



2012

State Government Workforce

Statistics

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STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD

Table of Contents

Executive Summary

| | |
|------------------------|---|
| Executive Summary..... | 1 |
|------------------------|---|

Overall Complement

| | |
|--------------------------------------|---|
| Total Employment..... | 2 |
| Union/Management Status..... | 3 |
| Employment by Job Category..... | 4 |
| Top 25 Employee Classifications..... | 5 |

Financial

| | |
|------------------------------------|----------|
| Personnel Costs (% of Budget)..... | 6 |
| Personnel and Benefit Costs..... | 7 |
| Benefit Costs per Employee..... | 8 thru 9 |
| Average Salary by Agency..... | 10 |
| Average Compensation by Union..... | 11 |
| Overtime Costs..... | 12 |

Agency Complement

| | |
|----------------------------|----|
| Employment by Agency..... | 13 |
| Hires and Separations..... | 14 |
| Separation Trends..... | 17 |
| Leave Usage..... | 18 |

Demographics

| | |
|------------------------------|------------|
| Diversity by Agency..... | 15 thru 16 |
| Employment by Ethnicity..... | 19 |
| Employment by Gender..... | 20 |
| Age Groups..... | 21 |
| Length of Service..... | 22 |

Geography

| | |
|----------------------------------|------------|
| Employees per 10K Residents..... | 23 |
| Employees Average Salary..... | 24 |
| Employees by County..... | 25 thru 26 |

Glossary

| | |
|---------------|------------|
| Glossary..... | 27 thru 28 |
|---------------|------------|

STATE GOVERNMENT WORKFORCE STATISTICS
July 2011

Executive Summary

General Pennsylvania Statistics

| | |
|---------------------------------|----------------|
| Pennsylvania Population | 12,709,630 (1) |
| Population | Rank 6th (1) |
| Average Salary of State Workers | Rank 20th (2) |
| State Employees Per Population | Rank 45th (3) |
| Pennsylvania Labor Force | 6,303,000 (4) |

Commonwealth Positions as of June 30, 2011 (5)

| | |
|---|----------------|
| Number of Full-Time and Part-Time Filled Salaried Positions | 74,086 |
| Number of Full-Time and Part-Time Filled Wage Positions | 6,680 |
| Salaried Payroll | \$3.87 Billion |
| Wage Payroll | \$188 Million |

Profile of Full-Time Salaried Employees as of June 30, 2011 (5)

| | |
|--|----------|
| Number of Full-Time Salaried Employees | 73,874 |
| Average Age | 45 |
| Average Length of Service in Years | 12 |
| Average Annual Salary | \$50,598 |
| Average Annual Benefits | \$25,228 |
| Average Annual Sick Leave Days | 9.3 |
| Percent Civil Service | 68.8 % |
| Percent Represented by Unions | 82.1 % |
| Percent Minorities | 13.4 % |
| Annual Separation Rate | 9.5 % |

Notes

(1) "Intercensal Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico" as of July 1, 2010, U.S. Census Bureau, Population Division.

(2) "2010 Annual Survey of Public Employment and Payroll", U.S. Census Bureau. March 2010 data is the latest available.

(3) "2010 Annual Survey of Public Employment and Payroll" as of March 2010 and "Intercensal Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico" as of July 1, 2010, U.S. Census Bureau.

(4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2011" from PA Department of Labor and Industry, Center for Work Force Information and Analysis.

(5) Under the Governor's jurisdiction only. All data in these sections as of close of business June 30, 2011.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement
Total Employment
July of Each Year

Over Seventy Years of Change - Filled Salaried and Wage Positions
(GAWFR Table 1)

| Frz Fiscal Yr | Salaried | Wage |
|----------------------|-----------------|-------------|
| 1935 | 19,500 | |
| 1940 | 33,500 | 16,500 |
| 1945 | 31,000 | 10,000 |
| 1950 | 38,000 | 20,000 |
| 1955 | 50,000 | 16,000 |
| 1960 | 57,000 | 15,500 |
| 1965 | 69,000 | 17,000 |
| 1970 * | 101,000 | 13,000 |
| 1975 | 110,000 | 8,000 |
| 1980 | 100,000 | 7,600 |
| 1985 ** | 81,000 | 8,000 |
| 1990 | 79,600 | 5,400 |
| 1995 | 81,200 | 5,800 |
| 2000 | 79,600 | 5,400 |
| 2005 | 77,041 | 6,997 |
| 2009 | 77,248 | 7,527 |
| 2010 | 76,110 | 7,580 |
| 2011 | 74,086 | 6,680 |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried and wage positions. Data as of January of each year prior to 1970 because of data availability for earlier years. *In 1968, 10,812 highway maintenance wage positions in the Department of Transportation were transferred to salaried positions. **On July 1, 1983, 8,553 salaried and 90 wage positions were transferred from the Governor's jurisdiction to the State System of Higher Education.

COMMENTS: Except for the World War II era, there was a steady growth pattern in the number of filled state jobs from 1930 to 1975. The period since 1975 has shown a reversal of that general pattern. The July 2011 data shows a decrease of 2,024 filled salaried positions and a decrease of 900 wage positions from the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement
Union/Management Status
July 2011

Commonwealth Employment by Union
(GAWFR Table 22)

| Union | Abbreviation | Rank-and-File | Supervisory | Total | Percent |
|---|---|---------------|--------------|---------------|---------------|
| American Federation of State, County, and Municipal Employees | AFSCME (Master Agreement/Memorandum) | 28,581 | 3,284 | 31,865 | 43.1% |
| - Other AFSCME bargaining and supervisory units | | 8,688 | 787 | 9,475 | 12.8% |
| - Clerical, Admin., and Fiscal units | | 8,051 | 919 | 8,970 | 12.1% |
| - Maintenance and Trades units | | 6,592 | 1,151 | 7,743 | 10.5% |
| - Human Services units | | 5,250 | 427 | 5,677 | 7.7% |
| Pennsylvania State Corrections Officers Association | PSCOA (corrections officers) | 10,310 | 0 | 10,310 | 14.0% |
| Pennsylvania Social Services Union | PSSU (social workers) | 7,536 | 1,219 | 8,755 | 11.9% |
| Pennsylvania State Troopers Association | PSTA (state police) | 4,329 | 0 | 4,329 | 5.9% |
| United Food and Commercial Workers | UFCW (liquor store clerks) | 1,476 | 0 | 1,476 | 2.0% |
| Service Employees International Union, District 1199P, CTW, CLC | SEIU (nurses, non-supervisory) | 1,247 | 0 | 1,247 | 1.7% |
| Independent State Store Union | ISSU (liquor store managers) | 0 | 676 | 676 | 0.9% |
| Correctional Institution Vocational Education Association | CIVEA (corrections education teachers) | 393 | 0 | 393 | 0.5% |
| Federation of State Cultural and Educational Professionals | FOSCEP (educational and cultural professionals) | 263 | 34 | 297 | 0.4% |
| Office and Professional Employees International Union Healthcare Pennsylvania | OPEIU (nurses, supervisory) | 0 | 232 | 232 | 0.3% |
| United Government Security Officers of America | UGSOA (security officers) | 174 | 26 | 200 | 0.3% |
| Fraternal Order of Police - Lodge 114 - Game Commission | FOP* (wildlife conservation officers) | 179 | 0 | 179 | 0.2% |
| Pennsylvania Doctors Alliance | PDA (physicians) | 160 | 16 | 176 | 0.2% |
| Pennsylvania Liquor Enforcement Association, Liquor Law Enforcement Unit | PLEA (liquor enforcement officers) | 110 | 0 | 110 | 0.1% |
| Fraternal Order of Police - Capitol Police Lodge 85 | FOP (Capitol Police) | 100 | 0 | 100 | 0.1% |
| Pennsylvania State Rangers Association | PSRA (DCNR rangers) | 81 | 0 | 81 | 0.1% |
| Fraternal Order of Police - Lodge 114 - Fish and Boat Commission | FOP* (waterway conservation officers) | 65 | 11 | 76 | 0.1% |
| Pennsylvania Social Services Union, Hearing Officers | PSSU (unemployment compensation referees) | 0 | 68 | 68 | 0.1% |
| Pennsylvania State Education Association, Non-Tenured Teachers | PSEA (non-tenured teachers) | 28 | 0 | 28 | 0.0% |
| Commonwealth Bar Association, Public Utility Commission | CBA (PUC attorneys) | 25 | 0 | 25 | 0.0% |
| Alliance of Liquor Enforcement Supervisors | ALES (liquor law enforcement supervisors 3) | 0 | 20 | 20 | 0.0% |
| Total | | 55,057 | 5,586 | 60,643 | 82.1% |
| Non-Union Employees | | | | 634 | 0.9% |
| Management Employees | | | | 12,597 | 17.1% |
| COMMONWEALTH TOTAL | | | | 73,874 | 100.0% |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. The primary occupations represented by the union are shown in parentheses. Fiscal year data as of close of business June 30, 2011.

*Beginning fiscal year 2010-2011, FOP Game Wildlife Conservation Officers and FOP Fish and Boat Waterway Conservation Officers are being reported as individual unions; previously they were reported as FOP (Conservation Officers) totals.

COMMENTS: 82.1 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement
Employment by Job Category
July 2011**

*Distribution of State Government Employees by Occupational Group
(GAWFR Table 20)*

| Job Category | Employees | Percentage |
|----------------------------|------------------|-------------------|
| Officials/Administrators | 10,852 | 14.69% |
| Professionals | 18,036 | 24.41% |
| Technicians | 2,328 | 3.15% |
| Protective Service Workers | 13,780 | 18.65% |
| Paraprofessionals | 1,292 | 1.75% |
| Office and Clerical | 12,173 | 16.48% |
| Skilled Craft Workers | 4,316 | 5.84% |
| Service/Maintenance | 11,097 | 15.02% |
| Totals: | 73,874 | 100% |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of full-time salaried employees under the Governor's jurisdiction as of June 30, 2011. Sum of percents shown may not equal one hundred due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (24.41%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (1.75%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous seven reporting years.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement
Top 25 Employee Classifications
July 2011

Most Populous Class Titles - Top 25
(GAWFR Table 36)

| Class Title | Number |
|---|---------------|
| Corrections Officer 1..... | 6,937 |
| Income Maintenance Caseworker..... | 4,053 |
| State Police Trooper..... | 3,193 |
| Clerk Typist 2..... | 2,734 |
| Transportation Equipment Operator B..... | 2,371 |
| Residential Services Aide Manager..... | 1,528 |
| Transportation Equipment Operator A..... | 1,473 |
| Clerk Typist 3..... | 1,383 |
| Corrections Officer 2..... | 1,129 |
| Liquor Store Clerk 1..... | 1,008 |
| Clerk 2..... | 956 |
| Registered Nurse..... | 944 |
| Licensed Practical Nurse..... | 767 |
| State Police Corporal..... | 732 |
| Maintenance Repairman 2..... | 647 |
| Income Maintenance Casework Supervisor..... | 640 |
| Psychiatric Aide..... | 624 |
| Clerk 3..... | 579 |
| Parole Agent 2..... | 546 |
| Administrative Assistant 1..... | 544 |
| Nurse Aide..... | 537 |
| Corrections Food Service Instructor..... | 528 |
| Custodial Worker 1..... | 521 |
| Highway Forman 2..... | 515 |
| Corrections Officer 3..... | 504 |

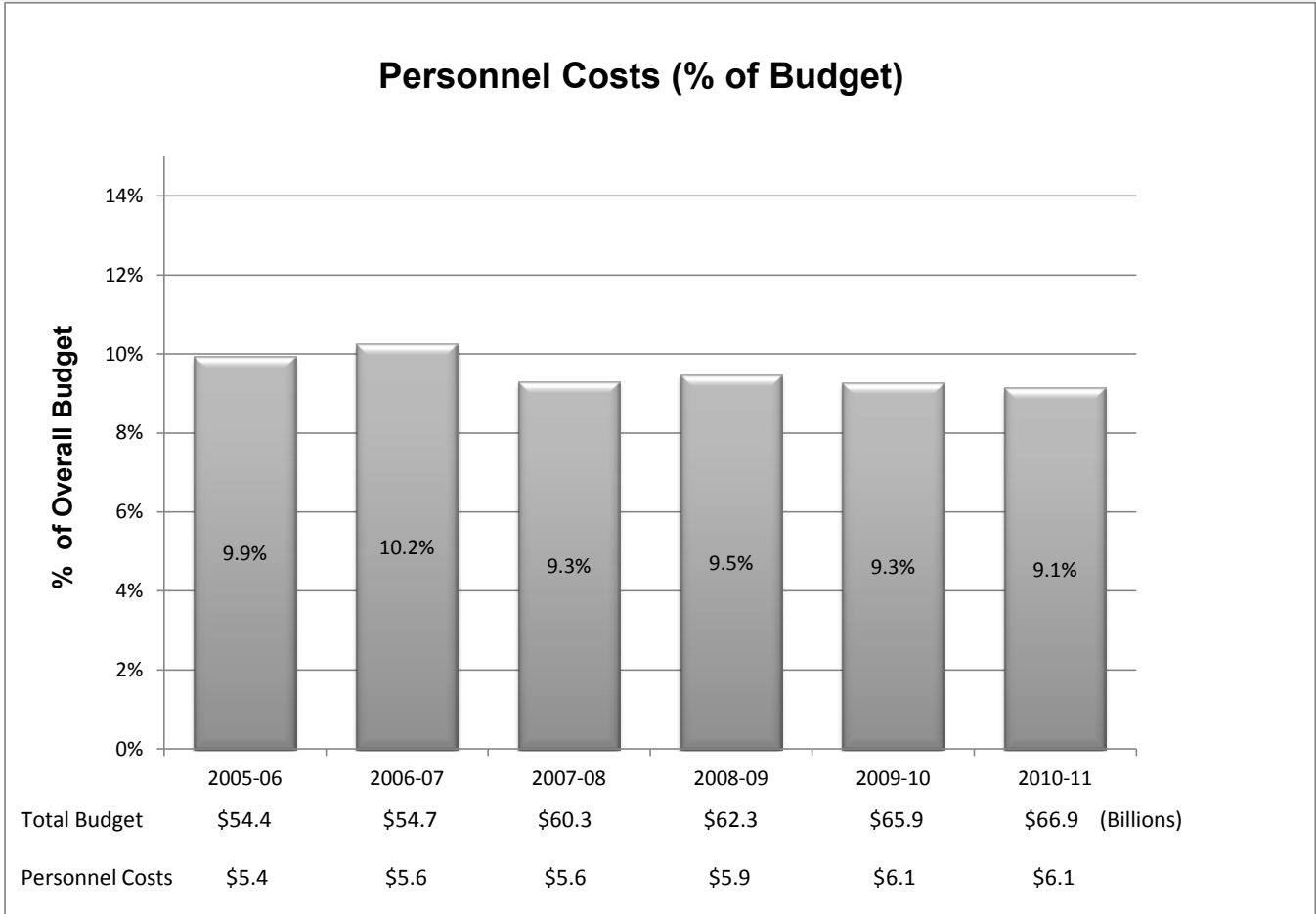
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,549 different active class titles, 48 percent of the salaried work force (35,393 employees) serve in the 25 most populous class titles. All of the above listed class titles were also listed as most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 13 of 25.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial
Personnel Costs (% of Budget)
Fiscal Years 2005-2006 to 2010-2011

Personnel Costs as a Percentage of Budget
(GAWFR Table 7)



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: The proposed budget consists of planned expenditures as documented on page B7 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: The percentage of personnel costs to state budget dropped for the second consecutive year.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial
Personnel and Benefit Costs
Since Fiscal Year 1996-97**

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40)*

| Fiscal Year | Payroll Average Total Salary | Benefits Total Average Benefits Costs | Benefits as a Percent of Average Total Salary |
|--------------------|-------------------------------------|--|--|
| 1996-97 | \$34,752 | \$11,422 | 32.9% |
| 1997-98 | \$36,110 | \$13,140 | 36.4% |
| 1998-99 | \$37,406 | \$13,544 | 36.2% |
| 1999-00 | \$38,745 | \$13,614 | 35.1% |
| 2000-01 | \$40,082 | \$12,732 | 31.8% |
| 2001-02 | \$41,405 | \$13,111 | 31.7% |
| 2002-03 | \$43,112 | \$13,328 | 30.9% |
| 2003-04 | \$42,749 | \$16,307 | 38.1% |
| 2004-05 | \$42,504 | \$17,739 | 41.70% |
| 2005-06 | \$43,553 | \$19,353 | 44.5% |
| 2006-07 | \$45,286 | \$20,927 | 46.2% |
| 2007-08 | \$46,113 | \$21,677 | 47.0% |
| 2008-09 | \$47,821 | \$22,657 | 47.4% |
| 2009-10 | \$49,082 | \$24,912 | 50.8% |
| 2010-11 | \$50,598 | \$25,228 | 49.9% |

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). Salaries do not include overtime. Salaries are calendar year-end figures. State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Total benefit costs rose from an average of \$11,422 per employee in 1996-1997 to \$25,228 per employee in 2010-2011. Benefits as a percent of salary increased from 32.9 percent in 1996-1997 to 49.9 percent in 2010-2011.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial
Benefit Costs per Employee
Fiscal Years 1996-1997 to 2010-2011

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40)*

Percentages

| Fiscal Year | State Employee Health Program | Retired Employees Health Program | Group Life Insurance | Retirement | Social Security and Medicare | Leave Payout | Workers' Comp | Unemp Comp | Total Average Benefits Costs | Average Total Salary | Benefits as a Percent of Average Total Salary |
|------------------|-------------------------------|----------------------------------|----------------------|---------------|------------------------------|--------------|---------------|--------------|------------------------------|----------------------|---|
| 1996-97 | 28.28% | 15.82% | 0.65% | 23.39% | 23.28% | 0.00% | 7.06% | 1.52% | \$11,422 | \$34,752 | 32.9% |
| 1997-98 | 35.17% | 16.09% | 0.84% | 20.01% | 21.03% | 0.00% | 5.49% | 1.38% | \$13,140 | \$36,110 | 36.4% |
| 1998-99 | 35.79% | 16.58% | 1.09% | 18.50% | 21.13% | 0.00% | 5.52% | 1.38% | \$13,544 | \$37,406 | 36.2% |
| 1999-00 | 36.22% | 19.17% | 0.93% | 14.23% | 21.77% | 0.00% | 6.26% | 1.43% | \$13,614 | \$38,745 | 35.1% |
| 2000-01 | 38.73% | 23.77% | 0.86% | 4.37% | 24.08% | 0.00% | 6.61% | 1.57% | \$12,732 | \$40,082 | 31.8% |
| 2001-02 | 37.60% | 26.86% | 0.84% | 1.71% | 24.16% | 0.00% | 7.26% | 1.58% | \$13,111 | \$41,405 | 31.7% |
| 2002-03 | 37.05% | 26.87% | 0.44% | 3.46% | 24.74% | 0.00% | 5.82% | 1.62% | \$13,328 | \$43,112 | 30.9% |
| 2003-04 | 43.87% | 25.59% | 0.74% | 2.80% | 20.05% | 0.00% | 5.64% | 1.31% | \$16,307 | \$42,749 | 38.1% |
| 2004-05 | 39.70% | 30.08% | 0.68% | 4.86% | 18.33% | 0.00% | 5.15% | 1.20% | \$17,739 | \$42,504 | 41.70% |
| 2005-06 | 37.06% | 32.34% | 0.62% | 6.79% | 17.22% | 0.00% | 4.84% | 1.13% | \$19,353 | \$43,553 | 44.5% |
| 2006-07 | 38.63% | 29.91% | 0.57% | 8.70% | 16.56% | 0.00% | 4.54% | 1.08% | \$20,927 | \$45,286 | 46.2% |
| 2007-08 | 39.70% | 28.87% | 0.57% | 8.51% | 16.28% | 0.00% | 5.00% | 1.07% | \$21,677 | \$46,113 | 47.0% |
| 2008-09 | 42.01% | 27.63% | 0.49% | 8.44% | 16.15% | 0.00% | 4.64% | 0.63% | \$22,657 | \$47,821 | 47.4% |
| 2009-10 | 42.01% | 27.63% | 0.49% | 8.44% | 16.15% | 0.00% | 4.64% | 0.63% | \$24,912 | \$49,082 | 50.8% |
| 2010-2011 | 42.54% | 23.10% | 0.44% | 10.03% | 15.34% | 2.81% | 4.71% | 1.02% | \$25,228 | \$50,598 | 49.9% |

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs. Sum of percents shown may not equal one hundred due to rounding.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial
Benefit Costs per Employee
Fiscal Years 1996-1997 to 2010-2011 (Continued)

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40) (Continued)*

Dollars

| Fiscal Year | State Employee Health Program | Retired Employees Health Program | Group Life Insurance | Retirement | Social Security and Medicare | Leave Payout | Workers' Comp | Unemp Comp | Total Average Benefits Costs | Average Total Salary | Benefits as a Percent of Average Total Salary |
|--------------------|--------------------------------------|---|-----------------------------|-------------------|-------------------------------------|---------------------|----------------------|-------------------|-------------------------------------|-----------------------------|--|
| 1996-97 | \$3,230 | \$1,807 | \$74 | \$2,672 | \$2,659 | \$0 | \$806 | \$174 | \$11,422 | \$34,752 | 32.9% |
| 1997-98 | \$4,621 | \$2,114 | \$110 | \$2,629 | \$2,763 | \$0 | \$722 | \$181 | \$13,140 | \$36,110 | 36.4% |
| 1998-99 | \$4,847 | \$2,246 | \$148 | \$2,506 | \$2,862 | \$0 | \$748 | \$187 | \$13,544 | \$37,406 | 36.2% |
| 1999-00 | \$4,931 | \$2,610 | \$126 | \$1,937 | \$2,964 | \$0 | \$852 | \$194 | \$13,614 | \$38,745 | 35.1% |
| 2000-01 | \$4,931 | \$3,026 | \$110 | \$557 | \$3,066 | \$0 | \$842 | \$200 | \$12,732 | \$40,082 | 31.8% |
| 2001-02 | \$4,930 | \$3,521 | \$110 | \$224 | \$3,167 | \$0 | \$952 | \$207 | \$13,111 | \$41,405 | 31.7% |
| 2002-03 | \$4,938 | \$3,581 | \$58 | \$461 | \$3,298 | \$0 | \$776 | \$216 | \$13,328 | \$43,112 | 30.9% |
| 2003-04 | \$7,154 | \$4,173 | \$120 | \$457 | \$3,270 | \$0 | \$919 | \$214 | \$16,307 | \$42,749 | 38.1% |
| 2004-05 | \$7,042 | \$5,336 | \$120 | \$863 | \$3,251 | \$0 | \$914 | \$213 | \$17,739 | \$42,504 | 41.7% |
| 2005-06 | \$7,172 | \$6,259 | \$120 | \$1,315 | \$3,332 | \$0 | \$937 | \$218 | \$19,353 | \$43,553 | 44.5% |
| 2006-07 | \$8,085 | \$6,259 | \$120 | \$1,820 | \$3,465 | \$0 | \$951 | \$226 | \$20,927 | \$45,286 | 46.2% |
| 2007-08 | \$8,606 | \$6,259 | \$124 | \$1,845 | \$3,528 | \$0 | \$1,084 | \$231 | \$21,677 | \$46,113 | 47.0% |
| 2008-09 | \$9,519 | \$6,259 | \$112 | \$1,913 | \$3,658 | \$0 | \$1,052 | \$143 | \$22,657 | \$47,821 | 47.4% |
| 2009-10 | \$10,432 | \$6,259 | \$112 | \$1,963 | \$3,755 | \$933 | \$1,153 | \$304 | \$24,912 | \$49,082 | 50.8% |
| 2010-2011 | \$10,732 | \$5,827 | \$112 | \$2,530 | \$3,871 | \$708 | \$1,189 | \$258 | \$25,228 | \$50,598 | 49.9% |

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial
Average Salary by Agency
July 2011

Agency Comparison of Average Salary
(GAWFR Table 39)

| Agency | Average Salary |
|---|-----------------|
| Aging | \$59,921 |
| Agriculture | \$50,801 |
| Banking | \$58,285 |
| Civil Service Commission | \$52,287 |
| Community and Economic Development | \$61,500 |
| Conservation and Natural Resources | \$48,840 |
| Corrections | \$52,165 |
| Education | \$59,599 |
| Emergency Management Agency | \$53,394 |
| Environmental Protection | \$57,771 |
| Executive Offices | \$58,532 |
| Fish and Boat Commission | \$48,158 |
| Game Commission | \$48,690 |
| General Services | \$46,601 |
| Health | \$56,422 |
| Historical and Museum Commission | \$53,725 |
| Insurance | \$61,670 |
| Labor and Industry | \$48,848 |
| Liquor Control Board | \$40,874 |
| Military and Veterans Affairs | \$41,781 |
| Milk Marketing Board | \$50,843 |
| Municipal Retirement System | \$50,684 |
| Probation and Parole Board | \$54,981 |
| Public School Employees Retirement System | \$60,773 |
| Public Utility Commission | \$64,747 |
| Public Welfare | \$46,183 |
| Revenue | \$50,271 |
| Securities Commission | \$62,122 |
| State | \$50,489 |
| State Employees Retirement System | \$59,501 |
| State Police | \$70,845 |
| State Tax Equalization Board | \$38,918 |
| Transportation | \$43,735 |
| COMMONWEALTH AVERAGE | \$50,598 |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: As of July 2011, the highest average salary was in the Pennsylvania State Police and the lowest was in the State Tax Equalization Board.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial
Average Compensation by Union
July 2011

Comparison of Average Annual Compensation by Union
Fiscal Year 2010-2011
(GAWFR Table 23)

| Union | Average Annual Salary | Average Annual Benefit Costs | Average Total Annual Compensation | Average Annual Overtime Costs |
|---|-----------------------|------------------------------|-----------------------------------|-------------------------------|
| AFSCME (Master Agreement/Memorandum) | \$41,030 | \$22,333 | \$63,363 | \$1,975 |
| -Clerical, Administrative, and Fiscal units | \$35,864 | \$21,494 | \$57,358 | \$515 |
| -Maintenance and Trades units | \$37,978 | \$21,839 | \$59,817 | \$4,173 |
| -Human Services units | \$36,369 | \$21,577 | \$57,946 | \$2,569 |
| -Other AFSCME units | \$51,206 | \$23,964 | \$75,170 | \$1,260 |
| <i>* Average for all employees in the four categories</i> | | | | |
| PSCOA (corrections officers) | \$50,045 | \$25,216 | \$75,261 | \$4,579 |
| PSSU (social workers) | \$49,067 | \$23,621 | \$72,688 | \$660 |
| PSTA (state police) | \$79,396 | \$43,084 | \$122,480 | \$5,837 |
| SEIU (non-supervisory nurses) | \$67,118 | \$28,153 | \$95,271 | \$3,319 |
| UFCW (liquor store clerks) | \$31,338 | \$21,357 | \$52,695 | \$2,332 |
| ISSU (liquor store managers) | \$48,165 | \$23,476 | \$71,641 | \$3,093 |
| CIVEA (corrections education teachers) | \$63,888 | \$27,038 | \$90,926 | \$142 |
| FOSCEP (educational and cultural) | \$62,202 | \$25,725 | \$87,927 | \$173 |
| OPEIU (nurse supervisors) | \$81,326 | \$30,556 | \$111,882 | \$4,809 |
| UGSOA (security officers) | \$34,980 | \$21,350 | \$56,330 | \$3,258 |
| PDA (physicians) | \$112,346 | \$34,457 | \$146,803 | \$20,629 |
| FOP (capitol police) | \$54,040 | \$25,423 | \$79,463 | \$6,090 |
| FOP* (waterways conservation officers) | \$49,796 | \$24,781 | \$74,577 | \$4,243 |
| FOP *(wildlife conservation officers) | \$52,403 | \$25,198 | \$77,601 | \$5,015 |
| PSEA (non-tenured teachers) | \$70,710 | \$27,088 | \$97,798 | \$0 |
| PLEA (liquor enforcement officers) | \$48,577 | \$24,969 | \$73,546 | \$1,310 |
| PSRA (state park rangers) | \$50,445 | \$24,780 | \$75,225 | \$1,187 |
| PSSU (unemployment compensation referees) | \$70,710 | \$27,088 | \$97,798 | \$1,793 |
| CBA (PUC attorneys) | \$87,308 | \$30,790 | \$118,098 | \$0 |
| ALES (liquor enforcement officers 3) | \$65,791 | \$27,813 | \$93,604 | \$1,877 |
| Non-Union Employees | \$60,804 | \$25,501 | \$86,305 | \$1,528 |
| Management Employees | \$64,512 | \$26,095 | \$90,607 | \$492 |
| COMMONWEALTH AVERAGE | \$50,598 | \$25,228 | \$75,826 | \$2,230 |

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Includes full-time, permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay.

*Beginning fiscal year 2010-2011, FOP Game Wildlife Conservation Officers and FOP Fish and Boat Waterway Conservation Officers are being reported as individual unions; previously they were reported as FOP (Conservation Officers) totals.

COMMENTS: The highest paid group of employees are those represented by the Pennsylvania Doctors Alliance, earning an average of \$146,803 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$52,695 in total annual compensation. Because some benefits are calculated as a percentage of salary, benefit costs tend to be higher among higher-paid employees. Benefits costs range from \$21,350 for UGSOA to \$43,084 for PSTA.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial
Overtime Costs
Fiscal Year 2010 - 2011

Overtime Costs by Agency
Fiscal Year 2006-07 to 2010-11
(GAWFR Table 42b)

| Total Overtime Expenditure Per Agency | | | | | |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| AGENCY | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
| Corrections | \$37,668,904 | \$55,001,450 | \$50,108,322 | \$50,914,458 | \$48,846,498 |
| Transportation | \$41,875,482 | \$42,237,191 | \$39,619,359 | \$43,356,293 | \$41,168,255 |
| State Police | \$26,281,546 | \$26,212,960 | \$26,155,917 | \$28,239,145 | \$27,076,969 |
| Public Welfare | \$30,613,370 | \$31,666,175 | \$29,269,124 | \$27,062,319 | \$26,401,847 |
| Labor and Industry | \$4,749,130 | \$3,661,052 | \$5,573,705 | \$5,427,274 | \$7,552,056 |
| Liquor Control Board | \$7,065,070 | \$6,443,199 | \$7,046,200 | \$6,986,150 | \$6,374,562 |
| Military and Veterans Affairs | \$4,517,822 | \$5,386,006 | \$5,791,121 | \$5,840,073 | \$4,973,586 |
| General Services | \$1,526,049 | \$1,323,185 | \$1,133,519 | \$1,195,890 | \$1,147,695 |
| Game Commission | \$899,653 | \$951,491 | \$945,856 | \$901,527 | \$1,127,223 |
| Probation and Parole | \$664,406 | \$924,235 | \$789,861 | \$882,399 | \$1,040,241 |
| Conservation and Natural Resources | \$1,712,287 | \$1,972,264 | \$1,703,204 | \$739,343 | \$882,812 |
| Fish and Boat Commission | \$711,338 | \$724,051 | \$730,947 | \$738,198 | \$745,290 |
| Public School Employee Retirement System | \$594,023 | \$735,782 | \$933,913 | \$637,932 | \$498,493 |
| Health | \$593,855 | \$678,683 | \$287,208 | \$1,111,200 | \$477,045 |
| Agriculture | \$803,264 | \$812,781 | \$595,535 | \$399,681 | \$448,455 |
| Emergency Management Agency | \$824,842 | \$367,339 | \$334,963 | \$349,622 | \$276,095 |
| Public Utility Commission | \$216,152 | \$360,726 | \$421,526 | \$485,970 | \$249,028 |
| State Employees Retirement System | \$120,565 | \$43,094 | \$1,790 | \$5,216 | \$61,914 |
| Infrastructure Investment Authority | \$18,813 | \$16,913 | \$29,555 | \$32,611 | \$27,661 |
| All Other Agencies | \$1,952,676 | \$2,230,976 | \$1,562,332 | \$1,459,916 | \$1,103,774 |
| | | | | | |
| COMMONWEALTH AVERAGE | \$163,409,247 | \$181,749,553 | \$173,033,957 | \$176,765,217 | \$170,479,499 |

SOURCE: Salary and Time Administration Division, Office of Administration.

NOTE: Includes full-time permanent salaried and wage employees.

COMMENTS: Overtime costs in fiscal year 2010-11 decreased by 3.6% from the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement
Employment by Agency
July 2011

Civil Service/Non-Civil Service Filled Salaried Positions by Agency
(GAWFR Table 8)

| Agency | Civil Service | | Non-Civil Service | | Total |
|---|---------------|--------------|-------------------|--------------|---------------|
| | Number | Percent | Number | Percent | |
| Aging | 74 | 82.2% | 16 | 17.8% | 90 |
| Agriculture | 257 | 48.3% | 275 | 51.7% | 532 |
| Banking | 151 | 86.8% | 23 | 13.2% | 174 |
| Civil Service Commission | 120 | 94.5% | 7 | 5.5% | 127 |
| Community and Economic Development | 29 | 10.4% | 250 | 89.6% | 279 |
| Conservation and Natural Resources | 1,235 | 97.6% | 31 | 2.4% | 1,266 |
| Corrections | 12,379 | 81.8% | 2,752 | 18.2% | 15,131 |
| Education | 437 | 91.0% | 43 | 9.0% | 480 |
| Emergency Management Agency | 135 | 90.0% | 15 | 10.0% | 150 |
| Environmental Protection | 2,417 | 94.7% | 134 | 5.3% | 2,551 |
| Executive Offices | 1,037 | 55.2% | 841 | 44.8% | 1,878 |
| Fish and Boat Commission | 269 | 69.7% | 117 | 30.3% | 386 |
| Game Commission | 341 | 52.3% | 311 | 47.7% | 652 |
| General Services | 321 | 31.8% | 688 | 68.2% | 1,009 |
| Health | 1,252 | 96.5% | 46 | 3.5% | 1,298 |
| Historical and Museum Commission | 69 | 39.0% | 108 | 61.0% | 177 |
| Insurance | 234 | 85.7% | 39 | 14.3% | 273 |
| Labor and Industry | 4,529 | 90.1% | 500 | 9.9% | 5,029 |
| Liquor Control Board | 2,931 | 98.1% | 56 | 1.9% | 2,987 |
| Military and Veterans Affairs | 572 | 27.0% | 1,548 | 73.0% | 2,120 |
| Milk Marketing Board | 14 | 63.6% | 8 | 36.4% | 22 |
| Municipal Retirement Board | 23 | 92.0% | 2 | 8.0% | 25 |
| Probation and Parole Board | 1,027 | 96.1% | 42 | 3.9% | 1,069 |
| Public School Employees Retirement System | 241 | 85.5% | 41 | 14.5% | 282 |
| Public Utility Commission | 371 | 80.5% | 90 | 19.5% | 461 |
| Public Welfare | 15,229 | 95.6% | 702 | 4.4% | 15,931 |
| Revenue | 501 | 25.6% | 1,453 | 74.4% | 1,954 |
| Securities Commission | 53 | 70.7% | 22 | 29.3% | 75 |
| State | 275 | 59.8% | 185 | 40.2% | 460 |
| State Employees Retirement System | 145 | 81.9% | 32 | 18.1% | 177 |
| State Police | 304 | 5.2% | 5,507 | 94.8% | 5,811 |
| State Tax Equalization Board | 7 | 46.7% | 8 | 53.3% | 15 |
| Transportation | 4,012 | 35.8% | 7,203 | 64.2% | 11,215 |
| COMMONWEALTH TOTAL | 50,991 | 68.8% | 23,095 | 31.2% | 74,086 |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: The number of civil service positions decreased by 3% from the previous year and the number of non-civil service positions decreased by 2% from the previous year. The Departments of Public Welfare, Corrections, and Labor and Industry employ nearly two-thirds of all civil service workers. The Departments of Transportation and State Police employ over half of all non-civil service workers.

*STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement
Hires and Separations
Fiscal Year 2010 - 2011*

*Hires and Separations
(GAWFR Table - None)*

| Agency | Separations | Hires | Net Change |
|------------------------------------|--------------------|--------------|-------------------|
| Aging | 9 | 5 | (4) |
| Agriculture | 64 | 25 | (39) |
| Banking | 14 | 9 | (5) |
| Civil Service Commission | 15 | 5 | (10) |
| Community and Economic Development | 48 | 16 | (32) |
| Conservation and Natural Resources | 90 | 20 | (70) |
| Corrections | 973 | 354 | (619) |
| Education | 71 | 19 | (52) |
| Emergency Management Agency | 18 | 11 | (7) |
| Environmental Protection | 211 | 165 | (46) |
| Executive Offices | 239 | 112 | (127) |
| Fish And Boat Commission | 31 | 9 | (22) |
| Game Commission | 48 | 27 | (21) |
| General Services | 114 | 20 | (94) |
| Health | 153 | 83 | (70) |
| Historical and Museum Commission | 20 | 4 | (16) |
| Insurance | 33 | 6 | (27) |
| Labor and Industry | 570 | 207 | (363) |
| Liquor Control Board | 322 | 26 | (296) |
| Military and Veterans Affairs | 222 | 65 | (157) |
| Milk Marketing Board | 3 | 1 | (2) |
| Municipal Retirement Board | 1 | 0 | (1) |
| Probation and Parole Board | 69 | 32 | (37) |
| System | 25 | 6 | (19) |
| Public Utility Commission | 46 | 14 | (32) |
| Public Welfare | 2177 | 797 | (1380) |
| Revenue | 200 | 127 | (73) |
| Securities Commission | 3 | 3 | 0 |
| State | 49 | 29 | (20) |
| State Employees Retirement Board | 12 | 5 | (7) |
| State Police | 304 | 98 | (206) |
| State Tax Equalization Board | 1 | 1 | 0 |
| Transportation | 870 | 400 | (470) |
| COMMONWEALTH TOTALS | 7,025 | 2,701 | (4324) |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. The Hires column includes regular appointments, reinstatements from resignation, and reinstatements from adjudication. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2010-2011, since these employees are hired in wage positions and upon promotion become salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: This fiscal year 7,025 employees separated and 2,701 were hired for a net decrease of 4,324 employees as compared to a net decrease of 3,054 employees for the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics
Diversity by Agency
Fiscal Year 2010 - 2011

Employment by Agency, Minority Group and Gender
(GAWFR Table 16)

| Agency | Year | Non-Minority | | | | Minority | | | |
|------------------------------------|-----------|--------------|---------|--------|---------|----------|---------|--------|---------|
| | | Male | | Female | | Male | | Female | |
| | | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Aging | July 2010 | 30 | 33.7% | 50 | 56.2% | 3 | 3.4% | 6 | 6.7% |
| | July 2011 | 27 | 30.0% | 53 | 58.9% | 2 | 2.2% | 8 | 8.9% |
| Agriculture | July 2010 | 318 | 56.1% | 210 | 37.0% | 25 | 4.4% | 14 | 2.3% |
| | July 2011 | 298 | 56.1% | 194 | 36.5% | 23 | 4.3% | 16 | 3.0% |
| Banking | July 2010 | 81 | 44.3% | 83 | 45.4% | 6 | 3.3% | 13 | 6.6% |
| | July 2011 | 79 | 45.4% | 79 | 45.4% | 6 | 2.3% | 10 | 5.7% |
| Civil Service Commission | July 2010 | 38 | 27.5% | 80 | 58.0% | 9 | 6.5% | 11 | 7.2% |
| | July 2011 | 33 | 26.0% | 75 | 59.1% | 7 | 5.5% | 12 | 8.7% |
| Community and Economic Development | July 2010 | 115 | 37.7% | 151 | 49.5% | 9 | 3.0% | 30 | 9.8% |
| | July 2011 | 100 | 36.6% | 138 | 50.5% | 9 | 2.6% | 26 | 8.4% |
| Conservation and Natural Resources | July 2010 | 914 | 73.5% | 306 | 24.6% | 13 | 0.6% | 11 | 0.9% |
| | July 2011 | 928 | 73.3% | 308 | 24.3% | 19 | 1.0% | 11 | 0.8% |
| Corrections | July 2010 | 10,469 | 68.2% | 3,216 | 20.9% | 1,087 | 7.1% | 584 | 3.8% |
| | July 2011 | 10,333 | 68.3% | 3,128 | 20.7% | 1,092 | 7.2% | 574 | 3.8% |
| Education | July 2010 | 157 | 30.2% | 292 | 56.2% | 17 | 3.3% | 53 | 10.2% |
| | July 2011 | 143 | 29.8% | 270 | 56.3% | 16 | 3.1% | 51 | 10.6% |
| Emergency Management Agency | July 2010 | 102 | 66.7% | 41 | 26.8% | 4 | 1.3% | 6 | 3.9% |
| | July 2011 | 99 | 66.0% | 43 | 28.7% | 2 | 1.3% | 6 | 4.0% |
| Environmental Protection | July 2010 | 1,629 | 64.0% | 737 | 28.9% | 98 | 3.8% | 83 | 3.3% |
| | July 2011 | 1,625 | 63.9% | 733 | 28.8% | 98 | 3.9% | 88 | 3.4% |
| Executive Offices | July 2010 | 823 | 41.0% | 889 | 44.3% | 118 | 5.9% | 176 | 8.8% |
| | July 2011 | 776 | 41.3% | 828 | 44.1% | 112 | 6.0% | 161 | 8.5% |
| Fish and Boat Commission | July 2010 | 313 | 81.5% | 67 | 17.4% | 1 | 0.3% | 3 | 0.8% |
| | July 2011 | 316 | 81.9% | 67 | 17.4% | 1 | 0.3% | 2 | 0.5% |
| Game Commission | July 2010 | 520 | 83.2% | 99 | 15.8% | 2 | 0.2% | 4 | 0.6% |
| | July 2011 | 545 | 83.6% | 100 | 15.3% | 2 | 0.2% | 5 | 0.8% |
| General Services | July 2010 | 633 | 57.2% | 246 | 22.2% | 135 | 12.2% | 92 | 8.3% |
| | July 2011 | 579 | 57.4% | 220 | 21.8% | 126 | 12.5% | 84 | 8.3% |
| Health | July 2010 | 334 | 25.3% | 823 | 62.3% | 57 | 4.3% | 107 | 8.1% |
| | July 2011 | 337 | 26.1% | 780 | 60.4% | 59 | 4.6% | 115 | 8.9% |
| Historical and Museum Commission | July 2010 | 111 | 57.8% | 70 | 36.5% | 7 | 3.6% | 4 | 2.1% |
| | July 2011 | 102 | 57.6% | 66 | 37.3% | 5 | 2.8% | 4 | 2.3% |
| Insurance | July 2010 | 134 | 44.4% | 132 | 43.7% | 14 | 3.6% | 22 | 6.6% |
| | July 2011 | 117 | 43.0% | 119 | 43.8% | 12 | 3.3% | 24 | 8.5% |
| Labor & Industry | July 2010 | 1,796 | 36.0% | 2,580 | 51.8% | 199 | 4.0% | 406 | 8.1% |
| | July 2011 | 1,790 | 35.7% | 2,582 | 51.5% | 210 | 4.1% | 435 | 8.7% |
| Liquor Control Board | July 2010 | 1,498 | 49.1% | 981 | 32.2% | 229 | 7.5% | 342 | 11.2% |
| | July 2011 | 1,431 | 47.9% | 973 | 32.6% | 230 | 7.7% | 353 | 11.8% |

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics
Diversity by Agency (Continued)
Fiscal Year 2010 - 2011

Employment by Agency, Minority Group and Gender
(GAWFR Table 16 - Continued)

| Agency | Year | Non-Minority | | | | Minority | | | |
|---|------------------|---------------|--------------|---------------|--------------|--------------|-------------|--------------|-------------|
| | | Male | | Female | | Male | | Female | |
| | | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Military and Veterans Affairs | July 2010 | 749 | 35.7% | 994 | 47.4% | 105 | 5.0% | 251 | 11.9% |
| | July 2011 | 728 | 35.1% | 972 | 46.9% | 108 | 5.2% | 264 | 12.7% |
| Milk Marketing Board | July 2010 | 21 | 75.0% | 7 | 25.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2011 | 18 | 81.8% | 4 | 18.2% | 0 | 0.0% | 0 | 0.0% |
| Municipal Retirement Board | July 2010 | 7 | 26.9% | 16 | 61.5% | 1 | 3.8% | 2 | 7.7% |
| | July 2011 | 7 | 28.0% | 15 | 60.0% | 1 | 4.0% | 2 | 8.0% |
| Probation and Parole Board | July 2010 | 507 | 47.2% | 367 | 34.2% | 88 | 8.2% | 112 | 10.2% |
| | July 2011 | 509 | 47.7% | 367 | 34.4% | 79 | 7.4% | 112 | 10.5% |
| Public School Employees Retirement System | July 2010 | 109 | 38.2% | 147 | 51.6% | 8 | 2.8% | 21 | 7.4% |
| | July 2011 | 112 | 39.7% | 138 | 48.9% | 9 | 3.2% | 23 | 8.2% |
| Public Utility Commission | July 2010 | 231 | 48.0% | 174 | 36.2% | 31 | 6.4% | 45 | 9.1% |
| | July 2011 | 220 | 48.1% | 165 | 36.1% | 27 | 5.9% | 45 | 9.6% |
| Public Welfare | July 2010 | 4,789 | 28.4% | 8,636 | 51.1% | 903 | 5.3% | 2,560 | 15.2% |
| | July 2011 | 4,382 | 27.7% | 8,133 | 51.4% | 854 | 5.4% | 2,447 | 15.5% |
| Revenue | July 2010 | 829 | 42.1% | 728 | 37.0% | 139 | 7.1% | 271 | 13.8% |
| | July 2011 | 823 | 42.1% | 711 | 36.4% | 140 | 7.2% | 279 | 14.3% |
| Securities Commission | July 2010 | 37 | 50.0% | 30 | 40.5% | 3 | 4.1% | 4 | 5.4% |
| | July 2011 | 36 | 48.0% | 32 | 42.7% | 3 | 4.0% | 4 | 5.3% |
| State | July 2010 | 183 | 39.1% | 216 | 46.2% | 27 | 5.8% | 42 | 9.0% |
| | July 2011 | 175 | 38.1% | 216 | 47.1% | 23 | 5.0% | 45 | 9.8% |
| State Employees Retirement System | July 2010 | 63 | 35.4% | 92 | 51.7% | 7 | 3.9% | 16 | 9.0% |
| | July 2011 | 60 | 34.1% | 92 | 52.3% | 8 | 4.5% | 16 | 9.1% |
| State Police | July 2010 | 4,510 | 76.8% | 931 | 15.9% | 318 | 5.4% | 113 | 1.9% |
| | July 2011 | 4,485 | 77.2% | 907 | 15.6% | 307 | 5.3% | 110 | 1.9% |
| State Tax Equalization Board | July 2010 | 9 | 60.0% | 4 | 26.7% | 0 | 0.0% | 2 | 13.3% |
| | July 2011 | 8 | 53.3% | 5 | 33.3% | 0 | 0.0% | 2 | 13.3% |
| Transportation | July 2010 | 8,802 | 77.5% | 1,528 | 13.5% | 532 | 4.7% | 491 | 4.3% |
| | July 2011 | 8,703 | 77.6% | 1,515 | 13.5% | 513 | 4.6% | 483 | 4.3% |
| TOTAL FOR AGENCIES | July 2010 | 40,861 | 53.9% | 24,923 | 32.8% | 4,195 | 5.5% | 5,897 | 7.8% |
| | July 2011 | 39,924 | 54.0% | 24,028 | 32.5% | 4,103 | 5.6% | 5,817 | 7.9% |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: Twenty agencies have as many or more minority and female employees than non-minority males, including the Department of Public Welfare, which is the largest state agency. The Department of Revenue has the highest percentage of minority employees of all agencies, accounting for 21.5 percent of their total salaried full-time work force. The Department of Health continues to have the highest representation of females, comprising 69.3 percent of its total salaried full-time work force.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement
Separation Trends
Fiscal Years 1996-1997 to 2010-2011

Historical Trend of Commonwealth Separations
(GAWFR Table 28)

| Fiscal Year | | Retirements | Resignations | Furloughs | Other Separations | Total Separations |
|------------------|--------|-------------|--------------|-----------|-------------------|-------------------|
| 1996-1997 | Number | 3,122 | 1,276 | 155 | 491 | 5,044 |
| | Rate | 4.0% | 1.6% | 0.2% | 0.6% | 6.4% |
| 1997-1998 | Number | 2,305 | 1,251 | 109 | 446 | 4,111 |
| | Rate | 2.9% | 1.6% | 0.1% | 0.6% | 5.2% |
| 1998-1999 | Number | 3,663 | 1,406 | 56 | 503 | 5,628 |
| | Rate | 4.7% | 1.8% | 0.1% | 0.6% | 7.2% |
| 1999-2000 | Number | 2,401 | 1,460 | 250 | 519 | 4,630 |
| | Rate | 3.0% | 1.9% | 0.3% | 0.7% | 5.9% |
| 2000-2001 | Number | 1,935 | 1,393 | 30 | 555 | 3,913 |
| | Rate | 2.4% | 1.8% | 0.0% | 0.7% | 4.9% |
| 2001-2002 | Number | 3,890 | 1,117 | 44 | 583 | 5,634 |
| | Rate | 4.9% | 1.4% | 0.1% | 0.7% | 7.1% |
| 2002-2003 | Number | 4,484 | 1,201 | 4 | 610 | 6,299 |
| | Rate | 5.7% | 1.5% | 0.0% | 0.8% | 8.1% |
| 2003-2004 | Number | 6,153 | 1,351 | 5 | 540 | 8,049 |
| | Rate | 8.1% | 1.8% | 0.0% | 0.7% | 10.6% |
| 2004-2005 | Number | 4,269 | 1,652 | 29 | 584 | 6,534 |
| | Rate | 5.6% | 2.2% | 0.0% | 8.0% | 8.5% |
| 2005-2006 | Number | 2,040 | 1,714 | 2 | 591 | 4,347 |
| | Rate | 3.3% | 2.2% | 0.0% | 0.8% | 5.5% |
| 2006-2007 | Number | 6,581 | 1,714 | 0 | 591 | 8,886 |
| | Rate | 8.6% | 2.2% | 0.0% | 0.8% | 11.6% |
| 2007-2008 | Number | 2,522 | 1,729 | 0 | 628 | 4,879 |
| | Rate | 3.3% | 2.2% | 0.0% | 0.8% | 6.3% |
| 2008-2009 | Number | 2,750 | 1,286 | 135 | 574 | 4,745 |
| | Rate | 3.6% | 1.7% | 0.2% | 0.7% | 6.2% |
| 2009-2010 | Number | 3,274 | 1,098 | 349 | 596 | 5,317 |
| | Rate | 4.3% | 1.4% | 0.5% | 0.7% | 7.0% |
| 2010-2011 | Number | 5,095 | 1,246 | 111 | 573 | 7,025 |
| | Rate | 6.9% | 1.7% | 0.2% | 0.8% | 9.5% |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers and temporary or emergency employees. Other separations include dismissals and deaths. Excludes employee reinstatements to the same or other agency. The furlough counts displayed have been reduced by any returns (employees recalled from furlough status).

COMMENTS: The overall number of separations increased significantly compared to the previous fiscal year, primarily due to an increase in the number of retirements.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement
Leave Usage - Paid
Fiscal Year 2010 - 2011

*Total Paid Leave Days and Cost Per Employee
(GAWFR Table 45)*

| Agency | Annual Avg Days | Annual Avg Cost | Holiday Avg Days | Holiday Avg Cost | Sick Avg Days | Sick Avg Cost | Personal Avg Days | Personal Avg Cost | Other Avg Days | Other Avg Cost |
|--------------------------------------|-----------------|-----------------|------------------|------------------|---------------|----------------|-------------------|-------------------|----------------|----------------|
| **Commonwealth Average** | 16.1 | \$3,214 | 10.5 | \$2,029 | 9.5 | \$1,787 | 3.2 | \$634 | 3.9 | \$701 |
| Aging | 14.7 | \$3,442 | 10.6 | \$2,424 | 9.3 | \$2,122 | 3.6 | \$791 | 0.4 | \$87 |
| Agriculture | 13.8 | \$2,609 | 10.6 | \$1,978 | 9.9 | \$1,743 | 3.6 | \$669 | 1.5 | \$262 |
| Banking | 14.5 | \$3,326 | 10.7 | \$2,358 | 10.5 | \$2,206 | 3.8 | \$830 | 0.2 | \$38 |
| Civil Service Commission | 17.2 | \$3,688 | 10.9 | \$2,204 | 11.2 | \$2,187 | 4.0 | \$809 | 0.4 | \$61 |
| Community and Economic Development | 14.2 | \$3,337 | 10.9 | \$2,502 | 8.9 | \$1,976 | 3.7 | \$846 | 0.2 | \$56 |
| Conservation and Natural Resources | 15.3 | \$2,998 | 10.8 | \$2,021 | 9.5 | \$1,727 | 3.9 | \$734 | 2.0 | \$350 |
| Corrections | 20.1 | \$4,050 | 9.8 | \$1,940 | 6.8 | \$1,455 | 1.2 | \$267 | 10.5 | \$2,087 |
| Education | 15.1 | \$3,489 | 10.9 | \$2,478 | 10.1 | \$2,256 | 3.8 | \$869 | 0.2 | \$45 |
| Emergency Management Agency | 12.5 | \$2,502 | 10.8 | \$2,141 | 8.6 | \$1,730 | 3.4 | \$679 | 1.3 | \$265 |
| Environmental Protection | 15.9 | \$2,672 | 10.9 | \$2,403 | 9.9 | \$2,171 | 3.8 | \$850 | 0.5 | \$99 |
| Executive Offices | 15.6 | \$3,563 | 10.7 | \$2,376 | 10.0 | \$2,126 | 3.8 | \$841 | 0.6 | \$131 |
| Fish and Boat Commission | 14.5 | \$2,724 | 10.2 | \$1,821 | 7.4 | \$1,311 | 3.8 | \$676 | 3.5 | \$637 |
| Game Commission | 14.4 | \$2,825 | 10.2 | \$1,868 | 7.6 | \$1,390 | 3.9 | \$722 | 1.1 | \$218 |
| General Services | 15.2 | \$2,789 | 10.8 | \$1,922 | 11.0 | \$1,953 | 3.9 | \$691 | 1.7 | \$292 |
| Health | 15.6 | \$3,449 | 10.7 | \$2,313 | 10.7 | \$2,293 | 4.0 | \$866 | 1.2 | \$273 |
| Historical and Museum Commission | 15.2 | \$3,009 | 10.6 | \$2,011 | 9.2 | \$1,739 | 3.6 | \$693 | 2.9 | \$546 |
| Insurance | 15.9 | \$3,747 | 10.9 | \$2,560 | 9.5 | \$2,122 | 3.9 | \$919 | 0.3 | \$60 |
| Labor and Industry | 15.0 | \$2,934 | 10.8 | \$2,005 | 10.7 | \$1,979 | 3.8 | \$718 | 0.7 | \$132 |
| Liquor Control Board | 14.7 | \$2,451 | 10.3 | \$1,621 | 9.5 | \$1,473 | 3.0 | \$478 | 0.3 | \$48 |
| Military and Veterans Affairs | 12.9 | \$2,065 | 9.6 | \$1,500 | 10.9 | \$1,694 | 3.6 | \$570 | 2.0 | \$313 |
| Milk Marketing Board | 16.6 | \$3,557 | 11.3 | \$2,364 | 10.2 | \$2,196 | 4.0 | \$844 | 3.5 | \$656 |
| Municipal Retirement System | 16.1 | \$3,211 | 10.7 | \$2,064 | 11.2 | \$2,109 | 3.9 | \$760 | 0.1 | \$17 |
| Probation and Parole Board | 13.6 | \$2,938 | 10.7 | \$2,217 | 9.8 | \$2,060 | 3.8 | \$785 | 3.7 | \$820 |
| Public School Emp. Retirement System | 16.6 | \$3,932 | 10.9 | \$2,482 | 10.4 | \$2,185 | 3.9 | \$893 | 0.5 | \$92 |
| Public Utility Commission | 16.0 | \$4,107 | 11.0 | \$2,656 | 11.0 | \$2,650 | 3.9 | \$940 | 0.5 | \$127 |
| Public Welfare | 15.2 | \$2,837 | 10.3 | \$1,828 | 11.5 | \$2,040 | 3.8 | \$684 | 4.6 | \$649 |
| Revenue | 15.4 | \$3,055 | 10.9 | \$2,064 | 11.1 | \$2,075 | 4.0 | \$751 | 0.3 | \$65 |
| Securities Commission | 16.8 | \$4,238 | 10.9 | \$2,673 | 11.5 | \$2,920 | 4.1 | \$1,021 | 0.6 | \$116 |
| State | 13.9 | \$2,824 | 10.9 | \$2,099 | 9.7 | \$1,807 | 3.9 | \$750 | 0.4 | \$97 |
| State Employees Retirement System | 15.6 | \$3,732 | 11.0 | \$2,533 | 8.4 | \$1,767 | 3.7 | \$837 | 0.1 | \$21 |
| State Police | 15.1 | \$4,220 | 11.9 | \$3,220 | 5.7 | \$1,410 | 3.7 | \$999 | 1.9 | \$549 |
| State Tax Equalization Board | 13.2 | \$2,074 | 11.1 | \$1,772 | 11.7 | \$1,850 | 4.1 | \$645 | 0.0 | \$0 |
| Transportation | 14.9 | \$2,621 | 10.7 | \$1,782 | 10.5 | \$1,719 | 3.9 | \$651 | 1.2 | \$184 |

SOURCE: SAP Wage Types report of payments made and Business Warehouse.

NOTE: Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time employees. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. Other leaves include compensatory, administrative, civil, military, educational, disability and stress leave. For corrections officers, bereavement leave is included in the "other" leave category; for all other employees, bereavement leave is included as sick leave.

COMMENTS: Commonwealth employees used an average of 43.3 days of leave, including paid holidays, during fiscal year 2010-2011. This is a slight increase as compared to the previous fiscal year. Most employees earn up to four personal days each leave calendar year; however, due to a significant amount of employees who work for the Securities Commission and State Tax Equalization Board using more than four days of personal leave throughout the fiscal year, the average usage for these agencies increased to 4.1 days of leave.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics
Employment by Ethnicity
1976 - 2011

Changes in Commonwealth Salaried Employment by Race and Gender
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2011
Full-Time Salaried Employees
(GAWFR Table 15)

| Year | African American | | | | Hispanic | | | | Asian/Hawaiian/Pacific Islander | | | | *American Indian/Alaskan Native | | | |
|-----------|------------------|---------|--------|---------|----------|---------|--------|---------|---------------------------------|---------|--------|---------|---------------------------------|---------|--------|---------|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| July 1976 | 3,963 | 3.7% | 6,997 | 6.5% | 248 | 0.3% | 184 | 0.2% | 444 | 0.4% | 181 | 0.2% | *N/A | *N/A | *N/A | *N/A |
| July 1980 | 3,956 | 4.0% | 7,045 | 7.1% | 320 | 0.3% | 277 | 0.3% | 336 | 0.3% | 151 | 0.2% | *N/A | *N/A | *N/A | *N/A |
| July 1985 | 3,409 | 4.2% | 5,746 | 7.1% | 352 | 0.4% | 279 | 0.3% | 287 | 0.4% | 164 | 0.2% | *N/A | *N/A | *N/A | *N/A |
| July 1990 | 3,355 | 4.3% | 5,399 | 6.9% | 405 | 0.5% | 333 | 0.4% | 391 | 0.5% | 219 | 0.3% | *N/A | *N/A | *N/A | *N/A |
| July 1995 | 3,617 | 4.6% | 5,301 | 6.6% | 504 | 0.6% | 441 | 0.5% | 493 | 0.6% | 273 | 0.3% | *N/A | *N/A | *N/A | *N/A |
| July 2000 | 3,354 | 4.3% | 4,839 | 6.2% | 524 | 0.7% | 509 | 0.6% | 509 | 0.6% | 296 | 0.4% | *N/A | *N/A | *N/A | *N/A |
| July 2005 | 3,144 | 4.1% | 4,698 | 6.1% | 571 | 0.7% | 631 | 0.8% | 489 | 0.6% | 391 | 0.5% | 61 | 0.1% | 41 | 0.1% |
| July 2010 | 2,953 | 3.9% | 4,595 | 6.1% | 646 | 0.8% | 780 | 1.0% | 534 | 0.7% | 463 | 0.6% | 63 | 0.1% | 59 | 0.0% |
| July 2011 | 2,841 | 3.8% | 4,461 | 6.0% | 651 | 0.9% | 806 | 1.1% | 538 | 0.7% | 477 | 0.6% | 63 | 0.1% | 57 | 0.1% |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. *For all years prior to 2004, American Indian/Alaskan Native were grouped with Asian/Hawaiian/Pacific Islander in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

COMMENTS: Since 1976 the percentage of minority employees in state government has increased from 11.3 to 13.4 percent.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics
Employment by Gender
1976 - 2011

Changes in Commonwealth Salaried Employment by Minority Group and Gender
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2011
Full-Time Salaried Employees
(GAWFR Table 14)

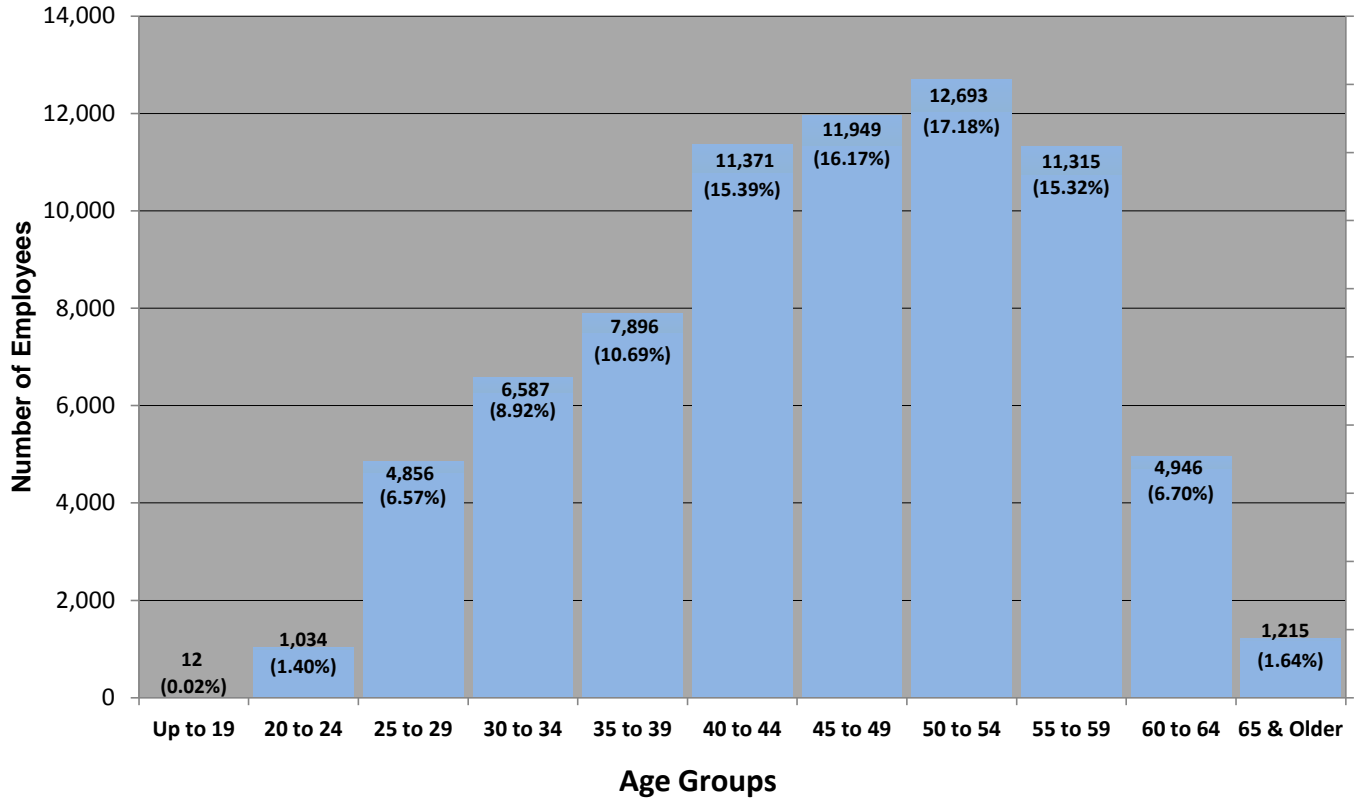
| Year | Non-Minority | | | | | | Minority | | | | | | Total | | | | | |
|-----------|--------------|-------|--------|-------|--------------|------|----------|------|--------|------|--------------|------|--------|-------|--------|-------|--------------|------|
| | Male | | Female | | Undetermined | | Male | | Female | | Undetermined | | Male | | Female | | Undetermined | |
| | Number | Perc | Number | Perc | Number | Perc | Number | Perc | Number | Perc | Number | Perc | Number | Perc | Number | Perc | Number | Perc |
| July 1976 | 57,415 | 53.7% | 37,416 | 35.0% | 0 | 0.0% | 4,655 | 4.4% | 7,362 | 6.9% | 0 | 0.0% | 62,070 | 58.1% | 44,778 | 41.9% | 0 | 0.0% |
| July 1980 | 51,476 | 52.0% | 35,343 | 35.7% | 0 | 0.0% | 4,612 | 4.7% | 7,473 | 7.6% | 0 | 0.0% | 56,088 | 56.7% | 42,816 | 43.3% | 0 | 0.0% |
| July 1985 | 42,107 | 51.8% | 28,916 | 35.6% | 0 | 0.0% | 4,048 | 5.0% | 6,189 | 7.6% | 0 | 0.0% | 46,155 | 56.8% | 35,105 | 43.2% | 0 | 0.0% |
| July 1990 | 41,293 | 52.9% | 26,635 | 34.1% | 0 | 0.0% | 4,151 | 5.3% | 5,951 | 7.6% | 0 | 0.0% | 45,444 | 58.2% | 32,586 | 41.8% | 0 | 0.0% |
| July 1995 | 43,020 | 53.5% | 26,801 | 33.3% | 0 | 0.0% | 4,614 | 5.7% | 6,015 | 7.5% | 0 | 0.0% | 47,634 | 59.2% | 32,816 | 40.8% | 0 | 0.0% |
| July 2000 | 43,020 | 54.7% | 25,661 | 32.6% | 0 | 0.0% | 4,387 | 5.6% | 5,644 | 7.2% | 0 | 0.0% | 47,407 | 60.2% | 31,305 | 39.8% | 0 | 0.0% |
| July 2005 | 41,529 | 54.1% | 25,171 | 32.8% | 0 | 0.0% | 4,265 | 5.6% | 5,761 | 7.5% | 0 | 0.0% | 45,794 | 59.7% | 30,932 | 40.3% | 0 | 0.0% |
| July 2010 | 40,861 | 53.9% | 24,924 | 32.8% | 1 | 0.0% | 4,195 | 5.5% | 5,898 | 7.8% | 1 | 0.0% | 45,056 | 59.4% | 30,822 | 40.6% | 2 | 0.0% |
| July 2011 | 39,924 | 54.0% | 24,028 | 32.5% | 2 | 0.0% | 4,103 | 5.6% | 5,817 | 7.9% | 0 | 0.0% | 44,027 | 59.6% | 29,845 | 40.4% | 2 | 0.0% |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. 1976 was the first reporting year. Information is then displayed in five year increments ending with the current reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics
Age Groups
July 2011

Age Distribution for Commonwealth Employees
July 2011
(GAWFR Table 46)

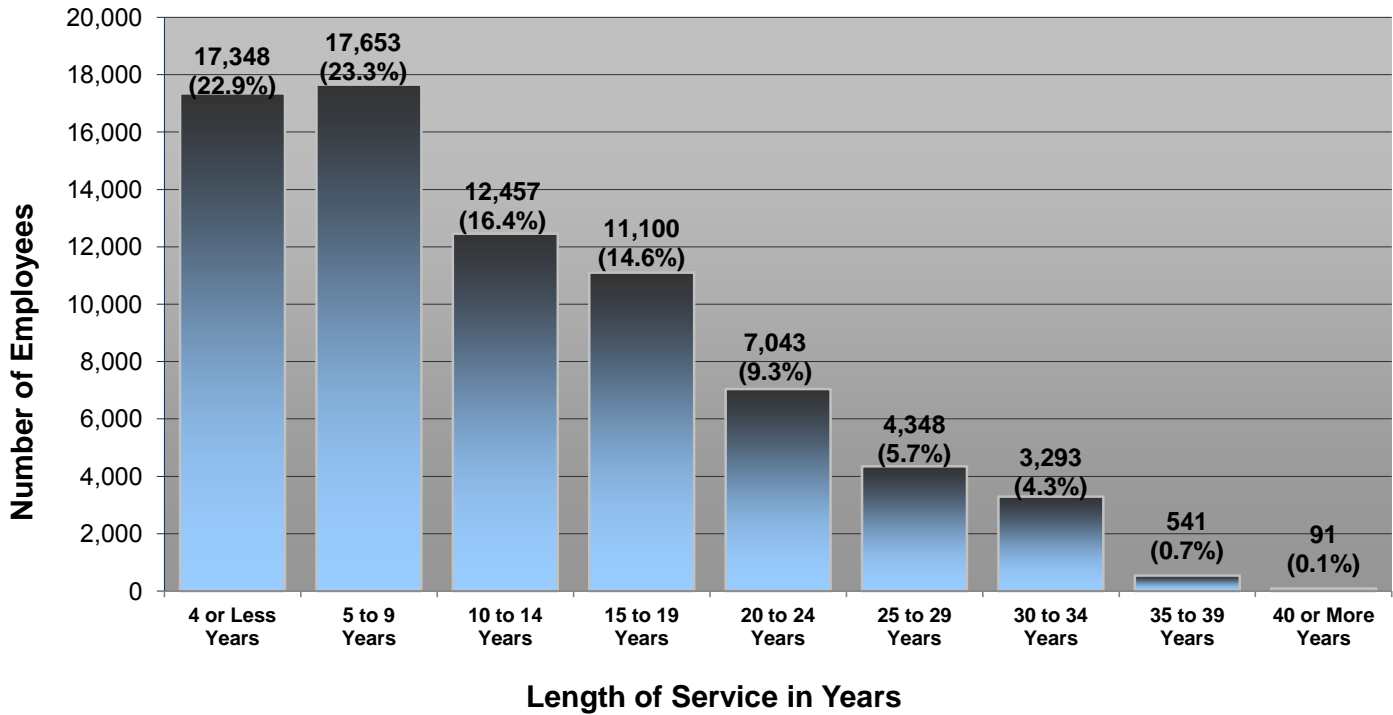


SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics
Length of Service
July 2011

Length of Service Distribution for Commonwealth Employees
 July 2011
 (GAWFR Table 47)



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes.

COMMENTS: There were 632 employees with 35 or more years of state service as of July 2011. The average length of service was 12.1 years, which is consistent with the previous reporting year (12.6).

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees per 10K Residents
July 2011

*Rank Order of All States by Ratio of State Employment to State Population
including employees not under the Governor's jurisdiction
(GAWFR Table 10 and 11)*

| ST | STATE | RANK | EMPS/10 K |
|----|---------------|------|-----------|
| HI | Hawaii | 1 | 540 |
| AK | Alaska | 2 | 419 |
| ND | North Dakota | 3 | 366 |
| DE | Delaware | 4 | 347 |
| WY | Wyoming | 5 | 279 |
| NM | New Mexico | 6 | 274 |
| VT | Vermont | 7 | 266 |
| MT | Montana | 8 | 265 |
| WV | West Virginia | 9 | 257 |
| AR | Arkansas | 10 | 248 |
| OK | Oklahoma | 11 | 236 |
| UT | Utah | 12 | 235 |
| LA | Louisiana | 13 | 230 |
| SD | South Dakota | 14 | 230 |
| WA | Washington | 15 | 230 |
| KY | Kentucky | 16 | 226 |
| AL | Alabama | 17 | 225 |
| RI | Rhode Island | 18 | 222 |
| CT | Connecticut | 19 | 220 |
| IA | Iowa | 20 | 218 |
| MS | Mississippi | 21 | 216 |
| OR | Oregon | 22 | 216 |
| ME | Maine | 23 | 211 |
| NE | Nebraska | 24 | 206 |
| NJ | New Jersey | 25 | 201 |

| ST | STATE | RANK | EMPS/10 K |
|----|----------------|------|-----------|
| NH | New Hampshire | 26 | 198 |
| VA | Virginia | 27 | 197 |
| SC | South Carolina | 28 | 194 |
| CO | Colorado | 29 | 192 |
| KS | Kansas | 30 | 191 |
| MI | Michigan | 31 | 189 |
| NC | North Carolina | 32 | 188 |
| WI | Wisconsin | 33 | 186 |
| MN | Minnesota | 34 | 185 |
| ID | Idaho | 35 | 182 |
| IN | Indiana | 36 | 180 |
| MA | Massachusetts | 37 | 178 |
| MO | Missouri | 38 | 174 |
| OH | Ohio | 39 | 163 |
| MD | Maryland | 40 | 162 |
| GA | Georgia | 41 | 159 |
| TN | Tennessee | 42 | 157 |
| NY | New York | 43 | 148 |
| TX | Texas | 44 | 144 |
| PA | Pennsylvania | 45 | 141 |
| CA | California | 46 | 131 |
| NV | Nevada | 47 | 130 |
| AZ | Arizona | 48 | 129 |
| IL | Illinois | 49 | 123 |
| FL | Florida | 50 | 114 |

National Average 172
Pennsylvania 141

SOURCE: "2010 Annual Survey of Public Employment and Payroll" as of March 2010 and "Intercensal Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico" as of July 1, 2010, U.S. Census Bureau.

NOTE: State Government data includes full-time and part-time, salaried and wage employees. Pennsylvania figures include Penn State University but exclude Pittsburgh, Temple, and Lincoln Universities.

COMMENTS: Pennsylvania has 141 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-fifth out of the fifty states. The national average is 172.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees Average Salary
March 2010

*Average Annual Salary of All State Employees
including employees not under the Governor's jurisdiction
(GAWFR Table 12)*

| ST | State | Rank | Salary |
|----|---------------|------|-------------|
| NJ | New Jersey | 1 | \$69,209.00 |
| CA | California | 2 | \$68,880.00 |
| CT | Connecticut | 3 | \$67,579.00 |
| NY | New York | 4 | \$65,811.00 |
| MN | Minnesota | 5 | \$64,057.00 |
| IA | Iowa | 6 | \$63,909.00 |
| IL | Illinois | 7 | \$63,893.00 |
| RI | Rhode Island | 8 | \$63,579.00 |
| MI | Michigan | 9 | \$62,498.00 |
| AK | Alaska | 10 | \$62,117.00 |
| CO | Colorado | 11 | \$60,400.00 |
| OH | Ohio | 12 | \$59,940.00 |
| MA | Massachusetts | 13 | \$59,675.00 |
| WA | Washington | 14 | \$58,956.00 |
| WI | Wisconsin | 15 | \$58,817.00 |
| NV | Nevada | 16 | \$58,688.00 |
| MD | Maryland | 17 | \$55,803.00 |
| VT | Vermont | 18 | \$55,737.00 |
| NH | New Hampshire | 19 | \$55,004.00 |
| PA | Pennsylvania | 20 | \$54,769.00 |
| OR | Oregon | 21 | \$53,426.00 |
| UT | Utah | 22 | \$52,911.00 |
| VA | Virginia | 23 | \$52,612.00 |
| AZ | Arizona | 24 | \$52,381.00 |
| LA | Louisiana | 25 | \$51,387.00 |

| ST | State | Rank | Salary |
|----|----------------|------|-------------|
| TX | Texas | 26 | \$51,359.00 |
| ID | Idaho | 27 | \$51,358.00 |
| WY | Wyoming | 28 | \$50,881.00 |
| KS | Kansas | 29 | \$50,138.00 |
| DE | Delaware | 30 | \$49,353.00 |
| ND | North Dakota | 31 | \$49,241.00 |
| AL | Alabama | 32 | \$49,183.00 |
| ME | Maine | 33 | \$48,755.00 |
| IN | Indiana | 34 | \$48,277.00 |
| MT | Montana | 35 | \$48,187.00 |
| NE | Nebraska | 36 | \$48,150.00 |
| NM | New Mexico | 37 | \$47,733.00 |
| HI | Hawaii | 38 | \$47,312.00 |
| KY | Kentucky | 39 | \$47,276.00 |
| SD | South Dakota | 40 | \$47,251.00 |
| NC | North Carolina | 41 | \$46,502.00 |
| OK | Oklahoma | 42 | \$46,370.00 |
| FL | Florida | 43 | \$46,336.00 |
| TN | Tennessee | 44 | \$45,861.00 |
| SC | South Carolina | 45 | \$45,721.00 |
| AR | Arkansas | 46 | \$45,545.00 |
| GA | Georgia | 47 | \$45,533.00 |
| WV | West Virginia | 48 | \$42,647.00 |
| MS | Mississippi | 49 | \$42,441.00 |
| MO | Missouri | 50 | \$42,219.00 |

National Average \$55,424
Pennsylvania \$54,769*

SOURCE: "2010 Annual Survey of Public Employment and Payroll," U.S. Census Bureau. March 2010 data is the latest available.

NOTE: *Pennsylvania's average salary includes all full-time state employees, including those not under the Governor's jurisdiction. This includes Attorney General, Treasury, Auditor General, Turnpike Commission, Legislative and Judicial branches, state universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln which are reported and averaged together by the Census Bureau.

COMMENTS: The national average annual salary of state employees increased by 1.2% from 2009 to 2010. The average annual salary of commonwealth employees increased by 5.2% during the same timeframe.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County
July 2011

Salaried Employees by Headquarters and Voting County
(GAWFR Table 51)

| County | Employment | Residence |
|---------------|-------------------|------------------|
| Adams | 176 | 398 |
| Allegheny | 3,751 | 3,172 |
| Armstrong | 227 | 390 |
| Beaver | 319 | 461 |
| Bedford | 256 | 416 |
| Berks | 1,652 | 1,730 |
| Blair | 1,329 | 1,471 |
| Bradford | 232 | 251 |
| Bucks | 674 | 845 |
| Butler | 411 | 598 |
| Cambria | 1,923 | 2,603 |
| Cameron | 102 | 72 |
| Carbon | 216 | 371 |
| Centre | 1,148 | 916 |
| Chester | 921 | 875 |
| Clarion | 216 | 397 |
| Clearfield | 1,331 | 1,280 |
| Clinton | 193 | 404 |
| Columbia | 202 | 564 |
| Crawford | 810 | 917 |
| Cumberland | 1,714 | 4,480 |
| Dauphin | 16,359 | 7,961 |
| Delaware | 1,032 | 1,133 |
| Elk | 145 | 199 |
| Erie | 1,646 | 1,548 |
| Fayette | 1,334 | 1,207 |
| Forest | 705 | 200 |
| Franklin | 651 | 693 |
| Fulton | 137 | 127 |
| Greene | 882 | 609 |
| Huntingdon | 1,430 | 937 |
| Indiana | 968 | 938 |
| Jefferson | 273 | 417 |
| Juniata | 102 | 486 |
| Lackawanna | 2,005 | 2,186 |
| Lancaster | 813 | 1,530 |
| Lawrence | 503 | 565 |
| Lebanon | 576 | 1,004 |
| Lehigh | 1,060 | 916 |
| Luzerne | 2,836 | 3,194 |

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County
July 2011

Salaried Employees by Headquarters and Voting County
(GAWFR Table 51)

| County | Employment | Residence |
|----------------|-------------------|------------------|
| Lycoming | 1,450 | 1,232 |
| Mckean | 151 | 235 |
| Mercer | 796 | 878 |
| Mifflin | 105 | 458 |
| Monroe | 374 | 340 |
| Montgomery | 3,478 | 2,079 |
| Montour | 593 | 239 |
| Northampton | 382 | 573 |
| Northumberland | 803 | 1,505 |
| Perry | 372 | 1,130 |
| Philadelphia | 3,302 | 3,581 |
| Pike | 160 | 128 |
| Potter | 166 | 169 |
| Schuylkill | 1,379 | 1,908 |
| Snyder | 957 | 792 |
| Somerset | 1,352 | 1,120 |
| Sullivan | 104 | 77 |
| Susquehanna | 173 | 295 |
| Tioga | 227 | 229 |
| Union | 96 | 319 |
| Venango | 1,290 | 1,151 |
| Warren | 576 | 608 |
| Washington | 550 | 1,100 |
| Wayne | 852 | 408 |
| Westmoreland | 2,219 | 2,123 |
| Wyoming | 114 | 216 |
| York | 593 | 2,279 |
| Outside Pa | 0 | 241 |
| Total | 73,874 | 73,874 |

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2011, over half (57.1 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (51.3 percent) of all employees had those four areas as their voting addresses. A total of 241 employees resided outside of the Commonwealth's geographic boundaries.

Glossary



Appointment - The hiring of a person to perform designated duties in a Commonwealth agency in exchange for compensation. Does not refer to transfers in from other state agencies.

Average - The arithmetic mean - the sum of observations divided by the total number of observations.

Benefits - Services or goods given or money indirectly given to an employee.

Centralized payroll system - A computerized data system containing payroll information for each Commonwealth employee and position.

Civil Service position - A position in the classified service under Article 1, Section 3 (d), of the Civil Service Act.

Class - A group of positions with sufficiently similar duties and responsibilities so that they may be assigned the same title and treated alike for pay and other personnel purposes.

Compensation - Money given directly or indirectly to an employee as well as services or goods given to an employee. Used interchangeably with pay.

Equal Employment Opportunity Commission (EEOC) occupational groupings Eight standard job categories as defined by EEOC, used by state and local governments in reporting statistics to the federal government.

Fiscal year - In Commonwealth agencies, July 1 of a given year through June 30 of the next year.

Full-time employee - An employee who is expected to be in an active pay status for either 75 or 80 hours per biweekly pay period.

Furlough - Removal of an employee from his or her position because of a lack of funds, work, or other operational reasons.

Metropolitan Statistical Area (MSA) - Refers to a county or group of contiguous counties forming a metropolitan area based on criteria developed by the U.S. Census Bureau.

Minority - African Americans, Hispanics, American Indians, Alaskan Natives, Asians, and Pacific Islanders who are not categorized as white for statistical reporting purposes.

Non-Civil Service position - A position not covered by the Civil Service Act.

Part-time employee - An employee who is expected to be in an active pay status fewer than 75 or 80 hours in a pay period, depending upon the employee's pay schedule.

Permanent employee - An employee hired with the expectation of being in an active pay status for more than 12 consecutive months or from nine to 12 consecutive months inclusive on an annually recurring basis.

Position - An authorized and individually identified group of duties and responsibilities assigned or delegated by competent authority requiring the full- or part-time employment of at least one person.

Resignation - The voluntary termination of employment other than retirement.

Retirement - Voluntary termination of employment followed by the receipt of certain benefits based on eligibility criteria under the retirement.

Salaried employee - An employee who is paid for a regularly scheduled number of hours during a biweekly pay period.

SAP - A computerized data system where the personnel and payroll records of each employee and position in state government are maintained. The information on filled positions does not include positions occupied by incumbents who are in a leave without pay status. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of ????

Salaried position - A position requiring the full- or part-time employment of at least one person on a regularly scheduled basis for a period of time exceeding six months.

Separation - The ending of a person's Commonwealth employment. Does not refer to transfers to other state agencies.

Temporary employee - An employee who is hired with the expectation of being in an active pay status for less than nine consecutive months or from nine to 12 consecutive months inclusive without working on an annually recurring basis.

Wage employee - An employee who is paid on an hourly basis and whose hours of work must be reported each pay period.

Wage position - A position requiring the full- or part-time employment of one person, either on a regular schedule for a limited duration of time or on an intermittent or irregularly scheduled basis without regard to the employment duration.

Workforce - Those persons employed by the Commonwealth.