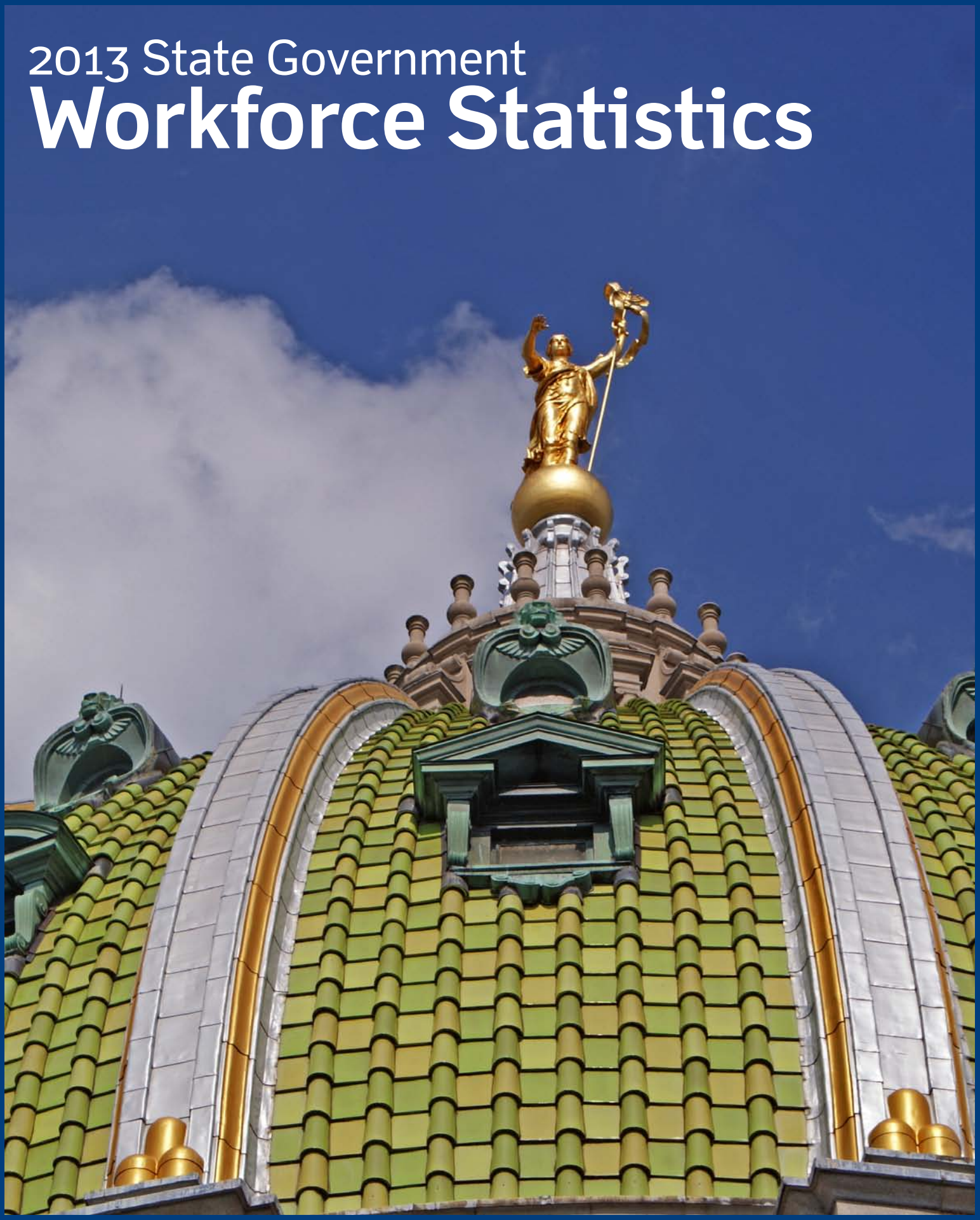
2013 State Government
Workforce Statistics



pennsylvania

Tom Corbett, Governor

Kelly Powell Logan, Secretary of Administration

STATE GOVERNMENT WORKFORCE STATISTICS

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STATE GOVERNMENT WORKFORCE STATISTICS
July 2012

Executive Summary

General Pennsylvania Statistics

Pennsylvania Population	12,763,536 (1)
Population	Rank 6th (1)
Average Salary of State Workers	Rank 18th (2)
State Employees Per Population	Rank 43rd (3)
Pennsylvania Labor Force	6,478,000 (4)

Commonwealth Positions as of June 30, 2012 (5)

Number of Full-Time and Part-Time Filled Salaried Positions	74,540
Number of Full-Time and Part-Time Filled Wage Positions	6,799
Salaried Payroll	$3.9 Billion
Wage Payroll	$175 Million

Profile of Full-Time Salaried Employees as of June 30, 2012 (5)

Number of Full-Time Salaried Employees	74,336
Average Age	46
Average Length of Service in Years	12
Average Annual Salary	$50,229
Average Annual Benefits	$26,277
Average Annual Sick Leave Days	8.8
Percent Civil Service	68.7%
Percent Represented by Unions	81.9%
Percent Minorities	13.3%
Annual Separation Rate	6.2%

Notes

(1) "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2012.
(2) "2011 Annual Survey of Public Employment and Payroll", U.S. Census Bureau, as of March 2011 (data is the latest available).
(3) "2011 Annual Survey of Public Employment and Payroll", U.S. Census Bureau, as of March 2011 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2012.
(4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2012" 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, 2012.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Total Employment
Part-Time and Full-Time Salaried and Wage Employees

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

July of Each Year	Salaried	Wage
1930	9,500	
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
2010	76,110	7,580
2012	**74,540**	**6,799**

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

NOTE: Data as of January of each year prior to 1970 because of data availability for earlier years. For all other years, data as of July of each year. 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.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Union/Management Status
July 2012

Commonwealth Employment by Union
(GAWFR Table 22)

Union	Abbreviation	Rank-and-File	Supervisory	Totals	
American Federation of State, County, and Municipal Employees	AFSCME (Master Agreement/ Memorandum	28775	3353	32128	43.2%
-Other AFSCME units		8823	815	9638	13.0%
-Clerical, Administrative and Fiscal units		8013	910	8923	12.0%
-Maintenance and Trades units		6668	1193	7861	10.6%
-Human Services units		5271	435	5706	7.7%
**Total of all employees in the four categories*					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10441		10441	14.0%
Local 668 of the Service Employees International Union	SEIU Local 668 (social workers)	7518	1221	8739	11.8%
Pennsylvania State Troopers Association	PSTA (state police)	4201		4201	5.7%
United Food and Commercial Workers	UFCW (liquor store clerks)	1472		1472	2.0%
Service Employees International Union, Healthcare Pennsylvania	SEIU Healthcare PA (nurses, non-supervisory)	1250		1250	1.7%
Independent State Store Union	ISSU (liquor store managers)		704	704	0.9%
Correctional Institution Vocational Education Association, PSEA	CIVEA (corrections education teachers)	381		381	0.5%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural)	284	29	313	0.4%
Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112	OPEIU (nurse supervisors)		236	236	0.3%
United Government Security Officers of America	UGSOA (security officers)	170	28	198	0.3%
Fraternal Order of Police, Lodge 114 (wildlife conservation officers)	FOP (wildlife conservation officers)*	168		168	0.2%
Pennsylvania Doctors Alliance	PDA (physicians)	154	15	169	0.2%
Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	109		109	0.1%
Fraternal Order of Police, Capitol Police Lodge 85	FOP (Capitol Police)	90		90	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR Rangers)	85		85	0.1%
Fraternal Order of Police, Lodge 114 - Fish and Boat Commission	FOP (waterway conservation officers)*	71	10	81	0.1%
Local 668 of the Service Employees International Union, Hearing Officers	SEIU Local 668 (unemployment compensation referees)		71	71	0.1%
Pennsylvania State Education Association, Hiram G. Andrews Center	PSEA (non-tenured teachers)	28		28	0.0%
Commonwealth Bar Association, Public Utility Commission	CBA (PUC Attorneys)	25		25	0.0%
Alliance of Liquor Enforcement Supervisors	ALES (liquor law enforcement supervisors)		22	22	0.0%
Total		**55,222**	**5,689**	**60,911**	**81.9%**
Non-Union Employees				642	0.9%
Management Employees				12,783	17.2%
COMMONWEALTH TOTAL				**74,336**	**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, 2012.

For the Fiscal Year 2011-2012, Game Wildlife Conservation Officers and Fish and Boat Waterway Conservation Officers are being reported as individual unions; previously they were reported as FOP, Conservation Officers' totals.

COMMENTS: 81.9 percent of state employees are representated by a union, with AFSCME representing the largest percentage.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Employment by Job Category
July 2012

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

Job Category	Employees	Percentage
Official/Administrators	11,029	14.84%
Professionals	18,019	24.24%
Technicians	2,339	3.15%
Protective Service Workers	13,712	18.45%
Paraprofessionals	1,337	1.80%
Office and Clerical	12,215	16.43%
Skilled Craft Workers	4,420	5.95%
Service / Maintenance	11,265	15.15%
Totals	**74,336**	**100.00%**

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, 2012. Percents shown may not equal zero due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (24.24%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (1.80%). While the precentages have changed slightly, the ranking of these two groups has remained consistent over the previous six reporting years.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Top 25 Employee Classifications
July 2012

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

Class Title	Number
Corrections Officer 1	6,766
Income Maintenance Caseworker	3,943
State Police Trooper	3,065
Clerk Typist 2	2,620
Transportation Equipment Operator B	2,382
Residential Services Aide Manager	1,583
Transportation Equipment Operator A	1,517
Clerk Typist 3	1,397
Corrections Officer 2	1,147
Liquor Store Clerk 1	973
Clerk 2	934
Registered Nurse	933
State Police Corporal	788
Licensed Practical Nurse	759
Maintenance Repairman 2	647
Income Maintenance Casework Supervisor	636
Psychiatric Aide	603
Clerk 3	587
Corrections Food Service Instructor	546
Parole Agent 2	545
Nurse Aide	539
Administrative Assistant 1	537
Highway Forman 2	534
Custodial Worker 1	518
Corrections Officer 3	499

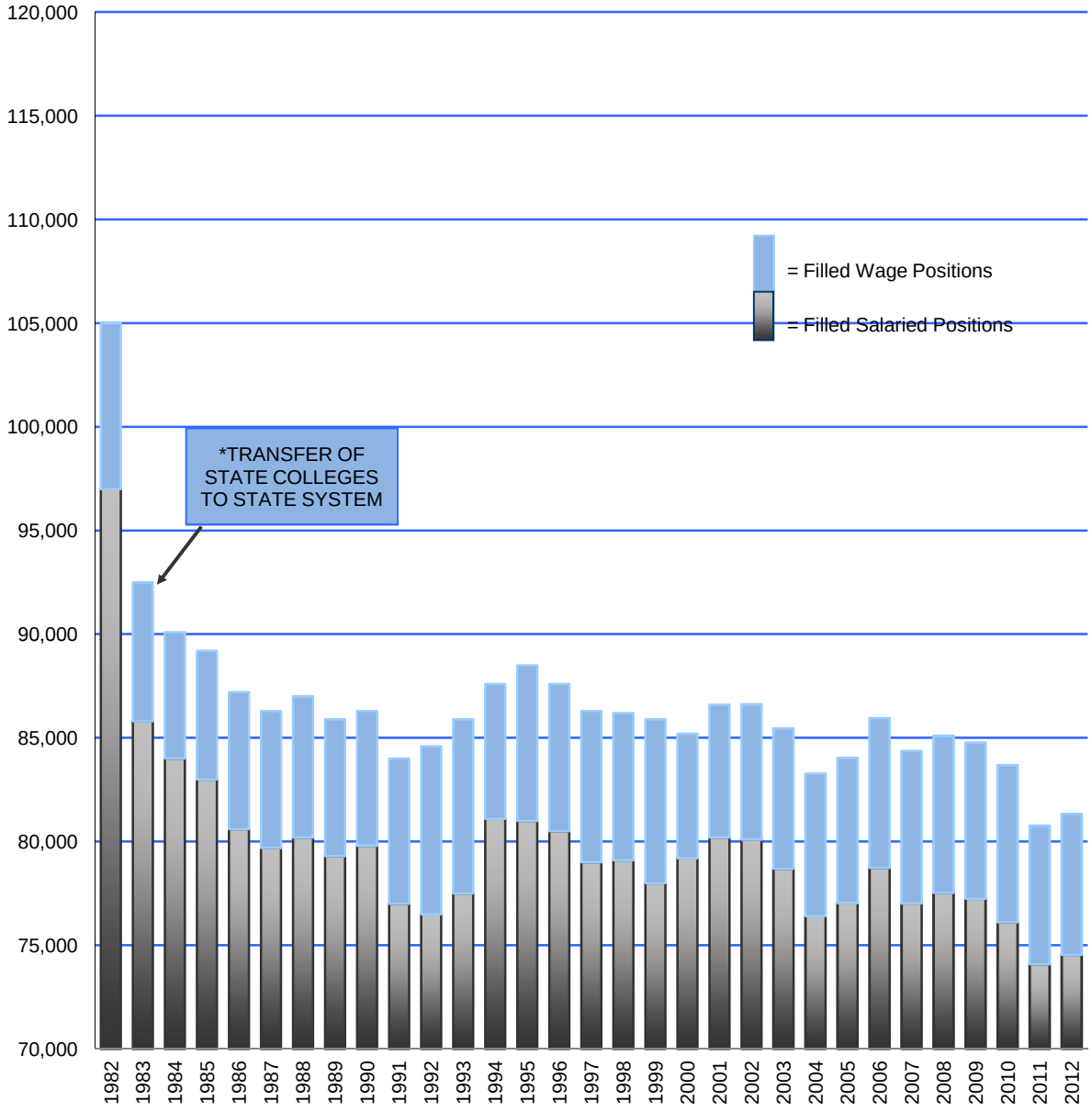
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,626 different active class titles, 47 percent of the salaried work force (34,998 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 18 of 25.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2012

The Trend of Filled Salaried and Wage Positions
July 1982 to July 2012
(GAWFR Table 2)



NOTE: Includes full-time and part-time filled salaried and wage positions. *1983 reduction includes transfer of 8,553 salaried and 90 wage positions to the State System of Higher Education.

COMMENTS: On July 1, 2012 there were 74,540 filled salaried and 6,799 filled wage positions. Filled salaried positions increased by 454 and filled wage positions increased by 119 from the previous year as of the July 1 figures.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2012

Historical Filled Salaried and Wage Positions
Fiscal Years 1977 to 2012
(GAWFR Table 3)

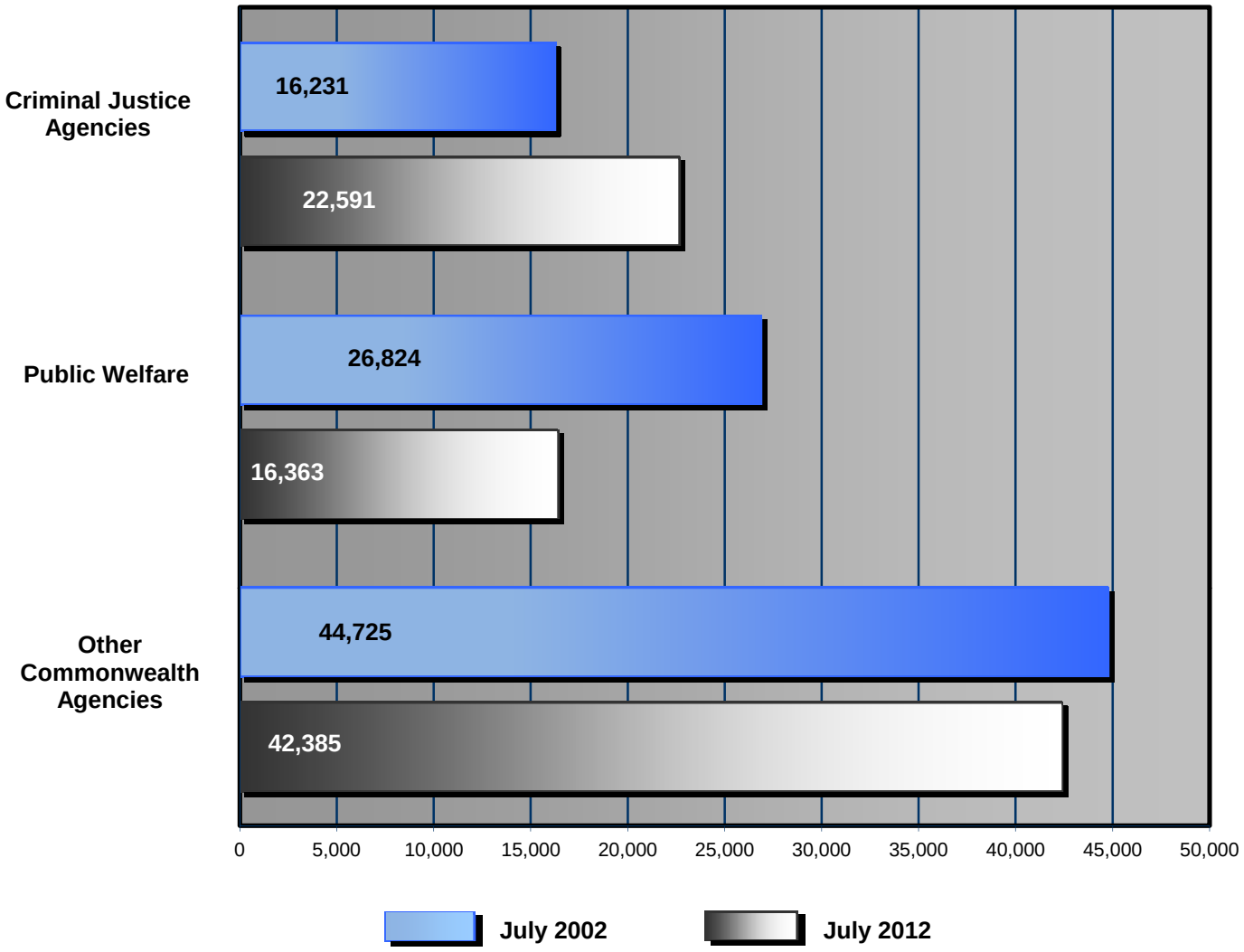
Date	Salaried Positions		Wage Positions	
	January	July	January	July
1977	107,878	107,624	5,381	8,606
1978	105,545	102,207	5,198	7,347
1979	103,349	101,202	6,101	7,644
1980	100,418	99,843	6,705	8,029
1981	99,971	99,272	7,954	8,338
1982	97,801	96,334	7,312	8,213
1983*	95,831	85,556	6,928	6,815
1984	85,123	84,053	6,151	5,931
1985	83,678	82,869	5,796	6,582
1986	81,701	80,265	6,446	6,436
1987	79,759	79,548	5,992	6,434
1988	79,669	80,008	5,919	6,268
1989	79,537	79,303	5,834	5,812
1990	79,522	79,476	5,928	6,193
1991	79,563	77,127	6,399	6,187
1992	76,388	76,640	6,822	6,868
1993	78,352	78,725	6,599	6,576
1994	80,226	81,512	6,753	6,336
1995	81,175	81,418	7,073	6,362
1996	81,588	80,920	6,609	6,125
1997	80,628	79,606	6,348	5,773
1998	79,605	79,495	6,083	5,930
1999	79,775	78,690	5,955	6,114
2000	79,255	79,207	5,925	6,015
2001	79,993	80,240	6,311	6,678
2002	80,126	80,146	6,978	7,154
2003	80,597	78,691	7,550	6,777
2004	78,481	76,410	6,350	6,873
2005	78,056	77,041	7,132	6,997
2006	78,565	78,733	7,769	7,223
2007	78,730	77,013	7,303	7,359
2008	77,225	77,531	7,656	7,572
2009	77,959	77,248	8,072	7,527
2010	76,563	76,110	8,430	7,580
2011	76,083	74,086	8,452	6,680
2012	**74,538**	**74,540**	**8,052**	**6,799**

NOTE: Includes full-time and part-time filled salaried and wage positions. Per diem positions included with wage. *1983 reduction includes a transfer of 8,553 salaried and 90 wage positions from the Department of Education to the State System of Higher Education.

COMMENTS: Filled salaried positions increased by 454 positions from the previous year as of the July 1 figures. Filled wage positions increased by 119 during the same period.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2012

Criminal Justice Agencies and Public Welfare
Ten Year Comparative Complement
July 2002 to 2012
(GAWFR Table 5)



NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Criminal Justice Agencies include the Department of Corrections, State Police, and Probation and Parole Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2011-2012

Separation Rates by Union
Full-Time Salaried Employees
(GAWFR Table 27)

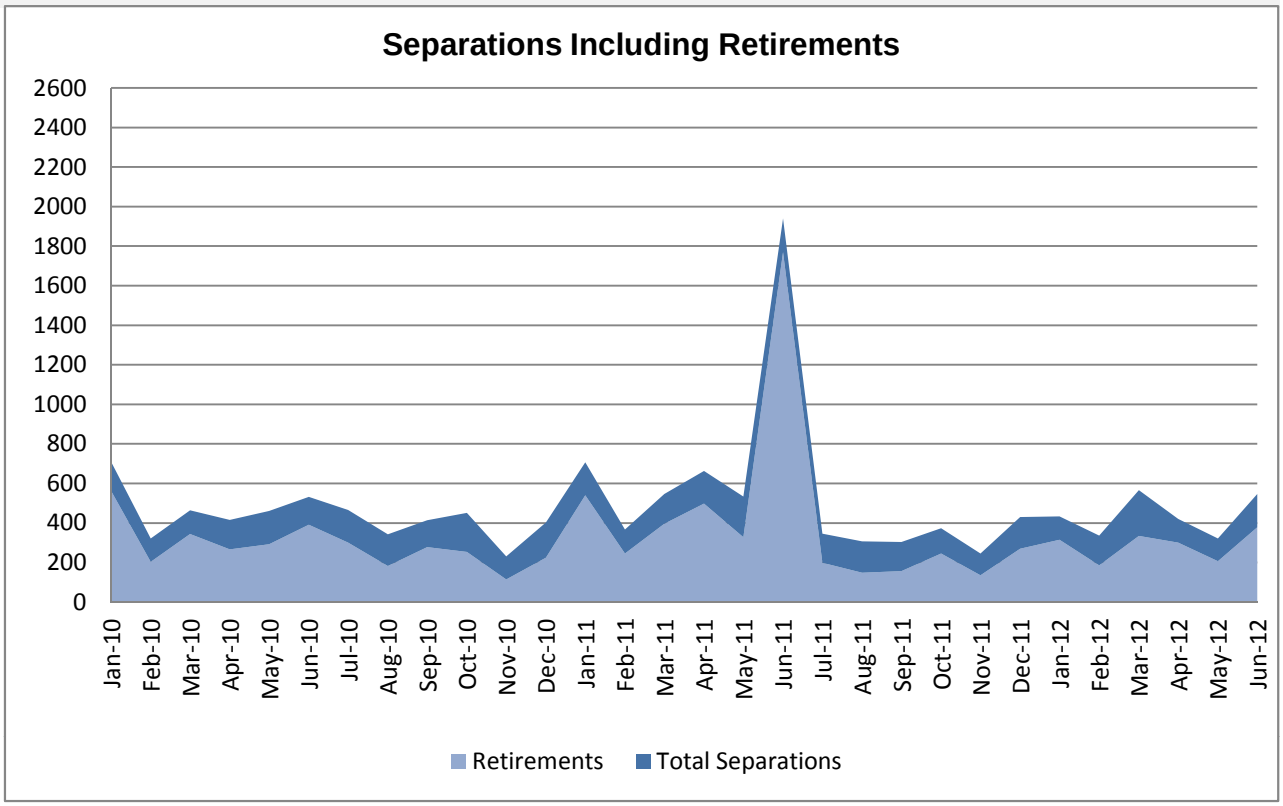
Union	Retirements		Resignations		Other Separations		Total Separations	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
AFSCME (Master Agreement/Memorandum)	1,153	3.6%	572	1.8%	273	0.8%	1,998	6.2%
-Clerical, Administrative and Fiscal units	342	3.8%	159	1.8%	61	0.7%	562	6.3%
-Maintenance and Trades units	265	3.4%	120	1.5%	65	0.8%	450	5.7%
-Human Services units	257	4.5%	154	2.7%	91	1.6%	502	8.8%
-Other AFSCME units	289	3.0%	139	1.4%	56	0.6%	484	5.0%
***** *Average for employees in the four categories*								
PSCOA (corrections officers)	291	2.8%	134	1.3%	58	0.6%	483	4.6%
SEIU Local 668 (social workers)	328	3.8%	169	1.9%	57	0.7%	554	6.3%
PSTA (state police)	262	6.2%	5	0.1%	7	0.2%	274	6.5%
SEIU Healthcare PA (nurses, non-supervisory)	51	4.1%	54	4.3%	9	0.7%	114	9.1%
UFCW (liquor store clerks)	70	4.8%	27	1.8%	22	1.5%	119	8.1%
ISSU (liquor store managers)	26	3.7%	2	0.3%	3	0.4%	31	4.4%
CIVEA (corrections education teachers)	23	6.0%	1	0.3%	3	0.8%	27	7.1%
FOSCEP (educational and cultural)	11	3.5%	5	1.6%	3	1.0%	19	6.1%
OPEIU (nurse supervisors)	14	5.9%	0	0	1	0.4%	15	6.4%
UGSOA (security officers)	13	6.6%	3	1.5%	5	2.5%	21	10.6%
PDA (physicians)	8	4.7%	3	1.8%	0	0.0%	11	6.5%
FOP (conservation officers)*	7	2.8%	2	0.8%	0	0.0%	9	3.6%
FOP (capitol police)	3	3.3%	2	2.2%	3	3.3%	8	8.9%
All Other Unions	11	3.2%	5	1.5%	3	0.9%	19	5.6%
Non-Union Employees	18	2.8%	4	0.6%	2	0.3%	24	3.7%
Management Employees	598	4.7%	236	1.8%	79	0.6%	913	7.1%
COMMONWEALTH TOTAL	**2,887**	**3.9%**	**1,224**	**1.6%**	**528**	**0.7%**	**4,639**	**6.2%**

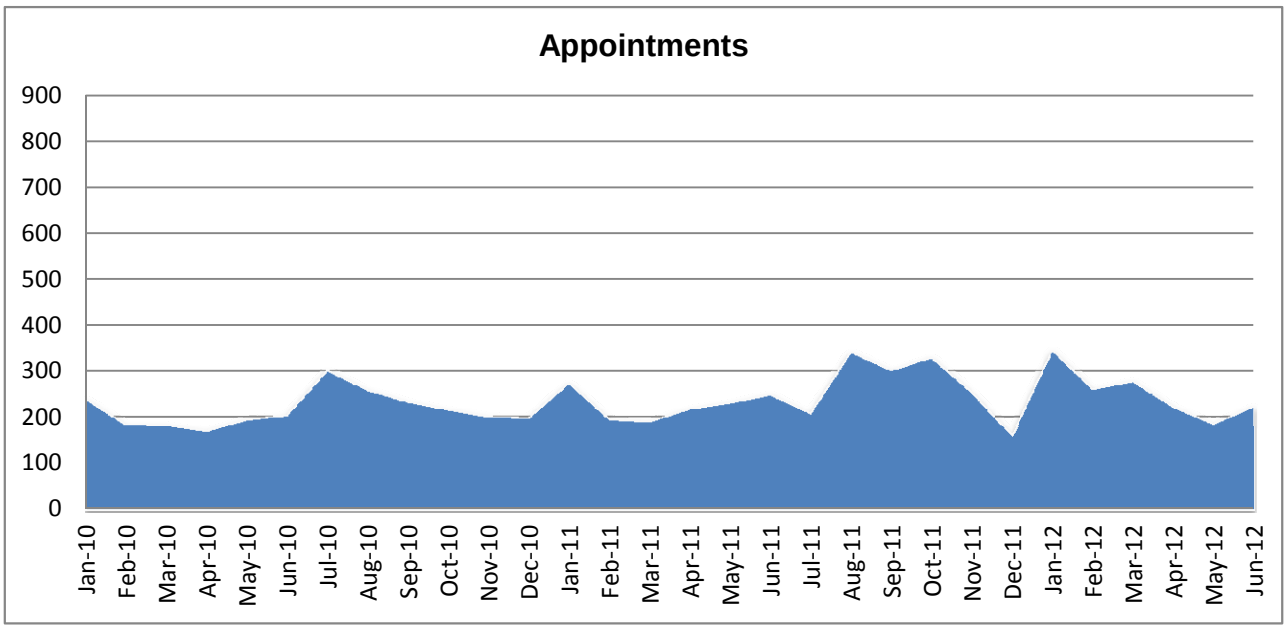
NOTE: The above table identifies specific unions representing 100 or more employees. Includes full-time, permanent salaried empl
include furloughs, involuntary separations, and deaths but exclude employees who have completed a temporary or emergency assignr
were furloughed and later returned into the same or other agency. Data includes both rank-and-file and supervisory units unless otherwis

COMMENTS: The highest separation rate in an individual group occurred among UGSOA (security officers) primarily due to retirements.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
January 2010 to June 2012
Full-Time Salaried Employees

Historical Appointments and Separation Trends
(GAWFR Table 32)



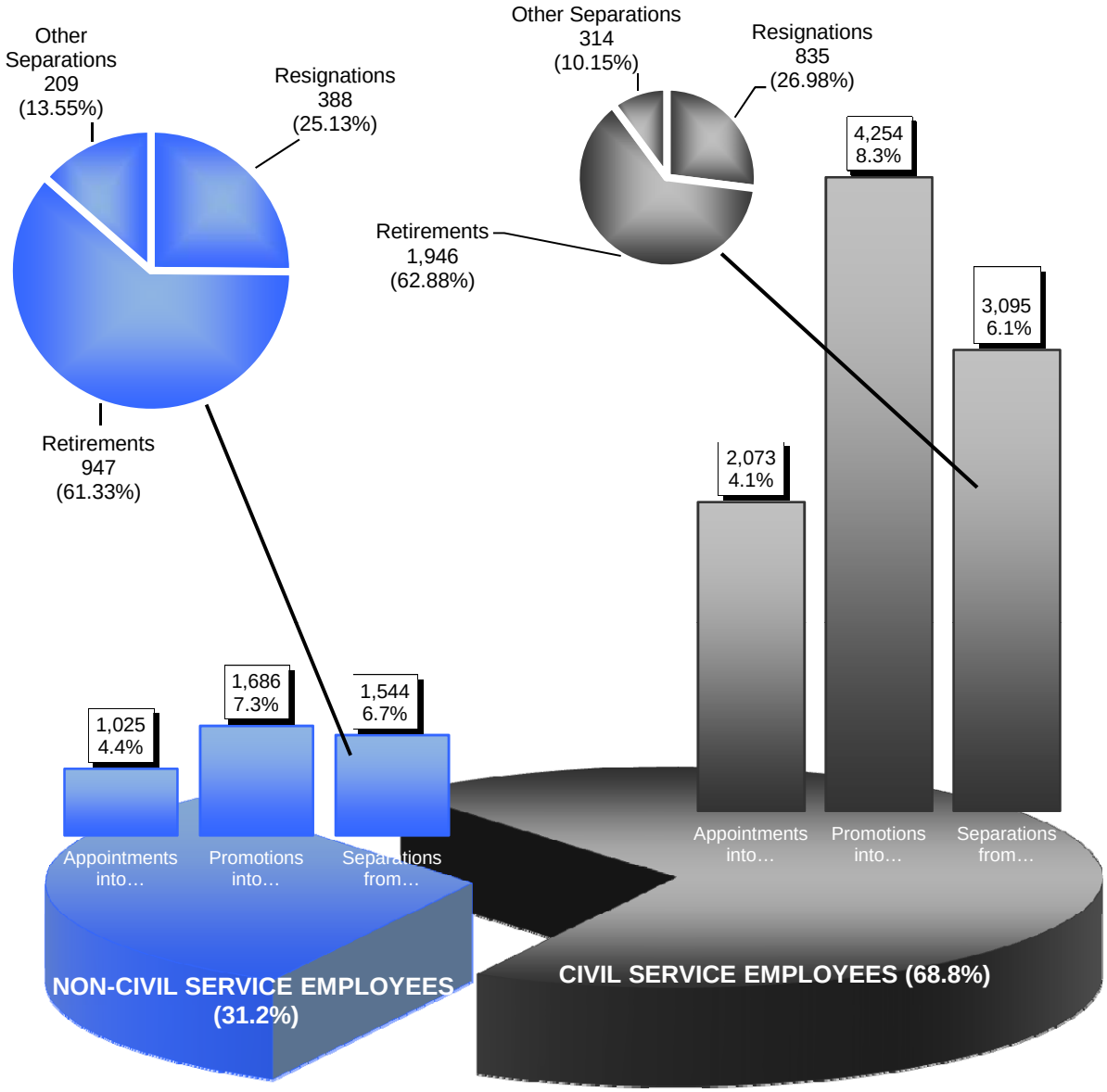


NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough.

COMMENTS: Over the previous two fiscal years the largest number of separations occurred in June 2011 (1940) and was primarily due to retirements. The smallest number of retirements occurred in November 2010 (115). The largest number of appointments occurred in March 2012 (567).

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2012

Appointments, Separations, and Promotions by Civil Service/Non-Civil Service
Fiscal Year 2011-2012
Full-Time Salaried Employees
(GAWFR Table 33)



NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough. Other separations include furloughs, dismissals, and deaths. Civil service percents are taken from the average employment of civil service employees only. Non-civil service percents are taken from the average employment of non-civil service employees only. The numbers and rates of appointments, promotions, and separations were determined by the amount of each type of transaction processed during the year. Percentages found in the pie charts highlighting the breakdown of separations are calculated in relation to the total number of that service type's separations. Percentages found above bar graphs are calculated in relation to the total number of that service type's total number of employees.

COMMENTS: During fiscal year 2011-2012 the appointment and separation rates for non-civil service employees were slightly higher than those for civil service employees.

Appointments by Class Title - Top 25
(GAWFR Table 37)

Class Title	Union	Type Service	Number of Appointments
Corrections Officer Trainee	PSCOA	C	390
Clerk Typist 2	AFSCME	B	205
Transportation Equipment Operator A	AFSCME	N	178
Income Maintenance Caseworker	SEIU Local 668	C	149
Aide Trainee	AFSCME	C	120
Registered Nurse	SEIU Healthcare PA	C	104
Clerk 2	AFSCME	B	56
Youth Development Aide	AFSCME	C	45
Corrections Food Service Instructor	PSCOA	N	40
Police Communications Operator	AFSCME	N	37
Licensed Practical Nurse	AFSCME	C	36
Environmental Trainee	AFSCME	C	33
Custodial Worker 1	AFSCME	N	28
Diesel Mechanic	AFSCME	B	27
Civil Engineer Trainee	AFSCME	C	27
Transportation Construction Inspector	AFSCME	C	26
Parole Agent 1	AFSCME	C	26
Food Service Worker 1	AFSCME	N	22
Vocational Rehabilitation Counselor Intern	SEIU Local 668	C	21
Vocational Rehabilitation Counselor	SEIU Local 668	C	20
Clerk Typist 3	AFSCME	B	19
Unemployment Compensation Tax Technician	AFSCME	C	19
Liquor Enforcement Officer Trainee	PLEA	N	19
Maintenance Repairman 2	AFSCME	B	19
Forensic Security Employe Trainee	PSCOA	C	18
Medical Records Assistant	AFSCME	C	18

NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon duties.

COMMENTS: Appointments to the Corrections Officer Trainee class accounts for 12.6 percent of the appointments into salaried positions processed in fiscal year 2011-2012. Of these 25 class titles with the most appointments, 10 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2012

Separations by Class Title - Top 25
Full-Time Salaried Employees
(GAWFR Table 38)

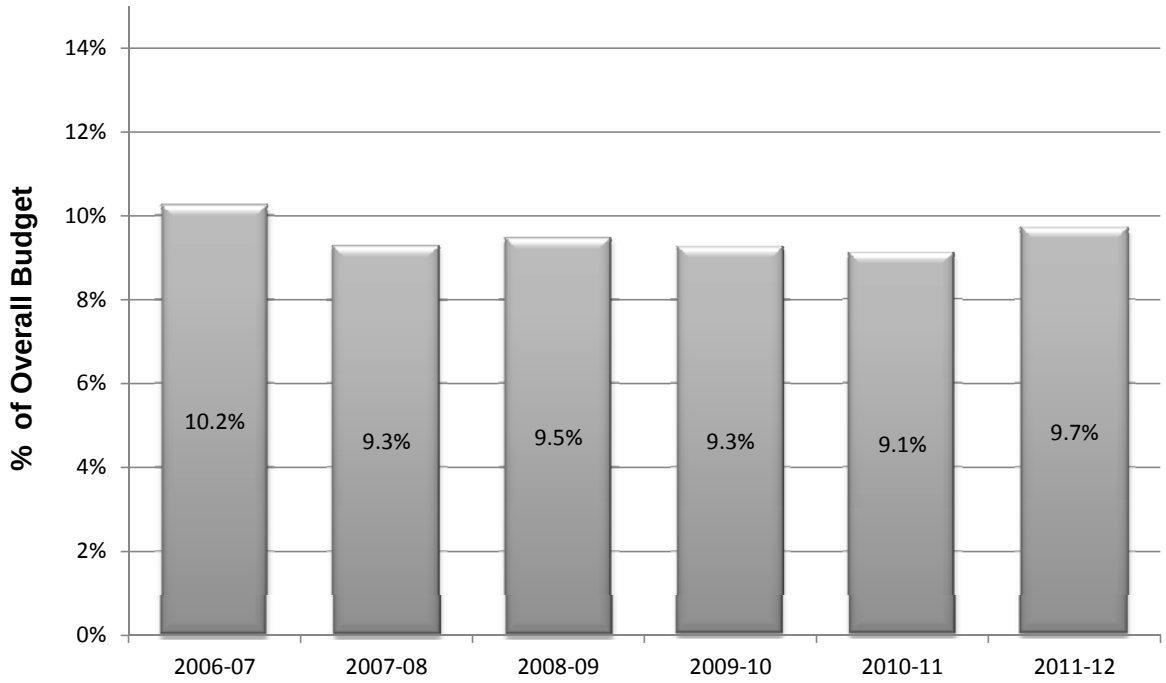
Class Title	Union	Type Service	Number of Separations
Corrections Officer 1	PSCOA	C	288
Income Maintenance Caseworker	SEIU Local 668	C	266
Clerk Typist 2	AFSCME	B	193
State Police Trooper	PSTA	N	127
Transportation Equipment Operator B	AFSCME	N	120
Transportation Equipment Operator A	AFSCME	N	113
Residential Services Aide Mr	AFSCME	C	100
Registered Nurse	SEIU Healthcare PA	C	97
Liquor Store Clerk 1	UFCW	C	92
Clerk Typist 3	AFSCME	B	79
State Police Corporal	PSTA	N	77
Licensed Practical Nurse	AFSCME	C	74
Clerk 2	AFSCME	B	70
Psychiatric Aide	AFSCME	C	62
Youth Development Aide	AFSCME	C	53
Corrections Officer Trainee	PSCOA	C	51
Custodial Worker 1	AFSCME	N	50
Nurse Aide	AFSCME	N	46
Corrections Officer 2	PSCOA	C	39
Maintenance Repairman 2	AFSCME	B	37
Vocational Rehabilitation Counselor	SEIU Local 668	C	34
Corrections Officer 3	MGMT	C	32
Administrative Officer 1	MGMT	B	32
State Police Sergeant	PSTA	N	31
Corrections Food Service Instructor	PSCOA	N	30

NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon the duties.

COMMENTS: The Correction Officer 1 class title had the most separations processed, 6.2 percent of the total in the top 25 category in fiscal year 2011-2012. Of the current 25 titles with the most separations, 20 are also among the 25 most populous class titles.

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

Personnel Costs (% of Budget)



Total Budget	$54.7	$60.3	$62.3	$65.9	$66.9	$64.9	(Billions)
Personnel Costs	$5.6	$5.6	$5.9	$6.1	$6.1	$6.3	

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 increased this year in comparison to the last two years.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel and Benefit Costs
Since Fiscal Year 1997-98

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
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%
2011-12	**$50,229**	**$26,276**	**52.3%**

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 $13,140 per employee in 1997-1998 to $26,276 per employee in 2011-2012. Benefits as a percent of salary increased from 36.4 percent in 1997-1998 to 52.3 percent in 2011-2012.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (1 of 2)
Fiscal Years 1997-1998 to 2011-2012

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	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
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%
2010-11	42.61%	23.11%	0.45%	10.03%	15.35%	2.81%	4.72%	1.02%		$25,228	$50,598	49.9%
2011-2012	**37.22%**	**23.82%**	**0.46%**	**15.29%**	**14.62%**	**3.06%**	**4.59%**	**0.86%**	**0.08%**	**$26,277**	**$50,229**	**52.3%**

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	State Employee Assistance Program	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%
2010-11	$10,732	$5,827	$112	$2,530	$3,871	$708	$1,189	$258		$25,228	$50,598	49.9%
2011-2012	**$9,780**	**$6,259**	**$122**	**$4,018**	**$3,842**	**$804**	**$1,205**	**$226**	**$20**	**$26,277**	**$50,229**	**52.3%**

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.

COMMENTS: Leave Payouts are now included in the charts, whereas in previous years they were not. Leave payout costs account for 3.06% of benefits costs per employee. Beginning with Fiscal Year 2011-2012, the State Employee Assistance Program (SEAP) is now included.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Salary by Agency
July 2012

Agency Comparison of Average Salary
(GAWFR Table 39)

Agency	Average Salary
Aging	$60,280
Agriculture	$50,407
Banking	$58,520
Civil Service Commission	$51,816
Community and Economic Development	$61,220
Conservation and Natural Resources	$48,589
Corrections	$51,347
Drug and Alcohol Programs	$92,414
Education	$59,162
Emergency Management Agency	$52,873
Environmental Protection	$57,079
Executive Offices	$58,457
Fish and Boat Commission	$47,716
Game Commission	$48,324
General Services	$46,318
Health	$56,204
Historical and Museum Commission	$52,328
Insurance	$61,485
Labor and Industry	$48,331
Liquor Control Board	$40,528
Military and Veterans Affairs	$41,417
Milk Marketing Board	$49,853
Municipal Retirement System	$48,621
Probation and Parole Board	$54,227
Public School Employees Retirement System	$60,407
Public Utility Commission	$64,427
Public Welfare	$45,769
Revenue	$50,150
Securities Commission	$62,068
State	$50,155
State Employees Retirement System	$59,766
State Police	$72,389
State Tax Equalization Board	$38,224
Transportation	$43,220
COMMONWEALTH AVERAGE	**$50,229**

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 2012, the highest average salary was in the Department of Drug and Alcohol Programs and the lowest was in the State Tax Equalization Board. Note that only 3 employees were staffed in the Department of Drug and Alcohol Programs as of June 30, 2012.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Compensation by Union
July 2012

Comparison of Average Annual Compensation by Union
Fiscal Year 2011-2012
(GAWFR Table 23)

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	$40,592	$23,850	$64,442	$2,050
-Clerical, Administrative, and Fiscal units	$35,465	$22,870	$58,335	$568
-Maintenance and Trades units	$37,519	$23,268	$60,787	$3,833
-Human Services units	$35,843	$22,920	$58,763	$2,887
-Other AFSCME units	$50,656	$25,757	$76,413	$1,516
**Average for all employees in the four categories*				
PSCOA (corrections officers)	$49,099	$26,935	$76,034	$5,635
SEIU Local 668 (social workers)	$48,345	$25,324	$73,669	$856
PSTA (state police)	$82,518	$46,747	$129,265	$6,082
SEIU Healthcare PA (nurses, non-supervisory)	$66,417	$28,742	$95,159	$4,201
UFCW (liquor store clerks)	$30,932	$22,521	$53,453	$2,329
ISSU (liquor store managers)	$47,324	$25,215	$72,539	$2,766
CIVEA (corrections education teachers)	$62,793	$28,111	$90,904	$167
FOSCEP (educational and cultural)	$61,229	$27,796	$89,025	$293
OPEIU (nurse supervisors)	$80,254	$31,494	$111,748	$4,236
UGSOA (security officers)	$34,574	$22,659	$57,233	$3,124
PDA (physicians)	$120,234	$38,261	$158,495	$25,619
FOP (capitol police)	$54,236	$27,982	$82,218	$6,663
FOP (waterways conservation officers)	$50,405	$27,326	$77,731	$3,764
FOP (wildlife conservation officers)	$53,836	$26,458	$80,294	$2,887
PSEA (non-tenured teachers)	$68,898	$29,280	$98,178	$0
PLEA (liquor enforcement officers)	$47,665	$26,544	$74,209	$1,372
PSRA (state park rangers)	$49,261	$26,728	$75,989	$2,329
SEIU Local 668 (unemployment compensation referees)	$69,134	$29,314	$98,448	$1,720
CBA (PUC attorneys)	$82,976	$31,822	$114,798	$0
ALES (liquor enforcement officers)	$64,302	$30,398	$94,700	$2,215
Non-Union Employees	$60,239	$27,671	$87,910	$1,779
Management Employees	$64,182	$28,365	$92,547	$708
COMMONWEALTH AVERAGE	**$50,229**	**$26,276**	**$76,505**	**$2,514**

SOURCE: Group Insurance Division and Classification and Pay Division, Office of Administration.

NOTE: Includes full-time, permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay. For the Fiscal Year 2011-2012, Game Wildlife Conservation Officers and 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 PDA physicians, earning an average of $158,495 annually in pay and benefits. Union-represented employee groups are earning no less than an average of $53,453 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 $22,521 for UFCW liquor store clerks to $46,747 for PSTA.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2012

Overtime Costs by Agency
Fiscal Years 2007-2008 to 2011-2012
(GAWFR Tables 42a and 42b)

a. Average Overtime Expenditure Per Employee

AGENCY	2007-08	2008-09	2009-10	2010-11	2011-12
Emergency Management Agency	$2,551	$2,342	$2,428	$1,866	$6,624
State Police	$4,400	$4,413	$4,722	$4,528	$4,729
Corrections	$3,799	$3,381	$3,298	$3,171	$3,921
Transportation	$3,706	$3,441	$3,796	$3,622	$3,591
Public School Employees Retirement Sys	$2,647	$3,265	$2,207	$1,719	$2,204
Liquor Control Board	$2,167	$2,337	$2,296	$2,087	$1,978
Infrastructure Investment Authority	$735	$1,182	$1,165	$1,024	$1,913
Public Welfare	$1,812	$1,701	$1,571	$1,582	$1,910
Military and Veterans Affairs	$2,561	$2,593	$2,531	$2,162	$1,902
Game Commission	$1,503	$1,480	$1,344	$1,631	$1,742
Fish and Boat Commission	$1,861	$1,823	$1,827	$1,836	$1,735
Labor and Industry	$768	$1,169	$1,058	$1,427	$1,551
Conservation and Natural Resources	$1,489	$1,278	$578	$690	$1,549
Probation and Parole Board	$931	$742	$829	$977	$1,480
General Services	$1,117	$944	$1,044	$1,074	$1,152
Agriculture	$1,274	$929	$648	$739	$1,064
Health	$484	$201	$811	$360	$632
All Other Agencies	$256	$191	$201	$150	$182
COMMONWEALTH AVERAGE	**$2,377**	**$2,247**	**$2,288**	**$2,230**	**$2,514**

b. Total Overtime Expenditure Per Agency

AGENCY	2007-08	2008-09	2009-10	2010-11	2011-12
Corrections	$55,001,450	$50,108,322	$50,914,458	$48,846,498	$59,496,297
Transportation	$42,237,191	$39,619,359	$43,356,293	$41,168,255	$41,037,030
Public Welfare	$31,666,175	$29,269,124	$27,062,319	$26,401,847	$30,452,998
State Police	$26,212,960	$26,155,917	$28,239,145	$27,076,969	$28,006,639
Labor and Industry	$3,661,052	$5,573,705	$5,427,274	$7,552,056	$8,036,527
Liquor Control Board	$6,443,199	$7,046,200	$6,986,150	$6,374,562	$6,006,181
Military and Veterans Affairs	$5,386,006	$5,791,121	$5,840,073	$4,973,586	$4,314,130
Conservation and Natural Resources	$1,972,264	$1,703,204	$739,343	$882,812	$2,007,464
Probation and Parole Board	$924,235	$789,861	$882,399	$1,040,241	$1,602,711
Game Commission	$951,491	$945,856	$901,527	$1,127,223	$1,243,446
General Services	$1,323,185	$1,133,519	$1,195,890	$1,147,695	$1,140,421
Emergency Management Agency	$367,339	$334,963	$349,622	$276,095	$1,033,395
Health	$678,683	$287,208	$1,111,200	$477,045	$837,936
Fish and Boat Commission	$724,051	$730,947	$738,198	$745,290	$700,849
Agriculture	$812,781	$595,535	$399,681	$448,455	$640,469
Public School Employees Retirement Sys	$735,782	$933,913	$637,932	$498,493	$639,151
Infrastructure Investment Authority	$16,913	$29,555	$32,611	$27,661	$51,656
All Other Agencies	$2,634,796	$1,985,648	$1,951,102	$1,414,716	$1,687,471
COMMONWEALTH TOTAL	**$181,749,553**	**$173,033,957**	**$176,765,217**	**$170,479,499**	**$188,934,771**

SOURCE/NOTE: Office of Administration, Salary and Time Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of $400 per employee in fiscal year 2011-2012 in overtime.

COMMENTS: Overtime costs in fiscal year 2011-12 increased by 10.8% from the previous year. On a per employee basis the Pennsylvania Emergency Management (PEMA) had the highest average overtime expenditures while the Department of Corrections had the highest total overtime expenditure per agency.

Average Paid Leave Days and Costs Usage Per Employee by Union
(GAWFR Table 24)

Union	Annual Leave Usage		Sick Leave Usage		Total Paid Leave Usage (Annual, Sick, Other Paid Leaves and Holidays)	
	Days	Costs	Days	Costs	Days	Costs
AFSCME (Master Agreement/Memorandum)	14.1	$2,294	10.0	$1,544	40.3	$6,331
-Clerical, Administrative, and Fiscal units	15.2	$2,933	10.0	$1,784	40.5	$7,544
- Maintenance and Trades units	14.5	$2,305	9.7	$1,471	39.7	$6,089
- Human Services units	13.9	$2,022	11.4	$1,581	46.6	$6,435
**Average for all employees in the three categories*						
PSCOA (corrections officers)**	22.4	$4,381	4.5	$956	49.2	$9,548
SEIU Local 668 (social workers)	14.7	$2,880	10.7	$2,013	41.2	$7,843
PSTA (state police)	15.0	$4,913	3.9	$1,234	37.9	$12,168
SEIU Healthcare PA (nurses, non-supervisory)	14.7	$3,826	9.8	$2,520	47.0	$11,692
UFCW (liquor store clerks)	12.1	$1,528	9.6	$1,168	34.3	$4,195
ISSU (liquor store managers)	15.8	$2,929	9.1	$1,664	37.2	$6,847
CIVEA (corrections education teachers)	13.1	$2,736	9.4	$1,955	40.7	$8,349
FOSCEP (educational and cultural)	15.1	$3,697	10.0	$2,416	40.7	$9,771
OPEIU (nurses, supervisory)	17.5	$5,535	11.5	$3,594	48.9	$15,180
UGSOA (security officers)	13.8	$1,932	10.6	$1,430	38.4	$5,226
PDA (physicians)	14.9	$6,696	9.3	$4,076	44.2	$19,567
FOP (capitol police)	16.3	$3,483	11.4	$2,383	53.6	$11,090
FOP (wildlife conservation officers)	14.7	$3,203	5.9	$1,304	34.4	$7,363
PLEA (liquor enforcement officers)	12.2	$2,359	7.2	$1,360	36.6	$6,928
Non-Union Employees	17.6	$4,177	8.6	$1,981	41.7	$9,763
Management Employees	16.4	$4,146	9.1	$2,190	41.6	$10,267
COMMONWEALTH AVERAGE	**16.0**	**$3,202**	**8.8**	**$1,658**	**42.2**	**$8,188**

SOURCE/NOTE: SAP Wage type report of payments made and Business Warehouse. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees. Unions representing fewer than 100 employees are not listed. "Other Paid Leaves'' include personal, disability, compensatory, administrative, civil, military, and educational leaves. Holidays include 11 holidays except for liquor store clerks and liquor store managers (12 holidays) and security officers, game conservation officers, nurses, and physicians (10 holidays) and state police (13 holidays). Data includes both rank-and-file and supervisory staff unless otherwise noted. **This bargaining unit has combined leave, and only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: Lowest average sick leave use, excluding PSCOA (corrections officers), was noted in the PSTA (state police) at 3.9 days per employee. Highest average sick leave use was noted in the OPEIU (nurses, supervisory) at 11.5 days per employee. The lowest average annual leave use was noted in UFCW (liquor store clerks) at 12.1 days per employee. The highest average annual leave use, excluding PSCOA (corrections officers), was noted in Non-Union Employees at 17.6 days per employee.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2012

Overtime Hours by Agency
5-Year Comparison
Fiscal Years 2007-2008 to 2011-2012
(GAWFR Tables 41a and 41b)

a. Average Overtime Hours Per Employee

AGENCY	2007-08	2008-09	2009-10	2010-11	2011-12	2011-2012 Rank
Emergency Management Agency	79	73	73	56	193	1
Transportation	151	134	139	128	130	2
Corrections	128	122	115	105	128	3
State Police	101	99	102	94	95	4
Military and Veterans Affairs	132	127	111	97	91	5
Liquor Control Board	98	102	93	82	85	6
Public Welfare	73	68	61	61	71	7
Fish and Boat Commission	78	75	69	67	69	8
Public School Employees Retirement Sys	86	104	68	52	69	8
Infrastructure Investment Authority	28	35	35	34	63	10
Game Commission	55	55	49	54	60	11
Conservation and Natural Resources	60	51	24	26	59	12
Labor and Industry	29	46	34	47	56	13
Agriculture	54	42	25	26	44	14
Probation and Parole Board	30	23	25	28	40	15
General Services	40	33	36	35	38	16
Health	16	6	22	11	19	17
All Other Agencies	11	8	8	6	7	
COMMONWEALTH AVERAGE	**86**	**81**	**78**	**74**	**84**	

b. Total Overtime Hours Per Agency

AGENCY	2007-08	2008-09	2009-10	2010-11	2011-12	
Corrections	1,854,996	1,813,147	1,778,892	1,623,657	1,940,040	
Transportation	1,716,940	1,541,513	1,582,725	1,459,042	1,488,394	
Public Welfare	1,282,588	1,162,531	1,057,903	1,014,986	1,135,825	
State Police	602,897	586,769	607,251	562,773	560,882	
Labor and Industry	136,012	218,019	174,126	247,992	292,614	
Liquor Control Board	292,468	306,654	281,840	251,443	257,132	
Military and Veterans Affairs	276,715	282,551	256,135	223,842	206,366	
Conservation and Natural Resources	79,829	67,992	30,354	33,834	76,784	
Probation and Parole Board	30,263	24,587	26,707	29,692	43,462	
Game Commission	34,509	35,363	32,905	37,193	43,137	
General Services	47,549	39,718	41,787	37,419	37,544	
Emergency Management Agency	11,435	10,369	10,548	8,270	30,134	
Fish and Boat Commission	30,522	29,950	27,885	27,318	27,914	
Agriculture	34,471	26,875	15,142	16,043	26,311	
Health	21,899	8,763	29,727	14,168	24,722	
Public School Employees Retirement Sys	23,849	29,811	19,579	15,151	19,924	
Infrastructure Investment Authority	639	884	976	920	1,689	
All Other Agencies	113,650	83,033	77,681	57,122	66,761	
COMMONWEALTH TOTAL	**6,591,231**	**6,268,529**	**6,052,163**	**5,660,865**	**6,279,635**	

SOURCE/NOTE: Office of Administration, Salary and Time Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of $400 per employee in fiscal year 2011-2012 in overtime.

COMMENTS: Total overtime hours increased by 10.9% from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2011-2012, a 19.5% increase from 2010-2011.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2012

Average Sick Leave Use and Costs Per Employee by Agency
Fiscal Years 2007-2008 to 2011-2012
(GAWFR Table 43)

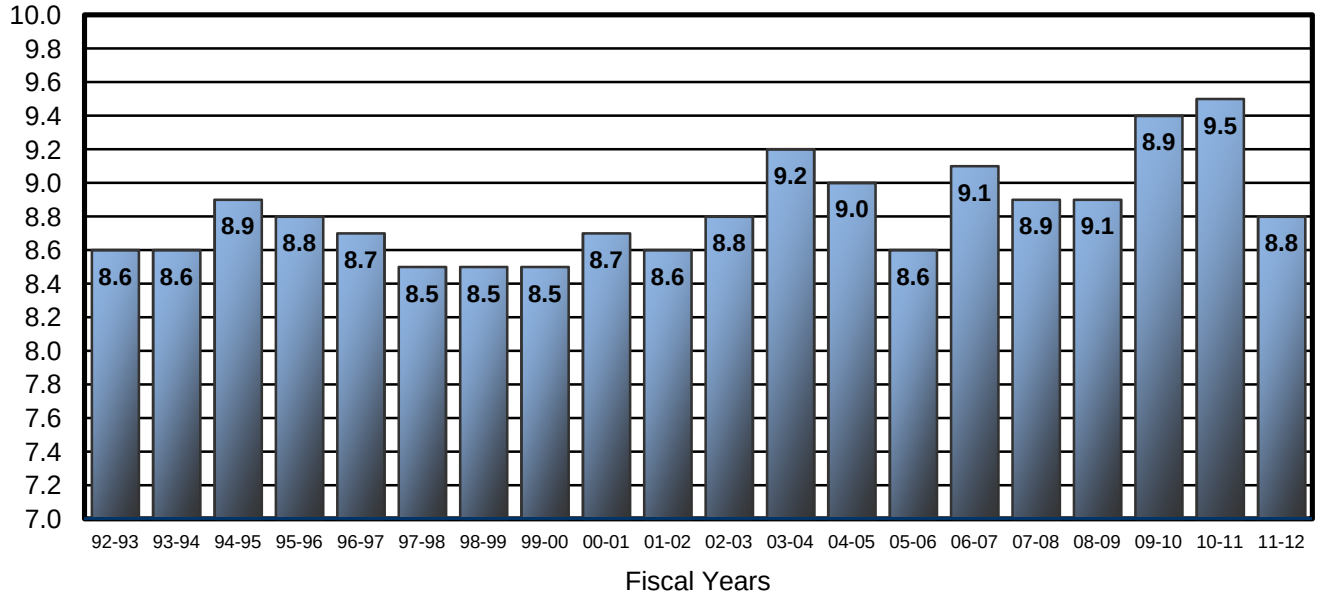
Agency	Sick Leave Days					Sick Leave Costs				
	07-08	08-09	09-10	10-11	11-12	07-08	08-09	09-10	10-11	11-12
Aging	7.1	7.9	7.2	9.3	11.3	$1,443	$1,744	$1,588	$2,122	$2,740
Agriculture	9.5	9.2	9.5	9.9	8.8	$1,551	$1,578	$1,688	$1,743	$1,552
Banking	9.8	9.9	9.6	10.5	9.5	$2,090	$2,128	$2,048	$2,206	$2,086
Civil Service Commission	9.8	10.0	10.5	11.2	10.2	$1,798	$1,888	$1,998	$2,187	$1,987
Community and Economic Development	8.5	8.9	9.1	8.9	8.5	$1,666	$1,865	$1,999	$1,976	$1,858
Conservation and Natural Resources	9	9.0	9.7	9.5	8.4	$1,504	$1,560	$1,730	$1,727	$1,540
Corrections*	6.2	5.9	6.6	6.8	6.5	$1,193	$1,188	$1,374	$1,455	$1,390
Education	9.4	9.7	10.2	10.1	10.3	$1,856	$1,960	$2,223	$2,256	$2,253
Emergency Management Agency	8.4	7.9	7.1	8.6	8.3	$1,483	$1,469	$1,392	$1,730	$1,675
Environmental Protection	9.4	9.4	10.0	9.9	8.9	$1,874	$1,952	$2,128	$2,171	$1,945
Executive Offices	9.1	9.3	9.9	10.0	9.0	$1,795	$1,928	$2,084	$2,126	$1,927
Fish and Boat Commission	7.4	7.4	7.8	7.4	8.1	$1,192	$1,199	$1,293	$1,311	$1,427
Game Commission	8.1	8.5	8.7	7.6	7.1	$1,384	$1,495	$1,569	$1,390	$1,302
General Services	10.2	10.5	10.6	11.0	10.8	$1,595	$1,736	$1,789	$1,953	$1,900
Health	9.8	10.2	10.8	10.7	9.9	$1,905	$2,059	$2,247	$2,293	$2,094
Historical and Museum Commission	9.3	9.5	8.6	9.2	8.7	$1,449	$1,513	$1,529	$1,739	$1,656
Insurance	9.7	10.1	10.1	9.5	9.1	$1,902	$2,063	$2,233	$2,122	$2,005
Labor and Industry	10.2	10.1	10.3	10.7	10.2	$1,726	$1,771	$1,863	$1,979	$1,859
Liquor Control Board	9.4	8.9	9.4	9.5	9.4	$1,339	$1,311	$1,422	$1,473	$1,455
Military and Veterans Affairs	10.4	10.6	11.0	10.9	11.0	$1,448	$1,522	$1,634	$1,694	$1,686
Milk Marketing Board	8.8	13.5	10.6	10.2	7.4	$1,760	$2,776	$2,210	$2,196	$1,623
Municipal Retirement System	11.5	10.5	11.5	11.2	10.8	$2,032	$1,910	$2,090	$2,109	$1,935
Probation and Parole Board	8.4	8.4	10.0	9.8	8.4	$1,551	$1,586	$1,996	$2,060	$1,755
Public School Emp. Retirement System	9.7	9.6	10.0	10.4	9.7	$1,938	$1,955	$2,116	$2,185	$2,073
Public Utility Commission	9.5	9.7	9.3	11.0	9.4	$1,987	$2,103	$2,109	$2,650	$2,243
Public Welfare	10.8	10.9	11.4	11.5	10.7	$1,821	$1,903	$1,958	$2,040	$1,864
Revenue	10.6	11.0	11.4	11.1	10.2	$1,761	$1,911	$2,063	$2,075	$1,895
Securities Commission	10.1	10.9	11.9	11.5	10.3	$2,413	$2,734	$2,964	$2,920	$2,520
State	9.6	9.7	9.8	9.7	10.4	$1,626	$1,766	$1,858	$1,807	$1,999
State Employees Retirement System	7.7	8.0	8.0	8.4	8.1	$1,502	$1,620	$1,678	$1,767	$1,611
State Police	5.6	5.7	5.8	5.7	5.1	$1,233	$1,296	$1,367	$1,410	$1,299
State Tax Equalization Board	10.4	9.9	11.2	11.7	9.7	$1,385	$1,393	$1,788	$1,850	$1,533
Transportation	9.6	10.0	10.3	10.5	9.5	$1,606	$1,727	$1,642	$1,719	$1,553
COMMONWEALTH AVERAGE	**8.9**	**8.9**	**9.4**	**9.3**	**8.8**	**$1,525**	**$1,587**	**$1,717**	**$1,758**	**$1,658**

SOURCE/NOTE:SAP Wage Type reports of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Sick leave includes paid leave for personal and family illness, bereavement, work-related injury, and long-term illness for corrections officers. *Department of Corrections has a combined leave program for corrections officers whereby only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: The average sick leave use for the Commonwealth was lower in fiscal-year 2011-2012. The lowest sick leave use during fiscal year 2011-2012 occurred in State Police (5.1 days); the highest usage occurred in Aging (11.3 days).

Historical Average Sick Leave Use
Fiscal Year 1992-1993 to Fiscal Year 2011-2012
(GAWFR Table 44)

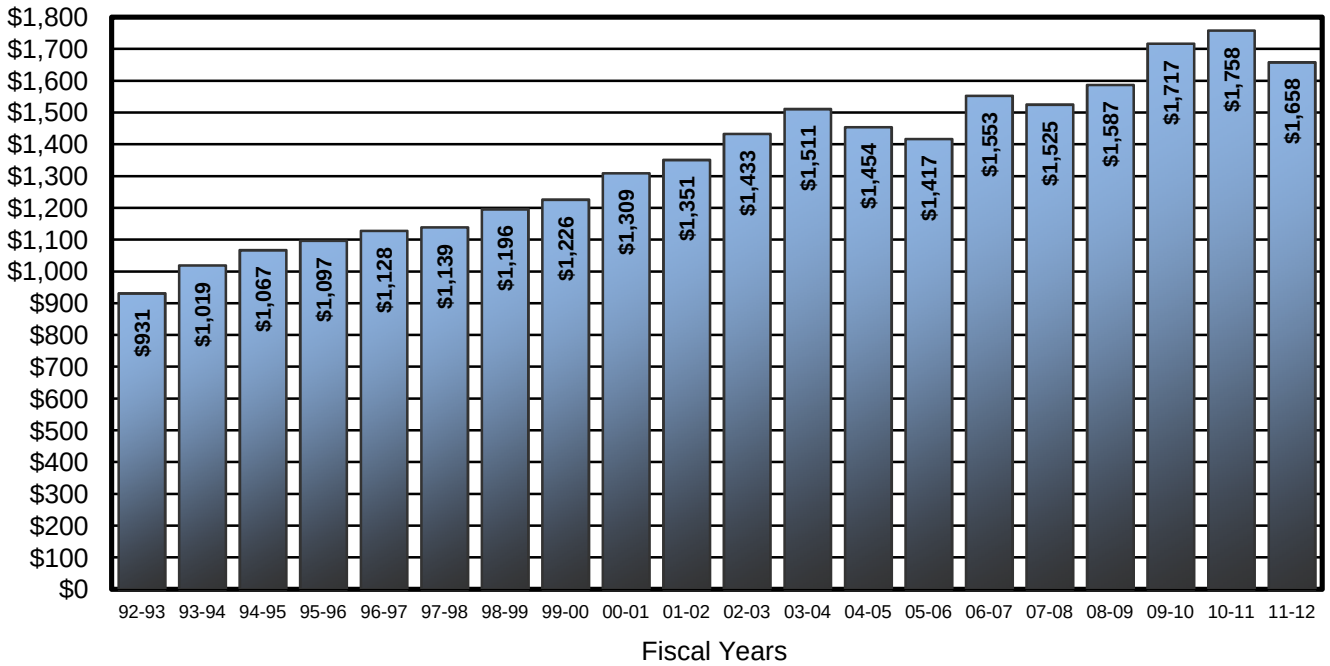
DAYS PER EMPLOYEE



SOURCE/NOTE: SAP Wage type report of payments made. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees.

COMMENTS: Average sick leave usage in fiscal year 2011-2012 decreased from the prior year.

COST PER EMPLOYEE



SOURCE/NOTE: Same as above. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use divided by the average hours in a day.

COMMENTS: The average sick leave cost per employee in fiscal year 2011-2012 decreased from the prior year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Employment by Agency
July 2012

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

Agency	Civil Service		Non-Civil Service		Totals
	Number	Percent	Number	Percent	
Aging	72	80.9%	17	19.1%	89
Agriculture	265	48.6%	280	51.4%	545
Banking	148	86.0%	24	14.0%	172
Civil Service	119	94.4%	7	5.6%	126
Community & Economic Develop	27	9.6%	254	90.4%	281
Conservation & Natural Resrcs	1,256	97.4%	34	2.6%	1,290
Corrections	12,433	81.6%	2,796	18.4%	15,229
Drug & Alcohol Programs	0	0.0%	3	100.0%	3
Education	446	91.0%	44	9.0%	490
Environmental Protection	2,452	94.6%	141	5.4%	2,593
Executive Offices	959	75.5%	876	424.5%	1,835
Fish & Boat	279	69.9%	120	30.1%	399
Game Commission	347	52.0%	320	48.0%	667
General Services	296	30.5%	673	69.5%	969
Health	1,277	95.7%	57	4.3%	1,334
Historical & Museum Comm.	80	38.1%	130	61.9%	210
Insurance	226	85.0%	40	15.0%	266
Labor & Industry	4,602	90.1%	503	9.9%	5,105
Liquor Control Board	2,991	98.1%	59	1.9%	3,050
Military & Veterans Affairs	560	26.7%	1,540	73.3%	2,100
Milk Marketing Board	14	58.3%	10	41.7%	24
PA Emergency Management	141	91.0%	14	9.0%	155
PA Municipal Retirement Board	27	93.1%	2	6.9%	29
PA School Employes' Retirement	248	84.9%	44	15.1%	292
PA Securities Commission	53	72.6%	20	27.4%	73
Probation & Parole	1,090	96.1%	44	3.9%	1,134
Public Utility Commission	376	80.3%	92	19.7%	468
Public Welfare	15,087	95.5%	718	4.5%	15,805
Revenue	498	25.9%	1,427	74.1%	1,925
State Department	279	59.9%	187	40.1%	466
State Employes' Retirement Sys	145	82.4%	31	17.6%	176
State Police	328	5.7%	5,442	94.3%	5,770
Tax Equalization Board	7	50.0%	7	50.0%	14
Transportation	4,098	35.8%	7,358	64.2%	11,456
COMMONWEALTH TOTAL	**51,226**	**68.7%**	**23,314**	**31.3%**	**74,540**

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 percentage of civil service positions decreased by .1% from the previous year and non-civil service positions increased by .1% 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 - Agency Complement
Hires and Separations
Fiscal Year 2011 - 2012

Hires and Separations
(GAWFR Table - None)

Agency	Separations	Hires	Net Change
Aging	5	2	-3
Agriculture	39	38	-1
Banking and Securities	16	12	-4
Civil Service Commission	7	3	-4
Cmunity & Econ Dvpt	26	29	3
Cnsvn & Natrl Resrcs	60	23	-37
Corrections	803	683	-120
Dept Miltry/Vets Aff	199	59	-140
Drug and Alcohol Programs	0	3	3
Education	25	31	6
Emergency Management Agency	12	13	1
Environmntl Protectn	128	133	5
Executive Offices	135	88	-47
Fish And Boat Commission	12	9	-3
Game Commission	27	19	-8
General Services	75	25	-50
Health	105	86	-19
Historical & Museum Commission	9	9	0
Insurance	16	11	-5
Labor & Industry	318	190	-128
Liquor Control Board	210	42	-168
Milk Marketing Board	1	1	0
Municipal Retirement Board	2	3	1
Probation And Parole Board	50	42	-8
Psers	14	9	-5
Public Utility Commission	31	21	-10
Public Welfare	1,135	708	-427
Revenue	139	85	-54
Securities Commission	8	6	-2
State	45	50	5
State Emp Retirement System	16	11	-5
State Police	355	129	-226
State Tax Equalization Board	1	0	-1
Transportation	615	476	-139
COMMONWEALTH TOTALS	**4,639**	**3,049**	**-1,590**

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, but excludes returns from furlough. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2011-2012, since these employees are hired in wage positions and then 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 4,639 employees separated and 3,049 were hired for a net decrease of 1,590 employees as compared to a net decrease of 4,324 employees for the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Separation Trends
Fiscal Years 1996-1997 to 2011-2012

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%
2011-2012	Number	2,887	1,224	32	496	4,639
	Rate	3.9%	1.6%	0.0%	0.7%	6.2%

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 commonwealth's overall separation rate decreased significantly compared to the previous fiscal year, primarily due to a decrease in the number of retirements.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Leave Usage - Paid
Fiscal Year 2011 - 2012

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****	**16.0**	**$3,202**	**10.3**	**$2,009**	**8.8**	**$1,658**	**3.1**	**$602**	**4.0**	**$717**
Aging	15.8	$3,690	10.1	$2,335	11.3	$2,740	3.5	$800	0.6	$128
Agriculture	14.2	$2,701	10.1	$1,878	8.8	$1,552	3.6	$651	1.3	$224
Banking	14.4	$3,354	10.3	$2,282	9.5	$2,086	3.5	$791	0.2	$36
Civil Service Commission	16.6	$3,518	10.6	$2,122	10.2	$1,987	3.7	$743	0.9	$172
Community and Economic Development	13.6	$3,177	10.8	$2,484	8.5	$1,858	3.4	$773	0.5	$113
Conservation and Natural Resources	15.2	$2,976	10.4	$1,946	8.4	$1,540	3.8	$705	2.2	$375
Corrections	20.0	$4,035	9.9	$1,943	6.5	$1,390	1.2	$259	10.0	$1,963
Drug and Alcohol Programs	0.0	$0	0.0	$0	0.0	$0	0.0	$0	0.0	$0
Education	15.0	$3,504	10.5	$2,369	10.3	$2,253	3.6	$802	0.4	$79
Emergency Management Agency	12.3	$2,490	10.3	$2,091	8.3	$1,675	3.3	$647	1.5	$303
Environmental Protection	16.1	$3,582	10.5	$2,303	8.9	$1,945	3.6	$789	0.5	$101
Executive Offices	15.4	$3,544	10.4	$2,297	9.0	$1,927	3.6	$800	0.7	$148
Fish and Boat Commission	14.2	$2,721	10.2	$1,852	8.1	$1,427	3.6	$664	3.9	$691
Game Commission	14.5	$2,847	10.1	$1,847	7.1	$1,302	3.7	$695	0.9	$173
General Services	15.7	$2,908	10.7	$1,913	10.8	$1,900	3.8	$684	1.6	$287
Health	15.3	$3,405	10.3	$2,218	9.9	$2,094	3.8	$819	1.3	$289
Historical and Museum Commission	15.4	$3,112	10.4	$1,997	8.7	$1,656	3.7	$698	1.9	$365
Insurance	15.4	$3,656	11.0	$2,573	9.1	$2,005	3.8	$889	0.2	$46
Labor and Industry	14.8	$2,880	10.6	$1,950	10.2	$1,859	3.7	$689	0.8	$144
Liquor Control Board	14.0	$2,345	10.0	$1,561	9.4	$1,455	2.9	$461	0.3	$44
Military and Veterans Affairs	12.9	$2,094	9.6	$1,494	11.0	$1,686	3.6	$570	1.6	$259
Milk Marketing Board	15.7	$3,471	11.0	$2,257	7.4	$1,623	3.9	$781	3.6	$661
Municipal Retirement System	14.6	$3,002	10.1	$1,981	10.8	$1,935	3.7	$718	0.0	$7
Probation and Parole Board	13.8	$3,011	10.3	$2,133	8.4	$1,755	3.5	$741	3.6	$794
Public School Emp. Retirement System	16.2	$3,977	10.5	$2,420	9.7	$2,073	3.6	$820	0.7	$141
Public Utility Commission	16.0	$4,192	10.5	$2,595	9.4	$2,243	3.6	$897	0.4	$92
Public Welfare	15.3	$2,822	10.1	$1,768	10.7	$1,864	3.5	$616	5.0	$706
Revenue	15.1	$2,996	10.9	$2,072	10.2	$1,895	3.7	$711	0.3	$62
Securities Commission	15.7	$4,001	11.0	$2,655	10.3	$2,520	3.6	$867	0.9	$205
State	13.9	$2,754	10.8	$2,079	10.4	$1,999	3.6	$699	0.4	$95
State Employees Retirement System	16.6	$3,891	10.6	$2,422	8.1	$1,611	3.8	$855	0.3	$56
State Police	14.7	$4,247	12.1	$3,415	5.1	$1,299	3.6	$994	2.1	$648
State Tax Equalization Board	14.1	$2,326	11.0	$1,774	9.7	$1,533	3.2	$527	0.1	$0
Transportation	14.8	$2,607	10.5	$1,750	9.5	$1,553	3.7	$620	1.1	$166

SOURCE/NOTE: SAP Wage Types report of payments made and Business Warehouse. Leave usage is calculated for the average full-time equivalent employee and includes permanent employees. Leave cost 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.

NOTE: Only three employees were staffed by the Department of Drug and Alcohol Programs during the 2011-2012 fiscal year.

COMMENTS: Commonwealth employees used an average of 42.2 days of leave, including paid holidays, during fiscal year 2011-2012. This is a decrease from an average of 43.3 days of leave from the previous fiscal year. Most employees earn up to four personal days each leave calendar year;.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2012

Filled Salaried and Wage Employees by Agency
July 2011 and 2012
(GAWFR Table 4)

Agency	2011		2012		Difference	
	Salaried	Wage	Salaried	Wage	Salaried	Wage
Aging	90	1	89	3	-1	2
Agriculture	532	399	545	346	13	-53
Banking	174	0	172	0	-2	0
Civil Service Commission	127	69	126	71	-1	2
Community and Economic Development	279	27	281	17	2	-10
Conservation and Natural Resources	1266	898	1290	1016	24	118
Corrections	15131	347	15229	266	98	-81
Department of Military and Veterans Affairs	2120	323	2100	364	-20	41
Drug and Alcohol Programs	0	0	3	0	3	0
Education	480	60	490	66	10	6
Emergency Management Agency	150	137	155	201	5	64
Environmental Protection	2551	51	2593	48	42	-3
Executive Offices	1878	242	1835	249	-43	7
Fish And Boat Commission	386	92	399	79	13	-13
Game Commission	652	74	667	99	15	25
General Services	1009	92	969	22	-40	-70
Health	1298	57	1334	180	36	123
Historical & Museum Commission	177	34	210	20	33	-14
Insurance	273	14	266	10	-7	-4
Labor & Industry	5029	747	5105	658	76	-89
Liquor Control Board	2987	1776	3050	1811	63	35
Milk Marketing Board	22	0	24	1	2	1
Municipal Retirement Board	25	0	29	0	4	0
Probation And Parole Board	1069	16	1134	16	65	0
Public School Employees Retirement System	282	7	292	7	10	0
Public Utility Commission	461	32	468	26	7	-6
Public Welfare	15931	580	15805	558	-126	-22
Revenue	1954	110	1925	122	-29	12
Securities Commission	75	1	73	3	-2	2
State	460	36	466	34	6	-2
State Employees Retirement System	177	0	176	0	-1	0
State Police	5811	165	5770	176	-41	11
State Tax Equalization Board	15	0	14	0	-1	0
Transportation	11215	294	11456	330	241	36
COMMONWEALTH TOTAL	**74,086**	**6,681**	**74,540**	**6,799**	**454**	**118**

NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission. The Department of Drug and Alcohol Programs was established on January 23, 2012. Data as of July 1 of each year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2012

Historical Separation Rates by Agency
(GAWFR Table 29)

Agency	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Aging	6.3%	8.3%	6.7%	10.0%	5.6%
Agriculture	5.1%	5.6%	15.7%	12.1%	7.2%
Banking	6.3%	10.1%	3.8%	8.0%	9.3%
Civil Service Commission	4.1%	7.4%	8.7%	11.8%	5.6%
Community and Economic Development	5.3%	7.6%	13.4%	17.6%	9.4%
Conservation and Natural Resources	3.7%	4.9%	7.2%	7.2%	4.7%
Corrections	7.4%	5.4%	5.1%	6.5%	5.3%
Department Military & Veterans Affairs	11.1%	15.5%	10.2%	10.7%	9.7%
Drug and Alcohol Programs	n/a	n/a	n/a	n/a	0.0%
Education	7.4%	6.0%	14.0%	14.8%	5.1%
Emergency Management Agency	9.9%	10.6%	5.2%	12.0%	7.7%
Environmental Protection	4.0%	4.7%	10.5%	8.8%	5.0%
Executive Offices	6.4%	7.2%	9.7%	12.8%	7.4%
Fish and Boat Commission	3.8%	4.0%	4.9%	8.0%	3.0%
Game Commission	2.2%	3.1%	4.3%	7.4%	4.0%
General Services	6.6%	5.6%	8.8%	11.3%	7.7%
Health	6.6%	5.3%	9.5%	11.9%	7.9%
Historical and Museum Commission	6.5%	6.1%	40.1%	13.0%	4.5%
Insurance	5.2%	5.4%	7.9%	12.1%	6.0%
Labor and Industry	6.8%	6.2%	7.8%	11.4%	6.2%
Liquor Control Board	6.2%	6.3%	7.5%	10.8%	6.9%
Milk Marketing Board	6.7%	6.7%	7.1%	13.6%	4.2%
Municipal Retirement System	3.8%	3.8%	3.8%	4.0%	6.9%
Probation and Parole Board	4.1%	4.5%	4.0%	6.6%	4.4%
Public School Employees Retirement System	5.0%	3.2%	3.2%	8.9%	4.8%
Public Utility Commission	4.3%	7.3%	6.0%	10.1%	6.7%
Public Welfare	7.5%	7.3%	8.3%	13.9%	7.2%
Revenue	4.5%	5.7%	10.6%	10.2%	7.2%
Securities Commission	6.3%	6.3%	6.8%	4.0%	11.0%
State	4.0%	8.5%	7.3%	10.7%	9.7%
State Employees Retirement System	7.2%	2.2%	7.9%	6.8%	9.1%
State Police	4.9%	4.4%	3.8%	5.2%	6.2%
State Tax Equalization Board	0.0%	5.6%	13.3%	6.7%	7.1%
Transportation	4.5%	4.8%	5.1%	7.8%	5.4%
COMMONWEALTH AVERAGE *	**6.3%**	**6.1%**	**7.0%**	**9.6%**	**6.2%**

NOTE: All years include full-time permanent salaried employees. Excludes temporary or emergency employees as well as reinstatements to the same or other agency and inter-agency transfers. Agency separation rates are based on the total number of separations and filled positions per agency. *Commonwealth average is based on the total number of separations and filled positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Separation rates decreased from the prior fiscal year due to decreases in the numbers of retirements and furloughs.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2012

Voluntary Separations During First Five Years of Service by Agency
Fiscal Year 2011 - 2012
(GAWFR Table 30)

Agency	0-1		1-3		3-5		Total	
	Number	Rate*	Number	Rate*	Number	Rate*	Number	Rate*
Aging	1	1.1%	0	0.0%	1	1.1%	2	2.2%
Agriculture	0	0.0%	3	0.6%	5	0.9%	8	1.5%
Banking	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Civil Service Commission	1	0.8%	0	0.0%	0	0.0%	1	0.8%
Cmunity & Econ Dvpt	0	0.0%	4	1.4%	7	2.5%	11	4.0%
Cnsvn & Natrl Resrcs	0	0.0%	1	0.1%	5	0.4%	6	0.5%
Corrections	66	0.4%	50	0.3%	66	0.4%	182	1.2%
Dept Miltry/Vets Aff	9	0.4%	21	1.0%	26	1.3%	56	2.7%
Drug and Alcohol Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	3	0.6%	2	0.4%	1	0.2%	6	1.2%
Emergency Management Agency	1	0.6%	3	1.9%	0	0.0%	4	2.6%
Environmntl Protectn	7	0.3%	5	0.2%	11	0.4%	23	0.9%
Executive Offices	9	0.5%	8	0.4%	12	0.7%	29	1.6%
Fish And Boat Commission	2	0.5%	0	0.0%	0	0.0%	2	0.5%
Game Commission	0	0.0%	4	0.6%	0	0.0%	4	0.6%
General Services	0	0.0%	0	0.0%	7	0.7%	7	0.7%
Health	12	0.9%	6	0.5%	14	1.1%	32	2.4%
Historical & Museum Commission	0	0.0%	1	0.5%	0	0.0%	1	0.5%
Insurance	1	0.4%	0	0.0%	1	0.4%	2	0.8%
Labor & Industry	12	0.2%	40	0.8%	28	0.5%	80	1.6%
Liquor Control Board	5	0.2%	10	0.3%	12	0.4%	27	0.9%
Milk Marketing Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Probation And Parole Board	4	0.4%	1	0.1%	4	0.4%	9	0.8%
Public School Employees Retirement System	0	0.0%	1	0.3%	1	0.3%	2	0.7%
Public Utility Commission	1	0.2%	2	0.4%	1	0.2%	4	0.9%
Public Welfare	124	0.8%	101	0.6%	114	0.7%	339	2.2%
Revenue	14	0.7%	4	0.2%	10	0.5%	28	1.5%
Securities Commission	0	0.0%	0	0.0%	4	5.5%	4	5.5%
State	3	0.6%	4	0.9%	4	0.9%	11	2.4%
State Emp Retirement Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
State Police	16	0.3%	7	0.1%	4	0.1%	27	0.5%
State Tax Equalization Board	1	7.1%	0	0.0%	1	7.1%	2	14.3%
Transportation	52	0.5%	42	0.4%	50	0.4%	144	1.3%
COMMONWEALTH TOTAL	**344**	**0.5%**	**320**	**0.4%**	**389**	**0.5%**	**1,053**	**1.4%**

NOTE: *The percentage rate shown is based on the number of actions as compared to full-time, permanent salaried employees per agency. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Only 1.4% of all Commonwealth employees voluntarily separate in their first five years of service. Most employees who voluntarily separated left within the 3-5 year range; this is a change from last year which indicated higher separations in the 0-1 range.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2012

Placement by Type and Agency
Fiscal Year 2011-2012
Full-Time Salaried Employees
(GAWFR Table 35)

Agency	New Hire		Transfer		Promotion		Other	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	2	2.3%	11	12.4%	9	10.1%	1	1.1%
Agriculture	31	5.7%	29	5.3%	30	5.5%	16	2.9%
Banking and Securities	10	5.8%	12	7.0%	8	4.7%	7	4.1%
Civil Service Commission	2	1.6%	18	14.3%	13	10.3%	3	2.4%
Cmunity & Econ Dvpt	23	8.3%	17	6.2%	17	6.2%	11	4.0%
Cnsvn & Natrl Resrcs	18	1.4%	105	8.1%	86	6.7%	14	1.1%
Corrections	580	3.8%	422	2.8%	542	3.6%	230	1.5%
Dept Miltry/Vets Aff	47	2.3%	117	5.7%	73	3.6%	40	2.0%
Drug and Alcohol Programs	2	66.7%	0	0.0%	0	0.0%	1	33.3%
Education	27	5.5%	47	9.6%	41	8.4%	13	2.7%
Emergency Management Agency	11	7.1%	22	14.2%	13	8.4%	9	5.8%
Environmntl Protectn	90	3.5%	179	6.9%	167	6.5%	74	2.9%
Executive Offices	62	3.4%	139	7.6%	174	9.5%	39	2.1%
Fish And Boat Commission	7	1.8%	30	7.5%	24	6.0%	5	1.3%
Game Commission	7	1.1%	44	6.6%	31	4.7%	21	3.2%
General Services	18	1.9%	35	3.6%	46	4.8%	12	1.2%
Health	60	4.5%	135	10.2%	108	8.1%	40	3.0%
Historical & Museum Commission	8	4.0%	8	4.0%	6	3.0%	5	2.5%
Insurance	5	1.9%	23	8.7%	15	5.7%	12	4.5%
Labor & Industry	157	3.1%	310	6.1%	501	9.8%	105	2.1%
Liquor Control Board	27	0.9%	1,079	35.4%	500	16.4%	56	1.8%
Milk Marketing Board	0	0.0%	2	8.3%	3	12.5%	1	4.2%
Municipal Retirement Board	2	6.9%	6	20.7%	4	13.8%	3	10.3%
Probation And Parole Board	37	3.3%	227	20.0%	105	9.3%	32	2.8%
Psers	5	1.7%	33	11.3%	42	14.4%	7	2.4%
Public Utility Commission	13	2.8%	39	8.4%	64	13.8%	18	3.9%
Public Welfare	565	3.6%	565	3.6%	815	5.2%	276	1.8%
Revenue	69	3.6%	112	5.8%	129	6.7%	35	1.8%
Securities Commission	6	8.2%	3	4.1%	2	2.7%	1	1.4%
State	38	8.2%	36	7.7%	47	10.1%	14	3.0%
State Emp Retirement System	8	4.6%	15	8.6%	20	11.4%	7	4.0%
State Police	106	1.8%	1,376	23.9%	437	7.6%	49	0.9%
State Tax Equalization Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Transportation	234	2.0%	388	3.4%	797	7.0%	360	3.1%
COMMONWEALTH TOTALS	**2,277**	**3.1%**	**5,584**	**7.5%**	**4,869**	**6.5%**	**1,517**	**2.0%**

NOTE: The percentage rate shown is based on the number of actions as compared to full-time permanent salaried employees. Transfers include transfers between organizations and transfers between agencies. Other placement actions include dual hires, rehires, reassignments, and demotions which are not a result of reclassification. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Across the Commonwealth, the largest percentage of placement actions for fiscal year 2011-2012 are from transfers.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (1 of 3)
Fiscal Year 2011 - 2012

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

Agency	Year	Non-Minority						Minority				Undisclosed			
		Male		Female		Undeclared		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Aging	July 2011	0	30.0%	53	58.9%			2	2.2%	8	8.9%				
	July 2012	26	29.2%	55	61.8%			1	1.1%	7	7.9%				
Agriculture	July 2011	298	56.1%	194	36.5%			23	4.3%	16	3.0%				
	July 2012	297	54.6%	203	37.3%			27	5.0%	16	2.9%			1	0.2%
Banking	July 2011	79	45.4%	79	45.4%			5	2.9%	10	5.7%	1	0.6%		
	July 2012	75	43.6%	76	44.2%			5	2.9%	12	7.0%	3	1.7%	1	0.6%
Civil Service Commission	July 2011	33	26.0%	75	59.1%			7	5.5%	12	9.4%				
	July 2012	33	26.2%	74	58.7%			7	5.6%	12	9.5%				
Cmunity & Econ Dvpt	July 2011	100	36.6%	138	50.5%			8	2.9%	25	9.2%	1	0.4%	1	0.4%
	July 2012	106	38.4%	137	49.6%			7	2.5%	23	8.3%	2	0.7%	1	0.4%
Cnsvn & Natrl Resrcs	July 2011	928	73.3%	308	24.3%			17	1.3%	10	0.8%	2	0.2%	1	0.1%
	July 2012	945	73.3%	310	24.0%			21	1.6%	11	0.9%	2	0.2%	1	0.1%
Corrections	July 2011	10,333	68.3%	3,128	20.7%			1,092	7.2%	574	3.8%				
	July 2012	10,381	68.2%	3,156	20.7%	1	0.0%	1,116	7.3%	567	3.7%	4	0.0%		
Dept Miltry/Vets Aff	July 2011	728	35.1%	972	46.9%			108	5.2%	264	12.7%				
	July 2012	720	35.1%	958	46.7%			113	5.5%	257	12.5%	2	0.1%	1	0.0%
Drug and Alcohol Programs	July 2011														
	July 2012	1	33.3%	1	33.3%									1	33.3%
Education	July 2011	143	29.8%	270	56.3%			15	3.1%	51	10.6%	1	0.2%		
	July 2012	145	29.6%	278	56.7%			14	2.9%	52	10.6%			1	0.2%
Emergency Management Agency	July 2011	99	66.0%	43	28.7%			2	1.3%	6	4.0%				
	July 2012	102	65.8%	45	29.0%			3	1.9%	5	3.2%				
Environmntl Protection	July 2011	1,625	63.9%	733	28.8%			98	3.9%	87	3.4%			1	0.0%
	July 2012	1,634	63.2%	756	29.2%			105	4.1%	90	3.5%				
Executive Offices	July 2011	776	41.3%	828	44.1%			112	6.0%	159	8.5%			2	0.1%
	July 2012	767	41.8%	802	43.7%			103	5.6%	159	8.7%			4	0.2%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (2 of 3)
Fiscal Year 2011 - 2012

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

Agency	Year	Non-Minority						Minority				Undisclosed			
		Male		Female		Undeclared		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Fish And Boat Commission	July 2011	316	81.9%	67	17.4%			1	0.3%	2	0.5%				
	July 2012	327	82.0%	67	16.8%			1	0.3%	2	0.5%	2	0.5%		
Game Commission	July 2011	545	83.6%	100	15.3%			2	0.3%	5	0.8%				
	July 2012	555	83.2%	105	15.7%			2	0.3%	5	0.7%				
General Services	July 2011	579	57.4%	220	21.8%			126	12.5%	84	8.3%				
	July 2012	557	57.5%	211	21.8%			120	12.4%	81	8.4%				
Health	July 2011	337	26.1%	780	60.4%	1	0.1%	59	4.6%	112	8.7%			3	0.2%
	July 2012	332	25.0%	804	60.5%			59	4.4%	122	9.2%	4	0.3%	9	0.7%
Historical & Museum Commission	July 2011	102	57.6%	66	37.3%			5	2.8%	4	2.3%				
	July 2012	111	55.5%	76	38.0%			8	4.0%	4	2.0%	1	0.5%		
Insurance	July 2011	117	43.0%	119	43.8%			11	4.0%	23	8.5%	1	0.4%	1	0.4%
	July 2012	114	43.0%	118	44.5%			10	3.8%	21	7.9%	1	0.4%	1	0.4%
Labor & Industry	July 2011	1,790	35.7%	2,582	51.5%	1	0.0%	208	4.1%	434	8.6%	2	0.0%	1	0.0%
	July 2012	1,797	35.3%	2,627	51.6%	2	0.0%	217	4.3%	444	8.7%	4	0.1%	4	0.1%
Liquor Control Board	July 2011	1,431	47.9%	973	32.6%			230	7.7%	353	11.8%				
	July 2012	1,475	48.4%	1,009	33.1%			230	7.5%	336	11.0%				
Milk Marketing Board	July 2011	18	81.8%	4	18.2%										
	July 2012	19	79.2%	5	20.8%										
Municipal Retirement Board	July 2011	7	28.0%	15	60.0%			1	4.0%	2	8.0%				
	July 2012	9	31.0%	15	51.7%			1	3.4%	4	13.8%				
Probation And Parole Board	July 2011	509	47.7%	367	34.4%			79	7.4%	112	10.5%				
	July 2012	543	47.9%		33.6%	1	0.1%	90	7.9%	118	10.4%				
PSERS	July 2011	112	39.7%	138	48.9%			9	3.2%	23	8.2%				
	July 2012	121	41.4%	142	48.6%			9	3.1%	20	6.8%				

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (3 of 3)
Fiscal Year 2011 - 2012

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

Agency	Year	Non-Minority						Minority				Undisclosed			
		Male		Female		Undeclared		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Public Utility Commission	July 2011	220	48.1%	165	36.1%			27	5.9%	45	9.8%				
	July 2012	225	48.4%	168	36.1%			26	5.6%	46	9.9%				
Public Welfare	July 2011	4,382	27.7%	8,133	51.4%			853	5.4%	2,442	15.4%	1	0.0%	5	0.0%
	July 2012	4,411	28.1%	7,999	50.9%	3	0.0%	854	5.4%	2,417	15.4%	4	0.0%	13	0.1%
Revenue	July 2011	823	42.1%	711	36.4%			140	7.2%	279	14.3%				
	July 2012	811	42.2%	705	36.7%			131	6.8%	275	14.3%			1	0.1%
Securities Commission	July 2011	36	48.0%	32	42.7%			3	4.0%	4	5.3%				
	July 2012	37	50.7%	29	39.7%			3	4.1%	4	5.5%				
State	July 2011	175	38.1%	216	47.1%			23	5.0%	45	9.8%				
	July 2012	183	39.3%	218	46.8%			21	4.5%	43	9.2%			1	0.2%
State Emp Retirement Board	July 2011	60	34.1%	92	52.3%			8	4.5%	16	9.1%				
	July 2012	58	33.1%	96	54.9%			8	4.6%	13	7.4%				
State Police	July 2011	4,485	77.2%	907	15.6%			307	5.3%	110	1.9%				
	July 2012	4,394	76.2%	950	16.5%			306	5.3%	120	2.1%				
State Tax Equalization Board	July 2011	8	53.3%	5	33.3%			0	0.0%	2	13.3%				
	July 2012	8	57.1%	4	28.6%			0	0.0%	2	14.3%				
Transportation	July 2011	8,703	77.6%	1,515	13.5%			512	4.6%	482	4.3%	1	0.0%	1	0.0%
	July 2012	8,845	77.2%	1,561	13.6%			522	4.6%	493	4.3%	26	0.2%	8	0.1%
Totals	**July 2011**	**39,924**	**53.7%**	**24,028**	**32.3%**	**2**	**0.0%**	**4,093**	**5.5%**	**5,801**	**7.8%**	**10**	**0.0%**	**16**	**0.0%**
	July 2012	**40,164**	**54.0%**	**24,141**	**32.5%**	**7**	**0.0%**	**4,140**	**5.6%**	**5,781**	**7.8%**	**55**	**0.1%**	**48**	**0.1%**

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 21.1 percent of their total salaried full-time work force. The Department of Health continues to have the highest representation of females, comprising 70.3 percent of its total salaried full-time work force.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Ethnicity
1976 - 2012

Changes in Commonwealth Salaried Employment of Minorities
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2012
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	3144	4.1%	4698	6.1%	571	0.7%	631	0.8%	489	0.6%	391	0.5%	61	0.1%	41	0.1%
July 2010	2953	3.9%	4595	6.1%	646	0.9%	780	1.0%	534	0.7%	463	0.6%	63	0.1%	59	0.1%
July 2012	**2864**	**3.9%**	**4416**	**5.9%**	**670**	**0.9%**	**801**	**1.1%**	**546**	**0.7%**	**506**	**0.7%**	**60**	**0.1%**	**58**	**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, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native 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 13.3 percent.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Gender
1976 - 2012

Changes in Commonwealth Salaried Employment by Minority Group and Gender
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2012
Full-Time Salaried Employees
(GAWFR Table 14)

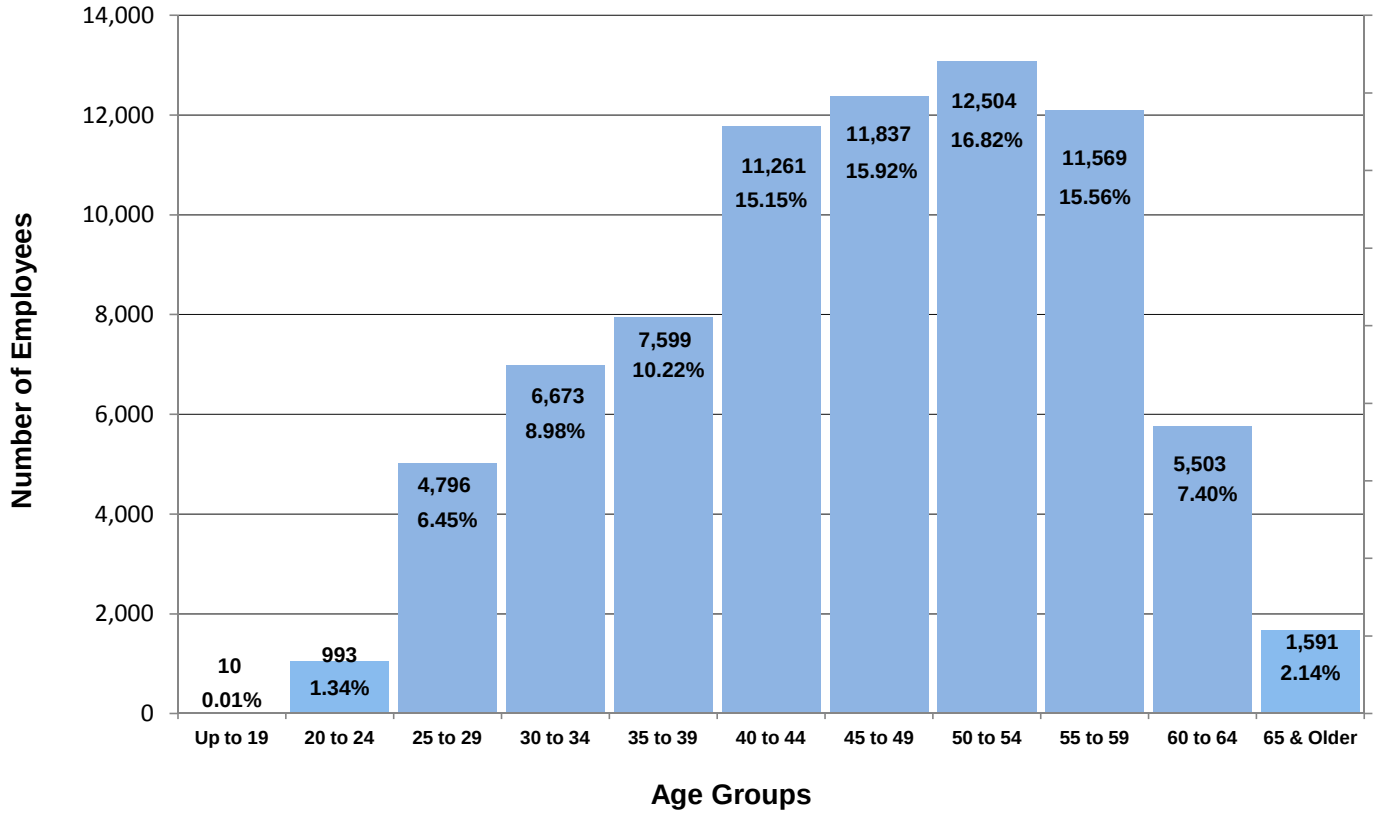
Year	Non-Minority				Minority				Totals					
	Male		Female		Male		Female		Male		Female		Undeclared	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	57,415	53.7%	37,416	35.0%	4,655	4.4%	7,362	6.9%	62,070	58.1%	44,778	41.9%		
July 1980	51,476	52.0%	35,343	35.7%	4,612	4.7%	7,473	7.6%	56,088	56.7%	42,816	43.3%		
July 1985	42,107	51.8%	28,916	35.6%	4,048	5.0%	6,189	7.6%	46,155	56.8%	35,105	43.2%		
July 1990	41,293	52.9%	26,635	34.1%	4,151	5.3%	5,951	7.6%	45,444	58.2%	32,586	41.8%		
July 1995	43,020	53.5%	26,801	33.3%	4,614	5.7%	6,015	7.5%	47,634	59.2%	32,816	40.8%		
July 2000	43,020	54.7%	25,661	32.6%	4,387	5.6%	5,644	7.2%	47,407	60.2%	31,305	39.8%		
July 2005	41,529	54.1%	25,171	32.8%	4,265	5.6%	5,761	7.5%	45,794	59.7%	30,932	40.3%		
July 2010	40,861	53.9%	24,924	32.8%	4,195	5.5%	5,898	7.8%	45,056	59.4%	30,822	40.6%		
July 2012	**40,164**	**54.0%**	**24,141**	**32.5%**	**4,195**	**5.6%**	**5,829**	**7.8%**	**44,359**	**59.7%**	**29,970**	**40.3%**	**7**	**0.0%**

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

NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding. 1976 was the first reporting year, and information is then displayed in five year increments ending with the current reporting year. This is the first year that the dashboard displays employees who do not disclose their gender. There are 7 employees in this category accounting for 0.0% of the full-time permanent salaried population.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Age Groups
July 2012

Age Distribution for Commonwealth Employees
July 2012
(GAWFR Table 46)

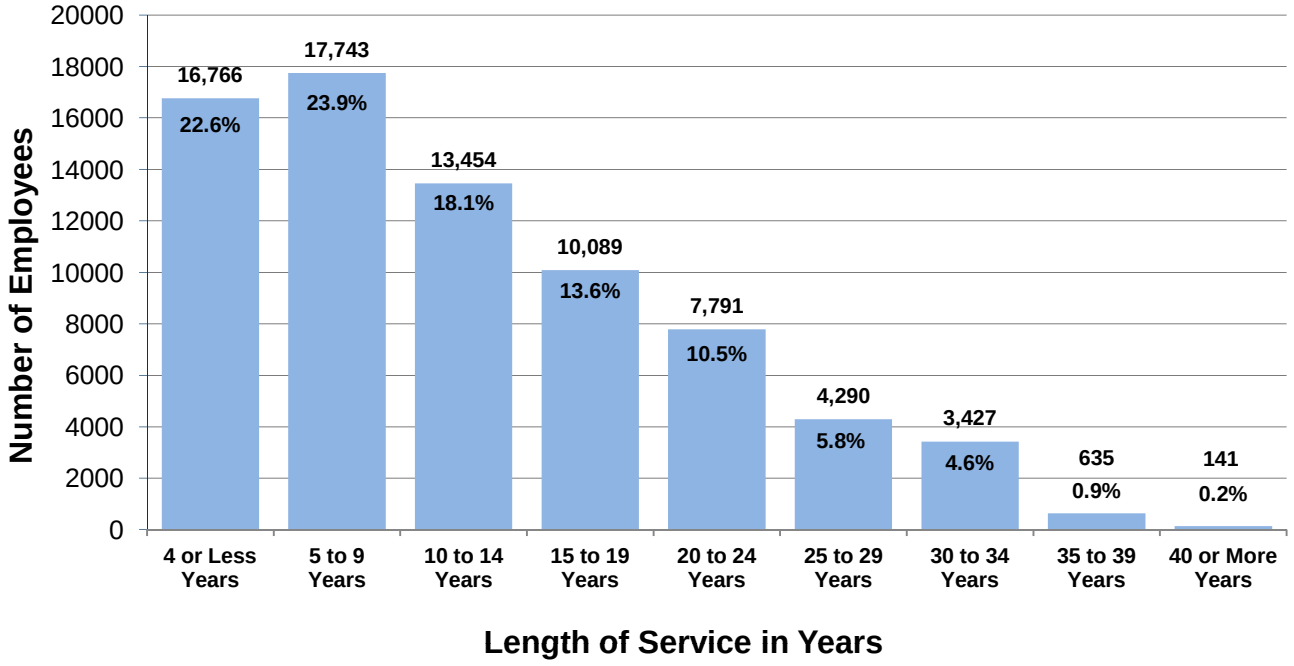


SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Length of Service
July 2012

Length of Service Distribution for Commonwealth Employees
July 2012
(GAWFR Table 47)



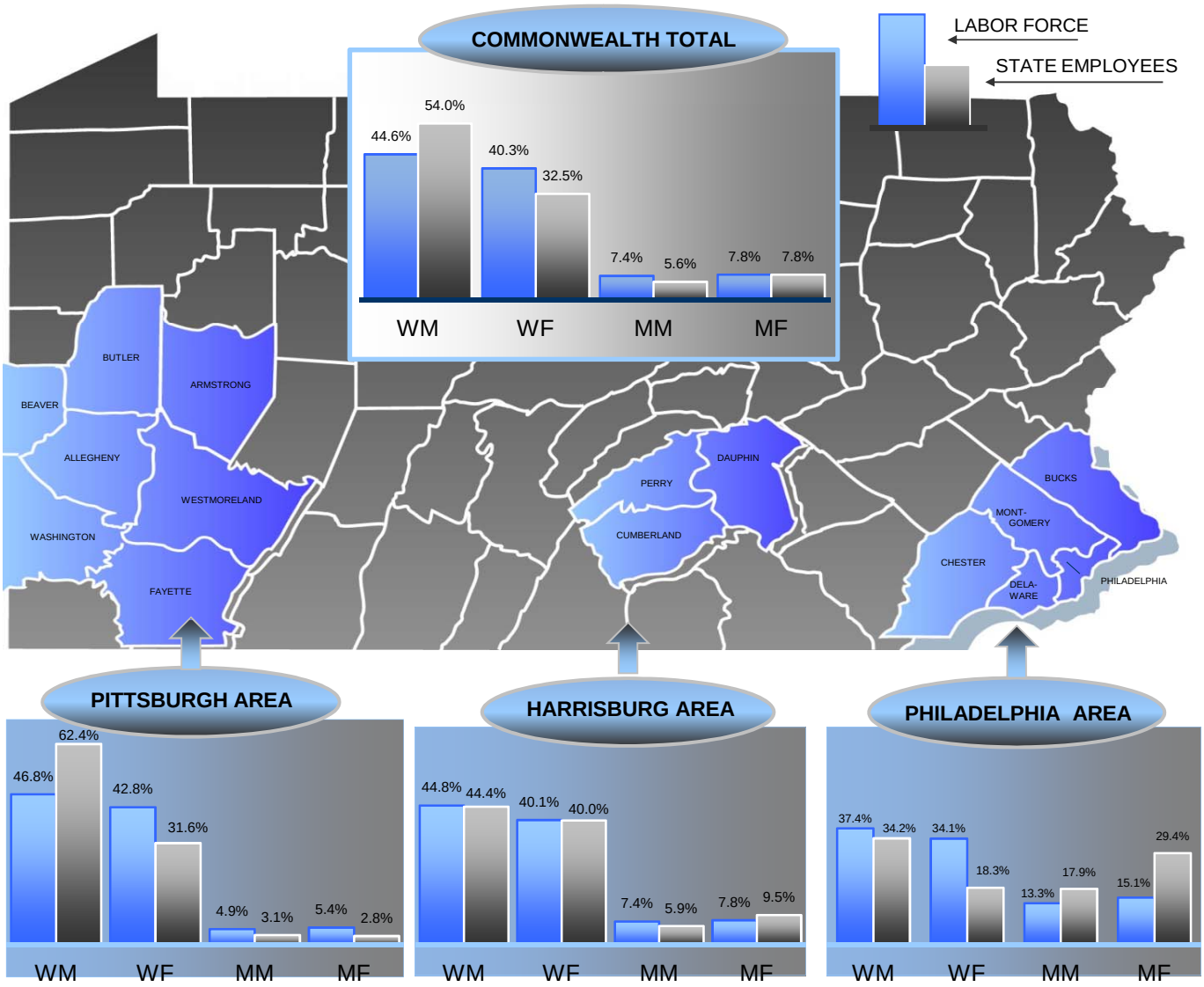
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

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

COMMENTS: There were 776 employees with 35 or more years of commonwealth service as of July 2012. The average length of service was 12.2 years, which is consistent with the previous reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2012

Labor Force Compared to State Employment
by Minority Group and Gender
(GAWFR Table 13)



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

State employment includes full-time permanent salaried employees. Data for commonwealth total labor force statistics and each metropolitan statistical area is from 2011, and are the latest available from the U.S. Census Bureau, 2011 American Community Survey, 1-Year Estimates. Metropolitan statistical area labor force data is based on 2011 annual average data including all persons employed or seeking employment within the designated areas. Percents may not total due to rounding. Data for state employment is as of June 30, 2012.

COMMENTS: The total representation of minority men and women in the state work force is 13.3 percent, compared to 15.2 percent in the overall state labor force. As compared to the previous reporting year the state work force minority representation has remained consistent.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2012

Minority Representation by Agency
(GAWFR Table 17)

Department	Minorities		Non Minority		Undisclosed		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	8	9.0%	81	91.0%	0	0.0%	89
Agriculture	43	7.9%	500	91.9%	1	0.2%	544
Banking	17	9.9%	151	87.8%	4	2.3%	172
Civil Service Commission	19	15.1%	107	84.9%	0	0.0%	126
Cmunity & Econ Dvpt	30	10.9%	243	88.0%	3	1.1%	276
Cnsvn & Natrl Resrcs	32	2.5%	1,255	97.3%	3	0.2%	1,290
Corrections	1,683	11.1%	13,538	88.9%	4	0.0%	15,225
Dept Miltry/Vets Aff	370	18.0%	1,678	81.8%	3	0.1%	2,051
Drug and Alcohol Programs	0	0.0%	2	66.7%	1	33.3%	3
Education	66	13.5%	423	86.3%	1	0.2%	490
Emergency Management Agency	8	5.2%	147	94.8%	0	0.0%	155
Environmntl Protectn	195	7.5%	2,390	92.5%	0	0.0%	2,585
Executive Offices	262	14.3%	1,569	85.5%	4	0.2%	1,835
Fish And Boat Commission	3	0.8%	394	98.7%	2	0.5%	399
Game Commission	7	1.0%	660	99.0%	0	0.0%	667
General Services	201	20.7%	768	79.3%	0	0.0%	969
Health	181	13.6%	1,136	85.4%	13	1.0%	1,330
Historical & Museum Commission	12	6.0%	187	93.5%	1	0.5%	200
Insurance	31	11.7%	232	87.5%	2	0.8%	265
Labor & Industry	661	13.0%	4,426	86.9%	8	0.2%	5,095
Liquor Control Board	566	18.6%	2,484	81.4%	0	0.0%	3,050
Milk Marketing Board	0	0.0%	24	100.0%	0	0.0%	24
Municipal Retirement Board	5	17.2%	24	82.8%	0	0.0%	29
Probation And Parole Board	208	18.4%	925	81.6%	0	0.0%	1,133
Psers	29	9.9%	263	90.1%	0	0.0%	292
Public Utility Commission	72	15.5%	393	84.5%	0	0.0%	465
Public Welfare	3,271	20.8%	12,413	79.1%	17	0.1%	15,701
Revenue	406	21.1%	1,516	78.8%	1	0.1%	1,923
Securities Commission	7	9.6%	66	90.4%	0	0.0%	73
State	64	13.7%	401	86.1%	1	0.2%	466
State Emp Retirement Board	21	12.0%	154	88.0%	0	0.0%	175
State Police	426	7.4%	5,344	92.6%	0	0.0%	5,770
State Tax Equalization Board	2	14.3%	12	85.7%	0	0.0%	14
Transportation	1,015	8.9%	10,406	90.8%	34	0.3%	11,455
COMMONWEALTH TOTALS	**9,921**	**13.3%**	**64,312**	**86.5%**	**103**	**0.1%**	**74,336**

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

COMMENTS: Minorities comprise 13.3 percent of the commonwealth's work force, led by the Department of Revenue with 21.1 percent minority representation.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2012

Gender Representation by Agency
Full-Time Salaried Employees
(GAWFR Table 18)

Agency	Females		Males		Undetermined		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	62	69.7%	27	30.3%			89
Agriculture	220	40.4%	324	59.6%			544
Banking	89	51.7%	83	48.3%			172
Civil Service Commission	86	68.3%	40	31.7%			126
Cmunity & Econ Dvpt	161	58.3%	115	41.7%			276
Cnsvn & Natrl Resrcs	322	25.0%	968	75.0%			1,290
Corrections	3,723	24.5%	11,501	75.5%	1	0.0%	15,225
Dept Miltry/Vets Aff	1,216	59.3%	835	40.7%			2,051
Drug and Alcohol Programs	2	66.7%	1	33.3%			3
Education	331	67.6%	159	32.4%			490
Emergency Management Agency	50	32.3%	105	67.7%			155
Environmntl Protectn	846	32.7%	1,739	67.3%			2,585
Executive Offices	965	52.6%	870	47.4%			1,835
Fish And Boat Commission	69	17.3%	330	82.7%			399
Game Commission	110	16.5%	557	83.5%			667
General Services	292	30.1%	677	69.9%			969
Health	935	70.3%	395	29.7%			1,330
Historical & Museum Commission	80	40.0%	120	60.0%			200
Insurance	140	52.8%	125	47.2%			265
Labor & Industry	3,075	60.4%	2,018	39.6%	2	0.0%	5,095
Liquor Control Board	1,345	44.1%	1,705	55.9%			3,050
Milk Marketing Board	5	20.8%	19	79.2%			24
Municipal Retirement Board	19	65.5%	10	34.5%			29
Probation And Parole Board	499	44.0%	633	55.9%	1	0.1%	1,133
Psers	162	55.5%	130	44.5%			292
Public Utility Commission	214	46.0%	251	54.0%			465
Public Welfare	10,429	66.4%	5,269	33.6%	3	0.0%	15,701
Revenue	981	51.0%	942	49.0%			1,923
Securities Commission	33	45.2%	40	54.8%			73
State	262	56.2%	204	43.8%			466
State Emp Retirement Board	109	62.3%	66	37.7%			175
State Police	1,070	18.5%	4,700	81.5%			5,770
State Tax Equalization Board	6	42.9%	8	57.1%			14
Transportation	2,062	18.0%	9,393	82.0%			11,455
COMMONWEALTH TOTALS	**29,970**	**40.3%**	**44,359**	**59.7%**	**7**	**0.0%**	**74,336**

NOTE: Includes full-time permanent salaried employees in the agenices listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Males represent over half of all state emloyees in each of 17 agencies. The Department of Health continues to employ the largest percentage of female employees (70.3%).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2012

Job Categories by Race and Gender
1990, 1995, 2000, 2005, 2010, 2012
(GAWFR Table 19)

		White			African American		Hispanic		Asian/Hawaiian/Pacific Islander		American Indian/Alaskan Native		Undisclosed		Total Employees
		Male	Female	Undeclared	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Administrators	1990	2,439	471		138	102	15	7	33	13	*N/A	*N/A			3,218
		75.8%	14.6%		4.3%	3.2%	0.5%	0.2%	1.0%	0.4%	*N/A	*N/A			
	1995	2,465	583		124	104	12	7	43	18	*N/A	*N/A			3,356
		73.5%	17.4%		3.7%	3.1%	0.4%	0.2%	1.3%	0.5%	*N/A	*N/A			
	2000	2,446	741		122	115	15	8	37	20	*N/A	*N/A			3,504
		69.8%	21.1%		3.5%	3.3%	0.4%	0.2%	1.1%	0.6%	*N/A	*N/A			
	2005	6,072	3,398		367	461	50	55	49	40	4	5			10,501
		57.8%	32.4%		3.5%	4.4%	0.5%	0.5%	0.5%	0.4%	0.0%	0.0%			
	2010	5,967	4,111		328	530	68	96	70	52	7	9			11,238
		53.1%	36.6%		2.9%	4.7%	0.6%	0.9%	0.6%	0.5%	0.1%	0.1%			
	2012	**5,772**	**4,078**	**0**	**293**	**524**	**78**	**94**	**82**	**61**	**3**	**8**	**22**	**14**	**11,029**
		52.3%	**37.0%**	**0.0%**	**2.7%**	**4.8%**	**0.7%**	**0.9%**	**0.7%**	**0.6%**	**0.0%**	**0.1%**	**0.2%**	**0.1%**	
Professionals	1990	11,252	8,456		849	1,657	112	150	262	124	*N/A	*N/A			22,862
		49.2%	37.0%		3.7%	7.2%	0.5%	0.7%	1.1%	0.5%	*N/A	*N/A			
	1995	12,385	9110		933	1654	151	208	318	141	*N/A	*N/A			24,900
		49.7%	36.6%		3.7%	6.6%	0.6%	0.8%	1.3%	0.6%	*N/A	*N/A			
	2000	12,216	9,174		888	1,636	148	241	326	161	*N/A	*N/A			24,790
		49.3%	37.0%		3.6%	6.6%	0.6%	1.0%	1.3%	0.6%	*N/A	*N/A			
	2005	8,379	7,837		598	1,433	127	275	297	206	21	14			19,187
		43.7%	40.8%		3.1%	7.5%	0.7%	1.4%	1.5%	1.1%	0.1%	0.1%			
	2010	7,633	7,881		564	1,493	150	359	295	233	23	19			18,650
		40.9%	42.3%		3.0%	8.0%	0.8%	1.9%	1.6%	1.2%	0.1%	0.1%			
	2012	**7,366**	**7,583**	**7**	**531**	**1,426**	**149**	**366**	**288**	**239**	**21**	**23**	**9**	**11**	**18,019**
		40.9%	**42.1%**	**0.0%**	**2.9%**	**7.9%**	**0.8%**	**2.0%**	**1.6%**	**1.3%**	**0.1%**	**0.1%**	**0.0%**	**2.9%**	
Technicians	1990	3,943	2,052		186	246	16	12	21	8	*N/A	*N/A			6,484
		60.8%	31.6%		2.9%	3.8%	0.2%	0.2%	0.3%	0.1%	*N/A	*N/A			
	1995	3,725	1934		187	222	17	14	25	12	*N/A	*N/A			6,136
		60.7%	31.3%		3.0%	3.6%	0.3%	0.2%	0.4%	0.2%	*N/A	*N/A			
	2000	3,329	1,636		152	149	21	16	28	9	*N/A	*N/A			5,340
		62.3%	30.6%		2.8%	2.8%	0.4%	0.3%	0.5%	0.2%	*N/A	*N/A			
	2005	1,206	1,109		44	63	10	4	19	10	2	1			2,468
		57.8%	32.4%		3.5%	4.4%	0.5%	0.5%	0.5%	0.4%	0.0%	0.0%			
	2010	1,119	1,168		38	61	5	6	16	14	3	1			2,431
		46.0%	48.0%		1.6%	2.5%	0.2%	0.2%	0.7%	0.6%	0.1%	0.0%			
	2012	**1,074**	**1,104**	**0**	**41**	**66**	**7**	**9**	**16**	**16**	**0**	**1**	**3**	**2**	**2,339**
		45.9%	**47.2%**	**0.0%**	**1.8%**	**2.8%**	**0.3%**	**0.4%**	**0.7%**	**0.7%**	**0.0%**	**0.0%**	**0.1%**	**0.1%**	
Protective Service Workers	1990	7,780	407		701	126	99	4	28	2	*N/A	*N/A			9,147
		85.1%	4.4%		7.7%	1.4%	1.1%	0.0%	0.3%	0.0%	*N/A	*N/A			
	1995	9,368	560		916	158	146	10	45	3	*N/A	*N/A			11,206
		83.6%	5.0%		8.2%	1.4%	1.3%	0.1%	0.4%	0.0%	*N/A	*N/A			
	2000	10,702	738		1,008	224	168	15	51	7	*N/A	*N/A			12,913
		82.9%	5.7%		7.8%	1.7%	1.3%	0.1%	0.4%	0.1%	*N/A	*N/A			
	2005	10,700	672		885	237	185	16	40	2	18	3			12,758
		83.9%	5.3%		3.5%	4.4%	0.5%	0.5%	0.5%	0.4%	0.0%	0.0%			
	2010	11,596	800		850	281	203	20	50	3	17	2			13,822
		83.9%	5.8%		6.1%	2.0%	1.5%	0.1%	0.4%	0.0%	0.1%	0.0%			
	2012	**11,428**	**815**	**0**	**863**	**281**	**225**	**27**	**47**	**3**	**18**	**2**	**3**	**0**	**13,712**
		83.3%	**5.9%**	**0.0%**	**6.3%**	**2.0%**	**1.6%**	**0.2%**	**0.3%**	**0.0%**	**0.1%**	**0.0%**	**0.0%**	**0.0%**	

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2012

Job Categories by Race and Gender
1990, 1995, 2000, 2005, 2010, 2012
(GAWFR Table 19 - continued)

		White			African American		Hispanic		Asian/Hawaiian/Pacific Islander		American Indian/Alaskan Native		Undisclosed		Total Employees
		Male	Female	Undeclared	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Para-professionals	1990	84	183		25	24	0	0	0	2	*N/A	*N/A			318
		26.4%	57.5%		7.9%	7.5%	0.0%	0.0%	0.0%	0.6%	*N/A	*N/A			
	1995	92	211		17	32	0	2	1	3	*N/A	*N/A			358
		25.7%	58.9%		4.7%	8.9%	0.0%	0.6%	0.3%	0.8%	*N/A	*N/A			
	2000	71	228		15	25	1	1	0	2	*N/A	*N/A			343
		20.7%	66.5%		4.4%	7.3%	0.3%	0.3%	0.0%	0.6%	*N/A	*N/A			
	2005	1,215	323		139	72	20	4	4	2	0	0			1,779
		68.3%	18.2%		7.8%	4.0%	1.1%	0.2%	0.2%	0.1%	0.0%	0.0%			
	2010	1,260	401		150	95	26	7	4	2	1	4			1,950
		64.6%	20.6%		7.7%	4.9%	1.3%	0.4%	0.2%	0.1%	0.1%	0.2%			
	2012	**889**	**253**	**0**	**94**	**58**	**26**	**7**	**4**	**1**	**2**	**3**	**0**	**0**	**1,337**
		66.5%	**18.9%**	**0.0%**	**7.0%**	**4.3%**	**1.9%**	**0.5%**	**0.3%**	**0.1%**	**0.1%**	**0.2%**	**0.0%**	**0.0%**	
Office and Clerical	1990	3,492	10,555		513	2,199	40	127	15	51	*N/A	*N/A			16,992
		20.6%	62.1%		3.0%	12.9%	0.2%	0.7%	0.1%	0.3%	*N/A	*N/A			
	1995	3,437	10220		499	2293	44	158	29	74	*N/A	*N/A			16,754
		20.5%	61.0%		3.0%	13.7%	0.3%	0.9%	0.2%	0.4%	*N/A	*N/A			
	2000	3,217	9,707		500	2,147	51	188	40	77	*N/A	*N/A			15,927
		20.2%	60.9%		3.1%	13.5%	0.3%	1.2%	0.3%	0.5%	*N/A	*N/A			
	2005	2,654	8,487		410	1,951	66	232	53	112	5	15			13,985
		19.0%	60.7%		2.9%	14.0%	0.5%	1.7%	0.4%	0.8%	0.0%	0.1%			
	2010	2,439	7,377		393	1,685	71	223	65	133	3	15			12,404
		19.7%	59.5%		3.2%	13.6%	0.6%	1.8%	0.5%	1.1%	0.0%	0.1%			
	2012	**2,562**	**7,089**	**0**	**390**	**1,607**	**69**	**235**	**67**	**159**	**3**	**14**	**4**	**16**	**12,215**
		21.0%	**58.0%**	**0.0%**	**3.2%**	**13.2%**	**0.6%**	**1.9%**	**0.5%**	**1.3%**	**0.0%**	**0.1%**	**0.0%**	**0.1%**	
Skilled Craft Workers	1990	6,888	179		254	23	56	1	18	1	*N/A	*N/A			7,420
		92.8%	2.4%		3.4%	0.3%	0.8%	0.0%	0.2%	0.0%	*N/A	*N/A			
	1995	6,685	197		266	16	69	2	16	1	*N/A	*N/A			7,252
		92.2%	2.7%		3.7%	0.2%	1.0%	0.0%	0.2%	0.0%	*N/A	*N/A			
	2000	6,738	214		233	19	68	3	14	1	*N/A	*N/A			7,290
		92.4%	2.9%		3.2%	0.3%	0.9%	0.0%	0.2%	0.0%	*N/A	*N/A			
	2005	4,219	75		127	5	28	0	9	1	3	0			4,467
		94.4%	1.7%		2.8%	0.1%	0.6%	0.0%	0.2%	0.0%	0.1%	0.0%			
	2010	4,318	89		122	7	32	0	10	2	5	0			4,585
		94.2%	1.9%		2.7%	0.2%	0.7%	0.0%	0.2%	0.0%	0.1%	0.0%			
	2012	**4,170**	**83**	**0**	**106**	**5**	**30**	**0**	**14**	**1**	**5**	**0**	**6**	**0**	**4,420**
		94.3%	**1.9%**	**0.0%**	**2.4%**	**0.1%**	**0.7%**	**0.0%**	**0.3%**	**0.0%**	**0.1%**	**0.0%**	**0.1%**	**0.0%**	
Service-Maintenance	1990	5,415	4,332		689	1,022	67	32	14	18	*N/A	*N/A			11,589
		46.8%	37.4%		5.9%	8.8%	0.6%	0.3%	0.1%	0.2%	*N/A	*N/A			
	1995	4,863	3986		675	822	65	40	16	21	*N/A	*N/A			10,488
		46.4%	38.0%		6.4%	7.8%	0.6%	0.4%	0.2%	0.2%	*N/A	*N/A			
	2000	4,301	3,223		436	524	52	37	13	19	*N/A	*N/A			8,605
		50.0%	37.5%		5.1%	6.1%	0.6%	0.4%	0.2%	0.2%	*N/A	*N/A			
	2005	7,084	3,270		574	476	85	45	18	18	8	3			11,581
		61.2%	28.2%		5.0%	4.1%	0.7%	0.4%	0.2%	0.2%	0.1%	0.0%			
	2010	6,530	3,096		508	443	91	69	24	24	6	7			10,798
		60.5%	28.7%		4.7%	4.1%	0.8%	0.6%	0.2%	0.2%	0.1%	0.1%			
	2012	**6,903**	**3,136**	**0**	**546**	**449**	**86**	**63**	**28**	**26**	**8**	**7**	**8**	**5**	**11,265**
		61.3%	**27.8%**	**0.0%**	**4.8%**	**4.0%**	**0.8%**	**0.6%**	**0.2%**	**0.2%**	**0.1%**	**0.1%**	**0.1%**	**0.0%**	

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of employees within each job category for each year. *For years prior to 2003-2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native 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: The above table shows employment by race and sex for the eight standardized U.S. Equal Employment Opportunity Commission (EEOC) job categories.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2012

Appointments, Separations and Promotions
by Ethnicity and Gender
(GAWFR Table 21)

Percent of Total Appointments					
Ethnicity/Gender	**1998-1999**	**2003-04**	**2008-2009**	**2010-2011**	**2011-2012**
White Male	49.5%	47.3%	47.0%	50.0%	50.4%
White Female	30.5%	34.8%	32.4%	34.6%	32.4%
African American Male	7.2%	4.6%	6.7%	3.5%	4.6%
African American Female	9.2%	8.8%	8.3%	5.9%	5.7%
Hispanic Male	0.9%	1.3%	1.6%	1.3%	1.8%
Hispanic Female	1.3%	1.6%	1.2%	2.0%	1.3%
Asian/Hawaiian/Pacific Islander Male	*0.9%	0.8%	1.2%	0.8%	0.8%
Asian/Hawaiian/Pacific Islander Female	*0.5%	0.8%	1.3%	0.8%	0.7%
American Indian/Alaskan Native Male	*N/A	0.1%	0.2%	0.1%	0.1%
American Indian/Alaskan Native Female	*N/A	0.0%	0.0%	0.1%	0.0%
Undeclared Male	**N/A	**N/A	**N/A	0.4%	1.2%
Undeclared Female	**N/A	**N/A	**N/A	0.5%	0.9%

Percent of Total Separations					
Ethnicity/Gender	**1998-1999**	**2003-04**	**2008-09**	**2010-2011**	**2011-2012**
White Male	49.7%	50.3%	47.8%	50.0%	50.8%
White Female	33.9%	35.7%	34.2%	35.7%	33.4%
African American Male	5.5%	4.6%	6.1%	4.4%	4.9%
African American Female	8.6%	7.2%	8.4%	6.9%	7.2%
Hispanic Male	0.7%	0.8%	1.1%	1.0%	1.3%
Hispanic Female	0.6%	0.6%	0.9%	0.8%	1.2%
Asian/Hawaiian/Pacific Islander Male	*0.6%	0.2%	0.6%	0.5%	0.6%
Asian/Hawaiian/Pacific Islander Female	*0.3%	0.7%	0.6%	0.4%	0.4%
American Indian/Alaskan Native Male	*N/A	0.0%	0.1%	0.1%	0.1%
American Indian/Alaskan Native Female	*N/A	0.0%	0.1%	0.1%	0.1%
Undeclared Male	**N/A	**N/A	**N/A	0.4%	0.0%
Undeclared Female	**N/A	**N/A	**N/A	0.5%	0.1%

Percent of Total Promotions					
Ethnicity/Gender	**1998-1999**	**2003-04**	**2008-09**	**2010-2011**	**2011-2012**
White Male	54.9%	51.8%	55.4%	49.2%	51.5%
White Female	31.8%	35.1%	30.7%	36.6%	34.9%
African American Male	5.0%	3.7%	3.9%	3.9%	3.7%
African American Female	5.3%	6.9%	6.1%	6.0%	5.9%
Hispanic Male	0.9%	0.8%	0.9%	1.2%	0.7%
Hispanic Female	0.5%	0.7%	1.0%	1.3%	1.0%
Asian/Hawaiian/Pacific Islander Male	*1.0%	0.6%	1.0%	0.7%	1.0%
Asian/Hawaiian/Pacific Islander Female	*0.5%	0.6%	0.7%	1.0%	1.1%
American Indian/Alaskan Native Male	*N/A	0.1%	0.1%	0.1%	0.1%
American Indian/Alaskan Native Female	*N/A	0.0%	0.1%	0.1%	0.1%
Undeclared Male	**N/A	**N/A	**N/A	0.0%	0.0%
Undeclared Female	**N/A	**N/A	**N/A	0.0%	0.1%

Appointments, Separations and Promotions
by Ethnicity and Gender
(GAWFR Table 21 - continued)

NOTE: Includes full-time permanent salaried employees. Table displays data in five year increments beginning with 1998-99 along with the two most recent fiscal years. Separations include retirements, resignations, deaths, and furloughs but exclude returns from furlough.

*For years prior to 2003-2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native 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.

**Reporting of undeclared gender began in fiscal year 2010-2011.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
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Age and Length of Service by Union
Full-Time Salaried Employees
(GAWFR Table 25)

Union	Mean Age	Mean Length of Service
AFSCME (Master Agreement/Memorandum)	47*	12*
-Clerical, Administrative, and Fiscal units	48	12
-Maintenance and Trades units	48	12
-Human Services units	46	10
-Other AFSCME units	46	12
***Average for all employees in the four categories**		
PSCOA (corrections officers)	43	10
SEIU Local 668 (social workers)	46	11
PSTA (state police)	40	13
SEIU Healthcare PA (nurses, non-supervisory)	49	11
UFCW (liquor store clerks)	48	9
ISSU (liquor store managers)	48	15
CIVEA (corrections education teachers)	48	11
FOSCEP (educational and cultural)	51	12
OPEIU (nurse supervisors)	51	17
UGSOA (security officers)	48	11
PDA (physicians)	59	11
FOP (conservation officers)**	46	16
FOP (capitol police)	46	12
PLEA (liquor enforcement officers)	39	8
PSRA (DCNR Rangers)	46	12
SEIU Local 668 (unemployment compensation referees)	51	17
PSEA (non-tenured teachers)	51	13
CBA (PUC attorneys)	46	14
ALES (liquor law enforcement officers 3)***	48	20
Non-Union Employees	46	17
Management Employees	48	16
COMMONWEALTH AVERAGE	**46**	**12**

NOTE: Includes full-time permanent salaried employees. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: PLEA-represented employees (liquor enforcement) have the youngest mean age (39), while PDA (physicians) have the oldest (59). ALES (liquor law enforcement officers) has the highest mean length of service of unionized employees (20 years). PLEA has the lowest mean length of service (8 years).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2012

Minority Group and Gender of Employees by Union
Full-Time Salaried Employees
(GAWFR Table 26)

Union		White		African American		Hispanic		Asian/Hawaiian/ Pacific Islander		American Indian/Alaskan Native		Undisclosed	
AFSCME (Master Agreement/Memorandum)*	Male	16,101	50.1%	992	3.1%	209	0.7%	225	0.7%	23	0.1%	32	0.1%
	Female	11,911	37.1%	2,022	6.3%	303	0.9%	265	0.8%	23	0.1%	22	0.1%
-Clerical, Administrative and Fiscal units	Male	1,280	14.3%	226	2.5%	36	0.4%	49	0.5%	2	0.0%	5	0.1%
	Female	5,684	63.7%	1,290	14.5%	187	2.1%	141	1.6%	9	0.1%	14	0.2%
-Maintenance and Trades units	Male	7,313	93.0%	251	3.2%	70	0.9%	15	0.2%	6	0.1%	9	0.1%
	Female	178	2.3%	14	0.2%	4	0.1%	1	0.0%	0	0.0%	0	0.0%
-Human Services units	Male	1,624	28.5%	240	4.2%	34	0.6%	14	0.2%	2	0.0%	5	0.1%
	Female	3,288	57.6%	397	7.0%	59	1.0%	31	0.5%	7	0.1%	5	0.1%
-Other AFSCME units	Male	5,884	61.1%	275	2.9%	69	0.7%	147	1.5%	13	0.1%	13	0.1%
*Average for employees in the four categories	Female	2,761	29.5%	321	3.4%	53	0.6%	92	1.0%	7	0.1%	3	0.0%
PSCOA (corrections officers)	Male	8,179	78.3%	817	7.8%	160	1.5%	21	0.2%	13	0.1%	3	0.0%
	Female	865	8.3%	348	3.3%	29	0.3%	4	0.0%	2	0.0%	0	0.0%
SEIU Local 668 (social workers)	Male	2,433	27.8%	333	3.8%	107	1.2%	48	0.5%	5	0.1%	2	0.0%
	Female	4,204	48.1%	1,166	13.3%	348	4.0%	68	0.8%	17	0.2%	6	0.1%
	Undeclared	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PSTA (state police)	Male	3,738	89.0%	151	3.6%	69	1.6%	29	0.7%	7	0.2%	0	0.0%
	Female	192	4.6%	10	0.2%	3	0.1%	1	0.0%	1	0.0%	0	0.0%
SEIU Healthcare PA (nurses, non-supervisory)	Male	292	23.4%	9	0.7%	1	0.1%	8	0.6%	1	0.1%	1	0.1%
	Female	863	69.0%	42	3.4%	4	0.3%	26	2.1%	1	0.1%	2	0.2%
UFCW (liquor store clerks)	Male	700	47.6%	105	7.1%	14	1.0%	13	0.9%	0	0.0%	0	0.0%
	Female	441	30.0%	181	12.3%	12	0.8%	5	0.3%	1	0.1%	0	0.0%
ISSU (liquor store managers)	Male	339	48.2%	30	4.3%	7	1.0%	5	0.7%	0	0.0%	0	0.0%
	Female	257	36.5%	60	8.5%	4	0.6%	2	0.3%	0	0.0%	0	0.0%
CIVEA (corrections education teachers)	Male	260	68.2%	16	4.2%	1	0.3%	2	0.5%	1	0.3%	0	0.0%
	Female	92	24.1%	8	2.1%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
FOSCEP (educational and cultural)	Male	127	40.6%	7	2.2%	1	0.3%	1	0.3%	0	0.0%	0	0.0%
	Female	158	50.5%	9	2.9%	5	1.6%	4	1.3%	0	0.0%	1	0.3%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
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Minority Group and Gender of Employees by Union
Full-Time Salaried Employees
(GAWFR Table 26 - continued)

Union		White		African American		Hispanic		Asian/Hawaiian/ Pacific Islander		American Indian/Alaskan Native		Undisclosed	
OPEIU (nurse supervisors)	Male	63	26.7%	6	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Female	159	67.4%	4	1.7%	0	0.0%	3	1.3%	0	0.0%	0	0.0%
	Undeclared	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UGSOA (security officers)	Male	143	72.2%	26	13.1%	3	1.5%	1	0.5%	0	0.0%	0	0.0%
	Female	21	10.6%	2	1.0%	1	0.5%	0	0.0%	1	0.5%	0	0.0%
PDA (physicians)	Male	84	49.7%	5	3.0%	3	1.8%	26	15.4%	0	0.0%	0	0.0%
	Female	27	16.0%	4	2.4%	1	0.6%	15	8.9%	1	0.6%	0	0.0%
	Undeclared	3	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FOP (conservation officers)	Male	241	96.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Female	8	3.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FOP (capitol police)	Male	72	80.0%	9	10.0%	1	1.1%	1	1.1%	0	0.0%	0	0.0%
	Female	6	6.7%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All Other Unions**	Male	244	71.8%	17	5.0%	3	0.9%	1	0.3%	0	0.0%	0	0.0%
	Female	64	18.8%	9	2.6%	1	0.3%	1	0.3%	0	0.0%	0	0.0%
Non-Union Employees	Male	454	70.7%	9	1.4%	3	0.5%	16	2.5%	2	0.3%	0	0.0%
	Female	144	22.4%	11	1.7%	1	0.2%	2	0.3%	0	0.0%	0	0.0%
Management Employees	Male	6,694	52.4%	332	2.6%	88	0.7%	149	1.2%	8	0.1%	17	0.1%
	Female	4,729	37.0%	539	4.2%	88	0.7%	110	0.9%	11	0.1%	17	0.1%
	Undeclared	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
COMMONWEALTH TOTAL		**64,312**	**86.5%**	**7,280**	**9.8%**	**1,471**	**2.0%**	**1,052**	**1.4%**	**118**	**0.2%**	**103**	**0.1%**

NOTE: Includes full-time permanent salaried employees. **Unions with less than 100 represented employees are grouped in “All Other Unions.”

COMMENTS: Significant differences exist in the male/female ratio among bargaining units. The AFSCME clerical, administrative, and fiscal and human services units are primarily female, while the majority of maintenance and trades employees are male. In addition, the majority of SEIU Local 668 (social workers), SEIU Healthcare PA, and OPEIU represented employees are female, while PSCOA (corrections officers), PSTA (state police), UGSOA (security officers) and FOP (conservation officers) are primarily male.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2012

Age and Length of Service for All Commonwealth Employees
(GAWFR Table 48)

Mean Age: 46 Mean Length of Service: 12

Length of Service	Less than 5 years		5 to less than 10 years		10 to less than 15 years		15 to less than 20 years		20 to less than 25 years		25 to less than 30 years		30 years & above		TOTAL	
Age Group	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**
34 & Below	6,940	9.4%	4,584	6.2%	919	1.2%	30	0.0%							12,473	16.9%
35 to 44	3,958	5.4%	5,068	6.9%	5,006	6.8%	3,520	4.8%	1,223	1.7%	85	0.1%			18,860	26.1%
45 to 54	3,517	4.8%	4,376	5.9%	4,110	5.6%	3,968	5.4%	4,238	5.7%	2,517	3.4%	1,614	2.2%	24,340	33.4%
55 to 59	1,443	2.0%	1,993	2.7%	1,897	2.6%	1,554	2.1%	1,595	2.2%	1,243	1.7%	1,844	2.5%	11,569	15.3%
60 & Above	909	1.2%	1,721	2.3%	1,522	2.1%	1,017	1.4%	735	1.0%	445	0.6%	745	1.0%	7,094	8.3%
Total	**16,767**	**22.7%**	**17,742**	**24.0%**	**13,454**	**18.2%**	**10,089**	**13.7%**	**7,791**	**10.5%**	**4,290**	**5.8%**	**4,203**	**5.7%**	**74,336**	**100.0%**

NOTE: Includes all full-time permanent salaried employees. Figures may not total 100% due to rounding.

COMMENTS: In July 2012, more salaried employees (17,742) had 5 to less than 10 years of service than any other service group, and more employees (24,340) were age 45 to 54 than any other age group. The mean age (46) and length of service (12) for commonwealth employees were the same as the previous year.

Average Age of New Hires for All Agencies
(GAWFR Table 49)

Agency	Mean Age	Mean Age of New Hire
Aging	48	53
Agriculture	47	41
Banking	46	35
Civil Service Commission	46	33
Cmunity & Econ Dvpt	45	40
Cnsvn & Natrl Resrcs	46	36
Corrections	43	35
Dept Miltry/Vets Aff	47	42
Drug and Alcohol Programs	44	45
Education	50	46
Emergency Management Agency	49	46
Environmntl Protectn	46	38
Executive Offices	47	39
Fish And Boat Commission	45	35
Game Commission	45	36
General Services	48	44
Health	48	43
Historical & Museum Commission	49	44
Insurance	49	42
Labor & Industry	47	40
Liquor Control Board	47	41
Milk Marketing Board	51	57
Municipal Retirement Board	44	45
Probation And Parole Board	43	36
Psers	47	41
Public Utility Commission	47	40
Public Welfare	46	39
Revenue	46	36
Securities Commission	51	47
State	48	41
State Emp Retirement Board	46	39
State Police	40	36
State Tax Equalization Board	55	N/A
Transportation	46	39
COMMONWEALTH AVERAGE	**46**	**39**

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: The Civil Service Commission had the lowest average age of new hires (33) for fiscal year 2011-2012.

Average Age and Length of Service for All Agencies
(GAWFR Table 50)

Agency	Mean Age	Mean LOS
Aging	48	16
Agriculture	47	11
Banking	46	11
Civil Service Commission	46	14
Cmunity & Econ Dvpt	45	12
Cnsvn & Natrl Resrcs	46	15
Corrections	43	11
Dept Miltry/Vets Aff	47	10
Drug and Alcohol Programs	44	0
Education	50	13
Emergency Management Agency	49	10
Environmntl Protectn	46	15
Executive Offices	47	13
Fish And Boat Commission	45	13
Game Commission	45	14
General Services	48	14
Health	48	13
Historical & Museum Commission	49	14
Insurance	49	13
Labor & Industry	47	12
Liquor Control Board	47	12
Milk Marketing Board	51	12
Municipal Retirement Board	44	13
Probation And Parole Board	43	12
Psers	47	15
Public Utility Commission	47	14
Public Welfare	46	12
Revenue	46	13
Securities Commission	51	13
State	48	10
State Emp Retirement Board	46	15
State Police	40	13
State Tax Equalization Board	55	10
Transportation	46	13
COMMONWEALTH AVERAGE	**46**	**12**

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: Of all listed agencies, employees at the State Tax Equalization Board held the oldest mean age (55), while State Police held the youngest (40). Aging holds the highest mean length of service (16).

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees per 10K Residents

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)

State		Rank	Emps/10 K
HI	Hawaii	1	524
AK	Alaska	2	413
ND	North Dakota	3	354
DE	Delaware	4	341
WY	Wyoming	5	277
MT	Montana	6	267
NM	New Mexico	7	264
WV	West Virginia	8	261
VT	Vermont	9	253
AR	Arkansas	10	248
UT	Utah	11	246
OK	Oklahoma	12	228
SD	South Dakota	13	226
AL	Alabama	14	226
RI	Rhode Island	15	226
WA	Washington	16	224
KY	Kentucky	17	221
LA	Louisiana	18	217
MS	Mississippi	19	217
IA	Iowa	20	217
ME	Maine	21	215
CT	Connecticut	22	214
OR	Oregon	23	212
NE	Nebraska	24	200
NH	New Hampshire	25	199

State		Rank	Emps/10 K
VA	Virginia	26	195
NJ	New Jersey	27	194
SC	South Carolina	28	191
CO	Colorado	29	191
KS	Kansas	30	190
MI	Michigan	31	188
MN	Minnesota	32	185
NC	North Carolina	33	183
WI	Wisconsin	34	181
IN	Indiana	35	181
ID	Idaho	36	178
MA	Massachusetts	37	172
MO	Missouri	38	169
TN	Tennessee	39	161
OH	Ohio	40	161
GA	Georgia	41	156
MD	Maryland	42	156
PA	Pennsylvania	43	147
NY	New York	44	143
TX	Texas	45	140
AZ	Arizona	46	130
CA	California	47	129
NV	Nevada	48	126
IL	Illinois	49	123
FL	Florida	50	111

National Average 169
Pennsylvania 147

SOURCE: "2011 Annual Survey of Public Employment and Payroll", U.S. Census Bureau, as of March 2011 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2012.

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 147 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-third out of the fifty states. The national average is 169.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees Average Salary
March 2011

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

State		Rank	Salary
CA	California	1	73,928
NJ	New Jersey	2	71,159
CT	Connecticut	3	70,388
NY	New York	4	68,145
IA	Iowa	5	67,310
RI	Rhode Island	6	65,796
MN	Minnesota	7	65,246
IL	Illinois	8	65,179
AK	Alaska	9	63,739
MI	Michigan	10	63,650
MA	Massachusetts	11	61,316
WA	Washington	12	61,028
OH	Ohio	13	60,583
CO	Colorado	14	60,525
WI	Wisconsin	15	60,039
NV	Nevada	16	58,272
MD	Maryland	17	56,434
PA	Pennsylvania	18	56,240
NH	New Hampshire	19	55,803
OR	Oregon	20	55,469
VT	Vermont	21	55,304
ID	Idaho	22	54,121
UT	Utah	23	53,250
AZ	Arizona	24	53,211
TX	Texas	25	52,705

State		Rank	Salary
VA	Virginia	26	52,481
LA	Louisiana	27	51,754
ND	North Dakota	28	51,063
WY	Wyoming	29	50,973
DE	Delaware	30	50,887
KS	Kansas	31	50,741
AL	Alabama	32	50,063
IN	Indiana	33	49,893
ME	Maine	34	49,875
MT	Montana	35	49,516
NE	Nebraska	36	49,505
HI	Hawaii	37	48,286
SD	South Dakota	38	47,650
NC	North Carolina	39	47,560
NM	New Mexico	40	47,527
AR	Arkansas	41	47,277
OK	Oklahoma	42	46,962
GA	Georgia	43	46,883
FL	Florida	44	46,595
KY	Kentucky	45	46,401
SC	South Carolina	46	45,592
TN	Tennessee	47	44,620
MS	Mississippi	48	44,281
WV	West Virginia	49	43,421
MO	Missouri	50	42,588

National Average $56,825
Pennsylvania $56,240*

SOURCE: "State Government Employment and Payroll", U.S. Department of Commerce, Census Bureau. March 2011 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 1.0% percent from 2011 to 2012.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County
July 2012

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

County	Employment	Residence
Adams	177	404
Allegheny	3,795	3,177
Armstrong	237	406
Beaver	323	469
Bedford	254	435
Berks	1,658	1,721
Blair	1,332	1,483
Bradford	235	251
Bucks	678	881
Butler	406	593
Cambria	1,959	2,609
Cameron	102	69
Carbon	219	367
Centre	1,184	920
Chester	888	882
Clarion	216	393
Clearfield	1,340	1,283
Clinton	195	403
Columbia	200	572
Crawford	795	926
Cumberland	1,715	4,545
Dauphin	16,477	7,931
Delaware	1,029	1,140
Elk	145	207
Erie	1,660	1,547
Fayette	1,328	1,204
Forest	710	201
Franklin	634	682
Fulton	138	121
Greene	869	592
Huntingdon	1,413	939
Indiana	1,019	966
Jefferson	270	423
Juniata	100	492
Lackawanna	2,016	2,192
Lancaster	851	1,590
Lawrence	490	554
Lebanon	575	1,011
Lehigh	1,082	896
Luzerne	2,836	3,200

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County (continued)
July 2012

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

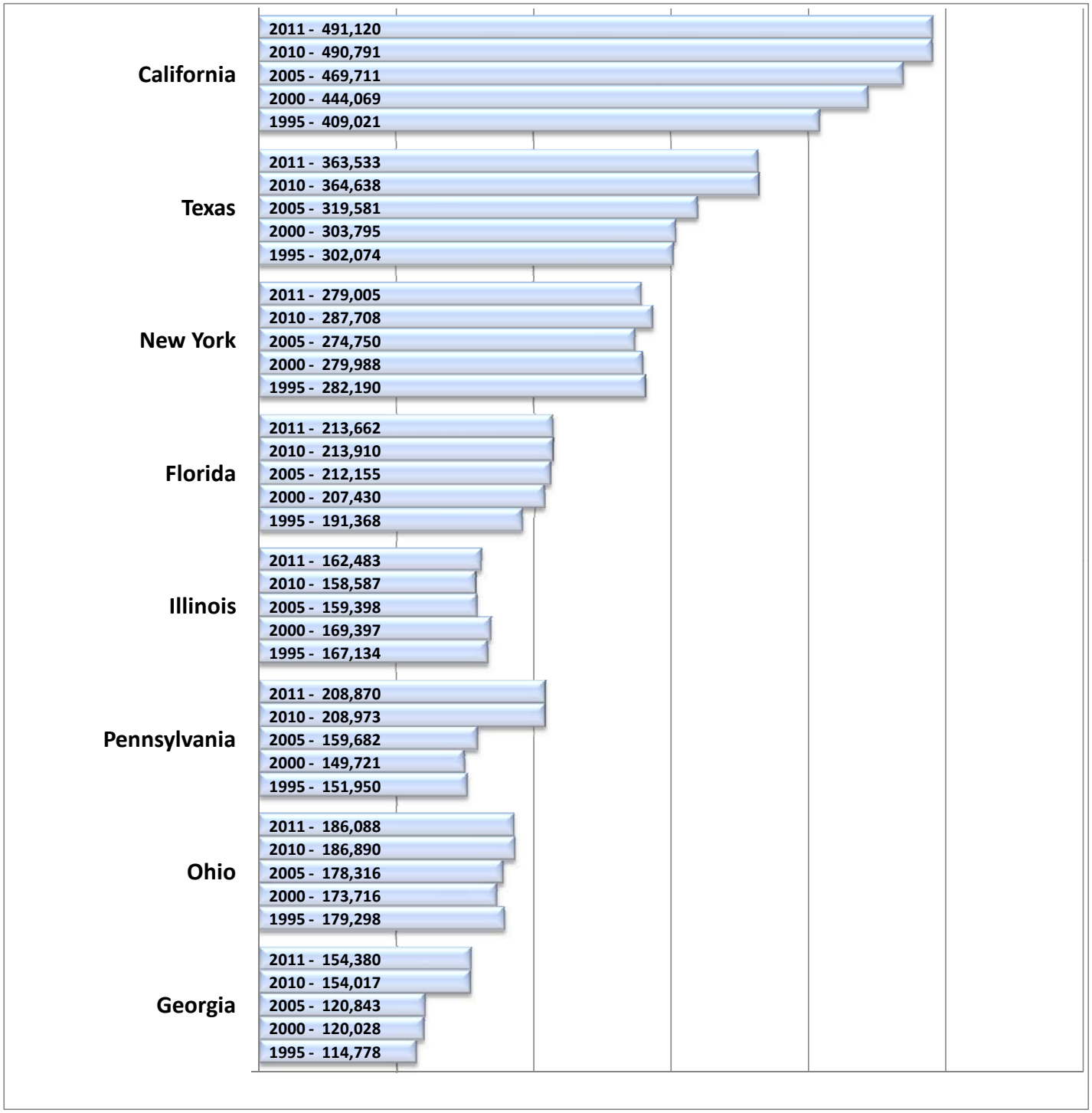
County	Employment	Residence
Lycoming	1,471	1,229
Mckean	150	237
Mercer	808	896
Mifflin	111	476
Monroe	370	345
Montgomery	3,492	2,099
Montour	624	252
Northampton	386	591
Northumberland	805	1,512
Perry	375	1,152
Philadelphia	3,292	3,608
Pike	170	131
Potter	169	170
Schuylkill	1,380	1,932
Snyder	963	801
Somerset	1,370	1,144
Sullivan	108	75
Susquehanna	180	298
Tioga	236	239
Union	98	321
Venango	1,276	1,127
Warren	599	620
Washington	555	1,101
Wayne	863	412
Westmoreland	2,232	2,150
Wyoming	118	207
York	584	2,280
Outside PA	1	254
Total	**74,336**	**74,336**

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 2012, over half (57.0 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 254 employees resided outside of the commonwealth's geographic boundaries.

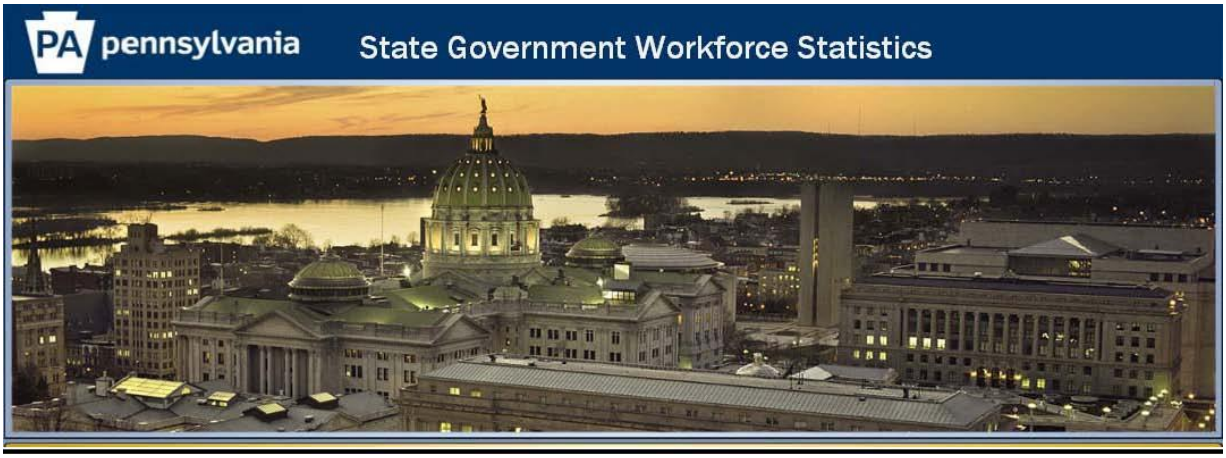
Trend of All State Employment - Eight Most Populous States
(Including employees not under the Governor's jurisdiction)
1995-2011
(GAWFR Table 9)



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2011 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2012). Includes all full- time and part-time, salaried and wage state employees, even those not under the Governor's jurisdiction, such as the Attorney General, Auditor General, Treasury, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln.

COMMENTS: As of July 2012, Pennsylvania is the sixth most populous state and has the fourth lowest total number of state employees of the eight most populous states.

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 - The original name for SAP was German: Systeme, Anwendungen, Producte, German for "Systems Applications and Products." It is a computerized data system where the personnel and payroll records of each employee and position in state government are maintained. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of 2004 (exact dates vary based on pay area).

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.