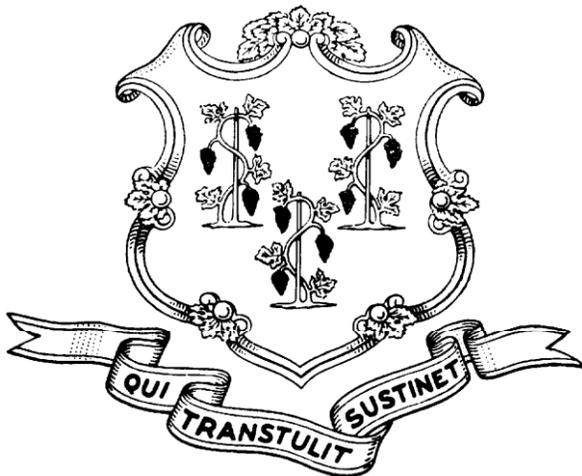


Human Resources Almanac

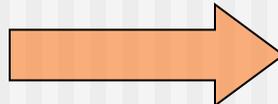
For the State of Connecticut
Executive Branch
12/31/2012 Edition



CT HR Almanac, Introduction

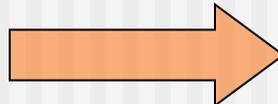
The following graphs and charts report on the characteristics or trends of the State of Connecticut Executive Branch workforce as extracted from Core-CT.

We have concentrated on this particular group because we have the most confidence that salary, census, and related data are the most current and valid.



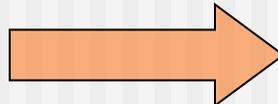
CT HR Almanac, Introduction

The data are not exhaustive of the information that is available from Core-CT but does reflect information of common interest to agencies and that is frequently requested by other jurisdictions and the media.



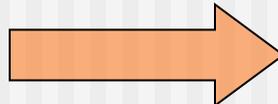
CT HR Almanac, Introduction, Cont'd

These data were extracted using the Enterprise Performance Management (EPM) software from PeopleSoft with reports crafted by DAS Strategic Services. These EPM reports not only give a top view perspective of HR data but can be used to report the same data and trends for individual state agencies, upon request.



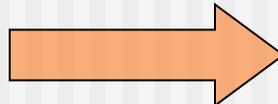
CT HR Almanac, Introduction

NOTE: When “Active” employees are reported, these include anyone who has an employee status code of “active”, “on leave without pay”, “on leave with pay”, or “suspended”.



CT HR Almanac, Introduction

Data is normally compiled twice a year, as of June 30th and December 31st.

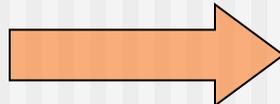


CT HR Almanac, Introduction, Cont'd

Call DAS Strategic Services at 860-713-5244 for further information.

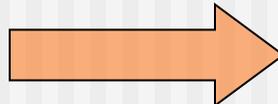
Strategic Services can produce these and similar charts and graphs for state agencies or agency departments and units.

All data are dependent upon their correct input and proper maintenance by agency personnel offices.



CT HR Almanac, Introduction, Cont'd

These and similar data produced for agencies can be helpful in conducting workforce planning. Visit our website [here](#) and call Strategic Services if you would like assistance or a demonstration of the tools you will find there.



The Almanac Contains Reports on These State Employee Data

- [Census](#)
- [Pay](#)
- [Job Codes](#)
- [Aging Workforce](#)
- [Turnover](#)
- [Durational Employees](#)
- [Personnel Actions](#)
- [Use of Leave](#)
- [Returning Retirees](#)
- [Rapid Exits from State Service](#)
- [Employee Job Status](#)

Click a link to jump directly to those reports.

Census

(Click a link to jump directly to these reports.)

- [Executive Branch Active Employees, FTEs and Union Members](#)
- [Executive Branch Staff by Gender](#)
- [Proportion of Executive Branch Staff by Gender](#)
- [Executive Branch Staff by FT/PT Status](#)

Census, Cont'd

(Click a link to jump directly to these reports.)

- [Executive Branch Staff by Ethnic Group](#)
- [Executive Branch Staff by EEO Category](#)
- [Proportion of Executive Branch Staff by EEO Category](#)

Pay

(Click a link to jump directly to these reports.)

- [Average Annual Salary for Executive Branch Staff](#)
- [Average Penetration in Salary Range](#)
- [Executive Branch Staff Earning Maximum Salary in Range](#)

Job Codes

(Click a link to jump directly to these reports.)

- [Number of Active Job Titles in Executive Branch](#)
- [Most Populated Executive Branch Job Titles](#)

Aging Workforce

(Click a link to jump directly to these reports.)

- [Age Distribution of Executive Branch Staff](#)
- [Current Managers and Employees Retirement Eligibility](#)
- [% of Retirement Eligible Staff who Actually Retired](#)

Turnover (Click a link to jump directly to these reports.)

- [Executive Branch Employee/Manager Turnover](#)
- [Executive Branch Staff Separations by Type](#)

Durational Employees

- [Executive Branch Durational Staff](#)

(Click a link to jump directly to these reports.)

Personnel Actions

- [Executive Branch Personnel Actions, by Type](#)

(Click a link to jump directly to these reports.)

Use of Leave

(Click a link to jump directly to these reports.)

- [Executive Branch Staff's Military Leave Taken \(Days\)](#)
- [Executive Branch Average Number of Sick Days Used](#)
- [Proportion of Executive Branch Staff By Accumulated Sick Time Balance As Of 6/30/2012](#)

Returning Retirees

(Click a link to jump directly to these reports.)

- [Executive Branch Rehired Retirees](#)

Rapid Exits From State Service

- [Executive Branch Staff Leaving State Service Within 1 Year](#)

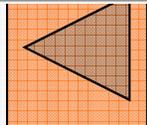
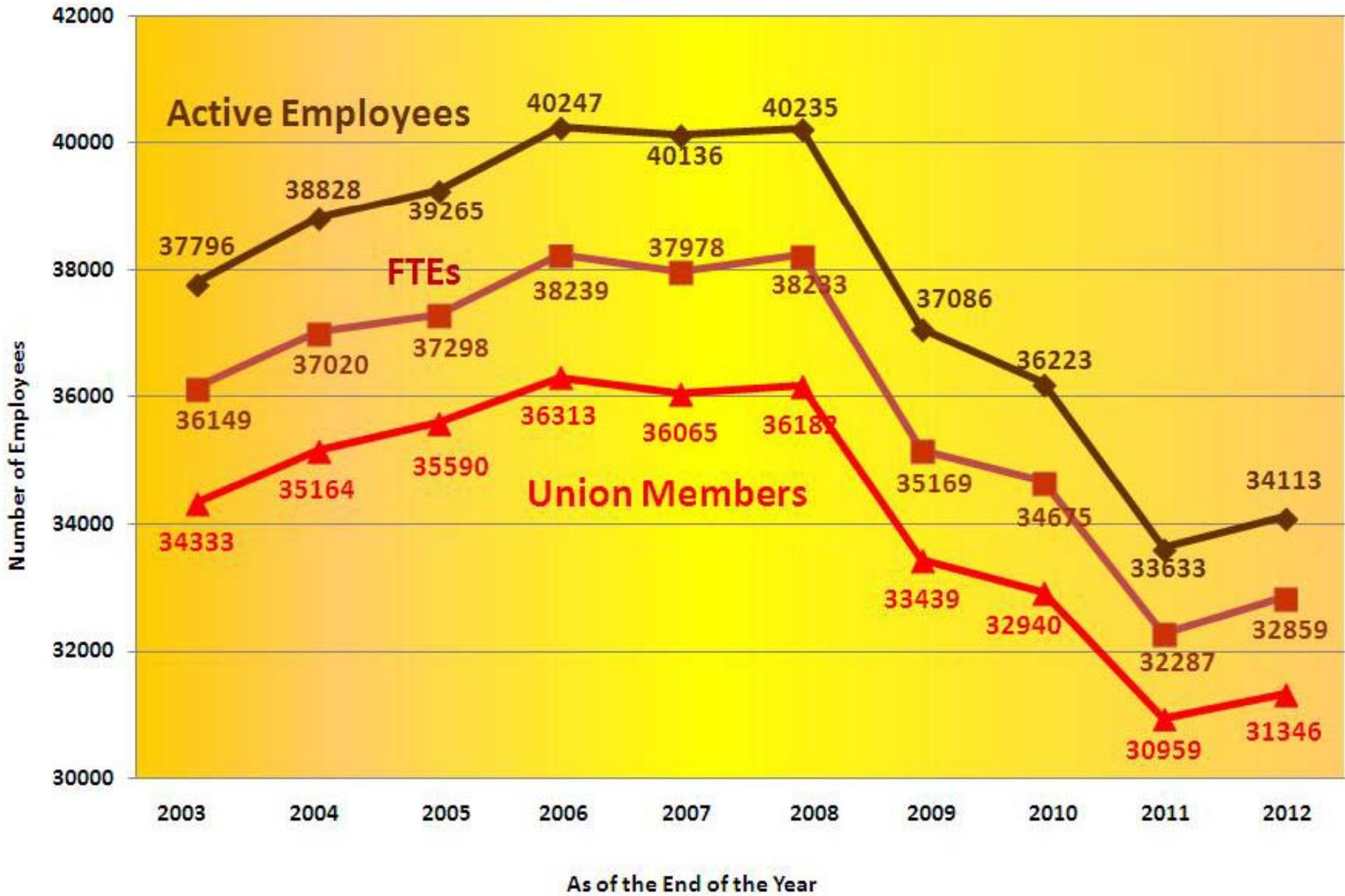
(Click a link to jump directly to these reports.)

Employee Job Status

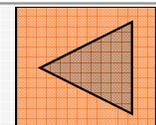
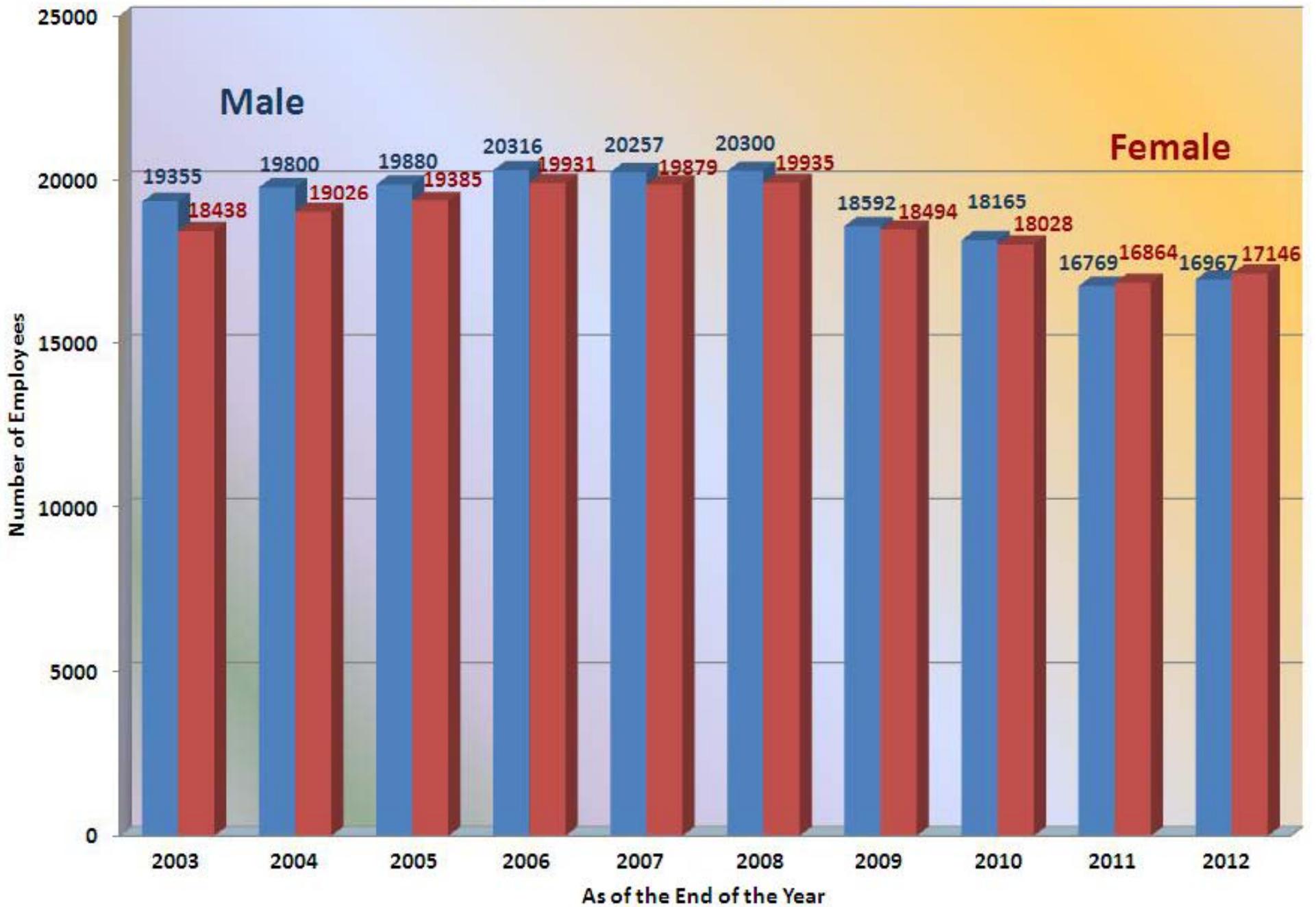
- [Executive Branch Staff Average Years in State Service and in Current Position](#)

(Click a link to jump directly to these reports.)

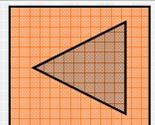
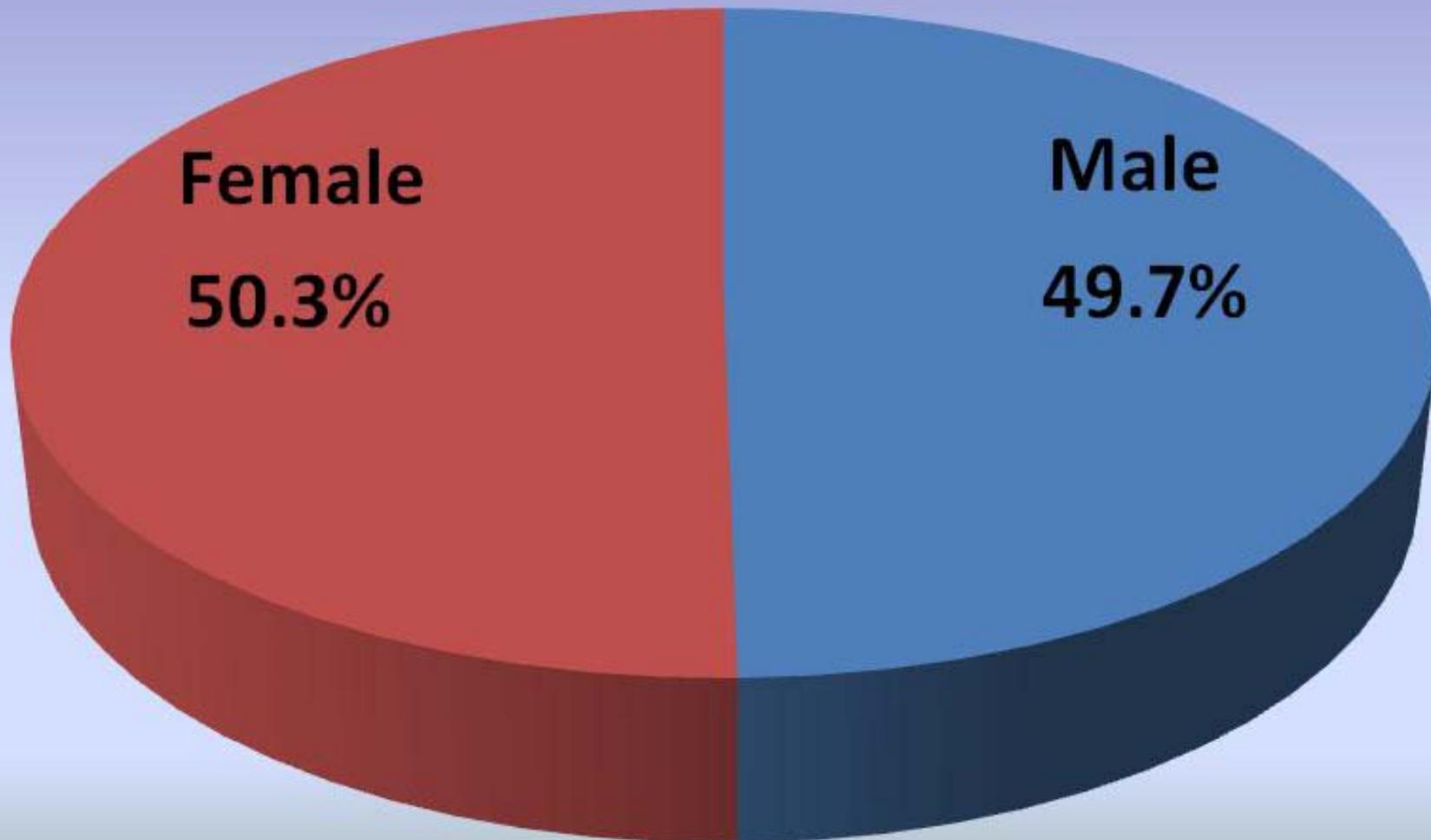
Executive Branch Active Employees, FTEs and Union Members



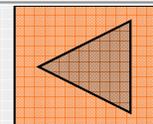
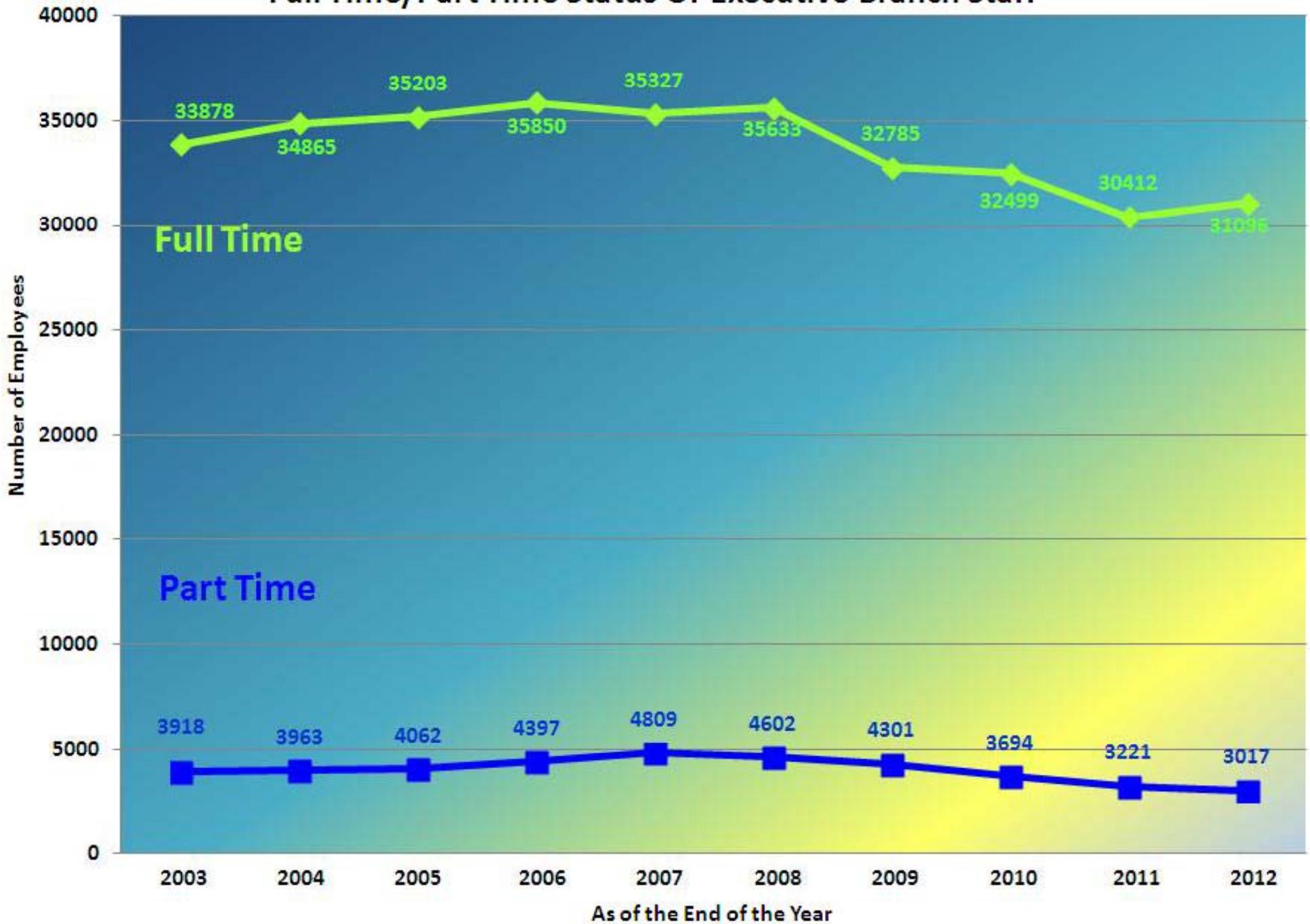
Executive Branch Staff By Gender



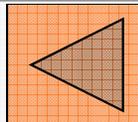
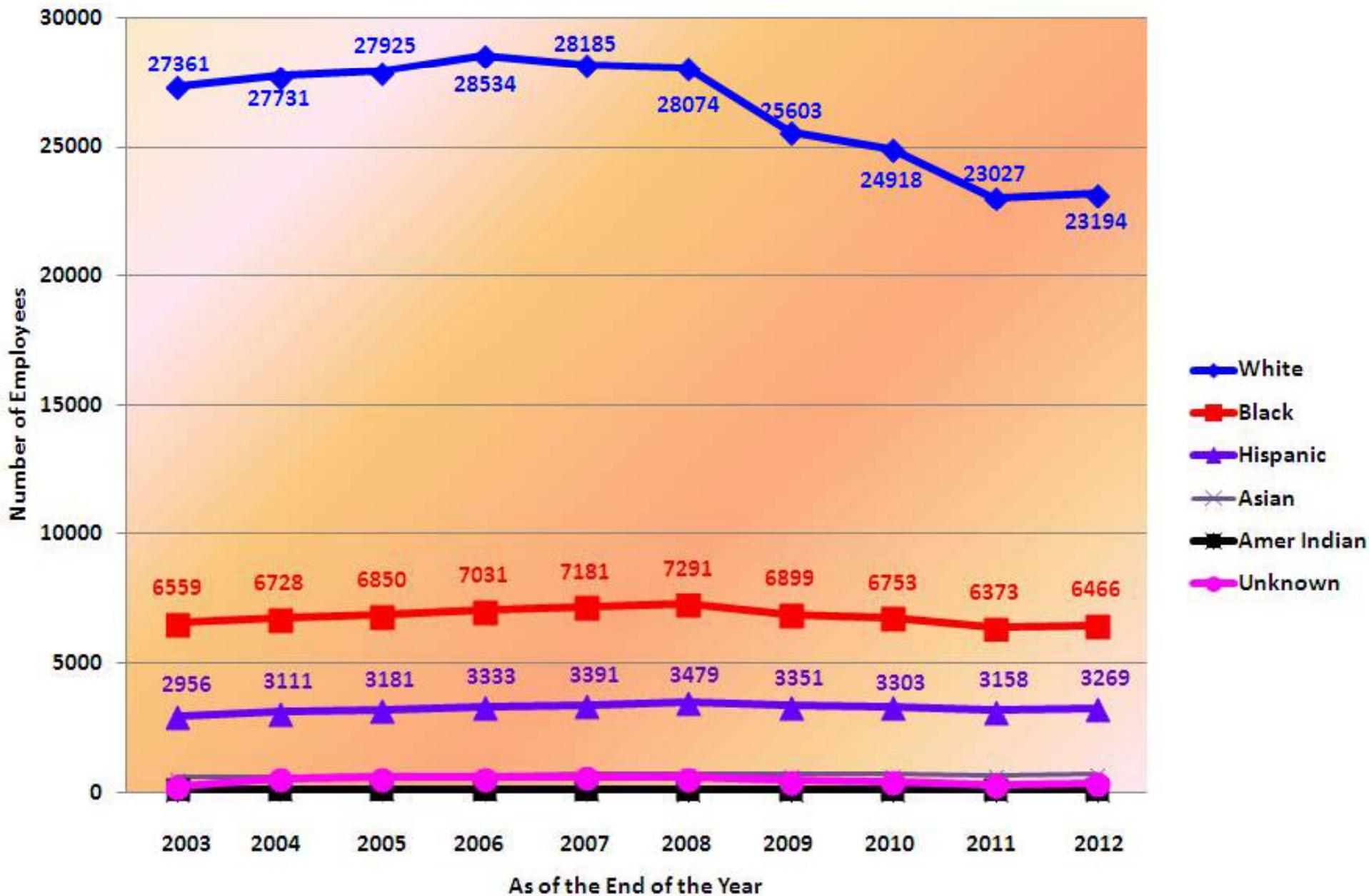
Proportion of Executive Branch Staff By Gender As Of 12/31/2012



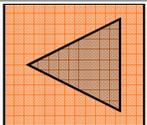
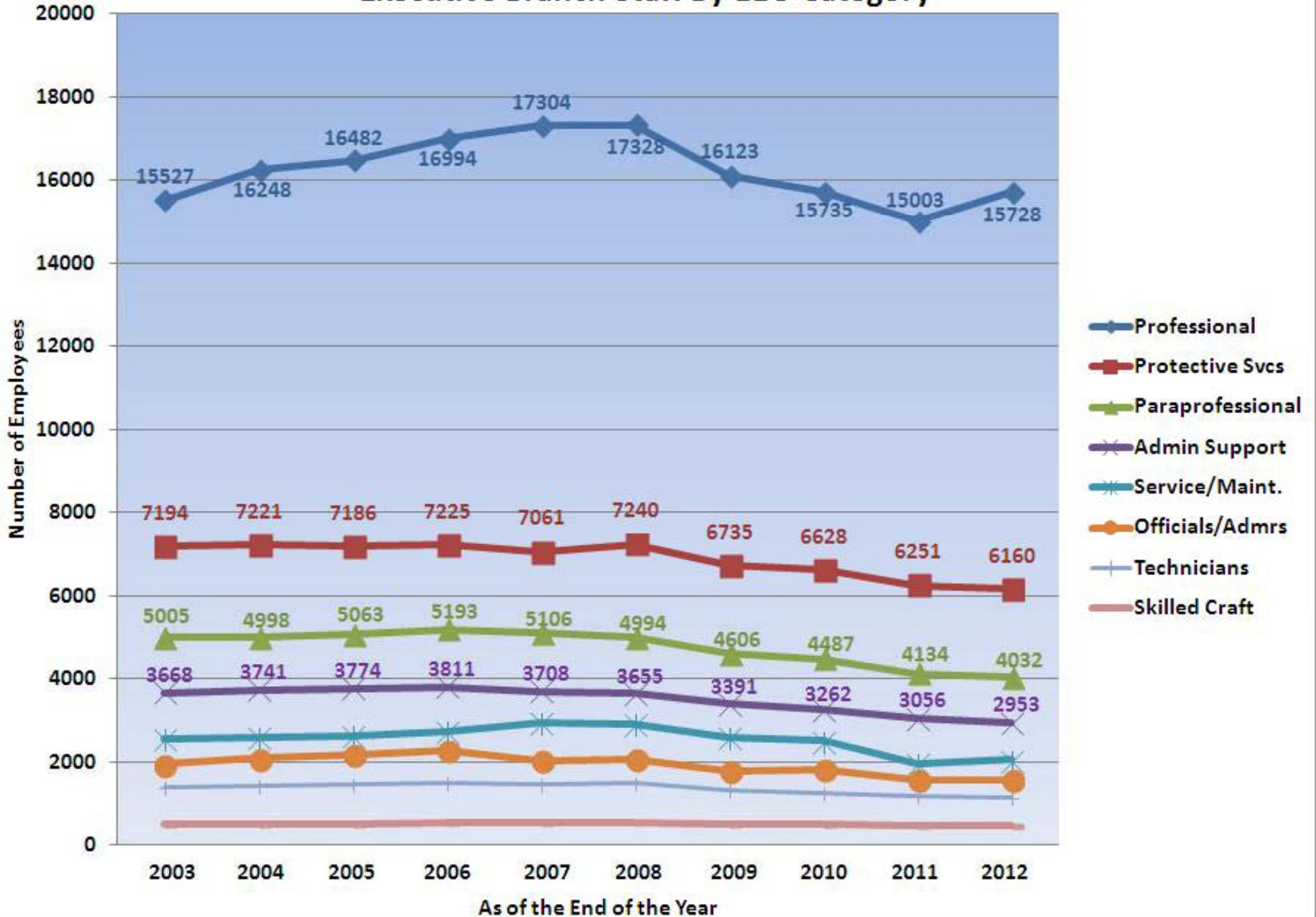
Full Time/Part Time Status Of Executive Branch Staff



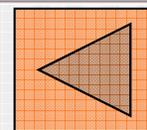
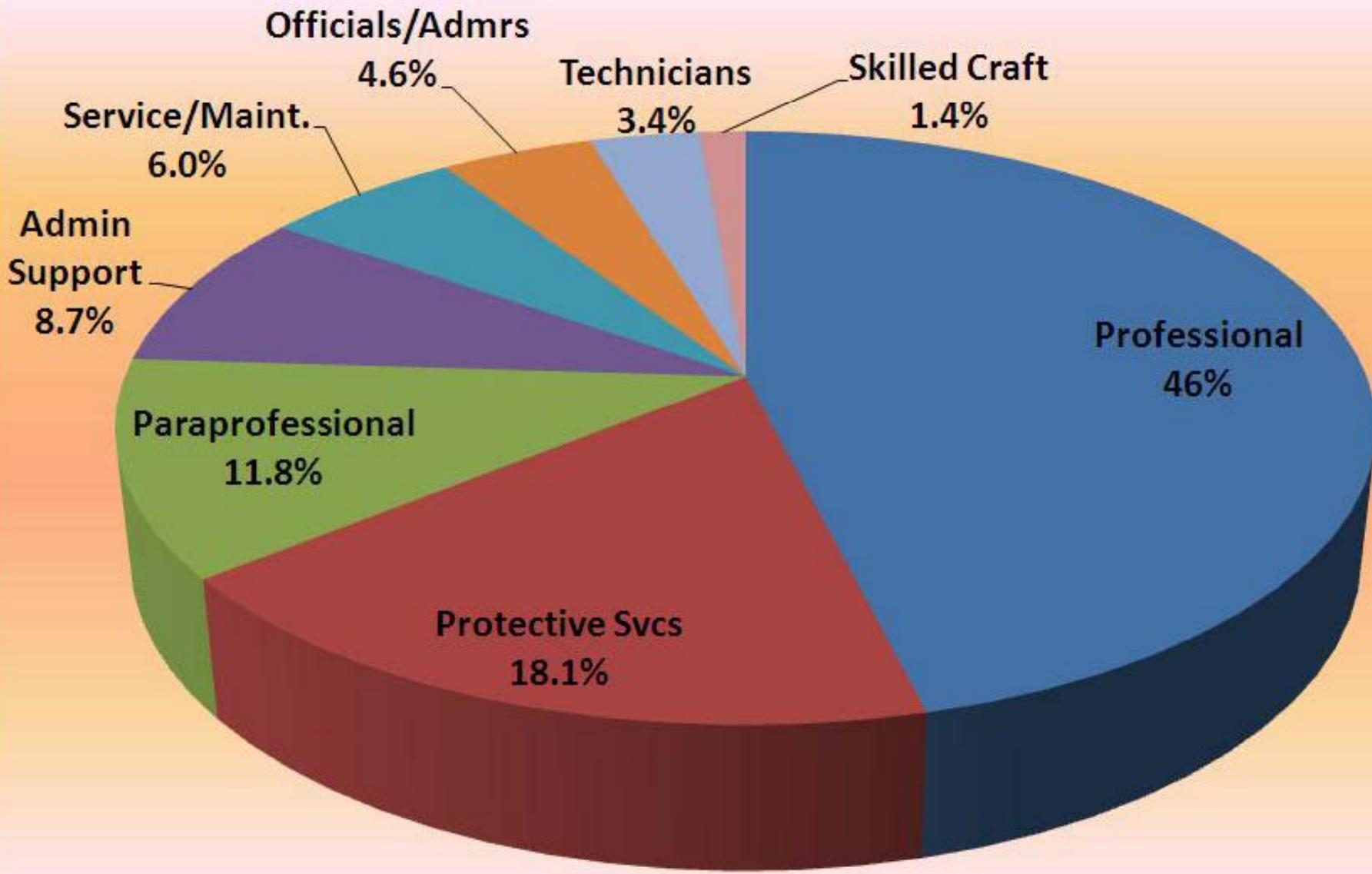
Executive Branch Staff By Ethnic Group



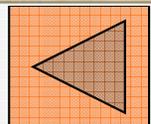
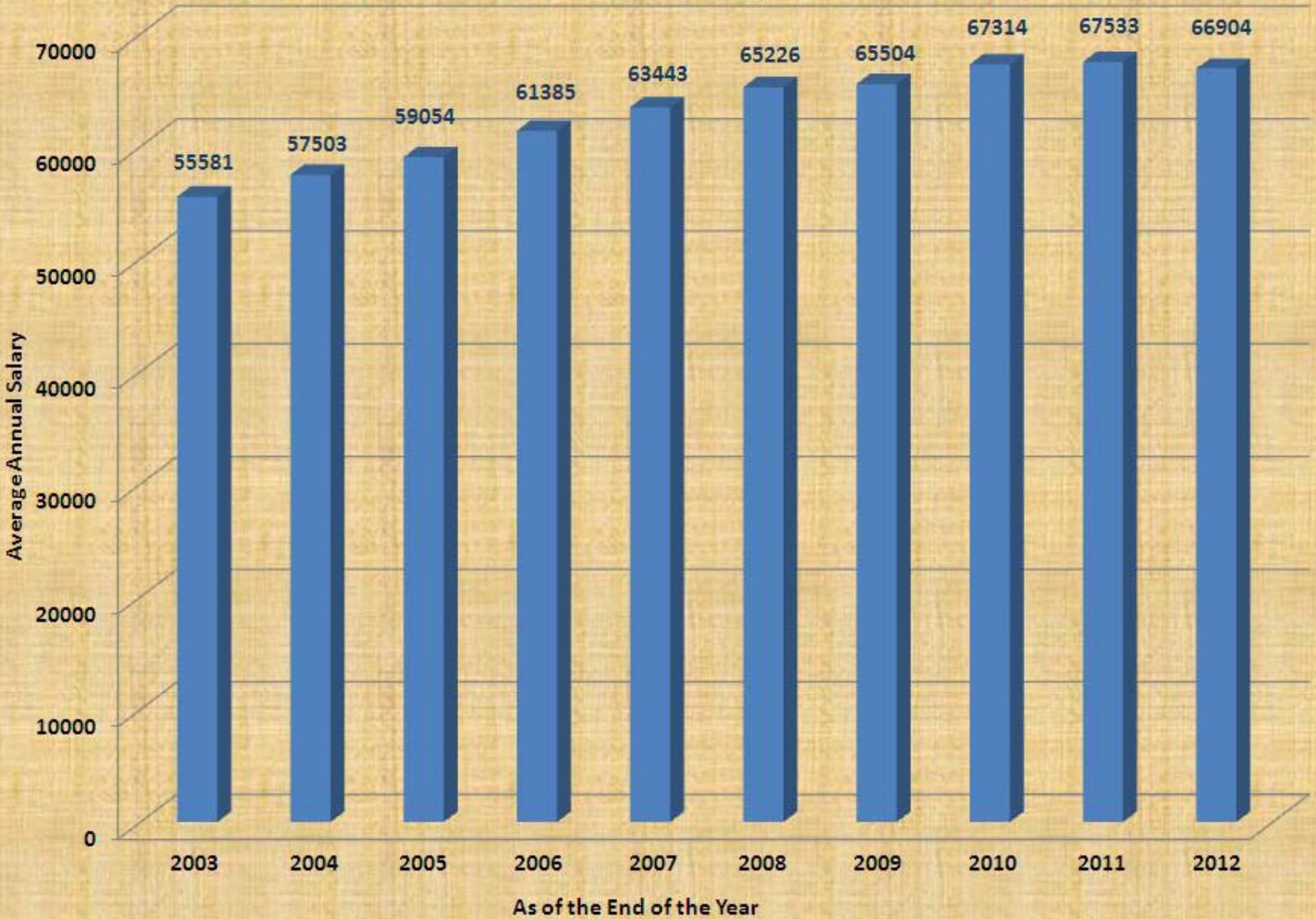
Executive Branch Staff By EEO Category



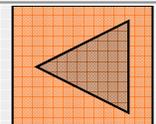
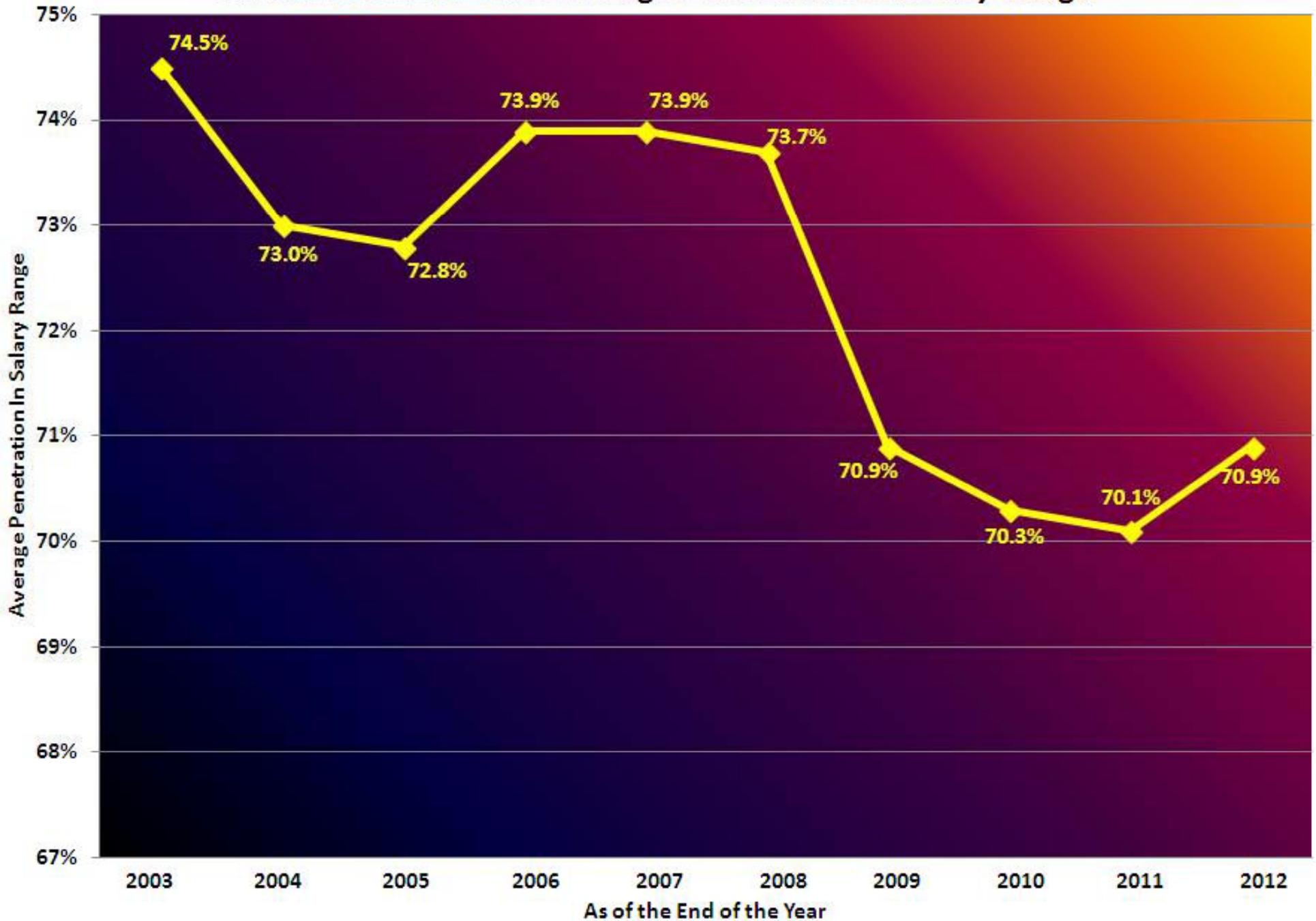
Proportion of Executive Branch Staff By EEO Category As Of 12/31/2012



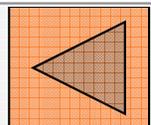
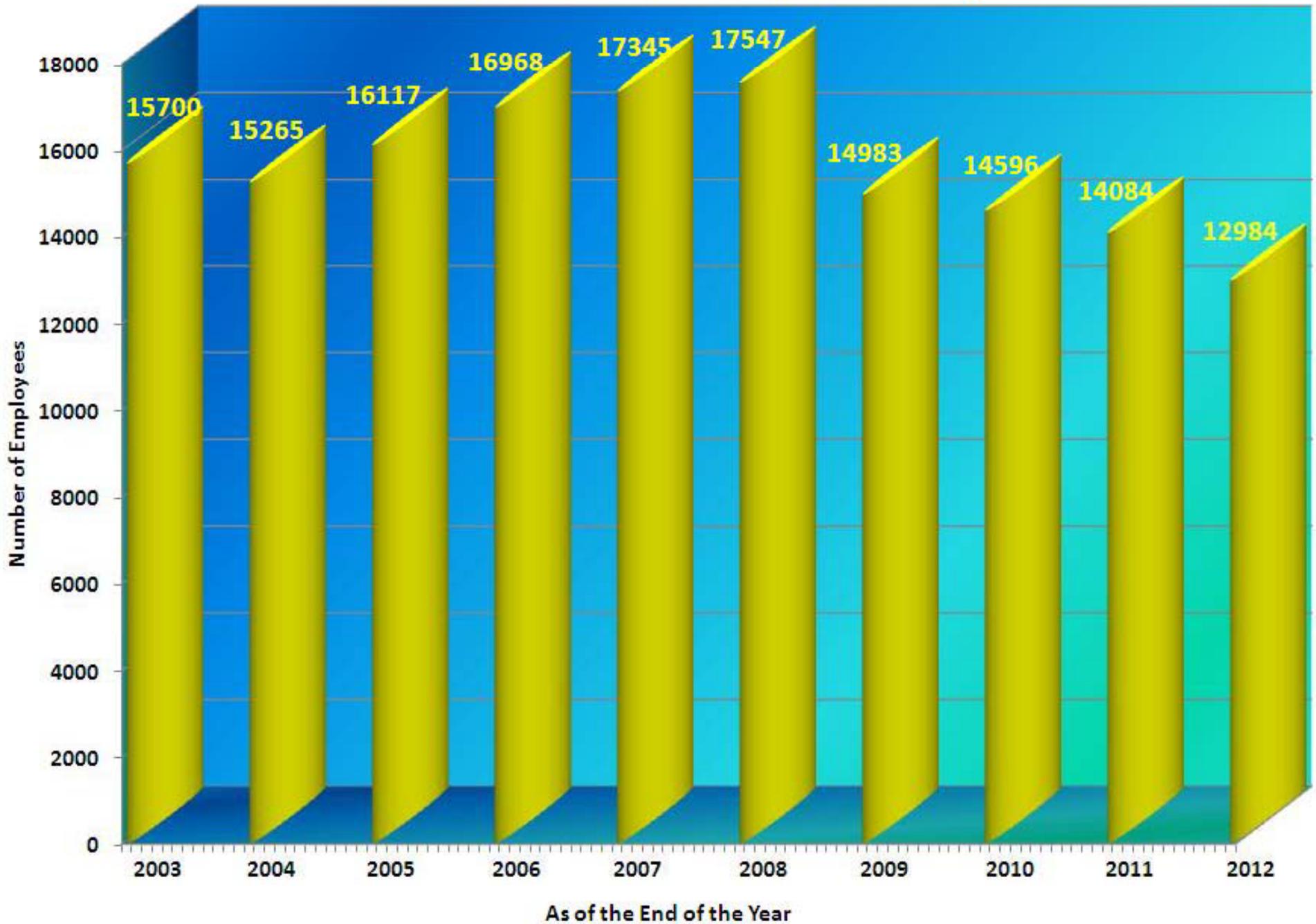
Executive Branch Staff Average Annual Salary



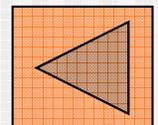
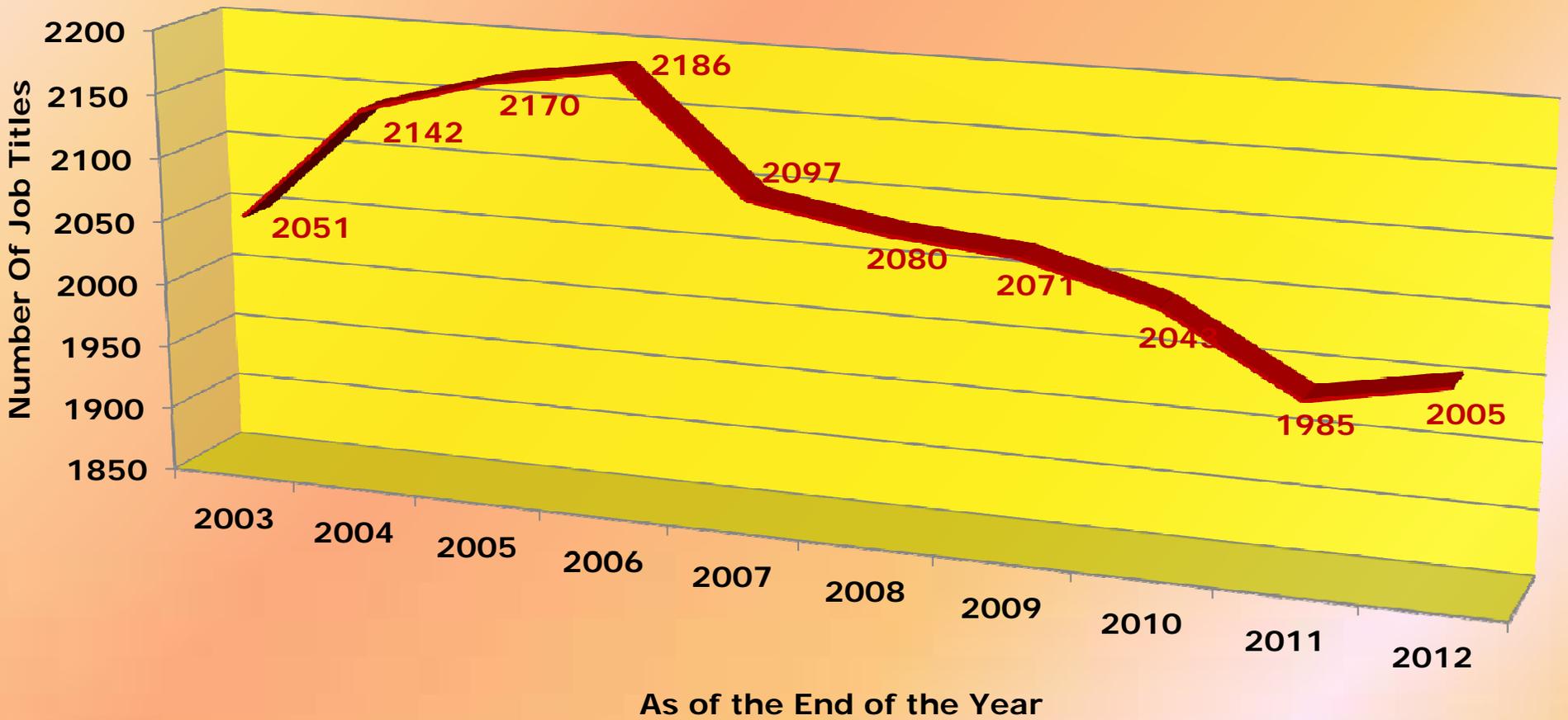
Executive Branch Staff Average Penetration In Salary Range



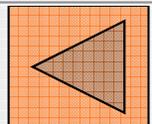
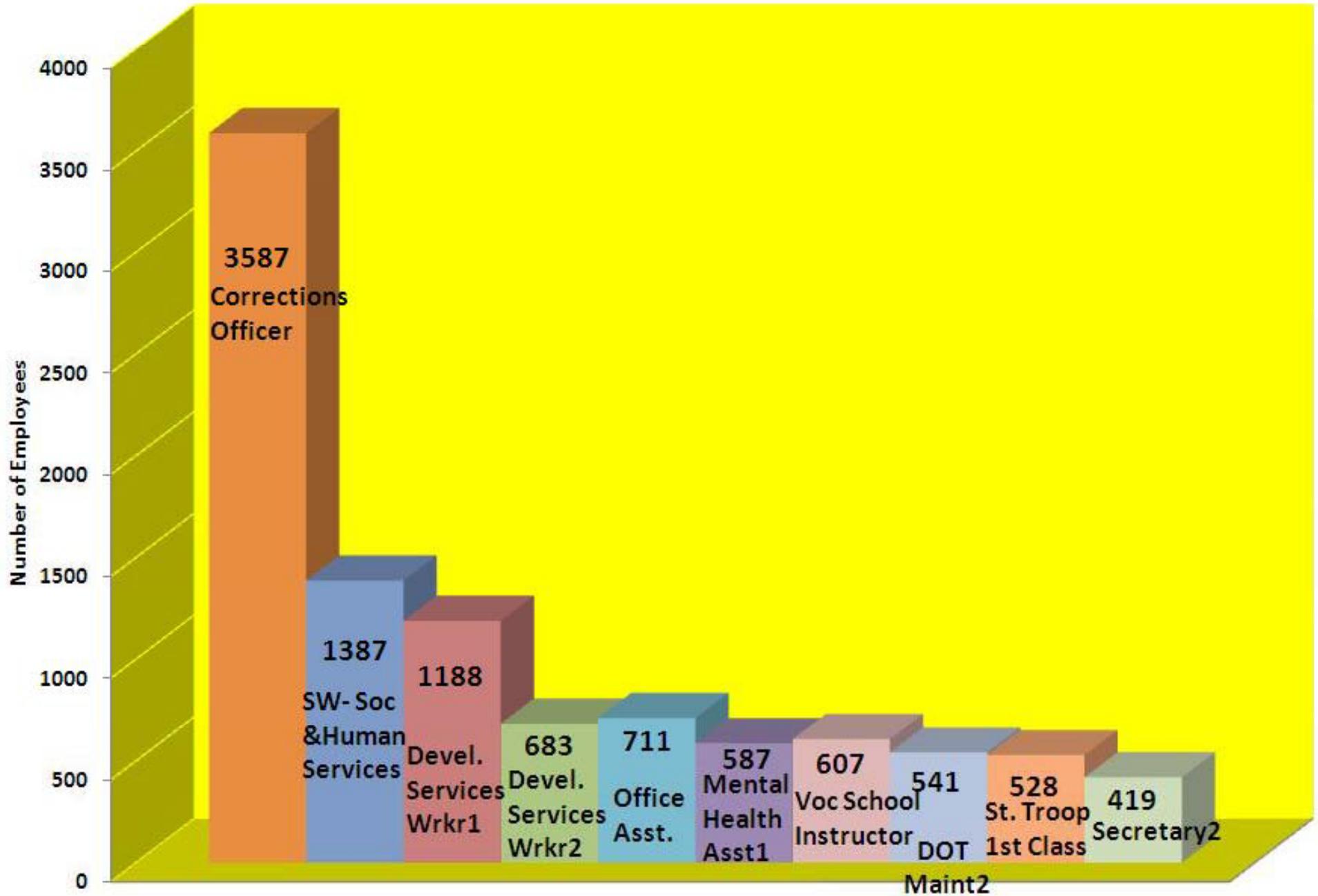
Executive Branch Staff At Maximum Salary



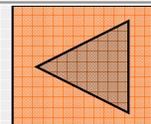
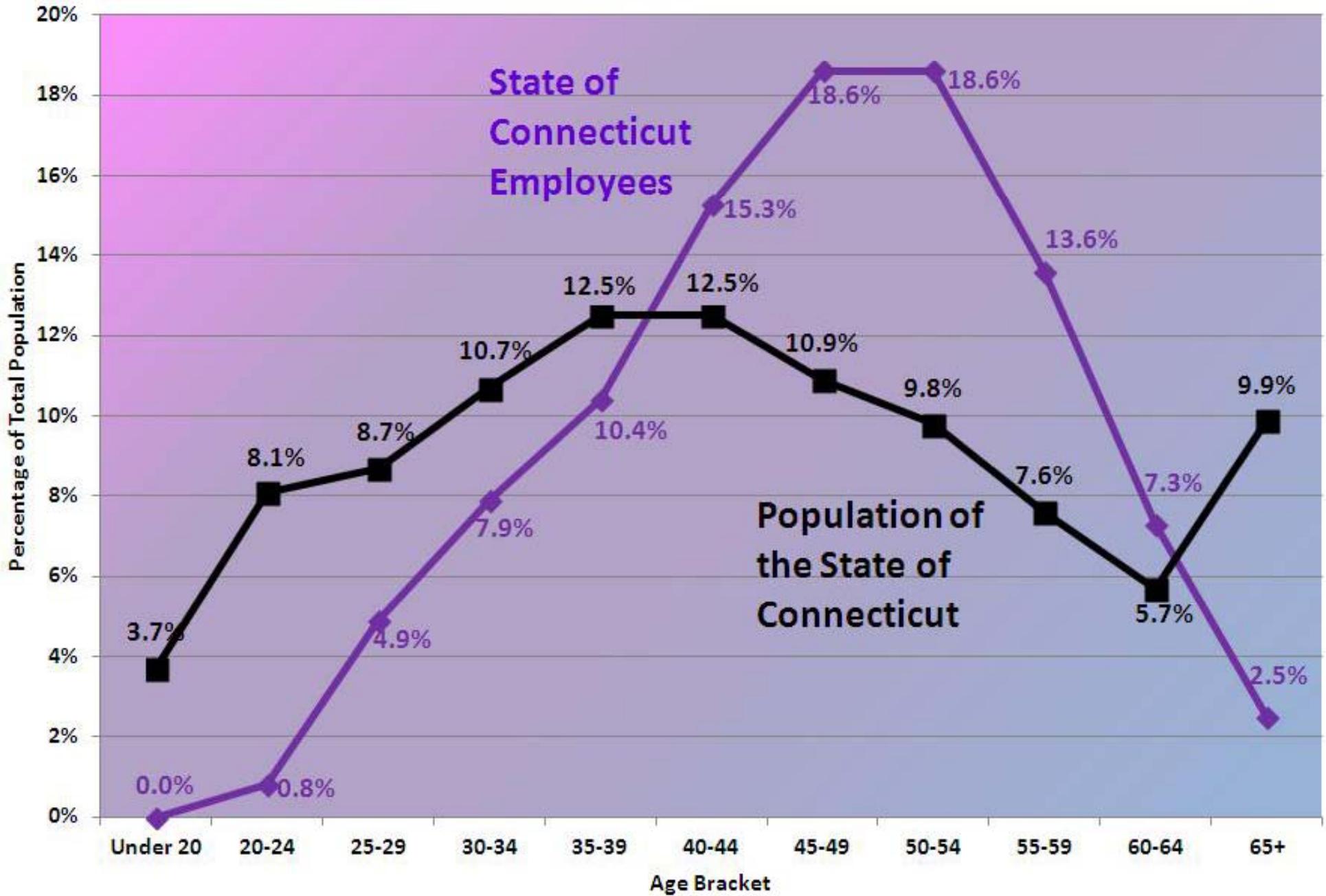
Active Job Titles In The Executive Branch



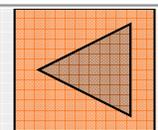
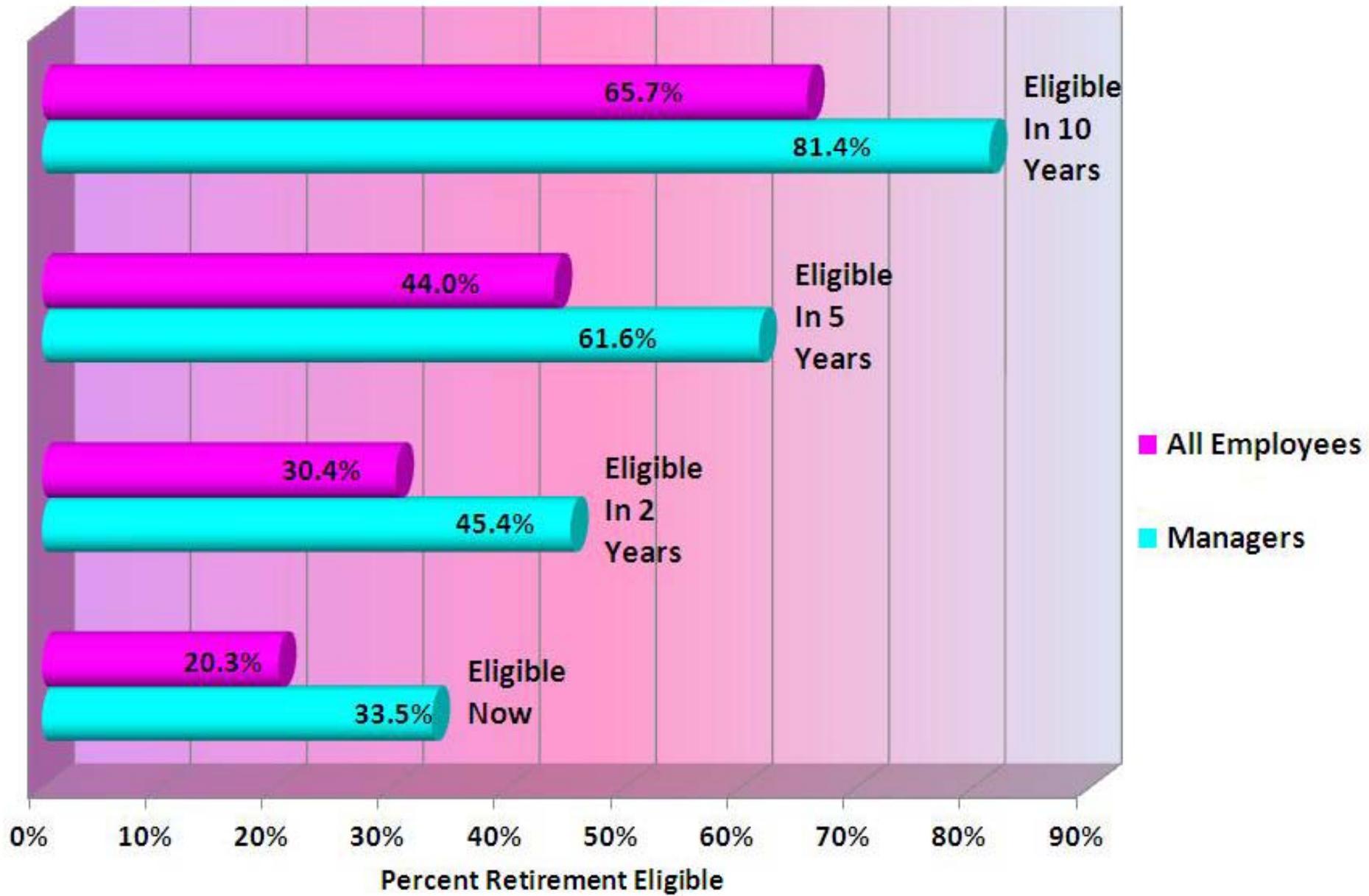
Most Populated Executive Branch Job Titles As Of 12/31/2012



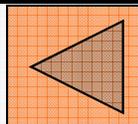
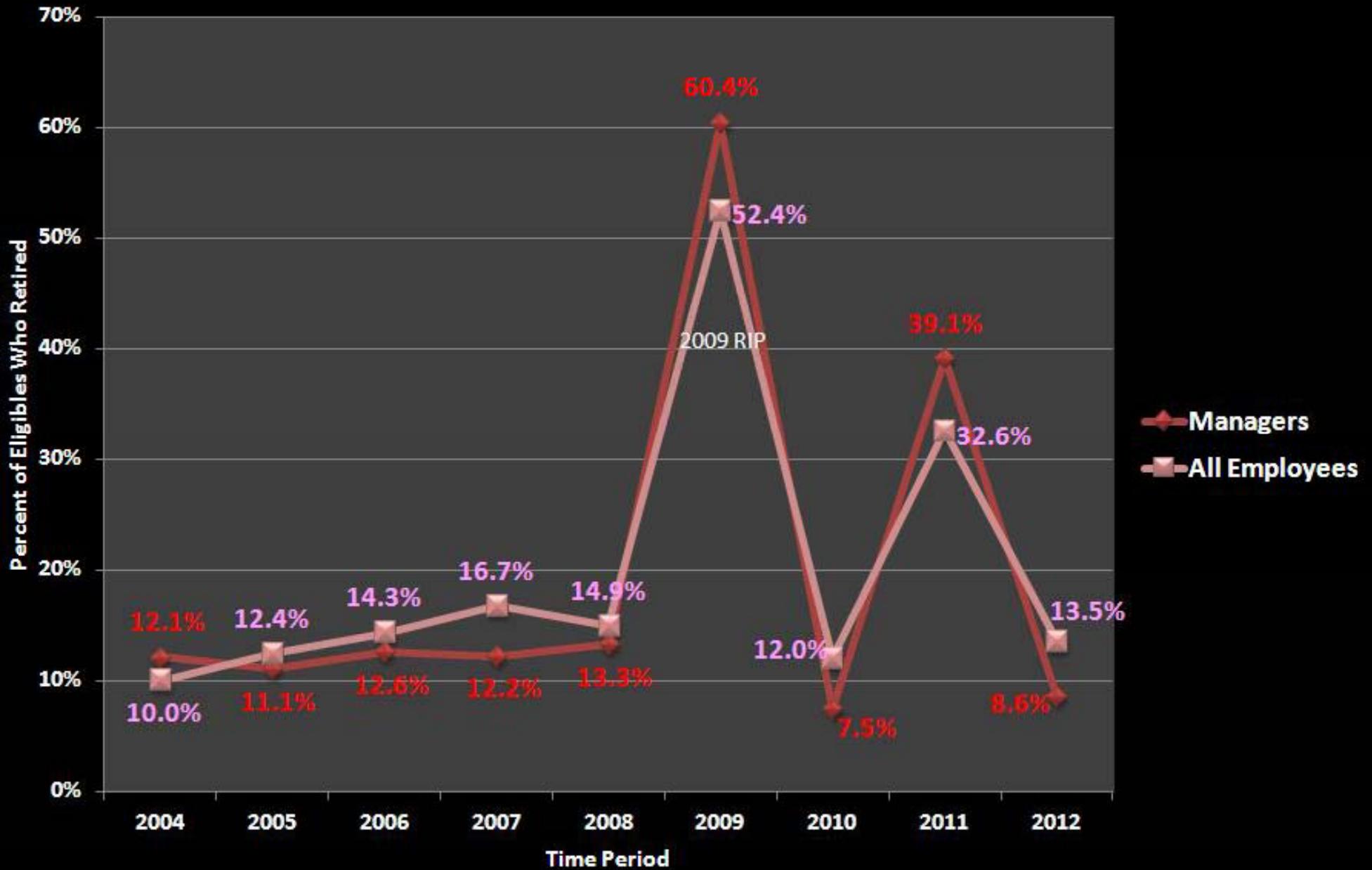
Age Distribution Of Executive Branch Staff As Of 12/31/2012



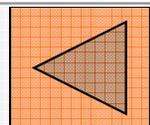
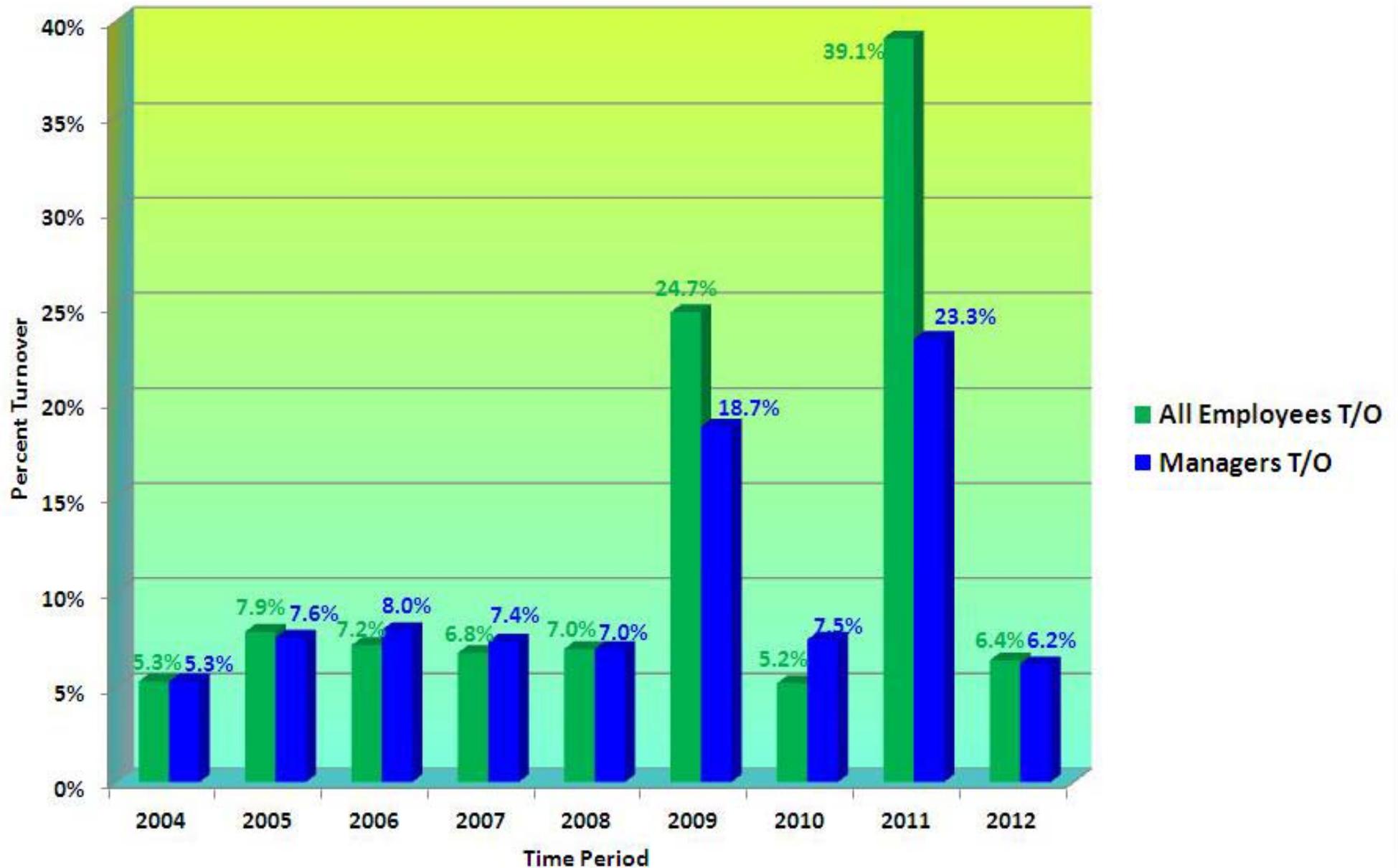
Executive Branch Employee and Management Retirement Eligibility As Of 12/31/2012



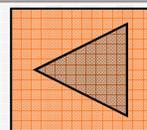
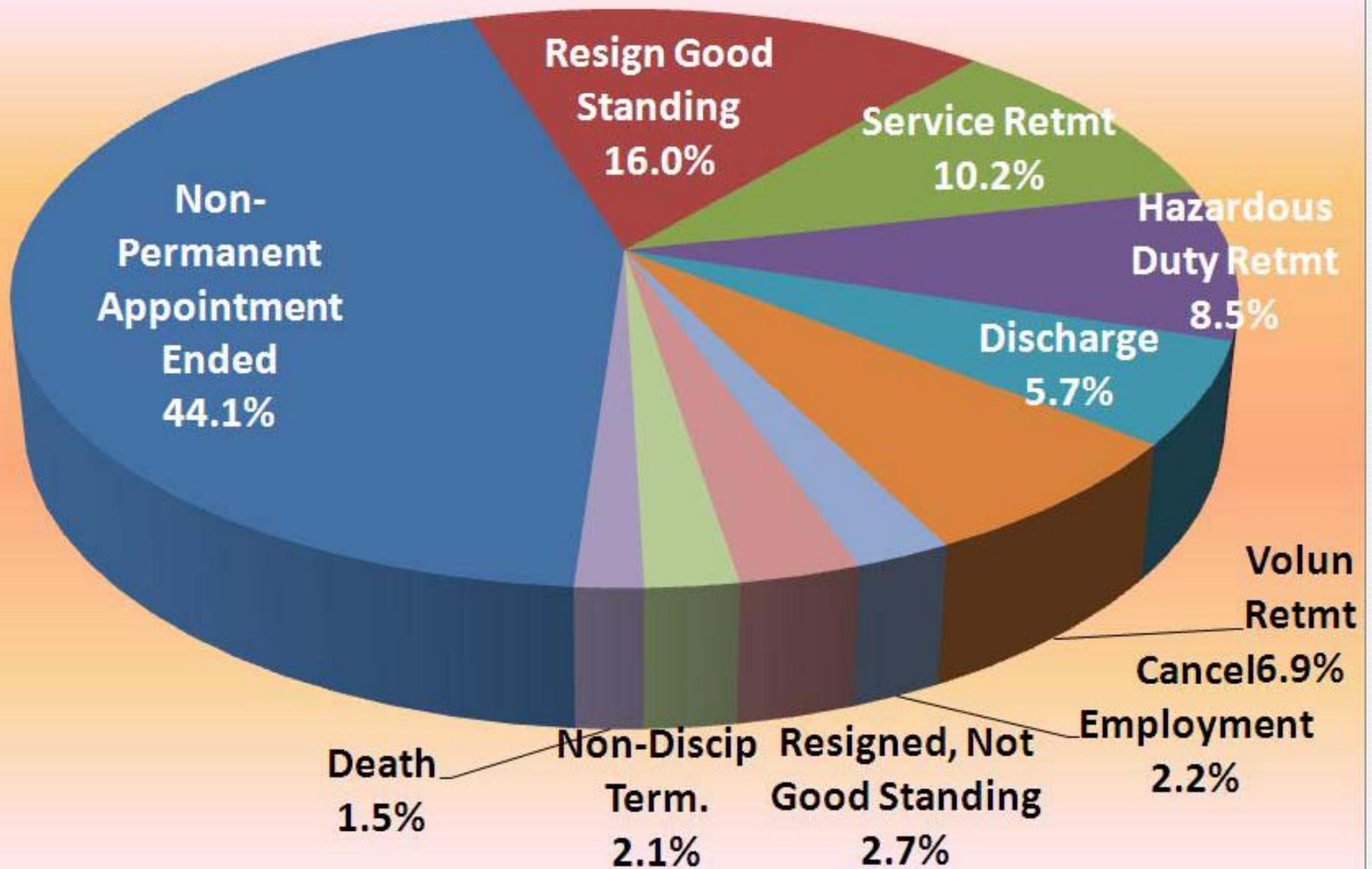
Percentage Of Retirement Eligible Executive Branch Staff Who Actually Retired



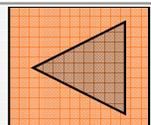
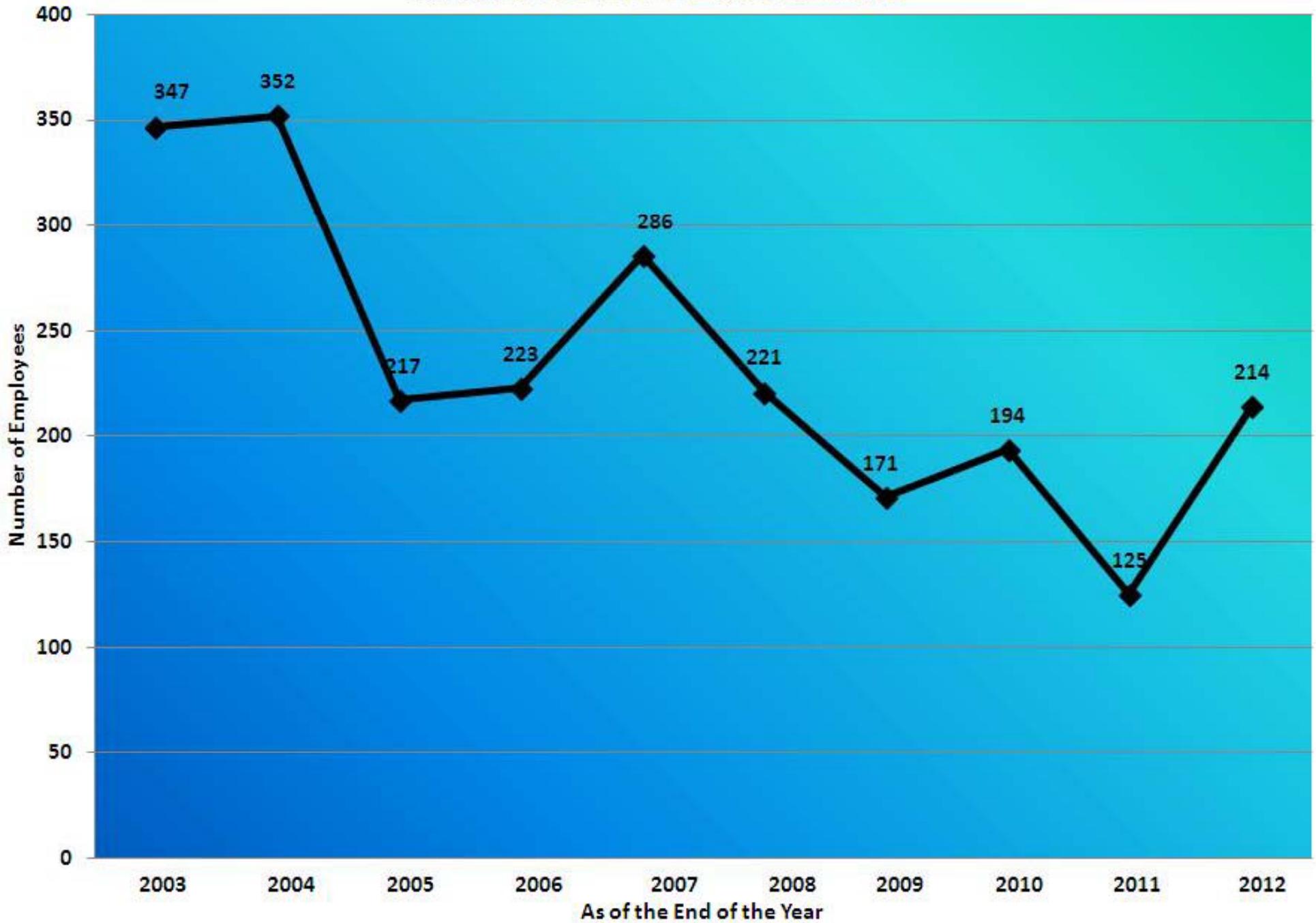
Executive Branch Employee And Manager Turnover (Left The State Or Transferred To New Agency)



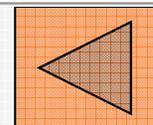
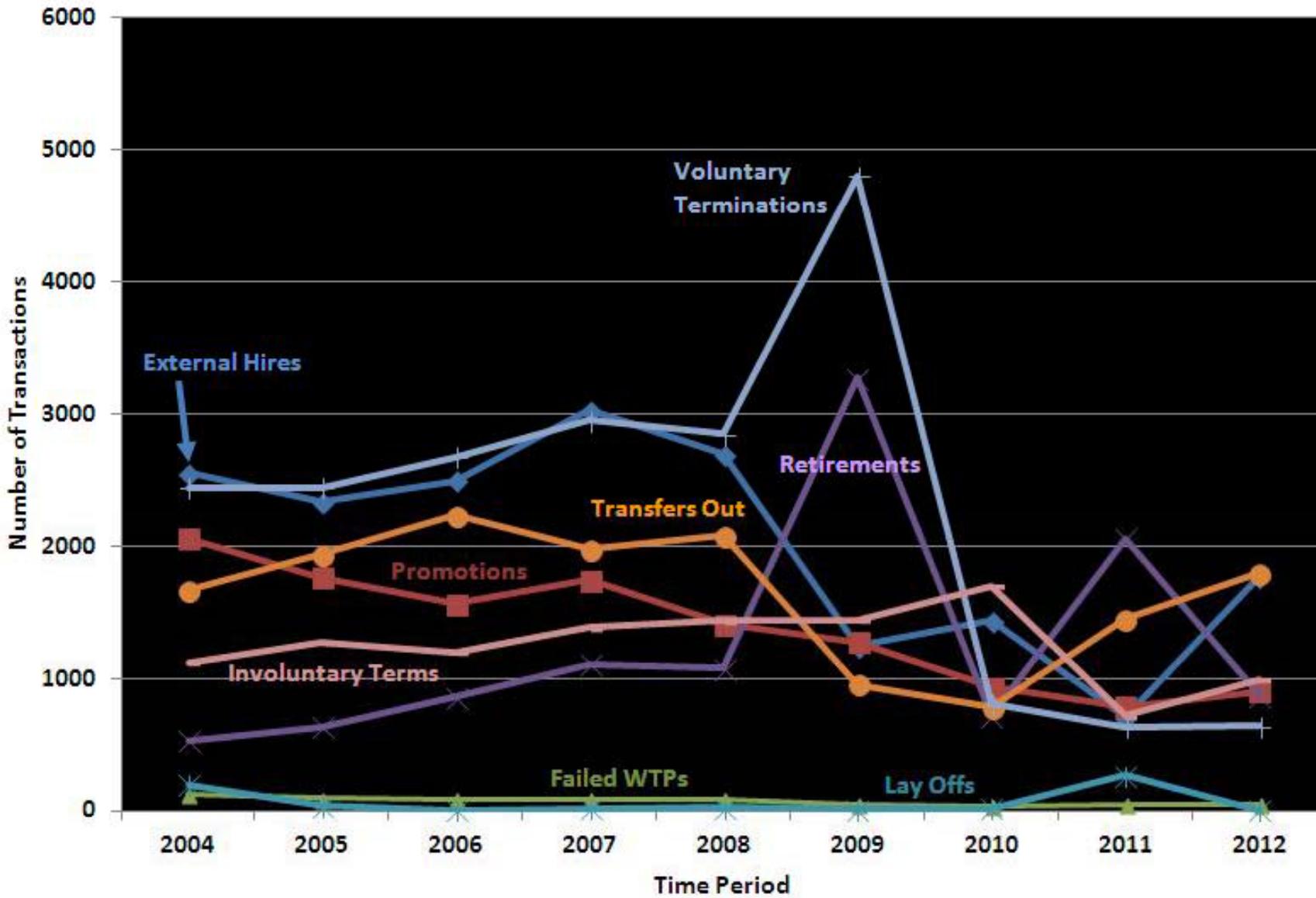
Executive Branch Reasons For Separation, 7/1/12 - 12/31/12



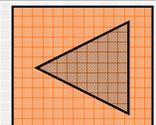
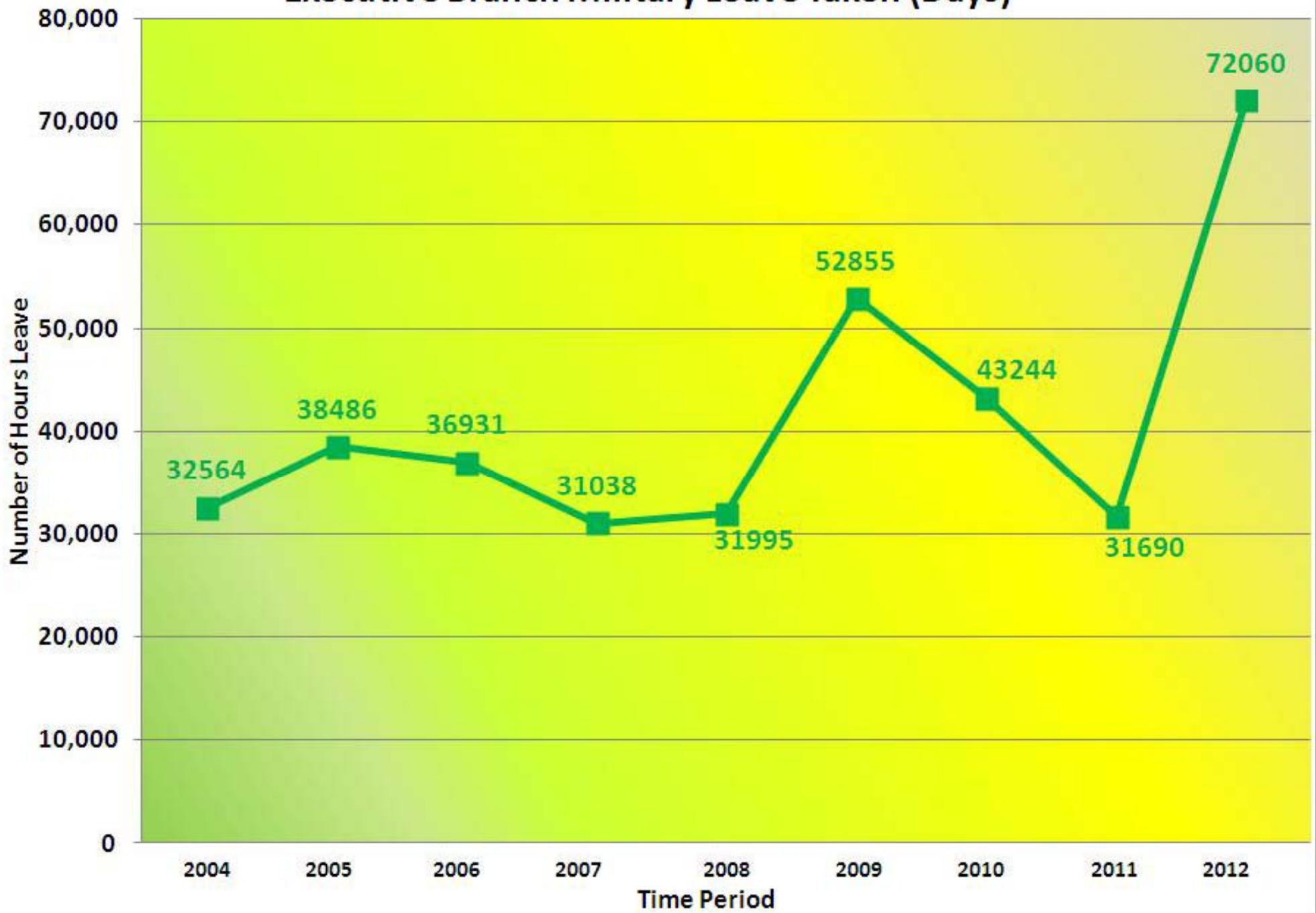
Executive Branch Durational Staff



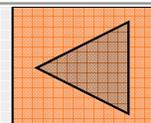
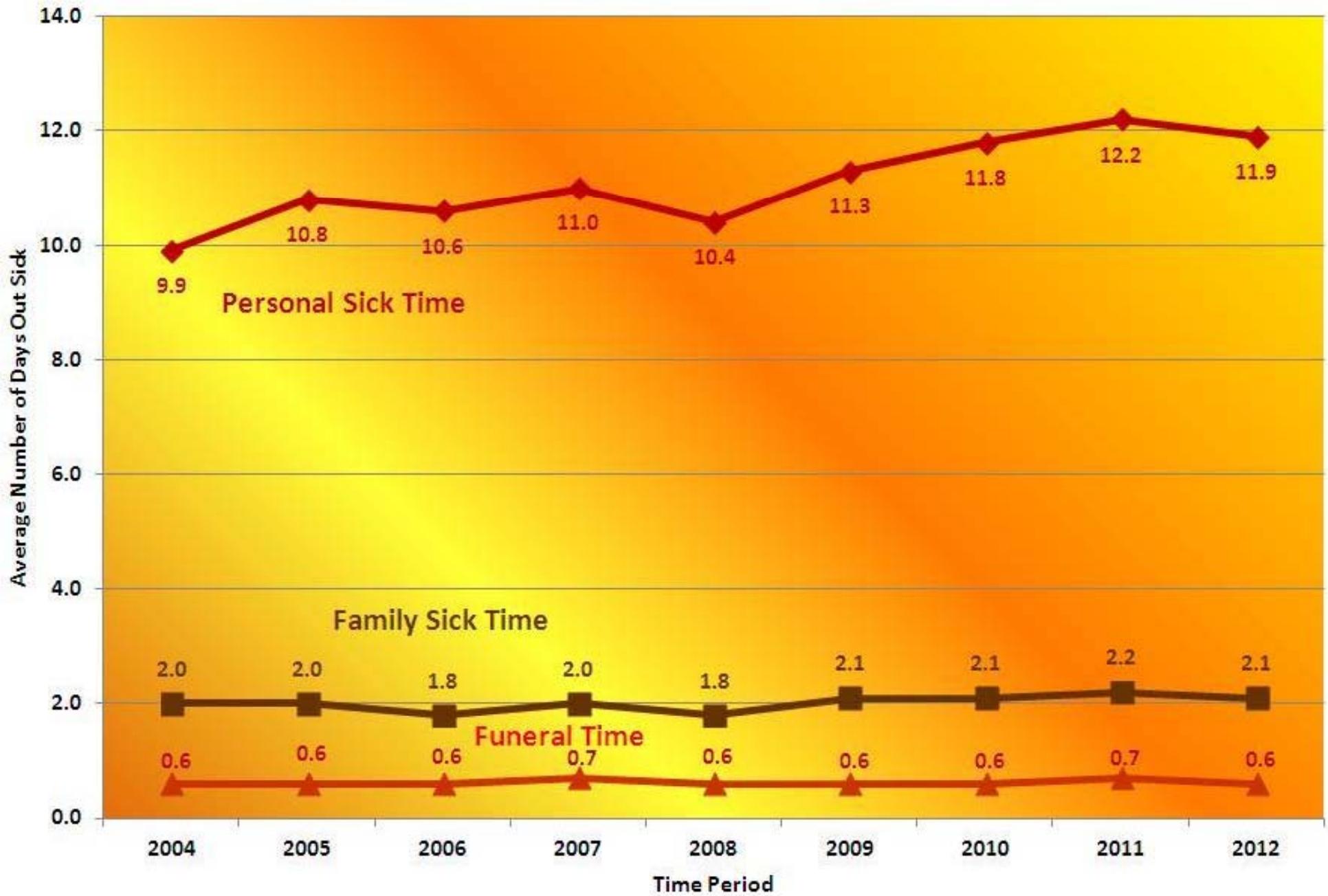
Executive Branch Personnel Actions By Type



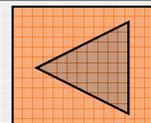
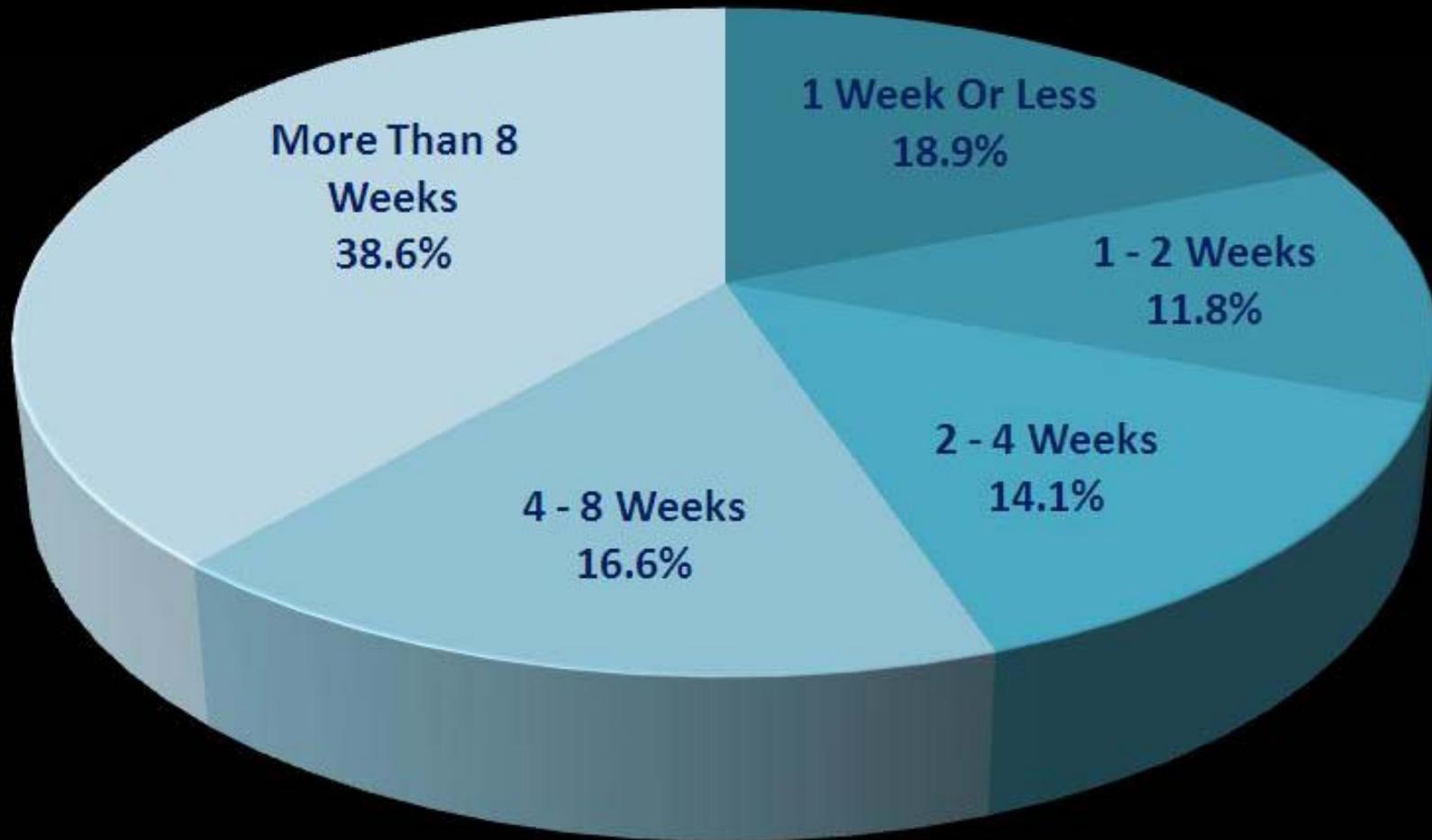
Executive Branch Military Leave Taken (Days)



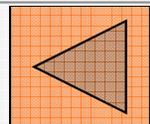
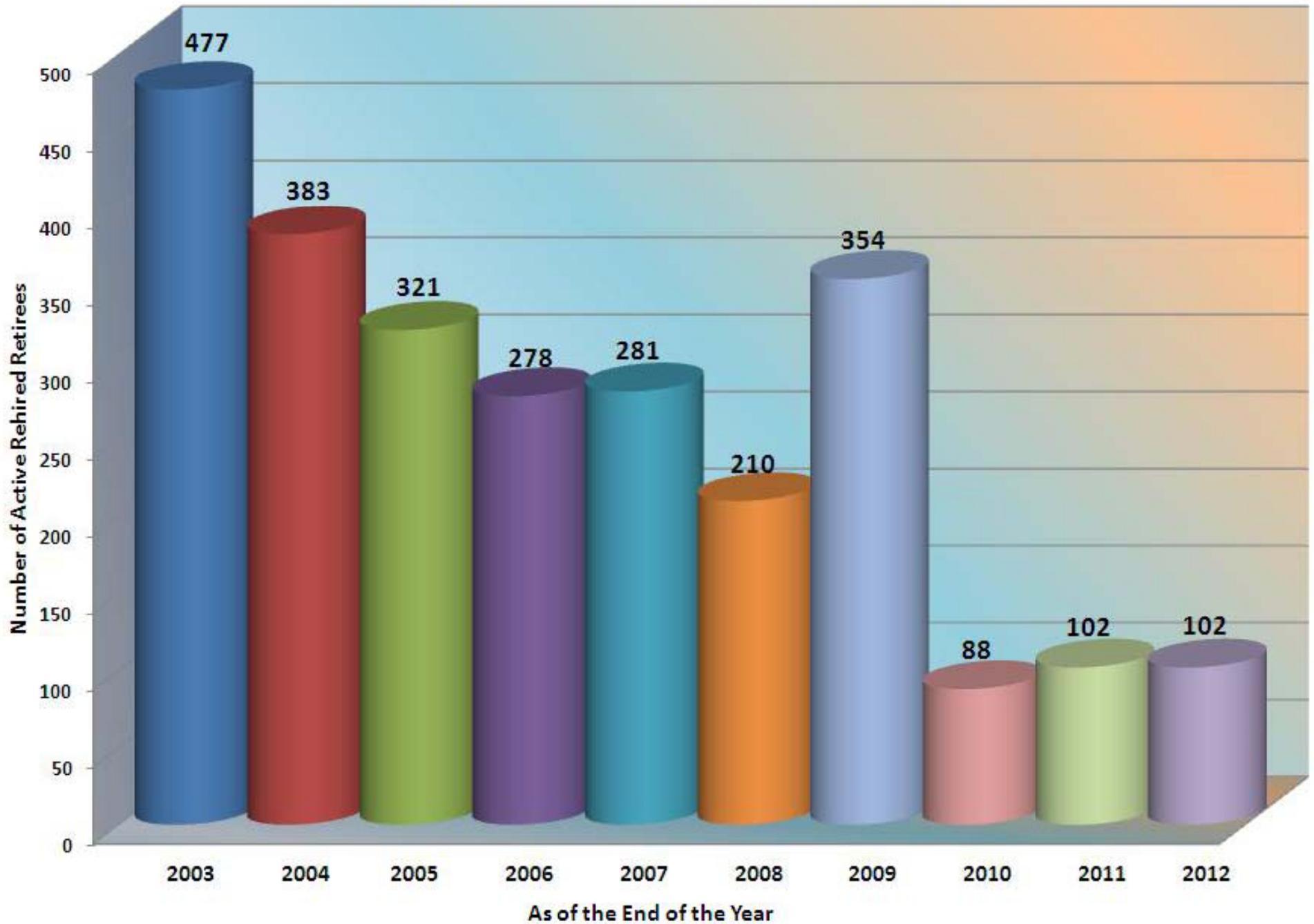
Executive Branch Average Number Of Sick Days Used



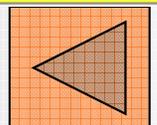
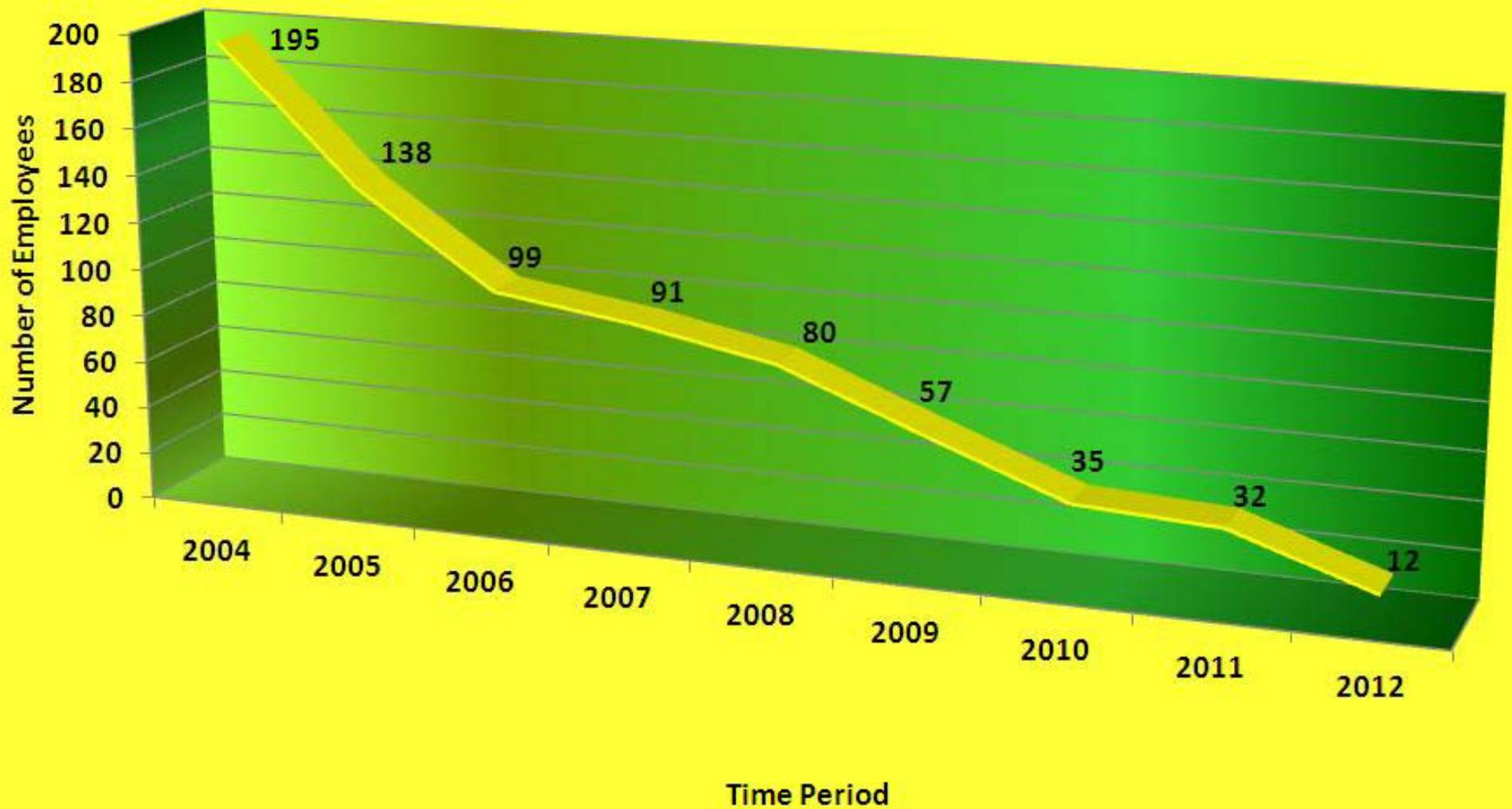
Available Sick Time For Executive Branch Staff As Of 12/31/12



Executive Branch Active Rehired Retirees



Executive Branch Employees Leaving State Service Within 1 Year



Executive Branch Staff Average Years Of State Service And Average Years In Current Position, As Of 12/31/2012

