



State Personnel System Annual Workforce Report 2009 - 2010

Charlie Crist, Governor
State of Florida

Linda H. South, Secretary
Department of Management Services

DIVISION OF HUMAN RESOURCE MANAGEMENT

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
Employees by County	24
Established Positions Represented by Collective Bargaining Unit.....	25
Separations: Career Service.....	26
Employer Initiated Career Service Separations by Agency	27
Employee Initiated Career Service Separations by Agency	28
Other Personal Services Employment	29
WORKFORCE COMPENSATION	31
Workforce Compensation Overview	33
Classification and Pay Plans.....	34
Annual Legislative Pay Adjustments	35
Salary Distribution by Gender and Ethnicity by Pay Plan	37
Total Compensation: Salaries and Benefits	38
Comparison of Benefits by Pay Plan.....	39
Benefit Comparisons to Select States.....	40
Employee Group Health Insurance Membership	41
Employee Retirement Membership	42
Pay Additives: Career Service	45
Savings Sharing Program.....	46
WORKFORCE TRAINING AND DEVELOPMENT	47
Workforce Training and Development Overview	48
Training Expenditures by Agency.....	49

EQUAL EMPLOYMENT OPPORTUNITY	51
Equal Employment Opportunity Overview.....	53
Equal Employment Opportunity/Affirmative Action Report.....	54
Employees by Job Category.....	59
Minority Representation by Pay Plan.....	60
Gender Representation by Pay Plan.....	61
Race and Gender Demographics: Career Service.....	62
Race and Gender Demographics: Selected Exempt Service.....	63
Race and Gender Demographics: Senior Management Service.....	64
 COMMUNITY RELATIONS	 65
Community Relations Overview.....	67
Volunteer Hours by Agency.....	68
Florida State Employees' Charitable Campaign.....	69

Introduction

The Department of Management Services Division of Human Resource Management is proud to present the 17th State Personnel System's (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 the SPS' human resources including:

- Full-Time Employee Count by Agency
- Part-Time Employee Count by Agency
- Employer Initiated Career Service Separations by Agency
- Employee Initiated Career Service Separations by Agency
- Turnover by Pay Plan and for the State Personnel System

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



General Workforce Trends

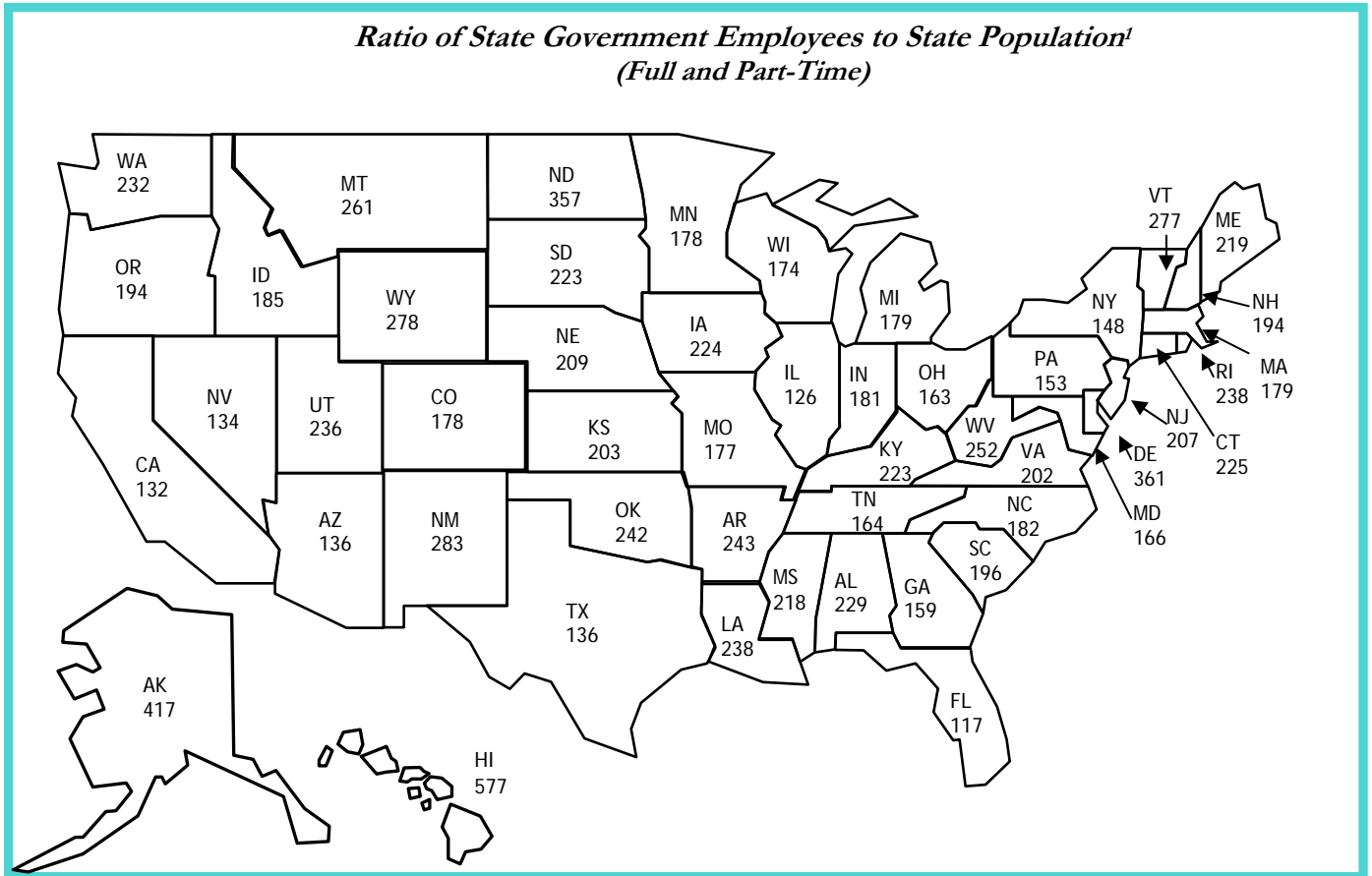
General Workforce Trends and Comparisons Overview

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

- In 2009, state governments nationwide had an average of 216 state workers per 10,000 in population. Florida had 117 workers per 10,000 in population, or 45.8 percent less than the national average.
- In 2009, the state government national average was \$72 in payroll expenditures per state resident. Florida's payroll expenditure was \$38 per state resident, or 47.2 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:
 - 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 .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 .7 percentage points.
 - It is predicted that the 55 year old and older age group 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 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 43.28 as of June 30, 2010.

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	117
2. Illinois	126
3. California	132
4. Nevada	134
5. Arizona	136
6. Texas	136
7. New York	148
8. Pennsylvania	153
9. Georgia	159
10. Ohio	163

2009 National Average 216

**10 States with the Fastest
Growing Population Changes
July 2008 – July 2009²**

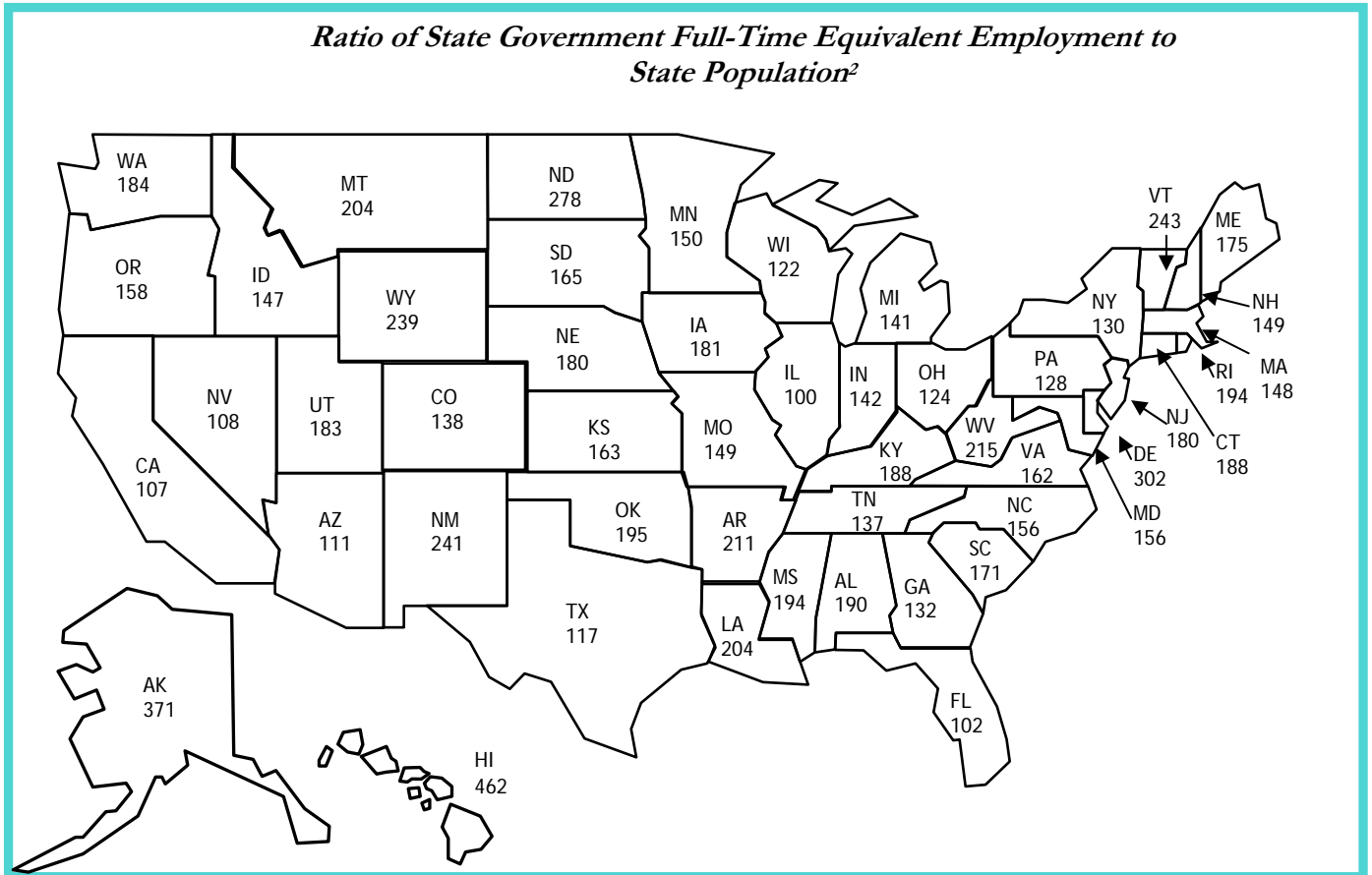
1. Wyoming	2.1%
2. Utah	2.1%
3. Texas	2.0%
4. Colorado	1.8%
5. Alaska	1.5%
6. Washington	1.5%
7. Arizona	1.5%
8. North Carolina	1.4%
9. Georgia	1.4%
10. South Carolina	1.3%

¹ United States Census Bureau – www.census.gov. March 2008 U.S. Census Data that was revised in December 2009 for total state employees (full-time and part-time) and July 2009 U.S. Census Data for state population. March 2009 total state employees' data was not available.

² Florida Agency for Workforce Innovation, Labor Market Statistics Center, July 2010, U.S. Census Bureau Population Estimates Program.

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. Illinois 100
2. **Florida 102**
3. California 107
4. Nevada 108
5. Arizona 111
6. Texas 117
7. Wisconsin 122
8. Ohio 124
9. Pennsylvania 128
10. New York 130

2009 National Average 178

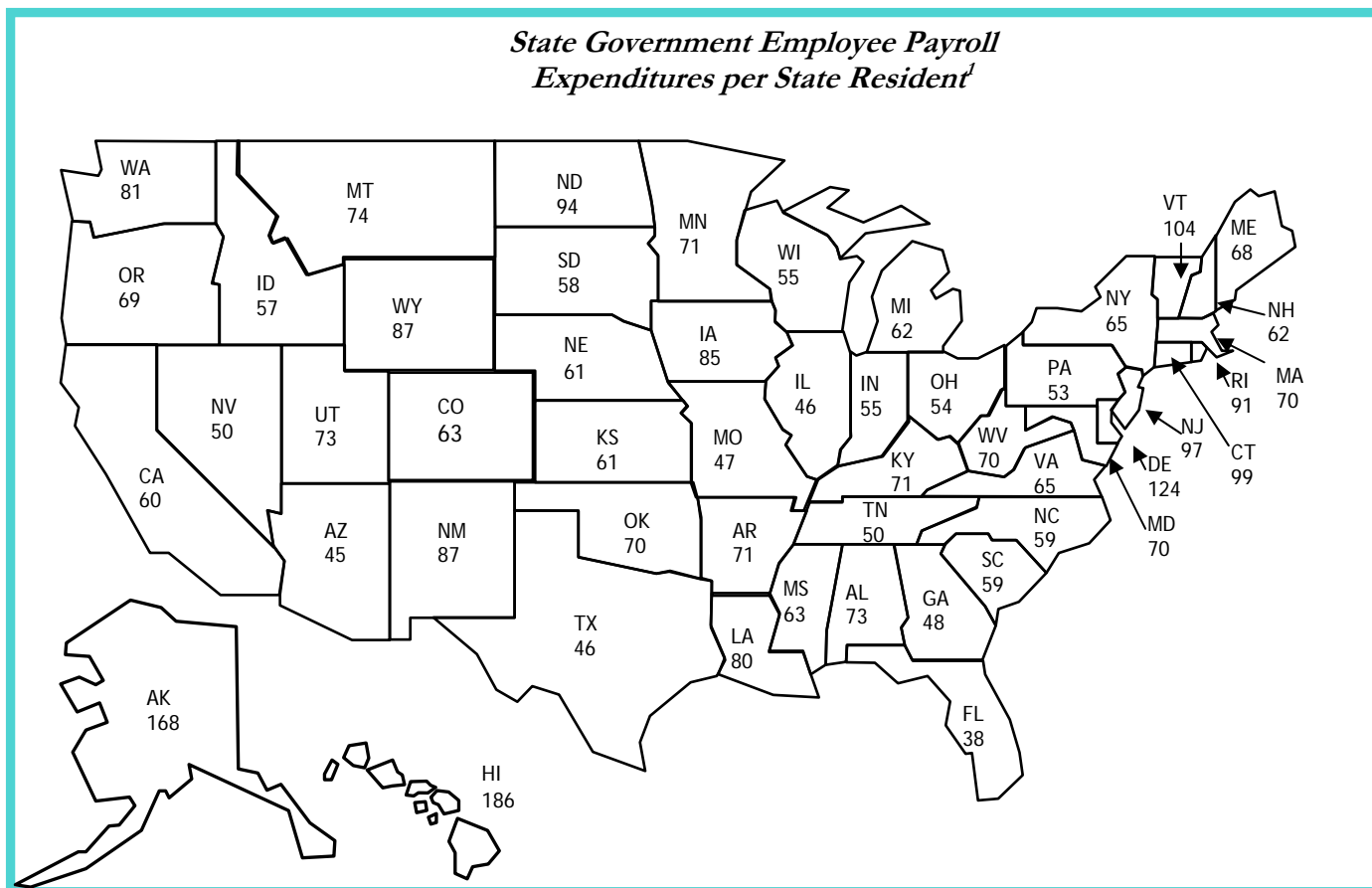
¹ As defined by the United States Census Bureau, a full time equivalent (FTE) is a computed statistic representing the number of full-time employees that could have been employed if the reported number of hours worked by part-time employees had been worked by full-time employees.

² United States Census Bureau – www.census.gov, March 2008 U.S. Census Data that was revised in December 2009 for full-time equivalent state employment and July 2009 U.S. Census Data for state population. March 2009 full-time equivalent state 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	\$45
3. Illinois	\$46
4. Texas	\$46
5. Missouri	\$47
6. Georgia	\$48
7. Nevada	\$50
8. Tennessee	\$50
9. Pennsylvania	\$53
10. Ohio	\$54
2009 National Average	\$72

¹ United States Census Bureau – www.census.gov. March 2008 U.S. Census Data that was revised in December 2009 for state employee payroll expenditures and July 2009 U.S. Census Data for state population. March 2009 state employee payroll expenditure 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.

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 in the population age 65 and older from 17.6 percent to 27.1 percent. Age group 45-64 is also expected to change substantially over this time period.

PROJECTED STATE OF FLORIDA AGE DISTRIBUTION 2000 AND 2030 (PUBLIC AND PRIVATE)

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 age distribution of the United States labor force 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

Distribution Prediction of Labor Force by Age					
Age Group	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://www.bls.gov/opub/mlr/2006/11/art3full.pdf>

The U.S. Bureau of Labor Statistics estimates that the labor force participation rate of the U.S. population will be 61.7 percent in 2030. The estimates for 2009 through 2016 remained around 66 percent, followed by a steady decline through 2030. 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

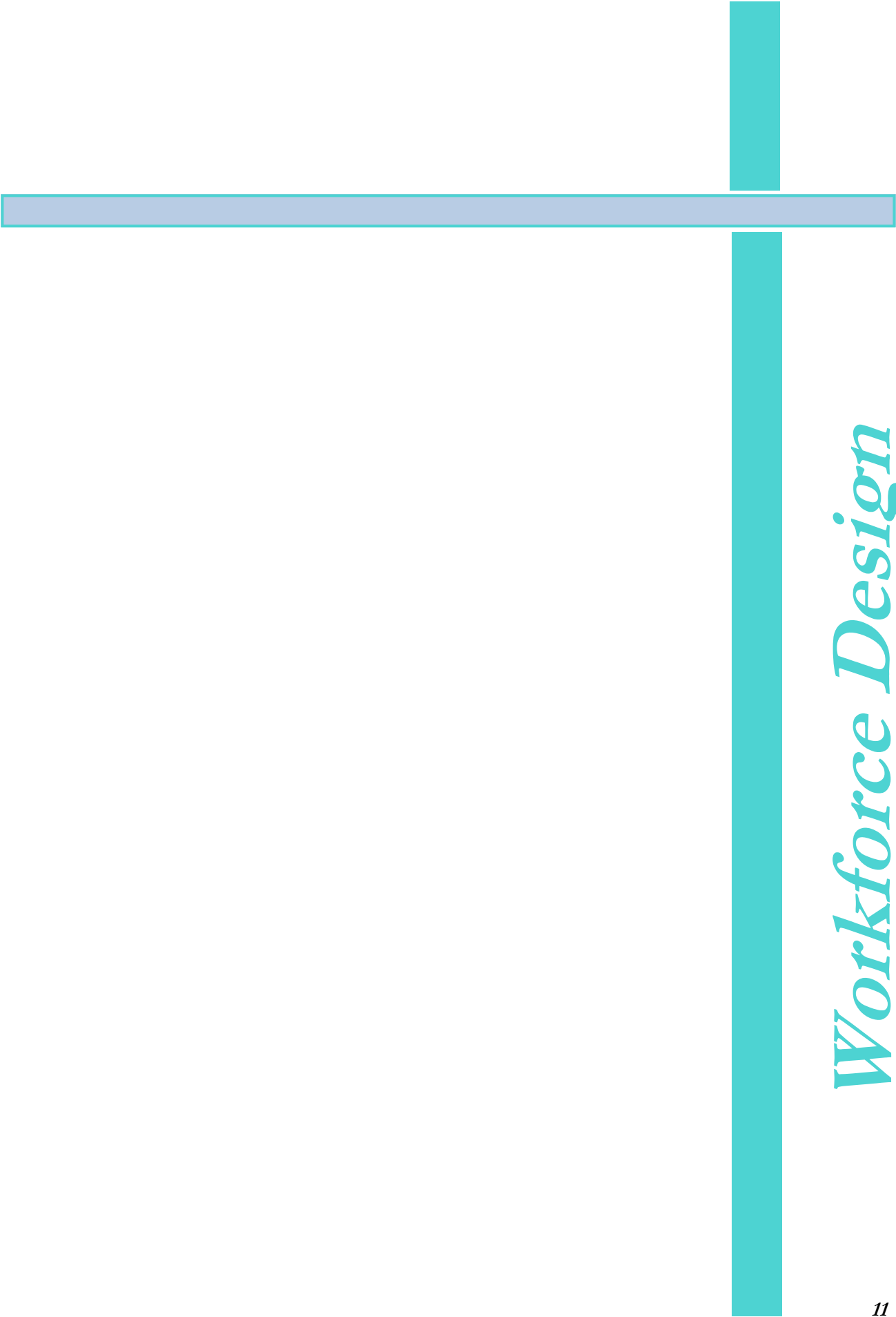
Source: United States Bureau of Labor Statistics - Labor Force Projections - <http://www.bls.gov/opub/mlr/2006/11/art3full.pdf> and <ftp://ftp.bls.gov/pub/special.requests/ep/labor.force/clra2050.txt>

As the Baby Boomer generation reaches 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 2009 and 2017, Florida (both public and private sector) will need to add approximately 1.76 percent to its workforce each year or a total of 1,144,864 new workers to compensate for the retirement of the Baby Boomers' generation.

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

Occupational Title	2009 Estimated Employment	2017 Projected Employment	Total 2009-2017 Employment Change	Annual Percent Change	Total Percent Change
Total, All Occupations	8,111,475	9,256,339	1,144,864	1.76%	14.1%

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center – September 2009; <http://www.labormarketinfo.com/library/EP.htm>



Workforce Design

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 the SPS’ Workforce Design can be made from an analysis of the information in this section:

- There were 167,797 total established positions in all state employment systems at the end of fiscal year 2009/2010. The State Personnel System accounted for 109,020 or 65 percent of those positions.
- As of June 30, 2010, 5.9 percent of the employees in the SPS had 30 or more years of service; 18.3 percent had between 20 and 29; 25 percent had between 10 and 19; 19 percent had between 5 and 9; and 31.9 percent of the employees had less than 5 years of service.
- The age group with the largest number of employees within the SPS was age 50-59 with 29,089 employees, followed by age group 40-49 with 28,226 employees as of June 30, 2010.
- For fiscal year 2009/2010, there were six labor organizations representing 13 collective bargaining units.
- As of June 30, 2010, the 90,316 established positions covered by a collective bargaining unit represented 82.8 percent of the 109,020 total number of established positions.
- In comparing 2009 to 2010, the number of established positions represented by collective bargaining unit decreased by 2.7 percent, from 92,778 to 90,316.
- There was a .5 percent decrease in the number of Career Service separations from fiscal year 2008/2009 (10,954) to 2009/2010 (10,898).
- For fiscal year 2009/2010, employee initiated separations accounted for 77.2 percent of all Career Service separations.
- As of June 30, 2010, Dismissals and Failed to Complete Probationary Period were the top two separation reasons for the employer initiated separations at 54 percent and 25 percent, respectively. For the same time period, Separation Reason Unknown led the employee initiated separation reasons at 64 percent followed by Retirement at 24.3 percent.
- The average number of Other Personal Services employees increased by 9.2 percent since fiscal year 2008/2009 from 9,124 to 9,965.
- Turnover for the SPS and the corresponding pay plans has steadily declined since fiscal year 2005/2006.

TURNOVER

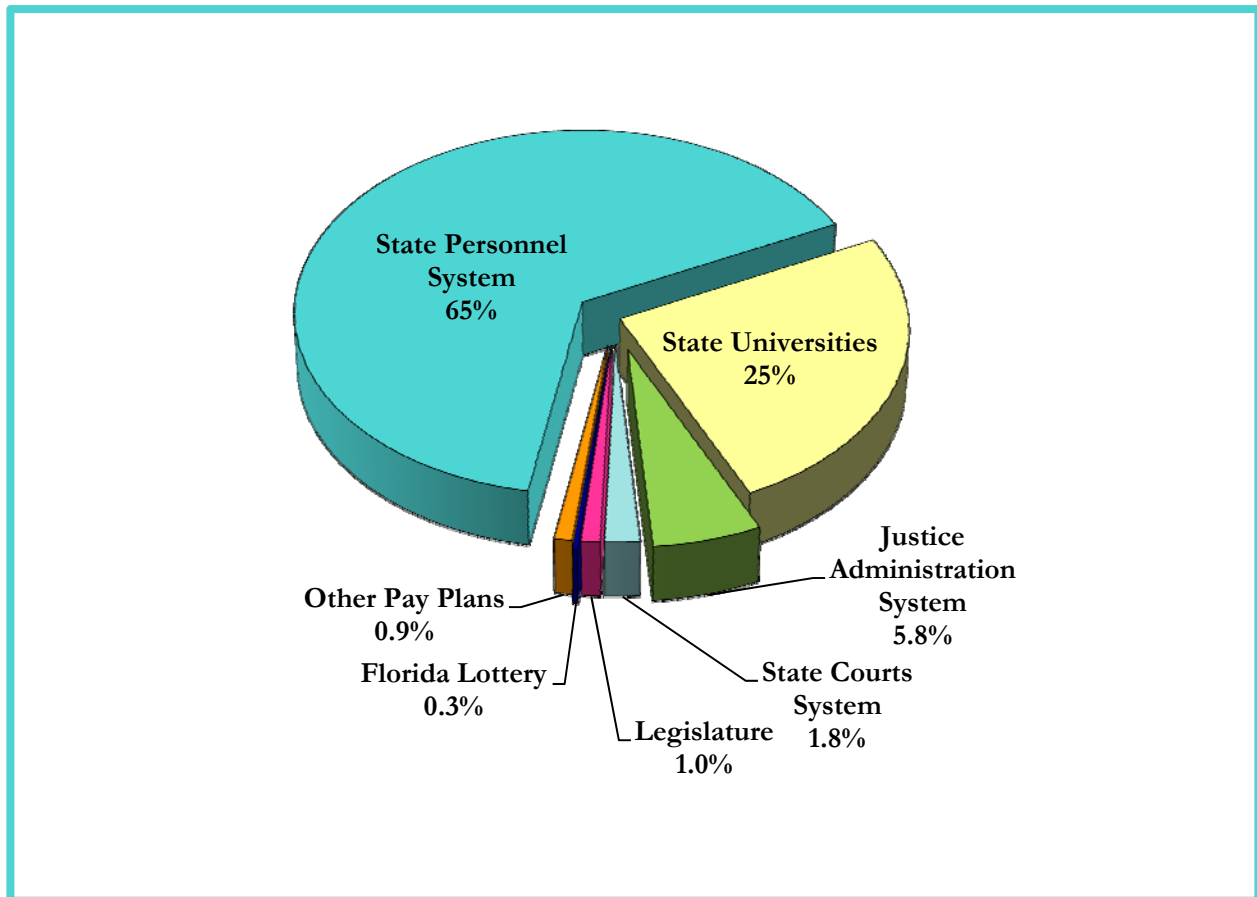
Pay Plan	FY 05/06	FY 06/07	FY 07/08	FY 08/09	FY 09/10
Career Service	12.6%	11.8%	10.0%	7.4%	7.3%
Selected Exempt Service	7.5%	7.6%	6.1%	4.6%	4.4%
Senior Management Service	10.6%	18.7%	7.4%	6.0%	9.3%
State Personnel System	11.7%	11.0%	9.3%	6.9%	6.8%

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 167,797 total established positions in all state systems at the end of fiscal year 2009/2010. The SPS accounted for 109,020 or 65 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



***Established Positions by Personnel System and Pay Plan
As of June 30, 2010***

Personnel System	Pay Plan	Established Positions ¹				
		As of Dec. 31	As of June 30			
		2006	2007	2008	2009	2010
State Personnel System	Career Service	88,552	91,491	91,566	89,187	88,999
	Selected Exempt Service	19,742	20,280	20,277	19,679	19,420
	Senior Management Service	572	602	616	610	601
	Total	108,866	112,373	112,459	109,476	109,020
State Universities ²		41,827	41,827	43,288	42,469	42,311
Justice Administration System	State Attorneys	3,846	4,005	3,953	3,695	3,608
	Public Defenders	1,300	1,369	1,296	1,176	1,122
	State Attorneys with Paid Insurance	2,104	2,165	2,287	2,137	2,078
	Public Defenders with Paid Insurance	1,604	1,664	1,800	1,659	1,747
	Capital Collateral Regional Counsel	73	74	74	68	64
	Justice Administrative Commission	714	719	1,150	1,090	1,037
	Total	9,641	9,996	10,560	9,825	9,656
State Courts System	Courts	2,269	2,324	2,363	2,071	2,039
	Courts with Paid Insurance	1,013	1,069	1,071	1,072	1,057
	Total	3,282	3,393	3,434	3,143	3,096
Legislature ³	Legislative Pay Plan	1,725	1,747	1,742	1,699	1,704
Florida Lottery	Non-Managerial	399	405	407	405	401
	Managerial	35	36	34	31	31
	Total	434	441	441	436	432
Other Pay Plans	Other Exempt-Fixed Annual Salary ⁴	987	1,042	1,043	1,108	1,090
	Exempt (Governor's Office)	191	195	203	203	197
	School for the Deaf and the Blind ⁵	271	272	269	248	245
	Florida National Guard	44	47	47	47	46
	Total	1,493	1,556	1,562	1,606	1,578
Total		167,268	171,333	173,486	168,654	167,797

¹ An established position is a position authorized by the legislature and which 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 2009 as reported by the Institutional Research Department at the Florida Board of Governors.

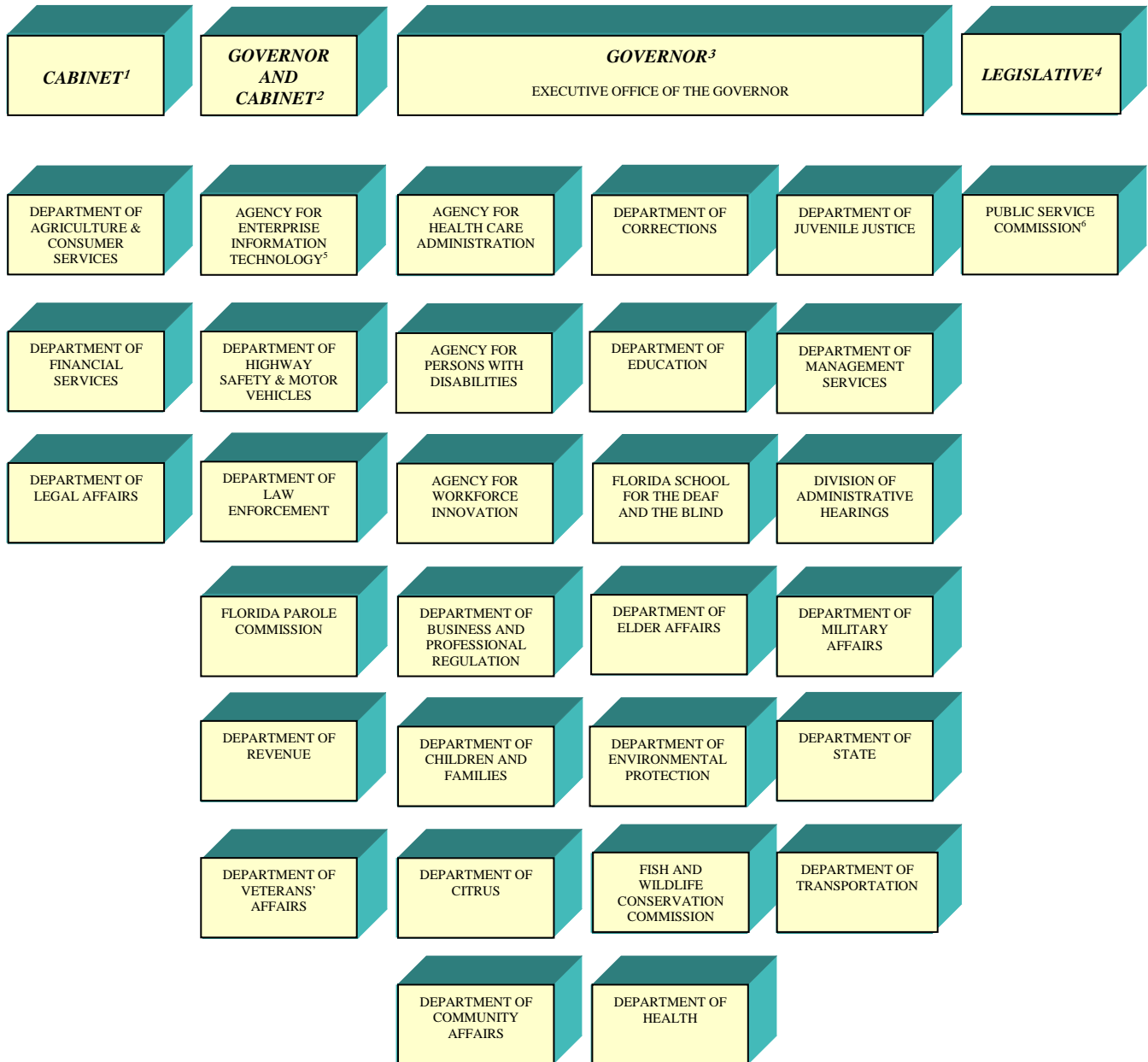
³ Data does not include interns and legislators. Data provided by the Florida Legislature Office of Human Resources.

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

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, their 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, some employees of the Public Service Commission are considered part of the SPS per Section 110.205(2)(b), Florida Statutes.

Source: Chapters 20 and 110, Florida Statutes.

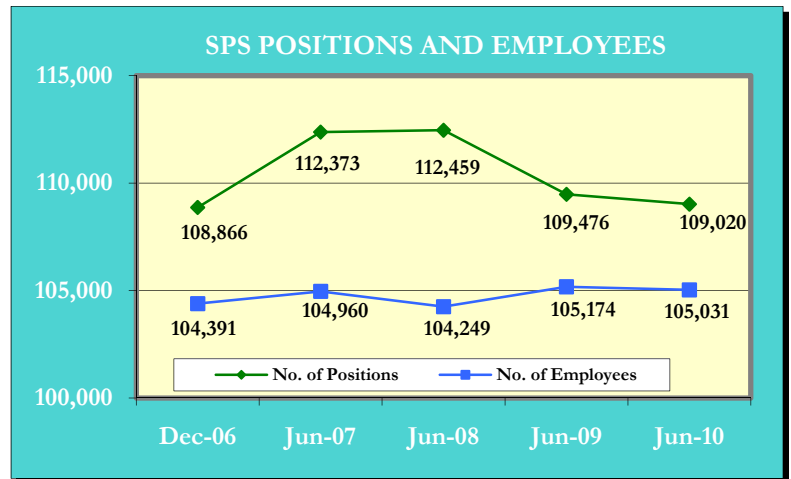
State Personnel System Positions and Employees *As of June 30, 2010*

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:

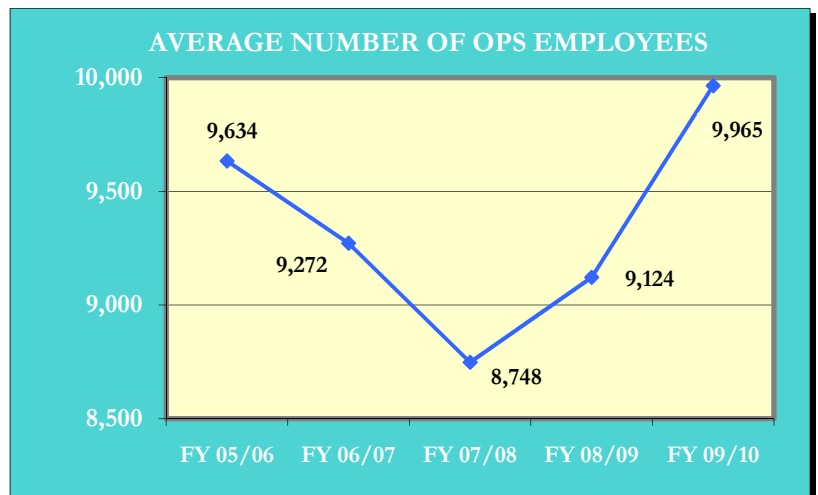
- The total number of established positions in the SPS increased slightly over the past five years, from 2006 to 2010, by 154 positions, or .1 percent. Similarly, the number of employees increased by .6 percent.
 - In addition, the number of established positions decreased by .4 percent from 2009 to 2010. Correspondingly, the number of employees decreased .1 percent for the same time period.

- The majority of positions (88,999) and employees (85,588) in the SPS are in the Career Service pay plan. Since 2006, the number of positions in the Career Service increased by 447, or .5 percent.
 - In comparing 2009 to 2010, the number of positions decreased by .2 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 19,420 positions and 18,872 employees were in this pay plan at the end of fiscal year 2010.
 - Since 2006, the number of positions in the Selected Exempt Service decreased by 322 or 1.6 percent. However, the number of positions decreased by 259 or by 1.3 percent since 2009.
- Policy-making positions in upper management are in the Senior Management Service pay plan, which accounted for 601 positions and 571 employees at the end of fiscal year 2010.
 - Since 2006, the number of positions in the Senior Management Service increased by 29 or 5.1 percent. In contrast, this number decreased by 9 or 1.5 percent since 2009.

- Other Personal Services (OPS) employment is temporary. Individuals employed as OPS are paid on an hourly basis and receive Social Security and Medicare contributions. During fiscal year 2009/2010, there was a monthly average of 9,965 individuals employed as Other Personal Services in agencies governed by the SPS.
 - This number was 3.4 percent more than the average for fiscal year 2005/2006 and 9.2 percent greater than fiscal year 2008/2009.



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

Workforce Profile

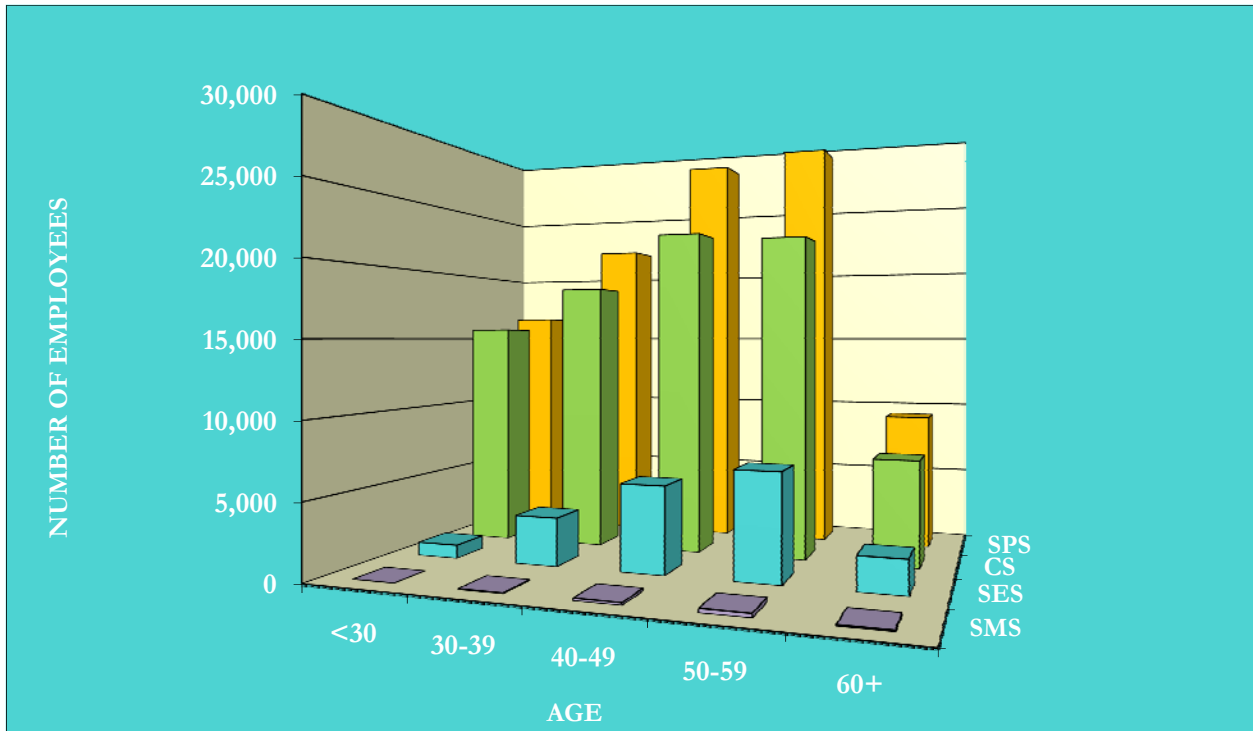
As of June 30, 2010

	State Personnel System	Career Service	Selected Exempt Service	Senior Management Service
Positions	109,020	88,999	19,420	601
Employees	105,031	85,588	18,872	571
% Female	56.5%	56.7%	56.5%	39.4%
% Minorities ¹	38.2%	40.3%	29.9%	11.4%
Average Age	43.28	43.05	47.95	51.25
Average Salary	\$38,540	\$34,651	\$54,368	\$109,266
Average Length of Service	10.83	9.87	15.04	16.81
GENDER				
Male	45,637	37,079	8,212	346
Female	59,394	48,509	10,660	225
AVERAGE SALARY BY GENDER				
Male	\$45,715	\$36,215	\$60,622	\$110,112
Female	\$40,496	\$33,446	\$49,417	\$107,267
RACE/ETHNICITY				
White	64,244	50,590	13,154	500
Black or African American	28,700	24,832	3,832	36
Hispanic or Latino	8,767	7,502	1,240	25
Other ²	2,691	2,116	571	4
Unknown	629	548	75	6
AVERAGE SALARY BY RACE/ETHNICITY				
White	\$45,223	\$40,391	\$60,767	\$114,464
Black or African American	\$37,199	\$35,189	\$48,956	\$122,555
Hispanic or Latino	\$39,896	\$35,653	\$63,525	\$113,393
Other ²	\$53,969	\$42,295	\$71,151	\$107,620
Unknown	\$37,679	\$32,974	\$65,203	\$112,000
LENGTH OF SERVICE				
0 - 4.99 years	33,488	30,682	2,710	96
5.00 - 9.99 years	19,930	16,672	3,174	84
10.00 - 19.99 years	26,213	20,555	5,541	117
20.00 - 29.99 years	19,224	13,857	5,191	176
30+ years	6,176	3,822	2,256	98

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, 2010



Pay Plan	Age					Total Employees
	<30	30-39	40-49	50-59	60+	
Career Service (CS)	15,663	18,598	22,383	21,909	7,035	85,588
Selected Exempt Service (SES)	895	3,196	5,683	6,923	2,175	18,872
Senior Management Service (SMS)	6	57	160	257	91	571
State Personnel System (SPS)	16,564	21,851	28,226	29,089	9,301	105,031
Percent of Total	15.8%	20.8%	26.9%	27.7%	8.9%	

FLORIDA POPULATION TRENDS

The Florida Legislature, Office of Economic and Demographic Research, Florida's Economy and the Influence of Population presentation provided the following statistics¹:

- Between 2008 and 2030, Florida's population is forecast to grow by almost 5.2 million. Florida's older population (age 60 and older) will account for 66.2 percent of the population growth.
- 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 fall to 34.0 percent by 2030.
- Population aged 65 and over is forecast to represent 26.2 percent of the overall population in 2030, compared to 17.6 percent in 2000 and 17.3 percent in 2008.

¹ Florida Legislature, Office of Economic and Demographic Research, Florida's Economy and the Influence of Population, October 7, 2009; located at: http://edr.state.fl.us/recentpresentations/Demographic%20Overview_10-7-09.pdf.

Established Position Count by Agency As of June 30, 2010

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, 2010, 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 Dec. 31	As of June 30				2006/2010 % Change	2009/2010 % Change
	2006	2007	2008	2009	2010		
Agency for Health Care Administration	1,666	1,718	1,715	1,669	1,625	-2.5%	-2.6%
Agency for Persons with Disabilities	3,533	3,709	3,689	3,405	3,245	-8.2%	-4.7%
Agency for Workforce Innovation	1,535	1,564	1,466	1,361	1,493	-2.7%	9.7%
Agriculture and Consumer Services	3,646	3,813	3,805	3,585	3,518	-3.5%	-1.9%
Business and Professional Regulation	1,525	1,561	1,599	1,571	1,545	1.3%	-1.7%
Children and Families	12,861	13,355	13,463	12,941	12,951	0.7%	0.1%
Citrus	88	90	76	76	67	-23.9%	-11.8%
Community Affairs	345	364	364	342	294	-14.8%	-14.0%
Corrections	27,347	28,032	28,272	27,806	28,921	5.8%	4.0%
Division of Administrative Hearings	199	204	202	200	197	-1.0%	-1.5%
Education	2,587	2,645	2,633	2,516	2,394	-7.5%	-4.8%
Elder Affairs	402	418	416	416	418	4.0%	0.5%
Environmental Protection	3,563	3,618	3,627	3,534	3,490	-2.0%	-1.2%
Financial Services	2,758	2,805	2,848	2,820	2,693	-2.4%	-4.5%
Fish and Wildlife Conservation Commission	1,845	1,883	1,891	1,932	1,919	4.0%	-0.7%
Health	16,217	16,865	16,810	16,744	16,457	1.5%	-1.7%
Highway Safety and Motor Vehicles	4,822	4,966	4,890	4,613	4,361	-9.6%	-5.5%
Juvenile Justice	4,751	5,008	5,016	4,695	4,501	-5.3%	-4.1%
Law Enforcement	1,914	1,988	1,984	1,830	1,747	-8.7%	-4.5%
Legal Affairs	1,253	1,293	1,344	1,272	1,266	1.0%	-0.5%
Management Services	1,002	1,053	1,029	989	1,002	0.0%	1.3%
Military Affairs ¹	268	271	277	286	292	9.0%	2.1%
Office of the Governor ¹	77	98	106	125	121	57.1%	-3.2%
Parole Commission	142	145	145	125	120	-15.5%	-4.0%
Public Service Commission	328	335	326	325	319	-2.7%	-1.8%
Revenue	5,275	5,399	5,328	5,147	5,065	-4.0%	-1.6%
School for the Deaf and the Blind ¹	488	497	459	437	440	-9.8%	0.7%
State	485	492	487	455	433	-10.7%	-4.8%
Transportation	7,336	7,537	7,523	7,359	7,212	-1.7%	-2.0%
Veterans' Affairs	608	647	669	900	914	50.3%	1.6%
Total	108,866	112,373	112,459	109,476	109,020	0.1%	-0.4%

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.

Employee Count by Agency As of June 30, 2010

Employee count is determined by counting the number of distinct Social Security numbers in each employing agency. The table below represents a snapshot of the number of employees within each agency as of June 30, 2010. This table also shows the five-year trend in the number of employees by agency.

Agency	Employee Count						
	As of Dec. 31	As of June 30				2006/2010 % Change	2009/2010 % Change
	2006	2007	2008	2009	2010		
Agency for Health Care Administration	1,579	1,603	1,605	1,604	1,589	0.6%	-0.9%
Agency for Persons with Disabilities	3,323	3,312	3,259	2,995	2,822	-15.1%	-5.8%
Agency for Workforce Innovation	1,282	1,281	1,251	1,278	1,443	12.6%	12.9%
Agriculture and Consumer Services	3,415	3,527	3,456	3,400	3,380	-1.0%	-0.6%
Business and Professional Regulation	1,446	1,476	1,524	1,528	1,534	6.1%	0.4%
Children and Families	12,406	12,530	12,574	12,602	12,797	3.2%	1.5%
Citrus	57	56	56	62	56	-1.8%	-9.7%
Community Affairs	327	333	319	319	284	-13.1%	-11.0%
Corrections	26,553	26,765	26,467	27,030	27,733	4.4%	2.6%
Division of Administrative Hearings	192	199	198	199	192	0.0%	-3.5%
Education	2,471	2,497	2,453	2,385	2,266	-8.3%	-5.0%
Elder Affairs	389	391	388	402	406	4.4%	1.0%
Environmental Protection	3,479	3,490	3,499	3,495	3,432	-1.4%	-1.8%
Financial Services	2,558	2,577	2,549	2,589	2,528	-1.2%	-2.4%
Fish and Wildlife Conservation Commission	1,786	1,785	1,775	1,889	1,882	5.4%	-0.4%
Health	15,275	15,376	15,357	16,029	15,809	3.5%	-1.4%
Highway Safety and Motor Vehicles	4,646	4,649	4,478	4,307	4,158	-10.5%	-3.5%
Juvenile Justice	4,697	4,698	4,692	4,500	4,423	-5.8%	-1.7%
Law Enforcement	1,876	1,863	1,863	1,737	1,671	-10.9%	-3.8%
Legal Affairs	1,141	1,154	1,167	1,120	1,114	-2.4%	-0.5%
Management Services	960	989	972	935	974	1.5%	4.2%
Military Affairs ¹	262	265	269	286	287	9.5%	0.3%
Office of the Governor ¹	82	91	97	112	104	26.8%	-7.1%
Parole Commission	143	141	133	114	107	-25.2%	-6.1%
Public Service Commission	304	292	316	319	313	3.0%	-1.9%
Revenue	5,148	5,064	4,872	4,970	4,983	-3.2%	0.3%
School for the Deaf and the Blind ¹	481	464	455	433	429	-10.8%	-0.9%
State	470	470	452	430	426	-9.4%	-0.9%
Transportation	7,057	7,045	7,162	7,241	7,055	0.0%	-2.6%
Veterans' Affairs	586	577	591	864	834	42.3%	-3.5%
Total	104,391	104,960	104,249	105,174	105,031	0.6%	-0.1%

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.

Full-Time Employee Count by Agency As of June 30, 2010

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 employing agency. The table below represents a snapshot of the number of full-time employees within each agency as of June 30, 2010, and includes the five-year trend.

Agency	Full-Time Employee Count						
	As of Dec. 31	As of June 30				2006/2010 % Change	2009/2010 % Change
	2006	2007	2008	2009	2010		
Agency for Health Care Administration	1,558	1,582	1,584	1,588	1,575	1.1%	-0.8%
Agency for Persons with Disabilities	3,286	3,276	3,216	2,964	2,803	-14.7%	-5.4%
Agency for Workforce Innovation	1,266	1,267	1,240	1,267	1,435	13.3%	13.3%
Agriculture and Consumer Services	3,403	3,512	3,441	3,385	3,365	-1.1%	-0.6%
Business and Professional Regulation	1,438	1,461	1,509	1,520	1,524	6.0%	0.3%
Children and Families	12,338	12,455	12,508	12,531	12,723	3.1%	1.5%
Citrus	55	54	54	59	52	-5.5%	-11.9%
Community Affairs	326	332	318	319	284	-12.9%	-11.0%
Corrections	26,543	26,759	26,463	27,023	27,727	4.5%	2.6%
Division of Administrative Hearings	192	199	198	199	192	0.0%	-3.5%
Education	2,453	2,481	2,437	2,362	2,251	-8.2%	-4.7%
Elder Affairs	378	381	381	394	399	5.6%	1.3%
Environmental Protection	3,462	3,474	3,485	3,484	3,421	-1.2%	-1.8%
Financial Services	2,543	2,565	2,537	2,583	2,521	-0.9%	-2.4%
Fish and Wildlife Conservation Commission	1,769	1,769	1,761	1,872	1,865	5.4%	-0.4%
Health	14,759	14,851	14,821	15,522	15,342	4.0%	-1.2%
Highway Safety and Motor Vehicles	4,601	4,600	4,433	4,262	4,118	-10.5%	-3.4%
Juvenile Justice	4,684	4,690	4,682	4,489	4,412	-5.8%	-1.7%
Law Enforcement	1,863	1,853	1,854	1,728	1,662	-10.8%	-3.8%
Legal Affairs	1,132	1,145	1,160	1,114	1,109	-2.0%	-0.4%
Management Services	902	931	923	889	925	2.5%	4.0%
Military Affairs ¹	260	263	267	284	287	10.4%	1.1%
Office of the Governor ¹	82	91	97	112	104	26.8%	-7.1%
Parole Commission	139	137	129	111	104	-25.2%	-6.3%
Public Service Commission	304	291	315	318	312	2.6%	-1.9%
Revenue	5,029	4,974	4,812	4,911	4,944	-1.7%	0.7%
School for the Deaf and the Blind ¹	475	459	451	431	428	-9.9%	-0.7%
State	462	462	443	423	419	-9.3%	-0.9%
Transportation	7,042	7,030	7,156	7,232	7,048	0.1%	-2.5%
Veterans' Affairs	579	569	585	858	827	42.8%	-3.6%
Total	103,323	103,913	103,260	104,234	104,178	0.8%	-0.1%

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.

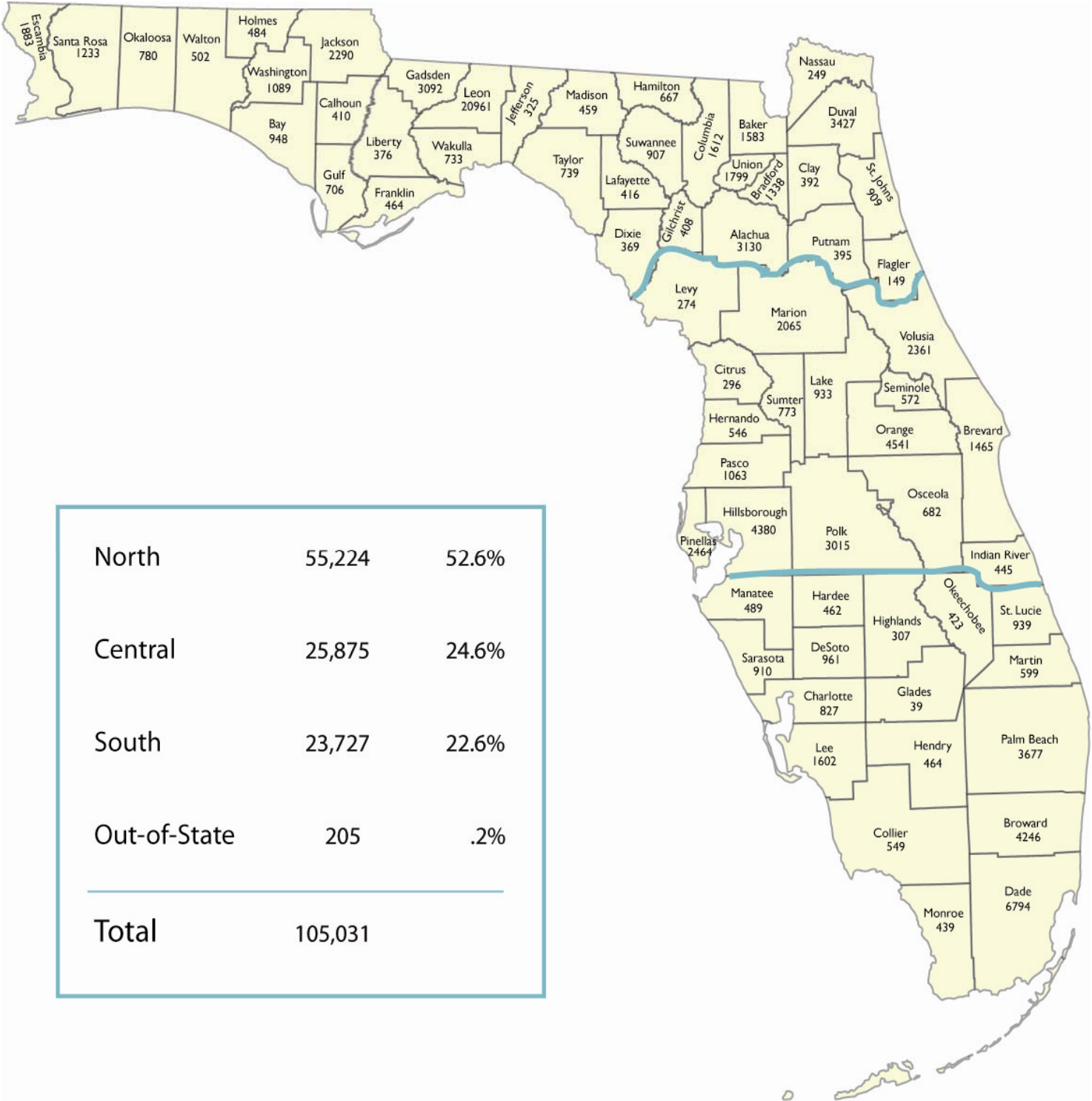
Part-Time Employee Count by Agency As of June 30, 2010

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 employing agency. The table below represents a snapshot of the number of part-time employees within each agency as of June 30, 2010, and includes the five-year trend.

Agency	Part-Time Employee Count						
	As of Dec. 31	As of June 30				2006/2010 % Change	2009/2010 % Change
	2006	2007	2008	2009	2010		
Agency for Health Care Administration	21	21	21	16	14	-33.3%	-12.5%
Agency for Persons with Disabilities	37	36	43	31	19	-48.6%	-38.7%
Agency for Workforce Innovation	16	14	11	11	8	-50.0%	-27.3%
Agriculture and Consumer Services	12	15	15	15	15	25.0%	0.0%
Business and Professional Regulation	8	15	15	8	10	25.0%	25.0%
Children and Families	68	75	66	71	74	8.8%	4.2%
Citrus	2	2	2	3	4	100.0%	33.3%
Community Affairs	1	1	1	-	-	-100.0%	-
Corrections	10	6	4	7	6	-40.0%	-14.3%
Division of Administrative Hearings	-	-	-	-	-	-	-
Education	18	16	16	23	15	-16.7%	-34.8%
Elder Affairs	11	10	7	8	7	-36.4%	-12.5%
Environmental Protection	17	16	14	11	11	-35.3%	0.0%
Financial Services	15	12	12	6	7	-53.3%	16.7%
Fish and Wildlife Conservation Commission	17	16	14	17	17	0.0%	0.0%
Health	516	525	536	507	467	-9.5%	-7.9%
Highway Safety and Motor Vehicles	45	49	45	45	40	-11.1%	-11.1%
Juvenile Justice	13	8	10	11	11	-15.4%	0.0%
Law Enforcement	13	10	9	9	9	-30.8%	0.0%
Legal Affairs	9	9	7	6	5	-44.4%	-16.7%
Management Services	58	58	49	46	49	-15.5%	6.5%
Military Affairs ¹	2	2	2	2	0	-100.0%	-100.0%
Office of the Governor ¹	-	-	-	-	-	-	-
Parole Commission	4	4	4	3	3	-25.0%	0.0%
Public Service Commission	-	1	1	1	1	-	0.0%
Revenue	119	90	60	59	39	-67.2%	-33.9%
School for the Deaf and the Blind ¹	6	5	4	2	1	-83.3%	-50.0%
State	8	8	9	7	7	-12.5%	0.0%
Transportation	15	15	6	9	7	-53.3%	-22.2%
Veterans' Affairs	7	8	6	6	7	0.0%	16.7%
Total	1,068	1,047	989	940	853	-20.1%	-9.3%

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.

Employees by County As of June 30, 2010



***Established Positions Represented by
Collective Bargaining Unit
As of June 30, 2010***

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	2006	2007	2008	2009	2010	2006/2010 % Change	2009/2010 % Change
American Federation of State, County and Municipal Employees	Administrative and Clerical Unit	20,129	19,053	18,756	18,104	17,447	-13.3%	-3.6%
	Operational Services Unit	4,759	4,365	4,358	4,214	4,066	-14.6%	-3.5%
	Human Services Unit	10,290	9,312	9,139	9,519	9,345	-9.2%	-1.8%
	Professional Unit	28,956	26,876	26,797	27,056	26,334	-9.1%	-2.7%
Florida Nurses Association	Professional Health Care Unit	5,691	5,103	4,878	4,944	4,957	-12.9%	0.3%
Police Benevolent Association	Law Enforcement Unit	3,284	3,234	1,632	1,605	1,531	-53.4%	-4.6%
	Security Services Unit	25,971	20,995	21,178	22,072	21,447	-17.4%	-2.8%
	Special Agents Unit	345	343	336	292	274	-20.6%	-6.2%
	Highway Patrol Unit ³	-	-	1,582	1,477	1,436	-	-2.8%
Florida State Fire Service Association	Fire Service Unit	736	615	612	613	599	-18.6%	-2.3%
Federation of Physicians and Dentists	SES Physicians Unit	572	454	416	441	433	-24.3%	-1.8%
	SES Non-Professional Supervisory Unit	2,134	1,927	1,902	1,872	1,839	-13.8%	-1.8%
State Employees Attorneys Guild	SES Attorneys Unit	569	523	543	569	608	6.9%	6.9%
Total		103,436	92,800	92,129	92,778	90,316	-12.7%	-2.7%

National Union Membership

The following statistics are taken from the U. S. Department of Labor, Bureau of Labor Statistics, Economic News Release⁴. The statistics below represent data for both public and private sector employment during 2009:

- The national union membership rate for public sector workers, 37.4 percent or 7.9 million employees, was substantially higher than the rate for private industry workers 7.2 percent or 7.4 million employees.
- Within the public sector, local government workers had the highest union membership rate, 43.3 percent. This group includes several heavily unionized occupations, such as teachers, police officers and firefighters.
- About 16.9 million wage and salary workers were represented by a union in 2009, which includes both union members and those not affiliated with a union, but whose jobs are covered by a union contract (1.6 million employees). Government workers represented about half of those workers covered by a union contract, but 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.

³ The Highway Patrol Unit was established on July 30, 2007.

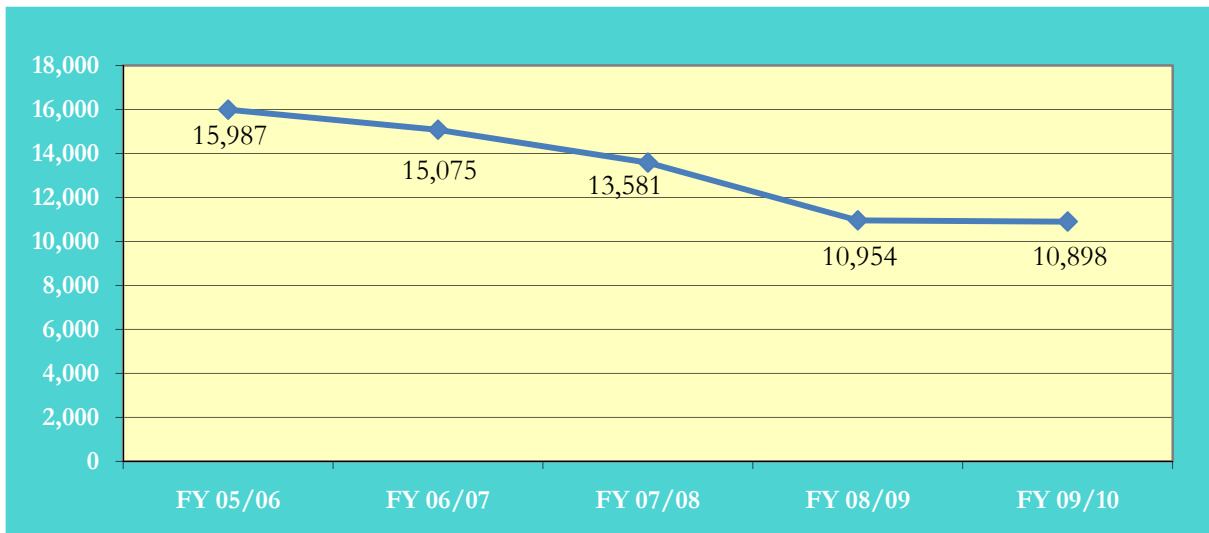
⁴ Bureau of Labor Statistics, Economic News Release, issued January 22, 2010, "Union Members- 2009", <http://data.bls.gov/cgi-bin/print.pl/news.release/union2.nr0.htm>

Separations: Career Service As of June 30, 2010

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

Separations	FY 05/06	FY 06/07	FY 07/08	FY 08/09	FY 09/10	2006/2010 % Change	2009/2010 % Change
EMPLOYER INITIATED SEPARATIONS							
Abandonment	45	35	24	15	16	-64.4%	6.7%
Dismissal	1,353	1,406	1,470	1,437	1,340	-1.0%	-6.8%
End of appointment period	224	203	173	152	170	-24.1%	11.8%
Failed to complete probationary period	766	813	693	696	620	-19.1%	-10.9%
Layoff	503	69	124	201	337	-33.0%	67.7%
Total	2,891	2,526	2,484	2,501	2,483	-14.1%	-0.7%
EMPLOYEE INITIATED SEPARATIONS							
Career advancement outside state government	2,020	1,646	1,422	1,012	855	-57.7%	-15.5%
Death of employee	146	142	140	123	135	-7.5%	9.8%
Retirement	2,111	2,111	2,012	1,747	2,043	-3.2%	16.9%
Termination initiated by employee (Reasons Unknown)	8,819	8,650	7,523	5,571	5,382	-39.0%	-3.4%
Total	13,096	12,549	11,097	8,453	8,415	-35.7%	-0.4%
Total Number of Separations	15,987	15,075	13,581	10,954	10,898	-31.8%	-0.5%
Number of Career Service Employees	84,806	85,197	84,523	85,460	85,588	0.9%	0.1%
Percentage of Separations to Number of Career Service Employees	18.9%	17.7%	16.1%	12.8%	12.7%		

FIVE-YEAR TREND: SEPARATIONS—CAREER SERVICE



Employer Initiated Career Service Separations by Agency As of June 30, 2010

The table below depicts the employer initiated separations of Career Service employees by agency and by reason during fiscal year 2009/2010.

Agency	Abandonment	Dismissal	End of Appointment Period	Failed to Complete Probationary Period	Layoff	Total
Agency for Health Care Administration	-	5	1	14	-	20
Agency for Persons with Disabilities	-	28	5	41	132	206
Agency for Workforce Innovation	-	2	2	8	1	13
Agriculture and Consumer Services	-	21	-	-	1	22
Business and Professional Regulation	-	11	3	-	2	16
Children and Families	7	196	65	129	2	399
Citrus	-	1	-	-	-	1
Community Affairs	-	1	1	-	-	2
Corrections	1	790	8	64	1	864
Division of Administrative Hearings	-	1	-	2	-	3
Education	-	13	5	1	25	44
Elder Affairs	-	4	-	3	-	7
Environmental Protection	-	17	12	6	1	36
Financial Services	-	11	-	6	10	27
Fish and Wildlife Conservation Commission	-	3	2	1	-	6
Health	2	69	42	101	113	327
Highway Safety and Motor Vehicles	-	26	10	22	2	60
Juvenile Justice	3	71	-	61	1	136
Law Enforcement	-	4	1	-	15	20
Legal Affairs	-	1	1	3	7	12
Management Services	-	4	-	2	-	6
Military Affairs	-	-	-	2	-	2
Parole Commission	-	-	2	-	-	2
Public Service Commission	-	-	-	2	-	2
Revenue	1	18	5	41	-	65
School for the Deaf and the Blind	-	6	-	2	-	8
State	-	1	-	-	-	1
Transportation	-	19	5	20	1	45
Veterans' Affairs	2	17	-	89	23	131
Total	16	1,340	170	620	337	2,483
Percent of Total	0.6%	54.0%	6.8%	25.0%	13.6%	

Employee Initiated Career Service Separations by Agency As of June 30, 2010

The table below depicts the employee initiated separations from the Career Service by agency and by reason during fiscal year 2009/2010.

Agency	Career Advancement Outside State Government	Death of Employee	Retirement	Separation Reason Unknown	Total
Agency for Health Care Administration	30	2	31	48	111
Agency for Persons with Disabilities	18	2	73	167	260
Agency for Workforce Innovation	2	6	41	72	121
Agriculture and Consumer Services	-	4	61	114	179
Business and Professional Regulation	3	2	20	80	105
Children and Families	163	21	242	762	1,188
Citrus	1	-	-	-	1
Community Affairs	3	-	4	18	25
Corrections	41	40	536	1,637	2,254
Division of Administrative Hearings	-	1	2	12	15
Education	19	5	49	109	182
Elder Affairs	2	-	17	18	37
Environmental Protection	37	4	56	129	226
Financial Services	87	1	54	15	157
Fish and Wildlife Conservation Commission	8	1	24	71	104
Health	149	16	318	979	1,462
Highway Safety and Motor Vehicles	76	5	89	192	362
Juvenile Justice	61	6	60	357	484
Law Enforcement	36	1	51	50	138
Legal Affairs	3	1	17	46	67
Management Services	7	-	14	26	47
Military Affairs	2	-	2	12	16
Parole Commission	-	-	2	4	6
Public Service Commission	4	1	5	12	22
Revenue	29	4	132	191	356
School for the Deaf and the Blind	2	-	10	16	28
State	1	-	4	10	15
Transportation	64	12	121	87	284
Veterans' Affairs	7	-	8	148	163
Total	855	135	2,043	5,382	8,415
Percent of Total	10.2%	1.6%	24.3%	64.0%	

Other Personal Services (OPS) Employment

As of June 30, 2010

Section 110.131, Florida Statutes, provides agencies the authority to employ individuals in 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 05/06	FY 06/07	FY 07/08	FY 08/09	FY 09/10	2006/2010 % Change	2009/2010 % Change
Agency for Health Care Administration	102	125	132	134	145	42.2%	8.2%
Agency for Persons with Disabilities	897	863	853	881	805	-10.3%	-8.6%
Agency for Workforce Innovation	238	172	183	355	740	210.9%	108.5%
Agriculture and Consumer Services	1,249	750	564	487	546	-56.3%	12.1%
Business and Professional Regulation	328	319	288	270	227	-30.8%	-15.9%
Children and Families	887	715	658	773	942	6.2%	21.9%
Citrus	10	12	10	10	10	0.0%	0.0%
Community Affairs	173	155	136	181	176	1.7%	-2.8%
Corrections	527	557	675	850	1,000	89.8%	17.6%
Division of Administrative Hearings	12	11	6	3	2	-83.3%	-33.3%
Education	188	187	178	166	190	1.1%	14.5%
Elder Affairs	119	119	119	113	117	-1.7%	3.5%
Environmental Protection	1,120	1,164	1,122	1,137	1,110	-0.9%	-2.4%
Financial Services	149	156	142	138	135	-9.4%	-2.2%
Fish and Wildlife Conservation Commission	584	628	654	637	660	13.0%	3.6%
Health	1,637	1,767	1,632	1,637	1,852	13.1%	13.1%
Highway Safety and Motor Vehicles	152	322	307	281	224	47.4%	-20.3%
Juvenile Justice	151	161	155	147	127	-15.9%	-13.6%
Law Enforcement	114	115	124	108	82	-28.1%	-24.1%
Legal Affairs	66	62	65	77	99	50.0%	28.6%
Management Services	17	22	36	33	21	23.5%	-36.4%
Military Affairs	70	56	12	9	6	-91.4%	-33.3%
Office of the Governor	45	44	47	39	39	-13.3%	0.0%
Parole Commission	20	18	13	13	9	-55.0%	-30.8%
Public Service Commission	9	8	8	10	10	11.1%	0.0%
Revenue	187	190	153	115	113	-39.6%	-1.7%
School for the Deaf and the Blind	220	234	149	152	172	-21.8%	13.2%
State	122	110	112	125	136	11.5%	8.8%
Transportation	179	163	151	126	97	-45.8%	-23.0%
Veterans' Affairs	62	67	64	117	173	179.0%	47.9%
Avg. Number of OPS Employees	9,634	9,272	8,748	9,124	9,965	3.4%	9.2%



Workforce Compensation

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 the SPS' Workforce Compensation can be made from an analysis of information in this section:

- The SPS average salary of \$38,540 as of June 30, 2010, represents a .06 percent increase from the average salary of \$38,517 as of June 30, 2009.
- For 2009, the State Personnel System average salary of \$38,517 was 6.4 percent less than Florida's Annual Average Wage – Total All Industries¹ of \$40,973.
- Since December 2006, the average salary for employees in the SPS increased by .6 percent from \$38,322 to \$38,540.
- As of June 30, 2010, 93.2 percent of Career Service employees and 52.4 percent of Selected Exempt Service employees earned a salary of less than \$50,000 per year. For the same time period, 34.3 percent of Senior Management Service employees earned a salary of less than \$100,000.
- As of June 30, 2010, the average value of benefits for Career Service employees represented 40.2 percent of the total compensation package while the percentage for the Selected Exempt Service and Senior Management Service was 37.6 percent and 33.7 percent, respectively.
- 52,186 employees, or 49.7 percent, used a Health Maintenance Organization; and 40,203 employees, or 38.3 percent, used a Preferred Provider Organization for health insurance benefits as of June 30, 2010.
- As of June 30, 2010, 73.3 percent of all employees were members of the Regular Retirement Class.
- The number of pay additives (i.e., temporary special duty, competitive area differential, etc.) provided to Career Service employees as of June 30, 2010, was 19,813, a .1 percent decrease from the 19,839 pay additives provided to employees as of June 30, 2009.

FIVE-YEAR TREND: AVERAGE SALARIES BY PAY PLAN

Pay Plan	As of Dec. 31	As of June 30				2006/2010 % Change
	2006	2007	2008	2009	2010	
Career Service	\$34,659	\$34,660	\$34,508	\$34,653	\$34,651	0.0%
Selected Exempt Service	\$53,091	\$53,116	\$53,486	\$54,019	\$54,368	2.4%
Senior Management Service	\$109,823	\$109,004	\$109,407	\$109,011	\$109,266	-0.5%
State Personnel System	\$38,322	\$38,313	\$38,839	\$38,517	\$38,540	0.6%
Florida Annual Average Wage -- Total All Industries ¹	\$38,498	\$39,762	\$40,569	\$40,973		6.4% ²

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

² Percentage change reflects 2006/2009 instead of 2006/2010 (the Agency for Workforce Innovation had not published the 2010 figures at the time this report was published).

Classification and Pay Plans

As of June 30, 2010

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, 237 occupations and 146 broadband levels.

- Career Service: 194 occupations and 17 pay bands
- Selected Exempt Service: 168 occupations and 22 pay bands
- Senior Management Service: 25 occupations and 4 pay bands

NUMBER OF ESTABLISHED POSITIONS BY PAY BAND

Pay Band	Annual Minimum Salary	Annual Maximum Salary	Number of Positions
001	\$16,751.28	\$43,532.58	4,704
002	\$18,259.02	\$47,450.26	5,298
003	\$19,902.48	\$51,721.54	10,522
004	\$21,692.58	\$56,374.24	5,880
005	\$23,645.18	\$61,448.66	13,035
006	\$25,774.06	\$66,980.16	6,864
007	\$28,093.00	\$73,007.22	23,734
008	\$30,622.02	\$83,558.28	14,016
009	\$33,377.24	\$91,076.44	7,401
010	\$36,381.54	\$99,274.50	6,021
011	\$39,655.98	\$103,055.68	889
012	\$43,225.52	\$117,949.78	1,201
013	\$47,115.38	\$128,563.50	228
014	\$51,355.46	\$133,460.08	1,059
015	\$55,978.52	\$145,474.68	-
016	\$61,015.50	\$158,564.90	128
017	\$66,507.74	\$172,837.60	-
018	\$72,493.46	\$188,393.14	623
019	\$21,156.72	\$87,969.18	663
020	\$26,445.90	\$109,963.62	4,609
021	\$33,057.44	\$144,326.00	1,327
022	\$41,320.76	\$180,404.12	159
023	\$47,316.36	\$206,580.40	463
024	\$56,779.84	\$236,091.96	173
025	\$68,135.86	\$283,310.56	23
Total			109,020

Annual Legislative Pay Adjustments

FISCAL YEAR 2009/2010

- Legislative pay adjustments were not authorized for fiscal year 2009/2010.
-

FISCAL YEAR 2008/2009

- **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 2008/2009.

FISCAL YEAR 2007/2008

- **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 their performance standards on November 1, 2007, and must have been continuously employed from July 1, 2007, through November 1, 2007.
-

FISCAL YEAR 2006/2007

- **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.
- **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.

Annual Legislative Pay Adjustments

- **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.

FISCAL YEAR 2005/2006

- **Effective August 1, 2005:** All eligible unit and non-unit Career Service, Selected Exempt Service and Senior Management Service employees, including employees represented by Police Benevolent Association, International Union of Police Associations, Florida Nurses Association, American Federation of State, County and Municipal Employees, Federation of Physicians and Dentists, and Florida State Fire Service Association, received a competitive pay adjustment of 3.6 percent on the July 31, 2005, base rate of pay.
- **Effective August 1, 2005:** the Professional Health Care Unit and non-unit employees received a 3.5 percent retention adjustment. Certain classes were also eligible for a critical class adjustment based on seniority if their annual base rate of pay after receiving the retention adjustment did not equal a predetermined amount as set in the 2005-2006 Professional Health Care Unit Contract, Article 25 Wages. Security Services - Unit and non-unit security services employees and selected classes in the Selected Exempt Service with a minimum of five years of service in a security service class received an additional 2 percent increase on their July 31, 2005, base rate of pay. In addition to the competitive pay adjustment, law enforcement unit and non-unit employees in the Department of Highway Safety and Motor Vehicles serving in the Florida Highway Patrol received a salary compression adjustment ranging from \$600 to \$1,200 based on years of service. In addition to the competitive pay adjustment, pay enhancements were awarded to Department of Revenue employees cited in the Business Case for Technology-Based Pay Package.

*Salary Distribution by Gender and Ethnicity by Pay Plan
As of June 30, 2010*

Salary Range	Percent						Total	
	White		Minority ¹		Unknown			
	Male	Female	Male	Female	Male	Female	Employees	Percent
CAREER SERVICE								
\$16,751 ² - \$19,999	9.1%	30.5%	16.3%	42.5%	0.4%	1.2%	2,281	2.7%
\$20,000 - \$29,999	16.3%	31.7%	12.5%	38.7%	0.2%	0.6%	27,704	32.4%
\$30,000 - \$39,999	37.2%	25.9%	14.3%	22.0%	0.3%	0.3%	38,408	44.9%
\$40,000 - \$49,999	36.2%	33.0%	12.0%	18.3%	0.1%	0.3%	11,378	13.3%
\$50,000 - \$59,999	38.6%	34.3%	11.8%	14.8%	0.3%	0.2%	3,370	3.9%
\$60,000 - \$69,999	42.6%	33.8%	10.7%	12.5%	0.2%	0.2%	1,228	1.4%
\$70,000 - \$79,999	41.8%	31.8%	11.6%	13.6%	0.7%	0.5%	579	0.7%
\$80,000 - \$89,999	46.2%	32.0%	9.3%	12.0%	-	0.4%	225	0.3%
\$90,000 - \$99,999	55.7%	18.0%	13.1%	11.5%	1.6%	-	61	0.1%
\$100,000 - Plus	36.7%	24.3%	17.2%	20.6%	0.8%	0.3%	354	0.4%
Total	29.8%	29.3%	13.3%	26.9%	0.2%	0.4%	85,588	100%
SELECTED EXEMPT SERVICE								
\$16,751 ² - \$19,999	10.5%	31.6%	21.1%	36.8%	-	-	19	0.1%
\$20,000 - \$29,999	11.0%	36.9%	11.9%	39.8%	0.1%	0.3%	1,625	8.6%
\$30,000 - \$39,999	20.6%	39.7%	11.7%	27.6%	0.1%	0.2%	4,023	21.3%
\$40,000 - \$49,999	30.0%	40.1%	9.7%	20.0%	-	0.2%	4,217	22.3%
\$50,000 - \$59,999	37.6%	39.4%	8.1%	14.4%	0.1%	0.3%	3,372	17.9%
\$60,000 - \$69,999	43.2%	37.1%	10.1%	9.3%	-	0.3%	2,138	11.3%
\$70,000 - \$79,999	48.9%	34.9%	9.0%	6.9%	0.3%	0.1%	1,437	7.6%
\$80,000 - \$89,999	49.6%	30.3%	11.3%	8.0%	0.8%	-	852	4.5%
\$90,000 - \$99,999	59.4%	22.8%	11.1%	6.5%	0.2%	-	478	2.5%
\$100,000 - Plus	38.1%	17.0%	26.4%	16.9%	1.1%	0.4%	711	3.8%
Total	32.6%	37.1%	10.8%	19.1%	0.2%	0.2%	18,872	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	22.2%	55.6%	22.2%	-	-	-	9	1.6%
\$70,000 - \$79,999	50.0%	27.8%	5.6%	16.7%	-	-	18	3.2%
\$80,000 - \$89,999	55.9%	40.7%	1.7%	1.7%	-	-	59	10.3%
\$90,000 - \$99,999	52.8%	39.8%	2.8%	3.7%	-	0.9%	108	18.9%
\$100,000 - Plus	54.1%	31.2%	8.0%	5.3%	0.8%	0.5%	375	65.7%
Total	53.6%	34.0%	6.5%	4.9%	0.5%	0.5%	571	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).

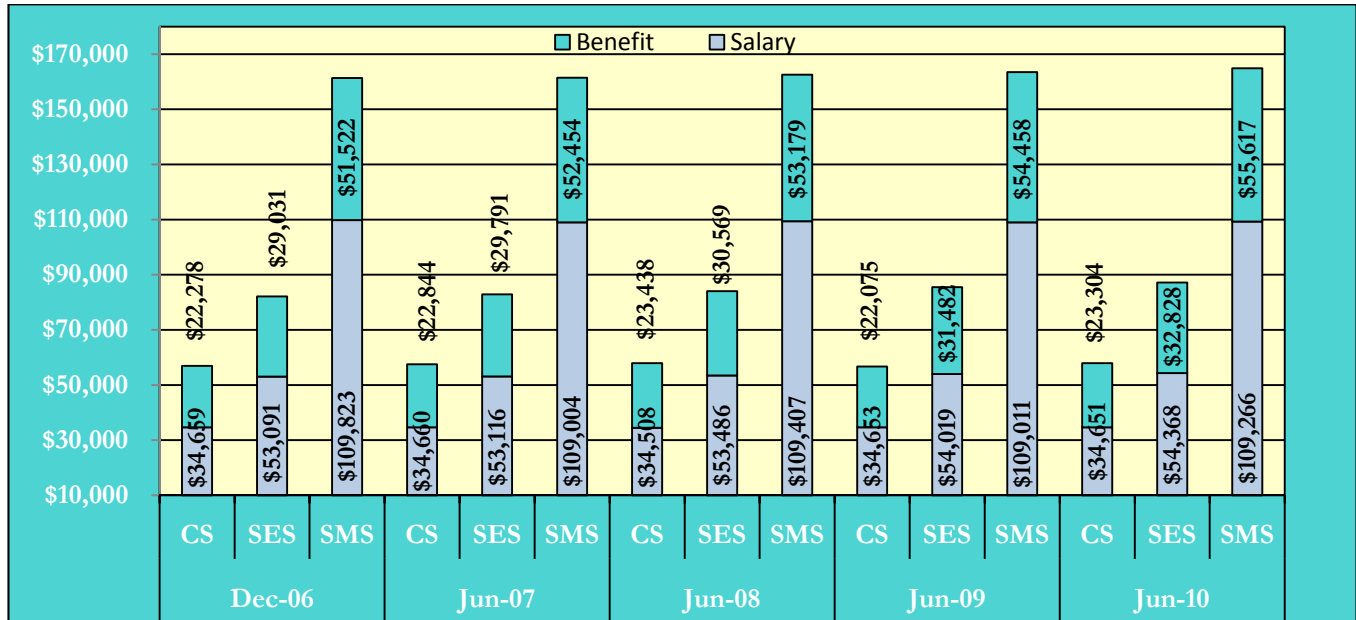
² Amount represents the annual minimum salary in the State Personnel System's Broadbanding Classification and Compensation System.

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

Total Compensation: Salaries and Benefits As of June 30, 2010

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, 2010, the average total compensation for each pay plan was as follows:

- **Career Service: \$57,955.** Includes \$34,651 (59.8 percent) in salary plus \$23,304 (40.2 percent) in benefits. The Career Service benefits package had a value equivalent to 67.3 percent of the average salary.
- **Selected Exempt Service: \$87,196.** Includes \$54,368 (62.4 percent) in salary plus \$32,828 (37.6 percent) in benefits. The Selected Exempt Service benefits package had a value equivalent to 60.4 percent of the average salary.
- **Senior Management Service: \$164,883.** Includes \$109,266 (66.3 percent) in salary plus \$55,617 (33.7 percent) in benefits. The Senior Management Service benefits package had a value equivalent to 50.9 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	\$5,664	9.8%	\$9,410	10.8%	\$18,911	11.5%
Retirement ²	\$6,064	10.5%	\$9,514	10.9%	\$22,542	13.7%
Insurance	\$11,576	20.0%	\$13,904	15.9%	\$14,164	8.6%
Average Benefits Value	\$23,304	40.2%	\$32,828	37.6%	\$55,617	33.7%
Average Salary	\$34,651	59.8%	\$54,368	62.4%	\$109,266	66.3%
Total Compensation	\$57,955	100%	\$87,196	100%	\$164,883	100%

¹ Other employer funded benefits were not included above 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, tuition waivers, and adoption benefits, etc.

² The retirement component is comprised of the Florida Retirement System (FRS) contribution for regular class membership (9.85 percent) and Senior Management Service class of (13.12 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 20.92 percent (Regular) or 12.55 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, 2010

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)	<p>FRS Pension Plan (Defined Benefit):</p> <p><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.</p> <p><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.</p> <p>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).</p>	<p>FRS Pension Plan (Defined Benefit):</p> <p><u>Regular Class:</u> Same as Career Service.</p> <p><u>Special Risk:</u> Same as Career Service.</p> <p>FRS Investment Plan (Defined Contribution): Same as Career Service.</p>	<p>FRS Pension Plan (Defined Benefit):</p> <p><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.</p> <p>SMS Optional Annuity Program (Defined Contribution): Immediate vesting. State contributes 12.49 percent of salary into SMS employees' account(s).</p> <p>FRS Investment Plan (Defined Contribution): One-year vesting. State contributes 10.95 percent into SMS employees' account(s).</p>
Insurance ²	<p>Group Health Standard PPO or HMO:</p> <p><u>July 2009 - April 2010</u> Employee pays monthly premium of \$50.00 for individual coverage or \$180.00 for family coverage. State pays \$448.68 and \$947.74, respectively.</p> <p><u>May 2010 - June 2010</u> Employee pays monthly premium of \$50.00 for individual coverage or \$180.00 for family coverage. State pays \$473.62 and \$1004.14, respectively.</p> <p>Life Insurance: Coverage is 150 percent of annual salary. Employee pays approximately 20 percent and state pays approximately 80 percent of the premium.</p>	<p>Group Health Standard PPO or HMO:</p> <p>State pays 100 percent of the premium for either individual or family coverage.</p> <p>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.</p> <p>Life Insurance: Coverage is 200 percent of annual salary. State pays 100 percent of the premium.</p>	<p>Group Health Standard PPO or HMO:</p> <p>Same as Selected Exempt Service.</p> <p>Group Disability: Same as Selected Exempt Service.</p> <p>Life Insurance: Same as Selected Exempt Service.</p>
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 2009/2010.

Benefit Comparisons to Select States As of June 30, 2010

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	25.75	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, 2010

Agency	Preferred Provider Organization	Health Maintenance Organization	No Insurance ¹	Total
Agency for Health Care Administration	422	964	203	1,589
Agency for Persons with Disabilities	1,449	966	407	2,822
Agency for Workforce Innovation	387	801	255	1,443
Agriculture and Consumer Services	1,516	1,555	309	3,380
Business and Professional Regulation	402	947	185	1,534
Children and Families	4,223	6,985	1,589	12,797
Citrus	26	23	7	56
Community Affairs	40	212	32	284
Corrections	13,002	11,333	3,398	27,733
Division of Administrative Hearings	63	113	16	192
Education	628	1,390	248	2,266
Elder Affairs	122	230	54	406
Environmental Protection	1,399	1,720	313	3,432
Financial Services	631	1,621	276	2,528
Fish and Wildlife Conservation Commission	1,050	665	167	1,882
Health	5,318	8,293	2,198	15,809
Highway Safety and Motor Vehicles	1,545	2,161	452	4,158
Juvenile Justice	1,975	1,904	544	4,423
Law Enforcement	433	1,071	167	1,671
Legal Affairs	364	633	117	1,114
Management Services	133	714	127	974
Military Affairs ²	169	57	61	287
Office of the Governor ²	37	57	10	104
Parole Commission	30	66	11	107
Public Service Commission	51	220	42	313
Revenue	1,443	2,971	569	4,983
School for the Deaf and the Blind ²	249	127	53	429
State	39	343	44	426
Transportation	2,763	3,708	584	7,055
Veterans' Affairs	294	336	204	834
Total	40,203	52,186	12,642	105,031
Percent of Total Employees	38.3%	49.7%	12.0%	100%
Number included in total that are spouses of another state employee	4,764	6,467		11,231

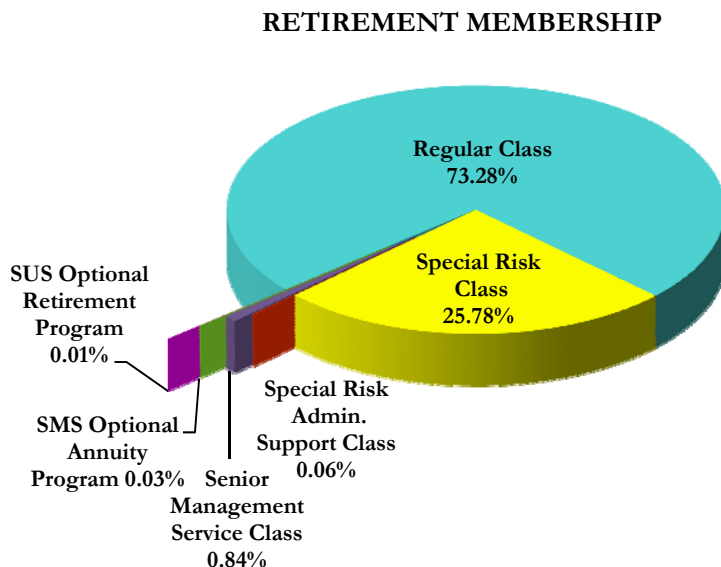
¹ Indicates these employees are not covered by a state plan but they may have coverage elsewhere.

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

Employee Retirement Membership

As of June 30, 2010

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, 2010, 98,023 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, 2010, 71,863 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, 2010, 25,279 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, 2010, 58 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, 2010, 820 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, 2010, there were three employees who were members of this class due to their elected positions in local government.

The FRS is a noncontributory retirement system, which means that the state pays all required retirement contributions for their employees. No employee contributions are required, regardless of whether the employee is enrolled in the FRS Pension Plan, the FRS Investment Plan or the SMSOAP.

FRS PENSION PLAN ACTIVE MEMBERSHIP

As of June 30, 2010, there were 82,424 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.

Employees in the FRS Pension Plan participating in the Special Risk Class are eligible for normal or unreduced retirement benefits at age 55 if vested with six years of Special Risk Class service, at age 52 with a total of 25 years of Special Risk Class service (which may include up to four years of active duty wartime military service), or at any age before age 55 with 25 years of Special Risk Class service. Employees in the FRS Pension Plan participating in the Special Risk Administrative Support Class must have at least six years of Special Risk Class service to be able to use their service in this class to satisfy the normal retirement eligibility of the Special Risk Class; otherwise they must meet the normal retirement eligibility of the remaining classes.

Employees in the FRS Pension Plan participating in all other membership classes are eligible for normal retirement after completing 30 years of service credit (regardless of age), or upon reaching age 62 if vested with less than 30 years. Early retirement is reduced 5 percent for each year the member retires before his or her normal retirement age (55 for special risk or 62 for all others). The benefit is determined based upon a formula using the age at retirement, the total percentage value for all years of service credit, and the average of the highest five fiscal years salaries. Employees may choose a joint and survivor option if the beneficiary qualifies as a joint annuitant. Retirement benefits are increased by a 3 percent cost-of-living adjustment each year after retirement.

FRS INVESTMENT PLAN ACTIVE MEMBERSHIP

As of June 30, 2010, there were 15,599 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 with service under the FRS Pension Plan may choose to transfer the present value of this service credit to the FRS Investment Plan as their opening account balance.

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. The employee has a retirement account established in his or her name with the employer contribution directed to the employee’s retirement account. The employee has the responsibility of selecting how these contributions are invested within an approved set of investment choices available under the plan. The employee’s retirement benefit at retirement is based upon the value of the employee’s account. The employee may choose from a variety of payment options, including a rollover to an eligible retirement plan, a lump sum withdrawal, or various forms of periodic payments. If an employee terminates before becoming vested, his or her account balance is held in a suspense account for up to five years. If the employee does not return to FRS-covered employment within five years, these non-vested funds are forfeited.

SENIOR MANAGEMENT SERVICE OPTIONAL ANNUITY PROGRAM (SMSOAP) ACTIVE MEMBERSHIP

As of June 30, 2010, there were 26 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. The employee has a retirement account established in his or her name with the employer contribution being directed to the employee’s retirement account. The employee has the responsibility of selecting how these contributions are invested within an approved set of investment choices available under the plan. The employee’s retirement benefit at retirement, including disability and a survivor benefit, is based upon the value of the employee’s account. The employee may choose from a variety of payment options, including a rollover to an eligible retirement plan or a monthly annuity.

STATE UNIVERSITY SYSTEM OPTIONAL RETIREMENT PROGRAM ACTIVE MEMBERSHIP (SUSORP)

As of June 30, 2010, there were 14 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 which 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. The employer contributes 10.43 percent of the employee's salary with 10.42 percent of these contributions forwarded to the employee's retirement account for investment as directed by the employee from the investment options offered under this program. The employee may contribute to the SUSORP account by salary reduction an amount not to exceed the percentage contributed by the employer. The employee's retirement benefit, including survivor and disability benefits, is based upon the value of the employee's account at retirement. The employee may choose from a variety of payment options including a rollover to an eligible retirement plan or a monthly annuity.

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). 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, 2010, there were 6,968 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. During DROP their retirement benefits stay in the FRS Trust Fund, earning a fixed 6.5 percent annualized rate of return. In addition, these retirement benefits are increased by a 3 percent cost-of-living adjustment each year.

Pay Additives: Career Service
As of June 30, 2010

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, 2010.

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	123	-	-	-	-	-	1	-	-	124
Agency for Persons with Disabilities	23	1	33	-	-	4	-	41	-	102
Agency for Workforce Innovation	23	47	-	-	-	-	6	6	-	82
Agriculture and Consumer Services	147	17	2	9	10	8	6	635	-	834
Business and Professional Regulation	157	9	-	-	2	-	1	10	-	179
Children and Families	1,488	6	261	6	1	38	88	1,431	-	3,319
Citrus	-	-	-	-	-	-	-	-	-	-
Community Affairs	-	-	-	-	-	-	-	3	-	3
Corrections	3,716	24	297	63	-	1,835	-	487	-	6,422
Division of Administrative Hearings	27	-	-	-	-	-	-	-	-	27
Education	51	-	-	-	-	-	-	8	-	59
Elder Affairs	21	-	-	-	-	-	-	-	-	21
Environmental Protection	256	3	-	-	-	15	1	39	-	314
Financial Services	289	18	3	-	8	7	7	144	-	476
Fish and Wildlife Conservation Commission	183	1	-	-	76	-	7	35	90	392
Health	1,886	44	10	-	2	-	15	334	-	2,291
Highway Safety and Motor Vehicles	855	3	18	-	-	-	7	263	69	1,215
Juvenile Justice	413	1	13	-	6	-	-	111	-	544
Law Enforcement	112	10	39	11	2	4	2	61	-	241
Legal Affairs	125	-	-	-	-	-	-	4	-	129
Management Services	19	8	8	-	-	-	-	29	-	64
Military Affairs ²	-	2	-	-	-	-	-	3	-	5
Office of the Governor ²	-	-	-	-	-	-	-	25	-	25
Parole Commission	17	-	-	-	-	-	-	-	-	17
Public Service Commission	16	1	-	-	-	-	-	-	-	17
Revenue	920	2	6	-	-	-	-	20	-	948
School for the Deaf and the Blind ²	-	3	1	-	-	-	-	5	-	9
State	-	-	-	-	-	-	-	10	-	10
Transportation	1,271	-	-	-	-	-	230	292	-	1,793
Veterans' Affairs	139	-	-	-	-	-	1	11	-	151
Total	12,277	200	691	89	107	1,911	372	4,007	159	19,813

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

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

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 2001/2002 and has resulted in the following savings as reported by the agencies:

FISCAL YEAR 2009/2010

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 2008/2009

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 2007/2008

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 2006/2007

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.

FISCAL YEAR 2005/2006

Responses to the Department of Management Services survey indicated minimal participation in the program. The Department of Transportation reviewed three proposals; however, they had not made a determination as to whether the proposals would generate savings or would be implemented at that time. The Department of Juvenile Justice reported receiving one suggestion that was not implemented.

Source: Agency responses to Department of Management Services' Division of Human Resource Management Survey conducted July, 2010.



Workforce Training and Development

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 training that has been implemented and the progress that has been made.

For fiscal year 2009/2010, 27 out of 29¹ agencies reported having an established training plan. Those agencies reporting not having established a training plan included the Department of Citrus and the Florida Parole Commission.

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

- For fiscal year 2009/2010, SPS agencies expended \$171.99 per employee on training, which was 86 percent less than the \$1,188.94² per employee spent by the government sector in 2008 as provided by the American Society for Training and Development (ASTD).
- Agencies spent an average of 0.48 percent of their total salary budget on training in fiscal year 2009/2010, which was less than the 2.02 percent² reported expenditures for the government sector of industry in 2008 (this figure was based on direct expenditures as a percentage of payroll excluding benefits and taxes) as provided by ASTD. Agencies also spent 41.4 percent less in fiscal year 2009/2010 on training expenditures than they did in fiscal year 2008/2009.

**PERCENT OF SPS TRAINING EXPENDITURES
TO TOTAL SALARY BUDGET³**

FY 05/06	FY 06/07	FY 07/08	FY 08/09	FY 09/10
1.10%	0.89%	0.91%	0.82%	0.48%

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 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 2008/2009 and 2009/2010, 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.

¹ This number excludes the Office of the Governor since it does not have Career Service employees.

² "2009 State of the Industry Report: ASTD's Annual Review of Trends in Workplace Learning and Performance Report." Data from "Table 2: Key Indicators" for the Government sector, page 6.

³ Percent excludes benefits and taxes for FY 07/08, FY 08/09 and FY 09/10. FY 05/06 included benefits and taxes with the total salary.

Training Expenditures by Agency
As of June 30, 2010

Agency	FY 05/06	FY 06/07	FY 07/08	FY 08/09	FY 09/10	FY 09/10 Training Expenditures Per Employee ¹
Agency for Health Care Administration	\$647,777	\$350,943	\$517,371	\$267,875	\$157,994	\$91.12
Agency for Persons with Disabilities	\$288,280	\$343,531	\$491,451	\$422,952	\$264,259	\$72.86
Agency for Workforce Innovation	\$430,250	\$294,042	\$200,687	\$150,226	\$210,248	\$96.31
Agriculture and Consumer Services	\$1,082,140	\$707,163	\$696,073	\$743,066	\$486,123	\$123.82
Business and Professional Regulation	\$342,041	\$165,930	\$156,393	\$112,660	\$65,899	\$37.42
Children and Families	\$3,592,379	\$2,629,013	\$1,884,324	\$4,267,615	\$3,436,526	\$250.13
Citrus	\$2,070	\$1,994	\$2,605	\$8,205	\$1,907	\$28.89
Community Affairs ²	\$716,399	\$327,987	\$463,022	\$578,501	\$1,584,159	\$3,443.82
Corrections	\$5,322,581	\$6,129,243	\$4,674,248	\$3,124,598	\$2,570,029	\$89.45
Division of Administrative Hearings	\$12,408	\$14,016	\$8,517	\$6,136	\$8,075	\$41.62
Education ³	\$730,235	\$1,053,715	\$931,493	\$470,787	\$421,455	\$171.60
Elder Affairs	\$535,713	\$339,529	\$185,923	\$154,869	\$103,907	\$198.67
Environmental Protection	\$1,568,099	\$1,347,971	\$1,044,899	\$715,391	\$290,749	\$64.01
Financial Services	\$6,208,267	\$3,845,190	\$458,236	\$448,059	\$489,096	\$183.66
Fish and Wildlife Conservation Commission	\$885,942	\$1,252,712	\$1,156,457	\$1,161,536	\$1,296,132	\$509.89
Health ⁴	\$22,235,370	\$17,527,716	\$13,123,122	\$12,653,806	\$1,870,762	\$105.93
Highway Safety and Motor Vehicles	\$874,493	\$762,599	\$732,709	\$683,749	\$637,957	\$145.59
Juvenile Justice	\$700,870	\$1,737,978	\$1,321,954	\$780,383	\$506,079	\$111.23
Law Enforcement	\$2,049,371	\$1,906,874	\$1,300,256	\$1,101,791	\$1,074,512	\$612.96
Legal Affairs	\$433,492	\$364,947	\$350,767	\$146,209	\$155,660	\$128.33
Management Services	\$528,018	\$732,800	\$675,219	\$547,332	\$469,916	\$472.28
Military Affairs ⁵	\$2,183,859	\$623,109	\$228,712	\$1,095,734	\$60,083	\$205.06
Office of the Governor ⁶	\$13,230	\$8,553	\$5,895	\$8,103	\$120,280	\$841.12
Parole Commission	\$9,925	\$6,737	-	\$75	\$1,820	\$15.69
Public Service Commission	\$119,094	\$87,003	\$74,959	\$58,949	\$104,094	\$322.27
Revenue	\$1,451,685	\$1,493,406	\$1,392,793	\$611,779	\$434,750	\$85.31
School for the Deaf and the Blind ⁵	-	-	-	\$60,782	\$160,521	\$267.09
State	\$75,518	\$79,658	\$62,274	\$36,519	\$30,365	\$54.03
Transportation	\$5,657,756	\$5,533,085	\$5,157,752	\$3,286,555	\$2,717,125	\$379.91
Veterans' Affairs	\$46,429	\$52,235	\$52,415	\$39,258	\$47,325	\$47.00
Total	\$58,743,692	\$49,719,679	\$37,350,526	\$33,743,500	\$19,777,807	\$171.99

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 28.

² Expenditures included training for an indeterminable number of non-agency employees.

³ Prior to FY 08/09, figures included expenditures for the Florida School for the Deaf and the Blind.

⁴ Prior to FY 09/10, figures included expenditures for the Department of Health's customers.

⁵ Department of Military Affairs' training expenditures for FY 08/09 included payments of more than \$800,000 for the First Responder/About Face Academy. Prior to FY 06/07, training expenditures included college tuition payments for National Guard recruits.

⁶ Increase is due to Information Technology Security training provided by the Agency for Enterprise Information Technology as funded by the Department of Homeland Security federal awards.



Equal Employment Opportunity

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 2009/2010. The SPS was below the ALM in the following job categories: Officials and Administrators, Protective Service Workers and Skilled Craft Workers by 6, 1.3 and 12.6 percentage points, respectively.

EMPLOYEES BY RACE AND JOB CATEGORY As of June 30, 2010

Job Category	Total Employees	White	Black/ African American	Hispanic	Other ¹	Unknown	% Minority by Job Category	% Minority in ALM ²
Officials and Administrators	2,630	2,191	261	115	47	16	16.1%	22.1%
Professionals	52,637	32,782	13,223	4,560	1,701	371	37.0%	25.1%
Technicians	5,499	3,641	1,125	395	306	32	33.2%	28.9%
Protective Service Workers	22,400	15,329	5,449	1,293	264	65	31.3%	32.6%
Para-Professionals	8,193	2,746	4,481	782	124	60	65.8%	43.5%
Administrative Support	9,327	4,833	2,858	1,386	181	69	47.4%	31.9%
Skilled Craft Workers	1,754	1,380	245	102	23	4	21.1%	33.7%
Service Maintenance	2,591	1,341	1,059	134	45	12	47.8%	45.4%
Total Employees	105,031	64,243	28,701	8,767	2,691	629	40,159	-
Percent of Total Employees	-	61.2%	27.3%	8.3%	2.6%	0.6%	38.2%	-

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 40.3 percent and 29.9 percent, respectively since June 30, 2009. During the same time period, minority representation decreased in the Senior Management Service by .5 percentage points, from 11.9 percent to 11.4 percent.
- Female representation remained relatively constant in the Career Service over the past year at 56.7 percent. However, female representation in the Selected Exempt Service (56.5 percent) and Senior Management Service (39.4 percent) increased over the past year by .4 percentage points and .3 percentage points respectively, since June 30, 2009.

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 2009/2010, 17 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 agencies in response to the questionnaire conducted by the Department of Management Services which included questions such as:

- What percentage of the agency's affirmative action goals was met?
- What specific activities lead to your success in meeting goals for fiscal year 2009/2010?
- In which occupational groups/classes did you find it difficult to find minority and female applicants?
- Identify specific challenges experienced in meeting goals for fiscal year 2009/2010.
- What special programs and innovative ideas did you introduce or continue in recruiting and retaining female/minority representation?

SUMMARY OF AGENCY REPLIES TO THE ANNUAL EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUESTIONNAIRE Fiscal Year 2009/2010

Agencies that Implemented a New Plan or Updated their Existing Plan Outlining their Affirmative Action Goals:

- Agency for Health Care Administration
- Agency for Persons with Disabilities
- Agency for Workforce Innovation
- Agriculture and Consumer Services
- Corrections
- Environmental Protection
- Executive Office of the Governor
- Fish and Wildlife Conservation Commission
- Highway Safety and Motor Vehicles
- Juvenile Justice
- Law Enforcement
- Management Services
- Military Affairs
- Revenue
- State
- Transportation
- School for the Deaf and the Blind

Reasons Agencies Provided for Success in Meeting Affirmative Action Goals:

- Commitment of hiring managers to maintain parity with the labor market
- Outreach to community organizations provided access to qualified Asian/Pacific Islander candidates
- Continuous awareness of minority representation through quarterly Equal Opportunity Reports
- State's People First online job application system provides applications from diverse backgrounds throughout the state as well as nationwide
- Attended several minority job fairs around the state
- Distributed job announcements to minority colleges and universities
- Recruited locally and nationally, using trade specific media, establishing plans to work with outlying areas such as school counseling/career offices, community centers, etc. in areas that have a more diverse population
- Used current members as recruiters to target a diverse population
- Coordinated with East Gadsden High School and Tallahassee Community College to allow high school students to complete Correctional Officer curriculum training prior to graduation from high school

Some Challenges Agencies Reported Experiencing in Meeting Affirmative Action Goals:

- Lack of available vacant positions and qualified applicants in EEO categories where goals were established
- The Agency for Persons with Disabilities had to deal with the closing of their Gulf Coast Center. Displaced employees were reassigned to vacant positions when possible, but some employees were ultimately separated
- Budget restraints resulting in a hiring freeze and less turnover impacted opportunities to address goals
- 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
- Minimal turnover in underutilized EEO categories and budget cuts impacted ability to fill position
- Budget restraints and low salaries make it difficult to compete against private and local government employers, especially in the scientific and protective services fields
- 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. They are also hampered by the fact most of their positions are filled with former military personnel, which further limits the applicant pool
- A number of employees completed their employment under the state's Deferred Option Retirement Program and the agency was unable to fill their positions
- Low turnover rates
- Shortages in human resource staffing has limited participation in job fairs and recruitment activities
- Due to severe budget constraints, hiring opportunities are restricted and many vacancies are filled by current employees to limit potential layoffs

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

- The Agency for Health Care Administration has developed a comprehensive Internship program with Florida Agricultural and Mechanical University as a primary partner.
- The Agency for Workforce Innovation managers serve on various councils and committees with membership from private and public sectors, providing various opportunities to network. This increases their ability to attract a varied applicant pool for current and anticipated vacancies.
- The Department of Agriculture and Consumer Services continues to use intern programs from minority universities in an effort to attract and recruit more minorities and females.
- The Florida Fish and Wildlife Conservation Commission is involved with the Minorities in Natural Resources Committee and the Southeast Association of Fish and Wildlife Agencies conference to recruit minorities. This resulted in the successful hiring of two minority students. Additionally, all job announcements for professional positions are forwarded to approximately 130 minority businesses and Historically Black Colleges and Universities throughout the nation. The Division of Law Enforcement has a dedicated staff of six recruiters located throughout the state seeking minority applicants. They actively participate in high school and college career fairs to introduce minority students to the agency. 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. They are expanding outreach efforts to introduce young adults to fish and wildlife conservation in an effort to enhance their awareness of potential careers with the agency.
- Department of Highway Safety and Motor Vehicles representatives from various divisions and the Florida Highway Patrol have partnered and they hold minority recruiting efforts throughout the state to encourage minority applicants to consider employment with the agency.
- The Florida Department of Law Enforcement participates in various job fairs and meetings with community college and high school students to attract applicants.
- The Department of Military Affairs participates in numerous community activities to increase awareness of the agency and the Florida National Guard, and provides an opportunity to attract diverse applicants, specifically females and minorities.
- The Department of Revenue continues to use a recruitment and selection process, focusing on an applicant's knowledge, skills and abilities. A hiring panel's consensus makes the hiring decision. This process enhances the likelihood that candidates are hired strictly on their abilities, regardless of gender, race or religion.
- The Department of Transportation continues to advertise via the internet and in a variety of specialized or minority publications to increase the pool of qualified applicants. The Department encourages managers to promote and reassign qualified employees, when possible, into EEO job categories where there is a need. They also utilize other strategies to identify employees that include: summer student programs, Professional Engineer (PE) Trainee program and the Right of Way (ROW) Trainee program. Both the PE and ROW Trainee programs are used as a way to promote minorities and females into upper level positions.
- The Florida School for the Deaf and the Blind advertised vacancies in the People First system, utilized the assistance of Teacher-Teachers, the Work Source and their website, Employ Florida and advertised in local newspapers when necessary.

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

- Archaeologists
- Marine Mechanics
- Crime Laboratory Analysts
- Fisheries & Wildlife Biologists
- Law Enforcement Officers & Special Agents
- Biologists
- Information Technology (various occupations)
- Librarians
- Protective Services
- Nurses
- Physicians
- Environmental Specialists
- Forestry (various occupations)
- Firefighters
- Park Rangers
- Mental Retardation Professionals
- Engineers

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

- Business and Professional Regulation
- Community Affairs
- Education

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

- Children and Families
- Citrus
- Division of Administrative Hearings
- Elder Affairs
- Financial Services
- Health
- Legal Affairs
- Parole Commission
- Veterans' Affairs

Agency Comments:

- The Department of Children and Families (DCF) reports a multi-year AA Plan is being developed. DCF continues to monitor hiring through selection packet reviews.
- The Department of Citrus reports they have 68 authorized full-time equivalent positions of which 15 were vacant during fiscal year 2009/2010. Their turnover rate is typically 5 percent or less and they only posted three positions last year, filling two. Their low unpredictable turnover rate makes it difficult to affect changes to EEO Job Categories.
- The Division of Administrative Hearings reports they do not have an AA Plan since they do not have a problem recruiting minorities. Also, one-fourth of their positions are appointed.
- The Department of Elder Affairs reports they plan to develop a new plan when the new census figures are available.
- The Department of Financial Services reports they are committed to Equal Employment Opportunity and views Affirmative Action Goals in terms of overall minority and female representation; therefore, they seek to reach the minority percentages reflected on the Florida Statewide Available Labor Market Analysis.
- The Department of Health reports they did not complete an AA plan this past fiscal year. Due to budget reductions, the agency faced layoffs resulting in the need to place adversely affected employees in vacant positions. They also continue their efforts to hire male applicants for positions with larger pools of female candidates in the labor market (e.g., nurses and dental assistants).
- 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 Parole Commission reports they continue to use the People First system to advertise job vacancies and use newspaper advertisements periodically. Supervisors assist minority and female employees in reaching their full potential by reviewing their qualifications to ensure they are provided a full opportunity for appointment, transfer, promotion and training, and providing career counseling to employees as necessary.
- The Department of Veterans' Affairs reports they have spent over a year preparing for the opening of a new Veterans' Nursing Home. A new nursing home and returning veterans' have resulted in the realignment of resources and positions throughout the state. Some positions have been reclassified, changing their EEO category designation.

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, 2010.

***Employees by Job Category
As of June 30, 2010***

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service	Para Professionals	Administrative Support	Skilled Craft	Service Maintenance	Total
Agency for Health Care Administration	2.6%	83.9%	4.7%	-	0.6%	8.3%	-	-	1,589
Agency for Persons with Disabilities	1.1%	46.3%	2.2%	1.6%	32.9%	5.4%	4.7%	5.8%	2,822
Agency for Workforce Innovation	2.3%	94.3%	2.4%	-	-	0.7%	0.3%	0.1%	1,443
Agriculture and Consumer Services	3.4%	51.5%	9.2%	24.1%	0.4%	5.9%	2.8%	2.6%	3,380
Business and Professional Regulation	4.0%	80.2%	3.3%	7.2%	2.6%	2.5%	-	-	1,534
Children and Families	1.4%	65.1%	3.5%	1.4%	15.7%	8.4%	1.3%	3.2%	12,797
Citrus	25.0%	44.6%	8.9%	-	5.4%	12.5%	-	3.6%	56
Community Affairs	5.3%	85.9%	4.6%	1.4%	-	2.8%	-	-	284
Corrections	1.0%	22.2%	3.2%	65.0%	1.1%	5.2%	1.5%	0.8%	27,733
Division of Administrative Hearings	1.6%	51.6%	2.6%	-	-	44.3%	-	-	192
Education	11.5%	63.2%	6.8%	-	8.3%	9.7%	0.1%	0.4%	2,266
Elder Affairs	4.7%	83.3%	3.4%	-	0.2%	8.4%	-	-	406
Environmental Protection	6.9%	66.7%	3.3%	2.7%	0.3%	5.4%	1.8%	12.9%	3,432
Financial Services	4.8%	75.4%	5.5%	6.9%	0.4%	6.7%	0.3%	-	2,528
Fish and Wildlife Conservation Commission	4.3%	53.6%	5.6%	29.9%	0.4%	4.9%	1.3%	0.1%	1,882
Health	1.8%	61.1%	6.8%	0.1%	11.9%	17.0%	0.5%	0.9%	15,809
Highway Safety and Motor Vehicles	1.9%	22.8%	3.0%	40.2%	1.5%	29.3%	0.8%	0.6%	4,158
Juvenile Justice	2.1%	44.4%	1.3%	0.3%	42.7%	4.6%	1.4%	3.3%	4,423
Law Enforcement	3.8%	58.6%	11.5%	23.0%	-	3.1%	-	-	1,671
Legal Affairs	8.7%	61.7%	1.3%	6.4%	5.6%	16.2%	0.1%	-	1,114
Management Services	5.5%	60.0%	7.7%	-	0.4%	4.3%	9.3%	12.7%	974
Military Affairs ¹	2.1%	52.3%	8.0%	1.4%	2.4%	7.7%	15.7%	10.5%	287
Office of the Governor ¹	71.2%	28.8%	-	-	-	-	-	-	104
Parole Commission	13.1%	72.0%	-	-	-	15.0%	-	-	107
Public Service Commission	10.9%	77.0%	4.5%	-	-	7.7%	-	-	313
Revenue	1.6%	80.1%	5.2%	-	2.6%	10.3%	-	-	4,983
School for the Deaf and the Blind ¹	0.2%	22.1%	4.4%	3.5%	47.1%	1.6%	5.8%	15.2%	429
State	10.3%	71.6%	9.6%	-	1.2%	6.6%	0.7%	-	426
Transportation	2.7%	55.6%	15.5%	3.0%	1.0%	6.1%	7.0%	9.0%	7,055
Veterans' Affairs	2.8%	25.8%	13.4%	-	42.9%	4.9%	1.2%	9.0%	834
Total Employees	2,630	52,637	5,499	22,400	8,193	9,327	1,754	2,591	105,031
Percent of Total Employees	2.5%	50.1%	5.2%	21.3%	7.8%	8.9%	1.7%	2.5%	100%

¹ These entities have employees in other pay plans which 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.

Minority Representation by Pay Plan As of June 30, 2010

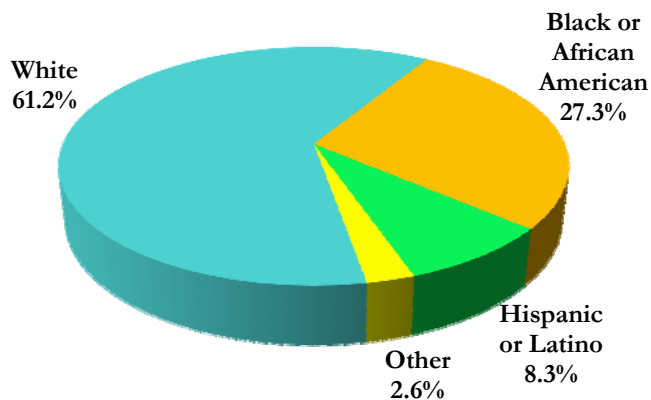
Minority representation in the Career Service and Selected Exempt Service pay plans rose by 2.5 and 2 percentage points respectively since 2006, while minorities in the Senior Management Service pay plan decreased by 2.1 percentage points. Since 2009, minority representation decreased in the Career Service by .3 percentage points and Senior Management Service by .5 percentage points, while increasing slightly in the Selected Exempt pay plan by .2 percentage points.

FIVE-YEAR TREND: MINORITY REPRESENTATION

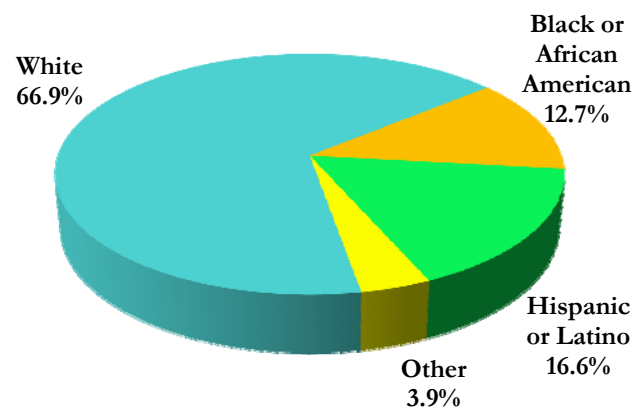
Pay Plan	2006		2007		2008		2009		2010	
	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total
Career Service	31,972	84,566	32,419	85,197	34,846	84,523	34,732	85,460	34,450	85,588
Percent of Total	37.8%		38.1%		41.2%		40.6%		40.3%	
Selected Exempt Service	5,291	18,964	5,469	19,191	5,709	19,149	5,669	19,115	5,643	18,872
Percent of Total	27.9%		28.5%		29.8%		29.7%		29.9%	
Senior Management Service	75	556	77	572	74	577	71	599	65	571
Percent of Total	13.5%		13.5%		12.8%		11.9%		11.4%	

For minorities, the State Personnel System exceeded the Available Labor Market¹ (ALM) representation in the “Black or African American” category by 14.6 percentage points. In the “Other” category, the SPS was below the ALM by 1.3 percentage points, while Hispanic or Latino representation was 8.3 percentage points below the ALM.

STATE PERSONNEL SYSTEM



FLORIDA'S AVAILABLE LABOR MARKET



¹ Available Labor Market (ALM) 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, 2010

The overall total number of female employees in the Career Service has increased by .5 percentage points since 2006. Additionally, female representation within the Selected Exempt Service and Senior Management Service has increased by 1.5 percentage points and .7 percentage points, respectively. Since 2009, female representation in the Selected Exempt Service and Senior Management Service increased by .4 percentage points and .3 percentage points, respectively. In contrast, female representation in the Career Service decreased by .1 percentage point since 2009.

FIVE-YEAR TREND: GENDER REPRESENTATION

Pay Plan	2006		2007		2008		2009		2010	
	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total
Career Service	47,518	84,566	48,218	85,197	47,921	84,523	48,520	85,460	48,509	85,588
Percent of Total	56.2%		56.6%		56.7%		56.8%		56.7%	
Selected Exempt Service	10,427	18,964	10,653	19,191	10,684	19,149	10,720	19,115	10,660	18,872
Percent of Total	55.0%		55.5%		55.8%		56.1%		56.5%	
Senior Management Service	215	556	220	572	232	577	234	599	225	571
Percent of Total	38.7%		38.5%		40.2%		39.1%		39.4%	

Female representation in the State Personnel System exceeded Florida's Available Labor Market¹ by 9.6 percentage points.

STATE PERSONNEL SYSTEM



FLORIDA'S AVAILABLE LABOR MARKET



¹ Available Labor Market (ALM) 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: Career Service *As of June 30, 2010*

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	17.3%	41.9%	3.7%	21.5%	2.8%	8.9%	1.3%	2.5%	1,142
Agency for Persons with Disabilities	13.3%	21.4%	17.1%	42.6%	0.7%	2.2%	0.8%	2.0%	2,182
Agency for Workforce Innovation	17.2%	22.5%	10.6%	30.9%	4.9%	11.2%	1.3%	1.3%	1,140
Agriculture and Consumer Services	59.8%	20.3%	4.9%	5.6%	3.7%	2.4%	2.1%	1.2%	2,583
Business and Professional Regulation	24.6%	27.4%	8.7%	21.3%	5.0%	5.5%	3.3%	4.1%	1,088
Children and Families	13.0%	29.2%	9.7%	32.5%	3.1%	9.2%	1.1%	2.3%	10,111
Citrus	35.0%	55.0%	-	5.0%	-	5.0%	-	-	20
Community Affairs	31.2%	39.2%	6.3%	17.5%	2.1%	1.6%	-	2.1%	189
Corrections	43.1%	23.5%	11.0%	15.8%	3.3%	2.0%	0.8%	0.6%	26,071
Division of Administrative Hearings	18.8%	50.8%	2.3%	23.4%	0.8%	3.1%	-	0.8%	128
Education	14.5%	41.1%	5.3%	24.2%	2.1%	9.8%	0.8%	2.2%	1,464
Elder Affairs	8.8%	47.1%	1.5%	22.3%	2.9%	12.0%	0.7%	4.7%	274
Environmental Protection	44.4%	38.0%	3.6%	5.0%	2.2%	1.8%	2.5%	2.4%	2,369
Financial Services	30.6%	28.5%	7.4%	20.8%	4.2%	4.6%	2.0%	2.0%	1,714
Fish and Wildlife Conservation Commission	61.3%	24.2%	1.7%	2.6%	3.2%	1.1%	4.0%	1.9%	1,548
Health	9.8%	42.5%	3.2%	24.2%	2.2%	13.4%	1.2%	3.5%	13,008
Highway Safety and Motor Vehicles	36.9%	22.8%	9.2%	15.0%	8.5%	5.4%	1.1%	1.1%	3,630
Juvenile Justice	15.5%	17.8%	27.1%	31.4%	3.5%	3.1%	0.7%	1.0%	3,462
Law Enforcement	37.9%	38.4%	4.4%	10.4%	2.5%	3.9%	1.5%	1.2%	1,445
Legal Affairs	20.1%	42.4%	2.9%	19.4%	4.1%	7.7%	1.2%	2.1%	561
Management Services	30.5%	25.3%	18.7%	16.0%	2.5%	1.2%	3.1%	2.7%	514
Military Affairs ²	54.5%	32.4%	9.1%	1.1%	-	-	1.7%	1.1%	176
Parole Commission	25.3%	40.0%	5.3%	18.7%	4.0%	4.0%	-	2.7%	75
Public Service Commission	29.0%	31.1%	9.3%	14.8%	3.3%	3.3%	4.4%	4.9%	183
Revenue	20.8%	38.5%	5.9%	24.6%	1.4%	4.5%	1.8%	2.6%	4,197
School for the Deaf and the Blind ²	23.6%	42.1%	4.8%	24.5%	0.3%	0.9%	0.9%	3.0%	335
State	27.5%	40.8%	5.7%	20.4%	1.5%	1.5%	1.1%	1.5%	265
Transportation	46.6%	23.8%	10.4%	5.9%	5.6%	3.2%	2.8%	1.7%	4,988
Veterans' Affairs	12.1%	39.7%	4.5%	33.7%	1.5%	4.4%	0.7%	3.3%	726
Total Employees	25,483	25,107	7,663	17,169	2,804	4,698	1,129	1,535	85,588
Percent of Total Employees	29.8%	29.3%	9.0%	20.1%	3.3%	5.5%	1.3%	1.8%	100%

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 which 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, 2010

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	28.1%	46.1%	3.2%	13.2%	2.5%	4.3%	0.7%	1.8%	438
Agency for Persons with Disabilities	20.3%	29.9%	9.8%	34.0%	0.5%	3.2%	1.1%	1.3%	632
Agency for Workforce Innovation	26.7%	38.4%	5.8%	21.6%	1.0%	5.5%	-	1.0%	292
Agriculture and Consumer Services	55.0%	29.1%	3.0%	5.5%	2.0%	2.5%	1.6%	1.4%	769
Business and Professional Regulation	30.8%	37.3%	6.1%	14.7%	4.4%	4.2%	1.2%	1.4%	429
Children and Families	20.0%	36.0%	9.2%	22.7%	2.3%	6.0%	2.2%	1.6%	2,649
Citrus	27.3%	54.5%	3.0%	6.1%	3.0%	3.0%	3.0%	-	33
Community Affairs	50.0%	35.2%	3.4%	8.0%	1.1%	1.1%	-	1.1%	88
Corrections	36.2%	34.0%	7.9%	12.3%	3.4%	2.9%	1.8%	1.5%	1,637
Division of Administrative Hearings	11.1%	54.0%	1.6%	22.2%	-	6.3%	-	4.8%	63
Education	27.6%	46.4%	4.8%	13.3%	1.5%	3.5%	1.3%	1.7%	776
Elder Affairs	17.5%	57.1%	4.0%	16.7%	3.2%	0.8%	-	0.8%	126
Environmental Protection	50.5%	38.2%	2.3%	3.7%	1.2%	1.8%	2.0%	0.3%	1,035
Financial Services	38.0%	38.8%	4.6%	12.2%	1.8%	1.9%	0.9%	1.7%	778
Fish and Wildlife Conservation Commission	54.6%	35.6%	0.3%	5.1%	1.0%	1.0%	0.6%	1.9%	315
Health	23.4%	43.5%	4.4%	14.2%	3.2%	6.1%	2.2%	2.9%	2,723
Highway Safety and Motor Vehicles	30.2%	44.5%	5.2%	11.6%	2.1%	4.3%	1.2%	1.0%	517
Juvenile Justice	20.7%	23.5%	22.8%	25.7%	3.3%	2.4%	0.5%	1.1%	942
Law Enforcement	38.2%	44.0%	2.9%	6.8%	3.4%	2.9%	0.5%	1.4%	207
Legal Affairs	33.5%	48.6%	1.5%	5.7%	2.5%	4.3%	1.9%	2.1%	529
Management Services	38.5%	31.7%	7.7%	14.5%	1.1%	1.6%	2.7%	2.3%	442
Military Affairs ²	39.0%	54.3%	3.8%	1.9%	1.0%	-	-	-	105
Office of the Governor ²	26.5%	51.5%	4.4%	8.8%	-	-	4.4%	4.4%	68
Parole Commission	21.4%	50.0%	-	17.9%	3.6%	3.6%	3.6%	-	28
Public Service Commission	33.6%	48.4%	2.5%	9.0%	0.8%	0.8%	1.6%	3.3%	122
Revenue	35.6%	38.5%	5.5%	12.3%	1.9%	3.4%	1.2%	1.7%	775
School for the Deaf and the Blind ²	27.7%	60.6%	-	9.6%	-	-	1.1%	1.1%	94
State	28.9%	57.7%	2.7%	8.1%	1.3%	0.7%	0.7%	-	149
Transportation	47.4%	25.4%	6.6%	6.0%	6.1%	4.0%	2.9%	1.6%	2,013
Veterans' Affairs	31.6%	46.9%	3.1%	9.2%	1.0%	1.0%	2.0%	5.1%	98
Total Employees	6,147	7,007	1,226	2,606	514	726	325	321	18,872
Percent of Total Employees	32.6%	37.1%	6.5%	13.8%	2.7%	3.8%	1.7%	1.7%	100%

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 which 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, 2010

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	55.6%	44.4%	-	-	-	-	-	-	9
Agency for Persons with Disabilities	50.0%	25.0%	-	-	12.5%	12.5%	-	-	8
Agency for Workforce Innovation	36.4%	45.5%	18.2%	-	-	-	-	-	11
Agriculture and Consumer Services	67.9%	28.6%	-	-	3.6%	-	-	-	28
Business and Professional Regulation	76.5%	11.8%	5.9%	5.9%	-	-	-	-	17
Children and Families	56.8%	29.7%	2.7%	8.1%	-	2.7%	-	-	37
Citrus	66.7%	33.3%	-	-	-	-	-	-	3
Community Affairs	71.4%	28.6%	-	-	-	-	-	-	7
Corrections	44.0%	32.0%	20.0%	4.0%	-	-	-	-	25
Division of Administrative Hearings	100.0%	-	-	-	-	-	-	-	1
Education	46.2%	46.2%	3.8%	-	3.8%	-	-	-	26
Elder Affairs	50.0%	50.0%	-	-	-	-	-	-	6
Environmental Protection	57.1%	35.7%	-	-	3.6%	-	-	3.6%	28
Financial Services	50.0%	36.1%	8.3%	-	2.8%	2.8%	-	-	36
Fish and Wildlife Conservation Commission	73.7%	21.1%	-	-	5.3%	-	-	-	19
Health	38.5%	46.2%	3.8%	3.8%	-	3.8%	1.3%	2.6%	78
Highway Safety and Motor Vehicles	27.3%	63.6%	9.1%	-	-	-	-	-	11
Juvenile Justice	36.8%	36.8%	10.5%	10.5%	-	5.3%	-	-	19
Law Enforcement	63.2%	26.3%	5.3%	-	5.3%	-	-	-	19
Legal Affairs	50.0%	33.3%	4.2%	4.2%	-	8.3%	-	-	24
Management Services	55.6%	38.9%	5.6%	-	-	-	-	-	18
Military Affairs ²	83.3%	-	-	-	-	-	16.7%	-	6
Office of the Governor ²	55.6%	27.8%	-	-	8.3%	2.8%	2.8%	2.8%	36
Parole Commission	50.0%	50.0%	-	-	-	-	-	-	4
Public Service Commission	62.5%	12.5%	-	12.5%	-	-	12.5%	-	8
Revenue	63.6%	27.3%	-	-	-	9.1%	-	-	11
State	50.0%	41.7%	-	-	-	8.3%	-	-	12
Transportation	59.3%	27.8%	1.9%	1.9%	3.7%	1.9%	1.9%	1.9%	54
Veterans' Affairs	70.0%	30.0%	-	-	-	-	-	-	10
Total Employees	306	194	23	13	12	13	5	5	571
Percent of Total Employees	53.6%	34.0%	4.0%	2.3%	2.1%	2.3%	0.9%	0.9%	100%

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 which 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.



Community Relations

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 2009/2010, the employees at the Departments of Revenue, Transportation, Corrections and Health reported the highest number of volunteer hours.
- The agencies with the highest percentage of employees reporting volunteer hours were the Department of Revenue (17.0 percent), the Public Service Commission (6.7 percent), the Department of Transportation (5.8 percent) and the Agency for Health Care Administration (5.7 percent).
- As of June 30, 2010, employees provided 22,541 hours of paid volunteer time and another 25,226.25 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 \$4,663,039.
- Employees contributed \$4,147,380 to the FSECC for 2009.
- An average of \$39.49 per employee was contributed to the FSECC in 2009.
- Employee contributions to the FSECC for 2009 decreased by 4.9 percent from 2008.
- The number of state employees who contributed to the FSECC increased by 45 percent from 2008 (35,718) to 2009 (51,688).

Volunteer Hours by Agency As of June 30, 2010

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	734.00	800.00	1,534.00	5.7%
Agency for Persons with Disabilities	256.50	22.00	278.50	3.1%
Agency for Workforce Innovation	231.25	4.00	235.25	1.2%
Agriculture and Consumer Services	427.50	39.25	466.75	1.4%
Business and Professional Regulation	244.25	615.00	859.25	3.9%
Children and Families	740.25	67.00	807.25	1.5%
Citrus	3.00	-	3.00	1.8%
Community Affairs	74.00	-	74.00	4.2%
Corrections	3,847.50	1,450.50	5,298.00	2.3%
Division of Administrative Hearings	54.25	-	54.25	2.6%
Education	854.00	233.50	1,087.50	4.1%
Elder Affairs	87.25	16.00	103.25	3.7%
Environmental Protection	950.75	1,719.00	2,669.75	2.7%
Financial Services	786.25	121.00	907.25	4.3%
Fish and Wildlife Conservation Commission	397.25	1,850.50	2,247.75	4.8%
Health	1,729.25	3,418.00	5,147.75	2.3%
Highway Safety and Motor Vehicles	563.00	473.75	1,036.75	3.2%
Juvenile Justice	502.25	1,056.25	1,558.50	2.3%
Law Enforcement	315.75	66.00	381.75	2.0%
Legal Affairs	219.75	27.00	246.75	4.0%
Management Services	174.25	128.25	302.50	4.0%
Military Affairs ¹	-	-	-	-
Office of the Governor ¹	6.00	-	6.00	1.9%
Parole Commission	11.25	-	11.25	5.6%
Public Service Commission	171.00	276.50	447.50	6.7%
Revenue	5,797.25	10,199.50	15,996.75	17.0%
School for the Deaf and the Blind ¹	5.75	-	5.75	0.2%
State	71.00	-	71.00	2.6%
Transportation	3,236.50	2,531.25	5,767.75	5.8%
Veterans' Affairs	50.00	112.00	162.00	0.7%
Total Hours	22,541.00	25,226.25	47,767.25	3.4%

The dollar equivalent of the administrative leave hours contributed by employees to the community in fiscal year 2009/2010 was \$417,684.73.²

¹ These entities have employees in other pay plans which 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 This amount was based on the average hourly rate of \$18.53 for employees in the State Personnel System (\$38,540/2080 hours) as depicted in the Workforce Profile on page 18.

**Florida State Employees' Charitable Campaign
Contributions Raised for Calendar Year 2009**

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 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	2005	2006	2007	2008	2009	2008/2009 % Change
Big Bend	2,431,613	2,403,712	2,370,368	2,171,282	1,983,650	-8.6%
Brevard	76,595	55,020	54,248	59,931	61,410	2.5%
Broward	215,686	228,953	259,628	153,730	161,429	5.0%
Central Florida	111,271	106,515	106,234	83,716	80,285	-4.1%
Citrus	5,774	10,839	9,299	5,907	4,154	-29.7%
Collier	12,777	21,025	15,181	9,325	7,381	-20.8%
Escambia	88,218	99,654	90,254	76,583	69,263	-9.6%
Heart of Florida	368,584	377,538	293,915	288,904	262,575	-9.1%
Hernando	7,792	7,614	7,148	7,107	10,940	53.9%
Indian River	13,767	13,244	13,067	11,847	11,207	-5.4%
Lake & Sumter	26,078	37,106	61,944	37,010	61,040	64.9%
Lee	79,318	84,398	92,908	84,567	80,620	-4.7%
Marion	37,314	36,367	34,622	37,510	30,514	-18.7%
Martin	12,846	13,928	12,646	14,494	17,528	20.9%
Miami-Dade	163,235	159,379	163,537	181,102	150,040	-17.2%
Monroe	13,494	19,809	22,772	17,032	17,098	0.4%
North Central Florida	167,968	158,055	163,593	159,786	153,616	-3.9%
Northeast Florida	249,952	262,405	246,921	191,986	170,074	-11.4%
Northwest Florida	161,938	173,488	179,641	148,746	173,347	16.5%
Okaloosa & Walton	41,205	48,336	42,071	34,224	34,196	-0.1%
Okeechobee	2,108	6,556	3,838	4,053	6,668	64.5%
Palm Beach	104,632	112,095	114,811	90,220	120,838	33.9%
Pasco	12,330	14,999	13,222	16,894	21,895	29.6%
Santa Rosa	20,013	25,458	23,982	25,256	27,453	8.7%
Sarasota	34,055	31,993	29,106	30,928	32,600	5.4%
St. Lucie	57,887	57,155	53,299	31,938	73,775	131.0%
Suwannee Valley	79,393	70,714	65,170	60,437	64,164	6.2%
Tampa Bay	267,280	226,422	219,712	222,375	189,889	-14.6%
Volusia & Flagler	100,224	109,756	106,133	105,773	69,731	-34.1%
Total	\$4,963,346	\$4,972,533	\$4,869,270	\$4,362,663¹	\$4,147,380	-4.9%

¹ Estimated amounts reported for 2008 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:

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

