



**MARYLAND**  
DEPARTMENT OF  
BUDGET & MANAGEMENT

*LARRY HOGAN*  
Governor

*BOYD K. RUTHERFORD*  
Lieutenant Governor

*DAVID R. BRINKLEY*  
Secretary

*MARC L. NICOLE*  
Deputy Secretary

January 1, 2017

The Honorable Larry Hogan  
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

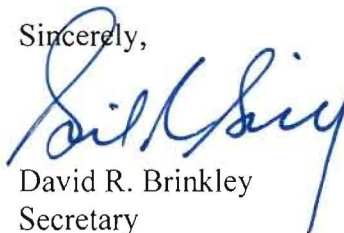
The Honorable Michael E. Busch  
Speaker of the House  
H-101 State House  
Annapolis, MD 21401-1991

Dear Governor Hogan, 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, prepared by the DBM Office of Personnel Services and Benefits, is submitted in compliance with that statutory requirement.

If you have any questions regarding the information provided in this report, contact me or Cynthia A. Kollner, Executive Director of the Office of Personnel Services and Benefits, at 410-767-4716.

Sincerely,



David R. Brinkley  
Secretary

Enclosure

cc: Cindy Kollner, Executive Director, Office of Personnel Services and Benefits, DBM  
Barbara Wilkins, Director of Government Relations, DBM



ANNUAL PERSONNEL REPORT  
FOR  
FISCAL YEAR 2016

January 1, 2017

*LARRY HOGAN*  
Governor

*BOYD K. RUTHERFORD*  
Lieutenant Governor

*DAVID R. BRINKLEY*  
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, 2016. 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, 2016

	SPMS	MDOT
<b>State Government at a Glance</b>		
FTEs <sup>1</sup> Included in Collective Bargaining Units	25,487.89	3,454.00
FTEs Excluded from Collective Bargaining Units	14,078.78	2,439.50
<b>Total</b>	<b><u>39,566.67</u></b>	<b><u>5,893.50</u></b>
 <b>Percentage of Employees working in . . .</b>		
Anne Arundel County	7.9%	37.0%
Baltimore City	36.6%	28.2%
Baltimore Metro Area <sup>2</sup>	22.0%	9.3%
Eastern Shore Area	11.4%	6.8%
Southern Maryland Area	2.7%	2.7%
Washington Metro Area	5.2%	9.3%
Western Maryland Area	14.1%	7.0%
 <b>Employees<sup>3</sup> Employed on a . . .</b>		
Full-Time Basis	39,067	5,873
Part-Time Basis	823	42
<b>Total</b>	<b><u>39,890</u></b>	<b><u>5,915</u></b>
 <b>The Average Employee Age is . . .</b>	 <b>47</b>	 <b>48</b>
<b>The Average Employee Length of Service in years is . . .</b>	<b>13</b>	<b>14</b>
 <b>The Average Employee Earns . . .</b>	 <b>\$55,180</b>	 <b>\$56,738</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, 2016**

**PERMANENT FTEs BY STATUS**

	<b>SPMS</b>	<b>MDOT</b>
<b>FTEs Included in Bargaining</b>	<b>25,487.89</b>	<b>3,454.00</b>
<b>FTEs Excluded from Bargaining</b>	<b>14,078.78</b>	<b>2,439.50</b>
<i>Agency Excluded by Statute</i>	2,560.75	158.50
<i>Confidential</i>	4,884.68	268.50
<i>Managerial</i>	2,883.65	838.00
<i>Supervisory</i>	3,603.70	1,170.00
<i>Student</i>	0.00	0.00
<i>Agency Head</i>	21.00	1.00
<i>Board or Commission Member</i>	125.00	3.50
<b>TOTAL</b>	<b>39,566.67</b>	<b>5,893.50</b>

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

<b>Full-Time</b>		
Filled positions	39,067	5,873
Vacant positions	4,817	584
<b>Total Full-Time Positions</b>	<b>43,884</b>	<b>6,457</b>
<b>Part-Time <sup>1</sup></b>		
Filled positions	823	42
Vacant positions	171	2
<b>Total Part-Time Positions</b>	<b>994</b>	<b>44</b>
Total Number of Filled Positions	39,890	5,915
Total Number of Vacant Positions	4,988	586
<b>TOTAL NUMBER OF POSITIONS</b>	<b>44,878</b>	<b>6,501</b>

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

<b>Total Number of Contracts</b>	<b>2,405</b>	<b>39</b>
<b>Total Number of FTE Contractual Positions</b>	<b>1,481.49</b>	<b>18.00</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 '13 - FY '16**

Agency	FY13 FTE's	FY14 FTE's	FY15 FTE's	FY16 FTE's
Aging	1	3	0	0
Agriculture	0	1	1	1
Budget and Management	0	8	6	1
Commerce	0	3	1	0
Education (MSDE)	28.5	30	11.5	3
Environment	2	17	13	4
General Services	8	8	16	1
Health and Mental Hygiene	189.18	244.46	156.97	44
Housing and Community Development	15	21	16	5
Human Resources	14.8	55	27.5	3
Information and Technology	1	2	1	0
Juvenile Services	101	101	128	60
Labor, Licensing and Regulation	51.6	59	26	3
Natural Resources	3	2	6	1
Planning	1	2	0	0
Public Safety and Correctional Services	16	40.5	34	8
State Police	1	5	2	1
Transportation	22	30	60	3
Veterans Affairs	0	0	0	0
All Other Agencies	46.5	53	9	23
<b>Total</b>	<b>501.58</b>	<b>684.96</b>	<b>514.97</b>	<b>161</b>



**Distribution of Full-Time Equivalent Positions  
for State Personnel Management System and Maryland  
Department of Transportation  
As of June 30, 2016**

Agency	Budgeted FTE's	Vacant FTE's
Aging	110.00	34.00
Agriculture	131.50	10.00
Budget and Management	279.20	28.00
Commerce	169.80	21.00
Education (MSDE)	1,250.60	167.00
Environment	810.50	72.00
General Services	461.50	47.00
Health and Mental Hygiene	7,853.77	1,299.00
Housing and Community Development	303.40	19.00
Human Resources	5,746.90	466.00
Information and Technology	142.00	15.00
Juvenile Services	1,769.85	226.00
Labor, Licensing and Regulation	1,456.50	179.00
Natural Resources	1,210.12	80.00
Planning	122.00	12.00
Public Safety and Correctional Services	9,564.70	1,374.00
State Police	2,192.50	312.00
Transportation	6,478.50	585.00
Veterans Affairs	77.50	5.00
All Other Agencies	5,914.33	622.00
<b>Total</b>	<b>46,045.16</b>	<b>5,573.00</b>

Note: Budgeted FTEs include vacant positions.

**Full-Time Equivalent Positions Included and Excluded  
from Collective Bargaining for State Personnel  
Management System and Maryland  
Department of Transportation  
As of June 30, 2016**

Agency	Number of Included FTE's	Number of Excluded FTE's
Aging	21.50	88.50
Agriculture	85.50	46.00
Budget and Management	57.00	222.20
Commerce	31.00	138.80
Education (MSDE)	247.50	1,003.10
Environment	556.50	254.00
General Services	348.50	113.00
Health and Mental Hygiene	5,601.67	2,252.10
Housing and Community Development	187.40	116.00
Human Resources	4,339.55	1,407.35
Information and Technology	76.00	66.00
Juvenile Services	1,349.25	420.60
Labor, Licensing and Regulation	883.60	572.90
Natural Resources	444.90	765.22
Planning	29.00	93.00
Public Safety and Correctional Services	7,826.60	1,738.10
State Police	1,860.50	332.00
Transportation	3,454.00	2,439.50
Veterans Affairs	49.50	28.00
All Other Agencies	1,172.10	4,742.22
<b>Total</b>	<b>28,621.57</b>	<b>16,838.59</b>

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

**Geographic Locations of State Positions  
As of June 30, 2016**

	Employees <sup>1</sup>		Vacant Positions		Total	
	SPMS	MDOT	SPMS	MDOT <sup>2</sup>	SPMS	MDOT
Allegany	1,901	174	215		2,116	174
Anne Arundel	3,162	2,172	400		3,562	2,172
Baltimore City	14,614	1,670	1,757		16,371	1,670
Baltimore County	3,370	322	409		3,779	322
Calvert	267	34	23		290	34
Caroline	170	27	67		237	27
Carroll	1,362	79	248		1,610	79
Cecil	477	56	50		527	56
Charles	276	88	30		306	88
Dorchester	404	26	49		453	26
Frederick	805	122	135		940	122
Garrett	348	41	28		376	41
Harford	597	70	74		671	70
Howard	3,446	77	486		3,932	77
Kent	185	57	34		219	57
Montgomery	585	239	71		656	239
Prince George's	1,498	306	200		1,698	306
Queen Anne's	335	42	37		372	42
Somerset	1,134	20	90		1,224	20
St. Mary's	537	38	85		622	38
Talbot	321	49	48		369	49
Washington County	2,568	77	250		2,818	77
Wicomico	1,121	93	111		1,232	93
Worcester	391	33	90		481	33
Wash., D.C.	1	3	1		2	3
Out Of State	15	0	0		15	0
Other <sup>2</sup>	0	0	0	586	0	586
<b>Total</b>	<b>39,890</b>	<b>5,915</b>	<b>4,988</b>	<b>586</b>	<b>44,878</b>	<b>6,501</b>

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

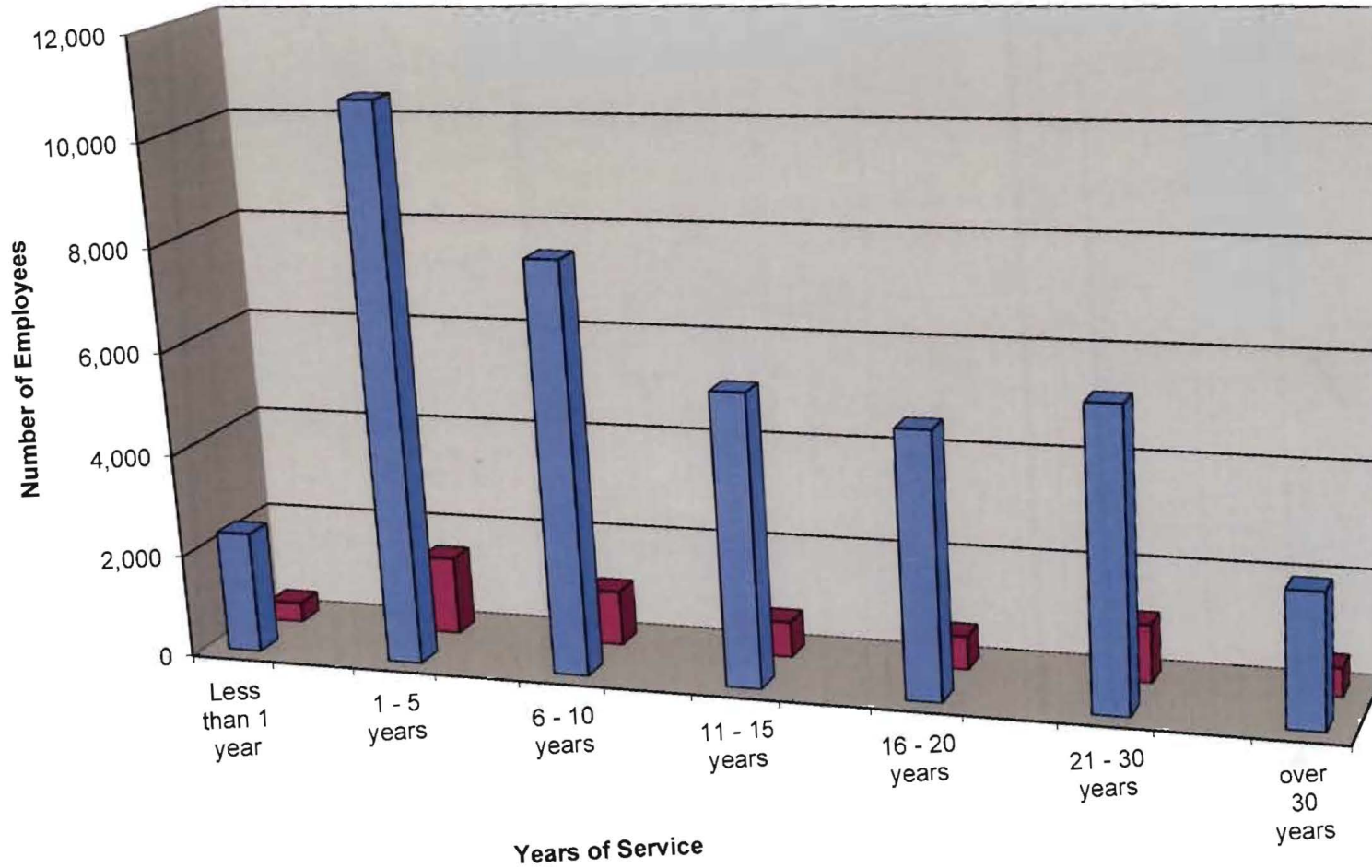
<sup>2</sup>Positions that do not have location assignments, and for MDOT vacant positions without locations assignments only the total is listed.

**Years of Service of State Employees  
As of June 30, 2016**

<b>Years of Service</b>	<b>Number of Employees (%)</b>			
	<b>SPMS</b>		<b>MDOT</b>	
Less than 1 year	2,363	(6%)	381	(6%)
1 - 5 years	10,760	(27%)	1,508	(25%)
6 - 10 years	7,905	(20%)	1,056	(18%)
11 - 15 years	5,588	(14%)	681	(12%)
16 - 20 years	5,060	(13%)	640	(11%)
21 - 30 years	5,682	(14%)	1,103	(19%)
over 30 years	2,537	(6%)	546	(9%)
<b>Total</b>	<b>39,895</b>		<b>5,915</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, 2016**

		<b>SPMS</b>	<b>MDOT</b>
<b>TRANSACTIONS</b>	Appointments	2,313	417
	Reinstatements	212	21
	Transfers	1,075	87
	Promotions	2,610	208
	Reclassifications	2,898	588
	Demotions	201	14
	<b>Total</b>	<b>9,309</b>	<b>1335</b>
<b>SEPARATIONS</b>	Deceased	53	7
	Failed to Report for Duty	7	15
	Layoffs	11	0
	Leave of Absence <sup>1</sup>	43	4
	Resignations	2,240	90
	Retired	1,456	232
	Terminated	224	20
	Terminated on Probation	79	32
	Other	0	254
	<b>Total</b>	<b>4,113</b>	<b>654</b>
<b>GRIEVANCES</b>	Resolved at DBM	58	
	Forwarded to OAH	80	
	<b>Total</b>	<b>138</b>	
<b>DISCIPLINARY ACTION APPEALS</b>	Resolved at DBM	366	
	Forwarded to OAH	193	
<b>Total</b>	<b>559</b>		
<b>WHISTLEBLOWER COMPLAINTS</b>	Withdrawn/Settlement	2	
	Pending	0	
	Probable Cause	0	
	No Probable Cause	6	
<b>Total</b>		<b>8</b>	

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

**Turnover for State  
Employees  
As of June 30, 2016**

	<b>SPMS</b>	<b>MDOT</b>
Resigned	2,240	281
Retired	1,456	232
Removals <sup>1</sup>	314	20
Deceased	53	7
Military Leave	0	0
<b>Total</b>	<b>4,063</b>	<b>540</b>
<b>Total Positions</b>	<b>44,878</b>	<b>6,501</b>
<b>Turnover<sup>2</sup> % for FY 15</b>	<b>9%</b>	<b>8%</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.

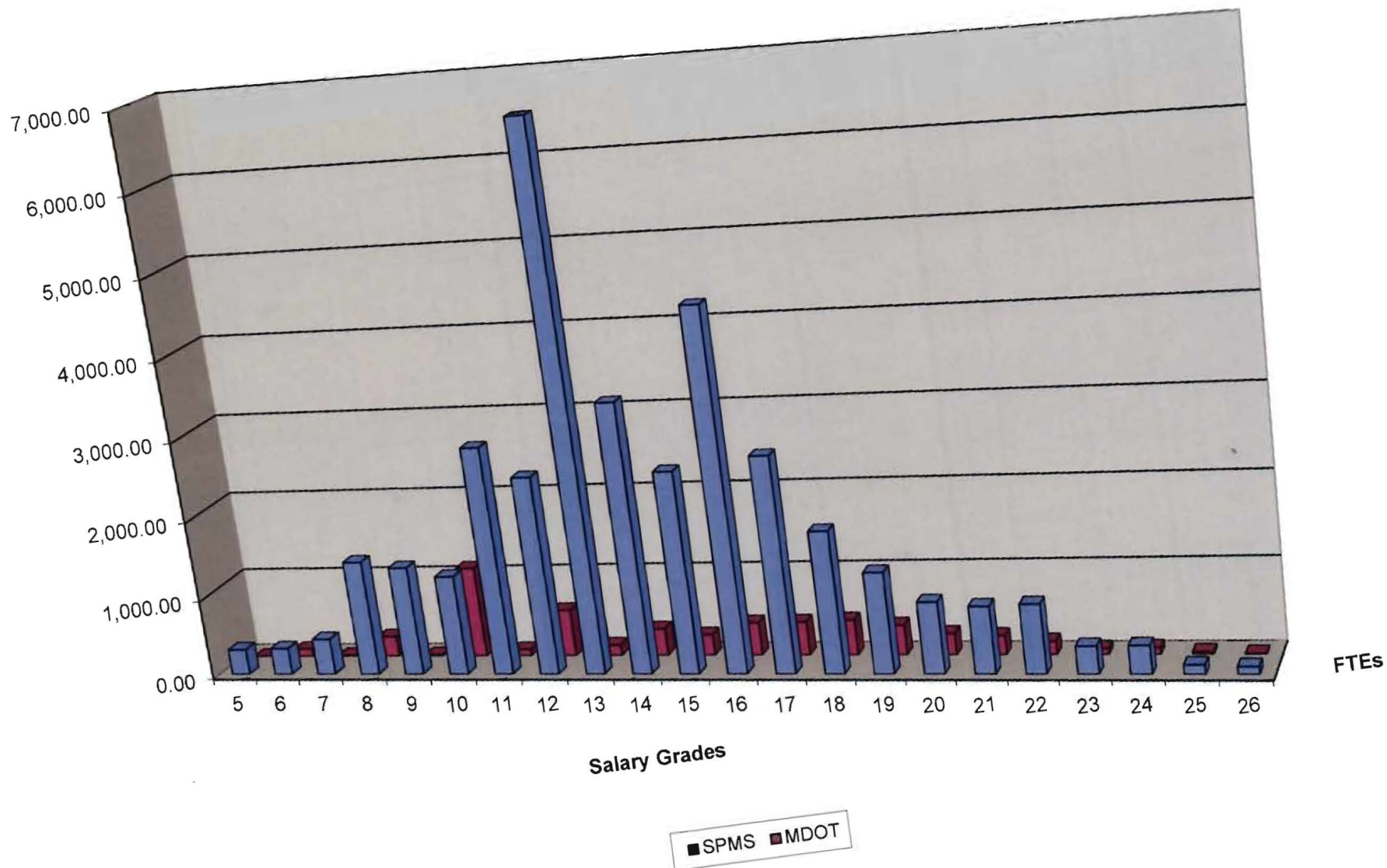
**Distribution of State Positions by Salary Grade  
As of June 30, 2016**

**Standard Salary Schedule**

Grade	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
5	316.90	3.0	0.89%	0.06%
6	329.10	96.0	0.92%	1.81%
7	445.60	11.0	1.25%	0.21%
8	1,415.92	252.5	3.96%	4.77%
9	1,337.39	15.0	3.74%	0.28%
10	1,220.45	1,113.0	3.41%	21.02%
11	2,788.90	79.0	7.79%	1.49%
12	2,414.57	573.0	6.75%	10.82%
13	6,595.55	131.5	18.43%	2.48%
14	3,276.30	330.5	9.15%	6.24%
15	2,443.40	253.5	6.83%	4.79%
16	4,362.88	399.5	12.19%	7.54%
17	2,600.37	405.0	7.27%	7.65%
18	1,703.00	428.0	4.76%	8.08%
19	1,209.10	362.0	3.38%	6.84%
20	854.05	258.0	2.39%	4.87%
21	798.00	230.0	2.23%	4.34%
22	821.60	162.0	2.30%	3.06%
23	328.30	73.0	0.92%	1.38%
24	334.15	80.0	0.93%	1.51%
25	107.20	30.0	0.30%	0.57%
26	87.60	10.0	0.24%	0.19%
<b>Total</b>	<b>35,790.33</b>	<b>5,295.5</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	<b>3,524.28</b>	<b>598.0</b>		
<b>Total:</b>	<b>39,314.61</b>	<b>5,893.5</b>		



# State Positions by Salary Grades

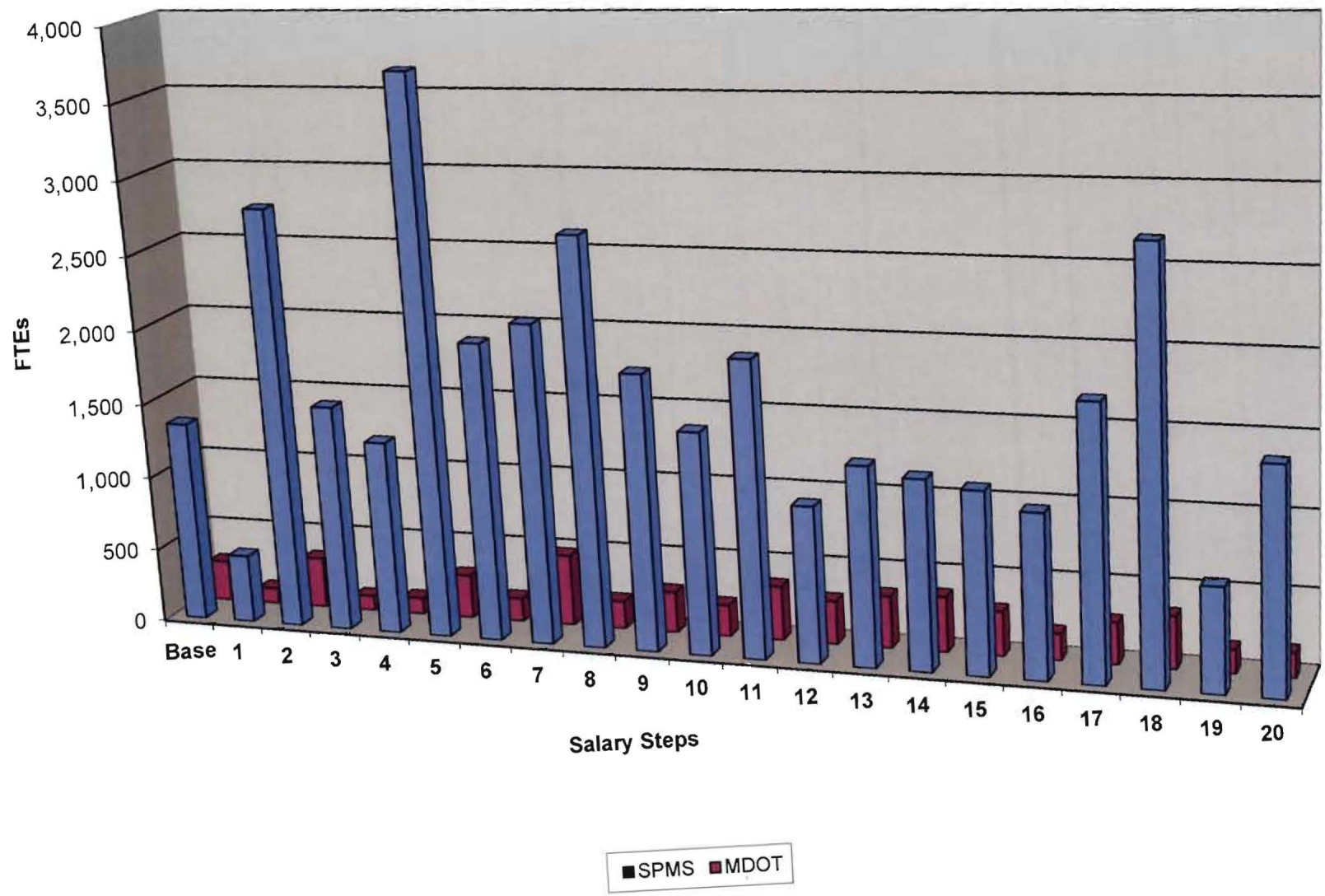


**Distribution of State Positions by Salary Step  
As of June 30, 2016**

**Step Levels of Standard Salary Schedule**

Step	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
Base	1352.00	273.5	3.78%	5.16%
1	456.79	104.5	1.28%	1.97%
2	2817.34	342.5	7.87%	6.47%
3	1516.34	98.5	4.24%	1.86%
4	1295.09	109.5	3.62%	2.07%
5	3714.68	292.5	10.38%	5.52%
6	1985.44	156.5	5.55%	2.96%
7	2124.65	475.0	5.94%	8.97%
8	2703.70	186.5	7.55%	3.52%
9	1830.85	273.0	5.12%	5.16%
10	1472.66	209.5	4.11%	3.96%
11	1954.92	360.5	5.46%	6.81%
12	1033.06	289.0	2.89%	5.46%
13	1312.18	347.0	3.67%	6.55%
14	1248.60	368.0	3.49%	6.95%
15	1196.50	295.0	3.34%	5.57%
16	1078.15	177.0	3.01%	3.34%
17	1786.50	275.5	4.99%	5.20%
18	2765.35	344.0	7.73%	6.50%
19	684.10	155.8	1.91%	2.94%
20	1461.43	162.3	4.08%	3.06%
<b>Total</b>	<b>35,790.33</b>	<b>5,295.5</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	3,524.28	598.0		
<b>Total:</b>	<b>39,314.61</b>	<b>5,893.5</b>		

### State Positions by Salary Steps



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

**Fiscal Year 2016**

<b>Based on a Salary of:</b>	<b>\$55,310</b>
<b>DIRECT COSTS</b>	
Social Security	\$4,231
Health Insurance**	\$9,745
Pension Retirement	\$9,336
Deferred Compensation Match	\$0
Workers Compensation	\$860
Unemployment Insurance	\$155
<b>    SUBTOTAL DIRECT COSTS</b>	<b>\$24,327</b>
<b>INDIRECT COSTS</b>	
Personal Leave	\$1,273
Holiday	\$2,546
Annual Leave	\$3,182
Sick Leave	\$1,061
<b>    SUBTOTAL INDIRECT COSTS</b>	<b>\$8,062</b>
<b>TOTAL COST OF BENEFITS</b>	<b>\$32,389</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, 2016**

<b>Department</b>	<b>Total Number of Employees <sup>1</sup> To be Rated <sup>2</sup></b>	<b>Number of Employees Rated Outstanding</b>	<b>Number of Employees Rated Satisfactory</b>	<b>Number of Employees Rated Unsatisfactory</b>	<b>Total Number Employees Rated</b>
Aging <sup>3</sup>	30	14	13	2	29
Agriculture	325	157	147	3	307
Budget and Management	280	81	192	-	273
Commerce	187	76	83	-	159
Disabilities	24	8	10	-	18
Education (MSDE)	1,277	631	476	7	1,114
Environment	809	341	425	1	767
General Services	525	115	320	1	436
Health and Mental Hygiene	7,967	2,551	4,145	28	6,724
Housing and Community Development	293	72	172	5	249
Human Resources	5,788	1,215	4,512	34	5,761
Information and Technology	142	37	103	-	140
Juvenile Services	1,775	484	1,244	8	1,736
Labor, Licensing, and Regulation	1,330	489	685	5	1,179
Natural Resources <sup>4</sup>	1,214	516	432	1	1,172
Planning	119	73	38	-	111
Public Safety and Correctional Svcs*	9,566	1,642	3,841	35	6,569
State Police <sup>4</sup>	2,193	422	246	-	2,056
Transportation <sup>4</sup>	5,868	-	-	-	5,091
Veterans Affairs	72	29	29	1	59
All Other Agencies	5,487	1,514	2,520	15	4,049
<b>Total</b>	<b>45,271</b>	<b>10,467</b>	<b>19,633</b>	<b>146</b>	<b>37,999</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.

\*Additional PEP ratings submitted without rating category breakdown.

**Distribution of Incentive and Innovative Awards  
By Principal Department  
As of June 30, 2016**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Aging				
Agriculture				
Budget and Management	119	\$287,471		
Commerce	11	\$3,069		
Education (MSDE)				
Environment	6	\$3,250		
General Services				
Health and Mental Hygiene				
Housing and Community Development	108	\$6,649		
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	8	\$13,250		
<b>Total</b>	253	\$313,988		

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



## Leave Usage For CY 2015

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	51.00	102,612	4,374	547	3,891	2,093	138	170	127
Agriculture	331.00	665,972	45,690	8,949	26,157	16,416	11,145	663	1,458
Budget and Management	342.00	688,104	32,548	12,691	22,450	14,026	892	1,015	1,092
Commerce	192.00	386,304	24,074	9,415	14,148	9,466	538	335	431
Education (MSDE)	1,297.00	2,609,564	145,179	17,268	124,188	54,203	743	1,640	1,316
Environment	953.00	1,917,436	122,133	22,079	74,340	42,627	271	443	849
General Services	516.00	1,038,192	63,083	10,890	44,446	25,768	1,702	2,180	2,932
Health and Mental Hygiene	7,995.00	16,085,940	1,028,740	208,103	815,252	383,287	2,271	32,850	11,872
Housing and Community Dev	311.00	625,732	26,553	12,731	24,176	15,717	379	1,444	871
Human Resources	6,057.00	12,186,684	792,413	145,854	626,045	294,551	6,787	11,113	9,391
Information & Technology	151.00	303,812	11,259	9,884	7,974	5,525	1,251	550	586
Juvenile Services	2,068.00	4,160,816	222,352	67,990	180,295	89,139	5,802	4,284	4,646
Labor, Licensing, and Regulation	1,416.00	2,848,992	193,400	23,459	138,316	72,165	1,125	1,568	1,536
Natural Resources	1,301.50	2,618,618	163,078	69,450	87,218	60,881	6,055	1,611	4,572
Planning	142.00	285,704	23,410	5,063	42,532	7,143	31	97	382
Public Safety and Correctional Services	10,243.00	20,608,916	1,255,983	311,432	4,055,942	484,430	25,459	41,137	48,637
State Police	2,319.00	4,665,828	257,420	22,652	173,094	103,969	1,404	2,829	2,542
Transportation	6,478.50	13,034,742	877,011	335,518	680,356	308,066	20,517	6,900	11,515
Veterans Affairs	87.00	175,044	8,303	4,647	4,876	3,245	887	538	574
<b>Total</b>	<b>42,251.00</b>	<b>85,009,012</b>	<b>5,297,004</b>	<b>1,298,620</b>	<b>7,145,695</b>	<b>1,992,717</b>	<b>87,396</b>	<b>111,368</b>	<b>105,328</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, 2016**

<u>Health Plans</u>	<u>Employees</u>	<u>Retirees</u>	<u>Total</u>
PPO - Contracts	23,793	29,448	53,241
% of total enrollment in PPOs	35.0%	65.2%	47.1%
POS - Contracts*	265	0	265
% of total enrollment in POSs	0.4%	0.0%	0.2%
EPO/Kaiser - Contracts *	43,830	15,725	59,555
% of total enrollment in EPOs	64.6%	34.8%	52.7%
<b>Total - Contracts **</b>	<b>67,888</b>	<b>45,173</b>	<b>113,061</b>

\*Effective January 2015, the State eliminated all Point-of-Service plans (except for SLEOLA) and contracted with Kaiser to provide a fully-insured integrated Health Mgmt (IHM) plan

\*\*Excludes Satellite and Direct Pay Enrollees



**Health Benefit Enrollment for Active State Employees  
As of June 30, 2016**

	<b><u>2014</u></b> <b><u>Actual</u></b>	<b><u>2015</u></b> <b><u>Actual</u></b>	<b><u>2016</u></b> <b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	22,156	24,673	23,793
POS	12,674	289	265
EPO/Kaiser*	<u>34,202</u>	<u>43,525</u>	<u>43,830</u>
<b>Total</b>	<b>69,032</b>	<b>68,487</b>	<b>67,888</b>
<b>Prescription</b>	<b>64,888</b>	<b>64,585</b>	<b>63,734</b>
<b><u>Spending Accounts</u></b>			
Health Care	9,792	10,493	10,556
Dependent Care	<u>1,755</u>	<u>1,998</u>	<u>1,895</u>
<b>Total</b>	<b>11,547</b>	<b>12,491</b>	<b>12,451</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	17,343	9,048	9,312
Dental - PPO	<u>48,545</u>	<u>56,397</u>	<u>55,937</u>
<b>Total</b>	<b>65,888</b>	<b>65,445</b>	<b>65,249</b>
<b>Term Life</b>	<b>47,602</b>	<b>48,354</b>	<b>47,738</b>
<b>Accidental Death &amp; Injury</b>	<b>41,048</b>	<b>42,525</b>	<b>42,248</b>

\*Effective January 2015, the State eliminated all Point-of-Service plans (except for SLEOLA) and contracted with Kaiser to provide a fully-insured Integrated Health Mgmt (IHM) plan

**Health Benefit Enrollment for Retirees  
As of June 30, 2016**

	<b><u>2014</u></b> <b><u>Actual</u></b>	<b><u>2015</u></b> <b><u>Actual</u></b>	<b><u>2016</u></b> <b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	25,108	29,675	29,448
POS	8,419	0	0
EPO/Kaiser*	<u>9,525</u>	<u>13,972</u>	<u>15,725</u>
<b>Total</b>	<b>43,052</b>	<b>43,647</b>	<b>45,173</b>
<b>Prescription</b>	<b>42,120</b>	<b>43,046</b>	<b>44,329</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	8,884	2,538	2,607
Dental - PPO	<u>23,477</u>	<u>30,723</u>	<u>32,879</u>
<b>Total</b>	<b>32,361</b>	<b>33,261</b>	<b>35,486</b>
<b>Term Life</b>	<b>12,933</b>	<b>13,872</b>	<b>15,001</b>
<b>Accidental Death &amp; Injury</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

\*Effective January 2015, the State eliminated all Point-of-Service plans (except for SLEOLA) and contracted with Kaiser to provide a fully-insured Integrated Health Mgmt (IHM) plan

**Health Benefit Enrollment for Satellite Agencies  
As of June 30, 2016**

	<b><u>2014</u></b> <b><u>Actual</u></b>	<b><u>2015</u></b> <b><u>Actual</u></b>	<b><u>2016</u></b> <b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	842	982	1,044
POS	589	0	0
EPO/Kaiser*	<u>1,230</u>	<u>1,858</u>	<u>2,099</u>
<b>Total</b>	<b>2,661</b>	<b>2,840</b>	<b>3,143</b>
<b>Prescription</b>	<b>2,225</b>	<b>2,378</b>	<b>2,625</b>
<b><u>Spending Accounts</u></b>			
Health Care	232	249	247
Dependent Care	<u>41</u>	<u>49</u>	<u>44</u>
<b>Total</b>	<b>273</b>	<b>298</b>	<b>291</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	567	306	348
Dental - PPO	<u>1,955</u>	<u>2,258</u>	<u>2,339</u>
<b>Total</b>	<b>2,522</b>	<b>2,564</b>	<b>2,687</b>
<b>Term Life</b>	<b>1,708</b>	<b>1,741</b>	<b>1,797</b>
<b>Accidental Death &amp; Injury</b>	<b>1,337</b>	<b>1,368</b>	<b>1,412</b>

\*Effective January 2015, the State eliminated all Point-of-Service plans (except for SLEOLA) and contracted with Kaiser to provide a fully-insured Integrated Health Mgmt (IHM) plan

**Account Balance for Health Insurance  
As of June 30, 2016  
(\$\$ in Millions)**

	FY 2014 <u>Actual</u>	FY 2015 <u>Actual</u>	FY 2016 <u>Actual</u> <sup>2</sup>
<b>Beginning Balance</b>	<b>\$285.30</b>	<b>\$215.40</b>	<b>\$60.10</b>
<b><u>Receipts</u></b>			
State Agencies <sup>1</sup>	\$953.00	\$961.30	\$1,222.70
Employee	\$152.00	\$162.00	\$185.50
Retiree	\$79.20	\$78.40	\$91.40
Satellite Agencies	\$32.40	\$31.80	\$36.00
Direct Pay Enrollees	\$8.30	\$6.20	\$9.30
RX Rebates & Medicare Part D reimbursements, EGWP-Cov Gap Disc	\$44.90	\$90.10	\$128.80
Audit / Misc. Recoveries	\$30.10	\$7.40	\$9.70
<b>Total Receipts</b>	<b><u>\$1,299.90</u></b>	<b><u>\$1,337.20</u></b>	<b><u>\$1,683.40</u></b>
 <b>Sub Total</b>	 <b>\$1,585.20</b>	 <b>\$1,552.60</b>	 <b>\$1,743.50</b>
 <b>Less: Payments to Providers</b>	 <b><u>\$1,369.80</u></b>	 <b><u>\$1,492.50</u></b>	 <b><u>\$1,587.30</u></b>
 <b>Reserve for Future Provider Payments</b>	 <b>\$215.40</b>	 <b>\$60.10</b>	 <b>\$156.20</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 2016 end balance based on adjusted R\*STARS (DAFR-G900 report as of September 30, 2016)

**Account Balance for Spending Accounts  
As of June 30, 2016  
(\$\$ in Millions)**

	FY 2014 <u>Actual</u>	FY 2015 <u>Actual</u>	FY 2016 <u>Actual</u>
<b>Beginning Balance</b>	<b>\$2.17</b>	<b>\$0.27</b>	<b>\$0.41</b>
<b><u>Receipts</u></b>			
Employee	\$18.65	\$21.13	\$21.73
Satellite Employee	\$0.44	\$0.53	\$0.50
<b>Total Receipts</b>	<b><u>\$19.09</u></b>	<b><u>\$21.66</u></b>	<b><u>\$22.24</u></b>
<b>Sub Total</b>	<b>\$21.26</b>	<b>\$21.93</b>	<b>\$22.65</b>
<b>Less:</b>			
<b>Reimbursements to Employees</b>	<b>\$20.58</b>	<b>\$21.17</b>	<b>\$22.10</b>
<b>Unused Balances transferred to General Fund</b>	<b><u>\$0.41</u></b>	<b><u>\$0.35</u></b>	<b><u>\$0.43</u></b>
<b>Reserve for Future Employee Reimbursements</b>	<b>\$0.27</b>	<b>\$0.41</b>	<b>\$0.12</b>

**Account Balance for Term Life, Accidental  
Death and Injury, Long Term Care and  
Dental Insurance  
As of June 30, 2016  
(\$\$ in Millions)**

	<b>FY 2014 <u>Actual</u></b>	<b>FY 2015 <u>Actual</u></b>	<b>FY 2016 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$0.50</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b><u>Receipts</u></b>			
State Agencies - Dental Subsidy	\$22.04	\$23.00	\$19.70
Employee	\$32.41	\$32.39	\$36.78
Retiree	\$10.64	\$11.72	\$13.40
Other	\$2.40	\$2.43	\$1.84
<b>Total Receipts</b>	<b><u>\$67.49</u></b>	<b><u>\$69.54</u></b>	<b><u>\$71.72</u></b>
<b>Sub Total</b>	<b>\$67.99</b>	<b>\$69.54</b>	<b>\$71.72</b>
<b>Less: Payments to Providers</b>	<b><u>\$70.45</u></b>	<b><u>\$71.29</u></b>	<b><u>\$72.22</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.58</b>	<b>\$0.61</b>	<b>\$0.60</b>
<b>Fund Transfers</b>	<b><u>\$3.04</u></b>	<b><u>\$2.36</u></b>	<b><u>\$1.70</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.60</b>