

State of Minnesota 2007 Workforce Report



Prepared by the
Department of Employee Relations
March 2007

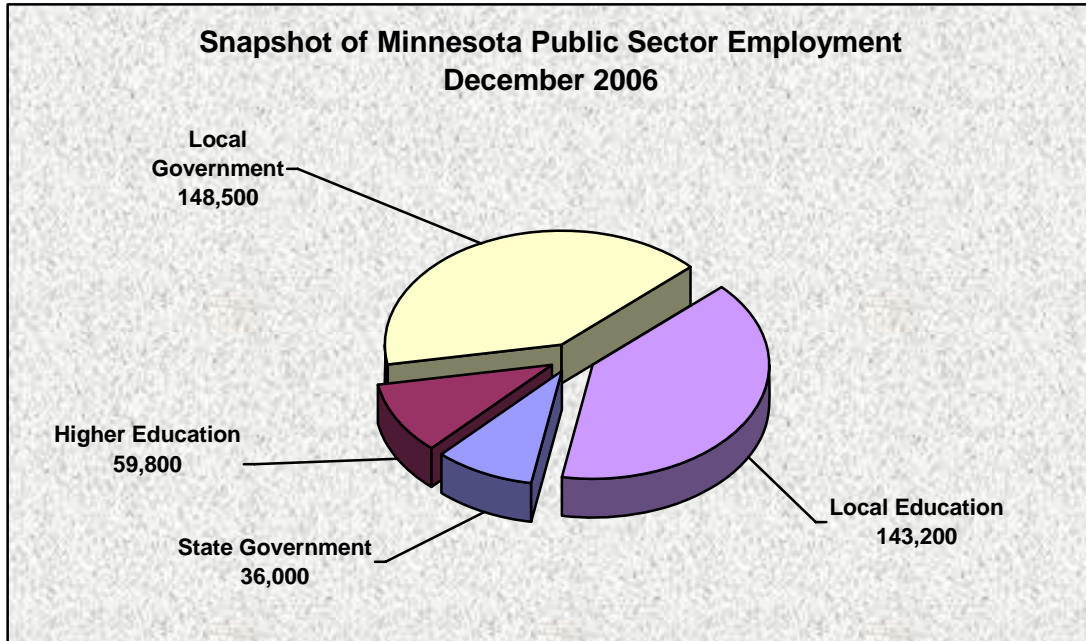
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INTRODUCTION

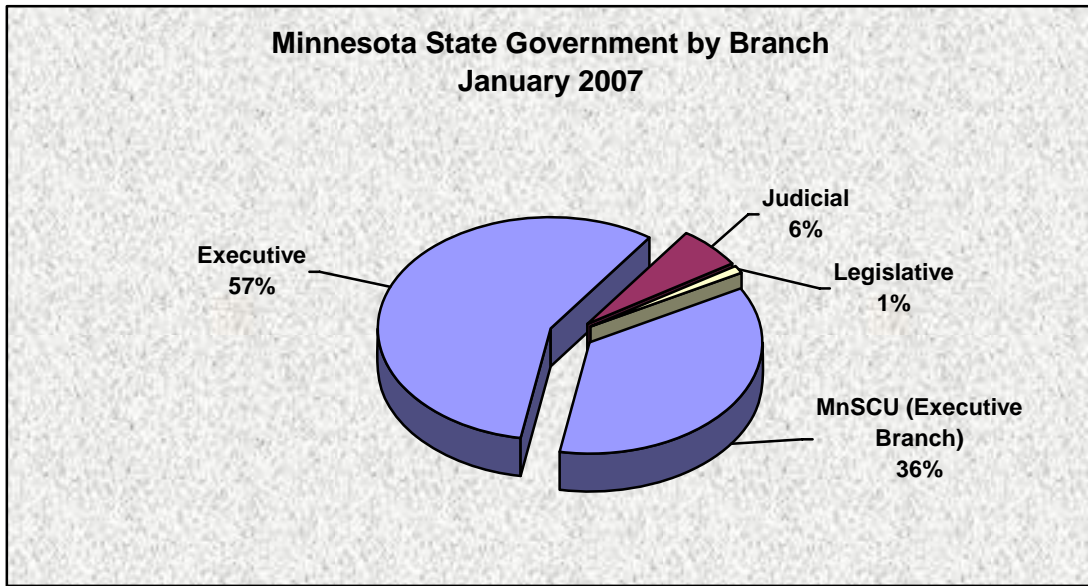
The Department of Employee Relations (DOER) is the human resource management agency of Minnesota's executive branch of government. As the personnel and labor relations office, it assists all other agencies in issues relating to state employment. The mission of DOER is accomplished, in part, through a partnership with state agency human resource professionals who are committed to continuous improvement of human resource products and services that support state government in providing exceptional service to all citizens.

Specifically, DOER administers the state's merit system and provides a wide variety of human resource products and services to 120 state agencies, boards and commissions so they are able to achieve their missions. It also negotiates and administers labor agreements and develops and administers compensation plans covering over 49,000 state executive branch employees. DOER develops and manages insurance benefits for over 120,000 state employees and their dependents and provides workers' compensation benefits for all state workers. Both of these benefits are provided to all three branches of state government and quasi-state agencies including the Minnesota Historical Society and the Minnesota State Fair.



This chart illustrates public employment throughout the state of Minnesota.

Employment by Branch of State Government



The State of Minnesota is the largest single employer in the state, with over 49,000 executive branch employees including Minnesota State Colleges and Universities (MnSCU) employees. Minnesota Statute 43A.02 Subd. 22 defines the Executive Branch as all agencies with statewide jurisdiction not including the legislative or judicial branches or the University of Minnesota and the retirement agencies.

Statistical Highlights

This Workforce Report is intended to be a guide to executive branch employment. Unless otherwise noted MnSCU is excluded from this report because its hiring pattern tends to revolve around the school year. This obscures the activity in state agencies. For example, MnSCU does not use the term full-time equivalent (FTE) because the nature of academic employment does not lend itself to be counted in the same traditional manner as an office worker.

Executive Branch Statistical Highlights (excludes MnSCU) January 2007	
Full-time equivalents (FTE) (Fiscal Year 2006 total)	29,581
Number of occupied full-time positions	27,332
Percent represented by a labor union	89.3%
Percent female	49.4%
Percent ethnic minorities	7.7%
Percent employees with a disability	5.7%
Average age	46.3
Average annual salary for a full-time employee	\$51,475
Hires (Fiscal Year 2006 total)	5,524
Layoffs (Fiscal Year 2006 total)	134
Retirements ((Fiscal Year 2006 total)	830
Percent currently at the average retirement age	6.0%
Percent of the current workforce at average retirement age in Jan 2012	19.9%

EMPLOYEES

There are two methods by which the state measures the size and nature of its workforce. Both methods have advantages and disadvantages. The most common methods of counting the number of executive branch employees are:

- **Full-time Equivalent (FTE)**—a calculation based on the number of hours the state paid its employees over a certain period of time. This method counts only the paid hours. It does not correlate to the number of individuals employed or positions filled.
- **Appointment Count**—the number of filled positions or jobs. It does not count the number of individuals or the number of hours worked.

Highlights of state employment:

- Executive branch FTE decreased 6.3% from fiscal year 2002 to fiscal year 2006.
- In January 2007 there were 27,332 full-time, 3,813 part-time and 1,061 intermittent employees in the executive branch.
- In January 2006 full-time employment was 84.9% of all executive branch employment and was down 1.8% from January 2003.
- Labor unions represent 89% of executive branch employees.

Full-time Equivalent

Full-time equivalent (FTE) is a calculation based on the number of hours the state paid its employees over a certain period of time. It is calculated by totaling the number of hours paid and dividing by the number of regular hours a full-time employee would have worked for the reporting period. The FTE calculation includes part-time, seasonal, temporary and overtime hours.

To better understand the implications of the FTE calculation, consider that:

- One employee may be counted as more than one FTE. Under this calculation a full-time employee works 2,088 hours in a year. That same employee might have worked 450 overtime hours during the year and so would be counted as 1.2 FTE (2,538 hours worked divided by 2,088 hours).
- Two part-time employees could be counted as one FTE or less. For example, one employee who worked 1,044 hours in a year and a second who worked 522 would be counted as .75 FTE.

Full-time Equivalents by Cabinet Level Agency Fiscal Year 2002 – Fiscal Year 2006

- Executive branch employment is down 6.3% (1,976.3 FTE) from fiscal year 2002 to fiscal year 2006.
- The areas that did not experience a decrease in FTE were Corrections, Enterprise Technology, Health, Human Services, Labor and Industry, Pollution Control, Revenue and Veterans Affairs.

FTE By Cabinet Level Agency	2002 FTE	2003 FTE	2004 FTE	2005 FTE	2006 FTE	Change FY02 – FY06
Executive Branch Total	31,557.4	31,416.7	30,286.8	30,410.3	29,581	-6.3%
Cabinet Agency Total	28,654.5	28,530.0	27,574.0	27,670.5	26,978	-5.9%
Administration Dept (includes MN Planning)	978.9	932.9	841.1	829.3	451.1	-53.6%
Agriculture Dept	460.2	453.2	422.2	413.9	395.8	-14.0%
Bureau of Mediation Services	21.0	18.6	17.0	15.7	14.9	-29.0%
Commerce Dept	350.4	336.1	316	317.2	294.6	-15.9%
Corrections Dept	3,722.1	3,756.1	3,724.0	3,785.8	3,812.4	2.4%
Education Dept	519.5	488.0	403.8	415.3	406.8	-21.7%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	1,927.8	1,962.8	1,884.0	1,690.7	1,512.5	-21.4%
Employee Relations Dept	201.8	176.9	148.5	144.3	134.2	-33.5%
Enterprise Technology Office					286.9	
Finance Dept (includes Treasurer)	189.7	183.6	157.0	152.4	141.7	-25.3%
Health Dept	1,238.0	1,305.3	1,306.8	1,336.8	1,260.3	17.8%
Higher Education Office	77.4	73.0	68.7	68.7	59.9	-22.6%
Housing Finance Agency	183.9	190.8	182.9	182.3	176.9	-3.8%
Human Rights Dept	56.5	53.4	45.2	44.0	41.6	-26.4%
Human Services Dept	6,030.8	6,022.0	6,100.5	6,223.2	6,240.4	3.5%
Iron Range Resources & Rehab	114.4	99.2	90.5	90.5	84.5	-26.1%
Labor & Industry Dept	372.4	364.4	342.8	336.2	422.7	13.5%
Military Affairs Dept	260.4	235.3	250.8	260.0	251.5	-3.4%
Natural Resources Dept	2,826.0	2,725.4	2,595.7	2,603.1	2,512.5	-11.1%
Pollution Control Agency	696.3	730.9	758.8	755.4	779.3	11.9%
Public Safety Dept	1,998.3	2,027.0	1,967.3	1,952.8	1,913.8	-4.2%
Revenue Dept	1,108.4	1,141.8	1,129.2	1,168.0	1,186.2	7.0%
Transportation Dept	5,288.2	5,222.5	4,788.0	4,849.4	4,557.5	-13.8%
Veterans Affairs Dept	32.1	30.8	33.2	35.5	35.0	9.0%

Appointment Count

Appointment count describes the number of occupied positions in each agency. An individual may hold more than one job and will be counted more than once. This method does not count the number of individuals employed by the state. Rather, it counts the number of occupied positions in an agency at a point in time. For example, an employee could have two part-time jobs with the state. Even though it is one person performing two jobs, that employee is considered to have two appointments.

Appointment Count by Full and Part-time Employment

- Executive branch appointments are down 1.8% from January 2003 to January 2007.

Executive Branch Full-time/ Part-time Appointment Counts	January 2003		January 2004		January 2005		January 2006		January 2007		Change 2003 - 2007
	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	
Executive Branch Total	32,799	100.0%	31,434	100.0%	31,519	100.0%	31,648	100.0%	32,206	100.0%	-1.8%
Full-time	28,185	85.9%	26,910	85.6%	26,950	85.5%	27,023	85.4%	27,332	84.9%	-3.0%
Part-time	3,553	10.8%	3,405	10.8%	3,442	10.9%	3,541	11.2%	3,813	11.8%	7.3%
Intermittent	1,061	3.2%	1,119	3.6%	1,127	3.6%	1,084	3.4%	1,061	3.3%	0.0%

Appointment Count by Cabinet Level Agency

- Cabinet agency appointments decreased by 1.2% from January 2003 to January 2007.

Appointment Count by Cabinet Level Agency	January 2003		January 2004		January 2005		January 2006		January 2007		Change 2003 - 2007
	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	
Executive Branch Total	32,799	100.0%	31,434	100.0%	31,519	100.0%	31,648	100.0%	32,206	100.0%	-1.8%
Cabinet Agency Total	29,437	89.7%	28,257	89.9%	28,379	90.0%	28,505	90.1%	29,080	90.3%	-1.2%
Administration Dept (includes MN Planning)	954	2.9%	852	2.7%	840	2.7%	487	1.5%	498	1.5%	-47.8%
Agriculture Dept	494	1.5%	468	1.5%	465	1.5%	424	1.3%	435	1.4%	11.9%
Bureau of Mediation Services	18	0.1%	17	0.1%	16	0.1%	15	0.0%	13	0.0%	-27.8%
Commerce Dept	347	1.1%	327	1.0%	340	1.1%	310	1.0%	324	1.0%	-6.6%
Corrections Dept	3,889	11.9%	3,845	12.3%	3,868	12.3%	4,073	12.9%	4,173	13.0%	7.3%
Education Dept	506	1.5%	412	1.3%	428	1.4%	429	1.4%	443	1.4%	-12.5%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	2,046	6.2%	1,944	6.2%	1,776	5.6%	1,602	5.1%	1,514	4.7%	-26.0%
Employee Relations Dept	200	0.6%	149	0.5%	147	0.5%	143	0.5%	139	0.4%	-30.5%
Enterprise Technology Office							295	0.9%	314	1.0%	
Finance Dept (includes Treasurer)	170	0.5%	157	0.5%	154	0.5%	149	0.5%	144	0.4%	-15.3%
Health Depart	1,408	4.3%	1,367	4.3%	1,378	4.4%	1,361	4.3%	1,343	4.2%	-4.6%
Higher Education Office	97	0.3%	74	0.2%	76	0.2%	66	0.2%	70	0.2%	-27.8%
Housing Finance Agency	193	0.6%	184	0.6%	183	0.6%	183	0.6%	188	0.6%	-2.6%
Human Rights Dept	60	0.2%	47	0.1%	45	0.1%	42	0.1%	46	0.1%	-23.3%
Human Services Dept	6,654	20.3%	6,735	21.4%	6,843	21.7%	7,006	22.1%	7,411	23.0%	11.4%
Iron Range Resources & Rehab	133	0.4%	131	0.4%	138	0.4%	136	0.4%	199	0.6%	49.6%
Labor & Industry Dept	380	1.2%	355	1.1%	345	1.1%	444	1.4%	438	1.4%	15.3%
Military Affairs Dept	248	0.8%	260	0.8%	259	0.8%	256	0.8%	257	0.8%	3.6%
Natural Resources Dept	2,402	7.3%	2,294	7.3%	2,323	7.4%	2,324	7.3%	2,319	7.2%	-3.5%
Pollution Control Agency	776	2.4%	771	2.5%	766	2.4%	833	2.6%	869	2.7%	12.0%
Public Safety Dept	1,990	6.1%	1,900	6.0%	1,915	6.1%	1,933	6.1%	1,961	6.1%	-1.5%
Revenue Dept	1,110	3.4%	1,113	3.5%	1,140	3.6%	1,209	3.8%	1,287	4.0%	15.9%
Transportation Dept	5,332	16.3%	4,819	15.3%	4,898	15.5%	4,748	15.0%	4,641	14.4%	-13.0%
Veterans Affairs Dept	30	0.1%	36	0.1%	36	0.1%	37	0.1%	54	0.2%	80.0%

Employment by Bargaining Unit (Represented and Un-represented)

The Public Employment Labor Relations Act (PELRA) grants public employees certain rights to organize and form a “union” or “labor union.” The legislature established separate units (or bargaining units) for State employees. The units listed as “unrepresented” do not have the right to organize and/or select a represented union. Those listed as “represented” have the right to select a representative and negotiate with the State of Minnesota on behalf of all of the employees in the unit.

- 89% of all executive branch employees were represented by a labor union as of January 2007.
- American Federation of State, County, and Municipal Employees (AFSCME), the largest state employee union, represented more than 14,000 executive branch employees in January 2007. AFSCME includes all appointments in bargaining units 202, 203, 204, 206, 207, 208 and 225.
- Unit 225, Radio Communications Operators was added in 2006.

Executive Branch Appointments by Bargaining Unit	January 2003		January 2004		January 2005		January 2006		January 2007		Change 2003 - 2007
	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	
Executive Branch Totals	32,799	100.0%	31,434	100.0%	31,519	100.0%	31,648	100.0%	32,206	100.0%	-1.8%
Represented	29,380	89.6%	28,087	89.4%	28,098	89.1%	28,225	89.2%	28,747	89.3%	-2.2%
201 MN Law Enforcement Assn	698	2.1%	696	2.2%	716	2.3%	746	2.4%	720	2.2%	3.2%
202 Craft, Maintenance, Labor	2,132	6.5%	1,939	6.2%	1,971	6.3%	1,917	6.1%	1,868	5.8%	-12.4%
203 Service	1,174	3.6%	1,080	3.4%	1,081	3.4%	1,081	3.4%	1,030	3.2%	-12.3%
204 Health Care Non Professional	3,124	9.5%	3,180	10.1%	3,227	10.2%	3,373	10.7%	3,537	11.0%	13.2%
205 MN Nurses Association	741	2.3%	746	2.4%	738	2.3%	716	2.3%	746	2.3%	0.7%
206 Clerical	4,067	12.4%	3,667	11.7%	3,513	11.1%	3,371	10.7%	3,421	10.6%	-15.9%
207 Technical	2,656	8.1%	2,497	7.9%	2,490	7.9%	2,405	7.6%	2,385	7.4%	-10.2%
208 Corrections Officers	1,788	5.5%	1,771	5.6%	1,781	5.7%	1,826	5.8%	1,871	5.8%	4.6%
212 MN Govt Engineers Council	904	2.8%	868	2.8%	881	2.8%	873	2.8%	866	2.7%	-4.2%
214 MN Assoc of Professional Empl	9,523	29.0%	9,171	29.2%	9,224	29.3%	9,378	29.6%	9,714	30.2%	2.0%
215 Residential Schools Education	163	0.5%	161	0.5%	169	0.5%	179	0.6%	179	0.6%	9.8%
216 Middle Management Association	2,410	7.3%	2,311	7.4%	2,307	7.3%	2,315	7.3%	2,342	7.3%	-2.8%
225 Radio Comm Operator							66	0.2%	68	0.2%	
Unrepresented	3,419	10.4%	3,347	10.6%	3,421	10.9%	3,423	10.8%	3,459	10.7%	-1.2%
213 Health Treatment Professional	62	0.2%	63	0.2%	66	0.2%	68	0.2%	71	0.2%	14.5%
217 Confidential	605	1.8%	579	1.8%	574	1.8%	551	1.7%	531	1.6%	-12.2%
218 Insufficient Work Time	801	2.4%	823	2.6%	872	2.8%	896	2.8%	925	2.9%	15.5%
219 Severed	190	0.6%	185	0.6%	190	0.6%	177	0.6%	173	0.5%	-8.9%
220 Managerial Plan	1,261	3.8%	1,220	3.9%	1,245	3.9%	1,255	4.0%	1,295	4.0%	2.7%
221 Excluded All Others	500	1.5%	477	1.5%	474	1.5%	476	1.5%	464	1.4%	-7.2%

Executive Branch Commissioners, Deputy Commissioners, and Assistant Commissioners

- The number of commissioners, deputy commissioners and assistant commissioners dropped 17% from March 1996 to March 2006.
- There were 25 commissioners, 23 deputy commissioners and 35 assistant commissioners in the executive branch on March 1, 2007.

Executive Branch Appointments	March 2003		March 2004		March 2005		March 2006		March 2007		Change 2003 - 2006	
	Count	Average Salary	Count	Average Salary	Count	Average Salary	Count	Average Salary	Count	Average Salary	Count	Average Salary
Executive Branch Totals	82	\$100,984	80	\$100,663	83	\$101,102	83	\$101,975	83	\$103,507	1.2%	2.5%
Commissioners	24*	102,946	25*	103,752	25	103,377	25	103,377	25	103,381	4.2%	0.4%
Deputy Commissioners	21	100,093	25	100,935	23	101,519	22	102,740	23	105,017	9.5%	4.9%
Assistant Commissioners	37	100,271	30*	98,353	35*	99,159	36*	100,492	35*	102,578	-5.4%	2.3%

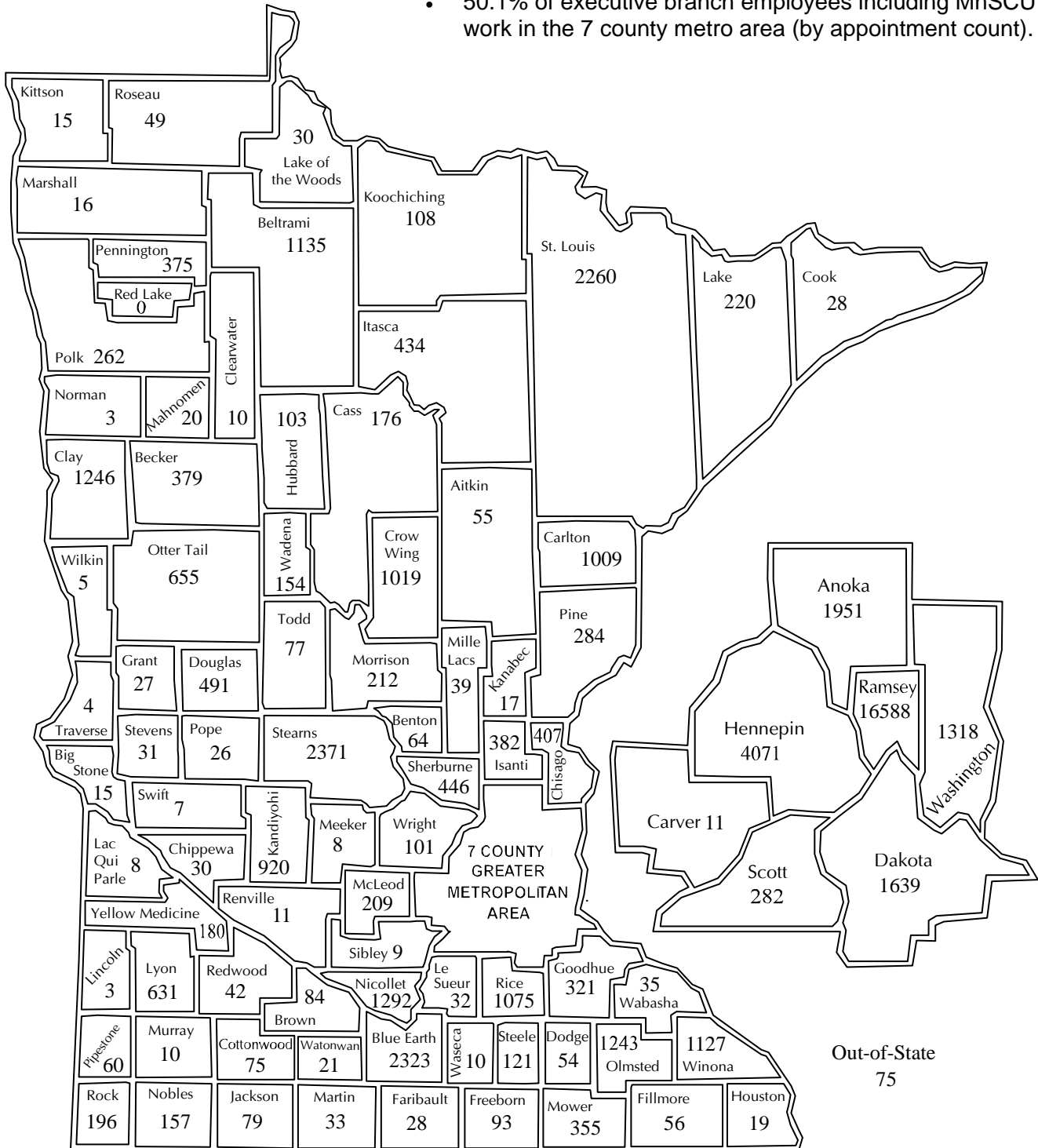
*Public Safety Commissioner Stanek (\$108,388 annual salary) and Assistant Commissioner Leslie (\$85,649 annual salary) paid through interchange of government employees with the Cities of Minneapolis and St. Paul, respectively. (MS 15.51-15.57) They are represented only in the counts (Stanek in '03 & '04; Leslie in '04 – '07) but not the Average Salary for purposes of computing the count change percentages.

Veterans Employed by Cabinet Level Agency

Veterans By Cabinet Level Agency	January 2003	January 2004	January 2005	January 2006	January 2007	Change 2003 - 2007
Executive Branch Total	4,148	3,768	3,629	3,471	3,290	-20.7%
Cabinet Agency Total	3,879	3,633	3,396	3,260	3,091	-20.3%
Administration Dept (includes MN Planning)	134	116	115	78	74	-44.8%
Agriculture Dept	80	72	67	54	51	-36.3%
Bureau of Mediation Services	2	2	1	1	1	-50.0%
Commerce Dept	46	42	42	43	40	-13.0%
Corrections Dept	680	641	634	636	613	-9.9%
Education Dept	25	18	18	16	16	-36.0%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	295	263	231	204	171	-42.0%
Employee Relations Dept	13	10	10	9	9	-30.1%
Enterprise Technology Office				39	40	
Finance Dept (includes Treasurer)	20	20	20	21	20	0.0%
Health Dept	70	67	65	59	59	-15.7%
Higher Education Office	2	2	2	2	1	-50.0%
Housing Finance Agency	13	13	14	17	12	7.7%
Human Rights Dept	5	3	3	3	3	-40.0%
Human Services Dept	533	502	492	481	457	-14.3%
Iron Range Resources & Rehab	16	13	11	10	7	-56.3%
Labor & Industry Dept	36	35	35	45	39	8.3%
Military Affairs Dept	60	63	66	66	67	11.7%
Natural Resources Dept	303	279	260	239	219	-27.7%
Pollution Control Agency	68	64	60	62	61	-10.3%
Public Safety Dept	238	294	191	186	186	-21.8%
Revenue Dept	103	95	88	82	82	-20.4%
Transportation Dept	1,120	1,001	957	896	853	-23.8%
Veterans Affairs Dept	17	18	14	12	10	-41.2%

Executive Branch Employee Count by Work County (Includes MnSCU) January 2007

- 46.0% of the state's population lives in the 7 county metro area.
- 50.1% of executive branch employees including MnSCU work in the 7 county metro area (by appointment count).



EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

The state of Minnesota is committed to maintaining a human resource system that promotes diversity and equal employment opportunities and prohibits discrimination. Executive Branch statistics show a workforce that reflects Minnesota's working population. According to Minnesota Statutes 43A.19 and 43A.191, state agencies are required to have Affirmative Action (AA) Plans addressing employment for women, minorities and people with a disability. While state agencies are required to analyze the percentage of women, minorities and people with a disability in their workforce, the information is voluntarily provided by employees. This means, for example, an employee who is Hispanic may choose not to report and so will be counted as "non-minority" (someone who is not a minority member).

In this chapter the executive branch workforce is compared to the entire workforce in the state of Minnesota. Minnesota's labor force means all working people in the state as a whole including both public and private sector employees.

This section shows that in January 2007:

- 47.4% of Minnesota's entire labor force are women.
- 49.4% of executive branch appointments are filled by women.

- 8.3% of Minnesota's entire labor force are minorities.
- 7.7 % of executive branch appointments are filled by minorities.

- 14.6% of Minnesota's entire labor force reports having a disability.
- 5.7% of the executive branch workforce reports having a disability.

State of Minnesota Population and Labor Force Compared to Executive Branch Appointments (as of January 2007)	Total Population	Women		Minorities		People with Disability	
		Count	Percent	Count	Percent	Count	Percent
Total MN Population All Ages (2000 Census)	4,919,479	2,483,848	50.5%	582,336	11.8%	679,236	13.8%
Mn Population Age 16 Years of Older who are in the Labor Force (2000 Census)	2,691,709	1,275,413	47.7%	222,951	8.3%	392,313	14.6%
Executive Branch Workforce January 2007	32,206	15,911	49.4%	2,484	7.7%	1,844	5.7%

AGE

State of Minnesota employees are older than most workforces. This has many implications for state employment. For example, health care costs for older workers tend to be higher than for younger workers. In the next five years nearly 20 percent of the workforce will reach the average retirement age and larger groups will reach retirement age in the next fifteen years.

Executive branch employees, on average, are six years older than the average Minnesota worker:

- 39.3 years of age is the average age of Minnesota's workforce (2000 Census data).
- 46.3 years of age is the average age of the executive branch workforce (January 2007).

Potentially, ten percent of the executive branch may retire in the next five years:

- 61 years of age is the average age of retirement for executive branch employees (January 2007).
- 6.0% of the executive branch workforce is currently 61 or older (January 2007).
- 19.9% of the current executive branch work force will be 61 or older by January 2012.

Average Age by Gender

- Male employees, on average, are almost a year older than female employees.

Age of Employees by Gender	January 2003	January 2004	January 2005	January 2006	January 2007	Change 2003 - 2007
	Average Age	Average Age	Average Age	Average Age	Average Age	
Executive Branch Average	45.3	45.8	46.1	46.3	46.3	2.2%
Female	44.6	45.2	45.6	45.8	45.7	2.5%
Male	45.9	46.4	46.6	46.7	46.8	2.0%

Average Age of Cabinet Level Agencies

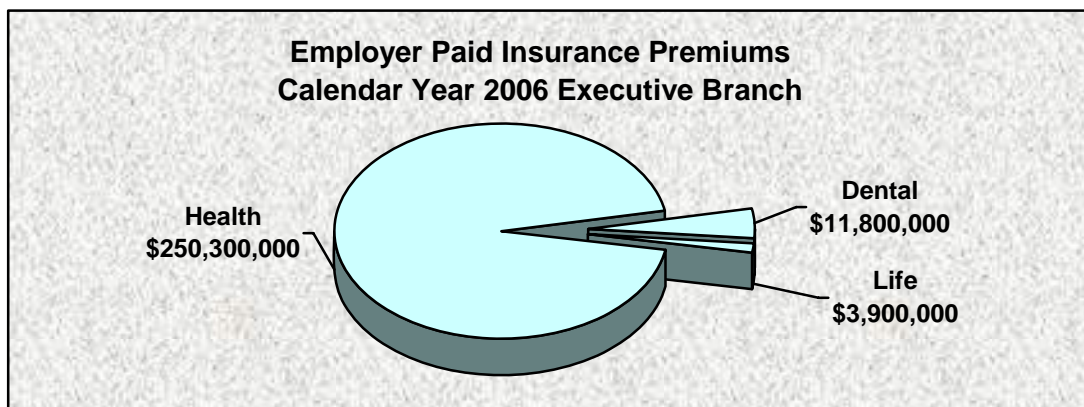
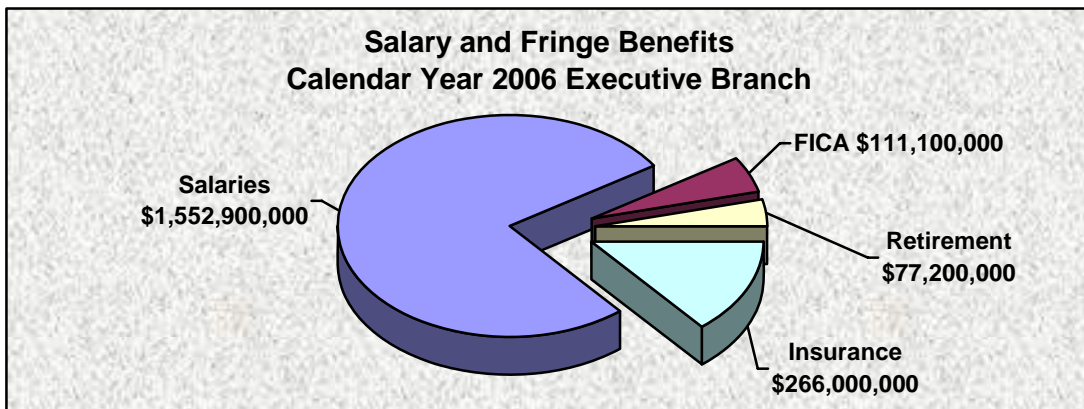
- The average age of an employee in a cabinet agency was 46.3 years old as of January 2007.

Average Age by Cabinet Level Agency	January 2003	January 2004	January 2005	January 2006	January 2007	Change 2003 - 2007
	Average Age	Average Age	Average Age	Average Age	Average Age	
Executive Branch Average	45.3	45.8	46.1	46.3	46.3	2.2%
Cabinet Agency Average	45.3	45.9	46.1	46.3	46.3	2.2%
Administration Dept (includes MN Planning)	47.5	48.8	49.2	49.0	49.5	4.2%
Agriculture Dept	47.4	48.2	48.6	48.7	48.9	3.2%
Bureau of Mediation Services	55.0	54.3	54.1	54.0	54.8	-0.4%
Commerce Dept (includes Public Service)	47.6	48.5	48.4	49.8	48.7	2.1%
Corrections Dept	42.3	42.6	43.0	43.0	43.0	1.7%
Education Dept	48.6	49.3	49.6	50.2	50.1	3.1%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	48.5	49.2	50.0	50.6	50.8	4.7%
Employee Relations Dept	46.3	47.3	48.0	48.8	49.4	6.7%
Enterprise Technology Office				50.4	50.5	
Finance Dept (includes Treasurer)	46.2	47.0	47.7	48.6	49.0	6.1%
Health Dept	44.8	45.5	45.9	46.5	47.0	4.9%
Higher Education Office	39.0	42.3	42.5	42.6	41.6	2.4%
Housing Finance Agency	45.7	46.7	47.8	49.3	49.0	7.2%
Human Rights Dept	47.2	47.2	47.6	48.4	48.5	2.8%
Human Services Dept	45.2	45.5	45.6	45.4	45.1	-0.2%
Iron Range Resources & Rehab	38.8	36.8	36.8	37.5	36.9	-4.9%
Labor & Industry Dept	47.1	47.7	48.0	49.0	48.5	3.0%
Military Affairs Dept	45.7	45.1	46.0	47.0	47.3	3.5%
Natural Resources Dept	45.8	46.5	46.9	47.4	47.3	3.8%
Pollution Control Agency	44.1	45.1	45.9	46.1	46.1	4.5%
Public Safety Dept	43.8	44.3	44.7	45.1	45.1	3.0%
Revenue Dept	47.5	47.6	47.2	46.2	45.8	-3.6%
Transportation Dept	45.8	46.8	46.8	47.5	48.0	4.8%
Veterans Affairs Dept	48.0	48.7	47.3	46.5	42.6	-11.3%

WAGES AND BENEFITS

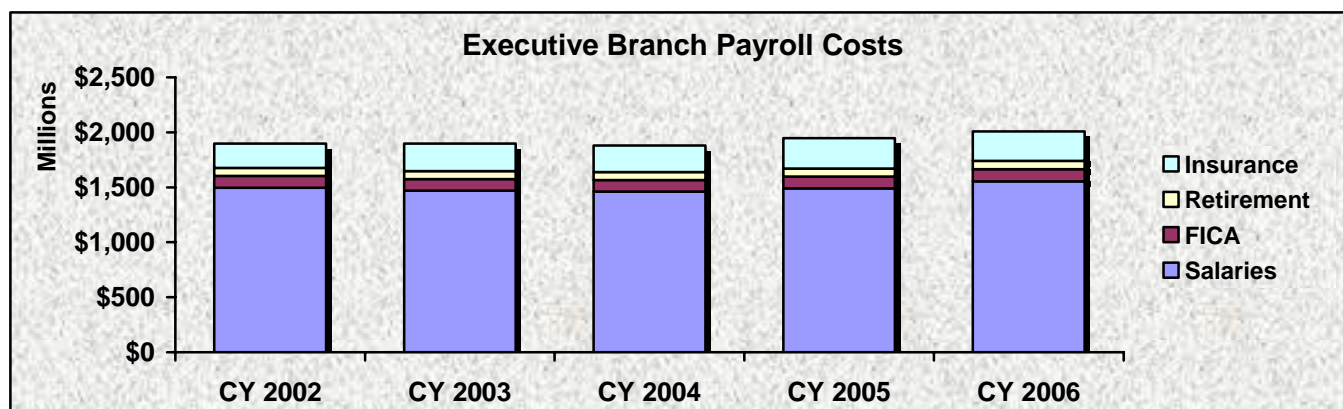
The negotiated bargaining agreements and compensation plans dictate the pay and insurance benefits for state employees. This section describes the state paid compensation for health, dental and life insurance coverage for state employees.

- \$2,007,200,000 was spent on the Executive Branch employee payroll in CY 2006 including wages, FICA, and benefits.
- \$266,000,000 in health, dental and life insurance coverage premiums were collected from Executive Branch agencies in CY 2006.



Total Compensation Costs (Total Payroll)

- The total compensation cost increased by \$110 million from calendar year 2002 to calendar year 2006.



Executive Branch Payroll Costs	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	Change CY02 - CY06
Total Compensation Costs	\$1,896,900,000	\$1,896,900,000	\$1,879,100,000	\$1,947,500,000	\$2,007,200,000	5.8%
Employees' Salaries	1,495,700,000	1,469,300,000	1,460,600,000	1,491,300,000	1,552,900,000	3.8%
Employer's Contributions to FICA Taxes	108,100,000	106,100,000	104,700,000	106,700,000	\$111,100,000	2.8%
Employer's Contributions to Retirement	73,800,000	72,300,000	71,800,000	73,800,000	\$77,200,000	4.6%
Employer's Contributions to Insurance Premiums	219,300,000	249,200,000	242,000,000	275,700,000	\$266,000,000	21.3%

Wages

State employees are generally eligible for two types of pay increases. The first is an across-the-board pay increase. These increases are bargained for the represented units and similarly awarded to the unrepresented units. The second is a step increase which is performance based. Represented employees are eligible for this increase if they receive a satisfactory or better performance review and are not at the top of their pay range. The pay ranges determine the amount of the increase and the pay ranges are bargained. Unrepresented employees are eligible for a performance based salary increase if they receive a satisfactory or better performance review and if they are not at the top of their pay range and compensation plan allow.

- \$51,475 was the average wage of a full-time executive branch employee in fiscal year 2006.
- The total employee salary cost increased by \$57.2 million from calendar year 2002 to 2006.
- Average annual earnings include overtime and other wage related earnings but not FICA or retirement.

Executive Branch Average Annual Salary	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	Change CY02 - CY06
Executive Branch Average	\$45,700	\$47,300	\$48,225	\$48,575	\$51,475	12.6%

Benefits

The State Employee Group Insurance Program (SEGIP) administers an insurance benefit program for state employees and their dependents in all three branches of government; retirees and their dependents; and workers employed by certain quasi-state agencies (including the State Fair and the Historical Society) and their dependents. The program works with insurance carriers to obtain health, dental, life and disability coverage.

Employee health insurance costs account for the largest share of the state's employee insurance benefits costs. In the late 1990s, SEGIP and many other employers, experienced large health insurance cost increases. The state's share of health insurance costs per employee grew more than 80% in four years, rising from \$3,260 per employee per year in 1997 to over \$5,881 per employee per year in 2001.

In response to these cost increases, the Department of Employee Relations took a number of significant steps to bring about greater health care cost containment:

- Became a fully self-insured health benefits program in 2000 so that it could assume a more direct role in managing costs.
- Bargained and implemented a unique, innovative new employee health benefits program known as Minnesota Advantage Health Plan in the 2001 round of collective bargaining. Like many other programs, Advantage introduced higher levels of employee cost sharing so that purchasers could directly impact the cost. But, unique to Advantage, the program assigns health care providers to cost levels based on their cost of delivering care and as negotiated in bargaining. Employees choose their primary care clinic but pay more in copays, deductibles and coinsurance for higher cost clinics. Advantage immediately saved the state millions of dollars in health care costs and provided a valuable, flexible tool for long term health care cost containment by making the consumer more aware of the associated costs.

The Advantage health program has experienced ongoing success in providing a rich benefit set while holding down costs for both the state and employees:

- In 2006 Advantage held premium growth to .4% compared to the national projected average of 10%.
- In 2005 Advantage had an 11.8% increase while the national average rate of increase was 9.2%.
- In 2004, Advantage experienced an increase of 9.98%, well below the national average rates of increase of 14% or more.
- In the 2003 round of collective bargaining, the state negotiated changes in employee cost sharing and other modifications. The additional health care cost containment resulted in savings to the state of an estimated \$55 million over the FY 04-05 biennium.

There are several optional insurance and benefit plans that employees may choose to purchase that are fully employee paid. These are:

- Additional Life Insurance
- Accidental Death and Dismemberment
- Long Term Disability and Short Term Disability
- Long Term Care Insurance
- Pre Tax Accounts: insurance premiums, health, dental, dependent care, transit and parking

SEGIP Premiums for Calendar Years 2006 and 2007

SEGIP collects premiums from both the employing agency and the employee. The charts below detail the total premiums collected for all branches of government and all participants.

- Total state paid health, dental, life and disability premiums (including all branches, MnSCU and quasi-state agencies) will be \$486,700,000 in CY 2007.
- 91.5% of health insurance premiums will be paid by the employer.
- 64.0% of dental care premiums will be paid by the employer.
- 97.7% of basic life & disability premiums will be paid by the employer.
- Program includes all branches of state government as well as MnSCU, quasi-state agencies, retirees and dependents.

Coverage	CY 2006 Insurance Premiums by Employer and Employee Contribution				
	Total	Total Employer Paid	% of Total	Employee Paid	% of Total
Totals*	\$489,500,000	\$439,000,000	89.7%	\$50,500,000	10.3%
Health Care	452,300,000	413,200,000	91.4%	39,000,000	8.6%
Dental Care	30,800,000	19,500,000	63.3%	11,300,000	36.7%
Basic Life & Disability	6,400,000	6,250,000	97.7%	150,000	2.3%

Coverage	CY 2007 Insurance Premiums by Employer and Employee Contribution				
	Total	Total Employer Paid	% of Total	Employee Paid	% of Total
Totals*	\$541,300,000	\$486,700,000	89.9%	\$54,600,000	10.1%
Health Care	503,800,000	460,900,000	91.5%	42,900,000	8.5%
Dental Care	31,900,000	20,400,000	64.0%	11,500,000	36.0%
Basic Life & Disability	5,600,000	5,400,000	96.4%	200,000	2.3%

*Totals may not add up due to rounding

Health Benefits

The state's health plan, the Minnesota Advantage Health Plan, is administered by three health insurance carrier administrators: HealthPartners, PreferredOne and Blue Cross Blue Shield of Minnesota. The premium is the same for all agencies and employees, regardless of the carrier administrator chosen.

The Minnesota Advantage Health Plan is available to all branches of state government as well as quasi-governmental agencies including the Minnesota State Fair, the Historical Society and the labor unions representing state employees. In addition to employees, the program is also open to retirees less than 65 years of age and eligible dependents of employees and retirees.

Premiums Paid for Health Care Coverage of Full-time Employees

The amount the state pays for full-time employees is stated on the chart below. Part-time employees are provided health insurance on a prorated basis depending on the number of hours worked and in accordance with the applicable bargaining agreement or plan.

- Health care premiums increased 33.2% from calendar year 2003 to calendar year 2007.

Monthly Health Plan Premiums	Employee Only Coverage					Change CY03 - CY07
	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	
Total Cost	\$304.16	\$320.20	\$368.68	\$368.68	\$405.18	33.2%
Employer Cost	304.16	320.20	368.68	368.68	405.18	33.2%
Employee Cost	0.00	0.00	0.00	0.00	0.00	-

Monthly Health Plan Premiums	Family Coverage					Change CY03 - CY07
	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	
Total Cost	\$894.44	\$941.60	\$1,084.16	\$1,084.16	\$1,191.50	33.2%
Employer Cost	835.41	848.40	976.84	976.84	1,073.56	28.5%
Employee Cost	59.03	93.20	107.32	107.32	117.94	99.8%

Dental Benefits

The dental plan offers three different providers with three different benefits and associated premiums. The increase from calendar year 2003 to calendar year 2007 varied from plan to plan and from that paid by the employer and the employee.

Premiums Paid for Dental Care Coverage of Full-time Employees

Monthly Dental Plan Premiums	Employee Only Coverage					Change CY03 - CY07
	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	
Blue Plus Dental Total Cost	\$28.75	\$20.96	\$23.46	\$25.82	\$25.00	-13.0%
Employer Cost	28.75	19.10	20.66	20.82	20.00	-30.4%
Employee Cost	0.00	1.86	2.80	5.00	5.00	-
Delta Dental Total Cost	\$28.96	\$21.22	\$22.96	\$25.02	\$26.02	-10.2%
Employer Cost	28.96	19.10	20.66	20.02	21.02	-27.4%
Employee Cost	0.00	2.12	2.30	5.00	5.00	-
HealthPartners Dental Total Cost	\$27.38	\$21.14	\$22.94	\$25.68	\$26.64	-0.3%
Employer Cost	27.38	19.10	20.66	20.68	21.64	-21.0%
Employee Cost	0.00	2.04	2.28	5.00	5.00	-

Monthly Dental Plan Premiums	Family Coverage					Change CY03 - CY07
	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	
Blue Plus Dental Total Cost	\$89.24	\$60.90	\$68.30	\$75.14	\$72.76	-18.5%
Employer Cost	57.09	39.86	43.14	45.32	45.48	-20.3%
Employee Cost	32.15	21.04	25.16	29.82	27.28	-15.1%
Delta Dental Total Cost	\$85.63	\$62.74	\$67.92	\$74.00	\$76.98	-10.1%
Employer Cost	57.30	39.86	43.14	44.52	46.50	-18.8%
Employee Cost	28.33	22.88	24.78	29.48	30.48	7.6%
HealthPartners Dental Total Cost	\$81.63	\$62.56	\$67.88	\$75.98	\$78.80	-3.5%
Employer Cost	55.72	39.86	43.14	45.18	47.12	-15.4%
Employee Cost	25.91	22.70	24.74	30.80	31.68	22.3%

SICK AND VACATION LEAVE

Full-time executive branch state employees earn four hours of sick leave per pay period and between four and nine hours of vacation leave per pay period depending on the governing plan or labor agreement and length of service. Part-time employees receive a prorated amount of sick and vacation leave according to their bargaining agreement or plan.

An employee is able to use sick leave for:

- Illness, disability or medical, chiropractic or dental care of the employee or of the employee's family members living in the same household or eligible dependents whether they live with the employee or not
- The employee's exposure to contagious disease which endangers the health of other persons
- The birth or adoption of a child; and doctor certification that the employee is unable to work due to pregnancy
- To attend the funeral of a close relative, stepchild, ward, or parent or grandparent of the spouse
- To arrange for necessary nursing care for members of the family, not to exceed five days

Executive branch sick leave used in fiscal year 2006:

- 2,202,754 hours
- 74 hours or 9.25 days per full-time equivalent
- \$66,864,584 was the value of sick leave used during fiscal year 2006

Executive branch vacation leave used in fiscal year 2006:

- 5,219,575 hours
- 176 hours or 22 days per full-time equivalent
- \$166,674,026 was the value of vacation leave used during fiscal year 2006

Sick Leave

Executive branch employees may accumulate an unlimited number of sick leave hours. Hours accumulated are not paid unless they are used as allowable sick leave or are paid as severance when the employee leaves state service. Severance is calculated as a percent of the employee's accumulated sick leave hours and is paid at the employee's current rate of pay. Exact amounts vary depending on bargaining agreement or plan.

- Total executive branch sick leave used in fiscal year 2006 was 2,202,754 hours.
- Sick leave used in fiscal year 2006 per FTE decreased by 1.1% over sick leave used in fiscal year 2005.
- Sick leave usage has increased 1.4% per FTE from fiscal year 2002 to fiscal year 2006.

Executive Branch Sick Leave Usage	FTE Total	Total Sick Leave Hours Used	Sick Leave Hours Used per FTE	Total Compensation for Used Hours	Total Compensation per FTE
Fiscal Year 2006	29,581	2,202,754	74	\$66,864,584	\$2,260
Fiscal Year 2005	30,410	2,290,585	75	\$68,217,190	\$2,243
Fiscal Year 2004	30,287	2,283,452	75	\$66,412,891	\$2,193
Fiscal Year 2003	31,417	2,326,260	74	\$66,112,030	\$2,104
Fiscal Year 2002	31,557	2,317,452	73	\$62,046,800	\$1,966

Vacation Leave

- Total executive branch vacation leave used in fiscal year 2006 was 5,219,575 hours.
- Vacation leave used in fiscal year 2006 per FTE increased by 6.6% over vacation leave used in fiscal year 2005.
- Vacation leave usage has increased 8.7% per FTE from fiscal year 2002 to fiscal year 2006.

Executive Branch Vacation Leave Usage	FTE Total	Total Vacation Leave Hours Used	Vacation Leave Hours Used per FTE	Total Compensation for Used Hours	Total Compensation per FTE
Fiscal Year 2006	29,581	5,219,575	176	\$166,674,026	\$5,634
Fiscal Year 2005	30,410	5,032,030	166	\$156,174,990	\$5,136
Fiscal Year 2004	30,287	5,248,642	173	\$160,513,382	\$5,300
Fiscal Year 2003	31,417	5,341,144	170	\$160,257,940	\$5,101
Fiscal Year 2002	31,557	5,122,566	162	\$144,973,621	\$4,594

MOBILITY

Mobility refers to any change in employment including events ranging from new hires to layoffs and retirement. Many factors affect employee mobility including funding, dynamics of state programs, fluctuations in occupational needs, uniqueness of individual employees, as well as the external labor market conditions and the availability of other employment.

For the executive branch, from fiscal year 2002 to fiscal year 2006:

- Hiring increased 7.4%.
- Layoffs decreased 38.8%.
- Resignations increased 3.4%.

Executive Branch Length of Service

Length of Service in Years	January 2003	January 2004	January 2005	January 2006	January 2007
Executive Branch Average	12.82	13.12	13.38	13.39	13.13

Statewide Hires

Statewide Hires	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Change FY02 - FY06
Executive Branch Total	5,145	3,964	4,558	4,779	5,524	7.4%

Statewide Separations

A separation is when an employee leaves state employment due to any reason.

- Voluntary separations were up 3.4% from fiscal year 2002 to fiscal year 2006 while involuntary separations were up 36.1%.

Statewide Separations by Type	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Change FY02 - FY06
Executive Branch Total	5,776	5,183	4,740	4,793	5,048	-12.6%
Voluntary Statewide Separations	1,992	1,790	1,735	1,917	2,060	3.4%
Involuntary Statewide Separations	310	293	366	331	422	36.1%
Layoffs	219	739	356	207	134	-38.8%
Retirements	672	722	776	711	830	23.5%
Deaths	47	48	57	48	61	29.8%
Other Separations	2,536	1,591	1,450	1,579	1,541	-39.2%

Voluntary Separations by Agency

Voluntary Statewide Separations by Cabinet Level Agency	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Change FY02 - FY06
Executive Branch Total	1,992	1,790	1,735	1,917	2,060	3.4%
Cabinet Agency Total	1,632	1,498	1,433	1,591	1,703	4.4%
Administration Dept (includes MN Planning)	52	36	40	32	22	
Agriculture Dept	42	29	25	21	36	
Bureau of Mediation Services	3	-	-	-	-	
Commerce Dept	16	14	12	13	18	
Corrections Dept	273	186	203	216	203	
Education Dept	18	16	22	26	20	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	55	52	65	71	62	
Employee Relations Dept	7	4	12	5	4	
Enterprise Technology Office					6	
Finance Dept (includes Treasurer)	10	6	5	6	4	
Health Dept	115	158	90	108	110	
Higher Education Office	12	13	8	6	12	
Housing Finance Agency	7	3	13	3	7	
Human Rights Dept	3	2	3	2	1	
Human Services Dept	522	455	430	581	649	
Iron Range Resources & Rehab	4	1	4	6	-	
Labor & Industry Dept	23	18	17	17	23	
Military Affairs Dept	12	8	17	14	9	
Natural Resources Dept	172	193	170	169	168	
Pollution Control Agency	25	17	23	27	26	
Public Safety Dept	55	66	81	67	69	
Revenue Dept	37	76	72	90	106	
Transportation Dept	166	145	117	108	143	
Veterans Affairs Dept	3	-	4	3	5	

Involuntary Statewide Separations by Agency

Involuntary Statewide Separations by Cabinet Level Agency	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Change FY02 - FY06
Executive Branch Total	310	293	366	331	422	36.1%
Cabinet Agency Total	262	237	239	263	301	14.9%
Administration Dept (includes MN Planning)	11	3	13	15	12	
Agriculture Dept	9	7	1	7	2	
Bureau of Mediation Services	-	-	-	-	-	
Commerce Dept	1	2	2	-	2	
Corrections Dept	38	51	29	40	52	
Education Dept	1	1	1	3	-	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	5	8	1	1	1	
Employee Relations Dept	2	1	-	-	1	
Enterprise Technology Office					2	
Finance Dept (includes Treasurer)	2	-	-	-	-	
Health Dept	6	6	7	5	10	
Higher Education Services Off	-	-	-	1	-	
Housing Finance Agency	1	1	1	-	-	
Human Rights Dept	-	1	-	-	-	
Human Services Dept	113	99	147	138	156	
Iron Range Resources & Rehab	1	-	-	-	-	
Labor & Industry Dept	5	-	2	2	3	
Military Affairs Dept	8	8	1	3	2	
Natural Resources Dept	6	15	7	13	12	
Pollution Control Agency	3	1	4	2	-	
Public Safety Dept	11	12	3	3	8	
Revenue Dept	14	12	3	13	17	
Transportation Dept	24	9	17	17	19	
Veterans Affairs Dept	1	-	-	-	2	

Layoffs by Cabinet Level Agency

Layoffs by Cabinet Level Agency	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Change FY02 - FY06
Executive Branch Total	219	739	356	207	134	-38.8%
Cabinet Agency Total	208	677	237	195	127	-38.9%
Administration Dept (includes MN Planning)	34	80	13	13	1	
Agriculture Dept	2	14	-	12	46	
Bureau of Mediation Services	1	1	2	-	-	
Commerce Dept	1	28	3	2	1	
Corrections Dept	11	43	11	4	13	
Education Dept	16	28	4	-	-	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	21	15	31	44	23	
Employee Relations Dept	11	32	3	3	1	
Enterprise Technology Office					2	
Finance Dept (includes Treasurer)	-	7	1	4	-	
Health Dept	1	12	2	-	2	
Higher Education Services Off	-	-	-	-	-	
Housing Finance Agency	-	-	-	-	-	
Human Rights Dept	-	2	-	-	-	
Human Services Dept	17	44	16	16	17	
Iron Range Resources & Rehab	2	3	7	7	-	
Labor & Industry Dept	6	17	3	3	-	
Military Affairs Dept	51	-	-	-	1	
Natural Resources Dept	11	74	21	21	8	
Pollution Control Agency	-	1	1	1	-	
Public Safety Dept	2	6	58	58	6	
Revenue Dept	19	27	13	13	1	
Transportation Dept	2	242	48	48	5	
Veterans Affairs Dept	-	1	-	1	-	

Layoffs by Union/Plan and Bargaining Unit

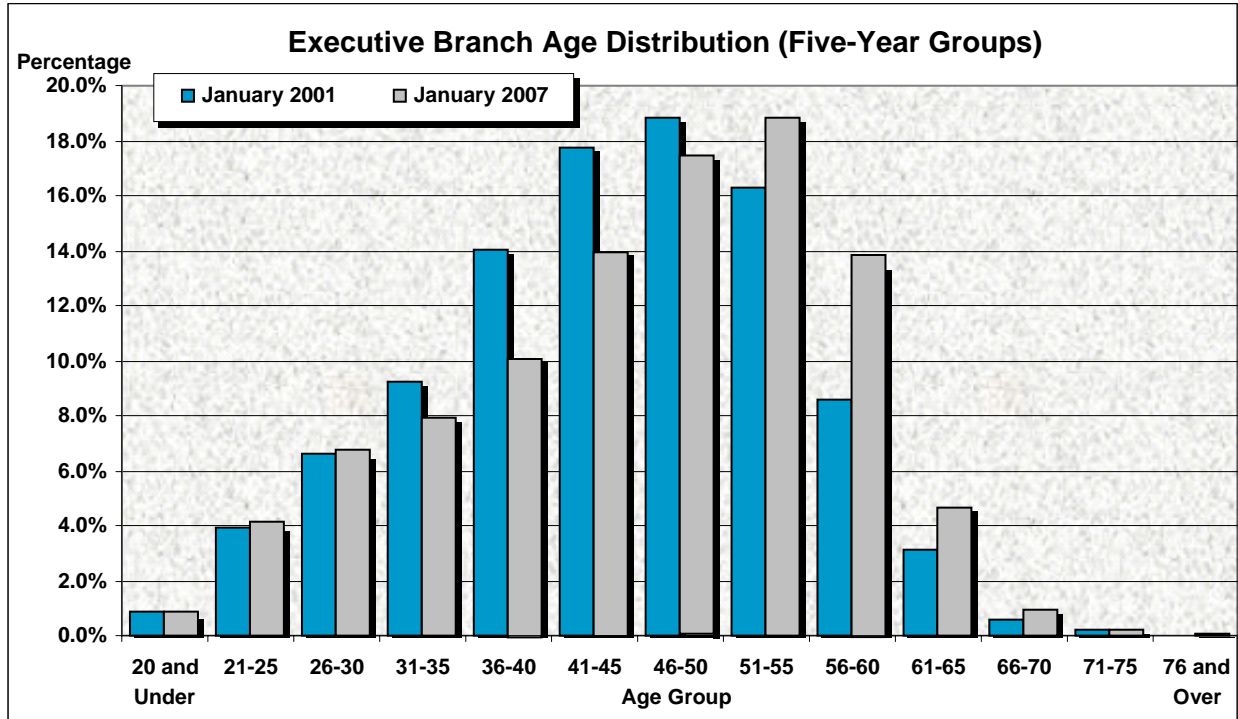
Only employees in classified appointments may be laid off. The elimination of positions with other statuses such as unclassified, intern, temporary or trainee are not laid off, rather their positions are terminated.

Layoffs by Union/Plan and Bargaining Unit		FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Change FY02 – FY06
Union/Plan	Bargaining Unit						
Executive Branch Total		219	739	356	207	134	-38.8%
AFSCME	202 Craft, Maintenance, Labor	13	6	26	-	7	
AFSCME	203 Service	53	19	50	21	5	
AFSCME	204 Health Care Non Professional	6	5	7	25	3	
AFSCME	206 Clerical	47	121	161	31	11	
AFSCME	207 Technical	6	22	62	10	27	
AFSCME	208 Corrections Officer	-	-	1	-	-	
AFSCME	225 Radio Comm Operators					-	
Middle Management Assn	216 Middle Management Assn	14	35	67	19	12	
MN Assn of Professional Employees	214 MN Assn of Professional Employees	54	101	254	71	29	
MN Govt Engineers Council	212 MN Govt Engineers Council	-	3	8	-	1	
MN Law Enforcement Assn	201 MN Law Enforcement Assn	-	-	-	-	-	
MN Nurses Assn	205 MN Nurses Assn	1	-	6	1	-	
Residential Schools Edu	215 Residential Schools Edu	-	1	1	-	2	
Unrepresented Commissioner's Plan	213 Health Treatment Professionals	-	-	-	-	-	
Unrepresented Commissioner's Plan	217 Confidential	11	3	51	8	3	
Unrepresented Commissioner's Plan	218 Insufficient Work Time	4	71	7	2	17	
Unrepresented Commissioner's Plan	219 Severed	-	-	3	6	5	
Unrepresented Managers	220 Manager	9	28	35	9	10	
Unrepresented Other Plans	221 Excluded All Others	1	5	-	4	2	

Retirement

The average state employee retires at 61 years of age. Over the next five years nearly 20 percent of the state workforce will reach that age (61, the average age of retirement) and nearly 40 percent could retire in the next ten years.

- Average age of retirement is 61.
- 6.0% of the current workforce is at or above the average age of retirement.
- 19.9% of the current workforce will reach the age of retirement by the year 2012.
- 38.6% of the current workforce will reach the age of retirement by the year 2017.



Retirements by Cabinet Level Agency

Retirements by Cabinet Level Agency	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Change FY02 - FY06
Executive Branch Total	672	722	776	711	830	23.5%
Cabinet Agency Total	650	676	739	659	768	18.2%
Administration Dept (includes MN Planning)	13	14	30	15	15	
Agriculture Dept	9	17	8	11	11	
Bureau of Mediation Services	1	3	-	3	-	
Commerce Dept	5	8	5	11	10	
Corrections Dept	102	97	101	101	103	
Education Dept	16	7	14	18	16	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	34	51	61	74	77	
Employee Relations Dept	1	1	3	2	4	
Enterprise Technology Office					6	
Finance Dept (includes Treasurer)	4	9	4	3	3	
Health Dept	18	22	26	25	29	
Higher Education Office	-	1	1	1	2	
Housing Finance Agency	-	-	2	-	3	
Human Rights Dept	-	3	2	-	1	
Human Services Dept	180	132	150	136	163	
Iron Range Resources & Rehab	2	1	-	2	5	
Labor & Industry Dept	3	5	5	7	15	
Military Affairs Dept	8	9	8	7	3	
Natural Resources Dept	45	82	51	50	65	
Pollution Control Agency	5	9	4	11	15	
Public Safety Dept	44	33	46	36	48	
Revenue Dept	27	47	27	28	35	
Transportation Dept	132	123	190	115	137	
Veterans Affairs Dept	1	2	1	3	2	

Post-Retirement Employment Option

The Post-Retirement Employment Option program became law during the 2005 legislative session. It is a new concept in employment practices that seeks to address the significant number of state employees nearing retirement age and the loss of critical skills and organizational knowledge that will go with them when they retire. This program is intended to help retain employees with knowledge that would otherwise be lost through retirement and provide additional flexibility to address workforce planning issues. As a new employment concept, agencies are just beginning to understand how they, and employees, can benefit from this program.

Under this program, employees who have worked for the state for at least five years may retire, collect their pension and return to state employment on a part-time basis. The state will pay a pro-rated share of insurance benefits into a health care reimbursement account, or if the employee works 50% time they may qualify for the partial employer insurance contribution.

- There were 63 employees in the post retirement employee option program as of March 2007.

Post-Retirement Option Plan Employees by Agency	May 2006	March 2007
Total Executive Branch	23	63
Agriculture Dept	-	1
Animal Health Board	-	1
Attorney General's Office	-	1
Commerce Department	1	4
Emergency Medical Services Board	1	-
Employment & Economic Development Dept	2	7
Enterprise Technology Office	-	1
Finance Dept	1	-
Health Dept	1	4
Human Services Dept	2	4
Investment Board	-	1
Iron Range Resources & Rehabilitation	1	-
MN Colleges & Universities	-	4
Natural Resources Dept	-	1
Pollution Control Agency	2	3
Public Utilities Commission	2	2
Revenue Dept	1	2
Transportation Dept	9	28