



Workforce Report 2010

Wyoming State Government

- **Executive Branch**
- **Legislative Service Office**
- **Judicial Branch**
- **University of Wyoming**

May 2011

**Prepared by:
Dept. of Administration & Information
Human Resources Division**



STATE OF WYOMING
DEPARTMENT OF ADMINISTRATION
AND INFORMATION
Human Resources Division

Matthew H. Mead
Governor

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Dean Fausset
Administrator

Dear Reader:

This is the 30th edition of the annual Workforce Report. Our goal is to provide information about the State of Wyoming employee population to use in your workforce analysis and decision making.

Readers may notice that the impact the state of the economy can be seen in our State of Wyoming workforce metrics. Comments giving analysis of the data have been added to the main sections this year.

This report, and previous years versions of the report, are available on our website at <http://personnel.state.wy.us/WF/Index.htm>. Please contact us for enhancements you would like to see in the future. You may also contact the A&I Human Resources Division if you would like customized analysis of human resources data.

Thank you for your interest in our State of Wyoming employees.

A handwritten signature in blue ink that reads "Dean Fausset".

Dean Fausset, Human Resources Administrator

Department of Administration & Information Mission:

To provide leadership, stimulus, and infrastructure to empower our customers to provide quality services, products and information to their constituents.



Workforce Report 2010

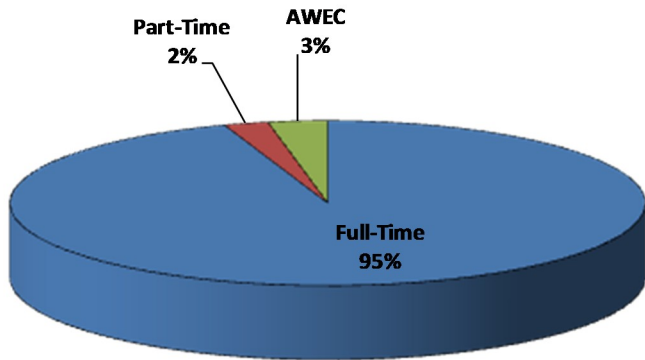
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Executive Summary

- Total number of filled positions has remained similar to 2009, however, the number reported in the Workforce Report has increased slightly due to two agencies not previously reported.
- The number of At-Will-Employee-Contract (AWEC) positions increased slightly from 211 to 274.
- Base salaries increased by 1.6% which is the lowest increase in the last 7 years.
- 243 Vacant positions were frozen (not able to be filled) in the 2010 Legislative session, and subsequently eliminated in the 2011 Legislative session.
- Total turnover increased to 10.6%, a 1.2% increase from 2009.
- Total compensation increased to 41.3% of the average base salary for 2010, a 3% increase from 2009.
- The Wyoming Comprehensive Annual Financial Report (CAFR) published by the Wyoming State Auditor's Office differs from the 2010 Workforce Report for several key reasons: the CAFR is based upon employment data as of 06/30/2010, rather than 12/31/2010; the CAFR uses actual data figures, rather than averages, and; the CAFR includes all positions in their active employee count, including board members, commissioners, and AWEC employees within the Executive branch, as well as employees from the Judicial and Legislative branches. The Workforce Report separates each branch of government

Composition of State Government Workforce



On December 31, 2010, **9,074** employees worked for the Executive Branch of the State of Wyoming. This does not include the University of Wyoming, or the Wyoming Community Colleges.

This included:
8,595 full-time
 205 part-time
 274 At-Will Employee Contract (AWEC)
 285 At-Will Employees (Not Attorneys)
 128 At-Will Attorneys

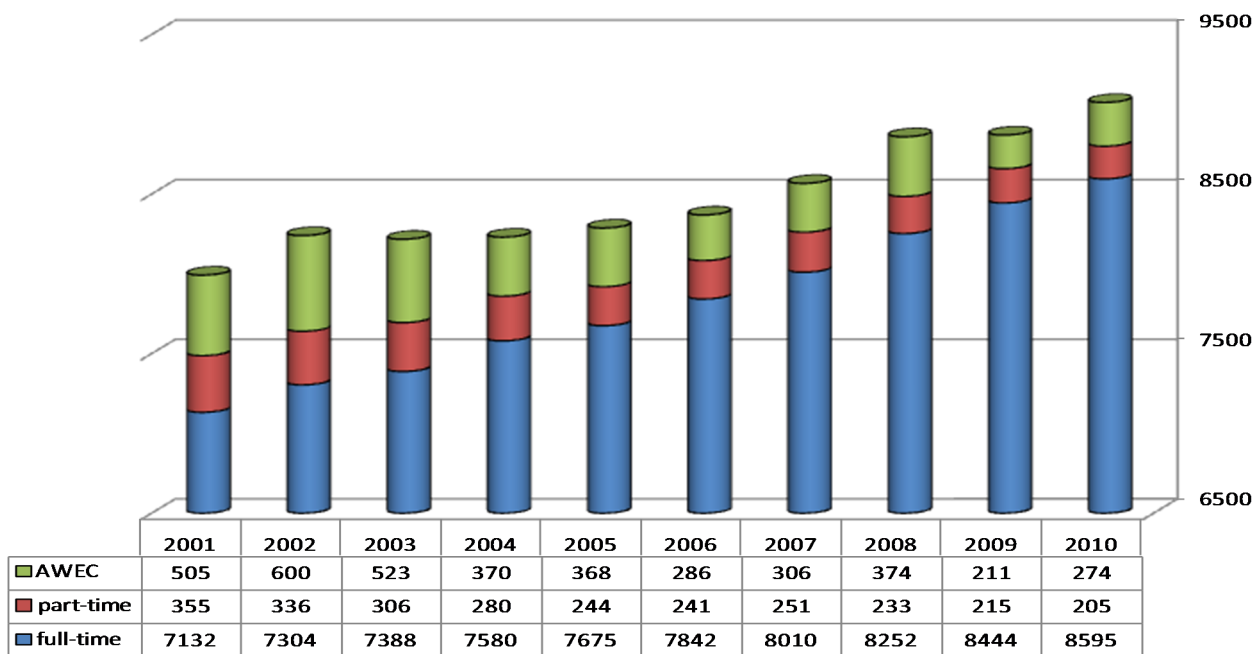
95% of the workforce worked on a full-time basis.

This report explores data about the State's full-time workforce.

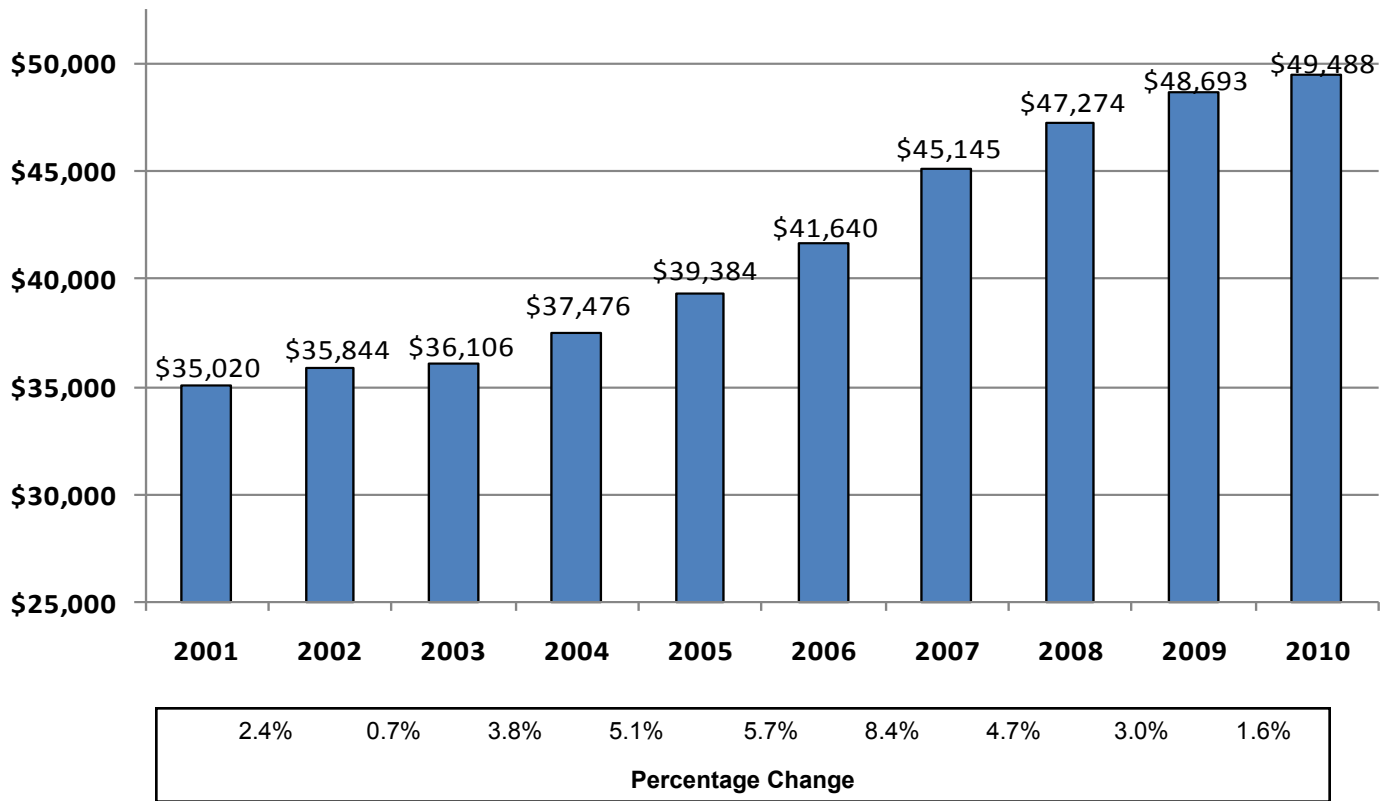
The numbers above do not include the following:

- 676 Vacant positions
- 7 Elected Officials
- 192 Board Members/Commissioners
- 387 Temporary (Seasonal) Employees
- Wyoming Travel & Tourism Employees
- Wyoming Business Council Employees

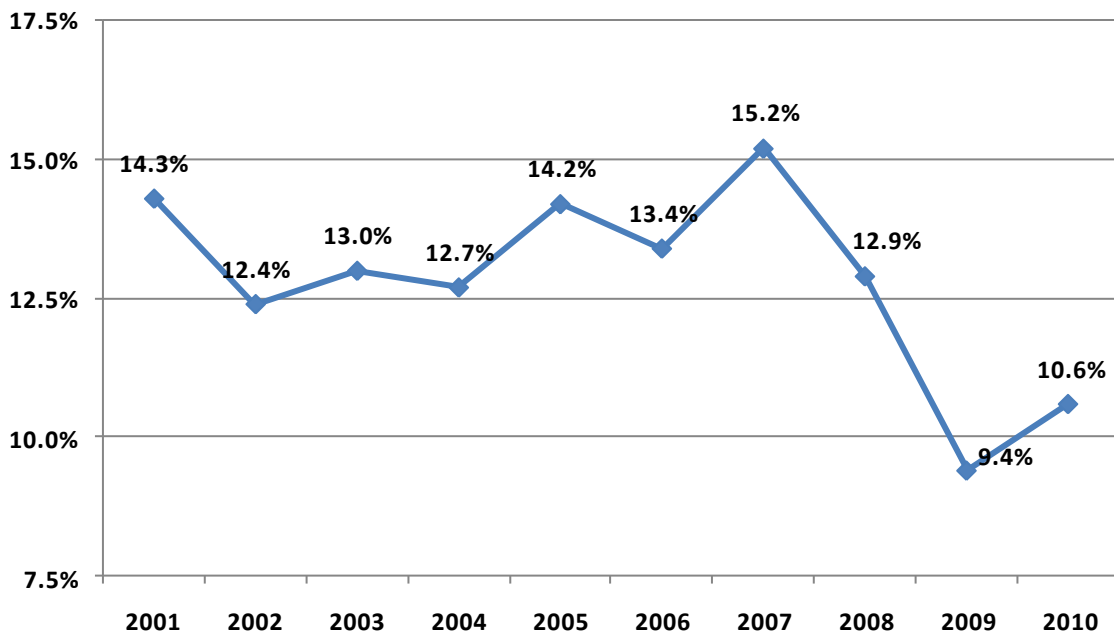
Employee Count 10 Year History



Average Annual Base Salary 10 Year History



Turnover Rate 10 Year History

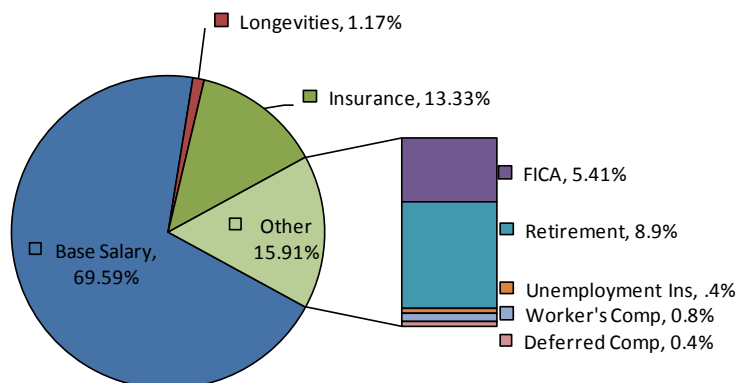


Total Compensation Analysis

Total Compensation is the average of all contributions as a percentage of the average base salary and average longevity for 2010.

Executive Branch*	Annually
Average Base Salary for 2010	\$49,488
Average Longevities (1.73 longevities @ \$40.00)	\$831
Subtotal	\$50,319
Employer Paid Benefits	
FICA @ 7.65%	\$3,849
Retirement @ 12.69%****	\$6,385
Insurance**	\$9,481
Unemployment Insurance @ 0.5%	\$252
Workers' Compensation @ 1.17%	\$589
Deferred Compensation***	\$240
Subtotal	\$20,796
Total Compensation (Salary + Benefits)	\$71,115
Benefits as a Percent of Salary	41.3%

- * Executive Branch does not include the University of Wyoming or Wyoming Community College employees.
- ** This rate is the average State contribution for all participants.
- *** The Deferred Compensation match is a voluntary benefit received by putting at least \$20/month into the Deferred Compensation Plan. Participation is not at 100%.
- **** The retirement contribution increased in September 2010 from 11.25% to 12.69%.



Employee Counts Salaries Diversity EEO-4 Data

- The statewide count of full-time employees in this report increased by 1.8% from 2009. That figure is primarily due to two reasons:
 - Two agencies in the Executive Branch were previously reported as part of the Judicial Branch. Those two agencies, the Laramie County District Attorney's Office and the Natrona County District Attorney's Office, account for approximately 42 employees combined.
 - The Wyoming Medium Correctional Institution (WMCI) continued to increase in the number of full time employees as they officially opened and received the first inmates in February 2010. The WMCI had 321 full time employees in December 2010 compared to 250 in December 2009.
- Due to the implementation of the new classification system in 2009, data reported in 2009 was by Occupational Group, rather than classification. The 2010 report includes data by both Occupational Group and classification.
- Female salaries as a percent of Male salaries continue to increase over the last five years from 83.8% in 2006 to 87.1% in 2010.

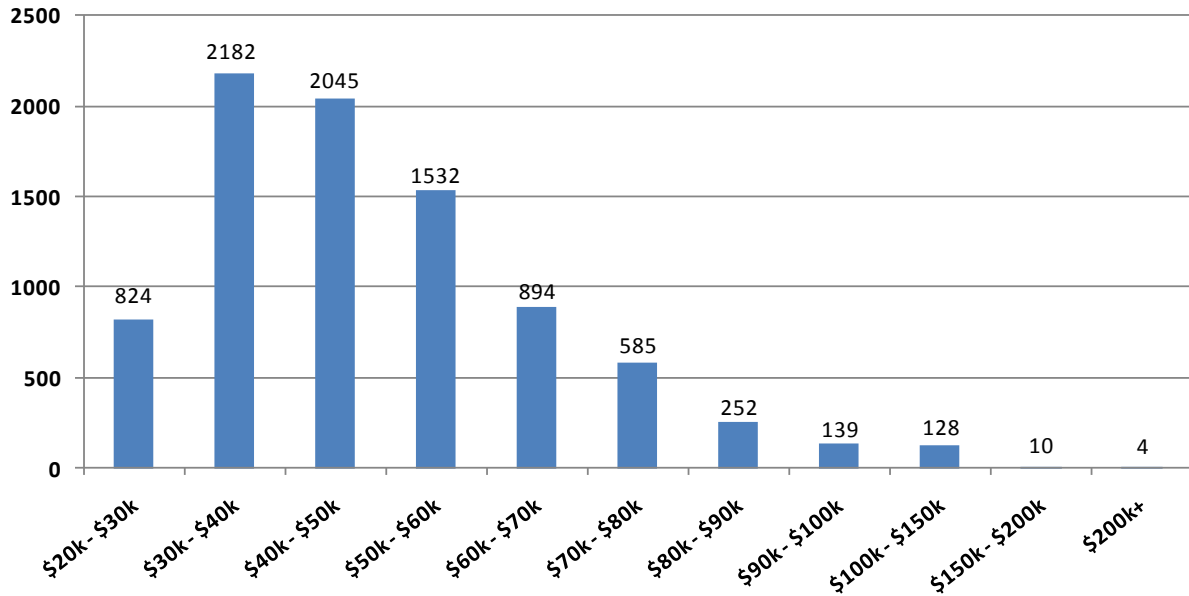
Employee Count by Agency

Agency	Employee Count				% Change '09 - '10
	Dec '10	Dec '09	Dec '08	Dec '07	
Administration & Information	339	330	331	327	2.7%
Administrative Hearings	10	10	10	9	0.0%
Agriculture	85	87	83	84	-2.3%
Attorney General	244	244	247	243	0.0%
Audit Department	112	112	116	109	0.0%
Board of Equalization	7	7	6	7	0.0%
Board of Geologists	1	1	1	1	0.0%
C.P.A. Board	2	2	2	2	0.0%
Community College Comm.	15	15	13	12	0.0%
Corrections	1197	1115	830	785	7.4%
Cosmetology Board	3	3	1	1	0.0%
District Attorney - Casper	21	N/A	N/A	N/A	N/A
District Attorney - Cheyenne	21	N/A	N/A	N/A	N/A
Education	124	124	124	117	0.0%
Employment	289	294	293	300	-1.7%
Environmental Quality	258	261	253	244	-1.1%
Environmental Quality Council	3	3	3	3	0.0%
Family Services	737	727	756	731	1.4%
Fire Prevention	36	36	35	34	0.0%
Game & Fish	409	406	411	395	0.7%
Geological Survey	25	25	25	25	0.0%
Governor's Office	44	41	49	46	7.3%
Governor's Residence	3	3	4	4	0.0%
Health	1265	1261	1319	1258	0.3%
Insurance Department	23	23	26	27	0.0%
Livestock Board	20	19	17	18	5.3%
Medical Licensing Board	4	3	3	3	33.3%
Nursing Board	8	8	8	8	0.0%
Oil & Gas Commission	40	41	41	41	-2.4%
Outfitters Board	4	4	4	4	0.0%
Pari-Mutuel Board	1	1	2	3	0.0%
Parks & Cultural Resources	175	173	177	172	1.2%
Parole Board	7	7	7	7	0.0%
Pharmacy Board	5	5	5	5	0.0%
Prof. Teaching Standards Board	3	6	6	6	-50.0%
Public Defender	73	67	68	63	9.0%
Public Service Commission	36	35	36	34	2.9%
Real Estate	4	4	4	4	0.0%
Retirement System	39	30	25	26	30.0%
Revenue	129	127	132	126	1.6%
School Facilities Comm.	13	16	16	17	-18.8%
Secretary of State	27	28	27	28	-3.6%
State Auditor	24	24	22	26	0.0%
State Engineer	132	133	140	134	-0.8%
State Lands & Investments	103	101	103	100	2.0%
State Treasurer	25	25	24	23	0.0%
Transportation Department	1990	2011	2007	1962	-1.0%
Water Development Commission	26	26	26	26	0.0%
Wildlife & Natural Resources Trust	1	1	1	1	0.0%
Workforce Services	241	235	235	238	2.6%
WY Military Dept	192	184	178	171	4.3%
Total Employee Count	8595	8444	8252	8010	1.8%

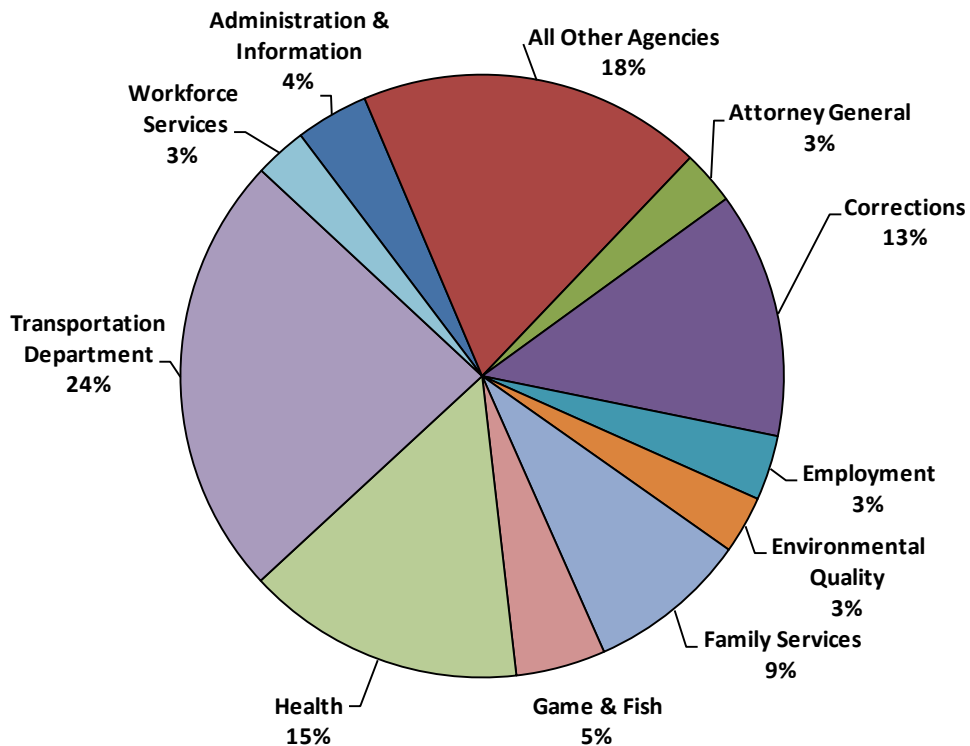
Employee Count by Agency & Salary Increment

Agency	\$20k -	\$30k -	\$40k -	\$50k -	\$60k -	\$70k -	\$80k -	\$90k -	\$100k -	\$150k -	\$200k+
	\$30k	\$40k	\$50k	\$60k	\$70k	\$80k	\$90k	\$100k	\$150k	\$200k	
Administration & Information	63	53	79	50	40	34	4	9	7	-	-
Administrative Hearings	-	2	2	-	1	-	1	3	1	-	-
Agriculture	4	12	21	15	18	13	1	-	1	-	-
Attorney General	10	27	45	27	27	49	34	11	13	1	-
Audit Department	1	4	44	25	15	7	10	2	4	-	-
Board of Equalization	-	-	1	1	-	1	1	-	3	-	-
Board of Geologists	-	-	1	-	-	-	-	-	-	-	-
C.P.A. Board	-	-	-	1	-	1	-	-	-	-	-
Community College Comm.	-	1	3	5	-	3	1	-	2	-	-
Corrections	57	549	408	97	40	15	20	6	5	-	-
Cosmetology Board	-	1	-	1	1	-	-	-	-	-	-
District Attorney - Casper	1	-	8	3	1	5	1	2	-	-	-
District Attorney - Cheyenne	1	3	4	3	1	5	3	1	-	-	-
Education	-	18	15	39	17	23	3	7	1	1	-
Employment	23	47	94	43	52	15	9	4	2	-	-
Environmental Quality	6	18	21	50	67	57	19	12	8	-	-
Environmental Quality Council	-	-	1	1	-	-	-	1	-	-	-
Family Services	68	187	302	114	26	22	12	3	3	-	-
Fire Prevention	4	2	8	16	3	1	1	1	-	-	-
Game & Fish	6	47	59	172	43	52	13	10	7	-	-
Geological Survey	-	1	4	4	9	5	1	-	1	-	-
Governor's Office	-	3	8	10	7	2	4	1	9	-	-
Governor's Residence	1	-	1	-	1	-	-	-	-	-	-
Health	405	225	197	202	134	53	20	10	8	7	4
Insurance Department	2	4	3	7	3	2	1	-	1	-	-
Livestock Board	-	4	3	4	3	2	2	1	1	-	-
Medical Licensing Board	-	1	3	-	-	-	-	-	-	-	-
Nursing Board	-	3	2	-	-	1	-	2	-	-	-
Oil & Gas Commission	5	12	4	12	3	-	1	1	2	-	-
Outfitters Board	-	1	-	2	1	-	-	-	-	-	-
Pari-Mutuel Board	-	-	-	-	-	1	-	-	-	-	-
Parks & Cultural Resources	10	32	60	46	10	13	2	1	1	-	-
Parole Board	-	3	2	-	-	-	1	1	-	-	-
Pharmacy Board	1	2	-	-	-	-	1	1	-	-	-
Prof. Teaching Standards Brd.	-	3	-	-	-	-	-	-	-	-	-
Public Defender	1	3	13	11	8	26	4	5	2	-	-
Public Service Commission	1	3	5	6	5	7	2	1	6	-	-
Real Estate	-	1	1	1	-	1	-	-	-	-	-
Retirement System	2	9	11	7	3	2	2	1	1	1	-
Revenue	4	45	27	24	16	5	2	3	3	-	-
School Facilities Comm.	-	-	1	-	-	6	3	-	3	-	-
Secretary of State	-	10	3	7	1	-	2	3	1	-	-
State Auditor	-	-	8	5	3	3	-	3	2	-	-
State Engineer	7	19	14	48	22	7	1	5	9	-	-
State Lands & Investments	-	17	27	27	18	6	3	3	2	-	-
State Treasurer	-	2	6	5	3	5	1	-	3	-	-
Transportation Department	122	622	449	335	263	113	56	19	11	-	-
Water Development Comm.	-	3	1	1	-	16	1	3	1	-	-
Wildlife & Natural Res. Trust	-	-	-	-	-	-	-	-	1	-	-
Workforce Services	10	108	23	71	17	2	6	3	1	-	-
WY Military Department	9	75	53	34	12	4	3	-	2	-	-
Grand Total	824	2,182	2,045	1,532	894	585	252	139	128	10	4

Employee Count by Salary Increment



Employee Distribution Among Agencies



Average Monthly Base Salary by Agency

Agency	Average Monthly Salary		% Change '09-'10	Rank
	Dec '10	Dec '09		
Administration & Information	\$4,134	\$4,142	-0.2%	39
Administrative Hearings	\$5,795	\$5,685	1.9%	6
Agriculture	\$4,506	\$4,410	2.2%	31
Attorney General	\$5,306	\$5,232	1.4%	14
Audit Department	\$4,778	\$4,811	-0.7%	23
Board of Equalization	\$7,178	\$7,197	-0.3%	2
Board of Geologists	\$3,564	\$3,488	2.2%	48
C.P.A. Board	\$5,166	\$5,189	-0.5%	16
Community College Comm.	\$5,537	\$5,554	-0.3%	9
Corrections	\$3,534	\$3,435	2.9%	49
Cosmetology Board	\$4,116	\$4,116	0.0%	40
District Attorney - Casper	\$5,019	N/A	N/A	20
District Attorney - Cheyenne	\$5,025	N/A	N/A	19
Education	\$5,069	\$4,972	2.0%	18
Employment	\$4,280	\$4,296	-0.4%	35
Environmental Quality	\$5,341	\$5,292	0.9%	12
Environmental Quality Council	\$5,249	\$5,249	0.0%	15
Family Services	\$3,706	\$3,631	2.0%	45
Fire Prevention	\$4,367	\$4,322	1.0%	34
Game & Fish	\$4,641	\$4,481	3.6%	28
Geological Survey	\$5,156	\$5,123	0.6%	17
Governor's Office	\$5,617	\$5,376	4.5%	8
Governor's Residence	\$3,873	\$3,717	4.2%	43
Health	\$3,733	\$3,683	1.4%	44
Insurance Department	\$4,524	\$4,526	0.0%	30
Livestock Board	\$4,960	\$4,702	5.5%	21
Medical Licensing Board	\$3,511	\$3,448	1.8%	50
Nursing Board	\$4,777	\$4,458	7.2%	24
Oil & Gas Commission	\$4,162	\$4,157	0.1%	37
Outfitters Board	\$4,398	\$4,365	0.7%	33
Pari-Mutuel Board	\$5,859	\$5,859	0.0%	5
Parks & Cultural Resources	\$3,651	\$3,881	-5.9%	46
Parole Board	\$4,401	\$4,336	1.5%	32
Pharmacy Board	\$4,838	\$4,780	1.2%	22
Prof. Teaching Standards Brd.	\$3,004	\$4,029	-25.4%	51
Public Defender	\$5,470	\$5,462	0.2%	10
Public Service Commission	\$5,687	\$5,616	1.3%	7
Real Estate	\$4,169	\$4,279	-2.6%	36
Retirement System	\$4,687	\$4,736	-1.0%	25
Revenue	\$4,156	\$4,095	1.5%	38
School Facilities Comm.	\$7,062	\$6,745	4.7%	3
Secretary of State	\$4,665	\$4,665	0.0%	27
State Auditor	\$5,461	\$5,413	0.9%	11
State Engineer	\$4,686	\$4,647	0.8%	26
State Lands & Investments	\$4,574	\$4,521	1.2%	29
State Treasurer	\$5,329	\$5,296	0.6%	13
Transportation Department	\$4,003	\$4,005	0.0%	41
Water Development Comm.	\$5,906	\$5,908	0.0%	4
Wildlife & Natural Res. Trust	\$9,238	\$9,238	0.0%	1
Workforce Services	\$3,904	\$3,705	5.4%	42
WY Military Department	\$3,613	\$3,627	-0.4%	47
Grand Total	\$4,124	\$4,058	1.6%	

Employee Gender by Agency

Agency	# Male Emp.	% Agency Workforce	Avg. Salary	# Female Emp.	% Agency Workforce	Avg. Salary
Administration & Information	197	58.1%	\$ 4,273	142	41.9%	\$ 3,942
Administrative Hearings	4	40.0%	\$ 7,531	6	60.0%	\$ 4,637
Agriculture	44	51.8%	\$ 4,723	41	48.2%	\$ 4,272
Attorney General	124	50.8%	\$ 6,124	120	49.2%	\$ 4,460
Audit Department	63	56.3%	\$ 5,077	49	43.8%	\$ 4,393
Board of Equalization	4	57.1%	\$ 7,747	3	42.9%	\$ 6,419
Board of Geologists	-	0.0%	\$ -	1	100.0%	\$ 3,564
C.P.A. Board	-	0.0%	\$ -	2	100.0%	\$ 5,166
Community College Comm.	8	53.3%	\$ 6,431	7	46.7%	\$ 4,515
Corrections	762	63.7%	\$ 3,557	435	36.3%	\$ 3,495
Cosmetology Board	-	0.0%	\$ -	3	100.0%	\$ 4,116
District Attorney - Casper	7	33.3%	\$ 6,857	14	66.7%	\$ 4,100
District Attorney - Cheyenne	6	28.6%	\$ 6,581	15	71.4%	\$ 4,407
Education	41	33.1%	\$ 5,611	83	66.9%	\$ 4,791
Employment	89	30.8%	\$ 5,028	200	69.2%	\$ 3,947
Environmental Quality	152	58.9%	\$ 5,758	106	41.1%	\$ 4,744
Environmental Quality Council	2	66.7%	\$ 6,140	1	33.3%	\$ 3,465
Family Services	183	24.8%	\$ 4,066	554	75.2%	\$ 3,587
Fire Prevention	28	77.8%	\$ 4,731	8	22.2%	\$ 3,091
Game & Fish	302	73.8%	\$ 4,960	107	26.2%	\$ 4,027
Geological Survey	21	84.0%	\$ 5,315	4	16.0%	\$ 4,317
Governor's Office	18	40.9%	\$ 6,331	26	59.1%	\$ 5,302
Governor's Residence	-	0.0%	\$ -	3	100.0%	\$ 3,873
Health	350	27.7%	\$ 4,063	915	72.3%	\$ 3,616
Insurance Department	5	21.7%	\$ 5,927	18	78.3%	\$ 4,134
Livestock Board	11	55.0%	\$ 6,056	9	45.0%	\$ 3,620
Medical Licensing Board	-	0.0%	\$ -	4	100.0%	\$ 3,511
Nursing Board	1	12.5%	\$ 7,627	7	87.5%	\$ 4,370
Oil & Gas Commission	19	47.5%	\$ 5,114	21	52.5%	\$ 3,300
Outfitters Board	2	50.0%	\$ 4,450	2	50.0%	\$ 4,345
Pari-Mutuel Board	1	100.0%	\$ 5,859	-	0.0%	\$ -
Parks & Cultural Resources	105	60.0%	\$ 4,243	70	40.0%	\$ 3,820
Parole Board	2	28.6%	\$ 7,412	5	71.4%	\$ 3,196
Pharmacy Board	2	40.0%	\$ 5,195	3	60.0%	\$ 4,600
Prof. Teaching Standards Brd.	-	0.0%	\$ -	3	100.0%	\$ 3,004
Public Defender	37	50.7%	\$ 6,199	36	49.3%	\$ 4,721
Public Service Commission	16	44.4%	\$ 6,860	20	55.6%	\$ 4,749
Real Estate	2	50.0%	\$ 4,964	2	50.0%	\$ 3,374
Retirement System	11	28.2%	\$ 6,945	28	71.8%	\$ 3,799
Revenue	63	48.8%	\$ 4,470	66	51.2%	\$ 3,857
School Facilities Comm.	9	69.2%	\$ 7,434	4	30.8%	\$ 6,224
Secretary of State	4	14.8%	\$ 4,757	23	85.2%	\$ 4,649
State Auditor	5	20.8%	\$ 5,768	19	79.2%	\$ 5,381
State Engineer	84	63.6%	\$ 5,101	48	36.4%	\$ 3,959
State Lands & Investments	62	60.2%	\$ 4,904	41	39.8%	\$ 4,075
State Treasurer	2	8.0%	\$ 7,569	23	92.0%	\$ 5,134
Transportation Department	1,540	77.4%	\$ 4,160	450	22.6%	\$ 3,600
Water Development Comm.	20	76.9%	\$ 6,444	6	23.1%	\$ 4,112
Wildlife & Natural Res. Trust	1	100.0%	\$ 9,238	-	0.0%	\$ -
Workforce Services	63	26.1%	\$ 4,268	178	73.9%	\$ 3,776
WY Military Department	133	69.3%	\$ 3,782	59	30.7%	\$ 3,574
Grand Total	4,605	53.6%	\$ 4,386	3,990	46.4%	\$3,822

Female Salaries as a Percent of Male Salaries

Agency	2010			2009		
	Male Avg. Sal.	Female Avg. Sal.	F/M %	Male Avg. Sal.	Female Avg. Sal.	F/M %
Administration & Information	\$ 4,273	\$ 3,942	92.3%	\$ 4,301	\$ 3,923	91.2%
Administrative Hearings	\$ 7,531	\$ 4,637	61.6%	\$ 7,531	\$ 4,454	59.1%
Agriculture	\$ 4,723	\$ 4,272	90.4%	\$ 4,671	\$ 4,103	87.8%
Attorney General	\$ 6,124	\$ 4,460	72.8%	\$ 6,054	\$ 4,353	71.9%
Audit Department	\$ 5,077	\$ 4,393	86.5%	\$ 5,166	\$ 4,354	84.3%
Board of Equalization	\$ 7,747	\$ 6,419	82.9%	\$ 8,780	\$ 6,010	68.5%
Board of Geologists	\$ -	\$ 3,564		\$ -	\$ 3,488	
C.P.A. Board	\$ -	\$ 5,166		\$ -	\$ 5,189	
Community College Comm.	\$ 6,431	\$ 4,515	70.2%	\$ 6,787	\$ 4,475	65.9%
Corrections	\$ 3,557	\$ 3,495	98.3%	\$ 3,476	\$ 3,367	96.9%
Cosmetology Board	\$ -	\$ 4,116		\$ -	\$ 4,116	
District Attorney - Casper	\$ 6,857	\$ 4,100	59.8%	N/A	N/A	N/A
District Attorney - Cheyenne	\$ 6,581	\$ 4,407	67.0%	N/A	N/A	N/A
Education	\$ 5,611	\$ 4,791	85.4%	\$ 5,635	\$ 4,656	82.6%
Employment	\$ 5,028	\$ 3,947	78.5%	\$ 5,089	\$ 3,947	77.5%
Environmental Quality	\$ 5,758	\$ 4,744	82.4%	\$ 5,718	\$ 4,650	81.3%
Environmental Quality Council	\$ 6,140	\$ 3,465	56.4%	\$ 6,141	\$ 3,466	56.4%
Family Services	\$ 4,066	\$ 3,587	88.2%	\$ 4,027	\$ 3,503	87.0%
Fire Prevention	\$ 4,731	\$ 3,091	65.3%	\$ 4,696	\$ 3,013	64.2%
Game & Fish	\$ 4,960	\$ 4,027	81.2%	\$ 4,707	\$ 3,797	80.7%
Geological Survey	\$ -	\$ 4,317		\$ 5,381	\$ 4,088	76.0%
Governor's Office	\$ 6,331	\$ 5,302	83.7%	\$ 6,410	\$ 4,567	71.3%
Governor's Residence	\$ -	\$ 3,873		\$ -	\$ 3,717	
Health	\$ 4,063	\$ 3,616	89.0%	\$ 4,068	\$ 3,546	87.2%
Insurance Department	\$ -	\$ 4,134		\$ 5,694	\$ 4,114	72.2%
Livestock Board	\$ -	\$ 3,620		\$ 5,893	\$ 3,378	57.3%
Medical Licensing Board	\$ -	\$ 3,511		\$ -	\$ 3,448	
Nursing Board	\$ 7,627	\$ 4,370	57.3%	\$ -	\$ 4,458	
Oil & Gas Commission	\$ 5,114	\$ 3,300	64.5%	\$ 5,115	\$ 3,246	63.5%
Outfitters Board	\$ 4,450	\$ 4,345	97.6%	\$ 4,450	\$ 4,280	96.2%
Pari-Mutuel Board	\$ 5,859	\$ -		\$ 5,859	\$ -	
Parks & Cultural Resources	\$ 4,243	\$ 3,820	90.0%	\$ 4,024	\$ 3,654	90.8%
Parole Board	\$ 7,412	\$ 3,196		\$ 7,412	\$ 3,106	41.9%
Pharmacy Board	\$ 5,195	\$ 4,600	88.5%	\$ 5,050	\$ 4,600	91.1%
Prof. Teaching Standards Brd.	\$ -	\$ 3,004		\$ -	\$ 4,029	
Public Defender	\$ 6,199	\$ 4,721	76.1%	\$ 6,041	\$ 4,747	78.6%
Public Service Commission	\$ 6,860	\$ 4,749	69.2%	\$ 6,689	\$ 4,713	70.5%
Real Estate	\$ 4,964	\$ 3,374	68.0%	\$ 4,740	\$ 3,817	80.5%
Retirement System	\$ 6,945	\$ 3,799	54.7%	\$ 7,062	\$ 3,891	55.1%
Revenue	\$ 4,470	\$ 3,857	86.3%	\$ 4,438	\$ 3,788	85.4%
School Facilities Comm.	\$ 7,434	\$ 6,224	83.7%	\$ 7,480	\$ 5,800	77.5%
Secretary of State	\$ 4,757	\$ 4,649	97.7%	\$ 5,510	\$ 4,564	82.8%
State Auditor	\$ 5,768	\$ 5,381	93.3%	\$ 5,708	\$ 5,336	93.5%
State Engineer	\$ 5,101	\$ 3,959	77.6%	\$ 5,072	\$ 3,984	78.6%
State Lands & Investments	\$ 4,904	\$ 4,075	83.1%	\$ 4,692	\$ 4,238	90.3%
State Treasurer	\$ 7,569	\$ 5,134	67.8%	\$ 7,569	\$ 5,099	67.4%
Transportation Department	\$ 4,160	\$ 3,600		\$ 4,139	\$ 3,550	85.8%
Water Development Comm.	\$ 6,444	\$ 4,112	63.8%	\$ 6,445	\$ 4,116	63.9%
Wildlife & Natural Res. Trust	\$ 9,238	\$ -		\$ 9,238	\$ -	
Workforce Services	\$ 4,268	\$ 3,776	88.5%	\$ 4,228	\$ 3,533	83.6%
WY Military Department	\$ 3,782	\$ 3,574	94.5%	\$ 3,661	\$ 3,553	97.1%
Grand Total	\$4,386	\$3,822	87.1%	\$ 4,340	\$ 3,735	86.1%

Employee Gender by Salary Increment

Salary Increment	Male	Female	Total
\$20k - \$30k	222	602	824
\$30k - \$40k	1151	1031	2182
\$40k - \$50k	980	1065	2045
\$50k - \$60k	892	640	1532
\$60k - \$70k	558	336	894
\$70k - \$80k	403	182	585
\$80k - \$90k	192	60	252
\$90k - \$100k	95	44	139
\$100k - \$150k	102	26	128
\$150k - \$200k	7	3	10
\$200k+	3	1	4
Grand Total	4605	3990	8595

Employees by Occupational Group

Occupational Group	Incumbents	% of Workforce	Average Salary
Attorney	136	1.6%	\$6,617
Benefits & Eligibility	286	3.3%	\$3,812
Business Administration	1042	12.1%	\$3,288
Computer Technology	362	4.2%	\$4,855
Correctional	664	7.7%	\$3,368
Cultural Resources	94	1.1%	\$4,421
Education & Training	186	2.2%	\$4,644
Employment & Human Resources	199	2.3%	\$3,914
Engineering & Natural Resources	642	7.5%	\$5,493
Executive	229	2.7%	\$8,181
Financial	700	8.1%	\$4,140
Fish & Wildlife	281	3.3%	\$5,001
Healthcare Services	762	8.9%	\$3,777
Inspection & Safety	122	1.4%	\$4,451
Institutional Support Services	165	1.9%	\$2,525
Land & Real Estate	54	0.6%	\$4,770
Public Information	60	0.7%	\$4,135
Public Safety	556	6.5%	\$4,419
Social Services	693	8.1%	\$3,925
Trades	456	5.3%	\$3,504
Transportation	906	10.5%	\$3,487
Grand Total	8595		\$4,124

Average Base Salary by Classification and Gender

Classification	Average Salary	Male Avg Sal	Female Avg Sal	% F/M
Accounting Analyst	\$4,293	\$4,305	\$4,289	99.6%
Adult Probation & Parole Officer	\$3,791	\$3,796	\$3,788	99.8%
Auditor II	\$3,644	\$3,634	\$3,656	100.6%
Benefits & Eligibility Specialist I	\$3,150	\$3,192	\$3,145	98.5%
Buildings & Grounds Assistant I	\$2,007	\$2,013	\$1,999	99.3%
Caseworker	\$3,700	\$3,653	\$3,715	101.7%
Certified Teacher	\$4,473	\$4,439	\$4,491	101.2%
Claims Specialist	\$3,923	\$3,839	\$3,940	102.6%
Computer Technology Business Applications Analyst	\$4,987	\$4,991	\$4,978	99.7%
Computer Technology Support Specialist I	\$3,733	\$3,702	\$3,808	102.9%
Construction & Field Survey Specialist	\$3,685	\$3,666	\$3,744	102.1%
Construction & Field Survey Technician	\$3,126	\$3,103	\$3,159	101.8%
Correctional Corporal	\$3,443	\$3,434	\$3,474	101.2%
Correctional Officer	\$2,987	\$2,981	\$3,018	101.2%
Correctional Sergeant	\$4,063	\$4,038	\$4,159	103.0%
Education Program Consultant	\$4,913	\$5,000	\$4,863	97.3%
Employment Services Specialist	\$3,341	\$3,376	\$3,328	98.6%
Executive Management 2	\$8,111	\$8,293	\$7,758	93.6%
Executive Management 3	\$9,020	\$9,153	\$8,678	94.8%
Food Services Specialist	\$2,663	\$2,746	\$2,626	95.6%
Housekeeper	\$1,987	\$2,042	\$1,966	96.3%
Human Services Aide	\$2,275	\$2,271	\$2,276	100.2%
Human Services Shift Supervisor	\$3,869	\$3,861	\$3,872	100.3%
Inspection Specialist II	\$3,981	\$4,227	\$3,755	88.8%
Instructor II	\$4,165	\$4,245	\$4,046	95.3%
Juvenile Probation & Parole Officer	\$3,648	\$3,625	\$3,665	101.1%
Natural Resources Analyst	\$4,681	\$4,675	\$4,699	100.5%
Natural Resources Program Principal	\$5,842	\$5,867	\$5,777	98.5%
Natural Resources Specialist	\$3,884	\$3,957	\$3,754	94.9%
Policy & Planning Analyst II	\$4,538	\$4,682	\$4,448	95.0%
Port of Entry Assistant I	\$2,529	\$2,548	\$2,509	98.5%
Port of Entry Assistant II	\$3,114	\$3,209	\$3,052	95.1%
Practicing Attorney 3	\$6,352	\$6,296	\$6,425	102.0%
Principal Auditor	\$5,186	\$5,181	\$5,189	100.2%
Project Engineer	\$5,347	\$5,306	\$5,486	103.4%
Records & Data Management Specialist I	\$3,447	\$3,693	\$3,362	91.0%
Security Guard II	\$2,728	\$2,755	\$2,703	98.1%
Senior Accounting Analyst	\$5,061	\$5,094	\$5,046	99.1%
Senior Auditor	\$4,371	\$4,494	\$4,300	95.7%
Senior Computer Technology Business Applications Analyst	\$5,604	\$5,595	\$5,620	100.4%
Senior Wildlife Biologist	\$4,571	\$4,571	\$4,569	100.0%
Social Services Worker	\$3,625	\$3,667	\$3,620	98.7%
Youth Services Aide	\$2,706	\$2,763	\$2,622	94.9%
Youth Services Specialist	\$3,272	\$3,284	\$3,261	99.3%

***This chart includes classifications with at least 10 male and 10 female incumbents.

Employees by County

Full-Time Employee Count
 Average Monthly Base Pay
 Total Annualized Base Pay

Total = \$8,595
 Total = \$ 4,124
 Total = \$ 425,349,360

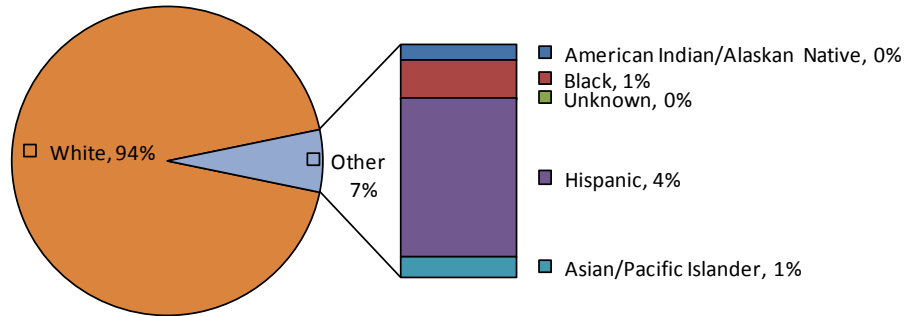
Park 133 \$4,094 \$6,534,024	Big Horn 147 \$3,517 \$6,203,988	Sheridan 309 \$4,071 \$15,095,268	Campbell 144 \$3,950 \$6,825,600	Crook 54 \$3,775 \$2,446,200
Teton 76 \$4,042 \$3,686,304	Hot Springs 558 \$3,357 \$2,336,472	Johnson 95 \$3,439 \$3,920,460	Weston 138 \$3,628 \$6,007,968	Niobrara 113 \$3,446 \$4,672,776
Sublette 63 \$4,550 \$3,439,800	Fremont 766 \$3,612 \$33,201,504	Natrona 553 \$4,194 \$27,831,384	Converse 108 \$3,908 \$5,064,768	Platte 131 \$3,676 \$5,778,672
Lincoln 105 \$3,982 \$5,017,320	Sweetwater 212 \$4,094 \$10,415,136	Carbon 531 \$3,588 \$22,862,736	Albany 263 \$4,278 \$13,501,368	Goshen 394 \$3,351 \$15,846,528
Uinta 443 \$3,643 \$19,366,188			Laramie 3599 \$4,587 \$198,103,356	

Employee Gender & Average Salary by County

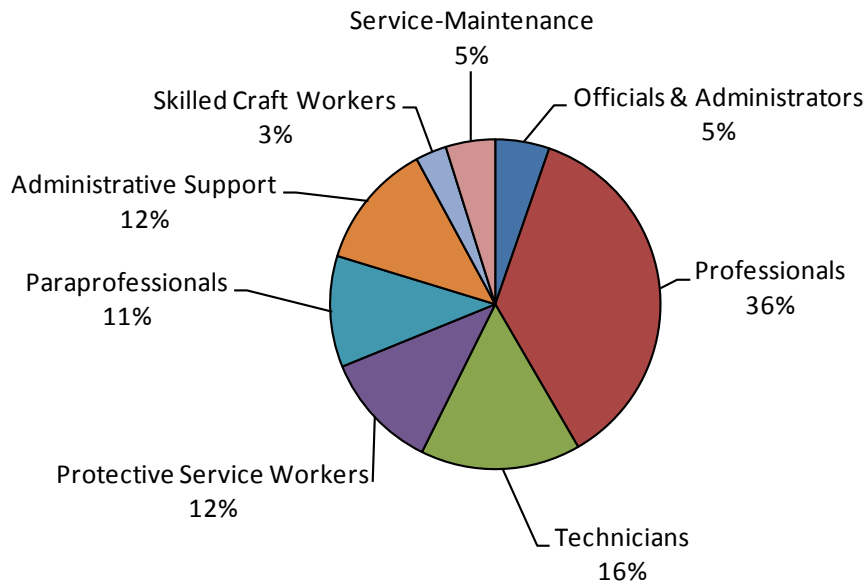
Female Full-Time Count & Average Monthly Base Pay
 Male Full-Time Count & Average Monthly Base Pay

County	Female Full-Time Count	Female Average Monthly Base Pay	Male Full-Time Count	Male Average Monthly Base Pay
Big Horn	74F	\$3,092	73M	\$3,948
Carbon	143F	\$3,473	388M	\$3,631
Converse	45F	\$3,466	63M	\$4,224
Crook	17F	\$3,412	37M	\$3,942
Fremont	391F	\$3,344	375M	\$3,891
Goshen	113F	\$3,344	281M	\$3,347
Hot Springs	35F	\$3,134	23M	\$3,696
Johnson	41F	\$3,028	54M	\$3,750
Laramie	1851F	\$4,180	1748M	\$5,018
Lincoln	38F	\$3,619	67M	\$4,187
Natrona	276F	\$3,787	277M	\$4,599
Niobrara	57F	\$3,436	56M	\$3,456
Park	60F	\$3,649	73M	\$4,459
Sheridan	147F	\$3,623	162M	\$4,478
Sweetwater	93F	\$3,764	119M	\$4,352
Teton	27F	\$3,827	49M	\$4,161
Uinta	277F	\$3,370	166M	\$4,099
Washakie	42F	\$3,642	118M	\$3,812
Weston	39F	\$3,595	99M	\$3,641
Wyo. (Unlabeled)	12F	\$4,339	51M	\$4,600
Albany	97F	\$3,905	166M	\$4,496
Platte	43F	\$3,481	88M	\$3,771
Sheridan	147F	\$3,623	162M	\$4,478
Sublette	12F	\$4,339	51M	\$4,600

Workforce Ethnicity



Employees by EEO-4 Category



Employee Age & Length of Service

- The chart showing average length of service and age by Occupational Group (page 22) indicates the Correctional, Social Service and Public Safety fields attract younger workers than other fields.
- 14.3% of the workforce was eligible to retire in December 2010. This is less than a one percent increase from December 2009.
- 31.1% of our existing workforce will be eligible to retire in 5 years. This is less than a one percent increase from 2009.

Average Age & Length of Service By Agency

Agency	Average Age	Average Service
Administration & Information	47.7	13.3
Administrative Hearings	51.8	15.2
Agriculture	43.3	11.3
Attorney General	46.0	9.6
Audit Department	44.1	10.6
Board of Equalization	49.3	10.6
Board of Geologists	60.1	19.6
C.P.A. Board	52.3	18.1
Community College Comm.	49.8	9.1
Corrections	40.0	5.5
Cosmetology Board	56.8	8.2
District Attorney - Casper	44.4	8.7
District Attorney - Cheyenne	39.6	6.6
Education	46.3	7.5
Employment	48.4	11.7
Environmental Quality	47.8	11.5
Environmental Quality Council	47.5	6.9
Family Services	45.3	9.8
Fire Prevention	50.2	7.6
Game & Fish	45.1	14.5
Geological Survey	48.0	12.6
Governor's Office	51.8	9.3
Governor's Residence	49.7	9.1
Health	47.3	11.0
Insurance Department	49.4	12.8
Livestock Board	48.2	9.6
Medical Licensing Board	45.8	10.7
Nursing Board	49.0	4.0
Oil & Gas Commission	55.1	14.0
Outfitters Board	54.1	19.1
Pari-Mutuel Board	56.1	2.5
Parks & Cultural Resources	49.6	13.7
Parole Board	43.4	11.3
Pharmacy Board	53.7	4.6
Prof. Teaching Standards Brd.	43.3	13.8
Public Defender	45.0	7.8
Public Service Commission	50.0	12.9
Real Estate	43.2	3.3
Retirement System	45.6	7.9
Revenue	47.0	12.9
School Facilities Comm.	50.4	9.5
Secretary of State	44.4	14.0
State Auditor	48.2	14.9
State Engineer	47.6	12.5
State Lands & Investments	48.5	12.7
State Treasurer	51.2	18.3
Transportation Department	46.1	13.4
Water Development Comm.	53.3	18.5
Wildlife & Natural Res. Trust	54.7	8.4
Workforce Services	47.7	9.8
WY Military Department	46.9	9.5
Statewide	45.8	10.9

Workforce Age & Length of Service Trends

Full-time employees:

Avg. age = 45.8 years old

Avg. length of service = 10.9 years

Male:

Avg. age = 45.6 years old

Avg. length of service = 11.2 years

Female:

Avg. age = 46 years old

Avg. length of service = 10.7 years

White:

Avg. age = 46 years old

Avg. length of service = 11.0 years

Minority:

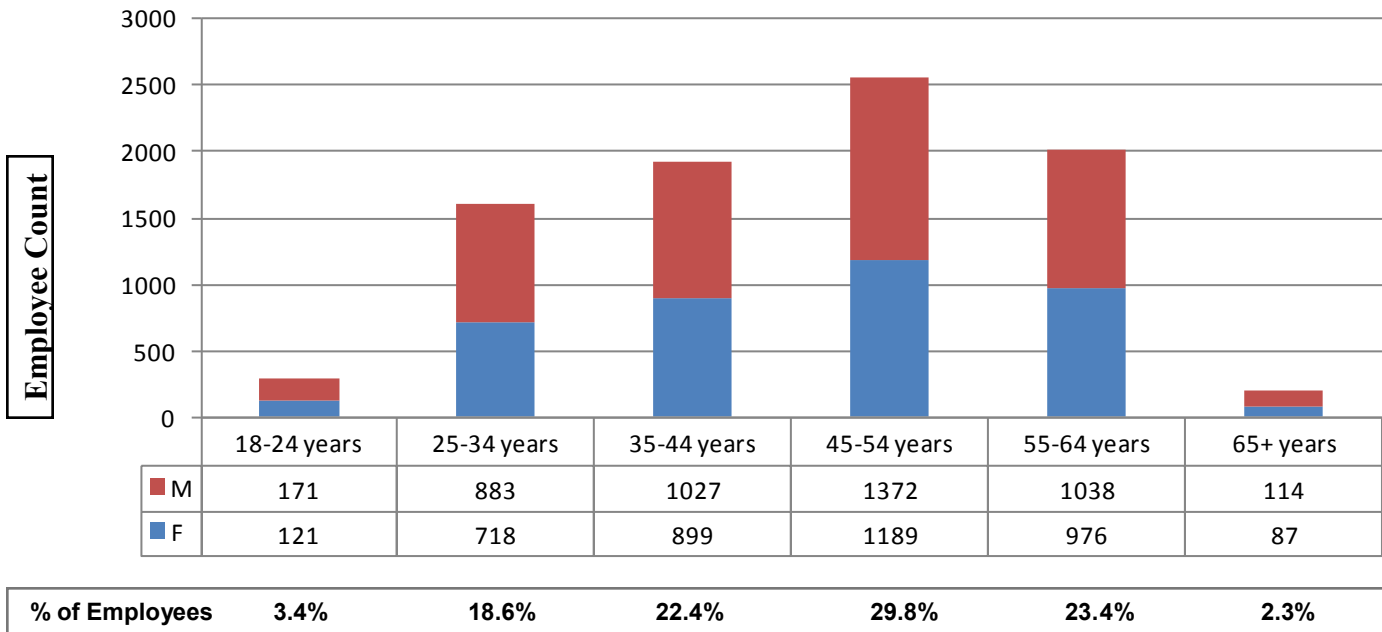
Avg. age = 43.4 years old

Avg. length of service = 9.9 years

25.8% of full-time employees were 55 years of age and over.

5,364 employees (62%) receive some level of longevity pay for having at least 5 years of service.

Workforce Age Summary



Average Length of Service and Age by Occupational Group

Occupational Group	Employee Count	Average Years of Service	Average Age
Attorney	136	8.5	44.6
Benefits & Eligibility	286	12.8	47.9
Business Administration	1042	11.1	48.4
Computer Technology	362	11.6	45.7
Correctional	664	4.1	36.7
Cultural Resources	94	16.0	50.3
Education & Training	186	9.3	49.7
Employment & Human Resources	199	11.4	48.8
Engineering & Natural Resources	642	13.7	46.0
Executive	229	12.6	53.5
Financial	700	12.6	47.0
Fish & Wildlife	281	15.6	44.5
Healthcare Services	762	9.5	45.3
Inspection & Safety	122	10.3	48.9
Institutional Support Services	165	8.7	48.0
Land & Real Estate	54	14.4	46.8
Public Information	60	12.6	44.1
Public Safety	556	10.3	43.4
Social Services	693	8.2	42.0
Trades	456	12.0	48.3
Transportation	906	13.3	47.3
Average	8595	10.9	45.8

Average Length of Service & Age by Salary Increment

Salary Increment	Avg Years of Service	Average Age	Employee Count
\$20k - \$30k	5.8	42.9	824
\$30k - \$40k	7.9	44.1	2182
\$40k - \$50k	10.7	44.4	2045
\$50k - \$60k	13.0	47.0	1532
\$60k - \$70k	13.7	47.4	894
\$70k - \$80k	15.4	49.3	585
\$80k - \$90k	16.9	50.4	252
\$90k - \$100k	17.5	52.9	139
\$100k - \$150k	17.1	55.2	128
\$150k - \$200k	7.0	57.2	10
\$200k+	6.5	60.3	4
Statewide	10.9	45.8	8595

Longevities by Salary Increment

Longevity	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	Total
\$20k - \$30k	147	49	41	31	15	8	2	0	0	0	293
\$30k - \$40k	412	215	143	102	73	60	14	1	0	0	1020
\$40k - \$50k	431	263	182	173	113	76	24	2	0	0	1264
\$50k - \$60k	357	215	130	166	107	95	31	10	0	1	1112
\$60k - \$70k	236	152	121	81	68	51	17	2	0	0	728
\$70k - \$80k	121	100	65	74	60	50	15	1	0	0	486
\$80k - \$90k	43	30	61	36	33	16	6	0	0	0	225
\$90k - \$100k	24	17	16	24	15	20	2	1	0	0	119
\$100k - \$150k	25	15	18	14	13	16	6	2	0	0	109
\$150k - \$200k	3	1	1	0	0	0	0	0	0	0	5
\$200k+	3	0	0	0	0	0	0	0	0	0	3
Grand Total	1802	1057	778	701	497	392	117	19	0	1	5364

Longevities by Agency

Longevity	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	Total	Monthly Expense
Administration & Information	66	45	36	35	23	22	10	3	0	0	240	\$29,800
Administrative Hearings	4	0	2	0	2	1	0	0	0	0	9	\$1,040
Agriculture	24	8	6	10	3	5	1	0	0	0	57	\$6,000
Attorney General	75	27	26	11	10	6	2	0	0	0	157	\$14,040
Audit Department	23	17	22	9	6	0	0	0	0	0	77	\$7,560
Board of Equalization	0	2	3	0	0	0	0	0	0	0	5	\$520
Board of Geologists	0	0	1	0	0	0	0	0	0	0	1	\$120
C.P.A. Board	0	0	0	0	0	1	0	0	0	0	1	\$240
Community College Comm.	5	2	1	2	0	0	0	0	0	0	10	\$800
Corrections	161	100	53	33	26	7	3	0	0	0	383	\$33,800
Cosmetology Board	1	1	0	0	0	0	0	0	0	0	2	\$120
District Attorney - Casper	6	2	1	1	2	0	0	0	0	0	12	\$1,080
District Attorney - Cheyenne	9	3	0	1	0	0	0	0	0	0	13	\$760
Education	31	21	8	2	3	0	0	1	0	0	66	\$5,120
Employment	69	51	38	25	11	12	3	0	0	0	209	\$21,320
Environmental Quality	46	45	35	19	15	10	1	1	0	0	172	\$18,680
Environmental Quality Council	0	1	0	0	0	0	0	0	0	0	1	\$80
Family Services	196	101	67	67	26	13	4	0	0	0	474	\$44,120
Fire Prevention	15	2	2	0	1	1	0	0	0	0	21	\$1,440
Game & Fish	102	49	32	44	38	41	11	0	0	0	317	\$39,400
Geological Survey	7	2	2	0	1	5	0	0	0	0	17	\$2,080
Governor's Office	15	6	0	1	2	0	3	0	0	0	27	\$2,480
Governor's Residence	2	1	0	0	0	0	0	0	0	0	3	\$160
Health	262	132	129	117	78	52	16	2	0	0	788	\$88,440
Insurance Department	3	2	5	5	1	0	0	0	0	0	16	\$1,880
Livestock Board	2	7	1	0	1	1	0	0	0	0	12	\$1,200
Medical Licensing Board	1	1	0	1	0	0	0	0	0	0	3	\$280
Nursing Board	0	2	0	0	0	0	0	0	0	0	2	\$160
Oil & Gas Commission	10	8	3	2	4	5	0	0	0	0	32	\$3,720
Outfitters Board	0	1	2	0	0	1	0	0	0	0	4	\$560
Parks & Cultural Resources	38	21	18	21	20	10	3	0	0	0	131	\$15,960
Parole Board	1	0	1	2	0	0	0	0	0	0	4	\$480
Pharmacy Board	1	1	0	0	0	0	0	0	0	0	2	\$120
Prof. Teaching Standards Brd.	0	0	0	0	0	0	1	0	0	0	1	\$280
Public Defender	11	11	7	4	2	0	0	0	0	0	35	\$3,200
Public Service Commission	9	7	3	3	2	1	2	0	0	0	27	\$2,960
Retirement System	4	6	4	0	2	1	0	0	0	0	17	\$1,760
Revenue	31	19	15	12	2	11	4	0	0	0	94	\$10,640
School Facilities Comm.	4	0	1	2	0	1	0	0	0	0	8	\$840
Secretary of State	5	0	5	4	6	0	0	0	0	0	20	\$2,640
State Auditor	1	4	5	2	1	4	0	0	0	0	17	\$2,440
State Engineer	46	16	13	11	5	9	2	2	0	0	104	\$10,800
State Lands & Investments	19	14	10	10	7	4	3	2	0	0	69	\$8,520
State Treasurer	7	2	4	3	4	3	1	0	0	0	24	\$3,200
Transportation Department	392	254	177	206	175	144	45	7	0	1	1401	\$175,000
Water Development Comm.	1	7	3	3	2	4	1	1	0	0	22	\$3,400
Wildlife & Natural Res. Trust	1	0	0	0	0	0	0	0	0	0	1	\$40
Workforce Services	48	32	22	14	12	10	1	0	0	0	139	\$14,440
WY Military Department	48	24	15	19	4	7	0	0	0	0	117	\$11,160
Grand Total	1802	1057	778	701	497	392	117	19	0	1	5364	\$594,880

Retirement Eligibility

Retirement Trend Data

5 Year History

Jan 2006—Dec 2010 there were 905 retirements*

210 of these did not meet eligibility requirements

- 695 were eligible:
 - they stayed an average of 44 months (3 yr & 8 months) after they met the eligibility requirement

In 2010, there were 206 retirements. The average age of the retirees was 61 years and 4 months.

Current eligibility:

- 1226 employees (FT) were eligible to retire on December 31, 2010
- they have an average of 40 months of service past the date they met the eligibility requirement
- of these, 551 have 36 or more months of service past the date they met the eligibility requirement
- 15% of them (189) are over the age of 65 with an average of 82 months of service after they met the eligibility requirement

*based on terminations of full-time employees coded as retired or disability retirement in payroll

**eligibility calculations are based on payroll data and do not include non-state employment service that may effect the eligibility

***data is based on full-time employees as of December 2010

Retirement eligibility was calculated based on the following criteria:

- all employees age 60 and above with at least 4 years of service
- all employees who meet the rule of 85 (years of service and age must be greater than or equal to 85)

Ranked by % Eligible to Retire in 5 Years

	Total Employees	# of Employees Eligible			% of Employees Eligible		
		now	3 yr	5 yr	now	3 yr	5 yr
Oil & Gas Commission	40	16	25	27	40.0%	62.5%	67.5%
Water Development Comm.	26	13	13	15	50.0%	50.0%	57.7%
State Treasurer	25	5	12	14	20.0%	48.0%	56.0%
Geological Survey	25	7	10	13	28.0%	40.0%	52.0%
Fire Prevention	36	7	14	17	19.4%	38.9%	47.2%
Parks & Cultural Resources	175	35	60	78	20.0%	34.3%	44.6%
Public Service Commission	36	6	12	15	16.7%	33.3%	41.7%
Governor's Office	44	11	13	17	25.0%	29.5%	38.6%
Health	1265	222	382	479	17.5%	30.2%	37.9%
Employment	289	54	86	109	18.7%	29.8%	37.7%
State Auditor	24	4	6	9	16.7%	25.0%	37.5%
Administration & Information	339	70	98	124	20.6%	28.9%	36.6%
State Engineer	132	23	31	45	17.4%	23.5%	34.1%
Workforce Services	241	49	69	82	20.3%	28.6%	34.0%
Environmental Quality	258	39	68	86	15.1%	26.4%	33.3%
Secretary of State	27	4	8	9	14.8%	29.6%	33.3%
State Lands & Investments	103	21	29	34	20.4%	28.2%	33.0%
Transportation Department	1990	271	505	656	13.6%	25.4%	33.0%
Education	124	18	33	38	14.5%	26.6%	30.6%
Insurance Department	23	2	4	7	8.7%	17.4%	30.4%
Game & Fish	409	74	103	124	18.1%	25.2%	30.3%
Livestock Board	20	1	3	6	5.0%	15.0%	30.0%
WY Military Department	192	28	42	57	14.6%	21.9%	29.7%
Public Defender	73	4	15	21	5.5%	20.5%	28.8%
Family Services	737	90	156	205	12.2%	21.2%	27.8%
Audit Department	112	10	22	31	8.9%	19.6%	27.7%
Revenue	129	23	30	35	17.8%	23.3%	27.1%
Attorney General	244	26	44	63	10.7%	18.0%	25.8%

This table contains data on agencies with at least 20 employees and 25% or more of the employees eligible to retire in 5 years.

Retirement Eligibility by Agency

	Total Employees	# of Employees Eligible			% of Employees Eligible		
		now	3 yr	5 yr	now	3 yr	5 yr
Administration & Information	339	70	98	124	20.6%	28.9%	36.6%
Administrative Hearings	10	3	4	5	30.0%	40.0%	50.0%
Agriculture	85	13	16	21	15.3%	18.8%	24.7%
Attorney General	244	26	44	63	10.7%	18.0%	25.8%
Audit Department	112	10	22	31	8.9%	19.6%	27.7%
Board of Equalization	7	2	4	4	28.6%	57.1%	57.1%
Board of Geologists	1	1	1	1	100.0%	100.0%	100.0%
C.P.A. Board	2	0	1	1		50.0%	50.0%
Community College Comm.	15	2	4	6	13.3%	26.7%	40.0%
Corrections	1197	55	129	190	4.6%	10.8%	15.9%
Cosmetology Board	3	2	2	2	66.7%	66.7%	66.7%
District Attorney - Casper	21	4	4	5	19.0%	19.0%	23.8%
District Attorney - Cheyenne	21	1	1	1	4.8%	4.8%	4.8%
Education	124	18	33	38	14.5%	26.6%	30.6%
Employment	289	54	86	109	18.7%	29.8%	37.7%
Environmental Quality	258	39	68	86	15.1%	26.4%	33.3%
Environmental Quality Council	3	0	0	0			
Family Services	737	90	156	205	12.2%	21.2%	27.8%
Fire Prevention	36	7	14	17	19.4%	38.9%	47.2%
Game & Fish	409	74	103	124	18.1%	25.2%	30.3%
Geological Survey	25	7	10	13	28.0%	40.0%	52.0%
Governor's Office	44	11	13	17	25.0%	29.5%	38.6%
Governor's Residence	3	0	1	1		33.3%	33.3%
Health	1265	222	382	479	17.5%	30.2%	37.9%
Insurance Department	23	2	4	7	8.7%	17.4%	30.4%
Livestock Board	20	1	3	6	5.0%	15.0%	30.0%
Medical Licensing Board	4	0	1	1		25.0%	25.0%
Nursing Board	8	0	0	1			12.5%
Oil & Gas Commission	40	16	25	27	40.0%	62.5%	67.5%
Outfitters Board	4	2	3	3	50.0%	75.0%	75.0%
Pari-Mutuel Board	1	0	0	1			100.0%
Parks & Cultural Resources	175	35	60	78	20.0%	34.3%	44.6%
Parole Board	7	0	0	1			14.3%
Pharmacy Board	5	1	2	2	20.0%	40.0%	40.0%
Prof. Teaching Standards Brd.	3	1	1	1	33.3%	33.3%	33.3%
Public Defender	73	4	15	21	5.5%	20.5%	28.8%
Public Service Commission	36	6	12	15	16.7%	33.3%	41.7%
Real Estate	4	0	0	0			
Retirement System	39	3	6	7	7.7%	15.4%	17.9%
Revenue	129	23	30	35	17.8%	23.3%	27.1%
School Facilities Comm.	13	3	5	6	23.1%	38.5%	46.2%
Secretary of State	27	4	8	9	14.8%	29.6%	33.3%
State Auditor	24	4	6	9	16.7%	25.0%	37.5%
State Engineer	132	23	31	45	17.4%	23.5%	34.1%
State Lands & Investments	103	21	29	34	20.4%	28.2%	33.0%
State Treasurer	25	5	12	14	20.0%	48.0%	56.0%
Transportation Department	1990	271	505	656	13.6%	25.4%	33.0%
Water Development Comm.	26	13	13	15	50.0%	50.0%	57.7%
Wildlife & Natural Res. Trust	1	0	0	0			
Workforce Services	241	49	69	82	20.3%	28.6%	34.0%
WY Military Department	192	28	42	57	14.6%	21.9%	29.7%
Grand Total	8595	1226	2078	2676	14.3%	24.2%	31.1%

Turnover Recruitment

- Total turnover increased to 10.6%; this is the second lowest turnover rate in the previous eleven years.
- 24.3% of total turnover is attributed to employees age 25-34.
- 33.9% of employees age 18-24 leave State employment.
- The turnover data reflected in this report does not include 57 employees who transferred to other agencies within the Executive, Judicial or Legislative branches. The data does include employees that transferred to the University of Wyoming.
- The number of employment applications received by the Human Resources Division of Administration & Information increased significantly in 2010. 52,005 applications were received in 2009 compared to 75,113 in 2010. This is an increase of 44.4%.

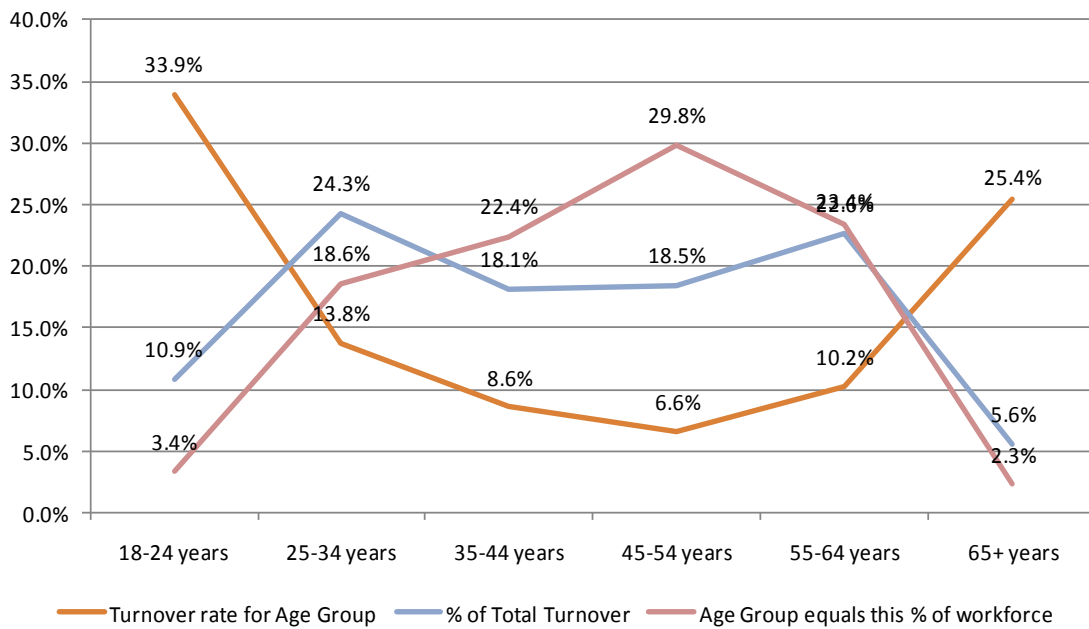
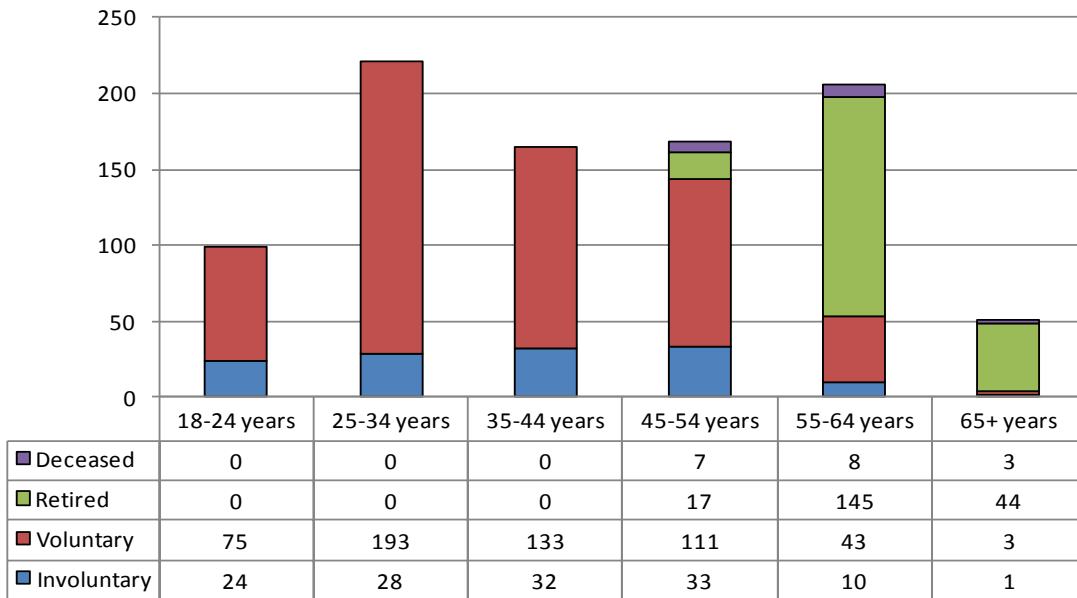
Agency Turnover Rates

	#	#	ANNUAL TURNOVER RATE									
	Employees	Turnover	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
Administration & Information	339	21	6.2%	6.7%	9.4%	11.6%	7.1%	12.2%	7.9%	10.5%	5.5%	7.8%
Administrative Hearings	10	1	10.0%	0.0%	10.0%	0.0%	11.1%	0.0%	10.0%	14.3%	0.0%	16.7%
Agriculture	85	3	3.5%	1.1%	8.4%	6.0%	0.0%	8.8%	16.0%	8.6%	7.1%	8.7%
Attorney General	244	15	6.1%	5.7%	9.7%	13.2%	10.1%	9.6%	8.4%	14.0%	8.0%	10.8%
Audit Department	112	5	4.5%	9.8%	4.3%	5.5%	5.5%	9.1%	2.1%	8.5%	9.0%	5.8%
Board of Equalization	7	0	0.0%	14.3%	16.7%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	0.0%
Board of Geologists	1	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
C.P.A. Board	2	1	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
Community College Comm.	15	4	26.7%	13.3%	15.4%	0.0%	18.2%	10.0%	50.0%	66.7%	30.0%	8.3%
Corrections	1197	210	17.5%	14.2%	20.5%	23.4%	22.4%	28.2%	22.4%	19.4%	19.0%	28.2%
Cosmetology Board	3	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
District Attorney - Casper	21	1	4.8%									
District Attorney - Cheyenne	21	5	23.8%									
Education	124	11	8.9%	8.1%	6.5%	10.3%	18.0%	24.7%	21.1%	24.7%	16.5%	17.5%
Employment	289	29	10.0%	5.4%	11.3%	9.0%	6.8%	8.4%	7.1%	6.6%	13.5%	11.8%
Environmental Quality	258	17	6.6%	3.8%	7.5%	9.4%	9.3%	2.8%	7.5%	4.9%	3.4%	7.9%
Environmental Quality Council	3	0	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%
Family Services	737	63	8.5%	10.0%	14.0%	15.7%	13.0%	14.4%	10.6%	11.4%	12.9%	13.8%
Fire Prevention	36	3	8.3%	0.0%	14.3%	5.9%	13.3%	17.9%	12.9%	17.2%	7.7%	11.5%
Game & Fish	409	20	4.9%	5.2%	4.6%	6.1%	5.9%	7.5%	6.3%	7.4%	7.6%	7.0%
Geological Survey	25	4	16.0%	4.0%	4.0%	16.0%	20.0%	18.2%	21.4%	12.5%	5.9%	11.8%
Governor's Office	44	8	18.2%	26.8%	12.2%	13.0%	22.7%	15.2%	22.0%	36.4%	50.0%	25.0%
Governor's Residence	3	0	0.0%	66.7%	0.0%	25.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Health	1265	190	15.0%	15.0%	20.2%	27.7%	21.2%	22.3%	20.6%	22.8%	21.7%	24.0%
Insurance Department	23	2	8.7%	13.0%	15.4%	11.1%	4.2%	20.0%	8.7%	4.2%	4.3%	8.0%
Livestock Board	20	2	10.0%	5.3%	5.9%	11.1%	0.0%	13.3%	17.6%	0.0%	0.0%	15.4%
Medical Licensing Board	4	0	0.0%	0.0%	33.3%	0.0%	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%
Nursing Board	8	2	25.0%	0.0%	37.5%	25.0%	14.3%	28.6%	0.0%	28.6%	20.0%	0.0%
Oil & Gas Commission	40	3	7.5%	2.4%	12.2%	4.9%	0.0%	7.9%	0.0%	9.7%	3.3%	12.1%
Outfitters Board	4	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pari-Mutuel Board	1	0	0.0%	100.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parks & Cultural Resources	175	6	3.4%	8.1%	6.2%	9.3%	8.9%	13.4%	11.3%	12.2%	7.2%	7.4%
Parole Board	7	1	14.3%	0.0%	0.0%	42.9%	0.0%	0.0%	16.7%	0.0%		
Pharmacy Board	5	0	0.0%	20.0%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prof. Teaching Standards Brd.	3	4	133.3%	16.7%	50.0%	33.3%	33.3%	40.0%	16.7%	0.0%	0.0%	0.0%
Public Defender	73	10	13.7%	10.4%	14.7%	20.6%	14.3%	13.3%	3.3%	5.3%	11.1%	4.8%
Public Service Commission	36	3	8.3%	5.7%	8.3%	5.9%	12.9%	6.3%	16.1%	0.0%	9.4%	6.7%
Real Estate	4	1	25.0%	25.0%	25.0%	0.0%	33.3%	0.0%	50.0%	25.0%	0.0%	0.0%
Retirement System	39	1	2.6%	10.0%	12.0%	23.1%	0.0%	3.8%	4.2%	5.9%	16.7%	0.0%
Revenue	129	6	4.7%	5.5%	4.5%	5.6%	13.0%	9.1%	11.0%	17.2%	12.4%	13.4%
School Facilities Comm.	13	1	7.7%	0.0%	18.8%	5.9%	0.0%	10.0%	12.5%	37.5%	0.0%	0.0%
Secretary of State	27	3	11.1%	3.6%	7.4%	7.1%	3.8%	3.7%	11.5%	3.8%	0.0%	0.0%
State Auditor	24	1	4.2%	0.0%	18.2%	11.5%	4.2%	0.0%	8.0%	8.3%	8.7%	4.8%
State Engineer	132	10	7.6%	8.3%	7.1%	9.0%	4.5%	6.2%	10.3%	10.8%	10.5%	10.3%
State Lands & Investments	103	8	7.8%	5.9%	12.6%	8.0%	8.2%	6.5%	5.4%	7.7%	11.1%	10.0%
State Treasurer	25	1	4.0%	0.0%	0.0%	13.0%	8.3%	0.0%	10.0%	5.6%	0.0%	0.0%
Transportation Department	1990	183	9.2%	7.1%	10.1%	12.4%	11.8%	10.8%	9.3%	8.5%	9.9%	9.9%
Water Development Comm.	26	2	7.7%	3.8%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%
Wildlife & Natural Res. Trust	1	0	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%				
Workforce Services	241	29	12.0%	9.8%	18.3%	14.7%	18.4%	15.8%	19.2%	14.3%	5.5%	0.0%
WY Military Department	192	20	10.4%	12.5%	15.7%	14.0%	16.1%	10.3%	7.5%	12.5%	5.4%	14.8%
Total	8595	910	10.6%	9.4%	12.9%	15.2%	13.4%	14.2%	12.7%	13.0%	12.4%	14.3%

Turnover includes permanent and probationary full-time employees leaving the Executive Branch of state government for the following reasons:

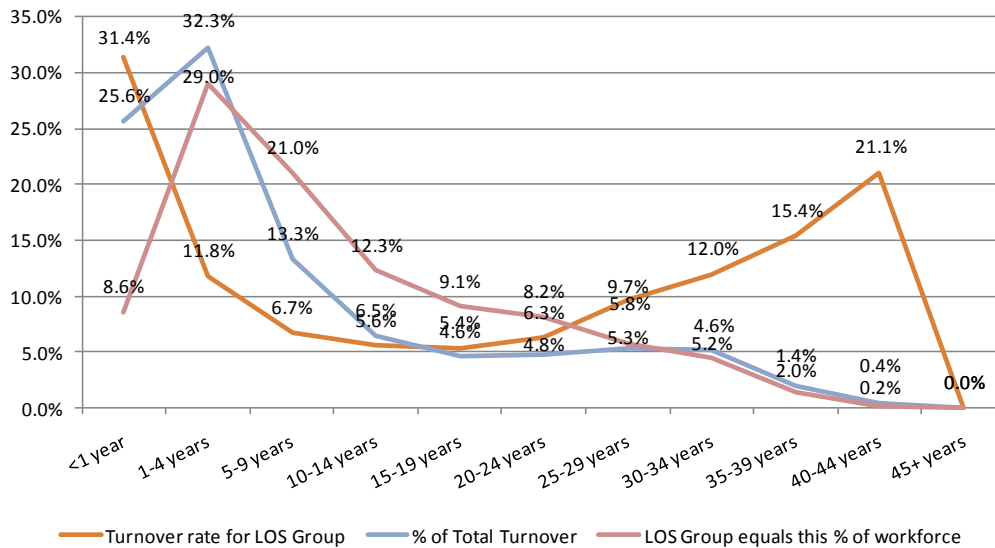
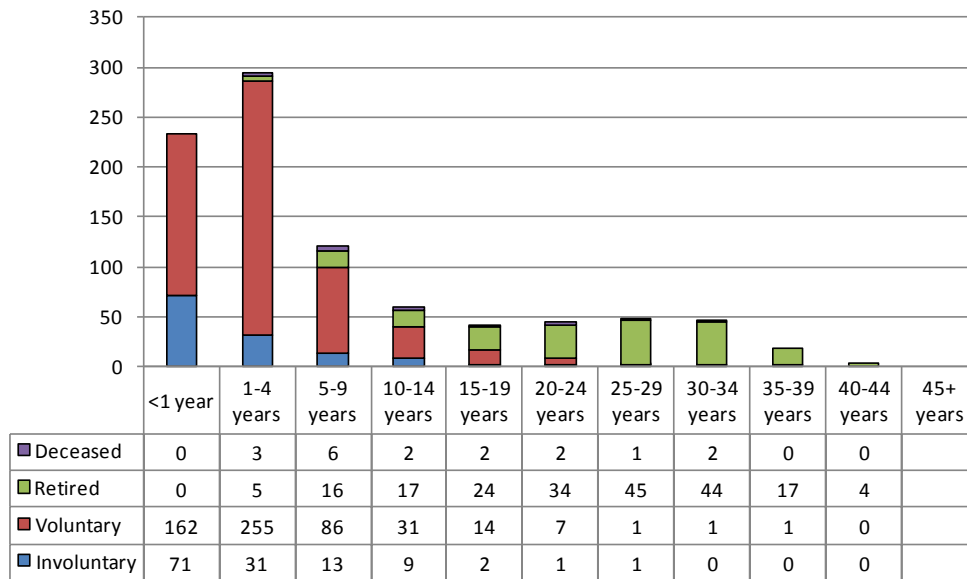
- * voluntary terminations
- * retirement
- * deaths
- * involuntary terminations

Total Turnover by Age Group



Employees in this Age Group...	... make up this % of the Workforce.	They account for this % of Total Turnover.	This % of them left State employment in 2010.
18-24 years	3.4%	10.9%	33.9%
25-34 years	18.6%	24.3%	13.8%
35 - 44 years	22.4%	18.1%	8.6%
45 - 54 years	29.8%	18.5%	6.6%
55 - 64 years	23.4%	22.6%	10.2%
65+ years	2.3%	5.6%	25.4%

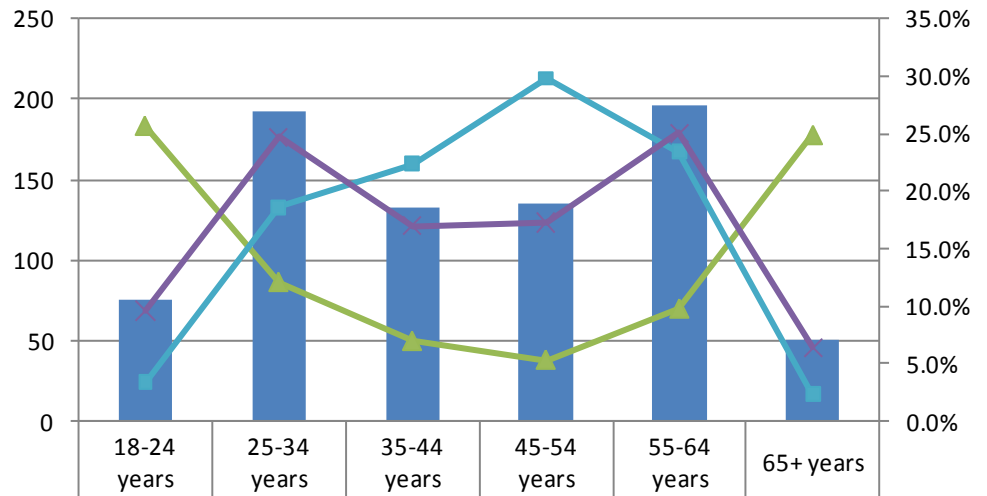
Total Turnover by Length of Service



Employees in this Length of Service Group... make up this % of the Workforce.	They account for this % of Total Turnover.	This % of them left State employment in 2010.
< 1 year	8.6%	25.6%	31.4%
1-4 years	29.0%	32.3%	11.8%
5-9 years	21.0%	13.3%	6.7%
10-14 years	12.3%	6.5%	5.6%
15-19 years	9.1%	4.6%	5.4%
20-24 years	8.2%	4.8%	6.3%
25-29 years	5.8%	5.3%	9.7%
30-34 years	4.6%	5.2%	12.0%
35-39 years	1.4%	2.0%	15.4%
40-45 years	0.2%	0.4%	21.1%
45+ years	0.0%	0.0%	0.0%

Voluntary Turnover

Voluntary Turnover by Age Group



Count of Voluntary Terminations	75	193	133	135	196	50
Vol Turnover rate for Age Group	25.7%	12.1%	6.9%	5.3%	9.7%	24.9%
Age Group equals this % of workforce	3.4%	18.6%	22.4%	29.8%	23.4%	2.3%
% of Voluntary Turnover	9.6%	24.7%	17.0%	17.3%	25.1%	6.4%

Voluntary Turnover by Length of Service



Count of Voluntary Terminations	162	263	108	50	40	43	47	47	18	4	
Voluntary Turnover rate for LOS Group	21.9%	10.6%	6.0%	4.7%	5.1%	6.1%	9.5%	12.0%	15.4%	21.1%	0.0%
% of Voluntary Turnover	20.7%	33.6%	13.8%	6.4%	5.1%	5.5%	6.0%	6.0%	2.3%	0.5%	0.0%
LOS Group equals this % of workforce	8.6%	29.0%	21.0%	12.3%	9.1%	8.2%	5.8%	4.6%	1.4%	0.2%	0.0%

Turnover Rates by Classification Codes

Classifications with Highest % of Total Turnover

Class Code & Title	# Incumbents	# Terms	Classification Turnover %	% of Total Turnover
COPR05 Correctional Officer	465	131	28.2%	14.4%
HSHS04 Human Services Aide	282	85	30.1%	9.3%
TNHM05 Highway Maintenance Technician	295	46	15.6%	5.1%
BAAS05 Office Support Specialist I	180	21	11.7%	2.3%
BAAS03 Office Assistant I	122	17	13.9%	1.9%
HSNU08 Nurse	72	16	22.2%	1.8%
EHEM07 Employment Services Specialist	85	14	16.5%	1.5%
BAAS06 Office Support Specialist II	156	13	8.3%	1.4%
ENNR09 Natural Resources Analyst	115	13	11.3%	1.4%
SOYS05 Youth Services Specialist	62	13	21.0%	1.4%
BEBP06 Benefits & Eligibility Specialist I	112	12	10.7%	1.3%
SOCP08 Social Services Worker	114	12	10.5%	1.3%
ISHK01 Housekeeper	45	10	22.2%	1.1%
COPR08 Correctional Sergeant	72	9	12.5%	1.0%
SOCW08 Caseworker	78	9	11.5%	1.0%

Job classifications with more than 1% of statewide turnover are listed.

Classifications with Highest Classification Turnover Rates

Class Code & Title	# Incumbents	# Terms	Classification Turnover %	% of Total Turnover
TNCF03 Construction & Field Survey Assistant	16	6	37.5%	0.7%
ISFS01 Food Services Assistant	23	8	34.8%	0.9%
PIMM08 Multi-Media Specialist II	15	5	33.3%	0.5%
HSHS04 Human Services Aide	282	85	30.1%	9.3%
COPR05 Correctional Officer	465	131	28.2%	14.4%
HSNU08 Nurse	72	16	22.2%	1.8%
ISHK01 Housekeeper	45	10	22.2%	1.1%
HSHS05 Human Service Specialist	33	7	21.2%	0.8%
SOYS05 Youth Services Specialist	62	13	21.0%	1.4%
PIPR09 Senior Public Relations Specialist	15	3	20.0%	0.3%

Includes classifications with turnover rate higher than 20%. Classifications with less than 15 incumbents are not listed.

Turnover Cost Analysis

Estimates vary on how to calculate the cost of turnover.
 One very simplified model available calculates the cost of turnover
 as 25% of an employee's annual salary and benefits.

The following estimate of the turnover cost incurred by the
 Executive Branch in 2009
 is calculated using this simplistic method.

* The cost of the average state employee's annual salary and benefits was calculated on page 7 of this report to be \$71,115

* There were 910 terminations during 2010.

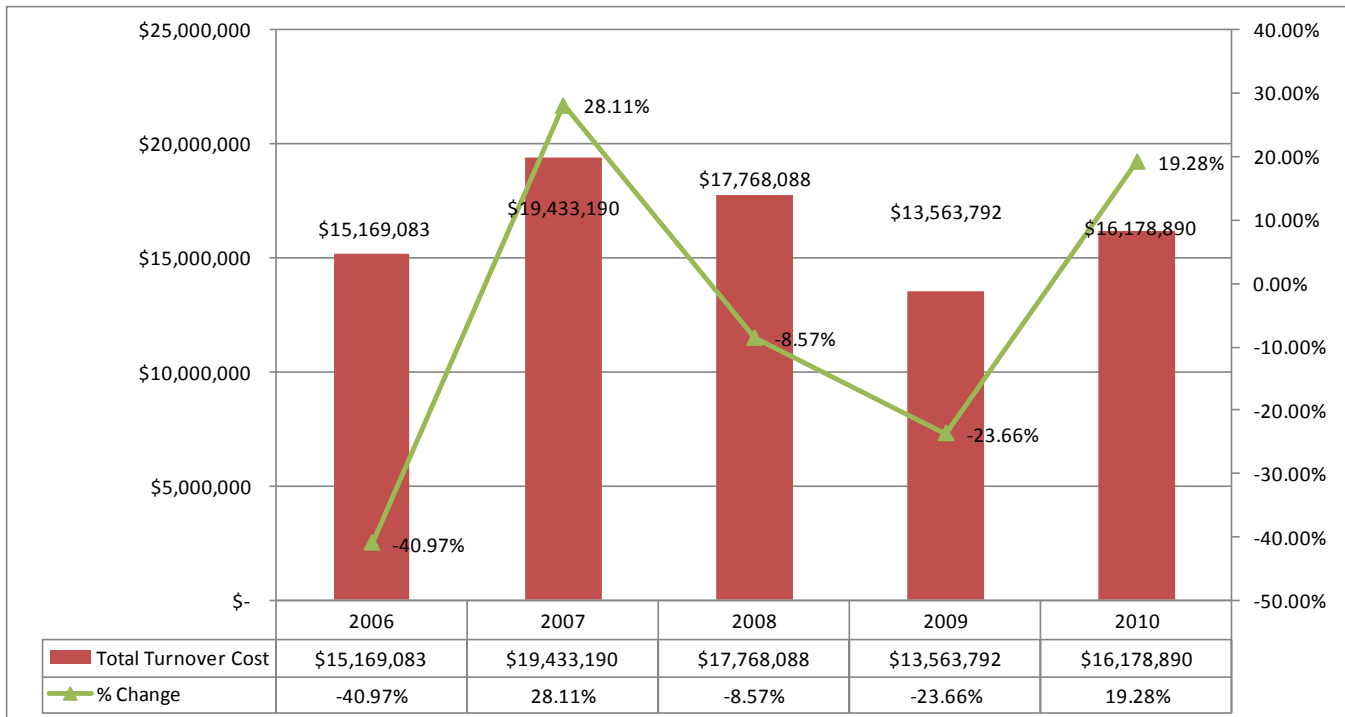
Estimated turnover Cost per Employee

25% of annual salary and benefits ($\$71,115 * 25\%$) = \$17,779

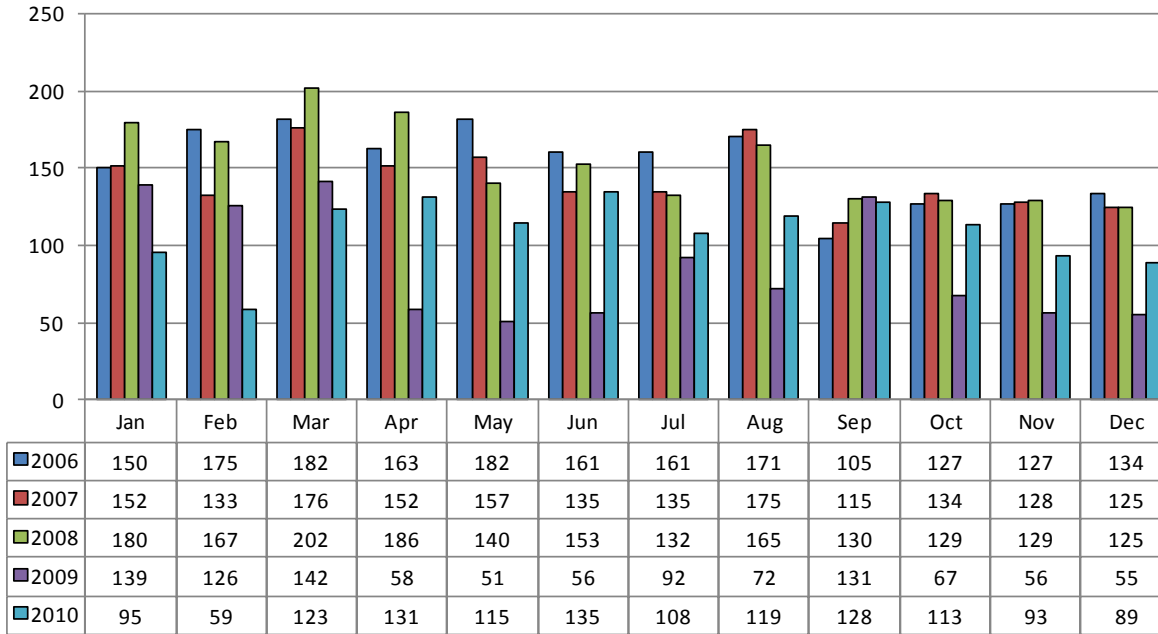
Total Cost of Turnover

(# terminated employees * turnover cost per employee) = \$16,178,890

Total Cost of Turnover for Last Five Years



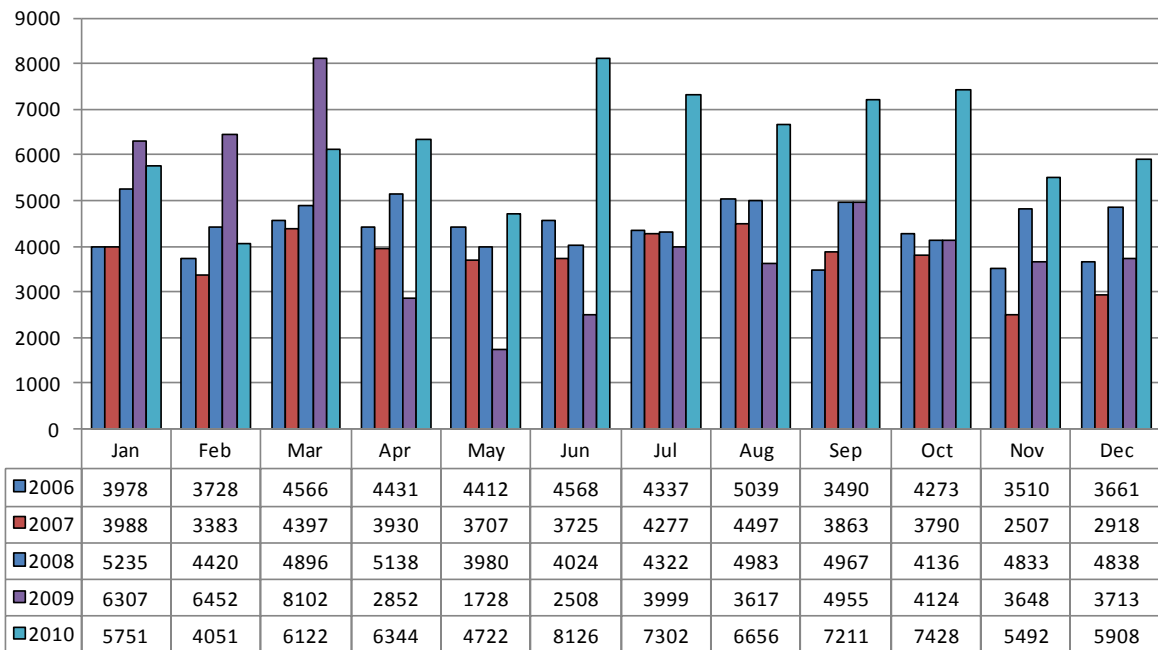
Position Recruitments



Totals	
2006 -	1838
2007 -	1717
2008 -	1838
2009 -	1045
2010 -	1308

This chart represents only the number of job announcements posted by the Human Resources Division of Administration & Information.

Employment Applications Received for Position Vacancies



Totals	
2006 -	49,993
2007 -	44,982
2008 -	55,772
2009 -	52,005
2010 -	75,113

This chart represents the number of employment applications received by the Human Resources Division of Administration & Information. These applications are for the positions recruited for by A&I Human Resources and do not represent all employment applications received by State Agencies.

Legislative Service Office Judicial Branch

Legislative Service Office

	# Employees	Average Salary	Average Length of Service	Average Age
LSO Total	38	\$6,154	12.2 yr	43.9 yr
Male	20	\$7,031	13.7 yr	42.5 yr
Female	18	\$5,181	10.5 yr	45.5 yr
LSO Summary Data Comparison to 2009 data	# of employees has increased by 3 (+8.6%) Average salary has increased 1.4% Average male salary has increased 1.3% Average female salary has increased 5.6% Average female salary is 73.7% of the average male salary Turnover rate = 2.6%			

Judicial Branch

	# Employees	Average Salary	Average Length of Service	Average Age
Judicial Total	308	\$5,264	11.0 yr	49.5 yr
Male	88	\$7,697	12.4 yr	55.1 yr
Female	220	\$4,290	10.4 yr	47.3 yr
Judicial Summary Data Comparison to 2009 data	# of employees has increased by 12 (4.1%)* Average salary has increased 2.0% Average male salary has increased 1.9% Average female salary has increased 1.3% Average female salary is 55.7% of the average male salary Turnover rate = 6.5%			

*When comparing 2009 data to 2010 data, 44 employees were removed from the 2009 data due to two agencies that are part of the Executive Branch, but were previously reported as Judicial Branch.

University Of Wyoming

University of Wyoming

- Number of Filled Positions & Average Monthly Salaries
- December 2010 (EIS Report)

Number Filled Positions

EEO Categories	Dec. 2010	Dec. 2009	FY09	FY08	FY07	Change '09 - '10
1 - Executive/Administrative	186	176	188	178	177	5.7%
2 - Faculty/Academic Professionals	856	871	843	829	807	-1.7%
3 - Professional/Non-Faculty Staff	513	478	518	496	467	7.3%
4 - Clerical/Secretarial	195	209	224	232	231	-6.7%
5 - Technical/Paraprofessional	58	61	56	57	55	-4.9%
6 - Skilled Crafts/Trades	49	48	51	49	51	2.1%
7 - Service/Maintenance	134	136	141	140	143	-1.5%
Total Filled Section 1 Positions	1,991	1,979	2,021	1,981	1,931	0.6%

Average Monthly Salaries

EEO Categories	Dec. 2010	Dec. 2009	FY09	FY08	FY07	Change '09 - '10
1 - Executive/Administrative	\$9,811	\$9,820	\$9,208	\$8,857	\$7,485	-0.1%
2 - Faculty/Academic Professionals	\$6,092	\$6,073	\$5,915	\$5,708	\$4,761	0.3%
3 - Professional/Non-Faculty Staff	\$4,618	\$4,534	\$4,475	\$4,305	\$3,567	1.9%
4 - Clerical/Secretarial	\$2,673	\$2,679	\$2,619	\$2,540	\$2,112	-0.2%
5 - Technical/Paraprofessional	\$2,979	\$2,993	\$2,952	\$2,905	\$2,427	-0.5%
6 - Skilled Crafts/Trades	\$3,857	\$3,944	\$3,839	\$3,698	\$3,062	-2.2%
7 - Service/Maintenance	\$2,402	\$2,434	\$2,289	\$2,249	\$1,854	-1.3%
Total Filled Section 1 Positions	\$5,331	\$5,279	\$5,099	\$4,894	\$4,078	1.0%

Executive/Administrative Professional:

This category includes those persons who are: responsible for the management of the institution or any of its recognized departments or subdivisions; evaluate the work of others; and, interpret and carry out policies and procedures of the board. Those included are presidents, vice-presidents, deans, directors, dept. heads/chairs, and immediate subordinates.

Faculty/Academic Professional:

This category includes those persons whose specific assignments are for the purpose of conducting instruction service and who hold academic rank titles including lecturer, University extension educators, and research scientists.

UW Human Resources
Classification/Compensation
Dept. 3422, Wyo Hall 139
1000 E. University Avenue
Laramie, WY 82071
307-766-5608



Appendix

Formulas for Metric Calculations



Average Annual Base Salary (p6)

$$\text{percent change} = \frac{\text{salary}}{\text{previous year salary}}$$

Turnover Rate throughout the document

* includes both voluntary and involuntary unless noted

* this does not account for transfers within or between agencies

$$\text{turnover rate} = \frac{\text{count of terminations}}{\text{employee count on Dec 31}}$$

Total Compensation Analysis (p7)

$$\text{benefits as a percent of salary} = \frac{\text{benefits subtotal}}{\text{salary}}$$

total compensation pie chart reflects each component as a % of total compensation

$$X\% = \frac{\text{component}}{\text{total compensation}}$$

Employee Count by Agency (p9)

$$\% \text{ change} = \frac{\text{employee count}}{\text{employee count previous year}}$$

Employee Distribution among Agencies (p11)

$$\% = \frac{\text{employee count}}{\text{employee count previous year}} - 1$$

Average Monthly Base Salary by Agency (p12)

ranked by highest average salary

$$\% \text{ change} = \frac{\text{salary}}{\text{salary of previous year}}$$

Employee Gender by Agency (p13)

$$\% \text{ of agency workforce} = \frac{\text{count of gender}}{\text{total employee count}}$$

Employee Salary and Gender Comparisons (p14, 16)

$$\% \text{ change} = \frac{\text{salary}}{\text{salary of previous year}} - 1$$

$$\% \text{ Female/Male} = \frac{\text{average female salary}}{\text{average male salary}}$$

Employees by Occupational Group (p15)

$$\% \text{ of workforce} = \frac{\text{incumbents}}{\text{total employee count}}$$

Employees by County (p17)

$$\text{Total Annualized Base Pay} = \text{employee count} \times \text{average monthly salary} \times 12$$

Workforce Age & Length of Service Trends (p21)

$$\% \text{ over 55} = \frac{\text{employee count age 55 \& over}}{\text{total employee count}}$$

$$\% \text{ receiving longevity} = \frac{\text{count receiving longevity}}{\text{total employee count}}$$

Workforce Age Summary (p22)

$$\% \text{ of workforce} = \frac{\text{employee count in age range}}{\text{total employee count}}$$

Longevities by Agency (p24)

$$\begin{aligned} \text{monthly expense} &= (5 \text{ yr count} \times \$40) \\ &+ (10 \text{ yr count} \times \$80) \\ &+ (15 \text{ yr count} \times \$120) \\ &+ (20 \text{ yr count} \times \$160) \\ &+ (25 \text{ yr count} \times \$200) \\ &+ (30 \text{ yr count} \times \$240) \\ &+ (35 \text{ yr count} \times \$280) \\ &+ (40 \text{ yr count} \times \$320) \\ &+ (45 \text{ yr count} \times \$360) \\ &+ (50 \text{ yr count} \times \$400) \end{aligned}$$

Retirement Eligibility (p25 & 26)

$$\% \text{ of employees eligible} = \frac{\text{employee count of given year}}{\text{current employee count}}$$

Total Turnover by Age Group (p29)

$$\text{Turnover rate for Age Group} = \frac{\text{count of terms in Age Group}}{\text{count of employees in Age Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in Age Group}}{\text{count of total terminations}}$$

$$\text{Age Group equals this \% of workforce} = \frac{\text{count of employees in Age Group}}{\text{total employee count}}$$

Total Turnover by Length of Service Group (p30)

$$\text{Turnover rate for Length of Service Group} = \frac{\text{count of terms in Length of Service Group}}{\text{count of employees in Length of Service Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in Length of Service Group}}{\text{count of total terminations}}$$

$$\text{Length of Service Group equals this \% of workforce} = \frac{\text{count of employees in Length of Service Group}}{\text{total employee count}}$$

Voluntary Turnover by Age Group (p31)

$$\text{Voluntary Turnover rate for Age Group} = \frac{\text{count of voluntary terms in Age Group}}{\text{count of employees in Age Group}}$$

$$\% \text{ of Voluntary turnover} = \frac{\text{count of voluntary terms in Age Group}}{\text{count of voluntary terminations}}$$

$$\text{Age Group equals this \% of workforce} = \frac{\text{count of employees in Age Group}}{\text{total employee count}}$$

Voluntary Turnover by Length of Service Group (p31)

$$\text{Voluntary Turnover rate for Length of Service Group} = \frac{\text{count of voluntary terms in LOS Group}}{\text{count of employees in Length of Service Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of voluntary terms in LOS Group}}{\text{count of total terminations}}$$

$$\text{Length of Service Group equals this \% of workforce} = \frac{\text{count of employees in Length of Service Group}}{\text{total employee count}}$$

Turnover Rates by Classification (p32)

$$\text{classification turnover rates} = \frac{\text{count of terms in classification}}{\text{Classification incumbents Dec 31}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in classification}}{\text{count of total terminations}}$$

LSO & Judicial Branch (p36)

$$\text{employee count \% change} = \frac{\text{employee count}}{\text{employee count of previous year}} - 1$$

$$\text{average salary \% change} = \frac{\text{average salary}}{\text{salary of previous year}} - 1$$