

State of Florida

Annual Workforce Report

Calendar Year 1997



DEPARTMENT OF MANAGEMENT
SERVICES

Human Resource Management

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Introduction

The Department of Management Services, Human Resource Management Program (HRM), is pleased to present the fifth Annual Workforce Report. The report profiles Florida's state government employees paid from the Career Service (CS), Senior Management Service (SMS), and Selected Exempt Service (SES) pay plans, which account for 75 percent (or 125,668) of the 168,102 state government workforce. Employees in these pay plans make up the State Personnel System. Information is organized by topic and includes data on:

- the three pay plan profiles;
- gender and minority representation;
- employee mobility and turnover;
- Other Personal Service data;
- salary comparisons and distribution;
- leave accumulation and usage;
- collective bargaining participation;
- meritorious award data; and
- telecommuting program data.

The report was first produced in 1994 to respond to requests from senior state executives, the Legislature, and citizens for standardized state workforce data. The purpose of the report is to provide fact-based data that can be turned into useful information for human resource planning and decision making by our customer agencies and others. This year, HRM has compiled additional tables and charts to begin transitioning into the provision of annual trend analyses. This information accompanies other enhancements made to the 1997 workforce data.

Compilation of this data over the last five years has enabled HRM to present trend analyses on selected data. This data includes gender and minority representation changes, critical turnover rates, salary distribution trends, and leave usage. Below are general observations of data collected from the report's inception.

- Limited progress has been made on increasing the representation of females and minorities in the SES and SMS pay plans.
 - Although the State's female workforce under the SMS pay plan has increased by 6 percent since 1993, they are still underrepresented by 10 percent, based on the available labor market (ALM) of female workers. Similarly, females are underrepresented in the SES pay plan by 8 percent, compared to the ALM. Females are overrepresented by 10 percent in the lowest paying of the three plans, Career Service.
 - Although slightly more minorities are employed under the Career Service pay plan (9%) and SES pay plan (3%) than listed in the ALM, they are underrepresented by 4 percent in the highest paying plan, Senior Management Service.

Representation among these two groups is lowest for females in the SMS pay plan. This could account for the rise in hiring females into SMS positions since 1993 (6% increase).

-
- For the past five years, at least 20 job classes have experienced a turnover rate above 20 percent. Six job classes have remained above 20 percent over the same time frame. The data indicates that once a job class reaches a turnover rate of 20 percent, two years must pass before the rate drops below this rate. Most of these classes reflect positions in the human services and health care fields.
 - Compared to the other southeastern states, Florida's Career Service workforce received the third highest percent increase in salary from 1993 to 1997. This increase places Florida's Career Service employees at the median salary (or seventh highest) of the 14 southeastern states for 1997.
 - Since 1992, average yearly annual leave accumulated has remained around 13 days and average yearly sick leave accumulated has stayed at approximately 11 days. Usage rates varied from 11 to 13 days for annual leave and 8 to 9 days for sick leave. These stable figures indicate expected trends of annual and sick leave.

Each year HRM will continue to add to this analysis, as well as, make other improvements to the report, with the purpose of guiding better human resource management decisions and actions.

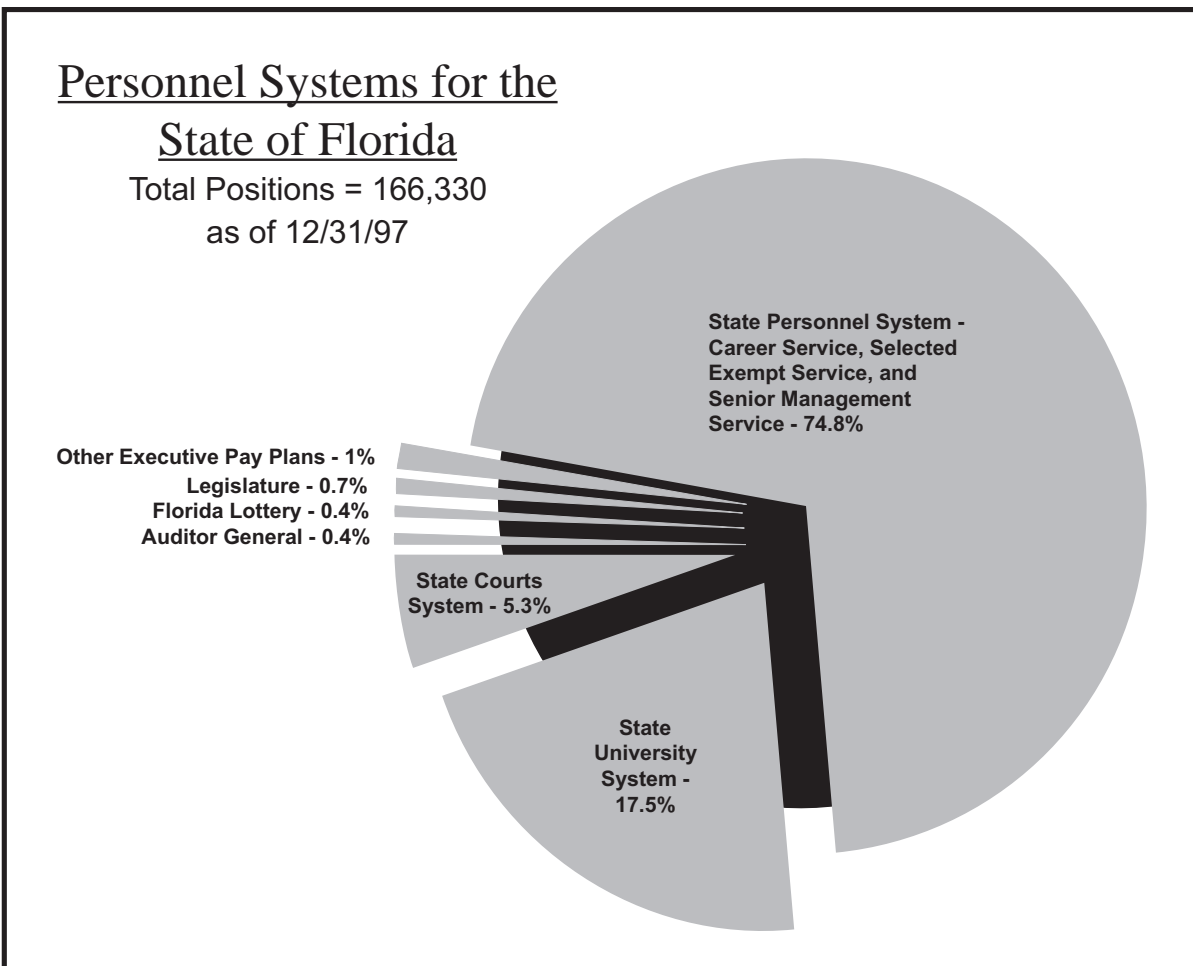


THE STATE OF FLORIDA PERSONNEL SYSTEM

State employees in Florida are under six different personnel systems, with the "State Personnel System", comprised of the Career Service, Selected Exempt Service and Senior Management Service, making up the largest component. Administrative oversight of this State Personnel System is the responsibility of the Workforce Program's Human Resource Management (HRM).

Most state jobs in the State Personnel System are in the Career Service. Policy-making positions and those in upper management are in the Senior Management Service (SMS) and middle management and professional positions, such as doctors and lawyers, are in the Selected Exempt Service (SES). Department of Management Services, Human Resource Management, is responsible for the design, implementation, and maintenance of the classification and pay plans of the State Personnel System.

The Personnel System must have the means to recruit, select, train, develop, and maintain an efficient, effective, and responsible workforce. Knowledge of the State's workforce composition assists Human Resource Management in becoming more proactive in providing services to customers and meeting agencies' human resource needs. Through analyses of our workforce profile, we can recognize the needs and trends which may have an impact on management decisions, program priorities, and planning.



POSITIONS BY SYSTEM AND PAY PLAN

SYSTEM & PAY PLAN	AUTHORIZED POSITIONS				
	1993	1994	1995	1996	1997
State Personnel System					
Career Service	112,680	118,308	119,933	120,652	121,650
Selected Exempt Service	2,968	3,146	3,327	3,502	3,514
Senior Management Service	422	449	469	503	504
	116,070	121,903	123,729	124,657	125,668
State University System					
University Support Personnel	17,671	15,379	15,403	15,347	15,108
General Faculty	12,669	11,026	12,651	12,847	10,385
Administration & Professional Regular	3,453	3,022	3,281	3,583	3,956
Administration & Professor Executive Svc.	46	48	46	47	47
	33,839	29,475	31,381	31,824	29,496¹
State Courts System					
State Attorney	4,206	4,343	4,541	4,723	4,708
Public Defender	2,002	2,082	2,179	2,274	2,138
Courts	1,399	1,463	1,619	1,698	1,727
Courts with SMS Benefits	57	56	55	56	57
State Attorney with SMS Benefits	53	54	54	52	54
Public Defender with SMS benefits	55	62	61	63	64
Capital Collateral Representative	43	52	52	73	60
Justice Administration Commission	30	30	30	30	84
	7,845	8,141	8,591	8,969	8,892
Auditor General					
Office of the Auditor General	710	549	589	616	619
	710	549	589	616	619
Legislature					
Legislative Pay Plan	1,733	1,303	1,204	1,193	1,153
	1,733	1,303²	1,204²	1,193²	1,153²
Florida Lottery					
Non-Managerial (Lottery)	721	717	714	717	652
Managerial (Lottery)	18	20	23	21	22
	739	737	737	738	674
Other Executive Pay Plans					
Instructional (CESA) ³	254	264	279	0	n/a
Administrative and Professional (CESA) ³	6	30	29	1	n/a
Classified (CESA) ³	12	12	30	0	n/a
Managerial (CESA) ³	12	12	8	0	n/a
Fixed Salary-Elected and Appointed	951	964	875	885	1,097
Exempt (Governor's Office)	212	223	212	250	225
School for the Deaf and the Blind	194	199	204	207	213
Other Exempt - Fixed Annual Salary	62	82	76	74	65
	1,703	1,786	1,713	1,417	1,600
TOTAL	162,639	163,893	167,942	169,414	168,102

¹ Position FTE.

² Excludes Other Personal Service employees, interns and legislators.

³ Correctional Education School Authority (CESA) moved to Department of Corrections.



POSITIONS BY AGENCY

Career Service, Selected Exempt Service and Senior Management Service
as of 12/31/97

AGENCY NAME	AUTHORIZED POSITIONS	NO. OF EMPLOYEES	% OF TOTAL EMPLOYEES	VACANCIES	
				NO. ¹	% OF AUTHORIZED
Agency for Health Care Admin.	1,780	1,675	1.5%	117	7%
Agriculture & Consumer Services	3,493	3,105	2.7%	403	12%
Banking & Finance	894	813	0.7%	86	10%
Business & Professional Regulation	1,709	1,588	1.4%	131	8%
Children & Families ²	26,378	24,365	21.1%	2,181	8%
Citrus	160	148	0.1%	12	8%
Commerce ³	145	0	0.0%	145	100%
Community Affairs	510	460	0.4%	51	10%
Corrections	29,276	26,827	23.3%	2,553	9%
Education	929	839	0.7%	94	10%
<i>School for the Deaf & the Blind*</i>	423	419	0.4%	13	3%
Elder Affairs	330	314	0.3%	19	6%
Environmental Protection	4,278	4,059	3.5%	233	5%
Game & Fresh Water Fish Com.	955	881	0.8%	75	8%
Health ²	13,267	11,692	10.1%	1,643	12%
Highway Safety & Motor Vehicles	4,976	4,704	4.1%	297	6%
Insurance	1,449	1,343	1.2%	112	8%
Juvenile Justice	4,942	4,526	3.9%	431	9%
Labor & Employment Security	7,586	6,796	5.9%	810	11%
Law Enforcement	1,540	1,496	1.3%	57	4%
Legal Affairs	929	847	0.7%	83	9%
Management Services ⁴	1,657	1,422	1.2%	237	14%
<i>Administrative Hearings</i>	66	66	0.1%	0	0%
<i>Retirement</i>	248	228	0.2%	20	8%
Military Affairs*	196	170	0.1%	26	13%
Office of the Governor*	63	59	0.1%	4	6%
Parole Commission	161	150	0.1%	11	7%
Public Service Commission	376	359	0.3%	18	5%
Revenue	5,437	5,161	4.5%	310	6%
State	732	664	0.6%	73	10%
<i>Ringling Museum</i>	60	59	0.1%	1	2%
Transportation	10,451	9,842	8.5%	665	6%
Veterans' Affairs	272	250	0.2%	23	8%
TOTAL	125,668	115,327	100%	10,934	9%

¹ This figure may not reflect the difference between authorized positions and number of employees since more than one employee can fill one authorized position. Numbers are rounded.

² Created from the Department of Health and Rehabilitative Services as of 7/1/97.

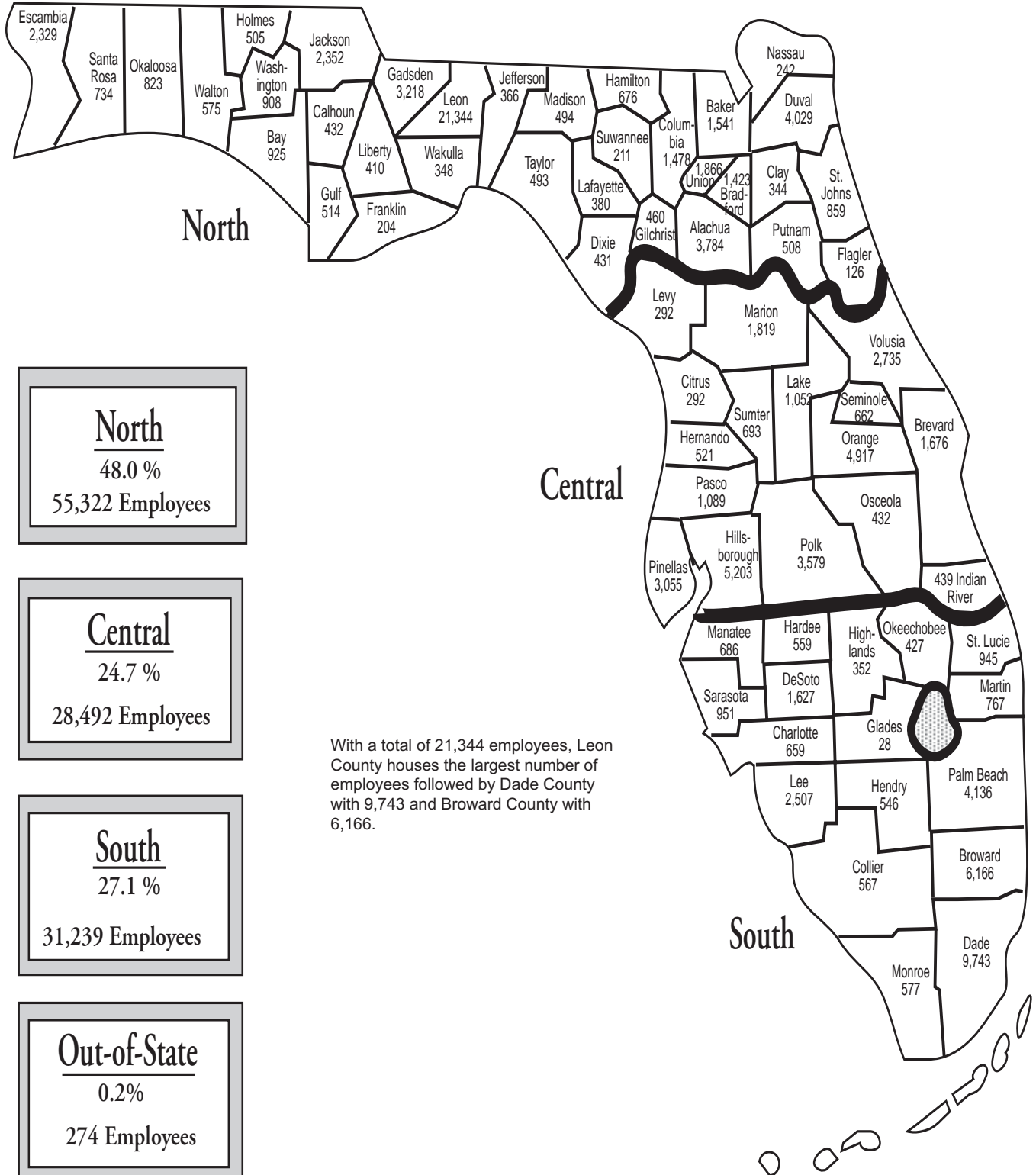
³ Abolished as of 12/31/96.

⁴ Includes data for the Division of State Group Insurance.

* These agencies have employees in other pay plans which are not reflected in this table.

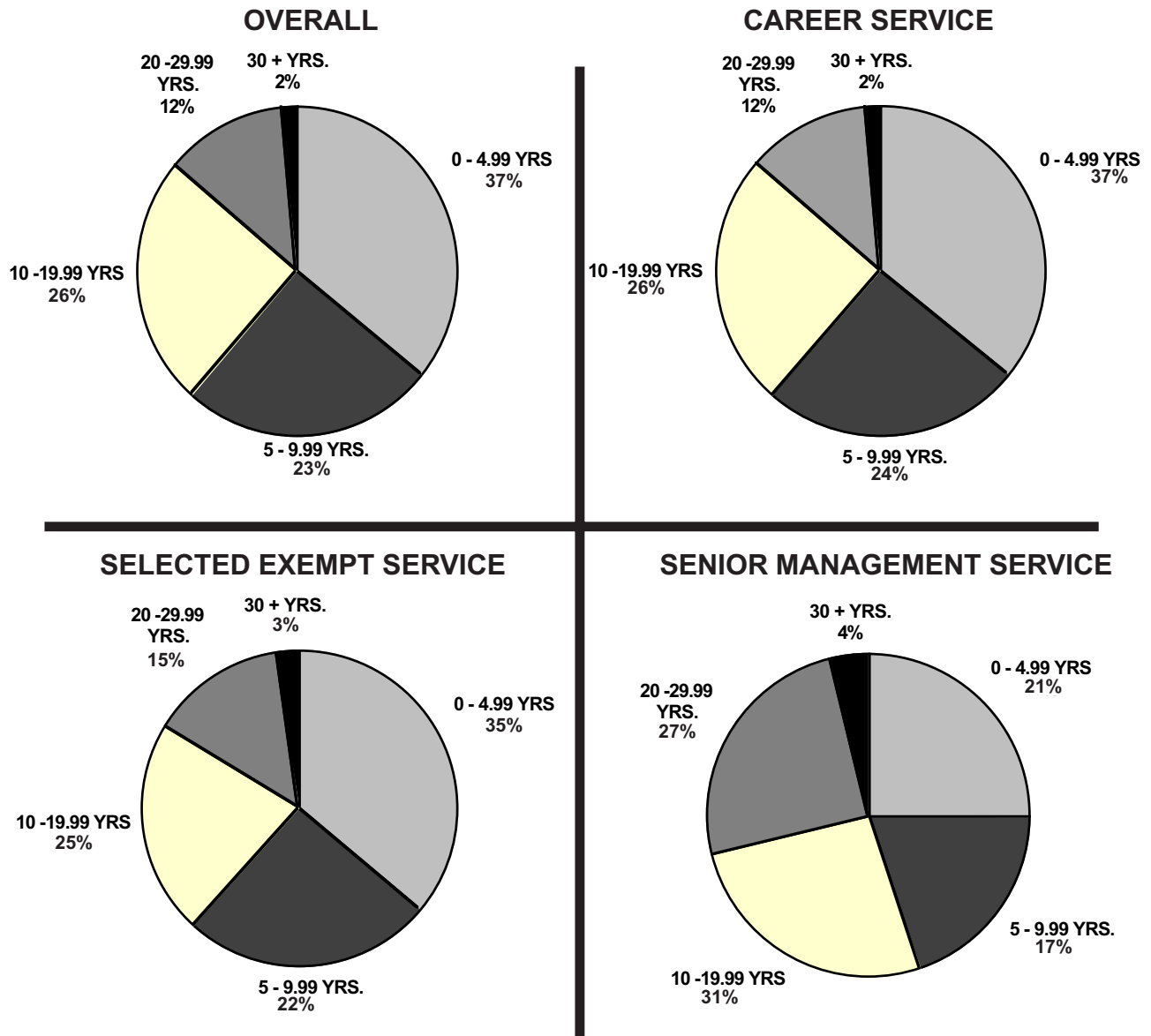
EMPLOYEES BY REGION

Career Service, Selected Exempt Service and Senior Management Service
as of 12/31/97



CREDITABLE SERVICE*

Career Service, Selected Exempt Service and Senior Management Service
as of 12/31/97



CREDITABLE SERVICE								
YEARS OF SERVICE	OVERALL		CAREER SERVICE		SELECTED EXEMPT SERVICE		SENIOR MANAGEMENT SERVICE	
	#	%	#	%	#	%	#	%
0 - 4.99 years	42,286	37 %	41,038	37 %	1,146	35 %	102	21 %
5 - 9.99 years	26,977	23 %	26,176	24 %	719	22 %	82	17 %
10 - 19.99 years	29,625	26 %	28,672	26 %	803	25 %	150	31 %
20 - 29.99 years	14,405	12 %	13,789	12 %	484	15 %	132	27 %
30 + years	2,034	2 %	1,930	2 %	83	3 %	21	4 %
TOTAL	115,327	100 %	111,605	100 %	3,235	100 %	487	100 %

* Creditable Service includes all service with the state regardless of any breaks in service.

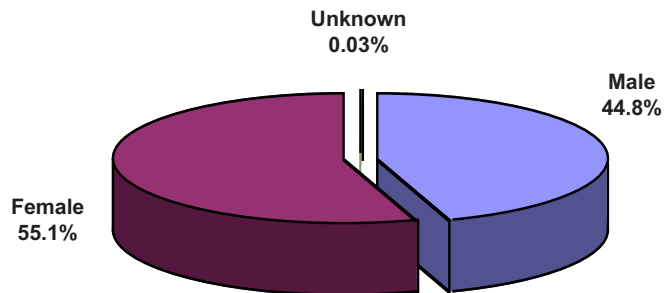
OVERALL WORKFORCE PROFILE

Career Service, Selected Exempt Service and Senior Management Service
as of 12/31/97

Overall Workforce Profile	TOTAL POSITIONS	125,668		The "Average" Employee: <ul style="list-style-type: none"> • is 43 years old. • has 9.8 years of service. • earns \$27,269 annually.
	TOTAL EMPLOYEES	115,327	100%	
	MALE	51,717	45%	
	FEMALE	63,578	55%	
	ETHNIC MINORITY¹	41,178	36%	

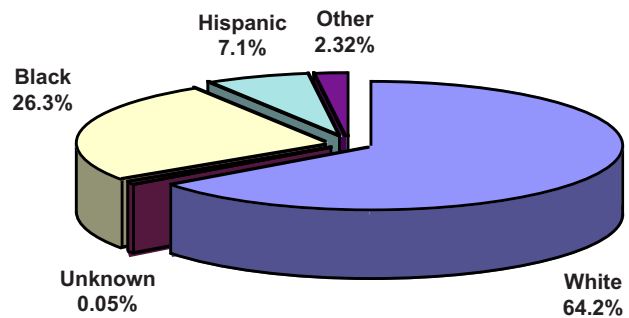
Male/Female Ratio

	Number	Percent	Average Salary
Male	51,717	44.84%	\$30,161
Female	63,578	55.13%	\$24,919
Unknown ²	32	0.03%	\$22,306

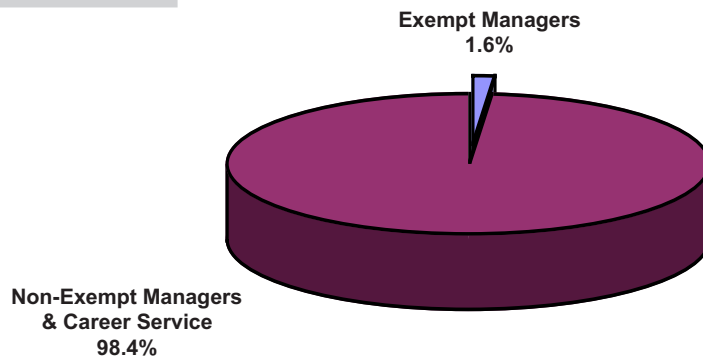


Ethnic Diversity

	Number	Percent	Average Salary
White	74,089	64.24%	\$28,913
Black	30,329	26.30%	\$23,309
Hispanic	8,145	7.06%	\$25,746
Other	2,704	2.34%	\$31,337
Unknown ²	60	0.05%	\$22,424



Management Ratio



¹ Ethnic Minority consists of employees having declared themselves as Black, Hispanic, Asian/Pacific Islander, Native American/Alaskan Native or Other.
² Unknown category due to failure to report gender and/or race.



CAREER SERVICE PROFILE

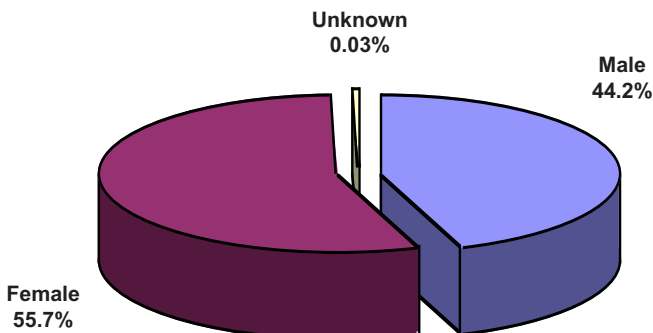
as of 12/31/97

Career Service	TOTAL POSITIONS	121,650	
	TOTAL EMPLOYEES	111,605	100%
	MALE	49,360	44%
	FEMALE	62,214	56%
	ETHNIC MINORITY ¹	40,432	36%

The "Average" Employee:

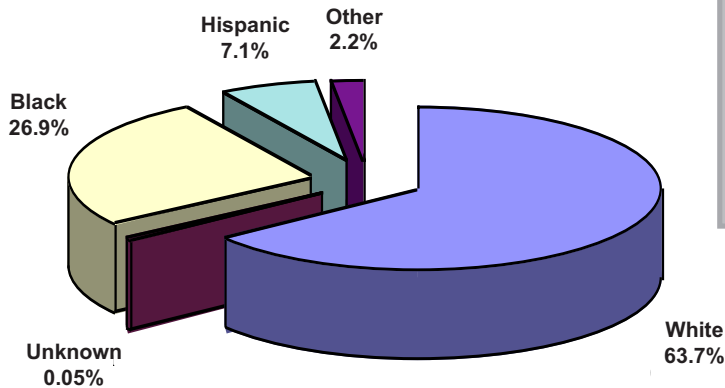
- is 43 years old.
- has 9.8 years of service.
- earns \$26,078 annually.

Male/Female Ratio



	Number	Percent	Average Salary
Male	49,360	44.23%	\$28,375
Female	62,214	55.74%	\$24,256
Unknown ²	31	0.03%	\$22,122

Ethnic Diversity



	Number	Percent	Average Salary
White	71,114	63.72%	\$27,532
Black	30,010	26.89%	\$22,954
Hispanic	7,917	7.09%	\$24,487
Other	2,505	2.24%	\$27,332
Unknown ²	59	0.05%	\$22,330

¹ Ethnic Minority consists of employees having declared themselves as Black, Hispanic, Asian/Pacific Islander, Native American/Alaskan Native or Other.
² Unknown category due to failure to report gender and/or race.

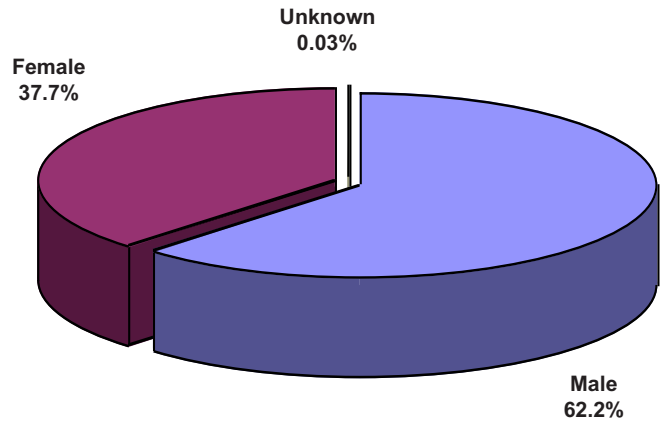
SELECTED EXEMPT SERVICE PROFILE

as of 12/31/97

Selected Exempt Service	TOTAL POSITIONS	3,514		The "Average" Employee: <ul style="list-style-type: none"> • is 47 years old. • has 10.5 years of service. • earns \$60,125 annually.
	TOTAL EMPLOYEES	3,235	100%	
	MALE	2,013	62%	
	FEMALE	1,221	38%	
	ETHNIC MINORITY ¹	681	21%	

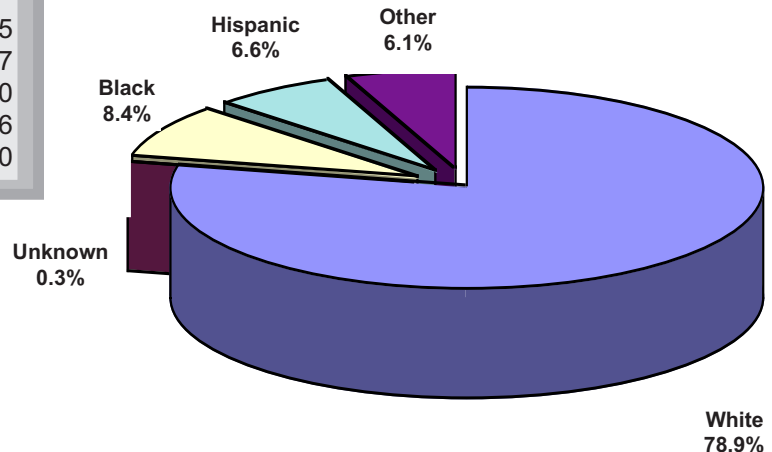
Male/Female Ratio

	Number	Percent	Average Salary
Male	2,013	62.23%	\$64,816
Female	1,221	37.74%	\$52,416
Unknown ²	1	0.03%	\$28,000



Ethnic Diversity

	Number	Percent	Average Salary
White	2,553	78.92%	\$58,605
Black	272	8.41%	\$52,427
Hispanic	213	6.58%	\$68,600
Other	196	6.06%	\$81,556
Unknown ²	1	0.03%	\$28,000



¹ Ethnic Minority consists of employees having declared themselves as Black, Hispanic, Asian/Pacific Islander, Native American/Alaskan Native or Other.

² Unknown category due to failure to report gender and/or race.



SENIOR MANAGEMENT SERVICE PROFILE

as of 12/31/97

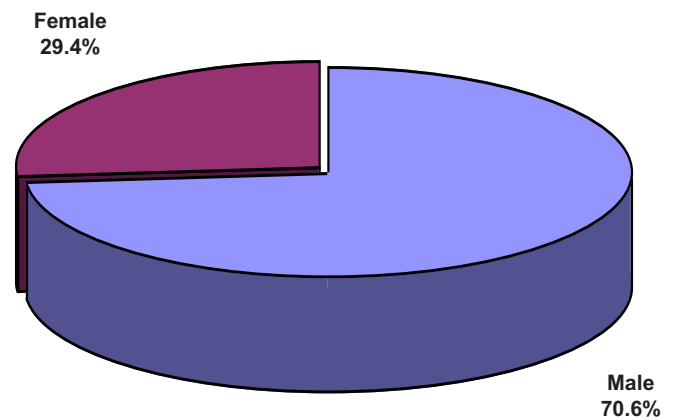
Senior Management Service	TOTAL POSITIONS	504	
	TOTAL EMPLOYEES	487	100%
	MALE	344	71%
	FEMALE	143	29%
	ETHNIC MINORITY ¹	65	13%

The "Average" Employee:

- is 49 years old.
- has 14.7 years of service.
- earns \$82,073 annually.

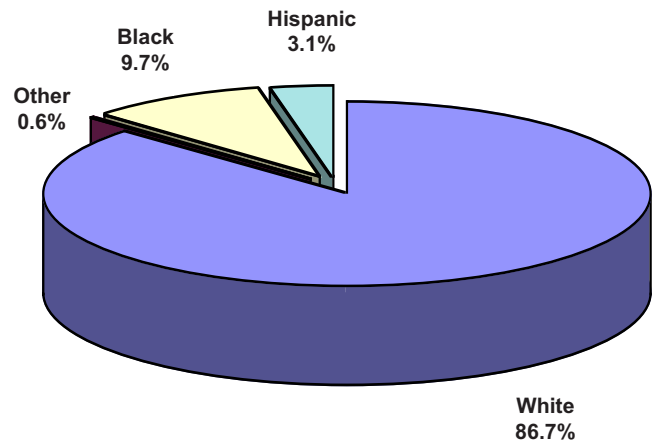
Male/Female Ratio

	Number	Percent	Average Salary
Male	344	70.64%	\$83,611
Female	143	29.36%	\$78,372



Ethnic Diversity

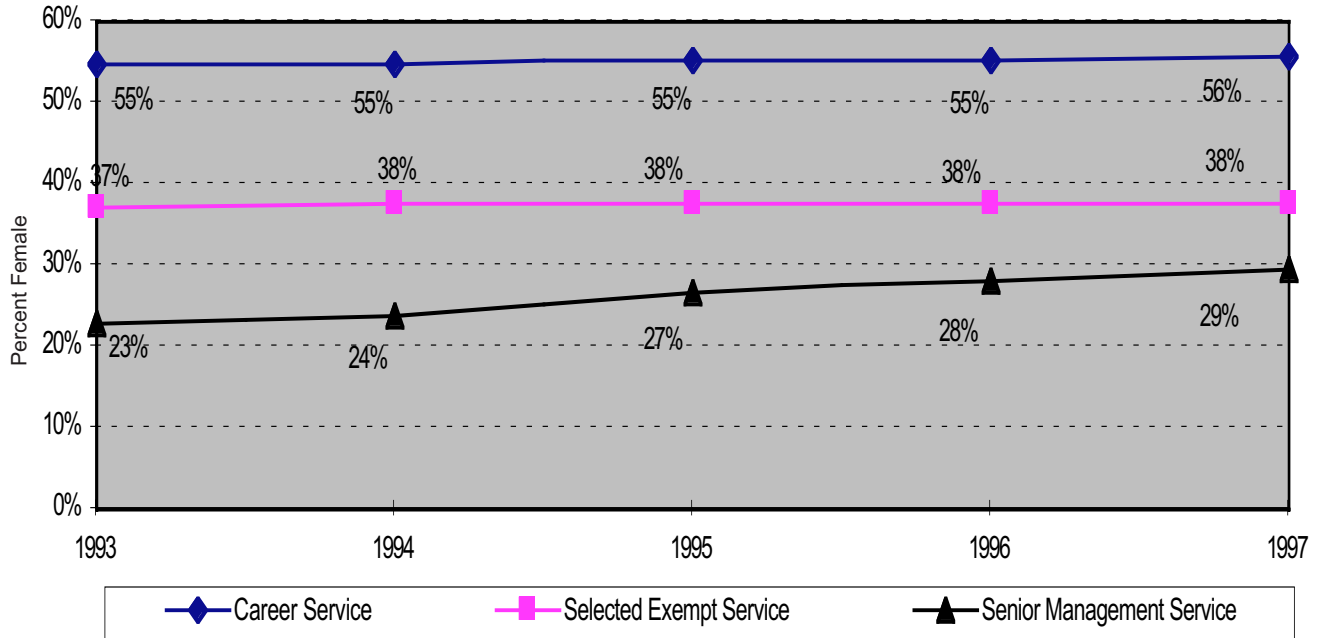
	Number	Percent	Average Salary
White	422	86.65%	\$82,052
Black	47	9.65%	\$81,602
Hispanic	15	3.08%	\$81,555
Other	3	0.62%	\$94,852



¹ Ethnic Minority consists of employees having declared themselves as Black, Hispanic, Asian/Pacific Islander, Native American/Alaskan Native or Other.

GENDER REPRESENTATION

FEMALE REPRESENTATION BY PAY PLAN



REPRESENTATION BY PAY PLAN AS COMPARED TO THE AVAILABLE LABOR MARKET (ALM) as of 12/31/97

	Males		Females	
	State	ALM	State	ALM
Career Service	44%	54%	56%	46%
Selected Exempt Service*	62%	54%	38%	46%
Senior Management Service**	71%	61%	29%	39%

Source: Available Labor Market (ALM) statistics derived from the 1990 Census of Population and Housing, Equal Employment Opportunity (EEO) file.

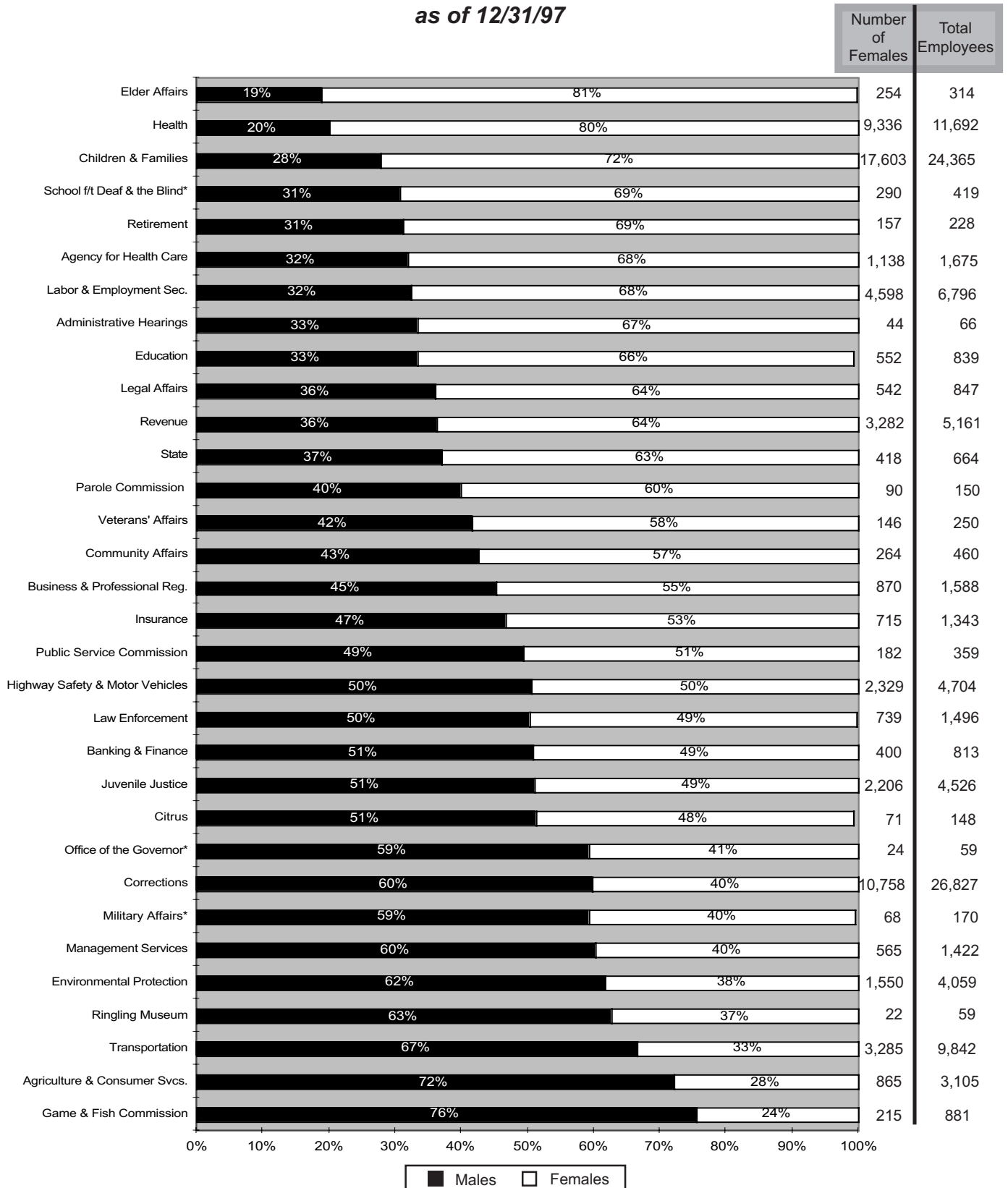
* Available Labor Market figure represents the average of the available number of Males and Females in Officials / Administrators and the Professional job categories.

** Available Labor Market figure represents the number of Males and Females in the Officials/ Administrators job categories.



GENDER REPRESENTATION BY AGENCY

Career Service, Selected Exempt Service and Senior Management Service
as of 12/31/97

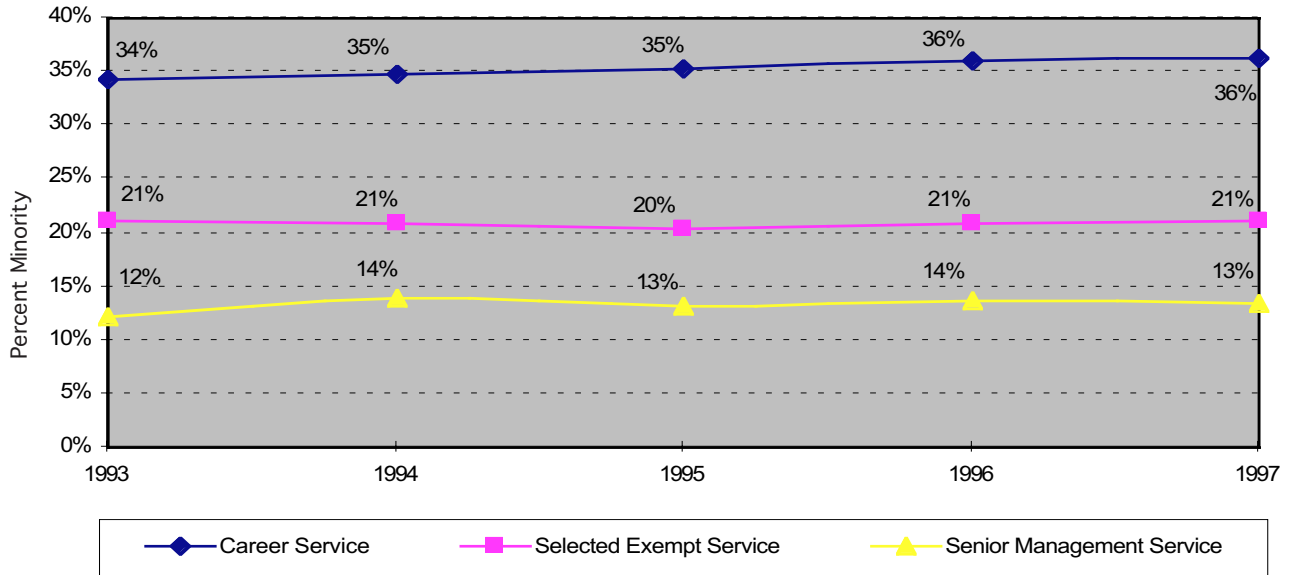


Totals may not equal 100% due to failure to report gender.

* These agencies have employees in other pay plans which are not reflected in this chart.

ETHNIC MINORITY REPRESENTATION

ETHNIC MINORITY REPRESENTATION BY PAY PLAN



REPRESENTATION BY PAY PLAN AS COMPARED TO THE AVAILABLE LABOR MARKET (ALM) as of 12/31/97

	Whites		Minorities	
	State	ALM	State	ALM
Career Service	64%	73%	36%	27%
Selected Exempt Service*	79%	82%	21%	18%
Senior Management Service**	87%	83%	13%	17%

Source: Available Labor Market (ALM) statistics derived from the 1990 Census of Population and Housing, Equal Employment Opportunity (EEO) file.

* Available Labor Market figure represents the average of the available number of Whites and Minorities in Officials / Administrators and the Professional job categories.

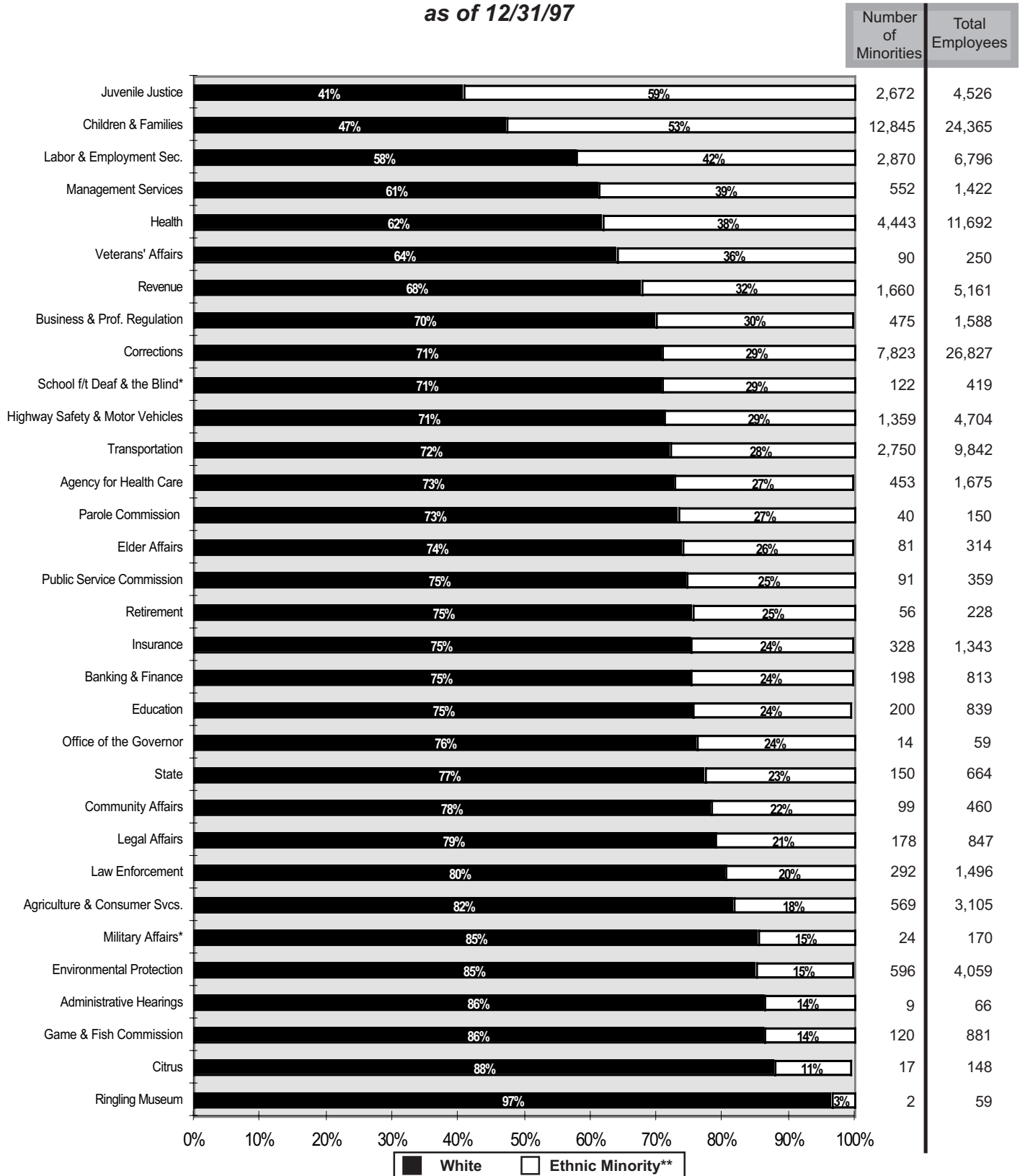
** Available Labor Market figure represents the number of Whites and Minorities in the Officials/ Administrators job categories.

*Ethnic Minority consists of employees having declared themselves as Black, Hispanic, Asian/Pacific Islander, Native American/Alaskan Native or Other.



MINORITY REPRESENTATION BY AGENCY

Career Service, Selected Exempt Service and Senior Management Service
as of 12/31/97



Totals may not equal 100% due to failure to report race.

* These agencies have employees in other pay plans which are not reflected in this chart.

** Ethnic Minority consists of employees having declared themselves as Black, Hispanic, Asian/Pacific Islander, Native American/Alaskan Native or Other.

MINORITY REPRESENTATION BY AGENCY

CAREER SERVICE*

as of 12/31/97

	Sex	White		Black		Hispanic		Other		TOTAL #	%F %M
		#	%	#	%	#	%	#	%		
Agency for Health Care Administration	F	756		251		81		21		1,110	69%
	M	398		40		36		15		490	31%
		1,154	72%	291	18%	117	7%	36	2%	1,601	
Agriculture & Consumer Services	F	622		150		36		31		839	28%
	M	1,826		198		73		68		2,165	72%
		2,448	81%	348	12%	109	4%	99	3%	3,004	
Banking & Finance	F	255		91		12		10		369	50%
	M	283		48		28		8		367	50%
		538	73%	139	19%	40	5%	18	2%	736	
Business & Professional Regulation	F	542		201		67		13		824	56%
	M	477		83		70		22		654	44%
		1,019	69%	284	19%	137	9%	35	2%	1,478	
Children & Families	F	7,597		7,772		1,758		254		17,384	73%
	M	3,581		2,132		644		142		6,500	27%
		11,178	47%	9,904	41%	2,402	10%	396	2%	23,887	
Citrus	F	60		3		1		1		65	53%
	M	45		4		2		6		57	46%
		105	85%	7	6%	3	2%	7	6%	123	
Community Affairs	F	169		56		8		6		239	58%
	M	148		14		3		5		170	42%
		317	78%	70	17%	11	3%	11	3%	409	
Corrections	F	6,795		3,313		418		133		10,663	40%
	M	11,972		2,759		800		265		15,796	60%
		18,767	71%	6,072	23%	1,218	5%	398	2%	26,465	
Education	F	381		131		10		8		530	68%
	M	194		30		9		5		238	31%
		575	74%	161	21%	19	2%	13	2%	774	
<i>School for the Deaf & the Blind</i>	F	189		92		6		3		290	69%
	M	107		16		3		2		128	31%
		296	71%	108	26%	9	2%	5	1%	418	
Elder Affairs	F	171		51		11		6		239	83%
	M	39		5		4		1		49	17%
		210	73%	56	19%	15	5%	7	2%	289	
Environmental Protection	F	1,236		131		52		61		1,482	36%
	M	1,960		116		94		121		2,293	56%
		3,196	85%	247	7%	146	4%	182	5%	3,778	
Game and Fresh Water Fish Commission	F	149		35		6		16		206	24%
	M	573		16		22		24		635	76%
		722	86%	51	6%	28	3%	40	5%	841	
Health	F	5,534		2,620		828		217		9,202	81%
	M	1,474		382		201		76		2,133	19%
		7,008	62%	3,002	26%	1,029	9%	293	3%	11,336	
Highway Safety & Motor Vehicles	F	1,549		576		163		23		2,311	50%
	M	1,744		357		203		29		2,333	50%
		3,293	71%	933	20%	366	8%	52	1%	4,644	
Insurance	F	463		167		31		20		685	31%
	M	442		49		27		20		540	44%
		905	74%	216	18%	58	5%	40	3%	1,225	

* Totals may not equal due to unknown race and/or gender.



CAREER SERVICE - Continued

	Sex	White		Black		Hispanic		Other		TOTAL #	%F %M
		#	%	#	%	#	%	#	%		
Juvenile Justice	F	901		1,148		102		26		2,177	49%
	M	876		1,209		134		22		2,241	51%
		1,777	40%	2,357	53%	236	5%	48	1%	4,421	
Labor & Employment Security	F	2,409		1,500		545		85		4,539	68%
	M	1,420		426		216		61		2,123	32%
		3,829	57%	1,926	29%	761	11%	146	2%	6,662	
Law Enforcement	F	542		148		23		12		725	51%
	M	600		59		29		16		704	49%
		1,142	80%	207	14%	52	4%	28	2%	1,431	
Legal Affairs	F	221		58		15		7		301	80%
	M	60		9		4		2		75	20%
		281	75%	67	18%	19	5%	9	2%	376	
Management Services ¹	F	309		210		16		9		544	40%
	M	502		265		23		20		810	60%
		811	60%	475	35%	39	3%	29	2%	1,354	
<i>Administrative Hearings</i>	F	32		8		0		0		40	66%
	M	20		1		0		0		21	34%
		52	85%	9	15%	0	0%	0	0%	61	
<i>Retirement</i>	F	117		37		0		1		155	72%
	M	45		12		3		1		61	28%
		162	75%	49	23%	3	1%	2	1%	216	
Military Affairs	F	62		3		0		0		65	39%
	M	77		20		0		1		99	60%
		140	85%	23	14%	0	0%	1	1%	165	
Parole Commission	F	55		26		0		2		83	63%
	M	39		9		1		0		49	37%
		94	71%	35	27%	1	1%	2	2%	132	
Public Service Commission	F	93		37		7		3		140	51%
	M	105		19		5		8		137	49%
		198	71%	56	20%	12	4%	11	4%	277	
Revenue	F	2,025		904		219		96		3,244	64%
	M	1,378		254		105		77		1,814	36%
		3,403	67%	1,158	23%	324	6%	173	3%	5,060	
State	F	282		97		3		10		393	64%
	M	180		27		7		4		218	36%
		462	76%	124	20%	10	2%	14	2%	611	
<i>Ringling Museum</i>	F	22		0		0		0		22	39%
	M	33		2		0		0		35	61%
		55	96%	2	4%	0	0%	0	0%	57	
Transportation	F	2,196		623		255		134		3,208	34%
	M	4,638		937		487		273		6,335	66%
		6,834	72%	1,560	16%	742	8%	407	4%	9,544	
Veterans' Affairs	F	80		53		4		3		140	61%
	M	63		20		7		0		90	39%
		143	62%	73	32%	11	5%	3	1%	230	
TOTAL		71,114	64%	30,010	27%	7,917	7%	2,505	2%	111,605	

* Totals may not equal due to unknown race and/or gender.

¹ Data includes employees in the Division of State Group Insurance.

MINORITY REPRESENTATION BY AGENCY SELECTED EXEMPT SERVICE*

as of 12/31/97

	Sex	White		Black		Hispanic		Other		TOTAL #	%F %M
		#	%	#	%	#	%	#	%		
Agency for Health Care Administration	F	23		2		0		1		26	39%
	M	35		4		1		0		40	61%
		58	88%	6	9%	1	2%	1	2%	66	
Agriculture & Consumer Services	F	16		5		1		0		22	28%
	M	52		2		2		1		57	72%
		68	86%	7	9%	3	4%	1	1%	79	
Banking & Finance	F	28		1		0		0		29	52%
	M	27		0		0		0		27	48%
		55	98%	1	2%	0	0%	0	0%	56	
Business & Professional Regulation	F	29		6		3		0		38	42%
	M	47		3		4		1		55	59%
		76	82%	9	10%	7	8%	1	1%	93	
Children & Families	F	156		19		17		12		204	46%
	M	154		16		30		40		240	54%
		310	70%	35	8%	47	11%	52	12%	444	
Citrus	F	6		0		0		0		6	29%
	M	15		0		0		0		15	71%
		21	100%	0	0%	0	0%	0	0%	21	
Community Affairs	F	14		4		2		0		20	50%
	M	19		1		0		0		20	50%
		33	83%	5	13%	2	5%	0	0%	40	
Corrections	F	51		13		8		14		86	28%
	M	133		13		28		47		221	72%
		184	60%	26	8%	36	12%	61	20%	308	
Education	F	16		2		0		1		19	39%
	M	27		2		1		0		30	61%
		43	88%	4	8%	1	2%	1	2%	49	
<i>School for the Deaf & the Blind</i>	M	1	100%	0	0%	0	0%	0	0%	1	
Elder Affairs	F	10		2		0		0		12	63%
	M	7		0		0		0		7	37%
		17	90%	2	11%	0	0%	0	0%	19	
Environmental Protection	F	48		5		2		2		57	22%
	M	187		3		6		1		197	78%
		235	93%	8	3%	8	3%	3	1%	254	
Game and Fresh Water Fish Commission	F	6		0		0		0		6	25%
	M	17		0		0		1		18	75%
		23	96%	0	0%	0	0%	1	4%	24	
Health	F	71		14		17		27		129	38%
	M	152		11		22		27		212	62%
		223	65%	25	7%	39	11%	54	16%	341	
Highway Safety & Motor Vehicles	F	13		2		1		0		16	31%
	M	32		2		2		0		36	69%
		45	87%	4	8%	3	6%	0	0%	52	
Insurance	F	18		1		1		2		22	22%
	M	71		2		4		1		78	78%
		89	89%	3	3%	5	5%	3	3%	100	

* Totals may not equal due to unknown race and/or gender.



SELECTED EXEMPT SERVICE - Continued

	Sex	White		Black		Hispanic		Other		TOTAL #	%F %M
		#	%	#	%	#	%	#	%		
Juvenile Justice	F	16		5		1		1		23	25%
	M	48		19		0		1		68	75%
		64	70%	24	26%	1	1%	2	2%	91	
Labor & Employment Security	F	38		12		1		0		51	44%
	M	48		12		4		1		65	56%
		86	74%	24	21%	5	4%	1	0.9%	116	
Law Enforcement	F	11		0		0		1		12	26%
	M	31		2		0		1		34	74%
		42	91%	2	4%	0	0%	2	4%	46	
Legal Affairs	F	189		28		14		4		235	52%
	M	183		12		18		5		218	48%
		372	82%	40	9%	32	7%	9	2%	453	
Management Services	F	10		4		0		0		14	29%
	M	32		2		0		1		35	71%
		42	86%	6	12%	0	0%	1	2%	49	
<i>Administrative Hearings</i>	F	3		0		0		0		3	75%
	M	1		0		0		0		1	25%
		4	100%	0	0%	0	0%	0	0%	4	
<i>Retirement</i>	F	2		0		0		0		2	18%
	M	7		2		0		0		9	82%
		9	82%	2	18%	0	0%	0	0%	11	
Military Affairs	F	3		0		0		0		3	60%
	M	2		0		0		0		2	40%
		5	100%	0	0%	0	0%	0	0%	5	
Office of the Governor	F	14		3		0		0		17	40%
	M	17		7		2		0		26	61%
		31	72%	10	23%	2	5%	0	0%	43	
Parole Commission	F	5		0		0		0		5	36%
	M	7		1		1		0		9	64%
		12	86%	1	7%	1	7%	0	0%	14	
Public Service Commission	F	35		2		1		0		38	56%
	M	22		6		2		0		30	44%
		57	84%	8	12%	3	4%	0	0%	68	
Revenue	F	33		1		0		0		34	39%
	M	51		3		0		0		54	61%
		84	96%	4	5%	0	0%	0	0%	88	
State	F	24		0		0		0		24	57%
	M	17		0		1		0		18	43%
		41	98%	0	0%	1	2%	0	0%	42	
<i>Ringling Museum</i>	M	1	100%	0	0%	0	0%	0	0%	1	100%
Transportation	F	47		9		5		1		62	26%
	M	161		6		11		2		180	74%
		208	86%	15	6%	16	7%	3	1%	242	
Veterans' Affairs	F	6		0		0		0		6	40%
	M	8		1		0		0		9	60%
		14	93%	1	7%	0	0%	0	0%	15	
TOTAL		2,553	79%	272	8%	213	7%	196	6%	3,235	

** Totals may not equal due to unknown race and/or gender.

MINORITY REPRESENTATION BY AGENCY

SENIOR MANAGEMENT SERVICE

as of 12/31/97

	Sex	White		Black		Hispanic		Other		TOTAL #	%F %M
		#	%	#	%	#	%	#	%		
Agency for Health Care Administration	F	2		0		0		0		2	25%
	M	5		1		0		0		6	75%
		7	88%	1	13%	0	0%	0	0%	8	
Agriculture & Consumer Services	F	4		0		0		0		4	18%
	M	18		0		0		0		18	82%
		22	100%	0	0%	0	0%	0	0%	22	
Banking & Finance	F	2		0		0		0		2	10%
	M	17		2		0		0		19	90%
		19	90%	2	10%	0	0%	0	0%	21	
Business & Professional Regulation	F	7		1		0		0		8	47%
	M	8		0		1		0		9	53%
		15	88%	1	6%	1	6%	0	0%	17	
Children & Families	F	10		3		2		0		15	44%
	M	15		3		0		1		19	56%
		25	74%	6	18%	2	6%	1	0%	34	
Citrus	M	4		0		0		0		4	100%
		4	100%	0	0%	0	0%	0	0%	4	
Community Affairs	F	5		0		0		0		5	45%
	M	6		0		0		0		6	55%
		11	100%	0	0%	0	0%	0	0%	11	
Corrections	F	7		2		0		0		9	17%
	M	35		8		1		1		45	83%
		42	78%	10	19%	1	2%	1	2%	54	
Education	F	2		1		0		0		3	19%
	M	13		0		0		0		13	81%
		15	94%	1	6%	0	0%	0	0%	16	
Elder Affairs	F	2		1		0		0		3	50%
	M	3		0		0		0		3	50%
		5	0%	1	0%	0	0%	0	0%	6	
Environmental Protection	F	10		1		0		0		11	41%
	M	15		0		1		0		16	59%
		25	93%	1	4%	1	4%	0	0%	27	
Game & Fresh Water Fish Commission	F	3		0		0		0		3	19%
	M	13		0		0		0		13	81%
		16	100%	0	0%	0	0%	0	0%	16	
Health	F	4		1		0		0		5	33%
	M	10		0		0		0		10	67%
		14	93%	1	7%	0	0%	0	0%	15	
Highway Safety & Motor Vehicles	F	1		1		0		0		2	25%
	M	6		0		0		0		6	75%
		7	88%	1	13%	0	0%	0	0%	8	
Insurance	F	7		1		0		0		8	44%
	M	8		1		1		0		10	56%
		15	83%	2	11%	1	6%	0	0%	18	



SENIOR MANAGEMENT SERVICE - Continued

	Sex	White		Black		Hispanic		Other		TOTAL #	%F %M
		#	%	#	%	#	%	#	%		
Juvenile Justice	F	5		1		0		0		6	43%
	M	5		3		0		0		8	57%
		10	71%	4	29%	0	0%	0	0%	14	
Labor & Employment Security	F	5		3		0		0		8	44%
	M	6		4		0		0		10	56%
		11	61%	7	39%	0	0%	0	0%	18	
Law Enforcement	F	2		0		0		0		2	11%
	M	16		1		0		0		17	89%
		18	95%	1	5%	0	0%	0	0%	19	
Legal Affairs	F	6		0		0		0		6	33%
	M	10		2		0		0		12	67%
		16	89%	2	11%	0	0%	0	0%	18	
Management Services	F	7		0		0		0		7	37%
	M	10		2		0		0		12	63%
		17	89%	2	11%	0	0%	0	0%	19	
<i>Administrative Hearings</i>	F	1		0		0		0		1	100%
		1	100%	0	0%	0	0%	0	0%	1	
<i>Retirement</i>	M	1		0		0		0		1	100%
		1	100%	0	0%	0	0%	0	0%	1	
Office of the Governor	F	6		0		1		0		7	44%
	M	8		1		0		0		9	56%
		14	88%	1	6%	1	6%	0	0%	16	
Parole Commission	F	2		0		0		0		2	50%
	M	2		0		0		0		2	50%
		4	100%	0	0%	0	0%	0	0%	4	
Public Service Commission	F	3		0		1		0		4	29%
	M	10		0		0		0		10	71%
		13	93%	0	0%	1	7%	0	0%	14	
Revenue	F	3		0		1		0		4	31%
	M	9		0		0		0		9	69%
		12	92%	0	0%	1	8%	0	0%	13	
State	F	0		0		1		0		1	9%
	M	10		0		0		0		10	91%
		10	91%	0	0%	1	9%	0	0%	11	
<i>Ringling Museum</i>	M	1		0		0		0		1	100%
		1	100%	0	0%	0	0%	0	0%	1	
Transportation	F	13		1		1		0		15	27%
	M	36		1		4		0		41	73%
		49	88%	2	4%	5	9%	0	0%	56	
Veterans' Affairs	M	3		1		0		1		5	100%
		3	60%	1	20%	0	0%	1	20%	5	
TOTAL		422	87%	47	10%	15	3%	3	1%	487	

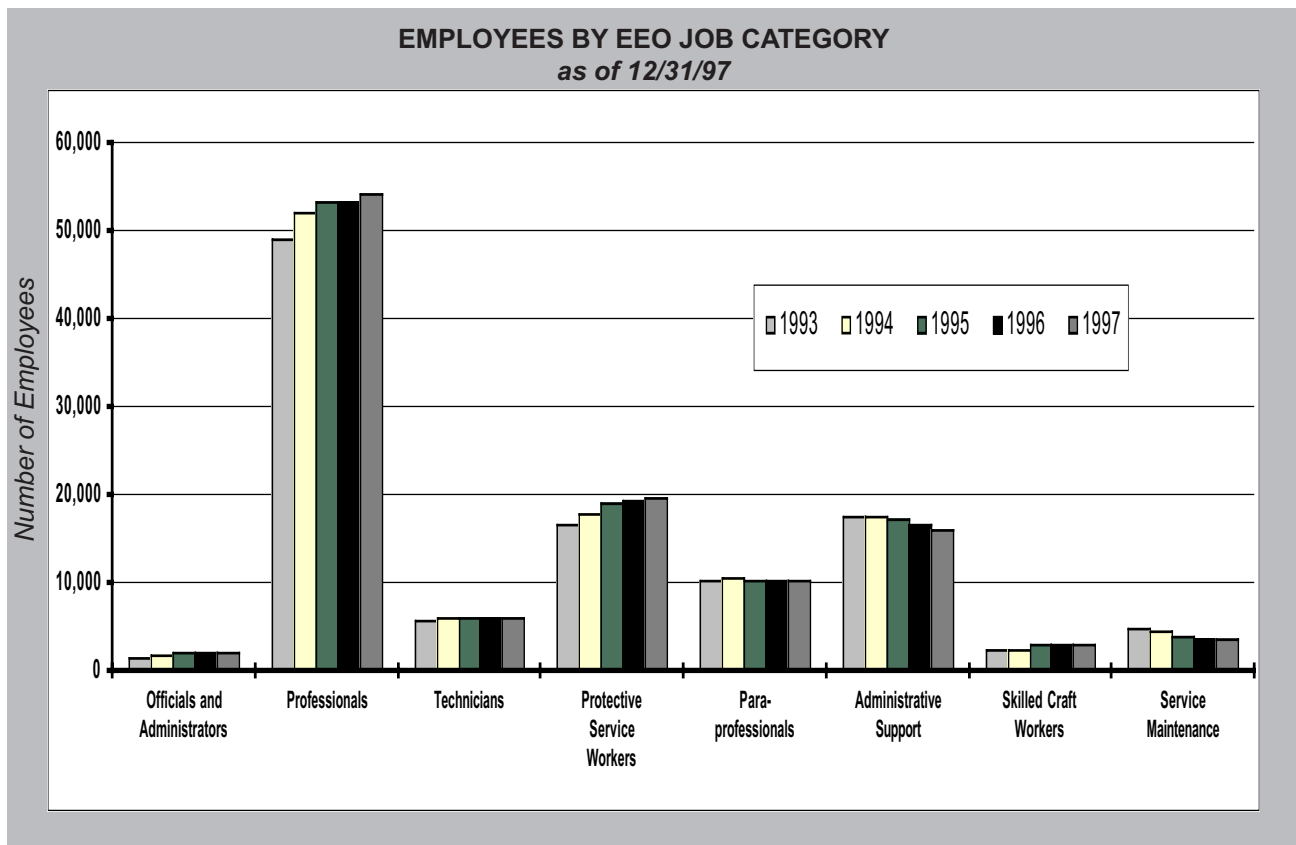
EMPLOYMENT TRENDS

BY EEO JOB CATEGORY

Career Service, Selected Exempt Service and Senior Management Service
as of 12/31/97

Number of Employees by EEO Job Category

<i>EEO JOB CATEGORY</i>	1993	1994	1995	1996	1997	93-97 % Change
Officials and Administrators	1,642	1,804	2,028	2,141	2,182	33%
Professionals	49,027	51,989	53,229	53,247	54,250	11%
Technicians	5,771	5,986	6,023	6,013	6,070	5%
Protective Service Workers	16,620	17,733	18,970	19,443	19,828	19%
Para-professionals	10,252	10,497	10,417	10,280	10,444	2%
Administrative Support	17,661	17,611	17,337	16,749	16,086	-9%
Skilled Craft Workers	2,325	2,358	2,986	2,964	2,931	26%
Service Maintenance	4,818	4,674	3,884	3,742	3,536	-27%
TOTAL	108,116	112,652	114,874	114,579	115,327	7%

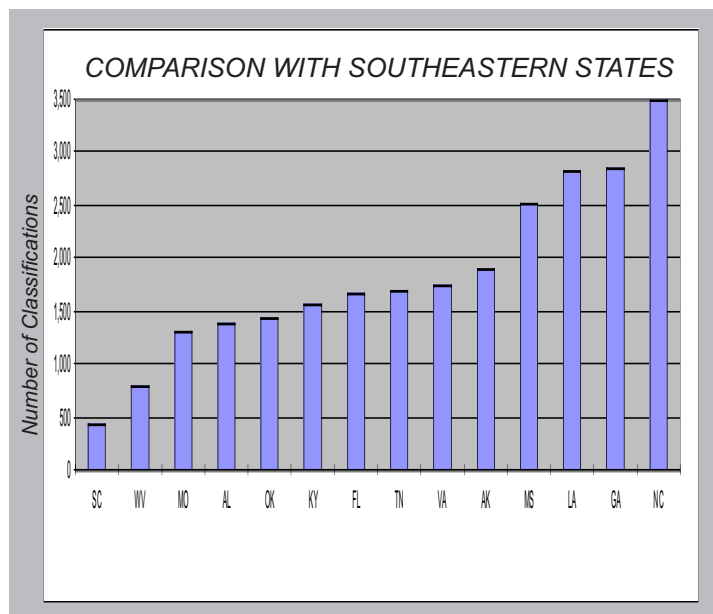


CLASSIFICATION PLAN

Career Service

Occupational Group	No. of Classifications	No. of Auth. Positions*	Occupational Group	No. of Classifications	No. of Auth. Positions*
Accounting	28	2,615	Law Enforcement-Non-Certified	26	3,703
Administrative Support	21	1,632	Legal	14	304
Agriculture	19	567	Library Services	10	141
Architecture	9	60	Management Analyses	23	2,771
Auditing/Budgeting/Banking/Finance/Tax	67	2,291	Marketing	15	160
Civil Defense	1	6	Media	21	148
Community Affairs	5	94	Medical Support	62	3,046
Consumer Complaints	5	163	Office Support	68	14,286
Corrections	30	21,679	Operational & Maintenance Support	151	3,270
Cultural Resources	42	121	Parole & Probation	13	141
Data Processing	53	3,791	Personnel	28	1,131
Driver License/Financial Respons/Vehicle	17	1,255	Photography	3	31
Economics	8	105	Planning	6	259
Education	31	843	Professional Health Care	77	5,693
Electronic Repair	18	24	Purchasing, Distribution & Properties	37	826
Employment Security/Unemployment Comp/Etc	56	5,139	Real Estate	27	197
Engineering/Public Trans/Hwy Main.	61	755	Retirement	9	88
Environmental Protection	9	1,669	Scientific	54	1,311
Food/Laundry/Personal Care	28	920	Security-Non Sworn	15	269
Forestry/Conservation	15	668	State Employee Safety	4	29
Grants	8	117	Statistical	14	200
Human Services	179	22,744	Training	31	1,169
Inspections	42	850	Veterans' Affairs	3	44
Insurance	22	345	Veterinary	7	27
Investigations-Non-Certified	15	757			
Law Enforcement-Certified	18	1,259	TOTAL	1,525	109,713

* Authorized Positions in the Department of Transportation's broadbanding pilot program are not represented in this table.



In the Career Service, there are 1,525 classifications within 50 occupational groups. In addition, the Department of Transportation's broadbanding pilot program contains 137 classifications within 11 occupational groups. The majority of classes in the Career Service are assigned to one of 30 pay ranges. Due to collective bargaining, there are deviations from the regular plan for classes in the security services, professional health care, and law enforcement bargaining units.

There are 1,044 classifications and 19 pay ranges in the Selected Exempt Service. The classifications are assigned to pay ranges for administrative, professional or managerial positions.

There are 407 classifications and six pay ranges in the Senior Management Service.

EMPLOYEE MOBILITY - CAREER SERVICE

PERSONNEL ACTIONS						93-97
	92-93	93-94	94-95	95-96	96-97	% Change
ORIGINAL APPOINTMENTS	14,550	17,322	19,682	15,425	14,649	.7%
PROMOTIONS	13,351	16,487	15,704	12,498	11,408	-14.6%
REASSIGNMENTS	19,966	*40,324	33,457	21,899	23,652	18.5%
RECLASSIFICATIONS	4,103	4,430	5,027	3,456	2,092	-49.0%
DEMOTIONS	1,705	1,868	1,734	1,609	1,603	-6.0%
SEPARATIONS						
LAYOFFS	71	35	285	144	78	9.9%
RETIREMENTS	1,467	1,525	1,567	1,656	1,715	16.9%
DEATHS	215	204	231	197	190	-11.6%
DISMISSALS	861	1,148	1,505	1,385	1,430	66.1%
ABANDONMENT OF POSITION	79	88	45	39	56	-29.1%
SEPARATIONS DURING PROBATION	473	720	933	856	692	46.3%
OTHER SEPARATIONS**	9,975	10,974	13,101	12,045	11,351	13.8%
TOTAL SEPARATIONS	13,141	14,694	17,667	16,322	15,512	18.0%

* Of the 40,324 reassignments during fiscal year 93-94, HRS accounted for 30,666 reassignments due to decentralization.

** Includes separations such as employment with another state agency, employment outside of state government, or for personal reasons.

EMPLOYMENT STATUS IN THE CAREER SERVICE		
as of 12/31/97		
Status	Number of Employees	Definition
Probationary	19,819	Employees serving in the trial period of employment following original appointment or promotion into a class.
Permanent	90,372	Employees who have successfully completed their probationary period and have had no break in service.
Substitute	199	Short-term, non permanent appointments that usually last no more than one year.
Temporary	45	
Emergency	79	
Recruitment Trainee	1,055	Status used to describe those employees who are employed in a training program for a position.
Cooperative Education Trainee	4	Status used to describe those employees who are employed as part of an established Cooperative Education agreement.
Vocational Rehabilitation Trainee	3	Status used to describe those employees who are employed in an established position and are participating in a vocational rehabilitation program.
Other	29	Exempt, Out-of-Class, and Provisional status.



PERSONNEL ACTIONS BY AGENCY

CAREER SERVICE

Fiscal Year 96-97

AGENCY NAME	<i>PERSONNEL ACTIONS</i>						
	ORIGINAL APPOINTMENTS	PROMOTIONAL APPOINTMENTS	REASSIGNMENTS	RECLASSIFICATIONS	ADD/DELETE TRANSACTIONS	DEMOTIONS	SEPARATIONS
Agency for Health Care Admin.	206	274	121	36	14	19	240
Agriculture & Consumer Services	232	247	255	76	19	22	371
Banking & Finance	70	153	52	30	186	12	99
Business & Professional Regulation	212	280	507	86	74	37	255
Children & Families	4,164	3,245	8,693	320	3,270	632	5,061
Citrus	13	6	2	1	13	0	10
Commerce	4	0	2	9	0	0	135
Community Affairs	43	75	42	22	0	4	59
Corrections	5,093	1,906	8,014	155	61	185	4,013
Education	141	115	358	34	42	4	171
Elder Affairs	31	29	14	4	15	4	28
Environmental Protection	404	395	336	99	160	48	406
Game & Fresh Water Fish Com.	69	56	64	16	58	8	91
Health	44	20	17	0	0	3	85
Highway Safety & Motor Vehicles	497	433	828	59	943	100	525
Insurance	161	196	58	44	37	15	159
Juvenile Justice	752	743	276	44	43	57	701
Labor & Employment Security	529	1,000	613	59	127	185	723
Law Enforcement	134	194	119	14	50	17	128
Legal Affairs	75	38	33	15	14	3	79
Management Services	170	162	127	33	284	12	242
Military Affairs	23	18	7	23	0	0	20
Parole Commission	18	18	40	6	4	29	35
Public Service Commission	22	57	17	34	14	5	21
Revenue	511	918	1,519	632	90	53	595
State	65	132	66	56	68	25	108
Transportation	849	671	1,444	178	452	122	1,047
Veterans' Affairs	117	27	28	7	4	2	105
TOTAL	14,649	11,408	23,652	2,092	6,042	1,603	15,512

OTHER PERSONAL SERVICE

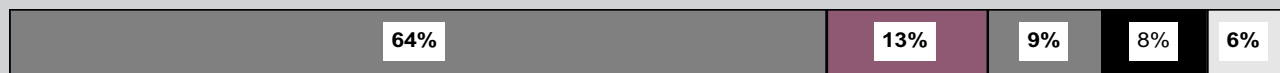
Other Personal Services (OPS) Employment is temporary employment which includes full-time and part-time positions for the accomplishment of short term tasks.

OTHER PERSONAL SERVICES EMPLOYMENT BY AGENCY

	92-93	93-94	94-95	95-96	96-97
Agriculture & Consumer Services	3,971	3,875	3,623	3,772	5,892
Agency for Health Care Administration ¹	82	1,068	1,049	2,370	2,716
Banking & Finance	285	424	436	801	987
Business & Professional Regulation ²	5,180	8,237	8,223	5,865	6,660
Citrus	123	155	210	235	274
Commerce	419	477	500	439	63
Community Affairs	899	1,299	1,514	1,574	1,603
Corrections	2,221	3,511	4,426	3,790	3,735
Education	4,176	4,987	5,486	4,946	4,989
Elder Affairs	235	426	563	911	1,073
Environmental Protection ³	5,792	8,152	9,543	10,966	10,826
Game & Fresh Water Fish Commission	1,907	1,986	1,993	1,803	1,853
Health & Rehabilitative Services	49,601	56,220	55,668	51,398	50,500
Highway Safety & Motor Vehicles	3,312	3,858	3,429	3,527	5,671
Insurance	494	789	937	1,120	1,092
Juvenile Justice	-	-	4,992	8,200	11,566
Labor & Employment Security	9,194	9,027	7,863	8,301	5,599
Law Enforcement	486	588	553	703	777
Legal Affairs	818	938	1,075	1,215	1,305
Management Services ⁴	18,120	967	983	1,075	1,318
Military Affairs		389	3,469	6,169	1,205
Parole Commission	19	95	47	34	62
Public Service Commission	227	256	299	197	182
Revenue	1,869	2,078	2,696	2,706	3,443
State	1,762	1,994	2,125	1,739	1,632
Transportation	15,108	17,113	12,992	6,952	5,254
Veterans' Affairs	158	121	171	252	295
SUB-TOTAL	126,458	129,030	134,865	131,060	130,572
State University System	327,069	346,283	356,043	364,697	383,585
Other*	7,177	8,261	8,482	8,477	8,524
TOTAL	460,704	483,574	499,390	504,234	522,681

¹ Includes data for the Health Care Cost Containment Board which became part of the Agency for Health Care Administration.
² Includes data for the Department of Business Regulation and the Department of Professional Regulation.
³ Includes data for the Department of Environmental Protection and the Department of Natural Resources.
⁴ Includes data for the Department of General Services and the Department of Administration.
⁵ Other category includes Legislature, State Courts, Governor's Office, and Lottery.

OPS EMPLOYEES BREAKDOWN BY CATEGORY DECEMBER 1997



Temporary
 Institutional Client
 Student/Grad. Asst.
 Seasonal
 Other*

* Other category includes employees in the following categories: part-time academic, board members, health care practitioners, and contracted physicians.

COLLECTIVE BARGAINING GRIEVANCES

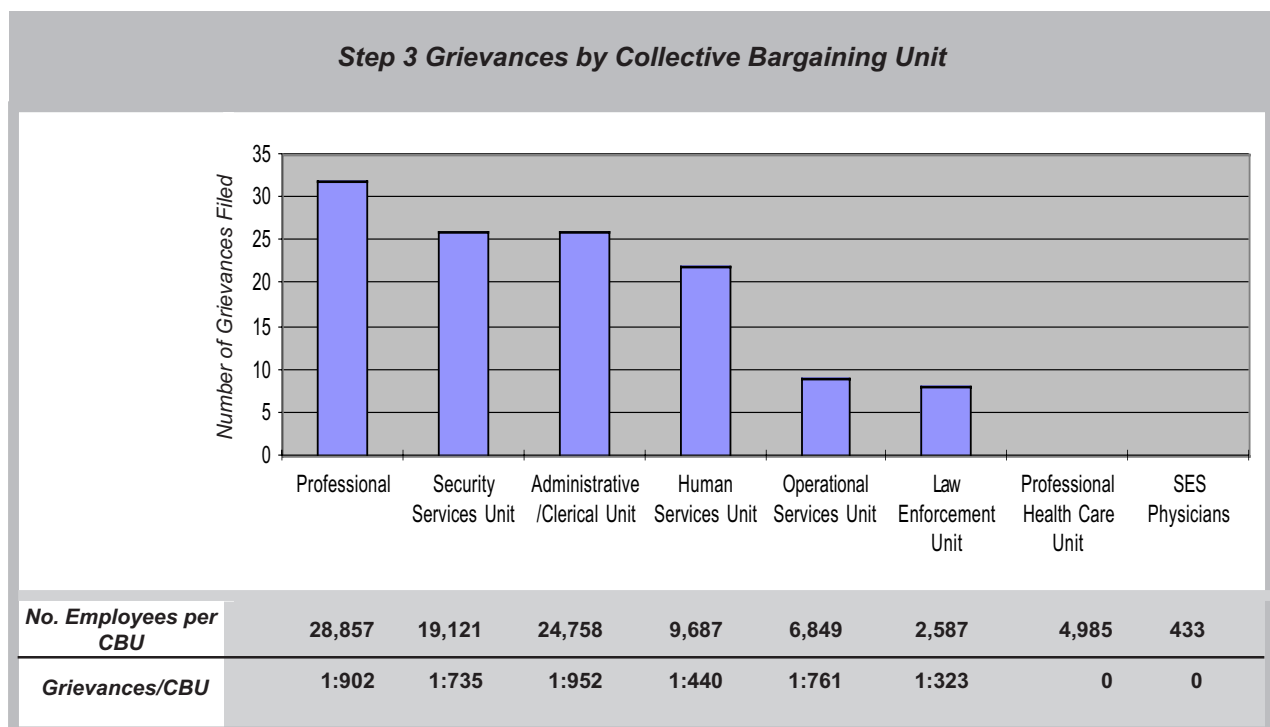
Calendar Year 1997

Collective bargaining grievances not resolved at the agency level may be appealed to the Chief Negotiator (Step 3) at the Department of Management Services. During 1997, HRM processed 123 grievances at Step 3. The majority of the grievances involved disciplinary issues. The highest number of disciplinary grievances involved negligence, rule violations and failure to follow instructions.

Step 3 Grievances by Agency			
	No. of Covered Employees	Step 3 Grievances Filed	Ratio
Veterans' Affairs	204	2	1:102
School f/t Deaf & the Blind	375	2	1:188
Juvenile Justice	3,664	18	1:204
Banking & Finance	608	2	1:304
Environmental Protection	3,078	6	1:513
State	533	1	1:533
Management Services	1,089	2	1:545
Education	632	1	1:632
Children & Families	20,222	30	1:674
Agriculture & Cons. Svcs.	2,320	3	1:773
Corrections	24,994	27	1:926
Transportation	8,413	9	1:935
Health	9,971	9	1:1108
Labor & Employment Sec.	5,600	5	1:1120
Agency for Health Care	1,398	1	1:1398
Highway Safety & Mtr. Veh.	4,644	3	1:1548
Revenue	4,401	2	1:2201
TOTAL		123	

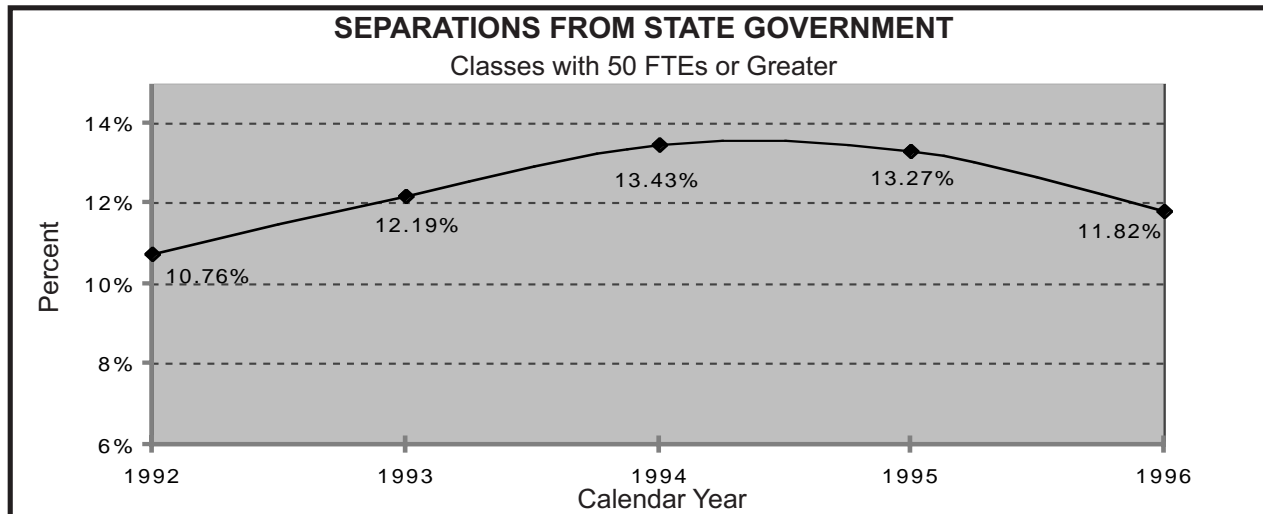
Step 3 Grievances by Reason	
Contract Violation	Number
Discipline	76
(negligence, violation of rules, failure to follow instructions, absence without authorization, insubordination, conduct unbecoming, absenteeism, falsification of records, etc.)	
Reassignment	8
Grievance Procedure	7
Promotion	7
Hours of Work	7
Attendance & Leave	6
Safety	5
Seniority	3
Other*	4
TOTAL	123

*Other category includes grievances based on the following contract violations: classification, discrimination, out-of-title, and wages.



TURNOVER - CAREER SERVICE

Movement between state agencies is not considered as turnover for the purposes of this report. Turnover is calculated by using the actual number of separations from state government divided by the average number of positions for the calendar year.



TURNOVER* TREND BY AGENCY

	1994	1995	1996	1997	94-97 Change
Veterans' Affairs	39.6%	43.9%	43.2%	46.3% ¹	6.7%
Community Affairs	13.9%	15.6%	13.5%	25.5% ²	11.5%
Legal Affairs	21.6%	15.7%	18.6%	21.6%	0.1%
State	13.3%	15.4%	14.2%	17.5%	4.3%
School for the Deaf & the Blind	21.1%	20.7%	15.6%	17.1%	-4.0%
Agency for Health Care Administration	14.4%	15.4%	12.8%	16.6%	2.2%
Office of the Governor	15.4%	23.1%	20.9%	16.5%	1.1%
Parole Commission	17.8%	21.8%	35.6%	16.5%	-1.3%
Juvenile Justice	10.7%	16.7%	13.9%	16.3%	5.6%
Health				16.0% ³	16.0%
Business & Professional Regulation	11.5%	14.2%	14.2%	15.7%	4.3%
Management Services	31.7%	19.2%	13.6%	15.4%	-16.3%
Corrections	15.3%	16.9%	14.5%	14.8%	-0.5%
Children & Families ⁵	15.2%	14.6%	13.1%	14.3%	-1.0%
Education	16.4%	21.5%	11.7%	14.1%	-2.3%
Military Affairs	14.0%	13.7%	13.8%	13.7%	-0.2%
Administrative Hearings	24.4%	20.9%	9.0%	13.5%	-10.9%
Banking & Finance	13.3%	16.6%	12.1%	13.2%	-0.1%
Revenue	10.1%	11.4%	11.6%	12.9%	2.7%
Insurance	13.9%	14.7%	12.9%	12.9%	-1.1%
Elder Affairs	13.5%	11.0%	10.8%	12.8%	-0.7%
Environmental Protection	9.1%	10.7%	9.8%	11.6%	2.4%
Labor & Employment Security	11.4%	10.1%	9.9%	11.1%	-0.4%
Highway Safety & Motor Vehicles	10.1%	14.1%	10.1%	10.9%	0.8%
Agriculture & Consumer Services	8.7%	10.0%	9.6%	10.5%	1.7%
Transportation	11.6%	12.9%	9.3%	10.4%	-1.2%
Public Service Commission	14.1%	12.5%	10.1%	10.2%	-3.9%
Game & Fresh Water Fish Commission	9.7%	10.8%	10.7%	10.0%	0.4%
Retirement	11.3%	7.0%	7.4%	10.0%	-1.3%
Law Enforcement	8.4%	7.2%	8.1%	9.5%	1.2%
Citrus	13.4%	5.7%	12.0%	8.1%	-5.3%
Commerce ⁴	18.3%	19.9%	101.7%	0.0%	-18.3%
TOTAL	13.9%	14.5%	12.8%	13.8%	-0.1%

* All classes.

¹ High turnover in long term health care facilities.

² 70 positions in the Florida Housing Finance Agency privatized as of 1/1/98.

³ New as of 7/1/97.

⁴ Abolished as of 12/31/96.

⁵ Includes Health & Rehabilitative Services.



TURNOVER* - 20% OR HIGHER

CLASSES WITH 20% OR HIGHER TURNOVER	1993	1994	1995	1996	1997
Children, Youth & Families Counselor	20.93%	23.47%	23.47%	20.09%	33.17%
Senior Registered Nurse - F/C	27.56%	32.87%	32.46%	31.78%	28.16%
Detention Care Worker I	28.10%	22.02%	25.58%	28.34%	25.20%
Paralegal Specialist	31.39%	21.40%	27.80%	22.15%	23.75%
Senior Licensed Practical Nurse- F/C	21.89%	29.67%	27.27%	23.10%	23.49%
Group Treatment Leader	23.76%	29.43%	23.59%	26.37%	21.51%
Institutional Security Officer	27.02%	25.47%	25.47%	26.58%	
Human Services Worker I	22.47%	26.89%	26.24%	26.31%	
Vocational Rehabilitation Counselor	20.58%	20.23%	20.23%	21.71%	
Senior Psychologist - F/C	27.27%	24.19%	20.28%	20.27%	
Park Attendant	21.92%	20.35%	25.24%		
Highway Maintenance Technician I	24.61%	24.19%	24.19%		
Security Guard	31.14%	23.40%	23.40%		
Food Support Worker	23.28%	24.71%	23.29%		
Support Services Aide	23.17%	24.82%	22.20%		
Switchboard Operator II		21.96%	21.96%	22.28%	
Licensed Practical Nurse		24.42%	24.42%	22.02%	
Motor Vehicle Operator		21.80%	21.80%		26.24%
Public Health Nutritionist	20.67%			20.49%	27.02%
Registered Nurse		20.03%	22.41%		25.80%
Health Support Worker - F/C				20.68%	24.00%
Sr. Safety & Health Pgm. Dev. Analyst				24.39%	22.85%
Toll Collector				29.86%	20.09%
Driver License Examiner I			33.70%	22.40%	
Medical Disability Examiner		21.18%	21.18%		
Real Estate Development Specialist		20.83%	20.83%		
Engineering Technician I		24.67%	24.67%		
Human Services Counselor III- F/C		20.51%	20.51%		
Rehabilitation Specialist- Blind		23.21%	23.21%		
Public Assistance Specialist		21.48%	21.48%		
Senior Residential Instructor		34.96%	34.90%		
Custodial Worker		20.75%	22.44%		
Correctional Officer		22.11%	24.55%		
Receptionist		21.83%	21.83%		

FIRST TIME AT 20% OR HIGHER TURNOVER RATE

Financial Examiner/Analyst I	20.43%				
Chemist II	26.95%				
Health Support Aide	21.18%				
Bridge Tender	23.67%				
Clerk			24.54%		
Laboratory Technician I			22.30%		
Human Services Surveyor Specialist			24.46%		
Social Work Services Program Mgr.			22.39%		
Forester			23.63%		
Duty Officer			24.45%		
Librarian Specialist - F/C				27.69%	
Nutrition Educator				23.48%	
Child Support Enforce't Case Analyst				20.61%	
Fire Tower Lookout				43.83%	
Telecommunications Specialist II					23.29%
Computer Programmer					21.58%
Librarian Specialist - F/C					21.53%
Appraiser II - Ad Valorem					21.53%
Health Support Worker					24.77%
Human Services Worker I					28.07%
Human Services Counselor II					23.40%
Maintenance Repairman					30.24%
Custodial Workder - F/C					22.68%
Protective Investigator					33.10%
Operation/Maint/Supt/Trade - Level I					25.00%

* Career Service Classes.

COMPARISON OF AVERAGE ANNUAL SALARIES AMONG SOUTHEASTERN STATES FOR CLASSIFIED EMPLOYEES

	1992	1993	1994	1995	1996	92-96 % Change
Alabama	\$24,537	\$24,804	\$27,056	\$27,425	\$28,015	14%
Arkansas	\$22,674	\$23,645	\$24,243	\$25,408	\$25,423	12%
Florida	\$22,062	\$22,841	\$24,389	\$24,832	\$25,943	18%
Georgia	\$23,997	\$23,754	\$25,046	\$25,046	\$26,407	10%
Kentucky	\$24,551	\$25,066	\$26,707	\$26,458	\$27,586	12%
Louisiana	\$22,164	\$22,476	\$22,992	\$23,460	\$24,002	8%
Mississippi	\$21,536	\$21,568	\$23,656	\$23,848	\$24,036	12%
Missouri	\$20,956	\$21,816	\$22,252	\$23,504	\$24,491	17%
North Carolina	\$25,553	\$26,605	\$26,605	\$26,950	\$28,033	10%
Oklahoma	\$22,566	\$22,674	\$23,500	\$24,595	\$24,677	9%
South Carolina	\$22,303	\$23,089	\$24,332	\$24,332	\$25,536	14%
Tennessee	\$24,081	\$24,551	\$25,608	\$26,511	\$26,792	11%
Virginia	\$23,876	\$25,500	\$26,445	\$27,882	\$29,331	23%
West Virginia	\$19,260	\$20,223	\$20,474	\$21,377	\$23,930	24%
Average	\$22,865	\$23,472	\$24,522	\$25,116	\$26,014	14%

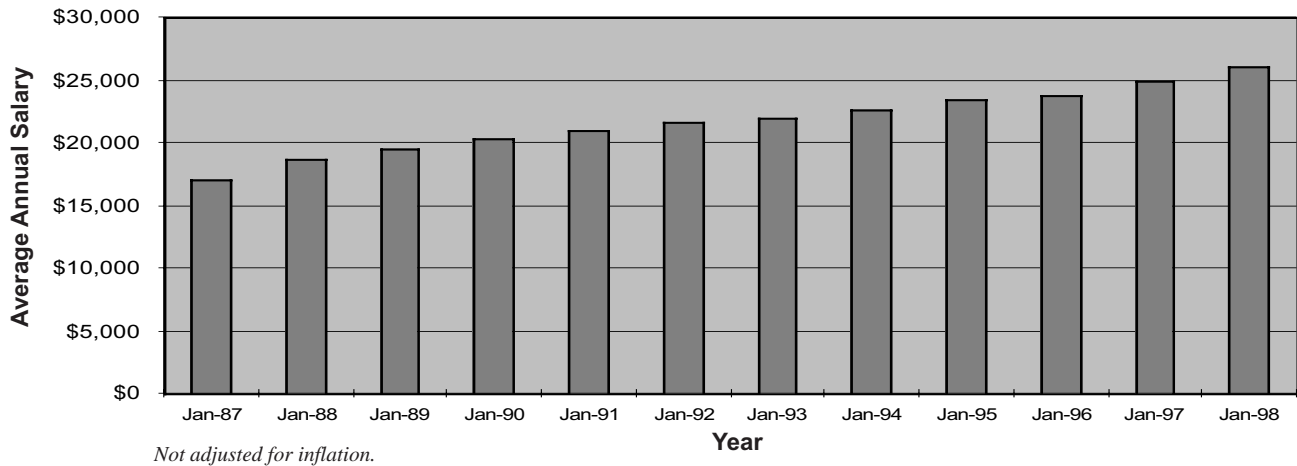
SOURCE: Southeastern States Fringe Benefits Survey, 1997

Among the 14 southeastern states that are surveyed annually, Florida's average salary has consistently been below the overall average salary of these states. Florida ranked eighth highest in 1991 and 1992, ninth in 1993, seventh in 1994, eighth in 1995 and seventh in 1996. This year, Virginia ranked first in highest average salaries for "classified" employees (comparable to Florida's Career Service).



CAREER SERVICE SALARIES

HISTORY OF CAREER SERVICE AVERAGE GROSS SALARY



CAREER SERVICE SALARY DISTRIBUTION BY SALARY RANGE

	\$0 - \$14,999	\$15,999 - \$19,999	\$20,000 - \$24,999	\$25,000 - \$29,999	\$30,000 - \$34,999	\$35,000 - \$39,999	\$40,000 - \$44,999	\$45,000 ABOVE	TOTAL EMPLOYEES
1993	16%	33%	23%	12%	7%	4%	2%	2%	104,999
1994	13%	30%	25%	14%	8%	5%	3%	3%	109,377
1995	12%	28%	27%	14%	8%	5%	3%	3%	111,337
1996	6%	27%	30%	15%	9%	6%	3%	4%	110,901
1997	5%	22%	31%	18%	10%	7%	4%	5%	111,605

INCREASES TO BASE RATE OF PAY - CAREER SERVICE

	Superior Proficiency	Added Duties & Responsibilities	Education & Training	Reassignment	Transfer	Competitive Job Offer	Internal Pay Relationship
% of TOTAL INCREASES AWARDED							
1995	55%	29%	5%	5%	0%	1%	4%
1996	54%	30%	1%	5%	0%	1%	8%
1997	55%	33%	2%	4%	0%	1%	5%
AVERAGE % INCREASE							
1995	4.34%	7.37%	4.98%	8.95%	6.99%	19.30%	7.51%
1996	4.83%	7.00%	6.73%	9.62%	9.02%	9.99%	5.00%
1997	4.92%	6.31%	6.85%	8.63%	9.49%	11.14%	7.51%

SALARY DISTRIBUTION BY GENDER

as of 12/31/97

Salary Range	CAREER SERVICE			SELECTED EXEMPT			SENIOR MANAGEMENT		
	% Male	% Female	Total	% Male	% Female	Total	% Male	% Female	Total
0 - \$14,999	24%	76%	5,223	0%	0%	0	0%	0%	0
\$15,000 - \$19,999	27%	73%	24,296	0%	100%	7	0%	0%	0
\$20,000 - \$24,999	45%	55%	34,219	10%	90%	30	0%	0%	0
\$25,000 - \$29,999	50%	50%	19,737	26%	73%	80	0%	0%	0
\$30,000 - \$34,999	52%	48%	10,942	30%	70%	188	0%	0%	0
\$35,000 - \$39,999	57%	43%	7,309	48%	52%	302	0%	0%	0
\$40,000 - \$44,999	59%	41%	4,167	53%	47%	239	0%	100%	1
\$45,000 - \$49,999	61%	39%	2,543	51%	49%	271	67%	33%	3
\$50,000 - \$54,999	65%	35%	1,497	64%	36%	348	83%	17%	6
\$55,000 - \$59,999	74%	26%	853	69%	31%	360	57%	43%	7
\$60,000 - \$64,999	73%	27%	431	69%	31%	360	44%	57%	23
\$65,000 - \$69,999	77%	23%	184	75%	25%	260	75%	25%	36
\$70,000 - \$74,999	77%	23%	79	77%	23%	241	53%	47%	55
\$75,000 - \$79,999	76%	24%	33	80%	20%	150	68%	32%	84
\$80,000 - \$84,999	89%	11%	28	76%	24%	97	75%	26%	102
\$85,000 - \$89,999	76%	24%	45	79%	21%	57	77%	23%	62
\$90,000 +	89%	11%	19	75%	25%	245	79.63%	20.37%	108
TOTAL			111,605			3,235			487

Of the 29,526 employees making less than \$20,000 annually, 73% are female (21,614) and 27% are male (7,896)*.

* Totals may not equal due to unknown gender.



SALARY DISTRIBUTION BY ETHNIC MINORITY

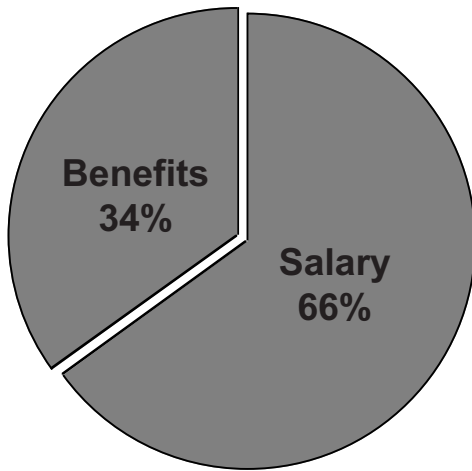
as of 12/31/97

Salary Range	CAREER SERVICE			SELECTED EXEMPT			SENIOR MANAGEMENT		
	% White	% Minority	Total	% White	% Minority	Total	% White	% Minority	Total
0 - \$14,999	46%	54%	5,223	0%	0%	0	0%	0%	0
\$15,000 - \$19,999	53%	47%	24,296	29%	71%	7	0%	0%	0
\$20,000 - \$24,999	61%	39%	34,219	77%	23%	30	0%	0%	0
\$25,000 - \$29,999	67%	33%	19,737	75%	24%	80	0%	0%	0
\$30,000 - \$34,999	74%	26%	10,942	81%	19%	188	0%	0%	0
\$35,000 - \$39,999	78%	22%	7,309	79%	21%	302	0%	0%	0
\$40,000 - \$44,999	81%	19%	4,167	83%	17%	239	100%	0%	1
\$45,000 - \$49,999	84%	16%	2,543	87%	13%	271	100%	0%	3
\$50,000 - \$54,999	84%	16%	1,497	90%	10%	348	100%	0%	6
\$55,000 - \$59,999	86%	14%	853	88%	12%	360	86%	14%	7
\$60,000 - \$64,999	84%	16%	431	87%	13%	360	83%	17%	23
\$65,000 - \$69,999	90%	10%	184	84%	16%	260	94%	6%	36
\$70,000 - \$74,999	80%	20%	79	73%	27%	241	85%	15%	55
\$75,000 - \$79,999	82%	18%	33	67%	33%	150	88%	12%	84
\$80,000 - \$84,999	75%	25%	28	54%	46%	97	86%	14%	102
\$85,000 - \$89,999	78%	22%	45	46%	54%	57	76%	24%	62
\$90,000 +	74%	26%	19	52%	48%	245	90%	10%	108
TOTAL			111,605			3,235			487

Of the 2,699 employees making more than \$60,000 annually, 78% are white (2,105) and 22% are minorities (594)*.

* Totals may not equal due to unknown race.

COMPARISON OF EMPLOYER BENEFIT COSTS

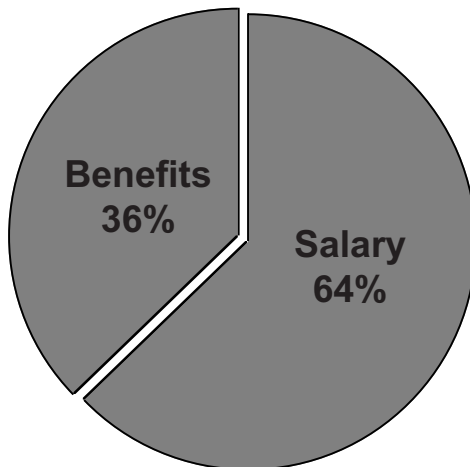
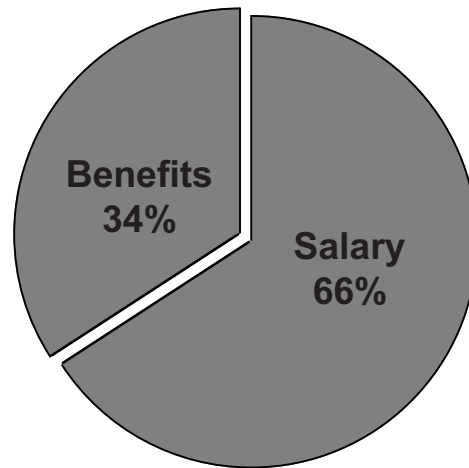


Career Service*

Average annual salary:
 \$26,078.00 plus
 \$13,694.82 benefits
 9 years of service
 Family Health Insurance Coverage
 Optional Life Insurance**

Selected Exempt Service*

Average annual salary:
 \$60,125.00 plus
 \$30,482.44 benefits
 Years of service do not affect benefits
 Family Health Insurance Coverage
 Life Insurance
 Disability Insurance



Senior Management Service*

Average annual salary:
 \$82,073.00 plus
 \$45,705.29 benefits
 Years of service do not affect benefits
 Family Health Insurance Coverage
 Life Insurance
 Disability Insurance

Benefits considered in this calculation are: Annual leave, sick leave, holidays, social security, regular retirement, and health insurance (family premium). Career Service employees pay \$1,122.96 annually for family health insurance coverage or \$ 312.24 for individual coverage. Selected Exempt Service and Senior Management Service employees are provided paid disability and life insurance coverage.

* For the purposes of this table, the employee profile depicted at the beginning of this Report was used to calculate the benefits.

** If the employee chooses to take State Life Insurance, the State will pay two-thirds of the cost of the policy.

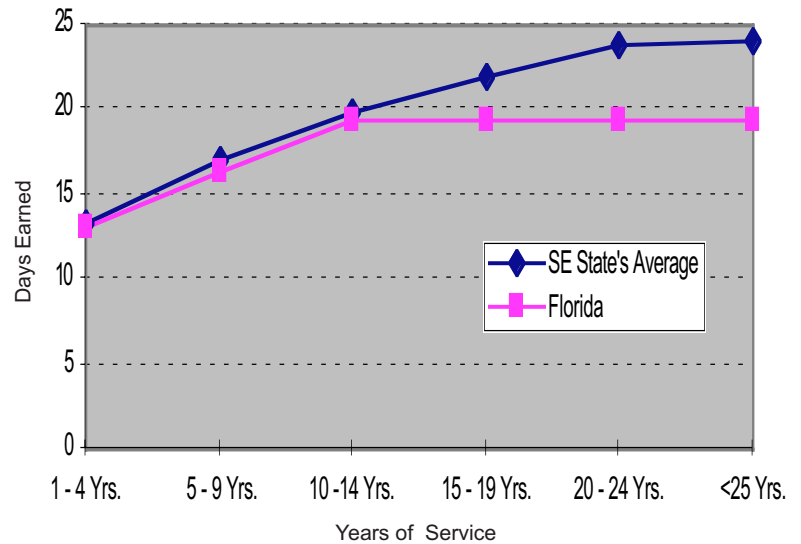


LEAVE - CAREER SERVICE

Annual Leave

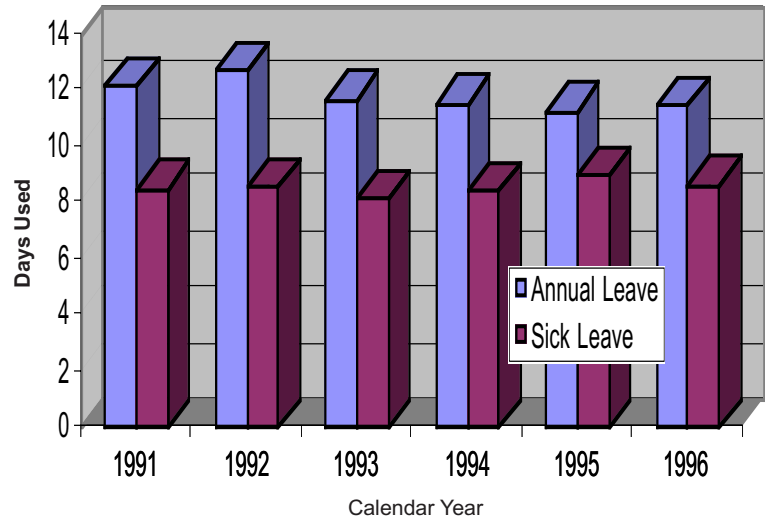
Days Earned per Year of Service

The southeastern states* grant increases in annual leave dependent upon years of service. These increases occur in five year increments. The State of Alabama grants a maximum of 29.25 days to employees with 25 years of service. Florida's annual leave benefits are at, or close to, the average of the southeastern states for the first 10 years of service. After 10 years of service, the average for the southeastern states continues to increase whereas, Florida's leave remains the same.



Sick Leave

The southeastern states* grant employees 7.5 to 24 days of sick leave per year. The average number of sick leave days granted per year is 14. Florida grants its employees 13 days of sick leave. Most states, including Florida, have unlimited accumulation of sick leave days. This chart depicts the average number of sick and annual leave days used by Florida's Career Service employees during a calendar year.



Annual Holidays

Days Earned

The southeastern states* grant employees 8 to 15 paid holidays each year with an average of 11.35 days. Florida grants its employees 10 paid holidays.

1. New Year's Day
2. Martin Luther King, Jr.'s Birthday
3. Memorial Day
4. Independence Day
5. Labor Day
6. Veterans' Day
7. Thanksgiving
8. Day after Thanksgiving
9. Christmas Day
10. Personal Holiday

* The southeastern states are identified as: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, Oklahoma, South Carolina, Tennessee, Virginia, and West Virginia.

Source: 1997 Southeastern Salary Conference, October 1997.

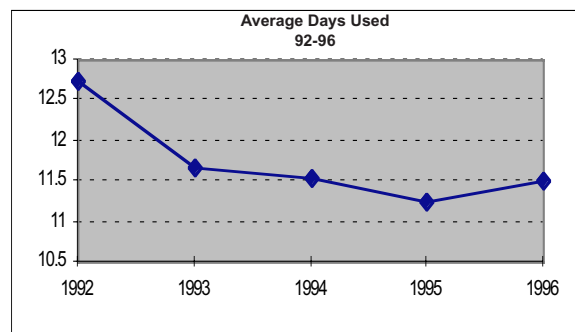
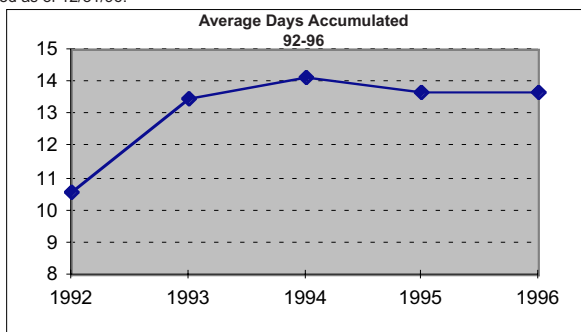
ANNUAL LEAVE ACCUMULATION AND USAGE IN THE CAREER SERVICE BY AGENCY

Calendar Year 1996

Annual leave is earned at the rate of 8.667 hour per month by employees with less than 5 years of service, 10.833 hours per month by employees with 5 to 10 years of service, and 13 hours per month by employees with more than 10 years of service.

AGENCY	Number of Employees	Total Hours Accumulated	Average Hours Accumulated Per Employee	Total Hours Used	Average Hours Used Per Employee	Average Days Used Per Employee
Agency for Health Care Administration	2,016	231,471	115	186,078	92	12
Agriculture & Consumer Services	3,500	452,942	129	386,376	110	14
Banking & Finance	914	116,413	127	99,469	109	14
Business & Professional Regulation	1,810	212,830	118	168,619	93	12
Citrus	171	21,625	126	17,143	100	13
Commerce ¹	301	18,654	62	8,963	30	4
Community Affairs	520	62,557	120	48,389	93	12
Corrections	30,313	3,243,048	107	2,647,679	87	11
Education*	705	54,955	78	46,783	66	8
Elder Affairs	304	39,039	128	29,111	96	12
Environmental Protection	4,424	545,233	123	451,098	102	13
Game & Fresh Water Fish Commission	980	127,294	130	99,533	102	13
Health and Rehabilitative Services	40,269	3,830,138	95	3,354,192	83	10
Highway Safety & Motor Vehicles	5,220	653,208	125	596,083	114	14
Insurance	1,473	174,616	119	156,527	106	13
Juvenile Justice	4,928	553,314	112	359,398	73	9
Labor & Employment Security	7,381	895,898	121	821,583	111	14
Law Enforcement	1,545	192,770	125	120,864	78	10
Legal Affairs	942	124,547	132	79,298	84	11
Management Services	1,816	222,454	122	185,340	102	13
Military Affairs	248	28,829	116	19,685	79	10
Office of the Governor**	330	38,756	118	26,582	81	10
Parole Commission	221	25,688	116	21,222	96	12
Public Service Commission	405	54,464	134	46,738	115	14
Revenue	5,391	615,636	114	556,457	103	13
State***	894	108,380	121	92,900	104	13
Transportation	10,937	1,339,384	122	1,152,680	105	13
Veterans' Affairs	357	29,792	84	21,011	59	7
TOTAL	128,312	14,013,935	109	11,799,801	92	11

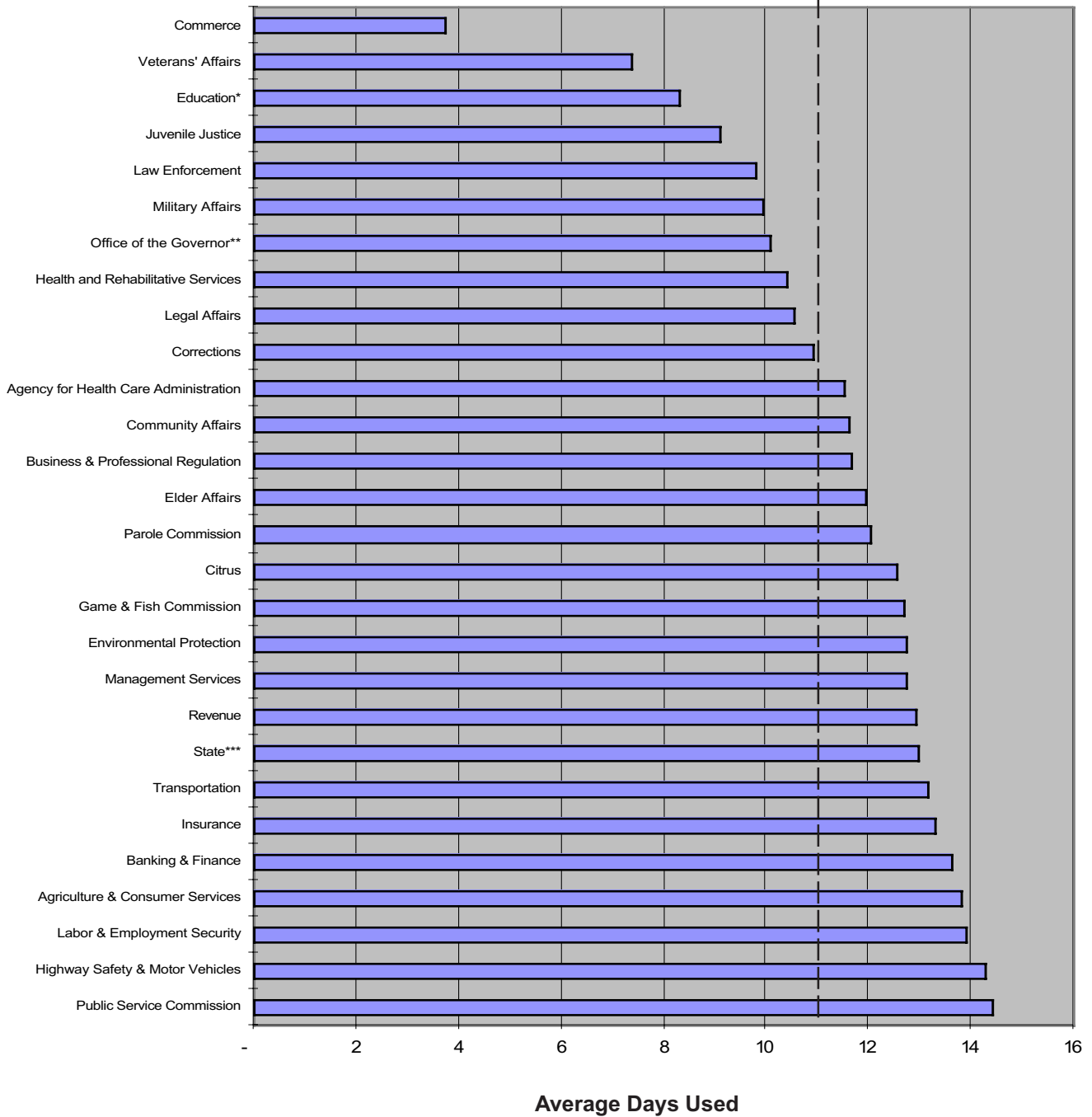
* Data includes the Florida School for the Deaf and the Blind.
 ** Office of the Governor - Data for pay plan 07 is shown.
 *** Data includes Ringling Museum.
 1 Abolished as of 12/31/96.



ANNUAL LEAVE - AVERAGE DAYS USED PER EMPLOYEE BY AGENCY

Calendar Year 1996

Average 11.5 days



* Data includes the Florida School for the Deaf and the Blind.
 ** Office of the Governor - Data for pay plan 07 is shown.
 *** Data includes Ringling Museum.

SICK LEAVE USAGE IN THE CAREER SERVICE BY AGENCY

Calendar Year 1996

Sick Leave is earned at the rate of 8.667 hours per month regardless of years of service.

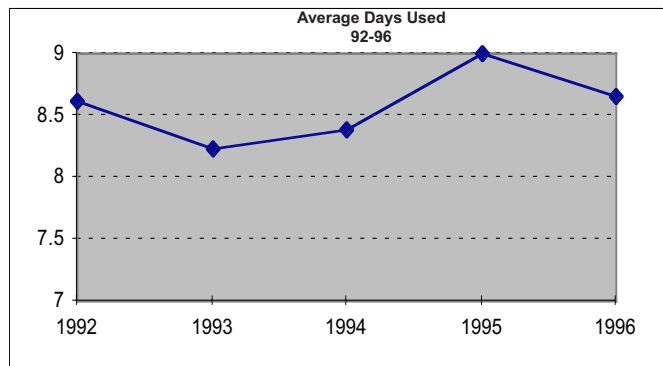
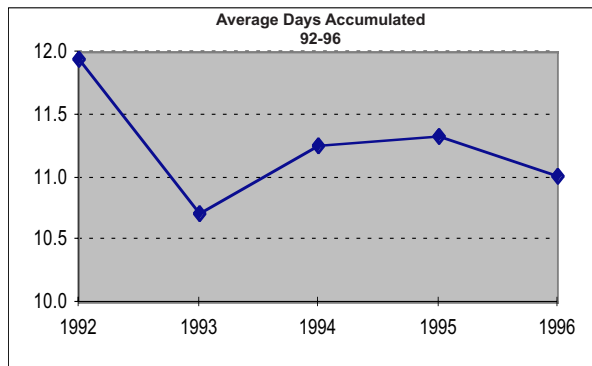
AGENCY	Number of Employees	Total Hours Accumulated	Average Hours Accumulated Per Employee	Total Hours Used	Average Hours Used Per Employee	Average Days Used Per Employee
Agency for Health Care Administration	2,016	181,611	90	133,663	66	8
Agriculture & Consumer Services	3,500	347,334	99	281,169	80	10
Banking & Finance	914	87,562	96	63,707	70	9
Business & Professional Regulation	1,810	167,732	93	128,596	71	9
Citrus	171	17,327	101	9,824	57	7
Commerce ¹	301	15,439	51	12,418	41	5
Community Affairs	520	48,823	94	32,571	63	8
Corrections	30,313	2,798,665	92	2,238,651	74	9
Education*	705	53,226	75	39,599	56	7
Elder Affairs	304	29,449	97	19,430	64	8
Environmental Protection	4,424	426,114	96	295,304	67	8
Game & Fresh Water Fish Commission	980	96,162	98	59,181	60	8
Health & Rehabilitative Services	40,269	3,099,483	77	2,501,307	62	8
Highway Safety & Motor Vehicles	5,220	498,338	95	377,459	72	9
Insurance	1,473	135,468	92	115,072	78	10
Juvenile Justice	4,928	437,433	89	286,720	58	7
Labor & Employment Security	7,381	687,830	93	576,607	78	10
Law Enforcement	1,545	146,686	95	81,978	53	7
Legal Affairs	942	82,685	88	51,015	54	7
Management Services	1,816	168,325	93	135,943	75	9
Military Affairs	248	22,223	90	14,944	60	8
Office of the Governor**	330	30,560	93	14,509	44	6
Parole Commission	221	20,136	91	15,589	71	9
Public Service Commission	405	38,926	96	28,601	71	9
Revenue	5,391	500,689	93	428,958	80	10
State***	894	82,428	92	56,282	63	8
Transportation	10,937	1,050,246	96	863,262	79	10
Veterans' Affairs	357	25,820	72	18,061	51	6
TOTAL	128,312	11,296,719	88	8,880,420	69	9

* Data includes the Florida School for the Deaf and the Blind.

** Office of the Governor - Data for pay plan 07 is shown.

*** Data includes Ringling Museum.

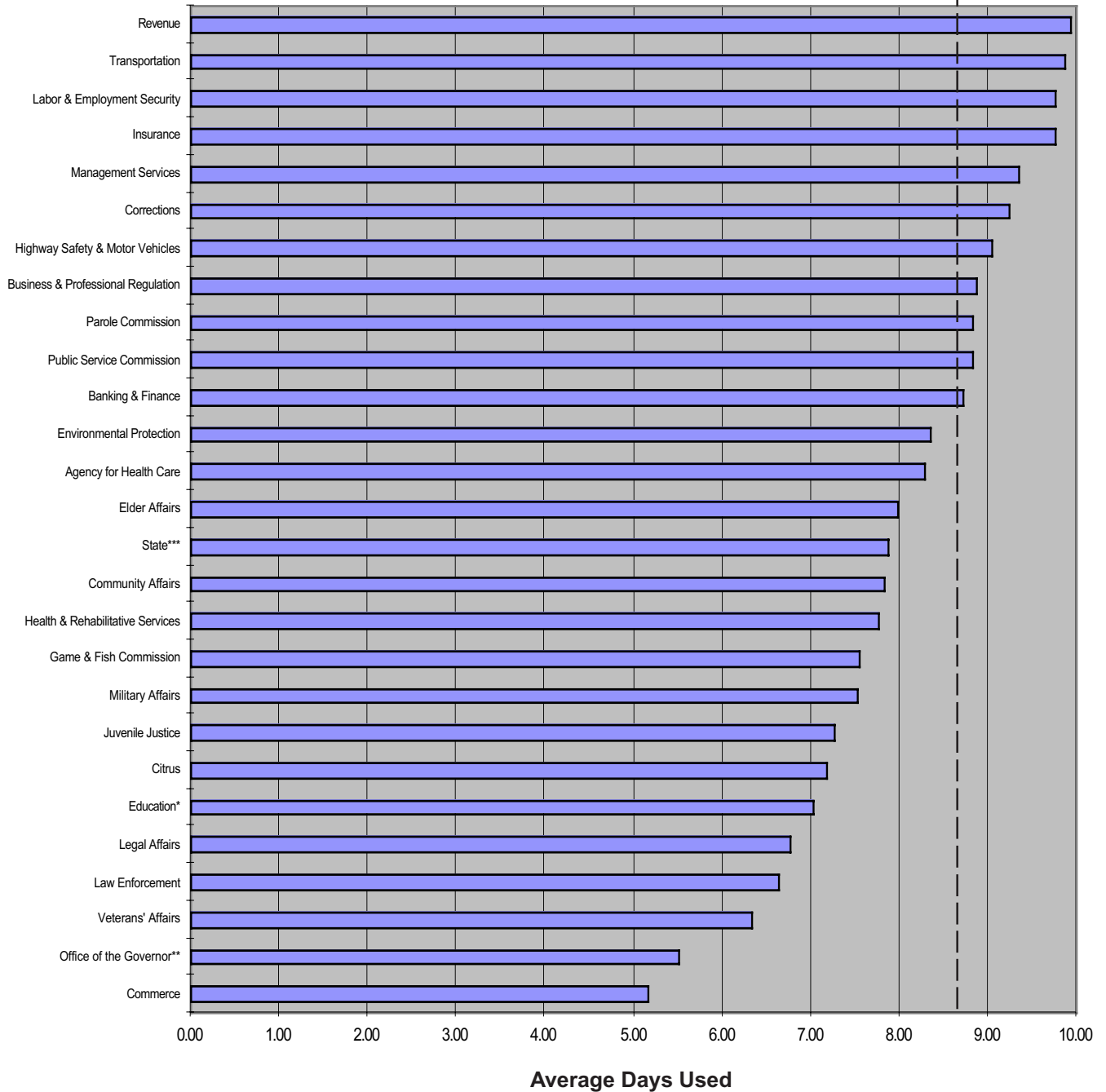
¹ Abolished as of 12/31/96.



SICK LEAVE- AVERAGE DAYS USED PER EMPLOYEE BY AGENCY

Calendar Year 1996

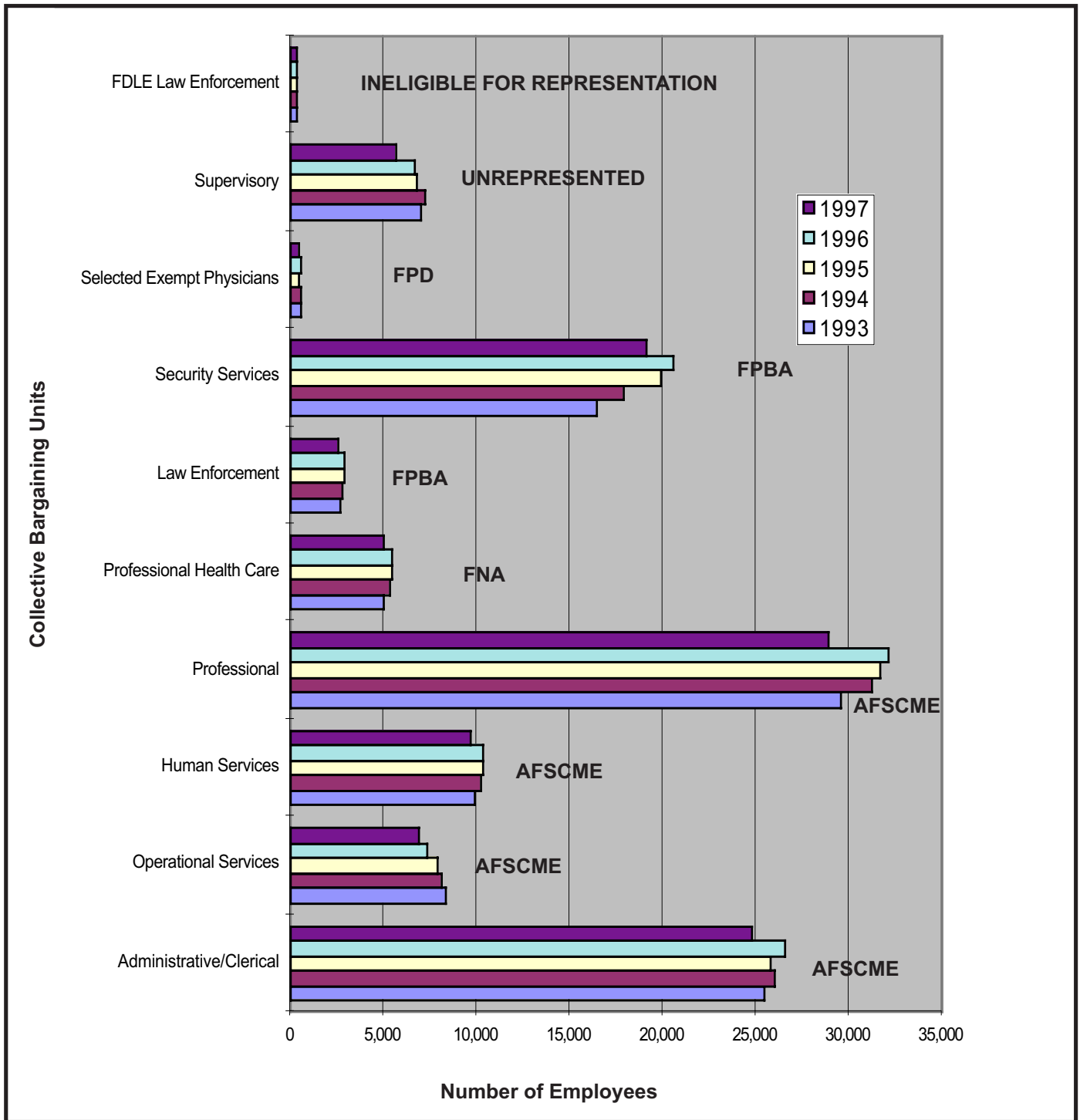
Average 8.7 days



* Data includes the Florida School for the Deaf and the Blind.
 ** Office of the Governor - Data for pay plan 07 is shown.
 *** Data includes Ringling Museum.

COLLECTIVE BARGAINING UNITS

as of 12/31/97



AFSCME: American Federation of State, County, and Municipal Employees
FNA: Florida Nurses Association
FPBA: Florida Police Benevolent Association
FPD: Federation of Physicians and Dentists



MERITORIOUS SERVICE AWARDS PROGRAM

Calendar Year 1997

The Department of Management Services is required to submit a report to the Legislature each year which outlines each agencies' level of participation in the Meritorious Service Awards Program. The Program has three components: superior accomplishment, suggestion and service. Through the superior accomplishment component, agencies provide incentives and recognition to employees who make exceptional contributions in improving the efficiency or effectiveness of state government operations. The suggestion component encourages and rewards employees for submitting ideas that measurably reduce costs or generate additional revenue. In the service component, agencies recognize employees at retirement or when they have achieved increments of five years of service to the State.

	Superior Accomplishment Component		Suggestion Component				Service Component		
	Number of Employees Recognized	Total Expenditures Incurred	Number of Suggestions Received	Number of Awards	Actual Cost Savings	Expenditures for Adopted Suggestions	# Recognized for Length of Service	# Recognized for Retirement	Total Expenditures Incurred
Administrative Hearings	4	\$6,200	0	0	\$0	\$0	0	0	\$0
Agency for Health Care	109	\$6,700	9	0	\$0	\$0	221	17	\$539
Agriculture & Consumer	47	\$37,946	75	27	\$38,155	\$5,289	492	90	\$4,317
Banking & Finance	143	\$59,452	15	6	\$1,027,848	\$9,201	261	10	\$1,217
Business & Prof Reg.	37	\$5,382	13	0	\$0	\$0	45	36	\$1,239
Children & Families	2,547	\$35,255	121	91	\$403,294	\$6,550	3,650	412	\$18,803
Citrus	39	\$15,580	4	0	\$0	\$0	1	2	\$51
Community Affairs	0	\$0	1	0	\$0	\$0	87	2	\$92
Corrections	307	\$59,388	46	0	\$0	\$0	2,955	147	\$10,546
Education	389	\$92,731	9	0	\$0	\$0	0	0	\$0
Elder Affairs	58	\$47,924	0	0	\$0	\$0	47	4	\$256
Environ. Protection	1,579	\$343,599	37	0	\$0	\$0	532	43	\$5,204
FL School Deaf & Blind	20	\$3,450	3	0	\$0	\$0	90	8	\$360
Game & Fish Comm.	6	\$3,108	2	0	\$0	\$0	139	15	\$877
Health	797	\$577	0	0	\$0	\$0	830	25	\$4,141
Hwy Sfty & Motor Veh.	78	\$2,419	28	21	\$0	\$55	792	83	\$2,048
Insurance	11	\$5,638	9	3	\$16,953	\$2,222	156	17	\$2,409
Juvenile Justice	598	\$15,500	2	0	\$0	\$0	1,940	57	\$2,905
Justice Admin Comm.	0	\$0	0	0	\$0	\$0	0	0	\$0
Labor & Emp Security	300	\$72,756	25	15	\$11,371	\$710	387	88	\$2,876
Law Enforcement	170	\$89,990	0	0	\$0	\$0	238	21	\$4,068
Legal Affairs	54	\$22,189	9	1	\$0	\$155	79	1	\$388
Lottery	667	\$95,710	0	0	\$0	\$0	252	4	\$2,133
Management Services	318	\$52,050	4	0	\$0	\$0	228	38	\$2,737
Military Affairs	59	\$23,734	0	0	\$0	\$0	10	5	\$190
Parole Commission	42	\$18,613	4	0	\$0	\$0	28	2	\$0
Public Service Com.	58	\$9,452	9	0	\$0	\$0	57	4	\$200
Retirement	8	\$3,277	6	0	\$0	\$0	36	3	\$517
Revenue	410	\$114,153	114	8	\$39,431	\$4,943	692	38	\$1,010
State	30	\$24	0	0	\$0	\$0	103	11	\$598
Statewide Prosecution	34	\$8,120	0	0	\$0	\$0	0	0	\$0
Transportation	2,457	\$110,848	142	32	\$0	\$11,797	1,710	215	\$3,637
Veterans' Affairs	17	\$6,605	3	0	\$0	\$0	5	1	\$36
TOTALS	11,393	\$1,368,367	690	204	\$1,537,052	\$40,923	16,087	1,399	\$73,393

TELECOMMUTING PROGRAM

The State Employee Telecommuting Act, codified in Section 110.171, Florida Statutes, will be repealed on October 1, 1998, unless reenacted by the Legislature. This act authorized telecommuting, using technology to perform work away from the traditional worksite, as a workplace option for certain state employees.

The law requires the Department of Management Services (DMS) to coordinate the state's telecommuting program. As of July 1, 1997, there were 259 state employee's telecommuting, a 66% increase in participation over the previous year. Sixteen agencies voluntarily participate in the telecommuting program. Over the past three years, DMS has conducted annual surveys of agency telecommuting coordinators, supervisors, and telecommuters, as required by law. The survey findings indicated that all telecommuters and a large percentage of their supervisors report an increase in productivity and quality of work.

Statewide Telecommuting Program Survey Results Collected by the Department of Management Services Fiscal Years 1995 through 1997

	1994-1995	1995-1996	1996-1997
<i>Total Number of Telecommuters</i>	70	156	259

Increased Employee Productivity and Quality of Work As Perceived by Supervisors and Telecommuters 1995 through 1997

	1994-1995	1995-1996	1996-1997
SUPERVISORS			
<i>Increased Productivity</i>	33%	38%	41%
<i>Increased Quality of Work</i>	47%	55%	40%
TELECOMMUTERS			
<i>Increased Productivity</i>	59%	81%	83%
<i>Increased Quality of Work</i>	65%	92%	96%

Amount of State Office Space Reduced by Telecommuting 1995 through 1997

	1994-1995	1995-1996	1996-1997
<i>Reduced Number of State Offices</i>	3	43	65
<i>Square Feet of State Office Space Reduced</i>	<i>Unknown*</i>	6,300 sq. ft.	8,752 sq. ft.
<i>Estimated Savings</i>	-	\$90,594**	\$129,004**

* In the 1994-95 survey, supervisors were not asked how many square feet of state office space was reduced, only how many offices had been reduced due to telecommuting.

** Based on the State Pool Facility Rate of \$14.38 /sq. ft. in 1995 - 96 and \$14.74/sq. ft. in 1996-97.



FLORIDA STATE EMPLOYEES' CHARITABLE CAMPAIGN (FSECC)

The Florida State Employee's Charitable Campaign (FSECC) is the only authorized solicitation of state employees allowed at the workplace during work hours. The FSECC provides an organized and effective method by which employees can donate to charities of their choice, either through payroll deduction or a one-time gift. The FSECC promotes informed giving and charitable integrity. Charitable organizations, approved by the Steering Committee to participate in the Campaign, are screened to insure they meet the eligibility criteria presented in Section 110.181, Florida Statutes.

The program is administered by the Department of Management Services through a Governor and Cabinet-appointed Steering Committee. The United Way is contracted to manage the statewide campaign and serve as Fiscal Agent to collect and distribute the funds. Some United Way Fiscal Agents serve multiple counties in their local campaign.

United Way Fiscal Agent Area	1993	1994	1995	1996	1997	93- 97 % Change
Alachua	\$64,928	\$73,896	\$84,071	\$106,281	\$112,398	73%
Big Bend	\$1,027,233	\$1,105,533	\$1,183,279	\$1,304,255	\$1,540,677	50%
Brevard	\$19,430	\$31,377	\$40,780	\$41,798	\$51,508	165%
Broward	\$77,068	\$83,973	\$74,857	\$113,565	\$131,274	70%
Central Florida	\$0*	\$74,570	\$68,090	\$78,909	\$89,339	
Charlotte	\$1,456	\$1,524	\$3,357	\$4,186	\$2,282	57%
Collier	\$0*	\$1,529	\$5,143	\$1,892	\$1,053	
Dade	\$66,772	\$96,777	\$123,553	\$140,302	\$168,680	153%
Escambia	\$40,061	\$49,418	\$56,682	\$53,377	\$63,639	59%
Heart of Florida	\$114,241	\$160,351	\$174,088	\$190,732	\$220,552	93%
Hernando	\$1,331	\$2,179	\$2,602	\$2,486	\$3,412	156%
Hillsborough	\$205,363	\$302,238	\$314,265	\$364,605	\$420,719	105%
Lake/Sumter	\$10,042	\$13,378	\$12,691	\$10,342	\$13,591	35%
Lee	\$14,276	\$25,268	\$30,002	\$34,182	\$27,143	90%
Manatee	\$1,411	\$2,161	\$2,243	\$4,038	\$5,445	286%
Marion	\$20,477	\$24,226	\$22,465	\$28,742	\$31,612	54%
Martin	\$8,737	\$9,509	\$6,918	\$10,593	\$13,982	60%
Monroe	\$3,806	\$6,148	\$9,805	\$9,988	\$8,863	133%
Northeast Florida	\$76,189	\$104,872	\$109,758	\$108,789	\$129,071	69%
Northwest Florida	\$0*	\$38,178	\$43,224	\$42,307	\$55,006	
Okaloosa/Walton	\$6,764	\$8,004	\$12,169	\$9,647	\$14,486	114%
Palm Beach	\$41,108	\$84,264	\$56,316	\$70,095	\$65,736	60%
Pasco	\$6,642	\$10,437	\$10,564	\$11,634	\$11,896	79%
Pinellas	\$44,935	\$45,027	\$47,531	\$49,803	\$51,345	14%
Putnam Co.	\$0*	\$0	\$0	\$0	\$5,000**	
St. Johns Co.	\$17,424	\$0	\$0	\$0	\$14,000**	-20%
St. Lucie	\$7,360	\$9,429	\$7,632	\$15,419	\$22,863	211%
Santa Rosa	\$3,415	\$2,744	\$2,948	\$6,058	\$9,909	190%
Sarasota	\$11,887	\$20,126	\$18,809	\$20,568	\$23,734	100%
Suwannee Valley	\$12,579	\$21,223	\$22,269	\$20,440	\$27,516	119%
Volusia/Flagler	\$34,700	\$56,187	\$60,889	\$62,216	\$69,992	102%
TOTALS	\$1,939,635	\$2,464,546	\$2,607,000	\$2,917,249	\$3,406,723	76%

Note: While FSEC Campaign contributions have increased 76% over the past 5 years, the DMS cost to administer the statewide Campaign has decreased 34.3%. This reduction is primarily due to technological enhancements resulting in reduced staff costs.

* Some of the smaller counties may choose not to participate in the FSEC Campaign every year or choose to be a part of another larger county's campaign.

** Estimated totals.

PREPARED BY:

FLORIDA DEPARTMENT OF MANAGEMENT SERVICES
HUMAN RESOURCE MANAGEMENT PROGRAM
4050 ESPLANADE WAY, BUILDING 4040, SUITE 360
TALLAHASSEE, FLORIDA 32399-0950

(850) 922-5449 (SC) 292-5449

PROJECT TEAM:

WENDY DUGAN
PERSONNEL CONSULTANT

WINDLE EDENFIELD
PERSONNEL RESEARCH ANALYST I

CAROLYN JOHNSON
PERSONNEL CONSULTANT

DAVE KNAPP
INFORMATION MANAGER

DAN MONIZ
PERSONNEL RESEARCH ANALYST II

BE WHITFIELD
PERSONNEL RESEARCH ANALYST II

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