

# State of Minnesota 2008 Workforce Report



Prepared by the  
**Department of Employee Relations**  
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# TABLE OF CONTENTS

Introduction	Page 5
Employees	Page 7
Equal Opportunity and Affirmative Action	Page 15
Age	Page 16
Wages and Benefits	Page 18
Sick and Vacation Leave	Page 24
Mobility	Page 26



# INTRODUCTION

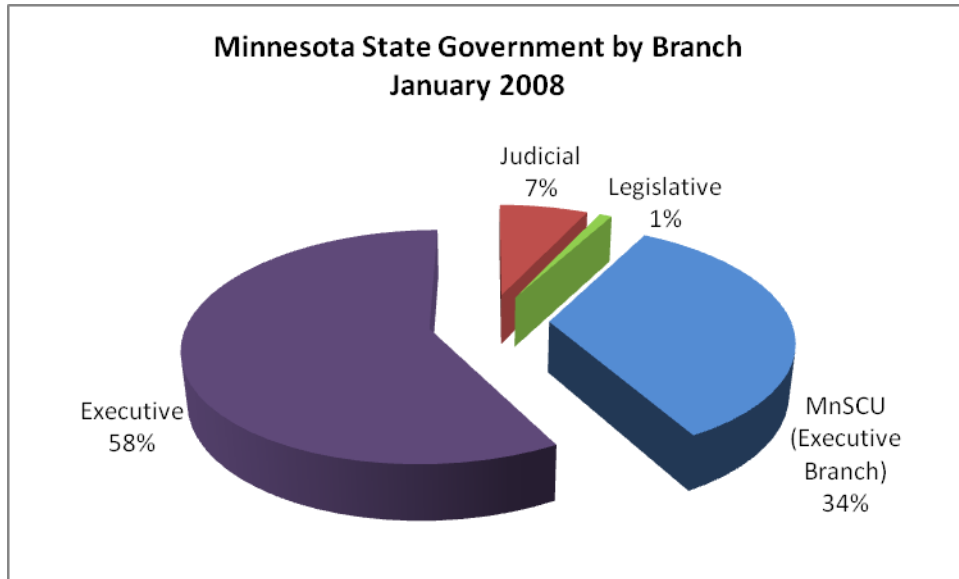
The Department of Employee Relations (DOER) is the human resource management agency of Minnesota's executive branch of government. As the personnel and labor relations office, it assists all other agencies in issues relating to state employment. The mission of DOER is accomplished, in part, through a 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. 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. Figures taken from the Department of Employment and Economic Development's current employment statistics report on their website.

## 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 2008	
Full-time equivalents (FTE) (Fiscal Year 2007 total)	30,258
Number of occupied full-time positions	27,918
Percent represented by a labor union	89.3%
Percent female	49.8%
Percent ethnic minorities	7.9%
Percent employees with a disability	5.3%
Average age	46.2
Average annual salary for a full-time employee	\$51,740
Hires (Fiscal Year 2007 total)	5,681
Layoffs (Fiscal Year 2007 total)	88
Retirements (Fiscal Year 2007 total)	885
Percent currently at the average retirement age	9.0%
Percent of the current workforce at average retirement age in Jan 2013	24.4%

# 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 3.7% from fiscal year 2003 to fiscal year 2007.
- In January 2008 there were 27,918 full-time, 3,907 part-time and 1,112 intermittent employees in the executive branch.
- In January 2008 full-time employment was 84.8% of all executive branch employment and was up 3.7% from January 2004.
- 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 2003 – Fiscal Year 2007

- Executive branch employment is down 3.7% (1,159.1 FTE) from fiscal year 2003 to fiscal year 2007.
- The areas that did not experience a decrease in FTE were Corrections, Enterprise Technology, Human Services, Labor and Industry, Military Affairs, Pollution Control, Revenue and Veterans Affairs.

FTE By Cabinet Level Agency	2003 FTE	2004 FTE	2005 FTE	2006 FTE	2007 FTE	Change FY03 - FY07
<b>Executive Branch Total</b>	<b>31,416.7</b>	<b>30,286.8</b>	<b>30,410.3</b>	<b>30,610.3</b>	<b>30,257.6</b>	<b>-3.7%</b>
<b>Cabinet Agency Total</b>	<b>28,530.0</b>	<b>27,574.0</b>	<b>27,670.5</b>	<b>27,930.0</b>	<b>27,597.9</b>	<b>-3.3%</b>
Administration Dept (includes MN Planning)	932.9	841.1	829.3	469.5	465.2	-50.1%
Agriculture Dept	453.2	422.2	413.9	410.9	392.7	-13.3%
Bureau of Mediation Services	18.6	17.0	15.7	15.4	13.3	-28.5%
Commerce Dept	336.1	316	317.2	304.9	306.2	-8.9%
Corrections Dept	3,756.1	3,724.0	3,785.8	3,948.3	3,944.5	5.0%
Education Dept	488.0	403.8	415.3	421.0	420.0	-13.9%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	1,962.8	1,884.0	1,690.7	1,570.0	1,446.3	-26.3%
Employee Relations Dept	176.9	148.5	144.3	138.9	133.9	-24.3%
Enterprise Technology Office				297.2	301.4	
Finance Dept (includes Treasurer)	183.6	157.0	152.4	146.7	140.6	-23.4%
Health Dept	1,305.3	1,306.8	1,336.8	1,301.6	1,253.4	-4.0%
Higher Education Office	73.0	68.7	68.7	62.2	62.0	-15.1%
Housing Finance Agency	190.8	182.9	182.3	183.1	182.4	-4.4%
Human Rights Dept	53.4	45.2	44.0	43.1	43.1	-19.3%
Human Services Dept	6,022.0	6,100.5	6,223.2	6,458.8	6,656.6	10.5%
Iron Range Resources & Rehab	99.2	90.5	90.5	87.8	73.1	-26.3%
Labor & Industry Dept	364.4	342.8	336.2	437.9	421.9	15.8%
Military Affairs Dept	235.3	250.8	260.0	261.1	256.5	9.0%
Natural Resources Dept	2,725.4	2,595.7	2,603.1	2,611.3	2,604.0	-4.5%
Pollution Control Agency	730.9	758.8	755.4	806.5	814.8	11.5%
Public Safety Dept	2,027.0	1,967.3	1,952.8	1,981.2	1,933.8	-4.6%
Revenue Dept	1,141.8	1,129.2	1,168.0	1,225.9	1,247.7	9.3%
Transportation Dept	5,222.5	4,788.0	4,849.4	4,710.4	4,435.5	-15.1%
Veterans Affairs Dept	30.8	33.2	35.5	36.3	49.0	59.1%



## 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 up 4.8% from January 2004 to January 2008.

Executive Branch Full-time/ Part-time Appointment Counts	January 2004		January 2005		January 2006		January 2007		January 2008		Change 2004 - 2008
	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	
<b>Executive Branch Total</b>	31,434	100.0%	31,519	100.0%	31,648	100.0%	32,206	100%	32,937	100.0%	4.8%
Full-time	26,910	85.6%	26,950	85.5%	27,023	85.4%	27,332	84.9%	27,918	84.8%	3.7%
Part-time	3,405	10.8%	3,442	10.9%	3,541	11.2%	3,813	11.8%	3,907	11.9%	14.7%
Intermittent	1,119	3.6%	1,127	3.6%	1,084	3.4%	1,061	3.3%	1,112	3.4%	-0.6%

## Appointment Count by Cabinet Level Agency

- Cabinet agency appointments increased by 4.8% from January 2004 to January 2008.

Appointment Count by Cabinet Level Agency	January 2004		January 2005		January 2006		January 2007		January 2008		Change 2004 - 2008
	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	
<b>Executive Branch Total</b>	31,434	100.0%	31,519	100.0%	31,648	100.0%	32,206	100.0%	32,937	100.0%	4.8%
<b>Cabinet Agency Total</b>	28,257	89.9%	28,319	89.8 %	28,505	90.1%	29,000	90.0%	29,719	90.2%	5.2%
Administration Dept (includes MN Planning)	852	2.7%	840	2.7%	487	1.5%	498	1.5%	529	1.6%	-37.9%
Agriculture Dept	468	1.5%	465	1.5%	424	1.3%	435	1.4%	434	1.3%	-7.3%
Bureau of Mediation Services	17	0.1%	16	0.1%	15	0.0%	13	0.0%	15	0.0%	-11.8%
Commerce Dept	327	1.0%	340	1.1%	310	1.0%	324	1.0%	315	1.0%	-3.7%
Corrections Dept	3,845	12.2%	3,868	12.3%	4,073	12.9%	4,173	13.0%	4,213	12.8%	9.6%
Education Dept	412	1.3%	428	1.4%	429	1.4%	443	1.4%	431	1.3%	4.6%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	1,944	6.2%	1,716	5.4%	1,602	5.1%	1,514	4.7%	1,579	4.8%	-18.8%
Employee Relations Dept	149	0.5%	147	0.5%	143	0.5%	139	0.4%	103	0.3%	-30.9%
Enterprise Technology Office					295	0.9%	314	1.0%	319	1.0%	
Finance Dept (includes Treasurer)	157	0.5%	154	0.5%	149	0.5%	144	0.4%	147	0.4%	-6.4%
Health Depart	1,367	4.3%	1,378	4.4%	1,361	4.3%	1,343	4.2%	1,352	4.1%	-1.1%
Higher Education Office	74	0.2%	76	0.2%	66	0.2%	70	0.2%	82	0.2%	10.8%
Housing Finance Agency	184	0.6%	183	0.6%	183	0.6%	188	0.6%	198	0.6%	7.6%
Human Rights Dept	47	0.1%	45	0.1%	42	0.1%	46	0.1%	41	0.1%	-12.8%
Human Services Dept	6,735	21.4%	6,843	21.7%	7,006	22.1%	7,411	23.0%	7,840	23.8%	16.4%
Iron Range Resources & Rehab	131	0.4%	138	0.4%	136	0.4%	119	0.4%	112	0.3%	-14.5%
Labor & Industry Dept	355	1.1%	345	1.1%	444	1.4%	438	1.4%	451	1.4%	27.0%
Military Affairs Dept	260	0.8%	259	0.8%	256	0.8%	257	0.8%	263	0.8%	1.2%
Natural Resources Dept	2,294	7.3%	2,323	7.4%	2,324	7.3%	2,319	7.2%	2,374	7.2%	3.5%
Pollution Control Agency	771	2.5%	766	2.4%	833	2.6%	869	2.7%	955	2.9%	23.9%
Public Safety Dept	1,900	6.0%	1,915	6.1%	1,933	6.1%	1,961	6.1%	1,971	6.0%	3.7%
Revenue Dept	1,113	3.5%	1,140	3.6%	1,209	3.8%	1,287	4.0%	1,352	4.1%	21.5%
Transportation Dept	4,819	15.3%	4,898	15.5%	4,748	15.0%	4,641	14.4%	4,575	13.9%	-5.1%
Veterans Affairs Dept	36	0.1%	36	0.1%	37	0.1%	54	0.2%	68	0.2%	88.9%

## 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 2008.
- American Federation of State, County, and Municipal Employees (AFSCME), the largest state employee union, represented more than 14,000 executive branch employees in January 2008. 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 2004		January 2005		January 2006		January 2007		January 2008		Change 2004 - 2008
	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	Appt Count	Percent	
<b>Executive Branch Totals</b>	<b>31,434</b>	<b>100.0%</b>	<b>31,519</b>	<b>100.0%</b>	<b>31,648</b>	<b>100.0%</b>	<b>32,206</b>	<b>100.0%</b>	<b>32,937</b>	<b>100.0%</b>	<b>4.8%</b>
<b>Represented</b>	<b>28,087</b>	<b>89.4%</b>	<b>28,098</b>	<b>89.1%</b>	<b>28,225</b>	<b>89.2%</b>	<b>28,747</b>	<b>89.3%</b>	<b>29,427</b>	<b>89.3%</b>	<b>4.8%</b>
201 MN Law Enforcement Assn	696	2.2%	716	2.3%	746	2.4%	720	2.2%	724	2.2%	4.0%
202 Craft, Maintenance, Labor	1,939	6.2%	1,971	6.3%	1,917	6.1%	1,868	5.8%	1,891	5.7%	-2.5%
203 Service	1,080	3.4%	1,081	3.4%	1,081	3.4%	1,030	3.2%	1,013	3.1%	-6.2%
204 Health Care Non Professional	3,180	10.1%	3,227	10.2%	3,373	10.7%	3,537	11.0%	3,726	11.3%	17.2%
205 MN Nurses Association	746	2.4%	738	2.3%	716	2.3%	746	2.3%	762	2.3%	2.1%
206 Clerical	3,667	11.7%	3,513	11.1%	3,371	10.7%	3,421	10.6%	3,376	10.2%	-7.9%
207 Technical	2,497	7.9%	2,490	7.9%	2,405	7.6%	2,385	7.4%	2,384	7.2%	-4.5%
208 Corrections Officers	1,771	5.6%	1,781	5.7%	1,826	5.8%	1,871	5.8%	1,901	5.8%	7.3%
212 MN Govt Engineers Council	868	2.8%	881	2.8%	873	2.8%	866	2.7%	852	2.6%	-1.8%
214 MN Assoc of Professional Empl	9,171	29.2%	9,224	29.3%	9,378	29.6%	9,714	30.2%	10,137	30.8%	10.5%
215 Residential Schools Education	161	0.5%	169	0.5%	179	0.6%	179	0.6%	184	0.6%	14.3%
216 Middle Management Association	2,311	7.4%	2,307	7.3%	2,315	7.3%	2,342	7.3%	2,410	7.3%	4.3%
225 Radio Comm Operator					66	0.2%	68	0.2%	67	0.2%	
<b>Unrepresented</b>	<b>3,347</b>	<b>10.6%</b>	<b>3,421</b>	<b>10.9%</b>	<b>3,423</b>	<b>10.8%</b>	<b>3,459</b>	<b>10.7%</b>	<b>3,510</b>	<b>10.7%</b>	<b>4.9%</b>
213 Health Treatment Professional	63	0.2%	66	0.2%	68	0.2%	71	0.2%	70	0.2%	11.1%
217 Confidential	579	1.8%	574	1.8%	551	1.7%	531	1.6%	545	1.7%	-5.9%
218 Insufficient Work Time	823	2.6%	872	2.8%	896	2.8%	925	2.9%	917	2.8%	11.4%
219 Severed	185	0.6%	190	0.6%	177	0.6%	173	0.5%	188	0.6%	1.6%
220 Managerial Plan	1,220	3.9%	1,245	3.9%	1,255	4.0%	1,295	4.0%	1,335	4.1%	9.4%
221 Excluded All Others	477	1.5%	474	1.5%	476	1.5%	464	1.4%	455	1.4%	-4.6%

## Executive Branch Commissioners, Deputy Commissioners, and Assistant Commissioners

- The number of commissioners, deputy commissioners and assistant commissioners dropped 13% from March 1996 to March 2008.
- There were 25 commissioners, 25 deputy commissioners and 37 assistant commissioners in the executive branch on March 1, 2008.

Executive Branch Appointments	March 2004		March 2005		March 2006		March 2007		March 2008		Change 2004 - 2008	
	Count	Average Salary	Count	Average Salary	Count	Average Salary	Count	Average Salary	Count	Average Salary	Count	Average Salary
<b>Executive Branch Totals</b>	<b>80</b>	<b>\$100,663</b>	<b>83</b>	<b>\$101,102</b>	<b>83</b>	<b>\$101,975</b>	<b>83</b>	<b>\$103,507</b>	<b>87</b>	<b>\$105,076</b>	<b>8.8%</b>	<b>4.4%</b>
Commissioners	25*	103,752	25	103,377	25	103,377	25	103,381	25	103,381	0%	-0.4%
Deputy Commissioners	25	100,935	23	101,519	22	102,740	23	105,017	25	106,623	0%	5.6%
Assistant Commissioners	30*	98,353	35*	99,159	36*	100,492	35*	102,578	37*	105,178	23.3%	6.9%

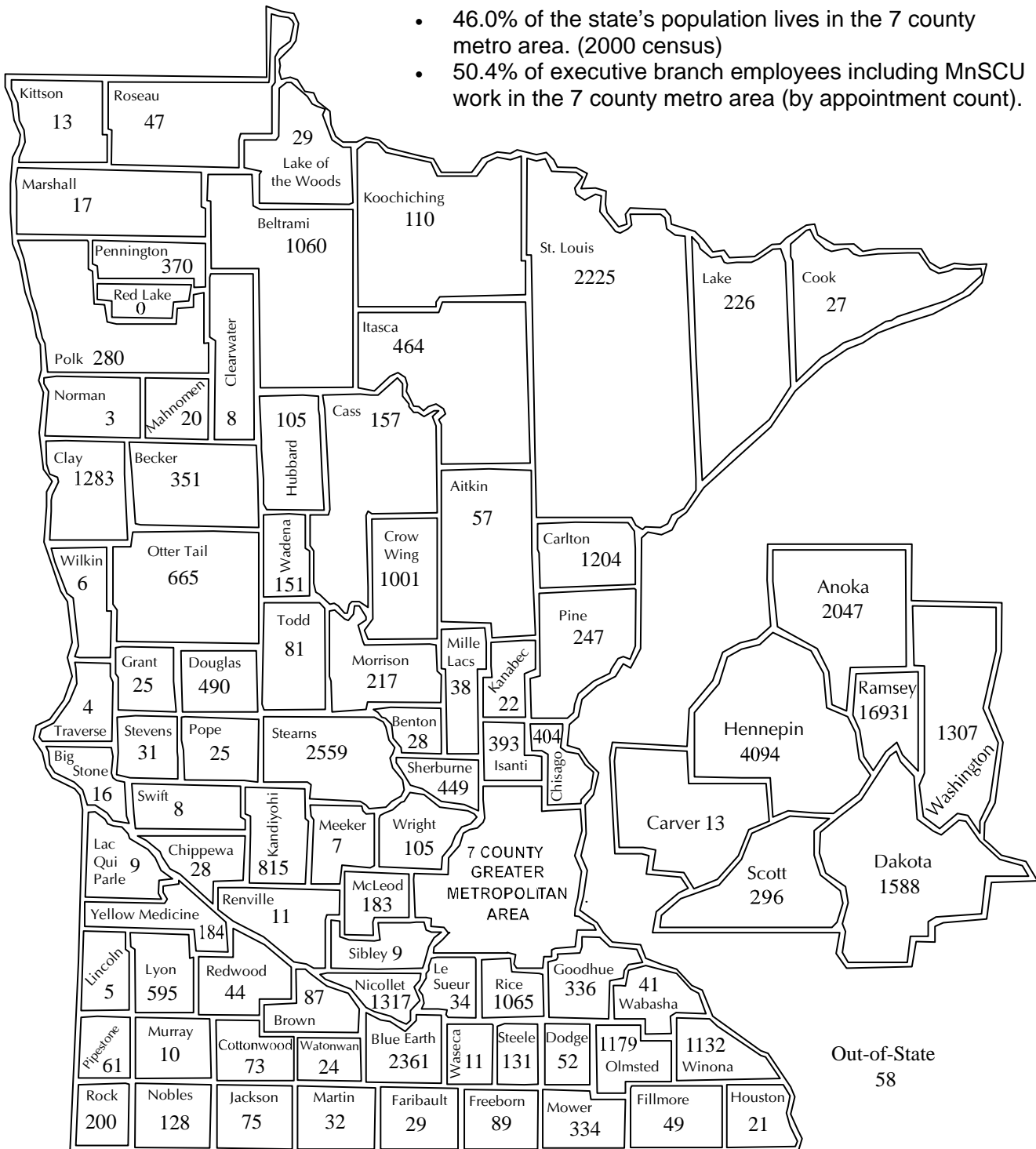
\*Former Public Safety Commissioner Stanek (\$108,388 annual salary) and Assistant Commissioner Leslie (\$85,649 annual salary) paid through interchange of government employees with the Cities of Minneapolis and St. Paul, respectively. (MS 15.51-15.57) They are represented only in the counts (Stanek in 2004 ; Leslie in 2004 – 2008) 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 2004	January 2005	January 2006	January 2007	January 2008	Change 2004 - 2008
<b>Executive Branch Total</b>	<b>3,768</b>	<b>3,629</b>	<b>3,471</b>	<b>3,321</b>	<b>3,153</b>	<b>-16.3%</b>
<b>Cabinet Agency Total</b>	<b>3,633</b>	<b>3,396</b>	<b>3,260</b>	<b>3,124</b>	<b>2,969</b>	<b>-16.0%</b>
Administration Dept (includes MN Planning)	116	115	78	74	70	-39.7%
Agriculture Dept	72	67	54	51	50	-30.6%
Bureau of Mediation Services	2	1	1	1	2	0.0%
Commerce Dept	42	42	43	40	39	-7.1%
Corrections Dept	641	634	636	636	610	-4.8%
Education Dept	18	18	16	16	13	-27.8%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	263	231	204	171	146	-44.5%
Employee Relations Dept	10	10	9	9	5	-50.0%
Enterprise Technology Office			39	40	39	
Finance Dept (includes Treasurer)	20	20	21	20	18	-10.0%
Health Dept	67	65	59	59	63	-6.0%
Higher Education Office	2	2	1	1	1	-50.0%
Housing Finance Agency	13	14	17	12	11	-15.4%
Human Rights Dept	3	3	3	3	3	0.0%
Human Services Dept	502	492	481	461	452	-10.0%
Iron Range Resources & Rehab	13	11	10	9	8	-38.5%
Labor & Industry Dept	35	35	45	40	38	8.6%
Military Affairs Dept	63	66	66	67	67	6.3%
Natural Resources Dept	279	260	239	219	208	-25.4%
Pollution Control Agency	64	60	62	61	59	-7.8%
Public Safety Dept	194	191	186	186	184	-5.2%
Revenue Dept	95	88	82	82	78	-17.9%
Transportation Dept	1,001	957	896	856	794	-20.7%
Veterans Affairs Dept	18	14	12	10	11	-38.9%

# Executive Branch Employee Count by Work County (Includes MnSCU) January 2008

- 46.0% of the state's population lives in the 7 county metro area. (2000 census)
- 50.4% 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 2008:

- 47.4% of Minnesota's entire labor force are women.
- 49.8% of executive branch appointments are filled by women.
  
- 8.3% of Minnesota's entire labor force are minorities.
- 7.9 % of executive branch appointments are filled by minorities.
  
- 14.6% of Minnesota's entire labor force reports having a disability.
- 5.3% of the executive branch workforce reports having a disability.

State of Minnesota Population and Labor Force Compared to Executive Branch Appointments (as of January 2008)	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	47.4%	222,951	8.3%	392,313	14.6%
Executive Branch Workforce January 2008	32,937	16,400	49.8%	2,597	7.9%	1,733	5.3%

# 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 24 percent of the workforce will reach the average retirement age and 59 percent 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).
- 46.2 years of age is the average age of the executive branch workforce (January 2008).

Potentially, 24% of the executive branch may retire in the next five years:

- 60 years of age is the average age of retirement for executive branch employees (Fiscal Year 2007).
- 9.0% of the executive branch workforce is currently 60 or older (January 2008).
- 24.4% of the current executive branch work force will be 60 or older by January 2013.

## Average Age by Gender

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

Age of Employees by Gender	January 2004	January 2005	January 2006	January 2007	January 2008	Change 2004 - 2008
	Average Age	Average Age	Average Age	Average Age	Average Age	
Executive Branch Average	45.8	46.1	46.3	46.3	46.2	0.9%
Female	45.2	45.6	45.8	45.7	45.7	1.1%
Male	46.4	46.6	46.7	46.8	46.7	0.6%



## Average Age of Cabinet Level Agencies

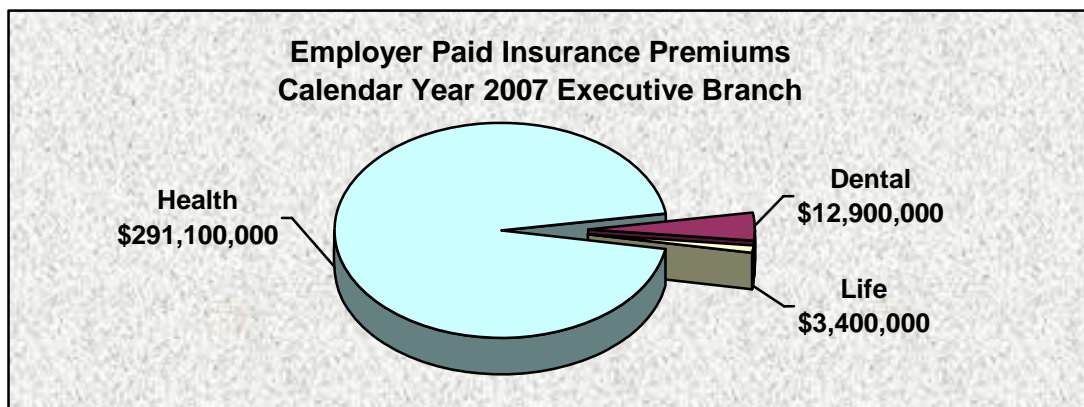
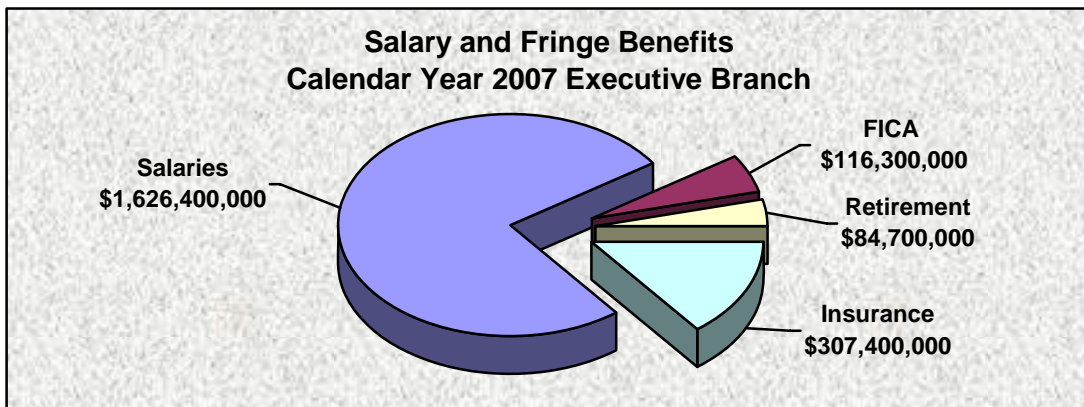
- The average age of an employee in a cabinet agency was 46.2 years old as of January 2008.

Average Age by Cabinet Level Agency	January 2004	January 2005	January 2006	January 2007	January 2008	Change 2004 - 2008
	Average Age	Average Age	Average Age	Average Age	Average Age	
<b>Executive Branch Average</b>	45.8	46.1	46.3	46.3	46.2	0.8%
<b>Cabinet Agency Average</b>	45.9	46.1	46.3	46.3	46.2	0.6%
Administration Dept (includes MN Planning)	48.8	49.2	49.0	49.5	49.8	2.2%
Agriculture Dept	48.2	48.6	48.7	48.9	49.4	2.3%
Bureau of Mediation Services	54.3	54.1	54.0	54.8	54.0	-0.7%
Commerce Dept (includes Public Service)	48.5	48.4	49.8	48.7	49.6	2.2%
Corrections Dept	42.6	43.0	43.0	43.0	43.2	1.3%
Education Dept	49.3	49.6	50.2	50.1	50.3	2.0%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	49.2	50.0	50.6	50.8	50.0	1.7%
Employee Relations Dept	47.3	48.0	48.8	49.4	49.5	4.6%
Enterprise Technology Office			50.4	50.5	50.9	
Finance Dept (includes Treasurer)	47.0	47.7	48.6	49.0	48.9	4.2%
Health Dept	45.5	45.9	46.5	47.0	47.4	4.1%
Higher Education Office	42.3	42.5	42.6	41.6	39.8	-5.9%
Housing Finance Agency	46.7	47.8	49.3	49.0	48.2	3.2%
Human Rights Dept	47.2	47.6	48.4	48.5	49.2	4.4%
Human Services Dept	45.5	45.6	45.4	45.1	44.7	-1.7%
Iron Range Resources & Rehab	36.8	36.8	37.5	36.9	38.1	3.5%
Labor & Industry Dept	47.7	48.0	49.0	48.5	49.0	2.6%
Military Affairs Dept	45.1	46.0	47.0	47.3	46.9	4.1%
Natural Resources Dept	46.5	46.9	47.4	47.3	47.1	1.2%
Pollution Control Agency	45.1	45.9	46.1	46.1	45.0	-0.2%
Public Safety Dept	44.3	44.7	45.1	45.1	45.0	1.6%
Revenue Dept	47.6	47.2	46.2	45.8	45.2	-4.9%
Transportation Dept	46.8	46.8	47.5	48.0	48.3	3.3%
Veterans Affairs Dept	48.7	47.3	46.5	42.6	43.4	-10.9%

## WAGES AND BENEFITS

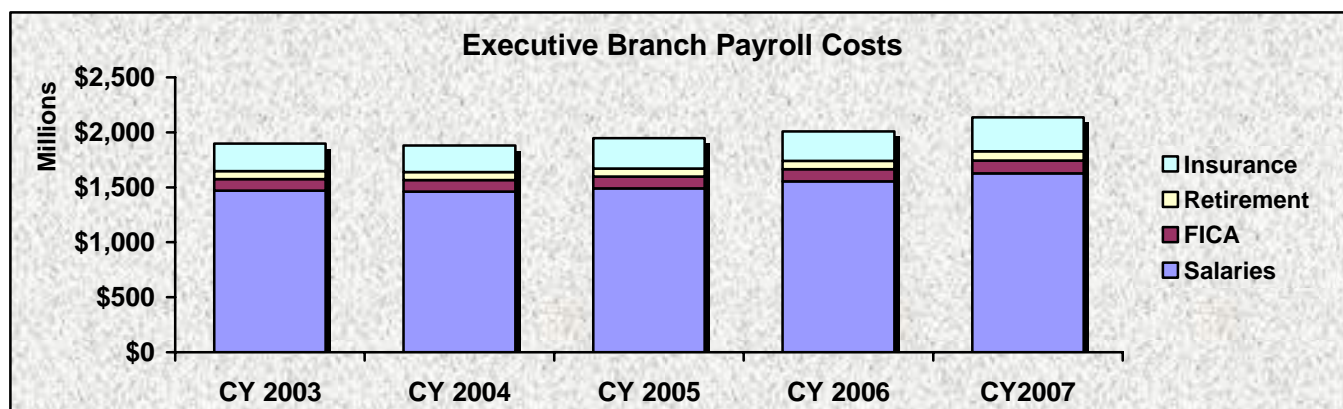
The negotiated bargaining agreements and compensation plans dictate the pay and insurance benefits for state employees. This section describes the state paid compensation for health, dental and life insurance coverage for state employees.

- \$2,134,800,000 was spent on the Executive Branch employee payroll in CY 2007 including wages, FICA, and benefits.
- \$307,400,000 in health, dental and life insurance coverage premiums were collected from Executive Branch agencies in CY 2007.



## Total Compensation Costs (Total Payroll)

- The total compensation cost increased by \$238 million from calendar year 2003 to calendar year 2007.



Executive Branch Payroll Costs	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	Change CY03 - CY07
Total Compensation Costs	\$1,896,900,000	\$1,879,100,000	\$1,947,500,000	\$2,007,200,000	\$2,134,800,000	12.5%
Employees' Salaries	1,469,300,000	1,460,600,000	1,491,300,000	1,552,900,000	1,626,400,000	10.7%
Employer's Contributions to FICA Taxes	106,100,000	104,700,000	106,700,000	\$111,100,000	\$116,300,000	9.6%
Employer's Contributions to Retirement	72,300,000	71,800,000	73,800,000	\$77,200,000	\$84,700,000	17.2%
Employer's Contributions to Insurance Premiums	249,200,000	242,000,000	275,700,000	\$266,000,000	\$307,400,000	23.4%

## 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.

- \$51,740 was the average wage of a full-time executive branch employee in calendar year 2007.
- The total employee salary cost increased by \$157.1 million from calendar year 2003 to 2007.
- Average annual earnings include overtime and other wage related earnings but not FICA or retirement.

Executive Branch Average Annual Salary	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	Change CY03 - CY07
Executive Branch Average	\$47,300	\$48,225	\$48,575	\$51,475	\$51,740	9.4%

## 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 2007 and 2008

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 \$523,877,000 in CY 2008.
- 91.6% of health insurance premiums will be paid by the employer.
- 63.8% of dental care premiums will be paid by the employer.
- 97.3% 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 2007 Insurance Premiums by Employer and Employee Contribution				
	Total	Total Employer Paid	% of Total	Employee Paid	% of Total
<b>Totals*</b>	<b>\$541,300,000</b>	<b>\$486,700,000</b>	<b>89.9%</b>	<b>\$54,600,000</b>	<b>10.1%</b>
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%

Coverage	CY 2008 Insurance Premiums by Employer and Employee Contribution				
	Total	Total Employer Paid	% of Total	Employee Paid	% of Total
<b>Totals*</b>	<b>\$581,520,000</b>	<b>\$523,877,000</b>	<b>90.1%</b>	<b>\$57,643,000</b>	<b>9.9%</b>
Health Care	543,142,000	497,457,000	91.6%	45,685,000	8.4%
Dental Care	32,558,000	20,756,000	63.8%	11,802,000	36.2%
Basic Life & Disability	5,820,000	5,664,000	97.3%	156,000	2.7%

\*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 35% from calendar year 2004 to calendar year 2008.

Monthly Health Plan Premiums	Employee Only Coverage					Change CY04 - CY08
	CY 2004	CY 2005	CY 2006	CY 2007	CY 2008	
<b>Total Cost</b>	<b>\$320.20</b>	<b>\$368.68</b>	<b>\$368.68</b>	<b>\$405.18</b>	<b>\$432.16</b>	<b>35.0%</b>
Employer Cost	320.20	368.68	368.68	405.18	432.16	35.0%
Employee Cost	0.00	0.00	0.00	0.00	0.00	-

Monthly Health Plan Premiums	Family Coverage					Change CY04 - CY08
	CY 2004	CY 2005	CY 2006	CY 2007	CY 2008	
<b>Total Cost</b>	<b>\$941.60</b>	<b>\$1,084.16</b>	<b>\$1,084.16</b>	<b>\$1,191.50</b>	<b>\$1,270.86</b>	<b>35.0%</b>
Employer Cost	848.40	976.84	976.84	1,073.56	1,145.06	35.0%
Employee Cost	93.20	107.32	107.32	117.94	125.80	35.0%

## Dental Benefits

The dental plan offers two providers with two different benefits and associated premiums. The increase from calendar year 2004 to calendar year 2008 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 CY04 - CY08
	CY 2004	CY 2005	CY 2006	CY 2007	CY 2008	
<b>Blue Plus Dental Total Cost</b>	<b>\$20.96</b>	<b>\$23.46</b>	<b>\$25.82</b>	<b>\$25.00</b>	<b>n/a</b>	<b>-</b>
Employer Cost	19.10	20.66	20.82	20.00	n/a	-
Employee Cost	1.86	2.80	5.00	5.00	n/a	-
<b>Delta Dental Total Cost</b>	<b>\$21.22</b>	<b>\$22.96</b>	<b>\$25.02</b>	<b>\$26.02</b>	<b>26.02</b>	<b>22.6%</b>
Employer Cost	19.10	20.66	20.02	21.02	21.02	10.1%
Employee Cost	2.12	2.30	5.00	5.00	5.00	-
<b>HealthPartners Dental Total Cost</b>	<b>\$21.14</b>	<b>\$22.94</b>	<b>\$25.68</b>	<b>\$26.64</b>	<b>26.90</b>	<b>27.2%</b>
Employer Cost	19.10	20.66	20.68	21.64	21.90	14.7%
Employee Cost	2.04	2.28	5.00	5.00	5.00	-

Monthly Dental Plan Premiums	Family Coverage					Change CY04 - CY08
	CY 2004	CY 2005	CY 2006	CY 2007	CY 2008	
<b>Blue Plus Dental Total Cost</b>	<b>\$60.90</b>	<b>\$68.30</b>	<b>\$75.14</b>	<b>\$72.76</b>	<b>n/a</b>	<b>-</b>
Employer Cost	39.86	43.14	45.32	45.48	n/a	-
Employee Cost	21.04	25.16	29.82	27.28	n/a	-
<b>Delta Dental Total Cost</b>	<b>\$62.74</b>	<b>\$67.92</b>	<b>\$74.00</b>	<b>\$76.98</b>	<b>76.98</b>	<b>22.7%</b>
Employer Cost	39.86	43.14	44.52	46.50	46.50	16.7%
Employee Cost	22.88	24.78	29.48	30.48	30.48	33.2%
<b>HealthPartners Dental Total Cost</b>	<b>\$62.56</b>	<b>\$67.88</b>	<b>\$75.98</b>	<b>\$78.80</b>	<b>79.60</b>	<b>27.2%</b>
Employer Cost	39.86	43.14	45.18	47.12	47.38	18.9%
Employee Cost	22.70	24.74	30.80	31.68	32.22	41.9%

## 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 2007:

- 2,242,993 hours
- 74 hours or 9.25 days per full-time equivalent
- \$70,152,999 was the value of sick leave used during fiscal year 2007

Executive branch vacation leave used in fiscal year 2007:

- 5,120,102 hours
- 169 hours or 21.1 days per full-time equivalent
- \$167,861,237 was the value of vacation leave used during fiscal year 2007



## 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 2007 was 2,242,993 hours.
- Sick leave used in fiscal year 2007 per FTE has not changed from sick leave used in fiscal year 2006.
- Sick leave usage has not changed much per FTE from fiscal year 2003 to fiscal year 2007.

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 2007	30,258	2,242,993	74	\$70,152,999	\$2,318
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

## Vacation Leave

- Total executive branch vacation leave used in fiscal year 2007 was 5,120,102 hours.
- Vacation leave used in fiscal year 2007 per FTE decreased by 4.0% over vacation leave used in fiscal year 2006.
- Vacation leave usage has decreased 0.6% per FTE from fiscal year 2003 to fiscal year 2007.

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 2007	30,258	5,120,102	169	\$167,861,237	\$5,548
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

# 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 2003 to fiscal year 2007:

- Hiring increased 43.3%.
- Layoffs decreased 88.1%.
- Resignations increased 12.7%.

## Executive Branch Length of Service

Length of Service in Years	January 2004	January 2005	January 2006	January 2007	January 2008
Executive Branch Average	13.12	13.38	13.39	13.13	12.88

## Statewide Hires

Statewide Hires	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	Change FY03 - FY07
Executive Branch Total	3,964	4,558	4,779	5,524	5,681	43.3%

## Statewide Separations

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

- Voluntary separations were up 12.7% from fiscal year 2003 to fiscal year 2007 while involuntary separations were up 65.9%.

Statewide Separations by Type	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	Change FY03 - FY07
Executive Branch Total	5,183	4,740	4,793	5,048	5,228	0.9%
Voluntary Statewide Separations	1,790	1,735	1,917	2,060	2,017	12.7%
Involuntary Statewide Separations	293	366	331	422	486	65.9%
Layoffs	739	356	207	134	88	- 88.1%
Retirements	722	776	711	830	885	22.6%
Deaths	48	57	48	61	56	16.7%
Other Separations	1,591	1,450	1,579	1,541	1,696	6.6%

## Voluntary Separations by Cabinet Level Agency

Voluntary Statewide Separations by Cabinet Level Agency	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	Change FY03 - FY07
<b>Executive Branch Total</b>	<b>1,790</b>	<b>1,735</b>	<b>1,917</b>	<b>2,060</b>	<b>2,017</b>	<b>12.7%</b>
<b>Cabinet Agency Total</b>	<b>1,498</b>	<b>1,433</b>	<b>1,591</b>	<b>1,703</b>	<b>1,689</b>	<b>12.8%</b>
Administration Dept (includes MN Planning)	36	40	32	22	24	
Agriculture Dept	29	25	21	36	19	
Bureau of Mediation Services	-	-	-	-	-	
Commerce Dept	14	12	13	18	13	
Corrections Dept	186	203	216	203	218	
Education Dept	16	22	26	20	27	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	52	65	71	62	58	
Employee Relations Dept	4	12	5	4	7	
Enterprise Technology Office				6	12	
Finance Dept (includes Treasurer)	6	5	6	4	6	
Health Dept	158	90	108	110	89	
Higher Education Office	13	8	6	12	8	
Housing Finance Agency	3	13	3	7	3	
Human Rights Dept	2	3	2	1	1	
Human Services Dept	455	430	581	649	643	
Iron Range Resources & Rehab	1	4	6	-	4	
Labor & Industry Dept	18	17	17	23	15	
Military Affairs Dept	8	17	14	9	17	
Natural Resources Dept	193	170	169	168	200	
Pollution Control Agency	17	23	27	26	31	
Public Safety Dept	66	81	67	69	66	
Revenue Dept	76	72	90	106	92	
Transportation Dept	145	117	108	143	130	
Veterans Affairs Dept	-	4	3	5	6	

## Involuntary Statewide Separations by Cabinet Level Agency

Involuntary Statewide Separations by Cabinet Level Agency	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	Change FY03 - FY07
<b>Executive Branch Total</b>	293	366	331	422	486	65.9%
<b>Cabinet Agency Total</b>	237	239	263	301	385	62.4%
Administration Dept (includes MN Planning)	3	13	15	12	9	
Agriculture Dept	7	1	7	2	6	
Bureau of Mediation Services	-	-	-	-	-	
Commerce Dept	2	2	-	2	-	
Corrections Dept	51	29	40	52	57	
Education Dept	1	1	3	-	6	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	8	1	1	1	6	
Employee Relations Dept	1	-	-	1	1	
Enterprise Technology Office				2	-	
Finance Dept (includes Treasurer)	-	-	-	-	-	
Health Dept	6	7	5	10	7	
Higher Education Services Off	-	-	1	-	-	
Housing Finance Agency	1	1	-	-	-	
Human Rights Dept	1	-	-	-	-	
Human Services Dept	99	147	138	156	203	
Iron Range Resources & Rehab	-	-	-	-	-	
Labor & Industry Dept	-	2	2	3	6	
Military Affairs Dept	8	1	3	2	2	
Natural Resources Dept	15	7	13	12	11	
Pollution Control Agency	1	4	2	-	5	
Public Safety Dept	12	3	3	8	15	
Revenue Dept	12	3	13	17	33	
Transportation Dept	9	17	17	19	17	
Veterans Affairs Dept	-	-	-	2	1	

## Layoffs by Cabinet Level Agency

Layoffs by Cabinet Level Agency	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	Change FY03 - FY07
<b>Executive Branch Total</b>	<b>739</b>	<b>356</b>	<b>207</b>	<b>134</b>	<b>88</b>	<b>-88.1%</b>
<b>Cabinet Agency Total</b>	<b>677</b>	<b>237</b>	<b>195</b>	<b>127</b>	<b>82</b>	<b>-87.9%</b>
Administration Dept (includes MN Planning)	80	13	13	1	1	
Agriculture Dept	14	-	12	46	11	
Bureau of Mediation Services	1	2	-	-	-	
Commerce Dept	28	3	2	1	2	
Corrections Dept	43	11	4	13	8	
Education Dept	28	4	-	-	1	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	15	31	44	23	19	
Employee Relations Dept	32	3	3	1	1	
Enterprise Technology Office				2	2	
Finance Dept (includes Treasurer)	7	1	-	-	-	
Health Dept	12	2	4	2	4	
Higher Education Services Off	-	-	-	-	-	
Housing Finance Agency	-	-	-	-	-	
Human Rights Dept	2	-	-	-	-	
Human Services Dept	44	16	38	17	20	
Iron Range Resources & Rehab	3	7	-	-	-	
Labor & Industry Dept	17	3	1	-	4	
Military Affairs Dept	-	-	-	1	-	
Natural Resources Dept	74	21	30	8	5	
Pollution Control Agency	1	1	-	-	-	
Public Safety Dept	6	58	3	6	1	
Revenue Dept	27	13	2	1	2	
Transportation Dept	242	48	39	5	1	
Veterans Affairs Dept	1	-	-	-	-	

## Layoffs by Union/Plan and Bargaining Unit

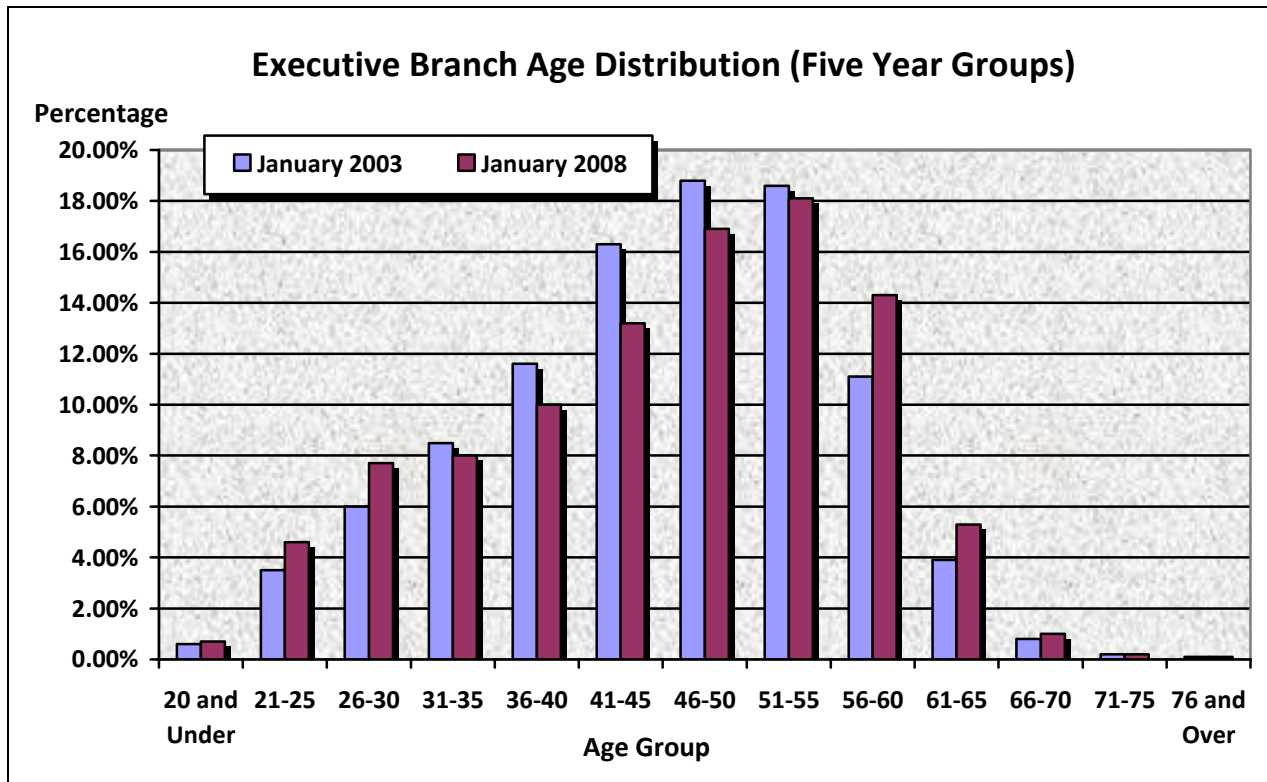
Only employees in classified appointments may be laid off. The elimination of positions with other statuses such as unclassified, intern, temporary or trainee are not laid off, rather their positions are terminated.

Layoffs by Union/Plan and Bargaining Unit		FY	FY	FY	FY	FY	Change
Union/Plan	Bargaining Unit	2003	2004	2005	2006	2007	FY03 – FY07
<b>Executive Branch Total</b>		<b>739</b>	<b>356</b>	<b>207</b>	<b>134</b>	<b>88</b>	<b>-88.1%</b>
AFSCME	202 Craft, Maintenance, Labor	26	6	-	7	3	
AFSCME	203 Service	50	19	21	5	5	
AFSCME	204 Health Care Non Professional	7	5	25	3	8	
AFSCME	206 Clerical	161	121	31	11	10	
AFSCME	207 Technical	62	22	10	27	8	
AFSCME	208 Corrections Officer	1	-	-	-	-	
AFSCME	225 Radio Comm Operators				-	-	
Middle Management Assn	216 Middle Management Assn	67	35	19	12	7	
MN Assn of Professional Employees	214 MN Assn of Professional Employees	254	101	71	29	29	
MN Govt Engineers Council	212 MN Govt Engineers Council	8	3	-	1	-	
MN Law Enforcement Assn	201 MN Law Enforcement Assn	-	-	-	-	-	
MN Nurses Assn	205 MN Nurses Assn	6	-	1	-	-	
Residential Schools Edu	215 Residential Schools Edu	1	1	-	2	-	
Unrepresented Commissioner's Plan	213 Health Treatment Professionals	-	-	-	-	2	
Unrepresented Commissioner's Plan	217 Confidential	51	3	8	3	4	
Unrepresented Commissioner's Plan	218 Insufficient Work Time	7	7	2	17	4	
Unrepresented Commissioner's Plan	219 Severed	3	-	6	5	-	
Unrepresented Managers	220 Manager	35	28	9	10	8	
Unrepresented Other Plans	221 Excluded All Others	-	5	4	2	-	

## Retirement

In FY 2007, the average age of retirement for executive branch employee is 60 years of age. Over the next five years 24 percent of the state workforce will reach that age (60, the average age of retirement) and nearly 43 percent could retire in the next ten years.

- Average age of retirement is 60 in FY 2007.
- 9.0% of the current workforce is at or above the average age of retirement.
- 24.4% of the current workforce will reach the age of retirement by the year 2013.
- 42.5% of the current workforce will reach the age of retirement by the year 2018.



## Retirements by Cabinet Level Agency

Retirements by Cabinet Level Agency	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	Change FY03 - FY07
<b>Executive Branch Total</b>	722	776	711	830	885	22.6%
<b>Cabinet Agency Total</b>	676	739	659	768	837	23.8%
Administration Dept (includes MN Planning)	14	30	15	15	15	
Agriculture Dept	17	8	11	11	10	
Bureau of Mediation Services	3	-	3	-	1	
Commerce Dept	8	5	11	10	13	
Corrections Dept	97	101	101	103	99	
Education Dept	7	14	18	16	18	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	51	61	74	77	84	
Employee Relations Dept	1	3	2	4	2	
Enterprise Technology Office				6	5	
Finance Dept (includes Treasurer)	9	4	3	3	3	
Health Dept	22	26	25	29	21	
Higher Education Office	1	1	1	2	1	
Housing Finance Agency	-	2	-	3	5	
Human Rights Dept	3	2	-	1	-	
Human Services Dept	132	150	136	163	186	
Iron Range Resources & Rehab	1	-	2	5	6	
Labor & Industry Dept	5	5	7	15	18	
Military Affairs Dept	9	8	7	3	7	
Natural Resources Dept	82	51	50	65	90	
Pollution Control Agency	9	4	11	15	13	
Public Safety Dept	33	46	36	48	58	
Revenue Dept	47	27	28	35	31	
Transportation Dept	123	190	115	137	149	
Veterans Affairs Dept	2	1	3	2	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.

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 73 employees in the post retirement employee option program as of March 2008.

Post-Retirement Option Plan Employees by Agency	May 2006	March 2007	March 2008
<b>Total Executive Branch</b>	<b>23</b>	<b>63</b>	<b>73</b>
Administration	-	-	1
Agriculture Dept	-	1	1
Animal Health Board	-	1	-
Attorney General's Office	-	1	1
Commerce Department	1	4	4
Corrections	-	-	1
Emergency Medical Services Board	1	-	-
Employment & Economic Development Dept	2	7	10
Enterprise Technology Office	-	1	1
Explore Minnesota Tourism	-	-	1
Finance Dept	1	-	1
Health Dept	1	4	5
Human Services Dept	2	4	9
Investment Board	-	1	1
Iron Range Resources & Rehabilitation	1	-	-
MN Colleges & Universities	-	4	1
Natural Resources Dept	-	1	1
Ombud Mental Health & Dev Dis	-	-	1
Pollution Control Agency	2	3	4
Public Employees Retire Assoc	-	-	1
Public Utilities Commission	2	2	1
Revenue Dept	1	2	5
Transportation Dept	9	28	23