



STATE PERSONNEL SYSTEM ANNUAL WORKFORCE REPORT

2007-2008



Charlie Crist, Governor, State of Florida
Linda H. South, Secretary, Department of Management Services
"We serve those who serve Florida."

DIVISION OF HUMAN RESOURCE MANAGEMENT

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(Report Reissued December 5, 2008)

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Introduction

The Department of Management Services, Division of Human Resource Management is proud to present the fifteenth State Personnel System's (SPS) Annual Workforce Report (report).

This report complies with Section 110.201(5), Florida Statutes, requiring the Department of Management Services to develop a workforce report that contains data representative of the SPS human resources and identifies trends for planning and improving the management of these resources. Rule 60L-29.002(5), Florida Administrative Code, defines the State Personnel System as the employment system comprised of positions within the career service, selected exempt service, or senior management service, and within all agencies except those in the State University System, the Florida Lottery, the Legislature, the Justice Administration System, or the State Courts System.

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

- Equal Employment Opportunity/Affirmative Action Report, Section 110.112(2)(d), Florida Statutes;
- Savings Sharing Program Report, Section 110.1245(1)(d), Florida Statutes;
- Pay Additives Report, Section 110.2035(6)(c), Florida Statutes; and
- Classification Plans for Senior Management and Selected Exempt Services, Sections 110.406(1) and 110.606(1), Florida Statutes, respectively.

This year's report includes new data to help manage the state's human resources:

- Employees by Age and Pay Plan;
- Employees by County;
- Annual Benefits Value of Total Compensation by Pay Plan;
- Benefit Comparisons to Select States;
- Number of Employees Enrolled in the State Employees Group Health Insurance Program;
- Employees by Equal Employment Opportunity Job Category within the SPS and by Agency;
- Number of Agencies with Established Training Plans; and
- Number of Employee Volunteer Hours by Agency.

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



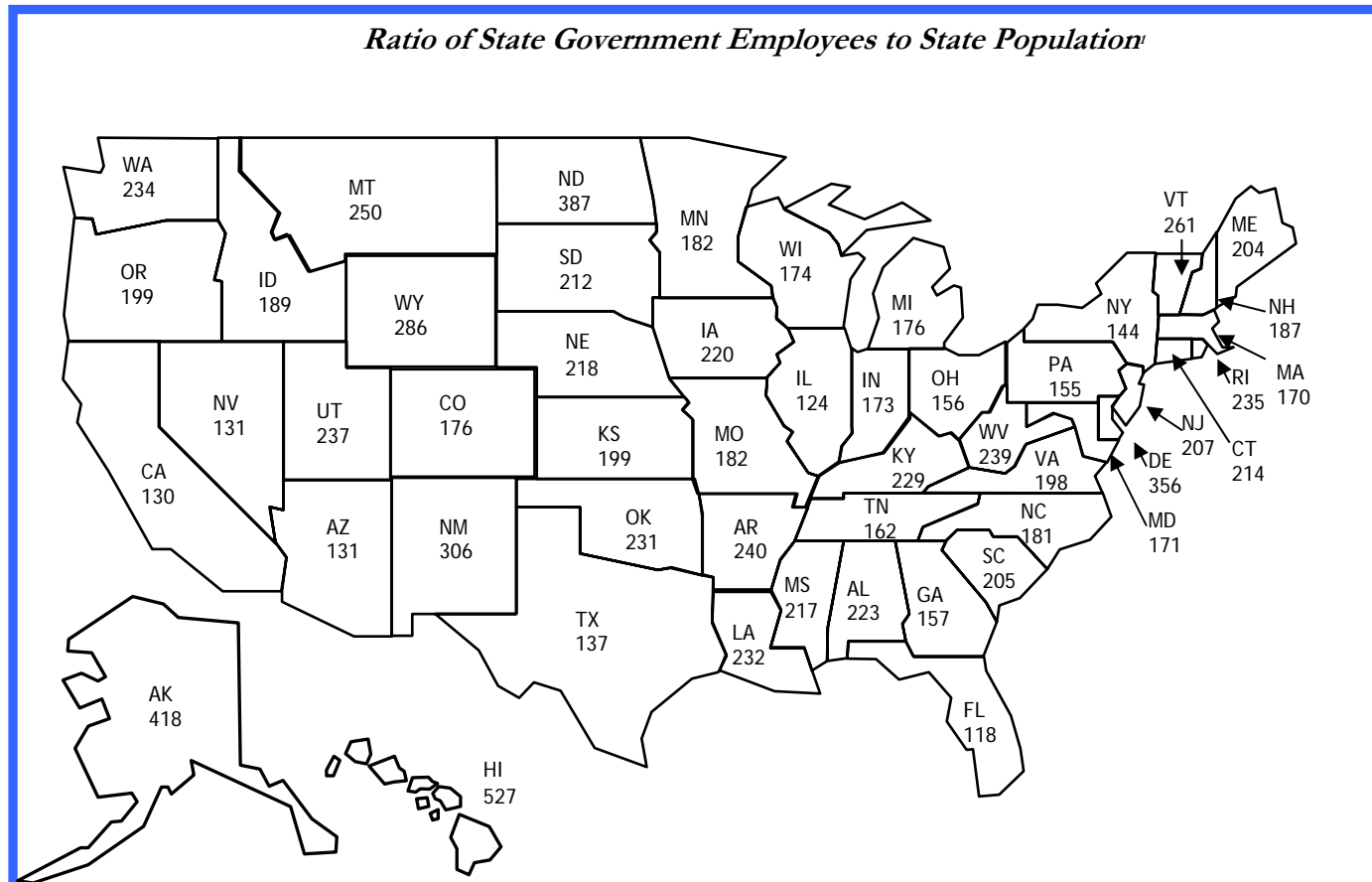
General Workforce Trends

General Workforce Trends and Comparisons Overview

- In 2007, state governments nationwide had an average of 214 state workers per 10,000 in population. Florida had a ratio of 118 workers per 10,000 in population.
- In 2007, the state government national average was \$66 in payroll expenditures per state resident. Florida's ratio was \$36 in payroll expenditures per state resident.
- In the coming two decades, the projected workforce will span four distinct generations: Baby Boomers, Generation X, Generation Y or Millennials, and the New Silent Generation causing employers to adjust to the changing demographics of the workforce and the projected reduction in the availability of workers:
 - Nationwide, the percentage of Americans in the 20-44 age group will decline between 2000 and 2030 by 5.3 percentage points, the 45-64 age group will increase by .5 percentage points, and the 65-84 age group will increase by 6.1 percentage points.
 - The State of Florida's age distribution from 2000 to 2030 shows an expected decline in the percentage of 25-44 year olds by 6.9 percentage points while the percentage of 45-64 year olds is expected to increase by 0.7 percentage points.
- According to the Bureau of Labor Statistics, the trend in the age distribution of the nation's workforce reflects the trend in the population as well as the trend in Florida for both public and private employment:
 - It is predicted that the 45 year old and older age group will show a 4.6 percentage point increase in the nation's workforce by 2014.
 - With the exception of 25-34 year olds, all age groupings below 45 years of age will decrease by the year 2014: 16-24 age group by 1.4 percentage points and the 35-44 age group by 3.9 percentage points.
- The Bureau of Labor Statistics also estimates that the median age of the labor force will be 42.1 in the year 2016 while the average age of a SPS employee as of June 30, 2008 was 43.79.

State Government Employees to State Population

The United States Census Bureau requires each state to report the total number of state government employees, full-time and part-time, as of March of each year. This number is compared to each state's population estimate as of July of each year. The ratio of employees to 10,000 in population is a useful indicator to gauge the efficiency of a state's public workforce in comparison to other states.



10 States with the Lowest Ratios

| | |
|-----------------|-----|
| 1. Florida | 118 |
| 2. Illinois | 124 |
| 3. California | 130 |
| 4. Nevada | 131 |
| 5. Arizona | 131 |
| 6. Texas | 137 |
| 7. New York | 144 |
| 8. Pennsylvania | 155 |
| 9. Ohio | 156 |
| 10. Georgia | 157 |

10 States with the Fastest Growing Population Changes July 2006 – July 2007²

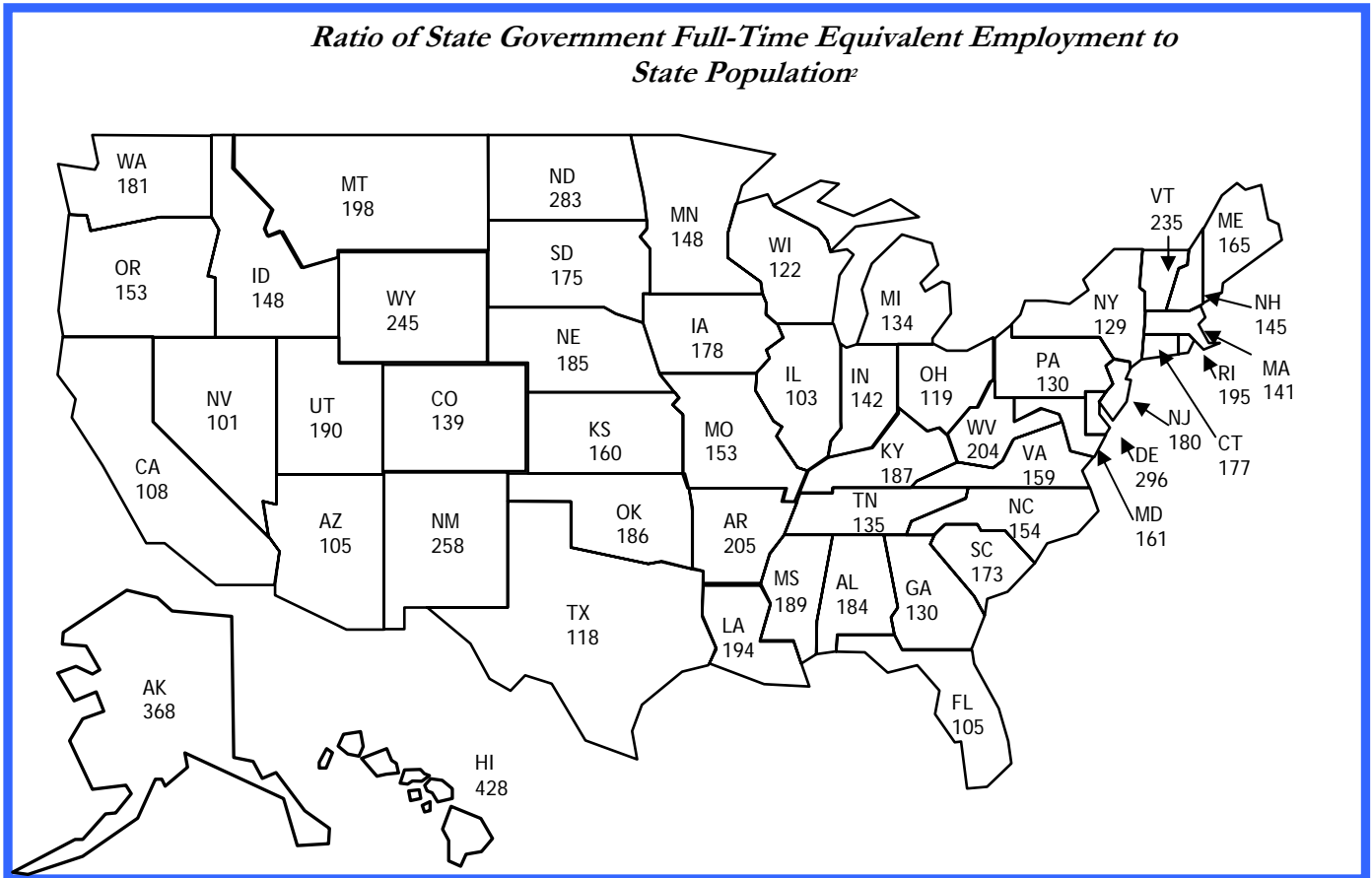
| | |
|--------------------|------|
| 1. Nevada | 2.9% |
| 2. Arizona | 2.8% |
| 3. Utah | 2.6% |
| 4. Idaho | 2.4% |
| 5. Georgia | 2.2% |
| 6. North Carolina | 2.2% |
| 7. Texas | 2.1% |
| 8. Colorado | 2.0% |
| 9. Wyoming | 2.0% |
| 10. South Carolina | 1.8% |

¹ United States Census Bureau – www.census.gov. March 2006 U.S. Census Data for state total employees (full-time and part-time) and July 2007 U.S. Census Data for state population. March 2007 state total employees' data was not available.

² Florida Agency for Workforce Innovation, Labor Market Statistics Center, August 2008, U.S. Census Bureau Population Estimates Program.

State Government Full-Time Equivalent Employment to State Population

The United States Census Bureau requires each state to report the total number of state government full-time equivalent¹ employment as of March of each year. This number is compared to each state's population estimate as of July of each year. The ratio of full-time equivalent employment to 10,000 in population is a useful indicator to gauge the efficiency of a state's public workforce in comparison to other states.



10 States with the Lowest Ratios

| | |
|-------------------|------------|
| 1. Nevada | 101 |
| 2. Illinois | 103 |
| 3. Florida | 105 |
| 4. Arizona | 105 |
| 5. California | 108 |
| 6. Texas | 118 |
| 7. Ohio | 119 |
| 8. Wisconsin | 122 |
| 9. New York | 129 |
| 10. Pennsylvania | 130 |

10 States with the Fastest Growing Population Changes July 2006 – July 2007³

| | |
|--------------------|------|
| 1. Nevada | 2.9% |
| 2. Arizona | 2.8% |
| 3. Utah | 2.6% |
| 4. Idaho | 2.4% |
| 5. Georgia | 2.2% |
| 6. North Carolina | 2.2% |
| 7. Texas | 2.1% |
| 8. Colorado | 2.0% |
| 9. Wyoming | 2.0% |
| 10. South Carolina | 1.8% |

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

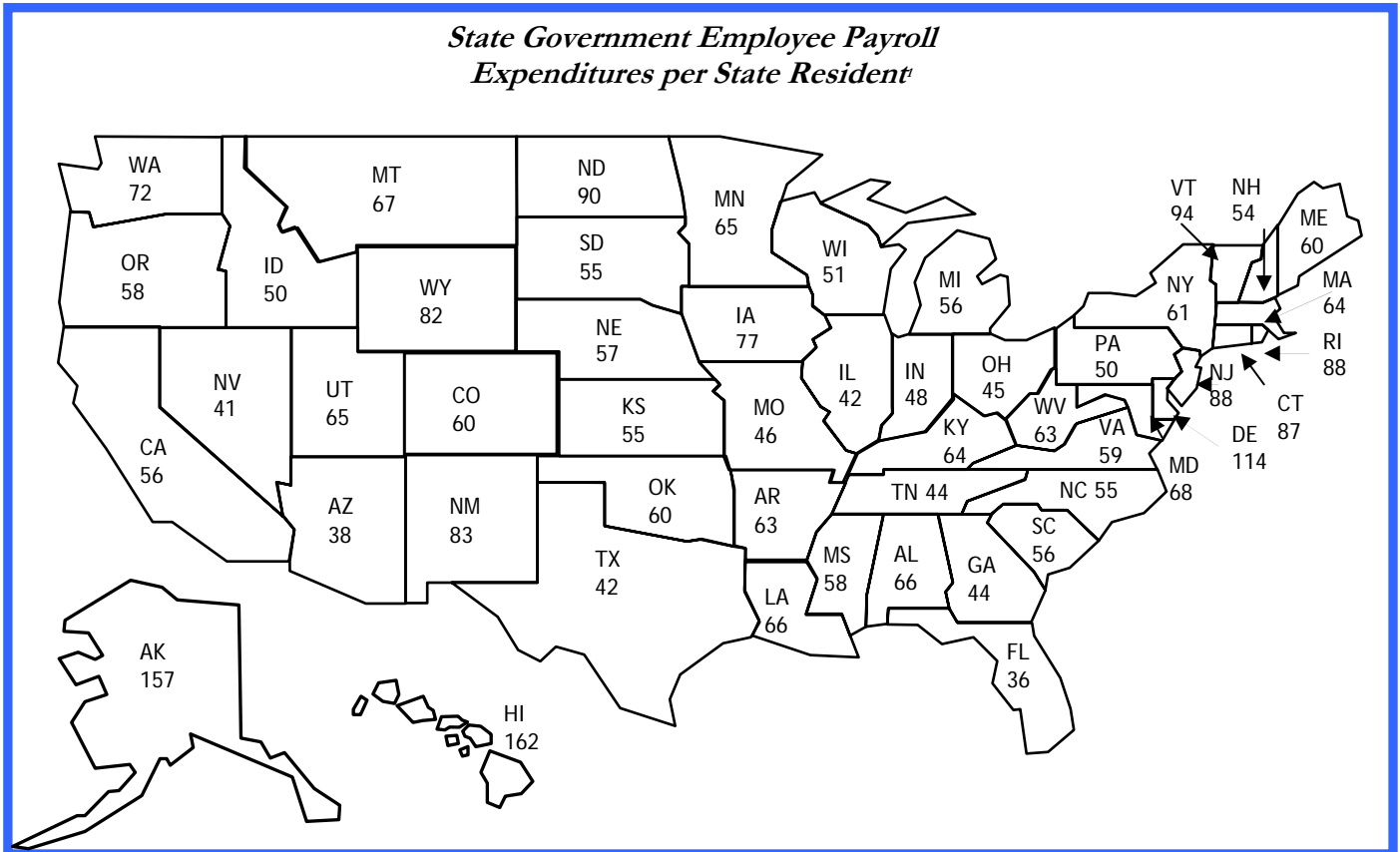
² United States Census Bureau – www.census.gov, March 2006 U.S. Census Data for state full-time equivalent employment and July 2007 U.S. Census Data for state population. March 2007 state full-time equivalent employment data was not available.

³ Florida Agency for Workforce Innovation, Labor Market Statistics Center, August 2008, U.S. Census Bureau Population Estimates Program.

State Government Employee Payroll Expenditures per State Resident

The United States Census Bureau requires each state to submit its total state public payroll expenditures as of March of each year. This number is then compared to each state's population estimate to provide the labor costs for state public services per resident.

The figures indicate that Florida's state government workforce provides public services with fewer employees per capita and the payroll cost borne by taxpayers per capita is the lowest in the nation.



| | |
|--------------|------|
| 1. Florida | \$36 |
| 2. Arizona | \$38 |
| 3. Nevada | \$41 |
| 4. Illinois | \$42 |
| 5. Texas | \$42 |
| 6. Tennessee | \$44 |
| 7. Georgia | \$44 |
| 8. Ohio | \$45 |
| 9. Missouri | \$46 |
| 10. Indiana | \$48 |

¹ United States Census Bureau – www.census.gov. March 2006 U.S. Census Data for state employee expenditures and July 2007 U.S. Census Data for state population. March 2007 state employee expenditure data was not available.

Workforce Demographics

Demographic shortages relate specifically to the generational effect taking place in the labor market. In the coming two decades, the viable workforce will span four distinct generations: Baby Boomers, those born between 1946 and 1964; Generation X, those born between 1964 and 1980; Generation Y or Millennials are those born between 1981 and 1995; and the New Silent Generation, those born after 1996.

PROJECTED UNITED STATES POPULATION DISTRIBUTION BY AGE

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

Source: www.census.gov/ipc/www/usinterimproj/

The State of Florida age distribution from 2000 and 2030 is shown below. The data illustrates that the percentage of the population over the age of 65 is expected to rise from 17.6% to 27.1%.

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

| Age Group in Florida | Census 2000 | | Projected Census 2030 | | 2000 - 2030 Change | |
|----------------------|-------------|---------|-----------------------|---------|--------------------|---------|
| | Number | Percent | Number | Percent | Total | |
| | Total | Total | Total | Total | Number | Percent |
| 5-17 | 2,700,517 | 16.9% | 4,139,052 | 14.4% | 1,438,535 | 53.3% |
| 18-24 | 1,330,602 | 8.3% | 2,203,178 | 7.7% | 872,576 | 65.6% |
| 25-44 | 4,569,347 | 28.6% | 6,232,372 | 21.7% | 1,663,025 | 36.4% |
| 45-64 | 3,628,492 | 22.7% | 6,710,685 | 23.4% | 3,082,193 | 84.9% |
| 65+ | 2,807,597 | 17.6% | 7,769,452 | 27.1% | 4,961,855 | 176.7% |

Source: www.census.gov/population/www/projections/statepyramid.html

The trend in the age distribution of the United States workforce is very similar to the trend in the United States population.

UNITED STATES WORKFORCE AGE DISTRIBUTION 2004 TO 2014

| Distribution Prediction of Workforce by Age 2004 to 2014 | | |
|---|-------|-------|
| Group | 2004 | 2014 |
| 16-24 years old | 15.1% | 13.7% |
| 25-34 years old | 21.8% | 22.7% |
| 35-44 years old | 24.5% | 20.6% |
| 45 years and older | 38.5% | 43.1% |
| 55 years and older | 15.6% | 21.2% |
| 65 years and older | 3.4% | 5.4% |
| 75 years and older | 0.7% | 1.1% |

Source: <http://www.bls.gov/opub/mlr/2005/11/art3full.pdf>

The U.S. Bureau of Labor Statistics (BLS) estimates that the labor force participation rate of the U.S. population will be 65.5% in 2016. This represents a decrease by more than eight percent. This is the first decrease in more than 50 years. In addition, “aging” is across all gender, racial, and ethnic categories. The chart below illustrates the median age of the labor force in each category for a 30-year period.

**UNITED STATES WORKFORCE MEDIAN AGES OF THE LABOR FORCE
BY SEX, RACE, AND ETHNIC ORIGIN**

| Group | 1986 | 1996 | 2006 | 2016 |
|-------------------------|------|------|------|------|
| Total | 35.4 | 38.3 | 40.8 | 42.1 |
| Men | 35.7 | 38.3 | 40.6 | 41.6 |
| Women | 34.9 | 38.2 | 41.0 | 42.8 |
| White | 35.6 | 38.6 | 41.3 | 42.7 |
| African American | 33.3 | 36.4 | 38.7 | 39.8 |
| Asian | 35.3 | 37.0 | 40.6 | 42.9 |
| Hispanic Origin | 31.3 | 34.5 | 36.4 | 38.0 |

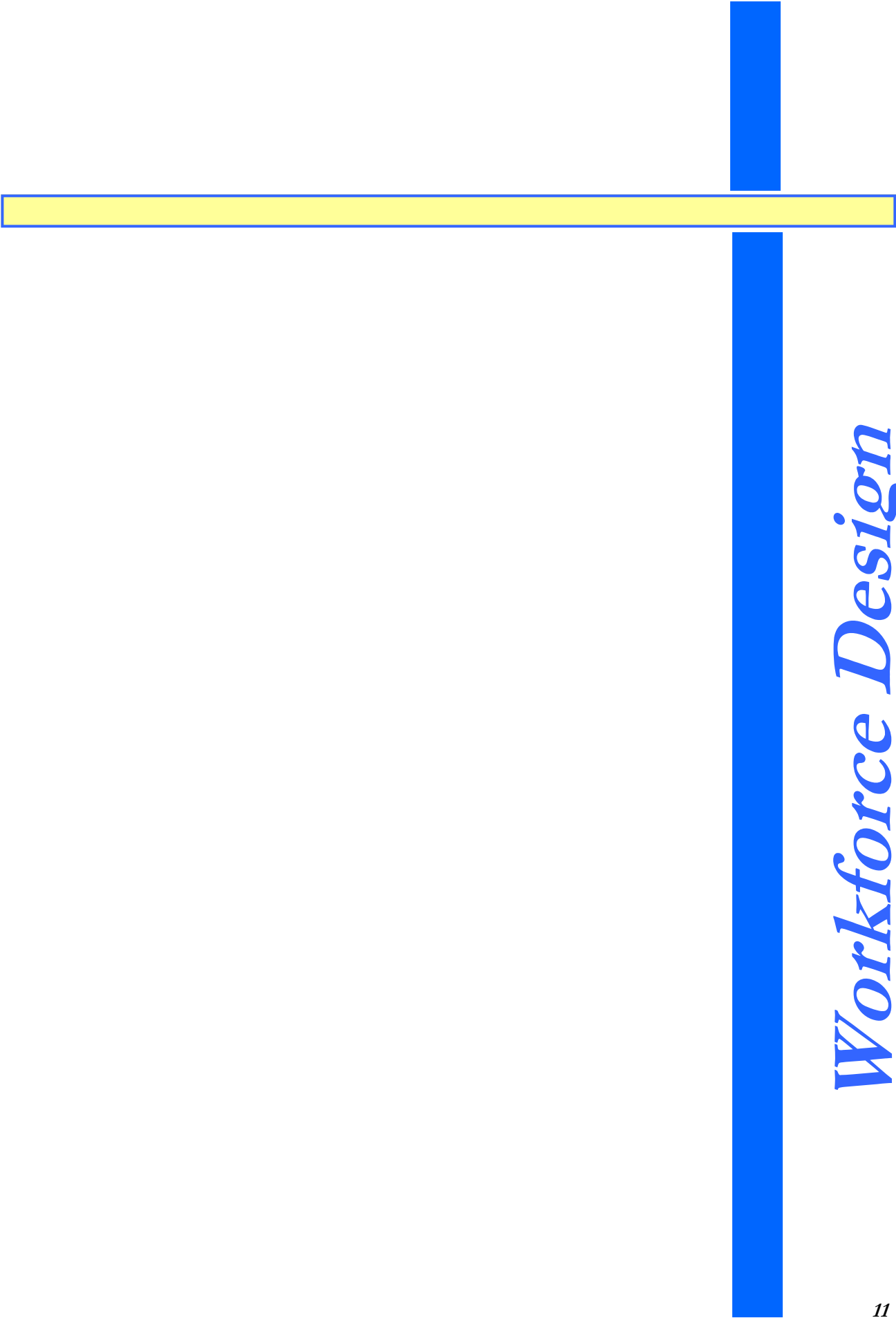
Source: <http://www.bls.gov/emp/emplab08.htm>

As the Baby Boomer generation reaches retirement age, organizations will face two major concerns: retaining institutional knowledge and sufficient, high quality employees. The chart below captures the anticipated need for new employees. It is predicted that between 2007 and 2015, Florida (both public and private sector) will need to add approximately 1.9% to its workforce each year or a total of 1,357,664 new workers to compensate for the retirement of the Baby Boomers’ generation.

STATE OF FLORIDA WORKFORCE NEEDS (PUBLIC AND PRIVATE)

| Occupational Title | 2007 Estimated Employment | 2015 Projected Employment | Total 2007-20015 Employment Change | Annual Avg. Percent Change | Total Percent Change |
|-------------------------------|---------------------------|---------------------------|------------------------------------|----------------------------|----------------------|
| Total, All Occupations | 8,987,444 | 10,345,108 | 1,357,664 | 1.9% | 15.1% |

Source: Florida Agency for Workforce Innovation (AWI), 2007; <http://www.labormarketinfo.com/library/EP.htm>



Workforce Design

Workforce Design Overview

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

The following observations regarding the State Personnel System's Workforce Design can be made from an analysis of the information in this section:

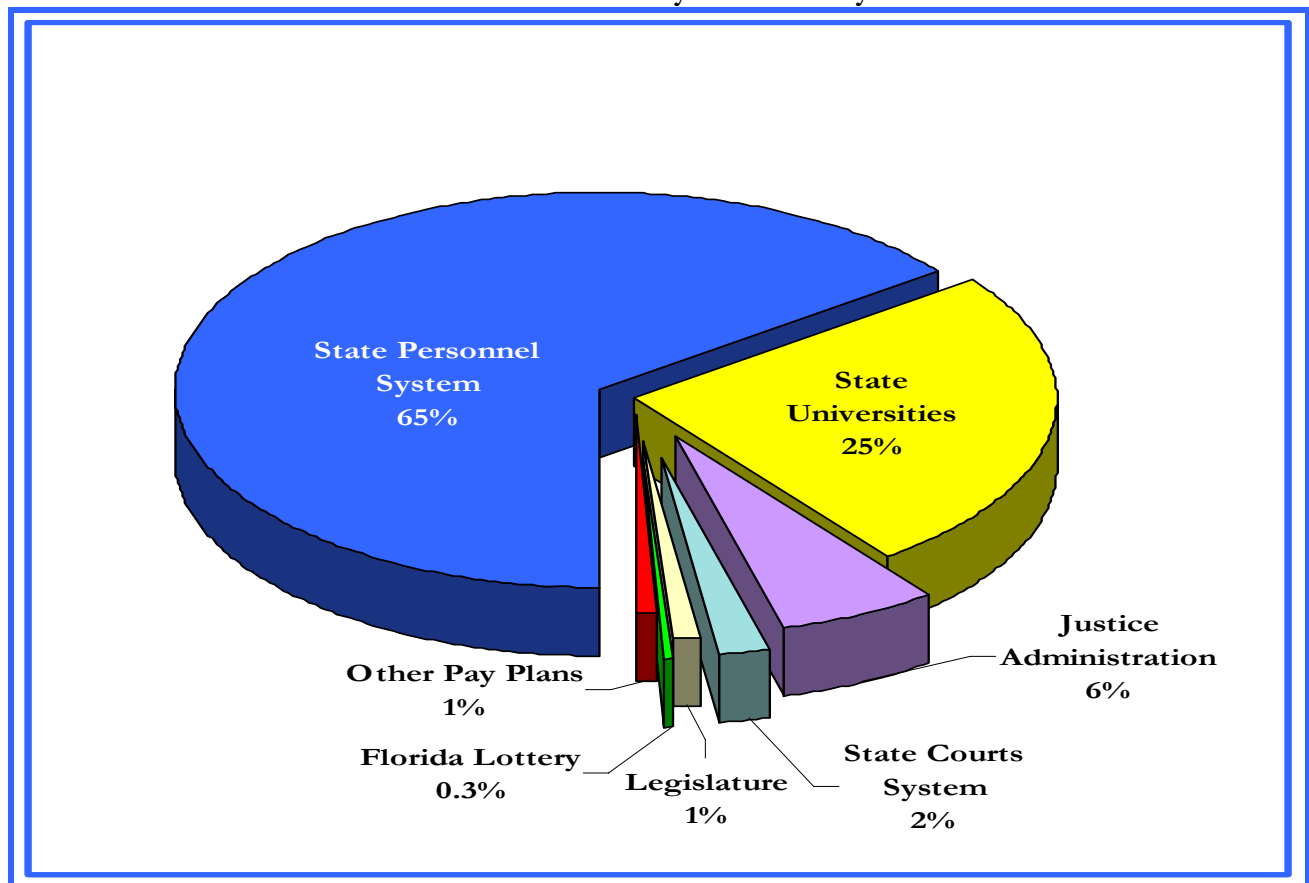
- For 2008, 5.1% of the employees in the SPS had 30 or more years of service, 16.4% had between 20 and 30 years of service, 27% had between 10 and 20 years of service, 17.1% had between 5 and 10 years of service and 34.4% of the employees had less than 5 years of service.
- The age group with the largest number of employees within the SPS was age 50-59.
- The three largest agencies for fiscal year 2007/2008, based on the total number of employees, were the Departments of Corrections (26,467), Health (15,357), and Children and Families with (12,574).
- As of 2008, there were six labor organizations representing 13 collective bargaining units.
- As of 2008, the 92,129 established positions covered by a collective bargaining unit represented 81.9% of the total number of established positions.
- From fiscal year 2003/2004 through fiscal year 2007/2008, the number of Career Service separations decreased by 2.4%. There was a 9.9% decrease in the number of separations from fiscal year 2006/2007 to 2007/2008.
- For fiscal year 2007/2008, employee initiated separations in the Career Service accounted for 81.7% of all separations.
- The average number of Other Personal Services employees decreased by 11.3% since fiscal year 2003/2004.

State of Florida's Personnel Systems

Public employees with the State of Florida fall into a variety of different and autonomous personnel systems, each with its own rules and regulations, collective bargaining agreements and wage and benefit packages. There are six primary state government employers. These include the State Personnel System, the State Universities, Justice Administration System, State Courts System, the Legislature and the Florida Lottery. The SPS is comprised of state employees in the Career Service, Selected Exempt Service and Senior Management Service pay plans and is the largest personnel system in state government. In addition, State Universities are comprised of eleven separate personnel systems representing one personnel system for each public university.

There were 173,486 total established positions in all state systems at the end of fiscal year 2007/2008. The SPS accounted for 112,459 or 65% of those positions. A breakdown of the different personnel systems/pay plans and the number of established positions in each is presented on page 15.

Established Positions by Personnel System



***Established Positions by Personnel System and Pay Plan
As of June 30, 2008***

| Personnel System | Pay Plan | Established Positions ¹ | | | | |
|--|--|------------------------------------|----------------|----------------|----------------|----------------|
| | | 2004 | 2005 | 2006 | June 30, 2007 | June 30, 2008 |
| State Personnel System | Career Service | 92,354 | 88,663 | 88,552 | 91,491 | 91,566 |
| | Selected Exempt Service | 20,096 | 19,469 | 19,742 | 20,280 | 20,277 |
| | Senior Management Service | 580 | 574 | 572 | 602 | 616 |
| | Total | 113,030 | 108,706 | 108,866 | 112,373 | 112,459 |
| State Universities ² | | 39,653 | 40,693 | 41,827 | 41,827 | 43,288 |
| Justice Administration System | State Attorneys | 3,646 | 3,625 | 3,846 | 4,005 | 3,953 |
| | Public Defenders | 1,287 | 1,264 | 1,300 | 1,369 | 1,296 |
| | State Attorneys with Paid Insurance | 1,978 | 1,994 | 2,104 | 2,165 | 2,287 |
| | Public Defenders with Paid Insurance | 1,520 | 1,486 | 1,604 | 1,664 | 1,800 |
| | Capital Collateral Representatives | 65 | 62 | 73 | 74 | 74 |
| | Justice Administrative Commission ³ | 486 | 545 | 714 | 719 | 1,150 |
| | Total | 8,982 | 8,976 | 9,641 | 9,996 | 10,560 |
| | State Courts System | Courts | 2,480 | 2,174 | 2,269 | 2,324 |
| Courts with Paid Insurance | | 958 | 977 | 1,013 | 1,069 | 1,071 |
| Total | | 3,438 | 3,151 | 3,282 | 3,393 | 3,434 |
| Legislature ⁴ | Legislative Pay Plan | 1,715 | 1,700 | 1,725 | 1,747 | 1,742 |
| Florida Lottery | Non-Managerial (Lottery) | 410 | 398 | 399 | 405 | 407 |
| | Managerial (Lottery) | 37 | 32 | 35 | 36 | 34 |
| | Total | 447 | 430 | 434 | 441 | 441 |
| Other Pay Plans | Other Exempt-Fixed Annual Salary ⁵ | 995 | 1,014 | 987 | 1,042 | 1,043 |
| | Exempt (Governor's Office) | 219 | 212 | 191 | 195 | 203 |
| | School for the Deaf & the Blind ⁶ | 270 | 268 | 271 | 272 | 269 |
| | Florida National Guard | 47 | 48 | 44 | 47 | 47 |
| | Total | 1,531 | 1,542 | 1,493 | 1,556 | 1,562 |
| Total Number of Established Positions | | 168,796 | 165,198 | 167,268 | 171,333 | 173,486 |

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

² Numbers depict employee count as reported by the Planning and Analysis Institutional Research Department at the Florida Board of Governors.

³ Data for 2004 and forward includes the Guardian Ad Litem program.

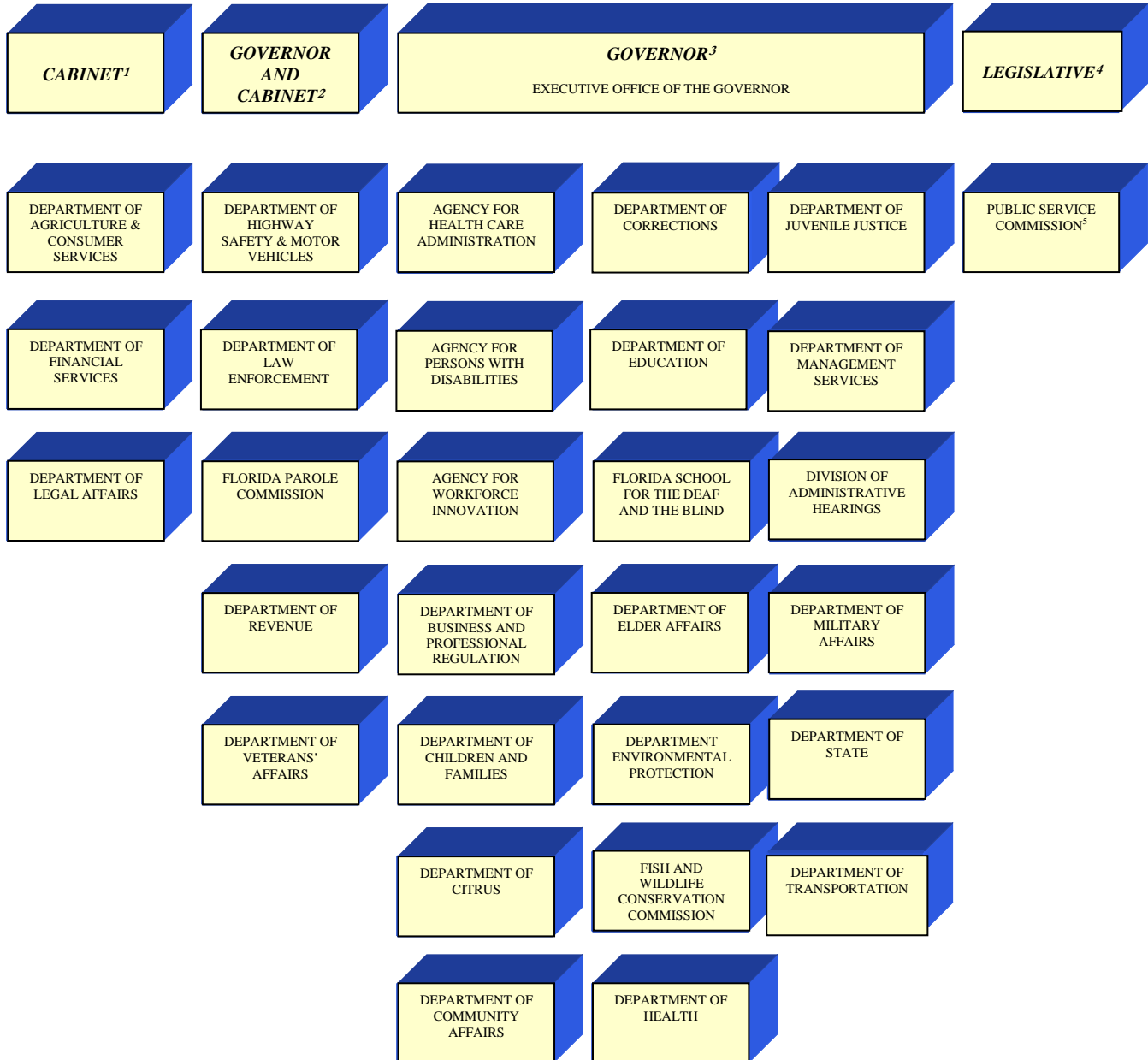
⁴ Data does not include interns and Legislators. Previous years' data for the Auditor General was combined with the data for the Legislature since the Auditor General does not have its own personnel system and they are part of the Legislature. Data reported by the Office of Legislative Services.

⁵ Includes pay plans: Fixed Salary – Elected & Appointed, Fixed Salary – Senior Management Service (SMS) Leave Benefits, and Fixed Salary – SMS Benefits.

⁶ Represents employees in pay plan 04. In addition, the Florida School for the Deaf and the Blind has employees which are considered part of the State Personnel System.

State Personnel System Entities

There are 30 departments and other autonomous entities within the executive branch of Florida government covered under the provisions of Chapter 110, State Employment, of the Florida Statutes. Each entity operates within the same state and federal laws but with managerial decentralization. The following chart depicts the entities governed by the State Personnel System.



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

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

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

⁴ Legislative: Entities report to the Legislature.

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

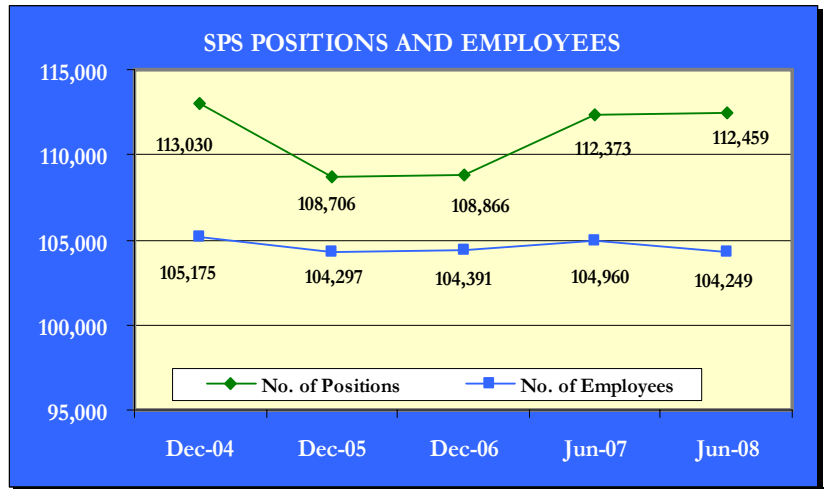
Source: Chapters 20 and 110, Florida Statutes.

State Personnel System Positions and Employees

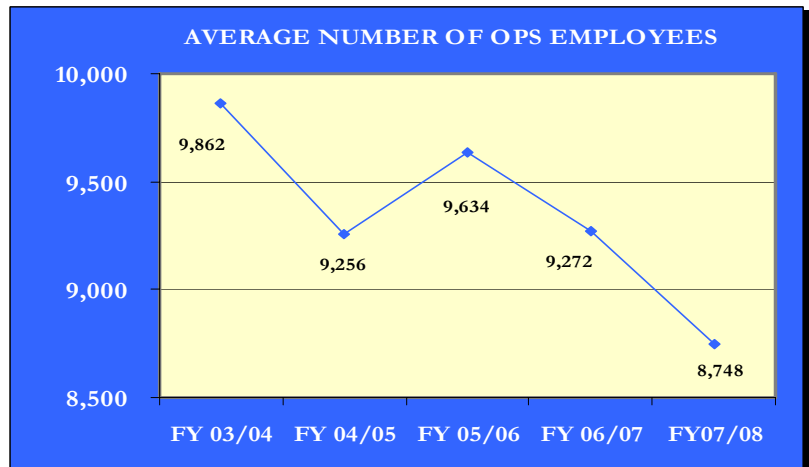
The state of Florida's population is growing and its workforce is changing. Trends, such as technological changes and decreases in the overall size of the workforce may influence how work is performed.

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

- The total number of established positions in the SPS declined slightly over the past five years, from 2004 to 2008, by 571 positions or .5%. Correspondingly, the number of employees decreased by .9%.
- The majority of positions (91,566) and employees (84,523) in the State Personnel System are in the Career Service pay plan. Since 2004, the number of positions in the Career Service declined by 788 or .9%.
- Managers, supervisors, confidential¹ employees and certain professional positions, such as doctors and lawyers, are in the Selected Exempt Service pay plan. A total of 20,277 positions and 19,149 employees were in this pay plan at the end of fiscal year 2008. Since 2004, the number of positions in this pay plan increased by 181, representing a .9% increase.
- Policy-making positions in upper management are in the Senior Management Service pay plan, which accounted for 616 positions and 577 employees at the end of fiscal year 2008.



- Other Personal Services (OPS) jobs are temporary. These individuals are paid on an hourly basis and do not receive benefits other than social security and Medicare. During fiscal year 2007/2008, there was a monthly average of 8,748 individuals employed as Other Personal Services in agencies governed by the SPS. This number was 11.3% less than the monthly average for fiscal year 2003/2004.



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

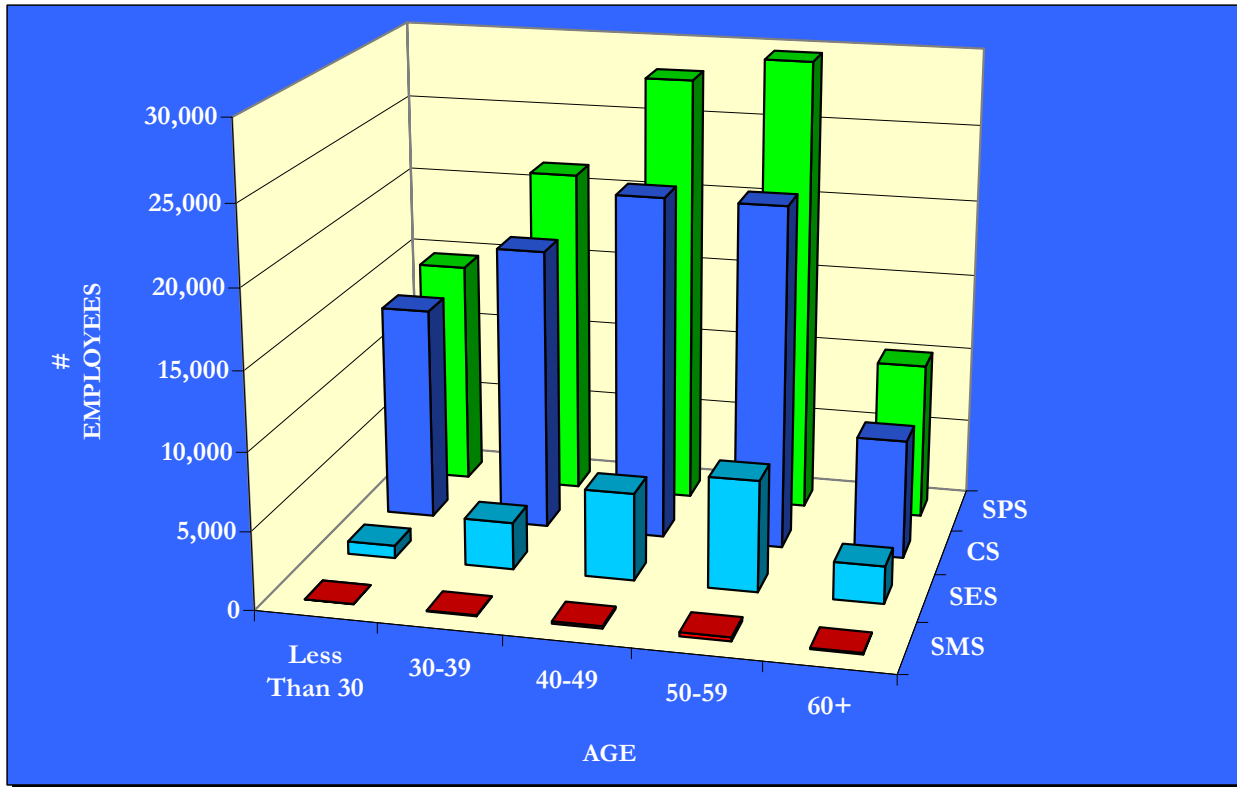
Workforce Profile As of June 30, 2008

| | State Personnel System | Career Service | Selected Exempt Service | Senior Management Service |
|---|------------------------|----------------|-------------------------|---------------------------|
| Positions | 112,459 | 91,566 | 20,277 | 616 |
| Employees | 104,249 | 84,523 | 19,149 | 577 |
| % Female | 56% | 57% | 56% | 40% |
| % Minorities ¹ | 39% | 41% | 30% | 13% |
| Average Age | 43.79 | 43.57 | 48.41 | 50.91 |
| Average Salary | \$38,839 | \$34,508 | \$53,486 | \$109,407 |
| Average Length of Service | 11.38 | 10.41 | 15.61 | 16.47 |
| GENDER | | | | |
| Male | 45,412 | 36,602 | 8,465 | 345 |
| Female | 58,837 | 47,921 | 10,684 | 232 |
| AVERAGE SALARY BY GENDER | | | | |
| Male | \$41,768 | \$36,349 | \$59,333 | \$110,151 |
| Female | \$36,553 | \$33,094 | \$48,702 | \$108,350 |
| RACE/ETHNICITY | | | | |
| White | 63,626 | 49,677 | 13,440 | 503 |
| Black or African American | 28,343 | 24,495 | 3,813 | 38 |
| Hispanic or Latino | 8,332 | 7,099 | 1,213 | 20 |
| Other ² | 2,517 | 1,974 | 541 | 5 |
| Unknown | 1,431 | 1,278 | 142 | 11 |
| AVERAGE SALARY BY RACE/ETHNICITY | | | | |
| White | \$43,920 | \$39,975 | \$58,197 | \$111,506 |
| Black or African American | \$35,908 | \$34,834 | \$47,414 | \$123,838 |
| Hispanic or Latino | \$38,639 | \$35,026 | \$57,575 | \$109,279 |
| Other ² | \$51,438 | \$40,644 | \$86,148 | \$125,629 |
| Unknown | \$35,499 | \$32,373 | \$53,391 | \$111,291 |
| LENGTH OF SERVICE | | | | |
| 0 - 4.99 years | 35,825 | 32,407 | 3,290 | 128 |
| 5.00 - 9.99 years | 17,800 | 14,673 | 3,057 | 70 |
| 10.00 - 19.99 years | 28,157 | 22,079 | 5,944 | 134 |
| 20.00 - 29.99 years | 17,101 | 12,157 | 4,781 | 163 |
| 30+ years | 5,366 | 3,207 | 2,077 | 82 |

¹ Minorities include employees having identified themselves as Black or African American, Hispanic or Latino, Asian, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander, or Balance (two or more races).

² "Other" includes Asian, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander, or Balance (two or more races).

Employees by Age and Pay Plan As of June 30, 2008



| Pay Plan | AGE | | | | | Total Employees |
|---------------------------------|--------------|--------------|--------------|--------------|-------------|-----------------|
| | Less Than 30 | 30-39 | 40-49 | 50-59 | 60+ | |
| Career Service (CS) | 13,924 | 18,347 | 22,292 | 22,248 | 7,712 | 84,523 |
| Selected Exempt Service (SES) | 826 | 3,061 | 5,665 | 7,172 | 2,425 | 19,149 |
| Senior Management Service (SMS) | 2 | 63 | 162 | 264 | 86 | 577 |
| State Personnel System (SPS) | 14,752 | 21,471 | 28,119 | 29,684 | 10,223 | 104,249 |
| % of Total | 14.2% | 20.6% | 27.0% | 28.5% | 9.8% | |

FLORIDA POPULATION TRENDS

The following statistics were taken from the Florida Legislature, Office of Economic and Demographic Research, Florida Demographic Overview Presentation.¹

- Between 2006 and 2030, Florida's population is forecast to grow by over 8 million. Florida's older population (age 60 and older) will account for 55.3% the population growth.
- In 2000, Florida's prime working age population (ages 25-54) accounted for 41.5 percent of the total population. With the aging baby boom generation, this percentage is projected to fall to 34.1 percent by 2030.
- Population aged 65 and over is forecast to represent 26.1 percent in 2030, compared to 17.6 percent in 2000 and 16.9% in 2006.

¹ Florida Legislature, Office of Economic and Demographic Research, Florida Demographic Overview Presentation, June 14, 2007; located at: <http://edr.state.fl.us/recentpresentations.htm>.

Established Position Count by Agency As of June 30, 2008

An established position is a position authorized by the Legislature and which has been classified in accordance with a classification plan and pay plan as provided by law. The table below represents a snapshot of the number of established positions within each agency as of June 30, 2008, and may not represent the total number of positions authorized by the Legislature. The table shows the five-year trend in the number of established positions by agency.

| Agency | Established Positions | | | | | |
|---|-----------------------|----------------|----------------|----------------|----------------|--------------------|
| | 2004 | 2005 | 2006 | June 30, 2007 | June 30, 2008 | 2004-2008 % Change |
| Agency for Health Care Administration | 1,663 | 1,694 | 1,666 | 1,718 | 1,715 | 3.1% |
| Agency for Persons with Disabilities ¹ | - | 3,614 | 3,533 | 3,709 | 3,689 | - |
| Agency for Workforce Innovation | 1,536 | 1,549 | 1,535 | 1,564 | 1,466 | -4.6% |
| Agriculture and Consumer Services | 3,720 | 3,693 | 3,646 | 3,813 | 3,805 | 2.3% |
| Business and Professional Regulation | 1,464 | 1,443 | 1,525 | 1,561 | 1,599 | 9.2% |
| Children and Families ¹ | 21,262 | 14,115 | 12,861 | 13,355 | 13,463 | -36.7% |
| Citrus | 120 | 89 | 88 | 90 | 76 | -36.7% |
| Community Affairs | 356 | 344 | 345 | 364 | 364 | 2.2% |
| Corrections | 26,128 | 26,519 | 27,347 | 28,032 | 28,272 | 8.2% |
| Division of Administrative Hearings | 207 | 201 | 199 | 204 | 202 | -2.4% |
| Education | 2,573 | 2,582 | 2,587 | 2,645 | 2,633 | 2.3% |
| Elder Affairs | 364 | 380 | 402 | 418 | 416 | 14.3% |
| Environmental Protection | 3,563 | 3,518 | 3,563 | 3,618 | 3,627 | 1.8% |
| Financial Services | 2,704 | 2,708 | 2,758 | 2,805 | 2,848 | 5.3% |
| Fish and Wildlife Conservation Commission | 1,851 | 1,852 | 1,845 | 1,883 | 1,891 | 2.2% |
| Health | 15,828 | 15,699 | 16,217 | 16,865 | 16,810 | 6.2% |
| Highway Safety and Motor Vehicles | 4,762 | 4,820 | 4,822 | 4,966 | 4,890 | 2.7% |
| Juvenile Justice | 4,818 | 4,683 | 4,751 | 5,008 | 5,016 | 4.1% |
| Law Enforcement | 1,874 | 1,878 | 1,914 | 1,988 | 1,984 | 5.9% |
| Legal Affairs | 1,236 | 1,268 | 1,253 | 1,293 | 1,344 | 8.7% |
| Management Services | 1,221 | 1,033 | 1,002 | 1,053 | 1,029 | -15.7% |
| Military Affairs ² | 256 | 262 | 268 | 271 | 277 | 8.2% |
| Office of the Governor ² | 84 | 84 | 77 | 98 | 106 | 26.2% |
| Parole Commission | 143 | 142 | 142 | 145 | 145 | 1.4% |
| Public Service Commission | 355 | 337 | 328 | 335 | 326 | -8.2% |
| Revenue | 5,375 | 5,309 | 5,275 | 5,399 | 5,328 | -0.9% |
| School for the Deaf and the Blind ² | 488 | 487 | 488 | 497 | 459 | -5.9% |
| State | 475 | 495 | 485 | 492 | 487 | 2.5% |
| Transportation | 7,977 | 7,284 | 7,336 | 7,537 | 7,523 | -5.7% |
| Veterans' Affairs | 627 | 624 | 608 | 647 | 669 | 6.7% |
| Total | 113,030 | 108,706 | 108,866 | 112,373 | 112,459 | -0.5% |

¹ Agency for Persons with Disabilities was created effective July 1, 2005. It was formerly part of the Department of Children and Families.

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

Employee Count by Agency As of June 30, 2008

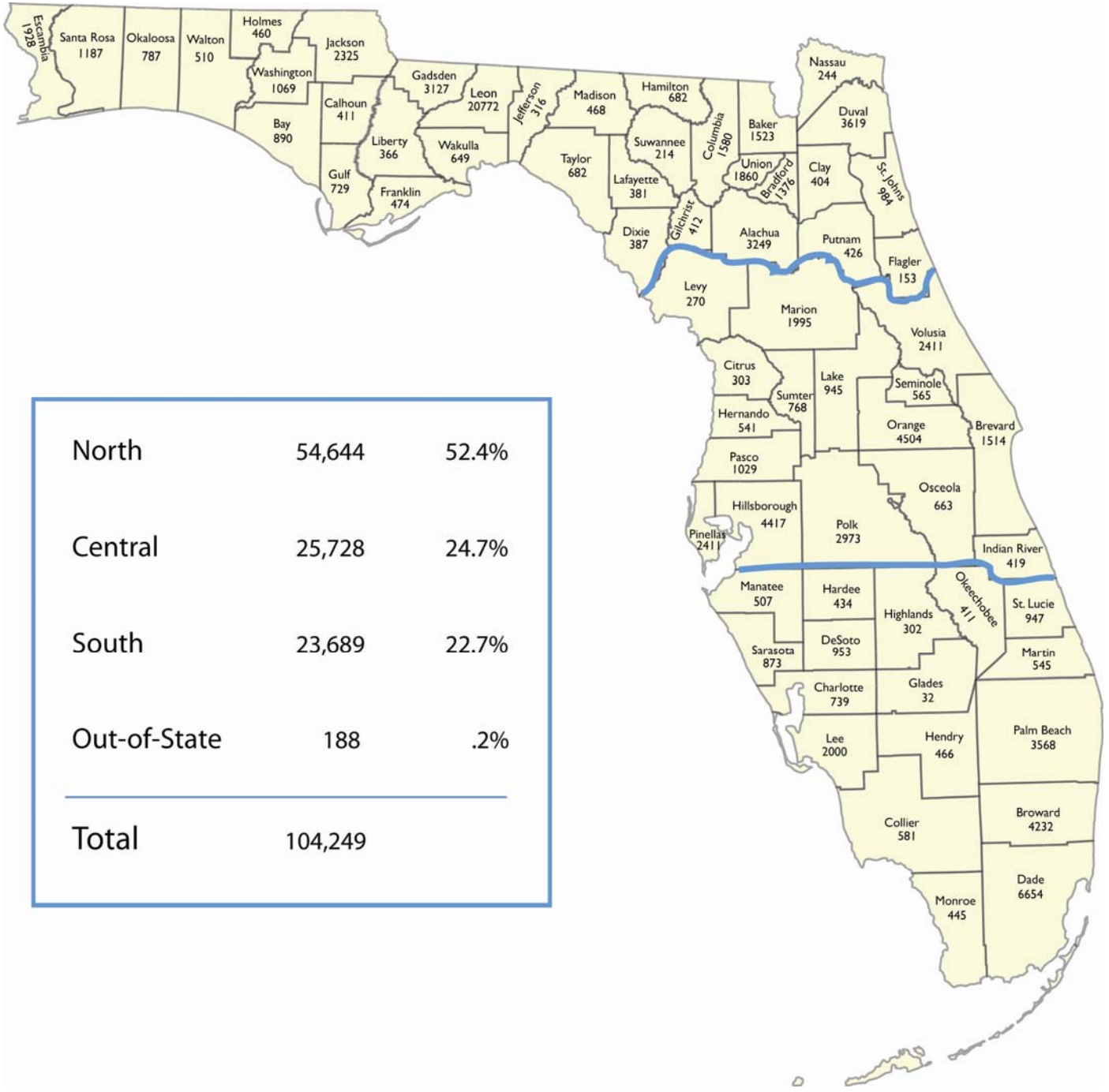
The table below shows the number of employees over the five-year period. Employee count is determined by counting the number of distinct social security numbers in each employing agency.

| Agency | Employee Count | | | | | |
|---|----------------|----------------|----------------|----------------|----------------|--------------------|
| | 2004 | 2005 | 2006 | June 30, 2007 | June 30, 2008 | 2004-2008 % Change |
| Agency for Health Care Administration | 1,555 | 1,568 | 1,579 | 1,603 | 1,605 | 3.2% |
| Agency for Persons with Disabilities ¹ | - | 3,514 | 3,323 | 3,312 | 3,259 | - |
| Agency for Workforce Innovation | 1,325 | 1,322 | 1,282 | 1,281 | 1,251 | -5.6% |
| Agriculture and Consumer Services | 3,465 | 3,424 | 3,415 | 3,527 | 3,456 | -0.3% |
| Business and Professional Regulation | 1,390 | 1,420 | 1,446 | 1,476 | 1,524 | 9.6% |
| Children and Families ¹ | 18,604 | 13,564 | 12,406 | 12,530 | 12,574 | -32.4% |
| Citrus | 72 | 63 | 57 | 56 | 56 | -22.2% |
| Community Affairs | 311 | 316 | 327 | 333 | 319 | 2.6% |
| Corrections | 25,457 | 26,061 | 26,553 | 26,765 | 26,467 | 4.0% |
| Division of Administrative Hearings | 202 | 198 | 192 | 199 | 198 | -2.0% |
| Education | 2,413 | 2,436 | 2,471 | 2,497 | 2,453 | 1.7% |
| Elder Affairs | 334 | 351 | 389 | 391 | 388 | 16.2% |
| Environmental Protection | 3,478 | 3,463 | 3,479 | 3,490 | 3,499 | 0.6% |
| Financial Services | 2,603 | 2,592 | 2,558 | 2,577 | 2,549 | -2.1% |
| Fish and Wildlife Conservation Commission | 1,782 | 1,793 | 1,786 | 1,785 | 1,775 | -0.4% |
| Health | 14,280 | 14,735 | 15,275 | 15,376 | 15,357 | 7.5% |
| Highway Safety and Motor Vehicles | 4,516 | 4,605 | 4,646 | 4,649 | 4,478 | -0.8% |
| Juvenile Justice | 4,593 | 4,520 | 4,697 | 4,698 | 4,692 | 2.2% |
| Law Enforcement | 1,816 | 1,807 | 1,876 | 1,863 | 1,863 | 2.6% |
| Legal Affairs | 1,094 | 1,136 | 1,141 | 1,154 | 1,167 | 6.7% |
| Management Services | 1,089 | 974 | 960 | 989 | 972 | -10.7% |
| Military Affairs ² | 236 | 237 | 262 | 265 | 269 | 14.0% |
| Office of the Governor ² | 75 | 81 | 82 | 91 | 97 | 29.3% |
| Parole Commission | 140 | 143 | 143 | 141 | 133 | -5.0% |
| Public Service Commission | 336 | 314 | 304 | 292 | 316 | -6.0% |
| Revenue | 5,193 | 5,190 | 5,148 | 5,064 | 4,872 | -6.2% |
| School for the Deaf and the Blind ² | 479 | 482 | 481 | 464 | 455 | -5.0% |
| State | 458 | 453 | 470 | 470 | 452 | -1.3% |
| Transportation | 7,299 | 7,019 | 7,057 | 7,045 | 7,162 | -1.9% |
| Veterans' Affairs | 580 | 596 | 586 | 577 | 591 | 1.9% |
| Total | 105,175 | 104,377 | 104,391 | 104,960 | 104,249 | -0.9% |

¹ Agency for Persons with Disabilities was created effective July 1, 2005. It was formerly part of the Department of Children and Families.

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

Employees by County As of June 30, 2008



***Positions Represented by Collective Bargaining Unit
As of June 30, 2008***

| Labor Organization | Collective Bargaining Unit | 2004 | 2005 | 2006 | 2007 | 2008 | 2004-2008 % Change |
|--|---------------------------------------|----------------|----------------|----------------|---------------|---------------|---------------------------|
| American Federation of State, County, and Municipal Employees | Administrative & Clerical Unit | 20,471 | 20,254 | 20,129 | 19,053 | 18,756 | -8.4% |
| | Operational Services Unit | 4,860 | 4,744 | 4,759 | 4,365 | 4,358 | -10.3% |
| | Human Services Unit | 9,525 | 9,917 | 10,290 | 9,312 | 9,139 | -4.1% |
| | Professional Unit | 29,312 | 29,109 | 28,956 | 26,876 | 26,797 | -8.6% |
| Florida Nurses Association | Professional Health Care Unit | 5,288 | 5,425 | 5,691 | 5,103 | 4,878 | -7.8% |
| International Union of Police Associations | Law Enforcement Unit ¹ | 3,199 | 3,263 | - | - | - | - |
| | Law Enforcement Unit ¹ | - | - | 3,284 | 3,234 | 1,632 | - |
| Police Benevolent Association | Security Services Unit | 23,838 | 24,481 | 25,971 | 20,995 | 21,178 | -11.2% |
| | Special Agents Unit | 328 | 330 | 345 | 343 | 336 | 2.4% |
| | Highway Patrol Unit ² | - | - | - | - | 1,582 | - |
| Florida State Fire Service Association | Fire Service Unit | 718 | 714 | 736 | 615 | 612 | -14.8% |
| Federation of Physicians and Dentists | SES Physicians Unit | 469 | 482 | 572 | 454 | 416 | -11.3% |
| | SES Non-Professional Supervisory Unit | 2,060 | 2,028 | 2,134 | 1,927 | 1,902 | -7.7% |
| State Employees Attorneys Guild | SES Attorneys Unit ³ | - | - | 569 | 523 | 543 | - |
| Total | | 100,068 | 100,747 | 103,436 | 92,800 | 92,129 | -7.9% |

National Union Membership

The following statistics were taken from the U. S. Department of Labor, Bureau of Labor Statistics, Economic News Release⁴, issued January 25, 2008. The statistics below represent data for both public and private sector employment during 2007:

- The national union membership rate for government workers, 35.9%, was substantially higher than for private industry workers 7.5%.
- Within the public sector, local government workers had the highest union membership rate, 41.8%. This group includes several heavily unionized occupations, such as teachers, police officers and firefighters.
- About 1.6 million wage and salary workers were represented by a union on their main job in 2007 while not being union members themselves. Slightly more than half of these workers were employed in government.

¹ The Law Enforcement Unit was represented by the International Union of Police Associations until July 31, 2006. On July 31, 2006, the Public Employees Relations Commission certified the results of a representation election for the unit and the Police Benevolent Association became the exclusive bargaining representative for the sworn law enforcement officers bargaining unit.

² The Highway Patrol Unit was established on July 30, 2007.

³ The SES Attorneys Unit was established on May 14, 2004; however, the initial collective bargaining agreement was implemented effective July 1, 2006 through June 30, 2009.

⁴ Bureau of Labor Statistics, Economic News Release, January 25, 2008, "Union Members in 2007", www.bls.gov/news.release/union2.nr08.htm.

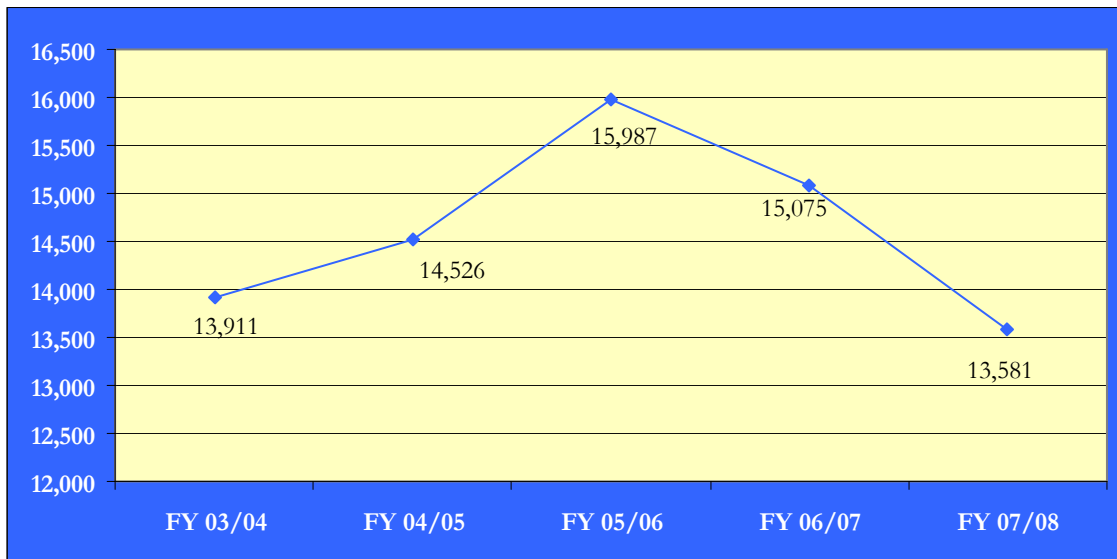
Separations – Career Service As of June 30, 2008

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

| Separations | FY 03/04 | FY 04/05 | FY 05/06 | FY 06/07 | FY 07/08 | FY 04 / FY 08 % Change |
|--|---------------|---------------|---------------|---------------|---------------|---------------------------|
| EMPLOYER INITIATED SEPARATIONS | | | | | | |
| Abandonment | 22 | 36 | 45 | 35 | 24 | 9.1% |
| Dismissal | 1,378 | 1,193 | 1,353 | 1,406 | 1,470 | 6.7% |
| End of appointment period | 143 | 347 | 224 | 203 | 173 | 21.0% |
| Failed to complete probationary period | 644 | 600 | 766 | 813 | 693 | 7.6% |
| Layoff | 921 | 607 | 503 | 69 | 124 | -86.5% |
| Total | 3,108 | 2,783 | 2,891 | 2,526 | 2,484 | -20.1% |
| EMPLOYEE INITIATED SEPARATIONS | | | | | | |
| Career advancement outside state government | 2,401 | 2,303 | 2,020 | 1,646 | 1,422 | -40.8% |
| Death of employee ¹ | 161 | 155 | 146 | 142 | 140 | -13.0% |
| Retirement | 2,119 | 1,823 | 2,111 | 2,111 | 2,012 | -5.0% |
| Termination initiated by employee (Reasons Unknown) | 6,122 | 7,462 | 8,819 | 8,650 | 7,523 | 22.9% |
| Total | 10,803 | 11,743 | 13,096 | 12,549 | 11,097 | 2.7% |
| Total Number of Separations | 13,911 | 14,526 | 15,987 | 15,075 | 13,581 | -2.4% |
| Number of Career Service (CS) Employees ² | 86,471 | 84,472 | 84,806 | 85,197 | 84,523 | -2.3% |
| Percentage of Separations to Number of CS Employees | 16.1% | 17.2% | 18.9% | 17.7% | 16.1% | - |

The chart below depicts the separation trend of Career Service employees over the last five years.

SEPARATION TREND – CAREER SERVICE



¹ Separation type “Death of Employee” includes deaths in the line of duty.

² Data is as of June 30 of each fiscal year.

Other Personal Services Employment

Section 110.131, Florida Statutes

Section 110.131, Florida Statutes, provides agencies the authority to employ individuals in Other Personal Services (OPS) temporary employment. OPS employees do not fill established positions and are not eligible for state benefits; however, they are covered for social security, Medicare, worker's compensation, unemployment compensation and may participate in deferred compensation. The figures in the chart below represent a twelve-month average of the number of OPS employees for each agency during the fiscal year.

AVERAGE NUMBER OF OPS EMPLOYEES BY AGENCY¹

| Agency | FY 03/04 | FY 04/05 | FY 05/06 | FY 06/07 | FY 07/08 | 2004-2008 %Change |
|---|--------------------------|--------------------------|--------------------------|--------------------------|------------------|----------------------|
| Agency for Health Care Administration | 84 | 84 | 102 | 125 | 132 | 57.1% |
| Agency for Persons with Disabilities ² | - | - | 897 | 863 | 853 | - |
| Agency for Workforce Innovation | 359 | 272 | 238 | 172 | 183 | -49.0% |
| Agriculture and Consumer Services | 1,269 | 1,257 | 1,249 | 750 | 564 | -55.6% |
| Business and Professional Regulation | 298 | 353 | 328 | 319 | 288 | -3.4% |
| Children and Families ² | 1,718 | 1,611 | 887 | 715 | 658 | -61.7% |
| Citrus | 12 | 14 | 10 | 12 | 10 | -16.7% |
| Community Affairs | 67 | 122 | 173 | 155 | 136 | 103.0% |
| Corrections | 357 | 386 | 527 | 557 | 675 | 89.1% |
| Division of Administrative Hearings ³ | - | 14 | 12 | 11 | 6 | - |
| Education | 414 ⁵ | 255 | 188 | 187 | 178 | -57.0% |
| Elder Affairs | 110 | 108 | 119 | 119 | 119 | 8.2% |
| Environmental Protection | 1,122 | 1,042 | 1,120 | 1,164 | 1,122 | 0.0% |
| Financial Services | 160 | 144 | 149 | 156 | 142 | -11.3% |
| Fish and Wildlife Conservation Comm. | 588 | 609 | 584 | 628 | 654 | 11.2% |
| Health | 1,592 | 1,601 | 1,637 | 1,767 | 1,632 | 2.5% |
| Highway Safety and Motor Vehicles | 532 | 161 | 152 | 322 | 307 ⁴ | -42.3% |
| Juvenile Justice | 191 | 142 | 151 | 161 | 155 | -18.8% |
| Law Enforcement | 121 | 107 | 114 | 115 | 124 | 2.5% |
| Legal Affairs | 57 | 55 | 66 | 62 | 65 | 14.0% |
| Management Services ³ | 71 | 38 | 17 | 22 | 36 | -49.3% |
| Military Affairs | 101 | 70 | 70 | 56 | 12 | -88.1% |
| Office of the Governor | 49 | 46 | 45 | 44 | 47 | -4.1% |
| Parole Commission | 15 | 18 | 20 | 18 | 13 | -13.3% |
| Public Service Commission | 14 | 9 | 9 | 8 | 8 | -42.9% |
| Revenue | 201 | 160 | 187 | 190 | 153 | -23.9% |
| School for the Deaf and the Blind ⁵ | - | 254 | 220 | 234 | 149 | - |
| State | 117 | 114 | 122 | 110 | 112 | -4.3% |
| Transportation | 193 | 160 | 179 | 163 | 151 | -21.8% |
| Veterans' Affairs | 50 | 50 | 62 | 67 | 64 | 28.0% |
| Avg. Number of OPS Employees | 9,862⁶ | 9,256⁶ | 9,634⁶ | 9,272⁶ | 8,748 | -11.3% |

¹ This data is based on the average number of OPS employees as provided by the Department of Financial Services (DFS).

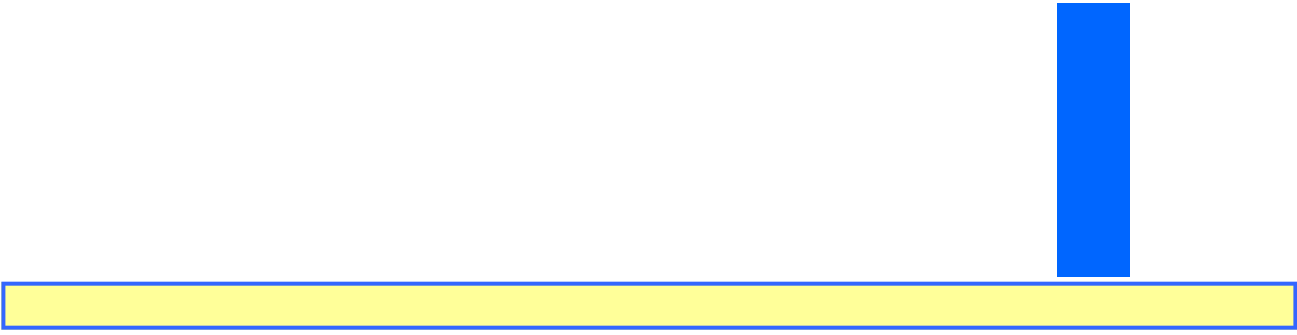
² Agency for Persons with Disabilities was created effective July 1, 2005. It was formerly part of the Department of Children and Families.

³ Division of Administrative Hearings' employee averages for FY 03/04 were included with the Department of Management Services' average number of employees in the Annual Workforce Report.

⁴ This data is based on the average number of OPS employees as provided by the People First Data Warehouse instead of the DFS due to Department of Highway Safety's Hireback Program.

⁵ School for the Deaf and the Blind's employee averages for FY 03/04 were included with the Department of Education's average number of employees in the Annual Workforce Report.

⁶ The Average Number of OPS Employees have been adjusted from previous years' reports for FY 03/04, FY 04/05, FY 05/06, and FY 06/07 to include OPS employee averages for the Office of the Governor.



Workforce Compensation

Workforce Compensation Overview

Total compensation is defined as the total salary and benefit package provided to recruit and retain a high performance workforce for the State Personnel System. The elements of the current total compensation package include basic salary, health insurance, retirement, social security, Medicare and leave benefits.

The following observations regarding the State Personnel System's Workforce Compensation can be made from an analysis of information in this section:

- Since December 2004, the average salaries for employees in the SPS increased by 10.9% from \$35,014 to \$38,839.
- For 2007, the State Personnel System average salary of \$38,313 was 3.78% less than the Florida's Annual Average Wage – Total All Industries¹ of \$39,762.
- As of June 30, 2008, 93% of Career Service employees and 52.3% of Selected Exempt Service employees earned a salary of less than \$50,000 per year.
- 32.4% of Senior Management Service employees earned a salary of less than \$100,000 as of June 30, 2008.
- The number of pay additives (i.e. temporary special duty, competitive area differential, etc.) provided to employees as of June 30, 2008, was 19,754.
- The value of benefits for Career Service employees represented 40.4% of the total compensation package while the percentage for the Selected Exempt Service and Senior Management Service was 36.3% and 32.6%, respectively.
- 46,764 employees, or 44.8%, utilized a Health Maintenance Organization for health insurance benefits during fiscal year 2007/2008.
- 73% of all employees were members of the Regular Retirement Class as of June 30, 2008.

AVERAGE SALARIES BY PAY PLAN FIVE - YEAR TREND

| Pay Plan | As of December 31 of Each Year | | | As of June 30, 2007 | As of June 30, 2008 | 2004/2008 % Change |
|--|--------------------------------|-----------|-----------|---------------------|---------------------|--------------------|
| | 2004 | 2005 | 2006 | | | |
| Career Service | \$31,693 | \$33,557 | \$34,659 | \$34,660 | \$34,508 | 8.9% |
| Selected Exempt Service | \$48,764 | \$50,904 | \$53,091 | \$53,116 | \$53,486 | 9.7% |
| Senior Management Service | \$100,129 | \$105,553 | \$109,823 | \$109,004 | \$109,407 | 9.3% |
| State Personnel System | \$35,014 | \$36,821 | \$38,322 | \$38,313 | \$38,839 | 10.9% |
| Florida Annual Average Wage -- Total All Industries¹ | \$35,159 | \$36,804 | \$38,498 | \$39,762 | - | 13.1% ² |

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

² Percentage change reflects 2004/2007 instead of 2004/2008. The Agency for Workforce Innovation had not published the 2008 figures at the time this Report was compiled.

Classification and Pay Plans

As of June 30, 2008

The Career Service, Selected Exempt Service and Senior Management Service operate under a broadband classification and compensation system. Under the broadband classification system, positions are organized by broad job categories called job families. Positions are further divided into occupational groups and occupations.

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

The SPS utilized: 23 job families, 38 occupational groups, 237 occupations, and 146 broadband levels.

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

NUMBER OF ESTABLISHED POSITIONS BY PAY BAND

| Pay Band | Annual Minimum | Annual Maximum | Number of Positions |
|------------------------------------|----------------|----------------|---------------------|
| 001 | \$16,751.28 | \$43,532.58 | 5,114 |
| 002 | \$18,259.02 | \$47,450.26 | 5,207 |
| 003 | \$19,902.48 | \$51,721.54 | 11,243 |
| 004 | \$21,692.58 | \$56,374.24 | 6,088 |
| 005 | \$23,645.18 | \$61,448.66 | 13,568 |
| 006 | \$25,774.06 | \$66,980.16 | 7,154 |
| 007 | \$28,093.00 | \$73,007.22 | 23,981 |
| 008 | \$30,622.02 | \$79,579.24 | 14,436 |
| 009 | \$33,377.24 | \$86,739.38 | 7,492 |
| 010 | \$36,381.54 | \$94,547.18 | 6,353 |
| 011 | \$39,655.98 | \$103,055.68 | 888 |
| 012 | \$43,225.52 | \$112,333.00 | 1,245 |
| 013 | \$47,115.38 | \$122,441.54 | 237 |
| 014 | \$51,355.46 | \$133,460.08 | 1,088 |
| 015 | \$55,978.52 | \$145,474.68 | - |
| 016 | \$61,015.50 | \$158,564.90 | 132 |
| 017 | \$66,507.74 | \$172,837.60 | - |
| 018 | \$72,493.46 | \$188,393.14 | 629 |
| 019 | \$21,156.72 | \$87,969.18 | 615 |
| 020 | \$26,445.90 | \$109,963.62 | 4,755 |
| 021 | \$33,057.44 | \$137,453.42 | 1,381 |
| 022 | \$41,320.76 | \$171,813.46 | 179 |
| 023 | \$47,316.36 | \$196,743.30 | 476 |
| 024 | \$56,779.84 | \$236,091.96 | 175 |
| 025 | \$68,135.86 | \$283,310.56 | 23 |
| Total Established Positions | | | 112,459 |

Annual Legislative Salary Increases

FISCAL YEAR 2007/2008

Career Service, Selected Exempt Service and Senior Management Service:

- **Effective November 1, 2007:** All eligible employees in the Career Service, Selected Exempt Service and Senior Management Service received a non-recurring lump-sum bonus payment of \$1,000 (gross). To be eligible, the employee must have been meeting their performance standards on November 1, 2007 and must have been continuously employed from July 1, 2007 through November 1, 2007.

FISCAL YEAR 2006/2007

Career Service, Selected Exempt Service and Senior Management Service:

- **Effective 10/1/2006:** All eligible unit and non-unit Career Service, Selected Exempt Service and Senior Management Service employees received a competitive pay adjustment of three percent based on the employee's September 30, 2006, base rate of pay. It included employees represented by the Florida Police Benevolent Association, International Union of Police Associations, Florida Nurses Association, American Federation of State, County and Municipal Employees, and Florida State Fire Service Association.
- **Retention Adjustment:** Security Services unit and non-unit employees, employees in Class Code 8029, Correctional Officer Inspector Supervisor, Class Code 8047, Correctional Probation Supervisor-Institution-SES, and Class Code 8048, Correctional Probation Senior Supervisor-Institution-SES, with five years of continuous service with the employing agency and within the security services bargaining unit as of September 30, 2006, received a two percent increase; and employees with at least 10 years of continuous service as of September 30, 2006, received a three percent increase on September 30, 2006. This adjustment was in addition to the three percent competitive pay adjustment. The retention adjustment and competitive pay adjustment were both based on the September 30, 2006, base rate of pay.
- **Competitive Pay Adjustment:** Florida State Fire Service Association unit employees and Department of Agriculture and Consumer Services employees in Class Code 7622, Forest Area Supervisor; Class Code 7634, Forestry Operations Administrator; Class Code 7636, Forestry Program Administrator, Class Code 7635, Forestry District Manager-DACS; Class Code 7637, Forestry Center Manager-DACS; Class Code 7638, Assistant Chief-Forestry-DACS; and Class Code 7639, Deputy Chief of Forestry, received a five percent competitive pay adjustment. This adjustment was in addition to the three percent competitive pay adjustment. Both competitive pay adjustments were based on the September 30, 2006, base rate of pay.

FISCAL YEAR 2005/2006

Career Service, Selected Exempt Service and Senior Management Service:

- **Effective 8/1/2005:** All eligible unit and non-unit Career Service, Selected Exempt Service and Senior Management Service employees, including employees represented by Police Benevolent Association, International Union of Police Associations, Florida Nurses Association, American Federation of State, County and Municipal Employees, Federation of Physicians and Dentists, and Florida State Fire Service Association, received a competitive pay adjustment of three point six percent on the July 31, 2005, base rate of pay.

Annual Legislative Salary Increases

- **Effective 8/1/2005:** the Professional Health Care – Unit and non-unit employees received a three point five percent retention adjustment. Certain classes were also eligible for a critical class adjustment based on seniority if their annual base rate of pay after receiving the retention adjustment did not equal a predetermined amount as set in the 2005-2006 Professional Health Care Unit Contract, Article 25 Wages. Security Services - Unit and non-unit security services employees and selected classes in the Selected Exempt Service with a minimum of five years of service in a security service class received an additional two percent increase on their July 31, 2005, base rate of pay. In addition to the competitive pay adjustment, law enforcement unit and non-unit employees in the Department of Highway Safety and Motor Vehicles serving in the Florida Highway Patrol received a salary compression adjustment ranging from \$600 to \$1,200 based on years of service. In addition to the competitive pay adjustment, pay enhancements were awarded to Department of Revenue employees cited in the Business Case for Technology-Based Pay Package.

FISCAL YEAR 2004/2005

Career Service, Selected Exempt Service and Senior Management Service:

- **Effective 12/1/2004:** A \$1,000 non-recurring one-time, lump-sum bonus payment was received by eligible Career Service, Selected Exempt Service and Senior Management Service employees, including unit and non-unit employees in the Professional Health Care Unit, employees represented by AFSCME, employees in the Selected Exempt Service Non-Professional Supervisory Unit, employees in the Selected Exempt Service Physicians Unit, and all other eligible employees in classes not specifically excluded from receiving the non-recurring one-time, lump-sum bonus payment in the General Appropriations Act.
- **Effective 1/1/2005:** A five percent competitive pay adjustment to all eligible unit and non-unit Career Service employees in the Security Services Unit, employees in the Special Agent Unit, employees in the Law Enforcement Unit, employees in the Firefighters Unit and employees filling specific positions identified in the General Appropriations Act.

FISCAL YEAR 2003/2004

Career Service, Selected Exempt Service and Senior Management Service:

- **Effective 12/01/03:** A two percent competitive pay adjustment to all eligible Career Service, Selected Exempt Service and Senior Management Service employees with a \$500 guaranteed minimum. The maximum increase allowed was \$1,400.
- **Anniversary Date:** Professional Health Care Unit – The two percent competitive pay adjustment for eligible Professional Health Care Unit and non-unit employees was received on their anniversary date. Selected Exempt Service Physicians – The two percent competitive pay adjustment for eligible Selected Exempt Service Physicians was received on their anniversary date. Additionally, effective December 1, 2003, eligible employees received one-time, lump-sum payment of \$210.00.

*Salary Distribution by Gender and Ethnicity
As of June 30, 2008*

| Salary Range | Percent | | | | | | Total | |
|----------------------------------|---------------|---------------|---------------|---------------|--------------|--------------|-----------------|------------|
| | White | | Minority | | Unknown | | Total Employees | % of Total |
| | Male | Female | Male | Female | Male | Female | | |
| CAREER SERVICE | | | | | | | | |
| \$15,000 - \$19,999 | 8.52% | 30.89% | 14.19% | 43.32% | 0.83% | 2.25% | 2,043 | 2.4% |
| \$20,000 - \$29,999 | 15.79% | 31.22% | 12.37% | 38.31% | 0.81% | 1.49% | 27,608 | 32.7% |
| \$30,000 - \$39,999 | 36.50% | 26.30% | 14.71% | 21.89% | 0.32% | 0.29% | 37,291 | 44.1% |
| \$40,000 - \$49,999 | 36.96% | 32.32% | 12.18% | 17.48% | 0.27% | 0.79% | 11,663 | 13.8% |
| \$50,000 - \$59,999 | 42.01% | 33.03% | 11.30% | 12.81% | 0.20% | 0.64% | 3,442 | 4.1% |
| \$60,000 - \$69,999 | 43.42% | 32.99% | 10.34% | 12.30% | 0.24% | 0.71% | 1,276 | 1.5% |
| \$70,000 - \$79,999 | 44.01% | 31.46% | 11.05% | 11.61% | 0.19% | 1.69% | 534 | 0.6% |
| \$80,000 - \$89,999 | 45.87% | 32.23% | 9.92% | 10.33% | 0.83% | 0.83% | 242 | 0.3% |
| \$90,000 - \$99,999 | 53.03% | 12.12% | 18.18% | 15.15% | - | 1.52% | 66 | 0.1% |
| \$100,000 - Plus | 33.24% | 26.54% | 13.69% | 23.18% | 2.51% | 0.84% | 358 | 0.4% |
| Total | 29.53% | 29.26% | 13.34% | 26.55% | 0.49% | 0.83% | 84,523 | - |
| SELECTED EXEMPT SERVICE | | | | | | | | |
| \$15,000 - \$19,999 | 6.25% | 18.75% | 25.00% | 50.00% | - | - | 16 | 0.1% |
| \$20,000 - \$29,999 | 11.25% | 38.81% | 11.43% | 37.14% | 0.12% | 1.49% | 1,680 | 8.8% |
| \$30,000 - \$39,999 | 21.20% | 38.91% | 12.33% | 28.08% | 0.17% | 0.31% | 4,127 | 21.6% |
| \$40,000 - \$49,999 | 29.51% | 41.19% | 9.56% | 19.07% | 0.14% | 0.12% | 4,185 | 21.9% |
| \$50,000 - \$59,999 | 38.82% | 38.76% | 8.44% | 13.34% | 0.20% | - | 3,470 | 18.1% |
| \$60,000 - \$69,999 | 44.97% | 36.60% | 9.15% | 8.60% | 0.46% | 0.23% | 2,197 | 11.5% |
| \$70,000 - \$79,999 | 49.68% | 33.47% | 9.87% | 6.06% | 0.49% | 0.42% | 1,419 | 7.4% |
| \$80,000 - \$89,999 | 51.50% | 29.03% | 11.23% | 7.56% | 0.22% | - | 899 | 4.7% |
| \$90,000 - \$99,999 | 55.32% | 22.24% | 14.45% | 7.22% | 0.57% | - | 526 | 2.7% |
| \$100,000 - Plus | 41.75% | 15.71% | 24.76% | 16.19% | 0.16% | - | 630 | 3.3% |
| Total | 33.20% | 37.00% | 10.82% | 18.46% | 0.23% | 0.28% | 19,149 | - |
| SENIOR MANAGEMENT SERVICE | | | | | | | | |
| \$15,000 - \$19,999 | - | - | - | - | - | - | - | - |
| \$20,000 - \$29,999 | - | - | - | - | - | - | - | - |
| \$30,000 - \$39,999 | - | - | - | - | - | - | - | - |
| \$40,000 - \$49,999 | - | - | - | - | - | - | - | - |
| \$50,000 - \$59,999 | 66.67% | - | 33.33% | - | - | - | 3 | 0.5% |
| \$60,000 - \$69,999 | - | - | 100% | - | - | - | 1 | 0.2% |
| \$70,000 - \$79,999 | 46.15% | 34.62% | 3.85% | 15.38% | - | - | 26 | 4.5% |
| \$80,000 - \$89,999 | 53.45% | 44.83% | 1.72% | - | - | - | 58 | 10.1% |
| \$90,000 - \$99,999 | 50.51% | 42.42% | 5.05% | 2.02% | - | - | 99 | 17.2% |
| \$100,000 - Plus | 52.31% | 32.82% | 7.95% | 4.87% | 2.05% | - | 390 | 67.6% |
| Total | 51.82% | 35.53% | 6.93% | 4.33% | 1.39% | - | 577 | - |

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

Pay Additives - Career Service
Section 110.2035(6)(c), Florida Statutes

Section 110.2035(6)(c), Florida Statutes, requires the Department of Management Services to annually provide a summary report of implemented pay additives. Pay additives may be added to and removed from a Career Service employee's base rate of pay depending upon the need or circumstances for which the additive is given. Therefore, it is not possible to provide a cumulative listing of the additives awarded during the year. Listed below is the number of pay additives, by type, provided to employees as of June 30, 2008.

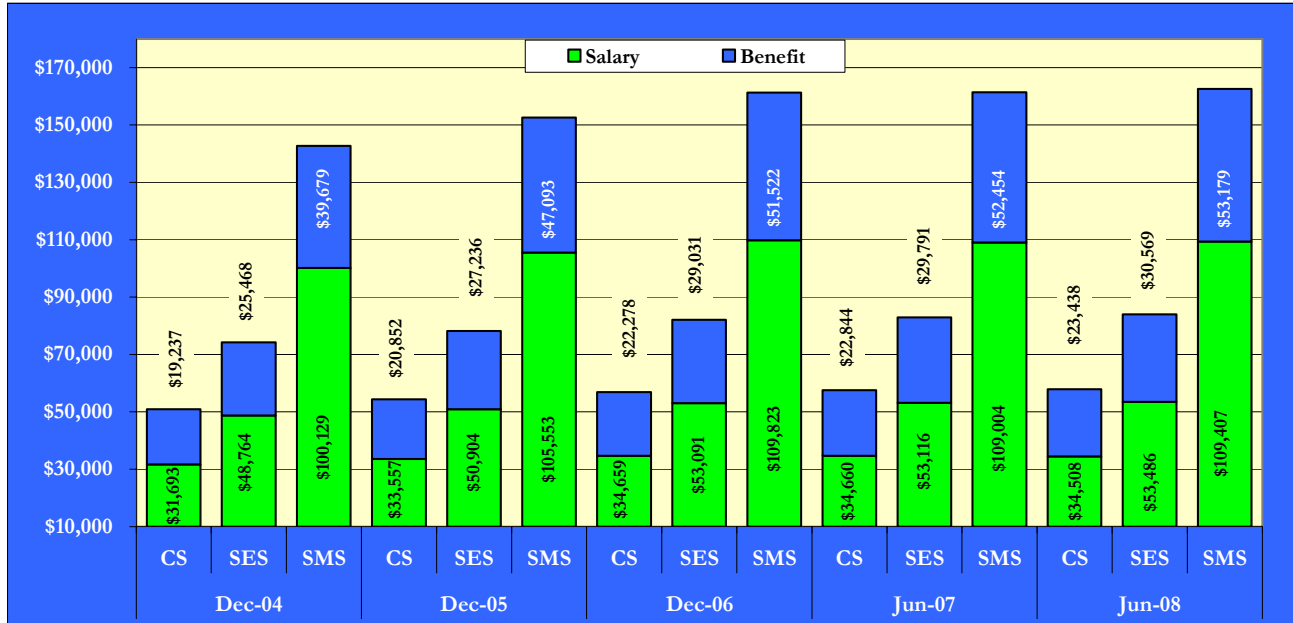
| Agency | Competitive Area Differential | Lead Worker | Shift Differential | Agency Unique ¹ | Trainer | Hazardous Duty | Temporary Special Duty | On-Call | Total |
|---------------------------------------|-------------------------------|-------------|--------------------|----------------------------|------------|----------------|------------------------|--------------|---------------|
| Agency for Health Care Administration | 124 | - | - | - | - | - | - | - | 124 |
| Agency for Persons with Disabilities | 21 | 2 | 64 | - | - | - | - | 71 | 163 |
| Agency for Workforce Innovation | 23 | 20 | - | - | - | - | - | 5 | 48 |
| Agriculture and Consumer Services | 141 | 21 | 2 | 9 | 8 | 7 | 2 | 647 | 837 |
| Business and Professional Regulation | 136 | 6 | - | - | - | - | - | 1 | 143 |
| Children and Families | 1,435 | 4 | 248 | 8 | 1 | 39 | 108 | 1,518 | 3,361 |
| Citrus | - | - | - | - | - | - | - | - | - |
| Community Affairs | - | - | - | - | - | - | - | - | - |
| Corrections | 3,455 | 24 | 187 | 139 | - | 1,562 | - | 628 | 5,995 |
| Division of Administrative Hearings | 27 | - | - | - | - | - | - | - | 27 |
| Education | 49 | - | - | - | - | - | 3 | 8 | 60 |
| Elder Affairs | 24 | - | - | - | - | - | - | - | 24 |
| Environmental Protection | 255 | 3 | - | - | - | 14 | - | 49 | 321 |
| Financial Services | 285 | 23 | 3 | - | 16 | 7 | 12 | 149 | 495 |
| Fish and Wildlife Conservation Comm. | 168 | - | - | - | 8 | - | 23 | 34 | 233 |
| Health | 1,861 | 50 | 13 | - | 2 | - | 19 | 350 | 2,295 |
| Highway Safety and Motor Vehicles | 877 | 5 | 24 | - | 113 | - | 4 | 257 | 1,280 |
| Juvenile Justice | 439 | 5 | 11 | - | 6 | - | - | 113 | 574 |
| Law Enforcement | 162 | 62 | 41 | 14 | 52 | 4 | 15 | 388 | 738 |
| Legal Affairs | 136 | - | - | - | - | - | - | 10 | 146 |
| Management Services | 18 | 9 | 9 | - | - | - | - | 16 | 52 |
| Military Affairs | - | 1 | - | - | - | - | - | 3 | 4 |
| Office of the Governor | - | - | - | - | - | - | - | - | - |
| Parole Commission | 19 | - | - | - | - | - | - | - | 19 |
| Public Service Commission | 16 | 1 | - | - | 1 | - | - | - | 18 |
| Revenue | 877 | 3 | 5 | - | - | - | 3 | 21 | 909 |
| School for the Deaf and the Blind | - | 3 | 10 | - | - | - | - | 10 | 23 |
| State | - | - | - | - | - | - | - | - | - |
| Transportation | 1,282 | - | 2 | - | - | - | 210 | 288 | 1,782 |
| Veterans' Affairs | 56 | 9 | - | - | - | - | - | 18 | 83 |
| Total | 11,886 | 251 | 619 | 170 | 207 | 1,638 | 399 | 4,584 | 19,754 |

¹ Agency unique pay additives were authorized by the Legislature in the General Appropriations Act.

Total Compensation - Salaries and Benefits

Benefits¹, for purposes of this report, are defined as the quantifiable amount spent on annual and sick leave, paid holidays, retirement and retiree health insurance subsidy, group health and term life insurance as well as Social Security and Medicare matching.

TOTAL COMPENSATION BY PAY PLAN – 5 YEAR TREND



For fiscal year 2007/2008, the average total compensation for each pay plan was as follows:

- **Career Service:** \$57,946. Includes \$34,508 (59.6%) in salary plus \$23,438 (40.4%) in benefits. The Career Service benefits package had a value equivalent to 68% of the employee's salary.
- **Selected Exempt Service:** \$84,055. Includes \$53,486 (63.7%) in salary plus \$30,569 (36.3%) in benefits. The Selected Exempt Service benefits package had a value equivalent to 57% of the employee's salary.
- **Senior Management Service:** \$162,586. Includes \$109,407 (67.3%) in salary plus \$53,179 (32.6%) in benefits. The Senior Management Service benefits package had a value equivalent to 49% of the employee's salary.

ANNUAL BENEFITS VALUE OF TOTAL COMPENSATION BY PAY PLAN

As of June 30, 2008

| Benefits | Career Service | | Selected Exempt Service | | Senior Management Service | |
|-------------------------------|-----------------|--------------|-------------------------|--------------|---------------------------|--------------|
| Leave and Holidays | \$5,641 | 9.7% | \$9,257 | 11.0% | \$18,936 | 11.6% |
| Retirement ² | \$6,039 | 10.4% | \$9,360 | 11.1% | \$21,986 | 13.5% |
| Insurance | \$11,758 | 20.3% | \$11,952 | 14.2% | \$12,257 | 7.5% |
| Average Benefits Value | \$23,438 | - | \$30,569 | - | \$53,179 | - |
| Average Salary | \$34,508 | 59.6% | \$53,486 | 63.7% | \$109,407 | 67.4% |
| Total Compensation | \$57,946 | 100% | \$84,055 | 100% | \$162,586 | 100% |

¹ Other employer funded benefits were not included above because the state's cost is either not pre-funded on a per capita basis or is not an on-going expense for every position, e.g., workers' compensation, paid disability leave, tuition waivers, and adoption benefits, etc.

² The retirement component is comprised of the Florida Retirement System (FRS) contribution for regular class membership (9.85%) and Senior Management Service class of (13.12%) and the employer social security and Medicare contributions. Employees in the Special Risk retirement membership class receive higher FRS contributions at a rate of 2% to 3%.

Source: The average salaries of the employees depicted in the Workforce Profile were used to calculate the benefits. For the purpose of the health insurance cost calculation, family group insurance premiums were used.

Comparison of Benefits by Pay Plan As of June 30, 2008

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

| | Career Service | Selected Exempt Service | Senior Management Service |
|-------------------------------------|--|---|--|
| Annual Leave | Ranges from 8.667 to 13 hours accrued per month depending on length of service. Upon termination from the SPS, with a minimum of one year of service, eligible for payment of up to 240 hours (this is a lifetime payment cap). | Receives 176 hours upon appointment date and each anniversary date. Upon termination from the SPS, may be paid up to 480 hours (most recent accrual is prorated at time of separation). | Same as Selected Exempt Service. |
| Sick Leave | 8.667 hours accrued per month. (104 hrs. annually, regardless of length of service.) Upon termination from the SPS, with minimum 10 years of service, terminal payment of sick leave for ¼ of balance (not to exceed 480 hours). | Receives 104 hours upon appointment date and each anniversary date, otherwise same as Career Service. | Same as Selected Exempt Service. |
| Retirement (Choice of Plans) | <p>FRS Pension Plan: (Defined Benefit)</p> <p><u>Regular Class:</u> 6-year vesting. Normal retirement at age 62 or 30 years at any age. Retirement benefit based on percentage value¹ of 1.60% to 1.68%, based on age/length of service.</p> <p><u>Special Risk:</u> 6-year vesting. Normal retirement at age 55 or 25 years at any age. Retirement benefit based on percentage value¹ of 3% for service after 10/01/74.</p> <p>FRS Investment Plan: (Defined Contribution) 1-year vesting. State contributes 9% of salary into Regular Class employees' account(s) and 20% of salary into Special Risk employees' account(s).</p> | <p>FRS Pension Plan: (Defined Benefit)</p> <p><u>Regular Class:</u> Same as Career Service.</p> <p><u>Special Risk:</u> Same as Career Service.</p> <p>FRS Investment Plan: (Defined Contribution) Same as Career Service.</p> | <p>FRS Pension Plan: (Defined Benefit)</p> <p><u>SMS Class:</u> 6-year vesting. Normal retirement at age 62 or 30 years at any age. Retirement benefit based on percentage value¹ of 2%.</p> <p>SMS Optional Annuity Program: (Defined Contribution) Immediate vesting. State contributes 12.49% of salary into SMS employees' account(s).</p> <p>FRS Investment Plan: (Defined Contribution) 1-year vesting. State contributes 10.95% into SMS employees' account(s).</p> |
| Insurance² | <p>Group Health:</p> <p><u>Standard PPO or HMO:</u> Employee pays monthly premium of \$50.00 for individual coverage or \$180.00 for family coverage. State pays \$377.86 or \$787.60, respectively.</p> <p>Life Insurance: Coverage is 150% of salary. Employee pays approximately 20% and State pays approximately 80% of premium.</p> | <p>Group Health:</p> <p><u>Standard PPO or HMO:</u> State pays 100% of the premium for either individual or family coverage.</p> <p>Life Insurance: Coverage is 200% of annual salary. State pays 100% of the premium.</p> <p>Group Disability: 65% of income for maximum of 364 days of continuous disability. Must exhaust all leave first (may be offset by certain other benefits). State pays 100% premium.</p> | <p>Group Health:</p> <p><u>Standard PPO or HMO:</u> Same as Selected Exempt Service.</p> <p>Life Insurance: Same as Selected Exempt Service.</p> <p>Group Disability: Same as Selected Exempt Service.</p> |
| Holidays | Nine paid holidays each calendar year and one paid personal holiday each fiscal year. | Same as Career Service. | Same as Selected Exempt Service. |

¹ The percentage value is the value that employees receive for each year of creditable service. The annual benefit amount at normal retirement is calculated based on the following formula: (Years of Creditable Service) x (Percentage Value) x (Average of the Highest 5 Fiscal Years of Compensation) = Annual Benefit Amount. This amount is adjusted for early retirement.

² Employees may elect a Health Investor Health Plan with Health Savings Account option in lieu of traditional Preferred Provider (PPO) or Health Maintenance (HMO) Organizations.

Source: Chapters 110 and 121, Florida Statutes, and the General Appropriations Act for Fiscal Year 2007/2008.

Benefit Comparisons to Select States

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

| Annual Leave | | | |
|----------------------------------|-------|--|-----------|
| Maximum Days Granted Per Year | | Maximum Balance Allowed at Year End | |
| State | Days | State | Days |
| Texas | 31.5 | Louisiana ¹ | Unlimited |
| South Carolina | 30 | Mississippi ² | Unlimited |
| Alabama | 29.25 | California | 80 |
| Mississippi | 27 | Texas ³ | 66.5 |
| Virginia | 27 | Alabama | 60 |
| North Carolina | 25.75 | Virginia ⁴ | 54 |
| Tennessee | 24 | Florida ⁵ | 45 |
| West Virginia | 24 | Georgia | 45 |
| Louisiana | 24 | South Carolina | 45 |
| California | 21 | Tennessee | 42 |
| Georgia | 21 | West Virginia ⁶ | 40 |
| New York ⁷ | 20 | North Carolina | 30 |
| Florida | 19.5 | New York ⁷ | 30 |

| Sick Leave | | | |
|----------------------------------|------|--|-----------|
| Maximum Days Granted Per Year | | Maximum Balance Allowed at Year End | |
| State | Days | State | Days |
| Louisiana | 24 | California ² | Unlimited |
| West Virginia | 18 | Florida ³ | Unlimited |
| Georgia | 15 | Louisiana ² | Unlimited |
| South Carolina | 15 | Mississippi ² | Unlimited |
| Alabama | 13 | North Carolina ² | Unlimited |
| Florida | 13 | Tennessee ² | Unlimited |
| New York | 13 | Texas ² | Unlimited |
| California | 12 | West Virginia ⁴ | Unlimited |
| North Carolina | 12 | South Carolina ⁵ | 180 |
| Tennessee | 12 | Alabama ⁶ | 150 |
| Texas | 12 | Georgia | 90 |
| Virginia ¹ | 10 | Virginia | 10 |
| Mississippi | 7.5 | New York ⁷ | Varies |

- 1 Upon separation, employee paid for up to 37.5 days.
- 2 Upon separation, employee paid for up to 30 days. Excess hours after payment converts to sick leave and may be used towards retirement credit.
- 3 Upon separation, employee paid up to 66.5 days which may be credited towards retirement credits. Excess hours convert to sick leave each year.
- 4 Upon separation, employee paid up to 42 days.
- 5 Upon separation, employee paid for up to 30 days. Excess hours convert to sick leave each year.
- 6 Upon retirement, employee may elect payment for any or all leave or apply balance towards extended insurance coverage.
- 7 Additional days and accumulation varies by bargaining unit. Upon separation, employee paid for up to 30 days.

- 1 All employees hired before 01/01/99 receive 15 days.
- 2 Unused sick leave has no cash value but may be credited towards retirement credit.
- 3 After 10 years of service, employee eligible for payment of 1/4 unused sick leave up to 60 days upon separation.
- 4 Unused sick leave has no cash value but may be used to purchase extended insurance coverage upon retirement.
- 5 Upon separation up to 90 days used toward retirement service credit.
- 6 At retirement, employee paid for 1/2 unused sick leave or may credit time towards retirement.
- 7 Maximum amount of sick leave varies by bargaining unit.

| Holidays (Includes Personal Leave Days) Official Holidays Granted | | | | | |
|---|----|-----------------------------|----|------------------------|----|
| Texas ¹ | 21 | New York | 12 | Florida | 10 |
| Alabama | 13 | South Carolina ⁴ | 12 | Mississippi | 10 |
| West Virginia ² | 13 | Virginia | 12 | Louisiana ⁵ | 9 |
| California | 12 | North Carolina | 11 | | |
| Georgia ³ | 12 | Tennessee | 11 | | |

- 1 Includes 4 optional holidays and 5 partial staffing holidays.
- 2 Additionally, 1/2 day each granted for Christmas and New Year's Eve.
- 3 Additionally, sick leave in excess of 15 days, up to 3 days, is converted to personal leave days.
- 4 Holiday for Christmas Eve may be declared at the discretion of the Governor.
- 5 Additional holiday given for inauguration day every 4 years and election day every 2 years.

Source: State Personnel Department of Alabama, 2007 Annual Report and other states web sites.

***State Employees' Group Health Insurance Program
As of June 30, 2008***

| Agency | Preferred Provider Organization | Health Maintenance Organization | No Insurance ¹ | Total |
|---|---------------------------------|---------------------------------|---------------------------|----------------|
| Agency for Health Care Administration | 494 | 900 | 211 | 1,605 |
| Agency for Persons with Disabilities | 1,768 | 930 | 561 | 3,259 |
| Agency for Workforce Innovation | 422 | 647 | 182 | 1,251 |
| Agriculture and Consumer Services | 1,680 | 1,421 | 355 | 3,456 |
| Business and Professional Regulation | 487 | 848 | 189 | 1,524 |
| Children and Families | 4,655 | 6,339 | 1,580 | 12,574 |
| Citrus | 32 | 22 | 2 | 56 |
| Community Affairs | 56 | 225 | 38 | 319 |
| Corrections | 13,647 | 9,367 | 3,453 | 26,467 |
| Division of Administrative Hearings | 72 | 105 | 21 | 198 |
| Education | 757 | 1,437 | 259 | 2,453 |
| Elder Affairs | 146 | 195 | 47 | 388 |
| Environmental Protection | 1,476 | 1,644 | 379 | 3,499 |
| Financial Services | 674 | 1,582 | 293 | 2,549 |
| Fish and Wildlife Conservation Commission | 1,011 | 580 | 184 | 1,775 |
| Health | 6,072 | 7,097 | 2,188 | 15,357 |
| Highway Safety and Motor Vehicles | 1,782 | 2,122 | 574 | 4,478 |
| Juvenile Justice | 2,252 | 1,763 | 677 | 4,692 |
| Law Enforcement | 550 | 1,090 | 223 | 1,863 |
| Legal Affairs | 434 | 598 | 135 | 1,167 |
| Management Services | 156 | 680 | 136 | 972 |
| Military Affairs | 165 | 45 | 59 | 269 |
| Office of the Governor | 40 | 48 | 9 | 97 |
| Parole Commission | 34 | 73 | 26 | 133 |
| Public Service Commission | 58 | 230 | 28 | 316 |
| Revenue | 1,593 | 2,711 | 568 | 4,872 |
| School for the Deaf and the Blind | 281 | 108 | 66 | 455 |
| State | 50 | 361 | 41 | 452 |
| Transportation | 3,112 | 3,365 | 685 | 7,162 |
| Veteran's Affairs | 208 | 231 | 152 | 591 |
| Total | 44,164 | 46,764 | 13,321 | 104,249 |
| Percent of Total Employees | 42.4% | 44.8% | 12.8% | 100% |
| Number included in total that are spouses of another state employee | 4,858 | 5,479 | 0 | 10,337 |

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

Savings Sharing Program
Section 110.1245(1)(d), Florida Statutes

Employees may participate in the Savings Sharing Program, which is established in accordance with Section 110.1245, Florida Statutes, and Chapter 60L-37, Florida Administrative Code. The purpose of the Savings Sharing Program is to provide a process by which agencies can retain a portion of their budget for implementing internally generated program efficiencies and cost reductions and then redirect the savings to employees. The savings approved for retention may be used for permanent salary increases to high-performing employees and for non-recurring monetary awards to employees who initiate proposals that result in eliminating or reducing state expenditures.

This program allows employees the opportunity to submit a written proposal sharing their ideas to increase productivity, eliminate or reduce state expenditures, improve operations or generate additional revenue. If the proposal is adopted and implemented, the agency can recognize the employee or group of employees submitting the proposal with a cash award based on the actual cost savings as approved by the Legislative Budget Commission. The Savings Sharing Program was implemented during fiscal year 2001/2002 and has resulted in the following savings as reported by the agencies:

FISCAL YEAR 2007/2008

Responses to the Department of Management Services survey indicated minimal participation in this program. The Department of Transportation received one proposal; however, the proposal lacked the necessary detail to properly assess the cost savings; therefore it was not implemented.

FISCAL YEAR 2006/2007

Responses to the Department of Management Services survey indicated minimal participation in this program. The Department of Military Affairs reviewed and implemented one proposal. The actual cost savings realized as a result of implementing this proposal was \$84,000 a month. The amount of funds approved by the Legislative Budgeting Commission for agency retention was \$738,000. One award of \$500 was divided among three employees for the adopted proposal.

FISCAL YEAR 2005/2006

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

FISCAL YEAR 2004/2005

The Department of Management Services was the only agency reporting a cost saving proposal. The department realized a total cost savings of \$272,473 from six eliminated positions. Sixteen employees received permanent salary increases from \$26,524 of the amount authorized for retention (\$54,494).

FISCAL YEAR 2003/2004

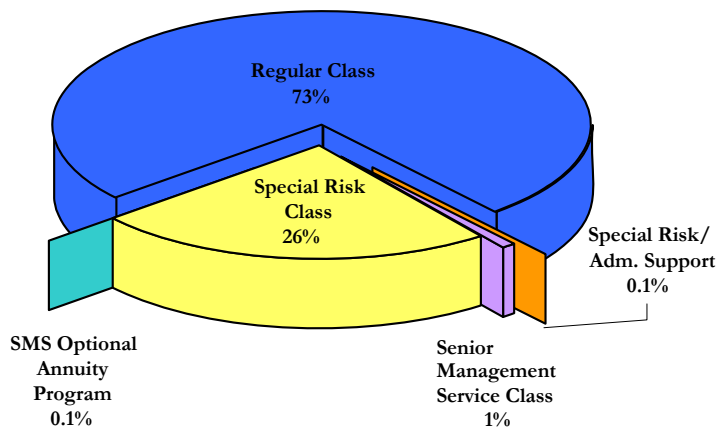
The Department of Elder Affairs realized a cost savings of \$260,492 for implementing three proposals submitted by 10 employees. These employees were recognized by the Department of Elder Affairs and received Davis Productivity Awards.

The Department of Management Services received 10 employee proposals. However, the proposals lacked the necessary detail to properly assess the cost savings; therefore, none were implemented.

State Employee Retirement Membership As of June 30, 2008

State employees participating in the Career Service, Selected Exempt Service and Senior Management Service are automatically enrolled in the state-administered Florida Retirement System (FRS) and covered by Social Security. The FRS provides retirement, total and permanent disability, and survivor benefits to participating state and local government employees. Under the FRS, employees have the option of enrolling in one of two primary retirement plans: a defined benefit plan known as the FRS Pension Plan and a defined contribution plan known as the Public Employee Optional Retirement Program which is also referred to as the FRS Investment Plan. There are five membership classes under both primary plans: Regular, Special Risk, Special Risk Administrative Support, Senior Management Service, and Elected Officers' Classes.

**PENSION PLAN AND INVESTMENT PLAN
RETIREMENT CLASS MEMBERSHIPS**



As of June 30, 2008, there were 98,738 SPS employees enrolled in either the FRS Pension Plan or FRS Investment Plan. (Only a negligible number of state employees are still enrolled in state-administered plans that pre-date FRS.) All employees who are in either the FRS Pension Plan or the FRS Investment Plan fall under four of the five FRS classes of membership:¹

- **Regular Class** - for members not assigned to other classes. As of June 30, 2008, there were 72,405 employees who were members of this class.
- **Special Risk Class** - for members employed as law enforcement officers, firefighters or correctional officers and meet the legal criteria for this class. As of June 30, 2008, there were 25,426 employees who were members of this class.
- **Special Risk Administrative Support Class** - for former Special Risk Class members who provide administrative support to special risk members within a special risk employing agency. As of June 30, 2008, there were 70 members of this class.
- **Senior Management Service Class (SMSC)** - for members who are filling positions authorized to be eligible for this membership class by statute. As of June 30, 2008, there were 837 employees who were members of this class. Note: these members can opt out of both the FRS Pension Plan and the FRS Investment Plan, by enrolling in an alternative defined contribution program, known as the Senior Management Service Optional Annuity Program (SMSOAP).

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

FRS PENSION PLAN ACTIVE MEMBERSHIP

As of June 30, 2008, there were 84,386 SPS employees participating in various FRS membership classes under the defined benefit plan known as the FRS Pension Plan. Employees in the FRS Pension Plan are “vested” (have the right to a future retirement benefit) after six years of creditable service.

¹ Elected state officials under the Elected Officers' Class (e.g., Cabinet Officers and the Governor) are not in the State Personnel System.

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

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

FRS INVESTMENT PLAN ACTIVE MEMBERSHIP

As of June 30, 2008, there were 14,352 SPS employees participating in the various FRS membership classes under the FRS Investment Plan. All state employees eligible for FRS membership, including participants in the SMSOAP, may opt to participate in this defined contribution plan instead of the defined benefit plan offered (the FRS Pension Plan) or the SMSOAP. Employees with service under the FRS Pension Plan may choose to transfer the present value of this service credit to the FRS Investment Plan as their opening account balance.

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

SENIOR MANAGEMENT OPTIONAL ANNUITY PROGRAM (SMSOAP) ACTIVE MEMBERSHIP

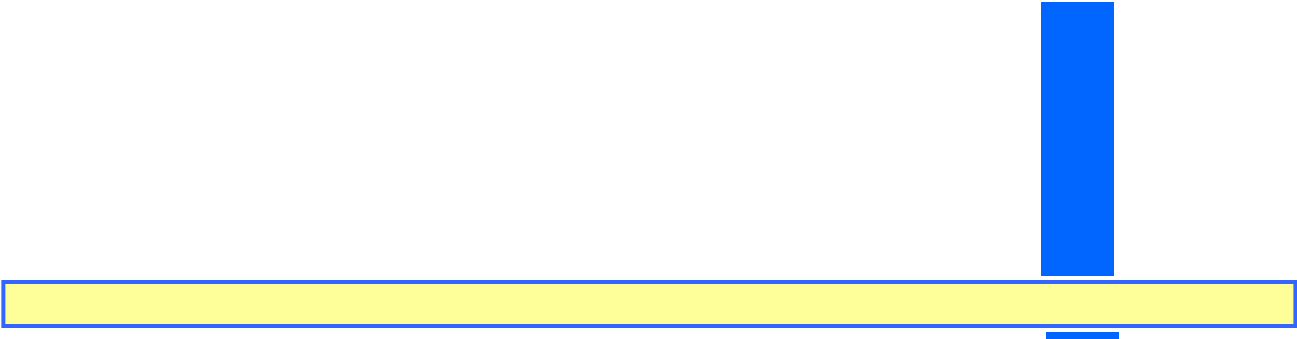
As of June 30, 2008, there were 49 SPS employees who had opted out of the Senior Management Service Class altogether and enrolled in this program which is a defined contribution plan that provides for immediate vesting of all employer contributions with no minimum years of service or age requirements. The employee has a retirement account established in his or her name with the employer contribution being directed to the employee’s retirement account. The employee has the responsibility of selecting how these contributions are invested within an approved set of investment choices available under the plan. The employee’s retirement benefit at retirement, including disability and a survivor benefit, is based upon the value of the employee’s account. The employee may choose from a variety of payment options, including a rollover to an eligible retirement plan or a monthly annuity.

DEFERRED RETIREMENT OPTION PROGRAM (DROP) ACTIVE MEMBERSHIP

Qualified employees in the FRS Pension Plan may retire while continuing employment under the Deferred Retirement Option Program (DROP). DROP is strictly for Pension Plan retirees who qualify to draw retirement benefits from the FRS Trust Fund and not for employees in the FRS Investment Plan or SMSOAP who draw retirement benefits from private investment plan providers.

As of June 30, 2008, there were 5,419 SPS participants enrolled in this program. Eligible state employees in DROP are retired and accumulate monthly retirement benefits, but remain actively employed for up to 60 months. During DROP their retirement benefits stay in the FRS Trust Fund, earning a fixed 6.5% annualized rate of return. In addition, these benefits are increased by a three percent cost-of-living adjustment each year.

Source: Department of Management Services’ Division of Retirement.



*Workforce Training and
Development*

Workforce Training and Development Overview

Section 110.235, Florida Statutes, requires each agency to design, implement and administer training and development plans to address employee and organizational performance; prepare employees for greater responsibilities; and enhance the agency’s ability to retain a highly-qualified, motivated and productive workforce. The Department of Management Services annually distributes a Training Questionnaire to the agencies to gather information on training that has been implemented and the progress that has been made.

For Fiscal Year 2007/2008, 22 out of 30 agencies reported having an established training plan. Those agencies reporting not having established a training plan were:

- Agency for Workforce Innovation
- Citrus
- Division of Administrative Hearings
- Florida Parole Commission

Three agencies did not respond to the training questionnaire:

- Community Affairs
- Elder Affairs
- Environmental Protection

The following observations regarding the State Personnel System’s Workforce Training and Development can be made from an analysis of information in this section:

- For fiscal year 2007/2008, SPS agencies expended \$358 per employee overall on training, which was less than the \$843¹ per employee spent by the government sector as provided by the American Society for Training and Development (ASTD).
- Agencies spent an average of 0.91% of their total salary budget in fiscal year 2007/2008, which was less than the 1.54%¹ reported expenditures for the government sector of industry in 2006 (this figure was based on direct expenditures as a percentage of payroll excluding benefits and taxes) as provided by ASTD.

PERCENT OF SPS TRAINING EXPENDITURES TO TOTAL SALARY BUDGET²

| FY 03/04 | FY 04/05 | FY 05/06 | FY 06/07 | FY 07/08 |
|----------|----------|----------|----------|--------------------|
| 0.89% | 1.02% | 1.10% | 0.89% | 0.91% ³ |

Note: Differences reflected in agency training expenditures may be the result of a large number of variables such as types of employees, frequency of training, employee turnover, training sources and cost. Other variables which may not be reflected in the expenditures include training provided internally by agency staff and received externally through interagency training.

¹ “2007 State of the Industry Report: ASTD Annual Review of Trends in Workplace Learning and Performance Report. Table 2: Key Indicators,” page 6. ASTD means the American Society for Training and Development.

² Previous year’s Annual Workforce Report.

³ Percent of training expenditures to total salary budget excludes benefits and taxes for FY 07/08. Previous years included benefits and taxes with the total salary.

Source: Salaries provided by the Executive Office of the Governor Report “Appropriations Category Summary of Salaries and Benefits for 2007-2008”; and Training expenditures provided by Department of Financial Services

Training Expenditures by Agency

Fiscal Years 2003/2004 through 2007/2008

| Agency | FY 03/04 ¹ Training Expenditures | FY 04/05 Training Expenditures | FY 05/06 Training Expenditures | FY 06/07 Training Expenditures | FY 07/08 Training Expenditures | FY 07/08 Training Expenditures Per Employee ² |
|---|---|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--|
| Agency for Health Care Administration | \$802,966 | \$559,019 | \$647,777 | \$350,943 | \$517,371 | \$322 |
| Agency for Persons with Disabilities ³ | - | - | \$288,280 | \$343,531 | \$491,451 | \$151 |
| Agency for Workforce Innovation | \$321,749 | \$247,279 | \$430,250 | \$294,042 | \$200,687 | \$160 |
| Agriculture and Consumer Services | \$913,182 | \$1,377,101 | \$1,082,140 | \$707,163 | \$696,073 | \$201 |
| Business and Professional Regulation | \$730,416 | \$584,093 | \$342,041 | \$165,930 | \$156,393 | \$103 |
| Children and Families | \$3,961,882 | \$2,278,243 | \$3,592,379 | \$2,629,013 | \$1,884,324 | \$150 |
| Citrus | \$19,375 | \$6,909 | \$2,070 | \$1,994 | \$2,605 | \$47 |
| Community Affairs | \$574,059 | \$431,728 | \$716,399 | \$327,987 | \$463,022 | \$1,451 |
| Corrections | \$5,858,355 | \$5,232,819 | \$5,322,581 | \$6,129,243 | \$4,674,248 | \$177 |
| Division of Administrative Hearings ⁵ | \$22,111 | \$18,423 | \$12,408 | \$14,016.00 | \$8,517 | \$43 |
| Education ⁴ | \$1,686,570 | \$1,154,193 | \$730,235 | \$1,053,715 | \$931,493 | \$380 |
| Elder Affairs | \$668,996 | \$674,014 | \$535,713 | \$339,529 | \$185,923 | \$479 |
| Environmental Protection | \$1,559,758 | \$1,296,100 | \$1,568,099 | \$1,347,971 | \$1,044,899 | \$299 |
| Financial Services | \$1,544,466 | \$3,864,617 | \$6,208,267 | \$3,845,190 | \$458,236 | \$180 |
| Fish and Wildlife Conservation Comm. | \$949,894 | \$1,218,924 | \$885,942 | \$1,252,712 | \$1,156,457 | \$652 |
| Health | \$16,026,030 | \$18,074,678 | \$22,235,370 | \$17,527,716 | \$13,123,122 | \$855 |
| Highway Safety and Motor Vehicles | \$806,288 | \$994,193 | \$874,493 | \$762,599 | \$732,709 | \$164 |
| Juvenile Justice | \$606,993 | \$835,968 | \$700,870 | \$1,737,978 | \$1,321,954 | \$282 |
| Law Enforcement | \$1,802,166 | \$1,753,136 | \$2,049,371 | \$1,906,874 | \$1,300,256 | \$698 |
| Legal Affairs | \$330,079 | \$363,221 | \$433,492 | \$364,947 | \$350,767 | \$301 |
| Management Services ⁵ | \$706,661 | \$667,258 | \$528,018 | \$732,800 | \$675,219 | \$695 |
| Military Affairs ⁶ | \$2,657,707 | \$2,866,070 | \$2,183,859 | \$623,109 | \$228,712 | \$850 |
| Office of the Governor | \$317,644 | \$30,138 | \$13,230 | \$8,553 | \$5,895 | \$61 |
| Parole Commission | \$2,794 | \$12,208 | \$9,925 | \$6,737 | \$6,737 | \$51 |
| Public Service Commission | \$243,250 | \$116,040 | \$119,094 | \$87,003 | \$74,959 | \$237 |
| Revenue | \$878,123 | \$978,470 | \$1,451,685 | \$1,493,406 | \$1,392,793 | \$286 |
| State | \$96,698 | \$137,553 | \$75,518 | \$79,658 | \$62,274 | \$138 |
| Transportation | \$5,993,375 | \$6,843,581 | \$5,657,756 | \$5,533,085 | \$5,157,752 | \$720 |
| Veterans' Affairs | \$60,572 | \$53,508 | \$46,429 | \$52,235 | \$52,415 | \$89 |
| Total | \$50,142,159 | \$52,669,484 | \$58,743,692 | \$49,719,517 | \$37,357,263 | \$358 |

¹ FY 03/04 expenditures have been corrected to remove erroneous expenditures.

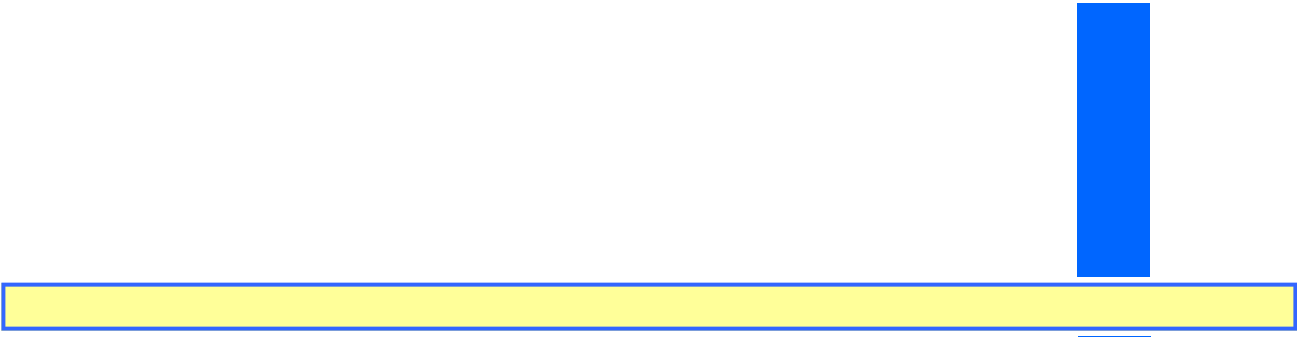
² Other variables which may not be reflected in the expenditures include training provided internally by agency staff and received externally through interagency training.

³ Agency for Persons with Disabilities was created on July 1, 2005.

⁴ Figures include expenditures for the Florida School for the Deaf and the Blind. It was formerly a part of the Department of Children and Families.

⁵ Figures adjusted to separate out the expenditures of the Division of Administrative Hearings from the Department of Management Services.

⁶ Prior to FY 06/07, the Department of Military Affairs' expenditures included college tuition payments for National Guard recruits.



Equal Employment Opportunity

Equal Employment Opportunity Overview

As reflected in the chart below, minorities exceeded the Available Labor Market (ALM) in the Professionals, Technicians, Para-Professionals, Administrative Support and Service Maintenance job categories for fiscal year 2007/2008. The SPS is below the ALM in the following job categories: Officials and Administrators, Protective Service Workers, and Skilled Craft Workers by 5, 1 and 10 percentage points, respectively.

EMPLOYEES BY RACE AND JOB CATEGORY
As of June 30, 2008

| Job Category | Total Employees | White | Black/ African American | Hispanic | Other | % Minority in SPS | % Minority in ALM |
|------------------------------|-----------------|---------------|-------------------------------|--------------|--------------|-------------------------|----------------------|
| Officials and Administrators | 2,697 | 2,244 | 275 | 107 | 71 | 17% | 22% |
| Professionals | 52,024 | 32,410 | 12,751 | 4,379 | 2,484 | 38% | 25% |
| Technicians | 5,423 | 3,588 | 1,091 | 362 | 382 | 34% | 29% |
| Protective Service Workers | 21,817 | 14,782 | 5,430 | 1,231 | 374 | 32% | 33% |
| Para-Professionals | 8,271 | 2,672 | 4,519 | 721 | 359 | 68% | 44% |
| Administrative Support | 9,815 | 5,138 | 3,038 | 1,315 | 324 | 48% | 32% |
| Skilled Craft Workers | 1,770 | 1,345 | 264 | 100 | 61 | 24% | 34% |
| Service Maintenance | 2,432 | 1,269 | 971 | 117 | 75 | 48% | 45% |
| Total Employees | 104,249 | 63,448 | 28,339 | 8,332 | 4,130 | - | - |
| % Total | 100% | 61% | 27% | 8% | 4% | 39% | - |

The following observations regarding the State Personnel System can be made from an analysis of the information within this section:

Minority representation increased in the Career Service from 38% to 41% and the Selected Exempt Service from 28% to 30% since June 30, 2007. During the same time period minority representation remained constant in the Senior Management Service at 13%.

- Black or African American representation (27%) exceeded the ALM (13%) by 14 percentage points. Hispanic or Latino representation (8%) was below the ALM (17%) by 9 percentage points, while the Other race/ethnic groups (4%) equaled the ALM (4%).

Female representation remained constant in the Career Service and Selected Exempt Service over the past year at 57% and 56% respectively. Female representation in the Senior Management Service increased 2 percentage points since June 30, 2007.

- Female representation (56%) in the SPS exceeded the ALM (47%) by 9 percentage points.

Equal Employment Opportunity/Affirmative Action Report

The State of Florida has one of the most diverse populations in the country. To create and maintain a diverse workforce in state government takes the commitment of leadership and outreach from each agency. It is the policy of the State of Florida to fully use the diversity of Florida's human resources to provide equal employment opportunities through programs of affirmative action. Section 110.112(2)(a), Florida Statutes, requires each executive agency to develop and implement an Affirmative Action Plan. For fiscal year 2007/2008, 21 agencies implemented a new plan or updated their Affirmative Action Plans in compliance with Section 110.112(2)(a), Florida Statutes.

The Department of Management Services is required to report information relating to the implementation, continuance, updating and results of each executive agency's Affirmative Action Plan for the previous fiscal year, pursuant to Section 110.112(2)(d), Florida Statutes. The following narrative focuses on information provided by the agencies in response to the survey conducted by the Department of Management Services which included questions such as:

- Did your agency meet your Affirmative Action goals?
- Identify specific steps taken that resulted in successfully meeting your Affirmative Action goals.
- Which occupational groups/classes did you find it difficult to find minority and female applicants?
- Identify specific challenges experienced in meeting goals for fiscal year 2007/2008.
- What special programs and innovative ideas did you introduce or continue in recruiting and retaining female/minority representation?

SUMMARY OF AGENCY REPLIES TO THE ANNUAL EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION SURVEY Fiscal Year 2007/2008

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

- Agency for Workforce Innovation
- Agriculture and Consumer Services
- Business and Professional Regulation
- Corrections
- Education
- Environmental Protection
- Financial Services
- Fish and Wildlife Conservation Commission
- Health
- Highway Safety and Motor Vehicles
- Juvenile Justice
- Law Enforcement
- Legal Affairs
- Management Services
- Military Affairs
- Office of the Governor
- Public Service Commission
- Revenue
- School for the Deaf and the Blind
- State
- Transportation

Reasons Agencies Provided for Success in Meeting Affirmative Action Goals:

- Utilizing minority newspapers and professional Web sites to advertise job announcements
- Continuous awareness of minority representation through quarterly Equal Opportunity Reports
- Diversity training throughout the agency
- The state's People First online job application system provides applications from diverse backgrounds throughout the state as well as nationwide
- State and nationwide recruitment
- Networking and making contacts with other workforce professionals, both nationwide and within Florida
- Local offices participated in job fairs to actively recruit at educational and community organizations
- Using current members as recruiters to target a diverse population
- Maintaining a strong commitment to established recruitment and hiring activities, with awareness of equal employment opportunities, with a new focus on economic parity

Some Challenges Agencies Reported Experiencing in Meeting Affirmative Action Goals:

- Some applicant pools have a small number of qualified minorities and/or females
- Low turnover rates for several of the job categories
- U.S. Census data shows an increase in the number of Hispanics in the labor market, while the main concentration of Hispanic applicants are in South Florida
- Positions require specialized knowledge and/or experience (i.e. military and/or scientific experience, etc.)
- Very strict background check requirements affect the applicant pool
- Budget restraints and low salaries make it difficult to compete against private and local government employers
- Shortages in human resource staffing has limited participation in job fairs and recruitment activities
- Due to budget deficits and downsizing many hiring opportunities are limited
- Current labor market factors and budgetary constraints impacted the ability to attract qualified minorities and/or females

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

- The Department of Agriculture and Consumer Services worked with the intern programs from minority universities and visited law enforcement academies in efforts to attract and recruit more minorities and females.
- The Department of Corrections continued its recruitment efforts for hard-to-fill positions through the Career of Courage campaign. They participated in many local community events, re-enforcing their position as an equal opportunity employer; as well as distributing career information at the Preventing Crime in the Black Community Conference.
- The Department of Environmental Protection (DEP) increased its recruitment exposure by coordinating and attending job fairs at universities, community colleges and one military installation. In March 2008, DEP contacted Florida public and private colleges and universities to announce a new internship program. Additionally to better promote recruiting efforts, DEP developed several new recruiting tools (a web site focusing on career opportunities and "eye catching" brochures promoting the agency as "Employer of Choice") to promote career opportunities at the agency.
- Department of Highway Safety and Motor Vehicles representatives from the Division of Driver Licenses and the Florida Highway Patrol are located throughout the state and are active in many community events; encouraging applicants from a diverse pool to consider employment with the agency.

- The Florida Department of Law Enforcement participates in various recruitment activities to attract minority applicants including the Preventing Crime in the Black Community and the National Organization of Black Law Enforcement Conferences.
- The Department of Revenue utilizes a recruitment and selection process, focusing on an applicant's knowledge, skills and abilities. The hiring decision is made by a hiring panel through consensus. This process enhances the likelihood that candidates are hired strictly on their abilities, regardless of their gender, race or religion.
- The Department of Transportation actively supports: (1) initiating active and innovative recruitment strategies that attract a diverse applicant pool; (2) keeping managers and supervisors informed and ensuring use of "good faith" hiring practices; (3) counseling, training and developing subordinates for promotional opportunities; (4) ensuring that all employment actions, and all other terms and conditions of employment are available to all employees; (5) ensuring that all managers attend mandatory EEO/AA training, which is also required for all employees every three years; (6) making a firm commitment to EEO/AA programs; and (7) supporting events celebrating diversity and differences in the workforce.
- The Florida Fish and Wildlife Conservation Commission continued its involvement with the Minorities in Natural Resources Committee and the Southeast Association of Fish and Wildlife Agencies conference to recruit minorities. Additionally, all job announcements for professional positions are forwarded to approximately 130 minority businesses and Historically Black Colleges and Universities throughout the nation. The Division of Law Enforcement has a dedicated staff of six recruiters located throughout the state seeking minority applicants. They actively participate in high school and college career fairs to introduce minority students to the agency. The Fish and Wildlife Research Institute (FWRI) maintains contacts with universities having predominately minority populations in an effort to influence students to pursue careers in the sciences, along with encouraging graduating students to apply for available positions. The FWRI also has a diversity committee, which works to develop strategies for increasing diversity. The Fish and Wildlife Research Institute performs community outreach services such as "MarineQuest" to educate students for a potential career in the marine sciences; this year's event had over 3,000 participants.
- The Florida School for the Deaf and the Blind participated in many career fairs, including those at the University of North Florida and St. Johns River Community College. In addition to advertising vacancies in the local newspaper and People First system, positions were advertised with Teacher-Teachers.com, Goodwill Job Junction, Deaf Digest, Eco Latin and Public Access Television to attract a diverse applicant pool. In an effort to target both minorities and females, they participated in the North East Florida Educational Consortium and a local job fair with WorkSource.
- The Executive Office of the Governor continues to look beyond state government when recruiting a workforce reflective of the state's population. They feel this approach increases the probability of hiring women and minorities.

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

- Marine Mechanics
- Crime Laboratory Analysts
- Qualified Mental Retardation Professionals
- Fisheries & Wildlife Biologists
- Law Enforcement Officers & Special Agents
- Biologists
- Librarians
- Information Technology (various occupations)
- Historic Preservationists
- Engineers
- Physicians
- Park Rangers
- Environmental Specialists
- Registered Nurses
- Forestry (various occupations)
- Firefighters
- Agricultural Inspectors
- Attorneys
- Environmental Health Professionals
- Dentists
- Archaeologists

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

- Agency for Health Care Administration
- Community Affairs
- Elder Affairs

Agencies that do not have a current Affirmative Action Plan:

- Agency for Persons with Disabilities
- Children and Families
- Citrus
- Division of Administrative Hearings
- Florida Parole Commission
- Veterans' Affairs

Agency Comments:

- The Agency for Persons with Disabilities is a relatively new agency mandated by the Florida Legislature. As such they are not fully implemented; therefore, they do not have a current Affirmative Action Plan. However, the agency actively monitors its employment practices to ensure no groups are adversely affected.
- The Department of Children and Families (DCF) reported that its continued administrative restructuring prevented goal setting. DCF is monitoring activities to ensure no group has been significantly impacted by these activities.
- The Department of Citrus reported they do not have an Affirmative Action Plan in place. Along with a very low turnover rate, the department has left positions vacant due to downsizing efforts. This has presented a challenge in establishing goals.
- The Department of Veterans' Affairs is currently in the process of developing an Affirmative Action Plan to ensure equal employment opportunities in all phases of employment.
- This is the first year information for the Division of Administrative Hearings has not been included with that of the Department of Management Services. The division reports one-fourth of its positions are appointed and the division does not have a current Affirmative Action Plan. However, hiring practices are reviewed to ensure women and minorities are adequately represented.
- The Florida Parole Commission reported they aggressively promote minority representation, where possible, and has a significant representation of minorities and females within the workforce. However, due to the small size of the agency and lack of vacancies, it is often difficult to recruit within certain minority categories.

Source: Agency responses to Department of Management Services' survey conducted July, 2008.

Employees by Job Category As of June 30, 2008

| Agency | Officials/ Admin. | Professionals | Technicians | Protective Service | Para Professionals | Administrative Support | Skilled Craft | Service Maintenance | Total |
|--|----------------------|---------------|--------------|-----------------------|-----------------------|---------------------------|---------------|------------------------|----------------|
| Agency for Health Care Admin. | 2.31% | 84.42% | 4.30% | - | 0.62% | 8.35% | - | - | 1,605 |
| Agency for Persons with Disabilities | 1.10% | 44.86% | 1.99% | 1.56% | 33.42% | 5.43% | 5.00% | 6.63% | 3,259 |
| Agency for Workforce Innovation | 2.80% | 93.69% | 2.24% | - | - | 0.80% | 0.40% | 0.08% | 1,251 |
| Agriculture and Consumer Services | 3.27% | 51.19% | 9.64% | 23.03% | 0.49% | 6.42% | 2.86% | 3.10% | 3,456 |
| Business and Professional Regulation | 4.07% | 80.38% | 2.76% | 7.15% | 2.82% | 2.82% | - | - | 1,524 |
| Children and Families | 1.38% | 64.47% | 3.49% | 1.40% | 15.77% | 8.55% | 1.37% | 3.57% | 12,574 |
| Citrus | 25.00% | 50.00% | 7.14% | - | 3.57% | 10.71% | - | 3.57% | 56 |
| Community Affairs | 6.27% | 84.33% | 4.70% | 1.57% | 0.31% | 2.82% | - | - | 319 |
| Corrections | 1.12% | 22.66% | 2.55% | 65.74% | 0.96% | 5.47% | 1.50% | - | 26,467 |
| Division of Administrative Hearings | 1.52% | 53.54% | 2.53% | - | - | 42.42% | - | - | 198 |
| Education | 11.62% | 61.68% | 7.34% | - | 8.03% | 10.72% | 0.29% | 0.33% | 2,453 |
| Elder Affairs | 4.64% | 82.22% | 3.09% | - | - | 10.05% | - | - | 388 |
| Environmental Protection | 6.80% | 66.05% | 3.54% | 2.72% | 0.26% | 6.23% | 1.74% | 12.66% | 3,499 |
| Financial Services | 4.83% | 74.30% | 5.57% | 6.67% | 0.43% | 7.89% | 0.27% | 0.04% | 2,549 |
| Fish and Wildlife Conservation Comm. | 4.28% | 52.06% | 6.08% | 30.37% | 0.17% | 5.52% | 1.46% | 0.06% | 1,775 |
| Health | 1.80% | 59.78% | 6.91% | 0.10% | 12.68% | 17.26% | 0.48% | 0.99% | 15,357 |
| Highway Safety and Motor Vehicles | 1.56% | 21.06% | 3.75% | 37.76% | 1.56% | 32.85% | 0.76% | 0.69% | 4,478 |
| Juvenile Justice | 2.17% | 46.04% | 1.21% | 0.32% | 43.09% | 4.69% | 1.43% | 1.04% | 4,692 |
| Law Enforcement | 4.08% | 56.95% | 10.79% | 23.62% | - | 4.56% | - | - | 1,863 |
| Legal Affairs | 8.14% | 66.24% | 1.37% | 7.11% | - | 16.97% | 0.17% | - | 1,167 |
| Management Services | 5.56% | 61.63% | 5.25% | - | 0.41% | 4.84% | 8.74% | 13.58% | 972 |
| Military Affairs ¹ | 2.23% | 53.90% | 7.43% | 1.49% | 2.23% | 7.81% | 15.24% | 9.67% | 269 |
| Office of the Governor ¹ | 84.54% | 15.46% | - | - | - | - | - | - | 97 |
| Parole Commission | 11.28% | 69.92% | 1.50% | - | - | 17.29% | - | - | 133 |
| Public Service Commission | 11.39% | 76.90% | 4.43% | - | - | 7.28% | - | - | 316 |
| Revenue | 1.56% | 79.15% | 5.75% | - | 2.94% | 10.55% | 0.02% | 0.04% | 4,872 |
| School for the Deaf and the Blind ¹ | - | 20.66% | 3.74% | 3.74% | 48.79% | 1.32% | 5.93% | 15.82% | 455 |
| State | 11.50% | 67.92% | 10.62% | - | 1.33% | 7.30% | 1.33% | - | 452 |
| Transportation | 2.72% | 54.76% | 16.13% | 2.95% | 1.05% | 6.31% | 6.83% | 9.26% | 7,162 |
| Veterans' Affairs | 4.74% | 31.64% | 15.23% | - | 26.40% | 7.95% | 1.35% | 12.69% | 591 |
| Total Employees | 2,695 | 52,028 | 5,422 | 21,817 | 8,271 | 9,816 | 1,770 | 2,430 | 104,249 |
| % of Total Employees | 2.6% | 49.9% | 5.2% | 20.9% | 7.9% | 9.4% | 1.7% | 2.3% | |

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

Minority Representation by Pay Plan As of June 30, 2008

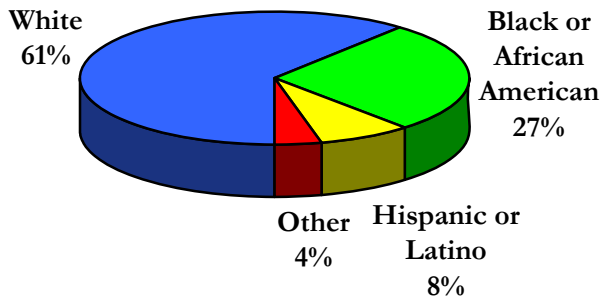
The ratio of minorities in the Career Service and Selected Exempt Service pay plans rose slightly since 2004, while minorities in the Senior Management Service pay plan decreased since 2004.

FIVE - YEAR TREND: MINORITY REPRESENTATION

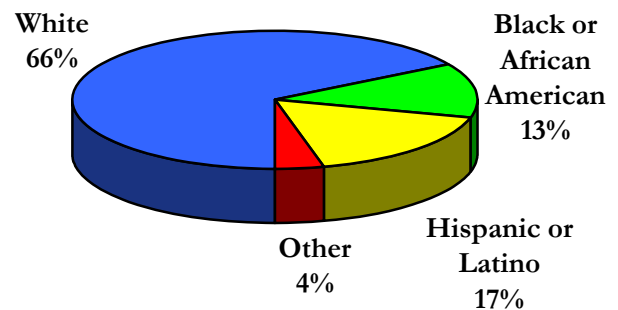
| Pay Plan | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Minor | Total | Minor | Total | Minor | Total | Minor | Total | Minor | Total |
| Career Service | 34,133 | 86,471 | 33,346 | 84,472 | 31,972 | 84,566 | 32,419 | 85,197 | 34,846 | 84,523 |
| Percent of Total | 39% | | 39% | | 38% | | 38% | | 41% | |
| Selected Exempt Service | 5,445 | 18,927 | 5,397 | 18,905 | 5,291 | 18,964 | 5,469 | 19,191 | 5,709 | 19,149 |
| Percent of Total | 29% | | 29% | | 28% | | 28% | | 30% | |
| Senior Management Service | 83 | 539 | 81 | 555 | 75 | 556 | 77 | 572 | 74 | 577 |
| Percent of Total | 15% | | 15% | | 14% | | 13% | | 13% | |

For minorities, the SPS exceeded the Available Labor Market¹ (ALM) representation in the “Black or African American” category by 14 percentage points. In the “Other²” category the SPS was equal to the ALM; while Hispanic or Latino representation was 9 percentage points below the ALM.

STATE PERSONNEL SYSTEM



FLORIDA'S AVAILABLE LABOR MARKET



¹ Available Labor Market (ALM) statistics represent the average of the available numbers of minorities or females.

² “Other” includes Asian, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander, Balance (two or more races) or Unknown.
Source: 2000 Available Labor Market Analysis prepared by the Department of Management Services for the ALM data.

Gender Representation by Pay Plan As of June 30, 2008

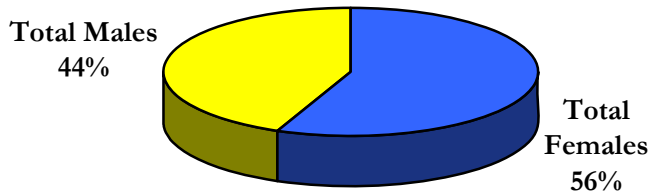
Although the overall total number of employees in the Career Service decreased since 2004, the ratio of males to females remained fairly constant. While there has been an increase in the total number of employees within the Selected Exempt Service and Senior Management Service since 2004, the ratio of females to males increased by two percentage points and four percentage points respectively.

FIVE - YEAR TREND: GENDER REPRESENTATION

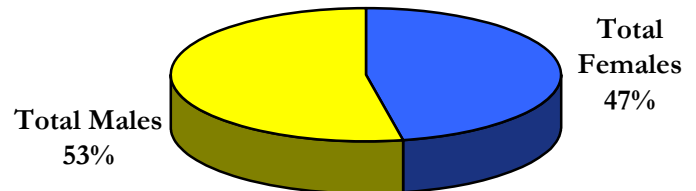
| Pay Plan | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Fem. | Total | Fem. | Total | Fem. | Total | Fem. | Total | Fem. | Total |
| Career Service | 48,525 | 86,471 | 47,111 | 84,472 | 47,518 | 84,566 | 48,218 | 85,197 | 47,921 | 84,523 |
| Percent of Total | 56% | | 56% | | 56% | | 57% | | 57% | |
| Selected Exempt Service | 10,242 | 18,927 | 10,318 | 18,905 | 10,427 | 18,964 | 10,653 | 19,191 | 10,684 | 19,149 |
| Percent of Total | 54% | | 54% | | 55% | | 56% | | 56% | |
| Senior Management Service | 196 | 539 | 202 | 555 | 215 | 556 | 220 | 572 | 232 | 577 |
| Percent of Total | 36% | | 36% | | 39% | | 38% | | 40% | |

Female representation in the SPS exceeded Florida's Available Labor Market¹.

STATE PERSONNEL SYSTEM



FLORIDA'S AVAILABLE LABOR MARKET



¹ Available Labor Market (ALM) statistics represent the average of the available numbers of minorities or females.
Source: 2000 Available Labor Market Analysis prepared by the Department of Management Services for the ALM data.

Race and Gender Demographics - Career Service

As of June 30, 2008

As part of the reporting requirements specified in Section 110.112(2)(d), Florida Statutes, the table below provides a snapshot of the representation of minorities and females in the Career Service by agency at the end of the fiscal year.

| Agency | White | | Black | | Hispanic | | Other ¹ | | Total |
|--|---------------|---------------|--------------|---------------|--------------|--------------|--------------------|--------------|---------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | |
| Agency for Health Care Admin. | 17.6% | 39.7% | 3.1% | 19.9% | 2.4% | 7.7% | 2.1% | 7.5% | 1,131 |
| Agency for Persons with Disabilities | 12.5% | 21.9% | 15.5% | 43.4% | 0.8% | 2.4% | 1.1% | 2.4% | 2,549 |
| Agency for Workforce Innovation | 18.4% | 24.0% | 10.1% | 30.2% | 4.7% | 10.2% | 1.4% | 0.9% | 986 |
| Agriculture and Consumer Services | 58.0% | 20.9% | 5.3% | 5.8% | 4.0% | 2.2% | 2.2% | 1.5% | 2,642 |
| Business and Professional Regulation | 24.5% | 25.3% | 8.3% | 22.2% | 6.0% | 4.9% | 4.3% | 4.6% | 1,047 |
| Children and Families | 12.8% | 29.9% | 9.7% | 32.2% | 2.9% | 8.8% | 1.1% | 2.6% | 9,881 |
| Citrus | 40.0% | 46.7% | - | 6.7% | - | 6.7% | - | - | 15 |
| Community Affairs | 28.9% | 36.0% | 7.6% | 21.3% | 1.9% | 1.9% | 0.5% | 1.9% | 211 |
| Corrections | 42.7% | 23.7% | 11.3% | 15.7% | 3.1% | 1.8% | 1.0% | 0.7% | 24,928 |
| Division of Administrative Hearings | 20.0% | 40.8% | 2.3% | 28.5% | 0.8% | 3.8% | - | 3.8% | 130 |
| Education | 14.8% | 42.5% | 5.6% | 24.0% | 2.0% | 8.2% | 1.0% | 1.8% | 1,583 |
| Elder Affairs | 9.0% | 44.3% | 0.7% | 21.8% | 1.7% | 10.0% | 1.0% | 11.4% | 289 |
| Environmental Protection | 43.3% | 38.5% | 3.6% | 5.0% | 2.5% | 1.8% | 3.2% | 2.1% | 2,413 |
| Financial Services | 30.9% | 28.9% | 7.2% | 21.2% | 4.0% | 4.7% | 1.3% | 1.7% | 1,690 |
| Fish and Wildlife Cons. Comm. | 64.0% | 23.2% | 1.9% | 2.7% | 3.5% | 1.2% | 2.2% | 1.3% | 1,456 |
| Health | 9.7% | 41.0% | 3.2% | 24.5% | 2.3% | 12.8% | 1.4% | 5.0% | 12,551 |
| Highway Safety and Motor Vehicles | 35.9% | 24.4% | 9.3% | 16.2% | 7.5% | 5.1% | 0.8% | 0.7% | 3,913 |
| Juvenile Justice | 15.5% | 16.6% | 24.9% | 29.7% | 3.4% | 2.4% | 3.4% | 4.1% | 3,654 |
| Law Enforcement | 38.3% | 38.3% | 4.3% | 9.8% | 2.4% | 4.0% | 1.5% | 1.4% | 1,619 |
| Legal Affairs | 21.5% | 40.9% | 3.3% | 18.7% | 4.3% | 8.2% | 1.0% | 2.0% | 599 |
| Management Services | 28.4% | 24.2% | 21.2% | 17.1% | 2.4% | 1.5% | 1.9% | 3.2% | 462 |
| Military Affairs ² | 51.3% | 32.5% | 9.4% | 1.3% | - | - | 5.0% | 0.6% | 160 |
| Parole Commission | 26.5% | 40.8% | 5.1% | 21.4% | 3.1% | 3.1% | - | - | 98 |
| Public Service Commission | 28.1% | 30.3% | 9.2% | 13.0% | 3.2% | 3.8% | 5.4% | 7.0% | 185 |
| Revenue | 21.9% | 38.1% | 5.7% | 24.1% | 1.4% | 4.7% | 1.6% | 2.5% | 4,098 |
| School for the Deaf and the Blind ² | 21.8% | 40.1% | 5.0% | 24.6% | 2.5% | 4.2% | 0.3% | 1.4% | 357 |
| State | 29.6% | 40.4% | 6.1% | 18.1% | 1.8% | 1.4% | 1.1% | 1.4% | 277 |
| Transportation | 45.5% | 24.1% | 10.8% | 6.0% | 5.6% | 2.9% | 3.4% | 1.8% | 5,095 |
| Veterans' Affairs | 18.7% | 43.7% | 4.4% | 21.0% | 2.8% | 4.8% | 1.0% | 3.8% | 504 |
| Total Employees | 24,952 | 24,725 | 7,621 | 16,874 | 2,702 | 4,397 | 1,327 | 1,925 | 84,523 |
| % of Total Employees | 29.5% | 29.3% | 9.0% | 20.0% | 3.2% | 5.2% | 1.6% | 2.3% | - |

¹ "Other" includes Asians, Native Americans/Alaskan Natives, Native Hawaiians/Other Pacific Islanders, Balance (two or more races) or Unknown.

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

Race and Gender Demographics - Selected Exempt Service As of June 30, 2008

As part of the reporting requirements specified in Section 110.112(2)(d), Florida Statutes, the table below provides a snapshot of the representation of minorities and females in the Selected Exempt Service by agency at the end of the fiscal year.

| Agency | White | | Black | | Hispanic | | Other ¹ | | Total |
|--|--------------|--------------|--------------|--------------|-------------|-------------|--------------------|-------------|---------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | |
| Agency for Health Care Admin. | 25.6% | 47.7% | 2.8% | 11.0% | 1.7% | 4.3% | 1.7% | 5.2% | 465 |
| Agency for Persons with Disabilities | 19.2% | 30.0% | 10.4% | 34.7% | 0.4% | 3.1% | 1.1% | 1.1% | 704 |
| Agency for Workforce Innovation | 30.6% | 35.3% | 4.8% | 21.8% | 2.0% | 2.8% | 1.2% | 1.6% | 252 |
| Agriculture and Consumer Services | 56.1% | 29.2% | 2.6% | 4.7% | 1.9% | 2.6% | 1.5% | 1.4% | 784 |
| Business and Professional Regulation | 28.6% | 38.8% | 5.6% | 13.7% | 4.3% | 4.3% | 2.0% | 2.6% | 461 |
| Children and Families | 21.5% | 36.0% | 9.1% | 21.9% | 2.5% | 5.7% | 2.0% | 1.4% | 2,659 |
| Citrus | 26.3% | 55.3% | 2.6% | 2.6% | 2.6% | 2.6% | 5.3% | 2.6% | 38 |
| Community Affairs | 47.0% | 36.0% | 3.0% | 11.0% | 1.0% | 1.0% | - | 1.0% | 100 |
| Corrections | 37.2% | 34.8% | 8.0% | 10.7% | 3.2% | 2.8% | 1.9% | 1.3% | 1,514 |
| Division of Administrative Hearings | 10.4% | 50.7% | 1.5% | 25.4% | - | 7.5% | - | 4.5% | 67 |
| Education | 27.2% | 46.7% | 4.4% | 13.8% | 1.8% | 3.2% | 1.5% | 1.3% | 841 |
| Elder Affairs | 15.4% | 53.8% | 3.3% | 15.4% | 3.3% | - | 3.3% | 5.5% | 91 |
| Environmental Protection | 50.5% | 38.0% | 2.2% | 3.7% | 1.1% | 1.4% | 2.6% | 0.5% | 1,059 |
| Financial Services | 38.8% | 38.6% | 4.6% | 12.9% | 1.6% | 2.2% | 0.6% | 0.7% | 822 |
| Fish and Wildlife Cons. Commission | 54.2% | 37.0% | 0.3% | 5.1% | 1.0% | 1.0% | 0.3% | 1.0% | 297 |
| Health | 24.7% | 42.1% | 4.8% | 13.2% | 3.0% | 6.1% | 2.9% | 3.3% | 2,728 |
| Highway Safety and Motor Vehicles | 31.4% | 44.7% | 5.8% | 11.2% | 1.8% | 3.4% | 1.1% | 0.7% | 555 |
| Juvenile Justice | 21.9% | 24.4% | 23.3% | 23.8% | 2.8% | 2.2% | 0.6% | 1.1% | 1,015 |
| Law Enforcement | 39.7% | 43.3% | 3.6% | 6.3% | 2.2% | 2.7% | 0.9% | 1.3% | 224 |
| Legal Affairs | 34.4% | 47.7% | 1.6% | 6.4% | 2.6% | 4.2% | 1.1% | 2.0% | 547 |
| Management Services | 38.0% | 31.3% | 8.1% | 14.4% | 1.6% | 1.6% | 2.8% | 2.0% | 492 |
| Military Affairs ² | 36.9% | 55.3% | 3.9% | 1.9% | 1.0% | 1.0% | - | - | 103 |
| Office of the Governor ² | 30.6% | 53.2% | 1.6% | 8.1% | 4.8% | 1.6% | - | - | 62 |
| Parole Commission | 19.4% | 61.3% | - | 12.9% | 3.2% | 3.2% | - | - | 31 |
| Public Service Commission | 33.6% | 49.2% | 3.3% | 8.2% | 0.8% | 1.6% | - | 3.3% | 122 |
| Revenue | 36.7% | 38.0% | 5.8% | 11.8% | 2.1% | 3.0% | 1.3% | 1.3% | 761 |
| School for the Deaf and the Blind ² | 28.6% | 55.1% | 1.0% | 10.2% | - | 5.1% | - | - | 98 |
| State | 27.8% | 56.2% | 1.9% | 10.5% | 1.9% | 0.6% | - | 1.2% | 162 |
| Transportation | 48.4% | 25.6% | 6.5% | 5.7% | 5.5% | 4.0% | 2.8% | 1.5% | 2,018 |
| Veterans' Affairs | 36.4% | 41.6% | 2.6% | 7.8% | 2.6% | 2.6% | 2.6% | 3.9% | 77 |
| Total Employees | 6,355 | 7,085 | 1,259 | 2,554 | 498 | 715 | 353 | 330 | 19,149 |
| % of Total Employees | 33.2% | 37.0% | 6.6% | 13.3% | 2.6% | 3.7% | 1.8% | 1.7% | - |

¹ "Other" includes Asians, Native Americans/Alaskan Natives, Native Hawaiians/Other Pacific Islanders, Balance (two or more races) or Unknown.

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

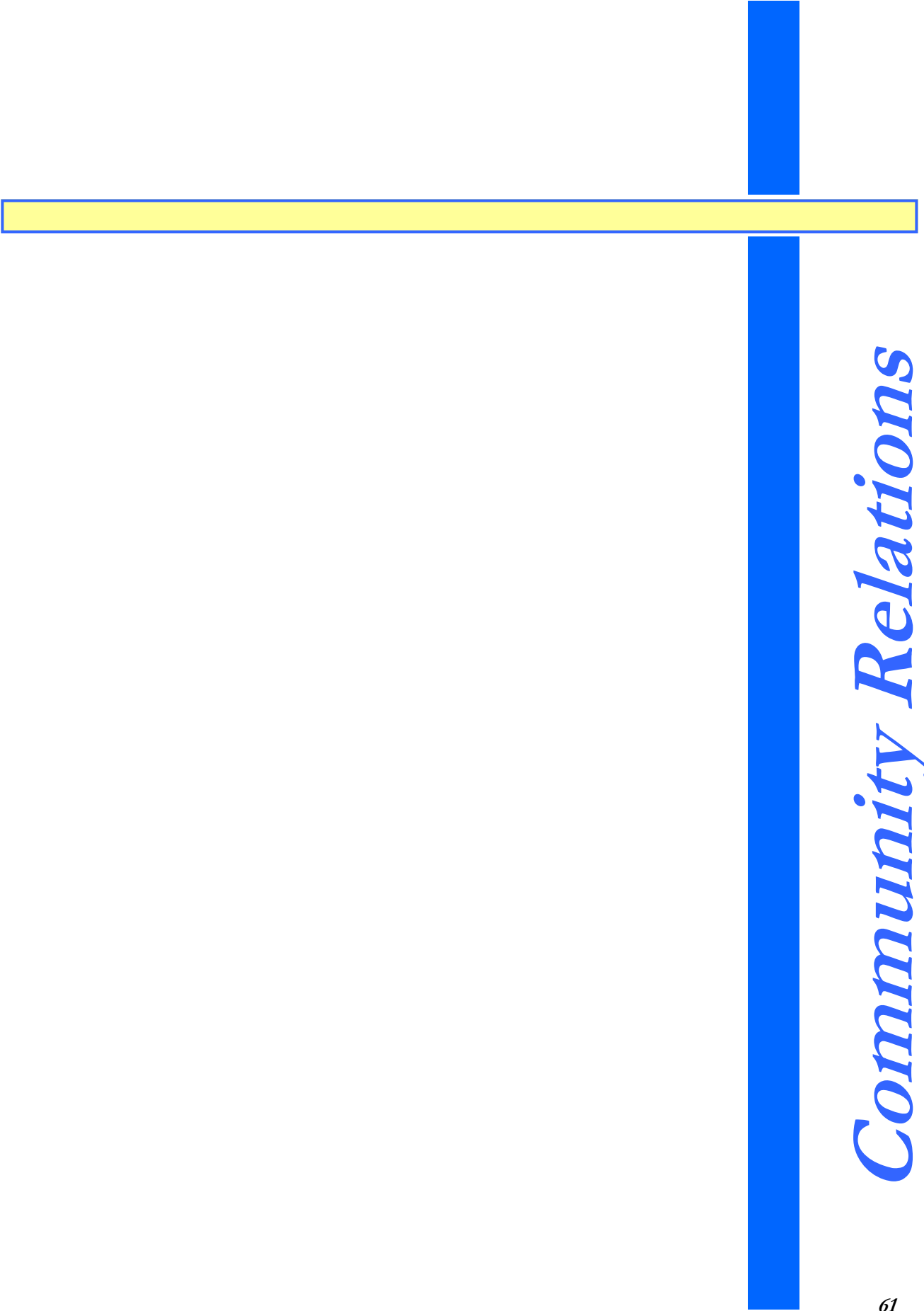
Race and Gender Demographics - Senior Management Service As of June 30, 2008

As part of the reporting requirements specified in Section 110.112(2)(d), Florida Statutes, the table below provides a snapshot of the representation of minorities and females in the Senior Management Service by agency at the end of the fiscal year.

| Agency | White | | Black | | Hispanic | | Other ¹ | | Total |
|--------------------------------------|--------------|--------------|-------------|-------------|-------------|-------------|--------------------|-------------|------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | |
| Agency for Health Care Admin. | 22.2% | 55.6% | - | - | - | - | 22.2% | - | 9 |
| Agency for Persons with Disabilities | 66.7% | 33.3% | - | - | - | - | - | - | 6 |
| Agency for Workforce Innovation | 30.8% | 46.2% | 15.4% | - | - | - | - | 7.7% | 13 |
| Agriculture and Consumer Services | 70.0% | 26.7% | - | - | 3.3% | - | - | - | 30 |
| Business and Professional Regulation | 75.0% | 12.5% | 6.3% | 6.3% | - | - | - | - | 16 |
| Children and Families | 50.0% | 38.2% | 2.9% | 2.9% | - | 2.9% | 2.9% | - | 34 |
| Citrus | 66.7% | 33.3% | - | - | - | - | - | - | 3 |
| Community Affairs | 62.5% | 25.0% | - | - | 12.5% | - | - | - | 8 |
| Corrections | 48.0% | 28.0% | 16.0% | 8.0% | - | - | - | - | 25 |
| Division of Administrative Hearings | 100.0% | - | - | - | - | - | - | - | 1 |
| Education | 41.4% | 48.3% | 6.9% | - | - | - | - | 3.4% | 29 |
| Elder Affairs | 25.0% | 62.5% | - | - | - | - | 12.5% | - | 8 |
| Environmental Protection | 48.1% | 40.7% | 3.7% | 3.7% | 3.7% | - | - | - | 27 |
| Financial Services | 51.4% | 40.5% | 5.4% | - | 2.7% | - | - | - | 37 |
| Fish and Wildlife Cons. Commission | 72.7% | 22.7% | - | - | 4.5% | - | - | - | 22 |
| Health | 37.2% | 44.9% | 3.8% | 3.8% | 1.3% | 3.8% | 2.6% | 2.6% | 78 |
| Highway Safety and Motor Vehicles | 30.0% | 60.0% | 10.0% | - | - | - | - | - | 10 |
| Juvenile Justice | 34.8% | 34.8% | 17.4% | 8.7% | - | - | 4.3% | - | 23 |
| Law Enforcement | 70.0% | 20.0% | 5.0% | - | 5.0% | - | - | - | 20 |
| Legal Affairs | 52.4% | 38.1% | 4.8% | - | - | 4.8% | - | - | 21 |
| Management Services | 50.0% | 33.3% | 11.1% | - | - | - | - | 5.6% | 18 |
| Military Affairs ² | 100.0% | - | - | - | - | - | - | - | 6 |
| Office of the Governor ² | 45.7% | 34.3% | - | - | 8.6% | 2.9% | 5.7% | 2.9% | 35 |
| Parole Commission | 50.0% | 50.0% | - | - | - | - | - | - | 4 |
| Public Service Commission | 66.7% | 22.2% | - | 11.1% | - | - | - | - | 9 |
| Revenue | 61.5% | 30.8% | - | - | - | 7.7% | - | - | 13 |
| State | 46.2% | 46.2% | - | - | - | 7.7% | - | - | 13 |
| Transportation | 59.2% | 30.6% | 2.0% | 2.0% | 4.1% | - | - | 2.0% | 49 |
| Veterans' Affairs | 90.0% | 10.0% | - | - | - | - | - | - | 10 |
| Total Employees | 298 | 205 | 26 | 12 | 12 | 8 | 9 | 7 | 577 |
| % of Total Employees | 51.6% | 35.5% | 4.5% | 2.1% | 2.1% | 1.4% | 1.6% | 1.2% | - |

¹ "Other" includes Asian, Native Americans/Alaskan Natives, Native Hawaiians/Other Pacific Islanders, Balance (two or more races) or Unknown.

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



Community Relations

Community Relations Overview

A number of state employees contribute to their communities in the form of donations or volunteering their time for community service projects during work hours and outside of work hours.

Rule 60L-34.0071(3)(i), Florida Administrative Code, provides agency employees with the ability to participate in community service activities up to a maximum of five paid hours per calendar month. Community service activities may include, but not be limited to, mentoring, tutoring, guest speaking in a school, Guardian Ad Litem, Big Brother/Big Sister, Senior Corps, Adult Literacy, Meals on Wheels or any related service program that meets the needs of children, elder or human needs.

In addition, Section 110.181, Florida Statutes, provides employees with an opportunity to participate in an annual fundraiser drive for the Florida State Charitable Campaign (FSECC). The FSECC is the only authorized fundraising activity for state employees within the work place and during work hours.

The following observations regarding the State Personnel System's community relations can be made from an analysis of information in this section:

- For fiscal year 2007/2008, the employees at the Departments of Health, Corrections, Revenue, and Transportation recorded the highest number of volunteer hours.
- As of June 30, 2008, the unpaid volunteer hours accounted for 50.5% of the total volunteer hours recorded.
- Over the past five years, the average dollar amount contributed in total to the FSECC by employees in the SPS was \$4,864,760.
- Employees contributed \$4,876,027 to the FSECC for 2007.
- Approximately \$47 per employee was contributed to the FSECC in 2007.

Volunteer Hours As of June 30, 2008

The number of work hours an employee spends volunteering in a community service activity may be tracked on the employee's timesheet as administrative leave. Some employees may also use the timesheet to capture their personal time (unpaid hours) spent on community service activities; however, this is not a requirement. Therefore, the hours may not reflect a true representation of the total time employees actually volunteer.

NUMBER OF VOLUNTEER HOURS BY AGENCY

| Agency | Administrative Leave (paid) | Personal Time (unpaid) | Total Hours |
|--|-----------------------------|------------------------|------------------|
| Agency for Health Care Administration | 900.50 | 1,037.00 | 1,937.50 |
| Agency for Persons with Disabilities | 189.00 | 16.00 | 205.00 |
| Agency for Workforce Innovation | 289.25 | - | 289.25 |
| Agriculture and Consumer Services | 315.25 | 27.25 | 342.50 |
| Business and Professional Regulation | 371.75 | 538.50 | 910.25 |
| Children and Families | 798.25 | 192.25 | 990.50 |
| Citrus | - | - | - |
| Community Affairs | 67.00 | - | 67.00 |
| Corrections | 4,350.75 | 1,542.00 | 5,892.75 |
| Division of Administrative Hearings | 35.00 | 44.00 | 79.00 |
| Education | 856.25 | 705.25 | 1,561.50 |
| Elder Affairs | 21.50 | - | 21.50 |
| Environmental Protection | 1,005.25 | 1,330.50 | 2,335.75 |
| Financial Services | 980.50 | 20.50 | 1,001.00 |
| Fish and Wildlife Conservation Commission | 262.25 | 1,443.25 | 1,705.50 |
| Health | 2,100.75 | 5,327.00 | 7,427.75 |
| Highway Safety and Motor Vehicles | 489.75 | 20.50 | 510.25 |
| Juvenile Justice | 266.00 | 2,480.00 | 2,746.00 |
| Law Enforcement | 580.25 | 203.25 | 783.50 |
| Legal Affairs | 251.75 | - | 251.75 |
| Management Services | 223.00 | 110.00 | 333.00 |
| Military Affairs ¹ | - | - | - |
| Office of the Governor ¹ | 22.00 | 13.00 | 35.00 |
| Parole Commission | 54.75 | 354.00 | 408.75 |
| Public Service Commission | 273.50 | 89.50 | 363.00 |
| Revenue | 5,243.00 | 5,149.50 | 10,392.50 |
| School for the Deaf and the Blind ¹ | 1.00 | - | 1.00 |
| State | 114.00 | 110.50 | 224.50 |
| Transportation | 2,755.75 | 2,797.75 | 5,553.50 |
| Veterans' Affairs | 90.50 | 37.00 | 127.50 |
| Total Hours | 23,118.00 | 23,589.50 | 46,707.50 |

The dollar equivalent of the administrative leave hours contributed by employees to the community in fiscal year 2007/2008 was \$431,613.06.²

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

² This amount was based on the average hourly rate of \$18.67 for employees in the State Personnel System (\$38,839/2080 hours) as depicted in the Workforce Profile table in the report.

Florida State Employees' Charitable Campaign Contributions Raised¹ for Calendar Year 2007

The Florida State Employees' Charitable Campaign (FSECC) is the only authorized solicitation of state employees allowed at the workplace. The Department of Management Services administers the program through the governor and cabinet appointed Florida State Employees' Charitable Campaign Steering Committee. The United Way of Florida is contracted to manage the campaign and serves as the fiscal agent to collect and distribute the funds.

The combined campaign provides an organized and effective method by which state employees can donate to charities of their choice, either through payroll deduction or a one-time gift. Charitable organizations are reviewed and screened by the steering committee to ensure they meet the eligibility requirements presented in Section 110.181, Florida Statutes.

| Fiscal Agent Area | 2003 | 2004 | 2005 | 2006 | 2007 | 2006-2007 % Change |
|------------------------------------|--------------------|--------------------------------|----------------------|--------------------------------|--------------------|-----------------------|
| Big Bend | 2,255,401 | 2,232,069 | 2,431,613 | 2,403,712 | 2,370,371 | -1.4% |
| Brevard | 62,250 | 69,287 | 76,595 | 55,020 | 54,248 | -1.4% |
| Broward | 170,542 | 181,112 | 215,686 | 228,953 | 258,845 | 13.1% |
| Central Florida | 145,636 | 124,009 | 111,271 | 106,515 | 106,234 | -0.3% |
| Citrus | - | - | 5,774 | 10,839 | 9,299 | -14.2% |
| Collier | 12,884 | 12,548 | 12,777 | 21,025 | 15,181 | -27.8% |
| Escambia | 91,338 | 91,428 | 88,218 | 99,654 | 90,254 | -9.4% |
| Heart of Florida | 352,287 | 325,733 | 368,584 ² | 377,538 | 293,752 | -22.2% |
| Hernando | 8,495 | 9,557 | 7,792 | 7,614 | 7,420 | -2.5% |
| Indian River | 14,092 | 14,583 | 13,767 | 13,244 | 13,067 | -1.3% |
| Lake/Sumter | 30,722 | 28,004 | 26,078 | 37,106 | 61,944 | 66.9% |
| Lee | 85,531 | 90,104 | 79,318 | 84,398 | 92,917 | 10.1% |
| Marion | 40,410 | 36,414 | 37,314 | 36,367 | 34,622 | -4.8% |
| Martin | 15,263 | 15,145 | 12,846 | 13,928 | 12,669 | -9.0% |
| Miami-Dade | 201,655 | 168,035 | 163,235 | 159,379 | 168,687 | 5.8% |
| Monroe | 15,524 | 11,342 | 13,494 | 19,809 | 22,771 | 15.0% |
| North Central Florida ³ | 156,496 | 161,284 | 167,968 | 158,055 | 163,593 | 3.5% |
| Northeast Florida | 212,396 | 197,867 | 249,952 | 262,405 | 246,921 | -5.9% |
| Northwest Florida | 136,101 | 173,728 | 161,938 | 173,488 | 181,411 | 4.6% |
| Okaloosa/Walton | 43,145 | 38,327 | 41,205 | 48,336 | 42,071 | -13.0% |
| Okeechobee | 5,168 | 3,755 | 2,108 | 6,556 | 3,838 | -41.5% |
| Palm Beach | 101,325 | 97,400 | 104,632 | 112,095 | 114,811 | 2.4% |
| Pasco | 15,359 | 11,802 | 12,330 | 14,999 | 13,327 | -11.1% |
| Santa Rosa | 21,968 | 18,816 | 20,013 | 25,458 | 23,981 | -5.8% |
| Sarasota ⁴ | 36,650 | 41,998 | 34,055 | 31,993 | 30,926 | -3.3% |
| St. Lucie | 43,234 | 35,439 | 57,887 | 57,155 | 53,299 | -6.7% |
| Suwannee Valley | 57,325 | 63,342 | 79,393 | 70,714 | 65,170 | -7.8% |
| Tampa Bay | 498,546 | 250,303 | 267,280 | 226,422 | 219,712 | -3.0% |
| Volusia/Flagler | 93,878 | 74,009 | 100,224 | 109,756 | 104,686 | -4.6% |
| Total | \$4,934,452 | \$4,577,441⁵ | \$4,963,346 | \$4,972,533⁶ | \$4,876,027 | -1.9% |

¹ Provided by United Way of Florida.

² Estimated amount.

³ Alachua County was deleted because it is included in the amount reported by United Way of North Central Florida.

⁴ Manatee County was deleted because it is included in the amount reported by United Way of Sarasota County.

⁵ Decreased due in part to University of South Florida no longer participating in the FSECC.

⁶ Estimated amounts reported for 2006 in the 2006-2007 Annual Workforce Report have been adjusted to reflect actual amounts raised.

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

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