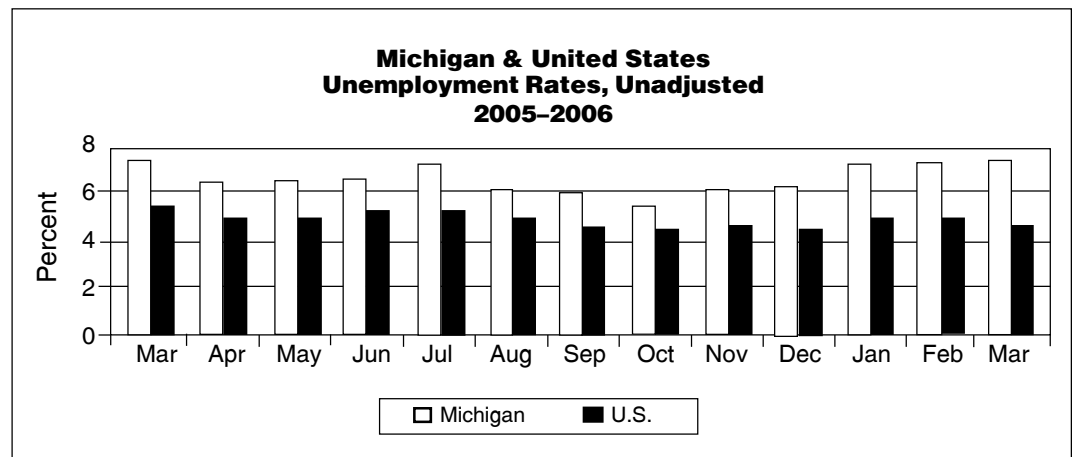


Michigan's Unemployment Rate Edges Upward in March

Michigan's unemployment rate (not seasonally adjusted) moved up by 0.3 percentage points during the month of March, bringing the state's jobless rate to 7.5 percent. The rate increase represents 19,000 additional individuals out of work, as unemployment moved up to 383,000. The state's civilian labor force increased by 32,000 during the month to 5,102,000, while employment advanced by 13,000 to 4,719,000. Although Michigan's labor market situation remained relatively flat during 2006, seasonal factors began influencing the state's economy during March, bringing workers into the labor market seeking jobs. Michigan's March 2006

unemployment totals were the same as in March 2005. However, both labor force and employment totals showed substantial increases for the year. The nation's unemployment rate (unadjusted) decreased during March, moving down by 0.3 of a percentage point to 4.8 percent.

Compared to a year ago, March's labor force moved up by 41,000, employment increased by 42,000, and unemployment remained unchanged. This has resulted in a small over-the-year change of 0.1 percent in the state's jobless rate.



Seasonal Gains in Michigan's March Nonfarm Employment

Michigan's nonfarm employment increased during the month of March, as industry jobs moved up to 4,317,000. Employment opportunities rose by 22,000 jobs, with gains recorded in the service-providing and goods-producing sectors of the economy. Service-providing employment advanced by 17,000 positions during the month, mostly due to seasonal increases in leisure and hospitality services (most notably in accommodation and food services, up by 5,000 jobs). Small gains were also reported in other sectors, including private education and health services (up by 3,000), state and local education (up by 3,000) and retail trade (up by 2,000). Goods-producing employment increased by 5,000 jobs during the month, chiefly due to seasonal gains in the construction industry, most noticeably among specialty trade contractors. Manufacturing employment remained virtually flat, adding 1,000 jobs, following recalls from short-term layoffs in the automotive and related industries.

In March, average weekly hours in Michigan's manufacturing industries advanced to 41.8 hours from 41.3 hours in the previous month, while average hourly earnings increased by 11 cents to \$21.86. As a result, average weekly earnings in manufacturing moved up to \$913.75, a gain of \$15.47 from the previous month's total.

Michigan Hours and Earnings March & February 2006				
	Average Hourly Earnings		Average Weekly Hours	
	2006		2006	
	Mar.	Feb.	Mar.	Feb.
Manufacturing	\$21.86	\$21.75	41.8	41.3
Durables	23.44	23.39	42.7	42.1
Transport Equipment	29.48	29.66	43.7	43.2
Nondurables	15.64	15.47	38.4	38.3

Women's Earnings Keep Pace with Men's in 2004

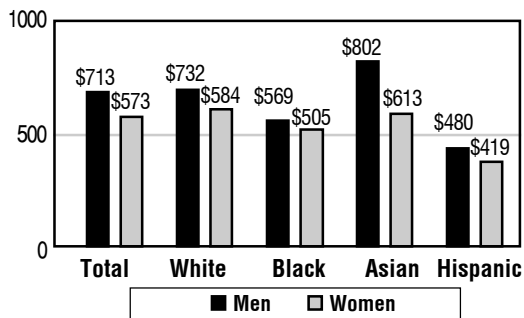
Median weekly earnings for women in the U.S. who were full time wage and salary workers were \$573, or 80 percent of the \$713 median for their male counterparts. This ratio was about the same in 2003. Since 1979, when comparable earnings data on usual median weekly earnings were first available, the ratio of women's to men's earnings has increased by 17 percentage points, (in 1979 women earned only 63 percent as much as men).

In Michigan during 2004, the median weekly earnings for women was \$602, or 75.2 percent of the \$800 median earnings for men.

During 2004, the women's-to-men's earnings ratio varied significantly by demographic group. For instance, the difference between women's and men's earnings was much larger among middle-aged and older workers than it was among younger workers. Among workers age 45 to 54, women earned 73 percent as much as men. By comparison, among 16-to-24 year-olds, women earned 94 percent as much as men, and among workers 25 to 35 years old, women earned 88 percent as much as men. Asian workers of either gender earned more than their white, black or Hispanic counterparts, although the differences among women were smaller than among men. Asian women's median weekly earnings (\$613), were five percent higher than white women's earnings (\$584), 21 percent greater than black women's (\$505), and 46 percent higher than those of Hispanic women (\$419). In contrast, Asian men's earnings (\$802) were almost 10 percent higher than white men (\$732), 41 percent higher than the earnings of black men (\$569) and 67 percent greater than those of Hispanic men (\$480).

Source: U.S. Department of Labor, Bureau of Labor Statistics, October 2005.

Median Usual Weekly Earnings of Full-Time Wage and Salary Workers, 2004



Michigan

(Data In Thousands)

Mar 2006 Feb 2006 Mar 2005

Place of Residence

Labor Force	5,102	5,070	5,061
Employment	4,719	4,706	4,677
Unemployment Rate (Percent)	383	364	383
	7.5	7.2	7.6

Industry Jobs (Place of Work)

Total Nonfarm	4,317	4,295	4,334
Goods-Producing	836	831	857
Nat Resources & Mining	8	8	8
Construction	168	165	167
Manufacturing	660	659	682
Durable Goods	514	513	534
Fabricated Metals	84	85	85
Machinery Manufact.	74	74	75
Transportation Equip.	231	229	243
Nondurable Goods	146	146	149
Service-Providing	3,481	3,464	3,476
Trade, Transport & Util.	780	777	788
Wholesale Trade	169	168	169
Retail Trade	485	483	494
Motor Vehicle Dealers	60	59	60
Food & Beverage Stores	82	82	83
General Merchandise	108	107	110
Transp, Warehousing & Util	127	126	126
Information	67	67	68
Financial Activities	218	217	216
Finance & Insurance	163	163	162
Real Estate & Rental	54	54	55
Prof & Business Services	578	578	575
Prof, Scientific & Technical	248	249	248
Management Scientific Services	20	19	19
Administrative Support	255	254	251
Education & Health Services	575	572	572
Education Services	81	79	81
Health Care & Social Asst	494	493	491
Leisure & Hospitality	387	381	382
Arts, Entertainment & Rec	54	52	52
Accommodation & Food	333	328	330
Other Services	178	176	177
Government	699	696	699
Federal	54	54	54
State	176	175	174
Local	469	466	470

Civilian Labor Force and Wage & Salary Estimates

	Ann Arbor			Battle Creek			Bay City		
	Mar	Feb	Mar	Mar	Feb	Mar	Mar	Feb	Mar
	2006	2006	2005	2006	2006	2005	2006	2006	2005
Place of Residence									
Labor Force	195,900	194,400	191,700	74,100	73,700	72,900	57,000	57,000	56,000
Employment	186,600	185,600	182,900	68,800	68,400	67,700	52,400	52,600	51,400
Unemployment	9,200	8,800	8,800	5,300	5,300	5,100	4,600	4,400	4,600
Rate (Percent)	4.7	4.5	4.6	7.2	7.1	7.1	8.0	7.8	8.2

Place of Work

Total Nonfarm Jobs	204,500	202,600	203,600	61,900	61,500	62,200	38,800	38,800	38,600
Nat Resources & Construction	6,300	6,100	5,900	1,900	1,900	1,700	1,400	1,300	1,400
Manufacturing	20,400	21,000	22,400	13,700	13,700	14,100	4,200	4,200	4,100
Trade, Transport & Utilities	26,900	26,700	26,600	9,600	9,600	10,000	8,700	8,800	8,500
Wholesale Trade	5,200	5,200	5,300	1,400	1,400	1,400	1,300	1,300	1,200
Retail Trade	18,000	17,800	17,800	6,600	6,600	7,000	6,100	6,200	6,100
Information	3,800	3,700	3,700	*	*	*	500	500	500
Financial Activities	5,700	5,400	5,800	1,600	1,600	1,600	1,500	1,500	1,400
Professional & Business Services	27,400	27,300	26,900	5,500	5,400	5,600	3,500	3,500	3,400
Educational & Health Services	23,600	23,500	23,100	10,300	10,300	10,100	5,900	5,900	5,800
Leisure & Hospitality	14,100	13,900	14,100	5,600	5,400	5,400	4,400	4,300	4,500
Other Services	6,200	6,200	6,200	2,300	2,300	2,300	2,300	2,300	2,300
Government	70,100	68,800	68,900	10,700	10,700	10,800	6,400	6,500	6,700

Detroit-Warren-Livonia (Data in Thousands)

Flint

Grand Rapids-Wyoming

	Detroit-Warren-Livonia			Flint			Grand Rapids-Wyoming		
	Mar	Feb	Mar	Mar	Feb	Mar	Mar	Feb	Mar
	2006	2006	2005	2006	2006	2005	2006	2006	2005
Place of Residence									
Labor Force	2,170	2,150	2,185	218,100	217,500	215,600	415,000	413,900	405,700
Employment	2,005	1,999	2,014	198,700	198,700	196,700	388,600	388,200	379,300
Unemployment	164	151	171	19,300	18,800	18,900	26,400	25,800	26,400
Rate (Percent)	7.6	7.0	7.8	8.9	8.7	8.8	6.4	6.2	6.5

Place of Work

Total Nonfarm Jobs	2,006	1,997	2,024	153,200	152,500	154,800	390,300	389,600	387,400
Nat Resources & Construction	74	73	76	5,900	5,700	5,800	17,200	16,900	16,900
Manufacturing	275	272	286	20,200	20,500	22,100	73,100	73,200	74,600
Trade, Transport & Utilities	373	371	375	30,800	30,700	30,900	74,400	74,600	74,000
Wholesale Trade	92	92	93	6,400	6,400	6,500	21,800	21,800	21,800
Retail Trade	217	215	217	21,000	20,900	21,000	42,200	42,400	42,100
Information	35	35	35	2,400	2,400	2,300	5,700	5,600	5,600
Financial Activities	118	118	118	6,500	6,500	6,500	22,200	22,200	21,600
Professional & Business Services	362	363	363	14,800	14,600	15,000	52,300	52,000	51,300
Educational & Health Services	267	266	264	24,700	24,700	24,500	56,500	56,400	55,300
Leisure & Hospitality	175	173	176	15,400	15,100	15,400	31,600	31,500	31,200
Other Services	89	88	89	6,900	6,900	6,900	17,700	17,600	17,500
Government	238	237	241	25,600	25,400	25,400	39,600	39,600	39,400

* Data Not Available

Civilian Labor Force and Wage & Salary Estimates

	Holland-Grand Haven			Jackson			Kalamazoo-Portage		
	Mar 2006	Feb 2006	Mar 2005	Mar 2006	Feb 2006	Mar 2005	Mar 2006	Feb 2006	Mar 2005
Place of Residence									
Labor Force	138,100	137,200	135,000	80,500	80,100	79,600	177,300	176,300	173,600
Employment	130,300	129,500	127,300	74,500	74,300	73,900	166,600	165,700	162,900
Unemployment	7,800	7,700	7,700	6,000	5,800	5,700	10,700	10,600	10,800
Rate (Percent)	5.6	5.6	5.7	7.4	7.2	7.2	6.0	6.0	6.2
Place of Work									
Total Nonfarm Jobs	115,200	113,800	114,800	60,100	59,700	60,900	145,200	144,500	144,400
Nat Resources & Construction	6,100	5,900	5,900	2,100	2,000	2,200	5,900	5,800	5,900
Manufacturing	37,000	37,000	37,700	10,100	10,100	10,200	23,500	23,500	24,100
Trade, Transport & Utilities	18,100	17,800	17,700	12,300	12,300	12,400	24,500	24,400	24,400
Wholesale Trade	4,800	4,800	4,700	1,600	1,600	1,600	4,400	4,300	4,200
Retail Trade	10,600	10,300	10,400	7,700	7,700	7,800	16,100	16,100	16,200
Information	1,000	900	1,000	500	500	500	1,500	1,500	1,500
Financial Activities	3,300	3,200	3,200	2,300	2,300	2,400	7,600	7,500	7,500
Professional & Business Services	10,800	10,800	10,700	4,600	4,600	4,700	14,900	14,800	14,000
Educational & Health Services	10,300	10,300	10,300	9,600	9,500	9,800	20,300	20,300	20,300
Leisure & Hospitality	7,600	7,400	7,300	5,400	5,300	5,300	14,900	14,600	14,800
Other Services	4,400	4,400	4,500	2,900	2,900	3,000	6,600	6,600	6,600
Government	16,600	16,100	16,500	10,300	10,200	10,400	25,500	25,500	25,300
Place of Residence									
Labor Force	257,100	256,300	252,500	78,900	78,400	78,100	92,400	92,400	89,800
Employment	240,800	240,300	237,200	73,700	73,200	73,100	85,800	85,800	83,000
Unemployment	16,300	16,000	15,300	5,200	5,300	5,000	6,600	6,600	6,800
Rate (Percent)	6.3	6.3	6.1	6.6	6.7	6.4	7.2	7.1	7.5
Place of Work									
Total Nonfarm Jobs	228,200	226,900	229,100	43,100	42,400	44,000	66,300	66,200	65,200
Nat Resources & Construction	7,700	7,600	7,800	2,200	2,100	2,700	2,300	2,300	2,300
Manufacturing	21,600	21,600	22,800	8,100	7,700	8,300	13,900	13,800	13,200
Trade, Transport & Utilities	36,000	36,000	36,100	9,300	9,200	9,500	13,700	13,700	13,900
Wholesale Trade	5,700	5,600	5,500	1,100	1,100	1,100	1,400	1,400	1,400
Retail Trade	24,200	24,300	24,400	5,300	5,200	5,500	11,000	11,000	11,200
Information	3,200	3,100	3,200	*	*	*	1,000	1,000	1,000
Financial Activities	15,500	15,500	15,200	1,600	1,600	1,600	2,000	1,900	1,900
Professional & Business Services	20,000	19,700	20,500	3,500	3,600	3,700	4,000	4,100	3,900
Educational & Health Services	27,500	27,300	27,200	4,800	4,700	4,500	10,200	10,300	10,400
Leisure & Hospitality	18,900	18,500	18,600	4,300	4,300	4,400	6,700	6,700	6,300
Other Services	10,900	10,800	11,100	2,000	2,000	2,000	2,700	2,700	2,500
Government	66,900	66,800	66,600	7,000	6,900	6,900	9,800	9,700	9,800

* Data Not Available

Civilian Labor Force and Wage & Salary Estimates

Niles-Benton Harbor

Saginaw-Sag. Township North

	Mar 2006	Feb 2006	Mar 2005	Mar 2006	Feb 2006	Mar 2005
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Place of Residence

Labor Force	80,700	80,000	78,700	100,900	100,700	100,100
Employment	74,700	74,000	72,800	92,400	92,400	91,200
Unemployment	6,000	6,000	5,900	8,500	8,300	8,900
Rate (Percent)	7.4	7.5	7.5	8.4	8.3	8.9

Place of Work

Total Nonfarm Jobs	64,400	63,700	64,000	91,100	90,800	91,500
Nat Resources & Construction	2,000	1,900	2,100	3,400	3,400	3,400
Manufacturing	14,700	14,700	15,200	12,900	12,800	14,000
Trade, Transport & Utilities	11,800	11,700	11,700	16,600	16,600	16,900
Wholesale Trade	2,300	2,300	2,200	2,600	2,600	2,500
Retail Trade	7,200	7,100	7,200	11,500	11,500	11,800
Information	1,000	900	900	2,100	2,100	2,100
Financial Activities	2,300	2,300	2,200	5,200	5,200	5,000
Professional & Business Services	4,800	4,800	4,800	9,100	9,100	9,000
Educational & Health Services	10,100	10,100	10,000	15,300	15,300	15,100
Leisure & Hospitality	6,300	6,000	5,800	9,000	8,900	8,900
Other Services	2,900	2,900	2,900	4,000	4,000	3,900
Government	8,500	8,400	8,400	13,500	13,400	13,200

Upper Peninsula

Northeast Lower Michigan

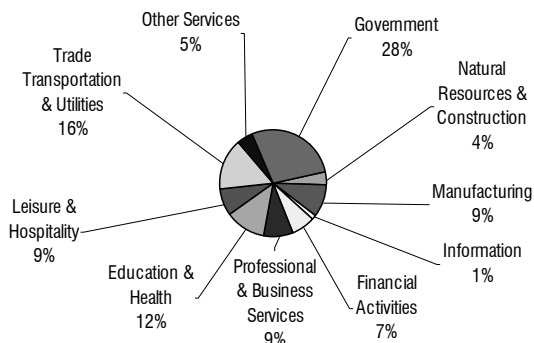
Northwest Lower Michigan

	Mar 2006	Feb 2006	Mar 2005	Mar 2006	Feb 2006	Mar 2005	Mar 2006	Feb 2006	Mar 2005
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Place of Residence

Labor Force	161,600	160,800	157,600	98,100	97,900	96,000	158,100	157,400	154,200
Employment	147,200	146,900	143,800	86,600	86,800	84,900	144,200	143,800	140,700
Unemployment	14,500	13,900	13,800	11,500	11,100	11,100	13,900	13,500	13,500
Rate (Percent)	9.0	8.6	8.8	11.7	11.3	11.6	8.8	8.6	8.7

**Percent Share Of Total Jobs By Industry
Lansing MSA, 2005**



Regional Focus

Percent Share Of Total Employment By Industry, Lansing MSA, 2005

During 2005, nonfarm employment in the Lansing MSA stood at 227,300, a drop of 3,100 from 2004 totals. Government employment recorded the largest number of jobs for the year at 64,300 (28 percent of total employment), followed by trade, transportation and utilities with 36,800, or 16 percent. Education and health services reported 26,900 jobs or 12 percent, followed by manufacturing and professional and business services, both with more than 21,000 jobs or nine percent.

March Unemployment Rates Move Up Slightly in Most of Michigan's Major Regional Labor Market Areas

March seasonally unadjusted unemployment rates increased slightly in 12 of Michigan's 17 regional major labor market areas. The rate advances were minor, with an average increase of 0.2 of a percentage point. The only area to exhibit a rate increase substantially above the average was the Detroit-Warren-Livonia Metropolitan Statistical Area (MSA) moving up by 0.6 percentage points for the month. Two areas, the Monroe, and Niles-Benton Harbor MSAs, exhibited a small drop of 0.1 percentage points. Rates in the remaining three areas, the Holland-Grand Haven, Kalamazoo-Portage, and Lansing-East Lansing MSAs, remained unchanged. From February to March, labor force levels increased slightly in 15 areas and were essentially unchanged in two. Employment totals moved up marginally (less than one percent) in 12 areas, while in the remaining areas, employment remained unchanged in three, and fell slightly in two.

From March 2005 to March 2006, nine regions recorded marginal jobless rate increases, and eight regions showed small declines. Almost all area rate changes over the year were 0.2 percentage points or less. The two exceptions were the Saginaw-Saginaw Township North MSA displaying a 0.5 percentage point drop in its rate since 2005, while the Muskegon-Norton Shores area jobless rate dipped by 0.3 of a percentage point.

Among Michigan's major labor markets, the Ann Arbor area had the lowest unemployment rate at 4.7 percent, followed by the Holland-Grand Haven MSA with 5.6 percent, and the Kalamazoo-Portage MSA with 6.0 percent. The highest jobless rate in the month of March was recorded by the Northeast Lower Michigan Region, with 11.7 percent, followed by the Upper Peninsula with 9.0 percent.

All But One of Michigan's Metro Areas Report Gains in Payroll Jobs

Total nonfarm employment increased in 13 of Michigan's 14 MSAs during the month of March. Employment advances were modest and in most regions were recorded in both the goods-producing and service-providing sectors of the economy. Only one area, the Bay City MSA, showed no changes in its employment totals for the month. Among the MSAs showing employment gains, the Monroe area had the largest percentage job growth at 1.7 percent, followed by the Holland-Grand Haven and Niles Benton Harbor MSAs up by 1.2 and 1.1 percentage points, respectively.

Employment increases in the service-providing industries occurred mainly due to seasonal factors, with the largest gains reported in leisure and hospitality services (arts, entertainment and recreation, and accommodation and food services). Other service-providing industries remained basically flat, with minor upward movements in retail trade (Detroit-Warren-Livonia MSA up by 2,000). Small gains were also reported in educational and health services along with state and local educational facilities, caused by staff recalls following the end of spring break.

In the goods-producing sector employment moved up in most MSAs mainly due to seasonal gains in the construction industry, chiefly in specialty trade

contractors and heavy and civil engineering. Jobs in the manufacturing sector revealed a mixed picture, with seven areas showing no change, three areas reporting reductions and four areas, the Detroit-Warren-Livonia, Monroe, Muskegon-Norton Shores, and Saginaw-Saginaw Township North MSAs, reporting gains. The Detroit-Warren-Livonia MSA showed the strongest gains in this sector, up by over 4,000 jobs, mostly due to worker recalls in the automotive and related industries.

During March, average weekly hours in manufacturing advanced in three of the five major areas for which data is currently available. The increases were minor and were due mostly to gains in the durable goods sector. Average hourly earnings moved up in three areas during the month, with small gains reported in the durable and nondurable goods industries. The total effect of these changes was that average weekly earnings increased in four of the major areas. The largest advances in weekly earnings were reported in the Detroit-Warren-Livonia MSA, up by \$12.69, followed by the Kalamazoo-Portage, Grand Rapids-Wyoming, and Lansing-East Lansing MSAs, with gains of \$10.46, \$2.86 and \$1.62, respectively. The only area showing a reduction in its average weekly earnings was the Flint MSA, dropping by \$30.09 for the month.

Manufacturing Hours and Earnings Michigan & Selected Metropolitan Areas* March and February 2006

Area	Average Weekly Hours		Average Hourly Earnings		Average Weekly Earnings	
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Michigan	41.8	41.3	21.86	21.75	\$913.75	\$989.28
Detroit-Warren-Livonia	43.4	43.0	25.27	25.21	1,096.72	1,084.03
Flint	43.2	43.9	29.81	30.02	1,287.79	1,317.88
Grand Rapids-Wyoming	39.6	39.0	17.76	17.96	703.30	700.44
Kalamazoo-Portage	39.8	39.2	14.81	14.77	589.44	578.98
Lansing-East Lansing	40.6	40.6	24.32	24.28	987.39	985.77

* Hours and earnings data for the manufacturing sector is currently available only in the above MSAs.

Manufacturing Productivity and Cost in the U.S. Annual Averages 2005

The Bureau of Labor Statistics of the U.S. Department of Labor recently reported productivity data as measured by output per hour of all people for the year 2005. Following are findings reported in the article:

- Labor productivity in manufacturing rose by 4.8 percent in 2005, as output grew by 3.8 percent and hours of all people declined by 0.9 percent. In comparison, productivity increased by 5.4 percent in 2004, reflecting a 5.0 percent output increase and a decline of 0.4 percent in hours worked.
- Hourly compensation of manufacturing workers increased 6.6 percent in 2005, more than the 2.2 percent growth rate recorded in 2004, but lower than the 8.3 percent increase in 2003 and the 7.3 percent increase in 2002.
- Unit labor cost in manufacturing moved up by 1.7 percent in 2005, after declining 3.1 percent in 2004; unit labor cost increased by 2.5 percent in 2003.

Source: U.S. Department of Labor, Bureau of Labor Statistics, February 2006

Annual Average Changes (Percent) in Productivity and Related Measures in Manufacturing Industries in the U.S., 1998-2005

	1998	1999	2000	2001	2002	2003	2004	2005
Productivity	4.9	3.6	4.8	2.0	6.6	5.6	5.4	4.8
Output	4.6	3.0	3.1	-4.7	-0.9	0.5	5.0	3.8
Hours	-0.3	-0.6	-1.6	-6.5	-7.1	-4.9	-0.4	-0.9
Hourly Compensation	5.8	3.9	9.2	2.3	7.3	8.3	2.2	6.6
Real Hourly Compensation	4.3	1.8	5.6	-0.5	5.6	5.8	-0.5	3.2
Unit Labor Costs	0.9	0.3	4.2	0.3	0.6	2.5	-3.1	1.7

Employer Cost for Employee Compensation in the U.S., September 2005

Employer costs for employee compensation, based on the National Compensation Survey, measures employer costs for wages, salaries, and employee benefits for nonfarm private, and state and local government workers. In September 2005, employer costs for employee compensation averaged \$26.05 per hour worked. Of these costs, wage and salaries averaged \$18.28 or 70.2 percent, while benefits averaged \$7.77, accounting for the remaining 29.8 percent. Costs for legally required benefits, including Social Security, Medicare, unemployment insurance, and workers' compensation, averaged \$2.13 per hour (8.2 percent of total compensation). Employer costs for life, health, and disability insurance benefits averaged \$2.10 (8.0 percent); paid leave benefits (vacations, holidays, sick leave, and other leave) averaged \$1.72 (6.6 percent); and retirement and savings benefits averaged \$1.13 (4.3 percent) per hours worked.

In September 2005, private industry employer compensation costs averaged \$24.43 per hour worked. Wages and salaries averaged \$17.23 per hour (70.8 percent), while benefits averaged \$7.11 (29.2 percent). In comparison, for the same time period, employer costs in state and local governments averaged \$36.16 per hour worked. Wages and salaries, which accounted for 67.8 percent of the total, averaged \$24.52, while benefits, which accounted for the remaining 32.2 percent, averaged \$11.64. Benefit costs increased from 31.4 percent of total compensation and \$10.89 per hour for state and local government in September 2004. Traditionally, the percent of benefit costs for state and local government workers tend to be higher than for workers in private industry. In September 2005 benefit costs for government workers accounted for 32.2 percent of employer costs for employee compensation, compared with 29.8 percent for workers in private industry.

Source: U.S. Department of Labor, Bureau of Labor Statistics, December 2005.

Relative Importance Of Employer Costs For Employee Compensation in the U.S., September 2005

Compensation Component	Civilian Workers	State & Local Government	Private Industry
<i>Wage & Salaries</i>	70.2%	67.8%	70.8%
<i>Benefits</i>	29.8	32.2	29.2
Paid Leave	6.6	7.5	6.4
Supplementary Pay	2.5	0.9	2.9
Insurance	8.0	10.9	7.3
Health Benefits	7.6	10.6	6.8
Retirement/Savings	4.3	6.9	3.7
Defined Benefit	2.7	6.1	1.9
Defined Contribution	1.6	0.7	1.8
Legally Required	8.2	5.9	8.8
Other Benefits	0.1	0.1	0.1

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Michigan Dept. Labor & Economic Growth
 Bureau of Labor Market Information & Strategic Initiatives
 Cadillac Place
 3032 W. Grand Boulevard, Suite 9-100
 Detroit, Michigan 48202

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