



Workforce Report 2006

Wyoming State Government

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

August 2007

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



Dear Reader:

This is the 26th edition of the annual Workforce Report. Our goal is to provide information about the State of Wyoming employee population to use in your workforce analysis and decision making.

We are pleased to provide this information service to you. This report, as well as previous years of the report, is available on our website (<http://personnel.state.wy.us/WF/Index.htm>). Please let us know of enhancements you would like to see in the future and contact the A&I Human Resources Division if you would like customized analysis of human resources data.

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

A handwritten signature in black ink, appearing to read "Ron Ommen".

Ron Ommen, Director

Department of Administration & Information Mission:

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

Workforce Report 2006

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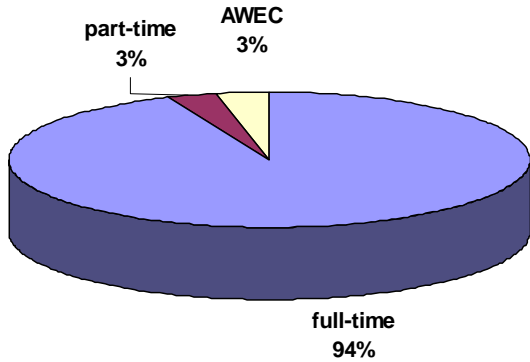
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Executive Summary

Composition of State Government Workforce



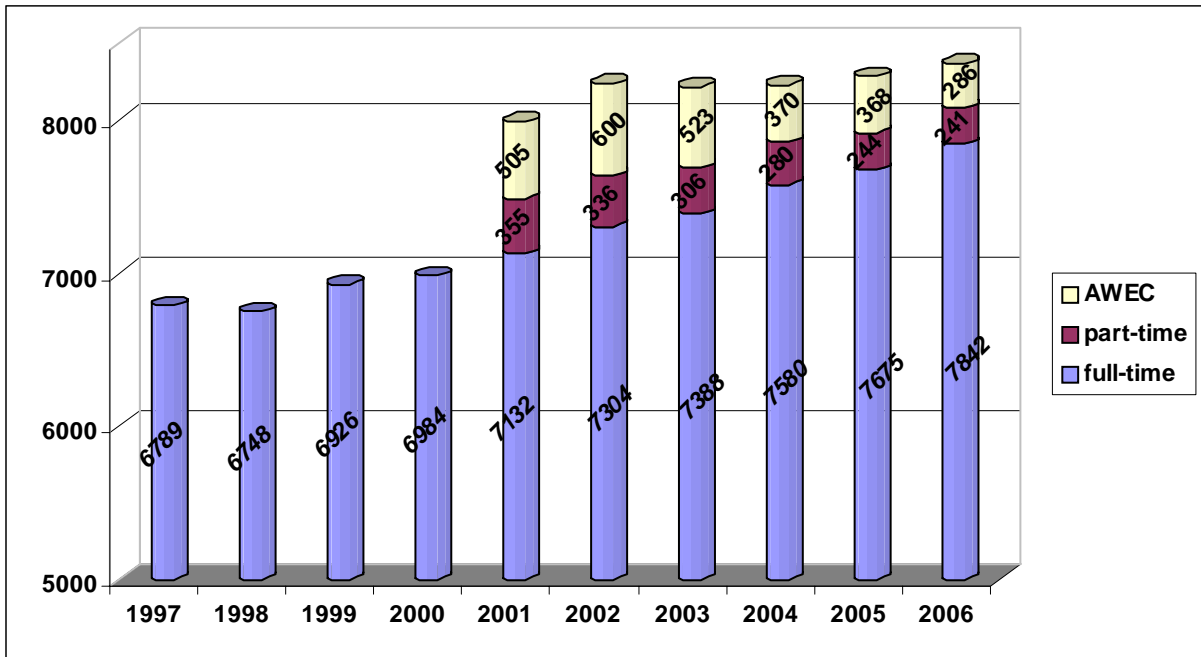
In December 2006
8369 employees worked for the
Executive Branch of the
State of Wyoming.

94% of the workforce worked on a
Full-time regular basis.

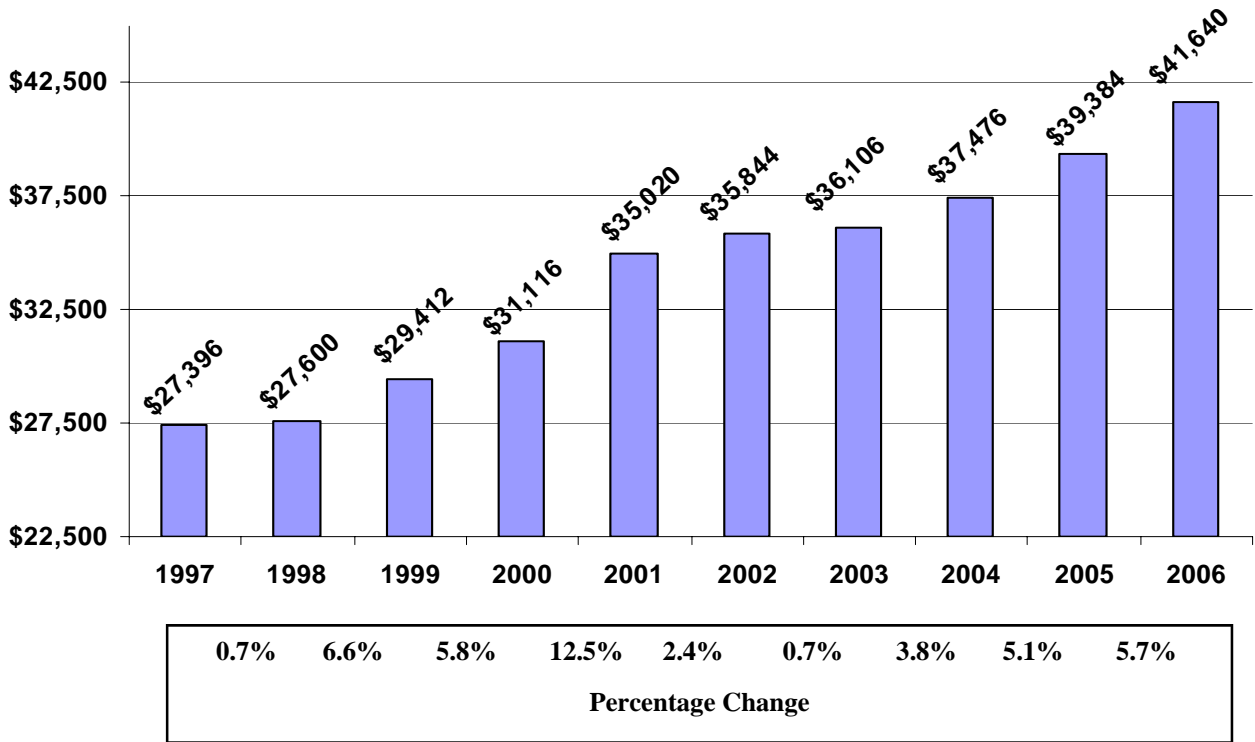
7842 full-time
241 part-time
286 At-Will Employee Contract

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

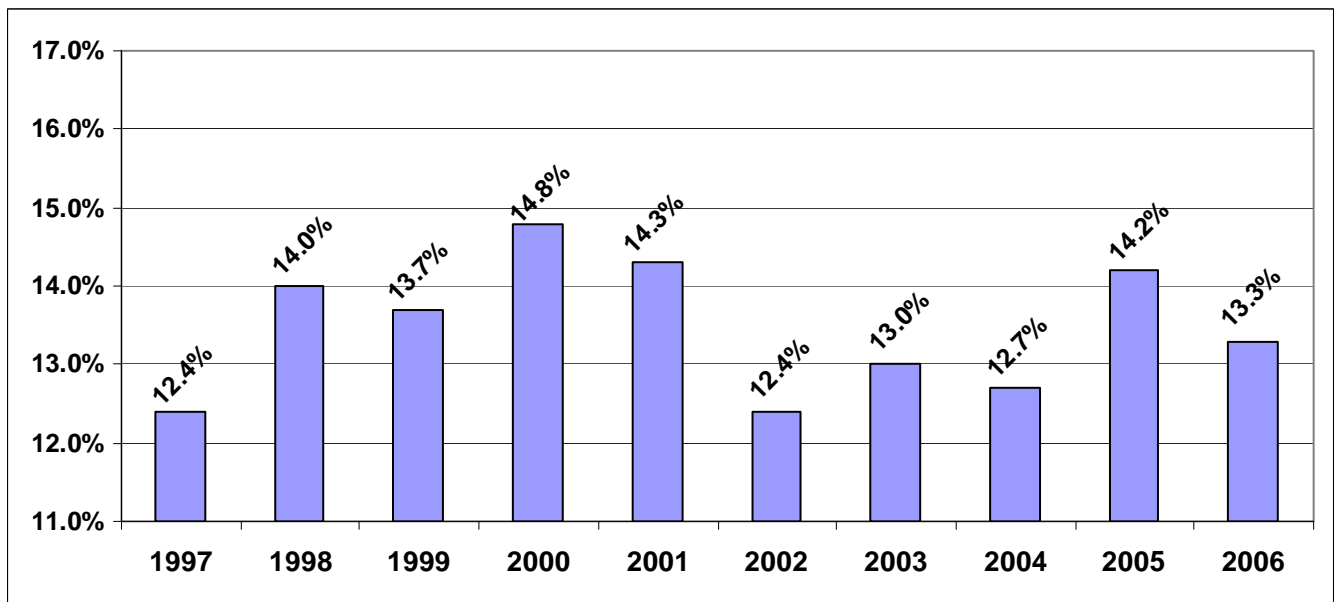
Employee Count 10 Year History



Average Annual Base Salary 10 Year History



Turnover Rate 10 Year History



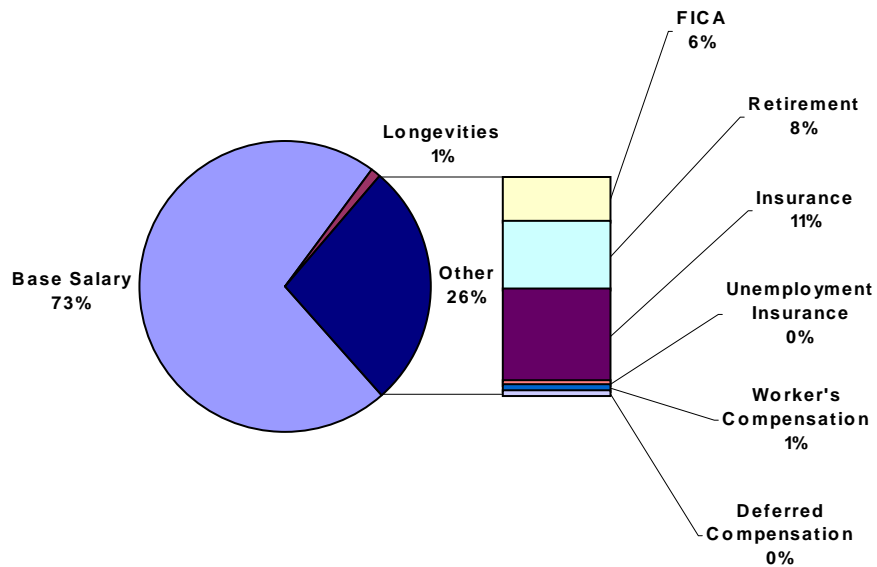
Total Compensation Analysis

Executive Branch*	Monthly
Average Base Salary for 2006	\$3,470
Average Longevities (1.57 longevities @ \$40.00)	\$63
Subtotal	\$3,533
Employer Paid Benefits	
FICA @ 7.65%	\$270
Retirement @ 11.25%	\$397
Insurance**	\$532
Unemployment Insurance @ 0.5%	\$18
Workers' Compensation @ 1.17%	\$41
Deferred Compensation***	\$20
Subtotal	\$1,278
Total Compensation (Salary + Benefits)	\$4,811
Benefits as a Percent of Salary	36.2%

*Executive Branch does not include Community Colleges or University of Wyoming employees.

**This rate is the average State contribution for all participants.

***The Deferred Compensation match is a voluntary benefit received by putting at least \$20/month in to the Deferred Compensation Plan. Participation is not at 100%.



Employees
Salaries
Diversity
EEO-4 Data

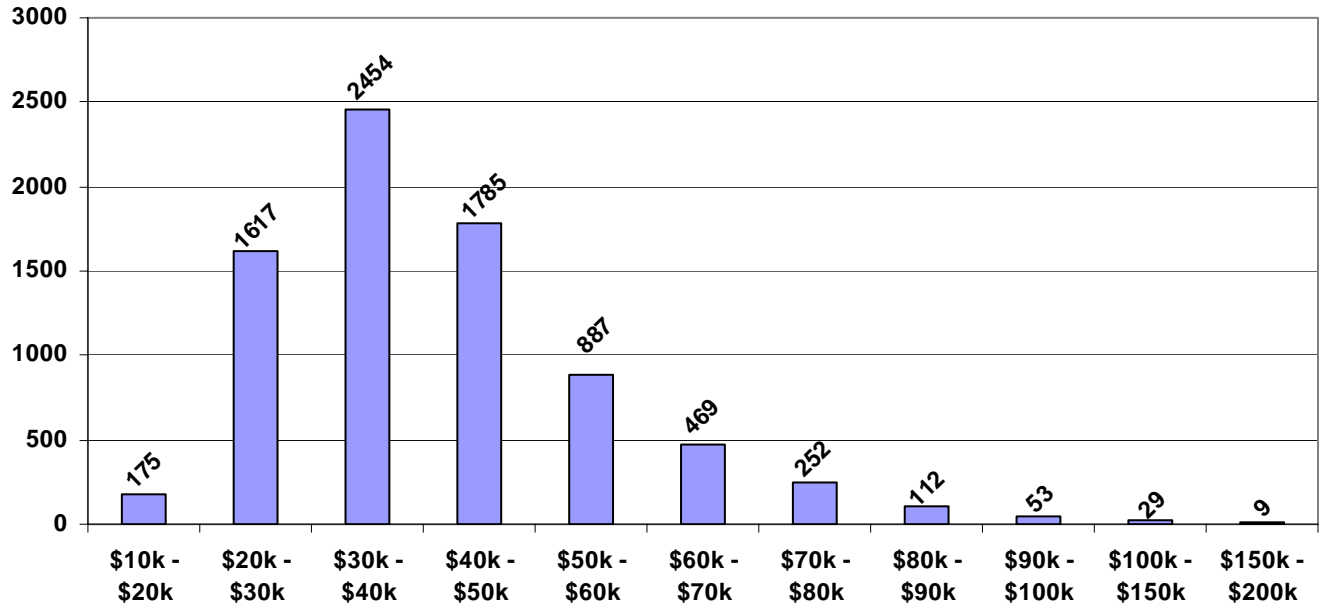
Employee Count by Agency

Agency	Employee Count				% Change '05 - '06
	Dec '06	Dec '05	Dec '04	Dec '03	
Administration & Information	339	335	329	325	1.2%
Administrative Hearings	9	7	7	7	28.6%
Agriculture	80	80	75	70	0.0%
Attorney General	238	230	225	172	3.5%
Audit Department	109	99	97	94	10.1%
Board of Equalization	7	7	7	7	0.0%
Board of Geologists	1	1	1	1	0.0%
C.P.A. Board	2	2	2	2	0.0%
Community College Comm.	11	10	8	9	10.0%
Corrections	738	691	722	738	6.8%
Cosmetology Board	1	1	1	1	0.0%
Education	100	93	95	93	7.5%
Employment	294	285	281	257	3.2%
Environmental Quality	237	216	201	203	9.7%
Environmental Quality Council	3	2	3	3	50.0%
Family Services	713	713	700	668	0.0%
Fire Prevention	30	28	31	29	7.1%
Game & Fish	393	386	382	353	1.8%
Geological Survey	25	22	14	16	13.6%
Governor's Office	44	46	41	22	-4.3%
Governor's Residence	2	2	2	2	0.0%
Health	1237	1226	1246	1233	0.9%
Insurance Department	24	25	23	24	-4.0%
Livestock Board	18	15	17	15	20.0%
Medical Licensing Board	3	2	3	3	50.0%
Nursing Board	7	7	7	7	0.0%
Oil & Gas Commission	41	38	36	31	7.9%
Outfitters Board	4	4	4	4	0.0%
Pari-Mutuel Board	3	3	3	3	0.0%
Parks & Cultural Resources	169	172	168	164	-1.7%
Parole Board	6	6	6	4	0.0%
Pharmacy Board	5	6	5	4	-16.7%
Prof. Teaching Standards Board	6	5	6	6	20.0%
Public Defender	63	60	61	57	5.0%
Public Service Commission	31	32	31	33	-3.1%
Real Estate	3	4	4	4	-25.0%
Retirement System	27	26	24	17	3.8%
Revenue	123	121	118	116	1.7%
School Facilities Comm.	17	10	8	8	70.0%
Secretary of State	26	27	26	26	-3.7%
State Auditor	24	25	25	24	-4.0%
State Engineer	133	130	117	111	2.3%
State Lands & Investments	98	92	92	91	6.5%
State Treasurer	24	24	20	18	0.0%
Transportation Department	1936	1952	1933	1940	-0.8%
Water Development Commission	25	19	19	21	31.6%
Wildlife & Natural Resources Trust	1	1			0.0%
Workforce Services	244	241	234	224	1.2%
WY Military Dept	168	146	120	128	15.1%
Total Employee Count	7842	7675	7580	7388	2.2%

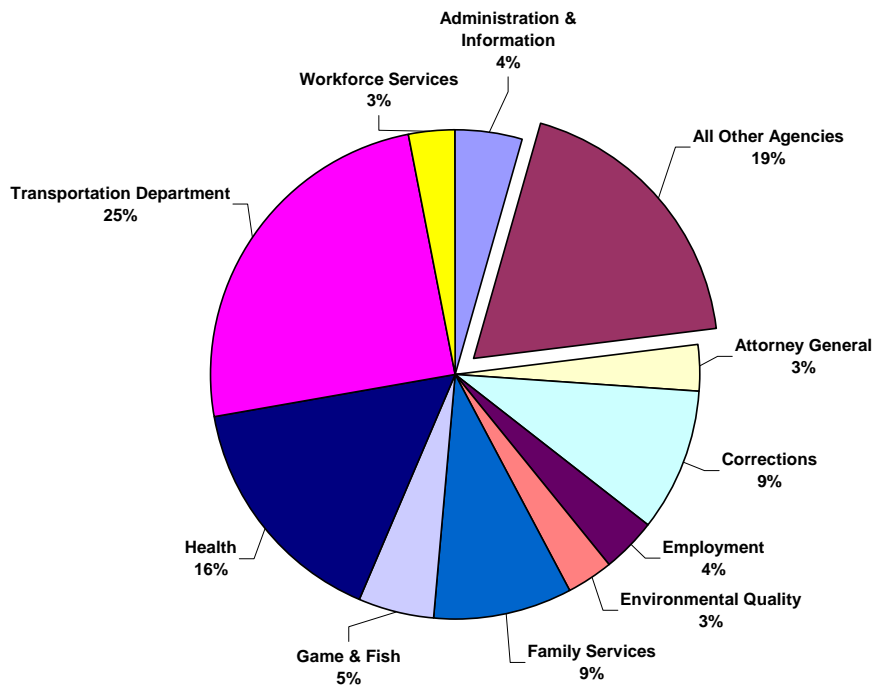
Employee Count by Agency & Salary Increment

Agency	\$10k- \$20k	\$20k- \$30k	\$30k- \$40k	\$40k- \$50k	\$50k- \$60k	\$60k- \$70k	\$70k- \$80k	\$80k- \$90k	\$90k- \$100k	\$100k- \$150k	\$150k- \$200k
Administration & Information	29	56	87	68	42	34	13	4	4	2	-
Administrative Hearings	-	1	3	1	-	-	2	1	1	-	-
Agriculture	2	10	21	18	14	11	3	1	-	-	-
Attorney General	6	21	50	41	52	25	22	10	6	4	1
Audit Department	-	5	37	24	24	6	7	5	-	1	-
Board of Equalization	-	-	1	-	1	1	1	-	2	1	-
Board of Geologists	-	-	1	-	-	-	-	-	-	-	-
C.P.A. Board	-	-	-	1	-	1	-	-	-	-	-
Community College Comm.	-	-	2	4	1	1	-	2	-	1	-
Corrections	12	157	350	125	42	15	28	7	1	1	-
Cosmetology Board	-	-	-	-	1	-	-	-	-	-	-
Education	-	9	17	18	34	9	3	8	2	-	-
Employment	13	40	45	103	59	18	10	4	1	1	-
Environmental Quality	1	24	17	41	61	53	33	-	6	1	-
Environmental Quality Council	-	-	2	-	-	-	-	-	1	-	-
Family Services	19	173	332	120	22	27	13	6	1	-	-
Fire Prevention	-	4	10	11	3	1	1	-	-	-	-
Game & Fish	1	68	85	154	58	11	9	6	-	1	-
Geological Survey	-	1	2	12	6	3	-	-	1	-	-
Governor's Office	-	2	7	14	8	4	3	3	2	1	-
Governor's Residence	-	-	1	1	-	-	-	-	-	-	-
Health	37	525	222	232	128	46	21	9	3	6	8
Insurance Department	-	2	7	7	4	2	1	1	-	-	-
Livestock Board	-	1	7	4	1	2	1	1	1	-	-
Medical Licensing Board	-	1	2	-	-	-	-	-	-	-	-
Nursing Board	-	1	3	1	-	1	1	-	-	-	-
Oil & Gas Commission	3	6	11	13	3	1	1	2	1	-	-
Outfitters Board	-	1	-	2	1	-	-	-	-	-	-
Pari-Mutuel Board	-	1	1	-	-	-	1	-	-	-	-
Parks & Cultural Resources	1	40	44	47	17	17	1	2	-	-	-
Parole Board	-	2	2	-	-	-	1	1	-	-	-
Pharmacy Board	-	1	2	-	-	-	1	1	-	-	-
Prof. Teaching Standards Bld.	-	3	1	1	-	-	1	-	-	-	-
Public Defender	-	4	16	5	11	21	4	2	-	-	-
Public Service Commission	-	4	3	3	8	3	4	2	4	-	-
Real Estate	-	-	-	1	1	1	-	-	-	-	-
Retirement System	-	6	8	9	2	-	1	1	-	-	-
Revenue	-	30	43	24	13	7	-	5	-	1	-
School Facilities Comm.	-	1	2	4	2	4	2	-	-	2	-
Secretary of State	-	8	3	7	3	-	4	-	-	1	-
State Auditor	-	-	4	7	4	4	-	3	1	1	-
State Engineer	-	23	22	41	22	10	5	4	5	1	-
State Lands & Investments	-	7	38	17	21	7	6	-	1	1	-
State Treasurer	-	-	4	7	5	5	-	-	3	-	-
Transportation Department	49	250	781	530	173	95	36	18	3	1	-
Water Development Comm.	-	2	2	1	-	16	3	-	1	-	-
Wildlife & Natural Res. Trust	-	-	-	-	-	-	-	1	-	-	-
Workforce Services	-	72	97	33	27	4	9	1	1	-	-
WY Military Department	2	55	59	33	13	3	-	1	1	1	-
Grand Total	175	1,617	2,454	1,785	887	469	252	112	53	29	9

Employee Count by Salary Increment



Employee Distribution Among Agencies



Average Monthly Base Salary by Agency

Agency	Average Monthly Salary		% Change '06-'05	Rank
	Dec '06	Dec '05		
Administration & Information	\$3,573	\$3,381	5.7%	34
Administrative Hearings	\$4,576	\$4,329	5.7%	11
Agriculture	\$3,715	\$3,543	4.8%	29
Attorney General	\$4,347	\$4,084	6.4%	17
Audit Department	\$4,016	\$3,914	2.6%	22
Board of Equalization	\$6,304	\$5,770	9.3%	2
Board of Geologists	\$3,056	\$2,953	3.5%	48
C.P.A. Board	\$4,548	\$3,982	14.2%	14
Community College Comm.	\$4,941	\$4,812	2.7%	4
Corrections	\$3,151	\$3,029	4.0%	44
Cosmetology Board	\$4,792	\$4,630	3.5%	8
Education	\$4,291	\$4,077	5.3%	18
Employment	\$3,701	\$3,517	5.2%	30
Environmental Quality	\$4,572	\$4,476	2.1%	12
Environmental Quality Council	\$4,446	\$4,740	-6.2%	15
Family Services	\$3,105	\$2,934	5.8%	45
Fire Prevention	\$3,438	\$3,261	5.4%	37
Game & Fish	\$3,596	\$3,415	5.3%	33
Geological Survey	\$4,122	\$4,126	-0.1%	20
Governor's Office	\$4,590	\$4,222	8.7%	10
Governor's Residence	\$3,315	\$3,229	2.7%	41
Health	\$3,097	\$2,872	7.8%	46
Insurance Department	\$3,817	\$3,548	7.6%	26
Livestock Board	\$4,059	\$3,646	11.3%	21
Medical Licensing Board	\$2,768	\$3,247	-14.8%	49
Nursing Board	\$3,664	\$3,988	-8.1%	32
Oil & Gas Commission	\$3,561	\$3,406	4.6%	35
Outfitters Board	\$3,767	\$3,571	5.5%	28
Pari-Mutuel Board	\$3,683	\$3,834	-3.9%	31
Parks & Cultural Resources	\$3,373	\$3,175	6.2%	40
Parole Board	\$3,955	\$3,599	9.9%	24
Pharmacy Board	\$4,228	\$4,335	-2.5%	19
Prof. Teaching Standards Board	\$3,195	\$3,026	5.6%	43
Public Defender	\$4,440	\$4,216	5.3%	16
Public Service Commission	\$4,900	\$4,600	6.5%	5
Real Estate	\$4,708	\$3,727	26.3%	9
Retirement System	\$3,450	\$3,240	6.5%	36
Revenue	\$3,423	\$3,259	5.0%	38
School Facilities Comm.	\$4,827	\$4,610	4.7%	7
Secretary of State	\$3,791	\$3,693	2.6%	27
State Auditor	\$4,835	\$4,573	5.7%	6
State Engineer	\$3,991	\$3,737	6.8%	23
State Lands & Investments	\$3,839	\$3,724	3.1%	25
State Treasurer	\$4,555	\$4,248	7.2%	13
Transportation Department	\$3,385	\$3,207	5.5%	39
Water Development Commission	\$5,006	\$4,742	5.6%	3
Wildlife & Natural Resources Trust	\$6,900	\$6,667	3.5%	1
Workforce Services	\$3,217	\$3,042	5.7%	42
WY Military Department	\$3,058	\$2,961	3.3%	47
Grand Total	\$3,470	\$3,282	5.7%	

Employee Gender by Agency

Agency	# Male Emp.	% Agency Workforce	Avg. Salary	# Female Emp.	% Agency Workforce	Avg. Salary
Administration & Information	199	58.7%	\$ 3,721	140	41.3%	\$ 3,363
Administrative Hearings	3	33.3%	\$ 6,594	6	66.7%	\$ 3,567
Agriculture	41	51.3%	\$ 4,075	39	48.8%	\$ 3,335
Attorney General	127	53.4%	\$ 4,961	111	46.6%	\$ 3,646
Audit Department	66	60.6%	\$ 4,325	43	39.4%	\$ 3,542
Board of Equalization	5	71.4%	\$ 7,169	2	28.6%	\$ 4,140
Board of Geologists	-	0.0%	\$ -	1	100.0%	\$ 3,056
C.P.A. Board	-	0.0%	\$ -	2	100.0%	\$ 4,548
Community College Comm.	4	36.4%	\$ 6,440	7	63.6%	\$ 4,084
Corrections	409	55.4%	\$ 3,296	329	44.6%	\$ 2,971
Cosmetology Board	-	0.0%	\$ -	1	100.0%	\$ 4,792
Education	28	28.0%	\$ 4,855	72	72.0%	\$ 4,072
Employment	91	31.0%	\$ 4,475	203	69.0%	\$ 3,354
Environmental Quality	153	64.6%	\$ 4,950	84	35.4%	\$ 3,883
Environmental Quality Council	1	33.3%	\$ 3,100	2	66.7%	\$ 5,120
Family Services	183	25.7%	\$ 3,410	530	74.3%	\$ 3,000
Fire Prevention	21	70.0%	\$ 3,745	9	30.0%	\$ 2,719
Game & Fish	295	75.1%	\$ 3,776	98	24.9%	\$ 3,056
Geological Survey	18	72.0%	\$ 4,471	7	28.0%	\$ 3,226
Governor's Office	24	54.5%	\$ 5,099	20	45.5%	\$ 3,979
Governor's Residence	-	0.0%	\$ -	2	100.0%	\$ 3,315
Health	339	27.4%	\$ 3,457	898	72.6%	\$ 2,961
Insurance Department	8	33.3%	\$ 4,655	16	66.7%	\$ 3,397
Livestock Board	11	61.1%	\$ 4,765	7	38.9%	\$ 2,949
Medical Licensing Board	-	0.0%	\$ -	3	100.0%	\$ 2,768
Nursing Board	-	0.0%	\$ -	7	100.0%	\$ 3,664
Oil & Gas Commission	21	51.2%	\$ 4,221	20	48.8%	\$ 2,867
Outfitters Board	2	50.0%	\$ 3,900	2	50.0%	\$ 3,634
Pari-Mutuel Board	1	33.3%	\$ 5,847	2	66.7%	\$ 2,602
Parks & Cultural Resources	106	62.7%	\$ 3,508	63	37.3%	\$ 3,147
Parole Board	2	33.3%	\$ 6,366	4	66.7%	\$ 2,750
Pharmacy Board	2	40.0%	\$ 6,817	3	60.0%	\$ 2,502
Prof. Teaching Standards Board	-	0.0%	\$ -	6	100.0%	\$ 3,195
Public Defender	36	57.1%	\$ 4,876	27	42.9%	\$ 3,859
Public Service Commission	14	45.2%	\$ 5,857	17	54.8%	\$ 4,112
Real Estate	1	33.3%	\$ 4,140	2	66.7%	\$ 4,992
Retirement System	4	14.8%	\$ 5,311	23	85.2%	\$ 3,126
Revenue	59	48.0%	\$ 3,775	64	52.0%	\$ 3,099
School Facilities Comm.	8	47.1%	\$ 5,396	9	52.9%	\$ 4,322
Secretary of State	3	11.5%	\$ 4,911	23	88.5%	\$ 3,645
State Auditor	9	37.5%	\$ 5,621	15	62.5%	\$ 4,363
State Engineer	81	60.9%	\$ 4,419	52	39.1%	\$ 3,324
State Lands & Investments	58	59.2%	\$ 4,000	40	40.8%	\$ 3,606
State Treasurer	3	12.5%	\$ 5,384	21	87.5%	\$ 4,436
Transportation Department	1,485	76.7%	\$ 3,517	451	23.3%	\$ 2,950
Water Development Commission	19	76.0%	\$ 5,469	6	24.0%	\$ 3,542
Wildlife & Natural Resources Trust	1	100.0%	\$ 6,900	-	0.0%	\$ -
Workforce Services	70	28.7%	\$ 3,678	174	71.3%	\$ 3,032
WY Military Department	113	67.3%	\$ 3,110	55	32.7%	\$ 2,950
Grand Total	4,124	52.6%	\$ 3,758	3,718	47.4%	\$ 3,150

Female Salaries as a Percent of Male Salaries

Agency	2006			2005		
	Male Avg. Sal.	Female Avg. Sal.	F/M %	Male Avg. Sal.	Female Avg. Sal.	F/M %
Administration & Information	\$ 3,721	\$ 3,363	90.4%	\$ 3,506	\$ 3,209	91.5%
Administrative Hearings	\$ 6,594	\$ 3,567	54.1%	\$ 6,081	\$ 3,628	59.7%
Agriculture	\$ 4,075	\$ 3,335	81.8%	\$ 3,865	\$ 3,107	80.4%
Attorney General	\$ 4,961	\$ 3,646	73.5%	\$ 4,712	\$ 3,400	72.2%
Audit Department	\$ 4,325	\$ 3,542	81.9%	\$ 4,183	\$ 3,501	83.7%
Board of Equalization	\$ 7,169	\$ 4,140	57.7%	\$ 6,482	\$ 3,989	61.5%
Board of Geologists	\$ -	\$ 3,056		\$ -	\$ 2,953	
C.P.A. Board	\$ -	\$ 4,548		\$ -	\$ 3,982	
Community College Comm.	\$ 6,440	\$ 4,084	63.4%	\$ 5,228	\$ 4,187	80.1%
Corrections	\$ 3,296	\$ 2,971	90.1%	\$ 3,150	\$ 2,863	90.9%
Cosmetology Board	\$ -	\$ 4,792		\$ -	\$ 4,630	
Education	\$ 4,855	\$ 4,072	83.9%	\$ 4,578	\$ 3,882	84.8%
Employment	\$ 4,475	\$ 3,354	74.9%	\$ 4,253	\$ 3,178	74.7%
Environmental Quality	\$ 4,950	\$ 3,883	78.4%	\$ 4,835	\$ 3,801	78.6%
Environmental Quality Council	\$ 3,100	\$ 5,120	165.2%	\$ 2,849	\$ 6,631	232.7%
Family Services	\$ 3,410	\$ 3,000	88.0%	\$ 3,320	\$ 2,800	84.3%
Fire Prevention	\$ 3,745	\$ 2,719	72.6%	\$ 3,559	\$ 2,517	70.7%
Game & Fish	\$ 3,776	\$ 3,056	80.9%	\$ 3,601	\$ 2,854	79.3%
Geological Survey	\$ 4,471	\$ 3,226	72.2%	\$ 4,345	\$ 3,378	77.7%
Governor's Office	\$ 5,099	\$ 3,979	78.0%	\$ 4,738	\$ 3,788	79.9%
Governor's Residence	\$ -	\$ 3,315		\$ -	\$ 3,229	
Health	\$ 3,457	\$ 2,961	85.7%	\$ 3,138	\$ 2,770	88.3%
Insurance Department	\$ 4,655	\$ 3,397	73.0%	\$ 4,444	\$ 3,126	70.3%
Livestock Board	\$ 4,765	\$ 2,949	61.9%	\$ 4,386	\$ 2,801	63.8%
Medical Licensing Board	\$ -	\$ 2,768		\$ -	\$ 3,247	
Nursing Board	\$ -	\$ 3,664		\$ -	\$ 3,988	
Oil & Gas Commission	\$ 4,221	\$ 2,867	67.9%	\$ 4,161	\$ 2,650	63.7%
Outfitters Board	\$ 3,900	\$ 3,634	93.2%	\$ 3,768	\$ 3,374	89.5%
Pari-Mutuel Board	\$ 5,847	\$ 2,602	44.5%	\$ 5,649	\$ 2,927	51.8%
Parks & Cultural Resources	\$ 3,508	\$ 3,147	89.7%	\$ 3,349	\$ 2,883	86.1%
Parole Board	\$ 6,366	\$ 2,750	43.2%	\$ 5,850	\$ 2,474	42.3%
Pharmacy Board	\$ 6,817	\$ 2,502	36.7%	\$ 6,235	\$ 2,436	39.1%
Prof. Teaching Standards Board	\$ -	\$ 3,195		\$ -	\$ 3,026	
Public Defender	\$ 4,876	\$ 3,859	79.2%	\$ 4,631	\$ 3,635	78.5%
Public Service Commission	\$ 5,857	\$ 4,112	70.2%	\$ 5,378	\$ 3,995	74.3%
Real Estate	\$ 4,140	\$ 4,992	120.6%	\$ 4,000	\$ 3,637	90.9%
Retirement System	\$ 5,311	\$ 3,126	58.9%	\$ 4,950	\$ 2,929	59.2%
Revenue	\$ 3,775	\$ 3,099	82.1%	\$ 3,577	\$ 2,965	82.9%
School Facilities Comm.	\$ 5,396	\$ 4,322	80.1%	\$ 5,974	\$ 3,700	61.9%
Secretary of State	\$ 4,911	\$ 3,645	74.2%	\$ 5,163	\$ 3,438	66.6%
State Auditor	\$ 5,621	\$ 4,363	77.6%	\$ 5,511	\$ 4,045	73.4%
State Engineer	\$ 4,419	\$ 3,324	75.2%	\$ 4,163	\$ 3,120	75.0%
State Lands & Investments	\$ 4,000	\$ 3,606	90.2%	\$ 3,951	\$ 3,387	85.7%
State Treasurer	\$ 5,384	\$ 4,436	82.4%	\$ 5,032	\$ 4,136	82.2%
Transportation Department	\$ 3,517	\$ 2,950	83.9%	\$ 3,336	\$ 2,784	83.5%
Water Development Commission	\$ 5,469	\$ 3,542	64.8%	\$ 5,394	\$ 3,329	61.7%
Wildlife & Natural Resources Trust	\$ 6,900	\$ -		\$ 6,667	\$ -	
Workforce Services	\$ 3,678	\$ 3,032	82.4%	\$ 3,452	\$ 2,864	83.0%
WY Military Department	\$ 3,110	\$ 2,950	94.9%	\$ 3,023	\$ 2,812	93.0%
Grand Total	\$ 3,758	\$ 3,150	83.8%	\$ 3,559	\$ 2,970	83.5%

Employee Gender by Salary Increment

Salary Increment	Male	Female	Total
\$10k - \$20k	60	115	175
\$20k - \$30k	529	1088	1617
\$30k - \$40k	1247	1207	2454
\$40k - \$50k	1083	702	1785
\$50k - \$60k	536	351	887
\$60k - \$70k	335	134	469
\$70k - \$80k	183	69	252
\$80k - \$90k	84	28	112
\$90k - \$100k	40	13	53
\$100k - \$150k	21	8	29
\$150k - \$200k	7	2	9
Grand Total	4125	3717	7842

Most Populous Classification Series

Series	Incumbents	% of Workforce	Average Salary
Transportation	866	11.0%	\$2,959
Administrative Specialist	621	7.9%	\$2,155
Financial/Statistical	580	7.4%	\$3,246
Trades	433	5.5%	\$2,939
Casework	422	5.4%	\$3,517
Human Services	367	4.7%	\$2,045
Corrections	318	4.1%	\$2,827
Computer Technology	304	3.9%	\$4,152
Wildlife/Fish	277	3.5%	\$3,723
Benefits Specialist	245	3.1%	\$3,240
Engineering	234	3.0%	\$4,883
Environmental	232	3.0%	\$4,779
Highway Patrol	184	2.3%	\$3,958
Nursing	168	2.1%	\$4,206
Agency Management	165	2.1%	\$7,305
Supervisor/Manager	151	1.9%	\$4,824
Community Programs	141	1.8%	\$3,799
Support Services	127	1.6%	\$2,061
Employment	112	1.4%	\$2,927
Attorney	105	1.3%	\$5,733
Port of Entry	100	1.3%	\$2,807
Instruction	94	1.2%	\$3,521
Youth Services	94	1.2%	\$2,413
Human Resources	91	1.2%	\$3,764
Water Management	82	1.0%	\$4,277

***Data is reported on classification series with more than 75 incumbents.

Average Base Salary by Classification and Gender

Classification	Average Salary	Male Avg Sal	Female Avg Sal	% F/M
Administrative Specialist 3	\$2,162	\$2,242	\$2,156	96.2%
Administrative Specialist 5	\$1,802	\$1,804	\$1,801	99.8%
Agency Administrator	\$7,017	\$7,153	\$6,589	92.1%
Attorney	\$5,739	\$5,849	\$5,539	94.7%
Benefits Specialist 4	\$3,447	\$3,404	\$3,455	101.5%
Benefits Specialist 5	\$2,729	\$2,689	\$2,734	101.7%
Casework Specialist 4A - Social Services	\$3,138	\$3,147	\$3,135	99.6%
Casework Specialist 4B - Correctional	\$3,165	\$3,189	\$3,151	98.8%
Community Programs Spec 3C - Programs	\$3,552	\$3,516	\$3,570	101.5%
Computer Technology Spec 1A	\$5,006	\$5,040	\$4,923	97.7%
Computer Technology Spec 3B	\$3,454	\$3,429	\$3,516	102.5%
Computer Technology Spec 4B	\$2,989	\$2,970	\$3,048	102.6%
Correciaonal Seargent	\$3,453	\$3,458	\$3,434	99.3%
Correctional Officer	\$2,496	\$2,487	\$2,517	101.2%
Employment Specialist 6	\$2,561	\$2,530	\$2,574	101.7%
Environmental Analyst, Senior	\$4,363	\$4,377	\$4,322	98.8%
Environmental Program, Principal	\$5,224	\$5,264	\$5,080	96.5%
Financial/Statistical Spec 2A	\$4,581	\$4,725	\$4,437	93.9%
Financial/Statistical Spec 3A	\$3,773	\$3,733	\$3,819	102.3%
Financial/Statistical Specialist 2B	\$4,323	\$4,389	\$4,303	98.0%
Financial/Statistical Specialist 3B	\$3,634	\$3,662	\$3,626	99.0%
Human Service Aide	\$1,879	\$1,857	\$1,885	101.5%
Human Services Shift Supervisor	\$2,634	\$2,631	\$2,636	100.2%
Information Specialist 2	\$3,580	\$3,570	\$3,590	100.6%
Instructor 2	\$3,340	\$3,321	\$3,358	101.1%
Port of Entry Specialist 3	\$2,800	\$2,800	\$2,799	100.0%
Port of Entry Specialist 4	\$2,145	\$2,169	\$2,125	98.0%
Project Analyst 2	\$4,162	\$4,050	\$4,267	105.4%
Security Officer, Senior	\$2,418	\$2,489	\$2,330	93.6%
Special Appointment	\$4,481	\$4,726	\$4,328	91.6%
supervisor/Manager 2	\$5,771	\$5,775	\$5,763	99.8%
Supervisor/Manager 3	\$4,894	\$4,938	\$4,821	97.6%
Trades Tech 1A - Building & Grounds	\$1,979	\$1,998	\$1,952	97.7%
Trades Tech 2A - Building & Grounds	\$1,669	\$1,668	\$1,670	100.1%
Transportation Technician 1	\$3,825	\$3,825	\$3,817	99.8%
Transportation Technician 2	\$3,256	\$3,261	\$3,203	98.2%
Transportation Technician 3	\$2,989	\$2,993	\$2,965	99.1%
Transportation Technician 4	\$2,660	\$2,655	\$2,707	102.0%
Transportation Technician 6	\$1,534	\$1,525	\$1,549	101.6%
Vocational Rehabilitation Spec 3	\$3,165	\$3,244	\$3,115	96.0%
Wildlife/Fish Spec 2C - Biologist	\$3,486	\$3,518	\$3,292	93.6%
Youth Services Specialist 2	\$2,326	\$2,326	\$2,326	100.0%

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

Employees by County

Full-Time Employee Count Total = 7842
 Average Monthly Base Pay Total = \$ 3,470
 Total Annualized Base Pay Total = \$ 326,540,880

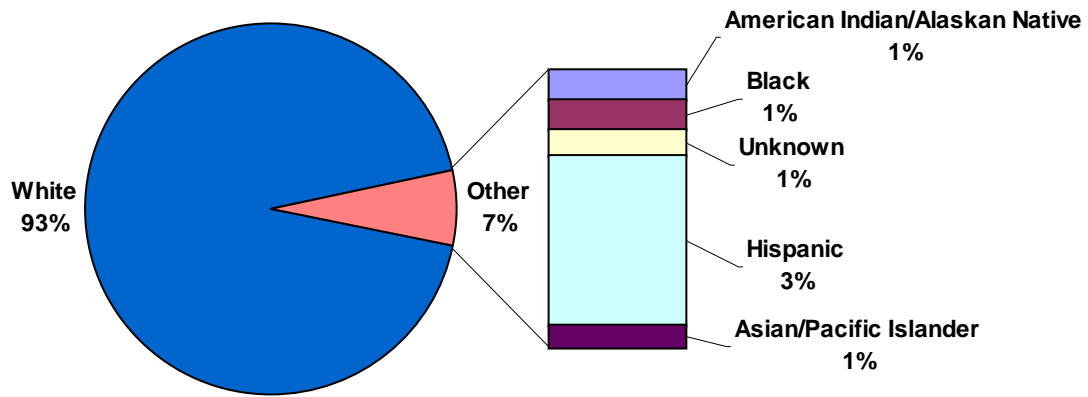
Park 137 \$3,356 \$5,517,264	Big Horn 151 \$2,994 \$5,425,128	Sheridan 300 \$3,324 \$11,966,400	Campbell 124 \$3,325 \$4,947,600	Crook 51 \$3,115 \$1,906,380
Teton 71 \$3,356 \$2,861,016	Hot Springs 55 \$2,801 \$1,848,660	Washakie 151 \$2,999 \$5,434,188	Johnson 88 \$2,971 \$3,137,376	Weston 129 \$3,078 \$4,764,744
Sublette 55 \$3,511 \$2,317,260	Freemont 751 \$2,964 \$26,711,568	Natrona 507 \$3,517 \$21,397,428	Converse 93 \$3,244 \$3,620,304	Niobrara 86 \$2,992 \$3,087,744
Lincoln 101 \$3,267 \$3,959,604	Sweetwater 199 \$3,412 \$8,147,856	Carbon 448 \$3,062 \$16,461,312	Albany 267 \$3,473 \$11,127,492	Platte 128 \$2,990 \$4,592,640
Uinta 453 \$3,070 \$16,688,520				Goshen 76 \$3,335 \$3,041,520
				Laramie 3421 \$3,838 \$157,557,576

Employee Gender & Average Salary by County

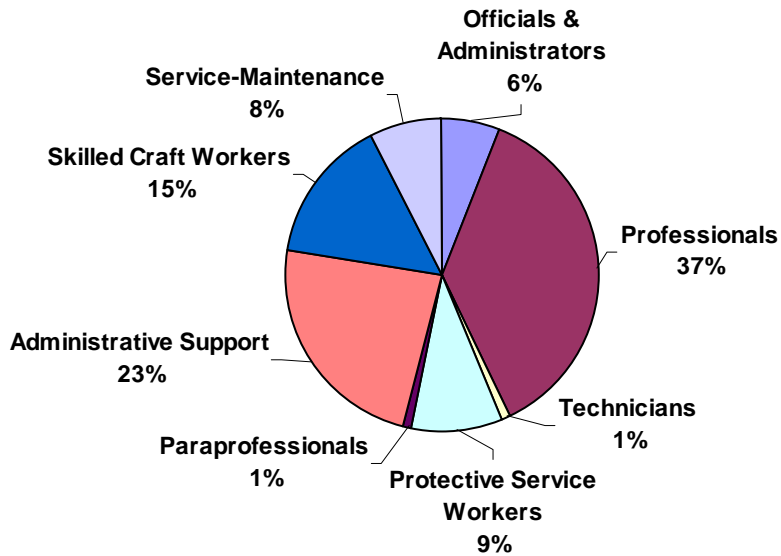
Male Full-Time Count/Average Monthly Base Pay
 Female Full-Time Count/Average Monthly Base Pay

County	Male Full-Time Count	Female Full-Time Count	Male Average Monthly Base Pay	Female Average Monthly Base Pay
Teton	24	47	\$3,106	\$3,487
Park	59	78	\$2,993	\$3,630
Big Horn	76	75	\$2,553	\$3,442
Washakie	47	104	\$2,902	\$3,044
Hot Springs	34	21	\$2,615	\$3,103
Sublette	9	46	\$3,619	\$3,490
Fremont	390	361	\$2,726	\$3,221
Sweetwater	88	111	\$3,183	\$3,594
Lincoln	36	65	\$3,016	\$3,406
Uinta	279	174	\$2,773	\$3,545
Sheridan	144	156	\$2,864	\$3,748
Johnson	37	51	\$2,429	\$3,364
Washakie	47	104	\$2,902	\$3,044
Hot Springs	34	21	\$2,615	\$3,103
Fremont	390	361	\$2,726	\$3,221
Sweetwater	88	111	\$3,183	\$3,594
Lincoln	36	65	\$3,016	\$3,406
Uinta	279	174	\$2,773	\$3,545
Crook	16	35	\$3,007	\$3,165
Weston	40	89	\$2,856	\$3,177
Niobrara	50	36	\$3,017	\$2,958
Converse	40	53	\$2,802	\$3,578
Natrona	251	256	\$3,169	\$3,859
Carbon	140	308	\$2,895	\$3,137
Albany	87	180	\$3,115	\$3,647
Platte	40	88	\$2,842	\$3,058
Goshen	27	49	\$3,074	\$3,480
Laramie	1736	1685	\$3,440	\$4,249
Campbell	68	56	\$3,162	\$3,523

Workforce Ethnicity



Employees by EEO-4 Category



Employee Age & Length of Service

Workforce Age & Length of Service Trends

This section includes age and length of service data for all full-time executive branch employees as of 12/31/2006.

Full-time employees:

Avg. age = 45.6 years old

Avg. length of service = 11.1 years

Male:

Avg. age = 45.7 years old

Avg. length of service = 11.8 years

Female:

Avg. age = 45.4 years old

Avg. length of service = 10.4 years

White:

Avg. age = 45.7 years old

Avg. length of service = 11.2 years

Minority:

Avg. age = 43.7 years old

Avg. length of service = 9.8 years

22.7% of full-time employees were 55 years of age and over.

4992 employees (64%) receive some level of longevity pay for having at least 5 years of service.

5 Classification Series with Highest Longevity

	Avg. LOS	# Emp
Supervisor/Manager	17.1	151
Engineering	16.1	234
Lands Management	15.8	27
Executive Assistant	15.0	66
Wildlife/Fish	14.9	277

Average Age & Length of Service By Agency

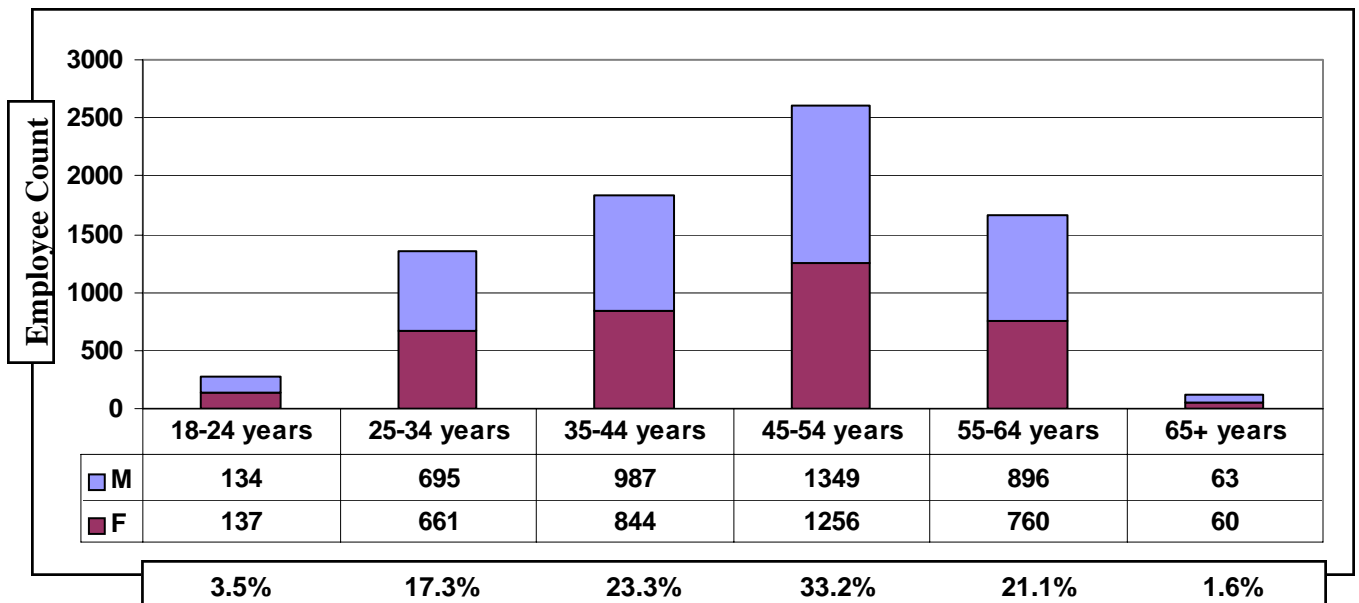
Agency	Average Age	Average Service
Administration & Information	47.3	13.3
Administrative Hearings	46.4	12.8
Agriculture	43.4	10.1
Attorney General	43.8	8.2
Audit Department	43.1	9.6
Board of Equalization	52.3	8.6
Board of Geologists	56.1	15.6
C.P.A. Board	52.5	25.0
Community College Comm.	48.0	6.7
Corrections	42.5	7.4
Cosmetology Board	56.8	10.9
Education	45.4	6.9
Employment	47.6	10.8
Environmental Quality	47.2	10.9
Environmental Quality Council	45.9	13.3
Family Services	44.9	9.3
Fire Prevention	47.6	5.5
Game & Fish	43.8	13.6
Geological Survey	45.1	11.1
Governor's Office	47.9	8.6
Governor's Residence	41.8	7.0
Health	46.6	10.6
Insurance Department	49.8	14.7
Livestock Board	44.6	9.6
Medical Licensing Board	39.2	3.1
Nursing Board	48.8	9.2
Oil & Gas Commission	52.6	11.1
Outfitters Board	50.1	15.1
Pari-Mutuel Board	48.2	11.3
Parks & Cultural Resources	47.5	13.2
Parole Board	43.9	12.9
Pharmacy Board	52.3	8.3
Prof. Teaching Standards Board	54.6	11.1
Public Defender	46.2	8.0
Public Service Commission	49.0	12.3
Real Estate	57.9	19.5
Retirement System	45.9	13.1
Revenue	45.5	11.3
School Facilities Comm.	46.4	6.4
Secretary of State	43.8	13.8
State Auditor	45.5	14.5
State Engineer	46.0	11.0
State Lands & Investments	48.4	13.3
State Treasurer	49.0	16.0
Transportation Department	45.2	13.4
Water Development Commission	50.5	16.2
Wildlife & Natural Resources Trust	50.7	4.4
Workforce Services	48.2	10.6
WY Military Department	44.9	8.4
Statewide	45.6	11.1

* excludes class series with less than 20 incumbents

Average Length of Service & Age by Salary Increment

Salary Increment	Avg Years of Service	Average Age	Employee Count
\$10k - \$20k	1.9	39.6	175
\$20k - \$30k	6.7	43.3	1617
\$30k - \$40k	9.8	44.3	2454
\$40k - \$50k	14.0	46.7	1785
\$50k - \$60k	13.9	47.2	887
\$60k - \$70k	15.4	49.1	469
\$70k - \$80k	16.5	49.4	252
\$80k - \$90k	16.4	53.3	112
\$90k - \$100k	16.5	53.2	53
\$100k - \$150k	11.6	55.0	29
\$150k - \$200k	5.0	57.3	9
Statewide	11.1	45.6	7842

Workforce Age Summary



Longevities by Salary Increment

Longevity	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	Total
\$10k - \$20k	13	4	1	0	0	0	0	0	0	0	18
\$20k - \$30k	259	151	113	72	49	21	0	0	0	1	666
\$30k - \$40k	539	306	278	174	137	55	8	0	0	0	1497
\$40k - \$50k	363	220	236	210	200	97	30	6	0	0	1362
\$50k - \$60k	160	150	135	110	95	32	10	1	1	0	694
\$60k - \$70k	91	77	71	58	60	29	8	0	0	0	394
\$70k - \$80k	30	50	42	46	34	16	1	0	0	0	219
\$80k - \$90k	13	12	17	9	15	13	5	0	0	0	84
\$90k - \$100k	5	8	4	3	12	6	1	0	0	0	39
\$100k - \$150k	1	6	0	4	1	2	1	0	0	0	15
\$150k - \$200k	2	2	0	0	0	0	0	0	0	0	4
Grand Total	1476	986	897	686	603	271	64	7	1	1	4992

Longevities by Agency

Longevity	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	Total	Monthly Expense
Administration & Information	57	49	38	35	34	23	6	0	0	0	242	\$30,360
Administrative Hearings	1	1	1	2	1	0	0	0	0	0	6	\$760
Agriculture	14	8	10	7	5	2	0	0	0	0	46	\$5,000
Attorney General	53	28	20	14	9	3	0	0	0	0	127	\$11,520
Audit Department	23	23	14	8	2	2	0	0	0	0	72	\$6,600
Board of Equalization	2	3	0	0	0	0	0	0	0	0	5	\$320
Board of Geologists	0	0	1	0	0	0	0	0	0	0	1	\$120
C.P.A. Board	0	0	0	1	1	0	0	0	0	0	2	\$360
Community College Comm.	2	2	1	0	0	0	0	0	0	0	5	\$360
Corrections	165	87	52	50	13	7	0	0	0	0	374	\$32,080
Cosmetology Board	0	1	0	0	0	0	0	0	0	0	1	\$80
Education	24	7	3	5	3	1	1	0	0	0	44	\$3,800
Employment	65	46	34	26	18	8	1	0	0	0	198	\$20,320
Environmental Quality	47	40	27	16	23	3	2	0	0	0	158	\$16,760
Environmental Quality Council	1	0	0	0	1	0	0	0	0	0	2	\$240
Family Services	148	88	85	54	25	14	1	0	0	0	415	\$40,440
Fire Prevention	6	2	1	0	2	0	0	0	0	0	11	\$920
Game & Fish	62	33	43	46	48	26	8	0	0	0	266	\$35,720
Geological Survey	1	1	1	1	5	2	0	0	0	0	11	\$1,880
Governor's Office	3	6	5	1	1	3	0	0	0	0	19	\$2,280
Governor's Residence	2	0	0	0	0	0	0	0	0	0	2	\$80
Health	206	176	156	104	85	30	5	0	0	1	763	\$83,680
Insurance Department	2	6	8	3	2	0	0	0	0	0	21	\$2,400
Livestock Board	6	5	0	1	1	0	0	0	0	0	13	\$1,000
Medical Licensing Board	1	0	0	0	0	0	0	0	0	0	1	\$40
Nursing Board	2	3	1	0	0	0	0	0	0	0	6	\$440
Oil & Gas Commission	9	7	3	4	4	1	0	0	0	0	28	\$2,960
Outfitters Board	1	2	0	0	1	0	0	0	0	0	4	\$400
Pari-Mutuel Board	0	0	2	0	0	0	0	0	0	0	2	\$240
Parks & Cultural Resources	23	23	19	24	18	6	3	0	0	0	116	\$14,760
Parole Board	0	0	2	2	0	0	0	0	0	0	4	\$560
Pharmacy Board	1	0	0	0	1	0	0	0	0	0	2	\$240
Prof. Teaching Standards Brd.	0	1	1	0	0	1	0	0	0	0	3	\$440
Public Defender	17	11	6	3	1	0	0	0	0	0	38	\$2,960
Public Service Commission	8	3	4	5	1	2	0	0	0	0	23	\$2,520
Real Estate	0	1	1	0	0	1	0	0	0	0	3	\$440
Retirement System	1	6	1	2	4	1	0	1	0	0	16	\$2,320
Revenue	27	17	14	6	10	7	0	0	0	0	81	\$8,760
School Facilities Comm.	2	1	2	0	1	0	0	0	0	0	6	\$600
Secretary of State	2	4	4	7	2	0	0	0	0	0	19	\$2,400
State Auditor	7	4	4	1	2	3	0	0	0	0	21	\$2,360
State Engineer	27	16	16	7	11	3	3	0	0	0	83	\$9,160
State Lands & Investments	15	13	13	9	7	6	4	1	0	0	68	\$8,920
State Treasurer	3	3	3	1	5	3	0	0	0	0	18	\$2,600
Transportation Department	352	223	246	206	227	101	28	5	1	0	1389	\$173,840
Water Development Comm.	4	4	2	5	4	1	1	0	0	0	21	\$2,840
Workforce Services	46	18	33	21	16	9	1	0	0	0	144	\$16,240
WY Military Department	38	14	20	9	9	2	0	0	0	0	92	\$8,760
Grand Total	1476	986	897	686	603	271	64	7	1	1	4992	\$561,880

Retirement Eligibility

Retirement Trend Data

Jan 2001—Dec 2006 there were 941 retirements*

- 253 of these did not meet eligibility requirements
- 688 were eligible:
 - they stayed an average of 41 months (3 yr & 5 months) after they met the eligibility requirement

Current eligibility:

- 816 employees (FT) were eligible to retire on December 31, 2006
- they have an average of 36 months of service past the date they met the eligibility requirement
- of these, 328 have 36 or more months of service past the date they met the eligibility requirement
- 13% of them (106) are over the age of 65 with an average of 85 months of service after they met the eligibility requirement

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

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

***Data is based on full-time employees as of December 2006.

Retirement eligibility was calculated based on the following criteria:

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

Ranked by % Eligible to Retire in 5 Years

	Total Employees	# of Employees Eligible			% of Employees Eligible		
		now	3 yr	5 yr	now	3 yr	5 yr
Water Development Commission	25	5	11	14	20.0%	44.0%	56.0%
Oil & Gas Commission	41	6	14	19	14.6%	34.1%	46.3%
State Treasurer	24	3	7	11	12.5%	29.2%	45.8%
Insurance Department	24	4	9	10	16.7%	37.5%	41.7%
Geological Survey	25	5	7	10	20.0%	28.0%	40.0%
Workforce Services	244	35	75	96	14.3%	30.7%	39.3%
Administration & Information	339	52	93	123	15.3%	27.4%	36.3%
State Lands & Investments	98	10	30	35	10.2%	30.6%	35.7%
Public Service Commission	31	3	7	11	9.7%	22.6%	35.5%
Employment	294	34	77	103	11.6%	26.2%	35.0%
Parks & Cultural Resources	169	19	41	58	11.2%	24.3%	34.3%
Health	1237	150	300	401	12.1%	24.3%	32.4%
Environmental Quality	237	24	49	72	10.1%	20.7%	30.4%
Education	100	9	22	30	9.0%	22.0%	30.0%
Fire Prevention	30	1	4	9	3.3%	13.3%	30.0%
Retirement System	27	3	7	8	11.1%	25.9%	29.6%
Governor's Office	44	4	12	13	9.1%	27.3%	29.5%
State Engineer	133	18	32	39	13.5%	24.1%	29.3%
Agriculture	80	8	19	23	10.0%	23.8%	28.8%
Game & Fish	393	42	85	112	10.7%	21.6%	28.5%
Transportation Department	1936	218	420	547	11.3%	21.7%	28.3%
Revenue	123	17	31	34	13.8%	25.2%	27.6%
WY Military Department	168	11	34	46	6.5%	20.2%	27.4%
Secretary of State	26	3	4	7	11.5%	15.4%	26.9%
Family Services	713	53	132	178	7.4%	18.5%	25.0%

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

Retirement Eligibility by Agency

	Total Employees	# of Employees Eligible			% of Employees Eligible		
		now	3 yr	5 yr	now	3 yr	5 yr
Administration & Information	339	52	93	123	15.3%	27.4%	36.3%
Administrative Hearings	9		2	2		22.2%	22.2%
Agriculture	80	8	19	23	10.0%	23.8%	28.8%
Attorney General	238	15	31	46	6.3%	13.0%	19.3%
Audit Department	109	9	16	21	8.3%	14.7%	19.3%
Board of Equalization	7		3	3		42.9%	42.9%
Board of Geologists	1			1			100.0%
C.P.A. Board	2			2			100.0%
Community College Comm.	11		3	4		27.3%	36.4%
Corrections	738	38	76	140	5.1%	10.3%	19.0%
Cosmetology Board	1			1			100.0%
Education	100	9	22	30	9.0%	22.0%	30.0%
Employment	294	34	77	103	11.6%	26.2%	35.0%
Environmental Quality	237	24	49	72	10.1%	20.7%	30.4%
Environmental Quality Council	3	1	1	1	33.3%	33.3%	33.3%
Family Services	713	53	132	178	7.4%	18.5%	25.0%
Fire Prevention	30	1	4	9	3.3%	13.3%	30.0%
Game & Fish	393	42	85	112	10.7%	21.6%	28.5%
Geological Survey	25	5	7	10	20.0%	28.0%	40.0%
Governor's Office	44	4	12	13	9.1%	27.3%	29.5%
Governor's Residence	2						
Health	1237	150	300	401	12.1%	24.3%	32.4%
Insurance Department	24	4	9	10	16.7%	37.5%	41.7%
Livestock Board	18		2	3		11.1%	16.7%
Medical Licensing Board	3						
Nursing Board	7			1			14.3%
Oil & Gas Commission	41	6	14	19	14.6%	34.1%	46.3%
Outfitters Board	4	1	2	3	25.0%	50.0%	75.0%
Pari-Mutuel Board	3		1	1		33.3%	33.3%
Parks & Cultural Resources	169	19	41	58	11.2%	24.3%	34.3%
Parole Board	6	1	1	1	16.7%	16.7%	16.7%
Pharmacy Board	5	1	3	3	20.0%	60.0%	60.0%
Prof. Teaching Standards Board	6	1	2	2	16.7%	33.3%	33.3%
Public Defender	63	6	8	12	9.5%	12.7%	19.0%
Public Service Commission	31	3	7	11	9.7%	22.6%	35.5%
Real Estate	3	1	3	3	33.3%	100.0%	100.0%
Retirement System	27	3	7	8	11.1%	25.9%	29.6%
Revenue	123	17	31	34	13.8%	25.2%	27.6%
School Facilities Comm.	17		4	4		23.5%	23.5%
Secretary of State	26	3	4	7	11.5%	15.4%	26.9%
State Auditor	24	5	5	5	20.8%	20.8%	20.8%
State Engineer	133	18	32	39	13.5%	24.1%	29.3%
State Lands & Investments	98	10	30	35	10.2%	30.6%	35.7%
State Treasurer	24	3	7	11	12.5%	29.2%	45.8%
Transportation Department	1936	218	420	547	11.3%	21.7%	28.3%
Water Development Commission	25	5	11	14	20.0%	44.0%	56.0%
Wildlife & Natural Resources Trust	1						
Workforce Services	244	35	75	96	14.3%	30.7%	39.3%
WY Military Department	168	11	34	46	6.5%	20.2%	27.4%
Grand Total	7842	816	1685	2268	10.4%	21.5%	28.9%

Turnover Recruitment

Agency Turnover Rates

	#		ANNUAL TURNOVER RATE									
	Employees 2006	Turnover 2006	2006	2005	2004	2003	2002	2001	2000	1999	1998	1997
Administration & Information	339	24	7.1%	12.2%	7.9%	10.5%	5.5%	7.8%	8.2%	8.7%	7.2%	10.9%
Administrative Hearings	9	1	11.1%	0.0%	11.1%	14.3%	0.0%	16.7%	14.3%	0.0%	0.0%	14.3%
Agriculture	80	0	0.0%	8.8%	16.0%	8.6%	7.1%	8.7%	17.9%	11.4%	21.4%	14.1%
Attorney General	238	24	10.1%	9.6%	8.4%	14.0%	8.0%	10.8%	16.8%	11.5%	13.5%	8.8%
Audit Department	109	6	5.5%	9.1%	2.1%	8.5%	9.0%	5.8%	11.4%	11.1%	13.2%	7.0%
Board of Equalization	7	0	0.0%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	28.6%	0.0%	33.3%
Board of Geologists	1	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
C.P.A. Board	2	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Comm. College Commission	11	2	18.2%	10.0%	50.0%	66.7%	30.0%	8.3%	50.0%	10.0%	10.0%	10.0%
Corrections	738	165	22.4%	28.2%	22.4%	19.4%	19.0%	28.2%	19.3%	21.7%	19.4%	14.8%
Cosmetology Board	1	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	100	18	18.0%	24.7%	21.1%	24.7%	16.5%	17.5%	27.3%	22.8%	31.6%	9.2%
Employment	294	20	6.8%	8.4%	7.1%	6.6%	13.5%	11.8%	13.9%	13.1%	9.8%	12.4%
Environmental Quality	237	22	9.3%	2.8%	7.5%	4.9%	3.4%	7.9%	9.8%	7.6%	6.1%	5.2%
Environmental Qual. Council	3	0	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Family Services	713	93	13.0%	14.4%	10.6%	11.4%	12.9%	13.8%	16.3%	16.6%	16.4%	12.0%
Fire Prevention	30	4	13.3%	17.9%	12.9%	17.2%	7.7%	11.5%	8.3%	9.1%	20.0%	4.2%
Game & Fish	393	23	5.9%	7.5%	6.3%	7.4%	7.6%	7.0%	3.9%	3.2%	5.8%	2.8%
Geological Survey	25	5	20.0%	18.2%	21.4%	12.5%	5.9%	11.8%	6.7%	7.1%	6.7%	0.0%
Governor's Office	44	10	22.7%	15.2%	22.0%	36.4%	50.0%	25.0%	7.1%	37.5%	33.3%	11.1%
Governor's Residence	2	2	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%
Health	1237	262	21.2%	22.3%	20.6%	22.8%	21.7%	24.0%	23.0%	19.1%	22.5%	24.2%
Insurance Department	24	1	4.2%	20.0%	8.7%	4.2%	4.3%	8.0%	4.2%	0.0%	0.0%	12.5%
Livestock Board	18	0	0.0%	13.3%	17.6%	0.0%	0.0%	15.4%	15.4%	7.1%	18.2%	7.1%
Medical Licensing Board	3	1	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%
Nursing Board	7	1	14.3%	28.6%	0.0%	28.6%	20.0%	0.0%	0.0%	16.7%	20.0%	16.7%
Oil & Gas Commission	41	0	0.0%	7.9%	0.0%	9.7%	3.3%	12.1%	6.1%	3.3%	10.0%	0.0%
Outfitters Board	4	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%
Pari-Mutuel Board	3	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parks & Cultural Resources	169	15	8.9%	13.4%	11.3%	12.2%	7.2%	7.4%	12.7%	9.5%	28.0%	7.9%
Parole Board	6	0	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%
Pharmacy Board	5	1	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%
Prof. Teaching Stnds. Brd.	6	2	33.3%	40.0%	16.7%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	16.7%
Public Defender	63	9	14.3%	13.3%	3.3%	5.3%	11.1%	4.8%	14.6%	17.8%	20.0%	29.6%
Public Service Commission	31	4	12.9%	6.3%	16.1%	0.0%	9.4%	6.7%	22.2%	14.8%	0.0%	7.4%
Real Estate	3	1	33.3%	0.0%	50.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%
Retirement System	27	0	0.0%	3.8%	4.2%	5.9%	16.7%	0.0%	11.1%	11.1%	0.0%	0.0%
Revenue	123	16	13.0%	9.1%	11.0%	17.2%	12.4%	13.4%	24.6%	15.4%	19.2%	9.0%
School Facilities Commission	17	0	0.0%	10.0%	12.5%	37.5%	0.0%	0.0%	-	-	-	-
Secretary of State	26	1	3.8%	3.7%	11.5%	3.8%	0.0%	0.0%	5.0%	13.6%	4.8%	4.5%
State Auditor	24	1	4.2%	0.0%	8.0%	8.3%	8.7%	4.8%	0.0%	14.3%	10.5%	5.3%
State Engineer	133	6	4.5%	6.2%	10.3%	10.8%	10.5%	10.3%	13.9%	7.2%	4.3%	4.3%
State Lands & Investments	98	8	8.2%	6.5%	5.4%	7.7%	11.1%	10.0%	5.8%	12.5%	8.9%	2.5%
State Treasurer	24	2	8.3%	0.0%	10.0%	5.6%	0.0%	0.0%	5.6%	12.5%	0.0%	0.0%
Transportation Department	1936	228	11.8%	10.8%	9.3%	8.5%	9.9%	9.9%	11.2%	10.6%	9.4%	9.2%
Water Dev. Commission	25	0	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%	0.0%
Wildlife & Natural Res Trust	1	1	100.0%	0.0%								
Workforce Services	244	45	18.4%	15.8%	19.2%	14.3%	5.5%	0.0%	0.0%	0.0%	0.0%	0.0%
WY Military Dept	168	27	16.1%	10.3%	7.5%	12.5%	5.4%	14.8%	18.2%	16.8%	11.9%	8.0%
Total	7842	1051	13.4%	14.2%	12.7%	13.0%	12.4%	14.3%	14.8%	13.7%	14.1%	12.4%

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

- * voluntary terminations
- * terminations by retirement
- * deaths
- * involuntary terminations
- * transfers to the University of Wyoming, Legislative Services Office, and Judicial Branch

Turnover Rates by Job Classification Codes

Ranked by % of Total Turnover

Class Code & Title	# Incumbents	# Terms	Classification Turnover %	% of Total Turnover	
HS10	Human Services Aide	284	138	48.6%	13.1%
LE92	Correctional Officer	210	89	42.4%	8.5%
TS04	Transportation Tech 4	346	56	16.2%	5.3%
AD04	Administrative Spec 4	176	47	26.7%	4.5%
CW07A	Casework Spec 4A - Social Services	173	29	16.8%	2.8%
AD03	Administrative Spec 3	206	26	12.6%	2.5%
YS02	Youth Services Spec 2	81	23	28.4%	2.2%
CW07B	Casework Spec 4A - Correctional	135	20	14.8%	1.9%
TS03	Transportation Tech 3	157	17	10.8%	1.6%
AD02	Administrative Spec 2	166	15	9.0%	1.4%
ATTY	Attorney	104	13	12.5%	1.2%
NU05	Nurse 5	57	13	22.8%	1.2%
SS04A	Support Srv Spec 4A - Food Services	38	13	34.2%	1.2%
TS06	Transportation Tech 6	36	13	36.1%	1.2%
ES06	Employment Specialist 6	54	12	22.2%	1.1%
PE04	Port of Entry Spec 4	42	12	28.6%	1.1%
TR06A	Trades Tech 2A - Building & Grounds	51	11	21.6%	1.0%
FS05B	Financial/Statistical Spec 5B	135	10	7.4%	1.0%
TS02	Transportation Tech 2	150	10	6.7%	1.0%

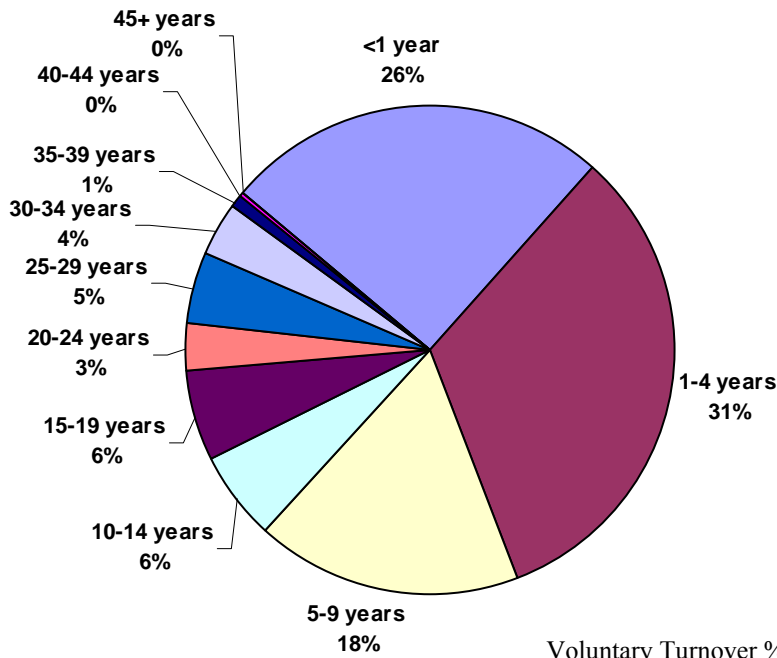
Job classifications with more than 1% of statewide turnover are listed.

Ranked by Classification Turnover Rates

Class Code & Title	# Incumbents	# Terms	Classification Turnover %	% of Total Turnover	
HS10	Human Services Aide	284	138	48.6%	13.1%
LE92	Correctional Officer	210	89	42.4%	8.5%
TS06	Transportation Tech 6	36	13	36.1%	1.2%
TS05	Transportation Tech 5	23	8	34.8%	0.8%
SS04A	Support Srv Spec 4A - Food Services	38	13	34.2%	1.2%
SS03A	Support Srv Spec 3A - Food Services	25	8	32.0%	0.8%
SS05A	Support Srv Spec 5A - Food Services	19	6	31.6%	0.6%
SS05B	Support Srv Spec 5B - Laundry	19	6	31.6%	0.6%
ED12	Education Program Consultant	26	8	30.8%	0.8%
CW06A	Casework Spec 3A - Social Services	20	6	30.0%	0.6%
PE04	Port of Entry Spec 4	42	12	28.6%	1.1%
YS02	Youth Services Spec 2	81	23	28.4%	2.2%
TR04A	Trades Spec 4A - Building & Grounds	22	6	27.3%	0.6%
AD04	Administrative Spec 4	176	47	26.7%	4.5%
CP01C	Community Programs Spec 1C - Prg	15	4	26.7%	0.4%
LE44	Security Officer	20	5	25.0%	0.5%
LE93	Correction Corporal	33	8	24.2%	0.8%
SPAP	Special Appointment	26	6	23.1%	0.6%
NU05	Nurse 5	57	13	22.8%	1.2%
ED46	Instructor 1	22	5	22.7%	0.5%
VR03	Vocational Rehabilitation Spec 3	31	7	22.6%	0.7%
AD05	Administrative Spec 5	40	9	22.5%	0.9%
ES06	Employment Spec 6	54	12	22.2%	1.1%
TR06A	Trades Tech 2A - Building & Grounds	51	11	21.6%	1.0%

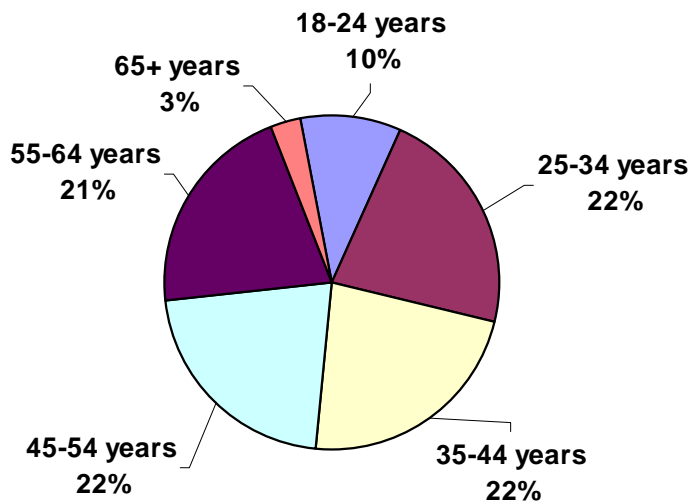
Includes classifications with turnover rate higher than 20%. Classification with less than 15 incumbents are not listed.

Voluntary Separations by Length of Service



Voluntary Turnover % = $\frac{\text{count of voluntary separations in LOS range}}{\text{count of voluntary separations}}$

Voluntary Separations by Age Group



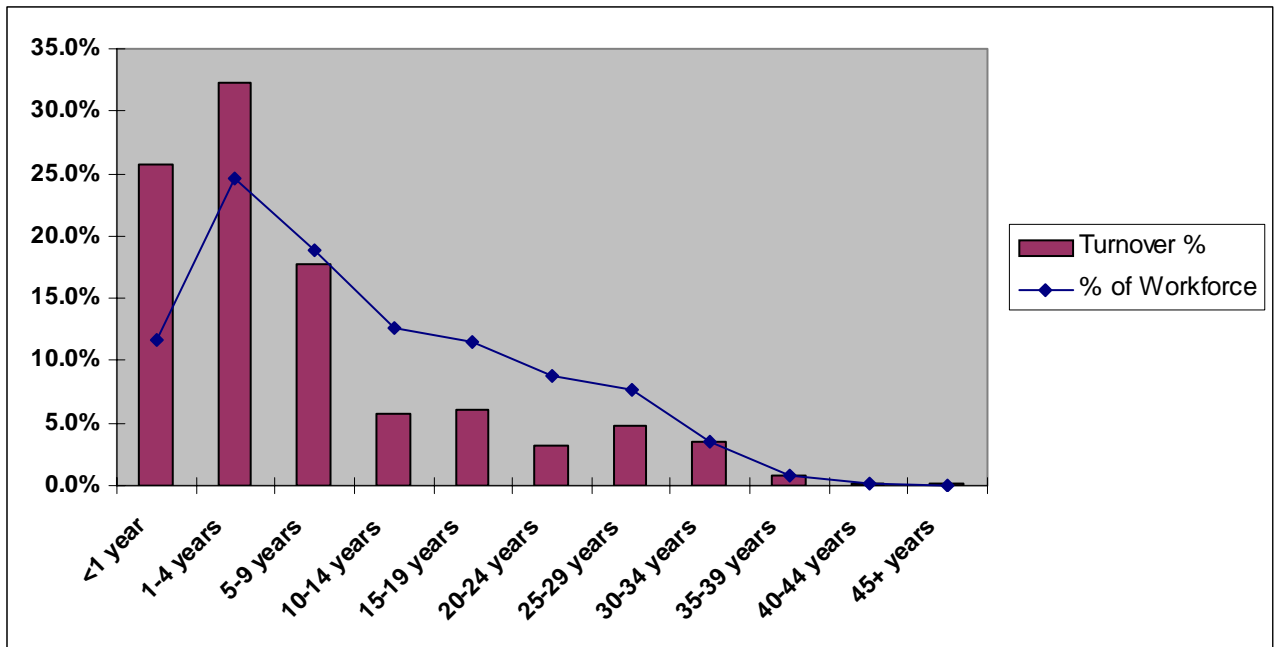
Voluntary Turnover % = $\frac{\text{count of voluntary separations in age range}}{\text{count of voluntary separations}}$

Voluntary Separations by Length of Service

$$\text{Turnover \%} = \frac{\text{count of terms in LOS range}}{\text{count of employees in LOS range}}$$

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

Length of Service	Turnover %	% of Workforce
<1 year	25.7%	11.7%
1-4 years	32.2%	24.6%
5-9 years	17.8%	18.8%
10-14 years	5.8%	12.6%
15-19 years	6.0%	11.4%
20-24 years	3.2%	8.7%
25-29 years	4.8%	7.7%
30-34 years	3.5%	3.5%
35-39 years	0.8%	0.8%
40-44 years	0.2%	0.1%
45+ years	0.1%	0.0%
Voluntary Turnover	11.3%	

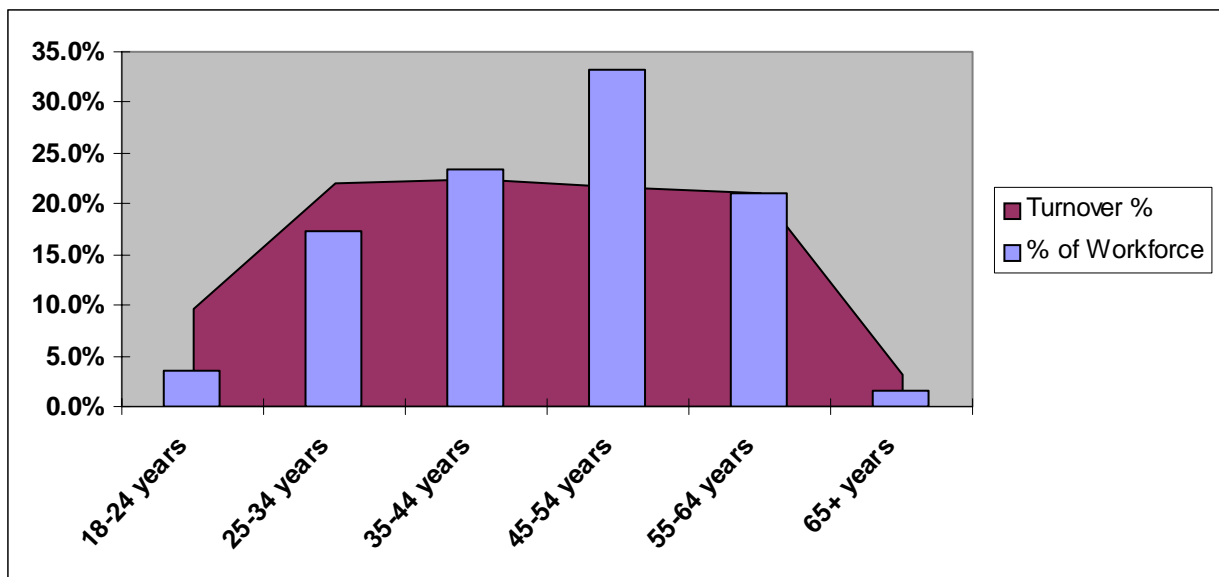


Voluntary Separations by Age Group

$$\text{Turnover \%} = \frac{\text{count of terms in Age range}}{\text{count of employees in Age range}}$$

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

Age Range	Turnover %	% of Workforce
18-24 years	9.7%	3.5%
25-34 years	21.9%	17.3%
35-44 years	22.5%	23.3%
45-54 years	21.6%	33.2%
55-64 years	21.0%	21.1%
65+ years	3.2%	1.6%
Voluntary Turnover	11.3%	



Turnover Cost Analysis

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

The following estimate of the turnover cost incurred by the
Executive Branch in 2006
Is calculated using this simplistic method.

- ◆ The cost of the average state employee's annual salary and benefits was calculated on page 7 of this report to be \$57,732.
- ◆ There were 1051 terminations during 2006.

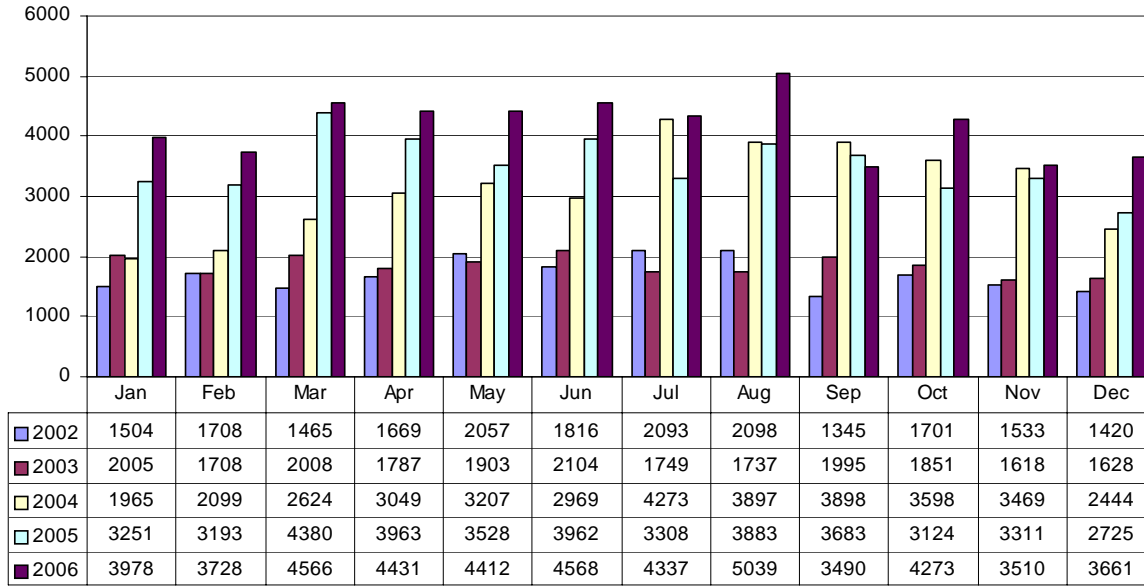
Estimated turnover Cost per Employee

25% of annual salary and benefits ($\$57,732 * 25\%$) **\$14,433**

Total Cost of Turnover

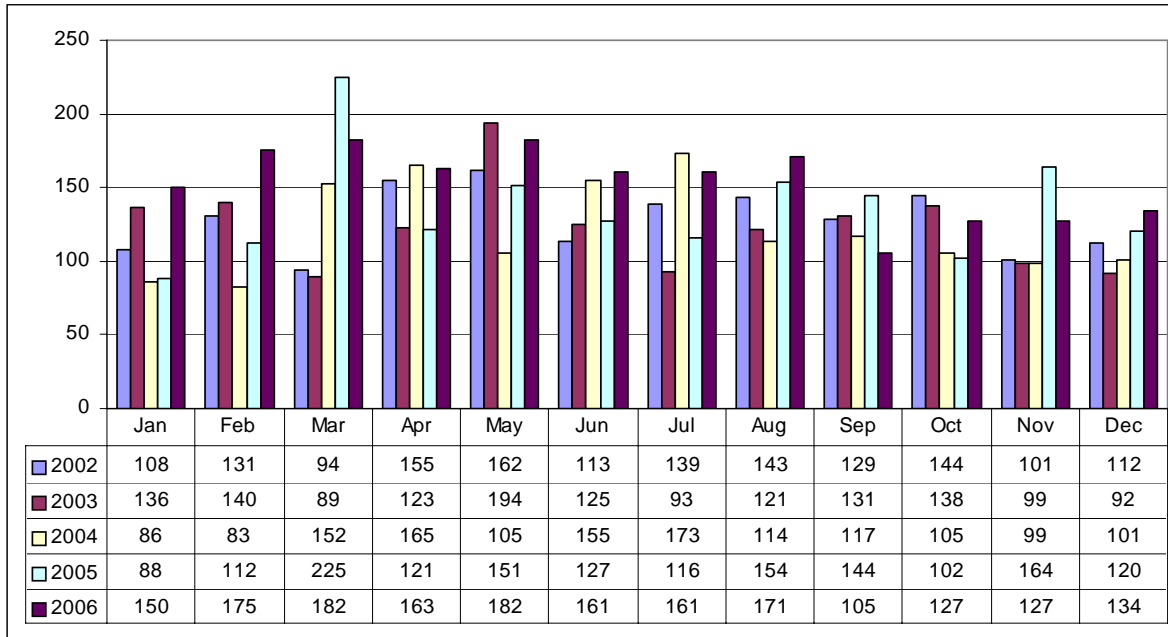
(# terminated employees * turnover cost per employee) **\$15,169,083**

Employment Applications Received for Position Vacancies



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

Total Recruitments by Month



Totals
 2002 - 1,531
 2003 - 1,481
 2004 - 1,455
 2005 - 1,624
 2006 - 1,838

This chart represents only the number of positions recruited for by the Human Resources Division of Administration & Information. It does not represent all positions recruited for by State agencies.

Legislative Service Office Judicial Branch

Legislative Service Office

	# Employees	Average Salary	Average Length of Service	Average Age
LSO Total	32	\$5,506	12.4 yr	46.1 yr
Male	17	\$6,337	14.8 yr	45.7 yr
Female	15	\$4,564	9.7 yr	46.6 yr
LSO Summary Data Comparison to 2005 data	<p># of employees has increased by 1 (3.2%)</p> <p>Average salary has increased 4.1%</p> <p>Average male salary has increased 6.4%</p> <p>Average female salary has increased 2.0%</p> <p>Average female salary is 72.0% of the average male salary</p> <p>Turnover rate = 3.1%</p>			

Judicial Branch

	# Employees	Average Salary	Average Length of Service	Average Age
Judicial Total	308	\$4,361	8.6 yr	45.7 yr
Male	83	\$6,684	10.0 yr	51.0 yr
Female	225	\$3,504	8.1 yr	43.8 yr
Judicial Summary Data Comparison to 2005 data	<p># of employees has increased by 4 (1.3%)</p> <p>Average salary has increased 5.2%</p> <p>Average male salary has increased 5.7%</p> <p>Average female salary has increased 6.7%</p> <p>Average female salary is 52.4% of the average male salary</p> <p>Turnover rate = 7.7%</p>			

University
Of
Wyoming

University of Wyoming

- Number of Filled Positions & Average Monthly Salaries
- December 2006 (EIS Report)

Number Filled Positions

EEO Categories						Change
	FY07	FY06	FY05	FY04	FY03	'06 to '07
1 - Executive/Administrative	177	174	180	173	176	1.7%
2 - Faculty/Academic Professionals	807	800	769	746	765	0.9%
3 - Professional/Non-faculty Staff	467	460	425	457	430	1.5%
4 - Clerical/Secretarial	231	225	233	241	251	2.7%
5 - Technical/Paraprofessional	55	50	55	51	51	10.0%
6 - Skilled Crafts/Trades	51	50	48	53	55	2.0%
7 - Service/Maintenance	143	136	138	144	147	5.1%
Total Filled Section I Positions	1,931	1,895	1,848	1,865	1,875	1.9%

Average Monthly Salaries

EEO Filled Section I (Full-time)						Change
	FY07	FY06	FY05	FY04	FY03	'06 to '07
1 - Executive/Administrative	\$7,485	\$7,883	\$7,817	\$7,501	\$7,426	-5.0%
2 - Faculty/Academic Professionals	\$4,761	\$5,160	\$5,187	\$4,867	\$4,896	-7.7%
3 - Professional/Non-faculty Staff	\$3,567	\$3,754	\$3,654	\$3,539	\$3,370	-5.0%
4 - Clerical/Secretarial	\$2,112	\$2,196	\$2,204	\$2,076	\$2,058	-3.8%
5 - Technical/Paraprofessional	\$2,427	\$2,516	\$2,544	\$2,304	\$2,287	-3.5%
6 - Skilled Crafts/Trades	\$3,062	\$3,160	\$3,242	\$2,959	\$2,923	-3.1%
7 - Service/Maintenance	\$1,854	\$1,962	\$2,110	\$1,784	\$1,806	-5.5%
Total Filled Section I Positions	\$4,078	\$4,365	\$4,356	\$4,063	\$4,033	-6.6%

Executive/Administrative Professional:

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

Faculty/Academic Professional:

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

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Appendix

Appendix

***Data in this report is based on full-time regular employees of the Executive Branch unless otherwise noted.

Average Annual Base Salary (p6)

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

Turnover Rate throughout the document

* includes both voluntary and involuntary unless noted

* this does not account for transfers within or between agencies

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

Total Compensation Analysis (p7)

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

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

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

Employee Count by Agency (p9)

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

Employee Distribution among Agencies (p11)

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

Average Monthly Base Salary by Agency (p12)

ranked by highest average salary

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

Employee Gender by Agency (p13)

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

Employee Salary and Gender Comparisons (p14, 16)

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

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

Most Populous Classification Series (p15)

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

Employees by County (p17)

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

Workforce Age & Length of Service Trends (p21)

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

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

Workforce Age Summary (p22)

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

Longevities by Agency (p24)

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

Retirement Eligibility (p25 & 26)

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

Turnover Rates by Job Classification Codes (p29)

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

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

Voluntary Separations by Length of Service (p30)

$$\text{voluntary turnover \%} = \frac{\text{count of voluntary separations in LOS range}}{\text{count of voluntary separations}}$$

Voluntary Separations by Age Group (p30)

$$\text{voluntary turnover \%} = \frac{\text{count of voluntary separations in age range}}{\text{count of voluntary separations}}$$

Voluntary Separations by Length of Service (p31)

$$\text{turnover \%} = \frac{\text{count of terms in LOS range}}{\text{count of employees in LOS range}}$$

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

Voluntary Separations by Age Group (p32)

$$\text{turnover \%} = \frac{\text{count of terms in age range}}{\text{count of employees in age range}}$$

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

LSO & Judicial Branch (p36)

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

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