



ANNUAL PERSONNEL REPORT
FISCAL YEAR 2011

MARTIN O'MALLEY
Governor

ANTHONY BROWN
Lieutenant Governor

T. ELOISE FOSTER
Secretary

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INTRODUCTION

This Annual Report provides information related to the State Personnel Management System and the Maryland Department of Transportation (except for the Maryland Transportation Authority and the union employees of the Maryland Transit Administration) as of June 30, 2011. This report does not include information for the University System of Maryland, Baltimore City Community College, the Injured Workers' Insurance Fund, or Legislative and Judiciary employees. This report does not contain personnel information for temporary employees.

Highlights About State Employees As of June 30, 2011

	SPMS	MDOT
State Government at a Glance		
FTEs ¹ Included in Collective Bargaining Units	26,744.32	3,723.00
FTEs Excluded from Collective Bargaining Units	<u>15,495.33</u>	<u>2,268.50</u>
Total	<u>42,239.65</u>	<u>5,991.50</u>
 Percentage of Employees working in . . .		
Anne Arundel County	13.4%	32.9%
Baltimore City	36.6%	30.3%
Baltimore Metro Area ²	18.1%	10.1%
Eastern Shore Area	10.2%	7.5%
Southern Maryland Area	2.6%	2.6%
Washington Metro Area	4.7%	9.9%
Western Maryland Area	14.0%	6.7%
 Employees³ Employed on a . . .		
Full-Time Basis	41,547	5,968
Part-Time Basis	<u>1,152</u>	<u>48</u>
Total	<u>42,699</u>	<u>6,016</u>
 The Average Employee Age is . . .	 46	 48
 The Average Employee Length of Service in years is . . .	 12	 15
 The Average Employee Earns . . .	 \$47,934	 \$51,250

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, 2011

PERMANENT FTEs BY STATUS

	SPMS	MDOT
FTEs Included in Bargaining	26,744.32	3,723.00
FTEs Excluded from Bargaining	15,495.33	2,268.50
<i>Agency Excluded by Statute</i>	8,041.09	66.50
<i>Confidential</i>	498.45	276.00
<i>Managerial</i>	2,254.40	754.00
<i>Supervisory</i>	4,665.39	1,167.00
<i>Student</i>	0.00	1.00
<i>Agency Head</i>	18.00	1.00
<i>Board or Commission Member</i>	18.00	3.00
TOTAL	<u>42,239.65</u>	<u>5,991.50</u>

BY PERCENT EMPLOYED

Full-Time

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

Part-Time ¹

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

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

CONTRACTUAL EMPLOYMENT ²

Total Number of Contracts	3,440	152
Total Number of FTEs	2,088.49	77.30

*Chart reflects actual employment (percentage worked) and not total budgeted FTE employment

¹ Part-time reflects less than 100% employment.

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 '08 - FY '11**

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

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

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

Note: Budgeted FTEs include vacant positions.

¹ These figures for Aging do not include 77.75 FTE Senior Citizen Aides.

**Full-Time Equivalent Positions Included and Excluded
from Collective Bargaining for State Personnel
Management System and Maryland
Department of Transportation
As of June 30, 2011**

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

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

¹ These figures for Aging include 77.75 FTE Senior Citizen Aides.

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

	Employees¹		Vacant Positions		Total	
	SPMS	MDOT	SPMS	MDOT²	SPMS	MDOT
Allegany	2,021	159	92		2,113	159
Anne Arundel	5,746	1,980	595		6,341	1,980
Baltimore City	15,640	1,820	1,371		17,011	1,820
Baltimore County	3,785	376	294		4,079	376
Calvert	279	36	20		299	36
Caroline	232	32	32		264	32
Carroll	1,709	73	171		1,880	73
Cecil	400	63	59		459	63
Charles	485	87	58		543	87
Dorchester	438	26	30		468	26
Frederick	784	150	62		846	150
Garrett	370	40	44		414	40
Harford	549	81	90		639	81
Howard	1,709	80	180		1,889	80
Kent	219	59	21		240	59
Montgomery	643	234	61		704	234
Prince George's	1,393	357	117		1,510	357
Queen Anne's	346	54	35		381	54
Somerset	1,032	22	95		1,127	22
St. Mary's	355	32	25		380	32
Talbot	268	63	32		300	63
Washington County	2,830	56	128		2,958	56
Wicomico	1,133	96	108		1,241	96
Worcester	313	38	75		388	38
Wash., D.C.	5	2	0		5	2
Out Of State	10	0	2		12	0
Other ²	5	0	137	471	142	471
Total	42,699	6,016	3,934	471	46,633	6,487

Note: ¹The employee count is actual employees.

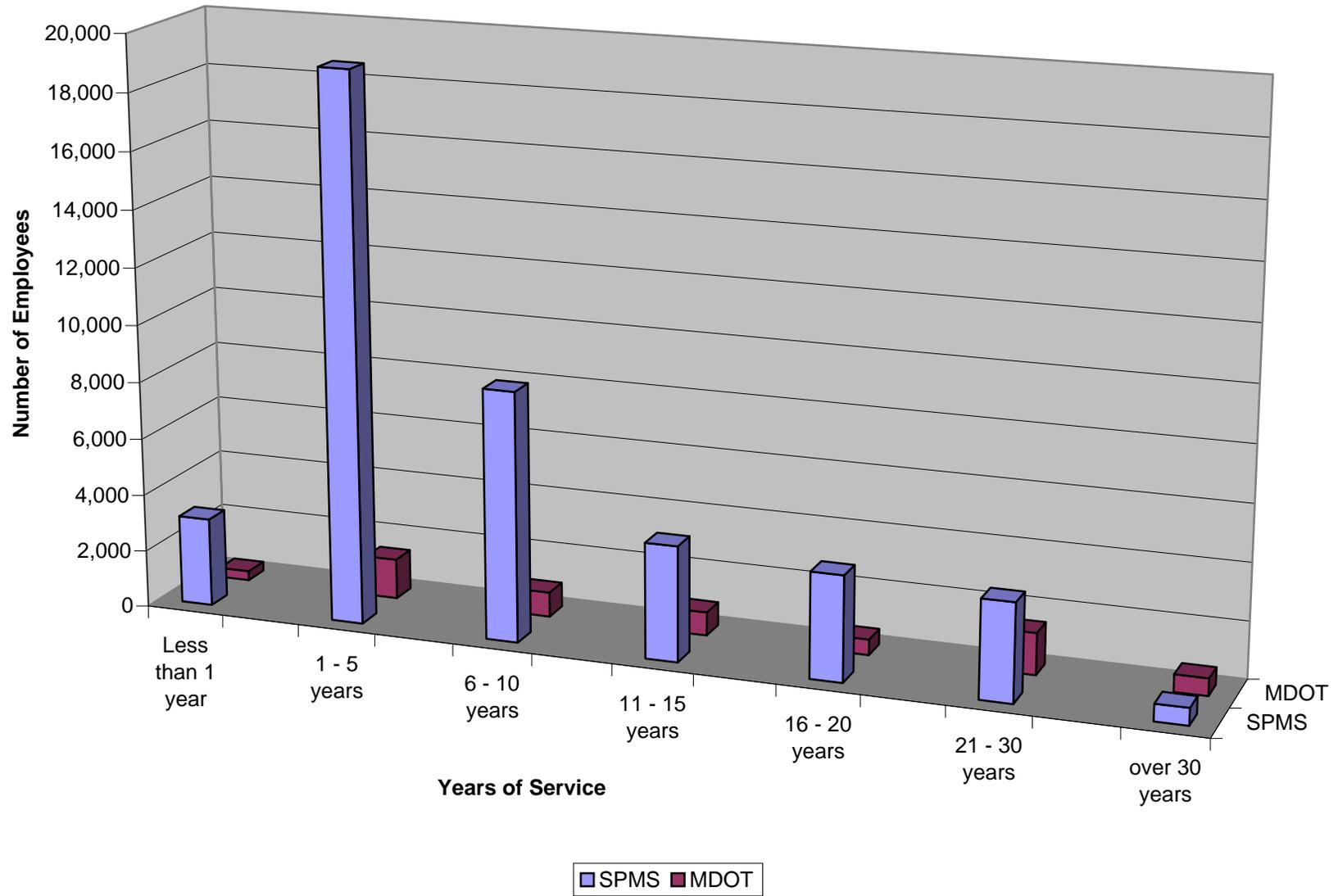
²Positions that do not have location assignments, and for MDOT vacant positions without locations assignments only the total is listed.

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

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

Note: Employees are actual.

Years of Service of State Employees



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

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

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

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

	SPMS	MDOT
Resigned	1,992	207
Retired	2,214	378
Removals ¹	378	18
Deceased	68	6
Military Leave	4	0
Total	<u>4,656</u>	<u>609</u>
Total Positions	46,633	6,487
Turnover² % for FY 11	10%	9%

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

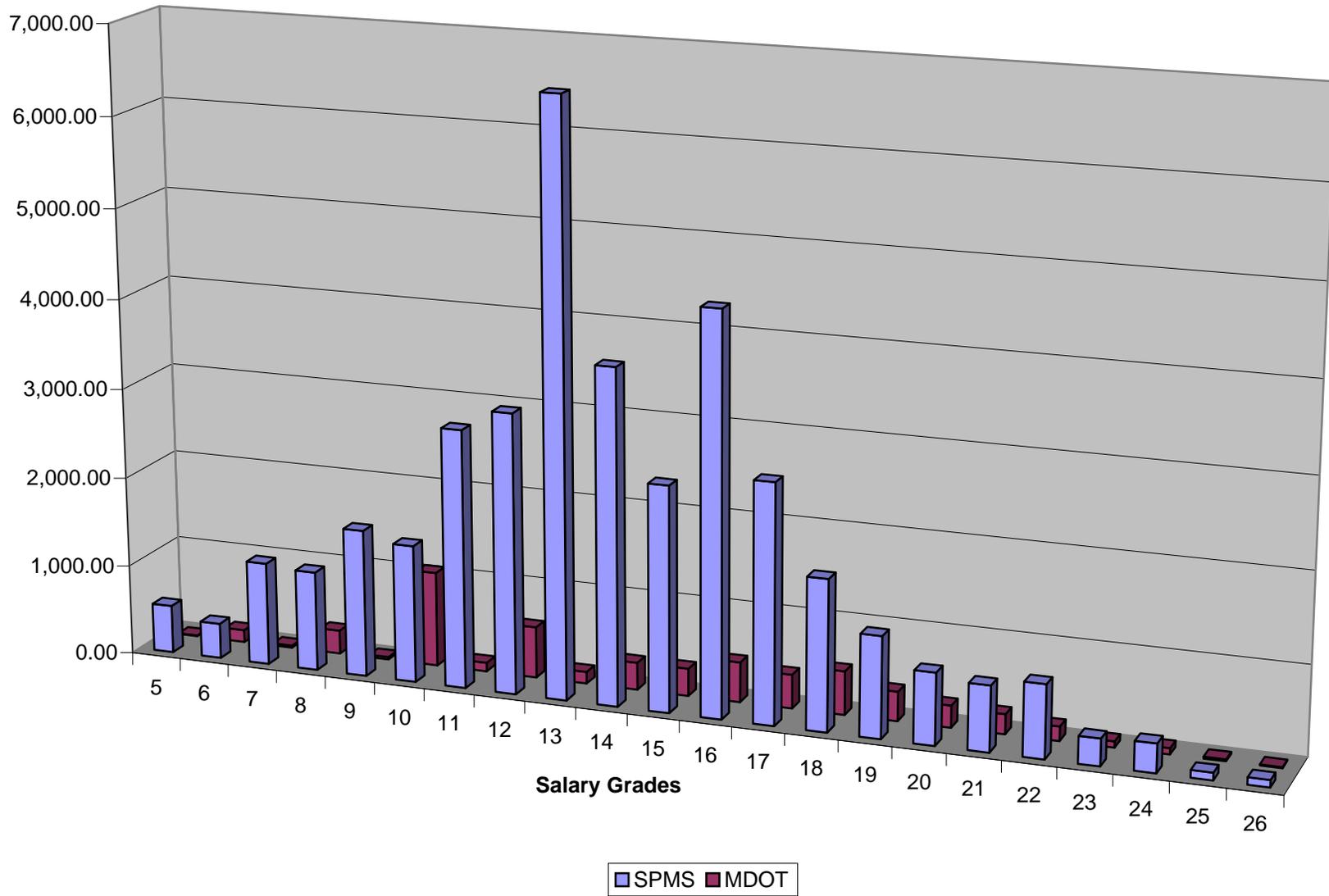
²Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

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

Standard Salary Schedule

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

State Positions by Salary Grades

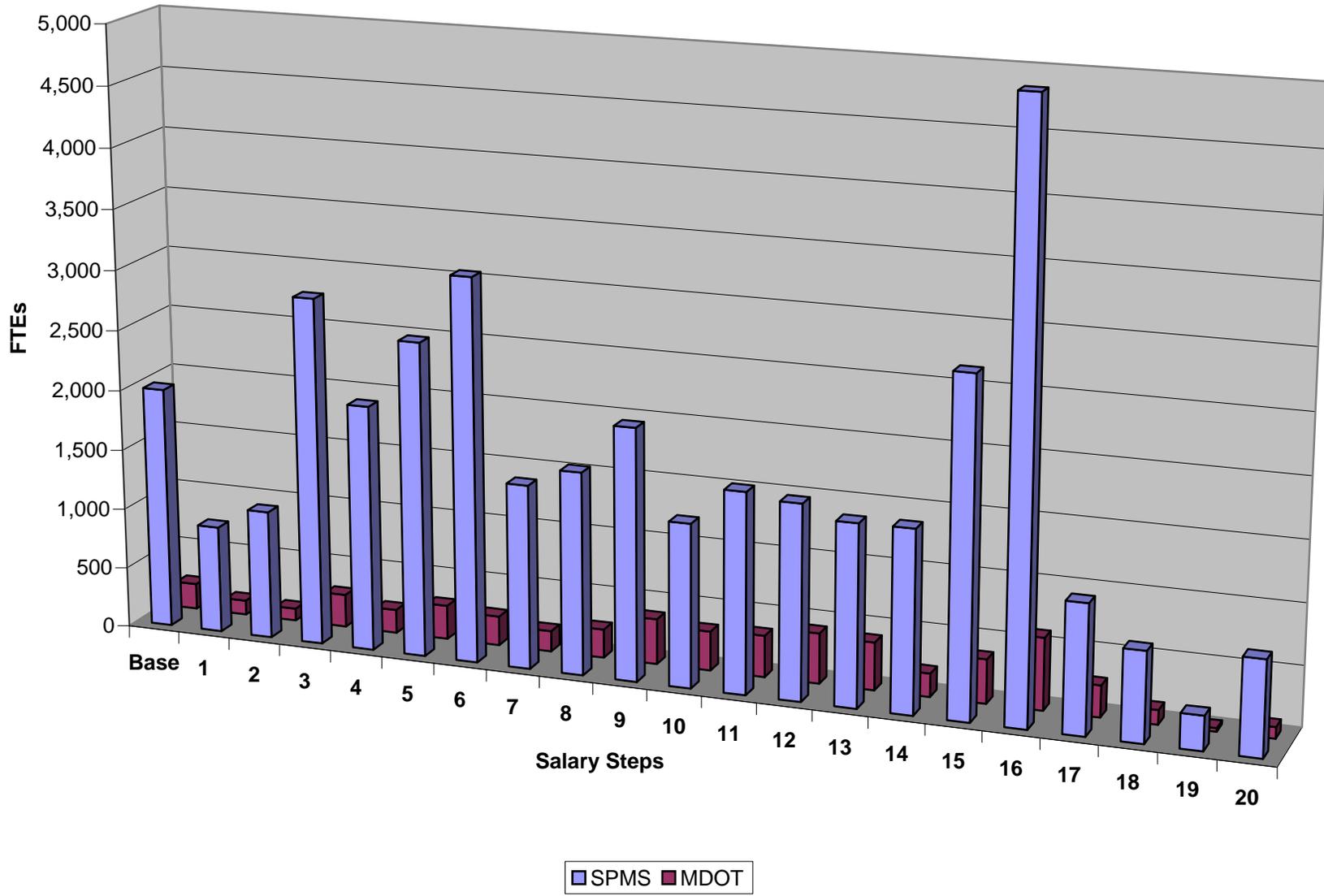


**Distribution of State Positions by Salary Step
As of June 30, 2011**

Step Levels of Standard Salary Schedule

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

State Positions by Salary Steps



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

Fiscal Year 2011

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

*Note: Salary provided includes 2% added to approximate non-reduced annual.

**Note: This amount is the average family health insurance contribution made by the State. Family costs include medical, dental, and prescription drug plan.

**Distribution of Employee Performance by Category
By Principal Department
As of June 30, 2011**

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

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, 2011**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Aging				
Agriculture	26	\$532		
Budget and Management				
Business and Economic Development	6	\$472		
Education (MSDE)				
Environment	157	\$34,129		
General Services				
Health and Mental Hygiene				
Housing and Community Development				
Human Resources				
Information and Technology				
Juvenile Services				
Labor, Licensing, and Regulation				
Natural Resources				
Planning				
Public Safety and Correctional Svcs				
State Police				
Transportation				
Veterans Affairs				
All Other Agencies	466	\$136,077	28	\$5,240
Total	655	\$171,210	28	\$5,240

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

Leave Usage For CY 2010

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

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, 2011**

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

*Effective July 2009 the State changed from a fully-insured HMO product to a self-insured EPO product

**Excludes Satellite Accounts and Direct Pay Enrollees

**Health Benefit Enrollment for Active State Employees
As of June 30, 2011**

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

*Effective July 2009 the State changed from a fully-insured HMO product to a self-insured EPO product

**Health Benefit Enrollment for Retirees
As of June 30, 2011**

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

*Effective July 2009 the State changed from a fully-insured HMO product to a self-insured EPO product

**Health Benefit Enrollment for Satellite Agencies
As of June 30, 2011**

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

*Effective July 2009 the State changed from a fully-insured HMO product to a self-insured EPO product

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

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

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

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

³ FY 2011 balance based on R*STARS report balance as of August 26, 2011

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

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

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

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