

State Personnel System

Annual Workforce Report

Fiscal Year 2010 - 2011



DEPARTMENT OF MANAGEMENT
SERVICES

TABLE OF CONTENTS

INTRODUCTION	1
GENERAL WORKFORCE TRENDS.....	3
General Workforce Trends and Comparisons Overview.....	5
State Government Employees to State Population.....	6
State Government Full-Time Equivalent Employment to State Population	7
State Government Employee Payroll Expenditures per State Resident.....	8
Workforce Demographics.....	9
WORKFORCE DESIGN	11
Workforce Design Overview.....	13
State of Florida's Personnel Systems.....	14
Established Positions by Personnel System and Pay Plan.....	15
State Personnel System Entities	16
State Personnel System Positions and Employees	17
Workforce Profile.....	18
Employees by Age and Pay Plan.....	19
Established Position Count by Agency.....	20
Employee Count by Agency	21
Full-Time Employee Count by Agency.....	22
Part-Time Employee Count by Agency	23
Employee Count by Agency and Pay Plan	24
Employees by County.....	25
Established Positions Represented by Collective Bargaining Unit	26
Representation and Membership by Collective Bargaining Unit	27
Separations: Career Service	28
Employer Initiated Career Service Separations by Agency	29
Employee Initiated Career Service Separations by Agency.....	30
Retirement Count by Pay Plan	31
Retirement Projections	32
Other Personal Services Employment	33
WORKFORCE COMPENSATION	35
Workforce Compensation Overview.....	37
Classification and Pay Plans	38
Annual Legislative Pay Adjustments.....	39
Salary Distribution by Gender and Ethnicity by Pay Plan	41
Average Salary by Agency and Pay Plan.....	42
Total Compensation: Salaries and Benefits	43
Comparison of Benefits by Pay Plan.....	44
Benefit Comparisons to Select States	45
Employee Group Health Insurance Membership	46
Employee Retirement Membership	47
Pay Additives: Career Service	49
Savings Sharing Program.....	50

WORKFORCE TRAINING AND DEVELOPMENT	51
Workforce Training and Development Overview.....	53
Training Expenditures by Agency.....	56
EQUAL EMPLOYMENT OPPORTUNITY.....	57
Equal Employment Opportunity Overview.....	59
Equal Employment Opportunity/Affirmative Action Report.....	60
Employees by Job Category	64
Minority Representation by Pay Plan	65
Gender Representation by Pay Plan	66
Race and Gender Demographics: By Agency	67
Race and Gender Demographics: Career Service.....	68
Race and Gender Demographics: Selected Exempt Service.....	69
Race and Gender Demographics: Senior Management Service	70
COMMUNITY RELATIONS	71
Community Relations Overview	73
Volunteer Hours by Agency	74
Florida State Employees' Charitable Campaign.....	75

Introduction

The Department of Management Services' Division of Human Resource Management is proud to present the 18th State Personnel System (SPS) Annual Workforce Report (report).

This report complies with section 110.201(5), Florida Statutes, requiring the Department of Management Services to develop a workforce report that contains data representative of the SPS human resources and identifies trends for planning and improving the management of these resources. Rule 60L-29.002(5), Florida Administrative Code, defines the State Personnel System as the employment system comprised of positions within the Career Service, Selected Exempt Service, or Senior Management Service, and within all agencies except those in the State University System, the Florida Lottery, the Legislature, the Justice Administration System or the State Courts System.

The Annual Workforce Report also contains other statutorily required reports concerning the State Personnel System. These include the:

- Equal Employment Opportunity/Affirmative Action Report, section 110.112(2)(d), Florida Statutes;
- Savings Sharing Program Report, section 110.1245(1)(d), Florida Statutes;
- Pay Additives Report, section 110.2035(6)(c), Florida Statutes; and
- Classification Plans for Senior Management and Selected Exempt Services, sections 110.406(1) and 110.606(1), Florida Statutes, respectively.

This year's report includes new data on SPS human resources including:

- Employee Count by Agency and by Pay Plan
- Representation and Membership by Collective Bargaining Unit
- Retirement Count by Pay Plan
- Retirement Projections
- Number of Employees by Pay Band
- Average Salary by Agency and Pay Plan
- Race and Gender Demographics by Agency

The Department of Management Services produces the Annual Workforce Report on a fiscal-year basis. Unless otherwise noted, the data contained in this report was generated from the People First Data Warehouse.

General Workforce Trends

- *General Workforce Trends and Comparisons Overview*
- *State Government Employees to State Population*
- *State Government Full-Time Equivalent Employment to State Population*
- *State Government Employee Payroll Expenditures per State Resident*
- *Workforce Demographics*

General Workforce Trends and Comparisons Overview

The following observations regarding general workforce trends and comparisons can be made from an analysis of the information in this section:

- In 2010, state governments nationwide had an average of 217 state workers per 10,000 in population. Florida had 116 workers per 10,000 in population, or 46.5 percent less than the national average.
- In 2010, the state government national average was \$75 in payroll expenditures per state resident. Florida's payroll expenditure was \$38 per state resident, or 49.3 percent less than the national average.
- In the next two decades, the projected workforce will span four distinct generations: Baby Boomers, those born between 1946 and 1964; Generation X, those born between 1964 and 1980; Generation Y or Millennials, those born between 1981 and 1995; and the New Silent Generation, those born after 1996. Employers will need to adjust to the workforce's changing demographics and the projected reduction in the availability of workers:

According to the United States Census Bureau:

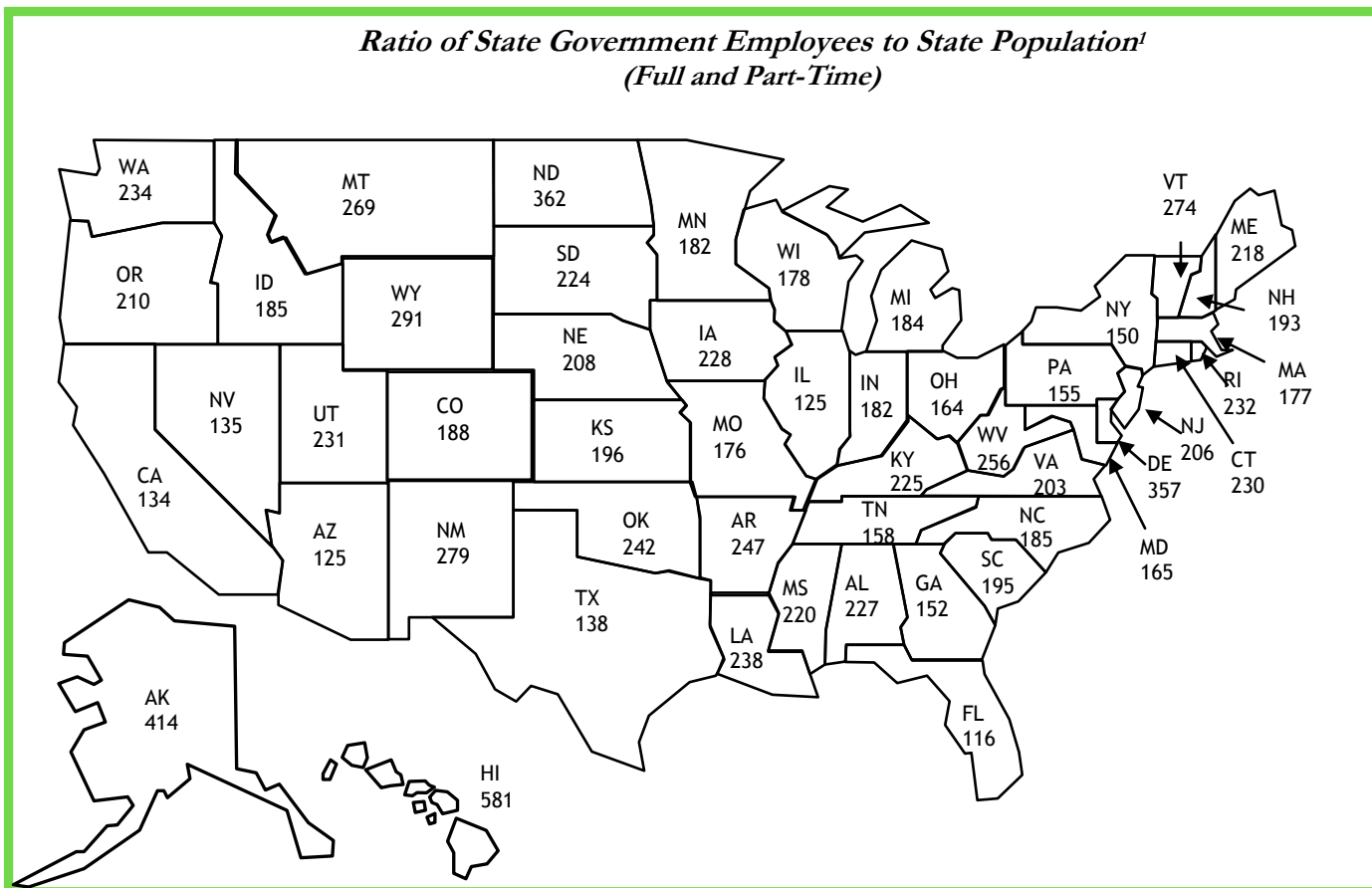
- Nationwide, between 2000 and 2030, the percentage of Americans in the 20-44 age group will decline by 5.3 percentage points; the 45-64 age group will increase by 0.5 percentage points; and the 65-84 age group will increase by 6.1 percentage points.
- The State of Florida's age distribution from 2000 to 2030 shows a decline in the percentage of 25-44 year olds by 6.9 percentage points while the percentage of 45-64 year olds is expected to increase by 0.7 percentage points.

According to the United States Bureau of Labor Statistics:

- It is predicted that the age group 55 years old and older will show percentage point increases in the nation's workforce by 2030 as follows: 55-64 age group by 4.9 percentage points; 65-74 age group by 3.5 percentage points; and 75 and older age group by 1.3 percentage points.
- All age groupings below 55 years of age will decrease by the year 2030 as follows: 16-24 age group by 2.5 percentage points; 25-34 age group by 1.5 percentage points; 35-44 age group by 4.4 percentage points; and the 45-54 age group by 1.5 percentage points.
- The number of persons age 55 years and older in the labor force is expected to increase by 12.0 million, or 43.0 percent, during the 2008-18 period. Persons in the 55 years and older age group are projected to make up nearly one-quarter of the labor force in 2018.
- For persons aged 55 years and older, the labor force participation rate increased from a 29.2 percent in 1993 to 40.0 percent in February 2010.
- The Bureau of Labor Statistics estimates that the median age of the labor force for the United States and for Florida will be 41.9 and 45.4, respectively, in 2030.
- The average age of a State Personnel System employee was 42.42 as of June 30, 2011.

State Government Employees to State Population (Full- and Part-Time)

The United States Census Bureau requires each state to report the total number of state government employees, full-time and part-time, as of March of each year. This number is compared to each state's population estimate as of July of each year. The ratio of employees to 10,000 in population is a useful indicator to gauge the efficiency of a state's public workforce in comparison to other states.



10 States with the Lowest Ratios

1. Florida	116
2. Illinois	125
3. Arizona	125
4. California	134
5. Nevada	135
6. Texas	138
7. New York	150
8. Georgia	152
9. Pennsylvania	155
10. Tennessee	158

2010 National Average 217

10 States with the Fastest Growing Population Changes July 2009 – July 2010²

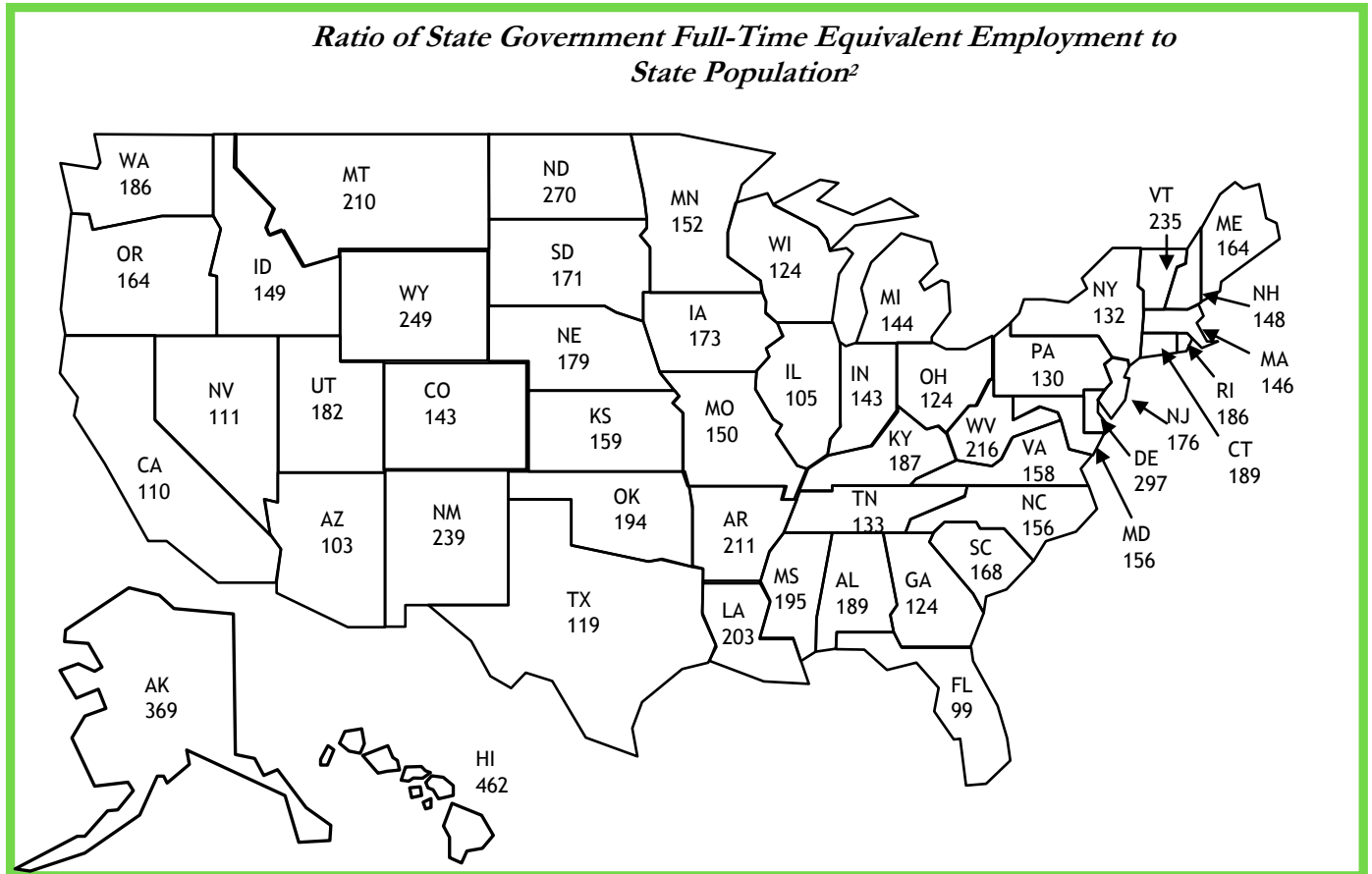
1. Wyoming	2.1%
2. Alaska	2.0%
3. Utah	1.8%
4. Texas	1.8%
5. Colorado	1.6%
6. Arizona	1.4%
7. New Mexico	1.3%
8. North Dakota	1.2%
9. South Dakota	1.1%
10. Virginia	1.1%

¹ United States Census Bureau – www.census.gov. March 2009 U.S. Census Data that was revised in January 2011 for total state employees (full-time and part-time) and July 2010 U.S. Census Data for state population. March 2010 state government employees' data was not available.

² Florida Agency for Workforce Innovation, Labor Market Statistics Center, June 2011.

State Government Full-Time Equivalent Employment to State Population

The United States Census Bureau requires each state to report the total number of state government full-time equivalent¹ employment as of March of each year. This number is compared to each state's population estimate as of July of each year. The ratio of full-time equivalent employment to 10,000 in population is a useful indicator to gauge the efficiency of a state's public workforce in comparison to other states.



10 States with the Lowest Ratios

1. Florida	99
2. Arizona	103
3. Illinois	105
4. California	110
5. Nevada	111
6. Texas	119
7. Georgia	124
8. Ohio	124
9. Wisconsin	124
10. Pennsylvania	130

2010 National Average 178

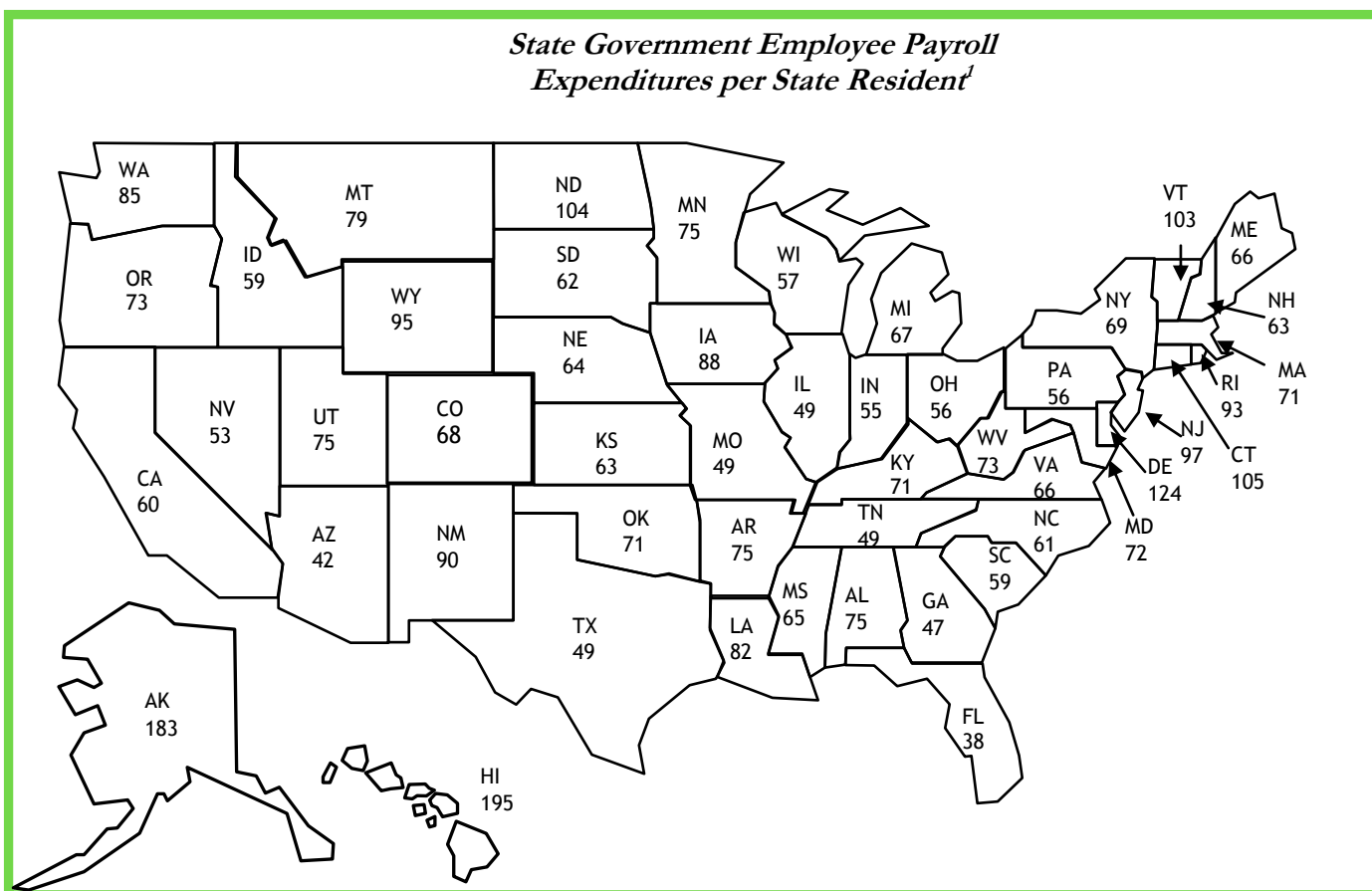
¹ As defined by the United States Census Bureau, a full time equivalent (FTE) is a computed statistic representing the number of full-time employees that could have been employed if the reported number of hours worked by part-time employees had been worked by full-time employees.

² United States Census Bureau – www.census.gov. March 2009 U.S. Census Data that was revised in January 2011 for full-time equivalent state employment and July 2010 U.S. Census Data for state population. March 2010 state government full-time equivalent employment data was not available.

State Government Employee Payroll Expenditures per State Resident

The United States Census Bureau requires each state to report the total state public payroll expenditures as of March of each year. This number is then compared to each state's population estimate as of July of each year. This ratio provides the labor costs for state public services per resident.

The figures indicate that Florida's state government workforce has the lowest payroll cost per state resident as compared to other states.



10 Lowest Public Payroll Ratios

1. Florida	\$38
2. Arizona	\$42
3. Georgia	\$47
4. Texas	\$49
5. Illinois	\$49
6. Tennessee	\$49
7. Missouri	\$49
8. Nevada	\$53
9. Indiana	\$55
10. Pennsylvania	\$56

2010 National Average \$75

¹ United States Census Bureau – www.census.gov. March 2009 U.S. Census Data that was revised in January 2011 for state government employee payroll expenditures and July 2010 U.S. Census Data for state population. March 2010 state government employee payroll expenditures data was not available.

Workforce Demographics

Demographic shortages relate specifically to the generational effect taking place in the labor market. In the next two decades, the viable workforce will span four distinct generations: Baby Boomers, Generation X, Generation Y or Millennials, and the New Silent Generation. The size of the Baby Boomer generation ensures that retirement decisions (either choosing to retire or choosing to work longer) will have a profound effect on the workforce. As seen below, the percentage of those in the 20-44 age group will decline between 2000 and 2020 by 4.6 percentage points, the 45-64 age group will increase by 2.8 percentage points, and the 65-84 age group will increase by 3.2 percentage points.

PROJECTED UNITED STATES POPULATION DISTRIBUTION BY AGE

Age Group	Percent of Population					
	2000	2010	2020	2030	2040	2050
0-4	6.8%	6.9%	6.8%	6.7%	6.7%	6.7%
5-19	21.7%	20.0%	19.6%	19.5%	19.2%	19.3%
20-44	36.9%	33.8%	32.3%	31.6%	31.0%	31.2%
45-64	22.1%	26.2%	24.9%	22.6%	22.6%	22.2%
65-84	10.9%	11.0%	14.1%	17.0%	16.5%	15.7%
85+	1.5%	2.0%	2.2%	2.6%	3.9%	5.0%

Source: United States Census Bureau – Table 2a. Projected Population of the United States, by Age and Sex: 2000 to 2050 - <http://www.census.gov/population/www/projections/usinterimproj/>

The State of Florida's age distribution from 2000 projected through 2030 is shown below. This data illustrates an expected rise between 2000 and 2020 in the population age 65 and older from 17.6 percent to 21.8 percent. Age group 45-64 is also expected to change substantially from 22.7 percent to 27.2 percent.

PROJECTED STATE OF FLORIDA AGE DISTRIBUTION 2000 AND 2030

Age Group	Census 2000		Projected 2010		Projected 2020		Projected 2030		2000 - 2030 Change	
	Number	%	Number	%	Number	%	Number	%	Number	%
5-17	2,700,517	16.9%	2,890,955	15.0%	3,512,166	15.0%	4,139,052	14.4%	1,438,535	53.3%
18-24	1,330,602	8.3%	1,679,459	8.7%	1,717,358	7.3%	2,203,178	7.7%	872,576	65.6%
25-44	4,569,347	28.6%	4,635,955	24.1%	5,324,834	22.7%	6,232,372	21.7%	1,663,025	36.4%
45-64	3,628,492	22.7%	5,431,457	28.2%	6,369,865	27.2%	6,710,685	23.4%	3,082,193	84.9%
65+	2,807,597	17.6%	3,418,697	17.8%	5,106,857	21.8%	7,769,452	27.1%	4,961,855	176.7%

Source: United States Census Bureau – Interim State Population Projections, 2005 - www.census.gov/population/www/projections/statepyramid.html

The United States labor force age distribution is expected to change similarly to the trend in the United States population distribution by age.

PROJECTED UNITED STATES LABOR FORCE AGE DISTRIBUTION 2000 TO 2030

Age Group	Distribution Prediction of Labor Force by Age				
	2000	2005	2010	2020	2030
16-24	15.8%	14.9%	14.4%	12.5%	13.3%
25-34	23.0%	21.7%	21.9%	22.5%	21.5%
35-44	26.3%	24.1%	21.5%	20.9%	21.9%
45-54	21.8%	23.0%	23.2%	20.2%	20.3%
55-64	10.1%	12.7%	14.7%	17.1%	15.0%
65-74	2.5%	2.8%	3.4%	5.4%	6.0%
75+	.6%	.7%	.9%	1.3%	1.9%

Source: United States Bureau of Labor Statistics – Labor Force Projections - <http://bls.gov/opub/mlr/2006/11/art3full.pdf>

The U.S. Bureau of Labor Statistics reports that the overall median age of the labor force is projected to continue to increase in the future and reach 42 years in 2020. For 2010, the median age was projected to be 41.5 years. The chart below illustrates the median age of the labor force in each category for a 30-year period.

**PROJECTED UNITED STATES MEDIAN AGES OF THE LABOR FORCE
BY SEX, RACE, AND ETHNIC ORIGIN**

Group	2000	2005	2010	2020	2030
Total	39.3	40.8	41.5	42.0	41.9
Men	39.2	40.6	41.1	41.4	41.6
Women	39.4	41.0	41.9	42.7	42.4
White	39.7	41.2	42.0	42.6	42.3
African American	37.4	38.8	38.8	39.5	39.8
Asian	37.9	39.5	41.4	43.8	44.0
Hispanic Origin	34.0	35.2	36.8	38.6	38.7
White non-Hispanic	40.6	42.3	43.2	43.8	43.5

Source: United States Bureau of Labor Statistics - Labor Force Projections - <http://www.bls.gov/opub/mlr/2006/11/art3full.pdf>.

As the Baby Boomer generation continues to reach retirement age, organizations will face two major concerns: retaining both institutional knowledge and sufficient, high quality employees. The chart below captures the anticipated need for new employees. It is predicted that between 2010 and 2018, Florida (both public and private sector) will need to add approximately 1.80 percent to its workforce each year or a total of 1,126,340 new workers to compensate for the retirement of the Baby Boomers' generation.

**PROJECTED STATE OF FLORIDA WORKFORCE NEEDS
(PUBLIC AND PRIVATE)**

Occupational Title	2010 Estimated Employment	2018 Projected Employment	Total 2010-2018 Employment Change	Annual Percent Change	Total Percent Change
Total, All Occupations	7,816,352	8,942,692	1,126,340	1.80%	14.4%

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, September 2010 - <http://www.labormarketinfo.com/library/EP.htm>

Workforce Design

- *Workforce Design Overview*
- *State of Florida's Personnel Systems*
- *Established Positions by Personnel System and Pay Plan*
- *State Personnel System Entities*
- *State Personnel System Positions and Employees*
- *Workforce Profile*
- *Employees by Age and Pay Plan*
- *Established Position Count by Agency*
- *Employee Count by Agency*
- *Full-Time Employee Count by Agency*
- *Part-Time Employee Count by Agency*
- *Employee Count by Agency and Pay Plan*
- *Employees by County*
- *Established Positions Represented by Collective Bargaining Unit*
- *Representation and Membership by Collective Bargaining Unit*
- *Separations: Career Service*
- *Employer Initiated Career Service Separations by Agency*
- *Employee Initiated Career Service Separations by Agency*
- *Retirement Count by Pay Plan*
- *Retirement Projections*
- *Other Personal Services Employment*

Workforce Design Overview

Workforce design is defined as the structure, systems, and staffing of Florida's State Personnel System (SPS). This section of the report covers information such as employment trends, profiles of SPS employees, average number of Other Personal Services employees, and Career Service employee separations.

The following observations regarding SPS Workforce Design can be made from an analysis of the information in this section:

- There were 167,787 total established positions in all state employment systems at the end of Fiscal Year 2010-11. The State Personnel System accounted for 108,761 or 64.8 percent of those positions.
- As of June 30, 2011, 6.7 percent or 6,797 employees in the SPS had 30 or more years of service; 18.6 percent or 18,817 had between 20 and 29; 25 percent or 25,292 had between 10 and 19; 19.9 percent or 20,208 had between 5 and 9; and 29.8 percent or 30,234 of the employees had less than 5 years of service.
- The age group with the largest number of employees within the SPS was age group 40-49 with 27.4 percent or 27,761 employees, followed by age group 50-59 with 27.2 percent or 27,525 employees as of June 30, 2011.
- Of the 101,348 employees in the SPS, 81.7 percent or 82,761 are in the Career Service, 17.8 percent or 18,054 are in the Selected Exempt Service and 0.5 percent or 533 are in the Senior Management Service.
- As of June 30, 2011, the 90,739 established positions covered by a collective bargaining unit represented 83.4 percent of the 108,761 total number of established positions.
- As of June 30, 2011, 16.9 percent of the 83,988 employees represented by a labor organization paid dues.
- In comparing 2010 to 2011, the number of established positions represented by collective bargaining unit increased by 0.5 percent, from 90,316 to 90,739.
- There was a 5.8 percent increase in the number of Career Service separations from Fiscal Year 2009-10 (10,898) to 2010-11 (11,526).
- For Fiscal Year 2010-11, employee-initiated separations accounted for 78.9 percent of all Career Service separations.
- As of June 30, 2011, Dismissals and Failed to Complete Probationary Period were the top two separation reasons for the employer initiated separations at 60 percent and 22.6 percent, respectively. For the same time period, Separation Reason Unknown led the employee initiated separation reasons at 62.7 percent followed by Retirement at 27.7 percent.
- The average number of Other Personal Services employees increased by 0.9 percent since Fiscal Year 2009-10 from 9,965 to 10,053.

TURNOVER

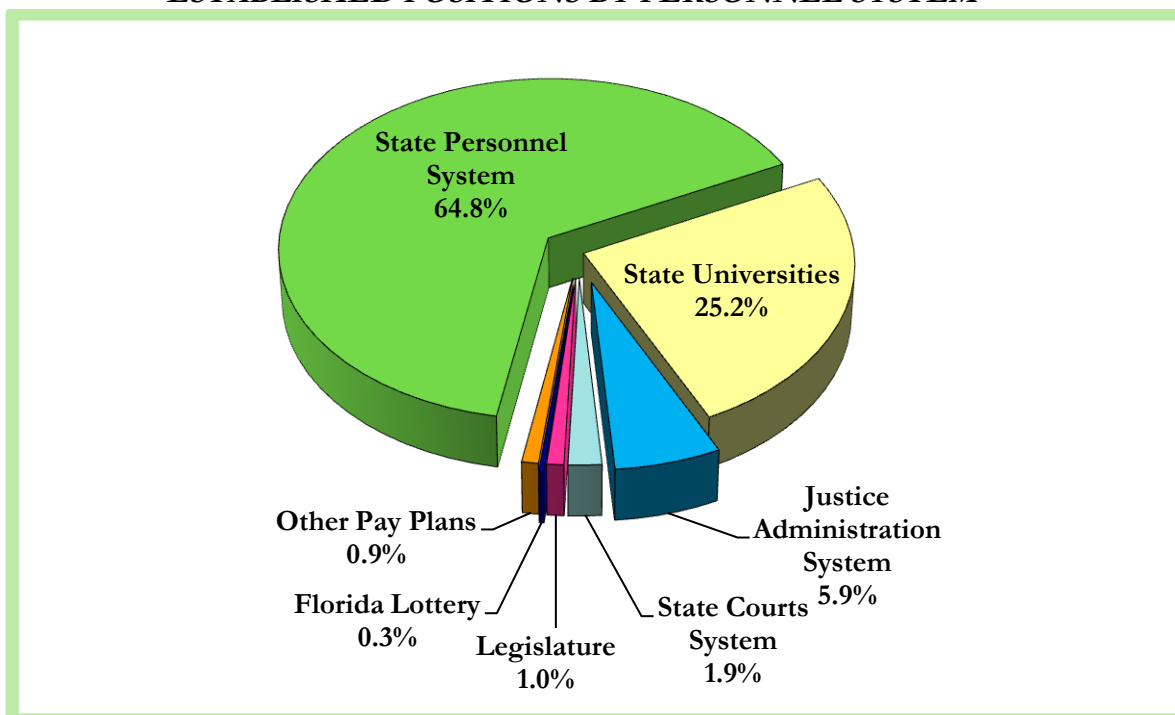
Pay Plan	FY 06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11
Career Service	11.8%	10.0%	7.4%	7.3%	7.2%
Selected Exempt Service	7.6%	6.1%	4.6%	4.4%	4.2%
Senior Management Service	18.7%	7.4%	6.0%	9.3%	15.6%
State Personnel System	11.0%	9.3%	6.9%	6.8%	6.8%

State of Florida's Personnel Systems

State of Florida employees fall into a variety of different and autonomous personnel systems, each with its own rules and regulations, collective bargaining agreements and wage and benefit packages. There are six primary state government employers. These include the State Personnel System (SPS), the State Universities, the Justice Administration System, the State Courts System, the Legislature and the Florida Lottery. The SPS is comprised of state employees in the Career Service, Selected Exempt Service and Senior Management Service pay plans and is the largest personnel system in state government. In addition, State Universities are comprised of 11 separate personnel systems representing one personnel system for each public university.

There were 167,787 total established positions in all state systems at the end of Fiscal Year 2010-11. The SPS accounted for 108,761 or 64.8 percent of those positions. A breakdown of the different personnel systems, pay plans and the number of established positions in each is presented on page 15.

ESTABLISHED POSITIONS BY PERSONNEL SYSTEM



Personnel System	Established Positions As of June 30				
	2007	2008	2009	2010	2011
State Personnel System	65.6%	64.8%	64.9%	65.0%	64.8%
State Universities ¹	24.4%	25.0%	25.2%	25.2%	25.2%
Justice Administration System	5.8%	6.1%	5.8%	5.8%	5.9%
State Courts System	2.0%	2.0%	1.9%	1.8%	1.9%
Legislature	1.0%	1.0%	1.0%	1.0%	1.0%
Florida Lottery	0.3%	0.3%	0.3%	0.3%	0.3%
Other Pay Plans	0.9%	0.9%	1.0%	0.9%	0.9%

¹ Numbers depict employee count for Mid-Fall 2010 as reported by the Institutional Research Department at the Florida Board of Governors.

Established Positions by Personnel System and Pay Plan

As of June 30, 2011

Personnel System	Pay Plan	Established Positions ¹ As of June 30				
		2007	2008	2009	2010	2011
State Personnel System	Career Service	91,491	91,566	89,187	88,999	89,029
	Selected Exempt Service	20,280	20,277	19,679	19,420	19,132
	Senior Management Service	602	616	610	601	600
	Total	112,373	112,459	109,476	109,020	108,761
State Universities ²	General Faculty and Other	41,827	43,288	42,469	42,311	42,310
Justice Administration System	State Attorneys	4,005	3,953	3,695	3,608	3,718
	Public Defenders	1,369	1,296	1,176	1,122	1,213
	State Attorneys with Paid Insurance	2,165	2,287	2,137	2,078	2,205
	Public Defenders with Paid Insurance	1,664	1,800	1,659	1,747	1,707
	Capital Collateral Regional Counsel	74	74	68	64	71
	Justice Administrative Commission	719	1,150	1,090	1,037	1,054
	Total	9,996	10,560	9,825	9,656	9,968
State Courts System	Courts	2,324	2,363	2,071	2,039	2,071
	Courts with Paid Insurance	1,069	1,071	1,072	1,057	1,070
	Total	3,393	3,434	3,143	3,096	3,141
Legislature ³	Legislative Pay Plan	1,747	1,742	1,699	1,704	1,598
Florida Lottery	Non-Managerial	405	407	405	401	404
	Managerial	36	34	31	31	32
	Total	441	441	436	432	436
Other Pay Plans	Other Exempt-Fixed Annual Salary ⁴	1,042	1,043	1,108	1,090	1,106
	Exempt (Governor's Office)	195	203	203	197	187
	School for the Deaf and the Blind ⁵	272	269	248	245	232
	Florida National Guard	47	47	47	46	48
	Total	1,556	1,562	1,606	1,578	1,573
Total		171,333	173,486	168,654	167,797	167,787

¹ An established position is a position authorized by the legislature that has been classified in accordance with a classification plan and pay plan as provided by law. An established position does not include Other Personal Services employment nor indicate the position is filled.

² Numbers depict employee count for Mid-Fall 2010 as reported by the Institutional Research Department at the Florida Board of Governors.

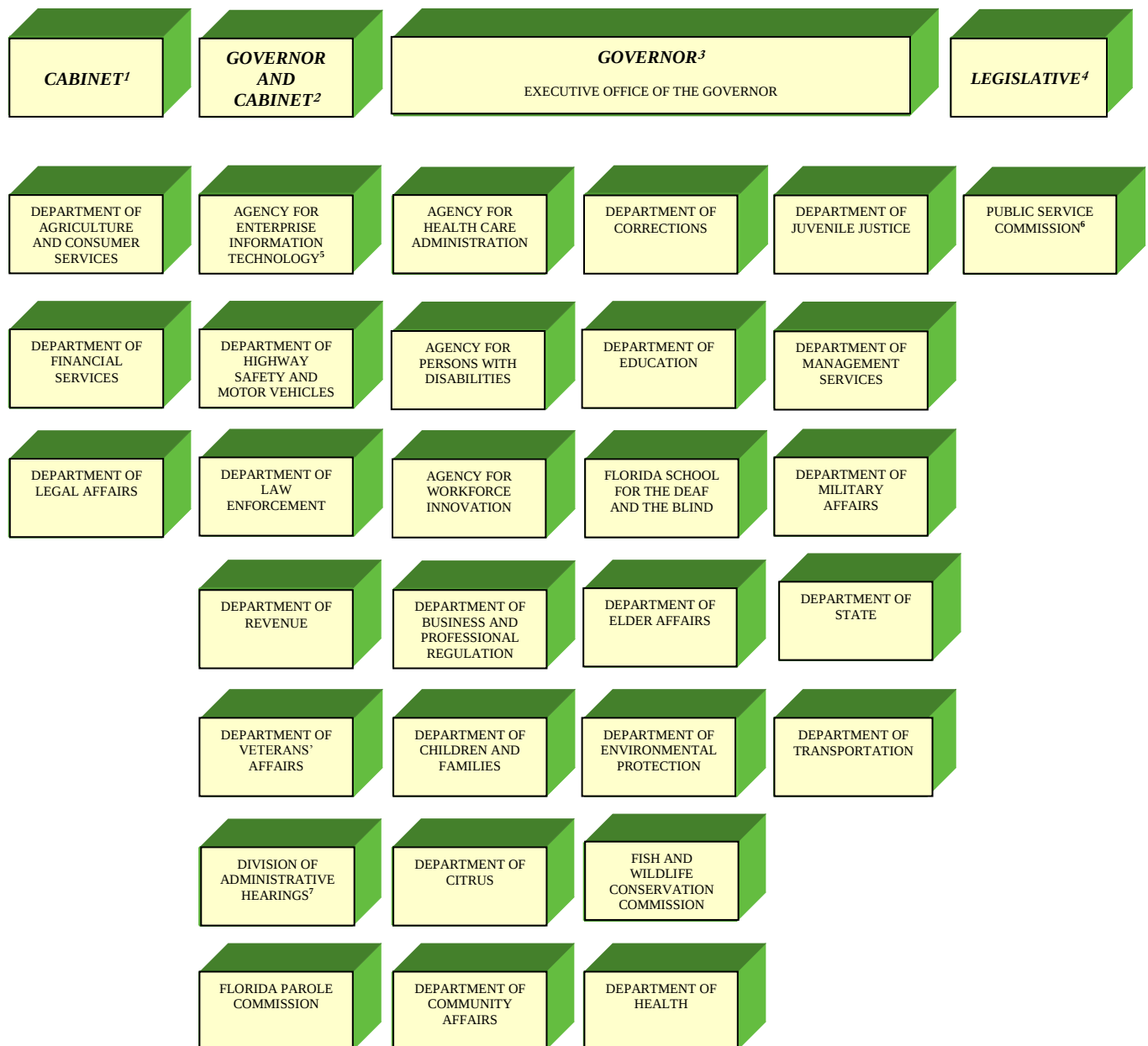
³ Data does not include interns and legislators. Data obtained from the Transparency Florida website at <http://transparencyflorida.gov>.

⁴ Includes pay plans: Fixed Salary – Elected or Appointed (pay plan 05), Fixed Salary – Senior Management Service Benefits (pay plan 15), and Fixed Salary – Senior Management Service Leave Benefits (pay plan 16).

⁵ Represents employees in pay plan 04. In addition, the Florida School for the Deaf and the Blind has employees that are considered part of the State Personnel System.

State Personnel System Entities

There are 31 departments and other autonomous entities within the executive branch of Florida government covered under the provisions of chapter 110, State Employment, of the Florida Statutes. Each entity operates within the same state and federal laws but with managerial decentralization. The following chart depicts the entities governed by the State Personnel System.



¹ Cabinet: Entities are headed by an independently elected official.

² Governor and Cabinet: Entities are headed by the governor and cabinet.

³ Governor: Entities are headed by an appointee of the governor.

⁴ Legislative: Entities report to the legislature.

⁵ The Agency for Enterprise Information Technology was created within the Executive Office of the Governor in July 2007; with the Governor and Cabinet as the head of the agency. As of June 30, 2010, the agency was not fully independent and established; and therefore, its data is combined with the data for the Executive Office of the Governor in this report.

⁶ Although the legislature is not a part of the State Personnel System, most of the employees of the Public Service Commission are considered part of the SPS per section 110.205(2)(b), Florida Statutes.

⁷ The Division of Administrative Hearings is headed by a director approved by the Cabinet acting as the Administration Commission per section 120.65(1), Florida Statutes.

Source: Chapters 20 and 110, Florida Statutes.

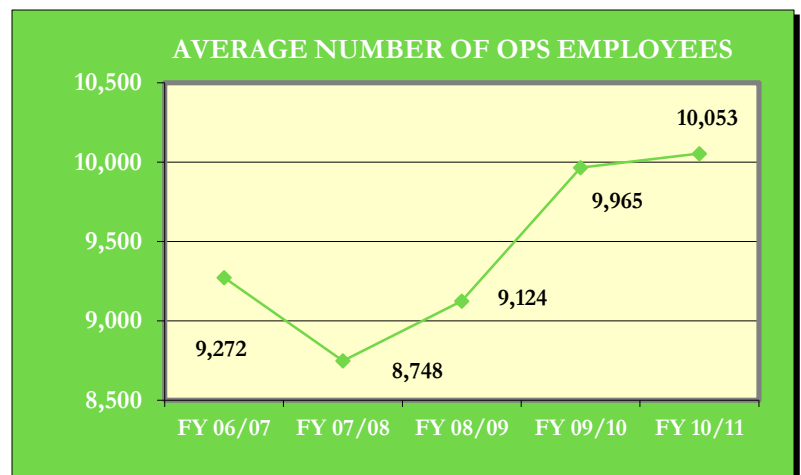
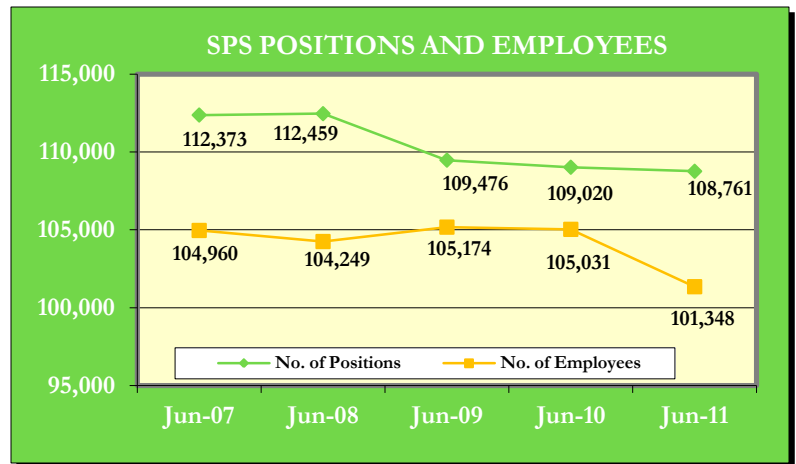
State Personnel System Positions and Employees

As of June 30, 2011

The state of Florida's population is growing and its workforce is changing. Trends such as technological changes and changes in the overall size of the workforce may influence how work is performed.

The following information summarizes the general employment data regarding the makeup of the SPS:

- The total number of established positions in the SPS decreased over the past five years, from 2007 to 2011, by 3,612 positions, or 3.2 percent. Similarly, the number of employees decreased by 3.4 percent.
 - In addition, the number of established positions decreased by 0.2 percent from 2010 to 2011. Correspondingly, the number of employees decreased 3.5 percent for the same time period.
- The majority of positions (89,029) and employees (82,761) in the SPS are in the Career Service pay plan. Since 2007, the number of positions in the Career Service decreased by 2,462, or 2.7 percent.
 - In comparing 2010 to 2011, the number of positions increased by 0.03 percent.
- Managers, supervisors, confidential¹ employees and certain professional positions, such as doctors and lawyers, are in the Selected Exempt Service pay plan. A total of 19,132 positions and 18,054 employees were in this pay plan at the end of Fiscal Year 2010-11.
 - Since 2007, the number of positions in the Selected Exempt Service decreased by 1,148 or 5.7 percent. However, the number of positions decreased by 288 or by 1.5 percent since 2010.
- Policy-making positions in upper management are in the Senior Management Service pay plan, which accounted for 600 positions and 533 employees at the end of Fiscal Year 2010-11.
 - Since 2007, the number of positions in the Senior Management Service decreased by 2 or 0.3 percent. This number decreased by 1 or 0.2 percent since 2010.
- Other Personal Services (OPS) employment is temporary. Individuals employed as OPS are paid on an hourly basis; and participate in Medicare and a 401(a) FICA Alternative Retirement Plan in lieu of social security. During Fiscal Year 2010-11, there was a monthly average of 10,053 individuals employed as Other Personal Services in agencies governed by the SPS.
 - This number was 8.4 percent more than the average for Fiscal Year 2006-07 and 0.9 percent greater than Fiscal Year 2009-10.



¹ As defined in Section 447.203(5), Florida Statutes.
Source: Previous years' Annual Workforce Reports.

Workforce Profile

As of June 30, 2011

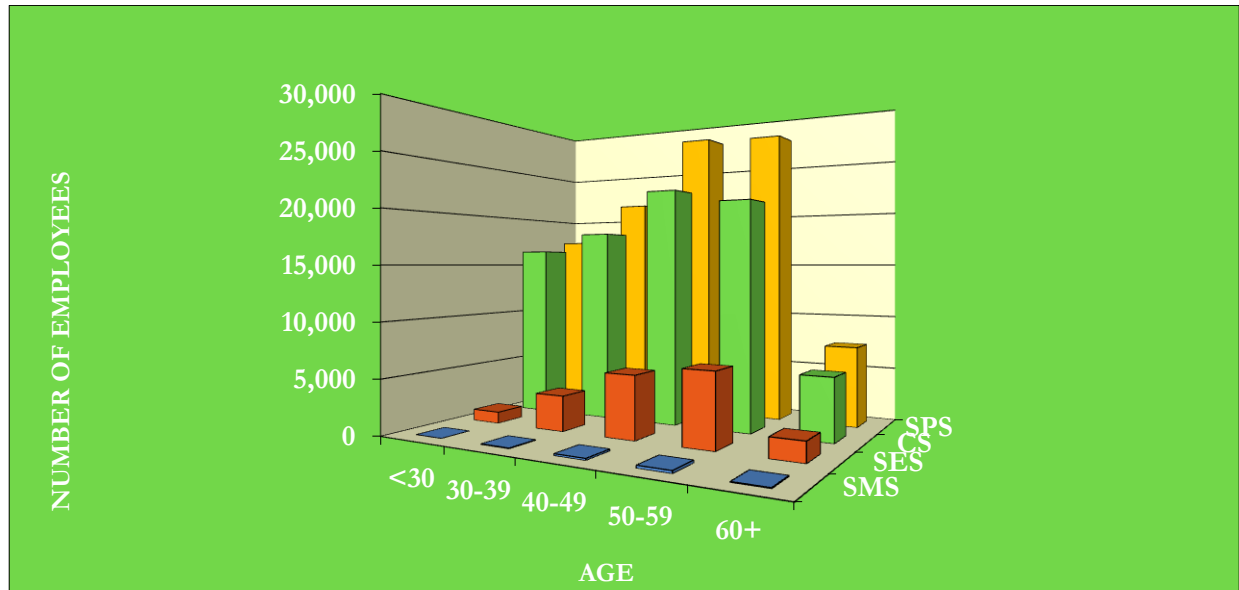
	State Personnel System	Career Service	Selected Exempt Service	Senior Management Service
Positions	108,761	89,029	19,132	600
Employees	101,348	82,761	18,054	533
% Female	56.7%	56.7%	56.9%	40.7%
% Minorities ¹	38.7%	40.7%	30.3%	12.4%
Average Age	42.42	42.19	47.18	49.73
Average Salary	\$37,898	\$34,119	\$53,136	\$109,054
Average Length of Service	10.09	9.17	14.72	15.2
GENDER				
Male	43,953	35,858	7,779	316
Female	57,395	46,903	10,275	217
AVERAGE SALARY BY GENDER				
Male	\$41,543	\$35,849	\$58,739	\$110,282
Female	\$37,142	\$32,789	\$48,898	\$107,258
RACE/ETHNICITY				
White	62,086	49,037	12,583	466
Black or African American	28,005	24,270	3,701	34
Hispanic or Latino	8,657	7,398	1,234	25
Other ²	2,519	1,983	529	7
Unknown	81	73	7	1
AVERAGE SALARY BY RACE/ETHNICITY				
White	\$39,987	\$35,513	\$54,906	\$109,059
Black or African American	\$33,259	\$31,483	\$44,138	\$107,306
Hispanic or Latino	\$35,840	\$32,480	\$54,719	\$110,171
Other ²	\$45,052	\$38,114	\$69,984	\$112,984
Unknown	\$35,433	\$31,462	\$62,423	\$110,350
LENGTH OF SERVICE				
0 - 4.99 years	30,234	27,699	2,432	103
5.00 - 9.99 years	20,208	17,184	2,951	73
10.00 - 19.99 years	25,292	19,900	5,286	106
20.00 - 29.99 years	18,817	13,651	5,009	157
30+ years	6,797	4,327	2,376	94

¹ Minorities include employees having identified themselves as Black or African American, Hispanic or Latino, Asian, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander, or Balance (two or more races).

² "Other" includes Asian, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander, or Balance (two or more races).

Employees by Age and Pay Plan

As of June 30, 2011



Pay Plan	Age					Total Employees
	<30	30-39	40-49	50-59	60+	
Career Service (CS)	16,349	18,025	21,989	20,819	5,579	82,761
Selected Exempt Service (SES)	1,045	3,199	5,610	6,482	1,718	18,054
Senior Management Service (SMS)	10	68	162	224	69	533
State Personnel System (SPS)	17,404	21,292	27,761	27,525	7,366	101,348
Percent of Total Employees as of June 30, 2011	17.2%	21.0%	27.4%	27.2%	7.3%	
Percent of Total Employees as of June 30, 2010	15.8%	20.8%	26.9%	27.7%	8.9%	105,031
Percent of Total Employees as of June 30, 2009	14.0%	20.5%	26.7%	28.3%	10.5%	105,174
Percent of Total Employees as of June 30, 2008	14.2%	20.6%	27.0%	28.5%	9.8%	104,249

FLORIDA POPULATION TRENDS

The Florida Legislature, Office of Economic and Demographic Research, Florida: Demographics provided the following statistics¹:

- Between 2009 and 2030, Florida's population is forecast to grow by almost 5.1 million. Florida's older population (age 60 and older) will account for most of Florida's population growth, 64.4 percent.
- In 2000, Florida's prime working age population (ages 25-54) accounted for 41.5 percent of the total population. With the aging baby boomer generation, this percentage is projected to have fallen by 39.4 percent in 2009 and by 2030 is projected to represent 34.1 percent of the population.
- Population aged 65 and over is forecast to represent 26.0 percent of the overall population in 2030, compared to 17.6 percent in 2000 and 17.5 percent in 2009.

¹ Florida Legislature, Office of Economic and Demographic Research, Florida: Demographics, April 20-21, 2011; located at: http://edr.state.fl.us/Content/presentations/population-demographics/DemographicOverview_4-20-11.pdf.

Established Position Count by Agency

As of June 30, 2011

An established position is a position authorized by the legislature and in a classification plan and pay plan as provided by law. The table below represents a snapshot of the number of established positions within each agency as of June 30, 2011, and may not represent the total number of positions authorized by the legislature. This table also shows the five-year trend in the number of established positions by agency.

Agency	Established Position Count						
	As of June 30					2007/2011 % Change	2010/2011 % Change
	2007	2008	2009	2010	2011		
Agency for Health Care Administration	1,718	1,715	1,669	1,625	1,640	-4.5%	0.9%
Agency for Persons with Disabilities	3,709	3,689	3,405	3,245	2,929	-21.0%	-9.7%
Agency for Workforce Innovation	1,564	1,466	1,361	1,493	1,564	-	4.8%
Agriculture and Consumer Services	3,813	3,805	3,585	3,518	3,605	-5.5%	2.5%
Business and Professional Regulation	1,561	1,599	1,571	1,545	1,569	0.5%	1.6%
Children and Families	13,355	13,463	12,941	12,951	12,833	-3.9%	-0.9%
Citrus	90	76	76	67	60	-33.3%	-10.4%
Community Affairs	364	364	342	294	344	-5.5%	17.0%
Corrections	28,032	28,272	27,806	28,921	28,371	1.2%	-1.9%
Division of Administrative Hearings	204	202	200	197	200	-2.0%	1.5%
Education	2,645	2,633	2,516	2,394	2,458	-7.1%	2.7%
Elder Affairs	418	416	416	418	454	8.6%	8.6%
Environmental Protection	3,618	3,627	3,534	3,490	3,519	-2.7%	0.8%
Financial Services	2,805	2,848	2,820	2,693	2,763	-1.5%	2.6%
Fish and Wildlife Conservation Commission	1,883	1,891	1,932	1,919	1,945	3.3%	1.4%
Health	16,865	16,810	16,744	16,457	16,511	-2.1%	0.3%
Highway Safety and Motor Vehicles	4,966	4,890	4,613	4,361	4,355	-12.3%	-0.1%
Juvenile Justice	5,008	5,016	4,695	4,501	4,399	-12.2%	-2.3%
Law Enforcement	1,988	1,984	1,830	1,747	1,667	-16.1%	-4.6%
Legal Affairs	1,293	1,344	1,272	1,266	1,271	-1.7%	0.4%
Management Services	1,053	1,029	989	1,002	1,000	-5.0%	-0.2%
Military Affairs ¹	271	277	286	292	302	11.4%	3.4%
Office of the Governor ^{1,2}	98	106	125	121	126	28.6%	4.1%
Parole Commission	145	145	125	120	123	-15.2%	2.5%
Public Service Commission	335	326	325	319	316	-5.7%	-0.9%
Revenue	5,399	5,328	5,147	5,065	5,165	-4.3%	2.0%
School for the Deaf and the Blind ¹	497	459	437	440	428	-13.9%	-2.7%
State	492	487	455	433	431	-12.4%	-0.5%
Transportation	7,537	7,523	7,359	7,212	7,347	-2.5%	1.9%
Veterans' Affairs	647	669	900	914	1,066	64.8%	16.6%
Total Established Positions	112,373	112,459	109,476	109,020	108,761	-3.2%	-0.2%

¹ These entities have positions in other pay plans that are not represented in this report. As these numbers only reflect part of the overall positions of these entities, caution should be used when drawing any conclusions regarding position changes as they would have to be based upon a separate analysis.

² Includes data for the Agency for Enterprise Information Technology

Employee Count by Agency

As of June 30, 2011

Employee count is determined by counting the number of distinct social security numbers in each agency excluding Other Personal Services employees. The table below represents a snapshot of the number of employees within each agency as of June 30, 2011. This table also shows the five-year trend in the number of employees by agency.

Agency	Employee Count						
	As of June 30					2007/2011 % Change	2010/2011 % Change
	2007	2008	2009	2010	2011		
Agency for Health Care Administration	1,603	1,605	1,604	1,589	1,532	-4.4%	-3.6%
Agency for Persons with Disabilities	3,312	3,259	2,995	2,822	2,806	-15.3%	-0.6%
Agency for Workforce Innovation	1,281	1,251	1,278	1,443	1,485	15.9%	2.9%
Agriculture and Consumer Services	3,527	3,456	3,400	3,380	3,237	-8.2%	-4.2%
Business and Professional Regulation	1,476	1,524	1,528	1,534	1,506	2.0%	-1.8%
Children and Families	12,530	12,574	12,602	12,797	12,345	-1.5%	-3.5%
Citrus	56	56	62	56	53	-5.4%	-5.4%
Community Affairs	333	319	319	284	309	-7.2%	8.8%
Corrections	26,765	26,467	27,030	27,733	26,434	-1.2%	-4.7%
Division of Administrative Hearings	199	198	199	192	186	-6.5%	-3.1%
Education	2,497	2,453	2,385	2,266	2,285	-8.5%	0.8%
Elder Affairs	391	388	402	406	425	8.7%	4.7%
Environmental Protection	3,490	3,499	3,495	3,432	3,326	-4.7%	-3.1%
Financial Services	2,577	2,549	2,589	2,528	2,528	-1.9%	-
Fish and Wildlife Conservation Commission	1,785	1,775	1,889	1,882	1,862	4.3%	-1.1%
Health	15,376	15,357	16,029	15,809	15,210	-1.1%	-3.8%
Highway Safety and Motor Vehicles	4,649	4,478	4,307	4,158	3,997	-14.0%	-3.9%
Juvenile Justice	4,698	4,692	4,500	4,423	4,048	-13.8%	-8.5%
Law Enforcement	1,863	1,863	1,737	1,671	1,591	-14.6%	-4.8%
Legal Affairs	1,154	1,167	1,120	1,114	1,072	-7.1%	-3.8%
Management Services	989	972	935	974	910	-8.0%	-6.6%
Military Affairs ¹	265	269	286	287	291	9.8%	1.4%
Office of the Governor ^{1,2}	91	97	112	104	108	18.7%	3.8%
Parole Commission	141	133	114	107	111	-21.3%	3.7%
Public Service Commission	292	316	319	313	297	1.7%	-5.1%
Revenue	5,064	4,872	4,970	4,983	4,844	-4.3%	-2.8%
School for the Deaf and the Blind ¹	464	455	433	429	408	-12.1%	-4.9%
State	470	452	430	426	402	-14.5%	-5.6%
Transportation	7,045	7,162	7,241	7,055	6,757	-4.1%	-4.2%
Veterans' Affairs	577	591	864	834	983	70.4%	17.9%
Total Employees	104,960	104,249	105,174	105,031	101,348	-3.4%	-3.5%

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

² Includes data for the Agency for Enterprise Information Technology

Full-Time Employee Count by Agency

As of June 30, 2011

Full-time employee count is determined by counting the number of distinct social security numbers of employees who work 2,080 hours during the fiscal year in each agency excluding Other Personal Services employees. The table below represents a snapshot of the number of full-time employees within each agency as of June 30, 2011, and includes the five-year trend.

Agency	Full-Time Employee Count						
	As of June 30					2007/2011 % Change	2010/2011 % Change
	2007	2008	2009	2010	2011		
Agency for Health Care Administration	1,582	1,584	1,588	1,575	1,520	-3.9%	-3.5%
Agency for Persons with Disabilities	3,276	3,216	2,964	2,803	2,785	-15.0%	-0.6%
Agency for Workforce Innovation	1,267	1,240	1,267	1,435	1,477	16.6%	2.9%
Agriculture and Consumer Services	3,512	3,441	3,385	3,365	3,226	-8.1%	-4.1%
Business and Professional Regulation	1,461	1,509	1,520	1,524	1,494	2.3%	-2.0%
Children and Families	12,455	12,508	12,531	12,723	12,278	-1.4%	-3.5%
Citrus	54	54	59	52	50	-7.4%	-3.8%
Community Affairs	332	318	319	284	309	-6.9%	8.8%
Corrections	26,759	26,463	27,023	27,727	26,428	-1.2%	-4.7%
Division of Administrative Hearings	199	198	199	192	186	-6.5%	-3.1%
Education	2,481	2,437	2,362	2,251	2,272	-8.4%	0.9%
Elder Affairs	381	381	394	399	417	9.4%	4.5%
Environmental Protection	3,474	3,485	3,484	3,421	3,316	-4.5%	-3.1%
Financial Services	2,565	2,537	2,583	2,521	2,525	-1.6%	0.2%
Fish and Wildlife Conservation Commission	1,769	1,761	1,872	1,865	1,847	4.4%	-1.0%
Health	14,851	14,821	15,522	15,342	14,783	-0.5%	-3.6%
Highway Safety and Motor Vehicles	4,600	4,433	4,262	4,118	3,961	-13.9%	-3.8%
Juvenile Justice	4,690	4,682	4,489	4,412	4,038	-13.9%	-8.5%
Law Enforcement	1,853	1,854	1,728	1,662	1,585	-14.5%	-4.6%
Legal Affairs	1,145	1,160	1,114	1,109	1,069	-6.6%	-3.6%
Management Services	931	923	889	925	865	-7.1%	-6.5%
Military Affairs ¹	263	267	284	287	291	10.6%	1.4%
Office of the Governor ^{1,2}	91	97	112	104	108	18.7%	3.8%
Parole Commission	137	129	111	104	108	-21.2%	3.8%
Public Service Commission	291	315	318	312	296	1.7%	-5.1%
Revenue	4,974	4,812	4,911	4,944	4,814	-3.2%	-2.6%
School for the Deaf and the Blind ¹	459	451	431	428	406	-11.5%	-5.1%
State	462	443	423	419	397	-14.1%	-5.3%
Transportation	7,030	7,156	7,232	7,048	6,751	-4.0%	-4.2%
Veterans' Affairs	569	585	858	827	979	72.1%	18.4%
Total Full-Time Employees	103,913	103,260	104,234	104,178	100,581	-3.2%	-3.5%

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

² Includes data for the Agency for Enterprise Information Technology

Part-Time Employee Count by Agency

As of June 30, 2011

Part-time employee count is determined by counting the number of distinct social security numbers of employees who work less than 2,080 hours during the fiscal year in each agency excluding Other Personal Services employees. The table below represents a snapshot of the number of part-time employees within each agency as of June 30, 2011, and includes the five-year trend.

Agency	Part-Time Employee Count						
	As of June 30					2007/2011 % Change	2010/2011 % Change
	2007	2008	2009	2010	2011		
Agency for Health Care Administration	21	21	16	14	12	-42.9%	-14.3%
Agency for Persons with Disabilities	36	43	31	19	21	-41.7%	10.5%
Agency for Workforce Innovation	14	11	11	8	8	-42.9%	-
Agriculture and Consumer Services	15	15	15	15	11	-26.7%	-26.7%
Business and Professional Regulation	15	15	8	10	12	-20.0%	20.0%
Children and Families	75	66	71	74	67	-10.7%	-9.5%
Citrus	2	2	3	4	3	50.0%	-25.0%
Community Affairs	1	1	-	-	-	-100.0%	-
Corrections	6	4	7	6	6	-	-
Division of Administrative Hearings	-	-	-	-	-	-	-
Education	16	16	23	15	13	-18.8%	-13.3%
Elder Affairs	10	7	8	7	8	-20.0%	14.3%
Environmental Protection	16	14	11	11	10	-37.5%	-9.1%
Financial Services	12	12	6	7	3	-75.0%	-57.1%
Fish and Wildlife Conservation Commission	16	14	17	17	15	-6.3%	-11.8%
Health	525	536	507	467	427	-18.7%	-8.6%
Highway Safety and Motor Vehicles	49	45	45	40	36	-26.5%	-10.0%
Juvenile Justice	8	10	11	11	10	25.0%	-9.1%
Law Enforcement	10	9	9	9	6	-40.0%	-33.3%
Legal Affairs	9	7	6	5	3	-66.7%	-40.0%
Management Services	58	49	46	49	45	-22.4%	-8.2%
Military Affairs ¹	2	2	2	-	-	-100.0%	-
Office of the Governor ^{1,2}	-	-	-	-	-	-	-
Parole Commission	4	4	3	3	3	-25.0%	-
Public Service Commission	1	1	1	1	1	-	-
Revenue	90	60	59	39	30	-66.7%	-23.1%
School for the Deaf and the Blind ¹	5	4	2	1	2	-60.0%	100.0%
State	8	9	7	7	5	-37.5%	-28.6%
Transportation	15	6	9	7	6	-60.0%	-14.3%
Veterans' Affairs	8	6	6	7	4	-50.0%	-42.9%
Total Part-Time Employees	1,047	989	940	853	767	-26.7%	-10.1%

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

² Includes data for the Agency for Enterprise Information Technology

Employee Count by Agency and Pay Plan

As of June 30, 2011

Employee count is determined by counting the number of distinct social security numbers in each agency excluding Other Personal Services employees. The table below represents a snapshot of the number of employees by pay plan within each agency as of June 30, 2011.

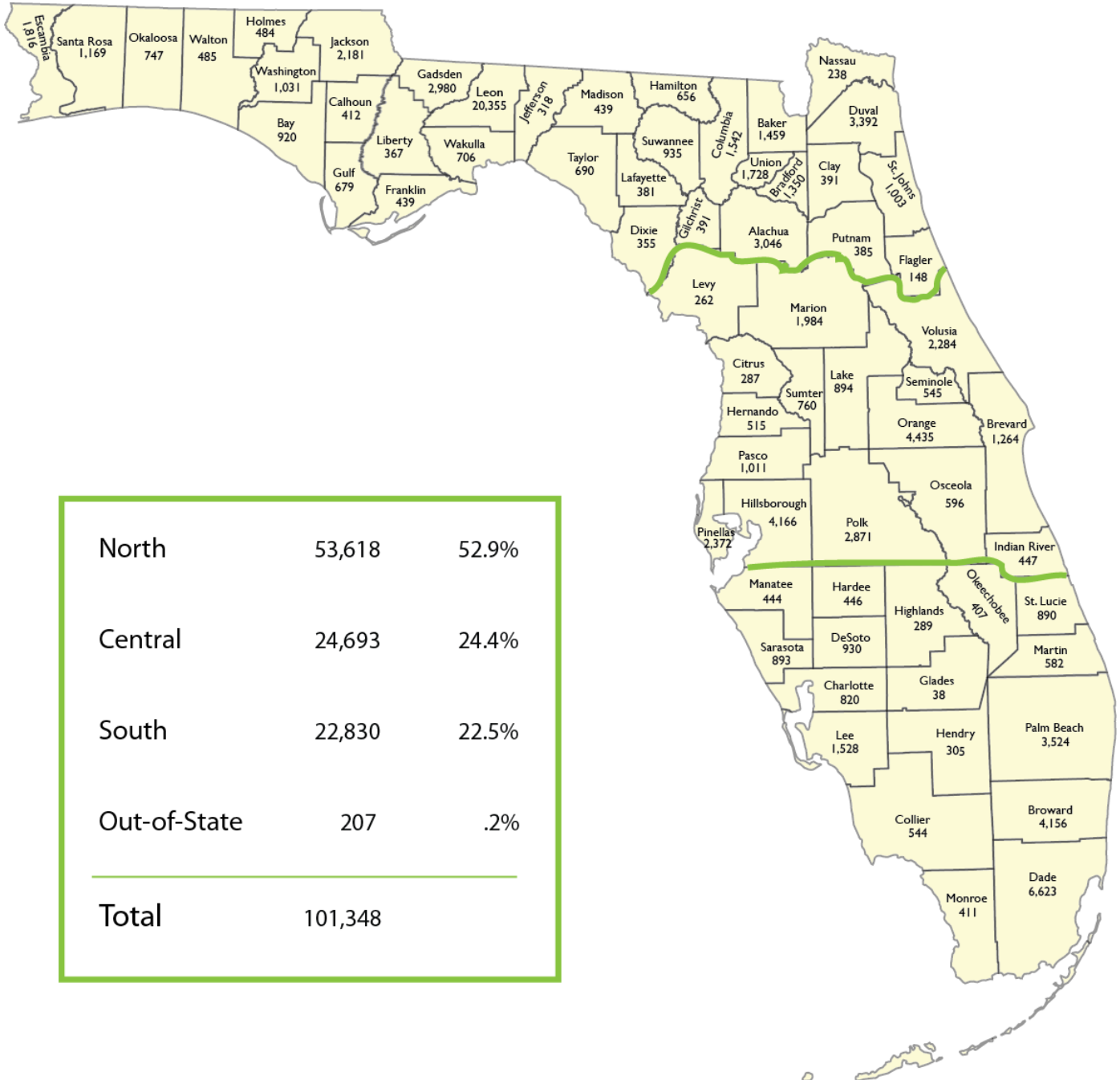
Agency	Employees by Pay Plan						Total Count
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
Agency for Health Care Administration	1,114	72.7%	412	26.9%	6	0.4%	1,532
Agency for Persons with Disabilities	2,187	77.9%	614	21.9%	5	0.2%	2,806
Agency for Workforce Innovation	1,184	79.7%	292	19.7%	9	0.6%	1,485
Agriculture and Consumer Services	2,479	76.6%	733	22.6%	25	0.8%	3,237
Business and Professional Regulation	1,073	71.2%	415	27.6%	18	1.2%	1,506
Children and Families	9,757	79.0%	2,551	20.7%	37	0.3%	12,345
Citrus	19	35.8%	31	58.5%	3	5.7%	53
Community Affairs	211	68.3%	91	29.4%	7	2.3%	309
Corrections	24,864	94.1%	1,554	5.9%	16	0.1%	26,434
Division of Administrative Hearings	119	64.0%	66	35.5%	1	0.5%	186
Education	1,500	65.6%	755	33.0%	30	1.3%	2,285
Elder Affairs	296	69.6%	122	28.7%	7	1.6%	425
Environmental Protection	2,314	69.6%	987	29.7%	25	0.8%	3,326
Financial Services	1,759	69.6%	730	28.9%	39	1.5%	2,528
Fish and Wildlife Conservation Commission	1,533	82.3%	308	16.5%	21	1.1%	1,862
Health	12,523	82.3%	2,617	17.2%	70	0.5%	15,210
Highway Safety and Motor Vehicles	3,503	87.6%	483	12.1%	11	0.3%	3,997
Juvenile Justice	3,175	78.4%	854	21.1%	19	0.5%	4,048
Law Enforcement	1,379	86.7%	192	12.1%	20	1.3%	1,591
Legal Affairs	541	50.5%	511	47.7%	20	1.9%	1,072
Management Services	494	54.3%	401	44.1%	15	1.6%	910
Military Affairs ¹	183	62.9%	102	35.1%	6	2.1%	291
Office of the Governor ^{1,2}	-	-	75	69.4%	33	30.6%	108
Parole Commission	79	71.2%	28	25.2%	4	3.6%	111
Public Service Commission	171	57.6%	118	39.7%	8	2.7%	297
Revenue	4,091	84.5%	742	15.3%	11	0.2%	4,844
School for the Deaf and the Blind ¹	322	78.9%	86	21.1%	-	-	408
State	249	61.9%	142	35.3%	11	2.7%	402
Transportation	4,775	70.7%	1,936	28.7%	46	0.7%	6,757
Veterans' Affairs	867	88.2%	106	10.8%	10	1.0%	983
Total Employees	82,761	81.7%	18,054	17.8%	533	0.5%	101,348

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

² Includes data for the Agency for Enterprise Information Technology

Employees by County

As of June 30, 2011

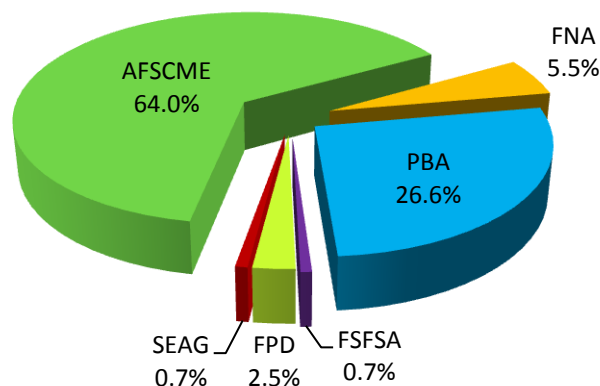


***Established Positions Represented by
Collective Bargaining Unit
As of June 30, 2011***

The table below depicts the number of established positions represented by a collective bargaining unit as of June 30, 2011, and includes a five year trend.

Labor Organization	Collective Bargaining Unit	2007	2008	2009	2010	2011	2007/2011 % Change	2010/2011 % Change
American Federation of State, County and Municipal Employees (AFSCME)	Administrative and Clerical Unit	19,053	18,756	18,104	17,447	17,481	-8.3%	0.2%
	Operational Services Unit	4,365	4,358	4,214	4,066	4,088	-6.3%	0.5%
	Human Services Unit	9,312	9,139	9,519	9,345	9,285	-0.3%	-0.6%
	Professional Unit	26,876	26,797	27,056	26,334	27,180	1.1%	3.2%
Florida Nurses Association (FNA)	Professional Health Care Unit	5,103	4,878	4,944	4,957	4,991	-2.2%	0.7%
Police Benevolent Association (PBA)	Law Enforcement Unit	3,234	1,632	1,605	1,531	1,554	-51.9%	1.5%
	Security Services Unit	20,995	21,178	22,072	21,447	20,923	-0.3%	-2.4%
	Special Agents Unit	343	336	292	274	256	-25.4%	-6.6%
	Highway Patrol Unit ¹	-	1,582	1,477	1,436	1,472	-	2.5%
Florida State Fire Service Association (FSFSA)	Fire Service Unit	615	612	613	599	605	-1.6%	1.0%
Federation of Physicians and Dentists (FPD)	SES Physicians Unit	454	416	441	433	438	-3.5%	1.2%
	SES Non-Professional Supervisory Unit	1,927	1,902	1,872	1,839	1,807	-6.2%	-1.7%
State Employees Attorneys Guild (SEAG)	SES Attorneys Unit	523	543	569	608	659	26.0%	8.4%
Total Positions		92,800	92,129	92,778	90,316	90,739	-2.2%	0.5%

2011 Labor Organization Representation



¹ The Highway Patrol Unit was established on July 30, 2007.

Representation and Membership by Collective Bargaining Unit As of June 30, 2011

Of the 10 most populous states, Florida had one of the lowest percentages of union membership in 2009 at 5.8 percent and ranked fourth lowest behind Ohio (14.2 percent) in the percent of unionized wage and salary workers¹ in both the public and private sectors. New York had the highest percentage at 25.2 percent. Overall, union membership in Florida decreased 14.7 percent from 2008 to 2009².

Labor Organization	Collective Bargaining Unit	Total Employees Represented	Dues Paying Employees	Percent	Non – Dues Paying Employees	Percent
American Federation of State, County and Municipal Employees	Administrative and Clerical	16,135	2,012	12.5%	14,123	87.5%
	Operational Services	3,731	3	0.1%	3,728	99.9%
	Human Services	8,570	29	0.3%	8,541	99.7%
	Professional	25,298	20	0.1%	25,278	99.9%
Florida Nurses Association	Professional Health Care	4,431	582	13.1%	3,849	86.9%
Police Benevolent Association	Law Enforcement	1,411	441	31.3%	970	68.7%
	Security Services	19,582	9,997	51.1%	9,585	48.9%
	Special Agents	235	154	65.5%	81	34.5%
	Highway Patrol	1,376	572	41.6%	804	58.4%
Florida State Fire Service Association	Fire Service	560	293	52.3%	267	47.7%
Federation of Physicians and Dentists	SES Physicians	339	57	16.8%	282	83.2%
	SES Non-Professional Supervisory	1,704	-	-	1,704	100.0%
State Employees Attorneys Guild	SES Attorneys	616	7	1.1%	609	98.9%
Total		83,988	14,167	16.9%	69,821	83.1%

National Union Membership

The following statistics are taken from the U. S. Department of Labor, Bureau of Labor Statistics, Economic News Release³. The statistics below represent data for both public and private sector employment during 2010:

- The national union membership rate for public sector workers, 36.2 percent or 7.6 million employees, was substantially higher than the rate for private sector workers 6.9 percent or 7.1 million employees.
- Within the public sector, local government workers had the highest union membership rate, 42.3 percent. This group includes several heavily unionized occupations, such as teachers, police officers and firefighters.
- In 2010, 16.3 million wage and salary workers were represented by a union. This group includes both union members (14.7 million) and those not affiliated with a union, but whose jobs are covered by a union contract (1.6 million). Government workers represented about half of the 1.6 million workers covered by a union contract, but were not members of a union.

¹ The Bureau of Labor Statistics defines wage and salary workers to include those who receive wages, salaries, commissions, tips, payment in kind or piece rates.

² Statistical information obtained from the Agency for Workforce Innovations publication titled: Florida Facts - Union Membership in Florida and the Nation, February 2009, <http://www.labormarketinfo.com/pubs/index.htm#12>.

³ Bureau of Labor Statistics, Economic News Release, issued January 21, 2011, "Union Members- 2010", <http://www.bls.gov/news.release/pdf/union2.pdf>.

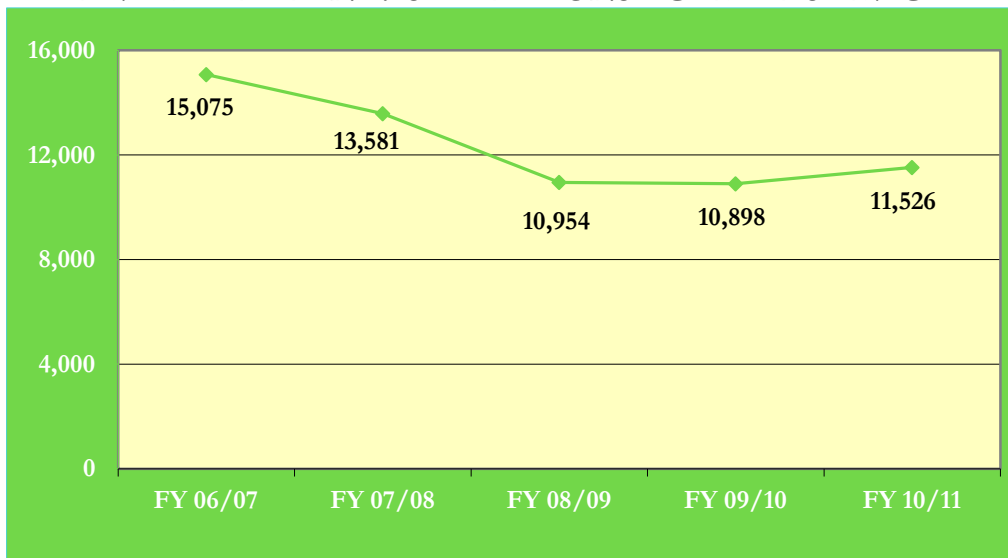
Separations: Career Service

As of June 30, 2011

The following chart depicts trends in the number of Career Service employee separations during each fiscal year by separation reason.

Separations	FY 06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	2007/2011 % Change	2010/2011 % Change
EMPLOYER INITIATED SEPARATIONS							
Abandonment	35	24	15	16	17	-51.4%	6.3%
Dismissal	1,406	1,470	1,437	1,340	1,459	3.8%	8.9%
End of appointment period	203	173	152	170	246	21.2%	44.7%
Failed to complete probationary period	813	693	696	620	550	-32.3%	-11.3%
Layoff	69	124	201	337	160	131.9%	-52.5%
Total	2,526	2,484	2,501	2,483	2,432	-3.7%	-2.1%
EMPLOYEE INITIATED SEPARATIONS							
Career advancement outside state government	1,646	1,422	1,012	855	725	-56.0%	-15.2%
Death of employee ¹	142	140	123	135	143	0.7%	5.9%
Retirement	2,111	2,012	1,747	2,043	2,521	19.4%	23.4%
Termination initiated by employee (Reasons Unknown)	8,650	7,523	5,571	5,382	5,705	-34.0%	6.0%
Total	12,549	11,097	8,453	8,415	9,094	-27.5%	8.1%
Total Separations	15,075	13,581	10,954	10,898	11,526	-23.5%	5.8%
Number of Career Service Employees	85,197	84,523	85,460	85,588	82,761	-2.9%	0.1%
Percentage of Separations to Number of Career Service Employees	17.7%	16.1%	12.8%	12.7%	13.9%	-	-

FIVE-YEAR TREND: SEPARATIONS – CAREER SERVICE



¹ Separation type "Death of Employee" includes deaths in the line of duty.

Employer Initiated Career Service Separations by Agency

As of June 30, 2011

The table below depicts the employer initiated separations of Career Service employees by agency and by reason during Fiscal Year 2010-11.

Agency	Abandonment	Dismissal	End of Appointment Period	Failed to Complete Probationary Period	Layoff	Total
Agency for Health Care Administration	-	5	-	8	-	13
Agency for Persons with Disabilities	1	67	2	13	13	96
Agency for Workforce Innovation	-	12	10	13	1	36
Agriculture and Consumer Services	-	17	-	1	-	18
Business and Professional Regulation	-	14	-	-	2	16
Children and Families	3	144	58	103	17	325
Citrus	-	2	-	-	-	2
Community Affairs	-	1	-	-	-	1
Corrections	1	889	1	103	-	994
Division of Administrative Hearings	-	1	-	6	2	9
Education	-	9	-	1	5	15
Elder Affairs	-	1	1	-	-	2
Environmental Protection	-	20	8	8	-	36
Financial Services	-	10	1	10	5	26
Fish and Wildlife Conservation Commission	-	4	1	-	-	5
Health	6	80	15	66	87	254
Highway Safety and Motor Vehicles	-	28	133	20	12	193
Juvenile Justice	1	65	-	42	6	114
Law Enforcement	-	4	-	-	-	4
Legal Affairs	-	4	2	1	1	8
Management Services	1	6	1	1	4	13
Military Affairs	-	1	-	-	-	1
Office of the Governor ¹	-	-	-	-	-	-
Parole Commission	-	1	1	-	-	2
Public Service Commission	-	-	-	1	-	1
Revenue	1	27	5	29	-	62
School for the Deaf and the Blind	2	6	1	7	-	16
State	-	2	-	2	5	9
Transportation	-	23	5	9	-	37
Veterans' Affairs	1	16	1	106	-	124
Total Employer Initiated Separations	17	1,459	246	550	160	2,432
Percent of Total	0.7%	60.0%	10.1%	22.6%	6.6%	-

¹ Includes data for the Agency for Enterprise Information Technology

Employee Initiated Career Service Separations by Agency

As of June 30, 2011

The table below depicts the employee initiated separations from the Career Service by agency and by reason during Fiscal Year 2010-11.

Agency	Career Advanceme nt Outside State Government	Death of Employee	Death of Employee in Line of Duty	Retirement	Separation Reason Unknown	Total
Agency for Health Care Administration	32	3	-	43	43	121
Agency for Persons with Disabilities	9	4	-	57	187	257
Agency for Workforce Innovation	13	2	-	57	62	134
Agriculture and Consumer Services	1	13	2	104	105	225
Business and Professional Regulation	10	5	-	22	69	106
Children and Families	147	12	-	307	813	1,279
Citrus	-	-	-	3	1	4
Community Affairs	6	1	-	5	14	26
Corrections	19	42	1	717	2,066	2,845
Division of Administrative Hearings	3	-	-	11	4	18
Education	10	3	-	39	111	163
Elder Affairs	1	1	-	6	16	24
Environmental Protection	45	2	-	56	84	187
Financial Services	107	2	-	63	-	172
Fish and Wildlife Conservation Commission	11	4	-	26	66	107
Health	183	16	-	370	912	1,481
Highway Safety and Motor Vehicles	10	9	-	110	118	247
Juvenile Justice	51	3	-	66	411	531
Law Enforcement	4	1	-	53	70	128
Legal Affairs	6	-	-	15	34	55
Management Services	10	-	-	19	17	46
Military Affairs	1	-	-	4	6	11
Office of the Governor ¹	-	-	-	-	-	-
Parole Commission	-	-	-	1	2	3
Public Service Commission	-	-	-	10	5	15
Revenue	17	4	-	150	217	388
School for the Deaf and the Blind	-	-	-	3	19	22
State	5	-	-	8	12	25
Transportation	15	11	-	178	80	284
Veterans' Affairs	9	2	-	18	161	190
Total Employee Initiated Separations	725	140	3	2,521	5,705	9,094
Percent of Total	8.0%	1.5%	-	27.7%	62.7%	-

¹ Includes the Agency for Enterprise Information Technology

Retirement Count by Pay Plan

The following chart depicts trends in the number of retirements by fiscal year and by pay plan for the State Personnel System.

Fiscal Year	Retirements by Pay Plan						State Personnel System
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
Fiscal Year 2010-11	2,521	76.1%	743	22.4%	50	1.5%	3,314
Fiscal Year 2009-10	2,043	74.6%	665	24.3%	32	1.2%	2,740
Fiscal Year 2008-09	1,747	72.4%	639	26.5%	27	1.1%	2,413
Fiscal Year 2007-08	2,012	75.4%	630	23.6%	25	0.9%	2,667
Fiscal Year 2006-07	2,111	75.0%	670	23.8%	32	1.1%	2,813
Fiscal Year 2005-06	2,111	75.9%	648	23.3%	21	0.8%	2,780
Fiscal Year 2004-05	1,823	76.7%	531	22.3%	22	0.9%	2,376
Fiscal Year 2003-04	2,119	75.9%	636	22.8%	37	1.3%	2,792
Fiscal Year 2002-03	2,775	74.9%	894	24.1%	37	1.0%	3,706
Fiscal Year 2001-02	2,223	79.7%	545	19.5%	21	0.8%	2,789
Total Retirements	21,485	75.7%	6,601	23.3%	304	1.1%	28,390
10 Year Average - Number of Retirements	2,149	75.7%	660	23.2%	30	1.1%	2,839
Number of Employees as of June 30, 2011	82,761	81.7%	18,054	17.8%	533	0.5%	101,348
Percentage of Average Retirements to Number of Employees as of June 30, 2011	2.6%		3.7%		5.7%		2.80%

- According to the United States Department of Labor – Bureau of Labor Statistics¹, for persons aged 55 years and older, the labor force participation rate increased from 29.2 percent in 1993 to 40.4 percent in May 2009, the highest rate since March 1962. Since the recent peak in May 2009, the rate has shown little change; it was 40.0 percent in February 2010.
- The Employee Benefit Research Institute² states that:
 - The age at which workers expect to retire continues its slow, upward trend. In particular, the percentage of workers who expect to retire after age 65 has increased over time, from 11 percent in 1991 and 1996 to 20 percent in 2001, 25 percent in 2006, and 36 percent in 2011.
 - 40.2 percent of workers in 2010 were age 55 and older – the highest level in 35 years.
 - The percentage of Americans age 55 or older who were in the labor force tumbled from 34.6 percent in 1975 to 29.4 percent in 1993, before climbing to 40.2 percent in 2010.
- One-third of state and local workers with special skills, such as teachers, nurses, legal staff, engineers and managers, will be eligible to retire within five years as stated by the Center for State and Local Government Excellence³.

¹ United States Department of Labor – Bureau of Labor Statistics, “Issues in Labor Statistics”, Summary 10-04, titled “Record unemployment among older workers does not keep them out of the job market” issued March 2010

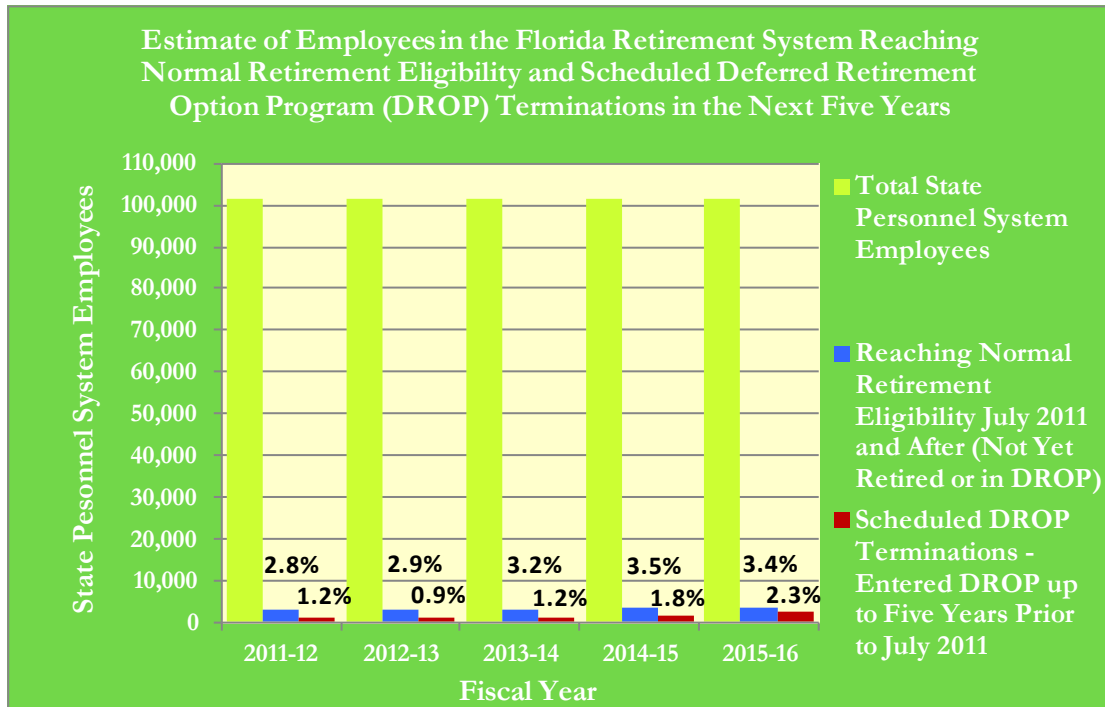
² Employee Benefit Research Institute – www.ebri.org/publications/ib/index.cfm?fa=ibDisp&content_id=4772

³ Bloomberg Businessweek, April 21, 2011, “State Workers Run for the Exits”

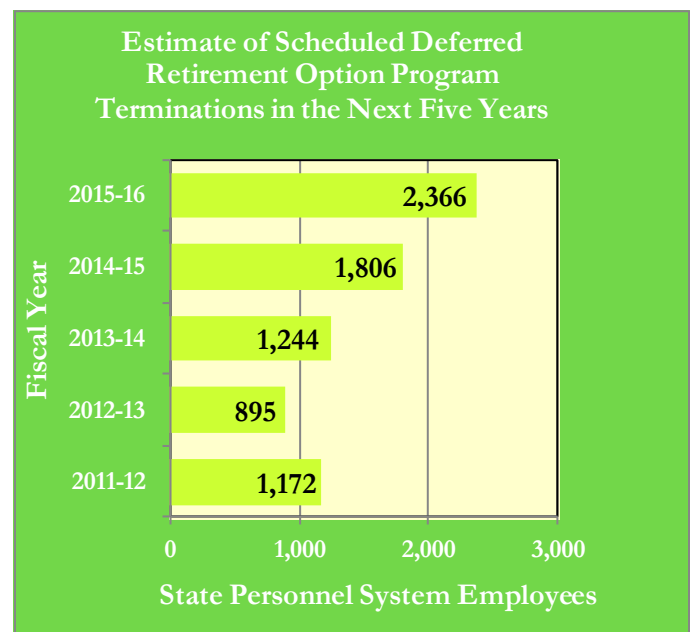
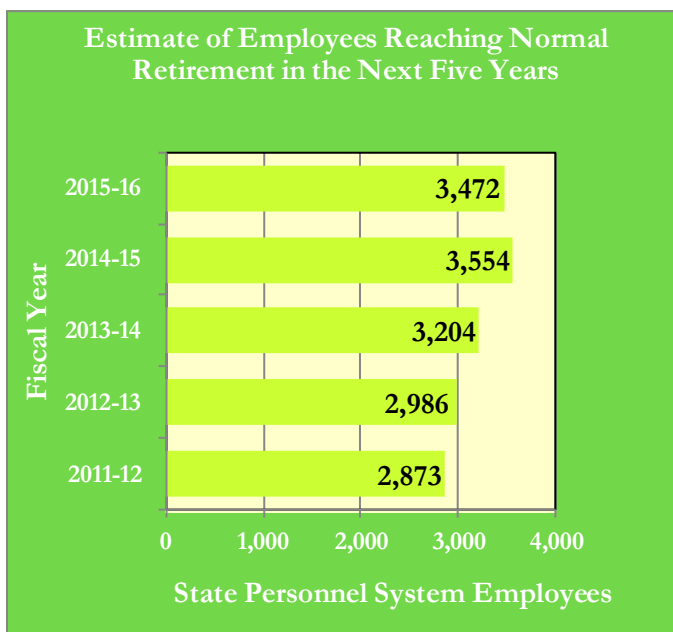
Retirement Projections

As of June 30, 2011

The following charts depict retirement projections based on normal retirement eligibility and scheduled Deferred Retirement Option Program (DROP) terminations for the next five fiscal years.



Retirement projections as noted in these charts were based on membership in the Florida Retirement System as of June 30, 2011. Normal retirement eligibility for Pension Plan members was tied to the membership class and for members of the Investment Plan it was based on age 62.



Source: Department of Management Services' Division of Retirement.

Other Personal Services Employment

As of June 30, 2011

Section 110.131, Florida Statutes, provides agencies the authority to employ individuals in Other Personal Services (OPS) temporary employment. OPS employees do not fill established positions and are not eligible for state benefits; however, they are covered for social security, medicare, workers' compensation, unemployment compensation and may participate in deferred compensation. The figures in the chart below represent a 12-month average of the number of OPS employees for each agency during the fiscal year.

AVERAGE NUMBER OF OPS EMPLOYEES BY AGENCY

Agency	FY 06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	2007/2011 % Change	2010/2011 % Change
Agency for Health Care Administration	125	132	134	145	151	20.8%	4.1%
Agency for Persons with Disabilities	863	853	881	805	815	-5.6%	1.2%
Agency for Workforce Innovation	172	183	355	740	599	248.3%	-19.1%
Agriculture and Consumer Services	750	564	487	546	517	-31.1%	-5.3%
Business and Professional Regulation	319	288	270	227	188	-41.1%	-17.2%
Children and Families	715	658	773	942	957	33.8%	1.6%
Citrus	12	10	10	10	10	-16.7%	-
Community Affairs	155	136	181	176	147	-5.2%	-16.5%
Corrections	557	675	850	1,000	881	58.2%	-11.9%
Division of Administrative Hearings	11	6	3	2	3	-72.7%	50.0%
Education	187	178	166	190	147	-21.4%	-22.6%
Elder Affairs	119	119	113	117	113	-5.0%	-3.4%
Environmental Protection	1,164	1,122	1,137	1,110	1,050	-9.8%	-5.4%
Financial Services	156	142	138	135	126	-19.2%	-6.7%
Fish and Wildlife Conservation Commission	628	654	637	660	703	11.9%	6.5%
Health	1,767	1,632	1,637	1,852	2,381	34.7%	28.6%
Highway Safety and Motor Vehicles	322	307	281	224	212	-34.2%	-5.4%
Juvenile Justice	161	155	147	127	117	-27.3%	-7.9%
Law Enforcement	115	124	108	82	80	-30.4%	-2.4%
Legal Affairs	62	65	77	99	106	71.0%	7.1%
Management Services	22	36	33	21	13	-40.9%	-38.1%
Military Affairs	56	12	9	6	7	-87.5%	16.7%
Office of the Governor ¹	44	47	39	39	34	-22.7%	-12.8%
Parole Commission	18	13	13	9	21	16.7%	133.3%
Public Service Commission	8	8	10	10	8	-	-20.0%
Revenue	190	153	115	113	119	-37.4%	5.3%
School for the Deaf and the Blind	234	149	152	172	193	-17.5%	12.2%
State	110	112	125	136	95	-13.6%	-30.1%
Transportation	163	151	126	97	81	-50.3%	-16.5%
Veterans' Affairs	67	64	117	173	179	167.2%	3.5%
Avg. Number of OPS Employees	9,272	8,748	9,124	9,965	10,053	8.4%	0.9%
Percentage of OPS Employees to the Number of Total Employees	8.8%	8.4%	8.7%	9.5%	9.9%	-	-

¹ Includes data for the Agency for Enterprise Information Technology

Workforce Compensation

- *Workforce Compensation Overview*
- *Classification and Pay Plans*
- *Annual Legislative Pay Adjustments*
- *Salary Distribution by Gender and Ethnicity by Pay Plan*
- *Average Salary by Agency and Pay Plan*
- *Total Compensation: Salaries and Benefits*
- *Comparison of Benefits by Pay Plan*
- *Benefit Comparisons to Selected States*
- *Employee Group Health Insurance Membership*
- *Employee Retirement Membership*
- *Pay Additives: Career Service*
- *Savings Sharing Program*

Workforce Compensation Overview

Total compensation is defined as the total salary and benefits package provided to recruit and retain a high performance workforce for the State Personnel System (SPS). The elements of the current total compensation package include basic salary, health and life insurance, retirement, social security, medicare and leave benefits. In addition, employees in the Selected Exempt Service and Senior Management Service receive disability insurance.

The following observations regarding SPS Workforce Compensation can be made from an analysis of information in this section:

- The SPS average salary of \$37,898 as of June 30, 2011, represents a 1.7 percent decrease from the average salary of \$38,540 as of June 30, 2010.
- For 2010, the State Personnel System average salary of \$38,540 was 7.9 percent less than Florida's Annual Average Wage – Total All Industries¹ of \$41,570.
- Since June 30, 2007, the average salary for employees in the SPS decreased by 1.1 percent from \$38,313 to \$37,898.
- As of June 30, 2011, 66,218 or 80.0 percent of Career Service employees and 5,337 or 29.6 percent of Selected Exempt Service employees earned a salary of less than \$40,000 per year. For the same time period, 180 or 33.8 percent of Senior Management Service employees earned a salary of less than \$100,000.
- As of June 30, 2011, the average value of benefits for Career Service employees represented 41.7 percent of the total compensation package while the percentage for the Selected Exempt Service and Senior Management Service was 38.6 percent and 34.5 percent, respectively.
- 53,255 employees, or 52.5 percent, used a Health Maintenance Organization; and 37,972 employees, or 37.5 percent, used a Preferred Provider Organization for health insurance benefits as of June 30, 2011.
- As of June 30, 2011, 68,967 or 73.43 percent of all employees were members of the Regular Class for retirement.
- The number of pay additives (i.e., temporary special duty, competitive area differential, etc.) provided to Career Service employees as of June 30, 2011, was 18,955, a 4.3 percent decrease from the 19,813 pay additives provided to employees as of June 30, 2010.

FIVE-YEAR TREND: AVERAGE SALARIES BY PAY PLAN

Pay Plan	As of June 30					2007/2011 % Change
	2007	2008	2009	2010	2011	
Career Service	\$34,660	\$34,508	\$34,653	\$34,651	\$34,119	-1.6%
Selected Exempt Service	\$53,116	\$53,486	\$54,019	\$54,368	\$53,136	0.0%
Senior Management Service	\$109,004	\$109,407	\$109,011	\$109,266	\$109,054	0.0%
State Personnel System	\$38,313	\$38,839	\$38,517	\$38,540	\$37,898	-1.1%
Florida Annual Average Wage -- Total All Industries ¹	\$39,762	\$40,569	\$40,973	\$41,570	-	4.5% ²

¹ Agency for Workforce Innovation, Labor Market Statistics, Quarterly Census of Employment and Wages Program, July 2011.

² Percentage change reflects 2007/2010 instead of 2007/2011 (the Agency for Workforce Innovation had not published the 2011 figures at the time this report was published).

Classification and Pay Plans

As of June 30, 2011

The Career Service, Selected Exempt Service and Senior Management Service operate under a broadband classification and compensation system. Under the broadband classification system, positions are organized by broad job categories called job families. Positions are further divided into occupational groups and occupations.

Sections 110.406(1) and 110.606(1), Florida Statutes, require the Department of Management Services (DMS) to compile data regarding the administration of the Senior Management and Selected Exempt Services. DMS provides the information below and other information throughout this report to comply with these requirements.

The State Personnel System utilized: 23 job families, 38 occupational groups, 257 occupations and 145 broadband levels.

- Career Service: 194 occupations and 17 pay bands
- Selected Exempt Service: 170 occupations and 22 pay bands
- Senior Management Service: 25 occupations and 4 pay bands

NUMBER OF ESTABLISHED POSITIONS AND EMPLOYEES BY PAY BAND

Pay Band	Annual Minimum Salary	Annual Maximum Salary	Number of Positions	Number of Employees
001	\$16,751.28	\$43,532.58	4,699	3,999
002	\$18,259.02	\$47,450.26	5,287	5,001
003	\$19,902.48	\$51,721.54	10,493	9,491
004	\$21,692.58	\$56,374.24	5,793	5,229
005	\$23,645.18	\$61,448.66	12,988	12,246
006	\$25,774.06	\$66,980.16	6,850	6,432
007	\$28,093.00	\$73,007.22	23,724	22,174
008	\$30,622.02	\$83,558.28	13,994	12,961
009	\$33,377.24	\$91,076.44	7,401	6,986
010	\$36,381.54	\$99,274.50	6,021	5,938
011	\$39,655.98	\$103,055.68	887	850
012	\$43,225.52	\$117,949.78	1,199	1,128
013	\$47,115.38	\$128,563.50	224	209
014	\$51,355.46	\$133,460.08	1,059	998
015	\$55,978.52	\$145,474.68	-	-
016	\$61,015.50	\$158,564.90	128	133
017	\$66,507.74	\$172,837.60	-	-
018	\$72,493.46	\$188,393.14	620	550
019	\$21,156.72	\$87,969.18	659	579
020	\$26,445.90	\$109,963.62	4,595	4,418
021	\$33,057.44	\$144,326.00	1,326	1,294
022	\$41,320.76	\$180,404.12	158	142
023	\$47,316.36	\$206,580.40	459	415
024	\$56,779.84	\$236,091.96	173	150
025	\$68,135.86	\$283,310.56	24	25
Total Positions and Employees			108,761	101,348

Annual Legislative Pay Adjustments

FISCAL YEAR 2010-11

- Legislative pay adjustments were not authorized for Fiscal Year 2010-11.
-

FISCAL YEAR 2009-10

- Legislative pay adjustments were not authorized for Fiscal Year 2009-10.
-

FISCAL YEAR 2008-09

- **Effective October 1, 2008:** All eligible law enforcement employees of the Florida Highway Patrol (FHP) received a competitive pay adjustment of 5 percent on each employee's September 30, 2008, base rate of pay. This pay adjustment was limited to the FHP employees employed by the Department of Highway Safety and Motor Vehicles in the following class codes: 8515 Law Enforcement Officer, 8519 Law Enforcement Sergeant, 8532 Law Enforcement Airplane Pilot I, 8534 Law Enforcement Airplane Pilot II, 8540 Law Enforcement Investigator I, 8541 Law Enforcement Investigator II, 8522 Law Enforcement Lieutenant, 8525 Law Enforcement Captain, 8626 Law Enforcement Major-FHP, 7650 Law Enforcement Troop Commander-FHP, 7955 Chief of Investigations-FHP, 7980 Chief of Emergency Operations/Domestic Security-FHP, 8945 Law Enforcement Inspection Administrator-FHP, 7932 Deputy Director of South and East Command, and 9762 Director of Florida Highway Patrol-HSMV.

No other Career Service, Selected Exempt Service or Senior Management Service employees received a competitive pay adjustment for Fiscal Year 2008-09.

FISCAL YEAR 2007-08

- **Effective November 1, 2007:** All eligible employees in the Career Service, Selected Exempt Service and Senior Management Service received a non-recurring lump-sum bonus payment of \$1,000 (gross). To be eligible, the employee must have been meeting his or her performance standards on November 1, 2007, and must have been continuously employed from July 1, 2007, through November 1, 2007.
-

FISCAL YEAR 2006-07

- **Effective October 1, 2006:** All eligible unit and non-unit Career Service, Selected Exempt Service and Senior Management Service employees received a competitive pay adjustment of 3 percent based on the employee's September 30, 2006, base rate of pay. It included employees represented by the Florida Police Benevolent Association, International Union of Police Associations, Florida Nurses Association, American Federation of State, County and Municipal Employees, and Florida State Fire Service Association.

Annual Legislative Pay Adjustments

- **Retention Adjustment:** Security Services unit and non-unit employees, employees in Class Code 8029, Correctional Officer Inspector Supervisor, Class Code 8047, Correctional Probation Supervisor-Institution-SES, and Class Code 8048, Correctional Probation Senior Supervisor-Institution-SES, with five years of continuous service with the employing agency and within the security services bargaining unit as of September 30, 2006, received a 2 percent increase; and employees with at least 10 years of continuous service as of September 30, 2006, received a 3 percent increase on September 30, 2006. This adjustment was in addition to the 3 percent competitive pay adjustment. The retention adjustment and competitive pay adjustment were both based on the September 30, 2006, base rate of pay.
- **Competitive Pay Adjustment:** Florida State Fire Service Association unit employees and Department of Agriculture and Consumer Services employees in Class Code 7622, Forest Area Supervisor; Class Code 7634, Forestry Operations Administrator; Class Code 7636, Forestry Program Administrator, Class Code 7635, Forestry District Manager-DACS; Class Code 7637, Forestry Center Manager-DACS; Class Code 7638, Assistant Chief-Forestry-DACS; and Class Code 7639, Deputy Chief of Forestry, received a 5 percent competitive pay adjustment. This adjustment was in addition to the 3 percent competitive pay adjustment. Both competitive pay adjustments were based on the September 30, 2006, base rate of pay.

Salary Distribution by Gender and Ethnicity by Pay Plan

As of June 30, 2011

Salary Range	Percent						Total	
	White		Minority ¹		Unknown			
	Male	Female	Male	Female	Male	Female	Employees	Percent
CAREER SERVICE								
\$16,751 ² - \$19,999	9.0%	28.2%	18.0%	44.7%	-	-	2,206	2.7%
\$20,000 - \$29,999	15.9%	32.1%	12.3%	39.7%	-	-	26,346	31.8%
\$30,000 - \$39,999	37.8%	25.7%	14.4%	22.0%	-	0.1%	37,666	45.5%
\$40,000 - \$49,999	36.1%	33.3%	12.0%	18.6%	-	0.1%	10,996	13.3%
\$50,000 - \$59,999	38.3%	34.2%	12.1%	15.2%	-	0.2%	3,224	3.9%
\$60,000 - \$69,999	42.0%	33.4%	11.4%	13.2%	-	-	1,181	1.4%
\$70,000 - \$79,999	42.1%	31.0%	12.2%	14.8%	-	-	542	0.7%
\$80,000 - \$89,999	45.9%	33.2%	9.3%	11.7%	-	-	205	0.2%
\$90,000 - \$99,999	48.4%	21.0%	17.7%	12.9%	-	-	62	0.1%
\$100,000 – Plus	39.0%	23.1%	17.7%	19.8%	0.3%	-	333	0.4%
Percent of Total	30.0%	29.3%	13.3%	27.3%	-	0.1%	82,761	100%
SELECTED EXEMPT SERVICE								
\$16,751 ² - \$19,999	13.3%	40.0%	20.0%	26.7%	-	-	15	0.1%
\$20,000 - \$29,999	11.0%	36.6%	13.5%	38.9%	-	-	1,523	8.4%
\$30,000 - \$39,999	20.0%	40.0%	12.1%	27.9%	-	-	3,799	21.0%
\$40,000 - \$49,999	29.1%	39.6%	10.2%	21.1%	-	-	4,038	22.4%
\$50,000 - \$59,999	36.7%	40.4%	8.0%	14.8%	0.1%	-	3,275	18.1%
\$60,000 - \$69,999	43.2%	37.9%	9.4%	9.5%	-	-	2,047	11.3%
\$70,000 - \$79,999	47.8%	35.6%	9.2%	7.4%	0.1%	-	1,400	7.8%
\$80,000 - \$89,999	50.4%	32.1%	10.1%	7.3%	0.1%	-	810	4.5%
\$90,000 - \$99,999	59.1%	23.4%	9.5%	8.0%	-	-	465	2.6%
\$100,000 – Plus	39.0%	17.9%	25.8%	17.0%	0.1%	0.1%	682	3.8%
Percent of Total	32.2%	37.5%	10.9%	19.4%	-	-	18,054	100%
SENIOR MANAGEMENT SERVICE								
\$16,751 ² - \$19,999	-	-	-	-	-	-	-	-
\$20,000 - \$29,999	-	-	-	-	-	-	-	-
\$30,000 - \$39,999	-	-	-	-	-	-	-	-
\$40,000 - \$49,999	-	-	-	-	-	-	-	-
\$50,000 - \$59,999	100.0%	-	-	-	-	-	2	0.4%
\$60,000 - \$69,999	55.6%	22.2%	11.1%	11.1%	-	-	9	1.7%
\$70,000 - \$79,999	45.0%	35.0%	5.0%	15.0%	-	-	20	3.8%
\$80,000 - \$89,999	52.9%	33.3%	5.9%	7.8%	-	-	51	9.6%
\$90,000 - \$99,999	50.0%	44.9%	2.0%	3.1%	-	-	98	18.4%
\$100,000 – Plus	53.5%	32.6%	7.6%	5.9%	0.3%	-	353	66.2%
Percent of Total	52.7%	34.7%	6.4%	6.0%	0.2%	-	533	100%

¹ "Minority" includes Blacks/African Americans, Hispanics/Latinos, Asians, Native Americans/Alaskan Natives, Native Hawaiians/Other Pacific Islanders, and Balance (two or more races).

² Amount represents the annual minimum salary in the State Personnel System's Broadbanding Classification and Compensation System.

Notes: For the purposes of this chart, salaries for employees working less than full time were adjusted to reflect full-time equivalent salaries.

Average Salary by Agency and Pay Plan

As of June 30, 2011

The following chart depicts the average salary by agency by pay plan as well as the overall average salary for each agency.

Agency	Career Service	Selected Exempt Service	Senior Management Service	Overall Average
Agency for Health Care Administration	\$39,147	\$51,655	\$123,000	\$42,853
Agency for Persons with Disabilities	\$28,187	\$40,706	\$93,721	\$31,041
Agency for Workforce Innovation	\$35,085	\$57,460	\$116,987	\$39,986
Agriculture and Consumer Services	\$32,652	\$50,253	\$103,357	\$37,189
Business and Professional Regulation	\$34,215	\$48,323	\$95,983	\$38,849
Children and Families	\$30,737	\$48,618	\$109,045	\$34,673
Citrus	\$35,324	\$70,164	\$168,183	\$63,896
Community Affairs	\$36,149	\$57,790	\$118,308	\$44,383
Corrections	\$34,568	\$56,757	\$106,500	\$35,916
Division of Administrative Hearings	\$49,816	\$37,448	\$127,410	\$45,845
Education	\$34,838	\$54,603	\$133,789	\$42,634
Elder Affairs	\$35,321	\$49,198	\$97,725	\$40,364
Environmental Protection	\$34,371	\$52,775	\$110,399	\$40,413
Financial Services	\$37,535	\$57,486	\$103,703	\$44,321
Fish and Wildlife Conservation Commission	\$38,261	\$53,731	\$95,153	\$41,475
Health	\$34,565	\$55,117	\$113,986	\$38,488
Highway Safety and Motor Vehicles	\$35,153	\$50,134	\$111,671	\$37,181
Juvenile Justice	\$29,202	\$42,259	\$96,595	\$32,275
Law Enforcement	\$43,465	\$62,421	\$111,424	\$46,612
Legal Affairs	\$34,410	\$60,661	\$111,364	\$48,342
Management Services	\$34,326	\$51,528	\$108,541	\$43,277
Military Affairs ¹	\$30,903	\$41,863	\$82,771	\$35,814
Office of the Governor ^{1,2}	-	\$66,054	\$107,594	\$78,747
Parole Commission	\$34,317	\$46,865	\$70,202	\$38,830
Public Service Commission	\$39,426	\$60,132	\$108,002	\$49,508
Revenue	\$32,927	\$51,373	\$105,060	\$35,925
School for the Deaf and the Blind ¹	\$26,522	\$34,625	-	\$28,234
State	\$31,988	\$48,008	\$95,794	\$39,434
Transportation	\$38,922	\$63,463	\$123,551	\$46,536
Veterans' Affairs	\$26,562	\$43,554	\$93,000	\$29,067
Average Salary by Pay Plan	\$34,119	\$53,136	\$109,054	\$37,898

¹ These entities have employees in other pay plans that are not represented in this report.

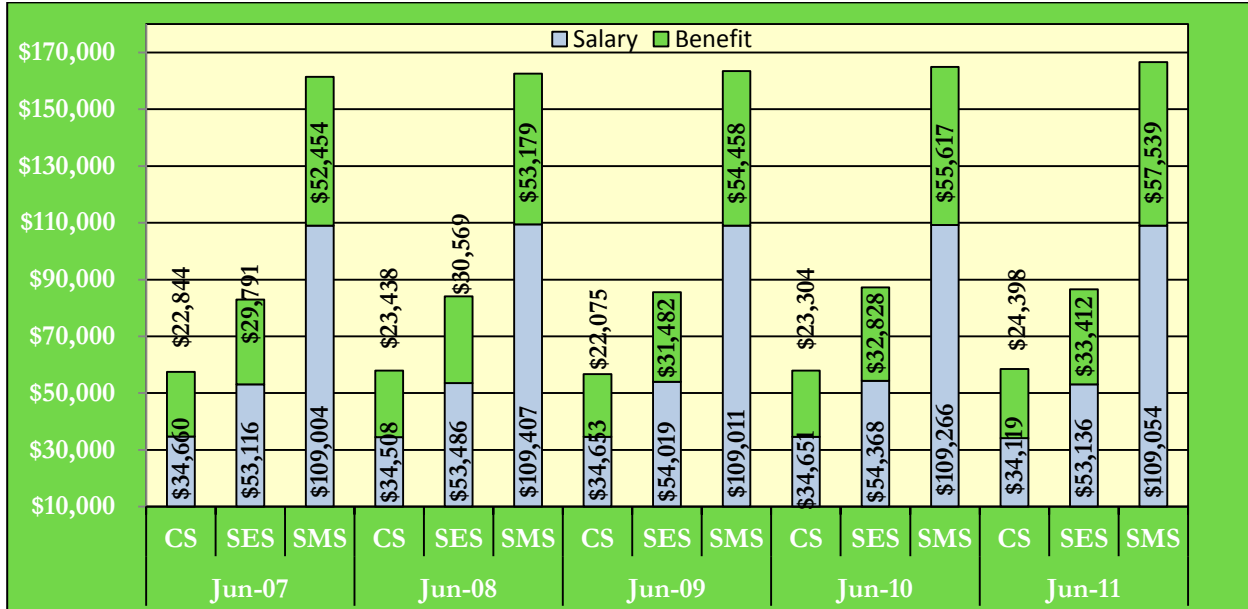
² Includes data for the Agency for Enterprise Information Technology

Total Compensation: Salaries and Benefits

As of June 30, 2011

Benefits¹, for purposes of this report, are defined as the quantifiable amount spent on annual and sick leave, paid holidays, retirement and retiree health insurance subsidy, group health and term life insurance as well as social security and medicare matching. In addition, disability insurance is provided for employees in the Selected Exempt and Senior Management Services.

FIVE-YEAR TREND: TOTAL COMPENSATION BY PAY PLAN



As of June 30, 2011, the average total compensation for each pay plan was as follows:

- **Career Service: \$58,517.** Includes \$34,119 (58.3 percent) in salary plus \$24,398 (41.7 percent) in benefits. The Career Service benefits package had a value equivalent to 71.5 percent of the average salary.
- **Selected Exempt Service: \$86,548.** Includes \$53,136 (61.4 percent) in salary plus \$33,412 (38.6 percent) in benefits. The Selected Exempt Service benefits package had a value equivalent to 62.9 percent of the average salary.
- **Senior Management Service: \$166,593.** Includes \$109,054 (65.5 percent) in salary plus \$57,539 (34.5 percent) in benefits. The Senior Management Service benefits package had a value equivalent to 52.8 percent of the average salary.

AVERAGE BENEFITS VALUE OF TOTAL COMPENSATION BY PAY PLAN

Benefits	Career Service		Selected Exempt Service		Senior Management Service	
Leave and Holidays	\$5,577	9.5%	\$9,196	10.6%	\$18,875	11.3%
Retirement ²	\$6,285	10.7%	\$9,788	11.3%	\$24,092	14.5%
Insurance	\$12,536	21.4%	\$14,428	16.7%	\$14,572	8.7%
Average Benefits Value	\$24,398	41.7%	\$33,412	38.6%	\$57,539	34.5%
Average Salary	\$34,119	58.3%	\$53,136	61.4%	\$109,054	65.5%
Total Compensation	\$58,517	100%	\$86,548	100%	\$166,593	100%

¹ Other employer funded benefits were not included because the state's cost is either not pre-funded on a per capita basis or is not an on-going expense for every position, e.g., workers' compensation, paid disability leave, and tuition waivers, etc.

² The retirement component is comprised of the Florida Retirement System (FRS) contribution for regular class membership (10.77 percent) and Senior Management Service class of (14.57 percent) and the employer Social Security and Medicare contributions. Employees in the Special Risk retirement membership class receive higher FRS contributions at a rate of 23.25 percent (Regular) or 13.24 percent (Administrative Support).

Note: The average salaries of the employees depicted in the Workforce Profile on page 18 were used to calculate the benefits. For the purpose of the health insurance cost calculation, family group insurance premiums were used.

Comparison of Benefits by Pay Plan

As of June 30, 2011

The chart below compares the different benefits afforded to full-time employees in the State Personnel System. Benefits afforded to part-time employees are prorated accordingly.

	Career Service	Selected Exempt Service	Senior Management Service
Annual Leave	Ranges from 8.667 to 13 hours accrued per month depending on length of service. Upon termination from the SPS, with a minimum of one year of service, eligible for payment of up to 240 hours (this is a lifetime payment cap).	Receives 176 hours upon appointment date and on each anniversary date. Upon termination from the SPS, may be paid up to 480 hours (most recent accrual is prorated at time of separation).	Same as Selected Exempt Service.
Sick Leave	8.667 hours accrued per month (104 hours annually, regardless of length of service.). Upon termination from the SPS, with minimum 10 years of service, terminal payment of sick leave for ¼ of balance (not to exceed 480 hours).	Receives 104 hours upon appointment date and on each anniversary date. Upon termination from the SPS, with minimum 10 years of service, terminal payment of sick leave for ¼ of balance (not to exceed 480 hours).	Same as Selected Exempt Service.
Retirement (Choice of Plans)	FRS Pension Plan (Defined Benefit): <u>Regular Class:</u> Six-year vesting. Normal retirement at age 62 or 30 years at any age. Retirement benefit based on percentage value¹ of 1.60 percent to 1.68 percent, based on age/length of service. <u>Special Risk:</u> Six-year vesting. Normal retirement at age 55 or 25 years at any age. Retirement benefit based on percentage value¹ of 3 percent for service on and after 10/01/74. FRS Investment Plan (Defined Contribution): One-year vesting. State contributes 9 percent of salary into Regular Class employees' account(s) and 20 percent of salary into Special Risk employees' account(s).	FRS Pension Plan (Defined Benefit): <u>Regular Class:</u> Same as Career Service. <u>Special Risk:</u> Same as Career Service. FRS Investment Plan (Defined Contribution): Same as Career Service.	FRS Pension Plan (Defined Benefit): <u>SMS Class:</u> Six-year vesting. Normal retirement at age 62 or 30 years at any age. Retirement benefit based on percentage value¹ of 2 percent. SMS Optional Annuity Program (Defined Contribution): Immediate vesting. State contributes 12.49 percent of salary into SMS employees' account(s). FRS Investment Plan (Defined Contribution): One-year vesting. State contributes 10.95 percent into SMS employees' account(s).
Insurance²	Group Health Standard PPO or HMO: Employee pays monthly premium of \$50.00 for individual coverage or \$180.00 for family coverage. State pays \$499.80 and \$1,063.34, respectively. Group Disability: Only offered as a supplemental policy. Employee pays 100 percent of the premium. Life Insurance: Coverage is \$25,000. State pays 100 percent of the premium.	Group Health Standard PPO or HMO: Employee pays monthly premium of \$8.34 for individual coverage or \$30.00 for family coverage. State pays \$541.46 and \$1,213.34, respectively. Group Disability: 65 percent of income for maximum of 364 days of continuous disability. Must exhaust all leave first (may be offset by certain other benefits). State pays 100 percent of the premium. Life Insurance: Same as Career Service.	Group Health Standard PPO or HMO: Same as Selected Exempt Service. Group Disability: Same as Selected Exempt Service. Life Insurance: Same as Career Service.
Holidays	Nine paid holidays each calendar year and one paid personal holiday each fiscal year.	Same as Career Service.	Same as Career Service.

¹ The percentage value is the value that employees receive for each year of creditable service. The annual benefit amount at normal retirement is calculated based on the following formula: (Years of Creditable Service) x (Percentage Value) x (Average of the Highest Five Fiscal Years of Compensation) = Annual Benefit Amount. This amount is adjusted for early retirement.

² Employees may elect a Health Investor Health Plan with Health Savings Account option in lieu of traditional Preferred Provider (PPO) or Health Maintenance (HMO) Organizations.

Source: Chapters 110 and 121, Florida Statutes, and the General Appropriations Act for Fiscal Year 2010-11.

Benefit Comparisons to Select States

As of June 30, 2011

The following tables provide a comparison of annual and sick leave and paid holidays given to Career Service employees compared to leave benefits offered by selected states.

ANNUAL LEAVE			
Maximum Days Granted Per Year ¹		Maximum Balance Allowed at Year End	
State	Days	State	Days
Texas	31.5	Louisiana	Unlimited
South Carolina	30	Mississippi	Unlimited
Alabama	29.25	California	80
Mississippi	27	Texas	66.5
Virginia	27	Alabama	60
North Carolina	26	Virginia	54
Tennessee	24	Florida	45
West Virginia	24	Georgia	45
Louisiana	24	South Carolina	45
California ²	21	Tennessee	42
Georgia	21	West Virginia	40
New York	20	North Carolina	30
Florida	19.5	New York ³	30

¹ Based on years of service.

² Reflects vacation days for employees in all bargaining units except 6 and 8. Employees may also elect to participate in the Annual Leave Program, which combines vacation and sick leave credits into one leave pool.

³ Employees who attain the 30-day maximum do not earn additional leave until the balance is reduced. Upon separation, employee paid for up to 30 days.

SICK LEAVE			
Maximum Days Granted Per Year ¹		Maximum Balance Allowed at Year End	
State	Days	State	Days
Louisiana	24	California	Unlimited
West Virginia	18	Florida	Unlimited
Georgia	15	Louisiana	Unlimited
South Carolina	15	Mississippi	Unlimited
Alabama	13	North Carolina	Unlimited
Florida	13	Tennessee	Unlimited
New York	13	Texas	Unlimited
California ²	12	West Virginia	Unlimited
North Carolina	12	South Carolina	180
Tennessee	12	Alabama	150
Texas	12	New York ³	150
Virginia	10	Georgia	90
Mississippi	7.5	Virginia	10

¹ Based on years of service.

² Employees enrolled in Annual Leave Program do not receive separate sick leave credits.

³ Employees who attain the 150-day maximum do not earn additional leave until the balance is reduced.

HOLIDAYS GRANTED (Includes Personal Leave Days)					
Texas ¹	17	Georgia	12	Florida	10
Alabama ²	13	New York	12	Mississippi	10
South Carolina	13	Virginia	12	Louisiana ⁵	9
West Virginia ³	13	North Carolina ⁴	12		
California	12	Tennessee	11		

¹ Includes four optional holidays and five partial staffing holidays if the holiday does not fall on the weekend.

² Includes a personal leave day except for employees in two counties who are granted an additional holiday for Mardi Gras in lieu of a personal leave day.

³ Includes one-half day each for Christmas and New Year's Eve when the holiday falls on Tuesday through Saturday.

⁴ Observes 11-12 holidays depending on Christmas.

⁵ Additional holidays given for Inauguration day every four years and Election day every two years.

Source: States' websites and contacts made to their human resource offices.

Employee Group Health Insurance Membership

As of June 30, 2011

Agency	Preferred Provider Organization	Health Maintenance Organization	No Insurance ¹	Total
Agency for Health Care Administration	390	982	160	1,532
Agency for Persons with Disabilities	1,390	1,007	409	2,806
Agency for Workforce Innovation	384	863	238	1,485
Agriculture and Consumer Services	1,436	1,544	257	3,237
Business and Professional Regulation	380	968	158	1,506
Children and Families	4,005	7,089	1,252	12,346
Citrus	26	23	4	53
Community Affairs	48	225	36	309
Corrections	12,244	11,785	2,403	26,432
Division of Administrative Hearings	54	115	17	186
Education	609	1,443	233	2,285
Elder Affairs	127	250	48	425
Environmental Protection	1,332	1,731	263	3,326
Financial Services	639	1,669	220	2,528
Fish and Wildlife Conservation Commission	1,050	675	137	1,862
Health	4,992	8,479	1,740	15,211
Highway Safety and Motor Vehicles	1,416	2,168	413	3,997
Juvenile Justice	1,781	1,877	390	4,048
Law Enforcement	388	1,045	158	1,591
Legal Affairs	352	631	89	1,072
Management Services	116	686	108	910
Military Affairs ²	172	63	56	291
Office of the Governor ^{2,3}	33	58	17	108
Parole Commission	26	73	12	111
Public Service Commission	53	219	25	297
Revenue	1,364	2,998	482	4,844
School for the Deaf and the Blind ²	239	126	43	408
State	35	330	37	402
Transportation	2,576	3,739	442	6,757
Veterans' Affairs	315	394	274	983
Total Employees	37,972	53,255	10,121	101,348
Percent of Total Employees	37.5%	52.5%	10.0%	100%
Number included in total that are spouses of another state employee	4,508	6,734		11,242

¹ Indicates these employees are not covered by a state plan but they may have coverage elsewhere.

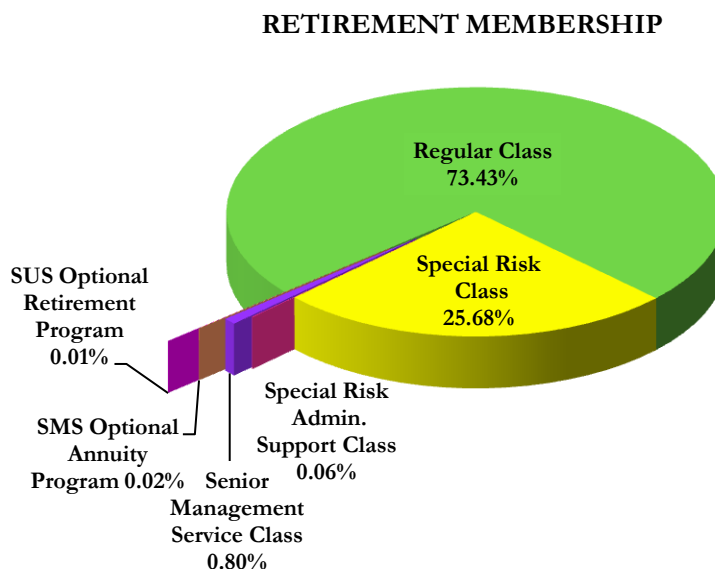
² These entities have employees in other pay plans that are not represented in this report.

³ Includes data for the Agency for Enterprise Information Technology

Employee Retirement Membership

As of June 30, 2011

State employees participating in the Career Service, Selected Exempt Service and Senior Management Service are automatically enrolled in the state-administered Florida Retirement System (FRS) and covered by Social Security. The FRS provides retirement, total and permanent disability, and survivor benefits to participating state and local government employees. Under the FRS, employees have the option of enrolling in one of two primary retirement plans: a defined benefit plan known as the FRS Pension Plan and a defined contribution plan known as the Public Employee Optional Retirement Program or the FRS Investment Plan. There are five membership classes under both primary plans: Regular, Special Risk, Special Risk Administrative Support, Senior Management Service and Elected Officers' Classes.



As of June 30, 2011, 93,907 SPS employees were enrolled in either the FRS Pension Plan or FRS Investment Plan. (Only a negligible number of state employees are still enrolled in state-administered plans that pre-date FRS.) All FRS Pension Plan or the FRS Investment Plan members fall under the five FRS classes of membership:

- **Regular Class:** for members not assigned to other classes. As of June 30, 2011, 68,967 employees were members of this class.
- **Special Risk Class:** for members employed as law enforcement officers, firefighters, correctional officers, paramedics or emergency medical technicians, professional health care workers, youth custody officers, and forensic employees and who meet the legal criteria for this class. As of June 30, 2011, 24,124 employees were members of this class.
- **Special Risk Administrative Support Class:** for former Special Risk Class members who provide administrative support to special risk members within a special risk employing agency. As of June 30, 2011, 59 employees were members of this class.
- **Senior Management Service Class (SMSC):** for members who are filling positions authorized to be eligible for this membership class by statute. As of June 30, 2011, 753 employees were members of this class. Note: these members can opt out of both the FRS Pension Plan and the FRS Investment Plan by enrolling in an alternative defined contribution program, known as the Senior Management Service Optional Annuity Program (SMSOAP).
- **Elected Officers' Class:** for members who hold specified elective offices in either state or local government. As of June 30, 2011, there were four employees who were members of this class due to their elected positions in local government.

The FRS was a noncontributory retirement system through June 30, 2011, which meant that the state paid all required retirement contributions for its employees. No employee contributions were required, regardless of whether the employee was enrolled in the FRS Pension Plan, the FRS Investment Plan, SMSOAP or the State University System Optional Retirement Program (SUSORP).

Note: Effective July 1, 2011, employees in all state-administered retirement plans must contribute 3 percent of their compensation on a pre-tax basis for their retirement plan.

FRS PENSION PLAN ACTIVE MEMBERSHIP

As of June 30, 2011, there were 77,600 SPS employees participating in various FRS membership classes under the FRS Pension Plan. Employees in the FRS Pension Plan are “vested” (have the right to a future retirement benefit) after six years of creditable service.

FRS INVESTMENT PLAN ACTIVE MEMBERSHIP

As of June 30, 2011, there were 16,307 SPS employees participating in the various FRS membership classes under the FRS Investment Plan. All state employees eligible for FRS membership, including participants in the SMSOAP, may opt to participate in this defined contribution plan instead of the defined benefit plan offered (the FRS Pension Plan) or the SMSOAP. Employees in the FRS Investment Plan are “vested” (have the right to a future retirement benefit) after one year of creditable service regardless of their membership class.

SENIOR MANAGEMENT SERVICE OPTIONAL ANNUITY PROGRAM (SMSOAP) ACTIVE MEMBERSHIP

As of June 30, 2011, there were 23 SPS employees who had opted out of the Senior Management Service Class altogether and enrolled in this program, which is a defined contribution plan that provides for immediate vesting of all employer contributions with no minimum years of service or age requirements.

STATE UNIVERSITY SYSTEM OPTIONAL RETIREMENT PROGRAM ACTIVE MEMBERSHIP (SUSORP)

As of June 30, 2011, there were nine SPS employees who enrolled in the SUSORP while employed by the Florida Board of Regents before this agency was abolished and the employees transferred to the Department of Education. The SUSORP is a defined contribution plan that provides for full and immediate vesting of all employer contributions upon signing an investment agreement (no minimum years of service or age requirements). Employees in eligible positions are compulsory SUSORP participants unless they choose membership in another retirement option.

DEFERRED RETIREMENT OPTION PROGRAM (DROP) ACTIVE MEMBERSHIP

Qualified employees in the FRS Pension Plan may retire while continuing employment under the Deferred Retirement Option Program. DROP is strictly for FRS Pension Plan retirees who qualify to draw retirement benefits from the FRS Trust Fund and not for employees in the FRS Investment Plan or SMSOAP who draw retirement benefits from private investment plan providers.

As of June 30, 2011, there were 6,997 SPS participants enrolled in this program. Eligible state employees in DROP are retired and accumulate monthly retirement benefits, but remain actively employed for up to 60 months.

REEMPLOYED RETIREES WITHOUT RENEWED MEMBERSHIP

For Fiscal Year 2010-11, the state SPS had reemployed retirees without renewed membership. As of June 30, 2011, reemployed retirees without renewed membership were filling positions covered by the following FRS membership classes:

Retirement Class	Reemployed Retiree Count	Percent
Regular Class	196	71.5%
Special Risk Class	63	23.0%
Senior Management Service Class	15	5.5%
Total Employees	274	

Source: Department of Management Services' Division of Retirement.

Pay Additives: Career Service

As of June 30, 2011

Section 110.2035(6)(c), Florida Statutes, requires the Department of Management Services to annually provide a summary report of implemented pay additives. Pay additives may be added to and removed from a Career Service employee's base rate of pay depending upon the need or circumstances for which the additive is given. Therefore, it is impossible to provide a cumulative listing of the additives awarded during the year. Listed below is the number of pay additives, by type, provided to Career Service employees as of June 30, 2011.

Agency	Competitive Area Differential	Lead Worker	Shift Differential	Legislatively Approved ¹	Trainer	Hazardous Duty	Temporary Special Duty	On-Call	Critical Market Pay	Total
Agency for Health Care Administration	124	-	-	-	-	-	1	-	-	125
Agency for Persons with Disabilities	22	1	28	-	-	3	-	44	-	98
Agency for Workforce Innovation	25	63	-	-	-	-	6	9	-	103
Agriculture and Consumer Services	139	14	2	9	13	8	4	649	-	838
Business and Professional Regulation	148	8	-	-	2	-	2	10	-	170
Children and Families	1,436	8	355	7	1	32	79	1,498	-	3,416
Citrus	-	-	-	-	-	-	-	-	-	-
Community Affairs	-	-	-	-	-	-	-	3	-	3
Corrections	3,479	24	295	54	-	1,624	-	505	-	5,981
Division of Administrative Hearings	22	-	-	-	-	-	-	-	-	22
Education	50	-	-	-	-	-	1	8	-	59
Elder Affairs	23	-	-	-	-	-	-	-	-	23
Environmental Protection	245	2	-	-	-	16	1	37	-	301
Financial Services	296	31	-	-	2	6	7	136	-	478
Fish and Wildlife Conservation Commission	167	1	-	-	3	-	3	44	89	307
Health	1,843	55	10	-	2	-	15	343	-	2,268
Highway Safety and Motor Vehicles	950	3	-	-	84	-	14	239	71	1,361
Juvenile Justice	311	-	11	-	4	-	-	67	-	393
Law Enforcement	96	8	34	7	2	3	1	58	-	209
Legal Affairs	112	-	-	-	-	-	-	6	-	118
Management Services	18	8	21	-	-	-	-	45	-	92
Military Affairs ²	-	2	-	-	-	-	-	2	-	4
Office of the Governor ^{2,3}	-	-	-	-	-	-	-	-	-	-
Parole Commission	16	-	-	-	-	-	-	-	-	16
Public Service Commission	15	1	-	-	-	-	-	-	-	16
Revenue	886	2	-	-	-	-	-	18	-	906
School for the Deaf and the Blind ²	-	6	13	-	-	-	-	3	-	22
State	-	-	-	-	-	-	-	10	-	10
Transportation	1,181	-	-	-	-	-	4	274	-	1,459
Veterans' Affairs	146	-	-	-	-	-	1	10	-	157
Total Pay Additives	11,750	237	769	77	113	1,692	139	4,018	160	18,955

¹ Legislatively approved pay additives were authorized by the legislature in the General Appropriations Act.

² These entities have employees in other pay plans that are not represented in this report.

³ Includes data for the Agency for Enterprise Information Technology

Savings Sharing Program

Employees may participate in the Savings Sharing Program, which is established in accordance with section 110.1245, Florida Statutes, and chapter 60L-37, Florida Administrative Code. The purpose of the Savings Sharing Program is to provide a process by which agencies can retain a portion of their budget for implementing internally generated program efficiencies and cost reductions and then redirect the savings to employees. This program allows employees the opportunity to submit a written proposal sharing their ideas to increase productivity, eliminate or reduce state expenditures, improve operations or generate additional revenue. If the proposal is adopted and implemented, the agency can recognize the employee or group of employees submitting the proposal with a cash award based on the actual cost savings as approved by the Legislative Budget Commission. The Savings Sharing Program was implemented during Fiscal Year 2001-02 and has resulted in the following savings as reported by the agencies:

FISCAL YEAR 2010-11

Responses to the Department of Management Services survey indicated one agency participated in the program: The Department of Transportation received a cost-saving proposal for \$100,000 from one employee. The actual savings realized from this proposal was \$100,000 and the employee received a \$5,000 award.

FISCAL YEAR 2009-10

Responses to the Department of Management Services survey indicated that none of the agencies participated in the program during the fiscal year ending June 30, 2010.

FISCAL YEAR 2008-09

Responses to the Department of Management Services survey indicated that none of the agencies participated in the program during the fiscal year ending June 30, 2009.

FISCAL YEAR 2007-08

Responses to the Department of Management Services survey indicated minimal participation in this program. The Department of Transportation received one proposal; however, the proposal lacked the necessary detail to properly assess the cost savings; therefore it was not implemented.

FISCAL YEAR 2006-07

Responses to the Department of Management Services survey indicated minimal participation in this program. The Department of Military Affairs reviewed and implemented one proposal. The actual cost savings realized as a result of implementing this proposal was \$84,000 a month. The amount of funds approved by the Legislative Budget Commission for agency retention was \$738,000. One award of \$500 was divided among three employees for the adopted proposal.

Source: Agency responses to Department of Management Services' Division of Human Resource Management Questionnaire conducted in June 2011.

Workforce Training and Development

- *Workforce Training and Development Overview*
- *Training Expenditures by Agency*

Workforce Training and Development Overview

Section 110.235, Florida Statutes, requires each agency with Career Service employees to implement training programs that encompass modern management principles, and that provide the framework to develop human resources through empowerment, training and rewards for productivity enhancement; to continuously improve the quality of services; and to satisfy the expectations of the public. This section also requires each of these agencies to annually evaluate and report to the Department the training it has implemented and the progress it has made in the area of training. The Department of Management Services annually distributes a Training Questionnaire to the agencies to gather information on their training that has been implemented and the progress that has been made.

The following narrative focuses on information provided by the agencies in response to the questionnaire, which included such questions as:

- Did your agency have an established training plan?
- Was a needs assessment conducted in order to identify training topics?
- What training goals were identified?
- What training was implemented?
- Overall, what percentage of staff received training?
- What methodology was used to measure the success of the training offered?
- Describe goals achieved and the progress made in the area of training?
- What barriers, if any, prevented your agency from achieving your identified goals?

SUMMARY OF AGENCY REPLIES TO THE ANNUAL TRAINING QUESTIONNAIRE FISCAL YEAR 2010-11

Agencies that had an Established Training Plan:

For Fiscal Year 2010-11, 26¹ agencies reported having an established training plan. Those agencies reporting not having an established training plan included the Agency for Workforce Innovation, the Department of Citrus and the Department of State.

Types of Training Goals Identified by the Agencies:

- Align training at all levels directly or indirectly with the agency mission statement
- Improve efficiency in managing the on-line learning management system and in producing training reports
- Continue to reduce liability through employee education of legal rights and responsibilities with an accurate and timely reporting system to reflect the training compliance
- Develop leaders who can build and maintain high performing teams and drive Department performance; specifically, leaders who can lead through change, focus their team on Department results, foster innovation and build the level of employee engagement that leads employees to higher levels of discretionary effort
- Create additional computer-based training and web-based training
- Expand use of video conference and webinar training
- Provide comprehensive workshop analysis reports to managers
- Provide continuous management/supervisory materials to staff throughout the year
- Maximize resources, reduce costs and improve quality of training opportunities

¹ This number excludes the Agency for Enterprise Information Technology and the Office of the Governor as they do not have Career Service employees.

Methodologies used to Measure Success of the Training Offered:

- Kirkpatrick Evaluation Model¹ to get feedback from the training participants, their supervisors and managers
- Input from monthly training conference calls and questionnaires from webinars
- Applies results from Item Analysis Reports to assess revisions to training materials
- Staff assessments through oral examinations
- Training and workshop evaluations
- Quizzes throughout the course
- Participant reaction forms and pre/post-tests
- Annual evaluations of the training program

Goals Achieved and Progress made in the areas of Training:

- Leveraged on-line training to maximize training opportunities, expand offerings, and increase participation
- Improved ability to measure training impact through Impact Evaluations
- Upgraded and modernized the training tracking database to the Human Resources Tracking System
- Increased overall participation in compliance training
- Established collaborative partnerships with other agencies

Barriers that Prevented Agencies from Achieving Identified Goals:

- Using Microsoft Live Meeting to connect area offices to training still posed difficulty in attendees' ability to interact during the classes.
- Lack of technology to produce on-line courses and to develop a learning management system to track courses
- Budget reductions, staff reductions and travel restrictions have limited some activities
- Department-wide information technology infrastructure challenges
- Increased workloads make it increasingly difficult for employees to attend training sessions
- Video Tele-Training, Webinars and Go To Meeting formats work well for some training but is problematic and less effective for many courses
- E-Learning format for training classes has been especially challenging for staff with little or no computer experience

The following observations regarding SPS Workforce Training and Development can be made from an analysis of the information in this section:

- For Fiscal Year 2010-11, agencies expended \$31,806,434 on training, representing a 3.0 percent decrease from the \$32,787,324 expended during Fiscal Year 2009-10.
- Since Fiscal Year 2006-07, training expenditures have decreased 36.0 percent from \$49,719,679 to \$31,806,434.
- Training expenditures per employee was \$285.51; however, this amount includes expenditures for an indeterminable number of non-agency employees including customers and the general public.

¹ The American Society for Training and Development recognizes the Kirkpatrick Evaluation Model as an evaluation tool used to assess the effectiveness of training programs.

Notes:

- Differences reflected in agency training expenditures may be the result of a large number of variables such as types of employees, frequency of training, employee turnover, training sources, training provided to the public and cost. Other variables, which may not be reflected in the expenditures, include training provided internally by agency staff or received externally through interagency training.
- For fiscal years 2008-09, 2009-10, and 2010-11, proviso language was included in the implementing bill for the General Appropriations Act that limited travel and training to activities that were critical to each state agency's mission.

Training Expenditures by Agency

As of June 30, 2011

Agency	FY 06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 10/11 Training Expenditures Per Employee ¹
Agency for Health Care Administration	\$350,943	\$517,371	\$267,875	\$157,994	\$134,843	\$80.12
Agency for Persons with Disabilities	\$343,531	\$491,451	\$422,952	\$264,259	\$92,652	\$25.59
Agency for Workforce Innovation	\$294,042	\$200,687	\$150,226	\$210,248	\$318,588	\$152.87
Agriculture and Consumer Services	\$707,163	\$696,073	\$743,066	\$486,123	\$420,701	\$112.07
Business and Professional Regulation	\$165,930	\$156,393	\$112,660	\$65,899	\$33,997	\$20.07
Children and Families	\$2,629,013	\$1,884,324	\$4,267,615	\$3,436,526	\$2,713,126	\$203.96
Citrus	\$1,994	\$2,605	\$8,205	\$1,907	\$2,100	\$33.33
Community Affairs	\$327,987	\$463,022	\$578,501	\$1,584,159	\$1,486,474	\$3,259.81
Corrections	\$6,129,243	\$4,674,248	\$3,124,598	\$2,570,029	\$2,856,490	\$104.58
Division of Administrative Hearings	\$14,016	\$8,517	\$6,136	\$8,075	\$12,212	\$64.61
Education ²	\$1,053,715	\$931,493	\$470,787	\$421,455	\$412,932	\$169.79
Elder Affairs	\$339,529	\$185,923	\$154,869	\$103,907	\$127,511	\$237.01
Environmental Protection	\$1,347,971	\$1,044,899	\$715,391	\$290,749	\$323,904	\$74.02
Financial Services	\$3,845,190	\$458,236	\$448,059	\$489,096	\$332,406	\$125.25
Fish and Wildlife Conservation Commission	\$1,252,712	\$1,156,457	\$1,161,536	\$1,296,132	\$788,422	\$307.38
Health	\$17,527,716	\$13,123,122	\$12,653,806	\$14,880,279	\$11,939,388	\$678.72
Highway Safety and Motor Vehicles	\$762,599	\$732,709	\$683,749	\$637,957	\$653,206	\$155.19
Juvenile Justice	\$1,737,978	\$1,321,954	\$780,383	\$506,079	\$588,687	\$141.34
Law Enforcement	\$1,906,874	\$1,300,256	\$1,101,791	\$1,074,512	\$1,286,452	\$769.87
Legal Affairs	\$364,947	\$350,767	\$146,209	\$155,660	\$164,619	\$139.74
Management Services	\$732,800	\$675,219	\$547,332	\$469,916	\$395,793	\$428.81
Military Affairs ³	\$623,109	\$228,712	\$1,095,734	\$60,083	\$222,343	\$746.12
Office of the Governor ^{4,5}	\$8,553	\$5,895	\$8,103	\$120,280	\$24,784	\$174.54
Parole Commission	\$6,737	-	\$75	\$1,820	\$11,213	\$84.95
Public Service Commission	\$87,003	\$74,959	\$58,949	\$104,094	\$119,416	\$391.53
Revenue	\$1,493,406	\$1,392,793	\$611,779	\$434,750	\$355,136	\$71.56
School for the Deaf and the Blind ²	-	-	\$60,782	\$160,521	\$184,991	\$307.81
State	\$79,658	\$62,274	\$36,519	\$30,365	\$59,874	\$120.47
Transportation	\$5,533,085	\$5,157,752	\$3,286,555	\$2,717,125	\$5,671,428	\$829.40
Veterans' Affairs	\$52,235	\$52,415	\$39,258	\$47,325	\$72,746	\$62.60
Total Expenditures	\$49,719,679	\$37,350,526	\$33,743,500	\$32,787,324⁶	\$31,806,434	\$285.51

Note: Expenditures included training for an indeterminable number of non-agency employees including customers and the general public.

¹ Training expenditures per employee were based on the total of the Employee Count by Agency on Page 21 and the Average Number of OPS employees by Agency on page 31.

² Prior to Fiscal Year 2008-09, figures included expenditures for the Florida School for the Deaf and the Blind.

³ Department of Military Affairs' training expenditures for Fiscal Year 2008-09 included payments of more than \$800,000 for the First Responder/About Face Academy.

⁴ Increase was due to Information Technology Security training provided by the Agency for Enterprise Information Technology as funded by the Department of Homeland Security federal awards.

⁵ Includes data for the Agency for Enterprise Information Technology

⁶ Amount previously reported for Fiscal Year 2009-10 was updated to reflect all training expenditures including amounts spent on training non-agency employees for the Department of Health.

Equal Employment Opportunity

- *Equal Employment Opportunity Overview*
- *Equal Employment Opportunity/Affirmative Action Report*
- *Employees by Job Category*
- *Minority Representation by Pay Plan*
- *Gender Representation by Pay Plan*
- *Race and Gender Demographics: By Agency*
- *Race and Gender Demographics: Career Service*
- *Race and Gender Demographics: Selected Exempt Service*
- *Race and Gender Demographics: Senior Management Service*

Equal Employment Opportunity Overview

As reflected in the chart below, minorities exceeded the Available Labor Market (ALM) in the Professionals, Technicians, Para-Professionals, Administrative Support and Service Maintenance job categories for Fiscal Year 2010-11. The SPS was below the ALM in the following job categories: Officials and Administrators, Protective Service Workers and Skilled Craft Workers by 6.2, 1.7 and 13.2 percentage points, respectively.

EMPLOYEES BY RACE AND JOB CATEGORY

As of June 30, 2011

Job Category	Total Employees	White	Black/ African American	Hispanic	Other ¹	Unknown	% Minority by Job Category	% Minority in ALM ²
Officials and Administrators	2,510	2,108	238	112	49	3	15.9%	22.1%
Professionals	51,512	32,077	13,245	4,539	1,596	55	37.6%	25.1%
Technicians	5,275	3,500	1,100	376	296	3	33.6%	28.9%
Protective Service Workers	21,399	14,783	5,103	1,280	230	3	30.9%	32.6%
Para-Professionals	7,859	2,627	4,345	763	117	7	66.5%	43.5%
Administrative Support	8,679	4,394	2,744	1,369	163	9	49.3%	31.9%
Skilled Craft Workers	1,690	1,344	227	98	21	-	20.5%	33.7%
Service Maintenance	2,424	1,253	1,003	120	47	1	48.3%	45.4%
Total Employees	101,348	62,086	28,005	8,657	2,519	81	39,181	-
Percent of Total Employees		61.3%	27.6%	8.5%	2.5%	0.1%	38.7%	-

The following observations regarding the SPS can be made from an analysis of the information within this section:

- Minority representation remained relatively constant in the Career Service and Selected Exempt Service at 40.7 percent (33,651 employees) and 30.3 percent (5,464 employees), respectively since June 30, 2010. During the same time period, minority representation increased in the Senior Management Service by 1 percentage point, from 11.4 percent (65 employees) to 12.4 percent (66 employees).
- Female representation remained constant in the Career Service over the past year at 56.7 percent (46,903 employees). However, female representation in the Selected Exempt Service (56.9 percent or 10,275 employees) and Senior Management Service (40.7 percent or 217 employees) increased over the past year by 0.4 percentage points and 1.3 percentage points respectively, since June 30, 2010.

¹ "Other" includes Asian, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander or Balance (two or more races).

² 2000 Available Labor Market Analysis prepared by the Department of Management Services' Division of Human Resource Management in conjunction with Florida State University.

Equal Employment Opportunity/Affirmative Action Report

The State of Florida has one of the most diverse populations in the country. To create and maintain a diverse workforce in state government takes the commitment of leadership and outreach from each agency. It is the policy of the State Personnel System to fully use the diversity of Florida's human resources to provide equal employment opportunities through programs of affirmative action. Section 110.112(2)(a) and (b), Florida Statutes, requires each executive agency to develop and implement an Affirmative Action (AA) Plan and establish annual goals for ensuring the full utilization of underrepresented groups in its workforce compared to the relevant labor market. For Fiscal Year 2010-11, 15 agencies reported they implemented a new plan or updated AA Plans in compliance with section 110.112(2)(a), Florida Statutes.

The Department of Management Services is required to report information relating to the implementation, continuance, updating and results of each executive agency's AA Plan for the previous fiscal year, pursuant to section 110.112(2)(d), Florida Statutes. The following narrative focuses on information provided by the 23 agencies that responded to the questionnaire conducted by the Department of Management Services, which included such questions as:

- What percentage of the agency's affirmative action goals was met?
- Identify specific challenges your agency experienced in meeting goals for Fiscal Year 2010-11.
- Give an outline of any successful special programs or innovative ideas your agency used in recruiting minorities and females.
- List any particular occupation(s) or class(es) in which it is traditionally difficult for your agency to recruit minority or female applicants.

SUMMARY OF AGENCY REPLIES TO THE ANNUAL EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUESTIONNAIRE Fiscal Year 2010-11

Agencies that Implemented a New Plan or Updated an Existing Plan Outlining their Affirmative Action Goals and Progress Made Toward Goals:

Agency	Percent of Goals Met	Agency	Percent of Goals Met
Agency for Persons with Disabilities	48.4%	Law Enforcement	20.0%
Agriculture and Consumer Services	52.0%	Management Services	36.7%
Corrections	4.3%	Military Affairs	10.0%
Elder Affairs	NIP	Office of the Governor ¹	43.0%
Environmental Protection	27.0%	Revenue	21.4%
Fish and Wildlife Conservation Commission	0.0%	School for the Deaf and the Blind	0.0%
Highway Safety and Motor Vehicles	13.3%	State	14.3%
Juvenile Justice	0.0%		

NIP: No information provided

¹ Includes data for the Agency for Enterprise Information Technology

**Innovative Ideas and Successful Special Programs
Agencies Reported Using to Recruit Minorities and Females:**

- The Agency for Workforce Innovation's management and staff serve on various interagency and national councils and committees having membership from the public and private sectors. These opportunities to network have assisted in increasing the pool of qualified applicants for current and projected vacancies in the agency.
- The Department of Agriculture and Consumer Services utilized interns to promote opportunities with the agency and has participated in career fairs.
- The Fish and Wildlife Conservation Commission is involved with the Minorities in Natural Resources Committee (MINRC) and the Southeast Association of Fish and Wildlife Agencies conference to recruit minorities. This resulted in the successful hiring of some minority students from the MINRC program. Additionally, all job announcements for professional positions are forwarded to approximately 100 minority businesses, organizations and Historically Black Colleges and Universities throughout the nation. The Division of Law Enforcement has a dedicated staff located throughout the state seeking minority applicants. The staff created a television series, "Operation Wild," to help educate the public about the agency's conservation efforts. This series helps attract a more diverse workforce throughout the state. The Fish and Wildlife Research Institute (FWRI) maintains contacts with universities having predominately minority populations in an effort to influence students to pursue careers in the sciences, along with encouraging graduating students to apply for available positions. FWRI performs community outreach services, such as "Marine Quest," to educate students about research and careers in marine sciences.
- The Department of Highway Safety and Motor Vehicles partnered with the Florida Highway Patrol to hold minority recruitment efforts across Florida.
- The Department of Law Enforcement participated in job and community resource fairs that were organized by members of the U.S. Congress, attended corporate networking night at a university, and it distributed vacancy announcements to minority organizations and predominately minority colleges and universities. It also gave presentations to college students preparing for internships in sociology and criminal justice and high school students.
- The Department of Revenue partnered with the Division of Blind Services to employ qualified individuals with disabilities.
- The Department of Transportation participated in the National Summer Transportation Institute, where minority and female students received an extensive curriculum on transportation-related subjects in an effort to enhance their knowledge and desire to pursue careers in transportation.

Some Challenges Agencies Reported Experiencing in Meeting Affirmative Action Goals:

- Budget reductions limited recruiting resources; while restructuring, layoffs, outsourcing and hiring freezes limited opportunities to meet goals.
- Budget constraints and low salaries continue to make it difficult to compete against private and local government entities, which often offer higher salaries with comparable benefits, especially in the protective services and scientific programs.
- All Protective Services positions within the Department of Military Affairs are Career Service exempt and are required to be in the National Guard, which has the greatest rate of attrition. The Department is also hampered by the fact most of its positions are filled with former military personnel, which further limits the applicant pool.

- Although U.S. Census data shows a projected increase in the number of Hispanics in the labor market, the main concentration of Hispanics are located in South Florida while majority of agencies employment opportunities are in North Florida.
- Employees are seeking better job opportunities elsewhere, entering Deferred Retirement Option Program or considering alternative options. Additionally, potential applicants are not considering state employment due to the much publicized changes affecting state employees and lagging salaries compared to local, city/federal government agencies and the private sector.
- The Florida Fish and Wildlife Conservation Commission has biological/scientific positions that require specialized biology degrees (e.g. wildlife, marine, etc.), as well as experience in those specialized fields. Although it makes a concerted effort to recruit minorities in these fields, its ability to recruit minorities is severely hampered by the inability to offer a competitive salary. Specifically, its pay scale, not only in the biological/scientific fields, but also in the law enforcement field, is generally much lower than pay for comparable positions with the federal government, water management districts, the private sector, and sometimes other State of Florida agencies. Its recruiting challenge for minorities in biological/scientific and law enforcement fields is comparable with similar recruiting challenges experienced by the 12 other state fish and wildlife agencies throughout the Southeast.

Occupations Agencies Reported Having Particular Difficulty Recruiting Minority and Female Applicants:

- | | |
|--|----------------------------------|
| • Archaeologists | • Nurses |
| • Crime Laboratory Analysts | • Physicians |
| • Fisheries and Wildlife Biologists | • Environmental Specialists |
| • Law Enforcement Officers & Special Agents | • Forestry (various occupations) |
| • Chemists | • Firefighters |
| • Biologists | • Park Rangers |
| • Information Technology (various occupations) | • Engineers |
| • Protective Services | • Pilots |

Agencies that did not respond to the Department of Management Services' questionnaire:

- | | |
|---|---------------------|
| • Agency for Health Care Administration | • Education |
| • Citrus | • Parole Commission |
| • Community Affairs | • Veterans' Affairs |

Agencies that do not have a current Plan that outlines Affirmative Action Goals:

- | | |
|--|----------------------|
| • Agency for Workforce Innovation | • Financial Services |
| • Business and Professional Regulation | • Health |
| • Children and Families | • Legal Affairs |
| • Division of Administrative Hearings | • Transportation |

Agency Comments:

- The Agency for Workforce Innovation reported that it continued to implement its existing Affirmative Action Plan as the agency had no under-representation in any EEO Job Category for African-American males or females or for Hispanic males or females. Therefore, the goals remained the same for Fiscal Year 2010-11.
- The Division of Administrative Hearings reports it does not have an AA Plan because it does not have a problem recruiting minorities. Also, one-fourth of its positions are appointed.
- The Department of Business and Professional Regulation reports it did not complete an AA plan this past fiscal year. It has an active and successful outreach and internship program that assists in tapping into various different demographics to assist with minority recruitment.
- The Department of Children and Families reports that, due to administrative restructuring and layoffs, the Department was unable to establish goals for the previous fiscal year. It will continue to monitor to ensure no group is being significantly impacted.
- The Department of Elder Affairs reports its permanent goal is to have a workforce that is reflective of the State of Florida labor market. It has been successful in recruiting, retaining, rewarding, and recognizing a highly productive workforce; while meeting all goals for hiring and promotional opportunities.
- The Department of Financial Services reports it is committed to Equal Employment Opportunity and views Affirmative Action Goals in terms of overall minority and female representation; therefore, it seeks to reach the minority percentages reflected on the Florida Statewide Available Labor Market Analysis.
- The Department of Health reports it did not complete an AA plan this past fiscal year. It reports experiencing increased budget restrictions and continued layoffs over the past year, resulting in the need to place adversely affected employees into vacant positions, regardless of minority status or gender. The Department also has a large number of positions traditionally filled by women (nurses, social workers, and dental assistants). While it continues to make efforts to hire male applicants for those positions, the availability of males is limited and many choose to enter the private sector due to better pay.
- The Department of Legal Affairs reports its permanent goal is to have a workforce that is reflective of the State of Florida's labor market.
- The Department of Transportation reports that it did not complete an AA Plan this past fiscal year. It reported in past years that it relied on Economic Parity in determining its Affirmative Action goals. The Department's Economic Parity plan determined Affirmative Action goals for each of the EEO job categories by minority and female status instead of by race and sex. In 2011, the Department, in coordination with the Federal Highway Administration, is developing Affirmative Action goals based upon race and sex. These Affirmative Action goals will be included in the Department's new Affirmative Action Plan for 2012/2017 that is undergoing revision at this time. In next year's questionnaire the Department will be able to list its goals and progress as listed below.

Note: The Public Service Commission, an entity within the Legislative branch, is not subject to the requirements of section 110.112(a) and (b), F.S.

Source: Agency responses to Department of Management Services' Division of Human Resource Management Questionnaire conducted July, 2011.

Employees by Job Category

As of June 30, 2011

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service	Para Professionals	Administrative Support	Skilled Craft	Service Maintenance	Total
Agency for Health Care Administration	2.0%	85.4%	4.4%	-	0.5%	7.8%	-	-	1,532
Agency for Persons with Disabilities	1.0%	45.9%	2.4%	1.8%	34.0%	4.8%	4.7%	5.5%	2,806
Agency for Workforce Innovation	2.2%	94.1%	2.7%	-	-	0.6%	0.3%	0.1%	1,485
Agriculture and Consumer Services	3.3%	52.5%	9.0%	23.8%	0.4%	5.6%	2.8%	2.6%	3,237
Business and Professional Regulation	4.2%	79.8%	3.2%	7.3%	2.8%	2.7%	-	-	1,506
Children and Families	1.4%	65.8%	3.3%	1.4%	15.7%	8.1%	1.2%	3.1%	12,345
Citrus	26.4%	52.8%	7.5%	-	1.9%	7.5%	-	3.8%	53
Community Affairs	6.5%	85.8%	4.2%	1.3%	-	2.3%	-	-	309
Corrections	1.0%	22.3%	3.2%	65.0%	1.1%	5.1%	1.6%	0.8%	26,434
Division of Administrative Hearings	1.6%	52.7%	2.2%	-	-	43.5%	-	-	186
Education	11.5%	63.3%	6.8%	-	8.6%	9.5%	-	0.4%	2,285
Elder Affairs	4.9%	83.5%	3.1%	-	0.2%	8.2%	-	-	425
Environmental Protection	6.6%	66.7%	3.6%	2.8%	0.3%	5.3%	1.7%	13.1%	3,326
Financial Services	4.9%	76.3%	5.1%	6.5%	0.4%	6.6%	0.2%	-	2,528
Fish and Wildlife Conservation Commission	4.2%	53.8%	5.6%	29.9%	0.4%	4.9%	1.1%	0.1%	1,862
Health	1.7%	62.0%	6.5%	0.1%	11.8%	16.6%	0.5%	0.9%	15,210
Highway Safety and Motor Vehicles	1.9%	23.9%	3.4%	40.9%	1.3%	27.2%	0.8%	0.5%	3,997
Juvenile Justice	2.2%	45.8%	1.4%	0.2%	41.1%	4.6%	1.5%	3.2%	4,048
Law Enforcement	3.9%	59.2%	11.3%	22.7%	-	3.0%	-	-	1,591
Legal Affairs	9.5%	61.6%	1.2%	5.6%	6.2%	15.9%	0.1%	-	1,072
Management Services	5.3%	59.8%	8.5%	-	0.4%	4.4%	9.3%	12.3%	910
Military Affairs ¹	2.1%	53.6%	8.9%	1.0%	2.1%	6.5%	15.5%	10.3%	291
Office of the Governor ^{1,2}	72.2%	25.9%	1.9%	-	-	-	-	-	108
Parole Commission	12.6%	71.2%	-	-	-	16.2%	-	-	111
Public Service Commission	10.8%	77.8%	4.4%	-	-	7.1%	-	-	297
Revenue	1.6%	81.2%	4.6%	-	2.6%	9.9%	-	-	4,844
School for the Deaf and the Blind ¹	0.2%	21.6%	4.9%	3.2%	46.3%	1.7%	5.9%	16.2%	408
State	7.0%	77.1%	9.0%	-	0.7%	5.7%	0.5%	-	402
Transportation	2.6%	56.3%	15.5%	3.2%	1.0%	5.9%	7.1%	8.4%	6,757
Veterans' Affairs	2.4%	24.7%	14.9%	-	43.2%	4.5%	1.2%	9.1%	983
Total Employees	2,510	51,512	5,275	21,399	7,859	8,679	1,690	2,424	101,348
Percent of Total Employees	2.5%	50.8%	5.2%	21.1%	7.8%	8.6%	1.7%	2.4%	-

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, use caution when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

² Includes data for the Agency for Enterprise Information Technology

Minority Representation by Pay Plan As of June 30, 2011

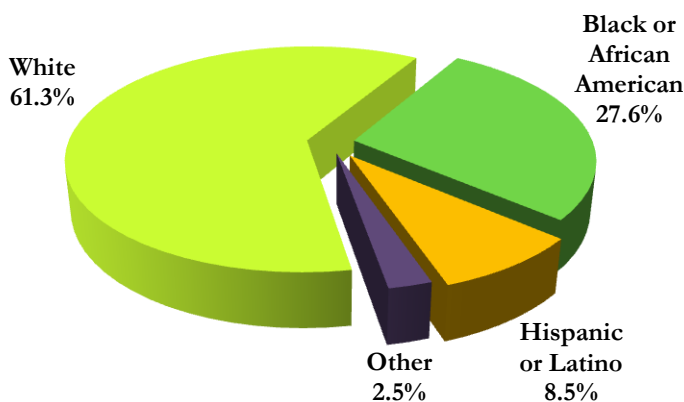
Minority representation in the Career Service and Selected Exempt Service pay plans rose by 2.6 and 1.8 percentage points respectively since 2007, while minorities in the Senior Management Service pay plan decreased by 1.1 percentage points. Since 2010, minority representation increased in the Career Service by 0.4 percentage points, Selected Exempt Service by 0.4 percentage points and in the Senior Management Service by 1 percentage point.

FIVE-YEAR TREND: MINORITY REPRESENTATION

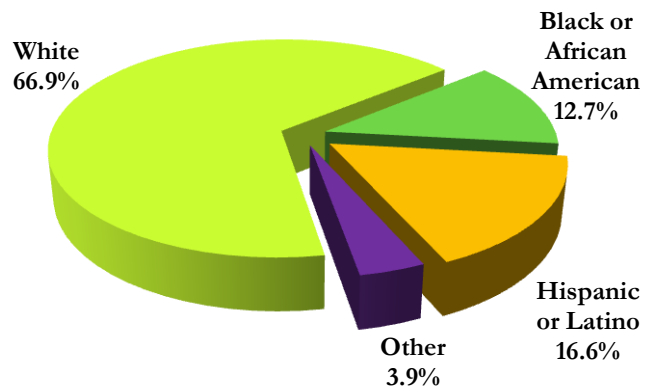
Pay Plan	2007		2008		2009		2010		2011	
	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total
Career Service	32,419	85,197	34,846	84,523	34,732	85,460	34,450	85,588	33,651	82,761
Percent of Total	38.1%		41.2%		40.6%		40.3%		40.7%	
Selected Exempt Service	5,469	19,191	5,709	19,149	5,669	19,115	5,643	18,872	5,464	18,054
Percent of Total	28.5%		29.8%		29.7%		29.9%		30.3%	
Senior Management Service	77	572	74	577	71	599	65	571	66	533
Percent of Total	13.5%		12.8%		11.9%		11.4%		12.4%	

For minorities, the State Personnel System exceeded the Available Labor Market¹ (ALM) representation in the “Black or African American” category by 14.9 percentage points. In the “Other” category, the SPS was below the ALM by 1.4 percentage points, while Hispanic or Latino representation was 8.1 percentage points below the ALM.

STATE PERSONNEL SYSTEM



FLORIDA'S AVAILABLE LABOR MARKET



¹ Available Labor Market statistics represent the average of the available number of minorities or females.

² “Other” includes Asian, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander or Balance (two or more races).

Source: 2000 Available Labor Market Analysis prepared by the Department of Management Services’ Division of Human Resource Management in conjunction with Florida State University.

Gender Representation by Pay Plan

As of June 30, 2011

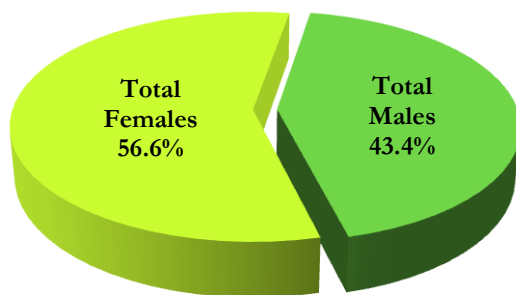
The overall total number of female employees in the Career Service has increased by 0.1 percentage point since 2007. Additionally, female representation within the Selected Exempt Service and Senior Management Service has increased by 1.4 percentage points and 2.2 percentage points, respectively. Since 2010, female representation in the Selected Exempt Service and Senior Management Service increased by 0.4 percentage points and 1.3 percentage points, respectively. In contrast, female representation in the Career Service remained unchanged since 2010.

FIVE-YEAR TREND: GENDER REPRESENTATION

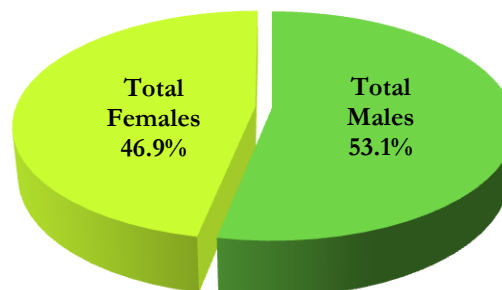
Pay Plan	2007		2008		2009		2010		2011	
	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total
Career Service	48,218	85,197	47,921	84,523	48,520	85,460	48,509	85,588	46,903	82,761
Percent of Total	56.6%		56.7%		56.8%		56.7%		56.7%	
Selected Exempt Service	10,653	19,191	10,684	19,149	10,720	19,115	10,660	18,872	10,275	18,054
Percent of Total	55.5%		55.8%		56.1%		56.5%		56.9%	
Senior Management Service	220	572	232	577	234	599	225	571	217	533
Percent of Total	38.5%		40.2%		39.1%		39.4%		40.7%	

Female representation in the State Personnel System exceeded Florida's Available Labor Market¹ by 9.7 percentage points.

STATE PERSONNEL SYSTEM



FLORIDA'S AVAILABLE LABOR MARKET



¹ Available Labor Market statistics represent the average of the available numbers of minorities or females.

Source: 2000 Available Labor Market Analysis prepared by the Department of Management Services' Division of Human Resource Management in conjunction with Florida State University.

Race and Gender Demographics: By Agency

As of June 30, 2011

As part of the reporting requirements specified in section 110.112(2)(d), Florida Statutes, the table below provides a snapshot of the representation of the employees in the Career Service, Selected Exempt Service, and Senior Management Service by race and gender and by agency at the end of the fiscal year.

Agency	White		Black		Hispanic		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	20.5%	43.1%	3.8%	19.5%	2.7%	7.3%	1.2%	2.0%	1,532
Agency for Persons with Disabilities	14.3%	23.4%	16.3%	40.9%	0.5%	2.4%	0.8%	1.3%	2,806
Agency for Workforce Innovation	19.7%	25.0%	10.1%	28.0%	4.4%	10.4%	1.1%	1.2%	1,485
Agriculture and Consumer Services	58.7%	22.4%	4.7%	5.5%	3.2%	2.4%	1.9%	1.3%	3,237
Business and Professional Regulation	26.5%	30.2%	7.5%	19.8%	4.6%	5.4%	2.8%	3.2%	1,506
Children and Families	14.5%	30.5%	9.7%	31.4%	2.9%	8.7%	0.9%	1.3%	12,345
Citrus	34.0%	52.8%	1.9%	3.8%	1.9%	3.8%	1.9%	-	53
Community Affairs	39.2%	35.9%	5.8%	14.9%	1.3%	1.6%	0.3%	1.0%	309
Corrections	43.3%	23.7%	10.8%	15.5%	3.4%	2.1%	0.7%	0.5%	26,434
Division of Administrative Hearings	14.0%	54.3%	2.7%	21.5%	0.5%	4.3%	0.5%	2.2%	186
Education	18.2%	43.3%	4.9%	20.3%	2.2%	8.5%	0.9%	1.7%	2,285
Elder Affairs	11.1%	50.4%	1.4%	20.9%	3.1%	9.6%	0.9%	2.6%	425
Environmental Protection	46.0%	38.0%	3.4%	4.5%	2.0%	1.9%	2.3%	1.8%	3,326
Financial Services	32.8%	32.2%	6.4%	17.6%	3.7%	4.0%	1.4%	1.9%	2,528
Fish and Wildlife Conservation Commission	62.3%	26.3%	1.5%	3.1%	2.9%	1.1%	1.5%	1.3%	1,862
Health	12.5%	43.0%	3.6%	22.9%	2.4%	12.1%	1.0%	2.4%	15,210
Highway Safety and Motor Vehicles	35.9%	23.9%	8.9%	15.2%	8.5%	5.4%	1.2%	1.2%	3,997
Juvenile Justice	16.7%	19.2%	25.6%	31.1%	3.5%	2.9%	0.3%	0.5%	4,048
Law Enforcement	37.7%	39.4%	4.0%	9.4%	2.7%	3.8%	1.5%	1.4%	1,591
Legal Affairs	26.4%	45.2%	2.4%	13.1%	3.1%	6.6%	1.1%	2.1%	1,072
Management Services	35.7%	28.9%	14.4%	14.8%	2.1%	1.4%	1.4%	1.2%	910
Military Affairs ³	48.8%	39.5%	7.2%	1.0%	0.7%	0.3%	1.7%	0.7%	291
Office of the Governor ^{2,3}	38.0%	45.4%	3.7%	4.6%	1.9%	0.9%	3.7%	1.9%	108
Parole Commission	25.2%	45.9%	4.5%	18.9%	2.7%	2.7%	-	-	111
Public Service Commission	31.0%	38.4%	6.7%	13.5%	2.0%	2.4%	2.7%	3.4%	297
Revenue	23.1%	39.2%	5.8%	22.5%	1.4%	4.3%	1.4%	2.4%	4,844
School for the Deaf and the Blind ³	25.5%	45.6%	4.2%	21.1%	0.5%	1.0%	0.2%	2.0%	408
State	29.9%	47.5%	4.2%	14.2%	0.7%	1.7%	0.7%	1.0%	402
Transportation	47.2%	23.9%	9.2%	5.9%	5.9%	3.6%	2.8%	1.6%	6,757
Veterans' Affairs	14.4%	42.6%	4.1%	29.8%	1.5%	4.3%	0.7%	2.5%	983
Total Employees	30,883	31,203	8,618	19,387	3,275	5,382	1,177	1,423	101,348
Percent of Total Employees	30.5%	30.8%	8.5%	19.1%	3.2%	5.3%	1.2%	1.4%	-

¹ "Other" includes Asian, Native American/Alaskan Native, Native Hawaiian/Other Pacific Islander, Balance (two or more races) or Unknown.

² Includes data for the Agency for Enterprise Information Technology

³ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, use caution when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

Race and Gender Demographics: Career Service

As of June 30, 2011

As part of the reporting requirements specified in section 110.112(2)(d), Florida Statutes, the table below provides a snapshot of the representation of the employees in the Career Service by race and gender and by agency at the end of the fiscal year.

Agency	White		Black		Hispanic		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	17.5%	42.3%	3.8%	21.7%	2.8%	8.4%	1.3%	2.2%	1,114
Agency for Persons with Disabilities	12.6%	21.4%	18.0%	43.2%	0.5%	2.3%	0.6%	1.5%	2,187
Agency for Workforce Innovation	18.2%	22.0%	10.8%	29.3%	5.3%	11.7%	1.4%	1.2%	1,184
Agriculture and Consumer Services	59.9%	20.0%	5.2%	5.5%	3.6%	2.3%	2.1%	1.3%	2,479
Business and Professional Regulation	24.5%	27.3%	7.9%	22.1%	4.8%	6.0%	3.4%	4.0%	1,073
Children and Families	13.0%	28.9%	9.7%	33.8%	3.1%	9.4%	0.7%	1.3%	9,757
Citrus	31.6%	63.2%	-	-	-	5.3%	-	-	19
Community Affairs	33.6%	36.0%	7.6%	18.0%	1.4%	1.9%	-	1.4%	211
Corrections	43.7%	23.1%	11.0%	15.7%	3.3%	2.0%	0.7%	0.5%	24,864
Division of Administrative Hearings	15.1%	52.1%	3.4%	23.5%	0.8%	3.4%	0.8%	0.8%	119
Education	13.5%	41.3%	5.5%	24.1%	2.3%	10.9%	0.8%	1.7%	1,500
Elder Affairs	7.1%	48.3%	1.0%	22.6%	3.4%	12.5%	1.4%	3.7%	296
Environmental Protection	44.6%	37.4%	3.9%	4.9%	2.3%	2.0%	2.5%	2.3%	2,314
Financial Services	30.5%	29.2%	7.0%	20.6%	4.4%	4.7%	1.6%	2.0%	1,759
Fish and Wildlife Conservation Commission	64.1%	24.1%	1.7%	2.7%	3.2%	1.2%	1.6%	1.3%	1,533
Health	10.1%	42.7%	3.4%	24.8%	2.3%	13.4%	0.8%	2.4%	12,523
Highway Safety and Motor Vehicles	36.5%	21.3%	9.4%	15.7%	9.2%	5.6%	1.1%	1.2%	3,503
Juvenile Justice	15.7%	17.7%	26.6%	32.6%	3.6%	3.1%	0.3%	0.5%	3,175
Law Enforcement	37.6%	38.9%	4.1%	9.8%	2.5%	3.9%	1.7%	1.5%	1,379
Legal Affairs	19.6%	42.7%	3.1%	20.0%	3.9%	8.1%	0.6%	2.0%	541
Management Services	33.4%	24.3%	20.0%	16.0%	2.4%	1.2%	1.4%	1.2%	494
Military Affairs ³	54.6%	32.8%	8.7%	1.1%	-	-	2.2%	0.5%	183
Office of the Governor ^{2,3}	-	-	-	-	-	-	-	-	-
Parole Commission	25.3%	44.3%	5.1%	19.0%	2.5%	3.8%	-	-	79
Public Service Commission	28.1%	31.6%	9.4%	15.8%	2.9%	3.5%	4.7%	4.1%	171
Revenue	20.8%	39.4%	5.8%	24.2%	1.4%	4.4%	1.5%	2.4%	4,091
School for the Deaf and the Blind ³	25.8%	41.3%	5.3%	23.6%	0.6%	0.9%	0.3%	2.2%	322
State	28.5%	42.6%	5.2%	18.1%	1.2%	1.6%	1.2%	1.6%	249
Transportation	46.8%	23.5%	10.3%	5.9%	5.7%	3.3%	2.7%	1.7%	4,775
Veterans' Affairs	12.5%	41.3%	4.2%	32.9%	1.5%	4.6%	0.6%	2.5%	867
Total Employees	24,792	24,245	7,415	16,855	2,753	4,645	898	1,158	82,761
Percent of Total Employees	30.0%	29.3%	9.0%	20.4%	3.3%	5.6%	1.1%	1.4%	-

¹ "Other" includes Asian, Native American/Alaskan Native, Native Hawaiian/Other Pacific Islander, Balance (two or more races) or Unknown.

² Includes data for the Agency for Enterprise Information Technology

³ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, use caution when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

Race and Gender Demographics: Selected Exempt Service

As of June 30, 2011

As part of the reporting requirements specified in section 110.112(2)(d), Florida Statutes, the table below provides a snapshot of the representation of the employees in the Selected Exempt Service by race and gender and by agency at the end of the fiscal year.

Agency	White		Black		Hispanic		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	28.4%	44.9%	3.9%	13.8%	2.4%	4.4%	0.7%	1.5%	412
Agency for Persons with Disabilities	20.0%	30.8%	10.3%	33.4%	0.7%	2.6%	1.5%	0.8%	614
Agency for Workforce Innovation	24.7%	37.0%	6.8%	23.6%	1.0%	5.5%	-	1.4%	292
Agriculture and Consumer Services	54.0%	30.2%	3.1%	5.9%	1.6%	2.5%	1.1%	1.6%	733
Business and Professional Regulation	29.9%	38.8%	6.5%	14.2%	4.1%	4.3%	1.0%	1.2%	415
Children and Families	20.0%	36.5%	9.9%	22.7%	2.3%	5.9%	1.7%	1.1%	2,551
Citrus	32.3%	48.4%	3.2%	6.5%	3.2%	3.2%	3.2%	-	31
Community Affairs	49.5%	36.3%	2.2%	8.8%	1.1%	1.1%	1.1%	-	91
Corrections	36.1%	33.5%	7.3%	12.6%	4.1%	3.5%	1.7%	1.3%	1,554
Division of Administrative Hearings	10.6%	59.1%	1.5%	18.2%	-	6.1%	-	4.5%	66
Education	26.5%	47.2%	3.8%	13.5%	2.0%	4.1%	1.2%	1.7%	755
Elder Affairs	18.0%	55.7%	2.5%	18.0%	2.5%	3.3%	-	-	122
Environmental Protection	48.9%	39.5%	2.1%	3.7%	1.3%	1.7%	2.1%	0.5%	987
Financial Services	37.7%	39.0%	4.8%	11.2%	2.1%	2.5%	1.0%	1.8%	730
Fish and Wildlife Conservation Commission	52.3%	37.3%	0.6%	4.9%	1.3%	1.0%	1.0%	1.6%	308
Health	23.2%	44.1%	4.5%	14.4%	3.2%	6.3%	1.7%	2.4%	2,617
Highway Safety and Motor Vehicles	30.8%	42.0%	5.6%	12.2%	3.3%	3.9%	1.2%	0.8%	483
Juvenile Justice	20.4%	24.2%	22.7%	25.8%	3.3%	2.5%	0.5%	0.7%	854
Law Enforcement	37.5%	44.8%	3.1%	7.8%	2.1%	2.6%	0.5%	1.6%	192
Legal Affairs	33.1%	48.3%	1.6%	6.1%	2.2%	4.9%	1.8%	2.2%	511
Management Services	37.4%	34.4%	8.0%	14.0%	1.7%	1.7%	1.5%	1.2%	401
Military Affairs ³	36.3%	53.9%	4.9%	1.0%	2.0%	1.0%	-	1.0%	102
Office of the Governor ^{2,3}	30.7%	45.3%	5.3%	6.7%	2.7%	1.3%	5.3%	2.7%	75
Parole Commission	21.4%	50.0%	3.6%	21.4%	3.6%	-	-	-	28
Public Service Commission	32.2%	50.0%	3.4%	10.2%	0.8%	0.8%	-	2.5%	118
Revenue	35.0%	38.0%	5.5%	13.5%	1.8%	3.2%	1.1%	1.9%	742
School for the Deaf and the Blind ³	24.4%	61.6%	-	11.6%	-	1.2%	-	1.2%	86
State	30.3%	57.7%	2.8%	8.5%	-	0.7%	-	-	142
Transportation	47.8%	25.0%	6.6%	6.0%	6.2%	4.2%	2.7%	1.4%	1,936
Veterans' Affairs	26.4%	54.7%	3.8%	7.5%	0.9%	1.9%	1.9%	2.8%	106
Total Employees	5,809	6,774	1,186	2,515	510	724	273	263	18,054
Percent of Total Employees	32.2%	37.5%	6.6%	13.9%	2.8%	4.0%	1.5%	1.5%	-

¹ "Other" includes Asian, Native American/Alaskan Native, Native Hawaiian/Other Pacific Islander, Balance (two or more races) or Unknown.

² Includes data for the Agency for Enterprise Information Technology

³ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, use caution when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

Race and Gender Demographics: Senior Management Service

As of June 30, 2011

As part of the reporting requirements specified in section 110.112(2)(d), Florida Statutes, the table below provides a snapshot of the representation of the employees in the Senior Management Service by race and gender and by agency at the end of the fiscal year.

Agency	White		Black		Hispanic		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	33.3%	66.7%	-	-	-	-	-	-	6
Agency for Persons with Disabilities	80.0%	20.0%	-	-	-	-	-	-	5
Agency for Workforce Innovation	44.4%	33.3%	22.2%	-	-	-	-	-	9
Agriculture and Consumer Services	72.0%	24.0%	-	-	-	4.0%	-	-	25
Business and Professional Regulation	66.7%	5.6%	5.6%	11.1%	-	-	11.1%	-	18
Children and Families	45.9%	35.1%	2.7%	8.1%	2.7%	5.4%	-	-	37
Citrus	66.7%	33.3%	-	-	-	-	-	-	3
Community Affairs	71.4%	28.6%	-	-	-	-	-	-	7
Corrections	62.5%	31.3%	-	6.3%	-	-	-	-	16
Division of Administrative Hearings	100.0%	-	-	-	-	-	-	-	1
Education	46.7%	46.7%	6.7%	-	-	-	-	-	30
Elder Affairs	57.1%	42.9%	-	-	-	-	-	-	7
Environmental Protection	64.0%	28.0%	4.0%	-	4.0%	-	-	-	25
Financial Services	48.7%	38.5%	5.1%	2.6%	2.6%	2.6%	-	-	39
Fish and Wildlife Conservation Commission	76.2%	19.0%	-	-	4.8%	-	-	-	21
Health	34.3%	51.4%	4.3%	5.7%	-	1.4%	1.4%	1.4%	70
Highway Safety and Motor Vehicles	45.5%	54.5%	-	-	-	-	-	-	11
Juvenile Justice	31.6%	42.1%	5.3%	15.8%	-	5.3%	-	-	19
Law Enforcement	45.0%	25.0%	5.0%	-	20.0%	5.0%	-	-	20
Legal Affairs	40.0%	35.0%	5.0%	5.0%	5.0%	10.0%	-	-	20
Management Services	66.7%	33.3%	-	-	-	-	-	-	15
Military Affairs ²	83.3%	-	-	-	-	-	16.7%	-	6
Office of the Governor ^{2,3}	54.5%	45.5%	-	-	-	-	-	-	33
Parole Commission	50.0%	50.0%	-	-	-	-	-	-	4
Public Service Commission	75.0%	12.5%	-	12.5%	-	-	-	-	8
Revenue	63.6%	27.3%	-	-	-	9.1%	-	-	11
School for the Deaf and the Blind ²	-	-	-	-	-	-	-	-	-
State	54.5%	27.3%	-	-	-	18.2%	-	-	11
Transportation	54.3%	26.1%	4.3%	2.2%	4.3%	2.2%	4.3%	2.2%	46
Veterans' Affairs	60.0%	30.0%	-	-	10.0%	-	-	-	10
Total Employees	281	191	17	18	12	6	6	2	533
Percent of Total Employees	52.7%	35.8%	3.2%	3.4%	2.3%	1.1%	1.1%	0.4%	-

¹ "Other" includes Asian, Native American/Alaskan Native, Native Hawaiian/Other Pacific Islander, Balance (two or more races) or Unknown.

² These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, use caution when drawing any conclusions regarding employee changes as they would have to be based upon a separate analysis.

³ Includes data for the Agency for Enterprise Information Technology

Community Relations

- *Community Relations Overview*
- *Volunteer Hours by Agency*
- *Florida State Employees' Charitable Campaign*

Community Relations Overview

A number of state employees contribute to their communities in the form of monetary donations or volunteering their time for community service projects during and outside of work hours.

Rule 60L-34.0071(3)(i), Florida Administrative Code, provides agency employees with the ability to participate in community service activities up to a maximum of five paid hours per calendar month. Community service activities may include, but not be limited to, mentoring, tutoring, guest speaking in a school, Guardian Ad Litem, Big Brother/Big Sister, Senior Corps, Adult Literacy, Meals on Wheels or any related service program that meets the needs of people.

In addition, section 110.181, Florida Statutes, provides employees with an opportunity to participate in an annual fundraising drive for the Florida State Employees' Charitable Campaign (FSECC). The FSECC is the only authorized fundraising activity for state employees (including the State Courts System, the Justice Administrative Commission, the Florida Lottery and the Florida Legislature) within the work place and during work hours.

The following observations regarding the SPS can be made from an analysis of the information in this section:

- For Fiscal Year 2010-11, the employees at the Departments of Revenue, Transportation, Health, and Corrections reported the highest number of volunteer hours.
- The agencies with the highest percentage of employees reporting volunteer hours were the Department of Revenue (16.2 percent), the Agency for Health Care Administration (6.3 percent), the Department of Transportation (6.0 percent) and the Fish and Wildlife Conservation Commission (5.7 percent).
- As of June 30, 2011, employees provided 21,922.50 hours of paid volunteer time and another 25,417.75 hours of unpaid volunteer time for community service activities.
- Over the past five years, the annual average dollar amount contributed to the FSECC by employees in the SPS was \$4,422,569.
- Employees contributed \$3,737,204 to the FSECC for 2010.
- Employee contributions to the FSECC for 2010 (\$3,737,204) decreased by 10.4 percent from 2009 (\$4,171,177).
- 29,433 State Personnel System employees contributed to the FSECC in 2010.

Volunteer Hours by Agency

As of June 30, 2011

The number of work hours an employee spends volunteering in a community service activity may be tracked on the employee's timesheet as administrative leave. Some employees may also use the timesheet to capture their personal time (unpaid hours) spent on community service activities; however, this is not a requirement. Therefore, the hours may not reflect a true representation of the total time employees actually volunteer.

NUMBER OF REPORTED VOLUNTEER HOURS BY AGENCY

Agency	Administrative Leave (paid)	Personal Time (unpaid)	Total Hours	% Employees Reporting Hours
Agency for Health Care Administration	748.50	245.50	994.00	6.3%
Agency for Persons with Disabilities	232.50	520.25	752.75	2.8%
Agency for Workforce Innovation	263.50	9.75	273.25	2.5%
Agriculture and Consumer Services	368.00	50.50	418.50	1.4%
Business and Professional Regulation	345.00	650.50	995.50	5.0%
Children and Families	700.50	24.00	724.50	1.7%
Citrus	4.00	-	4.00	1.9%
Community Affairs	96.00	2.00	98.00	4.5%
Corrections	3,772.25	649.00	4,421.25	2.4%
Division of Administrative Hearings	19.50	-	19.50	2.7%
Education	642.50	93.00	735.50	3.7%
Elder Affairs	94.25	-	94.25	3.5%
Environmental Protection	816.75	2,636.25	3,453.00	2.7%
Financial Services	903.00	97.25	1,000.25	5.5%
Fish and Wildlife Conservation Commission	392.75	2,933.75	3,326.50	5.7%
Health	1,514.50	2,972.00	4,486.50	2.6%
Highway Safety and Motor Vehicles	501.00	804.50	1,305.50	3.1%
Juvenile Justice	323.75	977.75	1,301.50	2.3%
Law Enforcement	263.00	116.50	379.50	2.7%
Legal Affairs	167.25	90.50	257.75	4.3%
Management Services	87.50	10.50	98.00	2.3%
Military Affairs ¹	-	-	-	-
Office of the Governor ^{1,2}	11.00	-	11.00	4.6%
Parole Commission	29.00	-	29.00	2.7%
Public Service Commission	137.50	289.50	427.00	5.1%
Revenue	6,085.75	9,085.75	15,171.50	16.2%
School for the Deaf and the Blind ¹	8.00	-	8.00	1.0%
State	58.00	-	58.00	2.5%
Transportation	3,303.75	3,091.00	6,394.75	6.0%
Veterans' Affairs	33.50	68.00	101.50	0.5%
Total Hours	21,922.50	25,417.75	47,340.25	3.6%

The dollar equivalent of the 21,922.50 administrative leave hours contributed by employees to the community in Fiscal Year 2010-11 was \$399,428³.

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers only reflect part of the overall employees of these entities, the total number of volunteer hours may not be reflected.

² Includes data for the Agency for Enterprise Information Technology

³ This amount was based on the average hourly rate of \$18.22 for employees in the State Personnel System (\$37,898/2080 hours) as depicted on the Workforce Profile on Page 18.

Florida State Employees' Charitable Campaign

Contributions Raised for Calendar Year 2010

The FSECC is the only authorized solicitation of state employees allowed at the workplace. The Department of Management Services administers the FSECC in partnership with the FSECC Statewide Steering Committee, whose members are appointed by the governor, cabinet members and the Department of Management Services' secretary. The United Way of Florida is contracted to manage the campaign and serves as the fiscal agent to collect and distribute the funds.

The combined campaign provides an organized and effective method by which employees can donate to charities of their choice, either through payroll deduction or a one-time gift. Charitable organizations are reviewed and screened by the steering committee to ensure they meet the eligibility requirements presented in section 110.181, Florida Statutes.

FIVE-YEAR TREND: FSECC CONTRIBUTIONS

Fiscal Agent Area	2006	2007	2008	2009	2010	2009/2010 % Change
Big Bend	2,403,712	2,370,368	2,171,282	1,983,648	1,757,740	-11.4%
Brevard	55,020	54,248	59,931	61,390	63,301	3.1%
Broward	228,953	259,628	153,730	163,948	139,415	-15.0%
Central Florida	106,515	106,234	83,716	81,908	71,600	-12.6%
Citrus	10,839	9,299	5,907	4,154	4,180	0.6%
Collier ¹	21,025	15,181	9,325	7,381	-	N/A
Escambia	99,654	90,254	76,583	69,263	53,649	-22.5%
Heart of Florida	377,538	293,915	288,904	261,598	249,092	-4.8%
Hernando	7,614	7,148	7,107	11,042	8,558	-22.5%
Indian River	13,244	13,067	11,847	11,207	10,811	-3.5%
Lake & Sumter	37,106	61,944	37,010	61,040	55,387	-9.3%
Lee	84,398	92,908	84,567	80,618	78,264	-2.9%
Marion	36,367	34,622	37,510	30,514	32,553	6.7%
Martin	13,928	12,646	14,494	17,528	15,059	-14.1%
Miami-Dade	159,379	163,537	181,102	155,048	181,916	17.3%
Monroe	19,809	22,772	17,032	12,089	14,215	17.6%
North Central Florida	158,055	163,593	159,786	153,616	151,445	-1.4%
Northeast Florida	262,405	246,921	191,986	170,074	154,420	-9.2%
Northwest Florida	173,488	179,641	148,746	173,438	128,723	-25.8%
Okaloosa & Walton	48,336	42,071	34,224	34,196	40,121	17.3%
Okeechobee	6,556	3,838	4,053	6,668	6,599	-1.0%
Palm Beach	112,095	114,811	90,220	120,838	101,167	-16.3%
Pasco	14,999	13,222	16,894	21,895	18,772	-14.3%
Santa Rosa	25,458	23,982	25,256	27,745	24,183	-12.8%
Sarasota	31,993	29,106	30,928	32,601	32,079	-1.6%
St. Lucie	57,155	53,299	31,938	73,775	27,227	-63.1%
Suwannee Valley	70,714	65,170	60,437	64,164	74,362	15.9%
Tampa Bay	226,422	219,712	222,375	210,039	177,283	-15.6%
Volusia & Flagler	109,756	106,133	105,773	69,752	65,083	-6.7%
Total Raised	\$4,972,533	\$4,869,270	\$4,362,663	\$4,171,177²	\$3,737,204	-10.4%

¹ Amounts raised included in the 2010 amount for Lee County

² Estimated amounts previously reported for 2009 have been adjusted to reflect actual amounts raised.

Source: United Way of Florida.

If you have any questions regarding the information contained in this report, please contact:

The Florida Department of Management Services
Division of Human Resource Management
4050 Esplanade Way, Suite 235
Tallahassee, Florida 32399-0950
(850) 922-5449

