

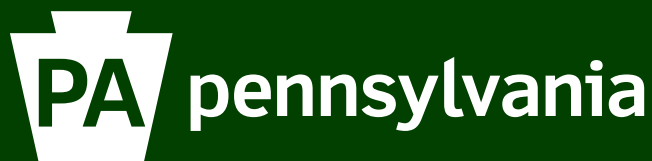
2021

Pennsylvania State Government

Workforce Statistics

Tom Wolf, Governor

Michael Newsome, Secretary of Administration



www.workforcereport.oa.pa.gov

STATE GOVERNMENT WORKFORCE STATISTICS

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STATE GOVERNMENT WORKFORCE STATISTICS
July 2020

Executive Summary

General Pennsylvania Statistics

| | |
|---------------------------------|----------------|
| Pennsylvania Population | 12,801,989 (1) |
| Population | Rank 5th (1) |
| Average Salary of State Workers | Rank 14th (2) |
| State Employees Per Population | Rank 45th (3) |
| Pennsylvania Labor Force | 6,361,000 (4) |

Commonwealth Positions as of June 30, 2020 (5)

| | |
|--|---------------|
| Number of Full-Time and Part-Time Salaried Employees | 72,420 |
| Number of Full-Time and Part-Time Wage Employees | 5,108 |
| Salaried Payroll | \$4.4 Billion |
| Wage Payroll | \$135 Million |

Profile of Full-Time Salaried Employees as of June 30, 2020 (5)

| | |
|--|----------|
| Number of Full-Time Salaried Employees | 72,209 |
| Average Age | 46 |
| Average Length of Service in Years | 11.3 |
| Average Annual Salary | \$60,475 |
| Average Annual Benefits | \$45,700 |
| Average Annual Sick Leave Days | 8.1 |
| Percent Civil Service | 68.4% |
| Percent Represented by Unions | 80.6% |
| Percent Minorities | 15.4% |
| Annual Separation Rate | 8.1% |

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, 2019.
- (2) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2019 (data is the latest available).
- (3) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2019 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, 2019.
- (4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2020" from PA Department of Labor and Industry, Center for Workforce Information and Analysis.
- (5) Under the Governor's jurisdiction only. All data in these sections as of close of business June 30, 2020.

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

Over Ninety 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 |
| 2015 | 72,830 | 6,598 |
| 2019 | 72,429 | 5,813 |
| 2020 | 72,420 | 5,108 |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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. In 2020, total numbers of salaried and wage employees were lower overall than prior years due to the impact of COVID-19.

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 2020

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) | 25,586 * | 2,998 * | 28,584 * | 39.6% * |
| -Other AFSCME units | | 8,485 | 818 | 9,303 | 12.9% |
| -Clerical, Administrative and Fiscal units | | 6,226 | 724 | 6,950 | 9.6% |
| -Maintenance and Trades units | | 6,252 | 1,078 | 7,330 | 10.2% |
| -Human Services units | | 4,623 | 378 | 5,001 | 6.9% |
| *Total of all employees in the four categories | | | | | |
| Pennsylvania State Corrections Officers Association | PSCOA (corrections officers) | 10,503 | 0 | 10,503 | 14.5% |
| Local 668 of the Service Employees International Union | SEIU Local 668 (social workers) | 8,092 | 1,257 | 9,349 | 12.9% |
| Pennsylvania State Troopers Association | PSTA (State Police) | 4,604 | 0 | 4,604 | 6.4% |
| United Food and Commercial Workers | UFCW (liquor store clerks) | 1,502 | 0 | 1,502 | 2.1% |
| Service Employees International Union, Healthcare Pennsylvania | SEIU Healthcare PA (nurses, non-supervisory) | 1,161 | 0 | 1,161 | 1.6% |
| Independent State Store Union | ISSU (liquor store managers) | 0 | 684 | 684 | 0.9% |
| Correctional Institution Vocational Education Association, PSEA | CIVEA (corrections education teachers) | 324 | 0 | 324 | 0.4% |
| Federation of State Cultural and Educational Professionals | FOSCEP (educational and cultural) | 284 | 23 | 307 | 0.4% |
| Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112 | OPEIU (nurse supervisors) | 0 | 231 | 231 | 0.3% |
| United Government Security Officers of America | UGSOA (security officers) | 153 | 23 | 176 | 0.2% |
| Fraternal Order of Police, Lodge 114 (wildlife conservation officers) | FOP (wildlife conservation officers) | 162 | 0 | 162 | 0.2% |
| Pennsylvania Doctors Alliance | PDA (physicians) | 121 | 12 | 133 | 0.2% |
| Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit | PLEA (liquor enforcement officers) | 118 | 0 | 118 | 0.2% |
| Fraternal Order of Police, Capitol Police Lodge 85 | FOP (Capitol Police) | 93 | 0 | 93 | 0.1% |
| Pennsylvania State Rangers Association | PSRA (DCNR rangers) | 89 | 0 | 89 | 0.1% |
| Fraternal Order of Police, Lodge 114 - Fish and Boat Commission | FOP (waterway conservation officers) | 67 | 10 | 77 | 0.1% |
| Local 668 of the Service Employees International Union, Hearing Officers | SEIU Local 668 (unemployment compensation referees) | 0 | 47 | 47 | 0.1% |
| Pennsylvania State Education Association, Hiram G. Andrews Center | PSEA (non-tenured teachers) | 26 | 0 | 26 | 0.0% |
| Commonwealth Bar Association, Public Utility Commission | CBA (PUC attorneys) | 23 | 0 | 23 | 0.0% |
| Alliance of Liquor Enforcement Supervisors | ALES (liquor law enforcement supervisors) | 0 | 27 | 27 | 0.0% |
| Total | | 52,908 | 5,312 | 58,220 | 80.6% |
| Non-Union Employees | | | | 676 | 0.9% |
| Management Employees | | | | 13,313 | 18.4% |
| COMMONWEALTH TOTAL | | | | 72,209 | 100.0% |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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, 2020.

COMMENTS: 80.6 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 2020

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

| Job Category | Employees | Percentage |
|----------------------------|------------------|-------------------|
| Officials/Administrators | 11,142 | 15.43% |
| Professionals | 18,405 | 25.49% |
| Technicians | 2,152 | 2.98% |
| Protective Service Workers | 14,325 | 19.84% |
| Paraprofessionals | 1,513 | 2.10% |
| Office and Clerical | 10,399 | 14.40% |
| Skilled Craft Workers | 3,932 | 5.45% |
| Service/Maintenance | 10,341 | 14.32% |
| Totals | 72,209 | 100% |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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, 2020. Percents shown may not total 100% due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (25.49%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (2.10%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous fourteen reporting years.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Top 25 Employee Classifications
July 2020

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

| Class Title | Number |
|--|---------------|
| Corrections Officer 1 | 6,654 |
| Income Maintenance Caseworker | 4,607 |
| State Police Trooper | 3,373 |
| Transportation Equipment Operator B | 3,233 |
| Clerk Typist 2..... | 1,794 |
| Residential Services Aide*..... | 1,223 |
| Corrections Officer 2..... | 1,120 |
| Clerk Typist 3 | 964 |
| Liquor Store Clerk 1..... | 870 |
| Registered Nurse..... | 857 |
| State Police Corporal..... | 843 |
| Clerk 2 | 772 |
| Parole Agent 2..... | 727 |
| Licensed Practical Nurse | 724 |
| Income Maintenance Casework Supervisor | 722 |
| Maintenance Repairman 2..... | 664 |
| Corrections Officer Trainee..... | 642 |
| Nurse Aide..... | 606 |
| Clerk 3..... | 569 |
| Corrections Officer 3..... | 562 |
| Psychiatric Aide | 556 |
| Transportation Equipment Operator A..... | 531 |
| Liquor Store Clerk 2..... | 511 |
| Highway Foreman 2..... | 507 |
| Police Communications Operator..... | 488 |

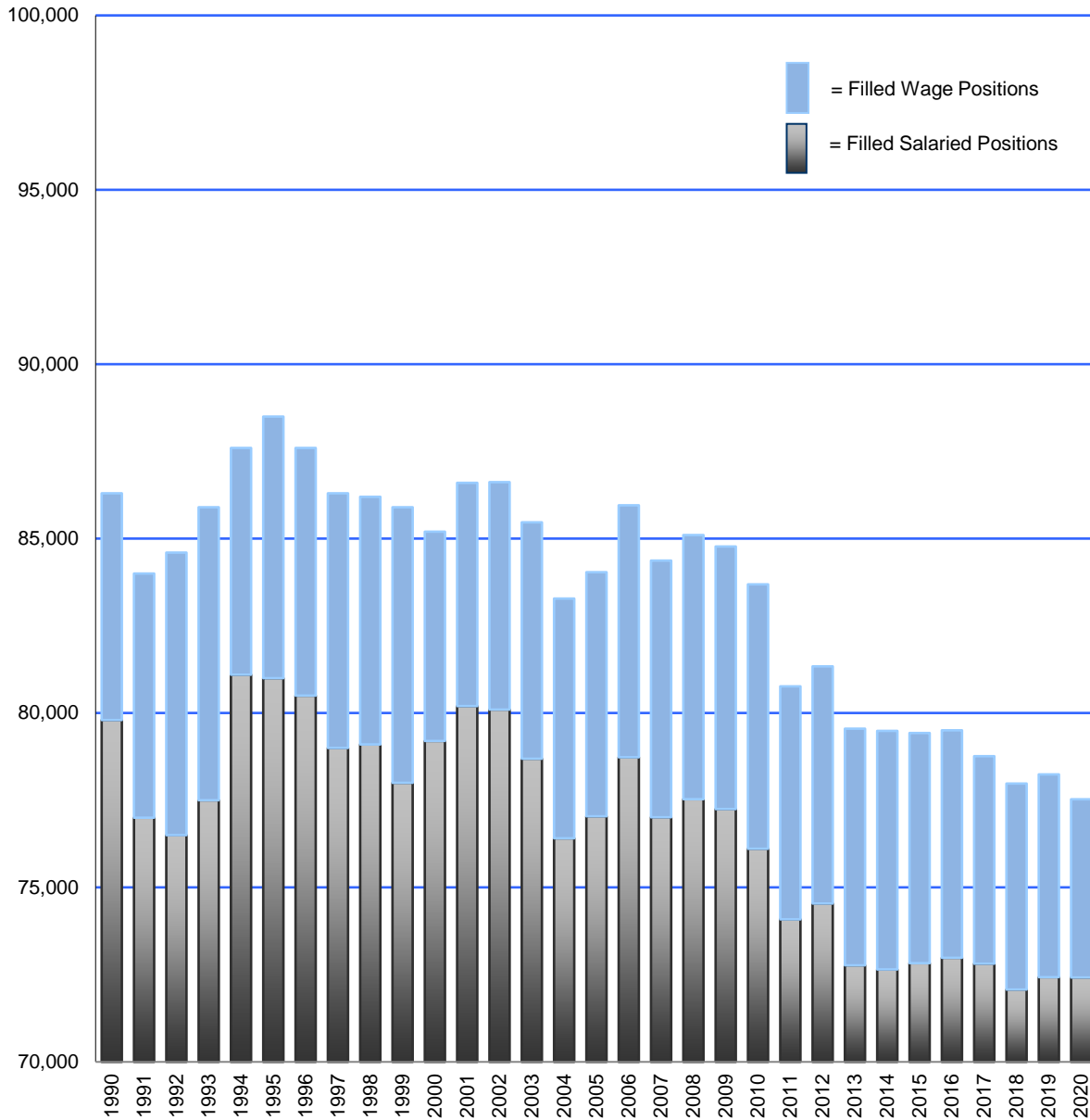
SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,618 different active class titles, 47 percent of the salaried work force (34,119 employees) serve in these 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 7 of 25.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2020

The Trend of Filled Salaried and Wage Positions
July 1990 to July 2020
(GAWFR Table 2)



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

COMMENTS: On July 1, 2020 there were 72,420 filled salaried and 5,108 filled wage positions. Filled salaried positions decreased by 9 and filled wage positions decreased by 705 from the previous year as of the July 1 figures. Total numbers of salaried and wage employees were lower overall than prior years due to the impact of COVID-19.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2020

Historical Filled Salaried and Wage Positions
Fiscal Years 1985 to 2020
(GAWFR Table 3)

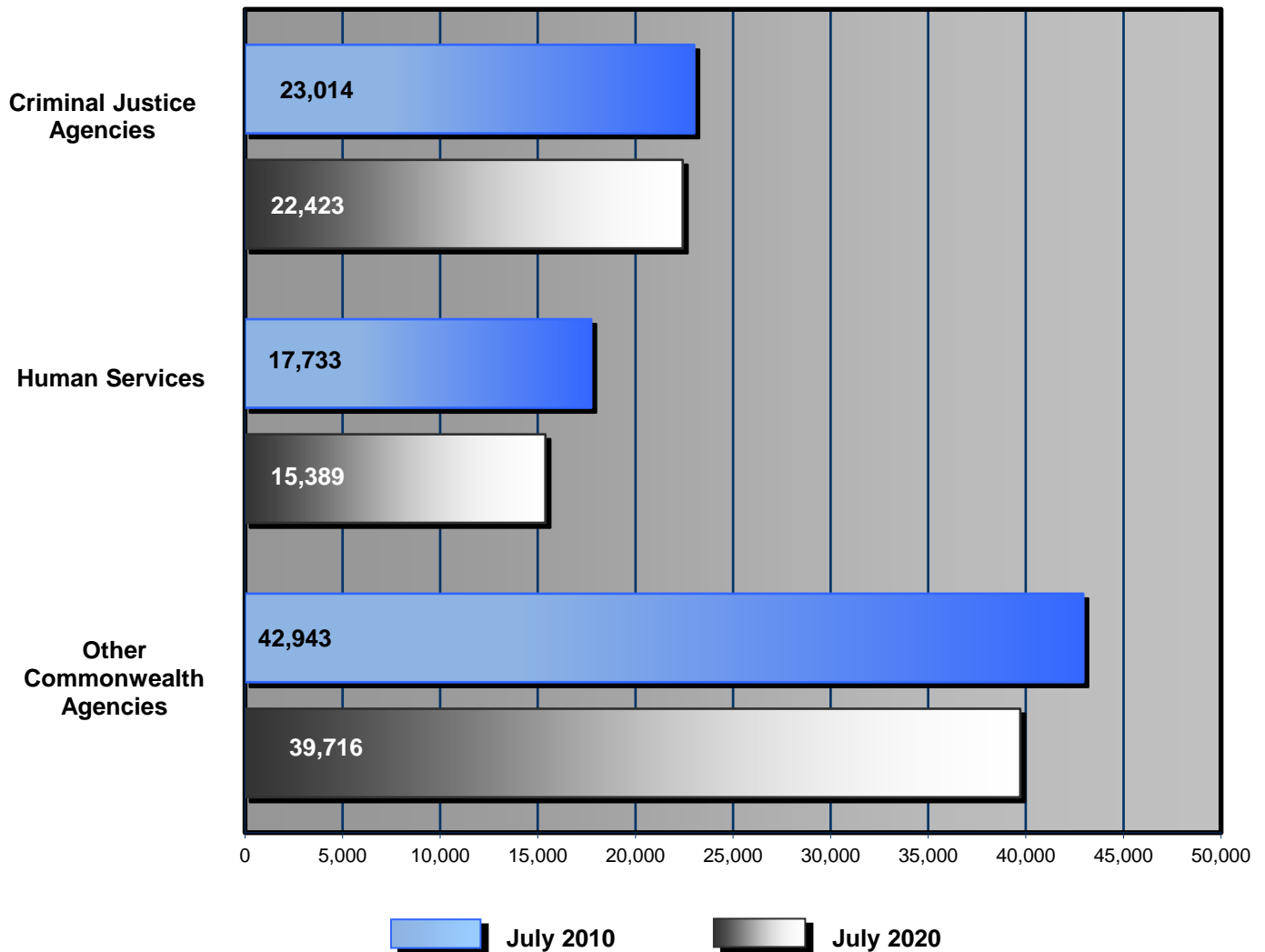
| Date | Salaried Positions | | Wage Positions | |
|-------------|--------------------|---------------|----------------|--------------|
| | January | July | January | July |
| 1985 | 83,678 | 82,869 | 5,796 | 6,582 |
| 1986 | 81,701 | 80,265 | 6,446 | 6,436 |
| 1987 | 79,759 | 79,548 | 5,992 | 6,434 |
| 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 |
| 2015 | 72,833 | 72,830 | 7,114 | 6,598 |
| 2016 | 73,431 | 72,984 | 6,909 | 6,522 |
| 2017 | 73,781 | 72,815 | 5,950 | 5,949 |
| 2018 | 72,582 | 72,074 | 5,737 | 5,905 |
| 2019 | 72,375 | 72,429 | 5,825 | 5,813 |
| 2020 | 73,024 | 72,420 | 5,598 | 5,108 |

NOTE: Includes full-time and part-time filled salaried and wage positions. Per diem positions included with wage.

COMMENTS: On July 1, 2020 there were 72,420 filled salaried and 5,108 filled wage positions. Filled salaried positions decreased by 9 positions from the previous year as of the July 1 figures. Filled wage positions decreased by 705 during the same period. In July 2020, total numbers of salaried and wage employees were lower overall than prior years due to the impact of COVID-19.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2020

Criminal Justice Agencies and Human Services
Ten Year Comparative Complement
July 2010 to 2020
(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 2019-2020

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

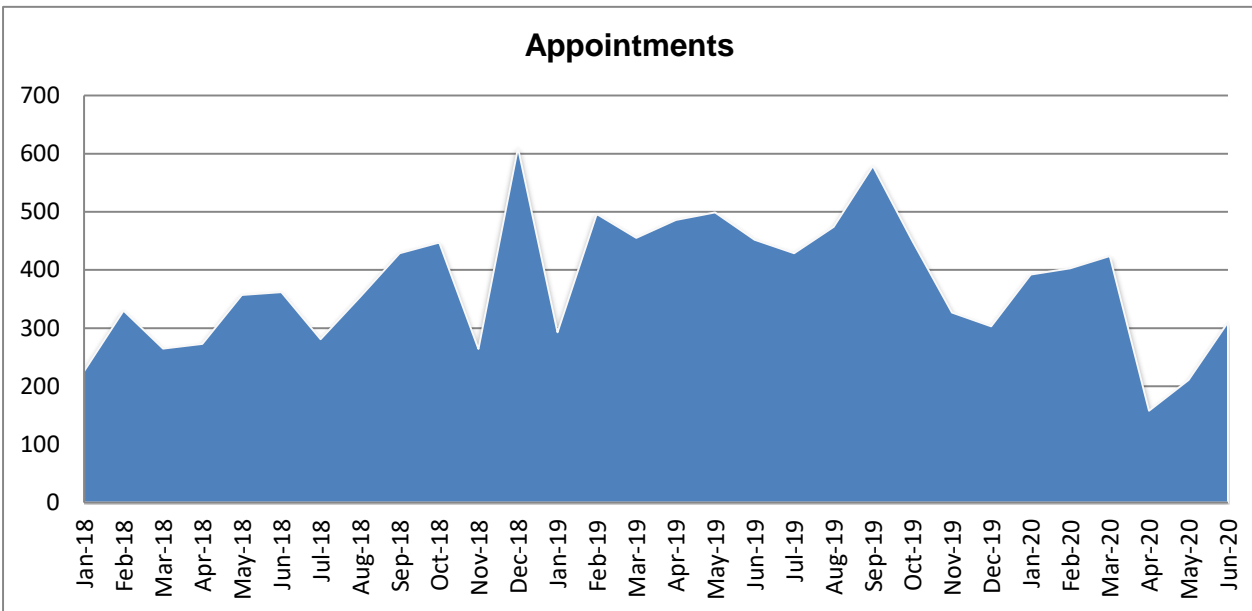
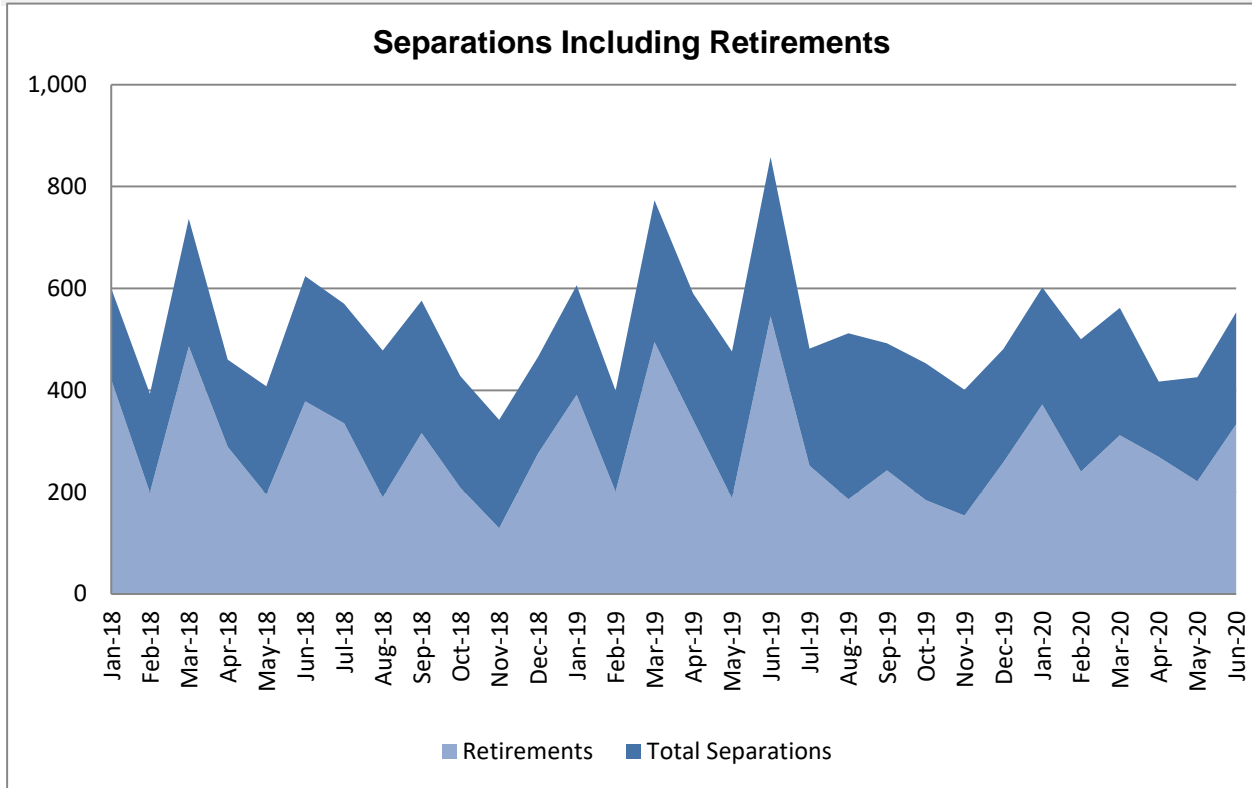
| Union | Retirements | | Resignations | | Other Separations | | Total Separations | |
|---|--------------|-------------|--------------|-------------|-------------------|-------------|-------------------|-------------|
| | Number | Rate | Number | Rate | Number | Rate | Number | Rate |
| AFSCME (Master Agreement/Memorandum) | 1,252 * | 4.4% * | 1,162 * | 4.1% * | 271 * | 0.9% * | 2,685 * | 9.4% * |
| -Clerical, Administrative and Fiscal units | 338 | 3.6% | 230 | 2.5% | 56 | 0.6% | 624 | 6.7% |
| -Maintenance and Trades units | 327 | 4.7% | 269 | 3.9% | 45 | 0.6% | 641 | 9.2% |
| -Human Services units | 230 | 3.1% | 440 | 6.0% | 119 | 1.6% | 789 | 10.8% |
| -Other AFSCME units | 357 | 7.1% | 223 | 4.5% | 51 | 1.0% | 631 | 12.6% |
| <i>* Average for employees in the four categories</i> | | | | | | | | |
| PSCOA (corrections officers) | 474 | 4.5% | 342 | 3.3% | 100 | 1.0% | 916 | 8.7% |
| SEIU Local 668 (social workers) | 263 | 2.8% | 307 | 3.3% | 88 | 0.9% | 658 | 7.0% |
| PSTA (state police) | 165 | 3.6% | 9 | 0.2% | 4 | 0.1% | 178 | 3.9% |
| SEIU Healthcare PA (nurses, non-supervisory) | 59 | 5.1% | 84 | 7.2% | 14 | 1.2% | 157 | 13.5% |
| UFCW (liquor store clerks) | 59 | 3.9% | 67 | 4.5% | 31 | 2.1% | 157 | 10.5% |
| ISSU (liquor store managers) | 41 | 6.0% | 10 | 1.5% | 3 | 0.4% | 54 | 7.9% |
| CIVEA (corrections education teachers) | 15 | 4.6% | 5 | 1.5% | 1 | 0.3% | 21 | 6.5% |
| FOSCEP (educational and cultural) | 16 | 5.2% | 7 | 2.3% | 2 | 0.7% | 25 | 8.1% |
| OPEIU (nurse supervisors) | 10 | 4.3% | 6 | 2.6% | 1 | 0.4% | 17 | 7.4% |
| UGSOA (security officers) | 2 | 1.1% | 13 | 7.4% | 3 | 1.7% | 18 | 10.2% |
| PDA (physicians) | 12 | 9.0% | 1 | 0.8% | 3 | 2.3% | 16 | 12.0% |
| FOP (conservation officers) | 19 | 11.7% | 5 | 3.1% | 1 | 0.6% | 25 | 15.4% |
| FOP (Capitol police) | 3 | 3.2% | 2 | 2.2% | 1 | 1.1% | 6 | 6.5% |
| All Other Unions | 7 | 1.7% | 10 | 2.5% | 1 | 0.2% | 18 | 4.4% |
| Non-Union Employees | 24 | 3.6% | 8 | 1.2% | 1 | 0.1% | 33 | 4.9% |
| Management Employees | 607 | 4.6% | 231 | 1.7% | 58 | 0.4% | 896 | 6.7% |
| COMMONWEALTH TOTAL | 3,028 | 4.2% | 2,269 | 3.1% | 583 | 0.8% | 5,880 | 8.1% |

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. Data includes both rank-and-file and supervisory units unless otherwise noted.

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

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
January 2018 to June 2020
Full-Time Salaried Employees

Historical Appointments and Separation Trends
(GAWFR Table 32)

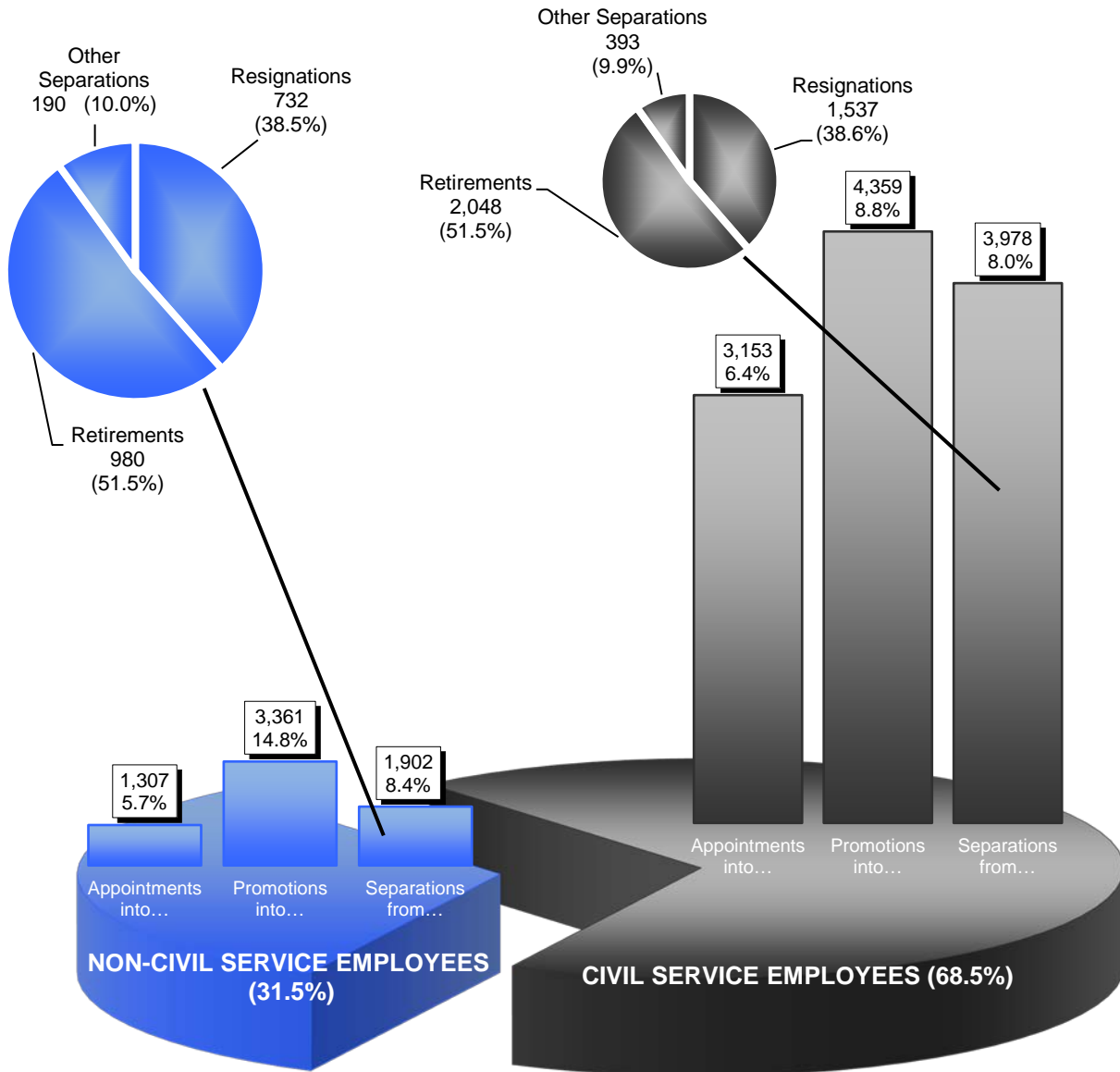


NOTE: Includes full-time, permanent salaried employees. Appointments include employees returned from furlough.

COMMENTS: Over the previous two fiscal years the largest number of separations occurred in June 2019 (858) and was primarily due to retirements. The smallest number of retirements occurred in November 2018 (129). The largest number of appointments occurred in December 2018 (610). The smallest number of appointments occurred in April 2020 (158) due to the COVID-19 pandemic.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2020

Appointments, Separations, and Promotions by Civil Service/Non-Civil Service
Fiscal Year 2019-2020
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 2019-2020 the promotion and separation rates for non-civil service employees were slightly higher than those for civil service employees, while the appointment rates for civil service employees were higher than those for non-civil service employees.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2019-2020
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 | 655 |
| Income Maintenance Caseworker | PSSU | C | 468 |
| Registered Nurse | SEIU | C | 211 |
| Clerk Typist 2 | AFSCME | B | 201 |
| Transportation Equipment Operator A | AFSCME | N | 182 |
| Nurse Aide | AFSCME | B | 172 |
| Licensed Practical Nurse | AFSCME | C | 108 |
| Custodial Worker 1 | AFSCME | N | 91 |
| Food Service Worker 1 | AFSCME | N | 75 |
| Clerk 2 | AFSCME | B | 63 |
| Youth Development Aide | AFSCME | C | 60 |
| Parole Agent 1 | AFSCME | C | 45 |
| Environmental Trainee | AFSCME | C | 43 |
| Civil Engineer Trainee | AFSCME | C | 41 |
| Police Communications Operator | AFSCME | N | 40 |
| Clerk Typist 3 | AFSCME | B | 38 |
| Corrections Food Service Instructor | PSCOA | N | 34 |
| Transportation Equipment Operator Trainee | AFSCME | N | 34 |
| Maintenance Repairman 2 | AFSCME | B | 33 |
| Driver License Examiner Assistant | AFSCME | C | 28 |
| Aide Trainee | AFSCME | C | 28 |
| Automotive Mechanic | AFSCME | B | 26 |
| Corrections Community Center Monitor | PSCOA | N | 26 |
| Disability Claims Adjudicator Trainee | PSSU | C | 25 |
| Driver License Examiner | AFSCME | C | 21 |
| Diesel and Construction Equipment | AFSCME | B | 21 |
| Community Health Nurse | SEIU | C | 21 |

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 14.7 percent of the appointments into salaried positions processed in fiscal year 2019-2020. Of these 25 class titles with the most appointments, 11 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2019-2020

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 | 427 |
| Income Maintenance Caseworker | PSSU | C | 376 |
| Corrections Officer Trainee | PSCOA | C | 239 |
| Clerk Typist 2 | AFSCME | B | 197 |
| Transportation Equipment Operator B | AFSCME | N | 179 |
| Transportation Equipment Operator A | AFSCME | N | 163 |
| Nurse Aide | AFSCME | B | 155 |
| Residential Services Aide | AFSCME | C | 141 |
| Licensed Practical Nurse | AFSCME | C | 136 |
| Registered Nurse | SEIU | C | 120 |
| Liquor Store Clerk 1 | UFCW | C | 112 |
| State Police Trooper | PSTA | N | 84 |
| Custodial Worker 1 | AFSCME | N | 80 |
| Clerk 2 | AFSCME | B | 80 |
| Clerk Typist 3 | AFSCME | B | 78 |
| Food Service Worker 1 | AFSCME | N | 78 |
| Corrections Officer 2 | PSCOA | C | 76 |
| Psychiatric Aide | AFSCME | C | 67 |
| State Police Corporal | PSTA | N | 51 |
| Corrections Food Service Instructor | PSCOA | N | 50 |
| Youth Development Aide | AFSCME | C | 49 |
| Clerk 3 | AFSCME | B | 49 |
| Corrections Officer 3 | MGMT | C | 48 |
| Liquor Store Clerk 2 | UFCW | C | 41 |
| Highway Foreman 2 | AFSCME | N | 40 |

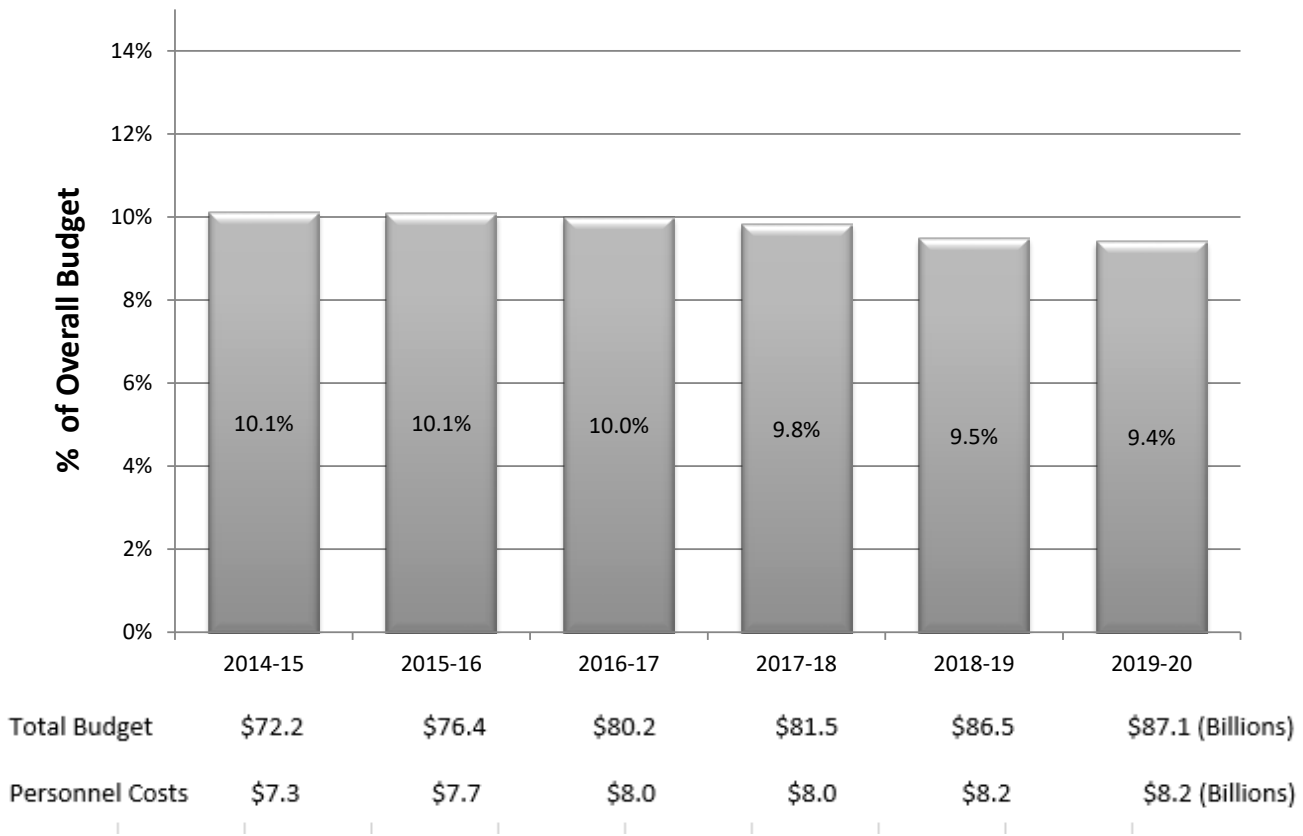
NOTE: Includes all full-time, permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon the duties.

COMMENTS: The Corrections Officer 1 class title had the most separations processed, 7.3 percent of the total in the top 25 category in fiscal year 2019-2020. 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 2014-2015 to 2019-2020

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

Personnel Costs (% of Budget)



SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: The proposed budget consists of planned expenditures as documented on page B5 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: The percentage of personnel costs to state budget this year decreased slightly from last year.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel and Benefit Costs
Since Fiscal Year 2001-2002

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 |
|--------------------|---|--|--|
| 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 | 44.5% |
| 2006-07 | \$45,286 | \$20,927 | 46.2% |
| 2007-08 | \$46,113 | \$21,677 | 47.0% |
| 2008-09 | \$47,821 | \$22,657 | 47.4% |
| 2009-10 | \$49,082 | \$24,912 | 50.8% |
| 2010-11 | \$50,598 | \$25,228 | 49.9% |
| 2011-12 | \$50,229 | \$26,276 | 52.3% |
| 2012-13 | \$51,439 | \$29,499 | 57.4% |
| 2013-14 | \$51,432 | \$33,590 | 65.3% |
| 2014-15 | \$53,924 | \$38,829 | 72.0% |
| 2015-16 | \$53,843 | \$43,360 | 80.5% |
| 2016-17 | \$55,727 | \$44,757 | 80.3% |
| 2017-18 | \$56,823 | \$45,793 | 80.6% |
| 2018-19 | \$58,257 | \$46,249 | 79.4% |
| 2019-20 | \$60,390 | \$45,700 | 75.7% |

SOURCE: Bureau of Employee Benefits, Office of Administration.

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

COMMENTS: Total benefit costs rose from an average of \$13,111 per employee in 2001-2002 to \$45,700 per employee in 2019-2020. Benefits as a percent of salary increased from 31.7 percent in 2001-2002 to 75.7 percent in 2019-2020.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (1 of 2)
Fiscal Years 2001-2002 to 2019-2020

*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 |
|----------------|-------------------------------|----------------------------------|----------------------|---------------|------------------------------|--------------|---------------|--------------|-----------------------------------|------------------------------|----------------------|---|
| 2001-02 | 37.60% | 26.86% | 0.84% | 1.71% | 24.16% | 0.00% | 7.26% | 1.58% | | \$13,111 | \$41,405 | 31.70% |
| 2002-03 | 37.05% | 26.87% | 0.44% | 3.46% | 24.74% | 0.00% | 5.82% | 1.62% | | \$13,328 | \$43,112 | 30.90% |
| 2003-04 | 43.87% | 25.59% | 0.74% | 2.80% | 20.05% | 0.00% | 5.64% | 1.31% | | \$16,307 | \$42,749 | 38.10% |
| 2004-05 | 39.70% | 30.08% | 0.68% | 4.86% | 18.33% | 0.00% | 5.15% | 1.20% | | \$17,739 | \$42,504 | 41.70% |
| 2005-06 | 37.06% | 32.34% | 0.62% | 6.79% | 17.22% | 0.00% | 4.84% | 1.13% | | \$19,353 | \$43,553 | 44.50% |
| 2006-07 | 38.63% | 29.91% | 0.57% | 8.70% | 16.56% | 0.00% | 4.54% | 1.08% | | \$20,927 | \$45,286 | 46.20% |
| 2007-08 | 39.70% | 28.87% | 0.57% | 8.51% | 16.28% | 0.00% | 5.00% | 1.07% | | \$21,677 | \$46,113 | 47.00% |
| 2008-09 | 42.01% | 27.63% | 0.49% | 8.44% | 16.15% | 0.00% | 4.64% | 0.63% | | \$22,657 | \$47,821 | 47.40% |
| 2009-10 | 41.88% | 25.12% | 0.45% | 7.88% | 15.07% | 3.75% | 4.63% | 1.22% | | \$24,912 | \$49,082 | 50.76% |
| 2010-11 | 42.54% | 23.10% | 0.44% | 10.03% | 15.34% | 2.81% | 4.71% | 1.02% | | \$25,228 | \$50,598 | 49.90% |
| 2011-12 | 37.22% | 23.82% | 0.46% | 15.29% | 14.62% | 3.06% | 4.59% | 0.86% | 0.08% | \$26,277 | \$50,229 | 52.30% |
| 2012-13 | 34.48% | 23.43% | 0.41% | 20.16% | 13.34% | 2.79% | 4.53% | 0.78% | 0.08% | \$29,499 | \$51,439 | 57.35% |
| 2013-14 | 32.67% | 23.45% | 0.35% | 24.54% | 11.87% | 2.64% | 3.73% | 0.70% | 0.06% | \$33,972 | \$52,655 | 64.43% |
| 2014-15 | 30.56% | 22.43% | 0.30% | 27.97% | 10.62% | 2.57% | 4.86% | 0.63% | 0.05% | \$38,829 | \$53,924 | 72.01% |
| 2015-16 | 27.37% | 25.14% | 0.27% | 30.29% | 9.50% | 2.48% | 4.35% | 0.56% | 0.04% | \$43,360 | \$53,843 | 80.53% |
| 2016-17 | 26.51% | 21.09% | 0.26% | 35.65% | 9.52% | 2.49% | 3.86% | 0.56% | 0.04% | \$44,757 | \$55,727 | 80.30% |
| 2017-18 | 26.94% | 17.09% | 0.24% | 40.12% | 9.49% | 2.23% | 3.29% | 0.56% | 0.05% | \$45,793 | \$56,823 | 80.59% |
| 2018-19 | 27.41% | 16.92% | 0.23% | 40.07% | 9.64% | 2.27% | 2.83% | 0.57% | 0.06% | \$46,249 | \$58,257 | 79.39% |
| 2019-20 | 27.73% | 13.14% | 0.24% | 42.78% | 10.11% | 2.38% | 2.97% | 0.59% | 0.06% | \$45,700 | \$60,390 | 75.67% |

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (2 of 2)
Fiscal Years 2001-2002 to 2019-2020

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 |
|----------------|-------------------------------|----------------------------------|----------------------|-----------------|------------------------------|----------------|----------------|--------------|-----------------------------------|------------------------------|----------------------|---|
| 2001-02 | \$4,930 | \$3,521 | \$110 | \$224 | \$3,167 | \$0 | \$952 | \$207 | | \$13,111 | \$41,405 | 31.70% |
| 2002-03 | \$4,938 | \$3,581 | \$58 | \$461 | \$3,298 | \$0 | \$776 | \$216 | | \$13,328 | \$43,112 | 30.90% |
| 2003-04 | \$7,154 | \$4,173 | \$120 | \$457 | \$3,270 | \$0 | \$919 | \$214 | | \$16,307 | \$42,749 | 38.10% |
| 2004-05 | \$7,042 | \$5,336 | \$120 | \$863 | \$3,251 | \$0 | \$914 | \$213 | | \$17,739 | \$42,504 | 41.70% |
| 2005-06 | \$7,172 | \$6,259 | \$120 | \$1,315 | \$3,332 | \$0 | \$937 | \$218 | | \$19,353 | \$43,553 | 44.50% |
| 2006-07 | \$8,085 | \$6,259 | \$120 | \$1,820 | \$3,465 | \$0 | \$951 | \$226 | | \$20,927 | \$45,286 | 46.20% |
| 2007-08 | \$8,606 | \$6,259 | \$124 | \$1,845 | \$3,528 | \$0 | \$1,084 | \$231 | | \$21,677 | \$46,113 | 46.50% |
| 2008-09 | \$9,519 | \$6,259 | \$112 | \$1,913 | \$3,658 | \$0 | \$1,052 | \$143 | | \$22,657 | \$47,821 | 47.40% |
| 2009-10 | \$10,432 | \$6,259 | \$112 | \$1,963 | \$3,755 | \$933 | \$1,153 | \$304 | | \$24,912 | \$49,082 | 50.76% |
| 2010-11 | \$10,732 | \$5,827 | \$112 | \$2,530 | \$3,871 | \$708 | \$1,189 | \$258 | | \$25,228 | \$50,598 | 49.86% |
| 2011-12 | \$9,780 | \$6,259 | \$122 | \$4,018 | \$3,842 | \$804 | \$1,205 | \$226 | \$20 | \$26,277 | \$50,229 | 52.30% |
| 2012-13 | \$10,171 | \$6,911 | \$122 | \$5,948 | \$3,935 | \$823 | \$1,337 | \$231 | \$20 | \$29,499 | \$51,439 | 57.40% |
| 2013-14 | \$11,084 | \$7,954 | \$118 | \$8,327 | \$4,028 | \$895 | \$1,264 | \$237 | \$20 | \$33,927 | \$52,655 | 64.40% |
| 2014-15 | \$11,866 | \$8,711 | \$118 | \$10,861 | \$4,125 | \$998 | \$1,887 | \$243 | \$20 | \$38,829 | \$53,924 | 72.01% |
| 2015-16 | \$11,866 | \$10,901 | \$118 | \$13,132 | \$4,119 | \$1,077 | \$1,885 | \$242 | \$20 | \$43,360 | \$53,843 | 80.53% |
| 2016-17 | \$11,866 | \$9,441 | \$118 | \$15,957 | \$4,263 | \$1,115 | \$1,728 | \$251 | \$20 | \$44,757 | \$55,727 | 80.30% |
| 2017-18 | \$12,336 | \$7,824 | \$108 | \$18,373 | \$4,347 | \$1,023 | \$1,506 | \$256 | \$21 | \$45,793 | \$56,823 | 80.59% |
| 2018-19 | \$12,675 | \$7,824 | \$108 | \$18,533 | \$4,457 | \$1,049 | \$1,311 | \$262 | \$29 | \$46,249 | \$58,257 | 79.39% |
| 2019-20 | \$12,675 | \$5,998 | \$108 | \$19,552 | \$4,620 | \$1,087 | \$1,359 | \$272 | \$29 | \$45,700 | \$60,390 | 75.67% |

SOURCE: Bureau of Employee Benefits, 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.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Salary by Agency
July 2020

Agency Comparison of Average Salary
(GAWFR Table 39)

| Agency | Average Salary |
|--|-----------------------|
| Aging | \$73,920 |
| Agriculture | \$60,133 |
| Banking and Securities | \$72,017 |
| Civil Service Commission | \$78,881 |
| Community and Economic Development | \$77,311 |
| Conservation and Natural Resources | \$57,776 |
| Corrections. | \$64,659 |
| Drug and Alcohol Programs | \$68,667 |
| Education | \$71,832 |
| Emergency Management Agency. | \$65,566 |
| Environmental Protection | \$67,855 |
| Executive Offices. | \$73,374 |
| Fish and Boat Commission | \$56,369 |
| Game Commission. | \$57,679 |
| General Services | \$58,400 |
| Health. | \$67,534 |
| Historical and Museum Commission | \$62,520 |
| Human Services. | \$52,945 |
| Insurance | \$74,148 |
| Labor and Industry | \$58,390 |
| Liquor Control Board | \$46,363 |
| Military and Veterans Affairs | \$49,666 |
| Milk Marketing Board | \$67,772 |
| Municipal Retirement System | \$67,576 |
| Probation and Parole Board | \$66,438 |
| Public School Employees' Retirement System | \$81,616 |
| Public Utility Commission | \$76,086 |
| Revenue | \$59,315 |
| State | \$61,949 |
| State Employees' Retirement System | \$71,966 |
| State Police | \$80,311 |
| Transportation | \$51,558 |
| COMMONWEALTH AVERAGE | \$60,475 |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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 2020, the highest average salary was in Public School Employees' Retirement System and the lowest was in the Liquor Control Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Compensation by Union
July 2020

Comparison of Average Annual Compensation by Union
Fiscal Year 2019-2020
(GAWFR Table 23)

| Union | Average Annual Salary | Average Annual Benefit Costs | Average Total Annual Compensation | Average Annual Overtime Costs |
|---|-----------------------|------------------------------|-----------------------------------|-------------------------------|
| AFSCME (Master Agreement/Memorandum) | \$45,725 | \$38,978 | \$86,425 | \$2,821 |
| -Clerical, Administrative, and Fiscal units | \$41,312 | \$36,349 | \$77,661 | \$826 |
| -Maintenance and Trades units | \$43,492 | \$37,311 | \$80,803 | \$4,696 |
| -Human Services units | \$41,182 | \$35,952 | \$77,134 | \$5,145 |
| -Other AFSCME units | \$58,517 | \$43,969 | \$102,486 | \$1,674 |
| ALES (liquor enforcement officers) | \$73,860 | \$55,903 | \$129,763 | \$1,384 |
| CBA (PUC attorneys) | \$88,077 | \$55,912 | \$143,989 | - |
| CIVEA (corrections education teachers) | \$70,813 | \$51,746 | \$122,559 | \$1,170 |
| FOP (Capitol Police) | \$65,880 | \$48,438 | \$114,318 | \$6,253 |
| FOP (waterways conservation officers) | \$55,443 | \$44,689 | \$100,132 | \$6,355 |
| FOP (wildlife conservation officers) | \$59,223 | \$46,119 | \$105,342 | \$8,391 |
| FOSCEP (educational and cultural) | \$67,770 | \$48,462 | \$116,232 | \$292 |
| ISSU (liquor store managers) | \$48,781 | \$40,201 | \$88,982 | \$1,720 |
| OPEIU (nurse supervisors) | \$90,711 | \$59,408 | \$150,119 | \$10,623 |
| PDA (physicians) | \$153,077 | \$82,848 | \$235,925 | \$24,536 |
| PLEA (liquor enforcement officers) | \$55,880 | \$43,252 | \$99,132 | \$1,026 |
| PSCOA (corrections officers) | \$61,171 | \$46,115 | \$107,286 | \$9,768 |
| PSEA (non-tenured teachers) | \$71,451 | \$49,251 | \$120,702 | - |
| PSRA (state park rangers) | \$57,856 | \$46,603 | \$104,459 | \$3,769 |
| PSTA (State Police) | \$89,954 | \$100,156 | \$190,110 | \$6,490 |
| SEIU Healthcare PA (nurses, non-supervisory) | \$79,392 | \$51,993 | \$131,385 | \$10,509 |
| SEIU Local 668 (social workers) | \$55,131 | \$42,175 | \$97,306 | \$1,109 |
| SEIU Local 668 (unemployment compensation referees) | \$82,809 | \$57,440 | \$140,249 | \$887 |
| UFCW (liquor store clerks) | \$34,301 | \$33,006 | \$67,307 | \$1,752 |
| UGSOA (security officers) | \$40,107 | \$35,330 | \$75,437 | \$5,271 |
| Non-Union Employees | \$76,475 | \$53,852 | \$130,327 | \$1,984 |
| Management Employees | \$80,536 | \$55,298 | \$135,834 | \$1,156 |
| COMMONWEALTH AVERAGE | \$60,390 | \$45,700 | \$106,090 | \$3,702 |

SOURCE: Bureau of Employee Benefits and Bureau of Classification and Pay, 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 \$235,925 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$67,307 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 \$33,006 for UFCW liquor store clerks to \$100,156 for PSTA.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2020

Overtime Costs by Agency
Fiscal Years 2015-2016 to 2019-2020
(GAWFR Tables 42a and 42b)

| a. Average Overtime Expenditure Per Employee | | | | | |
|---|----------------|----------------|----------------|----------------|----------------|
| AGENCY | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
| Corrections | \$6,732 | \$6,525 | \$6,484 | \$7,850 | \$6,707 |
| Emergency Management Agency | \$2,640 | \$2,204 | \$2,319 | \$2,895 | \$5,455 |
| State Police | \$4,178 | \$4,986 | \$5,010 | \$5,387 | \$4,986 |
| Transportation | \$4,032 | \$4,658 | \$5,184 | \$5,551 | \$4,166 |
| Health | \$667 | \$1,381 | \$1,461 | \$2,085 | \$3,215 |
| Human Services | \$2,249 | \$2,222 | \$2,531 | \$2,873 | \$3,175 |
| Game Commission | \$2,065 | \$2,256 | \$2,455 | \$2,977 | \$2,984 |
| Fish and Boat Commission | \$1,948 | \$2,365 | \$1,941 | \$2,164 | \$2,748 |
| Labor and Industry | \$752 | \$807 | \$1,229 | \$1,491 | \$2,511 |
| Military and Veterans Affairs | \$1,340 | \$1,706 | \$1,950 | \$2,203 | \$2,463 |
| General Services | \$1,365 | \$1,637 | \$1,598 | \$2,141 | \$1,765 |
| Liquor Control Board | \$1,348 | \$1,960 | \$1,494 | \$1,531 | \$1,468 |
| Agriculture | \$1,516 | \$1,333 | \$1,428 | \$1,509 | \$1,408 |
| Conservation and Natural Resources | \$2,102 | \$1,877 | \$2,120 | \$2,085 | \$1,304 |
| Insurance | \$979 | \$1,474 | \$1,399 | \$1,373 | \$965 |
| Public School Employees' Retirement System | \$969 | \$989 | \$1,290 | \$1,009 | \$870 |
| State Employees' Retirement System | \$204 | \$59 | \$319 | \$686 | \$707 |
| Drug and Alcohol Programs | \$468 | \$609 | \$1,022 | \$364 | \$521 |
| State | \$370 | \$673 | \$723 | \$1,025 | \$514 |
| All Other Agencies | \$357 | \$357 | \$207 | \$295 | \$245 |
| COMMONWEALTH AVERAGE | \$3,139 | \$3,334 | \$3,490 | \$4,006 | \$3,702 |

| b. Total Overtime Expenditure Per Agency | | | | | |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| AGENCY | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
| Corrections | \$100,566,664 | \$99,202,500 | \$97,556,762 | \$119,253,320 | \$108,126,854 |
| Human Services | \$35,996,275 | \$35,635,903 | \$39,401,577 | \$44,326,237 | \$48,564,949 |
| Transportation | \$45,452,322 | \$52,545,427 | \$58,281,755 | \$62,287,647 | \$46,393,887 |
| State Police | \$26,448,025 | \$30,671,352 | \$30,940,042 | \$33,827,327 | \$31,509,071 |
| Labor and Industry | \$3,409,049 | \$3,332,623 | \$4,888,736 | \$5,881,459 | \$9,969,752 |
| Military and Veterans Affairs | \$2,996,947 | \$3,851,249 | \$4,397,622 | \$4,948,322 | \$5,559,536 |
| Liquor Control Board | \$4,109,750 | \$6,063,114 | \$4,656,768 | \$4,805,496 | \$4,601,131 |
| Health | \$742,064 | \$1,590,101 | \$1,630,121 | \$2,301,465 | \$3,581,103 |
| Game Commission | \$1,461,785 | \$1,509,401 | \$1,605,624 | \$1,970,916 | \$2,056,221 |
| Conservation and Natural Resources | \$2,776,960 | \$2,452,694 | \$2,689,987 | \$2,608,932 | \$1,634,392 |
| General Services | \$1,179,221 | \$1,396,102 | \$1,329,436 | \$1,773,139 | \$1,454,592 |
| Fish and Boat Commission | \$749,916 | \$886,838 | \$702,487 | \$765,902 | \$994,639 |
| Emergency Management Agency | \$491,099 | \$394,567 | \$398,935 | \$477,715 | \$916,517 |
| Agriculture | \$900,385 | \$794,423 | \$843,826 | \$882,988 | \$818,323 |
| Public School Employees' Retirement System | \$272,312 | \$284,794 | \$387,027 | \$314,885 | \$280,046 |
| State | \$173,717 | \$316,916 | \$334,840 | \$504,396 | \$254,815 |
| Insurance | \$221,146 | \$331,586 | \$317,531 | \$315,720 | \$238,244 |
| State Employees' Retirement System | \$34,429 | \$9,855 | \$51,335 | \$120,760 | \$129,334 |
| Drug and Alcohol Programs | \$32,283 | \$40,176 | \$63,373 | \$25,134 | \$40,623 |
| All Other Agencies | \$3,171,574 | \$3,145,246 | \$1,799,711 | \$2,567,369 | \$1,997,213 |
| COMMONWEALTH TOTAL | \$231,185,923 | \$244,454,867 | \$252,277,495 | \$289,959,129 | \$269,121,242 |

SOURCE/NOTE: Office of Administration, Salary 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 2019-2020 in overtime.

COMMENTS: Total overtime costs in fiscal year 2019-20 decreased by 7.2% from the previous year. Significant differences in overtime costs by agency can be attributed to the COVID-19 pandemic.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Fiscal Year 2019-2020

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) | 16.2* | \$3,001* | 10.0* | \$1,787* | 45.1* | \$8,048* |
| - Clerical, Administrative, and Fiscal units | 16.2 | \$2,897 | 9.7 | \$1,675 | 43.5 | \$7,488 |
| - Maintenance and Trades units | 16.8 | \$2,877 | 11.9 | \$2,004 | 53.9 | \$8,962 |
| - Human Services units | 15.0 | \$2,411 | 10.2 | \$1,588 | 43.3 | \$6,688 |
| *Average for all employees in the three categories | | | | | | |
| PSCOA (corrections officers)** | 21.8 | \$5,326 | 4.9 | \$1,313 | 47.7 | \$11,569 |
| SEIU Local 668 (social workers) | 16.0 | \$3,453 | 9.1 | \$1,929 | 42.6 | \$8,975 |
| PSTA (state police) | 13.0 | \$4,774 | 2.7 | \$940 | 33.1 | \$11,797 |
| SEIU Healthcare PA (nurses, non-supervisory) | 16.5 | \$5,023 | 9.5 | \$2,871 | 43.6 | \$12,904 |
| UFCW (liquor store clerks) | 13.0 | \$1,789 | 10.8 | \$1,459 | 51.8 | \$6,882 |
| ISSU (liquor store managers) | 15.9 | \$3,038 | 10.8 | \$2,084 | 55.2 | \$10,392 |
| CIVEA (corrections education teachers) | 17.2 | \$4,182 | 9.7 | \$2,374 | 42.3 | \$10,100 |
| FOSCEP (educational and cultural) | 15.6 | \$4,273 | 7.5 | \$1,997 | 36.6 | \$9,802 |
| OPEIU (nurses, supervisory) | 19.9 | \$6,887 | 10.6 | \$3,678 | 46.0 | \$15,825 |
| UGSOA (security officers) | 14.0 | \$2,165 | 7.7 | \$1,121 | 32.7 | \$4,900 |
| PDA (physicians) | 15.9 | \$8,968 | 9.1 | \$5,143 | 43.2 | \$24,138 |
| FOP (wildlife conservation officers) | 16.1 | \$3,862 | 4.8 | \$1,214 | 34.6 | \$8,241 |
| FOP (capitol police officers) | 15.4 | \$4,144 | 8.1 | \$2,084 | 43.7 | \$11,281 |
| PLEA (liquor enforcement officers) | 13.2 | \$2,886 | 6.3 | \$1,338 | 34.2 | \$7,407 |
| Non-Union Employees | 17.4 | \$5,141 | 7.1 | \$2,033 | 37.5 | \$10,932 |
| Management Employees | 16.4 | \$5,109 | 8.1 | \$2,408 | 37.6 | \$11,464 |
| COMMONWEALTH AVERAGE | 16.6 | \$3,917 | 8.1 | \$1,803 | 42.4 | \$9,608 |

SOURCE/NOTE: SAP Wage Type report 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. Unions representing fewer than 100 employees are not listed. "Other Paid Leaves" include personal, work-related disability, compensatory, administrative, civil, military, educational, and stress leave. Holidays include 11 holidays except for liquor store clerks, liquor store managers (8 holidays for employees hired after October 11, 2016), game conservation officers, nurses and physicians (10 holidays), and state police (12 holidays). Data includes both rank-and-file and supervisory staff, unless otherwise noted.

**This bargaining unit has combined leave, and only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: The lowest average annual leave use was noted in PSTA (state police) and UFCW (liquor store clerks) at 13.0 days per employee. The highest average annual leave use was noted in PSCOA (corrections officers) at 21.8 days per employee. The lowest average sick leave use was noted in the PSTA (state police) at 2.7 days per employee. The highest average sick leave use was noted in UFCW (liquor store clerks) and ISSU (liquor store managers) at 10.8 days per employee. The lowest average of total paid leave use was noted in UGSOA (security officers) at 32.7 days per employee. The highest average of total paid leave use was noted in ISSU (liquor store managers) at 55.2 days per employee.

Total paid leave usage, which also includes paid office closings, was higher overall than prior years due to the impact of COVID-19 worksite closures and mandatory quarantines.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2020

Overtime Hours by Agency
5-Year Comparison
Fiscal Years 2015-2016 to 2019-2020
(GAWFR Tables 41a and 41b)

| a. Average Overtime Hours Per Employee | | | | | |
|---|----------------|----------------|----------------|----------------|----------------|
| AGENCY | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
| Corrections | 182 | 171 | 167 | 192 | 162 |
| Emergency Management Agency | 76 | 64 | 62 | 75 | 136 |
| Transportation | 137 | 157 | 171 | 176 | 128 |
| Military and Veterans Affairs | 71 | 84 | 89 | 92 | 99 |
| Human Services | 79 | 78 | 84 | 90 | 95 |
| State Police | 81 | 94 | 94 | 100 | 91 |
| Game Commission | 67 | 74 | 75 | 89 | 88 |
| Fish and Boat Commission | 67 | 81 | 66 | 74 | 81 |
| Liquor Control Board | 59 | 91 | 78 | 78 | 75 |
| Labor and Industry | 23 | 23 | 35 | 41 | 68 |
| Health | 17 | 33 | 33 | 46 | 67 |
| General Services | 45 | 51 | 51 | 64 | 50 |
| Agriculture | 57 | 51 | 54 | 55 | 50 |
| Conservation and Natural Resources | 73 | 68 | 71 | 69 | 46 |
| Public School Employees' Retirement System | 31 | 32 | 40 | 30 | 24 |
| Insurance | 23 | 36 | 35 | 34 | 22 |
| State Employees' Retirement System | 7 | 2 | 9 | 20 | 20 |
| State | 13 | 22 | 23 | 33 | 16 |
| Drug and Alcohol Programs | 11 | 13 | 22 | 9 | 13 |
| All Other Agencies | 12 | 11 | 7 | 10 | 8 |
| COMMONWEALTH AVERAGE | 93 | 98 | 101 | 110 | 99 |

| b. Total Overtime Hours Per Agency | | | | | |
|--|------------------|------------------|------------------|------------------|------------------|
| AGENCY | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
| Corrections | 2,720,995 | 2,607,037 | 2,510,351 | 2,912,670 | 2,616,295 |
| Human Services | 1,261,690 | 1,245,571 | 1,303,607 | 1,394,791 | 1,458,778 |
| Transportation | 1,549,186 | 1,769,011 | 1,917,317 | 1,978,250 | 1,429,081 |
| State Police | 511,787 | 575,214 | 581,616 | 626,598 | 575,196 |
| Labor and Industry | 102,214 | 96,249 | 139,007 | 162,461 | 269,047 |
| Liquor Control Board | 179,683 | 280,636 | 241,660 | 244,874 | 234,213 |
| Military and Veterans Affairs | 158,995 | 189,789 | 201,598 | 206,512 | 222,948 |
| Health | 19,336 | 37,976 | 36,563 | 51,203 | 74,522 |
| Game Commission | 47,476 | 49,374 | 49,276 | 58,933 | 60,386 |
| Conservation and Natural Resources | 96,311 | 88,358 | 90,588 | 85,906 | 57,080 |
| General Services | 39,026 | 43,763 | 42,351 | 53,057 | 41,334 |
| Fish and Boat Commission | 25,757 | 30,378 | 24,026 | 26,236 | 29,264 |
| Agriculture | 33,861 | 30,273 | 32,115 | 32,203 | 29,074 |
| Emergency Management Agency | 14,044 | 11,403 | 10,625 | 12,392 | 22,835 |
| Public School Employees' Retirement System | 8,647 | 9,332 | 11,920 | 9,479 | 7,881 |
| State | 6,187 | 10,393 | 10,712 | 16,191 | 7,719 |
| Insurance | 5,247 | 8,049 | 7,998 | 7,710 | 5,484 |
| State Employees' Retirement System | 1,144 | 307 | 1,461 | 3,437 | 3,728 |
| Drug and Alcohol Programs | 775 | 856 | 1,347 | 591 | 1,003 |
| All Other Agencies | 103,045 | 100,834 | 64,987 | 84,360 | 65,060 |
| COMMONWEALTH TOTAL | 6,885,406 | 7,184,803 | 7,279,125 | 7,967,854 | 7,210,928 |

SOURCE/NOTE: Office of Administration, Salary 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 2019-2020 in overtime.

COMMENTS: Total overtime hours in fiscal year 2019-20 decreased by 9.5% from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2019-20, a 10.2% decrease from 2018-19. Significant differences in overtime hours by agency can be attributed to the COVID-19 pandemic.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2020**

*Average Sick Leave Use and Costs Per Employee by Agency
Fiscal Years 2015-2016 to 2019-2020
(GAWFR Table 43)*

| Agency | Sick Leave Days | | | | | Sick Leave Costs | | | | |
|--|-----------------|------------|------------|------------|------------|------------------|----------------|----------------|----------------|----------------|
| | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 |
| Aging | 10.1 | 9.2 | 9.7 | 9.0 | 8.6 | \$2,472 | \$2,254 | \$2,431 | \$2,324 | \$2,287 |
| Agriculture | 8.8 | 9.4 | 9.0 | 8.5 | 7.8 | \$1,621 | \$1,799 | \$1,839 | \$1,749 | \$1,636 |
| Banking & Securities | 8.7 | 4.9 | 8.4 | 8.1 | 7.3 | \$2,064 | \$1,193 | \$2,175 | \$2,171 | \$2,026 |
| Civil Service Commission | 10.1 | 9.3 | 9.7 | 8.9 | 9.1 | \$2,269 | \$2,136 | \$2,236 | \$2,120 | \$2,551 |
| Community and Economic Development | 8.7 | 8.9 | 8.8 | 8.5 | 6.8 | \$2,067 | \$2,151 | \$2,249 | \$2,296 | \$1,857 |
| Conservation and Natural Resources | 8.7 | 10.8 | 9.2 | 9.0 | 8.0 | \$1,831 | \$2,148 | \$1,884 | \$1,903 | \$1,731 |
| Corrections* | 6.9 | 6.8 | 6.8 | 6.7 | 6.7 | \$1,668 | \$1,686 | \$1,735 | \$1,791 | \$1,804 |
| Drug and Alcohol Programs | 9.5 | 10.3 | 9.7 | 10.0 | 8.5 | \$2,169 | \$2,516 | \$2,335 | \$2,455 | \$2,244 |
| Education | 9.4 | 9.2 | 9.1 | 8.7 | 7.9 | \$2,298 | \$2,246 | \$2,314 | \$2,238 | \$2,120 |
| Emergency Management Agency | 7.7 | 8.6 | 8.6 | 9.1 | 8.3 | \$1,623 | \$1,851 | \$1,917 | \$2,102 | \$1,976 |
| Environmental Protection | 8.8 | 9.0 | 9.2 | 9.1 | 7.3 | \$2,077 | \$2,169 | \$2,271 | \$2,314 | \$1,880 |
| Executive Offices | 11.9 | 9.2 | 9.0 | 9.3 | 7.6 | \$2,212 | \$2,213 | \$2,212 | \$2,453 | \$2,063 |
| Fish and Boat Commission | 9.3 | 8.0 | 8.2 | 8.3 | 6.8 | \$1,530 | \$1,652 | \$1,637 | \$1,735 | \$1,431 |
| Game Commission | 7.1 | 8.9 | 8.0 | 6.3 | 6.0 | \$1,341 | \$1,796 | \$1,638 | \$1,336 | \$1,290 |
| General Services | 9.8 | 9.4 | 9.7 | 9.6 | 10.3 | \$1,968 | \$1,847 | \$2,019 | \$2,045 | \$2,209 |
| Health | 8.9 | 9.2 | 8.6 | 9.3 | 8.0 | \$2,056 | \$2,182 | \$2,087 | \$2,351 | \$2,009 |
| Historical and Museum Commission | 8.8 | 7.8 | 7.8 | 7.9 | 7.7 | \$1,753 | \$1,633 | \$1,730 | \$1,794 | \$1,761 |
| Human Services | 9.2 | 10.1 | 10.2 | 10.1 | 9.2 | \$2,128 | \$1,881 | \$1,950 | \$1,963 | \$1,840 |
| Insurance | 9.9 | 8.5 | 8.8 | 8.8 | 7.5 | \$1,967 | \$2,064 | \$2,013 | \$2,259 | \$1,974 |
| Labor and Industry | 8.6 | 10.1 | 10.0 | 9.8 | 8.5 | \$1,399 | \$2,069 | \$2,120 | \$2,121 | \$1,891 |
| Liquor Control Board | 9.4 | 8.3 | 8.3 | 8.4 | 10.3 | \$2,290 | \$1,379 | \$1,412 | \$1,476 | \$1,819 |
| Military and Veterans Affairs | 10.5 | 9.6 | 9.6 | 9.7 | 8.8 | \$2,545 | \$1,554 | \$1,634 | \$1,675 | \$1,587 |
| Milk Marketing Board | 10.3 | 8.9 | 12.2 | 10.8 | 17.9 | \$2,037 | \$2,168 | \$3,013 | \$2,847 | \$5,422 |
| Municipal Retirement System | 9.1 | 6.8 | 7.2 | 8.2 | 6.3 | \$2,139 | \$1,465 | \$1,366 | \$1,799 | \$1,384 |
| Probation and Parole Board ** | 9.4 | 8.8 | 6.5 | 8.6 | N/A | \$2,376 | \$2,049 | \$1,584 | \$2,111 | N/A |
| Public School Employees' Retirement System | 9.5 | 7.9 | 8.3 | 8.7 | 6.8 | \$2,477 | \$1,943 | \$2,186 | \$2,342 | \$1,797 |
| Public Utility Commission | 10.0 | 9.6 | 9.8 | 10.2 | 7.6 | \$1,914 | \$2,554 | \$2,738 | \$2,840 | \$2,142 |
| Revenue | 9.9 | 10.1 | 10.2 | 10.2 | 10.6 | \$2,047 | \$2,096 | \$2,152 | \$2,194 | \$2,314 |
| State | 9.0 | 9.1 | 10.0 | 9.2 | 7.6 | \$1,820 | \$1,869 | \$2,163 | \$2,026 | \$1,665 |
| State Employees' Retirement System | 8.6 | 8.7 | 8.6 | 8.6 | 7.7 | \$2,002 | \$1,997 | \$2,115 | \$2,171 | \$2,061 |
| State Police | 4.7 | 4.7 | 4.3 | 4.3 | 4.3 | \$1,257 | \$1,238 | \$1,137 | \$1,156 | \$1,167 |
| Transportation | 9.3 | 9.2 | 9.2 | 9.3 | 10.4 | \$1,709 | \$1,664 | \$1,713 | \$1,750 | \$1,943 |
| COMMONWEALTH AVERAGE | 8.4 | 8.5 | 8.4 | 8.4 | 8.1 | \$1,764 | \$1,761 | \$1,790 | \$1,863 | \$1,803 |

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. Most union covered employees earn 11 sick days per leave calendar year. *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.

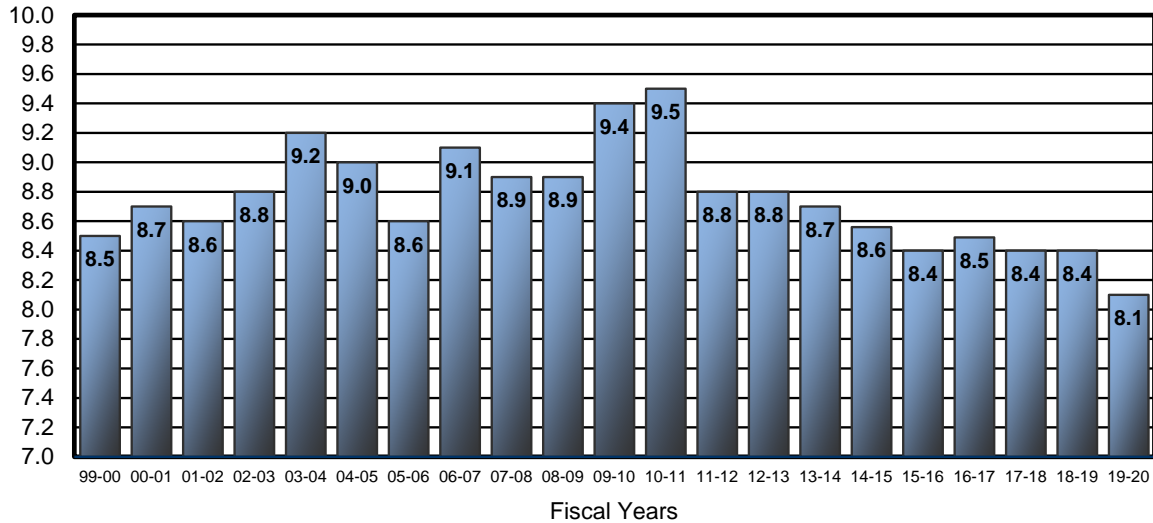
**Average leave usage statistics are reflected for each agency's employees; however, due to a budgetary change in fiscal year 2018-19, Probation and Parole costs are paid from the Department of Corrections budget.

COMMENTS: The average sick leave use for the Commonwealth decreased from the prior year. This decrease may be attributable to an increased number of employees teleworking through emergency telework arrangements as a result of the COVID-19 pandemic. The lowest sick leave use during fiscal year 2019-2020 occurred in State Police (4.3 days); the highest usage occurred at the Milk Marketing Board (17.9 days).

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2020

Historical Average Sick Leave Use
Fiscal Year 1999-2000 to Fiscal Year 2019-2020
(GAWFR Table 44)

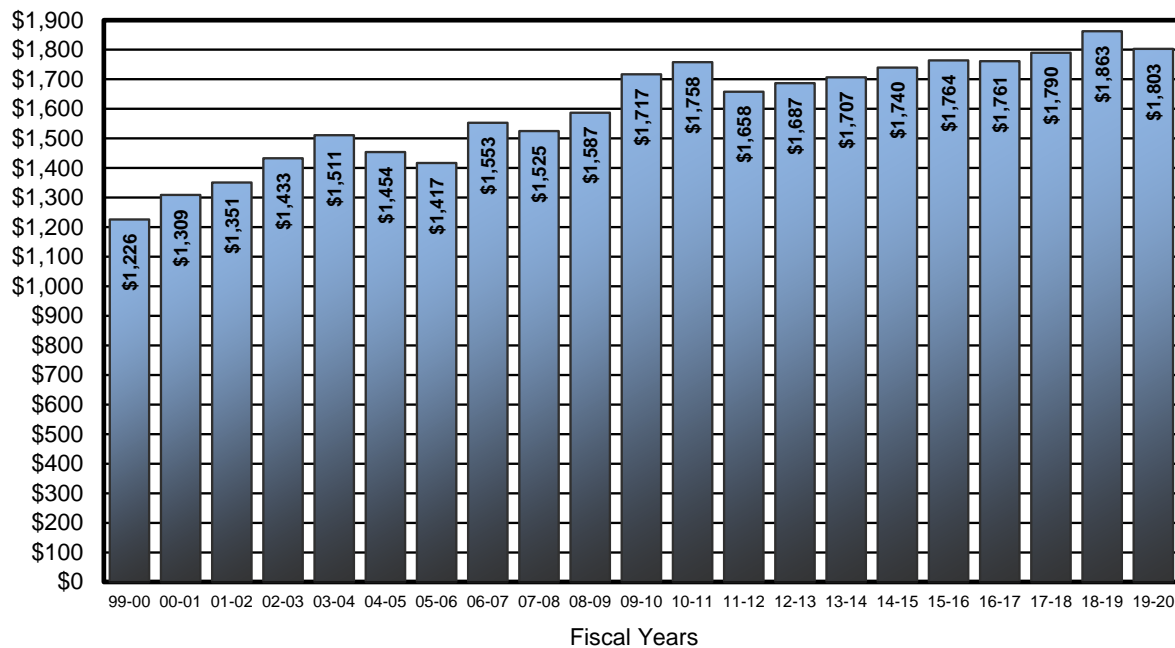
DAYS PER EMPLOYEE



SOURCE/NOTE: 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. 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 2019-2020 decreased to 8.1 days vs. 8.4 days in the prior year. This decrease may be attributable to factors related to the COVID-19 pandemic, e.g., the availability of emergency sick leave provided by the Families First Coronavirus Response Act, the increased use of telework which allowed sick employees to work remotely, etc.

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 2019-2020 decreased from the prior year, in line with the reduction in use noted above.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Employment by Agency
July 2020

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 | 60 | 75.0% | 20 | 25.0% | 80 |
| Agriculture | 261 | 48.2% | 280 | 51.8% | 541 |
| Banking and Securities | 152 | 83.1% | 31 | 16.9% | 183 |
| Civil Service Commission | 10 | 62.5% | 6 | 37.5% | 16 |
| Community and Economic Development | 20 | 7.0% | 265 | 93.0% | 285 |
| Conservation and Natural Resources | 1,197 | 97.2% | 35 | 2.8% | 1,232 |
| Corrections | 12,320 | 83.8% | 2,384 | 16.2% | 14,704 |
| Drug and Alcohol Programs | 67 | 85.9% | 11 | 14.1% | 78 |
| Education | 385 | 85.9% | 63 | 14.1% | 448 |
| Emergency Management Agency | 142 | 87.1% | 21 | 12.9% | 163 |
| Environmental Protection | 2,180 | 94.0% | 140 | 6.0% | 2,320 |
| Executive Offices | 2,289 | 69.9% | 987 | 30.1% | 3,276 |
| Fish and Boat Commission | 258 | 72.5% | 98 | 27.5% | 356 |
| Game Commission | 328 | 51.7% | 307 | 48.3% | 635 |
| General Services | 156 | 19.2% | 658 | 80.8% | 814 |
| Health | 1,011 | 93.8% | 67 | 6.2% | 1,078 |
| Historical and Museum Commission | 79 | 41.4% | 112 | 58.6% | 191 |
| Human Services | 14,396 | 95.9% | 619 | 4.1% | 15,015 |
| Insurance | 194 | 77.0% | 58 | 23.0% | 252 |
| Labor and Industry | 3,514 | 89.9% | 393 | 10.1% | 3,907 |
| Liquor Control Board | 3,017 | 98.4% | 50 | 1.6% | 3,067 |
| Military and Veterans Affairs | 683 | 28.6% | 1,705 | 71.4% | 2,388 |
| Milk Marketing Board | 8 | 47.1% | 9 | 52.9% | 17 |
| Municipal Retirement System | 22 | 81.5% | 5 | 18.5% | 27 |
| Probation and Parole Board | 1,194 | 95.4% | 57 | 4.6% | 1,251 |
| Public School Employees' Retirement System | 254 | 77.2% | 75 | 22.8% | 329 |
| Public Utility Commission | 382 | 80.6% | 92 | 19.4% | 474 |
| Revenue | 279 | 18.5% | 1,230 | 81.5% | 1,509 |
| State | 274 | 55.4% | 221 | 44.6% | 495 |
| State Employees' Retirement System | 147 | 79.0% | 39 | 21.0% | 186 |
| State Police | 241 | 3.9% | 6,003 | 96.1% | 6,244 |
| Transportation | 4,009 | 36.9% | 6,850 | 63.1% | 10,859 |
| COMMONWEALTH TOTAL | 49,529 | 68.4% | 22,891 | 31.6% | 72,420 |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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 and non-civil service positions remained consistent with the previous year. The Departments of Human Services, 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 2019 - 2020

Hires and Separations
(GAWFR Table - None)

| Agency | Separations | Hires | Net Change |
|--|--------------|--------------|---------------|
| Aging | 4 | 6 | 2 |
| Agriculture | 46 | 49 | 3 |
| Banking and Securities | 14 | 7 | -7 |
| Civil Service Commission | 0 | 0 | 0 |
| Community and Economic Development | 17 | 13 | -4 |
| Conservation and Natural Resources | 76 | 35 | -41 |
| Corrections | 1,323 | 973 | -350 |
| Drug and Alcohol Programs | 8 | 8 | 0 |
| Education | 36 | 47 | 11 |
| Emergency Management Agency | 13 | 14 | 1 |
| Environmental Protection | 134 | 173 | 39 |
| Executive Offices | 151 | 133 | -18 |
| Fish and Boat Commission | 29 | 34 | 5 |
| Game Commission | 38 | 19 | -19 |
| General Services | 71 | 53 | -18 |
| Health | 88 | 100 | 12 |
| Historical and Museum Commission | 8 | 9 | 1 |
| Human Services | 1,359 | 1,158 | -201 |
| Insurance | 9 | 27 | 18 |
| Labor and Industry | 239 | 210 | -29 |
| Liquor Control Board | 281 | 41 | -240 |
| Military and Veterans Affairs | 422 | 447 | 25 |
| Milk Marketing Board | 5 | 2 | -3 |
| Municipal Retirement System | 0 | 3 | 3 |
| Probation and Parole Board | 78 | 49 | -29 |
| Public School Employees' Retirement System | 16 | 25 | 9 |
| Public Utility Commission | 32 | 30 | -2 |
| Revenue | 121 | 82 | -39 |
| State | 46 | 40 | -6 |
| State Employees' Retirement System | 17 | 19 | 2 |
| State Police | 290 | 92 | -198 |
| Transportation | 910 | 562 | -348 |
| COMMONWEALTH TOTALS | 5,881 | 4,460 | -1,421 |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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 2019-2020, 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 5,881 employees separated and 4,460 were hired for a net decrease of 1,421 employees as compared to a net decrease of 1,496 employees for the previous year. Total numbers of salaried and wage employees were lower overall than prior years due to the impact of COVID-19.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Separation Trends
Fiscal Years 2004-2005 to 2019-2020

Historical Trend of Commonwealth Separations
(GAWFR Table 28)

| Fiscal Year | | Retirements | Resignations | Furloughs | Other Separations | Total Separations |
|------------------|--------|-------------|--------------|-----------|-------------------|-------------------|
| 2004-2005 | Number | 4,269 | 1,652 | 22 | 584 | 6,527 |
| | Rate | 5.6% | 2.2% | 0.0% | 0.8% | 8.5% |
| 2005-2006 | Number | 2,040 | 1,714 | -3 | 591 | 4,342 |
| | Rate | 2.6% | 2.2% | 0.0% | 0.8% | 5.5% |
| 2006-2007 | Number | 6,581 | 1,714 | -2 | 591 | 8,884 |
| | Rate | 8.6% | 2.2% | 0.0% | 0.8% | 11.6% |
| 2007-2008 | Number | 2,522 | 1,729 | -2 | 628 | 4,877 |
| | Rate | 3.3% | 2.2% | 0.0% | 0.8% | 6.3% |
| 2008-2009 | Number | 2,750 | 1,286 | 133 | 574 | 4,743 |
| | Rate | 3.6% | 1.7% | 0.2% | 0.7% | 6.2% |
| 2009-2010 | Number | 3,274 | 1,098 | 195 | 596 | 5,163 |
| | Rate | 4.3% | 1.4% | 0.3% | 0.8% | 6.8% |
| 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 | -16 | 496 | 4,591 |
| | Rate | 3.9% | 1.6% | 0.0% | 0.7% | 6.2% |
| 2012-2013 | Number | 3,815 | 1,312 | 152 | 530 | 5,809 |
| | Rate | 5.3% | 1.8% | 0.2% | 0.7% | 8.0% |
| 2013-2014 | Number | 3,770 | 1,273 | -68 | 532 | 5,507 |
| | Rate | 5.2% | 1.8% | -0.1% | 0.7% | 7.6% |
| 2014-2015 | Number | 4,215 | 1,464 | -12 | 638 | 6,305 |
| | Rate | 5.8% | 2.0% | 0.0% | 0.9% | 8.7% |
| 2015-2016 | Number | 3,732 | 1,608 | 0 | 582 | 5,922 |
| | Rate | 5.1% | 2.2% | 0.0% | 0.8% | 8.1% |
| 2016-2017 | Number | 3,620 | 1,940 | 115 | 564 | 6,239 |
| | Rate | 5.0% | 2.7% | 0.2% | 0.8% | 8.6% |
| 2017-2018 | Number | 3,471 | 2,005 | -27 | 564 | 6,013 |
| | Rate | 4.8% | 2.8% | 0.0% | 0.8% | 8.4% |
| 2018-2019 | Number | 3,617 | 2,342 | 21 | 565 | 6,545 |
| | Rate | 5.0% | 3.2% | 0.0% | 0.8% | 9.1% |
| 2019-2020 | Number | 3,029 | 2,269 | -2 | 582 | 5,878 |
| | Rate | 4.2% | 3.1% | 0.0% | 0.8% | 8.1% |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers. Other separations include dismissals and deaths. The furlough and total separation counts displayed have been reduced by any returns (employees recalled from furlough status). Previous years' furlough and total separation counts have been updated to reflect returns from furlough. Negative furlough counts represent a year when the number of employees furloughed during that year was less than the number of employees who returned from previous furloughs.

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

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Leave Usage - Paid
Fiscal Year 2019 - 2020

*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 | 16.6 | \$3,917 | 10.3 | \$2,383 | 8.1 | \$1,803 | 0.2 | \$76 | 7.1 | \$1,395 |
| Aging | 16.4 | \$4,495 | 10.9 | \$3,019 | 8.6 | \$2,287 | 0.0 | \$0 | 3.2 | \$730 |
| Agriculture | 15.0 | \$3,243 | 10.2 | \$2,173 | 7.8 | \$1,636 | 0.0 | \$0 | 4.1 | \$672 |
| Banking and Securities | 15.0 | \$4,248 | 11.0 | \$2,975 | 7.3 | \$2,026 | 0.0 | \$0 | 0.3 | \$57 |
| Civil Service Commission | 15.9 | \$4,856 | 10.4 | \$3,021 | 9.1 | \$2,551 | 0.0 | \$0 | 0.1 | \$16 |
| Community and Economic Development | 14.0 | \$4,063 | 10.8 | \$3,125 | 6.8 | \$1,857 | 0.0 | \$0 | 0.6 | \$137 |
| Conservation and Natural Resources | 16.9 | \$3,891 | 10.8 | \$2,383 | 8.0 | \$1,731 | 0.3 | \$35 | 5.4 | \$964 |
| Corrections | 20.2 | \$5,125 | 10.0 | \$2,472 | 6.7 | \$1,804 | 0.0 | \$0 | 8.3 | \$2,012 |
| Drug and Alcohol Programs | 14.6 | \$3,887 | 10.7 | \$2,770 | 8.5 | \$2,244 | 0.0 | \$0 | 0.7 | \$154 |
| Education | 14.6 | \$3,991 | 10.9 | \$2,947 | 7.9 | \$2,120 | 0.0 | \$0 | 1.2 | \$270 |
| Emergency Management Agency | 13.8 | \$3,440 | 10.7 | \$2,644 | 8.3 | \$1,976 | 0.0 | \$0 | 2.3 | \$516 |
| Environmental Protection | 16.1 | \$4,373 | 10.9 | \$2,804 | 7.3 | \$1,880 | 0.0 | \$0 | 1.3 | \$257 |
| Executive Offices | 16.0 | \$4,567 | 11.0 | \$3,056 | 7.6 | \$2,063 | 0.0 | \$0 | 1.5 | \$338 |
| Fish and Boat Commission | 15.6 | \$3,504 | 10.3 | \$2,162 | 6.8 | \$1,431 | 0.5 | \$32 | 8.6 | \$1,760 |
| Game Commission | 16.1 | \$3,620 | 10.1 | \$2,174 | 6.0 | \$1,290 | 0.0 | \$0 | 5.8 | \$1,140 |
| General Services | 17.6 | \$3,907 | 10.7 | \$2,371 | 10.3 | \$2,209 | 0.0 | \$0 | 4.5 | \$826 |
| Health | 14.4 | \$3,831 | 10.6 | \$2,692 | 8.0 | \$2,009 | 0.0 | \$0 | 1.0 | \$244 |
| Historical and Museum Commission | 17.7 | \$4,277 | 10.7 | \$2,523 | 7.7 | \$1,761 | 0.0 | \$0 | 3.3 | \$684 |
| Human Services | 16.2 | \$3,351 | 10.1 | \$2,033 | 9.2 | \$1,840 | 0.0 | \$0 | 8.1 | \$1,478 |
| Insurance | 13.3 | \$3,842 | 10.7 | \$2,952 | 7.5 | \$1,974 | 0.0 | \$0 | 2.6 | \$523 |
| Labor and Industry | 15.1 | \$3,457 | 10.7 | \$2,393 | 8.5 | \$1,891 | 0.0 | \$0 | 5.6 | \$1,128 |
| Liquor Control Board | 14.4 | \$2,708 | 8.8 | \$1,604 | 10.3 | \$1,819 | 0.0 | \$0 | 15.7 | \$2,497 |
| Military and Veterans Affairs | 14.5 | \$2,701 | 9.4 | \$1,726 | 8.8 | \$1,587 | 0.0 | \$0 | 2.2 | \$392 |
| Milk Marketing Board | 22.5 | \$6,305 | 10.8 | \$2,887 | 17.9 | \$5,422 | 0.0 | \$0 | 3.2 | \$739 |
| Municipal Retirement System | 14.3 | \$3,623 | 11.0 | \$2,890 | 6.3 | \$1,384 | 0.0 | \$0 | 2.9 | \$681 |
| Public School Employees' Retirement System | 14.9 | \$4,735 | 10.9 | \$3,390 | 6.8 | \$1,797 | 0.0 | \$0 | 3.8 | \$647 |
| Public Utility Commission | 15.1 | \$4,441 | 10.9 | \$3,088 | 7.6 | \$2,142 | 0.0 | \$0 | 5.5 | \$1,152 |
| Revenue | 16.4 | \$3,729 | 10.7 | \$2,370 | 10.6 | \$2,314 | 0.0 | \$0 | 6.1 | \$1,096 |
| State | 14.3 | \$3,315 | 10.8 | \$2,424 | 7.6 | \$1,665 | 0.0 | \$0 | 3.0 | \$546 |
| State Employees' Retirement System | 15.6 | \$4,359 | 10.7 | \$2,962 | 7.7 | \$2,061 | 0.0 | \$0 | 1.7 | \$337 |
| State Police | 13.6 | \$4,300 | 11.1 | \$3,440 | 4.3 | \$1,167 | 2.5 | \$219 | 2.8 | \$796 |
| Transportation | 16.3 | \$3,311 | 10.7 | \$2,094 | 10.4 | \$1,943 | 0.0 | \$0 | 10.8 | \$1,786 |

SOURCE/NOTE: SAP Wage Type report 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. 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. In January 2017, personal leave was eliminated and combined with annual leave for most employees. This change resulted in increased annual earnings of 4 days per year. As a result, personal leave usage only occurred in unions that continued to earn it in this fiscal year. Most union covered employees earn 11 sick days per leave calendar year. Other leaves include compensatory, administrative, civil, military, educational, work-related injury disability, and stress leave.

*Average leave usage statistics are reflected for each agency's employees; however, due to a budgetary change in fiscal year 2018-19, Probation and Parole costs are paid from the Department of Corrections budget.

COMMENTS: Commonwealth employees used an average of 42.4 days of paid leave, including paid holidays, during fiscal year 2019-20. This is an increase from an average of 41.6 days of leave from the previous fiscal year, likely due to the increased use of paid leave for employees affected by COVID-19 worksite closures or quarantines.

Additionally, the Families First Coronavirus Response Act went into effect on April 1, 2020, granting emergency paid leave to certain eligible employees. From April 1 to June 30, 2020, a total of 254 employees used emergency child care leave (129 hours/employee and average cost of \$1,982.85); 2,827 employees used emergency paid sick leave (46.2 hours/employee and average cost of \$1,218.80); and 383 employees used emergency sick family (52.7 hours/employee and average cost of \$813).

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2020

Filled Salaried and Wage Employees by Agency
July 2019 and 2020
(GAWFR Table 4)

| Agency | 2019 | | 2020 | | Difference | |
|--|---------------|--------------|---------------|--------------|------------|-------------|
| | Salaried | Wage | Salaried | Wage | Salaried | Wage |
| Aging | 80 | 1 | 80 | 0 | 0 | -1 |
| Agriculture | 541 | 312 | 541 | 272 | 0 | -40 |
| Banking and Securities | 192 | 1 | 183 | 0 | -9 | -1 |
| Civil Service Commission | 17 | 53 | 16 | 5 | -1 | -48 |
| Community and Economic Development | 285 | 9 | 285 | 3 | 0 | -6 |
| Conservation and Natural Resources | 1,245 | 1,011 | 1,232 | 903 | -13 | -108 |
| Corrections | 15,316 | 95 | 14,704 | 140 | -612 | 45 |
| Drug and Alcohol Programs | 73 | 0 | 78 | 1 | 5 | 1 |
| Education | 445 | 54 | 448 | 37 | 3 | -17 |
| Emergency Management Agency | 167 | 204 | 163 | 203 | -4 | -1 |
| Environmental Protection | 2,326 | 33 | 2,320 | 13 | -6 | -20 |
| Executive Offices | 1,583 | 232 | 3,276 | 25 | 1,693 | -207 |
| Fish And Boat Commission | 348 | 53 | 356 | 34 | 8 | -19 |
| Game Commission | 642 | 48 | 635 | 87 | -7 | 39 |
| General Services | 832 | 6 | 814 | 4 | -18 | -2 |
| Health | 1,104 | 111 | 1,078 | 79 | -26 | -32 |
| Historical and Museum Commission | 173 | 22 | 191 | 0 | 18 | -22 |
| Human Services | 15,406 | 458 | 15,015 | 374 | -391 | -84 |
| Insurance | 244 | 2 | 252 | 1 | 8 | -1 |
| Labor and Industry | 3,979 | 192 | 3,907 | 343 | -72 | 151 |
| Liquor Control Board | 3,170 | 2,122 | 3,067 | 2,150 | -103 | 28 |
| Military and Veterans Affairs | 2,341 | 52 | 2,388 | 75 | 47 | 23 |
| Milk Marketing Board | 19 | 0 | 17 | 1 | -2 | 1 |
| Municipal Retirement System | 24 | 0 | 27 | 1 | 3 | 1 |
| Probation and Parole Board | 1,292 | 6 | 1,251 | 7 | -41 | 1 |
| Public School Employees' Retirement System | 315 | 3 | 329 | 1 | 14 | -2 |
| Public Utility Commission | 465 | 12 | 474 | 2 | 9 | -10 |
| Revenue | 1,785 | 132 | 1,509 | 156 | -276 | 24 |
| State | 497 | 48 | 495 | 39 | -2 | -9 |
| State Employees' Retirement System | 183 | 3 | 186 | 1 | 3 | -2 |
| State Police | 6,162 | 208 | 6,244 | 77 | 82 | -131 |
| Transportation | 11,178 | 330 | 10,859 | 74 | -319 | -256 |
| COMMONWEALTH TOTAL | 72,429 | 5,813 | 72,420 | 5,108 | -9 | -705 |

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.

COMMENTS: Total numbers of salaried and wage employees were lower overall than prior years due to the impact of COVID-19.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2020

Historical Separation Rates by Agency
(GAWFR Table 29)

| Agency | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 |
|--|-------------|-------------|-------------|-------------|-------------|
| Aging | 9.7% | 12.9% | 8.3% | 7.5% | 5.0% |
| Agriculture | 7.0% | 5.6% | 6.6% | 10.9% | 8.5% |
| Banking and Securities | 13.1% | 8.1% | 7.9% | 6.8% | 7.7% |
| Civil Service Commission | 6.4% | 11.8% | 7.5% | 29.4% | 0.0% |
| Community and Economic Development | 12.0% | 7.2% | 7.4% | 7.7% | 6.0% |
| Conservation and Natural Resources | 6.8% | 5.8% | 6.2% | 7.5% | 6.2% |
| Corrections | 7.4% | 7.9% | 7.4% | 8.7% | 9.0% |
| Drug and Alcohol Programs | 13.6% | 9.5% | 12.5% | 5.5% | 10.3% |
| Education | 8.5% | 9.6% | 8.7% | 8.8% | 8.1% |
| Emergency Management Agency | 7.2% | 9.7% | 12.1% | 5.4% | 8.0% |
| Environmental Protection | 6.6% | 6.1% | 6.8% | 7.6% | 5.8% |
| Executive Offices | 9.0% | 7.6% | 8.2% | 8.7% | 4.6% |
| Fish and Boat Commission | 6.7% | 5.9% | 7.3% | 6.9% | 8.1% |
| Game Commission | 4.8% | 5.9% | 6.5% | 5.9% | 6.0% |
| General Services | 10.6% | 7.5% | 9.6% | 8.3% | 8.7% |
| Health | 10.3% | 9.3% | 9.1% | 11.1% | 8.2% |
| Historical and Museum Commission | 7.3% | 9.1% | 7.6% | 5.2% | 4.2% |
| Human Services | 9.1% | 9.3% | 9.2% | 10.3% | 9.1% |
| Insurance | 10.7% | 6.6% | 7.6% | 7.8% | 3.6% |
| Labor and Industry | 9.0% | 18.6% | 8.7% | 8.2% | 6.1% |
| Liquor Control Board | 9.1% | 10.2% | 10.0% | 10.1% | 9.2% |
| Military and Veterans Affairs | 13.0% | 14.4% | 16.0% | 16.8% | 18.4% |
| Milk Marketing Board | 0.0% | 0.0% | 20.0% | 5.3% | 29.4% |
| Municipal Retirement System | 12.0% | 7.7% | 13.0% | 4.2% | 0.0% |
| Probation and Parole Board | 6.1% | 6.9% | 6.8% | 6.7% | 6.2% |
| Public School Employees' Retirement System | 10.6% | 6.7% | 6.8% | 7.3% | 4.9% |
| Public Utility Commission | 7.9% | 9.2% | 6.5% | 8.0% | 6.8% |
| Revenue | 8.4% | 8.1% | 7.7% | 8.5% | 8.1% |
| State | 7.0% | 6.3% | 12.0% | 7.9% | 9.3% |
| State Employees' Retirement System | 12.8% | 6.0% | 11.9% | 4.4% | 9.1% |
| State Police | 6.0% | 8.9% | 6.6% | 5.1% | 4.6% |
| Transportation | 7.5% | 7.2% | 8.4% | 9.9% | 8.4% |
| COMMONWEALTH AVERAGE * | 8.1% | 8.9% | 8.4% | 9.1% | 8.1% |

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, Infrastructure Investment Authority (PENNVEST), 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 resignations and retirements.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2020

Voluntary Separations During First Five Years of Service by Agency
Fiscal Year 2019 - 2020
(GAWFR Table 30)

| Agency | 0-1 | | 1-3 | | 3-5 | | Total | |
|--|------------|-------------|------------|-------------|------------|-------------|--------------|-------------|
| | Number | Rate | Number | Rate | Number | Rate | Number | Rate |
| Aging | 1 | 1.3% | 0 | 0.0% | 1 | 1.3% | 2 | 2.5% |
| Agriculture | 6 | 1.1% | 3 | 0.6% | 5 | 0.9% | 14 | 2.6% |
| Banking and Securities | 1 | 0.5% | 2 | 1.1% | 0 | 0.0% | 3 | 1.6% |
| Civil Service Commission | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Community and Economic Development | 1 | 0.4% | 3 | 1.1% | 2 | 0.7% | 6 | 2.1% |
| Conservation and Natural Resources | 3 | 0.2% | 3 | 0.2% | 4 | 0.3% | 10 | 0.8% |
| Corrections | 247 | 1.7% | 131 | 0.9% | 69 | 0.5% | 447 | 3.0% |
| Drug and Alcohol Programs | 2 | 2.6% | 0 | 0.0% | 1 | 1.3% | 3 | 3.8% |
| Education | 3 | 0.7% | 2 | 0.5% | 6 | 1.4% | 11 | 2.5% |
| Emergency Management Agency | 3 | 1.8% | 2 | 1.2% | 0 | 0.0% | 5 | 3.1% |
| Environmental Protection | 11 | 0.5% | 6 | 0.3% | 9 | 0.4% | 26 | 1.1% |
| Executive Offices | 17 | 0.5% | 11 | 0.3% | 12 | 0.4% | 40 | 1.2% |
| Fish and Boat Commission | 5 | 1.4% | 1 | 0.3% | 2 | 0.6% | 8 | 2.2% |
| Game Commission | 3 | 0.5% | 2 | 0.3% | 0 | 0.0% | 5 | 0.8% |
| General Services | 5 | 0.6% | 4 | 0.5% | 4 | 0.5% | 13 | 1.6% |
| Health | 13 | 1.2% | 6 | 0.6% | 10 | 0.9% | 29 | 2.7% |
| Historical and Museum Commission | 0 | 0.0% | 1 | 0.5% | 0 | 0.0% | 1 | 0.5% |
| Human Services | 265 | 1.8% | 152 | 1.0% | 132 | 0.9% | 549 | 3.7% |
| Insurance | 2 | 0.8% | 2 | 0.8% | 0 | 0.0% | 4 | 1.6% |
| Labor and Industry | 22 | 0.6% | 32 | 0.8% | 22 | 0.6% | 76 | 1.9% |
| Liquor Control Board | 20 | 0.7% | 30 | 1.0% | 23 | 0.7% | 73 | 2.4% |
| Military and Veterans Affairs | 148 | 6.5% | 56 | 2.4% | 33 | 1.4% | 237 | 10.3% |
| 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 | 10 | 0.8% | 10 | 0.8% | 2 | 0.2% | 22 | 1.8% |
| Public School Employees' Retirement System | 2 | 0.6% | 2 | 0.6% | 1 | 0.3% | 5 | 1.5% |
| Public Utility Commission | 4 | 0.8% | 3 | 0.6% | 2 | 0.4% | 9 | 1.9% |
| Revenue | 7 | 0.5% | 12 | 0.8% | 12 | 0.8% | 31 | 2.1% |
| State | 7 | 1.4% | 7 | 1.4% | 5 | 1.0% | 19 | 3.8% |
| State Employees' Retirement System | 0 | 0.0% | 2 | 1.1% | 4 | 2.2% | 6 | 3.2% |
| State Police | 18 | 0.3% | 14 | 0.2% | 7 | 0.1% | 39 | 0.6% |
| Transportation | 144 | 1.3% | 105 | 1.0% | 70 | 0.6% | 319 | 2.9% |
| COMMONWEALTH TOTAL | 970 | 1.3% | 604 | 0.8% | 438 | 0.6% | 2,012 | 2.8% |

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 2.8% of all Commonwealth employees voluntarily separate in their first five years of service. Most employees who voluntarily separated left within the 0-1 year range.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2020

Placement by Type and Agency
Fiscal Year 2019-2020
Full-Time Salaried Employees
(GAWFR Table 35)

| Agency | New Hire | | Transfer | | Promotion | | Other | |
|--|--------------|-------------|--------------|--------------|--------------|-------------|------------|-------------|
| | Number | Rate | Number | Rate | Number | Rate | Number | Rate |
| Aging | 6 | 7.5% | 7 | 8.8% | 10 | 12.5% | 0 | 0.0% |
| Agriculture | 38 | 7.0% | 36 | 6.7% | 46 | 8.5% | 11 | 2.0% |
| Banking and Securities | 6 | 3.3% | 6 | 3.3% | 6 | 3.3% | 1 | 0.6% |
| Civil Service Commission | 0 | 0.0% | 1 | 6.3% | 2 | 12.5% | 0 | 0.0% |
| Community and Economic Development | 11 | 3.9% | 19 | 6.7% | 15 | 5.3% | 2 | 0.7% |
| Conservation and Natural Resources | 29 | 2.4% | 92 | 7.5% | 79 | 6.4% | 6 | 0.5% |
| Corrections | 859 | 5.8% | 346 | 2.4% | 461 | 3.1% | 114 | 0.8% |
| Drug and Alcohol Programs | 5 | 6.4% | 13 | 16.7% | 9 | 11.5% | 3 | 3.9% |
| Education | 39 | 8.8% | 33 | 7.5% | 30 | 6.8% | 8 | 1.8% |
| Emergency Management Agency | 12 | 7.4% | 8 | 4.9% | 7 | 4.3% | 2 | 1.2% |
| Environmental Protection | 126 | 5.5% | 125 | 5.4% | 143 | 6.2% | 47 | 2.0% |
| Executive Offices | 111 | 3.4% | 1,779 | 54.4% | 177 | 5.4% | 22 | 0.7% |
| Fish and Boat Commission | 28 | 7.9% | 29 | 8.2% | 37 | 10.4% | 6 | 1.7% |
| Game Commission | 17 | 2.7% | 27 | 4.3% | 25 | 3.9% | 2 | 0.3% |
| General Services | 47 | 5.8% | 29 | 3.6% | 36 | 4.4% | 6 | 0.7% |
| Health | 75 | 7.0% | 94 | 8.8% | 87 | 8.1% | 25 | 2.3% |
| Historical and Museum Commission | 7 | 3.7% | 0 | 0.0% | 3 | 1.6% | 2 | 1.1% |
| Human Services | 994 | 6.6% | 510 | 3.4% | 771 | 5.2% | 164 | 1.1% |
| Insurance | 24 | 9.6% | 13 | 5.2% | 12 | 4.8% | 3 | 1.2% |
| Labor and Industry | 178 | 4.6% | 179 | 4.6% | 215 | 5.5% | 32 | 0.8% |
| Liquor Control Board | 34 | 1.1% | 826 | 26.9% | 377 | 12.3% | 7 | 0.2% |
| Military and Veterans Affairs | 387 | 16.9% | 278 | 12.1% | 95 | 4.2% | 60 | 2.6% |
| Milk Marketing Board | 1 | 5.9% | 2 | 11.8% | 0 | 0.0% | 1 | 5.9% |
| Municipal Retirement System | 3 | 11.1% | 6 | 22.2% | 7 | 25.9% | 0 | 0.0% |
| Probation and Parole Board | 38 | 3.0% | 191 | 15.3% | 65 | 5.2% | 11 | 0.9% |
| Public School Employees' Retirement System | 19 | 5.8% | 27 | 8.2% | 52 | 15.8% | 6 | 1.8% |
| Public Utility Commission | 17 | 3.6% | 29 | 6.1% | 41 | 8.7% | 13 | 2.8% |
| Revenue | 68 | 4.6% | 396 | 26.6% | 110 | 7.4% | 14 | 0.9% |
| State | 30 | 6.1% | 33 | 6.7% | 37 | 7.5% | 10 | 2.0% |
| State Employees' Retirement System | 13 | 7.0% | 15 | 8.1% | 16 | 8.6% | 6 | 3.2% |
| State Police | 79 | 1.3% | 1,630 | 26.1% | 691 | 11.1% | 13 | 0.2% |
| Transportation | 429 | 4.0% | 431 | 4.0% | 815 | 7.5% | 133 | 1.2% |
| COMMONWEALTH TOTALS | 3,730 | 5.2% | 7,210 | 10.0% | 4,477 | 6.2% | 730 | 1.0% |

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

COMMENTS: Across the Commonwealth, the largest percentage of placement actions for fiscal year 2019-2020 are from transfers.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (1 of 3)
Fiscal Year 2019 - 2020

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 2019 | 19 | 23.8% | 48 | 60.0% | 0 | 0.0% | 4 | 5.0% | 9 | 11.3% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 20 | 25.0% | 49 | 61.3% | 0 | 0.0% | 4 | 5.0% | 7 | 8.8% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Agriculture | July 2019 | 270 | 50.1% | 206 | 38.2% | 0 | 0.0% | 35 | 6.5% | 24 | 4.5% | 0 | 0.0% | 2 | 0.4% | 2 | 0.4% |
| | July 2020 | 274 | 50.7% | 216 | 40.0% | 0 | 0.0% | 27 | 5.0% | 21 | 3.9% | 0 | 0.0% | 1 | 0.2% | 1 | 0.2% |
| Banking and Securities | July 2019 | 82 | 42.7% | 84 | 43.8% | 0 | 0.0% | 10 | 5.2% | 11 | 5.7% | 0 | 0.0% | 1 | 0.5% | 4 | 2.1% |
| | July 2020 | 76 | 41.5% | 81 | 44.3% | 0 | 0.0% | 9 | 4.9% | 13 | 7.1% | 0 | 0.0% | 1 | 0.6% | 3 | 1.6% |
| Civil Service Commission | July 2019 | 6 | 35.3% | 10 | 58.8% | 0 | 0.0% | 1 | 5.9% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 5 | 31.3% | 10 | 62.5% | 0 | 0.0% | 1 | 6.3% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Community and Economic Development | July 2019 | 114 | 40.1% | 131 | 46.1% | 0 | 0.0% | 9 | 3.2% | 28 | 9.9% | 0 | 0.0% | 0 | 0.0% | 2 | 0.7% |
| | July 2020 | 105 | 37.0% | 139 | 48.9% | 0 | 0.0% | 13 | 4.6% | 26 | 9.2% | 0 | 0.0% | 0 | 0.0% | 1 | 0.4% |
| Conservation and Natural Resources | July 2019 | 879 | 70.6% | 320 | 25.7% | 0 | 0.0% | 20 | 1.6% | 16 | 1.3% | 0 | 0.0% | 4 | 0.3% | 6 | 0.5% |
| | July 2020 | 884 | 71.8% | 311 | 25.2% | 0 | 0.0% | 18 | 1.5% | 12 | 1.0% | 0 | 0.0% | 5 | 0.4% | 2 | 0.2% |
| Corrections | July 2019 | 9,919 | 64.8% | 3,428 | 22.4% | 0 | 0.0% | 1,206 | 7.9% | 715 | 4.7% | 0 | 0.0% | 27 | 0.2% | 20 | 0.1% |
| | July 2020 | 9,543 | 64.9% | 3,238 | 22.0% | 0 | 0.0% | 1,178 | 8.0% | 697 | 4.7% | 0 | 0.0% | 27 | 0.2% | 20 | 0.1% |
| Drug and Alcohol Programs | July 2019 | 14 | 19.2% | 45 | 61.6% | 0 | 0.0% | 6 | 8.2% | 8 | 11.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 15 | 19.2% | 48 | 61.5% | 0 | 0.0% | 6 | 7.7% | 9 | 11.5% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Education | July 2019 | 138 | 31.0% | 235 | 52.8% | 0 | 0.0% | 19 | 4.3% | 51 | 11.5% | 0 | 0.0% | 1 | 0.2% | 1 | 0.2% |
| | July 2020 | 131 | 29.6% | 241 | 54.5% | 0 | 0.0% | 13 | 2.9% | 55 | 12.4% | 0 | 0.0% | 1 | 0.2% | 1 | 0.2% |
| Emergency Management Agency | July 2019 | 101 | 60.5% | 51 | 30.5% | 0 | 0.0% | 6 | 3.6% | 8 | 4.8% | 0 | 0.0% | 1 | 0.6% | 0 | 0.0% |
| | July 2020 | 96 | 58.9% | 53 | 32.5% | 0 | 0.0% | 6 | 3.6% | 7 | 4.3% | 0 | 0.0% | 1 | 0.6% | 0 | 0.0% |
| Environmental Protection | July 2019 | 1,414 | 60.9% | 725 | 31.2% | 0 | 0.0% | 101 | 4.3% | 78 | 3.4% | 0 | 0.0% | 3 | 0.1% | 1 | 0.0% |
| | July 2020 | 1,406 | 60.8% | 726 | 31.4% | 0 | 0.0% | 105 | 4.5% | 74 | 3.2% | 0 | 0.0% | 3 | 0.1% | 0 | 0.0% |
| Executive Offices | July 2019 | 575 | 36.4% | 698 | 44.2% | 0 | 0.0% | 108 | 6.8% | 183 | 11.6% | 0 | 0.0% | 5 | 0.3% | 10 | 0.6% |
| | July 2020 | 1,324 | 40.5% | 1,322 | 40.4% | 0 | 0.0% | 258 | 7.9% | 343 | 10.5% | 0 | 0.0% | 10 | 0.3% | 14 | 0.4% |
| Fish and Boat Commission | July 2019 | 274 | 78.7% | 63 | 18.1% | 0 | 0.0% | 2 | 0.6% | 9 | 2.6% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 281 | 78.9% | 63 | 17.7% | 0 | 0.0% | 3 | 0.8% | 7 | 2.0% | 0 | 0.0% | 2 | 0.6% | 0 | 0.0% |

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (2 of 3)
Fiscal Year 2019 - 2020

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 2019 | 540 | 84.1% | 94 | 14.6% | 0 | 0.0% | 5 | 0.8% | 3 | 0.5% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 530 | 83.5% | 98 | 15.4% | 0 | 0.0% | 4 | 0.6% | 3 | 0.5% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Services | July 2019 | 482 | 57.9% | 165 | 19.8% | 0 | 0.0% | 107 | 12.9% | 75 | 9.0% | 0 | 0.0% | 2 | 0.2% | 1 | 0.1% |
| | July 2020 | 473 | 58.1% | 168 | 20.6% | 0 | 0.0% | 98 | 12.0% | 72 | 8.8% | 0 | 0.0% | 2 | 0.3% | 1 | 0.1% |
| Health | July 2019 | 290 | 26.3% | 637 | 57.8% | 0 | 0.0% | 50 | 4.5% | 111 | 10.1% | 0 | 0.0% | 5 | 0.5% | 10 | 0.9% |
| | July 2020 | 253 | 23.6% | 642 | 59.8% | 0 | 0.0% | 41 | 3.8% | 124 | 11.6% | 0 | 0.0% | 4 | 0.4% | 9 | 0.8% |
| Historical and Museum Commission | July 2019 | 91 | 52.9% | 72 | 41.9% | 0 | 0.0% | 6 | 3.5% | 3 | 1.7% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 93 | 49.2% | 86 | 45.5% | 0 | 0.0% | 7 | 3.7% | 3 | 1.6% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Human Services | July 2019 | 3,966 | 25.8% | 7,562 | 49.3% | 1 | 0.0% | 944 | 6.1% | 2,843 | 18.5% | 0 | 0.0% | 6 | 0.0% | 31 | 0.2% |
| | July 2020 | 3,774 | 25.2% | 7,303 | 48.8% | 2 | 0.0% | 953 | 6.4% | 2,890 | 19.3% | 0 | 0.0% | 10 | 0.1% | 29 | 0.2% |
| Insurance | July 2019 | 103 | 42.2% | 99 | 40.6% | 0 | 0.0% | 17 | 7.0% | 24 | 9.8% | 0 | 0.0% | 1 | 0.4% | 0 | 0.0% |
| | July 2020 | 110 | 44.0% | 103 | 41.2% | 0 | 0.0% | 15 | 6.0% | 22 | 8.8% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Labor and Industry | July 2019 | 1,418 | 35.7% | 2,033 | 51.1% | 0 | 0.0% | 159 | 4.0% | 366 | 9.2% | 0 | 0.0% | 0 | 0.0% | 1 | 0.0% |
| | July 2020 | 1,330 | 34.1% | 2,029 | 52.0% | 0 | 0.0% | 158 | 4.0% | 384 | 9.8% | 0 | 0.0% | 0 | 0.0% | 3 | 0.1% |
| Liquor Control Board | July 2019 | 1,415 | 44.6% | 1,083 | 34.2% | 0 | 0.0% | 264 | 8.3% | 384 | 12.1% | 0 | 0.0% | 14 | 0.4% | 10 | 0.3% |
| | July 2020 | 1,366 | 44.5% | 1,061 | 34.6% | 0 | 0.0% | 253 | 8.2% | 359 | 11.7% | 0 | 0.0% | 18 | 0.6% | 10 | 0.3% |
| Military and Veterans Affairs | July 2019 | 783 | 35.0% | 894 | 39.9% | 0 | 0.0% | 147 | 6.6% | 406 | 18.1% | 0 | 0.0% | 6 | 0.3% | 3 | 0.1% |
| | July 2020 | 800 | 34.9% | 909 | 39.7% | 0 | 0.0% | 153 | 6.7% | 417 | 18.2% | 0 | 0.0% | 7 | 0.3% | 4 | 0.2% |
| Milk Marketing Board | July 2019 | 14 | 73.7% | 4 | 21.1% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 5.3% | 0 | 0.0% |
| | July 2020 | 12 | 70.6% | 2 | 11.8% | 0 | 0.0% | 2 | 11.8% | 0 | 0.0% | 0 | 0.0% | 1 | 5.9% | 0 | 0.0% |
| Municipal Retirement System | July 2019 | 8 | 33.3% | 9 | 37.5% | 0 | 0.0% | 2 | 8.3% | 3 | 12.5% | 0 | 0.0% | 1 | 4.2% | 1 | 4.2% |
| | July 2020 | 10 | 37.0% | 10 | 37.0% | 0 | 0.0% | 1 | 3.7% | 4 | 14.8% | 0 | 0.0% | 1 | 3.7% | 1 | 3.7% |
| Probation and Parole Board | July 2019 | 612 | 47.4% | 429 | 33.2% | 0 | 0.0% | 105 | 8.1% | 146 | 11.3% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 612 | 48.9% | 403 | 32.2% | 0 | 0.0% | 109 | 8.7% | 127 | 10.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (3 of 3)
Fiscal Year 2019 - 2020

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 School Employees' Retirement System | July 2019 | 138 | 43.8% | 132 | 41.9% | 0 | 0.0% | 14 | 4.4% | 31 | 9.8% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 141 | 42.9% | 133 | 40.4% | 0 | 0.0% | 20 | 6.1% | 35 | 10.6% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Public Utility Commission | July 2019 | 209 | 45.0% | 150 | 32.3% | 0 | 0.0% | 29 | 6.3% | 40 | 8.6% | 0 | 0.0% | 27 | 5.8% | 9 | 1.9% |
| | July 2020 | 209 | 44.2% | 150 | 31.7% | 0 | 0.0% | 33 | 7.0% | 49 | 10.4% | 0 | 0.0% | 25 | 5.3% | 7 | 1.5% |
| Revenue | July 2019 | 747 | 42.0% | 608 | 34.2% | 0 | 0.0% | 139 | 7.8% | 279 | 15.7% | 0 | 0.0% | 3 | 0.2% | 3 | 0.2% |
| | July 2020 | 612 | 41.1% | 526 | 35.3% | 0 | 0.0% | 112 | 7.5% | 236 | 15.8% | 1 | 0.1% | 2 | 0.1% | 1 | 0.1% |
| State | July 2019 | 187 | 37.7% | 221 | 44.6% | 0 | 0.0% | 25 | 5.0% | 60 | 12.1% | 0 | 0.0% | 2 | 0.4% | 1 | 0.2% |
| | July 2020 | 177 | 35.8% | 228 | 46.2% | 0 | 0.0% | 30 | 6.1% | 56 | 11.3% | 0 | 0.0% | 2 | 0.4% | 1 | 0.2% |
| State Employees' Retirement System | July 2019 | 61 | 33.3% | 88 | 48.1% | 0 | 0.0% | 9 | 4.9% | 24 | 13.1% | 0 | 0.0% | 1 | 0.5% | 0 | 0.0% |
| | July 2020 | 65 | 34.9% | 92 | 49.5% | 0 | 0.0% | 7 | 3.8% | 22 | 11.8% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| State Police | July 2019 | 4,553 | 73.9% | 1,145 | 18.6% | 0 | 0.0% | 333 | 5.4% | 131 | 2.1% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | July 2020 | 4,658 | 74.6% | 1,119 | 17.9% | 0 | 0.0% | 343 | 5.5% | 124 | 2.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Transportation | July 2019 | 8,401 | 75.2% | 1,565 | 14.0% | 0 | 0.0% | 591 | 5.3% | 551 | 4.9% | 0 | 0.0% | 49 | 0.4% | 15 | 0.1% |
| | July 2020 | 8,239 | 75.9% | 1,462 | 13.5% | 0 | 0.0% | 575 | 5.3% | 521 | 4.8% | 0 | 0.0% | 42 | 0.4% | 14 | 0.1% |
| Totals | July 2019 | 37,823 | 52.6% | 23,034 | 32.1% | 1 | 0.0% | 4,473 | 6.2% | 6,620 | 9.2% | 0 | 0.0% | 162 | 0.2% | 131 | 0.2% |
| | July 2020 | 37,624 | 52.1% | 23,021 | 31.9% | 2 | 0.0% | 4,555 | 6.3% | 6,719 | 9.3% | 1 | 0.0% | 165 | 0.2% | 122 | 0.2% |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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-one agencies have as many or more minority and female employees than non-minority males, including the Department of Human Services, which is the largest state agency. The Department of Human Services has the highest percentage of minority employees of all agencies, accounting for 25.7 percent of their total salaried full-time work force. The Department of Drug and Alcohol Programs has the highest representation of females, comprising 73.1 percent of its total salaried full-time work force.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Ethnicity
1980 - 2020

Changes in Commonwealth Salaried Employment of Minorities
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2020
Full-Time Salaried Employees
(GAWFR Table 15)

| Year | Black/African-American | | | | | | Hispanic/Latino | | | | | | Native Hawaiian/Pacific Islander | | | | | |
|------------------|------------------------|-------------|--------------|-------------|------------|-------------|-----------------|-------------|--------------|-------------|------------|-------------|----------------------------------|-------------|-----------|-------------|------------|-------------|
| | Male | | Female | | Undeclared | | Male | | Female | | Undeclared | | Male | | Female | | Undeclared | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| July 1980 | 3,956 | 4.0% | 7,045 | 7.1% | ****N/A | ****N/A | 320 | 0.3% | 277 | 0.3% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A |
| July 1985 | 3,409 | 4.2% | 5,746 | 7.1% | ****N/A | ****N/A | 352 | 0.4% | 279 | 0.3% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A |
| July 1990 | 3,355 | 4.3% | 5,399 | 6.9% | ****N/A | ****N/A | 405 | 0.5% | 333 | 0.4% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A |
| July 1995 | 3,617 | 4.6% | 5,301 | 6.6% | ****N/A | ****N/A | 504 | 0.6% | 441 | 0.5% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A |
| July 2000 | 3,354 | 4.3% | 4,839 | 6.2% | ****N/A | ****N/A | 524 | 0.7% | 509 | 0.6% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A |
| July 2005 | 3,144 | 4.1% | 4,698 | 6.1% | ****N/A | ****N/A | 571 | 0.7% | 631 | 0.8% | ****N/A | ****N/A | **N/A | **N/A | **N/A | **N/A | ****N/A | ****N/A |
| July 2010 | 2,953 | 3.9% | 4,595 | 6.1% | ****N/A | ****N/A | 646 | 0.9% | 780 | 1.0% | ****N/A | ****N/A | **N/A | **N/A | **N/A | **N/A | ****N/A | ****N/A |
| July 2015 | 2,762 | 3.8% | 4,470 | 6.2% | ****N/A | ****N/A | 738 | 1.0% | 862 | 1.2% | ****N/A | ****N/A | **N/A | **N/A | **N/A | **N/A | ****N/A | ****N/A |
| July 2020 | 2,762 | 3.8% | 4,714 | 6.5% | 1 | 0.0% | 877 | 1.0% | 1,060 | 1.5% | 0 | 0.0% | 38 | 0.1% | 28 | 0.0% | 0 | 0.0% |

| Year | Asian | | | | | | Native American/Alaskan | | | | | | Two or more races | | | | | |
|------------------|------------|-------------|------------|-------------|------------|-------------|-------------------------|-------------|-----------|-------------|------------|-------------|-------------------|-------------|------------|-------------|------------|-------------|
| | Male | | Female | | Undeclared | | Male | | Female | | Undeclared | | Male | | Female | | Undeclared | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| July 1980 | 336 | 0.3% | 151 | 0.2% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A | ***N/A | ***N/A | ***N/A | ***N/A | ****N/A | ****N/A |
| July 1985 | 287 | 0.4% | 164 | 0.2% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A | ***N/A | ***N/A | ***N/A | ***N/A | ****N/A | ****N/A |
| July 1990 | 391 | 0.5% | 219 | 0.3% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A | ***N/A | ***N/A | ***N/A | ***N/A | ****N/A | ****N/A |
| July 1995 | 493 | 0.6% | 273 | 0.3% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A | ***N/A | ***N/A | ***N/A | ***N/A | ****N/A | ****N/A |
| July 2000 | 509 | 0.6% | 296 | 0.4% | ****N/A | ****N/A | *N/A | *N/A | *N/A | *N/A | ****N/A | ****N/A | ***N/A | ***N/A | ***N/A | ***N/A | ****N/A | ****N/A |
| July 2005 | 489 | 0.6% | 391 | 0.5% | ****N/A | ****N/A | 61 | 0.1% | 41 | 0 | ****N/A | ****N/A | ***N/A | ***N/A | ***N/A | ***N/A | ****N/A | ****N/A |
| July 2010 | 534 | 0.7% | 463 | 0.6% | ****N/A | ****N/A | 63 | 0.1% | 59 | 0.1% | ****N/A | ****N/A | ***N/A | ***N/A | ***N/A | ***N/A | ****N/A | ****N/A |
| July 2015 | 579 | 0.8% | 558 | 0.8% | ****N/A | ****N/A | 68 | 0.1% | 62 | 0.1% | ****N/A | ****N/A | ***N/A | ***N/A | ***N/A | ***N/A | ****N/A | ****N/A |
| July 2020 | 602 | 0.8% | 626 | 0.9% | 0 | 0.0% | 70 | 0.1% | 45 | 0.1% | 0 | 0.0% | 206 | 0.3% | 246 | 0.3% | 0 | 0.0% |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTES: Includes full-time permanent salaried employees. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

****In September 2019, a new category, Undeclared, was created.

COMMENTS: Since 1980 the percentage of minority employees in state government has increased from 12.2 to 15.6 percent.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Gender
1980 - 2020

Changes in Commonwealth Salaried Employment by Minority Group and Gender
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2020
Full-Time Salaried Employees
(GAWFR Table 14)

| Year | Non-Minority | | | | | | Minority | | | | | | Undisclosed | | | | | | Totals | | | | | |
|-----------|--------------|---------|--------|---------|------------|---------|----------|---------|--------|---------|------------|---------|-------------|---------|--------|---------|------------|---------|--------|---------|--------|---------|------------|---------|
| | Male | | Female | | Undeclared | | Male | | Female | | Undeclared | | Male | | Female | | Undeclared | | 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 | Number | Percent |
| 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 | *N/A | *N/A | *N/A | *N/A | **N/A | **N/A | 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 | *N/A | *N/A | *N/A | *N/A | **N/A | **N/A | 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 | *N/A | *N/A | *N/A | *N/A | **N/A | **N/A | 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 | *N/A | *N/A | *N/A | *N/A | **N/A | **N/A | 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 | *N/A | *N/A | *N/A | *N/A | **N/A | **N/A | 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 | *N/A | *N/A | *N/A | *N/A | **N/A | **N/A | 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 | *N/A | *N/A | *N/A | *N/A | **N/A | **N/A | 45,056 | 59.4% | 30,822 | 40.6% | **N/A | **N/A |
| July 2015 | 38,950 | 53.6% | 23,290 | 32.1% | **N/A | **N/A | 4,147 | 5.7% | 5,952 | 8.2% | **N/A | **N/A | 152 | 0.2% | 131 | 0.2% | **N/A | **N/A | 43,249 | 59.6% | 29,373 | 40.4% | **N/A | **N/A |
| July 2020 | 37,624 | 52.1% | 23,021 | 31.9% | 2 | 0.0% | 4,555 | 6.3% | 6,719 | 9.3% | 1 | 0.0% | 165 | 0.2% | 122 | 0.2% | 0 | 0.0% | 42,344 | 58.6% | 29,862 | 41.4% | 3 | 0.0% |

SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding.

*In September 2015, a new category, Undisclosed, was created.

**In September 2019, a new category, Undeclared, was created.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics

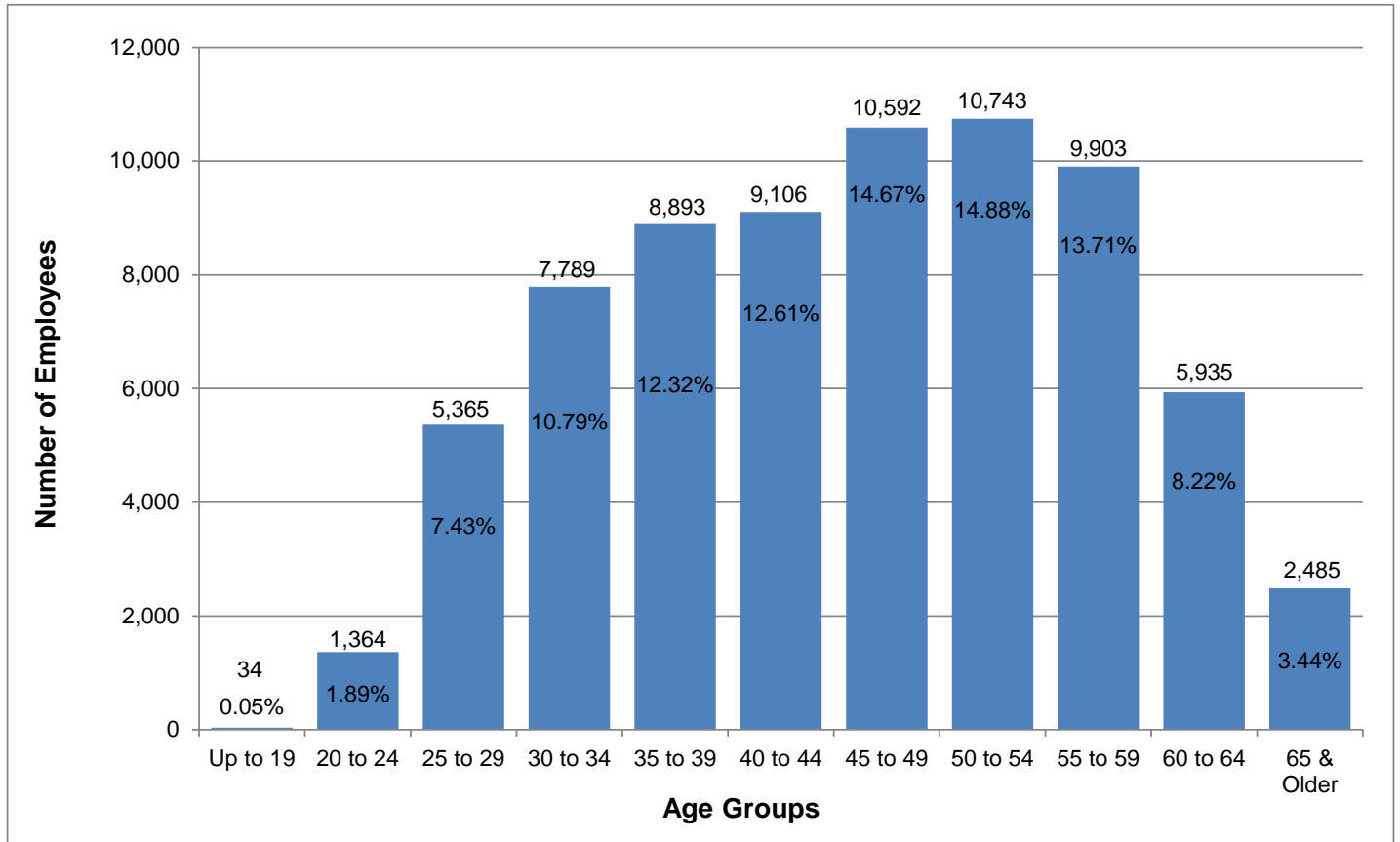
Age Groups

July 2020

Age Distribution for Commonwealth Employees

July 2020

(GAWFR Table 46)

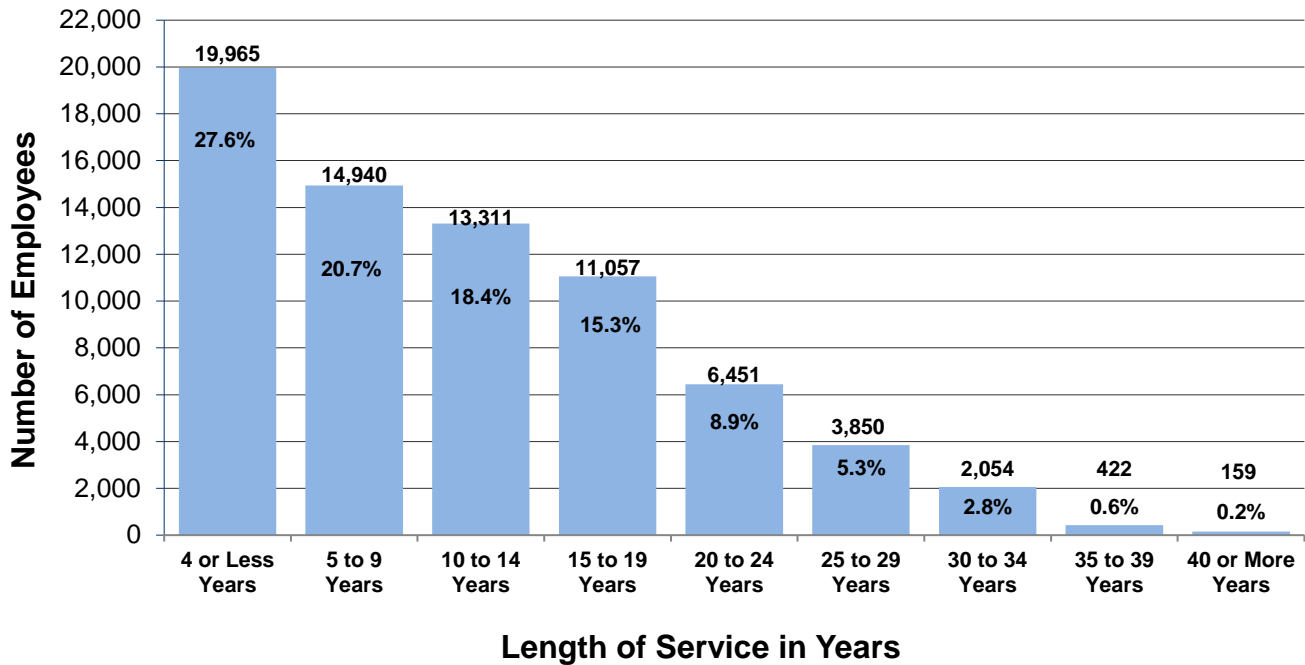


SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: Includes full-time permanent salaried employees. For purposes of this diagram, partial years are truncated.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Length of Service
July 2020

Length of Service Distribution for Commonwealth Employees
July 2020
(GAWFR Table 47)



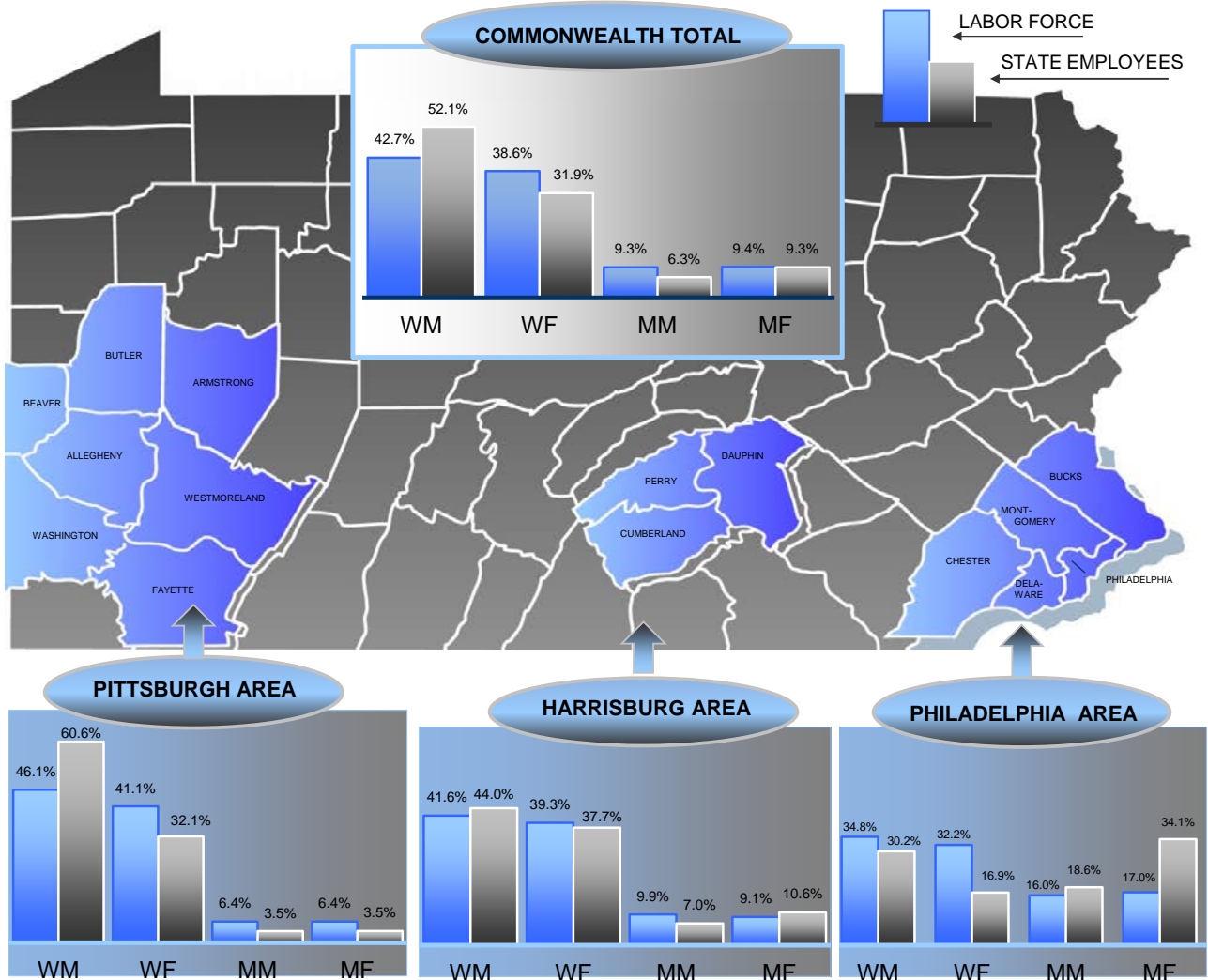
SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes. For purposes of this diagram, a year of service is calculated as 52 weeks of employment. Partial years are truncated.

COMMENTS: There were 581 employees with 35 or more years of commonwealth service as of July 2020. The average length of service was 11.3 years, which is consistent with the previous reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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



SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS

NOTE: State employment includes full-time permanent salaried employees. Data for commonwealth total labor force statistics and each metropolitan statistical area is from 2019, and are the latest available from the U.S. Census Bureau, 2019 American Community Survey. Metropolitan statistical area labor force data is based on 2019 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, 2020.

COMMENTS: The total representation of minority men and women in the state work force is 15.6 percent, compared to 18.7 percent in the overall state labor force. As compared to the previous reporting year the state work force minority representation has seen a slight increase.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

Minority Representation by Agency
(GAWFR Table 17)

| Department | Minorities | | Non Minority | | Undisclosed | | Total Employees |
|--|---------------|--------------|---------------|--------------|-------------|-------------|-----------------|
| | Number | Percent | Number | Percent | Number | Percent | |
| Aging | 11 | 13.8% | 69 | 86.3% | 0 | 0.0% | 80 |
| Agriculture | 48 | 8.9% | 490 | 90.7% | 2 | 0.4% | 540 |
| Banking and Securities | 22 | 12.0% | 157 | 85.8% | 4 | 2.2% | 183 |
| Civil Service Commission | 1 | 6.3% | 15 | 93.8% | 0 | 0.0% | 16 |
| Community and Economic Development | 39 | 13.7% | 244 | 85.9% | 1 | 0.4% | 284 |
| Conservation and Natural Resources | 30 | 2.4% | 1,195 | 97.0% | 7 | 0.6% | 1,232 |
| Corrections | 1,875 | 12.8% | 12,781 | 86.9% | 47 | 0.3% | 14,703 |
| Drug and Alcohol Programs | 15 | 19.2% | 63 | 80.8% | 0 | 0.0% | 78 |
| Education | 68 | 15.4% | 372 | 84.2% | 2 | 0.5% | 442 |
| Emergency Management Agency | 13 | 8.0% | 149 | 91.4% | 1 | 0.6% | 163 |
| Environmental Protection | 179 | 7.7% | 2,132 | 92.1% | 3 | 0.1% | 2,314 |
| Executive Offices | 601 | 18.4% | 2,646 | 80.9% | 24 | 0.7% | 3,271 |
| Fish and Boat Commission | 10 | 2.8% | 344 | 96.6% | 2 | 0.6% | 356 |
| Game Commission | 7 | 1.1% | 628 | 98.9% | 0 | 0.0% | 635 |
| General Services | 170 | 20.9% | 641 | 78.7% | 3 | 0.4% | 814 |
| Health | 165 | 15.4% | 895 | 83.4% | 13 | 1.2% | 1,073 |
| Historical and Museum Commission | 10 | 5.3% | 179 | 94.7% | 0 | 0.0% | 189 |
| Human Services | 3,843 | 25.7% | 11,079 | 74.1% | 39 | 0.3% | 14,961 |
| Insurance | 37 | 14.8% | 213 | 85.2% | 0 | 0.0% | 250 |
| Labor and Industry | 542 | 13.9% | 3,359 | 86.0% | 3 | 0.1% | 3,904 |
| Liquor Control Board | 612 | 20.0% | 2,427 | 79.1% | 28 | 0.9% | 3,067 |
| Military and Veterans Affairs | 570 | 24.9% | 1,709 | 74.6% | 11 | 0.5% | 2,290 |
| Milk Marketing Board | 2 | 11.8% | 14 | 82.4% | 1 | 5.9% | 17 |
| Municipal Retirement System | 5 | 18.5% | 20 | 74.1% | 2 | 7.4% | 27 |
| Probation and Parole Board | 236 | 18.9% | 1,015 | 81.1% | 0 | 0.0% | 1,251 |
| Public School Employees' Retirement System | 55 | 16.7% | 274 | 83.3% | 0 | 0.0% | 329 |
| Public Utility Commission | 82 | 17.3% | 359 | 75.9% | 32 | 6.8% | 473 |
| Revenue | 349 | 23.4% | 1,138 | 76.4% | 3 | 0.2% | 1,490 |
| State | 86 | 17.4% | 405 | 82.0% | 3 | 0.6% | 494 |
| State Employees' Retirement System | 29 | 15.6% | 157 | 84.4% | 0 | 0.0% | 186 |
| State Police | 467 | 7.5% | 5,777 | 92.5% | 0 | 0.0% | 6,244 |
| Transportation | 1,096 | 10.1% | 9,701 | 89.4% | 56 | 0.5% | 10,853 |
| COMMONWEALTH TOTALS | 11,275 | 15.6% | 60,647 | 84.0% | 287 | 0.4% | 72,209 |

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 15.6 percent of the commonwealth's work force, led by Human Services with 25.7 percent minority representation.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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

| Agency | Females | | Males | | Undeclared | | Total Employees |
|--|---------------|--------------|---------------|--------------|------------|-------------|-----------------|
| | Number | Percent | Number | Percent | Number | Percent | |
| Aging | 56 | 70.0% | 24 | 30.0% | 0 | 0.0% | 80 |
| Agriculture | 238 | 44.1% | 302 | 55.9% | 0 | 0.0% | 540 |
| Banking and Securities | 97 | 53.0% | 86 | 47.0% | 0 | 0.0% | 183 |
| Civil Service Commission | 10 | 62.5% | 6 | 37.5% | 0 | 0.0% | 16 |
| Community and Economic Development | 166 | 58.5% | 118 | 41.5% | 0 | 0.0% | 284 |
| Conservation and Natural Resources | 325 | 26.4% | 907 | 73.6% | 0 | 0.0% | 1,232 |
| Corrections | 3,955 | 26.9% | 10,748 | 73.1% | 0 | 0.0% | 14,703 |
| Drug and Alcohol Programs | 57 | 73.1% | 21 | 26.9% | 0 | 0.0% | 78 |
| Education | 297 | 67.2% | 145 | 32.8% | 0 | 0.0% | 442 |
| Emergency Management Agency | 60 | 36.8% | 103 | 63.2% | 0 | 0.0% | 163 |
| Environmental Protection | 800 | 34.6% | 1,514 | 65.4% | 0 | 0.0% | 2,314 |
| Executive Offices | 1,679 | 51.3% | 1,592 | 48.7% | 0 | 0.0% | 3,271 |
| Fish and Boat Commission | 70 | 19.7% | 286 | 80.3% | 0 | 0.0% | 356 |
| Game Commission | 101 | 15.9% | 534 | 84.1% | 0 | 0.0% | 635 |
| General Services | 241 | 29.6% | 573 | 70.4% | 0 | 0.0% | 814 |
| Health | 775 | 72.2% | 298 | 27.8% | 0 | 0.0% | 1,073 |
| Historical and Museum Commission | 89 | 47.1% | 100 | 52.9% | 0 | 0.0% | 189 |
| Human Services | 10,222 | 68.3% | 4,737 | 31.7% | 2 | 0.0% | 14,961 |
| Insurance | 125 | 50.0% | 125 | 50.0% | 0 | 0.0% | 250 |
| Labor and Industry | 2,416 | 61.9% | 1,488 | 38.1% | 0 | 0.0% | 3,904 |
| Liquor Control Board | 1,430 | 46.6% | 1,637 | 53.4% | 0 | 0.0% | 3,067 |
| Military and Veterans Affairs | 1,330 | 58.1% | 960 | 41.9% | 0 | 0.0% | 2,290 |
| Milk Marketing Board | 2 | 11.8% | 15 | 88.2% | 0 | 0.0% | 17 |
| Municipal Retirement System | 15 | 55.6% | 12 | 44.4% | 0 | 0.0% | 27 |
| Probation and Parole Board | 530 | 42.4% | 721 | 57.6% | 0 | 0.0% | 1,251 |
| Public School Employees' Retirement System | 168 | 51.1% | 161 | 48.9% | 0 | 0.0% | 329 |
| Public Utility Commission | 206 | 43.6% | 267 | 56.4% | 0 | 0.0% | 473 |
| Revenue | 763 | 51.2% | 726 | 48.7% | 1 | 0.1% | 1,490 |
| State | 285 | 57.7% | 209 | 42.3% | 0 | 0.0% | 494 |
| State Employees' Retirement System | 114 | 61.3% | 72 | 38.7% | 0 | 0.0% | 186 |
| State Police | 1,243 | 19.9% | 5,001 | 80.1% | 0 | 0.0% | 6,244 |
| Transportation | 1,997 | 18.4% | 8,856 | 81.6% | 0 | 0.0% | 10,853 |
| COMMONWEALTH TOTALS | 29,862 | 41.4% | 42,344 | 58.6% | 3 | 0.0% | 72,209 |

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. In September 2019, a new category, Undeclared, was created.

COMMENTS: Males represent over half of all state employees in each of 16 agencies. The Drug and Alcohol Programs has the largest percentage of female employees (73.1%).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2020
(GAWFR Table 19)

| | | White | | | Black/African-American | | | Hispanic/Latino | | Native Hawaiian/ Pacific Islander | | Asian | | Native American/Alaskan | | Two or more races | | Undisclosed | | Total Employees |
|---|------|-----------------|------------|----------------|------------------------|------------|---------------|-----------------|-------------|--------------------------------------|----------------|-------------|-------------|----------------------------|--------------|-------------------|------------------|-------------|------------|--------------------|
| | | Male | Undeclared | Female | Male | Undeclared | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Officials and Administrators | 1995 | 2,465 73.5% | ****N/A | 583 17.4% | 124 3.7% | ****N/A | 104 3.1% | 12 0.4% | 7 0.2% | *N/A *N/A | *N/A *N/A | 43 1.3% | 18 0.5% | *N/A *N/A | *N/A *N/A | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 3,417 |
| | 2000 | 2,446 69.8% | ****N/A | 741 21.1% | 122 3.5% | ****N/A | 115 3.3% | 15 0.4% | 8 0.2% | *N/A *N/A | *N/A *N/A | 37 1.1% | 20 0.6% | *N/A *N/A | *N/A *N/A | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 3,561 |
| | 2005 | 6,072 57.8% | ****N/A | 3,398 32.4% | 367 3.5% | ****N/A | 461 4.4% | 50 0.5% | 55 0.5% | **N/A **N/A | **N/A **N/A | 49 0.5% | 40 0.4% | 4 0.0% | 5 0.0% | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 10,590 |
| | 2010 | 5,967 52.5% | ****N/A | 4,111 36.2% | 328 2.9% | ****N/A | 530 4.7% | 68 0.6% | 96 0.8% | **N/A **N/A | **N/A **N/A | 70 0.6% | 52 0.5% | 7 0.1% | 9 0.1% | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 11,360 |
| | 2015 | 5,594 50.4% | ****N/A | 4,023 36.3% | 280 2.5% | ****N/A | 530 4.8% | 84 0.8% | 94 0.8% | **N/A **N/A | **N/A **N/A | 81 0.7% | 69 0.6% | 4 0.0% | 11 0.1% | ***N/A ***N/A | ***N/A ***N/A | 46 0.4% | 42 0.4% | 11,096 |
| | 2020 | 5,472 49.1% | 0 0.0% | 4,257 38.2% | 288 2.6% | 0 0.0% | 560 5.0% | 115 1.0% | 131 1.2% | 5 0.0% | 5 0.0% | 98 0.9% | 95 0.9% | 8 0.1% | 7 0.1% | 18 0.2% | 21 0.2% | 28 0.3% | 34 0.3% | 11,142 |
| | | | | | | | | | | | | | | | | | | | | |
| Professionals | 1995 | 12,385 49.7% | ****N/A | 9,110 36.6% | 933 3.7% | ****N/A | 1,654 6.6% | 151 0.6% | 208 0.8% | *N/A *N/A | *N/A *N/A | 318 1.3% | 141 0.6% | *N/A *N/A | *N/A *N/A | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 24,900 |
| | 2000 | 12,216 49.3% | ****N/A | 9,174 37.0% | 888 3.6% | ****N/A | 1,636 6.6% | 148 0.6% | 241 1.0% | *N/A *N/A | *N/A *N/A | 326 1.3% | 161 0.6% | *N/A *N/A | *N/A *N/A | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 24,790 |
| | 2005 | 8,379 43.7% | ****N/A | 7,837 40.8% | 598 3.1% | ****N/A | 1,433 7.5% | 127 0.7% | 275 1.4% | **N/A **N/A | **N/A **N/A | 297 1.5% | 206 1.1% | 21 0.1% | 14 0.1% | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 19,187 |
| | 2010 | 7,633 39.8% | ****N/A | 7,881 41.1% | 564 2.9% | ****N/A | 1,493 7.8% | 150 0.8% | 359 1.9% | **N/A **N/A | **N/A **N/A | 295 1.5% | 233 1.2% | 23 0.1% | 19 0.1% | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 18,650 |
| | 2015 | 7,081 37.7% | ****N/A | 7,621 40.6% | 589 3.1% | ****N/A | 1,606 8.6% | 167 0.9% | 405 2.2% | **N/A **N/A | **N/A **N/A | 302 1.6% | 270 1.4% | 23 0.1% | 23 0.1% | ***N/A ***N/A | ***N/A ***N/A | 31 0.2% | 28 0.1% | 18,087 |
| | 2020 | 6,650 36.1% | 1 0.0% | 7,853 42.7% | 568 3.1% | 0 0.0% | 1,753 9.5% | 195 1.1% | 517 2.8% | 15 0.1% | 16 0.1% | 300 1.6% | 291 1.6% | 16 0.1% | 21 0.1% | 45 0.2% | 95 0.5% | 35 0.2% | 31 0.2% | 18,402 |
| | | | | | | | | | | | | | | | | | | | | |
| Technicians | 1995 | 3,725 60.7% | ****N/A | 1,934 31.3% | 187 3.0% | ****N/A | 222 3.6% | 17 0.3% | 14 0.2% | *N/A *N/A | *N/A *N/A | 25 0.4% | 12 0.2% | *N/A *N/A | *N/A *N/A | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 6,136 |
| | 2000 | 3,329 62.3% | ****N/A | 1,636 30.6% | 152 2.8% | ****N/A | 149 2.8% | 21 0.4% | 16 0.3% | *N/A *N/A | *N/A *N/A | 28 0.5% | 9 0.2% | *N/A *N/A | *N/A *N/A | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 5,340 |
| | 2005 | 1,206 57.8% | ****N/A | 1,109 32.4% | 44 3.5% | ****N/A | 63 4.4% | 10 0.5% | 4 0.5% | **N/A **N/A | **N/A **N/A | 19 0.5% | 10 0.4% | 2 0.0% | 1 0.0% | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 2,468 |
| | 2010 | 1,119 45.5% | ****N/A | 1,168 47.5% | 38 1.5% | ****N/A | 61 2.5% | 5 0.2% | 6 0.2% | **N/A **N/A | **N/A **N/A | 16 0.7% | 14 0.6% | 3 0.1% | 1 0.0% | ***N/A ***N/A | ***N/A ***N/A | 0 0.0% | 0 0.0% | 2,431 |
| | 2015 | 1,006 44.4% | ****N/A | 1,043 46.0% | 36 1.6% | ****N/A | 72 3.2% | 9 0.4% | 9 0.4% | **N/A **N/A | **N/A **N/A | 15 0.7% | 18 0.8% | 1 0.0% | 3 0.1% | ***N/A ***N/A | ***N/A ***N/A | 2 0.1% | 8 0.4% | 2,212 |
| | 2020 | 907 42.1% | 0 0.0% | 1,027 47.7% | 36 1.7% | 0 0.0% | 95 4.4% | 12 0.6% | 19 0.9% | 2 0.1% | 1 0.0% | 14 0.7% | 17 0.8% | 2 0.1% | 0 0.0% | 4 0.2% | 9 0.4% | 2 0.1% | 5 0.2% | 2,152 |
| | | | | | | | | | | | | | | | | | | | | |

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2020
(GAWFR Table 19 - continued)

| | | White | | | Black/African-American | | | Hispanic/Latino | | Native Hawaiian/ Pacific Islander | | Asian | | Native American/Alaskan | | Two or more races | | Undisclosed | | Total Employees |
|-------------------------------|------|--------|------------|--------|------------------------|------------|--------|-----------------|--------|--------------------------------------|--------|-------|--------|----------------------------|--------|-------------------|--------|-------------|--------|--------------------|
| | | Male | Undeclared | Female | Male | Undeclared | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Protective Service Workers | 1995 | 9,368 | ****N/A | 560 | 916 | ****N/A | 158 | 146 | 10 | *N/A | *N/A | 45 | 3 | *N/A | *N/A | ***N/A | ***N/A | 0 | 0 | 11,206 |
| | | 83.6% | ****N/A | 5.0% | 8.2% | ****N/A | 1.4% | 1.3% | 0.1% | *N/A | *N/A | 0.4% | 0.0% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2000 | 10,702 | ****N/A | 738 | 1008 | ****N/A | 224 | 168 | 15 | *N/A | *N/A | 51 | 7 | *N/A | *N/A | ***N/A | ***N/A | 0.00 | 0 | 12,913 |
| | | 82.9% | ****N/A | 5.7% | 7.8% | ****N/A | 1.7% | 1.3% | 0.1% | *N/A | *N/A | 0.4% | 0.1% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2005 | 10,700 | ****N/A | 672 | 885 | ****N/A | 237 | 185 | 16 | **N/A | **N/A | 40 | 2 | 18 | 3 | ***N/A | ***N/A | 0 | 0 | 12,758 |
| | | 83.9% | ****N/A | 5.3% | 3.5% | ****N/A | 4.4% | 0.5% | 0.5% | **N/A | **N/A | 0.5% | 0.4% | 0.0% | 0.0% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2010 | 11,596 | ****N/A | 800 | 850 | ****N/A | 281 | 203 | 20 | **N/A | **N/A | 50 | 3 | 17 | 2 | ***N/A | ***N/A | 0 | 0 | 13,822 |
| | | 83.6% | ****N/A | 5.8% | 6.1% | ****N/A | 2.0% | 1.5% | 0.1% | **N/A | **N/A | 0.4% | 0.0% | 0.1% | 0.0% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2015 | 11,339 | ****N/A | 870 | 839 | ****N/A | 285 | 249 | 43 | **N/A | **N/A | 57 | 5 | 21 | 4 | ***N/A | ***N/A | 19 | 6 | 13,712 |
| | | 82.0% | ****N/A | 6.3% | 6.1% | ****N/A | 2.1% | 1.8% | 0.3% | **N/A | **N/A | 0.4% | 0.0% | 0.2% | 0.0% | ***N/A | ***N/A | 0.1% | 0.0% | |
| | 2020 | 11,305 | 0 | 1,235 | 799 | 0 | 376 | 322 | 68 | 5 | 2 | 67 | 9 | 21 | 1 | 58 | 26 | 24 | 7 | 14,325 |
| | | 78.9% | 0.0% | 8.6% | 5.6% | 0.0% | 2.6% | 2.2% | 0.5% | 0.0% | 0.0% | 0.5% | 0.1% | 0.1% | 0.0% | 0.4% | 0.2% | 0.2% | 0.0% | |
| Para- professionals | 1995 | 92 | ****N/A | 211 | 17 | ****N/A | 32 | 0 | 2 | *N/A | *N/A | 1 | 3 | *N/A | *N/A | ***N/A | ***N/A | 0 | 0 | 358 |
| | | 25.7% | ****N/A | 58.9% | 4.7% | ****N/A | 8.9% | 0.0% | 0.6% | *N/A | *N/A | 0.3% | 0.8% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2000 | 71 | ****N/A | 228 | 15 | ****N/A | 25 | 1 | 1 | *N/A | *N/A | 0 | 2 | *N/A | *N/A | ***N/A | ***N/A | 0.00 | 0 | 343 |
| | | 20.7% | ****N/A | 66.5% | 4.4% | ****N/A | 7.3% | 0.3% | 0.3% | *N/A | *N/A | 0.0% | 0.6% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2005 | 1,215 | ****N/A | 323 | 139 | ****N/A | 72 | 20 | 4 | **N/A | **N/A | 4 | 2 | 0 | 0 | ***N/A | ***N/A | 0 | 0 | 1,779 |
| | | 68.3% | ****N/A | 18.2% | 7.8% | ****N/A | 4.0% | 1.1% | 0.2% | **N/A | **N/A | 0.2% | 0.1% | 0.0% | 0.0% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2010 | 1,260 | ****N/A | 401 | 150 | ****N/A | 95 | 26 | 7 | **N/A | **N/A | 4 | 2 | 1 | 4 | ***N/A | ***N/A | 0 | 0 | 1,950 |
| | | 64.4% | ****N/A | 20.5% | 7.7% | ****N/A | 4.9% | 1.3% | 0.4% | **N/A | **N/A | 0.2% | 0.1% | 0.1% | 0.2% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2015 | 888 | ****N/A | 282 | 80 | ****N/A | 65 | 22 | 11 | **N/A | **N/A | 5 | 2 | 2 | 2 | ***N/A | ***N/A | 1 | 0 | 1,359 |
| | | 64.9% | ****N/A | 20.6% | 5.8% | ****N/A | 4.8% | 1.6% | 0.8% | **N/A | **N/A | 0.4% | 0.1% | 0.1% | 0.1% | ***N/A | ***N/A | 0.1% | 0.0% | |
| | 2020 | 944 | 0 | 340 | 81 | 0 | 77 | 23 | 20 | 0 | 0 | 8 | 1 | 2 | 1 | 9 | 2 | 5 | 0 | 1,513 |
| | | 62.4% | 0.0% | 22.5% | 5.4% | 0.0% | 5.1% | 1.5% | 1.3% | 0.0% | 0.0% | 0.5% | 0.1% | 0.1% | 0.1% | 0.6% | 0.1% | 0.3% | 0.0% | |
| Office and Clerical | 1995 | 3,437 | ****N/A | 10,220 | 499 | ****N/A | 2,293 | 44 | 158 | *N/A | *N/A | 29 | 74 | *N/A | *N/A | ***N/A | ***N/A | 0 | 0 | 16,754 |
| | | 20.5% | ****N/A | 61.0% | 3.0% | ****N/A | 13.7% | 0.3% | 0.9% | *N/A | *N/A | 0.2% | 0.4% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2000 | 3,217 | ****N/A | 9,707 | 500 | ****N/A | 2,147 | 51 | 188 | *N/A | *N/A | 40 | 77 | *N/A | *N/A | ***N/A | ***N/A | 0.00 | 0 | 15,927 |
| | | 20.2% | ****N/A | 60.9% | 3.1% | ****N/A | 13.5% | 0.3% | 1.2% | *N/A | *N/A | 0.3% | 0.5% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2005 | 2,654 | ****N/A | 8,487 | 410 | ****N/A | 1,951 | 66 | 232 | **N/A | **N/A | 53 | 112 | 5 | 15 | ***N/A | ***N/A | 0 | 0 | 13,985 |
| | | 19.0% | ****N/A | 60.7% | 2.9% | ****N/A | 14.0% | 0.5% | 1.7% | **N/A | **N/A | 0.4% | 0.8% | 0.0% | 0.1% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2010 | 2,439 | ****N/A | 7,377 | 393 | ****N/A | 1,685 | 71 | 223 | **N/A | **N/A | 65 | 133 | 3 | 15 | ***N/A | ***N/A | 0 | 0 | 12,404 |
| | | 19.4% | ****N/A | 58.5% | 3.1% | ****N/A | 13.4% | 0.6% | 1.8% | **N/A | **N/A | 0.5% | 1.1% | 0.0% | 0.1% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2015 | 2,596 | ****N/A | 6,429 | 360 | ****N/A | 1,512 | 71 | 234 | **N/A | **N/A | 72 | 162 | 5 | 13 | ***N/A | ***N/A | 8 | 26 | 11,454 |
| | | 22.1% | ****N/A | 54.7% | 3.1% | ****N/A | 12.9% | 0.6% | 2.0% | **N/A | **N/A | 0.6% | 1.4% | 0.0% | 0.1% | ***N/A | ***N/A | 0.1% | 0.2% | |
| | 2020 | 2,450 | 1 | 5,530 | 364 | 1 | 1,334 | 76 | 221 | 4 | 3 | 69 | 177 | 6 | 8 | 25 | 72 | 30 | 28 | 10,399 |
| | | 23.6% | 0.0% | 53.2% | 3.5% | 0.0% | 12.8% | 0.7% | 2.1% | 0.0% | 0.0% | 0.7% | 1.7% | 0.1% | 0.1% | 0.2% | 0.7% | 0.3% | 0.3% | |

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2020
(GAWFR Table 19 - continued)

| | | White | | | Black/African-American | | | Hispanic/Latino | | Native Hawaiian/ Pacific Islander | | Asian | | Native American/Alaskan | | Two or more races | | Undisclosed | | Total Employees |
|----------------------------------|-------------|--------------|-------------|--------------|------------------------|-------------|-------------|-----------------|-------------|--------------------------------------|-------------|-------------|-------------|----------------------------|-------------|-------------------|-------------|-------------|-------------|--------------------|
| | | Male | Undeclared | Female | Male | Undeclared | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Skilled Craft Workers | 1995 | 6,685 | ****N/A | 197 | 266 | ****N/A | 16 | 69 | 2 | *N/A | *N/A | 16 | 1 | *N/A | *N/A | ***N/A | ***N/A | 0 | 0 | 7,252 |
| | | 92.2% | ****N/A | 2.7% | 3.7% | ****N/A | 0.2% | 1.0% | 0.0% | *N/A | *N/A | 0.2% | 0.0% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2000 | 6,738 | ****N/A | 214 | 233 | ****N/A | 19 | 68 | 3 | *N/A | *N/A | 14 | 1 | *N/A | *N/A | ***N/A | ***N/A | 0.00 | 0 | 7,290 |
| | | 92.4% | ****N/A | 2.9% | 3.2% | ****N/A | 0.3% | 0.9% | 0.0% | *N/A | *N/A | 0.2% | 0.0% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2005 | 4,219 | ****N/A | 75 | 127 | ****N/A | 5 | 28 | 0 | **N/A | **N/A | 9 | 1 | 3 | 0 | ***N/A | ***N/A | 0 | 0 | 4,467 |
| | | 94.4% | ****N/A | 1.7% | 2.8% | ****N/A | 0.1% | 0.6% | 0.0% | **N/A | **N/A | 0.2% | 0.0% | 0.1% | 0.0% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2010 | 4,318 | ****N/A | 89 | 122 | ****N/A | 7 | 32 | 0 | **N/A | **N/A | 10 | 2 | 5 | 0 | ***N/A | ***N/A | 0 | 0 | 4,585 |
| | | 93.9% | ****N/A | 1.9% | 2.7% | ****N/A | 0.2% | 0.7% | 0.0% | **N/A | **N/A | 0.2% | 0.0% | 0.1% | 0.0% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2015 | 3,901 | ****N/A | 86 | 92 | ****N/A | 5 | 31 | 0 | **N/A | **N/A | 15 | 1 | 4 | 0 | ***N/A | ***N/A | 17 | 0 | 4,135 |
| | | 93.2% | ****N/A | 2.1% | 2.2% | ****N/A | 0.1% | 0.7% | 0.0% | **N/A | **N/A | 0.4% | 0.0% | 0.1% | 0.0% | ***N/A | ***N/A | 0.4% | 0.0% | |
| | 2020 | 3,673 | 0 | 91 | 84 | 0 | 3 | 28 | 1 | 4 | 0 | 14 | 2 | 6 | 0 | 6 | 0 | 20 | 0 | 3,932 |
| | | 93.4% | 0.0% | 2.3% | 2.1% | 0.0% | 0.1% | 0.7% | 0.0% | 0.1% | 0.0% | 0.4% | 0.1% | 0.2% | 0.0% | 0.2% | 0.0% | 0.5% | 0.0% | |
| Service- Maintenance | 1995 | 4,863 | ****N/A | 3,986 | 675 | ****N/A | 822 | 65 | 40 | *N/A | *N/A | 16 | 21 | *N/A | *N/A | ***N/A | ***N/A | 0 | 0 | 10,488 |
| | | 46.4% | ****N/A | 38.0% | 6.4% | ****N/A | 7.8% | 0.6% | 0.4% | *N/A | *N/A | 0.2% | 0.2% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2000 | 4,301 | ****N/A | 3,223 | 436 | ****N/A | 524 | 52 | 37 | *N/A | *N/A | 13 | 19 | *N/A | *N/A | ***N/A | ***N/A | 0.00 | 0 | 8,605 |
| | | 50.0% | ****N/A | 37.5% | 5.1% | ****N/A | 6.1% | 0.6% | 0.4% | *N/A | *N/A | 0.2% | 0.2% | *N/A | *N/A | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2005 | 7,084 | ****N/A | 3,270 | 574 | ****N/A | 476 | 85 | 45 | **N/A | **N/A | 18 | 18 | 8 | 3 | ***N/A | ***N/A | 0 | 0 | 11,581 |
| | | 61.2% | ****N/A | 28.2% | 5.0% | ****N/A | 4.1% | 0.7% | 0.4% | **N/A | **N/A | 0.2% | 0.2% | 0.1% | 0.0% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2010 | 6,530 | ****N/A | 3,096 | 508 | ****N/A | 443 | 91 | 69 | **N/A | **N/A | 24 | 24 | 6 | 7 | ***N/A | ***N/A | 0 | 0 | 10,798 |
| | | 60.2% | ****N/A | 28.5% | 4.7% | ****N/A | 4.1% | 0.8% | 0.6% | **N/A | **N/A | 0.2% | 0.2% | 0.1% | 0.1% | ***N/A | ***N/A | 0.0% | 0.0% | |
| | 2015 | 6,545 | ****N/A | 2,936 | 486 | ****N/A | 395 | 105 | 66 | **N/A | **N/A | 32 | 31 | 8 | 6 | ***N/A | ***N/A | 28 | 21 | 10,610 |
| | | 60.8% | ****N/A | 27.3% | 4.5% | ****N/A | 3.7% | 1.0% | 0.6% | **N/A | **N/A | 0.3% | 0.3% | 0.1% | 0.1% | ***N/A | ***N/A | 0.3% | 0.2% | |
| | 2020 | 6,222 | 0 | 2,688 | 542 | 0 | 514 | 106 | 83 | 3 | 1 | 32 | 34 | 9 | 7 | 41 | 21 | 21 | 17 | 10,341 |
| | | 60.2% | 0.0% | 26.0% | 5.2% | 0.0% | 5.0% | 1.0% | 0.8% | 0.0% | 0.0% | 0.3% | 0.3% | 0.1% | 0.1% | 0.4% | 0.2% | 0.2% | 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. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

****In September 2019, a new category, Undeclared, was created.

COMMENTS: The above table shows employment by race and sex for the eight standardized U.S. EEOC job categories.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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

| Percent of Total Appointments | | | | | |
|---|----------|-----------|-----------|-----------|-----------|
| Ethnicity/Gender | 2003-04 | 2008-2009 | 2013-2014 | 2018-2019 | 2019-2020 |
| White Male | 47.3% | 47.0% | 48.3% | 42.3% | 41.7% |
| White Female | 34.8% | 32.4% | 33.6% | 32.0% | 32.7% |
| White Undeclared | *****N/A | *****N/A | *****N/A | *****N/A | 0.0% |
| Black/African-American Male | 4.6% | 6.7% | 5.1% | 5.5% | 5.6% |
| Black/African-American Female | 8.8% | 8.3% | 7.3% | 10.3% | 10.9% |
| Hispanic/Latino Male | 1.3% | 1.6% | 1.7% | 1.6% | 1.8% |
| Hispanic/Latino Female | 1.6% | 1.2% | 1.7% | 2.7% | 2.5% |
| Native Hawaiian/Pacific Islander Male | *N/A | **N/A | **N/A | 0.0% | 0.0% |
| Native Hawaiian/Pacific Islander Female | *N/A | **N/A | **N/A | 0.1% | 0.0% |
| Asian Male | 0.8% | 1.2% | 0.8% | 0.9% | 0.9% |
| Asian Female | 0.8% | 1.3% | 0.8% | 0.7% | 0.9% |
| Native American/Alaskan Male | 0.1% | 0.2% | 0.2% | 0.2% | 0.1% |
| Native American/Alaskan Female | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% |
| Two or more races Male | ***N/A | ***N/A | ***N/A | 1.2% | 0.8% |
| Two or more races Female | ***N/A | ***N/A | ***N/A | 1.7% | 1.5% |
| Undisclosed Male | ***N/A | ***N/A | 0.1% | 0.5% | 0.3% |
| Undisclosed Female | ***N/A | ***N/A | 0.0% | 0.2% | 0.1% |

| Percent of Total Separations | | | | | |
|---|----------|----------|-----------|-----------|-----------|
| Ethnicity/Gender | 2003-04 | 2008-09 | 2013-2014 | 2018-2019 | 2019-2020 |
| White Male | 50.3% | 47.8% | 50.2% | 48.5% | 48.4% |
| White Female | 35.7% | 34.2% | 33.4% | 32.3% | 31.5% |
| White Undeclared | *****N/A | *****N/A | *****N/A | *****N/A | 0.0% |
| Black/African-American Male | 4.6% | 6.1% | 5.1% | 5.2% | 5.4% |
| Black/African-American Female | 7.2% | 8.4% | 7.2% | 8.3% | 8.3% |
| Hispanic/Latino Male | 0.8% | 1.1% | 0.9% | 1.2% | 1.2% |
| Hispanic/Latino Female | 0.6% | 0.9% | 1.1% | 1.5% | 1.6% |
| Native Hawaiian/Pacific Islander Male | *N/A | **N/A | **N/A | 0.0% | 0.1% |
| Native Hawaiian/Pacific Islander Female | *N/A | **N/A | **N/A | 0.0% | 0.1% |
| Asian Male | 0.2% | 0.6% | 0.7% | 0.5% | 0.7% |
| Asian Female | 0.7% | 0.6% | 0.8% | 0.5% | 0.6% |
| Native American/Alaskan Male | 0.0% | 0.1% | 0.1% | 0.2% | 0.1% |
| Native American/Alaskan Female | 0.0% | 0.1% | 0.1% | 0.1% | 0.1% |
| Two or more races Male | ***N/A | ***N/A | ***N/A | 0.3% | 0.4% |
| Two or more races Female | ***N/A | ***N/A | ***N/A | 0.6% | 1.0% |
| Undisclosed Male | ***N/A | ***N/A | 0.2% | 0.5% | 0.4% |
| Undisclosed Female | ***N/A | ***N/A | 0.2% | 0.2% | 0.2% |

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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

| Percent of Total Promotions | | | | | |
|---|----------|----------|-----------|-----------|-----------|
| Ethnicity/Gender | 2003-04 | 2008-09 | 2013-2014 | 2018-2019 | 2019-2020 |
| White Male | 51.8% | 55.4% | 51.8% | 50.0% | 59.5% |
| White Female | 35.1% | 30.7% | 33.8% | 32.0% | 24.3% |
| White Undeclared | *****N/A | *****N/A | *****N/A | *****N/A | 0.0% |
| Black/African-American Male | 3.7% | 3.9% | 3.6% | 4.3% | 4.3% |
| Black/African-American Female | 6.9% | 6.1% | 5.4% | 6.9% | 5.3% |
| Hispanic/Latino Male | 0.8% | 0.9% | 1.2% | 1.4% | 1.5% |
| Hispanic/Latino Female | 0.7% | 1.0% | 1.2% | 1.3% | 1.0% |
| Native Hawaiian/Pacific Islander Male | *N/A | **N/A | **N/A | 0.0% | 0.1% |
| Native Hawaiian/Pacific Islander Female | *N/A | **N/A | **N/A | 0.1% | 0.0% |
| Asian Male | 0.6% | 1.0% | 0.8% | 0.8% | 0.9% |
| Asian Female | 0.6% | 0.7% | 0.8% | 1.5% | 1.1% |
| Native American/Alaskan Male | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% |
| Native American/Alaskan Female | 0.0% | 0.1% | 0.1% | 0.0% | 0.1% |
| Two or more races Male | ***N/A | ***N/A | ***N/A | 0.5% | 0.7% |
| Two or more races Female | ***N/A | ***N/A | ***N/A | 0.6% | 0.5% |
| Undisclosed Male | ***N/A | ***N/A | 0.8% | 0.4% | 0.5% |
| Undisclosed Female | ***N/A | ***N/A | 0.5% | 0.3% | 0.2% |

NOTE: Includes full-time permanent salaried employees. Table displays data in five year increments beginning with 2003-2004 along with the two most recent fiscal years. Appointments also include returns from furlough. Separations include retirements, resignations, deaths, and furloughs. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

****Reporting of undisclosed ethnicity began in fiscal year 2010-2011.

*****In September 2019, a new gender category, Undeclared, was created.

COMMENTS: Significant differences in appointments, separations, and promotions by ethnicity and gender can be attributed to the COVID-19 pandemic.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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* | 11* |
| -Clerical, Administrative, and Fiscal units | 48 | 11 |
| -Maintenance and Trades units | 48 | 11 |
| -Human Services units | 45 | 9 |
| -Other AFSCME units | 46 | 11 |
| <i>*Average for all employees in the four categories</i> | | |
| PSCOA (corrections officers) | 42 | 10 |
| SEIU Local 668 (social workers) | 46 | 10 |
| PSTA (state police) | 37 | 10 |
| SEIU Healthcare PA (nurses, non-supervisory) | 47 | 8 |
| UFCW (liquor store clerks) | 47 | 8 |
| ISSU (liquor store managers) | 47 | 13 |
| CIVEA (corrections education teachers) | 48 | 12 |
| FOSCEP (educational and cultural) | 51 | 12 |
| OPEIU (nurse supervisors) | 50 | 13 |
| UGSOA (security officers) | 48 | 8 |
| PDA (physicians) | 61 | 11 |
| FOP (conservation officers) | 42 | 13 |
| FOP (capitol police) | 45 | 10 |
| PLEA (liquor enforcement officers) | 38 | 8 |
| PSRA (DCNR rangers) | 43 | 13 |
| SEIU Local 668 (unemployment compensation referees) | 54 | 19 |
| PSEA (non-tenured teachers) | 50 | 10 |
| CBA (PUC attorneys) | 42 | 11 |
| ALES (liquor law enforcement officers 3) | 50 | 20 |
| Non-Union Employees | 47 | 17 |
| Management Employees | 48 | 15 |
| COMMONWEALTH AVERAGE | 46 | 11 |

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

COMMENTS: PSTA (state police) has the youngest mean age (37), while PDA (physicians) has the oldest mean age (61). ALES (liquor law enforcement officers) has the highest mean length of service (20 years), while PLEA (liquor enforcement officers), UGSOA (security officers), UFCW (liquor store clerks), and SEIU Healthcare PA (nurses, non-supervisory) are all tied for the lowest mean length of service (8 years).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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

| Union | | White | | Black/African-American | | Hispanic /Latino | | Native Hawaiian/Pacific Islander | | Asian | | Native American/Alaskan | | Two or more races | | Undisclosed | |
|--|------------|--------|-------|------------------------|-------|------------------|------|----------------------------------|------|-------|-------|-------------------------|------|-------------------|------|-------------|------|
| AFSCME (Master Agreement/Memorandum)* | Male | 14,493 | 50.7% | 916 | 3.2% | 243 | 0.9% | 18 | 0.1% | 234 | 0.8% | 26 | 0.1% | 97 | 0.3% | 78 | 0.3% |
| | Female | 9,858 | 34.5% | 1,813 | 6.3% | 341 | 1.2% | 6 | 0.0% | 296 | 1.0% | 16 | 0.1% | 96 | 0.3% | 51 | 0.2% |
| | Undeclared | 1 | 0.0% | 1 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| -Clerical, Administrative and Fiscal units | Male | 1,214 | 4.2% | 198 | 0.7% | 36 | 0.1% | 0 | 0.0% | 50 | 0.2% | 2 | 0.0% | 18 | 0.1% | 7 | 0.0% |
| | Female | 4,066 | 14.2% | 961 | 3.4% | 163 | 0.6% | 2 | 0.0% | 150 | 0.5% | 6 | 0.0% | 53 | 0.2% | 22 | 0.1% |
| | Undeclared | 1 | 0.0% | 1 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| -Maintenance and Trades units | Male | 6,736 | 23.6% | 202 | 0.7% | 77 | 0.3% | 6 | 0.0% | 13 | 0.0% | 11 | 0.0% | 27 | 0.1% | 27 | 0.1% |
| | Female | 204 | 0.7% | 16 | 0.1% | 7 | 0.0% | 0 | 0.0% | 2 | 0.0% | 0 | 0.0% | 2 | 0.0% | 0 | 0.0% |
| -Human Services units | Male | 1,318 | 4.6% | 221 | 0.8% | 36 | 0.1% | 0 | 0.0% | 21 | 0.1% | 3 | 0.0% | 12 | 0.0% | 6 | 0.0% |
| | Female | 2,779 | 9.7% | 446 | 1.6% | 75 | 0.3% | 2 | 0.0% | 35 | 0.1% | 6 | 0.0% | 22 | 0.1% | 19 | 0.1% |
| -Other AFSCME units | Male | 5,225 | 18.3% | 295 | 1.0% | 94 | 0.3% | 12 | 0.0% | 150 | 0.5% | 10 | 0.0% | 40 | 0.1% | 38 | 0.1% |
| *Sum of employees in the four categories | Female | 2,809 | 9.8% | 390 | 1.4% | 96 | 0.3% | 2 | 0.0% | 109 | 0.4% | 4 | 0.0% | 19 | 0.1% | 10 | 0.0% |
| PSCOA (corrections officers) | Male | 7,576 | 72.1% | 825 | 7.9% | 227 | 2.2% | 2 | 0.0% | 32 | 0.3% | 15 | 0.1% | 44 | 0.4% | 22 | 0.2% |
| | Female | 1,190 | 11.3% | 457 | 4.4% | 65 | 0.6% | 1 | 0.0% | 11 | 0.1% | 1 | 0.0% | 27 | 0.3% | 8 | 0.1% |
| SEIU Local 668 (social workers) | Male | 2,241 | 24.0% | 314 | 3.4% | 132 | 1.4% | 2 | 0.0% | 56 | 0.6% | 3 | 0.0% | 21 | 0.2% | 4 | 0.0% |
| | Female | 4,500 | 48.1% | 1,424 | 15.2% | 460 | 4.9% | 5 | 0.1% | 86 | 0.9% | 15 | 0.2% | 73 | 0.8% | 12 | 0.1% |
| | Undeclared | 1 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| PSTA (state police) | Male | 3,993 | 86.7% | 132 | 2.9% | 97 | 2.1% | 4 | 0.1% | 38 | 0.8% | 6 | 0.1% | 16 | 0.3% | 0 | 0.0% |
| | Female | 288 | 6.3% | 13 | 0.3% | 11 | 0.2% | 1 | 0.0% | 2 | 0.0% | 1 | 0.0% | 2 | 0.0% | 0 | 0.0% |
| SEIU Healthcare PA (nurses, non-supervisory) | Male | 254 | 21.9% | 15 | 1.3% | 2 | 0.2% | 1 | 0.1% | 8 | 0.7% | 0 | 0.0% | 1 | 0.1% | 0 | 0.0% |
| | Female | 744 | 64.1% | 92 | 7.9% | 10 | 0.9% | 0 | 0.0% | 21 | 1.8% | 1 | 0.1% | 6 | 0.5% | 6 | 0.5% |
| UFCW (liquor store clerks) | Male | 634 | 42.2% | 113 | 7.5% | 23 | 1.5% | 2 | 0.1% | 10 | 0.7% | 3 | 0.2% | 3 | 0.2% | 15 | 1.0% |
| | Female | 488 | 32.5% | 182 | 12.1% | 11 | 0.7% | 1 | 0.1% | 7 | 0.5% | 1 | 0.1% | 2 | 0.1% | 7 | 0.5% |
| ISSU (liquor store managers) | Male | 284 | 41.5% | 33 | 4.8% | 8 | 1.2% | 2 | 0.3% | 5 | 0.7% | 1 | 0.1% | 1 | 0.1% | 1 | 0.1% |
| | Female | 271 | 39.6% | 66 | 9.6% | 10 | 1.5% | 0 | 0.0% | 1 | 0.1% | 0 | 0.0% | 0 | 0.0% | 1 | 0.1% |
| CIVEA (corrections education teachers) | Male | 226 | 69.8% | 11 | 3.4% | 1 | 0.3% | 0 | 0.0% | 3 | 0.9% | 0 | 0.0% | 1 | 0.3% | 0 | 0.0% |
| | Female | 74 | 22.8% | 6 | 1.9% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 2 | 0.6% | 0 | 0.0% |
| FOSCEP (educational and cultural) | Male | 100 | 32.6% | 6 | 2.0% | 0 | 0.0% | 0 | 0.0% | 1 | 0.3% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | Female | 178 | 58.0% | 14 | 4.6% | 5 | 1.6% | 0 | 0.0% | 2 | 0.7% | 0 | 0.0% | 1 | 0.3% | 0 | 0.0% |
| OPEIU (nurse supervisors) | Male | 61 | 26.4% | 5 | 2.2% | 0 | 0.0% | 0 | 0.0% | 1 | 0.4% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | Female | 152 | 65.8% | 9 | 3.9% | 0 | 0.0% | 0 | 0.0% | 1 | 0.4% | 1 | 0.4% | 1 | 0.4% | 0 | 0.0% |
| UGSOA (security officers) | Male | 135 | 76.7% | 19 | 10.8% | 3 | 1.7% | 0 | 0.0% | 2 | 1.1% | 0 | 0.0% | 2 | 1.1% | 1 | 0.6% |
| | Female | 13 | 7.4% | 1 | 0.6% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| PDA (physicians) | Male | 62 | 46.6% | 6 | 4.5% | 4 | 3.0% | 0 | 0.0% | 16 | 12.0% | 1 | 0.8% | 0 | 0.0% | 0 | 0.0% |
| | Female | 33 | 24.8% | 2 | 1.5% | 0 | 0.0% | 1 | 0.8% | 6 | 4.5% | 0 | 0.0% | 2 | 1.5% | 0 | 0.0% |
| FOP (conservation officers) | Male | 224 | 93.7% | 0 | 0.0% | 1 | 0.4% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 0.4% | 2 | 0.8% |
| | Female | 10 | 4.4% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 0.4% | 0 | 0.0% |
| FOP (capitol police) | Male | 83 | 89.2% | 1 | 1.1% | 3 | 3.2% | 0 | 0.0% | 1 | 1.1% | 0 | 0.0% | 1 | 1.1% | 1 | 1.1% |
| | Female | 3 | 3.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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

| Union | | White | | Black/African-American | | Hispanic /Latino | | Native Hawaiian/Pacific Islander | | Asian | | Native American/Alaskan | | Two or more races | | Undisclosed | |
|---------------------------|--------|---------------|--------------|------------------------|--------------|------------------|-------------|----------------------------------|-------------|--------------|-------------|-------------------------|-------------|-------------------|-------------|-------------|-------------|
| All Other Unions** | Male | 235 | 71.2% | 9 | 2.7% | 2 | 0.6% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 0.3% |
| | Female | 70 | 21.2% | 8 | 2.4% | 2 | 0.6% | 0 | 0.0% | 2 | 0.6% | 0 | 0.0% | 1 | 0.3% | 0 | 0.0% |
| Non-Union Employees | Male | 452 | 66.9% | 14 | 2.1% | 7 | 1.0% | 0 | 0.0% | 17 | 2.5% | 2 | 0.3% | 0 | 0.0% | 2 | 0.3% |
| | Female | 154 | 22.8% | 19 | 2.8% | 4 | 0.6% | 0 | 0.0% | 4 | 0.6% | 1 | 0.1% | 0 | 0.0% | 0 | 0.0% |
| Management Employees | Male | 6,571 | 49.4% | 343 | 2.6% | 124 | 0.9% | 7 | 0.1% | 178 | 1.3% | 13 | 0.1% | 18 | 0.1% | 38 | 0.3% |
| | Female | 4,995 | 37.5% | 608 | 4.6% | 141 | 1.1% | 13 | 0.1% | 187 | 1.4% | 8 | 0.1% | 32 | 0.2% | 37 | 0.3% |
| COMMONWEALTH TOTAL | | 60,647 | 84.0% | 7,477 | 10.4% | 1,937 | 2.7% | 66 | 0.1% | 1,228 | 1.7% | 115 | 0.2% | 452 | 0.6% | 287 | 0.4% |

NOTE: Includes full-time permanent salaried employees.

**Unions with less than 100 represented employees are grouped in "All Other Unions."

In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander. Also in November 2015, a new category, Two or more races, was created. All category updates were due to changes in the U.S. Equal Employment Opportunity Commission (EEOC) requirements.

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), FOSCEP (educational and cultural), SEIU Healthcare PA (nurses, nonsupervisory), ISSU (liquor store managers), and OPEIU (nurse supervisors) represented employees are female, while PSCOA (corrections officers), PSTA (state police), CIVEA (corrections education teachers), UGSOA (security officers), PDA (physicians), FOP (conservation officers), UFCW (liquor store clerks), and FOP (capitol police) are primarily male.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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

Mean Age: 46 Mean Length of Service: 11

| 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 | 9,301 | 12.9% | 4,320 | 6.0% | 903 | 1.3% | 28 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 14,552 | 20.2% |
| 35 to 44 | 4,588 | 6.4% | 4,307 | 6.0% | 5,309 | 7.4% | 3,127 | 4.3% | 643 | 0.9% | 25 | 0.0% | 0 | 0.0% | 17,999 | 25.0% |
| 45 to 54 | 3,584 | 5.0% | 3,208 | 4.4% | 3,730 | 5.2% | 4,242 | 5.9% | 3,791 | 5.3% | 2,114 | 2.9% | 666 | 0.9% | 21,335 | 29.6% |
| 55 to 59 | 1,461 | 2.0% | 1,478 | 2.0% | 1,654 | 2.3% | 1,756 | 2.4% | 1,191 | 1.6% | 1,153 | 1.6% | 1,210 | 1.7% | 9,903 | 13.6% |
| 60 & Above | 1,031 | 1.4% | 1,627 | 2.3% | 1,715 | 2.4% | 1,904 | 2.6% | 826 | 1.1% | 558 | 0.8% | 759 | 1.1% | 8,420 | 11.7% |
| Total | 19,965 | 27.7% | 14,940 | 20.7% | 13,311 | 18.6% | 11,057 | 15.2% | 6,451 | 8.9% | 3,850 | 5.3% | 2,635 | 3.7% | 72,209 | 100.1% |

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

COMMENTS: In July 2020, more salaried employees (19,965) had less than 5 years of service than any other service group, and more employees (21,335) were age 45 to 54 than any other age group. The mean age (46) and length of service (11) for commonwealth employees were both the same as the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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

| Agency | Mean Age | Mean Age of New Hire |
|--|-----------|----------------------|
| Aging | 50 | 47 |
| Agriculture | 47 | 36 |
| Banking and Securities | 47 | 43 |
| Civil Service Commission | 47 | N/A |
| Community and Economic Development | 47 | 39 |
| Conservation and Natural Resources | 47 | 40 |
| Corrections | 43 | 34 |
| Drug and Alcohol Programs | 46 | 46 |
| Education | 50 | 42 |
| Emergency Management Agency | 51 | 45 |
| Environmental Protection | 46 | 36 |
| Executive Offices | 47 | 40 |
| Fish and Boat Commission | 44 | 32 |
| Game Commission | 45 | 37 |
| General Services | 49 | 40 |
| Health | 48 | 42 |
| Historical and Museum Commission | 49 | 41 |
| Human Services | 46 | 40 |
| Insurance | 48 | 40 |
| Labor and Industry | 49 | 42 |
| Liquor Control Board | 47 | 46 |
| Military and Veterans Affairs | 47 | 40 |
| Milk Marketing Board | 54 | 48 |
| Municipal Retirement System | 47 | 30 |
| Probation and Parole Board | 43 | 35 |
| Public School Employees' Retirement System | 46 | 36 |
| Public Utility Commission | 48 | 40 |
| Revenue | 47 | 40 |
| State | 48 | 43 |
| State Employees' Retirement System | 46 | 41 |
| State Police | 39 | 39 |
| Transportation | 48 | 40 |
| COMMONWEALTH AVERAGE | 46 | 39 |

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure 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 Municipal Retirement System had the lowest average age of new hires (30) for fiscal year 2019-2020. The Civil Service Commission had no new hires during fiscal year 2019-2020.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2020

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

| Agency | Mean Age | Mean LOS |
|--|-----------|-----------|
| Aging | 50 | 13 |
| Agriculture | 47 | 11 |
| Banking and Securities | 47 | 12 |
| Civil Service Commission | 47 | 16 |
| Community and Economic Development | 47 | 12 |
| Conservation and Natural Resources | 47 | 14 |
| Corrections | 43 | 11 |
| Drug and Alcohol Programs | 46 | 11 |
| Education | 50 | 11 |
| Emergency Management Agency | 51 | 11 |
| Environmental Protection | 46 | 14 |
| Executive Offices | 47 | 14 |
| Fish And Boat Commission | 44 | 13 |
| Game Commission | 45 | 14 |
| General Services | 49 | 13 |
| Health | 48 | 11 |
| Historical and Museum Commission | 49 | 15 |
| Human Services | 46 | 10 |
| Insurance | 48 | 11 |
| Labor and Industry | 49 | 12 |
| Liquor Control Board | 47 | 11 |
| Military and Veterans Affairs | 47 | 9 |
| Milk Marketing Board | 54 | 15 |
| Municipal Retirement Board | 47 | 11 |
| Probation And Parole Board | 43 | 12 |
| Public School Employees' Retirement System | 46 | 12 |
| Public Utility Commission | 48 | 13 |
| Revenue | 47 | 12 |
| State | 48 | 10 |
| State Employees' Retirement System | 46 | 13 |
| State Police | 39 | 11 |
| Transportation | 48 | 12 |
| COMMONWEALTH AVERAGE | 46 | 11 |

NOTE: Includes all full-time permanent salaried employees. 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 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 (54), while State Police held the youngest (39). Civil Service Commission had 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 | 489 |
| AK Alaska | 2 | 384 |
| ND North Dakota | 3 | 321 |
| DE Delaware | 4 | 309 |
| MT Montana | 5 | 308 |
| VT Vermont | 6 | 272 |
| NM New Mexico | 7 | 264 |
| WV West Virginia | 8 | 262 |
| UT Utah | 9 | 262 |
| WY Wyoming | 10 | 261 |
| AR Arkansas | 11 | 242 |
| AL Alabama | 12 | 239 |
| RI Rhode Island | 13 | 233 |
| KS Kansas | 14 | 231 |
| IA Iowa | 15 | 223 |
| OR Oregon | 16 | 219 |
| NE Nebraska | 17 | 217 |
| CT Connecticut | 18 | 215 |
| WA Washington | 19 | 214 |
| KY Kentucky | 20 | 213 |
| SD South Dakota | 21 | 212 |
| MS Mississippi | 22 | 209 |
| OK Oklahoma | 23 | 204 |
| CO Colorado | 24 | 200 |
| VA Virginia | 25 | 197 |

| State | Rank | Emps/10 K |
|-------------------|------|-----------|
| ME Maine | 26 | 197 |
| LA Louisiana | 27 | 196 |
| MI Michigan | 28 | 195 |
| SC South Carolina | 29 | 192 |
| IN Indiana | 30 | 189 |
| MA Massachusetts | 31 | 189 |
| NH New Hampshire | 32 | 188 |
| NJ New Jersey | 33 | 185 |
| MN Minnesota | 34 | 185 |
| ID Idaho | 35 | 180 |
| WI Wisconsin | 36 | 178 |
| NC North Carolina | 37 | 169 |
| MO Missouri | 38 | 168 |
| GA Georgia | 39 | 159 |
| OH Ohio | 40 | 155 |
| MD Maryland | 41 | 147 |
| NY New York | 42 | 144 |
| TN Tennessee | 43 | 144 |
| CA California | 44 | 141 |
| PA Pennsylvania | 45 | 130 |
| AZ Arizona | 46 | 130 |
| TX Texas | 47 | 128 |
| IL Illinois | 48 | 121 |
| NV Nevada | 49 | 120 |
| FL Florida | 50 | 99 |

National Average 167
Pennsylvania 130

SOURCE: "State Government Employment and Payroll", U.S. Census Bureau, as of March 2019 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, 2019.

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 130 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-fifth out of the fifty states. The national average is 167.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees Average Salary
March 2019

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

| State | Rank | Salary |
|------------------|------|----------|
| CA California | 1 | \$94,664 |
| IA Iowa | 2 | \$81,635 |
| CT Connecticut | 3 | \$81,029 |
| MA Massachusetts | 4 | \$78,420 |
| NY New York | 5 | \$78,400 |
| NJ New Jersey | 6 | \$76,320 |
| MN Minnesota | 7 | \$76,267 |
| CO Colorado | 8 | \$76,085 |
| IL Illinois | 9 | \$75,716 |
| RI Rhode Island | 10 | \$75,347 |
| MI Michigan | 11 | \$75,141 |
| AK Alaska | 12 | \$74,473 |
| WA Washington | 13 | \$73,226 |
| PA Pennsylvania | 14 | \$71,750 |
| VT Vermont | 15 | \$70,188 |
| OH Ohio | 16 | \$69,963 |
| OR Oregon | 17 | \$69,820 |
| NH New Hampshire | 18 | \$69,800 |
| ID Idaho | 19 | \$69,245 |
| WI Wisconsin | 20 | \$68,760 |
| NV Nevada | 21 | \$68,571 |
| MD Maryland | 22 | \$67,703 |
| UT Utah | 23 | \$67,054 |
| VA Virginia | 24 | \$66,123 |
| TX Texas | 25 | \$65,997 |

| State | Rank | Salary |
|-------------------|------|----------|
| AZ Arizona | 26 | \$63,509 |
| HI Hawaii | 27 | \$63,261 |
| ND North Dakota | 28 | \$62,561 |
| NC North Carolina | 29 | \$61,995 |
| DE Delaware | 30 | \$61,402 |
| AL Alabama | 31 | \$60,539 |
| NE Nebraska | 32 | \$60,189 |
| KS Kansas | 33 | \$59,644 |
| NM New Mexico | 34 | \$59,502 |
| TN Tennessee | 35 | \$58,626 |
| LA Louisiana | 36 | \$58,604 |
| KY Kentucky | 37 | \$58,337 |
| ME Maine | 38 | \$57,812 |
| FL Florida | 39 | \$56,937 |
| SD South Dakota | 40 | \$56,877 |
| GA Georgia | 41 | \$56,586 |
| WY Wyoming | 42 | \$56,461 |
| OK Oklahoma | 43 | \$55,585 |
| IN Indiana | 44 | \$55,520 |
| SC South Carolina | 45 | \$53,780 |
| MS Mississippi | 46 | \$53,555 |
| AR Arkansas | 47 | \$53,401 |
| WV West Virginia | 48 | \$52,394 |
| MT Montana | 49 | \$51,698 |
| MO Missouri | 50 | \$50,444 |

National Average \$69,402
Pennsylvania \$71,750*

SOURCE: "State Government Employment and Payroll", U.S. Department of Commerce, Census Bureau. March 2019 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 2020

Salaried Employees by Employment and Residence County
(GAWFR Table 51)

| County | Employment | Residence |
|------------|------------|-----------|
| Adams | 179 | 402 |
| Allegheny | 3,240 | 2,932 |
| Armstrong | 224 | 372 |
| Beaver | 279 | 393 |
| Bedford | 285 | 430 |
| Berks | 1,338 | 1,623 |
| Blair | 1,373 | 1,582 |
| Bradford | 244 | 231 |
| Bucks | 698 | 916 |
| Butler | 449 | 626 |
| Cambria | 1,459 | 2,456 |
| Cameron | 101 | 56 |
| Carbon | 251 | 332 |
| Centre | 1,781 | 1,084 |
| Chester | 939 | 929 |
| Clarion | 211 | 425 |
| Clearfield | 1,436 | 1,349 |
| Clinton | 176 | 403 |
| Columbia | 228 | 627 |
| Crawford | 837 | 880 |
| Cumberland | 1,782 | 4,510 |
| Dauphin | 15,386 | 6,941 |
| Delaware | 1,067 | 1,189 |
| Elk | 122 | 185 |
| Erie | 1,763 | 1,711 |
| Fayette | 1,415 | 1,244 |
| Forest | 754 | 180 |
| Franklin | 608 | 647 |
| Fulton | 141 | 100 |
| Greene | 885 | 454 |
| Huntingdon | 1,434 | 975 |
| Indiana | 1,062 | 969 |
| Jefferson | 238 | 440 |
| Juniata | 102 | 433 |
| Lackawanna | 1,919 | 2,135 |
| Lancaster | 839 | 1,716 |
| Lawrence | 271 | 388 |
| Lebanon | 649 | 1,006 |
| Lehigh | 1,022 | 795 |
| Luzerne | 2,647 | 2,996 |

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County (continued)
July 2020

Salaried Employees by Employment and Residence County
(GAWFR Table 51)

| County | Employment | Residence |
|----------------|---------------|---------------|
| Lycoming | 1,490 | 1,193 |
| Mckean | 146 | 239 |
| Mercer | 832 | 777 |
| Mifflin | 122 | 522 |
| Monroe | 416 | 373 |
| Montgomery | 3,522 | 2,304 |
| Montour | 657 | 274 |
| Northampton | 357 | 586 |
| Northumberland | 829 | 1,454 |
| Perry | 359 | 993 |
| Philadelphia | 3,296 | 3,659 |
| Pike | 162 | 156 |
| Potter | 168 | 180 |
| Schuylkill | 1,375 | 1,765 |
| Snyder | 855 | 726 |
| Somerset | 1,496 | 1,116 |
| Sullivan | 110 | 81 |
| Susquehanna | 176 | 276 |
| Tioga | 234 | 250 |
| Union | 97 | 333 |
| Venango | 1,129 | 1,027 |
| Warren | 555 | 603 |
| Washington | 520 | 902 |
| Wayne | 828 | 428 |
| Westmoreland | 1,916 | 2,050 |
| Wyoming | 105 | 185 |
| York | 619 | 2,410 |
| Outside PA | 4 | 285 |
| Total | 72,209 | 72,209 |

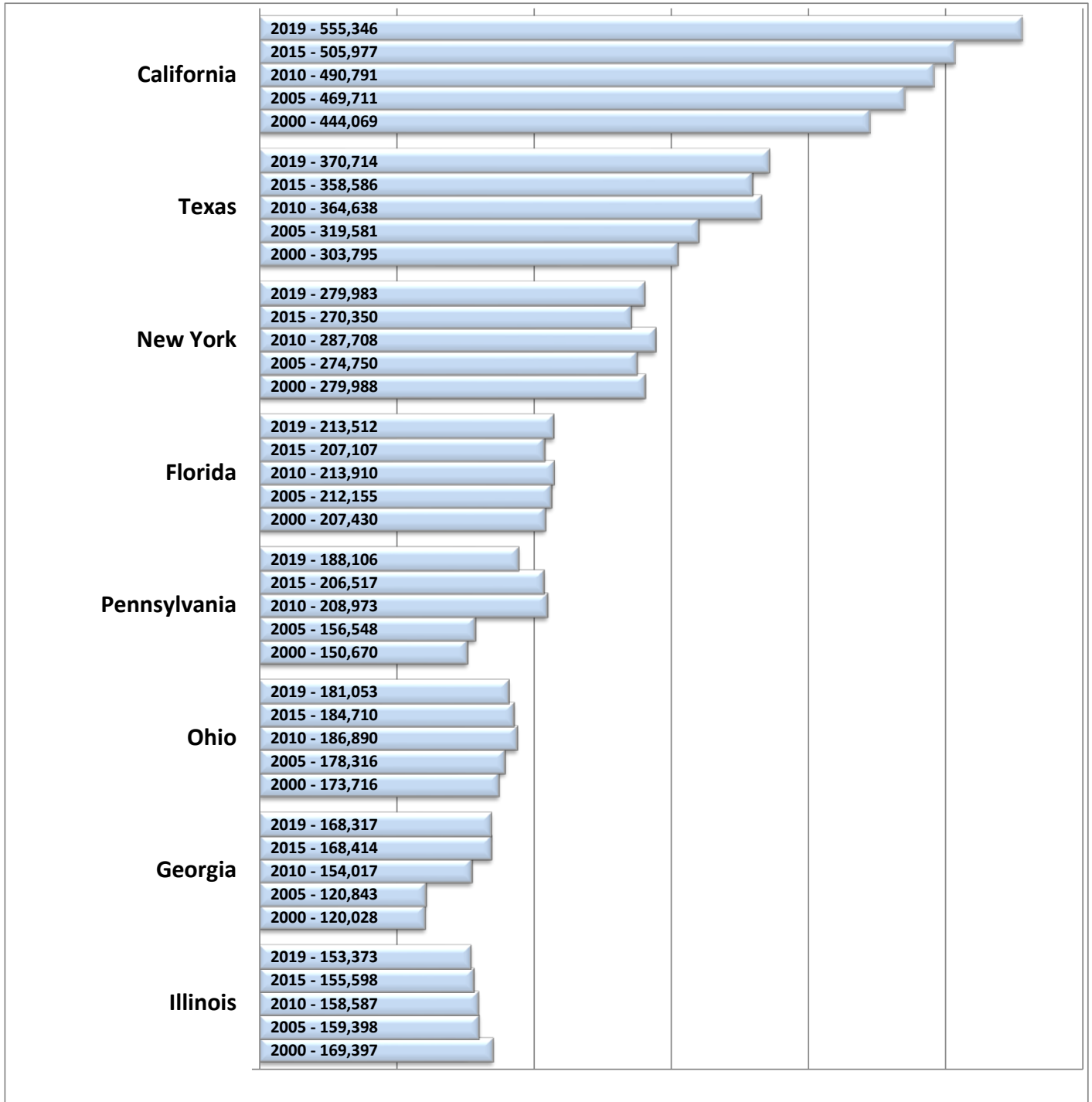
SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2020, over half (55.9 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (50.6 percent) of all employees had those four areas as their home addresses. A total of 285 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)
2000-2019
(GAWFR Table 9)*



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2019 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2019). 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 2019, Pennsylvania is the fifth most populous state and has the fourth lowest total number of state employees of the eight most populous states.

Glossary



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Resignation - The voluntary termination of employment other than retirement.

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

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

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

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

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

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

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

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

Workforce - Those persons employed by the Commonwealth.