



**MARYLAND**  
DEPARTMENT OF  
BUDGET & MANAGEMENT

*MARTIN O'MALLEY*  
Governor

*ANTHONY BROWN*  
Lieutenant Governor

*T. ELOISE FOSTER*  
Secretary

*DAVID C. ROMANS*  
Deputy Secretary

January 1, 2012

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

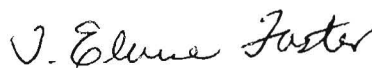
The Honorable Michael E. Busch  
Speaker of the House  
H-101 State House  
Annapolis, MD 21401-1991

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

Cc: Cindy Kollner, Executive Director, Office of Personnel Services and Benefits  
Rebecca Burner, Director, Government Relations

~Effective Resource Management~

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ANNUAL PERSONNEL REPORT  
FOR  
FISCAL YEAR 2011

January 1, 2012

*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, 2011. 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, 2011

	SPMS	MDOT
<b>State Government at a Glance</b>		
FTEs <sup>1</sup> Included in Collective Bargaining Units	26,744.32	3,723.00
FTEs Excluded from Collective Bargaining Units	15,495.33	2,268.50
<b>Total</b>	<b><u>42,239.65</u></b>	<b><u>5,991.50</u></b>
 <b>Percentage of Employees working in . . .</b>		
Anne Arundel County	13.4%	32.9%
Baltimore City	36.6%	30.3%
Baltimore Metro Area <sup>2</sup>	18.1%	10.1%
Eastern Shore Area	10.2%	7.5%
Southern Maryland Area	2.6%	2.6%
Washington Metro Area	4.7%	9.9%
Western Maryland Area	14.0%	6.7%
 <b>Employees<sup>3</sup> Employed on a . . .</b>		
Full-Time Basis	41,547	5,968
Part-Time Basis	1,152	48
<b>Total</b>	<b><u>42,699</u></b>	<b><u>6,016</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>12</b>	<b>15</b>
 <b>The Average Employee Earns . . .</b>	 <b>\$47,934</b>	 <b>\$51,250</b>

**Note:** <sup>1</sup>The FTE counts do not include vacant positions.

<sup>2</sup>The Baltimore Metro Area includes: Baltimore, Carroll, Harford and Howard Counties.

<sup>3</sup>The employee count is actual employees, not full-time equivalents (FTEs).

**Summary of State Positions  
As of June 30, 2011**

**PERMANENT FTEs BY STATUS**

	<b>SPMS</b>	<b>MDOT</b>
<b>FTEs Included in Bargaining</b>	<b>26,744.32</b>	<b>3,723.00</b>
<b>FTEs Excluded from Bargaining</b>	<b>15,495.33</b>	<b>2,268.50</b>
<i>Agency Excluded by Statute</i>	8,041.09	66.50
<i>Confidential</i>	498.45	276.00
<i>Managerial</i>	2,254.40	754.00
<i>Supervisory</i>	4,665.39	1,167.00
<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>42,239.65</b>	<b>5,991.50</b>

**BY PERCENT EMPLOYED**

**Full-Time**

Filled positions	41,547	5,968
Vacant positions	3,758	468
<b>Total Full-Time Positions</b>	<b>45,305</b>	<b>6,436</b>

**Part-Time <sup>1</sup>**

Filled positions	1,152	48
Vacant positions	176	3
<b>Total Part-Time Positions</b>	<b>1,328</b>	<b>51</b>

Total Number of Filled Positions	42,699	6,016
Total Number of Vacant Positions	3,934	471
<b>TOTAL NUMBER OF POSITIONS</b>	<b>46,633</b>	<b>6,487</b>

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

<b>Total Number of Contracts</b>	<b>3,440</b>	<b>152</b>
<b>Total Number of FTEs</b>	<b>2,088.49</b>	<b>77.30</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 '08 - FY '11**

Agency	FY08 FTE's	FY09 FTE's	FY10 FTE's	FY11 FTE's
Aging	1	0	1	2
Agriculture	2.5	0	0	1
Budget and Management	3	2	1	1
Business and Economic Development	2	1	1	0
Education (MSDE)	32	21.5	23	37.5
Environment	10	6	5	9
General Services	3	4	1	3
Health and Mental Hygiene	226.29	168.6	111.24	159.67
Housing and Community Development	10	16	15.8	14
Human Resources	11	8.5	28	17
Information and Technology	0	0	0	0
Juvenile Services	68	188	31	53
Labor, Licensing and Regulation	55	45	64	60.8
Natural Resources	11	49.8	3.8	7
Planning	3	0	0	0
Public Safety and Correctional Services	29	19	14	10
State Police	2	0	0	1
Transportation	30	45	18	23
Veterans Affairs	0	0	0	0
All Other Agencies	62	22	13.5	40
<b>Total</b>	<b>560.79</b>	<b>596.4</b>	<b>331.34</b>	<b>438.97</b>

**Distribution of Full-Time Equivalent Positions  
for State Personnel Management System and Maryland  
Department of Transportation  
As of June 30, 2011**

Agency	Budgeted FTE's	Vacant FTE's
Aging <sup>1</sup>	130.45	0.00
Agriculture	401.50	41.90
Budget and Management	308.50	24.00
Business and Economic Development	227.00	12.00
Education (MSDE)	1,409.60	97.00
Environment	940.00	42.00
General Services	582.00	53.50
Health and Mental Hygiene	9,636.04	1,172.25
Housing and Community Development	339.00	22.00
Human Resources	6,601.40	435.25
Information and Technology	116.00	22.00
Juvenile Services	2,194.05	203.00
Labor, Licensing and Regulation	1,776.34	123.25
Natural Resources	1,272.00	96.00
Planning	156.50	6.00
Public Safety and Correctional Services	11,183.50	595.00
State Police	2,386.50	186.00
Transportation	6,461.00	469.50
Veterans Affairs	74.00	1.00
All Other Agencies	6,624.20	739.00
<b>Total</b>	<b>52,819.58</b>	<b>4,340.65</b>

Note: Budgeted FTEs include vacant positions.

<sup>1</sup> These figures for Aging do not include 77.75 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, 2011**

Agency	Number of Included FTE's	Number of Excluded FTE's
Aging <sup>1</sup>	31.70	110.50
Agriculture	251.30	107.10
Budget and Management	50.80	232.10
Business and Economic Development	25.00	189.80
Education (MSDE)	85.50	1,203.35
Environment	555.00	339.00
General Services	366.50	160.00
Health and Mental Hygiene	6,109.39	2,268.27
Housing and Community Development	165.70	148.93
Human Resources	4,736.82	1,387.85
Information and Technology	48.50	44.00
Juvenile Services	1,590.85	393.35
Labor, Licensing and Regulation	1,015.59	632.68
Natural Resources	753.87	414.30
Planning	31.50	119.00
Public Safety and Correctional Services	8,568.20	2,005.79
State Police	1,852.50	348.00
Transportation	3,723.00	2,268.50
Veterans Affairs	45.50	27.00
All Other Agencies	460.10	5,364.31
<b>Total</b>	<b>30,467.32</b>	<b>17,763.83</b>

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

<sup>1</sup> These figures for Aging include 77.75 FTE Senior Citizen Aides.

**Geographic Locations of State Positions  
As of June 30, 2011**

	Employees <sup>1</sup>		Vacant Positions		Total	
	SPMS	MDOT	SPMS	MDOT <sup>2</sup>	SPMS	MDOT
Allegany	2,021	159	92		2,113	159
Anne Arundel	5,746	1,980	595		6,341	1,980
Baltimore City	15,640	1,820	1,371		17,011	1,820
Baltimore County	3,785	376	294		4,079	376
Calvert	279	36	20		299	36
Caroline	232	32	32		264	32
Carroll	1,709	73	171		1,880	73
Cecil	400	63	59		459	63
Charles	485	87	58		543	87
Dorchester	438	26	30		468	26
Frederick	784	150	62		846	150
Garrett	370	40	44		414	40
Harford	549	81	90		639	81
Howard	1,709	80	180		1,889	80
Kent	219	59	21		240	59
Montgomery	643	234	61		704	234
Prince George's	1,393	357	117		1,510	357
Queen Anne's	346	54	35		381	54
Somerset	1,032	22	95		1,127	22
St. Mary's	355	32	25		380	32
Talbot	268	63	32		300	63
Washington County	2,830	56	128		2,958	56
Wicomico	1,133	96	108		1,241	96
Worcester	313	38	75		388	38
Wash., D.C.	5	2	0		5	2
Out Of State	10	0	2		12	0
Other <sup>2</sup>	5	0	137	471	142	471
<b>Total</b>	<b>42,699</b>	<b>6,016</b>	<b>3,934</b>	<b>471</b>	<b>46,633</b>	<b>6,487</b>

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

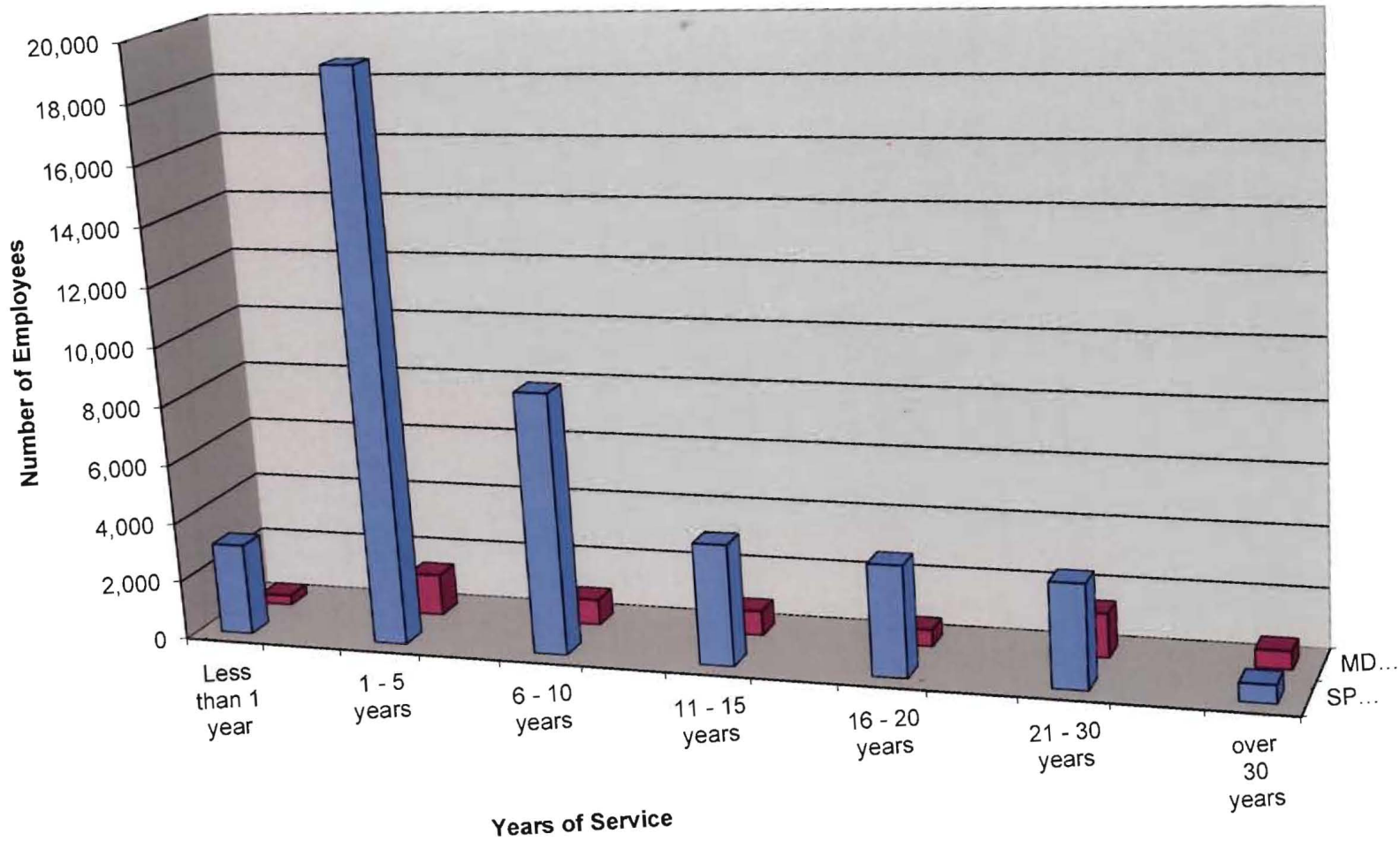
<sup>2</sup>Positions that do not have location assignments, and for MDOT vacant positions without locations only the total is listed.

**Years of Service of State Employees  
As of June 30, 2011**

<b>Years of Service</b>	<b>Number of Employees (%)</b>			
	<b>SPMS</b>		<b>MDOT</b>	
Less than 1 year	3,085	(7%)	327	(5%)
1 - 5 years	19,142	(45%)	1,397	(23%)
6 - 10 years	8,730	(20%)	861	(14%)
11 - 15 years	4,026	(9%)	817	(14%)
16 - 20 years	3,681	(9%)	549	(9%)
21 - 30 years	3,434	(8%)	1,462	(24%)
over 30 years	601	(1%)	603	(10%)
<b>Total</b>	<b>42,699</b>		<b>6,016</b>	

Note: Employees are actual.

## Years of Service of State Employees



■ SPMS ■ MDOT



**Personnel Activities for State  
Employees  
As of June 30, 2011**

		<b>SPMS</b>	<b>MDOT</b>
<b>TRANSACTIONS</b>	Appointments	3,336	344
	Reinstatements	373	21
	Transfers	297	55
	Promotions	2,988	137
	Reclassifications	1,227	500
	Demotions	239	14
	<b>Total</b>	<u><b>8,460</b></u>	<u><b>1071</b></u>
 <b>SEPARATIONS</b>	Deceased	68	6
	Failed to Report for Duty	25	9
	Layoffs	6	0
	Leave of Absence <sup>1</sup>	88	1
	Resignations	1,992	48
	Retired	2,214	378
	Terminated	244	17
	Terminated on Probation	128	15
	Other	0	154
	<b>Total</b>	<u><b>4,765</b></u>	<u><b>628</b></u>
 <b>GRIEVANCES</b>	Resolved at DBM	116	
	Forwarded to OAH	71	
	<b>Total</b>	<u><b>187</b></u>	
 <b>DISCIPLINARY ACTION APPEALS</b>	Resolved at DBM	231	
	Forwarded to OAH	188	
	<b>Total</b>	<u><b>419</b></u>	
 <b>WHISTLEBLOWER COMPLAINTS</b>	Withdrawn/Settlement	1	
	Pending	0	
	Probable Cause	0	
	No Probable Cause	10	
	<b>Total</b>	<u><b>11</b></u>	

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

**Turnover for State  
Employees  
As of June 30, 2011**

	<b>SPMS</b>	<b>MDOT</b>
Resigned	1,992	207
Retired	2,214	378
Removals <sup>1</sup>	378	18
Deceased	68	6
Military Leave	4	0
<b>Total</b>	<b>4,656</b>	<b>609</b>
<b>Total Positions</b>	<b>46,633</b>	<b>6,487</b>
<b>Turnover<sup>2</sup> % for FY 11</b>	<b>10%</b>	<b>9%</b>

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

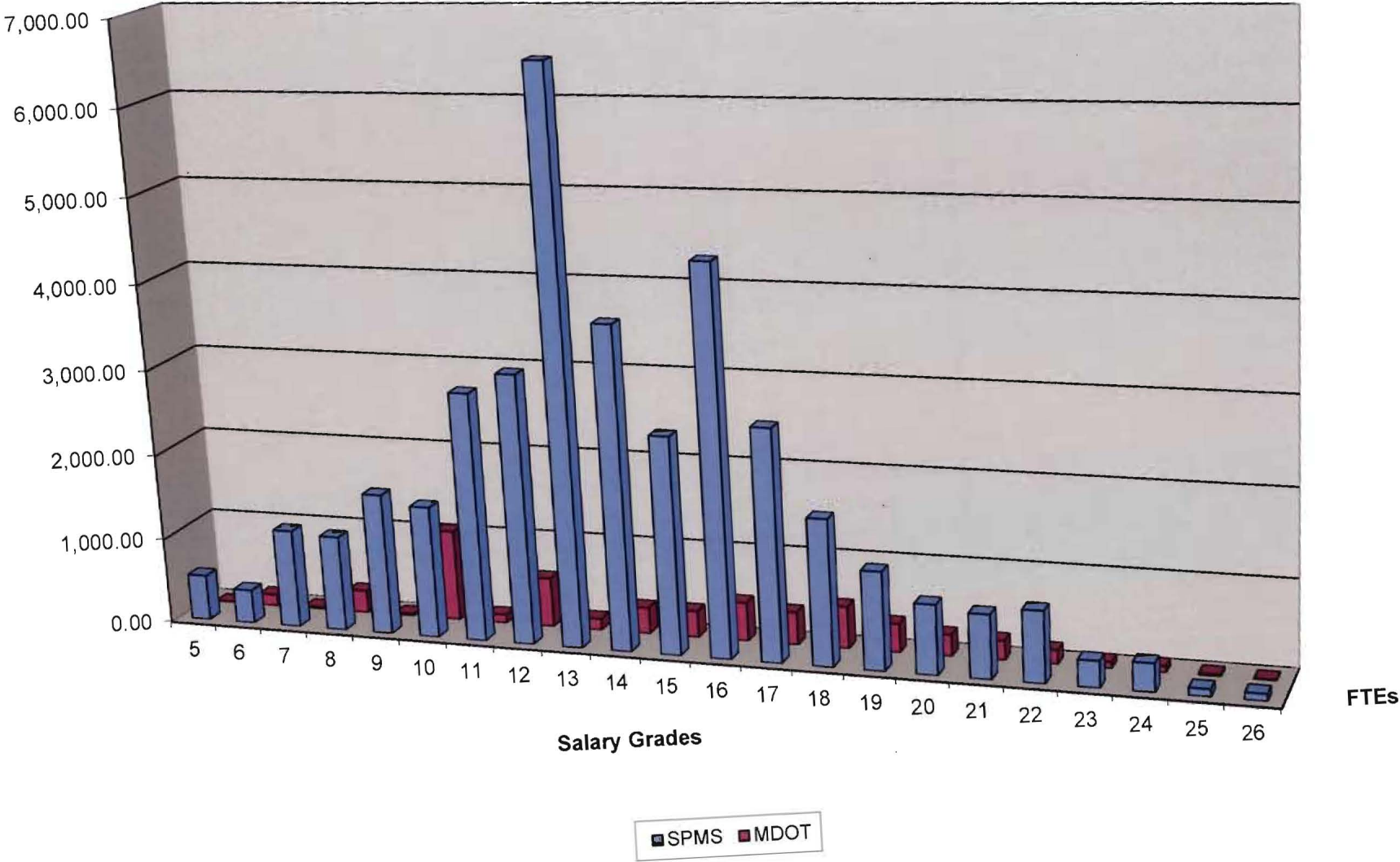
<sup>2</sup>Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

**Distribution of State Positions by Salary Grade  
As of June 30, 2011**

**Standard Salary Schedule**

Grade	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
5	532.30	7.0	1.40%	0.13%
6	393.10	136.0	1.03%	2.54%
7	1,143.60	23.0	3.00%	0.43%
8	1,106.02	263.5	2.90%	4.93%
9	1,638.10	26.0	4.30%	0.49%
10	1,529.10	1,054.0	4.01%	19.72%
11	2,870.97	96.5	7.53%	1.81%
12	3,110.62	569.0	8.16%	10.64%
13	6,550.25	130.5	17.19%	2.44%
14	3,716.80	303.0	9.75%	5.67%
15	2,498.35	305.5	6.56%	5.71%
16	4,439.94	444.0	11.65%	8.31%
17	2,652.21	375.0	6.96%	7.01%
18	1,674.83	484.0	4.40%	9.05%
19	1,124.80	328.0	2.95%	6.14%
20	796.50	246.0	2.09%	4.60%
21	728.78	222.0	1.91%	4.15%
22	811.38	159.0	2.13%	2.97%
23	301.30	70.0	0.79%	1.31%
24	320.55	70.0	0.84%	1.31%
25	83.60	22.0	0.22%	0.41%
26	79.00	12.0	0.21%	0.22%
<b>Total</b>	<b>38,102.10</b>	<b>5,346.0</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	<b>4,170.00</b>	<b>645.5</b>		
<b>Total:</b>	<b>42,272.10</b>	<b>5,991.5</b>		

### State Positions by Salary Grades

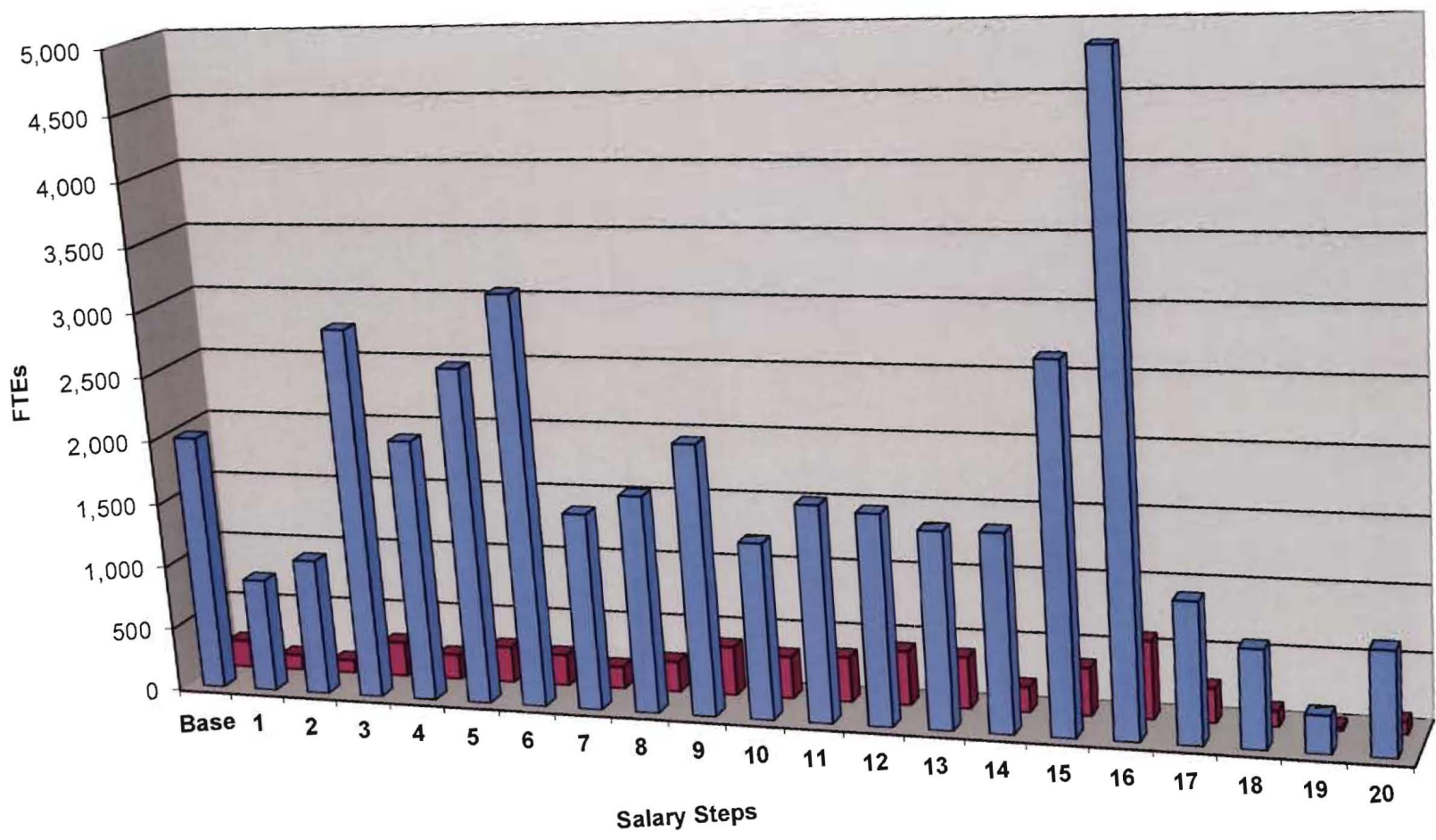


**Distribution of State Positions by Salary Step  
As of June 30, 2011**

**Step Levels of Standard Salary Schedule**

Step	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
Base	2001.67	213.0	5.25%	3.98%
1	884.12	120.5	2.32%	2.25%
2	1061.47	101.5	2.79%	1.90%
3	2877.75	272.0	7.55%	5.09%
4	2032.39	195.0	5.33%	3.65%
5	2599.83	281.0	6.82%	5.26%
6	3168.27	242.0	8.32%	4.53%
7	1519.37	170.0	3.99%	3.18%
8	1672.47	237.5	4.39%	4.44%
9	2079.97	376.0	5.46%	7.03%
10	1352.14	325.0	3.55%	6.08%
11	1656.77	344.5	4.35%	6.44%
12	1609.95	416.5	4.23%	7.79%
13	1500.65	395.5	3.94%	7.40%
14	1505.10	194.0	3.95%	3.63%
15	2769.50	365.0	7.27%	6.83%
16	4933.10	593.5	12.95%	11.10%
17	1065.75	262.5	2.80%	4.91%
18	742.20	118.5	1.95%	2.22%
19	285.38	28.0	0.75%	0.52%
20	784.25	94.5	2.06%	1.77%
<b>Total</b>	<b>38,102.10</b>	<b>5,346.0</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	<b>4,170.00</b>	<b>645.5</b>		
<b>Total:</b>	<b>42,272.10</b>	<b>5,991.5</b>		

### State Positions by Salary Steps



■ SPMS ■ MDOT

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

**Fiscal Year 2011**

<b>Salary*</b>	<b>\$48,912</b>
<b>DIRECT COSTS</b>	
Social Security	\$3,991
Health Insurance**	\$8,426
Pension Retirement	\$6,099
Deferred Compensation Match	\$0
Workers Compensation	\$566
Unemployment Insurance	\$146
<b>SUBTOTAL DIRECT COSTS</b>	<b>\$19,228</b>
<b>INDIRECT COSTS</b>	
Personal Leave	\$1,201
Holiday	\$2,401
Annual Leave	\$3,002
Sick Leave	\$1,001
<b>SUBTOTAL INDIRECT COSTS</b>	<b>\$7,605</b>
<b>TOTAL COST OF BENEFITS</b>	<b>\$26,833</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, 2011**

Department	Total Number of Employees <sup>1</sup> To be Rated <sup>2</sup>	Number of Employees Rated Outstanding	Number of Employees Rated Satisfactory	Number of Employees Rated Unsatisfactory	Total Number Employees Rated
Aging <sup>3</sup>	44	20	22	-	42
Agriculture	348	76	173	2	251
Budget and Management	253	78	186	1	265
Business and Economic Development	190	34	76	-	110
Disabilities	21	9	7	-	16
Education (MSDE)	1,278	752	508	14	1,274
Environment	842	243	490	7	740
General Services <sup>4</sup>	505	63	281	1	406
Health and Mental Hygiene	7,954	2,376	4,642	40	7,058
Housing and Community Development	268	26	45	2	73
Human Resources	5,818	785	3,590	31	4,406
Information and Technology	88	13	56	1	70
Juvenile Services	1,861	817	1,064	22	1,903
Labor, Licensing, and Regulation	1,484	200	541	16	958
Natural Resources <sup>4</sup>	1,101	210	281	2	704
Planning	139	64	28	-	92
Public Safety and Correctional Svcs	10,006	2,681	7,045	60	9,786
State Police <sup>4</sup>	2,080	336	297	4	1,900
Transportation <sup>4</sup>	6,052	-	-	-	5,188
Veterans Affairs	63	13	24	4	41
All Other Agencies	5,217	1,183	2,283	24	3,487
<b>Total</b>	<b>45,612</b>	<b>9,979</b>	<b>21,639</b>	<b>231</b>	<b>38,770</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, 2011**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Aging				
Agriculture	26	\$532		
Budget and Management				
Business and Economic Development	6	\$472		
Education (MSDE)				
Environment	157	\$34,129		
General Services				
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	466	\$136,077	28	\$5,240
<b>Total</b>	<b>655</b>	<b>\$171,210</b>	<b>28</b>	<b>\$5,240</b>

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

## Leave Usage For CY 2010

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	208.20	418,898	6,463	482	4,406	2,606	-	46	-
Agriculture	359.60	723,515	48,083	6,587	30,130	18,062	1,143	529	968
Budget and Management	284.50	572,414	34,503	8,619	26,479	14,628	452	482	926
Business and Economic Dev	215.00	432,580	24,578	11,657	16,171	10,479	1,105	495	927
Education (MSDE)	1,312.60	2,640,951	158,839	17,549	109,452	58,543	-	2,248	637
Environment	898.00	1,806,776	125,517	23,021	71,364	44,595	654	797	1,267
General Services	528.50	1,063,342	65,669	9,245	48,231	25,185	1,927	1,183	1,627
Health and Mental Hygiene	8,463.79	17,029,145	1,008,259	223,349	847,376	430,285	15,400	34,683	10,134
Housing and Community Dev	317.00	637,804	32,962	10,721	26,634	14,493	557	256	65
Human Resources	6,166.15	12,406,294	772,170	165,946	621,137	301,715	7,620	9,772	6,750
Information & Technology	94.00	189,128	10,023	6,821	7,915	4,760	505	311	138
Juvenile Services	1,991.05	4,005,993	218,908	88,232	212,196	100,056	4,942	2,829	3,324
Labor, Licensing, and Regulation	1,653.09	3,326,017	195,528	29,919	132,545	76,110	841	1,670	1,235
Natural Resources	1,176.00	2,366,112	142,176	70,380	92,182	57,919	5,810	2,270	5,556
Planning	150.50	302,806	18,209	6,028	5,900	7,186	32	67	177
Public Safety and Correctional Sr	10,588.50	21,304,062	1,177,333	312,314	1,209,949	473,532	19,348	22,467	26,611
State Police	2,200.50	4,427,406	241,249	26,355	175,137	102,188	1,589	3,844	2,301
Transportation	5,991.50	12,054,898	826,756	234,248	557,964	300,039	18,783	7,965	11,206
Veterans Affairs	73.00	146,876	7,440	3,593	4,930	3,023	417	213	109
<b>Total</b>	<b>42,671.48</b>	<b>85,855,018</b>	<b>5,114,663</b>	<b>1,255,064</b>	<b>4,200,097</b>	<b>2,045,400</b>	<b>81,125</b>	<b>92,126</b>	<b>73,958</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, 2011**

<u>Health Plans</u>	<u>Employees</u>	<u>Retirees</u>	<u>Total</u>
PPO - Contracts	34,762	27,138	61,900
% of total enrollment in PPOs	50.5%	67.7%	56.8%
POS - Contracts	22,111	9,414	31,525
% of total enrollment in POSs	32.1%	23.5%	28.9%
EPO - Contracts *	11,947	3,525	15,472
% of total enrollment in EPOs	17.4%	8.8%	14.2%
Total - Contracts **	68,820	40,077	108,897

\*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, 2011**

	<b><u>2009</u></b>	<b><u>2010</u></b>	<b><u>2011</u></b>
	<b><u>Actual</u></b>	<b><u>Actual</u></b>	<b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	33,684	35,157	34,762
POS	23,748	22,804	22,111
HMO / EPO *	<u>13,760</u>	<u>11,947</u>	<u>11,947</u>
Total	71,192	69,908	68,820
<b>Prescription</b>	66,811	65,496	64,258
<b><u>Spending Accounts</u></b>			
Health Care	7,493	7,447	8,624
Dependent Care	<u>1,550</u>	<u>1,473</u>	<u>1,464</u>
Total	9,043	8,920	10,088
<b><u>Dental Plans</u></b>			
Dental - DHMO	27,380	20,385	19,600
Dental - PPO	<u>37,561</u>	<u>43,002</u>	<u>44,169</u>
Total	64,941	63,387	63,769
<b>Term Life</b>	46,575	46,796	46,271
<b>Accidental Death &amp; Injury</b>	39,137	39,309	39,097

\*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, 2011

	<b><u>2009</u></b> <b><u>Actual</u></b>	<b><u>2010</u></b> <b><u>Actual</u></b>	<b><u>2011</u></b> <b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	24,960	26,082	27,138
POS	8,726	8,939	9,414
HMO / EPO *	<u>3,652</u>	<u>3,268</u>	<u>3,525</u>
Total	37,338	38,289	40,077
<b>Prescription</b>	36,739	37,758	39,587
<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	10,257	8,389	8,772
Dental - PPO	<u>13,266</u>	<u>16,266</u>	<u>18,383</u>
Total	23,523	24,655	27,155
<b>Term Life</b>	8,134	9,060	10,404
<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, 2011**

	<b><u>2009</u></b> <b><u>Actual</u></b>	<b><u>2010</u></b> <b><u>Actual</u></b>	<b><u>2011</u></b> <b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	1,057	1,129	1,299
POS	934	1,048	1,110
HMO / EPO *	<u>535</u>	<u>479</u>	<u>541</u>
Total	2,526	2,656	2,950
<b>Prescription</b>	2,005	2,119	2,381
<b><u>Spending Accounts</u></b>			
Health Care	125	140	164
Dependent Care	<u>27</u>	<u>24</u>	<u>22</u>
Total	152	164	186
<b><u>Dental Plans</u></b>			
Dental - DHMO	839	661	744
Dental - PPO	<u>1,364</u>	<u>1,703</u>	<u>1,886</u>
Total	2,203	2,364	2,630
<b>Term Life</b>	1,536	1,580	1,700
<b>Accidental Death &amp; Injury</b>	1,278	1,305	1,405

\*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, 2011  
(\$\$ in Millions)**

	FY 2009 <u>Actual</u> <sup>2</sup>	FY 2010 <u>Actual</u>	FY 2011 <u>Actual</u> <sup>3</sup>
<b>Beginning Balance</b>	<b>\$245.70</b>	<b>\$137.90</b>	<b>\$184.70</b>
<b><u>Receipts</u></b>			
State Agencies <sup>1</sup>	\$745.20	\$871.40	\$890.60
Employee	\$137.60	\$152.50	\$150.80
Retiree	\$57.20	\$64.90	\$67.50
Satellite Agencies	\$23.90	\$28.20	\$30.00
Direct Pay Enrollees	\$7.00	\$7.50	\$8.20
RX Rebates & Medicare Part D reimbursements	\$14.70	\$45.00	\$30.90
Audit / Misc. Recoveries	\$5.90	\$3.50	\$2.10
<b>Total Receipts</b>	<b><u>\$991.50</u></b>	<b><u>\$1,173.00</u></b>	<b><u>\$1,180.10</u></b>
 <b>Sub Total</b>	 <b>\$1,237.20</b>	 <b>\$1,310.90</b>	 <b>\$1,364.80</b>
<b>Less: Payments to Providers</b>	<b><u>\$1,099.30</u></b>	<b><u>\$1,126.20</u></b>	<b><u>\$1,202.80</u></b>
 <b>Reserve for Future Provider Payments</b>	 <b>\$137.90</b>	 <b>\$184.70</b>	 <b>\$162.00</b>

<sup>1</sup> State Agency Receipts include end of year transfers from agencies & interest earned in the Employee/Retiree Health & Welfare Program

<sup>2</sup> Employee & Retiree FY 2009 Receipts reflect 1/2 month premium holiday

<sup>3</sup> FY 2011 balance based on R\*STARS report balance as of August 26, 2011

**Account Balance for Spending Accounts  
As of June 30, 2011  
(\$\$ in Millions)**

	FY 2009 <u>Actual</u>	FY 2010 <u>Actual</u>	FY 2011 <u>Actual</u>
<b>Beginning Balance</b>	<b>\$3.80</b>	<b>\$3.40</b>	<b>\$2.70</b>
<b><u>Receipts</u></b>			
Employee	\$14.50	\$14.60	\$16.20
Satellite Employee	\$0.20	\$0.20	\$0.30
<b>Total Receipts</b>	<b><u>\$14.70</u></b>	<b><u>\$14.80</u></b>	<b><u>\$16.50</u></b>
<b>Sub Total</b>	<b>\$18.50</b>	<b>\$18.20</b>	<b>\$19.20</b>
<b>Less:</b>			
<b>Reimbursements to Employees</b>	<b>\$13.90</b>	<b>\$15.00</b>	<b>\$16.60</b>
<b>Unused Balances transferred to General Fund</b>	<b><u>\$1.20</u></b>	<b><u>\$0.50</u></b>	<b><u>\$0.50</u></b>
<b>Reserve for Future Employee Reimbursements</b>	<b>\$3.40</b>	<b>\$2.70</b>	<b>\$2.10</b>



**Account Balance for Term Life, Accidental  
Death and Injury, Long Term Care and  
Dental Insurance  
As of June 30, 2011  
(\$\$ in Millions)**

	<b>FY 2009 <u>Actual</u></b>	<b>FY 2010 <u>Actual</u></b>	<b>FY 2011 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$0.80</b>	<b>\$0.40</b>	<b>\$0.40</b>
<b><u>Receipts</u></b>			
State Agencies - Dental Subsidy	\$20.50	\$19.70	\$20.40
Employee	\$27.10	\$28.10	\$28.90
Retiree	\$6.70	\$7.40	\$8.30
Other	\$1.80	\$1.80	\$2.00
<b>Total Receipts</b>	<b><u>\$56.10</u></b>	<b><u>\$57.00</u></b>	<b><u>\$59.60</u></b>
<b>Sub Total</b>	<b>\$56.90</b>	<b>\$57.40</b>	<b>\$60.00</b>
<b>Less: Payments to Providers</b>	<b><u>\$56.50</u></b>	<b><u>\$57.00</u></b>	<b><u>\$59.50</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.40</b>	<b>\$0.40</b>	<b>\$0.50</b>
<b>Fund Transfers</b>	<b><u>\$0.00</u></b>	<b><u>\$0.00</u></b>	<b><u>\$0.00</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.40</b>	<b>\$0.40</b>	<b>\$0.50</b>