



**MARYLAND**  
DEPARTMENT OF  
BUDGET & MANAGEMENT

*MARTIN O'MALLEY*  
Governor

*ANTHONY BROWN*  
Lieutenant Governor

*T. ELOISE FOSTER*  
Secretary

January 1, 2015

The Honorable Martin O'Malley  
Governor  
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 (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

MSAR 6055

~Effective Resource Management~

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ANNUAL PERSONNEL REPORT  
FOR  
FISCAL YEAR 2014

January 1, 2015

*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, 2014. 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 non-contractual temporary employees.

## Highlights About State Employees As of June 30, 2014

	SPMS	MDOT
<b>State Government at a Glance</b>		
FTEs <sup>1</sup> Included in Collective Bargaining Units	26,567.50	3,429.50
FTEs Excluded from Collective Bargaining Units	14,811.05	2,417.00
<b>Total</b>	<b><u>41,378.55</u></b>	<b><u>5,846.50</u></b>
 <b>Percentage of Employees working in . . .</b>		
Anne Arundel County	12.7%	36.0%
Baltimore City	36.6%	28.0%
Baltimore Metro Area <sup>2</sup>	18.6%	9.7%
Eastern Shore Area	10.5%	7.4%
Southern Maryland Area	2.7%	2.6%
Washington Metro Area	4.8%	10.0%
Western Maryland Area	13.9%	6.7%
 <b>Employees<sup>3</sup> Employed on a . . .</b>		
Full-Time Basis	40,833	5,824
Part-Time Basis	921	46
<b>Total</b>	<b><u>41,754</u></b>	<b><u>5,870</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>\$50,700</b>	 <b>\$55,553</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, 2014\***

**PERMANENT FTEs BY STATUS**

	<b>SPMS</b>	<b>MDOT</b>
<b>FTEs Included in Bargaining</b>	<b>26,567.50</b>	<b>3,429.50</b>
<b>FTEs Excluded from Bargaining</b>	<b>14,811.05</b>	<b>2,417.00</b>
<i>Agency Excluded by Statute</i>	6,852.95	108.30
<i>Confidential</i>	482.95	275.70
<i>Managerial</i>	2,520.45	833.00
<i>Supervisory</i>	4,918.70	1,196.00
<i>Student</i>	0.00	0.00
<i>Agency Head</i>	19.00	1.00
<i>Board or Commission Member</i>	17.00	3.00
<b>TOTAL</b>	<b>41,378.55</b>	<b>5,846.50</b>

**FULL-TIME VERSES PART-TIME EMPLOYMENT**

<b>Full-Time</b>		
Filled positions	40,833	5,824
Vacant positions	3,710	501
<b>Total Full-Time Positions</b>	<b>44,543</b>	<b>6,325</b>
<b>Part-Time <sup>1</sup></b>		
Filled positions	921	46
Vacant positions	181	2
<b>Total Part-Time Positions</b>	<b>1,102</b>	<b>48</b>
Total Number of Filled Positions	41,754	5,870
Total Number of Vacant Positions	3,891	503
<b>TOTAL NUMBER OF POSITIONS</b>	<b>45,645</b>	<b>6,373</b>

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

<b>Total Number of Contracts</b>	<b>6,293</b>	<b>155</b>
<b>Total Number of FTE Contractual Positions</b>	<b>3,310.16</b>	<b>94.40</b>

\*Chart reflects actual employment and not total budgeted FTE employment

<sup>1</sup> Part-time reflects any position employed less than 100%.

<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 '11 - FY '14**

Agency	FY11 FTE's	FY12 FTE's	FY13 FTE's	FY14 FTE's
Aging	2	0	1	3
Agriculture	1	0	0	1
Budget and Management	1	0	0	8
Business and Economic Development	0	0	0	3
Education (MSDE)	37.5	13	28.5	30
Environment	9	6	2	17
General Services	3	4	8	8
Health and Mental Hygiene	159.67	130.69	189.18	244.46
Housing and Community Development	14	9	15	21
Human Resources	17	21	14.8	55
Information and Technology	0	1	1	2
Juvenile Services	53	76	101	101
Labor, Licensing and Regulation	60.8	31.5	51.6	59
Natural Resources	7	21	3	2
Planning	0	0	1	2
Public Safety and Correctional Services	10	15	16	40.5
State Police	1	0	1	5
Transportation	23	22	22	30
Veterans Affairs	0	2	0	0
All Other Agencies	40	54	46.5	53
<b>Total</b>	<b>438.97</b>	<b>406.19</b>	<b>501.58</b>	<b>684.96</b>

**Distribution of Full-Time Equivalent Positions  
for State Personnel Management System and Maryland  
Department of Transportation  
As of June 30, 2014**

Agency	Budgeted FTE's	Vacant FTE's
Aging <sup>1</sup>	123.95	5.00
Agriculture	384.10	16.00
Budget and Management	310.20	16.90
Business and Economic Development	222.00	15.00
Education (MSDE)	1,461.60	175.30
Environment	940.00	78.00
General Services	581.00	55.50
Health and Mental Hygiene	9,288.19	1,030.59
Housing and Community Development	371.00	37.00
Human Resources	6,554.60	511.15
Information and Technology	134.00	20.00
Juvenile Services	2,076.05	180.00
Labor, Licensing and Regulation	1,788.49	174.80
Natural Resources	1,295.40	91.90
Planning	152.00	13.00
Public Safety and Correctional Services	11,071.40	688.80
State Police	2,425.50	191.00
Transportation	6,348.50	502.00
Veterans Affairs	77.00	10.00
All Other Agencies	6,165.60	560.10
<b>Total</b>	<b>51,770.58</b>	<b>4,372.04</b>

Note: Budgeted FTEs include vacant positions.

<sup>1</sup> These figures for Aging do not include 71.25 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, 2014**

Agency	Number of Included FTE's	Number of Excluded FTE's
Aging <sup>1</sup>	25.70	94.00
Agriculture	250.40	117.10
Budget and Management	48.00	245.20
Business and Economic Development	31.00	175.20
Education (MSDE)	272.00	993.50
Environment	556.50	303.00
General Services	360.00	165.00
Health and Mental Hygiene	5,800.94	2,392.10
Housing and Community Development	171.90	160.90
Human Resources	4,507.35	1,511.90
Information and Technology	51.50	62.00
Juvenile Services	1,458.45	436.10
Labor, Licensing and Regulation	983.49	627.55
Natural Resources	734.47	464.70
Planning	29.00	110.00
Public Safety and Correctional Services	8,387.10	1,993.30
State Police	1,870.00	364.00
Transportation	3,429.50	2,417.00
Veterans Affairs	41.50	25.00
All Other Agencies	988.20	4,570.50
<b>Total</b>	<b>29,997.00</b>	<b>17,228.05</b>

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

<sup>1</sup> These figures for Aging include 71.25 FTE Senior Citizen Aides.

**Geographic Locations of State Positions  
As of June 30, 2014**

	<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	1,942	154	84		2,026	154
Anne Arundel	5,305	2,090	475		5,780	2,090
Baltimore City	15,291	1,658	1,454		16,745	1,658
Baltimore County	3,758	348	325		4,083	348
Calvert	258	34	22		280	34
Caroline	211	29	47		258	29
Carroll	1,695	75	171		1,866	75
Cecil	422	58	29		451	58
Charles	512	85	42		554	85
Dorchester	434	27	30		464	27
Frederick	790	122	72		862	122
Garrett	400	44	28		428	44
Harford	569	74	64		633	74
Howard	1,767	76	188		1,955	76
Kent	200	58	19		219	58
Montgomery	644	241	44		688	241
Prince George's	1,368	326	166		1,534	326
Queen Anne's	380	48	18		398	48
Somerset	1,046	23	63		1,109	23
St. Mary's	358	36	28		386	36
Talbot	254	58	45		299	58
Washington County	2,694	71	136		2,830	71
Wicomico	1,104	101	116		1,220	101
Worcester	335	33	70		405	33
Wash., D.C.	8	1	1		9	1
Out Of State	9	0	1		10	0
Other <sup>2</sup>	0	0	153	503	153	503
<b>Total</b>	<b>41,754</b>	<b>5,870</b>	<b>3,891</b>	<b>503</b>	<b>45,645</b>	<b>6,373</b>

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

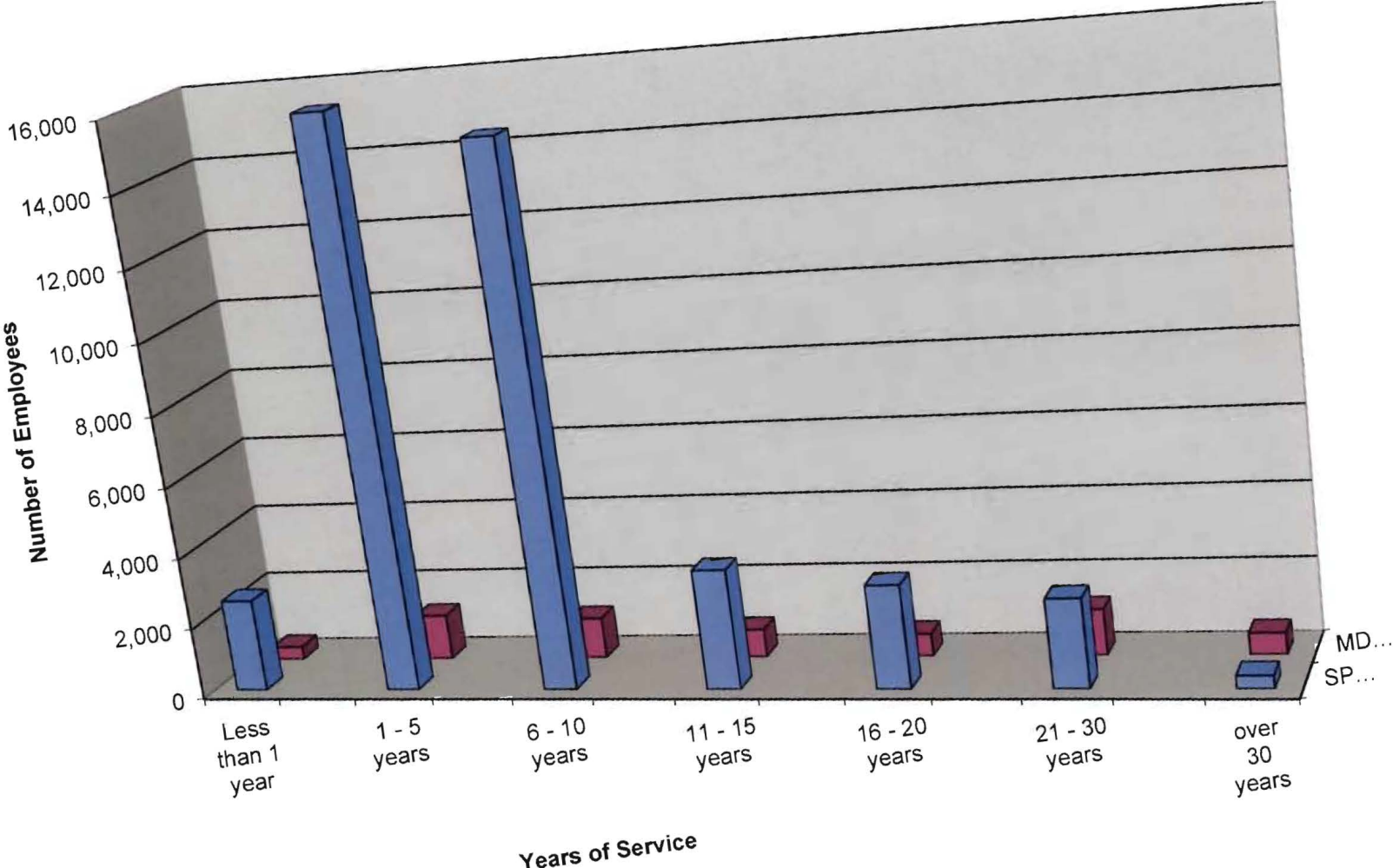
<sup>2</sup>Positions that do not have location assignments, and for MDOT vacant positions without locations assignments only the total is listed.

**Years of Service of State Employees  
As of June 30, 2014**

Years of Service	Number of Employees (%)			
	SPMS		MDOT	
Less than 1 year	2,564	(6%)	358	(6%)
1 - 5 years	15,704	(38%)	1,234	(21%)
6 - 10 years	14,780	(35%)	1,114	(19%)
11 - 15 years	3,234	(8%)	759	(13%)
16 - 20 years	2,772	(7%)	608	(10%)
21 - 30 years	2,364	(6%)	1,228	(21%)
over 30 years	336	(1%)	569	(10%)
<b>Total</b>	<b>41,754</b>		<b>5,870</b>	

Note: Employees are actual. Percentages are rounded off to the next whole number.

# Years of Service of State Employees



■ SPMS ■ MDOT

**Personnel Activities for State  
Employees  
As of June 30, 2014**

		<b>SPMS</b>	<b>MDOT</b>
<b>TRANSACTIONS</b>	Appointments	3,943	365
	Reinstatements	291	22
	Transfers	334	107
	Promotions	3,499	237
	Reclassifications	2,242	446
	Demotions	273	30
	<b>Total</b>	<u><b>10,582</b></u>	<u><b>1207</b></u>
 <b>SEPARATIONS</b>	Deceased	57	9
	Failed to Report for Duty	37	13
	Layoffs	6	0
	Leave of Absence <sup>1</sup>	71	7
	Resignations	2,025	97
	Retired	1,321	246
	Terminated	218	4
	Terminated on Probation	95	10
	Other	0	173
	<b>Total</b>	<u><b>3,830</b></u>	<u><b>559</b></u>
 <b>GRIEVANCES</b>	Resolved at DBM	86	
	Forwarded to OAH	47	
	<b>Total</b>	<u><b>133</b></u>	
 <b>DISCIPLINARY</b>	Resolved at DBM	311	
<b>ACTION APPEALS</b>	Forwarded to OAH	173	
	<b>Total</b>	<u><b>484</b></u>	
 <b>WHISTLEBLOWER</b>	Withdrawn/Settlement	0	
<b>COMPLAINTS</b>	Pending	0	
	Probable Cause	0	
	No Probable Cause	9	
	<b>Total</b>	<u><b>9</b></u>	

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

**Turnover for State  
Employees  
As of June 30, 2014**

	<b>SPMS</b>	<b>MDOT</b>
Resigned	2,025	211
Retired	1,321	246
Removals <sup>1</sup>	319	4
Deceased	57	9
Military Leave	0	0
<b>Total</b>	<b><u>3,722</u></b>	<b><u>470</u></b>
<b>Total Positions</b>	<b>45,645</b>	<b>6,373</b>
<b>Turnover<sup>2</sup> % for FY 12</b>	<b>8%</b>	<b>7%</b>

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

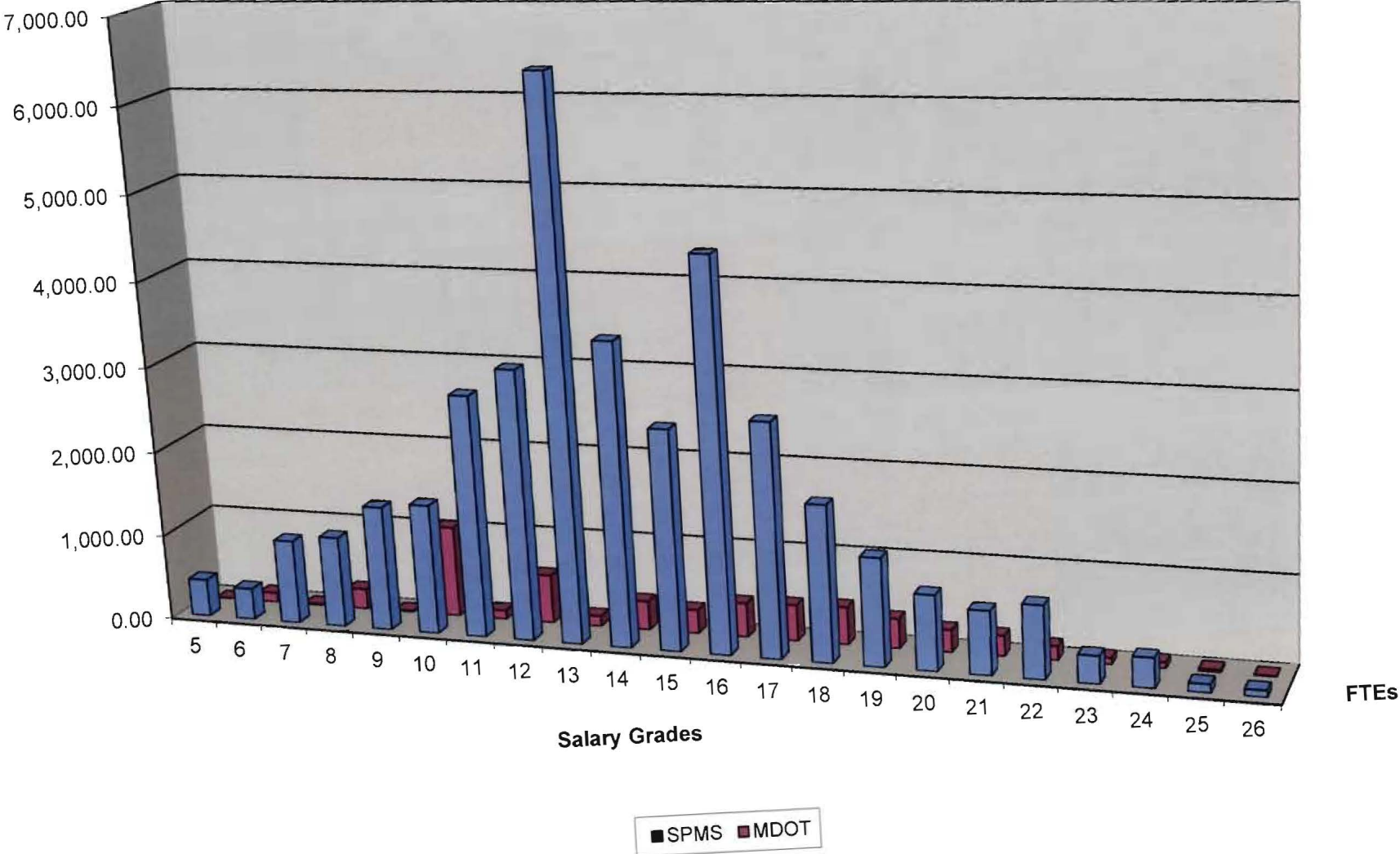
<sup>2</sup>Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

**Distribution of State Positions by Salary Grade  
As of June 30, 2014**

**Standard Salary Schedule**

Grade	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
5	437.20	3.0	1.16%	0.06%
6	366.80	113.0	0.97%	2.16%
7	979.10	16.0	2.60%	0.31%
8	1,056.17	238.0	2.81%	4.54%
9	1,450.34	16.0	3.85%	0.31%
10	1,507.00	1,055.0	4.00%	20.14%
11	2,807.02	101.5	7.46%	1.94%
12	3,129.29	562.5	8.31%	10.74%
13	6,421.25	119.0	17.06%	2.27%
14	3,498.40	333.5	9.30%	6.37%
15	2,540.24	272.5	6.75%	5.20%
16	4,490.32	393.7	11.93%	7.51%
17	2,682.62	414.0	7.13%	7.90%
18	1,791.75	432.0	4.76%	8.25%
19	1,235.05	340.0	3.28%	6.49%
20	861.15	257.0	2.29%	4.91%
21	727.40	233.0	1.93%	4.45%
22	831.95	159.0	2.21%	3.03%
23	314.10	72.8	0.83%	1.39%
24	338.55	70.0	0.90%	1.34%
25	94.60	29.0	0.25%	0.55%
26	75.00	9.0	0.20%	0.17%
<b>Total</b>	<b>37,635.30</b>	<b>5,239.5</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	<b>3,761.55</b>	<b>607.0</b>		
<b>Total:</b>	<b>41,396.85</b>	<b>5,846.5</b>		

### State Positions by Salary Grades



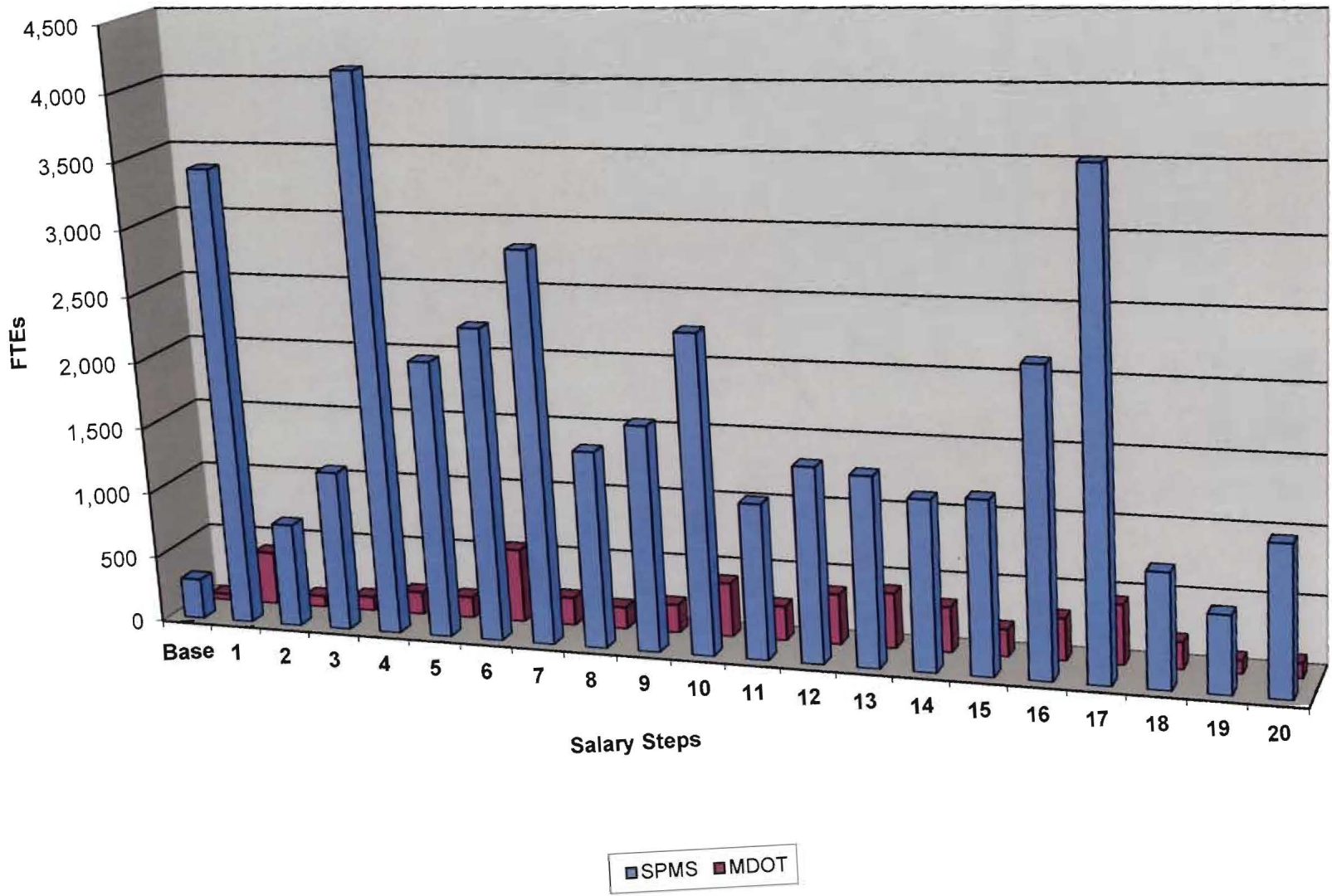


**Distribution of State Positions by Salary Step  
As of June 30, 2014**

**Step Levels of Standard Salary Schedule**

Step	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
Base	306.00	46.0	0.81%	0.87%
1	3444.86	402.0	9.15%	7.65%
2	781.72	85.0	2.08%	1.62%
3	1206.13	106.0	3.20%	2.02%
4	4169.43	170.0	11.08%	3.23%
5	2073.49	159.0	5.51%	3.02%
6	2335.00	552.0	6.20%	10.50%
7	2915.67	210.0	7.75%	3.99%
8	1467.75	165.0	3.90%	3.14%
9	1678.31	212.0	4.46%	4.03%
10	2362.42	403.0	6.28%	7.66%
11	1153.56	257.0	3.07%	4.89%
12	1445.23	375.0	3.84%	7.13%
13	1402.10	412.0	3.73%	7.84%
14	1256.70	336.0	3.34%	6.39%
15	1278.52	203.0	3.40%	3.86%
16	2242.15	314.0	5.96%	5.97%
17	3605.33	442.0	9.58%	8.41%
18	842.90	200.0	2.24%	3.80%
19	571.30	99.0	1.52%	1.88%
20	1096.73	110.0	2.91%	2.09%
<b>Total</b>	<b>37,635.30</b>	<b>5,258.0</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	3,761.55	612.0		
<b>Total:</b>	<b>41,396.85</b>	<b>5,870.0</b>		

### State Positions by Salary Steps



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

**Fiscal Year 2014**

<b>Based on a Salary of:</b>	<b>\$50,700</b>
 <b>DIRECT COSTS</b>	
Social Security	\$4,146
Health Insurance**	\$9,235
Pension Retirement	\$8,801
Deferred Compensation Match	\$0
Workers Compensation	\$686
Unemployment Insurance	\$152
 <b>SUBTOTAL DIRECT COSTS</b>	 <b>\$23,020</b>
 <b>INDIRECT COSTS</b>	
Personal Leave	\$1,247
Holiday	\$2,494
Annual Leave	\$3,118
Sick Leave	\$1,039
 <b>SUBTOTAL INDIRECT COSTS</b>	 <b>\$7,898</b>
 <b>TOTAL COST OF BENEFITS</b>	 <b>\$30,918</b>

\*\*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, 2014**

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	16	24	1	41
Agriculture	364	144	204	3	351
Budget and Management	266	91	172	2	265
Business and Economic Development	188	49	31	-	80
Disabilities	20	-	20	-	20
Education (MSDE)	1,256	743	498	15	1,256
Environment	850	311	474	1	786
General Services	537	37	305	3	503
Health and Mental Hygiene	8,132	2,530	4,281	27	6,838
Housing and Community Development	308	122	181	5	308
Human Resources	5,878	1,158	4,678	36	5,872
Information and Technology	110	13	76	-	89
Juvenile Services	1,899	501	1,303	8	1,812
Labor, Licensing, and Regulation	1,450	485	727	5	1,217
Natural Resources <sup>4</sup>	1,156	436	482	2	1,144
Planning	135	90	38	-	128
Public Safety and Correctional Svcs	10,232	2,649	7,388	48	10,085
State Police <sup>4</sup>	679	424	254	1	679
Transportation <sup>4</sup>	5,773	-	-	-	5,135
Veterans Affairs	65	25	36	1	62
All Other Agencies	5,851	1,612	2,728	42	4,382
<b>Total</b>	<b>45,193</b>	<b>11,436</b>	<b>23,900</b>	<b>200</b>	<b>41,053</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, 2014**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards
Aging			
Agriculture			
Budget and Management			
Business and Economic Development	6	\$1,521	
Education (MSDE)			
Environment	41	\$6,075	
General Services			
Health and Mental Hygiene	682	\$204,600	
Housing and Community Development	55	\$11,000	
Human Resources			
Information and Technology			
Juvenile Services			
Labor, Licensing, and Regulation			
Natural Resources	1	\$300	
Planning			
Public Safety and Correctional Svcs			
State Police			
Transportation			
Veterans Affairs			
All Other Agencies	576	\$131,614	
<b>Total</b>	1,361	\$355,110	

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

## Leave Usage For CY 2013

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	118.95	239,327	4,737	854	4,212	2,430	214	307	113
Agriculture	368.10	740,617	49,838	9,265	28,410	17,192	1,377	342	1,209
Budget and Management	293.30	590,120	35,984	10,612	23,518	13,791	715	977	636
Business and Economic Dev	207.00	416,484	27,642	9,874	14,769	9,614	475	456	787
Education (MSDE)	1,286.30	2,588,036	161,208	12,964	113,549	54,717	-	2,171	2,019
Environment	862.00	1,734,344	126,402	23,969	70,390	41,893	1,343	434	1,496
General Services	525.50	1,057,306	67,848	11,545	43,329	26,215	1,429	5,176	2,895
Health and Mental Hygiene	8,257.60	16,614,291	976,025	207,296	769,043	394,181	17,464	34,902	14,215
Housing and Community Dev	334.00	672,008	37,579	13,826	24,877	14,250	614	369	161
Human Resources	6,043.45	12,159,421	816,307	169,807	978,385	275,467	8,748	10,183	10,211
Information & Technology	114.00	229,368	11,559	8,298	7,352	4,845	1,020	409	509
Juvenile Services	1,896.05	3,814,853	216,027	75,861	190,075	86,064	4,772	4,170	4,863
Labor, Licensing, and Regulation	1,613.69	3,246,744	201,373	24,236	136,759	73,519	463	1,339	1,833
Natural Resources	1,203.50	2,421,442	157,532	68,368	84,689	59,100	1,769	2,035	5,441
Planning	139.00	279,668	23,587	6,206	28,955	7,120	22	130	597
Public Safety and Correctional Sr	10,382.60	20,889,791	999,684	240,284	840,769	385,577	27,655	20,695	28,752
State Police	2,234.50	4,495,814	239,882	24,144	145,296	101,976	1,781	3,575	3,523
Transportation	6,348.50	12,773,182	850,055	247,926	539,023	306,980	19,966	8,721	11,328
Veterans Affairs	79.00	158,948	4,724	1,443	2,021	1,945	1,003	232	398
<b>Total</b>	<b>42,307.04</b>	<b>85,121,764</b>	<b>5,007,993</b>	<b>1,166,776</b>	<b>4,045,420</b>	<b>1,876,876</b>	<b>90,829</b>	<b>96,623</b>	<b>90,984</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, 2014**

<u>Health Plans</u>	<u>Employees</u>	<u>Retirees</u>	<u>Total</u>
PPO - Contracts	22,156	25,108	47,264
% of total enrollment in PPOs	32.1%	58.3%	42.2%
POS - Contracts	12,674	8,419	21,093
% of total enrollment in POSs	18.4%	19.6%	18.8%
EPO - Contracts *	34,202	9,525	43,727
% of total enrollment in EPOs	49.5%	22.1%	39.0%
<b>Total - Contracts *</b>	<b>69,032</b>	<b>43,052</b>	<b>112,084</b>

\*Excludes Satellite Accounts and Direct Pay Enrollees

**Health Benefit Enrollment for Active State Employees  
As of June 30, 2014**

	<b><u>2012</u></b>	<b><u>2013</u></b>	<b><u>2014</u></b>
	<b><u>Actual</u></b>	<b><u>Actual</u></b>	<b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	34,578	25,081	22,156
POS	21,487	14,270	12,674
EPO	<u>12,326</u>	<u>28,718</u>	<u>34,202</u>
<b>Total</b>	<b>68,391</b>	<b>68,069</b>	<b>69,032</b>
<b>Prescription</b>	<b>63,735</b>	<b>63,231</b>	<b>64,888</b>
<b><u>Spending Accounts</u></b>			
Health Care	7,934	9,769	9,792
Dependent Care	<u>1,620</u>	<u>1,808</u>	<u>1,755</u>
<b>Total</b>	<b>9,554</b>	<b>11,577</b>	<b>11,547</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	18,896	18,175	17,343
Dental - PPO	<u>45,162</u>	<u>46,271</u>	<u>48,545</u>
<b>Total</b>	<b>64,058</b>	<b>64,446</b>	<b>65,888</b>
<b>Term Life</b>	<b>46,268</b>	<b>46,631</b>	<b>47,602</b>
<b>Accidental Death &amp; Injury</b>	<b>39,252</b>	<b>39,881</b>	<b>41,048</b>



**Health Benefit Enrollment for Retirees  
As of June 30, 2014**

	<u>2012</u> <u>Actual</u>	<u>2013</u> <u>Actual</u>	<u>2014</u> <u>Actual</u>
<b><u>Health Plans</u></b>			
PPO	27,432	26,099	25,108
POS	9,616	8,855	8,419
EPO	<u>3,737</u>	<u>6,691</u>	<u>9,525</u>
<b>Total</b>	<b>40,785</b>	<b>41,645</b>	<b>43,052</b>
<b>Prescription</b>	<b>40,137</b>	<b>40,900</b>	<b>42,120</b>
<b><u>Spending Accounts</u></b>			
Health Care	N/A	N/A	N/A
Dependent Care	N/A	N/A	N/A
<b>Total</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	8,785	8,858	8,884
Dental - PPO	<u>19,749</u>	<u>21,283</u>	<u>23,477</u>
<b>Total</b>	<b>28,534</b>	<b>30,141</b>	<b>32,361</b>
<b>Term Life</b>	<b>11,076</b>	<b>11,890</b>	<b>12,933</b>
<b>Accidental Death &amp; Injury</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Health Benefit Enrollment for Satellite Agencies  
As of June 30, 2014**

	<b><u>2012</u></b>	<b><u>2013</u></b>	<b><u>2014</u></b>
	<b><u>Actual</u></b>	<b><u>Actual</u></b>	<b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	1,395	1,012	842
POS	1,204	727	589
EPO	<u>660</u>	<u>1,218</u>	<u>1,230</u>
<b>Total</b>	<b>3,259</b>	<b>2,957</b>	<b>2,661</b>
<b>Prescription</b>	<b>2,658</b>	<b>2,451</b>	<b>2,225</b>
<b><u>Spending Accounts</u></b>			
Health Care	208	273	232
Dependent Care	<u>44</u>	<u>24</u>	<u>41</u>
<b>Total</b>	<b>252</b>	<b>297</b>	<b>273</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	822	666	567
Dental - PPO	<u>2,125</u>	<u>2,039</u>	<u>1,955</u>
<b>Total</b>	<b>2,947</b>	<b>2,705</b>	<b>2,522</b>
<b>Term Life</b>	<b>1,958</b>	<b>1,931</b>	<b>1,708</b>
<b>Accidental Death &amp; Injury</b>	<b>1,597</b>	<b>1,555</b>	<b>1,337</b>

**Account Balance for Health Insurance  
As of June 30, 2014  
(\$\$ in Millions)**

	FY 2012 <u>Actual</u>	FY 2013 <u>Actual</u>	FY 2014 <u>Actual</u> <sup>2</sup>
<b>Beginning Balance</b>	<b>\$162.00</b>	<b>\$172.30</b>	<b>\$285.30</b>
<b><u>Receipts</u></b>			
State Agencies <sup>1</sup>	\$948.60	\$1,033.60	\$953.00
Employee	\$153.00	\$167.30	\$152.00
Retiree	\$77.20	\$85.20	\$79.20
Satellite Agencies	\$36.80	\$35.50	\$32.40
Direct Pay Enrollees	\$8.50	\$9.00	\$8.30
RX Rebates & Medicare Part D reimbursements	\$40.60	\$30.40	\$44.90
Audit / Misc. Recoveries	\$1.60	\$27.90	\$30.10
<b>Total Receipts</b>	<b><u>\$1,266.30</u></b>	<b><u>\$1,388.90</u></b>	<b><u>\$1,299.90</u></b>
 <b>Sub Total</b>	 <b>\$1,428.30</b>	 <b>\$1,561.20</b>	 <b>\$1,585.20</b>
 <b>Less: Payments to Providers</b>	 <b><u>\$1,256.00</u></b>	 <b><u>\$1,275.90</u></b>	 <b><u>\$1,369.80</u></b>
 <b>Reserve for Future Provider Payments</b>	 <b>\$172.30</b>	 <b>\$285.30</b>	 <b>\$215.40</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> FY 2014 balance based on R\*STARS report balance as of September 30, 2014

**Account Balance for Spending Accounts  
As of June 30, 2014  
(\$\$ in Millions)**

	FY 2012 <u>Actual</u>	FY 2013 <u>Actual</u>	FY 2014 <u>Actual</u>
<b>Beginning Balance</b>	<b>\$2.10</b>	<b>\$2.00</b>	<b>\$2.17</b>
<b><u>Receipts</u></b>			
Employee	\$17.10	\$19.55	\$18.65
Satellite Employee	\$0.40	\$0.51	\$0.44
<b>Total Receipts</b>	<b><u>\$17.50</u></b>	<b><u>\$20.06</u></b>	<b><u>\$19.09</u></b>
<b>Sub Total</b>	<b>\$19.60</b>	<b>\$22.06</b>	<b>\$21.26</b>
<b>Less:</b>			
<b>Reimbursements to Employees</b>	<b>\$17.20</b>	<b>\$19.50</b>	<b>\$20.58</b>
<b>Unused Balances transferred to General Fund</b>	<b><u>\$0.40</u></b>	<b><u>\$0.34</u></b>	<b><u>\$0.41</u></b>
<b>Reserve for Future Employee Reimbursements</b>	<b>\$2.00</b>	<b>\$2.17</b>	<b>\$0.27</b>

**Account Balance for Term Life, Accidental  
Death and Injury, Long Term Care and  
Dental Insurance  
As of June 30, 2014  
(\$\$ in Millions)**

	<b>FY 2012 <u>Actual</u></b>	<b>FY 2013 <u>Actual</u></b>	<b>FY 2014 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>
<b><u>Receipts</u></b>			
State Agencies - Dental Subsidy	\$22.60	\$23.21	\$22.04
Employee	\$30.70	\$32.40	\$32.41
Retiree	\$9.70	\$10.26	\$10.64
Other	\$2.40	\$2.89	\$2.40
<b>Total Receipts</b>	<b><u>\$65.40</u></b>	<b><u>\$68.76</u></b>	<b><u>\$67.49</u></b>
<b>Sub Total</b>	<b>\$65.90</b>	<b>\$69.26</b>	<b>\$67.99</b>
<b>Less: Payments to Providers</b>	<b><u>\$65.40</u></b>	<b><u>\$68.77</u></b>	<b><u>\$70.45</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.58</b>
<b>Fund Transfers*</b>	<b><u>\$0.00</u></b>	<b><u>\$0.00</u></b>	<b><u>\$3.04</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.58</b>