

THIRTY-EIGHTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2016-17

October 1, 2016 through September 30, 2017

**State of Michigan
Civil Service Commission**



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This is the Thirty-Eighth Annual Workforce Report covering fiscal year 2016-17 (October 1, 2016 – September 30, 2017). The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source of the data. The source used for each chart is identified.

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The Annual Workforce Report was published in book form from FY 1979-80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an online document. The following year, quarterly updates of portions of the report were added to the publication. The Michigan Civil Service Commission web address is: <http://www.michigan.gov/mdcs>. The following Michigan libraries are permanent repositories for previous copies of this document:

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**STATISTICAL HIGHLIGHTS
FY 2016-17**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	44.8
Average Annual Salary ¹	\$58,881
Average Annual Fringe Benefit Cost ²	\$48,094
Average Sick Leave Days Used	10.3
Average Annual Leave Days Used	17.5
Average Years of Service	12.2

WORK FORCE CHARACTERISTICS

Females	52.9%
Males	47.1%
Eligible for Longevity	65.4%
Less than Six Years of Service	34.1%
Six to Ten Years of Service	17.6%
Over Ten Years of Service	48.3%
Exclusively Represented for Collective Bargaining	69.8%
Turnover	9.6%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native	1.0%
Asian	1.6%
Black or African American	17.6%
Hispanic or Latino	2.9%
White	76.7%
Native Hawaiian or Other Pacific Islander	0.1%
Two or More Races	0.1%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of work schedule (see Table 2-1).

² Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

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