

2015 State Government



Workforce Statistics

Tom Corbett, Governor

Kelly Powell Logan, Secretary of Administration

STATE GOVERNMENT WORKFORCE STATISTICS

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STATE GOVERNMENT WORKFORCE STATISTICS

July 2014

Executive Summary

General Pennsylvania Statistics

Pennsylvania Population	12,773,801 (1)
Population	Rank 6th (1)
Average Salary of State Workers	Rank 19th (2)
State Employees Per Population	Rank 43rd (3)
Pennsylvania Labor Force	6,371,000 (4)

Commonwealth Positions as of June 30, 2014 (5)

Number of Full-Time and Part-Time Filled Salaried Positions	72,650
Number of Full-Time and Part-Time Filled Wage Positions	6,839
Salaried Payroll	\$3.9 Billion
Wage Payroll	\$166 Million

Profile of Full-Time Salaried Employees as of June 30, 2014 (5)

Number of Full-Time Salaried Employees	72,437
Average Age	46
Average Length of Service in Years	12
Average Annual Salary	\$52,655
Average Annual Benefits	\$33,590
Average Annual Sick Leave Days	8.7
Percent Civil Service	68.5%
Percent Represented by Unions	81.7%
Percent Minorities	13.5%
Annual Separation Rate	7.7%

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, 2013.

(2) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2012 (data is the latest available).

(3) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2012 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, 2013.

(4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2014" 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, 2014.

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
2014	72,650	6,839

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 2014

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)	27,586 *	3,222 *	30,808 *	42.5% *
-Other AFSCME units		8,539	807	9,346	12.9%
-Clerical, Administrative and Fiscal units		7,425	849	8,274	11.4%
-Maintenance and Trades units		6,535	1,163	7,698	10.6%
-Human Services units		5,087	403	5,490	7.6%
*Total of all employees in the four categories					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10,128		10,128	14.0%
Local 668 of the Service Employees International Union	SEIU Local 668 (social workers)	7,733	1,222	8,955	12.4%
Pennsylvania State Troopers Association	PSTA (State Police)	4,125		4,125	5.7%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,437		1,437	2.0%
Service Employees International Union, Healthcare Pennsylvania	SEIU Healthcare PA (nurses, non-supervisory)	1,142		1,142	1.6%
Independent State Store Union	ISSU (liquor store managers)		689	689	1.0%
Correctional Institution Vocational Education Association, PSEA	CIVEA (corrections education teachers)	353		353	0.5%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural)	281	25	306	0.4%
Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112	OPEIU (nurse supervisors)		228	228	0.3%
United Government Security Officers of America	UGSOA (security officers)	152	25	177	0.2%
Fraternal Order of Police, Lodge 114 (wildlife conservation officers)	FOP (wildlife conservation officers)	184		184	0.3%
Pennsylvania Doctors Alliance	PDA (physicians)	128	14	142	0.2%
Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	111		111	0.2%
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)	63	11	74	0.1%
Local 668 of the Service Employees International Union, Hearing Officers	SEIU Local 668 (unemployment compensation referees)		64	64	0.1%
Pennsylvania State Education Association, Hiram G. Andrews Center	PSEA (non-tenured teachers)	27		27	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)		24	24	0.0%
Total		53,650	5,524	59,174	81.7%
Non-Union Employees				676	0.9%
Management Employees				12,587	17.4%
COMMONWEALTH TOTAL				72,437	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, 2014.

COMMENTS: 81.7 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Employment by Job Category
July 2014

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

Job Category	Employees	Percentage
Official/Administrators	10,845	14.97%
Professionals	17,844	24.63%
Technicians	2,228	3.08%
Protective Service Workers	13,457	18.58%
Paraprofessionals	1,364	1.88%
Office and Clerical	11,589	16.00%
Skilled Craft Workers	4,226	5.83%
Service / Maintenance	10,884	15.03%
Totals	72,437	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, 2014. Percents shown may not total 100% due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (24.63%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (1.88%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous eight reporting years.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Top 25 Employee Classifications
July 2014

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

Class Title	Number
Corrections Officer 1	6,352
Income Maintenance Caseworker	4,290
State Police Trooper	2,936
Clerk Typist 2.....	2,370
Transportation Equipment Operator B	2,305
Residential Services Aide Manager.....	1,576
Transportation Equipment Operator A.....	1,551
Clerk Typist 3	1,209
Corrections Officer 2.....	1,124
Liquor Store Clerk 1	913
Registered Nurse	878
Clerk 2	839
State Police Corporal.....	813
Licensed Practical Nurse	738
Income Maintenance Casework Supervisor	670
Maintenance Repairman 2.....	660
Corrections Officer Trainee	619
Parole Agent 2.....	600
Psychiatric Aide	583
Clerk 3.....	575
Highway Forman 2.....	528
Nurse Aide.....	516
Administrative Assistant 1.....	512
Corrections Food Service Instructor.....	509
Corrections Officer 3.....	503

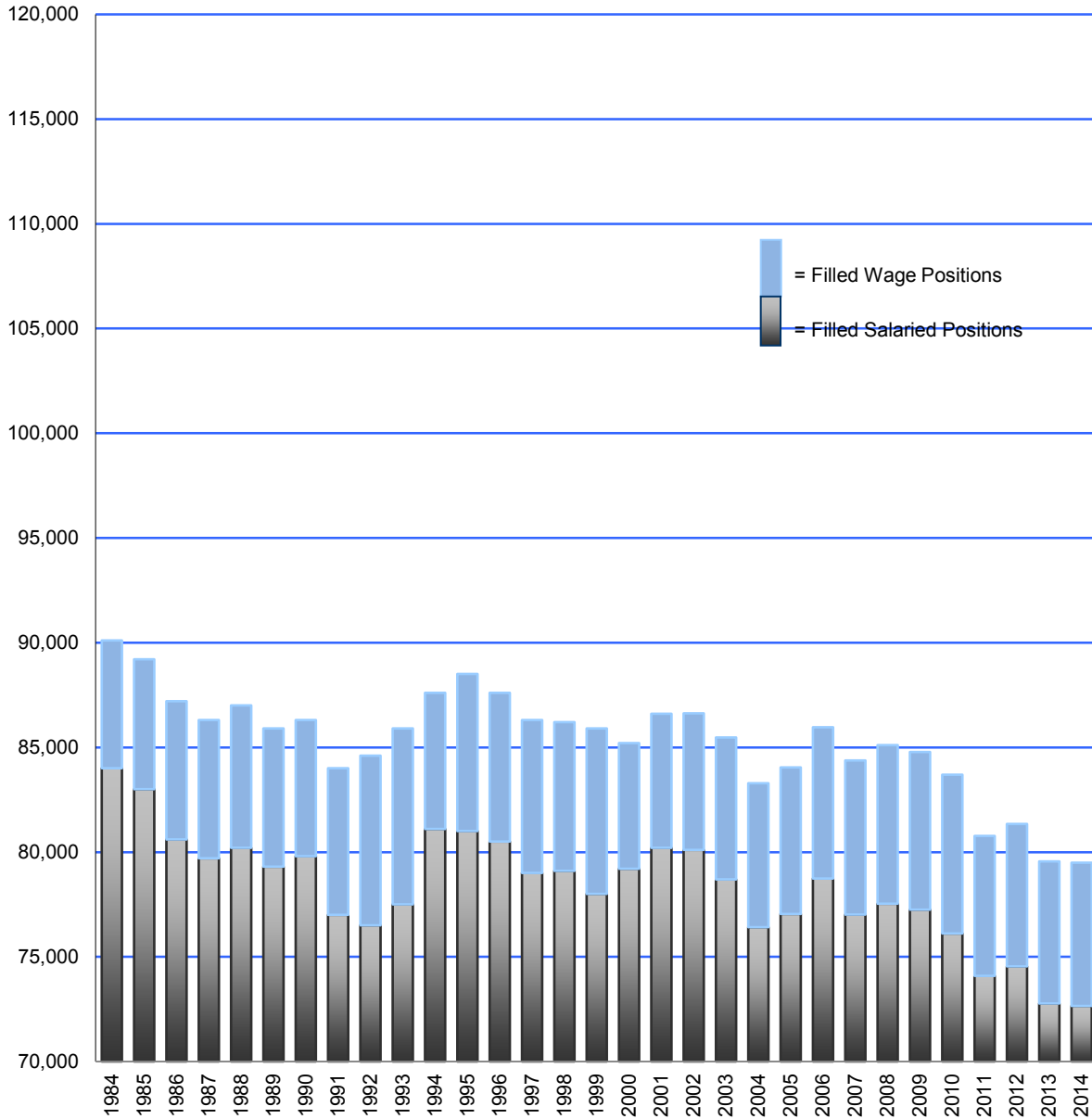
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,601 different active class titles, 47 percent of the salaried work force (34,169 employees) serve in the 25 most populous class titles. Of the above listed class titles, 24 were also listed as most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 15 of 25.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2014

The Trend of Filled Salaried and Wage Positions
July 1984 to July 2014
(GAWFR Table 2)



NOTE: Includes full-time and part-time filled salaried and wage positions.

COMMENTS: On July 1, 2014 there were 72,650 filled salaried and 6,839 filled wage positions. Filled salaried positions decreased by 118 and filled wage positions increased by 55 from the previous year as of the July 1 figures.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2014

*Historical Filled Salaried and Wage Positions
Fiscal Years 1979 to 2014
(GAWFR Table 3)*

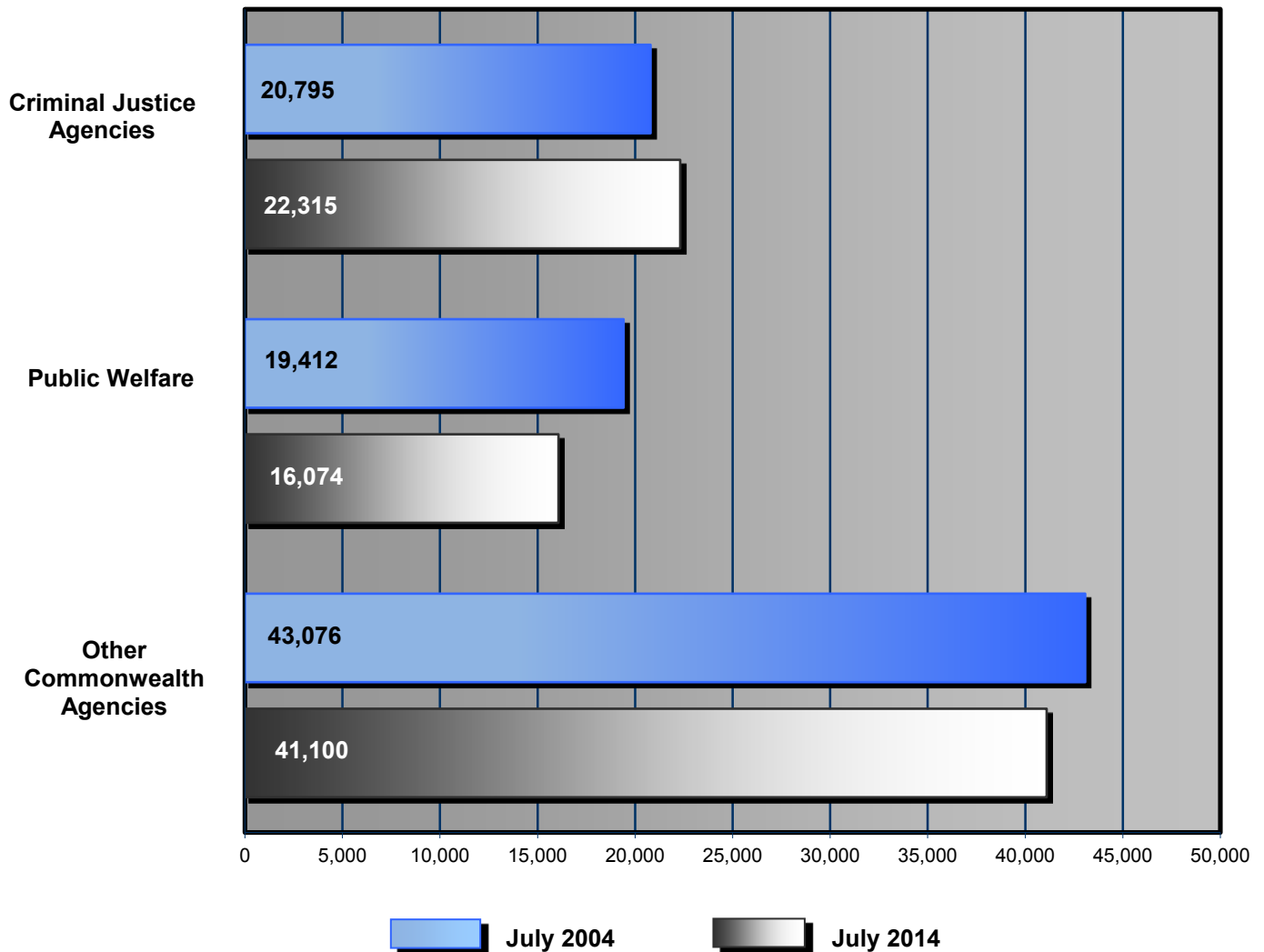
Date	Salaried Positions		Wage Positions	
	January	July	January	July
1979	103,349	101,202	6,101	7,644
1980	100,418	99,843	6,705	8,029
1981	99,971	99,272	7,954	8,338
1982	97,801	96,334	7,312	8,213
1983*	95,831	85,556	6,928	6,815
1984	85,123	84,053	6,151	5,931
1985	83,678	82,869	5,796	6,582
1986	81,701	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
2013	74,137	72,768	7,223	6,784
2014	73,261	72,650	7,126	6,839

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 decreased by 118 positions from the previous year as of the July 1 figures. Filled wage positions increased by 55 during the same period.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2014

*Criminal Justice Agencies and Public Welfare
Ten Year Comparative Complement
July 2004 to 2014
(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 2013-2014

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)	1,577	5.1%	564	1.8%	258	0.8%	2,399	7.8%
-Clerical, Administrative and Fiscal units	472	5.1%	175	1.9%	58	0.6%	705	7.5%
-Maintenance and Trades units	405	4.9%	116	1.4%	44	0.5%	565	6.8%
-Human Services units	324	4.2%	152	2.0%	103	1.3%	579	7.5%
-Other AFSCME units	376	6.8%	121	2.2%	53	1.0%	550	10.0%
<i>* Average for employees in the four categories</i>								
PSCOA (corrections officers)	544	5.4%	162	1.6%	74	0.7%	780	7.7%
SEIU Local 668 (social workers)	464	5.2%	200	2.2%	67	0.7%	731	8.2%
PSTA (State Police)	171	4.1%	6	0.1%	8	0.2%	185	4.5%
SEIU Healthcare PA (nurses, non-supervisory)	68	6.0%	49	4.3%	17	1.5%	134	11.7%
UFCW (liquor store clerks)	73	5.1%	20	1.4%	29	2.0%	122	8.5%
ISSU (liquor store managers)	57	8.3%	0	0.0%	6	0.9%	63	9.1%
CIVEA (corrections education teachers)	19	5.4%	4	1.1%	3	0.8%	26	7.4%
FOSCEP (educational and cultural)	11	3.6%	8	2.6%	1	0.3%	20	6.5%
OPEIU (nurse supervisors)	27	11.8%	4	1.8%	1	0.4%	32	14.0%
UGSOA (security officers)	10	5.6%	9	5.1%	3	1.7%	22	12.4%
PDA (physicians)	14	9.9%	6	4.2%	1	0.7%	21	14.8%
FOP (conservation officers)	8	3.1%	1	0.4%	0	0.0%	9	3.5%
FOP (Capitol Police)	5	5.6%	1	1.1%	0	0.0%	6	6.7%
All Other Unions	8	2.4%	4	1.2%	3	0.9%	15	4.5%
Non-Union Employees	16	2.4%	4	0.6%	2	0.3%	22	3.3%
Management Employees	698	5.5%	231	1.8%	75	0.6%	1004	8.0%
COMMONWEALTH TOTAL	3,770	5.2%	1,273	1.8%	548	0.8%	5,591	7.7%

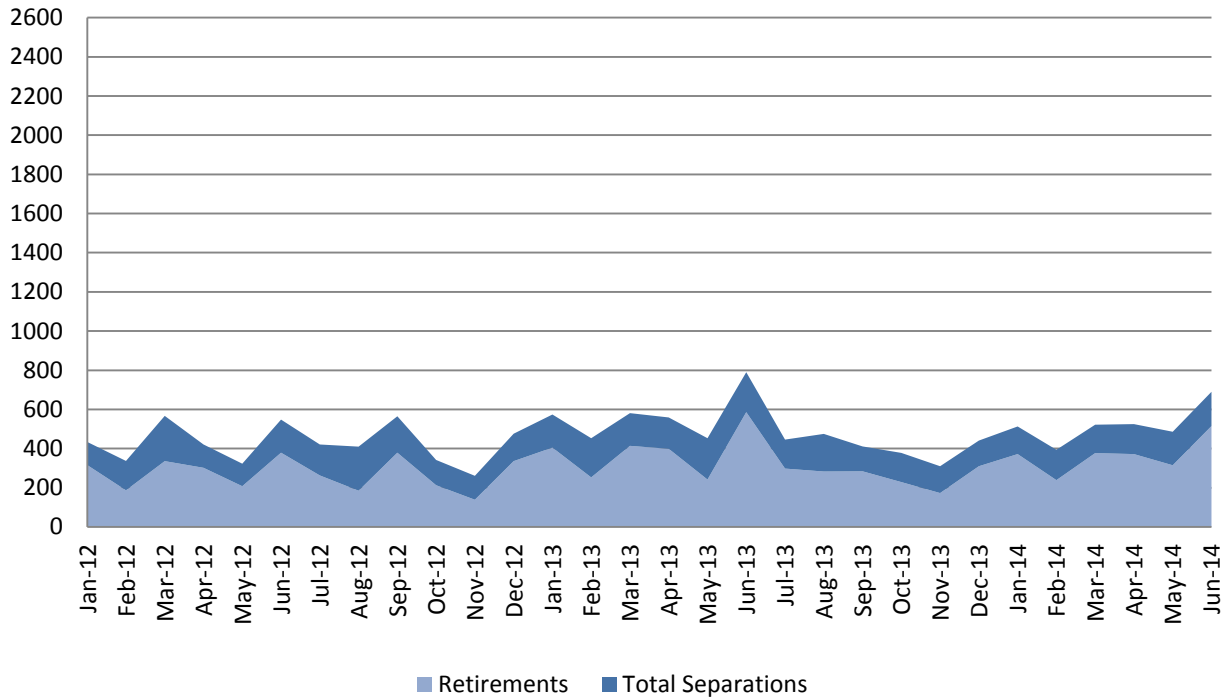
NOTE: The above table identifies specific unions representing 100 or more employees. Includes full-time, permanent salaried employees. Other separations include furloughs, involuntary separations, and deaths but exclude employees who have completed a temporary or emergency assignment and employees who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

COMMENTS: The highest separation rate in an individual group occurred among PDA (physicians) primarily due to retirements.

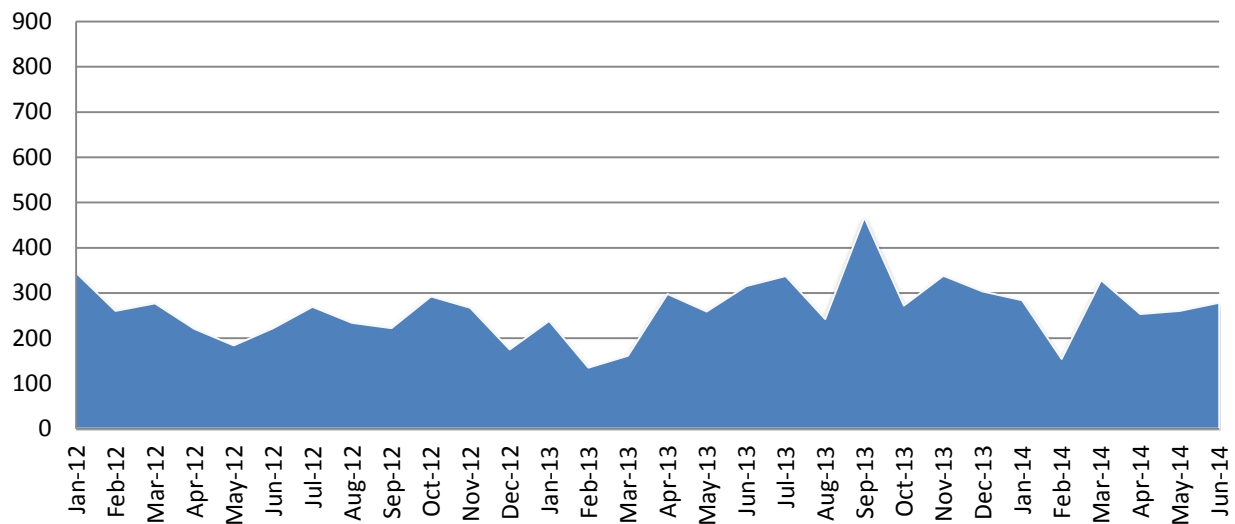
STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
January 2012 to June 2014
Full-Time Salaried Employees

Historical Appointments and Separation Trends
(GAWFR Table 32)

Separations Including Retirements



Appointments

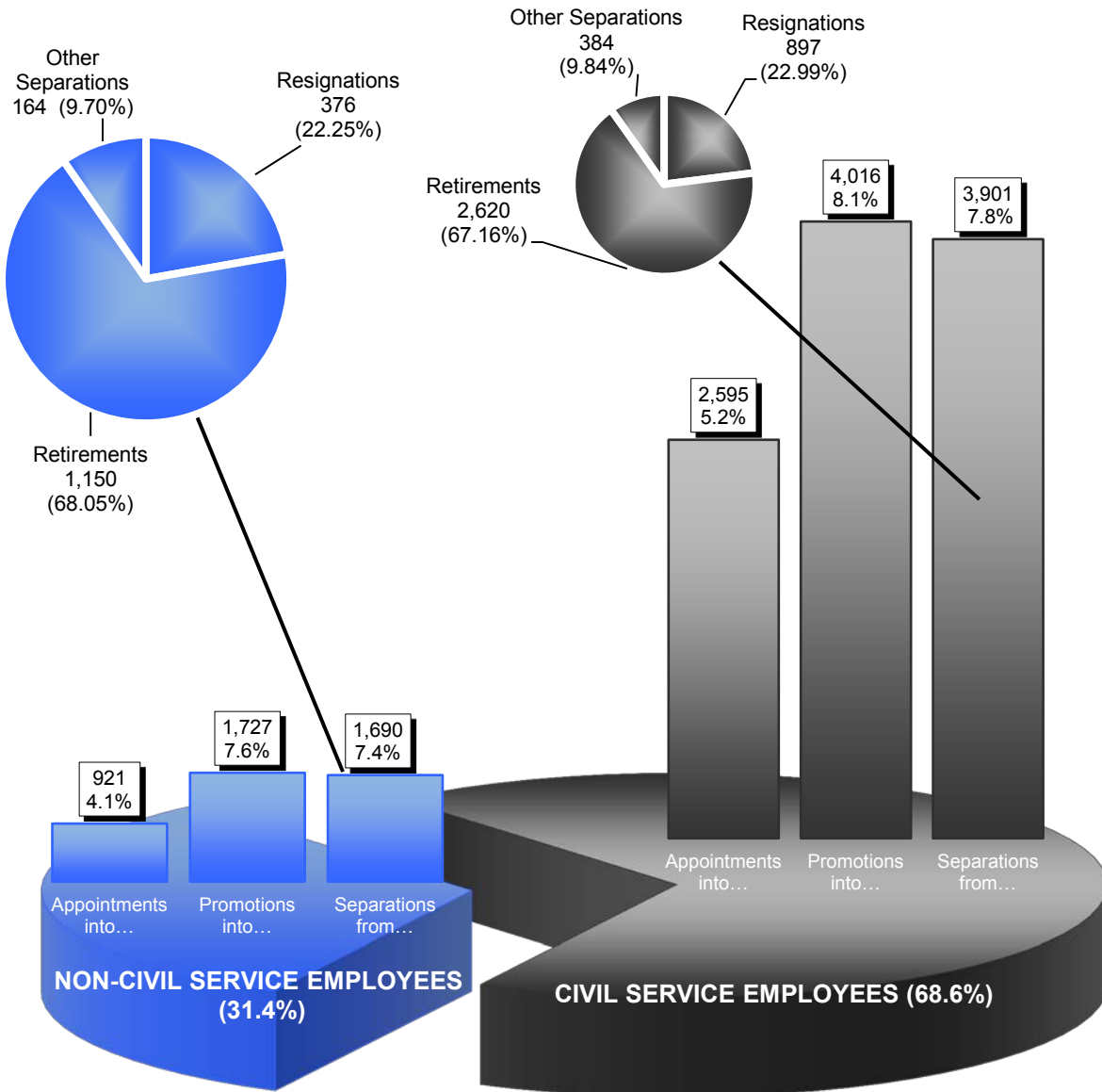


NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough.

COMMENTS: Over the previous two fiscal years the largest number of separations occurred in June 2013 (790) and was primarily due to retirements. The smallest number of retirements occurred in November 2012 (261). The largest number of appointments occurred in September 2013 (467).

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2014

Appointments, Separations, and Promotions by Civil Service/Non-Civil Service
Fiscal Year 2013-2014
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 2013-2014 the appointment, separation and promotion rates for civil service employees were slightly higher than those for non-civil service employees.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2013-2014
Full-Time Salaried Employees

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

Class Title	Union	Type Service	Number of Appointments
Corrections Officer Trainee	PSCOA	C	640
Income Maintenance Caseworker	PSSU	C	495
Clerk Typist 2	AFSCME	B	246
Transportation Equipment Operator A	AFSCME	N	172
Police Communications Operator	AFSCME	N	114
Registered Nurse	SEIU	C	113
Aide Trainee	AFSCME	C	57
Youth Development Aide	AFSCME	C	55
Licensed Practical Nurse	AFSCME	C	54
Custodial Worker 1	AFSCME	N	40
Maintenance Repairman 2	AFSCME	B	33
Psychological Services Associate, Corrections	PSSU	C	28
Disability Claims Adjudicator Trainee	PSSU	C	27
Corrections Food Service Instructor	PSCOA	N	25
Food Service Worker 1	AFSCME	N	25
Clerk Typist 3	AFSCME	B	23
Vocational Rehabilitation Counselor Intern	PSSU	C	23
Tax Account Collections Technician	AFSCME	N	20
Civil Engineer Trainee	AFSCME	C	20
Legal Assistant 2	AFSCME	B	18
Revenue Tax Auditor Trainee	AFSCME	C	18
Security Officer 1	UGSOA	B	17
Transportation Construction Inspector	AFSCME	C	17
Parole Agent 1	AFSCME	C	17
Nurse Aide	AFSCME	N	17
Vocational Rehabilitation Counselor	PSSU	C	17

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 account for 18.2 percent of the appointments into salaried positions processed in fiscal year 2013-2014. 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
Fiscal Year 2013-2014

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	423
Income Maintenance Caseworker	PSSU	C	363
Clerk Typist 2	AFSCME	B	216
Transportation Equipment Operator B	AFSCME	N	161
Residential Services Aide, MR	AFSCME	C	131
Transportation Equipment Operator A	AFSCME	N	121
State Police Trooper	PSTA	N	119
Corrections Officer Trainee	PSCOA	C	106
Registered Nurse	SEIU	C	104
Clerk Typist 3	AFSCME	B	101
Licensed Practical Nurse	AFSCME	C	100
Liquor Store Clerk 1	UFCW	C	90
Corrections Officer 2	PSCOA	C	80
Nurse Aide	AFSCME	N	72
Clerk 2	AFSCME	B	70
Psychiatric Aide	AFSCME	C	49
Maintenance Repairman 2	AFSCME	B	48
Income Maintenance Casework Supervisor	PSSU	C	46
Youth Development Aide	AFSCME	C	46
State Police Corporal	PSTA	N	45
Clerk 3	AFSCME	B	42
Corrections Officer 3	MGMT	C	42
Vocational Rehabilitation Counselor	PSSU	C	40
Custodial Worker 1	AFSCME	N	39
Administrative Officer 1	MGMT	B	39

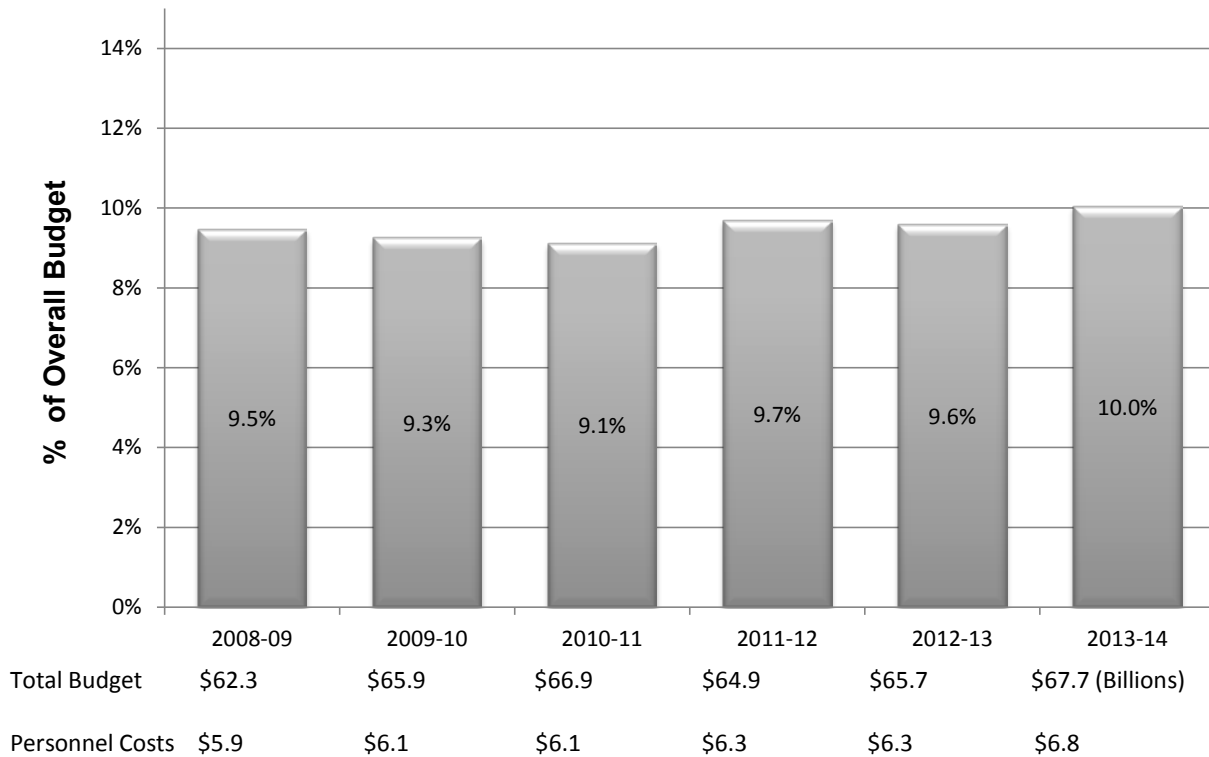
NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon the duties.

COMMENTS: The Correction Officer 1 class title had the most separations processed, 7.6 percent of the total in the top 25 category in fiscal year 2013-2014. Of the current 25 titles with the most separations, 21 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel Costs (% of Budget)
Fiscal Years 2008-2009 to 2013-2014

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

Personnel Costs (% of Budget)



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.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel and Benefit Costs
Since Fiscal Year 1999-2000

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
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	41.7%
2005-06	\$43,553	\$19,353	44.50%
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%
2012-13	\$51,439	\$29,499	57.4%
2013-14	\$51,432	\$33,590	65.3%

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 Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs. Percents shown may not equal 100% due to rounding.

COMMENTS: Total benefit costs rose from an average of \$13,614 per employee in 1999-2000 to \$33,590 per employee in 2013-2014. Benefits as a percent of salary increased from 35.1 percent in 1999-2000 to 65.3 percent in 2013-2014.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (1 of 2)
Fiscal Years 1999-2000 to 2013-2014

*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
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	41.7%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%		\$19,353	\$43,553	44.50%
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	41.88%	25.12%	0.45%	7.88%	15.07%	3.75%	4.63%	1.22%		\$24,912	\$49,082	50.8%
2010-11	42.54%	23.10%	0.44%	10.03%	15.34%	2.81%	4.71%	1.02%		\$25,228	\$50,598	49.9%
2011-12	37.22%	23.82%	0.46%	15.29%	14.62%	3.06%	4.59%	0.86%	0.08%	\$26,277	\$50,229	52.3%
2012-13	34.48%	23.43%	0.41%	20.16%	13.34%	2.79%	4.53%	0.78%	0.08%	\$29,499	\$51,439	57.4%
2013-14	32.67%	23.45%	0.35%	24.54%	11.87%	2.64%	3.72%	0.70%	0.06%	\$33,972	\$52,655	64.4%

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (2 of 2)
Fiscal Years 1999-2000 to 2013-2014

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
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	0.445
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%
2011-12	\$9,780	\$6,259	\$122	\$4,018	\$3,842	\$804	\$1,205	\$226	\$20	\$26,277	\$50,229	52.3%
2012-13	\$10,171	\$6,911	\$122	\$5,948	\$3,935	\$823	\$1,337	\$231	\$20	\$29,499	\$51,439	57.4%
2013-14	\$11,084	\$7,954	\$118	\$8,327	\$4,028	\$895	\$1,264	\$237	\$20	\$33,972	\$52,655	64.4%

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employees 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 2.64% 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 2014

Agency Comparison of Average Salary
(GAWFR Table 39)

Agency	Average Salary
Aging	\$63,426
Agriculture	\$52,331
Banking and Securities	\$61,105
Civil Service Commission	\$56,978
Community and Economic Development	\$64,710
Conservation and Natural Resources	\$50,565
Corrections.	\$55,911
Drug and Alcohol Programs	\$58,723
Education	\$62,474
Emergency Management Agency.	\$54,926
Environmental Protection	\$60,343
Executive Offices.	\$61,369
Fish and Boat Commission	\$49,843
Game Commission.	\$50,172
General Services	\$48,515
Health.	\$59,747
Historical and Museum Commission	\$55,215
Insurance	\$64,708
Labor and Industry	\$50,496
Liquor Control Board	\$41,962
Military and Veterans Affairs	\$42,855
Milk Marketing Board	\$53,240
Municipal Retirement System	\$51,604
Probation and Parole Board	\$56,644
Public School Employees' Retirement System	\$64,231
Public Utility Commission	\$67,390
Public Welfare	\$46,873
Revenue	\$52,401
State	\$51,816
State Employees' Retirement System	\$62,328
State Police	\$73,800
Transportation	\$45,313
COMMONWEALTH AVERAGE	\$52,655

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 2014, the highest average salary was in Pennsylvania State Police and the lowest was in the Liquor Control Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Compensation by Union
July 2014

Comparison of Average Annual Compensation by Union
Fiscal Year 2013-2014
(GAWFR Table 23)

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	\$41,896*	\$30,347*	\$72,243*	\$2,335*
-Clerical, Administrative, and Fiscal units	\$36,629	\$28,866	\$65,495	\$553
-Maintenance and Trades units	\$38,546	\$29,430	\$67,976	\$4,950
-Human Services units	\$36,639	\$28,888	\$65,527	\$2,857
-Other AFSCME units	\$52,406	\$33,296	\$85,702	\$1,530
<i>*Average for all employees in the four categories</i>				
ALES (liquor enforcement officers)	\$63,139	\$38,888	\$102,027	\$1,485
CBA (PUC attorneys)	\$86,066	\$42,047	\$128,113	\$0
CIVEA (corrections education teachers)	\$65,245	\$39,012	\$104,257	\$211
FOP (Capitol Police)	\$54,650	\$35,365	\$90,015	\$5,415
FOP (waterways conservation officers)	\$53,343	\$35,829	\$89,172	\$4,657
FOP (wildlife conservation officers)	\$54,710	\$33,700	\$88,410	\$5,849
FOSCEP (educational and cultural)	\$62,948	\$36,225	\$99,173	\$239
ISSU (liquor store managers)	\$47,105	\$31,944	\$79,049	\$1,814
OPEIU (nurse supervisors)	\$81,893	\$42,178	\$124,071	\$4,442
PDA (physicians)	\$124,179	\$53,602	\$177,781	\$20,513
PLEA (liquor enforcement officers)	\$46,705	\$32,991	\$79,696	\$955
PSCOA (corrections officers)	\$53,849	\$35,468	\$89,317	\$7,816
PSEA (non-tenured teachers)	\$66,909	\$37,109	\$104,018	\$0
PSRA (state park rangers)	\$51,586	\$35,028	\$86,614	\$2,038
PSTA (State Police)	\$85,609	\$65,285	\$150,894	\$5,593
SEIU Healthcare PA (nurses, non-supervisory)	\$68,383	\$38,077	\$106,460	\$5,355
SEIU Local 668 (social workers)	\$48,851	\$32,301	\$81,152	\$380
SEIU Local 668 (unemployment compensation referees)	\$71,899	\$38,661	\$110,560	\$486
UFCW (liquor store clerks)	\$31,797	\$28,150	\$59,947	\$1,601
UGSOA (security officers)	\$36,047	\$28,669	\$64,716	\$3,668
Non-Union Employees	\$65,087	\$36,877	\$101,964	\$1,905
Management Employees	\$68,799	\$37,960	\$106,759	\$371
COMMONWEALTH AVERAGE	\$52,655	\$33,927	\$86,582	\$2,847

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.

COMMENTS: The highest paid group of employees are those represented by the PDA physicians, earning an average of \$177,781 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$59,947 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 \$28,150 for UFCW liquor store clerks to \$65,285 for PSTA. Due to the increase in retirement contribution rates, benefit costs have increased significantly from the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2014

Overtime Costs by Agency
Fiscal Years 2009-2010 to 2013-2014
(GAWFR Tables 42a and 42b)

a. Average Overtime Expenditure Per Employee					
AGENCY	2009-10	2010-11	2011-12	2012-13	2013-14
Corrections	\$3,298	\$3,171	\$3,921	\$4,701	\$5,371
Transportation	\$3,796	\$3,622	\$3,591	\$4,011	\$4,465
State Police	\$4,722	\$4,528	\$4,729	\$4,255	\$4,160
Emergency Management Agency	\$2,428	\$1,866	\$6,624	\$3,753	\$3,848
Probation and Parole Board	\$829	\$977	\$1,480	\$2,030	\$2,623
Game Commission	\$1,344	\$1,631	\$1,742	\$2,035	\$2,565
Public Welfare	\$1,571	\$1,582	\$1,910	\$1,680	\$1,921
Fish and Boat Commission	\$1,827	\$1,836	\$1,735	\$1,739	\$1,743
Conservation and Natural Resources	\$578	\$690	\$1,549	\$1,900	\$1,634
Infrastructure Investment Authority	\$1,165	\$1,024	\$1,913	\$1,855	\$1,512
Military and Veterans Affairs	\$2,531	\$2,162	\$1,902	\$1,636	\$1,453
Public School Employees' Retirement System	\$2,207	\$1,719	\$2,204	\$1,586	\$1,402
Agriculture	\$648	\$739	\$1,064	\$1,103	\$1,379
Liquor Control Board	\$2,296	\$2,087	\$1,978	\$1,455	\$1,377
General Services	\$1,044	\$1,074	\$1,152	\$1,352	\$1,189
Public Utility Commission	\$1,030	\$524	\$374	\$438	\$651
Labor and Industry	\$1,058	\$1,427	\$1,551	\$575	\$639
Health	\$811	\$360	\$632	\$623	\$563
All Other Agencies	\$159	\$130	\$171	\$147	\$135
COMMONWEALTH AVERAGE	\$2,288	\$2,230	\$2,514	\$2,572	\$2,847

b. Total Overtime Expenditure Per Agency					
AGENCY	2009-10	2010-11	2011-12	2012-13	2013-14
Corrections	\$50,914,458	\$48,846,498	\$59,496,297	\$70,318,988	\$79,820,173
Transportation	\$43,356,293	\$41,168,255	\$41,037,030	\$45,993,410	\$51,215,022
Public Welfare	\$27,062,319	\$26,401,847	\$30,452,998	\$26,096,692	\$29,825,385
State Police	\$28,239,145	\$27,076,969	\$28,006,639	\$25,210,447	\$25,184,377
Liquor Control Board	\$6,986,150	\$6,374,562	\$6,006,181	\$4,447,343	\$4,174,976
Military and Veterans Affairs	\$5,840,073	\$4,973,586	\$4,314,130	\$3,552,361	\$3,193,100
Probation and Parole Board	\$882,399	\$1,040,241	\$1,602,711	\$2,324,242	\$3,042,638
Labor and Industry	\$5,427,274	\$7,552,056	\$8,036,527	\$2,914,650	\$3,035,686
Conservation and Natural Resources	\$739,343	\$882,812	\$2,007,464	\$2,466,619	\$2,162,762
Game Commission	\$901,527	\$1,127,223	\$1,243,446	\$1,473,181	\$1,887,691
General Services	\$1,195,890	\$1,147,695	\$1,140,421	\$1,274,472	\$1,103,101
Agriculture	\$399,681	\$448,455	\$640,469	\$667,122	\$817,882
Fish and Boat Commission	\$738,198	\$745,290	\$700,849	\$681,599	\$676,163
Emergency Management Agency	\$349,622	\$276,095	\$1,033,395	\$615,555	\$665,765
Health	\$1,111,200	\$477,045	\$837,936	\$764,765	\$640,247
Public School Employees Retirement System	\$637,932	\$498,493	\$639,151	\$471,018	\$405,298
Public Utility Commission	\$485,970	\$249,028	\$173,444	\$202,283	\$301,906
Infrastructure Investment Authority	\$32,611	\$27,661	\$51,656	\$48,240	\$42,336
All Other Agencies	\$1,465,132	\$1,165,688	\$1,514,027	\$1,283,218	\$1,133,960
COMMONWEALTH TOTAL	\$176,765,217	\$170,479,499	\$188,934,771	\$190,806,205	\$209,328,468

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 \$500 per employee in fiscal year 2013-2014 in overtime.

COMMENTS: Total overtime costs in fiscal year 2013-14 increased by 9.7% from the previous year. On a per employee basis the Corrections had the highest average overtime expenditures, as well as the highest total overtime expenditure per agency.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Fiscal Year 2013-2014

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)	14.6*	\$2,435*	9.9*	\$1,579*	41.9*	\$6,733*
- Clerical, Administrative, and Fiscal units	15.3	\$2,438	10.1	\$1,556	41.6	\$6,449
- Maintenance and Trades units	14.7	\$2,262	10.4	\$1,551	41.4	\$6,194
- Human Services units	13.5	\$1,936	10.2	\$1,415	44.9	\$6,190
*Average for all employees in the three categories						
PSCOA (corrections officers)**	22.6	\$4,762	5.1	\$1,176	51.0	\$10,658
SEIU Local 668 (social workers)	15.2	\$2,975	10.6	\$2,001	43.7	\$8,296
PSTA (State Police)	15.7	\$5,344	3.9	\$1,274	37.9	\$12,571
SEIU Healthcare PA (nurses, non-supervisory)	15.1	\$3,996	9.9	\$2,592	48.8	\$12,433
UFCW (liquor store clerks)	12.8	\$1,667	8.8	\$1,126	35.0	\$4,437
ISSU (liquor store managers)	15.8	\$2,938	9.0	\$1,678	37.7	\$6,974
CIVEA (corrections education teachers)	12.7	\$2,694	10.0	\$2,147	41.4	\$8,676
FOSCEP (educational and cultural)	14.4	\$3,496	9.5	\$2,301	40.1	\$9,632
OPEIU (nurses, supervisory)	17.7	\$5,586	11.5	\$3,587	49.0	\$15,317
UGSOA (security officers)	13.1	\$1,892	8.7	\$1,198	35.8	\$4,990
PDA (physicians)	17.7	\$8,108	9.6	\$4,331	48.4	\$22,063
FOP (wildlife conservation officers)	12.2	\$2,715	6.6	\$1,433	32.9	\$7,033
FOP (Capitol Police)	12.7	\$2,819	9.0	\$1,914	46.2	\$9,903
PLEA (liquor enforcement officers)	12.6	\$2,370	7.0	\$1,294	37.5	\$6,860
Non-Union Employees	18.0	\$4,520	8.6	\$2,079	43.0	\$10,598
Management Employees	16.4	\$4,334	9.3	\$2,351	42.4	\$10,652
COMMONWEALTH AVERAGE	16.1	\$3,360	8.7	\$1,707	42.9	\$8,647

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, educational, and stress leave. Holidays include 11 holidays except for liquor store clerks, liquor store managers, security officers, game conservation officers, nurses, and physicians (10 holidays) and state police (12 holidays). Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions. 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 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 FOP (wildlife conservation officers) at 12.2 days per employee. The highest average annual leave use, excluding PSCOA (corrections officers), was noted for Non-Union Employees at 18.0 days per employee.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2014

Overtime Hours by Agency
5-Year Comparison
Fiscal Years 2009-2010 to 2013-2014
(GAWFR Tables 41a and 41b)

a. Average Overtime Hours Per Employee						
AGENCY	2009-10	2010-11	2011-12	2012-13	2013-14	2013-14 Rank
Corrections	115	105	128	142	157	1
Transportation	139	128	130	144	156	2
Emergency Management Agency	73	56	193	114	114	3
Game Commission	49	54	60	69	83	4
State Police	102	94	95	87	82	5
Military and Veterans Affairs	111	97	91	82	77	6
Public Welfare	61	61	71	64	70	7
Probation and Parole Board	25	28	40	53	67	8
Fish and Boat Commission	69	67	69	69	64	9
Conservation and Natural Resources	24	26	59	71	62	10
Liquor Control Board	93	82	85	62	59	11
Agriculture	25	26	44	45	54	12
Infrastructure Investment Authority	35	34	63	60	49	13
Public School Employees' Retirement System	68	52	69	51	46	14
General Services	36	35	38	43	40	15
Labor and Industry	34	47	56	20	23	16
Public Utility Commission	32	16	11	13	20	17
Health	22	11	19	21	19	18
All Other Agencies	7	6	7	6	6	
COMMONWEALTH AVERAGE	78	74	84	83	90	

b. Total Overtime Hours Per Agency						
AGENCY	2009-10	2010-11	2011-12	2012-13	2013-14	
Corrections	1,778,892	1,623,657	1,940,040	2,129,860	2,337,197	
Transportation	1,582,725	1,459,042	1,488,394	1,656,112	1,784,239	
Public Welfare	1,057,903	1,014,986	1,135,825	987,394	1,092,078	
State Police	607,251	562,773	560,882	513,459	494,789	
Liquor Control Board	281,840	251,443	257,132	190,295	177,574	
Military and Veterans Affairs	256,135	223,842	206,366	178,995	169,979	
Labor and Industry	174,126	247,992	292,614	103,593	109,723	
Conservation and Natural Resources	30,354	33,834	76,784	92,702	82,092	
Probation and Parole Board	26,707	29,692	43,462	61,058	77,727	
Game Commission	32,905	37,193	43,137	49,902	61,259	
General Services	41,787	37,419	37,544	40,696	36,928	
Agriculture	15,142	16,043	26,311	27,000	31,858	
Fish and Boat Commission	27,885	27,318	27,914	27,151	24,752	
Health	29,727	14,168	24,722	26,121	21,513	
Emergency Management Agency	10,548	8,270	30,134	18,655	19,771	
Public School Employees Retirement System	19,579	15,151	19,924	15,196	13,358	
Public Utility Commission	15,274	7,688	5,080	6,010	9,169	
Infrastructure Investment Authority	976	920	1,689	1,550	1,377	
All Other Agencies	62,407	49,434	61,681	55,574	50,428	
COMMONWEALTH TOTAL	6,052,163	5,660,865	6,279,635	6,181,323	6,595,811	

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 \$500 per employee in fiscal year 2013-2014 in overtime.

COMMENTS: Total overtime hours increased by 6.7% from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2013-2014, a 9.7% increase from 2012-2013.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2014**

*Average Sick Leave Use and Costs Per Employee by Agency
Fiscal Years 2009-2010 to 2013-2014
(GAWFR Table 43)*

Agency	Sick Leave Days					Sick Leave Costs				
	09-10	10-11	11-12	12-13	13-14	09-10	10-11	11-12	12-13	13-14
Aging	7.2	9.3	11.3	10.4	9.9	\$1,588	\$2,122	\$2,740	\$2,296	\$2,375
Agriculture	9.5	9.9	8.8	9.3	9.3	\$1,688	\$1,743	\$1,552	\$1,712	\$1,723
Banking & Securities	9.6	10.5	9.5	9.3	9.0	\$2,048	\$2,206	\$2,086	\$2,078	\$2,098
Civil Service Commission	10.5	11.2	10.2	11.4	10.5	\$1,998	\$2,187	\$1,987	\$2,258	\$2,163
Community and Economic Development	9.1	8.9	8.5	9.3	8.9	\$1,999	\$1,976	\$1,858	\$2,048	\$1,945
Conservation and Natural Resources	9.7	9.5	8.4	8.6	8.6	\$1,730	\$1,727	\$1,540	\$1,578	\$1,583
Corrections*	6.6	6.8	6.5	6.8	7.2	\$1,374	\$1,455	\$1,390	\$1,510	\$1,655
Education	10.2	10.1	10.3	9.7	9.6	\$2,223	\$2,256	\$2,253	\$2,173	\$2,389
Emergency Management Agency	7.1	8.6	8.3	7.5	9.6	\$1,392	\$1,730	\$1,675	\$1,520	\$2,178
Environmental Protection	10.0	9.9	8.9	9.1	8.3	\$2,128	\$2,171	\$1,945	\$2,020	\$1,652
Executive Offices	9.9	10.0	9.0	9.7	9.0	\$2,084	\$2,126	\$1,927	\$2,084	\$2,021
Fish and Boat Commission	7.8	7.4	8.1	7.6	8.9	\$1,293	\$1,311	\$1,427	\$1,348	\$1,971
Game Commission	8.7	7.6	7.1	8.1	7.0	\$1,569	\$1,390	\$1,302	\$1,501	\$1,292
General Services	10.6	11.0	10.8	9.8	7.6	\$1,789	\$1,953	\$1,900	\$1,753	\$1,436
Health	10.8	10.7	9.9	10.0	9.6	\$2,247	\$2,293	\$2,094	\$2,142	\$1,747
Historical and Museum Commission	8.6	9.2	8.7	8.9	9.8	\$1,529	\$1,739	\$1,656	\$1,751	\$2,222
Insurance	10.1	9.5	9.1	9.0	8.4	\$2,233	\$2,122	\$2,005	\$2,098	\$1,734
Labor and Industry	10.3	10.7	10.2	10.3	9.3	\$1,863	\$1,979	\$1,859	\$1,889	\$2,140
Liquor Control Board	9.4	9.5	9.4	9.3	10.2	\$1,422	\$1,473	\$1,455	\$1,462	\$1,908
Military and Veterans Affairs	11.0	10.9	11.0	10.6	8.8	\$1,634	\$1,694	\$1,686	\$1,684	\$1,437
Milk Marketing Board	10.6	10.2	7.4	8.1	9.5	\$2,210	\$2,196	\$1,623	\$1,742	\$1,514
Municipal Retirement System	11.5	11.2	10.8	10.4	11.4	\$2,090	\$2,109	\$1,935	\$1,797	\$2,417
Probation and Parole Board	10.0	9.8	8.4	9.0	11.0	\$1,996	\$2,060	\$1,755	\$1,867	\$1,977
Public School Emp. Retirement System	10.0	10.4	9.7	9.1	8.6	\$2,116	\$2,185	\$2,073	\$2,034	\$1,852
Public Utility Commission	9.3	11.0	9.4	9.4	9.5	\$2,109	\$2,650	\$2,243	\$2,198	\$2,340
Public Welfare	11.4	11.5	10.7	10.5	9.5	\$1,958	\$2,040	\$1,864	\$1,857	\$2,303
Revenue	11.4	11.1	10.2	10.1	10.2	\$2,063	\$2,075	\$1,895	\$1,888	\$1,827
State	9.8	9.7	10.4	10.0	10.1	\$1,858	\$1,807	\$1,999	\$1,946	\$2,005
State Employees' Retirement System	8.0	8.4	8.1	8.0	8.2	\$1,678	\$1,767	\$1,611	\$1,663	\$1,900
State Police	5.8	5.7	5.1	5.0	5.1	\$1,367	\$1,410	\$1,299	\$1,278	\$1,301
Transportation	10.3	10.5	9.5	9.4	9.5	\$1,642	\$1,719	\$1,553	\$1,564	\$1,600
COMMONWEALTH AVERAGE	9.4	9.5	8.8	8.8	8.7	\$1,717	\$1,758	\$1,658	\$1,687	\$1,707

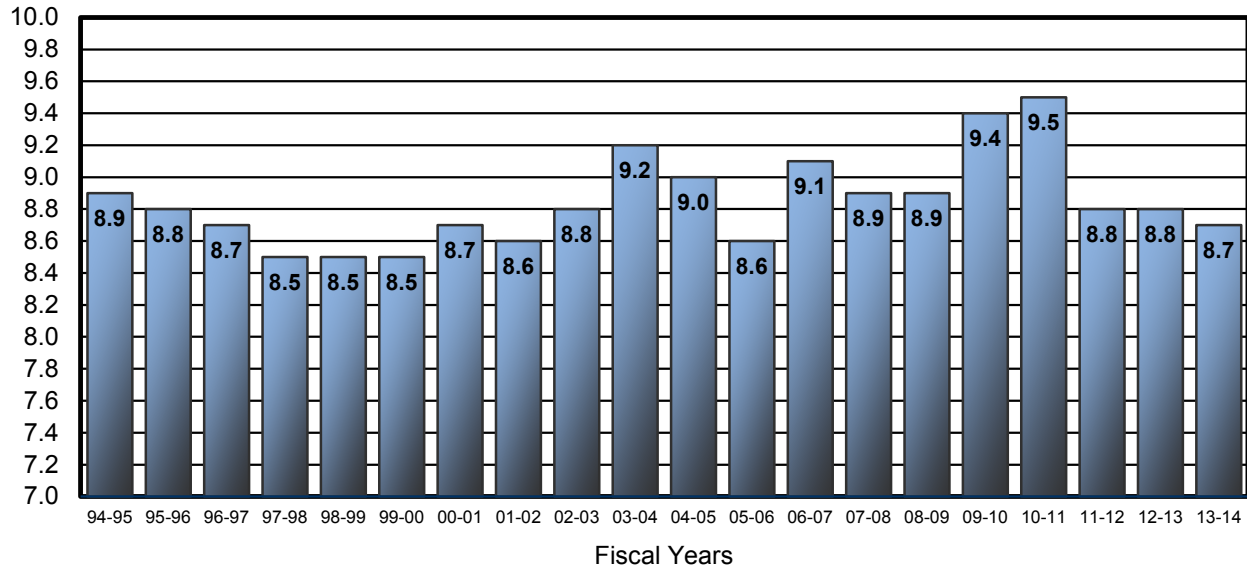
SOURCE/NOTE: SAP Wage Type reports of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Sick leave includes paid leave for personal and family illness, bereavement, work-related injury, and long-term illness for corrections officers. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions. *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. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities.

COMMENTS: The average sick leave use for the Commonwealth decreased from the prior year. The lowest sick leave use during fiscal year 2013-2014 occurred in State Police (5.1 days); the highest usage occurred in the Municipal Retirement System (11.4 days).

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2014

Historical Average Sick Leave Use
Fiscal Year 1994-1995 to Fiscal Year 2013-2014
(GAWFR Table 44)

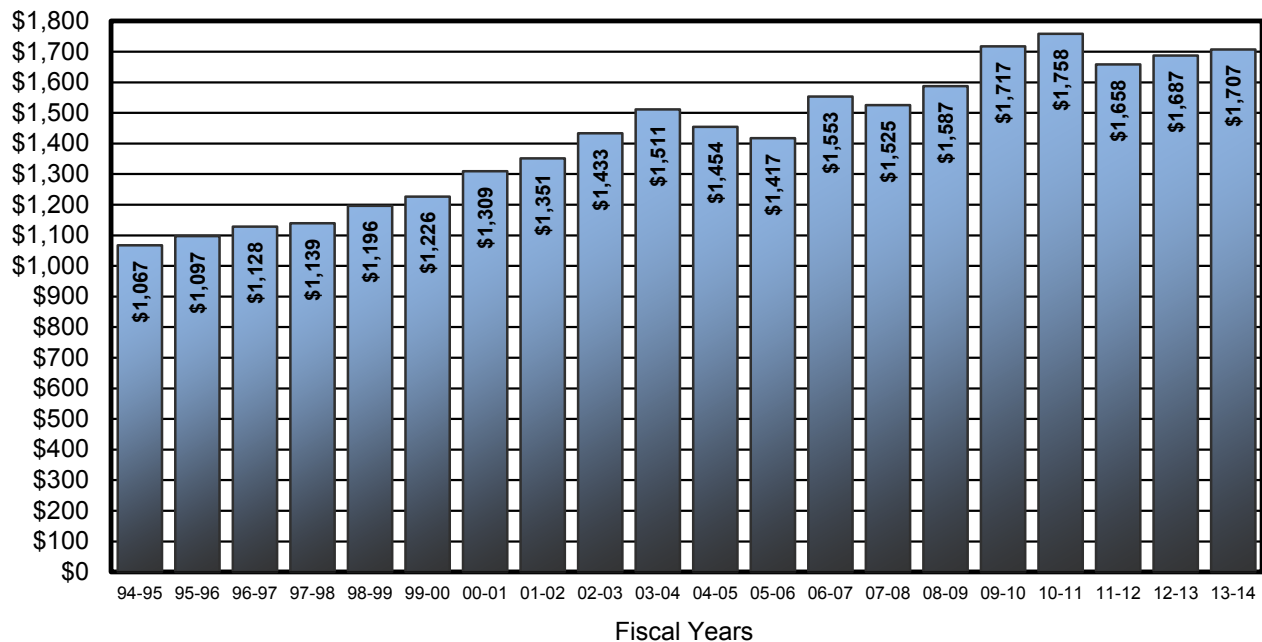
DAYS PER EMPLOYEE



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. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions.

COMMENTS: Average sick leave usage in fiscal year 2013-2014 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 2013-2014 increased slightly from the prior year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Employment by Agency
July 2014

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	73	77.7%	21	22.3%	94
Agriculture	265	48.6%	280	51.4%	545
Banking and Securities	171	83.8%	33	16.2%	204
Civil Service Commission	100	93.5%	7	6.5%	107
Community and Economic Development	24	8.4%	261	91.6%	285
Conservation and Natural Resources	1,286	97.9%	28	2.1%	1,314
Corrections	12,102	81.9%	2,668	18.1%	14,770
Drug and Alcohol Programs	60	92.3%	5	7.7%	65
Education	410	90.7%	42	9.3%	452
Emergency Management Agency	156	92.3%	13	7.7%	169
Environmental Protection	2,333	94.4%	139	5.6%	2,472
Executive Offices	823	49.5%	839	50.5%	1,662
Fish and Boat Commission	264	70.2%	112	29.8%	376
Game Commission	356	52.5%	322	47.5%	678
General Services	264	28.8%	652	71.2%	916
Health	1,061	94.8%	58	5.2%	1,119
Historical and Museum Commission	79	39.9%	119	60.1%	198
Insurance	203	85.3%	35	14.7%	238
Labor and Industry	4,201	90.8%	424	9.2%	4,625
Liquor Control Board	2,967	98.2%	55	1.8%	3,022
Military and Veterans Affairs	555	26.5%	1,542	73.5%	2,097
Milk Marketing Board	13	54.2%	11	45.8%	24
Municipal Retirement System	29	90.6%	3	9.4%	32
Probation and Parole Board	1,143	96.1%	47	4.0%	1,190
Public School Employees' Retirement System	242	84.6%	44	15.4%	286
Public Utility Commission	373	79.9%	94	20.1%	467
Public Welfare	14,840	95.6%	677	4.4%	15,517
Revenue	482	26.2%	1,361	73.9%	1,843
State	289	61.1%	184	38.9%	473
State Employees' Retirement System	148	80.9%	35	19.1%	183
State Police	347	5.9%	5,507	94.1%	5,854
Transportation	4,136	36.4%	7,237	63.6%	11,373
COMMONWEALTH TOTAL	49,795	68.5%	22,855	31.5%	72,650

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 2013 - 2014

Hires and Separations
(GAWFR Table - None)

Agency	Separations	Hires	Net Change
Aging	8	11	3
Agriculture	41	32	-9
Banking and Securities	25	11	-14
Civil Service Commission	7	3	-4
Community and Economic Development	21	13	-8
Conservation and Natural Resources	69	23	-46
Corrections	1,197	961	-236
Drug and Alcohol Programs	5	5	0
Education	37	25	-12
Emergency Management Agency	14	14	0
Environmental Protection	134	51	-83
Executive Offices	150	92	-58
Fish and Boat Commission	22	3	-19
Game Commission	38	13	-25
General Services	60	33	-27
Health	115	54	-61
Historical and Museum Commission	10	6	-4
Insurance	27	12	-15
Labor and Industry	386	161	-225
Liquor Control Board	251	34	-217
Military and Veterans Affairs	241	91	-150
Milk Marketing Board	1	0	-1
Municipal Retirement System	1	3	2
Probation and Parole Board	60	34	-26
Public School Employees' Retirement System	23	14	-9
Public Utility Commission	30	17	-13
Public Welfare	1,388	1,060	-328
Revenue	148	99	-49
State	55	40	-15
State Employees' Retirement System	16	12	-4
State Police	284	162	-122
Transportation	727	427	-300
COMMONWEALTH TOTALS	5,591	3,516	-2,075

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 2013-2014, 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 5,591 employees separated and 3,516 were hired for a net decrease of 2,075 employees as compared to a net decrease of 3,020 employees for the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Separation Trends
Fiscal Years 1998-1999 to 2013-2014

Historical Trend of Commonwealth Separations
(GAWFR Table 28)

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
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%
2012-2013	Number	3,815	1,312	228	530	5,885
	Rate	5.3%	1.8%	0.3%	0.7%	8.1%
2013-2014	Number	3,770	1,273	16	532	5,591
	Rate	5.2%	1.8%	0.0%	0.7%	7.7%

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.

COMMENTS: The commonwealth's overall separation rate decreased slightly compared to the previous fiscal year, primarily due to a decrease in the number of retirements and furloughs.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Leave Usage - Paid
Fiscal Year 2013 - 2014

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

Agency	Annual Avg Days	Annual Avg Cost	Holiday Avg Days	Holiday Avg Cost	Sick Avg Days	Sick Avg Cost	Personal Avg Days	Personal Avg Cost	Other Avg Days	Other Avg Cost
Commonwealth Average	16.1	\$3,360	10.4	\$2,081	8.7	\$1,707	3.3	\$659	4.4	\$840
Aging	17.3	\$4,214	10.6	\$2,522	9.9	\$2,375	3.9	\$912	0.4	\$88
Agriculture	14.4	\$2,858	10.4	\$2,017	9.3	\$1,723	3.7	\$719	1.5	\$279
Banking and Securities	13.6	\$3,345	10.6	\$2,455	9.0	\$2,098	3.6	\$847	0.1	\$26
Civil Service Commission	17.5	\$3,929	11.1	\$2,329	10.5	\$2,163	3.9	\$842	0.6	\$115
Community and Economic Development	14.1	\$3,373	10.8	\$2,539	8.9	\$1,945	3.6	\$856	0.04	\$11
Conservation and Natural Resources	15.4	\$3,044	10.8	\$2,038	8.6	\$1,583	4.1	\$770	3.6	\$649
Corrections	20.3	\$4,383	9.7	\$2,042	7.0	\$1,607	1.2	\$280	10.8	\$2,275
Drug and Alcohol Programs	15.2	\$3,423	10.7	\$2,333	11.0	\$2,389	3.8	\$842	0.3	\$70
Education	15.4	\$3,623	10.9	\$2,523	9.6	\$2,178	3.7	\$858	0.5	\$111
Emergency Management Agency	12.0	\$2,509	10.7	\$2,166	8.3	\$1,652	3.8	\$757	2.4	\$473
Environmental Protection	16.4	\$3,906	10.9	\$2,458	9.0	\$2,021	3.9	\$883	0.4	\$88
Executive Offices	15.1	\$3,560	10.6	\$2,407	8.9	\$1,971	3.7	\$846	0.8	\$179
Fish and Boat Commission	15.5	\$3,042	10.3	\$1,908	7.0	\$1,292	3.9	\$735	4.1	\$743
Game Commission	13.8	\$2,763	10.2	\$1,894	7.6	\$1,436	3.8	\$723	0.9	\$172
General Services	15.5	\$2,923	10.7	\$1,958	9.6	\$1,747	3.9	\$709	1.4	\$273
Health	15.1	\$3,583	10.7	\$2,446	9.8	\$2,222	4.0	\$934	1.0	\$230
Historical and Museum Commission	14.7	\$3,038	10.8	\$2,146	8.4	\$1,734	3.8	\$744	2.3	\$478
Insurance	14.9	\$3,752	10.8	\$2,573	9.3	\$2,140	3.8	\$925	0.1	\$28
Labor and Industry	15.7	\$3,095	10.9	\$2,062	10.2	\$1,908	3.9	\$745	3.2	\$604
Liquor Control Board	14.3	\$2,442	8.8	\$1,422	8.8	\$1,437	4.4	\$703	0.2	\$33
Military and Veterans Affairs	13.4	\$2,220	9.2	\$1,466	9.5	\$1,514	3.6	\$589	1.0	\$181
Milk Marketing Board	15.6	\$3,608	11.0	\$2,350	11.4	\$2,417	3.9	\$880	3.3	\$586
Municipal Retirement System	14.2	\$2,847	10.6	\$1,993	11.0	\$1,977	3.7	\$684	0.03	\$4
Probation and Parole Board	13.9	\$3,064	10.7	\$2,268	8.6	\$1,852	3.8	\$813	4.2	\$935
Public School Emp. Retirement System	15.9	\$4,150	11.0	\$2,673	9.5	\$2,340	3.9	\$968	0.7	\$137
Public Utility Commission	15.9	\$4,165	10.9	\$2,729	9.5	\$2,303	3.8	\$958	0.7	\$156
Public Welfare	15.1	\$2,850	10.2	\$1,821	10.2	\$1,827	3.7	\$659	6.4	\$981
Revenue	15.9	\$3,266	10.9	\$2,122	10.0	\$1,959	3.8	\$757	0.3	\$49
State	14.0	\$2,855	10.7	\$2,103	10.1	\$2,005	3.6	\$704	2.5	\$498
State Employees' Retirement System	15.4	\$3,708	11.0	\$2,602	8.2	\$1,900	4.0	\$969	0.5	\$96
State Police	14.8	\$4,417	11.7	\$3,340	5.1	\$1,301	3.7	\$1,043	1.7	\$514
Transportation	15.1	\$2,731	10.7	\$1,823	9.5	\$1,600	3.9	\$673	1.3	\$220

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 costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. Most employees earn up to four personal days each leave calendar year. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions. 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. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities.

COMMENTS: Commonwealth employees used an average of 42.9 days of paid leave, including paid holidays, during fiscal year 2013-2014. This is a slight decrease from an average of 43.0 days of leave from the previous fiscal year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2014

Filled Salaried and Wage Employees by Agency
July 2013 and 2014
(GAWFR Table 4)

Agency	2013		2014		Difference	
	Salaried	Wage	Salaried	Wage	Salaried	Wage
Aging	88	3	94	4	6	1
Agriculture	548	376	545	350	-3	-26
Banking and Securities	213	3	204	4	-9	1
Civil Service Commission	117	75	107	70	-10	-5
Community and Economic Development	293	24	285	23	-8	-1
Conservation and Natural Resources	1,297	1,067	1,314	1,055	17	-12
Corrections	14,770	352	14,770	202	0	-150
Drug and Alcohol Programs	68		65	1	-3	1
Education	467	80	452	77	-15	-3
Emergency Management Agency	162	212	169	181	7	-31
Environmental Protection	2,557	48	2,472	39	-85	-9
Executive Offices	1,722	216	1,662	231	-60	15
Fish And Boat Commission	379	66	376	54	-3	-12
Game Commission	685	78	678	112	-7	34
General Services	932	22	916	21	-16	-1
Health	1,162	159	1,119	149	-43	-10
Historical and Museum Commission	198	13	198	23	0	10
Insurance	248	14	238	17	-10	3
Labor and Industry	4,756	506	4,625	508	-131	2
Liquor Control Board	3,068	1,876	3,022	1,991	-46	115
Military and Veterans Affairs	2,023	382	2,097	381	74	-1
Milk Marketing Board	24	1	24		0	-1
Municipal Retirement System	29	0	32	0	3	0
Probation and Parole Board	1,172	17	1,190	15	18	-2
Public School Employees' Retirement System	285	5	286	7	1	2
Public Utility Commission	467	16	467	11	0	-5
Public Welfare	15,358	541	15,517	557	159	16
Revenue	1,852	110	1,843	131	-9	21
State	477	27	473	27	-4	0
State Employees' Retirement System	176	1	183		7	-1
State Police	5,747	161	5,854	284	107	123
Transportation	11,428	333	11,373	314	-55	-19
COMMONWEALTH TOTAL	72,768	6,784	72,650	6,839	-118	55

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. Data as of July 1 of each year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2014

*Historical Separation Rates by Agency
(GAWFR Table 29)*

Agency	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Aging	6.7%	10.0%	5.6%	12.5%	8.5%
Agriculture	15.7%	12.1%	7.2%	6.8%	7.5%
Banking and Securities	3.8%	8.0%	9.3%	12.7%	12.3%
Civil Service Commission	8.7%	11.8%	5.6%	9.4%	6.5%
Community and Economic Development	13.4%	17.6%	9.4%	12.1%	7.5%
Conservation and Natural Resources	7.2%	7.2%	4.7%	5.2%	5.3%
Corrections	5.1%	6.5%	5.3%	7.2%	8.1%
Drug and Alcohol Programs	n/a	n/a	0.0%	5.9%	7.7%
Education	14.0%	14.8%	5.1%	10.1%	8.2%
Emergency Management Agency	5.2%	12.0%	7.7%	5.6%	8.3%
Environmental Protection	10.5%	8.8%	5.0%	6.0%	5.4%
Executive Offices	9.7%	12.8%	7.4%	9.8%	9.0%
Fish and Boat Commission	4.9%	8.0%	3.0%	6.9%	5.9%
Game Commission	4.3%	7.4%	4.0%	5.4%	5.6%
General Services	8.8%	11.3%	7.7%	9.4%	6.6%
Health	9.5%	11.9%	7.9%	12.7%	10.3%
Historical and Museum Commission	40.1%	13.0%	4.5%	8.5%	5.3%
Insurance	7.9%	12.1%	6.0%	10.5%	11.3%
Labor and Industry	7.8%	11.4%	6.2%	11.2%	8.4%
Liquor Control Board	7.5%	10.8%	6.9%	8.2%	8.3%
Military and Veterans Affairs	10.2%	10.7%	9.7%	10.9%	11.9%
Milk Marketing Board	7.1%	13.6%	4.2%	4.2%	4.2%
Municipal Retirement System	3.8%	4.0%	6.9%	3.5%	3.1%
Probation and Parole Board	4.0%	6.6%	4.4%	5.3%	5.0%
Public School Employees' Retirement System	3.2%	8.9%	4.8%	9.5%	8.0%
Public Utility Commission	6.0%	10.1%	6.7%	6.9%	6.5%
Public Welfare	8.3%	13.9%	7.2%	10.0%	9.0%
Revenue	10.6%	10.2%	7.2%	7.6%	8.0%
State	7.3%	10.7%	9.7%	8.4%	11.7%
State Employees' Retirement System	7.9%	6.8%	9.1%	8.6%	8.7%
State Police	3.8%	5.2%	6.2%	6.2%	4.9%
Transportation	5.1%	7.8%	5.4%	6.0%	6.4%
COMMONWEALTH AVERAGE *	7.0%	9.6%	6.2%	8.1%	7.7%

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 slightly from the prior fiscal year due to decreases in the numbers of retirements and furloughs.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2014

Voluntary Separations During First Five Years of Service by Agency
Fiscal Year 2013 - 2014
(GAWFR Table 30)

Agency	0-1		1-3		3-5		Total	
	Number	Rate*	Number	Rate*	Number	Rate*	Number	Rate*
Aging	0	0.0%	1	1.1%	0	0.0%	1	1.1%
Agriculture	1	0.2%	2	0.4%	2	0.4%	5	0.9%
Banking and Securities	0	0.0%	0	0.0%	2	1.0%	2	1.0%
Civil Service Commission	0	0.0%	0	0.0%	1	0.9%	1	0.9%
Community and Economic Development	2	0.7%	5	1.8%	1	0.4%	8	2.9%
Conservation and Natural Resources	1	0.1%	3	0.2%	0	0.0%	4	0.3%
Corrections	110	0.7%	52	0.4%	46	0.3%	208	1.4%
Drug and Alcohol Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	3	0.7%	5	1.1%	1	0.2%	9	2.0%
Emergency Management Agency	0	0.0%	0	0.0%	4	2.4%	4	2.4%
Environmental Protection	4	0.2%	14	0.6%	11	0.5%	29	1.2%
Executive Offices	5	0.3%	19	1.1%	7	0.4%	31	1.9%
Fish and Boat Commission	0	0.0%	1	0.3%	0	0.0%	1	0.3%
Game Commission	0	0.0%	4	0.6%	3	0.4%	7	1.0%
General Services	1	0.1%	3	0.3%	3	0.3%	7	0.8%
Health	2	0.1%	10	0.9%	4	0.4%	16	1.4%
Historical and Museum Commission	1	0.5%	0	0.0%	0	0.0%	1	0.5%
Insurance	3	1.3%	1	0.4%	1	0.4%	5	2.1%
Labor and Industry	18	0.4%	32	0.7%	45	1.0%	95	2.1%
Liquor Control Board	5	0.2%	12	0.4%	16	0.5%	33	1.1%
Military and Veterans Affairs	16	0.8%	21	1.0%	30	1.5%	67	3.3%
Milk Marketing Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement System	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Probation And Parole Board	4	0.3%	2	0.2%	5	0.4%	11	0.9%
Public School Employees' Retirement System	2	0.7%	1	0.4%	2	0.7%	5	1.8%
Public Utility Commission	0	0.0%	4	0.9%	1	0.2%	5	1.1%
Public Welfare	117	0.8%	118	0.8%	70	0.5%	305	2.0%
Revenue	9	0.5%	4	0.2%	6	0.3%	19	1.0%
State	5	1.1%	8	1.7%	7	1.5%	20	4.2%
State Employees' Retirement System	0	0.0%	6	3.3%	0	0.0%	6	3.3%
State Police	24	0.4%	10	0.2%	3	0.1%	37	0.6%
Transportation	45	0.4%	63	0.6%	43	0.4%	151	1.3%
COMMONWEALTH TOTAL	378	0.5%	401	0.6%	314	0.4%	1,093	1.5%

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 1.5% of all Commonwealth employees voluntarily separate in their first five years of service. Most employees who voluntarily separated left within the 1-3 year range; this remained consistent with the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2014

Placement by Type and Agency
Fiscal Year 2013-2014
Full-Time Salaried Employees
(GAWFR Table 35)

Agency	New Hire		Transfer		Promotion		Other	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	8	8.5%	19	20.2%	8	8.5%	3	3.2%
Agriculture	27	5.0%	30	5.5%	35	6.4%	5	0.9%
Banking and Securities	7	3.4%	26	12.8%	25	12.3%	4	2.0%
Civil Service Commission	0	0.0%	6	5.6%	10	9.4%	3	2.8%
Community and Economic Development	11	3.9%	8	2.9%	9	3.2%	2	0.7%
Conservation and Natural Resources	13	1.0%	112	8.5%	74	5.6%	10	0.8%
Corrections	796	5.4%	509	3.5%	598	4.1%	165	1.1%
Drug and Alcohol Programs	4	6.2%	9	13.9%	8	12.3%	1	1.5%
Education	21	4.7%	21	4.7%	28	6.2%	4	0.9%
Emergency Management Agency	10	5.9%	26	15.4%	21	12.4%	4	2.4%
Environmental Protection	37	1.5%	115	4.7%	99	4.0%	14	0.6%
Executive Offices	65	3.9%	120	7.2%	164	9.9%	27	1.6%
Fish and Boat Commission	3	0.8%	20	5.3%	18	4.8%	0	0.0%
Game Commission	7	1.0%	45	6.6%	34	5.0%	6	0.9%
General Services	28	3.1%	54	5.9%	47	5.1%	5	0.6%
Health	39	3.5%	102	9.1%	94	8.4%	15	1.3%
Historical and Museum Commission	4	2.1%	6	3.2%	6	3.2%	2	1.1%
Insurance	8	3.4%	22	9.2%	20	8.4%	4	1.7%
Labor and Industry	127	2.8%	218	4.7%	279	6.0%	34	0.7%
Liquor Control Board	24	0.8%	976	32.3%	429	14.2%	10	0.3%
Military and Veterans Affairs	70	3.5%	134	6.6%	97	4.8%	21	1.0%
Milk Marketing Board	0	0.0%	1	4.2%	1	4.2%	0	0.0%
Municipal Retirement System	3	9.4%	2	6.3%	1	3.1%	0	0.0%
Probation and Parole Board	25	2.1%	386	32.5%	87	7.3%	9	0.8%
Public School Employees' Retirement System	14	4.9%	31	10.8%	28	9.8%	0	0.0%
Public Utility Commission	12	2.6%	36	7.8%	52	11.2%	5	1.1%
Public Welfare	854	5.5%	738	4.8%	957	6.2%	206	1.3%
Revenue	85	4.6%	142	7.7%	119	6.5%	14	0.8%
State	34	7.2%	59	12.5%	51	10.8%	6	1.3%
State Employees' Retirement System	10	5.5%	23	12.6%	27	14.8%	2	1.1%
State Police	135	2.3%	1,378	23.5%	474	8.1%	27	0.5%
Transportation	191	1.7%	300	2.6%	616	5.4%	236	2.1%
COMMONWEALTH TOTALS	2,672	3.7%	5,674	7.8%	4,516	6.2%	844	1.2%

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 2013-2014 are from transfers.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (1 of 3)
Fiscal Year 2013 - 2014

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

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Aging	July 2013	24	27.3%	55	62.5%			2	2.3%	7	8.0%						
	July 2014	22	23.4%	61	64.9%			3	3.2%	7	7.4%					1	1.1%
Agriculture	July 2013	296	54.2%	201	36.8%			31	5.7%	18	3.3%						
	July 2014	297	54.6%	195	35.8%			31	5.7%	19	3.5%			2	0.4%		
Banking and Securities	July 2013	93	43.7%	98	46.0%			9	4.2%	13	6.1%						
	July 2014	80	39.2%	102	50.0%			8	3.9%	8	3.9%			3	1.5%	3	1.5%
Civil Service Commission	July 2013	31	26.5%	73	62.4%			7	6.0%	6	5.1%						
	July 2014	28	26.2%	66	61.7%			7	6.5%	6	5.6%						
Community and Economic Development	July 2013	123	42.6%	136	47.1%			6	2.1%	24	8.3%						
	July 2014	116	41.3%	125	44.5%			6	2.1%	24	8.5%			5	1.8%	5	1.8%
Conservation and Natural Resources	July 2013	949	73.2%	313	24.1%			21	1.6%	14	1.1%						
	July 2014	960	73.1%	318	24.2%			18	1.4%	16	1.2%					2	0.2%
Corrections	July 2013	10,051	68.1%	3,082	20.9%			1,078	7.3%	552	3.7%	100.0%	0.0%	1	0.0%		
	July 2014	9,999	67.7%	3,035	20.5%			1,121	7.6%	558	3.8%			37	0.3%	19	0.1%
Drug and Alcohol Programs	July 2013	18	26.5%	34	50.0%			3	4.4%	13	19.1%						
	July 2014	20	30.8%	30	46.2%			3	4.6%	12	18.5%						
Education	July 2013	137	29.3%	265	56.7%			12	2.6%	51	10.9%					2	0.4%
	July 2014	134	29.6%	255	56.4%			13	2.9%	48	10.6%					2	0.4%
Emergency Management Agency	July 2013	107	66.0%	47	29.0%			3	1.9%	5	3.1%						
	July 2014	111	65.7%	49	29.0%			3	1.8%	5	3.0%			1	0.6%		
Environmental Protection	July 2013	1,612	63.2%	740	29.0%			104	4.1%	95	3.7%						
	July 2014	1,573	63.8%	702	28.5%	1	0.0%	105	4.3%	83	3.4%			1	0.0%	1	0.0%
Executive Offices	July 2013	712	41.3%	757	44.0%			94	5.5%	155	9.0%			1	0.1%	3	0.2%
	July 2014	681	41.0%	712	42.9%			98	5.9%	157	9.5%			5	0.3%	8	0.5%
Fish and Boat Commission	July 2013	313	82.6%	63	16.6%			1	0.3%	2	0.5%						
	July 2014	306	81.4%	61	16.2%			1	0.3%	3	0.8%			4	1.1%	1	0.3%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (2 of 3)
Fiscal Year 2013 - 2014

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

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Game Commission	July 2013	567	82.8%	111	16.2%			2	0.3%	5	0.7%						
	July 2014	561	82.7%	109	16.1%			2	0.3%	4	0.6%			2	0.3%		
General Services	July 2013	544	58.4%	194	20.8%			117	12.6%	77	8.3%						
	July 2014	545	59.5%	184	20.1%			115	12.6%	72	7.9%						
Health	July 2013	291	25.1%	701	60.5%			55	4.7%	98	8.5%			3	0.3%	11	0.9%
	July 2014	284	25.4%	665	59.5%			52	4.7%	98	8.8%			5	0.5%	13	1.2%
Historical and Museum Commission	July 2013	107	56.9%	69	36.7%			8	4.3%	4	2.1%						
	July 2014	106	55.8%	69	36.3%			9	4.7%	4	2.1%			1	0.5%	1	0.5%
Insurance	July 2013	100	40.5%	115	46.6%			12	4.9%	20	8.1%						
	July 2014	91	38.2%	116	48.7%			12	5.0%	18	7.6%			1	0.4%		
Labor and Industry	July 2013	1,692	35.6%	2,453	51.7%			198	4.2%	405	8.5%						
	July 2014	1,636	35.4%	2,404	52.1%			185	4.0%	391	8.5%			1	0.0%	1	0.0%
Liquor Control Board	July 2013	1,484	48.4%	1,007	32.8%			233	7.6%	342	11.1%			1	0.0%	1	0.0%
	July 2014	1,451	48.0%	995	32.9%			225	7.4%	348	11.5%			1	0.0%	2	0.1%
Military and Veterans Affairs	July 2013	699	35.6%	904	46.1%			113	5.8%	246	12.5%						
	July 2014	712	35.3%	892	44.2%			127	6.3%	272	13.5%			8	0.4%	6	0.3%
Milk Marketing Board	July 2013	19	79.2%	5	20.8%												
	July 2014	18	75.0%	5	20.8%									1	4.2%		
Municipal Retirement System	July 2013	9	31.0%	14	48.3%			1	3.4%	5	17.2%						
	July 2014	10	31.3%	15	46.9%			1	3.1%	5	15.6%			1	3.1%		
Probation and Parole Board	July 2013	566	48.3%	390	33.3%	1	0.1%	85	7.3%	129	11.0%						
	July 2014	568	47.8%	399	33.6%			85	7.1%	137	11.5%						
Public School Employees' Retirement System	July 2013	117	41.1%	132	46.3%			12	4.2%	24	8.4%						
	July 2014	118	41.3%	134	46.9%			11	3.8%	23	8.0%						

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (3 of 3)
Fiscal Year 2013 - 2014

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

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Public Utility Commission	July 2013	219	47.2%	168	36.2%			29	6.3%	48	10.3%						
	July 2014	218	47.0%	169	36.4%			28	6.0%	49	10.6%						
Public Welfare	July 2013	4,221	27.6%	7,781	50.9%			812	5.3%	2,431	15.9%			7	0.1%	20	0.1%
	July 2014	4,257	27.6%	7,858	51.0%	2	0.0%	819	5.3%	2,447	15.9%	100.0%	0.0%	7	0.1%	31	0.2%
Revenue	July 2013	782	42.3%	679	36.7%			121	6.5%	268	14.5%						
	July 2014	781	42.4%	675	36.7%			122	6.6%	260	14.1%			2	0.1%	1	0.1%
State	July 2013	191	40.0%	219	45.9%			21	4.4%	46	9.6%						
	July 2014	170	36.0%	228	48.3%			20	4.2%	47	10.0%			4	0.9%	3	0.6%
State Employees' Retirement System	July 2013	59	33.7%	95	54.3%			7	4.0%	14	8.0%						
	July 2014	67	36.6%	99	54.1%			5	2.7%	12	6.6%						
State Police	July 2013	4,349	75.7%	973	16.9%			309	5.4%	116	2.0%						
	July 2014	4,394	75.1%	1,037	17.7%			304	5.2%	119	2.0%						
Transportation	July 2013	8,838	77.3%	1,571	13.7%			519	4.5%	491	4.3%			5	0.0%	3	0.0%
	July 2014	8,764	77.1%	1,548	13.6%			506	4.5%	479	4.2%			61	0.5%	14	0.1%
Totals	July 2013	39,320	54.2%	23,445	32.3%	1	0.0%	4,025	5.5%	5,724	7.9%	0	0.0%	18	0.0%	40	0.1%
	July 2014	39,078	53.9%	23,312	32.2%	3	0.0%	4,045	5.6%	5,731	7.9%	1	0.0%	153	0.2%	114	0.2%

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 Drug and Alcohol Programs has the highest percentage of minority employees of all agencies, accounting for 23.5 percent of their total salaried full-time work force. The Department of Aging has the highest representation of females, comprising 70.5 percent of its total salaried full-time work force.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Ethnicity
1976 - 2014

Changes in Commonwealth Salaried Employment of Minorities
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2014
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	Undeclared			Male		Female	
	Number	Percent	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	*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	*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	*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	*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	*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	*N/A	*N/A
July 2005	3,144	4.1%	4,698	6.1%	571	0.7%	631	0.8%	489	0.6%	391	0.5%	*N/A	*N/A	61	0.1%	41	0.1%
July 2010	2,953	3.9%	4,595	6.1%	646	0.9%	780	1.0%	534	0.7%	463	0.6%	*N/A	*N/A	63	0.1%	59	0.1%
July 2014	2,712	3.7%	4,326	6.0%	710	1.0%	822	1.1%	556	0.8%	522	0.7%	1	0.0%	67	0.1%	61	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 13.5 percent.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Gender
1976 - 2014

Changes in Commonwealth Salaried Employment by Minority Group and Gender
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2014
Full-Time Salaried Employees
(GAWFR Table 14)

Year	Non-Minority						Minority						Undisclosed				Totals					
	Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Male		Female		Undeclared	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	57,415	53.7%	37,416	35.0%	N/A	N/A	4,655	4.4%	7,362	6.9%	N/A	N/A	4,655	4.4%	7,362	6.9%	62,070	58.1%	44,778	41.9%	N/A	N/A
July 1980	51,476	52.0%	35,343	35.7%	N/A	N/A	4,612	4.7%	7,473	7.6%	N/A	N/A	4,612	4.7%	7,473	7.6%	56,088	56.7%	42,816	43.3%	N/A	N/A
July 1985	42,107	51.8%	28,916	35.6%	N/A	N/A	4,048	5.0%	6,189	7.6%	N/A	N/A	4,048	5.0%	6,189	7.6%	46,155	56.8%	35,105	43.2%	N/A	N/A
July 1990	41,293	52.9%	26,635	34.1%	N/A	N/A	4,151	5.3%	5,951	7.6%	N/A	N/A	4,151	5.3%	5,951	7.6%	45,444	58.2%	32,586	41.8%	N/A	N/A
July 1995	43,020	53.5%	26,801	33.3%	N/A	N/A	4,614	5.7%	6,015	7.5%	N/A	N/A	4,614	5.7%	6,015	7.5%	47,634	59.2%	32,816	40.8%	N/A	N/A
July 2000	43,020	54.7%	25,661	32.6%	N/A	N/A	4,387	5.6%	5,644	7.2%	N/A	N/A	4,387	5.6%	5,644	7.2%	47,407	60.2%	31,305	39.8%	N/A	N/A
July 2005	41,529	54.1%	25,171	32.8%	N/A	N/A	4,265	5.6%	5,761	7.5%	N/A	N/A	4,265	5.6%	5,761	7.5%	45,794	59.7%	30,932	40.3%	N/A	N/A
July 2010	40,861	53.9%	24,924	32.8%	N/A	N/A	4,195	5.5%	5,898	7.8%	N/A	N/A	4,195	5.5%	5,898	7.8%	45,056	59.4%	30,822	40.6%	N/A	N/A
July 2014	39,078	53.9%	23,312	32.2%	3	0.0%	4,045	5.6%	5,731	7.9%	1	0.0%	153	0.2%	114	0.2%	43,276	59.7%	29,157	40.3%	4	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.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics

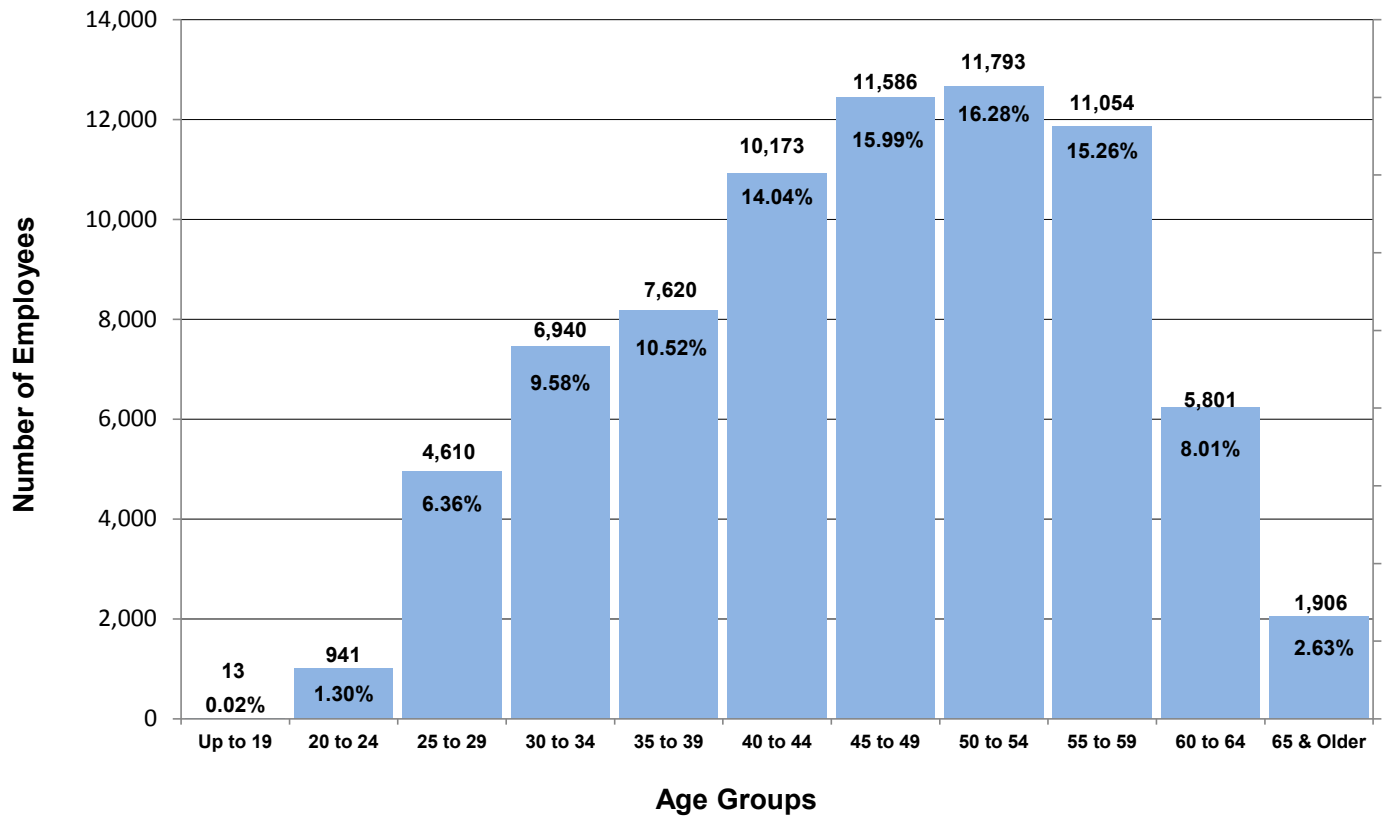
Age Groups

July 2014

Age Distribution for Commonwealth Employees

July 2014

(GAWFR Table 46)

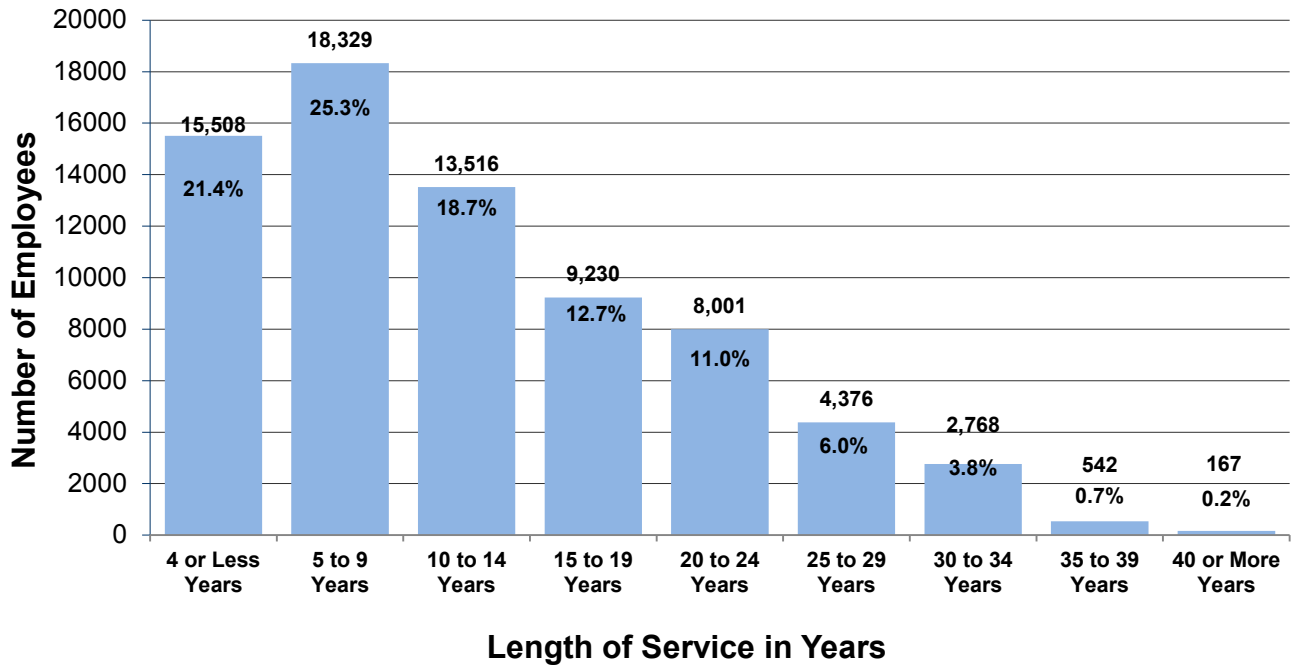


SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Length of Service
July 2014

Length of Service Distribution for Commonwealth Employees
July 2014
(GAWFR Table 47)



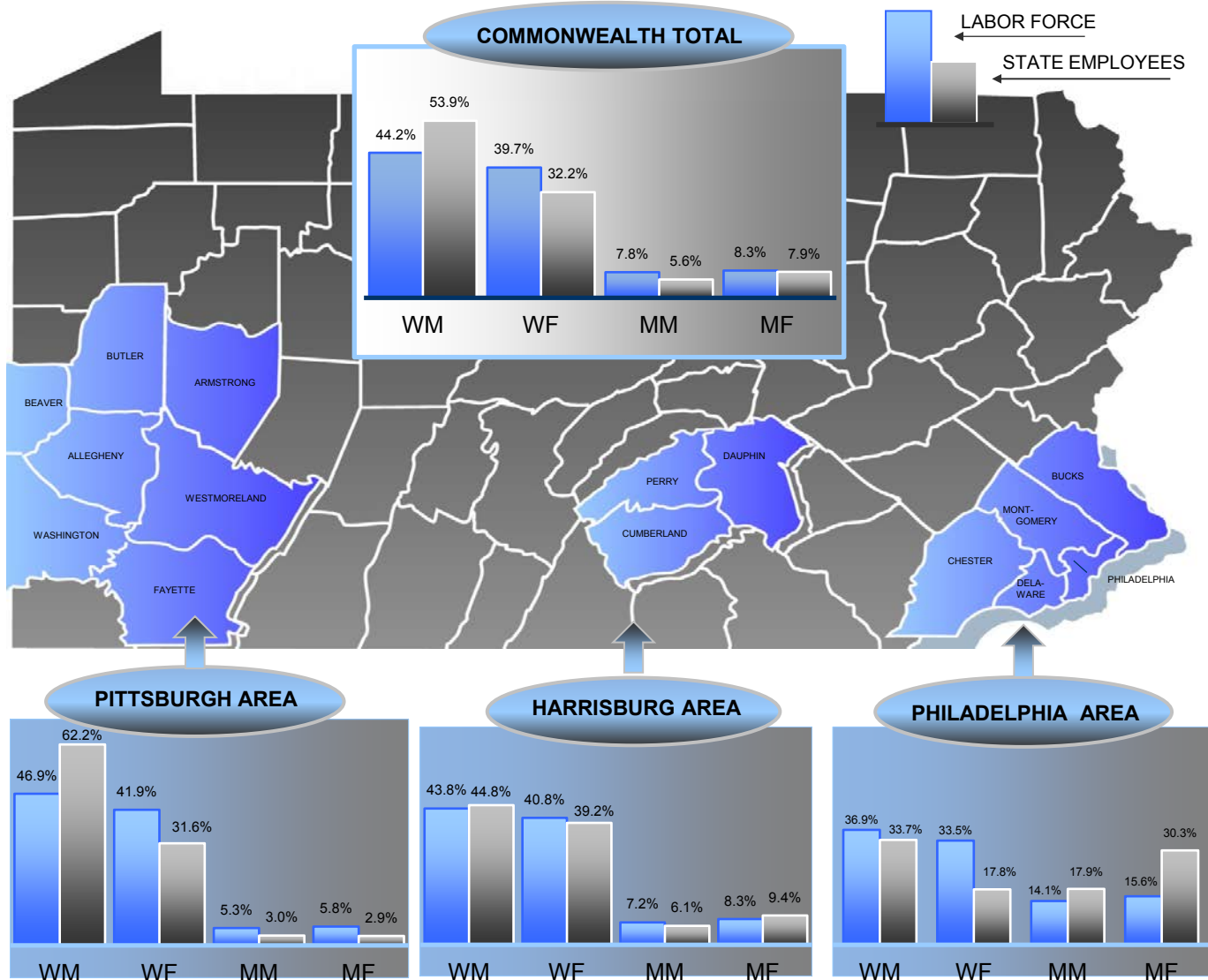
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

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

COMMENTS: There were 709 employees with 35 or more years of commonwealth service as of July 2014. The average length of service was 12.2 years, which is consistent with the previous reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

*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 2013, and are the latest available from the U.S. Census Bureau, 2013 American Community Survey. Metropolitan statistical area labor force data is based on 2013 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, 2014.

COMMENTS: The total representation of minority men and women in the state work force is 13.5 percent, compared to 16.1 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 2014

Minority Representation by Agency
(GAWFR Table 17)

Department	Minorities		Non Minority		Undisclosed		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	10	10.6%	83	88.3%	1	1.1%	94
Agriculture	50	9.2%	492	90.4%	2	0.4%	544
Banking and Securities	16	7.8%	182	89.2%	6	2.9%	204
Civil Service Commission	13	12.2%	94	87.9%	0	0.0%	107
Community and Economic Development	30	10.7%	241	85.8%	10	3.6%	281
Conservation and Natural Resources	34	2.6%	1,278	97.3%	2	0.2%	1,314
Corrections	1,679	11.4%	13,034	88.3%	56	0.4%	14,769
Drug and Alcohol Programs	15	23.1%	50	76.9%	0	0.0%	65
Education	61	13.5%	389	86.1%	2	0.4%	452
Emergency Management Agency	8	4.7%	160	94.7%	1	0.6%	169
Environmental Protection	188	7.6%	2,276	92.3%	2	0.1%	2,466
Executive Offices	255	15.4%	1,393	83.9%	13	0.8%	1,661
Fish and Boat Commission	4	1.1%	367	97.6%	5	1.3%	376
Game Commission	6	0.9%	670	98.8%	2	0.3%	678
General Services	187	20.4%	729	79.6%	0	0.0%	916
Health	150	13.4%	949	85.0%	18	1.6%	1,117
Historical and Museum Commission	13	6.8%	175	92.1%	2	1.1%	190
Insurance	30	12.6%	207	87.0%	1	0.4%	238
Labor and Industry	576	12.5%	4,040	87.5%	2	0.0%	4,618
Liquor Control Board	573	19.0%	2,446	80.9%	3	0.1%	3,022
Military and Veterans Affairs	399	19.8%	1,604	79.5%	14	0.7%	2,017
Milk Marketing Board	0	0.0%	23	95.8%	1	4.2%	24
Municipal Retirement System	6	18.8%	25	78.1%	1	3.1%	32
Probation and Parole Board	222	18.7%	967	81.3%	0	0.0%	1,189
Public School Employees' Retirement System	34	11.9%	252	88.1%	0	0.0%	286
Public Utility Commission	77	16.6%	387	83.4%	0	0.0%	464
Public Welfare	3,267	21.2%	12,117	78.6%	38	0.3%	15,422
Revenue	382	20.8%	1,456	79.1%	3	0.2%	1,841
State	67	14.2%	398	84.3%	7	1.5%	472
State Employees' Retirement System	17	9.3%	166	90.7%	0	0.0%	183
State Police	423	7.2%	5,431	92.8%	0	0.0%	5,854
Transportation	985	8.7%	10,312	90.7%	75	0.7%	11,372
COMMONWEALTH TOTALS	9,777	13.5%	62,393	86.1%	267	0.4%	72,437

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 13.5 percent of the commonwealth's work force, led by the Department of Drug and Alcohol Programs with 23.1 percent minority representation.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

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

Agency	Females		Males		Undetermined		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	69	73.4%	25	26.6%	0	0.0%	94
Agriculture	214	39.3%	330	60.7%	0	0.0%	544
Banking and Securities	113	55.4%	91	44.6%	0	0.0%	204
Civil Service Commission	72	67.3%	35	32.7%	0	0.0%	107
Community and Economic Development	154	54.8%	127	45.2%	0	0.0%	281
Conservation and Natural Resources	336	25.6%	978	74.4%	0	0.0%	1,314
Corrections	3,612	24.5%	11,157	75.5%	0	0.0%	14,769
Drug and Alcohol Programs	42	64.6%	23	35.4%	0	0.0%	65
Education	305	67.5%	147	32.5%	0	0.0%	452
Emergency Management Agency	54	32.0%	115	68.1%	0	0.0%	169
Environmental Protection	786	31.9%	1,679	68.1%	1	0.0%	2,466
Executive Offices	877	52.8%	784	47.2%	0	0.0%	1,661
Fish and Boat Commission	65	17.3%	311	82.7%	0	0.0%	376
Game Commission	113	16.7%	565	83.3%	0	0.0%	678
General Services	256	28.0%	660	72.1%	0	0.0%	916
Health	776	69.5%	341	30.5%	0	0.0%	1,117
Historical and Museum Commission	74	39.0%	116	61.1%	0	0.0%	190
Insurance	134	56.3%	104	43.7%	0	0.0%	238
Labor and Industry	2,796	60.6%	1,822	39.5%	0	0.0%	4,618
Liquor Control Board	1,345	44.5%	1,677	55.5%	0	0.0%	3,022
Military and Veterans Affairs	1,170	58.0%	847	42.0%	0	0.0%	2,017
Milk Marketing Board	5	20.8%	19	79.2%	0	0.0%	24
Municipal Retirement System	20	62.5%	12	37.5%	0	0.0%	32
Probation and Parole Board	536	45.1%	653	54.9%	0	0.0%	1,189
Public School Employees' Retirement System	157	54.9%	129	45.1%	0	0.0%	286
Public Utility Commission	218	47.0%	246	53.0%	0	0.0%	464
Public Welfare	10,336	67.0%	5,083	33.0%	3	0.0%	15,422
Revenue	936	50.8%	905	49.2%	0	0.0%	1,841
State	278	58.9%	194	41.1%	0	0.0%	472
State Employees' Retirement System	111	60.7%	72	39.3%	0	0.0%	183
State Police	1,156	19.8%	4,698	80.3%	0	0.0%	5,854
Transportation	2,041	18.0%	9,331	82.1%	0	0.0%	11,372
COMMONWEALTH TOTALS	29,157	40.3%	43,276	59.7%	4	0.0%	72,437

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, Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Males represent over half of all state employees in each of 15 agencies. The Department of Aging employs the largest percentage of female employees (73.4%).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

Job Categories by Race and Gender
1990, 1995, 2000, 2005, 2010, 2014
(GAWFR Table 19)

		White			African American			Hispanic		Asian/Hawaiian/Pacific Islander			American Indian/Alaskan Native		Undisclosed		Total Employees
		Male	Female	Undeclared	Male	Female	Undeclared	Male	Female	Male	Female	Undeclared	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
Professionals		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%			
	2014	5,664	4,007	1	272	504	0	81	93	83	64	0	4	11	36	25	10,845
		52.2%	36.9%	0.0%	2.5%	4.6%	0.0%	0.7%	0.9%	0.8%	0.6%	0.0%	0.0%	0.1%	0.3%	0.2%	
	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			
Technicians	1995	12,385	9,110		933	1,654		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
Protective Service Workers		40.9%	42.3%		3.0%	8.0%		0.8%	1.9%	1.6%	1.2%		0.1%	0.1%			
	2014	7,124	7,517	2	539	1,493	0	161	387	281	245	1	23	21	27	23	17,844
		39.9%	42.1%	0.0%	3.0%	8.4%	0.0%	0.9%	2.2%	1.6%	1.4%	0.0%	0.1%	0.1%	0.0%	3.0%	
	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	1,934		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			
Service Workers	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%			
	2014	1,036	1,026	0	36	67	0	7	7	14	17	0	1	4	4	9	2,228
Service Workers		46.5%	46.1%	0.0%	1.6%	3.0%	0.0%	0.3%	0.3%	0.6%	0.8%	0.0%	0.0%	0.2%	0.2%	0.4%	
	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			
Service Workers	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%			
	2014	11,141	824	0	830	267	0	245	39	55	4		19	4	24	5	13,457
		82.8%	6.1%	0.0%	6.2%	2.0%	0.0%	1.8%	0.3%	0.4%	0.0%		0.1%	0.0%	0.2%	0.0%	

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

*Job Categories by Race and Gender
1990, 1995, 2000, 2005, 2010, 2014
(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	Undeclared	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
Office and Clerical		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%			
	2014	899	278	0	77	64	23	11	6	1	0	2	2	1	0	1,364
		65.9%	20.4%	0.0%	5.6%	4.7%	1.7%	0.8%	0.4%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%	
	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			
Skilled Craft Workers	1995	3,437	10,220		499	2,293	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
Service-Maintenance		19.7%	59.5%		3.2%	13.6%	0.6%	1.8%	0.5%	1.1%		0.0%	0.1%			
	2014	2,567	6,558	0	361	1,525	71	227	69	161	0	4	12	7	27	11,589
		22.2%	56.6%	0.0%	3.1%	13.2%	0.6%	2.0%	0.6%	1.4%	0.0%	0.0%	0.1%	0.1%	0.2%	
	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			
Service-Maintenance	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%			
	2014	3,969	83	0	98	6	32	0	13	1		6	0	18	0	4,226
Service-Maintenance		93.9%	2.0%	0.0%	2.3%	0.1%	0.8%	0.0%	0.3%	0.0%		0.1%	0.0%	0.4%	0.0%	
	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	3,986		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			
Service-Maintenance	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%			
	2014	6,678	3,019	0	499	400	90	58	35	29		8	7	36	25	10,884
		61.4%	27.7%	0.0%	4.6%	3.7%	0.8%	0.5%	0.3%	0.3%		0.1%	0.1%	0.3%	0.2%	

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 2014

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

Percent of Total Appointments					
Ethnicity/Gender	1998-1999	2003-04	2008-2009	2012-2013	2013-2014
White Male	49.5%	47.3%	47.0%	46.6%	48.3%
White Female	30.5%	34.8%	32.4%	30.8%	33.6%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.1%
African American Male	7.2%	4.6%	6.7%	4.2%	5.1%
African American Female	9.2%	8.8%	8.3%	6.8%	7.3%
Hispanic Male	0.9%	1.3%	1.6%	1.5%	1.7%
Hispanic Female	1.3%	1.6%	1.2%	1.6%	1.7%
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%	0.9%	0.8%
Asian/Hawaiian/Pacific Islander Undisclosed	*0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native Male	*N/A	0.1%	0.2%	0.2%	0.2%
American Indian/Alaskan Native Female	*N/A	0.0%	0.0%	0.0%	0.2%
Undeclared Male	**N/A	**N/A	**N/A	3.9%	0.1%
Undeclared Female	**N/A	**N/A	**N/A	2.8%	0.0%

Percent of Total Separations					
Ethnicity/Gender	1998-1999	2003-04	2008-09	2012-2013	2013-2014
White Male	49.7%	50.3%	47.8%	49.5%	50.2%
White Female	33.9%	35.7%	34.2%	35.4%	33.4%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
African American Male	5.5%	4.6%	6.1%	5.3%	5.1%
African American Female	8.6%	7.2%	8.4%	5.9%	7.2%
Hispanic Male	0.7%	0.8%	1.1%	1.1%	0.9%
Hispanic Female	0.6%	0.6%	0.9%	1.0%	1.1%
Asian/Hawaiian/Pacific Islander Male	*0.6%	0.2%	0.6%	0.5%	0.7%
Asian/Hawaiian/Pacific Islander Female	*0.3%	0.7%	0.6%	0.6%	0.8%
Asian/Hawaiian/Pacific Islander Undisclosed	*0.0%	0.0%	0.0%	0.0%	0.0%
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	0.3%	0.2%
Undeclared Female	**N/A	**N/A	**N/A	0.3%	0.2%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

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

Percent of Total Promotions					
Ethnicity/Gender	1998-1999	2003-04	2008-09	2012-2013	2013-2014
White Male	54.9%	51.8%	55.4%	51.7%	51.8%
White Female	31.8%	35.1%	30.7%	33.5%	33.8%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
African American Male	5.0%	3.7%	3.9%	3.8%	3.6%
African American Female	5.3%	6.9%	6.1%	5.7%	5.4%
Hispanic Male	0.9%	0.8%	0.9%	1.2%	1.2%
Hispanic Female	0.5%	0.7%	1.0%	1.1%	1.2%
Asian/Hawaiian/Pacific Islander Male	*1.0%	0.6%	1.0%	0.8%	0.8%
Asian/Hawaiian/Pacific Islander Female	*0.5%	0.6%	0.7%	1.1%	0.8%
Asian/Hawaiian/Pacific Islander Undisclosed	*0.0%	0.0%	0.0%	0.0%	0.0%
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	0.5%	0.8%
Undeclared Female	**N/A	**N/A	**N/A	0.5%	0.5%

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
July 2014

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	49	12
-Human Services units	45	10
-Other AFSCME units	46	12
<i>*Average for all employees in the four categories</i>		
PSCOA (corrections officers)	43	10
SEIU Local 668 (social workers)	46	11
PSTA (State Police)	40	13
SEIU Healthcare PA (nurses, non-supervisory)	49	10
UFCW (liquor store clerks)	48	10
ISSU (liquor store managers)	48	14
CIVEA (corrections education teachers)	48	12
FOSCEP (educational and cultural)	52	13
OPEIU (nurse supervisors)	51	16
UGSOA (security officers)	48	11
PDA (physicians)	60	13
FOP (conservation officers)	45	15
FOP (Capitol Police)	44	10
PLEA (liquor enforcement officers)	39	9
PSRA (DCNR rangers)	45	13
SEIU Local 668 (unemployment compensation referees)	52	18
PSEA (non-tenured teachers)	49	12
CBA (PUC attorneys)	47	14
ALES (liquor law enforcement officers 3)	48	21
Non-Union Employees	47	17
Management Employees	48	16
COMMONWEALTH AVERAGE	47	13

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 (60). ALES (liquor law enforcement officers) has the highest mean length of service of unionized employees (21 years). PLEA has the lowest mean length of service (9 years).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

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	15,643	* 50.8%	* 918	* 3.0%	* 225	* 0.7%	* 244	* 0.8%	* 26	* 0.1%	* 78	* 0.3%
	Female	11,131	36.1%	1,897	6.2%	290	0.9%	264	0.9%	27	0.1%	65	0.2%
-Clerical, Administrative and Fiscal units	Male	1,267	15.3%	204	2.5%	38	0.5%	54	0.7%	2	0.0%	7	0.1%
	Female	5,145	62.2%	1,202	14.5%	171	2.1%	150	1.8%	11	0.1%	23	0.3%
-Maintenance and Trades units	Male	7,154	92.9%	225	2.9%	74	1.0%	16	0.2%	8	0.1%	36	0.5%
	Female	169	2.2%	11	0.1%	3	0.0%	1	0.0%	1	0.0%		0.0%
-Human Services units	Male	1,529	27.9%	219	4.0%	36	0.7%	20	0.4%	3	0.1%	10	0.2%
	Female	3,175	57.8%	373	6.8%	53	1.0%	33	0.6%	8	0.1%	31	0.6%
-Other AFSCME units	Male	5,693	60.9%	270	2.9%	77	0.8%	154	1.6%	13	0.1%	25	0.3%
	Female	2,642	28.3%	311	3.3%	63	0.7%	80	0.9%	7	0.1%	11	0.1%
PSCOA (corrections officers)	Male	7,866	77.7%	790	7.8%	175	1.7%	25	0.2%	15	0.1%	30	0.3%
	Female	848	8.4%	324	3.2%	40	0.4%	6	0.1%	3	0.0%	6	0.1%
SEIU Local 668 (social workers)	Male	2,433	27.2%	331	3.7%	119	1.3%	52	0.6%	7	0.1%	2	0.0%
	Female	4,324	48.3%	1,233	13.8%	357	4.0%	68	0.8%	17	0.2%	12	0.1%
PSTA (State Police)	Male	3,666	88.9%	138	3.3%	69	1.7%	32	0.8%	5	0.1%		0.0%
	Female	198	4.8%	10	0.2%	5	0.1%	1	0.0%	1	0.0%		0.0%
SEIU Healthcare PA (nurses, non-supervisory)	Male	265	23.2%	11	1.0%		0.0%	10	0.9%		0.0%		0.0%
	Female	771	67.5%	49	4.3%	5	0.4%	25	2.2%	2	0.2%	4	0.4%
UFCW (liquor store clerks)	Male	681	47.4%	101	7.0%	13	0.9%	10	0.7%	1	0.1%		0.0%
	Female	426	29.6%	186	12.9%	16	1.1%	3	0.2%		0.0%		0.0%
ISSU (liquor store managers)	Male	321	46.6%	32	4.6%	7	1.0%	5	0.7%		0.0%		0.0%
	Female	262	38.0%	56	8.1%	4	0.6%	1	0.1%	1	0.1%		0.0%
CIVEA (corrections education teachers)	Male	244	69.1%	16	4.5%	1	0.3%	2	0.6%	1	0.3%		0.0%
	Female	79	22.4%	9	2.5%	1	0.3%		0.0%		0.0%		0.0%
FOSCEP (educational and cultural)	Male	120	39.2%	5	1.6%		0.0%	1	0.3%		0.0%		0.0%
	Female	160	52.3%	9	2.9%	5	1.6%	5	1.6%		0.0%	1	0.3%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

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/Alaska n Native		Undisclosed	
OPEIU (nurse supervisors)	Male	63	27.6%	4	1.8%		0.0%		0.0%	1	0.4%		0.0%
	Female	152	66.7%	4	1.8%	1	0.4%	3	1.3%		0.0%		0.0%
UGSOA (security officers)	Male	132	74.6%	17	9.6%	3	1.7%	1	0.6%		0.0%		0.0%
	Female	22	12.4%	1	0.6%		0.0%		0.0%	1	0.6%		0.0%
PDA (physicians)	Male	73	52.5%	4	2.9%	2	1.4%	19	13.7%		0.0%		0.0%
	Female	26	18.7%	2	1.4%	1	0.7%	12	8.6%		0.0%		0.0%
	Undeclared	2	4.5%		0.0%		0.0%	1	2.3%		0.0%		0.0%
FOP (conservation officers)	Male	249	96.5%		0.0%		0.0%		0.0%		0.0%		0.0%
	Female	9	3.5%		0.0%		0.0%		0.0%		0.0%		0.0%
FOP (Capitol Police)	Male	74	82.2%	5	5.6%	3	3.3%	1	1.1%		0.0%		0.0%
	Female	7	7.8%		0.0%		0.0%		0.0%		0.0%		0.0%
All Other Unions**	Male	239	71.1%	17	5.1%	2	0.6%	2	0.6%		0.0%		0.0%
	Female	66	19.6%	7	2.1%	2	0.6%	1	0.3%		0.0%		0.0%
Non-Union Employees	Male	466	68.9%	14	2.1%	5	0.7%	15	2.2%	2	0.3%	1	0.1%
	Female	160	23.7%	9	1.3%	1	0.1%	3	0.4%		0.0%		0.0%
Management Employees	Male	6,543	52.0%	309	2.5%	86	0.7%	137	1.1%	9	0.1%	42	0.3%
	Female	4,671	37.1%	530	4.2%	94	0.7%	130	1.0%	9	0.1%	26	0.2%
	Undeclared	1	0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
COMMONWEALTH TOTAL		62,393	86.1%	7,038	9.7%	1,532	2.1%	1,079	1.5%	128	0.2%	267	0.4%

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 2014

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	6,706	9.3%	4,889	6.8%	876	1.2%	33	0.1%	0	0.0%	0	0.0%	0	0.0%	12,504	16.9%
35 to 44	3,447	4.8%	5,399	7.5%	4,786	6.6%	2,936	4.1%	1,165	1.6%	60	0.1%	0	0.0%	17,793	26.1%
45 to 54	3,106	4.3%	4,367	6.0%	4,085	5.6%	3,638	5.0%	4,570	6.3%	2,476	3.4%	1,137	1.6%	23,379	33.4%
55 to 59	1,295	1.8%	1,926	2.7%	1,972	2.7%	1,410	2.0%	1,529	2.1%	1,340	1.9%	1,582	2.2%	11,054	15.3%
60 & Above	954	1.3%	1,748	2.4%	1,797	2.5%	1,213	1.7%	737	1.0%	500	0.7%	758	1.1%	7,707	8.3%
Total	15,508	21.4%	18,329	25.3%	13,516	18.7%	9,230	12.7%	8,001	11.0%	4,376	6.0%	3,477	4.8%	72,437	100.0%

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

COMMENTS: In July 2014, more salaried employees (18,329) had 5 to less than 10 years of service than any other service group, and more employees (23,379) 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.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

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

Agency	Mean Age	Mean Age of New Hire
Aging	49	39
Agriculture	48	35
Banking and Securities	47	45
Civil Service Commission	49	53
Community and Economic Development	47	36
Conservation and Natural Resources	48	43
Corrections	44	34
Drug and Alcohol Programs	46	38
Education	52	46
Emergency Management Agency	50	39
Environmental Protection	48	38
Executive Offices	48	39
Fish and Boat Commission	46	33
Game Commission	45	38
General Services	49	36
Health	50	42
Historical and Museum Commission	50	43
Insurance	50	47
Labor and Industry	49	39
Liquor Control Board	48	42
Military and Veterans Affairs	47	42
Milk Marketing Board	53	N/A
Municipal Retirement System	46	48
Probation and Parole Board	44	35
Public School Employees' Retirement System	47	44
Public Utility Commission	48	49
Public Welfare	47	39
Revenue	47	35
State	48	39
State Employees' Retirement System	47	42
State Police	41	37
Transportation	48	41
COMMONWEALTH AVERAGE	46	38

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 Fish and Boat Commission had the lowest average age of new hires (33) for fiscal year 2013-2014. The Milk Marketing Board had no new hires during fiscal year 2013-2014.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2014

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

Agency	Mean Age	Mean LOS
Aging	49	15
Agriculture	48	12
Banking and Securities	47	12
Civil Service Commission	49	16
Community and Economic Development	47	12
Conservation and Natural Resources	48	15
Corrections	44	11
Drug and Alcohol Programs	46	12
Education	52	13
Emergency Management Agency	50	10
Environmental Protection	48	15
Executive Offices	48	13
Fish and Boat Commission	46	14
Game Commission	45	14
General Services	49	14
Health	50	13
Historical and Museum Commission	50	15
Insurance	50	13
Labor and Industry	49	12
Liquor Control Board	48	12
Military and Veterans Affairs	47	10
Milk Marketing Board	53	14
Municipal Retirement System	46	12
Probation and Parole Board	44	12
Public School Employees' Retirement System	47	14
Public Utility Commission	48	14
Public Welfare	47	12
Revenue	47	13
State	48	10
State Employees' Retirement System	47	14
State Police	41	13
Transportation	48	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 Milk Marketing Board held the oldest mean age (53), while State Police held the youngest (41). Civil Service Commission 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	513
AK Alaska	2	418
ND North Dakota	3	348
DE Delaware	4	344
VT Vermont	5	289
WY Wyoming	6	274
WV West Virginia	7	264
MT Montana	8	260
NM New Mexico	9	260
AR Arkansas	10	251
UT Utah	11	242
KY Kentucky	12	232
SD South Dakota	13	229
RI Rhode Island	14	228
OK Oklahoma	15	218
MS Mississippi	16	219
AL Alabama	17	220
IA Iowa	18	217
CT Connecticut	19	217
OR Oregon	20	207
KS Kansas	21	205
ME Maine	22	205
LA Louisiana	23	203
WA Washington	24	199
NE Nebraska	25	199

State	Rank	Emps/10 K
VA Virginia	26	197
SC South Carolina	27	192
CO Colorado	28	191
NH New Hampshire	29	190
MN Minnesota	30	188
MI Michigan	31	186
NJ New Jersey	32	184
WI Wisconsin	33	184
MA Massachusetts	34	181
NC North Carolina	35	180
IN Indiana	36	178
ID Idaho	37	175
MO Missouri	38	167
GA Georgia	39	162
OH Ohio	40	160
TN Tennessee	41	158
MD Maryland	42	155
PA Pennsylvania	43	147
NY New York	44	141
TX Texas	45	137
AZ Arizona	46	129
CA California	47	126
IL Illinois	48	121
NV Nevada	49	119
FL Florida	50	108

National Average 167
Pennsylvania 147

SOURCE: "State Government Employment and Payroll", U.S. Census Bureau, as of March 2012 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, 2013.

NOTE: State Government data includes all full-time and part-time state 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 fortythird out of the fifty states.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees Average Salary
March 2012

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

State	Rank	Salary
CA California	1	\$77,953
NJ New Jersey	2	\$71,564
IA Iowa	3	\$69,661
CT Connecticut	4	\$69,037
NY New York	5	\$67,914
IL Illinois	6	\$67,048
RI Rhode Island	7	\$66,695
MI Michigan	8	\$65,590
AK Alaska	9	\$65,403
MN Minnesota	10	\$65,046
MA Massachusetts	11	\$62,984
CO Colorado	12	\$61,539
OH Ohio	13	\$61,040
WI Wisconsin	14	\$58,845
NV Nevada	15	\$58,401
OR Oregon	16	\$58,381
MD Maryland	17	\$57,828
NH New Hampshire	18	\$56,400
PA Pennsylvania	19	\$56,140
TX Texas	20	\$54,805
WA Washington	21	\$54,715
NM New Mexico	22	\$54,219
VT Vermont	23	\$54,183
VA Virginia	24	\$53,988
UT Utah	25	\$53,710

State	Rank	Salary
AZ Arizona	26	\$53,466
KS Kansas	27	\$53,326
ID Idaho	28	\$52,557
DE Delaware	29	\$52,361
LA Louisiana	30	\$52,268
NC North Carolina	31	\$52,209
WY Wyoming	32	\$52,016
ND North Dakota	33	\$51,917
AL Alabama	34	\$51,351
SD South Dakota	35	\$51,181
MT Montana	36	\$50,993
IN Indiana	37	\$50,636
ME Maine	38	\$50,331
HI Hawaii	39	\$50,099
TN Tennessee	40	\$49,313
NE Nebraska	41	\$49,298
FL Florida	42	\$48,406
KY Kentucky	43	\$48,265
GA Georgia	44	\$48,174
AR Arkansas	45	\$47,529
OK Oklahoma	46	\$46,802
SC South Carolina	47	\$45,712
WV West Virginia	48	\$44,254
MS Mississippi	49	\$43,867
MO Missouri	50	\$42,811

National Average \$58,051
Pennsylvania \$56,140*

SOURCE: "State Government Employment and Payroll", U.S. Department of Commerce, Census Bureau. March 2012 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.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County
July 2014

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

County	Employment	Residence
Adams	176	388
Allegheny	3,743	3,060
Armstrong	226	394
Beaver	307	438
Bedford	264	426
Berks	1,681	1,746
Blair	1,347	1,496
Bradford	230	241
Bucks	681	852
Butler	435	599
Cambria	1,434	2,468
Cameron	103	70
Carbon	215	353
Centre	1,697	1,005
Chester	866	877
Clarion	206	401
Clearfield	1,357	1,305
Clinton	194	407
Columbia	200	547
Crawford	792	924
Cumberland	1,723	4,528
Dauphin	15,853	7,455
Delaware	1,003	1,122
Elk	132	206
Erie	1,678	1,593
Fayette	1,405	1,239
Forest	703	188
Franklin	622	677
Fulton	131	119
Greene	864	562
Huntingdon	1,380	946
Indiana	1,049	926
Jefferson	283	432
Juniata	102	477
Lackawanna	1,917	2,094
Lancaster	836	1,626
Lawrence	313	467
Lebanon	599	993
Lehigh	1,061	853
Luzerne	2,724	3,059

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County (continued)
July 2014

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

County	Employment	Residence
Lycoming	1,464	1,184
Mckean	146	240
Mercer	804	836
Mifflin	109	494
Monroe	376	351
Montgomery	3,279	2,057
Montour	640	245
Northampton	382	589
Northumberland	780	1,490
Perry	386	1,091
Philadelphia	3,231	3,488
Pike	161	135
Potter	168	166
Schuylkill	1,330	1,859
Snyder	936	771
Somerset	1,404	1,108
Sullivan	104	79
Susquehanna	174	284
Tioga	228	234
Union	101	340
Venango	1,274	1,105
Warren	575	591
Washington	520	1,001
Wayne	823	406
Westmoreland	1,819	2,022
Wyoming	115	202
York	575	2,270
Outside PA	1	240
Total	72,437	72,437

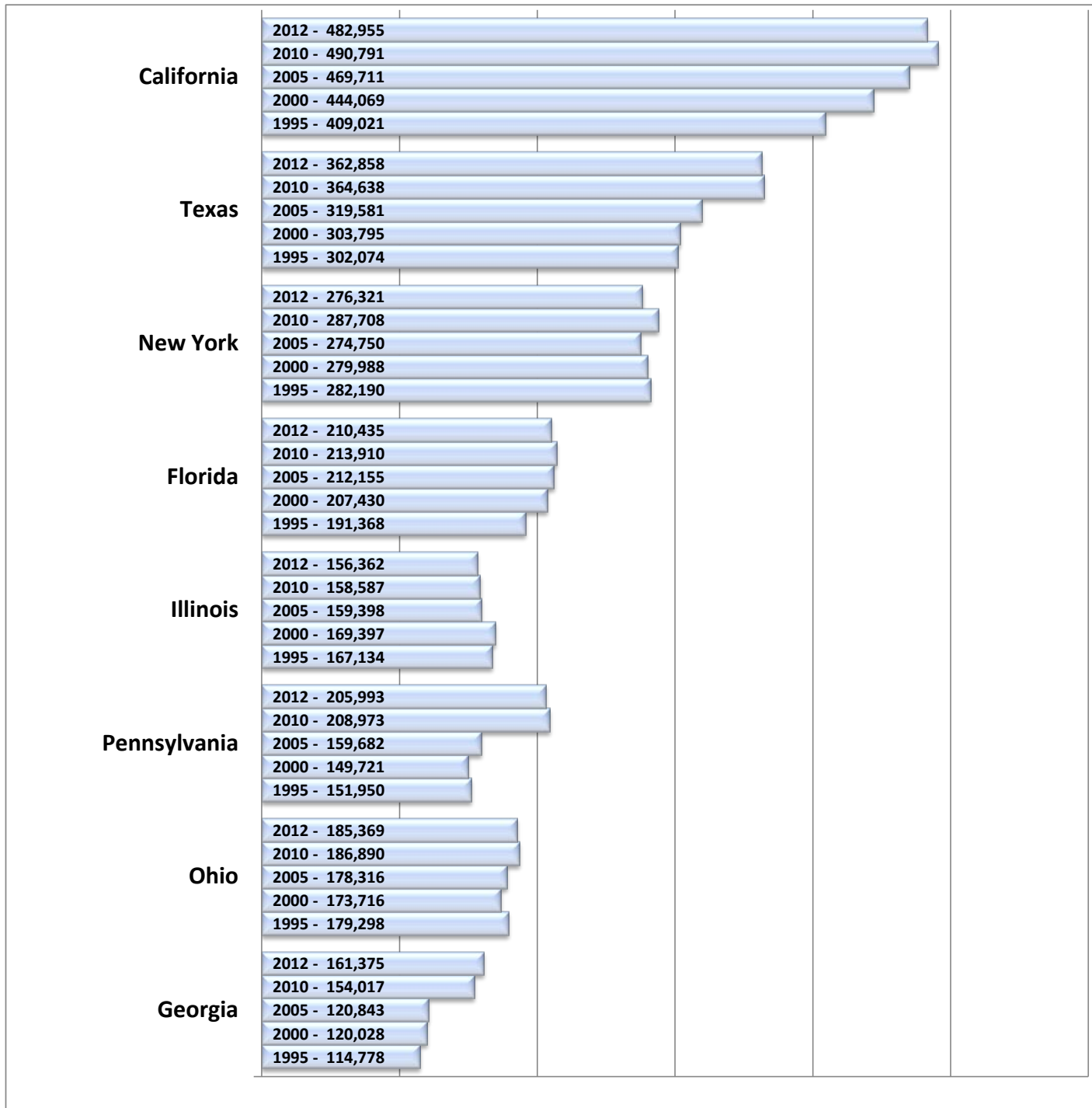
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2014, over half (56.3 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (50.7 percent) of all employees had those four areas as their voting addresses. A total of 240 employees resided outside of the commonwealth's geographic boundaries.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography

*Trend of All State Employment - Eight Most Populous States
(Including employees not under the Governor's jurisdiction)
1995-2012
(GAWFR Table 9)*



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2012 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2013). Includes all full-time and part-time 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 2013, 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 - A computerized data system where the personnel and payroll records of each employee and position in state government are maintained. The information on filled positions does not include positions occupied by incumbents who are in a leave without pay status. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of 2004.

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.