



WORKFORCE ANALYTICS REPORT



July 2010

Workforce Demographics
And Statistics
for Workforce and Strategic Planning



State Personnel Administration

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EXECUTIVE SUMMARY

The following Workforce Analytics Report contains descriptions of current Georgia state government employee characteristics and transactional activity that occurred during the 2010 fiscal year.

The State Personnel Administration publishes this information on an annual basis in order to provide to state agencies, as well as the public at-large, information that describes the makeup, characteristics and employment trends pertaining to state employees. This information is being provided for use in workforce plans, strategic plans, as well as input into staffing, diversity, retention, and succession planning strategies and activities.

Contained within are charts, tables and graphs depicting the current demographic profile of the workforce as well as hiring, salary, turnover rates and other workforce trends. All employee and job related data* have been extracted from the PeopleSoft HCM System, is current as of July 1, 2010, and represents employee information and transactions with agencies that utilize the PeopleSoft HCMS.

Highlights of pertinent information:

- Georgia's full-time equivalent (FTE) state employee workforce is currently at the lowest level since record-keeping in PeopleSoft began (prior to FY 2000).
- The percentage of employees remaining in a Classified status is now 14.88%, down from 16.35% last year. Eighteen agencies no longer have any classified employees.
- The State continues to employ a considerably higher percentage of females and African-Americans than the overall labor force in Georgia and a smaller percentage of the Hispanic workforce.
- Hiring activity was slightly higher during the 2010 fiscal year, primarily due to a resumption of hiring into correctional occupations. Hiring activity in other occupational areas was mixed.
- Total turnover for Georgia State Government increased only slightly from the level experienced in FY 2009 (up 2 tenths to 13.83%), with a 10.36 % rate of employees voluntarily leaving State government.
- Retirements accounted for 26% (up from 24% last FY) of all external, voluntary turnover during Fiscal Year 2010.
- Average age is currently (44.87) and the average tenure based on Service Date is currently (9.80).
- It is estimated that approximately 15% of today's workforce will be considered at-risk of retirement within the next 5 years.

To inquire further regarding this and other workforce related information, readers may visit our website at http://www.spa.ga.gov/employees/HR_Analytics.asp or contact the Workforce Analytics Unit at the State Personnel Administration (Jeff.Maile@spa.ga.gov).

*Counts and totals may be inconsistent between tables due to missing data items and/or rounding.

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WORKFORCE DISTRIBUTIONS – OVERVIEW

- Total employees*; regular/benefit-eligible: 75,121

- Employees by classification status

Classified:	11,181
Unclassified:	63,940

- Total number of employees on Statewide Salary Plan (SWD) 65,029

- Total number of employees on Senior Executive Plan (SRE) 630

- Total number of employees on other salary plans (i.e. agency specific, medical, teachers, judicial and legislative branches) 9,462

- Gender composition of workforce:

Males	=	37.25%
Females	=	62.75%

- Ethnic/racial composition of workforce:

Caucasian	=	50.42%
African American	=	45.86%
Hispanic	=	1.41%
Asian	=	1.01%
Multiracial	=	0.87%
Hawaiian/ Pacific Islander	=	0.22%
American Indian	=	0.21%

* Employee count includes all non-temporary employees working in State agencies currently utilizing the PeopleSoft HRMS system as of July 1 st , 2010.

WORKFORCE DISTRIBUTIONS – BRANCH AND DEPARTMENT

Employees by Branch of Government and Other*

Distribution of Employees by Branch			Percent Change in Employees from Last Year
Branch of Government	Employees	Average Salary	
7/9/2010			
Executive Branch (Inc. DFCS)	55671	\$36,920.39	-4.5%
Community Service Boards	5893	\$31,588.18	-5.9%
Technical College System	5369	\$47,021.95	4.6%
Judicial Branch	1420	\$70,450.95	-1.4%
Legislative Branch	758	\$44,860.31	-3.3%
County Public Health	4815	\$35,831.57	2.2%
Authorities, Boards & Commissions	1195	\$46,737.85	-7.9%
Grand Total	75121	\$38,024.39	-3.6%

Agency Employees by Department*

Distribution of Employees by Department				
AGENCY	Number of Current Employees			% of All Employees
	Classified	Unclassified	Total	
7/9/2010				
Ga. Dept. of Corrections	2360	10245	12605	16.78%
Behavioral Health & Dev. Dis., Dept. of	1189	5678	6867	9.14%
DHR - DFACS	880	5873	6753	8.99%
Community Service Boards	869	4805	5674	7.55%
Technical College System of GA	2	5367	5369	7.15%
Ga. Dept. of Transportation	1126	3825	4951	6.59%
DHR - Public Health	947	3868	4815	6.41%
Dept. of Juvenile Justice	194	3553	3747	4.99%
Ga. Dept. of Labor	551	3095	3646	4.85%
Ga. Dept. of Natural Resources	303	1807	2110	2.81%
Ga. Dept. of Human Services	315	1607	1922	2.56%
Ga. Dept. of Public Safety	567	1118	1685	2.24%
Ga. Dept. of Community Health	182	1354	1536	2.04%
Department of Revenue	304	807	1111	1.48%
Ga. Dept. of Education	125	638	763	1.02%
Prosecuting Attorneys' Council of Georgia		759	759	1.01%
Ga. Bureau of Investigation	214	541	755	1.01%
Ga Public Defender Standards		740	740	0.99%
State Board Pardons & Paroles	187	496	683	0.91%
Ga. Dept. of Driver Services	93	570	663	0.88%
Ga. Dept. of Agriculture	185	444	629	0.84%
Georgia Forestry Commission	188	376	564	0.75%

WORKFORCE DISTRIBUTIONS – BRANCH AND DEPARTMENT (cont'd)

AGENCY	Number of Current Employees			% of All Employees
	Classified	Unclassified	Total	
General Assembly of Georgia		474	474	0.63%
Ga. Dept. of Defense	65	398	463	0.62%
Office of Planning and Budget	12	405	417	0.56%
George L. Smith II - GWCCA		413	413	0.55%
Superior Courts of Georgia		406	406	0.54%
Ga. Dept. of Community Affairs	1	389	390	0.52%
Secretary of State	45	248	293	0.39%
Ga. Dept. of Audits		284	284	0.38%
Ga. Dept. of Admin. Services	26	208	234	0.31%
Technical College System of GA	4	220	224	0.30%
Ga. Correctional Industries	27	197	224	0.30%
DHR - BOCOP	55	164	219	0.29%
Georgia Department of Law		207	207	0.28%
Office of Comm. of Insurance	47	157	204	0.27%
Dept of Early Care & Learning	8	179	187	0.25%
Ga. Teachers Retirement Sys.	7	178	185	0.25%
Georgia Building Authority		183	183	0.24%
Dept of Economic Development	25	144	169	0.22%
Georgia Technology Authority		159	159	0.21%
State Board of Workers' Comp	20	118	138	0.18%
Georgia Public Broadcasting		130	130	0.17%
Ga. Dept. of Veterans Service	11	118	129	0.17%
Admin. Office of the Courts		126	126	0.17%
GA State Fin. & Invest. Comm.		116	116	0.15%
State Accounting Office		110	110	0.15%
GA Dept of Banking & Finance	6	96	102	0.14%
Ga. Public Service Commission	16	76	92	0.12%
Ga. Employees Retirement Sys.	5	86	91	0.12%
State Personnel Administration	5	83	88	0.12%
Ga. Court of Appeals		74	74	0.10%
Supreme Court		55	55	0.07%
State Road & Tollway Authority	1	49	50	0.07%
Georgia Regional Transportation Authority		36	36	0.05%
GA Soil & Water Conservation		32	32	0.04%
Ga. Student Finance Commission	11	20	31	0.04%
Subsequent Injury Trust Fund	3	24	27	0.04%
State Properties Commission		12	12	0.02%
	11181	63940	75121	100.00%

* All employee distribution counts include all active State agencies currently using the PeopleSoft HRMS system. These counts include all regular, benefit-eligible employees on active non-hourly and non-temporary salary plans.

WORKFORCE DISTRIBUTIONS – REGION [\[See Map of Regions Below\]](#)

Distribution of Employees by Region		
State Region	Employees	Percentage
7/9/2010		
Atlanta Region	26069	34.71%
Macon / Warner Robbins Region	6747	8.98%
Dublin Region	5898	7.85%
Rome Region	5508	7.33%
Augusta Region	5490	7.31%
Douglas Region	4239	5.64%
Blakely Region	4155	5.53%
Savannah Region	4035	5.37%
Americus Region	3933	5.24%
Newnan Region	3689	4.91%
Gainesville Region	3043	4.05%
Athens Region	2300	3.06%
Grand Total	75106	100.00%



WORKFORCE DEMOGRAPHICS – GENDER AND ETHNIC GROUP

Comparisons between Georgia’s State Workforce and Georgia’s Total Civilian Labor Force

Gender Totals			Ethnic Group Totals		
Percentage of Employees			Percentage of Employees		
	Georgia State Government	GA Civilian Work Force*	Ethnic Group	Georgia State Government	GA Civilian Work Force*
Gender					
7/9/2010			7/9/2010		
Female	62.75%	46.90%	African American	45.86%	25.50%
Male	37.25%	53.10%	American Indian	0.21%	0.70%
Grand Total	100.00%		Asian	1.01%	2.10%
			Caucasian	50.42%	65.80%
			Hawaiian / Pacific Islander	0.22%	0.10%
			Hispanic	1.41%	5.10%
			Multiracial	0.87%	0.70%
			Grand Total	100.00%	

Gender By Ethnic Group Distribution			
Percentage of Employees			
ETHNIC GROUP	Gender	Georgia State Government	GA Civilian Work Force*
African American	Female	32.42%	13.70%
	Male	13.43%	11.80%
American Indian	Female	0.13%	0.30%
	Male	0.08%	0.40%
Asian	Female	0.55%	1.00%
	Male	0.46%	1.20%
Caucasian	Female	27.89%	30.00%
	Male	22.54%	35.90%
Hawaiian / Pacific Islander	Female	0.15%	0.00%
	Male	0.07%	0.00%
Hispanic	Female	1.01%	1.50%
	Male	0.40%	3.50%
Multiracial	Female	0.61%	0.30%
	Male	0.26%	0.40%
Grand Total		100.00%	

* Private sector information is derived from last available data from the U.S. Census Bureau as published on the Georgia Department of Labor’s website: <http://explorer.dol.state.ga.us/mis/affirmative/2000g/georgia.pdf>

WORKFORCE DEMOGRAPHICS – AGE AND TENURE

Actual Headcount

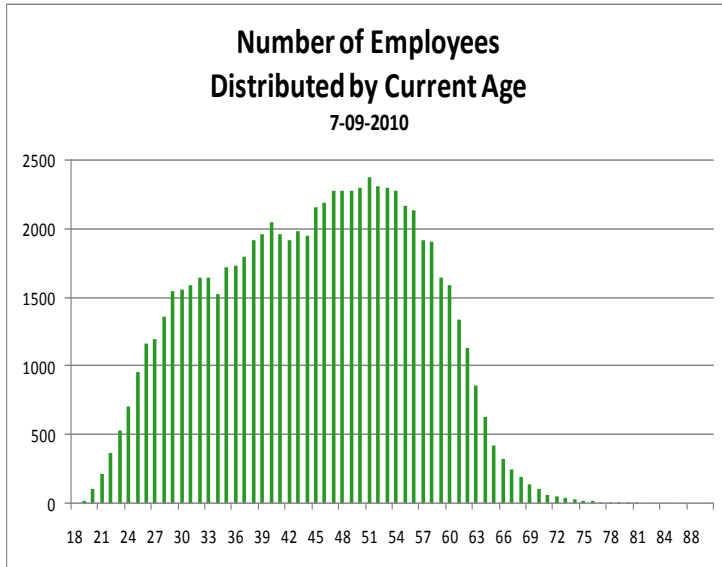
Distribution of Employees by Age and Tenure (As of July 9, 2010)							
Tenure	Age Category						Grand Total
	25 or Less	26-35	36-45	46-55	56-65	Over 65	
5 or less	3300	9879	7250	5612	2587	272	28900
5-10	120	4247	4943	4455	2836	437	17038
10-15		1167	3711	3288	1949	308	10423
15-20		39	2470	2794	1633	184	7120
20-25			1210	3393	1694	144	6441
25-30			129	2373	1056	77	3635
Over 30				809	682	66	1557
Grand Total	3420	15332	19713	22724	12437	1488	75114

Percentage of Workforce

Distribution of Employees by Age and Tenure (As of July 9, 2010)							
Tenure	Age Category						Grand Total
	25 or Less	26-36	36-46	46-56	56-66	Over 65	
5 or less	4.39%	13.15%	9.65%	7.47%	3.44%	0.36%	38.47%
5-10	0.16%	5.65%	6.58%	5.93%	3.78%	0.58%	22.68%
10-15	0.00%	1.55%	4.94%	4.38%	2.59%	0.41%	13.88%
15-20	0.00%	0.05%	3.29%	3.72%	2.17%	0.24%	9.48%
20-25	0.00%	0.00%	1.61%	4.52%	2.26%	0.19%	8.57%
25-30	0.00%	0.00%	0.17%	3.16%	1.41%	0.10%	4.84%
Over 30	0.00%	0.00%	0.00%	1.08%	0.91%	0.09%	2.07%
Grand Total	4.55%	20.41%	26.24%	30.25%	16.56%	1.98%	100.00%

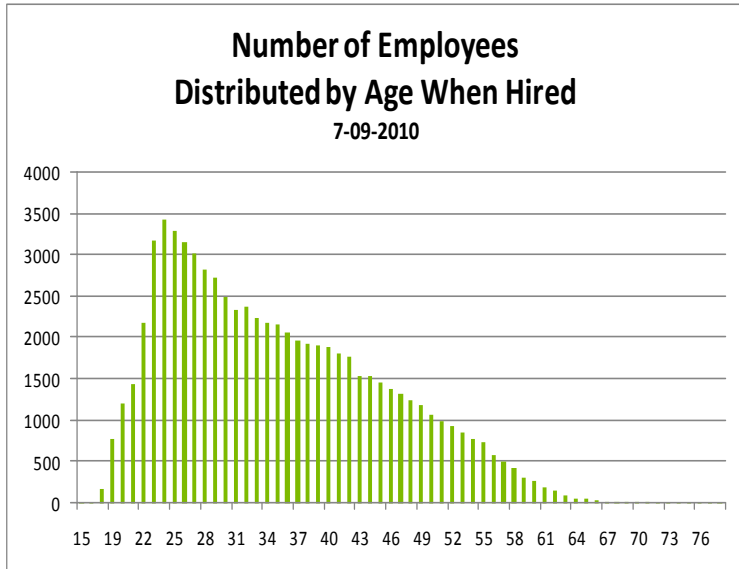
WORKFORCE DEMOGRAPHICS – AGE DISTRIBUTIONS

Age of Workforce



- This year, the State’s average employee age is 44.87
- 18.54% of employees are over the age of 55.
- There are now nine agencies (up from 7 last FY) where the average employee age is 50 or more; Insurance and Worker’s Compensation are added to last year’s list of GSFC, Subsequent Injury Trust Fund, Veterans Service, Superior Courts, Correctional Industries, Supreme Court and GBA.
- The agencies with the youngest average age are Dept. of Audits, GBI, Juvenile Justice, Corrections, DHR-DFCS, and Public Safety (average age under 43).

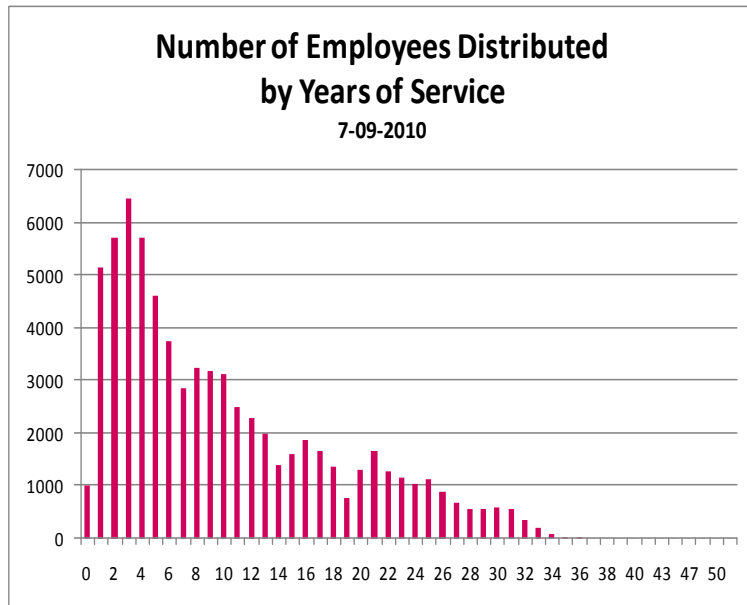
Age When Hired



- The average age of employees when they are hired is 35.07 years.
- Two agencies, the Dept. of Public Safety, and Audits have an average employee age at hire of less than 30.
- Four agencies; Veterans Service, GA State Fin and Investment, Superior Courts, and Education have an average employee age at hire of 40 or higher.

WORKFORCE DEMOGRAPHICS – YEARS OF SERVICE DISTRIBUTIONS

Years of Service



- The average tenure of State employees based on reported service date is 9.80 years (up from 9.55 last FY).
- Currently, only Public Defender Standards, Road & Tollway Authority, & the State Fin. & Invest. Comm., have average employee tenure of less than 7 years. Education, DJJ, GSFIC, GRTA & World Congress Center have average tenure of less than 8 years.
- The GA Student Finance Commission has an average employee tenure in excess of 17 years.

WORKFORCE DISTRIBUTIONS - OCCUPATION

Employees in the Largest State Institutions

Distribution of Employees in Largest State Institutions (July 9, 2010)		
Type of Institution	Institution Name	Number of Employees
State Hospitals	Central State Hospital	1775
	Gracewood State School & Hospital	1398
	Ga Regional Hosp at Atlanta	686
	NW Regional Hosp at Rome	647
	Southwestern State Hospital	487
	Ga Regional Hosp at Savannah	389
	West Central Regional at Columbus	348
Correctional Facility	Georgia State Prison	516
	Georgia Diagnostic & Classification Prison	485
	Valdosta State Prison	411
	Augusta State Medical Prison	408
	Hays State Prison	389
	Ware State Prison	373
	Baldwin State Prison	347
	Arrendale State Prison	342
	Coastal State Prison	334
	Hancock State Prison	333
	Macon State Prison	331
	Phillips State Prison	329
	Autry State Prison	312
	Metro State Prison	311
	Smith State Prison	308
Rehabilitation Center	Warm Springs Rehabilitation Inst	386
Youth Detention Center	Eastman Youth Development Center	328
	Metro Regional Youth Detention Center	237
	Savannah Regional Youth Detention Center	126
	Richards Regional Youth Detention Center	101
Youth Development Center	Sumter Youth Development Center	204
	Macon Youth Development Center	174
	Augusta Youth Development Center	163
	Muscogee Youth Development Center	106

WORKFORCE DISTRIBUTIONS – OCCUPATIONAL LEVEL

Employees by Occupational Area

Distribution of Employees by Occupation			
	Job Family	Num of Employees	Percent of All Employees
7/9/2010		75106	100.00%
	Public Safety/Corrections/Investigations	15657	20.85%
	Health Care	10867	14.47%
	General Support Services	10294	13.71%
	Social Services/Counseling	8933	11.89%
	Education, Instruction, and Testing	5270	7.02%
	Financial Management/Revenue	3697	4.92%
	Unspecified	3424	4.56%
	Facilities, Materials, and Equipment	3248	4.32%
	Regulatory Compliance	2551	3.40%
	Personnel Administration	2274	3.03%
	Transportation	1929	2.57%
	Information/Telecommunication Systems	1807	2.41%
	Engineering/Technology Support	1471	1.96%
	Food Services/Farm Services	1172	1.56%
	Legal	1044	1.39%
	Laboratory Services/Physical Sciences	713	0.95%
	Parks, Recreation, and Natural Resource Mgt	603	0.80%
	Real Estate/Property Management	152	0.20%
	Grand Total	75106	100.00%

Employees by Occupational Level

Distribution of Employee by Occupational Level			
	Professional Level	Num of Employees	Percent of All Employees
7/9/2010		65639	100.00%
	EXECUTIVE	615	0.94%
	MANAGEMENT	3834	5.84%
	PROFESSIONAL	32642	49.73%
	TECHNICAL	13811	21.04%
	SUPPORT	14737	22.45%
	Grand Total	65639	100.00%
	*SWD and SRE employees only		

EMPLOYEE HIRING & COMPENSATION ACTIVITY - SUPPORT

Employees in Jobs with the Largest Number of Incumbents*

Job Title	Number of Employees	FY 2010 TO Rate	Minimum Salary	Average Salary	Average Age	Average Tenure
7/9/2010	17648		\$21,729.08	\$23,236.83	45.14	8.60
Clerk (WL)	2430	10.81%	\$20,039.02	\$23,970.68	45.13	8.96
Client Support Worker (WL)	1733	21.97%	\$20,039.02	\$19,780.51	45.51	7.33
Health Aide (WL)	1657	29.02%	\$20,039.02	\$19,577.42	39.71	5.71
Clerk (AL)	1049	3.92%	\$22,077.93	\$26,900.24	45.86	10.78
Lic Prac Nurse (WL)	789	23.49%	\$20,039.02	\$28,356.62	46.29	7.96
Secretary (AL)	753	8.55%	\$22,077.93	\$25,639.90	47.70	12.12
Housekeeper (EL)	515	16.05%	\$15,762.46	\$17,077.57	47.02	7.94
Transp/Construction Wkr(AL)	495	6.95%	\$18,549.39	\$26,973.37	46.48	10.12
Health Aide (AL)	486	12.91%	\$20,039.02	\$22,721.39	44.59	9.92
Comm & Soc Svcs Tech (WL)	443	18.28%	\$22,077.93	\$24,338.15	45.44	9.19
Food Svc Operation Wkr (SP)	411	16.50%	\$20,039.02	\$24,258.43	48.65	7.92
Clerk (EL)	405	11.90%	\$18,549.39	\$20,746.11	44.24	7.10
Food Svc Operation Wkr (WL)	365	24.63%	\$18,549.39	\$17,647.18	45.27	6.87
Nurse Assistant (WL)	331	15.73%	\$17,099.57	\$18,263.86	39.46	5.71
Transp/Construction Wkr(WL)	315	7.46%	\$17,099.57	\$24,419.33	41.89	4.58
Secretary (WL)	273	10.80%	\$20,039.02	\$22,059.29	46.35	9.08
Heavy Equip Ops Tech (WL)	262	6.24%	\$20,039.02	\$29,557.49	48.41	14.11
Comm & Soc Svcs Tech (EL)	251	27.75%	\$18,549.39	\$21,219.21	44.71	7.24
Heavy Equip Ops Tech (AL)	238	5.21%	\$22,077.93	\$31,656.07	46.69	15.25
Education Aide (WL)	212	11.68%	\$20,039.02	\$19,305.76	45.56	6.52

Grades 5-10

General Support and Service-related Jobs

- 26.9% of employees
- Average annual salary is \$23,237
- Average tenure is 8.6 years
- Average age is 45.14

* Note: On July 1, 2008 the State of Georgia transitioned to a new job classification system. Job-related employee data contained in this report represents the new system and do not reflect the jobs established in the previous system.

EMPLOYEE HIRING & COMPENSATION ACTIVITY - TECHNICAL

Employees in Jobs with the Largest Number of Incumbents (cont'd)

Job Title	Number of Employees	FY 2010 TO Rate	Minimum Salary	Average Salary	Average Age	Average Tenure
7/9/2010						
Corrections Officer(WL)	8458	20.44%	\$26,672.14	\$42,721.93	39.51	6.97
Protect & Placemnt Spec(WL)	1753	21.84%	\$32,418.30	\$51,408.77	38.39	6.35
Probation/ParoleOfficer(WL)	1260	8.26%	\$29,399.50	\$50,626.91	38.99	9.04
Economic Support Spec (WL)	1066	12.96%	\$24,322.01	\$42,643.98	41.10	8.40
Economic Support Spec (AL)	975	8.13%	\$26,672.14	\$45,421.69	45.45	12.72
Corrections Officer (SP)	854	11.17%	\$29,399.50	\$50,030.18	42.85	10.63
Registered Nurse (WL)	783	25.35%	\$32,418.30	\$56,724.24	47.65	5.76
Financial Ops Gen (AL)	706	7.43%	\$29,399.50	\$43,240.35	48.01	13.31
Beh Health/Counselor (WL)	644	14.55%	\$29,399.50	\$51,215.26	44.72	10.40
Office Admin Generlist (WL)	615	8.98%	\$26,672.14	\$46,708.22	46.72	10.45
Beh Hlth/Provider (WL)	531	27.33%	\$29,399.50	\$47,879.90	42.09	6.76
Employment Svcs Spec (WL)	528	10.54%	\$24,322.01	\$42,643.98	47.55	6.12
Correction Operations	509	7.71%	\$32,418.30	\$52,137.16	45.46	14.79
Child Supt Svcs Offcr (WL)	463	11.10%	\$26,672.14	\$46,816.96	42.06	9.71
Business Op Generalist (AL)	397	7.36%	\$32,418.30	\$51,878.30	48.17	13.78
Protect & Placemnt Spec(AL)	367	30.64%	\$32,418.30	\$56,709.75	37.63	4.36
Economic Support Spec (SP)	365	6.76%	\$29,399.50	\$51,405.73	46.79	16.38
Comm & Soc Svcs Tech (AL)	321	23.05%	\$24,322.01	\$42,643.98	46.39	10.14
Bldg/Const Trades Spec(AL)	315	8.78%	\$32,418.30	\$44,214.93	50.36	12.58
Secretary (AL)	296	8.55%	\$26,672.14	\$42,672.17	49.24	12.42
ParoleOfficer(WL)	289	6.86%	\$29,399.50	\$51,405.73	40.29	10.49
FirefightngPreventnSpec(WL)	283	9.93%	\$26,672.14	\$46,816.96	41.70	10.67
Heavy Equip Ops Tech (SP)	271	8.44%	\$29,399.50	\$44,895.17	48.23	18.75
Customer Service Spec (WL)	259	10.82%	\$26,672.14	\$43,868.48	39.59	8.26

Grades 11-14

Paraprofessional, Entry Professional Jobs

- 52.2% of employees
- Average annual salary is \$32,653
- Average tenure is 9.57 years
- Average age is 43.1 years

EMPLOYEE HIRING & COMPENSATION ACTIVITY – PROFESSIONAL AND MANAGERIAL

Jobs with the Largest Number of Incumbents (cont'd)

Job Title	Number of Employees	FY 2010 TO Rate	Minimum Salary	Average Salary	Average Age	Average Tenure
7/9/2010						
Registered Nurse (SP)	583	12.34%	\$43,063.23	\$55,076.17	50.90	11.92
Protect & Placemnt Spec(SP)	393	14.22%	\$35,569.36	\$41,686.84	41.81	10.77
Registered Nurse (AL)	375	11.80%	\$39,038.32	\$47,533.21	48.52	9.38
Business Operations	329	8.94%	\$62,923.28	\$73,242.30	49.70	13.52
State Patrol (AL)	309	5.89%	\$39,038.32	\$48,910.91	41.89	14.92
Business Operation Spec(SP)	281	6.13%	\$47,280.21	\$53,170.32	48.72	14.63
Social Services	274	8.08%	\$43,063.23	\$48,932.19	48.34	17.12
Legal Officer (WL)	244	17.36%	\$43,063.23	\$52,002.32	37.72	3.81
Soc Svcs Prog Consul (WL)	238	8.29%	\$39,038.32	\$48,527.63	48.23	16.01
Programmer (AL)	219	4.09%	\$57,289.84	\$62,770.59	47.85	10.30
Business Operation Spec(AL)	217	9.77%	\$47,280.21	\$46,837.25	47.64	13.18
Planng & Policy Dev Spec(SP)	215	12.19%	\$57,289.84	\$62,323.82	49.70	11.72
Social Services	208	9.14%	\$69,444.17	\$61,503.86	50.57	17.95
Comp Auditor/Monitor (AL)	202	8.33%	\$47,280.21	\$52,308.53	51.03	10.09
Correction Administration	190	7.86%	\$47,280.21	\$46,138.14	46.98	17.51
Environ Compliance Spc(SP)	177	5.76%	\$47,280.21	\$47,540.59	46.33	13.76
Environ Compliance Spc(AL)	170	7.01%	\$43,063.23	\$44,746.48	44.24	11.02
State Patrol (WL)	170	3.19%	\$35,569.36	\$41,729.40	33.69	6.06
Business Operations	164	12.67%	\$83,796.35	\$93,448.04	51.15	12.53
Engineer-Enviromntl (AL)	157	3.23%	\$52,172.55	\$58,631.51	44.48	10.75
Phy Asst & Practitioner(WL)	157	15.87%	\$43,063.23	\$64,527.30	50.98	11.35
State Patrol (SP)	147	4.63%	\$43,063.23	\$56,116.28	42.02	16.79

Grades 15-26

Professional/Executive Jobs

- 21% of employees
- Average annual salary is \$56,677
- Average tenure is 12.54 years
- Average age is 46.84 years

EMPLOYEE HIRING & COMPENSATION ACTIVITY - HIRING

Employee Hiring Activity in the State of Georgia

Top 20 Jobs by Hiring Activity (Fiscal Year 2010)				
Job Title	Hires FY 2010	Last FY (2009)	Diff. from last year	% Diff. from last year
Corrections Officer(WL)	1421	796	625	78.52%
Health Aide (WL)	402	435	-33	-7.59%
Protect & Placemnt Spec(WL)	240	160	80	50.00%
Registered Nurse (WL)	235	171	64	37.43%
Client Support Worker (WL)	214	264	-50	-18.94%
Instructor, Technical (DTAE)	178	152	26	17.11%
Lic Prac Nurse (WL)	156	165	-9	-5.45%
Clerk (WL)	141	166	-25	-15.06%
Protect & Placemnt Spec(AL)	119	57	62	108.77%
Beh Hlth/Provider (WL)	86	81	5	6.17%
Food Svc Operation Wkr (WL)	85	80	5	6.25%
Clerk (AL)	72	41	31	75.61%
Housekeeper (EL)	68	109	-41	-37.61%
Probation/ParoleOfficer(WL)	68	55	13	23.64%
Employment Svcs Spec (WL)	58	62	-4	-6.45%
Food Svc Operation Wkr (SP)	52	18	34	188.89%
Diets & Nutritionists (WL)	50	35	15	42.86%
Comm & Soc Svcs Tech (EL)	48	39	9	23.08%
Comm & Soc Svcs Tech (WL)	48	64	-16	-25.00%
Instructor, General Core (DTAE)	47	24	23	95.83%

- Overall hiring activity during the fiscal year recovered slightly from last fiscal year, primarily due to a resumption of hiring into correctional jobs. During FY 2010, 6,218 employees new to State government were hired into regular, benefit eligible jobs; up from 5,717 the previous year. There were 11,064 of these new hires in FY 2008.
- Other jobs experiencing increased hiring activity were Protection and Placement Specialists, Registered Nurses and some Food Service Workers.

EMPLOYEE HIRING & COMPENSATION ACTIVITY- HIRING

Employee Hiring Activity in the State of Georgia (Cont'd)

New Hires by Occupational Group (Fiscal Year 2010)				
Occupational Category	Hires FY 2010	Last FY (2009)	Diff. from last year	% Diff. from last year
Public Safety/Corrections/Investigations	1641	993	648	65.26%
Health Care	1637	1682	-45	-2.68%
General Support Services	644	610	34	5.57%
Social Services/Counseling	577	692	-115	-16.62%
Education, Instruction, and Testing	536	441	95	21.54%
Facilities, Materials, and Equipment	195	221	-26	-11.76%
Food Services/Farm Services	157	113	44	38.94%
Financial Management/Revenue	150	140	10	7.14%
Personnel Administration	113	118	-5	-4.24%
Regulatory Compliance	108	104	4	3.85%
Legal	94	79	15	18.99%
Information/Telecommunication Systems	92	99	-7	-7.07%
Laboratory Services/Physical Sciences	55	34	21	61.76%
Parks, Recreation, and Natural Resource Mgt	18	12	6	50.00%
Transportation	18	44	-26	-59.09%
Engineering/Technology Support	7	74	-67	-90.54%
Real Estate/Property Management	1	5	-4	-80.00%

- Hiring activity has recovered in some occupational areas, but continues to decrease in others.
- Increased hiring of Correctional officers has led the increase seen in Public Safety. This fiscal year has also seen increased hiring of Instructors and in the Physical Sciences.
- Although increased hiring was seen in the Food Service and Parks/Recreation occupations, these are still far below levels seen during FY 2008.
- Although certain specific jobs in Health Care (Nurses) and Social Services (Child Protection & Placement Spec) did experience additional hires, these occupational categories as a whole have continued to decline in activity.
- Hiring in Facilities and Equipment, Personnel Admin, and IT/Telecomm has continued to decline and hiring activity into transportation and Engineering jobs has practically ceased.

EMPLOYEE HIRING & COMPENSATION ACTIVITY- HIRING

Employee Hiring Activity in the State of Georgia (Cont'd)

New Hiring Activity by Agency for FY 2010 (Includes Temporary Hires)			
Agency Name	New Hires in FY 2010	Agency Name	New Hires in FY 2010
Admin. Office of the Courts	18	Ga. Dept. of Transportation	10
Community Service Boards	1304	Ga. Dept. of Veterans Service	22
Department of Human Services	4904	Ga. Employees Retirement Sys.	13
Department of Revenue	54	Ga. Public Service Commission	2
Dept Behavioral Hlth& Dev Disb	1679	Ga. Student Finance Commission	0
Dept of Early Care & Learning	13	Ga. Teachers Retirement Sys.	7
Dept of Economic Development	28	Ga. Dept of Community Health	145
Dept. of Juvenile Justice	437	General Assembly of Georgia	94
DHR - BOCOP	121	George L. Smith II - GWCCA	364
DHR - DFACS	460	Georgia Building Authority	5
DCH - Public Health	846	Georgia Department of Law	11
GA Dept of Banking & Finance	9	Georgia Forestry Commission	140
Ga Public Defender Standards	88	Georgia Public Broadcasting	53
GA Regional Trans Authority	8	Georgia Technology Authority	5
GA Soil & Water Conservation	5	Office of Comm. of Insurance	2
GA State Fin. & Invest. Comm.	8	Office of Planning and Budget	135
Ga. Bureau of Investigation	54	Prosecuting Attorneys	49
Ga. Correctional Industries	21	Secretary of State	57
Ga. Court of Appeals	5	State Accounting Office	2
Ga. Dept. of Admin. Services	21	State Board Pardons & Paroles	20
Ga. Dept. of Agriculture	56	State Board of Workers' Comp	5
Ga. Dept. of Audits	21	State Personnel Administration	6
Ga. Dept. of Community Affairs	14	State Properties Commission	2
Ga. Dept. of Corrections	1265	State Road & Tollway Authority	8
Ga. Dept. of Defense	159	Subsequent Injury Trust Fund	2
Ga. Dept. of Driver Services	50	Superior Courts of Georgia	22
Ga. Dept. of Education	182	Supreme Court	3
Ga. Dept. of Labor	618	Technical College System of GA	65
Ga. Dept. of Natural Resources	329	Technical Colleges	4020
Ga. Dept. of Public Safety	78	Grand Total	18124

- Overall hiring in the State for FY 2010, including part-time and temporary appointments, was 18,124 transactions (compared to 13,475 transactions during the 2009 fiscal year).
- Nearly 90% of the increase in hiring transactions was comprised of time-limited or part-time hires.

EMPLOYEE HIRING & COMPENSATION ACTIVITY- COMPENSATION

Employees by Salary Grade (State-wide salary plan only)

Distribution of Employees by Salary Grade*				
SWD Pay Grade	Minimum of Range	Maximum of Range	Current Employees	Percentage
7/9/2010	\$15,080.00	\$178,020.83	64989	100.00%
5	\$15,080.00	\$23,275.20	508	0.78%
6	\$15,762.46	\$25,174.60	771	1.19%
7	\$17,099.57	\$28,154.35	3519	5.41%
8	\$18,549.39	\$31,481.91	3319	5.11%
9	\$20,039.02	\$35,061.61	6414	9.87%
10	\$22,077.93	\$38,661.83	2954	4.55%
11	\$24,322.01	\$42,643.98	14845	22.84%
12	\$26,672.14	\$46,816.96	5557	8.55%
13	\$29,399.50	\$51,405.73	8727	13.43%
14	\$32,418.30	\$56,724.24	4959	7.63%
15	\$35,569.36	\$62,301.82	4474	6.88%
16	\$39,038.32	\$68,418.29	3206	4.93%
17	\$43,063.23	\$75,523.31	2002	3.08%
18	\$47,280.21	\$82,962.30	1581	2.43%
19	\$52,172.55	\$91,137.94	1078	1.66%
20	\$57,289.84	\$100,124.90	492	0.76%
21	\$62,923.28	\$110,011.91	337	0.52%
22	\$69,444.17	\$121,480.75	126	0.19%
23	\$76,282.46	\$133,488.49	89	0.14%
24	\$83,796.35	\$146,675.38	3	0.00%
25	\$92,514.85	\$161,997.08	19	0.03%
26	\$101,643.94	\$178,020.83	9	0.01%
Grand Total	\$15,080.00	\$178,020.83	64989	100.00%

*Employees on SWD Salary Plan only.

- 87% of the regular workforce is assigned to the Statewide Salary Plan (SWD).
- Statewide plan employees are assigned to jobs written in a standard format. The jobs are assigned to pay grades and the employee’s pay range is determined by the grade assignment of the job.
- The Statewide plan covers employees at all occupational levels from service, clerical, and maintenance workers to division directors.
- Smaller, specialized salary plans cover physicians, teachers at state institutions, technical school employees, authorities, and the judicial and legislative branches.

EMPLOYEE HIRING & COMPENSATION ACTIVITY- COMPENSATION

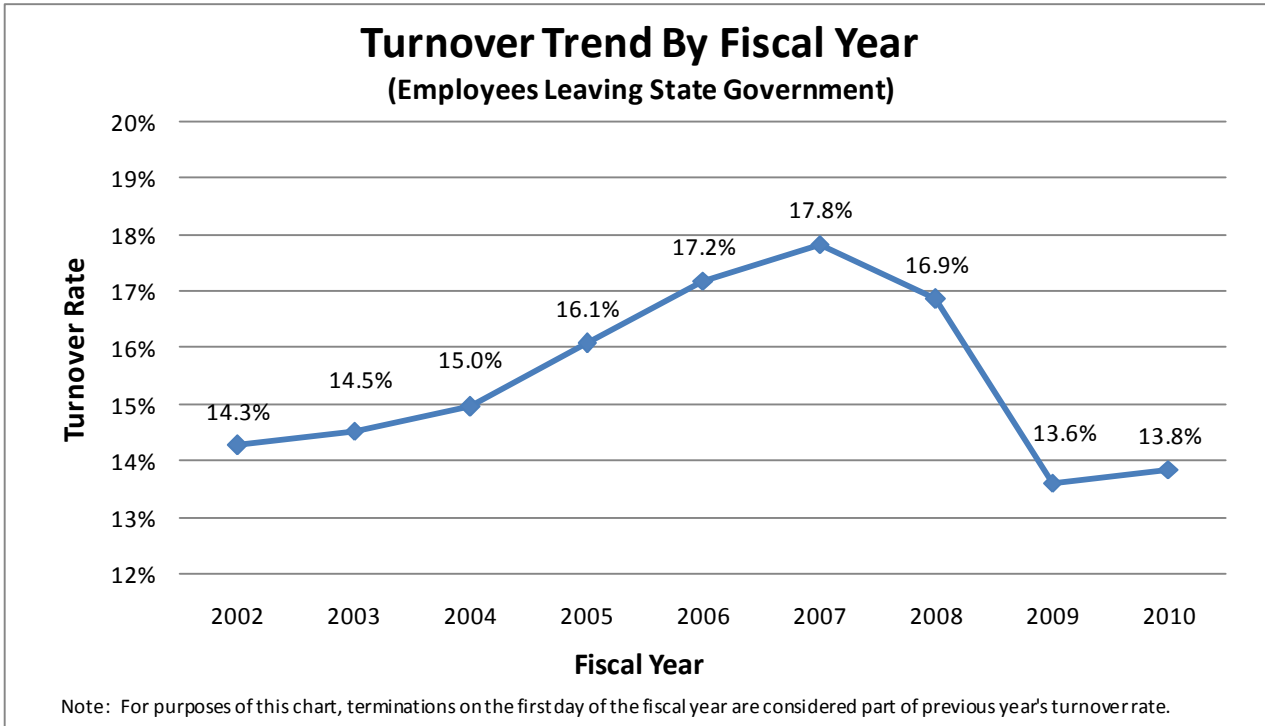
Employees within Salary Grade Range

Distribution of Employees Within Salary Range			
SWD Pay Plan (July 9, 2010)			
Position in Salary Range	Number of Employees	Percent of All Employees	Cumulative Percent
Lowest Quarter	34592	53.23%	53.23%
2nd Quarter	15852	24.39%	77.62%
3rd Quarter	9144	14.07%	91.69%
Highest Quarter	4322	6.65%	98.34%
Over maximum	1079	1.66%	100.00%
Grand Total	64989	100.00%	

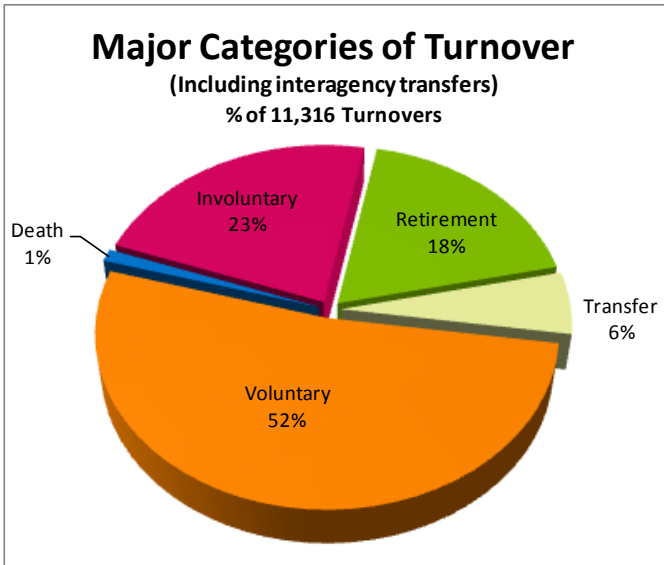
- 77.57% of employees are currently below the midpoints for their pay grades
- 8342 employees or 12.8% are at the minimum salary of their pay grade.

EMPLOYEE TURNOVER – TURNOVER TRENDS

Statewide Turnover (Fiscal year 2010 data)



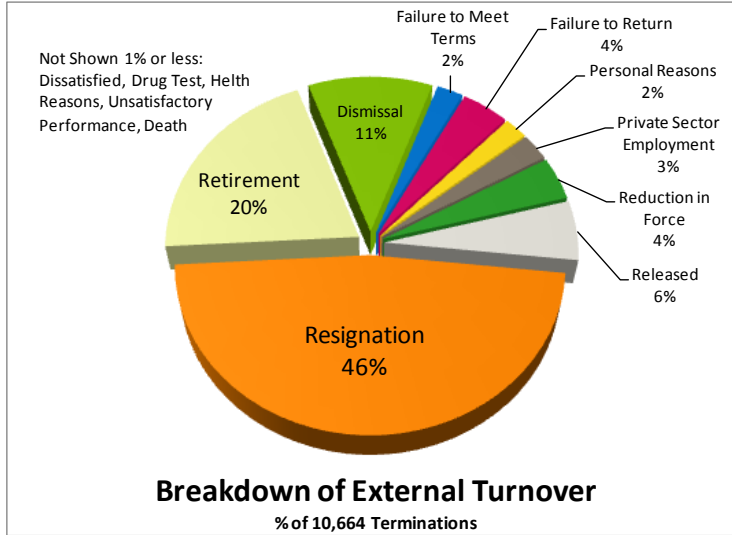
- The number of terminations reported for fiscal year 2010 is slightly lower than last FY, but consistent as a percentage of the workforce.



- Voluntary turnover (5,902 Term actions) decreased from 54% last FY to 52%, this includes resignations and employees departing for professional and personal reasons.
- Involuntary turnover increased again slightly from 22% to 23.5% of all terminations. These include dismissals, releases, and reductions in force.
- Of the total amount of turnover, 93% is comprised of employees exiting State government (external).
- 6% is comprised of interagency transfers (internal).

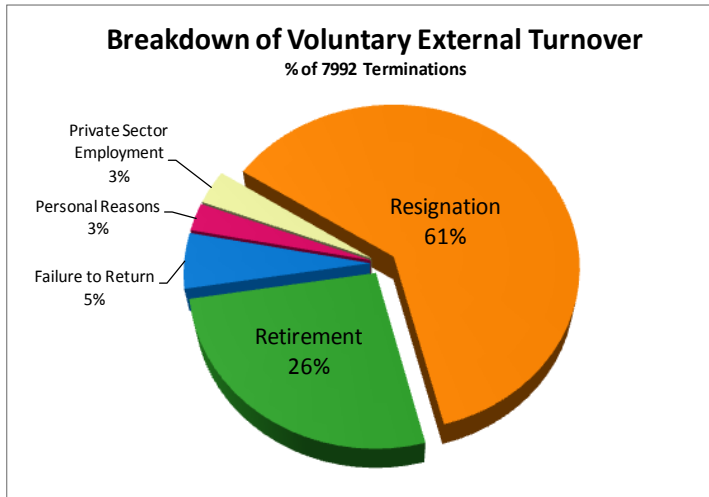
EMPLOYEE TURNOVER – TURNOVER BREAKDOWN

External Turnover



- Of the total amount of External turnover, 74.94% (down from 75.26% last FY) is comprised of employees voluntarily leaving State government (including retirement).
- As a percentage of all External Turnover, Involuntary turnover held relatively steady at 23.86% with nearly an equal number of Dismissals (1139) and Layoff (1016) termination actions.

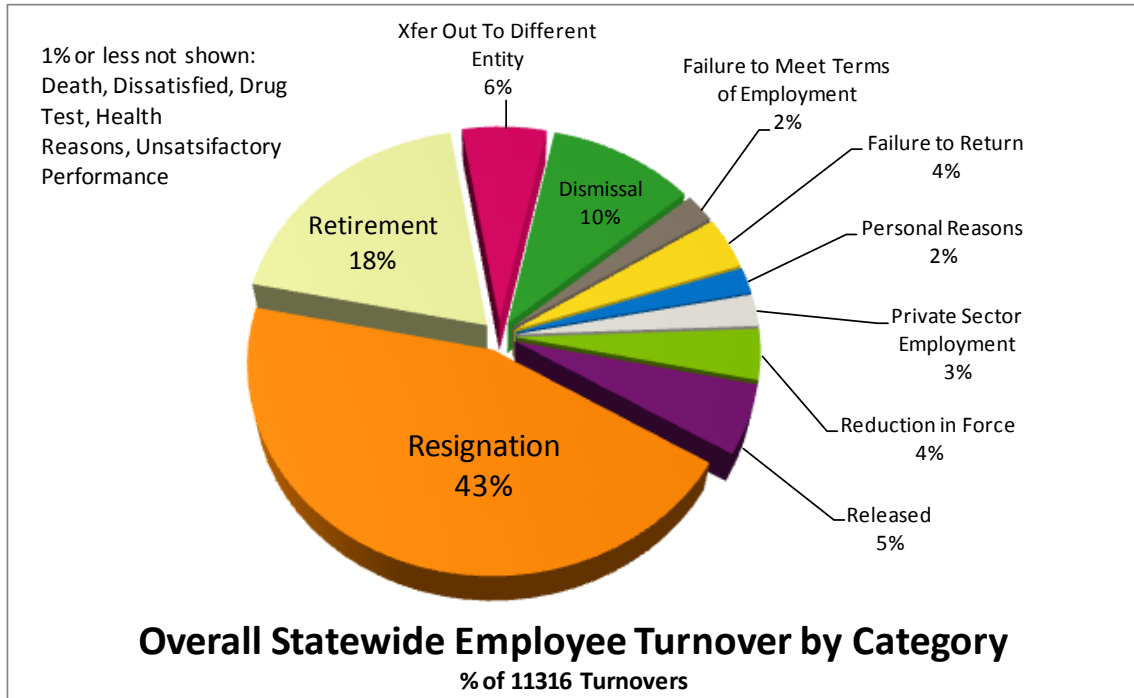
Voluntary Turnover



- 61% of all voluntary external terminations in State government are recorded in the generic category of Resignation.
- 2.7% of the workforce retired during Fiscal Year 2008.
- Of all Voluntary External Turnover the percentage of retirements increased from 24% to 26% this FY.

- Agencies with the highest voluntary turnover rate in FY 2010 were GA Student Finance Commission (19.05%), Dept. of Juvenile Justice (18.06%), Georgia Technology Authority (17.22%), and Secretary of State (17.16%).

EMPLOYEE TURNOVER - OVERALL



- Total external turnover rate in the State including all voluntary and involuntary terminations was nearly 13.83% for the 2010 fiscal year.
- The total external voluntary turnover rate (including retirements) in the State of Georgia is currently 10.36% (7,992 total voluntary terminations). The quit rate (resignations only) was 7.63% for FY 2010.
- The involuntary turnover rate increased to 3.3% from 3.18% last FY (2545 total involuntary terminations).
- Resignations decreased from 45% to 43% of all turnovers.
- Retirements slightly increased as a percentage of all turnovers from 17% to 18.47%.
- Reductions in Force and other Releases remained at 9% of all turnovers.
- As a percentage of overall turnover, the percentage of interagency transfers was slightly down to 5.76%. Dismissals were relatively unchanged.

Monthly Activity

Monthly Activity	July 2009	Aug 2009	Sep 2009	Oct 2009	Nov 2009	Dec 2009	Jan 2010	Feb 2010	Mar 2010	Apr 2010	May 2010	Jun 2010
Termination Actions	1038	945	903	902	656	854	986	833	817	928	891	911
Hiring Actions	745	812	721	664	623	596	677	543	643	696	571	671
Net	-293	-133	-182	-238	-33	-258	-309	-290	-174	-232	-320	-240

EMPLOYEE TURNOVER - DEMOGRAPHIC

Turnover by Ethnic Group (FY 2010)

Ethnic group	Male Overall TO Rate	Female Overall TO Rate	Group Overall TO Rate
Caucasian	12.12%	13.20%	12.71%
African American	16.64%	14.25%	14.95%
Hispanic	18.93%	14.74%	15.97%
Asian	9.76%	11.80%	10.87%
Other	15.80%	16.85%	16.51%
ALL Groups	13.83%	13.80%	13.81%

Turnover by Age Group (FY 2010)

	Age Range					
	< 26	26 - 35	36 - 45	46 - 55	56 - 65	> 65
EE's At Beg of FY 2010	3999	16261	20677	23495	12504	1028
Voluntary Terms	784	2102	1558	1528	1795	225
Voluntary Rate	19.60%	12.93%	7.53%	6.50%	14.36%	21.89%
Total External Terms	1071	2781	2225	2194	2138	255
External Rate	26.78%	17.10%	10.76%	9.34%	17.10%	24.81%

Turnover by Tenure group (FY 2010)

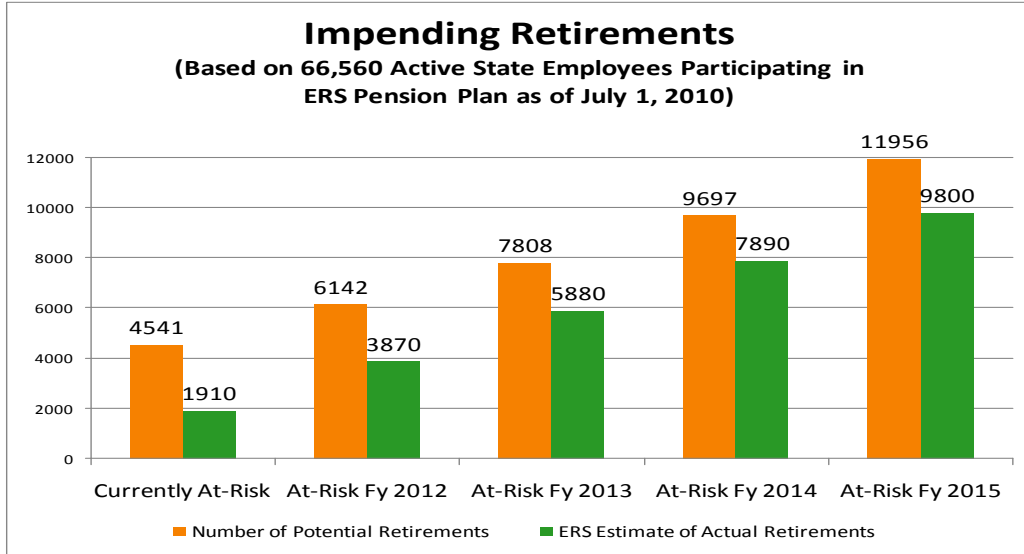
Tenure Range	FTE Employees at Beginning of FY 2010	Voluntarily Terminations During FY 2010	Annualized Voluntary TO Rate	All Employees Leaving State Gov.	Annualized Overall TO for Range
0-5 Years	30066	4008	13.33%	5585	18.58%
Over 5 Years	47898	3982	8.31%	5079	10.60%

- 1,714 employees terminated within one year of their employment with the State.

TURNOVER

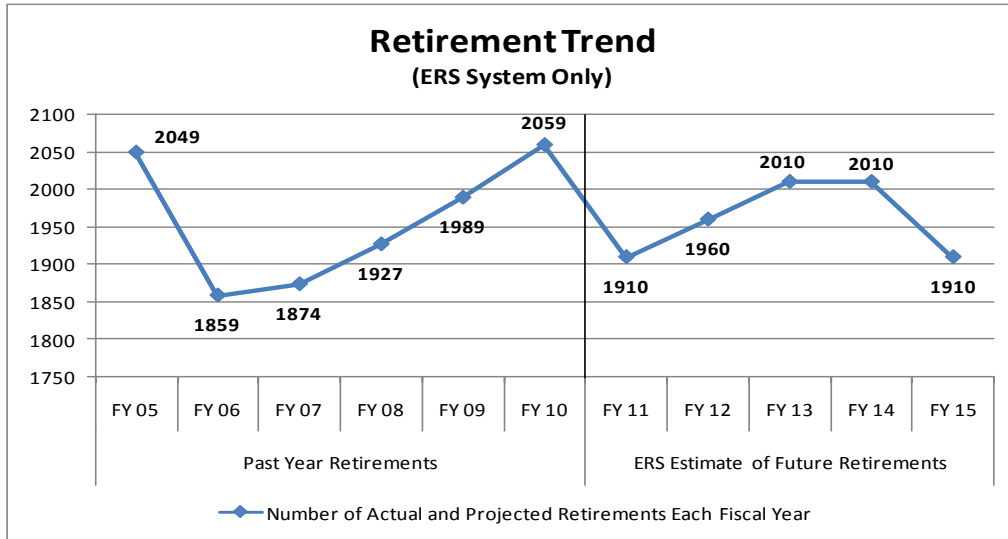
RETIREMENT OUTLOOK - PROJECTIONS AND TREND

Retirement Projections



- The larger figure (orange bar) represents the number of current state employees participating in the ERS Pension Plan who, based on current age and tenure with the State, are or will be eligible to retire with full benefits within the next five years.
- The smaller figure (green bar) represents ERS’s estimated number of actual retirements during the next five years. ERS Estimates are based on 6/30/2009 valuation data.
- Each year’s numbers are cumulative with the prior year.

Retirement Trend



* Retirement projection numbers have been adjusted this year to reflect State employee retirements only. Survivor deaths and TRS retirements not included.