

State Personnel System Annual Workforce Report



2017-18
Fiscal Year



Rick Scott, Governor | Erin Rock, Secretary

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Introduction

The Department of Management Services' Division of Human Resource Management presents the 25th 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(6), Florida Administrative Code, defines the SPS as the employment system comprised of positions within the Career Service, Selected Exempt Service, or Senior Management Service and within all agencies except those in the State University System, the Florida Lottery, the Legislature, the Justice Administration System, or the State Courts System.

The Annual Workforce Report also contains other statutorily required reports. These include the following:

- Equal Employment Opportunity/Affirmative Action Report, sections 110.112(2)(e), 110.112(3)(c)2, and 110.112(3)(d), Florida Statutes;
- Savings Sharing Program Report, section 110.1245(1)(d), Florida Statutes;
- Pay Additives Report, section 110.2035(7)(e), Florida Statutes;
- Classification Plans for Senior Management and Selected Exempt Services, sections 110.406(1) and 110.606(1), Florida Statutes, respectively; and
- Veterans' Recruitment Plan, section 295.07(5)(b), Florida Statutes.

Data represented in the Annual Workforce Report is as of June 30, or 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 Officials (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 Agency for State Technology was created on July 1, 2014.
3. The Northwood Shared Resource Center and the Southwood Shared Resource Center were reflected as separate entities prior to July 1, 2014, and both were transferred to the Agency for State Technology effective the same date.
4. Percentages are rounded to the tenth 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:

- State governments nationwide had an average of 208 state workers per 10,000 in population. Florida had 101 workers per 10,000 in population, or 51.4 percent less than the national average.¹
- The state government national average was \$83 in payroll expenditures per state resident. Florida’s payroll expenditure was \$37 per state resident, or 55.4 percent less than the national average.²
- In the coming decades, the projected workforce will continue to span distinct generations: Silent Generation, those born 1945 and before; Baby Boomers, those born between 1946 and 1964; Generation X, those born between 1965 and 1980; Generation Y or Millennials, those born between 1981 and 1995; and Generation Z, 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 2016 and 2060, the following changes will occur:³

- The percentage of Americans in the 25-44 age group will decline by 0.8 percentage points from 26.3 percent to 25.5 percent.
- The percentage of Americans in the 45-64 age group will decline by 2.2 percentage points from 26.1 percent to 23.9 percent.
- The percentage of Americans in the 65 and over age group will increase by 6.4 percentage points from 15.2 percent to 21.6 percent.

Based on data provided by the Florida Office of Economic and Demographic Research, the State of Florida’s projected age distribution from 2010 to 2040 shows a decline in the percentage of those ages 25 to 44 by 1.4 percentage points from 25.1 percent to 23.7 percent while the percentage of those ages 45 to 64 is expected to decrease by 3.9 percentage points from 27 percent to 23.1 percent.⁴

According to the United States Department of Labor, Bureau of Labor Statistics, “The civilian labor force is projected to reach 169.7 million in 2026, growing at an annual rate of 0.6 percent. As the labor force continues to get older, the overall labor force participation rate is projected to decrease to 61 percent in 2026. This rate is down from 62.8 percent in 2016 and from the peak of 67.1 percent in 2000, prior to the 2007–09 recession. As the baby-boomer generation ages, the share of workers age 55 and older—a cohort with a low labor force participation rate—is projected to grow to 24.8 percent in 2026. This share is up from 22.4 percent in 2016 and 16.8 percent in 2006.”⁵

The United States Department of Labor, Bureau of Labor Statistics projects that the median age of the labor force for the United States will be 42.4 in 2024.⁶ The median age of the labor force in 2014 was 41.9.⁶

The average age of an SPS employee was 43 as of June 30, 2018.

¹ United States Census Bureau. – www.census.gov. Calculation utilized March 2017 United States Census data for a one-month period for total state employees (full time and part time) and July 2017 United States Census data for state population.

² United States Census Bureau. Calculation utilized March 2017 United States Census data for a one-month period for state government employee payroll expenditures and July 2017 United States Census data for state population.

³ United States Census Bureau. “Protected Age Groups and Sex Composition of the Population: Main Projection Series for the United States, 2017-2060 (Table 2).” September 2018: <https://www.census.gov/data/tables/2017/demo/popproj/2017-summary-tables.html>.

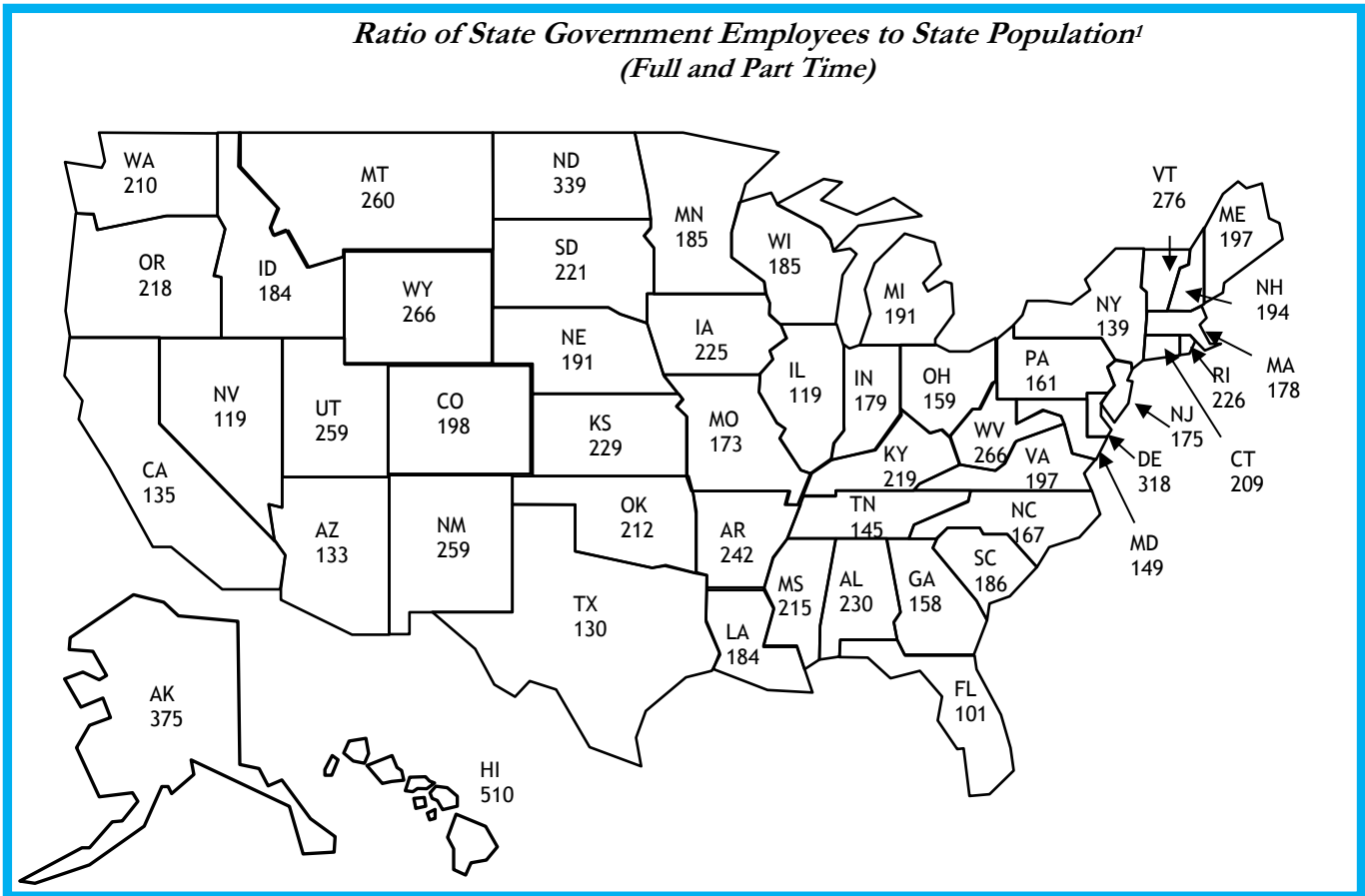
⁴ Florida Office of Economic and Demographic Research: Florida Demographic Estimating Conference, February 2017 and the University of Florida, Bureau of Economic and Business Research, Florida Population Studies, Bulletin 178, June 2017: <http://edr.state.fl.us/Content/population-demographics/data/index-floridaproducts.cfm>.

⁵ United States Bureau of Labor Statistics, News Release, Employment Projections: 2016-26: <http://www.bls.gov/news.release/pdf/ecopro.pdf>.

⁶ United States Bureau of Labor Statistics. *Monthly Labor Review*, “Labor Force Projections to 2024: The Labor Force is Growing, but Slowly.” December 2015: <http://www.bls.gov/opub/mlr/2015/article/labor-force-projections-to-2024.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' workforces.



States with the Lowest Ratios

- | | |
|---------------|-----|
| 1. Florida | 101 |
| 2. Illinois | 119 |
| 3. Nevada | 119 |
| 4. Texas | 130 |
| 5. Arizona | 133 |
| 6. California | 135 |
| 7. New York | 139 |
| 8. Tennessee | 145 |
| 9. Maryland | 149 |
| 10. Georgia | 158 |

2017 National Average 208

**States with the Fastest-
Growing Population Changes
July 2016–July 2017²**

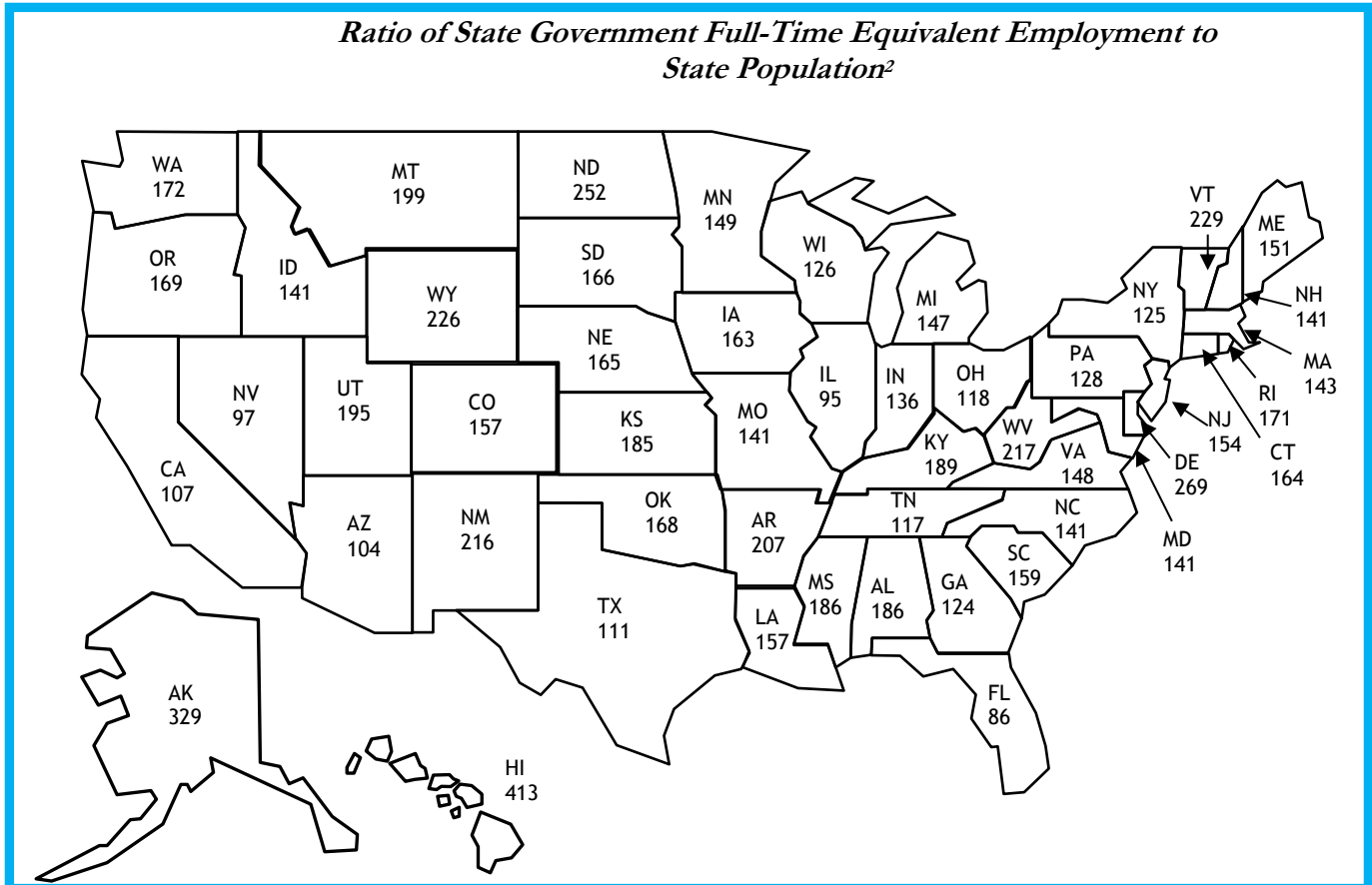
- | | |
|--------------------|--------------|
| 1. Idaho | 2.20% |
| 2. Nevada | 2.00% |
| 3. Utah | 1.89% |
| 4. Washington | 1.71% |
| 5. Florida | 1.59% |
| 6. Arizona | 1.56% |
| 7. Texas | 1.43% |
| 8. Colorado | 1.39% |
| 9. Oregon | 1.39% |
| 10. South Carolina | 1.30% |

¹ United States Census Bureau. Calculation utilized March 2017 United States Census data for a one-month period for total state employees (full time and part time) and July 2017 United States Census data for state population.

² Department of Economic Opportunity, Labor Market Statistics Center. July 2018.

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' workforces.



10 States with the Lowest Ratios

1. Florida	86
2. Illinois	95
3. Nevada	97
4. Arizona	104
5. California	107
6. Texas	111
7. Tennessee	117
8. Ohio	118
9. Georgia	124
10. New York	125

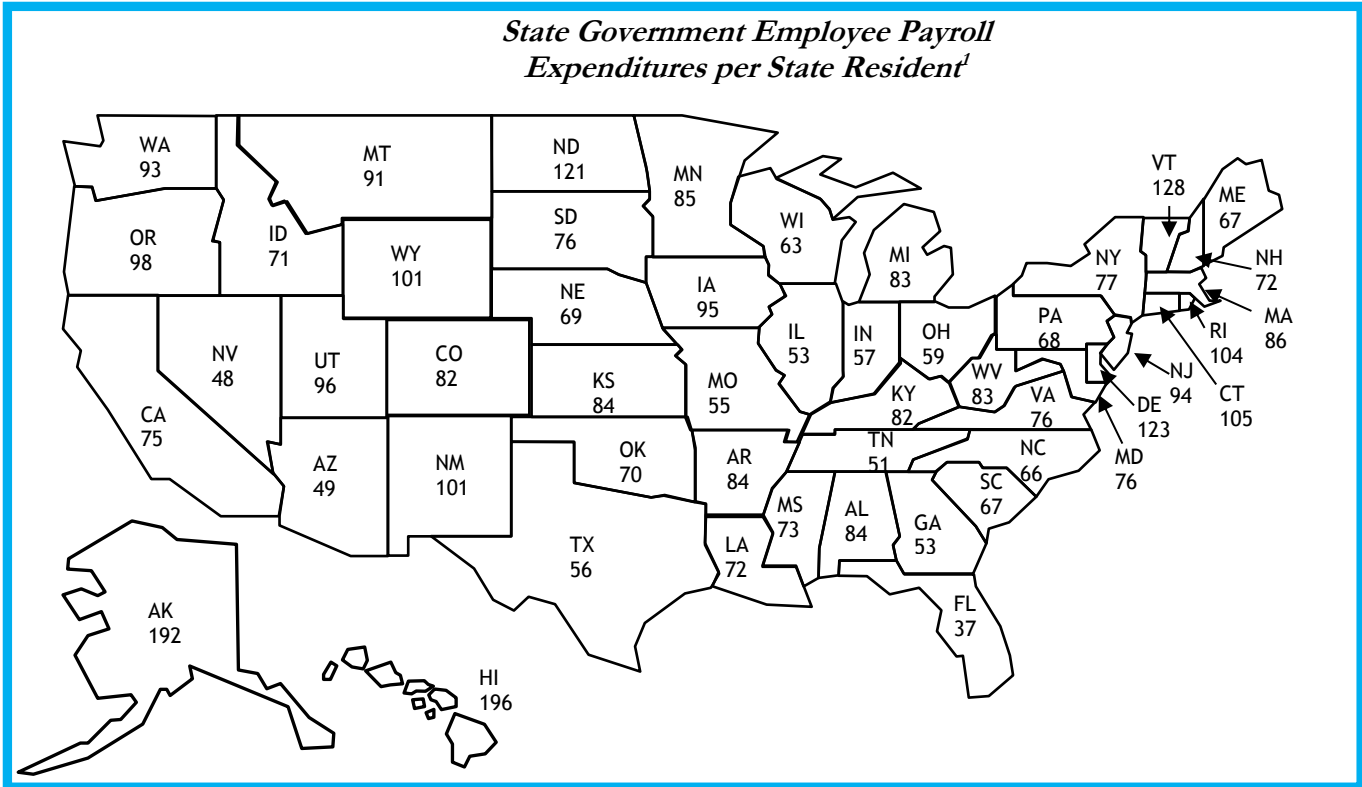
2017 National Average 168

¹ As defined by the United States Census Bureau, a full-time equivalent is a computed statistic representing the number of full-time employees who 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. Calculation utilized March 2017 United States Census data for a one-month period for full-time equivalent state employment and July 2017 United States Census data for state population.

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



Lowest Public Payroll Ratios

1. Florida	\$37
2. Nevada	\$48
3. Arizona	\$49
4. Tennessee	\$51
5. Illinois	\$53
6. Georgia	\$53
7. Missouri	\$55
8. Texas	\$56
9. Indiana	\$57
10. Ohio	\$59
2017 National Average	\$83

¹United States Census Bureau. Calculation utilized March 2017 United States Census data for a one-month period for state government employee payroll expenditures and July 2017 United States Census data for state population.

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 continue to span distinct generations: Silent Generation, Baby Boomers, Generation X, Generation Y or Millennials, and Generation Z. The size of the Baby Boomer generation ensures that their retirement decisions (either choosing to retire or choosing to work longer) will have an impact on the workforce. As seen below for the United States, the percentage of those in the 25-44 age group will decline by 0.8 percentage points between 2016 and 2040; the 45-64 age group will decline by 2.2 percentage points; and the 65+ age group will increase by 6.4 percentage points.

PROJECTED UNITED STATES POPULATION DISTRIBUTION BY AGE

Age Group	Percent of Population					
	2016	2020	2030	2040	2050	2060
Under 5	6.2%	6.2%	5.9%	5.7%	5.6%	5.5%
5-13	11.4%	11.0%	10.7%	10.3%	10.0%	9.9%
14-17	5.2%	5.0%	4.7%	4.7%	4.5%	4.4%
18-24	9.6%	9.1%	8.6%	8.4%	8.3%	8.0%
25-44	26.3%	26.7%	26.6%	25.5%	25.1%	24.8%
45-64	26.1%	25.1%	22.9%	23.9%	24.5%	24.0%
65+	15.2%	16.9%	20.6%	21.6%	22.0%	23.4%

United States Census Bureau. "Projected Age Groups and Sex Composition of the Population: Main Projections Series for the United States, 2017-2060 (Table 2)." September 2018: <https://www.census.gov/data/tables/2017/demo/popproj/2017-summary-tables.html>

The State of Florida's age distribution from 2010 projected through 2040 is shown below. This data illustrates a 1.4 percentage point decline between 2010 and 2040 in the 25-44 age group, from 25.1 percent to 23.7 percent. Age group 45-64 is also expected to decrease by 3.9 percentage points, from 27 percent to 23.1 percent. The 65+ age group is expected to increase by 8.2 percentage points, from 17.3 percent to 25.5 percent.

PROJECTED STATE OF FLORIDA AGE DISTRIBUTION 2010 TO 2040

Age Group	Census 2010		Projected 2020		Projected 2030		Projected 2040		2010 – 2040 Change	
	Number	%	Number	%	Number	%	Number	%	Number	%
0-4	1,073,506	5.7%	1,184,355	5.5%	1,327,534	5.5%	1,381,658	5.2%	308,152	28.7%
5-17	2,928,585	15.6%	3,150,213	14.7%	3,495,279	14.4%	3,788,795	14.3%	860,210	29.4%
18-24	1,739,657	9.3%	1,836,688	8.6%	2,006,388	8.3%	2,147,622	8.1%	407,965	23.5%
25-44	4,720,799	25.1%	5,324,888	24.8%	5,977,680	24.7%	6,268,951	23.7%	1,548,152	32.8%
45-64	5,079,161	27.0%	5,551,811	25.9%	5,520,613	22.8%	6,095,840	23.1%	1,016,679	20.0%
65+	3,259,602	17.3%	4,390,788	20.5%	5,916,832	24.4%	6,743,509	25.5%	3,483,907	106.9%

Florida Office of Economic and Demographic Research: Florida Demographic Estimating Conference, December 2015 and the University of Florida, Bureau of Economic and Business Research, Florida Population Studies, Bulletin 178, June 2017: <http://edr.state.fl.us/Content/population-demographics/data/index-floridaproducts.cfm>.

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

**PROJECTED UNITED STATES
LABOR FORCE AGE DISTRIBUTION 2004 to 2024**

Age Group	2004	2014	2024
16-24	15.1%	13.7%	11.3%
25-34	21.8%	21.9%	22.5%
35-44	24.5%	20.8%	22.0%
45-54	22.9%	21.8%	19.4%
55-64	12.2%	16.4%	16.6%
65-74	2.7%	4.4%	6.5%
75+	0.7%	1.0 %	1.7%

United States Bureau of Labor Statistics, *Monthly Labor Review*, "Labor Force Projections to 2024: The Labor Force is Growing, but Slowly." December 2015: <http://www.bls.gov/opub/mlr/2015/article/labor-force-projections-to-2024.htm>.

The United States 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 AGE OF THE LABOR FORCE BY GENDER, RACE, AND ETHNICITY**

Group	1994	2004	2014	2024
Total	37.7	40.3	41.9	42.4
Men	37.7	40.1	41.8	42.0
Women	37.7	40.5	42.0	42.8
White	37.7	40.8	42.6	43.0
Black	36.0	38.6	39.6	40.0
Asian	37.5	39.3	41.2	42.8
Hispanic Origin	33.7	35.0	37.3	38.9
White non-Hispanic	38.5	41.8	44.1	44.8

United States Bureau of Labor Statistics, *Monthly Labor Review*, "Labor Force Projections to 2024: The Labor Force is Growing, but Slowly." December 2015: <http://www.bls.gov/opub/mlr/2015/article/labor-force-projections-to-2024.htm>.

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 2017 and 2025, Florida (both the public and private sector) will need to add approximately 1,049,947 new workers to compensate for the retirement of the Baby Boomer generation.

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

Occupational Title	2017 Projected Employment	2025 Projected Employment	Total 2017-2025 Employment Change	Total Percent Change
Total - All Occupations	9,316,220	10,366,167	1,049,947	11.3%

Florida Department of Economic Opportunity, Bureau of Labor Market Statistics. November 2017: <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*
- *Full-Time Employee Count by Agency*
- *Part-Time Employee Count by Agency*
- *Employee Count by Agency and Pay Plan*
- *Employee Count by County and Region*
- *Established Positions Included in Collective Bargaining Units*
- *Employee Representation and Dues Paying Membership by Labor Organization*
- *Separations: Career Service*
- *Involuntary Career Service Separations by Agency*
- *Voluntary 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 SPS. This section of the report presents information such as employment trends, profiles of SPS employees, the average number of Other Personal Services (OPS) employees, and Career Service employee separations.

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

- There were 163,358 total established positions in all state employment systems at the end of fiscal year 2017-18. The State Personnel System accounted for 97,218 established positions, or 59.5 percent.
- Of the 89,236 employees in the SPS, 81.6 percent, or 72,850, were in the Career Service; 17.7 percent, or 15,811, were in the Selected Exempt Service; and 0.6 percent, or 575, were in the Senior Management Service.
- As of June 30, 2018, 4.9 percent, or 4,391 employees in the SPS had 30 or more years of service; 15 percent, or 13,380, had between 20 and 29 years; 22 percent, or 19,609, had between 10 and 19 years; 14.5 percent, or 12,968, had between five and nine years; and 43.6 percent, or 38,888, of the employees had fewer than five years of service.
- As of June 30, 2018, the age group with the largest number of employees within the SPS was age group 50-59 with 25.7 percent, or 22,952 employees, followed by age group 40-49 with 22.4 percent, or 20,023 employees.
- As of June 30, 2018, the 80,954 established positions included in collective bargaining units represented 83.3 percent of the 97,218 total number of established positions.
- In comparing positions from June 30, 2017, to June 30, 2018, the total number of established positions in the SPS decreased by 0.3 percent, from 97,502 to 97,218, while the number of established positions included in collective bargaining units also decreased by 0.3 percent, from 81,227 to 80,954.
- There was a 0.9 percent decrease in the number of Career Service separations from fiscal year 2016-17 (15,518) to fiscal year 2017-18 (15,376).
- As of June 30, 2018, dismissals and failed probationary periods were the top two separation reasons for involuntary Career Service separations at 57.9 percent and 32.4 percent, respectively. For the same time period, Other (reasons unknown) led voluntary separation reasons at 60 percent, followed by retirement at 12.8 percent.
- For fiscal year 2017-18, voluntary separations accounted for 88.6 percent of all Career Service separations.
- The average number of Other Personal Services employees increased by 2.9 percent since fiscal year 2016-17, from 8,688 to 8,942.

TURNOVER

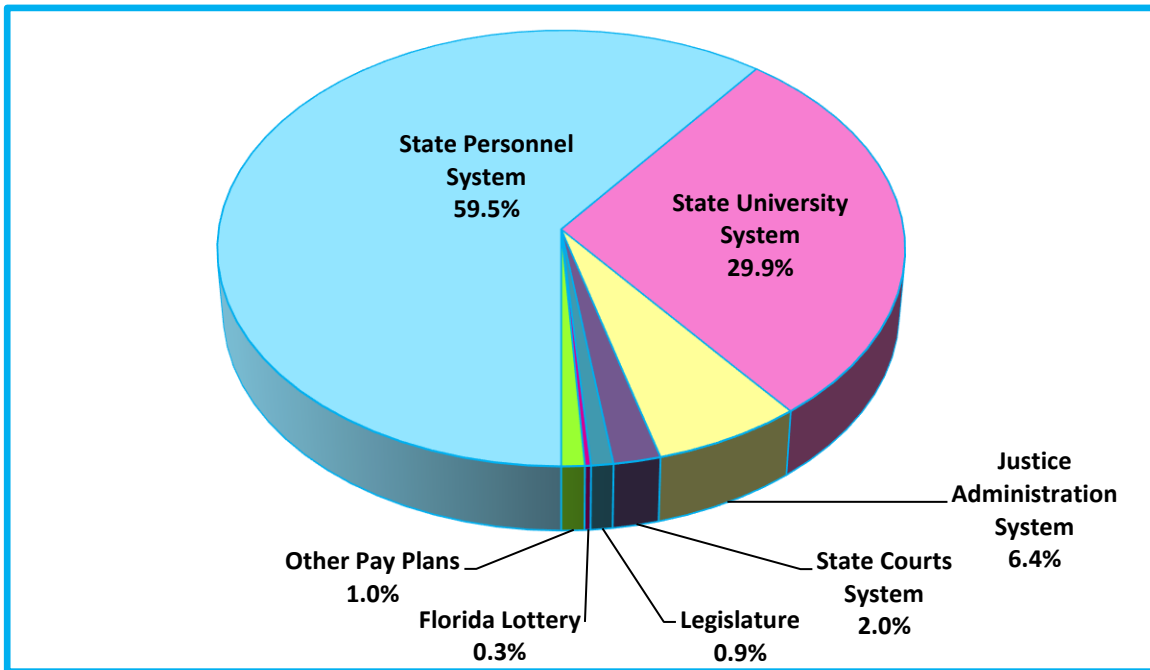
Pay Plan	FY 13/14	FY 14/15	FY 15/16	FY 16/17	FY 17/18
Career Service	8.8%	9.9%	11.8%	12.7%	13.3%
Selected Exempt Service	5.0%	5.5%	5.9%	5.6%	6.1%
Senior Management Service	8.1%	8.5%	9.6%	7.7%	7.3%
State Personnel System	8.1%	9.2%	10.7%	11.4%	12.1%

State of Florida's Personnel Systems

Florida's employees fall into a variety of 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 SPS, the State University System, the Justice Administration System, the State Courts System, the Legislature, the Florida Lottery and a few other pay plans. The State Personnel System 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, the State University System is comprised of 12 separate personnel systems representing one personnel system for each public university.

There were 163,358 total established positions¹ in all state systems at the end of fiscal year 2017-18. The State Personnel System accounted for 97,218, or 59.5 percent, of those positions. A breakdown of the different personnel systems and pay plans and the number of established positions in each are presented on page 15.

PERCENTAGE OF ESTABLISHED POSITIONS BY PERSONNEL SYSTEM



Personnel System	Percentage of Established Positions As of June 30				
	2014	2015	2016	2017	2018
State Personnel System	61.6%	61.0%	60.4%	60.0%	59.5%
State University System	27.7%	28.2%	28.8%	29.3%	29.9%
Justice Administration System	6.4%	6.5%	6.4%	6.5%	6.4%
State Courts System	2.0%	2.0%	2.0%	2.1%	2.0%
Legislature	1.0%	1.0%	1.0%	0.9%	0.9%
Florida Lottery	0.3%	0.3%	0.3%	0.3%	0.3%
Other Pay Plans	1.0%	1.0%	1.0%	1.0%	1.0%

¹ This number includes an employee count for the state universities based on data as of fall 2017 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, 2018*

Personnel System	Pay Plan	Established Positions ¹ As of June 30				
		2014	2015	2016	2017	2018
State Personnel System	Career Service	80,564	80,544	80,210	80,135	79,856
	Selected Exempt Service	17,007	16,949	16,884	16,755	16,745
	Senior Management Service	582	599	606	612	617
	Total	98,153	98,092	97,700	97,502	97,218
State University System ²	General Faculty and All Others	44,126	45,357	46,630	47,645	48,855
Justice Administration System	State Attorneys	3,721	3,769	3,764	3,786	3,754
	Public Defenders	1,223	1,245	1,233	1,247	1,205
	State Attorneys with Paid Insurance	2,344	2,308	2,319	2,338	2,282
	Public Defenders with Paid Insurance	1,753	1,733	1,751	1,794	1,766
	Capital Collateral Regional Counsel	80	85	91	95	95
	Justice Administrative Commission	1,124	1,235	1,243	1,297	1,286
	Total	10,245	10,375	10,401	10,557	10,388
State Courts System	Courts	2,133	2,149	2,222	2,256	2,259
	Courts with Paid Insurance	1,076	1,079	1,078	1,079	1,076
	Total	3,209	3,228	3,300	3,335	3,335
Legislature ³	Legislative Staff	1,543	1,558	1,554	1,528	1,528
Florida Lottery	Non-Managerial	386	384	383	383	379
	Managerial	35	37	38	38	40
	Total	421	421	421	421	419
Other Pay Plans	Other Exempt-Fixed Annual Salary ⁴	1,099	1,102	1,076	1,076	1,076
	Exempt (Governor's Office)	286	290	284	283	280
	School for the Deaf and the Blind ⁵	231	236	235	232	235
	Florida National Guard	47	45	31	24	24
	Total	1,663	1,673	1,626	1,615	1,615
Total		159,360	160,704	161,632	162,603	163,358

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 or indicate that the position is filled.

² Numbers depict employee count for fall 2017 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 the following pay plans: Fixed Salary–Elected or Appointed Officials (pay plan 05), Fixed Salary–Senior Management Service Benefits (pay plan 15) and Fixed Salary–Senior Management Service Leave Benefits (pay plan 16).

⁵ Represents 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 SPS.

State Personnel System Entities As of June 30, 2018

There are 31 departments, agencies, and other autonomous entities within the executive branch of Florida government that are 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 SPS during fiscal year 2017-18.

CABINET ¹	GOVERNOR AND CABINET ²	GOVERNOR ³			LEGISLATIVE ⁴
DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES	COMMISSION ON OFFENDER REVIEW	AGENCY FOR HEALTH CARE ADMINISTRATION	DEPARTMENT OF ECONOMIC OPPORTUNITY	DEPARTMENT OF MILITARY AFFAIRS	PUBLIC SERVICE COMMISSION
DEPARTMENT OF FINANCIAL SERVICES	DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES	AGENCY FOR PERSONS WITH DISABILITIES	DEPARTMENT OF EDUCATION	DEPARTMENT OF STATE	
DEPARTMENT OF LEGAL AFFAIRS	DEPARTMENT OF LAW ENFORCEMENT	AGENCY FOR STATE TECHNOLOGY	DEPARTMENT OF ELDER AFFAIRS	DEPARTMENT OF TRANSPORTATION	
	DEPARTMENT OF REVENUE	DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION	DEPARTMENT OF ENVIRONMENTAL PROTECTION	DIVISION OF EMERGENCY MANAGEMENT	
	DEPARTMENT OF VETERANS' AFFAIRS	DEPARTMENT OF CHILDREN AND FAMILIES	DEPARTMENT OF HEALTH	EXECUTIVE OFFICE OF THE GOVERNOR	
	DIVISION OF ADMINISTRATIVE HEARINGS	DEPARTMENT OF CITRUS	DEPARTMENT OF JUVENILE JUSTICE	FISH AND WILDLIFE CONSERVATION COMMISSION	
		DEPARTMENT OF CORRECTIONS	DEPARTMENT OF MANAGEMENT SERVICES	SCHOOL FOR THE DEAF AND THE BLIND	

Chapters 20 and 110, Florida Statutes.

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

² Governor and Cabinet: entities are headed by the Governor and Cabinet.

³ Governor: entities are headed by an appointee of the Governor.

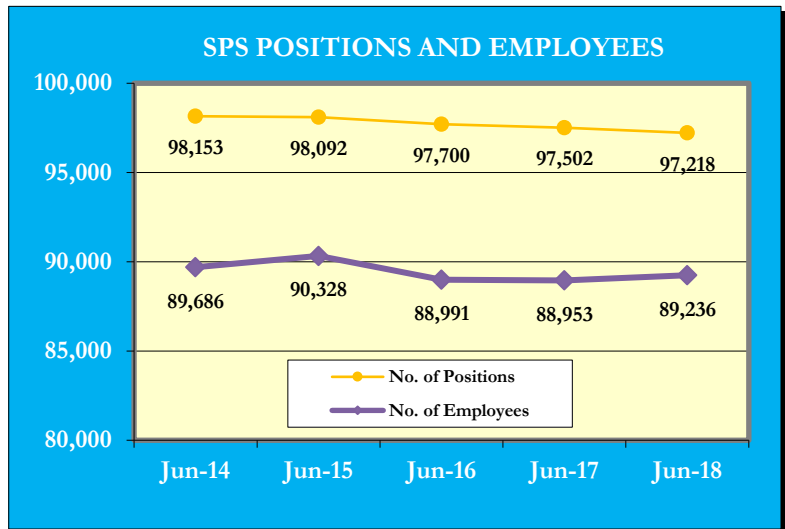
⁴ Legislative: Although the Florida Legislature is not a part of the SPS, most of the employees of the Public Service Commission are considered part of the SPS per section 110.205(2)(b), Florida Statutes.

State Personnel System Positions and Employees As of June 30, 2018

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 by 935 positions, or 1 percent, from 98,153 in 2014 to 97,218 in 2018. Similarly, the number of employees decreased by 450, or 0.5 percent, from 89,686 to 89,236.
 - In addition, the number of established positions decreased by 0.3 percent from 2017 to 2018. The number of employees increased 0.3 percent for the same time period.



- The majority of positions (79,856) and employees (72,850) in the SPS are in the Career Service pay plan. Since 2014, the number of positions in the Career Service decreased by 708, or 0.9 percent.
 - In comparing 2017 to 2018, the number of positions decreased by 279, or 0.3 percent.

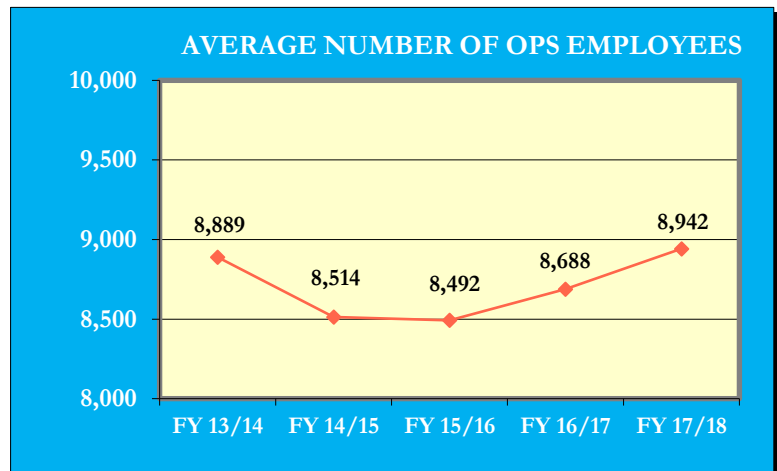
- Managers, supervisors, confidential¹ employees, and certain professional positions such as doctors and lawyers are in the Selected Exempt Service pay plan. A total of 16,745 positions and 15,811 employees were in this pay plan at the end of fiscal year 2017-18.

- Since 2014, the number of positions in the Selected Exempt Service decreased by 262, or 1.5 percent. It should be noted that since 2017, the number of positions decreased by 10, or 0.06 percent.

- Policy-making positions in upper management are in the Senior Management Service pay plan, which accounted for 617 positions and 575 employees at the end of fiscal year 2017-18.
 - Since 2014, the number of positions in the Senior Management Service increased by 35, or 6 percent. This number increased by 5, or 0.8 percent, since 2017.

- Other Personal Services employment is temporary. Individuals employed as Other Personal Services 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 2017-18, there was a monthly average of 8,942 individuals employed as Other Personal Services in agencies governed by the SPS.

- The average for fiscal year 2017-18 was 0.6 percent more than the average for fiscal year 2013-14 and 2.9 percent more than that for fiscal year 2016-17.



¹ As defined in section 447.203(5), Florida Statutes.

Sources for charts and information include previous years’ Annual Workforce Reports.

Workforce Profile

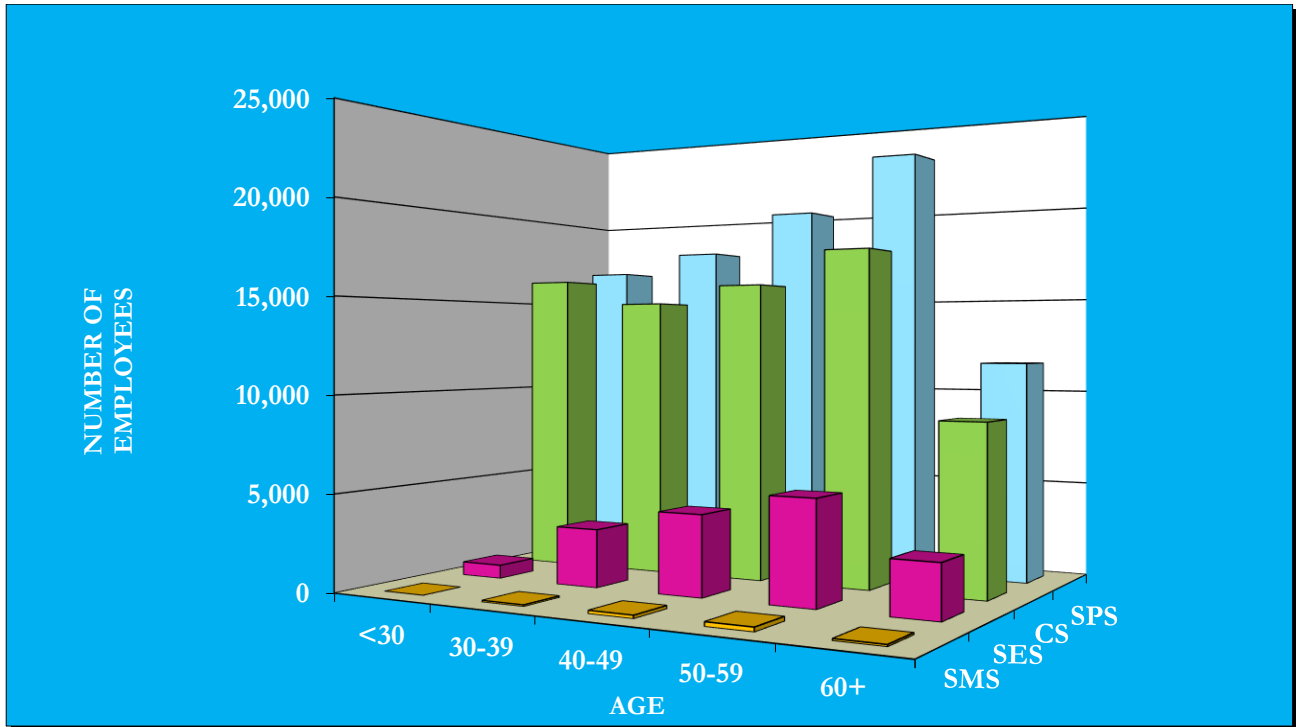
As of June 30, 2018

	State Personnel System	Career Service	Selected Exempt Service	Senior Management Service
Positions	97,218	79,856	16,745	617
Employees	89,236	72,850	15,811	575
% Female	57.4%	57.0%	59.5%	43.3%
% Minorities ¹	43.2%	45.4%	34.1%	13.2%
Average Age	43.4	43.2	48.6	50.5
Average Salary	\$41,348	\$37,163	\$57,972	\$114,265
Average Length of Service	11.5	9.5	16.4	18.6
GENDER				
Male	38,026	31,293	6,407	326
Female	51,210	41,557	9,404	249
AVERAGE SALARY BY GENDER				
Male	\$43,532	\$38,752	\$63,212	\$115,975
Female	\$39,725	\$35,965	\$54,404	\$112,030
RACE/ETHNICITY				
White	50,635	39,725	10,411	499
Black or African American	26,000	22,419	3,544	37
Hispanic or Latino	9,759	8,368	1,365	26
Other ²	2,803	2,301	489	13
Unknown	39	37	2	-
AVERAGE SALARY BY RACE/ETHNICITY				
White	\$44,000	\$38,728	\$60,743	\$114,253
Black or African American	\$36,428	\$34,343	\$48,817	\$112,287
Hispanic or Latino	\$39,458	\$36,341	\$57,116	\$115,112
Other ²	\$45,805	\$40,709	\$67,797	\$118,657
Unknown	\$35,614	\$34,133	\$63,000	-
LENGTH OF SERVICE				
0 – 4.99 years	38,888	35,249	3,544	95
5.00 – 9.99 years	12,968	10,439	2,451	78
10.00 – 19.99 years	19,609	14,895	4,550	164
20.00 – 29.99 years	13,380	9,348	3,867	165
30+ years	4,391	2,919	1,399	73

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, 2018*



Pay Plan	Age					Total Employees
	<30	30-39	40-49	50-59	60+	
Career Service (CS)	16,122	14,798	15,720	17,457	8,753	72,850
Selected Exempt Service (SES)	703	3,001	4,138	5,273	2,696	15,811
Senior Management Service (SMS)	5	86	165	222	97	575
State Personnel System (SPS)	16,830	17,885	20,023	22,952	11,546	89,236
Percent of Total Employees as of June 2018	18.9%	20.0%	22.4%	25.7%	12.9%	89,236
Percent of Total Employees as of June 2017	18.5%	21.5%	23.5%	26.1%	10.4%	88,953
Percent of Total Employees as of June 2016	15.8%	21.4%	23.6%	26.8%	12.4%	88,991
Percent of Total Employees as of June 2015	14.8%	20.9%	24.0%	27.8%	12.4%	90,328
Percent of Total Employees as of June 2014	15.2%	20.6%	25.6%	28.4%	10.2%	89,686

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 was estimated to represent 37.7 percent of Florida’s total population in 2017 and is expected to represent 35.9 percent in 2030.
- In 2010, 17.3 percent of Florida’s population was age 65 and older. This age group is expected to represent 24.4 percent of Florida’s population in 2030. Between 2010 and 2030, Florida’s older population (age 60 and older) will account for most of Florida’s population growth, representing 54 percent of the gains.

¹ Florida Legislature, Office of Economic and Demographic Research, Econographic News, 2018, Volume 1; <http://edr.state.fl.us/Content/population-demographics/reports/econographicnews-2018v1.pdf>.

Established Position Count by Agency

As of June 30, 2018

An established position is a position authorized by the Legislature that 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, 2018; 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 SPS. This table also shows the five-year trend in the number of established positions by agency.

Agency	Established Position Count						
	As of June 30					2014/2018 % Change	2017/2018 % Change
	2014	2015	2016	2017	2018		
Agency for Health Care Administration	1,648	1,616	1,549	1,545	1,523	-7.6%	-1.4%
Agency for Persons with Disabilities	2,914	2,870	2,864	2,716	2,706	-7.1%	-0.4%
Agency for State Technology	-	241	241	231	210	-	-9.1%
Agriculture and Consumer Services	3,579	3,599	3,616	3,637	3,655	2.1%	0.5%
Business and Professional Regulation	1,620	1,624	1,628	1,625	1,623	0.2%	-0.1%
Children and Families	11,529	11,804	11,826	11,906	11,971	3.8%	0.5%
Citrus	57	55	55	48	41	-28.1%	-14.6%
Commission on Offender Review	119	129	129	129	129	8.4%	0.0%
Corrections	23,242	23,717	23,879	24,104	24,228	4.2%	0.5%
Division of Administrative Hearings	181	181	209	209	209	15.5%	0.0%
Division of Emergency Management ¹	44	44	46	47	47	6.8%	0.0%
Economic Opportunity	1,621	1,620	1,619	1,538	1,475	-9.0%	-4.1%
Education	2,418	2,417	2,417	2,330	2,320	-4.1%	-0.4%
Elder Affairs	453	444	436	442	424	-6.4%	-4.1%
Environmental Protection	3,098	3,098	2,977	2,940	2,902	-6.3%	-1.3%
Financial Services	2,602	2,616	2,608	2,597	2,593	-0.3%	-0.2%
Fish and Wildlife Conservation Commission	2,118	2,119	2,124	2,124	2,124	0.3%	0.0%
Health	14,444	13,902	13,446	13,342	13,182	-8.7%	-1.2%
Highway Safety and Motor Vehicles	4,426	4,421	4,421	4,421	4,380	-1.0%	-0.9%
Juvenile Justice	3,486	3,268	3,268	3,272	3,273	-6.1%	0.0%
Law Enforcement	1,712	1,771	1,815	1,832	1,892	10.5%	3.3%
Legal Affairs	1,247	1,266	1,313	1,341	1,347	8.0%	0.4%
Management Services	873	871	853	838	837	-4.1%	-0.1%
Military Affairs ¹	371	414	427	429	429	15.6%	0.0%
Northwood Shared Resource Center	100	-	-	-	-	-100%	-
Office of the Governor ¹	98	98	102	102	103	5.1%	1.0%
Public Service Commission	288	281	275	272	262	-9.0%	-3.7%
Revenue	5,139	5,139	5,140	5,138	5,062	-1.5%	-1.5%
School for the Deaf and the Blind ¹	453	448	450	453	450	-0.7%	-0.7%
Southwood Shared Resource Center	129	-	-	-	-	-100%	-
State	410	409	406	411	408	-0.5%	-0.7%
Transportation	6,630	6,505	6,455	6,376	6,300	-5.0%	-1.2%
Veterans' Affairs	1,104	1,105	1,106	1,107	1,113	0.8%	0.5%
Total Established Positions	98,153	98,092	97,700	97,502	97,218	-1.0%	-0.3%

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

Employee Count by Agency As of June 30, 2018

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, 2018, and includes the five-year trend.

Agency	Employee Count ¹						
	As of June 30					2014/2018 % Change	2017/2018 % Change
	2014	2015	2016	2017	2018		
Agency for Health Care Administration	1,494	1,418	1,380	1,400	1,388	-7.1%	-0.9%
Agency for Persons with Disabilities	2,664	2,507	2,493	2,466	2,467	-7.4%	0.0%
Agency for State Technology	-	200	198	196	192	-	-2.0%
Agriculture and Consumer Services	3,357	3,404	3,315	3,365	3,416	1.8%	1.5%
Business and Professional Regulation	1,566	1,551	1,542	1,526	1,512	-3.4%	-0.9%
Children and Families	11,071	11,369	11,359	11,396	11,531	4.2%	1.2%
Citrus	46	46	40	29	28	-39.1%	-3.4%
Commission on Offender Review	115	126	116	124	118	2.6%	-4.8%
Corrections	20,965	22,288	21,949	21,773	22,072	5.3%	1.4%
Division of Administrative Hearings	174	174	205	202	205	17.8%	1.5%
Division of Emergency Management ²	42	40	46	44	45	7.1%	2.3%
Economic Opportunity	1,547	1,442	1,394	1,371	1,363	-11.9%	-0.6%
Education	2,146	2,192	2,109	2,097	2,094	-2.4%	-0.1%
Elder Affairs	397	409	388	404	399	0.5%	-1.2%
Environmental Protection	2,860	2,815	2,737	2,712	2,759	-3.5%	1.7%
Financial Services	2,370	2,337	2,315	2,358	2,305	-2.7%	-2.2%
Fish and Wildlife Conservation Commission	1,987	2,021	2,004	2,035	2,060	3.7%	1.2%
Health	12,919	12,330	12,038	11,948	11,768	-8.9%	-1.5%
Highway Safety and Motor Vehicles	4,087	4,041	3,995	4,020	4,039	-1.2%	0.5%
Juvenile Justice	3,029	2,971	2,956	2,971	2,984	-1.5%	0.4%
Law Enforcement	1,628	1,642	1,674	1,703	1,731	6.3%	1.6%
Legal Affairs	1,065	1,095	1,108	1,143	1,158	8.7%	1.3%
Management Services	837	779	762	798	785	-6.2%	-1.6%
Military Affairs ²	350	384	378	377	396	13.1%	5.0%
Northwood Shared Resource Center	94	-	-	-	-	-100%	-
Office of the Governor ²	76	81	83	81	71	-6.6%	-12.3%
Public Service Commission	254	252	245	249	246	-3.1%	-1.2%
Revenue	4,729	4,748	4,647	4,656	4,594	-2.9%	-1.3%
School for the Deaf and the Blind ²	430	431	414	421	405	-5.8%	-3.8%
Southwood Shared Resource Center	114	-	-	-	-	-100%	-
State	379	378	364	375	382	0.8%	1.9%
Transportation	5,826	5,815	5,685	5,652	5,662	-2.8%	0.2%
Veterans' Affairs	1,068	1,042	1,052	1,061	1,061	-0.7%	0.0%
Total Employees	89,686	90,328	88,991	88,953	89,236	-0.5%	0.3%

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 reflect only part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes, as they would have to be based upon a separate analysis.

Full-Time Employee Count by Agency As of June 30, 2018

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, 2018, and includes the five-year trend.

Agency	Full-Time Employee Count						
	As of June 30					2014/2018 % Change	2017/2018 % Change
	2014	2015	2016	2017	2018		
Agency for Health Care Administration	1,482	1,406	1,370	1,388	1,373	-7.4%	-1.1%
Agency for Persons with Disabilities	2,650	2,496	2,482	2,455	2,458	-7.2%	0.1%
Agency for State Technology	-	199	197	196	192	-	-2.0%
Agriculture and Consumer Services	3,348	3,392	3,307	3,356	3,409	1.8%	1.6%
Business and Professional Regulation	1,551	1,535	1,527	1,515	1,501	-3.2%	-0.9%
Children and Families	11,031	11,330	11,323	11,364	11,503	4.3%	1.2%
Citrus	42	42	37	26	26	-38.1%	0.0%
Commission on Offender Review	111	121	111	118	113	1.8%	-4.2%
Corrections	20,961	22,284	21,946	21,771	22,070	5.3%	1.4%
Division of Administrative Hearings	171	172	202	200	203	18.7%	1.5%
Division of Emergency Management ¹	42	39	46	44	45	7.1%	2.3%
Economic Opportunity	1,539	1,436	1,387	1,367	1,359	-11.7%	-0.6%
Education	2,138	2,184	2,101	2,090	2,085	-2.5%	-0.2%
Elder Affairs	390	403	383	401	395	1.3%	-1.5%
Environmental Protection	2,855	2,811	2,731	2,709	2,756	-3.5%	1.7%
Financial Services	2,365	2,330	2,306	2,349	2,299	-2.8%	-2.1%
Fish and Wildlife Conservation Commission	1,976	2,009	1,993	2,025	2,049	3.7%	1.2%
Health	12,594	12,037	11,773	11,714	11,545	-8.3%	-1.4%
Highway Safety and Motor Vehicles	4,065	4,024	3,981	4,005	4,029	-0.9%	0.6%
Juvenile Justice	3,021	2,962	2,946	2,964	2,973	-1.6%	0.3%
Law Enforcement	1,622	1,639	1,671	1,701	1,730	6.7%	1.7%
Legal Affairs	1,062	1,090	1,104	1,140	1,155	8.8%	1.3%
Management Services	799	754	732	777	766	-4.1%	-1.4%
Military Affairs ¹	349	383	375	375	394	12.9%	5.1%
Northwood Shared Resource Center	93	-	-	-	-	-100%	-
Office of the Governor ¹	75	80	81	81	71	-5.3%	-12.3%
Public Service Commission	253	251	244	249	246	-2.8%	-1.2%
Revenue	4,713	4,735	4,633	4,646	4,585	-2.7%	-1.3%
School for the Deaf and the Blind ¹	429	430	413	421	405	-5.6%	-3.8%
Southwood Shared Resource Center	111	-	-	-	-	-100%	-
State	374	376	363	375	382	2.1%	1.9%
Transportation	5,820	5,809	5,680	5,647	5,657	-2.8%	0.2%
Veterans' Affairs	1,060	1,034	1,045	1,055	1,054	-0.6%	-0.1%
Total Full-Time Employees	89,092	89,793	88,490	88,524	88,828	-0.3%	0.3%

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

Part-Time Employee Count by Agency As of June 30, 2018

Part-time employee count is determined by the total number of actual employees within an agency who are contracted to work fewer 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, 2018, and includes the five-year trend.

Agency	Part-Time Employee Count						
	As of June 30					2014/2018 % Change	2017/2018 % Change
	2014	2015	2016	2017	2018		
Agency for Health Care Administration	12	12	10	12	15	25.0%	25.0%
Agency for Persons with Disabilities	14	11	11	11	9	-35.7%	-18.2%
Agency for State Technology	-	1	1	-	-	-	-
Agriculture and Consumer Services	9	12	8	9	7	-22.2%	-22.2%
Business and Professional Regulation	15	16	15	11	11	-26.7%	0.0%
Children and Families	40	39	36	32	28	-30.0%	-12.5%
Citrus	4	4	3	3	2	-50.0%	-33.3%
Commission on Offender Review	4	5	5	6	5	25.0%	-16.7%
Corrections	4	4	3	2	2	-50.0%	0.0%
Division of Administrative Hearings	3	2	3	2	2	-33.3%	0.0%
Division of Emergency Management ¹	-	1	-	-	-	-	-
Economic Opportunity	8	6	7	4	4	-50.0%	0.0%
Education	8	8	8	7	9	12.5%	28.6%
Elder Affairs	7	6	5	3	4	-42.9%	33.3%
Environmental Protection	5	4	6	3	3	-40.0%	0.0%
Financial Services	5	7	9	9	6	20.0%	-33.3%
Fish and Wildlife Conservation Commission	11	12	11	10	11	0.0%	10.0%
Health	325	293	265	234	223	-31.4%	-4.7%
Highway Safety and Motor Vehicles	22	17	14	15	10	-54.5%	-33.3%
Juvenile Justice	8	9	10	7	11	37.5%	57.1%
Law Enforcement	6	3	3	2	1	-83.3%	-50.0%
Legal Affairs	3	5	4	3	3	0.0%	0.0%
Management Services	38	25	30	21	19	-50.0%	-9.5%
Military Affairs ¹	1	1	3	2	2	100%	0.0%
Northwood Shared Resource Center	1	-	-	-	-	-100%	-
Office of the Governor ¹	1	1	2	-	-	-100%	-
Public Service Commission	1	1	1	-	-	-100%	-
Revenue	16	13	14	10	9	-43.8%	-10.0%
School for the Deaf and the Blind ¹	1	1	1	-	-	-100%	-
Southwood Shared Resource Center	3	-	-	-	-	-100%	-
State	5	2	1	-	-	-100%	-
Transportation	6	6	5	5	5	-16.7%	0.0%
Veterans' Affairs	8	8	7	6	7	-12.5%	16.7%
Total Part-Time Employees	594	535	501	429	408	-31.3%	-4.9%

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only 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.

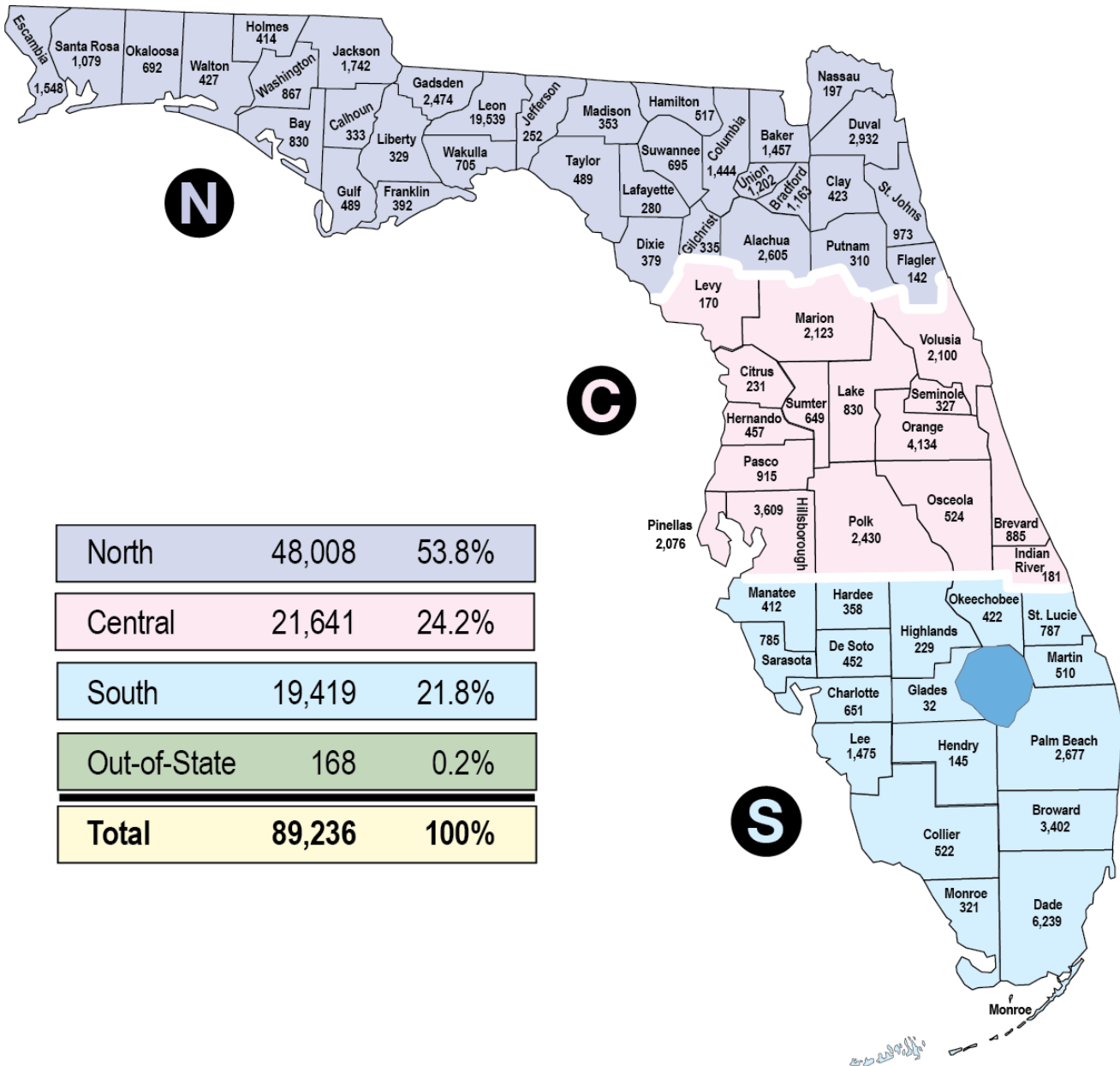
Employee Count by Agency and Pay Plan As of June 30, 2018

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, 2018, and includes the five-year trend.

Agency	Employees by Pay Plan						Total
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
Agency for Health Care Administration	1,023	73.7%	357	25.7%	8	0.6%	1,388
Agency for Persons with Disabilities	1,910	77.4%	549	22.3%	8	0.3%	2,467
Agency for State Technology	135	70.3%	50	26.0%	7	3.6%	192
Agriculture and Consumer Services	2,672	78.2%	716	21.0%	28	0.8%	3,416
Business and Professional Regulation	1,108	73.3%	385	25.5%	19	1.3%	1,512
Children and Families	9,262	80.3%	2,238	19.4%	31	0.3%	11,531
Citrus	9	32.1%	17	60.7%	2	7.1%	28
Commission on Offender Review	85	72.0%	29	24.6%	4	3.4%	118
Corrections	20,833	94.4%	1,213	5.5%	26	0.1%	22,072
Division of Administrative Hearings	111	54.1%	92	44.9%	2	1.0%	205
Division of Emergency Management ¹	-	0.0%	41	91.1%	4	8.9%	45
Economic Opportunity	1,042	76.4%	310	22.7%	11	0.8%	1,363
Education	1,392	66.5%	666	31.8%	36	1.7%	2,094
Elder Affairs	291	72.9%	102	25.6%	6	1.5%	399
Environmental Protection	2,134	77.3%	592	21.5%	33	1.2%	2,759
Financial Services	1,657	71.9%	607	26.3%	41	1.8%	2,305
Fish and Wildlife Conservation Commission	1,705	82.8%	330	16.0%	25	1.2%	2,060
Health	9,545	81.1%	2,162	18.4%	61	0.5%	11,768
Highway Safety and Motor Vehicles	3,523	87.2%	503	12.5%	13	0.3%	4,039
Juvenile Justice	2,318	77.7%	642	21.5%	24	0.8%	2,984
Law Enforcement	1,513	87.4%	199	11.5%	19	1.1%	1,731
Legal Affairs	561	48.4%	580	50.1%	17	1.5%	1,158
Management Services	481	61.3%	285	36.3%	19	2.4%	785
Military Affairs ¹	300	75.8%	90	22.7%	6	1.5%	396
Office of the Governor ¹	-	0.0%	43	60.6%	28	39.4%	71
Public Service Commission	133	54.1%	102	41.5%	11	4.5%	246
Revenue	3,843	83.7%	740	16.1%	11	0.2%	4,594
School for the Deaf and the Blind ¹	347	85.7%	58	14.3%	-	0.0%	405
State	259	67.8%	109	28.5%	14	3.7%	382
Transportation	3,725	65.8%	1,886	33.3%	51	0.9%	5,662
Veterans' Affairs	933	87.9%	118	11.1%	10	0.9%	1,061
Total Employees	72,850	81.6%	15,811	17.7%	575	0.6%	89,236

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only 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, 2018



Notes:

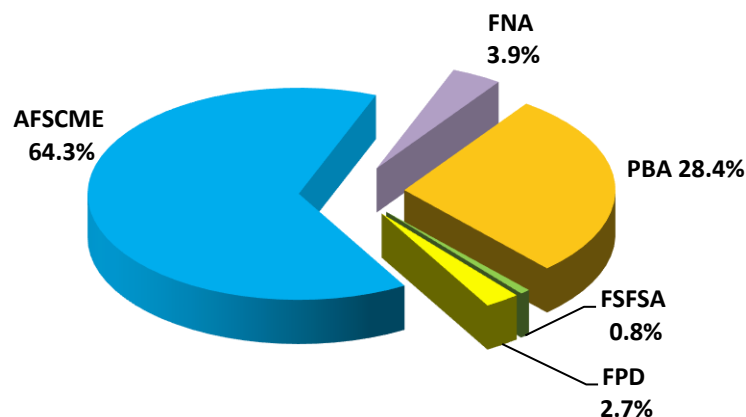
1. The white lines designate the separation among the northern, central and southern regions of the state of Florida to correspond to the information contained in the legend.
2. The Florida Keys are a part of Monroe County.

Established Positions Included in Collective Bargaining Units As of June 30, 2018

The table below depicts the number of established positions included in a collective bargaining unit as of June 30, 2018, and includes the five-year trend.

Labor Organization	Collective Bargaining Unit	2014	2015	2016	2017	2018	2014/2018 % Change	2017/2018 % Change
American Federation of State, County and Municipal Employees (AFSCME)	Administrative and Clerical	14,626	14,027	13,590	13,245	12,604	-13.8%	-4.8%
	Operational Services	3,174	2,955	2,798	2,851	2,795	-11.9%	-2.0%
	Human Services	7,398	7,409	7,307	7,007	6,777	-8.4%	-3.3%
	Professional	28,107	28,639	28,903	29,289	29,861	6.2%	2.0%
Federation of Physicians and Dentists (FPD)¹	SES Physicians	213	194	179	168	157	-26.3%	-6.5%
	SES Supervisory Non-Professional	1,456	1,386	1,273	1,230	1,208	-17.0%	-1.8%
	SES Attorneys	766	759	804	803	811	5.9%	1.0%
Florida Nurses Association (FNA)	Professional Health Care	3,520	3,384	3,303	3,200	3,128	-11.1%	-2.3%
Florida State Fire Service Association (FSFSA)	Fire Services	610	612	621	623	629	3.1%	1.0%
	Law Enforcement	1,299	1,305	1,295	1,296	1,620	24.7%	25.0%
Police Benevolent Association (PBA)²	Security Services	-	-	-	19,427	19,577	-	0.8%
	Special Agent	263	268	284	293	327	24.3%	11.6%
	Highway Patrol	1,767	1,800	1,797	1,795	1,460	-17.4%	-18.7%
	Security Services	18,616	19,042	19,224	-	-	-	-
Teamsters²	Security Services	18,616	19,042	19,224	-	-	-	-
Total		81,815	81,780	81,378	81,227	80,954	-1.1%	-0.3%

2018 Labor Organization Representation



¹ The State Employees Attorneys Guild is affiliated with the Federation of Physicians and Dentists, which includes representation of the Selected Exempt Service Attorneys Unit.

² The Police Benevolent Association was certified as the bargaining agent to represent the Security Services Unit on December 16, 2016.

Employee Representation and Dues Paying Membership by Labor Organization As of June 30, 2018

According to national public sector data obtained from the Union Membership and Coverage Database,¹ of the 10 most populous states, the State of Florida, in 2017, had the fourth lowest percentage (25.5 percent) of employed workers who were union members. Florida ranked behind Texas (15.9 percent), Georgia (11.8 percent), and North Carolina (9.4 percent) in the percent of unionized wage and salary workers ages 16 and older. New York had the highest percentage at 67.4 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	11,530				
	Operational Services	2,539				
	Human Services	6,168				
	Professional	27,422				
	Total	47,659	1,706	3.6%	45,953	96.4%
Federation of Physicians and Dentists	SES Physicians	124	15	12.1%	109	87.9%
	SES Supervisory Non-Professional	1,125	10	0.9%	1,115	99.1%
	SES Attorneys	717	7	1.0%	710	99.0%
	Total	1,966	32	1.6%	1,934	98.4%
Florida Nurses Association	Professional Health Care	2,792	183	6.6%	2,609	93.4%
Florida State Fire Service Association	Fire Services	585	166	28.4%	419	71.6%
Police Benevolent Association	Law Enforcement	1,511	483	32.0%	1,028	68.0%
	Security Services	17,717	4,757	26.8%	12,960	73.2%
	Special Agent	284	176	62.0%	108	38.0%
	Highway Patrol	1,328	834	62.8%	494	37.2%
	Total	20,840	6,250	30.0%	14,590	70.0%
Total		73,842	8,337	11.3%	65,505	88.7%

National Union Membership

The following statistics were taken from a United States Department of Labor, Bureau of Labor Statistics' economic news release.² The statistics below represent data for both public and private-sector employment during 2017:

- The national union membership rate for public-sector workers (34.4 percent) was five times higher than the rate for private-sector workers (6.5 percent).
- Within the public sector, local government workers had the highest union membership rate (40.1 percent). This group includes several heavily unionized occupations such as teachers, police officers and firefighters.
- In 2017, 16.4 million wage and salary workers were represented by a union. This group includes both union members (14.8 million) and those not affiliated with a union but whose jobs are covered by a union contract (1.6 million).

¹ Statistical data by state was obtained from the Union Membership, Coverage, Density and Employment by State 2017 data set, which was compiled from the monthly household Current Population Survey using Bureau of Labor Statistics methods: <http://www.unionstats.com/>.

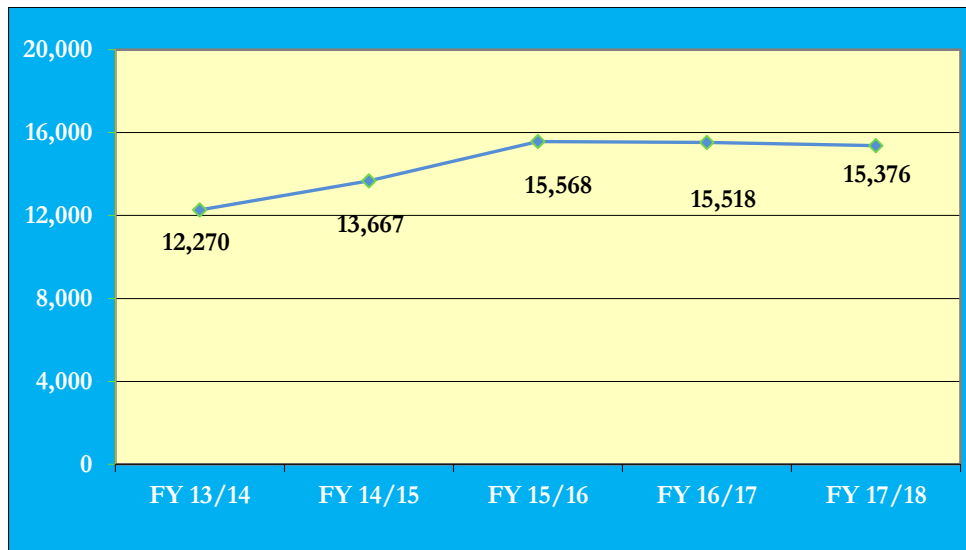
² BLS, Economic News Release "Union Members—2017." Jan. 19, 2018: <https://www.bls.gov/news.release/pdf/union2.pdf>.

Separations: Career Service As of June 30, 2018

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

Separation	FY 13/14	FY 14/15	FY 15/16	FY 16/17	FY 17/18	2014/2018 % Change	2017/2018 % Change
INVOLUNTARY SEPARATIONS							
Death of Employee ¹	126	101	113	148	125	-0.8%	-15.5%
Dismissal ²	1,067	1,247	1,215	1,274	1,013	-5.1%	-20.5%
Failed Probationary Period	528	561	555	568	567	7.4%	-0.2%
Layoff	1,102	142	120	112	44	-96.0%	-60.7%
Total	2,823	2,051	2,003	2,102	1,749	-38.0%	-16.8%
VOLUNTARY SEPARATIONS							
Abandonment	16	30	31	114	166	937.5%	45.6%
End of Appointment Period	31	16	6	5	3	-90.3%	-40.0%
Moved to Non-State of Florida Government	529	536	594	669	768	45.2%	14.8%
Moved to Private Sector	851	1,337	1,548	1,563	1,599	87.9%	2.3%
Moved within State of Florida Government	-	1,253	1,499	1,794	1,162	-	-35.2%
Retirement	2,215	2,326	2,569	1,704	1,750	-21.0%	2.7%
Other (Reasons Unknown)	5,805	6,118	7,318	7,567	8,179	40.9%	8.1%
Total	9,447	11,616	13,565	13,416	13,627	44.2%	1.6%
Total Separations	12,270	13,667	15,568	15,518	15,376	25.3%	-0.9%
Number of Career Service Employees	73,230	74,007	72,752	72,565	72,850	-0.5%	0.4%
Percentage of Separations to Number of Career Service Employees	16.8%	18.5%	21.4%	21.4%	21.1%	-	-

FIVE-YEAR TREND: SEPARATIONS – CAREER SERVICE



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

² Separation type Dismissal includes Dismissal—Employee Also Retires.

Involuntary Career Service Separations by Agency

As of June 30, 2018

The table below depicts the involuntary separations from the Career Service by agency and reason during fiscal year 2017-18.

Agency	Death of Employee ¹	Dismissal ²	Failed Probationary Period	Layoff	Total
Agency for Health Care Administration	2	7	2	-	11
Agency for Persons with Disabilities	6	19	33	-	58
Agency for State Technology	1	1	1	-	3
Agriculture and Consumer Services	6	25	25	2	58
Business and Professional Regulation	2	15	3	-	20
Children and Families	15	64	221	-	300
Citrus	-	-	1	-	1
Commission on Offender Review	-	3	4	-	7
Corrections	36	605	11	-	652
Division of Administrative Hearings	-	-	8	-	8
Division of Emergency Management ³	-	-	-	-	-
Economic Opportunity	1	4	10	11	26
Education	3	9	1	-	13
Elder Affairs	1	3	-	-	4
Environmental Protection	-	10	10	-	20
Financial Services	5	11	-	-	16
Fish and Wildlife Conservation Commission	-	7	3	-	10
Health	12	58	70	31	171
Highway Safety and Motor Vehicles	6	27	23	-	56
Juvenile Justice	3	36	48	-	87
Law Enforcement	2	4	-	-	6
Legal Affairs	-	7	3	-	10
Management Services	2	5	1	-	8
Military Affairs	1	5	-	-	6
Office of the Governor ³	-	-	-	-	-
Public Service Commission	-	-	-	-	-
Revenue	7	22	21	-	50
School for the Deaf and the Blind	-	6	10	-	16
State	1	3	-	-	4
Transportation	11	20	18	-	49
Veterans' Affairs	2	37	40	-	79
Involuntary Separations	125	1,013	567	44	1,749
Percent of Total	7.2%	57.9%	32.4%	2.5 %	100%

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

² Separation type Dismissal includes Dismissal—Employee Also Retires.

³ These entities do not have employees in the Career Service.

Voluntary Career Service Separations by Agency As of June 30, 2018

The table below depicts the voluntary separations from the Career Service by agency and reason during fiscal year 2017-18.

Agency	Abandonment	End of Appointment Period	Moved to Non-State of Florida Government	Moved to Private Sector	Moved within State of Florida Government	Retirement	Other (Reasons Unknown)	Total
Agency for Health Care Administration	-	-	2	15	31	27	94	169
Agency for Persons with Disabilities	34	-	27	52	62	58	284	517
Agency for State Technology	-	-	-	2	8	3	2	15
Agriculture and Consumer Services	1	-	26	56	55	85	144	367
Business and Professional Regulation	1	-	6	4	31	25	90	157
Children and Families	94	2	93	321	189	229	1,532	2,460
Citrus	-	-	-	2	-	2	-	4
Commission on Offender Review	-	-	-	-	6	5	9	20
Corrections	7	-	208	211	162	401	3,300	4,289
Division of Administrative Hearings	-	-	3	3	5	4	4	19
Division of Emergency Management ¹	-	-	-	-	-	-	-	-
Economic Opportunity	-	-	8	19	20	17	71	135
Education	-	-	11	28	38	44	101	222
Elder Affairs	-	-	-	3	8	14	38	63
Environmental Protection	1	1	12	53	41	45	111	264
Financial Services	-	-	18	150	24	37	10	239
Fish and Wildlife Conservation Commission	-	-	18	22	23	36	72	171
Health	2	-	42	166	121	271	1,013	1,615
Highway Safety and Motor Vehicles	1	-	129	1	69	74	229	503
Juvenile Justice	7	-	42	118	94	37	477	775
Law Enforcement	-	-	29	16	16	29	43	133
Legal Affairs	-	-	1	2	17	16	57	93
Management Services	-	-	7	6	23	17	48	101
Military Affairs	-	-	8	4	4	7	28	51
Office of the Governor ¹	-	-	-	-	-	-	-	-
Public Service Commission	-	-	-	2	8	3	6	19
Revenue	10	-	33	220	89	116	89	557
School for the Deaf and the Blind	1	-	-	1	-	8	47	57
State	1	-	-	3	3	6	11	24
Transportation	-	-	41	95	13	116	120	385
Veterans' Affairs	6	-	4	24	2	18	149	203
Voluntary Separations	166	3	768	1,599	1,162	1,750	8,179	13,627
Percent of Total	1.2%	0.0%	5.6%	11.7%	8.5%	12.8%	60.0%	100%

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

Retirement Count by Pay Plan As of June 30, 2018

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

Fiscal Year	Retirements by Pay Plan ¹						State Personnel System
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
2017-18	1,750	78.0%	476	21.2%	17	0.8%	2,243
2016-17	1,710	76.4%	509	22.7%	19	0.8%	2,238
2015-16	2,581	74.4%	856	24.7%	31	0.9%	3,468
2014-15	2,326	73.8%	785	24.9%	40	1.3%	3,151
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
10-Year Average – Number of Retirements	2,182	75.3%	684	23.6%	31	1.1%	2,897
Number of Employees as of June 30, 2018	72,850	81.6%	15,811	17.7%	575	0.6%	89,236
Percentage of Average Retirements to Number of Employees as of June 30, 2018	3.0%		4.3%		5.4%		3.2%

The Employee Benefit Research Institute² states the following:

“As in prior years, there is a big gap between when active workers expect to retire and retirees say they actually did: Workers continue to report an expected median retirement age of 65, while retirees report they retired at a median age of 62. A small share of workers are adjusting their expectations about when to retire, perhaps in recognition of the fact that their financial preparations for retirement may be inadequate. In 2017, 14 percent of workers say the age at which they expect to retire has changed in the past year, and of those, the large majority (78 percent) report their expected retirement age has increased.”

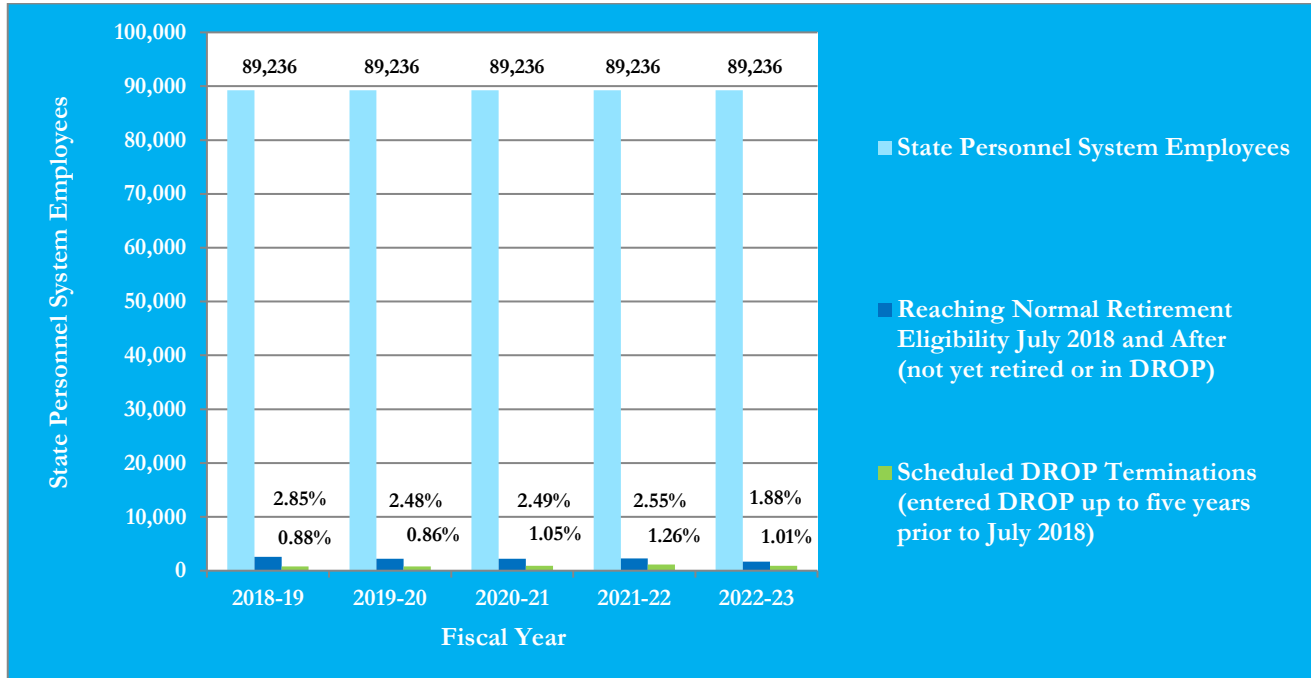
“Workers are notably more likely to say they expect to retire at age 70 or older. Nearly three in ten (31 percent) of workers expect to retire at 70 or beyond, while only 7 percent of retirees report this was the case. Just 10 percent of workers say they plan to retire before age 60, compared with 35 percent of retirees who report they retired that early. Twenty-one percent of workers say they plan to retire between the ages of 60 and 64, although 34 percent of retirees say they retired in that age range. This difference between workers’ expected retirement age and retirees’ actual age of retirement suggests that a considerable gap exists between workers’ expectations and retirees’ experience.”

¹ Includes counts for separation type Dismissal-Employee Also Retires.

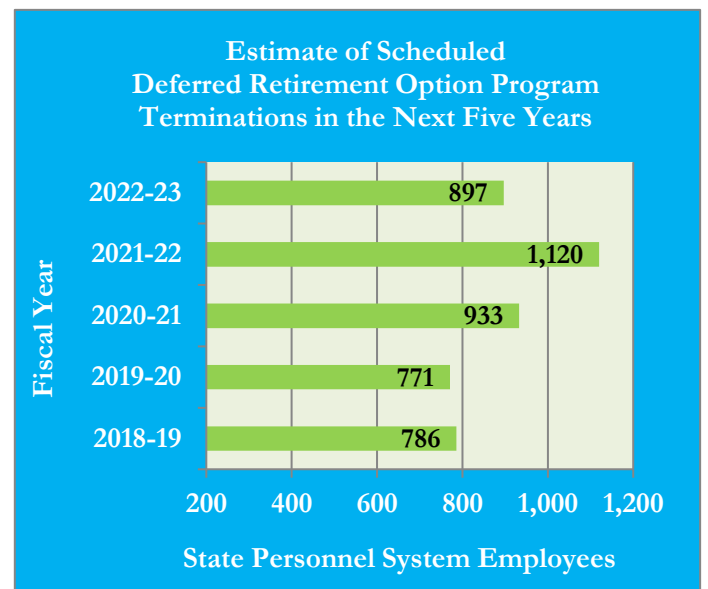
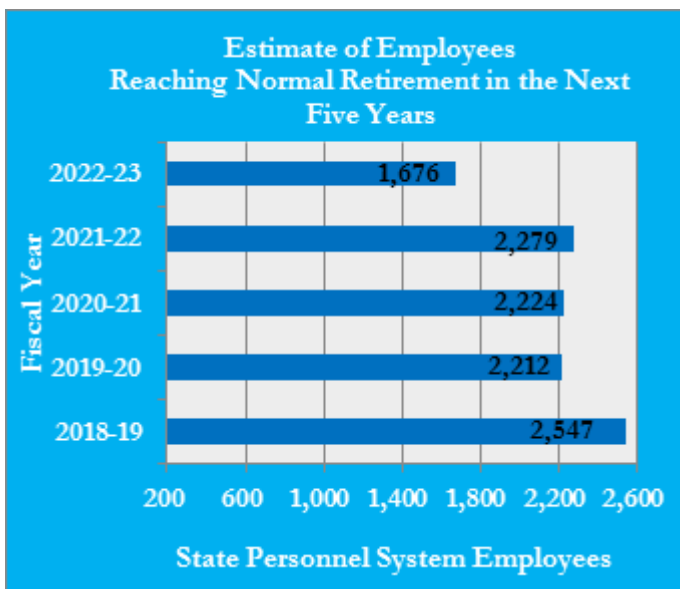
² Employee Benefit Research Institute, “2018 RCS Fact Sheet #2.” April 2018: https://www.ebri.org/docs/default-source/rcs/6_rcs_18-fs-2_expect.pdf?sfvrsn=e1e9302f_2

Retirement Projections As of June 30, 2018

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, 2018. Normal retirement for Pension Plan members was tied to the membership class, and for members of the Investment Plan, projections were based on age 62.



Source: Department of Management Services' Division of Retirement.

Other Personal Services Employment

As of June 30, 2018

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 13/14	FY 14/15	FY 15/16	FY 16/17	FY 17/18	2014/2018 % Change	2017/2018 % Change
Agency for Health Care Administration	156	133	115	107	114	-26.9%	6.5%
Agency for Persons with Disabilities	710	677	640	607	629	-11.4%	3.6%
Agency for State Technology	-	8	7	3	4	-	33.3%
Agriculture and Consumer Services	517	491	490	503	481	-7.0%	-4.4%
Business and Professional Regulation	187	200	213	216	215	15.0%	-0.5%
Children and Families	586	618	626	717	734	25.3%	2.4%
Citrus	8	8	5	3	3	-62.5%	0.0%
Commission on Offender Review	53	39	46	41	64	20.8%	56.1%
Corrections	569	571	640	653	650	14.2%	-0.5%
Division of Administrative Hearings	1	2	1	-	-	-100%	-
Division of Emergency Management	85	89	120	102	81	-4.7%	-20.6%
Economic Opportunity	655	487	331	345	384	-41.4%	11.3%
Education	124	133	139	133	130	4.8%	-2.3%
Elder Affairs	105	100	96	89	90	-14.3%	1.1%
Environmental Protection	797	719	729	758	763	-4.3%	0.7%
Financial Services	130	137	131	117	117	-10.0%	0.0%
Fish and Wildlife Conservation Commission	696	755	797	867	961	38.1%	10.8%
Health	2,297	2,163	2,090	2,182	2,210	-3.8%	1.3%
Highway Safety and Motor Vehicles	252	259	305	240	311	23.4%	29.6%
Juvenile Justice	107	107	103	113	113	5.6%	0.0%
Law Enforcement	100	91	90	93	88	-12.0%	-5.4%
Legal Affairs	105	108	103	92	70	-33.3%	-23.9%
Management Services ¹	22	16	28	42	49	122.7%	16.7%
Military Affairs	5	3	3	4	4	-20.0%	0.0%
Northwood Shared Resource Center	4	-	-	-	-	-100%	-
Office of the Governor	27	21	27	26	30	11.1%	15.4%
Public Service Commission	5	2	3	4	2	-60.0%	-50.0%
Revenue	86	69	75	68	71	-17.4%	4.4%
School for the Deaf and the Blind	213	213	235	235	236	10.8%	0.4%
Southwood Shared Resource Center	7	-	-	-	-	-100%	-
State	83	91	93	93	105	26.5%	12.9%
Transportation	46	50	57	56	59	28.3%	5.4%
Veterans' Affairs	151	154	154	179	174	15.2%	-2.8%
Avg. Number of OPS Employees	8,889	8,514	8,492	8,688	8,942	0.6%	2.9%
Percentage of OPS Employees to the Number of Total Employees	9.9%	9.4%	9.5%	9.8%	10.0%		

¹ Due to a processing change, the FY 16/17 average number of OPS employees for the Department of Management Services was inadvertently miscalculated and reported as 58 in the Fiscal Year 2016-17 State Personnel System Annual Workforce Report. The correct number is 42.

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*
- *Average Total Compensation Cost: 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 SPS. 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 \$41,348 as of June 30, 2018, represents a 3.6 percent increase from the average salary of \$39,910 as of June 30, 2017.
- The SPS average salary of \$39,910 as of June 30, 2017, was 21.4 percent less than Florida’s Annual Average Wage – Total All Industries of \$48,460 for 2017.
- Since June 30, 2014, the average salary for employees in the SPS has increased by 4.7 percent, from \$39,485 to \$41,348 as of June 30, 2018.
- As of June 30, 2018, 51,093 (or 70.1 percent) of Career Service employees and 3,011 (or 19 percent) of Selected Exempt Service employees earned a salary of less than \$40,000 per year.
- As of June 30, 2018, the average value of benefits for Career Service employees represented 43.4 percent of the total compensation package while the percentages for the Selected Exempt Service and Senior Management Service were 39.3 percent and 39 percent, respectively.
- As of June 30, 2018, 52,608 employees, including Other Personal Service employees, were enrolled in a health maintenance organization, and 29,477 employees were enrolled in a preferred provider organization for health insurance benefits.
- As of June 30, 2018, 60,118 (or 68.52 percent) of all employees were members of the Regular class for retirement, followed by 21,785 employees (or 24.83 percent) in Special Risk and 4,904 (or 5.59 percent) in the Deferred Retirement Option Program.
- The number of pay additives (e.g., temporary special duties—general, competitive area differentials, on-call, etc.) provided to Career Service employees as of June 30, 2018, was 19,755, a 4.8 percent increase from the 18,843 pay additives provided to employees as of June 30, 2017.

FIVE-YEAR TREND: AVERAGE SALARIES BY PAY PLAN

Pay Plan	As of June 30					2014/2018 % Change
	2014	2015	2016	2017	2018	
Career Service	\$35,564	\$35,575	\$35,545	\$35,710	\$37,163	4.5%
Selected Exempt Service	\$55,098	\$55,425	\$56,137	\$56,554	\$57,972	5.2%
Senior Management Service	\$110,853	\$111,440	\$111,931	\$112,666	\$114,265	3.1%
State Personnel System	\$39,485	\$39,505	\$39,657	\$39,910	\$41,348	4.7%
Florida Annual Average Wage – Total All Industries ¹	\$44,810	\$46,240	\$47,060	\$48,460	-	8.2% ²

¹ Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, Quarterly Census of Employment and Wages Program, July 2018.

² Percentage change reflects 2014/2017 instead of 2014/2018. (The Florida Department of Economic Opportunity had not published the 2018 figures at the time this report was compiled.)

Classification and Pay Plans

As of June 30, 2018

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 all occupational groups.

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, and 235 occupations.

- Career Service: 187 occupations and 17 pay bands
- Selected Exempt Service: 148 occupations and 22 pay bands
- Senior Management Service: 24 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	\$17,160.00	\$48,913.21	2,048	1,801
002	\$18,259.02	\$53,315.11	4,472	4,161
003	\$19,902.48	\$58,114.32	6,790	6,130
004	\$21,692.58	\$63,342.10	4,199	3,787
005	\$23,645.18	\$69,043.71	11,078	10,499
006	\$25,774.06	\$75,258.91	6,556	5,869
007	\$28,093.00	\$82,030.91	22,973	20,510
008	\$30,622.02	\$93,886.08	12,555	11,652
009	\$33,377.24	\$102,333.49	7,728	7,238
010	\$36,381.54	\$111,544.83	7,714	7,137
011	\$39,655.98	\$115,793.36	897	824
012	\$43,225.52	\$132,528.37	1,125	1,054
013	\$47,115.38	\$144,453.95	211	199
014	\$51,355.46	\$149,955.75	1,081	956
015	\$55,978.52	\$163,455.35	-	-
016	\$61,015.50	\$178,163.52	213	202
017	\$66,507.74	\$194,200.33	-	-
018	\$72,493.46	\$211,678.53	254	210
019	\$21,156.72	\$98,842.17	522	499
020	\$26,445.90	\$123,555.12	4,567	4,383
021	\$33,057.44	\$162,164.69	1,366	1,314
022	\$41,320.76	\$202,702.07	194	181
023	\$47,316.36	\$232,113.74	461	423
024	\$56,779.84	\$265,272.93	190	183
025	\$68,135.86	\$318,327.75	24	24
Total Positions and Employees			97,218	89,236

Annual Legislative Pay Adjustments

FISCAL YEAR 2017-18

- **Effective October 1, 2017 – 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 September 30, 2017, an annual increase of \$1,400.
 - Employees with a base rate of pay greater than \$40,000 on September 30, 2017, an annual increase of \$1,000; provided however, that 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 September 30, 2017, was used to determine the annual increase amount. This amount was pro-rated based on the full-time equivalency of the employee’s position.

Eligibility Requirements: Employees, who were, at a minimum, meeting their required performance standards and were employed on October 1, 2017, were eligible for these increases. If an employee was not achieving performance standards on October 1, 2017, but achieved performance standards on or before the end of the 2017-18 fiscal year, the employee was eligible to receive an increase; however, such increase became effective on the date the employee became eligible and not retroactive to October 1, 2017. In addition, any salary increase provided under this section was pro-rated based on the full-time equivalency of the employee’s position. Other Personal Services (OPS) employees were not eligible for the competitive pay adjustment.

- **Effective July 1, 2017 – Law Enforcement Compensation Adjustments:** Each law enforcement employee in the following agencies and classes received a competitive pay adjustment of 5 percent of the employee’s base rate of pay as of June 30, 2017: Department of Legal Affairs; Department of Agriculture and Consumer Services; Department of Financial Services; Department of Law Enforcement; Department of Highway Safety and Motor Vehicles; Department of Business and Professional Regulation; Fish and Wildlife Conservation Commission; Florida Commission on Offender Review; and Florida School for the Deaf and the Blind.

For this compensation adjustment, the term “law enforcement employee” was defined as (1) sworn officers of the Law Enforcement, Florida Highway Patrol, and Special Agent bargaining units in the following class codes: Law Enforcement Officer (8515); Law Enforcement Corporal (8517); Law Enforcement Sergeant (8519); Law Enforcement Investigator I (8540); Law Enforcement Investigator II (8541); Law Enforcement Airplane Pilot I (8532); Law Enforcement Airplane Pilot II (8534); Special Agent Trainee (8580); Special Agent (8581); Security Agent-FDLE (8593); and Security Agent Supervisor-FDLE (8596); and (2) sworn officers in the following class codes: Law Enforcement Lieutenant (8522); Law Enforcement Captain (8525 and 8632); Law Enforcement Major (8526, 8626, and 8630); Special Agent Supervisor (8584); and Inspector-FDLE (8590).

Employees receiving this increase were not eligible for the \$1,400 or \$1,000 Competitive Pay Adjustment.

- **Effective October 1, 2017 – Increases to Base Rate of Pay:** The Department of Corrections was authorized to increase the minimum base rate of pay (as of September 30, 2017) of employees in positions in the Correctional Officer series as follows: Correctional Officer (8003) to \$33,500; Correctional Officer Sergeant (8005) to \$36,850; Correctional Officer Lieutenant (8011) to \$40,535; Correctional Officer Captain (8013) to \$44,589; or increase Correctional Officer series employees’ base rate of pay (as of September 30, 2017) by \$2,500, whichever amount was greater.

Employees receiving this increase were not eligible for the \$1,400 or \$1,000 Competitive Pay Adjustment.

- **Effective October 1, 2017 – Compensation Adjustments:** Compensation adjustments were provided to the Public Service Commissioner, Chair of the Public Employees Relations Commission, Commissioners of the Public Employees Relations Commission, and Parole Commissioners as specified in Chapter 2017-88, Section 17(5), Laws of Florida.

Employees receiving this increase were not eligible for the \$1,400 or \$1,000 Competitive Pay Adjustment.

- **Effective June 14, 2017 – Special Pay Issues:** The Department of Highway Safety and Motor Vehicles was authorized to increase the minimum annual salaries of current and new employees hired to fill positions in the Law Enforcement class (class code: 8515) to \$36,223.
- **Effective July 1, 2017 – Special Pay Issues:** The Department of Veterans' Affairs was authorized to implement its competitive pay plan proposed in the department's initial legislative budget request to address recruitment and retention of its employees who held an active nursing assistant certification and filled a position in one of the following class codes: Certified Nursing Assistant (5707); Senior Certified Nursing Assistant (5708); Therapy Aide I (5556); Therapy Aide II (5557).
- **Effective October 1, 2017 – Special Pay Issues:** The Department of Legal Affairs was authorized to:
 - Increase the starting salary of employees in the class Attorney-Assistant Attorney General (7737) to \$43,900.
 - Grant a competitive pay adjustment of \$6,000 to each employee in the class Assistant Attorney General (7746) who worked for the department for at least two years and meets or exceeds performance expectations. Employees receiving this increase were not eligible for the \$1,400 or \$1,000 Competitive Pay Adjustment.
 - Grant a competitive pay adjustment of \$3,000 to each employee in the following classes: Senior Assistant Attorney General (7747); Attorney Supervisor-Assistant Attorney General (7744); Special Counsel-Assistant Attorney General (7165); Chief-Assistant Attorney General (7748); Assistant Statewide Prosecutor-Attorney (8681); Assistant Statewide Prosecutor-Senior Attorney (8682); Assistant Statewide Prosecutor-Special Counsel (6120); and Assistant Statewide Prosecutor-Chief (9191) who worked for the department for at least two years and met or exceeded performance expectations.

Employees receiving these increases were not eligible for the \$1,400 or \$1,000 Competitive Pay Adjustment.

FISCAL YEAR 2016-17

- **Effective July 1, 2016 – Annual Salary Increase:** The Department of Agriculture and Consumer Services was authorized to provide a \$2,000 annual salary increase to each unit member of the Florida State Fire Service collective bargaining unit and each employee in the following job classes:
 - Forest Area Supervisor;
 - Forestry Operations Administrator;
 - Forestry Program Administrator; and
 - Non-special risk certified firefighters and non-special risk fire support staff employed by the Florida Forest Service.
- **Effective July 1, 2016 – Increase to Base Rate of Pay:** The Department of Law Enforcement was authorized to:
 - Increase the base rate of pay for Crime Laboratory Analyst Supervisors to \$72,000 annually or to provide a minimum 10 percent increase over current salary.
 - Increase the salaries of current employees in certain job classes as follows: \$10,000 for Crime Laboratory Analyst and \$12,000 for Senior Crime Laboratory Analyst.

- **Effective July 1, 2016 – Pay Raise:** The Department of Military Affairs was authorized to grant military personnel of the Florida National Guard on full-time military duty a pay raise to comply with section 250.10(1), Florida Statutes.
-

FISCAL YEAR 2015-16

- **Effective July 1, 2015 – Minimum Salary Increases:** The Department of Highway Safety and Motor Vehicles was authorized to increase the minimum salaries of new hires and current employees in the following job classes:
 - Driver License Examiner I to \$27,233
 - Senior Consumer Analyst to \$30,926
 - Compliance Examiner to \$28,744
 - Hearing Officer to \$30,926
 - Community Outreach Specialist–FLOW (Highway Safety Specialist) to \$29,524
 - **Effective July 1, 2015 – Critical Market Pay Additive:** The Department of Highway Safety and Motor Vehicles was authorized to provide a \$5,000 critical market pay additive for each unit member of the Florida Highway Patrol collective bargaining unit in the following counties: Hillsborough, Orange, Pinellas, Duval, Marion, and Escambia.
-

FISCAL YEAR 2014-15

- **Effective July 1, 2014 – Competitive Pay Adjustments:** Law enforcement employees received a competitive pay adjustment as follows:
 - Each law enforcement employee received a competitive pay adjustment of 5 percent on each employee’s June 30, 2014, base rate of pay.
 - For this competitive pay adjustment, a law enforcement employee was defined as (1) unit sworn officers of the Law Enforcement, Florida Highway Patrol, and Special Agent collective bargaining units; and (2) non-unit sworn officers in the following class codes: 8522 (Law Enforcement Lieutenant); 8525 and 8632 (Law Enforcement Captain); 8526, 8626, and 8630 (Law Enforcement Major); 8584 (Special Agent Supervisor); 8590 (Inspector); and 8593 (Security Agent).
-

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 fewer than five years of state service as a law enforcement employee received a special pay adjustment of 3 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 5 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 Conservation 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 Oct. 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, received an annual increase of \$1,400.
 - Employees with a base rate of pay greater than \$40,000 on Sept. 30, 2013, received an annual increase of \$1,000 provided, however, that 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.

*Salary Distribution by Gender and Race/Ethnicity by Pay Plan
As of June 30, 2018*

Salary Range	Percent						Total	
	White		Minorities ¹		Unknown		Employees	Percent
	Male	Female	Male	Female	Male	Female		
CAREER SERVICE								
\$17,160 ² - \$19,999	11.5%	28.8%	19.3%	40.3%	-	-	295	0.4%
\$20,000 - \$29,999	12.7%	28.1%	12.8%	46.2%	-	-	16,320	22.4%
\$30,000 - \$39,999	31.6%	23.5%	16.8%	28.1%	-	-	34,478	47.3%
\$40,000 - \$49,999	32.5%	29.6%	13.6%	24.3%	-	-	14,562	20.0%
\$50,000 - \$59,999	35.1%	33.1%	12.4%	19.3%	-	-	4,349	6.0%
\$60,000 - \$69,999	41.4%	30.2%	14.3%	13.9%	0.1%	-	1,653	2.3%
\$70,000 - \$79,999	42.9%	24.5%	15.6%	17.0%	-	-	713	1.0%
\$80,000 - \$89,999	32.6%	27.5%	16.9%	22.9%	-	-	236	0.3%
\$90,000 - \$99,999	37.1%	35.7%	12.9%	14.3%	-	-	70	0.1%
\$100,000 - Plus	27.0%	31.0%	18.4%	23.6%	-	-	174	0.2%
Percent of Total	28.0%	26.5%	14.9%	30.5%	-	-	72,850	100%
SELECTED EXEMPT SERVICE								
\$17,160 ² - \$19,999	-	100%	-	-	-	-	1	0.0%
\$20,000 - \$29,999	7.3%	26.2%	19.7%	46.8%	-	-	619	3.9%
\$30,000 - \$39,999	15.2%	33.9%	13.2%	37.7%	-	-	2,391	15.1%
\$40,000 - \$49,999	24.0%	38.5%	10.2%	27.3%	-	-	3,362	21.3%
\$50,000 - \$59,999	28.7%	38.8%	9.9%	22.6%	-	-	3,257	20.6%
\$60,000 - \$69,999	34.9%	39.6%	9.2%	16.2%	-	-	2,303	14.6%
\$70,000 - \$79,999	39.6%	39.2%	9.3%	12.0%	-	-	1,552	9.8%
\$80,000 - \$89,999	43.2%	36.3%	11.1%	9.3%	0.1%	-	1,076	6.8%
\$90,000 - \$99,999	49.7%	29.8%	11.4%	9.1%	-	-	614	3.9%
\$100,000 - Plus	48.7%	21.2%	17.8%	12.3%	-	-	636	4.0%
Percent of Total	29.4%	36.5%	11.1%	23.0%	-	-	15,811	100%
SENIOR MANAGEMENT SERVICE								
\$17,160 ² - \$19,999	-	-	-	-	-	-	-	-
\$20,000 - \$29,999	-	-	-	-	-	-	-	-
\$30,000 - \$39,999	-	-	-	-	-	-	-	-
\$40,000 - \$49,999	-	-	-	-	-	-	-	-
\$50,000 - \$59,999	-	-	-	-	-	-	-	-
\$60,000 - \$69,999	50.0%	50.0%	-	-	-	-	2	0.3%
\$70,000 - \$79,999	56.3%	37.5%	6.3%	-	-	-	16	2.8%
\$80,000 - \$89,999	35.3%	47.1%	3.9%	13.7%	-	-	51	8.9%
\$90,000 - \$99,999	40.3%	53.7%	3.0%	3.0%	-	-	67	11.7%
\$100,000 - Plus	52.6%	33.3%	8.0%	6.2%	-	-	439	76.3%
Percent of Total	49.7%	37.0%	7.0%	6.3%	-	-	575	100%

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 Amount represents the annual minimum salary in the SPS's broadband classification and compensation system.

Note: All employee salaries, whether full time or part time, were converted to an annual salary based upon 2,080 hours.

Average Salary by Agency and Pay Plan As of June 30, 2018

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

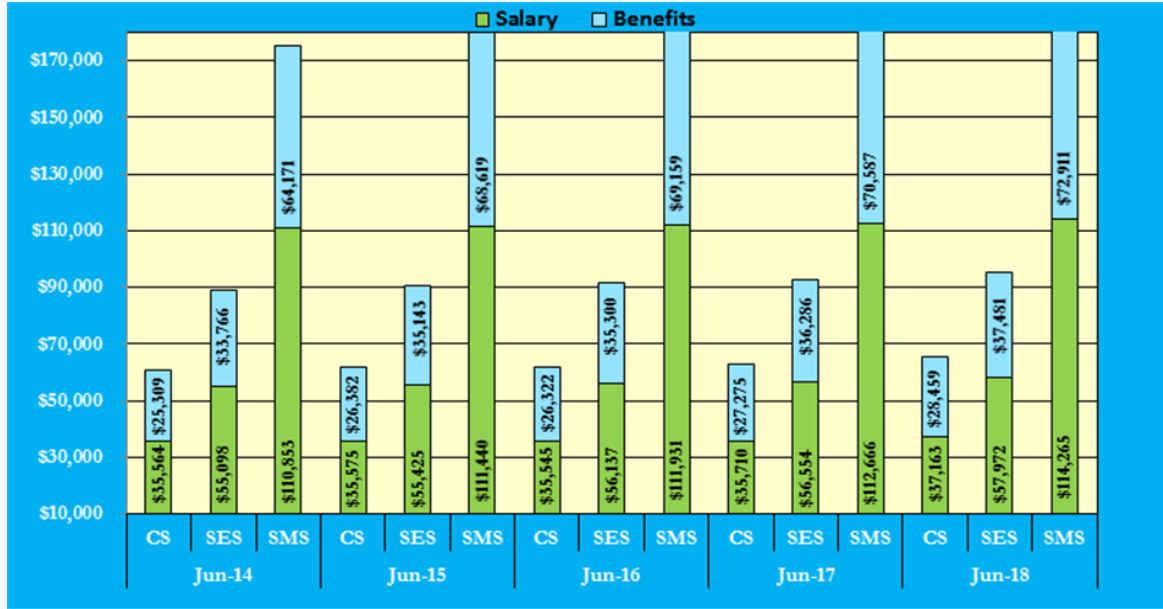
Agency	Career Service	Selected Exempt Service	Senior Management Service	Overall Average
Agency for Health Care Administration	\$41,970	\$59,341	\$127,250	\$46,945
Agency for Persons with Disabilities	\$30,727	\$43,627	\$111,654	\$33,862
Agency for State Technology	\$54,016	\$79,867	\$114,514	\$62,953
Agriculture and Consumer Services	\$35,156	\$53,186	\$105,289	\$39,512
Business and Professional Regulation	\$36,701	\$53,899	\$106,071	\$41,959
Children and Families	\$33,330	\$52,385	\$119,284	\$37,260
Citrus	\$38,425	\$71,098	\$134,000	\$66,077
Commission on Offender Review	\$35,336	\$52,041	\$76,750	\$40,952
Corrections	\$35,804	\$57,100	\$120,944	\$37,075
Division of Administrative Hearings	\$53,714	\$52,418	\$113,205	\$53,719
Division of Emergency Management ¹	-	\$60,534	\$112,500	\$61,076
Economic Opportunity	\$39,219	\$61,490	\$116,641	\$44,901
Education	\$37,915	\$59,396	\$132,549	\$46,346
Elder Affairs	\$38,405	\$54,058	\$107,413	\$43,457
Environmental Protection	\$39,223	\$59,362	\$114,173	\$44,443
Financial Services	\$41,987	\$64,267	\$112,648	\$49,118
Fish and Wildlife Conservation Commission	\$43,160	\$58,485	\$101,220	\$46,328
Health	\$38,379	\$58,266	\$112,544	\$42,428
Highway Safety and Motor Vehicles	\$39,520	\$61,739	\$120,293	\$42,546
Juvenile Justice	\$31,536	\$43,440	\$96,513	\$34,613
Law Enforcement	\$48,191	\$65,837	\$117,275	\$50,975
Legal Affairs	\$37,189	\$65,481	\$120,366	\$52,589
Management Services	\$38,252	\$60,187	\$109,585	\$48,018
Military Affairs ¹	\$33,312	\$45,021	\$84,372	\$36,755
Office of the Governor ¹	-	\$73,059	\$118,463	\$87,301
Public Service Commission	\$41,048	\$61,761	\$112,600	\$52,836
Revenue	\$35,795	\$55,631	\$115,446	\$39,183
School for the Deaf and the Blind ¹	\$32,317	\$40,883	-	\$33,544
State	\$35,724	\$52,468	\$99,480	\$42,838
Transportation	\$46,597	\$70,501	\$126,804	\$55,286
Veterans' Affairs	\$32,678	\$48,119	\$101,409	\$35,041
Average Salary by Pay Plan	\$37,163	\$57,972	\$114,265	\$41,348

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only 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.

Average Total Compensation Cost: Salaries and Benefits As of June 30, 2018

Benefits,¹ 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 the Retiree Health Insurance Subsidy, group health and term life insurance, and Social Security, and Medicare matching. In addition, disability insurance is provided for employees in the Selected Exempt and Senior Management Services.

FIVE-YEAR TREND: AVERAGE TOTAL COMPENSATION COST BY PAY PLAN



As of June 30, 2018, the average total compensation cost for each pay plan was as follows:

- **Career Service: \$65,622.** Includes \$37,163 (56.6 percent) in salary plus \$28,459 (43.4 percent) in benefits. The Career Service benefits package had a value equivalent to 76.6 percent of the average salary.
- **Selected Exempt Service: \$95,453.** Includes \$57,972 (60.7 percent) in salary plus \$37,481 (39.3 percent) in benefits. The Selected Exempt Service benefits package had a value equivalent to 64.7 percent of the average salary.
- **Senior Management Service: \$187,177.** Includes \$114,265 (61 percent) in salary plus \$72,912 (39 percent) in benefits. The Senior Management Service benefits package had a value equivalent to 63.8 percent of the average salary.

AVERAGE BENEFITS COST BY PAY PLAN

Benefits	Career Service	Selected Exempt Service	Senior Management Service
Leave and Holidays	\$6,075 9.3%	\$10,034 10.5%	\$19,777 10.6%
Social Security, Medicare, and Retirement ²	\$5,786 8.8%	\$9,026 9.5%	\$34,691 18.5%
Health, Life, and Disability Insurance	\$16,598 25.3%	\$18,421 19.3%	\$18,444 9.9%
Average Benefits Value	\$28,459 43.4%	\$37,481 39.3%	\$72,912 39.0%
Average Salary	\$37,163 56.6%	\$57,972 60.7%	\$114,265 61.0%
Total Compensation	\$65,622 100%	\$95,453 100%	\$187,177 100%

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, 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 (7.92 percent) and Senior Management Service class (22.71 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, 1.66 percent for the Retiree Health Insurance Subsidy and the fee of 0.06 percent for administration of the FRS Investment Plan and provision of educational tools for both plans.

Note: The average salaries of 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, 2018

The table below compares the different benefits afforded to full-time employees in the SPS. Benefits afforded to part-time employees are prorated accordingly.

	Career Service	Selected Exempt Service	Senior Management Service
Annual Leave	Ranges from 8.667 to 13 hours accrued per month depending on length of service (104 to 156 hours annually). 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.)	Receives 176 hours upon appointment date and on each anniversary date. Upon termination from the SPS, may be paid up to 480 hours. (The most recent accrual is prorated at time of separation.)	Same as Selected Exempt Service.
Sick Leave	8.667 hours accrued per month (104 hours annually, regardless of length of service). Upon termination from the SPS, with minimum of 10 years of service, terminal payment of sick leave for either ¼ of the balance or 480 hours, whichever is less.	Receives 104 hours upon appointment date and on each anniversary date. Upon termination from the SPS, with minimum of 10 years of service, terminal payment of sick leave for either ¼ of the balance or 480 hours, whichever is less.	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	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 \$642.84 and \$1,379.60, respectively. Group Disability Insurance: Offered only as a supplemental policy. Employee pays 100 percent of the premium. Basic Life Insurance: Coverage is \$25,000. The state pays 100 percent of the premium.	Group Health Standard PPO or HMO: Employee pays monthly premium of \$8.34 for individual coverage or \$30 for family coverage. The state pays monthly premium of \$684.50 and \$1,529.60, respectively. 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. Basic Life Insurance: Same as Career Service.	Group Health Standard PPO or HMO: Same as Selected Exempt Service. Group Disability Insurance: Same as Selected Exempt Service. Basic Life Insurance: Same as Career Service.

¹ Employees may elect a health investor health plan with a 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 2017-18.

Comparison of Benefits by Pay Plan As of June 30, 2018

	Career Service	Selected Exempt Service	Senior Management Service
Retirement (Choice of Plans)	<p><u>FRS Pension Plan (Defined Benefit):</u></p> <p>Effective July 1, 2011, and after, all active FRS Pension Plan and Investment Plan employees contribute 3 percent of their compensation. Total and permanent duty and non-duty disability retirements available. Non-Duty and duty death benefit available.</p> <p>If initially enrolled in the FRS <i>prior</i> to July 1, 2011:</p> <p>Regular Class: 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>Regular Class: In the line of duty (ILOD) disability benefit minimum is 42 percent of average final compensation (AFC) while non-duty disability minimum is 25 percent of AFC. ILOD death minimum benefit is 50 percent of base salary at time of death.</p> <p>Special Risk Class: 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>Special Risk Class: ILOD disability minimum benefit is 65 percent of AFC; non-duty same as Regular Class. ILOD death minimum benefit is 100 percent of base salary at time of death.</p>	<p><u>FRS Pension Plan (Defined Benefit):</u></p> <p>Same as Career Service.</p> <p>If initially enrolled in the FRS <i>prior</i> to July 1, 2011:</p> <p>Regular Class: Same as Career Service.</p> <p>Regular Class ILOD: Same as Career Service.</p> <p>Special Risk Class: Same as Career Service.</p> <p>Special Risk Class ILOD: Same as Career Service.</p>	<p><u>FRS Pension Plan (Defined Benefit):</u></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 <i>prior</i> to July 1, 2011:</p> <p>SMS Class: 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>SMS Class ILOD: Same as Career Service.</p>

Notes:

- 2016 Legislation - The ILOD death benefit for Special Risk Class members in the Investment Plan was provided effective July 1, 2016 with benefit payments on or after July 1, 2016, retroactive eligibility for benefits for ILOD deaths that occurred on or after July 1, 2013.
- 2017 Legislation – Provides ILOD death benefits for all Investment Plan members for benefit payments beginning on or after July 1, 2017, with retroactive benefit eligibility for ILOD deaths that occurred on or after July 1, 2002. Eligible survivors of Special Risk Class members had their retroactive eligibility extended from July 1, 2002 through June 30, 2013, for benefit payments made on or after July 1, 2017.

¹The percentage value is the value that employees in the Pension Plan 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 and benefit payment option chosen. 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.

Comparison of Benefits by Pay Plan As of June 30, 2018

	Career Service	Selected Exempt Service	Senior Management Service
Retirement (Choice of Plans)	<p>If initially enrolled in the FRS on or after July 1, 2011:</p> <p>Regular Class: Eight-year vesting. Normal retirement at age 65 or after 33 years at any age before age 65. Retirement benefit based on percentage value¹ of 1.60 percent to 1.68 percent, based on age/length of service.</p> <p>Regular Class: In the line of duty (ILOD) disability benefit minimum is 42 percent of average final compensation (AFC) while non-duty disability minimum is 25 percent of AFC. ILOD death benefit is the same as pre-July 2011.</p> <p>Special Risk Class: Eight-year vesting. Normal retirement at age 60 or after 30 years at any age before age 60. Retirement benefit based on percentage value¹ of 3 percent for service on and after Oct. 1, 1974.</p> <p>Special Risk Class: ILOD disability minimum benefit is 65 percent of AFC; non-duty same as Regular Class. ILOD death benefit is the same as pre-July 2011.</p> <p><u>FRS Investment Plan (Defined Contribution):</u></p> <p>One-year vesting for contributions made while participating in the Investment Plan². State contributes 3.3 percent of salary into Regular Class employees' accounts and 11 percent of salary into Special Risk employees' accounts. Total and permanent disability retirements available.³ ILOD disability and non-duty minimum benefits are the same as Pension Plan members. ILOD death benefit is the same as Pension Plan members⁴.</p>	<p>If initially enrolled in the FRS on or after July 1, 2011:</p> <p>Regular Class: Same as Career Service.</p> <p>Regular Class ILOD: Same as Career Service.</p> <p>Special Risk Class: Same as Career Service.</p> <p>Special Risk Class ILOD: Same as Career Service.</p> <p><u>FRS Investment Plan (Defined Contribution):</u> Same as Career Service.</p>	<p>If initially enrolled in the FRS on or after July 1, 2011:</p> <p>SMS Class: Eight-year vesting. Normal retirement at age 65 or after 33 years at any age before age 65. Retirement benefit based on percentage value¹ of 2 percent.</p> <p>SMS Class ILOD: Same as Career Service.</p> <p>SMS Optional Annuity Program (Defined Contribution): Immediate vesting upon signing an investment contract with provider company. State contributes 6.27 percent of salary into SMS employees' accounts. Closed to new members effective July 1, 2017.</p> <p><u>FRS Investment Plan (Defined Contribution):</u></p> <p>One-year vesting for contributions made while participating in the Investment Plan². State contributes 4.67 percent into SMS employees' accounts. Total and permanent disability retirements available.³ ILOD disability and non-duty disability and ILOD death benefits same as Career Service.</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 Eight Fiscal Years of Compensation) = Annual Benefit Amount. This amount is adjusted for early retirement and benefit payment option chosen. No post-retirement COLA.

² If the member transfers the present value of Pension Plan service to the Investment Plan, becoming vested for the present value transfer amount and associated earnings are subject to the Pension Plan vesting requirements.

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.

⁴ Eligible survivor must 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: 0.05 percent for Regular class members, 1.15 percent for Special Risk class members, and 0.05 percent for Senior Management Service class members.

Benefit Comparisons to Select States As of June 30, 2018

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 Accrued 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
Virginia	27	Texas	66.5
Mississippi	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 ³	20	New York ⁴	40
Florida	19.5	North Carolina	30

¹ Based on years of service.

² Reflects vacation days for employees in all bargaining units except 5, 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 After seven completed years of service.

⁴ Employees may exceed the 40-day maximum except on Jan. 1, April 1 or Oct. 1 (depending on bargaining unit).

SICK LEAVE			
Maximum Days Accrued 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 ²	13	Texas	Unlimited
California ³	12	West Virginia	Unlimited
North Carolina	12	New York ⁴	200-225
Tennessee	12	South Carolina	180
Texas	12	Alabama ⁵	150
Mississippi	12	Georgia	90
Virginia	10	Virginia	10

¹ Based on years of service.

² Management/Confidential employees enrolled in the Income Protection Plan Program are granted a maximum of eight days; four days every six months.

³ Employees enrolled in Annual Leave Program do not receive separate sick leave credits.

⁴ Employees who attain the 200-225 day maximum do not earn additional leave until the balance is reduced below the allowable maximum. Maximum number of days depends on the bargaining unit.

⁵ Maximum allowed at any time during the year.

HOLIDAYS (Includes Personal Leave Days)					
Texas ¹	20	California	12	Florida	10
New York	17	Georgia	12	Mississippi	10
Alabama ²	13	Virginia	12	Louisiana ⁴	9
South Carolina	13	North Carolina	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 each year if in employment status on Jan. 1.

³ Includes one-half day each for Christmas and New Year's Eve when the holiday falls on Tuesday through Friday. In addition, any day on which a primary or general election is held throughout the state and such other days as the President, Governor or other duly constituted authority proclaims to be official holidays or days of special observance or thanksgiving, or days for the general cessation of business, are given as time off.

⁴ Additional holidays given in the city of Baton Rouge for Inauguration Day once every four years or general election day every two years.

Source: States' websites and their human resource offices.

Employee Group Health Insurance Enrollment

As of June 30, 2018

Agency	Preferred Provider Organization		Health Maintenance Organization		No Coverage		Total
	Employees	OPS	Employees	OPS	Employees ¹	OPS ²	
Agency for Health Care Administration	324	10	948	52	116	27	1,477
Agency for Persons with Disabilities	1,110	72	956	78	401	83	2,700
Agency for State Technology	24	-	159	4	9	2	198
Agriculture and Consumer Services	1,212	76	1,850	120	353	138	3,749
Business and Professional Regulation	336	20	995	33	181	52	1,617
Children and Families	3,480	117	6,604	140	1,427	234	12,002
Citrus	6	-	19	-	3	-	28
Commission on Offender Review	22	4	86	11	10	10	143
Corrections	7,733	138	11,009	182	3,305	202	22,569
Division of Administrative Hearings	60	-	126	-	17	-	203
Economic Opportunity	315	78	857	131	184	124	1,689
Education	452	7	1,462	19	175	24	2,139
Elder Affairs	116	18	247	26	36	17	460
Environmental Protection	1,037	90	1,486	88	232	146	3,079
Financial Services	483	8	1,607	24	212	31	2,365
Fish and Wildlife Conservation Commission	1,025	300	870	180	165	199	2,739
Health	3,424	345	7,252	476	1,077	524	13,098
Highway Safety and Motor Vehicles	1,212	14	2,399	19	421	29	4,094
Juvenile Justice	1,006	20	1,528	26	449	47	3,076
Law Enforcement	424	6	1,146	12	159	31	1,778
Legal Affairs	359	5	706	6	91	29	1,196
Management Services	97	3	605	9	80	21	815
Military Affairs ³	154	-	150	-	92	-	396
Office of the Governor ³	40	25	68	43	8	21	205
Public Service Commission	31	-	201	-	13	-	245
Revenue	1,123	14	3,055	24	402	26	4,644
School for the Deaf and the Blind ³	242	63	136	38	27	15	521
State	44	2	307	27	30	12	422
Transportation	1,760	-	3,477	2	421	6	5,666
Veterans' Affairs	370	21	503	24	188	59	1,165
Total Employees	28,021	1,456	50,814	1,794	10,284	2,109	94,478
Percent of Total Employees	29.7%	1.5%	53.8%	1.9%	10.9%	2.2%	100%

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

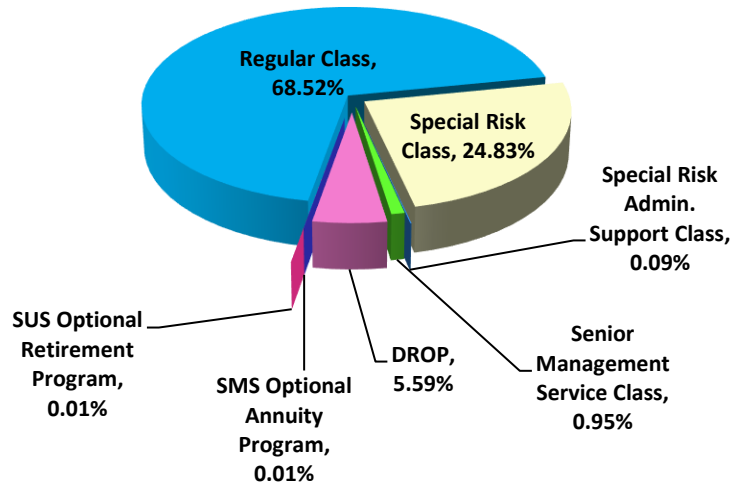
² Indicates that these OPS employees were eligible for coverage but chose not to enroll in a state plan.

³ 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.

Employee Retirement Membership As of June 30, 2018

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 Florida Retirement System provides retirement as well as 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 membership¹ classes under both primary plans: Regular, Special Risk, Special Risk Administrative Support, Senior Management Service, and Elected Officers' classes.

RETIREMENT MEMBERSHIP¹



Of the 88,603² SPS employees as of June 30, 2018, there were 87,725 employees enrolled in either the FRS Pension Plan or FRS Investment Plan, seven in the Senior Management Service Optional Annuity Program (SMSOAP), nine in the State University System Optional Retirement Program (SUSORP), and 862 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 Deferred Retirement Option Program (DROP):

- **Regular Class:** 60,118 employees. These members are not assigned to other classes.
- **Special Risk Class:** 21,785 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:** 81 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):** 837 employees. These members are filling positions authorized to be eligible for this membership class by statute. 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 SMSOAP.
- **Elected Officers' Class:** No employees. These members hold specified elective offices in either state or local government.

The Florida Retirement System is a contributory retirement system in which both the state and the employees pay required retirement contributions. Pre-tax employee contributions of 3 percent are required, regardless of whether the employee is 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. Prior to July 1, 2011, employees in all state-administered retirement plans were not required to contribute.

¹ Retirement membership percentages exclude those employees who are reemployed retirees without renewed retirement membership.

² This count excludes the 633 members who were not enrolled in the FRS as of June 30, 2018.

DROP ACTIVE MEMBERSHIP

Qualified employees in the FRS Pension Plan may retire while continuing employment under DROP. 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. The Deferred Retirement Option Program 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, 2018, there were 4,904 SPS participants enrolled in this program.

FRS PENSION PLAN ACTIVE MEMBERSHIP

As of June 30, 2018, there were 65,568 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, 2018, there were 17,253 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.

SMSOAP ACTIVE MEMBERSHIP

As of June 30, 2018, there were seven SPS employees who had opted out of SMSC altogether and enrolled in this program. The Senior Management Service Optional Annuity Program 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. The SMSOAP is closed to new membership effective July 1, 2017. Unretired members who have participated in SMSOAP may still elect to participate in this program.

SUSORP ACTIVE MEMBERSHIP

As of June 30, 2018, there were nine SPS employees who enrolled in SUSORP while employed by the Florida Board of Regents before this agency was abolished and the employees transferred to the Department of Education. The State University System Optional Retirement Program 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 2017-18, the SPS had 862 reemployed retirees without renewed membership in the FRS. As of June 30, 2018, reemployed retirees without renewed membership were filling positions covered by the following FRS membership classes:

Retirement Class	Reemployed Retiree Count	Percent
Regular Class	712	82.6%
Special Risk Class	129	15.0%
Senior Management Service Class	21	2.4%
Total Employees	862	100%

Source: Department of Management Services' Division of Retirement.

Pay Additives: Career Service As of June 30, 2018

Section 110.2035(7)(e), Florida Statutes, requires the Department of Management Services to provide a summary report of implemented pay additives annually. 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, 2018.

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	122	-	-	-	-	-	3	2	5	-	132
Agency for Persons with Disabilities	26	5	55	-	-	1	-	-	41	-	128
Agency for State Technology	-	6	18	-	-	-	1	-	84	-	109
Agriculture and Consumer Services	131	20	1	-	159	9	5	2	627	-	954
Business and Professional Regulation	147	2	-	-	-	-	-	2	8	-	159
Children and Families	1,378	24	278	-	8	12	143	12	1,427	-	3,282
Citrus	-	-	-	-	-	-	-	-	-	-	-
Commission on Offender Review	20	-	-	-	-	-	-	-	-	-	20
Corrections	2,871	23	3	414	-	795	12	15	691	-	4,824
Division of Administrative Hearings	24	-	-	-	-	-	-	-	-	-	24
Division of Emergency Management ²	-	-	-	-	-	-	-	-	-	-	-
Economic Opportunity	21	42	-	-	-	-	-	-	13	-	76
Education	41	-	-	-	-	-	15	-	7	-	63
Elder Affairs	22	-	-	-	-	-	-	-	-	-	22
Environmental Protection	189	3	-	-	-	19	-	-	40	-	251
Financial Services	244	35	4	-	9	12	17	1	123	-	445
Fish and Wildlife Conservation Commission	216	11	5	140	102	48	-	4	91	196	813
Health	1,310	72	1	-	-	-	18	19	269	-	1,689
Highway Safety and Motor Vehicles	909	5	134	-	232	-	809	-	409	488	2,986
Juvenile Justice	290	-	-	-	19	-	12	-	36	-	357
Law Enforcement	90	38	39	4	66	44	4	2	458	-	745
Legal Affairs	127	-	-	-	-	-	-	-	-	-	127
Management Services	17	4	6	-	-	-	-	-	46	-	73
Military Affairs ²	2	-	5	-	-	-	-	-	5	-	12
Office of the Governor ²	-	-	-	-	-	-	-	-	-	-	-
Public Service Commission	14	-	-	-	-	-	-	-	-	-	14
Revenue	805	2	7	-	-	-	-	-	16	-	830
School for the Deaf and the Blind ²	-	1	134	-	-	-	4	-	6	-	145
State	-	-	-	-	-	-	-	-	7	-	7
Transportation	1,017	-	95	-	-	-	-	2	183	-	1,297
Veterans' Affairs	154	-	-	-	-	-	-	-	17	-	171
Total Pay Additives	10,187	293	785	558	595	940	1,043	61	4,609	684	19,755

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 reflect only 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 2017-18

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, 2018.

FISCAL YEAR 2016-17

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, 2017.

FISCAL YEAR 2015-16

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, 2016.

FISCAL YEAR 2014-15

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, 2015.

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.

Source: Agency responses to Department of Management Services' Division of Human Resource Management questionnaire conducted in June 2018.



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 continually 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 the 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 2017-18

Agencies That Had an Established Training Plan

For fiscal year 2017-18, 27¹ agencies reported having an established training plan. Those agencies that reported not having an established training plan include the Department of Citrus and the Division of Administrative Hearings.

Types of Training Goals Identified by the Agencies

- Increase knowledge and understanding of leave and hours type codes related to office closures by creating a self-directed training tool for employees use when navigating leave and work time before, during, and after emergency office closures.
- Develop an agency-wide dashboard to capture key and critical positions, vacancies, years of service, DROP information, turnover rate, and a master list of working/class titles for all positions.
- Provide supervisory training to frontline, mid-level, and regional operations managers.
- Have each employee participate in at least four trainings during the fiscal year.
- Continue to develop leaders who can create and maintain high performing teams; specifically, leaders who can manage through change and build a level of employee engagement that leads to higher levels of discretionary effort.

Methodologies Used to Measure Success of the Training Offered

- Kirkpatrick Evaluation Model².
- Surveys.
- Evaluations in both written and web-based formats.
- Direct feedback from participants.
- Attendance.

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

- Expanded online professional development and elective courses.
- Improved work performance and personal development.
- Leveraged technology to turn many required trainings into interactive online courses to better ensure agency-wide compliance.
- Production of reports and learner enrollment made easier as a result of improvements to the Learning Management System.
- Increased compliance with agency policies and procedures.

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

- For fiscal year 2017-18, the Department of Financial Services reported that agencies expended \$29,334,026 on training, representing a 21.5 percent decrease from the \$37,345,978 expended during fiscal year 2016-17. Some examples of training included the following: managing multigenerational teams; sexual harassment; stress management; leading a diverse workforce; active shooter; customer service; public records; emotional intelligence; and training for an indeterminable number of non-agency employees including customers and the general public.
- Since fiscal year 2013-14, training expenditures have decreased 12 percent from \$33,319,164 to \$29,334,026 in fiscal year 2017-18.

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 costs. Other variables that 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 through 2017-18, proviso language was included in the implementing bill for the General Appropriations Act that limited travel and training only to activities that were/are critical to each state agency's mission.

*Training Expenditures by Agency
As of June 30, 2018*

Agency	FY 13/14	FY 14/15	FY 15/16	FY 16/17	FY 17/18
Agency for Health Care Administration	\$242,827	\$111,356	\$81,464	\$81,448	\$102,431
Agency for Persons with Disabilities	\$89,682	\$22,778	\$37,721	\$93,603	\$31,031
Agency for State Technology	-	\$40,734	\$461,049	\$287,456	\$351,709
Agriculture and Consumer Services	\$2,890,881	\$2,266,070	\$1,697,648	\$1,412,674	\$1,401,205
Business and Professional Regulation	\$93,142	\$110,092	\$641,779	\$888,610	\$933,363
Children and Families	\$2,799,555	\$3,162,613	\$5,947,501	\$6,369,594	\$3,883,147
Citrus	\$1,653	\$2,348	\$1,656	-	-
Commission on Offender Review	\$6,679	\$12,756	\$4,799	\$4,042	\$6,518
Corrections	\$1,448,197	\$1,776,688	\$2,809,858	\$2,715,812	\$2,869,667
Division of Administrative Hearings	\$19,997	\$25,538	\$30,562	\$36,197	\$21,741
Division of Emergency Management ¹	\$1,333,921	\$506,623	\$478,828	\$320,909	\$102,776
Economic Opportunity	\$279,873	\$310,118	\$222,541	\$537,278	\$337,291
Education	\$772,275	\$11,725,232	\$6,533,205	\$9,994,982	\$4,425,589
Elder Affairs	\$125,742	\$67,422	\$48,700	\$51,424	\$36,534
Environmental Protection	\$468,703	\$372,532	\$499,300	\$687,052	\$1,019,273
Financial Services	\$261,818	\$178,491	\$278,482	\$366,569	\$356,514
Fish and Wildlife Conservation Commission	\$1,092,825	\$1,173,566	\$1,472,489	\$1,425,627	\$1,287,901
Health	\$11,822,661	\$7,062,152	\$5,988,552	\$4,774,488	\$3,940,825
Highway Safety and Motor Vehicles	\$349,815	\$370,438	\$525,636	\$549,691	\$519,713
Juvenile Justice	\$663,062	\$570,222	\$697,483	\$640,525	\$1,608,580
Law Enforcement	\$813,002	\$548,653	\$961,335	\$1,412,589	\$992,962
Legal Affairs	\$181,087	\$190,329	\$205,809	\$239,378	\$173,491
Management Services	\$134,506	\$164,671	\$224,453	\$202,024	\$287,398
Military Affairs ¹	\$315,831	\$139,447	\$71,023	\$75,736	\$84,400
Northwood Shared Resource Center	\$27,536	-	-	-	-
Office of the Governor ¹	\$13,977	\$9,652	-	\$200	\$13,677
Public Service Commission	\$173,595	\$52,718	\$56,243	\$52,648	\$46,044
Revenue	\$297,512	\$319,944	\$469,988	\$245,118	\$225,255
School for the Deaf and the Blind ¹	\$275,423	\$98,033	\$281,745	\$147,123	\$186,448
Southwood Shared Resource Center	\$26,736	-	-	-	-
State	\$41,200	\$8,508	\$27,593	\$89,792	\$190,448
Transportation	\$6,195,533	\$5,753,194	\$3,970,305	\$3,601,504	\$3,862,442
Veterans' Affairs	\$59,918	\$44,117	\$40,275	\$41,885	\$35,653
Total Expenditures²	\$33,319,164	\$37,197,035	\$34,768,025	\$37,345,978	\$29,334,026

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only 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 Expenditures provided by the Department of Financial Services.

Equal Employment Opportunity

- *Equal Employment Opportunity Overview*
- *Equal Employment Opportunity/Affirmative Action Report*
- *Status of Affirmative Action Plans*
- *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*
- *Employees Who Have a Disability by Job Category*
- *Employees Who Have a Disability by Agency and by Pay Plan*
- *Veterans' Recruitment Plan*

Equal Employment Opportunity Overview

As reflected in the table below, minority representation exceeded the Available Labor Market (ALM)¹ representation in the professionals, technicians, para-professionals, and administrative support job categories for fiscal year 2017-18. The State Personnel System minority representation was below the Available Labor Market for the officials and administrators, protective service workers, skilled craft workers, and service maintenance job categories by 9.3, 3.8, 19, and 10.6 percentage points, respectively. Overall, minority representation in the SPS was 2.3 percentage points above the Available Labor Market.

EMPLOYEES BY RACE AND JOB CATEGORY As of June 30, 2018

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	2,674	2,167	285	146	75	1	18.9%	28.2%
Professionals	49,830	28,165	14,062	5,774	1,805	24	43.4%	31.8%
Technicians	3,549	2,194	746	352	255	2	38.1%	37.4%
Protective Service Workers	19,765	12,418	5,205	1,763	372	7	37.1%	40.9%
Para-Professionals	6,135	1,724	3,511	749	150	1	71.9%	53.0%
Administrative Support	4,312	2,008	1,431	773	97	3	53.4%	39.8%
Skilled Craft Workers	1,289	999	162	105	23	-	22.5%	41.5%
Service Maintenance	1,682	960	598	97	26	1	42.9%	53.5%
Total Employees	89,236	50,635	26,000	9,759	2,803	39	38,562	3,655,551
Percent of Total Employees	100%	56.7%	29.1%	10.9%	3.1%	0.0%	43.2%	40.9%

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 (five-year American Community Survey data) that was produced by the United States 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. Creating and maintaining a diverse workforce in state government takes the commitment of leadership and outreach from each agency. It is the policy of the SPS to fully use the diversity of Florida's human resources to provide equal employment opportunities through programs of Affirmative Action. Sections 110.112(2)(a) and (b), Florida Statutes, require each executive agency to develop and implement an Affirmative Action (AA) Plan and establish annual goals for ensuring full utilization of groups underrepresented in its workforce, including women, minorities, and individuals who have a disability, as compared to the relevant labor market. Section 110.112 (3)(c)1, Florida Statutes, also requires each executive agency to develop an agency specific plan that addresses how to promote employment opportunities for individuals who have a disability.

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)(e), Florida Statutes; and to report on the agencies progress in implementing their agency specific plans in accordance with section 110.112(3)(c)2, Florida Statutes. 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 AFFIRMATIVE ACTION PLAN QUESTIONNAIRE FISCAL YEAR 2017-18

Innovative Ideas and Successful Special Programs

Agencies Reported Using to Recruit Minorities, Women, and Individuals who have a Disability

- The Agency for Health Care Administration participated in five hiring fairs held at local universities and colleges during July 2017 through June 2018. The events were sponsored by CareerSource Capital Region and were attended by diverse applicants including individuals who have a disability.
- The Department of Agriculture and Consumer Services (FDACS) attended several job/career/training fairs. Their FreshFromFlorida website brought presence through the internet, increasing FDACS' reach and broadening the audience of individuals with access to career opportunities specifically within FDACS. The website was visited 87,725 times during FY 2017-18. They established a partnership with the Department of Economic Opportunity's Unique Abilities Program. This is the second year FDACS will be linked as a partner on their website and they continue to affix window clings on various department buildings throughout the state in a show of support. FDACS is linked as a source for veterans on the Florida Department of Veterans' Affairs website. FDACS sent an annual email to all department employees expressing the department's commitment to inclusiveness and diversity asking them to voluntarily self-identify their disability status in People First. The email stressed the importance of confidentiality in accordance with the Americans with Disabilities Act as well as the importance of this information for affirmative action purposes. FDACS is proud to continue administering the Fostering Success Program initiated by the Florida Legislature which provides on-the-job training.
- The Fish and Wildlife Conservation Commission (FWCC) implemented and encouraged innovative ideas which increased diversification. FWCC increased diversification through educating supervisors on Affirmative Action policies and procedures to improve recruitment and outreach efforts. FWCC implemented the following efforts: established Internal Management Policy and Procedures (IMPP) Standards on Equal Employment Opportunities/Affirmative Action Plan/Americans with Disabilities Act (EEO/AA/ADA) where protected veterans are included; established ADA Accommodation Process that included tracking the number of requests approved and/or denied; established process on filing a discrimination complaint; participated in training, mentoring, career development opportunities, and attended professional meetings and conferences; involved in outreach and recruitment efforts at job fairs, career days, community, and professional organizations focused on minorities, women, individuals who have a disability, and veterans; reviewed and/or updated position descriptions before posting job announcements; and established a Diversity Officer position who guides, assists,

and oversees diversity efforts with an emphasis on programs that target those who are underrepresented both in the workforce and as participants in FWCC programs. The Diversity Officer also takes a proactive approach in educating and engaging agency staff to appreciate the importance and value of diversity in FWCC's operations. In addition, the FWCC Division of Law Enforcement continues to utilize regional recruiters whose job duties and focus are primarily on recruiting efforts to participate in job fairs, school career days, local public events, and military bases, etc., with an emphasis on events and schools that serve predominantly minority populations, veterans, and active duty and reserve components.

- The Florida Commission on Offender Review (FCOR) provided training to staff including diversity, ethics, emotional intelligence, ADA, sexual harassment, and hiring, retaining, and including individuals who have a disability. FCOR contacted local colleges and universities and discussed possibilities of internships and job opportunities with students and recent graduates. They also contacted the Department of Education's Division of Vocational Rehabilitation for information on their services when hiring individuals who have a disability.
- The Department of Corrections (FDC) continues to have location-specific hiring events as well as larger hiring events that include interviews and on-site drug testing (where possible). They also reviewed programs that may assist with hiring individuals who have a disability. FDC also participated in the community by speaking at career fairs at high schools and colleges.
- The Florida School for the Deaf and the Blind (FSDB) used many methods to meet its established AA/EEO goals and/or reduced or eliminated underrepresentation in specific job classes/work areas. FSDB continually evaluates potential sources for underrepresented classes such as individuals who have a disability so that they may continue to enhance and expand recruitment and retention efforts. Such activities include, but are not limited to, ensuring that outreach, recruitment efforts, and announcements are accessible to those with disabilities. FSDB recently created a new director of outreach role to help better achieve goals in reaching target populations; extending invitations to self-identify for qualified individuals with disabilities on job applications; increasing collaborative efforts/communication between Human Resources, supervisors, and school administrators regarding any issues of underrepresentation or concentration in specific job classes or work areas; ongoing use of resources and tools within the selection process that support the employment of individuals who have a disability; offering counsel to assist employees with disabilities in identifying promotional opportunities, training, mentoring and educational programs; and maintaining use of FSDB's effective reasonable accommodation process.
- The Department of Juvenile Justice enhanced and/or increased the department's communication efforts regarding the agency's AA Plan to include the Reasonable Accommodation Process and the Plan to Promote the Employment of Individuals who have a Disability. In doing so, it increased awareness and/or knowledge of the process in cases where a reasonable accommodation could make a difference. The department updated the ADA procedures to ensure the Equal Employment Opportunity (EEO) Officer is consulted prior to denying reasonable accommodation requests.
- The Department of Management Services (DMS) significantly broadened its recruitment efforts by advertising positions outside of the People First system to ensure diverse applicant pools. All bureau chief and higher positions were advertised with higher education institutions and professional associations across Florida (including minority professional associations and historically black college and universities), as well as nationally when appropriate. Additionally, DMS strengthened the selection process by including diverse interview panels. DMS successfully met all 16 goals of DMS' Individuals with Disabilities Recruitment Plan.
- The Department of State (DOS) participated in special recruitment activities at Tallahassee Community College and Florida State University. The department conducted targeted recruitment through sources such as Employ Florida, Florida Department of Economic Opportunity, and CareerSource Capital Region. Internally, DOS offered a library of resources, interactive courses, e-books, and videos to assist employees in building their professional resume and remain up to date with trends and changes in technology through their Next-Step On-line training program.

- The Department of Transportation used an internship program to introduce prospective women, minorities, and students with disabilities to the workforce. The internship program was offered for three semesters during the school year. The program had 23 paid positions for college/university students starting at the sophomore level and up to the graduate level. The positions were divided among eight district offices and related to accounting, business administration, civil engineering, information systems, logistics, and planning. The program was highly successful in recruiting 63 women students and 67 minority students for the various positions available statewide. The greatest value of this program is that a significant number of students joined the department's workforce after graduation.
- The Department of Veterans' Affairs (DVA) gained certification as a training provider for the Certified Nursing Assistant (CNA) licensure. Graduates were guaranteed employment in the agency's State Veterans' Nursing Homes while waiting to take their licensure test. DVA trainees were women and/or minorities.

Successful Activities Agencies Reported Using to Promote Employment Opportunities for Minorities, Women, and Individuals who have a Disability

- The Agency for Health Care Administration collaborated with various workforce service organizations (CareerSource Florida and Employ Florida) to help connect with potentially qualified applicants. In addition, the Bureau of Human Resources' Classification and Recruitment Unit attended job fairs held at universities and colleges to seek a diverse applicant pool.
- The Department of Business and Professional Regulation's employees received EEO and Sexual Harassment training. The department ensures that all employment actions such as recruitment, retention, promotions, training, and other terms and conditions of employment are available to all employees.
- The Department of Corrections used various monitoring reports and trackers to check progress, review data, and look at ways to improve in order to retain and recruit women, minorities and individuals who have a disability. For fiscal year 2017-18, there were approximately 30 hiring events at facility locations and with partners such as CareerSource.
- The Department of Economic Opportunity continues to be successful in its recruitment of minorities and females. The continual participation of department management and staff on various interagency and national councils resulted in networking opportunities which aided a sustained effort to recruit qualified applicants for current and anticipated vacancies.
- The Executive Office of the Governor continues working to consistently maintain parity with the labor market and attributes successes to the support of top management and commitment of agency unit directors and supervisors.
- The Department of Health (DOH) partnered with the Department of Education's Division of Vocational Rehabilitation and the Arc of Florida to increase employment among individuals who have a disability. In addition, DOH encouraged hiring managers to use publications targeted to women and minorities to advertise departmental vacancies. Lastly, one of the department's strategic goals was to recruit and retain a diverse workforce of healthcare professionals.
- The Department of Juvenile Justice (DJJ) developed Hiring, Retaining, and Including Individuals with Disabilities (IWD) training modules in the department's Learning Management System (LMS) and ensured all managers, supervisors, and HR liaisons completed the training. DJJ updated the department's training procedures to include the IWD training requirement for all managers and supervisors within 30 days of employment. They reviewed personnel processes (classification and recruitment activities) to ensure the qualifications were job-related and consistent with business necessity and the safe performance of the job, to the extent that allows qualified individuals who have a disability to be eligible for consideration. DJJ partnered with the Department of Education's Division of Vocational Rehabilitation to actively recruit IWD and participate in their On-the-Job training program.

- The Department of Management Services (DMS) made significant progress toward increasing employment among women, minorities, and individuals who have a disability (IWD) during the 2017-18 fiscal year. The selection and recruitment efforts geared toward these goals included the following activities: establishing an internal network of recruiters to ensure a collaborative effort among senior leadership, the Office of Human Resources, and hiring managers to assist with recruitment and retention; partnering with local advocacy groups on outreach and recruitment efforts; enhancing internal education and policy communications; and implementing retention and succession planning strategies.

Status of Affirmative Action Plans As of June 30, 2018

As part of the reporting requirements specified in section 110.112(2)(e), Florida Statutes, the table below provides a snapshot of those agencies that developed and implemented affirmative action plans.

Agency	Developed and implemented an AA Plan that outlined goals for women, minorities, and individuals who have a disability for Fiscal Year 2017-18.	
	Yes	No
Agency for Health Care Administration		x
Agency for Persons with Disabilities		x
Agency for State Technology	x	
Agriculture and Consumer Services	x	
Business and Professional Regulation	x	
Children and Families	x	
Citrus	x	
Commission on Offender Review	x	
Corrections	x	
Division of Administrative Hearings		x
Division of Emergency Management	x	
Economic Opportunity	x	
Education ¹	-	-
Elder Affairs	x	
Environmental Protection		x
Financial Services		x
Fish and Wildlife Conservation Commission	x	
Health	x	
Highway Safety and Motor Vehicles	x	
Juvenile Justice	x	
Law Enforcement	x	
Legal Affairs	x	
Management Services	x	
Military Affairs	x	
Office of the Governor	x	
Public Service Commission ²	-	-
Revenue	x	
School for the Deaf and the Blind	x	
State	x	
Transportation	x	
Veterans' Affairs	x	

¹ Agency did not submit a response to the Affirmative Action Questionnaire.

² The Public Service Commission is a part of the Legislative branch and is excluded from the reporting requirements in section 110.112, Florida Statutes.

Employees by Job Category As of June 30, 2018

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 employees by job category within each agency as of June 30, 2018.

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service Workers	Para Professionals	Administrative Support	Skilled Craft Workers	Service Maintenance	Total
Agency for Health Care Administration	2.5%	81.1%	5.5%	0.1%	3.2%	7.6%	-	-	1,388
Agency for Persons with Disabilities	1.3%	50.2%	2.5%	2.5%	30.8%	3.0%	4.2%	5.4%	2,467
Agency for State Technology	7.8%	45.8%	44.3%	-	-	1.0%	1.0%	-	192
Agriculture and Consumer Services	3.3%	58.7%	8.1%	21.8%	0.1%	3.0%	2.8%	2.1%	3,416
Business and Professional Regulation	4.7%	85.8%	2.3%	4.4%	2.2%	0.5%	-	-	1,512
Children and Families	1.5%	72.8%	2.3%	1.8%	17.3%	2.6%	0.4%	1.4%	11,531
Citrus	39.3%	42.9%	10.7%	-	-	-	-	7.1%	28
Commission on Offender Review	13.6%	73.7%	-	-	-	12.7%	-	-	118
Corrections	1.3%	21.5%	1.3%	69.9%	0.3%	3.3%	1.4%	0.9%	22,072
Division of Administrative Hearings	2.0%	77.1%	2.0%	-	-	19.0%	-	-	205
Division of Emergency Management ¹	22.2%	75.6%	2.2%	-	-	-	-	-	45
Economic Opportunity	3.0%	93.1%	3.2%	-	0.1%	0.2%	0.3%	-	1,363
Education	11.7%	65.7%	6.1%	-	9.4%	6.7%	-	0.4%	2,094
Elder Affairs	5.5%	82.5%	3.5%	-	-	8.5%	-	-	399
Environmental Protection	7.4%	72.2%	3.0%	-	0.1%	1.5%	0.9%	14.8%	2,759
Financial Services	7.0%	77.2%	4.1%	7.8%	0.2%	3.4%	0.2%	-	2,305
Fish and Wildlife Conservation Commission	4.0%	53.0%	4.1%	34.2%	0.1%	3.3%	1.4%	-	2,060
Health	2.0%	71.2%	6.5%	-	9.4%	9.9%	0.5%	0.6%	11,768
Highway Safety and Motor Vehicles	2.8%	32.9%	3.4%	46.1%	0.7%	13.2%	0.5%	0.4%	4,039
Juvenile Justice	2.9%	54.3%	1.3%	-	34.4%	4.0%	0.7%	2.3%	2,984
Law Enforcement	4.9%	62.4%	7.9%	24.0%	-	0.9%	-	-	1,731
Legal Affairs	8.1%	65.1%	1.2%	4.7%	4.4%	16.2%	0.2%	0.1%	1,158
Management Services	7.5%	67.1%	3.4%	-	0.4%	4.2%	9.7%	7.6%	785
Military Affairs ¹	2.8%	41.7%	8.3%	5.3%	4.8%	12.6%	14.6%	9.8%	396
Office of the Governor ¹	77.5%	22.5%	-	-	-	-	-	-	71
Public Service Commission	12.6%	79.3%	3.7%	-	-	4.5%	-	-	246
Revenue	2.8%	86.4%	3.6%	-	2.4%	4.9%	-	-	4,594
School for the Deaf and the Blind ¹	-	25.7%	5.4%	3.2%	43.2%	1.5%	5.9%	15.1%	405
State	8.6%	79.3%	7.6%	-	0.5%	2.9%	1.0%	-	382
Transportation	3.2%	72.1%	8.3%	-	0.9%	3.2%	6.9%	5.3%	5,662
Veterans' Affairs	2.4%	27.3%	14.6%	-	41.6%	4.3%	1.3%	8.5%	1,061
Total Employees	2,674	49,830	3,549	19,765	6,135	4,312	1,289	1,682	89,236
Percent of Total Employees	3.0%	55.8%	4.0%	22.1%	6.9%	4.8%	1.4%	1.9%	100%

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only 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, 2018

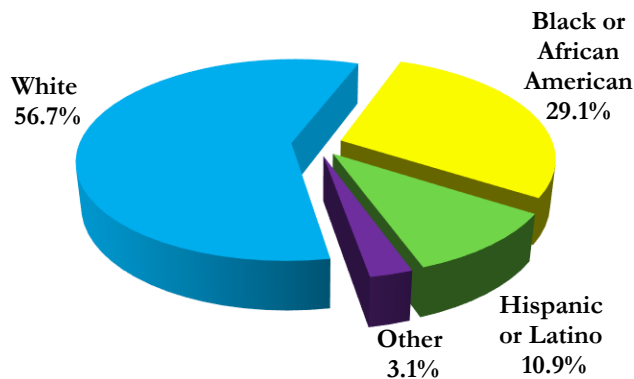
Since 2014, minority representation in the Career Service and Selected Exempt Service increased by 3.3 and 2 percentage points, respectively. Also, minority representation in the Senior Management Service decreased by 1.7 percentage points. Since 2017, minority representation increased in the Career Service by 0.9 percentage points, the Selected Exempt Service by 0.3 percentage points, and in the Senior Management Service decreased by 0.9 percentage points.

FIVE-YEAR TREND: MINORITY REPRESENTATION

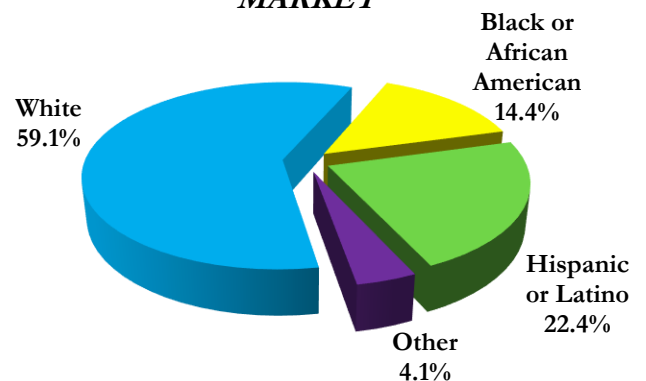
Pay Plan	2014		2015		2016		2017		2018	
	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total
Career Service	30,824	73,230	31,605	74,007	31,704	72,752	32,256	72,565	33,088	72,850
Percent of Total	42.1%		42.7%		43.6%		44.5%		45.4%	
Selected Exempt Service	5,107	15,920	5,139	15,770	5,198	15,676	5,342	15,821	5,398	15,811
Percent of Total	32.1%		32.6%		33.2%		33.8%		34.1%	
Senior Management Service	80	536	78	551	79	563	80	567	76	575
Percent of Total	14.9%		14.2%		14.0%		14.1%		13.2%	
State Personnel System	36,011	89,686	36,822	90,328	36,981	88,991	37,678	88,953	38,562	89,236
Percent of Total	40.2%		40.8%		41.6%		42.4%		43.2%	

For minorities, the SPS exceeded the Available Labor Market¹ representation in the Black or African-American category by 14.7 percentage points. In the Other² category, the SPS was below the Available Labor Market by 1 percentage point while Hispanic or Latino representation was 11.5 percentage points below the Available Labor Market.

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 (five-year American Community Survey data) that was produced by the United States 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.

³ The overall SPS percentage is less than 100 percent as a result of some employees' races/ethnicities being unknown.

Gender Representation by Pay Plan As of June 30, 2018

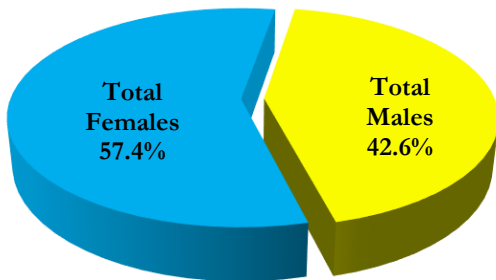
Since 2014, female representation in the Career Service, Selected Exempt Service, and Senior Management Service increased by 0.8, 1.1, and 3.4 percentage points, respectively. Since 2017, female representation in the Career Service and Selected Exempt Service both increased by 0.2 percentage points. Female representation in the Senior Management Service decreased by 0.3 percentage points.

FIVE-YEAR TREND: GENDER REPRESENTATION

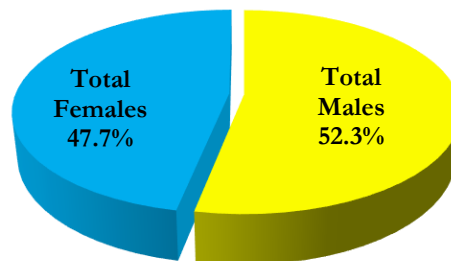
Pay Plan	2014		2015		2016		2017		2018	
	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total
Career Service	41,190	73,230	41,447	74,007	41,015	72,752	41,234	72,565	41,557	72,850
Percent of Total	56.2%		56.0%		56.4%		56.8%		57.0%	
Selected Exempt Service	9,299	15,920	9,247	15,770	9,187	15,676	9,376	15,821	9,404	15,811
Percent of Total	58.4%		58.6%		58.6%		59.3%		59.5%	
Senior Management Service	214	536	233	551	246	563	247	567	249	575
Percent of Total	39.9%		42.3%		43.7%		43.6%		43.3%	
State Personnel System	50,703	89,686	50,927	90,328	50,448	88,991	50,857	88,953	51,210	89,236
Percent of Total	56.5%		56.4%		56.7%		57.2%		57.4%	

Female representation in the SPS exceeded Florida's Available Labor Market¹ by 9.7 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 (five-year American Community Survey data) that was produced by the United States Census Bureau.

Race and Gender Demographics: By Agency As of June 30, 2018

As part of the reporting requirements specified in section 110.112(2)(e), Florida Statutes, the table below provides a snapshot of employees' 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	17.2%	39.6%	4.9%	23.6%	3.3%	8.2%	1.2%	2.0%	1,388
Agency for Persons with Disabilities	12.4%	22.3%	17.7%	39.2%	0.9%	3.1%	0.9%	3.5%	2,467
Agency for State Technology	50.5%	25.0%	8.3%	7.3%	2.1%	1.0%	3.1%	2.6%	192
Agriculture and Consumer Services	52.8%	24.1%	4.4%	7.7%	3.9%	3.1%	2.1%	1.9%	3,416
Business and Professional Regulation	24.3%	27.2%	8.7%	22.0%	6.1%	8.3%	1.8%	1.6%	1,512
Children and Families	10.3%	27.8%	9.0%	35.6%	3.0%	11.5%	0.9%	1.8%	11,531
Citrus	21.4%	71.4%	-	3.6%	-	3.6%	-	-	28
Commission on Offender Review	22.9%	42.4%	3.4%	24.6%	1.7%	4.2%	-	0.8%	118
Corrections	40.5%	20.8%	11.9%	17.8%	4.8%	2.5%	1.0%	0.8%	22,072
Division of Administrative Hearings	22.0%	42.0%	2.0%	18.0%	1.5%	10.7%	0.5%	3.4%	205
Division of Emergency Management ²	42.2%	37.8%	-	11.1%	4.4%	2.2%	-	2.2%	45
Economic Opportunity	20.1%	22.0%	11.7%	27.9%	5.5%	9.4%	1.4%	2.0%	1,363
Education	18.5%	39.4%	5.7%	21.2%	2.5%	9.6%	1.1%	2.1%	2,094
Elder Affairs	10.0%	43.1%	1.5%	23.3%	3.5%	15.0%	0.5%	3.0%	399
Environmental Protection	45.4%	37.5%	3.0%	4.9%	2.6%	2.5%	2.1%	2.0%	2,759
Financial Services	29.5%	32.0%	7.0%	17.3%	5.3%	5.2%	1.4%	2.3%	2,305
Fish and Wildlife Conservation Commission	60.0%	26.7%	1.7%	2.7%	4.3%	1.7%	1.6%	1.3%	2,060
Health	11.8%	38.2%	4.0%	23.2%	3.2%	15.7%	1.1%	2.9%	11,768
Highway Safety and Motor Vehicles	34.1%	18.2%	9.6%	15.4%	12.6%	7.1%	1.5%	1.5%	4,039
Juvenile Justice	13.0%	20.4%	22.7%	34.0%	3.7%	4.2%	0.8%	1.2%	2,984
Law Enforcement	39.5%	38.8%	3.8%	8.3%	3.0%	3.3%	1.6%	1.7%	1,731
Legal Affairs	25.2%	43.0%	2.8%	14.9%	4.1%	7.3%	1.4%	1.4%	1,158
Management Services	34.5%	31.2%	11.8%	14.4%	2.7%	2.3%	1.5%	1.5%	785
Military Affairs ²	47.0%	30.3%	11.6%	4.8%	3.3%	1.8%	1.0%	0.3%	396
Office of the Governor ²	40.8%	45.1%	1.4%	2.8%	1.4%	5.6%	2.8%	-	71
Public Service Commission	32.1%	29.3%	8.9%	10.2%	5.3%	6.9%	2.8%	4.5%	246
Revenue	20.2%	38.3%	6.4%	24.5%	1.9%	4.2%	1.6%	2.9%	4,594
School for the Deaf and the Blind ²	24.7%	40.7%	4.4%	20.7%	2.0%	3.5%	1.0%	3.0%	405
State	30.9%	43.2%	5.0%	14.1%	1.3%	2.1%	1.0%	2.4%	382
Transportation	42.7%	24.3%	8.7%	6.1%	7.4%	5.4%	3.2%	2.1%	5,662
Veterans' Affairs	13.9%	37.7%	5.8%	31.0%	1.3%	4.6%	1.4%	4.2%	1,061
Total Employees	25,321	25,314	7,716	18,284	3,797	5,962	1,192	1,650	89,236
Percent of Total Employees	28.4%	28.4%	8.6%	20.5%	4.3%	6.7%	1.3%	1.8%	100%

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

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Race and Gender Demographics: Career Service As of June 30, 2018

As part of the reporting requirements specified in section 110.112(2)(e), 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	14.8%	38.6%	5.0%	26.4%	3.4%	8.6%	1.3%	2.0%	1,023
Agency for Persons with Disabilities	10.8%	20.6%	18.7%	40.8%	1.0%	3.0%	0.8%	4.2%	1,910
Agency for State Technology Agriculture and Consumer Services	51.1%	20.7%	10.4%	8.1%	2.2%	0.7%	4.4%	2.2%	135
Business and Professional Regulation	54.1%	22.0%	4.7%	7.9%	4.2%	2.8%	2.2%	2.1%	2,672
Children and Families	21.5%	25.6%	9.3%	24.1%	6.2%	9.9%	1.9%	1.4%	1,108
Citrus	9.2%	26.3%	8.9%	37.3%	3.1%	12.5%	0.8%	1.9%	9,262
Commission on Offender Review	33.3%	55.6%	-	-	-	11.1%	-	-	9
Corrections	18.8%	41.2%	4.7%	27.1%	1.2%	5.9%	-	1.2%	85
Division of Administrative Hearings	40.7%	19.9%	12.2%	18.0%	4.9%	2.5%	1.0%	0.8%	20,833
Division of Emergency Management ²	23.4%	39.6%	2.7%	21.6%	0.9%	9.9%	-	1.8%	111
Economic Opportunity	-	-	-	-	-	-	-	-	-
Education	19.0%	17.3%	13.2%	29.8%	6.4%	10.5%	1.6%	2.2%	1,042
Elder Affairs	14.2%	36.9%	5.7%	25.4%	2.9%	11.7%	0.9%	2.3%	1,392
Environmental Protection	6.9%	39.5%	1.7%	26.5%	4.8%	16.5%	0.7%	3.4%	291
Financial Services	43.7%	37.8%	3.4%	5.0%	2.6%	2.9%	2.3%	2.3%	2,134
Fish and Wildlife Conservation Commission	28.4%	27.9%	7.4%	19.7%	6.3%	6.0%	1.6%	2.6%	1,657
Health	62.1%	24.0%	1.9%	2.5%	4.7%	1.8%	1.6%	1.4%	1,705
Highway Safety and Motor Vehicles	9.8%	37.2%	3.9%	24.7%	3.0%	17.2%	1.1%	3.0%	9,545
Juvenile Justice	34.2%	16.1%	10.0%	15.5%	13.8%	7.3%	1.6%	1.4%	3,523
Law Enforcement	11.9%	19.3%	23.3%	35.2%	3.8%	4.5%	1.0%	1.1%	2,318
Legal Affairs	39.9%	37.4%	3.8%	8.7%	3.2%	3.5%	1.7%	1.7%	1,513
Management Services	17.3%	39.9%	4.3%	22.1%	5.9%	8.0%	0.9%	1.6%	561
Military Affairs ²	32.6%	26.0%	16.6%	15.4%	3.5%	3.1%	1.5%	1.2%	481
Office of the Governor ²	49.7%	29.0%	11.3%	5.0%	2.7%	1.0%	1.0%	0.3%	300
Public Service Commission	-	-	-	-	-	-	-	-	-
Revenue	30.1%	21.8%	12.0%	9.8%	6.8%	9.8%	4.5%	5.3%	133
School for the Deaf and the Blind ²	19.0%	37.3%	6.5%	26.2%	1.8%	4.2%	1.7%	3.2%	3,843
State	25.9%	36.3%	5.2%	22.5%	2.0%	3.7%	1.2%	3.2%	347
Transportation	31.7%	40.5%	6.2%	14.3%	1.2%	1.5%	1.5%	3.1%	259
Veterans' Affairs	41.3%	24.3%	10.1%	5.9%	7.8%	5.4%	2.9%	2.2%	3,725
Total Employees	11.5%	36.7%	5.9%	33.8%	1.4%	5.0%	1.3%	4.5%	933
Percent of Total Employees	20,388	19,337	6,673	15,746	3,268	5,100	964	1,374	72,850
	28.0%	26.5%	9.2%	21.6%	4.5%	7.0%	1.3%	1.9%	100%

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

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Race and Gender Demographics: Selected Exempt Service As of June 30, 2018

As part of the reporting requirements specified in section 110.112(2)(e), 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	23.5%	42.3%	4.8%	16.2%	3.1%	7.3%	0.6%	2.2%	357
Agency for Persons with Disabilities	17.7%	27.7%	14.4%	34.1%	0.4%	3.5%	1.3%	1.1%	549
Agency for State Technology	48.0%	36.0%	2.0%	6.0%	2.0%	2.0%	-	4.0%	50
Agriculture and Consumer Services	47.9%	31.3%	3.4%	7.3%	2.7%	4.2%	2.1%	1.3%	716
Business and Professional Regulation	30.4%	33.0%	7.0%	16.1%	6.0%	4.2%	1.3%	2.1%	385
Children and Families	14.6%	33.8%	9.5%	28.6%	3.0%	7.5%	1.2%	1.8%	2,238
Citrus	17.6%	76.5%	-	5.9%	-	-	-	-	17
Commission on Offender Review	34.5%	41.4%	-	20.7%	3.4%	-	-	-	29
Corrections	36.1%	36.2%	5.4%	14.8%	2.6%	3.4%	0.8%	0.7%	1,213
Division of Administrative Hearings	19.6%	44.6%	1.1%	14.1%	2.2%	12.0%	1.1%	5.4%	92
Division of Emergency Management ²	39.0%	41.5%	-	12.2%	2.4%	2.4%	-	2.4%	41
Economic Opportunity	22.3%	37.4%	7.1%	22.6%	2.6%	6.1%	0.6%	1.3%	310
Education	26.7%	44.3%	5.3%	13.5%	1.4%	5.6%	1.4%	2.0%	666
Elder Affairs	16.7%	52.9%	1.0%	15.7%	-	11.8%	-	2.0%	102
Environmental Protection	50.3%	37.0%	1.5%	4.9%	2.7%	1.4%	1.0%	1.2%	592
Financial Services	30.8%	42.8%	6.3%	11.5%	2.8%	3.3%	0.8%	1.6%	607
Fish and Wildlife Conservation Commission	49.1%	40.6%	0.9%	3.9%	2.1%	1.5%	1.2%	0.6%	330
Health	19.9%	42.6%	4.9%	16.7%	3.7%	8.9%	1.0%	2.3%	2,162
Highway Safety and Motor Vehicles	33.4%	31.8%	6.8%	15.3%	4.0%	5.8%	0.8%	2.2%	503
Juvenile Justice	16.2%	23.8%	21.2%	30.5%	3.4%	3.3%	0.3%	1.2%	642
Law Enforcement	33.7%	51.3%	3.5%	6.0%	1.0%	2.0%	0.5%	2.0%	199
Legal Affairs	32.6%	46.0%	1.2%	8.1%	2.6%	6.6%	1.7%	1.2%	580
Management Services	37.9%	38.2%	4.6%	13.3%	1.4%	1.1%	1.8%	1.8%	285
Military Affairs ²	37.8%	34.4%	13.3%	4.4%	5.6%	4.4%	-	-	90
Office of the Governor ²	34.9%	46.5%	2.3%	4.7%	-	7.0%	4.7%	-	43
Public Service Commission	30.4%	41.2%	5.9%	10.8%	2.9%	3.9%	1.0%	3.9%	102
Revenue	25.9%	43.2%	6.4%	15.7%	2.4%	3.9%	0.8%	1.6%	740
School for the Deaf and the Blind ²	17.2%	67.2%	-	10.3%	1.7%	1.7%	-	1.7%	58
State	28.4%	48.6%	2.8%	15.6%	1.8%	1.8%	-	0.9%	109
Transportation	44.8%	24.5%	6.0%	6.5%	6.7%	5.5%	3.8%	2.1%	1,886
Veterans' Affairs	29.7%	46.6%	5.1%	11.9%	0.8%	0.8%	2.5%	2.5%	118
Total Employees	4,647	5,764	1,025	2,519	515	850	220	271	15,811
Percent of Total Employees	29.4%	36.5%	6.5%	15.9%	3.3%	5.4%	1.4%	1.7%	100%

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

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Race and Gender Demographics: Senior Management Service As of June 30, 2018

As part of the reporting requirements specified in section 110.112(2)(e), 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%	37.5%	-	-	-	-	12.5%	-	8
Agency for Persons with Disabilities	37.5%	62.5%	-	-	-	-	-	-	8
Agency for State Technology	57.1%	28.6%	14.3%	-	-	-	-	-	7
Agriculture and Consumer Services	57.1%	35.7%	-	3.6%	3.6%	-	-	-	28
Business and Professional Regulation	63.2%	5.3%	10.5%	15.8%	-	-	5.3%	-	19
Children and Families	41.9%	45.2%	-	6.5%	3.2%	3.2%	-	-	31
Citrus	-	100%	-	-	-	-	-	-	2
Commission on Offender Review	25.0%	75.0%	-	-	-	-	-	-	4
Corrections	61.5%	30.8%	-	3.8%	3.8%	-	-	-	26
Division of Administrative Hearings	50.0%	50.0%	-	-	-	-	-	-	2
Division of Emergency Management ²	75.0%	-	-	-	25.0%	-	-	-	4
Economic Opportunity	63.6%	36.4%	-	-	-	-	-	-	11
Education	30.6%	47.2%	13.9%	-	5.6%	2.8%	-	-	36
Elder Affairs	50.0%	50.0%	-	-	-	-	-	-	6
Environmental Protection	63.6%	30.3%	3.0%	-	-	-	3.0%	-	33
Financial Services	53.7%	34.1%	2.4%	4.9%	2.4%	-	-	2.4%	41
Fish and Wildlife Conservation Commission	68.0%	28.0%	-	-	4.0%	-	-	-	25
Health	36.1%	47.5%	-	4.9%	3.3%	4.9%	-	3.3%	61
Highway Safety and Motor Vehicles	30.8%	69.2%	-	-	-	-	-	-	13
Juvenile Justice	33.3%	37.5%	8.3%	16.7%	-	-	-	4.2%	24
Law Enforcement	68.4%	21.1%	5.3%	-	5.3%	-	-	-	19
Legal Affairs	35.3%	41.2%	5.9%	5.9%	-	5.9%	5.9%	-	17
Management Services	31.6%	57.9%	-	5.3%	-	-	-	5.3%	19
Military Affairs ²	50.0%	33.3%	-	-	-	-	16.7%	-	6
Office of the Governor ²	50.0%	42.9%	-	-	3.6%	3.6%	-	-	28
Public Service Commission	72.7%	9.1%	-	9.1%	9.1%	-	-	-	11
Revenue	36.4%	54.5%	-	-	-	-	9.1%	-	11
School for the Deaf and the Blind ²	-	-	-	-	-	-	-	-	-
State	35.7%	50.0%	-	-	-	14.3%	-	-	14
Transportation	66.7%	17.6%	5.9%	-	2.0%	3.9%	3.9%	-	51
Veterans' Affairs	50.0%	30.0%	10.0%	-	-	10.0%	-	-	10
Total Employees	286	213	18	19	14	12	8	5	575
Percent of Total Employees	49.7%	37.0%	3.1%	3.3%	2.4%	2.1%	1.4%	0.9%	100%

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

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Employees Who Have a Disability by Job Category As of June 30, 2018

Employee count is the total number of actual employees within an agency, excluding Other Personal Services employees, that self-identified as having a disability. The table below represents a snapshot of the number of employees by job category within each agency as of June 30, 2018.

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service Workers	Para Professionals	Administrative Support	Skilled Craft Workers	Service Maintenance	Total
Agency for Health Care Administration	-	9	-	-	-	2	-	-	11
Agency for Persons with Disabilities	-	2	-	-	1	1	-	-	4
Agency for State Technology	1	-	1	-	-	-	-	-	2
Agriculture and Consumer Services	-	17	4	3	-	1	2	1	28
Business and Professional Regulation	-	16	1	-	-	-	-	-	17
Children and Families	-	49	1	-	6	2	-	-	58
Citrus	-	-	-	-	-	-	-	-	-
Commission on Offender Review	-	-	-	-	-	-	-	-	-
Corrections	-	13	3	26	1	2	1	-	46
Division of Administrative Hearings	-	1	-	-	-	-	-	-	1
Division of Emergency Management ¹	-	-	-	-	-	-	-	-	-
Economic Opportunity	-	24	-	-	-	-	-	-	24
Education	-	5	-	-	2	-	-	-	7
Elder Affairs	-	2	-	-	-	-	-	-	2
Environmental Protection	2	20	1	-	-	1	-	6	30
Financial Services	-	3	-	-	-	-	-	-	3
Fish and Wildlife Conservation Commission	1	8	-	8	-	2	1	-	20
Health	-	22	5	-	-	1	-	-	28
Highway Safety and Motor Vehicles	-	8	-	8	1	1	-	-	18
Juvenile Justice	-	18	-	-	5	2	-	-	25
Law Enforcement	-	2	1	-	-	-	-	-	3
Legal Affairs	-	1	-	-	-	-	-	-	1
Management Services	-	7	-	-	1	-	-	-	8
Military Affairs ¹	-	1	-	-	1	2	-	1	5
Office of the Governor ¹	-	-	-	-	-	-	-	-	-
Public Service Commission	-	2	2	-	-	-	-	-	4
Revenue	-	75	4	-	2	4	-	-	85
School for the Deaf and the Blind ¹	-	2	1	-	7	1	1	1	13
State	-	2	1	-	-	1	-	-	4
Transportation	-	30	6	-	-	-	1	2	39
Veterans' Affairs	1	6	2	-	-	3	-	-	12
Total Employees	5	345	33	45	27	26	6	11	498
Percent of Total Employees	1.0%	69.3%	6.6 %	9.0%	5.4%	5.2%	1.2%	2.2%	100%

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only 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.

Employees Who Have a Disability by Agency and Pay Plan As of June 30, 2018

Employee count is the total number of actual employees within an agency, excluding Other Personal Services employees, that self-identified as having a disability. The table below represents a snapshot of the number of employees by pay plan within each agency as of June 30, 2018.

Agency	Employees by Pay Plan						Total
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
Agency for Health Care Administration	9	81.8%	2	18.2%	-	-	11
Agency for Persons with Disabilities	4	100%	-	-	-	-	4
Agency for State Technology	1	50.0%	-	-	1	50.0%	2
Agriculture and Consumer Services	23	82.1%	5	17.9%	-	-	28
Business and Professional Regulation	14	82.4%	3	17.6%	-	-	17
Children and Families	47	81.0%	11	19.0%	-	-	58
Citrus	-	-	-	-	-	-	-
Commission on Offender Review	-	-	-	-	-	-	-
Corrections	46	100%	-	-	-	-	46
Division of Administrative Hearings	-	-	1	100%	-	-	1
Division of Emergency Management ¹	-	-	-	-	-	-	-
Economic Opportunity	17	70.8%	7	29.2%	-	-	24
Education	6	85.7%	1	14.3%	-	-	7
Elder Affairs	2	100%	-	-	-	-	2
Environmental Protection	24	80.0%	5	16.7%	1	3.3%	30
Financial Services	3	100%	-	-	-	-	3
Fish and Wildlife Conservation Commission	17	85.0%	3	15.0%	-	-	20
Health	26	92.9%	2	7.1%	-	-	28
Highway Safety and Motor Vehicles	17	94.4%	1	5.6%	-	-	18
Juvenile Justice	20	80.0%	5	20.0%	-	-	25
Law Enforcement	3	100%	-	-	-	-	3
Legal Affairs	1	100%	-	-	-	-	1
Management Services	7	87.5%	1	12.5%	-	-	8
Military Affairs ¹	5	100%	-	-	-	-	5
Office of the Governor ¹	-	-	-	-	-	-	-
Public Service Commission	3	75.0%	1	25.0%	-	-	4
Revenue	77	90.6%	8	9.4%	-	-	85
School for the Deaf and the Blind ¹	13	100%	-	-	-	-	13
State	4	100%	-	-	-	-	4
Transportation	23	59.0%	16	41.0%	-	-	39
Veterans' Affairs	8	66.7%	4	33.3%	-	-	12
Total Employees	420	84.3%	76	15.3%	2	0.4%	498

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only 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.

Veterans' Recruitment Plan

As of June 30, 2018

The State of Florida, in accordance with Chapter 295, Florida Statutes, provides preference in the hiring and selection process to all eligible veterans claiming preference, which applies only to Career Service positions. Section 295.07(5)(a), Florida Statutes, requires each state agency to develop and implement a written veterans' recruitment plan that establishes annual goals for ensuring the full use of veterans in the agency's workforce. In accordance with section 295.07(5)(b), Florida Statutes, the Department of Management Services collects and reports the number of persons who claim veterans' preference; the number of persons who are hired through veterans' preference, and the number of persons who are hired as a result of the veterans' recruitment plan.

Agency	Number of Persons Claiming Veterans' Preference ¹	Number of Persons Hired and Claiming Veterans' Preference ¹	Number of Persons Hired as a Result of the Agency Veterans' Recruitment Plan ²
Agency for Health Care Administration	533	21	21
Agency for Persons with Disabilities	1,002	7	-
Agency for State Technology	85	5	5
Agriculture and Consumer Services	1,203	59	26
Business and Professional Regulation	776	15	1
Children and Families	4,095	114	114
Citrus	7	-	-
Commission on Offender Review	161	3	-
Corrections	5,130	524	524
Division of Administrative Hearings	75	3	-
Division of Emergency Management ³	-	-	-
Economic Opportunity	1,160	47	47
Education	1,516	19	-
Elder Affairs	360	1	1
Environmental Protection	1,218	20	20
Financial Services	608	23	3
Fish and Wildlife Conservation Commission	966	16	5
Health	3,742	79	79
Highway Safety and Motor Vehicles	2,502	66	28
Juvenile Justice	2,720	65	22
Law Enforcement	994	11	-
Legal Affairs	613	13	13
Management Services	271	19	19
Military Affairs ³	478	44	27
Office of the Governor ³	-	-	-
Public Service Commission	74	1	1
Revenue	1,528	68	68
School for the Deaf and the Blind ³	155	2	2
State	110	2	2
Transportation	3,109	102	102
Veterans' Affairs	726	38	38
Total	35,917	1,387	1,168

¹ Data provided by People First data warehouse and validated by the agencies.

² Data provided by the agencies.

³ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only 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.



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 or participating in Guardian ad Litem, Big Brother/Big Sister, Senior Corps, 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 2017-18, employees at the departments of Revenue, Transportation, Corrections, and Health reported the highest number of volunteer hours.
- The agencies with the highest percentage of employees reporting volunteer hours were the Department of Revenue (16.4 percent), the Office of the Governor (11.3 percent), the Division of Emergency Management (11.1 percent), the Department of Elder Affairs (7.5 percent), the Department of Military Affairs (7.1 percent), and the Department of Transportation (5.3 percent).
- As of June 30, 2018, employees provided 16,394.75 hours of paid volunteer time and another 18,237.25 hours of unpaid volunteer time for community service activities.
- The dollar equivalent of the 16,394.75 administrative leave hours contributed by employees to the community in fiscal year 2017-18 was \$325,927.63¹.

¹ This amount was based on the average hourly rate of \$19.88 for employees in the SPS (\$41,348/2,080 hours) as depicted in the Workforce Profile on page 18.

Volunteer Hours by Agency As of June 30, 2018

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 their timesheet to capture their personal time (unpaid hours) spent on community service activities; however, this is not a requirement. Therefore, the hours below 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	347.00	1.50	348.50	2.3%
Agency for Persons with Disabilities	247.25	5.00	252.25	1.8%
Agency for State Technology	5.00	24.00	29.00	1.6%
Agriculture and Consumer Services	495.75	313.00	808.75	2.0%
Business and Professional Regulation	279.00	337.00	616.00	3.0%
Children and Families	418.75	93.00	511.75	1.0%
Citrus ¹	-	-	-	-
Commission on Offender Review	33.00	-	33.00	2.5%
Corrections	1,486.75	1,459.50	2,946.25	1.4%
Division of Administrative Hearings	25.00	-	25.00	3.4%
Division of Emergency Management ²	30.00	-	30.00	11.1%
Economic Opportunity	150.75	-	150.75	1.6%
Education	738.00	20.50	758.50	3.6%
Elder Affairs	128.75	-	128.75	7.5%
Environmental Protection	187.00	361.00	548.00	1.0%
Financial Services	844.25	44.75	889.00	4.6%
Fish and Wildlife Conservation Commission	270.25	517.25	787.50	3.8%
Health	671.75	1,316.00	1,987.75	1.5%
Highway Safety and Motor Vehicles	292.25	58.50	350.75	1.4%
Juvenile Justice	449.00	796.25	1,245.25	2.9%
Law Enforcement	149.25	3.00	152.25	2.4%
Legal Affairs	268.00	5.00	273.00	4.8%
Management Services	160.25	13.00	173.25	4.2%
Military Affairs ²	178.75	8.00	186.75	7.1%
Office of the Governor ²	63.00	-	63.00	11.3%
Public Service Commission	90.25	590.00	680.25	4.9%
Revenue	6,133.75	10,721.75	16,855.50	16.4%
School for the Deaf and the Blind ²	21.00	82.75	103.75	1.5%
State	17.00	-	17.00	0.8%
Transportation	2,168.50	1,466.00	3,634.50	5.3%
Veterans' Affairs	45.50	0.50	46.00	1.1%
Total Hours	16,394.75	18,237.25	34,632.00	2.8%

¹ No volunteer hours reported.

² These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only part of the overall employees of these entities, the total number of volunteer hours may not be reflected.

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

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