



Workforce Report 2011





The Minnesota State Government Workforce Report 2011 is produced by Minnesota Management & Budget. MMB is responsible for managing and providing leadership in state finances, human resources, enterprise systems, and analysis.

Our mission is to increase state government's capacity to manage and utilize financial, human, information and analytical resources to ensure exceptional service and value for Minnesota's citizens.

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Introduction

This report summarizes characteristics of the executive branch of state government workforce in Minnesota Fiscal Year 2011 between July 1, 2010 and June 30, 2011. The executive branch includes state agencies with the exception of MnSCU, retirement agencies and judicial and legislative branches.

In the following pages you will find answers to these and other questions:

- How large is the state's executive branch workforce?
- Is the state government workforce growing or shrinking?
- What is the demographic profile of the Minnesota state government workforce?
- How geographically dispersed are employee work locations?
- Which are the largest agencies? What is the workforce profile in these agencies?
- How many employees retired during 2011? Which agencies experienced the the largest number of employee retirements?
- How many employees were hired during 2011? What were the characteristics of the newly hired workforce?
- How many years of service does the average state employee deliver?
- What were salary and benefits paid during 2011? What is the state's health care contribution?
- How much overtime was paid? How is total employee compensation changing over time?

* Data for this report is extracted from the MMB IA Data Warehouse. FY 2011 data was extracted from a slice file, which was collected the first week following the close of the fiscal year on June 30, 2011. Data for prior fiscal years was taken from slice files on comparable dates. Where applicable, other data sources are noted.

Key Findings

1. Annual retirements doubled from 891 in 2010 to 1,623 in 2011.
2. Approximately 35% of the workforce is between 50 and 60 years old.
3. The size of the state workforce has declined in each of the past three years, decreasing by 4% from 2010 to 2011. The number of employees decreased from 34,123 in 2010 to 32,924 in 2011.
4. The median age of Minnesota's workforce is increasing. In 2000, the median age of Minnesota's workforce was 45.5. In 2011 the median age was 48.
5. Nearly 58% of new hires in 2011 were hired on an emergency, provisional, temporary, or limited status.
6. The total cost of compensation has not changed significantly for the past three years.
7. The profile shows that on average, state employees delivered 12.6 years of service per individual in 2011.
8. The average number of years of service decreased between 2010 and 2011 due to the uncharacteristically large number of retirements in 2011.
9. The cost of overtime increased by approximately \$4.4 million since fiscal year 2010.

Definitions

Appointment: Appointment counts are the number of filled jobs/positions. An employee with multiple concurrent jobs (e.g. 2 part time jobs at the same time) will be counted once for each job or position regardless if both positions are in the same agency or job class. Because one employee can hold more than one appointment, appointment counts are usually larger than the number of actual employees.

Average: The most representative score in a distribution. The total divided by the number of cases: e.g., the average age of the group is determined by adding all ages together and dividing by the number of individuals.

Calendar year: January 1 through December 31 of a given year.

Contingent workforce: Temporary, emergency, and provisional employees hired for a limited time period in a fiscal year.

Executive Branch: Agencies of state government established by Statute 43A that have statewide jurisdiction and are not within the legislative or judicial branches of government.

Fiscal Year: State government runs on a fiscal year calendar that runs July 1 of one year through June30 of the following year. Fiscal year 2011 runs from July 1 2010 through June 30 2011 and is the time period used for this report.

FTE: Full Time Equivalent is a calculation of how much work was compensated last fiscal year. This is represented in 2080 hour increments or what a regular full time employee would have worked in one fiscal year. Average Annual Salary per FTE represents the total salary compensation (dollars) divided by the calculated FTE total.

Median: The point at which half of cases in a distribution fall below and half fall above in a given range, e.g., the median age of the 30 individuals was 32 years (15 are younger and 15 are older).

Unlimited status: Employees hired on an unlimited status means an appointment for which there is no specified maximum duration.

2010 Executive Branch Workforce Profile

This report provides an overview of the state government executive branch workforce in Minnesota.

Table 1 demonstrates a comparison of the workforce profile between fiscal years 2011 and 2010.

Table 1: Executive Branch Workforce at a Glance Between July 2011 and 2010*

	FY 2011	FY 2010
Total workforce appointment count	32,924	34,123
Median age	48	51
Average age	46.0	46.2
Female*	49.7%	49.6%
Ethnic minority*	8.0%	8.0%
Persons with disability*	4.4%	4.7%
Veteran*	9.08%	9.91%
Average annual salary (full-time employees)	\$54,818	\$54,865
Represented by a bargaining unit	88.5%	88.6%
Permanent or unlimited status	90.1%	90.6%
Average length of service	12.6 years	12.9 years
Full-time employees	84.5%	84.9%
Hires	3,903	3,793
Retirements	1,623	891
Average age of retirement	60.6	61.3
Number of employees currently at age 61	676	727
Number of employees currently at age 62	565	590
Number of employees expected to be age 62 in 2015	984	398

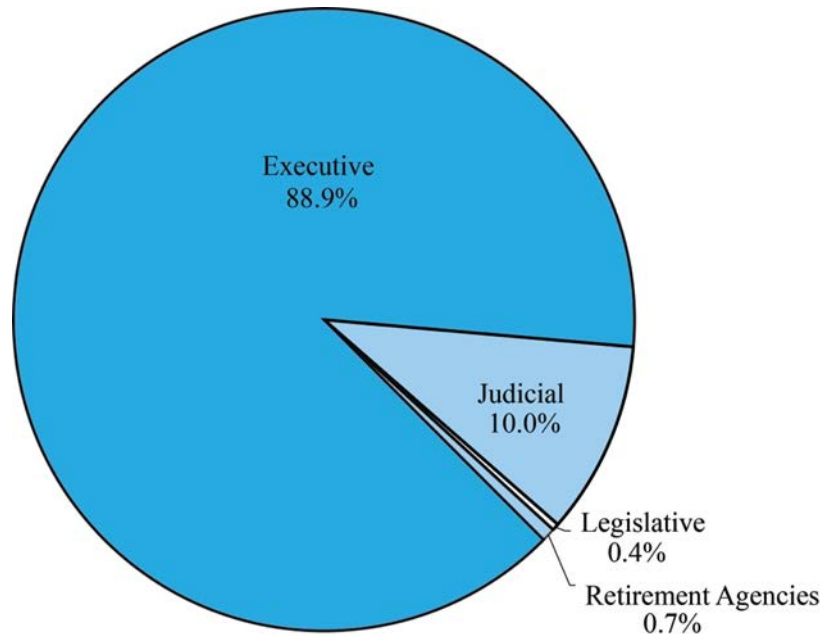
*Source: MMB Data Warehouse. Gender, ethnicity, disability and veteran status are voluntarily provided by state employees. Employees may choose not to provide this information or do not identify with selecting only one ethnic option. As a result, the state's workforce may be more diverse than the numbers reflect.

Executive Branch of State Government

The Executive Branch represented 89% of state government appointments in 2011.* The remaining 11% displayed in this chart were comprised of appointments in the judicial

branch, the Legislative Coordinating Commission (LCC) and Office of Legislative Audit (OLA), and the State Retirement Systems. This report does not include MnSCU data.

*Figure 1: Employees in State Government: FY 2011**



	2010	2011	Change
Executive	34,123	32,924.00	-3.5%
Judicial	3,803	3,719.00	-2.2%
Legislative	145	134.00	-7.6%
Retirement Agencies	268	263.00	-1.9%
Total	38,339	37,040	-3.4%

*Table 2: Employees in State Government FY 2010-2011**

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Executive	34,805	33,909	32,527	32,492	32,410	32,985	33,347	33,683	34,213	34,123	32,924
Judicial	2,269	2,549	3,185	3,372	3,776	3,920	4,035	3,793	3,702	3,803	3,719
Legislative	74	75	63	144	146	141	146	147	143	145	134
Retirement Agencies	227	235	229	260	259	253	249	254	257	268	263
Total	37,375	36,768	36,004	36,268	36,591	37,299	37,777	37,877	38,315	38,339	37,040

* Source: MMB Data Warehouse. These data reflect appointment counts. Legislative appointments counted here only include the LCC and OLA.

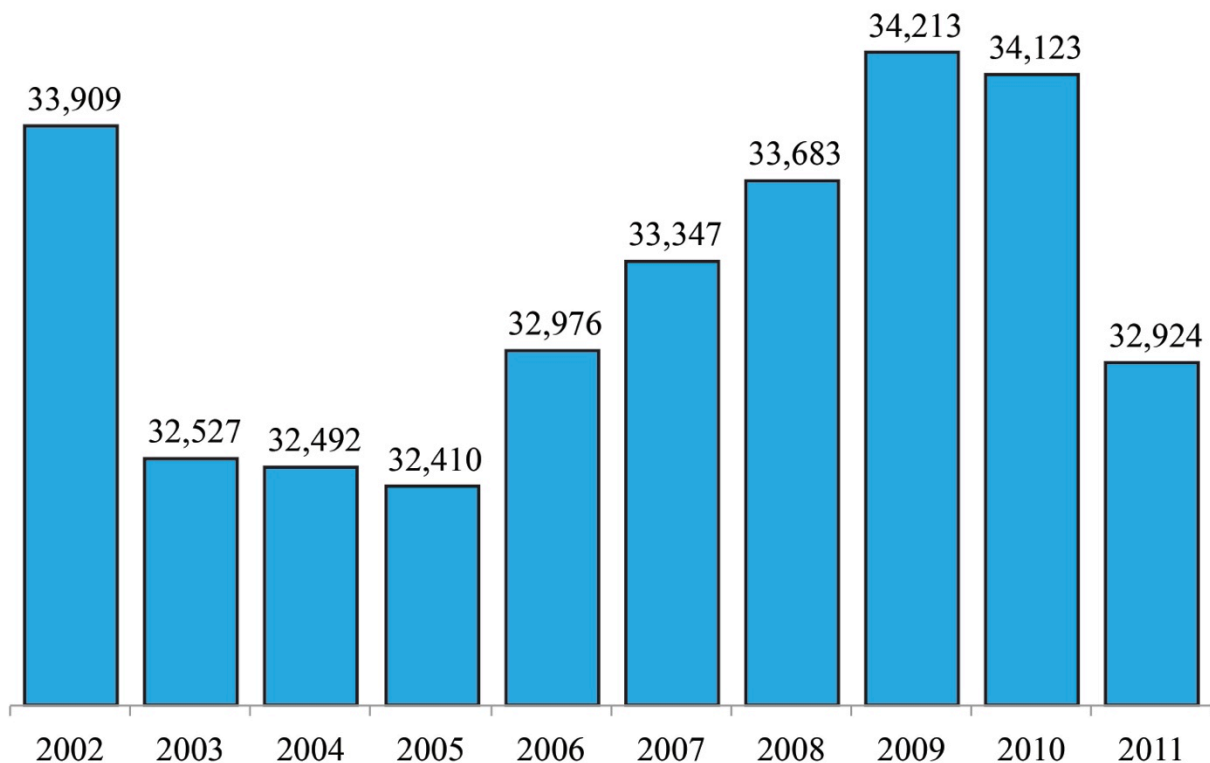
Executive Branch Workforce Size

Figure 2 shows appointment counts in the executive branch at the end of Fiscal Year 2011. The size of Minnesota's workforce increased incrementally from 2005 through 2009. The larger increase in FY2009 reflects new hiring conducted related to specific projects such as The Legacy Fund, staffing up in Revenue

Collectors, and the Statewide Integrated Financial Tracking, or SWIFT system.

The workforce decrease portrayed from 2010 to 2011 is largely due to accelerated numbers of retirements, combined with layoffs, decreasing agency budgets and hiring restrictions at that time.

*Figure 2: Number of Executive Branch Employees: FY 2002-2011**



*Source: MMB Data Warehouse.

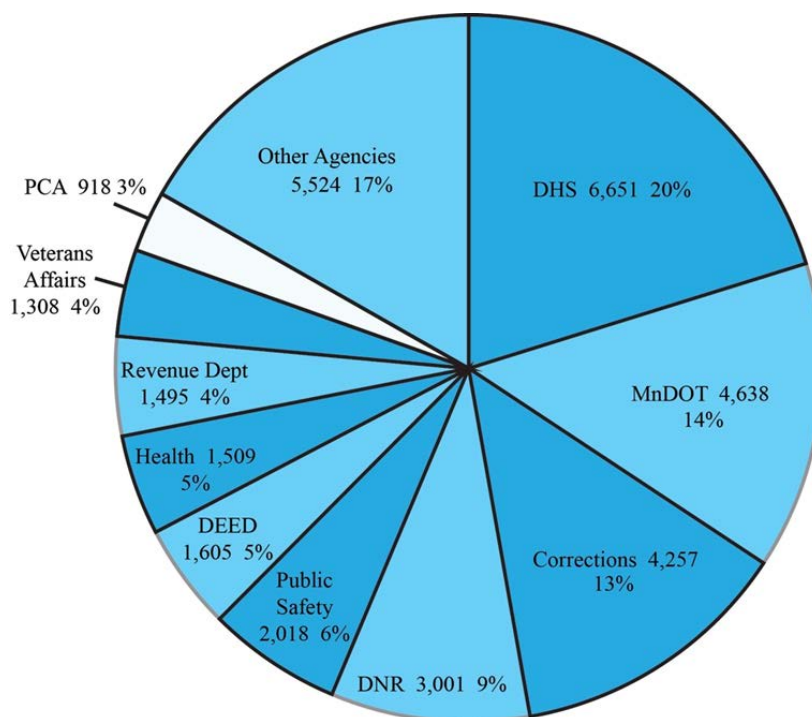
Executive Branch Agency Employment

Figure 3 illustrates that the ten largest agencies employ over 83% of the state workforce.

Table 3 shows the size of the workforce in each state agency in descending order from the largest to the smallest employee population.

Over 47% of the state workforce is employed by three agencies: the Departments of Human Services (DHS), Transportation (DOT), and Corrections (DOC). State agency sizes range from the Department of Human Services with 6,651 employees, to boards with a single employee

*Figure 3: Executive Branch Agencies Employment Distribution: FY 2011**



Agency	No. of Employees	Percentage
DHS	6,651	20%
MnDOT	4,638	14%
Corrections	4,257	13%
DNR	3,001	9%
Public Safety	2,018	6%
DEED	1,605	5%
Health	1,509	5%
Revenue Dept	1,495	4%
Veterans Affairs	1,308	4%
PCA	918	3%
Other Agencies	5,524	17%

*Source: MMB Data Warehouse.

*Table 3 Executive Branch Appointments by Agency: FY 2011**

Agency	Number of Appointments	Agency	Number of Appointments
Human Services	6,651	Commerce	328
Office of Higher Education	65	Arts Board	15
Transportation	4,638	Attorney General	310
Explore Minnesota Tourism	63	Cosmetologist Exam Board	14
Corrections	4,257	Enterprise Technology Office	306
Secretary of State	62	Pharmacy Board	13
Natural Resources	3,001	MN Management & Budget	306
Iron Range Resources & Rehab	60	Workers Comp Court of Appeals	13
Public Safety	2,018	Military Affairs	298
Governor's Office	52	Dentistry Board	11
Employ & Econ Development	1,605	Housing Finance Agency	200
Animal Health Board	50	Nursing Home Admin Board	11
Health	1,509	Lottery	146
Public Utilities Commission	48	Peace Officers Board (POST)	11
Revenue	1,495	State Auditor	106
Human Rights	34	Social Work Board	11
Veterans Affairs	1,308	Water & Soil Resources Board	81
Nursing Board	30	Bureau of Mediation Services	10
Pollution Control Agency	918	Perpich Ctr. for Arts Education	78
Gambling Control Board	29	Public Facilities Authority	9
Agriculture	493	Office of Administrative Hearings	67
Combative Sports Commission	24	Architecture, Engineering Board	8
Administration	450	Disability Council	8
Medical Practice Board	24	Behavioral Health & Therapy Board	3
Labor & Industry	443	Psychology Board	8
Investment Board	22	Capitol Area Architect	3
Education	397	Campaign Fin & Public Disclosure Board	7
Emergency Medical Services Board	21	Chicano/Latino Affairs Council	3
MN Zoological Garden	342	Sentencing Guidelines Commission	6
Racing Commission	21		
MN State Academies	330		
Ombudsman Mental Health & Developmental Disabilities	19		

Agency	Number of Appointments
Physical Therapy Board	3
Tax Court	6
Higher Ed Facilities Authority	2
Accountancy Board	5
Marriage & Family Therapy Board	2
Chiropractors Board	5
Science Technology Authority	2
Indian Affairs Council	5
Veterinary Medicine Board	2

Agency	Number of Appointments
Ombudsperson for Families	5
Bd. of Podiatric Medicine	1
Asian-Pacific Council	4
Dietetics & Nutrition Practice	1
Black Minnesotans Council	4
Optometry Board	1
Amateur Sports Commission	3
Private Detective Board	1
Barber Examiners Board	3

Net Workforce Reductions in 2011

In any year, agencies lose employees through retirements, layoffs, and voluntary separations. At the same time, agencies hire to meet changing programmatic and agency goals.

Table 4 highlights executive branch agencies that experienced a net loss of ten or more employees in 2011, ranked by order of the size of the reduction.

*Table 4: Agency Net Workforce Reductions:
FY 2010-2011**

Agency	2010	2011	Change	% Change
Transportation	5,051	4,638	-413	-8.2%
Employment & Economic Development	1,838	1,605	-233	-12.7%
Human Services	6,883	6,651	-232	-3.4%
Natural Resources	3,145	3,001	-144	-4.6%
Pollution Control Agency	963	918	-45	-4.7%
Administration	489	450	-39	-8.0%
Secretary of State	91	62	-29	-31.9%
Public Safety	2,037	2,018	-19	-0.9%
Office of Enterprise Technology	321	306	-15	-4.7%
Veterans Affairs	1,320	1,308	-12	-0.9%
Zoological Board	354	342	-12	-3.4%
Administrative Hearings	78	67	-11	-14.1%
Education Department	407	397	-10	-2.5%
Commerce	338	328	-10	-3.0%
Minnesota Management and Budget	316	306	-10	-3.2%

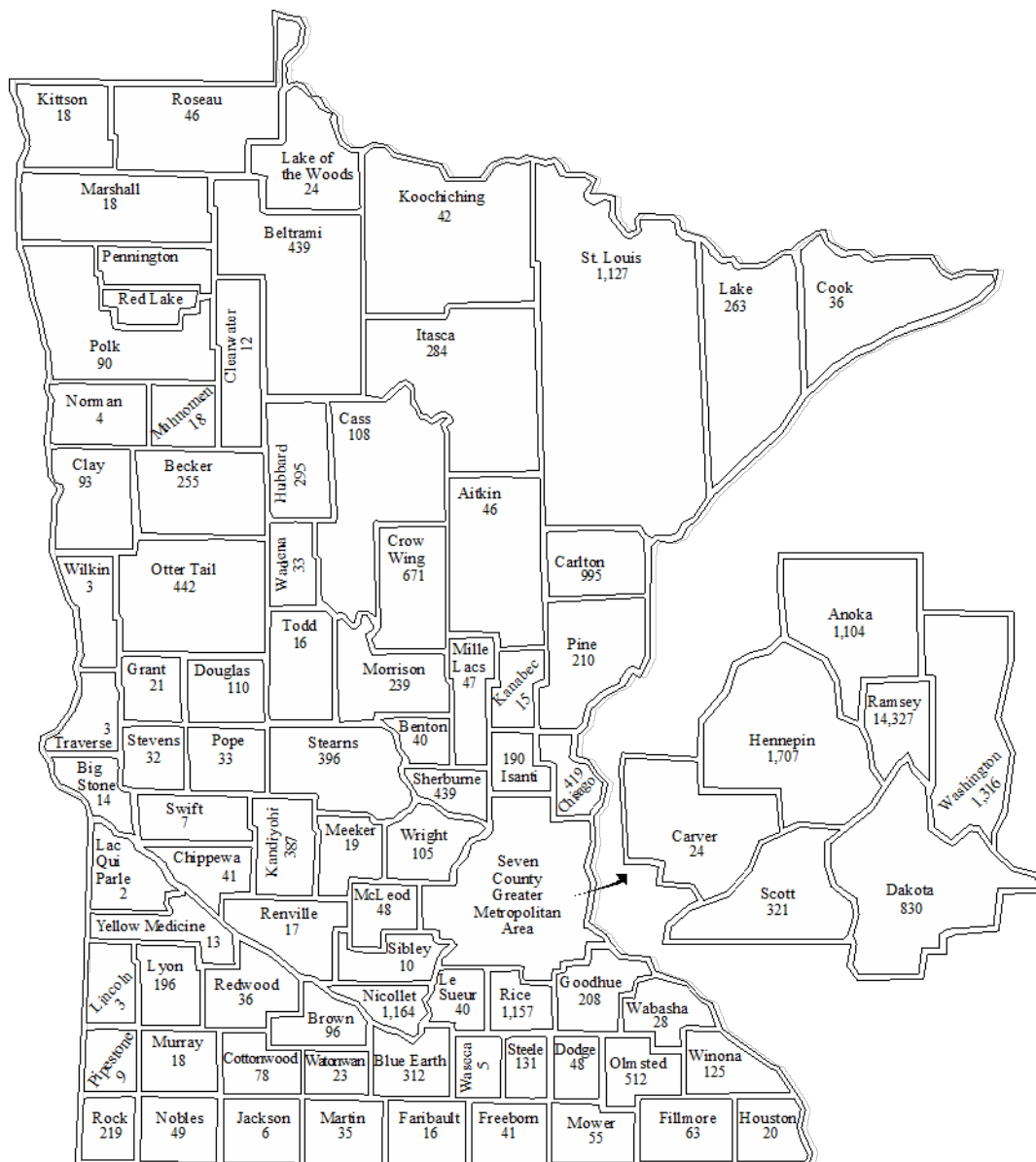
*Source: MMB Data Warehouse.

State Employee Worksite Distribution

Approximately 60 % of state executive branch employees work in the seven-county metro area. Ramsey County hosts the largest number and is home to the state capitol and most agencies. The Department of Transportation’s District Offices,

the Department of Human Services’ Regional Treatment Centers, the Veteran’s Hospitals and state correctional facilities provide significant employment outside of the metropolitan area.

*Figure 4: Workforce Distribution by County: FY 2011**

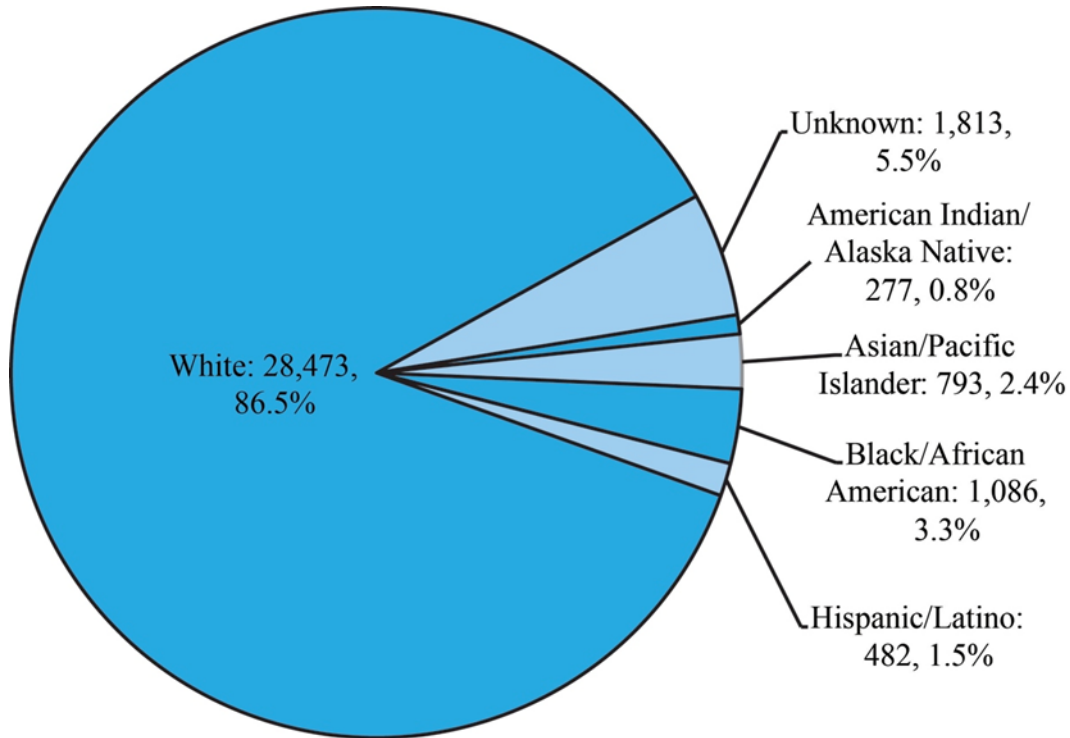


Executive Branch Workforce Diversity

State employee diversity representation* is portrayed in Figure 5. Table 5 compares state diversity data to Minnesota’s civilian population. The percentage of state female employees is comparable to the civilian

workforce, as both are close to 50 percent. Minnesota’s government workforce lags in comparison to the private sector workforce in ethnic minority workers.

*Figure 5: FY 2011 Minnesota Executive Branch Workforce Diversity Profile***



Ethnic Group	Total Employees	Percentage
White	28,473	86.5%
Unknown	1,813	5.5%
American Indian/Alaska Native	277	0.8%
Asian/Pacific Islander	793	2.4%
Black/African American	1,086	3.3%
Hispanic/Latino	482	1.5%

*Source: MMB Data Warehouse. Gender, ethnicity, disability and veteran status are voluntarily provided by state employees. Employees may choose not to provide this information or do not identify with selecting only one ethnic option. As a result, the state’s workforce may be more diverse than the numbers reflect.

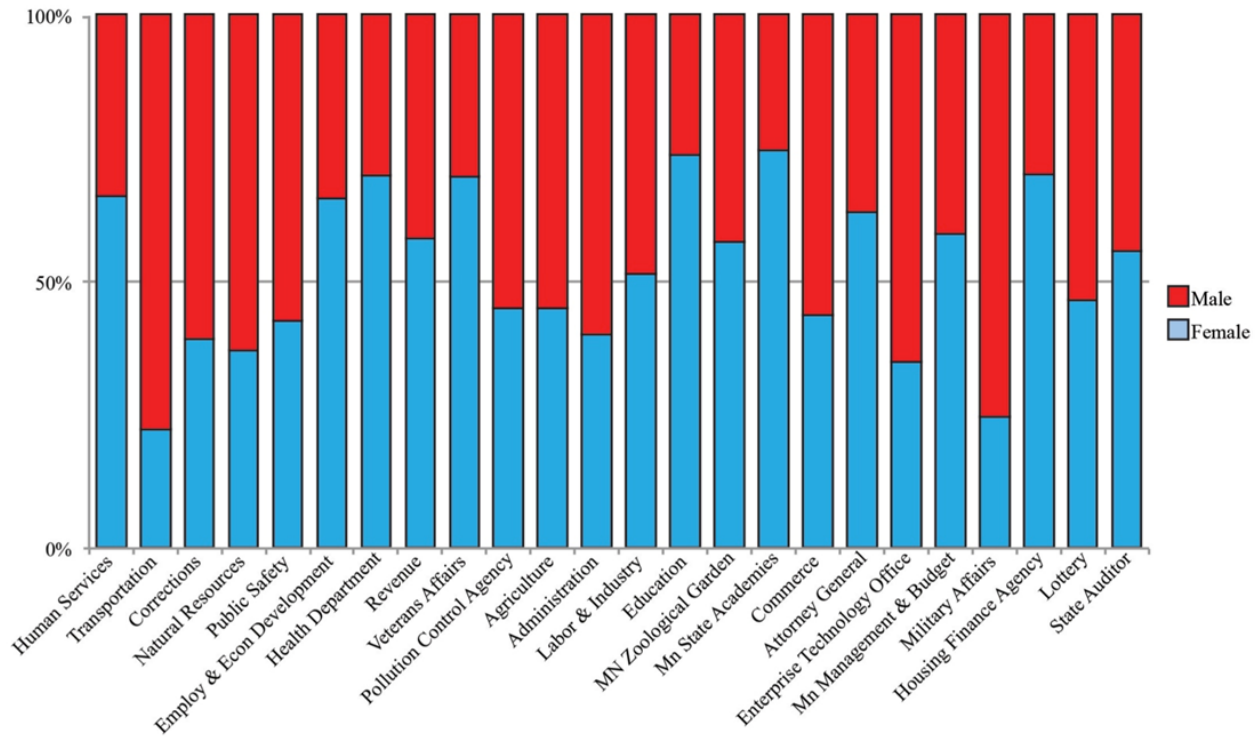
**MN workforce percentages compiled by the MN State Demographic Center from the Integrated Public Use Microdata Series, 2010 American Community Survey.

*Table 5: FY 2011 Workforce Diversity Comparison**

	State Executive Branch	Minnesota Civilian Workforce
Year	2011	2010
Female	49.6%*	48.2%
White	86.5%*	86.2%
Black/African American	3.3%*	4.0%
Asian/Pacific Islander	2.4%*	3.6%
Hispanic/Latino	1.5%*	3.9%
American Indian/Alaska Native	0.8%*	0.7%
Not disclosed	5.5%*	NA

*Source: MMB Data Warehouse.

Figure 6: Gender Representation in Executive Branch Agencies with More Than 100 Employees: FY 2011*

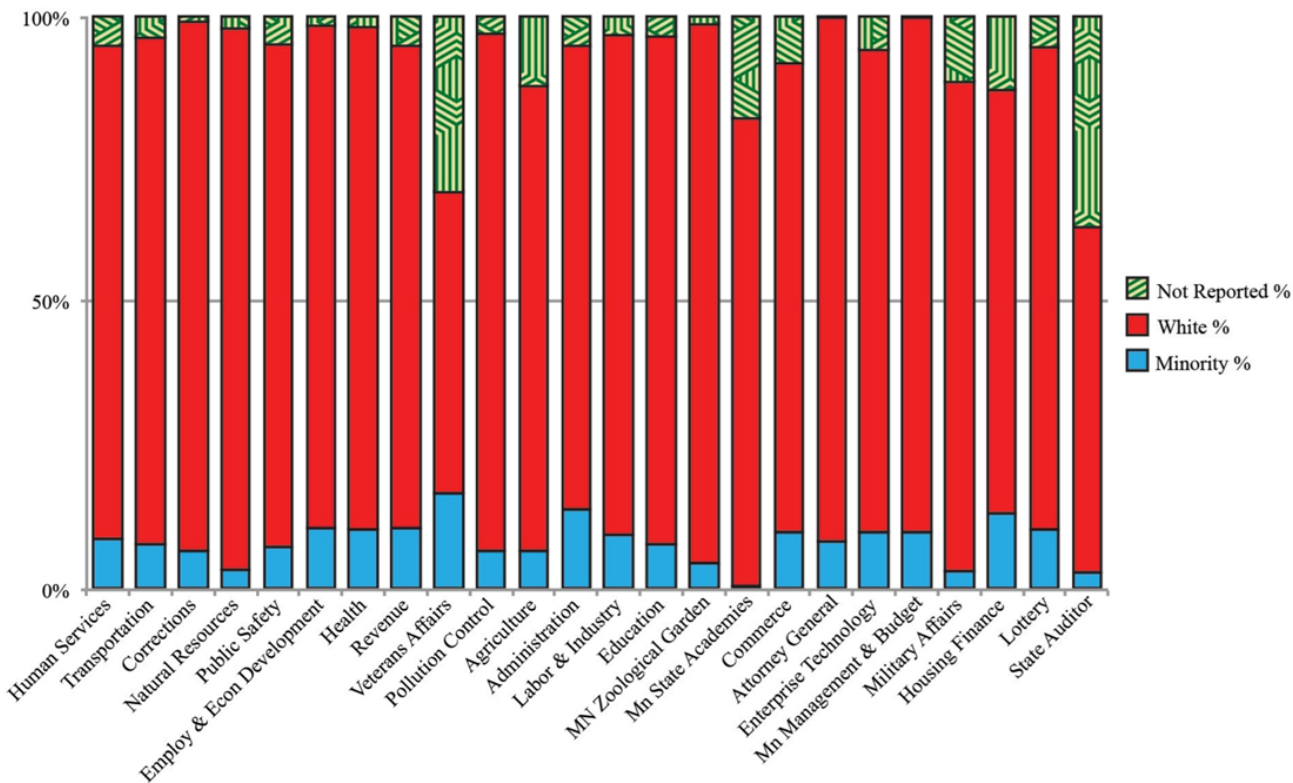


Agency	Female	Male
Human Services	4,390	2,261
Transportation	1,033	3,605
Corrections	1,668	2,589
Natural Resources	1,110	1,891
Public Safety	858	1,160
Employ & Econ Development	1,051	554
Health Department	1,055	454
Revenue	867	628
Veterans Affairs	911	397
Pollution Control Agency	412	506
Agriculture	222	271
Administration	180	270

Agency	Female	Male
Labor & Industry	228	215
Education	293	104
MN Zoological Garden	196	146
Mn State Academies	246	84
Commerce	143	185
Attorney General	195	115
Enterprise Technology Office	107	199
Mn Management & Budget	180	126
Military Affairs	73	225
Housing Finance Agency	140	60
Lottery	68	78
State Auditor	59	47

*Source: MMB Data Warehouse.

Figure 7: Minority Representation in Executive Branch Agencies with More Than 100 Employees: FY 2011*

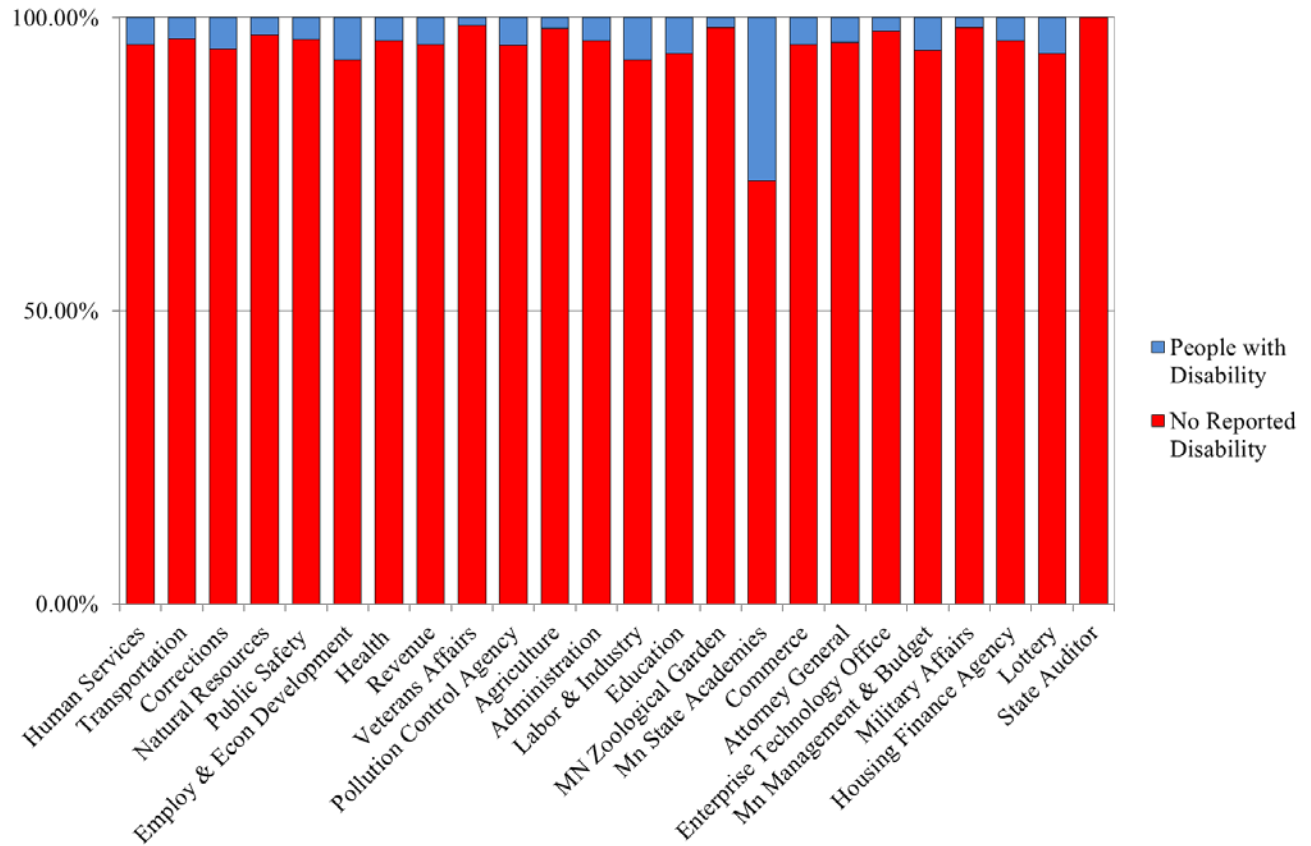


Agency	Minority %	White %	Not Reported %
Human Services	9%	86%	5%
Transportation	8%	89%	4%
Corrections	7%	93%	1%
Natural Resources	3%	95%	2%
Public Safety	7%	88%	5%
Employ & Econ Development	10%	88%	2%
Health	10%	88%	2%
Revenue	10%	84%	5%
Veterans Affairs	17%	52%	31%
Pollution Control	7%	90%	3%
Agriculture	6%	81%	12%
Administration	14%	81%	5%
Labor & Industry	9%	87%	3%
Education	8%	89%	4%

Agency	Minority %	White %	Not Reported %
MN Zoological Garden	4%	94%	1%
Mn State Academies	0%	82%	18%
Commerce	10%	82%	8%
Attorney General	8%	92%	0%
Enterprise Technology	10%	84%	6%
Mn Management & Budget	10%	90%	0%
Military Affairs	3%	86%	11%
Housing Finance	13%	74%	13%
Lottery	10%	84%	5%
State Auditor	3%	60%	37%

*Source: MMB Data Warehouse. Gender, ethnicity, disability and veteran status are voluntarily provided by state employees. Employees may choose not to provide this information or do not identify with selecting only one ethnic option. As a result, the state’s workforce may be more diverse than the numbers reflect.

Figure 8: Representation of People with Disabilities in Agencies of More Than 100 Employees: FY 2011*



Agency	No Reported Disability	People with Disability
Human Services	95.44%	4.56%
Transportation	96.46%	3.54%
Corrections	94.67%	5.33%
Natural Resources	97.00%	3.00%
Public Safety	96.33%	3.67%
Employ & Econ Development	92.71%	7.29%
Health	96.09%	3.91%
Revenue	95.45%	4.55%
Veterans Affairs	98.70%	1.30%
Pollution Control Agency	95.32%	4.68%
Agriculture	98.17%	1.83%
Administration	96.00%	4.00%
Labor & Industry	92.78%	7.22%

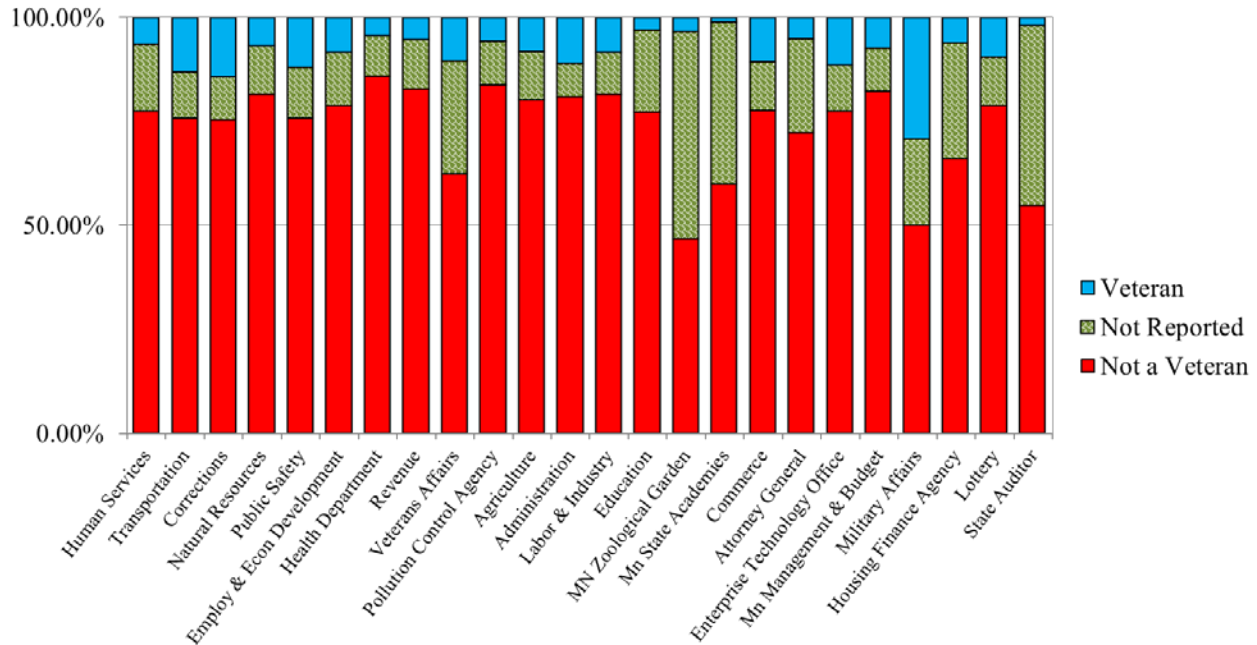
Agency	No Reported Disability	People with Disability
Education	93.95%	6.05%
MN Zoological Garden	98.25%	1.75%
Mn State Academies	72.12%	27.88%
Commerce	95.43%	4.57%
Attorney General	95.81%	4.19%
Enterprise Technology Office	97.71%	2.29%
Mn Management & Budget	94.44%	5.56%
Military Affairs	98.32%	1.68%
Housing Finance Agency	96.00%	4.00%
Lottery	93.84%	6.16%
State Auditor	100.00%	0.00%

*Source: MMB Data Warehouse. Gender, ethnicity, disability and veteran status are voluntarily provided by state employees. Employees may choose not to provide this information or do not identify with selecting only one ethnic option. As a result, the state’s workforce may be more diverse than the numbers reflect.

According to fiscal year 2011 data, 11% of the state government employees in cabinet-level agencies indicated they were veterans. By comparison, 6% of Minnesota’s civilian labor force between the ages of 18 and 64 are veterans (*State Demographer’s Office; 2010 American Community Survey*).

In fiscal year 2011, cabinet-level agencies hired **251** veterans into full-time unlimited positions. This is an **increase of 34** veterans over fiscal year 2010 when cabinet-level agencies hired 217 veterans into full-time unlimited positions.

*Figure 9: Veteran Representation in Agencies of More Than 100 Employees: FY 2011**



Agency	Not a Veteran	Not Reported	Veteran	Agency	Not a Veteran	Not Reported	Veteran
Human Services	77.48%	16.09%	6.44%	Education	77.33%	19.65%	3.02%
Transportation	75.87%	11.00%	13.13%	MN Zoological Garden	46.78%	49.71%	3.51%
Corrections	75.45%	10.20%	14.35%	Mn State Academies	60.00%	38.79%	1.21%
Natural Resources	81.54%	11.69%	6.76%	Commerce	77.74%	11.59%	10.67%
Public Safety	75.87%	12.05%	12.09%	Attorney General	72.26%	22.58%	5.16%
Employ & Econ Development	78.75%	12.89%	8.35%	Enterprise Technology Office	77.45%	11.11%	11.44%
Health Department	85.88%	9.68%	4.44%	Mn Management & Budget	82.35%	10.13%	7.52%
Revenue	82.81%	11.77%	5.42%	Military Affairs	50.00%	20.80%	29.19%
Veterans Affairs	62.46%	27.15%	10.40%	Housing Finance Agency	66.00%	28.00%	6.00%
Pollution Control Agency	83.77%	10.57%	5.66%	Lottery	78.77%	11.64%	9.59%
Agriculture	80.12%	11.76%	8.11%	State Auditor	54.72%	43.40%	1.89%
Administration	80.89%	8.00%	11.11%				
Labor & Industry	81.49%	10.15%	8.35%				

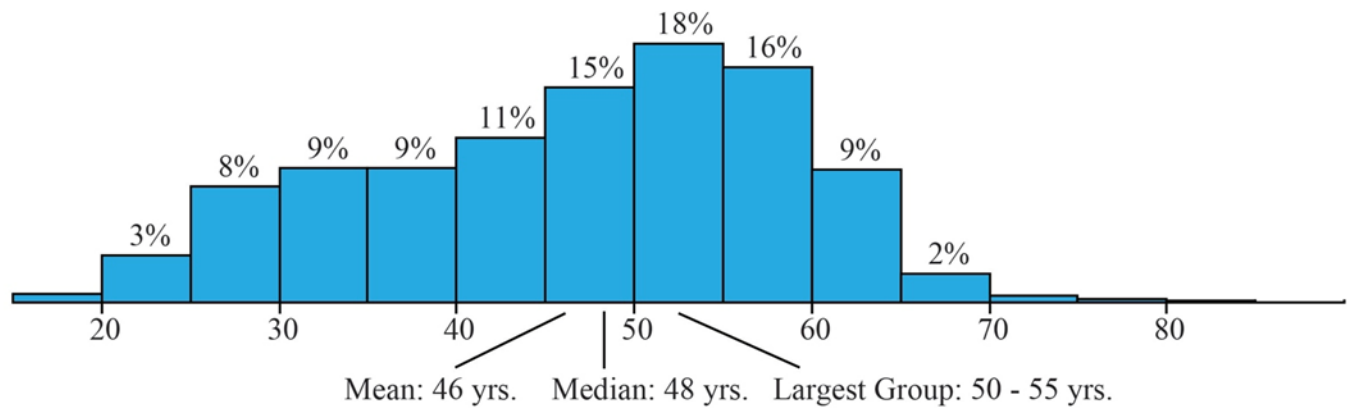
*Source: MMB Data Warehouse. Gender, ethnicity, disability and veteran status are voluntarily provided by state employees. Employees may choose not to provide this information or do not identify with selecting only one ethnic option. As a result, the state’s workforce may be more diverse than the numbers reflect.

Executive Branch Workforce Age Distribution

The median age of the state executive branch workforce is 48 years of age. There is a large Baby Boomer cohort in state government nearing retirement age. The median age will fall as younger persons fill employment opportunities behind retiring employees.

Figure 10 is a graph of the current workforce showing the proportion of workers in evenly spaced age categories. Approximately 35% of the workforce is between 50 and 60 years old.

*Figure 10: FY 2011 Minnesota Executive Branch Workforce Age Distribution**



*Source: MMB Data Warehouse.

Table 6 shows the median ages of employees in 51 state agencies with 11 or more employees, listed in descending order by median age.

Agencies, boards and commissions with fewer than ten employees were redacted for data privacy.

*Table 6: Median Ages of Agency Employees (more than 10 employees) FY 2011**

Agency	Workers	Median Age	Agency	Workers	Median Age
Workers Comp Ct.	13	61	EMS Bd.	21	49
Mediation Services	10	57	Faribault Academies	285	49
Ombudsman MH/DD	19	56	Health	1,509	49
Peace Officers Board	11	56	Investment Board	22	49
Administrative Hearings	67	55	IRRRB	60	49
Public Utilities Comm.	48	55	Natural Resources	2,988	49
Administration	450	53	Human Services	6,630	48
Dentistry Board	11	53	Military Affairs	298	48
Education	397	53	Office Of Higher Ed.	65	48
Explore MN Tourism	63	53	Pharmacy Board	13	48
Gambling Control Board	29	53	Pollution Control	918	48
Medical Practice Board	24	53	Transportation	4,638	48
Racing Commission	21	53	Veterans Affairs	1,276	48
Labor And Industry	443	52	Water & Soil Res. Bd.	81	48
Office Enterprise Tech	306	52	Animal Health Board	50	48
Social Work Board	11	52	Secretary Of State	62	47
Human Rights	34	52	Public Safety	2,015	46
Nursing Board	30	52	Revenue	1,495	45
Mn Mgmt. and Budget	306	51	Corrections	4,252	44
Arts Board	15	51	State Auditor	106	38
Employment & Econ.	1,605	51	Zoological Board	338	37
Finance	306	51	Barber/Cosmetology	14	35
Perpich Ctr. For Arts Ed.	78	51	MN Combat. Sports	24	31
Commerce	328	51	Governor's Office	52	29
Agriculture	493	50			
Housing Finance Agency	200	50			
Lottery	146	50			
Nursing Home Admin	11	50			
Attorney General	310	49			

*Source: MMB Data Warehouse.

Executive Branch Retirements

Figure 10 illustrates the record number of executive branch employee retirements in 2011.

Average retirement age is increasing as shown in Figure 12.

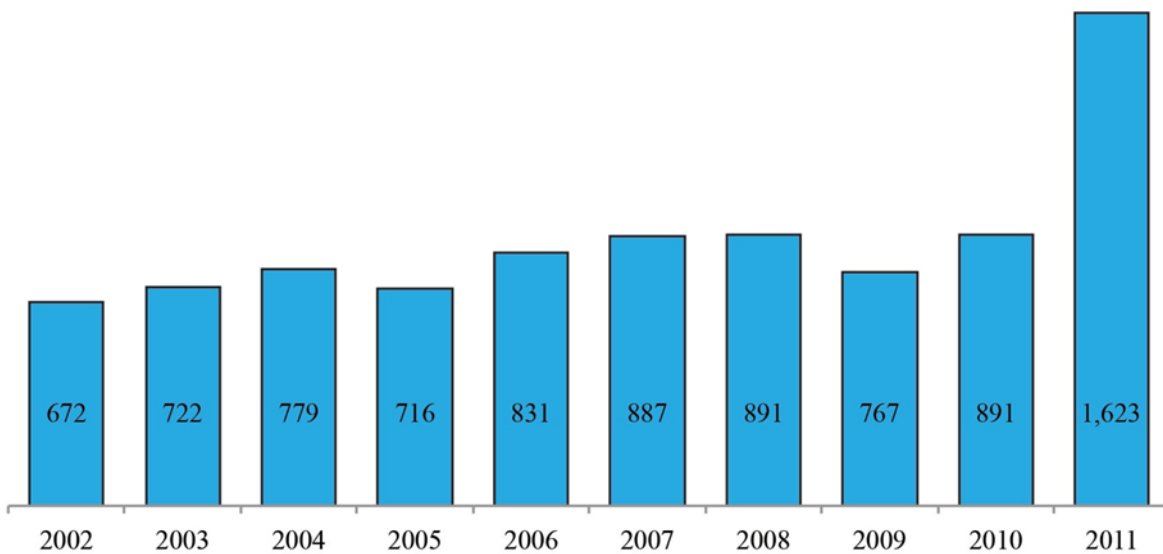
Over 77 % of 2011 retirements occurred in the six largest agencies: Human Services, Transportation, Corrections, Natural Resources,

Public Safety, and Employment & Economic Development.

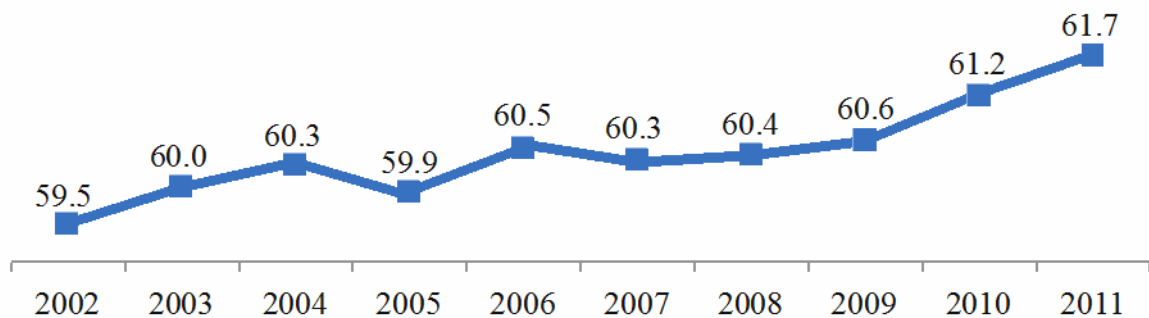
Table 7 shows the agencies that lost the largest proportion of their employees in 2011.

More information on retirement eligibility can be found online at <http://www.msrs.state.mn.us/pdf/hbgerp09.pdf>.

*Figure 11: Total Annual Retirements: Executive Branch Agencies FY 2011**



*Figure 12: Average Executive Branch Retirement Age**



*Source: MMB Data Warehouse.

*Table 7: Executive Branch Agencies With More Than 5% of Workforce Retired in FY 2011**

Agency	2011 Retirements	% Retired in 2011
Transportation	426	9.18%
Education Department	26	6.55%
Housing Finance Agency	13	6.50%
Agriculture	32	6.49%
Employ & Econ Development	103	6.42%
Natural Resources	182	6.06%
Corrections	245	5.76%
Labor & Industry Department	24	5.42%
Public Safety	105	5.20%
Administration	23	5.11%

*Source: MMB Data Warehouse.

Executive Branch Employee Years of Service

At the end of FY 2011, state employees had, on average, 12.6 years of state employment service. This measure does not change significantly from year to year as a relatively small number of employees depart for a variety of reasons and are replaced. Average years of service decreases as employees with the most years of service

retire and are replaced by younger workers new to state government. Figure 13 illustrates the decrease in average years of service from FY 2010 to 2011, reflecting the large number of retirements during this period. Figure 14 shows the distribution of years of service in the executive branch for FY 2011.

*Figure 13: Executive Branch Average Years of Service: FY 2006-2011**

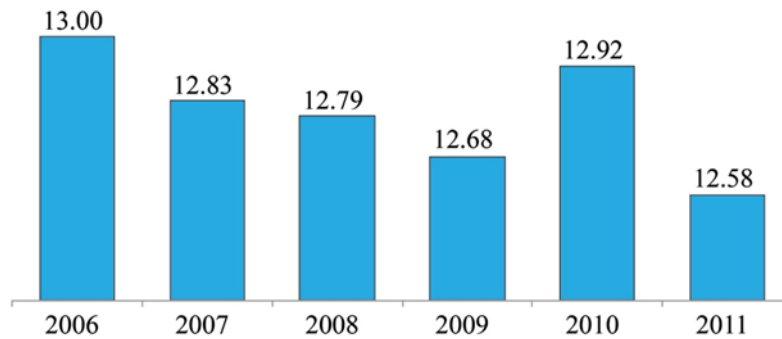
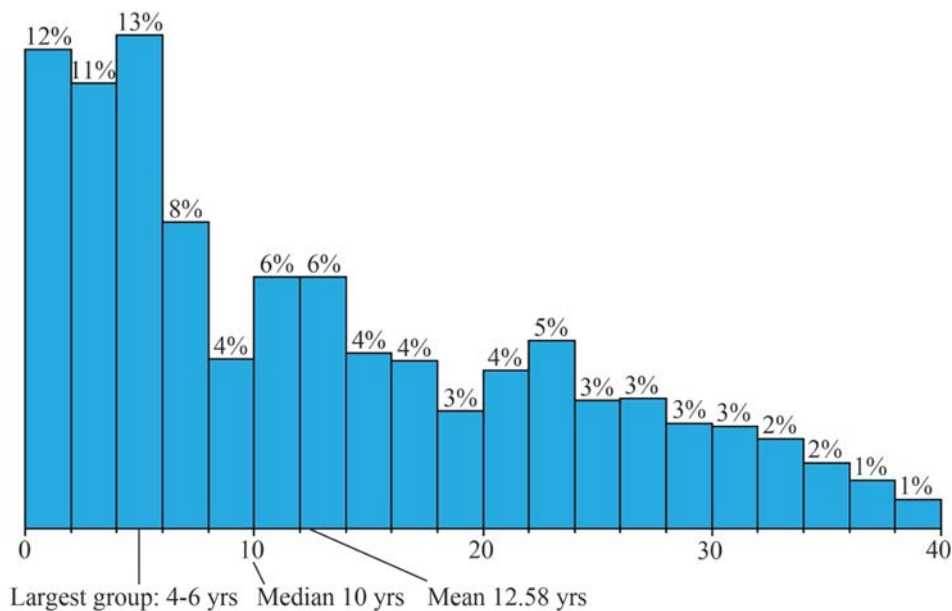


Figure 14: Executive Branch Distribution of Years of Service: FY 2011



*Source: MMB Data Warehouse.

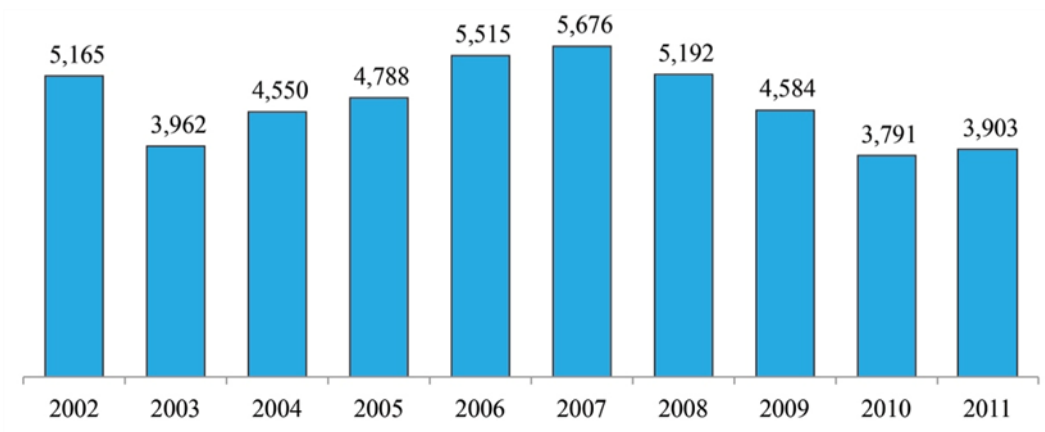
Executive Branch Hiring

Figure 15 shows annual executive branch hiring from FY 2002 through FY 2011.

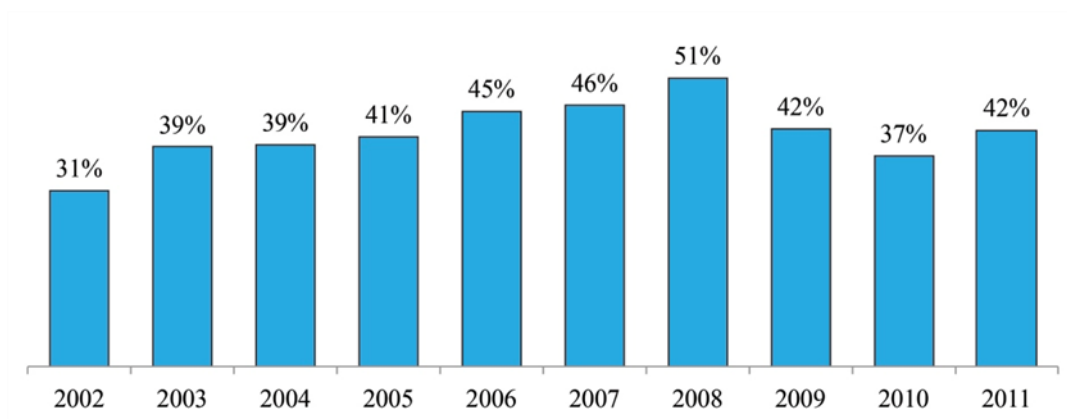
Figure 16 compares the number of permanent, unlimited workers hired annually to limited employment hires. Limited employment hires

include emergency, provisional, temporary or trainee categories. For the past nine out of ten years, the state has hired more limited (e.g., temporary or emergency) employees than unlimited (permanent) employees.

*Figure 15: Executive Branch Hires by Fiscal Year**



*Figure 16: Executive Branch Hires with Permanent, Unlimited Status by Fiscal Year**



*Source: MMB Data Warehouse.

Executive Branch Agencies with the Most Hires in FY 2011

Approximately half of executive branch hires in FY 2011 were made by four agencies: Human Services, Transportation, Corrections, and Natural Resources which are also the largest agencies and experienced the highest numbers of retirements. Table 8 shows agency appointments in FY 2011 at agencies hiring 40 or more new employees.

*Table 8: Executive Branch Agency Hiring Activity in FY 2011**

Agency	New Hires	Agency	New Hires
Human Services	695	MN Zoological Garden	97
Transportation	529	Iron Range Resources & Rehab	67
Natural Resources	432	Labor & Industry	54
Corrections	404	MN State Academies	50
Revenue	210	Governor's Office	48
Health	207	Military Affairs	47
Veterans Affairs	202	Education	43
Public Safety	160		
Employ & Econ Development	136		
Agriculture	110		

Selected Characteristics: FY 2011 Executive Branch Agency Hires

Table 9 compares characteristics of FY 2011 executive branch appointments with the entire workforce at the end of the fiscal year.

*Table 9: Selected Characteristics: FY 2011 Hires**

Year	State Government (N=32,924)	New Employees (n=3,903)
	FY 2011	FY 2011
Female	49.7%	48.5%
Veteran	9.1%	9.3%
White	86.5%*	71.2%
Black/African American	3.3%*	3.2%
Asian/Pacific Islander	2.4%*	2.6%
Hispanic/Latino	1.5%*	1.3%
American Indian/Alaska Native	0.8%*	0.7%
Not disclosed	5.5%*	20.9%

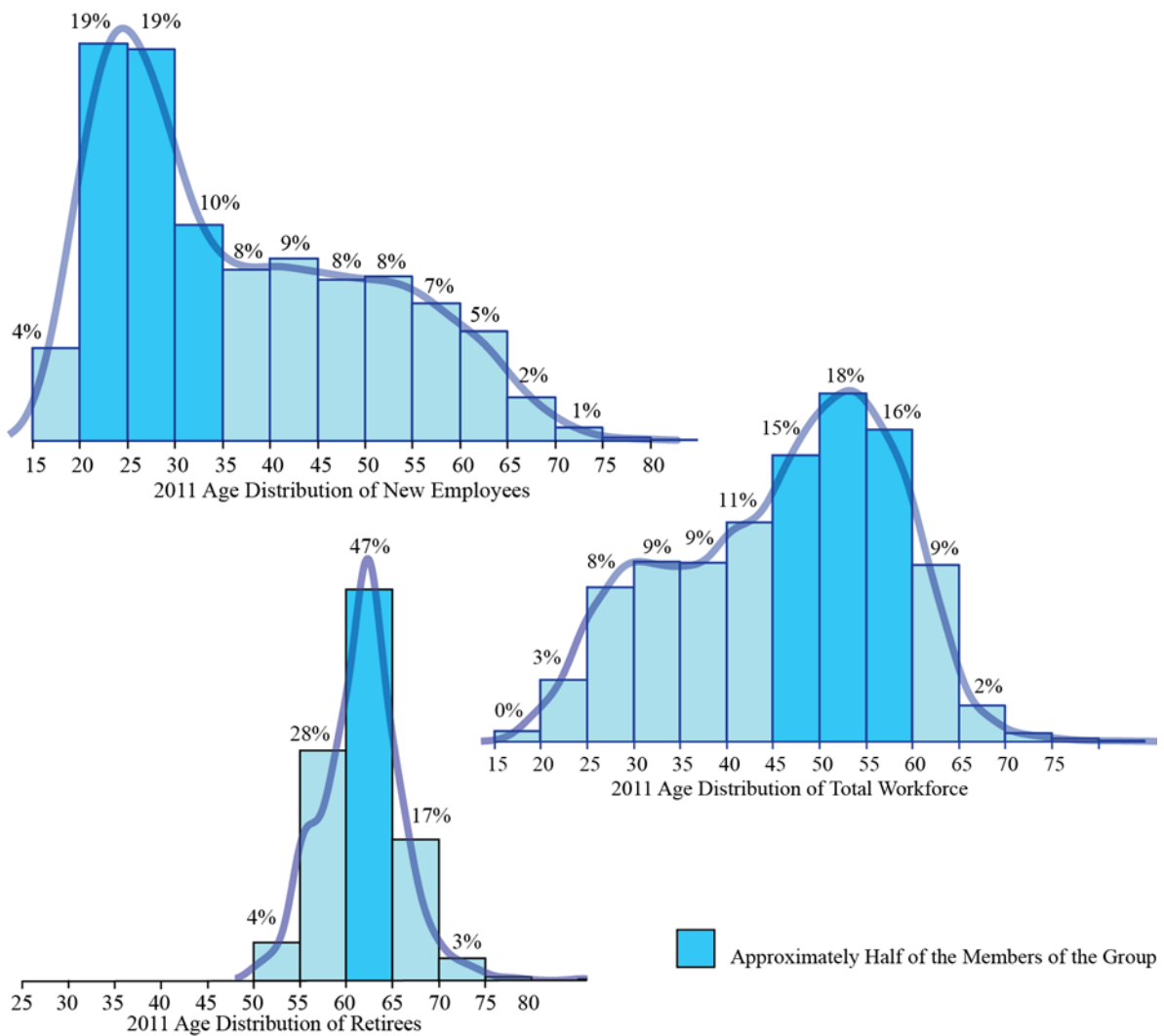
* Source: MMB Data Warehouse. Gender, ethnicity, disability and veteran status are voluntarily provided by state employees. Employees may choose not to provide this information or do not identify with selecting only one ethnic option. As a result, the state's workforce may be more diverse than the numbers reflect.

Executive Branch Employee Age: Hiring, Retiring and Remaining

Figure 17 illustrates the major demographic trends influencing the age of the executive branch workforce. There is a dramatic difference between the age distributions of new and retiring employees.

The median age of the workforce is increasing because the influence of the relative youth of new employees is overshadowed by the size of the aging cohort of employees who are within a few of retirement.

*Figure 17: Age Characteristics of New, Remaining and Retiring Executive Branch Employees: FY 2011**



*Source: MMB Data Warehouse.

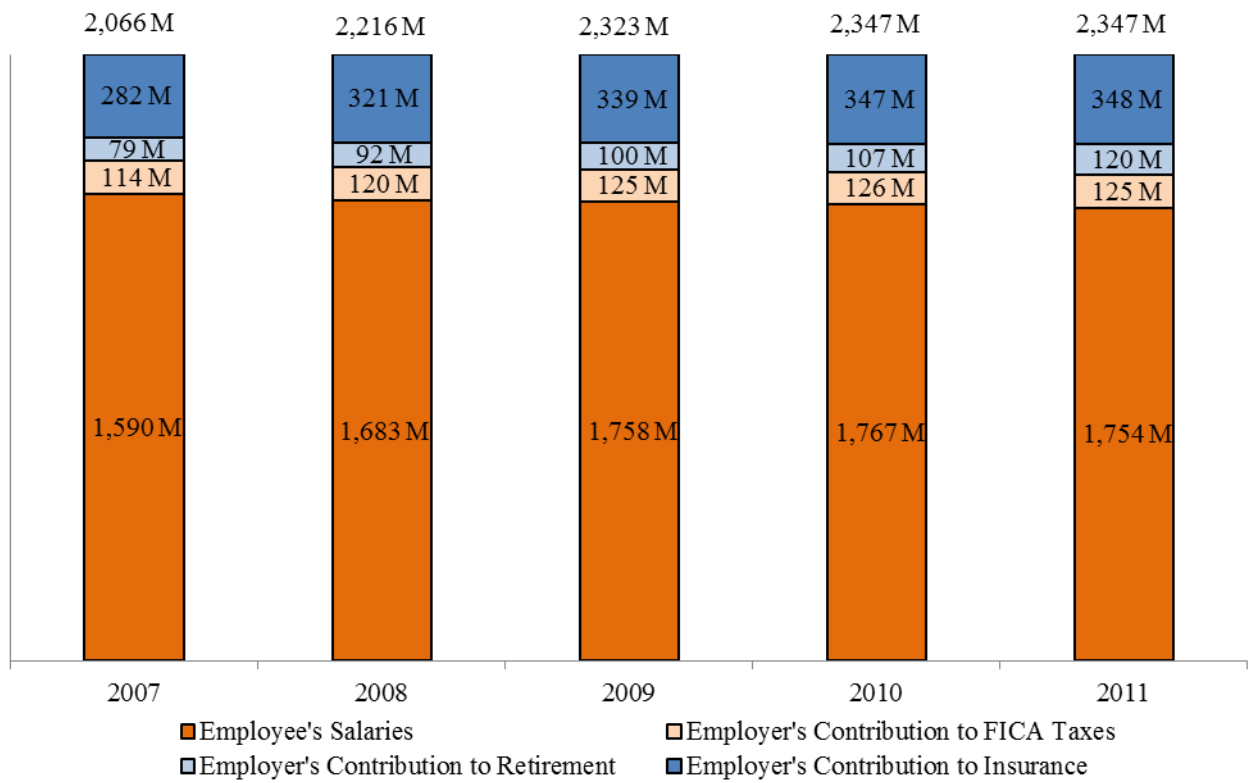
Executive Branch Compensation

Figure 18 shows executive branch compensation for the past five years. Total compensation, which includes the employer's cost for salary, health insurance, retirement, and FICA, did not grow from 2010 to 2011. This is due to a combination of a smaller workforce and the

replacement of higher-paid retiring employees with lower-paid beginning employees.

Average total executive branch employee compensation fell from \$54,865 in FY 2010 to \$54,818 in FY 2011 due to a growing proportion of younger, lower-paid employees.

Figure 18: Total Compensation FY 2007-2011 (\$ Millions)



	2007	2008	2009	2010	2011
Employee's Salaries	1,590 M	1,683 M	1,758 M	1,767 M	1,754 M
Employer's Contribution to FICA Taxes	114 M	120 M	125 M	126 M	125 M
Employer's Contribution to Retirement	79 M	92 M	100 M	107 M	120 M
Employer's Contribution to Insurance	282 M	321 M	339 M	347 M	348 M

*Source: MMB Data Warehouse.

Executive Branch Overtime Expense

Both the number of overtime hours and overtime compensation has increased from FY 2010 to 2011. Overtime is used to complete important projects and provide essential services. Overtime uses include completing roadways before the end of the construction season, providing safety and assistance on the roadways and during

weather emergencies and natural disasters, coverage over absences in prisons and health care facilities, maintaining the performance and security of the state's many and varied information systems, and keeping communities safe on a daily basis.

*Table 10: Executive Branch Overtime in Hours and Dollar Amount:
FY 2006-2011**

Fiscal Year	Overtime Hours Worked	Total Overtime Paid
2006	1,182,218	\$38,198,465
2007	1,277,051	\$42,725,972
2008	1,298,148	\$45,420,304
2009	1,197,922	\$44,453,026
2010	1,122,628	\$42,172,149
2011	1,246,453	\$46,574,812

*Source: MMB Data Warehouse. This is a calculation based on FTE

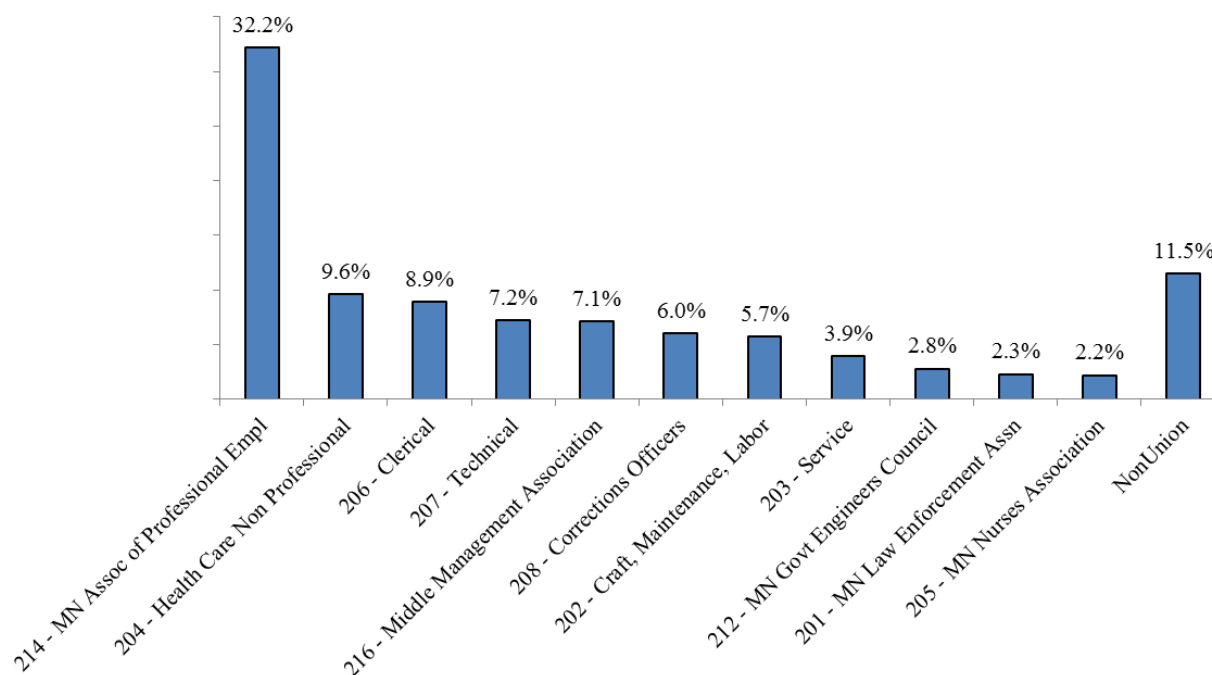
Executive Branch Union Representation

The largest contingent of the state government workforce is represented by union bargaining agreements. These include: American Federation of State, County, and Municipal Employees (AFSCME), the Middle Management Association (MMA), Minnesota Association of Professional Employees (MAPE), Minnesota Government Engineers Council (MGEC),

Minnesota Law Enforcement Association (MLEA) Minnesota Nurses Association (MNA), State Residential Schools Educators Association (SRSEA), and Health Treatment Professionals.

Approximately 12 % of the workforce has non-union employment agreements These employees are primarily in managerial and commissioner’s plans.

Figure 19: FY 2011 Employee Union Representation*



Bargaining Unit	Percentage Represented
214 - MN Assoc of Professional Empl	32.2%
204 - Health Care Non Professional	9.6%
206 - Clerical	8.9%
207 - Technical	7.2%
216 - Middle Management Association	7.1%
208 - Corrections Officers	6.0%
202 - Craft, Maintenance, Labor	5.7%

Bargaining Unit	Percentage Represented
203 - Service	3.9%
212 - MN Govt Engineers Council	2.8%
201 - MN Law Enforcement Assn	2.3%
205 - MN Nurses Association	2.2%
NonUnion	11.5%

*Source: MMB Data Warehouse.



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