

State of Minnesota 2006 Workforce Report



**Prepared by the
Department of Employee Relations
March 2006**

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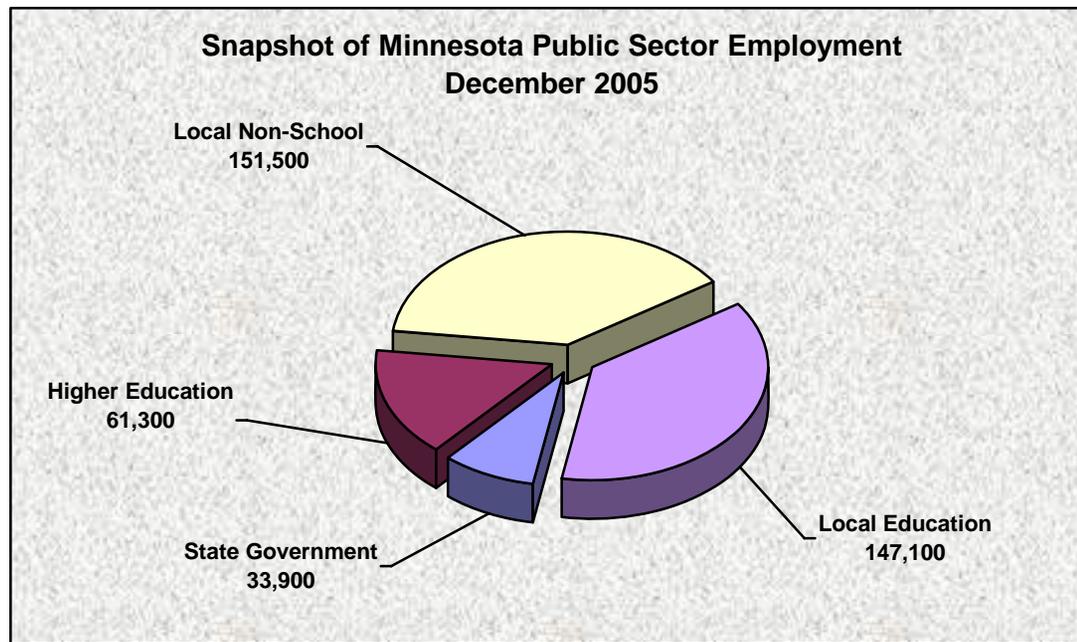
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INTRODUCTION

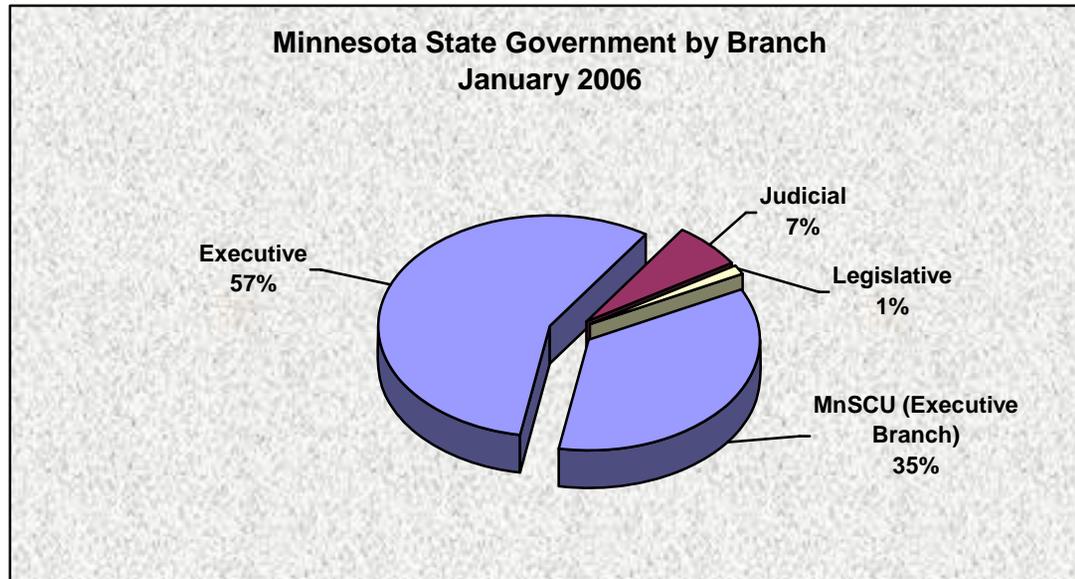
The Department of Employee Relations (DOER) is the human resource management agency of Minnesota's executive branch of government. As the personnel and labor relations office, it assists all other agencies in issues relating to state employment. The mission of DOER is accomplished, in part, through a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

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



This chart illustrates public employment throughout the State of Minnesota.

Employment by Branch of State Government



The State of Minnesota is the largest single employer in the state, with over 49,000 executive branch employees including Minnesota State Colleges and Universities (MnSCU) employees. Minnesota Statute 43A.08 defines the executive branch as all agencies with statewide jurisdiction not including the legislative or judicial branches or the University of Minnesota and the retirement agencies.

Statistical Highlights

This Workforce Report is intended to be a guide to executive branch employment. Unless otherwise noted MnSCU is excluded from this report because it's hiring pattern tends to revolve around the school year which obscures the activity in the other state agencies. For example, MnSCU does not use the term FTE because the nature of academic employment does not lend itself to be counted in the same manner as a fulltime office worker.

Executive Branch Statistical Highlights (excludes MnSCU) January 2006	
fulltime equivalents (FTE) (fiscal year 2005 total)	30,410
Number of occupied fulltime positions	27,023
Percent represented by a labor union	89.2%
Percent female	48.6%
Percent ethnic minorities	7.4%
Percent employees with a disability	6.1%
Average age	46.3
Average annual salary for a fulltime employee	\$48,575
Hires (fiscal year 2004 total)	4,779
Layoffs (fiscal year 2004 total)	331
Retirements (fiscal year 2004 total)	711
Percent currently at the average retirement age	5.8%
Percent of the current workforce at average retirement age in Jan 2011	19.0%



EMPLOYEES

There are two methods through which the state measures the size and nature of its workforce. Both methods have advantages and disadvantages. The method used depends on what information is sought. The most common methods of counting the number of executive branch employees are:

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

Highlights of state employment:

- Executive branch FTE decreased 5.7% from FY01 to FY05.
- In January 2006 there were 27,023 fulltime, 3,541 parttime and 1,084 intermittent employees in the executive branch.
- In January 2006 fulltime employment was 85.4% of all executive branch employment and was down 5.6% from January 2001.
- Labor unions represent 89% of executive branch employees.

Fulltime Equivalent

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

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

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

Fulltime Equivalents by Cabinet Level Agency FY01 – FY05

- Executive branch employment is down 5.7% (1,833.4 FTE) from FY01 to FY05.
- The areas that did not experience a decrease in FTE were Corrections, Health, Housing Finance, Human Services, Pollution Control, Revenue, and Veterans Affairs.

FTE By Cabinet Level Agency	2001 FTE	2002 FTE	2003 FTE	2004 FTE	2005 FTE	Change FY01 - FY05
Executive Branch Total	32,243.7	31,557.4	31,416.7	30,286.8	30,410.3	-5.7%
Cabinet Agency Total	29,294.5	28,654.5	28,530.0	27,574.0	27,670.5	-5.5%
Administration Dept (includes MN Planning)	992.7	978.9	932.9	841.1	829.3	-16.5%
Agriculture Dept	473.4	460.2	453.2	422.2	413.9	-12.6%
Bureau of Mediation Services	21.6	21.0	18.6	17.0	15.7	-27.3%
Commerce Dept (includes Public Service)	358.1	350.4	336.1	316.0	317.2	-11.4%
Corrections Dept	3,752.4	3,722.1	3,756.1	3,724.0	3,785.8	0.9%
Education Department	544.5	519.5	488.0	403.8	415.3	-23.7%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	1,936.9	1,927.8	1,962.8	1,884.0	1,690.7	-12.7%
Employee Relations Dept	210.5	201.8	176.9	148.5	144.3	-31.4%
Finance Dept (includes Treasurer)	196.3	189.7	183.6	157.0	152.4	-22.4%
Health Department	1,246.9	1,238.0	1,305.3	1,306.8	1,336.8	7.2%
Higher Education Services Off	78.7	77.4	73.0	68.7	68.7	-12.7%
Housing Finance Agency	181.2	183.9	190.8	182.9	182.3	0.6%
Human Rights Dept	58.7	56.5	53.4	45.2	44.0	-25.0%
Human Services Dept	6,122.0	6,030.8	6,022.0	6,100.5	6,223.2	1.7%
Iron Range Resources & Rehab	130.7	114.4	99.2	90.5	90.5	-30.8%
Labor & Industry Department	384.4	372.4	364.4	342.8	336.2	-12.5%
Military Affairs Dept	291.5	260.4	235.3	250.8	260.0	-10.8%
Natural Resources Dept	2,922.4	2,826.0	2,725.4	2,595.7	2,603.1	-10.9%
Pollution Control Agency	748.5	696.3	730.9	758.8	755.4	0.9%
Public Safety Dept (includes Crime Victims Services Ctr)	2,006.2	1,998.3	2,027.0	1,967.3	1,952.8	-2.7%
Revenue Dept	1,142.9	1,108.4	1,141.8	1,129.2	1,168.0	2.2%
Transportation Dept	5,461.4	5,288.2	5,222.5	4,788.0	4,849.4	-11.2%
Veterans Affairs Dept	32.6	32.1	30.8	33.2	35.5	8.9%

Appointment Count

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

Appointment Count by Full and Parttime Employment

- Executive branch appointments decreased by 4.8% from January 2001 to January 2006.

Executive Branch Fulltime/ Parttime Appointment Counts	January 2001		January 2002		January 2003		January 2004		January 2005		January 2006		Change 2001 - 2006
	Appt Count	Percent											
Executive Branch Total	33,251	100.0%	33,510	100.0%	32,799	100.0%	31,434	100.0%	31,519	100.0%	31,648	100.0%	-4.8%
fulltime	28,619	86.1%	28,671	85.6%	28,185	85.9%	26,910	85.6%	26,950	85.5%	27,023	85.4%	-5.6%
parttime	3,472	10.4%	3,517	10.5%	3,553	10.8%	3,405	10.8%	3,442	10.9%	3,541	11.2%	2.0%
Intermittent	1,160	3.5%	1,322	3.9%	1,061	3.2%	1,119	3.6%	1,127	3.6%	1,084	3.4%	-6.6%

Appointment Count by Cabinet Level Agency

- Cabinet agency appointments decreased by 4.4% from January 2001 to January 2006.

Appointment Count by Cabinet Level Agency	January 2001		January 2002		January 2003		January 2004		January 2005		January 2006		Change 2001 - 2006
	Appt Count	Percent											
Executive Branch Total	33,251	100.0%	33,510	100.0%	32,799	100.0%	31,434	100.0%	31,519	100.0%	31,648	100.0%	-4.8%
Cabinet Agency Total	29,802	89.6%	30,082	89.8%	29,437	89.7%	28,257	89.9%	28,379	90.0%	28,505	90.1%	-4.4%
Administration Dept (includes MN Planning)	1,008	3.0%	1,032	3.1%	954	2.9%	852	2.7%	840	2.7%	487	1.5%	-51.7%
Agriculture Dept	525	1.6%	516	1.5%	494	1.5%	468	1.5%	465	1.5%	424	1.3%	-19.2%
Bureau of Mediation Services	22	0.1%	22	0.1%	18	0.1%	17	0.1%	16	0.1%	15	0.0%	-31.8%
Commerce Dept (includes Public Service)	366	1.1%	368	1.1%	347	1.1%	327	1.0%	340	1.1%	310	1.0%	-15.3%
Corrections Dept	3,815	11.5%	3,823	11.4%	3,889	11.9%	3,845	12.2%	3,868	12.3%	4,073	12.9%	6.8%
Education Department	557	1.7%	552	1.6%	506	1.5%	412	1.3%	428	1.4%	429	1.4%	-23.0%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	2,011	6.0%	2,030	6.1%	2,046	6.2%	1,944	6.2%	1,776	5.6%	1,602	5.1%	-20.3%
Employee Relations Dept	321	1.0%	324	1.0%	200	0.6%	149	0.5%	147	0.5%	143	0.5%	-55.5%
Enterprise Technology Office											295	0.9%	
Finance Dept (includes Treasurer)	192	0.6%	189	0.6%	170	0.5%	157	0.5%	154	0.5%	149	0.5%	-22.4%
Health Department	1,310	3.9%	1,323	3.9%	1,408	4.3%	1,367	4.3%	1,378	4.4%	1,361	4.3%	3.9%
Higher Education Services Off	77	0.2%	112	0.3%	97	0.3%	74	0.2%	76	0.2%	66	0.2%	-14.3%
Housing Finance Agency	188	0.6%	194	0.6%	193	0.6%	184	0.6%	183	0.6%	183	0.6%	-2.7%
Human Rights Dept	60	0.2%	64	0.2%	60	0.2%	47	0.1%	45	0.1%	42	0.1%	-30.0%
Human Services Dept	6,725	20.2%	6,874	20.5%	6,654	20.3%	6,735	21.4%	6,843	21.7%	7,006	22.1%	4.2%
Iron Range Resources & Rehab	157	0.5%	155	0.5%	133	0.4%	131	0.4%	138	0.4%	136	0.4%	-13.4%
Labor & Industry Department	395	1.2%	397	1.2%	380	1.2%	355	1.1%	345	1.1%	444	1.4%	-12.4%
Military Affairs Dept	314	0.9%	294	0.9%	248	0.8%	260	0.8%	259	0.8%	256	0.8%	-18.5%
Natural Resources Dept	2,512	7.6%	2,484	7.4%	2,402	7.3%	2,294	7.3%	2,323	7.4%	2,324	7.3%	-7.5%
Pollution Control Agency	764	2.3%	734	2.2%	776	2.4%	771	2.5%	766	2.4%	833	2.6%	9.0%
Public Safety Dept	1,990	6.0%	2,000	6.0%	1,990	6.1%	1,900	6.0%	1,915	6.1%	1,933	6.1%	-2.9%
Revenue Dept	1,109	3.3%	1,119	3.3%	1,110	3.4%	1,113	3.5%	1,140	3.6%	1,209	3.8%	9.0%
Transportation Dept	5,349	16.1%	5,441	16.2%	5,332	16.3%	4,819	15.3%	4,898	15.5%	4,748	15.0%	-11.2%
Veterans Affairs Dept	35	0.1%	35	0.1%	30	0.1%	36	0.1%	36	0.1%	37	0.1%	5.7%

Employment by Bargaining Unit

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

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

Executive Branch Appointments by Bargaining Unit	January 2001		January 2002		January 2003		January 2004		January 2005		January 2006		Change 2001 - 2006
	Appt Count	Percent											
Executive Branch Totals	33,251	100.0%	33,510	100.0%	32,799	100.0%	31,434	100.0%	31,519	100.0%	31,648	100.0%	-4.8%
Represented	29,622	89.1%	29,736	88.7%	29,380	89.6%	28,087	89.4%	28,098	89.1%	28,225	89.2%	-4.7%
201 MN Law Enforcement Assn	745	2.2%	737	2.2%	698	2.1%	696	2.2%	716	2.3%	746	2.4%	0.1%
202 Craft, Maintenance, Labor	2,302	6.9%	2,273	6.8%	2,132	6.5%	1,939	6.2%	1,971	6.3%	1,917	6.1%	-16.7%
203 Service	1,354	4.1%	1,309	3.9%	1,174	3.6%	1,080	3.4%	1,081	3.4%	1,081	3.4%	-20.2%
204 Health Care Non Professional	3,012	9.1%	3,077	9.2%	3,124	9.5%	3,180	10.1%	3,227	10.2%	3,373	10.7%	12.0%
205 MN Nurses Association	814	2.4%	774	2.3%	741	2.3%	746	2.4%	738	2.3%	716	2.3%	-12.0%
206 Clerical	4,446	13.4%	4,326	12.9%	4,067	12.4%	3,667	11.7%	3,513	11.1%	3,371	10.7%	-24.2%
207 Technical	2,560	7.7%	2,551	7.6%	2,656	8.1%	2,497	7.9%	2,490	7.9%	2,405	7.6%	-6.1%
208 Corrections Officers	1,711	5.1%	1,716	5.1%	1,788	5.5%	1,771	5.6%	1,781	5.7%	1,826	5.8%	6.7%
212 MN Govt Engineers Council	899	2.7%	889	2.7%	904	2.8%	868	2.8%	881	2.8%	873	2.8%	-2.9%
214 MN Assoc of Professional Empl	9,158	27.5%	9,434	28.2%	9,523	29.0%	9,171	29.2%	9,224	29.3%	9,378	29.6%	2.4%
215 Residential Schools Education	170	0.5%	170	0.5%	163	0.5%	161	0.5%	169	0.5%	179	0.6%	5.3%
216 Middle Management Association	2,451	7.4%	2,480	7.4%	2,410	7.3%	2,311	7.4%	2,307	7.3%	2,315	7.3%	-5.5%
225 Radio Comm Operator											66	0.2%	
Unrepresented	3,629	10.9%	3,774	11.3%	3,419	10.4%	3,347	10.6%	3,421	10.9%	3,423	10.8%	-5.7%
213 Health Treatment Professional	56	0.2%	56	0.2%	62	0.2%	63	0.2%	66	0.2%	68	0.2%	21.4%
217 Confidential	715	2.2%	712	2.1%	605	1.8%	579	1.8%	574	1.8%	551	1.7%	-22.9%
218 Insufficient Work Time	835	2.5%	934	2.8%	801	2.4%	823	2.6%	872	2.8%	896	2.8%	7.3%
219 Severed	180	0.5%	181	0.5%	190	0.6%	185	0.6%	190	0.6%	177	0.6%	-1.7%
220 Managerial Plan	1,272	3.8%	1,306	3.9%	1,261	3.8%	1,220	3.9%	1,245	3.9%	1,255	4.0%	-1.3%
221 Excluded All Others	571	1.7%	585	1.7%	500	1.5%	477	1.5%	474	1.5%	476	1.5%	-16.6%

Executive Branch Commissioners, Deputy Commissioners, and Assistant Commissioners

- The number of commissioners, deputy commissioners, and assistant commissioners dropped 17% from March 1996 to March 2006.
- There were 25 commissioners, 22 deputy commissioners, and 35 assistant commissioners in the executive branch on March 1, 2006.

Executive Branch Commissioner, Deputy Commissioner, and Asst. Commissioner Appointments	March 1996		March 1997		March 1998		March 1999		March 2000		March 2001	
	Count	Average Salary										
Executive Branch Totals	99	\$68,868	103	\$71,144	102	\$85,724	95	\$89,175	103	\$93,940	101	\$98,188
Commissioners	28	66,330	27	67,364	28	94,445	28	94,445	27	98,619	27	103,752
Deputy Commissioners	26	69,058	27	72,935	26	84,789	23	88,810	28	95,662	26	97,634
Assistant Commissioners	45	70,337	49	72,241	48	81,143	44	86,012	48	90,303	48	95,359

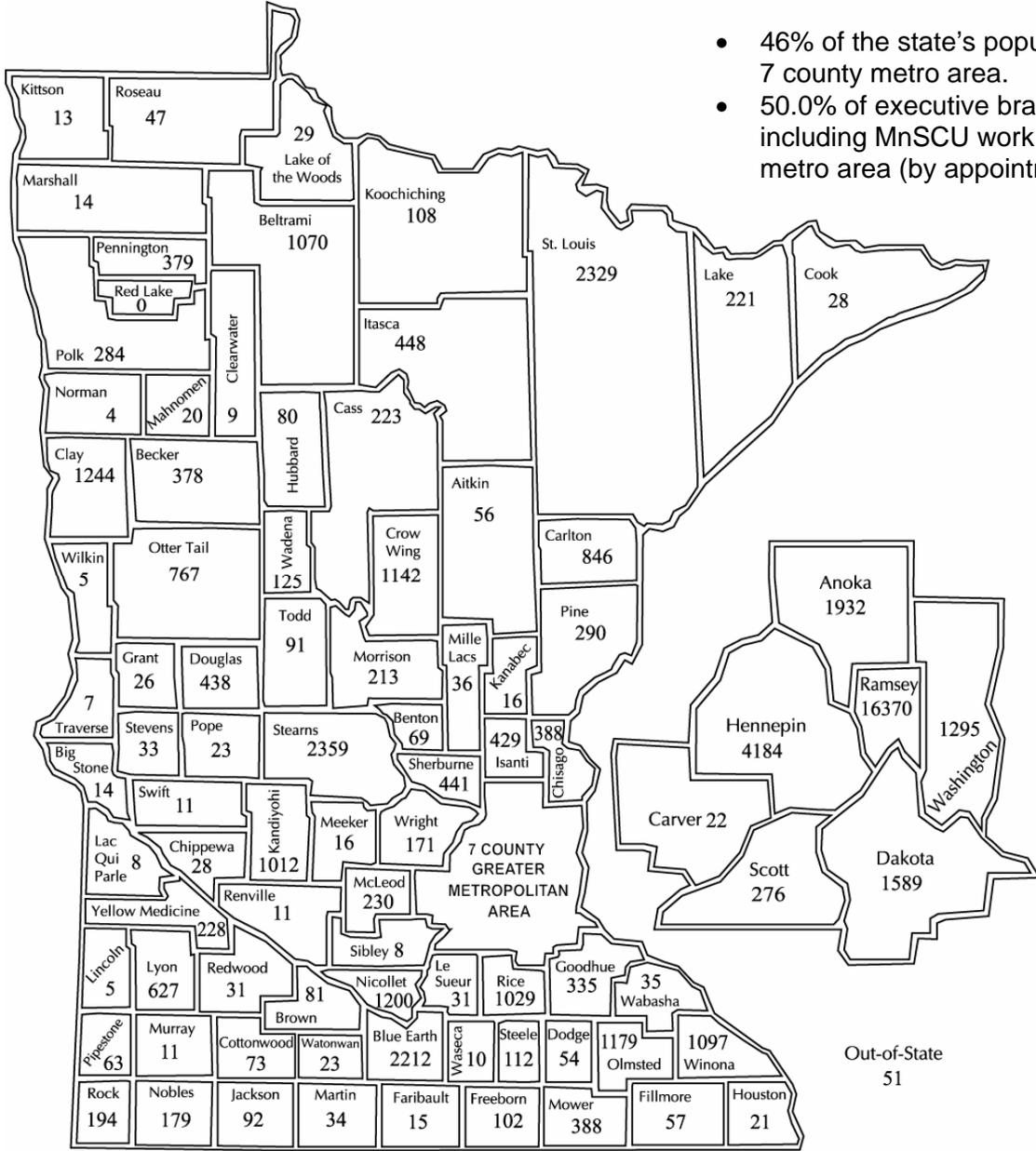
Executive Branch Commissioner, Deputy Commissioner, and Asst. Commissioner Appointments	March 2002		March 2003		March 2004		March 2005		March 2006		Change 1996 - 2006	
	Count	Average Salary	Count	Average Salary								
Executive Branch Totals	103	\$100,567	82	\$100,984	80	\$100,663	83	\$101,102	82	\$101,975	-17%	53%
Commissioners	27	103,752	24*	102,946	25*	103,172	25	103,377	25	103,377	-11%	56%
Deputy Commissioners	29	99,916	21	100,093	25	100,935	23	101,519	22	102,740	-15%	49%
Assistant Commissioners	47	99,138	37	100,271	30*	98,353	35*	99,159	36*	100,492	-20%	43%

*Public Safety Commissioner Stanek (\$108,388 annual salary) and Assistant Commissioner Leslie (\$85,649 annual salary) paid through interchange of government employees with the Cities of Minneapolis and St. Paul, respectively. (MS 15.51-15.57) They are represented only in the Counts (Stanek in 03 & 04; Leslie in 04, 05, & 06), but not the Avg Salary, on this summary page for purposes of computing the count change percentages.

Veterans Employed by Cabinet Level Agency

Veterans By Cabinet Level Agency	January 2001	January 2002	January 2003	January 2004	January 2005	January 2006	Change 2001 - 2006
Executive Branch Total	4,638	4,405	4,148	3,768	3,629	3,471	-25.2%
Cabinet Agency Total	4,352	4,129	3,879	3,633	3,396	3,260	-25.1%
Administration Dept (includes MN Planning)	146	149	134	116	115	78	-46.6%
Agriculture Dept	98	91	80	72	67	54	-44.9%
Bureau of Mediation Services	2	2	2	2	1	1	-50.0%
Commerce Dept (includes Public Service)	57	51	46	42	42	43	-24.6%
Corrections Dept	721	690	680	641	634	636	-11.8%
Education Department	28	26	25	18	18	16	-42.9%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	328	311	295	263	231	204	-37.9%
Employee Relations Dept	22	22	13	10	10	9	-59.1%
Enterprise Technology Office						39	
Finance Dept (includes Treasurer)	25	23	20	20	20	21	-16.0%
Health Department	80	74	70	67	65	59	-26.3%
Higher Education Services Off	2	2	2	2	2	1	-50.0%
Housing Finance Agency	13	13	13	13	14	17	30.8%
Human Rights Dept	5	6	5	3	3	3	-40.0%
Human Services Dept	607	583	533	502	492	481	-20.8%
Iron Range Resources & Rehab	16	14	16	13	11	10	-37.5%
Labor & Industry Department	45	42	36	35	35	45	0.0%
Military Affairs Dept	77	70	60	63	66	66	-14.3%
Natural Resources Dept	374	335	303	279	260	239	-36.1%
Pollution Control Agency	75	71	68	64	60	62	-17.3%
Public Safety Dept	267	247	238	294	191	186	-30.3%
Revenue Dept	128	120	103	95	88	82	-35.9%
Transportation Dept	1,215	1,168	1,120	1,001	957	896	-26.3%
Veterans Affairs Dept	21	19	17	18	14	12	-42.9%

Executive Branch Employee Count by Work County (Includes MnSCU) January 2006



- 46% of the state's population lives in the 7 county metro area.
- 50.0% of executive branch employees including MnSCU work in the 7 county metro area (by appointment count).

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

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

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

This section shows that in January 2006:

- 47.4% of the Minnesota’s entire labor force were women.
- 48.6% of executive branch appointments were filled by women.

- 8.3% of the Minnesota’s entire labor force were minorities.
- 7.4 % of executive branch appointments were filled by minorities.

- 14.6% of Minnesota’s entire labor force reported having a disability.
- 6.1% of the executive branch workforce reported having a disability.

State of Minnesota Population and Labor Force Compared to Executive Branch Appointments (as of January 2006)	Total Population	Women		Minorities		People with Disability	
		Count	Percent	Count	Percent	Count	Percent
Total MN Population All Ages (2000 Census)	4,919,479	2,483,848	50.5%	582,336	11.8%	679,236	13.8%
Mn Population Age 16 Years or Older who are in the Labor Force (2000 Census)	2,691,709	1,275,413	47.7%	222,951	8.3%	392,313	14.6%
Executive Branch Workforce January 2006	31,648	15,383	48.6%	2,337	7.4%	1,930	6.1%

AGE

State of Minnesota employees are older than most workforces. This has many implications for state employment. For example, health care costs for older workers tend to be higher than for younger workers. In the next five years, up to 10 percent of the workforce will reach retirement age and larger groups will reach retirement age over the next fifteen years.

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

- 39.3 years of age is the average age of Minnesota’s workforce (2000 Census data).
- 46.3 years of age is the average age of the executive branch workforce (January 2006).

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

- 61 years of age is the average retirement age for executive branch employees (January 2006).
- 5.8% of the executive branch workforce is currently 61 or older (January 2006).
- 19.0 % of the current executive branch work force will be 61 or older by January 2011.

Average Age by Gender

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

Age of Employees by Gender	January 2001	January 2002	January 2003	January 2004	January 2005	January 2006	Change 2001 - 2006
	Average Age						
Executive Branch Average	44.6	44.8	45.3	45.8	46.1	46.3	3.8%
Female	43.7	44.0	44.6	45.2	45.6	45.8	4.8%
Male	45.4	45.7	45.9	46.4	46.6	46.7	2.9%

Average Age of Cabinet Level Agencies

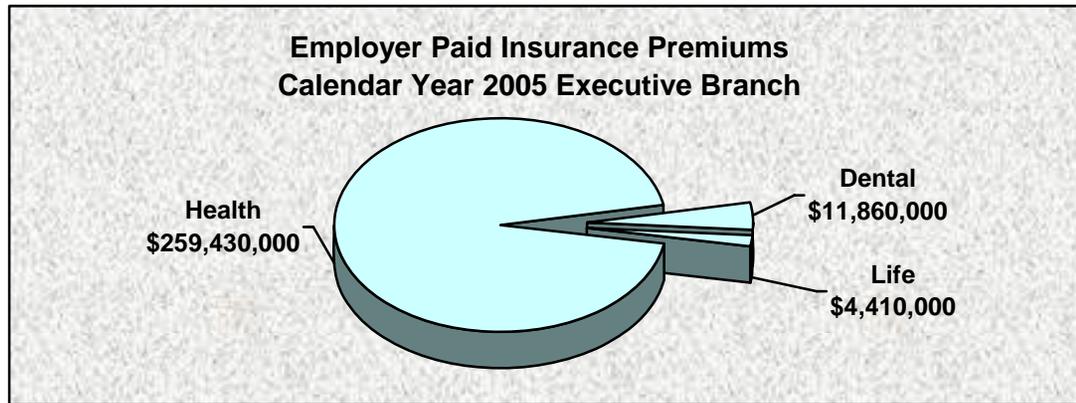
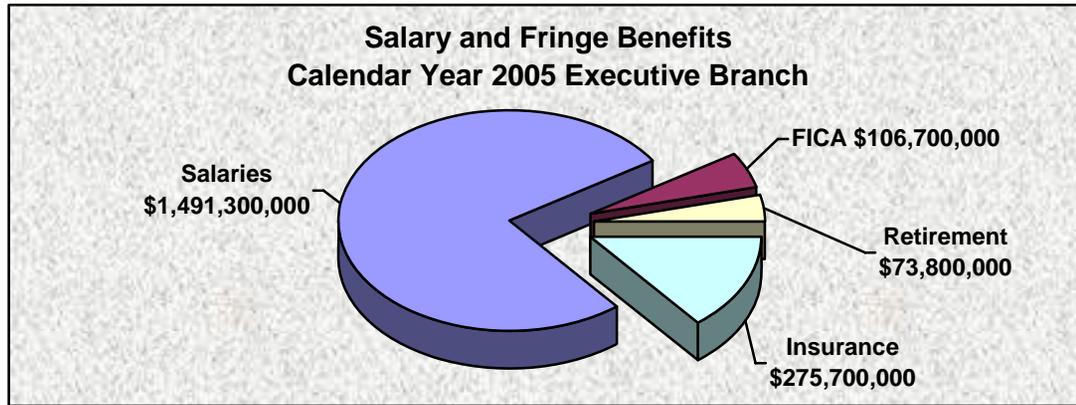
- The average age of an employee in a cabinet agency was 46.3 years old as of January 2006.

Average Age by Cabinet Level Agency	January 2001	January 2002	January 2003	January 2004	January 2005	January 2006	Change 2001 - 2006
	Average Age						
Executive Branch Average	44.6	44.8	45.3	45.8	46.1	46.3	3.8%
Cabinet Agency Average	44.7	44.9	45.3	45.9	46.1	46.3	3.6%
Administration Dept (includes MN Planning)	45.9	46.5	47.5	48.8	49.2	49.0	6.8%
Agriculture Dept	46.3	46.8	47.4	48.2	48.6	48.7	5.2%
Bureau of Mediation Services	54.4	54.8	55.0	54.3	54.1	54.0	-0.7%
Commerce Dept (includes Public Service)	45.4	46.5	47.6	48.5	48.4	49.8	9.7%
Corrections Dept	41.4	41.7	42.3	42.6	43.0	43.0	3.9%
Education Department	46.5	47.4	48.6	49.3	49.6	50.2	8.0%
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	48.4	48.5	48.5	49.2	50.0	50.6	4.5%
Employee Relations Dept	45.9	45.4	46.3	47.3	48.0	48.8	6.3%
Enterprise Technology Office						50.4	
Finance Dept (includes Treasurer)	44.6	45.5	46.2	47.0	47.7	48.6	9.0%
Health Department	44.5	44.8	44.8	45.5	45.9	46.5	4.5%
Higher Education Services Off	40.3	37.5	39.0	42.3	42.5	42.6	5.7%
Housing Finance Agency	43.9	44.9	45.7	46.7	47.8	49.3	12.3%
Human Rights Dept	45.1	45.5	47.2	47.2	47.6	48.4	7.3%
Human Services Dept	44.7	44.7	45.2	45.5	45.6	45.4	1.6%
Iron Range Resources & Rehab	36.3	36.4	38.8	36.8	36.8	37.5	3.3%
Labor & Industry Department	45.4	46.3	47.1	47.7	48.0	49.0	7.9%
Military Affairs Dept	44.8	46.2	45.7	45.1	46.0	47.0	4.9%
Natural Resources Dept	45.1	45.3	45.8	46.5	46.9	47.4	5.1%
Pollution Control Agency	43.4	44.4	44.1	45.1	45.9	46.1	6.2%
Public Safety Dept	43.2	43.2	43.8	44.3	44.7	45.1	4.4%
Revenue Dept	47.4	47.6	47.5	47.6	47.2	46.2	-2.5%
Transportation Dept	45.3	45.4	45.8	46.8	46.8	47.5	4.9%
Veterans Affairs Dept	48.7	46.5	48.0	48.7	47.3	46.5	-4.5%

WAGES AND BENEFITS

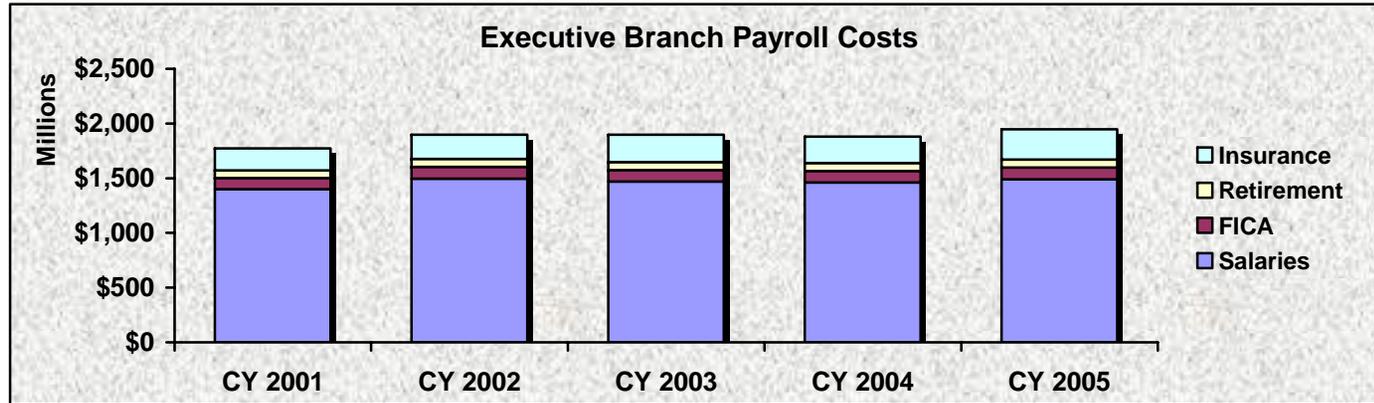
The negotiated bargaining agreements and compensation plans dictate the pay and insurance benefits for state employees. This section describes the state paid compensation and premiums for health, dental, and life insurance coverage for state employees.

- \$1,947,500,000 was spent on the executive branch employee payroll in CY 2005 (including wages, FICA, and benefits).
- \$275,700,000 in health, dental and life coverage premiums were collected from executive branch agencies in CY 2005.



Total Compensation Costs

- The total compensation cost increased by \$175 million from calendar year 2001 to 2005.



Executive Branch Payroll Costs	CY 2001	CY 2002	CY 2003	CY 2004	CY 2005	Change CY01 - CY05
Total Compensation Costs	\$1,772,500,000	\$1,896,900,000	\$1,896,900,000	\$1,879,100,000	\$1,947,500,000	9.9%
Employees' Salaries	1,400,550,000	1,495,700,000	1,469,300,000	1,460,600,000	1,491,300,000	6.5%
Employer's Contributions to FICA Taxes	100,900,000	108,100,000	106,100,000	104,700,000	106,700,000	5.7%
Employer's Contributions to Retirement	68,750,000	73,800,000	72,300,000	71,800,000	73,800,000	7.3%
Employer's Contributions to Insurance Premiums	202,300,000	219,300,000	249,200,000	242,000,000	275,700,000	36.9%

Wages

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

- \$48,575 was the average wage of a fulltime executive branch employee in calendar year 2005.
- Total employee salary costs increased by \$90.8 million from calendar years 2001 to 2005.
- Average annual earnings include overtime and other wage related earnings (but not FICA or retirement).

Executive Branch Average Annual Salary	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	Change FY01–FY05
Executive Branch Average	\$43,300	\$45,700	\$47,300	\$48,225	\$48,575	12.2%

Benefits

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

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

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

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

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

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

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

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



SEGIP Premiums for Calendar Year 2005

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

- Program includes all branches of state government as well as MnSCU, quasi-state agencies, retirees, dependents.
- Total state paid health, dental, life and disability premiums (including all branches, MnSCU, and quasi-state agencies) was \$437,200,000 in CY 2005.
- 91.3% of health insurance premiums were paid by the employer.
- 67.7% of dental care premiums were paid by the employer.
- 97.3% of basic life & disability premiums were paid by the employer

Coverage	CY 2005 Insurance Premiums by Employer and Employee Contribution				
	Total Program	Total Employer Paid	% of Total Program	Employee Paid	% of Total Program
Totals*	\$485,700,000	\$437,200,000	90.0%	\$48,500,000	10.0%
Health Care	450,500,000	411,200,000	91.3%	39,300,000	8.7%
Dental Care	27,900,000	18,900,000	67.7%	9,000,000	32.3%
Basic Life & Disability	7,400,000	7,200,000	97.3%	200,000	2.7%

*Totals may not add up due to rounding

SEGIP Premiums for Calendar Year 2006

- Total state paid health, dental, life and disability premiums (including all branches, MnSCU, and quasi-state agencies) are expected to be \$439,000,000 in CY 2006.
- 91.4% of health insurance premiums are expected to be paid by the employer.
- 63.3% of dental care premiums are expected to be paid by the employer.
- 97.7% of basic life & disability premiums are expected to be paid by the employer.
- Program includes all branches of state government as well as MnSCU, quasi-state agencies, retirees, dependents.

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

*Totals may not add up due to rounding

Health Benefits

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

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

Premiums Paid for Health Care Coverage of Fulltime Employees

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

- Health care premiums increased 41.1% from CY 2002 to CY 2006.

Monthly Health Plan Premiums	Employee Only Coverage						Family Coverage					
	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	Change CY02-CY06	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	Change CY02-CY06
Total Cost	\$261.44	\$304.16	\$320.20	\$368.68	\$368.68	41.1%	\$768.81	\$894.44	\$941.60	\$1,084.16	\$1,084.16	41.1%
Employer Cost	261.44	304.16	320.20	368.68	368.68	41.1%	718.07	835.41	848.40	976.84	976.84	36.1%
Employee Cost	0.00	0.00	0.00	0.00	0.00	-	50.74	59.03	93.20	107.32	107.32	111.5%

Dental Benefits

The dental plan offers three different providers with three different benefits and associated premiums. The increase from CY 2002 to CY 2006 varied from plan to plan and from that paid by the employer and the employee.

Premiums Paid for Dental Care Coverage of Fulltime Employees

Monthly Dental Plan Premiums	Employee Only Coverage						Family Coverage					
	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	Change CY02-CY06	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	Change CY02-CY06
Blue Plus Dental Total Cost	\$25.21	\$28.75	\$20.96	\$23.46	\$25.82	2.4%	\$74.48	\$89.24	\$60.90	\$68.30	\$75.14	0.9%
Employer Cost	25.21	28.75	19.10	20.66	20.82	-17.4%	51.02	57.09	39.86	43.14	45.32	-11.1%
Employee Cost	0.00	0.00	1.86	2.80	5.00	-	23.46	32.15	21.04	25.16	29.82	27.1%
Delta Dental Total Cost	\$26.18	\$28.96	\$21.22	\$22.96	\$25.02	-4.4%	\$77.79	\$85.63	\$62.74	\$67.92	\$74.00	-4.9%
Employer Cost	26.18	28.96	19.10	20.66	20.02	-23.5%	51.99	57.3	39.86	43.14	44.52	-14.4%
Employee Cost	0.00	0.00	2.12	2.30	5.00	-	25.80	28.33	22.88	24.78	29.48	14.3%
HealthPartners Dental Total Cost	\$25.68	\$27.38	\$21.14	\$22.94	\$25.68	0.0%	\$76.56	\$81.63	\$62.56	\$67.88	\$75.98	-0.8%
Employer Cost	25.68	27.38	19.10	20.66	20.68	-19.5%	51.49	55.72	39.86	43.14	45.18	-12.3%
Employee Cost	0.00	0.00	2.04	2.28	5.00	-	25.07	25.91	22.70	24.74	30.80	22.9%

SICK AND VACATION LEAVE

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

An employee is able to use sick leave for:

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

Executive branch sick leave used in FY 2005:

- 2,290,585 hours
- 75 hours or 9.4 days per fulltime equivalent
- \$68,217,190 was the value of sick leave used during FY 2005

Executive branch vacation leave used in FY 2005:

- 5,032,030 hours
- 166 hours or 20.75 days per fulltime equivalent
- \$156,174,990 was the value of vacation leave used during FY 2005

Sick Leave

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

- Total executive branch sick leave used in FY 2005 was 2,290,585 hours.
- Sick leave used in FY 2005 decreased by 0.1% per FTE over sick leave used in FY 2004.
- Sick leave usage has increased 5.1% per FTE from FY 2001 to FY 2005.

Executive Branch Sick Leave Usage	FTE Total	Total Sick Leave Hours Used	Sick Leave Hours Used per FTE	Total Compensation for Used Hours	Total Compensation per FTE
Fiscal Year 2005	30,410	2,290,585	75	\$68,217,190	\$2,243
Fiscal Year 2004	30,287	2,283,452	75	\$66,412,891	\$2,193
Fiscal Year 2003	31,417	2,326,260	74	\$66,112,030	\$2,104
Fiscal Year 2002	31,557	2,317,452	73	\$62,046,800	\$1,966
Fiscal Year 2001	32,244	2,310,845	72	\$59,494,210	\$1,845

Vacation Leave

- Total executive branch vacation leave used in FY 2005 was 5,032,030 hours.
- Vacation leave used in FY 2005 decreased by 4.5% per FTE over vacation leave used in FY 2004.
- Vacation leave usage has increased 4.3% per FTE from FY 2001 to FY 2005.

Executive Branch Vacation Leave Usage	FTE Total	Total Vacation Leave Hours Used	Vacation Leave Hours Used per FTE	Total Compensation for Used Hours	Total Compensation per FTE
Fiscal Year 2005	30,410	5,032,030	166	\$156,174,990	\$5,136
Fiscal Year 2004	30,287	5,248,642	173	\$160,513,382	\$5,300
Fiscal Year 2003	31,417	5,341,144	170	\$160,257,940	\$5,101
Fiscal Year 2002	31,557	5,122,566	162	\$144,973,621	\$4,594
Fiscal Year 2001	32,244	5,116,040	159	\$138,929,048	\$4,309

MOBILITY

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

For the executive branch, from FY 2001 to FY 2005:

- Hiring was down 24.7%.
- Layoffs increased 381.4%.
- Resignations decreased 15.2%.

Executive Branch Length of Service

Executive Branch Average Length of Service in Years	January 2001	January 2002	January 2003	January 2004	January 2005	January 2006
Executive Branch Average	12.44	12.54	12.82	13.12	13.38	13.39

Statewide Hires

Statewide Hires	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	Change FY01 - FY05
Executive Branch Total	6,348	5,145	3,964	4,558	4,779	-24.7%

Statewide Separations

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

- Voluntary separations were down 15.2% from FY 2001 to FY 2005 while involuntary separations were unchanged.

Statewide Separations by Type	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	Change FY01 - FY05
Executive Branch Total	5,641	5,776	5,183	4,740	4,793	-15.0%
Voluntary (resignation)	2,262	1,992	1,790	1,735	1,917	-15.2%
Involuntary (discharge)	331	310	293	366	331	0.0%
Layoffs	43	219	739	356	207	381.4%
Retirements	778	672	722	776	711	-8.6%
Deaths	72	47	48	57	48	-33.3%
Other Separations	2,155	2,536	1,591	1,450	1,579	-26.7%

Voluntary Separations by Agency (resignation)

Voluntary Statewide Separations by Cabinet Level Agency	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	Change FY01 - FY05
Executive Branch Total	2,262	1,992	1,790	1,735	1,917	-15.0%
Cabinet Agency Total	1,810	1,632	1,498	1,433	1,591	-12.1%
Administration Dept (includes MN Planning)	55	52	36	40	32	
Agriculture Dept	45	42	29	25	21	
Bureau of Mediation Services	-	3	-	-	-	
Commerce Dept (includes Public Service)	16	16	14	12	13	
Corrections Dept	264	273	186	203	216	
Education Department	37	18	16	22	26	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	80	55	52	65	71	
Employee Relations Dept	11	7	4	12	5	
Finance Dept (includes Treasurer)	9	10	6	5	6	
Health Department	130	115	158	90	108	
Higher Education Services Off	9	12	13	8	6	
Housing Finance Agency	10	7	3	13	3	
Human Rights Dept	7	3	2	3	2	
Human Services Dept	492	522	455	430	581	
Iron Range Resources & Rehab	3	4	1	4	6	
Labor & Industry Department	15	23	18	17	17	
Military Affairs Dept	15	12	8	17	14	
Natural Resources Dept	139	172	193	170	169	
Pollution Control Agency	47	25	17	23	27	
Public Safety Dept	91	55	66	81	67	
Revenue Dept	73	37	76	72	90	
Transportation Dept	261	166	145	117	108	
Veterans Affairs Dept	1	3	-	4	3	

Involuntary Separations by Agency (discharge)

Involuntary Statewide Separations by Cabinet Level Agency	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	Change FY01 - FY05
Executive Branch Total	331	310	293	366	331	0.0%
Cabinet Agency Total	283	262	237	239	263	-7.1%
Administration Dept (includes MN Planning)	13	11	3	13	15	
Agriculture Dept	6	9	7	1	7	
Bureau of Mediation Services	-	-	-	-	-	
Commerce Dept (includes Public Service)	2	1	2	2	-	
Corrections Dept	36	38	51	29	40	
Education Department	-	1	1	1	3	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	3	5	8	1	1	
Employee Relations Dept	1	2	1	-	-	
Finance Dept (includes Treasurer)	4	2	-	-	-	
Health Department	12	6	6	7	5	
Higher Education Services Off	-	-	-	-	1	
Housing Finance Agency	1	1	1	1	-	
Human Rights Dept	1	-	1	-	-	
Human Services Dept	115	113	99	147	138	
Iron Range Resources & Rehab	-	1	-	-	-	
Labor & Industry Department	3	5	-	2	2	
Military Affairs Dept	20	8	8	1	3	
Natural Resources Dept	17	6	15	7	13	
Pollution Control Agency	-	3	1	4	2	
Public Safety Dept	10	11	12	3	3	
Revenue Dept	14	14	12	3	13	
Transportation Dept	25	24	9	17	17	
Veterans Affairs Dept	-	1	-	-	-	

Layoffs by Cabinet Level Agency

Layoffs by Cabinet Level Agency	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	Change FY01 - FY05
Executive Branch Total	43	219	739	356	207	381.4%
Cabinet Agency Total	38	208	677	237	195	413.2%
Administration Dept (includes MN Planning)	-	34	80	13	13	
Agriculture Dept	2	2	14	-	12	
Bureau of Mediation Services	-	1	1	2	-	
Commerce Dept (includes Public Service)	-	1	28	3	2	
Corrections Dept	13	11	43	11	4	
Education Department	-	16	28	4	-	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	1	21	15	31	44	
Employee Relations Dept	-	11	32	3	3	
Finance Dept (includes Treasurer)	-	-	7	1	-	
Health Department	6	1	12	2	4	
Higher Education Services Off	-	-	-	-	-	
Housing Finance Agency	-	-	-	-	-	
Human Rights Dept	-	-	2	-	-	
Human Services Dept	4	17	44	16	38	
Iron Range Resources & Rehab	-	2	3	7	-	
Labor & Industry Department	2	6	17	3	1	
Military Affairs Dept	-	51	-	-	-	
Natural Resources Dept	3	11	74	21	30	
Pollution Control Agency	-	-	1	1	-	
Public Safety Dept	1	2	6	58	3	
Revenue Dept	3	19	27	13	2	
Transportation Dept	3	2	242	48	39	
Veterans Affairs Dept	-	-	1	-	-	

Layoffs by Union/Plan and Bargaining Unit

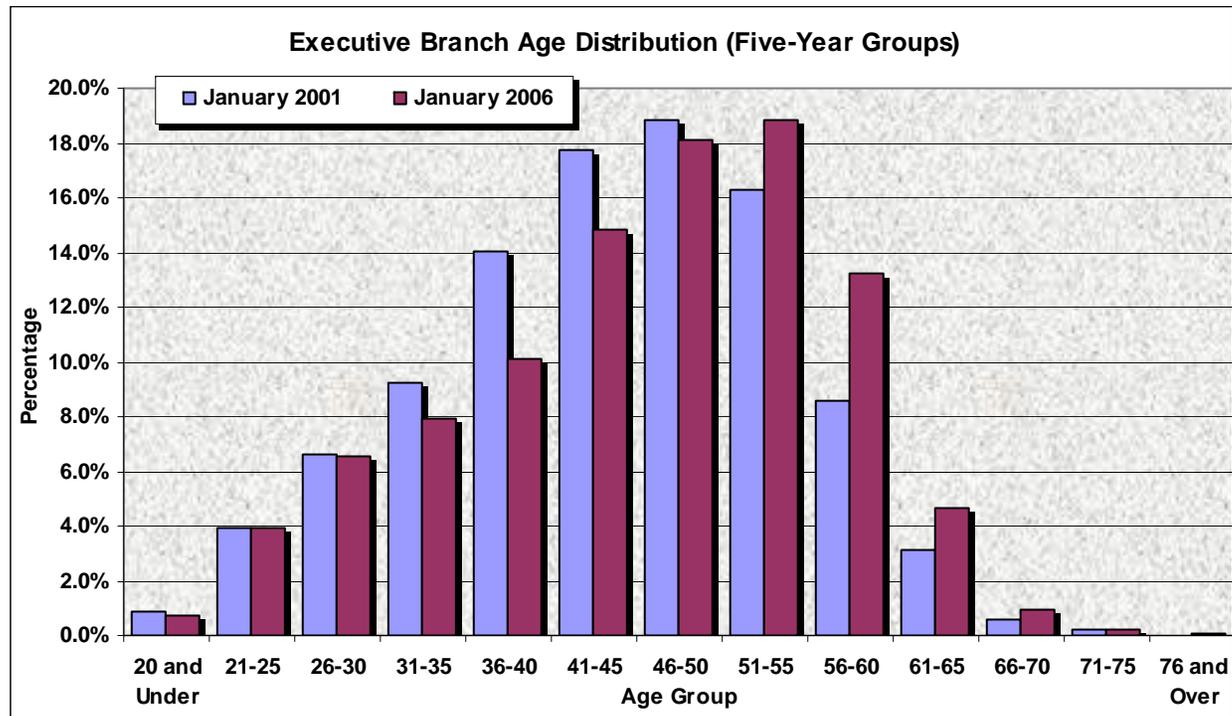
Only employees in classified appointments may be laid off. The elimination of positions with other statuses such as unclassified, intern, temporary or trainee are not laid off, rather their positions are terminated.

Layoffs by Union/Plan and Bargaining Unit		FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	Change FY01 - FY05
Union/Plan	Bargaining Unit						
Executive Branch Total		43	219	739	356	207	381.4%
AFSCME	202 Craft, Maintenance, Labor	-	13	6	26	-	
AFSCME	203 Service	2	53	19	50	21	
AFSCME	204 Health Care Non Professional	-	6	5	7	25	
AFSCME	206 Clerical	12	47	121	161	31	
AFSCME	207 Technical		6	22	62	10	
AFSCME	208 Corrections Officers	-	-	-	1	-	
Middle Management Association	216 Middle Management Association	6	14	35	67	19	
MN Assoc of Professional Empl	214 MN Assoc of Professional Empl	16	54	101	254	71	
MN Govt Engineers Council	212 MN Govt Engineers Council	1	-	3	8	-	
MN Law Enforcement Assn	201 MN Law Enforcement Assn	-	-	-	-	-	
MN Nurses Association	205 MN Nurses Association	-	1	-	6	1	
Residential Schools Education	215 Residential Schools Education	2	-	1	1	-	
Represented Commissioner's Plan	213 Health Treatment Professional	-	-	-	-	-	
Represented Commissioner's Plan	217 Confidential	1	11	3	51	8	
Represented Commissioner's Plan	218 Insufficient Work Time	-	4	7	7	2	
Represented Commissioner's Plan	219 Severed	1	-	-	3	6	
Represented Managers	220 Manager	2	9	28	35	9	
Represented Other Plans	221 Excluded All Others	-	1	5	-	4	

Retirement

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

- Average age of retirement is 61.
- 5.8% of the current workforce is at or above the average age of retirement.
- 19.0% of the current workforce will reach the average age of retirement by the year 2011.
- 37.8% of the current workforce will reach the average age of retirement by the year 2016.



Retirements by Cabinet Level Agency

Retirements by Cabinet Level Agency	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	Change FY01 - FY05
Executive Branch Total	778	672	722	776	711	-8.6%
Cabinet Agency Total	741	650	676	739	659	-11.1%
Administration Dept (includes MN Planning)	19	13	14	30	15	
Agriculture Dept	8	9	17	8	11	
Bureau of Mediation Services	-	1	3	-	3	
Commerce Dept (includes Public Service)	5	5	8	5	11	
Corrections Dept	82	102	97	101	101	
Education Department	9	16	7	14	18	
Employ & Econ Development Dept (combines Econ Security and Trade & Econ Development)	55	34	51	61	74	
Employee Relations Dept	3	1	1	3	2	
Finance Dept (includes Treasurer)	4	4	9	4	3	
Health Department	26	18	22	26	25	
Higher Education Services Off	-	-	1	1	1	
Housing Finance Agency	1	-	-	2	-	
Human Rights Dept	-	-	3	2	-	
Human Services Dept	152	180	132	150	136	
Iron Range Resources & Rehab	1	2	1	-	2	
Labor & Industry Department	10	3	5	5	7	
Military Affairs Dept	5	8	9	8	7	
Natural Resources Dept	96	45	82	51	50	
Pollution Control Agency	3	5	9	4	11	
Public Safety Dept	62	44	33	46	36	
Revenue Dept	36	27	47	27	28	
Transportation Dept	160	132	123	190	115	
Veterans Affairs Dept	4	1	2	1	3	

Post Retirement Employment Option

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

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

- There were 23 employees in the post retirement employment option program as of May 2006

Post Retirement Option Plan Employees by Agency	Eff Date	FTE	Barg Unit	Job Class
Animal Health Board	30-Nov-05	0.75	Health Treatment Professional	Veterinarian
Commerce Dept	03-Jan-06	0.5	MN Assoc of Professional Empl	Energy Specialist 2
Emergency Medical Services Bd	09-Feb-06	0.4	MN Assoc of Professional Empl	Grants Specialist Coord
Employ & Econ Development Dept	12-Dec-05	0.5	MN Assoc of Professional Empl	Unemployment Ins Oper Analyst
Employ & Econ Development Dept	03-Apr-06	0.5	MN Assoc of Professional Empl	Unemployment Ins Prog Spec 3
Finance Dept	09-Jan-06	0.48	Manager	Executive Budget Coordinator
Health Department	18-Jan-06	0.5	Manager	State Prog Admin Manager Sr
Human Services Dept	21-Feb-06	0.5	Middle Management Association	Group Supervisor
Human Services Dept	01-Mar-06	0.48	Middle Management Association	Group Supervisor
Iron Range Resources & Rehab	19-Apr-06	0.5	Manager	IRRRB Facilities Manager
Pollution Control Agency	09-Feb-06	0.5	Manager	Pollution Cont Strat Mgr
Public Utilities Comm	28-Dec-05	0.49	MN Assoc of Professional Empl	Planning Dir State
Public Utilities Comm	04-Apr-06	0.99	MN Govt Engineers Council	Engineer 2 Graduate
Revenue Dept	17-Nov-05	0.5	MN Assoc of Professional Empl	Information Technology Spec 4
Transportation Dept	08-Feb-06	0.5	Technical	Transp Specialist
Transportation Dept	22-Feb-06	0.2	Insufficient Work Time	State Prog Admin Senior
Transportation Dept	22-Feb-06	0.2	Insufficient Work Time	Office & Admin Specialist Prin
Transportation Dept	22-Feb-06	0.5	MN Govt Engineers Council	Engineering Specialist Senior
Transportation Dept	22-Feb-06	0.5	MN Assoc of Professional Empl	Information Technology Spec 4
Transportation Dept	22-Mar-06	0.48	MN Govt Engineers Council	Engineering Specialist
Transportation Dept	27-Mar-06	0.5	Technical	Transp Specialist
Transportation Dept	05-Apr-06	0.5	MN Govt Engineers Council	Engineering Specialist Senior
Transportation Dept	19-Apr-06	0.5	MN Assoc of Professional Empl	Information Technology Spec 4