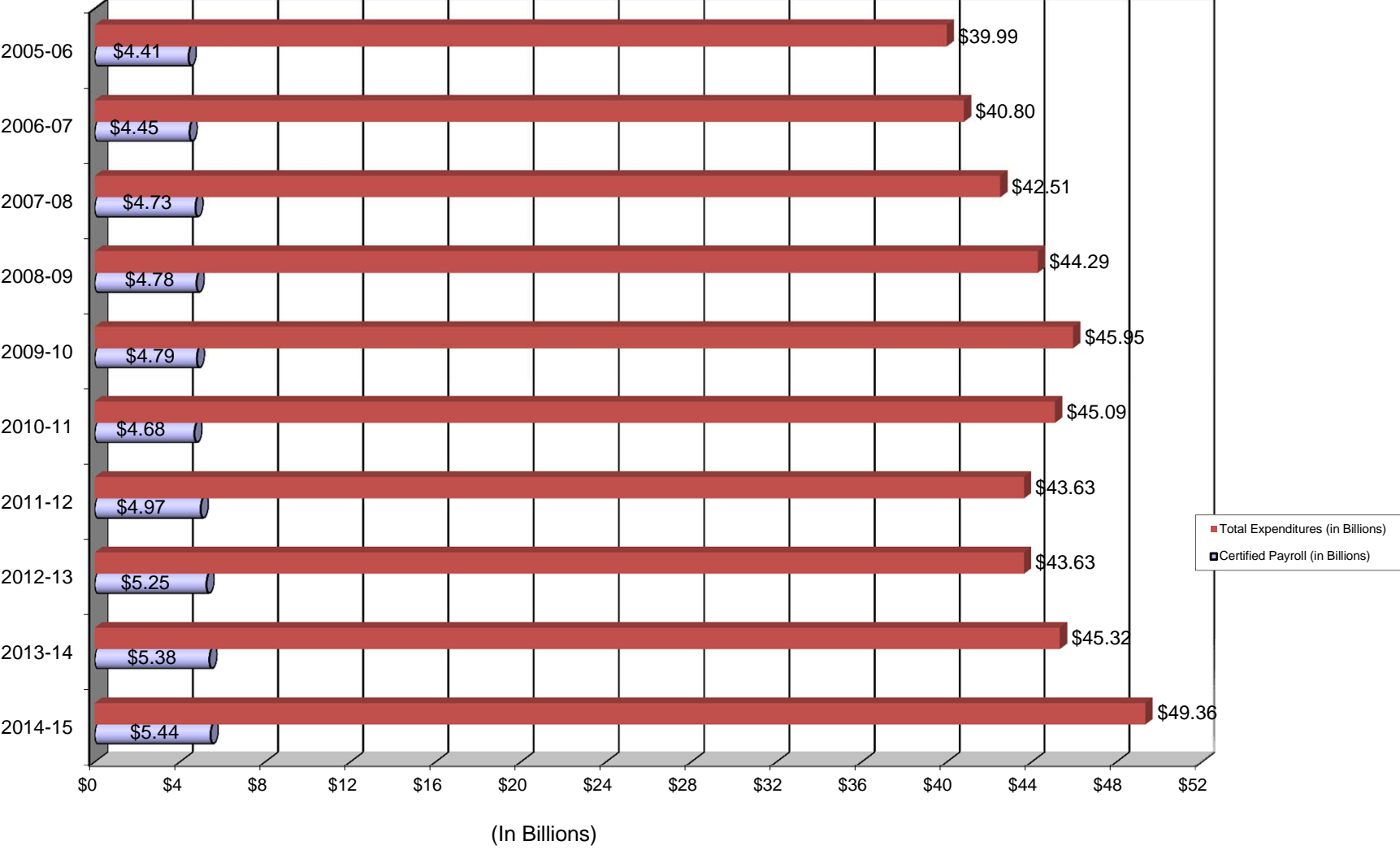


## SECTION TWO

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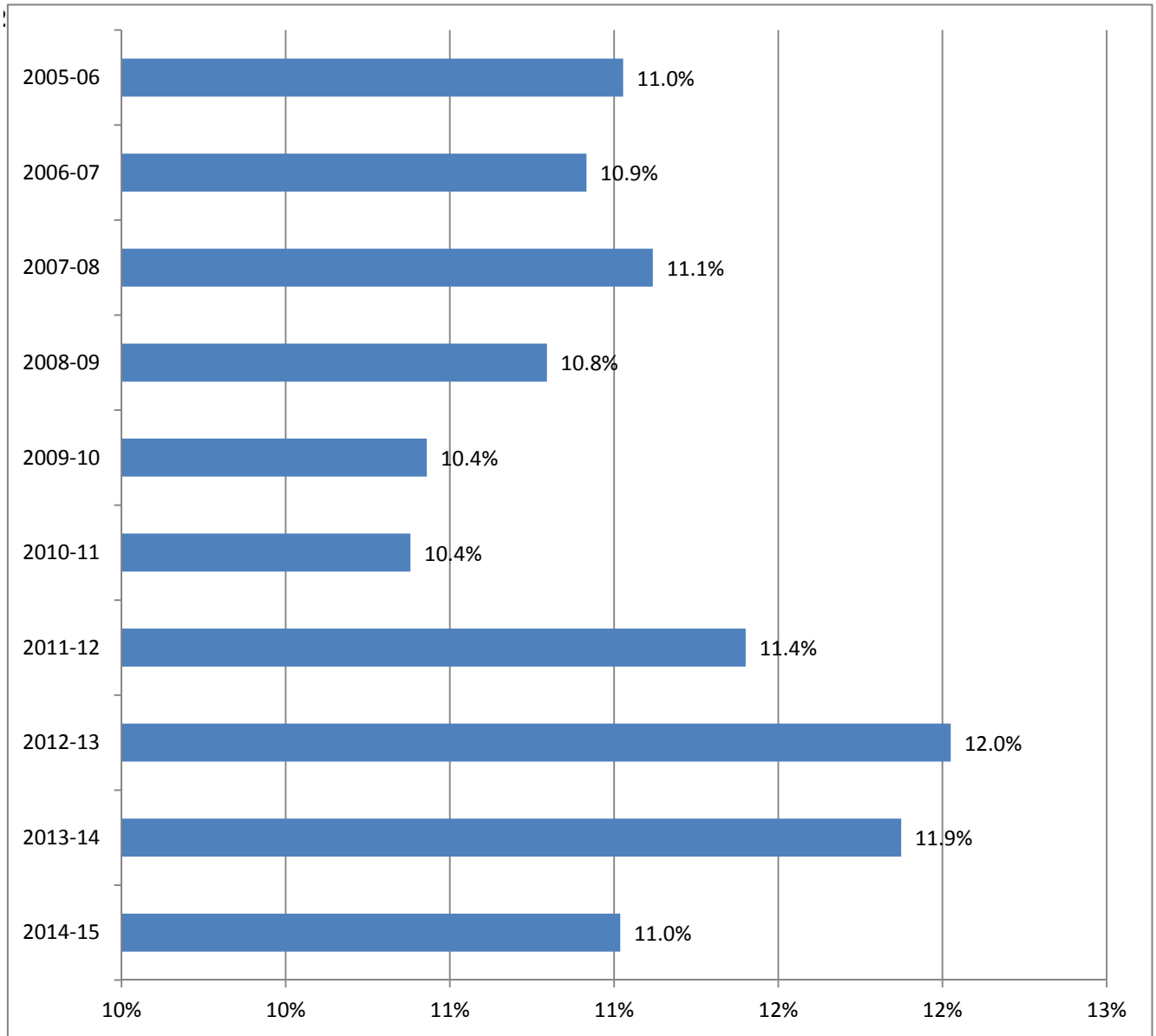
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2005-06 through 2014-15



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 OF MICHIGAN  
CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES  
Fiscal Years 2005-06 through 2014-15**



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.

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**

Pay End Date: September 26, 2015

| 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 AND RURAL DVLPMT    | 416                 | 0.9 %                           | 47.9        | \$30.76          | 307                                       | 73.8 %                                       |
| ATTORNEY GENERAL                | 479                 | 1.0 %                           | 47.7        | \$39.83          | 293                                       | 61.2 %                                       |
| AUDITOR GENERAL                 | 149                 | 0.3 %                           | 39.4        | \$35.85          | 89  | 59.7 %                                       |
| CIVIL RIGHTS                    | 96                  | 0.2 %                           | 47.4        | \$31.28          | 73  | 76.0 %                                       |
| CIVIL SERVICE COMMISSION        | 425                 | 0.9 %                           | 46.1        | \$30.90          | 307                                       | 72.2 %                                       |
| CORRECTIONS                     | 12,949              | 26.5 %                          | 44.7        | \$25.62          | 9,504                                     | 73.4 %                                       |
| EDUCATION                       | 523                 | 1.1 %                           | 48.8        | \$33.34          | 309                                       | 59.1 %                                       |
| ENVIRONMENTAL QUALITY           | 1,125               | 2.3 %                           | 48.3        | \$32.40          | 897                                       | 79.7 %                                       |
| EXECUTIVE OFFICE                | 59                  | 0.1 %                           | 39.4        | \$35.14          | 10  | 16.9 %                                       |
| INSURANCE AND FINANCIAL SERV    | 313                 | 0.6 %                           | 43.4        | \$33.82          | 236                                       | 75.4 %                                       |
| LICENSING & REGULATORY AFFAIRS  | 1,923               | 3.9 %                           | 47.8        | \$30.78          | 1,354                                     | 70.4 %                                       |
| MDHHS - COMMUNITY HEALTH        | 3,118               | 6.4 %                           | 47.1        | \$28.95          | 1,919                                     | 61.5 %                                       |
| MDHHS - HUMAN SERVICES          | 10,823              | 22.1 %                          | 44.2        | \$26.17          | 6,666                                     | 61.6 %                                       |
| MILITARY & VETERAN AFFAIRS      | 773                 | 1.6 %                           | 47.2        | \$25.25          | 488                                       | 63.1 %                                       |
| NATURAL RESOURCES               | 2,799               | 5.7 %                           | 41.8        | \$20.23          | 1,225                                     | 43.8 %                                       |
| STATE                           | 1,582               | 3.2 %                           | 44.2        | \$22.62          | 868                                       | 54.9 %                                       |
| STATE POLICE                    | 2,716               | 5.6 %                           | 42.4        | \$31.19          | 2,001                                     | 73.7 %                                       |
| TALENT AND ECONOMIC DEVELOPMENT | 1,345               | 2.7 %                           | 48.7        | \$29.36          | 1,075                                     | 79.9 %                                       |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,906               | 5.9 %                           | 46.6        | \$31.56          | 1,788                                     | 61.5 %                                       |
| TRANSPORTATION                  | 2,740               | 5.6 %                           | 46.1        | \$28.61          | 2,072                                     | 75.6 %                                       |
| TREASURY                        | 1,668               | 3.4 %                           | 46.0        | \$29.42          | 1,068                                     | 64.0 %                                       |
| <b>STATEWIDE TOTALS:</b>        | <b>48,927</b>       | <b>100.0 %</b>                  | <b>45.1</b> | <b>\$27.38</b>   | <b>32,549</b>                             | <b>66.5 %</b>                                |

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF24

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years: 2010-11 through 2014-15**

| <u>Salary Range</u> | <u>2010-11</u> | <u>2011-12</u> | <u>2012-13</u> | <u>2013-14</u> | <u>2014-15</u> |
|---------------------|----------------|----------------|----------------|----------------|----------------|
| 12,000 - 12,999     | 0              | 0              | 0              | 0              | 0              |
| 13,000 - 13,999     | 0              | 0              | 0              | 0              | 0              |
| 14,000 - 14,999     | 0              | 0              | 0              | 0              | 0              |
| 15,000 - 15,999     | 517            | 366            | 381            | 3              | 0              |
| 16,000 - 16,999     | 16             | 7              | 3              | 0              | 0              |
| 17,000 - 17,999     | 246            | 209            | 212            | 607            | 403            |
| 18,000 - 18,999     | 533            | 423            | 402            | 406            | 537            |
| 19,000 - 19,999     | 13             | 18             | 27             | 36             | 27             |
| 20,000 - 20,999     | 215            | 184            | 179            | 40             | 68             |
| 21,000 - 21,999     | 41             | 76             | 50             | 25             | 14             |
| 22,000 - 22,999     | 15             | 103            | 29             | 123            | 124            |
| 23,000 - 23,999     | 9              | 12             | 88             | 93             | 3              |
| 24,000 - 24,999     | 4              | 0              | 1              | 37             | 42             |
| 25,000 - 25,999     | 34             | 39             | 20             | 15             | 7              |
| 26,000 - 26,999     | 118            | 104            | 42             | 46             | 0              |
| 27,000 - 27,999     | 218            | 234            | 370            | 437            | 479            |
| 28,000 - 28,999     | 111            | 99             | 100            | 63             | 49             |
| 29,000 - 29,999     | 33             | 44             | 52             | 58             | 84             |
| 30,000 - 30,999     | 195            | 98             | 73             | 78             | 13             |
| 31,000 - 31,999     | 240            | 210            | 126            | 120            | 77             |
| 32,000 - 32,999     | 198            | 229            | 102            | 138            | 229            |
| 33,000 - 33,999     | 327            | 618            | 451            | 477            | 179            |
| 34,000 - 34,999     | 447            | 309            | 237            | 328            | 1052           |
| 35,000 - 35,999     | 940            | 608            | 503            | 475            | 548            |
| 36,000 - 36,999     | 786            | 456            | 689            | 461            | 393            |
| 37,000 - 37,999     | 321            | 329            | 404            | 291            | 425            |
| 38,000 - 38,999     | 927            | 565            | 484            | 343            | 417            |
| 39,000 - 39,999     | 1,044          | 1,409          | 762            | 875            | 692            |
| 40,000 - 40,999     | 497            | 655            | 671            | 562            | 0              |
| 41,000 - 41,999     | 611            | 990            | 453            | 824            | 467            |
| 42,000 - 42,999     | 907            | 828            | 1081           | 1156           | 938            |
| 43,000 - 43,999     | 1,665          | 1,758          | 1,685          | 1,493          | 842            |
| 44,000 - 44,999     | 1,791          | 1,275          | 447            | 382            | 1785           |
| 45,000 - 45,999     | 1,852          | 1,794          | 2657           | 2142           | 593            |
| 46,000 - 46,999     | 914            | 1,042          | 1,031          | 530            | 1710           |
| 47,000 - 47,999     | 987            | 1,008          | 786            | 970            | 533            |
| 48,000 - 48,999     | 1,661          | 1,632          | 1,555          | 1,963          | 561            |
| 49,000 - 49,999     | 1,796          | 1,862          | 2,932          | 2,561          | 1736           |
| 50,000 - 50,999     | 4,529          | 6,694          | 796            | 1215           | 3064           |
| 51,000 - 51,999     | 517            | 497            | 5,948          | 5,488          | 1193           |
| 52,000 - 52,999     | 487            | 425            | 704            | 582            | 5307           |
| 53,000 - 53,999     | 4,928          | 2,460          | 2063           | 2369           | 438            |

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

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

| <u>Salary Range</u> | <u>2010-11</u> | <u>2011-12</u> | <u>2012-13</u> | <u>2013-14</u> | <u>2014-15</u> |
|---------------------|----------------|----------------|----------------|----------------|----------------|
| 54,000 - 54,999     | 777            | 870            | 779            | 857            | 2346           |
| 55,000 - 55,999     | 540            | 600            | 833            | 755            | 1040           |
| 56,000 - 56,999     | 692            | 675            | 460            | 215            | 662            |
| 57,000 - 57,999     | 865            | 804            | 1203           | 1102           | 284            |
| 58,000 - 58,999     | 1,005          | 1,085          | 347            | 621            | 520            |
| 59,000 - 59,999     | 729            | 727            | 473            | 372            | 1057           |
| 60,000 - 60,999     | 358            | 353            | 1018           | 218            | 388            |
| 61,000 - 61,999     | 1,686          | 1,402          | 550            | 1,175          | 293            |
| 62,000 - 62,999     | 910            | 938            | 1383           | 1519           | 1220           |
| 63,000 - 63,999     | 2,104          | 2,370          | 860            | 946            | 1232           |
| 64,000 - 64,999     | 479            | 549            | 617            | 547            | 1052           |
| 65,000 - 65,999     | 252            | 242            | 2339           | 574            | 562            |
| 66,000 - 66,999     | 259            | 231            | 284            | 1,935          | 514            |
| 67,000 - 67,999     | 450            | 368            | 376            | 523            | 2087           |
| 68,000 - 68,999     | 899            | 894            | 252            | 156            | 309            |
| 69,000 - 69,999     | 1,558          | 1,596          | 864            | 934            | 305            |
| 70,000 - 70,999     | 46             | 49             | 146            | 236            | 870            |
| 71,000 - 71,999     | 420            | 447            | 1766           | 971            | 196            |
| 72,000 - 72,999     | 791            | 493            | 569            | 1416           | 166            |
| 73,000 - 73,999     | 132            | 372            | 107            | 74             | 1840           |
| 74,000 - 74,999     | 206            | 314            | 302            | 132            | 620            |
| 75,000 - 75,999     | 83             | 83             | 622            | 800            | 44             |
| 76,000 - 76,999     | 602            | 576            | 59             | 113            | 548            |
| 77,000 - 77,999     | 364            | 378            | 180            | 155            | 411            |
| 78,000 - 78,999     | 303            | 317            | 546            | 110            | 79             |
| 79,000 - 79,999     | 275            | 294            | 454            | 652            | 144            |
| 80,000 - 80,999     | 113            | 107            | 186            | 299            | 749            |
| 81,000 - 81,999     | 87             | 119            | 34             | 212            | 128            |
| 82,000 - 82,999     | 182            | 190            | 370            | 328            | 189            |
| 83,000 - 83,999     | 90             | 79             | 31             | 61             | 192            |
| 84,000 - 84,999     | 364            | 377            | 224            | 77             | 384            |
| 85,000 - 85,999     | 33             | 37             | 74             | 196            | 28             |
| 86,000 - 86,999     | 112            | 161            | 38             | 44             | 65             |
| 87,000 - 87,999     | 102            | 105            | 343            | 24             | 197            |
| 88,000 - 88,999     | 65             | 81             | 64             | 319            | 28             |
| 89,000 - 89,999     | 58             | 73             | 188            | 71             | 35             |
| 90,000 - 90,999     | 39             | 39             | 100            | 125            | 312            |
| 91,000 - 91,999     | 82             | 77             | 76             | 100            | 60             |
| 92,000 - 92,999     | 34             | 26             | 102            | 105            | 159            |
| 93,000 - 93,999     | 33             | 26             | 45             | 63             | 79             |

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

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

| <u>Salary Range</u>    | <u>2010-11</u> | <u>2011-12</u> | <u>2012-13</u> | <u>2013-14</u> | <u>2014-15</u> |
|------------------------|----------------|----------------|----------------|----------------|----------------|
| \$94,000 - 94,999      | 38             | 34             | 93             | 70             | 92             |
| 95,000 - 95,999        | 94             | 102            | 34             | 134            | 64             |
| 96,000 - 96,999        | 104            | 132            | 38             | 66             | 64             |
| 97,000 - 97,999        | 27             | 36             | 33             | 55             | 108            |
| 98,000 - 98,999        | 28             | 29             | 81             | 24             | 41             |
| 99,000 - 99,999        | 33             | 35             | 143            | 80             | 65             |
| 100,000 - 100,999      | 28             | 26             | 33             | 155            | 57             |
| 101,000 - 101,999      | 39             | 45             | 24             | 25             | 82             |
| 102,000 - 102,999      | 65             | 62             | 29             | 20             | 161            |
| 103,000 - 103,999      | 106            | 125            | 30             | 21             | 24             |
| 104,000 - 104,999      | 28             | 41             | 47             | 44             | 16             |
| 105,000 - 105,999      | 27             | 26             | 65             | 52             | 23             |
| 106,000 - 106,999      | 15             | 18             | 126            | 54             | 35             |
| 107,000 - 107,999      | 64             | 56             | 22             | 37             | 51             |
| 108,000 - 108,999      | 16             | 17             | 24             | 108            | 32             |
| 109,000 - 109,999      | 19             | 17             | 21             | 25             | 60             |
| 110,000 - 110,999      | 21             | 20             | 21             | 21             | 132            |
| 111,000 - 111,999      | 142            | 152            | 48             | 23             | 27             |
| 112,000 - 112,999      | 10             | 5              | 24             | 42             | 19             |
| 113,000 - 113,999      | 13             | 17             | 19             | 22             | 15             |
| 114,000 - 114,999      | 6              | 6              | 163            | 22             | 51             |
| 115,000 - 115,999      | 16             | 18             | 10             | 176            | 26             |
| 116,000 - 116,999      | 8              | 10             | 11             | 7              | 21             |
| 117,000 - 117,999      | 9              | 11             | 12             | 11             | 183            |
| 118,000 - 118,999      | 77             | 88             | 6              | 18             | 8              |
| 119,000 - 119,999      | 2              | 5              | 8              | 5              | 7              |
| 120,000 - 120,999      | 4              | 6              | 12             | 4              | 19             |
| 121,000 - 121,999      | 1              | 1              | 6              | 15             | 3              |
| 122,000 - 122,999      | 1              | 2              | 101            | 7              | 7              |
| 123,000 - 123,999      | 14             | 15             | 8              | 98             | 14             |
| 124,000 - 124,999      | 4              | 3              | 1              | 2              | 14             |
| 125,000 - 125,999      | 27             | 24             | 7              | 0              | 40             |
| 126,000 and above      | 165            | 168            | 218            | 230            | 310            |
| <b>STATEWIDE TOTAL</b> | <b>50,120</b>  | <b>49,545</b>  | <b>49,378</b>  | <b>48,617</b>  | <b>48,297</b>  |

Median Salary: \$52,513

Average Salary: \$57,171

Comment: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or noncareer in primary positions only. Starting in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF39A and HWF40

**STATE OF MICHIGAN**  
**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL-STATEWIDE**  
**(Employer Contributions)**  
**Fiscal Years 2010-11 through 2014-15**

|  | 2010-11        | 2011-12        | 2012-13        | 2013-14        | 2014-15        |
|--|----------------|----------------|----------------|----------------|----------------|
| <b>Legally Required Payments</b>       |                |                |                |                |                |
| FICA                                   | 7.05 %         | 7.47 %         | 7.10 %         | 7.09 %         | 7.11 %         |
| Unemployment Compensation              | .39            | .40            | .34            | .25            | .18            |
| Workers Compensation                   | 1.32           | 1.21           | 1.07           | .99            | .87            |
| <b>Total Legally Required Payments</b> | 8.76 %         | 9.08 %         | 8.51 %         | 8.33 %         | 8.17 %         |
| <b>Group Insurance</b>                 |                |                |                |                |                |
| State Health Plan                      | 10.15 %        | 9.63 %         | 7.96 %         | 8.20 %         | 7.39 %         |
| Health Maintenance Organization        | 9.23           | 10.15          | 9.07           | 9.70           | 9.65           |
| Dental                                 | 1.79           | 1.80           | 1.74           | 1.71           | 1.66           |
| Vision                                 | .24            | .24            | .23            | .23            | .22            |
| Life                                   | .99            | 1.00           | .99            | .99            | .98            |
| Long Term Disability                   | .75            | .75            | .73            | .73            | .63            |
| Flexible Benefits Allowance/Recovery   | .07            | .09            | .09            | .10            | .10            |
| <b>Total Group Insurance</b>           | 23.23 %        | 23.65 %        | 20.81 %        | 21.66 %        | 20.63 %        |
| <b>Other Cash Payments</b>             |                |                |                |                |                |
| Terminal Annual & Sick Leave           | .47 %          | .55 %          | .62 %          | .69 %          | .81 %          |
| Terminal Longevity Payments            | .05            | .02            | .02            | .02            | .02            |
| Professional Development               | .01            | .00            | .01            | .04            | .04            |
| Uniforms and Dry Cleaning              | .22            | .22            | .20            | .20            | .19            |
| <b>Total Other Cash Payments</b>       | .75 %          | .78 %          | .84 %          | .95 %          | 1.06 %         |
| <b>Pension Items</b>                   |                |                |                |                |                |
| Retirement or Pension Plans            | 27.31 %        | 30.56 %        | 3.00 %         | 2.08 %         | 1.97 %         |
| Other Post Employment Benefits (OPEB)  | --             | 9.08           | 42.96          | 48.20          | 48.24          |
| Defined Contribution Pension Plan      | 2.99           | 3.65           | 4.03           | 4.28           | 4.58           |
| <b>Total Pension Items</b>             | 30.30 %        | 43.29 %        | 49.99 %        | 54.56 %        | 54.79 %        |
| <b>Total Employee Benefits</b>         | <b>63.05 %</b> | <b>76.81 %</b> | <b>80.16 %</b> | <b>85.49 %</b> | <b>84.65 %</b> |

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Beginning in FY 2011-12, total Pension Items include Other Post Employment Benefits (OPEB) rates.

Source: MAIN DAFR 6940 191OFB



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
 Pay End Date: September 26, 2015

| Department                      | Health Insurance         |                        |             |                    |             |                     |            |              | Dental Insurance |                        |             |                    |            |                     |            |
|---------------------------------|--------------------------|------------------------|-------------|--------------------|-------------|---------------------|------------|--------------|------------------|------------------------|-------------|--------------------|------------|---------------------|------------|
|                                 | Total Employees Enrolled | State Sponsored Health | %           | Health Maintenance | %           | Catastrophic Health | %          | COPS Trust   | %                | State Sponsored Dental | %           | Dental Maintenance | %          | Preventative Dental | %          |
| AGRICULTURE AND RURAL DVLPMNT   | 397                      | 157                    | 40 %        | 203                | 51 %        | 5                   | 1 %        | 0            | 0 %              | 366                    | 92 %        | 7                  | 2 %        | 1                   | 0 %        |
| ATTORNEY GENERAL                | 479                      | 178                    | 37 %        | 249                | 52 %        | 4                   | 1 %        | 0            | 0 %              | 444                    | 93 %        | 9                  | 2 %        | 2                   | 0 %        |
| AUDITOR GENERAL                 | 147                      | 43                     | 29 %        | 85                 | 58 %        | 3                   | 2 %        | 0            | 0 %              | 133                    | 90 %        | 2                  | 1 %        | 0                   | 0 %        |
| CIVIL RIGHTS                    | 96                       | 46                     | 48 %        | 43                 | 45 %        | 3                   | 3 %        | 0            | 0 %              | 87                     | 91 %        | 7                  | 7 %        | 0                   | 0 %        |
| CIVIL SERVICE COMMISSION        | 408                      | 91                     | 22 %        | 268                | 66 %        | 4                   | 1 %        | 0            | 0 %              | 370                    | 91 %        | 5                  | 1 %        | 1                   | 0 %        |
| CORRECTIONS                     | 12,879                   | 6,549                  | 51 %        | 5,267              | 41 %        | 85                  | 1 %        | 0            | 0 %              | 11,901                 | 92 %        | 236                | 2 %        | 30                  | 0 %        |
| EDUCATION                       | 514                      | 207                    | 40 %        | 237                | 46 %        | 10                  | 2 %        | 0            | 0 %              | 459                    | 89 %        | 9                  | 2 %        | 4                   | 1 %        |
| ENVIRONMENTAL QUALITY           | 1,102                    | 358                    | 32 %        | 639                | 58 %        | 9                   | 1 %        | 0            | 0 %              | 1,013                  | 92 %        | 18                 | 2 %        | 3                   | 0 %        |
| EXECUTIVE OFFICE                | 59                       | 26                     | 44 %        | 21                 | 36 %        | 1                   | 2 %        | 0            | 0 %              | 51                     | 86 %        | 0                  | 0 %        | 0                   | 0 %        |
| INSURANCE AND FINANCIAL SERV    | 303                      | 83                     | 27 %        | 195                | 64 %        | 4                   | 1 %        | 0            | 0 %              | 278                    | 92 %        | 6                  | 2 %        | 1                   | 0 %        |
| LICENSING & REGULATORY AFFAIRS  | 1,838                    | 646                    | 35 %        | 1,017              | 55 %        | 17                  | 1 %        | 0            | 0 %              | 1,684                  | 92 %        | 41                 | 2 %        | 7                   | 0 %        |
| MDHHS - COMMUNITY HEALTH        | 3,087                    | 1,236                  | 40 %        | 1,590              | 52 %        | 23                  | 1 %        | 0            | 0 %              | 2,828                  | 92 %        | 97                 | 3 %        | 14                  | 0 %        |
| MDHHS - HUMAN SERVICES          | 10,802                   | 4,169                  | 39 %        | 5,789              | 54 %        | 80                  | 1 %        | 0            | 0 %              | 9,903                  | 92 %        | 353                | 3 %        | 23                  | 0 %        |
| MILITARY & VETERAN AFFAIRS      | 743                      | 324                    | 44 %        | 317                | 43 %        | 10                  | 1 %        | 0            | 0 %              | 674                    | 91 %        | 4                  | 1 %        | 5                   | 1 %        |
| NATURAL RESOURCES               | 1,695                    | 935                    | 55 %        | 538                | 32 %        | 44                  | 3 %        | 0            | 0 %              | 1,526                  | 90 %        | 13                 | 1 %        | 6                   | 0 %        |
| STATE                           | 1,322                    | 506                    | 38 %        | 700                | 53 %        | 11                  | 1 %        | 0            | 0 %              | 1,202                  | 91 %        | 45                 | 3 %        | 4                   | 0 %        |
| STATE POLICE                    | 2,710                    | 699                    | 26 %        | 522                | 19 %        | 14                  | 1 %        | 1,329        | 49 %             | 2,580                  | 95 %        | 20                 | 1 %        | 5                   | 0 %        |
| TALENT AND ECONOMIC DEVELOPMENT | 1,320                    | 495                    | 38 %        | 724                | 55 %        | 17                  | 1 %        | 0            | 0 %              | 1,202                  | 91 %        | 58                 | 4 %        | 3                   | 0 %        |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,784                    | 798                    | 29 %        | 1,689              | 61 %        | 37                  | 1 %        | 0            | 0 %              | 2,471                  | 89 %        | 81                 | 3 %        | 12                  | 0 %        |
| TRANSPORTATION                  | 2,554                    | 1,063                  | 42 %        | 1,289              | 50 %        | 30                  | 1 %        | 0            | 0 %              | 2,389                  | 94 %        | 28                 | 1 %        | 6                   | 0 %        |
| TREASURY                        | 1,615                    | 443                    | 27 %        | 992                | 61 %        | 33                  | 2 %        | 0            | 0 %              | 1,460                  | 90 %        | 54                 | 3 %        | 2                   | 0 %        |
| <b>STATEWIDE TOTALS:</b>        | <b>46,854</b>            | <b>19,052</b>          | <b>41 %</b> | <b>22,374</b>      | <b>48 %</b> | <b>444</b>          | <b>1 %</b> | <b>1,329</b> | <b>3 %</b>       | <b>43,021</b>          | <b>92 %</b> | <b>1,093</b>       | <b>2 %</b> | <b>129</b>          | <b>0 %</b> |

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. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYEES  
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**

Pay End Date: September 26, 2015

| Department                      | Total Employees Enrolled | State Sponsored Vision | %           | Disability Insurance |             |              |            | Life Insurance |             |                        |            |              |            |
|---------------------------------|--------------------------|------------------------|-------------|----------------------|-------------|--------------|------------|----------------|-------------|------------------------|------------|--------------|------------|
|                                 |                          |                        |             | CMI                  | %           | Reliance     | %          | Minnesota Life | %           | Minnesota Life Reduced | %          | Reliastar    | %          |
| AGRICULTURE AND RURAL DVLPMNT   | 397                      | 376                    | 95 %        | 331                  | 83 %        | 0            | 0 %        | 386            | 97 %        | 10                     | 3 %        | 0            | 0 %        |
| ATTORNEY GENERAL                | 479                      | 455                    | 95 %        | 334                  | 70 %        | 0            | 0 %        | 454            | 95 %        | 24                     | 5 %        | 0            | 0 %        |
| AUDITOR GENERAL                 | 147                      | 137                    | 93 %        | 101                  | 69 %        | 0            | 0 %        | 129            | 88 %        | 17                     | 12 %       | 0            | 0 %        |
| CIVIL RIGHTS                    | 96                       | 94                     | 98 %        | 80                   | 83 %        | 0            | 0 %        | 90             | 94 %        | 6                      | 6 %        | 0            | 0 %        |
| CIVIL SERVICE COMMISSION        | 408                      | 380                    | 93 %        | 380                  | 93 %        | 1            | 0 %        | 393            | 96 %        | 14                     | 3 %        | 1            | 0 %        |
| CORRECTIONS                     | 12,879                   | 12,188                 | 95 %        | 11,535               | 90 %        | 0            | 0 %        | 12,451         | 97 %        | 393                    | 3 %        | 0            | 0 %        |
| EDUCATION                       | 514                      | 475                    | 92 %        | 363                  | 71 %        | 0            | 0 %        | 480            | 93 %        | 33                     | 6 %        | 0            | 0 %        |
| ENVIRONMENTAL QUALITY           | 1,102                    | 1,039                  | 94 %        | 939                  | 85 %        | 0            | 0 %        | 1,031          | 94 %        | 70                     | 6 %        | 0            | 0 %        |
| EXECUTIVE OFFICE                | 59                       | 53                     | 90 %        | 25                   | 42 %        | 0            | 0 %        | 47             | 80 %        | 12                     | 20 %       | 0            | 0 %        |
| INSURANCE AND FINANCIAL SERV    | 303                      | 292                    | 96 %        | 250                  | 83 %        | 0            | 0 %        | 286            | 94 %        | 16                     | 5 %        | 0            | 0 %        |
| LICENSING & REGULATORY AFFAIRS  | 1,838                    | 1,735                  | 94 %        | 1,466                | 80 %        | 1            | 0 %        | 1,741          | 95 %        | 93                     | 5 %        | 1            | 0 %        |
| MDHHS - COMMUNITY HEALTH        | 3,087                    | 2,944                  | 95 %        | 2,598                | 84 %        | 0            | 0 %        | 2,909          | 94 %        | 173                    | 6 %        | 0            | 0 %        |
| MDHHS - HUMAN SERVICES          | 10,802                   | 10,306                 | 95 %        | 9,224                | 85 %        | 0            | 0 %        | 10,255         | 95 %        | 535                    | 5 %        | 0            | 0 %        |
| MILITARY & VETERAN AFFAIRS      | 743                      | 681                    | 92 %        | 567                  | 76 %        | 0            | 0 %        | 704            | 95 %        | 30                     | 4 %        | 0            | 0 %        |
| NATURAL RESOURCES               | 1,695                    | 1,561                  | 92 %        | 1,361                | 80 %        | 0            | 0 %        | 1,611          | 95 %        | 84                     | 5 %        | 0            | 0 %        |
| STATE                           | 1,322                    | 1,257                  | 95 %        | 1,071                | 81 %        | 0            | 0 %        | 1,229          | 93 %        | 89                     | 7 %        | 0            | 0 %        |
| STATE POLICE                    | 2,710                    | 2,607                  | 96 %        | 3,315                | 122 %       | 1,347        | 50 %       | 2,602          | 96 %        | 98                     | 4 %        | 1,351        | 50 %       |
| TALENT AND ECONOMIC DEVELOPMENT | 1,320                    | 1,269                  | 96 %        | 1,104                | 84 %        | 0            | 0 %        | 1,244          | 94 %        | 75                     | 6 %        | 0            | 0 %        |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,784                    | 2,580                  | 93 %        | 2,065                | 74 %        | 32           | 1 %        | 2,644          | 95 %        | 129                    | 5 %        | 25           | 1 %        |
| TRANSPORTATION                  | 2,554                    | 2,436                  | 95 %        | 2,215                | 87 %        | 0            | 0 %        | 2,426          | 95 %        | 125                    | 5 %        | 0            | 0 %        |
| TREASURY                        | 1,615                    | 1,530                  | 95 %        | 1,289                | 80 %        | 0            | 0 %        | 1,516          | 94 %        | 96                     | 6 %        | 0            | 0 %        |
| <b>STATEWIDE TOTALS:</b>        | <b>46,854</b>            | <b>44,395</b>          | <b>95 %</b> | <b>40,613</b>        | <b>87 %</b> | <b>1,381</b> | <b>3 %</b> | <b>44,628</b>  | <b>95 %</b> | <b>2,122</b>           | <b>5 %</b> | <b>1,378</b> | <b>3 %</b> |

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. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund, were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF47

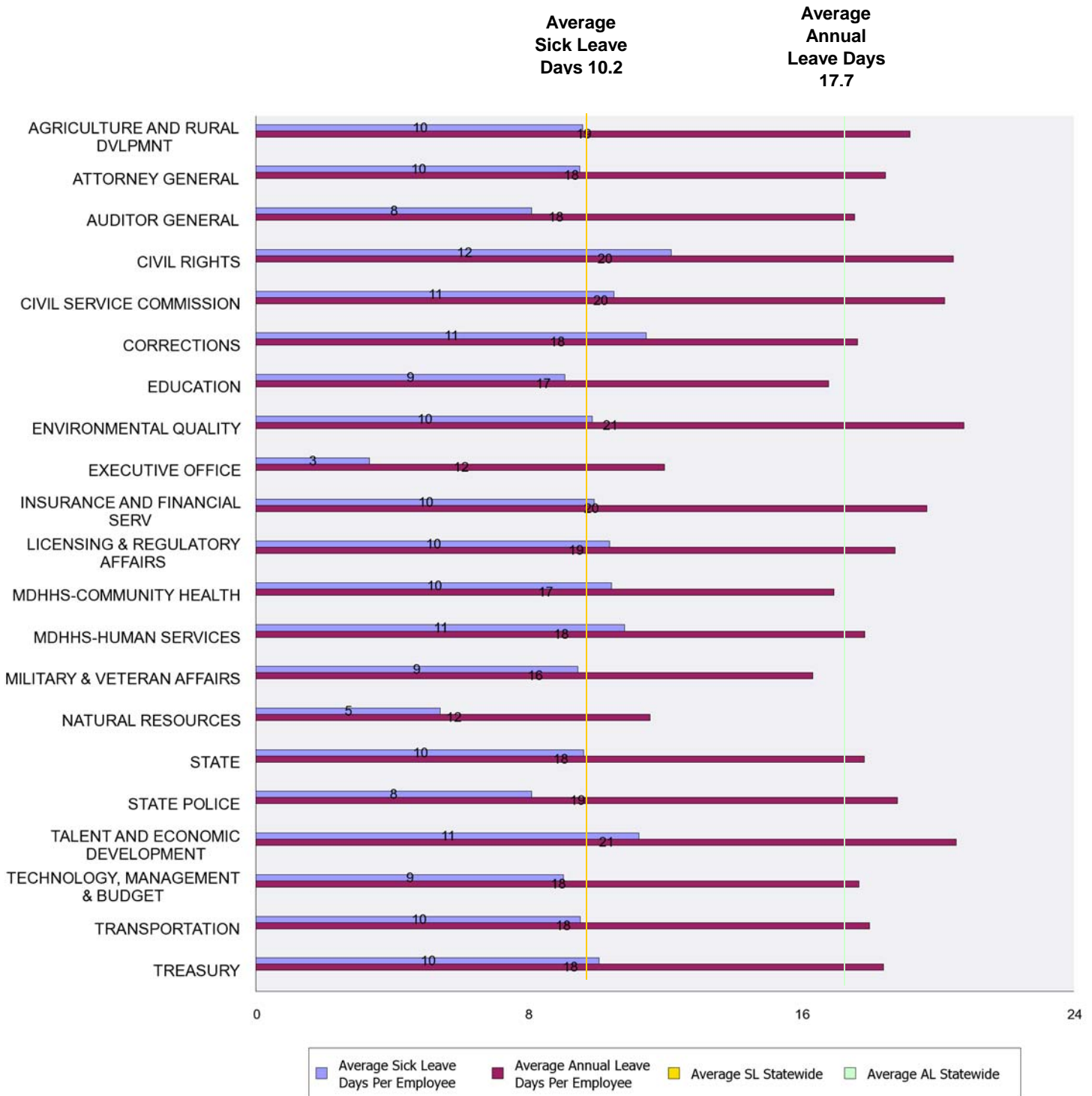
**STATE OF MICHIGAN  
STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2010-11 through 2014-15**

|                   | <b>2010-11</b> | <b>2011-12</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> |
|-------------------|----------------|----------------|----------------|----------------|----------------|
| <b>VACATION</b>   | 7.7 %          | 7.4 %          | 7.3 %          | 7.4 %          | 7.4 %          |
| <b>HOLIDAY</b>    | 5.0 %          | 5.0 %          | 4.6 %          | 4.6 %          | 5.0 %          |
| <b>SICK LEAVE</b> | 4.0 %          | 4.2 %          | 4.2 %          | 4.2 %          | 4.1 %          |
| <b>TOTAL</b>      | <b>16.7 %</b>  | <b>16.7 %</b>  | <b>16.2 %</b>  | <b>16.3 %</b>  | <b>16.5 %</b>  |

Comment: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. Vacation is the total of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD

## STATE OF MICHIGAN ANNUAL LEAVE AND SICK LEAVE USE BY DEPARTMENT Fiscal Year 2014 - 15



**Comment:** The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

**Source:** Michigan Civil Service Commission HWF28

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE**  
**AVERAGE SICK LEAVE AND ANNUAL LEAVE USE**  
**Fiscal Year 2014 - 15**

Table 2-6

| <b>DEPARTMENT</b>               | <b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b> | <b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b> | <b>TOTAL AVERAGE DAYS PER EMPLOYEE</b> |
|---------------------------------|---|---|--|
| AGRICULTURE AND RURAL DVLPMNT   | 9.6   | 19.2  | 28.8                                   |
| ATTORNEY GENERAL                | 9.5   | 18.5  | 28.0                                   |
| AUDITOR GENERAL                 | 8.1   | 17.6  | 25.7                                   |
| CIVIL RIGHTS                    | 12.2  | 20.5  | 32.6                                   |
| CIVIL SERVICE COMMISSION        | 10.5  | 20.2  | 30.7                                   |
| CORRECTIONS                     | 11.4  | 17.7  | 29.1                                   |
| EDUCATION                       | 9.1   | 16.8  | 25.9                                   |
| ENVIRONMENTAL QUALITY           | 9.9   | 20.8  | 30.6                                   |
| EXECUTIVE OFFICE                | 3.3   | 12.0  | 15.3                                   |
| INSURANCE AND FINANCIAL SERV    | 9.9   | 19.7  | 29.6                                   |
| LICENSING & REGULATORY AFFAIRS  | 10.4  | 18.8  | 29.1                                   |
| MDHHS-COMMUNITY HEALTH          | 10.4  | 17.0  | 27.4                                   |
| MDHHS-HUMAN SERVICES            | 10.8  | 17.9  | 28.7                                   |
| MILITARY & VETERAN AFFAIRS      | 9.4   | 16.3  | 25.8                                   |
| NATURAL RESOURCES               | 5.4   | 11.6  | 17.0                                   |
| STATE                           | 9.6   | 17.9  | 27.5                                   |
| STATE POLICE                    | 8.1   | 18.8  | 26.9                                   |
| TALENT AND ECONOMIC DEVELOPMENT | 11.2  | 20.5  | 31.8                                   |
| TECHNOLOGY, MANAGEMENT & BUDGET | 9.0   | 17.7  | 26.7                                   |
| TRANSPORTATION                  | 9.5   | 18.0  | 27.5                                   |
| TREASURY                        | 10.1  | 18.4  | 28.5                                   |
| <b>STATEWIDE AVERAGE</b>        | <b>10.199</b>                               | <b>17.7</b>                                   | <b>27.888</b>                          |

Comment: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF28 and HWF31

**STATE OF MICHIGAN  
ACTIVE CLASSIFIED EMPLOYEE  
SICK LEAVE USE COMPARISON  
(Average Days Per Employee)**

**Fiscal Years 2010-11 through 2014-15**

| <b>DEPARTMENT</b>               | <b>2010-11</b> | <b>2011-12</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|
| Agriculture & Rural Development | 8.3            | 9.3            | 9.0            | 9.5            | 9.6            |
| Attorney General                | 8.3            | 9.5            | 9.5            | 9.3            | 9.5            |
| Auditor General                 | 8.5            | 8.5            | 9.4            | 10.0           | 8.1            |
| Civil Rights                    | 9.1            | 11.1           | 11.1           | 10.6           | 12.2           |
| Civil Service Commission        | 8.0            | 10.2           | 9.8            | 10.1           | 10.5           |
| Community Health                | 9.4            | 10.7           | 10.5           | 10.9           | --             |
| Corrections                     | 12.2           | 13.2           | 13.0           | 12.9           | 11.4           |
| Education                       | 7.9            | 8.9            | 8.9            | 9.0            | 9.1            |
| Environmental Quality           | 10.1           | 10.1           | 9.6            | 9.9            | 9.9            |
| Executive Office                | 1.3            | 2.8            | 3.5            | 4.4            | 3.3            |
| Human Services                  | 7.8            | 10.6           | 10.5           | 10.9           | --             |
| Insurance and Financial Serv    | --             | --             | --             | 10.1           | 9.9            |
| Licensing & Regulatory Affairs  | 9.0            | 11.6           | 11.1           | 11.2           | 10.4           |
| MDHHS-Community Health          | --             | --             | --             | --             | 10.4           |
| MDHHS-Human Services            | --             | --             | --             | --             | 10.8           |
| Military and Veterans Affairs   | 9.3            | 10.5           | 9.9            | 10.8           | 9.4            |
| Natural Resources               | 6.7            | 5.9            | 5.9            | 5.9            | 5.4            |
| Natural Resources & Environment | 1.8            | --             | --             | --             | --             |
| State                           | 8.1            | 9.6            | 9.4            | 9.3            | 9.6            |
| State Police                    | 9.7            | 10.0           | 8.2            | 7.8            | 8.1            |
| Strategic Fund                  | 9.4            | 10.1           | 9.8            | 9.8            | --             |
| Talent And Economic Development | --             | --             | --             | --             | 11.2           |
| Technology, Management & Budget | 8.5            | 9.7            | 9.5            | 9.2            | 9.0            |
| Transportation                  | 8.8            | 9.9            | 9.8            | 9.5            | 9.5            |
| Treasury                        | 9.0            | 10.1           | 10.1           | 10.2           | 10.1           |
| <b>STATEWIDE AVERAGE</b>        | <b>9.4</b>     | <b>11.0</b>    | <b>10.7</b>    | <b>10.7</b>    | <b>10.2</b>    |

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation.

In FY 2010-11, the 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, the Departments of Natural Resources and Environmental Quality were recreated by Executive Order 2011-1, effective March 13, 2011. In FY 2010-11, the Department of Energy, Labor and Economic Growth was renamed the Department of Licensing and Regulatory Affairs by Executive Order 2011-4, effective April 25, 2011. In FY 2010-11, the Department of Agriculture was renamed the Department of Agriculture and Rural Development by Executive Order 2011-2, effective March 13, 2011. In FY 2012-13, the Department of Insurance and Financial Services was established by Executive Order 2013-1, effective October 1, 2013. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

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

## STATE OF MICHIGAN

Table 2-8

## SICK LEAVE USE ANALYSIS BY DEPARTMENT

From Pay End Date October 11, 2014 Through Pay End Date September 26, 2015

| Department Name                 | Number of Employees | Fiscal Year Total Hours Used | Average Hours Per Employee | Average Days Per Employee |
|---------------------------------|---------------------|------------------------------|----------------------------|---------------------------|
| AGRICULTURE AND RURAL DVLPMNT   | 431                 | 33,072.1                     | 76.7                       | 9.6                       |
| ATTORNEY GENERAL                | 513                 | 38,999.3                     | 76.0                       | 9.5                       |
| AUDITOR GENERAL                 | 156                 | 10,097.3                     | 64.7                       | 8.1                       |
| CIVIL RIGHTS                    | 105                 | 10,234.9                     | 97.5                       | 12.2                      |
| CIVIL SERVICE COMMISSION        | 445                 | 37,407.7                     | 84.1                       | 10.5                      |
| CORRECTIONS                     | 14,282              | 1,307,765.9                  | 91.6                       | 11.4                      |
| EDUCATION                       | 552                 | 40,022.7                     | 72.5                       | 9.1                       |
| ENVIRONMENTAL QUALITY           | 1,166               | 92,029.2                     | 78.9                       | 9.9                       |
| EXECUTIVE OFFICE                | 68                  | 1,815.5                      | 26.7                       | 3.3                       |
| INSURANCE AND FINANCIAL SERV    | 324                 | 25,743.2                     | 79.5                       | 9.9                       |
| LICENSING & REGULATORY AFFAIRS  | 2,064               | 171,334.8                    | 83.0                       | 10.4                      |
| MDHHS-COMMUNITY HEALTH          | 3,554               | 296,668.3                    | 83.5                       | 10.4                      |
| MDHHS-HUMAN SERVICES            | 11,947              | 1,033,786.9                  | 86.5                       | 10.8                      |
| MILITARY & VETERAN AFFAIRS      | 882                 | 66,623.6                     | 75.5                       | 9.4                       |
| NATURAL RESOURCES               | 2,567               | 111,012.1                    | 43.2                       | 5.4                       |
| STATE                           | 1,555               | 119,577.3                    | 76.9                       | 9.6                       |
| STATE POLICE                    | 2,844               | 183,942.1                    | 64.7                       | 8.1                       |
| TALENT AND ECONOMIC DEVELOPMENT | 1,419               | 127,548.2                    | 89.9                       | 11.2                      |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,994               | 216,054.5                    | 72.2                       | 9.0                       |
| TRANSPORTATION                  | 3,016               | 229,676.1                    | 76.2                       | 9.5                       |
| TREASURY                        | 1,729               | 139,240.7                    | 80.5                       | 10.1                      |
| <b>STATEWIDE</b>                | <b>52,613</b>       | <b>4,292,652.4</b>           | <b>81.6</b>                | <b>10.2</b>               |

Comments: The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF28

**STATE OF MICHIGAN**  
**ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT**

From Pay End Date October 11, 2014, Through Pay End Date September 26, 2015

| 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 AND RURAL DVLPMNT   | 431                 | 66,178.0                     | 153.5                      | 19.2                      | 431                 | 894.3                        | 2.1                        | 0.3                       |
| ATTORNEY GENERAL                | 513                 | 75,804.5                     | 147.8                      | 18.5                      | 513                 | 498.3                        | 1.0                        | 0.1                       |
| AUDITOR GENERAL                 | 156                 | 21,928.6                     | 140.6                      | 17.6                      | 156                 | 136.0                        | 0.9                        | 0.1                       |
| CIVIL RIGHTS                    | 105                 | 17,185.3                     | 163.7                      | 20.5                      | 105                 | 104.2                        | 1.0                        | 0.1                       |
| CIVIL SERVICE COMMISSION        | 445                 | 71,922.6                     | 161.6                      | 20.2                      | 445                 | 370.2                        | 0.8                        | 0.1                       |
| CORRECTIONS                     | 14,282              | 2,017,144.8                  | 141.2                      | 17.7                      | 14,282              | 9,557.4                      | 0.7                        | 0.1                       |
| EDUCATION                       | 552                 | 74,245.9                     | 134.5                      | 16.8                      | 552                 | 397.4                        | 0.7                        | 0.1                       |
| ENVIRONMENTAL QUALITY           | 1,166               | 193,817.3                    | 166.2                      | 20.8                      | 1,166               | 1,127.8                      | 1.0                        | 0.1                       |
| EXECUTIVE OFFICE                | 68                  | 6,520.7                      | 95.9                       | 12.0                      | 68                  | 0.0                          | 0.0                        | 0.0                       |
| INSURANCE AND FINANCIAL SERV    | 324                 | 51,018.7                     | 157.5                      | 19.7                      | 324                 | 291.9                        | 0.9                        | 0.1                       |
| LICENSING & REGULATORY AFFAIRS  | 2,064               | 309,685.6                    | 150.0                      | 18.8                      | 2,064               | 1,924.9                      | 0.9                        | 0.1                       |
| MDHHS-COMMUNITY HEALTH          | 3,554               | 482,410.3                    | 135.7                      | 17.0                      | 3,554               | 3,807.8                      | 1.1                        | 0.1                       |
| MDHHS-HUMAN SERVICES            | 11,947              | 1,708,069.1                  | 143.0                      | 17.9                      | 11,947              | 7,836.5                      | 0.7                        | 0.1                       |
| MILITARY & VETERAN AFFAIRS      | 882                 | 115,270.7                    | 130.7                      | 16.3                      | 882                 | 1,311.8                      | 1.5                        | 0.2                       |
| NATURAL RESOURCES               | 2,567               | 237,471.2                    | 92.5                       | 11.6                      | 2,567               | 1,661.7                      | 0.6                        | 0.1                       |
| STATE                           | 1,555               | 222,068.0                    | 142.8                      | 17.9                      | 1,555               | 1,520.5                      | 1.0                        | 0.1                       |
| STATE POLICE                    | 2,844               | 428,274.5                    | 150.6                      | 18.8                      | 2,844               | 4,050.7                      | 1.4                        | 0.2                       |
| TALENT AND ECONOMIC DEVELOPMENT | 1,419               | 233,264.0                    | 164.4                      | 20.5                      | 1,419               | 1,325.2                      | 0.9                        | 0.1                       |
| TECHNOLOGY, MANAGEMENT & BUDGET | 2,994               | 423,877.2                    | 141.6                      | 17.7                      | 2,994               | 2,458.5                      | 0.8                        | 0.1                       |
| TRANSPORTATION                  | 3,016               | 434,406.6                    | 144.0                      | 18.0                      | 3,016               | 3,490.9                      | 1.2                        | 0.1                       |
| TREASURY                        | 1,729               | 254,817.9                    | 147.4                      | 18.4                      | 1,729               | 765.6                        | 0.4                        | 0.1                       |
| <b>STATEWIDE</b>                | <b>52,613</b>       | <b>7,445,381.5</b>           | <b>141.5</b>               | <b>17.7</b>               | <b>52,613</b>       | <b>43,531.6</b>              | <b>0.8</b>                 | <b>0.1</b>                |

Comments The calculation of leave use is based on the number of classified employees active during the fiscal year, including those who separated. Employees with noncareer status codes are excluded. Leave use averages do not include leave balances paid at separation. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF31



**STATE OF MICHIGAN**

Table 2-10

**Age Distribution for Active Classified Employees by Department**

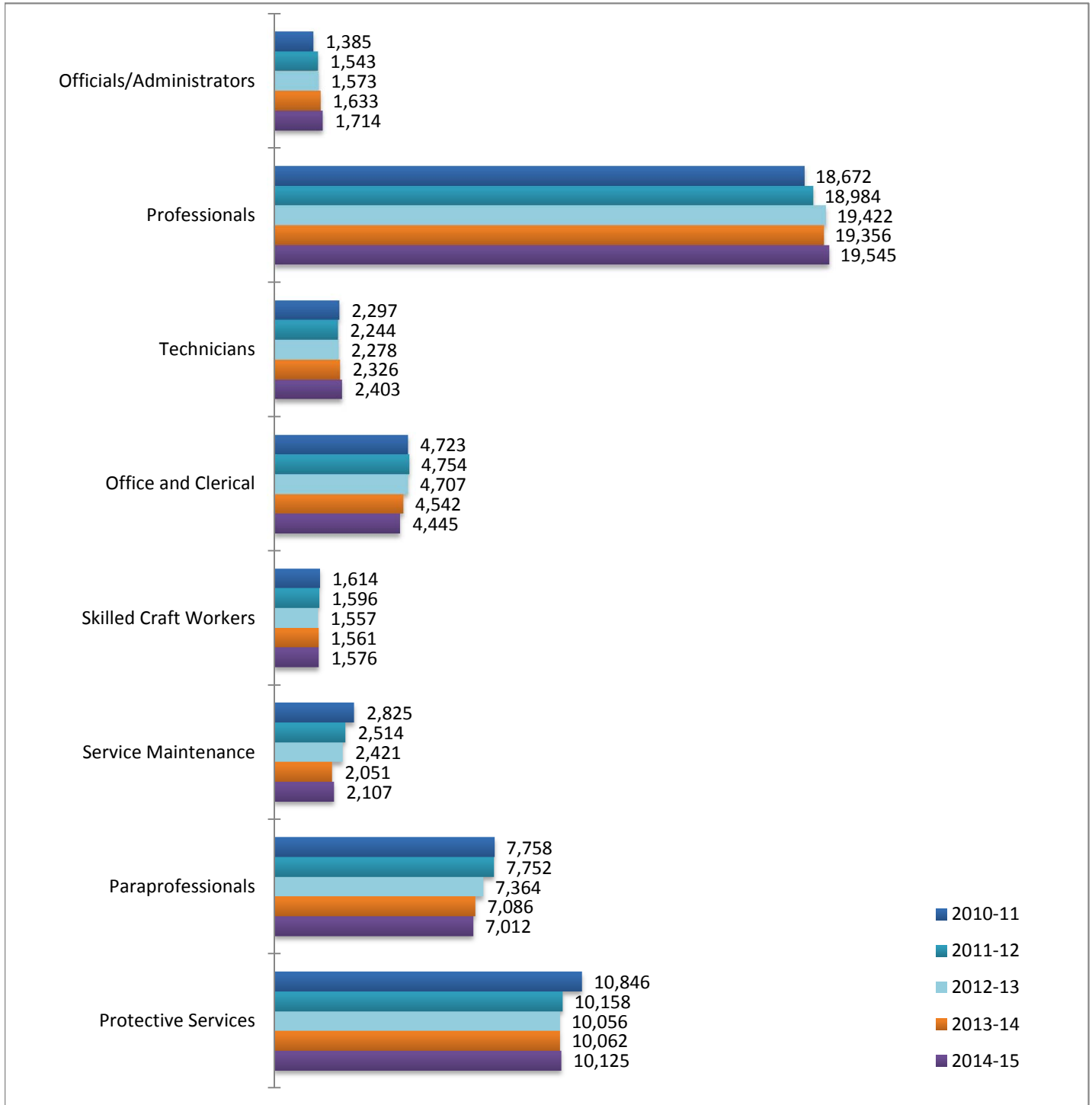
**Pay End Date: September 26, 2015**

| 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 AND RURAL DVLPMNT   | 1           | 17           | 15           | 36           | 47           | 43           | 43           | 80           | 63           | 58           | 8           | 5           | 416           |
| ATTORNEY GENERAL                | 0           | 3            | 24           | 40           | 60           | 66           | 72           | 78           | 69           | 49           | 14          | 4           | 479           |
| AUDITOR GENERAL                 | 0           | 25           | 18           | 19           | 13           | 22           | 18           | 18           | 13           | 2            | 1           | 0           | 149           |
| CIVIL RIGHTS                    | 0           | 2            | 4            | 12           | 14           | 10           | 15           | 10           | 10           | 9            | 8           | 2           | 96            |
| CIVIL SERVICE COMMISSION        | 1           | 15           | 26           | 37           | 46           | 50           | 62           | 80           | 79           | 26           | 3           | 0           | 425           |
| CORRECTIONS                     | 17          | 426          | 972          | 1,099        | 1,393        | 2,153        | 2,644        | 2,119        | 1,380        | 590          | 128         | 28          | 12,949        |
| EDUCATION                       | 3           | 5            | 19           | 45           | 63           | 60           | 79           | 57           | 92           | 72           | 23          | 5           | 523           |
| ENVIRONMENTAL QUALITY           | 0           | 31           | 39           | 60           | 162          | 126          | 141          | 207          | 200          | 133          | 23          | 3           | 1,125         |
| EXECUTIVE OFFICE                | 0           | 7            | 11           | 8            | 8            | 4            | 4            | 11           | 2            | 3            | 1           | 0           | 59            |
| INSURANCE AND FINANCIAL SERV    | 2           | 12           | 33           | 31           | 52           | 40           | 45           | 42           | 33           | 16           | 5           | 2           | 313           |
| LICENSING & REGULATORY AFFAIRS  | 8           | 80           | 90           | 165          | 203          | 217          | 232          | 274          | 326          | 217          | 80          | 31          | 1,923         |
| MDHHS - COMMUNITY HEALTH        | 4           | 65           | 227          | 316          | 327          | 353          | 418          | 483          | 477          | 310          | 120         | 18          | 3,118         |
| MDHHS - HUMAN SERVICES          | 5           | 162          | 964          | 1,529        | 1,623        | 1,597        | 1,433        | 1,321        | 1,228        | 746          | 191         | 24          | 10,823        |
| MILITARY & VETERAN AFFAIRS      | 3           | 15           | 55           | 69           | 68           | 82           | 113          | 142          | 138          | 71           | 13          | 4           | 773           |
| NATURAL RESOURCES               | 172         | 373          | 272          | 233          | 239          | 293          | 254          | 291          | 306          | 210          | 99          | 57          | 2,799         |
| STATE                           | 22          | 138          | 169          | 107          | 161          | 144          | 188          | 259          | 229          | 140          | 20          | 5           | 1,582         |
| STATE POLICE                    | 1           | 140          | 318          | 242          | 328          | 514          | 483          | 401          | 202          | 72           | 15          | 0           | 2,716         |
| TALENT AND ECONOMIC DEVELOPMENT | 2           | 21           | 37           | 113          | 148          | 176          | 187          | 225          | 228          | 139          | 56          | 13          | 1,345         |
| TECHNOLOGY, MANAGEMENT & BUDGET | 10          | 118          | 173          | 231          | 311          | 361          | 400          | 520          | 446          | 262          | 63          | 11          | 2,906         |
| TRANSPORTATION                  | 24          | 114          | 152          | 199          | 338          | 341          | 414          | 479          | 421          | 190          | 51          | 17          | 2,740         |
| TREASURY                        | 5           | 59           | 110          | 164          | 225          | 183          | 198          | 270          | 266          | 141          | 38          | 9           | 1,668         |
| <b>Statewide Total:</b>         | <b>280</b>  | <b>1,828</b> | <b>3,728</b> | <b>4,755</b> | <b>5,829</b> | <b>6,835</b> | <b>7,443</b> | <b>7,367</b> | <b>6,208</b> | <b>3,456</b> | <b>960</b>  | <b>238</b>  | <b>48,927</b> |
| <b>Average Age:</b>             | <b>19.2</b> | <b>22.9</b>  | <b>27.6</b>  | <b>32.5</b>  | <b>37.6</b>  | <b>42.6</b>  | <b>47.5</b>  | <b>52.5</b>  | <b>57.4</b>  | <b>62.1</b>  | <b>66.9</b> | <b>73.6</b> | <b>45.1</b>   |

Comments This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, in primary positions only. In FY 2014-15, the Department of Talent and Economic Development was established by Executive Order 2014-12, effective February 17, 2015. In FY 2014-15, the Workforce Development Agency, Unemployment Insurance Agency, Michigan State Housing Development Authority (MSHDA), State Land Bank Authority, and Michigan Strategic Fund were transferred to the Department of Talent and Economic Development by Executive Order 2014-12, effective February 17, 2015.

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN  
EMPLOYMENT TREND OF JOB CATEGORIES  
Fiscal Years 2010-11 through 2014-15**



**2014-15 Total: 48,927**

**Comment:** Prior to 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or noncareer in primary positions only. Beginning in FY 2011-12, this report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

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

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**  
 Pay End Date: September 26, 2015

| COUNTY NAME    | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|----------------|-----------|----------------------|-----------------|
| ALCONA         | 5         | 17                   | 22              |
| ALGER          | 262       | 7                    | 269             |
| ALLEGAN        | 190       | 14                   | 204             |
| ALPENA         | 156       | 21                   | 177             |
| ANTRIM         | 26        | 3                    | 29              |
| ARENAC         | 29        | 2                    | 31              |
| BARAGA         | 303       | 18                   | 321             |
| BARRY          | 110       | 47                   | 157             |
| BAY            | 346       | 39                   | 385             |
| BENZIE         | 28        | 4                    | 32              |
| BERRIEN        | 355       | 40                   | 395             |
| BRANCH         | 412       | 5                    | 417             |
| CALHOUN        | 283       | 8                    | 291             |
| CASS           | 88        | 7                    | 95              |
| CHARLEVOIX     | 17        | 45                   | 62              |
| CHEBOYGAN      | 59        | 53                   | 112             |
| CHIPPEWA       | 959       | 79                   | 1,038           |
| CLARE          | 51        | 17                   | 68              |
| CLINTON        | 154       | 54                   | 208             |
| CRAWFORD       | 137       | 100                  | 237             |
| DELTA          | 166       | 30                   | 196             |
| DICKINSON      | 65        | 4                    | 69              |
| EATON          | 3,004     | 228                  | 3,232           |
| EMMET          | 83        | 35                   | 118             |
| GENESEE        | 838       | 73                   | 911             |
| GLADWIN        | 46        | 2                    | 48              |
| GOGEBIC        | 259       | 17                   | 276             |
| GRAND TRAVERSE | 509       | 49                   | 558             |
| GRATIOT        | 768       | 11                   | 779             |
| HILLSDALE      | 54        | 6                    | 60              |
| HOUGHTON       | 80        | 27                   | 107             |
| HURON          | 32        | 35                   | 67              |
| INGHAM         | 9,802     | 1,155                | 10,957          |
| IONIA          | 1,399     | 38                   | 1,437           |
| IOSCO          | 40        | 43                   | 83              |
| IRON           | 51        | 11                   | 62              |
| ISABELLA       | 154       | 10                   | 164             |
| JACKSON        | 2,166     | 50                   | 2,216           |
| KALAMAZOO      | 1,101     | 107                  | 1,208           |
| KALKASKA       | 52        | 2                    | 54              |
| KENT           | 1,509     | 155                  | 1,664           |
| KEWEENAW       | 2         | 15                   | 17              |
| LAKE           | 50        | 4                    | 54              |
| LAPEER         | 444       | 21                   | 465             |

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

Source: Michigan Civil Service Commission HWF55

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**  
 Pay End Date: September 26, 2015

| COUNTY NAME       | FULL-TIME     | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|-------------------|---------------|----------------------|-----------------|
| LEELANAU          | 2             | 3                    | 5               |
| LENAWEE           | 636           | 32                   | 668             |
| LIVINGSTON        | 568           | 50                   | 618             |
| LUCE              | 277           | 22                   | 299             |
| MACKINAC          | 114           | 94                   | 208             |
| MACOMB            | 1,281         | 57                   | 1,338           |
| MANISTEE          | 301           | 27                   | 328             |
| MARQUETTE         | 804           | 53                   | 857             |
| MASON             | 47            | 30                   | 77              |
| MECOSTA           | 89            | 6                    | 95              |
| MENOMINEE         | 27            | 18                   | 45              |
| MIDLAND           | 96            | 5                    | 101             |
| MISSAUKEE         | 65            | 3                    | 68              |
| MONROE            | 198           | 36                   | 234             |
| MONTCALM          | 565           | 11                   | 576             |
| MONTMORENCY       | 48            | 18                   | 66              |
| MUSKEGON          | 1,040         | 49                   | 1,089           |
| NEWAYGO           | 70            | 10                   | 80              |
| OAKLAND           | 1,222         | 186                  | 1,408           |
| OCEANA            | 77            | 43                   | 120             |
| OGEMAW            | 77            | 18                   | 95              |
| ONTONAGON         | 22            | 12                   | 34              |
| OSCEOLA           | 25            | 1                    | 26              |
| OSCODA            | 25            | 2                    | 27              |
| OTSEGO            | 293           | 31                   | 324             |
| OTTAWA            | 172           | 55                   | 227             |
| OUT OF STATE      | 36            | 5                    | 41              |
| PRESQUE ISLE      | 15            | 28                   | 43              |
| ROSCOMMON         | 120           | 29                   | 149             |
| SAGINAW           | 823           | 30                   | 853             |
| SANILAC           | 47            | 11                   | 58              |
| SCHOOLCRAFT       | 30            | 22                   | 52              |
| SHIAWASSEE        | 82            | 4                    | 86              |
| ST CLAIR          | 245           | 55                   | 300             |
| ST JOSEPH         | 81            | 5                    | 86              |
| TUSCOLA           | 421           | 28                   | 449             |
| VAN BUREN         | 219           | 33                   | 252             |
| WASHTENAW         | 1,361         | 98                   | 1,459           |
| WAYNE             | 4,966         | 263                  | 5,229           |
| WEXFORD           | 166           | 29                   | 195             |
| WORK AT HOME - MI | 1,288         | 22                   | 1,310           |
| <b>Total:</b>     | <b>44,685</b> | <b>4,242</b>         | <b>48,927</b>   |

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

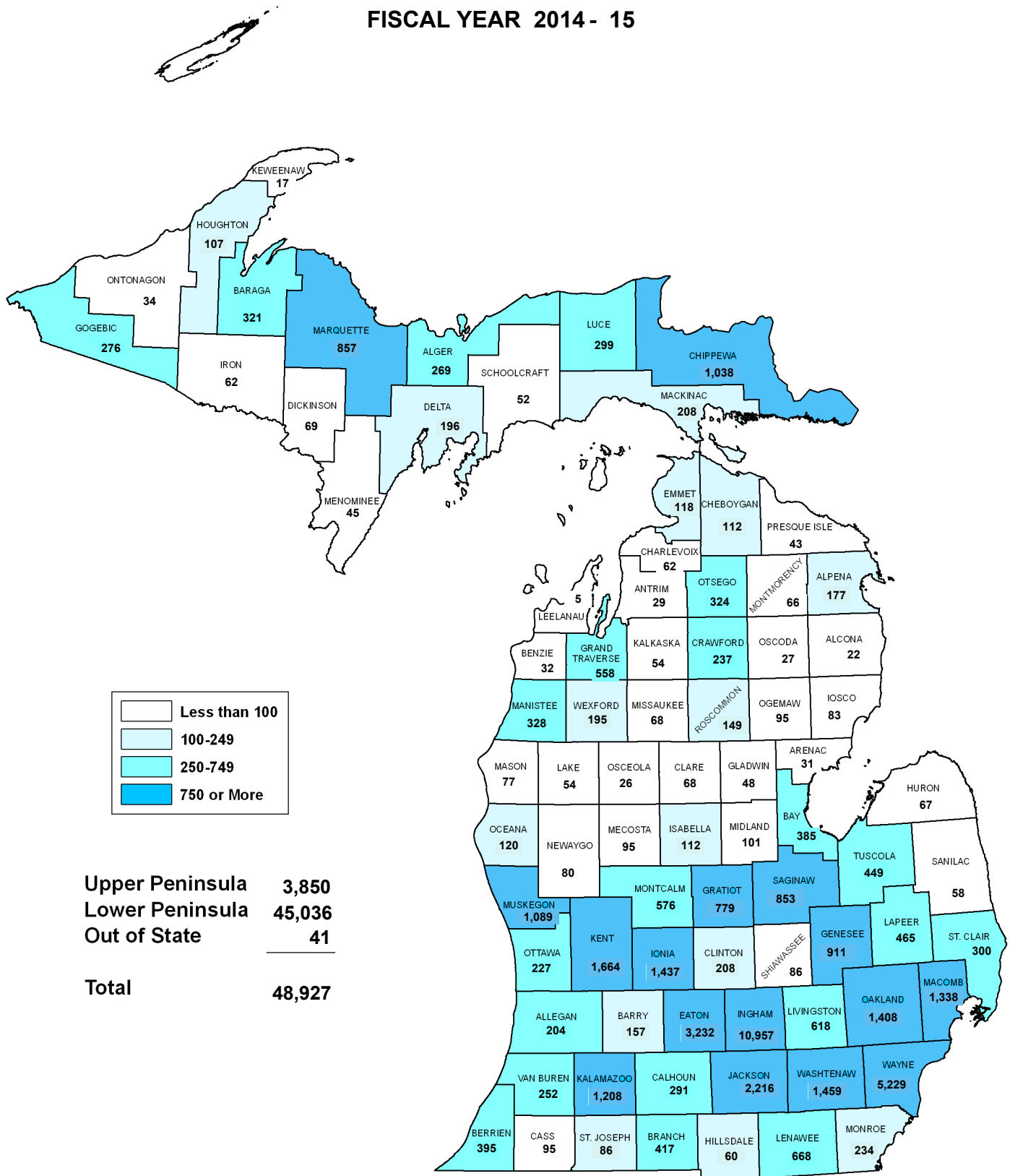
Source: Michigan Civil Service Commission HWF55

# STATE OF MICHIGAN

## DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY

### FISCAL YEAR 2014 - 15

Graph 2-5



Source: Michigan Civil Service Commission HWF55, pay period ending 09/26/2015