



MARYLAND
DEPARTMENT OF
BUDGET & MANAGEMENT

MARTIN O'MALLEY
Governor

ANTHONY BROWN
Lieutenant Governor

T. ELOISE FOSTER
Secretary

DAVID C. ROMANS
Deputy Secretary

January 1, 2014

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

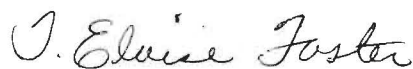
The Honorable Michael E. Busch
Speaker of the House
H-101 State House
Annapolis MD 21401-1991

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

The Annotated Code of Maryland, Section 4-302 (b) of the State Personnel and Pensions Article, requires the Secretary of Budget and Management (DBM) to report to the Governor and 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 Cynthia A. 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, DBM
Rebecca Burner, Director of Government Relations, DBM

~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
FOR
FISCAL YEAR 2013

January 1, 2014

MARTIN O'MALLEY
Governor

ANTHONY BROWN
Lieutenant Governor

T. ELOISE FOSTER
Secretary

TABLE OF CONTENTS

Introduction	1
Highlights About State Government Employees	2
Summary of State Positions	3
History of Contractual Conversions	4
State Position Information	5
Salary Information	12
Employee Performance Information	17
Employee Awards Information	18
Agency Leave Usage	19
Health Benefits Information	20

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, 2013. 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, 2013

	SPMS	MDOT
State Government at a Glance		
FTEs ¹ Included in Collective Bargaining Units	26,722.48	3,460.00
FTEs Excluded from Collective Bargaining Units	<u>14,446.93</u>	<u>2,415.50</u>
Total	<u>41,169.41</u>	<u>5,875.50</u>
Percentage of Employees working in . . .		
Anne Arundel County	12.8%	35.0%
Baltimore City	36.6%	29.0%
Baltimore Metro Area ²	18.4%	9.6%
Eastern Shore Area	10.4%	7.3%
Southern Maryland Area	2.6%	2.6%
Washington Metro Area	4.8%	10.0%
Western Maryland Area	14.0%	6.7%
Employees³ Employed on a . . .		
Full-Time Basis	40,614	5,853
Part-Time Basis	<u>928</u>	<u>46</u>
Total	<u>41,542</u>	<u>5,899</u>
The Average Employee Age is . . .	46	48
The Average Employee Length of Service in years is . . .	13	15
The Average Employee Earns . . .	\$48,829	\$53,100

Note: ¹The FTE counts do not include vacant positions.

²The Baltimore Metro Area includes: Baltimore, Carroll, Harford and Howard Counties.

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

**Summary of State Positions
As of June 30, 2013**

PERMANENT FTEs BY STATUS

	SPMS	MDOT
FTEs Included in Bargaining	26,722.48	3,460.00
FTEs Excluded from Bargaining	14,446.93	2,415.50
<i>Agency Excluded by Statute</i>	6,822.80	102.50
<i>Confidential</i>	508.74	273.00
<i>Managerial</i>	2,345.60	850.00
<i>Supervisory</i>	4,732.79	1,186.00
<i>Student</i>	0.00	0.00
<i>Agency Head</i>	19.00	1.00
<i>Board or Commission Member</i>	18.00	3.00
TOTAL	41,169.41	5,875.50

FULL-TIME VERSES PART-TIME EMPLOYMENT

Full-Time		
Filled positions	40,614	5,853
Vacant positions	3,839	413
Total Full-Time Positions	44,453	6,266
Part-Time ¹		
Filled positions	928	46
Vacant positions	202	4
Total Part-Time Positions	1,130	50
Total Number of Filled Positions	41,542	5,899
Total Number of Vacant Positions	4,041	417
TOTAL NUMBER OF POSITIONS	45,583	6,316

CONTRACTUAL EMPLOYMENT ²

Total Number of Contracts	5,156	161
Total Number of FTE Contractual Positions	3,197.82	99.40

*Chart reflects actual employment and not total budgeted FTE employment

¹ Part-time reflects any position employed less than 100%.

² Contractual data submitted by each agency.

**History of Contractual Employees Moved to Regular Positions
Personnel Management System and Maryland
Department of Transportation Employees
FY '10 - FY '13**

Agency	FY10 FTE's	FY11 FTE's	FY12 FTE's	FY13 FTE's
Aging	1	2	0	1
Agriculture	0	1	0	0
Budget and Management	1	1	0	0
Business and Economic Development	1	0	0	0
Education (MSDE)	23	37.5	13	28.5
Environment	5	9	6	2
General Services	1	3	4	8
Health and Mental Hygiene	111.24	159.67	130.69	189.18
Housing and Community Development	15.8	14	9	15
Human Resources	28	17	21	14.8
Information and Technology	0	0	1	1
Juvenile Services	31	53	76	101
Labor, Licensing and Regulation	64	60.8	31.5	51.6
Natural Resources	3.8	7	21	3
Planning	0	0	0	1
Public Safety and Correctional Services	14	10	15	16
State Police	0	1	0	1
Transportation	18	23	22	22
Veterans Affairs	0	0	2	0
All Other Agencies	13.5	40	54	46.5
Total	331.34	438.97	406.19	501.58

**Distribution of Full-Time Equivalent Positions
for State Personnel Management System and Maryland
Department of Transportation
As of June 30, 2013**

Agency	Budgeted FTE's	Vacant FTE's
Aging ¹	156.20	4.00
Agriculture	384.60	24.00
Budget and Management	308.50	15.00
Business and Economic Development	222.00	13.00
Education (MSDE)	1,463.10	156.70
Environment	932.00	81.00
General Services	577.00	43.50
Health and Mental Hygiene	9,401.68	1,195.54
Housing and Community Development	350.00	34.00
Human Resources	6,562.60	601.55
Information and Technology	132.00	28.00
Juvenile Services	2,081.05	180.75
Labor, Licensing and Regulation	1,770.49	171.30
Natural Resources	1,294.40	112.90
Planning	151.00	11.00
Public Safety and Correctional Services	11,073.40	561.50
State Police	2,392.50	214.00
Transportation	6,290.50	415.00
Veterans Affairs	76.00	7.00
All Other Agencies	6,090.55	563.20
Total	51,709.57	4,432.94

Note: Budgeted FTEs include vacant positions.

¹ These figures for Aging do not include 53.25 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, 2013**

Agency	Number of Included FTE's	Number of Excluded FTE's
Aging ¹	24.70	79.00
Agriculture	247.80	112.10
Budget and Management	51.80	240.90
Business and Economic Development	34.90	173.80
Education (MSDE)	298.50	987.90
Environment	554.50	294.00
General Services	358.50	174.00
Health and Mental Hygiene	5,826.37	2,312.89
Housing and Community Development	170.90	144.00
Human Resources	4,504.15	1,429.90
Information and Technology	50.50	53.00
Juvenile Services	1,504.20	394.10
Labor, Licensing and Regulation	997.19	597.35
Natural Resources	746.27	430.50
Planning	30.00	110.00
Public Safety and Correctional Services	8,497.40	2,011.79
State Police	1,818.50	358.50
Transportation	3,460.00	2,415.50
Veterans Affairs	42.50	26.00
All Other Agencies	963.80	4,517.10
Total	30,182.48	16,862.33

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

¹ These figures for Aging include 53.25 FTE Senior Citizen Aides.

**Geographic Locations of State Positions
As of June 30, 2013**

	Employees ¹		Vacant Positions		Total	
	SPMS	MDOT	SPMS	MDOT ²	SPMS	MDOT
Allegany	1,964	160	80		2,044	160
Anne Arundel	5,322	2,053	432		5,754	2,053
Baltimore City	15,244	1,707	1,491		16,735	1,707
Baltimore County	3,683	343	362		4,045	343
Calvert	257	38	23		280	38
Caroline	221	29	44		265	29
Carroll	1,674	73	148		1,822	73
Cecil	401	59	26		427	59
Charles	487	83	53		540	83
Dorchester	424	25	31		455	25
Frederick	775	135	83		858	135
Garrett	379	40	31		410	40
Harford	554	79	87		641	79
Howard	1,767	74	233		2,000	74
Kent	198	57	28		226	57
Montgomery	638	242	53		691	242
Prince George's	1,389	345	145		1,534	345
Queen Anne's	364	48	21		385	48
Somerset	1,047	22	64		1,111	22
St. Mary's	349	34	37		386	34
Talbot	256	61	43		299	61
Washington County	2,699	58	147		2,846	58
Wicomico	1,104	99	120		1,224	99
Worcester	334	33	69		403	33
Wash., D.C.	8	2	0		8	2
Out Of State	4	0	0		4	0
Other ²	0	0	190	417	190	417
Total	41,542	5,899	4,041	417	45,583	6,316

Note: ¹The employee count is actual employees.

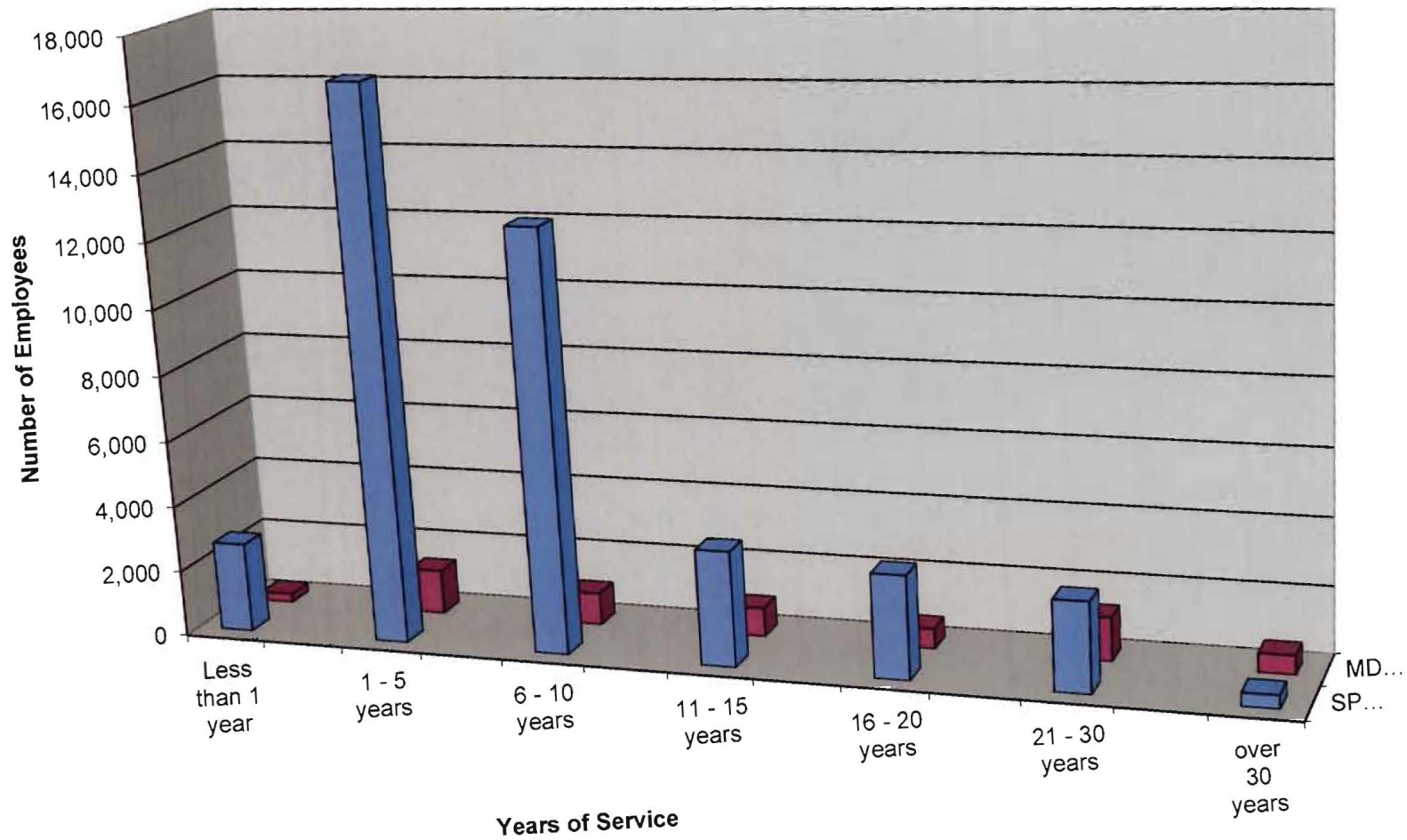
²Positions that do not have location assignments, and for MDOT vacant positions without locations assignments only the total is listed.

**Years of Service of State Employees
As of June 30, 2013**

Years of Service	Number of Employees (%)			
	SPMS		MDOT	
Less than 1 year	2,709	(7%)	271	(5%)
1 - 5 years	16,636	(40%)	1,340	(23%)
6 - 10 years	12,608	(30%)	964	(16%)
11 - 15 years	3,442	(8%)	861	(15%)
16 - 20 years	3,079	(7%)	597	(10%)
21 - 30 years	2,673	(6%)	1,298	(22%)
over 30 years	395	(1%)	568	(10%)
Total	41,542		5,899	

Note: Employees are actual.

Years of Service of State Employees



■ SPMS ■ MDOT

**Personnel Activities for State
Employees
As of June 30, 2013**

		SPMS	MDOT
TRANSACTIONS	Appointments	3,344	281
	Reinstatements	331	11
	Transfers	408	84
	Promotions	3,441	173
	Reclassifications	1,775	607
	Demotions	258	15
SEPARATIONS	Deceased	56	10
	Failed to Report for Duty	29	5
	Layoffs	67	0
	Leave of Absence ¹	79	4
	Resignations	2,055	207
	Retired	1,459	241
	Terminated	233	14
	Terminated on Probation	111	15
	Other	0	181
	Total	<u>4,089</u>	<u>677</u>
GRIEVANCES	Resolved at DBM	90	
	Forwarded to OAH	73	
	Total	<u>163</u>	
DISCIPLINARY	Resolved at DBM	309	
ACTION APPEALS	Forwarded to OAH	195	
	Total	<u>504</u>	
WHISTLEBLOWER	Withdrawn/Settlement	0	
COMPLAINTS	Pending	0	
	Probable Cause	1	
	No Probable Cause	7	
	Total	<u>8</u>	

¹ Includes personal, medical, military and leave of absence without pay.

**Turnover for State
Employees
As of June 30, 2013**

	SPMS	MDOT
Resigned	2,055	207
Retired	1,459	241
Removals ¹	411	14
Deceased	56	10
Military Leave	0	0
Total	<u>3,981</u>	<u>472</u>
Total Positions	45,583	6,316
Turnover² % for FY 12	9%	7%

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

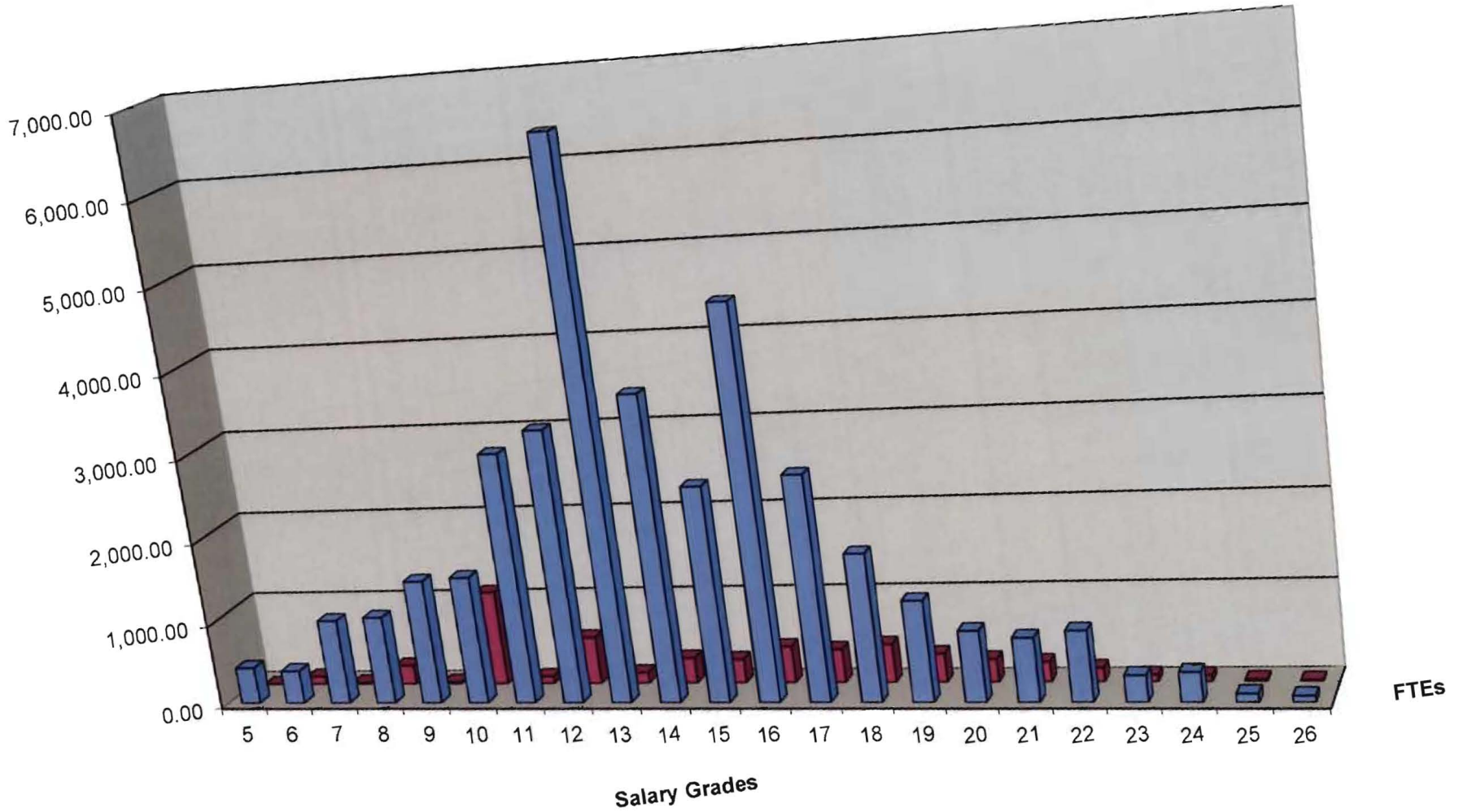
²Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

**Distribution of State Positions by Salary Grade
As of June 30, 2013**

Standard Salary Schedule

Grade	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
5	433.60	4.0	1.16%	0.08%
6	392.60	97.0	1.05%	1.85%
7	1,001.25	19.0	2.67%	0.36%
8	1,034.17	228.5	2.76%	4.35%
9	1,457.60	21.5	3.89%	0.41%
10	1,494.20	1,108.5	3.98%	21.09%
11	2,925.72	87.5	7.80%	1.66%
12	3,180.29	554.5	8.48%	10.55%
13	6,450.30	127.0	17.19%	2.42%
14	3,548.45	300.0	9.46%	5.71%
15	2,490.21	279.5	6.64%	5.32%
16	4,519.22	426.0	12.05%	8.10%
17	2,592.46	389.0	6.91%	7.40%
18	1,694.54	445.0	4.52%	8.46%
19	1,156.05	332.0	3.08%	6.32%
20	811.20	266.0	2.16%	5.06%
21	728.00	230.0	1.94%	4.38%
22	803.45	159.0	2.14%	3.02%
23	301.50	77.0	0.80%	1.46%
24	335.35	70.0	0.89%	1.33%
25	95.60	23.0	0.25%	0.44%
26	71.00	13.0	0.19%	0.25%
Total	37,516.76	5,257.0	100.00%	100.00%
Other Schedules	3,745.50	618.5		
Total:	41,262.26	5,875.5		

State Positions by Salary Grades



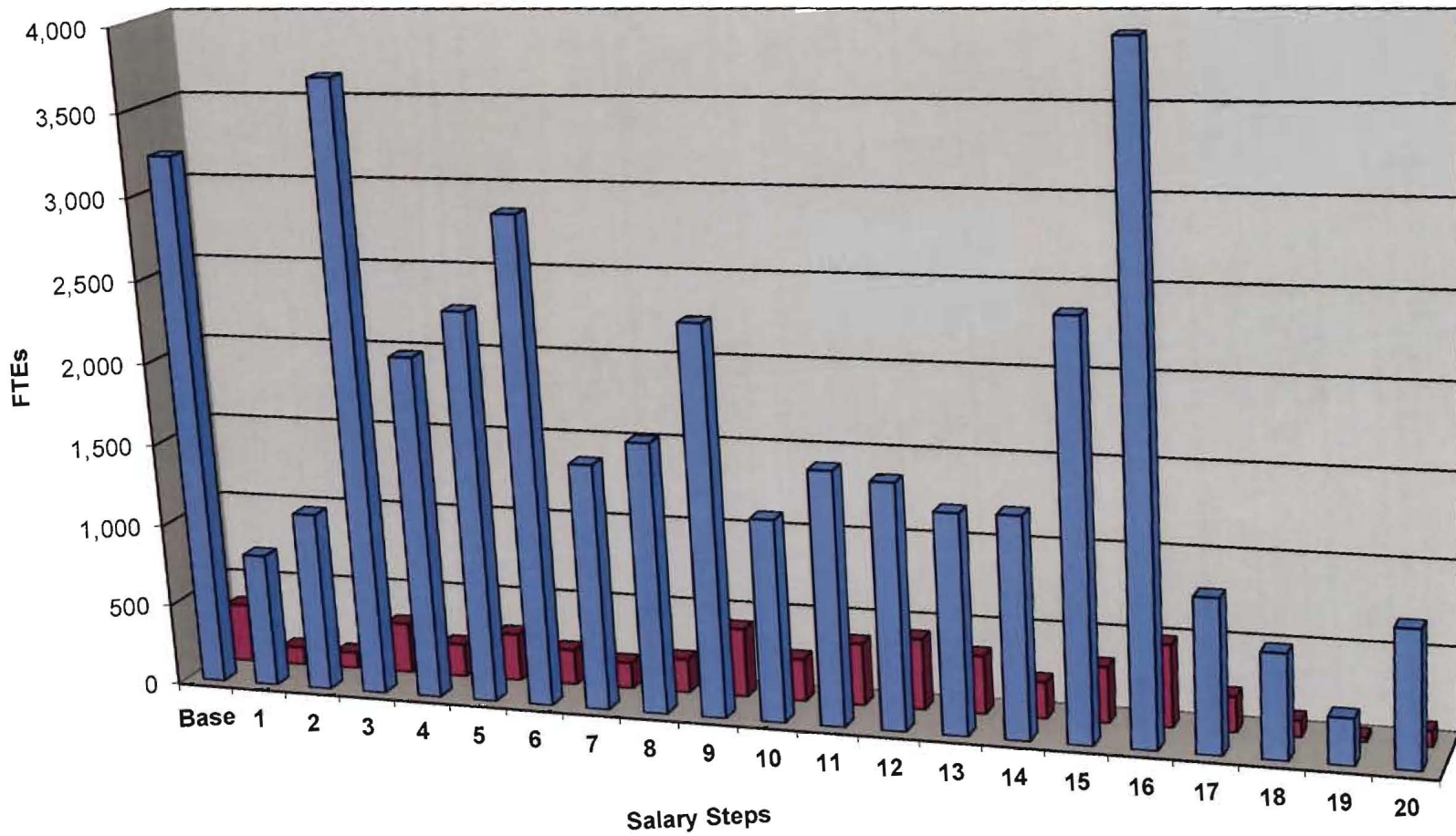
■ SPMS ■ MDOT

**Distribution of State Positions by Salary Step
As of June 30, 2013**

Step Levels of Standard Salary Schedule

Step	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
Base	3233.21	360.0	8.62%	6.85%
1	815.88	111.5	2.17%	2.12%
2	1090.67	101.0	2.91%	1.92%
3	3703.63	308.0	9.87%	5.86%
4	2075.89	202.5	5.53%	3.85%
5	2359.10	290.0	6.29%	5.52%
6	2933.77	215.0	7.82%	4.09%
7	1483.80	158.5	3.96%	3.02%
8	1629.14	205.5	4.34%	3.91%
9	2339.52	416.0	6.24%	7.91%
10	1214.90	256.5	3.24%	4.88%
11	1519.53	374.5	4.05%	7.12%
12	1469.35	427.0	3.92%	8.12%
13	1312.50	351.0	3.50%	6.68%
14	1318.07	220.0	3.51%	4.18%
15	2451.15	336.5	6.53%	6.40%
16	3955.92	492.0	10.54%	9.36%
17	911.20	213.5	2.43%	4.06%
18	619.80	99.5	1.65%	1.89%
19	274.03	26.0	0.73%	0.49%
20	805.70	92.5	2.15%	1.76%
Total	37,516.76	5,257.0	100.00%	100.00%
Other Schedules	3,745.50	618.5		
Total:	41,262.26	5,875.5		

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 2013

Based on a Salary of:	\$48,829
DIRECT COSTS	
Social Security	\$3,955
Health Insurance**	\$8,657
Pension Retirement	\$7,424
Deferred Compensation Match	\$0
Workers Compensation	\$686
Unemployment Insurance	\$145
SUBTOTAL DIRECT COSTS	\$20,867
INDIRECT COSTS	
Personal Leave	\$1,190
Holiday	\$2,380
Annual Leave	\$2,974
Sick Leave	\$991
SUBTOTAL INDIRECT COSTS	\$7,535
TOTAL COST OF BENEFITS	\$28,402

**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, 2013**

Department	Total Number of Employees ¹ To be Rated ²	Number of Employees Rated Outstanding	Number of Employees Rated Satisfactory	Number of Employees Rated Unsatisfactory	Total Number Employees Rated
Aging ³	43	16	25	1	42
Agriculture	356	124	185	1	310
Budget and Management	265	80	184	1	265
Business and Economic Development	221	65	77	1	143
Disabilities	21	5	16	-	21
Education (MSDE)	1,288	724	516	10	1,250
Environment	848	299	519	4	822
General Services	526	66	427	1	494
Health and Mental Hygiene	8,034	2,400	4,162	37	6,599
Housing and Community Development	290	105	164	5	274
Human Resources	5,505	1,206	4,256	35	5,497
Information and Technology	99	11	64	-	75
Juvenile Services	1,934	532	1,343	12	1,887
Labor, Licensing, and Regulation	1,473	479	835	5	1,319
Natural Resources ⁴	1,106	392	473	5	1,074
Planning	135	80	43	-	123
Public Safety and Correctional Svcs	10,363	2,549	7,684	60	10,293
State Police ⁴	2,143	454	254	4	1,950
Transportation ⁴	5,875	-	-	-	5,152
Veterans Affairs	68	22	27	2	51
All Other Agencies	5,839	1,503	2,908	30	4,441
Total	46,432	11,112	24,162	214	42,082

¹ Actual Employees not FTEs

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

³ This data does not include the Sr. Citizen Aides employees.

⁴ *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, 2013**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Aging				
Agriculture	11	\$0	-	-
Budget and Management			-	-
Business and Economic Development	7	\$1,776		
Education (MSDE)				
Environment	110	\$2,250	-	-
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	55	\$11,452	-	\$0
Total	183	\$15,478	-	\$0

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

Leave Usage For CY 2012

Department	Total Number of FTE's	Total Work Hours Available ¹	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	205.45	413,365	6,782	708	6,171	2,499	73	87	98
Agriculture	360.60	725,527	47,550	8,616	26,341	16,999	1,060	445	1,115
Budget and Management	293.50	590,522	33,919	10,327	25,830	13,680	155	768	780
Business and Economic Dev	209.00	420,508	25,250	10,765	15,410	9,679	763	578	920
Education (MSDE)	1,306.40	2,628,477	153,992	13,861	110,444	54,850	-	2,423	2,366
Environment	851.00	1,712,212	124,755	23,398	70,528	41,963	956	388	1,439
General Services	533.50	1,073,402	62,825	9,240	47,182	25,246	2,572	2,598	2,176
Health and Mental Hygiene	8,206.14	16,510,754	976,196	210,407	814,037	393,889	17,782	33,585	12,737
Housing and Community Dev	316.00	635,792	33,654	12,366	24,655	13,959	694	292	75
Human Resources	5,961.05	11,993,633	782,839	166,032	622,430	291,032	6,707	10,878	11,829
Information & Technology	104.00	209,248	11,075	6,882	6,635	4,911	682	222	470
Juvenile Services	1,900.30	3,823,404	210,640	76,425	177,606	95,687	5,085	5,265	4,888
Labor, Licensing, and Regulation	1,599.19	3,217,570	197,122	24,657	133,547	75,019	532	1,500	1,567
Natural Resources	1,181.50	2,377,178	158,829	70,978	112,960	63,484	626	4,530	11,776
Planning	140.00	281,680	18,806	5,009	15,168	5,755	-	131	522
Public Safety and Correctional Sr	10,511.90	21,149,943	2,167,432	277,003	323,017	921,670	27,301	34,259	67,034
State Police	2,178.50	4,383,142	226,449	20,939	166,353	101,247	817	4,529	3,467
Transportation	6,351.00	12,778,212	807,939	197,111	533,965	282,463	20,618	8,144	11,433
Veterans Affairs	69.00	138,828	8,184	3,164	4,784	3,225	1,016	193	262
Total	42,278.03	85,063,396	6,054,236	1,147,886	3,237,061	2,417,258	87,438	110,814	134,953

NOTE: This data was submitted by each agency.

¹ FTEs x 40 hrs per week x 50.3 weeks (excluding holidays)

**Health Benefit Enrollment by Type of Plan
As of June 30, 2013**

<u>Health Plans</u>	<u>Employees</u>	<u>Retirees</u>	<u>Total</u>
PPO - Contracts	25,081	26,099	51,180
% of total enrollment in PPOs	36.8%	62.7%	46.6%
POS - Contracts	14,270	8,855	23,125
% of total enrollment in POSs	21.0%	21.3%	21.1%
EPO - Contracts *	28,718	6,691	35,409
% of total enrollment in EPOs	42.2%	16.1%	32.3%
Total - Contracts *	68,069	41,645	109,714

*Excludes Satellite Accounts and Direct Pay Enrollees

**Health Benefit Enrollment for Active State Employees
As of June 30, 2013**

	<u>2011</u>	<u>2012</u>	<u>2013</u>
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>
<u>Health Plans</u>			
PPO	34,762	34,578	25,081
POS	22,111	21,487	14,270
EPO	<u>11,947</u>	<u>12,326</u>	<u>28,718</u>
Total	68,820	68,391	68,069
Prescription	64,258	63,735	63,231
<u>Spending Accounts</u>			
Health Care	8,624	7,934	9,769
Dependent Care	<u>1,464</u>	<u>1,620</u>	<u>1,808</u>
Total	10,088	9,554	11,577
<u>Dental Plans</u>			
Dental - DHMO	19,600	18,896	18,175
Dental - PPO	<u>44,169</u>	<u>45,162</u>	<u>46,271</u>
Total	63,769	64,058	64,446
Term Life	46,271	46,268	46,631
Accidental Death & Injury	39,097	39,252	39,881

**Health Benefit Enrollment for Retirees
As of June 30, 2013**

	<u>2011</u> <u>Actual</u>	<u>2012</u> <u>Actual</u>	<u>2013</u> <u>Actual</u>
<u>Health Plans</u>			
PPO	27,138	27,432	26,099
POS	9,414	9,616	8,855
EPO	<u>3,525</u>	<u>3,737</u>	<u>6,691</u>
Total	40,077	40,785	41,645
Prescription	39,587	40,137	40,900
<u>Spending Accounts</u>			
Health Care	N/A	N/A	N/A
Dependent Care	N/A	N/A	N/A
Total	N/A	N/A	N/A
<u>Dental Plans</u>			
Dental - DHMO	8,772	8,785	8,858
Dental - PPO	<u>18,383</u>	<u>19,749</u>	<u>21,283</u>
Total	27,155	28,534	30,141
Term Life	10,404	11,076	11,890
Accidental Death & Injury	N/A	N/A	N/A

**Health Benefit Enrollment for Satellite Agencies
As of June 30, 2013**

	<u>2011</u> <u>Actual</u>	<u>2012</u> <u>Actual</u>	<u>2013</u> <u>Actual</u>
<u>Health Plans</u>			
PPO	1,299	1,395	1,012
POS	1,110	1,204	727
EPO	<u>541</u>	<u>660</u>	<u>1,218</u>
Total	2,950	3,259	2,957
Prescription	2,381	2,658	2,451
<u>Spending Accounts</u>			
Health Care	164	208	273
Dependent Care	<u>22</u>	<u>44</u>	<u>24</u>
Total	186	252	297
<u>Dental Plans</u>			
Dental - DHMO	744	822	666
Dental - PPO	<u>1,886</u>	<u>2,125</u>	<u>2,039</u>
Total	2,630	2,947	2,705
Term Life	1,700	1,958	1,931
Accidental Death & Injury	1,405	1,597	1,555

**Account Balance for Health Insurance
As of June 30, 2013
(\$\$ in Millions)**

	FY 2011	FY 2012	FY 2013
	<u>Actual</u>	<u>Actual</u>	<u>Actual²</u>
Beginning Balance	\$184.70	\$162.00	\$172.30
<u>Receipts</u>			
State Agencies ¹	\$890.60	\$948.60	\$1,034.70
Employee	\$150.80	\$153.00	\$167.30
Retiree	\$67.50	\$77.20	\$85.20
Satellite Agencies	\$30.00	\$36.80	\$35.50
Direct Pay Enrollees	\$8.20	\$8.50	\$9.00
RX Rebates & Medicare Part D reimbursements	\$30.90	\$40.60	\$30.40
Audit / Misc. Recoveries	\$2.10	\$1.60	\$27.90
Total Receipts	<u>\$1,180.10</u>	<u>\$1,266.30</u>	<u>\$1,390.00</u>
 Sub Total	 \$1,364.80	 \$1,428.30	 \$1,562.30
Less: Payments to Providers	<u>\$1,202.80</u>	<u>\$1,256.00</u>	<u>\$1,275.90</u>
 Reserve for Future Provider Payments	 \$162.00	 \$172.30	 \$286.40

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

² FY 2013 balance based on R*STARS report balance as of August 02, 2013

**Account Balance for Spending Accounts
As of June 30, 2013
(\$\$ in Millions)**

	FY 2011 <u>Actual</u>	FY 2012 <u>Actual</u>	FY 2013 <u>Actual</u>
Beginning Balance	\$2.70	\$2.10	\$2.00
<u>Receipts</u>			
Employee	\$16.20	\$17.10	\$19.55
Satellite Employee	\$0.30	\$0.40	\$0.51
Total Receipts	<u>\$16.50</u>	<u>\$17.50</u>	<u>\$20.06</u>
Sub Total	\$19.20	\$19.60	\$22.06
Less:			
Reimbursements to Employees	\$16.60	\$17.20	\$19.50
Unused Balances transferred to General Fund	<u>\$0.50</u>	<u>\$0.40</u>	<u>\$0.34</u>
Reserve for Future Employee Reimbursements	\$2.10	\$2.00	\$2.22

**Account Balance for Term Life, Accidental
Death and Injury, Long Term Care and
Dental Insurance
As of June 30, 2013
(\$\$ in Millions)**

	FY 2011 <u>Actual</u>	FY 2012 <u>Actual</u>	FY 2013 <u>Actual</u>
Beginning Balance	\$0.40	\$0.50	\$0.50
<u>Receipts</u>			
State Agencies - Dental Subsidy	\$20.40	\$22.60	\$23.21
Employee	\$28.90	\$30.70	\$32.40
Retiree	\$8.30	\$9.70	\$10.26
Other	\$2.00	\$2.40	\$2.89
Total Receipts	<u>\$59.60</u>	<u>\$65.40</u>	<u>\$68.76</u>
Sub Total	\$60.00	\$65.90	\$69.26
Less: Payments to Providers	<u>\$59.50</u>	<u>\$65.40</u>	<u>\$68.77</u>
Reserve for Future Provider Payments	\$0.50	\$0.50	\$0.50
Fund Transfers	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Reserve for Future Provider Payments	\$0.50	\$0.50	\$0.50