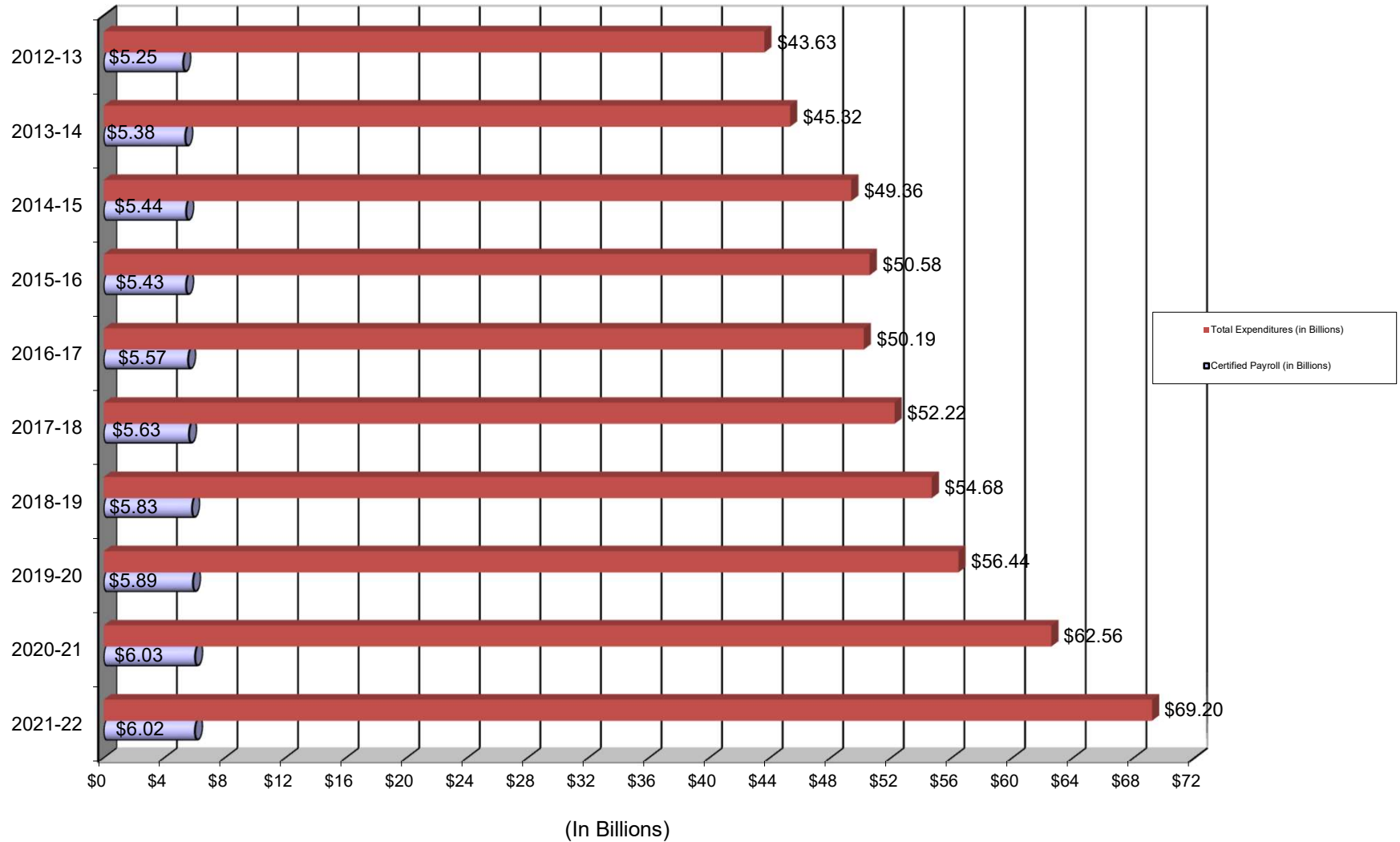


SECTION TWO

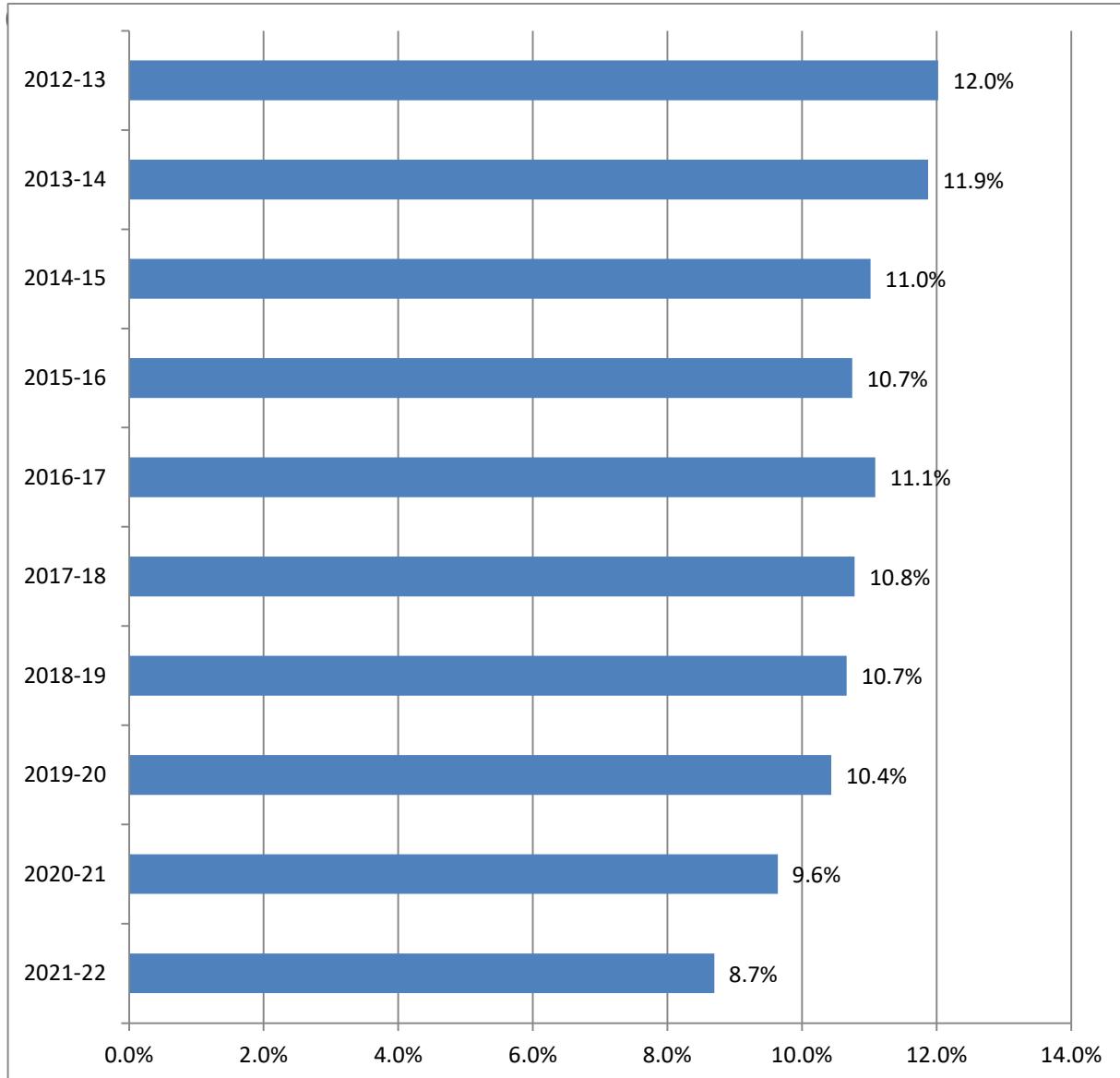
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 2012-13 through 2021-22



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Annual Comprehensive Financial Report (ACFR) 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 2012-13 through 2021-22**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Annual Comprehensive Financial Report (ACFR) 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 17, 2022

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	495	1.0 %	45.1	\$35.74	308	62.2 %
ATTORNEY GENERAL	548	1.1 %	46.6	\$46.53	308	56.2 %
AUDITOR GENERAL	156	0.3 %	39.9	\$43.62	97	62.2 %
CIVIL RIGHTS	75	0.2 %	48.2	\$37.69	65	86.7 %
CIVIL SERVICE COMMISSION	444	0.9 %	44.3	\$36.61	293	66.0 %
CORRECTIONS	10,417	21.8 %	44.3	\$30.07	6,876	66.0 %
EDUCATION	500	1.0 %	49.9	\$40.14	322	64.4 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,330	2.8 %	45.0	\$37.08	819	61.6 %
EXECUTIVE OFFICE	76	0.2 %	34.1	\$38.20	6	7.9 %
INSURANCE AND FINANCIAL SERV	344	0.7 %	43.0	\$39.42	205	59.6 %
LABOR & ECONOMIC OPPORTUNITY	2,576	5.4 %	48.2	\$33.44	1,460	56.7 %
LICENSING & REGULATORY AFFAIRS	1,609	3.4 %	46.7	\$37.60	1,059	65.8 %
MDHHS - COMMUNITY HEALTH	3,655	7.6 %	46.2	\$34.32	2,065	56.5 %
MDHHS - HUMAN SERVICES	10,379	21.7 %	44.5	\$30.81	6,835	65.9 %
MILITARY & VETERAN AFFAIRS	779	1.6 %	47.1	\$29.36	395	50.7 %
NATURAL RESOURCES	2,826	5.9 %	42.9	\$25.66	1,178	41.7 %
STATE	1,338	2.8 %	44.8	\$28.40	745	55.7 %
STATE POLICE	3,041	6.4 %	40.0	\$36.09	2,075	68.2 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,911	6.1 %	47.7	\$39.30	2,017	69.3 %
TRANSPORTATION	2,690	5.6 %	46.8	\$34.06	1,752	65.1 %
TREASURY	1,617	3.4 %	46.7	\$36.01	1,074	66.4 %
STATEWIDE TOTALS:	47,806	100.0 %	45.0	\$32.79	29,954	62.7 %

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
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE
Fiscal Years 2017-18 through 2021-22

<u>Salary Range</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</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	0	0	0	0	0
18,000 - 18,999	0	0	0	0	0
19,000 - 19,999	367	41	0	0	0
20,000 - 20,999	579	28	364	330	3
21,000 - 21,999	30	369	11	2	1
22,000 - 22,999	106	475	195	194	1
23,000 - 23,999	2	28	7	1	2
24,000 - 24,999	89	73	355	351	1
25,000 - 25,999	25	99	85	76	19
26,000 - 26,999	3	23	22	26	4
27,000 - 27,999	15	19	12	15	83
28,000 - 28,999	36	2	1	0	1
29,000 - 29,999	459	222	34	15	37
30,000 - 30,999	36	202	255	13	1
31,000 - 31,999	68	43	17	164	954
32,000 - 32,999	8	53	29	13	180
33,000 - 33,999	97	100	25	25	23
34,000 - 34,999	276	123	22	21	21
35,000 - 35,999	202	162	101	50	22
36,000 - 36,999	596	715	61	77	41
37,000 - 37,999	487	263	430	88	105
38,000 - 38,999	363	645	585	429	128
39,000 - 39,999	658	532	219	506	625
40,000 - 40,999	497	869	519	218	171
41,000 - 41,999	340	382	773	324	552
42,000 - 42,999	918	400	474	658	378
43,000 - 43,999	662	921	508	377	541
44,000 - 44,999	680	659	656	417	430
45,000 - 45,999	889	486	601	752	398
46,000 - 46,999	841	1,017	685	584	604
47,000 - 47,999	1,748	1,831	1,094	585	768
48,000 - 48,999	936	732	1,609	1,101	267
49,000 - 49,999	1,853	536	689	636	750
50,000 - 50,999	483	2,072	867	1,496	852
51,000 - 51,999	588	497	1,631	889	1,553
52,000 - 52,999	1,621	693	552	1,628	598
53,000 - 53,999	750	1,284	874	519	686

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
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

Table 2-2

<u>Salary Range</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
54,000 - 54,999	3,247	677	1,354	715	1,812
55,000 - 55,999	4,137	3,351	695	1,146	223
56,000 - 56,999	442	3,899	2,949	923	628
57,000 - 57,999	606	609	4,240	2,782	1,069
58,000 - 58,999	2,879	455	462	1,147	1,185
59,000 - 59,999	490	2,801	503	3,375	2,605
60,000 - 60,999	404	477	2,645	563	1,088
61,000 - 61,999	689	692	668	487	3,336
62,000 - 62,999	945	316	631	2,888	269
63,000 - 63,999	472	1,361	393	469	689
64,000 - 64,999	484	458	532	639	2,704
65,000 - 65,999	252	317	1,148	270	335
66,000 - 66,999	1,215	362	412	675	666
67,000 - 67,999	1,171	1,169	296	1,146	317
68,000 - 68,999	1,232	1,222	1,277	137	683
69,000 - 69,999	512	502	1,347	369	1,121
70,000 - 70,999	324	1,249	603	1,789	161
71,000 - 71,999	1,844	307	976	403	349
72,000 - 72,999	392	1,824	420	1,234	230
73,000 - 73,999	295	218	250	1,032	1,390
74,000 - 74,999	691	502	1,756	281	1,016
75,000 - 75,999	295	157	385	160	875
76,000 - 76,999	124	785	289	1,819	964
77,000 - 77,999	1,084	265	732	189	187
78,000 - 78,999	1,402	71	194	497	2,051
79,000 - 79,999	47	1,088	213	139	204
80,000 - 80,999	177	1,395	260	853	438
81,000 - 81,999	642	97	2,192	263	186
82,000 - 82,999	332	241	260	115	681
83,000 - 83,999	121	697	178	1,257	338
84,000 - 84,999	162	108	543	1,600	129
85,000 - 85,999	699	108	291	65	184
86,000 - 86,999	131	152	86	82	2,292
87,000 - 87,999	181	715	125	504	243
88,000 - 88,999	209	149	104	90	32
89,000 - 89,999	440	121	714	121	125
90,000 - 90,999	45	182	219	57	854
91,000 - 91,999	68	482	194	169	119
92,000 - 92,999	172	32	31	802	108
93,000 - 93,999	51	174	478	97	159

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
EMPLOYEE DISTRIBUTION BY SALARY STATEWIDE (Continued)

Table 2-2

<u>Salary Range</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
\$94,000 - 94,999	37	193	18	189	756
95,000 - 95,999	230	48	209	24	150
96,000 - 96,999	39	38	214	477	92
97,000 - 97,999	108	206	31	22	179
98,000 - 98,999	116	38	35	200	72
99,000 - 99,999	66	122	192	213	444
100,000 - 100,999	104	131	41	31	22
101,000 - 101,999	52	73	135	44	188
102,000 - 102,999	73	91	122	211	222
103,000 - 103,999	129	44	78	39	39
104,000 - 104,999	37	58	87	150	40
105,000 - 105,999	69	113	43	111	206
106,000 - 106,999	33	65	42	83	30
107,000 - 107,999	77	62	118	88	101
108,000 - 108,999	294	43	51	45	155
109,000 - 109,999	25	72	59	47	83
110,000 - 110,999	8	351	43	104	93
111,000 - 111,999	28	4	71	47	51
112,000 - 112,999	22	19	350	42	67
113,000 - 113,999	38	33	5	43	119
114,000 - 114,999	28	17	14	76	37
115,000 - 115,999	45	20	41	51	54
116,000 - 116,999	123	37	7	336	56
117,000 - 117,999	32	21	26	15	37
118,000 - 118,999	25	47	32	7	67
119,000 - 119,999	27	145	24	44	392
120,000 - 120,999	19	26	49	21	15
121,000 - 121,999	45	15	123	24	23
122,000 - 122,999	32	20	32	34	43
123,000 - 123,999	17	33	23	24	20
124,000 - 124,999	29	26	19	36	23
125,000 - 125,999	248	24	16	134	34
126,000 and above	384	664	707	814	1,051
STATEWIDE TOTAL	49,052	49,282	48,464	47,755	47,806

Median Salary: \$64,102
Average Salary: \$68,461

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 2017-18 through 2021-22

	2017-18	2018-19	2019-20	2020-21	2021-22
Legally Required Payments					
FICA	7.11 %	7.10 %	7.06 %	7.08 %	7.10 %
Unemployment Compensation	.16	.12	.23	.01	.09
Workers Compensation	.74	.80	.57	.66	.71
Total Legally Required Payments	8.00 %	8.02 %	7.86 %	7.76 %	7.89 %
Group Insurance					
State Health Plan	7.25 %	7.14 %	7.05 %	6.99 %	6.96 %
Health Maintenance Organization	9.57	9.71	9.48	9.05	8.40
Dental	1.01	1.46	1.46	1.43	1.00
Vision	.12	.17	.17	.16	.04
Life	1.28	1.30	1.30	1.29	1.28
Long Term Disability	.60	.60	.59	.59	.42
Flexible Benefits Allowance/Recovery	.12	.12	.12	.12	.12
Total Group Insurance	19.94 %	20.50 %	20.18 %	19.63 %	18.20 %
Other Cash Payments					
Terminal Annual & Sick Leave	.76 %	.79 %	.69 %	.73 %	.75 %
Terminal Longevity Payments	.02	.02	.02	.02	.02
Professional Development	.03	.03	.03	.03	.03
Uniforms and Dry Cleaning	.18	.17	.16	.16	.14
Total Other Cash Payments	1.00 %	1.01 %	.90 %	.94 %	.94 %
Pension Items					
Retirement or Pension Plans	1.97 %	1.68 %	1.97 %	1.91 %	1.75 %
Other Employee Retirement Costs (OERC)	43.91	43.22	40.35	42.41	37.33
Defined Contribution Pension Plan	5.24	5.71	6.14	6.29	6.58
Total Pension Items	51.11 %	50.61 %	48.46 %	50.60 %	45.66 %
Total Employee Benefits	80.06 %	80.15 %	77.40 %	78.94 %	72.70 %

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 17, 2022

Department	Total Employees Enrolled	Health Insurance						Dental Insurance					
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	479	185	39 %	234	49 %	5	1 %	0	0 %	451	94 %	1	0 %
ATTORNEY GENERAL	528	209	40 %	254	48 %	5	1 %	0	0 %	495	94 %	3	1 %
AUDITOR GENERAL	154	59	38 %	77	50 %	3	2 %	0	0 %	143	93 %	0	0 %
CIVIL RIGHTS	74	25	34 %	45	61 %	1	1 %	0	0 %	72	97 %	0	0 %
CIVIL SERVICE COMMISSION	434	93	21 %	277	64 %	2	0 %	0	0 %	393	91 %	0	0 %
CORRECTIONS	10,405	5,540	53 %	3,890	37 %	25	0 %	0	0 %	9,723	93 %	32	0 %
EDUCATION	485	184	38 %	223	46 %	4	1 %	0	0 %	445	92 %	1	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,317	470	36 %	644	49 %	5	0 %	0	0 %	1,203	91 %	8	1 %
EXECUTIVE OFFICE	75	41	55 %	14	19 %	0	0 %	0	0 %	57	76 %	1	1 %
INSURANCE AND FINANCIAL SERV	341	105	31 %	184	54 %	3	1 %	0	0 %	313	92 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,556	1,018	40 %	1,203	47 %	16	1 %	0	0 %	2,365	93 %	10	0 %
LICENSING & REGULATORY AFFAIRS	1,591	576	36 %	805	51 %	1	0 %	0	0 %	1,460	92 %	6	0 %
MDHHS - COMMUNITY HEALTH	3,641	1,524	42 %	1,681	46 %	12	0 %	0	0 %	3,353	92 %	17	0 %
MDHHS - HUMAN SERVICES	10,359	4,112	40 %	5,225	50 %	34	0 %	0	0 %	9,729	94 %	23	0 %
MILITARY & VETERAN AFFAIRS	762	319	42 %	281	37 %	9	1 %	0	0 %	673	88 %	0	0 %
NATURAL RESOURCES	1,736	896	52 %	590	34 %	22	1 %	0	0 %	1,565	90 %	12	1 %
STATE	1,337	565	42 %	612	46 %	6	0 %	0	0 %	1,242	93 %	3	0 %
STATE POLICE	3,022	1,038	34 %	754	25 %	18	1 %	916	30 %	2,837	94 %	11	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,874	901	31 %	1,601	56 %	19	1 %	0	0 %	2,631	92 %	11	0 %
TRANSPORTATION	2,592	1,085	42 %	1,181	46 %	18	1 %	0	0 %	2,391	92 %	11	0 %
TREASURY	1,577	489	31 %	905	57 %	11	1 %	0	0 %	1,475	94 %	5	0 %
STATEWIDE TOTALS:	46,339	19,434	42 %	20,680	45 %	219	0 %	916	2 %	43,016	93 %	157	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 17, 2022

Department	Vision Insurance			Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
AGRICULTURE & RURAL DEVELOPMENT	479	453	95 %	378	79 %	0	0 %	457	95 %	21	4 %	0	0 %
ATTORNEY GENERAL	528	499	95 %	370	70 %	0	0 %	501	95 %	27	5 %	0	0 %
AUDITOR GENERAL	154	147	95 %	123	80 %	0	0 %	134	87 %	19	12 %	0	0 %
CIVIL RIGHTS	74	72	97 %	59	80 %	0	0 %	73	99 %	1	1 %	0	0 %
CIVIL SERVICE COMMISSION	434	397	91 %	385	89 %	0	0 %	422	97 %	12	3 %	0	0 %
CORRECTIONS	10,405	9,775	94 %	9,227	89 %	0	0 %	9,940	96 %	396	4 %	0	0 %
EDUCATION	485	453	93 %	341	70 %	0	0 %	459	95 %	26	5 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,317	1,217	92 %	997	76 %	0	0 %	1,226	93 %	89	7 %	0	0 %
EXECUTIVE OFFICE	75	60	80 %	23	31 %	0	0 %	71	95 %	4	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	341	318	93 %	253	74 %	0	0 %	322	94 %	19	6 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,556	2,383	93 %	1,903	74 %	0	0 %	2,398	94 %	153	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,591	1,472	93 %	1,272	80 %	0	0 %	1,507	95 %	77	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,641	3,374	93 %	2,965	81 %	0	0 %	3,449	95 %	179	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,359	9,770	94 %	8,668	84 %	0	0 %	9,849	95 %	485	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	762	681	89 %	509	67 %	0	0 %	725	95 %	28	4 %	0	0 %
NATURAL RESOURCES	1,736	1,582	91 %	1,314	76 %	0	0 %	1,639	94 %	94	5 %	0	0 %
STATE	1,337	1,253	94 %	1,006	75 %	0	0 %	1,253	94 %	77	6 %	0	0 %
STATE POLICE	3,022	2,871	95 %	2,705	90 %	1,353	45 %	2,877	95 %	113	4 %	1,020	34 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,874	2,650	92 %	2,147	75 %	19	1 %	2,717	95 %	144	5 %	14	0 %
TRANSPORTATION	2,592	2,425	94 %	2,203	85 %	0	0 %	2,449	94 %	136	5 %	0	0 %
TREASURY	1,577	1,494	95 %	1,242	79 %	0	0 %	1,489	94 %	86	5 %	0	0 %
STATEWIDE TOTALS:	46,339	43,346	94 %	38,090	82 %	1,372	3 %	43,957	95 %	2,186	5 %	1,034	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

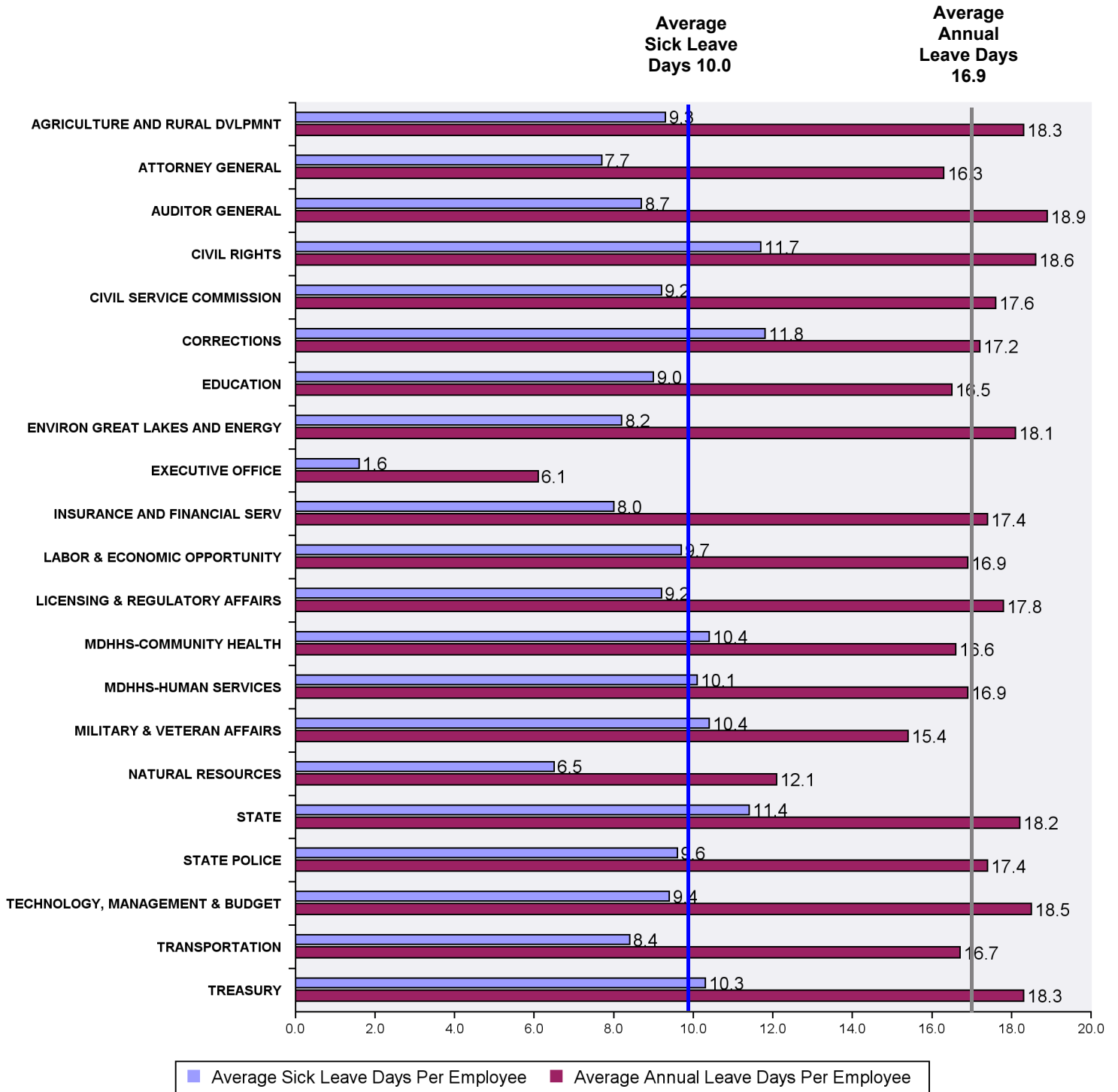
STATE OF MICHIGAN
STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2017-18 through 2021-22

	2017-18	2018-19	2019-20	2020-21	2021-22
VACATION	7.2 %	7.1 %	6.1 %	7.0 %	7.1 %
HOLIDAY	4.6 %	5.0 %	4.6 %	5.0 %	5.0 %
SICK LEAVE	4.2 %	4.2 %	3.7 %	4.4 %	4.7 %
TOTAL	16.0 %	16.3 %	14.3 %	16.3 %	16.7 %

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 2021-22



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 2021-22

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
AGRICULTURE AND RURAL DVLPMNT	9.3	18.3	27.5
ATTORNEY GENERAL	7.7	16.3	24.1
AUDITOR GENERAL	8.7	18.9	27.6
CIVIL RIGHTS	11.7	18.6	30.3
CIVIL SERVICE COMMISSION	9.2	17.6	26.9
CORRECTIONS	11.8	17.2	29.1
EDUCATION	9.0	16.5	25.4
ENVIRON GREAT LAKES AND ENERGY	8.2	18.1	26.3
EXECUTIVE OFFICE	1.6	6.1	7.7
INSURANCE AND FINANCIAL SERV	8.0	17.4	25.4
LABOR & ECONOMIC OPPORTUNITY	9.7	16.9	26.5
LICENSING & REGULATORY AFFAIRS	9.2	17.8	27.0
MDHHS-COMMUNITY HEALTH	10.4	16.6	27.0
MDHHS-HUMAN SERVICES	10.1	16.9	27.0
MILITARY & VETERAN AFFAIRS	10.4	15.4	25.9
NATURAL RESOURCES	6.5	12.1	18.6
STATE	11.4	18.2	29.6
STATE POLICE	9.6	17.4	27.0
TECHNOLOGY, MANAGEMENT & BUDGET	9.4	18.5	27.8
TRANSPORTATION	8.4	16.7	25.0
TREASURY	10.3	18.3	28.6
STATEWIDE AVERAGE	10.0	16.9	27.0

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 HWF28 and HWF31

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE SICK LEAVE USE COMPARISON
(Average Days Per Employee)
Fiscal Years 2017-18 through 2021-22

DEPARTMENT	2017-18	2018-19	2019-20	2020-21	2021-22
Agriculture & Rural Development	9.2	8.5	8.1	8.0	9.3
Attorney General	8.9	8.8	7.0	6.7	7.7
Auditor General	8.7	7.7	8.7	6.9	8.7
Civil Rights	10.0	10.3	9.6	9.7	11.7
Civil Service Commission	10.6	10.1	8.0	7.2	9.2
Corrections	12.1	12.1	11.8	12.9	11.8
Education	9.4	9.8	7.8	7.1	9.0
Environment, Great Lakes & Energy	9.1	9.1	7.7	6.8	8.2
Executive Office	5.1	1.0	2.3	2.0	1.6
Insurance and Financial Serv	9.9	9.7	8.2	8.0	8.0
Labor & Economic Opportunity	11.7	10.5	7.8	7.9	9.7
Licensing & Regulatory Affairs	10.0	10.1	7.9	8.2	9.2
MDHHS-Community Health	10.5	10.3	9.4	9.6	10.4
MDHHS-Human Services	10.7	10.6	8.8	9.6	10.1
Military and Veterans Affairs	9.8	9.5	9.0	9.5	10.4
Natural Resources	5.4	5.0	5.6	5.4	6.5
State	8.8	9.2	8.9	11.5	11.4
State Police	8.7	8.9	8.2	8.3	9.6
Talent And Economic Development	11.7	--	--	--	--
Technology, Management & Budget	9.9	10.0	8.1	8.5	9.4
Transportation	9.4	9.1	7.9	7.4	8.4
Treasury	10.9	10.4	8.9	9.3	10.3
STATEWIDE AVERAGE	10.2	10.3	9.2	9.6	10.0

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

STATE OF MICHIGAN

Table 2-8

SICK LEAVE USE ANALYSIS BY DEPARTMENT

September 19, 2021 To: September 17, 2022

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE AND RURAL DVLPMNT	512	38,032.6	74.3	9.3
ATTORNEY GENERAL	567	35,019.4	61.8	7.7
AUDITOR GENERAL	164	11,465.2	69.9	8.7
CIVIL RIGHTS	86	8,046.5	93.6	11.7
CIVIL SERVICE COMMISSION	477	35,164.2	73.7	9.2
CORRECTIONS	12,115	1,148,209.0	94.8	11.8
EDUCATION	536	38,460.6	71.8	9.0
ENVIRON GREAT LAKES AND ENERGY	1,401	91,798.8	65.5	8.2
EXECUTIVE OFFICE	96	1,264.4	13.2	1.6
INSURANCE AND FINANCIAL SERV	375	24,026.1	64.1	8.0
LABOR & ECONOMIC OPPORTUNITY	2,907	224,777.1	77.3	9.7
LICENSING & REGULATORY AFFAIRS	1,735	128,175.8	73.9	9.2
MDHHS-COMMUNITY HEALTH	4,185	348,295.7	83.2	10.4
MDHHS-HUMAN SERVICES	11,550	929,653.3	80.5	10.1
MILITARY & VETERAN AFFAIRS	905	75,493.6	83.4	10.4
NATURAL RESOURCES	2,663	137,966.1	51.8	6.5
STATE	1,468	133,624.7	91.0	11.4
STATE POLICE	3,239	248,026.0	76.6	9.6
TECHNOLOGY, MANAGEMENT & BUDGET	3,071	229,718.8	74.8	9.4
TRANSPORTATION	3,102	208,310.5	67.2	8.4
TREASURY	1,735	143,332.9	82.6	10.3
STATEWIDE	52,889	4,238,861.1	80.1	10.0

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 HWF28

STATE OF MICHIGAN
ANNUAL LEAVE AND DEFERRED HOURS USE ANALYSIS BY DEPARTMENT
September 19, 2021 to September 17, 2022

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	512	74,803.4	146.1	18.3	512	67.0	0.1	0.0
ATTORNEY GENERAL	567	74,155.6	130.8	16.3	567	2.0	0.0	0.0
AUDITOR GENERAL	164	24,753.0	150.9	18.9	164	0.0	0.0	0.0
CIVIL RIGHTS	86	12,826.9	149.1	18.6	86	53.0	0.6	0.1
CIVIL SERVICE COMMISSION	477	67,325.8	141.1	17.6	477	0.0	0.0	0.0
CORRECTIONS	12,115	1,668,387.5	137.7	17.2	12,115	2,904.2	0.2	0.0
EDUCATION	536	70,661.1	131.8	16.5	536	5.0	0.0	0.0
ENVIRON GREAT LAKES AND ENERGY	1,401	202,887.1	144.8	18.1	1,401	237.8	0.2	0.0
EXECUTIVE OFFICE	96	4,671.7	48.7	6.1	96	0.0	0.0	0.0
INSURANCE AND FINANCIAL SERV	375	52,304.5	139.5	17.4	375	28.5	0.1	0.0
LABOR & ECONOMIC OPPORTUNITY	2,907	392,524.0	135.0	16.9	2,907	243.0	0.1	0.0
LICENSING & REGULATORY AFFAIRS	1,735	246,570.9	142.1	17.8	1,735	209.0	0.1	0.0
MDHHS-COMMUNITY HEALTH	4,185	555,569.1	132.8	16.6	4,185	789.4	0.2	0.0
MDHHS-HUMAN SERVICES	11,550	1,563,471.7	135.4	16.9	11,550	1,704.1	0.1	0.0
MILITARY & VETERAN AFFAIRS	905	111,733.3	123.5	15.4	905	370.6	0.4	0.1
NATURAL RESOURCES	2,663	258,146.9	96.9	12.1	2,663	750.8	0.3	0.0
STATE	1,468	213,830.0	145.7	18.2	1,468	392.6	0.3	0.0
STATE POLICE	3,239	450,861.4	139.2	17.4	3,239	1,616.1	0.5	0.1
TECHNOLOGY, MANAGEMENT & BUDGET	3,071	453,709.0	147.7	18.5	3,071	302.3	0.1	0.0
TRANSPORTATION	3,102	413,199.2	133.2	16.7	3,102	840.8	0.3	0.0
TREASURY	1,735	253,916.4	146.3	18.3	1,735	502.3	0.3	0.0
STATEWIDE	52,889	7,166,308.4	135.5	16.9	52,889	11,018.3	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.

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

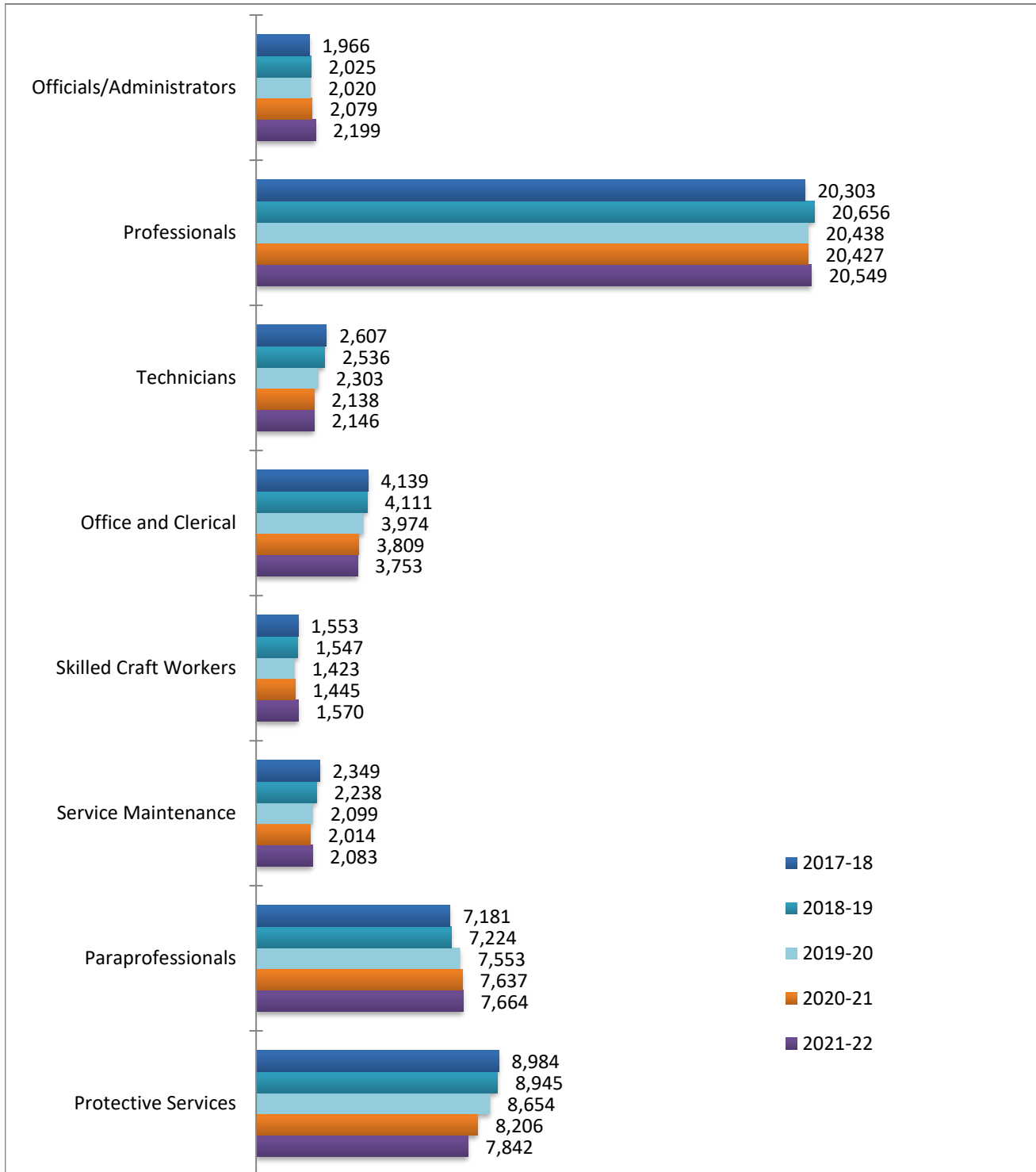
Pay End Date: September 17, 2022

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	0	20	44	63	57	69	67	48	55	49	13	10	495
ATTORNEY GENERAL	4	9	33	65	67	70	62	88	72	52	19	7	548
AUDITOR GENERAL	0	13	32	23	16	11	20	19	16	3	3	0	156
CIVIL RIGHTS	0	1	1	9	9	10	6	18	13	3	2	3	75
CIVIL SERVICE COMMISSION	2	18	37	52	55	60	63	64	59	28	5	1	444
CORRECTIONS	47	410	805	1,233	1,296	1,276	1,691	1,866	1,053	540	166	34	10,417
EDUCATION	0	12	14	21	43	73	79	88	70	60	25	15	500
ENVIRONMENT, GREAT LAKES & ENERGY	1	36	153	180	137	162	159	163	155	119	52	13	1,330
EXECUTIVE OFFICE	0	21	14	11	11	5	4	8	0	1	1	0	76
INSURANCE AND FINANCIAL SERV	0	16	40	34	54	55	47	45	30	18	3	2	344
LABOR & ECONOMIC OPPORTUNITY	2	29	113	233	283	344	396	413	356	259	105	43	2,576
LICENSING & REGULATORY AFFAIRS	2	36	95	160	221	228	201	228	194	154	60	30	1,609
MDHHS - COMMUNITY HEALTH	6	65	270	409	496	436	502	514	434	351	133	39	3,655
MDHHS - HUMAN SERVICES	2	195	846	1,212	1,484	1,734	1,522	1,470	1,034	617	196	67	10,379
MILITARY & VETERAN AFFAIRS	2	16	34	77	106	97	97	121	122	81	20	6	779
NATURAL RESOURCES	128	357	294	268	251	250	281	282	215	226	155	119	2,826
STATE	0	25	129	173	172	174	158	202	173	105	23	4	1,338
STATE POLICE	8	133	533	586	377	312	383	406	205	75	20	3	3,041
TECHNOLOGY, MANAGEMENT & BUDGET	10	52	142	273	297	397	430	446	417	306	113	28	2,911
TRANSPORTATION	18	99	186	198	266	390	361	417	382	263	80	30	2,690
TREASURY	6	48	82	159	200	230	219	211	219	177	50	16	1,617
Statewide Total:	238	1,611	3,897	5,439	5,898	6,383	6,748	7,117	5,274	3,487	1,244	470	47,806
Average Age:	18.9	23.0	27.7	32.5	37.5	42.6	47.5	52.4	57.4	62.2	67.0	73.5	45.0

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 2017-18 through 2021-22



2021-22 Total: 47,806

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
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 17, 2022

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	7	13	20
ALGER	234	5	239
ALLEGAN	236	13	249
ALPENA	162	36	198
ANTRIM	47	2	49
ARENAC	34	0	34
BARAGA	296	15	311
BARRY	175	22	197
BAY	349	47	396
BENZIE	45	3	48
BERRIEN	324	40	364
BRANCH	344	2	346
CALHOUN	385	15	400
CASS	89	7	96
CHARLEVOIX	33	35	68
CHEBOYGAN	71	68	139
CHIPPEWA	787	79	866
CLARE	70	21	91
CLINTON	653	59	712
CRAWFORD	167	67	234
DELTA	189	47	236
DICKINSON	62	2	64
EATON	3,704	202	3,906
EMMET	99	37	136
GENESEE	920	108	1,028
GLADWIN	55	1	56
GOGEBIC	60	8	68
GRAND TRAVERSE	280	43	323
GRATIOT	803	12	815
HILLSDALE	83	2	85
HOUGHTON	93	25	118
HURON	51	31	82
INGHAM	8,816	865	9,681
IONIA	1,353	25	1,378
IOSCO	58	41	99
IRON	46	11	57
ISABELLA	190	7	197
JACKSON	1,905	53	1,958
KALAMAZOO	1,135	53	1,188
KALKASKA	65	1	66
KENT	1,561	64	1,625
KEWEENAW	4	13	17
LAKE	34	3	37
LAPEER	434	25	459
LEELANAU	19	5	24

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.

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: September 17, 2022

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	537	22	559
LIVINGSTON	657	50	707
LUCE	250	19	269
MACKINAC	125	75	200
MACOMB	1,577	81	1,658
MANISTEE	339	20	359
MARQUETTE	777	49	826
MASON	62	29	91
MECOSTA	104	4	108
MENOMINEE	29	14	43
MIDLAND	116	6	122
MISSAUKEE	70	3	73
MONROE	239	36	275
MONTCALM	549	3	552
MONTMORENCY	56	18	74
MUSKEGON	852	61	913
NEWAYGO	82	9	91
OAKLAND	1,411	247	1,658
OCEANA	95	38	133
OGEMAW	92	17	109
ONTONAGON	27	16	43
OSCEOLA	38	0	38
OSCODA	27	0	27
OTSEGO	318	23	341
OTTAWA	261	44	305
OUT OF STATE	26	4	30
PRESQUE ISLE	27	31	58
ROSCOMMON	130	33	163
SAGINAW	916	43	959
SANILAC	98	18	116
SCHOOLCRAFT	65	22	87
SHIAWASSEE	78	1	79
ST CLAIR	230	52	282
ST JOSEPH	188	8	196
TUSCOLA	455	66	521
VAN BUREN	271	36	307
WASHTENAW	1,296	79	1,375
WAYNE	4,817	260	5,077
WEXFORD	190	32	222
Grand Total:	44,004	3,802	47,806

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.

Source: Michigan Civil Service Commission HWF55

