	34 %	982	58 %	17	1 %	1,523	89 %	61	4 %	2	0 %	1,591	93 %
MANAGEMENT AND BUDGET	911	266	29 %	574	63 %	7	1 %	831	91 %	17	2 %	1	0 %	853	94 %
MILITARY & VETERAN AFFAIRS	881	378	43 %	448	51 %	8	1 %	838	95 %	4	0 %	2	0 %	844	96 %
NATURAL RESOURCES	1,662	1,096	66 %	423	25 %	22	1 %	1,525	92 %	8	0 %	7	0 %	1,549	93 %
STATE	1,339	640	48 %	621	46 %	11	1 %	1,259	94 %	27	2 %	2	0 %	1,293	97 %
STATE POLICE	2,512	1,881	75 %	514	20 %	13	1 %	2,402	96 %	22	1 %	4	0 %	2,431	97 %
STRATEGIC FUND	192	95	49 %	78	41 %	6	3 %	175	91 %	5	3 %	1	1 %	182	95 %
TRANSPORTATION	2,785	1,467	53 %	1,144	41 %	34	1 %	2,632	95 %	28	1 %	5	0 %	2,674	96 %
TREASURY	1,539	538	35 %	879	57 %	21	1 %	1,407	91 %	44	3 %	4	0 %	1,462	95 %
STATEWIDE TOTALS:	50,209	26,124	52 %	20,671	41 %	426	1 %	46,389	92 %	1,193	2 %	118	0 %	47,783	95 %

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 2010-11, 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, 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. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF47

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: September 18, 2010

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha		United of Omaha Reduced Life		Reliastar	
							%		%		%
AGRICULTURE	418	363	87 %	0	0 %	397	95 %	21	5 %	0	0 %
ATTORNEY GENERAL	455	352	77 %	0	0 %	428	94 %	25	5 %	0	0 %
AUDITOR GENERAL	135	113	84 %	0	0 %	119	88 %	16	12 %	0	0 %
CIVIL RIGHTS	94	86	91 %	0	0 %	85	90 %	9	10 %	0	0 %
CIVIL SERVICE COMMISSION	478	457	96 %	4	1 %	462	97 %	16	3 %	6	1 %
COMMUNITY HEALTH	3,868	3,427	89 %	0	0 %	3,660	95 %	201	5 %	0	0 %
CORRECTIONS	14,673	13,731	94 %	0	0 %	14,159	96 %	439	3 %	0	0 %
EDUCATION	449	327	73 %	0	0 %	418	93 %	30	7 %	0	0 %
ENERGY, LABOR & ECONOMIC GROWTH	4,267	3,544	83 %	1	0 %	4,014	94 %	248	6 %	3	0 %
ENVIRONMENTAL QUALITY	1,262	1,123	89 %	0	0 %	1,175	93 %	85	7 %	0	0 %
EXECUTIVE OFFICE	37	9	24 %	0	0 %	29	78 %	8	22 %	0	0 %
HUMAN SERVICES	10,550	9,227	87 %	0	0 %	9,989	95 %	554	5 %	0	0 %
INFORMATION TECHNOLOGY	1,702	1,370	80 %	37	2 %	1,615	95 %	82	5 %	34	2 %
MANAGEMENT AND BUDGET	911	812	89 %	1	0 %	860	94 %	51	6 %	1	0 %
MILITARY & VETERAN AFFAIRS	881	749	85 %	0	0 %	842	96 %	29	3 %	0	0 %
NATURAL RESOURCES	1,662	1,406	85 %	0	0 %	1,574	95 %	85	5 %	0	0 %
STATE	1,339	1,212	91 %	0	0 %	1,274	95 %	64	5 %	0	0 %
STATE POLICE	2,512	2,437	97 %	1,497	60 %	2,394	95 %	100	4 %	1,478	59 %
STRATEGIC FUND	192	158	82 %	0	0 %	178	93 %	14	7 %	0	0 %
TRANSPORTATION	2,785	2,479	89 %	0	0 %	2,641	95 %	139	5 %	0	0 %
TREASURY	1,539	1,312	85 %	0	0 %	1,445	94 %	93	6 %	0	0 %
STATEWIDE TOTALS:	50,209	44,694	89 %	1,540	3 %	47,758	95 %	2,309	5 %	1,522	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.

In FY 2010-11, 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, 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. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF47

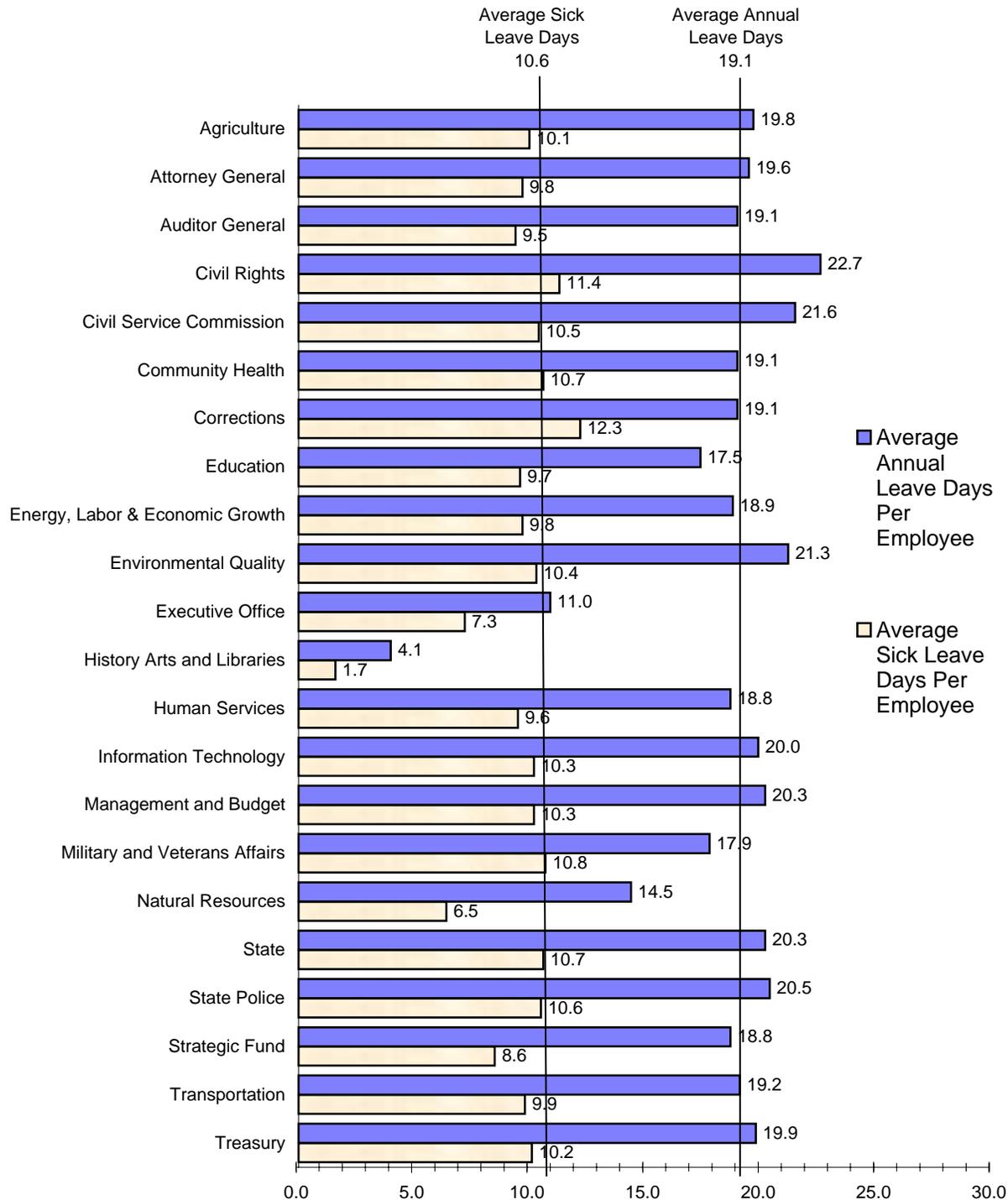
**STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2005-06 through 2009-10**

	2005-06	2006-07	2007-08	2008-09	2009-10
VACATION	8.9 %	8.2 %	7.8 %	7.5 %	8.2 %
HOLIDAY	4.6 %	5.0 %	4.6 %	4.6 %	4.6 %
SICK LEAVE	4.0 %	4.2 %	4.0 %	3.8 %	4.2 %
TOTAL	17.4 %	17.4 %	16.5 %	15.9 %	17.0 %

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 YER#4 (11/19/10)

ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT Fiscal Year 2009-10



Comment: 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.

The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

In FY 2010-11, 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, 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. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2009-10**

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	10.1	19.8	29.9
Attorney General	9.8	19.6	29.4
Auditor General	9.5	19.1	28.6
Civil Rights	11.4	22.7	34.1
Civil Service Commission	10.5	21.6	32.1
Community Health	10.7	19.1	29.8
Corrections	12.3	19.1	31.4
Education	9.7	17.5	27.2
Energy, Labor & Economic Growth	9.8	18.9	28.7
Environmental Quality	10.4	21.3	31.7
Executive Office	7.3	11.0	18.3
History Arts and Libraries	1.7	4.1	5.8
Human Services	9.6	18.8	28.4
Information Technology	10.3	20.0	30.3
Management and Budget	10.3	20.3	20.3
Military and Veterans Affairs	10.8	17.9	28.7
Natural Resources	6.5	14.5	21.0
State	10.7	20.3	31.0
State Police	10.6	20.5	31.1
Strategic Fund	8.6	18.8	27.4
Transportation	9.9	19.2	29.1
Treasury	10.2	19.9	30.1
STATEWIDE AVERAGE	10.6	19.1	29.7

Comments: 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.

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Source: Michigan Civil Service Commission HWF28 and HWF31

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

Fiscal Years 2005-06 through 2009-10

DEPARTMENT	2005-06	2006-07	2007-08	2008-09	2009-10
Agriculture	8.3	9.7	9.5	8.9	10.1
Attorney General	9.3	9.8	8.7	8.9	9.8
Auditor General	8.8	9.3	10.2	9.8	9.5
Civil Rights	10.7	11.2	10.5	10.9	11.4
Civil Service Commission	11.9	11.6	10.7	10.0	10.5
Community Health	10.4	11.4	10.8	10.1	10.7
Corrections	11.5	11.9	10.9	11.4	12.3
Education	8.9	8.9	9.4	8.5	9.7
Energy, Labor & Economic Growth	9.9	10.8	10.6	8.5	9.8
Environmental Quality	9.6	10.3	10.6	9.7	10.4
Executive Office	4.7	5.8	4.0	6.6	7.3
History Arts and Libraries	9.5	9.6	9.4	9.1	1.7
Human Services	10.3	10.9	9.9	8.4	9.6
Information Technology	9.5	10.1	10.1	9.1	10.3
Management and Budget	9.3	10.2	9.9	9.7	10.3
Military and Veterans Affairs	10.4	10.5	10.5	10.4	10.8
Natural Resources	5.8	6.2	5.8	6.0	6.5
State	9.9	10.5	10.7	9.8	10.7
State Police	9.7	10.7	10.4	10.3	10.6
Strategic Fund	--	9.5	9.5	7.8	8.6
Transportation	9.0	9.8	9.5	8.6	9.9
Treasury	9.7	10.2	10.4	9.5	10.2
STATEWIDE AVERAGE	10.2	10.8	10.2	9.6	10.6

Comment: 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.

The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

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Effective October 1, 2007. Strategic Fund became autonomous.

Source: Michigan Civil Service Commission HWF28, for the last full pay period in each fiscal year.

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 03, 2009 Through Pay End Date September 18, 2010

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	468	37,827.0	80.8	10.1
ATTORNEY GENERAL	495	38,924.9	78.6	9.8
AUDITOR GENERAL	142	10,787.2	76.0	9.5
CIVIL RIGHTS	102	9,312.7	91.3	11.4
CIVIL SERVICE COMMISSION	533	44,760.0	84.0	10.5
COMMUNITY HEALTH	4,339	373,136.6	86.0	10.7
CORRECTIONS	15,998	1,579,986.2	98.8	12.3
EDUCATION	490	38,072.2	77.7	9.7
ENERGY, LABOR & ECONOMIC GROWTH	4,611	361,892.5	78.5	9.8
ENVIRONMENTAL QUALITY	1,349	112,461.7	83.4	10.4
EXECUTIVE OFFICE	41	2,406.0	58.7	7.3
HISTORY ARTS AND LIBRARIES	1	13.5	13.5	1.7
HUMAN SERVICES	11,560	883,650.7	76.4	9.6
INFORMATION TECHNOLOGY	1,826	151,178.5	82.8	10.3
MANAGEMENT AND BUDGET	1,024	84,609.1	82.6	10.3
MILITARY & VETERAN AFFAIRS	1,007	87,261.1	86.7	10.8
NATURAL RESOURCES	2,254	117,360.1	52.1	6.5
STATE	1,544	132,708.4	86.0	10.7
STATE POLICE	2,663	225,826.7	84.8	10.6
STRATEGIC FUND	226	15,529.9	68.7	8.6
TRANSPORTATION	3,235	255,874.7	79.1	9.9
TREASURY	1,649	134,123.9	81.3	10.2
STATEWIDE	55,557	4,697,703.6	84.6	10.6

Comment: 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.

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Source: Michigan Civil Service Commission HWF28

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay End Date October 03, 2009 Through Pay End Date September 18, 2010

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	468	73,965.3	158.0	19.8	468	3,438.3	7.3	0.9
ATTORNEY GENERAL	495	77,694.8	157.0	19.6	495	3,028.1	6.1	0.8
AUDITOR GENERAL	142	21,679.0	152.7	19.1	142	1,220.9	8.6	1.1
CIVIL RIGHTS	102	18,533.9	181.7	22.7	102	770.4	7.6	0.9
CIVIL SERVICE COMMISSION	533	92,014.9	172.6	21.6	533	5,609.2	10.5	1.3
COMMUNITY HEALTH	4,339	662,457.6	152.7	19.1	4,339	36,854.6	8.5	1.1
CORRECTIONS	15,998	2,448,095.9	153.0	19.1	15,998	95,698.2	6.0	0.7
EDUCATION	490	68,465.2	139.7	17.5	490	3,911.2	8.0	1.0
ENERGY, LABOR & ECONOMIC GROWTH	4,611	697,750.7	151.3	18.9	4,611	44,671.7	9.7	1.2
ENVIRONMENTAL QUALITY	1,349	230,063.5	170.5	21.3	1,349	14,551.2	10.8	1.3
EXECUTIVE OFFICE	41	3,599.0	87.8	11.0	41	322.0	7.9	1.0
HISTORY ARTS AND LIBRARIES	1	32.5	32.5	4.1	1	0.0	0.0	0.0
HUMAN SERVICES	11,560	1,737,722.7	150.3	18.8	11,560	87,546.7	7.6	0.9
INFORMATION TECHNOLOGY	1,826	292,024.6	159.9	20.0	1,826	14,696.9	8.0	1.0
MANAGEMENT AND BUDGET	1,024	166,284.8	162.4	20.3	1,024	7,059.5	6.9	0.9
MILITARY & VETERAN AFFAIRS	1,007	143,819.9	142.8	17.9	1,007	8,454.2	8.4	1.0
NATURAL RESOURCES	2,254	262,096.2	116.3	14.5	2,254	10,226.2	4.5	0.6
STATE	1,544	250,261.1	162.1	20.3	1,544	10,612.9	6.9	0.9
STATE POLICE	2,663	437,419.9	164.3	20.5	2,663	16,663.3	6.3	0.8
STRATEGIC FUND	226	34,071.3	150.8	18.8	226	1,296.9	5.7	0.7
TRANSPORTATION	3,235	496,994.8	153.6	19.2	3,235	24,815.4	7.7	1.0
TREASURY	1,649	262,056.2	158.9	19.9	1,649	15,887.1	9.6	1.2
STATEWIDE	55,557	8,477,103.8	152.6	19.1	55,557	407,334.9	7.3	0.9

Comment: 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.

The Department of History Arts and Libraries was established by Executive Order 2 of 2001, effective July 23, 2001 and then abolished by Executive Order 36 of 2009, effective October 1, 2009.

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Source: Michigan Civil Service Commission HWF31

Age Distribution for Classified Employees by Department
Pay End Date: September 18, 2010

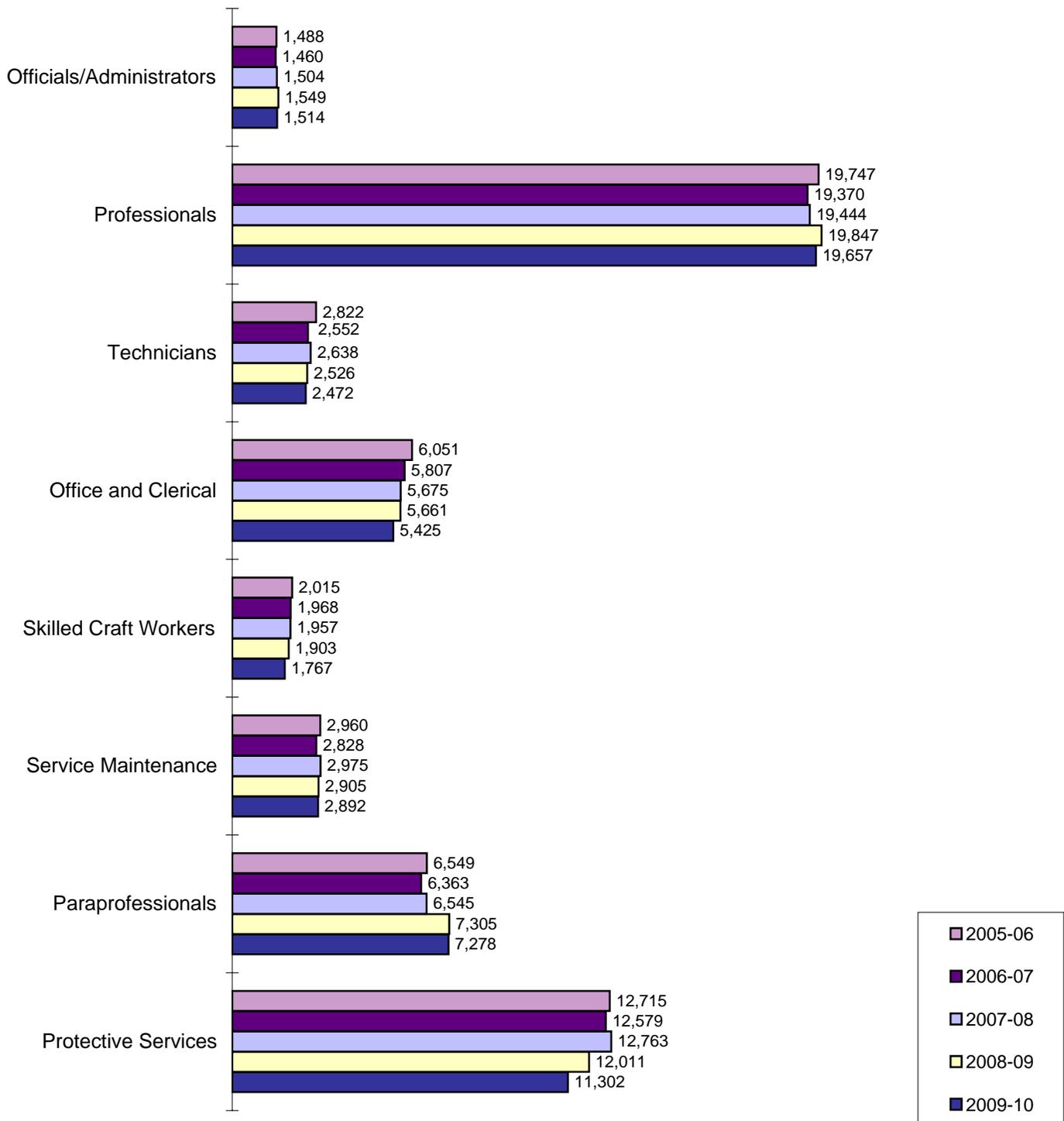
Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	1	7	13	37	38	37	81	83	95	33	9	4	438
ATTORNEY GENERAL	0	6	19	34	49	54	67	77	86	49	14	0	455
AUDITOR GENERAL	2	6	18	13	20	21	24	20	9	5	0	0	138
CIVIL RIGHTS	0	0	2	5	13	13	5	15	19	18	4	0	94
CIVIL SERVICE COMMISSION	0	10	11	34	43	45	86	131	82	37	11	0	490
COMMUNITY HEALTH	1	75	172	233	299	390	534	858	841	386	98	12	3,899
CORRECTIONS	8	129	588	1,174	2,086	2,676	2,911	2,652	1,639	635	84	17	14,599
EDUCATION	0	5	21	36	30	49	39	101	100	60	10	1	452
ENERGY, LABOR & ECONOMIC GROWTH	14	126	293	406	412	482	530	792	791	438	92	37	4,413
ENVIRONMENTAL QUALITY	1	11	34	114	115	129	215	260	267	106	21	4	1,277
EXECUTIVE OFFICE	0	10	11	4	3	0	3	4	1	1	1	1	39
HUMAN SERVICES	3	177	892	1,225	1,280	1,215	1,193	1,781	1,858	784	117	28	10,553
INFORMATION TECHNOLOGY	14	50	62	123	188	214	324	356	285	143	22	3	1,784
MANAGEMENT AND BUDGET	0	26	52	55	89	101	134	200	199	68	14	2	940
MILITARY & VETERAN AFFAIRS	4	29	42	64	86	106	154	199	176	61	9	7	937
NATURAL RESOURCES	151	463	203	219	269	245	291	379	368	182	79	54	2,903
STATE	7	60	54	105	137	140	259	293	322	121	24	1	1,523
STATE POLICE	0	33	101	267	500	497	492	350	204	59	11	1	2,515
STRATEGIC FUND	1	9	8	17	20	18	31	53	38	19	11	6	231
TRANSPORTATION	6	172	183	305	313	405	455	547	435	174	31	12	3,038
TREASURY	8	40	98	151	149	175	244	303	269	124	23	5	1,589
Statewide Total:	221	1,444	2,877	4,621	6,139	7,012	8,072	9,454	8,084	3,503	685	195	52,307
Average Age:	19.1	22.7	27.7	32.6	37.7	42.5	47.6	52.6	57.3	61.9	66.9	73.9	46.2

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

In FY 2010-11, 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, 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. The action(s) to combine the reporting data for these agencies was effective October 3, 2010. Information for these agencies is therefore reported separately for the time frame covered by this report.

Source: Michigan Civil Service Commission HWF23

EMPLOYMENT TREND OF JOB CATEGORIES Fiscal Years 2005-06 through 2009-10



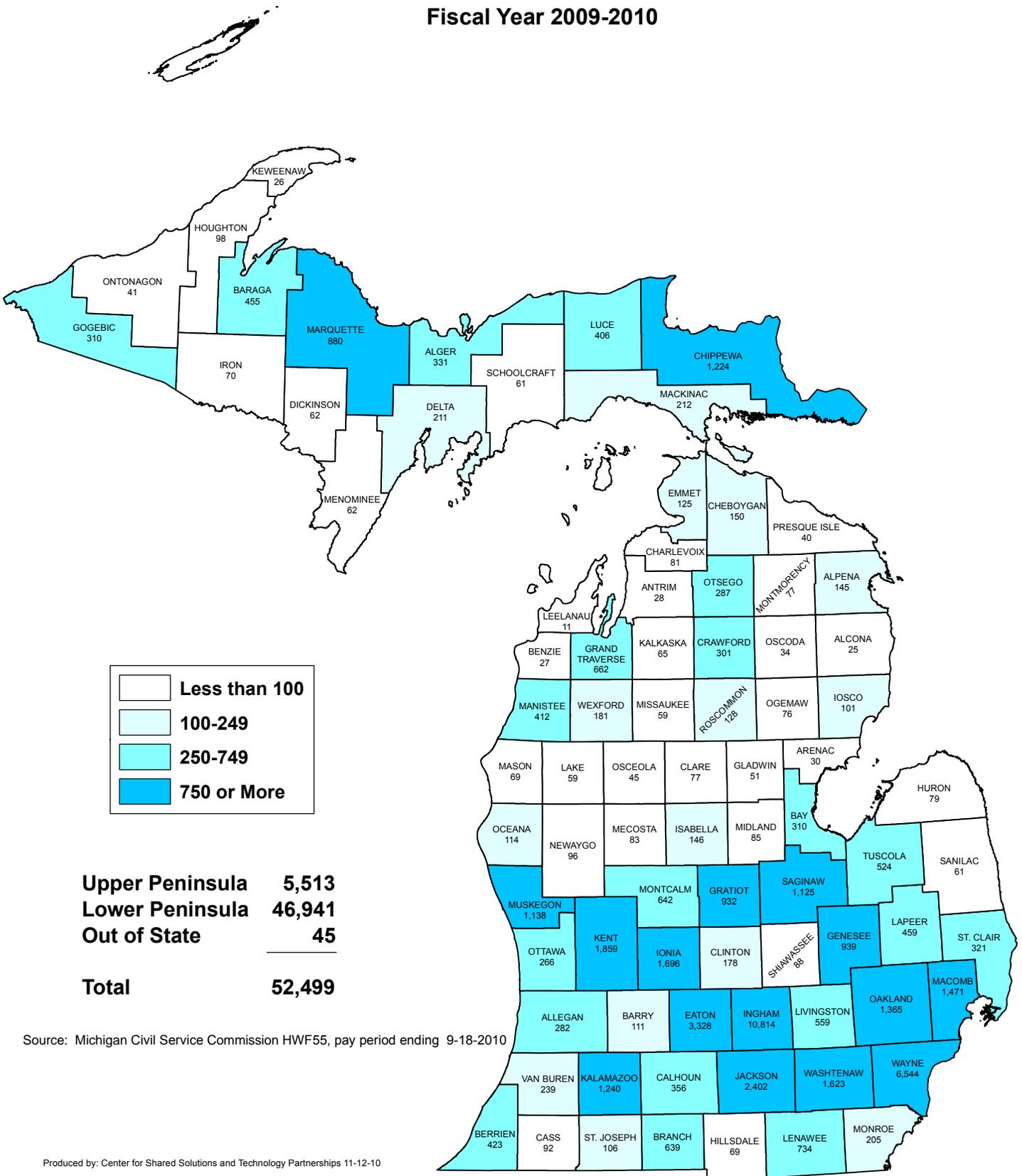
2009-10 Grand Total: 52,307

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

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

DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY Fiscal Year 2009-2010

Graph 2-5



ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 18, 2010

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	21	25
ALGER	318	13	331
ALLEGAN	214	68	282
ALPENA	124	21	145
ANTRIM	25	3	28
ARENAC	24	6	30
BARAGA	431	24	455
BARRY	88	23	111
BAY	271	39	310
BENZIE	24	3	27
BERRIEN	355	68	423
BRANCH	628	11	639
CALHOUN	335	21	356
CASS	83	9	92
CHARLEVOIX	19	62	81
CHEBOYGAN	79	71	150
CHIPPEWA	1,134	90	1,224
CLARE	51	26	77
CLINTON	140	38	178
CRAWFORD	165	136	301
DELTA	179	32	211
DICKINSON	52	10	62
EATON	2,988	340	3,328
EMMET	82	43	125
GENESEE	825	114	939
GLADWIN	42	9	51
GOGEBIC	293	17	310
GRAND TRAVERSE	589	73	662
GRATIOT	899	33	932
HILLSDALE	65	4	69
HOUGHTON	67	31	98
HURON	39	40	79
INGHAM	9,749	1,065	10,814
IONIA	1,627	69	1,696
IOSCO	60	41	101
IRON	63	7	70
ISABELLA	130	16	146
JACKSON	2,350	52	2,402
KALAMAZOO	1,108	132	1,240
KALKASKA	58	7	65
KENT	1,600	259	1,859
KEWEENAW	1	25	26
LAKE	50	9	59
LAPEER	428	31	459

Comment: 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.

Source: Michigan Civil Service Commission HWF55

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 18, 2010

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	4	7	11
LENAWEE	701	33	734
LIVINGSTON	490	69	559
LUCE	379	27	406
MACKINAC	111	101	212
MACOMB	1,401	70	1,471
MANISTEE	384	28	412
MARQUETTE	808	72	880
MASON	41	28	69
MECOSTA	76	7	83
MENOMINEE	38	24	62
MIDLAND	77	8	85
MISSAUKEE	56	3	59
MONROE	168	37	205
MONTCALM	632	10	642
MONTMORENCY	56	21	77
MUSKEGON	1,052	86	1,138
NEWAYGO	86	10	96
OAKLAND	1,085	280	1,365
OCEANA	58	56	114
OGEMAW	59	17	76
ONTONAGON	25	16	41
OSCEOLA	44	1	45
OSCODA	30	4	34
OTSEGO	248	39	287
OTTAWA	186	80	266
OUT OF STATE	42	3	45
PRESQUE ISLE	14	26	40
ROSCOMMON	98	30	128
SAGINAW	1,060	65	1,125
SANILAC	50	11	61
SCHOOLCRAFT	38	23	61
SHIAWASSEE	79	9	88
ST CLAIR	253	68	321
ST JOSEPH	102	4	106
TUSCOLA	501	23	524
VAN BUREN	203	36	239
WASHTENAW	1,520	103	1,623
WAYNE	6,112	432	6,544
WEXFORD	154	27	181
WORK AT HOME - MI	881	35	916
Grand Total:	47,258	5,241	52,499

Comment: 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.

Source: Michigan Civil Service Commission HWF55