



**MARYLAND**  
DEPARTMENT OF  
BUDGET & MANAGEMENT

LARRY HOGAN  
Governor

BOYD K. RUTHERFORD  
Lieutenant Governor

DAVID R. BRINKLEY  
Secretary

MARC L. NICOLE  
Deputy Secretary

January 1, 2018

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

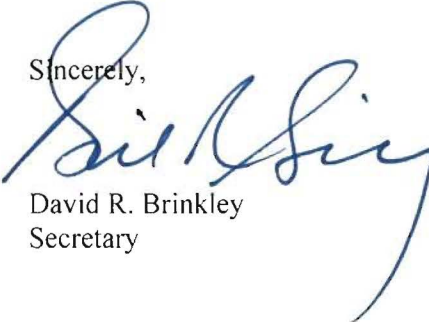
The Honorable Michael E. Busch  
Speaker of the House  
H-101 State House  
Annapolis MD 21401-1991

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, 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,



David R. Brinkley  
Secretary

Enclosure

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

MSAR 6055



ANNUAL PERSONNEL REPORT  
FOR  
FISCAL YEAR 2017

January 1, 2018

*LARRY HOGAN*  
Governor

*BOYD K. RUTHERFORD*  
Lieutenant Governor

*DAVID R. BRINKLEY*  
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**

The information contained in this Annual Report covers fiscal year 2017 (July 1, 2016 – June 30, 2017). It provides information only related to the State Personnel Management System (SPMS) and the Maryland Department of Transportation (MDOT), except for the Maryland Transportation Authority and the union employees of the Maryland Transit Administration. Also excluded is information concerning the University System of Maryland, Baltimore City Community College, Injured Workers' Insurance Fund, Legislative, Judiciary employees, and other non-SPMS agencies.

**Highlights About State Employees  
As of June 30, 2017**

	<b>SPMS</b>	<b>MDOT</b>
<b>State Government at a Glance</b>		
FTEs <sup>1</sup> Included in Collective Bargaining Units	25,102.49	3,360.50
FTEs Excluded from Collective Bargaining Units	<u>13,984.98</u>	<u>2,461.50</u>
<b>Total</b>	<b><u>39,087.46</u></b>	<b><u>5,822.00</u></b>
 <b>Percentage of Employees working in . . .</b>		
Anne Arundel County	8.1%	37.4%
Baltimore City	37.0%	27.8%
Baltimore Metro Area <sup>2</sup>	21.6%	9.1%
Eastern Shore Area	11.3%	6.9%
Southern Maryland Area	2.7%	2.7%
Washington Metro Area	5.3%	8.9%
Western Maryland Area	14.0%	7.2%
 <b>Employees<sup>3</sup> Employed on a . . .</b>		
Full-Time Basis	39,031	5,805
Part-Time Basis	<u>792</u>	<u>35</u>
<b>Total</b>	<b><u>39,823</u></b>	<b><u>5,840</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>13</b>
 <b>The Average Employee Earns . . .</b>	 <b>\$55,180</b>	 <b>\$57,562</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, 2017**

**PERMANENT FTEs BY STATUS**

	<b>SPMS</b>	<b>MDOT</b>
<b>FTEs Included in Bargaining</b>	<b>25,102.49</b>	<b>3,360.50</b>
<b>FTEs Excluded from Bargaining</b>	<b>13,984.98</b>	<b>2,461.50</b>
<i>Agency Excluded by Statute</i>	2,696.65	178.50
<i>Confidential</i>	4,720.53	250.50
<i>Managerial</i>	3,327.10	870.00
<i>Supervisory</i>	3,094.50	1,158.00
<i>Student</i>	0.00	0.00
<i>Agency Head</i>	21.00	1.00
<i>Board or Commission Member</i>	129.20	3.50
<b>TOTAL</b>	<b>39,087.46</b>	<b>5,822.00</b>

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

<b>Full-Time</b>		
Filled positions	39,031	5,805
Vacant positions	4,602	610
<b>Total Full-Time Positions</b>	<b>43,633</b>	<b>6,415</b>
<b>Part-Time <sup>1</sup></b>		
Filled positions	792	35
Vacant positions	170	3
<b>Total Part-Time Positions</b>	<b>962</b>	<b>38</b>
Total Number of Filled Positions	39,823	5,840
Total Number of Vacant Positions	4,772	613
<b>TOTAL NUMBER OF POSITIONS</b>	<b>44,595</b>	<b>6,453</b>

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

<b>Total Number of Contracts</b>	<b>4,580</b>	<b>41</b>
<b>Total Number of FTE Contractual Positions</b>	<b>3,517.35</b>	<b>20.10</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 '14 - FY '17**

Agency	FY14 FTE's	FY15 FTE's	FY16 FTE's	FY17 FTE's
Aging	3	0	0	0
Agriculture	1	1	1	3
Budget and Management	8	6	1	3
Commerce	3	1	0	0
Education (MSDE)	30	11.5	3	7
Environment	17	13	4	0
General Services	8	16	1	1
Health, MD Dept.	244.46	156.97	44	162
Housing and Community Development	21	16	5	22
Human Services	55	27.5	3	22
Information and Technology	2	1	0	1
Juvenile Services	101	128	60	132
Labor, Licensing and Regulation	59	26	3	4
Natural Resources	2	6	1	25
Planning	2	0	0	1
Public Safety and Correctional Services	40.5	34	8	3
State Police	5	2	1	2
Transportation	30	60	3	4
Veterans Affairs	0	0	0	1
All Other Agencies	53	9	23	47
<b>Total</b>	<b>684.96</b>	<b>514.97</b>	<b>161</b>	<b>440</b>

**Distribution of Full-Time Equivalent Positions  
for State Personnel Management System and Maryland  
Department of Transportation  
As of June 30, 2017**

Agency	Regular Filled FTE's	Regular Vacant FTE's
Aging	24.00	9.00
Agriculture	3,248.00	24.00
Budget and Management	283.22	20.00
Commerce	173.80	8.00
Education (MSDE)	1,257.90	128.00
Environment	790.00	61.00
General Services	515.00	52.00
Health, MD Dept.	7,930.69	1,407.00
Housing and Community Development	285.90	25.00
Human Services	5,663.00	386.00
Information and Technology	213.00	18.00
Juvenile Services	1,767.20	197.00
Labor, Licensing and Regulation	1,483.45	238.00
Natural Resources	1,200.10	89.00
Planning	115.75	7.00
Public Safety and Correctional Services	9,027.70	1,342.00
State Police	2,177.50	316.00
Transportation	5,822.00	611.50
Veterans Affairs	77.00	5.00
All Other Agencies	5,775.48	440.00
<b>Total</b>	<b>47,830.68</b>	<b>5,383.50</b>

Note: Regular FTEs do not 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, 2017**

Agency	Number of Included FTE's	Number of Excluded FTE's
Aging	13.00	11.00
Agriculture	219.80	105.00
Budget and Management	59.00	224.20
Commerce	36.00	137.80
Education (MSDE)	242.50	1,015.40
Environment	535.00	255.00
General Services	372.00	143.00
Health, MD Dept.	5,681.44	2,249.25
Housing and Community Development	168.90	117.00
Human Services	4,288.75	1,375.25
Information and Technology	113.00	100.00
Juvenile Services	1,341.00	426.20
Labor, Licensing and Regulation	841.80	641.65
Natural Resources	735.50	464.36
Planning	27.00	88.75
Public Safety and Correctional Services	7,488.10	1,539.60
State Police	1,829.50	348.00
Transportation	3,360.50	2,461.50
Veterans Affairs	52.00	25.00
All Other Agencies	1,057.20	4,718.28
<b>Total</b>	<b>28,461.99</b>	<b>16,446.24</b>

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

**Geographic Locations of State Positions  
As of June 30, 2017**

	Employees <sup>1</sup>		Vacant Positions		Total	
	SPMS	MDOT	SPMS	MDOT <sup>2</sup>	SPMS	MDOT
Allegany	1,906	190	206		2,112	190
Anne Arundel	3,210	2,186	356		3,566	2,186
Baltimore City	14,530	1,623	1,825		16,355	1,623
Baltimore County	3,347	309	372		3,719	309
Calvert	264	31	26		290	31
Caroline	168	27	72		240	27
Carroll	1,303	76	238		1,541	76
Cecil	478	58	68		546	58
Charles	277	87	33		310	87
Dorchester	414	25	40		454	25
Frederick	806	113	135		941	113
Garrett	353	42	29		382	42
Harford	593	72	78		671	72
Howard	3,250	73	578		3,828	73
Kent	186	54	39		225	54
Montgomery	575	220	76		651	220
Prince George's	1,507	299	193		1,700	299
Queen Anne's	341	44	47		388	44
Somerset	1,063	20	138		1,201	20
St. Mary's	534	39	94		628	39
Talbot	302	48	63		365	48
Washington County	2,423	74	267		2,690	74
Wicomico	1,094	92	156		1,250	92
Worcester	422	33	111		533	33
Wash., D.C.	0	3	1		1	3
Out Of State	13	2	1		14	2
Other <sup>2</sup>	0	0	0	613	0	613
<b>Total</b>	<b>39,359</b>	<b>5,840</b>	<b>5,242</b>	<b>613</b>	<b>44,601</b>	<b>6,453</b>

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

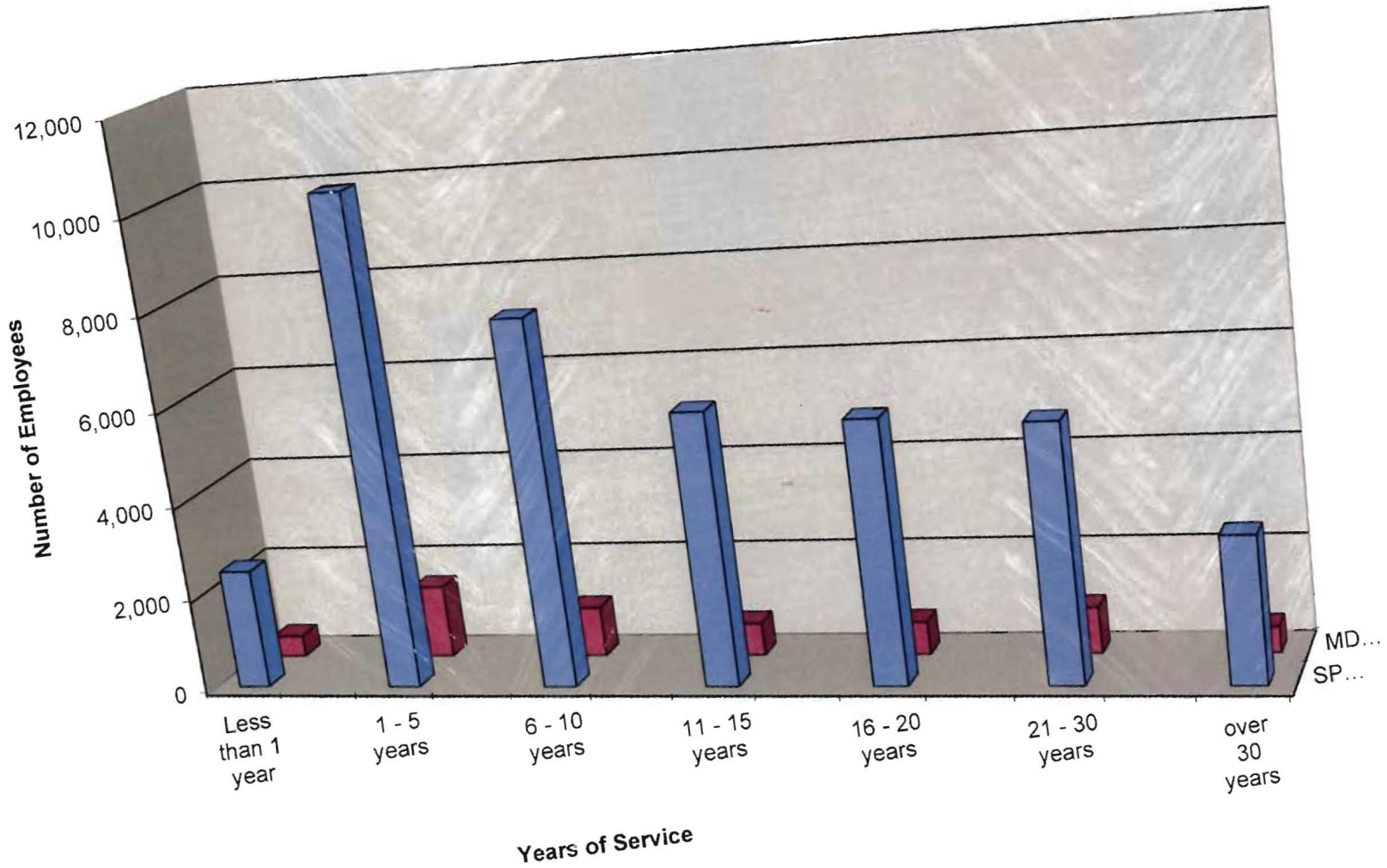
<sup>2</sup>Positions that do not have location assignments, and for MDOT vacant positions without locations assignments only the total is listed.

**Years of Service of State Employees  
As of June 30, 2017**

Years of Service	Number of Employees (%)			
	SPMS		MDOT	
Less than 1 year	2,496	(6%)	443	(8%)
1 - 5 years	10,219	(26%)	1,504	(26%)
6 - 10 years	7,550	(19%)	1,027	(18%)
11 - 15 years	5,579	(14%)	673	(12%)
16 - 20 years	5,346	(14%)	687	(12%)
21 - 30 years	5,200	(13%)	963	(16%)
over 30 years	2,968	(8%)	543	(9%)
<b>Total</b>	<b>39,358</b>		<b>5,840</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, 2017**

		<b>SPMS</b>	<b>MDOT</b>
<b>TRANSACTIONS</b>	Appointments	2,544	492
	Reinstatements	287	14
	Transfers	1,385	103
	Promotions	1,507	308
	Reclassifications	2,647	537
	Demotions	271	35
	<b>Total</b>	<b><u>8,641</u></b>	<b><u>1489</u></b>
 <b>SEPARATIONS</b>	Deceased	66	7
	Failed to Report for Duty	17	13
	Layoffs	8	0
	Leave of Absence <sup>1</sup>	27	7
	Resignations	2,235	296
	Retired	1,367	280
	Terminated	214	13
	Terminated on Probation	68	21
	Other	33	250
	<b>Total</b>	<b><u>4,035</u></b>	<b><u>887</u></b>
 <b>GRIEVANCES</b>	Resolved at DBM	357	
	Forwarded to OAH	124	
	<b>Total</b>	<b><u>481</u></b>	
 <b>DISCIPLINARY</b>	Resolved at DBM	326	
<b>ACTION APPEALS</b>	Forwarded to OAH	234	
	<b>Total</b>	<b><u>560</u></b>	
 <b>WHISTLEBLOWER</b>	Withdrawn/Settlement	1	
<b>COMPLAINTS</b>	Pending	0	
	Probable Cause	0	
	No Probable Cause	9	
	<b>Total</b>	<b><u>10</u></b>	

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

**Turnover for State  
Employees  
As of June 30, 2017**

	<b>SPMS</b>	<b>MDOT</b>
Resigned	2,235	296
Retired	1,367	280
Removals <sup>1</sup>	290	13
Deceased	66	7
Military Leave	<u>0</u>	<u>1</u>
<b>Total</b>	<b>3,958</b>	<b>597</b>
<b>Total Positions</b>	<b>44,595</b>	<b>6,453</b>
<b>Turnover<sup>2</sup> % for FY 17</b>	<b>9%</b>	<b>9%</b>

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

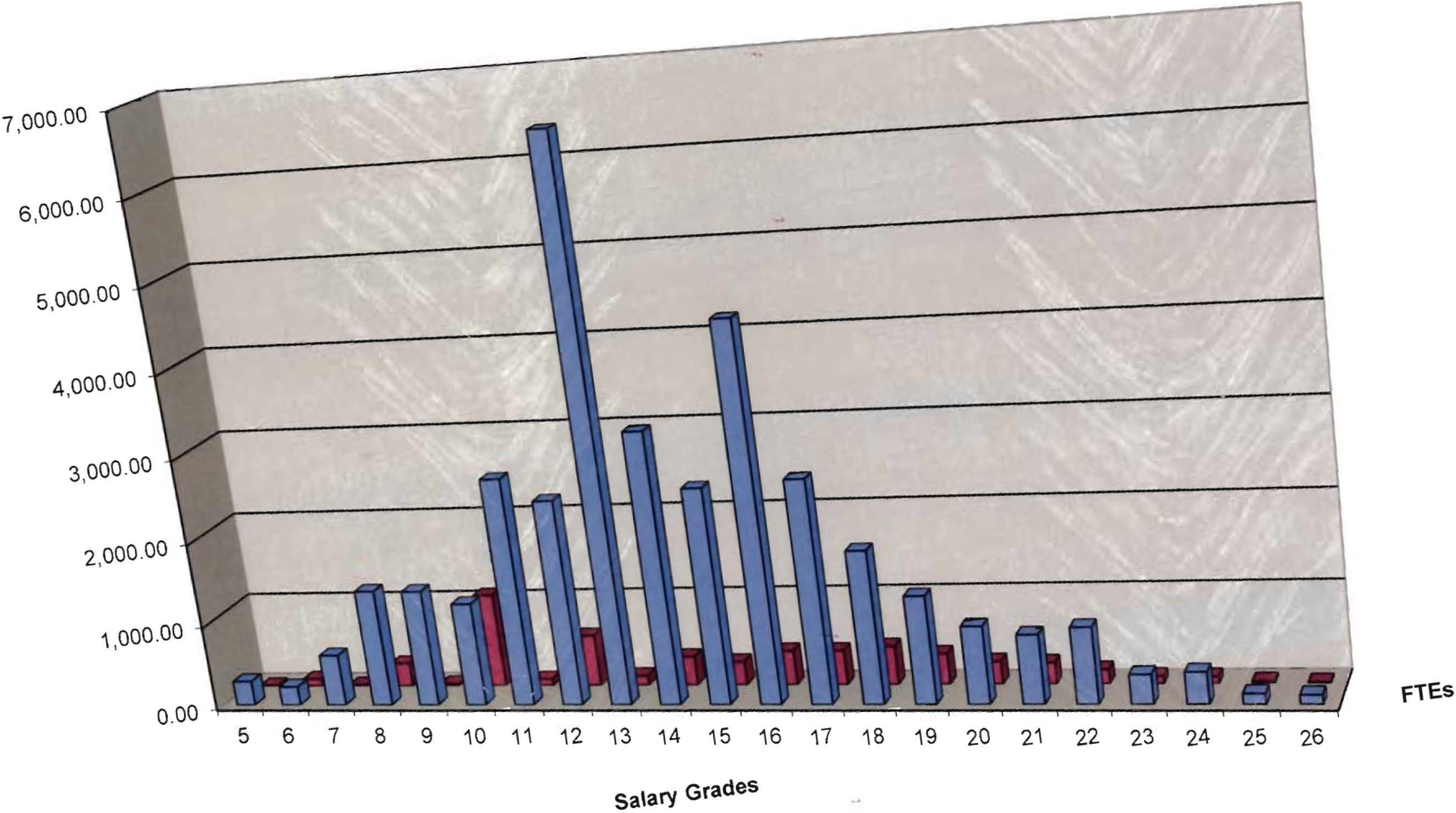
<sup>2</sup>Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

**Distribution of State Positions by Salary Grade  
As of June 30, 2017**

**Standard Salary Schedule**

Grade	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
5	285.10	5.0	0.81%	0.09%
6	218.10	85.0	0.62%	1.61%
7	596.50	10.0	1.69%	0.19%
8	1,359.47	272.0	3.85%	5.15%
9	1,348.49	20.0	3.82%	0.38%
10	1,194.65	1,084.5	3.39%	20.54%
11	2,634.45	72.0	7.47%	1.36%
12	2,370.47	589.5	6.72%	11.16%
13	6,446.90	108.5	18.27%	2.05%
14	3,124.25	332.5	8.85%	6.30%
15	2,471.55	268.5	7.00%	5.09%
16	4,323.36	393.5	12.25%	7.45%
17	2,543.40	392.0	7.21%	7.42%
18	1,735.20	440.0	4.92%	8.33%
19	1,220.65	351.0	3.46%	6.65%
20	875.80	258.0	2.48%	4.89%
21	778.80	241.0	2.21%	4.56%
22	856.75	161.0	2.43%	3.05%
23	330.70	82.0	0.94%	1.55%
24	355.45	76.0	1.01%	1.44%
25	116.70	25.0	0.33%	0.47%
26	102.60	13.0	0.29%	0.25%
<b>Total</b>	<b>35,289.34</b>	<b>5,280.0</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	3,498.38	542.0		
<b>Total:</b>	<b>38,787.72</b>	<b>5,822.0</b>		

# State Positions by Salary Grades



■ SPMS ■ MDOT

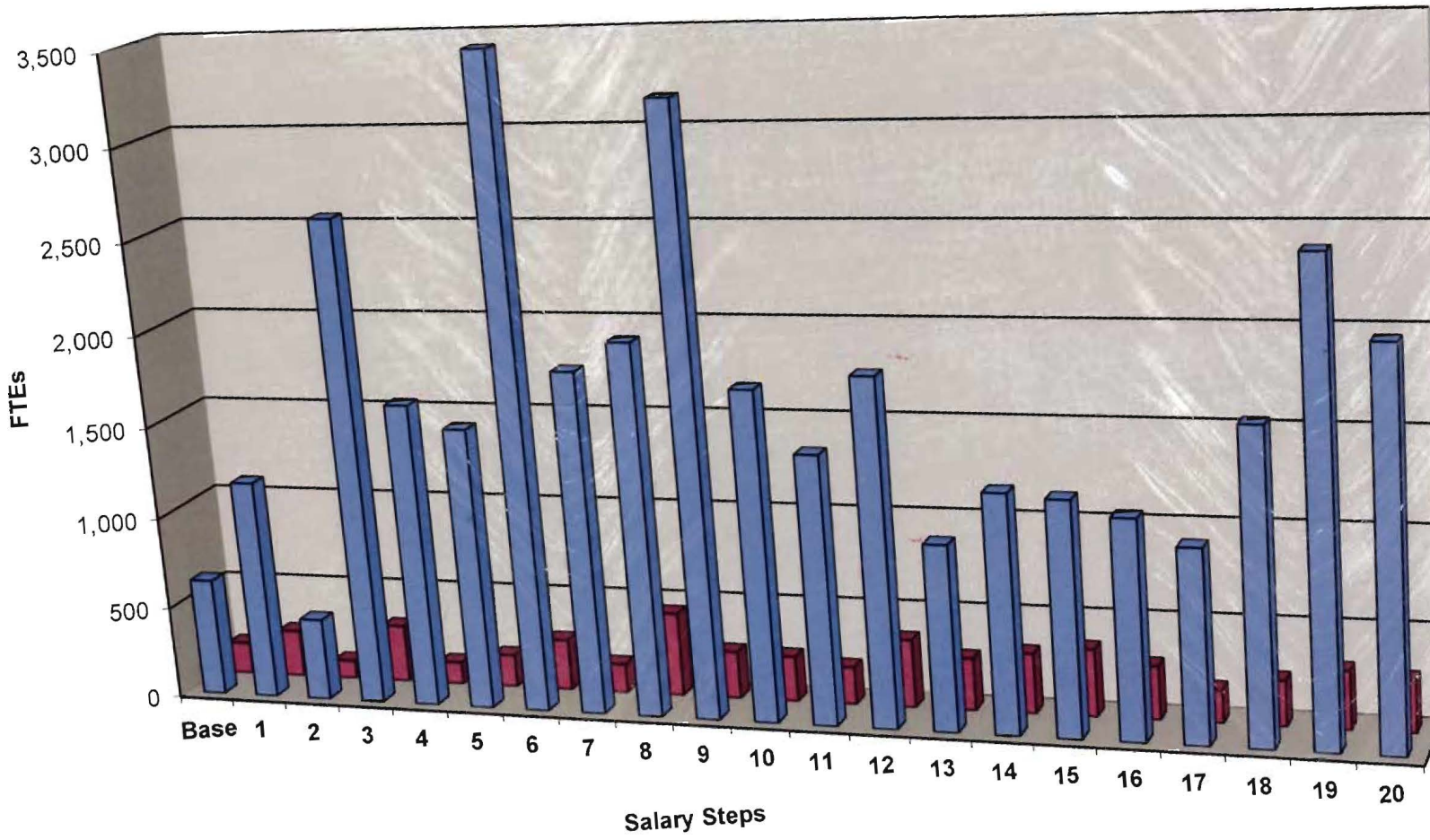


**Distribution of State Positions by Salary Step  
As of June 30, 2017**

**Step Levels of Standard Salary Schedule**

Step	Number of FTEs		%	
	SPMS	MDOT	SPMS	MDOT
Base	634.54	170.0	1.80%	3.22%
1	1186.99	252.0	3.36%	4.77%
2	440.09	97.5	1.25%	1.85%
3	2615.87	308.5	7.41%	5.84%
4	1631.74	118.5	4.62%	2.24%
5	1509.29	173.5	4.28%	3.29%
6	3474.08	273.5	9.84%	5.18%
7	1826.74	153.5	5.18%	2.91%
8	1983.85	447.0	5.62%	8.47%
9	3217.25	251.5	9.12%	4.76%
10	1750.68	241.0	4.96%	4.56%
11	1424.18	199.0	4.04%	3.77%
12	1831.17	361.5	5.19%	6.85%
13	981.46	277.5	2.78%	5.26%
14	1255.88	318.0	3.56%	6.02%
15	1231.80	356.0	3.49%	6.74%
16	1148.95	284.0	3.26%	5.38%
17	1011.90	175.0	2.87%	3.31%
18	1629.65	240.5	4.62%	4.55%
19	2464.60	307.0	6.98%	5.81%
20	2038.63	275.0	5.78%	5.21%
<b>Total</b>	<b>35,289.34</b>	<b>5,280.0</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Other Schedules</b>	3,498.38	542.0		
<b>Total:</b>	<b>38,787.72</b>	<b>5,822.0</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 2017**

<b>Based on a Salary of:</b>	<b>\$56,695</b>
 <b>DIRECT COSTS</b>	
Social Security	\$4,337
Health Insurance**	\$10,275
Pension Retirement	\$11,192
Deferred Compensation Match	\$0
Workers Compensation	\$820
Unemployment Insurance	\$159
 <b>SUBTOTAL DIRECT COSTS</b>	 <b>\$26,783</b>
 <b>INDIRECT COSTS</b>	
Personal Leave	\$1,305
Holiday	\$2,610
Annual Leave	\$3,262
Sick Leave	\$1,087
 <b>SUBTOTAL INDIRECT COSTS</b>	 <b>\$8,264</b>
 <b>TOTAL COST OF BENEFITS</b>	 <b>\$35,047</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 Department**  
**As of June 30, 2017**

<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>
Administrative Hearings	112	60	46	1	107
Aging <sup>3</sup>	22	7	14	-	21
Agriculture	320	160	144	3	307
Archives	61	37	24	-	61
Assessments and Taxation	525	77	382	4	463
Attorney General	619	332	190	-	522
Boards and Commissions & Offices	75	53	22	-	75
Budget and Management	283	107	167	1	275
Civil Rights	27	13	14	-	27
Commerce	173	71	98	-	169
Comptroller	1,023	213	684	-	897
Contract Appeals	2	2	-	-	2
Deaf and Hard of Hearing	2	2	-	-	2
Disabilities	23	7	16	-	23
Education (MSDE)	1,229	682	526	4	1,212
Elections	210	78	117	1	196
Environment	778	360	409	1	770
Energy Administration	21	12	9	-	21
Executive Department	67	60	4	-	64
General Services	515	81	363	1	507
Governor's Office of Children	8	5	3	-	8
Health, Maryland Department	7,941	2,858	4,360	14	7,232
Higher Education Commission	47	1	40	-	41
Housing and Community Development	289	97	189	1	287
Human Services	5,645	1,118	4,363	32	5,513
Information and Technology	194	11	108	1	120

Juvenile Services	1,759	440	1,249	9	1,698
Labor, Licensing, and Regulation	1,203	456	721	3	1,180
Lottery	299	120	149	2	271
Maryland 529	17	9	8	-	17
Maryland Institute for Emerg Med Serv	76	30	43	-	73
Maryland Insurance Admin.	223	68	144	-	212
Maryland Emerg Management Admin.	47	13	32	-	45
Military Department	213	132	73	-	205
Natural Resources <sup>4</sup>	1,187	514	415	3	1,175
People's Council	9	4	5	-	9
Planning	112	52	55	-	107
Property Tax Assessment Appeals Bd.	7	5	2	-	7
Public Defender	812	325	198	-	523
Public Safety and Correctional Svcs	8,790	2,490	5,596	44	8,130
Public School Construction	14	6	3	-	9
Public Service Commission	125	60	59	-	119
Public Television	133	11	117	-	128
School for the Deaf	306	22	278	3	303
Secretary of State	23	14	9	-	23
State Police <sup>4</sup>	2,189	453	234	1	2,095
State Prosecutor	11	11	-	-	11
State Retirement Agency	167	52	109	-	161
Subsequent Injury Fund	9	5	4	-	9
Supplemental Retirement Plans	12	5	7	-	12
Tax Court	3	2	1	-	3
Transportation <sup>4</sup>	5,763	-	-	-	4,895
Treasurer	46	18	28	-	46
Uninsured Employers Fund	4	4	-	-	4
Veterans Affairs	75	35	33	2	70
Workers' Compensation Commission	97	23	67	-	90
<b>Total</b>	<b>43,942</b>	<b>11,883</b>	<b>21,931</b>	<b>131</b>	<b>40,552</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, 2017**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Aging				
Agriculture				
Budget and Management	50	\$18,250		
Commerce	12	\$3,830		
Education (MSDE)				
Environment	10	\$3,650		
General Services				
Health, Maryland Dept.	1	\$25,000		
Housing and Community Development	143	\$16,216		
Human Services				
Information and Technology				
Juvenile Services				
Labor, Licensing, and Regulation				
Natural Resources	105	\$4,682		
Planning				
Public Safety and Correctional Svcs				
State Police				
Transportation				
Veterans Affairs				
All Other Agencies	264	\$89,516		
<b>Total</b>	<b>585</b>	<b>\$161,144</b>		

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

## Leave Usage For CY 2016

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	30.00	60,360	2,405	509	1,698	1,139	-	79	8
Agriculture	331.00	665,972	41,381	10,927	26,091	15,131	6,550	752	1,322
Budget and Management	325.00	653,900	27,126	8,977	19,063	9,441	-	1,054	596
Commerce	185.80	373,830	22,662	7,747	12,720	8,385	-	492	599
Education (MSDE)	1,266.00	2,547,192	146,773	25,502	119,195	55,112	-	2,373	1,345
Environment	824.00	1,657,888	108,024	21,478	59,419	23,460	15,170	2,448	1,161
General Services	520.00	1,046,240	59,254	10,612	39,904	23,780	320	1,490	1,517
Health, MD Dept.	7,989.00	16,073,868	989,364	195,404	704,259	364,418	391	48,079	20,429
Housing and Community Dev	355.00	714,260	26,248	11,780	20,070	12,655	-	664	455
Human Services	6,165.75	12,405,489	740,214	162,276	408,230	416,442	1,362	17,670	9,677
Information & Technology	263.00	529,156	19,682	9,837	11,031	7,015	-	819	498
Juvenile Services	1,807.70	3,637,092	208,282	53,543	195,491	79,330	2,371	5,703	4,295
Labor, Licensing, and Regulation	1,452.00	2,921,424	165,132	22,412	129,745	63,245	391	2,031	2,537
Natural Resources	1,196.10	2,406,553	150,369	58,565	78,992	57,423	-	2,327	4,328
Planning	113.00	227,356	19,693	5,071	23,425	5,722	-	192	147
Public Safety and Correctional	10,283.00	20,689,396	1,124,797	327,704	998,874	438,008	15,446	10,847	31,461
State Police	2,319.00	4,665,828	250,932	25,818	157,377	97,655	277	5,071	4,986
Transportation	6,433.50	12,944,202	799,703	321,931	557,529	294,844	21,127	7,798	13,026
Veterans Affairs	75.00	150,900	6,699	4,543	4,701	3,104	492	119	535
<b>Total</b>	<b>41,933.85</b>	<b>84,370,906</b>	<b>4,908,741</b>	<b>1,284,636</b>	<b>3,567,814</b>	<b>1,976,310</b>	<b>63,895</b>	<b>110,008</b>	<b>98,921</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, 2017**

<u>Health Plans</u>	<u>Employees</u>	<u>Retirees</u>	<u>Total</u>
PPO - Contracts	23,274	29,001	52,275
% of total enrollment in PPOs	34.5%	62.9%	46.1%
POS - Contracts*	246	0	246
% of total enrollment in POSs	0.4%	0.0%	0.2%
EPO/Kaiser - Contracts *	43,909	17,082	60,991
% of total enrollment in EPOs	65.1%	37.1%	53.7%
<b>Total - Contracts **</b>	<b>67,429</b>	<b>46,083</b>	<b>113,512</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, 2017**

	<b><u>2015</u></b>	<b><u>2016</u></b>	<b><u>2017</u></b>
	<b><u>Actual</u></b>	<b><u>Actual</u></b>	<b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	24,673	23,793	23,274
POS	289	265	246
EPO/Kaiser*	<u>43,525</u>	<u>43,830</u>	<u>43,909</u>
<b>Total</b>	<b>68,487</b>	<b>67,888</b>	<b>67,429</b>
<b>Prescription</b>	<b>64,585</b>	<b>63,734</b>	<b>62,945</b>
<b><u>Spending Accounts</u></b>			
Health Care	10,493	10,556	11,086
Dependent Care	<u>1,998</u>	<u>1,895</u>	<u>2,009</u>
<b>Total</b>	<b>12,491</b>	<b>12,451</b>	<b>13,095</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	9,048	9,312	9,754
Dental - PPO	<u>56,397</u>	<u>55,937</u>	<u>55,454</u>
<b>Total</b>	<b>65,445</b>	<b>65,249</b>	<b>65,208</b>
<b>Term Life</b>	<b>48,354</b>	<b>47,738</b>	<b>47,356</b>
<b>Accidental Death &amp; Injury</b>	<b>42,525</b>	<b>42,248</b>	<b>42,140</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, 2017

	<u>2015</u> <u>Actual</u>	<u>2016</u> <u>Actual</u>	<u>2017</u> <u>Actual</u>
<b><u>Health Plans</u></b>			
PPO	29,675	29,448	29,001
POS	0	0	0
EPO/Kaiser*	<u>13,972</u>	<u>15,725</u>	<u>17,082</u>
<b>Total</b>	<b>43,647</b>	<b>45,173</b>	<b>46,083</b>
<b>Prescription</b>	<b>43,046</b>	<b>44,329</b>	<b>45,112</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	2,538	2,607	2,756
Dental - PPO	<u>30,723</u>	<u>32,879</u>	<u>34,857</u>
<b>Total</b>	<b>33,261</b>	<b>35,486</b>	<b>37,613</b>
<b>Term Life</b>	<b>13,872</b>	<b>15,001</b>	<b>15,892</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, 2017**

	<b><u>2015</u></b> <b><u>Actual</u></b>	<b><u>2016</u></b> <b><u>Actual</u></b>	<b><u>2017</u></b> <b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	982	1,044	1,077
POS	0	0	0
EPO/Kaiser*	<u>1,858</u>	<u>2,099</u>	<u>2,470</u>
<b>Total</b>	<b>2,840</b>	<b>3,143</b>	<b>3,547</b>
<b>Prescription</b>	<b>2,378</b>	<b>2,625</b>	<b>2,865</b>
<b><u>Spending Accounts</u></b>			
Health Care	249	247	191
Dependent Care	<u>49</u>	<u>44</u>	<u>28</u>
<b>Total</b>	<b>298</b>	<b>291</b>	<b>219</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	306	348	500
Dental - PPO	<u>2,258</u>	<u>2,339</u>	<u>2,567</u>
<b>Total</b>	<b>2,564</b>	<b>2,687</b>	<b>3,067</b>
<b>Term Life</b>	<b>1,741</b>	<b>1,797</b>	<b>1,808</b>
<b>Accidental Death &amp; Injury</b>	<b>1,368</b>	<b>1,412</b>	<b>1,457</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, 2017  
(\$\$ in Millions)**

	FY 2015 <u>Actual</u>	FY 2016 <u>Actual<sup>2</sup></u>	FY 2017 <u>Actual<sup>2</sup></u>
<b>Beginning Balance</b>	<b>\$215.40</b>	<b>\$60.10</b>	<b>\$156.20</b>
<b><u>Receipts</u></b>			
State Agencies <sup>1</sup>	\$961.30	\$1,222.70	\$1,290.20
Employee	\$162.00	\$185.50	\$192.00
Retiree	\$78.40	\$91.40	\$97.30
Satellite Agencies	\$31.80	\$36.00	\$40.40
Direct Pay Enrollees	\$6.20	\$9.30	\$3.10
RX Rebates & Medicare Part D reimbursements, EGWP-Cov Gap Disc	\$90.10	\$128.80	\$153.90
Audit / Misc. Recoveries	\$7.40	\$9.70	\$9.14
<b>Total Receipts</b>	<b><u>\$1,337.20</u></b>	<b><u>\$1,683.40</u></b>	<b><u>\$1,786.04</u></b>
<b>Sub Total</b>	<b>\$1,552.60</b>	<b>\$1,743.50</b>	<b>\$1,942.24</b>
<b>Less: Payments to Providers</b>	<b><u>\$1,492.50</u></b>	<b><u>\$1,587.30</u></b>	<b><u>\$1,664.96</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$60.10</b>	<b>\$156.20</b>	<b>\$277.28</b>

<sup>1</sup> State Agency Receipts include year-end reversions from agencies as well as non-CPB agency contractual employee receipts transferred & interest earned in the Employee/Retiree Health & Welfare Program

<sup>2</sup> FY 2017 year-end balance based on adjusted R\*STARS (DAFR-G900) as of September 30, 2017

**Account Balance for Spending Accounts  
As of June 30, 2017  
(\$\$ in Millions)**

	<b>FY 2015 <u>Actual</u></b>	<b>FY 2016 <u>Actual</u></b>	<b>FY 2017 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$0.27</b>	<b>\$0.41</b>	<b>\$0.12</b>
<b><u>Receipts</u></b>			
Employee	\$21.13	\$21.73	\$23.00
Satellite Employee	\$0.53	\$0.50	\$0.77
<b>Total Receipts</b>	<b><u>\$21.66</u></b>	<b><u>\$22.24</u></b>	<b><u>\$23.77</u></b>
<b>Sub Total</b>	<b>\$21.93</b>	<b>\$22.65</b>	<b>\$23.89</b>
<b>Less:</b>			
<b>Reimbursements to Employees</b>	<b>\$21.17</b>	<b>\$22.10</b>	<b>\$23.27</b>
<b>Unused Balances transferred to General Fund</b>	<b><u>\$0.35</u></b>	<b><u>\$0.43</u></b>	<b><u>\$0.32</u></b>
<b>Reserve for Future Employee Reimbursements</b>	<b>\$0.41</b>	<b>\$0.12</b>	<b>\$0.30</b>

**Account Balance for Term Life, Accidental  
Death and Injury, Long Term Care and  
Dental Insurance  
As of June 30, 2017  
(\$\$ in Millions)**

	<b>FY 2015 <u>Actual</u></b>	<b>FY 2016 <u>Actual</u></b>	<b>FY 2017 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.60</b>
<b><u>Receipts</u></b>			
State Agencies - Dental Subsidy	\$23.00	\$19.70	\$26.65
Employee	\$32.39	\$36.78	\$35.69
Retiree	\$11.72	\$13.40	\$14.38
Other	\$2.43	\$1.84	\$1.97
<b>Total Receipts</b>	<b><u>\$69.54</u></b>	<b><u>\$71.72</u></b>	<b><u>\$78.69</u></b>
<b>Sub Total</b>	<b>\$69.54</b>	<b>\$71.72</b>	<b>\$79.30</b>
<b>Less: Payments to Providers</b>	<b><u>\$71.29</u></b>	<b><u>\$72.22</u></b>	<b><u>\$73.99</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.61</b>	<b>\$0.60</b>	<b>\$0.71</b>
<b>Fund Transfers</b>	<b><u>\$2.36</u></b>	<b><u>\$1.70</u></b>	<b><u>\$4.32</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.00</b>	<b>\$0.60</b>	<b>\$0.28</b>