

Fiscal Year **2013-2014**

State Personnel System Annual Workforce Report



Rick Scott, Governor
Chad Poppell, Secretary

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Introduction

The Department of Management Services' Division of Human Resource Management presents the 21st State Personnel System (SPS) Annual Workforce 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 Florida 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(7)(e), Florida Statutes; and
- Classification Plans for Senior Management and Selected Exempt Services, sections 110.406(1) and 110.606(1), Florida Statutes, respectively.

The Department of Management Services issues the Annual Workforce Report on a fiscal-year basis (July 1 – June 30). Unless otherwise noted, the data contained in this report was generated from the People First Data Warehouse.

Notes:

1. This report does not reflect data on employees in the following pay plans: Fixed Salary – Elected or Appointed (pay plan 05), Fixed Salary – Senior Management Service Benefits (pay plan 15) and Fixed Salary – Senior Management Service Leave Benefits (pay plan 16).
2. The Department of Community Affairs was abolished effective Oct. 1, 2011.
3. The Division of Emergency Management, formerly within the Department of Community Affairs, was moved to the Executive Office of the Governor effective Oct. 1, 2011.
4. Other programs and divisions within the Department of Community Affairs were transferred to various state agencies including the departments of Economic Opportunity, Environmental Protection, and Business and Professional Regulation.
5. The Agency for Workforce Innovation was renamed as the Department of Economic Opportunity effective Nov. 1, 2011.
6. The Division of Emergency Management, the Northwood Shared Resource Center and the Southwood Shared Resource Center are reflected as separate entities.
7. The Agency for Enterprise Information Technology was not allocated positions and not funded for fiscal years 2012-13 and 2013-14.
8. Percentages are rounded to the 10th decimal place; therefore some total percentages may not reflect exactly 100 percent.

General Workforce Trends

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

General Workforce Trends and Comparisons Overview

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

- In 2013, for the one-month period of March (31 days), state governments nationwide had an average of 211 state workers per 10,000 in population. Florida had 108 workers per 10,000 in population, or 48.8 percent less than the national average.¹
- In 2013, for the one-month period of March (31 days), the state government national average was \$76 in payroll expenditures per state resident. Florida's payroll expenditure was \$37 per state resident, or 51.3 percent less than the national average.²
- In the coming decades, the projected workforce will span four distinct generations: Baby Boomers, those born between 1946 and 1964; Generation X, those born between 1964 and 1980; Generation Y or Millennials, those born between 1981 and 1995; and the New Silent Generation, those born after 1996. Employers will need to adjust to the workforce's changing demographics and the projected reduction in the availability of workers.

According to the United States Census Bureau:

- Nationwide, between 2000 and 2030, the percentage of Americans in the:³
 - 20-44 age group will decline by 5.3 percentage points from 36.9 percent to 31.6 percent.
 - 45-64 age group will increase by 0.5 percentage points from 22.1 percent to 22.6 percent.
 - 65-84 age group will increase by 6.1 percentage points from 10.9 percent to 17.0 percent.
- 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 from 28.6 percent to 21.7 percent while the percentage of 45-64 year olds is expected to increase by 0.7 percentage points from 22.7 percent to 23.4 percent.⁴

According to the United States Bureau of Labor Statistics:

- “The number of persons age 55 years and older in the United States labor force is expected to increase by 12.0 million, or 43.0 percent, during the 2008-18 period. Persons in the 55 years and older age group are projected to make up nearly one-quarter of the labor force in 2018.”⁵
- “For persons aged 55 years and older, the labor force participation rate increased from a low of 29.2 percent in 1993 to 40.0 percent in February 2010.”⁶
- The Bureau of Labor Statistics estimates that the median age of the labor force for the United States will be 42.6 in 2022.⁷ The median age of the labor force in 2013 was 42.4.⁸

The average age of a State Personnel System employee was 44.59 as of June 30, 2014.

¹ United States Census Bureau – www.census.gov. March 2012 U.S. Census Data for total state employees (full-time and part-time) and July 2013 U.S. Census Data for state population. March 2013 state government employees' data was not available.

² United States Census Bureau – www.census.gov. March 2012 U.S. Census Data for state government employee payroll expenditures and July 2013 U.S. Census Data for state population. March 2013 state government employee payroll expenditures data was not available.

³ U.S. Census Bureau – Table 2a. Projected Population of the United States, by age and sex: 2000 to 2050; <http://www.census.gov/population/projections/data/national/usinterimproj.html>.

⁴ U.S. Census Bureau – Interim State Population Projections, 2005, <http://www.census.gov/population/projections/data/statepyramid.html>.

⁵ U.S. Bureau of Labor Statistics, Economic News Release, Employment Projections: 2008-18; http://data.bls.gov/cgi-bin/print.pl/news.release/archives/ecopro_12102009.htm.

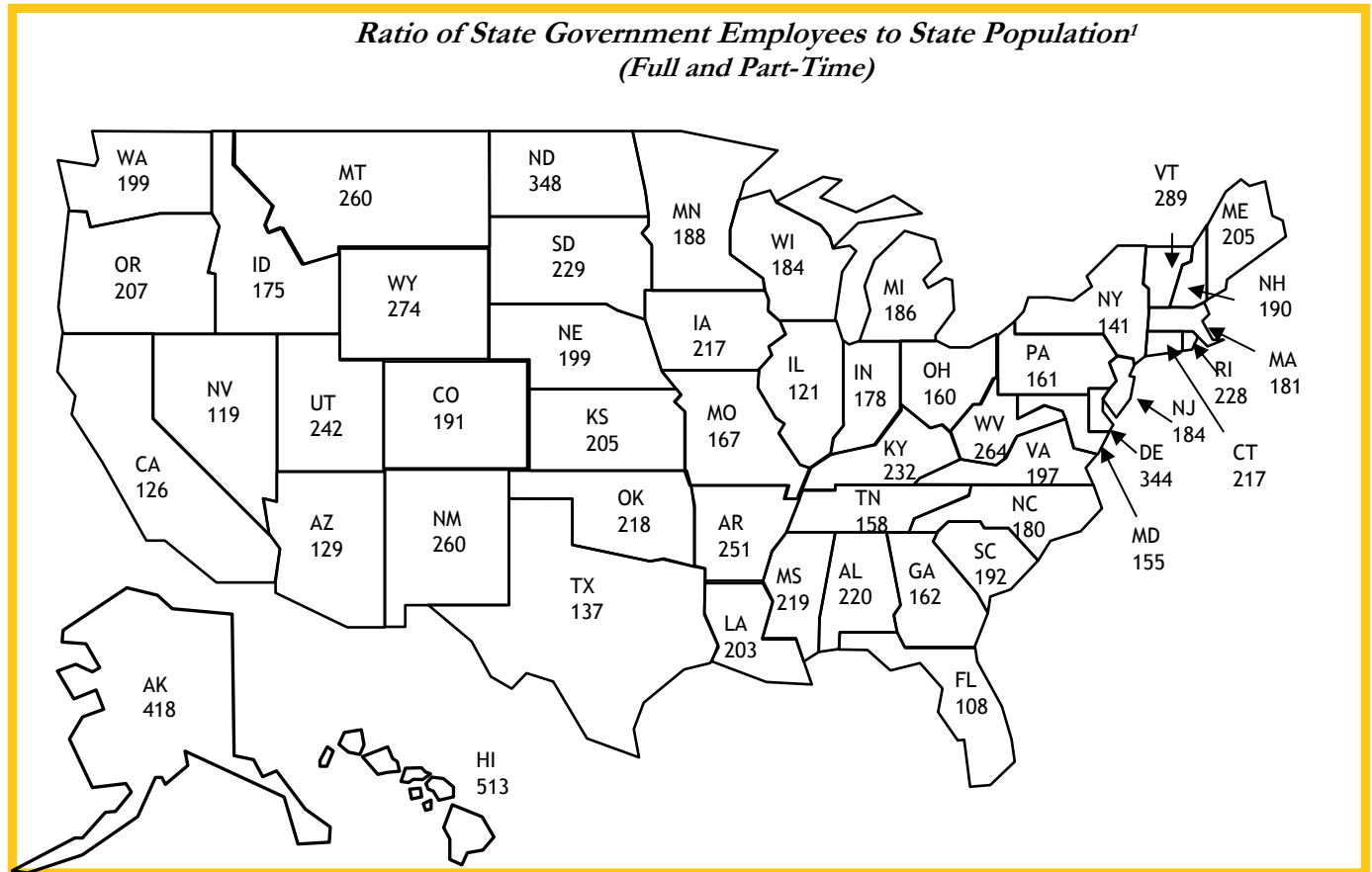
⁶ U.S. Bureau of Labor Statistics, Issues in Labor Statistics, Summary 10-04, March 2010, “Record Unemployment Among Older Workers Does Not Keep Them Out Of The Job Market”; <http://www.bls.gov/opub/ils/opbilshh.htm>.

⁷ U.S. Bureau of Labor Statistics, Monthly Labor Review, December 2013, “Labor Force Projections to 2022: the Labor Force Participation Rate Continues to Fall” <http://www.bls.gov/opub/mlr/2013/article/labor-force-projections-to-2022-the-labor-force-participation-rate-continues-to-fall.htm>.

⁸ U.S. Bureau of Labor Statistics, Current Population Survey, “Employed Persons by Detailed Occupation and Age, 2013 Annual Averages,” http://www.bls.gov/cps/occupation_age.htm.

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, for the one-month period of March (31 days) 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 | 108 |
| 2. | Nevada | 119 |
| 3. | Illinois | 121 |
| 4. | California | 126 |
| 5. | Arizona | 129 |
| 6. | Texas | 137 |
| 7. | New York | 141 |
| 8. | Maryland | 155 |
| 9. | Tennessee | 158 |
| 10. | Ohio | 160 |

2013 National Average 211

**10 States with the Fastest
Growing Population Changes
July 2012 – July 2013²**

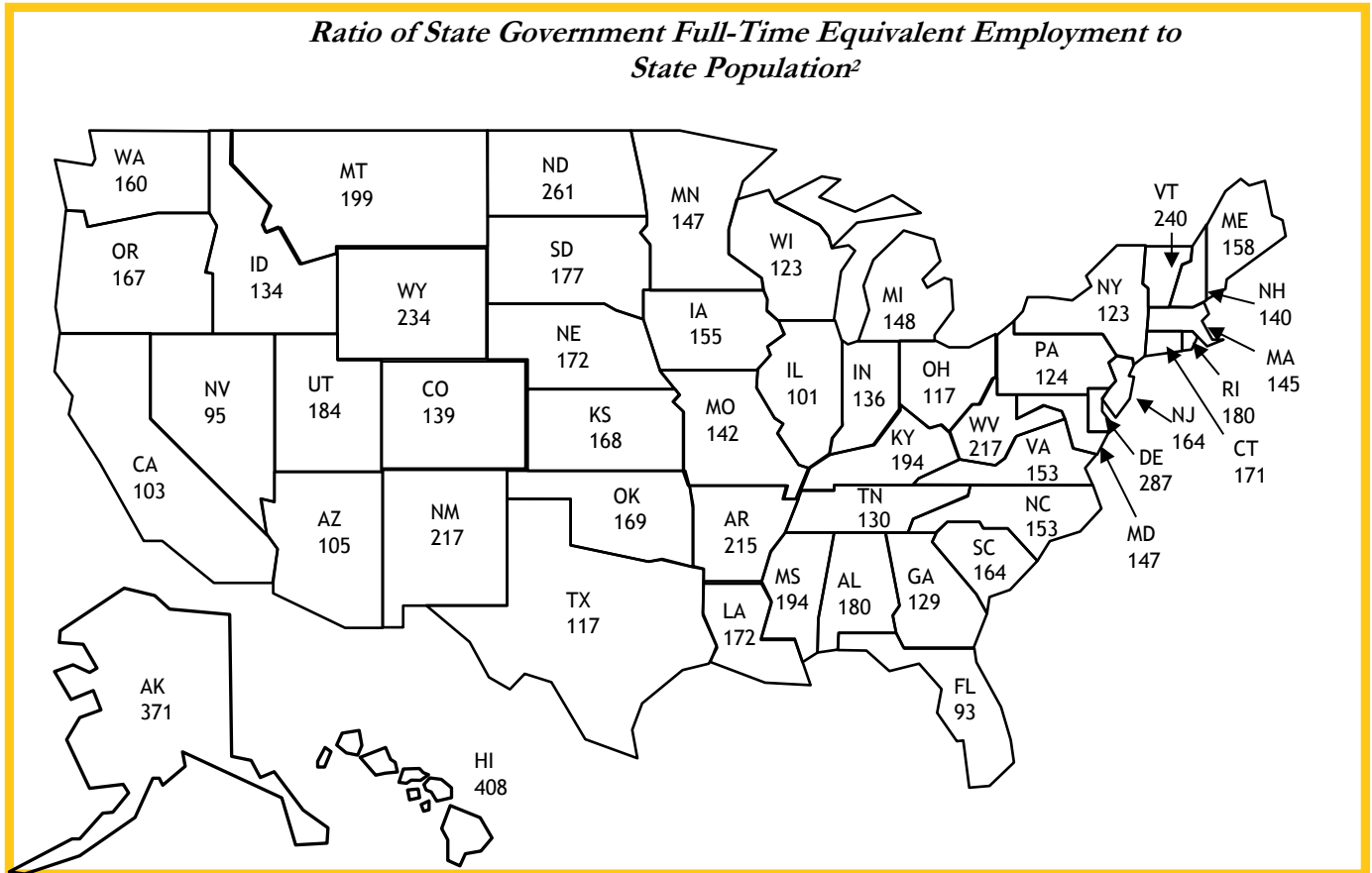
- | | | |
|-----|----------------|-------------|
| 1. | North Dakota | 3.1% |
| 2. | Utah | 1.6% |
| 3. | Colorado | 1.5% |
| 4. | Texas | 1.5% |
| 5. | Nevada | 1.3% |
| 6. | South Dakota | 1.3% |
| 7. | Florida | 1.2% |
| 8. | Arizona | 1.2% |
| 9. | Washington | 1.1% |
| 10. | South Carolina | 1.1% |

¹ United States Census Bureau – www.census.gov. March 2012 U.S. Census Data for total state employees (full-time and part-time) and July 2013 U.S. Census Data for state population. March 2013 state government employees' data was not available.

² Department of Economic Opportunity, Labor Market Statistics Center, June 2014.

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 for the one-month period of March (31 days) of each year. This number is compared to each state's population estimate as of July of each year. The ratio of full-time equivalent employment to 10,000 in population is a useful indicator to gauge the efficiency of a state's public workforce in comparison to other states.



10 States with the Lowest Ratios

1. Florida	93
2. Nevada	95
3. Illinois	101
4. California	103
5. Arizona	105
6. Ohio	117
7. Texas	117
8. New York	123
9. Wisconsin	123
10. Pennsylvania	124

2013 National Average 170

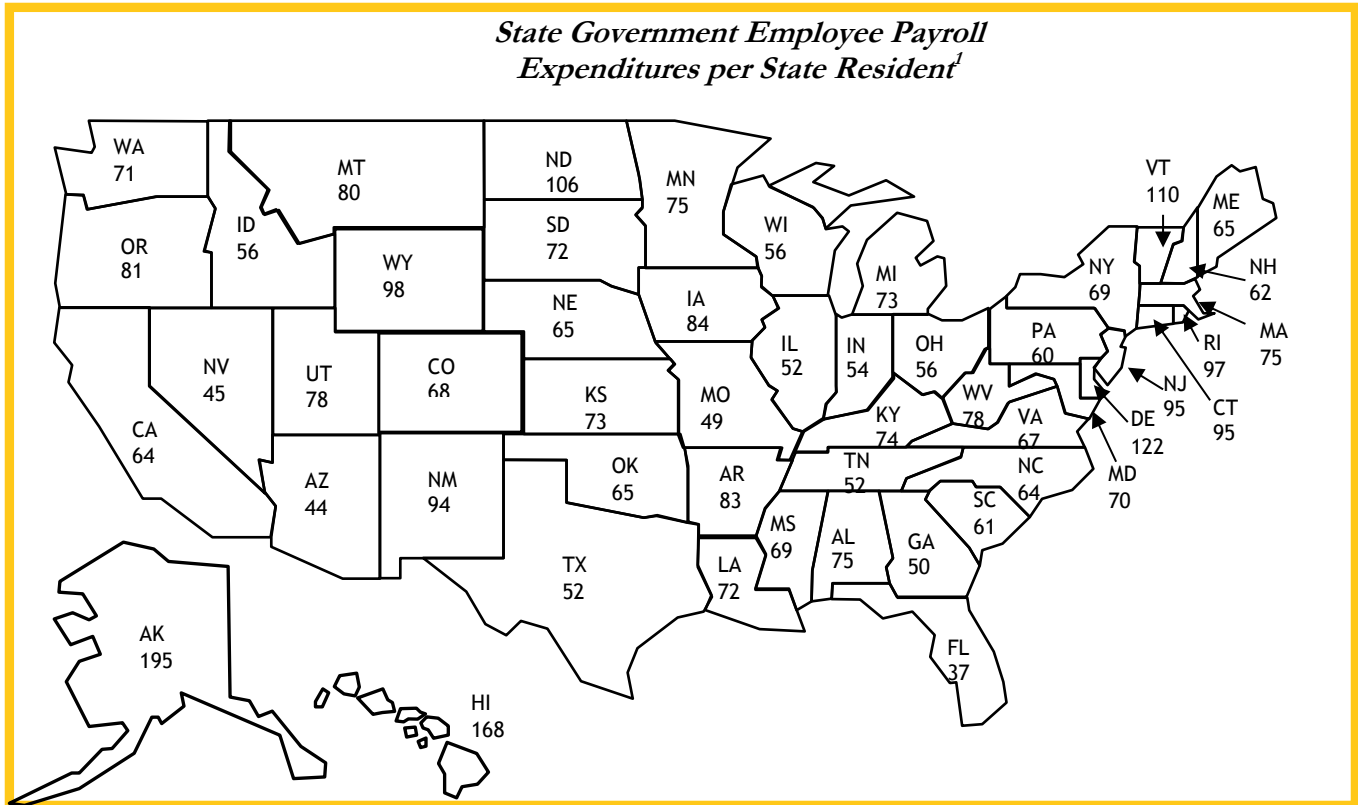
¹ As defined by the United States Census Bureau, a full-time equivalent (FTE) is a computed statistic representing the number of full-time employees that could have been employed if the reported number of hours worked by part-time employees had been worked by full-time employees.

² United States Census Bureau – www.census.gov. March 2012 U.S. Census Data for full-time equivalent state employment and July 2013 U.S. Census Data for state population. March 2013 state government full-time equivalent employment data was not available.

State Government Employee Payroll Expenditures per State Resident

The United States Census Bureau requires each state to report the total state public payroll expenditures for the one-month period of March (31 days) of each year. This number is then compared to each state's population estimate as of July of each year. The ratio of employees to 10,000 in population provides the payroll expenditures for state public services per 10,000 residents.

The figures indicate that Florida's state government workforce has the lowest payroll cost per state resident as compared to other states based upon the one-month period of data.



1. Florida	\$37
2. Arizona	\$44
3. Nevada	\$45
4. Missouri	\$49
5. Georgia	\$50
6. Tennessee	\$52
7. Illinois	\$52
8. Texas	\$52
9. Indiana	\$54
10. Idaho	\$56
11. Ohio	\$56
12. Wisconsin	\$56
2013 National Average	\$76

¹ United States Census Bureau – www.census.gov. March 2012 U.S. Census Data for state government employee payroll expenditures and July 2013 U.S. Census Data for state population. March 2013 state government employee payroll expenditures data was not available.

Workforce Demographics

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

PROJECTED UNITED STATES POPULATION DISTRIBUTION BY AGE

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

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

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

PROJECTED STATE OF FLORIDA AGE DISTRIBUTION 2000 TO 2030

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

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

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

PROJECTED UNITED STATES LABOR FORCE AGE DISTRIBUTION 2000 TO 2030

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

Source: United States Bureau of Labor Statistics – Monthly Labor Review, "A New Look at Long Term Labor Force Projections to 2050" - Table 4, November 2006 - <http://www.bls.gov/opub/mlr>.

The U.S. Bureau of Labor Statistics reports that the overall median age of the labor force is projected to continue to increase in the future. The table 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 – Monthly Labor Review, "A New Look at Long Term Labor Force Projections to 2050"- Table 4, November 2006 - <http://www.bls.gov/opub/mlr>.

As the Baby Boomer generation continues to reach retirement age, organizations will face two major concerns: retaining both institutional knowledge and sufficient, high quality employees. The table below captures the anticipated need for new employees. It is predicted that between 2013 and 2021, Florida (both public and private sector) will need to add approximately 1,030,649 new workers to compensate for the retirement of the Baby Boomers’ generation.

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

Occupational Title	2013 Estimated Employment	2021 Projected Employment	Total 2013-2021 Employment Change	Total Percent Change
Total - All Occupations	8,297,915	9,328,564	1,030,649	12.4%

Source: Florida Department of Economic Opportunity, Bureau of Labor Market Statistics - January 2014 - <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>

Workforce Design

- *Workforce Design Overview*
- *State of Florida's Personnel Systems*
- *Established Positions by Personnel System and Pay Plan*
- *State Personnel System Entities*
- *State Personnel System Positions and Employees*
- *Workforce Profile*
- *Employees by Age and Pay Plan*
- *Established Position Count by Agency*
- *Employee Count by Agency*
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- *Established Positions Included in Collective Bargaining Units*
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- *Separations: Career Service*
- *Employer-Initiated Career Service Separations by Agency*
- *Employee-Initiated Career Service Separations by Agency*
- *Retirement Count by Pay Plan*
- *Retirement Projections*
- *Other Personal Services Employment*

Workforce Design Overview

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

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

- There were 159,360 total established positions in all state employment systems at the end of fiscal year 2013-14. The State Personnel System accounted for 98,153 or 61.6 percent of those positions.
- Of the 89,686 employees in the SPS, 81.7 percent or 73,230 were in the Career Service, 17.8 percent or 15,920 were in the Selected Exempt Service and 0.6 percent or 536 were in the Senior Management Service.
- As of June 30, 2014, 6.9 percent or 6,220 employees in the SPS had 30 or more years of service; 18.7 percent or 16,781 had between 20 and 29; 25.4 percent or 22,811 had between 10 and 19; 21.7 percent or 19,463 had between five and nine; and 27.2 percent or 24,411 of the employees had less than five years of service.
- The age group with the largest number of employees within the SPS was age group 50-59 with 28.4 percent or 25,503 employees, followed by age group 40-49 with 25.6 percent or 22,978 employees, as of June 30, 2014.
- As of June 30, 2014, the 81,815 established positions included in collective bargaining units represented 83.4 percent of the 98,153 total number of established positions.
- In comparing June 30, 2013, to June 30, 2014, the total number of established positions decreased by 3.2 percent, from 101,392 to 98,153, while the number of established positions included in collective bargaining units also decreased by 3.1 percent, from 84,430 to 81,815.
- As of June 30, 2014, 9.7 percent or 7,241 of the 74,507 employees represented by a labor organization paid dues.
- There was a 4.1 percent increase in the number of Career Service separations from fiscal year 2012-13 (11,790) to fiscal year 2013-14 (12,270).
- For fiscal year 2013-14, employee-initiated separations accounted for 77.6 percent of all Career Service separations.
- As of June 30, 2014, layoffs and dismissals were the top two separation reasons for the employer initiated Career Service separations at 40.2 percent and 38.9 percent, respectively. For the same time period, Other (Reasons Unknown) led the employee initiated separation reasons at 60.9 percent followed by Retirement at 23.3 percent.
- The average number of Other Personal Services employees decreased by 2.3 percent since fiscal year 2012-13 from 9,099 to 8,889.

TURNOVER

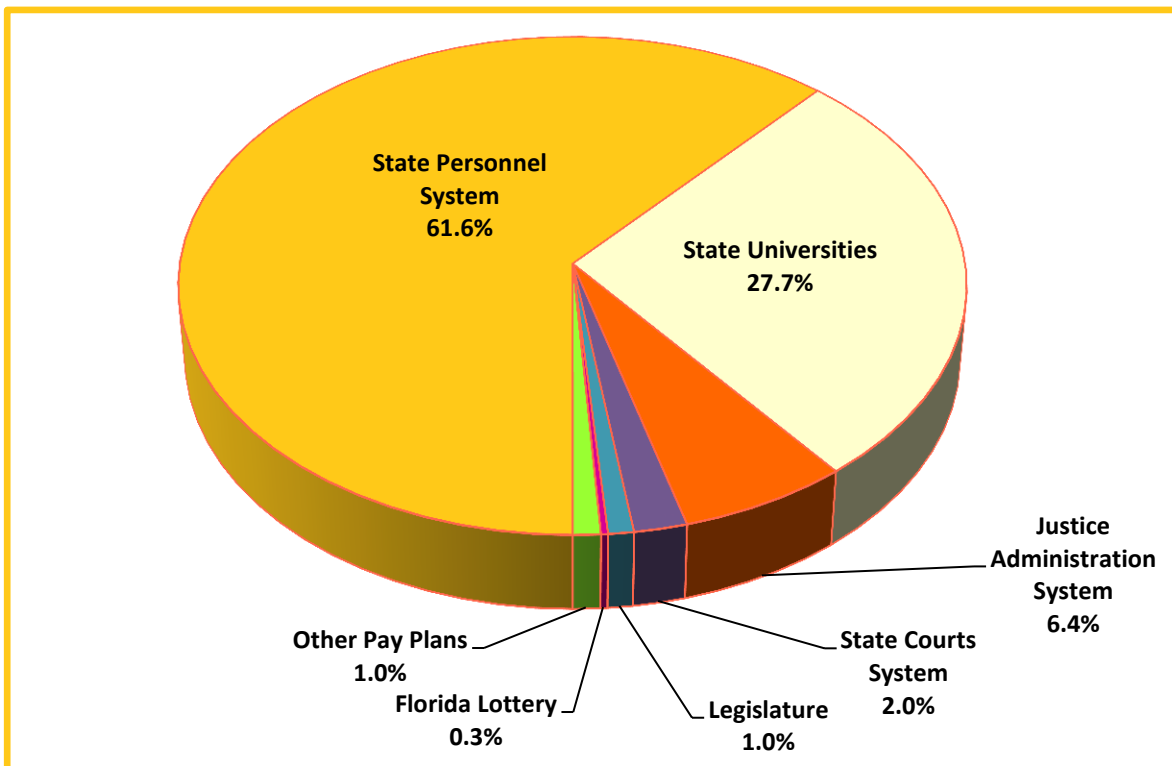
Pay Plan	FY 09/10	FY 10/11	FY 11/12	FY 12/13	FY 13/14
Career Service	7.3%	7.2%	8.4%	8.3%	8.8%
Selected Exempt Service	4.4%	4.2%	5.0%	4.7%	5.0%
Senior Management Service	9.3%	15.6%	7.9%	8.2%	8.1%
State Personnel System	6.8%	6.8%	8.3%	7.7%	8.1%

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, the Florida Lottery and a few other pay plans. 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 12 separate personnel systems representing one personnel system for each public university.

There were 159,360 total established positions¹ in all state systems at the end of fiscal year 2013-14. The SPS accounted for 98,153 or 61.6 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.

PERCENTAGE OF ESTABLISHED POSITIONS BY PERSONNEL SYSTEM



Personnel System	Percentage of Established Positions As of June 30				
	2010	2011	2012	2013	2014
State Personnel System	65.0%	64.8%	64.4%	62.8%	61.6%
State Universities	25.2%	25.2%	25.9%	26.6%	27.7%
Justice Administration System	5.8%	5.9%	5.6%	6.3%	6.4%
State Courts System	1.8%	1.9%	1.9%	2.0%	2.0%
Legislature	1.0%	1.0%	0.9%	1.0%	1.0%
Florida Lottery	0.3%	0.3%	0.3%	0.3%	0.3%
Other Pay Plans	0.9%	0.9%	1.0%	1.0%	1.0%

¹ This number includes an employee count for the state universities based on data as of Fall 2013 as reported by the Institutional Research Department at the Florida Board of Governors.

*Established Positions by Personnel System and Pay Plan
As of June 30, 2014*

Personnel System	Pay Plan	Established Positions ¹ As of June 30				
		2010	2011	2012	2013	2014
State Personnel System	Career Service	88,999	89,029	85,390	83,179	80,564
	Selected Exempt Service	19,420	19,132	18,152	17,631	17,007
	Senior Management Service	601	600	592	582	582
	Total	109,020	108,761	104,134	101,392	98,153
State Universities ²	General Faculty and all others	42,311	42,310	41,848	42,993	44,126
Justice Administration System	State Attorneys	3,608	3,718	3,361	3,705	3,721
	Public Defenders	1,122	1,213	1,066	1,230	1,223
	State Attorneys with Paid Insurance	2,078	2,205	2,055	2,354	2,344
	Public Defenders with Paid Insurance	1,747	1,707	1,600	1,744	1,753
	Capital Collateral Regional Counsel	64	71	54	76	80
	Justice Administrative Commission	1,037	1,054	969	1,050	1,124
Total	9,656	9,968	9,105	10,159	10,245	
State Courts System	Courts	2,039	2,071	1,992	2,133	2,133
	Courts with Paid Insurance	1,057	1,070	1,053	1,075	1,076
	Total	3,096	3,141	3,045	3,208	3,209
Legislature ³	Legislative Staff	1,704	1,598	1,503	1,554	1,543
Florida Lottery	Non-Managerial	401	404	376	389	386
	Managerial	31	32	32	35	35
	Total	432	436	408	424	421
Other Pay Plans	Other Exempt-Fixed Annual Salary ⁴	1,090	1,106	1,100	1,106	1,099
	Exempt (Governor's Office) ⁵	197	187	234	285	286
	School for the Deaf and the Blind ⁶	245	232	225	237	231
	Florida National Guard	46	48	46	47	47
	Total	1,578	1,573	1,605	1,675	1,663
Total	Total	167,797	167,787	161,648	161,405	159,360

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

² Numbers depict employee count for Fall 2013 as reported by the Institutional Research Department at the Florida Board of Governors.

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

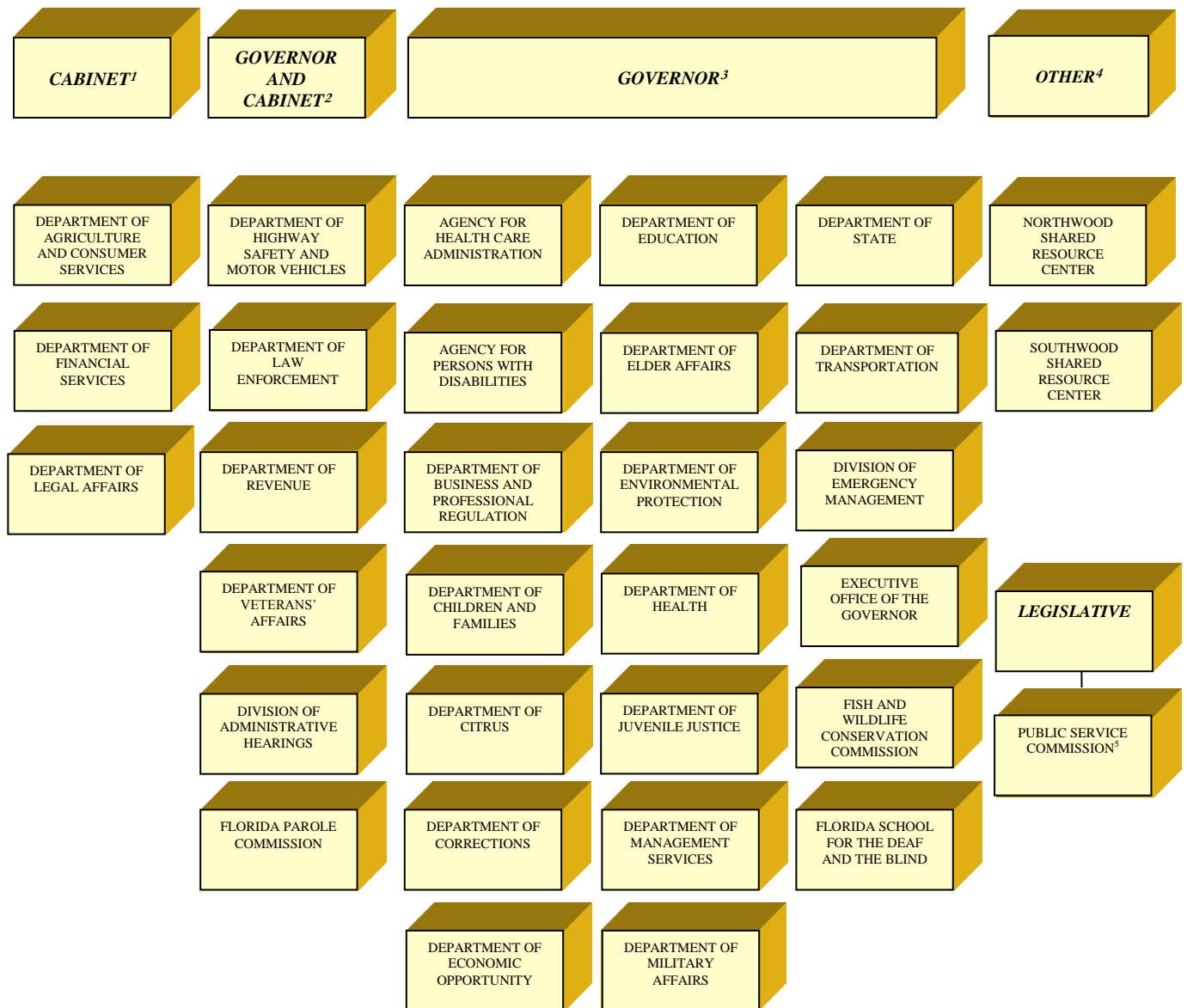
⁴ Includes pay plans: Fixed Salary – Elected or Appointed (pay plan 05), Fixed Salary – Senior Management Service Benefits (pay plan 15), and Fixed Salary – Senior Management Service Leave Benefits (pay plan 16).

⁵ The increase in Established Positions from 2011 to 2012 is attributable to the Governor's Office absorbing the Division of Emergency Management.

⁶ Represents positions in pay plan 04 – Florida School for the Deaf and the Blind. In addition, they have other positions that are a part of the State Personnel System.

State Personnel System Entities

There are 32 departments, agencies, 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 during fiscal year 2013-14.



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 Other: entities are headed by their respective Boards of Trustees.

⁵ Although the Florida Legislature is not a part of the State Personnel System, most of the employees of the Public Service Commission are considered part of the SPS per section 110.205(2)(b), Florida Statutes.

Source: Chapters 20 and 110, Florida Statutes.

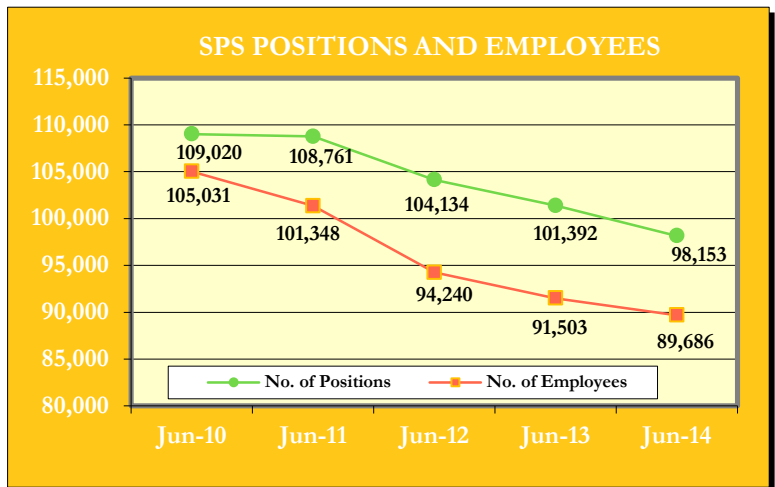
State Personnel System Positions and Employees As of June 30, 2014

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

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

- The total number of established positions in the SPS decreased over the past five years, from 109,020 in 2010 to 98,153 in 2014, by 10,867 positions, or 10.0 percent. Similarly, the number of employees decreased by 15,345, or 14.6 percent, from 105,031 to 89,686.
 - In addition, the number of established positions decreased by 3.2 percent from 2013 to 2014. Correspondingly, the number of employees decreased 2.0 percent for the same time period.

- The majority of positions (80,564) and employees (73,230) in the SPS are in the Career Service pay plan. Since 2010, the number of positions in the Career Service decreased by 8,435 or 9.5 percent.
 - In comparing 2013 to 2014, the number of positions decreased by 2,615 or 3.1 percent.

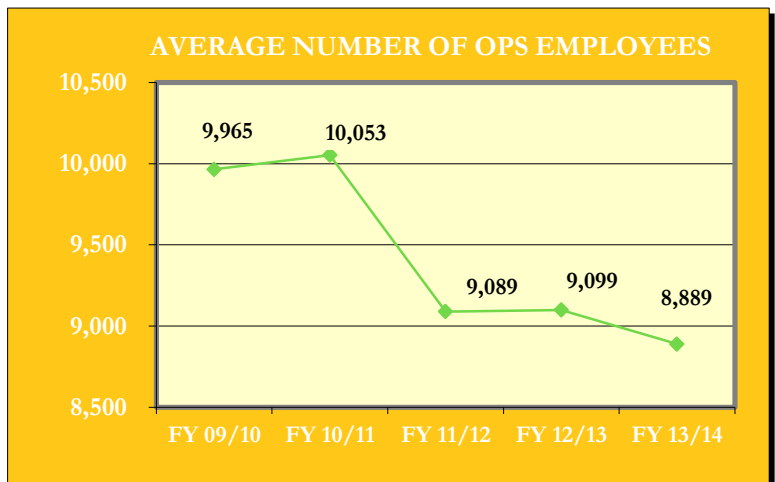


- Managers, supervisors, confidential¹ employees and certain professional positions, such as doctors and lawyers, are in the Selected Exempt Service pay plan. A total of 17,007 positions and 15,920 employees were in this pay plan at the end of fiscal year 2013-14.

- Since 2010, the number of positions in the Selected Exempt Service decreased by 2,413 or 12.4 percent. It should be mentioned that since 2013, the number of positions decreased by 624 or by 3.5 percent.

- Policy-making positions in upper management are in the Senior Management Service pay plan, which accounted for 582 positions and 536 employees at the end of fiscal year 2013-14.
 - Since 2010, the number of positions in the Senior Management Service decreased by 19 or 3.2 percent. This number remained constant since 2013.

- Other Personal Services (OPS) employment is temporary. Individuals employed as OPS are paid on an hourly basis and participate in Medicare and a 401(a) FICA Alternative Retirement Plan in lieu of social security. During fiscal year 2013-14, there was a monthly average of 8,889 individuals employed as Other Personal Services in agencies governed by the SPS.
 - The monthly average for fiscal year 2013-14 was 10.8 percent less than the average for fiscal year 2009-10 and 2.3 percent less than fiscal year 2012-13.



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

Workforce Profile

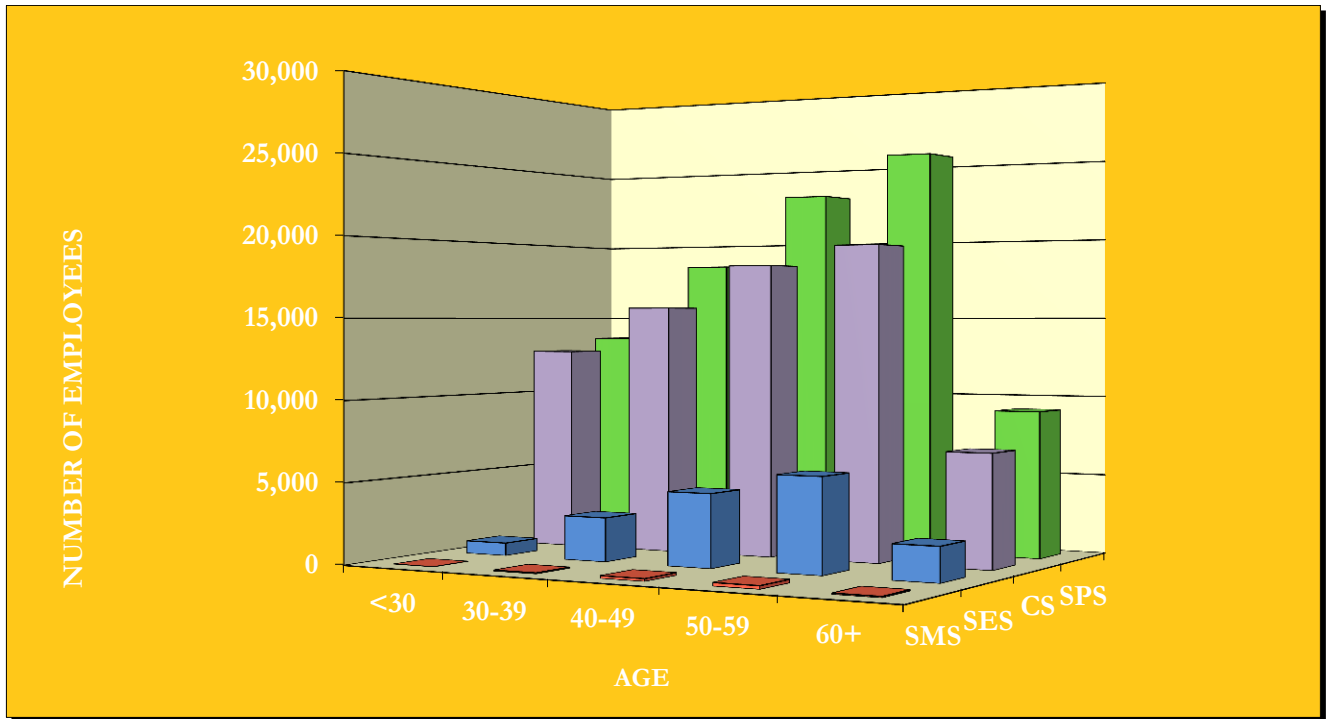
As of June 30, 2014

	State Personnel System	Career Service	Selected Exempt Service	Senior Management Service
Positions	98,153	80,564	17,007	582
Employees	89,686	73,230	15,920	536
% Female	56.5%	56.2%	58.4%	39.9%
% Minorities¹	40.2%	42.1%	32.1%	14.9%
Average Age	44.59	44.38	49.13	50.77
Average Salary	\$39,485	\$35,564	\$55,098	\$110,853
Average Length of Service	12.48	11.47	16.95	16.88
GENDER				
Male	38,983	32,040	6,621	322
Female	50,703	41,190	9,299	214
AVERAGE SALARY BY GENDER				
Male	\$41,716	\$37,142	\$60,392	\$113,022
Female	\$37,765	\$34,334	\$51,328	\$107,588
RACE/ETHNICITY				
White	53,402	42,157	10,791	454
Black or African-American	24,671	21,256	3,377	38
Hispanic or Latino	8,825	7,564	1,232	29
Other²	2,515	2,004	498	13
Unknown	273	249	22	2
AVERAGE SALARY BY RACE/ETHNICITY				
White	\$41,772	\$36,959	\$57,645	\$110,952
Black or African-American	\$34,809	\$32,930	\$45,783	\$109,278
Hispanic or Latino	\$37,366	\$34,315	\$54,336	\$111,425
Other²	\$44,952	\$39,412	\$65,495	\$111,865
Unknown	\$32,904	\$31,380	\$43,965	\$103,500
LENGTH OF SERVICE				
0 - 4.99 years	24,411	22,203	2,115	93
5.00 - 9.99 years	19,463	16,748	2,646	69
10.00 - 19.99 years	22,811	18,027	4,672	112
20.00 - 29.99 years	16,781	12,162	4,434	185
30+ years	6,220	4,090	2,053	77

¹ Minorities include employees having identified themselves as Black or African-American, Hispanic or Latino, Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Some Other Race or two or more races.

² "Other" includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Some Other Race or two or more races.

Employees by Age and Pay Plan As of June 30, 2014



Pay Plan	Age					Total Employees
	<30	30-39	40-49	50-59	60+	
Career Service (CS)	12,793	15,651	18,310	19,499	6,977	73,230
Selected Exempt Service (SES)	794	2,718	4,504	5,794	2,110	15,920
Senior Management Service (SMS)	11	71	164	210	80	536
State Personnel System (SPS)	13,598	18,440	22,978	25,503	9,167	89,686
Percent of Total Employees as of June 2014	15.2%	20.6%	25.6%	28.4%	10.2%	89,686
Percent of Total Employees as of June 2013	12.2%	20.2%	25.7%	29.4%	12.5%	91,503
Percent of Total Employees as of June 2012	18.1%	21.3%	28.1%	26.5%	6.0%	94,240
Percent of Total Employees as of June 2011	17.2%	21.0%	27.4%	27.2%	7.3%	101,348
Percent of Total Employees as of June 2010	15.8%	20.8%	26.9%	27.7%	8.9%	105,031

FLORIDA POPULATION TRENDS

The Florida Legislature, Office of Economic and Demographic Research, Econographic News article provided the following statistics:¹

- 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 now represents 39.1 percent of Florida's total population and is expected to represent 36.1 in 2030.
- In 2010, 17.3 percent of Florida's population was age 65 and older. This age group is forecast to represent 24.1 percent of Florida's population in 2030. Over the next two decades, Florida's older population (age 60 and older) will account for most of Florida's population growth, representing 56.9 percent of the gains.

¹ Florida Legislature, Office of Economic and Demographic Research, Econographic News, 2014 Volume 1; located at: <http://edr.state.fl.us/Content/population-demographics/reports/econographicnews-2014v1.pdf>

Established Position Count by Agency As of June 30, 2014

An established position is a position authorized by the Legislature and is 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, 2014; however, this may not represent the total number of positions authorized by the Legislature, as some agencies have positions in other pay plans outside of the State Personnel System. This table also shows the five-year trend in the number of established positions by agency.

Agency	Established Position Count						
	As of June 30					2010-2014 % Change	2013-2014 % Change
	2010	2011	2012	2013	2014		
Agency for Health Care Administration	1,625	1,640	1,661	1,661	1,648	1.4%	-0.8%
Agency for Persons with Disabilities	3,245	2,929	2,980	2,914	2,914	-10.2%	0.0%
Agency for Workforce Innovation	1,493	1,564	-	-	-	-	-
Agriculture and Consumer Services	3,518	3,605	3,603	3,554	3,579	1.7%	0.7%
Business and Professional Regulation	1,545	1,569	1,605	1,594	1,620	4.9%	1.6%
Children and Families	12,951	12,833	12,143	11,564	11,529	-11.0%	-0.3%
Citrus	67	60	60	57	57	-14.9%	0.0%
Community Affairs	294	344	-	-	-	-	-
Corrections	28,921	28,371	26,153	25,402	23,242	-19.6%	-8.5%
Division of Administrative Hearings	197	200	184	182	181	-8.1%	-0.5%
Division of Emergency Management ¹	-	-	54	46	44	-	-4.3%
Economic Opportunity	-	-	1,676	1,625	1,621	-	-0.2%
Education	2,394	2,458	2,433	2,414	2,418	1.0%	0.2%
Elder Affairs	418	454	454	456	453	8.4%	-0.7%
Environmental Protection	3,490	3,519	3,454	3,231	3,098	-11.2%	-4.1%
Financial Services	2,693	2,763	2,703	2,594	2,602	-3.4%	0.3%
Fish and Wildlife Conservation Commission	1,919	1,945	1,955	2,108	2,118	10.4%	0.5%
Health	16,457	16,511	16,000	15,066	14,444	-12.2%	-4.1%
Highway Safety and Motor Vehicles	4,361	4,355	4,546	4,503	4,426	1.5%	-1.7%
Juvenile Justice	4,501	4,399	3,580	3,504	3,486	-22.6%	-0.5%
Law Enforcement	1,747	1,667	1,683	1,686	1,712	-2.0%	1.5%
Legal Affairs	1,266	1,271	1,250	1,245	1,247	-1.5%	0.2%
Management Services	1,002	1,000	868	864	873	-12.9%	1.0%
Military Affairs ¹	292	302	324	350	371	27.1%	6.0%
Northwood Shared Resource Center	-	-	94	99	100	-	1.0%
Office of the Governor ^{1,2}	121	126	111	97	98	-19.0%	1.0%
Parole Commission	120	123	118	119	119	-0.8%	0.0%
Public Service Commission	319	316	291	288	288	-9.7%	0.0%
Revenue	5,065	5,165	5,143	5,162	5,139	1.5%	-0.4%
School for the Deaf and the Blind ¹	440	428	444	447	453	3.0%	1.3%
Southwood Shared Resource Center	-	-	128	123	129	-	4.9%
State	433	431	417	408	410	-5.3%	0.5%
Transportation	7,212	7,347	6,935	6,940	6,630	-8.1%	-4.5%
Veterans' Affairs	914	1,066	1,084	1,089	1,104	20.8%	1.4%
Total Established Positions	109,020	108,761	104,134	101,392	98,153	-10.0%	-3.2%

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

² Includes data for the Agency for Enterprise Information Technology.

Employee Count by Agency As of June 30, 2014

Employee count is the total number of actual employees within an agency, excluding Other Personal Services employees. The table below represents a snapshot of the number of employees within each agency as of June 30, 2014 and shows the five-year trend.

Agency	Employee Count ¹						
	As of June 30					2010/2014 % Change	2013/2014 % Change
	2010	2011	2012	2013	2014		
Agency for Health Care Administration	1,589	1,532	1,544	1,551	1,494	-6.0%	-3.7%
Agency for Persons with Disabilities	2,822	2,806	2,781	2,678	2,664	-5.6%	-0.5%
Agency for Workforce Innovation	1,443	1,485	-	-	-	-	-
Agriculture and Consumer Services	3,380	3,237	3,295	3,341	3,357	-0.7%	0.5%
Business and Professional Regulation	1,534	1,506	1,538	1,514	1,566	2.1%	3.4%
Children and Families	12,797	12,345	11,366	11,105	11,071	-13.5%	-0.3%
Citrus	56	53	49	48	46	-17.9%	-4.2%
Community Affairs	284	309	-	-	-	-	-
Corrections	27,733	26,434	23,522	22,398	20,965	-24.4%	-6.4%
Division of Administrative Hearings	192	186	174	175	174	-9.4%	-0.6%
Division of Emergency Management ²	-	-	53	44	42	-	-4.5%
Economic Opportunity	-	-	1,540	1,528	1,547	-	1.2%
Education	2,266	2,285	2,250	2,183	2,146	-5.3%	-1.7%
Elder Affairs	406	425	421	425	397	-2.2%	-6.6%
Environmental Protection	3,432	3,326	3,225	2,930	2,860	-16.7%	-2.4%
Financial Services	2,528	2,528	2,329	2,328	2,370	-6.3%	1.8%
Fish and Wildlife Conservation Commission	1,882	1,862	1,854	1,991	1,987	5.6%	-0.2%
Health	15,809	15,210	13,891	13,404	12,919	-18.3%	-3.6%
Highway Safety and Motor Vehicles	4,158	3,997	4,067	4,065	4,087	-1.7%	0.5%
Juvenile Justice	4,423	4,048	3,200	3,009	3,029	-31.5%	0.7%
Law Enforcement	1,671	1,591	1,612	1,591	1,628	-2.6%	2.3%
Legal Affairs	1,114	1,072	1,025	1,020	1,065	-4.4%	4.4%
Management Services	974	910	829	814	837	-14.1%	2.8%
Military Affairs ²	287	291	311	326	350	22.0%	7.4%
Northwood Shared Resource Center	-	-	84	83	94	-	13.3%
Office of the Governor ^{2,3}	104	108	83	84	76	-26.9%	-9.5%
Parole Commission	107	111	105	112	115	7.5%	2.7%
Public Service Commission	313	297	265	264	254	-18.8%	-3.8%
Revenue	4,983	4,844	4,777	4,725	4,729	-5.1%	0.1%
School for the Deaf and the Blind ²	429	408	422	419	430	0.2%	2.6%
Southwood Shared Resource Center	-	-	109	106	114	-	7.5%
State	426	402	386	373	379	-11.0%	1.6%
Transportation	7,055	6,757	6,115	5,820	5,826	-17.4%	0.1%
Veterans' Affairs	834	983	1,018	1,049	1,068	28.1%	1.8%
Total Employees	105,031	101,348	94,240	91,503	89,686	-14.6%	-2.0%

¹ Employee count is determined by counting the number of distinct Social Security numbers in each agency, excluding Other Personal Services employees.

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

³ Includes data for the Agency for Enterprise Information Technology.

Full-Time Employee Count by Agency As of June 30, 2014

Full-time employee count is determined by the total number of actual employees within an agency who are contracted to work 2,080 hours during the fiscal year, excluding Other Personal Services employees. The table below represents a snapshot of the number of full-time employees within each agency as of June 30, 2014, and includes the five-year trend.

Agency	Full-Time Employee Count						
	As of June 30					2010/2014 % Change	2013/2014 % Change
	2010	2011	2012	2013	2014		
Agency for Health Care Administration	1,575	1,520	1,530	1,538	1,482	-5.9%	-3.6%
Agency for Persons with Disabilities	2,803	2,785	2,759	2,659	2,650	-5.5%	-0.3%
Agency for Workforce Innovation	1,435	1,477	-	-	-	-	-
Agriculture and Consumer Services	3,365	3,226	3,283	3,329	3,348	-0.5%	0.6%
Business and Professional Regulation	1,524	1,494	1,524	1,498	1,551	1.8%	3.5%
Children and Families	12,723	12,278	11,317	11,065	11,031	-13.3%	-0.3%
Citrus	52	50	45	44	42	-19.2%	-4.5%
Community Affairs	284	309	-	-	-	-	-
Corrections	27,727	26,428	23,518	22,395	20,961	-24.4%	-6.4%
Division of Administrative Hearings	192	186	172	172	171	-10.9%	-0.6%
Division of Emergency Management ¹	-	-	53	44	42	-	-4.5%
Economic Opportunity	-	-	1,534	1,523	1,539	-	1.1%
Education	2,251	2,272	2,242	2,174	2,138	-5.0%	-1.7%
Elder Affairs	399	417	412	415	390	-2.3%	-6.0%
Environmental Protection	3,421	3,316	3,215	2,923	2,855	-16.5%	-2.3%
Financial Services	2,521	2,525	2,323	2,324	2,365	-6.2%	1.8%
Fish and Wildlife Conservation Commission	1,865	1,847	1,838	1,975	1,976	6.0%	0.1%
Health	15,342	14,783	13,497	13,067	12,594	-17.9%	-3.6%
Highway Safety and Motor Vehicles	4,118	3,961	4,034	4,037	4,065	-1.3%	0.7%
Juvenile Justice	4,412	4,038	3,191	3,001	3,021	-31.5%	0.7%
Law Enforcement	1,662	1,585	1,605	1,586	1,622	-2.4%	2.3%
Legal Affairs	1,109	1,069	1,021	1,016	1,062	-4.2%	4.5%
Management Services	925	865	782	769	799	-13.6%	3.9%
Military Affairs ¹	287	291	310	323	349	21.6%	8.0%
Northwood Shared Resource Center	-	-	83	82	93	-	13.4%
Office of the Governor ^{1,2}	104	108	82	83	75	-27.9%	-9.6%
Parole Commission	104	108	101	109	111	6.7%	1.8%
Public Service Commission	312	296	264	263	253	-18.9%	-3.8%
Revenue	4,944	4,814	4,755	4,702	4,713	-4.7%	0.2%
School for the Deaf and the Blind ¹	428	406	420	418	429	0.2%	2.6%
Southwood Shared Resource Center	-	-	106	103	111	-	7.8%
State	419	397	380	368	374	-10.7%	1.6%
Transportation	7,048	6,751	6,108	5,814	5,820	-17.4%	0.1%
Veterans' Affairs	827	979	1,010	1,041	1,060	28.2%	1.8%
Total Full-Time Employees	104,178	100,581	93,514	90,860	89,092	-14.5%	-1.9%

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

² Includes data for the Agency for Enterprise Information Technology.

Part-Time Employee Count by Agency As of June 30, 2014

Part-time employee count is determined by the total number of actual employees within an agency who are contracted to work less than 2,080 hours during the fiscal year, excluding Other Personal Services employees. The table below represents a snapshot of the number of part-time employees within each agency as of June 30, 2014, and includes the five-year trend.

Agency	Part-Time Employee Count						
	As of June 30					2010/2014 % Change	2013/2014 % Change
	2010	2011	2012	2013	2014		
Agency for Health Care Administration	14	12	14	13	12	-14.3%	-7.7%
Agency for Persons with Disabilities	19	21	22	19	14	-26.3%	-26.3%
Agency for Workforce Innovation	8	8	-	-	-	-	-
Agriculture and Consumer Services	15	11	12	12	9	-40.0%	-25.0%
Business and Professional Regulation	10	12	14	16	15	50.0%	-6.3%
Children and Families	74	67	49	40	40	-45.9%	0.0%
Citrus	4	3	4	4	4	0.0%	0.0%
Community Affairs	-	-	-	-	-	-	-
Corrections	6	6	4	3	4	-33.3%	33.3%
Division of Administrative Hearings	-	-	2	3	3	-	0.0%
Division of Emergency Management ¹	-	-	-	-	-	-	-
Economic Opportunity	-	-	6	5	8	-	60.0%
Education	15	13	8	9	8	-46.7%	-11.1%
Elder Affairs	7	8	9	10	7	0.0%	-30.0%
Environmental Protection	11	10	10	7	5	-54.5%	-28.6%
Financial Services	7	3	6	4	5	-28.6%	25.0%
Fish and Wildlife Conservation Commission	17	15	16	16	11	-35.3%	-31.3%
Health	467	427	394	337	325	-30.4%	-3.6%
Highway Safety and Motor Vehicles	40	36	33	28	22	-45.0%	-21.4%
Juvenile Justice	11	10	9	8	8	-27.3%	0.0%
Law Enforcement	9	6	7	5	6	-33.3%	20.0%
Legal Affairs	5	3	4	4	3	-40.0%	-25.0%
Management Services	49	45	47	45	38	-22.4%	-15.6%
Military Affairs ¹	-	-	1	3	1	-	-66.7%
Northwood Shared Resource Center	-	-	1	1	1	-	0.0%
Office of the Governor ^{1,2}	-	-	1	1	1	-	0.0%
Parole Commission	3	3	4	3	4	33.3%	33.3%
Public Service Commission	1	1	1	1	1	0.0%	0.0%
Revenue	39	30	22	23	16	-59.0%	-30.4%
School for the Deaf and the Blind ¹	1	2	2	1	1	0.0%	0.0%
Southwood Shared Resource Center	-	-	3	3	3	-	0.0%
State	7	5	6	5	5	-28.6%	0.0%
Transportation	7	6	7	6	6	-14.3%	0.0%
Veterans' Affairs	7	4	8	8	8	14.3%	0.0%
Total Part-Time Employees	853	767	726	643	594	-30.4%	-7.6%

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

² Includes data for the Agency for Enterprise Information Technology.

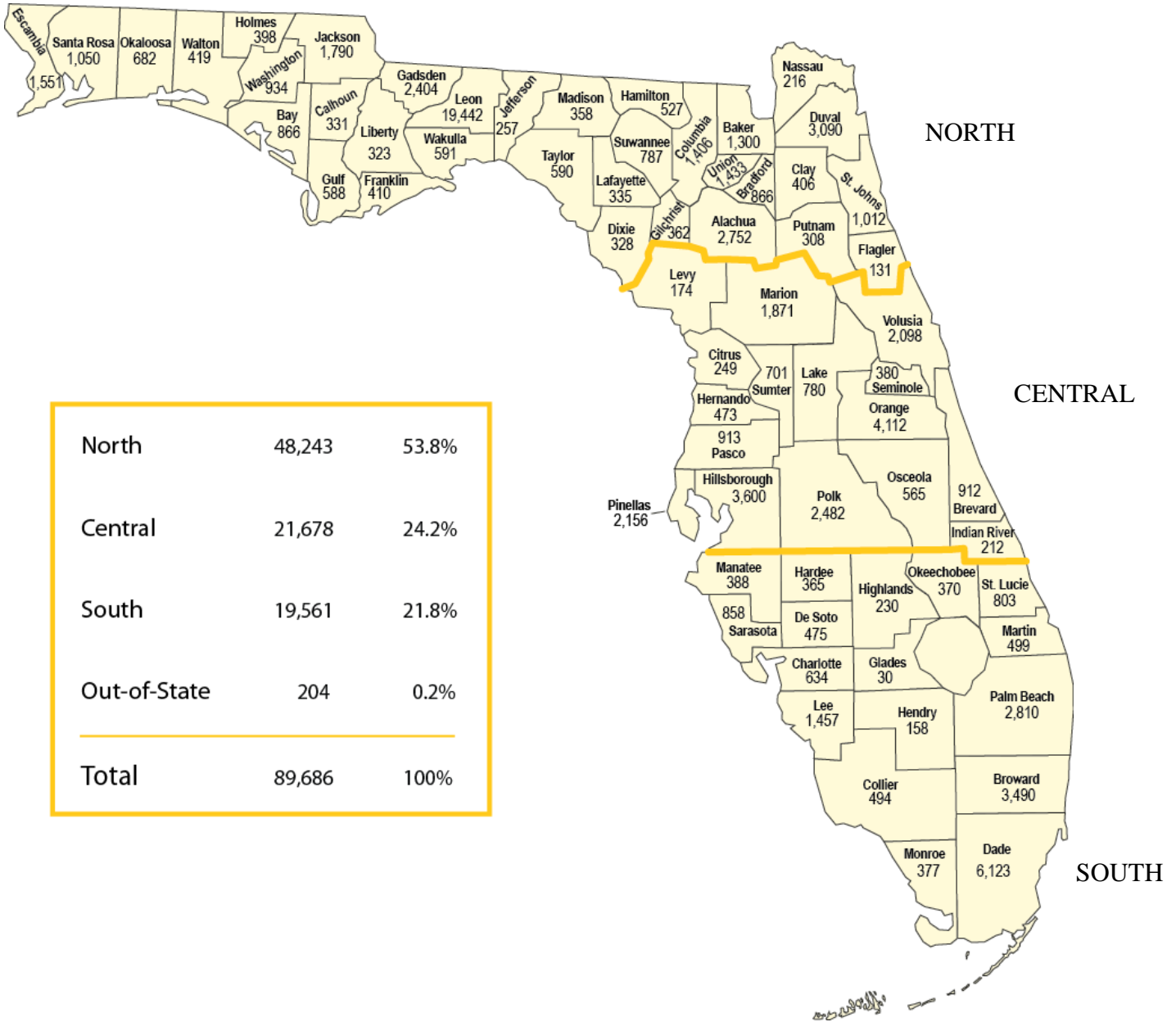
Employee Count by Agency and Pay Plan As of June 30, 2014

Employee count is the total number of actual employees within an agency, excluding Other Personal Services employees. The table below represents a snapshot of the number of employees by pay plan within each agency as of June 30, 2014.

Agency	Employees by Pay Plan						Total Count
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
Agency for Health Care Administration	1,099	73.6%	387	25.9%	8	0.5%	1,494
Agency for Persons with Disabilities	2,100	78.8%	556	20.9%	8	0.3%	2,664
Agriculture and Consumer Services	2,602	77.5%	729	21.7%	26	0.8%	3,357
Business and Professional Regulation	1,136	72.5%	411	26.2%	19	1.2%	1,566
Children and Families	8,812	79.6%	2,235	20.2%	24	0.2%	11,071
Citrus	18	39.1%	26	56.5%	2	4.3%	46
Corrections	19,881	94.8%	1,062	5.1%	22	0.1%	20,965
Division of Administrative Hearings	108	62.1%	65	37.4%	1	0.6%	174
Division of Emergency Management ¹	-	-	40	95.2%	2	4.8%	42
Economic Opportunity	1,219	78.8%	318	20.6%	10	0.6%	1,547
Education	1,431	66.7%	681	31.7%	34	1.6%	2,146
Elder Affairs	288	72.5%	102	25.7%	7	1.8%	397
Environmental Protection	2,108	73.7%	724	25.3%	28	1.0%	2,860
Financial Services	1,685	71.1%	643	27.1%	42	1.8%	2,370
Fish and Wildlife Conservation Commission	1,643	82.7%	321	16.2%	23	1.2%	1,987
Health	10,645	82.4%	2,212	17.1%	62	0.5%	12,919
Highway Safety and Motor Vehicles	3,587	87.8%	490	12.0%	10	0.2%	4,087
Juvenile Justice	2,344	77.4%	664	21.9%	21	0.7%	3,029
Law Enforcement	1,431	87.9%	176	10.8%	21	1.3%	1,628
Legal Affairs	511	48.0%	536	50.3%	18	1.7%	1,065
Management Services	503	60.1%	319	38.1%	15	1.8%	837
Military Affairs ¹	240	68.6%	104	29.7%	6	1.7%	350
Northwood Shared Resource Center	73	77.7%	20	21.3%	1	1.1%	94
Office of the Governor ¹	-	-	47	61.8%	29	38.2%	76
Parole Commission	83	72.2%	28	24.3%	4	3.5%	115
Public Service Commission	136	53.5%	107	42.1%	11	4.3%	254
Revenue	3,979	84.1%	739	15.6%	11	0.2%	4,729
School for the Deaf and the Blind ¹	337	78.4%	93	21.6%	-	-	430
Southwood Shared Resource Center	80	70.2%	33	28.9%	1	0.9%	114
State	258	68.1%	108	28.5%	13	3.4%	379
Transportation	3,945	67.7%	1,832	31.4%	49	0.8%	5,826
Veterans' Affairs	948	88.8%	112	10.5%	8	0.7%	1,068
Total Employees	73,230	81.7%	15,920	17.8%	536	0.6%	89,686

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.

Employee Count by County and Region As of June 30, 2014



Notes:

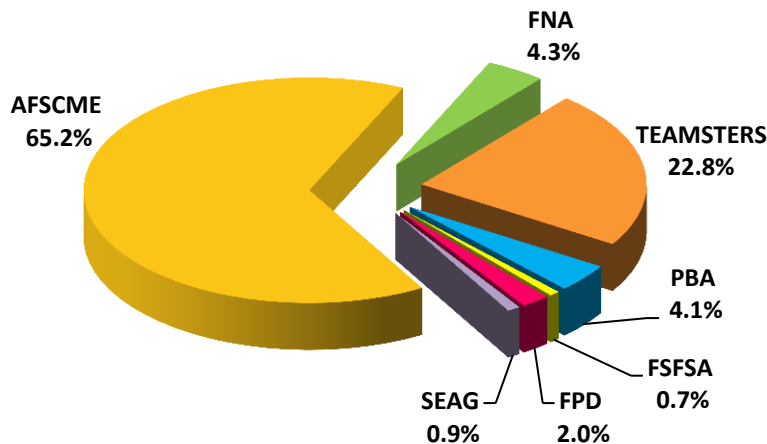
1. The gold lines designate the separation among the northern, central and southern regions of the state of Florida to correspond to the information contained in the legend.
2. The Florida Keys are a part of Monroe County.

Established Positions Included in Collective Bargaining Units As of June 30, 2014

The table below depicts the number of established positions included in a collective bargaining unit as of June 30, 2014, and includes a five-year trend.

Labor Organization	Collective Bargaining Unit	2010	2011	2012	2013	2014	2010/2014 % Change	2013/2014 % Change
American Federation of State, County and Municipal Employees (AFSCME)	Administrative and Clerical	17,447	17,481	16,543	15,613	14,626	-16.2%	-6.3%
	Operational Services	4,066	4,088	3,919	3,490	3,174	-21.9%	-9.1%
	Human Services	9,345	9,285	8,502	8,200	7,398	-20.8%	-9.8%
	Professional	26,334	27,180	27,202	27,433	28,107	6.7%	2.5%
Florida Nurses Association (FNA)	Professional Health Care	4,957	4,991	4,781	4,558	3,520	-29.0%	-22.8%
Teamsters¹	Security Services	-	-	19,006	18,445	18,616	-	0.9%
Police Benevolent Association (PBA)	Law Enforcement	1,531	1,554	1,318	1,296	1,299	-15.2%	0.2%
	Security Services ¹	21,447	20,923	-	-	-	-	-
	Special Agent	274	256	264	264	263	-4.0%	-0.4%
	Highway Patrol	1,436	1,472	1,738	1,761	1,767	23.1%	0.3%
Florida State Fire Service Association (FSFSA)	Fire Service	599	605	603	610	610	1.8%	0.0%
Federation of Physicians and Dentists (FPD)	SES Physicians	433	438	414	371	213	-50.8%	-42.6%
	SES Supervisory Non-Professional	1,839	1,807	1,640	1,621	1,456	-20.8%	-10.2%
State Employees Attorneys Guild (SEAG)	SES Attorneys	608	659	656	768	766	26.0%	-0.3%
Total		90,316	90,739	86,586	84,430	81,815	-9.4%	-3.1%

2014 Labor Organization Representation



¹ The Teamsters Local Union No. 2011 was certified, as the bargaining agent to represent the Security Services Unit on Dec. 5, 2011.

***Employee Representation and Dues Paying Membership
by Labor Organization
As of June 30, 2014***

According to national public sector data obtained from the Union Membership and Coverage Database¹, of the 10 most populous states, the State of Florida had one of the lowest percentages of union membership for workers covered by a collective bargaining agreement in 2013 at 24.4 percent. Florida ranked fourth lowest, behind Texas (17.0 percent), Georgia (11.7 percent), and North Carolina (9.7 percent) in the percent of unionized wage and salary workers ages 16 and over. New York had the highest percentage at 69.9 percent.

The following chart reflects employee representation and union membership within the SPS.

Labor Organization	Collective Bargaining Unit	Employees Represented	Total Dues Paying Employees	Percent	Non – Dues Paying Employees	Percent
American Federation of State, County and Municipal Employees	Administrative and Clerical	13,280				
	Operational Services	2,818				
	Human Services	6,713				
	Professional	25,734				
	Total	48,545	1,513	3.1%	47,032	96.9%
Florida Nurses Association	Professional Health Care	3,082	299	9.7%	2,783	90.3%
Teamsters	Security Services	16,969	3,948	23.3%	13,021	76.7%
Police Benevolent Association	Law Enforcement	1,178	356	30.2%	822	69.8%
	Special Agent	254	150	59.1%	104	40.9%
	Highway Patrol	1,670	682	40.8%	988	59.2%
	Total	3,102	1,188	38.3%	1,914	61.7%
Florida State Fire Service Association	Fire Service	575	233	40.5%	342	59.5%
Federation of Physicians and Dentists	SES Physicians	162	23	14.2%	139	85.8%
	SES Supervisory Non-Professional	1,344	32	2.4%	1,312	97.6%
	Total	1,506	55	3.7%	1,451	96.3%
State Employees Attorneys Guild	SES Attorneys	728	5	0.7%	723	99.3%
Total		74,507	7,241	9.7%	67,266	90.3%

National Union Membership

The following statistics were taken from the U. S. Department of Labor, Bureau of Labor Statistics, Economic News Release.² The statistics below represent data for both public- and private-sector employment during 2013:

- The national union membership rate for public-sector workers, 35.3 percent or 7.2 million employees, was more than five times higher than the rate for private-sector workers 6.7 percent or 7.3 million employees.
- Within the public sector, local government workers had the highest union membership rate, 40.8 percent. This group includes several heavily unionized occupations, such as teachers, police officers and firefighters.
- In 2013, 16 million wage and salary workers were represented by a union. This group includes both union members (14.5 million) and those not affiliated with a union, but whose jobs are covered by a union contract (1.5 million).

¹ Statistical data obtained from the Union Membership and Coverage Database compiled from the Current Population Survey, a monthly household survey, using Bureau of Labor Statistics methods. The database was constructed by Barry Hirsch and David Macpherson, <http://www.unionstats.com/>.

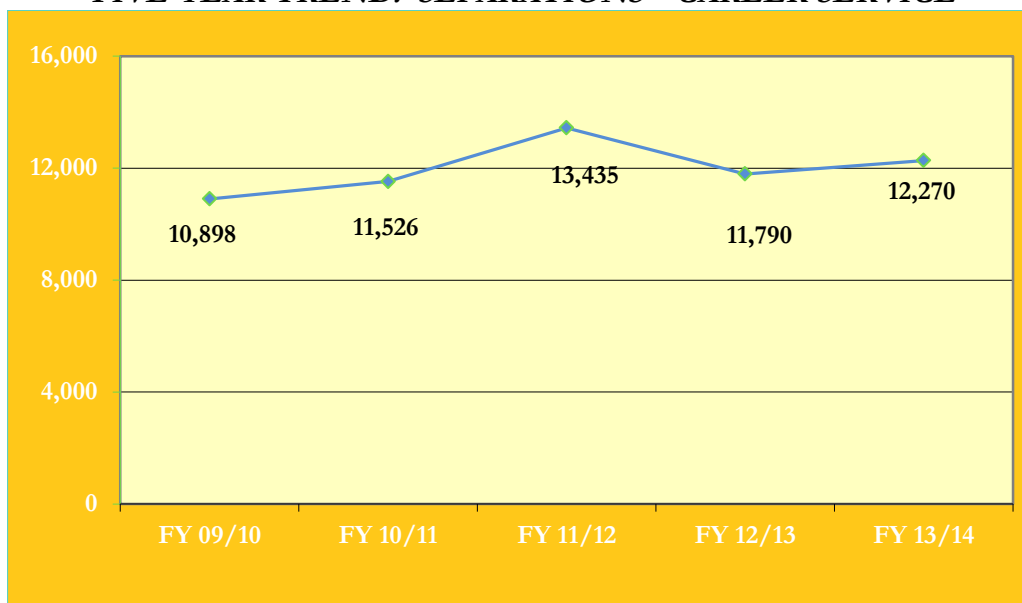
² The BLS, Economic News Release, issued Jan. 24, 2014, "Union Members- 2013," <http://www.bls.gov/news.release/pdf/union2.pdf>.

Separations: Career Service As of June 30, 2014

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

Separation	FY 09/10	FY 10/11	FY 11/12	FY 12/13	FY 13/14	2010/2014 % Change	2013/2014 % Change
EMPLOYER INITIATED SEPARATIONS							
Abandonment	16	17	6	11	16	0.0%	45.5%
Dismissal	1,340	1,459	1,158	974	1,067	-20.4%	9.5%
End of Appointment Period	170	246	115	59	31	-81.8%	-47.5%
Failed Probationary Period	620	550	456	435	528	-14.8%	21.4%
Layoff	337	160	1,191	414	1,102	227%	166.2%
Total	2,483	2,432	2,926	1,893	2,744	10.5%	45.0%
EMPLOYEE INITIATED SEPARATIONS							
Moved to Private Sector	855	725	743	719	851	-0.5%	18.4%
Death of Employee ¹	135	143	131	102	126	-6.7%	23.5%
Moved to non-State of Florida Government	-	-	516	571	529	-	-7.4%
Retirement	2,043	2,521	2,613	2,272	2,215	8.4%	-2.5%
Other (Reasons Unknown)	5,382	5,705	6,506	6,233	5,805	7.9%	-6.9%
Total	8,415	9,094	10,509	9,897	9,526	13.2%	-3.7%
Total Separations	10,898	11,526	13,435	11,790	12,270	12.6%	4.1%
Number of Career Service Employees	85,588	82,761	76,973	74,633	73,230	-14.4%	-1.9%
Percentage of Separations to Number of Career Service Employees	12.7%	13.9%	17.5%	15.8%	16.8%		

FIVE-YEAR TREND: SEPARATIONS – CAREER SERVICE



¹ Separation type “Death of Employee” includes “Death of Employee in the Line of Duty.”

Employer-Initiated Career Service Separations by Agency As of June 30, 2014

The table below depicts the employer-initiated separations from the Career Service by agency and by reason during fiscal year 2013-14.

Agency	Abandonment	Dismissal	End of Appointment Period	Failed Probationary Period	Layoff	Total
Agency for Health Care Administration	-	4	-	3	-	7
Agency for Persons with Disabilities	-	57	-	15	-	72
Agriculture and Consumer Services	-	35	4	-	1	40
Business and Professional Regulation	-	6	-	2	-	8
Children and Families	8	140	4	227	6	385
Citrus	-	-	-	-	-	-
Corrections	-	572	-	12	946	1,530
Division of Administrative Hearings	-	-	-	6	-	6
Division of Emergency Management ¹	-	-	-	-	-	-
Economic Opportunity	-	4	2	10	2	18
Education	-	4	-	3	-	7
Elder Affairs	-	2	-	-	-	2
Environmental Protection	1	20	1	6	-	28
Financial Services	-	11	-	8	-	19
Fish and Wildlife Conservation Commission	-	7	2	3	-	12
Health	2	68	12	79	127	288
Highway Safety and Motor Vehicles	-	25	4	18	20	67
Juvenile Justice	2	32	2	29	-	65
Law Enforcement	-	-	-	1	-	1
Legal Affairs	-	6	-	4	-	10
Management Services	-	3	-	4	-	7
Military Affairs	1	3	-	-	-	4
Northwood Shared Resource Center	-	-	-	1	-	1
Office of the Governor ¹	-	-	-	-	-	-
Parole Commission	-	1	-	-	-	1
Public Service Commission	-	-	-	1	-	1
Revenue	-	19	-	22	-	41
School for the Deaf and the Blind	-	5	-	10	-	15
Southwood Shared Resource Center	-	-	-	-	-	-
State	-	1	-	1	-	2
Transportation	1	15	-	20	-	36
Veterans' Affairs	1	27	-	43	-	71
Total Employer-Initiated Separations	16	1,067	31	528	1,102	2,744
Percent of Total	0.6%	38.9%	1.1%	19.2%	40.2%	100%

¹ These entities do not have employees in the Career Service.

Employee-Initiated Career Service Separations by Agency As of June 30, 2014

The table below depicts the employee-initiated separations from the Career Service by agency and by reason during fiscal year 2013-14.

Agency	Moved to Private Sector	Death of Employee	Death of Employee in Line of Duty	Moved to Non-State of Florida Government	Retirement	Other (Reasons Unknown)	Total
Agency for Health Care Administration	15	2	-	2	35	82	136
Agency for Persons with Disabilities	13	5	-	12	54	270	354
Agriculture and Consumer Services	5	5	-	18	91	137	256
Business and Professional Regulation	12	3	-	7	21	68	111
Children and Families	135	10	-	89	260	920	1,414
Citrus	-	-	-	-	2	1	3
Corrections	24	42	-	17	597	2,017	2,697
Division of Administrative Hearings	4	-	-	2	2	5	13
Division of Emergency Management ¹	-	-	-	-	-	-	-
Economic Opportunity	32	2	-	4	35	65	138
Education	27	2	-	8	56	76	169
Elder Affairs	2	1	-	-	9	40	52
Environmental Protection	28	4	-	32	63	87	214
Financial Services	106	4	-	-	70	-	180
Fish and Wildlife Conservation Commission	24	4	-	13	42	59	142
Health	218	9	-	78	340	784	1,429
Highway Safety and Motor Vehicles	7	5	1	59	78	236	386
Juvenile Justice	52	1	-	65	44	330	492
Law Enforcement	7	1	-	26	61	52	147
Legal Affairs	4	-	-	1	9	40	54
Management Services	11	1	-	8	21	20	61
Military Affairs	2	1	-	9	4	7	23
Northwood Shared Resource Center	2	1	-	1	1	-	5
Office of the Governor ¹	-	-	-	-	-	-	-
Parole Commission	-	1	-	2	-	1	4
Public Service Commission	-	1	-	-	13	8	22
Revenue	48	3	-	3	112	238	404
School for the Deaf and the Blind	-	1	-	1	4	20	26
Southwood Shared Resource Center	-	-	-	1	3	1	5
State	4	-	-	3	12	16	35
Transportation	35	12	-	63	162	86	358
Veterans' Affairs	34	4	-	5	14	139	196
Total Employee-Initiated Separations	851	125	1	529	2,215	5,805	9,526
Percent of Total	8.9%	1.3%	-	5.6%	23.3%	60.9%	100%

¹ These entities do not have employees in the Career Service.

Retirement Count by Pay Plan As of June 30, 2014

The following table depicts trends in the number of retirements by fiscal year and by pay plan.

Fiscal Year	Retirements by Pay Plan						
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	State Personnel System
2013-14	2,215	75.6%	688	23.5%	26	0.9%	2,929
2012-13	2,272	75.9%	692	23.1%	31	1.0%	2,995
2011-12	2,657	76.3%	789	22.7%	36	1.0%	3,482
2010-11	2,521	76.1%	743	22.4%	50	1.5%	3,314
2009-10	2,043	74.6%	665	24.3%	32	1.2%	2,740
2008-09	1,747	72.4%	639	26.5%	27	1.1%	2,413
2007-08	2,012	75.4%	630	23.6%	25	0.9%	2,667
2006-07	2,111	75.0%	670	23.8%	32	1.1%	2,813
2005-06	2,111	75.9%	648	23.3%	21	0.8%	2,780
2004-05	1,823	76.7%	531	22.3%	22	0.9%	2,376
10 Year Average - Number of Retirements	2,151	75.5%	670	23.5%	30	1.1%	2,851
Number of Employees as of June 30, 2014	73,230	81.7%	15,920	17.8%	536	0.6%	89,686
Percentage of Average Retirements to Number of Employees as of June 30, 2014	2.9%		4.2%		5.6%		3.2%

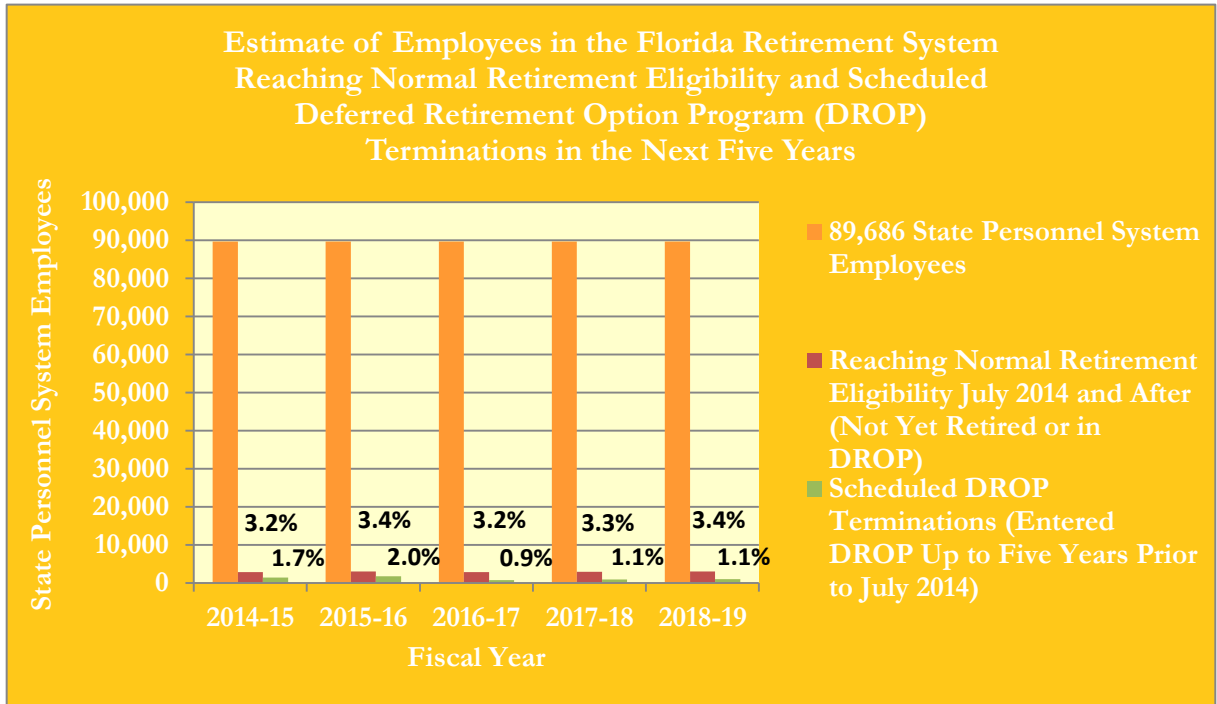
- The Employee Benefit Research Institute¹ states that:
 - “The age at which workers plan to retire has crept upward over time. In particular, the percentage of workers who expect to retire after age 65 has increased, from 11 percent in 1991, to 21 percent in 2004, 31 percent in 2009, and 33 percent in the 2014 Retirement Confidence Survey (RCS) (statistically equivalent to the 36 percent observed in 2013).
 - Additionally, 1 in 10 in the 2014 RCS (10 percent, up from 7 percent in the 2013 RCS but level with the 10 percent observed in 2009) say they never plan to retire.
 - The median (midpoint) age at which workers expect to retire has remained stable at 65 for most of this time.
 - The percentage of workers expecting to retire before age 65 has decreased, from 50 percent in 1991 to 27 percent in 2014.”
- According to the Center for State and Local Government Excellence:²
 - “Baby Boomers (birth years 1946 to 1964) represent 39 percent of the overall state and local government workforce (37 percent of state workers and 40 percent of local workers).
 - 8 percent of state and local workers are within five years of age 65.
 - 46 percent of workers age 55+ expect to have to work longer than they would like, and the average age they would like to retire is 63. [Note: those age 25-44 average desired retirement age is 58; those age 45-54 average desired retirement age is 59].”

¹ Employee Benefit Research Institute, “The 2014 Retirement Confidence Survey: Confidence Rebounds –for Those With Retirement Plans,” *EBRI Issue Brief*, no. 397, March 2014 – http://www.ebri.org/publications/ib/index.cfm?fa=ibDisp&content_id=5362

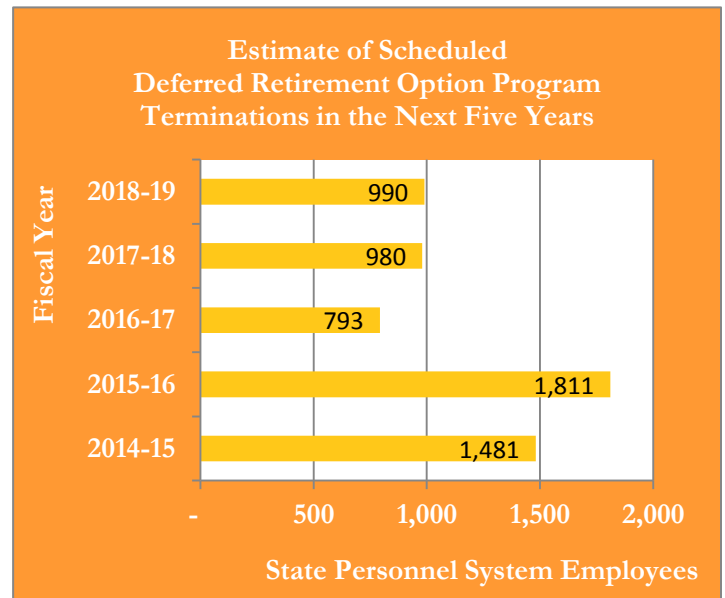
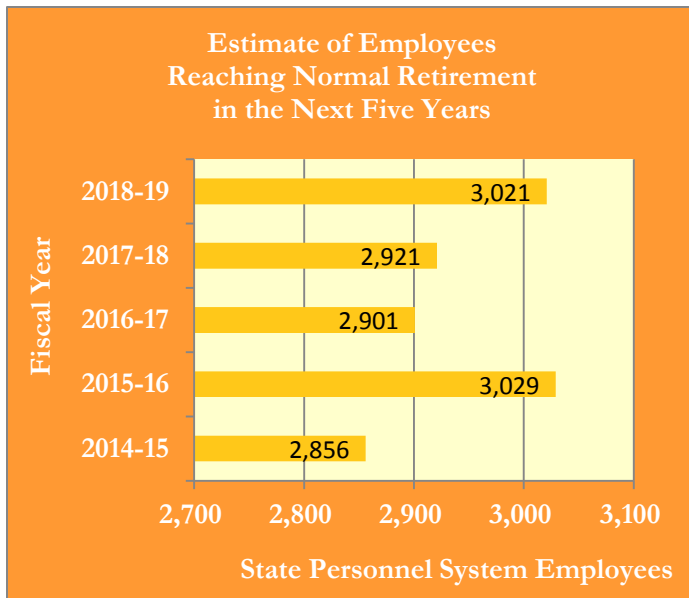
² Center for State and Local Government Excellence, presentation – “The Ripple Effects of Baby Boomer Retirement” – May 18, 2014 - <http://slge.org/publications/presentation-the-ripple-effect-of-baby-boomer-retirement>.

Retirement Projections As of June 30, 2014

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



Retirement projections as noted in these charts were based on membership in the Florida Retirement System as of June 30, 2014. Normal retirement for Pension Plan members was tied to the membership class and for members of the Investment Plan it was based on age 62.



Source: Department of Management Services' Division of Retirement.

Other Personal Services Employment

As of June 30, 2014

The figures in the table below represent a 12-month average of the number of Other Personal Services employees for each agency during the fiscal year.

AVERAGE NUMBER OF OPS EMPLOYEES BY AGENCY

Agency	FY 09/10	FY 10/11	FY 11/12	FY 12/13	FY 13/14	2010/2014 % Change	2013/2014 % Change
Agency for Health Care Administration	145	151	163	171	156	7.6%	-8.8%
Agency for Persons with Disabilities	805	815	776	753	710	-11.8%	-5.7%
Agency for Workforce Innovation	740	599	-	-	-	-	-
Agriculture and Consumer Services	546	517	516	526	517	-5.3%	-1.7%
Business and Professional Regulation	227	188	169	178	187	-17.6%	5.1%
Children and Families	942	957	580	571	586	-37.8%	2.6%
Citrus	10	10	11	10	8	-20.0%	-20.0%
Community Affairs	176	147	-	-	-	-	-
Corrections	1,000	881	715	708	569	-43.1%	-19.6%
Division of Administrative Hearings	2	3	2	1	1	-50.0%	0.0%
Division of Emergency Management	-	-	117	92	85	-	-7.6%
Economic Opportunity	-	-	480	498	655	-	31.5%
Education	190	147	132	135	124	-34.7%	-8.1%
Elder Affairs	117	113	108	117	105	-10.3%	-10.3%
Environmental Protection	1,110	1,050	917	866	797	-28.2%	-8.0%
Financial Services	135	126	120	122	130	-3.7%	6.6%
Fish and Wildlife Conservation Commission	660	703	680	656	696	5.5%	6.1%
Health	1,852	2,381	2,290	2,392	2,297	24.0%	-4.0%
Highway Safety and Motor Vehicles	224	212	329	273	252	12.5%	-7.7%
Juvenile Justice	127	117	117	122	107	-15.7%	-12.3%
Law Enforcement	82	80	94	101	100	22.0%	-1.0%
Legal Affairs	99	106	101	99	105	6.1%	6.1%
Management Services	21	13	17	21	22	4.8%	4.8%
Military Affairs	6	7	9	8	5	-16.7%	-37.5%
Northwood Shared Resource Center	-	-	3	4	4	-	0.0%
Office of the Governor	39	34	17	21	27	-30.8%	28.6%
Parole Commission	9	21	25	43	53	488.9%	23.3%
Public Service Commission	10	8	6	7	5	-50.0%	-28.6%
Revenue	113	119	79	91	86	-23.9%	-5.5%
School for the Deaf and the Blind	172	193	187	208	213	23.8%	2.4%
Southwood Shared Resource Center	-	-	2	5	7	-	40.0%
State	136	95	91	105	83	-39.0%	-21.0%
Transportation	97	81	23	24	46	-52.6%	91.7%
Veterans' Affairs	173	179	213	171	151	-12.7%	-11.7%
Avg. Number of OPS Employees	9,965	10,053	9,089	9,099	8,889	-10.8%	-2.3%
Percentage of OPS Employees to the Number of Total Employees	9.5%	9.9%	9.6%	9.9%	9.9%		

Workforce Compensation

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

Workforce Compensation Overview

Total compensation is defined as the total salary and benefits package provided to recruit and retain a high-performance workforce for the State Personnel System. The elements of the 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 analysis regarding the SPS can be made from the information in this section:

- The SPS average salary of \$39,485 as of June 30, 2014, represents a 3.1-percent increase from the average salary of \$38,299 as of June 30, 2013.
- The SPS average salary of \$38,299 as of June 30, 2013, was 12.2 percent less than Florida's Annual Average Wage – Total All Industries of \$43,645.
- Since June 30, 2010, the average salary for employees in the SPS increased by 2.5 percent from \$38,540 to \$39,485.
- As of June 30, 2014, 54,551 (or 74.5 percent) of Career Service employees and 3,948 (or 24.8 percent) of Selected Exempt Service employees earned a salary of less than \$40,000 per year.
- As of June 30, 2014, the average value of benefits for Career Service employees represented 41.5 percent of the total compensation package, while the percentage for the Selected Exempt Service and Senior Management Service was 38.0 percent and 36.7 percent, respectively.
- As of June 30, 2014, 49,838 employees (or 55.6 percent) were enrolled in a Health Maintenance Organization; and 30,050 employees (or 33.5 percent) were enrolled in a Preferred Provider Organization for health insurance benefits.
- As of June 30, 2014, 60,870 (or 68.86 percent) of all employees were members of the Regular Class for retirement followed by 23.24 percent in Special Risk, and 6.88 percent in the Deferred Retirement Option Program.
- The number of pay additives (e.g., temporary special duty-general, competitive area differential, on-call, etc.) provided to Career Service employees as of June 30, 2014, was 17,135, a 0.65 percent increase from the 17,025 pay additives provided to employees as of June 30, 2013.

FIVE-YEAR TREND: AVERAGE SALARIES BY PAY PLAN

Pay Plan	As of June 30					2010/2014 % Change
	2010	2011	2012	2013	2014	
Career Service	\$34,651	\$34,119	\$34,277	\$34,384	\$35,564	2.6%
Selected Exempt Service	\$54,368	\$53,136	\$53,752	\$53,826	\$55,098	1.3%
Senior Management Service	\$109,266	\$109,054	\$108,755	\$108,776	\$110,853	1.5%
State Personnel System	\$38,540	\$37,898	\$38,165	\$38,299	\$39,485	2.5%
Florida Annual Average Wage -- Total All Industries ¹	\$41,570	\$42,311	\$43,210	\$43,645 ²	-	5.0% ³

¹ Department of Economic Opportunity, Labor Market Statistics Center, Quarterly Census of Employment and Wages Program.

² U.S. Bureau of Labor Statistics data provided by Department of Economic Opportunity, Labor Market Statistics Center.

³ Percentage change reflects 2010/2013 instead of 2010/2014. (The Department of Economic Opportunity had not published the 2014 figures at the time this report was published).

Classification and Pay Plans

As of June 30, 2014

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 then into occupations with up to six levels of work within each occupation. The accompanying pay plan provides for 25 Pay Bands for each occupational group.

Sections 110.406(1) and 110.606(1), Florida Statutes, require the Department of Management Services to compile data regarding the administration of the Senior Management and Selected Exempt Services. The Department of Management Services 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, 247 occupations.

- Career Service: 197 occupations and 18 pay bands
- Selected Exempt Service: 169 occupations and 22 pay bands
- Senior Management Service: 25 occupations and four pay bands

NUMBER OF ESTABLISHED POSITIONS AND EMPLOYEES BY PAY BAND

Pay Band	Annual Minimum Salary	Annual Maximum Salary	Number of Established Positions	Number of Employees
001	\$16,751.28	\$46,144.53	2,883	2,554
002	\$18,259.02	\$50,297.28	4,755	4,300
003	\$19,902.48	\$54,824.83	8,364	7,568
004	\$21,692.58	\$59,756.69	4,799	4,343
005	\$23,645.18	\$65,135.58	11,498	10,691
006	\$25,774.06	\$70,998.97	6,319	5,683
007	\$28,093.00	\$77,387.65	21,951	19,790
008	\$30,622.02	\$88,571.78	12,764	11,801
009	\$33,377.24	\$96,541.03	7,385	6,733
010	\$36,381.54	\$105,230.97	6,714	6,207
011	\$39,655.98	\$109,239.02	883	801
012	\$43,225.52	\$125,026.77	1,117	1,056
013	\$47,115.38	\$136,277.31	191	183
014	\$51,355.46	\$141,467.68	1,036	958
015	\$55,978.52	\$154,203.16	-	-
016	\$61,015.50	\$168,078.79	165	160
017	\$66,507.74	\$183,207.86	-	-
018	\$72,493.46	\$199,696.73	346	271
019	\$21,156.72	\$93,247.33	572	533
020	\$26,445.90	\$116,561.44	4,267	4,032
021	\$33,057.44	\$152,985.56	1,343	1,277
022	\$41,320.76	\$191,228.37	163	155
023	\$47,316.36	\$218,975.22	432	391
024	\$56,779.84	\$250,257.48	183	176
025	\$68,135.86	\$300,309.19	23	23
Total Positions and Employees			98,153	89,686

Annual Legislative Pay Adjustments

FISCAL YEAR 2013-14

- **Effective July 1, 2013 – Special Pay Issues:** Law enforcement employees received a special pay adjustment as follows:
 - Each law enforcement employee with less than five years of state service as a law enforcement employee received a special pay adjustment of three percent on each employee’s June 30, 2013, base rate of pay.
 - Each law enforcement employee with five or more years of state service as a law enforcement employee received a special pay adjustment of five percent on each employee’s June 30, 2013, base rate of pay.
 - For purposes of this special pay adjustment, a “law enforcement employee” was defined as: (1) each eligible unit employee in the law enforcement collective bargaining unit, special agent collective bargaining unit and Florida Highway Patrol collective bargaining unit; (2) each eligible non-unit employee who was a sworn law enforcement officer and was in the command staff for those unit employees; and (3) each eligible employee of the Fish and Wildlife Commission, Department of Highway Safety and Motor Vehicles and Department of Law Enforcement employed in class code 8407 (Regional Duty Officer), 8410 (Duty Officer), 8411 (Duty Officer Supervisor), and 8417 (Communications Training Officer).
- **Effective October 1, 2013 – Competitive Pay Adjustments:** All eligible unit and non-unit Career Service employees, all eligible unit and non-unit employees of the Selected Exempt Service, and all eligible Senior Management Service employees received a competitive pay adjustment as follows:
 - Employees with a base rate of pay of \$40,000 or less on Sept. 30, 2013, an annual increase of \$1,400.
 - Employees with a base rate of pay greater than \$40,000 on Sept. 30, 2013, an annual increase of \$1,000; provided however, an employee’s base rate of pay could not be increased to an annual amount less than \$41,400.
 - For part-time employees, the full-time equivalent value of the base rate of pay on Sept. 30, 2013, was used to determine the annual increase amount. This amount was pro-rated based on the full-time equivalency of the employee’s position.To be eligible, employees must have met their required performance standards.
- **Bonuses** – Each agency head was authorized to provide a discretionary one-time lump sum bonus of \$600 (less applicable taxes) to eligible permanent employees in accordance with the requirements contained in section 110.1245(2), Florida Statutes, and approved agency bonus plans. The bonuses were distributed in June 2014.

FISCAL YEAR 2012-13

- **Effective July 1, 2012:** The Florida Fish and Wildlife Commission was authorized to implement pay parity adjustments in an amount not to exceed \$249,000. Employees in the following job classes, making less than the associated annual base salary, had their salaries increased to that amount: Law Enforcement Officer: \$32,836.18; Law Enforcement Corporal: \$36,119.72; Law Enforcement Investigator II: \$40,746.16; Law Enforcement Lieutenant: \$45,822.40; Law Enforcement Captain: \$60,770.06; and Duty Officer: \$29,640.00. Also, the commission was authorized to adjust current critical market pay additives as necessary to achieve equity among law enforcement officers working in Monroe and Lee Counties.
- **Effective July 1, 2012:** The Department of Highway Safety and Motor Vehicles was authorized to implement pay parity adjustments, not to exceed \$661,252, to increase the base rate of pay for Office of Motor Carrier Compliance Law Enforcement Officers from \$31,879.92 to \$33,977.04. In addition, the

department was authorized to increase the salaries of the Office of Motor Compliance Law Enforcement sergeants, lieutenants and captains by \$2,097.12.

FISCAL YEAR 2011-12

- Legislative pay adjustments were not authorized for fiscal year 2011-12.
-

FISCAL YEAR 2010-11

- Legislative pay adjustments were not authorized for fiscal year 2010-11.
-

FISCAL YEAR 2009-10

- Legislative pay adjustments were not authorized for fiscal year 2009-10.

Salary Distribution by Gender and Race/Ethnicity by Pay Plan
As of June 30, 2014

Salary Range	Percent						Total	
	White		Minority ¹		Unknown		Employees	Percent
	Male	Female	Male	Female	Male	Female		
CAREER SERVICE								
\$16,751 ² - \$19,999	12.4%	26.4%	20.4%	39.4%	0.6%	0.7%	700	1.0%
\$20,000 - \$29,999	16.0%	28.7%	12.6%	41.9%	0.2%	0.5%	21,228	29.0%
\$30,000 - \$39,999	36.0%	24.9%	14.8%	24.2%	-	0.1%	32,623	44.5%
\$40,000 - \$49,999	33.9%	31.4%	12.8%	21.7%	0.1%	0.2%	13,169	18.0%
\$50,000 - \$59,999	38.6%	32.5%	13.1%	15.8%	-	0.1%	3,320	4.5%
\$60,000 - \$69,999	45.4%	28.0%	14.4%	12.2%	-	-	1,260	1.7%
\$70,000 - \$79,999	41.9%	29.3%	12.4%	16.4%	-	-	518	0.7%
\$80,000 - \$89,999	40.5%	34.8%	13.3%	11.4%	-	-	158	0.2%
\$90,000 - \$99,999	48.1%	25.9%	13.0%	11.1%	-	1.9%	54	0.1%
\$100,000 - Plus	33.0%	27.5%	15.0%	23.5%	1.0%	-	200	0.3%
Percent of Total	29.9%	27.6%	13.7%	28.4%	0.1%	0.3%	73,230	100%
SELECTED EXEMPT SERVICE								
\$16,751 ² - \$19,999	14.3%	57.1%	-	14.3%	-	14.3%	7	-
\$20,000 - \$29,999	9.2%	33.7%	16.1%	40.4%	0.2%	0.3%	984	6.2%
\$30,000 - \$39,999	17.6%	37.2%	11.2%	33.8%	-	0.1%	2,957	18.6%
\$40,000 - \$49,999	26.4%	38.4%	11.5%	23.6%	0.1%	0.1%	3,528	22.2%
\$50,000 - \$59,999	31.6%	40.6%	9.2%	18.5%	-	0.1%	3,119	19.6%
\$60,000 - \$69,999	39.3%	38.6%	9.1%	13.0%	-	0.1%	1,965	12.3%
\$70,000 - \$79,999	45.0%	36.6%	9.1%	9.3%	-	-	1,413	8.9%
\$80,000 - \$89,999	47.3%	35.2%	9.6%	7.8%	-	-	905	5.7%
\$90,000 - \$99,999	53.0%	29.6%	9.4%	7.9%	-	-	479	3.0%
\$100,000 - Plus	47.1%	20.2%	19.4%	13.1%	0.2%	-	563	3.5%
Percent of Total	30.7%	37.1%	10.9%	21.2%	-	0.1%	15,920	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%	-	-	-	-	1	0.2%
\$60,000 - \$69,999	66.7%	33.3%	-	-	-	-	3	0.6%
\$70,000 - \$79,999	27.3%	45.5%	13.6%	9.1%	4.5%	-	22	4.1%
\$80,000 - \$89,999	43.2%	40.5%	5.4%	10.8%	-	-	37	6.9%
\$90,000 - \$99,999	42.4%	41.4%	7.1%	9.1%	-	-	99	18.5%
\$100,000 - Plus	56.4%	29.1%	8.6%	5.6%	-	0.3%	374	69.8%
Percent of Total	51.7%	33.0%	8.2%	6.7%	0.2%	0.2%	536	100%

¹ "Minority" includes Blacks or African-Americans, Hispanics or Latinos, Asians, American Indians or Alaskan Natives, Native Hawaiians or Other Pacific Islanders, and Some Other Race or two or more races.

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

Note: Data includes full and part-time forms of employment.

Average Salary by Agency and Pay Plan As of June 30, 2014

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

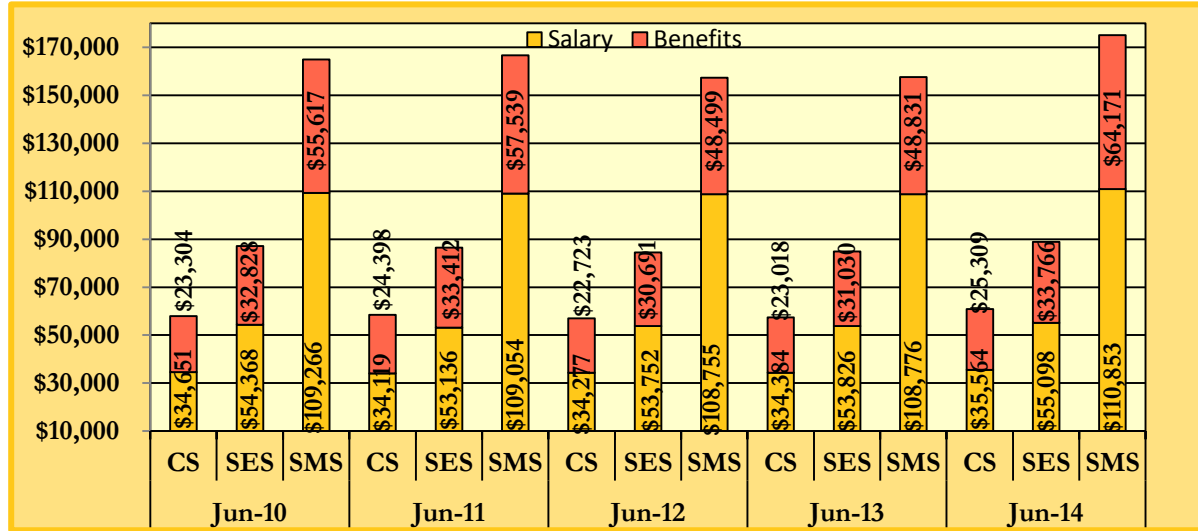
Agency	Career Service	Selected Exempt Service	Senior Management Service	Overall Average
Agency for Health Care Administration	\$40,213	\$55,802	\$120,813	\$44,698
Agency for Persons with Disabilities	\$28,921	\$42,502	\$107,114	\$31,994
Agriculture and Consumer Services	\$33,736	\$50,980	\$104,161	\$38,028
Business and Professional Regulation	\$35,843	\$50,461	\$102,079	\$40,489
Children and Families	\$32,579	\$51,450	\$105,357	\$36,550
Citrus	\$38,101	\$70,724	\$160,500	\$62,526
Corrections	\$34,811	\$53,156	\$115,329	\$35,824
Division of Administrative Hearings	\$54,371	\$38,608	\$130,409	\$48,979
Division of Emergency Management ¹	-	\$57,160	\$126,000	\$60,438
Economic Opportunity	\$36,299	\$59,555	\$115,440	\$41,586
Education	\$36,414	\$56,935	\$128,860	\$44,374
Elder Affairs	\$37,356	\$52,486	\$104,561	\$42,435
Environmental Protection	\$37,039	\$56,246	\$110,987	\$42,628
Financial Services	\$40,066	\$59,801	\$105,546	\$46,583
Fish and Wildlife Conservation Commission	\$40,043	\$55,181	\$99,179	\$43,181
Health	\$36,341	\$55,937	\$113,986	\$40,084
Highway Safety and Motor Vehicles	\$37,088	\$56,987	\$115,388	\$39,669
Juvenile Justice	\$30,996	\$42,988	\$94,533	\$34,069
Law Enforcement	\$44,196	\$62,415	\$114,746	\$47,079
Legal Affairs	\$35,066	\$60,450	\$116,705	\$49,210
Management Services	\$35,314	\$55,133	\$111,022	\$44,338
Military Affairs ¹	\$31,096	\$41,871	\$86,695	\$32,251
Northwood Shared Resource Center	\$49,531	\$74,697	\$126,000	\$55,699
Office of the Governor ¹	-	\$70,724	\$108,227	\$85,034
Parole Commission	\$35,087	\$48,770	\$73,375	\$39,806
Public Service Commission	\$40,701	\$60,248	\$106,336	\$51,778
Revenue	\$34,327	\$54,097	\$107,723	\$37,592
School for the Deaf and the Blind ¹	\$30,050	\$39,111	-	\$32,009
Southwood Shared Resource Center	\$49,882	\$68,035	\$126,000	\$55,586
State	\$33,707	\$50,310	\$95,747	\$40,593
Transportation	\$42,625	\$66,337	\$124,738	\$50,778
Veterans' Affairs	\$29,763	\$44,735	\$98,746	\$31,849
Average Salary by Pay Plan	\$35,564	\$55,098	\$110,853	\$39,485

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

Total Compensation: Salaries and Benefits As of June 30, 2014

Benefits¹, for purposes of this report, are defined as the quantifiable amount spent by the State of Florida 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 paid by the State of Florida. In addition, disability insurance is provided for employees in the Selected Exempt and Senior Management Services.

FIVE-YEAR TREND: TOTAL COMPENSATION COST BY PAY PLAN



As of June 30, 2014, the average total compensation cost for each pay plan was as follows:

- **Career Service: \$60,873.** Includes \$35,564 (58.5 percent) in salary plus \$25,309 (41.5 percent) in benefits. The Career Service benefits package had a value equivalent to 71.2 percent of the average salary.
- **Selected Exempt Service: \$88,864.** Includes \$55,098 (62.0 percent) in salary plus \$33,766 (38.0 percent) in benefits. The Selected Exempt Service benefits package had a value equivalent to 61.3 percent of the average salary.
- **Senior Management Service: \$175,024.** Includes \$110,853 (63.3 percent) in salary plus \$64,171 (36.7 percent) in benefits. The Senior Management Service benefits package had a value equivalent to 57.9 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	\$5,813	9.5%	\$9,536	10.7%	\$19,186	11.0%
Social Security, Medicare, and Retirement ²	\$5,192	8.5%	\$8,044	9.1%	\$28,777	16.4%
Health, Life, and Disability Insurance	\$14,304	23.5%	\$16,186	18.2%	\$16,208	9.3%
Average Benefits Value	\$25,309	41.5%	\$33,766	38.0%	\$64,171	36.7%
Average Salary	\$35,564	58.5%	\$55,098	62.0%	\$110,853	63.3%
Total Compensation	\$60,873	100%	\$88,864	100%	\$175,024	100%

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

² The Social Security, Medicare, and retirement components are comprised of the Florida Retirement System (FRS) contribution for regular class membership (6.95 percent) and Senior Management Service class (18.31 percent) and the employer social security (6.2 percent) and Medicare (1.45 percent) contributions. Employees in other retirement classes receive varying contribution rates that were not used in the calculation. The retirement contribution includes the uniform employer blended rates, uniform unfunded actuarial liability rates, 1.20 percent for the Retiree Health Insurance Subsidy, and the fee of 0.03 percent for administration of the FRS Investment Plan and provision of educational tools for both plans.

Note: The average salaries of the Career Service, Selected Exempt Service and Senior Management Service 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, 2014

The table 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	<p>Ranges from 8.667 to 13 hours accrued per month depending on length of service.</p> <p>Upon termination from the SPS, with a minimum of one continuous year of service, eligible for payment of up to 240 hours. (This is a lifetime payment cap.)</p>	<p>Receives 176 hours upon appointment date and on each anniversary date.</p> <p>Upon termination from the SPS, may be paid up to 480 hours. (The most recent accrual is prorated at time of separation.)</p>	Same as Selected Exempt Service.
Sick Leave	<p>8.667 hours accrued per month (104 hours annually, regardless of length of service.).</p> <p>Upon termination from the SPS, with minimum 10 years of service, terminal payment of sick leave for either ¼ of the balance or 480 hours, whichever is less.</p>	<p>Receives 104 hours upon appointment date and on each anniversary date.</p> <p>Upon termination from the SPS, with minimum 10 years of service, terminal payment of sick leave for either ¼ of the balance or 480 hours, whichever is less.</p>	Same as Selected Exempt Service.
Holidays	Nine paid holidays each calendar year and one paid personal holiday each fiscal year.	Same as Career Service.	Same as Career Service.
Insurance¹	<p>Group Health Standard PPO or HMO: Employee pays monthly premium of \$50 for individual coverage or \$180 for family coverage. The state pays monthly premium of \$591.52 and \$1,264.06, respectively.</p> <p>Group Disability Insurance: Only offered as a supplemental policy. Employee pays 100 percent of the premium.</p> <p>Basic Life Insurance: Coverage is \$25,000. The state pays 100 percent of the premium.</p>	<p>Group Health Standard PPO or HMO: Employee pays monthly premium of \$8.34 for individual coverage or \$30 for family coverage. The state pays monthly premium of \$637.34 and \$1,429.06, respectively.</p> <p>Group Disability Insurance: 65 percent of income for maximum of 364 days of continuous disability. Must exhaust all leave first (may be offset by certain other benefits). The state pays 100 percent of the premium.</p> <p>Basic Life Insurance: Same as Career Service.</p>	<p>Group Health Standard PPO or HMO: Same as Selected Exempt Service.</p> <p>Group Disability Insurance: Same as Selected Exempt Service.</p> <p>Basic Life Insurance: Same as Career Service.</p>

¹ Employees may elect a Health Investor Health Plan with Health Savings Account option in lieu of traditional Preferred Provider (PPO) or Health Maintenance Organizations (HMO).

Source: Chapters 110 and 121, Florida Statutes, and the General Appropriations Act for fiscal year 2013-14.

Comparison of Benefits by Pay Plan As of June 30, 2014

	Career Service	Selected Exempt Service	Senior Management Service
Retirement (Choice of Plans)	<p>FRS Pension Plan (Defined Benefit):</p> <p>Effective July 1, 2011 and after, all active FRS Pension Plan and Investment Plan employees contribute 3 percent of their compensation.</p> <p>If initially enrolled in the FRS <u>prior</u> to July 1, 2011:</p> <p><u>Regular Class:</u> Six-year vesting. Normal retirement at age 62 or after 30 years at any age before age 62. 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 Class:</u> Six-year vesting. Normal retirement at age 55 or after 25 years at any age before age 55. Retirement benefit based on percentage value¹ of 3 percent for service on and after Oct. 1, 1974.</p> <p>If initially enrolled in the FRS <u>on or after</u> July 1, 2011:</p> <p><u>Regular Class:</u> Eight-year vesting. Normal retirement at age 65 or after 33 years at any age before age 65. Retirement benefit based on percentage value² of 1.60 percent to 1.68 percent, based on age/length of service.</p> <p><u>Special Risk:</u> Eight-year vesting. Normal retirement at age 60 or after 30 years at any age before age 60. Retirement benefit based on percentage value² of 3 percent for service on and after Oct. 1, 1974.</p> <p>FRS Investment Plan (Defined Contribution): One-year vesting. State contributes 3.3 percent of salary into Regular Class employees' account(s) and 11 percent of salary into Special Risk employees' account(s). Total and permanent disability retirements available.³</p>	<p>FRS Pension Plan (Defined Benefit):</p> <p>Same as Career Service.</p> <p>If initially enrolled in the FRS <u>prior</u> to July 1, 2011:</p> <p><u>Regular Class:</u> Same as Career Service.</p> <p><u>Special Risk Class:</u> Same as Career Service.</p> <p>If initially enrolled in the FRS <u>on or after</u> July 1, 2011:</p> <p><u>Regular Class:</u> Same as Career Service.</p> <p><u>Special Risk Class:</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>Effective July 1, 2011 and after, all active FRS Pension Plan, Investment Plan, and Senior Management Service Optional Annuity Program employees contribute 3 percent of their compensation.</p> <p>If initially enrolled in the FRS <u>prior</u> to July 1, 2011:</p> <p><u>SMS Class:</u> Six-year vesting. Normal retirement at age 62 or after 30 years at any age before age 62. Retirement benefit based on percentage value¹ of 2 percent.</p> <p>If initially enrolled in the FRS <u>on or after</u> July 1, 2011:</p> <p><u>SMS Class:</u> Eight-year vesting. Normal retirement at age 65 or after 33 years at any age before age 65. Retirement benefit based on percentage value² of 2 percent.</p> <p>SMS Optional Annuity Program (Defined Contribution): Immediate vesting. State contributes 6.27 percent of salary into SMS employees' account(s).</p> <p>FRS Investment Plan (Defined Contribution): One-year vesting. State contributes 4.67 percent into SMS employees' account(s). Total and permanent disability retirements available.³</p>

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. Post-retirement cost-of-living adjustment (COLA) is a proportion of 3 percent based on service prior to July 1, 2011, divided by total service credit at retirement.

² 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 Eight Fiscal Years of Compensation) = Annual Benefit Amount. This amount is adjusted for early retirement. No post-retirement COLA.

³ Employee must meet Pension Plan vesting requirements for non-duty or in-line-of-duty disability retirement, have total and permanent disability certified by two physicians at time of separation from employment, and surrender the Investment Plan account balance to receive a lifetime monthly retirement benefit calculated and paid under the Pension Plan. The employer pays an additional contribution to fund the benefit costs not covered by the surrendered employee account: 0.25 percent for Regular Class members, 1.33 percent for Special Risk Class members, and 0.26 percent for Senior Management Service Class members.

Benefit Comparisons to Select States As of June 30, 2014

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

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

¹ Based on years of service.

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

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

SICK LEAVE			
Maximum Days Granted Per Year ¹		Maximum Balance Allowed at Year End	
State	Days	State	Days
Louisiana	24	California	Unlimited
West Virginia	18	Florida	Unlimited
Georgia	15	Louisiana	Unlimited
South Carolina	15	Mississippi	Unlimited
Alabama	13	North Carolina	Unlimited
Florida	13	Tennessee	Unlimited
New York	13	Texas	Unlimited
California ²	12	West Virginia	Unlimited
North Carolina	12	South Carolina	180
Tennessee	12	Alabama ³	150
Texas	12	New York ⁴	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 Maximum allowed at any time during the year, not just at year end.

⁴ 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	19	California	12	Florida	10
New York	17	Georgia	12	Mississippi	10
Alabama ²	13	Virginia	12	Louisiana ⁵	9
South Carolina	13	North Carolina ⁴	12		
West Virginia ³	13	Tennessee	11		

¹ Includes four optional holidays in lieu of other holidays and three partial staffing holidays.

² Includes a personal leave day except for employees in Baldwin and Mobile 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 which week day Christmas falls.

⁵ Additional holidays given for Inauguration day once in every four years in the City of Baton Rouge, or General Election day every two years.

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

Employee Group Health Insurance Enrollment

As of June 30, 2014

Agency	Preferred Provider Organization	Health Maintenance Organization	No Insurance ¹	Total
Agency for Health Care Administration	349	1,009	136	1,494
Agency for Persons with Disabilities	1,204	1,053	407	2,664
Agriculture and Consumer Services	1,326	1,712	319	3,357
Business and Professional Regulation	349	1,035	182	1,566
Children and Families	3,366	6,430	1,275	11,071
Citrus	19	22	5	46
Corrections	8,452	10,259	2,254	20,965
Division of Administrative Hearings	38	119	17	174
Economic Opportunity	386	919	242	1,547
Education	539	1,428	179	2,146
Elder Affairs	107	245	45	397
Environmental Protection	1,100	1,508	252	2,860
Financial Services	576	1,555	239	2,370
Fish and Wildlife Conservation Commission	1,019	822	146	1,987
Health	3,838	7,640	1,441	12,919
Highway Safety and Motor Vehicles	1,360	2,272	455	4,087
Juvenile Justice	1,045	1,530	454	3,029
Law Enforcement	374	1,081	173	1,628
Legal Affairs	328	622	115	1,065
Management Services	98	624	115	837
Military Affairs ²	170	97	83	350
Northwood Shared Resource Center	17	69	8	94
Office of the Governor ²	33	70	15	118
Parole Commission	23	81	11	115
Public Service Commission	44	188	22	254
Revenue	1,235	3,031	463	4,729
School for the Deaf and the Blind ²	262	125	43	430
Southwood Shared Resource Center	15	92	7	114
State	43	298	38	379
Transportation	1,990	3,390	446	5,826
Veterans' Affairs	345	512	211	1,068
Total Employees³	30,050	49,838	9,798	89,686
Percent of Total Employees	33.5%	55.6%	10.9%	100%

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

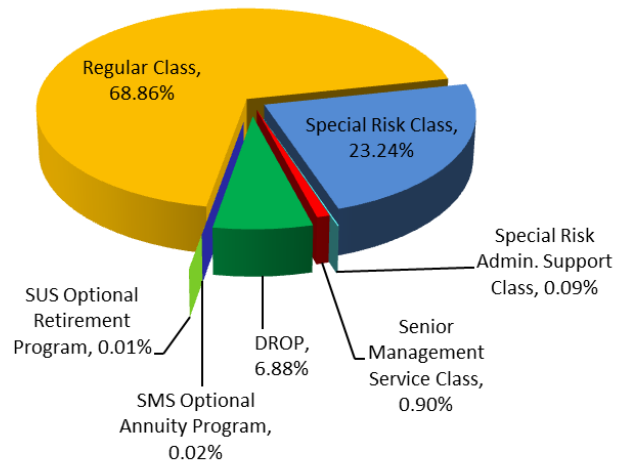
² These entities have employees in other pay plans that are not represented in this report. In addition, the amounts for the Office of the Governor include the Division of Emergency Management.

³ The number included in total that are spouses of another state employee: 2,186 for Preferred Provider Organization and 4,747 for Health Maintenance Organization.

Employee Retirement Membership As of June 30, 2014

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 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.

RETIREMENT MEMBERSHIP



Of the 89,686 SPS employees as of June 30, 2014, there were 88,370 employees¹ enrolled in either the FRS Pension Plan or FRS Investment Plan, 20 in the Senior Management Service Optional Annuity Program (SMSOAP), five in the State University System Optional Retirement Program (SUSORP), and 1,233 reemployed retirees without renewed membership in the FRS. Members in the FRS Pension Plan or FRS Investment Plan fall under the five FRS classes of membership, excluding those employees in the Defined Retirement Option Program:

- **Regular Class:** 60,870 employees. These members are not assigned to other classes.
- **Special Risk Class:** 20,539 employees. These members are employed as law enforcement officers, firefighters, correctional officers, paramedics or emergency medical technicians, professional health care workers, youth custody officers, and forensic employees and meet the legal criteria for this class.
- **Special Risk Administrative Support Class:** 83 employees. These are former Special Risk Class members who provide administrative support to special risk members within a special risk employing agency.
- **Senior Management Service Class (SMSC):** 793 employees. These members are filling positions authorized to be eligible for this membership class by statute. 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.
- **Elected Officers' Class:** two employees. These members hold specified elective offices in either state or local government.

The FRS is a contributory retirement system, where both the state and the employees pay required retirement contributions. Pre-tax employee contributions of 3 percent are required, regardless of whether the employee was enrolled in the FRS Pension Plan, the FRS Investment Plan, the SMSOAP, or the SUSORP. See the next page for a description of each of these plans.

Note: Prior to July 1, 2011, employees in all state-administered retirement plans were not required to contribute.

¹ This count excludes the 58 members that were not enrolled in the FRS as of June 30, 2014.

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. Eligible state employees enrolled in DROP are retired under the FRS and accumulate monthly retirement benefits, but remain actively employed for up to 60 months. DROP is strictly for FRS Pension Plan retirees who qualify to draw unreduced retirement benefits from the FRS Trust Fund and not for employees in the FRS Investment Plan, SUSORP, or SMSOAP who draw retirement benefits from private investment plan providers.

As of June 30, 2014, there were 6,083 SPS participants enrolled in this program.

FRS PENSION PLAN ACTIVE MEMBERSHIP

As of June 30, 2014, there were 72,635 SPS employees participating in various FRS membership classes under the FRS Pension Plan. If initially enrolled in the FRS before July 1, 2011, employees in the FRS Pension Plan are vested (have the right to a future retirement benefit) after six years of creditable service. If initially enrolled in the FRS on or after July 1, 2011, employees in the FRS are vested after eight years of creditable service.

FRS INVESTMENT PLAN ACTIVE MEMBERSHIP

As of June 30, 2014, there were 15,735 SPS employees participating in the various FRS membership classes under the FRS Investment Plan. The FRS Investment Plan is a 401(a) defined contribution plan. All state employees eligible for FRS membership, including participants in the SMSOAP and SUSORP, may opt to participate in this defined contribution plan instead of the defined benefit plan offered (the FRS Pension Plan) or the SMSOAP or the SUSORP. 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 or when they enroll.

SENIOR MANAGEMENT SERVICE OPTIONAL ANNUITY PROGRAM (SMSOAP) ACTIVE MEMBERSHIP

As of June 30, 2014, there were 20 SPS employees who had opted out of the Senior Management Service Class altogether and enrolled in this program. The SMSOAP is a defined contribution plan that provides for immediate vesting of all employer and employee contributions with no minimum years of service or age requirements.

STATE UNIVERSITY SYSTEM OPTIONAL RETIREMENT PROGRAM ACTIVE MEMBERSHIP (SUSORP)

As of June 30, 2014, there were five SPS employees who enrolled in the SUSORP while employed by the Florida Board of Regents before this agency was abolished and the employees transferred to the Department of Education. The SUSORP is a defined contribution plan that provides for full and immediate vesting of all employer contributions upon signing an investment agreement (no minimum years of service or age requirements). Employees in eligible positions are compulsory SUSORP participants unless they choose membership in another retirement option.

REEMPLOYED RETIREES WITHOUT RENEWED MEMBERSHIP

For fiscal year 2013-14, the SPS had 1,233 reemployed retirees without renewed membership in the FRS. As of June 30, 2014, reemployed retirees without renewed membership were filling positions covered by the following FRS membership classes:

Retirement Class	Reemployed Retiree Count	Percent
Regular Class	780	63.3%
Special Risk Class	429	34.8%
Senior Management Service Class	24	1.9%
Total Employees	1,233	100%

Source: Department of Management Services' Division of Retirement.

Pay Additives: Career Service As of June 30, 2014

Section 110.2035(7)(e), Florida Statutes, requires the Department of Management Services to annually provide a summary report of implemented pay additives. Pay additives are 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 not possible to provide an accurate 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, 2014.

Agency	Competitive Area Differentials	Lead Worker Duties	Shift Differentials	Legislatively Approved ¹	Trainer Duties	Hazardous Duties	Temporary Special Duties- General	Temporary Special Duties – Absent Coworker	On-Call	Critical Market Pay	Total
Agency for Health Care Administration	124	-	-	-	-	-	2	-	4	-	130
Agency for Persons with Disabilities	23	-	60	-	-	2	-	-	43	-	128
Agriculture and Consumer Services	164	22	2	-	105	13	1	1	625	-	933
Business and Professional Regulation	149	5	-	-	2	-	-	-	7	-	163
Children and Families	1,342	15	327	-	1	13	108	7	1,474	-	3,287
Citrus	-	-	-	-	-	-	-	-	-	-	-
Corrections	2,598	15	3	-	-	797	9	1	533	-	3,956
Division of Administrative Hearings	21	-	-	-	-	-	-	-	-	-	21
Division of Emergency Management ²	-	-	-	-	-	-	-	-	-	-	-
Economic Opportunity	25	76	-	-	-	-	4	1	13	-	119
Education	49	1	-	-	-	-	-	-	7	-	57
Elder Affairs	21	-	-	-	-	-	-	-	-	-	21
Environmental Protection	201	2	-	-	-	17	-	-	38	-	258
Financial Services	262	33	5	-	4	6	7	-	140	-	457
Fish and Wildlife Conservation Commission	195	-	-	102	43	-	1	2	45	97	485
Health	1,448	99	-	-	1	-	21	7	265	-	1,841
Highway Safety and Motor Vehicles	920	2	16	-	52	-	224	-	311	87	1,612
Juvenile Justice	306	-	1	-	2	-	-	1	44	-	354
Law Enforcement	81	48	55	4	39	5	2	1	303	-	538
Legal Affairs	119	-	-	-	-	-	-	-	5	-	124
Management Services	18	8	6	-	-	-	-	-	25	-	57
Military Affairs ²	1	1	-	-	-	-	-	-	-	-	2
Northwood Shared Resource Center	-	-	11	-	-	-	-	-	34	-	45
Office of the Governor ²	-	-	-	-	-	-	-	-	-	-	-
Parole Commission	17	-	-	-	-	-	-	-	-	-	17
Public Service Commission	10	-	-	-	-	-	-	-	-	-	10
Revenue	866	3	8	-	-	-	-	-	14	-	891
School for the Deaf and the Blind ²	-	3	20	-	-	-	-	-	17	-	40
Southwood Shared Resource Center	-	4	21	-	-	-	-	-	44	-	69
State	-	-	-	-	-	-	-	-	8	-	8
Transportation	1,083	-	96	-	-	-	-	-	174	-	1,353
Veterans' Affairs	150	-	-	-	-	-	-	-	9	-	159
Total Pay Additives	10,193	337	631	106	249	853	379	21	4,182	184	17,135

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

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

Savings Sharing Program

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

FISCAL YEAR 2013-14

Responses to the Department of Management Services' questionnaire indicated that none of the agencies participated in the program during the fiscal year ending June 30, 2014.

FISCAL YEAR 2012-13

Responses to the Department of Management Services' questionnaire indicated that none of the agencies participated in the program during the fiscal year ending June 30, 2013.

FISCAL YEAR 2011-12

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, 2012.

FISCAL YEAR 2010-11

Responses to the Department of Management Services survey indicated one agency participated in the program: The Department of Transportation received a cost-saving proposal for \$100,000 from one employee. The actual savings realized from this proposal was \$100,000 and the employee received a \$5,000 award. The employee invented and implemented the Dual Action Breakaway Assembly for gates at toll plazas. This assembly saves costs, enhances system safety, and boosts customer satisfaction. The United States Patent and Trademark Office issued a patent for the invention. This invention has saved the salaries and benefits costs of three gate tender positions, which totals \$100,000 annually.

FISCAL YEAR 2009-10

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

Source: Agency responses to Department of Management Services' Division of Human Resource Management Questionnaire conducted in June 2014.

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Workforce Training and Development

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

Workforce Training and Development Overview

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

SUMMARY OF AGENCY REPLIES TO THE ANNUAL TRAINING QUESTIONNAIRE FISCAL YEAR 2013-14

Agencies that had an Established Training Plan:

For fiscal year 2013-14, 24¹ agencies reported having an established training plan. Those agencies reporting not having an established training plan included: the departments of Citrus, Economic Opportunity, Education, State, the Division of Administrative Hearings, and the Southwood Shared Resource Center.

Types of Training Goals Identified by the Agencies:

- Align training at all levels directly or indirectly with the agency mission statement.
- Provide comprehensive performance management training with an emphasis on SMART (specific, measurable, achievable, relevant and time-bound) expectations.
- Continue to reduce liability through employee education of legal rights and responsibilities with an accurate and timely reporting system to reflect the training compliance.
- Develop leaders who can build and maintain high performing teams and drive department performance; specifically, leaders who can lead through change, focus their team on department results, foster innovation and build the level of employee engagement that leads employees to higher levels of discretionary effort.
- Create additional computer-based training and Web-based training.
- Expand the use of video conference and webinar training.
- Revamp New Employee Orientation programs.
- Provide continuous management/supervisory materials to staff throughout the year.

Methodologies Used to Measure Success of the Training Offered:

- Kirkpatrick Evaluation Model² to get feedback from the training participants, their supervisors and managers.
- Staff assessments through oral examinations.
- Training and workshop evaluations.
- Quizzes throughout the course.
- Participant reaction forms and pre/post-tests.

¹ This number excludes the Division of Emergency Management and the Office of the Governor, as these entities do not have Career Service employees.

² The Association for Talent Development (formerly named the American Society for Training and Development) recognizes the Kirkpatrick Evaluation Model as an evaluation tool used to assess the effectiveness of training programs.

Goals Achieved and Progress Made in the Areas of Training:

- Leveraged online training to maximize training opportunities, expand offerings, and increase participation.
- Upgraded and modernized the training tracking database.
- Increased overall participation in compliance training.
- Established collaborative partnerships with other agencies and private-sector entities.
- Implemented metric-based performance measurements, including SMART-based performance expectations.
- Provided more course offerings.
- Developed comprehensive training programs.

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

- For fiscal year 2013-14, the Department of Financial Services reported that agencies expended \$33,319,164 on training, representing a 9.6-percent increase from the \$30,404,586 expended during fiscal year 2012-13. Some examples of training included: SMART expectations; sexual harassment; professional development; technical job skills, ethics; public records; civil rights; professional licensure, certification or registration requirements; leadership; diversity; performance management; customer service; new employee orientation; succession planning; presentation skills; safety; as well as training for an indeterminable number of non-agency employees including customers and the general public.
- Since fiscal year 2009-10, training expenditures have increased 1.6 percent from \$32,787,324 to \$33,319,164 in fiscal year 2013-14.

Notes:

- Differences reflected in agency training expenditures may be the result of a large number of variables, such as types of employees, frequency of training, employee turnover, training sources, training provided to the public and cost. Other variables, which may not be reflected in the expenditures, include training provided internally by agency staff or received externally through interagency training.
- For fiscal years 2009-10, 2010-11, 2011-12, 2012-13, and 2013-14, proviso language was included in the implementing bill for the General Appropriations Act that limited travel and training to only activities that were/are critical to each state agency's mission.

Training Expenditures by Agency
As of June 30, 2014

Agency	FY 09/10	FY 10/11	FY 11/12	FY 12/13	FY 13/14
Agency for Health Care Administration	\$157,994	\$134,843	\$172,909	\$169,556	\$242,827
Agency for Persons with Disabilities	\$264,259	\$92,652	\$67,441	\$61,033	\$89,682
Agency for Workforce Innovation	\$210,248	\$318,588	-	-	-
Agriculture and Consumer Services	\$486,123	\$420,701	\$649,789	\$1,470,636	\$2,890,881
Business and Professional Regulation	\$65,899	\$33,997	\$314,287	\$177,217	\$93,142
Children and Families	\$3,436,526	\$2,713,126	\$2,858,857	\$2,644,750	\$2,799,555
Citrus	\$1,907	\$2,100	\$1,300	\$1,004	\$1,653
Community Affairs	\$1,584,159	\$1,486,474	\$426,165	-	-
Corrections	\$2,570,029	\$2,856,490	\$1,100,038	\$1,658,081	\$1,448,197
Division of Administrative Hearings	\$8,075	\$12,212	\$17,454	\$20,666	\$19,997
Division of Emergency Management ¹	-	-	\$1,976,173	\$2,141,876 ²	\$1,333,921
Economic Opportunity	-	-	\$408,424	\$287,356	\$279,873
Education	\$421,455	\$412,932	\$408,013	\$534,200	\$772,275
Elder Affairs	\$103,907	\$127,511	\$78,428	\$80,980	\$125,742
Environmental Protection	\$290,749	\$323,904	\$298,304	\$302,667	\$468,703
Financial Services	\$489,096	\$332,406	\$258,165	\$141,850	\$261,818
Fish and Wildlife Conservation Commission	\$1,296,132	\$788,422	\$997,721	\$891,969	\$1,092,825
Health	\$14,880,279	\$11,939,388	\$9,623,698	\$13,671,407	\$11,822,661
Highway Safety and Motor Vehicles	\$637,957	\$653,206	\$663,908	\$443,505	\$349,815
Juvenile Justice	\$506,079	\$588,687	\$532,292	\$696,121	\$663,062
Law Enforcement	\$1,074,512	\$1,286,452	\$908,614	\$986,271	\$813,002
Legal Affairs	\$155,660	\$164,619	\$143,943	\$157,018	\$181,087
Management Services	\$469,916	\$395,793	\$153,378	\$138,836	\$134,506
Military Affairs ¹	\$60,083	\$222,343	\$251,487	\$100,950	\$315,831
Northwood Shared Resource Center	-	-	\$29,425	\$14,533	\$27,536
Office of the Governor ¹	\$120,280 ³	\$24,784	\$20,334	\$10,034	\$13,977
Parole Commission	\$1,820	\$11,213	\$759	\$7,335	\$6,679
Public Service Commission	\$104,094	\$119,416	\$41,380	\$135,851	\$173,595
Revenue	\$434,750	\$355,136	\$317,731	\$264,246	\$297,512
School for the Deaf and the Blind ¹	\$160,521	\$184,991	\$167,408	\$125,793	\$275,423
Southwood Shared Resource Center	-	-	\$5,880	\$30,147	\$26,736
State	\$30,365	\$59,874	\$11,679	\$16,408	\$41,200
Transportation	\$2,717,125	\$5,671,428	\$4,838,476	\$2,962,423	\$6,195,533
Veterans' Affairs	\$47,325	\$72,746	\$77,232	\$59,867	\$59,918
Total Expenditures⁴	\$32,787,324	\$31,806,434	\$27,821,092	\$30,404,586	\$33,319,164

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 and costs as they would have to be based upon a separate analysis.

² Fiscal year 2012-13: \$1,385,191.61 of the expenditures for the Division of Emergency Management involved training that was provided to local government staff, community leaders, and local technical professionals throughout Florida regarding important emergency management programs and new initiatives/requirements. This training was conducted by private contractors with expertise in the specific technical areas.

³ Fiscal year 2009-10: Increase was due to Information Technology Security training provided by the Agency for Enterprise Information Technology as funded by the Department of Homeland Security federal awards.

⁴ Expenditures provided by the Department of Financial Services Division of Accounting and Auditing.

Equal Employment Opportunity

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

Equal Employment Opportunity Overview

As reflected in the table below, minority representation exceeded the Available Labor Market (ALM)¹ representation in the Professionals, Para-Professionals and Administrative Support job categories for fiscal year 2013-14. The SPS minority representation was below the ALM in the following job categories: Officials and Administrators, Technicians, Protective Service Workers, Skilled Craft Workers and Service Maintenance by 11.7, 2.9, 9.8, 18.0 and 10.3 percentage points, respectively. Overall, minority representation in the SPS was 0.7 percentage points below the ALM.

EMPLOYEES BY RACE AND JOB CATEGORY As of June 30, 2014

Job Category	Total Employees	White	Black or African American	Hispanic or Latino	Other ²	Unknown	% Minority by Job Category	% Minority in ALM
Officials and Administrators	2,485	2,073	230	119	60	3	16.5%	28.2%
Professionals	48,377	28,650	12,795	5,086	1,675	171	40.4%	31.8%
Technicians	3,884	2,534	776	330	235	9	34.5%	37.4%
Protective Service Workers	19,160	13,196	4,402	1,317	235	10	31.1%	40.9%
Para-Professionals	6,457	1,966	3,635	681	114	61	68.6%	53.0%
Administrative Support	5,971	2,810	1,943	1,068	138	12	52.7%	39.8%
Skilled Craft Workers	1,401	1,071	196	106	27	1	23.5%	41.5%
Service Maintenance	1,951	1,102	694	118	31	6	43.2%	53.5%
Total Employees	89,686	53,402	24,671	8,825	2,515	273	36,011	3,655,551
Percent of Total Employees	100%	59.5%	27.5%	9.8%	2.8%	0.3%	40.2%	40.9%

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

- Minority representation increased in the Career Service to 42.1 percent (30,824 employees) and in the Selected Exempt Service to 32.1 percent (5,107 employees), since June 30, 2013. During the same time period, minority representation decreased in the Senior Management Service to 14.9 percent (80 employees).
- Female representation increased slightly in the Selected Exempt Service over the past year at 58.4 percent (9,299 employees). However, female representation in the Career Service (56.2 percent or 41,190 employees) and Senior Management Service (39.9 percent or 214 employees) decreased by 0.6 and 0.2 percentage points respectively, since June 30, 2013.

¹ Available Labor Market data for Florida was compiled by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, using the EEO Tabulation 2006-2010 (5-year American Community Survey data) that was produced by the U.S. Census Bureau.

² "Other" includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Some Other Race or two or more races.

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 groups underrepresented in its workforce as compared to the relevant labor market. For fiscal year 2013-14, 20 agencies reported they implemented a new plan or continued implementation of a multi-year AA Plan 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 reflected in the chart below in response to the questionnaire conducted by the Department of Management Services.

SUMMARY OF AGENCY REPLIES TO THE ANNUAL AFFIRMATIVE ACTION QUESTIONNAIRE Fiscal Year 2013-14

Agencies that Implemented a New Plan or Continued Implementation of a Multi-Year Plan Outlining their Affirmative Action Goals:

AGENCY	
• Agency for Health Care Administration	• Juvenile Justice
• Agriculture and Consumer Services	• Law Enforcement
• Economic Opportunity	• Management Services
• Education	• Military Affairs
• Elder Affairs	• Office of Governor ¹
• Environmental Protection	• Parole Commission
• Financial Services	• Revenue
• Fish and Wildlife Conservation Commission	• School for the Deaf and the Blind
• Health	• State
• Highway Safety and Motor Vehicles	• Transportation

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

- The Agency for Health Care Administration partners with minority colleges and universities statewide. The agency also developed a comprehensive internship program with Florida Agricultural and Mechanical University (FAMU) as a primary partner.
- The Department of Agriculture and Consumer Services began a three-year marketing plan in 2011 to assist in reaching a broader audience and expand recruiting efforts. Although they did not meet all of their goals, they plan to continue their marketing plan after noting positive results. The Department of Agriculture and

¹ Includes data for the Division of Emergency Management.

Consumer Services also continued to advance the development and implementation of its internship program and widen use of their Fresh from Florida Careers logo and virtual job and career fair website.

- The Department of Economic Opportunity's management and staff serve on various interagency and national councils and committees. These networking opportunities aid in efforts to recruit qualified applicants for current and anticipated vacancies in the department.
- The Department of Education utilizes state and nationwide recruitment coupled with retaining current employees to build a highly talented workforce reflective of Florida's available labor market.
- The Department of Environmental Protection attended seven career fairs and has a successful internship program, which has helped them recruit women into Geologist, Environmental Specialist and Laboratory technician positions. Additionally, the department's education program works to recruit minorities at FAMU.
- The Florida School for the Deaf and the Blind recruits using Teachers-Teachers.com, WorkSource/Employ Florida and local newspapers.
- The Fish and Wildlife Conservation Commission is involved with the Minorities in Natural Resources Committee (MINRC) and the Southeast Association of Fish and Wildlife Agencies conference to recruit minorities. This resulted in the successful hiring of some minority students from the MINRC program. Additionally, job announcements for professional positions are forwarded to approximately 100 minority businesses, organizations and historically black colleges and universities throughout the nation. The Division of Law Enforcement has dedicated staff located throughout the state seeking minority applicants. The staff created a television series, "Operation Wild," to help educate the public about the agency's conservation efforts. This series helps attract a more diverse workforce throughout the state. The Fish and Wildlife Research Institute 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. The Fish and Wildlife Research Institute performs community outreach services, such as "Marine Quest," to educate students about research and careers in marine sciences. Youth Conservation Centers are also being established throughout the state as a new initiative to "Create the Next Generation that Cares." The focus is to educate middle and high school students about agency careers in an effort to prepare and recruit a more diverse workforce for the future. The agency is also working to increase minority student interests through an internship program with local colleges and universities. It has also established a partnership with other state and federal agencies to work collaboratively in seeking ways to attract and retain minorities in the scientific field.
- The Department of Highway Safety and Motor Vehicles reported attending a job fair hosted by the Minority Chamber of Commerce.
- The Department of Law Enforcement staff attended several recruitment events that included a career fair at a minority college and a career fair at a local high school.
- The Department of Revenue participated in job fairs at local colleges and universities to address agency-wide and program specific recruitment needs. Additionally, employees participated in the agency's volunteer and community service program with Big Bend Homeless Coalition, HOPE Community, to facilitate training and mock interview workshops for homeless and veteran residents of various gender and ethnic backgrounds.

Employees by Job Category As of June 30, 2014

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service	Para Professionals	Administrative Support	Skilled Craft	Service Maintenance	Total
Agency for Health Care Administration	2.5%	85.4%	4.7%	-	0.4%	7.0%	-	-	1,494
Agency for Persons with Disabilities	1.2%	45.2%	2.6%	2.0%	34.6%	3.4%	4.8%	6.2%	2,664
Agriculture and Consumer Services	3.0%	55.6%	8.7%	22.7%	0.3%	4.5%	2.8%	2.3%	3,357
Business and Professional Regulation	4.2%	84.6%	2.6%	4.6%	2.2%	1.9%	-	-	1,566
Children and Families	1.5%	70.6%	2.4%	1.7%	16.8%	5.1%	0.4%	1.6%	11,071
Citrus	26.1%	52.2%	6.5%	-	2.2%	8.7%	-	4.3%	46
Corrections	1.1%	19.9%	1.1%	71.1%	0.4%	3.8%	1.6%	1.0%	20,965
Division of Administrative Hearings	1.7%	74.1%	2.3%	-	-	21.8%	-	-	174
Division of Emergency Management ¹	23.8%	73.8%	2.4%	-	-	-	-	-	42
Economic Opportunity	2.5%	94.6%	2.3%	-	-	0.2%	0.3%	0.1%	1,547
Education	11.2%	64.9%	6.1%	-	8.8%	8.7%	-	0.4%	2,146
Elder Affairs	5.3%	83.1%	3.0%	-	-	8.6%	-	-	397
Environmental Protection	8.2%	68.4%	3.2%	-	0.2%	3.1%	1.9%	14.9%	2,860
Financial Services	5.7%	76.4%	4.9%	7.4%	0.1%	5.2%	0.3%	-	2,370
Fish and Wildlife Conservation Commission	4.0%	52.6%	4.7%	33.1%	0.4%	4.0%	1.2%	0.1%	1,987
Health	1.8%	66.3%	6.4%	-	10.4%	14.0%	0.4%	0.7%	12,919
Highway Safety and Motor Vehicles	2.2%	29.1%	3.1%	45.9%	0.8%	17.6%	0.7%	0.6%	4,087
Juvenile Justice	2.8%	52.1%	1.4%	-	35.6%	4.8%	1.0%	2.4%	3,029
Law Enforcement	4.2%	59.9%	10.2%	23.4%	0.2%	2.1%	-	-	1,628
Legal Affairs	8.9%	63.7%	1.2%	5.2%	4.7%	16.2%	0.1%	0.1%	1,065
Management Services	5.7%	63.1%	3.6%	-	0.7%	4.3%	10.8%	11.8%	837
Military Affairs ¹	2.0%	52.9%	8.9%	2.6%	2.0%	5.4%	15.7%	10.6%	350
Northwood Shared Resource Center	5.3%	33.0%	60.6%	-	-	1.1%	-	-	94
Office of the Governor ¹	89.5%	10.5%	-	-	-	-	-	-	76
Parole Commission	13.0%	72.2%	-	-	-	14.8%	-	-	115
Public Service Commission	13.4%	77.2%	3.5%	-	-	5.9%	-	-	254
Revenue	1.6%	84.4%	3.6%	-	2.6%	7.9%	-	-	4,729
School for the Deaf and the Blind ¹	0.2%	25.3%	4.9%	2.8%	44.2%	1.9%	5.3%	15.3%	430
Southwood Shared Resource Center	2.6%	42.1%	54.4%	-	-	-	0.9%	-	114
State	8.7%	76.8%	7.7%	-	0.8%	5.3%	0.8%	-	379
Transportation	3.1%	65.5%	11.9%	-	0.9%	4.5%	7.0%	7.1%	5,826
Veterans' Affairs	3.0%	24.2%	14.9%	-	42.9%	5.2%	1.2%	8.6%	1,068
Total Employees	2,485	48,377	3,884	19,160	6,457	5,971	1,401	1,951	89,686
Percent of Total Employees	2.8%	53.9%	4.3%	21.4%	7.2%	6.7%	1.6%	2.2%	100%

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

Minority Representation by Pay Plan As of June 30, 2014

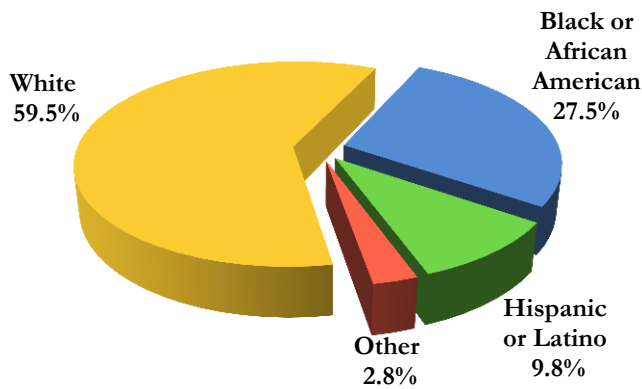
Minority representation in the Career Service, Selected Exempt Service and Senior Management Service pay plans increased by 1.8, 2.2 and 3.5 percentage points, respectively since 2010. Since 2013, minority representation increased in the Career Service by 0.8 percentage points and the Selected Exempt Service by 0.6 percentage points; and decreased in the Senior Management Service by 0.5 percentage points.

FIVE-YEAR TREND: MINORITY REPRESENTATION

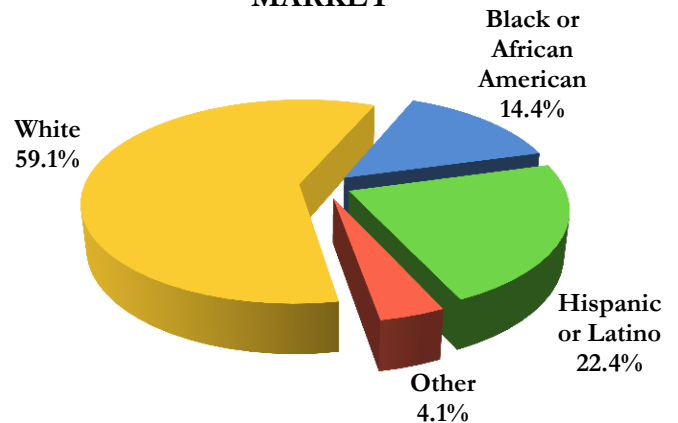
Pay Plan	2010		2011		2012		2013		2014	
	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total
Career Service	34,450	85,588	33,651	82,761	31,244	76,973	30,816	74,633	30,824	73,230
Percent of Total	40.3%		40.7%		40.6%		41.3%		42.1%	
Selected Exempt Service	5,643	18,872	5,464	18,054	5,112	16,728	5,138	16,326	5,107	15,920
Percent of Total	29.9%		30.3%		30.6%		31.5%		32.1%	
Senior Management Service	65	571	66	533	72	539	84	544	80	536
Percent of Total	11.4%		12.4%		13.4%		15.4%		14.9%	
State Personnel System	40,158	105,031	39,181	101,348	36,428	94,240	36,038	91,503	36,011	89,686
Percent of Total	38.2%		38.7%		38.7%		39.4%		40.2%	

For minorities, the State Personnel System exceeded the Available Labor Market¹ (ALM) representation in the Black or African-American category by 13.1 percentage points. In the Other² category, the SPS was below the ALM by 1.3 percentage points, while Hispanic or Latino representation was 12.6 percentage points below the ALM.

STATE PERSONNEL SYSTEM³



FLORIDA'S AVAILABLE LABOR MARKET



¹ Available Labor Market data for Florida was compiled by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, using the EEO Tabulation 2006-2010 (5-year American Community Survey data) that was produced by the U.S. Census Bureau.

² "Minority" includes employees having identified themselves as Black or African American, Hispanic or Latino, Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Some Other Race or two or more races.

³ The SPS overall percentage is less than 100 percent as a result of some employees' race/ethnicity being Unknown, which represents 0.3 percent of the total employee count.

Gender Representation by Pay Plan As of June 30, 2014

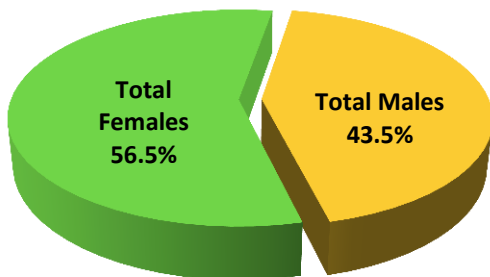
Female employees in the Selected Exempt Service and Senior Management Service increased since 2010 by 1.9 percentage points and 0.5 percentage points respectively. Additionally, female representation in the Career Service decreased 0.5 percentage points. Since 2013, female representation in the Career Service and Senior Management Service decreased by 0.6 percentage points and 0.2 percentage points respectively. In contrast, female representation in the Selected Exempt Service increased 0.3 percentage points.

FIVE-YEAR TREND: GENDER REPRESENTATION

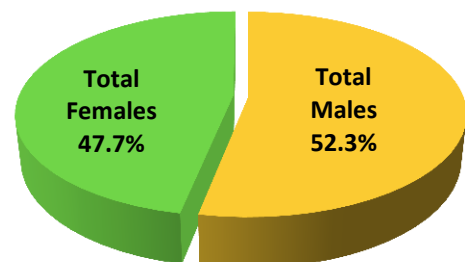
Pay Plan	2010		2011		2012		2013		2014	
	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total
Career Service	48,509	85,588	46,903	82,761	43,865	76,973	42,412	74,633	41,190	73,230
Percent of Total	56.7%		56.7%		57.0%		56.8%		56.2%	
Selected Exempt Service	10,660	18,872	10,275	18,054	9,620	16,728	9,485	16,326	9,299	15,920
Percent of Total	56.5%		56.9%		57.5%		58.1%		58.4%	
Senior Management Service	225	571	217	533	217	539	218	544	214	536
Percent of Total	39.4%		40.7%		40.3%		40.1%		39.9%	
State Personnel System	59,394	105,031	57,395	101,348	53,702	94,240	52,115	91,503	50,703	89,686
Percent of Total	56.5%		56.6%		57.0%		57.0%		56.5%	

Female representation in the State Personnel System exceeded Florida's Available Labor Market¹ by 8.8 percentage points.

STATE PERSONNEL SYSTEM



FLORIDA'S AVAILABLE LABOR MARKET



¹ Available Labor Market data for Florida was compiled by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, using the EEO Tabulation 2006-2010 (5-year American Community Survey data) that was produced by the U.S. Census Bureau.

Race and Gender Demographics: By Agency

As of June 30, 2014

As part of the reporting requirements specified in section 110.112(2)(d), Florida Statutes, the table below provides a snapshot of employees' races and genders.

Agency	White		Black or African American		Hispanic or Latino		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	19.5%	40.7%	3.5%	21.1%	3.2%	8.2%	1.4%	2.4%	1,494
Agency for Persons with Disabilities	14.2%	21.7%	17.9%	40.4%	0.7%	2.6%	0.8%	1.8%	2,664
Agriculture and Consumer Services	55.2%	23.6%	4.7%	6.6%	4.0%	2.6%	1.8%	1.5%	3,357
Business and Professional Regulation	25.4%	29.7%	8.3%	20.1%	6.0%	7.2%	1.7%	1.7%	1,566
Children and Families	11.4%	28.8%	8.9%	32.5%	3.6%	10.6%	1.3%	2.9%	11,071
Citrus	21.7%	58.7%	2.2%	8.7%	2.2%	4.3%	2.2%	-	46
Corrections	46.4%	20.7%	10.9%	15.2%	3.6%	1.9%	0.7%	0.5%	20,965
Division of Administrative Hearings	17.8%	44.8%	2.3%	22.4%	0.6%	9.2%	-	2.9%	174
Division of Emergency Management ²	52.4%	23.8%	4.8%	11.9%	4.8%	2.4%	-	-	42
Economic Opportunity	20.0%	23.2%	9.9%	29.3%	4.7%	9.7%	1.2%	1.9%	1,547
Education	18.0%	41.6%	5.1%	21.4%	2.0%	8.6%	1.4%	1.9%	2,146
Elder Affairs	10.3%	50.6%	1.8%	20.9%	1.8%	11.3%	0.8%	2.5%	397
Environmental Protection	46.5%	37.1%	3.2%	4.3%	2.4%	2.3%	2.7%	1.6%	2,860
Financial Services	31.8%	31.4%	6.7%	18.6%	3.9%	4.1%	1.4%	2.0%	2,370
Fish and Wildlife Conservation Commission	62.0%	26.2%	1.4%	3.3%	3.5%	1.3%	1.3%	1.1%	1,987
Health	11.7%	40.4%	3.8%	23.0%	3.0%	14.2%	1.1%	2.9%	12,919
Highway Safety and Motor Vehicles	36.7%	20.7%	9.3%	14.8%	10.7%	5.7%	1.2%	0.9%	4,087
Juvenile Justice	15.0%	20.4%	22.1%	33.0%	3.9%	4.3%	0.5%	0.9%	3,029
Law Enforcement	39.2%	39.4%	3.9%	8.7%	2.5%	3.0%	1.3%	2.0%	1,628
Legal Affairs	24.9%	45.4%	2.2%	14.5%	3.8%	5.6%	1.5%	2.2%	1,065
Management Services	33.8%	30.6%	13.9%	14.3%	2.9%	1.4%	2.0%	1.1%	837
Military Affairs ²	50.3%	33.4%	8.3%	2.6%	2.9%	1.1%	0.9%	0.6%	350
Northwood Shared Resource Center	51.1%	20.2%	6.4%	8.5%	6.4%	-	4.3%	3.2%	94
Office of the Governor ²	36.8%	53.9%	1.3%	1.3%	-	3.9%	2.6%	-	76
Parole Commission	21.7%	46.1%	5.2%	20.9%	2.6%	3.5%	-	-	115
Public Service Commission	31.5%	35.0%	6.3%	12.6%	3.1%	4.7%	3.1%	3.5%	254
Revenue	21.0%	39.1%	5.3%	23.3%	1.9%	4.6%	2.1%	2.7%	4,729
School for the Deaf and the Blind ²	23.3%	43.5%	5.3%	19.8%	1.6%	4.9%	0.5%	1.2%	430
Southwood Shared Resource Center	51.8%	22.8%	8.8%	9.6%	0.9%	-	4.4%	1.8%	114
State	31.7%	46.2%	4.2%	12.4%	0.5%	1.8%	1.1%	2.1%	379
Transportation	44.8%	24.2%	8.6%	6.1%	6.9%	4.3%	3.1%	1.9%	5,826
Veterans' Affairs	14.1%	40.4%	4.9%	29.6%	2.2%	4.6%	1.2%	3.0%	1,068
Total Employees	27,073	26,329	7,305	17,366	3,402	5,423	1,203	1,585	89,686
Percent of Total Employees	30.2%	29.4%	8.1%	19.4%	3.8%	6.0%	1.3%	1.8%	100%

¹ Other includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, Some Other Race or two or more races, or Unknown.

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

Race and Gender Demographics: Career Service *As of June 30, 2014*

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

Agency	White		Black or African American		Hispanic or Latino		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	16.8%	40.7%	3.4%	22.6%	3.2%	9.2%	1.6%	2.5%	1,099
Agency for Persons with Disabilities	12.7%	19.9%	19.6%	42.2%	0.7%	2.3%	0.7%	1.9%	2,100
Agriculture and Consumer Services	57.0%	21.1%	5.1%	6.5%	4.4%	2.6%	1.9%	1.5%	2,602
Business and Professional Regulation	23.0%	27.3%	9.3%	22.2%	6.4%	8.3%	1.7%	1.8%	1,136
Children and Families	9.9%	27.4%	8.8%	34.4%	3.7%	11.5%	1.2%	3.2%	8,812
Citrus	22.2%	66.7%	-	5.6%	-	5.6%	-	-	18
Corrections	46.8%	20.0%	11.2%	15.2%	3.7%	1.8%	0.8%	0.5%	19,881
Division of Administrative Hearings	20.4%	40.7%	2.8%	23.1%	0.9%	10.2%	-	1.9%	108
Division of Emergency Management ²	-	-	-	-	-	-	-	-	-
Economic Opportunity	18.3%	19.5%	10.7%	31.5%	5.7%	10.9%	1.3%	2.1%	1,219
Education	14.7%	38.4%	5.5%	24.7%	2.4%	10.8%	1.5%	2.0%	1,431
Elder Affairs	7.6%	48.3%	1.7%	22.9%	2.1%	13.9%	0.7%	2.8%	288
Environmental Protection	45.6%	36.5%	3.6%	4.6%	2.6%	2.4%	2.8%	1.9%	2,108
Financial Services	29.8%	28.1%	7.2%	21.5%	4.6%	4.9%	1.7%	2.3%	1,685
Fish and Wildlife Conservation Commission	64.4%	23.5%	1.5%	3.0%	3.8%	1.3%	1.4%	1.0%	1,643
Health	9.8%	39.8%	3.5%	24.7%	2.8%	15.5%	1.0%	2.9%	10,645
Highway Safety and Motor Vehicles	37.3%	18.5%	9.7%	14.9%	11.5%	6.0%	1.3%	0.8%	3,587
Juvenile Justice	13.8%	18.3%	23.5%	34.2%	4.1%	4.7%	0.5%	0.9%	2,344
Law Enforcement	39.2%	38.8%	3.9%	8.9%	2.6%	3.1%	1.4%	2.0%	1,431
Legal Affairs	16.4%	42.7%	2.9%	22.5%	5.9%	6.5%	1.2%	2.0%	511
Management Services	30.2%	28.8%	18.5%	14.7%	3.4%	1.4%	1.8%	1.2%	503
Military Affairs ²	57.1%	28.3%	8.8%	1.7%	1.7%	0.8%	0.8%	0.8%	240
Northwood Shared Resource Center	47.9%	21.9%	5.5%	9.6%	6.8%	-	4.1%	4.1%	73
Office of the Governor ²	-	-	-	-	-	-	-	-	-
Parole Commission	19.3%	43.4%	6.0%	24.1%	2.4%	4.8%	-	-	83
Public Service Commission	29.4%	28.7%	8.1%	13.2%	3.7%	7.4%	5.1%	4.4%	136
Revenue	19.2%	39.0%	5.3%	25.1%	1.7%	4.8%	2.1%	2.8%	3,979
School for the Deaf and the Blind ²	23.4%	38.9%	6.8%	22.3%	1.5%	5.3%	0.6%	1.2%	337
Southwood Shared Resource Center	53.8%	16.3%	11.3%	8.8%	1.3%	-	6.3%	2.5%	80
State	30.6%	41.5%	5.4%	16.3%	0.4%	1.9%	1.2%	2.7%	258
Transportation	43.8%	23.9%	10.0%	6.2%	7.2%	4.2%	3.1%	1.8%	3,945
Veterans' Affairs	12.2%	39.6%	4.9%	32.1%	2.0%	5.0%	1.2%	3.2%	948
Total Employees	21,911	20,246	6,302	14,954	2,882	4,682	945	1,308	73,230
Percent of Total Employees	29.9%	27.6%	8.6%	20.4%	3.9%	6.4%	1.3%	1.8%	100%

¹ Other includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, Some Other Race or two or more races, or Unknown.

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

Race and Gender Demographics: Selected Exempt Service As of June 30, 2014

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.

Agency	White		Black or African American		Hispanic or Latino		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	26.6%	40.6%	3.9%	17.3%	3.4%	5.4%	0.8%	2.1%	387
Agency for Persons with Disabilities	19.4%	28.2%	11.7%	34.4%	0.7%	3.4%	0.9%	1.3%	556
Agriculture and Consumer Services	48.7%	32.4%	3.7%	7.0%	2.6%	2.7%	1.5%	1.4%	729
Business and Professional Regulation	31.4%	37.0%	5.4%	14.1%	5.1%	4.1%	1.7%	1.2%	411
Children and Families	16.8%	34.6%	9.5%	25.4%	3.2%	7.0%	1.7%	1.8%	2,235
Citrus	19.2%	53.8%	3.8%	11.5%	3.8%	3.8%	3.8%	-	26
Corrections	39.3%	33.3%	6.4%	14.6%	2.7%	2.6%	0.4%	0.7%	1,062
Division of Administrative Hearings	12.3%	52.3%	1.5%	21.5%	-	7.7%	-	4.6%	65
Division of Emergency Management ²	50.0%	25.0%	5.0%	12.5%	5.0%	2.5%	-	-	40
Economic Opportunity	24.5%	37.7%	6.9%	22.0%	1.3%	5.3%	0.6%	1.6%	318
Education	23.5%	48.0%	4.4%	15.6%	1.2%	4.3%	1.3%	1.8%	681
Elder Affairs	16.7%	57.8%	2.0%	16.7%	1.0%	4.9%	-	1.0%	102
Environmental Protection	48.5%	39.1%	1.9%	3.5%	1.8%	2.1%	2.3%	0.8%	724
Financial Services	35.5%	40.6%	5.3%	11.8%	2.0%	2.3%	0.9%	1.6%	643
Fish and Wildlife Conservation Commission	49.5%	39.6%	0.6%	5.0%	1.6%	1.2%	0.9%	1.6%	321
Health	20.6%	43.1%	4.8%	15.3%	3.8%	8.2%	1.7%	2.6%	2,212
Highway Safety and Motor Vehicles	32.2%	36.1%	6.7%	14.3%	4.7%	3.5%	1.0%	1.4%	490
Juvenile Justice	18.4%	27.3%	17.5%	29.5%	3.2%	2.9%	0.5%	0.9%	664
Law Enforcement	36.9%	46.6%	4.0%	7.4%	1.1%	1.7%	0.6%	1.7%	176
Legal Affairs	32.1%	48.5%	1.3%	7.1%	1.9%	4.9%	1.9%	2.4%	536
Management Services	38.2%	33.2%	7.2%	14.1%	2.2%	1.6%	2.5%	0.9%	319
Military Affairs ²	32.7%	47.1%	7.7%	4.8%	5.8%	1.9%	-	-	104
Northwood Shared Resource Center	60.0%	15.0%	10.0%	5.0%	5.0%	-	5.0%	-	20
Office of the Governor ²	31.9%	55.3%	-	2.1%	-	6.4%	4.3%	-	47
Parole Commission	28.6%	50.0%	3.6%	14.3%	3.6%	-	-	-	28
Public Service Commission	31.8%	43.9%	4.7%	12.1%	1.9%	1.9%	0.9%	2.8%	107
Revenue	30.3%	39.5%	5.7%	14.2%	2.6%	3.7%	1.5%	2.6%	739
School for the Deaf and the Blind ²	22.6%	60.2%	-	10.8%	2.2%	3.2%	-	1.1%	93
Southwood Shared Resource Center	45.5%	39.4%	3.0%	12.1%	-	-	-	-	33
State	33.3%	57.4%	1.9%	4.6%	0.9%	-	0.9%	0.9%	108
Transportation	46.2%	25.4%	5.8%	6.2%	6.4%	4.6%	3.3%	2.1%	1,832
Veterans' Affairs	28.6%	49.1%	4.5%	10.7%	2.7%	0.9%	1.8%	1.8%	112
Total Employees	4,885	5,906	983	2,394	505	727	248	272	15,920
Percent of Total Employees	30.7%	37.1%	6.2%	15.0%	3.2%	4.6%	1.6%	1.7%	100%

¹ Other includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, Some Other Race or two or more races, or Unknown.

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

Race and Gender Demographics: Senior Management Service As of June 30, 2014

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.

Agency	White		Black or African American		Hispanic or Latino		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	50.0%	50.0%	-	-	-	-	-	-	8
Agency for Persons with Disabilities	50.0%	50.0%	-	-	-	-	-	-	8
Agriculture and Consumer Services	61.5%	26.9%	-	3.8%	3.8%	3.8%	-	-	26
Business and Professional Regulation	42.1%	15.8%	10.5%	21.1%	-	5.3%	5.3%	-	19
Children and Families	41.7%	33.3%	-	8.3%	4.2%	4.2%	8.3%	-	24
Citrus	50.0%	50.0%	-	-	-	-	-	-	2
Corrections	54.5%	31.8%	9.1%	-	-	-	4.5%	-	22
Division of Administrative Hearings	100%	-	-	-	-	-	-	-	1
Division of Emergency Management ²	100%	-	-	-	-	-	-	-	2
Economic Opportunity	90.0%	10.0%	-	-	-	-	-	-	10
Education	47.1%	44.1%	5.9%	-	2.9%	-	-	-	34
Elder Affairs	28.6%	42.9%	-	-	-	-	14.3%	14.3%	7
Environmental Protection	64.3%	32.1%	3.6%	-	-	-	-	-	28
Financial Services	57.1%	26.2%	7.1%	4.8%	4.8%	-	-	-	42
Fish and Wildlife Conservation Commission	60.9%	34.8%	-	-	4.3%	-	-	-	23
Health	32.3%	41.9%	4.8%	4.8%	3.2%	4.8%	1.6%	6.5%	62
Highway Safety and Motor Vehicles	40.0%	60.0%	-	-	-	-	-	-	10
Juvenile Justice	33.3%	42.9%	4.8%	14.3%	-	4.8%	-	-	21
Law Enforcement	57.1%	23.8%	4.8%	-	9.5%	4.8%	-	-	21
Legal Affairs	50.0%	33.3%	5.6%	5.6%	-	5.6%	-	-	18
Management Services	60.0%	33.3%	-	6.7%	-	-	-	-	15
Military Affairs ²	83.3%	-	-	-	-	-	16.7%	-	6
Northwood Shared Resource Center	100%	-	-	-	-	-	-	-	1
Office of the Governor ²	44.8%	51.7%	3.4%	-	-	-	-	-	29
Parole Commission	25.0%	75.0%	-	-	-	-	-	-	4
Public Service Commission	54.5%	27.3%	-	9.1%	9.1%	-	-	-	11
Revenue	36.4%	45.5%	-	-	-	9.1%	9.1%	-	11
School for the Deaf and the Blind ²	-	-	-	-	-	-	-	-	-
Southwood Shared Resource Center	100%	-	-	-	-	-	-	-	1
State	38.5%	46.2%	-	-	-	15.4%	-	-	13
Transportation	73.5%	12.2%	4.1%	-	4.1%	2.0%	4.1%	-	49
Veterans' Affairs	37.5%	12.5%	12.5%	-	25.0%	12.5%	-	-	8
Total Employees	277	177	20	18	15	14	10	5	536
	51.7%	33.0%	3.7%	3.4%	2.8%	2.6%	1.9%	0.9%	100%

¹ Other includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, Some Other Race or two or more races, or Unknown.

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

Community Relations

- *Community Relations Overview*
- *Volunteer Hours by Agency*

Community Relations Overview

A number of state employees contribute to their communities by 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.

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

- For fiscal year 2013-14, the employees at the Departments of Revenue, Corrections, Transportation, Environmental Protection and Health reported the highest number of volunteer hours.
- The agencies with the highest percentage of employees reporting volunteer hours were the Division of Emergency Management (21.4 percent), the Department of Revenue (14.9 percent), the Department of Citrus (10.9 percent), the Department of Elder Affairs (5.8 percent) and the Department of Transportation (5.6 percent).
- As of June 30, 2014, employees provided 19,208.25 hours of paid volunteer time and another 22,458.25 hours of unpaid volunteer time for community service activities.
- The dollar equivalent of the 19,208.25 administrative leave hours contributed by employees to the community in fiscal year 2013-14 was \$364,634.¹

¹ This amount was based on the average hourly rate of \$18.98 for employees in the State Personnel System (\$39,485/2080 hours) as depicted on the Workforce Profile on Page 18.

Volunteer Hours by Agency As of June 30, 2014

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 (hours paid)	Personal Time (hours unpaid)	Total Hours	% Agency Employees Reporting Hours
Agency for Health Care Administration	678.75	-	678.75	5.2%
Agency for Persons with Disabilities	95.00	3.50	98.50	1.7%
Agriculture and Consumer Services	486.50	1.00	487.50	1.7%
Business and Professional Regulation	414.50	721.50	1,136.00	4.3%
Children and Families	571.50	31.50	603.00	1.2%
Citrus	28.00	7.00	35.00	10.9%
Corrections	2,610.25	2,552.00	5,162.25	2.8%
Division of Administrative Hearings	26.25	-	26.25	1.7%
Division of Emergency Management ¹	76.50	-	76.50	21.4%
Economic Opportunity	76.50	55.00	131.50	0.8%
Education	720.50	7.75	728.25	3.2%
Elder Affairs	66.00	-	66.00	5.8%
Environmental Protection	652.50	2,155.00	2,807.50	2.3%
Financial Services	993.25	97.25	1,090.50	4.8%
Fish and Wildlife Conservation Commission	179.25	2,157.25	2,336.50	3.5%
Health	1,455.50	1,335.00	2,790.50	2.3%
Highway Safety and Motor Vehicles	443.50	192.00	635.50	2.4%
Juvenile Justice	661.75	504.75	1,166.50	3.1%
Law Enforcement	164.25	2.00	166.25	1.8%
Legal Affairs	239.25	39.00	278.25	3.8%
Management Services	153.75	2.50	156.25	3.2%
Military Affairs ^{1, 2}	-	-	-	-
Northwood Shared Resource Center ²	-	-	-	-
Office of the Governor ¹	3.00	-	3.00	1.3%
Parole Commission	18.00	-	18.00	3.5%
Public Service Commission	97.25	1,420.00	1,517.25	5.1%
Revenue	5,481.25	9,046.25	14,527.50	14.9%
School for the Deaf and the Blind ¹	91.75	-	91.75	2.6%
Southwood Shared Resource Center	27.00	-	27.00	2.6%
State	47.00	-	47.00	1.6%
Transportation	2,617.75	2,117.00	4,734.75	5.6%
Veterans' Affairs	32.00	11.00	43.00	0.8%
Total Hours	19,208.25	22,458.25	41,666.50	3.4%

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

² No volunteer hours reported.

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

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