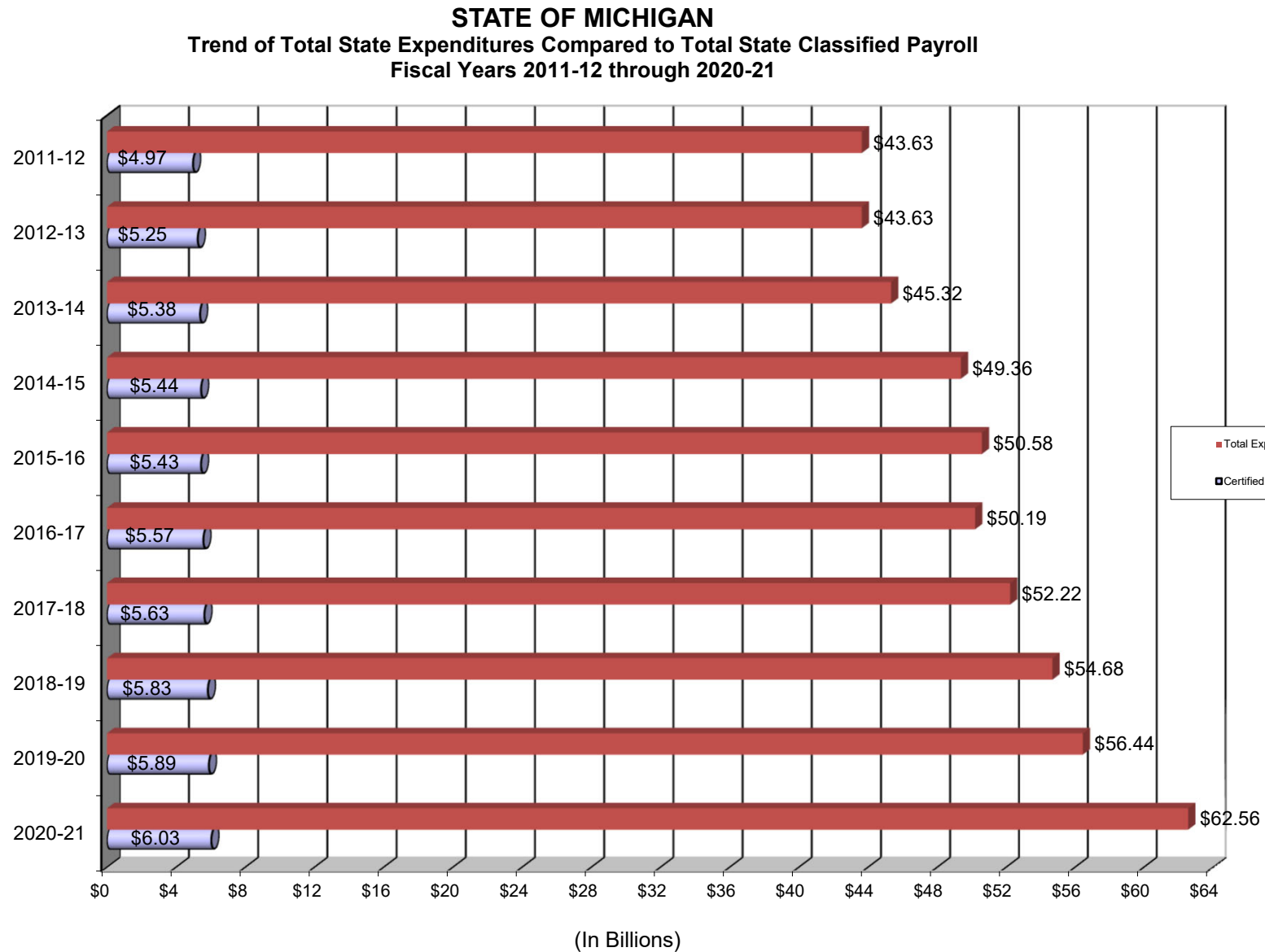


SECTION TWO

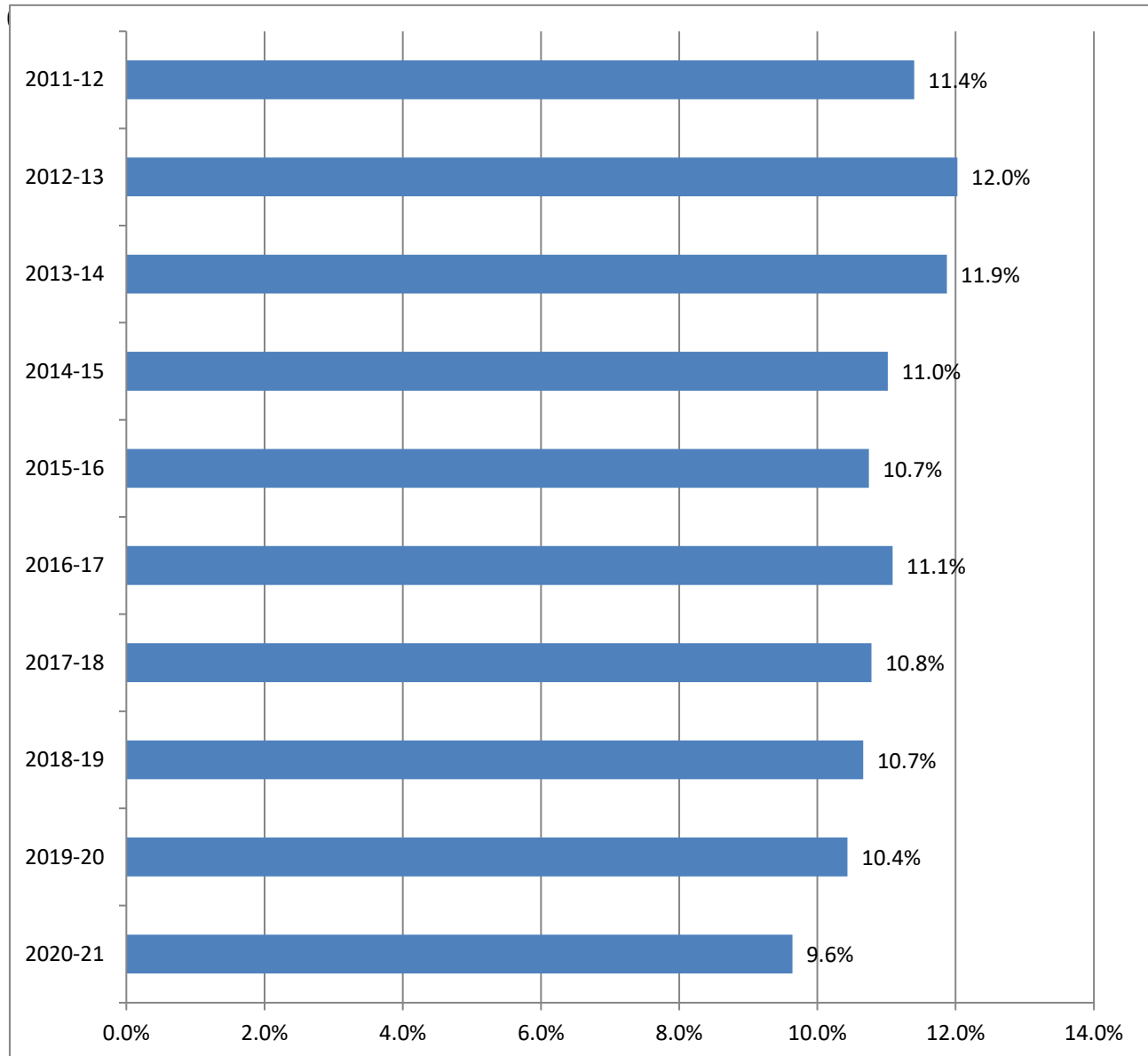
CHARACTERISTICS OF CLASSIFIED EMPLOYEES



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 2011-12 through 2020-21



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

Table 2-1

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: September 18, 2021

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 DVLPMNT	472	1.0 %	45.4	\$34.56	301	63.8 %
ATTORNEY GENERAL	526	1.1 %	47.3	\$45.35	303	57.6 %
AUDITOR GENERAL	152	0.3 %	40.6	\$42.86	95	62.5 %
CIVIL RIGHTS	84	0.2 %	47.3	\$35.86	65	77.4 %
CIVIL SERVICE COMMISSION	430	0.9 %	45.0	\$35.64	299	69.5 %
CORRECTIONS	10,798	22.6 %	44.3	\$29.30	7,326	67.8 %
EDUCATION	503	1.1 %	49.8	\$39.22	334	66.4 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,281	2.7 %	45.4	\$36.03	807	63.0 %
EXECUTIVE OFFICE	74	0.2 %	35.9	\$36.76	6	8.1 %
INSURANCE AND FINANCIAL SERV	319	0.7 %	43.4	\$38.70	208	65.2 %
LABOR & ECONOMIC OPPORTUNITY	2,658	5.6 %	47.8	\$32.06	1,530	57.6 %
LICENSING & REGULATORY AFFAIRS	1,572	3.3 %	46.8	\$36.26	1,022	65.0 %
MDHHS - COMMUNITY HEALTH	3,683	7.7 %	46.2	\$32.94	2,037	55.3 %
MDHHS - HUMAN SERVICES	10,328	21.6 %	44.3	\$29.89	6,826	66.1 %
MILITARY & VETERAN AFFAIRS	780	1.6 %	47.6	\$28.62	414	53.1 %
NATURAL RESOURCES	2,701	5.7 %	42.6	\$24.10	1,186	43.9 %
STATE	1,300	2.7 %	44.8	\$27.68	761	58.5 %
STATE POLICE	2,996	6.3 %	40.1	\$34.18	1,950	65.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,819	5.9 %	47.9	\$38.09	1,965	69.7 %
TRANSPORTATION	2,666	5.6 %	46.6	\$33.14	1,788	67.1 %
TREASURY	1,613	3.4 %	46.7	\$35.00	1,086	67.3 %
STATEWIDE TOTALS:	47,755	100.0 %	44.9	\$31.67	30,309	63.5 %

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. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE Fiscal Years 2016-17 through 2020-21

<u>Salary Range</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</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	0	0	0	0	0
16,000 - 16,999	0	0	0	0	0
17,000 - 17,999	1	0	0	0	0
18,000 - 18,999	441	0	0	0	0
19,000 - 19,999	506	367	41	0	0
20,000 - 20,999	55	579	28	364	330
21,000 - 21,999	56	30	369	11	2
22,000 - 22,999	141	106	475	195	194
23,000 - 23,999	11	2	28	7	1
24,000 - 24,999	162	89	73	355	351
25,000 - 25,999	31	25	99	85	76
26,000 - 26,999	1	3	23	22	26
27,000 - 27,999	51	15	19	12	15
28,000 - 28,999	428	36	2	1	0
29,000 - 29,999	40	459	222	34	15
30,000 - 30,999	68	36	202	255	13
31,000 - 31,999	15	68	43	17	164
32,000 - 32,999	106	8	53	29	13
33,000 - 33,999	281	97	100	25	25
34,000 - 34,999	177	276	123	22	21
35,000 - 35,999	572	202	162	101	50
36,000 - 36,999	541	596	715	61	77
37,000 - 37,999	316	487	263	430	88
38,000 - 38,999	618	363	645	585	429
39,000 - 39,999	330	658	532	219	506
40,000 - 40,999	426	497	869	519	218
41,000 - 41,999	769	340	382	773	324
42,000 - 42,999	654	918	400	474	658
43,000 - 43,999	687	662	921	508	377
44,000 - 44,999	1,588	680	659	656	417
45,000 - 45,999	1,901	889	486	601	752
46,000 - 46,999	726	841	1,017	685	584
47,000 - 47,999	1,533	1,748	1,831	1,094	585
48,000 - 48,999	528	936	732	1,609	1,101
49,000 - 49,999	603	1,853	536	689	636
50,000 - 50,999	1,146	483	2,072	867	1,496
51,000 - 51,999	1,190	588	497	1,631	889
52,000 - 52,999	2,992	1,621	693	552	1,628
53,000 - 53,999	4,667	750	1,284	874	519

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.

Source: Michigan Civil Service Commission HWF39A and HWF40

STATE OF MICHIGAN

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

<u>Salary Range</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
54,000 - 54,999	770	3,247	677	1,354	715
55,000 - 55,999	498	4,137	3,351	695	1,146
56,000 - 56,999	2,419	442	3,899	2,949	923
57,000 - 57,999	735	606	609	4,240	2,782
58,000 - 58,999	675	2,879	455	462	1,147
59,000 - 59,999	330	490	2,801	503	3,375
60,000 - 60,999	1,308	404	477	2,645	563
61,000 - 61,999	535	689	692	668	487
62,000 - 62,999	337	945	316	631	2,888
63,000 - 63,999	382	472	1,361	393	469
64,000 - 64,999	1,241	484	458	532	639
65,000 - 65,999	1,200	252	317	1,148	270
66,000 - 66,999	1,098	1,215	362	412	675
67,000 - 67,999	525	1,171	1,169	296	1,146
68,000 - 68,999	378	1,232	1,222	1,277	137
69,000 - 69,999	1,869	512	502	1,347	369
70,000 - 70,999	458	324	1,249	603	1,789
71,000 - 71,999	287	1,844	307	976	403
72,000 - 72,999	684	392	1,824	420	1,234
73,000 - 73,999	337	295	218	250	1,032
74,000 - 74,999	180	691	502	1,756	281
75,000 - 75,999	1,002	295	157	385	160
76,000 - 76,999	1,437	124	785	289	1,819
77,000 - 77,999	95	1,084	265	732	189
78,000 - 78,999	320	1,402	71	194	497
79,000 - 79,999	604	47	1,088	213	139
80,000 - 80,999	118	177	1,395	260	853
81,000 - 81,999	149	642	97	2,192	263
82,000 - 82,999	119	332	241	260	115
83,000 - 83,999	668	121	697	178	1,257
84,000 - 84,999	283	162	108	543	1,600
85,000 - 85,999	232	699	108	291	65
86,000 - 86,999	13	131	152	86	82
87,000 - 87,999	430	181	715	125	504
88,000 - 88,999	26	209	149	104	90
89,000 - 89,999	70	440	121	714	121
90,000 - 90,999	218	45	182	219	57
91,000 - 91,999	45	68	482	194	169
92,000 - 92,999	235	172	32	31	802
93,000 - 93,999	29	51	174	478	97

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.

Source: Michigan Civil Service Commission HWF39A and HWF40

STATE OF MICHIGAN

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

<u>Salary Range</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$94,000 - 94,999	98	37	193	18	189
95,000 - 95,999	133	230	48	209	24
96,000 - 96,999	91	39	38	214	477
97,000 - 97,999	103	108	206	31	22
98,000 - 98,999	58	116	38	35	200
99,000 - 99,999	128	66	122	192	213
100,000 - 100,999	58	104	131	41	31
101,000 - 101,999	52	52	73	135	44
102,000 - 102,999	47	73	91	122	211
103,000 - 103,999	48	129	44	78	39
104,000 - 104,999	74	37	58	87	150
105,000 - 105,999	238	69	113	43	111
106,000 - 106,999	26	33	65	42	83
107,000 - 107,999	19	77	62	118	88
108,000 - 108,999	16	294	43	51	45
109,000 - 109,999	27	25	72	59	47
110,000 - 110,999	42	8	351	43	104
111,000 - 111,999	20	28	4	71	47
112,000 - 112,999	48	22	19	350	42
113,000 - 113,999	140	38	33	5	43
114,000 - 114,999	24	28	17	14	76
115,000 - 115,999	25	45	20	41	51
116,000 - 116,999	26	123	37	7	336
117,000 - 117,999	58	32	21	26	15
118,000 - 118,999	26	25	47	32	7
119,000 - 119,999	26	27	145	24	44
120,000 - 120,999	25	19	26	49	21
121,000 - 121,999	202	45	15	123	24
122,000 - 122,999	5	32	20	32	34
123,000 - 123,999	13	17	33	23	24
124,000 - 124,999	22	29	26	19	36
125,000 - 125,999	10	248	24	16	134
126,000 and above	359	384	664	707	814
STATEWIDE TOTAL	48,984	49,052	49,282	48,464	47,755

Median Salary: \$62,076

Average Salary: \$66,135

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.

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 2016-17 through 2020-21

	2016-17	2017-18	2018-19	2019-20	2020-21
Legally Required Payments					
FICA	7.10 %	7.11 %	7.10 %	7.06 %	7.08 %
Unemployment Compensation	.13	.16	.12	.23	.01
Workers Compensation	.74	.74	.80	.57	.66
Total Legally Required Payments	7.97 %	8.00 %	8.02 %	7.86 %	7.76 %
Group Insurance					
State Health Plan	7.53 %	7.25 %	7.14 %	7.05 %	6.99 %
Health Maintenance Organization	9.96	9.57	9.71	9.48	9.05
Dental	1.53	1.01	1.46	1.46	1.43
Vision	.18	.12	.17	.17	.16
Life	1.11	1.28	1.30	1.30	1.29
Long Term Disability	.61	.60	.60	.59	.59
Flexible Benefits Allowance/Recovery	.11	.12	.12	.12	.12
Total Group Insurance	21.04 %	19.94 %	20.50 %	20.18 %	19.63 %
Other Cash Payments					
Terminal Annual & Sick Leave	.78 %	.76 %	.79 %	.69 %	.73 %
Terminal Longevity Payments	.02	.02	.02	.02	.02
Professional Development	.03	.03	.03	.03	.03
Uniforms and Dry Cleaning	.19	.18	.17	.16	.16
Total Other Cash Payments	1.02 %	1.00 %	1.01 %	.90 %	.94 %
Pension Items					
Retirement or Pension Plans	1.72 %	1.97 %	1.68 %	1.97 %	1.91 %
Other Employee Retirement Costs (OERC)	44.81	43.91	43.22	40.35	42.41
Defined Contribution Pension Plan	5.12	5.24	5.71	6.14	6.29
Total Pension Items	51.65 %	51.11 %	50.61 %	48.46 %	50.60 %
Total Employee Benefits	81.68 %	80.06 %	80.15 %	77.40 %	78.94 %

Comments: 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

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

Pay End Date: September 18, 2021

Department	Total Employees Enrolled	Health Insurance								Dental Insurance			
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	457	173	38 %	231	51 %	4	1 %	0	0 %	430	94 %	1	0 %
ATTORNEY GENERAL	526	196	37 %	265	50 %	5	1 %	0	0 %	491	93 %	3	1 %
AUDITOR GENERAL	149	52	35 %	77	52 %	4	3 %	0	0 %	141	95 %	0	0 %
CIVIL RIGHTS	84	30	36 %	47	56 %	2	2 %	0	0 %	82	98 %	0	0 %
CIVIL SERVICE COMMISSION	425	77	18 %	283	67 %	2	0 %	0	0 %	386	91 %	0	0 %
CORRECTIONS	10,783	5,463	51 %	4,332	40 %	33	0 %	0	0 %	10,099	94 %	28	0 %
EDUCATION	493	183	37 %	237	48 %	4	1 %	0	0 %	449	91 %	4	1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,262	426	34 %	664	53 %	8	1 %	0	0 %	1,149	91 %	10	1 %
EXECUTIVE OFFICE	72	39	54 %	17	24 %	0	0 %	0	0 %	56	78 %	1	1 %
INSURANCE AND FINANCIAL SERV	316	92	29 %	186	59 %	3	1 %	0	0 %	296	94 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,637	1,021	39 %	1,297	49 %	23	1 %	0	0 %	2,445	93 %	12	0 %
LICENSING & REGULATORY AFFAIRS	1,556	558	36 %	823	53 %	2	0 %	0	0 %	1,447	93 %	6	0 %
MDHHS - COMMUNITY HEALTH	3,672	1,475	40 %	1,781	49 %	11	0 %	0	0 %	3,383	92 %	17	0 %
MDHHS - HUMAN SERVICES	10,322	3,883	38 %	5,459	53 %	36	0 %	0	0 %	9,705	94 %	25	0 %
MILITARY & VETERAN AFFAIRS	765	313	41 %	303	40 %	8	1 %	0	0 %	681	89 %	1	0 %
NATURAL RESOURCES	1,731	879	51 %	598	35 %	24	1 %	0	0 %	1,562	90 %	12	1 %
STATE	1,300	522	40 %	633	49 %	10	1 %	0	0 %	1,212	93 %	2	0 %
STATE POLICE	2,992	946	32 %	766	26 %	19	1 %	1,006	34 %	2,821	94 %	9	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,785	845	30 %	1,631	59 %	16	1 %	0	0 %	2,568	92 %	7	0 %
TRANSPORTATION	2,543	1,005	40 %	1,259	50 %	21	1 %	0	0 %	2,372	93 %	9	0 %
TREASURY	1,581	472	30 %	930	59 %	14	1 %	0	0 %	1,476	93 %	5	0 %
STATEWIDE TOTALS:	46,451	18,650	40 %	21,819	47 %	249	1 %	1,006	2 %	43,251	93 %	154	0 %

Comments: 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.

Source: Michigan Civil Service Commission HWF47

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

Pay End Date: September 18, 2021

		Vision Insurance				Disability Insurance				Life Insurance			
	Total Employees Enrolled	State Sponsored Vision						Minnesota Life		Minnesota Life Reduced		Prudential	
Department			%	CMI	%	Reliance	%		%		%		%
AGRICULTURE & RURAL DEVELOPMENT	457	431	94 %	369	81 %	0	0 %	436	95 %	20	4 %	0	0 %
ATTORNEY GENERAL	526	497	94 %	369	70 %	0	0 %	500	95 %	26	5 %	0	0 %
AUDITOR GENERAL	149	143	96 %	118	79 %	0	0 %	127	85 %	20	13 %	0	0 %
CIVIL RIGHTS	84	82	98 %	67	80 %	0	0 %	82	98 %	2	2 %	0	0 %
CIVIL SERVICE COMMISSION	425	391	92 %	389	92 %	0	0 %	413	97 %	12	3 %	0	0 %
CORRECTIONS	10,783	10,157	94 %	9,614	89 %	0	0 %	10,330	96 %	395	4 %	0	0 %
EDUCATION	493	459	93 %	344	70 %	0	0 %	465	94 %	28	6 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,262	1,168	93 %	960	76 %	0	0 %	1,170	93 %	90	7 %	0	0 %
EXECUTIVE OFFICE	72	59	82 %	28	39 %	0	0 %	65	90 %	7	10 %	0	0 %
INSURANCE AND FINANCIAL SERV	316	301	95 %	244	77 %	0	0 %	300	95 %	16	5 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,637	2,474	94 %	1,959	74 %	0	0 %	2,471	94 %	160	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,556	1,454	93 %	1,260	81 %	0	0 %	1,470	94 %	78	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,672	3,411	93 %	3,005	82 %	0	0 %	3,478	95 %	178	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,322	9,746	94 %	8,719	84 %	0	0 %	9,803	95 %	493	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	765	685	90 %	523	68 %	0	0 %	723	95 %	26	3 %	0	0 %
NATURAL RESOURCES	1,731	1,585	92 %	1,335	77 %	0	0 %	1,636	95 %	93	5 %	0	0 %
STATE	1,300	1,224	94 %	978	75 %	0	0 %	1,221	94 %	74	6 %	0	0 %
STATE POLICE	2,992	2,852	95 %	2,700	90 %	1,345	45 %	2,855	95 %	112	4 %	1,076	36 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,785	2,584	93 %	2,105	76 %	20	1 %	2,631	94 %	137	5 %	14	1 %
TRANSPORTATION	2,543	2,404	95 %	2,202	87 %	0	0 %	2,400	94 %	137	5 %	0	0 %
TREASURY	1,581	1,493	94 %	1,261	80 %	0	0 %	1,491	94 %	87	6 %	0	0 %
STATEWIDE TOTALS:	46,451	43,600	94 %	38,549	83 %	1,365	3 %	44,067	95 %	2,191	5 %	1,090	2 %

Comments: 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.

Source: Michigan Civil Service Commission HWF47

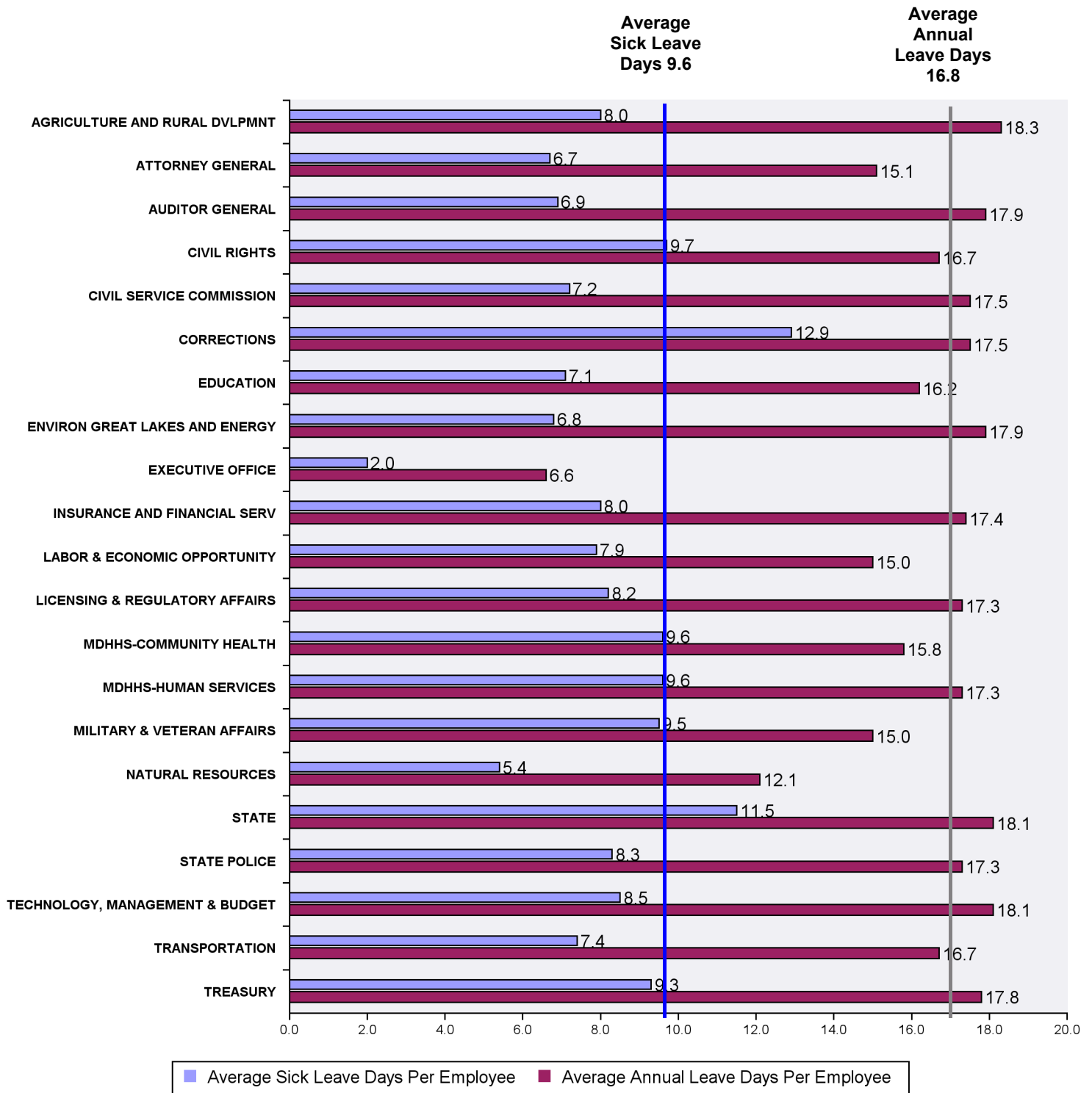
STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF
BASE PAYROLL
Fiscal Years 2016-17 through 2020-21

	2016-17	2017-18	2018-19	2019-20	2020-21
VACATION	7.3 %	7.2 %	7.1 %	6.1 %	7.0 %
HOLIDAY	5.0 %	4.6 %	5.0 %	4.6 %	5.0 %
SICK LEAVE	4.1 %	4.2 %	4.2 %	3.7 %	4.4 %
TOTAL	16.4 %	16.0 %	16.3 %	14.3 %	16.3 %

Comments: 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
SICK LEAVE AND ANNUAL LEAVE USE BY DEPARTMENT
Fiscal Year 2020-21



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.

Source: Michigan Civil Service Commission HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USE
Fiscal Year 2020-21

Table 2-6

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMNT	8.0	18.3	26.4
ATTORNEY GENERAL	6.7	15.1	21.7
AUDITOR GENERAL	6.9	17.9	24.8
CIVIL RIGHTS	9.7	16.7	26.5
CIVIL SERVICE COMMISSION	7.2	17.5	24.7
CORRECTIONS	12.9	17.5	30.5
EDUCATION	7.1	16.2	23.3
ENVIRON GREAT LAKES AND ENERGY	6.8	17.9	24.8
EXECUTIVE OFFICE	2.0	6.6	8.6
INSURANCE AND FINANCIAL SERV	8.0	17.4	25.4
LABOR & ECONOMIC OPPORTUNITY	7.9	15.0	23.0
LICENSING & REGULATORY AFFAIRS	8.2	17.3	25.5
MDHHS-COMMUNITY HEALTH	9.6	15.8	25.3
MDHHS-HUMAN SERVICES	9.6	17.3	26.9
MILITARY & VETERAN AFFAIRS	9.5	15.0	24.5
NATURAL RESOURCES	5.4	12.1	17.5
STATE	11.5	18.1	29.7
STATE POLICE	8.3	17.3	25.6
TECHNOLOGY, MANAGEMENT & BUDGET	8.5	18.1	26.6
TRANSPORTATION	7.4	16.7	24.0
TREASURY	9.3	17.8	27.2
STATEWIDE AVERAGE	9.6	16.8	26.5

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.

Source: Michigan Civil Service Commission HWF28 and HWF31

Table 2-7

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE SICK LEAVE USE COMPARISON
(Average Days Per Employee)
Fiscal Years 2016-17 through 2020-21

DEPARTMENT	2016-17	2017-18	2018-19	2019-20	2020-21
Agriculture & Rural Development	8.2	9.2	8.5	8.1	8.0
Attorney General	9.0	8.9	8.8	7.0	6.7
Auditor General	9.7	8.7	7.7	8.7	6.9
Civil Rights	10.2	10.0	10.3	9.6	9.7
Civil Service Commission	10.1	10.6	10.1	8.0	7.2
Corrections	11.8	12.1	12.1	11.8	12.9
Education	9.9	9.4	9.8	7.8	7.1
Environment, Great Lakes & Energy	9.8	9.1	9.1	7.7	6.8
Executive Office	4.2	5.1	1.0	2.3	2.0
Insurance and Financial Serv	10.3	9.9	9.7	8.2	8.0
Labor & Economic Opportunity	11.7	11.7	10.5	7.8	7.9
Licensing & Regulatory Affairs	10.2	10.0	10.1	7.9	8.2
MDHHS-Community Health	10.5	10.5	10.3	9.4	9.6
MDHHS-Human Services	10.7	10.7	10.6	8.8	9.6
Military and Veterans Affairs	9.9	9.8	9.5	9.0	9.5
Natural Resources	5.6	5.4	5.0	5.6	5.4
State	9.5	8.8	9.2	8.9	11.5
State Police	8.3	8.7	8.9	8.2	8.3
Talent And Economic Development	11.7	11.7	--	--	--
Technology, Management & Budget	9.6	9.9	10.0	8.1	8.5
Transportation	9.5	9.4	9.1	7.9	7.4
Treasury	10.8	10.9	10.4	8.9	9.3
STATEWIDE AVERAGE	10.3	10.2	10.3	9.2	9.6

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.

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

October 3, 2020 to September 18, 2021

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	486	31,184.2	64.2	8.0
ATTORNEY GENERAL	576	30,686.0	53.3	6.7
AUDITOR GENERAL	157	8,628.6	55.0	6.9
CIVIL RIGHTS	95	7,392.1	77.8	9.7
CIVIL SERVICE COMMISSION	459	26,468.7	57.7	7.2
CORRECTIONS	12,551	1,300,119.5	103.6	12.9
EDUCATION	538	30,594.5	56.9	7.1
ENVIRON GREAT LAKES AND ENERGY	1,341	73,422.1	54.8	6.8
EXECUTIVE OFFICE	90	1,410.0	15.7	2.0
INSURANCE AND FINANCIAL SERV	346	22,261.1	64.3	8.0
LABOR & ECONOMIC OPPORTUNITY	2,933	186,172.0	63.5	7.9
LICENSING & REGULATORY AFFAIRS	1,646	108,550.5	65.9	8.2
MDHHS-COMMUNITY HEALTH	4,206	321,620.2	76.5	9.6
MDHHS-HUMAN SERVICES	11,409	876,579.0	76.8	9.6
MILITARY & VETERAN AFFAIRS	888	67,228.9	75.7	9.5
NATURAL RESOURCES	2,619	112,154.5	42.8	5.4
STATE	1,447	133,648.6	92.4	11.5
STATE POLICE	3,207	211,851.0	66.1	8.3
TECHNOLOGY, MANAGEMENT & BUDGET	2,990	203,205.6	68.0	8.5
TRANSPORTATION	3,053	179,530.4	58.8	7.4
TREASURY	1,715	127,899.7	74.6	9.3
STATEWIDE	52,752	4,060,607.1	77.0	9.6

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.

Source: Michigan Civil Service Commission HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT
October 3, 2020 to September 18, 2021

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	486	71,302.4	146.7	18.3	486	10.0	0.0	0.0
ATTORNEY GENERAL	576	69,350.7	120.4	15.1	576	26.1	0.0	0.0
AUDITOR GENERAL	157	22,457.5	143.0	17.9	157	0.0	0.0	0.0
CIVIL RIGHTS	95	12,729.3	134.0	16.7	95	0.0	0.0	0.0
CIVIL SERVICE COMMISSION	459	64,195.8	139.9	17.5	459	39.8	0.1	0.0
CORRECTIONS	12,551	1,761,512.7	140.3	17.5	12,551	2,045.2	0.2	0.0
EDUCATION	538	69,631.9	129.4	16.2	538	250.4	0.5	0.1
ENVIRON GREAT LAKES AND ENERGY	1,341	192,275.9	143.4	17.9	1,341	663.8	0.5	0.1
EXECUTIVE OFFICE	90	4,753.7	52.8	6.6	90	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	346	48,152.2	139.2	17.4	346	163.5	0.5	0.1
LABOR & ECONOMIC OPPORTUNITY	2,933	352,425.4	120.2	15.0	2,933	473.4	0.2	0.0
LICENSING & REGULATORY AFFAIRS	1,646	227,889.6	138.5	17.3	1,646	48.0	0.0	0.0
MDHHS-COMMUNITY HEALTH	4,206	530,298.4	126.1	15.8	4,206	710.4	0.2	0.0
MDHHS-HUMAN SERVICES	11,409	1,577,203.5	138.2	17.3	11,409	1,613.7	0.1	0.0
MILITARY & VETERAN AFFAIRS	888	106,732.5	120.2	15.0	888	97.7	0.1	0.0
NATURAL RESOURCES	2,619	254,217.5	97.1	12.1	2,619	813.5	0.3	0.0
STATE	1,447	209,801.4	145.0	18.1	1,447	335.8	0.2	0.0
STATE POLICE	3,207	444,467.9	138.6	17.3	3,207	1,676.7	0.5	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	2,990	433,060.2	144.8	18.1	2,990	440.1	0.1	0.0
TRANSPORTATION	3,053	406,766.3	133.2	16.7	3,053	670.4	0.2	0.0
TREASURY	1,715	244,606.3	142.6	17.8	1,715	256.0	0.1	0.0
STATEWIDE	52,752	7,103,830.9	134.7	16.8	52,752	10,334.3	0.2	0.0

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.

Source: Michigan Civil Service Commission HWF31

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

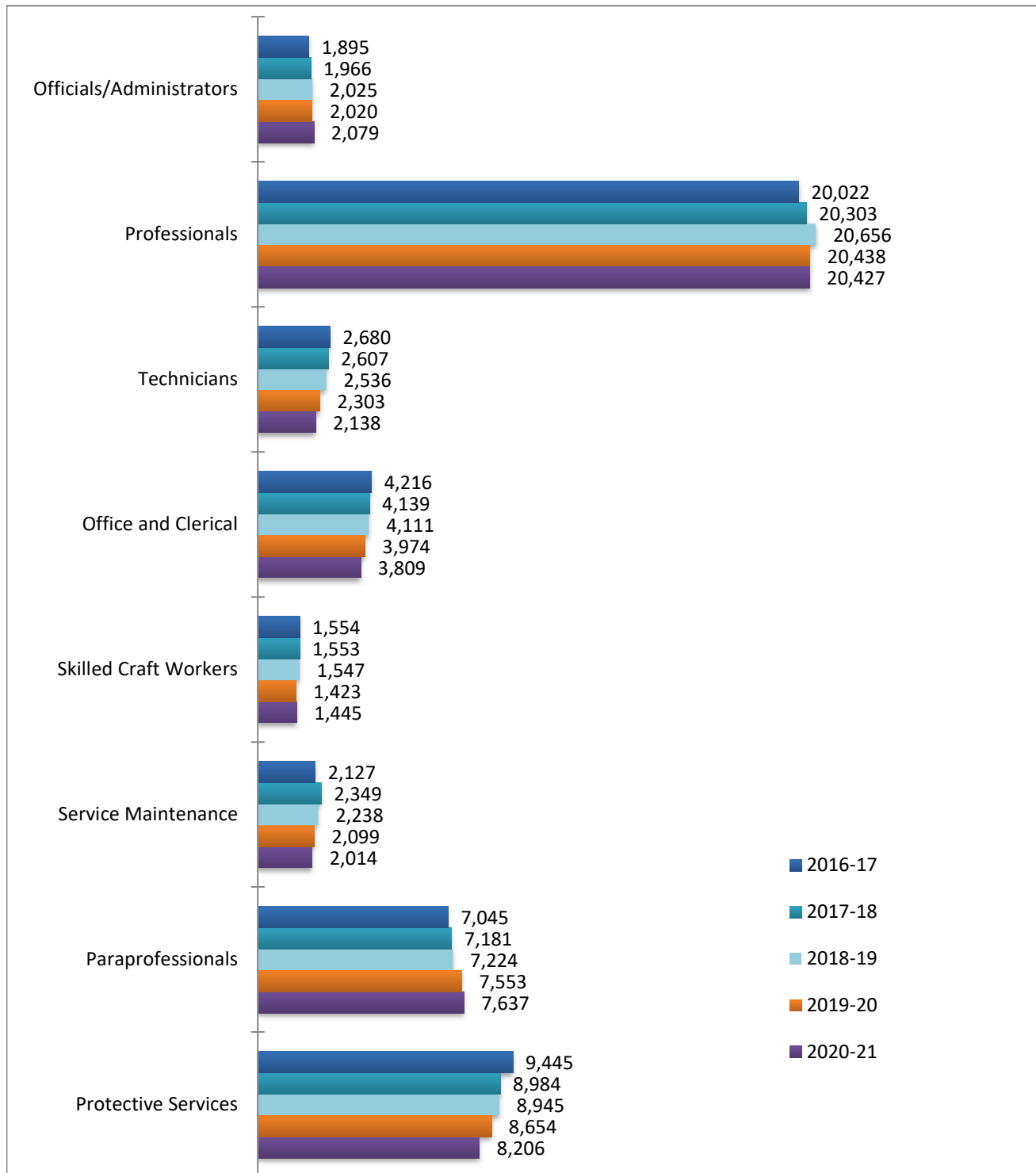
Pay End Date: September 18, 2021

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 DVLPMT	0	15	56	46	50	69	56	48	67	38	18	9	472
ATTORNEY GENERAL	0	1	28	65	70	62	65	83	78	48	18	8	526
AUDITOR GENERAL	0	10	31	20	16	12	17	22	19	4	1	0	152
CIVIL RIGHTS	0	0	3	10	12	12	10	17	9	7	1	3	84
CIVIL SERVICE COMMISSION	1	19	29	50	48	54	69	60	67	26	7	0	430
CORRECTIONS	27	407	894	1,270	1,254	1,380	1,835	1,898	1,092	555	154	32	10,798
EDUCATION	0	9	11	27	50	67	86	87	69	57	27	13	503
ENVIRONMENT, GREAT LAKES & ENERGY	1	39	148	155	108	181	138	162	166	121	52	10	1,281
EXECUTIVE OFFICE	0	12	14	11	16	6	6	7	0	1	1	0	74
INSURANCE AND FINANCIAL SERV	0	13	29	40	44	51	47	41	31	17	4	2	319
LABOR & ECONOMIC OPPORTUNITY	0	47	134	231	312	352	388	413	378	265	96	42	2,658
LICENSING & REGULATORY AFFAIRS	4	31	101	143	209	223	213	220	192	152	56	28	1,572
MDHHS - COMMUNITY HEALTH	8	61	277	429	479	433	508	510	482	322	129	45	3,683
MDHHS - HUMAN SERVICES	0	177	888	1,258	1,595	1,612	1,532	1,376	1,020	589	210	71	10,328
MILITARY & VETERAN AFFAIRS	1	10	42	67	104	86	104	126	129	80	25	6	780
NATURAL RESOURCES	115	336	300	258	231	265	259	269	234	198	129	107	2,701
STATE	0	33	126	176	149	170	139	200	176	98	27	6	1,300
STATE POLICE	0	141	537	562	325	322	433	387	191	74	21	3	2,996
TECHNOLOGY, MANAGEMENT & BUDGET	6	43	149	234	295	371	413	456	417	300	113	22	2,819
TRANSPORTATION	9	113	176	208	251	398	363	413	395	252	62	26	2,666
TREASURY	5	42	79	171	196	238	209	214	222	167	57	13	1,613
Statewide Total:	177	1,559	4,052	5,431	5,814	6,364	6,890	7,009	5,434	3,371	1,208	446	47,755
Average Age:	19.0	23.1	27.7	32.5	37.5	42.5	47.5	52.3	57.4	62.2	66.9	73.1	44.9

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.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2016-17 through 2020-21



2020-21 Total: 47,755

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.

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

STATE OF MICHIGAN

Table 2-11

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 18, 2021

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	7	14	21
ALGER	252	4	256
ALLEGAN	243	15	258
ALPENA	164	28	192
ANTRIM	44	2	46
ARENAC	30	2	32
BARAGA	308	15	323
BARRY	140	48	188
BAY	372	50	422
BENZIE	44	2	46
BERRIEN	350	29	379
BRANCH	347	2	349
CALHOUN	390	9	399
CASS	94	3	97
CHARLEVOIX	31	38	69
CHEBOYGAN	68	54	122
CHIPPEWA	842	76	918
CLARE	74	18	92
CLINTON	582	57	639
CRAWFORD	195	70	265
DELTA	186	37	223
DICKINSON	64	1	65
EATON	3,719	192	3,911
EMMET	94	35	129
GENESEE	933	100	1,033
GLADWIN	43	4	47
GOGEBIC	61	6	67
GRAND TRAVERSE	293	41	334
GRATIOT	817	13	830
HILLSDALE	83	3	86
HOUGHTON	86	25	111
HURON	50	28	78
INGHAM	8,674	724	9,398
IONIA	1,456	25	1,481
IOSCO	59	36	95
IRON	48	14	62
ISABELLA	190	8	198
JACKSON	1,958	45	2,003
KALAMAZOO	1,136	92	1,228
KALKASKA	61	2	63
KENT	1,574	82	1,656
KEWEENAW	4	13	17
LAKE	38	1	39
LAPEER	448	29	477
LEELANAU	17	4	21

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. Employees working 100% remotely are included in totals for the county of their remote work location. Prior to the final quarter of FY 2020-21, remote workers were counted under a separate category named WORK AT HOME – MI.

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN

Table 2-11

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 18, 2021

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	563	24	587
LIVINGSTON	643	46	689
LUCE	237	19	256
MACKINAC	118	73	191
MACOMB	1,539	71	1,610
MANISTEE	319	17	336
MARQUETTE	795	42	837
MASON	60	23	83
MECOSTA	90	4	94
MENOMINEE	32	17	49
MIDLAND	108	6	114
MISSAUKEE	79	5	84
MONROE	206	26	232
MONTCALM	563	6	569
MONTMORENCY	52	20	72
MUSKEGON	823	59	882
NEWAYGO	77	9	86
OAKLAND	1,351	225	1,576
OCEANA	100	40	140
OGEMAW	103	23	126
ONTONAGON	25	14	39
OSCEOLA	42	1	43
OSCODA	26	1	27
OTSEGO	315	25	340
OTTAWA	263	47	310
OUT OF STATE	28	4	32
PRESQUE ISLE	27	21	48
ROSCOMMON	139	25	164
SAGINAW	873	65	938
SANILAC	97	15	112
SCHOOLCRAFT	40	22	62
SHIAWASSEE	68	4	72
ST CLAIR	234	50	284
ST JOSEPH	210	10	220
TUSCOLA	476	64	540
VAN BUREN	268	31	299
WASHTENAW	1,347	67	1,414
WAYNE	4,965	262	5,227
WEXFORD	178	28	206
Grand Total:	44,148	3,607	47,755

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. Employees working 100% remotely are included in totals for the county of their remote work location. Prior to the final quarter of FY 2020-21, remote workers were counted under a separate category named WORK AT HOME – MI.

Source: Michigan Civil Service Commission HWF55

