

# FY 2020-21 ANNUAL WORKFORCE REPORT

STATE PERSONNEL SYSTEM | 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 (F.S.), to identify data-driven trends for planning and improving the management of SPS human resources. The data represented in this 28th Annual Workforce Report covers the period of July 1, 2020, through June 30, 2021, 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), F.S.
- Equal Employment Opportunity/Affirmative Action Report, sections 110.112(2)(e), 110.112(3)(c)2, and 110.112(3)(d), F.S.
- Pay Additives Report, section 110.2035(7)(e), F.S.
- Classification Plans for Senior Management and Selected Exempt Services, sections 110.406(1) and 110.606(1), F.S., respectively.
- Savings Sharing Program Report, section 110.1245(1)(d), F.S.

## Fiscal Year 2020-2021 Workforce Events

- **COVID-19 Pandemic** – As the primary shared services provider for State of Florida government, DMS responded to the COVID-19 pandemic in cadence with state agency partners. DMS provided technical and administrative assistance and guidance to support state agency response to the pandemic.
- **Competitive Pay Adjustments** – Effective October 1, 2020, all eligible employees in the Career Service, Selected Exempt Service, Senior Management Service, and each eligible non-career service employee of the Florida School for the Deaf and Blind, received a pay adjustment of 3.0 percent (3%) to their base rate of pay.
- **Benefits Enhancements** – The Division of State Group Insurance implemented new benefits associated with access to care, including immunizations and telehealth.

## 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) 2020-2021, the total number of established positions in the SPS increased by 197 positions (0.2 percent) over the previous five years, from 97,502 in 2017 to 97,699 in 2021. Over the same time frame, the number of employees decreased by 6,475 (7.3 percent), from 88,953 to 82,478.

The quantity of full-time employees 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 (OPS) employees. The SPS had a total of 82,162 full-time employees in FY 2020-2021. The quantity of part-time employees 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 OPS employees. The SPS had a total of 316 part-time employees in FY 2020-2021.

## SPS Structure

Employees of the SPS fall under three primary employment categories: Career Service, Selected Exempt Service, and Senior Management Service. Of the 97,699 available positions in FY 2020-2021, over eighty-four percent were filled.

## Talent Development, Recruitment, and Retention

The world was experiencing the full effects of the global COVID-19 pandemic during the period covered by this report. In early 2021, employers around the globe began experiencing what has been coined “The Great Resignation” where more than 47 million Americans quit their jobs,<sup>1</sup> and were not seeking other employment. At a time when companies and other governments scaled back operations, Florida remained open and Florida’s state government remained focused on serving Floridians. The state, however, was not immune to widespread recruitment challenges. To help combat the recruitment challenges that resulted during this phenomenon, the Florida Department of Corrections, for example, incentivized hiring efforts through the use of one-time hiring bonuses of \$1,000 for newly hired Correctional Officers, teachers, and instructors.

For the SPS, the Career Service turnover rate for FY 2020-2021 was 15.7 percent, a 1.9 percent increase from the prior year turnover rate of 13.8 percent<sup>2</sup>. This, however, was still significantly lower than the U.S. average turnover rate of 18 percent.<sup>3</sup> Dismissals and failed probationary periods were the top two separation reasons for involuntary Career Service separations at 986 and 483, respectively. For the same time period, the reason “Other” (reason unknown), was given for 10,483 voluntary separations followed by “Retirement” at 1,610 and “Moved to Private Sector” at 1,399. All three of these types of voluntary separations were up from the previous year. Voluntary separation reasons with the most significant increases from the previous year were “Other” at 18.6 percent and “Abandonment” at 76.9 percent. Conversely, “Move within State of Florida Government” fell by 21 percent and “Moved to Non-State of Florida Government” fell by 26.4 percent.

## Veterans’ Recruitment Plan

Chapter 295, F.S., 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), F.S., 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. Goals within respective agencies cover a broad range of activities that include hosting and participating in job fairs targeted at veteran populations, providing internships and on-the-job training opportunities for transitioning service members and working with local veteran advocacy groups to increase awareness of job opportunities within the veterans’ communities. In accordance with section 295.07(6)(b), F.S., DMS 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), F.S., 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), F.S., 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

<sup>1</sup> The Great Resignation Didn’t Start with the Pandemic – Harvard Business Review

<sup>2</sup> Turnover is defined as an employee-initiated separation from the SPS and includes movement of an employee to a state government agency outside the SPS.

<sup>3</sup> 27 US Employee Turnover Statistics [2022]: Average Employee Turnover Rate, Industry comparisons and Trends - Zippia.com

relevant labor market. Section 110.112(3)(c)1, F.S., also requires each executive agency to develop an agency-specific plan that addresses how to promote employment opportunities for individuals who have a disability.

DMS 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), F.S.; and to report on the agencies' progress in implementing their agency-specific plans in accordance with section 110.112(3)(c)2, F.S.

For fiscal year 2020-2021 of the 29 SPS agencies required to have a plan, 25 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.

## **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 \$39,910 to \$44,040, or 10.4 percent. During FY 2020-2021, the Legislature provided competitive pay increases for employees in specialized occupations across the SPS, including positions at the Florida School for the Deaf and the Blind, Florida Department of Children and Families, Florida Department of Corrections, and the Agency for Persons with Disabilities.

Effective October 1, 2020, all eligible employees in the Career Service, Selected Exempt Service, Senior Management Service, and each eligible non-career service employee of the Florida School for the Deaf and Blind, received a pay adjustment of 3.0 percent (3%) to their base rate of pay.

In November 2020, Florida voters approved changes to the state's minimum wage, which gradually increases from \$8.65 to \$15.00 an hour by September 2026.

### **Pay Additives: Career Service**

Section 110.2035(7)(e), F.S., requires DMS 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. In addition to the competitive pay increases mentioned above, the Legislature also granted agencies the authority to provide pay additives, critical market pay adjustments and other incentives for employees in specific geographic locations and critical needs positions across the state to improve retention efforts within the SPS.

### **Position Classification**

As the foundation for many key human resource (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), F.S., requires DMS 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 DMS to comply with these requirements.

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

- Career Service: 189 occupations and 17 pay bands
- Selected Exempt Service: 148 occupations and 22 pay bands
- Senior Management Service: 25 occupations and four pay bands

## 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. The State of Florida offers a wide range of benefit options for its' employees that include paid annual sick leave, nine paid holidays each year, a Personal Holiday (one day of paid leave to be used by June 30<sup>th</sup> of each year), and State Group Health Insurance coverage, including dental and vision insurance options. The state also offers State Group Life Insurance (optional additional life insurance), and a contributory retirement plan through the Florida Retirement System. Employees have the option of enrolling in one of two primary retirement plans: a defined benefit plan known as the Florida Retirement System (FRS) Pension Plan (PP) and a defined contribution plan known as the FRS Investment Plan (IP). These elements comprise the State of Florida's robust total compensation package. In addition to those benefits listed above, employees in the Selected Exempt and Senior Management Services receive disability insurance.

As of June 30, 2021, the average total compensation cost for each pay plan was as follows:

- **Career Service: \$72,097.** Includes \$39,500 (54.8 percent) in salary plus \$32,597 (45.2 percent) in benefits. The Career Service benefits package had a value equivalent to 82.5 percent of the average salary.
- **Selected Exempt Service: \$102,510.** Includes \$60,675 (59.2 percent) in salary plus \$41,835 (40.8 percent) in benefits. The Selected Exempt Service benefits package had a value equivalent to 68.9 percent of the average salary.
- **Senior Management Service: \$200,256.** Includes \$119,819 (59.8 percent) in salary plus \$80,437 (40.2 percent) in benefits. The Senior Management Service benefits package had a value equivalent to 67.1 percent of the average salary.

## Savings Sharing Program

DMS is required to compile an annual report on each the level of participation in the Savings Sharing Program in accordance with subsection 110.1245(1)(d), F.S. The Savings Sharing Program was implemented in FY 2001-2002 in accordance with section 110.1245, F.S., 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 2020-2021.

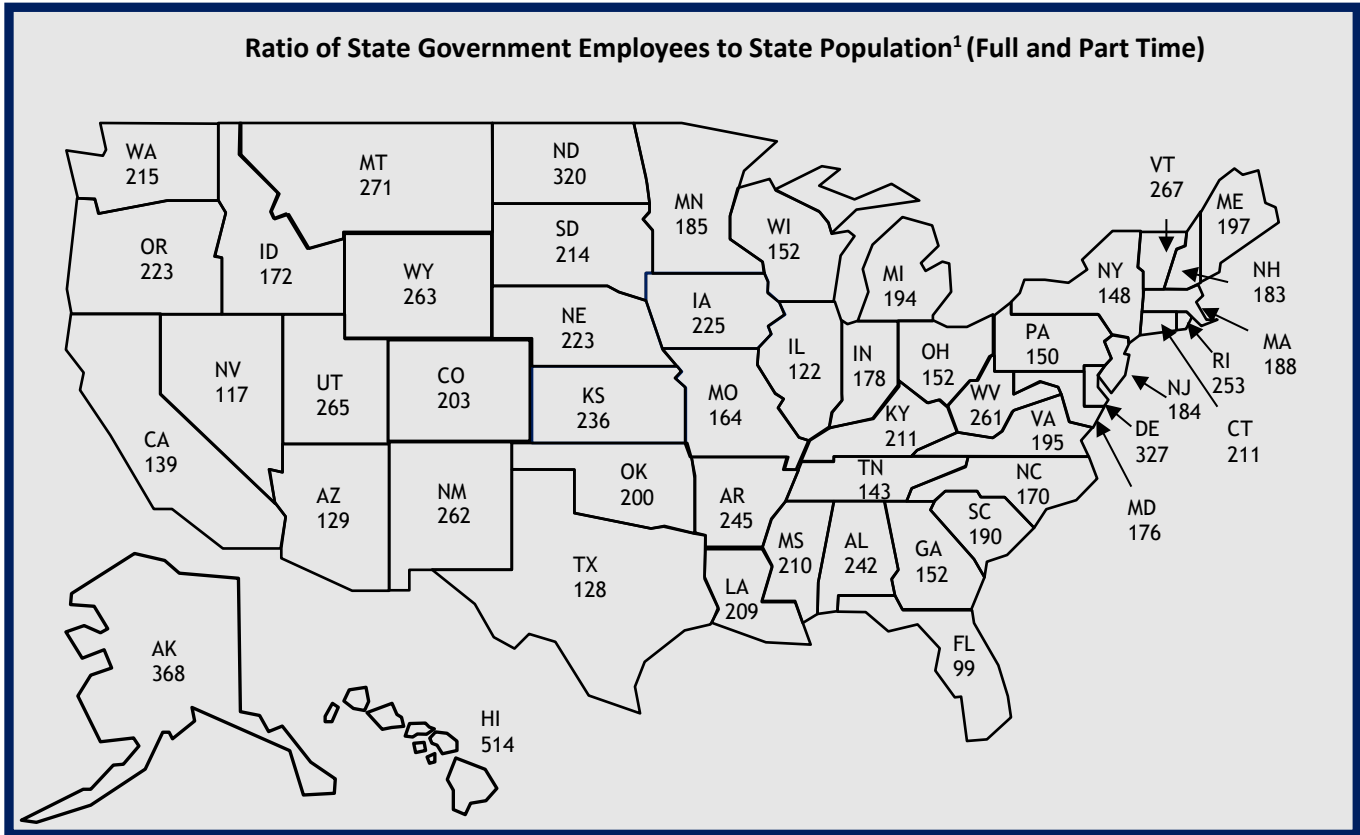
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**APPENDIX**

## 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       | 117 |
| 3. Illinois     | 122 |
| 4. Texas        | 128 |
| 5. Arizona      | 129 |
| 6. California   | 139 |
| 7. Tennessee    | 143 |
| 8. New York     | 148 |
| 9. Pennsylvania | 150 |
| 10. Georgia     | 152 |

**2020 National Average 208**

### States with the Fastest-Growing Population Changes July 2019–July 2020

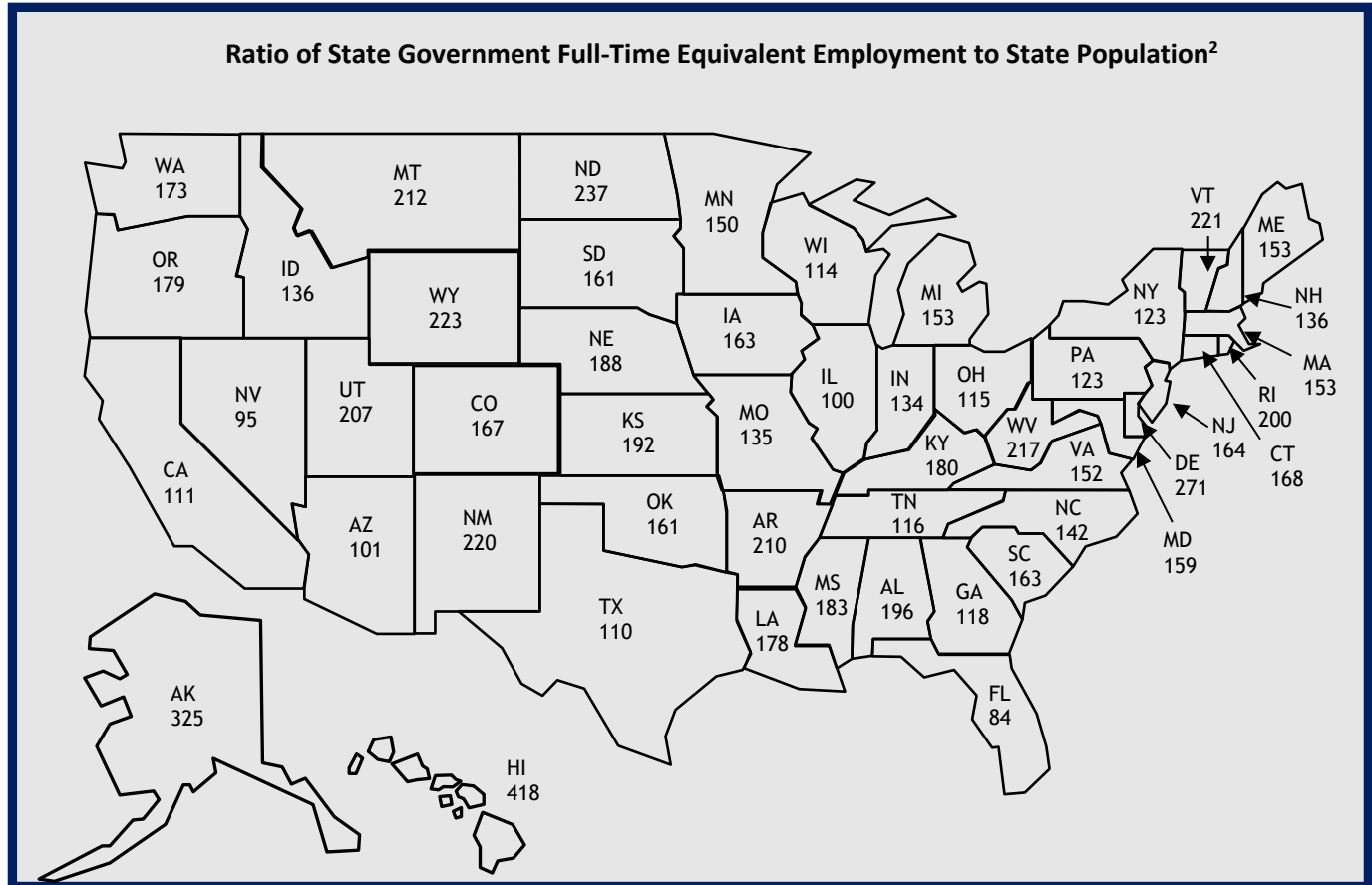
- |                    |       |
|--------------------|-------|
| 1. Utah            | 18.4% |
| 2. Idaho           | 17.3% |
| 3. Texas           | 15.9% |
| 4. North Dakota    | 15.8% |
| 5. Nevada          | 15.0% |
| 6. Colorado        | 14.8% |
| 7. Florida         | 14.6% |
| 8. Washington      | 14.6% |
| 9. Arizona         | 11.9% |
| 10. South Carolina | 10.7% |

<sup>1</sup> United States Census Bureau. Calculation utilized March 2020 United States Census data for a one-month period for total state employees (full time and part time), and July 2020 United States Census data for state population.



## 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 equivalent<sup>1</sup> 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	84
2. Nevada	95
3. Illinois	100
4. Texas	110
5. California	111
6. Wisconsin	114
7. Ohio	115
8. Tennessee	116
9. Georgia	118
10. Pennsylvania	123

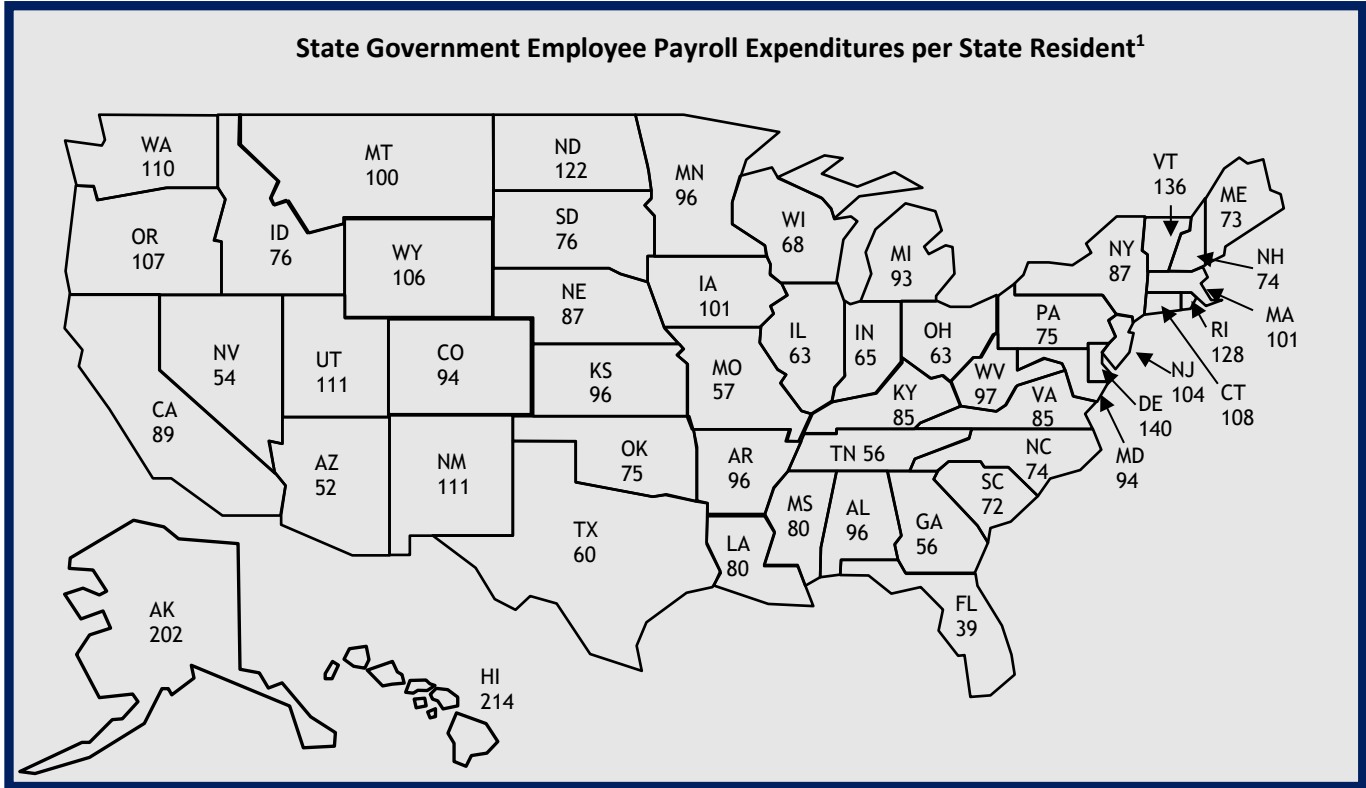
**2020 National Average 171      2019 National Average 169**

<sup>1</sup> 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.

<sup>2</sup> United States Census Bureau. Calculation utilized March 2020 United States Census data for a one-month period for full-time equivalent state employment and July 2020 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.

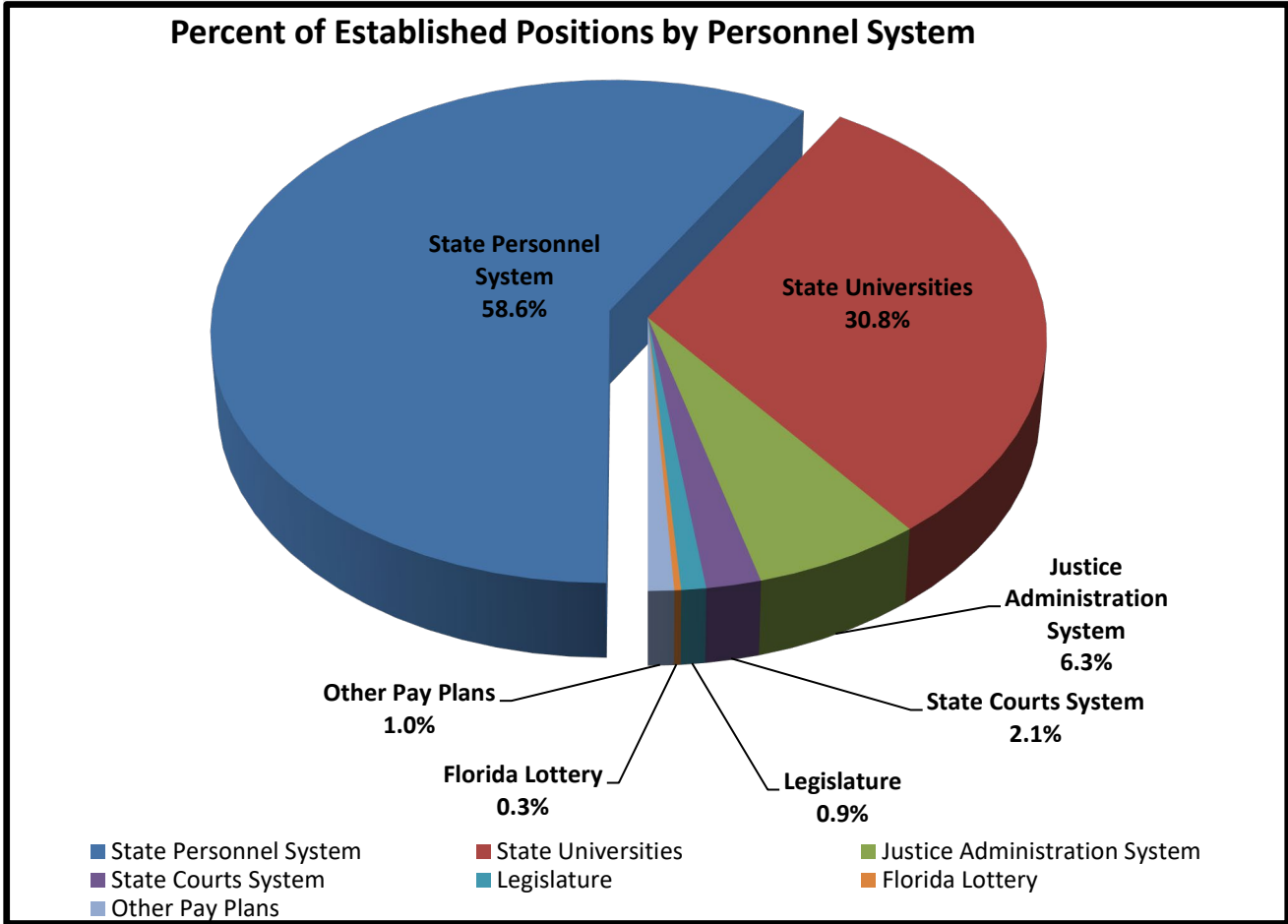


<u>Lowest Public Payroll Ratios</u>	
1. Florida	\$39
2. Arizona	\$52
3. Nevada	\$54
4. Tennessee	\$56
5. Georgia	\$56
6. Missouri	\$57
7. Texas	\$60
8. Ohio	\$63
9. Illinois	\$63
10. Indiana	\$65
<b>2020 National Average \$91</b>	

<sup>1</sup>United States Census Bureau. Calculation utilized March 2020 United States Census data for a one-month period for state government employee payroll expenditures and July 2020 United States Census data for state population.

## State of Florida's Personnel Systems

The State Personnel System (SPS) is the primary personnel system for the Executive Branch of state government. It is the largest of the five uniform state personnel systems (the others being the Florida Lottery, the Legislature, the Justice Administration System, and the Court System) and it is larger than any of the state's university personnel systems. The SPS encompasses the various state agencies with positions in its applicable pay plans (the career service, the selected exempt service, and the senior management service).



Personnel System	Percentage of Established Positions as of June 30				
	2017	2018	2019	2020	2021
State Personnel System	60.0%	59.5%	59.0%	58.6%	58.6%
State Universities	29.3%	29.9%	30.4%	30.9%	30.8%
Justice Administration System	6.5%	6.4%	6.3%	6.3%	6.3%
State Courts System	2.1%	2.0%	2.0%	2.0%	2.1%
Legislature	0.9%	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 <sup>1</sup> As of June 30				
		2017	2018	2019	2020	2021
State Personnel System	Career Service	80,135	79,856	80,074	80,114	80,188
	Selected Exempt Service	16,755	16,745	16,810	16,867	16,899
	Senior Management Service	612	617	619	609	612
	<b>Total</b>	<b>97,502</b>	<b>97,218</b>	<b>97,503</b>	<b>97,590</b>	<b>97,699</b>
State Universities <sup>2</sup>	<b>General Faculty and All Others</b>	<b>47,645</b>	<b>48,855</b>	<b>50,273</b>	<b>51,464</b>	<b>51,328</b>
Justice Administration System	State Attorneys	3,786	3,754	3,715	3,726	3,712
	Public Defenders	1,247	1,205	1,154	1,200	1,233
	State Attorneys with Paid Insurance	2,338	2,282	2,331	2,315	2,323
	Public Defenders with Paid Insurance	1,794	1,766	1,833	1,787	1,788
	Capital Collateral Regional Counsel	95	95	95	95	98
	Justice Administrative Commission	1,297	1,286	1,349	1,382	1,408
	<b>Total</b>	<b>10,557</b>	<b>10,388</b>	<b>10,477</b>	<b>10,505</b>	<b>10,562</b>
State Courts System	Courts	2,256	2,259	2,267	2,268	2,345
	Courts with Paid Insurance	1,079	1,076	1,076	1,082	1,082
	<b>Total</b>	<b>3,335</b>	<b>3,335</b>	<b>3,343</b>	<b>3,350</b>	<b>3,427</b>
Legislature <sup>3</sup>	<b>Legislative Staff</b>	<b>1,528</b>	<b>1,528</b>	<b>1,557</b>	<b>1,551</b>	<b>1,549</b>
Florida Lottery	Non-Managerial	383	379	380	380	381
	Managerial	38	40	39	39	37
	<b>Total</b>	<b>421</b>	<b>419</b>	<b>419</b>	<b>419</b>	<b>418</b>
Other Pay Plans	Other Exempt-Fixed Annual Salary <sup>4</sup>	1,076	1,076	1,081	1,086	1,085
	Exempt (Governor's Office)	283	280	283	294	289
	School for the Deaf and the Blind <sup>5</sup>	232	235	237	237	239
	Florida National Guard	24	24	23	13	13
	<b>Total</b>	<b>1,615</b>	<b>1,615</b>	<b>1,624</b>	<b>1,630</b>	<b>1,626</b>
<b>Total</b>		<b>162,603</b>	<b>163,358</b>	<b>165,196</b>	<b>166,509</b>	<b>166,609</b>

<sup>1</sup> 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.

<sup>2</sup> Numbers depict employee count for fall 2020 as reported by the Institutional Research Department at the Florida Board of Governors.

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

<sup>4</sup> 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).

<sup>5</sup> 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 2020-21.

CABINET <sup>1</sup>	GOVERNOR AND CABINET <sup>2</sup>	GOVERNOR <sup>3</sup>			LEGISLATIVE <sup>4</sup>
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.

<sup>1</sup> Cabinet: entities are headed by an independently elected official.

<sup>2</sup> Governor and Cabinet: entities are headed by the Governor and Cabinet.

<sup>3</sup> Governor: entities are headed by an appointee of the Governor.

<sup>4</sup> 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
<b>POSITIONS</b>	97,699	80,188	16,899	612
<b>EMPLOYEES</b>	82,478	66,374	15,538	566
<b>% Female</b>	58.0%	57.6%	60.4%	43.5%
<b>% Minorities<sup>1</sup></b>	44.8%	46.9%	37.0%	15.4%
<b>Average Age</b>	45.2	44.2	49.3	51.4
<b>Average Salary</b>	\$44,040	\$39,500	\$60,675	\$119,819
<b>Average Length of Service</b>	12.25	11.05	17.1	19.97
<b>GENDER</b>				
<b>Male</b>	34,641	28,169	6,152	320
<b>Female</b>	47,837	38,205	9,386	246
<b>AVERAGE SALARY BY GENDER</b>				
<b>Male</b>	\$46,574	\$41,458	\$66,105	\$121,361
<b>Female</b>	\$42,205	\$38,056	\$57,115	\$117,814
<b>RACE/ETHNICITY</b>				
<b>White</b>	45,546	35,265	9,802	479
<b>Black or African American</b>	23,102	19,534	3,528	40
<b>Hispanic or Latino</b>	10,291	8,739	1,520	32
<b>Other<sup>2</sup></b>	3,539	2,836	688	15
<b>AVERAGE SALARY BY RACE/ETHNICITY</b>				
<b>White</b>	\$46,720	\$41,040	\$63,595	\$119,520
<b>Black or African American</b>	\$39,262	\$36,849	\$51,717	\$119,370
<b>Hispanic or Latino</b>	\$41,831	\$38,401	\$59,739	\$128,124
<b>Other<sup>2</sup></b>	\$47,172	\$41,995	\$67,081	\$112,849
<b>LENGTH OF SERVICE</b>				
<b>0 – 4.99 years</b>	28,529	26,325	2,149	55
<b>5.00 – 9.99 years</b>	15,050	12,128	2,852	70
<b>10.00 – 19.99 years</b>	19,108	14,397	4,551	160
<b>20.00 – 29.99 years</b>	12,549	8,734	3,674	141
<b>30+ years</b>	7,242	4,790	2,312	140

<sup>1</sup> 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.

<sup>2</sup> “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, 2021; 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					2017/2021 % Change	2020/2021 % Change
	2017	2018	2019	2020	2021		
Agency for Health Care Administration	1,545	1,523	1,534	1,515	1,530	-1.0%	1.0%
Agency for Persons with Disabilities	2,716	2,706	2,705	2,702	2,689	-1.0%	-0.5%
Agency for State Technology	231	210	204	- <sup>1</sup>	-	-100%	0.0%
Agriculture and Consumer Services	3,637	3,655	3,652	3,694	3,738	2.8%	1.2%
Business and Professional Regulation	1,625	1,623	1,622	1,640	1,656	1.9%	1.0%
Children and Families	11,906	11,971	12,028	12,053	12,019	1.0%	-0.3%
Citrus	48	41	41	38	27	-43.8%	-29.0%
Commission on Offender Review	129	129	129	129	129	0.0%	0.0%
Corrections	24,104	24,228	24,533	24,852	25,064	-7.5%	0.9%
Division of Administrative Hearings	209	209	208	208	208	-0.5%	0.0%
Division of Emergency Management <sup>2</sup>	47	47	43	52	53	12.8%	1.9%
Economic Opportunity	1,538	1,475	1,475	1,475	1,463	-4.9%	-0.8%
Education	2,330	2,320	2,290	2,270	2,268	-2.7%	-0.1%
Elder Affairs	442	424	408	405	405	-8.4%	0.0%
Environmental Protection	2,940	2,902	2,890	2,909	2,914	-0.9%	0.2%
Financial Services	2,597	2,593	2,589	2,576	2,569	-1.1%	-0.3%
Fish and Wildlife Conservation Commission	2,124	2,124	2,124	2,118	2,119	-0.2%	0.1%
Health	13,342	13,182	13,167	12,715	12,645	-5.2%	-0.6%
Highway Safety and Motor Vehicles	4,421	4,380	4,350	4,338	4,340	-1.8%	0.1%
Juvenile Justice	3,272	3,273	3,271	3,281	3,285	0.4%	0.1%
Law Enforcement	1,832	1,892	1,906	1,934	1,948	6.3%	0.7%
Legal Affairs	1,341	1,347	1,303	1,316	1,335	-0.5%	1.4%
Management Services	838	837	841	1,050	1,064	27.0%	1.3% <sup>1</sup>
Military Affairs <sup>2</sup>	429	429	431	441	439	2.3%	-0.5%
Office of the Governor <sup>2</sup>	102	103	104	105	105	2.9%	0.0%
Public Service Commission	272	262	262	266	266	-2.2%	0.0%
Revenue	5,138	5,062	5,040	5,033	5,036	-2.0%	0.1%
School for the Deaf and the Blind <sup>2</sup>	453	450	445	443	441	-2.7%	-0.5%
State	411	408	408	408	414	0.7%	1.5%
Transportation	6,376	6,300	6,236	6,212	6,053	-5.1%	-2.6%
Veterans' Affairs	1,107	1,113	1,264	1,412	1,477	33.4%	4.6%
<b>Total Established Positions</b>	<b>97,502</b>	<b>97,218</b>	<b>97,503</b>	<b>97,590</b>	<b>97,699</b>	<b>0.2%</b>	<b>0.1%</b>

<sup>1</sup> Agency for State Technology underwent a legislative directed transfer to Department of Management Services.

<sup>2</sup> 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 OPS employees. The table below represents a snapshot of the number of employees within each agency as of June 30, 2021 and includes the five-year trend.

Agency	Employee Count <sup>1</sup>						
	As of June 30					2017/2021 % Change	2020/2021 % Change
	2017	2018	2019	2020	2021		
Agency for Health Care Administration	1,400	1,388	1,382	1,352	1,296	-7.4%	-4.1%
Agency for Persons with Disabilities	2,466	2,467	2,333	2,349	2,018	-18.2%	-14.1%
Agency for State Technology	196	192	169	- <sup>2</sup>	-	-100.0%	0.0%
Agriculture and Consumer Services	3,365	3,416	3,394	3,342	3,239	-3.7%	-3.1%
Business and Professional Regulation	1,526	1,512	1,475	1,518	1,443	-5.4%	-5.0%
Children and Families	11,396	11,531	11,563	11,452	10,613	-6.9%	-7.3%
Citrus	29	28	27	27	25	-13.8%	-7.4%
Commission on Offender Review	124	118	121	129	129	4.0%	0.0%
Corrections	21,773	22,072	21,906	21,943	20,220	-7.1%	-7.9%
Division of Administrative Hearings	202	205	198	203	184	-8.9%	-9.4%
Division of Emergency Management <sup>3</sup>	44	45	37	50	49	11.4%	-2.0%
Economic Opportunity	1,371	1,363	1,312	1,242	1,270	-7.4%	2.3%
Education	2,097	2,094	1,995	1,995	1,919	-8.5%	-3.8%
Elder Affairs	404	399	377	335	323	-20.1%	-3.6%
Environmental Protection	2,712	2,759	2,729	2,716	2,664	-1.8%	-1.9%
Financial Services	2,358	2,305	2,271	2,232	2,192	-7.0%	-1.8%
Fish and Wildlife Conservation Commission	2,035	2,060	2,029	2,032	1,957	-3.8%	-3.7%
Health	11,948	11,768	11,164	11,074	10,935	-8.5%	-1.3%
Highway Safety and Motor Vehicles	4,020	4,039	4,015	3,930	3,790	-5.7%	-3.6%
Juvenile Justice	2,971	2,984	2,988	2,929	2,703	-9.0%	-7.7%
Law Enforcement	1,703	1,731	1,720	1,702	1,672	-1.8%	-1.8%
Legal Affairs	1,143	1,158	1,125	1,130	1,130	-1.1%	0.0%
Management Services	798	785	748	937	919	15.2%	-1.9% <sup>2</sup>
Military Affairs <sup>3</sup>	377	396	411	405	399	5.8%	-1.5%
Office of the Governor <sup>3</sup>	81	71	72	76	85	4.9%	11.8%
Public Service Commission	249	246	241	236	226	-9.2%	-4.2%
Revenue	4,656	4,594	4,483	4,363	4,164	-10.6%	-4.6%
School for the Deaf and the Blind <sup>3</sup>	421	405	403	406	400	-5.0%	-1.5%
State	375	382	369	350	348	-7.2%	-0.6%
Transportation	5,652	5,662	5,544	5,437	5,236	-7.4%	-3.7%
Veterans' Affairs	1,061	1,061	1,046	1,029	930	-12.4%	-9.6%
<b>Total Employees</b>	<b>88,953</b>	<b>89,236</b>	<b>87,647</b>	<b>86,921</b>	<b>82,478</b>	<b>-7.3%</b>	<b>-5.1%</b>

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

<sup>2</sup> Agency for State Technology underwent a legislative directed transfer to Department of Management Services.

<sup>3</sup> 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	959	74.0%	329	25.4%	8	0.6%	<b>1,296</b>
Agency for Persons with Disabilities	1,495	74.1%	515	25.5%	8	0.4%	<b>2,018</b>
Agriculture and Consumer Services	2,487	76.8%	723	22.3%	29	0.9%	<b>3,239</b>
Business and Professional Regulation	1,045	72.4%	378	26.2%	20	1.4%	<b>1,443</b>
Children and Families	8,320	78.4%	2,261	21.3%	32	0.3%	<b>10,613</b>
Citrus	8	32.0%	15	60.0%	2	8.0%	<b>25</b>
Commission on Offender Review	94	72.3%	31	24.0%	4	3.1%	<b>129</b>
Corrections	18,984	93.9%	1,207	6.0%	29	0.1%	<b>20,220</b>
Division of Administrative Hearings	90	48.9%	92	50.0%	1	1.1%	<b>184</b>
Division of Emergency Management <sup>1</sup>	-	0.0%	46	93.9%	9	6.1%	<b>49</b>
Economic Opportunity	919	72.4%	341	26.9%	10	0.8%	<b>1,270</b>
Education	1,245	64.9%	639	33.3%	35	1.8%	<b>1,919</b>
Elder Affairs	217	67.2%	100	31.0%	6	1.9%	<b>323</b>
Environmental Protection	2,056	77.2%	579	21.7%	29	1.1%	<b>2,664</b>
Financial Services	1,550	70.7%	599	27.3%	43	2.0%	<b>2,192</b>
Fish and Wildlife Conservation Commission	1,616	82.6%	316	16.1%	25	1.3%	<b>1,957</b>
Health	8,750	80.0%	2,116	19.4%	69	0.6%	<b>10,935</b>
Highway Safety and Motor Vehicles	3,275	86.4%	503	13.3%	12	0.3%	<b>3,790</b>
Juvenile Justice	2,069	76.5%	613	22.7%	21	0.8%	<b>2,703</b>
Law Enforcement	1,447	86.5%	206	12.3%	19	1.1%	<b>1,672</b>
Legal Affairs	524	46.4%	587	52.0%	19	1.7%	<b>1,130</b>
Management Services	590	64.2%	312	34.0%	17	1.8%	<b>919</b>
Military Affairs <sup>1</sup>	303	75.9%	92	23.1%	4	1.0%	<b>399</b>
Office of the Governor <sup>1</sup>	-	0.0%	56	65.9%	29	34.1%	<b>85</b>
Public Service Commission	117	51.8%	98	43.4%	11	4.9%	<b>226</b>
Revenue	3,424	82.2%	728	17.5%	12	0.3%	<b>4,164</b>
School for the Deaf and the Blind <sup>1</sup>	357	89.3%	43	10.8%	-	0.0%	<b>400</b>
State	227	65.2%	109	31.3%	12	3.4%	<b>348</b>
Transportation	3,417	65.3%	1,773	33.9%	46	0.9%	<b>5,236</b>
Veterans' Affairs	789	84.8%	131	14.1%	10	1.1%	<b>930</b>
<b>Total Employees</b>	<b>66,374</b>	<b>80.5%</b>	<b>15,538</b>	<b>18.8%</b>	<b>566</b>	<b>0.7%</b>	<b>82,478</b>

<sup>1</sup> 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 OPS employees for each agency during the fiscal year.

**AVERAGE NUMBER OF OPS EMPLOYEES BY AGENCY**

Agency	FY 16/17	FY 17/18	FY 18/19	FY 19/20	FY 20/21	2017/2021 % Change	2020/2021 % Change
Agency for Health Care Administration	107	114	108	108	-	-100.0%	-100.0%
Agency for Persons with Disabilities	607	629	585	507	383	-36.9%	-24.5%
Agency for State Technology	3	4	6	- <sup>1</sup>	-	-100.0%	0.0%
Agriculture and Consumer Services	503	481	469	449	395	-21.5%	-12.0%
Business and Professional Regulation	216	215	213	192	152	-29.6%	-20.8%
Children and Families	717	734	686	656	713	-0.6%	8.7%
Citrus	3	3	5	5	2	-33.3%	-60.0%
Commission on Offender Review	41	64	44	59	53	29.3%	-10.2%
Corrections	653	650	524	527	451	-30.9%	-14.4%
Division of Administrative Hearings	-	-	1	-	-	0.0%	0.0%
Division of Emergency Management	102	81	90	101	116	13.8%	14.9%
Economic Opportunity	345	384	298	267	555	60.9%	107.9%
Education	133	130	130	126	108	-18.8%	-14.3%
Elder Affairs	89	90	89	71	59	-33.7%	-16.9%
Environmental Protection	758	763	778	814	785	3.6%	-3.6%
Financial Services	117	117	116	110	96	-18.0%	-12.7%
Fish and Wildlife Conservation Commission	867	961	990	995	940	8.4%	-5.5%
Health	2,182	2,210	2,114	2,190	4,902	124.7%	123.8%
Highway Safety and Motor Vehicles	240	311	224	207	184	-23.3%	-11.1%
Juvenile Justice	113	113	105	92	82	-27.4%	-10.9%
Law Enforcement	93	88	81	80	67	-28.0	-16.3%
Legal Affairs	92	70	61	44	29	-68.5%	-34.1%
Management Services	42	49	55	52	53	26.2%	1.9% <sup>1</sup>
Military Affairs	4	4	4	4	2	-50.0%	-50.0%
Office of the Governor	26	30	23	1	10	-61.5%	900.0%
Public Service Commission	4	2	2	3	-	-100.0%	-100.0%
Revenue	68	71	74	53	17	-75.0%	-67.9%
School for the Deaf and the Blind	235	236	225	197	190	-19.2%	-3.6%
State	93	105	100	96	81	-12.9%	-15.6%
Transportation	56	59	54	49	17	-69.6%	-65.3%
Veterans' Affairs	179	174	172	165	96	-46.4%	-41.8%
<b>Avg. Number of OPS Employees</b>	<b>8,688</b>	<b>8,912</b>	<b>8,426</b>	<b>8,237</b>	<b>10,540</b>	<b>21.3%</b>	<b>28.0%</b>

<sup>1</sup> Agency for State Technology underwent a 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, 2021 and includes the five year-trend.

Labor Organization	Collective Bargaining Unit	2017	2018	2019	2020	2021	2017/2021 % Change	2020/2021 % Change
<b>American Federation of State, County and Municipal Employees (AFSCME)</b>	Administrative and Clerical	13,245	12,604	12,305	12,604	12,384	-6.5%	-1.8%
	Operational Services	2,851	2,795	2,746	2,784	2,767	-3.0%	-0.6%
	Human Services	7,007	6,777	6,639	6,121	6,013	-14.2%	-1.8%
	Professional	29,289	29,861	30,288	30,489	30,688	4.8%	0.7%
<b>Federation of Physicians and Dentists (FPD)<sup>1</sup></b>	SES Physicians	168	157	152	149	147	-12.5%	-1.3%
	SES Supervisory Non-Professional	1,230	1,208	1,222	1,152	1,131	-8.1%	-1.8%
	SES Attorneys	803	811	824	830	831	3.5%	0.1%
<b>Florida Nurses Association (FNA)</b>	Professional Health Care	3,200	3,128	3,132	2,944	2,940	-8.1%	-0.1%
<b>Florida State Fire Service Association (FSFSA)</b>	Fire Service	623	629	627	626	614	-1.4%	-1.9%
<b>Florida State Lodge Fraternal Order of Police (FOP)</b>	Special Agent <sup>2</sup>	293	327	324	326	325	11.0%	0.3%
<b>Police Benevolent Association (PBA)</b>	Law Enforcement	1,296	1,620	1,272	1,284	1,271	-1.9%	-1.0%
	Security Services	19,427	19,577	19,866	20,141	20,318	4.6%	0.9%
	Highway Patrol	1,795	1,460	1,790	1,790	1,800	0.3%	0.6%
<b>Total</b>		<b>81,227</b>	<b>80,954</b>	<b>81,187</b>	<b>81,190</b>	<b>81,229</b>	<b>0.0%</b>	<b>0.1%</b>

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

<sup>2</sup> The Florida State Lodge Fraternal Order of Police was certified as the bargaining agent to represent the Special Agent Unit on September 25, 2020.

## Employee Representation and Dues Paying Membership by Labor Organization

The table below reflects employee representation and union membership within the SPS.

Labor Organization	Collective Bargaining Unit	Established Positions as of 2021	Employees Represented	Total Dues Paying Employees	Percent	Non-Dues Paying Employees	Percent
<b>American Federation of State, County and Municipal Employees*</b>	Administrative and Clerical	12,384	10,272	341	3.3%	9,931	96.7%
	Operational Services	2,767	2,304	59	2.6%	2,245	97.4%
	Human Services	6,013	4,369	304	7.0%	4,065	93.0%
	Professional	30,688	26,562	1,001	3.8%	25,561	96.2%
	<b>Total</b>	<b>51,852</b>	<b>43,507</b>	<b>1,705</b>	<b>3.9%</b>	<b>41,802</b>	<b>96.1%</b>
<b>Federation of Physicians and Dentists</b>	SES Physicians	147	99	9	9.1%	90	91.0%
	SES Supervisory Non-Professional	1,131	1,035	3	0.3%	1,032	99.7%
	SES Attorneys	831	698	5	0.7%	693	99.3%
	<b>Total</b>	<b>2,109</b>	<b>1,832</b>	<b>17</b>	<b>0.9%</b>	<b>1,815</b>	<b>99.1%</b>
<b>Florida Nurses Association</b>	Professional Health Care	2,940	2,438	127	5.2%	2,311	94.8%
<b>Florida State Fire Service Association</b>	Fire Fighters	614	536	137	25.6%	399	74.4%
<b>Florida State Lodge Fraternal Order of Police (FOP)</b>	Special Agent	325	271	104	38.4%	167	61.6%
<b>Police Benevolent Association</b>	Law Enforcement	1,271	1,133	500	44.1%	633	55.9%
	Security Services	20,318	15,896	5,830	36.7%	10,066	63.3%
	Highway Patrol	1,800	1,607	964	60.0%	643	40.0%
	<b>Total</b>	<b>27,268</b>	<b>21,881</b>	<b>7,662</b>	<b>35.0%</b>	<b>14,219</b>	<b>65.0%</b>
<b>Total</b>		<b>81,229</b>	<b>67,220</b>	<b>9,384</b>	<b>14.0%</b>	<b>57,836</b>	<b>86.0%</b>



## 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 16/17	FY 17/18	FY 18/19	FY 19/20	FY 20/21	2017/2021 % Change	2020/2021 % Change
<b>INVOLUNTARY SEPARATIONS</b>							
Death of Employee <sup>1</sup>	148	125	127	127	163	10.1%	28.4%
Dismissal <sup>2</sup>	1,274	1,013	1,103	1,013	986	-22.6%	-2.7%
Failed Probationary Period	568	567	573	584	483	-15.0%	-17.3%
Layoff	112	44	57	75	11	-90.2%	-85.3%
Legislative Directed Transfer	-	-	2	120	-	0.0%	-100.0%
<b>Total</b>	<b>2,003</b>	<b>2,102</b>	<b>1,749</b>	<b>1,861</b>	<b>1,643</b>	<b>-18.0%</b>	<b>-11.7%</b>
<b>VOLUNTARY SEPARATIONS</b>							
Abandonment	114	166	154	143	253	121.9%	76.9%
End of Appointment Period	5	3	5	5	3	-40.0%	-40.0%
Moved to Non-State of Florida Government	669	768	938	777	572	-14.5%	-26.4%
Moved to Private Sector	1,563	1,599	1,783	1,383	1,399	-10.5%	1.2%
Moved within State of Florida Government	1,794	1,162	1,249	1,196	946	-47.3%	-21.0%
Retirement	1,704	1,750	1,645	1,561	1,610	-5.5%	3.1%
Other (Reasons Unknown)	7,567	8,179	8,925	8,843	10,483	38.5%	18.6%
<b>Total</b>	<b>13,416</b>	<b>13,627</b>	<b>14,699</b>	<b>13,908</b>	<b>15,266</b>	<b>13.8%</b>	<b>9.8%</b>
<b>Total Separations</b>	<b>15,518</b>	<b>15,376</b>	<b>16,560</b>	<b>15,827</b>	<b>16,909</b>	<b>9.0%</b>	<b>6.8%</b>

<sup>1</sup> Separation type Death of Employee includes Death of Employee in the Line of Duty.

<sup>2</sup> 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 2020-21.

Agency	Death of Employee <sup>1</sup>	Dismissal <sup>2</sup>	Failed Probationary Period	Layoff	Legislative Directed Transfer	Total
Agency for Health Care Administration	2	2	1	-	-	5
Agency for Persons with Disabilities	7	29	37	-	-	73
Agency for State Technology	-	-	-	-	-	-
Agriculture and Consumer Services	12	30	15	-	-	57
Business and Professional Regulation	4	11	6	-	-	21
Children and Families	21	83	213	-	-	320
Citrus	-	-	-	-	-	-
Commission on Offender Review	-	-	-	-	-	-
Corrections	52	689	6	-	-	747
Division of Administrative Hearings	-	-	1	-	-	1
Division of Emergency Management <sup>3</sup>	-	-	-	-	-	-
Economic Opportunity	2	5	8	-	-	15
Education	1	1	3	10	-	15
Elder Affairs	-	1	1	-	-	2
Environmental Protection	4	7	6	-	-	17
Financial Services	3	4	5	-	-	12
Fish and Wildlife Conservation Commission	1	4	2	-	-	7
Health	23	38	21	1	-	83
Highway Safety and Motor Vehicles	1	13	12	-	-	26
Juvenile Justice	5	24	64	-	-	93
Law Enforcement	-	1	-	-	-	1
Legal Affairs	-	3	-	-	-	3
Management Services	4	8	4	-	-	16
Military Affairs	1	3	-	-	-	4
Office of the Governor <sup>3</sup>	-	-	-	-	-	-
Public Service Commission	1	1	1	-	-	3
Revenue	8	9	7	-	-	24
School for the Deaf and the Blind	-	2	8	-	-	10
State	1	-	3	-	-	4
Transportation	7	5	16	-	-	28
Veterans' Affairs	3	13	43	-	-	59
<b>Involuntary Separations</b>	<b>163</b>	<b>986</b>	<b>483</b>	<b>11</b>	<b>-</b>	<b>1643</b>
<b>Percent of Total</b>	<b>9.9%</b>	<b>60.0%</b>	<b>29.4%</b>	<b>0.7%</b>	<b>-</b>	<b>100.0%</b>

<sup>1</sup> Separation type Death of Employee includes Death of Employee in the Line of Duty.

<sup>2</sup> Separation type Dismissal includes Dismissal—Employee Also Retires.

<sup>3</sup> 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 2020-21.

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	-	-	-	5	31	36	89	161
Agency for Persons with Disabilities	69	-	30	44	49	75	465	732
Agency for State Technology	-	-	-	-	-	-	-	-
Agriculture and Consumer Services	1	-	48	55	36	66	130	336
Business and Professional Regulation	-	-	-	-	33	20	123	176
Children and Families	139	3	50	396	175	170	1,892	2,825
Citrus	-	-	1	-	-	-	2	3
Commission on Offender Review	-	-	-	-	2	3	7	12
Corrections	20	-	169	116	92	362	4,618	5,377
Division of Administrative Hearings	-	-	1	4	4	1	5	15
Division of Emergency Management <sup>1</sup>	-	-	-	-	-	-	-	-
Economic Opportunity	-	-	6	11	18	35	95	165
Education	-	-	12	24	33	28	97	194
Elder Affairs	-	-	-	-	4	6	28	38
Environmental Protection	-	-	-	76	38	43	137	294
Financial Services	1	-	2	104	27	46	12	192
Fish and Wildlife Conservation Commission	-	-	23	13	16	56	83	191
Health	17	-	43	220	130	242	1,000	1,652
Highway Safety and Motor Vehicles	-	-	66	-	38	74	310	488
Juvenile Justice	3	-	30	139	67	41	561	841
Law Enforcement	-	-	34	12	32	39	48	165
Legal Affairs	-	-	4	9	16	14	57	100
Management Services	-	-	5	20	28	14	52	119
Military Affairs	-	-	2	1	-	15	52	70
Office of the Governor <sup>1</sup>	-	-	-	-	-	-	-	-
Public Service Commission	-	-	-	3	2	4	7	16
Revenue	1	-	12	35	43	96	249	436
School for the Deaf and the Blind	-	-	-	-	1	11	36	48
State	-	-	2	5	5	8	13	33
Transportation	-	-	30	76	15	92	102	315
Veterans' Affairs	2	-	2	31	11	13	213	272
<b>Voluntary Separations</b>	<b>253</b>	<b>3</b>	<b>572</b>	<b>1,399</b>	<b>946</b>	<b>1,610</b>	<b>10,483</b>	<b>15,266</b>
<b>Percent of Total</b>	<b>1.7%</b>	<b>0.1%</b>	<b>3.7%</b>	<b>9.2%</b>	<b>6.2%</b>	<b>10.5%</b>	<b>68.7%</b>	<b>100.0%</b>

<sup>1</sup> These entities do not have employees in the Career Service.

## Veterans' Recruitment Plan

The State of Florida, in accordance with Chapter 295, F.S., 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), F.S., 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), F.S., DMS 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 <sup>1</sup>	Number of Persons Hired and Claiming Veterans' Preference <sup>1</sup>	Number of Persons Hired as a Result of the Agency Veterans' Recruitment Plan <sup>2</sup>
Agency for Health Care Administration	316	12	12
Agency for Persons with Disabilities	424	15	15
Agriculture and Consumer Services	804	41	13
Business and Professional Regulation	385	6	1
Children and Families	2,059	89	89
Citrus	8	1	1
Commission on Offender Review	36	1	1
Corrections	3,442	469	469
Division of Administrative Hearings	13	-	-
Division of Emergency Management <sup>3</sup>	-	-	-
Economic Opportunity	995	50	50
Education	613	5	5
Elder Affairs	93	2	2
Environmental Protection	1,301	38	38
Financial Services	298	20	-
Fish and Wildlife Conservation Commission	653	7	7
Health	2,509	59	59
Highway Safety and Motor Vehicles	432	57	20
Juvenile Justice	1,404	78	14
Law Enforcement	718	16	16
Legal Affairs	269	8	8
Management Services	299	23	22
Military Affairs <sup>3</sup>	439	28	28
Office of the Governor <sup>3</sup>	-	-	-
Public Service Commission	27	1	1
Revenue	611	23	23
School for the Deaf and the Blind <sup>3</sup>	92	1	1
State	29	5	5
Transportation	1,186	46	46
Veterans' Affairs	436	29	29
<b>Total</b>	<b>19,891</b>	<b>1,130</b>	<b>975</b>

<sup>1</sup> Data provided by People First data warehouse and validated by the agencies.

<sup>2</sup> Data provided by the agencies.

<sup>3</sup> 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.

## Equal Employment Opportunity Overview

As reflected in the table below, minority representation exceeded the Available Labor Market (ALM)<sup>1</sup> representation in the professionals, technicians, paraprofessionals, and administrative support job categories for fiscal year 2020-21. The SPS minority representation was below the ALM for the officials and administrators, protective service workers, and skilled craft workers job categories by 2.7, 2.1, and 3.4 percentage points, respectively.

**EMPLOYEES BY RACE AND JOB CATEGORY**

Job Category	Total Employees	White	Black or African American	Hispanic or Latino	Other <sup>2</sup>	% Minority by Job Category	% Minority in ALM
Officials and Administrators	2,610	2,050	305	168	87	21.5%	24.2%
Professionals	47,967	26,144	13,164	6,296	2,363	45.5%	20.1%
Technicians	3,227	1,952	652	343	280	39.5%	35.2%
Protective Service Workers	17,829	10,687	4,769	1,930	443	40.1%	42.2%
Paraprofessionals	4,773	1,374	2,552	675	172	71.2%	53.3%
Administrative Support	3,438	1,609	1,044	670	115	53.2%	31.1%
Skilled Craft Workers	1,201	923	141	104	33	23.1%	26.5%
Service Maintenance	1,433	807	475	105	46	43.7%	41.3%
<b>Total Employees</b>	<b>82,478</b>	<b>45,546</b>	<b>23,102</b>	<b>10,291</b>	<b>3,539</b>	-	-
<b>Percent of Total Employees</b>	<b>100%</b>	<b>55.2%</b>	<b>28.0%</b>	<b>12.5%</b>	<b>4.3%</b>	-	-

<sup>1</sup> Available Labor Market data for Florida was compiled by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, using the EEO Tabulation 2014-2018 (five-year American Community Survey data) that was produced by the United States Census Bureau.

<sup>2</sup> 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), F.S., 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 2020-21.	
	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 <sup>1</sup>		x
Division of Administrative Hearings <sup>1</sup>		x
Division of Emergency Management	-	-
Economic Opportunity	x	
Education	x	
Elder Affairs		x
Environmental Protection	x	
Financial Services	x	
Fish and Wildlife Conservation Commission <sup>1</sup>		x
Health	x	
Highway Safety and Motor Vehicles	x	
Juvenile Justice	x	
Law Enforcement	x	
Legal Affairs	-	-
Management Services	x	
Military Affairs		x
Office of the Governor	x	
Public Service Commission <sup>2</sup>	-	-
Revenue	x	
School for the Deaf and the Blind	x	
State	x	
Transportation	x	
Veterans' Affairs	x	

<sup>1</sup> Agency did not develop/implement an Affirmative Action Plan for fiscal year 2020-21, but indicated they were in the process of doing so.

<sup>2</sup> 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 OPS employees. The table below represents a snapshot of the employees by job category within each agency as of June 30, 2021.

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service Workers	Para Professionals	Administrative Support	Skilled Craft Workers	Service Maintenance	Total
Agency for Health Care Administration	2.3%	85.3%	4.9%	2.1%	2.1%	5.3%	-	-	<b>1,296</b>
Agency for Persons with Disabilities	1.8%	58.7%	2.6%	3.2%	20.2%	3.4%	5.0%	5.1%	<b>2,018</b>
Agriculture and Consumer Services	3.5%	60.1%	7.7%	21.1%	0.2%	2.4%	2.9%	2.0%	<b>3,239</b>
Business and Professional Regulation	5.3%	86.3%	2.3%	3.5%	2.2%	0.3%	-	-	<b>1,443</b>
Children and Families	1.7%	74.9%	2.6%	2.0%	14.5%	2.6%	0.4%	1.2%	<b>10,613</b>
Citrus	36.0%	52.0%	12%	-	-	-	-	-	<b>25</b>
Commission on Offender Review	13.2%	73.6%	-	-	-	13.2%	-	-	<b>129</b>
Corrections	1.6%	23.7%	1.5%	67.7%	0.3%	3.1%	1.4%	0.9%	<b>20,220</b>
Division of Administrative Hearings	1.0%	86.4%	2.2%	-	-	9.8%	-	-	<b>184</b>
Division of Emergency Management <sup>1</sup>	24.5%	71.4%	4.1%	-	-	-	-	-	<b>49</b>
Economic Opportunity	2.9%	93.5%	3.1%	-	0.2%	-	0.3%	-	<b>1,270</b>
Education	12.6%	66.9%	5.7%	-	9.6%	5.0%	-	0.3%	<b>1,919</b>
Elder Affairs	6.2%	81.1%	4.0%	-	-	8.7%	-	-	<b>323</b>
Environmental Protection	6.6%	74.5%	2.8%	0.6%	0.2%	1.2%	0.7%	13.5%	<b>2,664</b>
Financial Services	6.5%	78.7%	3.7%	8.2%	0.1%	2.6%	0.1%	-	<b>2,192</b>
Fish and Wildlife Conservation Commission	3.8%	54.3%	3.9%	33.8%	0.1%	2.7%	1.3%	-	<b>1,957</b>
Health	2.3%	74.1%	6.1%	-	8.5%	8.0%	0.4%	0.5%	<b>10,935</b>
Highway Safety and Motor Vehicles	2.9%	34.1%	3.3%	47.3%	0.2%	11.4%	0.4%	0.4%	<b>3,790</b>
Juvenile Justice	3.2%	56.5%	1.4%	-	32.7%	3.3%	0.8%	2.2%	<b>2,703</b>
Law Enforcement	5.3%	63.9%	6.2%	24.1%	-	0.5%	-	-	<b>1,672</b>
Legal Affairs	9.9%	66.5%	1.3%	3.6%	3.3%	15.2%	0.1%	-	<b>1,130</b>
Management Services	7.3%	67.5%	10.1%	-	0.2%	2.4%	7.6%	4.9%	<b>919</b>
Military Affairs <sup>1</sup>	2.5%	38.6%	6.8%	5.8%	3.5%	17.3%	16.5%	9.0%	<b>399</b>
Office of the Governor <sup>1</sup>	68.2%	30.6%	-	-	-	-	-	1.2%	<b>85</b>
Public Service Commission	13.3%	78.8%	3.5%	-	-	4.4%	-	-	<b>226</b>
Revenue	2.0%	88.7%	3.8%	-	2.2%	3.4%	-	-	<b>4,164</b>
School for the Deaf and the Blind <sup>1</sup>	-	27.0%	5.5%	3.3%	42.8%	1.5%	6.0%	14%	<b>400</b>
State	9.8%	77.9%	8.3%	-	0.6%	2.3%	1.1%	-	<b>348</b>
Transportation	3.3%	73.1%	8.2%	-	0.8%	2.8%	7.0%	4.8%	<b>5,236</b>
Veterans' Affairs	3.2%	34.7%	13.7%	-	34.3%	4.4%	1.4%	8.3%	<b>930</b>
<b>Total Employees</b>	<b>2,610</b>	<b>47,967</b>	<b>3,227</b>	<b>17,829</b>	<b>4,773</b>	<b>3,438</b>	<b>1,201</b>	<b>1,433</b>	<b>82,478</b>
<b>Percent of Total Employees</b>	<b>3.2%</b>	<b>58.2%</b>	<b>3.9%</b>	<b>21.6%</b>	<b>5.8%</b>	<b>4.2%</b>	<b>1.5%</b>	<b>1.7%</b>	<b>100%</b>

<sup>1</sup> 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 2016-17 through 2020-21.

### FIVE-YEAR TREND: MINORITY REPRESENTATION

Pay Plan	2017		2018		2019		2020		2021	
	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total
Career Service	32,256	72,565	33,088	72,850	33,083	71,432	33,197	70,691	31,109	66,374
<b>Percent of Total</b>	<b>44.5%</b>		<b>45.4%</b>		<b>46.3%</b>		<b>47.0%</b>		<b>46.9%</b>	
Selected Exempt Service	5,342	15,821	5,398	15,811	5,550	15,661	5,686	15,680	5,737	15,538
<b>Percent of Total</b>	<b>33.8%</b>		<b>34.1%</b>		<b>35.4%</b>		<b>36.3%</b>		<b>36.9%</b>	
Senior Management Service	80	567	76	575	75	554	85	550	87	566
<b>Percent of Total</b>	<b>14.1%</b>		<b>13.2%</b>		<b>13.5%</b>		<b>15.5%</b>		<b>15.4%</b>	
State Personnel System	37,678	88,953	38,562	89,236	38,708	87,647	38,968	86,921	36,933	82,478
<b>Percent of Total</b>	<b>42.4%</b>		<b>43.2%</b>		<b>44.2%</b>		<b>44.8%</b>		<b>44.8%</b>	

## Gender Representation by Pay Plan

The table below represents a trend in Gender Representation for fiscal years 2016-17 through 2020-21.

### FIVE-YEAR TREND: GENDER REPRESENTATION

Pay Plan	2017		2018		2019		2020		2021	
	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total
Career Service	41,234	72,565	41,557	72,850	40,954	71,432	40,770	70,691	38,205	66,374
<b>Percent of Total</b>	<b>56.8%</b>		<b>57.0%</b>		<b>57.3%</b>		<b>57.7%</b>		<b>57.6%</b>	
Selected Exempt Service	9,376	15,821	9,404	15,811	9,348	15,611	9,393	15,680	9,386	15,538
<b>Percent of Total</b>	<b>59.3%</b>		<b>59.5%</b>		<b>59.7%</b>		<b>60.0%</b>		<b>60.4%</b>	
Senior Management Service	247	567	249	575	235	554	232	550	246	566
<b>Percent of Total</b>	<b>43.6%</b>		<b>43.3%</b>		<b>42.4%</b>		<b>42.2%</b>		<b>43.5%</b>	
State Personnel System	50,857	88,953	51,210	89,236	50,537	87,647	50,395	86,921	47,837	82,478
<b>Percent of Total</b>	<b>57.2%</b>		<b>57.4%</b>		<b>57.7%</b>		<b>58.0%</b>		<b>58.0%</b>	

## Race and Gender Demographics: By Agency

As part of the reporting requirements specified in section 110.112(2)(e), F.S., the table below provides a snapshot of employees' race and gender.

Agency	White		Black or African American		Hispanic or Latino		Other <sup>1</sup>		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	17.4%	37.2%	4.6%	23.7%	3.0%	9.0%	1.5%	3.7%	<b>1,1296</b>
Agency for Persons with Disabilities	14.4%	26.0%	15.9%	34.4%	1.0%	3.6%	1.0%	3.7%	<b>2,018</b>
Agriculture and Consumer Services	50.2%	24.9%	4.2%	8.2%	4.0%	3.8%	2.5%	2.2%	<b>3,239</b>
Business and Professional Regulation	24.6%	25.0%	8.9%	21.2%	6.5%	8.9%	2.8%	2.0%	<b>1,443</b>
Children and Families	9.8%	28.8%	7.9%	34.2%	3.3%	12.3%	1.2%	2.6%	<b>10,613</b>
Citrus	32.0%	64%	-	-	-	-	-	4.0%	<b>25</b>
Commission on Offender Review	24%	39.5%	4.7%	23.3%	0.8%	7.0%	-	0.8%	<b>129</b>
Corrections	37.5%	20.9%	11.7%	18.3%	5.5%	3.6%	1.4%	1.2%	<b>20,220</b>
Division of Administrative Hearings	20.1%	40.2%	2.2%	18.5%	1.1%	13.0%	0.5%	4.3%	<b>184</b>
Division of Emergency Management <sup>2</sup>	42.9%	30.6%	-	10.2%	6.1%	4.1%	-	6.1%	<b>49</b>
Economic Opportunity	18.9%	21.1%	10.4%	27.3%	6.1%	10.9%	1.7%	3.6%	<b>1,270</b>
Education	16.8%	36.7%	5.5%	22.2%	2.8%	11.6%	1.5%	2.9%	<b>1,919</b>
Elder Affairs	9.9%	43.0%	1.2%	21.7%	3.4%	16.4%	1.5%	2.8%	<b>323</b>
Environmental Protection	41.3%	39.1%	3.1%	4.8%	3.3%	3.3%	2.9%	2.4%	<b>2,664</b>
Financial Services	30.1%	30.3%	7.0%	16.3%	5.1%	6.3%	1.8%	3.0%	<b>2,192</b>
Fish and Wildlife Conservation Commission	58.1%	28.3%	1.7%	2.2%	5.0%	1.9%	1.8%	1.0%	<b>1,957</b>
Health	12.0%	35.9%	4.0%	21.5%	3.7%	17.0%	1.6%	4.3%	<b>10,935</b>
Highway Safety and Motor Vehicles	34.7%	16.0%	10.1%	14.9%	13.0%	7.7%	2.0%	1.7%	<b>3,790</b>
Juvenile Justice	12.3%	19.1%	21.5%	34.5%	3.7%	5.3%	1.1%	2.4%	<b>2,703</b>
Law Enforcement	38.5%	38.2%	3.8%	7.0%	4.5%	4.5%	1.9%	1.6%	<b>1,672</b>
Legal Affairs	26.0%	41.2%	2.4%	13.8%	4.3%	8.0%	2.0%	2.3%	<b>1,130</b>
Management Services	35.3%	26.8%	10.8%	16.1%	2.9%	3.8%	2.1%	2.3%	<b>919</b>
Military Affairs <sup>2</sup>	46.9%	29.6%	10.0%	3.8%	3.8%	2.0%	2.0%	2.0%	<b>399</b>
Office of the Governor <sup>2</sup>	32.9%	54.1%	-	2.4%	-	5.9%	3.5%	1.2	<b>85</b>
Public Service Commission	32.7%	27.4%	9.3%	9.3%	6.2%	7.1%	1.8%	6.2%	<b>226</b>
Revenue	18.5%	36.5%	5.9%	23.6%	2.7%	6.6%	2.0%	4.3%	<b>4,164</b>
School for the Deaf and the Blind <sup>2</sup>	26.0%	43.0%	3.5%	17.3%	1.8%	4.5%	0.8%	3.3%	<b>400</b>
State	30.2%	38.8%	5.7%	15.5%	2.3%	2.9%	1.7%	2.9%	<b>348</b>
Transportation	41.1%	24.4%	8.3%	6.1%	7.5%	6.1%	4.0%	2.4%	<b>5,236</b>
Veterans' Affairs	14.5%	38.1%	5.9%	26.0%	2.5%	5.6%	1.6%	5.8%	<b>930</b>
<b>Total Employees</b>	<b>22,480</b>	<b>23,066</b>	<b>6,792</b>	<b>16,310</b>	<b>3,903</b>	<b>6,388</b>	<b>1,466</b>	<b>2,073</b>	<b>82,478</b>
<b>Percent of Total Employees</b>	<b>27.3%</b>	<b>28.0%</b>	<b>8.2%</b>	<b>19.8%</b>	<b>4.7%</b>	<b>7.7%</b>	<b>1.8%</b>	<b>2.5%</b>	<b>100%</b>

<sup>1</sup> 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.

<sup>2</sup> 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 OPS 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, 2021.

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service Workers	Para Professionals	Administrative Support	Skilled Craft Workers	Service Maintenance	Total
Agency for Health Care Administration	-	38	3	-	2	-	-	-	43
Agency for Persons with Disabilities	1	37	2	-	1	6	1	2	50
Agriculture and Consumer Services	3	62	12	29	1	4	6	4	121
Business and Professional Regulation	-	46	1	1	2	-	-	-	50
Children and Families	3	239	11	4	38	4	-	-	299
Citrus	1	1	-	-	-	-	-	-	2
Commission on Offender Review	-	4	-	-	-	-	-	-	4
Corrections	5	119	10	212	3	16	6	5	376
Division of Administrative Hearings	-	2	-	-	-	-	-	-	2
Division of Emergency Management <sup>1</sup>	-	-	-	-	-	-	-	-	-
Economic Opportunity	-	100	3	-	-	-	-	-	103
Education	4	114	8	-	27	11	-	-	164
Elder Affairs	1	3	-	-	-	-	-	-	4
Environmental Protection	2	71	1	-	-	1	-	13	88
Financial Services	3	41	4	3	-	1	-	-	52
Fish and Wildlife Conservation Commission	3	28	-	25	-	3	1	-	60
Health	4	267	26	-	24	31	3	1	356
Highway Safety and Motor Vehicles	3	65	5	37	-	15	1	-	126
Juvenile Justice	-	51	-	-	22	5	-	4	82
Law Enforcement	1	21	7	4	-	-	-	-	33
Legal Affairs	1	16	-	-	1	9	-	-	27
Management Services	3	21	7	-	1	-	1	4	37
Military Affairs <sup>1</sup>	1	14	2	2	2	8	4	2	35
Office of the Governor <sup>1</sup>	1	-	-	-	-	-	-	-	1
Public Service Commission	-	3	1	-	-	-	-	-	4
Revenue	2	208	9	-	3	11	-	-	233
School for the Deaf and the Blind <sup>1</sup>	-	3	-	1	23	2	3	3	35
State	-	12	1	-	-	-	-	-	13
Transportation	-	119	28	-	-	7	12	9	175
Veterans' Affairs	4	52	1	-	6	3	-	3	69
<b>Total Employees</b>	<b>46</b>	<b>1,757</b>	<b>143</b>	<b>318</b>	<b>156</b>	<b>136</b>	<b>38</b>	<b>50</b>	<b>2,644</b>
<b>Percent of Total Employees</b>	<b>1.7%</b>	<b>66.5%</b>	<b>5.4%</b>	<b>12.0%</b>	<b>19.5%</b>	<b>5.1%</b>	<b>1.4%</b>	<b>1.9%</b>	<b>100.0%</b>

<sup>1</sup> 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 Pay Plan

Employee count is the total number of actual employees within the SPS, excluding OPS employees, that self-identified as having a disability. The table below represents a snapshot of the number of employees by pay plan as of June 30, 2021.

Pay Plan	2017		2018		2019		2020		2021	
	With	Total	With	Total	With	Total	With	Total	With	Total
Career Service	280	72,565	420	72,850	1,747	71,432	2,100	70,691	2,226	66,374
<b>Percent of Total</b>	<b>0.4%</b>		<b>0.6%</b>		<b>2.4%</b>		<b>3.0%</b>		<b>3.4%</b>	
Selected Exempt Service	70	15,821	76	15,811	349	15,661	402	15,680	409	15,538
<b>Percent of Total</b>	<b>0.4%</b>		<b>0.5%</b>		<b>2.2%</b>		<b>2.6%</b>		<b>2.6%</b>	
Senior Management Service	2	567	2	575	11	554	9	550	9	566
<b>Percent of Total</b>	<b>0.4%</b>		<b>0.3%</b>		<b>2.0%</b>		<b>1.6%</b>		<b>1.6%</b>	
State Personnel System	352	88,953	498	89,236	2,107	87,647	2,511	86,921	2,644	82,478
<b>Percent of Total</b>	<b>0.4%</b>		<b>0.6%</b>		<b>2.4%</b>		<b>2.9%</b>		<b>3.2%</b>	

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), F.S., require DMS to compile data regarding the administration of the Senior Management and Selected Exempt Services. DMS provides the information below and other information throughout this report to comply with these requirements.

The SPS utilized 23 job families, 38 occupational groups, and 235 occupations.

- Career Service: 189 occupations and 17 pay bands
- Selected Exempt Service: 148 occupations and 22 pay bands
- Senior Management Service: 25 occupations and 4 pay bands

### NUMBER OF ESTABLISHED POSITIONS AND EMPLOYEES BY PAY BAND

Pay Band	Annual Minimum Salary	Annual Maximum Salary	Number of Established Positions	Number of Employees
001	\$17,992.00	\$53,804.53	1,901	1,491
002	\$18,259.02	\$58,646.63	4,035	2,865
003	\$19,902.48	\$63,925.75	6,220	5,058
004	\$21,692.58	\$73,856.88	4,469	3,559
005	\$23,645.18	\$80,504.96	10,652	9,136
006	\$25,774.06	\$82,784.80	6,591	5,451
007	\$28,093.00	\$95,648.04	23,497	18,794
008	\$30,622.02	\$109,471.19	12,636	10,956
009	\$33,377.24	\$119,320.85	8,156	7,420
010	\$36,381.54	\$130,061.27	8,307	7,426
011	\$39,655.98	\$127,372.70	864	769
012	\$43,225.52	\$154,528.09	1,146	1,039
013	\$47,115.38	\$168,433.31	211	199
014	\$51,355.46	\$164,951.32	1,084	934
016	\$61,015.50	\$195,979.87	246	228
018	\$72,493.46	\$232,846.39	235	170
019	\$21,156.72	\$108,726.39	585	532
020	\$26,445.90	\$144,065.28	4,604	4,341
021	\$33,057.44	\$189,084.03	1,369	1,289
022	\$41,320.76	\$222,972.28	213	203
023	\$47,316.36	\$255,325.11	462	420
024	\$56,779.84	\$291,800.22	193	177
025	\$68,135.86	\$350,160.52	23	21
<b>Total Positions and Employees</b>			<b>97,699</b>	<b>82,478</b>

## 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	\$43,510.20	\$61,370.71	\$131,455.03	<b>\$48,587.10</b>
Agency for Persons with Disabilities	\$34,334.13	\$48,081.14	\$110,060.08	<b>\$38,142.61</b>
Agriculture and Consumer Services	\$36,864.43	\$55,044.86	\$115,284.87	<b>\$41,624.74</b>
Business and Professional Regulation	\$37,762.80	\$55,862.32	\$108,804.18	<b>\$43,488.68</b>
Children and Families	\$36,262.36	\$55,807.84	\$124,721.24	<b>\$40,693.06</b>
Citrus	\$43,485.90	\$74,323.07	\$139,049.94	<b>\$69,633.33</b>
Commission on Offender Review	\$35,771.65	\$53,237.83	\$81,800.04	<b>\$41,396.19</b>
Corrections	\$38,389.64	\$59,975.35	\$122,263.80	<b>\$39,798.32</b>
Division of Administrative Hearings	\$61,598.10	\$53,517.51	\$131,372.46	<b>\$58,316.22</b>
Division of Emergency Management <sup>1</sup>	-	\$66,696.82	\$120,276.68	<b>\$69,977.22</b>
Economic Opportunity	\$40,133.02	\$61,286.63	\$120,171.05	<b>\$46,588.06</b>
Education	\$39,278.25	\$60,706.78	\$138,614.64	<b>\$48,225.41</b>
Elder Affairs	\$39,888.72	\$56,058.05	\$114,755.66	<b>\$46,285.42</b>
Environmental Protection	\$40,337.43	\$61,483.67	\$119,098.75	<b>\$45,790.79</b>
Financial Services	\$44,526.03	\$68,678.35	\$119,630.52	<b>\$52,603.01</b>
Fish and Wildlife Conservation Commission	\$46,549.28	\$61,588.13	\$107,624.21	<b>\$49,757.84</b>
Health	\$39,610.10	\$60,538.65	\$119,126.25	<b>\$44,160.84</b>
Highway Safety and Motor Vehicles	\$43,397.84	\$64,468.37	\$121,909.82	<b>\$46,442.86</b>
Juvenile Justice	\$34,345.49	\$45,826.95	\$103,097.28	<b>\$37,481.13</b>
Law Enforcement	\$50,762.13	\$68,527.30	\$119,997.77	<b>\$53,737.67</b>
Legal Affairs	\$38,105.80	\$67,355.69	\$124,302.70	<b>\$54,749.54</b>
Management Services	\$43,279.71	\$66,173.93	\$116,981.26	<b>\$52,415.64</b>
Military Affairs <sup>1</sup>	\$33,336.22	\$45,130.53	\$83,136.90	<b>\$36,554.96</b>
Office of the Governor <sup>1</sup>	-	\$78,487.52	\$125,128.60	<b>\$94,400.36</b>
Public Service Commission	\$42,210.17	\$65,111.52	\$119,489.72	<b>\$55,902.24</b>
Revenue	\$37,878.70	\$58,577.25	\$121,677.96	<b>\$41,738.96</b>
School for the Deaf and the Blind <sup>1</sup>	\$30,148.81	\$41,081.61	-	<b>\$31,324.09</b>
State	\$36,502.52	\$55,396.65	\$103,491.82	<b>\$44,730.49</b>
Transportation	\$48,793.49	\$73,855.56	\$132,677.02	<b>\$58,016.89</b>
Veterans' Affairs	\$34,157.05	\$50,712.74	\$101,146.68	<b>\$37,209.41</b>

<sup>1</sup> 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), F.S., requires DMS 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, 2021.

Agency	Competitive Area Differentials	Lead Worker Duties	Shift Differentials	Legislatively Approved <sup>1</sup>	Trainer Duties	Hazardous Duties	Temporary Special Duties- General	Temporary Special Duties – Absent Coworker	On-Call	Critical Market Pay	Total
Agency for Health Care Administration	115	-	-	-	-	-	4	2	5	-	126
Agency for Persons with Disabilities	27	5	38	-	-	1	-	91	50	-	212
Agriculture and Consumer Services	114	27	-	-	145	8	10	1	600	-	905
Business and Professional Regulation	135	2	-	-	-	-	1	1	7	-	146
Children and Families	1,192	43	614	-	19	156	261	30	1,390	-	3,705
Citrus	-	-	-	-	-	-	-	-	-	-	-
Commission on Offender Review	21	-	-	-	-	-	-	-	-	-	21
Corrections	2,686	31	3	701	-	857	69	72	619	-	5,038
Division of Administrative Hearings	14	-	-	-	-	-	-	-	-	-	14
Division of Emergency Management <sup>2</sup>	-	-	-	-	-	-	-	-	-	-	-
Economic Opportunity	19	56	-	-	-	-	8	-	29	-	112
Education	35	-	-	-	-	-	5	-	-	-	40
Elder Affairs	21	-	-	-	-	-	-	-	-	-	21
Environmental Protection	183	3	-	-	7	17	-	-	38	1	249
Financial Services	256	54	5	-	-	15	13	1	121	-	465
Fish and Wildlife Conservation Commission	197	7	14	153	150	49	7	9	113	177	876
Health	1,209	89	-	-	-	-	40	67	350	-	1,755
Highway Safety and Motor Vehicles	872	8	102	-	312	-	917	5	433	799	3,448
Juvenile Justice	268	-	-	-	19	-	25	6	20	-	338
Law Enforcement	81	41	42	5	88	41	33	6	457	-	794
Legal Affairs	93	-	-	-	-	-	-	-	-	-	93
Management Services	14	8	22	-	-	-	1	-	90	-	135
Military Affairs <sup>2</sup>	1	-	5	-	-	-	-	-	4	-	10
Office of the Governor <sup>2</sup>	-	-	-	-	-	-	-	-	-	-	-
Public Service Commission	13	-	-	-	-	-	-	-	-	-	13
Revenue	711	2	7	-	-	-	3	-	11	-	734
School for the Deaf and the Blind <sup>2</sup>	-	-	140	-	-	-	6	2	16	-	164
State	-	-	-	-	-	-	-	-	6	-	6
Transportation	963	-	96	-	-	-	3	3	185	-	1,250
Veterans' Affairs	149	-	-	-	-	-	-	-	13	-	162
<b>Total Pay Additives</b>	<b>9,389</b>	<b>376</b>	<b>1,088</b>	<b>859</b>	<b>740</b>	<b>1,144</b>	<b>1,406</b>	<b>296</b>	<b>4,557</b>	<b>977</b>	<b>20,832</b>

<sup>1</sup> Legislatively approved pay additives were authorized in the General Appropriations Act.

<sup>2</sup> 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	
Paid Leave and Holidays	\$6,457	9.0%	\$10,501	10.2%	\$20,738	10.4%
Social Security, Medicare, and Retirement <sup>1</sup>	\$6,284	8.7%	\$9,653	9.4%	\$37,995	19.0%
Health, Life, and Disability Insurance	\$19,856	27.5%	\$21,680	21.1%	\$21,704	10.8%
<b>Average Benefits Value</b>	<b>\$32,597</b>	<b>45.2%</b>	<b>\$41,835</b>	<b>40.8%</b>	<b>\$80,437</b>	<b>40.2%</b>
<b>Average Salary<sup>2</sup></b>	<b>\$39,500</b>	<b>54.8%</b>	<b>\$60,675</b>	<b>59.2%</b>	<b>\$119,819</b>	<b>59.8%</b>
<b>Total Compensation</b>	<b>\$72,097</b>	<b>100%</b>	<b>\$102,510</b>	<b>100%</b>	<b>\$200,256</b>	<b>100%</b>

### FIVE-YEAR TREND: AVERAGE SALARIES BY PAY PLAN

Pay Plan	As of June 30					2017/2021 % Change
	2017	2018	2019	2020	2021 <sup>2</sup>	
Career Service	\$35,710	\$37,163	\$37,463	\$37,668	\$39,500	5.0%
Selected Exempt Service	\$56,554	\$57,972	\$58,254	\$58,793	\$60,675	7.3%
Senior Management Service	\$112,666	\$114,265	\$115,542	\$116,274	\$119,819	6.4%
State Personnel System	\$39,910	\$41,348	\$41,670	\$41,976	\$44,039	10.4%
<b>Florida Annual Average Wage – Total All Industries<sup>3</sup></b>	<b>\$48,460</b>	<b>\$50,090</b>	<b>\$51,744</b>	<b>\$55,840</b>	<b>\$60,299</b>	<b>24.43%</b>

<sup>1</sup> The Social Security, Medicare and retirement components are comprised of the Florida Retirement System (FRS) contribution for Regular class membership (10.0 percent) and Senior Management Service class (27.29 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.

<sup>2</sup> The average salaries of Career Service, Selected Exempt Service and Senior Management Service employees depicted in the Workforce Profile on page 13 were used to calculate the benefits. For the purpose of the health insurance cost calculation, family group insurance premiums were used.

<sup>3</sup> Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, Quarterly Census of Employment and Wages Program, September 2020.

## Comparison of Benefits by Pay Plan

The table below compares the different employer funded 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	Nine paid holidays each calendar year and one paid personal holiday each fiscal year.	Same as Career Service.	Same as Career Service.
Insurance <sup>1</sup>	<p><b>Group Health Standard PPO or HMO:</b> 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><b>Group Disability Insurance: N/A</b> Offered only as a supplemental policy. Employee pays 100 percent of the premium.</p> <p><b>Basic Life Insurance:</b> Coverage is \$25,000. The state pays 100 percent of the premium.</p>	<p><b>Group Health Standard PPO or HMO:</b> 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><b>Group Disability Insurance:</b> 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><b>Basic Life Insurance:</b> Same as Career Service.</p>	<p><b>Group Health Standard PPO or HMO:</b> Same as Selected Exempt Service.</p> <p><b>Group Disability Insurance:</b> Same as Selected Exempt Service.</p> <p><b>Basic Life Insurance:</b> Same as Career Service.</p>

<sup>1</sup> 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 2020-2021.

## Comparison of Benefits by Pay Plan

	Career Service	Selected Exempt Service	Senior Management Service
Retirement (Choice of Plans)	<p><b><u>FRS Pension Plan (Defined Benefit):</u></b></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 and non-duty and duty death benefits are available.</p> <p><b>If initially enrolled in the FRS prior to July 1, 2011:</b></p> <p><b>Regular Class:</b> Six-year vesting. Normal retirement at age 62 or after 30 years at any age before age 62. Retirement benefit based on percentage value<sup>1</sup> of 1.60 percent to 1.68 percent, based on age/length of service.</p> <p><b>Regular Class:</b> 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><b>Special Risk Class:</b> Six-year vesting. Normal retirement at age 55 or after 25 years at any age before age 55. Retirement benefit based on percentage value<sup>1</sup> of 3 percent for service on and after Oct. 1, 1974.</p> <p><b>Special Risk Class<sup>2</sup>:</b> 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><b><u>FRS Pension Plan (Defined Benefit):</u></b></p> <p>Same as Career Service.</p> <p><b>If initially enrolled in the FRS prior to July 1, 2011:</b></p> <p><b>Regular Class:</b> Same as Career Service.</p> <p><b>Regular Class ILOD:</b> Same as Career Service.</p> <p><b>Special Risk Class:</b> Same as Career Service.</p> <p><b>Special Risk Class ILOD:</b> Same as Career Service.</p>	<p><b><u>FRS Pension Plan (Defined Benefit):</u></b></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><b>If initially enrolled in the FRS prior to July 1, 2011:</b></p> <p><b>SMS Class:</b> Six-year vesting. Normal retirement at age 62 or after 30 years at any age before age 62. Retirement benefit based on percentage value<sup>1</sup> of 2 percent.</p> <p><b>SMS Class ILOD:</b> Same as Career Service.</p>

<sup>1</sup> 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.

<sup>2</sup> 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.

## Comparison of Benefits by Pay Plan

	Career Service	Selected Exempt Service	Senior Management Service
Retirement (Choice of Plans)	<p><b>If initially enrolled in the FRS on or after July 1, 2011:</b></p> <p><b>Regular Class:</b> Eight-year vesting. Normal retirement at age 65 or after 33 years at any age before age 65. Retirement benefit based on percentage value<sup>1</sup> of 1.60 percent to 1.68 percent, based on age/length of service.</p> <p><b>Regular Class:</b> 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><b>Special Risk Class:</b> Eight-year vesting. Normal retirement at age 60 or after 30 years at any age before age 60. Retirement benefit based on percentage value<sup>1</sup> of 3 percent for service on and after Oct. 1, 1974.</p> <p><b>Special Risk Class:</b> 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><b><u>FRS Investment Plan (Defined Contribution):</u></b> One-year vesting for contributions made while participating in the Investment Plan<sup>2</sup>. 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.<sup>3</sup> ILOD disability and non-duty minimum benefits are the same as Pension Plan members. ILOD death benefit is the same as Pension Plan members<sup>4</sup>.</p>	<p><b>If initially enrolled in the FRS on or after July 1, 2011:</b></p> <p><b>Regular Class:</b> Same as Career Service.</p> <p><b>Regular Class ILOD:</b> Same as Career Service.</p> <p><b>Special Risk Class:</b> Same as Career Service.</p> <p><b>Special Risk Class ILOD:</b> Same as Career Service.</p> <p><b><u>FRS Investment Plan (Defined Contribution):</u></b> Same as Career Service.</p>	<p><b>If initially enrolled in the FRS on or after July 1, 2011:</b></p> <p><b>SMS Class:</b> Eight-year vesting. Normal retirement at age 65 or after 33 years at any age before age 65. Retirement benefit based on percentage value<sup>1</sup> of 2 percent.</p> <p><b>SMS Class ILOD:</b> Same as Career Service.</p> <p><b>SMS Optional Annuity Program (Defined Contribution):</b> 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><b><u>FRS Investment Plan (Defined Contribution):</u></b> One-year vesting for contributions made while participating in the Investment Plan<sup>2</sup>. State contributes 4.67 percent into SMS employees' accounts. Total and permanent disability retirements available.<sup>3</sup> ILOD disability and non-duty disability and ILOD death benefits same as Career Service.</p>

<sup>1</sup> 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.

<sup>2</sup> 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. If the Investment Plan member does not have eight or more years of service at distribution or after being inactive for more than five years, any non-vested funds, including the present value of Pension Plan service and associated earnings, are forfeited.

<sup>3</sup> 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.

<sup>4</sup> 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.



## Average Total Compensation Cost: Salaries and Benefits

Benefits,<sup>1</sup> 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 matching for Social Security and Medicare. 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 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
June 2021	Career Service	\$32,597	\$39,500	\$72,097
	Selected Exempt Service	\$41,835	\$60,675	\$102,510
	Senior Management Service	\$80,437	\$119,819	\$200,256

As of June 30, 2021, the average total compensation cost for each pay plan was as follows:

- **Career Service: \$72,097.** Includes \$39,500 (54.8 percent) in salary plus \$32,597 (45.2 percent) in benefits. The Career Service benefits package had a value equivalent to 82.5 percent of the average salary.
- **Selected Exempt Service: \$102,510.** Includes \$60,675 (59.2 percent) in salary plus \$41,836 (40.8 percent) in benefits. The Selected Exempt Service benefits package had a value equivalent to 68.9 percent of the average salary.
- **Senior Management Service: \$200,256.** Includes \$119,819 (59.8 percent) in salary plus \$80,437 (40.2 percent) in benefits. The Senior Management Service benefits package had a value equivalent to 67.1 percent of the average salary.

<sup>1</sup> 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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