

FY 2021-2022

ANNUAL WORKFORCE REPORT

STATE PERSONNEL SYSTEM | FLORIDA DEPARTMENT OF MANAGEMENT SERVICES



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Executive Summary

The Florida Department of Management Services (DMS) prepares the State Personnel System (SPS) Annual Workforce Report, per section 110.201(5), Florida Statutes (F.S.), to identify trends and support data-driven planning and improvement of SPS human resources management. The data represented in this 29th Annual Workforce Report spans July 1, 2021, through June 30, 2022, and is generated from the People First data warehouse, unless otherwise noted. This report highlights key trends and projections, and it presents the following statutorily required reports:

- Veterans' Recruitment Plan, section 295.07(6)(b), F.S.
- Equal Employment Opportunity/Affirmative Action Report, sections 110.112(2)(e), 110.112(3)(c)2, and 110.112(3)(d), F.S.
- Pay Additives Report, section 110.2035(7)(e), F.S.
- Classification Plans for Senior Management and Selected Exempt Services, sections 110.406(1) and 110.606(1), F.S., respectively.
- Savings Sharing Program Report, section 110.1245(1)(d), F.S.

Fiscal Year 2021-2022 Workforce Events

- **Minimum Wage Increase** – Effective July 1, 2021, the Florida Legislature established a new minimum wage of \$13.00 per hour for eligible employees, including full-time equivalent positions in the Career Service, Selected Exempt Service, the Senior Management Service, non-Career Service employees of the Florida School for the Deaf and the Blind, and other personal services (OPS) positions.

Funds were also provided to grant pay adjustments to agency heads based upon each agency's workload, budget, complexity of agency assignments, number of agency positions, and agency mission, as approved by the Executive Office of the Governor.

- **Benefits Enhancements** – The Division of State Group Insurance (DSGI) implemented the Diabetes Pilot Program. This program utilizes a digital health platform for diabetes management with DSGI's participating health plans to monitor eligible enrollees' HbA1c and hyperglycemia levels.

Workforce Design

State of Florida Government

Florida has several primary state government employers and a few other pay plans (employment categories). Primary employers include the SPS, the state universities (each with its own personnel program), the Justice Administration System, the State Courts System, the Legislature, and the Florida Lottery. The other pay plans include Fixed Salary-Elected or Appointed Officials, Fixed Salary-Senior Management Service Benefits, Fixed Salary-Senior Management Service Leave Benefits, the Governor's Office, Florida School for the Deaf and the Blind, and the Florida National Guard. The SPS is the largest personnel system in Florida state government, and is comprised of state employees in Career Service, Selected Exempt Service, and Senior Management Service pay plans. The State University System is comprised of 12 separate personnel systems for each public university.

In fiscal year (FY) 2021-2022, the total number of established positions in the SPS decreased by 355 positions (0.4%) over the previous five years, from 97,218 in 2018 to 96,863 in 2022. Over the same time, the number of employees decreased by 10,210 (11.4%), from 89,236 to 79,026.

SPS Structure

Employees of the SPS fall under three primary employment categories: Career Service, Selected Exempt Service, and Senior Management Service. Of the 96,863 available positions in FY 2021-2022, over 81% were filled.

Talent Development, Recruitment, and Retention

During FY 2021-22, the SPS continued to outpace the nation in employee retention underscoring Governor DeSantis' ongoing initiatives to attract top talent and retain high-performing employees. While the SPS was not immune to the landscape shifts seen in the national workforce, additional strategies were deployed to help bolster its workforce, as outlined in the Salary Trends section below.

The Career Service turnover rate was 17.7 percent in FY 2021-2022, a 2% increase from the prior year turnover rate of 15.7%,¹. This, however, was still significantly lower than the U.S. average turnover rate of 47%.² Dismissals and failed probationary periods were the top two separation reasons for involuntary Career Service separations at 872 and 416, respectively. Voluntary separation reasons with the most significant increases in a single year were "Move within State of Florida Government" at 76.7%, "Move to Private Sector" at 42.2%, and "Moved to Non-State of Florida Government" at 22.9%.

Veterans' Recruitment Plans

Chapter 295, F.S., covers the requirements for veterans' preference (VP) and recruitment. Eligible veterans who apply for Career Service positions while claiming preference in the State of Florida will receive preference in the hiring and selection process. In addition, section 295.07(6)(a), F.S., requires each state agency to develop and implement a written veterans' recruitment plan that establishes annual goals for ensuring the full use of veterans in the agency's workforce. Goals within respective agencies cover a broad range of activities that include hosting and participating in job fairs targeted at veteran populations, providing internships and on-the-job training opportunities for transitioning service members, and working with local veteran advocacy groups to increase awareness of job opportunities within the veterans' communities. In accordance with section 295.07(6)(b), F.S., DMS collects and reports the number of persons who claim veterans' preference, the number of persons who are hired through veterans' preference, and the number of persons who are employed as a result of a veterans' recruitment plan.

In FY 2021-2022, a total of 21,259 people claimed VP. Of the 1,252 VP candidates selected for hire, 1,126 were hired as a direct result of a Veterans' Recruitment Plan. This is a 15.9% increase from FY 2020-2021 when only 975 people were hired as a direct result of a plan.

Equal Employment Opportunity/Affirmative Action Plans

Creating and maintaining a diverse workforce in state government is a key objective for the State of Florida. Per section 110.112(1), F.S., the SPS will fully utilize the diversity of Florida's human resources and provide equal employment opportunities through Affirmative Action (AA) programs. Sections 110.112(2)(a) and (b), F.S., require each executive agency to develop and implement an AA Plan, establishing annual goals for ensuring full utilization of groups underrepresented in its workforce. Section 110.112(3)(c)1, F.S., requires each executive agency to develop an agency-specific plan that addresses how to promote employment opportunities for individuals who have a disability.

DMS is required to report information relating to the implementation, continuance, updating, and results of each executive agency's AA Plan for the previous FY, pursuant to section 110.112(2)(e), F.S., and to report on the agencies' progress in implementing their agency-specific plans in accordance with section 110.112(3)(c)2, F.S.

For FY 2021-2022, of the 29³ SPS agencies required to have an AA plan, 22 reported that they had either developed and implemented or were in the process of updating a plan that outlined goals for utilization of underrepresented groups. These plans identified innovative ideas and successful special programs agencies utilize to recruit minorities, women,

¹ Turnover is defined as an employee-initiated separation from the SPS and includes movement of an employee to a state government agency outside the SPS.

² 27 US Employee Turnover Statistics [2023]: Average Employee Turnover Rate, Industry comparisons and Trends - Zippia.com

³ The Public Service Commission is a part of the Legislative Branch and is excluded from the reporting requirements in Section 110.112, Florida Statutes.

and individuals with disabilities, including but not limited to job fairs, job shadowing, internships, on-the-job training, mentorships, and situational assessments.

Workforce Compensation

Salary Trends

The SPS average salary continues to increase. For example, over the last five years, the SPS average salary has increased from \$41,348 to \$45,436, or 9.9%. During FY 2021-2022, the Legislature provided targeted competitive pay increases to the Department of Business and Professional Regulation, elevating the base salary for attorneys to \$48,000.00.

Effective July 1, 2021, the Florida Legislature established a new minimum wage of \$13.00 per hour for eligible employees, including full-time equivalent positions in the Career Service, Selected Exempt Service, the Senior Management Service, non-career service employees of the Florida School for the Deaf and the Blind, and other personal services (OPS) positions.

Funds were also provided to grant pay adjustments to agency heads based upon each agency's workload, budget, complexity of agency assignments, number of agency positions, and agency mission, as approved by the Executive Office of the Governor.

Pay Additives: Career Service

Section 110.2035(7)(e), F.S., requires DMS to provide an annual summary report of pay additives implemented pursuant to section 110.2035(7). Pay additives are added to and removed from a Career Service employee's base rate of pay depending upon the needs or circumstances for which the additives are given. In addition to the competitive pay increases mentioned above, the Legislature also granted agencies the authority to provide pay additives, critical market pay adjustments, and other incentives for employees in specific geographic locations and critical-needs positions across the state to improve retention efforts within the SPS.

Position Classification

As the foundation for many key human resource (HR) processes, position classification provides the means to evaluate jobs, determine the nature and complexity of the work being performed, and to categorize that work. Positions are organized under a broadband classification and compensation system that groups them into broad job categories called job families. Positions are further divided into occupational groups and later into occupations with up to six levels of performance within each occupation. The accompanying pay plan structure provides for 25 pay bands for all occupational groups.

Sections 110.406(1) and 110.606(1), F.S., requires DMS to compile data regarding the administration of the Senior Management and Selected Exempt Services. The information below and other information throughout this report has been provided by DMS to comply with these requirements.

The SPS utilized 23 job families, 38 occupational groups, and 235 occupations:

- **Career Service:** 188 occupations and 17 pay bands
- **Selected Exempt Service:** 150 occupations and 22 pay bands
- **Senior Management Service:** 25 occupations and four pay bands

Total Compensation

Total compensation is defined as the total salary and benefits package provided to recruit and retain a high-performance workforce for the SPS. The State of Florida offers a wide range of benefit options for its employees that include paid annual sick leave, nine paid holidays each year, a Personal Holiday (one day of paid leave to be used by June 30th of each year), and State Group Health Insurance coverage, including dental and vision insurance options. The state also offers State Group Life Insurance (optional additional life insurance), and a contributory retirement plan through the Florida Retirement System. Employees have the option of enrolling in one of two primary retirement plans: a defined benefit plan known as the Florida Retirement System (FRS) Pension Plan (PP) and a defined contribution plan known as the FRS Investment Plan (IP). These elements comprise the State of Florida's robust total compensation package. In addition to those benefits listed above, employees in the Selected Exempt and Senior Management Services receive disability insurance.

As of June 30, 2022, the average total compensation cost for each pay plan was as follows:

- **Career Service: \$74,865.** Includes \$40,803 (54.5%) in salary plus \$34,062 (45.5%) in benefits. The Career Service benefits package had a value equivalent to 83.5% of the average salary.
- **Selected Exempt Service: \$105,351.** Includes \$61,623 (58.5%) in salary plus \$43,728 (41.5%) in benefits. The Selected Exempt Service benefits package had a value equivalent to 71.0% of the average salary.
- **Senior Management Service: \$210,089.** Includes \$122,353 (58.2%) in salary plus \$87,736 (41.8 %) in benefits. The Senior Management Service benefits package had a value equivalent to 71.7 % of the average salary.

Savings Sharing Program

DMS is required to compile an annual report on each level of participation in the Savings Sharing Program in accordance with subsection 110.1245(1)(d), F.S. The Savings Sharing Program was implemented in FY 2001-2002 in accordance with section 110.1245, F.S., and Chapter 60L-37, Florida Administrative Code, with the intent to provide a process by which agencies can retain a portion of their budget for implementing internally generated program efficiencies and cost reductions and then redirect the savings to employees. This program grants employees the opportunity to submit a written proposal of their ideas to increase productivity, eliminate or reduce state expenditures, improve operations, or generate additional revenue. If the proposal is adopted and implemented, the agency can recognize the employee or group of employees submitting the proposal with a cash award based on the actual cost savings. The award requires approval by the Legislative Budget Commission. No participation in the program was reported by the agencies for FY 2021-2022.

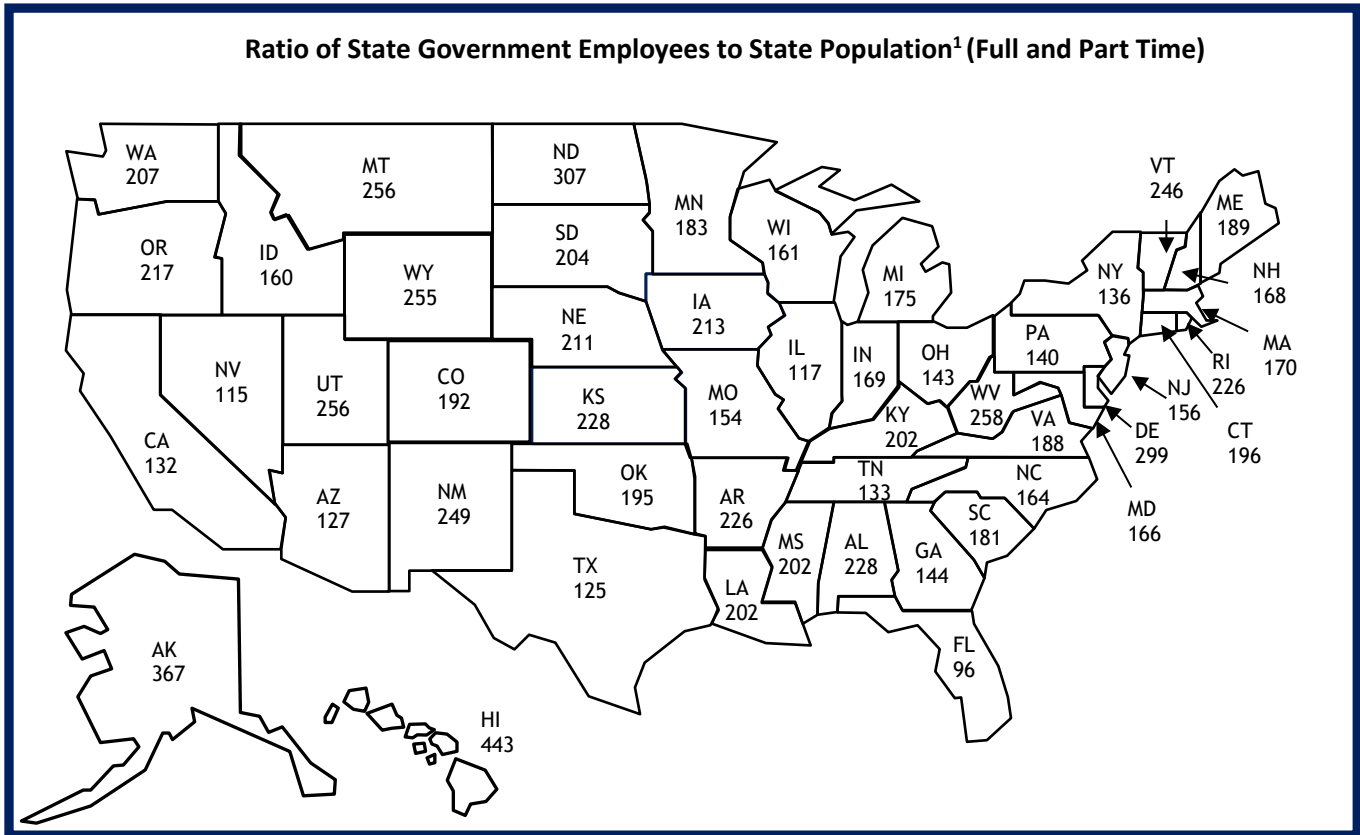
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APPENDIX

State Government Employees to State Population (Full and Part Time)

The United States Census Bureau requires each state to report the total number of state government employees, full-time and part-time, for March of each year. This number is compared to each state’s estimated population as of July of each year. The ratio of employees to 10,000 in population is a useful indicator for comparing the efficiency of state workforces.



States with the Lowest Ratios

1. Florida 96
2. Nevada 115
3. Illinois 117
4. Texas 125
5. Arizona 127
6. California 132
7. Tennessee 133
8. New York 136
9. Pennsylvania 140
10. Ohio 143

2021 National Average 198

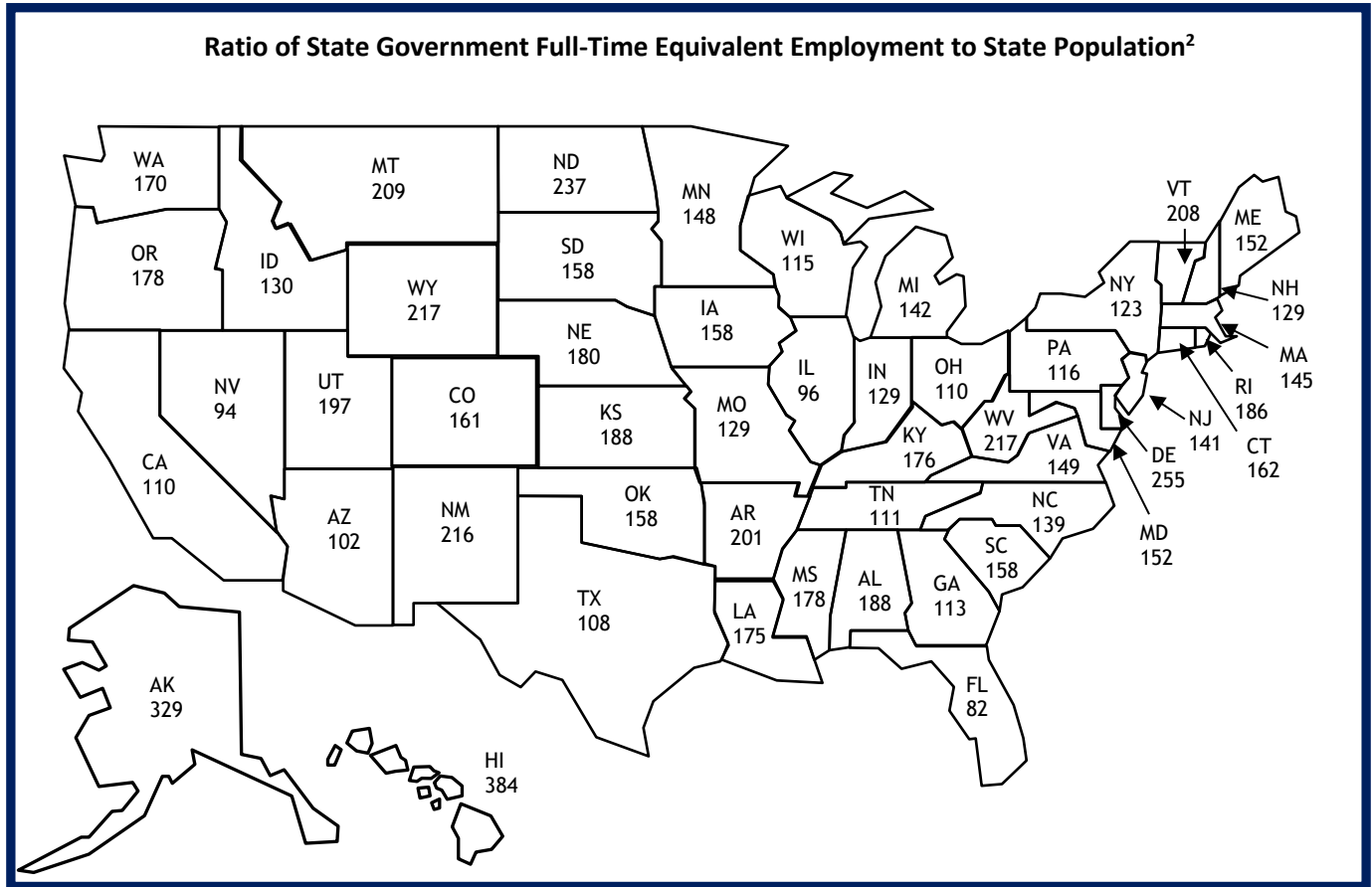
**States with the Fastest-Growing
Population Changes
July 2021–July 2022**

1. Florida 1.91%
2. Idaho 1.82%
3. South Carolina 1.72%
4. Texas 1.59%
5. South Dakota 1.52%
6. Montana 1.50%
7. Delaware 1.35%
8. Arizona 1.30%
9. North Carolina 1.26%
10. Utah 1.25%

¹ United States Census Bureau. Calculation utilized March 2021 United States Census data for a one-month period for total state employees (full time and part time), and July 2021 United States Census data for state population.

State Government Full-Time Equivalent Employment to State Population

The United States Census Bureau requires each state to report the total number of state government full-time equivalent¹ employment for March of each year. This number is compared to each state’s estimated population as of July of each year. The ratio of full-time equivalent employment to 10,000 in population is a useful indicator for comparing the efficiency of state workforces.



10 States with the Lowest Ratios

1. Florida	82
2. Nevada	94
3. Illinois	96
4. Arizona	102
5. Texas	108
6. California	110
7. Ohio	110
8. Tennessee	111
9. Georgia	113
10. Wisconsin	115

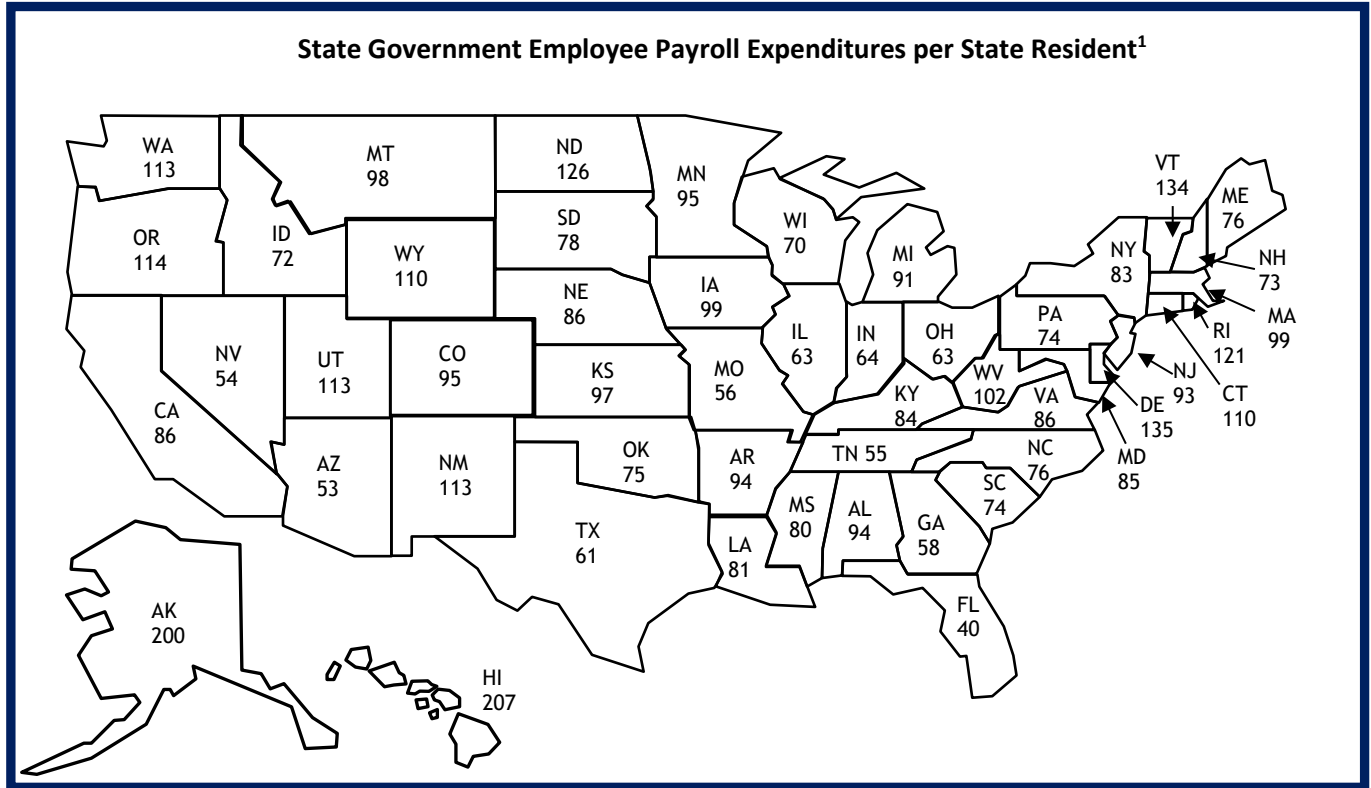
2021 National Average 164 2020 National Average 171

¹ As defined by the United States Census Bureau, a full-time equivalent is a computed statistic representing the number of full-time employees who could have been employed if the reported number of hours worked by part-time employees had been worked by full-time employees.

² United States Census Bureau. Calculation utilized March 2021 United States Census data for a one-month period for full-time equivalent state employment and July 2021 United States Census data for state population.

State Government Employee Payroll Expenditures per State Resident

The United States Census Bureau requires each state to report the total state public payroll expenditures for March of each year. This number is then compared to each state’s estimated population as of July of each year. Based on the data, the figures indicate that Florida’s state government workforce has the lowest payroll cost per state resident.

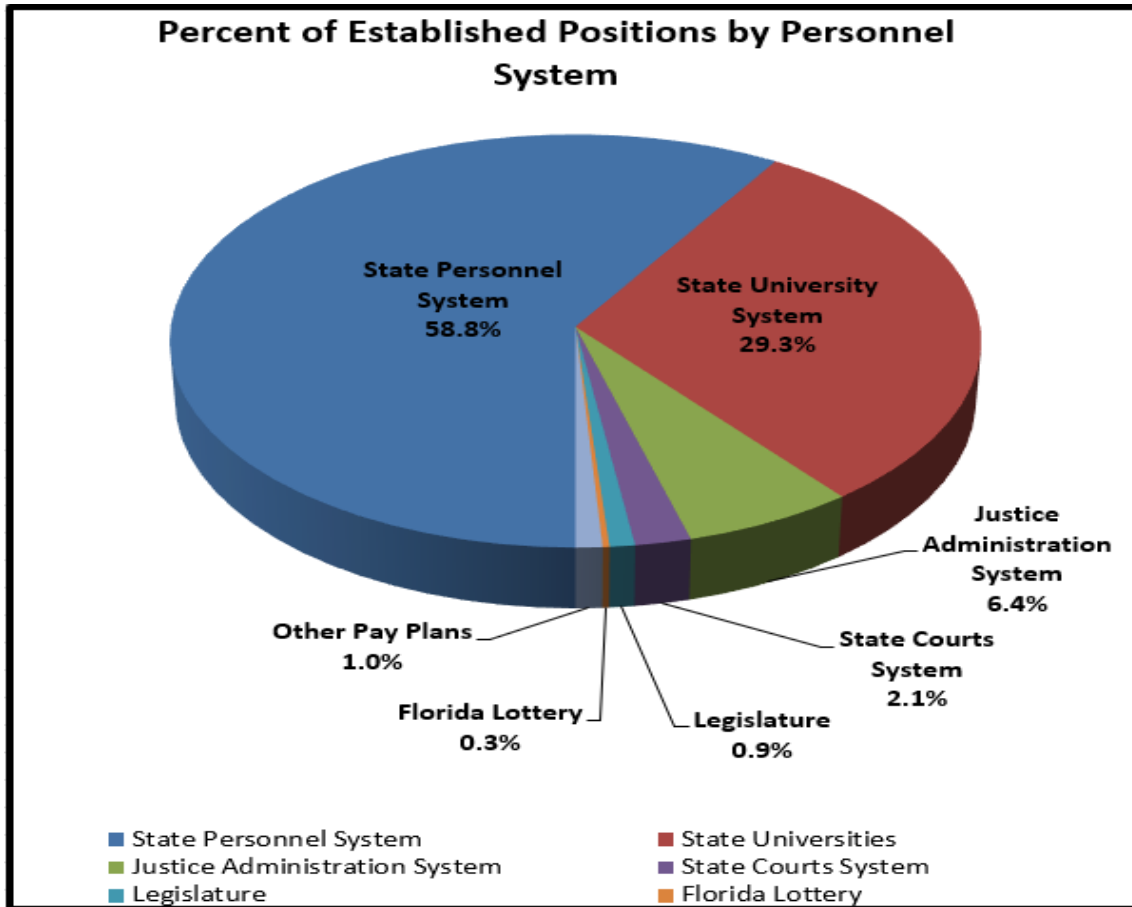


<u>Lowest Public Payroll Ratios</u>	
1. Florida	\$40
2. Arizona	\$53
3. Nevada	\$54
4. Tennessee	\$55
5. Missouri	\$56
6. Georgia	\$58
7. Texas	\$61
8. Ohio	\$63
9. Illinois	\$63
10. Indiana	\$64
2021 National Average \$90	

¹United States Census Bureau. Calculation utilized March 2021 United States Census data for a one-month period for state government employee payroll expenditures and July 2021 United States Census data for state population.

State of Florida’s Personnel Systems

The SPS is the primary personnel system for the Executive Branch of Florida government. It is the largest of the five uniform state personnel systems (the others being the Florida Lottery, the Legislature, the Justice Administration System, and the State Courts System) and it is larger than any of the state’s university personnel systems. The SPS encompasses various state agencies with positions in its applicable pay plans (the career service, the selected exempt service, and the senior management service).



Personnel System	Percentage of Established Positions as of June 30				
	2018	2019	2020	2021	2022
State Personnel System	59.5%	59.0%	58.6%	58.6%	58.8%
State Universities	29.9%	30.4%	30.9%	30.8%	30.5%
Justice Administration System	6.4%	6.3%	6.3%	6.3%	6.4%
State Courts System	2.0%	2.0%	2.0%	2.1%	2.1%
Legislature	0.9%	0.9%	0.9%	0.9%	0.9%
Florida Lottery	0.3%	0.3%	0.3%	0.3%	0.3%
Other Pay Plans	1.0%	1.0%	1.0%	1.0%	1.0%

Established Positions by Personnel System and Pay Plan

Personnel System	Pay Plan	Established Positions ¹ As of June 30				
		2018	2019	2020	2021	2022
State Personnel System	Career Service	79,856	80,074	80,114	80,188	79,252
	Selected Exempt Service	16,745	16,810	16,867	16,899	16,984
	Senior Management Service	617	619	609	612	627
	Total	97,218	97,503	97,590	97,699	96,863
State Universities ²	General Faculty and All Others	48,855	50,273	51,464	51,328	50,298
Justice Administration System	State Attorneys	3,754	3,715	3,726	3,712	3,761
	Public Defenders	1,205	1,154	1,200	1,233	1,304
	State Attorneys with Paid Insurance	2,282	2,331	2,315	2,323	2,276
	Public Defenders with Paid Insurance	1,766	1,833	1,787	1,788	1,707
	Capital Collateral Regional Counsel	95	95	95	98	98
	Justice Administrative Commission	1,286	1,349	1,382	1,408	1,446
	Total	10,388	10,477	10,505	10,562	10,592
State Courts System	Courts	2,259	2,267	2,268	2,345	2,347
	Courts with Paid Insurance	1,076	1,076	1,082	1,082	1,105
	Total	3,335	3,343	3,350	3,427	3,452
Legislature ³	Legislative Staff	1,528	1,557	1,551	1,549	1,555
Florida Lottery	Non-Managerial	379	380	380	381	380
	Managerial	40	39	39	37	39
	Total	419	419	419	418	419
Other Pay Plans	Other Exempt-Fixed Annual Salary ⁴	1,076	1,081	1,086	1,085	1,105
	Exempt (Governor's Office)	280	283	294	289	292
	School for the Deaf and the Blind ⁵	235	237	237	239	240
	Florida National Guard	24	23	13	13	13
	Total	1,615	1,624	1,630	1,626	1,650
Total		163,358	163,358	165,196	166,509	164,829

¹ An established position is an authorized position that has been classified in accordance with a classification plan and pay plan as provided by law. An established position does not include Other Personal Services employment or indicate that the position is filled.

² Numbers depict employee count for fall 2021 as reported by the Institutional Research Department at the Florida Board of Governors.

³ Data does not include interns and legislators. Data obtained from the Florida Legislature's Florida Transparency website: <http://transparencyflorida.gov>.

⁴ Includes the following pay plans: Fixed Salary – Elected or Appointed Officials (pay plan 05), Fixed Salary – Senior Management Service Benefits (pay plan 15) and Fixed Salary – Senior Management Service Leave Benefits (pay plan 16).

⁵ Represents positions in pay plan 04 – Florida School for the Deaf and the Blind. In addition, they have other positions that are a part of the SPS.

State Personnel System Entities

There are 30 departments, agencies, and other autonomous entities within the Executive Branch of Florida government that are covered under the provisions of Chapter 110, State Employment, of the Florida Statutes. Each entity operates within the same state and federal laws but with managerial decentralization. The following chart depicts the entities governed by the SPS during FY 2021-2022.

CABINET ¹	GOVERNOR AND CABINET ²	GOVERNOR ³			LEGISLATIVE ⁴
DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES	COMMISSION ON OFFENDER REVIEW	AGENCY FOR HEALTH CARE ADMINISTRATION	DEPARTMENT OF ECONOMIC OPPORTUNITY	DEPARTMENT OF MILITARY AFFAIRS	PUBLIC SERVICE COMMISSION
DEPARTMENT OF FINANCIAL SERVICES	DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES	AGENCY FOR PERSONS WITH DISABILITIES	DEPARTMENT OF EDUCATION	DEPARTMENT OF STATE	
DEPARTMENT OF LEGAL AFFAIRS	DEPARTMENT OF LAW ENFORCEMENT	DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION	DEPARTMENT OF ELDER AFFAIRS	DEPARTMENT OF TRANSPORTATION	
	DEPARTMENT OF REVENUE	DEPARTMENT OF CHILDREN AND FAMILIES	DEPARTMENT OF ENVIRONMENTAL PROTECTION	DIVISION OF EMERGENCY MANAGEMENT	
	DEPARTMENT OF VETERANS' AFFAIRS	DEPARTMENT OF CITRUS	DEPARTMENT OF HEALTH	EXECUTIVE OFFICE OF THE GOVERNOR	
	DIVISION OF ADMINISTRATIVE HEARINGS	DEPARTMENT OF CORRECTIONS	DEPARTMENT OF JUVENILE JUSTICE	FISH AND WILDLIFE CONSERVATION COMMISSION	
			DEPARTMENT OF MANAGEMENT SERVICES	SCHOOL FOR THE DEAF AND THE BLIND	

¹ Cabinet: entities are headed by an independently elected official.

² Governor and Cabinet: entities are headed by the Governor and Cabinet.

³ Governor: entities are headed by an appointee of the Governor.

⁴ Legislative: Although the Florida Legislature is not a part of the SPS, most of the employees of the Public Service Commission are considered part of the SPS per section 110.205(2)(b), Florida Statutes.

Workforce Profile

	State Personnel System	Career Service	Selected Exempt Service	Senior Management Service
POSITIONS	96,863	79,252	16,984	627
EMPLOYEES	79,026	63,131	15,314	581
% Female	58.1%	57.6%	60.5%	42.9%
% Minorities¹	45.1%	47.2%	37.3%	15.3%
Average Age	43.3	42.3	47.4	49.2
Average Salary	\$45,436	\$40,803	\$61,623	\$122,353
Average Length of Service	12.17	10.91	17.07	19.89
GENDER				
Male	33,137	26,752	6,053	332
Female	45,889	36,379	9,261	249
AVERAGE SALARY BY GENDER				
Male	\$48,021	\$42,880	\$66,574	\$124,036
Female	\$43,569	\$39,275	\$58,386	\$120,110
RACE/ETHNICITY				
White	43,397	33,303	9,602	492
Black or African American	21,714	18,238	3,437	39
Hispanic or Latino	10,208	8,616	1,558	34
Other²	3,707	2,974	717	16
AVERAGE SALARY BY RACE/ETHNICITY				
White	\$48,049	\$42,264	\$64,362	\$121,349
Black or African American	\$40,829	\$38,330	\$53,168	\$122,665
Hispanic or Latino	\$43,229	\$39,746	\$60,471	\$136,077
Other²	\$47,917	\$42,677	\$67,961	\$123,309
LENGTH OF SERVICE				
0 – 4.99 years	27,221	25,025	2,129	67
5.00 – 9.99 years	15,516	12,480	2,968	68
10.00 – 19.99 years	17,677	13,119	4,394	164
20.00 – 29.99 years	11,973	8,201	3,617	155
30+ years	6,639	4,306	2,206	127

¹ Minorities include employees having identified themselves as Black or African American, Hispanic, or Latino, Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Some Other Race or two or more races.

² "Other" includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Some Other Race or two or more races.

Established Position Count by Agency

An established position is a position authorized by the Legislature that is in a classification plan and pay plan as provided by law. The table below represents a snapshot of the number of established positions within each agency as of June 30, 2022; however, this may not represent the total number of positions authorized by the Legislature since some agencies have positions in other pay plans outside of the SPS. This table also shows the five-year trend in the number of established positions by agency.

Agency	Established Position Count						
	As of June 30					2018-2022 % Change	2021-2022 % Change
	2018	2019	2020	2021	2022		
Agency for Health Care Administration	1,523	1,534	1,515	1,530	1,532	0.6%	0.1%
Agency for Persons with Disabilities	2,706	2,705	2,702	2,689	2,703	-0.1%	0.5%
Agency for State Technology	210	204	- ¹	-	-	0.0%	0.0%
Agriculture and Consumer Services	3,655	3,652	3,694	3,738	3,724	1.9%	-0.4%
Business and Professional Regulation	1,623	1,622	1,640	1,656	1,656	2.0%	0.0%
Children and Families	11,971	12,028	12,053	12,019	12,159	1.6%	1.2%
Citrus	41	41	38	27	26	-36.6%	-3.7%
Commission on Offender Review	129	129	129	129	147	14.0%	14.0%
Corrections	24,228	24,533	24,852	25,064	24,115	-0.5%	-3.8%
Division of Administrative Hearings	209	208	208	208	208	-0.5%	0.0%
Division of Emergency Management ²	47	43	52	53	60	27.7%	13.2%
Economic Opportunity	1,475	1,475	1,475	1,463	1,506	2.1%	2.9%
Education	2,320	2,290	2,270	2,268	2,271	-2.1%	0.1%
Elder Affairs	424	408	405	405	408	-3.8%	0.7%
Environmental Protection	2,902	2,890	2,909	2,914	2,979	2.7%	2.2%
Financial Services	2,593	2,589	2,576	2,569	2,546	-1.8%	-0.9%
Fish and Wildlife Conservation Commission	2,124	2,124	2,118	2,119	2,119	-0.2%	0.0%
Health	13,182	13,167	12,715	12,645	12,593	-4.5%	-0.4%
Highway Safety and Motor Vehicles	4,380	4,350	4,338	4,340	4,325	-1.3%	-0.4%
Juvenile Justice	3,273	3,271	3,281	3,285	3,239	-1.0%	-1.4%
Law Enforcement	1,892	1,906	1,934	1,948	1,933	2.2%	-0.8%
Legal Affairs	1,347	1,303	1,316	1,335	1,249	-7.3%	-6.4%
Management Services	837	841	1,050	1,064	1,058	26.4%	-0.6%
Military Affairs ²	429	431	441	439	440	2.6%	0.2%
Office of the Governor ²	103	104	105	105	108	4.9%	2.9%
Public Service Commission	262	262	266	266	260	-0.8%	-2.3%
Revenue	5,062	5,040	5,033	5,036	5,008	-1.1%	-0.6%
School for the Deaf and the Blind ²	450	445	443	441	440	-2.2%	-0.2%
State	408	408	408	414	409	0.3%	-1.2%
Transportation	6,300	6,236	6,212	6,053	6,161	-2.2%	1.8%
Veterans' Affairs	1,113	1,264	1,412	1,477	1,481	33.1%	0.3%
Total Established Positions	97,218	97,503	97,590	97,699	96,863	-0.4%	-0.9%

¹ Agency for State Technology underwent a legislative-directed transfer to Department of Management Services.

² These entities have employees in other pay plans that are not represented in this report. Because these numbers reflect only part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes since they would have to be based upon a separate analysis.

Employee Count by Agency

Employee count is the total number of actual employees within an agency, excluding OPS employees. The table below represents a snapshot of the number of employees within each agency as of June 30, 2022, and includes the five-year trend.

Agency	Employee Count ¹						
	As of June 30					2018/2022 % Change	2021/2022 % Change
	2018	2019	2020	2021	2022		
Agency for Health Care Administration	1,388	1,382	1,352	1,296	1,220	-12.1%	-5.9%
Agency for Persons with Disabilities	2,467	2,333	2,349	2,018	1,928	-21.9%	-4.5%
Agency for State Technology	192	169	- ²	-	-	-	-
Agriculture and Consumer Services	3,416	3,394	3,342	3,239	3,240	-5.2%	0.0%
Business and Professional Regulation	1,512	1,475	1,518	1,443	1,398	-7.5%	-3.1%
Children and Families	11,531	11,563	11,452	10,613	10,231	-11.3%	-3.6%
Citrus	28	28	27	25	22	-21.4%	-12.0%
Commission on Offender Review	118	121	129	129	128	8.5%	-0.8%
Corrections	22,072	21,906	21,943	20,220	18,911	-14.3%	-6.5%
Division of Administrative Hearings	205	198	203	184	166	-19.0%	-9.8%
Division of Emergency Management ³	45	37	50	49	54	20.0%	10.2%
Economic Opportunity	1,363	1,312	1,242	1,270	1,278	-6.2%	0.6%
Education	2,094	1,995	1,995	1,919	1,846	-11.8%	-3.8%
Elder Affairs	399	377	335	323	321	-19.6%	-0.6%
Environmental Protection	2,759	2,729	2,716	2,664	2,754	-0.2%	3.4%
Financial Services	2,305	2,271	2,232	2,232	2,075	-10.0%	-7.0%
Fish and Wildlife Conservation Commission	2,060	2,029	2,032	1,957	2,019	-2.0%	3.2%
Health	11,768	11,164	11,074	10,935	10,249	-12.9%	-6.3%
Highway Safety and Motor Vehicles	4,039	4,015	3,930	3,790	3,681	-8.9%	-2.9%
Juvenile Justice	2,984	2,988	2,929	2,703	2,439	-18.3%	-9.8%
Law Enforcement	1,731	1,720	1,702	1,672	1,631	-5.8%	-2.5%
Legal Affairs	1,158	1,125	1,130	1,130	986	-14.9%	-12.7%
Management Services	785	748	937	919	928	18.2%	1.0%
Military Affairs ³	396	411	405	399	379	-4.3%	-5.0%
Office of the Governor ³	71	72	76	85	96	35.2%	12.9%
Public Service Commission	246	241	236	226	230	-6.5%	1.8%
Revenue	4,594	4,483	4,363	4,164	4,109	-10.6%	-1.3%
School for the Deaf and the Blind ³	405	403	406	400	384	-5.2%	-4.0%
State	382	369	350	348	329	-13.9%	-5.5%
Transportation	5,662	5,544	5,437	5,236	5,152	-9.0%	-1.6%
Veterans' Affairs	1,061	1,046	1,029	930	842	-20.6%	-9.5%
Total Employees	89,236	87,647	86,921	82,478	79,026	-11.4%	-4.2%

¹ Employee count is determined by counting the number of distinct Social Security numbers in each agency, excluding Other Personal Services employees.

² Agency for State Technology underwent a legislative-directed transfer to Department of Management Services.

³ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes, as they would have to be based upon a separate analysis.

Employee Count by Agency and Pay Plan

Agency	Employees by Pay Plan						Total
	Career Service	Percent	Selected Exempt Service	Percent	Senior Management Service	Percent	
Agency for Health Care Administration	871	71.4%	340	27.9%	9	0.7%	1,220
Agency for Persons with Disabilities	1,417	73.5%	503	26.1%	8	0.4%	1,928
Agriculture and Consumer Services	2,493	76.9%	721	22.3%	26	0.8%	3,240
Business and Professional Regulation	1,015	72.6%	364	26.0%	19	1.4%	1,398
Children and Families	8,014	78.3%	2,188	21.4%	29	0.3%	10,231
Citrus	7	31.8%	13	59.1%	2	9.1%	22
Commission on Offender Review	92	71.9%	32	25.0%	4	3.1%	128
Corrections	17,742	93.8%	1,141	6.0%	28	0.1%	18,911
Division of Administrative Hearings	80	48.2%	84	50.6%	2	1.2%	166
Division of Emergency Management ¹	-	0.0%	50	92.6%	4	7.4%	54
Economic Opportunity	919	71.9%	347	27.2%	12	0.9%	1,278
Education	1,189	64.4%	622	33.7%	35	1.9%	1,846
Elder Affairs	216	67.3%	99	30.8%	6	1.9%	321
Environmental Protection	2,123	77.1%	602	21.9%	29	1.1%	2,754
Financial Services	1,449	69.8%	584	28.1%	42	2.0%	2,075
Fish and Wildlife Conservation Commission	1,661	82.3%	334	16.5%	24	1.2%	2,019
Health	8,079	78.8%	2,101	20.5%	69	0.7%	10,249
Highway Safety and Motor Vehicles	3,160	85.8%	509	13.8%	12	0.3%	3,681
Juvenile Justice	1,828	74.9%	588	24.1%	23	0.9%	2,439
Law Enforcement	1,399	85.8%	215	13.2%	17	1.0%	1,631
Legal Affairs	445	45.1%	516	52.3%	25	2.5%	986
Management Services	595	64.1%	312	33.6%	21	2.3%	928
Military Affairs ¹	287	75.7%	88	23.2%	4	1.1%	379
Office of the Governor ¹	-	0.0%	60	62.5%	36	37.5%	96
Public Service Commission	116	50.4%	103	44.8%	11	4.8%	230
Revenue	3,355	81.7%	743	18.1%	11	0.3%	4,109
School for the Deaf and the Blind ¹	345	89.8%	39	10.2%	-	0.0%	384
State	206	62.6%	109	33.1%	14	4.3%	329
Transportation	3,331	64.7%	1,774	34.4%	47	0.9%	5,152
Veterans' Affairs	697	82.8%	133	15.8%	12	1.4%	842
Total Employees	63,131	79.9%	15,314	19.4%	581	0.7%	79,026

¹ These entities have employees in other pay plans that are not represented in this report. As these numbers reflect only part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes, as they would have to be based upon a separate analysis.

Other Personal Services Employment

The figures in the table below represent a 12-month average of the number of OPS employees for each agency during the fiscal year.

AVERAGE NUMBER OF OPS EMPLOYEES BY AGENCY

Agency	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	2018-2022 % Change	2021-2022 % Change
Agency for Health Care Administration	114	108	108	-	95	-16.7%	-
Agency for Persons with Disabilities	629	585	507	383	319	-49.3%	-16.7%
Agency for State Technology	4	6	- ¹	-	-	-100.0%	0.0%
Agriculture and Consumer Services	481	469	449	395	380	-21.0%	-3.8%
Business and Professional Regulation	215	213	192	152	152	-29.3%	0.0%
Children and Families	734	686	656	713	574	-21.8%	-19.5%
Citrus	3	5	5	2	4	33.3%	100.0%
Commission on Offender Review	64	44	59	53	52	-18.8%	-1.9%
Corrections	650	524	527	451	393	-39.5%	-12.9%
Division of Administrative Hearings	-	1	-	-	2	-	-
Division of Emergency Management	81	90	101	116	125	54.3%	7.8%
Economic Opportunity	384	298	267	555	528	37.5%	-4.9%
Education	130	130	126	108	102	-21.5%	-5.6%
Elder Affairs	90	89	71	59	52	-42.2%	-11.9%
Environmental Protection	763	778	814	785	807	5.8%	2.8%
Financial Services	117	116	110	96	102	-12.8%	6.3%
Fish and Wildlife Conservation Commission	961	990	995	940	981	2.1%	4.4%
Health	2,210	2,114	2,190	4,902	4,402	99.2%	-10.2%
Highway Safety and Motor Vehicles	311	224	207	184	159	-48.9%	-13.6%
Juvenile Justice	113	105	92	82	78	-31.0%	-4.9%
Law Enforcement	88	81	80	67	58	-34.1%	-13.4%
Legal Affairs	70	61	44	29	29	-58.6%	0.0%
Management Services	49	55	52	53	51	4.1%	-3.8%
Military Affairs	4	4	4	2	4	0.0%	100.0%
Office of the Governor	30	23	1	10	-	-100.0%	-100.0%
Public Service Commission	2	2	3	-	1	-50.0%	-
Revenue	71	74	53	17	10	-85.9%	-41.2%
School for the Deaf and the Blind	236	225	197	190	224	-5.1%	17.9%
State	105	100	96	81	86	-18.1%	6.2%
Transportation	59	54	49	17	37	-37.3%	117.7%
Veterans' Affairs	174	172	165	96	95	-45.4%	-1.0%
Avg. Number of OPS Employees	8,912	8,426	8,237	10,540	9,903	11.1%	-6.0%

¹ Agency for State Technology underwent a legislative-directed transfer to Department of Management Services.

Established Positions Included in Collective Bargaining Units

The table below depicts the number of established positions included in a collective bargaining unit as of June 30, 2022, and includes the five year-trend.

Labor Organization	Collective Bargaining Unit	2018	2019	2020	2021	2022	2018-2022 % Change	2021-2022 % Change
American Federation of State, County and Municipal Employees (AFSCME)	Administrative and Clerical	12,604	12,305	12,604	12,384	12,114	-3.9%	-2.2%
	Operational Services	2,795	2,746	2,784	2,767	2,809	0.5%	1.5%
	Human Services	6,777	6,639	6,121	6,013	5,552	-18.1%	-7.7%
	Professional	29,861	30,288	30,489	30,688	31,326	4.9%	2.1%
Federation of Physicians and Dentists (FPD)¹	SES Physicians	157	152	149	147	142	-9.6%	-3.4%
	SES Supervisory Non-Professional	1,208	1,222	1,152	1,131	1,100	-8.9%	-2.7%
	SES Attorneys	811	824	830	831	849	4.7%	2.2%
Florida Nurses Association (FNA)	Professional Health Care	3,128	3,132	2,944	2,940	2,923	-6.6%	-0.6%
Florida State Fire Service Association (FSFSA)	Fire Service	629	627	626	614	614	-2.4%	0.0%
Florida State Lodge Fraternal Order of Police (FOP)	Special Agent ²	327	324	326	325	323	-1.2%	-0.6%
Police Benevolent Association (PBA)	Law Enforcement	1,620	1,272	1,284	1,271	1,274	-21.4%	0.2%
	Security Services	19,577	19,866	20,141	20,318	19,347	-1.2%	-4.8%
	Highway Patrol	1,460	1,790	1,790	1,800	1,796	23.0%	-0.2%
Total		81,227	80,954	81,187	81,190	80,169	-1.3%	-1.3%

¹ The State Employees Attorneys Guild is affiliated with the Federation of Physicians and Dentists, which includes representation of the Selected Exempt Service Attorneys Unit.

² The Florida State Lodge Fraternal Order of Police was certified as the bargaining agent to represent the Special Agent Unit on September 25, 2020.

Employee Representation and Dues Paying Membership by Labor Organization

The table below reflects employee representation and union membership within the SPS.

Labor Organization	Collective Bargaining Unit	Established Positions as of 2022	Employees Represented	Total Dues Paying Employees	Percent
American Federation of State, County and Municipal Employees*	Administrative and Clerical	12,114	9,708	375	3.9%
	Operational Services	2,809	2,235	44	2.0%
	Human Services	5,552	3,665	269	7.3%
	Professional	31,326	25,836	989	3.8%
	Total	51,801	41,444	1,677	4.0%
Federation of Physicians and Dentists	SES Physicians	142	85	8	9.4%
	SES Supervisory Non-Professional	1,100	934	13	1.4%
	SES Attorneys	849	665	4	0.6%
	Total	2,091	1,684	25	1.5%
Florida Nurses Association	Professional Health Care	2,923	2,194	103	4.7%
Florida State Fire Service Association	Fire Fighters	614	544	152	27.9%
Florida State Lodge Fraternal Order of Police (FOP)	Special Agent	323	269	118	43.9%
Police Benevolent Association	Law Enforcement	1,274	1,121	495	44.2%
	Security Services	19,347	14,893	5,832	39.2%
	Highway Patrol	1,796	1,596	1,032	64.7%
	Total	26,277	20,617	7,732	37.5%
Total		80,169	63,745	9,434	14.8%

Separations: Career Service

The following table depicts trends in the number of Career Service employee separations by separation reason during each fiscal year and includes the five-year trend.

Separation	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	2018-2022 % Change	2021-2022 % Change
INVOLUNTARY SEPARATIONS							
Death of Employee ¹	125	127	127	163	198	58.4%	21.5%
Dismissal ²	1,013	1,013	1,103	986	872	-13.9%	-11.6%
Failed Probationary Period	567	573	584	483	416	-26.6%	-13.9%
Layoff	44	57	75	11	100	127.3%	809.1%
Legislative Directed Transfer	-	2	120	-	28	100%	100%
Total	2,102	1,749	1,861	1,643	1,614	-23.2%	-1.8%
VOLUNTARY SEPARATIONS							
Abandonment	166	154	143	253	190	14.5%	-24.9%
End of Appointment Period	3	5	5	3	1	-66.7%	-66.7%
Moved to Non-State of Florida Government	768	938	777	572	703	-8.5%	22.9%
Moved to Private Sector	1,599	1,783	1,383	1,399	1,989	23.4%	42.2%
Moved within State of Florida Government	1,162	1,249	1,196	946	1,672	43.9%	76.7%
Retirement	1,750	1,645	1,561	1,610	1,743	-0.4%	8.3%
Other (Reasons Unknown)	8,179	8,925	8,843	10,843	11,382	39.2%	5.0%
Total	13,627	14,699	13,908	15,266	17,680	29.7%	15.8%
Total Separations	15,376	16,560	15,827	16,909	19,294	25.5%	14.1%

¹ Separation type Death of Employee includes Death of Employee in the Line of Duty.

² Separation type Dismissal includes Dismissal — Employee Also Retires.

Involuntary Career Service Separations by Agency

The table below depicts the involuntary separations from the Career Service by agency and reason during FY 2021-2022.

Agency	Death of Employee ¹	Dismissal ²	Failed Probationary Period	Layoff	Legislative Directed Transfer	Total
Agency for Health Care Administration	2	2	1	-	-	5
Agency for Persons with Disabilities	3	26	20	-	-	49
Agency for State Technology	-	-	-	-	-	-
Agriculture and Consumer Services	9	14	12	-	-	35
Business and Professional Regulation	1	12	1	-	-	14
Children and Families	29	81	207	1	-	318
Citrus	-	-	-	-	-	-
Commission on Offender Review	-	-	-	-	-	-
Corrections	65	551	10	64	-	690
Division of Administrative Hearings	-	3	2	-	-	5
Division of Emergency Management ³	-	-	-	-	-	-
Economic Opportunity	3	6	16	-	-	25
Education	4	5	1	-	-	10
Elder Affairs	-	2	-	-	-	2
Environmental Protection	5	15	7	-	-	27
Financial Services	3	2	2	-	-	7
Fish and Wildlife Conservation Commission	2	4	4	-	-	10
Health	22	51	13	20	-	106
Highway Safety and Motor Vehicles	10	19	17	15	-	61
Juvenile Justice	4	18	62	-	-	84
Law Enforcement	1	1	-	-	-	2
Legal Affairs	-	4	-	-	28	32
Management Services	1	3	2	-	-	6
Military Affairs	3	9	2	-	-	14
Office of the Governor ³	-	-	-	-	-	-
Public Service Commission	-	-	-	-	-	-
Revenue	15	16	8	-	-	39
School for the Deaf and the Blind	1	1	3	-	-	5
State	-	1	1	-	-	2
Transportation	12	13	8	-	-	33
Veterans' Affairs	3	13	17	-	-	33
Involuntary Separations	198	872	416	100	28	1,614
Percent of Total	12.3%	54.0%	25.8%	6.2%	1.7%	100.0%

¹ Separation type Death of Employee includes Death of Employee in the Line of Duty.

² Separation type Dismissal includes Dismissal—Employee Also Retires.

³ These entities do not have employees in the Career Service.

Voluntary Career Service Separations by Agency

The table below depicts the voluntary separations from the Career Service by agency and reason during FY 2021-2022.

Agency	Abandonment	End of Appointment Period	Moved to Non-State of Florida Government	Moved to Private Sector	Moved within State of Florida Government	Retirement	Other (Reasons Unknown)	Total
Agency for Health Care Administration	-	-	-	31	52	50	143	276
Agency for Persons with Disabilities	39	-	13	39	62	57	316	526
Agency for State Technology	-	-	-	-	-	-	-	-
Agriculture and Consumer Services	3	-	63	78	67	73	198	482
Business and Professional Regulation	-	-	-	1	60	21	163	245
Children and Families	102	1	63	439	251	210	2,136	3,202
Citrus	-	-	1	-	-	-	1	2
Commission on Offender Review	-	-	2	4	8	5	8	27
Corrections	14	-	176	125	156	364	4,215	5,050
Division of Administrative Hearings	-	-	4	5	1	2	9	21
Division of Emergency Management ¹	-	-	-	-	-	-	-	-
Economic Opportunity	-	-	4	11	70	13	178	276
Education	-	-	18	24	49	27	151	269
Elder Affairs	-	-	-	2	7	6	58	73
Environmental Protection	-	-	-	136	82	80	226	524
Financial Services	-	-	23	203	49	52	11	338
Fish and Wildlife Conservation Commission	-	-	16	21	23	34	127	221
Health	12	-	69	312	292	263	1,431	2,379
Highway Safety and Motor Vehicles	1	-	58	-	79	83	399	620
Juvenile Justice	9	-	44	137	74	40	568	872
Law Enforcement	-	-	31	28	36	33	68	196
Legal Affairs	-	-	8	14	27	16	63	128
Management Services	1	-	8	28	46	16	58	157
Military Affairs	-	-	-	-	2	6	56	64
Office of the Governor ¹	-	-	-	-	-	-	-	-
Public Service Commission	1	-	2	8	4	1	8	24
Revenue	7	-	26	165	112	118	330	758
School for the Deaf and the Blind	-	-	-	-	2	12	48	62
State	1	-	6	12	21	9	18	67
Transportation	-	-	65	124	23	136	174	522
Veterans' Affairs	-	-	3	42	17	16	221	299
Voluntary Separations	190	1	703	1,989	1,672	1,743	11,382	17,680
Percent of Total	1.1%	0.0%	4.0%	11.3%	9.5%	9.9%	64.4%	100.0%

¹ These entities do not have employees in the Career Service.

Veterans' Recruitment Plan

The State of Florida, in accordance with Chapter 295, F.S., provides preference in the hiring and selection process to all eligible veterans claiming preference, which applies only to Career Service positions. Section 295.07(6)(a), F.S., requires each state agency to develop and implement a written veterans' recruitment plan that establishes annual goals for ensuring the full use of veterans in the agency's workforce. In accordance with section 295.07(6)(b), F.S., DMS collects and reports the number of persons who claim veterans' preference, the number of persons who are hired through veterans' preference, and the number of persons who are hired as a result of the veterans' recruitment plan.

Agency	Number of Persons Claiming Veterans' Preference ¹	Number of Persons Hired and Claiming Veterans' Preference ¹	Number of Persons Hired as a Result of the Agency Veterans' Recruitment Plan ²
Agency for Health Care Administration	360	6	6
Agency for Persons with Disabilities	582	23	23
Agriculture and Consumer Services	938	13	13
Business and Professional Regulation	583	9	9
Children and Families	2,251	145	145
Citrus	3	-	-
Commission on Offender Review	63	-	-
Corrections	3,229	393	393
Division of Administrative Hearings	19	3	3
Division of Emergency Management ³	-	-	-
Economic Opportunity	1,006	56	56
Education	768	10	10
Elder Affairs	134	-	-
Environmental Protection	1,453	82	82
Financial Services	364	23	5
Fish and Wildlife Conservation Commission	851	19	19
Health	2,165	69	69
Highway Safety and Motor Vehicles	1,979	61	16
Juvenile Justice	1,404	78	14
Law Enforcement	529	9	9
Legal Affairs	234	14	14
Management Services	231	23	23
Military Affairs ³	277	21	22
Office of the Governor ³	-	-	-
Public Service Commission	37	-	-
Revenue	607	43	43
School for the Deaf and the Blind ³	87	1	1
State	72	3	3
Transportation	336	94	94
Veterans' Affairs	697	54	54
Total	21,259	1,252	1,126

¹ Data provided by People First data warehouse and validated by the agencies.

² Data provided by the agencies.

³ These entities have employees in other pay plans that are not represented in this report. Because numbers reflect only part of the overall employees of these entities, caution should be used when drawing any conclusions regarding employee changes since they would have to be based upon a separate analysis.

Equal Employment Opportunity Overview

As reflected in the table below, minority representation exceeded the Available Labor Market (ALM)¹ representation in the professionals, technicians, paraprofessionals, and administrative support job categories for FY 2021-2022. The SPS minority representation was below the ALM for the officials and administrators, protective service workers, and skilled craft workers job categories by 1.3, 1.7, and 1.5 percentage points, respectively.

EMPLOYEES BY RACE AND JOB CATEGORY

Job Category	Total Employees	White	Black or African American	Hispanic or Latino	Other ²	% Minority by Job Category	% Minority in ALM
Officials and Administrators	2,653	2,046	336	178	93	22.9%	24.2%
Professionals	46,702	25,257	12,688	6,268	2,489	45.9%	20.1%
Technicians	3,078	1,825	600	364	289	40.7%	35.2%
Protective Service Workers	16,702	9,939	4,350	1,936	477	40.5%	42.2%
Paraprofessionals	4,418	1,293	2,286	677	162	70.7%	53.3%
Administrative Support	3,005	1,421	890	583	111	52.7%	31.1%
Skilled Craft Workers	1,131	848	143	109	31	25.0%	26.5%
Service Maintenance	1,337	768	421	93	55	42.6%	41.3%
Total Employees	79,026	43,397	21,714	10,208	3,707	-	-
Percent of Total Employees	100%	54.9%	27.5%	12.9%	4.7%	-	-

¹ Available Labor Market data for Florida was compiled by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, using the EEO Tabulation 2014-2018 (five-year American Community Survey data) that was produced by the United States Census Bureau.

² Other includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Some Other Race or two or more races.

Status of Affirmative Action Plans

As part of the reporting requirements specified in section 110.112(2)(e), F.S., the table below provides a snapshot of those agencies that have and have not developed and implemented affirmative action plans.

Agency		
	Yes	No
Agency for Health Care Administration		x
Agency for Persons with Disabilities	x	
Agriculture and Consumer Services	x	
Business and Professional Regulation	x	
Children and Families		x
Citrus		x
Commission on Offender Review	x	
Corrections ¹		x
Division of Administrative Hearings ¹		x
Division of Emergency Management	-	-
Economic Opportunity	x	
Education	x	
Elder Affairs		x
Environmental Protection	x	
Financial Services	x	
Fish and Wildlife Conservation Commission ¹		x
Health	x	
Highway Safety and Motor Vehicles	x	
Juvenile Justice	x	
Law Enforcement	x	
Legal Affairs	x	
Management Services	x	
Military Affairs		x
Office of the Governor	x	
Public Service Commission ²	-	-
Revenue	x	
School for the Deaf and the Blind		x
State	x	
Transportation	x	
Veterans' Affairs	x	

¹ Agency did not develop/implement an Affirmative Action Plan for FY 2021-2022, but indicated they were in the process of doing so.

² The Public Service Commission is a part of the Legislative branch and is excluded from the reporting requirements in section 110.112, Florida Statutes.

Employees by Job Category

Employee count is the total number of actual employees within an agency, excluding OPS employees. The table below represents a snapshot of the employees by job category within each agency as of June 30, 2022.

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service Workers	Para- Professionals	Administrative Support	Skilled Craft Workers	Service Maintenance	Total
Agency for Health Care Administration	3.0%	84.6%	5.2%	0.1%	2.0%	5.0%	-	-	1,220
Agency for Persons with Disabilities	1.9%	58.4%	2.2%	4.5%	19.4%	3.3%	5.4%	4.9%	1,928
Agriculture and Consumer Services	3.3%	60.8%	7.7%	21.0%	0.1%	2.5%	2.5%	2.1%	3,240
Business and Professional Regulation	5.2%	86.3%	2.1%	3.6%	2.2%	0.5%	-	-	1,398
Children and Families	1.8%	74.7%	2.6%	1.9%	14.6%	2.7%	0.4%	1.4%	10,231
Citrus	36.4%	50.0%	13.6%	-	-	-	-	-	22
Commission on Offender Review	14.1%	75.0%	-	-	-	10.9%	-	-	128
Corrections	1.6%	24.5%	1.5%	67.4%	0.3%	3.0%	1.3%	0.4%	18,911
Division of Administrative Hearings	1.8%	89.8%	2.4%	-	-	6.0%	-	-	166
Division of Emergency Management ¹	27.8%	68.5%	3.7%	-	-	-	-	-	54
Economic Opportunity	3.1%	93.3%	3.2%	-	-	-	0.4%	-	1,278
Education	12.2%	67.1%	5.8%	-	9.3%	5.3%	-	0.3%	1,846
Elder Affairs	5.3%	84.4%	3.1%	-	-	7.2%	-	-	321
Environmental Protection	6.4%	75.8%	2.7%	0.5%	0.1%	1.0%	0.9%	12.6%	2,754
Financial Services	6.7%	78.4%	3.3%	8.4%	0.0%	3.0%	0.1%	0.0%	2,075
Fish and Wildlife Conservation Commission	4.1%	54.9%	4.0%	33.5%	0.1%	2.0%	1.3%	0.0%	2,019
Health	2.5%	74.4%	6.2%	-	8.2%	7.7%	0.5%	0.5%	10,249
Highway Safety and Motor Vehicles	3.0%	37.8%	4.3%	43.5%	3.4%	7.4%	0.3%	0.3%	3,681
Juvenile Justice	3.5%	58.6%	1.4%	-	29.4%	3.8%	0.8%	2.4%	2,439
Law Enforcement	6.0%	63.2%	6.0%	24.5%	-	0.4%	-	-	1,631
Legal Affairs	11.5%	67.5%	1.4%	4.3%	1.7%	13.5%	0.1%	-	986
Management Services	8.3%	66.5%	9.4%	-	0.4%	2.4%	7.9%	5.2%	928
Military Affairs ¹	3.4%	39.8%	7.4%	6.1%	1.6%	16.1%	16.4%	9.2%	379
Office of the Governor ¹	71.9%	27.1%	-	-	-	-	-	1.0%	96
Public Service Commission	13.9%	78.7%	3.0%	-	-	4.3%	-	-	230
Revenue	2.1%	90.6%	3.5%	-	1.8%	2.0%	-	-	4,109
School for the Deaf and the Blind ¹	-	26.8%	4.7%	3.6%	42.4%	2.1%	5.5%	14.8%	384
State	11.2%	76.9%	8.2%	-	0.6%	1.8%	1.2%	-	329
Transportation	3.6%	73.4%	7.9%	-	0.8%	2.8%	6.6%	4.9%	5,152
Veterans' Affairs	3.6%	35.7%	12.7%	-	31.5%	4.4%	1.9%	10.2%	842
Total Employees	2,653	46,702	3,078	16,702	4,418	3,005	1,131	1,337	79,026
Percent of Total Employees	3.4%	59.1%	3.9%	21.1%	5.6%	3.8%	1.4%	1.7%	100%

¹ These entities have employees in other pay plans that are not represented in this report. Because these numbers reflect only part of the overall employees of these entities, use caution when drawing any conclusions regarding employee changes since they would have to be based upon a separate analysis.

Minority Representation by Pay Plan

The table below represents a trend in Minority Representation for FY 2017-2018 through FY 2021-2022.

FIVE-YEAR TREND: MINORITY REPRESENTATION

Pay Plan	2018		2019		2020		2021		2022	
	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total	Minor.	Total
Career Service	33,088	72,850	33,083	71,432	33,197	70,691	33,109	66,374	29,828	63,131
Percent of Total	45.4%		46.3%		47.0%		46.9%		47.2%	
Selected Exempt Service	5,398	15,811	5,550	15,661	5,686	15,680	5,737	15,538	5,712	15,314
Percent of Total	34.1%		35.4%		36.3%		36.9%		37.3%	
Senior Management Service	76	575	75	554	85	550	87	566	89	581
Percent of Total	13.2%		13.5%		15.5%		15.4%		15.3%	
State Personnel System	38,562	89,236	38,708	87,647	38,968	86,921	36,933	82,478	35,629	79,026
Percent of Total	43.2%		44.2%		44.8%		44.8%		45.1%	

Gender Representation by Pay Plan

The table below represents a trend in Gender Representation for FY 2017-2018 through FY 2021-2022.

FIVE-YEAR TREND: GENDER REPRESENTATION

Pay Plan	2018		2019		2020		2021		2022	
	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total
Career Service	41,557	72,850	40,954	71,432	40,770	70,691	38,205	66,374	36,379	63,131
Percent of Total	57.0%		57.3%		57.7%		57.6%		57.6%	
Selected Exempt Service	9,404	15,811	9,348	15,611	9,393	15,680	9,386	15,538	9,261	15,314
Percent of Total	59.5%		59.7%		60.0%		60.4%		60.5%	
Senior Management Service	249	554	235	554	232	550	246	566	249	581
Percent of Total	43.3%		42.4%		42.2%		43.5%		42.9%	
State Personnel System	51,210	89,236	50,537	87,647	50,395	86,921	47,837	82,478	45,889	79,026
Percent of Total	57.4%		57.7%		58.0%		58.0%		58.1%	

Race and Gender Demographics: By Agency

As part of the reporting requirements specified in section 110.112(2)(e), F.S., the table below provides a snapshot of employees' race and gender.

Agency	White		Black or African American		Hispanic or Latino		Other ¹		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Agency for Health Care Administration	18.3%	35.1%	4.6%	24.6%	3.2%	9.0%	1.6%	3.6%	1,220
Agency for Persons with Disabilities	14.8%	25.6%	15.9%	33.8%	1.2%	3.8%	1.0%	3.8%	1,928
Agriculture and Consumer Services	48.4%	25.2%	4.1%	7.8%	4.4%	4.2%	3.2%	2.7%	3,240
Business and Professional Regulation	23.5%	24.2%	8.9%	22.3%	6.7%	8.9%	2.8%	2.6%	1,398
Children and Families	9.8%	28.5%	7.9%	33.3%	3.2%	12.9%	1.3%	3.0%	10,231
Citrus	22.7%	68.2%	-	-	-	4.5%	4.5%	-	22
Commission on Offender Review	26.6%	35.9%	3.9%	21.1%	2.3%	9.4%	-	0.8%	128
Corrections	36.9%	21.2%	11.5%	18.0%	5.8%	3.8%	1.5%	1.4%	18,911
Division of Administrative Hearings	21.1%	38.0%	1.8%	19.9%	1.8%	11.4%	1.2%	4.8%	166
Division of Emergency Management ²	40.7%	29.6%	3.7%	11.1%	5.6%	3.7%	-	5.6%	54
Economic Opportunity	18.0%	21.9%	10.4%	27.1%	6.5%	10.6%	1.9%	3.7%	1,278
Education	16.9%	36.1%	5.7%	22.5%	2.8%	11.4%	1.4%	3.2%	1,846
Elder Affairs	8.4%	43.0%	1.9%	19.9%	4.4%	17.8%	0.9%	3.7%	321
Environmental Protection	39.8%	39.7%	3.3%	5.3%	3.3%	2.9%	3.0%	2.6%	2,754
Financial Services	29.3%	30.1%	7.1%	16.1%	5.5%	6.5%	1.9%	3.4%	2,075
Fish and Wildlife Conservation Commission	57.3%	28.3%	1.7%	2.3%	5.1%	2.2%	2.2%	1.0%	2,019
Health	11.8%	35.8%	4.0%	20.8%	4.1%	17.3%	1.6%	4.6%	10,249
Highway Safety and Motor Vehicles	34.0%	15.9%	10.2%	14.3%	13.8%	7.3%	2.4%	2.0%	3,681
Juvenile Justice	12.0%	19.6%	19.9%	35.7%	3.4%	5.4%	1.3%	2.8%	2,439
Law Enforcement	37.4%	38.9%	3.7%	6.6%	4.7%	5.1%	1.8%	1.8%	1,631
Legal Affairs	28.3%	39.2%	2.2%	13.0%	4.6%	7.8%	1.9%	2.9%	986
Management Services	33.9%	27.3%	11.3%	15.2%	3.7%	4.0%	2.2%	2.5%	928
Military Affairs ²	47.0%	30.1%	7.4%	2.9%	4.0%	2.9%	3.2%	2.6%	379
Office of the Governor ²	37.5%	51.0%	-	1.0%	1.0%	7.3%	2.1%	-	96
Public Service Commission	32.2%	27.8%	7.4%	9.6%	8.3%	7.0%	2.2%	5.7%	230
Revenue	17.9%	35.6%	5.8%	24.6%	2.8%	6.6%	2.1%	4.5%	4,109
School for the Deaf and the Blind ²	25.5%	42.2%	3.4%	15.9%	1.8%	6.3%	1.3%	3.6%	384
State	30.1%	41.0%	5.2%	15.2%	2.1%	1.8%	1.2%	3.3%	329
Transportation	40.5%	25.0%	7.9%	6.0%	7.9%	6.3%	4.0%	2.5%	5,152
Veterans' Affairs	16.5%	34.0%	5.6%	28.4%	2.4%	5.8%	1.9%	5.5%	842
Total Employees	21,320	22,077	6,363	15,351	3,949	6,259	1,505	2,202	79,026
Percent of Total Employees	27.0%	27.9%	8.1%	19.4%	5.0%	7.9%	1.9%	2.8%	100%

¹ Other includes Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Some Other Race or two or more races, or Unknown.

² These entities have employees in other pay plans that are not represented in this report. Because numbers reflect only part of the overall employees of these entities, use caution when drawing any conclusions regarding employee changes since they would have to be based upon a separate analysis.

Employees Who Have a Disability by Job Category

Employee count is the total number of actual employees within an agency, excluding OPS employees, that self-identified as having a disability. The table below represents a snapshot of the number of employees by job category within each agency as of June 30, 2022.

Agency	Officials/ Administrators	Professionals	Technicians	Protective Service Workers	Para Professionals	Administrative Support	Skilled Craft Workers	Service Maintenance	Total
Agency for Health Care Administration	1	57	6	-	2	5	-	-	71
Agency for Persons with Disabilities	1	53	3	1	4	9	4	5	80
Agriculture and Consumer Services	3	83	14	36	1	5	8	6	156
Business and Professional Regulation	1	58	1	3	3	-	-	-	66
Children and Families	5	401	19	4	63	10	-	2	504
Citrus	1	1	-	-	-	-	-	-	2
Commission on Offender Review	-	6	-	-	-	-	-	-	6
Corrections	8	175	20	308	5	28	11	5	560
Division of Administrative Hearings	-	5	-	-	-	1	-	-	6
Division of Emergency Management ¹	-	-	-	-	-	-	-	-	-
Economic Opportunity	1	145	3	-	-	-	-	-	149
Education	11	155	12	-	39	19	-	-	236
Elder Affairs	1	10	-	-	-	1	-	-	12
Environmental Protection	3	111	4	-	-	1	3	26	148
Financial Services	3	66	4	5	-	2	-	-	80
Fish and Wildlife Conservation Commission	4	41	1	37	1	6	1	-	91
Health	7	394	36	-	35	57	8	2	539
Highway Safety and Motor Vehicles	4	101	11	54	4	22	1	1	198
Juvenile Justice	-	79	1	-	31	8	-	6	125
Law Enforcement	2	26	11	9	-	-	-	-	48
Legal Affairs	2	23	-	-	2	11	-	-	38
Management Services	3	34	8	-	2	-	3	4	54
Military Affairs ¹	1	21	2	2	2	8	6	4	46
Office of the Governor ¹	4	1	-	-	-	-	-	-	5
Public Service Commission	-	7	1	-	-	1	-	-	9
Revenue	3	305	13	-	12	12	-	-	345
School for the Deaf and the Blind ¹	-	7	1	1	33	2	3	7	54
State	1	18	4	-	-	1	-	-	24
Transportation	4	154	37	-	-	10	19	16	240
Veterans' Affairs	6	74	4	-	9	8	1	6	108
Total Employees	80	2,611	216	460	248	227	68	90	4,000
Percent of Total Employees	2.0%	65.3%	5.4%	11.5%	6.2%	5.7%	1.7%	2.3%	100.0%

¹ These entities have employees in other pay plans that are not represented in this report. Because these numbers reflect only part of the overall employees of these entities, use caution when drawing any conclusions regarding employee changes since they would have to be based upon a separate analysis.

Employees Who Have a Disability by Pay Plan

Employee count is the total number of actual employees within the SPS, excluding OPS employees, that self-identified as having a disability. The table below represents a snapshot of the number of employees by pay plan as of June 30, 2022.

Pay Plan	2018		2019		2020		2021		2022	
	With	Total	With	Total	With	Total	With	Total	With	Total
Career Service	420	72,850	1,747	71,432	2,100	70,691	2,226	66,374	3,373	63,131
Percent of Total	0.6%		2.4%		3.0%		3.4%		5.3%	
Selected Exempt Service	76	15,811	349	15,661	402	15,680	409	15,538	612	15,314
Percent of Total	0.5%		2.2%		2.6%		2.6%		4.0%	
Senior Management Service	2	575	11	554	9	550	9	566	15	581
Percent of Total	0.3%		2.0%		1.6%		1.6%		2.6%	
State Personnel System	498	89,236	2,107	87,647	2,511	86,921	2,644	82,478	4,000	79,026
Percent of Total	0.6%		2.4%		2.9%		3.2%		5.1%	

B



APPENDIX

Classification and Pay Plans

The Career Service, Selected Exempt Service, and Senior Management Service operate under a broadband classification and compensation system. Under the broadband classification system, positions are organized by broad job categories called job families. Positions are further divided into occupational groups and then into occupations with up to six levels of work within each occupation. The accompanying pay plan provides for 25 pay bands for all occupational groups.

Sections 110.406(1) and 110.606(1), F.S., require DMS to compile data regarding the administration of the Senior Management and Selected Exempt Services. DMS provides the information below and other information throughout this report to comply with these requirements.

The SPS utilized 23 job families, 38 occupational groups, and 235 occupations.

- **Career Service:** 188 occupations and 17 pay bands
- **Selected Exempt Service:** 150 occupations and 22 pay bands
- **Senior Management Service:** 25 occupations and 4 pay bands

NUMBER OF ESTABLISHED POSITIONS AND EMPLOYEES BY PAY BAND

Pay Band	Annual Minimum Salary	Annual Maximum Salary	Number of Established Positions	Number of Employees
001	\$27,040.00	\$53,804.53	1,730	1,411
002	\$27,040.00	\$58,646.63	3,571	2,784
003	\$27,040.00	\$63,925.75	6,243	4,877
004	\$27,040.00	\$73,856.88	4,365	3,074
005	\$27,040.00	\$80,504.96	10,533	8,941
006	\$27,040.00	\$82,784.80	6,382	5,384
007	\$27,040.00	\$95,648.04	23,335	17,012
008	\$30,622.02	\$109,471.19	12,329	10,717
009	\$27,040.00	\$119,320.85	8,235	7,420
010	\$36,381.54	\$130,061.27	8,742	7,306
011	\$39,655.98	\$127,372.70	878	769
012	\$43,225.52	\$154,528.09	1,137	974
013	\$47,115.38	\$168,433.31	216	178
014	\$51,355.46	\$164,951.32	1,057	904
016	\$61,015.50	\$195,979.87	259	207
018	\$72,493.46	\$232,846.39	232	161
019	\$27,040.00	\$108,726.39	570	522
020	\$27,040.00	\$144,065.28	4,732	4,307
021	\$33,057.44	\$189,084.03	1,395	1,277
022	\$41,320.76	\$222,972.28	230	201
023	\$47,316.36	\$255,325.11	472	418
024	\$56,779.84	\$291,800.22	196	161
025	\$68,135.86	\$350,160.52	24	21
Total Positions and Employees			96,863	79,026

Average Salary by Agency and Pay Plan

The following table depicts the average salary by agency and pay plan as well as the overall average salary for each agency.

Agency	Career Service	Selected Exempt Service	Senior Management Service	Overall Average
Agency for Health Care Administration	\$43,572.83	\$62,317.01	\$135,135.29	\$49,467.24
Agency for Persons with Disabilities	\$36,473.19	\$49,587.12	\$111,777.58	\$40,206.97
Agriculture and Consumer Services	\$37,300.71	\$55,366.49	\$115,588.24	\$41,949.13
Business and Professional Regulation	\$37,828.81	\$56,164.29	\$114,150.11	\$43,640.13
Children and Families	\$36,889.63	\$56,479.35	\$122,528.63	\$41,320.28
Citrus	\$47,311.97	\$73,082.18	\$139,049.94	\$70,879.64
Commission on Offender Review	\$36,324.77	\$54,051.65	\$82,412.52	\$42,196.74
Corrections	\$40,923.07	\$61,544.09	\$124,539.09	\$42,290.69
Division of Administrative Hearings	\$66,274.07	\$55,917.10	\$131,372.46	\$61,817.52
Division of Emergency Management ¹	-	\$66,686.00	\$123,757.50	\$70,913.52
Economic Opportunity	\$40,240.23	\$62,586.38	\$122,811.03	\$47,082.92
Education	\$39,451.19	\$60,391.76	\$139,279.88	\$48,399.75
Elder Affairs	\$39,940.90	\$55,728.56	\$112,645.88	\$46,168.97
Environmental Protection	\$40,560.27	\$62,390.19	\$120,955.93	\$46,176.64
Financial Services	\$45,054.02	\$70,384.61	\$120,693.87	\$53,722.26
Fish and Wildlife Conservation Commission	\$47,023.83	\$62,295.30	\$106,831.21	\$50,261.10
Health	\$40,298.16	\$60,920.36	\$125,086.67	\$45,094.57
Highway Safety and Motor Vehicles	\$45,238.33	\$67,904.59	\$124,376.65	\$48,629.64
Juvenile Justice	\$35,250.01	\$46,010.14	\$100,719.05	\$38,453.58
Law Enforcement	\$51,533.47	\$69,468.68	\$118,281.26	\$54,593.43
Legal Affairs	\$39,962.03	\$69,847.45	\$120,935.09	\$83,552.67
Management Services	\$44,423.09	\$67,952.07	\$123,390.73	\$54,110.24
Military Affairs ¹	\$35,670.34	\$45,707.69	\$84,261.90	\$38,513.76
Office of the Governor ¹	-	\$80,462.07	\$124,366.68	\$96,926.30
Public Service Commission	\$41,762.04	\$64,276.25	\$121,126.11	\$55,640.16
Revenue	\$38,456.61	\$59,059.28	\$120,636.11	\$42,402.03
School for the Deaf and the Blind ¹	\$32,680.97	\$43,307.79	-	\$33,760.25
State	\$36,338.87	\$57,486.35	\$108,585.04	\$46,419.48
Transportation	\$49,631.88	\$75,241.74	\$147,411.60	\$59,342.20
Veterans' Affairs	\$35,595.38	\$50,452.29	\$102,855.18	\$38,900.71

¹ These entities have employees in other pay plans that are not represented in this report. Because these numbers reflect only part of the overall employees of these entities, use caution when drawing any conclusions since they would have to be based upon a separate analysis.

Pay Additives: Career Service

Section 110.2035(7)(e), F.S., requires DMS to annually provide a summary report of implemented pay additives. Pay additives are added to and removed from a Career Service employee's base rate of pay depending upon the need or circumstances for which the additive is given. Therefore, it is not possible to provide an accurate cumulative listing of the additives awarded during the year. Listed below is the number of pay additives, by type, provided to Career Service employees as of June 30, 2022.

Agency	Competitive Area Differentials	Lead Worker Duties	Shift Differentials	Legislatively Approved ¹	Trainer Duties	Hazardous Duties	Temporary Special Duties- General	Temporary Special Duties – Absent Coworker	On-Call	Critical Market Pay	Total
Agency for Health Care Administration	103	-	-	-	-	-	5	2	5	-	115
Agency for Persons with Disabilities	30	10	278	-	4	1	-	97	44	-	464
Agriculture and Consumer Services	118	32	-	-	151	8	8	-	603	-	920
Business and Professional Regulation	116	2	-	-	-	-	-	-	7	-	125
Children and Families	1,113	44	600	-	22	-	314	22	1,323	-	3,438
Citrus	-	-	-	-	-	-	-	-	-	-	-
Commission on Offender Review	23	-	-	-	-	-	-	-	-	-	23
Corrections	2,621	27	3	750	-	830	84	66	742	-	5,123
Division of Administrative Hearings	11	-	-	-	-	-	-	-	11	-	22
Division of Emergency Management ²	-	-	-	-	-	-	-	-	-	-	-
Economic Opportunity	14	54	-	-	-	-	5	-	28	-	101
Education	33	-	-	-	-	-	5	-	-	-	38
Elder Affairs	20	-	-	-	-	-	-	-	-	-	20
Environmental Protection	186	3	-	-	2	21	-	-	58	1	271
Financial Services	240	56	4	-	-	17	11	2	120	-	450
Fish and Wildlife Conservation Commission	215	3	17	174	149	50	9	7	120	184	928
Health	1,179	118	-	-	-	-	76	85	313	-	1,771
Highway Safety and Motor Vehicles	810	13	84	-	332	-	870	1	466	805	3,381
Juvenile Justice	256	-	-	-	19	-	27	5	18	-	325
Law Enforcement	76	37	38	4	97	35	37	8	431	-	763
Legal Affairs	109	-	-	-	-	-	-	-	-	-	109
Management Services	15	4	7	-	-	-	1	-	82	-	109
Military Affairs ²	1	-	3	-	-	-	-	-	4	-	8
Office of the Governor ²	-	-	-	-	-	-	-	-	-	-	-
Public Service Commission	14	-	-	-	-	-	-	-	-	-	14
Revenue	663	1	6	-	-	-	2	-	-	-	672
School for the Deaf and the Blind ²	-	-	146	-	-	-	2	3	14	-	165
State	-	2	-	-	-	-	-	-	6	-	8
Transportation	964	-	82	-	-	-	13	4	203	-	1,266
Veterans' Affairs	146	-	-	-	-	-	-	-	16	-	162
Total Pay Additives	9,076	406	1,268	928	776	962	1,469	302	4,614	990	20,791

¹ Legislatively approved pay additives were authorized in the General Appropriations Act.

² These entities have employees in other pay plans that are not represented in this report. Because these numbers reflect only part of the overall employees of these entities, use caution when drawing any conclusions since they would have to be based upon a separate analysis.

Average Benefits Cost by Pay Plan

AVERAGE BENEFITS COST BY PAY PLAN

Benefits	Career Service		Selected Exempt Service		Senior Management Service	
Paid Leave and Holidays	\$6,670	8.9%	\$10,666	10.1%	\$21,176	10.1%
Social Security, Medicare, and Retirement ¹	\$7,536	10.1%	\$11,382	10.8%	\$44,855	21.4%
Health, Life, and Disability Insurance	\$19,856	26.5%	\$21,681	20.6%	\$21,705	10.3%
Average Benefits Value	\$34,062	45.5%	\$43,728	41.5%	\$87,736	41.8%
Average Salary²	\$40,803	54.5%	\$61,623	58.5%	\$122,353	58.2%
Total Compensation	\$74,865	100%	\$105,351	100%	\$210,089	100%

FIVE-YEAR TREND: AVERAGE SALARIES BY PAY PLAN

Pay Plan	As of June 30					2018/2022 % Change
	2018	2019	2020	2021	2022 ²	
Career Service	\$37,163	\$37,463	\$37,668	\$39,500	\$40,803	9.8%
Selected Exempt Service	\$57,972	\$58,254	\$58,793	\$60,675	\$61,623	6.3%
Senior Management Service	\$114,265	\$115,542	\$116,274	\$119,819	\$122,353	7.1%
State Personnel System	\$41,348	\$41,670	\$41,976	\$44,039	\$45,436	9.9%
Florida Annual Average Wage – Total All Industries³	\$50,090	\$51,744	\$55,840	\$60,299	\$63,836	27.4%

¹ The Social Security, Medicare, and retirement components are comprised of the Florida Retirement System (FRS) contribution for Regular class membership (10.82%) and Senior Management Service class (29.01%) and the employer Social Security (6.2%) and Medicare (1.45%) contributions. Employees in other retirement classes receive varying contribution rates that were not used in the calculation. The retirement contribution includes the uniform employer blended rates, uniform unfunded actuarial liability rates, 1.66% for the Retiree Health Insurance Subsidy and the fee of 0.06% for administration of the FRS Investment Plan and provision of educational tools for both plans.

² The average salaries of Career Service, Selected Exempt Service, and Senior Management Service employees depicted in the Workforce Profile on Page 17 were used to calculate the benefits. Family group insurance premiums were used for the health insurance cost calculation.

³ Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, Quarterly Census of Employment and Wages Program, May 2022.

Comparison of Benefits by Pay Plan

The table below compares the different employer funded benefits afforded to full-time SPS employees. Benefits afforded to part-time employees are prorated accordingly.

	Career Service	Selected Exempt Service	Senior Management Service
Annual Leave	<p>Ranges from 8.667 to 13 hours accrued per month depending on length of service (104 to 156 hours annually).</p> <p>Upon termination from the SPS, with a minimum of one continuous year of service, eligible for payment of up to 240 hours (this is a lifetime payment cap).</p>	<p>Receives 176 hours upon appointment date and on each anniversary date.</p> <p>Upon termination from the SPS, may be paid up to 480 hours. The most recent accrual is prorated at the time of separation.</p>	Same as Selected Exempt Service.
Sick Leave	<p>8.667 hours accrued per month (104 hours annually, regardless of length of service).</p> <p>Upon termination from the SPS, with minimum of 10 years of service, terminal payment of sick leave for either ¼ of the balance or 480 hours, whichever is less.</p>	<p>Receives 104 hours upon appointment date and on each anniversary date.</p> <p>Upon termination from the SPS, with minimum of 10 years of service, terminal payment of sick leave for either ¼ of the balance or 480 hours, whichever is less.</p>	Same as Selected Exempt Service.
Holidays	<p>Nine paid holidays each calendar year and one paid personal holiday each fiscal year.</p>	Same as Career Service.	Same as Career Service.
Insurance ¹	<p>Group Health Standard PPO or HMO: The employee pays a monthly premium of \$50 for individual coverage or \$180 for family coverage. The state pays a monthly premium of \$763.46 and \$1,651.08, respectively.</p> <p>Group Disability Insurance: N/A Offered only as a supplemental policy. The employee pays 100% of the premium.</p> <p>Basic Life Insurance: Coverage is \$25,000. The state pays 100% of the premium.</p>	<p>Group Health Standard PPO or HMO: The employee pays a monthly premium of \$8.34 for individual coverage or \$30 for family coverage. The state pays monthly premium of \$770.12 and \$1,685.38, respectively.</p> <p>Group Disability Insurance: 65% of income for maximum of 364 days of continuous disability. Must exhaust all leave first (may be offset by certain other benefits). The state pays 100% of the premium.</p> <p>Basic Life Insurance: Same as Career Service.</p>	<p>Group Health Standard PPO or HMO: Same as Selected Exempt Service.</p> <p>Group Disability Insurance: Same as Selected Exempt Service.</p> <p>Basic Life Insurance: Same as Career Service.</p>

¹ Employees may elect a health investor health plan with a health savings account option in lieu of traditional preferred provider (PPO) or health maintenance organizations (HMO).

Source: Chapters 110 and 121, Florida Statutes, and the General Appropriations Act for FY 2021-2022.

Comparison of Benefits by Pay Plan

	Career Service	Selected Exempt Service	Senior Management Service
Retirement (Choice of Plans)	<p>FRS Pension Plan (Defined Benefit):</p> <p>Effective July 1, 2011, and after, all active FRS Pension Plan and Investment Plan employees contribute 3 percent of their compensation. Total and permanent duty and non-duty disability and non-duty and duty death benefits are available.</p> <p>If initially enrolled in the FRS prior to July 1, 2011:</p> <p>Regular Class: Six-year vesting. Normal retirement at age 62 or after 30 years at any age before age 62. Retirement benefit based on percentage value¹ of 1.60 percent to 1.68 percent, based on age/length of service.</p> <p>Regular Class: In the line of duty (ILOD) disability benefit minimum is 42 percent of average final compensation (AFC) while non-duty disability minimum is 25 percent of AFC. ILOD death minimum benefit is 50 percent of base salary at time of death.</p> <p>Special Risk Class: Six-year vesting. Normal retirement at age 55 or after 25 years at any age before age 55. Retirement benefit based on percentage value¹ of 3 percent for service on and after Oct. 1, 1974.</p> <p>Special Risk Class²: ILOD disability minimum benefit is 65 percent of AFC; non-duty same as Regular Class. ILOD death minimum benefit is 100 percent of base salary at time of death.</p>	<p>FRS Pension Plan (Defined Benefit):</p> <p>Same as Career Service.</p> <p>If initially enrolled in the FRS prior to July 1, 2011:</p> <p>Regular Class: Same as Career Service.</p> <p>Regular Class ILOD: Same as Career Service.</p> <p>Special Risk Class: Same as Career Service.</p> <p>Special Risk Class ILOD: Same as Career Service.</p>	<p>FRS Pension Plan (Defined Benefit):</p> <p>Effective July 1, 2011, and after, all active FRS Pension Plan, Investment Plan, and Senior Management Service Optional Annuity Program employees contribute 3 percent of their compensation.</p> <p>If initially enrolled in the FRS prior to July 1, 2011:</p> <p>SMS Class: Six-year vesting. Normal retirement at age 62 or after 30 years at any age before age 62. Retirement benefit based on percentage value¹ of 2 percent.</p> <p>SMS Class ILOD: Same as Career Service.</p>

¹ The percentage value is the value that employees in the Pension Plan receive for each year of creditable service. The annual benefit amount at normal retirement is calculated based on the following formula: (Years of Creditable Service) x (Percentage Value) x (Average of the Highest Five Fiscal Years of Compensation) = Annual Benefit Amount. This amount is adjusted for early retirement and benefit payment option chosen. Post-retirement cost-of-living adjustment (COLA) is a proportion of 3% based on service prior to July 1, 2011, divided by total service credit at retirement.

² 2019 Legislation – Establishes a presumption that an illness occurred in the line of duty for firefighters who are employed full-time by a state board, commission, department, division, bureau or agency, or a county, municipality, or other political subdivision of the state and who die or are totally and permanently disabled due to one of the designated 21 types of cancers specified by the bill or due to circumstances arising out of the treatment of one of these cancers.

2022 Legislation – Includes correctional officers in the presumption that the illness occurred in the line of duty for post-traumatic stress disorder.

Comparison of Benefits by Pay Plan

	Career Service	Selected Exempt Service	Senior Management Service
Retirement (Choice of Plans)	<p>If initially enrolled in the FRS on or after July 1, 2011:</p> <p>Regular Class: Eight-year vesting. Normal retirement at age 65 or after 33 years at any age before age 65. Retirement benefit based on percentage value¹ of 1.60% to 1.68%, based on age/length of service.</p> <p>Regular Class: In the line of duty (ILOD) disability benefit minimum is 42% of average final compensation (AFC) while non-duty disability minimum is 25% of AFC. ILOD death benefit is the same as pre-July 2011.</p> <p>Special Risk Class: Eight-year vesting. Normal retirement at age 60 or after 30 years at any age before age 60. Retirement benefit based on percentage value¹ of 3% for service on and after Oct. 1, 1974.</p> <p>Special Risk Class: ILOD disability minimum benefit is 65% of AFC; non-duty same as Regular Class. ILOD death benefit is the same as pre-July 2011.</p> <p>FRS Investment Plan (Defined Contribution): One-year vesting for contributions made while participating in the Investment Plan.² State contributes 3.3 percent of salary into Regular Class employees' accounts and 11% of salary into Special Risk employees' accounts. Total and permanent disability retirements available.³ ILOD disability and non-duty minimum benefits are the same as Pension Plan</p>	<p>If initially enrolled in the FRS on or after July 1, 2011:</p> <p>Regular Class: Same as Career Service.</p> <p>Regular Class ILOD: Same as Career Service.</p> <p>Special Risk Class: Same as Career Service.</p> <p>Special Risk Class ILOD: Same as Career Service.</p> <p>FRS Investment Plan (Defined Contribution): Same as Career Service.</p>	<p>If initially enrolled in the FRS on or after July 1, 2011:</p> <p>SMS Class: Eight-year vesting. Normal retirement at age 65 or after 33 years at any age before age 65. Retirement benefit based on percentage value¹ of 2%.</p> <p>SMS Class ILOD: Same as Career Service.</p> <p>SMS Optional Annuity Program (Defined Contribution): Immediate vesting upon signing an investment contract with provider company. State contributes 6.27% of salary into SMS employees' accounts. Closed to new members effective July 1, 2017.</p> <p>FRS Investment Plan (Defined Contribution): One-year vesting for contributions made while participating in the Investment Plan.² State contributes 4.67% into SMS employees' accounts. Total and permanent disability retirements available.³ ILOD disability and non-duty disability and ILOD death benefits same as Career Service.</p>

¹ The percentage value is the value that employees receive for each year of creditable service. The annual benefit amount at normal retirement is calculated based on the following formula: (Years of Creditable Service) x (Percentage Value) x (Average of the Highest Eight Fiscal Years of Compensation) = Annual Benefit Amount. This amount is adjusted for early retirement and benefit payment option chosen. No post-retirement COLA.

² If the member transfers the present value of Pension Plan service to the Investment Plan, becoming vested for the present value transfer amount and associated earnings are subject to the Pension Plan vesting requirements. If the Investment Plan member does not have eight or more years of service at distribution or after being inactive for more than five years, any non-vested funds, including the present value of Pension Plan service and associated earnings, are forfeited.

³ Employee must meet Pension Plan vesting requirements for non-duty or in-line-of-duty disability retirement, have total and permanent disability certified by two physicians at the time of separation from employment and surrender the Investment Plan account balance to receive a lifetime monthly retirement

	<p>members. ILOD death benefit is the same as Peon Plan members.¹</p>		
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benefit calculated and paid under the Pension Plan. The employer pays an additional contribution to fund the benefit costs not covered by the surrendered employee account: 0.25% for Regular class members, 1.33% for Special Risk class members and 0.26% for Senior Management Service class members.

¹ Eligible survivor must surrender the Investment Plan account balance to receive a lifetime monthly retirement benefit calculated and paid under the Pension Plan. The employer pays an additional contribution to fund the benefit costs not covered by the surrendered employee account: 0.05% for Regular class members, 1.21% for Special Risk class members, and 0.05% for Senior Management Service class members.

Average Total Compensation Cost: Salaries and Benefits

Benefits,¹ for purposes of this report, are defined as the quantifiable amount spent by the State of Florida on annual and sick leave, paid holidays, retirement and the Retiree Health Insurance Subsidy, group health and term life insurance, and matching for Social Security and Medicare. In addition, disability insurance is provided for employees in the Selected Exempt and Senior Management Services.

FIVE-YEAR TREND: AVERAGE TOTAL COMPENSATION COST BY PAY PLAN

Date	Pay Plan	Benefit	Salary	Total Compensation
June 2018	Career Service	\$28,459	\$37,163	\$65,623
	Selected Exempt Service	\$37,481	\$57,972	\$95,453
	Senior Management Service	\$72,911	\$114,265	\$187,176
June 2019	Career Service	\$29,805	\$37,463	\$67,268
	Selected Exempt Service	\$38,895	\$58,254	\$97,149
	Senior Management Service	\$76,204	\$115,542	\$191,746
June 2020	Career Service	\$30,665	\$37,668	\$68,333
	Selected Exempt Service	\$39,868	\$58,793	\$98,661
	Senior Management Service	\$77,356	\$116,274	\$193,630
June 2021	Career Service	\$32,597	\$39,500	\$72,097
	Selected Exempt Service	\$41,835	\$60,675	\$102,510
	Senior Management Service	\$80,437	\$119,819	\$200,256
June 2022	Career Service	\$34,062	\$40,803	\$74,865
	Selected Exempt Service	\$43,728	\$61,623	\$105,351
	Senior Management Service	\$87,736	\$122,353	\$210,089

As of June 30, 2022, the average total compensation cost for each pay plan was as follows:

- **Career Service: \$74,865.** Includes \$40,803 (54.5%) in salary plus \$34,062 (45.5%) in benefits. The Career Service benefits package had a value equivalent to 83.5% of the average salary.
- **Selected Exempt Service: \$105,351.** Includes \$61,623 (58.5%) in salary plus \$43,728 (41.5%) in benefits. The Selected Exempt Service benefits package had a value equivalent to 71.0% of the average salary.
- **Senior Management Service: \$210,089.** Includes \$122,353 (58.2%) in salary plus \$87,736 (41.8%) in benefits. The Senior Management Service benefits package had a value equivalent to 71.7% of the average salary.

¹ Other employer-funded benefits were not included because the state's cost is either not pre-funded on a per-capita basis or is not an ongoing expense for every position, e.g., workers' compensation, paid disability leave, or tuition waivers. The amounts represented reflect the employer's portion of costs.



4050 Esplanade Way, Tallahassee, FL 32399
(850) 414-8519
dms.myflorida.com