

FY 2019-2020

ANNUAL WORKFORCE REPORT

STATE PERSONNEL SYSTEM



THE FLORIDA DEPARTMENT OF MANAGEMENT SERVICES

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Executive Summary

The Florida Department of Management Services (DMS) prepares the State Personnel System (SPS) Annual Workforce Report, per section 110.201(5), Florida Statutes, to identify data-driven trends for planning and improving the management of SPS human resources. The data represented in this 27th Annual Workforce Report covers the period of July 1, 2019, through June 30, 2020, and is generated from the People First data warehouse, unless otherwise noted. The purpose of this report is to highlight key trends and projections and present the following statutorily required reports:

- Veterans' Recruitment Plan, section 295.07(6)(b), Florida Statutes.
- Equal Employment Opportunity/Affirmative Action Report, sections 110.112(2)(e), 110.112(3)(c)2, and 110.112(3)(d), Florida Statutes.
- Pay Additives Report, section 110.2035(7)(e), Florida Statutes.
- Classification Plans for Senior Management and Select Exempt Services, sections 110.406(1) and 110.606(1), Florida Statutes, respectively.
- Savings Sharing Program Report, section 110.1245(1)(d), Florida Statutes.

Impacts of COVID-19 on State Government

On March 9, 2020, Governor Ron DeSantis issued Executive Order 20-52, declaring a State of Emergency related to COVID-19. Some notable responses to the pandemic pertaining to the workforce were the widespread adoption of remote work and alternative work options, modified policies for service delivery, and temporary adjustments to leave programs. Because these altered practices primarily began in the final quarter of the reporting period, the full extent of COVID-19 impacts on state government operations had not yet occurred and are not included in this report. The Department will continue to monitor impacts for future reporting purposes.

Workforce Design

State of Florida Government

Florida has six primary state government employers and a few other pay plans. Primary employers include the SPS, the State University System, the Justice Administration System, the State Courts System, the Legislature, and the Florida Lottery. The other pay plans include Fixed Salary-Elected or Appointed Officials, Fixed Salary-Senior Management Service Benefits, Fixed Salary-Senior Management Service Leave Benefits, the Governor's Office, Florida School for the Deaf and the Blind, and the Florida National Guard. The SPS is the largest personnel system in Florida state government, comprised of state employees in Career Service, Selected Exempt Service, and Senior Management Service pay plans. The State University System is comprised of 12 separate personnel systems representing one personnel system for each public university.

In fiscal year (FY) 2019-20, Florida government operated with a state workforce that averaged 99 workers per 10,000 in population – more than fifty percent leaner than the national state government average of 208 state workers per 10,000 in population. Florida's population continues to increase, yet the total number of established positions in the SPS decreased over the past five years by 110 positions – from 97,700 in 2016 to 97,590 in 2020. Over the same time frame, the number of employees decreased by 2,070 – from 88,991 to 86,921. To support and leverage the productivity of this smaller labor force, SPS agencies have maximized resources with new technology and automation, allowing for increased efficiencies in operations and processes over the last two decades. Florida has also maintained spending at \$39 per state

resident in payroll expenditures – less than half of the state government national spending average of \$88 in payroll expenditures per state resident.

Full-time employee count is determined by the total number of actual employees within an agency contracted to work 2,080 hours during the fiscal year, excluding Other Personal Services employees. The SPS had a total of 86,558 full-time employees for fiscal year 2019-20. Part-time employee count is determined by the total number of actual employees within an agency contracted to work fewer than 2,080 hours during the fiscal year, excluding Other Personal Services employees. The SPS had a total of 363 part-time employees for fiscal year 2019-20.

SPS Structure

Employees of the SPS fall under three primary employment categories: Career Service, Selected Exempt Service, and Senior Management Service. Of the 97,590 available positions in fiscal year 2019-20, almost ninety percent were filled.

Demographics

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.
- Generation Z, those born in or after 1996.

Employers will need to adjust to the workforce's changing demographics and the projected reduction in the availability of workers.

The State of Florida's age distribution from 2010 projected through 2040 illustrates a 1.3 percentage point decline in the 25-44 age group, from 25.1 percent to 23.8 percent. Age group 45-64 is also expected to decrease by 4.0 percentage points, from 27.0 percent to 23.0 percent. The 65+ age group is expected to increase by 8.1 percentage points, from 17.3 percent to 25.4 percent.¹

The United States labor force age distribution is expected to change similarly to that of the United States population distribution by age. 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. As the Baby Boomer generation continues to reach retirement age, organizations will face two significant challenges: retaining both institutional knowledge and sufficient, high-quality employees. Previous reports suggest that by 2026, Florida (both the public and private sector) will need to add nearly 960,000 new workers to compensate for the retirement of the Baby Boomer generation.

Talent Development, Recruitment, and Retention

Recruiting and retaining employees for a multi-generational workforce may involve adjusting the current workforce culture to prioritize initiatives such as flexible schedules, mobile technology, and collaborative workspaces or remote work over traditional in-office structures. Along with these additions, career development and growth initiatives continue to drive recruitment and retention strategies.

As advancements in technology continue to improve agency operations and processes, talent development becomes essential for sustainable, effective operations. State government employers may need to consider providing additional opportunities for continued training to assist current employees in meeting evolving demands. Adjusting requirements

¹ 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 184, June 2019: <http://edr.state.fl.us/Content/population-demographics/data/index-floridaproducts.cfm>

for post-secondary education fields or certifications may also need to be considered for new hires to fill workforce training gaps.

Recent studies have indicated that public sector job seekers may be motivated by job security, benefits, meaningful work, and community service.¹ Allowing employees to take time to volunteer can be a valuable tool for recruitment and retention. The State of Florida allows employees to use a certain amount of paid administrative leave to volunteer in a community service activity when workload permits.

In most organizations, a certain amount of turnover can be expected. The Career Service turnover rate for fiscal year 2019-20 was 13.8%. Dismissals and failed probationary periods were the top two separation reasons for involuntary Career Service separations at 1,013 and 584, respectively. For the same time period, Other (reasons unknown) led voluntary separation reasons at 8,843, followed by Retirement at 1,561.

Veterans Recruitment Plan

Chapter 295, Florida Statutes, covers the requirements for veterans' preference and recruitment. Eligible veterans who apply for Career Service positions while claiming preference in the State of Florida will receive preference in the hiring and selection process. In addition, section 295.07(6)(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(6)(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 employed as a result of the veterans' recruitment plan.

Equal Employment Opportunity/Affirmative Action Plans

Creating and maintaining a diverse workforce in state government is a key objective for the State of Florida. Per section 110.112(1), Florida Statutes, the SPS will fully utilize the diversity of Florida's human resources and provide equal employment opportunities through Affirmative Action programs. Sections 110.112(2)(a) and (b), Florida Statutes, require each executive agency to develop and implement an Affirmative Action (AA) Plan establishing annual goals for ensuring full utilization of groups underrepresented in its workforce, including women, minorities, and individuals with disabilities, 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.

For fiscal year 2019-20, of the 29 required SPS agencies, all reported that they had either developed and implemented or were in the process of updating an AA Plan that outlined goals for women, minorities, and individuals who have a disability. These plans identified innovative ideas and successful special programs agencies utilize to recruit minorities, women, and individuals with disabilities, including but not limited to job fairs, job shadowing, internships, on-the-job training, mentorships, and situational assessments.

¹ Job One: Reimage Today's State Government Workforce 2019

Workforce Compensation

Salary Trends

The SPS average salary continues to increase over time. For example, over the last five years, the SPS average salary has increased from \$39,657 to \$41,976 or 5.8%.

Pay Additives: Career Service

Section 110.2035(7)(e), Florida Statutes, requires the Department of Management Services to provide an annual summary report of pay additives implemented pursuant to section 110.2035(7). Pay additives are added to and removed from a Career Service employee's base rate of pay depending upon the needs or circumstances for which the additives are given.

Position Classification

As the foundation for many key HR processes, position classification provides the means to evaluate jobs, determine the nature and complexity of the work being performed, and to categorize that work. Positions are organized under a broadband classification and compensation system that groups them into broad job categories called job families. Positions are then further divided into occupational groups and later into occupations with up to six levels of work within each occupation. The accompanying pay plan structure provides for 25 pay bands for all occupational groups.

Sections 110.406(1) and 110.606(1), Florida Statutes, requires the Department of Management Services to compile data regarding the administration of the Senior Management and Selected Exempt Services. The information below and other information throughout this report has been provided by the Department of Management Services to comply with these requirements.

The SPS utilized 23 job families, 38 occupational groups, and 237 occupations.

- Career Service: 187 occupations and 17 pay bands
- Selected Exempt Service: 148 occupations and 22 pay bands
- Senior Management Service: 25 occupations and four pay bands

Employee Benefits

Benefits, 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 contributions 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.

The State of Florida provides an outstanding set of employee benefits. Annual and Sick Leave benefits include nine paid holidays each year, a Personal Holiday (one day of paid leave to be used by June 30th of each year), and State Group Health Insurance coverage, including dental and vision insurance options. For more information on options and coverage, visit the [myBenefits website](#). The state also offers State Group Life insurance (optional additional life insurance) and a contributory retirement plan through the Florida Retirement System. For retirement plan information please visit the [Florida Retirement System](#).

The SPS's generous leave benefits, which support and encourage employee work/life balance, are outlined below:

SPS Benefits Comparison					
Benefit	Pay Plan(s)	Unit	Length of Service		
		Months	Up to 60	61-120	Over 120
Annual Leave	Career Service	Monthly Hours Accrued	8.667	10.833	13
		Biweekly Hours Accrued	4	5	6
	Selected Exempt Service Senior Management Service	Hours Upon Appointment and Anniversary Date	176		
Sick Leave	Career Service	Monthly Hours Accrued	8.667		
		Biweekly Hours Accrued	4		
	Selected Exempt Service Senior Management Service	Hours Upon Appointment and Anniversary Date	104		
Paid Holiday	Career Service Selected Exempt Service Senior Management Service	Days	9+1 Personal		

Total Compensation

Total compensation is defined as the total salary and benefits package provided to recruit and retain a high-performance workforce for the SPS. As noted above, elements of the total compensation package include basic salary, health, life insurance, retirement, Social Security, Medicare, and leave benefits. In addition, employees in the Selected Exempt Service and Senior Management Service receive disability insurance.

As of June 30, 2020, the average total compensation cost for each pay plan was as follows:

- **Career Service: \$68,333.** Includes \$37,668 (55.1 percent) in salary plus \$30,665 (44.9 percent) in benefits. The Career Service benefits package had a value equivalent to 81.4 percent of the average salary.
- **Selected Exempt Service: \$98,661.** Includes \$58,793 (59.6 percent) in salary plus \$39,868 (40.4 percent) in benefits. The Selected Exempt Service benefits package had a value equivalent to 67.8 percent of the average salary.
- **Senior Management Service: \$193,630.** Includes \$116,274 (60.1 percent) in salary plus \$77,356 (40.0 percent) in benefits. The Senior Management Service benefits package had a value equivalent to 66.5 percent of the average salary.

Investing in Mental Health and Well-Being

The State of Florida offers an [Employee Assistance Program](#) (EAP) which provides mental health counseling and information through counselors, training sessions for employees and managers, and other resources. Additionally, the State of Florida's State Group Insurance [health plans](#) provide wellness programs for their members, including a Weight Management Program. For more information on these offerings, visit the [myBenefits website](#).

Savings Sharing Program

The Department of Management Services is required to compile an annual report on each agency's level of participation in the Savings Sharing Program in accordance with subsection 110.1245(1)(d), Florida Statutes. The Savings Sharing Program was implemented in FY 2001-02 in accordance with section 110.1245, Florida Statutes, and Chapter 60L-37, Florida Administrative Code, with the intent 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 grants employees the opportunity to submit a written proposal of 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. The award requires approval by the Legislative Budget Commission. No participation in the program was reported by the agencies for FY 2019-20.

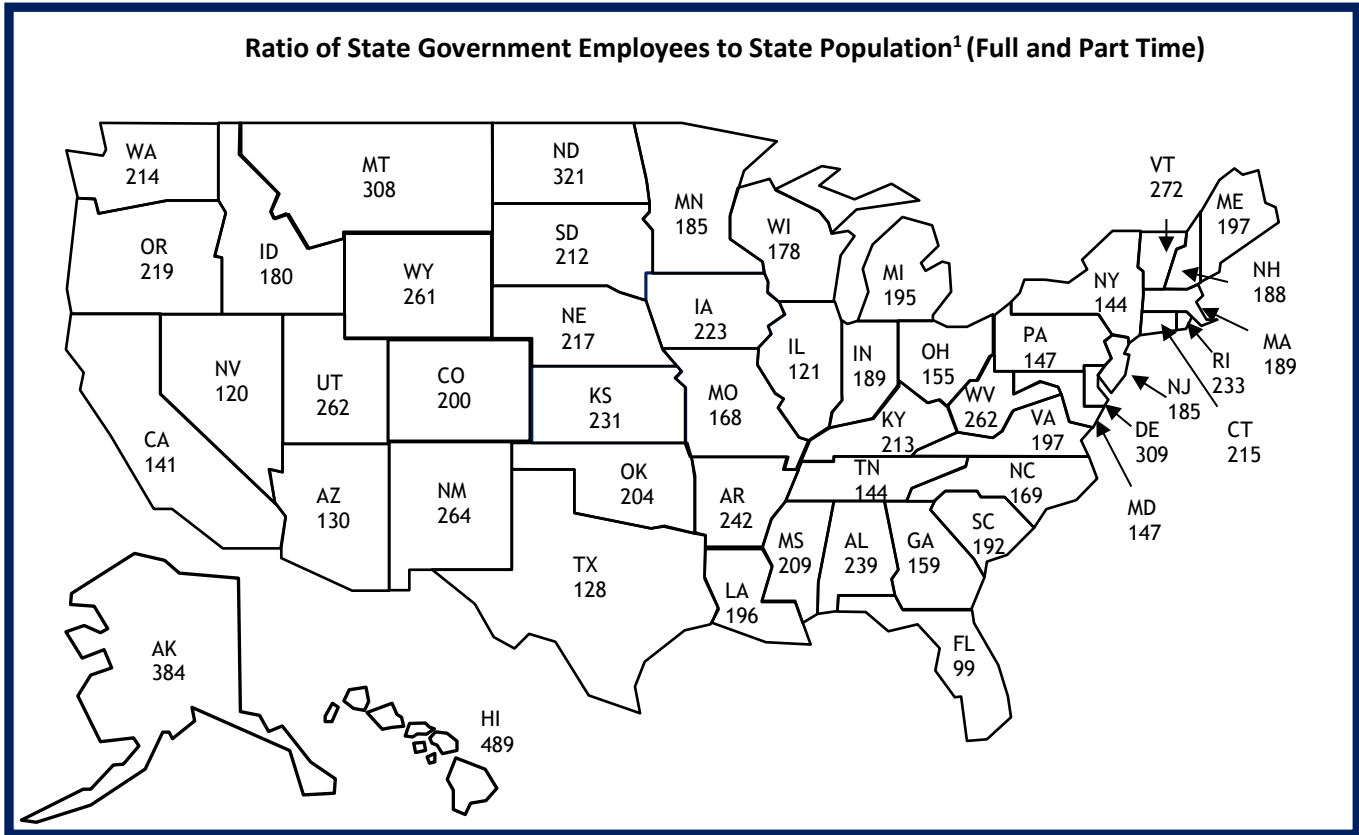
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APPENDIX

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 | 99 |
| 2. Nevada | 120 |
| 3. Illinois | 121 |
| 4. Texas | 128 |
| 5. Arizona | 130 |
| 6. California | 141 |
| 7. New York | 144 |
| 8. Tennessee | 144 |
| 9. Maryland | 147 |
| 10. Pennsylvania | 147 |

2019 National Average 208

**States with the Fastest-Growing
Population Changes**

July 2018–July 2019²

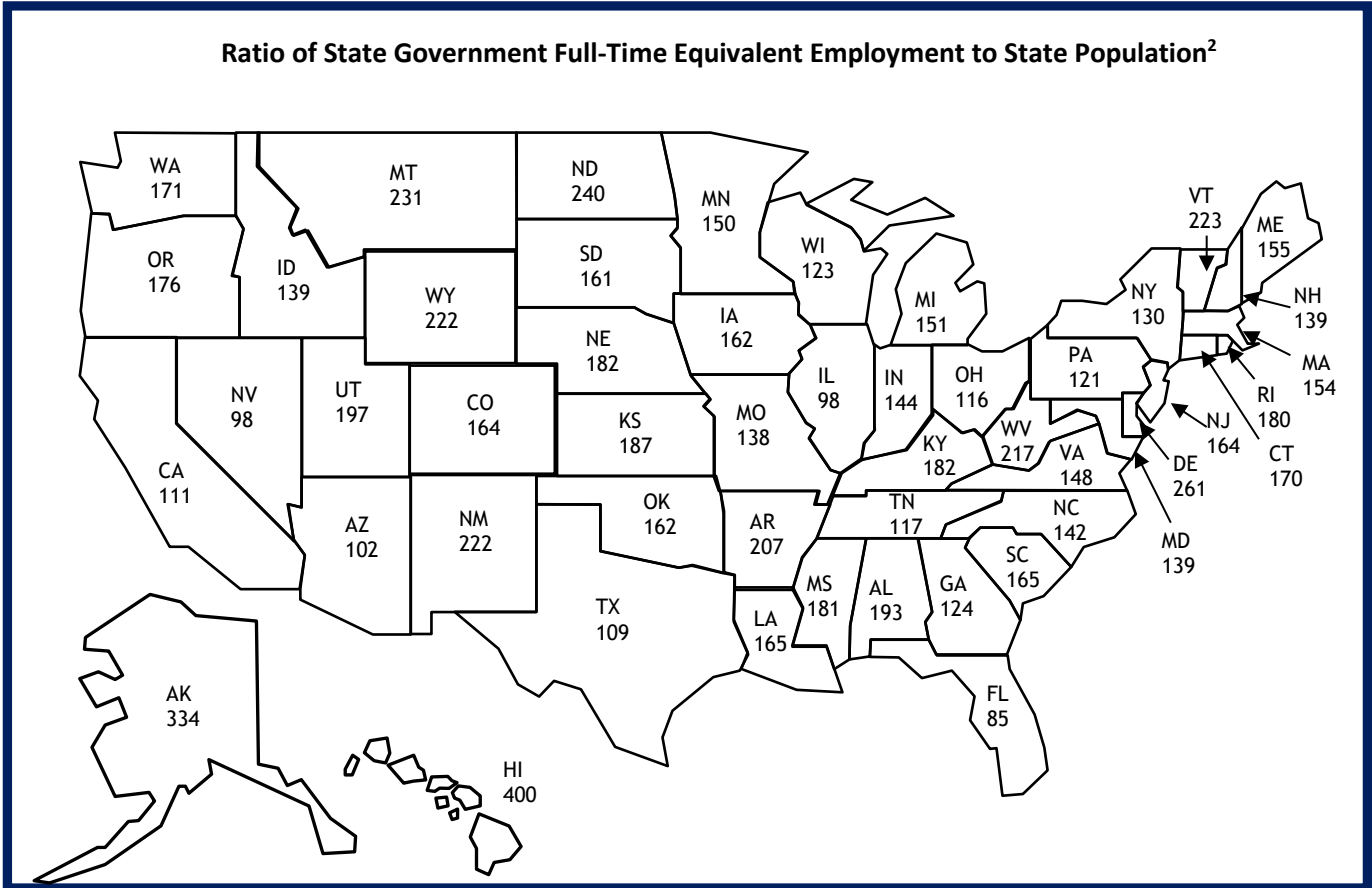
- | | |
|--------------------|-------|
| 1. Idaho | 2.09% |
| 2. Nevada | 1.74% |
| 3. Arizona | 1.69% |
| 4. Utah | 1.66% |
| 5. Texas | 1.28% |
| 6. South Carolina | 1.27% |
| 7. Washington | 1.21% |
| 8. Colorado | 1.19% |
| 9. Florida | 1.10% |
| 10. North Carolina | 1.03% |

¹ United States Census Bureau. Calculation utilized March 2019 United States Census data for a one-month period for total state employees (full time and part time) and July 2019 United States Census data for state population.

² Department of Economic Opportunity, Labor Market Statistics Center. July 2019.

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.



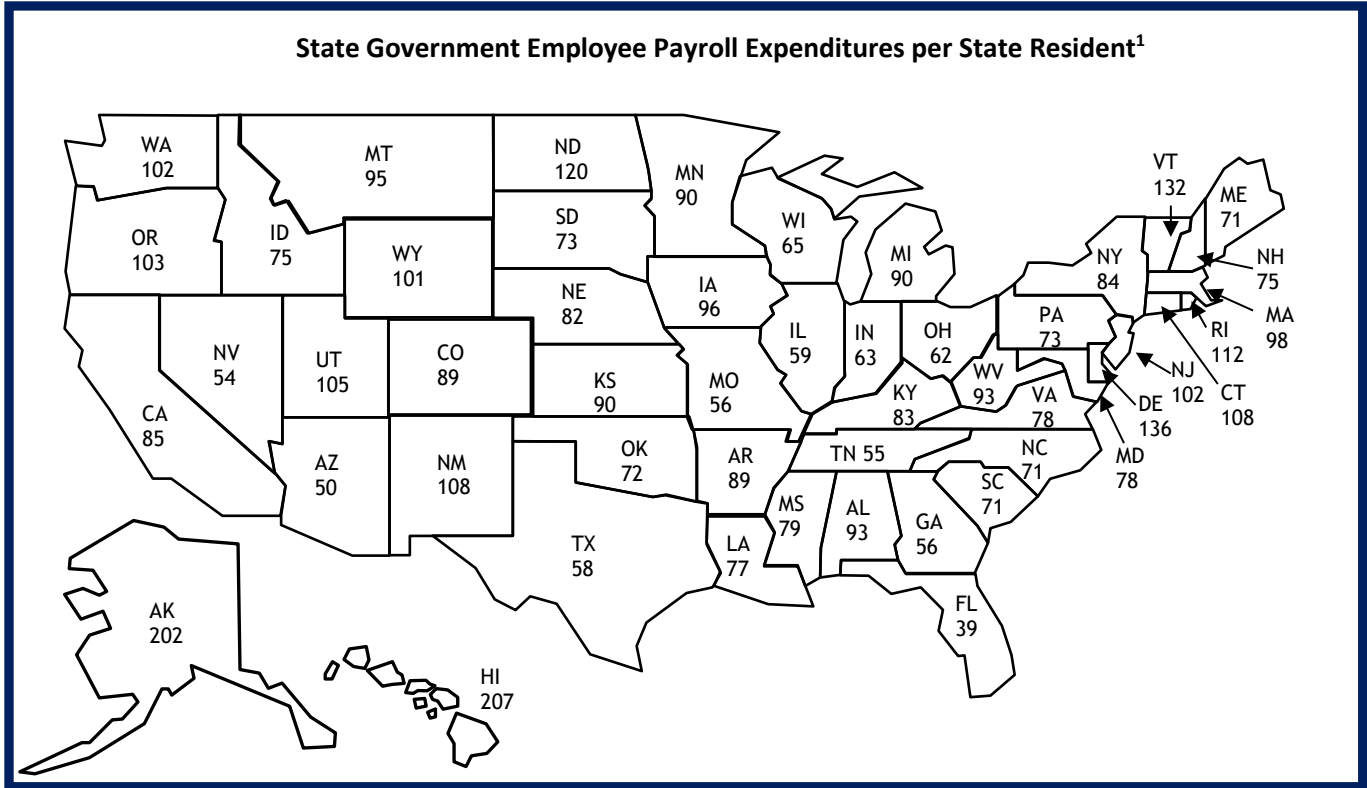
10 States with the Lowest Ratios		
1.	Florida	85
2.	Illinois	98
3.	Nevada	98
4.	Arizona	102
5.	Texas	109
6.	California	111
7.	Ohio	116
8.	Tennessee	117
9.	Pennsylvania	121
10.	Wisconsin	123
2019 National Average 169		2018 National Average 168

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 2019 United States Census data for a one-month period for full-time equivalent state employment and July 2019 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.



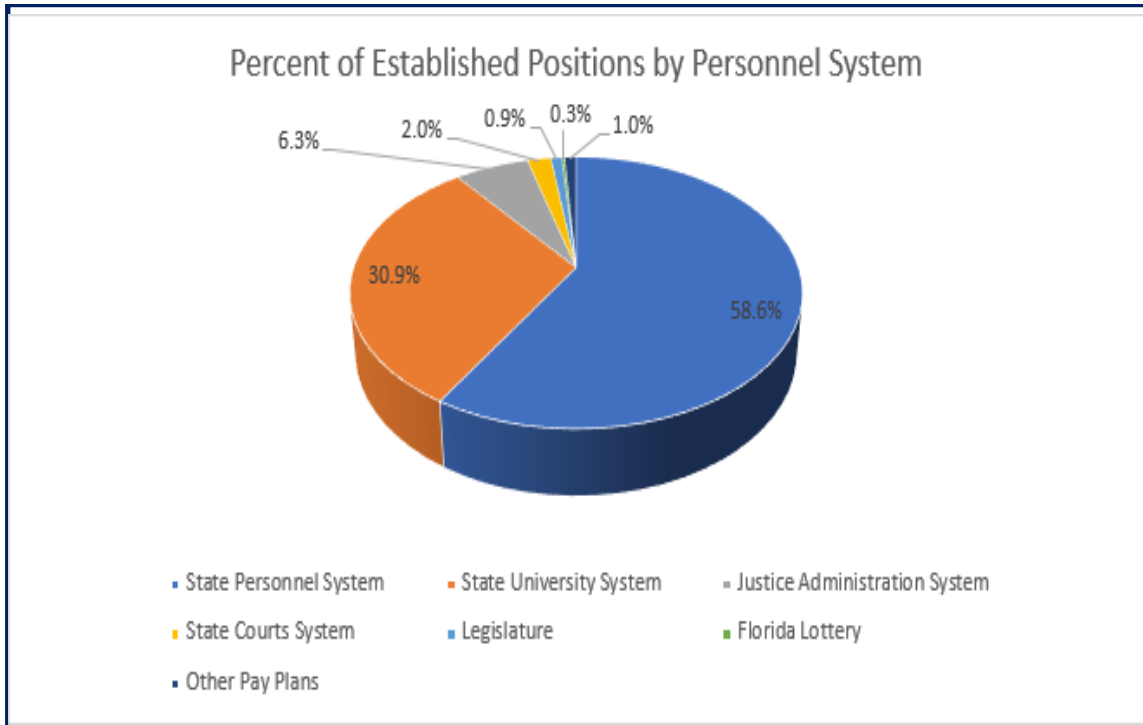
Lowest Public Payroll Ratios	
1. Florida	\$39
2. Arizona	\$50
3. Nevada	\$54
4. Tennessee	\$55
5. Missouri	\$56
6. Georgia	\$56
7. Texas	\$58
8. Illinois	\$59
9. Ohio	\$62
10. Indiana	\$63
2019 National Average \$88	

¹United States Census Bureau. Calculation utilized March 2019 United States Census data for a one-month period for state government employee payroll expenditures and July 2019 United States Census data for state population.

State of Florida’s Personnel Systems

The State Personnel System (SPS) is the system of personnel administration for authorized Career Service, Selected Exempted Service, and Senior Management Service positions, as well as Other Personal Services employment within 30 executive-branch agencies. It is the largest primary employment system in Florida’s State Government.

There are six primary state government employers. These include the SPS, the State University System, the Justice Administration System, the State Court System, the Legislature, the Florida Lottery, and a few other pay plans.



Personnel System	Percentage of Established Positions as of June 30				
	2016	2017	2018	2019	2020
State Personnel System	60.4%	60.0%	59.5%	59.0%	58.6%
State University System	28.8%	29.3%	29.9%	30.4%	30.9%
Justice Administration System	6.4%	6.5%	6.4%	6.3%	6.3%
State Courts System	2.0%	2.1%	2.0%	2.0%	2.0%
Legislature	1.0%	0.9%	0.9%	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%

Established Positions by Personnel System and Pay Plan

Personnel System	Pay Plan	Established Positions ¹ As of June 30				
		2016	2017	2018	2019	2020
State Personnel System	Career Service	80,210	80,135	79,856	80,074	80,114
	Selected Exempt Service	16,884	16,755	16,745	16,810	16,867
	Senior Management Service	606	612	617	619	609
	Total	97,700	97,502	97,218	97,503	97,590
State University System ²	General Faculty and All Others	46,630	47,645	48,855	50,273	51,464
Justice Administration System	State Attorneys	3,764	3,786	3,754	3,715	3,726
	Public Defenders	1,233	1,247	1,205	1,154	1,200
	State Attorneys with Paid Insurance	2,319	2,338	2,282	2,331	2,315
	Public Defenders with Paid Insurance	1,751	1,794	1,766	1,833	1,787
	Capital Collateral Regional Counsel	91	95	95	95	95
	Justice Administrative Commission	1,243	1,297	1,286	1,349	1,382
	Total	10,401	10,557	10,388	10,477	10,505
State Courts System	Courts	2,222	2,256	2,259	2,267	2,268
	Courts with Paid Insurance	1,078	1,079	1,076	1,076	1,082
	Total	3,300	3,335	3,335	3,343	3,350
Legislature ³	Legislative Staff	1,554	1,528	1,528	1,557	1,551
Florida Lottery	Non-Managerial	383	383	379	380	380
	Managerial	38	38	40	39	39
	Total	421	421	419	419	419
Other Pay Plans	Other Exempt-Fixed Annual Salary ⁴	1,076	1,076	1,076	1,081	1,086
	Exempt (Governor's Office)	284	283	280	283	294
	School for the Deaf and the Blind ⁵	235	232	235	237	237
	Florida National Guard	31	24	24	23	13
	Total	1,626	1,615	1,615	1,624	1,630
Total	Total	161,632	162,603	163,358	165,196	166,509

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 2019 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

There are 30 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 2019-20.

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	DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION	DEPARTMENT OF ELDER AFFAIRS	DEPARTMENT OF TRANSPORTATION	
	DEPARTMENT OF REVENUE	DEPARTMENT OF CHILDREN AND FAMILIES	DEPARTMENT OF ENVIRONMENTAL PROTECTION	DIVISION OF EMERGENCY MANAGEMENT	
	DEPARTMENT OF VETERANS' AFFAIRS	DEPARTMENT OF CITRUS	DEPARTMENT OF HEALTH	EXECUTIVE OFFICE OF THE GOVERNOR	
	DIVISION OF ADMINISTRATIVE HEARINGS	DEPARTMENT OF CORRECTIONS	DEPARTMENT OF JUVENILE JUSTICE	FISH AND WILDLIFE CONSERVATION COMMISSION	
			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.

Workforce Profile

	State Personnel System	Career Service	Selected Exempt Service	Senior Management Service
POSITIONS	97,590	80,114	16,867	609
EMPLOYEES	86,921	70,691	15,680	550
% Female	58.0%	57.7%	59.9%	42.2%
% Minorities¹	44.8%	46.9%	35.8%	15.4%
Average Age	44.7	43.7	49.1	51.4
Average Salary	\$41,975	\$37,668	\$58,793	\$116,274
Average Length of Service	11.9	10.72	16.94	19.54
GENDER				
Male	36,526	29,921	6,287	318
Female	50,395	40,770	9,393	232
AVERAGE SALARY BY GENDER				
Male	\$44,408	\$39,466	\$64,208	\$118,086
Female	\$40,214	\$36,350	\$55,171	\$113,792
RACE/ETHNICITY				
White	47,953	37,494	9,994	465
Black or African American	25,060	21,465	3,555	40
Hispanic or Latino	10,408	8,893	1,484	31
Other²	3,500	2,839	647	14
AVERAGE SALARY BY RACE/ETHNICITY				
White	\$44,626	\$39,229	\$61,570	\$115,796
Black or African American	\$37,153	\$34,900	\$49,857	\$116,757
Hispanic or Latino	\$40,151	\$36,833	\$58,322	\$122,799
Other²	\$45,643	\$40,620	\$66,138	\$116,342
LENGTH OF SERVICE				
0 – 4.99 years	32,153	29,722	2,369	62
5.00 – 9.99 years	14,143	11,405	2,667	71
10.00 – 19.99 years	20,287	15,520	4,616	151
20.00 – 29.99 years	12,986	9,122	3,721	143
30+ years	7,352	4,922	2,307	123

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.

Established Position Count by Agency

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, 2020; 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,					2016/2020 % Change	2019/2020 % Change
	2016	2017	2018	2019	2020		
Agency for Health Care Administration	1,549	1,545	1,523	1,534	1,515	-2.2%	-1.2%
Agency for Persons with Disabilities	2,864	2,716	2,706	2,705	2,702	-5.7%	-0.1%
Agency for State Technology	241	231	210	204	- ¹	-100%	-100%
Agriculture and Consumer Services	3,616	3,637	3,655	3,652	3,694	2.2%	1.6%
Business and Professional Regulation	1,628	1,625	1,623	1,622	1,640	0.7%	1.1%
Children and Families	11,826	11,906	11,971	12,028	12,053	1.9%	0.2%
Citrus	55	48	41	41	38	-30.9%	-7.3%
Commission on Offender Review	129	129	129	129	129	0.0%	0.0%
Corrections	23,879	24,104	24,228	24,533	24,852	4.1%	1.3%
Division of Administrative Hearings	209	209	209	208	208	-0.5%	0.0%
Division of Emergency Management ²	46	47	47	43	52	13.0%	20.9%
Economic Opportunity	1,619	1,538	1,475	1,475	1,475	-8.9%	0.0%
Education	2,417	2,330	2,320	2,290	2,270	-6.1%	-0.9%
Elder Affairs	436	442	424	408	405	-7.1%	-0.7%
Environmental Protection	2,977	2,940	2,902	2,890	2,909	-2.3%	0.7%
Financial Services	2,608	2,597	2,593	2,589	2,576	-1.2%	-0.5%
Fish and Wildlife Conservation Commission	2,124	2,124	2,124	2,124	2,118	-0.4%	-0.3%
Health	13,446	13,342	13,182	13,167	12,715	-5.4%	-3.4%
Highway Safety and Motor Vehicles	4,421	4,421	4,380	4,350	4,338	-1.9%	-0.3%
Juvenile Justice	3,268	3,272	3,273	3,271	3,281	0.4%	0.3%
Law Enforcement	1,815	1,832	1,892	1,906	1,934	6.5%	1.5%
Legal Affairs	1,313	1,341	1,347	1,303	1,316	0.2%	1.0%
Management Services	853	838	837	841	1,050	23.1%	24.9% ¹
Military Affairs ²	427	429	429	431	441	3.3%	2.3%
Office of the Governor ²	102	102	103	104	105	2.9%	1.0%
Public Service Commission	275	272	262	262	266	-3.3%	1.5%
Revenue	5,140	5,138	5,062	5,040	5,033	-2.1%	-0.1%
School for the Deaf and the Blind ²	450	453	450	445	443	-1.6%	-0.5%
State	406	411	408	408	408	0.5%	0.0%
Transportation	6,455	6,376	6,300	6,236	6,212	-3.8%	-0.4%
Veterans' Affairs	1,106	1,107	1,113	1,264	1,412	27.7%	11.7%
Total Established Positions	97,700	97,502	97,218	97,503	97,590	-0.1%	0.1%

¹ Agency for State Technology legislative directed transfer to Department of Management Services.

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.

Employee Count by Agency

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, 2020, and includes the five-year trend.

Agency	Employee Count ¹						
	As of June 30					2016/2020 % Change	2019/2020 % Change
	2016	2017	2018	2019	2020		
Agency for Health Care Administration	1,380	1,400	1,388	1,382	1,352	-2.0%	-2.2%
Agency for Persons with Disabilities	2,493	2,466	2,467	2,333	2,349	-5.8%	0.7%
Agency for State Technology	198	196	192	169	- ²	-100.0%	-100.0%
Agriculture and Consumer Services	3,315	3,365	3,416	3,394	3,342	0.8%	-1.5%
Business and Professional Regulation	1,542	1,526	1,512	1,475	1,518	-1.6%	2.9%
Children and Families	11,359	11,396	11,531	11,563	11,452	0.8%	-0.9%
Citrus	40	29	28	27	27	-32.5%	0.0%
Commission on Offender Review	116	124	118	121	129	11.2%	6.6%
Corrections	21,949	21,773	22,072	21,906	21,943	-0.0%	0.2%
Division of Administrative Hearings	205	202	205	198	203	-0.9%	2.5%
Division of Emergency Management ³	46	44	45	37	50	8.7%	34.1%
Economic Opportunity	1,394	1,371	1,363	1,312	1,242	-11.0%	-5.3%
Education	2,109	2,097	2,094	1,995	1,995	-5.4%	0.0%
Elder Affairs	388	404	399	377	335	-13.7%	-11.1%
Environmental Protection	2,737	2,712	2,759	2,729	2,716	-0.8%	-0.5%
Financial Services	2,315	2,358	2,305	2,271	2,232	-3.6%	-1.7%
Fish and Wildlife Conservation Commission	2,004	2,035	2,060	2,029	2,032	1.4%	0.2%
Health	12,038	11,948	11,768	11,164	11,074	-8.0%	-0.8%
Highway Safety and Motor Vehicles	3,995	4,020	4,039	4,015	3,930	-1.6%	-2.1%
Juvenile Justice	2,956	2,971	2,984	2,988	2,929	-0.9%	-2.0%
Law Enforcement	1,674	1,703	1,731	1,720	1,702	1.7%	-1.1%
Legal Affairs	1,108	1,143	1,158	1,125	1,130	2.0%	0.4%
Management Services	762	798	785	748	937	23.0%	25.3% ²
Military Affairs ³	378	377	396	411	405	7.1%	-1.5%
Office of the Governor ³	83	81	71	72	76	-8.4%	5.6%
Public Service Commission	245	249	246	241	236	-3.7%	-2.1%
Revenue	4,647	4,656	4,594	4,483	4,363	-6.1%	-2.7%
School for the Deaf and the Blind ³	414	421	405	403	406	-1.9%	0.7%
State	364	375	382	369	350	-3.9%	-5.2%
Transportation	5,685	5,652	5,662	5,544	5,437	-4.4%	-1.9%
Veterans' Affairs	1,052	1,061	1,061	1,046	1,029	-2.2%	-1.6%
Total Employees	88,991	88,953	89,236	87,647	86,921	1.1%	2.6%

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

² Agency for State Technology legislative directed transfer to Department of Management Services.

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.

Employee Count by Agency and Pay Plan

Agency	Employees by Pay Plan						Total
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
Agency for Health Care Administration	992	73.4%	353	26.1%	7	0.5%	1,352
Agency for Persons with Disabilities	1,808	77.0%	533	22.7%	8	0.3%	2,349
Agriculture and Consumer Services	2,590	77.5%	723	21.6%	29	0.9%	3,342
Business and Professional Regulation	1,106	72.9%	392	25.8%	20	1.3%	1,518
Children and Families	9,130	79.7%	2,289	20.0%	33	0.3%	11,452
Citrus	9	33.3%	16	59.3%	2	7.4%	27
Commission on Offender Review	94	72.9%	31	24.0%	4	3.1%	129
Corrections	20,709	94.4%	1,207	5.5%	27	0.1%	21,943
Division of Administrative Hearings	108	53.2%	94	46.3%	1	0.5%	203
Division of Emergency Management ¹	-	0.0%	47	94.0%	9	6.0%	50
Economic Opportunity	924	74.4%	309	24.9%	9	0.7%	1,242
Education	1,313	65.8%	647	32.4%	35	1.8%	1,995
Elder Affairs	236	70.4%	93	27.8%	6	1.8%	335
Environmental Protection	2,098	77.2%	588	21.6%	30	1.1%	2,716
Financial Services	1,577	70.7%	613	27.5%	42	1.9%	2,232
Fish and Wildlife Conservation Commission	1,681	82.7%	328	16.1%	23	1.1%	2,032
Health	8,895	80.3%	2,116	19.1%	63	0.6%	11,074
Highway Safety and Motor Vehicles	3,413	86.8%	507	12.9%	10	0.3%	3,930
Juvenile Justice	2,285	78.0%	622	21.2%	22	0.8%	2,929
Law Enforcement	1,475	86.7%	208	12.2%	19	1.1%	1,702
Legal Affairs	539	47.7%	571	50.5%	20	1.8%	1,130
Management Services	599	63.9%	320	34.2%	18	1.9%	937
Military Affairs ¹	307	75.8%	94	23.2%	4	1.0%	405
Office of the Governor ¹	-	0.0%	50	65.8%	26	34.2%	76
Public Service Commission	122	51.7%	103	43.6%	11	4.7%	236
Revenue	3,621	83.0%	734	16.8%	8	0.2%	4,363
School for the Deaf and the Blind ¹	356	87.7%	50	12.3%	-	0.0%	406
State	232	66.3%	105	30.0%	13	3.7%	350
Transportation	3,579	65.8%	1,812	33.3%	46	0.8%	5,437
Veterans' Affairs	893	86.8%	125	12.1%	11	1.1%	1,029
Total Employees	70,691	81.3%	15,680	18.0%	550	0.6%	86,921

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.

Full-Time Employee Count by Agency

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, 2020 and includes the five-year trend.

Agency	Full-Time Employee Count						
	As of June 30					2016/2020 % Change	2019/2020 % Change
	2016	2017	2018	2019	2020		
Agency for Health Care Administration	1,370	1,388	1,373	1,370	1,343	-2.0%	-2.0%
Agency for Persons with Disabilities	2,482	2,455	2,458	2,324	2,335	-5.9%	0.5%
Agency for State Technology	197	196	192	161	-	-10.0%	-100.0%
Agriculture and Consumer Services	3,307	3,356	3,409	3,386	3,337	0.9%	-1.5%
Business and Professional Regulation	1,527	1,515	1,501	1,463	1,507	-1.3%	3.0%
Children and Families	11,323	11,364	11,503	11,536	11,424	0.9%	-1.0%
Citrus	37	26	26	25	27	-27.0%	8.0%
Commission on Offender Review	111	118	113	116	123	10.8%	6.0%
Corrections	21,946	21,771	22,070	21,904	21,943	0.0%	0.2%
Division of Administrative Hearings	202	200	203	196	199	-1.5%	1.5%
Division of Emergency Management ¹	46	44	45	37	50	8.7%	35.1%
Economic Opportunity	1,387	1,367	1,359	1,309	1,238	-10.7%	-5.4%
Education	2,101	2,090	2,085	1,987	1,990	-5.3%	0.2%
Elder Affairs	383	401	395	376	335	-12.5%	-11.0%
Environmental Protection	2,731	2,709	2,756	2,726	2,714	-0.6%	-0.4%
Financial Services	2,306	2,349	2,299	2,263	2,225	-3.5%	-1.7%
Fish and Wildlife Conservation Commission	1,993	2,025	2,049	2,019	2,023	1.5%	0.2%
Health	11,773	11,714	11,545	10,961	10,881	-7.6%	-0.7%
Highway Safety and Motor Vehicles	3,981	4,005	4,029	4,002	3,924	-1.4%	-2.0%
Juvenile Justice	2,946	2,964	2,973	2,978	2,917	-1.0%	-2.1%
Law Enforcement	1,671	1,701	1,730	1,719	1,701	1.8%	-1.1%
Legal Affairs	1,104	1,140	1,155	1,123	1,127	2.1%	0.4%
Management Services	732	777	766	733	923	26.1%	26.0%
Military Affairs ¹	375	375	394	409	403	7.5%	-1.5%
Office of the Governor ¹	81	81	71	72	76	-6.2%	5.6%
Public Service Commission	244	249	246	241	236	-3.3%	-2.1%
Revenue	4,633	4,646	4,585	4,475	4,349	-6.1%	-2.9%
School for the Deaf and the Blind ¹	413	421	405	403	406	-1.7%	0.7%
State	363	375	382	369	350	-3.6%	-5.2%
Transportation	5,680	5,647	5,657	5,537	5,428	-4.4%	-2.0%
Veterans' Affairs	1,045	1,055	1,054	1,040	1,024	-2.0%	-1.5%
Total Full-Time Employees	88,490	88,524	88,828	87,260	86,558	-2.2%	-0.8%

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

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, 2020 and includes the five-year trend.

Agency	Part-Time Employee Count						
	As of June 30					2016/2020 % Change	2019/2020 % Change
	2016	2017	2018	2019	2020		
Agency for Health Care Administration	10	12	15	12	9	-10.0%	-25.0%
Agency for Persons with Disabilities	11	11	9	9	14	27.3%	55.6%
Agency for State Technology	1	-	-	8	-	-100.0%	-100.0%
Agriculture and Consumer Services	8	9	7	8	5	-37.5%	-37.5%
Business and Professional Regulation	15	11	11	12	11	-26.7%	-8.3%
Children and Families	36	32	28	27	28	-22.2%	3.7%
Citrus	3	3	2	2	-	-100.0%	-100.0%
Commission on Offender Review	5	6	5	5	6	20.0%	20.0%
Corrections	3	2	2	2	-	-100.0%	-100.0%
Division of Administrative Hearings	3	2	2	2	4	33.3%	100.0%
Division of Emergency Management ¹	-	-	-	-	-	-	-
Economic Opportunity	7	4	4	3	4	-42.9%	33.3%
Education	8	7	9	8	5	-37.5%	-37.5%
Elder Affairs	5	3	4	1	-	-100.0%	-100.0%
Environmental Protection	6	3	3	3	2	-66.7%	-33.3%
Financial Services	9	9	6	8	7	-22.2%	-12.5%
Fish and Wildlife Conservation Commission	11	10	11	10	9	-18.2%	-10.0%
Health	265	234	223	203	193	-27.2%	-4.9%
Highway Safety and Motor Vehicles	14	15	10	13	6	-57.1%	-53.9%
Juvenile Justice	10	7	11	10	12	20.0%	20.0%
Law Enforcement	3	2	1	1	1	-66.7%	0.0%
Legal Affairs	4	3	3	2	3	-25.0%	50.0%
Management Services	30	21	19	15	14	-53.3%	-6.7%
Military Affairs ¹	3	2	2	2	2	-33.3%	0.0%
Office of the Governor ¹	2	-	-	-	-	-100.0%	0.0%
Public Service Commission	1	-	-	-	-	-100.0%	0.0%
Revenue	14	10	9	8	14	0.0%	75.0%
School for the Deaf and the Blind ¹	1	-	-	-	-	-100.0%	0.0%
State	1	-	-	-	-	-100.0%	0.0%
Transportation	5	5	5	7	9	80.0%	28.6%
Veterans' Affairs	7	6	7	6	5	-28.6%	-16.7%
Total Part-Time Employees	535	501	408	387	363	-31.2%	-6.2%

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.

Other Personal Services Employment

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

AVERAGE NUMBER OF OPS EMPLOYEES BY AGENCY

Agency	FY 15/16	FY 16/17	FY 17/18	FY 18/19	FY 19/20	2016/2020 % Change	2019/2020 % Change
Agency for Health Care Administration	115	107	114	108	108	-6.1%	0.0%
Agency for Persons with Disabilities	640	607	629	585	507	-20.8%	-13.3%
Agency for State Technology	7	3	4	6	- ¹	-100.0%	-100.0%
Agriculture and Consumer Services	490	503	481	469	449	-8.4%	-4.3%
Business and Professional Regulation	213	216	215	213	192	-9.9%	-9.9%
Children and Families	626	717	734	686	656	4.8%	-4.4%
Citrus	5	3	3	5	5	0.0%	0.0%
Commission on Offender Review	46	41	64	44	59	28.3%	34.1%
Corrections	640	653	650	524	527	-17.7%	0.6%
Division of Administrative Hearings	1	-	-	1	-	-100.0%	-100.0%
Division of Emergency Management	120	102	81	90	101	-15.8%	12.2%
Economic Opportunity	331	345	384	298	267	-19.3%	-10.4%
Education	139	133	130	130	126	-9.4%	-3.1%
Elder Affairs	96	89	90	89	71	-26.0%	-20.2%
Environmental Protection	729	758	763	778	814	11.7%	4.6%
Financial Services	131	117	117	116	110	-16.0%	-5.2%
Fish and Wildlife Conservation Commission	797	867	961	990	995	24.8%	0.5%
Health	2,090	2,182	2,210	2,114	2,190	4.8%	3.6%
Highway Safety and Motor Vehicles	305	240	311	224	207	-32.1%	-7.6%
Juvenile Justice	103	113	113	105	92	-10.7%	-12.4%
Law Enforcement	90	93	88	81	80	-11.1%	-1.2%
Legal Affairs	103	92	70	61	44	-57.3%	-27.9%
Management Services	28	42	49	55	52	85.7%	-5.5% ¹
Military Affairs	3	4	4	4	4	33.3%	0.0%
Office of the Governor	27	26	30	23	1	-96.3%	-95.6%
Public Service Commission	3	4	2	2	3	0.0%	50.0%
Revenue	75	68	71	74	53	-29.3%	-28.4%
School for the Deaf and the Blind	235	235	236	225	197	-16.2%	-12.4%
State	93	93	105	100	96	3.2%	-4.0%
Transportation	57	56	59	54	49	-14.0%	-9.3%
Veterans' Affairs	154	179	174	172	165	7.1%	-4.1%
Avg. Number of OPS Employees	8,492	8,688	8,942	8,426	8,237	-3.0%	-2.2%

¹ Agency for State Technology legislative directed transfer to Department of Management Services.

Established Positions Included in Collective Bargaining Units

The table below depicts the number of established positions included in a collective bargaining unit as of June 30, 2020 and includes the five year-trend.

Labor Organization	Collective Bargaining Unit	2016	2017	2018	2019	2020	2016/2020 % Change	2019/2020 % Change
American Federation of State, County and Municipal Employees (AFSCME)	Administrative and Clerical	13,590	13,245	12,604	12,305	12,604	-7.3%	2.4%
	Operational Services	2,798	2,851	2,795	2,746	2,784	-0.5%	1.4%
	Human Services	7,307	7,007	6,777	6,639	6,121	-16.2%	-7.8%
	Professional	28,903	29,289	29,861	30,288	30,489	5.5%	0.7%
Federation of Physicians and Dentists (FPD)¹	SES Physicians	179	168	157	152	149	-16.8%	-2.0%
	SES Supervisory Non-Professional	1,273	1,230	1,208	1,222	1,152	-9.5%	-5.7%
	SES Attorneys	804	803	811	824	830	3.2%	0.7%
Florida Nurses Association (FNA)	Professional Health Care	3,303	3,200	3,128	3,132	2,944	-10.9%	-6.0%
Florida State Fire Service Association (FSFSA)	Fire Services	621	623	629	627	626	0.8%	-0.2%
Police Benevolent Association (PBA)²	Law Enforcement	1,295	1,296	1,620	1,272	1,284	-0.8%	0.9%
	Security Services	-	19,427	19,577	19,866	20,141	-	1.4%
	Special Agent	284	293	327	324	326	14.8%	0.6%
	Highway Patrol	1,797	1,795	1,460	1,790	1,790	-0.4%	0.0%
Teamsters²	Security Services	19,224	-	-	-	-	-100.0%	0.0%
Total		81,378	81,227	80,954	81,187	81,190	-0.2%	0.0%

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

The table below reflects employee representation and union membership within the State Personnel System.

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	11,092	368	3.3%	10,724	96.7%
	Operational Services	2,410	64	2.7%	2,346	97.3%
	Human Services	5,200	307	5.9%	4,893	94.1%
	Professional	27,228	1,009	3.7%	26,219	96.3%
	Total	45,930	1,748	3.81%	44,182	96.2%
Federation of Physicians and Dentists	SES Physicians	107	10	9.3%	97	90.7%
	SES Supervisory Non-Professional	1,056	3	0.3%	1,053	99.7%
	SES Attorneys	747	6	0.8%	741	99.2%
	Total	1,910	19	1.0%	1,891	99.0%
Florida Nurses Association	Professional Health Care	2,525	138	5.5%	2,387	94.5%
Florida State Fire Service Association	Fire Fighters	580	152	26.2%	428	73.8%
Police Benevolent Association	Law Enforcement	1,165	501	43.0%	664	57.0%
	Security Services	17,578	5,659	32.2%	11,919	67.8%
	Special Agent	278	174	62.6%	104	37.4%
	Highway Patrol	1,639	948	57.8%	691	42.2%
	Total	20,660	7,282	35.2%	13,378	64.8%
Total		71,605	9,339	13.0%	62,266	87.0%

Separations: Career Service

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

Separation	FY 15/16	FY 16/17	FY 17/18	FY 18/19	FY 19/20	2016/2020 % Change	2019/2020 % Change
INVOLUNTARY SEPARATIONS							
Death of Employee ¹	113	148	125	126	127	12.4%	-0.8%
Dismissal ²	1,215	1,274	1,013	1,103	1,013	-16.6%	-8.2%
Failed Probationary Period	555	568	567	573	584	5.2%	1.9%
Layoff	120	112	44	57	75	-37.5%	31.6%
Legislative Directed Transfer	-	-	-	2	120	-	5900%
Total	2,003	2,102	1,749	1,861	1,919	-4.2%	3.1%
VOLUNTARY SEPARATIONS							
Abandonment	31	114	166	154	143	361.3%	-7.1%
End of Appointment Period	6	5	3	5	5	-16.7%	0.0%
Moved to Non-State of Florida Government	594	669	768	938	777	30.8%	-17.2%
Moved to Private Sector	1,548	1,563	1,599	1,783	1,383	-10.7%	-22.4%
Moved within State of Florida Government	1,499	1,794	1,162	1,249	1,196	-20.2%	-4.2%
Retirement	2,569	1,704	1,750	1,645	1,561	-39.2%	-5.1%
Other (Reasons Unknown)	7,318	7,567	8,179	8,925	8,843	20.8%	-0.9%
Total	13,565	13,416	13,627	14,699	13,908	2.5%	-5.4%
Total Separations	15,568	15,518	15,376	16,560	15,827	1.7%	-4.4%

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

The table below depicts the involuntary separations from the Career Service by agency and reason during fiscal year 2019-20.

Agency	Death of Employee ¹	Dismissal ²	Failed Probationary Period	Layoff	Legislative Directed Transfer	Total
Agency for Health Care Administration	1	2	-	-	-	3
Agency for Persons with Disabilities	5	38	26	-	-	69
Agency for State Technology	-	-	-	-	120	120
Agriculture and Consumer Services	10	21	24	-	-	55
Business and Professional Regulation	1	15	3	-	-	19
Children and Families	14	84	268	-	-	366
Citrus	-	-	-	-	-	-
Commission on Offender Review	-	-	-	-	-	-
Corrections	28	688	10	-	-	726
Division of Administrative Hearings	-	-	2	-	-	2
Division of Emergency Management ³	-	-	-	-	-	-
Economic Opportunity	2	7	11	-	-	20
Education	4	10	1	-	-	15
Elder Affairs	-	2	4	-	-	6
Environmental Protection	5	13	7	-	-	25
Financial Services	3	3	3	2	-	9
Fish and Wildlife Conservation Commission	2	3	5	-	-	10
Health	10	26	47	70	-	83
Highway Safety and Motor Vehicles	5	26	14	3	-	45
Juvenile Justice	3	27	73	-	-	103
Law Enforcement	1	-	-	-	-	1
Legal Affairs	1	2	3	-	-	6
Management Services	2	1	3	-	-	6
Military Affairs	-	7	-	-	-	7
Office of the Governor ³	-	-	-	-	-	-
Public Service Commission	2	-	-	-	-	2
Revenue	9	14	9	-	-	32
School for the Deaf and the Blind	1	-	5	-	-	6
State	2	-	2	-	-	4
Transportation	11	4	11	-	-	26
Veterans' Affairs	5	20	53	-	-	78
Involuntary Separations	127	1,013	584	75	120	1,844
Percent of Total	6.9%	54.9%	31.7%	4.1%	6.5%	100.0%

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

The table below depicts the voluntary separations from the Career Service by agency and reason during fiscal year 2019-20.

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	-	-	-	4	42	34	99	179
Agency for Persons with Disabilities	28	-	29	41	50	59	339	546
Agency for State Technology	-	-	-	-	1	-	-	1
Agriculture and Consumer Services	-	-	44	57	44	78	122	345
Business and Professional Regulation	-	-	1	7	26	23	115	172
Children and Families	77	5	85	367	197	207	1,646	2,584
Citrus	-	-	-	-	-	-	2	2
Commission on Offender Review	-	-	-	2	3	2	10	17
Corrections	15	-	256	128	121	31	3,706	4,545
Division of Administrative Hearings	-	-	-	3	4	4	9	20
Division of Emergency Management ¹	-	-	-	-	-	-	-	-
Economic Opportunity	-	-	7	15	18	26	71	137
Education	-	-	12	26	22	49	118	227
Elder Affairs	-	-	-	4	6	12	31	53
Environmental Protection	-	-	3	69	45	58	125	300
Financial Services	2	-	13	114	43	39	8	219
Fish and Wildlife Conservation Commission	-	-	24	15	30	42	73	184
Health	11	-	44	148	155	217	898	1,473
Highway Safety and Motor Vehicles	-	-	95	1	59	74	240	469
Juvenile Justice	1	-	11	114	91	26	423	699
Law Enforcement	-	-	22	14	22	34	65	157
Legal Affairs	-	-	2	1	26	16	60	105
Management Services	-	-	2	9	35	14	27	87
Military Affairs	-	-	-	2	2	10	47	61
Office of the Governor ¹	-	-	-	-	-	-	-	-
Public Service Commission	-	-	-	6	5	5	6	22
Revenue	1	-	32	90	94	94	199	510
School for the Deaf and the Blind	-	-	-	-	2	7	39	48
State	-	-	4	11	17	3	11	46
Transportation	-	-	54	76	21	89	127	367
Veterans' Affairs	8	-	4	59	15	20	227	333
Voluntary Separations	143	5	777	1,383	1,196	1,561	8,843	13,908
Percent of Total	1.0%	0.0%	5.6%	9.9%	8.6%	11.2%	63.6%	100.0%

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

Veterans' Recruitment Plan

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(6)(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(6)(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	401	7	7
Agency for Persons with Disabilities	749	17	17
Agriculture and Consumer Services	806	43	13
Business and Professional Regulation	672	12	-
Children and Families	2,820	104	104
Citrus	2	-	-
Commission on Offender Review	90	1	-
Corrections	2,917	443	443
Division of Administrative Hearings	57	-	-
Division of Emergency Management ³	-	-	-
Economic Opportunity	932	33	33
Education	196	2	2
Elder Affairs	56	2	2
Environmental Protection	1,041	33	33
Financial Services	303	8	8
Fish and Wildlife Conservation Commission	1,429	33	33
Health	3,000	67	67
Highway Safety and Motor Vehicles	384	76	19
Juvenile Justice	2,005	99	59
Law Enforcement	863	9	9
Legal Affairs	360	8	8
Management Services	417	12	12
Military Affairs ³	434	30	30
Office of the Governor ³	-	-	-
Public Service Commission	98	2	2
Revenue	791	29	29
School for the Deaf and the Blind ³	127	1	1
State	27	1	1
Transportation	1,550	54	54
Veterans' Affairs	903	33	33
Total	23,430	1,159	1,019

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.

Salary Distribution by Gender and Race/Ethnicity by Pay Plan

Salary Range	Percent				Total	
	White		Minorities ¹		Employees	Percent
	Male	Female	Male	Female		
CAREER SERVICE						
\$17,596 ² - \$19,999	10.4%	39.8%	14.3%	35.5%	279	0.4%
\$20,000 - \$29,999	12.1%	28.4%	12.6%	46.9%	14,852	21.0%
\$30,000 - \$39,999	29.3%	23.3%	16.6%	30.9%	33,416	47.3%
\$40,000 - \$49,999	31.4%	28.1%	15.8%	24.7%	14,129	20.0%
\$50,000 - \$59,999	36.7%	30.1%	13.5%	19.7%	4,897	6.9%
\$60,000 - \$69,999	40.4%	28.1%	15.1%	16.3%	1,851	2.6%
\$70,000 - \$79,999	42.1%	25.8%	15.0%	17.2%	687	1.0%
\$80,000 - \$89,999	38.7%	24.6%	18.1%	18.6%	349	0.5%
\$90,000 - \$99,999	35.2%	37.5%	11.4%	15.9%	88	0.1%
\$100,000+	32.2%	29.4%	14.0%	24.5%	143	0.2%
Percent of Total	27.0%	26.0%	15.3%	31.6%	70,691	100%
SELECTED EXEMPT SERVICE						
\$17,596 ² - \$19,999	-	-	-	-	-	-
\$20,000 - \$29,999	9.1%	46.8%	22.1%	22.1%	488	3.1%
\$30,000 - \$39,999	19.2%	40.7%	20.0%	20.0%	2,251	14.4%
\$40,000 - \$49,999	28.3%	44.6%	13.5%	13.5%	3,349	21.4%
\$50,000 - \$59,999	32.1%	44.5%	11.7%	11.7%	3,262	20.8%
\$60,000 - \$69,999	35.0%	42.8%	11.1%	11.1%	2,362	15.1%
\$70,000 - \$79,999	40.9%	37.7%	10.7%	10.7%	1,608	10.3%
\$80,000 - \$89,999	40.6%	38.1%	10.7%	10.7%	1,026	6.5%
\$90,000 - \$99,999	44.1%	28.7%	13.6%	13.6%	687	4.4%
\$100,000+	43.8%	21.2%	17.5%	17.5%	647	4.1%
Percent of Total	32.6%	40.6%	13.4%	100%	15,680	100.0%
SENIOR MANAGEMENT SERVICE						
\$17,596 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	0.4%
\$70,000 - \$79,999	60.0%	40.0%	-	-	10	1.8%
\$80,000 - \$89,999	36.1%	41.7%	5.6%	16.7%	36	6.5%
\$90,000 - \$99,999	45.1%	33.5%	10.2%	6.0%	51	9.3%
\$100,000+	51.6%	33.8%	9.4%	5.3%	451	82.0%
Percent of Total	49.1%	35.5%	8.7%	6.7%	550	100.0%

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.

Equal Employment Opportunity Overview

As reflected in the table below, minority representation exceeded the Available Labor Market (ALM)¹ representation in the professionals, technicians, paraprofessionals, and administrative support job categories for fiscal year 2019-20. 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 7.3, 1.4, 18.7, and 9.3 percentage points, respectively.

EMPLOYEES BY RACE AND JOB CATEGORY

Job Category	Total Employees	White	Black or African American	Hispanic or Latino	Other ²	% Minority by Job Category	% Minority in ALM
Officials and Administrators	2,591	2,047	289	169	86	20.9%	28.2%
Professionals	49,102	26,815	13,747	6,232	2,308	45.3%	31.8%
Technicians	3,407	2,060	711	359	277	39.5%	37.4%
Protective Service Workers	19,606	11,859	5,343	1,946	458	39.5%	40.9%
Paraprofessionals	5,631	1,591	3,125	737	178	71.7%	53.0%
Administrative Support	3,802	1,763	1,180	746	113	53.6%	39.8%
Skilled Craft Workers	1,247	962	147	104	34	22.8%	41.5%
Service Maintenance	1,535	856	518	115	46	44.2%	53.5%
Total Employees	86,921	47,953	25,060	10,408	3,500	-	-
Percent of Total Employees	100%	55.2%	28.8%	12.0%	4.0%	-	-

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.

Status of Affirmative Action Plans

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 2019-20.	
	Yes	No
Agency for Health Care Administration	x	
Agency for Persons with Disabilities	x	
Agriculture and Consumer Services	x	
Business and Professional Regulation	x	
Children and Families	x	
Citrus	x	
Commission on Offender Review	x	
Corrections ¹		x
Division of Administrative Hearings ¹		x
Division of Emergency Management	x	
Economic Opportunity	x	
Education ¹		x
Elder Affairs	x	
Environmental Protection	x	
Financial Services	x	
Fish and Wildlife Conservation Commission ¹		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 develop/implement an Affirmative Action Plan for fiscal year 2019-20, but indicated they were in the process of doing so.

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

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, 2020.

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service Workers	Para Professionals	Administrative Support	Skilled Craft Workers	Service Maintenance	Total
Agency for Health Care Administration	2.4%	83.4%	5.3%	-	2.7%	6.1%	-	-	1,352
Agency for Persons with Disabilities	1.5%	54.2%	2.7%	2.7%	26.5%	3.1%	4.6%	4.7%	2,349
Agriculture and Consumer Services	3.4%	59.3%	8.3%	21.4%	0.1%	2.5%	2.8%	2.1%	3,342
Business and Professional Regulation	4.6%	86.0%	2.2%	4.4%	2.2%	0.5%	-	-	1,518
Children and Families	1.6%	74.0%	2.5%	1.8%	16.0%	2.4%	0.4%	1.2%	11,452
Citrus	40.7%	40.7%	14.8%	-	-	-	-	3.7%	27
Commission on Offender Review	13.2%	74.4%	-	-	-	12.4%	-	-	129
Corrections	1.3%	21.9%	1.3%	69.8%	0.3%	3.1%	1.3%	0.9%	21,943
Division of Administrative Hearings	1.0%	79.3%	2.0%	-	-	17.7%	-	-	203
Division of Emergency Management ¹	24.0%	72.0%	4.0%	-	-	-	-	-	50
Economic Opportunity	2.9%	93.4%	3.2%	-	0.1%	-	0.4%	-	1,242
Education	12.2%	66.1%	5.6%	-	9.8%	6.0%	-	0.4%	1,995
Elder Affairs	5.4%	82.4%	3.3%	-	-	9.0%	-	-	335
Environmental Protection	7.0%	73.2%	3.0%	0.5%	0.2%	1.4%	0.7%	14.1%	2,716
Financial Services	6.8%	78.5%	4.0%	7.3%	0.1%	3.1%	0.2%	-	2,232
Fish and Wildlife Conservation Commission	3.8%	53.0%	4.2%	34.8%	0.1%	3.0%	1.4%	-	2,032
Health	2.2%	73.0%	6.3%	-	9.0%	8.6%	0.5%	0.5%	11,074
Highway Safety and Motor Vehicles	2.8%	34.3%	3.1%	47.0%	0.2%	11.8%	0.4%	0.4%	3,930
Juvenile Justice	2.9%	54.3%	1.4%	-	34.8%	3.6%	0.8%	2.3%	2,929
Law Enforcement	5.0%	62.9%	7.4%	24.0%	-	0.6%	-	-	1,702
Legal Affairs	8.8%	65.4%	1.3%	4.1%	3.5%	16.7%	0.1%	-	1,130
Management Services	7.6%	65.0%	11.1%	-	0.2%	3.0%	8.1%	5.0%	937
Military Affairs ¹	2.5%	36.8%	7.9%	6.4%	4.2%	17.5%	15.6%	9.1%	405
Office of the Governor ¹	73.7%	25.0%	-	-	-	-	-	-	76
Public Service Commission	13.1%	78.4%	3.8%	-	-	4.7%	-	-	236
Revenue	1.9%	87.6%	3.9%	-	2.6%	4.2%	-	-	4,363
School for the Deaf and the Blind ¹	-	26.6%	5.9%	3.2%	42.9%	1.2%	5.9%	14.3%	406
State	9.1%	79.4%	7.4%	-	0.6%	2.3%	1.1%	-	350
Transportation	3.2%	72.6%	8.3%	-	0.9%	3.1%	7.0%	4.9%	5,437
Veterans' Affairs	2.7%	30.9%	13.9%	-	39.7%	3.8%	1.1%	8.0%	1,029
Total Employees	2,591	49,102	3,407	19,606	5,631	3,802	1,247	1,535	86,921
Percent of Total Employees	3.0%	56.5%	3.9%	22.5%	6.5%	4.4%	1.4%	1.8%	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

The table below represents a trend in Minority Representation for fiscal years 2015-16 through 2019-20.

FIVE-YEAR TREND: MINORITY REPRESENTATION

Pay Plan	2016		2017		2018		2019		2020	
	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total
Career Service	31,704	72,752	32,256	72,565	33,088	72,850	33,083	71,432	33,197	70,691
Percent of Total	43.6%		44.5%		45.4%		46.3%		47.0%	
Selected Exempt Service	5,198	15,676	5,342	15,821	5,398	15,811	5,550	15,661	5,686	15,680
Percent of Total	33.2%		33.8%		34.1%		35.4%		36.3%	
Senior Management Service	79	563	80	567	76	575	75	554	85	550
Percent of Total	14.0%		14.1%		13.2%		13.5%		15.5%	
State Personnel System	36,981	88,991	37,678	88,953	38,562	89,236	38,708	87,647	38,968	86,921
Percent of Total	41.6%		42.4%		43.2%		44.2%		44.8%	

Gender Representation by Pay Plan

The table below represents a trend in Gender Representation for fiscal years 2015-16 through 2019-20.

FIVE-YEAR TREND: GENDER REPRESENTATION

Pay Plan	2016		2017		2018		2019		2020	
	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total
Career Service	41,015	72,752	41,234	72,565	41,557	72,850	40,954	71,432	40,770	70,691
Percent of Total	56.4%		56.8%		57.0%		57.3%		57.7%	
Selected Exempt Service	9,187	15,676	9,376	15,821	9,404	15,811	9,348	15,661	9,393	15,680
Percent of Total	58.6%		59.3%		59.5%		59.7%		60.0%	
Senior Management Service	246	563	247	567	249	575	235	554	232	550
Percent of Total	43.7%		43.6%		43.3%		42.4%		42.2%	
State Personnel System	50,448	88,991	50,857	88,953	51,210	89,236	50,537	87,647	50,395	86,921
Percent of Total	56.7%		57.2%		57.4%		57.7%		58.0%	

Race and Gender Demographics: By Agency

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	18.0%	36.2%	4.4%	24.3%	3.2%	9.1%	1.4%	3.3%	1,352
Agency for Persons with Disabilities	13.0%	23.6%	15.9%	38.7%	1.0%	3.0%	0.9%	3.8%	2,349
Agriculture and Consumer Services	50.9%	25.0%	4.2%	8.0%	4.1%	3.4%	2.4%	2.0%	3,342
Business and Professional Regulation	23.8%	25.5%	9.2%	21.1%	6.3%	9.2%	2.6%	2.4%	1,518
Children and Families	9.8%	28.1%	8.3%	35.0%	3.2%	12.0%	1.1%	2.4%	11,452
Citrus	25.9%	66.7%	-	0.0%	0.0%	3.7%	-	3.7%	27
Commission on Offender Review	24.0%	40.3%	4.7%	22.5%	0.8%	7.0%	-	0.8%	129
Corrections	38.1%	21.0%	11.5%	18.7%	5.2%	3.1%	1.3%	1.0%	21,943
Division of Administrative Hearings	20.7%	40.9%	2.5%	17.2%	1.0%	12.8%	0.5%	4.4%	203
Division of Emergency Management ²	42.0%	32.0%	0.0%	8.0%	6.0%	4.0%	2.0%	6.0%	50
Economic Opportunity	18.8%	22.1%	12.1%	26.1%	5.9%	10.1%	1.8%	3.2%	1,242
Education	16.5%	36.6%	5.6%	22.8%	2.9%	11.3%	1.6%	2.8%	1,995
Elder Affairs	9.3%	44.5%	0.9%	22.1%	4.5%	15.2%	0.3%	3.3%	335
Environmental Protection	41.9%	39.2%	3.0%	4.7%	3.1%	3.2%	2.8%	2.0%	2,716
Financial Services	29.7%	30.7%	6.8%	16.9%	5.1%	6.3%	1.8%	2.6%	2,232
Fish and Wildlife Conservation Commission	59.0%	27.8%	1.8%	2.2%	4.5%	1.7%	1.8%	1.3%	2,032
Health	11.7%	35.8%	4.2%	22.6%	3.6%	16.7%	1.4%	4.0%	11,074
Highway Safety and Motor Vehicles	34.8%	16.9%	9.7%	14.8%	12.2%	7.8%	1.9%	1.8%	3,930
Juvenile Justice	13.0%	18.9%	22.0%	33.2%	4.1%	5.5%	1.1%	2.3%	2,929
Law Enforcement	38.4%	38.1%	3.5%	8.1%	4.2%	4.1%	1.8%	1.8%	1,702
Legal Affairs	25.8%	40.9%	2.4%	15.0%	4.8%	7.8%	1.6%	1.9%	1,130
Management Services	37.4%	26.5%	10.9%	15.5%	2.6%	3.1%	2.0%	2.1%	937
Military Affairs ²	45.4%	30.9%	10.9%	3.7%	3.7%	2.5%	1.7%	1.2%	405
Office of the Governor ²	30.3%	57.9%	-	1.3%	-	5.3%	5.3%	-	76
Public Service Commission	32.6%	27.5%	8.9%	9.7%	6.8%	7.2%	2.1%	5.1%	236
Revenue	18.5%	36.9%	6.0%	23.8%	2.4%	6.5%	1.9%	4.0%	4,363
School for the Deaf and the Blind ²	25.4%	41.6%	4.2%	18.7%	2.2%	3.9%	0.7%	3.2%	406
State	29.4%	41.1%	6.3%	14.0%	2.3%	2.6%	1.1%	3.1%	350
Transportation	41.3%	24.6%	8.4%	6.1%	7.3%	6.1%	3.9%	2.4%	5,437
Veterans' Affairs	13.7%	37.3%	5.4%	29.2%	2.0%	5.1%	1.5%	5.8%	1,029
Total Employees	23,812	24,141	7,300	17,760	3,972	6,436	1,442	2,058	86,921
Percent of Total Employees	27.4%	27.8%	8.4%	20.4%	4.6%	7.4%	1.7%	2.4%	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.

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 regarding employee changes, as they would have to be based upon a separate analysis.

Race and Gender Demographics: Career Service

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	15.1%	35.1%	4.5%	27.0%	3.1%	10.0%	1.5%	3.6%	992
Agency for Persons with Disabilities	11.7%	22.2%	16.8%	40.4%	1.3%	2.9%	0.8%	4.0%	1808
Agriculture and Consumer Services	52.9%	22.7%	4.6%	7.9%	4.4%	3.1%	2.5%	1.8%	2,590
Business and Professional Regulation	21.5%	23.5%	10.1%	21.9%	7.0%	11.2%	2.4%	2.4%	1,106
Children and Families	8.5%	27.1%	8.2%	36.8%	3.2%	12.9%	1.0%	2.4%	9,130
Citrus	33.3%	55.6%	-	-	-	11.1%	-	-	9
Commission on Offender Review	18.1%	38.3%	5.3%	27.7%	1.1%	9.6%	-	-	94
Corrections	38.1%	20.2%	11.9%	19.0%	5.3%	3.1%	1.3%	1.0%	20,709
Division of Administrative Hearings	16.7%	39.8%	3.7%	20.4%	-	14.8%	-	4.6%	108
Division of Emergency Management ²	-	-	-	-	-	-	-	-	-
Economic Opportunity	18.5%	17.5%	13.1%	26.9%	6.9%	11.1%	2.2%	3.7%	924
Education	12.9%	34.1%	5.6%	26.4%	3.3%	13.9%	1.4%	2.4%	1,313
Elder Affairs	6.4%	39.8%	1.3%	23.7%	6.4%	17.8%	0.4%	4.2%	236
Environmental Protection	40.4%	39.1%	3.5%	4.6%	3.2%	3.7%	3.1%	2.4%	2,098
Financial Services	28.4%	27.4%	7.0%	19.3%	6.0%	7.0%	2.2%	2.7%	1,577
Fish and Wildlife Conservation Commission	61.2%	25.1%	1.8%	2.0%	5.0%	1.5%	1.9%	1.4%	1,681
Health	9.8%	34.4%	3.9%	24.1%	3.5%	18.5%	1.4%	4.3%	8,895
Highway Safety and Motor Vehicles	35.0%	14.9%	10.2%	14.7%	13.5%	8.0%	1.9%	1.7%	3,413
Juvenile Justice	12.3%	18.1%	22.0%	34.0%	4.1%	6.0%	1.2%	2.4%	2,285
Law Enforcement	37.8%	36.9%	3.5%	8.5%	4.7%	4.5%	2.0%	2.0%	1,475
Legal Affairs	18.4%	37.3%	3.7%	23.4%	6.1%	7.8%	1.3%	2.0%	539
Management Services	35.2%	22.9%	13.7%	17.4%	2.3%	3.5%	2.2%	2.8%	599
Military Affairs ²	47.9%	30.6%	9.8%	3.3%	3.3%	1.6%	2.3%	1.3%	307
Office of the Governor ²	-	-	-	-	-	-	-	-	-
Public Service Commission	32.8%	18.0%	13.1%	9.0%	9.0%	10.7%	2.5%	4.9%	122
Revenue	17.3%	35.8%	6.1%	25.2%	2.5%	6.8%	2.0%	4.2%	3,621
School for the Deaf and the Blind ²	26.1%	38.5%	4.8%	19.9%	2.2%	4.2%	0.8%	3.4%	356
State	30.2%	36.2%	7.8%	15.1%	1.7%	3.0%	1.7%	4.3%	232
Transportation	40.2%	24.2%	9.9%	6.2%	7.7%	6.1%	3.4%	2.3%	3,579
Veterans' Affairs	10.8%	36.4%	5.6%	31.9%	2.1%	5.5%	1.6%	6.2%	893
Total Employees	19,091	18,403	6,271	15,194	3,403	5,490	1,156	1,683	70,691
Percent of Total Employees	27.0%	26.0%	8.9%	21.5%	4.8%	7.8%	1.6%	2.4%	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 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	25.5%	39.1%	4.2%	17.3%	3.4%	6.8%	1.1%	2.5%	353
Agency for Persons with Disabilities	17.3%	28.1%	12.9%	33.6%	-	3.6%	1.3%	3.2%	533
Agriculture and Consumer Services	43.8%	32.5%	3.2%	8.3%	3.0%	4.3%	1.9%	2.9%	723
Business and Professional Regulation	28.1%	31.6%	6.9%	19.6%	4.8%	3.8%	2.6%	2.6%	392
Children and Families	14.9%	32.3%	8.8%	28.5%	3.1%	8.5%	1.4%	2.4%	2,289
Citrus	25.0%	68.8%	-	-	-	-	-	6.3%	16
Commission on Offender Review	41.9%	41.9%	3.2%	9.7%	-	-	-	3.2%	31
Corrections	36.6%	34.4%	5.8%	14.7%	3.1%	3.7%	0.9%	0.8%	1,207
Division of Administrative Hearings	25.5%	41.5%	1.1%	13.8%	2.1%	10.6%	1.1%	4.3%	94
Division of Emergency Management ²	38.3%	34.0%	-	8.5%	6.4%	4.3%	2.1%	6.4%	47
Economic Opportunity	18.4%	36.2%	9.1%	23.9%	2.3%	7.4%	0.6%	1.9%	309
Education	22.7%	41.3%	5.1%	16.7%	1.9%	6.6%	1.9%	3.9%	647
Elder Affairs	12.9%	57.0%	-	19.4%	-	9.7%	-	1.1%	93
Environmental Protection	46.4%	39.6%	1.4%	5.3%	3.1%	1.5%	1.9%	0.9%	588
Financial Services	31.3%	39.2%	6.4%	11.9%	3.1%	4.9%	0.8%	2.4%	613
Fish and Wildlife Conservation Commission	47.9%	40.5%	1.8%	3.0%	2.1%	2.4%	1.2%	0.9%	328
Health	19.0%	41.3%	5.3%	16.5%	4.3%	9.2%	1.5%	2.9%	2,116
Highway Safety and Motor Vehicles	32.5%	29.8%	6.3%	16.0%	3.9%	6.7%	2.0%	2.8%	507
Juvenile Justice	14.8%	21.5%	22.5%	30.9%	4.2%	3.5%	0.6%	1.9%	622
Law Enforcement	39.4%	48.6%	3.4%	6.3%	0.5%	1.0%	1.0%	-	208
Legal Affairs	31.7%	44.5%	1.2%	7.4%	3.7%	8.1%	1.8%	1.8%	571
Management Services	40.6%	32.8%	5.9%	12.5%	3.1%	2.2%	1.9%	0.9%	320
Military Affairs ²	37.2%	30.9%	14.9%	5.3%	5.3%	5.3%	-	1.1%	94
Office of the Governor ²	30.0%	56.0%	-	2.0%	-	6.0%	6.0%	-	50
Public Service Commission	30.1%	38.8%	4.9%	10.7%	3.9%	3.9%	1.9%	5.8%	103
Revenue	24.3%	42.0%	5.6%	17.3%	1.8%	5.2%	1.1%	2.9%	734
School for the Deaf and the Blind ²	20.0%	64.0%	-	10.0%	2.0%	2.0%	-	2.0%	50
State	26.7%	50.5%	3.8%	13.3%	3.8%	1.0%	-	1.0%	105
Transportation	42.8%	25.3%	5.5%	6.1%	6.7%	6.1%	4.7%	2.6%	1,812
Veterans' Affairs	30.4%	44.8%	4.0%	12.0%	1.6%	2.4%	0.8%	4.0%	125
Total Employees	4,451	5,543	1,009	2,546	549	935	278	369	15,680
Percent of Total Employees	28.4%	35.4%	6.4%	16.2%	3.5%	6.0%	1.8%	2.4%	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 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	42.9%	57.1%	-	-	-	-	-	-	7
Agency for Persons with Disabilities	37.5%	50.0%	12.5%	-	-	-	-	-	8
Agriculture and Consumer Services	48.3%	37.9%	-	6.9%	3.4%	3.4%	-	-	29
Business and Professional Regulation	65.0%	15.0%	-	5.0%	-	-	15.0%	-	20
Children and Families	30.3%	36.4%	9.1%	6.1%	12.1%	-	-	6.1%	33
Citrus	-	100.0%	-	-	-	-	-	-	2
Commission on Offender Review	25.0%	75.0%	-	-	-	-	-	-	4
Corrections	70.4%	18.5%	-	3.7%	3.7%	3.7%	-	-	27
Division of Administrative Hearings	-	100.0%	-	-	-	-	-	-	1
Division of Emergency Management ²	100.0%	-	-	-	-	-	-	-	3
Economic Opportunity	55.6%	-	11.1%	11.1%	22.2%	-	-	-	9
Education	37.1%	45.7%	11.4%	-	5.7%	-	-	-	35
Elder Affairs	66.7%	33.3%	-	-	-	-	-	-	6
Environmental Protection	60.0%	36.7%	3.3%	-	-	-	-	-	30
Financial Services	57.1%	33.3%	2.4%	2.4%	2.4%	-	-	2.4%	42
Fish and Wildlife Conservation Commission	60.9%	39.1%	-	-	-	-	-	-	23
Health	33.3%	46.0%	-	7.9%	6.3%	4.8%	-	1.6%	63
Highway Safety and Motor Vehicles	50.0%	40.0%	10.0%	-	-	-	-	-	10
Juvenile Justice	36.4%	27.3%	9.1%	18.2%	-	4.5%	-	4.5%	22
Law Enforcement	73.7%	10.5%	5.3%	-	5.3%	5.3%	-	-	19
Legal Affairs	55.0%	35.0%	-	5.0%	-	-	5.0%	-	20
Management Services	50.0%	33.3%	5.6%	5.6%	-	5.6%	-	-	18
Military Affairs ²	50.0%	50.0%	-	-	-	-	-	-	4
Office of the Governor ²	30.8%	61.5%	-	-	-	3.8%	3.8%	-	26
Public Service Commission	54.5%	27.3%	-	9.1%	9.1%	-	-	-	11
Revenue	37.5%	50.0%	-	-	-	-	12.5%	-	8
School for the Deaf and the Blind ²	-	-	-	-	-	-	-	-	-
State	38.5%	53.8%	-	-	-	7.7%	-	-	13
Transportation	58.7%	19.6%	6.5%	-	6.5%	2.2%	4.3%	2.2%	46
Veterans' Affairs	63.6%	27.3%	9.1%	-	-	-	-	-	11
Total Employees	270	195	20	20	20	11	8	6	550
Percent of Total Employees	49.1%	35.5%	3.6%	3.6%	3.6%	2.0%	1.5%	1.1%	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.

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 regarding employee changes, as they would have to be based upon a separate analysis.

Employees Who Have a Disability by Job Category

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, 2020.

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service Workers	Para Professionals	Administrative Support	Skilled Craft Workers	Service Maintenance	Total
Agency for Health Care Administration	-	35	3	-	-	1	-	-	39
Agency for Persons with Disabilities	1	34	2	-	-	6	1	2	46
Agriculture and Consumer Services	1	48	14	30	2	3	4	3	105
Business and Professional Regulation	-	49	1	1	1	-	-	-	52
Children and Families	2	230	10	2	40	7	-	2	293
Citrus	2	-	-	-	-	-	-	-	2
Commission on Offender Review	-	4	-	-	-	-	-	-	4
Corrections	3	112	9	196	2	19	9	5	355
Division of Administrative Hearings	-	3	-	-	-	1	-	-	4
Division of Emergency Management ¹	-	-	-	-	-	-	-	-	-
Economic Opportunity	-	88	3	-	-	-	1	-	92
Education	5	112	8	-	26	11	-	-	162
Elder Affairs	-	7	-	-	-	-	-	-	7
Environmental Protection	1	62	3	-	-	1	-	15	82
Financial Services	3	39	5	3	-	2	-	-	52
Fish and Wildlife Conservation Commission	3	25	1	28	1	6	1	-	65
Health	6	245	28	-	23	37	3	2	344
Highway Safety and Motor Vehicles	3	54	4	36	-	19	1	-	117
Juvenile Justice	-	52	-	-	26	7	-	3	88
Law Enforcement	1	18	7	4	-	-	-	-	30
Legal Affairs	2	17	-	-	1	5	-	-	25
Management Services	4	16	5	-	-	-	2	2	29
Military Affairs ¹	2	13	3	2	2	6	3	2	33
Office of the Governor ¹	1	-	-	-	-	-	-	-	1
Public Service Commission	-	5	2	-	-	-	-	-	7
Revenue	2	188	9	-	4	14	-	-	217
School for the Deaf and the Blind ¹	-	3	-	1	19	2	2	2	29
State	-	10	1	-	-	-	-	-	11
Transportation	-	111	27	-	-	7	9	7	161
Veterans' Affairs	4	41	3	-	6	4	-	1	59
Total Employees	46	1,621	148	303	153	158	36	46	2,511
Percent of Total Employees	1.8%	64.5%	5.8%	12.0%	6.0%	6.2%	1.4%	1.8%	100.0%

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

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, 2020.

Agency	Employees by Pay Plan						Total
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
Agency for Health Care Administration	33	84.6%	6	15.4%	-	-	39
Agency for Persons with Disabilities	31	67.4%	15	32.6%	-	-	46
Agriculture and Consumer Services	89	84.7%	16	15.2%	-	-	105
Business and Professional Regulation	42	80.7%	10	19.2%	-	-	52
Children and Families	251	85.6%	42	14.3%	-	-	293
Citrus	-	-	1	50.0%	1	50.0%	2
Commission on Offender Review	4	100.0%	-	-	-	-	4
Corrections	335	94.3%	19	5.3%	1	0.2%	355
Division of Administrative Hearings	1	25.0%	3	75.0%	-	-	4
Division of Emergency Management ¹	-	-	-	-	-	-	-
Economic Opportunity	78	84.7%	14	15.2%	-	-	92
Education	118	72.8%	42	25.9%	2	1.2%	162
Elder Affairs	5	71.4%	2	28.5%	-	-	7
Environmental Protection	64	78.0%	18	21.9%	-	-	82
Financial Services	41	78.8%	10	19.2%	1	1.9%	52
Fish and Wildlife Conservation Commission	53	81.5%	12	18.4%	-	-	65
Health	287	83.4%	56	16.2%	1	0.2%	344
Highway Safety and Motor Vehicles	101	86.3%	16	13.6%	-	-	117
Juvenile Justice	73	82.9%	15	17.0%	-	-	88
Law Enforcement	29	96.6%	1	3.3%	-	-	30
Legal Affairs	14	56.0%	11	44.0%	-	-	25
Management Services	22	75.8%	6	20.6%	1	3.4%	29
Military Affairs ¹	25	75.7%	7	21.2%	1	3.0%	33
Office of the Governor ¹	-	-	1	100.0%	-	-	1
Public Service Commission	6	85.7%	1	14.2%	-	-	7
Revenue	193	88.9%	24	11.0%	-	-	217
School for the Deaf and the Blind ¹	29	100.0%	-	-	-	-	29
State	9	81.8%	2	18.1%	-	-	11
Transportation	119	73.9%	42	26.0%	-	-	161
Veterans' Affairs	48	81.3%	10	16.9%	1	1.6%	59
Total Employees	2,100	83.6%	402	16.0%	9	0.3%	2,511

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.

B



APPENDIX

Classification and Pay Plans

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 237 occupations.

- Career Service: 187 occupations and 17 pay bands
- Selected Exempt Service: 148 occupations and 22 pay bands
- Senior Management Service: 25 occupations and four pay bands

NUMBER OF ESTABLISHED POSITIONS AND EMPLOYEES BY PAY BAND

Pay Band	Annual Minimum Salary	Annual Maximum Salary	Number of Established Positions	Number of Employees
001	\$17,596.80	\$48,913.20	1,988	1,619
002	\$18,259.02	\$53,315.12	4,099	3,451
003	\$19,902.48	\$58,114.32	6,338	5,498
004	\$21,692.58	\$67,142.62	4,437	3,878
005	\$23,645.18	\$73,186.33	10,705	9,876
006	\$25,774.06	\$75,258.91	6,573	5,645
007	\$28,093.00	\$86,952.76	23,550	20,506
008	\$30,622.02	\$99,519.26	12,445	11,177
009	\$33,377.24	\$108,473.50	8,114	7,489
010	\$36,381.54	\$118,237.52	8,165	7,408
011	\$39,655.98	\$115,793.36	857	786
012	\$43,225.52	\$140,480.08	1,135	1,055
013	\$47,115.38	\$153,121.19	208	203
014	\$51,355.46	\$149,955.74	1,079	969
015	\$55,978.52	\$163,455.35	-	-
016	\$61,015.50	\$178,163.52	235	219
017	\$66,507.74	\$194,200.33	-	-
018	\$72,493.46	\$211,678.53	241	180
019	\$21,156.72	\$98,842.17	587	548
020	\$26,445.90	\$130,968.44	4,594	4,309
021	\$33,057.44	\$171,894.57	1,371	1,312
022	\$41,320.76	\$202,702.07	197	185
023	\$47,316.36	\$232,113.73	456	413
024	\$56,779.84	\$265,272.93	193	174
025	\$68,135.86	\$318,327.74	23	21
Total Positions and Employees			97,590	86,921

Average Salary by Agency and Pay Plan

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	\$41,979.47	\$60,147.25	\$127,571.45	\$47,162
Agency for Persons with Disabilities	\$32,752.95	\$46,776.87	\$106,854.41	\$36,181
Agriculture and Consumer Services	\$35,676.95	\$53,623.30	\$112,394.40	\$40,222
Business and Professional Regulation	\$36,716.80	\$53,942.41	\$103,883.83	\$42,054
Children and Families	\$34,343.11	\$54,255.33	\$119,370.07	\$38,569
Citrus	\$39,988.89	\$74,380.82	\$134,999.94	\$67,407
Commission on Offender Review	\$35,153.45	\$51,273.78	\$78,775.05	\$40,339
Corrections	\$35,768.85	\$57,471.75	\$117,984.52	\$37,064
Division of Administrative Hearings	\$55,131.88	\$51,185.25	\$97,849.92	\$53,514
Division of Emergency Management ¹	-	\$63,806.98	\$127,000.00	\$67,598
Economic Opportunity	\$39,706.77	\$62,236.60	\$120,666.69	\$45,898
Education	\$37,935.15	\$59,027.83	\$136,341.86	\$46,497
Elder Affairs	\$38,210.15	\$53,751.60	\$114,987.60	\$43,899
Environmental Protection	\$39,349.31	\$60,525.12	\$115,609.44	\$44,774
Financial Services	\$42,917.38	\$66,379.03	\$113,714.74	\$50,689
Fish and Wildlife Conservation Commission	\$45,072.38	\$59,819.12	\$102,597.16	\$48,102
Health	\$38,462.43	\$58,184.02	\$117,780.62	\$42,680
Highway Safety and Motor Vehicles	\$42,204.36	\$63,377.85	\$121,380.37	\$45,135
Juvenile Justice	\$33,305.46	\$44,895.97	\$100,953.79	\$36,272
Law Enforcement	\$49,327.10	\$66,175.35	\$116,871.11	\$52,136
Legal Affairs	\$36,988.37	\$65,297.60	\$124,330.17	\$52,839
Management Services	\$42,180.76	\$64,021.64	\$111,624.85	\$50,955
Military Affairs ¹	\$32,698.78	\$44,808.85	\$81,261.54	\$35,989
Office of the Governor ¹	-	\$73,497.97	\$119,845.02	\$89,353
Public Service Commission	\$40,525.02	\$62,482.67	\$115,353.46	\$53,596
Revenue	\$36,383.79	\$56,781.74	\$117,410.43	\$39,963
School for the Deaf and the Blind ¹	\$29,148.79	\$40,592.73	-	\$30,558
State	\$35,396.18	\$52,316.29	\$101,797.89	\$42,938
Transportation	\$47,156.84	\$71,251.09	\$129,044.94	\$55,882
Veterans' Affairs	\$32,760.77	\$48,223.20	\$95,046.05	\$35,304
Average Salary by Pay Plan	\$37,668.31	\$58,793.47	\$116,274.77	\$41,975

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.

Pay Additives: Career Service

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, 2020.

Agency	Competitive Area Differentials	Lead Worker Duties	Shift Differentials	Legislatively Approved ¹	Trainer Duties	Hazardous Duties	Temporary Special Duties- General	Temporary Special Duties – Absent Coworker	On-Call	Critical Market Pay	Total
Agency for Health Care Administration	124	-	-	-	-	-	3	5	5	-	137
Agency for Persons with Disabilities	27	5	47	-	-	2	-	-	50	-	131
Agriculture and Consumer Services	129	25	1	-	148	9	5	1	620	-	938
Business and Professional Regulation	154	2	-	-	-	-	1	1	7	-	165
Children and Families	1,342	31	250	-	17	10	330	26	1,499	-	3,505
Citrus	-	-	-	-	-	-	-	-	-	-	-
Commission on Offender Review	20	-	-	-	-	-	-	-	-	-	20
Corrections	2,804	25	3	556	-	843	57	57	627	-	4,972
Division of Administrative Hearings	23	-	-	-	-	-	-	-	-	-	23
Division of Emergency Management ²	-	-	-	-	-	-	-	-	-	-	-
Economic Opportunity	19	34	-	-	-	-	-	-	22	-	75
Education	42	-	-	-	-	-	7	-	-	-	49
Elder Affairs	19	-	-	-	-	-	-	-	-	-	19
Environmental Protection	184	4	-	-	6	17	-	-	40	1	252
Financial Services	238	51	5	-	-	17	15	2	127	-	455
Fish and Wildlife Conservation Commission	205	11	23	162	104	47	6	12	89	176	835
Health	1,275	95	1	-	1	-	45	61	382	-	1,860
Highway Safety and Motor Vehicles	881	8	124	-	318	-	865	6	547	672	3,421
Juvenile Justice	294	-	-	-	19	-	23	5	24	-	365
Law Enforcement	82	36	49	5	77	40	26	1	473	-	789
Legal Affairs	112	-	-	-	-	-	-	-	-	-	112
Management Services	17	8	22	-	-	-	2	-	112	-	161
Military Affairs ²	1	-	5	-	-	-	-	-	7	-	13
Office of the Governor ²	-	-	-	-	-	-	-	-	-	-	-
Public Service Commission	14	-	-	-	-	-	-	-	-	-	14
Revenue	750	3	7	-	-	-	1	-	16	-	777
School for the Deaf and the Blind ²	-	-	148	-	-	-	5	1	15	-	169
State	-	1	-	-	-	-	-	-	5	-	6
Transportation	1,011	-	98	-	-	-	4	5	185	-	1,303
Veterans' Affairs	150	-	-	-	-	-	-	-	15	-	165
Total Pay Additives	9,917	339	783	723	690	985	1,395	183	4,867	849	20,731

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.

Average Benefits Cost by Pay Plan

AVERAGE BENEFITS COST BY PAY PLAN

Benefits	Career Service		Selected Exempt Service		Senior Management Service	
Leave and Holidays	\$6,157	9.0%	\$10,176	10.3%	\$20,124	10.4%
Social Security, Medicare, and Retirement ¹	\$5,993	8.8%	\$9,354	9.5%	\$36,870	19.0%
Health, Life, and Disability Insurance	\$18,515	27.1%	\$20,338	20.6%	\$20,361	10.5%
Average Benefits Value	\$30,665	44.9%	\$39,868	40.4%	\$77,356	39.9%
Average Salary	\$37,668	55.1%	\$58,793	59.6%	\$116,274	60.1%
Total Compensation	\$68,333	100%	\$98,661	100%	\$193,630	100%

FIVE-YEAR TREND: AVERAGE SALARIES BY PAY PLAN

Pay Plan	As of June 30					2016/2020 % Change
	2016	2017	2018	2019	2020	
Career Service	\$35,545	\$35,710	\$37,163	\$37,463	\$ 37,668	6.0%
Selected Exempt Service	\$56,137	\$56,554	\$57,972	\$58,254	\$ 58,793	4.7%
Senior Management Service	\$111,931	\$112,666	\$114,265	\$115,542	\$116,274	3.9%
State Personnel System	\$39,657	\$39,910	\$41,348	\$41,670	\$41,976	5.8%
Florida Annual Average Wage – Total All Industries²	\$47,060	\$48,460	\$50,090	\$51,744	--	10.0%³

¹ The Social Security, Medicare and retirement components are comprised of the Florida Retirement System (FRS) contribution for Regular class membership (8.47 percent) and Senior Management Service class (25.41 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 15 were used to calculate the benefits. For the purpose of the health insurance cost calculation, family group insurance premiums were used.

² Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, Quarterly Census of Employment and Wages Program, September 2019.

³ Percentage change reflects 2016/2019 instead of 2016/2020. (The Florida Department of Economic Opportunity had not published the 2020 figures at the time this report was compiled.)

Comparison of Benefits by Pay Plan

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	<p>Ranges from 8.667 to 13 hours accrued per month depending on length of service (104 to 156 hours annually).</p> <p>Upon termination from the SPS, with a minimum of one continuous year of service, eligible for payment of up to 240 hours. (This is a lifetime payment cap.)</p>	<p>Receives 176 hours upon appointment date and on each anniversary date.</p> <p>Upon termination from the SPS, may be paid up to 480 hours. (The most recent accrual is prorated at time of separation.)</p>	Same as Selected Exempt Service.
Sick Leave	<p>8.667 hours accrued per month (104 hours annually, regardless of length of service).</p> <p>Upon termination from the SPS, with minimum of 10 years of service, terminal payment of sick leave for either ¼ of the balance or 480 hours, whichever is less.</p>	<p>Receives 104 hours upon appointment date and on each anniversary date.</p> <p>Upon termination from the SPS, with minimum of 10 years of service, terminal payment of sick leave for either ¼ of the balance or 480 hours, whichever is less.</p>	Same as Selected Exempt Service.
Holidays	<p>Nine paid holidays each calendar year and one paid personal holiday each fiscal year.</p>	Same as Career Service.	Same as Career Service.
Insurance ¹	<p>Group Health Standard PPO or HMO: Employee pays monthly premium of \$50 for individual coverage or \$180 for family coverage. The state pays monthly premium of \$684.42 and \$1,473.18, respectively.</p> <p>Group Disability Insurance: Offered only as a supplemental policy. Employee pays 100 percent of the premium.</p> <p>Basic Life Insurance: Coverage is \$25,000. The state pays 100 percent of the premium.</p>	<p>Group Health Standard PPO or HMO: Employee pays monthly premium of \$8.34 for individual coverage or \$30 for family coverage. The state pays monthly premium of \$726.08 and \$1,623.20, respectively</p> <p>Group Disability Insurance: 65 percent of income for maximum of 364 days of continuous disability. Must exhaust all leave first (may be offset by certain other benefits). The state pays 100 percent of the premium.</p> <p>Basic Life Insurance: Same as Career Service.</p>	<p>Group Health Standard PPO or HMO: Same as Selected Exempt Service.</p> <p>Group Disability Insurance: Same as Selected Exempt Service.</p> <p>Basic Life Insurance: Same as Career Service.</p>

¹ Employees may elect a health investor health plan with 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

	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 prior 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 prior 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 prior 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:

- 2019 Legislation – Establishes a presumption that an illness incurred in the line of duty for firefighters who are employed full-time by a state board, commission, department, division, bureau or agency, or a county, municipality, or other political subdivision of the state and who die or are totally and permanently disabled due to one of the designated 21 types of cancers specified by the bill or due to circumstances arising out of the treatment of one of these cancers.

¹ The 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

	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>FRS Investment Plan (Defined Contribution): 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>FRS Investment Plan (Defined Contribution): 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>FRS Investment Plan (Defined Contribution): 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, 1.21 percent for Special Risk class members, and 0.05 percent for Senior Management Service class members.

Leave Benefit Comparisons to Select States

The following table provides a comparison of annual and sick leave and paid holidays given to Career Service employees in the State Personnel System compared to leave benefits offered by other states. The data in the table below is as of June 30, 2020 and was gathered from States' websites and human resource offices that had information available to reflect fiscal year 2019-20.

Note: Maximum accrual amounts may vary based upon collective bargaining unit and length of service. The table reflects the highest maximum accrual amount per state. Visit each states' website for more detailed information regarding leave benefits.

State	Annual Leave		Sick Leave		Holidays (Includes Personal Leave Days)
	Maximum Days Accrued Per Year	Maximum Balance Allowed at Year End	Maximum Days Accrued Per Year	Maximum Balance Allowed at Year End	
Alabama	29.25	60	13	150	13
California	21	80	12	Unlimited	12
Florida	19.5	45	13	Unlimited	10
Georgia	21	45	15	90	12
Illinois					12
Indiana	23		8		15
Iowa	25				9
Kansas					10
Kentucky	12		Unlimited		9
Louisiana	24	Unlimited	24	Unlimited	9
Maine	24		12		15
Maryland	25	75	Unlimited	Unlimited	17
Massachusetts	30	30	15	30	12
Michigan	35		13		12
Minnesota					11
Mississippi	27	Unlimited	12	Unlimited	10
Missouri	42	42	Unlimited		
Montana	24	48	12		11
Nebraska		35			12
Nevada	21	30	15		11
New Hampshire	50		120		10
New Mexico		30	Unlimited		2
New York	20	40	13	200-225	17
North Carolina	26	30	12	Unlimited	12
North Dakota	24	30	Unlimited		10
Ohio	90		10		10
Oklahoma	25		15		11
Oregon	12		Unlimited		13
Pennsylvania	26	45	13	300	11
Rhode Island	28		125		14
South Carolina	30	45	15	180	13
South Dakota	40		Unlimited		10
Tennessee	24	42	12	Unlimited	11
Texas	31.5	66.5	12	Unlimited	17
Utah	13		13	Unlimited	11
Virginia	27	54	10	10	13
Washington	25	30	12		11
West Virginia	24	40	18	Unlimited	12
Wisconsin	27	40	16.25	Unlimited	13.5
Wyoming	24	48	12	Unlimited	9

Average Total Compensation Cost: Salaries and Benefits

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

Date	Pay Plan	Benefit	Salary	Total Compensation
June 2016	Career Service	\$26,322	\$35,545	\$61,866
	Selected Exempt Service	\$35,300	\$56,137	\$91,437
	Senior Management Service	\$69,159	\$111,931	\$181,090
June 2017	Career Service	\$27,275	\$35,710	\$62,985
	Selected Exempt Service	\$36,286	\$56,554	\$92,840
	Senior Management Service	\$70,587	\$112,666	\$183,253
June 2018	Career Service	\$28,459	\$37,163	\$65,623
	Selected Exempt Service	\$37,481	\$57,972	\$95,453
	Senior Management Service	\$72,911	\$114,265	\$187,176
June 2019	Career Service	\$29,805	\$37,463	\$67,268
	Selected Exempt Service	\$38,895	\$58,254	\$97,149
	Senior Management Service	\$76,204	\$115,542	\$191,746
June 2020	Career Service	\$30,665	\$37,668	\$68,333
	Selected Exempt Service	\$39,868	\$58,793	\$98,661
	Senior Management Service	\$77,356	\$116,274	\$193,630

As of June 30, 2020, the average total compensation cost for each pay plan was as follows:

- **Career Service: \$68,333.** Includes \$37,668 (55.1 percent) in salary plus \$30,665 (44.9 percent) in benefits. The Career Service benefits package had a value equivalent to 81.4 percent of the average salary.
- **Selected Exempt Service: \$98,661.** Includes \$58,793 (59.6 percent) in salary plus \$39,868 (40.4 percent) in benefits. The Selected Exempt Service benefits package had a value equivalent to 67.8 percent of the average salary.
- **Senior Management Service: \$193,630.** Includes \$116,274 (60.1 percent) in salary plus \$77,356 (39.9 percent) in benefits. The Senior Management Service benefits package had a value equivalent to 66.5 percent of the average salary.

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.



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