

2007



Annual Workforce Report



Daniel L. Hackler
State Personnel Director



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Our Culture

When you become part of Indiana state government, you join a performance-based organization. Together, we strive to create an environment of accountability where employees are rewarded for their success and find opportunities for career advancement, skills training and personal growth.

Our Vision

To transform the executive branch of state government into an energized, high-performance organization by attracting, developing, retaining and appropriately rewarding capable employees.

Our Mission

To support the Governor and the heads of agencies in meeting their goals and objectives by proactively providing integrated human resource services.



A Letter from the Director

December 2008

Dear State Human Resource Professional:

We are pleased to provide you with the State of Indiana 2007 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.

The State endeavors to recruit and retain a government workforce capable of delivering efficient and high quality services to our citizens. Agencies are encouraged to plan, analyze, and develop 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.

State Personnel Department staff will continue to 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,

Daniel L. Hackler
State Personnel Director



Workforce Demographics





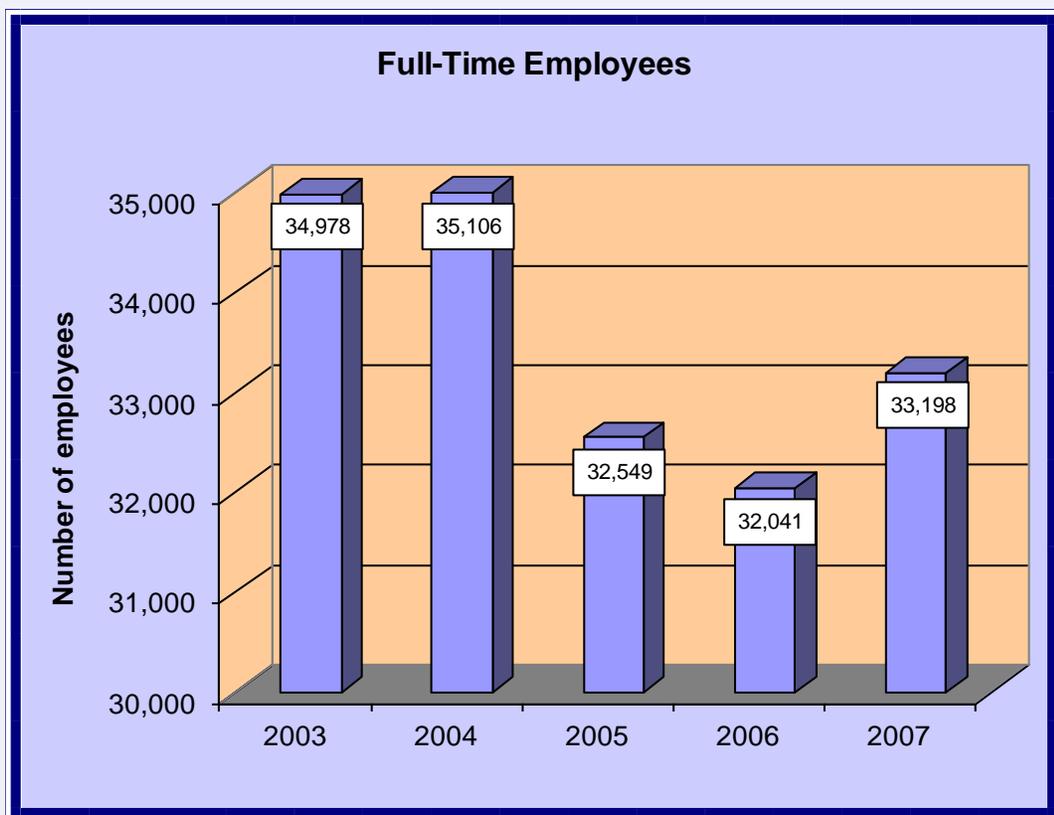
Workforce by the Numbers

State of Indiana's workforce *	33,299
Median annual wage of State employees	\$33,657
Average age of State employees	45
Most diverse State agency: Indiana Civil Rights Commission	54.5%
Most populated Job Function: Law Enforcement & Protective Services	7,308 (22%)
County with the 2nd largest increase (behind Marion County) in State employees: Hendricks	627
Applications for State employment in 2007	166,975

* Data includes full-time and part-time employees.



Number of Full-Time Employees 2003 Through 2007



Workforce Demographics

State Employees by Agency



AGENCY	Number of Employees		Percent of Workforce
	Full-Time	Part-Time	
Adjutant General's Office	502	3	1.52%
Alcohol & Tobacco Commission	120		0.36%
Appellate Court	94	7	0.30%
Attorney General	322		0.97%
Auditor of State	66		0.20%
Board of Animal Health	121		0.36%
Board of Tax Review	19		0.06%
Budget Agency	32		0.10%
Bureau of Motor Vehicles	376	1	1.13%
Civil Rights Commission	33		0.10%
Commission on Public Records	32	1	0.10%
Commission on Proprietary Education	7		0.02%
Criminal Justice Institute	36		0.11%
Dept of Administration	264		0.79%
Dept of Agriculture	73		0.22%
Dept of Child Services	2527	1	7.59%
Dept of Correction	7490	3	22.50%
Dept of Education	314		0.94%
Dept of Financial Institutions	67		0.20%
Dept of Insurance	91		0.27%
Dept of Labor	85	1	0.26%
Dept of Local Government Finance	63		0.19%
Dept of Natural Resources	1438	2	4.32%
Dept of Revenue	765	1	2.30%
Dept of Veterans Affairs	15		0.05%
Dept of Workforce Development	913		2.74%
Education Employee Relations Board	7	2	0.03%
Environmental Adjudication	3		0.01%
Environmental Management	919	9	2.79%
Family & Social Services Administration	4722	46	14.32%
Governor's Office	32	1	0.10%
Governor's Planning Council for People w/Disabilities	5		0.02%
Historical Bureau	8		0.02%
Indiana Arts Commission	8		0.02%
Indiana Dept of Homeland Security	238		0.71%
Indiana Dept of Transportation	4594	1	13.80%
Indiana Economic Development Corp	79	1	0.24%

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Workforce Demographics

State Employees by Agency (Cont.)



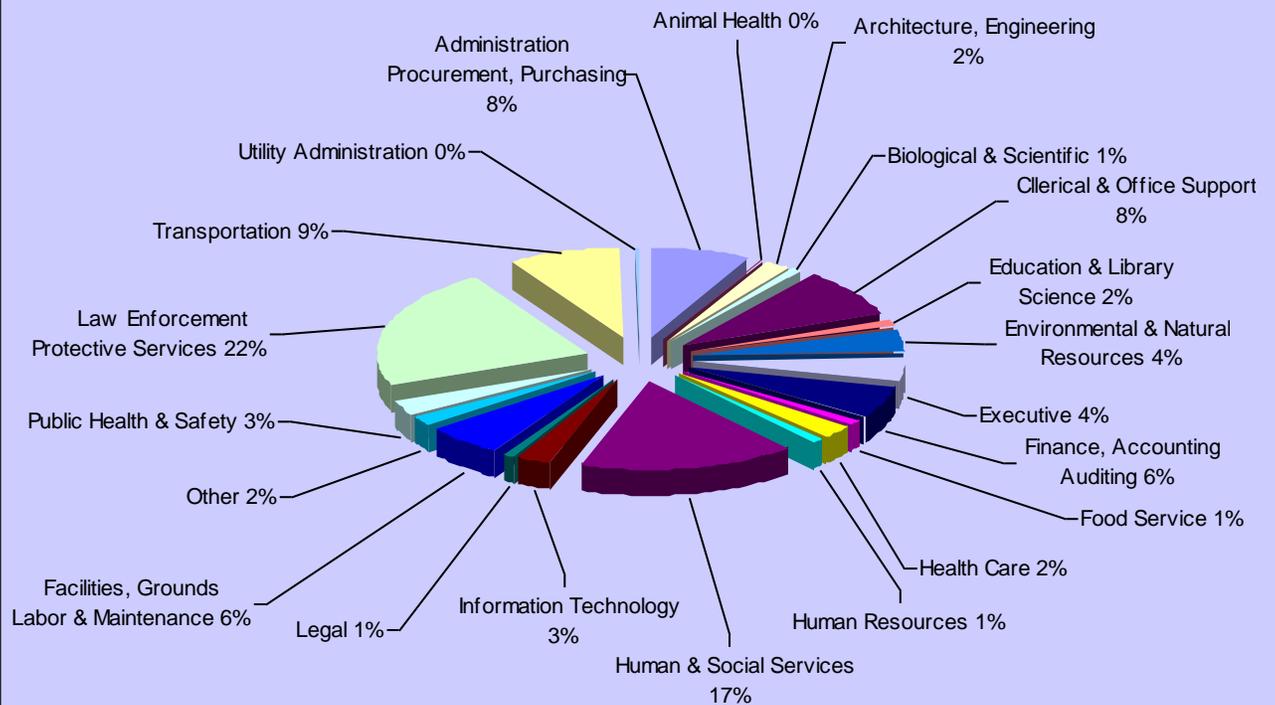
AGENCY	Number of Employees		Percent of Workforce
	Full-Time	Part-Time	
Indiana Election Commission			0.03%
Indiana Gaming Commission	9		0.59%
Indiana Judicial Center	25		0.08%
Indiana Professional Licensing Agency	94		0.28%
Indiana School for the Blind & VI	181		0.54%
Indiana School for the Deaf	287		0.86%
Indiana State Department of Health*	1444	9	4.36%
Indiana State Library	59		0.18%
Indiana State Police	2024		6.08%
Indiana Tax Court	5		0.02%
Indiana Tobacco Prevent & Cessation	13		0.04%
Indiana Utility Regulatory Commission	76		0.23%
Integrated Public Safety Commission	11		0.03%
Law Enforcement Training Board	63		0.19%
Lieutenant Governor's Office	73	1	0.22%
Long Term Disability	764		2.29%
Northwest Indiana Regional Development Authority	3		0.01%
Office of Faith-Based & Community Initiatives	10		0.03%
Office of Federal Grants & Programs	1		0.00%
Office of the Inspector General	17		0.05%
Office of Management & Budget	7		0.02%
Office of Technology	290	1	0.87%
Prosecuting Attorney Council	8		0.02%
Protection and Advocacy Services Commission	29		0.09%
Public Access Counselor	2		0.01%
Public Defender Council	9		0.03%
Public Defenders Office	66		0.20%
Public Employees Retirement Fund	148	1	0.45%
Secretary of State	87	1	0.26%
State Board of Accounts	280	2	0.85%
State Employees' Appeals Commission	2		0.01%
State Personnel Department	98		0.29%
State Racing Commission	16		0.05%
State Student Assistance	19		0.06%
Supreme Court	131	4	0.41%
Teachers Retirement Fund	46		0.14%
Treasurer of State	14	1	0.05%
Utility Consumer Counsel	51		0.15%
War Memorials Commission	22		0.07%
Workers' Compensation Board	35	1	0.11%

Workforce Demographics

Employees by Job Function

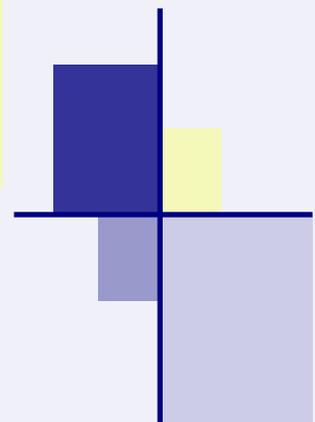


Percentage Of Workforce



Job Functions with the largest gender increase:

- Law Enforcement & Protective Services:
Females increased by 10%
- Transportation: Males increased by 17%



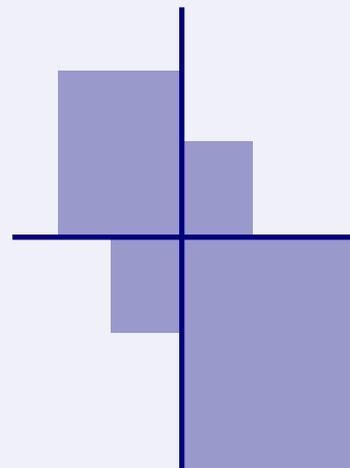
Workforce Demographics

Diversity



Ethnic Group	Percent of Full-Time State Employees 2007	Estimated Percentage of Indiana's 2006 General Population
White	85.7%	88.3%
Black	11.6%	8.9%
Asian	1.3%	1.3%
Hispanic	1.0%	4.8%
American Indian	0.3%	0.3%
Native Hawaiian/Other Pacific Islander	0.0%	0.0%

Ethnic Distribution Compared To Indiana's General Population

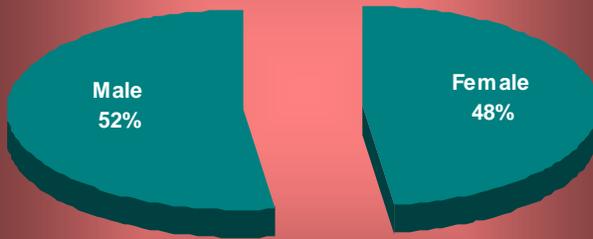


Workforce Demographics

Gender / Ethnicity Distributions



State Of Indiana Workforce by Gender



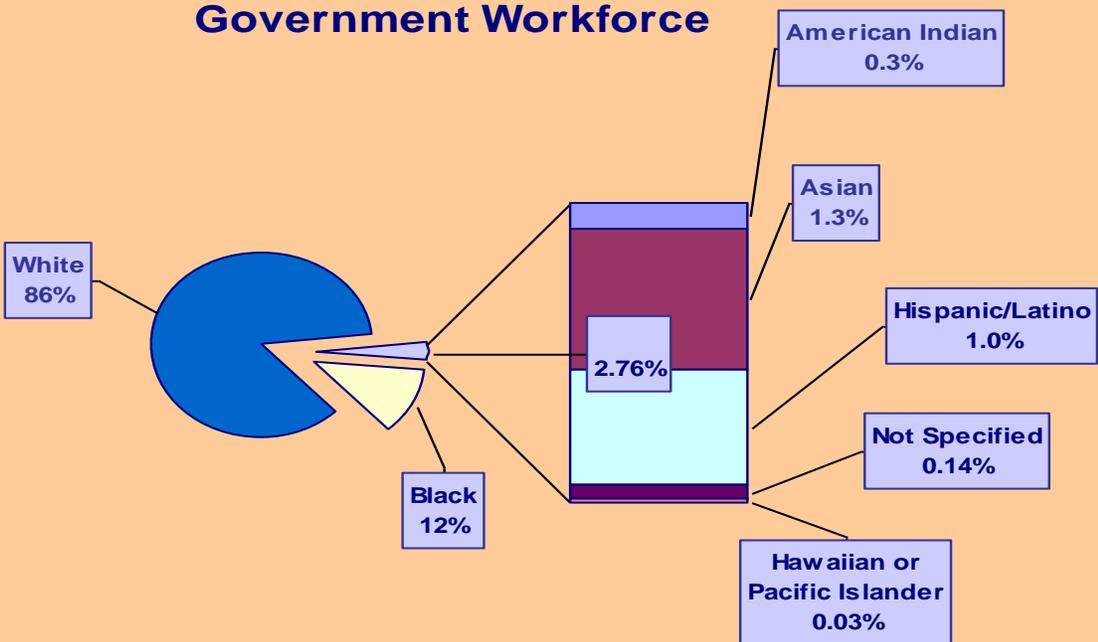
Possible Trend?

- Indiana's workforce 2006 results:

Males / Females
50.4% / 49.6%

In 2007, females in the workforce decreased, while males in the workforce increased.

Ethnicity of Indiana State Government Workforce



Workforce Demographics

Gender / Ethnicity by Agency



AGENCY	Percent Female	Percent Male	American Indian	Asian	Black	Hispanic	Native Hawaiian / Pacific Islander	White	Not Identified	Percent Minority	Total Employees
Adjutant General's Office	24.9%	75.1%	1	2	21	3	0	473	2	5.4%	502
Alcohol & Tobacco Comm	35.8%	64.2%		3	10	2		105		12.5%	120
Appellate Court	60.2%	39.8%			8			78	8	8.5%	94
Attorney General	55.0%	45.0%	4	3	27	8		278	2	13.0%	322
Auditor of State	65.2%	34.8%		2	4			59	1	9.1%	66
Board of Animal Health	33.9%	66.1%		3	1	1		116		4.1%	121
Board of Tax Review	63.2%	36.8%			2			17		10.5%	19
Budget Agency	37.5%	62.5%		2	3	2		25		21.9%	32
Bureau of Motor Vehicles	78.2%	21.8%	1	5	86	2		282		25.0%	376
Civil Rights Commission	63.6%	36.4%			16	2		15		54.5%	33
Comm on Public Records	59.4%	40.6%		2	3	1		26		18.8%	32
Comm on Proprietary Educ	85.7%	14.3%			1			6		14.3%	7
Criminal Justice Inst	72.2%	27.8%			5			31		13.9%	36
Dept of Administration	45.5%	54.5%	2	5	54	6		197		25.4%	264
Dept of Agriculture	41.1%	58.9%	1					72		1.4%	73
Dept of Child Services	83.7%	16.4%	8	20	463	50		1986		21.4%	2527
Dept of Correction	35.3%	64.2%	26	37	1189	91	2	6143	2	18.0%	7490
Dept of Education	76.1%	23.9%		4	32	3		273	2	12.4%	314
Dept of Financial Institutions	29.9%	70.1%		1	5			61		9.0%	67
Dept of Insurance	70.3%	29.7%		3	9	2		77		15.4%	91
Dept of Labor	35.3%	64.7%		3	8	2		72		15.3%	85
Dept of Local Gov Finance	47.6%	52.4%		3				60		4.8%	63
Dept of Natural Resources	27.3%	72.7%	2	7	23	2		1404		2.4%	1438
Dept of Revenue	68.4%	31.6%	3	20	108	7		627		18.0%	765
Dept of Veterans Affairs	26.7%	73.3%	1		2			12		20.0%	15
Dept of Workforce Dev	66.4%	33.6%	2	12	147	15		737		19.3%	913
Ed Employ Relations Board	71.4%	28.6%						7		0.0%	7
Environmental Adjudication	100.0%	0.0%						3		0.0%	3
Environmental Management	44.7%	55.3%	5	55	57	10	1	791		13.9%	919
Family & Soc Svcs Admin	71.8%	28.2%	7	47	648	31	2	3987		15.6%	4722
Governor's Office	53.1%	46.9%			1			31		3.1%	32
Gov Plan Cncl- Ppl w/Disab	80.0%	20.0%		1				4		20.0%	5
Historical Bureau	50.0%	50.0%						8		0.0%	8
IN Arts Commission	50.0%	50.0%		2				6		25.0%	8
IN Dept of Homeland Sec	36.6%	63.4%	1	1	18	1		217		8.8%	238
IN Dept of Transportation	19.8%	80.2%	12	84	181	37	3	4277		6.9%	4594

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Workforce Demographics

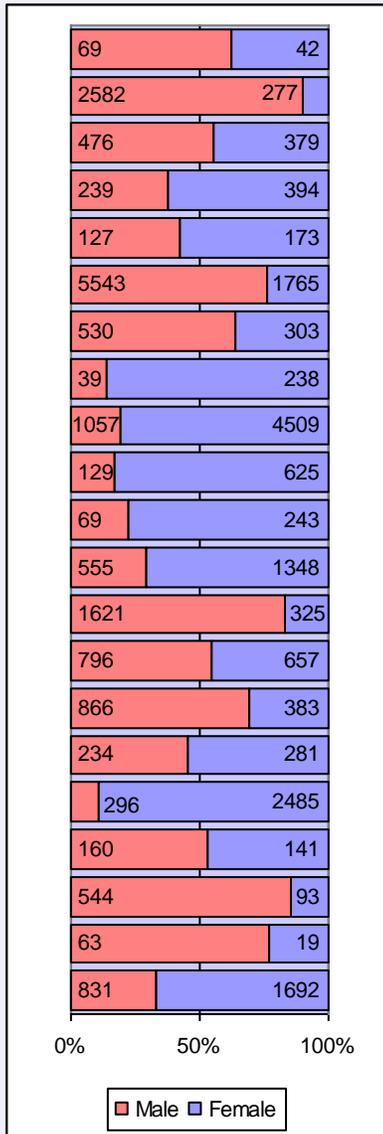
Gender / Ethnicity by Agency (Cont.)



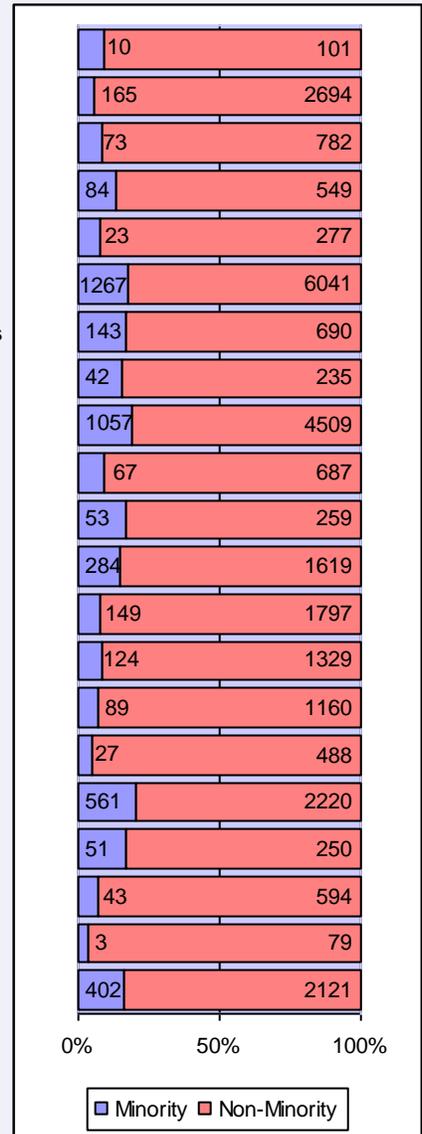
AGENCY	Percent Female	Percent Male	American Indian	Asian	Black	Hispanic	Native Hawaiian / Pacific Islander	White	Not Identified	Percent Minority	Total Employees
IN Economic Dev Corp	51.9%	48.1%		2	9			68		13.9%	79
IN Election Commission	77.8%	22.2%			2			6	1	22.2%	9
IN Gaming Commission	26.3%	74.2%		3	23	11		162		18.6%	199
IN Judicial Center	80.0%	20.0%			3			22		12.0%	25
IN Professional Licensing Agcy	79.8%	20.2%		3	22			69		26.6%	94
IN School for the Blind & VI	69.1%	31.5%		1	42	1		137		24.3%	181
IN School for the Deaf	62.7%	37.3%		4	42	4		237		17.4%	287
IN State Dept of Health	69.1%	30.9%	3	42	158	17		1224		15.2%	1444
IN State Library	72.9%	27.1%		1	10			48		18.6%	59
IN State Police	24.2%	75.8%	5	10	152	20		1837		9.2%	2024
IN Tax Court	60.0%	40.0%			2			3		40.0%	5
IN Tobacco Prevent & Cesstn	84.6%	15.4%			3			10		23.1%	13
IN Utility Regulatory Comm	44.7%	55.3%		1	7	1		67		11.8%	76
Integrated Public Safety Comm	36.4%	63.6%			1			9	1	9.1%	11
Law Enforcement Trng Board	38.1%	61.9%			2	1		60		4.8%	63
Lieutenant Governor's Office	63.0%	37.0%		4	1			67	1	6.8%	73
Long Term Disability	55.6%	44.4%	1	4	102	10		647		15.3%	764
NW IN Regional Dev Authority	66.7%	33.3%						3		0.0%	3
Off of Faith-Based & Comm Int	70.0%	30.0%		2				8		20.0%	10
Office of Federal Grants & Pro	0.0%	100.0%						1		0.0%	1
Office of Inspector General	47.1%	52.9%						17		0.0%	17
Office of Mgmt & Budget	14.3%	85.7%						7		0.0%	7
Office of Technology	30.3%	69.7%	1	15	19		1	254		12.4%	290
Prosecuting Attorney Cncl	75.0%	25.0%						8		0.0%	8
Protect Advocacy Svcs Comm	24.9%	75.1%			3			26		10.3%	29
Public Access Counselor	100.0%	0.0%						2		0.0%	2
Public Defender Council	55.6%	44.4%			2			7		22.2%	9
Public Defenders Office	57.6%	42.4%		2	7			57		13.6%	66
Public Empl Retirement Fund	69.6%	30.4%		2	34	1		110	1	25.0%	148
Secretary of State	64.4%	35.6%		1	2	1		60	23	4.6%	87
State Board of Accounts	56.4%	43.6%		2	14	1		263		6.1%	280
State EE Appeals Comm	0.0%	100.0%						2		0.0%	2
State Personnel Department	74.5%	25.5%			13			85		13.3%	98
State Racing Commission	68.8%	31.3%			1			15		6.3%	16
State Student Assistance	73.7%	26.3%		2	7			10		47.4%	19
Supreme Court	64.1%	35.9%		2	17			111	1	14.5%	131
Teachers Retirement Fund	50.0%	50.0%		2	12	1		31		32.6%	46
Treasurer of State	64.3%	35.7%			1			13		7.1%	14
Utility Consumer Counsel	43.1%	56.9%		1	4			46		9.8%	51
War Memorials Commission	13.6%	86.4%			4			18		18.2%	22
Workers' Comp Board	74.3%	25.7%		1	9			25		28.6%	35

Workforce Demographics

Gender / Ethnicity by Job Function



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



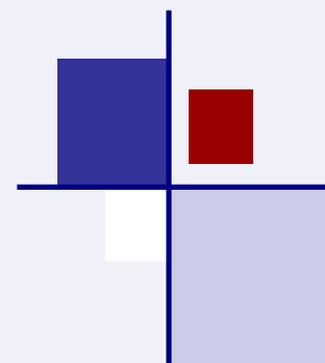
Workforce Demographics

Employees Per Work Location County



COUNTY	# OF EMPLOYEES	% TOTAL	% CHANGE
Adams	24	0.07%	-0.02%
Allen	909	2.74%	0.06%
Bartholomew	97	0.29%	-0.08%
Benton	34	0.10%	0.00%
Blackford	13	0.04%	-0.01%
Boone	27	0.08%	-0.01%
Brown	56	0.17%	-0.02%
Carroll	22	0.07%	-0.01%
Cass	1001	3.02%	0.08%
Clark	326	0.98%	-0.06%
Clay	30	0.09%	0.00%
Clinton	46	0.14%	-0.01%
Crawford	27	0.08%	0.00%
Daviess	47	0.14%	-0.03%
Dearborn	65	0.20%	0.02%
Decatur	26	0.08%	-0.01%
DeKalb	43	0.13%	-0.02%
Delaware	159	0.48%	-0.15%
Dubois	145	0.44%	0.01%
Elkhart	149	0.45%	-0.19%
Fayette	77	0.23%	-0.02%
Floyd	94	0.28%	-0.04%
Fountain	24	0.07%	-0.01%
Franklin	69	0.21%	-0.01%
Fulton	23	0.07%	-0.01%
Gibson	29	0.09%	-0.02%
Grant	82	0.25%	-0.08%
Greene	144	0.43%	0.00%
Hamilton	43	0.13%	0.00%
Hancock	389	1.17%	0.09%
Harrison	73	0.22%	0.01%
Hendricks	964	2.90%	0.27%
Henry	100	0.30%	0.00%
Howard	84	0.25%	-0.05%
Huntington	72	0.22%	0.00%
Jackson	443	1.33%	0.10%
Jasper	58	0.17%	0.01%
Jay	74	0.22%	0.00%
Jefferson	678	2.04%	0.08%

Northern Indiana
Central Indiana
Southern Indiana



Data as of 12/31/07; based on full-time employees.

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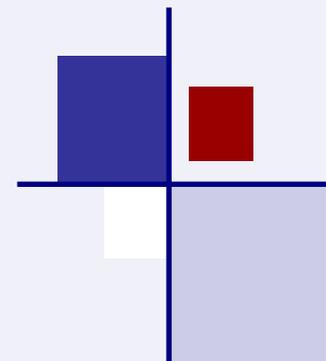
Workforce Demographics

Employees Per Work Location County (Cont.)



COUNTY	# OF EMPLOYEES	% TOTAL	% CHANGE
Jefferson	678	2.04%	0.08%
Jennings	134	0.40%	0.12%
Johnson	276	0.83%	0.15%
Knox	427	1.29%	0.13%
Kosciusko	53	0.16%	-0.09%
Lagrange	14	0.04%	-0.10%
Lake	35	0.11%	-2.73%
Laporte	751	2.26%	-3.96%
Lawrence	81	0.24%	-0.01%
Madison	1516	4.57%	0.23%
Marion	12358	37.23%	0.61%
Marshall	121	0.36%	-0.01%
Martin	19	0.06%	-0.01%
Miami	732	2.20%	0.16%
Monroe	206	0.62%	-0.02%
Montgomery	377	1.14%	0.16%
Morgan	61	0.18%	-0.03%
Newton	32	0.10%	-0.02%
Noble	75	0.23%	-0.01%
Ohio	24	0.07%	0.00%
Orange	47	0.14%	-0.01%
Owen	52	0.16%	0.01%
Parke	357	1.08%	0.04%
Perry	356	1.07%	0.06%
Pike	53	0.16%	0.00%
Porter	103	0.31%	-0.25%
Posey	36	0.11%	-0.01%
Pulaski	74	0.22%	-0.08%
Putnam	729	2.20%	0.13%
Randolph	32	0.10%	0.01%
Ripley	102	0.31%	0.03%
Rush	204	0.61%	0.02%
Scott	60	0.18%	-0.01%
Shelby	55	0.17%	-0.01%
Spencer	45	0.14%	0.00%
St Joseph	458	1.38%	-0.60%
Starke	17	0.05%	0.00%
Steuben	76	0.23%	-0.19%
Sullivan	760	2.29%	0.19%
Switzerland	18	0.05%	0.00%

Northern Indiana
Central Indiana
Southern Indiana



Data as of 12/31/07; based on full-time employees.

Continued next page....

Workforce Demographics

Employees Per Work Location County (Cont.)

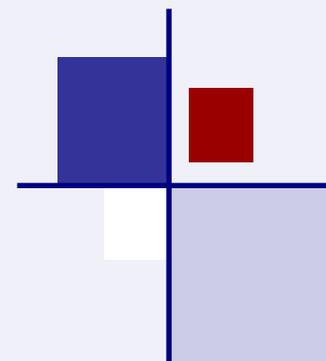


Northern Indiana
Central Indiana
Southern Indiana

COUNTY	# OF EMPLOYEES	% TOTAL	% CHANGE
Switzerland	18	0.05%	0.00%
Tippecanoe	680	2.05%	0.06%
Tipton	34	0.10%	-0.02%
Union	25	0.08%	-0.01%
Vanderburgh	830	2.50%	-0.06%
Vermillion	21	0.06%	-0.01%
Vigo	255	0.77%	-0.10%
Wabash	57	0.17%	-0.02%
Warren	18	0.05%	0.00%
Warrick	30	0.09%	-0.02%
Washington	32	0.10%	0.00%
Wayne	693	2.09%	0.01%
Wells	52	0.16%	0.01%
White	45	0.14%	-0.01%
Whitley	36	0.11%	0.00%
Out of State	22	0.07%	0.00%
Tele-Commuters	556	1.67%	-0.04%



Data as of 12/31/07; based on full-time employees.

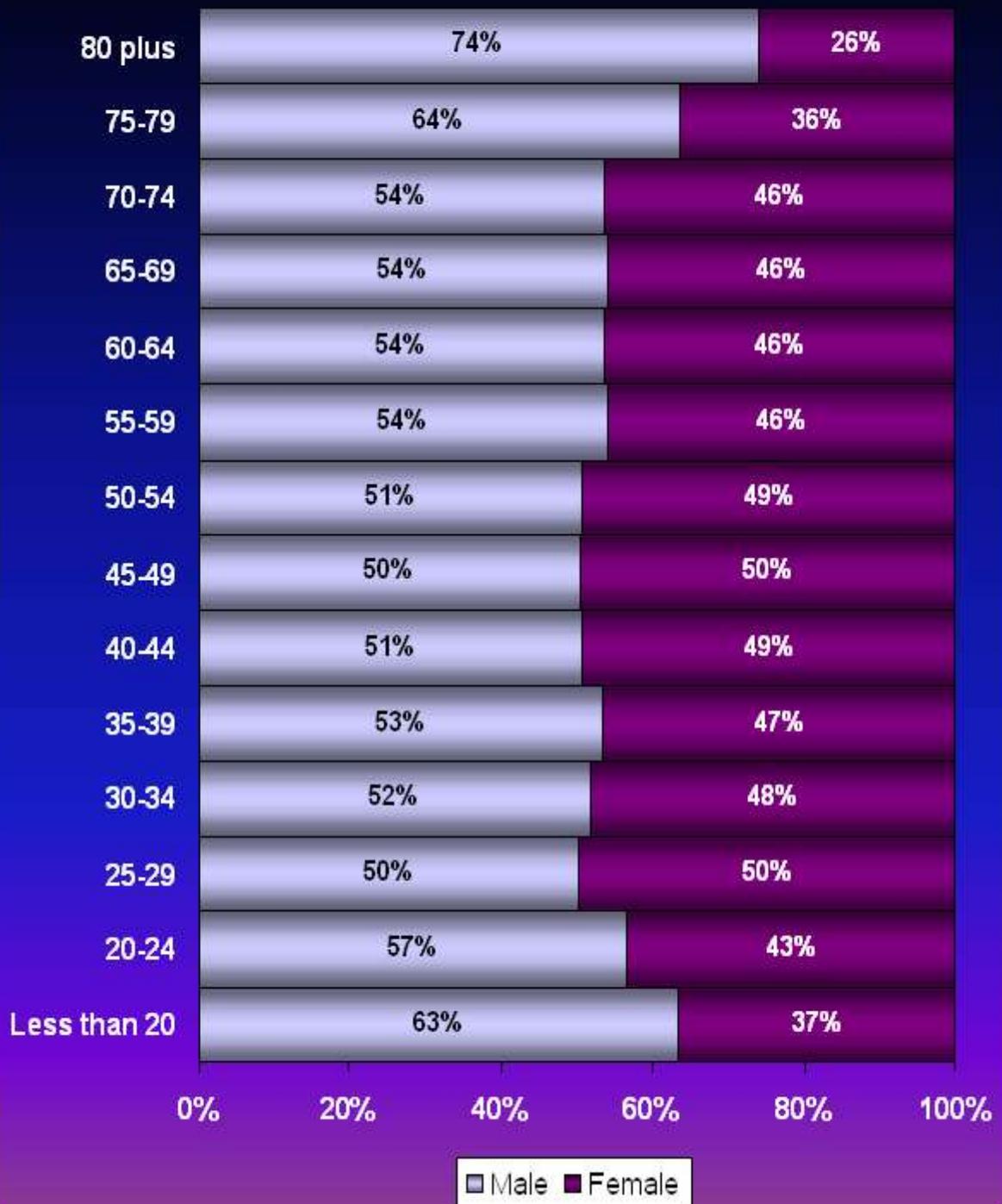


Workforce Demographics

Age & Gender



Distribution of Employees by Age & Gender

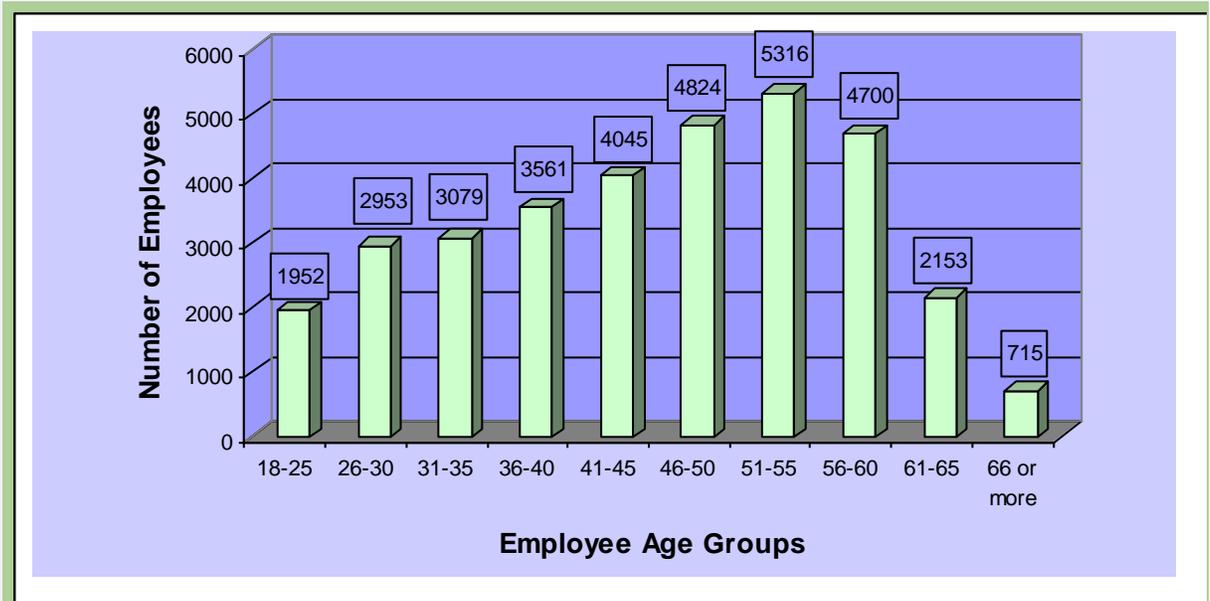


Workforce Demographics

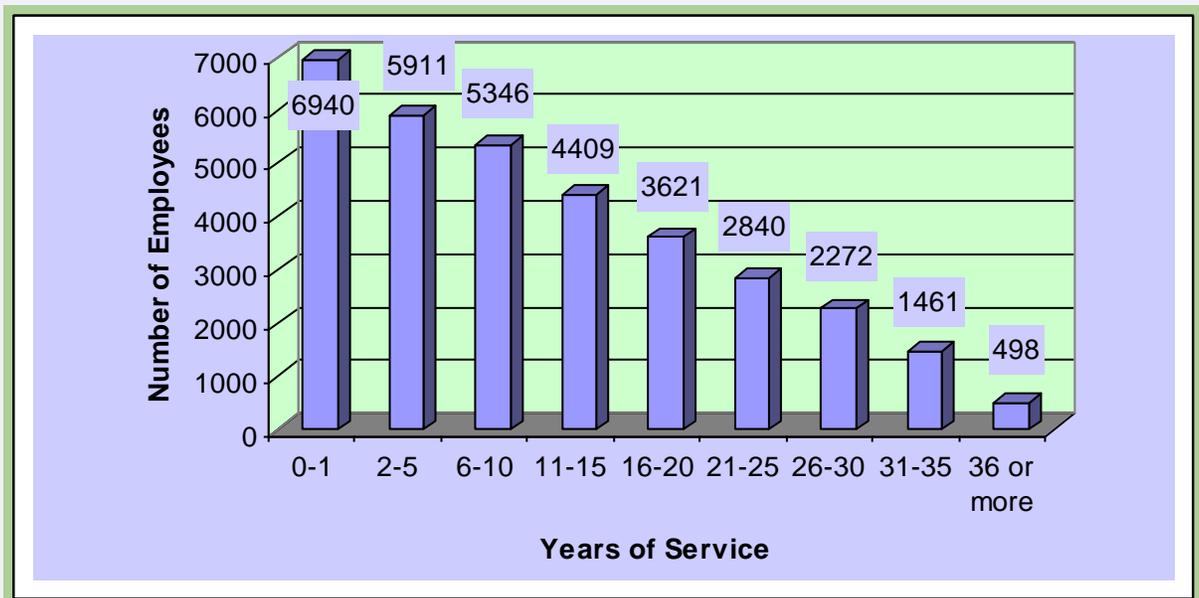
Age and Years of Service



Distribution of Employees by Age



Distribution of Employees by Years of Service



Workforce Demographics

Years of Service by Job Function



Years of Service by Job Function

Job Function	Less Than 5 Years of Service		5-9 Years of Service		10-19 Years of Service		20-29 Years of Service		30+ Years of Service	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Administration, Procurement, Purchasing	893	2.68%	361	1.08%	602	1.81%	429	1.29%	248	0.74%
Animal Health	21	0.06%	12	0.04%	15	0.05%	22	0.07%	12	0.04%
Architecture & Engineering	129	0.39%	59	0.18%	127	0.38%	150	0.45%	172	0.52%
Biological & Scientific	132	0.40%	41	0.12%	47	0.14%	51	0.15%	30	0.09%
Clerical & Office Support	836	2.51%	488	1.47%	813	2.44%	444	1.33%	208	0.62%
Education & Library Science	130	0.39%	117	0.35%	134	0.40%	97	0.29%	37	0.11%
Environmental & Natural Resources	329	0.99%	177	0.53%	392	1.18%	245	0.74%	115	0.35%
Executive	603	1.81%	195	0.59%	280	0.84%	222	0.67%	157	0.47%
Facilities, Grounds, Labor, Maintenance	520	1.56%	305	0.92%	531	1.59%	452	1.36%	145	0.44%
Finance, Accounting, Auditing	479	1.44%	286	0.86%	536	1.61%	437	1.31%	168	0.50%
Food Service	122	0.37%	38	0.11%	109	0.33%	48	0.14%	14	0.04%
Health Care	349	1.05%	102	0.31%	173	0.52%	107	0.32%	35	0.11%
Human & Social Services	2043	6.14%	854	2.56%	1372	4.12%	889	2.67%	421	1.26%
Human Resources	90	0.27%	33	0.10%	81	0.24%	53	0.16%	20	0.06%
Information Technology	293	0.88%	150	0.45%	188	0.56%	138	0.41%	65	0.20%
Law Enforcement and Protective Services	2836	8.52%	1526	4.58%	1896	5.69%	863	2.59%	188	0.56%
Legal	168	0.50%	47	0.14%	59	0.18%	27	0.08%	8	0.02%
Other	313	0.94%	135	0.41%	94	0.28%	64	0.19%	28	0.08%
Public Health & Safety	299	0.90%	155	0.47%	240	0.72%	128	0.38%	33	0.10%
Transportation	1065	3.20%	463	1.39%	566	1.70%	544	1.63%	224	0.67%
Utility Administration	45	0.14%	26	0.08%	27	0.08%	10	0.03%	3	0.01%
Total	11695	35.12%	5570	16.73%	8282	24.87%	5420	16.28%	2331	7.00%

Workforce Demographics

Age / Years of Service by Agency



Agency	Number of Employees Age 50 or Greater	Percent of Workforce Age 50 or Greater	Average Employee Age	Average Years of Service
Adjutant General's Office	229	45.26%	47	10
Alcohol & Tobacco Commission	26	21.67%	38	10
Appellate Court	34	34.34%	43	8
Attorney General	88	27.33%	41	5
Auditor of State	22	33.33%	44	10
Board of Animal Health	74	61.16%	51	14
Board of Tax Review	9	47.37%	49	14
Budget Agency	8	25.00%	39	8
Bureau of Motor Vehicles	171	45.36%	46	10
Civil Rights Commission	21	63.64%	51	14
Clerk Supreme & Appellate Court	0	0.00%	26	1
Commission on Proprietary Education	4	57.14%	47	16
Commission on Public Records	12	36.36%	44	10
Criminal Justice Institute	8	22.22%	40	4
Dept. of Administration	127	48.11%	48	12
Dept. of Agriculture	20	27.40%	40	9
Dept. of Child Services	771	30.50%	42	9
Dept. of Correction	2759	36.83%	44	9
Dept. of Education	155	49.36%	47	12
Dept. of Financial Institutions	30	44.78%	46	16
Dept. of Insurance	37	40.66%	45	8
Dept. of Labor	47	54.65%	49	10
Dept. of Local Government Finance	24	38.10%	46	12
Dept. of Natural Resources	639	44.38%	46	15
Dept. of Revenue	382	49.87%	48	14
Dept. of Veteran's Affairs	7	46.67%	50	8
Dept. of Workforce Development	533	58.38%	50	14
Division of Family Resources	319	47.68%	48	16
Education Employee Relations Board	6	66.67%	54	9
Environmental Adjudication	1	33.33%	49	7
Environmental Management	376	40.52%	46	13
Family & Social Services Administration	2012	49.09%	47	13
Governor's Planning Council for People with Disabilities	4	80.00%	55	21
Governor's Office	4	12.12%	33	2
Historical Bureau	3	37.50%	39	10
IN Arts Commission	5	62.50%	48	12
IN Dept. of Gaming Research	0	0.00%	45	0
IN Dept. of Homeland Security	144	60.50%	51	10
IN Dept. of Transportation	2046	44.54%	46	13

Continued next page....

Workforce Demographics

Age / Years of Service by Agency (Cont.)



Agency	Number of Employees Age 50 or Greater	Percent of Workforce Age 50 or Greater	Average Employee Age	Average Years of Service
IN Economic Development Corp	20	25.00%	42	3
IN Election Commission	4	44.44%	43	7
IN Gaming Commission	55	27.78%	40	8
IN Judicial Center	11	44.00%	45	13
IN Professional Licensing Agency	32	34.04%	43	10
IN School for the Blind & Visually Impaired	103	56.91%	49	13
IN School for the Deaf	115	40.07%	46	12
IN State Department of Health	751	51.69%	48	11
IN State Library	28	47.46%	46	13
IN State Police	475	23.47%	40	13
IN Tax Court	1	20.00%	41	13
IN Tobacco Prevention & Cessation	3	23.08%	42	9
IN Utility Regulatory Commission	25	32.89%	45	10
Integrated Safety Commission	5	45.45%	49	16
Law Enforcement Training Board	39	61.90%	52	13
Lieutenant Governor's Office	15	20.27%	38	3
Long Term Disability	589	77.09%	55	15
Northwest IN Regional Development Authority	1	33.33%	35	1
Office of Faith-Based & Community Initiatives	2	20.00%	38	2
Office of Federal Grants & Programs	0	0.00%	27	3
Office of Inspector General	9	52.94%	46	19
Office of Management & Budget	0	0.00%	33	1
Office of Technology	96	32.99%	45	11
Prosecuting Attorney Council	4	50.00%	51	16
Protection & Advocacy Services Commission	14	48.28%	49	14
Public Access Counselor	0	0.00%	29	6
Public Defender Council	6	66.67%	50	18
Public Defender's Office	30	45.45%	46	14
Public Employee Retirement Fund	45	30.20%	43	5
Secretary of State	25	28.41%	39	6
State Board of Accounts	121	42.91%	46	17
State Employees' Appeals Commission	1	50.00%	54	14
State Personnel Department	32	32.65%	42	9
State Racing Commission	3	18.75%	42	8
State Student Assistance	10	52.63%	46	12
Supreme Court	54	40.00%	46	11
Teacher's Retirement Fund	13	28.26%	42	6
Treasurer of State	3	20.00%	37	7
Utility Consumer Counsel	20	39.22%	46	7
War Memorials Commission	5	22.73%	42	9
Workers' Comp Board	16	44.44%	47	12
Totals	13938	41.86%	44	10

Workforce Demographics

Age by Job Function



Average Age Groups by Job Function

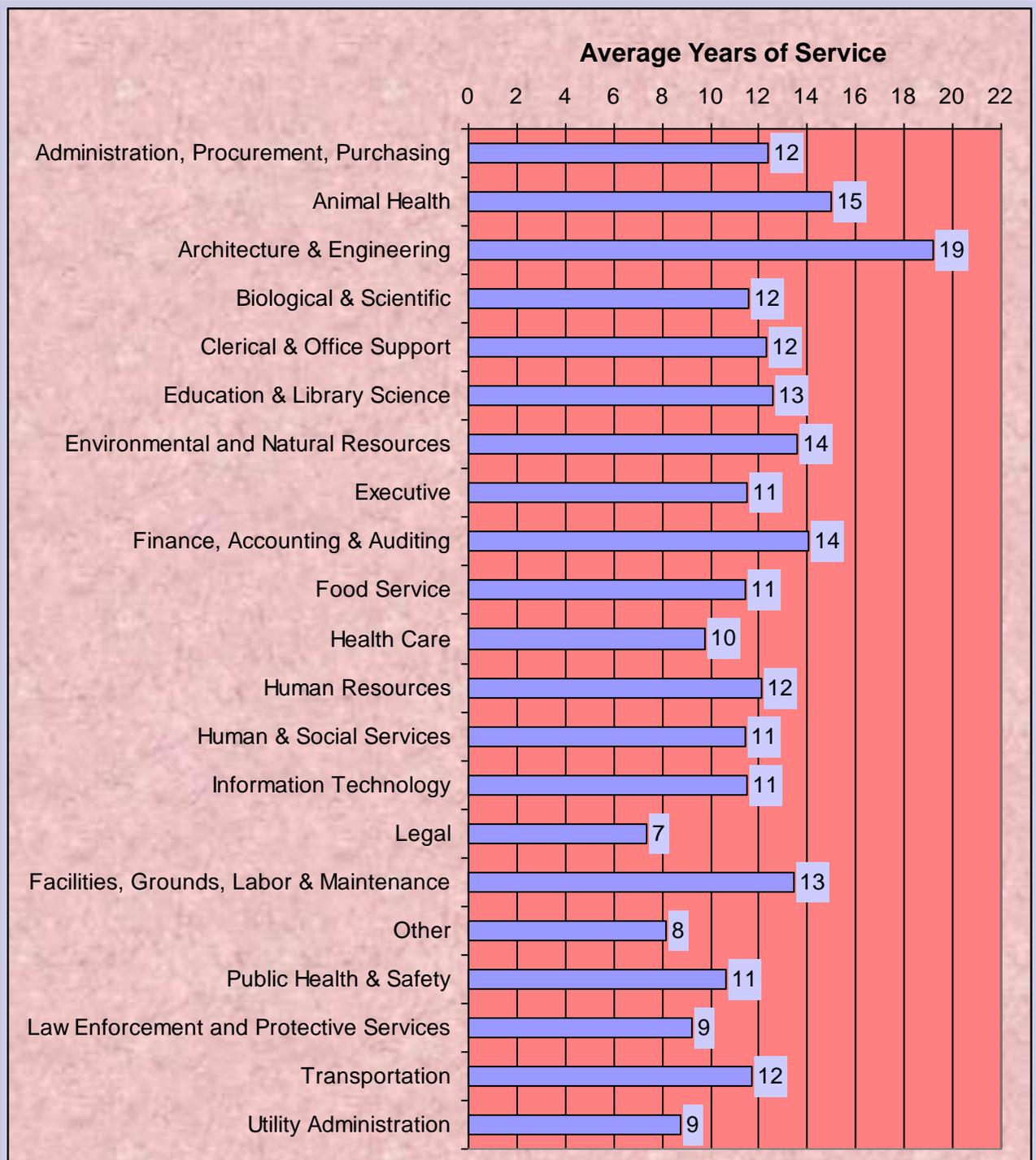
Job Function	Less than 20	20-29	30-39	40-49	50-59	60-69	70-79	80+	Average Age
Administration, Procurement, Purchasing	1	294	423	635	860	293	15	2	47
Animal Health	0	4	7	21	42	7	1	0	50
Architecture & Engineering	0	70	76	139	252	91	9	0	48
Biological & Scientific	0	71	87	47	72	23	0	1	41
Clerical & Office Support	4	256	365	662	950	489	51	4	49
Education & Library Science	0	35	76	129	196	76	3	0	49
Environmental and Natural Resources	0	154	277	300	405	107	4	2	45
Executive	0	98	299	370	491	186	6	3	47
Finance, Accounting & Auditing	2	166	268	536	677	234	18	2	48
Food Service	2	16	31	92	127	40	4	0	49
Health Care	4	64	101	170	287	114	12	2	49
Human Resources	0	33	44	74	104	21	1	0	46
Human & Social Services	4	915	1160	1308	1687	471	21	0	44
Information Technology	0	54	188	282	235	69	5	0	46
Legal	0	51	94	66	73	15	1	0	42
Facilities, Grounds, Labor & Maintenance	5	101	191	574	778	271	25	1	50
Other	0	118	150	142	163	56	4	0	43
Public Health & Safety	0	86	122	221	281	132	9	4	48
Law Enforcement and Protective Services	7	1353	2011	1861	1618	447	10	1	41
Transportation	12	339	473	827	883	299	25	1	46
Utility Administration	0	10	19	42	31	8	1	0	46
Total	41	4288	6462	8498	10212	3449	225	23	45
Percent Total	0.12%	12.92%	19.47%	25.60%	30.76%	10.39%	0.68%	0.07%	

Workforce Demographics

Years of Service by Job Function



Average Years of Service by Job Function



Compensation Salary

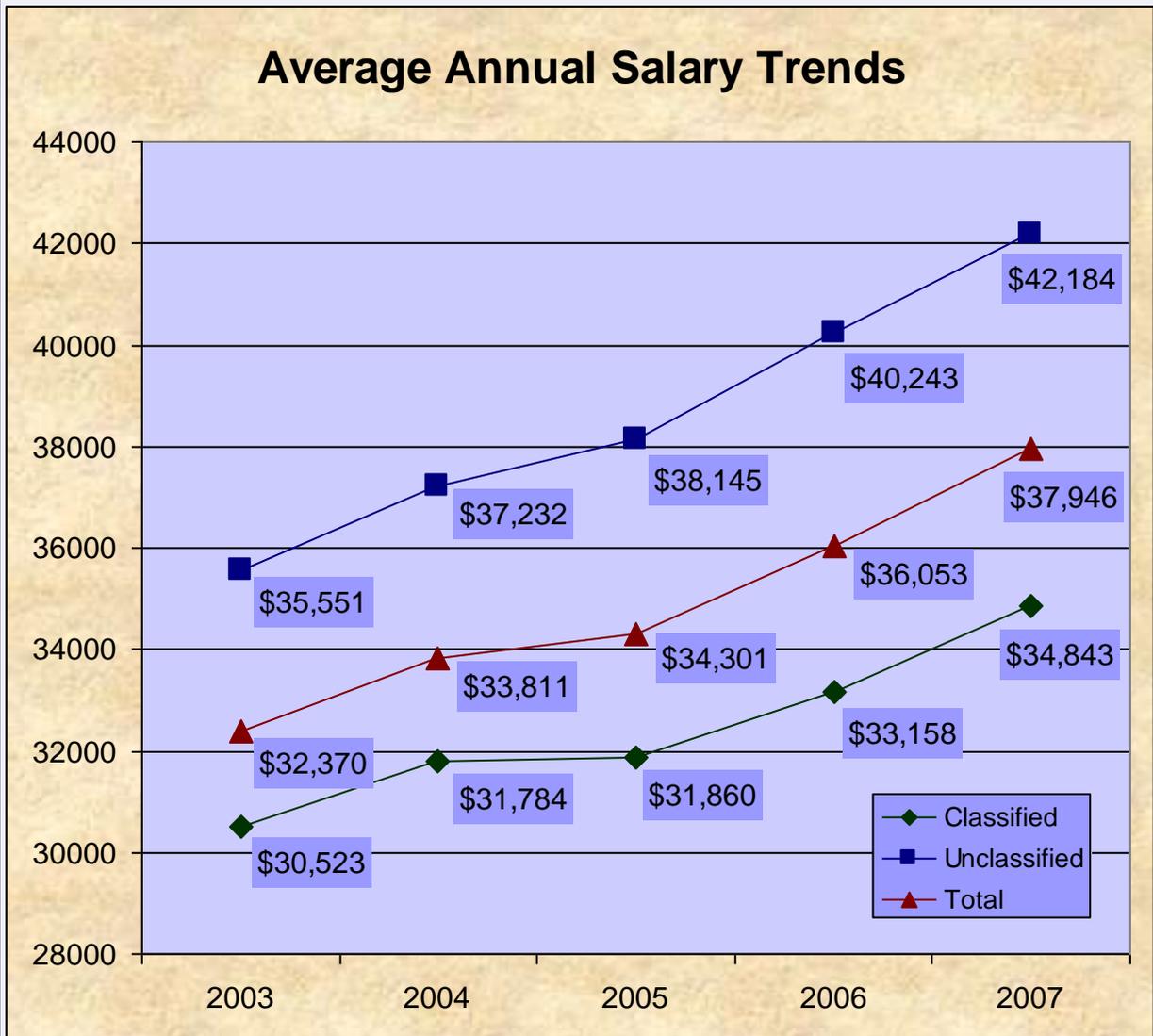


FACT

**The median annual salary for State
Government employees in 2007 was
\$33,657.00.**

**This is an increase of
\$1,371.24 or 4%.**

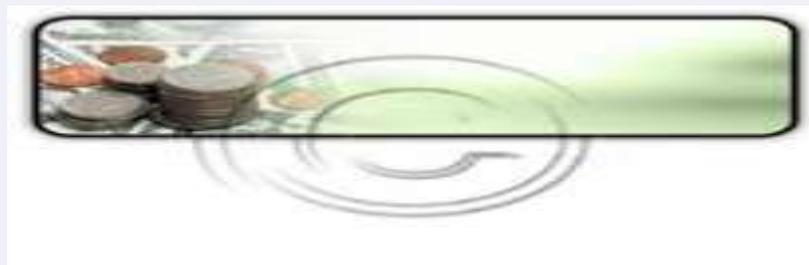
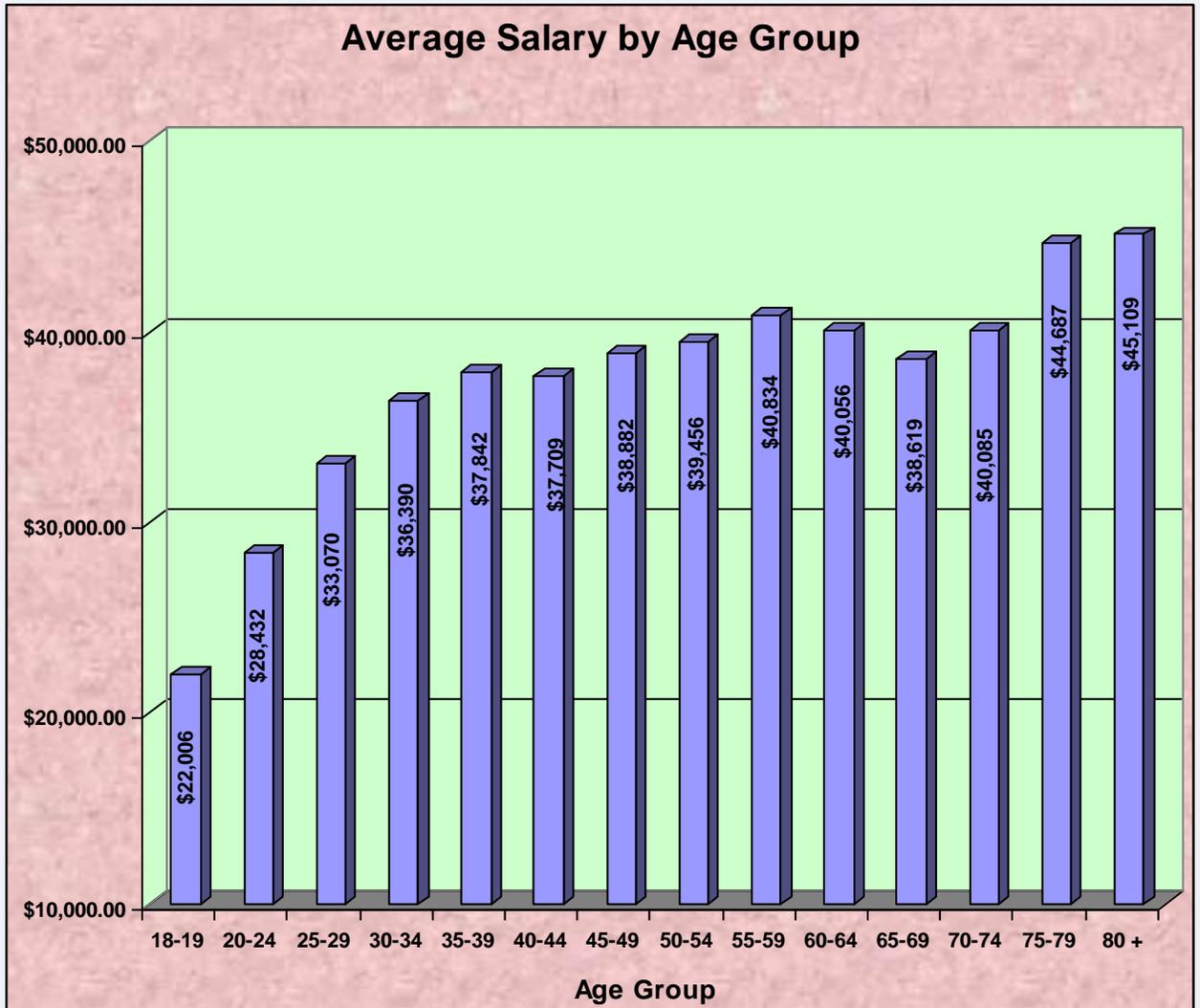
Compensation Salary Trends



Data as of 12/31/07; based on full-time employees.

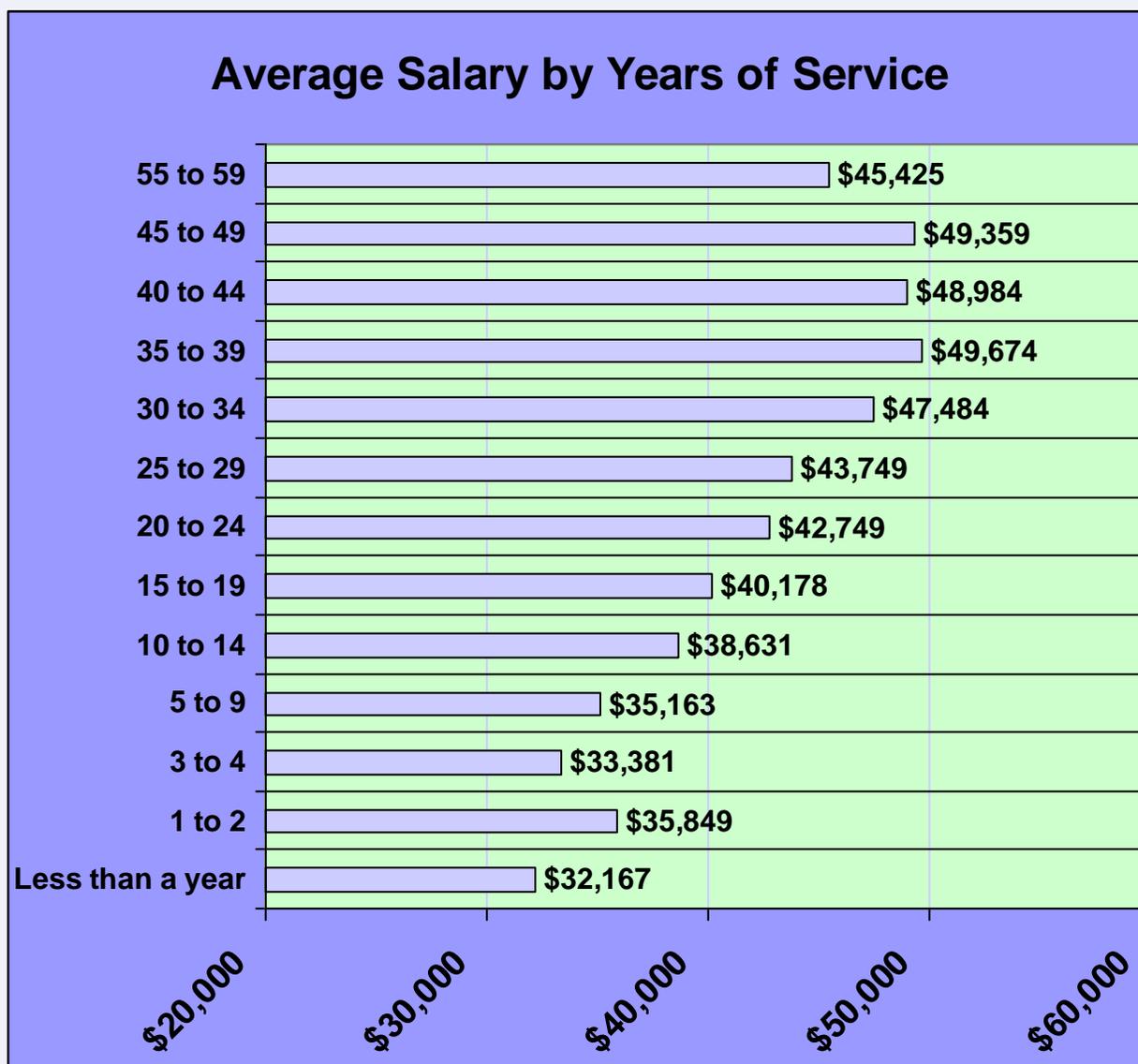
Compensation

Salary by Age Group



Compensation

Salary by Years of Service

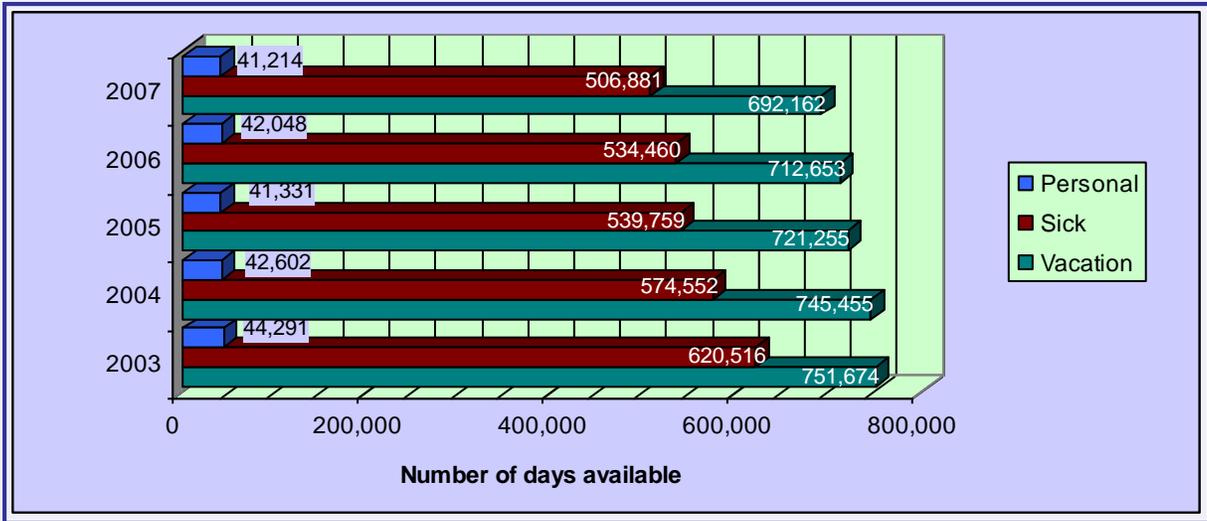


Data as of 12/31/07; based on full-time employees.

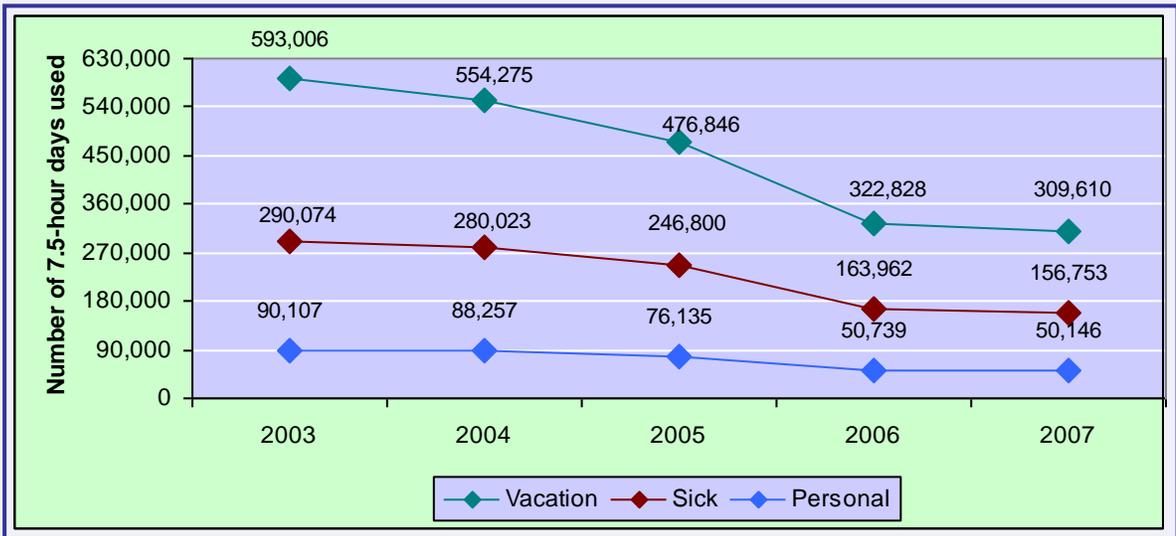
Paid Time Off Accrued Leave



Year-End Leave Balances

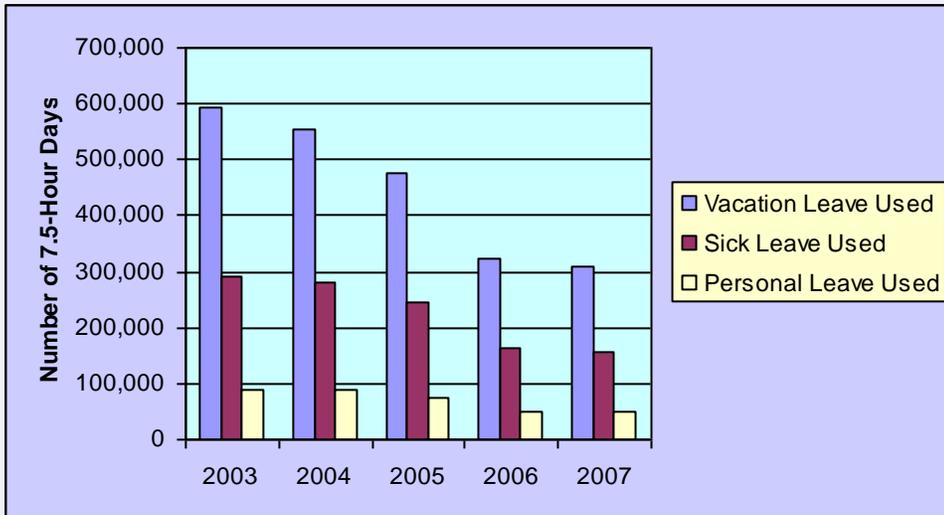


Leave Amounts Used



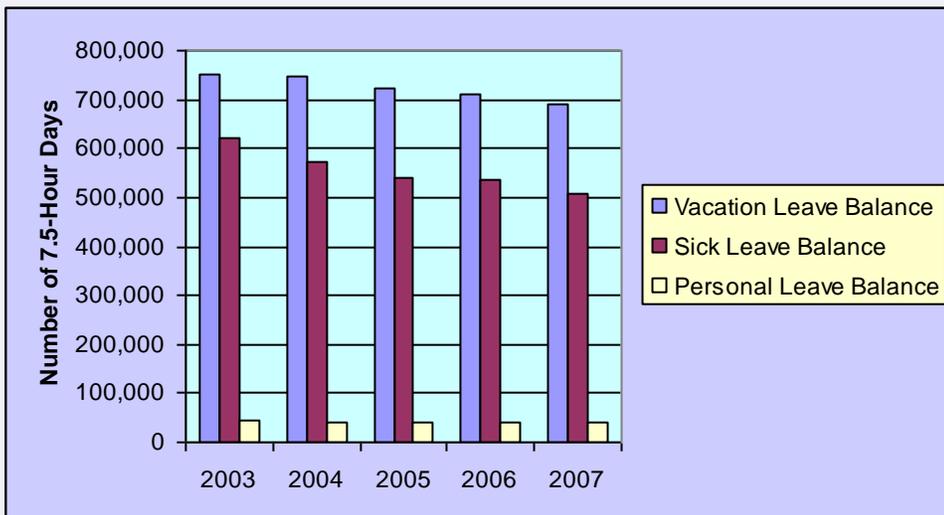
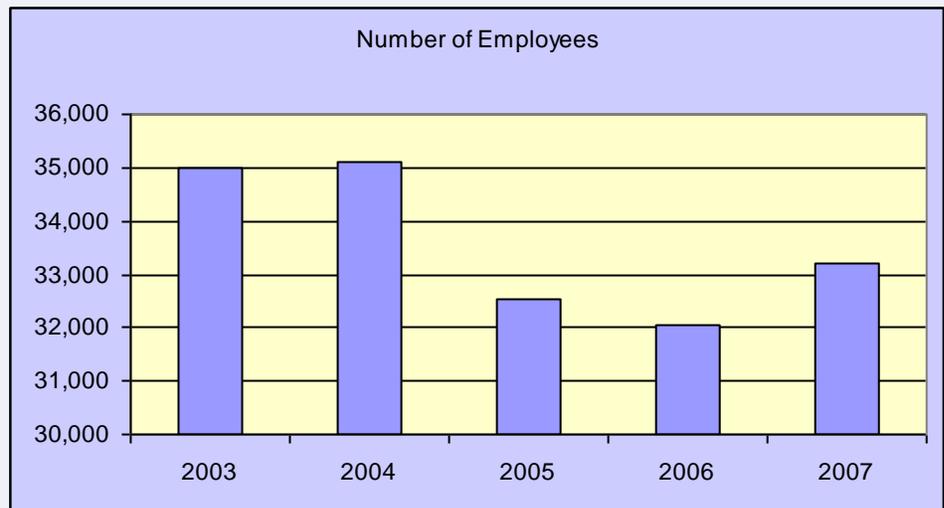
Charts represent the leave balances of all state employees as of December 31, 2007, and the number of leave days used by all state employees in calendar year 2007. The number of days is based on a 7.5-hour workday. Figures were rounded to the nearest day.

Paid Time Off Accrued Leave



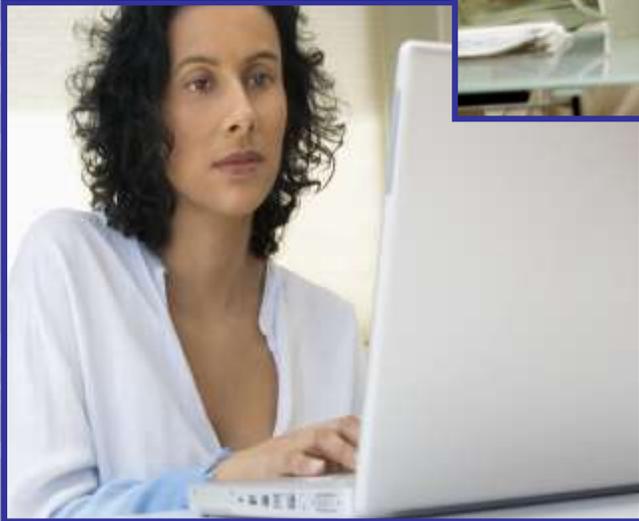
Accrued
Leave
Used

Total
Number of
Employees
for
Comparison
Purposes



Accrued
Leave
Balances
at Year
End

Employment Applicants



Employment

Agencies Identify State Jobs at Risk



AGENCY	POSITION TITLE	FACTORS CAUSING CONCERNS
Dept. of Administration	Architect Auto Mechanic Engineer Laborer Parking Garage Attendant Purchasing Administrator/Buyer	
Dept. of Correction	Chaplain Electrician Electronics Technician Physical Plant Director Plumber Psychiatric Social Service Specialist Recreation Coordinator Recreation Leader Steam Plant Shift Operator Substance Abuse Counselor Youth Services Instructor	competing with other state agencies, minimum qualifications, salary
Dept. of Financial Institutions	Examiner	competing with private sector, minimum qualifications, position requires travel, salary
Dept. of Labor	Inspector	salary
Dept. of Revenue	Customer Service Representative Field Examiner Supervisory positions Tax Auditor (in state) Tax Auditor (out of state)	succession planning needs
Dept. of Workforce Development	Audit Examiner Community Employment Associate Community Employment Consultant	
Family & Social Services Administration	Deputy Director Information Technology positions Policy/Procedure Analyst	competing with private sector, employment process (too many approvals required), minimum qualifications (inflexible), no career ladders, starting salary
Health Professions Bureau	Behavioral Clinician Dietician Nurse Physician Psychiatrist Psychologist Rehabilitation Therapist Social Service Specialist Steam Plant Operator Veterinarian Epidemiologist	minimum qualifications, salary
Workers' Compensation Board	Health Professions positions Ombudsman	minimum qualifications, hours/shift, starting salary



PeopleSoft

The State of Indiana implemented the online, single-access portal to view and apply for jobs on September 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 the State has processed has surpassed expectations. From January 1, 2007 through December 31, 2007, the State processed 236,172 applications from 31,682 distinct applicants. Applicants are required to apply to each vacancy for which they are interested in being considered.

The State also collected applicant profile data from 19012 job seekers from August through December 2007. These profiles were entered by potential candidates who had not yet applied for a specific job opening. Recruiters can search this database for job skills and match the candidates along with other applicants to job openings.

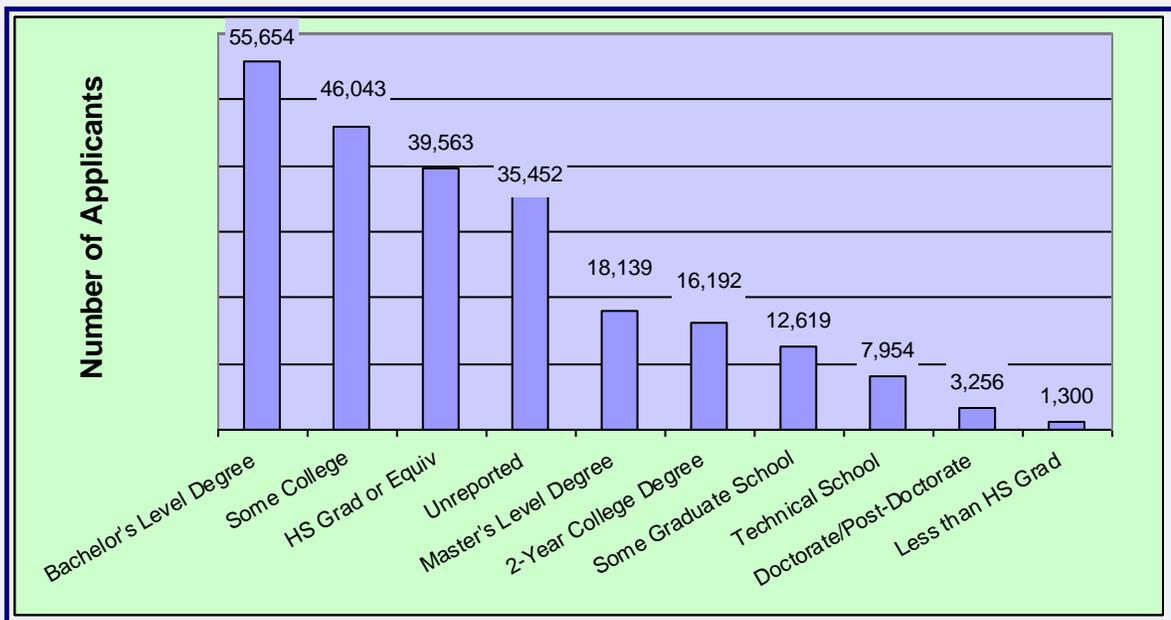
Employment Applicants by Job Function



Job Function	Applications *	Hires	Percent Hired
Administration, Procurement & Purchasing	48,616	952	2%
Animal Health	257	12	5%
Architecture & Engineering	1,000	84	8%
Biological & Scientific	1,730	75	4%
Clerical & Office Support	36,654	806	2%
Education & Library Science	1,033	57	6%
Environment & Natural Resources	6,810	245	4%
Executive	11,087	319	3%
Finance, Accounting & Auditing	19,712	701	4%
Food Service	609	53	9%
Health Care	1,027	148	14%
Human Resources	6,195	103	2%
Human & Social Services	50,227	2,952	6%
Information Technology	4,074	254	6%
Legal	1,861	37	2%
Facilities, Grounds, Labor & Maintenance	7,063	970	14%
Other	2,239	108	5%
Public Health & Safety	6,670	225	3%
Law Enforcement & Protective Services	20,795	1,455	7%
Transportation	8,092	649	8%
Utility Administration	421	4	1%
TOTAL	236,172	10,209	4%

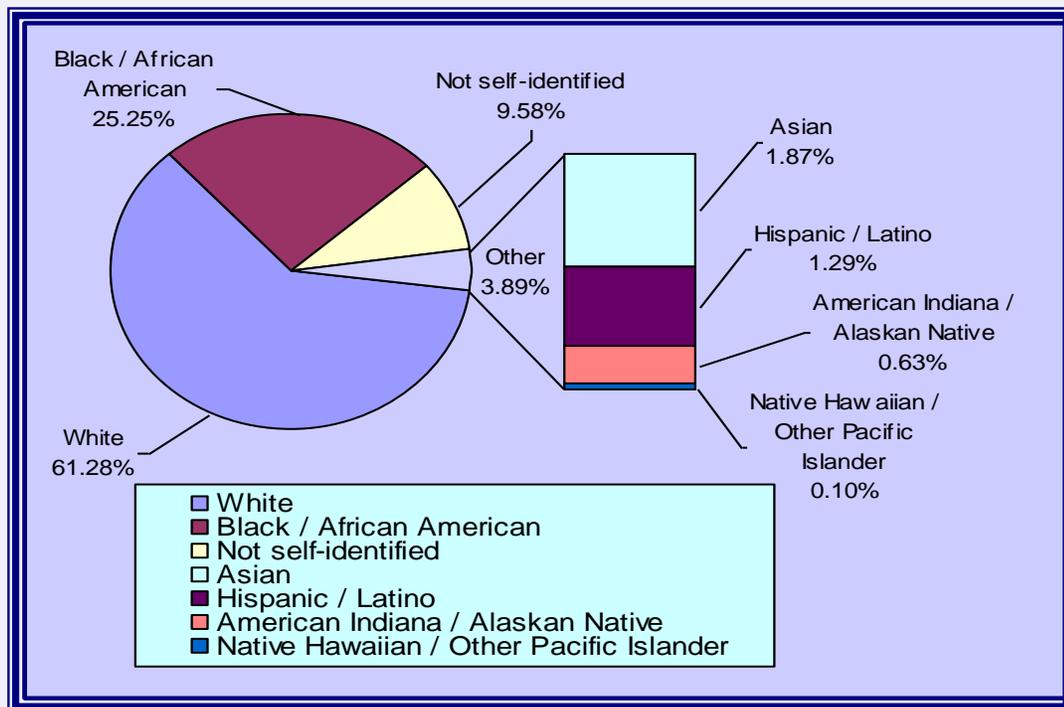
* The number of applications includes those from the same candidate applying for multiple jobs. Applicant and hire data are based on job openings for which candidates applied and which were filled between January 1, 2007 and December 31, 2007

Employment Applicants by Education Level



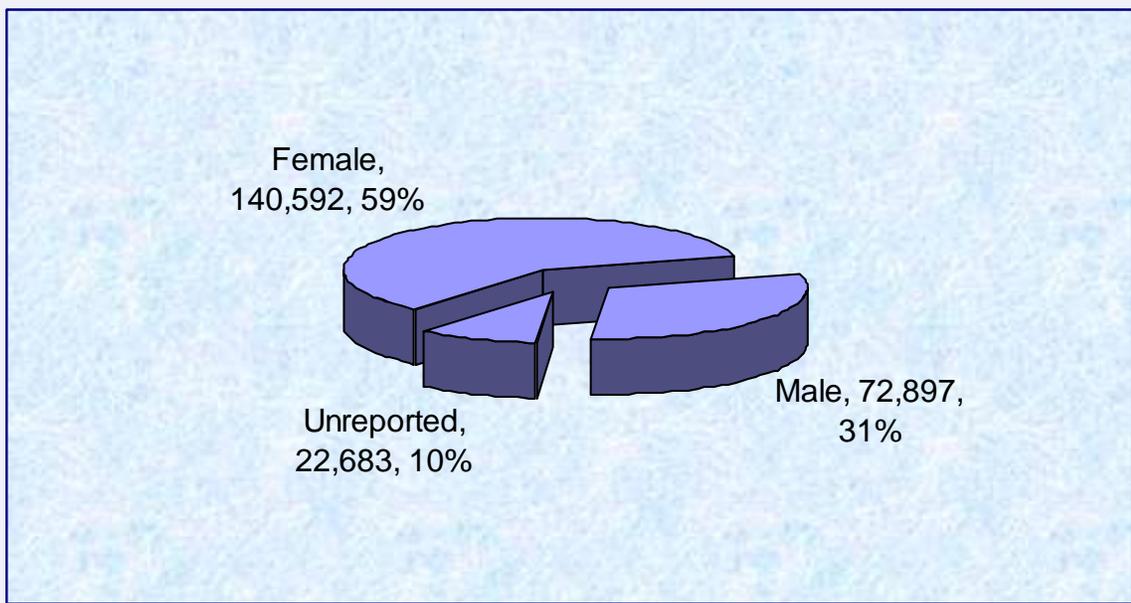
Data represents candidates who applied for job openings during the calendar year 2007, which includes candidates who applied for multiple requisitions. Applicants' highest level of education is based on self-reported information.

Employment Applicants by Ethnic Group



Data represents candidates who applied for job openings during calendar year 2007 and includes candidates who applied for multiple job openings. Ethnicity data is based on self-reporting where disclosure was voluntary.

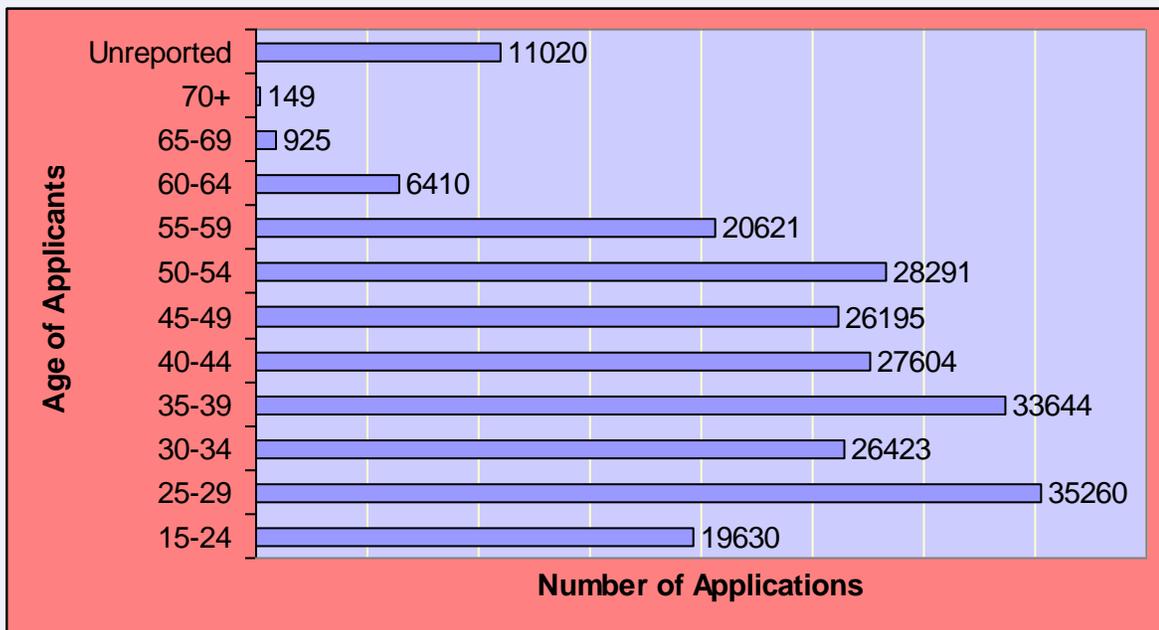
Employment Applicants by Gender



Data represents candidates who applied for job openings during the calendar year 2007 and includes candidates who applied for multiple job openings. Gender data is based on self-reporting where disclosure was voluntary.

Employment

Applicants by Age Range



Data represents candidates who applied for job openings during calendar year 2007 and includes candidates who applied for multiple job openings. Age or birth date data is based on self-reporting where disclosure was voluntary. Data represents applicants' ages as of December 31, 2007.

Employment Applicants by County of Residence & Ethnicity



	White	Black	Hispanic	Asian	Indian	Native Hawaiian / Other Pacific Islander	Not Specified	TOTAL APPLICANTS
Adams	105	0	5	0	0	0	0	110
Allen	2,765	1,171	40	34	140	49	191	4,390
Bartholomew	1,521	394	12	1	0	0	107	2,035
Benton	84	28	2	0	0	0	40	154
Blackford	96	0	0	0	0	0	1	97
Boone	926	78	0	58	2	0	54	1,118
Brown	300	0	0	0	0	0	13	313
Carroll	407	0	0	0	0	0	11	418
Cass	2,618	36	59	36	36	0	199	2,984
Clark	321	52	0	0	0	0	1	374
Clay	1,096	0	1	0	0	0	37	1,134
Clinton	265	0	0	0	0	0	16	281
Crawford	214	0	0	0	0	0	0	214
Daviess	327	0	0	9	2	0	3	341
Dearborn	243	0	0	0	0	0	3	246
Decatur	522	0	0	0	0	0	7	529
DeKalb	438	0	0	0	0	0	12	450
Delaware	1,774	324	45	0	0	8	303	2,454
Dubois	241	0	0	0	0	0	18	259
Elkhart	375	11	7	0	0	0	12	405
Fayette	465	4	0	0	0	0	85	554
Floyd	236	18	8	0	0	0	19	281
Fountain	157	0	0	0	0	0	36	193
Franklin	251	0	0	2	3	0	38	294
Fulton	387	0	0	0	2	0	18	407
Gibson	275	5	0	10	0	0	4	294
Grant	573	61	1	0	0	1	27	663
Greene	1,059	0	3	6	0	0	105	1,173
Hamilton	3,046	665	33	294	18	0	662	4,718
Hancock	4,179	403	1	27	74	0	393	5,077
Harrison	184	0	0	0	0	0	11	195
Hendricks	6,553	620	102	395	64	0	1,162	8,896

Continued next page....

Employment

Applicants by County of Residence & Ethnicity

(Cont.)



	White	Black	Hispanic	Asian	American Indian	Native Hawaiian / Other Pacific Islander	Not Specified	TOTAL APPLICANTS
Henry	4,001	13	0	0	7	0	274	4,295
Howard	1,539	48	28	2	34	0	38	1,689
Huntington	215	0	0	0	0	0	75	290
Jackson	1,261	1	0	0	23	1	43	1,329
Jasper	222	0	0	0	0	0	10	232
Jay	225	0	0	0	0	0	12	237
Jefferson	1,089	64	2	0	5	0	349	1,509
Jennings	2,110	0	1	0	0	0	91	2,202
Johnson	7,808	59	25	12	384	0	820	9,108
Knox	928	61	4	0	42	0	21	1,056
Kosciusko	137	1	3	0	0	0	6	147
La Porte	2,596	693	115	3	12	0	430	3,849
LaGrange	101	0	0	1	0	0	6	108
Lake	1,384	3,588	445	144	14	1	381	5,957
Lawrence	344	6	0	7	0	0	25	382
Madison	4,774	996	18	1	2	0	213	6,004
Marion	40,781	42,827	1,124	2,629	441	60	12,003	99,865
Marshall	197	0	0	0	0	0	4	201
Martin	27	0	0	12	0	0	1	40
Miami	1,984	149	18	0	10	0	180	2,341
Monroe	1,718	27	23	21	3	34	205	2,031
Montgomery	1,117	2	0	0	0	0	36	1,155
Morgan	3,115	0	11	0	47	0	201	3,374
Newton	44	0	3	0	1	0	14	62
Noble	254	2	0	0	0	0	56	312
Ohio	14	0	0	0	0	0	0	14
Orange	379	0	0	0	0	0	2	381
Owen	997	0	42	0	0	0	7	1,046
Parke	461	0	0	12	1	0	21	495
Perry	373	5	2	2	0	0	37	419
Pike	66	2	0	0	0	0	3	71
Porter	2,197	600	96	10	0	0	298	3,201

Continued next page....

Employment

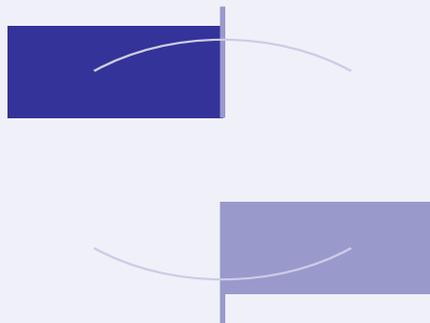
Applicants by County of Residence & Ethnicity (Cont.)



	White	Black	Hispanic	Asian	American Indian	Native Hawaiian / Other Pacific Islander	Not Specified	TOTAL APPLICANTS
Posey	163	0	0	0	0	0	9	172
Pulaski	195	0	0	0	0	0	0	195
Putnam	3,171	4	20	4	3	0	186	3,388
Randolph	231	0	0	0	3	0	0	234
Ripley	477	0	0	0	0	0	48	525
Rush	1,067	11	0	0	0	0	28	1,106
Scott	360	0	0	0	0	0	8	368
Shelby	1,685	2	27	0	0	0	88	1,802
Spencer	140	0	0	0	0	0	2	142
St. Joseph	997	668	25	10	0	0	314	2,014
Starke	337	0	0	0	6	0	19	362
Steuben	131	0	18	0	22	0	23	194
Sullivan	719	0	1	0	6	0	23	749
Switzerland	58	0	3	0	0	0	0	61
Tippecanoe	1,414	106	132	82	4	4	285	2,027
Tipton	181	0	0	0	0	0	26	207
Union	70	0	0	0	0	0	21	91
Vanderburgh	1,765	526	17	0	4	0	150	2,462
Vermillion	237	0	0	0	4	0	8	249
Vigo	2,846	269	10	38	2	0	409	3,574
Wabash	288	0	0	0	7	0	11	306
Warren	146	0	0	0	0	0	10	156
Warrick	562	9	11	4	0	0	11	597
Washington	231	0	0	2	1	0	7	241
Wayne	1,458	138	24	0	3	1	54	1,678
Wells	122	0	0	0	1	0	0	123
White	347	0	0	0	0	0	8	355
Whitley	418	0	0	0	0	0	6	424
Not Self-Reported	7,190	3,431	258	391	20	67	1,090	12,447
Out of State	3,264	1,448	231	149	37	4	337	5,470
TOTALS	144,731	59,626	3,056	4,408	1,490	230	22,631	236,172



Workforce Mobility



Workforce Mobility

Employees Eligible for Retirement



Eligible to Retire w/Full Benefits *		
Age	Number of Eligible Employees	Percent of Workforce
55	234	0.70%
56	240	0.72%
57	260	0.78%
58	292	0.88%
59	258	0.78%
60	474	1.43%
61	389	1.17%
62	249	0.75%
63	182	0.55%
64	194	0.58%
65	183	0.55%
66	139	0.42%
67	93	0.28%
68 plus	320	0.96%
TOTAL	3507	10.56%

Eligible to Retire w/Reduced Benefits **		
Age	Number of Eligible Employees	Percent of Workforce
50	547	1.65%
51	541	1.63%
52	610	1.84%
53	604	1.82%
54	580	1.75%
55	395	1.19%
56	327	0.98%
57	295	0.89%
58	279	0.84%
59	256	0.77%
TOTAL	4434	13.36%

Data based on full-time employees as of 12/31/2007.

*** Full retirement benefits eligibility:**

Age 65 with 10 or more years of creditable service.

Age 60 with 15 or more years of creditable service.

Minimum age 55, sum of employee's age and years of service is at least 85 (known as "Rule of 85").

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

Age 50 through 59, with 15 or more years of creditable service.

Workforce Mobility

Eligible to Retire w/Full Benefits



Agency	Currently Eligible		Eligible in 5 Years		Employee Count
	Number of Employees	Percent of Workforce	Number of Employees	Percent of Workforce	
Adjutant General's Office	46	9.15%	120	23.86%	502
Alcohol & Tobacco Comm	10	8.33%	19	15.83%	120
Appellate Court	9	9.68%	22	23.66%	93
Attorney General	9	2.80%	20	6.21%	322
Auditor of State	6	9.09%	13	19.70%	66
Board of Animal Health	19	15.70%	39	32.23%	121
Board of Tax Review	2	10.53%	5	26.32%	19
Budget Agency	3	9.38%	6	18.75%	32
Bureau of Motor Vehicles	36	9.57%	91	24.20%	376
Civil Rights Commission	9	27.27%	12	36.36%	33
Clerk Supreme & Appellate Ct	0	0.00%	0	0.00%	1
Comm on Proprietary Ed	2	28.57%	2	28.57%	7
Comm on Public Records	3	9.38%	8	25.00%	32
Criminal Justice Inst	2	5.56%	2	5.56%	36
Dept of Administration	18	6.82%	69	26.14%	264
Dept of Agriculture	3	4.11%	7	9.59%	73
Dept of Child Services	236	9.34%	495	19.59%	2527
Dept of Correction *	464	6.19%	1393	18.60%	7490
Dept of Education	47	14.97%	102	32.48%	314
Dept of Financial Institutions	13	19.40%	24	35.82%	67
Dept of Insurance	6	6.59%	15	16.48%	91
Dept of Labor	10	11.76%	25	29.41%	85
Dept of Local Gov Finance	12	19.05%	16	25.40%	63
Dept of Natural Resources	179	12.45%	459	31.92%	1438
Dept of Revenue	108	14.12%	237	30.98%	765
Dept of Veterans Affairs	2	13.33%	5	33.33%	15
Dept of Workforce Develop	186	20.37%	368	40.13%	913
Ed Employee Relations Board	1	14.29%	1	14.29%	7
Environmental Adjudication	0	0.00%	0	0.00%	3
Environmental Management	97	10.55%	244	26.55%	919
Family & Social Svcs Admin**	628	13.30%	1520	32.19%	4722
Gov Plan Cncl for Ppl w/Disab	2	40.00%	4	80.00%	5
Governor's Office	0	0.00%	0	0.00%	32
Historical Bureau	1	12.50%	3	37.50%	8
IN Arts Commission	2	25.00%	2	25.00%	8
IN Dept of Gaming Research	0	0.00%	0	0.00%	1
IN Dept of Homeland Security	33	13.87%	74	31.09%	238
IN Dept of Transportation	558	1215.00%	1268	27.61%	4594
IN Economic Dev Corp	2	2.53%	4	5.06%	79
IN Election Commission	0	0.00%	0	0.00%	9
IN Gaming Commission	13	6.57%	30	15.15%	198

* DOC includes central office and all correctional facilities.
 ** FSSA includes all DFC county offices and state hospitals.

Workforce Mobility

Eligible to Retire w/Full Benefits * (Cont.)



Agency	Currently Eligible		Eligible in 5 Years		Employee Count
	Number of Employees	Percent of Workforce	Number of Employees	Percent of Workforce	
IN Judicial Center	3	12.00%	8	32.00%	25
IN Professional Licensing Agcy	6	6.38%	20	21.28%	94
IN School for the Blind & VI	26	14.36%	67	37.02%	181
IN School for the Deaf	21	7.32%	76	26.48%	287
IN State Department of Health	184	12.74%	426	29.50%	1444
IN State Library	11	18.64%	21	35.59%	59
IN State Police	127	6.27%	365	18.03%	2024
IN Tax Court	1	20.00%	1	20.00%	5
IN Tobacco Prevention & Cessation	0	0.00%	0	0.00%	13
IN Utility Regulatory Comm	5	6.58%	10	13.16%	76
Integrated Public Safety Comm	3	27.27%	5	45.45%	11
Law Enforcement Training Board	9	14.29%	25	39.68%	63
Lieutenant Governor's Office	2	2.74%	5	6.85%	73
Long Term Disability	195	25.52%	408	53.40%	764
NW IN Regional Dev Authority	0	0.00%	0	0.00%	3
Off of Faith-Based & Comm Init	0	0.00%	0	0.00%	10
Office of Federal Grants & Pro	0	0.00%	0	0.00%	1
Office of Inspector General	7	41.18%	9	52.94%	17
Office of Management & Budget	0	0.00%	0	0.00%	7
Office of Technology	22	7.59%	50	17.24%	290
Prosecuting Attorney Cncl	1	12.50%	3	37.50%	8
Protection Advocacy Svcs Comm	5	17.24%	8	27.59%	29
Public Access Counselor	0	0.00%	0	0.00%	2
Public Defender Council	1	11.11%	3	33.33%	9
Public Defenders Office	9	13.64%	17	25.76%	66
Public Empl Retirement Fund	9	6.08%	14	9.46%	148
Secretary of State	6	6.90%	12	13.79%	87
State Board of Accounts	43	15.36%	96	34.29%	280
State Employees Appeals Comm	1	50.00%	1	50.00%	2
State Personnel Department	6	6.12%	15	15.31%	98
State Racing Commission	0	0.00%	1	6.25%	16
State Student Assistance	3	15.79%	5	26.32%	19
Supreme Court	16	12.21%	33	25.19%	131
Teachers Retirement Fund	1	2.17%	6	13.04%	46
Treasurer of State	0	0.00%	0	0.00%	14
Utility Consumer Counselor	1	1.96%	4	7.84%	51
War Memorials Commission	1	4.55%	4	18.18%	22
Workers' Comp Board	5	14.29%	8	22.86%	35
Grand Total	3507	10.56%	8450	25.45%	33198

*** Full Pension Benefits Eligibility:**

Age 65 with 10 or more years of creditable service.

Age 60 with 15 or more years of creditable service.

Minimum age 55; sum of employee age and service is 85 or more (known as "Rule of 85").

Data based on full-time employees as of 12/31/2007.

Workforce Mobility

Eligible to Retire w/Reduced Benefits *



Agency	Currently Eligible		Eligible in 5 Years		Employee Count
	Number of Employees	Percent of Workforce	Number of Employees	Percent of Workforce	
Adjutant General's Office	70	13.92%	66	13.12%	502
Alcohol & Tobacco Commission	8	6.67%	8	6.67%	120
Appellate Court	11	11.83%	15	16.13%	93
Attorney General	8	2.48%	18	5.59%	322
Auditor of State	8	12.12%	6	9.09%	66
Board of Animal Health	25	20.66%	26	21.49%	121
Board of Tax Review	1	5.26%	4	21.05%	19
Budget Agency	2	6.25%	3	9.38%	32
Bureau of Motor Vehicles	50	13.13%	43	11.44%	376
Civil Rights Commission	2	6.06%	3	9.09%	33
Clerk Supreme & Appellate Court	0	0.00%	0	0.00%	1
Comm on Proprietary Education	1	14.29%	1	14.29%	7
Comm on Public Records	3	9.38%	7	21.88%	32
Criminal Justice Institute	0	0.00%	0	0.00%	36
Dept of Administration	39	14.77%	43	16.29%	264
Dept of Agriculture	9	12.33%	16	21.92%	73
Dept of Child Services	235	9.30%	230	9.10%	2527
Dept of Correction *	786	10.49%	982	13.11%	7490
Dept of Education	40	12.74%	35	11.15%	314
Dept of Financial Institutions	9	13.43%	13	19.40%	67
Dept of Insurance	7	7.69%	4	4.40%	91
Dept of Labor	7	8.24%	12	14.12%	85
Dept of Local Gov Finance	3	4.76%	8	12.70%	63
Dept of Natural Resources	273	18.98%	226	15.72%	1438
Dept of Revenue	116	15.16%	131	17.12%	765
Dept of Veterans' Affairs	1	6.67%	1	6.67%	15
Dept of Workforce Development	158	17.31%	92	10.08%	913
Education Employ Relations Brd	0	0.00%	2	28.57%	7
Environmental Adjudication	0	0.00%	1	33.33%	3
Environmental Management	150	16.32%	177	19.26%	919
Family & Social Svcs Admin**	845	17.89%	722	15.29%	4722
Gov Plan Cncl for People w/Disab	1	20.00%	0	0.00%	5
Governor's Office	0	0.00%	0	0.00%	32
Historical Bureau	2	25.00%	0	0.00%	8
IN Arts Commission	1	12.50%	1	12.50%	8
IN Dept of Gaming Research	0	0.00%	0	0.00%	1
IN Dept of Homeland Security	36	15.13%	41	17.23%	238
IN Dept of Transportation	634	13.80%	690	15.02%	4594
IN Economic Development Corp	1	1.27%	4	5.06%	79
IN Election Commission	1	11.11%	3	33.33%	9
IN Gaming Commission	16	8.08%	11	5.56%	198

* DOC includes central office and all correctional facilities.

** FSSA includes all DFC county offices and state hospitals.

Workforce Mobility

Eligible to Retire w/Reduced Benefits (Cont.)



Agency	Currently Eligible		Eligible in 5 Years		Employee Count
	Number of Employees	Percent of Workforce	Number of Employees	Percent of Workforce	
IN Judicial Center	4	16.00%	3	12.00%	25
IN Professional Licensing Agency	9	9.57%	9	9.57%	94
IN School for the Blind & Vis. Imp.	40	22.10%	35	19.34%	181
IN School for the Deaf	57	19.86%	50	17.42%	287
IN State Department of Health	191	13.23%	186	12.88%	1444
IN State Library	10	16.95%	4	6.78%	59
IN State Police	254	12.55%	292	14.43%	2024
IN Tax Court	0	0.00%	0	0.00%	5
IN Tobacco Prevention & Cessation	1	7.69%	4	30.77%	13
IN Utility Regulatory Commission	6	7.89%	16	21.05%	76
Integrated Public Safety Comm	2	18.18%	0	0.00%	11
Law Enforcement Training Board	11	17.46%	9	14.29%	63
Lieutenant Governor's Office	2	2.74%	1	1.37%	73
Long Term Disability	133	17.41%	107	14.01%	764
NW IN Regional Dev Authority	0	0.00%	0	0.00%	3
Off of Faith-Based & Comm Initiative	0	0.00%	0	0.00%	10
Office of Federal Grants & Programs	0	0.00%	0	0.00%	1
Office of Inspector General	2	11.76%	1	5.88%	17
Office of Management & Budget	0	0.00%	0	0.00%	7
Office of Technology	30	10.34%	42	14.48%	290
Prosecuting Attorney Council	3	37.50%	2	25.00%	8
Protection Advocacy Services Comm	3	10.34%	8	27.59%	29
Public Access Counselor	0	0.00%	0	0.00%	2
Public Defender Council	3	33.33%	4	44.44%	9
Public Defenders Office	14	21.21%	13	19.70%	66
Public Employees' Retirement Fund	5	3.38%	8	5.41%	148
Secretary of State	3	3.45%	6	6.90%	87
State Board of Accounts	55	19.64%	53	18.93%	280
State Employees' Appeals Comm	0	0.00%	0	0.00%	2
State Personnel Department	11	11.22%	17	17.35%	98
State Racing Commission	0	0.00%	3	18.75%	16
State Student Assistance	3	15.79%	2	10.53%	19
Supreme Court	16	12.21%	19	14.50%	131
Teachers Retirement Fund	3	6.52%	3	6.52%	46
Treasurer of State	1	7.14%	3	21.43%	14
Utility Consumer Counselor	1	1.96%	7	13.73%	51
War Memorials Commission	1	4.55%	4	18.18%	22
Workers' Compensation Board	1	2.86%	7	20.00%	35
Grand Total	4434	13.36%	4563	13.74%	33198

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

Age 50 through 59, with 15 or more years of credible service.

Data based on full-time employees as of 12/31/2007.

Workforce Mobility Turnover by Agency



Agency	Retirement	Resignation	Discharge	Death	Lay-Off	Total *	Turnover
Adjutant General's Office	3	44	40	2		89	18%
Alcohol & Tobacco Commission	1	4	1			6	5%
Appellate Court		10				10	11%
Attorney General	1	60	6	1		68	21%
Auditor of State	2	3	3			8	12%
Board of Animal Health		11	1			12	10%
Board of Tax Review						0	0%
Budget Agency		3				3	9%
Bureau of Motor Vehicles	9	46	29	1	1	86	23%
Civil Rights Commission		3	2			5	15%
Commission on Public Records	1	5	6			12	171%
Commission on Proprietary Education		3				3	9%
Criminal Justice Institute		6	1			7	19%
Dept of Administration	11	21	12	1	15	60	23%
Dept of Agriculture	1	7				8	11%
Dept of Child Services	53	257	52	3	1	366	14%
Dept of Correction *	128	674	690	32	7	1531	20%
Dept of Education	6	23	3	1		33	11%
Dept of Financial Institutions	2	4				6	9%
Dept of Insurance	2	11		1		14	15%
Dept of Labor	1	7	1			9	11%
Dept of Local Government Finance	2	13				15	24%
Dept of Natural Resources	25	66	6	3		100	7%
Dept of Revenue	21	56	29	2		108	14%
Dept of Veterans' Affairs		3	1			4	27%
Dept of Workforce Development	51	55	8	3	9	126	14%
Education Employee Relations Board						0	0%
Environmental Adjudication		1				1	33%
Environmental Management	7	62	7	2		78	8%
Family & Social Services Admin **	283	1604	176	18	9	2090	44%
Governor's Office		3	1			4	80%
Gov Plan Cncl for People w/Disabilities						0	0%
Historical Bureau	1	1				2	25%
IN Arts Commission		3	2			5	63%
IN Dept of Homeland Security	13	20	6	2		41	17%
IN Dept of Transportation	69	662	118	13	1	863	19%
IN Economic Development Corp		19	1			20	25%
IN Election Commission		1				1	11%
IN Gaming Commission		14	5			19	10%
IN Judicial Center		1				1	4%

* DOC includes central office and all correctional facilities.
 ** FSSA includes all DFC county offices and state hospitals.

Workforce Mobility

Turnover by Agency (Cont.)



Agency	Retirement	Resignation	Discharge	Death	Lay-Off	Total	Turnover *
IN Professional Licensing Agency	2	16	4			22	23%
IN School for the Blind & Visually Impaired	1	12	1			14	8%
IN School for the Deaf	7	19	19			45	16%
IN State Department of Health	22	156	53	5	4	240	17%
IN State Library	2	7	1	1	1	12	20%
IN State Police	48	139	3	4	6	200	10%
IN Tax Court		1				1	20%
IN Tobacco Prevention & Cessation		2				2	15%
IN Utility Regulatory Commission		6	1			7	9%
Integrated Public Safety Commission						0	0%
Law Enforcement Training Board		1				1	2%
Lieutenant Governor's Office	2	9	17			28	38%
NW IN Regional Development Authority						0	0%
Office of Faith-Based & Comm Initiatives			1			1	33%
Office of Federal Grants & Programs						0	0%
Office of Inspector General		1				1	100%
Office of Management & Budget		3				3	18%
Office of Technology	4	11	1		5	21	300%
Prosecuting Attorney Council		1				1	0%
Protection Advocacy Services Commission	1	1				2	25%
Public Access Counselor			1			1	3%
Public Defender Council						0	0%
Public Defenders Office		3				3	33%
Public Employees' Retirement Fund		14	8			22	33%
Secretary of State	1	15	4			20	14%
Soldiers & Sailors Children's Home	7	17	7	1		32	37%
State Board of Accounts	2	13	1	1		17	6%
State Employees' Appeals Commission						0	0%
State Personnel Department	1	14				15	15%
State Racing Commission		1	2			3	19%
State Student Assistance	2	1	1			4	21%
Supreme Court		15				15	11%
Teachers' Retirement Fund		9				9	20%
Treasurer of State			1			1	7%
Utility Consumer Counsel		6				6	12%
War Memorials Commission		3				3	14%
Workers' Compensation Board	1	3		1		5	14%

Data based on separations involving full-time employees for calendar year 2007.

Separations include employee retirement, resignation, discharge, death, and lay-off.

* Turnover calculated as total separations divided by agency workforce totals.

Workforce Mobility

Employee Separations by Job Function



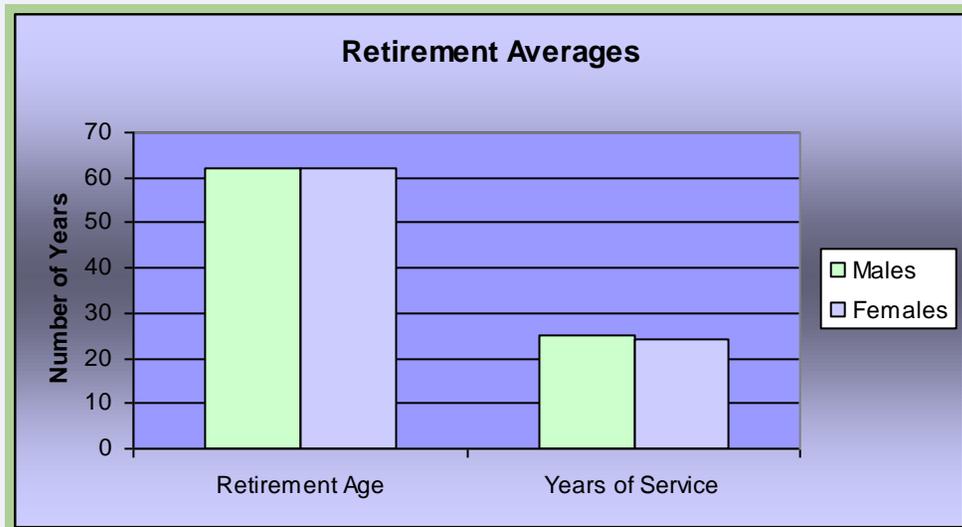
Job Function	Voluntary		Involuntary		Death	Reason Not Specified	Total Separations	Percent Turnover	Total Full-Time Workforce
	Resignation	Retirement	Discharge	Layoff					
Administration, Procurement, Purchasing	258	40	58	8	4	0	368	15%	2523
Animal Health	8	0	0	0	0	0	8	10%	82
Architecture & Engineering	35	7	1	0	1	0	44	7%	637
Biological & Scientific	12	0	3	0	0	0	15	5%	301
Clerical & Office Support	686	126	148	36	14	1	1011	36%	2781
Education & Library Science	38	17	5	1	1	0	62	12%	515
Environmental & Natural Resources	69	13	3	0	5	0	90	7%	1249
Executive	155	32	6	1	2	1	197	14%	1453
Facilities, Grounds, Labor, Maintenance	188	37	47	4	7	0	283	15%	1946
Finance, Accounting, Auditing	130	49	37	2	5	0	223	12%	1903
Food Service	33	5	14	2	5	0	59	19%	312
Health Care	130	16	36	1	3	0	186	25%	754
Human & Social Services	1349	246	108	8	15	1	1727	31%	5565
Human Resources	20	8	7	1	0	0	36	13%	277
Information Technology	60	16	5	6	3	0	90	11%	833
Law Enforcement & Protective Services	832	103	342	0	25	0	1302	18%	7308
Legal	56	5	7	0	3	0	71	24%	300
Other	116	9	18	0	1	2	146	23%	633
Public Health & Safety	86	21	10	1	4	0	122	14%	855
Transportation	476	52	67	1	7	0	603	21%	2859
Utility Administration	10	0	1	0	0	0	11	10%	111
Total	4747	802	923	72	105	5	6654	20%	33,197

Data includes separations of full-time employees during calendar year 2007.

Workforce Mobility

Average Retirement Age/Years of Service

By Job Function



Job Function	Average Age at Retirement		Average Years of Service	
	Male	Female	Male	Female
Administration, Procurement, Purchasing	65	62	21	24
Animal Health	-	-	-	-
Architecture & Engineering	62	-	37	-
Biological & Scientific	-	-	-	-
Clerical & Office Support	71	64	24	22
Education & Library Science	60	61	23	21
Environmental & Natural Resources	62	66	24	26
Executive	62	55	25	26
Facilities, Grounds, Labor, Maintenance	64	65	-	-
Finance, Accounting, Auditing	64	64	25	25
Food Service	-	67	-	19
Health Care	61	64	32	23
Human & Social Services	62	61	27	27
Human Resources	-	64	-	25
Information Technology	62	58	26	25
Law Enforcement & Protective Services	60	62	25	19
Legal	71	61	18	14
Other	-	63	-	17
Public Health & Safety	65	65	20	18
Transportation	63	64	26	15
Utility Administration	-	-	-	-
Overall Average Age / Years of Service	62	62	25	24



State Agencies Included in Data

Adjutant General's Office
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
Commission on Public Records
Commission on Proprietary Education
Criminal Justice Institute
Dept of Administration
Dept of Agriculture
Dept of Child Services
Dept of Correction
Dept of Education
Dept of Financial Institutions
Dept of Insurance
Dept of Labor
Dept of Local Government Finance
Dept of Natural Resources
Dept of Revenue
Dept of Veterans Affairs
Dept of Workforce Development
Education Employee 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 Dept of Homeland Security
Indiana Dept of Transportation
Indiana Economic Development Corp
Indiana Election Commission
Indiana Gaming Commission

Indiana Judicial Center
Indiana Professional Licensing Agency
Indiana School for the Blind & Visually Impaired
Indiana School for the Deaf
Indiana State Department of Health
Indiana State Library
Indiana State Police
Indiana Tax Court
Indiana Tobacco Prevent & Cessation
Indiana Utility Regulatory Commission
Integrated Public Safety Commission
Law Enforcement Training Board
Lieutenant Governor's Office
Long Term Disability
Northwest Indiana Regional Development
Authority
Office of Faith-Based & Community Initiatives
Office of Federal Grants & Programs
Office of the Inspector General
Office of Management & Budget
Office of Technology
Prosecuting Attorney Council
Protection and Advocacy Services Commission
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
Treasurer of State
Utility Consumer Counsel
War Memorials Commission
Workers' Compensation Board