



**MARYLAND**  
DEPARTMENT OF  
BUDGET & MANAGEMENT

*MARTIN O'MALLEY*  
Governor

*ANTHONY BROWN*  
Lieutenant Governor

*T. ELOISE FOSTER*  
Secretary

*DAVID C. ROMANS*  
Deputy Secretary

January 1, 2011

The Honorable Martin O'Malley  
Governor  
Executive Department  
State House  
Annapolis MD 21401

The Honorable Thomas V. Mike Miller, Jr.  
President of the Senate  
H-107 State House  
Annapolis MD 21401-1991

The Honorable Michael E. Busch  
Speaker of the House  
H-101 State House  
Annapolis MD 21401-1991

Dear Governor O'Malley, President Miller and Speaker Busch:

Section 4-302 of the State Personnel and Pensions Article requires the Secretary of Budget and Management (DBM) to report to the General Assembly on or before January 1 of each year regarding personnel activity for the previous fiscal year. The enclosed Annual Personnel Report which was prepared by the DBM Office of Personnel Services and Benefits is submitted in compliance with that statutory requirement.

If there are any questions regarding the information provided in this report, please do not hesitate to contact me, or your staff may contact Ms. Cindy, Kollner, Executive Director of the Office of Personnel Services and Benefits, at 410-767-4716.

Sincerely,



T. Eloise Foster  
Secretary

Enclosure

MSAR 6055

~Effective Resource Management~

45 Calvert Street • Annapolis, MD 21401-1907

Tel: (410) 260-7041 • Fax: (410) 974-2585 • Toll Free: 1 (800) 705-3493 • TTY Users: call via Maryland Relay  
<http://www.dbm.maryland.gov>



# ANNUAL PERSONNEL REPORT

FISCAL YEAR 2010

*MARTIN O'MALLEY*  
Governor

*ANTHONY BROWN*  
Lieutenant Governor

*T. ELOISE FOSTER*  
Secretary

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## **INTRODUCTION**

This Annual Report provides information related to the State Personnel Management System and the Maryland Department of Transportation (except for the Maryland Transportation Authority and the union employees of the Maryland Transit Administration) as of June 30, 2010. This report does not include information for the University System of Maryland, Baltimore City Community College, the Injured Workers' Insurance Fund, or Legislative and Judiciary employees. This report does not contain personnel information for temporary employees.

**Highlights About State Employees  
As of June 30, 2010**

	SPMS	MDOT
<b>State Government at a Glance</b>		
FTEs Included in Collective Bargaining Units	27,487.48	3,897.50
FTEs Excluded from Collective Bargaining Units	15,915.70	2,307.50
<b>Total</b>	<b><u>43,403.18</u></b>	<b><u>6,205.00</u></b>
<b>Percentage of Employees work in . . .</b>		
Anne Arundel County	13.4%	32.5%
Baltimore City	36.9%	30.9%
Baltimore Metro Area <sup>1</sup>	17.9%	10.1%
Eastern Shore Area	10.2%	4.1%
Southern Maryland Area	2.5%	2.4%
Washington Metro Area	4.8%	9.4%
Western Maryland Area	14.0%	6.8%
<b>Employees Employed on a . . .</b>		
Full-Time Basis	42,694	6,205
Part-Time Basis	1,174	47
<b>Total</b>	<b><u>43,868</u></b>	<b><u>6,252</u></b>
<b>The Average Employee Age is . . .</b>	<b>46</b>	<b>48</b>
<b>The Average Employee Length of Service in years is . . .</b>	<b>13</b>	<b>15</b>
<b>The Average Employee Earns . . .</b>	<b>\$48,057</b>	<b>\$51,416</b>

**Note:** The employee count is actual employees, not full-time equivalents (FTEs).  
The FTE counts do not include vacant positions.

<sup>1</sup> The Baltimore Metro Area includes: Baltimore, Carroll, Harford and Howard Counties.



**Summary of State Positions  
As of June 30, 2010\***

**PERMANENT FTEs BY STATUS**

	<b>SPMS</b>	<b>MDOT</b>
<b>FTEs Included in Bargaining</b>	<b>27,487.48</b>	<b>3,897.50</b>
<b>FTEs Excluded from Bargaining</b>	<b>15,915.70</b>	<b>2,307.50</b>
<i>Agency Excluded by Statute</i>	8,352.20	67.50
<i>Confidential</i>	546.25	269.00
<i>Managerial</i>	2,310.20	785.00
<i>Supervisory</i>	4,671.05	1,181.00
<i>Student</i>	0.00	1.00
<i>Agency Head</i>	18.00	1.00
<i>Board or Commission Member</i>	18.00	3.00
<b>TOTAL</b>	<b>43,403.18</b>	<b>6,205.00</b>

**BY PERCENT OF TIME EMPLOYED**

<b>Full-Time</b>		
Filled positions	42,694	6,205
Vacant positions	3,464	404
<b>Total Full-Time Positions</b>	<b>46,158</b>	<b>6,609</b>
<b>Part-Time <sup>1</sup></b>		
Filled positions	1,174	47
Vacant positions	207	8
<b>Total Part-Time Positions</b>	<b>1,381</b>	<b>55</b>
<b>Total Number of Filled Positions</b>	<b>43,868</b>	<b>6,229</b>
<b>Total Number of Vacant Positions</b>	<b>3,671</b>	<b>408</b>
<b>TOTAL NUMBER OF POSITIONS</b>	<b>47,539</b>	<b>6,637</b>

**CONTRACTUAL EMPLOYMENT <sup>2</sup>**

<b>Total Number of Contracts</b>	<b>2,402</b>	<b>154</b>
<b>Total Number of FTEs</b>	<b>1,550.78</b>	<b>99.20</b>

\* Chart reflects actual employment (percentage worked) and not total budgeted FTE employment

<sup>1</sup> Part-time reflects less than 100% employment.

<sup>2</sup> Contractual data submitted by each agency.

**History of Contractual Employees Moved to Regular Positions  
Personnel Management System and Maryland  
Department of Transportation Employees  
FY '07 - FY '10**

<b>Agency</b>	<b>FY07 FTE's</b>	<b>FY08 FTE's</b>	<b>FY09 FTE's</b>	<b>FY10 FTE's</b>
Aging	3	1	0	1
Agriculture	2	2.5	0	0
Budget and Management	0	3	2	1
Business and Economic Development	1	2	1	1
Education (MSDE)	37	32	21.5	23
Environment	9	10	6	5
General Services	4	3	4	1
Health and Mental Hygiene	230.64	226.29	168.6	111.24
Housing and Community Development	17	10	16	15.8
Human Resources	13	11	8.5	28
Information and Technology	0	0	0	0
Juvenile Services	83.5	68	188	31
Labor, Licensing and Regulation	70.5	55	45	64
Natural Resources	19	11	49.8	3.8
Planning	2	3	0	0
Public Safety and Correctional Services	17.5	29	19	14
State Police	1	2	0	0
Transportation	36	30	45	18
Veterans Affairs	0	0	0	0
All Other Agencies	59	62	22	13.5
<b>Total</b>	<b>605.14</b>	<b>560.79</b>	<b>596.4</b>	<b>331.34</b>

**Distribution of Full-Time Equivalent Positions  
for State Personnel Management System and Maryland  
Department of Transportation  
As of June 30, 2010**

Agency	Budgeted FTE's*	Vacant FTE's
Aging <sup>1</sup>	109.70	3.00
Agriculture	405.60	27.00
Budget and Management	331.50	29.00
Business and Economic Development	239.00	9.00
Education (MSDE)	1,450.60	99.80
Environment	973.00	41.00
General Services	595.00	54.00
Health and Mental Hygiene	9,902.02	1,132.49
Housing and Community Development	345.00	21.00
Human Resources	6,739.40	412.00
Information and Technology	118.00	22.00
Juvenile Justice	2,246.05	150.50
Labor, Licensing and Regulation	1,778.35	140.35
Natural Resources	1,289.00	73.25
Planning	161.00	11.00
Public Safety and Correctional Services	11,322.00	497.50
State Police	2,415.50	192.00
Transportation	6,609.00	404.00
Veterans Affairs	73.00	2.00
All Other Agencies	6,763.00	693.50
<b>Total</b>	<b>53,865.72</b>	<b>4,014.39</b>

\*Note: Numbers in this column are total budgeted FTEs including vacant positions.

<sup>1</sup> These figures for Aging do not include 81.50 FTE Senior Citizen Aides.



**Full-Time Equivalent Positions Included and Excluded  
from Collective Bargaining for State Personnel  
Management System and Maryland  
Department of Transportation  
As of June 30, 2010**

Agency	Number of Included FTE's	Number of Excluded FTE's
Aging <sup>1</sup>	34.70	100.00
Agriculture	263.30	115.10
Budget and Management	60.80	240.78
Business and Economic Development	9.00	219.60
Education (MSDE)	99.50	1,226.80
Environment	558.00	371.00
General Services	387.00	153.00
Health and Mental Hygiene	6,461.40	2,199.80
Housing and Community Development	168.70	153.93
Human Resources	4,784.22	1,510.90
Information and Technology	50.50	45.00
Juvenile Services	1,648.15	443.35
Labor, Licensing and Regulation	988.39	643.00
Natural Resources	747.02	462.45
Planning	36.00	114.00
Public Safety and Correctional Services	8,758.70	2,053.90
State Police	1,900.50	323.00
Transportation	3,897.50	2,307.50
Veterans Affairs	47.50	23.00
All Other Agencies	484.10	5,517.09
<b>Total</b>	<b>31,384.98</b>	<b>18,223.20</b>

Note: FTEs counts do not include vacant positions and are based on percent employed.

<sup>1</sup> These figures for Aging include 81.50 FTE Senior Citizen Aides.

**Geographic Locations of State Positions  
As of June 30, 2010**

	<b>Employees<sup>1</sup></b>		<b>Vacant Positions</b>		<b>Total</b>	
	<b>SPMS</b>	<b>MDOT</b>	<b>SPMS</b>	<b>MDOT<sup>2</sup></b>	<b>SPMS</b>	<b>MDOT</b>
Allegany	2,070	165	89		2,159	165
Anne Arundel	5,908	2,032	520		6,428	2,032
Baltimore City	16,190	1,932	1,237		17,427	1,932
Baltimore County	3,923	403	297		4,220	403
Calvert	276	36	25		301	36
Caroline	230	31	28		258	31
Carroll	1,665	73	186		1,851	73
Cecil	403	67	57		460	67
Charles	489	86	89		578	86
Dorchester	451	26	25		476	26
Frederick	809	158	74		883	158
Garrett	386	44	20		406	44
Harford	581	83	68		649	83
Howard	1,711	73	193		1,904	73
Kent	223	62	13		236	62
Montgomery	669	237	38		707	237
Prince George's	1,441	353	112		1,553	353
Queen Anne's	350	53	26		376	53
Somerset	1,073	20	60		1,133	20
St. Mary's	371	34	33		404	34
Talbot	268	66	22		290	66
Washington County	2,885	62	102		2,987	62
Wicomico	1,157	94	117		1,274	94
Worcester	320	37	73		393	37
Wash., D.C.	4	2	1		5	2
Out Of State	8	0	0		8	0
Other	7	0	166	408	173	408
<b>Total</b>	<b>43,868</b>	<b>6,229</b>	<b>3,671</b>	<b>408</b>	<b>47,539</b>	<b>6,637</b>

Note: <sup>1</sup>The employee count is actual employees.

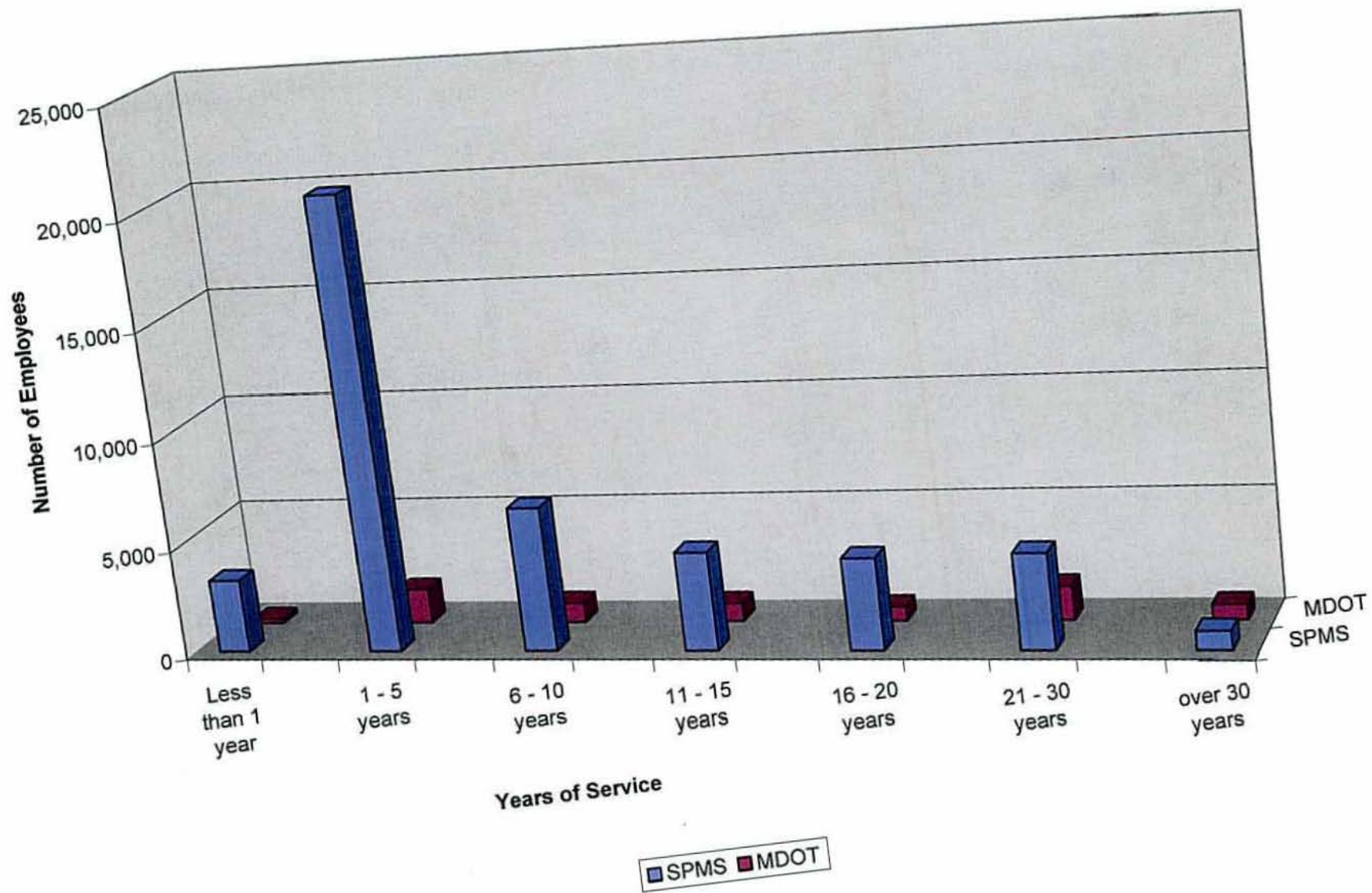
<sup>2</sup>MDOT does not have location assignments for vacant positions, only the total is listed.

**Years of Service of State Employees  
As of June 30, 2010**

Years of Service	Number of Employees (%)			
	SPMS		MDOT	
Less than 1 year	3,308	(8%)	200	(3%)
1 - 5 years	20,566	(47%)	1,545	(25%)
6 - 10 years	6,467	(15%)	874	(14%)
11 - 15 years	4,384	(10%)	817	(13%)
16 - 20 years	4,068	(9%)	619	(10%)
21 - 30 years	4,235	(10%)	1,508	(24%)
over 30 years	840	(2%)	666	(11%)
<b>Total</b>	<b>43,868</b>		<b>6,229</b>	

Note: Employees are actual.

# Years of Service of State Employees





**Personnel Activities for State  
Employees  
As of June 30, 2010**

		<b>SPMS</b>	<b>MDOT</b>
<b>TRANSACTIONS</b>	Appointments	2,821	209
	Reinstatements	431	15
	Transfers	275	30
	Promotions	3,495	126
	Reclassifications	1,181	549
	Demotions	271	11
	<b>Total</b>	<u>8,474</u>	<u>940</u>
 <b>SEPARATIONS</b>	Deceased	84	11
	Failed to Report for Duty	26	0
	Layoffs	145	0
	Leave of Absence <sup>1</sup>	87	1
	Resignations	1,763	31
	Retired	1,555	223
	Terminated	402	19
	Terminated on Probation	90	19
	Other	0	146
	<b>Total</b>	<u>4,152</u>	<u>450</u>
 <b>GRIEVANCES</b>	Resolved at DBM	89	
	Forwarded to OAH	75	
	<b>Total</b>	<u>164</u>	
 <b>DISCIPLINARY</b>	Resolved at DBM	364	
<b>ACTION APPEALS</b>	Forwarded to OAH	233	
	<b>Total</b>	<u>597</u>	
 <b>WHISTLEBLOWER</b>	Withdrawn/Settlement	0	
<b>COMPLAINTS</b>	Pending	0	
	Probable Cause	0	
	No Probable Cause	7	
	<b>Total</b>	<u>7</u>	

<sup>1</sup> Includes personal, medical, military and leave of absence without pay.

**Turnover for State  
Employees  
As of June 30, 2010**

	<b>SPMS</b>	<b>MDOT</b>
Resigned	1,763	191
Retired	1,555	223
Removals <sup>1</sup>	637	20
Deceased	84	11
Military Leave	3	2
<b>Total</b>	<b><u>4,042</u></b>	<b><u>447</u></b>
<b>Total Positions</b>	<b>47,539</b>	<b>6,637</b>
<b>Turnover % for FY 09</b>	<b>9%</b>	<b>7%</b>

Note: Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

<sup>1</sup> Removals include layoffs, terminations, terminations on probation and those who fail physicals.

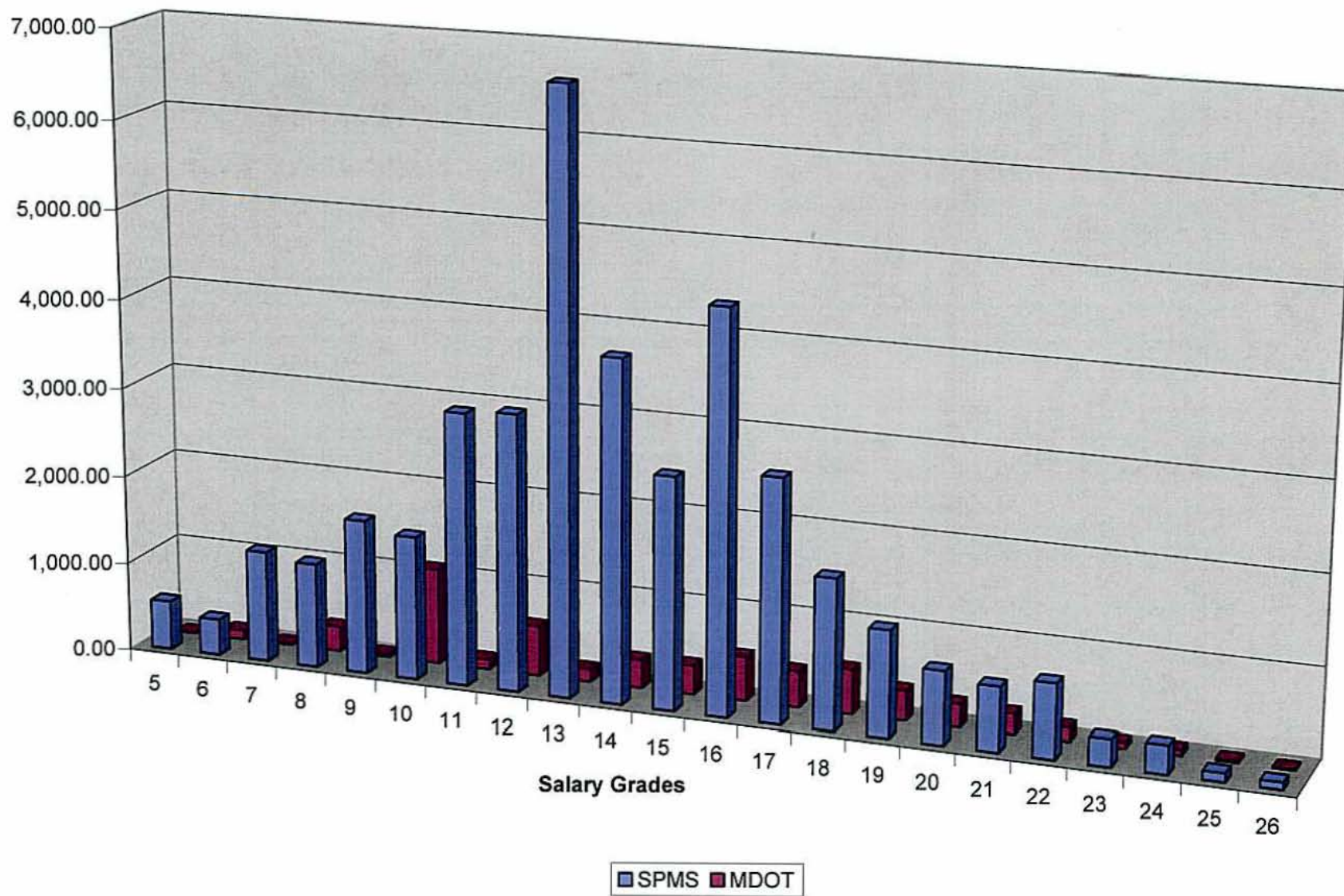
**Distribution of State Positions by Salary Grade  
As of June 30, 2010**

**Standard Salary Schedule**

Grade	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
5	550.60	12.0	1.40%	0.22%
6	407.60	103.0	1.04%	1.86%
7	1,247.25	23.0	3.18%	0.42%
8	1,176.52	281.0	3.00%	5.08%
9	1,731.23	32.0	4.41%	0.58%
10	1,611.25	1,076.0	4.11%	19.46%
11	3,058.47	110.5	7.79%	2.00%
12	3,104.60	563.0	7.91%	10.18%
13	6,718.95	141.5	17.12%	2.56%
14	3,829.95	319.0	9.76%	5.77%
15	2,600.50	328.5	6.63%	5.94%
16	4,485.79	497.0	11.43%	8.99%
17	2,713.07	405.0	6.91%	7.33%
18	1,684.76	496.0	4.29%	8.97%
19	1,187.35	335.0	3.03%	6.06%
20	813.00	261.0	2.07%	4.72%
21	717.78	228.0	1.83%	4.12%
22	826.23	152.0	2.11%	2.75%
23	300.68	65.0	0.77%	1.18%
24	311.30	65.0	0.79%	1.18%
25	95.50	24.0	0.24%	0.43%
26	76.00	11.0	0.19%	0.20%
<b>Total</b>	<b>39,248.38</b>	<b>5,528.5</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	<b>4,349.48</b>	<b>676.5</b>		
<b>Total:</b>	<b>43,597.86</b>	<b>6,205.0</b>		

**Note: Chart does not include EPP and agencies with Ind. Salary Setting**

State Positions by Salary Grades



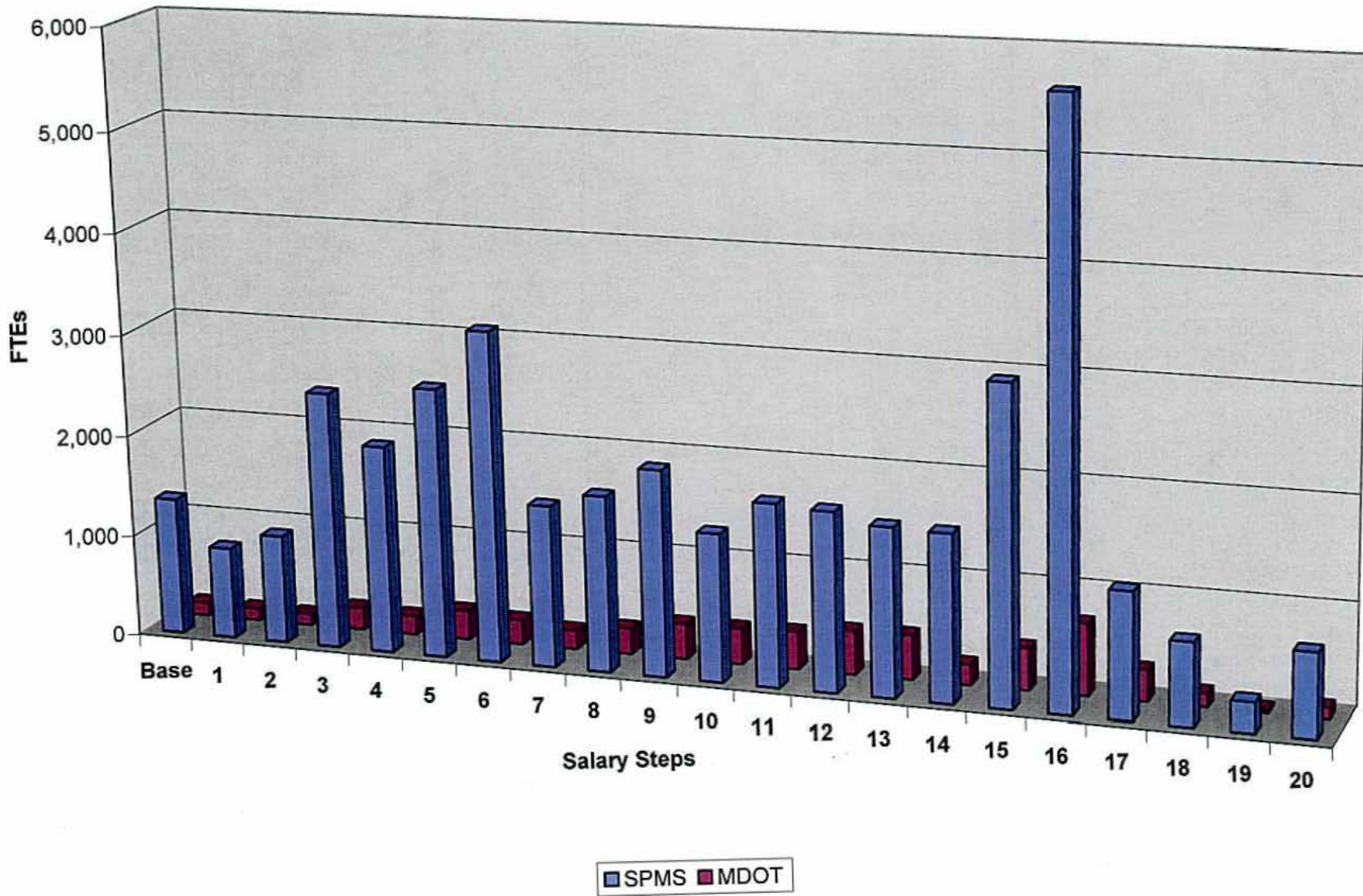


**Distribution of State Positions by Salary Step  
As of June 30, 2010**

**Step Levels of Standard Salary Schedule**

Step	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
Base	1348.38	128.5	3.44%	2.32%
1	895.96	115.5	2.28%	2.09%
2	1064.57	108.5	2.71%	1.96%
3	2519.04	217.5	6.42%	3.93%
4	2034.64	187.0	5.18%	3.38%
5	2637.22	285.0	6.72%	5.16%
6	3230.77	241.0	8.23%	4.36%
7	1580.17	185.0	4.03%	3.35%
8	1718.72	254.5	4.38%	4.60%
9	2016.60	349.0	5.14%	6.31%
10	1445.74	352.0	3.68%	6.37%
11	1780.42	365.5	4.54%	6.61%
12	1747.50	427.0	4.45%	7.72%
13	1644.20	434.5	4.19%	7.86%
14	1629.95	201.0	4.15%	3.64%
15	3079.63	414.0	7.85%	7.49%
16	5743.09	697.5	14.63%	12.62%
17	1229.75	303.5	3.13%	5.49%
18	803.05	132.5	2.05%	2.40%
19	290.58	29.0	0.74%	0.52%
20	808.40	100.5	2.06%	1.82%
<b>Total</b>	<b>39,248.38</b>	<b>5,528.5</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	<b>4,349.48</b>	<b>676.5</b>		
<b>Total:</b>	<b>43,597.86</b>	<b>6,205.0</b>		

### State Positions by Salary Steps



**EMPLOYER'S COST OF BENEFITS  
FOR A TYPICAL STATE EMPLOYEE IN THE  
STATE PERSONNEL MANAGEMENT SYSTEM**

**Fiscal Year 2010**

<b>Salary*</b>	<b>\$49,019</b>
<b>DIRECT COSTS</b>	
Social Security	\$3,979
Health Insurance**	\$8,528
Pension Retirement	\$4,541
Deferred Compensation Match	\$0
Workers Compensation	\$667
Unemployment Insurance	\$52
<b>SUBTOTAL DIRECT COSTS</b>	<b>\$17,767</b>
<b>INDIRECT COSTS</b>	
Personal Leave	\$1,197
Holiday	\$2,394
Annual Leave	\$2,993
Sick Leave	\$998
<b>SUBTOTAL INDIRECT COSTS</b>	<b>\$7,582</b>
<b>TOTAL COST OF BENEFITS</b>	<b>\$25,349</b>

\*Note: Salary provided includes 2% added to approximate non-reduced annual.

\*\*Note: This amount is the average family health insurance contribution made by the State. Family costs include medical, dental, and prescription drug plan.



**Distribution of Employee Performance by Category  
By Principal Department  
As of June 30, 2010**

Department	Total Number of Employees <sup>1</sup> To be Rated <sup>2</sup>	Number of Employees Rated Outstanding	Number of Employees Rated Exceeds	Number of Employees Rated Meets	Number of Employees Rated Need Improv	Number of Employees Rated Unsatis	Total Number Employees Rated
Aging <sup>3</sup>	50	3	25	21	1		50
Agriculture	365	30	82	92	1		205
Budget and Management	265	32	87	132	1		252
Business and Economic Development	193	14	121	46	2	-	183
Disabilities	15	2	9	4	-	-	15
Education (MSDE)	1,283	237	632	374	12	-	1,255
Environment	832	163	399	211	2	2	777
General Services <sup>4</sup>	528	12	75	154	2	-	303
Health and Mental Hygiene	8,408	911	2,240	1,830	44	2	5,027
Housing and Community Development	278	6	42	50	1	1	100
Human Resources	5,569	464	1,404	1,381	20	2	3,271
Information and Technology	93	4	30	11	-	-	45
Juvenile Services	2,017	374	743	652	16	1	1,786
Labor, Licensing, and Regulation	1,476	153	439	228	5	-	825
Natural Resources <sup>4</sup>	1,133	96	358	185	2	-	854
Planning	138	10	30	2	-	-	42
Public Safety and Correctional Svcs	10,266	690	3,460	5,511	82	7	9,750
State Police <sup>4</sup>	2,045	173	245	116	4	1	1,851
Transportation	6,282	1,356	2,324	1,222	27	4	4,933
Veterans Affairs	66	2	20	8	-	-	30
All Other Agencies	5,717	451	1,070	1,216	14	2	2,907
<b>Total</b>	<b>47,019</b>	<b>5,183</b>	<b>13,835</b>	<b>13,446</b>	<b>236</b>	<b>22</b>	<b>34,461</b>

<sup>1</sup> Actual Employees not FTEs

<sup>2</sup> Does not include some contractual, permanent and Executive Pay Plan employees who are rated using a different evaluation instrument.

<sup>3</sup> This data does not include the Sr. Citizen Aides employees.

<sup>4</sup> *Total Number of Employees Rated* includes employees rated with alternate evaluations systems.



**Distribution of Incentive and Innovative Awards  
By Principal Department  
As of June 30, 2010**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Aging				
Agriculture				
Budget and Management				
Business and Economic Development				
Education (MSDE)				
Environment				
General Services	3	\$588		
Health and Mental Hygiene				
Housing and Community Development				
Human Resources				
Information and Technology				
Juvenile Services				
Labor, Licensing, and Regulation				
Natural Resources				
Planning				
Public Safety and Correctional Svcs				
State Police				
Transportation				
Veterans Affairs				
All Other Agencies	545	\$125,761	2	\$400
<b>Total</b>	<b>548</b>	<b>\$126,349</b>	<b>2</b>	<b>\$400</b>

Note: Total Dollar Amounts include Administrative Leave time awarded based on the employee's rate of pay.

## Leave Usage For CY 2009

Department	Total Number of FTE's	Total Work Hours Available <sup>1</sup>	Hours of Annual Leave Taken	Hours of Comp Time Taken	Hours of Sick Leave Taken	Hours of Personal Leave Taken	Hours of Comp Time Lost	Hours of Personal Leave Lost	Hours of Annual Leave Lost
Aging	188.20	378,658	6,360	627	4,472	2,613	-	79	-
Agriculture	378.60	761,743	44,226	16,489	29,385	18,843	6,855	390	328
Budget and Management	302.50	608,630	32,380	12,717	25,145	14,484	1,432	560	725
Business and Economic Dev	230.00	462,760	21,878	13,991	17,829	11,035	1,379	692	940
Education (MSDE)	1,350.80	2,717,810	151,231	16,461	105,454	58,513	-	2,220	341
Environment	932.00	1,875,184	109,805	24,664	66,664	43,191	862	751	489
General Services	541.00	1,088,492	67,145	9,442	48,635	26,527	2,931	901	570
Health and Mental Hygiene	8,769.53	17,644,294	1,036,987	231,230	915,834	433,455	12,970	10,929	3,517
Housing and Community Dev	324.00	651,888	32,785	11,591	25,237	13,885	142	245	45
Human Resources	6,327.40	12,730,729	758,160	192,165	649,955	298,021	7,752	8,542	2,482
Information & Technology	96.00	193,152	10,708	7,827	7,905	5,017	1,363	114	126
Juvenile Services	2,095.55	4,216,247	206,049	104,708	213,925	101,244	2,754	3,120	1,510
Labor, Licensing, and Regulation	1,638.00	3,295,656	180,179	26,533	130,114	71,693	944	1,742	621
Natural Resources	1,215.75	2,446,089	134,104	74,748	92,291	58,890	6,032	2,124	3,085
Planning	150.00	301,800	16,850	6,526	11,152	7,287	24	-	-
Public Safety and Correctional Sr	10,824.50	21,778,894	1,083,970	301,428	1,036,337	474,244	20,198	21,737	25,481
State Police	2,223.50	4,473,682	239,768	29,593	184,221	105,426	1,195	2,957	1,083
Transportation	6,609.00	13,297,308	773,860	206,151	570,246	304,359	24,045	8,227	5,864
Veterans Affairs	71.00	142,852	6,639	2,781	4,611	2,926	390	224	47
<b>Total</b>	<b>44,267.33</b>	<b>89,065,868</b>	<b>4,913,084</b>	<b>1,289,671</b>	<b>4,139,411</b>	<b>2,051,652</b>	<b>91,268</b>	<b>65,552</b>	<b>47,254</b>

NOTE: This data was submitted by each agency.

<sup>1</sup> FTEs x 40 hrs per week x 50.3 weeks (excluding holidays)

**Health Benefit Enrollment by Type of Plan  
As of June 30, 2010**

<u>Health Plans</u>	<u>Employees</u>	<u>Retirees</u>	<u>Total</u>
PPO - Contracts	35,157	26,082	61,239
% of total enrollment in PPOs	50.3%	68.1%	56.6%
POS - Contracts	22,804	8,939	31,743
% of total enrollment in POSs	32.6%	23.3%	29.3%
EPO - Contracts *	11,947	3,268	15,215
% of total enrollment in EPOs	17.1%	8.5%	14.1%
Total - Contracts **	69,908	38,289	108,197

\*Effective July 2009 the State changed from a fully-insured HMO product to a self-insured EPO product

\*\*Excludes Satellite Accounts and Direct Pay Enrollees



**Health Benefit Enrollment for Active State Employees  
As of June 30, 2010**

	<b><u>2008</u></b>	<b><u>2009</u></b>	<b><u>2010</u></b>
	<b><u>Actual</u></b>	<b><u>Actual</u></b>	<b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	31,557	33,684	35,157
POS	24,227	23,748	22,804
HMO / EPO *	<u>14,189</u>	<u>13,760</u>	<u>11,947</u>
Total	69,973	71,192	69,908
<b>Prescription</b>	65,770	66,811	65,496
<b><u>Spending Accounts</u></b>			
Health Care	6,473	7,493	7,447
Dependent Care	<u>1,359</u>	<u>1,550</u>	<u>1,473</u>
Total	7,832	9,043	8,920
<b><u>Dental Plans</u></b>			
Dental - DHMO	29,244	27,380	20,385
Dental - PPO	<u>33,363</u>	<u>37,561</u>	<u>43,002</u>
Total	62,607	64,941	63,387
<b>Term Life</b>	44,338	46,575	46,796
<b>Accidental Death &amp; Injury</b>	37,340	39,137	39,309

\*Effective July 2009 the State changed from a fully-insured HMO product to a self-insured EPO product



## Health Benefit Enrollment for Retirees As of June 30, 2010

	<u>2008</u> <u>Actual</u>	<u>2009</u> <u>Actual</u>	<u>2010</u> <u>Actual</u>
<b><u>Health Plans</u></b>			
PPO	24,119	24,960	26,082
POS	8,591	8,726	8,939
HMO / EPO *	<u>3,574</u>	<u>3,652</u>	<u>3,268</u>
Total	36,284	37,338	38,289
<b>Prescription</b>	35,691	36,739	37,758
<b><u>Spending Accounts</u></b>			
Health Care	N/A	N/A	N/A
Dependent Care	N/A	N/A	N/A
Total	N/A	N/A	N/A
<b><u>Dental Plans</u></b>			
Dental - DHMO	10,245	10,257	8,389
Dental - PPO	<u>11,521</u>	<u>13,266</u>	<u>16,266</u>
Total	21,766	23,523	24,655
<b>Term Life</b>	7,330	8,134	9,060
<b>Accidental Death &amp; Injury</b>	N/A	N/A	N/A

\*Effective July 2009 the State changed from a fully-insured HMO product to a self-insured EPO product

**Health Benefit Enrollment for Satellite Agencies  
As of June 30, 2010**

	<b><u>2008</u></b>	<b><u>2009</u></b>	<b><u>2010</u></b>
	<b><u>Actual</u></b>	<b><u>Actual</u></b>	<b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	910	1,057	1,129
POS	878	934	1,048
HMO / EPO *	<u>563</u>	<u>535</u>	<u>479</u>
Total	2,351	2,526	2,656
<b>Prescription</b>	1,883	2,005	2,119
<b><u>Spending Accounts</u></b>			
Health Care	109	125	140
Dependent Care	<u>25</u>	<u>27</u>	<u>24</u>
Total	134	152	164
<b><u>Dental Plans</u></b>			
Dental - DHMO	862	839	661
Dental - PPO	<u>1,147</u>	<u>1,364</u>	<u>1,703</u>
Total	2,009	2,203	2,364
<b>Term Life</b>	1,427	1,536	1,580
<b>Accidental Death &amp; Injury</b>	1,182	1,278	1,305

\*Effective July 2009 the State changed from a fully-insured HMO product to a self-insured EPO product

**Account Balance for Health Insurance  
As of June 30, 2010  
(\$\$ in Millions)**

	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>
	<b><u>Actual</u></b>	<b><u>Actual**</u></b>	<b><u>Actual***</u></b>
<b>Beginning Balance</b>	<b>\$309.9</b>	<b>\$245.7</b>	<b>\$137.9</b>
<b><u>Receipts</u></b>			
State Agencies *	\$657.0	\$745.2	\$871.4
Employee	\$142.4	\$137.6	\$152.5
Retiree	\$58.6	\$57.2	\$64.9
Satellite Agencies	\$22.9	\$23.9	\$28.2
Direct Pay Enrollees	\$7.6	\$7.0	\$7.5
RX Rebates & Medicare Part D reimbursements	\$28.4	\$14.7	\$45.0
Audit / Misc. Recoveries	<u>\$8.4</u>	<u>\$5.9</u>	<u>\$3.5</u>
<b>Sub Total</b>	<b>\$925.3</b>	<b>\$991.5</b>	<b>\$1,173.0</b>
<b>Less: Payments to Providers</b>	<b><u>\$989.5</u></b>	<b><u>\$1,099.3</u></b>	<b><u>\$1,126.2</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$245.7</b>	<b>\$137.9</b>	<b>\$184.7</b>

\* State Agency Receipts include end of year transfers from agencies & interest earned in the Employee/Retiree Health & Welfare Program

\*\*Employee & Retiree FY 2009 Receipts reflect 1/2 month premium holiday

\*\* FY 2010 balance based on R\*STARS report balance as of August 24, 2010

**Account Balance for Spending Accounts  
As of June 30, 2010  
(\$\$ in Millions)**

	FY 2008 Actual	FY 2009 Actual	FY 2010 Actual
<b>Beginning Balance</b>	<b>\$3.5</b>	<b>\$3.8</b>	<b>\$3.4</b>
<b><u>Receipts</u></b>			
Employee	\$12.5	\$14.5	\$14.6
Satellite Employee	<u>\$0.2</u>	<u>\$0.2</u>	<u>\$0.2</u>
<b>Sub Total</b>	<b>\$16.2</b>	<b>\$18.5</b>	<b>\$18.2</b>
<b>Less:</b>			
<b>Reimbursements to Employees</b>	<b>\$12.4</b>	<b>\$13.9</b>	<b>\$15.0</b>
<b>Unused Balances transferred to General Fund</b>	<b><u>\$0.0</u></b>	<b><u>\$1.2</u></b>	<b><u>\$0.5</u></b>
<b>Reserve for Future Employee Reimbursements</b>	<b>\$3.8</b>	<b>\$3.4</b>	<b>\$2.7</b>



**Account Balance for Term Life, Accidental  
Death and Injury, Long Term Care and  
Dental Insurance  
As of June 30, 2010  
(\$\$ in Millions)**

	FY 2008 Actual	FY 2009 Actual	FY 2010 Actual
<b>Beginning Balance</b>	<b>\$0.7</b>	<b>\$0.8</b>	<b>\$0.4</b>
<b><u>Receipts</u></b>			
State Agencies - Dental Subsidy	\$18.5	\$20.5	\$19.7
Employee	\$28.4	\$27.1	\$28.1
Retiree	\$6.8	\$6.7	\$7.4
Other	<u>\$1.6</u>	<u>\$1.8</u>	<u>\$1.8</u>
<b>Sub Total</b>	<b>\$56.0</b>	<b>\$56.9</b>	<b>\$57.4</b>
<b>Less: Payments to Providers</b>	<b><u>\$55.2</u></b>	<b><u>\$56.5</u></b>	<b><u>\$57.0</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.8</b>	<b>\$0.4</b>	<b>\$0.4</b>
<b>Fund Transfers</b>	<b><u>\$0.0</u></b>	<b><u>\$0.0</u></b>	<b><u>\$0.0</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.8</b>	<b>\$0.4</b>	<b>\$0.4</b>