

2022

Pennsylvania State Government

Workforce Statistics

Tom Wolf, Governor

Michael Newsome, Secretary of Administration



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STATE GOVERNMENT WORKFORCE STATISTICS

Table of Contents (1 of 2)

Executive Summary

Executive Summary.....	3
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Overall Complement

Total Employment.....	4
Union/Management Status.....	5
Employment by Job Category.....	6
Top 25 Employee Classifications.....	7
Trend of Filled Salaried and Wage Positions.....	8
Historical Filled Salaried and Wage Positions.....	9
Criminal Justice Agencies and Human Services - Ten Year Comparative Complement.....	10
Separation Rates by Union.....	11
Historical Appointments and Separation Trends.....	12
Appointments, Separations, and Promotions by Civil Service/Non-Civil Service.....	13
Appointments by Class Title - Top 25.....	14
Separations by Class Title - Top 25.....	15

Financial

Personnel Costs (% of Budget).....	16
Personnel and Benefit Costs.....	17
Benefit Costs per Employee.....	18
Average Salary by Agency.....	20
Average Compensation by Union.....	21
Overtime Costs by Agency.....	22
Average Paid Leave Days and Costs Usage Per Employee by Union.....	23
Overtime Hours by Agency.....	24
Average Sick Leave Use and Costs Per Employee by Agency.....	25
Historical Average Sick Leave Use.....	26

Agency Complement

Employment by Agency.....	27
Hires and Separations.....	28
Separation Trends.....	29
Paid Leave Usage.....	30
Filled Salaried and Wage Positions by Agency.....	31
Historical Separation Rates by Agency.....	32
Voluntary Separations During First Five Years of Service by Agency.....	33
Placement by Type and Agency.....	34

STATE GOVERNMENT WORKFORCE STATISTICS

Table of Contents (2 of 2)

Demographics

Diversity by Agency.....	35
Employment by Ethnicity.....	38
Employment by Gender.....	39
Age Groups.....	40
Length of Service.....	41
Labor Force Compared to State Employment by Minority Group and Gender.....	42
Minority Representation by Agency.....	43
Gender Representation by Agency.....	44
Job Categories by Race and Gender.....	45
Appointments, Separations and Promotions by Ethnicity and Gender.....	48
Age and Length of Service by Union.....	50
Minority Group and Gender of Employees by Union.....	51
Age and Length of Service for All Commonwealth Employees.....	53
Average Age of New Hires for All Agencies.....	54
Average Age and Length of Service for All Agencies.....	55

Geography

Employees per 10K Residents.....	56
Employees Average Salary.....	57
Employees by County.....	58
Trend of All State Employment - Eight Most Populous States	60

Glossary

Glossary.....	61
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STATE GOVERNMENT WORKFORCE STATISTICS*July 2021***Executive Summary****General Pennsylvania Statistics**

Pennsylvania Population	12,783,254 (1)
Population	Rank 5th (1)
Average Salary of State Workers	Rank 15th (2)
State Employees Per Population	Rank 45th (3)
Pennsylvania Labor Force	6,302,000 (4)

Commonwealth Positions as of June 30, 2021 (5)

Number of Full-Time and Part-Time Salaried Employees	71,801
Number of Full-Time and Part-Time Wage Employees	5,616
Salaried Payroll	\$4.6 Billion
Wage Payroll	\$137 Million

Profile of Full-Time Salaried Employees as of June 30, 2021 (5)

Number of Full-Time Salaried Employees	71,606
Average Age	46
Average Length of Service in Years	11.3
Average Annual Salary	\$62,206
Average Annual Benefits	\$46,067
Average Annual Sick Leave Days	8.1
Percent Civil Service	68.4%
Percent Represented by Unions	80.4%
Percent Minorities	16.0%
Annual Separation Rate	9.0%

Notes

(1) "Annual Estimates of the Resident Population for the United States, Regions, States, the District of Columbia, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2020.

(2) "2020 Annual Survey of Public Employment & Payroll", U.S. Census Bureau, as of March 2020 (data is the latest available).

(3) "2020 Annual Survey of Public Employment & Payroll", U.S. Census Bureau, as of March 2020 and "Annual Estimates of the Resident Population for the United States, Regions, States, the District of Columbia, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2020.

(4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2021" 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, 2021.

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	N/A
1935	19,500	N/A
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
2020	72,420	5,108
2021	71,801	5,616

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 2021

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)	25,173 *	2,962 *	28,135 *	39.3% *
-Other AFSCME units		8,479	817	9,296	13.0%
-Clerical, Administrative and Fiscal units		6,172	701	6,873	9.6%
-Maintenance and Trades units		6,149	1,081	7,230	10.1%
-Human Services units		4,373	363	4,736	6.6%
*Total of all employees in the four categories					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10,297	0	10,297	14.4%
Local 668 of the Service Employees International Union	SEIU Local 668 (social workers)	8,123	1,266	9,389	13.1%
Pennsylvania State Troopers Association	PSTA (State Police)	4,460	0	4,460	6.2%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,526	0	1,526	2.1%
Service Employees International Union, Healthcare Pennsylvania	SEIU Healthcare PA (nurses, non-supervisory)	1,204	0	1,204	1.7%
Independent State Store Union	ISSU (liquor store managers)	0	678	678	0.9%
Correctional Institution Vocational Education Association, PSEA	CIVEA (corrections education teachers)	308	0	308	0.4%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural)	284	22	306	0.4%
Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112	OPEIU (nurse supervisors)	0	226	226	0.3%
United Government Security Officers of America	UGSOA (security officers)	160	29	189	0.3%
Fraternal Order of Police, Lodge 114 (wildlife conservation officers)	FOP (wildlife conservation officers)	179	0	179	0.2%
Pennsylvania Doctors Alliance	PDA (physicians)	129	12	141	0.2%
Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	110	0	110	0.2%
Fraternal Order of Police, Capitol Police Lodge 85	FOP (Capitol Police)	91	0	91	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR rangers)	104	0	104	0.1%
Fraternal Order of Police, Lodge 114 - Fish and Boat Commission**	FOP (waterway conservation officers)	81	0	81	0.1%
Local 668 of the Service Employees International Union, Hearing Officers	SEIU Local 668 (unemployment compensation referees)	0	53	53	0.1%
Pennsylvania State Education Association, Hiram G. Andrews Center	PSEA (non-tenured teachers)	25	0	25	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	28	28	0.0%
Total		52,277	5,276	57,553	80.4%
Non-Union Employees				673	0.9%
Management Employees				13,380	18.7%
COMMONWEALTH TOTAL				71,606	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, 2021.

**In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission.

COMMENTS: 80.4 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 2021

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

Job Category	Employees	Percentage
Officials/Administrators	11,331	15.82%
Professionals	18,304	25.56%
Technicians	2,092	2.92%
Protective Service Workers	14,014	19.57%
Paraprofessionals	1,544	2.16%
Office and Clerical	10,424	14.56%
Skilled Craft Workers	3,887	5.43%
Service/Maintenance	10,010	13.98%
Totals	71,606	100.00%

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, 2021. Percents shown may not total 100 percent due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (25.56 percent) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (2.16 percent). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous fifteen reporting years.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Top 25 Employee Classifications
July 2021

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

Class Title	Number
Corrections Officer 1	6,415
Income Maintenance Caseworker	4,593
Transportation Equipment Operator B.....	3,453
State Police Trooper.....	3,228
Clerk Typist 2.....	1,699
Corrections Officer 2.....	1,095
Residential Services Aide*.....	1,059
Clerk Typist 3.....	929
Liquor Store Clerk 1.....	878
Registered Nurse.....	873
State Police Corporal.....	849
Clerk 2.....	824
Parole Agent 2.....	734
Corrections Officer Trainee.....	734
Licensed Practical Nurse.....	709
Income Maintenance Casework Supervisor.....	698
Maintenance Repairman 2.....	641
Clerk 3.....	573
Corrections Officer 3.....	565
Nurse Aide.....	555
Psychiatric Aide.....	547
Liquor Store Clerk 2.....	526
Highway Foreman 2.....	510
Police Communications Operator.....	484
Corrections Food Service Instructor.....	469

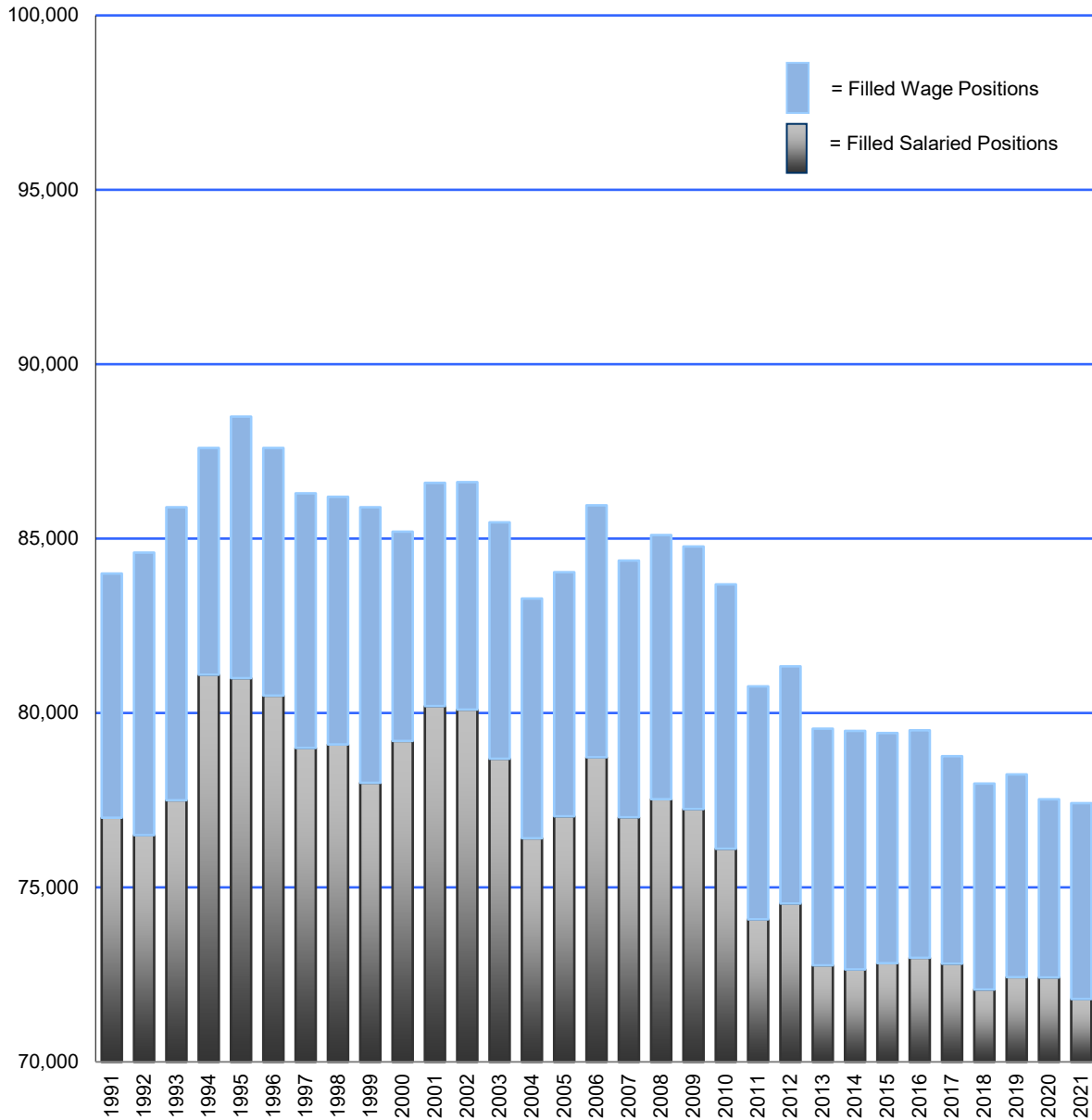
SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,600 different active class titles, 47 percent of the salaried work force (33,640 employees) serve in these 25 most populous class titles. Of the above listed class titles, 24 were also listed as the most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 9 out of 25.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2021

The Trend of Filled Salaried and Wage Positions
July 1991 to July 2021
(GAWFR Table 2)



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

COMMENTS: On July 1, 2021 there were 71,801 filled salaried and 5,616 filled wage positions. Filled salaried positions decreased by 619 and filled wage positions increased by 508 from the previous year as of the July 1 figures. Total numbers of salaried employees were lower overall than prior years due to the impact of COVID-19.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2021

Historical Filled Salaried and Wage Positions
Fiscal Years 1986 to 2021
(GAWFR Table 3)

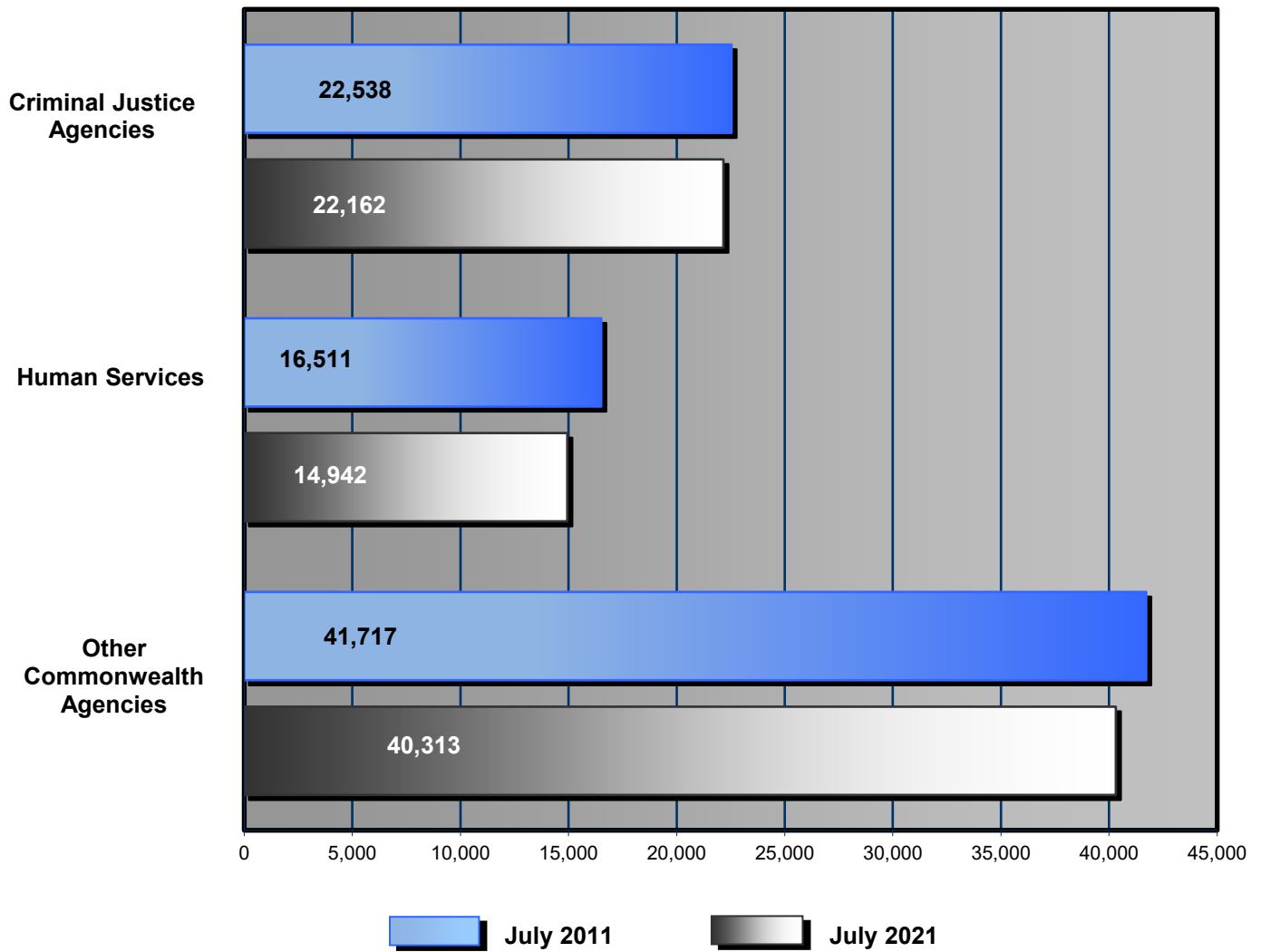
Date	Salaried Positions		Wage Positions	
	January	July	January	July
1986	81,701	80,265	6,446	6,436
1987	79,759	79,548	5,992	6,434
1988	79,669	80,008	5,919	6,268
1989	79,537	79,303	5,834	5,812
1990	79,522	79,476	5,928	6,193
1991	79,563	77,127	6,399	6,187
1992	76,388	76,640	6,822	6,868
1993	78,352	78,725	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
2021	72,533	71,801	5,712	5,616

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

COMMENTS: On July 1, 2021 there were 71,801 filled salaried and 5,616 filled wage positions. Filled salaried positions decreased by 619 positions from the previous year as of the July 1 figures. Filled wage positions increased by 508 during the same period. In July 2021, total numbers of salaried employees were lower overall than prior years due to the impact of COVID-19.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2021

Criminal Justice Agencies and Human Services
Ten Year Comparative Complement
July 2011 to 2021
(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 Parole Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2020-2021

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)	1,302 *	4.6% *	1,410 *	5.0% *	351 *	1.2% *	3,063 *	10.9% *
-Clerical, Administrative and Fiscal units	335	4.9%	245	3.6%	56	0.8%	636	9.3%
-Maintenance and Trades units	379	5.2%	324	4.5%	91	1.3%	794	11.0%
-Human Services units	268	5.7%	590	12.5%	153	3.2%	1,011	21.3%
-Other AFSCME units	320	3.4%	251	2.7%	51	0.5%	622	6.7%
<i>* Average for employees in the four categories</i>								
PSCOA (corrections officers)	490	4.8%	398	3.9%	101	1.0%	989	9.6%
SEIU Local 668 (social workers)	284	3.0%	280	3.0%	63	0.7%	627	6.7%
PSTA (state police)	171	3.8%	8	0.2%	5	0.1%	184	4.1%
SEIU Healthcare PA (nurses, non-supervisory)	49	4.1%	123	10.2%	12	1.0%	184	15.3%
UFCW (liquor store clerks)	72	4.7%	98	6.4%	27	1.8%	197	12.9%
ISSU (liquor store managers)	40	5.9%	13	1.9%	1	0.1%	54	8.0%
CIVEA (corrections education teachers)	18	5.8%	4	1.3%	0	0.0%	22	7.1%
FOSCEP (educational and cultural)	11	3.6%	5	1.6%	1	0.3%	17	5.6%
OPEIU (nurse supervisors)	17	7.5%	15	6.6%	1	0.4%	33	14.6%
UGSOA (security officers)	12	6.3%	19	10.1%	0	0.0%	31	16.4%
PDA (physicians)	12	8.5%	3	2.1%	1	0.7%	16	11.3%
FOP (conservation officers)**	9	5.0%	1	0.6%	2	1.1%	12	6.7%
FOP (Capitol police)	2	2.2%	3	3.3%	2	2.2%	7	7.7%
All Other Unions	15	3.5%	9	2.1%	1	0.2%	25	5.9%
Non-Union Employees	29	4.3%	4	0.6%	1	0.1%	34	5.1%
Management Employees	681	5.1%	219	1.6%	43	0.3%	943	7.0%
COMMONWEALTH TOTAL	3,214	4.5%	2,612	3.6%	612	0.9%	6,438	9.0%

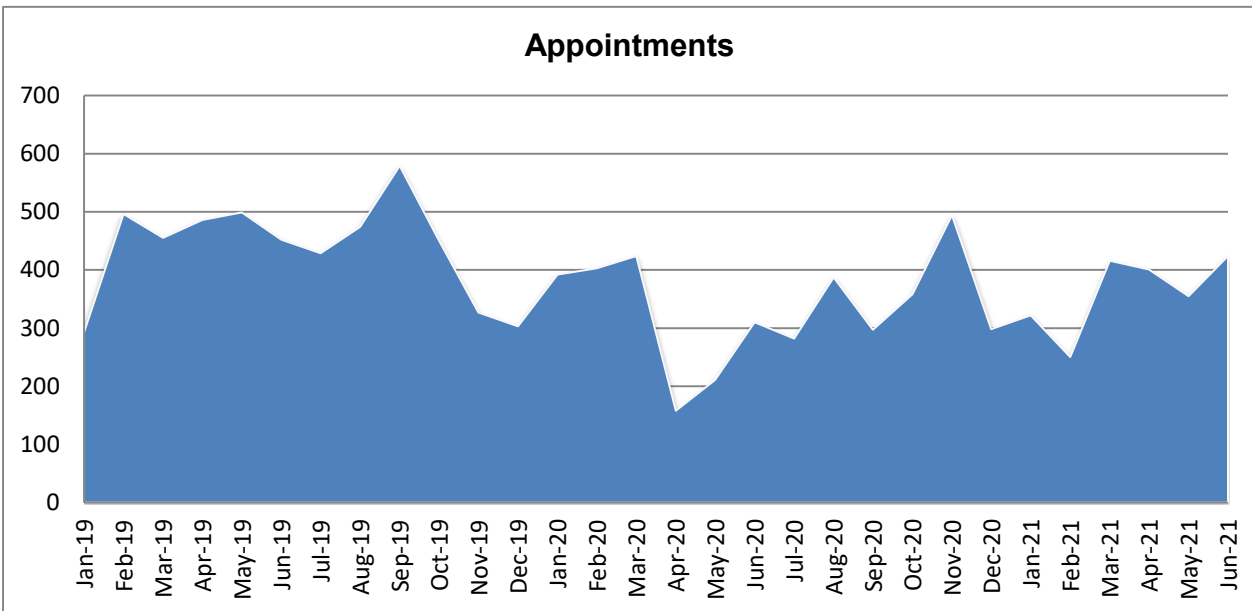
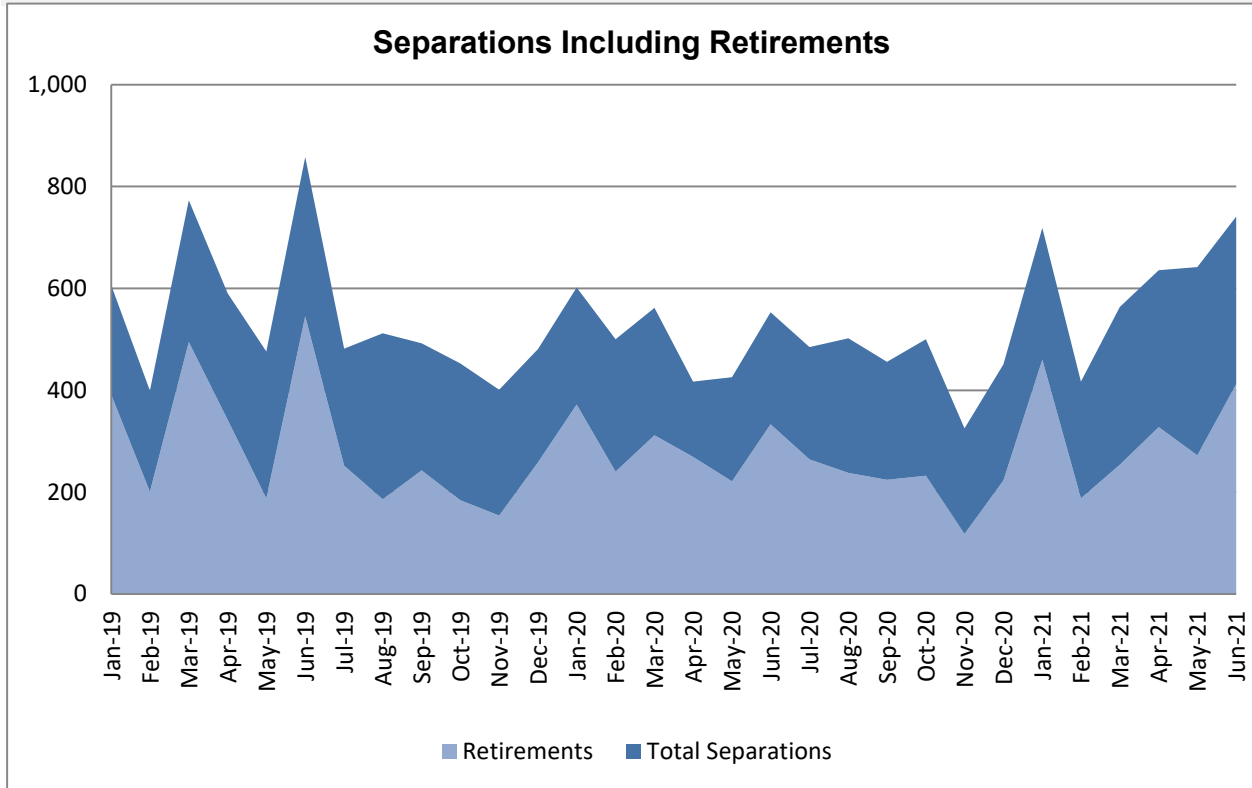
NOTE: The above table identifies specific unions representing 100 or more employees. Includes full-time, permanent salaried employees. Other separations include furloughs, involuntary separations, and deaths but exclude employees who have completed a temporary or emergency assignment. Data includes both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

**In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission [FOP (conservation officers)].

COMMENTS: The highest separation rate in an individual group occurred among AFSCME (Human Services units) primarily due to resignations.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
January 2019 to June 2021
Full-Time Salaried Employees

Historical Appointments and Separation Trends
(GAWFR Table 32)

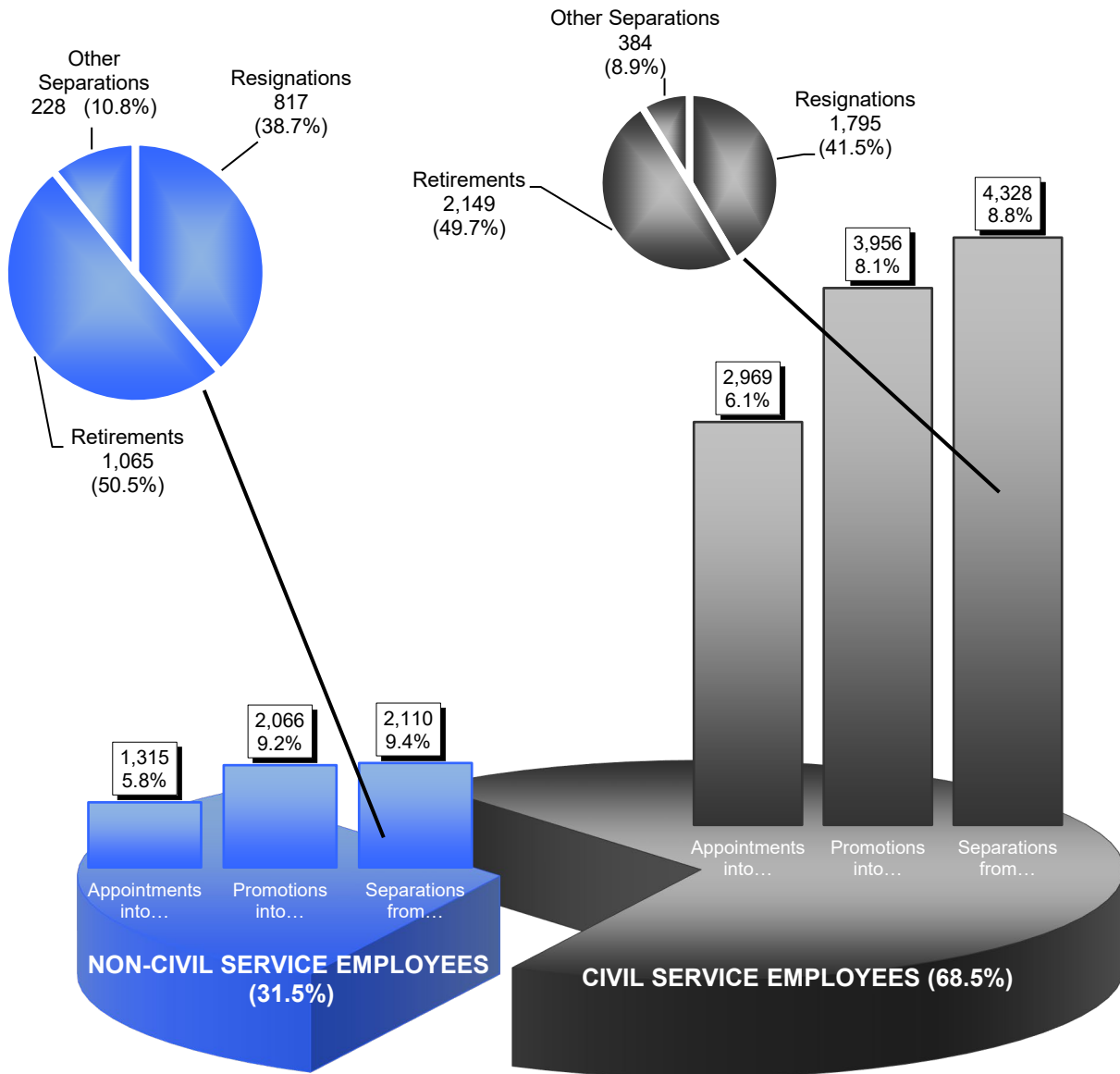


NOTE: Includes full-time, permanent salaried employees. Appointments include employees returned from furlough.

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 separations occurred in November 2020 (325). The largest number of appointments occurred in September 2019 (579). The smallest number of appointments occurred in April 2020 (158) due to the COVID-19 pandemic.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2021

Appointments, Separations, and Promotions by Civil Service/Non-Civil Service
Fiscal Year 2020-2021
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 2020-2021, 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 slightly higher than those for non-civil service employees.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2020-2021
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	820
Income Maintenance Caseworker	PSSU	C	294
Registered Nurse	SEIU	C	208
Transportation Equipment Operator A	AFSCME	N	175
Licensed Practical Nurse	AFSCME	C	150
Nurse Aide	AFSCME	B	143
Clerk Typist 2	AFSCME	B	118
Custodial Worker 1	AFSCME	N	114
Clerk 2	AFSCME	B	106
Corrections Food Service Instructor	PSCOA	N	70
Food Service Worker 1	AFSCME	N	69
Aide Trainee	AFSCME	C	69
Civil Engineer Trainee	AFSCME	C	66
Driver License Examiner Assistant	AFSCME	C	59
Maintenance Repairman 2	AFSCME	B	47
Parole Agent 1	AFSCME	C	45
Transportation Construction Inspector	AFSCME	C	41
Driver License Examiner	AFSCME	C	37
Disability Claims Adjudicator Trainee	PSSU	C	36
Transportation Equipment Operator Trainee	AFSCME	N	34
Security Officer 1	UGSOA	B	34
Police Communications Operator	AFSCME	N	33
Automotive Mechanic	AFSCME	B	29
Diesel and Construction Equipment	AFSCME	B	27
Youth Development Aide	AFSCME	C	25

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 19.1 percent of the appointments into salaried positions processed in fiscal year 2020-2021. Of these 25 class titles with the most appointments, 10 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2020-2021

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	460
Income Maintenance Caseworker	PSSU	C	313
Transportation Equipment Operator B	AFSCME	N	281
Corrections Officer Trainee	PSCOA	C	254
Residential Services Aide	AFSCME	C	226
Nurse Aide	AFSCME	B	181
Clerk Typist 2	AFSCME	B	173
Licensed Practical Nurse	AFSCME	C	163
Registered Nurse	SEIU	C	159
Liquor Store Clerk 1	UFCW	C	141
Transportation Equipment Operator A	AFSCME	N	128
Clerk 2	AFSCME	B	96
Corrections Officer 2	PSCOA	C	87
Custodial Worker 1	AFSCME	N	86
State Police Trooper	PSTA	N	83
Food Service Worker 1	AFSCME	N	83
Maintenance Repairman 2	AFSCME	B	69
Clerk Typist 3	AFSCME	B	68
Youth Development Aide	AFSCME	C	68
Psychiatric Aide	AFSCME	C	59
Corrections Food Service Instructor	PSCOA	N	58
Corrections Officer 3	MGMT	C	57
Diesel and Construction Equipment Mechanic	AFSCME	B	53
State Police Corporal	PSTA	N	52
Liquor Store Clerk 2	UFCW	C	51
Clerk 3	AFSCME	B	51

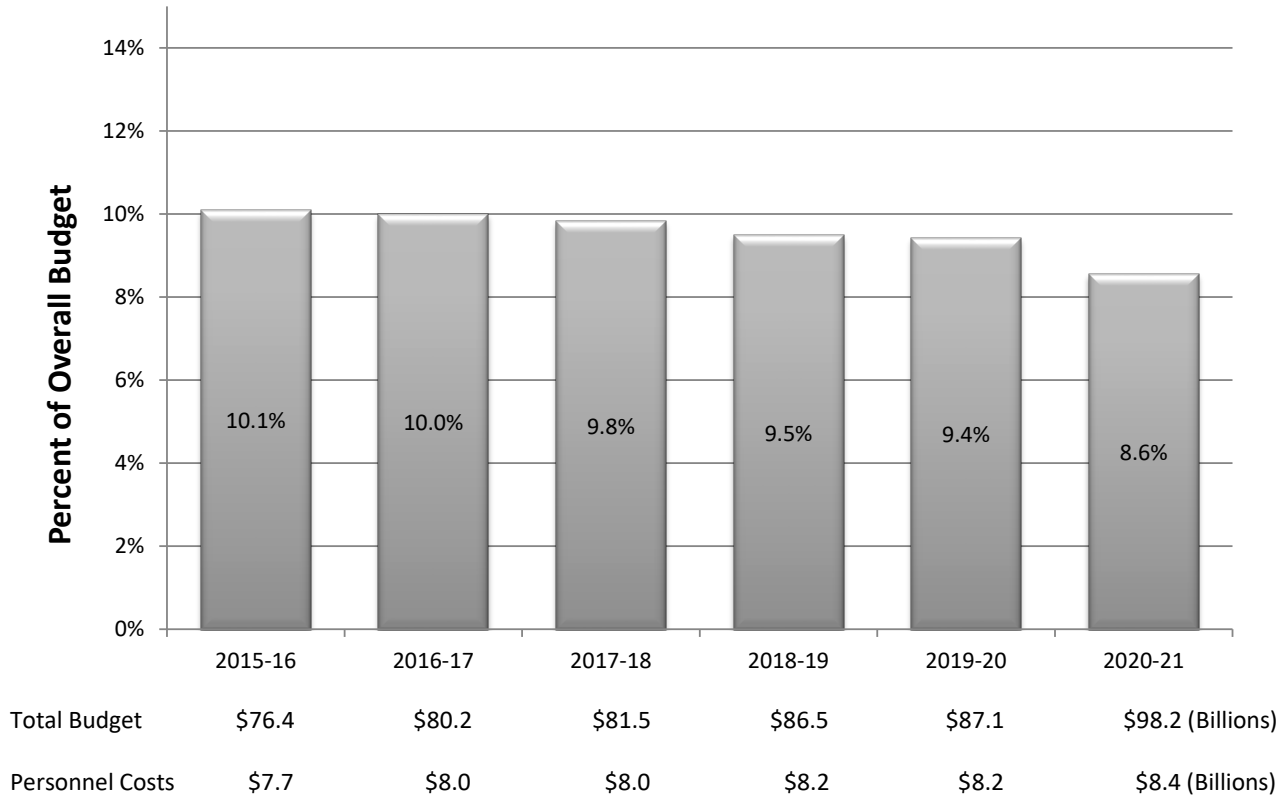
NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service covered, while "N" indicates that positions in this class are non-civil service covered. "B" indicates that positions in this class may be either civil service or non-civil service,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

COMMENTS: The Corrections Officer 1 class title had the most separations processed, 7.1 percent of the total in the top 25 category in fiscal year 2020-2021. Of the current 26 titles with the most separations, 21 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel Costs (Percent of Budget)
Fiscal Years 2015-2016 to 2020-2021

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

Personnel Costs (Percent 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 B7 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

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

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel and Benefit Costs
Since Fiscal Year 2002-2003

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
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%
2020-21	\$62,108	\$46,067	74.2%

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 \$13,328 per employee in 2002-2003 to \$46,067 per employee in 2020-2021. Benefits as a percent of salary increased from 30.9 percent in 2002-2003 to 74.2 percent in 2020-2021.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (1 of 2)
Fiscal Years 2002-2003 to 2020-2021

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
2002-03	37.05%	26.87%	0.44%	3.46%	24.74%	0.00%	5.82%	1.62%	N/A	\$13,328	\$43,112	30.90%
2003-04	43.87%	25.59%	0.74%	2.80%	20.05%	0.00%	5.64%	1.31%	N/A	\$16,307	\$42,749	38.10%
2004-05	39.70%	30.08%	0.68%	4.86%	18.33%	0.00%	5.15%	1.20%	N/A	\$17,739	\$42,504	41.70%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%	N/A	\$19,353	\$43,553	44.50%
2006-07	38.63%	29.91%	0.57%	8.70%	16.56%	0.00%	4.54%	1.08%	N/A	\$20,927	\$45,286	46.20%
2007-08	39.70%	28.87%	0.57%	8.51%	16.28%	0.00%	5.00%	1.07%	N/A	\$21,677	\$46,113	47.00%
2008-09	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%	N/A	\$22,657	\$47,821	47.40%
2009-10	41.88%	25.12%	0.45%	7.88%	15.07%	3.75%	4.63%	1.22%	N/A	\$24,912	\$49,082	50.76%
2010-11	42.54%	23.10%	0.44%	10.03%	15.34%	2.81%	4.71%	1.02%	N/A	\$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%
2020-21	27.51%	13.02%	0.24%	42.75%	10.32%	2.14%	3.34%	0.61%	0.07%	\$46,067	\$62,108	74.17%

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (2 of 2)
Fiscal Years 2002-2003 to 2020-2021

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
2002-03	\$4,938	\$3,581	\$58	\$461	\$3,298	\$0	\$776	\$216	N/A	\$13,328	\$43,112	30.90%
2003-04	\$7,154	\$4,173	\$120	\$457	\$3,270	\$0	\$919	\$214	N/A	\$16,307	\$42,749	38.10%
2004-05	\$7,042	\$5,336	\$120	\$863	\$3,251	\$0	\$914	\$213	N/A	\$17,739	\$42,504	41.70%
2005-06	\$7,172	\$6,259	\$120	\$1,315	\$3,332	\$0	\$937	\$218	N/A	\$19,353	\$43,553	44.50%
2006-07	\$8,085	\$6,259	\$120	\$1,820	\$3,465	\$0	\$951	\$226	N/A	\$20,927	\$45,286	46.20%
2007-08	\$8,606	\$6,259	\$124	\$1,845	\$3,528	\$0	\$1,084	\$231	N/A	\$21,677	\$46,113	46.50%
2008-09	\$9,519	\$6,259	\$112	\$1,913	\$3,658	\$0	\$1,052	\$143	N/A	\$22,657	\$47,821	47.40%
2009-10	\$10,432	\$6,259	\$112	\$1,963	\$3,755	\$933	\$1,153	\$304	N/A	\$24,912	\$49,082	50.76%
2010-11	\$10,732	\$5,827	\$112	\$2,530	\$3,871	\$708	\$1,189	\$258	N/A	\$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%
2020-21	\$12,675	\$5,998	\$108	\$19,695	\$4,752	\$988	\$1,540	\$279	\$32	\$46,067	\$62,108	74.17%

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 2021

Agency Comparison of Average Salary
(GAWFR Table 39)

Agency	Average Salary
Aging	\$75,507
Agriculture	\$61,997
Banking and Securities	\$74,088
Civil Service Commission	\$82,907
Community and Economic Development	\$80,085
Conservation and Natural Resources	\$59,381
Corrections.	\$66,279
Drug and Alcohol Programs	\$71,417
Education	\$74,395
Emergency Management Agency.	\$67,701
Environmental Protection	\$70,147
Executive Offices.	\$76,561
Fish and Boat Commission	\$57,332
Game Commission.	\$58,488
General Services	\$60,497
Health.	\$69,775
Historical and Museum Commission	\$64,363
Human Services.	\$54,844
Insurance	\$75,539
Labor and Industry	\$60,001
Liquor Control Board	\$47,172
Military and Veterans Affairs	\$50,964
Milk Marketing Board	\$70,633
Municipal Retirement System	\$66,026
Parole Board	\$67,724
Patient Safety Authority*.	\$97,173
Public School Employees' Retirement System	\$84,276
Public Utility Commission	\$78,426
Revenue	\$60,670
State	\$61,672
State Employees' Retirement System	\$74,152
State Police	\$83,320
Transportation	\$52,753
COMMONWEALTH AVERAGE	\$62,206

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. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: As of July 2021, the highest average salary was in the Patient Safety Authority and the lowest was in the Liquor Control Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Compensation by Union
July 2021

Comparison of Average Annual Compensation by Union
Fiscal Year 2020-2021
(GAWFR Table 23)

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	\$48,781	\$39,619	\$88,400	\$3,229
-Clerical, Administrative, and Fiscal units	\$42,415	\$36,989	\$79,404	\$1,424
-Maintenance and Trades units	\$44,581	\$37,790	\$82,371	\$5,019
-Human Services units	\$42,235	\$36,494	\$78,729	\$5,746
-Other AFSCME units	\$60,093	\$44,674	\$104,767	\$1,923
ALES (liquor enforcement officers)	\$75,229	\$56,643	\$131,872	\$1,034
CBA (PUC attorneys)	\$95,008	\$58,615	\$153,623	N/A
CIVEA (corrections education teachers)	\$73,088	\$52,492	\$125,580	\$1,242
FOP (Capitol Police)	\$67,922	\$49,276	\$117,198	\$6,069
FOP (waterways conservation officers)*	\$56,687	\$45,407	\$102,094	\$4,799
FOP (wildlife conservation officers)	\$58,989	\$45,759	\$104,748	\$9,183
FOSCEP (educational and cultural)	\$70,008	\$49,169	\$119,177	\$181
ISSU (liquor store managers)	\$49,658	\$40,252	\$89,910	\$1,771
OPEIU (nurse supervisors)	\$93,844	\$60,098	\$153,942	\$17,416
PDA (physicians)	\$157,999	\$81,940	\$239,939	\$25,207
PLEA (liquor enforcement officers)	\$56,098	\$43,041	\$99,139	\$649
PSCOA (corrections officers)	\$62,425	\$47,030	\$109,455	\$12,957
PSEA (non-tenured teachers)	\$77,441	\$51,991	\$129,432	N/A
PSRA (state park rangers)	\$59,942	\$46,601	\$106,543	\$4,611
PSTA (State Police)	\$93,757	\$101,517	\$195,274	\$7,004
SEIU Healthcare PA (nurses, non-supervisory)	\$81,835	\$51,439	\$133,274	\$13,551
SEIU Local 668 (social workers)	\$56,687	\$42,920	\$99,607	\$2,094
SEIU Local 668 (unemployment compensation referees)	\$83,858	\$57,385	\$141,243	\$4,708
UFCW (liquor store clerks)	\$35,034	\$33,663	\$68,697	\$1,845
UGSOA (security officers)	\$40,280	\$34,789	\$75,069	\$4,392
Non-Union Employees	\$78,590	\$54,467	\$133,057	\$1,707
Management Employees	\$82,694	\$55,895	\$138,589	\$524
COMMONWEALTH AVERAGE	\$62,108	\$46,067	\$108,175	\$4,540

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.

*In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission [FOP (waterways conservation officers)].

COMMENTS: The highest paid group of employees are those represented by the PDA (physicians), earning an average of \$239,939 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$68,697 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 \$33,663 for UFCW (liquor store clerks) to \$101,517 for PSTA (State Police).

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2021

Overtime Costs by Agency
Fiscal Years 2016-2017 to 2020-2021
(GAWFR Tables 42a and 42b)

a. Average Overtime Expenditure Per Employee

AGENCY	2016-17	2017-18	2018-19	2019-20	2020-21
Corrections	\$6,525	\$6,484	\$7,850	\$6,707	\$9,924
Labor and Industry	\$807	\$1,229	\$1,491	\$2,511	\$7,033
Health	\$1,381	\$1,461	\$2,085	\$3,215	\$6,645
State Police	\$4,986	\$5,010	\$5,387	\$4,986	\$5,512
Transportation	\$4,658	\$5,184	\$5,551	\$4,166	\$3,781
Human Services	\$2,222	\$2,531	\$2,873	\$3,175	\$3,393
Game Commission	\$2,256	\$2,455	\$2,977	\$2,984	\$3,164
Military and Veterans Affairs	\$1,706	\$1,950	\$2,203	\$2,463	\$3,124
Emergency Management Agency	\$2,204	\$2,319	\$2,895	\$5,455	\$2,607
Conservation and Natural Resources	\$1,877	\$2,120	\$2,085	\$1,304	\$2,349
Fish and Boat Commission	\$2,365	\$1,941	\$2,164	\$2,748	\$2,277
Liquor Control Board	\$1,960	\$1,494	\$1,531	\$1,468	\$1,552
General Services	\$1,637	\$1,598	\$2,141	\$1,765	\$1,430
State Employees' Retirement System	\$59	\$319	\$686	\$707	\$1,222
Insurance	\$1,474	\$1,399	\$1,373	\$965	\$1,217
Public School Employees' Retirement System	\$989	\$1,290	\$1,009	\$870	\$1,046
State	\$673	\$723	\$1,025	\$514	\$1,023
All Other Agencies	\$420	\$289	\$371	\$324	\$150
COMMONWEALTH AVERAGE	\$3,334	\$3,490	\$4,006	\$3,702	\$4,540

b. Total Overtime Expenditure Per Agency

AGENCY	2016-17	2017-18	2018-19	2019-20	2020-21
Corrections	\$99,202,500	\$97,556,762	\$119,253,320	\$108,126,854	\$143,980,789
Human Services	\$35,635,903	\$39,401,577	\$44,326,237	\$48,564,949	\$50,149,938
Transportation	\$52,545,427	\$58,281,755	\$62,287,647	\$46,393,887	\$41,476,343
State Police	\$30,671,352	\$30,940,042	\$33,827,327	\$31,509,071	\$34,255,752
Labor and Industry	\$3,332,623	\$4,888,736	\$5,881,459	\$9,969,752	\$27,639,819
Health	\$1,590,101	\$1,630,121	\$2,301,465	\$3,581,103	\$7,529,305
Military and Veterans Affairs	\$3,851,249	\$4,397,622	\$4,948,322	\$5,559,536	\$7,204,860
Liquor Control Board	\$6,063,114	\$4,656,768	\$4,805,496	\$4,601,131	\$4,867,539
Conservation and Natural Resources	\$2,452,694	\$2,689,987	\$2,608,932	\$1,634,392	\$2,882,050
Game Commission	\$1,509,401	\$1,605,624	\$1,970,916	\$2,056,221	\$2,281,603
General Services	\$1,396,102	\$1,329,436	\$1,773,139	\$1,454,592	\$1,159,874
Fish and Boat Commission	\$886,838	\$702,487	\$765,902	\$994,639	\$838,076
State	\$316,916	\$334,840	\$504,396	\$254,815	\$469,779
Emergency Management Agency	\$394,567	\$398,935	\$477,715	\$916,517	\$432,749
Public School Employees' Retirement System	\$284,794	\$387,027	\$314,885	\$280,046	\$356,772
Insurance	\$331,586	\$317,531	\$315,720	\$238,244	\$323,718
State Employees' Retirement System	\$9,855	\$51,335	\$120,760	\$129,334	\$234,628
All Other Agencies	\$3,979,845	\$2,706,910	\$3,475,491	\$2,856,159	\$1,597,665
COMMONWEALTH TOTAL	\$244,454,867	\$252,277,495	\$289,959,129	\$269,121,242	\$327,681,259

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 2020-2021 in overtime.

COMMENTS: Total overtime costs in fiscal year 2020-2021 increased by 21.8 percent 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 2020-2021

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)	15.2*	\$2,881*	8.3*	\$1,497*	39.8*	\$7,282*
- Clerical, Administrative, and Fiscal units	15.1	\$2,737	7.7	\$1,337	37.6	\$6,606
- Maintenance and Trades units	15.9	\$2,889	9.2	\$1,656	40.7	\$7,259
- Human Services units	15.4	\$2,426	10.5	\$1,619	48.9	\$7,493
*Average for all employees in the three categories						
PSCOA (corrections officers)**	22.2	\$5,586	5.2	\$1,430	59.4	\$14,581
SEIU Local 668 (social workers)	16.1	\$3,550	8.4	\$1,819	40.8	\$8,813
PSTA (state police)	12.2	\$4,609	2.7	\$983	36.9	\$13,387
SEIU Healthcare PA (nurses, non-supervisory)	15.8	\$4,948	9.0	\$2,794	46.3	\$14,093
UFCW (liquor store clerks)	14.3	\$2,028	9.2	\$1,266	36.0	\$4,978
ISSU (liquor store managers)	18.6	\$3,623	9.0	\$1,757	41.4	\$7,980
CIVEA (corrections education teachers)	17.2	\$4,242	10.7	\$2,702	50.0	\$12,141
FOSCEP (educational and cultural)	13.9	\$3,834	5.7	\$1,523	32.4	\$8,743
OPEIU (nurses, supervisory)	18.1	\$6,493	10.0	\$3,545	49.5	\$17,502
UGSOA (security officers)	13.7	\$2,162	7.7	\$1,187	35.7	\$5,493
PDA (physicians)	15.5	\$9,042	7.8	\$4,509	41.7	\$23,900
FOP (wildlife conservation officers)	14.5	\$3,523	2.8	\$707	32.0	\$7,465
FOP (capitol police officers)	17.1	\$4,653	8.3	\$2,154	51.6	\$13,472
PLEA (liquor enforcement officers)	13.6	\$3,023	5.6	\$1,226	38.8	\$8,552
Non-Union Employees	16.3	\$4,905	5.2	\$1,567	34.2	\$10,236
Management Employees	15.6	\$4,951	6.2	\$1,912	35.6	\$11,132
COMMONWEALTH AVERAGE	16.2	\$3,901	7.0	\$1,594	37.8	\$8,933

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, stress, and parental 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) at 12.2 days per employee. The highest average annual leave use was noted in PSCOA (corrections officers) at 22.2 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 CIVEA (corrections education teachers) at 10.7 days per employee. The lowest average of total paid leave use was noted in FOP (wildlife conservation officers) at 32.0 days per employee. The highest average of total paid leave use was noted in PSCOA (corrections officers) at 59.4 days per employee.

Total paid leave usage includes paid parental leave, a new paid leave benefit implemented in October 2020.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2021

Overtime Hours by Agency
5-Year Comparison
Fiscal Years 2016-2017 to 2020-2021
(GAWFR Tables 41a and 41b)

a. Average Overtime Hours Per Employee					
AGENCY	2016-17	2017-18	2018-19	2019-20	2020-21
Corrections	171	167	192	162	226
Labor and Industry	23	35	41	68	180
Health	33	33	46	67	131
Transportation	157	171	176	128	118
Military and Veterans Affairs	84	89	92	99	113
State Police	94	94	100	91	98
Human Services	78	84	90	95	97
Game Commission	74	75	89	88	90
Liquor Control Board	91	78	78	75	77
Conservation and Natural Resources	68	71	69	46	75
Fish and Boat Commission	81	66	74	81	73
Emergency Management Agency	64	62	75	136	64
General Services	51	51	64	50	39
State Employees' Retirement System	2	9	20	20	35
State	22	23	33	16	31
Insurance	36	35	34	22	31
Public School Employees' Retirement System	32	40	30	24	30
All Other Agencies	14	11	13	11	6
COMMONWEALTH AVERAGE	98	101	110	99	115

b. Total Overtime Hours Per Agency					
AGENCY	2016-17	2017-18	2018-19	2019-20	2020-21
Corrections	2,607,037	2,510,351	2,912,670	2,616,295	3,281,450
Human Services	1,245,571	1,303,607	1,394,791	1,458,778	1,437,341
Transportation	1,769,011	1,917,317	1,978,250	1,429,081	1,298,512
Labor and Industry	96,249	139,007	162,461	269,047	709,044
State Police	575,214	581,616	626,598	575,196	609,519
Military and Veterans Affairs	189,789	201,598	206,512	222,948	261,595
Liquor Control Board	280,636	241,660	244,874	234,213	241,756
Health	37,976	36,563	51,203	74,522	148,702
Conservation and Natural Resources	88,358	90,588	85,906	57,080	91,466
Game Commission	49,374	49,276	58,933	60,386	64,950
General Services	43,763	42,351	53,057	41,334	31,523
Fish and Boat Commission	30,378	24,026	26,236	29,264	26,797
State	10,393	10,712	16,191	7,719	14,334
Emergency Management Agency	11,403	10,625	12,392	22,835	10,641
Public School Employees' Retirement System	9,332	11,920	9,479	7,881	10,272
Insurance	8,049	7,998	7,710	5,484	8,161
State Employees' Retirement System	307	1,461	3,437	3,728	6,805
All Other Agencies	131,963	98,449	117,154	95,137	59,101
COMMONWEALTH TOTAL	7,184,803	7,279,125	7,967,854	7,210,928	8,311,969

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 2020-2021 in overtime.

COMMENTS: Total overtime hours in fiscal year 2020-2021 increased by 15.3 percent from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2020-2021, a 25.4 percent increase from fiscal year 2019-2020. Significant differences in overtime hours by agency can be attributed to the COVID-19 pandemic.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2021**

*Average Sick Leave Use and Costs Per Employee by Agency
Fiscal Years 2016-2017 to 2020-2021
(GAWFR Table 43)*

Agency	Sick Leave Days					Sick Leave Costs				
	16-17	17-18	18-19	19-20	20-21	16-17	17-18	18-19	19-20	20-21
Aging	9.2	9.7	9.0	8.6	5.1	\$2,254	\$2,431	\$2,324	\$2,287	\$1,414
Agriculture	9.4	9.0	8.5	7.8	7.6	\$1,799	\$1,839	\$1,749	\$1,636	\$1,542
Banking & Securities	4.9	8.4	8.1	7.3	6.0	\$1,193	\$2,175	\$2,171	\$2,026	\$1,625
Civil Service Commission	9.3	9.7	8.9	9.1	3.4	\$2,136	\$2,236	\$2,120	\$2,551	\$1,019
Community and Economic Development	8.9	8.8	8.5	6.8	4.2	\$2,151	\$2,249	\$2,296	\$1,857	\$1,194
Conservation and Natural Resources	10.8	9.2	9.0	8.0	7.1	\$2,148	\$1,884	\$1,903	\$1,731	\$1,514
Corrections*	6.8	6.8	6.7	6.7	6.8	\$1,686	\$1,735	\$1,791	\$1,804	\$1,880
Drug and Alcohol Programs	10.3	9.7	10.0	8.5	5.1	\$2,516	\$2,335	\$2,455	\$2,244	\$1,317
Education	9.2	9.1	8.7	7.9	5.3	\$2,246	\$2,314	\$2,238	\$2,120	\$1,401
Emergency Management Agency	8.6	8.6	9.1	8.3	6.7	\$1,851	\$1,917	\$2,102	\$1,976	\$1,637
Environmental Protection	9.0	9.2	9.1	7.3	5.1	\$2,169	\$2,271	\$2,314	\$1,880	\$1,349
Executive Offices	9.2	9.0	9.3	7.6	5.6	\$2,213	\$2,212	\$2,453	\$2,063	\$1,583
Fish and Boat Commission	8.0	8.2	8.3	6.8	6.3	\$1,652	\$1,637	\$1,735	\$1,431	\$1,312
Game Commission	8.9	8.0	6.3	6.0	5.2	\$1,796	\$1,638	\$1,336	\$1,290	\$1,082
General Services	9.4	9.7	9.6	10.3	7.5	\$1,847	\$2,019	\$2,045	\$2,209	\$1,620
Health	9.2	8.6	9.3	8.0	6.5	\$2,182	\$2,087	\$2,351	\$2,009	\$1,653
Historical and Museum Commission	7.8	7.8	7.9	7.7	6.4	\$1,633	\$1,730	\$1,794	\$1,761	\$1,457
Human Services	10.1	10.2	10.1	9.2	8.8	\$1,881	\$1,950	\$1,963	\$1,840	\$1,775
Insurance	8.5	8.8	8.8	7.5	5.2	\$2,064	\$2,013	\$2,259	\$1,974	\$1,350
Labor and Industry	10.1	10.0	9.8	8.5	7.4	\$2,069	\$2,120	\$2,121	\$1,891	\$1,646
Liquor Control Board	8.3	8.3	8.4	10.3	8.1	\$1,379	\$1,412	\$1,476	\$1,819	\$1,416
Military and Veterans Affairs	9.6	9.6	9.7	8.8	8.9	\$1,554	\$1,634	\$1,675	\$1,587	\$1,587
Milk Marketing Board	8.9	12.2	10.8	17.9	6.1	\$2,168	\$3,013	\$2,847	\$5,422	\$1,823
Municipal Retirement System	6.8	7.2	8.2	6.3	4.1	\$1,465	\$1,366	\$1,799	\$1,384	\$863
Patient Safety Authority**	N/A	N/A	N/A	N/A	4.9	N/A	N/A	N/A	N/A	\$1,851
Public Utility Commission	9.6	9.8	10.2	7.6	6.3	\$2,554	\$2,738	\$2,840	\$2,142	\$1,763
Revenue	10.1	10.2	10.2	10.6	6.9	\$2,096	\$2,152	\$2,194	\$2,314	\$1,527
State	9.1	10.0	9.2	7.6	7.2	\$1,869	\$2,163	\$2,026	\$1,665	\$1,556
State Employees' Retirement System	8.7	8.6	8.6	7.7	6.4	\$1,997	\$2,115	\$2,171	\$2,061	\$1,755
State Police	4.7	4.3	4.3	4.3	3.8	\$1,238	\$1,137	\$1,156	\$1,167	\$1,095
Transportation	9.2	9.2	9.3	10.4	7.2	\$1,664	\$1,713	\$1,750	\$1,943	\$1,389
COMMONWEALTH AVERAGE	8.5	8.4	8.4	8.1	7.0	\$1,761	\$1,790	\$1,863	\$1,803	\$1,594

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 (DOC) has a combined leave program for corrections officers whereby only sick leave use of more than five consecutive days is recorded as sick leave. DOC data includes Parole Board employees due to the DOC/Parole Board merger.

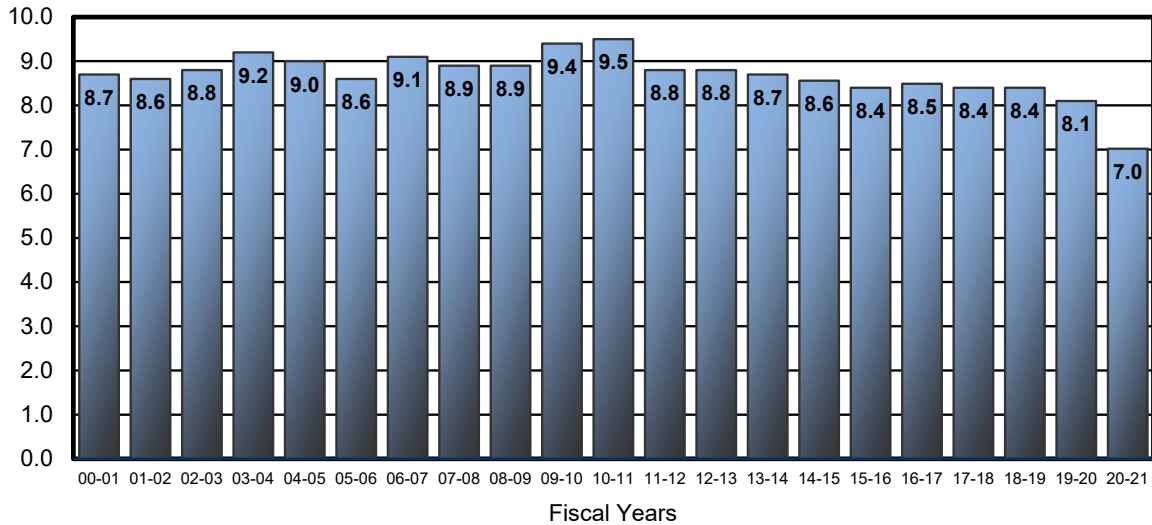
**As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Average sick leave usage in fiscal year 2020-2021 decreased to 7.0 days, compared to 8.1 days in the prior year. This decrease may be attributable to factors related to the ongoing COVID-19 pandemic, e.g., the availability of emergency sick leave and Act 17 (Enforcement Officers COVID-19 Leave) for absences related to COVID-19 qualifying events and the increased use of telework, which allowed sick employees to work remotely, etc. The lowest sick leave use during fiscal year 2020-2021 occurred in the Civil Service Commission (3.4 days); the highest usage occurred in the Department of Military and Veterans Affairs (8.9 days).

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2021

Historical Average Sick Leave Use
Fiscal Year 2000-2001 to Fiscal Year 2020-2021
(GAWFR Table 44)

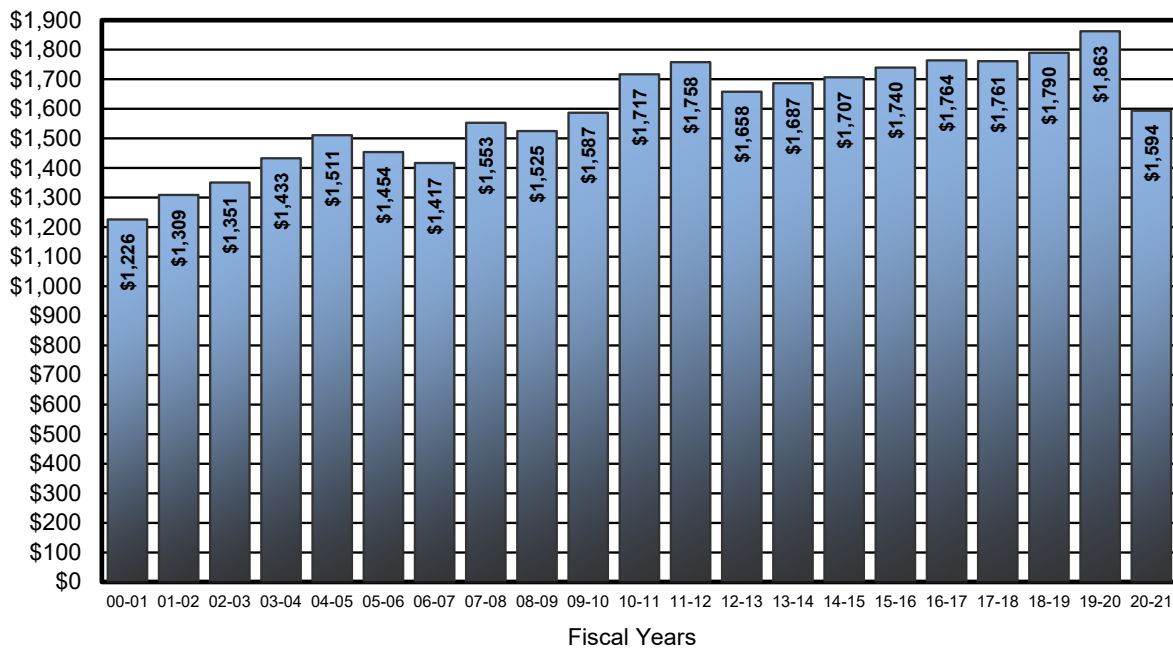
DAYS PER EMPLOYEE



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 2020-2021 decreased to 7.0 days, compared to 8.1 days in the prior year. This decrease may be attributable to factors related to the ongoing COVID-19 pandemic, e.g., the availability of emergency sick leave and Act 17 (Enforcement Officers COVID-19 Leave) for absences related to COVID-19 qualifying events and 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 2020-2021 decreased from the prior year, in line with the reduction in use noted above.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Employment by Agency
July 2021

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	75.9%	19	24.1%	79
Agriculture	264	49.2%	273	50.8%	537
Banking and Securities	142	83.5%	28	16.5%	170
Civil Service Commission	9	60.0%	6	40.0%	15
Community and Economic Development	20	7.4%	251	92.6%	271
Conservation and Natural Resources	1,194	97.3%	33	2.7%	1,227
Corrections	12,135	84.0%	2,315	16.0%	14,450
Drug and Alcohol Programs	66	84.6%	12	15.4%	78
Education	378	86.9%	57	13.1%	435
Emergency Management Agency	143	86.1%	23	13.9%	166
Environmental Protection	2,125	93.5%	147	6.5%	2,272
Executive Offices	2,188	83.2%	971	16.8%	3,159
Fish and Boat Commission	273	73.0%	101	27.0%	374
Game Commission	355	54.0%	303	46.0%	658
General Services	153	19.1%	648	80.9%	801
Health	1,020	93.8%	68	6.3%	1,088
Historical and Museum Commission	82	45.3%	99	54.7%	181
Human Services	14,015	95.9%	602	4.1%	14,617
Insurance	202	72.9%	75	27.1%	277
Labor and Industry	3,617	90.3%	390	9.7%	4,007
Liquor Control Board	3,086	98.3%	52	1.7%	3,138
Military and Veterans Affairs	665	28.0%	1,714	72.0%	2,379
Milk Marketing Board	8	47.1%	9	52.9%	17
Municipal Retirement System	33	89.2%	4	10.8%	37
Parole Board	1,231	95.6%	57	4.4%	1,288
Patient Safety Authority*	0	0.0%	32	100.0%	32
Public School Employees' Retirement System	258	74.1%	90	25.9%	348
Public Utility Commission	376	81.0%	88	19.0%	464
Revenue	280	17.8%	1,296	82.2%	1,576
State	275	60.0%	183	40.0%	458
State Employees' Retirement System	154	79.8%	39	20.2%	193
State Police	246	4.0%	5,840	96.0%	6,086
Transportation	4,072	37.3%	6,851	62.7%	10,923
COMMONWEALTH TOTAL	49,125	68.4%	22,676	31.6%	71,801

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. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority moved from the Department of State into its own agency.

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 2020 - 2021

Hires and Separations
(GAWFR Table - None)

Agency	Separations	Hires	Net Change
Aging	8	5	-3
Agriculture	37	24	-13
Banking and Securities	21	10	-11
Civil Service Commission	0	0	0
Community and Economic Development	24	5	-19
Conservation and Natural Resources	86	15	-71
Corrections	1,421	1,260	-161
Drug and Alcohol Programs	2	7	5
Education	30	21	-9
Emergency Management Agency	16	14	-2
Environmental Protection	136	66	-70
Executive Offices	201	74	-127
Fish and Boat Commission	23	31	8
Game Commission	42	24	-18
General Services	68	52	-16
Health	98	82	-16
Historical and Museum Commission	16	4	-12
Human Services	1,464	897	-567
Insurance	15	32	17
Labor and Industry	256	179	-77
Liquor Control Board	334	42	-292
Military and Veterans Affairs	484	425	-59
Milk Marketing Board	0	1	1
Municipal Retirement System	3	13	10
Parole Board	90	61	-29
Patient Safety Authority*	0	2	2
Public School Employees' Retirement System	13	21	8
Public Utility Commission	39	17	-22
Revenue	92	42	-50
State	35	38	3
State Employees' Retirement System	16	14	-2
State Police	317	88	-229
Transportation	1,051	718	-333
COMMONWEALTH TOTALS	6,438	4,284	-2,154

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 2020-2021, 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. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been part of the Department of State.

COMMENTS: This fiscal year, 6,438 employees separated and 4,284 were hired for a net decrease of 2,154 employees, as compared to a net decrease of 1,421 employees for the previous year. Total numbers of salaried employees were lower overall than prior years due to the impact of COVID-19.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Separation Trends
Fiscal Years 2005-2006 to 2020-2021

Historical Trend of Commonwealth Separations
(GAWFR Table 28)

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
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%
2020-2021	Number	3,214	2,612	0	612	6,438
	Rate	4.5%	3.6%	0.0%	0.9%	9.0%

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 fiscal years where the number of employees furloughed during those years were less than the number of employees who returned from previous furloughs.

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

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Paid Leave Usage
Fiscal Year 2020 - 2021

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	16.2	\$3,901	10.2	\$2,416	7.0	\$1,594	0.3	\$83	4.2	\$938
Aging	14.0	\$4,118	10.8	\$3,064	5.1	\$1,414	0.0	\$0	0.3	\$92
Agriculture	15.5	\$3,390	10.6	\$2,310	7.6	\$1,542	0.0	\$0	1.2	\$242
Banking and Securities	15.1	\$4,325	11.0	\$3,084	6.0	\$1,625	0.0	\$0	0.4	\$101
Civil Service Commission	17.1	\$5,529	11.0	\$3,416	3.4	\$1,019	0.0	\$0	0.4	\$97
Community and Economic Development	12.7	\$3,899	10.8	\$3,211	4.2	\$1,194	0.0	\$0	0.6	\$220
Conservation and Natural Resources	17.3	\$3,998	0.0	\$14	7.1	\$1,514	0.4	\$46	2.0	\$394
Corrections	20.4	\$5,331	9.5	\$2,423	6.8	\$1,880	0.0	\$0	9.4	\$2,287
Drug and Alcohol Programs	15.7	\$4,406	10.8	\$2,856	5.1	\$1,317	0.0	\$0	0.9	N/A
Education	12.6	\$3,555	10.9	\$3,017	5.3	\$1,401	0.0	\$0	0.6	\$188
Emergency Management Agency	13.8	\$3,558	11.0	\$2,758	6.7	\$1,637	0.0	\$0	2.0	\$492
Environmental Protection	14.0	\$3,849	10.9	\$2,865	5.1	\$1,349	0.0	\$0	0.5	\$149
Executive Offices	14.9	\$4,406	11.0	\$3,157	5.6	\$1,583	0.0	\$0	0.8	\$219
Fish and Boat Commission	15.1	\$3,425	10.1	\$2,182	6.3	\$1,312	0.0	\$0	8.8	\$1,838
Game Commission	15.3	\$3,509	10.1	\$2,204	5.2	\$1,082	0.0	\$0	1.7	\$379
General Services	16.1	\$3,756	10.6	\$2,420	7.5	\$1,620	0.0	\$0	2.4	\$536
Health	13.1	\$3,427	10.3	\$2,675	6.5	\$1,653	0.0	\$0	0.7	\$184
Historical and Museum Commission	17.0	\$4,168	10.7	\$2,573	6.4	\$1,457	0.0	\$0	1.5	\$304
Human Services	16.1	\$3,422	10.0	\$2,082	8.8	\$1,775	0.0	\$0	5.8	\$1,052
Insurance	12.2	\$3,535	10.7	\$3,049	5.2	\$1,350	0.0	\$0	0.5	\$109
Labor and Industry	14.6	\$3,393	10.9	\$2,460	7.4	\$1,646	0.0	\$0	1.8	\$422
Liquor Control Board	15.5	\$2,947	9.2	\$1,721	8.1	\$1,416	0.0	\$0	0.2	\$44
Military and Veterans Affairs	14.9	\$2,830	9.3	\$1,738	8.9	\$1,587	0.0	\$0	1.4	\$262
Milk Marketing Board	17.1	\$5,079	11.0	\$3,162	6.1	\$1,823	0.0	\$0	0.3	\$89
Municipal Retirement System	9.4	\$2,341	10.8	\$2,776	4.1	\$863	0.0	\$0	6.7	\$1,636
Patient Safety Authority**	13.7	\$5,262	10.4	\$3,744	4.9	\$1,851	0.0	\$0	0.0	\$0
Public School Employees' Retirement System	14.0	\$4,696	10.9	\$3,503	5.4	\$1,401	0.0	\$0	0.8	\$184
Public Utility Commission	13.1	\$3,878	11.0	\$3,237	6.3	\$1,763	0.0	\$0	1.0	\$296
Revenue	14.7	\$3,457	10.8	\$2,465	6.9	\$1,527	0.0	\$0	0.9	\$175
State	13.4	\$3,155	10.8	\$2,525	7.2	\$1,556	0.0	\$0	1.3	\$313
State Employees' Retirement System	13.3	\$3,649	10.9	\$3,047	6.4	\$1,755	0.0	\$0	0.6	\$145
State Police	13.1	\$4,247	11.1	\$3,554	3.8	\$1,095	2.7	\$242	2.9	\$968
Transportation	14.7	\$3,078	10.3	\$2,084	7.2	\$1,389	0.0	\$0	1.6	\$298

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. Most union covered employees earn 11 sick days per leave calendar year. Other leaves include compensatory, administrative, civil, military, educational, work-related injury disability, stress, and parental leave.

Average leave usage statistics are reflected for each agency's employees. Corrections usage data includes Parole Board employees due to the Corrections/Parole Board merger.

*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.

**As of July 2020, the Patient Safety Authority moved from the Department of State into its own agency.

COMMENTS: Commonwealth employees used an average of 37.8 days of paid leave, including paid holidays, during fiscal year 2020-2021. This is a decrease from an average of 42.4 days of leave from the previous fiscal year, which may be attributable to an increased number of employees teleworking through emergency telework arrangements as a result of the COVID-19 pandemic, as well as travel restrictions, strict travel protocols, and other mitigation efforts that affected employees' use of leave for vacations, other discretionary time off, etc.

Additionally, the Families First Coronavirus Response Act went into effect on April 1, 2020, granting emergency paid leave to certain eligible employees. From July 1 to December 31, 2020, a total of 1,418 employees used emergency child care leave (32 hours/employee and average cost of \$509.65); 20,351 employees used emergency paid sick leave (30.75 hours/employee and average cost of \$793); and 897 employees used emergency sick family leave (20 hours/employee and average cost of \$325.28).

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2021

*Filled Salaried and Wage Employees by Agency
July 2020 and 2021
(GAWFR Table 4)*

Agency	2020		2021		Difference	
	Salaried	Wage	Salaried	Wage	Salaried	Wage
Aging	80	0	79	0	-1	0
Agriculture	541	272	537	271	-4	-1
Banking and Securities	183	0	170	0	-13	0
Civil Service Commission	16	5	15	5	-1	0
Community and Economic Development	285	3	271	6	-14	3
Conservation and Natural Resources	1,232	903	1,227	926	-5	23
Corrections	14,704	140	14,450	168	-254	28
Drug and Alcohol Programs	78	1	78	0	0	-1
Education	448	37	435	42	-13	5
Emergency Management Agency	163	203	166	201	3	-2
Environmental Protection	2,320	13	2,272	12	-48	-1
Executive Offices	3,276	25	3,159	28	-117	3
Fish And Boat Commission	356	34	374	57	18	23
Game Commission	635	87	658	93	23	6
General Services	814	4	801	3	-13	-1
Health	1,078	79	1,088	174	10	95
Historical and Museum Commission	191	0	181	0	-10	0
Human Services	15,015	374	14,617	326	-398	-48
Insurance	252	1	277	5	25	4
Labor and Industry	3,907	343	4,007	281	100	-62
Liquor Control Board	3,067	2,150	3,138	2,381	71	231
Military and Veterans Affairs	2,388	75	2,379	76	-9	1
Milk Marketing Board	17	1	17	1	0	0
Municipal Retirement System	27	1	37	0	10	-1
Parole Board	1,251	7	1,288	7	37	0
Patient Safety Authority*	N/A	N/A	32	0	32	0
Public School Employees' Retirement System	329	1	348	0	19	-1
Public Utility Commission	474	2	464	17	-10	15
Revenue	1,509	156	1,576	79	67	-77
State	495	39	458	45	-37	6
State Employees' Retirement System	186	1	193	1	7	0
State Police	6,244	77	6,086	163	-158	86
Transportation	10,859	74	10,923	248	64	174
COMMONWEALTH TOTAL	72,420	5,108	71,801	5,616	-619	508

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, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. Data as of July 1 of each year. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

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

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2021

Historical Separation Rates by Agency
(GAWFR Table 29)

Agency	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Aging	12.9%	8.3%	7.5%	5.0%	10.1%
Agriculture	5.6%	6.6%	10.9%	8.5%	6.9%
Banking and Securities	8.1%	7.9%	6.8%	7.7%	12.4%
Civil Service Commission	11.8%	7.5%	29.4%	0.0%	0.0%
Community and Economic Development	7.2%	7.4%	7.7%	6.0%	8.9%
Conservation and Natural Resources	5.8%	6.2%	7.5%	6.2%	7.0%
Corrections	7.9%	7.4%	8.7%	9.0%	9.8%
Drug and Alcohol Programs	9.5%	12.5%	5.5%	10.3%	2.6%
Education	9.6%	8.7%	8.8%	8.1%	7.0%
Emergency Management Agency	9.7%	12.1%	5.4%	8.0%	9.6%
Environmental Protection	6.1%	6.8%	7.6%	5.8%	6.0%
Executive Offices	7.6%	8.2%	8.7%	4.6%	6.4%
Fish and Boat Commission	5.9%	7.3%	6.9%	8.1%	6.1%
Game Commission	5.9%	6.5%	5.9%	6.0%	6.4%
General Services	7.5%	9.6%	8.3%	8.7%	8.5%
Health	9.3%	9.1%	11.1%	8.2%	9.0%
Historical and Museum Commission	9.1%	7.6%	5.2%	4.2%	8.9%
Human Services	9.3%	9.2%	10.3%	9.1%	10.0%
Insurance	6.6%	7.6%	7.8%	3.6%	5.4%
Labor and Industry	18.6%	8.7%	8.2%	6.1%	6.4%
Liquor Control Board	10.2%	10.0%	10.1%	9.2%	10.6%
Military and Veterans Affairs	14.4%	16.0%	16.8%	18.4%	21.2%
Milk Marketing Board	0.0%	20.0%	5.3%	29.4%	0.0%
Municipal Retirement System	7.7%	13.0%	4.2%	0.0%	8.1%
Parole Board	6.9%	6.8%	6.7%	6.2%	7.0%
Patient Safety Authority**	N/A	N/A	N/A	N/A	0.0%
Public School Employees' Retirement System	6.7%	6.8%	7.3%	4.9%	3.7%
Public Utility Commission	9.2%	6.5%	8.0%	6.8%	8.4%
Revenue	8.1%	7.7%	8.5%	8.1%	5.9%
State	6.3%	12.0%	7.9%	9.3%	7.6%
State Employees' Retirement System	6.0%	11.9%	4.4%	9.1%	8.3%
State Police	8.9%	6.6%	5.1%	4.6%	5.2%
Transportation	7.2%	8.4%	9.9%	8.4%	9.6%
COMMONWEALTH AVERAGE*	8.9%	8.4%	9.1%	8.1%	9.0%

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. 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. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*Commonwealth average is based on the total number of separations and filled positions.

**As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Separation rates increased slightly from the prior fiscal year due to increases in the numbers of resignations and retirements.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2021

Voluntary Separations During First Five Years of Service by Agency
Fiscal Year 2020 - 2021
(GAWFR Table 30)

Agency	0-1		1-3		3-5		Total	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Agriculture	2	0.4%	4	0.7%	5	0.9%	11	2.1%
Banking and Securities	0	0.0%	3	1.8%	0	0.0%	3	1.8%
Civil Service Commission	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Community and Economic Development	1	0.4%	2	0.7%	0	0.0%	3	1.1%
Conservation and Natural Resources	5	0.4%	6	0.5%	3	0.2%	14	1.1%
Corrections	273	1.9%	126	0.9%	96	0.7%	495	3.4%
Drug and Alcohol Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	1	0.2%	3	0.7%	5	1.2%	9	2.1%
Emergency Management Agency	1	0.6%	2	1.2%	1	0.6%	4	2.4%
Environmental Protection	9	0.4%	10	0.4%	12	0.5%	31	1.4%
Executive Offices	14	0.4%	17	0.5%	16	0.5%	47	1.5%
Fish and Boat Commission	3	0.8%	1	0.3%	3	0.8%	7	1.9%
Game Commission	3	0.5%	1	0.2%	2	0.3%	6	0.9%
General Services	5	0.6%	11	1.4%	2	0.2%	18	2.2%
Health	13	1.2%	15	1.4%	5	0.5%	33	3.0%
Historical and Museum Commission	0	0.0%	2	1.1%	0	0.0%	2	1.1%
Human Services	250	1.7%	241	1.7%	131	0.9%	622	4.3%
Insurance	5	1.8%	1	0.4%	0	0.0%	6	2.2%
Labor and Industry	28	0.7%	31	0.8%	12	0.3%	71	1.8%
Liquor Control Board	10	0.3%	41	1.3%	40	1.3%	91	2.9%
Military and Veterans Affairs	182	8.0%	71	3.1%	27	1.2%	280	12.3%
Milk Marketing Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement System	1	2.7%	0	0.0%	0	0.0%	1	2.7%
Parole Board	7	0.5%	15	1.2%	9	0.7%	31	2.4%
Patient Safety Authority*	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Public School Employees' Retirement System	4	1.1%	1	0.3%	0	0.0%	5	1.4%
Public Utility Commission	0	0.0%	5	1.1%	1	0.2%	6	1.3%
Revenue	3	0.2%	16	1.0%	9	0.6%	28	1.8%
State	3	0.7%	7	1.5%	3	0.7%	13	2.8%
State Employees' Retirement System	2	1.0%	3	1.6%	2	1.0%	7	3.6%
State Police	19	0.3%	12	0.2%	11	0.2%	42	0.7%
Transportation	163	1.5%	145	1.3%	68	0.6%	376	3.4%
COMMONWEALTH TOTAL	1,007	1.4%	792	1.1%	463	0.6%	2,262	3.2%

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, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Only 3.2% of all Commonwealth employees voluntarily separate in their first five years of service. Over half of the employees who voluntarily separated left within the 0-1 year range.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2021

Placement by Type and Agency
Fiscal Year 2020-2021
Full-Time Salaried Employees
(GAWFR Table 35)

Agency	New Hire		Transfer		Promotion		Other	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	5	6.3%	6	7.6%	5	6.3%	0	0.0%
Agriculture	19	3.5%	14	2.6%	10	1.9%	5	0.9%
Banking and Securities	6	3.5%	7	4.1%	10	5.9%	4	2.4%
Civil Service Commission	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Community and Economic Development	2	0.7%	14	5.2%	15	5.6%	3	1.1%
Conservation and Natural Resources	13	1.1%	107	8.7%	58	4.7%	2	0.2%
Corrections	1,116	7.7%	607	4.2%	583	4.0%	144	1.0%
Drug and Alcohol Programs	7	9.0%	10	12.8%	9	11.5%	0	0.0%
Education	18	4.2%	19	4.4%	17	4.0%	3	0.7%
Emergency Management Agency	13	7.8%	10	6.0%	15	9.0%	1	0.6%
Environmental Protection	50	2.2%	147	6.5%	90	4.0%	16	0.7%
Executive Offices	60	1.9%	563	17.9%	142	4.5%	14	0.4%
Fish and Boat Commission	21	5.6%	29	7.8%	22	5.9%	10	2.7%
Game Commission	19	2.9%	74	11.3%	65	9.9%	5	0.8%
General Services	36	4.5%	21	2.6%	29	3.6%	16	2.0%
Health	66	6.1%	93	8.6%	71	6.6%	16	1.5%
Historical and Museum Commission	3	1.7%	2	1.1%	4	2.2%	1	0.6%
Human Services	764	5.2%	318	2.2%	536	3.7%	133	0.9%
Insurance	27	9.8%	17	6.1%	21	7.6%	5	1.8%
Labor and Industry	144	3.6%	132	3.3%	245	6.1%	35	0.9%
Liquor Control Board	31	1.0%	927	29.5%	441	14.1%	11	0.4%
Military and Veterans Affairs	360	15.8%	85	3.7%	129	5.7%	65	2.9%
Milk Marketing Board	0	0.0%	1	5.9%	1	5.9%	1	5.9%
Municipal Retirement System	10	27.0%	1	2.7%	1	2.7%	3	8.1%
Parole Board	46	3.6%	169	13.1%	80	6.2%	15	1.2%
Patient Safety Authority*	2	6.5%	29	93.6%	0	0.0%	0	0.0%
Public School Employees' Retirement System	17	4.9%	24	6.9%	26	7.5%	4	1.2%
Public Utility Commission	11	2.4%	28	6.1%	20	4.3%	6	1.3%
Revenue	31	2.0%	71	4.5%	73	4.7%	11	0.7%
State	30	6.6%	22	4.8%	36	7.9%	8	1.8%
State Employees' Retirement System	13	6.7%	88	45.6%	26	13.5%	1	0.5%
State Police	77	1.3%	910	15.0%	276	4.5%	11	0.2%
Transportation	536	4.9%	421	3.9%	834	7.6%	182	1.7%
COMMONWEALTH TOTALS	3,553	5.0%	4,966	6.9%	3,890	5.4%	731	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, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Across the Commonwealth, the largest percentage of placement actions for fiscal year 2020-2021 are from transfers.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (1 of 3)
Fiscal Year 2020 - 2021

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 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%
	July 2021	19	24.1%	47	59.5%	0	0.0%	5	6.3%	8	10.1%	0	0.0%	0	0.0%	0	0.0%
Agriculture	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%
	July 2021	264	49.3%	226	42.2%	0	0.0%	20	3.7%	24	4.5%	0	0.0%	1	0.2%	1	0.2%
Banking and Securities	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%
	July 2021	70	41.2%	75	44.1%	0	0.0%	9	5.3%	12	7.1%	0	0.0%	1	0.6%	3	1.8%
Civil Service Commission	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%
	July 2021	4	26.7%	10	66.7%	0	0.0%	1	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Community and Economic Development	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%
	July 2021	99	36.7%	133	49.3%	0	0.0%	12	4.4%	25	9.3%	0	0.0%	0	0.0%	1	0.4%
Conservation and Natural Resources	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%
	July 2021	875	71.3%	311	25.3%	0	0.0%	20	1.6%	12	1.0%	0	0.0%	7	0.6%	2	0.2%
Corrections	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%
	July 2021	9,345	64.7%	3,194	22.1%	0	0.0%	1,161	8.0%	698	4.8%	0	0.0%	26	0.2%	24	0.2%
Drug and Alcohol Programs	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%
	July 2021	15	19.2%	49	62.8%	0	0.0%	6	7.7%	8	10.3%	0	0.0%	0	0.0%	0	0.0%
Education	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%
	July 2021	122	28.4%	236	55.0%	0	0.0%	12	2.8%	58	13.5%	0	0.0%	0	0.0%	1	0.2%
Emergency Management Agency	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%
	July 2021	99	59.6%	51	30.7%	0	0.0%	7	4.2%	8	4.8%	0	0.0%	1	0.6%	0	0.0%
Environmental Protection	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%
	July 2021	1,357	59.9%	723	31.9%	2	0.1%	102	4.5%	78	3.4%	0	0.0%	4	0.2%	1	0.0%
Executive Offices	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%
	July 2021	1,278	40.5%	1,272	40.3%	0	0.0%	255	8.1%	326	10.3%	0	0.0%	9	0.3%	14	0.4%
Fish and Boat Commission	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%
	July 2021	291	77.8%	67	17.9%	0	0.0%	5	1.3%	9	2.4%	0	0.0%	2	0.5%	0	0.0%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (2 of 3)
Fiscal Year 2020 - 2021

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 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%
	July 2021	553	84.0%	100	15.2%	0	0.0%	3	0.5%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
General Services	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%
	July 2021	474	59.2%	167	20.8%	0	0.0%	90	11.2%	68	8.5%	0	0.0%	1	0.1%	1	0.1%
Health	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%
	July 2021	250	23.1%	659	60.8%	0	0.0%	38	3.5%	124	11.4%	0	0.0%	4	0.4%	9	0.8%
Historical and Museum Commission	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%
	July 2021	91	50.8%	80	44.7%	0	0.0%	6	3.4%	2	1.1%	0	0.0%	0	0.0%	0	0.0%
Human Services	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%
	July 2021	3,671	25.2%	7,014	48.1%	6	0.0%	973	6.7%	2,863	19.7%	0	0.0%	10	0.1%	31	0.2%
Insurance	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%
	July 2021	121	43.7%	111	40.1%	0	0.0%	16	5.8%	27	9.7%	0	0.0%	1	0.4%	1	0.4%
Labor and Industry	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%
	July 2021	1,317	32.9%	2,082	52.0%	0	0.0%	176	4.4%	424	10.6%	0	0.0%	1	0.0%	4	0.1%
Liquor Control Board	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%
	July 2021	1,377	43.9%	1,083	34.5%	0	0.0%	264	8.4%	365	11.6%	0	0.0%	26	0.8%	23	0.7%
Military and Veterans Affairs	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%
	July 2021	829	36.3%	899	39.4%	0	0.0%	165	7.2%	381	16.7%	0	0.0%	6	0.3%	3	0.1%
Milk Marketing Board	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%
	July 2021	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 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%
	July 2021	12	32.4%	16	43.2%	0	0.0%	1	2.7%	6	16.2%	0	0.0%	1	2.7%	1	2.7%
Parole Board	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%
	July 2021	623	48.4%	406	31.5%	0	0.0%	110	8.5%	146	11.3%	0	0.0%	2	0.2%	1	0.1%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (3 of 3)
Fiscal Year 2020 - 2021

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
Patient Safety Authority*	July 2020	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	N/A	N/A
	July 2021	8	25.8%	21	67.7%	0	0.0%	1	3.2%	1	3.2%	0	0.0%	0	0.0%	0	0.0%
Public School Employees' Retirement System	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%
	July 2021	142	40.8%	143	41.1%	0	0.0%	23	6.6%	40	11.5%	0	0.0%	0	0.0%	0	0.0%
Public Utility Commission	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%
	July 2021	197	42.5%	142	30.7%	0	0.0%	30	6.5%	49	10.6%	0	0.0%	32	6.9%	13	2.8%
Revenue	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%
	July 2021	623	39.9%	551	35.3%	0	0.0%	118	7.5%	267	17.1%	1	0.1%	2	0.1%	1	0.1%
State	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%
	July 2021	171	37.3%	200	43.7%	0	0.0%	30	6.6%	52	11.4%	0	0.0%	4	0.9%	1	0.2%
State Employees' Retirement System	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%
	July 2021	71	36.8%	91	47.2%	0	0.0%	7	3.6%	23	11.9%	0	0.0%	1	0.5%	0	0.0%
State Police	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%
	July 2021	4,512	74.1%	1,104	18.1%	0	0.0%	339	5.6%	131	2.2%	0	0.0%	0	0.0%	0	0.0%
Transportation	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%
	July 2021	8,235	75.4%	1,482	13.6%	0	0.0%	600	5.5%	530	4.9%	1	0.0%	51	0.5%	18	0.2%
Totals	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%
	July 2021	37,127	51.8%	22,747	31.8%	8	0.0%	4,607	6.4%	6,767	9.5%	2	0.0%	194	0.3%	154	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. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Twenty-two 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 26.4 percent of their total salaried full-time work force. The Department of Drug and Alcohol Programs and Department of Health are tied for the highest representation of females, comprising 73.1 percent of their total salaried full-time work force.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Ethnicity
1980 - 2021

Changes in Commonwealth Salaried Employment of Minorities
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2020, 2021
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%
July 2021	2,762	3.9%	4,683	6.5%	2	0.0%	869	1.2%	1,065	1.5%	0	0.0%	38	0.1%	29	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%
July 2021	618	0.9%	652	0.9%	0	0.0%	68	0.1%	43	0.1%	0	0.0%	252	0.4%	295	0.4%	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/Native 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 16.0 percent.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Gender
1980 - 2021

Changes in Commonwealth Salaried Employment by Minority Group and Gender
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2020, 2021
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%
July 2021	37,127	51.8%	22,747	31.8%	8	0.0%	4,607	6.4%	6,767	9.5%	2	0.0%	194	0.3%	154	0.2%	0	0.0%	41,928	58.5%	29,668	41.5%	10	0.0%

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

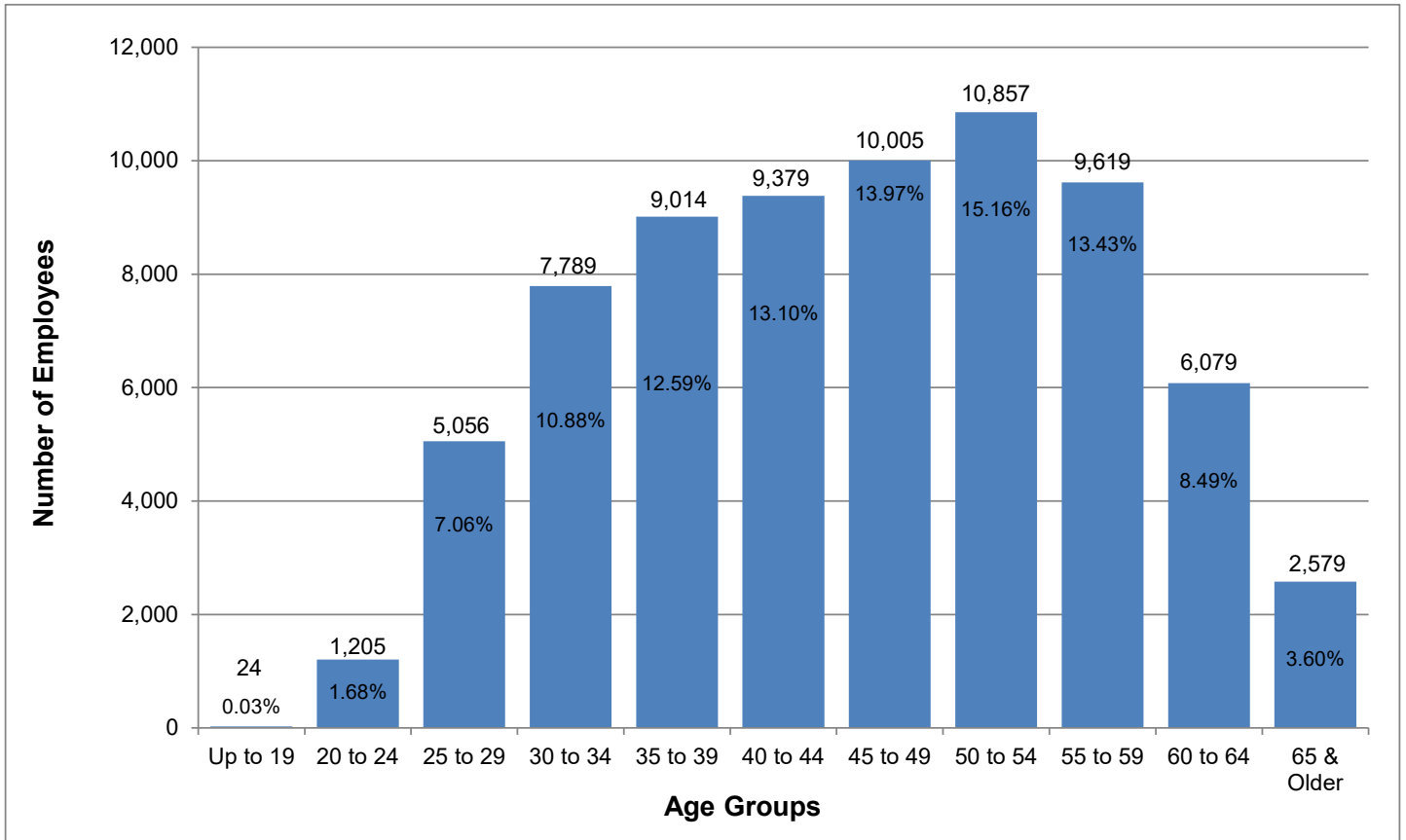
NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding.

*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 2021

Age Distribution for Commonwealth Employees
July 2021
(GAWFR Table 46)

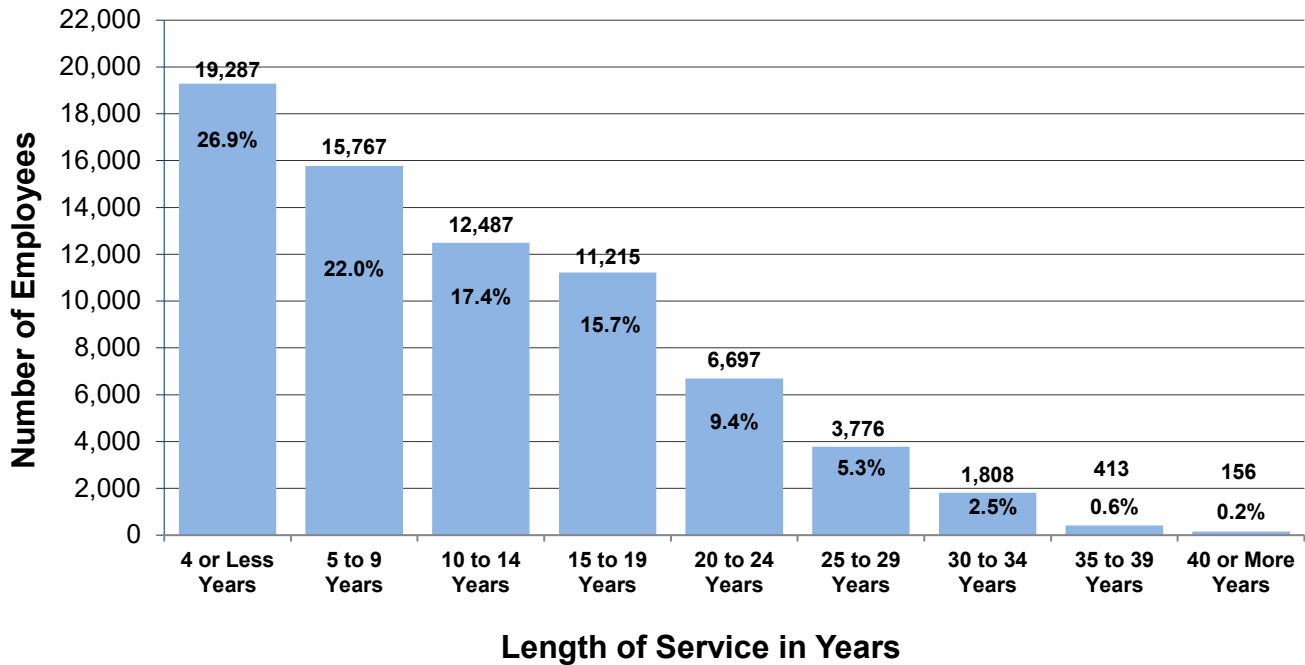


SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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 2021

Length of Service Distribution for Commonwealth Employees
July 2021
(GAWFR Table 47)



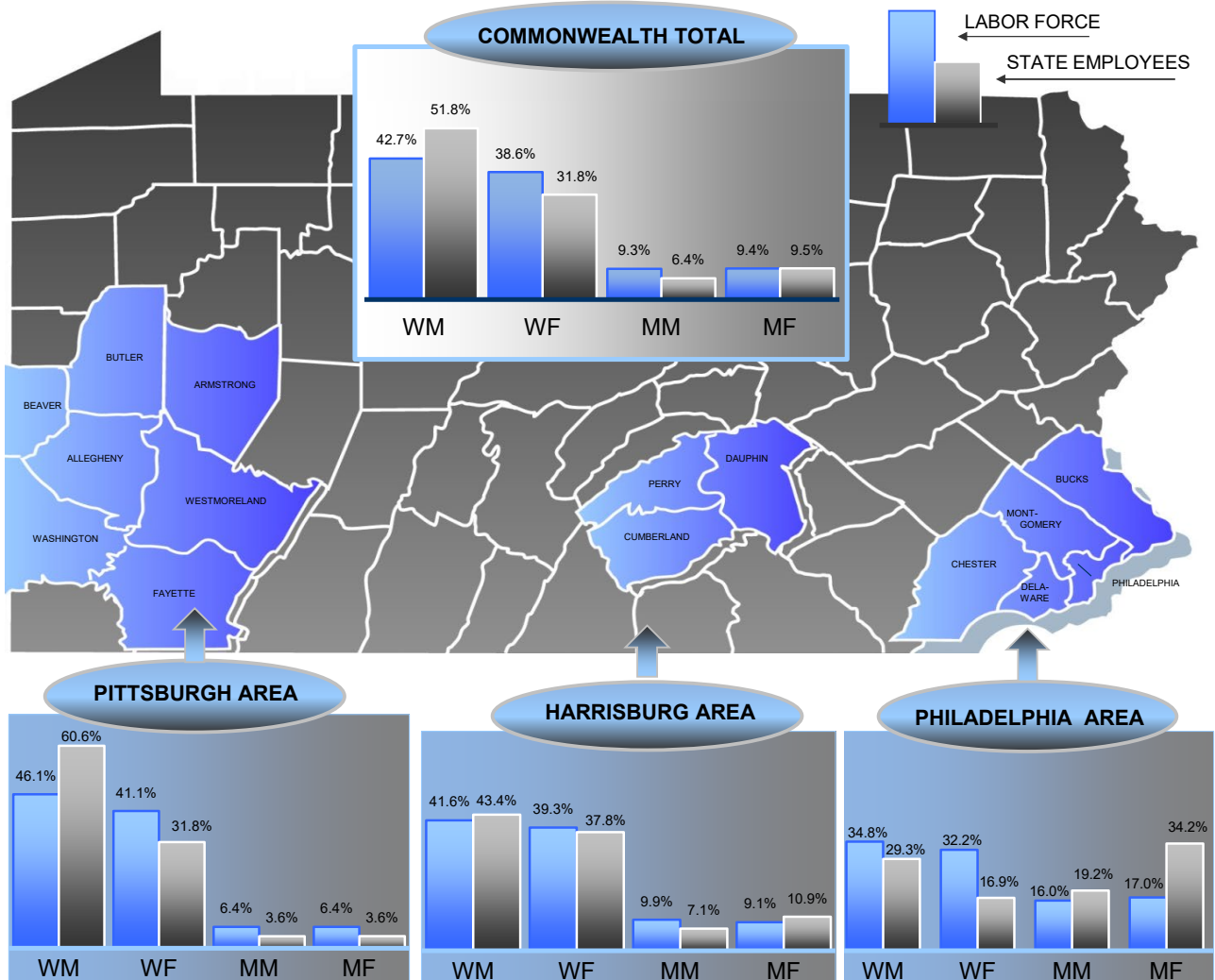
SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

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 569 employees with 35 or more years of commonwealth service as of July 2021. The average length of service was 11.3 years, which is consistent with the previous reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2021

*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 is 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. Due to the COVID-19 pandemic, more recent (2020) commonwealth total labor force statistics and metropolitan statistical area labor force data are not available to be included in this chart. Percents may not total due to rounding. Data for state employment is as of June 30, 2021.

COMMENTS: The total representation of minority men and women in the state work force is 16.0 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 2021

Minority Representation by Agency
(GAWFR Table 17)

Department	Minorities		Non Minority		Undisclosed		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	13	16.5%	66	83.5%	0	0.0%	79
Agriculture	44	8.2%	490	91.4%	2	0.4%	536
Banking and Securities	21	12.4%	145	85.3%	4	2.4%	170
Civil Service Commission	1	6.7%	14	93.3%	0	0.0%	15
Community and Economic Development	37	13.7%	232	85.9%	1	0.4%	270
Conservation and Natural Resources	32	2.6%	1,186	96.7%	9	0.7%	1,227
Corrections	1,859	12.9%	12,539	86.8%	50	0.3%	14,448
Drug and Alcohol Programs	14	17.9%	64	82.1%	0	0.0%	78
Education	70	16.3%	358	83.4%	1	0.2%	429
Emergency Management Agency	15	9.0%	150	90.4%	1	0.6%	166
Environmental Protection	180	7.9%	2,082	91.8%	5	0.2%	2,267
Executive Offices	581	18.4%	2,550	80.8%	23	0.7%	3,154
Fish and Boat Commission	14	3.7%	358	95.7%	2	0.5%	374
Game Commission	5	0.8%	653	99.2%	0	0.0%	658
General Services	158	19.7%	641	80.0%	2	0.2%	801
Health	162	14.9%	909	83.9%	13	1.2%	1,084
Historical and Museum Commission	8	4.5%	171	95.5%	0	0.0%	179
Human Services	3,836	26.4%	10,691	73.3%	41	0.3%	14,568
Insurance	43	15.5%	232	83.8%	2	0.7%	277
Labor and Industry	600	15.0%	3,399	84.9%	5	0.1%	4,004
Liquor Control Board	629	20.0%	2,460	78.4%	49	1.6%	3,138
Military and Veterans Affairs	546	23.9%	1,728	75.7%	9	0.4%	2,283
Milk Marketing Board	2	11.8%	14	82.4%	1	5.9%	17
Municipal Retirement System	7	18.9%	28	75.7%	2	5.4%	37
Parole Board	256	19.9%	1,029	79.9%	3	0.2%	1,288
Patient Safety Authority*	2	6.5%	29	93.5%	0	0.0%	31
Public School Employees' Retirement System	63	18.1%	285	81.9%	0	0.0%	348
Public Utility Commission	79	17.1%	339	73.2%	45	9.7%	463
Revenue	386	24.7%	1,174	75.1%	3	0.2%	1,563
State	82	17.9%	371	81.0%	5	1.1%	458
State Employees' Retirement System	30	15.5%	162	83.9%	1	0.5%	193
State Police	470	7.7%	5,616	92.3%	0	0.0%	6,086
Transportation	1,131	10.4%	9,717	89.0%	69	0.6%	10,917
COMMONWEALTH TOTALS	11,376	15.9%	59,882	83.6%	348	0.5%	71,606

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, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Minorities comprise 15.9 percent of the commonwealth's work force, led by Human Services with 26.4 percent minority representation.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2021

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

Agency	Females		Males		Undeclared		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	55	69.6%	24	30.4%	0	0.0%	79
Agriculture	251	46.8%	285	53.2%	0	0.0%	536
Banking and Securities	90	52.9%	80	47.1%	0	0.0%	170
Civil Service Commission	10	66.7%	5	33.3%	0	0.0%	15
Community and Economic Development	159	58.9%	111	41.1%	0	0.0%	270
Conservation and Natural Resources	325	26.5%	902	73.5%	0	0.0%	1,227
Corrections	3,916	27.1%	10,532	72.9%	0	0.0%	14,448
Drug and Alcohol Programs	57	73.1%	21	26.9%	0	0.0%	78
Education	295	68.8%	134	31.2%	0	0.0%	429
Emergency Management Agency	59	35.5%	107	64.5%	0	0.0%	166
Environmental Protection	802	35.4%	1,463	64.5%	2	0.1%	2,267
Executive Offices	1,612	51.1%	1,542	48.9%	0	0.0%	3,154
Fish and Boat Commission	76	20.3%	298	79.7%	0	0.0%	374
Game Commission	102	15.5%	556	84.5%	0	0.0%	658
General Services	236	29.5%	565	70.5%	0	0.0%	801
Health	792	73.1%	292	26.9%	0	0.0%	1,084
Historical and Museum Commission	82	45.8%	97	54.2%	0	0.0%	179
Human Services	9,908	68.0%	4,654	31.9%	6	0.0%	14,568
Insurance	139	50.2%	138	49.8%	0	0.0%	277
Labor and Industry	2,510	62.7%	1,494	37.3%	0	0.0%	4,004
Liquor Control Board	1,471	46.9%	1,667	53.1%	0	0.0%	3,138
Military and Veterans Affairs	1,283	56.2%	1,000	43.8%	0	0.0%	2,283
Milk Marketing Board	2	11.8%	15	88.2%	0	0.0%	17
Municipal Retirement System	23	62.2%	14	37.8%	0	0.0%	37
Parole Board	553	42.9%	735	57.1%	0	0.0%	1,288
Patient Safety Authority*	22	71.0%	9	29.0%	0	0.0%	31
Public School Employees' Retirement System	183	52.6%	165	47.4%	0	0.0%	348
Public Utility Commission	204	44.1%	259	55.9%	0	0.0%	463
Revenue	819	52.4%	743	47.5%	1	0.1%	1,563
State	253	55.2%	205	44.8%	0	0.0%	458
State Employees' Retirement System	114	59.1%	79	40.9%	0	0.0%	193
State Police	1,235	20.3%	4,851	79.7%	0	0.0%	6,086
Transportation	2,030	18.6%	8,886	81.4%	1	0.0%	10,917
COMMONWEALTH TOTALS	29,668	41.4%	41,928	58.6%	10	0.0%	71,606

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, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Males represent over half of all state employees in each of 15 agencies. The Drug and Alcohol Programs and the Department of Health are tied for the largest percentage of female employees (73.1%).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2021

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2020, 2021
(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	****N/A	583	124	****N/A	104	12	7	*N/A	*N/A	43	18	*N/A	*N/A	***N/A	***N/A	0	0	3,417
		73.5%	****N/A	17.4%	3.7%	****N/A	3.1%	0.4%	0.2%	*N/A	*N/A	1.3%	0.5%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2000	2,446	****N/A	741	122	****N/A	115	15	8	*N/A	*N/A	37	20	*N/A	*N/A	***N/A	***N/A	0.00	0	3,561
		69.8%	****N/A	21.1%	3.5%	****N/A	3.3%	0.4%	0.2%	*N/A	*N/A	1.1%	0.6%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2005	6,072	****N/A	3,398	367	****N/A	461	50	55	**N/A	**N/A	49	40	4	5	***N/A	***N/A	0	0	10,590
		57.8%	****N/A	32.4%	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	5,967	****N/A	4,111	328	****N/A	530	68	96	**N/A	**N/A	70	52	7	9	***N/A	***N/A	0	0	11,360
		52.5%	****N/A	36.2%	2.9%	****N/A	4.7%	0.6%	0.8%	**N/A	**N/A	0.6%	0.5%	0.1%	0.1%	***N/A	***N/A	0.0%	0.0%	
Professionals	2015	5,594	****N/A	4,023	280	****N/A	530	84	94	**N/A	**N/A	81	69	4	11	***N/A	***N/A	46	42	11,096
		50.4%	****N/A	36.3%	2.5%	****N/A	4.8%	0.8%	0.8%	**N/A	**N/A	0.7%	0.6%	0.0%	0.1%	***N/A	***N/A	0.4%	0.4%	
	2020	5,472	0	4,257	288	0	560	115	131	5	5	98	95	8	7	18	21	28	34	11,142
		49.1%	0.0%	38.2%	2.6%	0.0%	5.0%	1.0%	1.2%	0.0%	0.0%	0.9%	0.9%	0.1%	0.1%	0.2%	0.2%	0.3%	0.3%	
	2021	5,500	0	4,337	303	0	566	126	137	5	5	107	102	7	6	28	30	34	38	11,331
		48.5%	0.0%	38.3%	2.7%	0.0%	5.0%	1.1%	1.2%	0.0%	0.0%	0.9%	0.9%	0.1%	0.1%	0.2%	0.3%	0.3%	0.3%	
	1995	12,385	****N/A	9,110	933	****N/A	1,654	151	208	*N/A	*N/A	318	141	*N/A	*N/A	***N/A	***N/A	0	0	24,900
		49.7%	****N/A	36.6%	3.7%	****N/A	6.6%	0.6%	0.8%	*N/A	*N/A	1.3%	0.6%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
Technicians	2000	12,216	****N/A	9,174	888	****N/A	1,636	148	241	*N/A	*N/A	326	161	*N/A	*N/A	***N/A	***N/A	0.00	0	24,790
		49.3%	****N/A	37.0%	3.6%	****N/A	6.6%	0.6%	1.0%	*N/A	*N/A	1.3%	0.6%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2005	8,379	****N/A	7,837	598	****N/A	1,433	127	275	**N/A	**N/A	297	206	21	14	***N/A	***N/A	0	0	19,187
		43.7%	****N/A	40.8%	3.1%	****N/A	7.5%	0.7%	1.4%	**N/A	**N/A	1.5%	1.1%	0.1%	0.1%	***N/A	***N/A	0.0%	0.0%	
	2010	7,633	****N/A	7,881	564	****N/A	1,493	150	359	**N/A	**N/A	295	233	23	19	***N/A	***N/A	0	0	18,650
		39.8%	****N/A	41.1%	2.9%	****N/A	7.8%	0.8%	1.9%	**N/A	**N/A	1.5%	1.2%	0.1%	0.1%	***N/A	***N/A	0.0%	0.0%	
	2015	7,081	****N/A	7,621	589	****N/A	1,606	167	405	**N/A	**N/A	302	270	23	23	***N/A	***N/A	31	28	18,087
		37.7%	****N/A	40.6%	3.1%	****N/A	8.6%	0.9%	2.2%	**N/A	**N/A	1.6%	1.4%	0.1%	0.1%	***N/A	***N/A	0.2%	0.1%	
Technicians	2020	6,650	1	7,853	568	0	1,753	195	517	15	16	300	291	16	21	45	95	35	31	18,402
		36.1%	0.0%	42.7%	3.1%	0.0%	9.5%	1.1%	2.8%	0.1%	0.1%	1.6%	1.6%	0.1%	0.1%	0.2%	0.5%	0.2%	0.2%	
	2021	6,555	5	7,819	580	0	1,756	181	504	15	15	301	292	18	20	55	114	41	33	18,304
		35.8%	0.0%	42.7%	3.2%	0.0%	9.6%	1.0%	2.8%	0.1%	0.1%	1.6%	1.6%	0.1%	0.1%	0.3%	0.6%	0.2%	0.2%	
Technicians	1995	3,725	****N/A	1,934	187	****N/A	222	17	14	*N/A	*N/A	25	12	*N/A	*N/A	***N/A	***N/A	0	0	6,136
		60.7%	****N/A	31.3%	3.0%	****N/A	3.6%	0.3%	0.2%	*N/A	*N/A	0.4%	0.2%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2000	3,329	****N/A	1,636	152	****N/A	149	21	16	*N/A	*N/A	28	9	*N/A	*N/A	***N/A	***N/A	0.00	0	5,340
		62.3%	****N/A	30.6%	2.8%	****N/A	2.8%	0.4%	0.3%	*N/A	*N/A	0.5%	0.2%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2005	1,206	****N/A	1,109	44	****N/A	63	10	4	**N/A	**N/A	19	10	2	1	***N/A	***N/A	0	0	2,468
		57.8%	****N/A	32.4%	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	1,119	****N/A	1,168	38	****N/A	61	5	6	**N/A	**N/A	16	14	3	1	***N/A	***N/A	0	0	2,431
		45.5%	****N/A	47.5%	1.5%	****N/A	2.5%	0.2%	0.2%	**N/A	**N/A	0.7%	0.6%	0.1%	0.0%	***N/A	***N/A	0.0%	0.0%	
Technicians	2015	1,006	****N/A	1,043	36	****N/A	72	9	9	**N/A	**N/A	15	18	1	3	***N/A	***N/A	2	8	2,212
		44.4%	****N/A	46.0%	1.6%	****N/A	3.2%	0.4%	0.4%	**N/A	**N/A	0.7%	0.8%	0.0%	0.1%	***N/A	***N/A	0.1%	0.4%	
	2020	907	0	1,027	36	0	95	12	19	2	1	14	17	2	0	4	9	2	5	2,152
		42.1%	0.0%	47.7%	1.7%	0.0%	4.4%	0.6%	0.9%	0.1%	0.0%	0.7%	0.8%	0.1%	0.0%	0.2%	0.4%	0.1%	0.2%	
	2021	868	0	995	39	0	91	15	20	2	2	16	19	1	0	4	12	2	6	2,092
		41.5%	0.0%	47.6%	1.9%	0.0%	4.3%	0.7%	1.0%	0.1%	0.1%	0.8%	0.9%	0.0%	0.0%	0.2%	0.6%	0.1%	0.3%	

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2021

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2020, 2021
(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%	
	2021	11,030	0	1,238	773	0	367	312	69	5	2	65	9	20	1	66	24	22	11	14,014
		78.7%	0.0%	8.8%	5.5%	0.0%	2.6%	2.2%	0.5%	0.0%	0.0%	0.5%	0.1%	0.1%	0.0%	0.5%	0.2%	0.2%	0.1%	
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%	
	2021	959	0	339	84	0	86	25	18	0	0	9	1	1	1	9	4	7	1	1,544
		62.1%	0.0%	22.0%	5.4%	0.0%	5.6%	1.6%	1.2%	0.0%	0.0%	0.6%	0.1%	0.1%	0.1%	0.6%	0.3%	0.5%	0.1%	
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%	
	2021	2,450	2	5,458	365	1	1,329	83	235	4	4	74	191	5	9	33	89	45	47	10,424
		23.5%	0.0%	52.4%	3.5%	0.0%	12.7%	0.8%	2.3%	0.0%	0.0%	0.7%	1.8%	0.0%	0.1%	0.3%	0.9%	0.4%	0.5%	

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2021

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(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%	
	2021	3,623	0	92	85	0	3	28	1	4	0	15	2	6	0	9	0	19	0	3,887
		93.2%	0.0%	2.4%	2.2%	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%	
	2021	6,143	1	2,470	533	1	483	99	81	3	1	31	36	10	6	48	22	24	18	10,010
		61.4%	0.0%	24.7%	5.3%	0.0%	4.8%	1.0%	0.8%	0.0%	0.0%	0.3%	0.4%	0.1%	0.1%	0.5%	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/Native 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 2021

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

Percent of Total Appointments					
Ethnicity/Gender	2008-2009	2013-2014	2018-2019	2019-2020	2020-2021
White Male	47.0%	48.3%	42.3%	41.7%	45.6%
White Female	32.4%	33.6%	32.0%	32.7%	30.5%
White Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.1%
Black/African-American Male	6.7%	5.1%	5.5%	5.6%	5.3%
Black/African-American Female	8.3%	7.3%	10.3%	10.9%	8.6%
Hispanic/Latino Male	1.6%	1.7%	1.6%	1.8%	1.4%
Hispanic/Latino Female	1.2%	1.7%	2.7%	2.5%	1.6%
Native Hawaiian/Pacific Islander Male	**N/A	**N/A	0.0%	0.0%	0.0%
Native Hawaiian/Pacific Islander Female	**N/A	**N/A	0.1%	0.0%	0.0%
Asian Male	1.2%	0.8%	0.9%	0.9%	0.8%
Asian Female	1.3%	0.8%	0.7%	0.9%	1.0%
Native American/Alaskan Male	0.2%	0.2%	0.2%	0.1%	0.0%
Native American/Alaskan Female	0.0%	0.2%	0.0%	0.0%	0.0%
Two or more races Male	***N/A	***N/A	1.2%	0.8%	1.6%
Two or more races Female	***N/A	***N/A	1.7%	1.5%	1.6%
Two or more races Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%
Undisclosed Male	****N/A	0.1%	0.5%	0.3%	0.9%
Undisclosed Female	****N/A	0.0%	0.2%	0.1%	0.8%

Percent of Total Separations					
Ethnicity/Gender	2008-09	2013-2014	2018-2019	2019-2020	2020-2021
White Male	47.8%	50.2%	48.5%	48.4%	48.4%
White Female	34.2%	33.4%	32.3%	31.5%	31.7%
White Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%
Black/African-American Male	6.1%	5.1%	5.2%	5.4%	5.0%
Black/African-American Female	8.4%	7.2%	8.3%	8.3%	8.6%
Hispanic/Latino Male	1.1%	0.9%	1.2%	1.2%	1.2%
Hispanic/Latino Female	0.9%	1.1%	1.5%	1.6%	1.5%
Native Hawaiian/Pacific Islander Male	**N/A	**N/A	0.0%	0.1%	0.0%
Native Hawaiian/Pacific Islander Female	**N/A	**N/A	0.0%	0.1%	0.0%
Asian Male	0.6%	0.7%	0.5%	0.7%	0.6%
Asian Female	0.6%	0.8%	0.5%	0.6%	0.7%
Native American/Alaskan Male	0.1%	0.1%	0.2%	0.1%	0.0%
Native American/Alaskan Female	0.1%	0.1%	0.1%	0.1%	0.0%
Two or more races Male	***N/A	***N/A	0.3%	0.4%	0.6%
Two or more races Female	***N/A	***N/A	0.6%	1.0%	0.7%
Two or more races Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%
Undisclosed Male	****N/A	0.2%	0.5%	0.4%	0.4%
Undisclosed Female	****N/A	0.2%	0.2%	0.2%	0.5%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2021

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

Percent of Total Promotions					
Ethnicity/Gender	2008-09	2013-2014	2018-2019	2019-2020	2020-2021
White Male	55.4%	51.8%	50.0%	59.5%	54.3%
White Female	30.7%	33.8%	32.0%	24.3%	27.4%
White Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%
Black/African-American Male	3.9%	3.6%	4.3%	4.3%	4.8%
Black/African-American Female	6.1%	5.4%	6.9%	5.3%	6.5%
Hispanic/Latino Male	0.9%	1.2%	1.4%	1.5%	1.3%
Hispanic/Latino Female	1.0%	1.2%	1.3%	1.0%	1.4%
Native Hawaiian/Pacific Islander Male	**N/A	**N/A	0.0%	0.1%	0.0%
Native Hawaiian/Pacific Islander Female	**N/A	**N/A	0.1%	0.0%	0.0%
Asian Male	1.0%	0.8%	0.8%	0.9%	0.8%
Asian Female	0.7%	0.8%	1.5%	1.1%	0.9%
Native American/Alaskan Male	0.1%	0.1%	0.1%	0.1%	0.1%
Native American/Alaskan Female	0.1%	0.1%	0.0%	0.1%	0.0%
Two or more races Male	***N/A	***N/A	0.5%	0.7%	0.6%
Two or more races Female	***N/A	***N/A	0.6%	0.5%	0.7%
Two or more races Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%
Undisclosed Male	***N/A	0.8%	0.4%	0.5%	0.5%
Undisclosed Female	***N/A	0.5%	0.3%	0.2%	0.3%

NOTE: Includes full-time permanent salaried employees. Table displays data in five year increments beginning with 2008-2009, 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 2021

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)	41	10
SEIU Local 668 (social workers)	46	10
PSTA (state police)	37	11
SEIU Healthcare PA (nurses, non-supervisory)	47	8
UFCW (liquor store clerks)	47	8
ISSU (liquor store managers)	46	13
CIVEA (corrections education teachers)	48	12
FOSCEP (educational and cultural)	51	12
OPEIU (nurse supervisors)	50	12
UGSOA (security officers)	48	7
PDA (physicians)	61	9
FOP (conservation officers)**	41	12
FOP (capitol police)	45	10
PLEA (liquor enforcement officers)	37	8
PSRA (DCNR rangers)	42	11
SEIU Local 668 (unemployment compensation referees)	53	18
PSEA (non-tenured teachers)	51	11
CBA (PUC attorneys)	43	10
ALES (liquor law enforcement officers)	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.

**In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission [FOP (conservation officers)].

COMMENTS: PSTA (state police) and PLEA (liquor enforcement officers) are tied for 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 UGSOA (security officers) has the lowest mean length of service (7 years).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2021

*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	14,325	50.9%	906	3.2%	245	0.9%	16	0.1%	239	0.8%	24	0.1%	110	0.4%	96	0.3%
	Female	9,535	33.9%	1,776	6.3%	343	1.2%	8	0.0%	308	1.1%	16	0.1%	120	0.4%	63	0.2%
	Undeclared	3	0.0%	2	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	4.3%	189	0.7%	41	0.1%	0	0.0%	50	0.2%	2	0.0%	25	0.1%	10	0.0%
	Female	3,966	14.1%	940	3.3%	172	0.6%	3	0.0%	159	0.6%	7	0.0%	65	0.2%	27	0.1%
	Undeclared	2	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	6,658	23.7%	192	0.7%	72	0.3%	6	0.0%	11	0.0%	10	0.0%	28	0.1%	27	0.1%
	Female	201	0.7%	12	0.0%	7	0.0%	0	0.0%	2	0.0%	0	0.0%	2	0.0%	1	0.0%
	Undeclared	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
-Human Services units	Male	1,283	4.6%	224	0.8%	33	0.1%	0	0.0%	21	0.1%	3	0.0%	16	0.1%	5	0.0%
	Female	2,563	9.1%	420	1.5%	76	0.3%	3	0.0%	39	0.1%	5	0.0%	25	0.1%	19	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%
-Other AFSCME units	Male	5,170	18.4%	301	1.1%	99	0.4%	10	0.0%	157	0.6%	9	0.0%	41	0.1%	54	0.2%
	Female	2,805	10.0%	404	1.4%	88	0.3%	2	0.0%	108	0.4%	4	0.0%	28	0.1%	16	0.1%
*Sum of employees in the four categories																	
PSCOA (corrections officers)	Male	7,416	72.0%	803	7.8%	221	2.1%	2	0.0%	34	0.3%	14	0.1%	59	0.6%	23	0.2%
	Female	1,175	11.4%	437	4.2%	62	0.6%	1	0.0%	10	0.1%	1	0.0%	26	0.3%	13	0.1%
SEIU Local 668 (social workers)	Male	2,220	23.6%	327	3.5%	129	1.4%	2	0.0%	62	0.7%	4	0.0%	27	0.3%	3	0.0%
	Female	4,524	48.2%	1,427	15.2%	461	4.9%	4	0.0%	81	0.9%	15	0.2%	86	0.9%	13	0.1%
	Undeclared	4	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	3,865	86.7%	129	2.9%	96	2.2%	4	0.1%	35	0.8%	6	0.1%	16	0.4%	0	0.0%
	Female	279	6.3%	12	0.3%	12	0.3%	1	0.0%	2	0.0%	1	0.0%	2	0.0%	0	0.0%
SEIU Healthcare PA (nurses, non-supervisory)	Male	267	22.2%	21	1.7%	1	0.1%	1	0.1%	7	0.6%	1	0.1%	4	0.3%	0	0.0%
	Female	751	62.4%	96	8.0%	9	0.7%	0	0.0%	24	2.0%	1	0.1%	15	1.2%	6	0.5%
UFCW (liquor store clerks)	Male	633	41.5%	116	7.6%	23	1.5%	2	0.1%	11	0.7%	2	0.1%	3	0.2%	21	1.4%
	Female	494	32.4%	180	11.8%	12	0.8%	1	0.1%	9	0.6%	1	0.1%	1	0.1%	17	1.1%
ISSU (liquor store managers)	Male	283	41.7%	36	5.3%	8	1.2%	2	0.3%	5	0.7%	0	0.0%	1	0.1%	2	0.3%
	Female	259	38.2%	67	9.9%	12	1.8%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	2	0.3%
CIVEA (corrections education teachers)	Male	215	69.8%	8	2.6%	0	0.0%	0	0.0%	3	1.0%	0	0.0%	1	0.3%	1	0.3%
	Female	71	23.1%	7	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.6%	0	0.0%
FOSCEP (educational and cultural)	Male	96	31.4%	7	2.3%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
	Female	179	58.5%	15	4.9%	5	1.6%	0	0.0%	2	0.7%	0	0.0%	1	0.3%	0	0.0%
OPEIU (nurse supervisors)	Male	58	25.7%	4	1.8%	2	0.9%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%
	Female	149	65.9%	10	4.4%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	0	0.0%	0	0.0%
UGSOA (security officers)	Male	140	74.1%	20	10.6%	3	1.6%	0	0.0%	2	1.1%	0	0.0%	3	1.6%	1	0.5%
	Female	17	9.0%	3	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PDA (physicians)	Male	63	44.7%	5	3.5%	4	2.8%	0	0.0%	17	12.1%	1	0.7%	0	0.0%	0	0.0%
	Female	36	25.5%	4	2.8%	0	0.0%	1	0.7%	7	5.0%	0	0.0%	3	2.1%	0	0.0%
FOP (conservation officers)***	Male	241	92.7%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	2	0.8%	2	0.8%
	Female	13	5.0%	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	80	87.9%	1	1.1%	4	4.4%	0	0.0%	1	1.1%	0	0.0%	1	1.1%	1	1.1%
	Female	3	3.3%	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 2021

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	240	70.0%	10	2.9%	2	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.9%
	Female	74	21.6%	9	2.6%	2	0.6%	0	0.0%	2	0.6%	0	0.0%	1	0.3%	0	0.0%
Non-Union Employees	Male	450	66.9%	15	2.2%	7	1.0%	2	0.3%	18	2.7%	3	0.4%	0	0.0%	2	0.3%
	Female	154	22.9%	15	2.2%	2	0.3%	0	0.0%	5	0.7%	0	0.0%	0	0.0%	0	0.0%
Management Employees	Male	6,535	48.8%	354	2.6%	123	0.9%	7	0.1%	182	1.4%	13	0.1%	25	0.2%	39	0.3%
	Female	5,034	37.6%	625	4.7%	145	1.1%	13	0.1%	200	1.5%	7	0.1%	37	0.3%	40	0.3%
	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%
COMMONWEALTH TOTAL		59,882	83.6%	7,447	10.4%	1,934	2.7%	67	0.1%	1,270	1.8%	111	0.2%	547	0.8%	348	0.5%

NOTE: Includes full-time permanent salaried employees.

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

***In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission [FOP (conservation officers)].

In November 2015, the Asian/Native 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 2021

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	8,588	12.0%	4,640	6.5%	819	1.1%	27	0.0%	0	0.0%	0	0.0%	0	0.0%	14,074	19.7%
35 to 44	4,559	6.4%	4,710	6.6%	4,984	7.0%	3,407	4.8%	713	1.0%	20	0.0%	0	0.0%	18,393	25.7%
45 to 54	3,544	4.9%	3,236	4.5%	3,488	4.9%	4,153	5.8%	3,809	5.3%	2,065	2.9%	567	0.8%	20,862	29.1%
55 to 59	1,454	2.0%	1,509	2.1%	1,506	2.1%	1,684	2.4%	1,298	1.8%	1,094	1.5%	1,074	1.5%	9,619	13.4%
60 & Above	1,142	1.6%	1,672	2.3%	1,690	2.4%	1,944	2.7%	877	1.2%	597	0.8%	736	1.0%	8,658	12.1%
Total	19,287	26.9%	15,767	22.0%	12,487	17.4%	11,215	15.7%	6,697	9.4%	3,776	5.3%	2,377	3.3%	71,606	100.0%

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

COMMENTS: In July 2021, more salaried employees (19,287) had less than 5 years of service than any other service group, and more employees (20,862) 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 2021

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

Agency	Mean Age	Mean Age of New Hire
Aging	50	52
Agriculture	48	37
Banking and Securities	47	41
Civil Service Commission	48	N/A
Community and Economic Development	47	39
Conservation and Natural Resources	47	44
Corrections	43	34
Drug and Alcohol Programs	48	48
Education	50	39
Emergency Management Agency	51	43
Environmental Protection	47	38
Executive Offices	47	42
Fish and Boat Commission	44	36
Game Commission	44	33
General Services	50	42
Health	48	38
Historical and Museum Commission	49	45
Human Services	47	40
Insurance	47	40
Labor and Industry	49	44
Liquor Control Board	47	41
Military and Veterans Affairs	47	41
Milk Marketing Board	55	37
Municipal Retirement System	47	44
Parole Board	44	35
Patient Safety Authority*	50	46
Public School Employees' Retirement System	46	36
Public Utility Commission	48	40
Revenue	47	42
State	48	44
State Employees' Retirement System	46	41
State Police	40	38
Transportation	47	40
COMMONWEALTH AVERAGE	46	38

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: The Game Commission had the lowest average age of new hires (33) for fiscal year 2020-2021. The Civil Service Commission had no new hires during fiscal year 2020-2021.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2021

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

Agency	Mean Age	Mean LOS
Aging	50	12
Agriculture	48	12
Banking and Securities	47	12
Civil Service Commission	48	17
Community and Economic Development	47	13
Conservation and Natural Resources	47	14
Corrections	43	11
Drug and Alcohol Programs	48	11
Education	50	11
Emergency Management Agency	51	11
Environmental Protection	47	14
Executive Offices	47	15
Fish And Boat Commission	44	12
Game Commission	44	13
General Services	50	13
Health	48	11
Historical and Museum Commission	49	15
Human Services	47	10
Insurance	47	10
Labor and Industry	49	12
Liquor Control Board	47	11
Military and Veterans Affairs	47	9
Milk Marketing Board	55	16
Municipal Retirement Board	47	9
Parole Board	44	12
Patient Safety Authority*	50	6
Public School Employees' Retirement System	46	12
Public Utility Commission	48	13
Revenue	47	13
State	48	10
State Employees' Retirement System	46	12
State Police	40	11
Transportation	47	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, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been part of Department of State.

COMMENTS: Of all listed agencies, employees at the Milk Marketing Board held the oldest mean age (55), while State Police held the youngest (40). The Civil Service Commission had the highest mean length of service (17).

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	492
AK Alaska	2	368
DE Delaware	3	327
ND North Dakota	4	320
MT Montana	5	271
VT Vermont	6	267
UT Utah	7	265
WY Wyoming	8	263
NM New Mexico	9	262
RI Rhode Island	10	261
WV West Virginia	11	261
AR Arkansas	12	243
AL Alabama	13	242
KS Kansas	14	236
NE Nebraska	15	224
OR Oregon	16	224
IA Iowa	17	223
WA Washington	18	215
SD South Dakota	19	214
CT Connecticut	20	211
KY Kentucky	21	211
LA Louisiana	22	211
MS Mississippi	23	210
CO Colorado	24	203
OK Oklahoma	25	200

State	Rank	Emps/10 K
ME Maine	26	197
MI Michigan	27	194
VA Virginia	28	193
SC South Carolina	29	191
MA Massachusetts	30	188
NJ New Jersey	31	185
MN Minnesota	32	185
NH New Hampshire	33	183
NC North Carolina	34	182
IN Indiana	35	180
MD Maryland	36	176
ID Idaho	37	172
MO Missouri	38	164
OH Ohio	39	152
GA Georgia	40	152
WI Wisconsin	41	152
NY New York	42	148
TN Tennessee	43	143
CA California	44	140
PA Pennsylvania	45	136
AZ Arizona	46	129
TX Texas	47	128
IL Illinois	48	122
NV Nevada	49	117
FL Florida	50	99

National Average 167
Pennsylvania 136

SOURCE: "2020 Annual Survey of Public Employment & Payroll", U.S. Census Bureau, as of March 2020 and "Annual Estimates of the Resident Population for the United States, Regions, States, the District of Columbia, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2020.

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 136 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 2020

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

State	Rank	Salary
CA California	1	\$92,213
IA Iowa	2	\$84,935
CT Connecticut	3	\$82,693
MA Massachusetts	4	\$80,681
CO Colorado	5	\$79,182
IL Illinois	6	\$79,054
MN Minnesota	7	\$78,515
MD Maryland	8	\$77,988
NJ New Jersey	9	\$77,935
RI Rhode Island	10	\$77,662
WA Washington	11	\$77,561
NY New York	12	\$76,822
MI Michigan	13	\$76,771
AK Alaska	14	\$76,318
PA Pennsylvania	15	\$72,453
VT Vermont	16	\$72,156
WI Wisconsin	17	\$71,758
OH Ohio	18	\$71,364
OR Oregon	19	\$71,341
NV Nevada	20	\$70,578
ID Idaho	21	\$70,432
TX Texas	22	\$69,828
NH New Hampshire	23	\$69,458
UT Utah	24	\$69,011
VA Virginia	25	\$68,466

State	Rank	Salary
AZ Arizona	26	\$66,440
NC North Carolina	27	\$65,658
HI Hawaii	28	\$65,135
ND North Dakota	29	\$63,899
DE Delaware	30	\$63,888
AL Alabama	31	\$62,375
NM New Mexico	32	\$62,277
IN Indiana	33	\$62,077
KS Kansas	34	\$61,903
NE Nebraska	35	\$61,603
OK Oklahoma	36	\$61,136
TN Tennessee	37	\$60,360
ME Maine	38	\$60,140
KY Kentucky	39	\$59,553
SD South Dakota	40	\$59,512
GA Georgia	41	\$59,141
WY Wyoming	42	\$58,929
FL Florida	43	\$57,789
AR Arkansas	44	\$56,630
LA Louisiana	45	\$55,870
SC South Carolina	46	\$55,000
WV West Virginia	47	\$54,898
MS Mississippi	48	\$54,413
MT Montana	49	\$54,249
MO Missouri	50	\$52,771

National Average \$70,899
Pennsylvania \$72,453*

SOURCE: "2020 Annual Survey of Public Employment & Payroll", U.S. Census Bureau, as of March 2020 (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 2021

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

County	Employment	Residence
Adams	183	416
Allegheny	3,212	2,888
Armstrong	224	375
Beaver	275	381
Bedford	276	440
Berks	1,324	1,619
Blair	1,433	1,573
Bradford	238	236
Bucks	695	901
Butler	437	629
Cambria	1,433	2,443
Cameron	100	57
Carbon	245	318
Centre	1,776	1,072
Chester	895	939
Clarion	208	432
Clearfield	1,415	1,359
Clinton	176	418
Columbia	226	640
Crawford	832	881
Cumberland	1,738	4,463
Dauphin	15,449	6,823
Delaware	998	1,167
Elk	123	195
Erie	1,797	1,731
Fayette	1,382	1,237
Forest	744	181
Franklin	580	634
Fulton	140	104
Greene	901	451
Huntingdon	1,455	999
Indiana	1,076	1,010
Jefferson	231	442
Juniata	102	418
Lackawanna	1,911	2,096
Lancaster	819	1,726
Lawrence	265	395
Lebanon	649	1,004
Lehigh	1,007	773
Luzerne	2,324	2,844

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County (continued)
July 2021

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

County	Employment	Residence
Lycoming	1,503	1,183
Mckean	145	233
Mercer	826	767
Mifflin	117	519
Monroe	405	374
Montgomery	3,590	2,347
Montour	639	252
Northampton	365	602
Northumberland	835	1,427
Perry	346	983
Philadelphia	3,253	3,615
Pike	157	154
Potter	160	171
Schuylkill	1,395	1,704
Snyder	807	698
Somerset	1,515	1,108
Sullivan	109	79
Susquehanna	178	262
Tioga	232	258
Union	94	334
Venango	1,034	953
Warren	537	588
Washington	528	944
Wayne	871	429
Westmoreland	1,952	2,011
Wyoming	106	188
York	607	2,413
Outside PA	6	300
Total	71,606	71,606

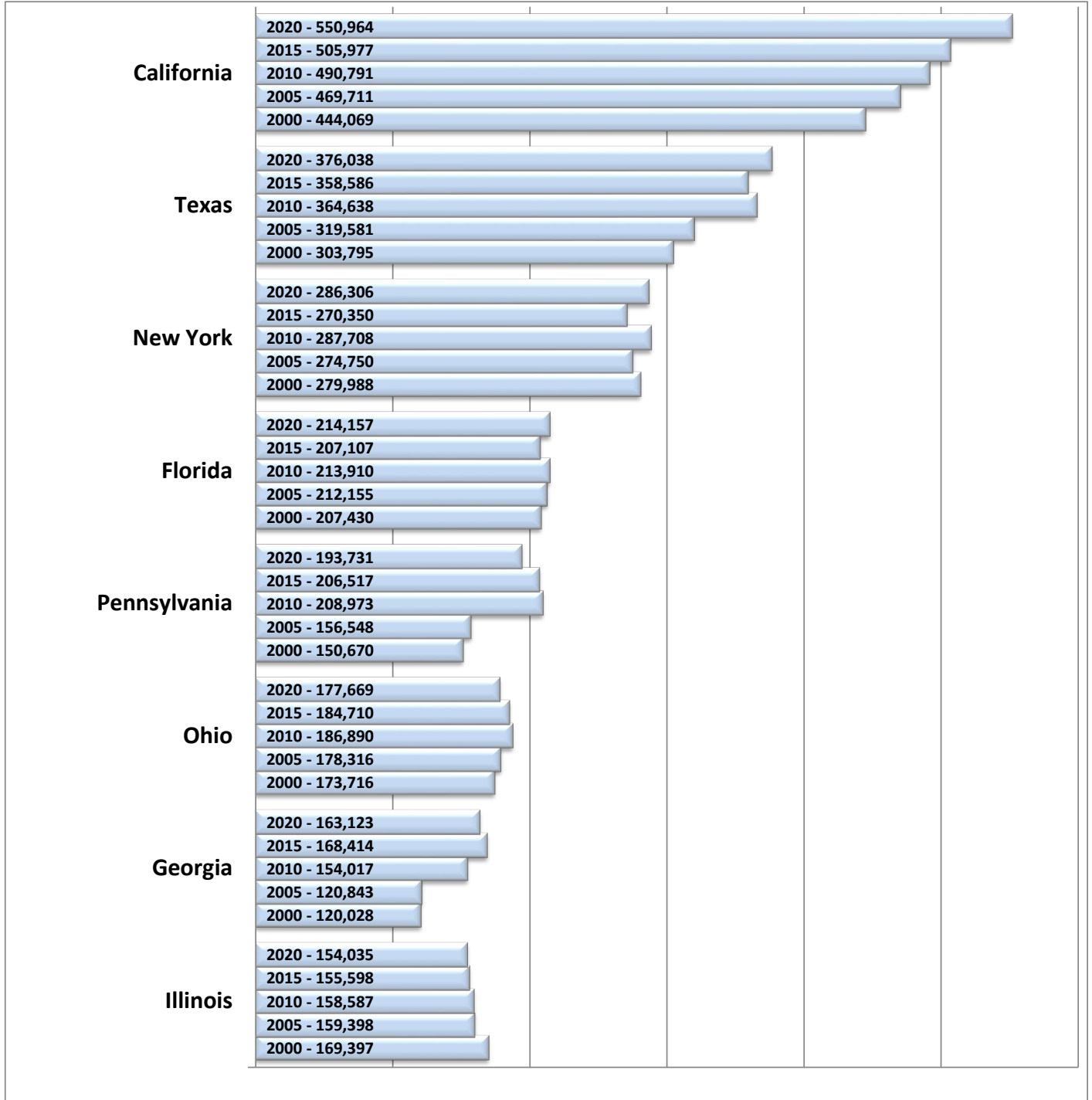
SOURCE: Office of Administration | Enterprise Systems and Data Analytics Office | IRIS.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2021, over half (55.8 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (50.4 percent) of all employees had those four areas listed as their home addresses. A total of 300 employees reside 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)
2000-2020
(GAWFR Table 9)*



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2020 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2020). 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 2020, 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.