

2006 Workforce Report



Debra F. Minott, Director

2006 Workforce Report

Table Of Contents

Table Of Contents.....	2-3
Letter from State Personnel Director.....	4
Notable Statistics in 2006.....	5
Information Methodology.....	6

Employment: Managing Positions

Introduction.....	8
Chart: Applicants by Job Function.....	9
Chart: Applicants by Education	10
Chart: Applicants by Ethnic Group	11
Chart: Applicants by Gender	12
Chart: Applicants by Age Range.....	13
Table: Applicants by County of Residence & Ethnicity.....	14-15

Demographics: Indiana State Government

Chart: Full-Time Employee Count (2002-2006)	17
Table: State Employees by Agency	18-19
Table: State Employees by County of Work Location	20-22
Chart: State Employees by Job Function	23
Diversity in the Workforce	24
Chart: Ethnic/Gender Distribution	25
Table: Ethnicity/Gender by State Agency	26
Chart: Ethnicity/Gender by Job Function	29
Table: Average Age/Years of Service by Agency.....	30-31
Chart: Gender by Age Groups	32
Table: Average Age Groups by Job Function	33
Table: Average Age/Years of Service by Job Function	34-35
Chart: Average Length of Service by Job Function	37
Table: Years of Service Percentages by Job Function	38
Table: Years of Service Groups by Job Function	39
Table: Average Years of Service by Job Function	40
Chart: Distribution of Employees by Age	41
Chart: Distribution of Employees by Years of Service	42

2006 Workforce Report

Table Of Contents (Continued)

Compensation

Chart: Average Annual Salary Trends.....	42
Chart: Average Salaries by Age Group.....	43
Chart: Average Salary by Years of Service Groups	44

Workforce Mobility

Table: Separations from State Government by Job Function	46
Table: Turnover by State Agency	47-48
Table: Employees Currently Eligible to Retire	49
Table: Employees Eligible to Retire in 5 Yrs w/F-Benefits.....	50-51
Table: Employees Eligible to Retire in 5 Yrs w/R-Benefits.....	52-53
Chart: Historical Data on Retirement	54
Table: Average Age of Retirees by Job Function	55
Chart: Retirement Averages by Gender	55

Leave

Chart: Leave Balance Summaries	57
Chart: Leave Used Summaries	57

State Agencies

Agencies Included in Data.....	58
--------------------------------	----

Letter from State Personnel Director



Debra F. Minott
State Personnel Director



Mitchell E. Daniels, Jr.
Governor

Dear State Human Resource Professional:

We are pleased to provide you with the State of Indiana 2006 Workforce Report. This report contains statistical demographic information on the workforce employed by the State of Indiana as well as summary information on applicants seeking to be hired by the State.

Indiana has experienced a growing economy in 2006. While that is positive news for Hoosiers, that growth in job opportunities has resulted in the State experiencing some challenges in recruiting and retaining a government workforce capable of delivering efficient and high quality services to our citizens. To address these challenges before they become problems, agencies should be planning, analyzing and developing strategies to ensure that necessary staff levels and competencies are in place to fulfill the mission of each agency. This report will serve as a helpful tool to you in conducting workforce planning for your agency.

The staff of State Personnel will work with you to develop your strategies to achieve the right number of people with the right competencies in the right jobs at the right time.

Sincerely,

Debra F. Minott
July 2007

Notable Statistics in 2006

The Selection Process

- **25 percent** of the applicant pool reported a bachelor's level degree in 2006 (See pg 11 for more details).
- Applicants between the ages of 25-29 represented the highest number of applicants at **38,668**, or **16.6 percent**.

Demographics

- Marion County accounts for over **36 percent** of the State's workforce.
- Department Of Correction is the State's largest agency with over **21 percent** of the workforce comprising more than **7,000** employees. Department of Transportation is second with **14.2 percent** (See pg 19-20 for more details).
- The average age for state employees is **45**, and **31 percent** are between the ages of **50-59** (See pg 34).
- Minorities comprise 15 percent of the State's workforce.

Compensation

- The average annual salary for all state employees is **\$36,053**.
- The average annual classified salary is **\$33,158**, an increase of **14.3 percent** since **2001**.
- The average annual unclassified salary is **\$40,243**, an increase of **17.7 percent** since **2001**. This group includes QUASI agencies as well as the legislative and judicial branches and agencies of separately elected officials.

Retirement

- **36 percent** of the current workforce will be eligible for retirement in **5 years** (See pg 51-54 for more details).
- Actual retirement numbers have remained at **2 percent** or less since **2004**.
- The average retirement age/years of service for **males: 64/28 yrs of service; females: 63/22 yrs of service** (See pg 56 for more details).

Information Methodology



1999

PeopleSoft was implemented as the State's human resource management system (HRMS).

2002-2003

PeopleSoft Benefits was implemented in late 2002/early 2003, with the first self-service open enrollment occurring in mid-2003 for life insurance.

2005

PeopleSoft e-recruit was implemented, which created an electronic online version of the State's employment application.

Information and Data

PeopleSoft is an integrated database, which provides information to state agencies and policy-makers to enable them to make sound personnel-related decisions.

The majority of the information contained in this report is readily available in PeopleSoft. The State Personnel Department encourages agencies to utilize the report and data contained in PeopleSoft to strategically recruit, hire, develop and retain their diversified workforce.

Data Reliability

Extra care has been taken to ensure the information reported is accurate and reflects the workforce. When applicable, tables and charts are noted with the criteria used to obtain the data.

Report Structure

The report highlights workforce trends, processes and programs which agencies can utilize to meet the challenges of a changing workforce and maintain a high performance organization.

Employment

Managing Positions



Employment

Introduction

The State of Indiana implemented the online single access portal to view and apply for jobs on Sept. 30, 2005. All applicants and data were previously tracked in PeopleSoft but this data was first captured on paper and then entered manually into the system.

Now applicants can apply 24/7 and enter the data directly, giving the State an efficient and streamlined, paperless process. Since the implementation of e-recruit, the number of applications processed by the State has surpassed expectations.

During the 2006 calendar year, the State processed 248,121 applications from 36,959 distinct applicants. Applicants are required to apply to each vacancy for which they are interested in being considered.

The State was also able to capture profile data from 10,469 candidates. These are profiles entered in by potential applicants, but they have not yet applied to a specific position. Recruiters can search this database for skills and match the candidates and other applicants to job vacancies.

Chart

Employment

Applicants by Job Function

Job Function	Applications*	Hires	Percent Hired
Admin, Procurement, Purchasing	27,975	398	1
Animal Health	56	3	5
Architecture & Engineering	2,710	124	5
Biological & Scientific	2,175	39	2
Clerical & Office Support	38,802	402	1
Education & Library Science	1,682	67	4
Environment & Natural Resources	7,496	217	3
Executive	7,496	120	2
Finance, Accounting & Auditing	11,471	247	2
Food Service	1,650	61	4
Health Care	2,239	190	8
Human Resources	7,956	77	1
Human & Social Services	50,444	1,317	3
Information Technology	2,930	87	3
Legal	1,882	82	4
Fac, Grounds, Labor & Maintenance	6,192	336	5
Other	3,901	30	1
Public Health & Safety	5,540	139	3
Law Enforcement & Protect Services	36,376	1,263	3
Transportation	13,785	769	6
Utility Administration	293	12	4
TOTAL	233,051	5,980	3

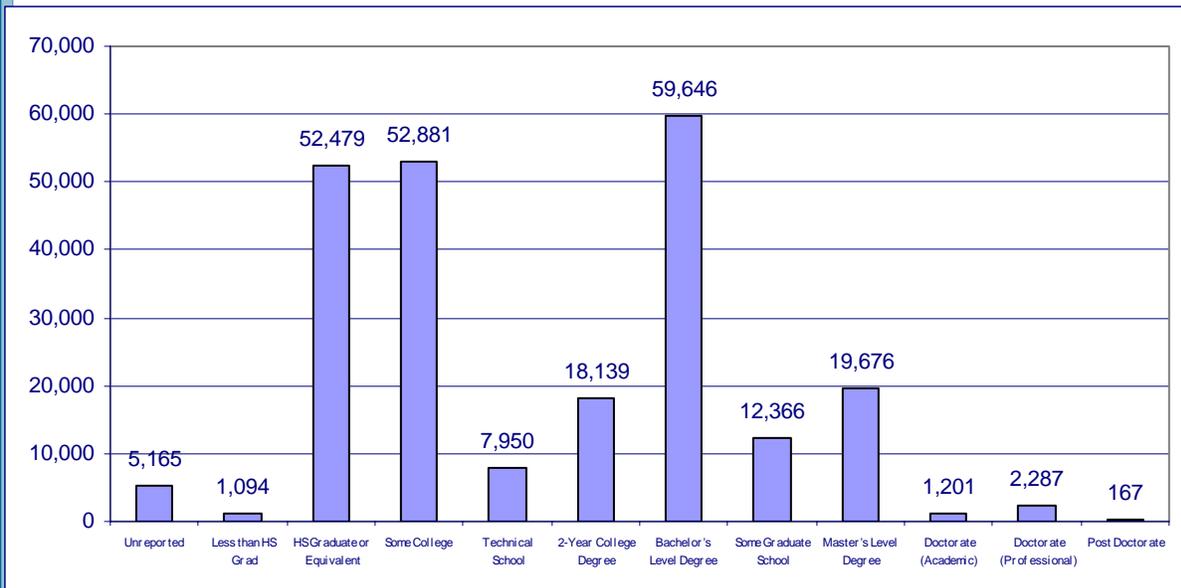
*Applications may represent the same candidate applying for multiple jobs.
 Applicant and hire data is based on job requisitions opened, applied to and filled between January 1, 2006, and December 31, 2006.

Chart

Employment



Applicants by Education



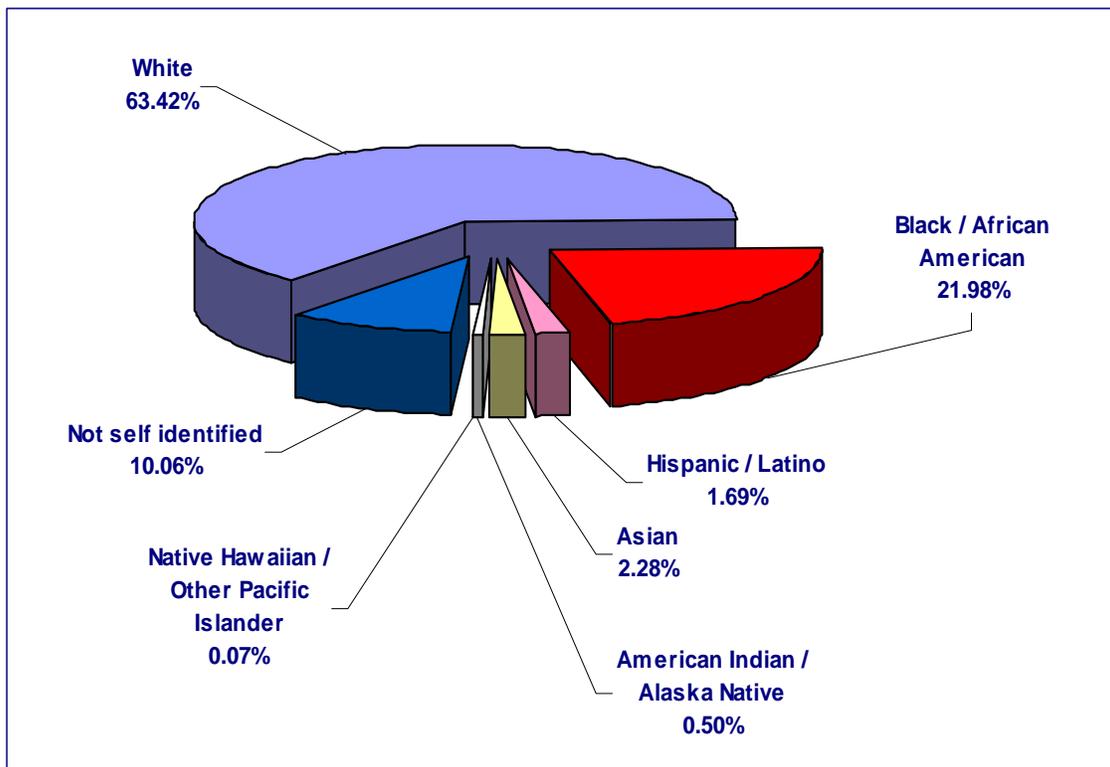
Data represents applicants who applied for job requisitions opened during the calendar year 2006, which includes applicants who applied for multiple requisitions. Disclosure of applicants highest level of education is based on self reporting.

Chart

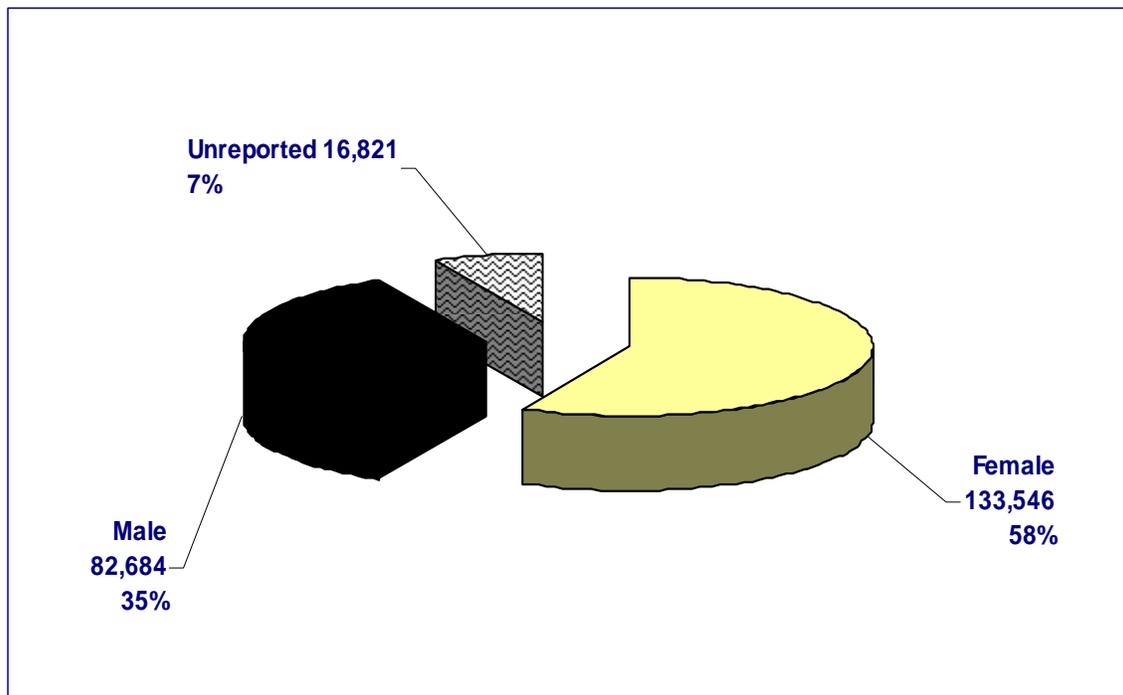
Employment



Applicants by Ethnic Group



Data represents applicants who applied for job requisitions opened during the calendar year 2006, which includes applicants who applied for multiple requisitions. Disclosure of ethnicity is based on self reporting and was strictly voluntary.

Chart**Employment****Applicants by Gender**

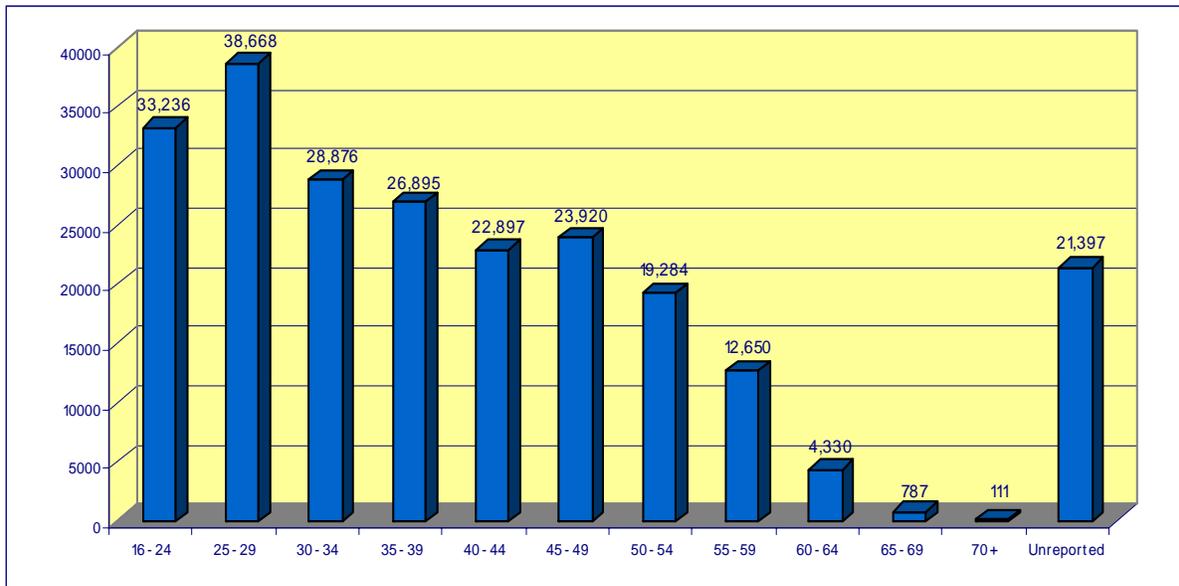
Data represents applicants who applied for job requisitions opened during the calendar year 2006, which includes applicants who applied for multiple requisitions. Disclosure of gender is based on self reporting and was strictly voluntary.

Chart

Employment



Applicants by Age* Range



Data represents applicants who applied for job requisitions opened during the calendar year 2006, which includes applicants who applied for multiple requisitions. Disclosure of age is based on self reporting and was strictly voluntary. *Applicant's age as of December 31, 2006.

Table

Employment

Applicants by County of Residence & Ethnicity

	White	Black	Hispanic	Asian	American Indian	Native Hawaiian/ Other Pac Island	Not Specified	Total
Adams	113	4	0	0	0	0	51	168
Allen	1,517	905	37	36	8	18	393	2,914
Bartholomew	1,504	200	3	0	0	3	82	1,792
Benton	94	0	5	0	0	0	40	139
Blackford	177	0	0	0	0	0	5	182
Boone	902	140	1	159	6	0	94	1,302
Brown	222	0	0	0	0	0	27	249
Carroll	513	13	0	1	6	0	64	597
Cass	5,321	51	43	7	46	9	447	5,924
Clark	381	75	3	4	20	5	35	523
Clay	1,033	0	0	9	2	0	220	1,264
Clinton	432	0	1	0	0	0	96	529
Crawford	109	0	0	0	0	0	14	123
Daviess	250	0	0	0	0	0	37	287
Dearborn	161	0	7	0	0	0	55	223
Decatur	465	2	0	0	0	0	31	498
DeKalb	231	4	0	0	0	0	28	263
Delaware	2,471	313	11	9	9	0	399	3,212
Dubois	276	0	2	0	0	0	39	317
Elkhart	565	75	6	1	0	0	96	743
Fayette	338	3	3	2	3	0	39	388
Floyd	337	20	1	0	0	0	35	393
Fountain	249	0	1	0	0	0	37	287
Franklin	218	0	42	0	0	0	22	282
Fulton	833	0	7	0	20	0	33	893
Gibson	304	1	0	0	0	0	39	344
Grant	1,398	40	22	0	26	0	88	1,574
Greene	1,180	16	0	4	1	0	145	1,346
Hamilton	3,896	630	48	358	50	0	595	5,577
Hancock	3,210	200	27	32	11	0	493	3,973
Hamison	223	1	0	0	0	0	31	255
Hendricks	6,322	675	159	240	9	0	670	8,075
Henry	2,663	73	16	4	23	0	257	3,036
Howard	2,262	199	58	37	12	0	73	2,641
Huntington	396	0	0	2	0	0	54	452
Jackson	926	29	0	1	0	1	148	1,105
Jasper	344	0	14	0	0	0	26	384
Jay	163	0	0	1	1	0	14	179
Jefferson	1,225	5	24	8	1	0	123	1,386
Jennings	1,386	2	4	0	3	0	159	1,554
Johnson	4,280	83	37	73	13	0	362	4,848
Knox	1,021	13	2	1	1	0	111	1,149
Kosciusko	162	6	14	0	0	0	47	229
LaGrange	147	0	2	0	0	0	10	159
Lake	2,097	5,181	477	27	12	2	766	8,562
La Porte	2,834	571	78	27	16	12	373	3,911
Lawrence	360	12	8	10	0	0	82	472

Table

Employment

Applicants by County of Residence & Ethnicity

	White	Black	Hispanic	Asian	American Indian	Native Hawaiian/ Other Pac Island	Not Specified	Total
Madison	3,235	811	33	9	20	3	536	4,647
Marion	33,322	31,470	1,298	2,891	310	18	6,901	76,210
Marshall	245	0	2	0	0	0	18	265
Martin	51	0	0	1	0	0	2	54
Miami	2,032	22	59	7	26	0	206	2,352
Monroe	1,788	92	13	58	2	19	489	2,461
Montgomery	1,147	0	0	0	1	0	94	1,242
Morgan	3,431	0	21	2	49	24	175	3,702
Newton	5	0	0	0	0	0	32	37
Noble	14	4	0	0	0	0	32	50
Ohio	10	0	0	0	0	0	4	14
Orange	37	0	2	0	0	0	18	57
Owen	89	0	0	0	0	0	30	119
Parke	151	0	0	0	0	0	83	234
Perry	97	1	0	0	0	0	64	162
Pike	5	0	0	0	0	0	14	19
Porter	652	104	59	0	0	0	225	1,040
Posey	34	0	2	0	0	0	40	76
Pulaski	255	6	9	0	0	0	49	319
Putnam	2,255	9	5	0	20	0	346	2,635
Randolph	241	0	0	0	10	0	37	288
Ripley	311	0	0	3	7	0	61	382
Rush	423	3	0	0	4	0	102	532
Scott	461	0	0	0	6	0	30	497
Shelby	1,266	53	77	0	1	0	88	1,485
Spencer	199	0	0	0	3	0	24	226
Starke	618	1	1	0	0	0	71	691
St. Joseph	1,030	485	17	0	10	3	118	1,663
Steuben	497	0	6	0	3	0	103	609
Sullivan	1,114	0	1	0	6	9	149	1,279
Switzerland	87	0	1	3	0	0	16	107
Tippecanoe	2,556	249	97	211	22	22	632	3,789
Tipton	307	0	1	0	4	0	31	343
Union	88	0	0	0	0	0	6	94
Vanderburgh	2,105	386	14	2	9	1	274	2,791
Vermillion	226	1	0	0	2	0	41	270
Vigo	3,017	432	49	8	2	0	299	3,807
Wabash	353	0	4	0	2	0	30	389
Warren	96	11	0	0	0	0	24	131
Warrick	502	9	7	0	0	0	86	604
Washington	379	0	0	2	0	0	20	401
Wayne	1,747	173	9	13	11	0	313	2,266
Wells	99	0	0	0	7	0	27	133
White	393	2	4	0	0	0	120	519
Whitley	349	0	0	0	0	0	30	379
Not Self Reported	11,628	5,368	543	551	154	3	11,836	30,083
Out of State	5,239	1,678	185	270	115	1	1,410	8,898
	139,697	50,912	3,682	5,084	1,105	153	32,421	233,054

Demographics

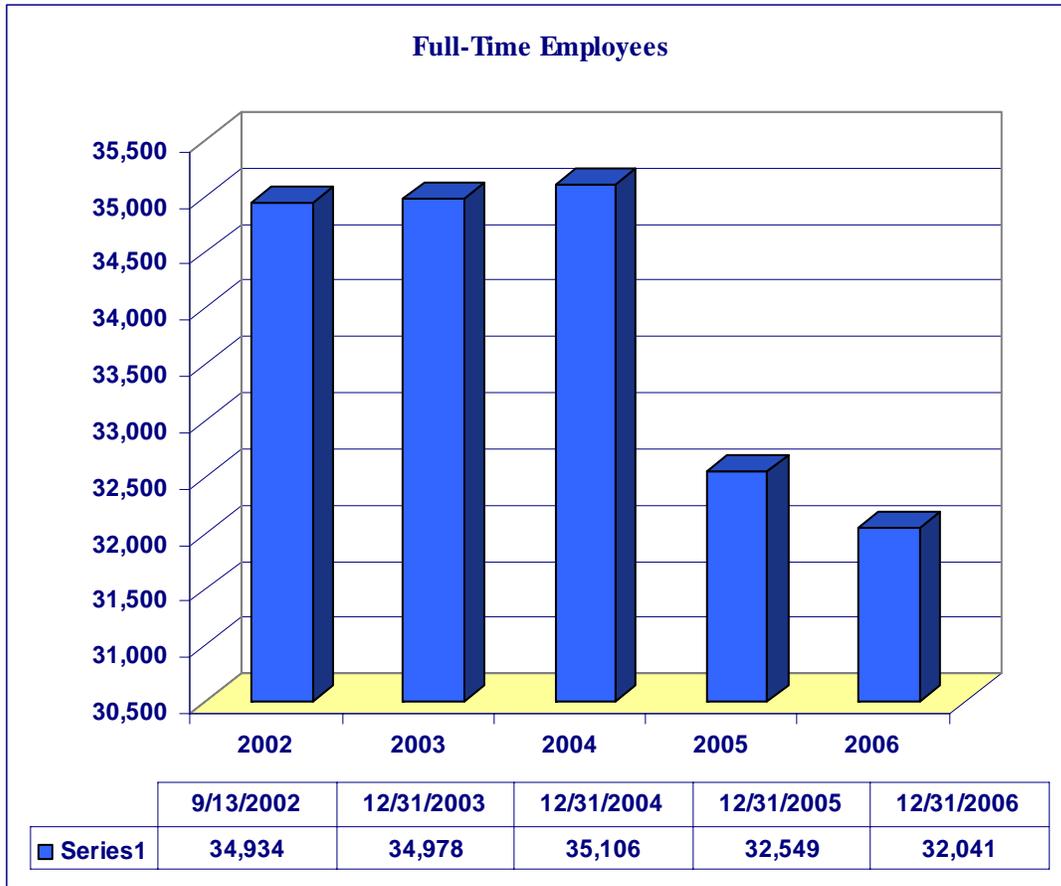
Indiana State Government Workforce



Chart

Demographics

Full-Time Employee Count (2002-2006)



Data as of 12/31/06.

Table

Demographics

State Employees by Agency

Agency	# of Employees		% to Workforce
	FT	PT	
Adjutant General's Office	380	3	1.20
Alcohol & Tobacco Commission	111	0	0.35
Appellate Court	87	6	0.29
Attorney General	292	0	0.91
Auditor of State	62	0	0.19
Board of Animal Health	114	0	0.36
Board of Tax Review	20	0	0.06
Budget Agency	30	0	0.09
Bureau of Motor Vehicles	401	1	1.25
Civil Rights Commission	34	0	0.11
Clerk Supreme & Appellate Court	13	0	0.04
Commission on Proprietary Education	10	0	0.03
Commission on Public Records	27	1	0.09
Criminal Justice Institute	34	1	0.11
Dept of Administration	290	1	0.91
Dept of Agriculture	67	0	0.21
Dept of Child Services	2,124	6	6.65
Dept of Correction	7,008	7	21.89
Dept of Education	294	1	0.92
Dept of Financial Institutions	73	0	0.23
Dept of Insurance	82	0	0.26
Dept of Labor	86	1	0.27
Dept of Local Government Finance	61	0	0.19
Dept of Natural Resources	1,380	5	4.32
Dept of Revenue	798	1	2.49
Dept of Veterans Affairs	13	0	0.04
Dept of Workforce Development	869	0	2.71
Division of Family Resource	2,041	6	6.39
Education Employee Relations Board	7	2	0.03
Environmental Adjudication	3	0	0.01
Environmental Management	878	11	2.77
Family & Social Services Administration	3,986	58	12.62
Gov Plan Council for People w/Disabilities	5	0	0.02
Governor's Office	30	2	0.10
Historical Bureau	5	0	0.02
IN Arts Commission	11	0	0.03
IN Dept of Gaming Research	1	0	0.00
IN Dept of Homeland Security	228	0	0.71
IN Dept of Transportation	4,561	0	14.23

Data as of 12/31/06. FT is all full-time employees. PT is all part-time employees.

Table

Demographics

State Employees by Agency (Cont.)

Agency	# of Employees		% to Workforce
	FT	PT	
IN Economic Development Corp	80	2	0.26
IN Gaming Commission	149	0	0.47
IN Judicial Center	23	0	0.07
IN Professional Licensing Agency	88	0	0.27
IN School for the Blind & Visually Impaired	170	0	0.53
IN School for the Deaf	284	0	0.89
IN State Department of Health	1,382	10	4.34
IN State Library	54	0	0.17
IN State Police	1,773	0	5.53
IN Tax Court	5	0	0.02
IN Tobacco Prevention & Cessation	12	0	0.04
IN Utility Regulatory Commission	70	0	0.22
Integrated Public Safety Commission	10	0	0.03
Law Enforcement Training Board	64	0	0.20
Lieutenant Governor's Office	73	1	0.23
NW IN Regional Dev Authority	2	0	0.01
Off of Faith-Based & Commission Init	9	0	0.03
Office of Federal Grants & Pro	1	0	0.00
Office of Inspector General	16	0	0.05
Office of Management & Budget	9	0	0.03
Office of Technology	262	0	0.82
Prosecuting Attorney Council	8	0	0.02
Protection Advocacy Services Comm	30	0	0.09
Public Access Counselor	1	0	0.00
Public Defender Council	9	0	0.03
Public Defenders Office	64	0	0.20
Public Employee Retirement Fund	124	0	0.39
Secretary of State	74	2	0.24
State Board of Accounts	277	2	0.87
State Employees Appeals Commission	2	0	0.01
State Personnel Department	104	0	0.32
State Racing Commission	16	0	0.05
State Student Assistance	17	0	0.05
Supreme Court	110	6	0.36
Teachers Retirement Fund	43	0	0.13
Treasurer of State	12	0	0.04
Utility Consumer Counsel	43	0	0.13
War Memorials Commission	20	0	0.06
Workers' Compensation Board	35	1	0.11

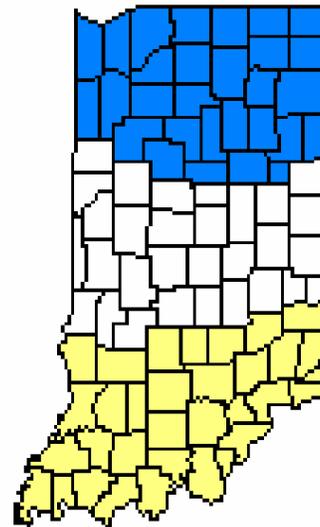
Table

Demographics

State Employees by County of Work Location

COUNTY	# OF EMPLOYEES	% TOTAL
Adams	29	0.09
Allen	857	2.67
Bartholomew	120	0.37
Benton	32	0.10
Blackford	15	0.05
Boone	29	0.09
Brown	59	0.18
Carroll	23	0.07
Cass	940	2.93
Clark	334	1.04
Clay	30	0.09
Clinton	49	0.15
Crawford	26	0.08
Daviess	54	0.17
Dearborn	55	0.17
Decatur	29	0.09
DeKalb	49	0.15
Delaware	202	0.63
Dubois	138	0.43
Elkhart	204	0.64
Fayette	81	0.25
Floyd	102	0.32
Fountain	27	0.08
Franklin	71	0.22
Fulton	25	0.08
Gibson	34	0.11
Grant	104	0.32
Greene	138	0.43
Hamilton	42	0.13
Hancock	346	1.08
Harrison	66	0.21
Hendricks	844	2.63

	Northern Indiana
	Central Indiana
	Southern Indiana



Data as of 12/31/06, based on full-time employees

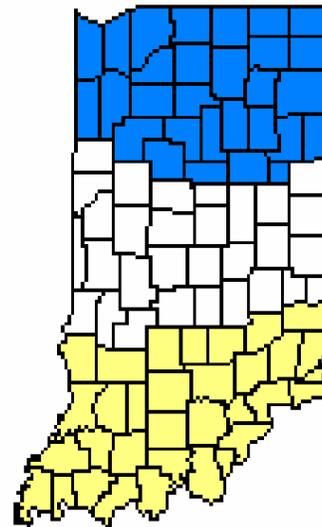
Table

Demographics

State Employees by County of Work Location (Cont.)

COUNTY	# OF EMPLOYEES	% TOTAL
Henry	96	0.30
Howard	97	0.30
Huntington	68	0.21
Jackson	394	1.23
Jasper	54	0.17
Jay	72	0.22
Jefferson	630	1.97
Jennings	92	0.29
Johnson	218	0.68
Knox	369	1.15
Kosciusko	79	0.25
Lagrange	44	0.14
Lake	908	2.83
Laporte	1,995	6.23
Lawrence	82	0.26
Madison	1,389	4.34
Marion	11,731	36.61
Marshall	121	0.38
Martin	21	0.07
Miami	654	2.04
Monroe	206	0.64
Montgomery	311	0.97
Morgan	70	0.22
Newton	36	0.11
Noble	77	0.24
Ohio	23	0.07
Orange	47	0.15
Owen	47	0.15
Parke	332	1.04
Perry	323	1.01

	Northern Indiana
	Central Indiana
	Southern Indiana



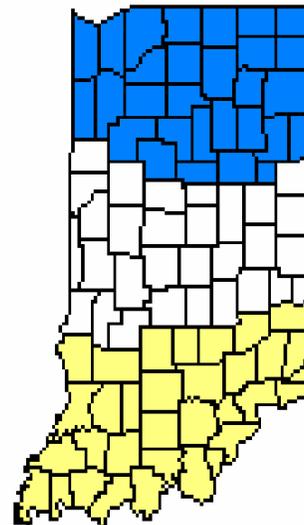
Table

Demographics

State Employees By County of Work Location (Cont.)

COUNTY	# OF EMPLOYEES	% TOTAL
Pike	50	0.16
Porter	179	0.56
Posey	37	0.12
Pulaski	98	0.31
Putnam	661	2.06
Randolph	29	0.09
Ripley	89	0.28
Rush	192	0.60
Scott	61	0.19
Shelby	55	0.17
Spencer	44	0.14
St Joseph	634	1.98
Starke	18	0.06
Steuben	135	0.42
Sullivan	674	2.10
Switzerland	17	0.05
Tippecanoe	636	1.98
Tipton	39	0.12
Union	26	0.08
Vanderburgh	820	2.56
Vermillion	22	0.07
Vigo	277	0.86
Wabash	60	0.19
Warren	17	0.05
Warrick	35	0.11
Washington	31	0.10
Wayne	666	2.08
Wells	46	0.14
White	48	0.15
Whitley	35	0.11
Telecommuters	549	1.71
Out of State	20	0.06

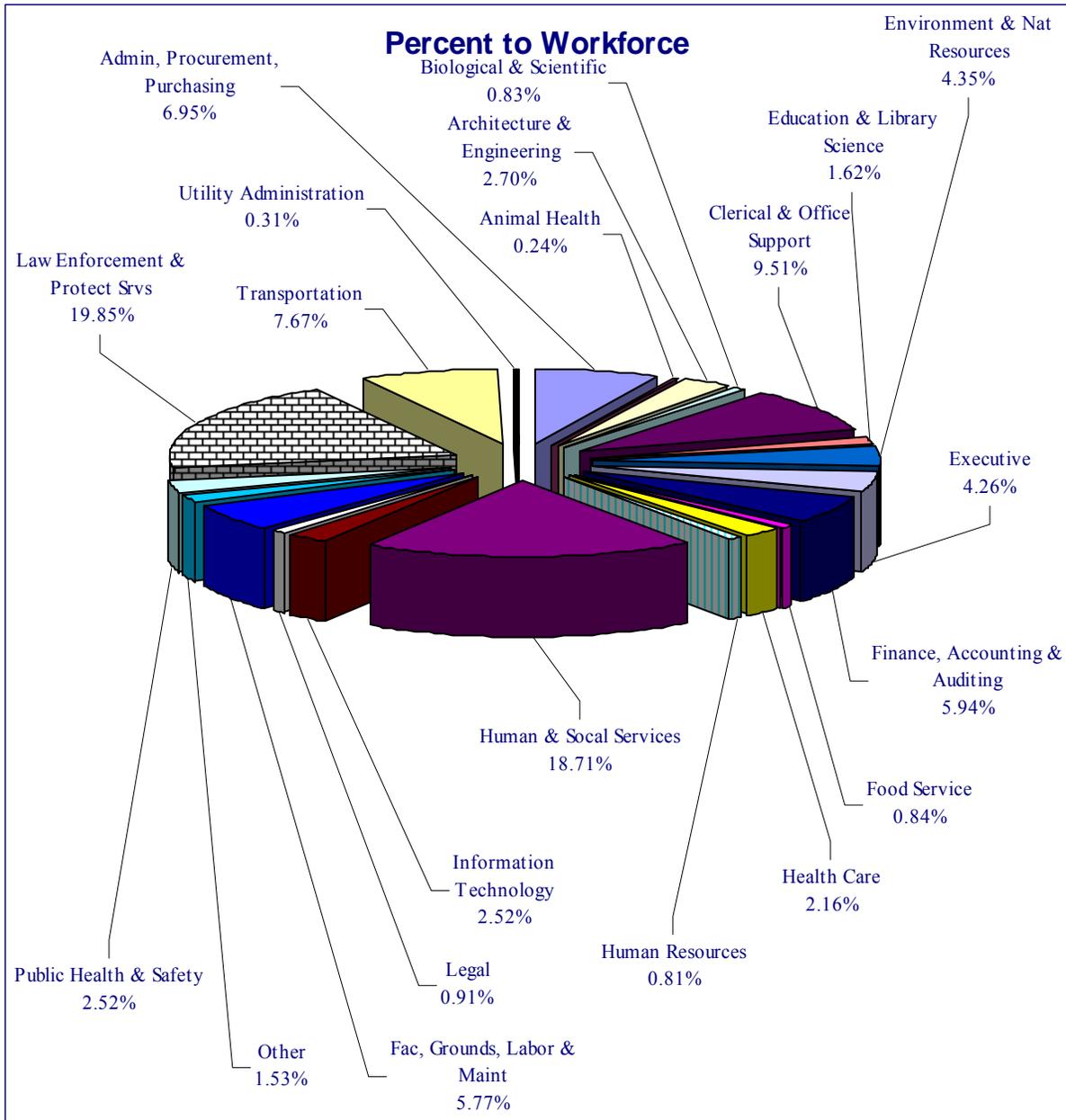
	Northern Indiana
	Central Indiana
	Southern Indiana



Chart

Demographics

State Employees by Job Function



Data as of 12/31/06, based on full-time employees.

Table

Demographics

Diversity in the Workforce

Ethnic Distribution Compared To Indiana's General Population

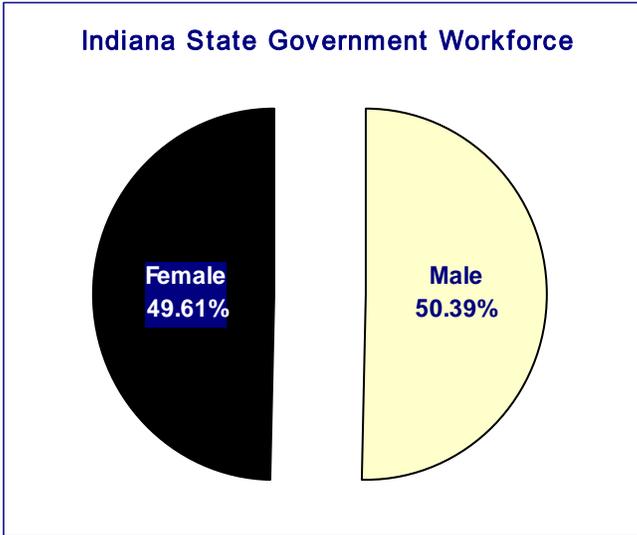
Ethnic	Percentage of Full-Time State Employees 2006	Estimated Percentage of Indiana's 2005 General Population
White	84.5	88.6
Black	12.4	8.8
Hispanic	1.0	4.5
Asian	1.2	1.2
American Indian	0.2	0.3
Native Hawaiian/Other Pacific Island	0.0	0.0

Source: Indiana's 2005 general population statistics are estimates of the U.S. Census, derived from the STATS Indiana IN Depth Profile, www.state.indiana.edu/profiles/pr18000.html

Chart

Demographics

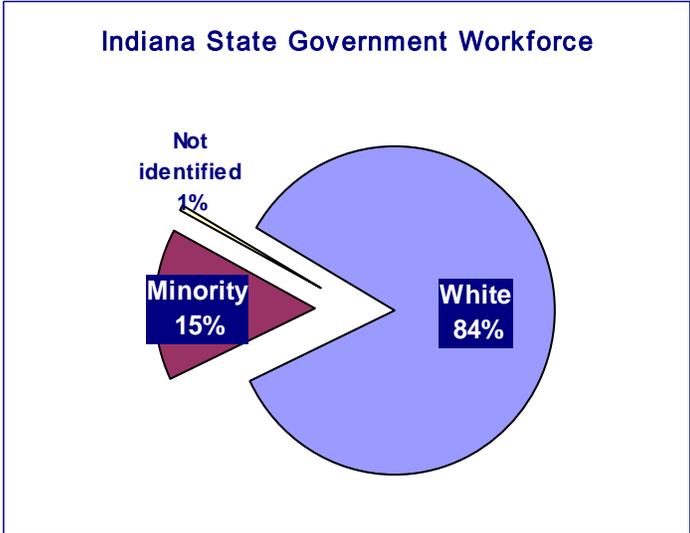
Ethnic/Gender Distribution



- Indiana's 2005 **General Demographics** shows 51 percent for females.
- Data source: U.S. Census Bureau 2000



- Indiana's 2006 estimated **population** shows 14.8 percent for minorities.*
- Data source: IN STATS.



Data as of 12/31/06, based on full-time employees.
 * Minorities include Black, Hispanic, Asian, American Indian, and Native Hawaiian/Other Pacific Island. Ethnic figures are based on self-reporting by the employee.

Table

Demographics

Ethnicity/Gender by State Agency

AGENCY	% Female	% Male	American Indian	Asian	Black	Hispanic	Native Hawaiian / Pacific Islander	White	Not Identified	% Minority	Total Employees
Adjutant General's Office	25.00	75.00	1	3	7	0	0	368	1	2.89	380
Alcohol & Tobacco Comm	34.23	65.77	0	3	9	2	0	97	0	12.61	111
Appellate Court	63.22	36.78	0	0	7	0	0	75	5	8.05	87
Attorney General	58.90	41.10	2	5	27	3	0	249	6	12.67	292
Auditor of State	67.74	32.26	0	2	2	0	0	57	1	6.45	62
Board of Animal Health	33.33	66.67	0	3	1	1	0	109	0	4.39	114
Board of Tax Review	60.00	40.00	0	0	2	0	0	18	0	10.00	20
Budget Agency	43.33	56.67	0	3	2	2	0	23	0	23.33	30
Bureau of Motor Vehicles	76.81	23.19	2	7	81	2	0	309	0	22.94	401
Civil Rights Commission	61.76	38.24	0	0	18	2	0	14	0	58.82	34
Clerk Supreme & Appell Ct	69.23	30.77	0	0	4	0	0	9	0	30.77	13
Comm on Proprietary Ed	70.00	30.00	0	0	1	0	0	9	0	10.00	10
Comm on Public Records	59.26	40.74	0	2	2	0	0	23	0	14.81	27
Criminal Justice Inst	61.76	38.24	0	0	7	0	0	26	1	20.59	34
Dept of Administration	44.48	55.52	1	5	63	6	0	215	0	25.86	290
Dept of Agriculture	40.30	59.70	1	0	0	0	0	64	2	1.49	67
Dept of Child Services	83.19	16.81	4	13	409	30	0	1,619	49	21.47	2,124
Dept of Correction	35.69	64.31	20	32	1,105	84	1	5,761	5	17.72	7,008
Dept of Education	76.19	23.81	0	4	32	3	0	253	2	13.27	294
Dept of Financial Institutions	30.14	69.86	0	1	5	0	0	66	1	8.22	73
Dept of Insurance	67.07	32.93	0	2	8	1	0	71	0	13.41	82
Dept of Labor	36.05	63.95	0	3	7	2	0	74	0	13.95	86
Dept of Local Gov Finance	50.82	49.18	0	2	1	0	0	58	0	4.92	61
Dept of Natural Resources	26.38	73.62	4	6	23	2	0	1,341	4	2.54	1,380
Dept of Revenue	67.67	32.33	4	18	109	4	0	661	2	16.92	798
Dept of Veterans Affairs	30.77	69.23	0	0	0	0	0	12	1	0.00	13
Dept of Workforce Develop	64.10	35.90	1	7	133	12	0	716	0	17.61	869
Division of Family Resources	89.61	10.39	1	8	520	48	0	1,462	2	28.27	2,041
Education Employ Relations Board	71.43	28.57	0	0	0	0	0	7	0	0.00	7
Environmental Adjudication	100.00	0.00	0	0	1	0	0	2	0	33.33	3
Environmental Mgmt	43.62	56.38	6	51	60	7	2	751	1	14.35	878
Family & Social Svcs Admin	68.84	31.16	4	36	523	17	1	3404	1	14.58	3,986
Gov Plan Cncl for People w/ Disabilities	80.00	20.00	0	1	0	0	0	4	0	20.00	5
Governor's Office	50.00	50.00	0	1	2	0	0	24	3	10.00	30
Historical Bureau	80.00	20.00	0	0	0	0	0	5	0	0.00	5

Table

Demographics

Ethnicity/Gender by State Agency (Cont.)

AGENCY	% Female	% Male	American Indian	Asian	Black	Hispanic	Native Hawaiian / Pacific Islander	White	Not Identified	% Minority	Total Employees
IN Arts Commission	63.64	36.36	0	2	2	0	0	7	0	36.36	11
IN Dept of Gaming Research	0.00	100.00	0	0	0	0	0	1	0	0.00	1
IN Dept of Homeland Security	33.77	66.23	1	2	17	2	0	205	1	9.65	228
IN Dept of Transportation	21.97	78.03	10	71	191	42	1	4,171	75	6.91	4,561
IN Economic Development Corp	53.75	46.25	0	2	8	3	0	67	0	16.25	80
IN Gaming Commission	26.85	73.15	0	3	20	7	0	119	0	20.13	149
IN Judicial Center	82.61	17.39	0	1	2	0	0	20	0	13.04	23
IN Professional Licensing Agcy	79.55	20.45	0	5	23	0	0	60	0	31.82	88
IN School for the Blind & VI	69.41	30.59	0	1	44	0	0	125	0	26.47	170
IN School for the Deaf	61.62	38.38	0	3	41	3	0	233	4	16.55	284
IN State Department of Health	69.68	30.32	3	41	149	14	1	1,173	1	15.05	1,382
IN State Library	72.22	27.78	1	1	9	0	0	43	0	20.37	54
IN State Police	24.93	75.07	6	6	141	14	0	1,599	7	9.42	1,773
IN Tax Court	80.00	20.00	0	0	3	0	0	2	0	60.00	5
IN Tobacco Prevention & Cessation	75.00	25.00	0	0	3	0	0	9	0	25.00	12
IN Utility Regulatory Comm	48.57	51.43	0	1	8	1	0	60	0	14.29	70
Integrated Public Safety Commission	40.00	60.00	0	0	1	0	0	8	1	10.00	10
Law Enforcement Training Board	37.50	62.50	0	0	2	0	0	62	0	3.13	64
Lieutenant Governor's Office	64.38	35.62	0	0	5	0	0	67	1	6.85	73
NW IN Regional Dev Authority	50.00	50.00	0	0	0	0	0	1	1	0.00	2
Off of Faith-Based & Commission Init	55.56	44.44	0	0	2	0	0	7	0	22.22	9
Office of Federal Grants & Pro	0.00	100.00	0	0	0	0	0	1	0	0.00	1
Office of Inspector General	56.25	43.75	0	0	0	0	0	16	0	0.00	16
Office of Management & Budget	11.11	88.89	0	0	0	0	0	9	0	0.00	9
Office of Technology	31.30	68.70	0	16	16	0	0	230	0	12.21	262
Prosecuting Attorney Cncl	75.00	25.00	0	0	0	0	0	8	0	0.00	8
Protection Advocacy Svcs Commission	70.00	30.00	0	0	3	0	0	27	0	10.00	30
Public Access Counselor	100.00	0.00	0	0	0	0	0	1	0	0.00	1
Public Defender Council	55.56	44.44	0	0	2	0	0	7	0	22.22	9
Public Defenders Office	59.38	40.63	0	2	8	0	0	54	0	15.63	64
Public Employee Retirement Fund	66.94	33.06	0	1	26	1	0	96	0	22.58	124
Secretary of State	62.16	37.84	0	0	1	0	0	36	37	1.35	74
State Board of Accounts	56.32	43.68	0	2	15	2	0	258	0	6.86	277
State Employees Appeals Commission	0.00	100.00	0	0	0	0	0	2	0	0.00	2

Table

Demographics

Ethnicity/Gender by State Agency (Cont.)

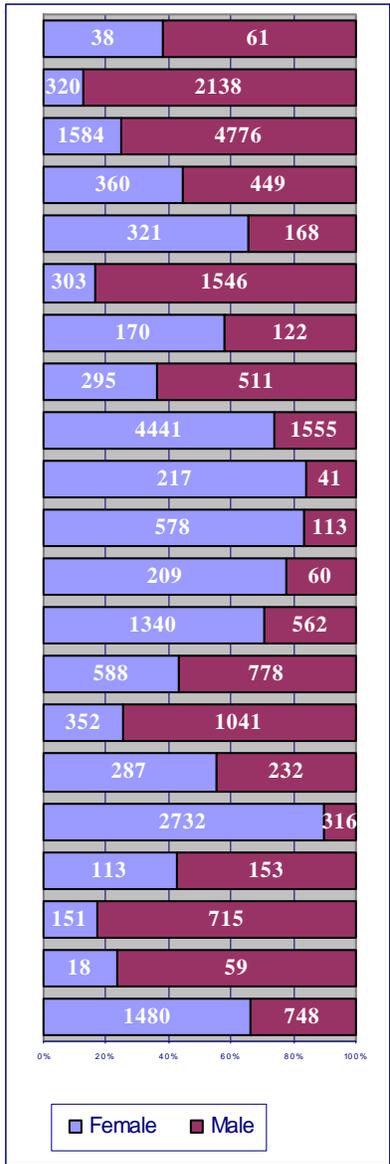
AGENCY	% Female	% Male	American Indian	Asian	Black	Hispanic	Native Hawaiian / Pacific Islander	White	Not Identified	% Minority	Total Employees
State Personnel Department	68.27	31.73	0	1	17	1	0	85	0	18.27	104
State Racing Commission	68.75	31.25	0	0	1	0	0	15	0	6.25	16
State Student Assistance	70.59	29.41	0	1	6	0	0	10	0	41.18	17
Supreme Court	63.64	36.36	0	2	13	0	1	91	3	14.55	110
Teachers Retirement Fund	48.84	51.16	0	3	11	1	0	28	0	34.88	43
Treasurer of State	66.67	33.33	0	0	1	0	0	11	0	8.33	12
Utility Consumer Counsel	27.91	72.09	0	1	2	0	0	40	0	6.98	43
War Memorials Commission	15.00	85.00	0	0	4	0	0	16	0	20.00	20
Workers' Comp Board	77.14	22.86	0	2	8	0	0	25	0	28.57	35
Total	49.61	50.39	72	388	3,976	319	7	27,061	218	14.86	32,041

Data as of 12/31/06, based on full-time employees. Ethnicity figures are based on self-reporting by employees.

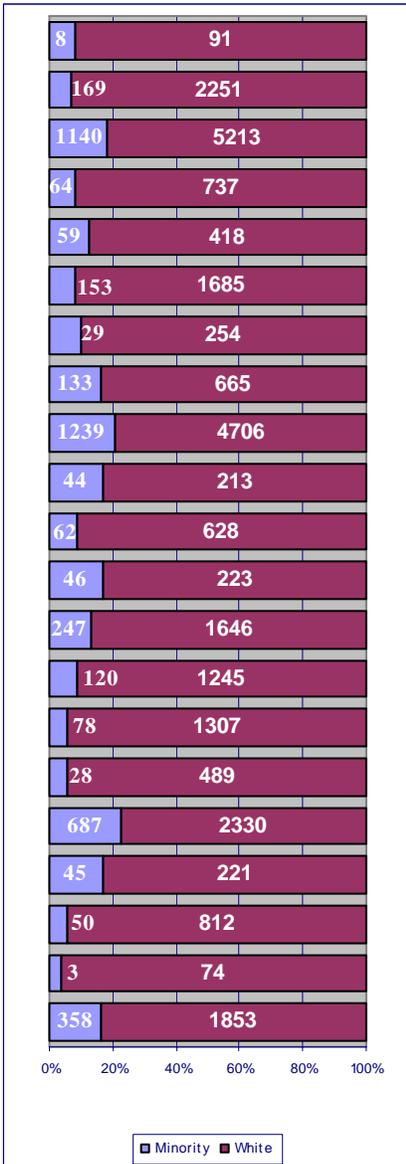
Chart

Demographics

Ethnicity / Gender by Job Function



- Utility Administration
- Transportation
- Public Health & Safety
- Other
- Legal
- Law Enforcement & Protect Svcs
- Information Technology
- Human Resources
- Human & Social Services
- Health Care
- Food Service
- Finance, Accounting & Auditing
- Fac, Grounds, Labor & Maint
- Executive
- Environment & Nat Resources
- Education & Library Science
- Clerical & Office Support
- Biological & Scientific
- Architecture & Engineering
- Animal Health
- Admin, Procurement, Purchasing



Data is as of 12/31/06, based on full-time employees with an employee status of active or suspended.
 Gender and ethnic figures are based on self-reporting by employees.

Table**Demographics****Average Age/Years of Service by Agency**

Agency	Age 50 or Older	Percentage of Workforce Age 50 or Older	Average Age	Average Years of Service
Adjutant General's Office	188	49.47	48	12
Alcohol & Tobacco Commission	28	25.23	39	10
Appellate Court	33	37.93	44	9
Attorney General	77	26.37	41	5
Auditor of State	24	38.71	47	10
Board of Animal Health	62	54.39	50	15
Bureau of Motor Vehicles	179	44.64	46	10
Dept of Administration	127	43.79	47	12
Dept of Child Services	724	34.09	43	10
Dept of Correction	2610	37.24	44	9
Dept of Education	148	50.34	47	12
Dept of Financial Institutions	31	42.47	45	16
Dept of Insurance	30	36.59	44	9
Dept of Labor	42	48.84	48	11
Dept of Local Gov Finance	25	40.98	46	13
Dept of Natural Resources	589	42.68	46	14
Dept of Revenue	388	48.62	48	14
Dept of Workforce Development	529	60.87	50	16
Division of Family Resources	934	45.76	46	13
Environmental Adjudication	0	0.00	47	7
Environmental Management	350	39.86	46	13

Table**Demographics****Average Age/Years of Service by Agency (Cont.)**

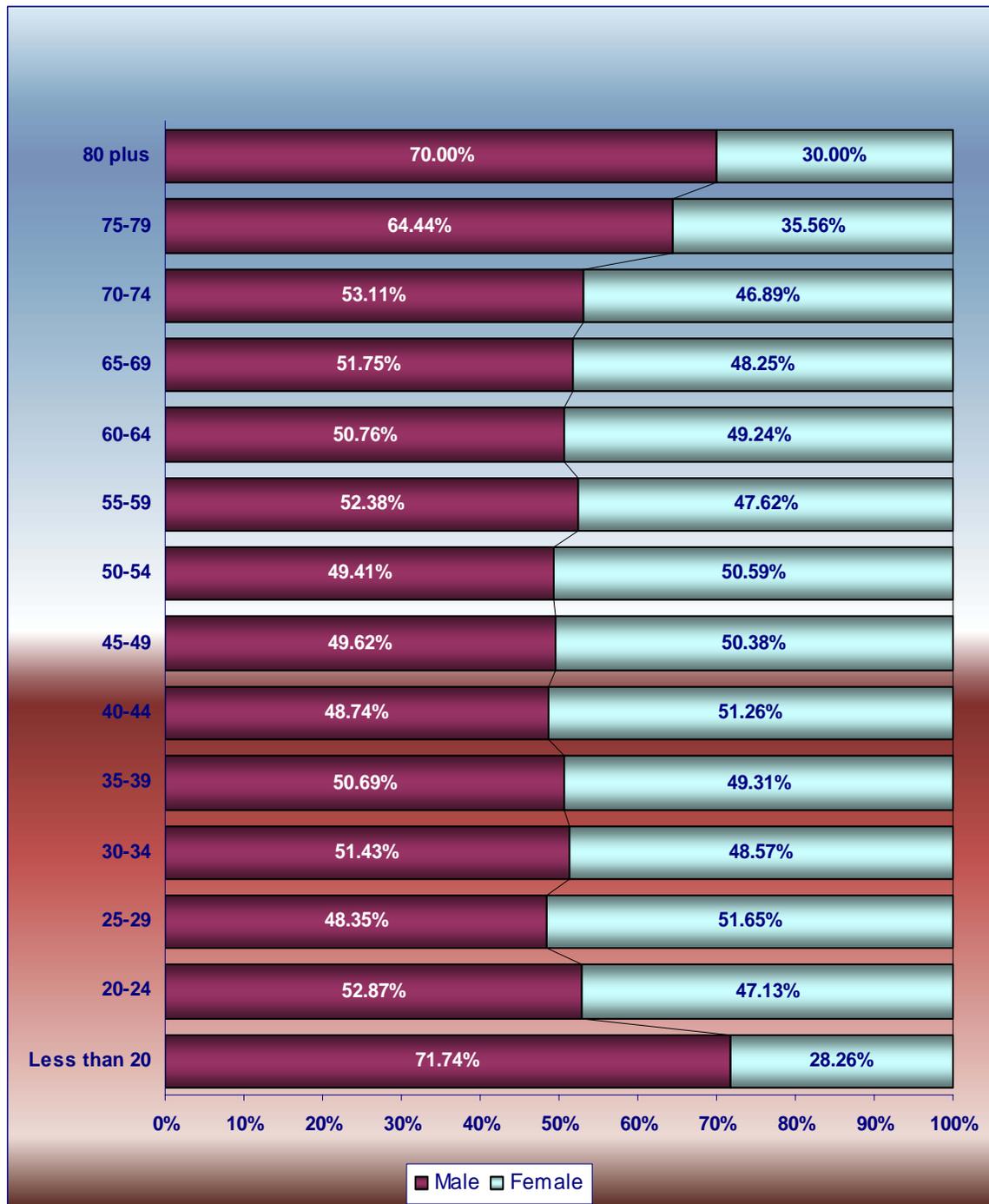
Agency	Age 50 or Older	Percentage of Workforce Age 50 or Older	Average Age	Average Years of Service
Family & Social Services Admin	1,945	48.80	56	18
Gov Plan Council for People w/Disab	4	80.00	54	20
IN Dept of Homeland Security	143	62.72	52	11
IN Dept of Transportation	2,022	44.33	47	13
IN Economic Development Corp	19	23.75	42	4
IN Gaming Commission	37	24.83	39	7
IN Professional Licensing Agcy	30	34.09	43	10
IN School for the Blind & VI	92	54.12	49	13
IN School for the Deaf	109	59.24	45	12
IN State Department of Health	719	52.03	57	14
IN State Library	27	50.00	48	15
IN State Police	445	25.10	42	14
IN Utility Regulatory Commission	20	28.57	44	10
Law Enforcement Training Board	38	59.38	51	12
Lieutenant Governor's Office	16	21.92	37	4
Office of Technology	80	30.53	44	10
Public Defenders Office	24	37.50	45	13
Public Employee Retirement Fund	39	31.45	44	6
Secretary of State	16	21.62	37	5
State Board of Accounts	108	38.99	45	17
State Personnel Department	39	37.50	44	10
Supreme Court	45	40.91	46	11

Data is based on agencies with an employee count of 50 or more.

Chart

Demographics

Gender by Age Groups



Table

Demographics

Average Age Groups by Job Function

Job Function	Less than 20	20-29	30-39	40-49	50-59	60-69	70-79	Over 80	Average Age
Admin, Procurement, Purch	-	233	361	596	783	239	14	2	47
Animal Health	-	2	7	25	34	8	1	-	50
Architecture & Engineering	2	68	112	246	330	99	9	-	48
Biological & Scientific	-	55	75	52	65	18	-	1	42
Clerical & Office Support	9	268	420	770	1,011	513	52	5	48
Education & Library Science	-	31	76	137	214	57	4	-	49
Environ & Nat Resources	-	165	321	369	451	82	3	2	44
Executive	-	91	266	346	509	142	10	2	47
Finance, Accounting & Audit	1	170	284	555	664	206	20	2	47
Food Service	-	12	36	82	103	33	3	-	48
Health Care	4	56	94	157	267	100	11	2	49
Human Resources	-	24	45	67	101	20	1	-	46
Human & Social Services	7	784	1,262	1,532	1,919	471	21	-	45
Information Technology	-	51	185	267	227	72	4	-	46
Legal	-	49	89	67	69	15	3	-	42
Fac, Grounds, Labor & Maint	2	97	187	609	709	224	20	1	49
Other	-	86	110	118	134	39	2	-	43
Public Health & Safety	1	71	108	230	271	113	13	2	48
Law Enforce & Protect Svcs	6	1,048	1,835	1,680	1,430	349	11	1	42
Transportation	14	259	400	776	757	232	20	-	46
Utility Administration	-	7	16	42	27	7	-	-	46
Total	46	3,627	6,289	8,723	10,075	3,039	222	20	46
Percent Total	0.14	11.32	19.63	27.22	31.44	9.48	0.69	0.06	

Table

Demographics

Average Age/Years of Service by Job Function

Agency	Number 50 or Older	Percent of Workforce Age 50 or Older	Average Age	Average Years of Service
Adjutant General's Office	188	49.47	48	12
Alcohol & Tobacco Commission	28	25.23	39	10
Appellate Court	33	37.93	44	9
Attorney General	77	26.37	41	5
Auditor of State	24	38.71	47	10
Board of Animal Health	62	54.39	50	15
Bureau of Motor Vehicles	179	44.64	46	10
Dept of Administration	127	43.79	47	12
Dept of Child Services	724	34.09	43	10
Dept of Correction	2,610	37.24	44	9
Dept of Education	148	50.34	47	12
Dept of Financial Institutions	31	42.47	45	16
Dept of Insurance	30	36.59	44	9
Dept of Labor	42	48.84	48	11
Dept of Local Gov Finance	25	40.98	46	13
Dept of Natural Resources	589	42.68	46	14
Dept of Revenue	388	48.62	48	14
Dept of Workforce Development	529	60.87	50	16
Division of Family Resources	934	45.76	46	13
Environmental Adjudication	0	0.00	47	7
Environmental Management	350	39.86	46	13

Data based on employee count of 32,041 as of 12/31/06, for full-time employees and agencies with 50 or more employees.

Table

Demographics

Average Age/Years of Service by Job Function (Cont.)

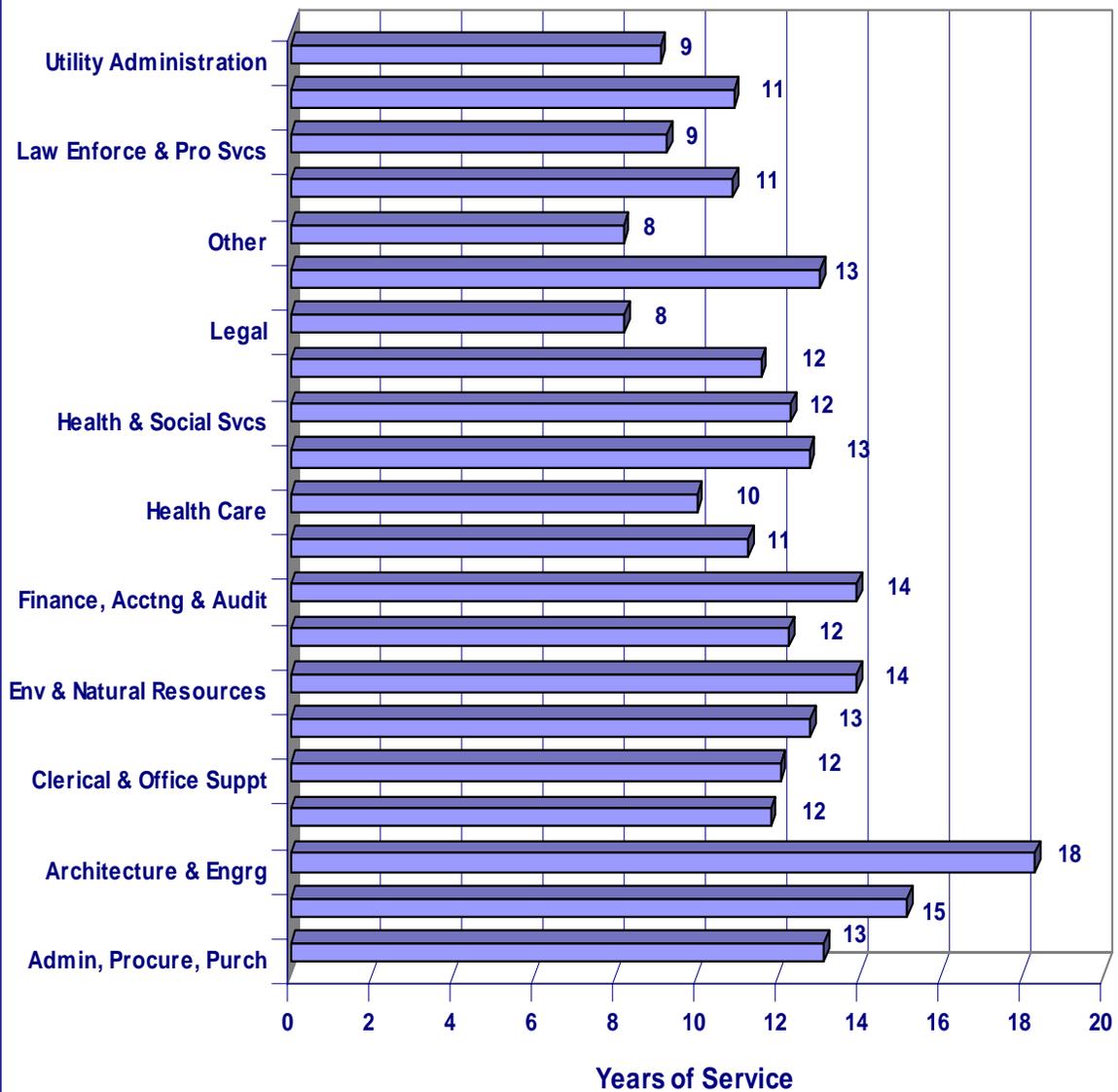
Agency	Number 50 or Older	Percent of Workforce age 50 or Older	Average Age	Average Years of Service
Family & Social Services Admin	1,945	48.80	56	18
Gov Plan Council for People w/Disab	4	80.00	54	20
IN Dept of Homeland Security	143	62.72	52	11
IN Dept of Transportation	2,022	44.33	47	13
IN Economic Development Corp	19	23.75	42	4
IN Gaming Commission	37	24.83	39	7
IN Professional Licensing Agcy	30	34.09	43	10
IN School for the Blind & VI	92	54.12	49	13
IN School for the Deaf	109	59.24	45	12
IN State Department of Health	719	52.03	57	14
IN State Library	27	50.00	48	15
IN State Police	445	25.10	42	14
IN Utility Regulatory Commission	20	28.57	44	10
Law Enforcement Training Board	38	59.38	51	12
Lieutenant Governor's Office	16	21.92	37	4
Office of Technology	80	30.53	44	10
Public Defenders Office	24	37.50	45	13
Public Employee Retirement Fund	39	31.45	44	6
Secretary of State	16	21.62	37	5
State Board of Accounts	108	38.99	45	17
State Personnel Department	39	37.50	44	10
Supreme Court	45	40.91	46	11

Data based on employee count of 32,041 as of 12/31/06, for full-time employees and agencies with 50 or more employees.

Table

Demographics

Average Length of Service by Job Function



Table

Demographics

Years of Service Percentages by Job Function

Job Function	Less than 3	3 to 5	6 to 8	9 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30
Admin, Procurement, Purch	1.43	0.87	0.62	0.34	1.02	0.87	0.61	0.65	0.53
Animal Health	0.03	0.02	0.02	0.02	0.02	0.05	0.03	0.02	0.02
Architecture & Engineering	0.23	0.28	0.19	0.12	0.39	0.32	0.31	0.32	0.54
Biological & Scientific	0.23	0.13	0.07	0.03	0.07	0.08	0.08	0.07	0.06
Clerical & Office Support	1.80	1.23	1.18	0.67	1.53	1.19	0.71	0.72	0.49
Education & Library Science	0.21	0.27	0.21	0.11	0.22	0.20	0.18	0.14	0.07
Environ & Nat Resources	0.73	0.41	0.40	0.17	0.79	0.60	0.52	0.41	0.32
Executive	1.29	0.46	0.32	0.17	0.50	0.41	0.34	0.35	0.43
Finance, Acctng & Audit	0.90	0.66	0.59	0.33	0.96	0.91	0.65	0.57	0.39
Food Service	0.17	0.12	0.07	0.08	0.14	0.11	0.08	0.05	0.02
Health Care	0.73	0.23	0.20	0.09	0.29	0.27	0.18	0.10	0.07
Human Resources	0.17	0.08	0.07	0.04	0.14	0.12	0.07	0.07	0.04
Human & Social Services	4.14	2.38	1.78	0.99	2.79	2.30	1.69	1.37	1.28
Information Technology	0.58	0.39	0.27	0.16	0.30	0.26	0.26	0.16	0.15
Legal	0.36	0.09	0.10	0.04	0.13	0.07	0.05	0.04	0.02
Fac, Grounds, Labor & Mant	1.07	0.70	0.56	0.33	0.84	0.75	0.69	0.55	0.28
Other	0.57	0.30	0.15	0.07	0.12	0.10	0.07	0.10	0.04
Public Health & Safety	0.54	0.38	0.27	0.16	0.41	0.37	0.20	0.11	0.09
Law Enforce & Protect Svcs	5.11	3.37	2.61	1.37	2.99	2.09	1.02	0.88	0.42
Transportation	2.29	0.99	0.84	0.42	0.74	0.67	0.64	0.64	0.43
Utility Administration	0.07	0.05	0.06	0.01	0.05	0.04	0.02	0.01	0.01
Percent Total	22.67	13.40	10.60	5.73	14.43	11.76	8.39	7.31	5.71

Table

Demographics

Years of Service Groups by Job Function

Job Function	Less than 3	3 to 5	6 to 8	9 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30
Admin, Procurement, Purch	459	279	200	110	326	280	194	209	171
Animal Health	10	7	8	6	7	15	11	7	6
Architecture & Engineering	74	90	61	40	126	104	98	101	172
Biological & Scientific	73	43	24	11	22	26	25	22	20
Clerical & Office Support	577	393	377	215	490	380	228	231	157
Education & Library Science	68	87	67	36	71	64	59	44	23
Environ & Nat Resources	235	130	129	53	253	192	167	130	102
Executive	412	148	103	55	159	131	108	111	139
Finance, Acctng & Audit	287	210	188	105	307	291	207	181	125
Food Service	55	37	22	25	44	36	27	16	7
Health Care	234	73	65	28	93	86	57	31	24
Human Resources	53	26	23	14	46	37	22	24	13
Human & Social Services	1326	763	570	317	894	735	540	439	410
Information Technology	187	124	85	52	96	82	82	51	47
Legal	116	30	33	13	43	21	16	13	7
Fac, Grounds, Labor & Mant	342	223	178	107	268	241	222	177	90
Other	184	96	48	21	39	32	23	32	13
Public Health & Safety	174	121	88	50	130	118	64	34	28
Law Enforce & Protect Svcs	1636	1078	835	439	956	668	328	282	133
Transportation	733	318	270	136	237	213	204	205	139
Utility Administration	24	15	20	2	15	13	6	2	2
Total	7259	4291	3394	1835	4622	3765	2688	2342	1828
Percent Totals	22.67	13.40	10.60	5.73	14.43	11.76	8.39	7.31	5.71

Table

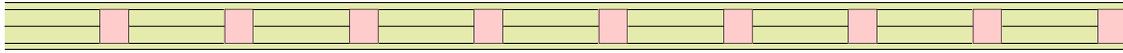
Demographics

Average Years of Service by Job Function

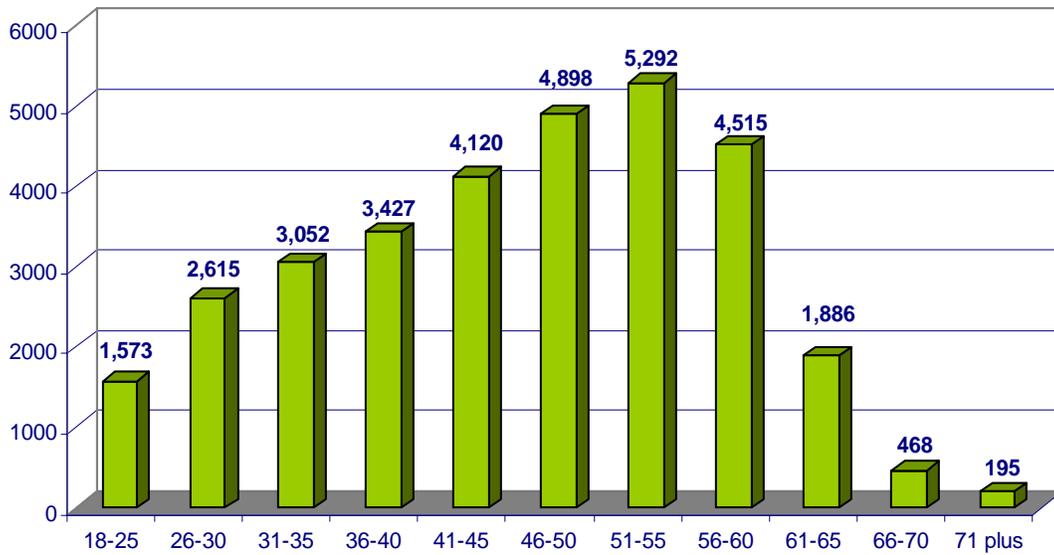
Job Function	Average Years of Service
Admin, Procurement, Purchasing	13
Animal Health	15
Architecture & Engineering	18
Biological & Scientific	12
Clerical & Office Support	12
Education & Library Science	13
Environment & Nat Resources	14
Executive	12
Finance, Accounting & Auditing	14
Food Service	11
Health Care	10
Human Resources	13
Human & Social Services	12
Information Technology	12
Legal	8
Facility, Grounds, Labor & Maintenance	13
Other	8
Public Health & Safety	11
Law Enforcement & Protect Services	9
Transportation	11
Utility Administration	9

Chart

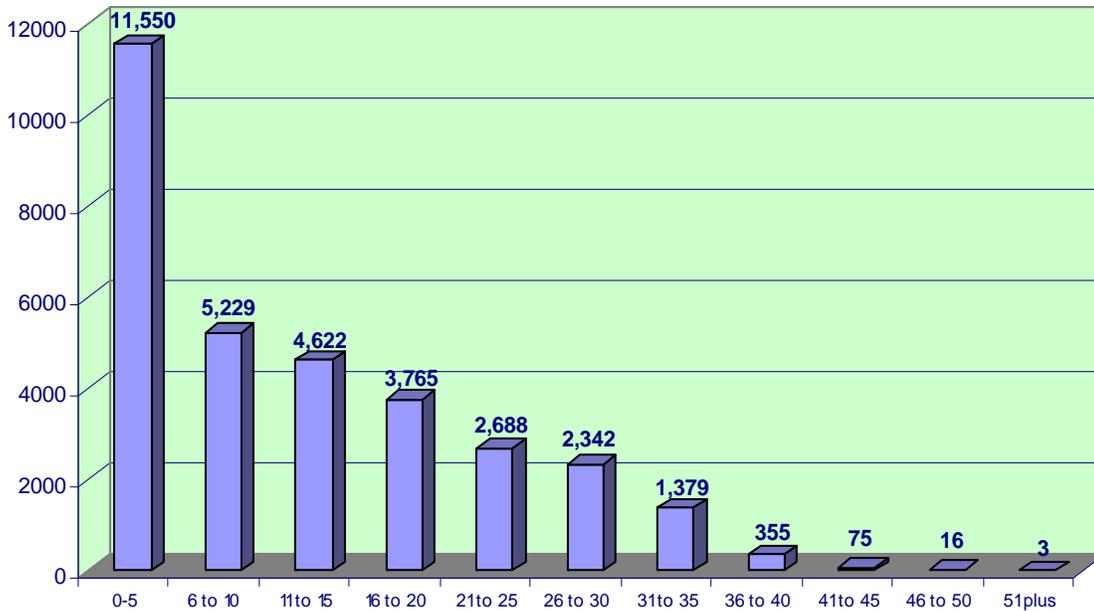
Demographics



Distribution of Employees by Age



Distribution of Employees by Years of Service



Salary



Compensation

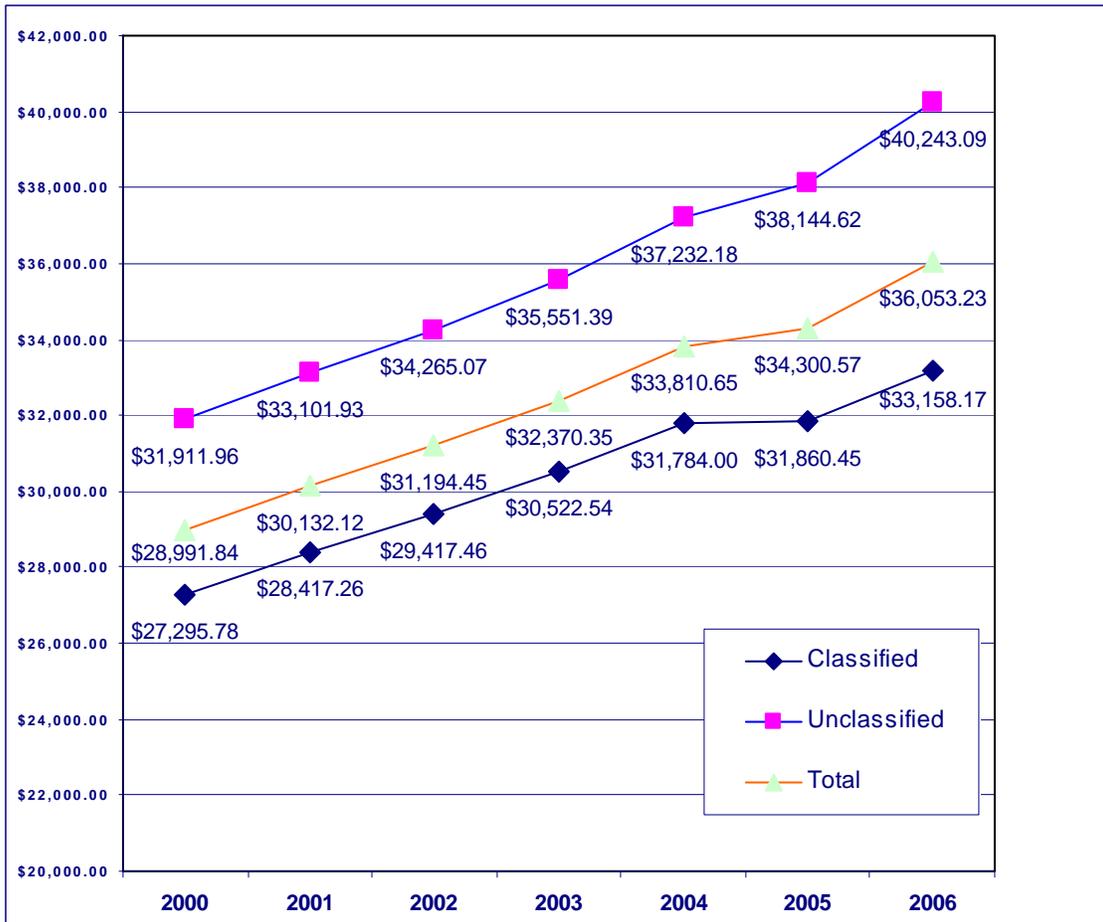


Chart

Salary

- State government employees median annual wage for 2006 was \$32,285.76.

Average Annual Salary Trends



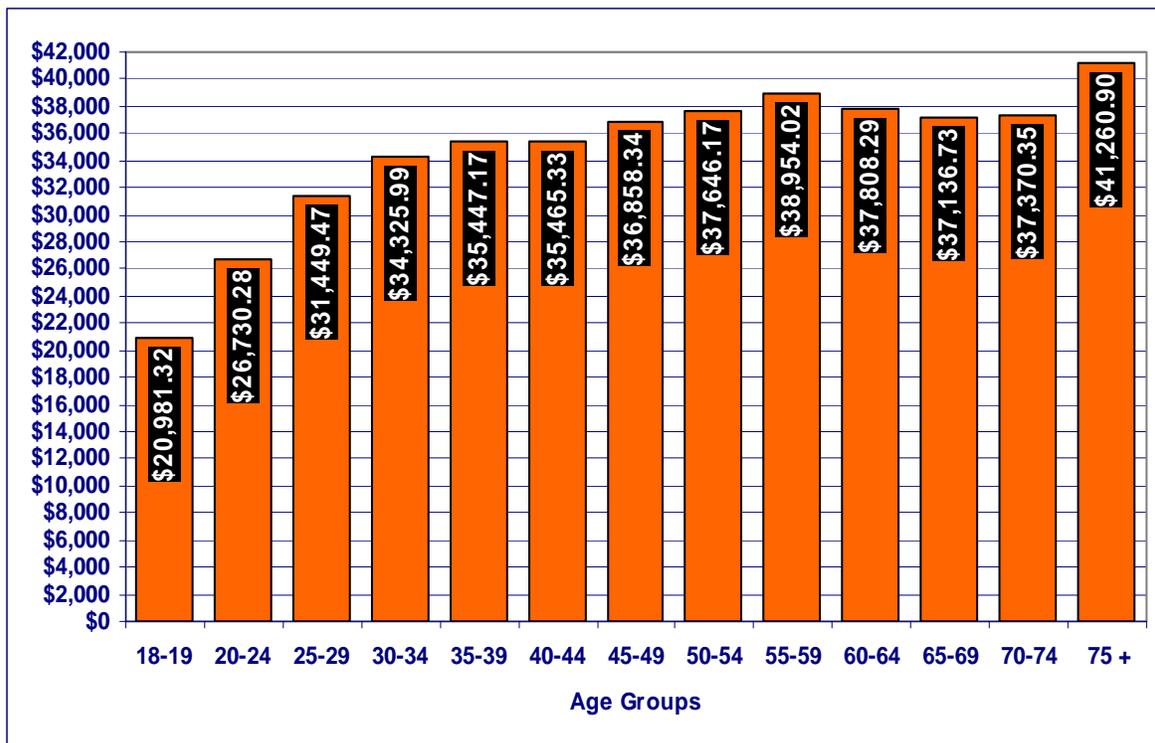
Data as of December 31, 2006, based on full-time employees.

Chart

Salary



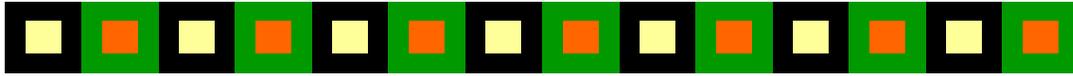
Average Salaries by Age Group



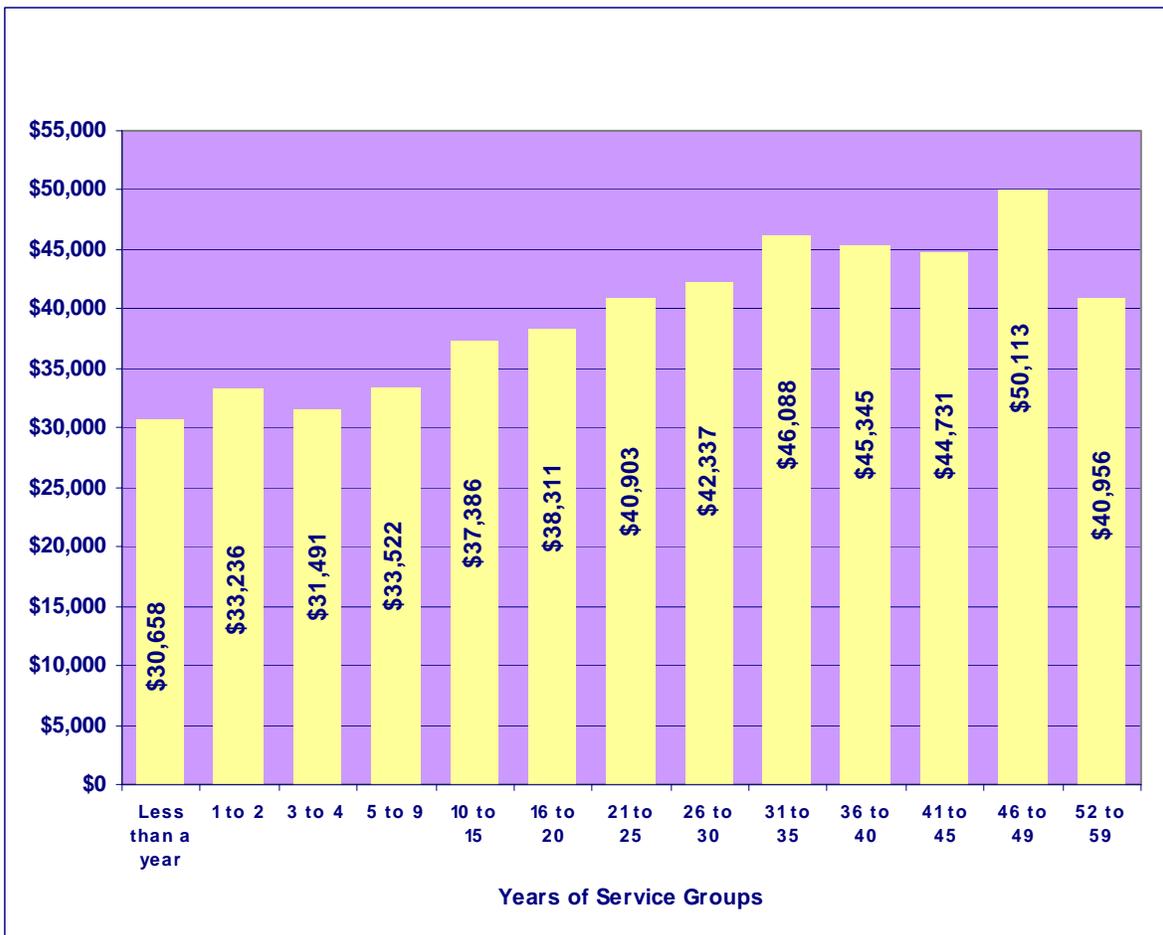
Data as of 12/31/06, based on full-time employees.

Chart

Salary



Average Salary by Years of Service Group



Data as of 12/31/06, based on full-time employees.

Workforce Mobility



Workforce Mobility

Table Workforce Mobility

Separations from State Government by Job Function

Job Function	Voluntary		Involuntary			% Turnover	Workforce
	Retired	Resigned	Discharged	Death	Lay-off		
Admin, Procurement, Purch	46	184	46	8	10	13	2,228
Architecture & Engineering	22	41	6	2	3	9	866
Animal Health	0	4	0	1	0	6	77
Biological & Scientific	2	11	1	1	1	6	266
Clerical & Office Support	69	270	110	20	50	17	3,048
Education & Library Science	20	46	6	1	13	17	519
Environment & Nat Resources	13	89	9	2	0	8	1,393
Executive	29	102	26	2	1	12	1,366
Finance, Accounting & Audit	47	128	33	10	13	12	1,902
Food Service	7	27	25	3	62	46	269
Health Care	15	160	45	5	29	37	691
Human Resources	6	17	10	1	4	15	258
Human & Social Services	129	528	148	19	567	23	5,996
Information Technology	14	53	12	2	24	13	806
Legal	1	52	0	2	0	19	292
Fac, Grounds, Labor & Mant	46	167	65	13	96	21	1,849
Other	4	22	5	0	2	7	489
Public Health & Safety	16	89	11	1	2	15	809
Law Enforcement & Protect Svcs	101	728	349	20	12	19	6,360
Transportation	44	347	75	11	16	20	2,458
Utility Administration	0	9	1	0	0	10	99
Total of Workforce	631	3,074	983	124	905	18	32,041

Data based on separations involving full-time employees for the calendar year 2006.

Table

Workforce Mobility

Turnover by State Agency

Agency	Retired	Resigned	Discharged	Death	Lay-off	Total	% Turnover
Adjutant General's Office	1	41	16	2	0	60	16
Alcohol & Tobacco Commission	6	6	2	0	0	14	13
Appellate Court	0	13	0	2	0	15	17
Attorney General	0	37	9	0	0	46	16
Auditor of State	3	4	2	0	0	9	15
Board of Animal Health	0	8	0	1	0	9	8
Board of Tax Review	0	2	0	0	0	2	10
Budget Agency	0	2	0	0	0	2	7
Bureau of Motor Vehicles	7	47	37	0	0	91	23
Civil Rights Commission	1	3	0	0	1	5	15
Clerk Supreme & Appellate Ct	0	3	0	0	0	3	23
Commission on Public Records	0	3	3	0	0	6	22
Criminal Justice Inst	0	5	5	0	0	10	29
Dept of Administration	8	26	14	3	0	51	18
Dept of Agriculture	2	1	4	0	0	7	10
Dept of Child Services	23	114	34	3	0	174	8
Dept of Correction	133	909	385	30	14	1,471	21
Dept of Education	4	32	1	0	0	37	13
Dept of Financial Institutions	2	1	0	0	0	3	4
Dept of Insurance	0	8	4	0	1	13	16
Dept of Labor	4	7	0	0	0	11	13
Dept of Local Gov Finance	0	2	0	1	0	3	5
Dept of Natural Resources	20	85	12	4	0	121	9
Dept of Revenue	30	62	22	3	5	122	15
Dept of Veterans Affairs	1	3	0	0	0	4	31
Dept of Workforce Development	35	76	24	4	6	145	17
Environmental Management	7	65	7	2	0	81	9
Family & Social Services Admin*	149	578	156	35	739	1,657	27
Governor's Office	0	9	0	0	0	9	30
Historical Bureau	0	2	0	0	1	3	60
IN Arts Commission	1	0	0	0	0	1	9
IN Dept of Homeland Security	5	17	6	0	0	28	12
IN Dept of Transportation	101	493	92	17	20	723	16

*Data for Family & Social Services Administration includes the Division of Family Resources.

Table Workforce Mobility

Turnover by State Agency (Cont.)

Agency	Retired	Resigned	Discharged	Death	Lay-off	Total	*%Turnover
IN Economic Development Corp	0	12	2	0	0	14	18
IN Gaming Commission	1	6	7	0	0	14	9
IN Professional Licensing Agcy	1	8	5	0	0	14	16
IN School for the Blind & VI	4	9	6	0	0	19	11
IN School for the Deaf	4	14	10	0	0	28	10
IN State Department of Health	18	169	58	6	118	369	30
IN State Library	1	4	2	0	1	8	15
IN State Police	45	62	17	4	0	128	7
IN Tobacco Prevention & Cessation	0	1	0	0	0	1	8
IN Utility Regulatory Commission	0	5	2	0	0	7	10
Law Enforcement Training Board	0	2	1	1	0	4	6
Lieutenant Governor's Office	0	3	13	0	2	18	25
Office of Faith-Based & Comm Initiative	0	1	0	0	0	1	11
Office of Inspector General	0	2	0	0	0	2	13
Office of Technology	3	12	2	1	0	18	7
Prosecuting Attorney Council	0	1	0	0	0	1	13
Protection Advocacy Services Comm	0	1	1	0	0	2	7
Public Access Counselor	0	1	1	0	0	2	200
Public Defender Council	0	1	0	0	0	1	11
Public Defenders Office	0	2	0	0	0	2	3
Public Employee Retirement Fund	1	15	12	1	0	29	23
Secretary of State	0	10	4	0	0	14	19
Soldiers & Sailors Children's Home	3	10	4	2	0	19	11
State Board of Accounts	1	14	0	0	0	15	5
State Personnel Department	0	6	1	0	0	7	7
State Racing Commission	0	1	3	0	0	4	25
State Student Assistance	0	0	2	0	0	2	12
Supreme Court	0	11	0	0	0	11	10
Teachers Retirement Fund	0	5	5	0	0	10	23
Treasurer of State	1	2	0	0	0	3	25
Utility Consumer Counsel	0	5	1	0	0	6	14
War Memorials Commission	1	3	0	0	0	4	20
Workers' Comp Board	0	4	0	0	0	4	11

*Turnover equals separations divided by agency workforce totals.
 Separations include retired, resigned, discharged, death and/or lay-off.
 Data based on separations involving full-time employees for the calendar year 2006.

Chart Workforce Mobility

Employees Currently Eligible to Retire

Eligible to Retire w/Reduced Benefits		
Age*	# Employees Eligible	% of Workforce
50	514	1.60
51	604	1.89
52	579	1.81
53	568	1.77
54	640	2.00
55	384	1.20
56	373	1.16
57	318	0.99
58	302	0.94
59	242	0.76
Total	4,524	14.12

***Early retirement formula with reduced benefits:**

At age 50 through 59 with 15 or more years of creditable service.



Eligible to Retire w/Full Benefits**		
Age	# Employees Eligible	% of Workforce
55	189	0.59
56	215	0.67
57	253	0.79
58	234	0.73
59	256	0.80
60+	392	1.22
61+	287	0.90
62+	202	0.63
63+	200	0.62
64+	209	0.65
65+	899	2.81
Total	3,336	10.41

****Full Pension Benefits eligibility:**

At age 65 with 10 or more years of creditable service.

At age 60 with 15 or more years of creditable service.

At least age 55 plus the employee's years of service is at least 85 (known as the "Rule of 85").

Data based on full-time employees as of 12/31/2006.

Table Workforce Mobility

*Employees Eligible to Retire In 5 Years with Full Benefits

Agency	# Eligible In 5 Yrs	Employee Count	% Of Workforce
Adjutant General's Office	141	380	37
Alcohol & Tobacco Commission	29	111	26
Appellate Court	28	87	32
Attorney General	29	292	10
Auditor of State	23	62	37
Board of Animal Health	53	114	46
Bureau of Motor Vehicles	137	401	34
Dept of Administration	81	290	28
Dept of Child Services	710	2,124	33
Dept of Correction	1,871	7,008	27
Dept of Education	144	294	49
Dept of Financial Institutions	39	73	53
Dept of Insurance	29	82	35
Dept of Labor	31	86	36
Dept of Local Gov Finance	29	61	48
Dept of Natural Resources	580	1,380	42
Dept of Revenue	354	798	44
Dept of Workforce Development	559	869	64
Environmental Management	319	878	36

***Full Pension Benefits eligibility:**

At age 65 with 10 or more years of creditable service.

At age 60 with 15 or more years of creditable service.

At least age 55 plus the employee's years of service is at least 85 (known as the "Rule of 85").

Data based on full-time employees and agencies with 50 or more employees as of 12/31/2006.

Table

Workforce Mobility

*Employees Eligible To Retire In 5 Years w/ Full Benefits (Cont.)

Agency	# Eligible In 5 Yrs	Employee Count	% of Workforce
Family & Social Services Admin**	2,798	6,027	46
IN Dept of Homeland Security	108	228	47
IN Dept of Transportation	1,683	4,561	37
IN Economic Development Corp	7	80	9
IN Gaming Commission	34	149	23
IN Professional Licensing Agcy	25	88	28
IN School for the Blind & VI	85	170	50
IN School for the Deaf	86	284	30
IN State Department of Health	510	1,372	37
IN State Library	35	54	65
IN State Police	454	1,773	26
IN Utility Regulatory Comm.	13	70	19
Law Enforcement Training Board	32	64	50
Lieutenant Governor's Office	16	73	22
Office of Technology	54	262	21
Public Defenders Office	28	64	44
Public Employee Retirement Fund	16	124	13
Secretary of State	7	74	9
State Board of Accounts	128	277	46
State Personnel Department	24	104	23
Supreme Court	43	110	39

*** Full Pension Benefits eligibility:**

At age 65 with 10 or more years of creditable service.

At age 60 with 15 or more years of creditable service.

At least age 55 plus the employee's years of service is at least 85 (known as the "Rule of 85").

Data based on full-time employees and agencies with 50 or more employees as of 12/31/2006.

** FSSA consists of all DFC county offices and state hospitals.

Table Workforce Mobility

*Employees Eligible to Retire In 5 Years with Reduced Benefits

Agency	# Eligible In 5 Yrs	Employee Count	% Of Workforce
Adjutant General's Office	40	380	11
Alcohol & Tobacco Commission	7	111	6
Appellate Court	9	87	10
Attorney General	8	292	3
Auditor of State	2	62	3
Board of Animal Health	17	114	15
Bureau of Motor Vehicles	30	401	7
Dept of Administration	37	290	13
Dept of Child Services	133	2,124	6
Dept of Correction	545	7,008	8
Dept of Education	24	294	8
Dept of Financial Institutions	12	73	16
Dept of Insurance	4	82	5
Dept of Labor	8	86	9
Dept of Local Gov Finance	8	61	13
Dept of Natural Resources	170	1,380	12
Dept of Revenue	88	798	11
Dept of Workforce Development	57	869	7
Environmental Management	104	878	12

***Early Retirement formula with reduced benefits:**

At age 50 through 59 with 15 or more years of credible service.

Data based on full-time employees and agencies with 50 or more employees as of 12/31/2006.

Table Workforce Mobility

*Employees Eligible to Retire In 5 Yrs w/ Reduced Benefits (Cont.)

Agency	# Eligible In 5 Yrs	Employee Count	% Of Workforce
Family & Social Svcs Admin	586	6,027	10
IN Dept of Homeland Security	18	228	8
IN Dept of Transportation	533	4,561	12
IN Economic Development Corp	2	80	3
IN Gaming Commission	7	149	5
IN Professional Licensing Agcy	4	88	5
IN School for the Blind & VI	19	170	11
IN School for the Deaf	35	284	12
IN State Department of Health	94	1,372	7
IN State Library	4	54	7
IN State Police	231	1,773	13
IN Utility Regulatory Comm	10	70	14
Law Enforcement Training Board	4	64	6
Lieutenant Governor's Office	0	73	0
Office of Technology	27	262	10
Public Defenders Office	9	64	14
Public Empl Retirement Fund	8	124	6
Secretary of State	5	74	7
State Board of Accounts	45	277	16
State Personnel Department	10	104	10
Supreme Court	12	110	11

***Early Retirement formula with reduced benefits:**

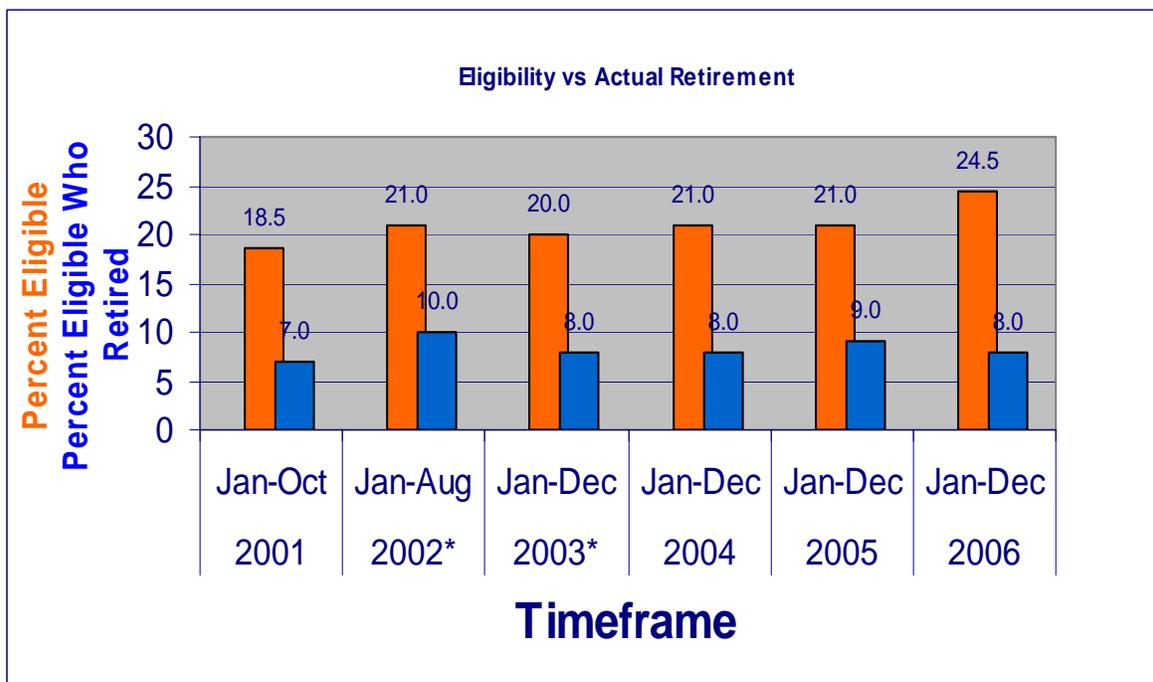
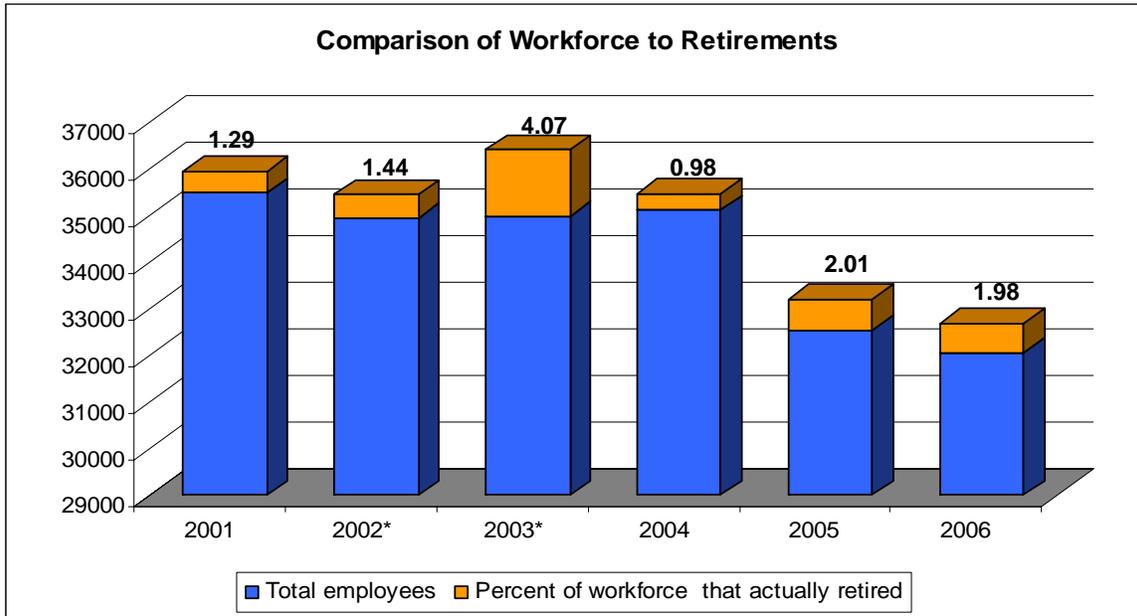
At age 50 through 59 with 15 or more years of credible service.

Data based on full-time employees and agencies with 50 or more employees as of 12/31/2006.

Chart

Workforce Mobility

Historical Data on Retirement

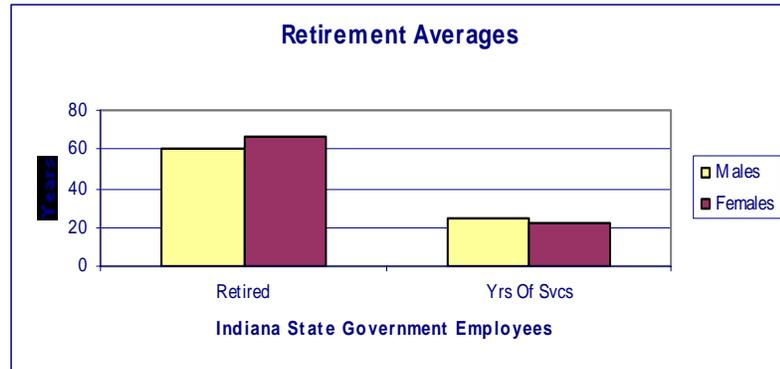


*Retirement Incentive Program implemented November 1, 2002 - June 14, 2003.

Chart

Workforce Mobility

- The average retirement age for males is 60 years of age, with 25 years of service.
- The average retirement age for females is 67 years of age, with 22 years of service.



Average Age of Retirees from State Government

Job Function	Retirement Age		Years of Services	
	Male	Female	Male	Female
Admin, Procure, Purchasing	64	63	28	22
Architecture & Engineering	62	N/A	30	N/A
Animal Health	N/A	N/A	N/A	N/A
Biological & Scientific	71	N/A	32	N/A
Clerical & Office Support	79	64	19	22
Education & Library Science	61	63	23	25
Environ & Nat Resources	59	57	25	26
Executive	62	58	26	23
Finance, Accounting & Auditing	62	64	28	21
Food Service	N/A	64	N/A	26
Health Care	65	63	26	21
Human Resources	N/A	61	N/A	25
Human & Social Services	64	62	26	25
Information Technology	61	65	26	19
Legal	N/A	65	N/A	30
Facility, Grounds, Labor & Maintenance	63	65	22	19
Other	65	67	24	15
Public Health & Safety	67	64	28	18
Law Enforce & Protect Services	58	63	25	18
Transportation	64	66	23	13
Utility Administration	N/A	N/A	N/A	N/A

Leave



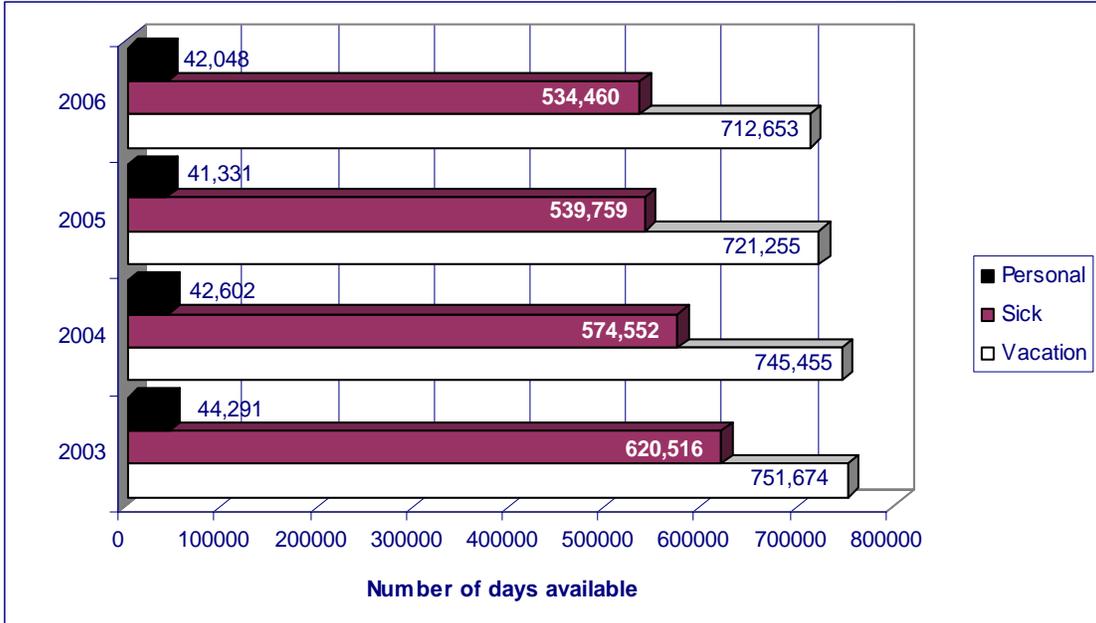
Vacation, Sick & Personal



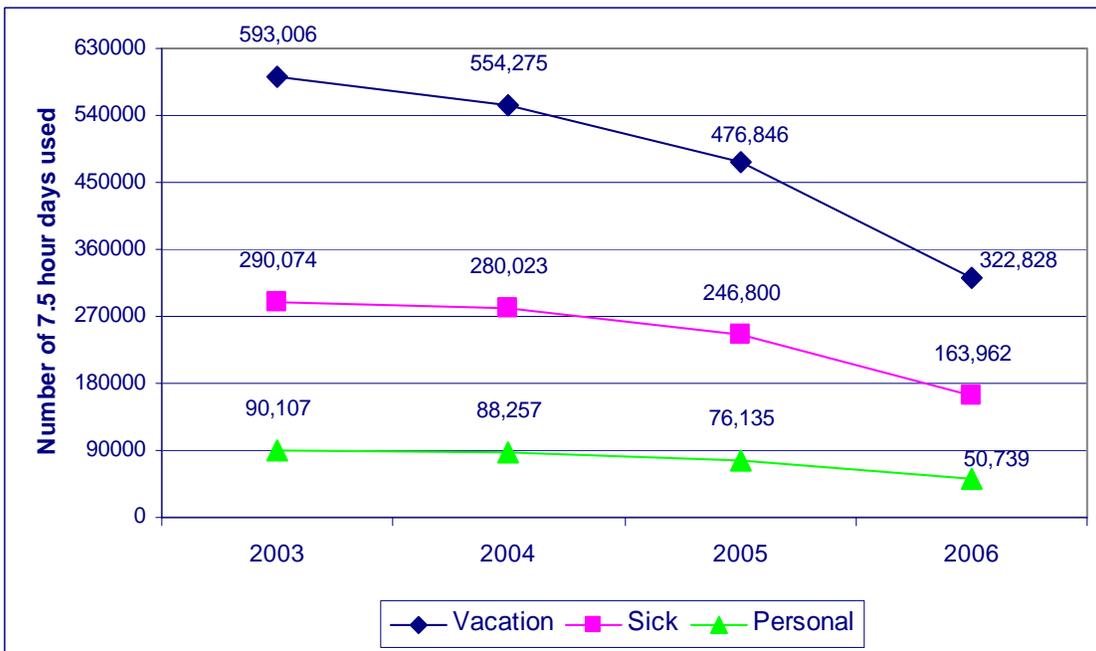
Chart

Leave

Leave Balance Summaries



Leave Used Summaries



Charts represent total state employees' leave balances for the year ending December 31, 2006. The number of days are based on a 7.5 hour day and is rounded to the nearest day.

State Agencies Included in Data

- Alcohol & Tobacco Commission
- Appellate Court
- Attorney General
- Auditor of State
- Board of Animal Health
- Board of Tax Review
- Budget Agency
- Bureau of Motor Vehicles
- Civil Rights Commission
- Clerk Supreme & Appellate Court
- Commission on Proprietary Education
- Commission on Public Records
- Criminal Justice Institute
- Department of Administration
- Department of Agriculture
- Department of Child Services
- Department of Correction
- Department of Education
- Department of Financial Institutions
- Department of Insurance
- Department of Labor
- Department of Local Government Finance
- Department of Natural Resources
- Department of Revenue
- Department of Veterans Affairs
- Department of Workforce Development
- Division of Family Resources
- Education Employ Relations Board
- Environmental Adjudication
- Environmental Management
- Family & Social Services Administration
- Governor's Office
- Governor's Planning Council for People with Disabilities
- Historical Bureau
- Indiana Arts Commission
- Indiana Department of Gaming Research
- Indiana Department of Homeland Security
- Indiana Department of Transportation
- Indiana Economic Development Corp
- Indiana Gaming Commission
- Indiana Judicial Center
- Indiana Professional Licensing Agcy
- Indiana Protection and Advocacy Services Commission
- Indiana School for the Blind & VI
- Indiana School for the Deaf
- Indiana State Department of Health
- Indiana State Library
- Indiana State Police
- Indiana Tax Court
- Indiana Tobacco Prevention & Cessation
- Indiana Utility Regulatory Commission
- Integrated Public Safety Commission
- Law Enforcement Training Board
- Lieutenant Governor's Office
- NW Indiana Regional Development Authority
- Office of Faith-Based & Community Initiative
- Office of Federal Grants & Pro
- Office of Inspector General
- Office of Management & Budget
- Office of Technology
- Prosecuting Attorneys Council
- Public Access Counselor
- Public Defender Council
- Public Defenders Office
- Public Employees Retirement Fund
- Secretary of State
- State Board of Accounts
- State Employees Appeals Commission
- State Personnel Department
- State Racing Commission
- State Student Assistance
- Supreme Court
- Teachers Retirement Fund
- The Military Department (Adjutant General's Office)
- Treasurer of State
- Utility Consumer Counsel
- War Memorials Commission
- Workers' Compensation Board