

# State of Hawaii Executive Branch Workforce Profile



Linda Lingle  
Governor  
State of Hawaii

Kathleen N. A. Watanabe  
Director

Department of Human Resources Development

July 2005



## DIRECTOR'S MESSAGE

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*Aloha,*

The Department of Human Resources Development (DHRD) is pleased to present this profile of the State of Hawaii's Executive Branch workforce, as of June 30, 2004. While the report is not required by law, we felt it important to embark on this project to provide State program administrators and legislators with this informational tool to aid in strategic planning and decision-making.

The first section of the report provides data on the entire *Executive Branch Workforce* and covers both civil service employees hired through recruitment procedures based on merit, and employees exempt from such procedures.

The second section of the report provides a breakout of the data by *the Four Personnel Systems* established by law that make up the Executive Branch workforce, namely, the systems administered by DHRD, the Board of Education, the University of Hawaii Board of Regents, and the Hawaii Health Systems Corporation.

The third section, on *Projected Retirements* is a special section that was added to provide figures on employees eligible for retirement, plus projections for the next 5 years. We felt this information was important to highlight since the State government faces a looming crisis as large numbers of our experienced employees start leaving the workforce.

Finally, the last section provides an *Explanation of Terms, Categories & Counts* used in this report.

We hope that you find the information in this report illuminating and that it prompts greater attention towards workforce planning and succession planning, in particular, to help ensure the smooth, uninterrupted delivery of services to the people of Hawaii.

Sincerely,

A handwritten signature in black ink that reads "Kathleen N. A. Watanabe". The signature is fluid and cursive.

Kathleen N. A. Watanabe  
Director



# Executive Summary

State government is the largest employer in Hawaii and consists of three branches of government: Legislative, Judicial and Executive. The Executive Branch, which is the focus of this report, had 49,631 civil service and exempt employees as of June 30, 2004.<sup>1</sup> These employees provide a wide spectrum of vital services to the people of Hawaii, ranging from public education and welfare, to health and safety.

Four separate and autonomous personnel systems operate within the Executive Branch, the largest of which is administered by DHRD. In fiscal year 2004, the system administered by DHRD covered 45.9% of the Executive Branch workforce. The other systems administered by:

- The Board of Education covered 34.3%,
- The University of Hawaii Board of Regents covered 13%; and
- The Hawaii Health Systems Corporation covered 6.8%.

The largest agency was the Department of Education with 22,000+ civil service and exempt employees, of which 13,000+ were teachers and other certificated staff. The next largest agency was the University of Hawaii with 8,000+ employees, of which 4,500+ were academic staff. The smallest agency was the Department of Human Resources Development with 100+ employees.

69.7% of the workforce resided on Oahu; 14.6% on the Big Island; 9.4% on Maui; 4.9% on Kauai; .8% on Molokai; and .3% on Lanai.

Females comprised 63% of the workforce. The average employee was age 45 with 11 years of service. **Notably, 3,759 employees who were members of the Employees' Retirement System (7.58% of the workforce) were eligible for retirement as of June 30, 2004, and it is projected that the number will grow to 8,735 employees (17.6%) in just five years, by June 30, 2009.**

The largest ethnic groups were: Japanese (30.5%), White (23.1%), and Hawaiian (16%). The five largest occupational groups were: Teachers (26.3%); Clerical and Allied (12.9%); Labor, Custodial and Domestic Services (9.4%); UH Academic Staff (9.1%); and Social Service, Public Employment and Allied (8.4%).

44,408 employees were covered by collective bargaining and represented by the following employee organizations:

- Hawaii Government Employees Association (45.5%);
- Hawaii State Teachers Association (28.8%);
- United Public Workers (18%);
- University of Hawaii Professional Assembly (7.3%); and
- Hawaii Fire Fighters Association (.4%).

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<sup>1</sup> Casual hires were not included in this report.

Not addressed in this report, but which should be noted, are the following two events which significantly changed the demographics of the workforce as compared to prior years:

- ⊗ Approximately 2,813 school personnel directly engaged in instructional work, other than teachers and educational officers, were transferred from the civil service system administered by DHRD to the new personnel system administered by the Board of Education for Support Services Personnel, effective July 1, 2003, and are now considered exempt employees.<sup>2</sup>
- ⊗ Approximately 361 employees were transferred from the Hawaii Community Development Corporation of Hawaii from the Department of Business, Economic Development and Tourism to the Department of Human Services, also effective July 1, 2003.<sup>3</sup>

The Project Leader for this report was Ms. Sherry Shishido, Personnel Management Specialist, DHRD Personnel Transactions Office. Inquiries about the data presented may be directed to Ms. Shishido at: (808) 587-1058, Fax (808) 587-1088, or e-mail address [sherry.c.shishido@hawaii.gov](mailto:sherry.c.shishido@hawaii.gov).

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<sup>2</sup> See Act 253, SLH 2000, as amended by Act 148, SLH 2002. Not covered in this report was the subsequent transfer of an additional 5,410 employees from DHRD's administration to the BOE's administration effective July 1, 2005, pursuant to Act 51, SLH 2004.

<sup>3</sup> See Act 92, SLH 2003.

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### The Four Personnel Systems of the Executive Branch

*This section reports on the four separate and autonomous personnel systems of the Executive Branch. The focus of this section is on the Personnel system administered by the Department of Human Resources Development.*

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## Executive Branch Workforce

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*49,631 Employees*

*as of June 2004*

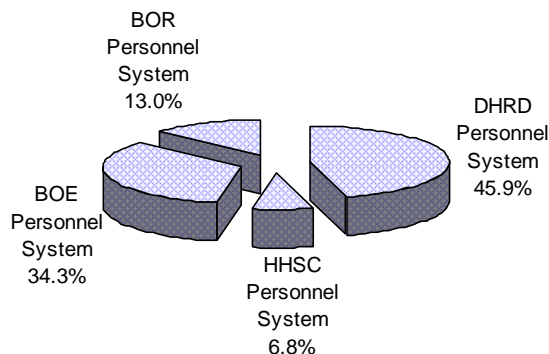


## EXECUTIVE BRANCH CIVIL SERVICE AND EXEMPT EMPLOYEES

There are four independent personnel systems in the Executive Branch. They are:

1. The personnel system administered by the Department of Human Resources Development (DHRD), which includes employees in civil service positions and some employees in exempt positions.
2. The Department of Education system, administered by the Board of Education (BOE), which includes employees who provide support services in the classrooms (e.g. educational assistants, speech pathologists, etc.) and teachers and educational officers.
3. The University of Hawaii system, administered by the Board of Regents (BOR), which includes faculty, graduate assistants, and lecturers; and administrative, professional, technical and executive/managerial employees.
4. The personnel system administered by the Hawaii Health Systems Corporation (HHSC), which includes employees in civil service and exempt positions.

PERSONNEL SYSTEMS	COUNT OF EMPLOYEES	PERCENT OF TOTAL WORKFORCE
<b>Personnel System Administered by the Department of Human Resources Development (DHRD)</b>		
Civil Service Employees	20,841	42.0%
Exempt Employees	1,941	3.9%
<b>Department of Human Resources Development Total:</b>	<b>22,782</b>	<b>45.9%</b>
<b>Board of Education (BOE)</b>		
Teachers & Educational Officers	13,974	28.2%
Support Services Personnel	3,034	6.1%
<b>Board of Education Employees Total:</b>	<b>17,008</b>	<b>34.3%</b>
<b>Board of Regents (BOR)</b>		
Faculty	4,534	9.1%
Administrative, Professional & Technical Staff	1,931	3.9%
<b>Board of Regents Employees Total:</b>	<b>6,465</b>	<b>13.0%</b>
<b>Hawaii Health Systems Corporation (HHSC)</b>		
Civil Service Employees	3,197	6.4%
Exempt Employees	179	0.4%
<b>Hawaii Health Systems Corporation Total:</b>	<b>3,376</b>	<b>6.8%</b>
<b>TOTAL WORKFORCE:</b>	<b>49,631</b>	<b>100.0%</b>

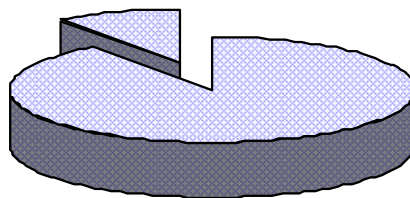


## EXECUTIVE BRANCH COMPOSITION OF THE WORKFORCE

Number of full- and part-time employees in the four (4) personnel systems administered by the Department of Human Resources Development (DHRD), Board of Education (BOE), Board of Regents (BOR), and the Hawaii Health Systems Corporation (HHSC).

PERSONNEL SYSTEMS	TOTAL # OF EMPLOYEES	FULL-TIME	PART-TIME	FTE
Personnel System Administered by the Department of Human Resources Development (DHRD)	22,782	21,226	1,556	22,005.694
Board of Education (BOE)	17,008	15,652	1,356	16,486.310
Board of Regents (BOR)	6,465	4,767	1,698	5,534.730
Hawaii Health Systems Corporation (HHSC)	3,376	3,045	331	3,256.655
TOTAL WORKFORCE:	49,631	44,690	4,941	47,283.389

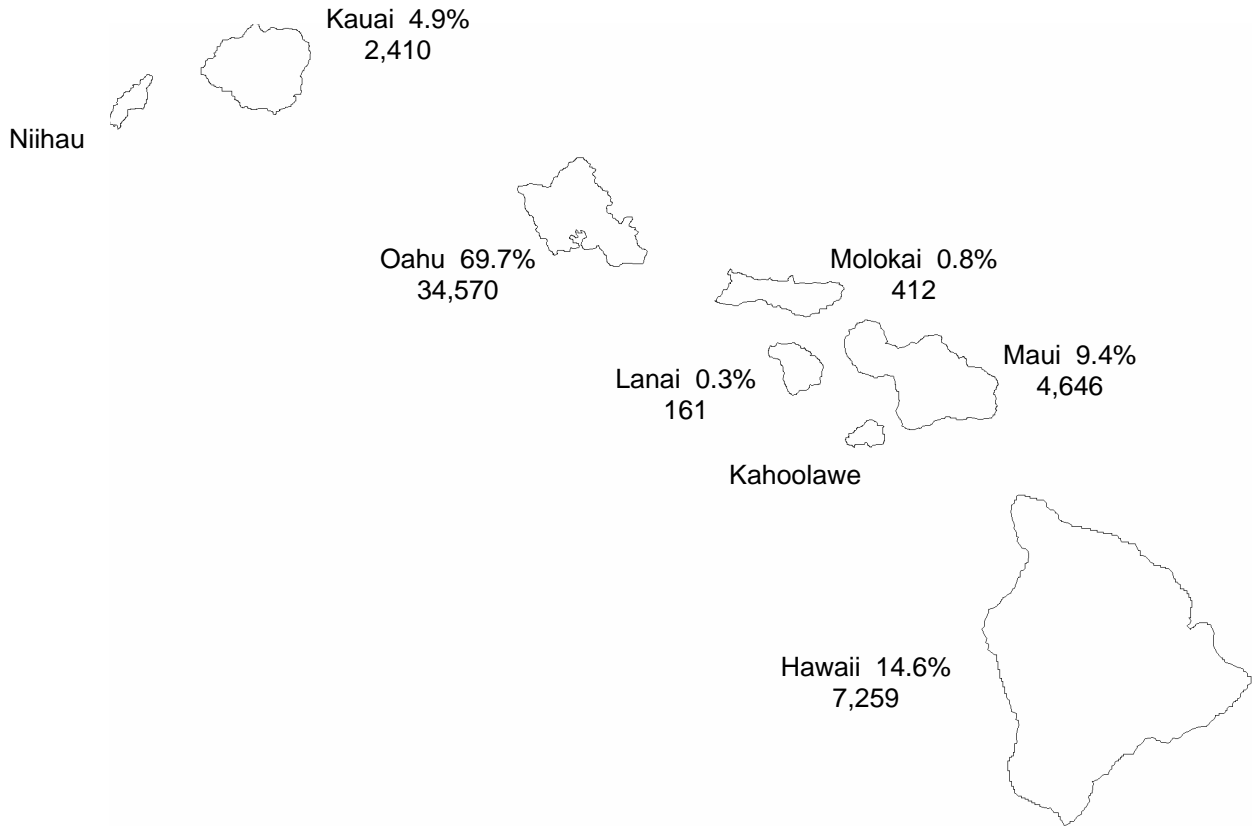
Part-Time  
10%



Full-Time  
90%

## EXECUTIVE BRANCH EMPLOYEES BY ISLAND

Island distribution of Executive Branch employees. (Based on the postal zip codes of the employee's mailing address.)

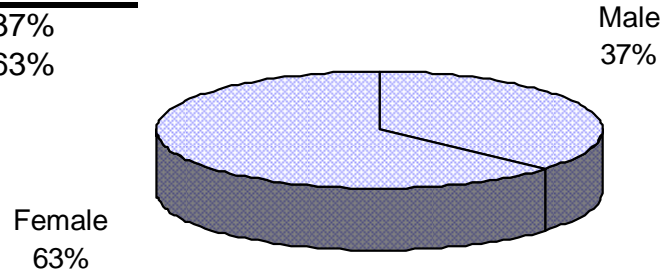


Island	# of Employees	Percent of Total Workforce
Oahu	34,570	69.7%
Hawaii	7,259	14.6%
Maui	4,646	9.4%
Kauai	2,410	4.9%
Molokai	412	0.8%
Lanai	161	0.3%
Other*	173	0.3%
<i>Total</i>	<i>49,631</i>	<i>100.0%</i>

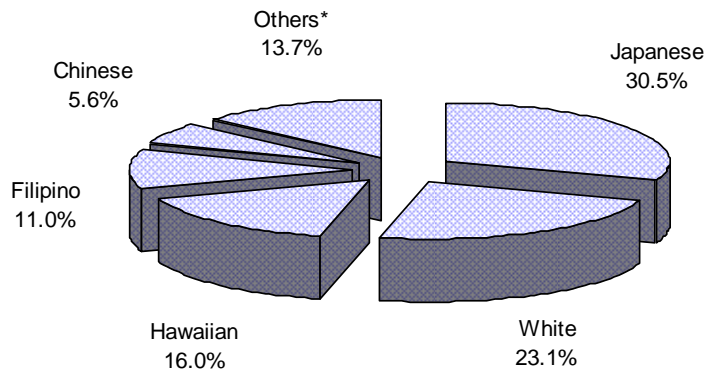
\*Employees having out-of-state residence or information not reported.

## EXECUTIVE BRANCH WORKFORCE PROFILE

Executive Branch Workforce	49,631	100%
Male	18,181	37%
Female	31,450	63%



The Average	Age	Years of Service
Employee	45	11
Male	45	11
Female	45	11



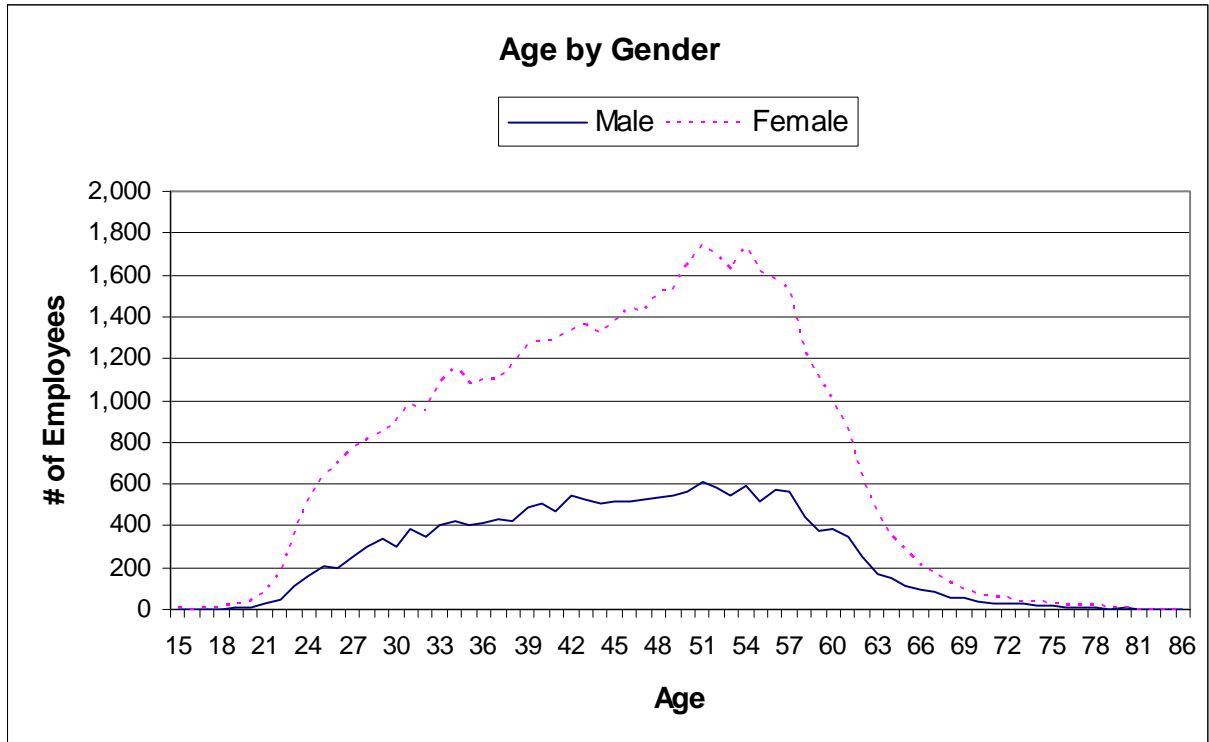
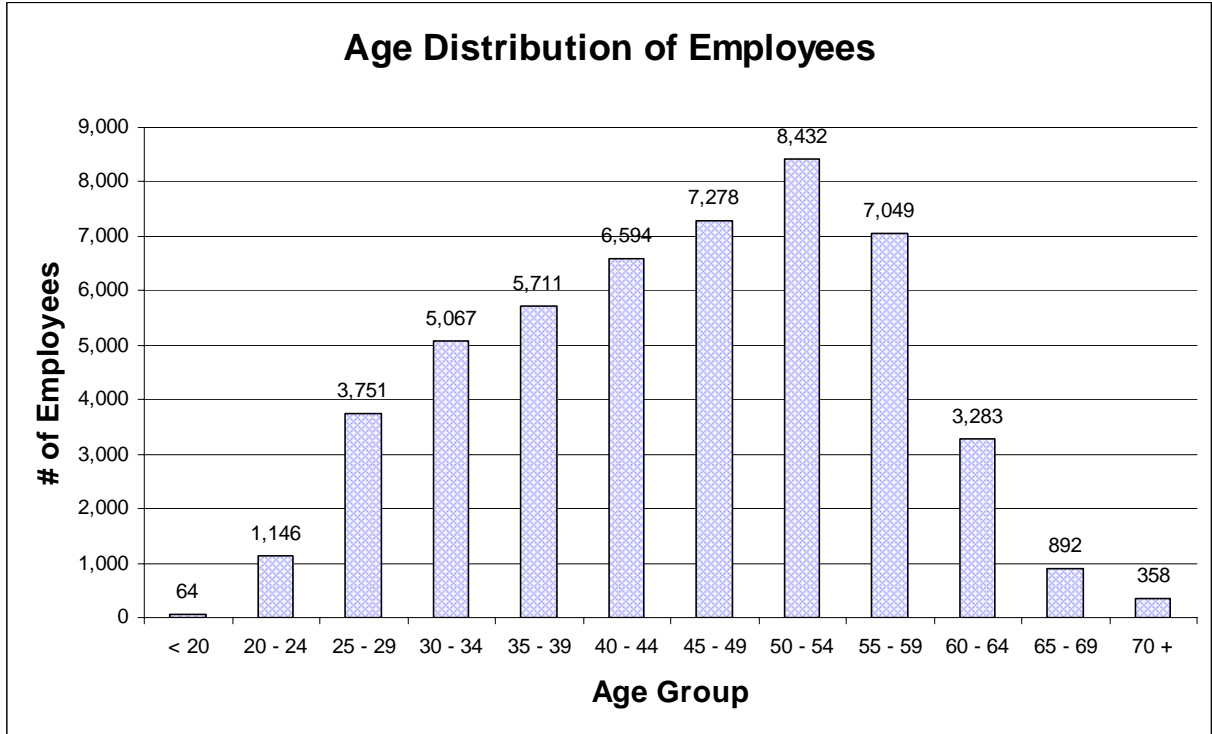
Ethnicity	Employees				Average	
	Employee Count	Percent of Total Workforce	Male	Female	Age	Years of Service
Japanese	15,157	30.5%	4,980	10,177	47	15
White	11,469	23.1%	4,632	6,837	47	9
Hawaiian	7,964	16.0%	2,850	5,114	42	10
Filipino	5,459	11.0%	1,913	3,546	45	10
Chinese	2,792	5.6%	1,068	1,724	46	12
Others*	6,790	13.7%	2,738	4,052	42	8
<b>Total Counts/Averages</b>	<b>49,631</b>	<b>100.0%</b>	<b>18,181</b>	<b>31,450</b>	<b>45</b>	<b>11</b>

Due to unreported data and percentages, some totals may not add up to the full amounts.  
 "Hawaiian" includes full- and part-Hawaiians. "Others" include Blacks, Koreans, Puerto Ricans, Samoans and employees of mixed ethnicity or whose ethnicity is unknown or not reported.



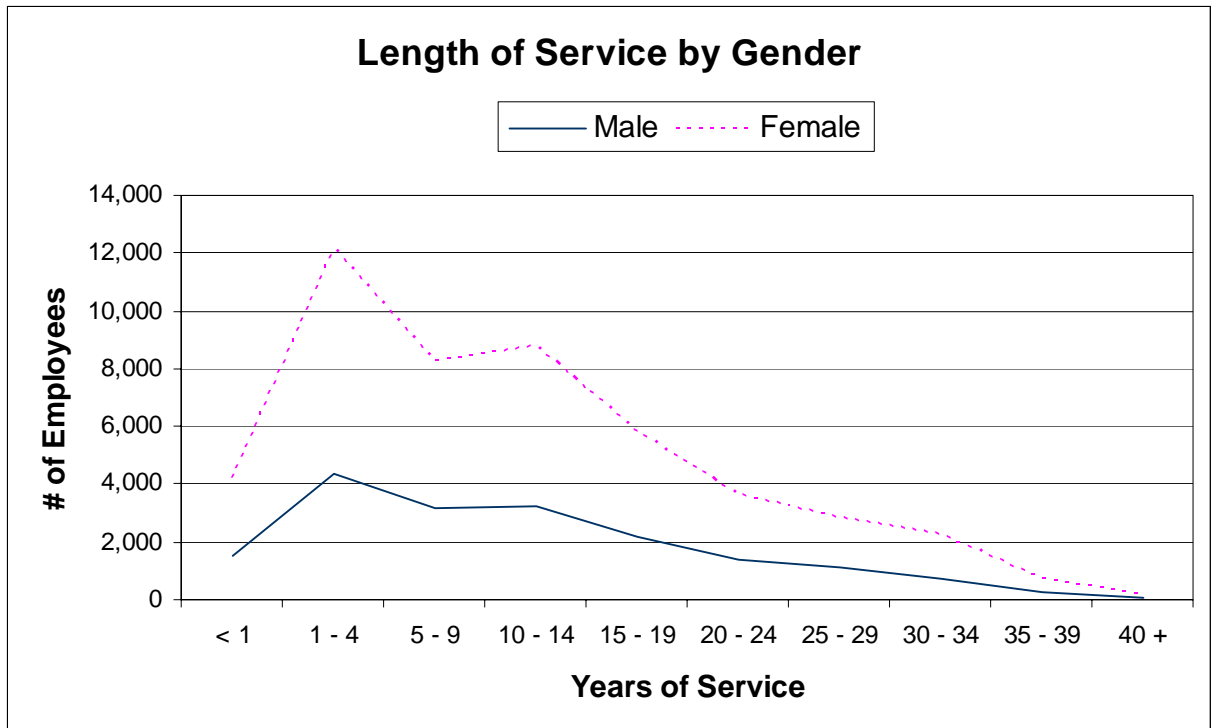
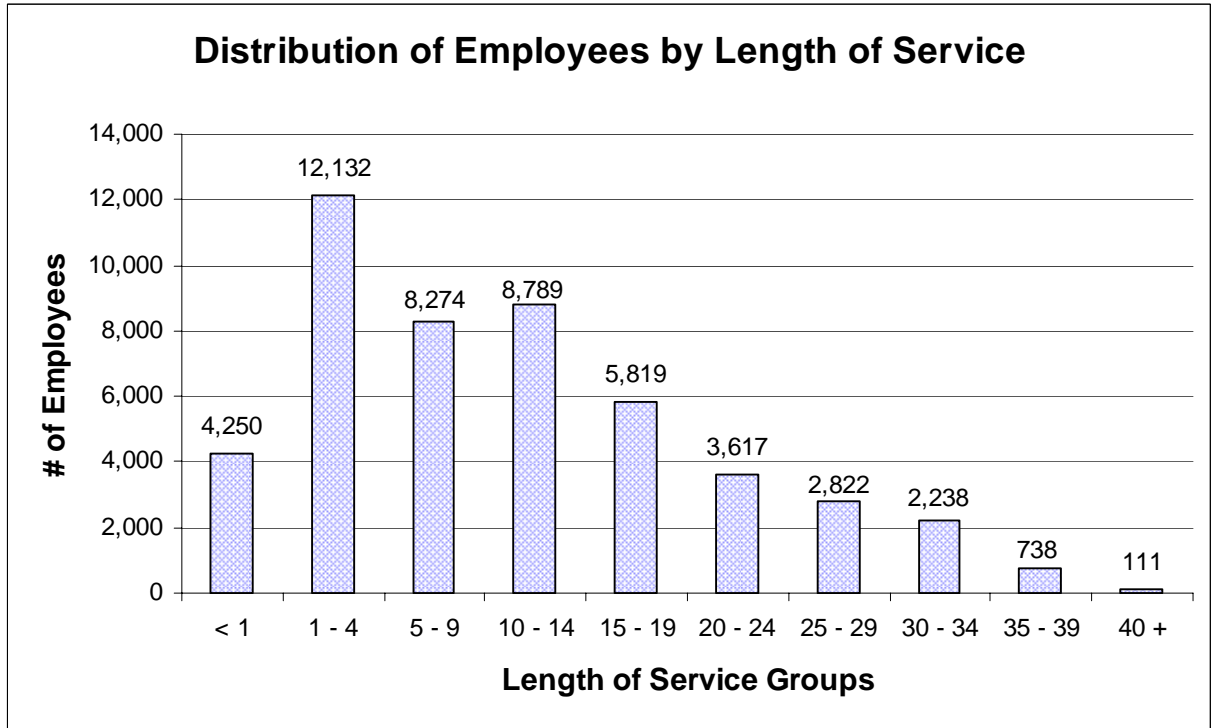
## EXECUTIVE BRANCH AGE DISTRIBUTION OF EMPLOYEES

Age distribution of Executive Branch employees. Numbers may not add up to the total workforce due to unreported birthdates.



## EXECUTIVE BRANCH LENGTH OF SERVICE OF EMPLOYEES

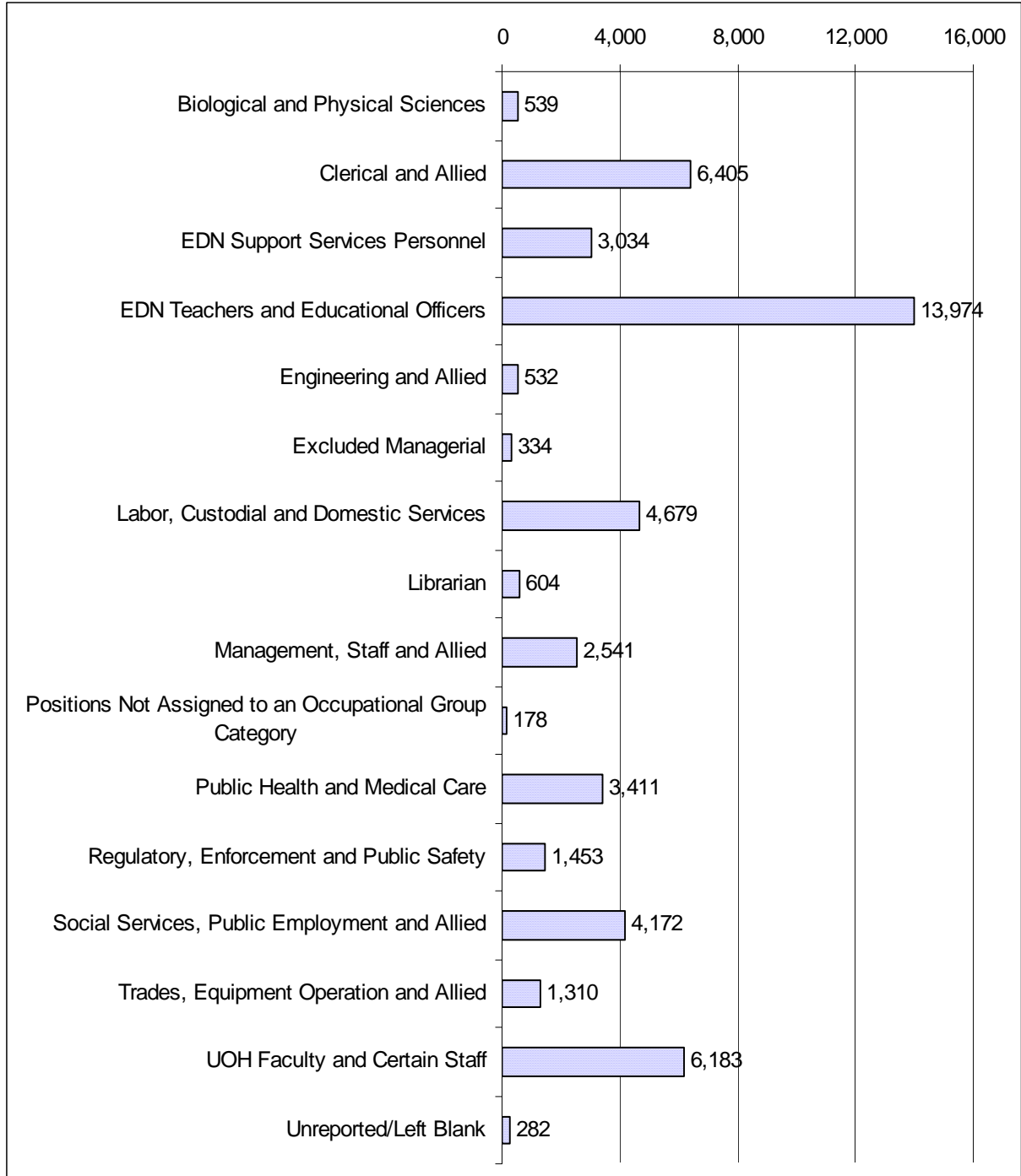
Length of service of Executive Branch employees. Numbers may not add up to total workforce due to unreported service dates.



## EXECUTIVE BRANCH WORKFORCE DISTRIBUTION BY OCCUPATIONAL GROUPING

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Number of employees in the Executive Branch by occupational groups.



## EXECUTIVE BRANCH WORKFORCE BY OCCUPATIONAL GROUPS, AVERAGES

Average age, years of service, and annual salary of employees in the Executive Branch by occupational group. Numbers may not add up to total workforce due to unreported job codes.

The data of Occupational Groups I – X, EM & others include civil service and certain exempt employees of the Civil Service system. Refer to the Definition section of this report for further explanation of each occupational group.

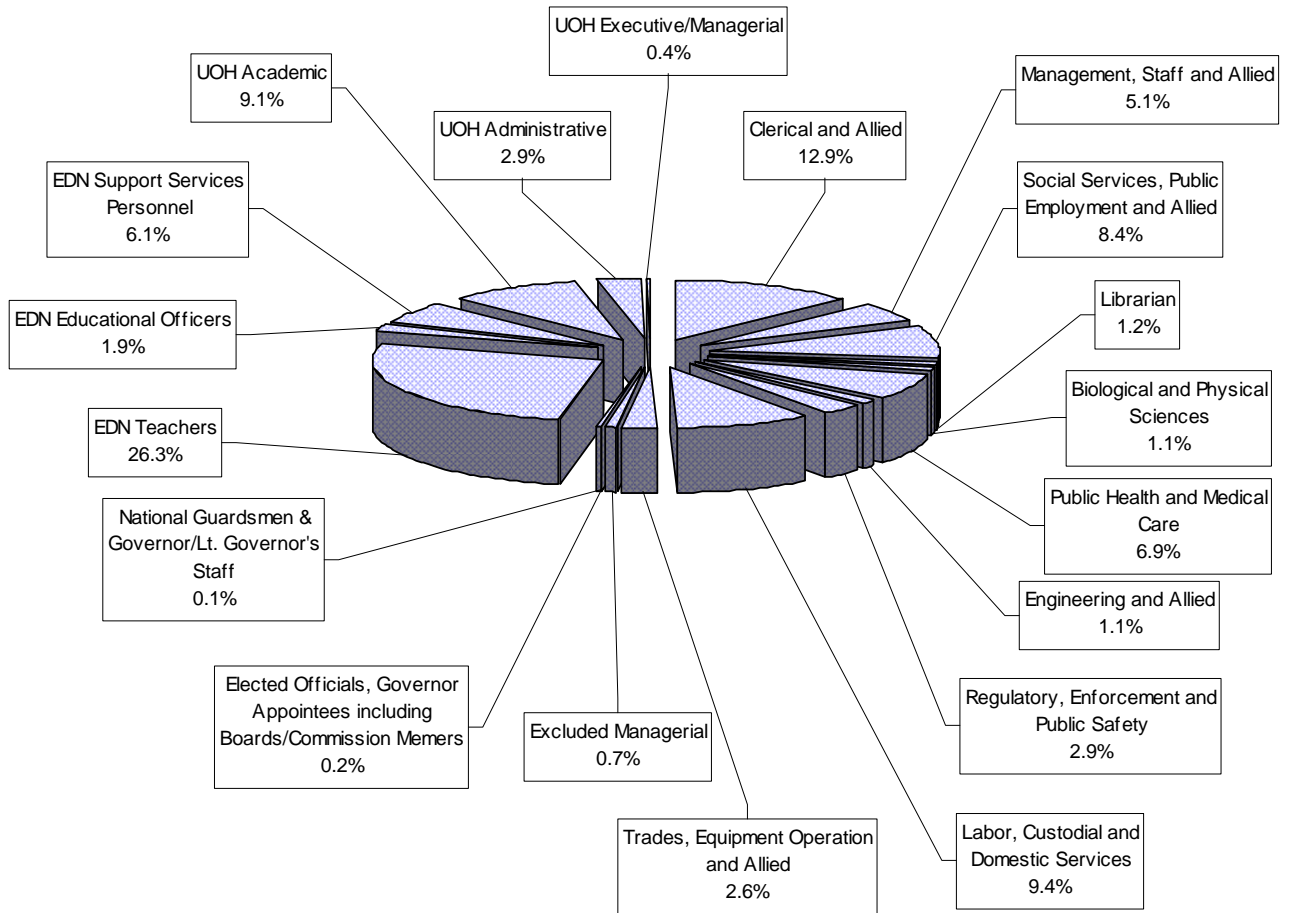
# of Employees	Percent	Occup'l Group*	Occupational Group Description	Averages		
				Age	Years of Service	Annual Salary
6,405	12.9%	I	Clerical and Allied	46	12	\$ 27,862
2,541	5.1%	II	Management, Staff and Allied	47	12	\$ 50,537
4,172	8.4%	III	Social Services, Public Employment and Allied	44	10	\$ 39,104
604	1.2%	IV	Librarian	48	14	\$ 31,472
539	1.1%	V	Biological and Physical Sciences	46	12	\$ 40,922
3,411	6.9%	VI	Public Health and Medical Care	46	10	\$ 41,446
532	1.1%	VII	Engineering and Allied	46	12	\$ 48,375
1,453	2.9%	VIII	Regulatory, Enforcement and Public Safety	46	13	\$ 38,575
4,679	9.4%	IX	Labor, Custodial and Domestic Services	48	10	\$ 23,793
1,310	2.6%	X	Trades, Equipment Operation and Allied	49	14	\$ 33,407
334	0.7%	EM	Excluded Managerial	53	22	\$ 75,999
77	0.2%	Others	Elected Officials, Governor Appointees including Boards/Commission Members	52	8	\$ 67,733
64	0.1%		National Guardsmen & Governor/Lt. Governor's Staff	45	2	\$ 47,286
13,049	26.3%	EDN	EDN Teachers	43	12	\$ 44,719
925	1.9%		EDN Educational Officers	43	20	\$ 69,716
3,034	6.1%		EDN Support Services Personnel	43	6	\$ 26,653
4,534	9.1%	UOH	UOH Academic	46	10	\$ 50,035
1,456	2.9%		UOH Administrative	44	10	\$ 42,439
193	0.4%		UOH Executive/Managerial	55	17	\$ 110,023

49,631 Executive Branch Workforce

# EXECUTIVE BRANCH WORKFORCE BY OCCUPATIONAL GROUP, OVERVIEW

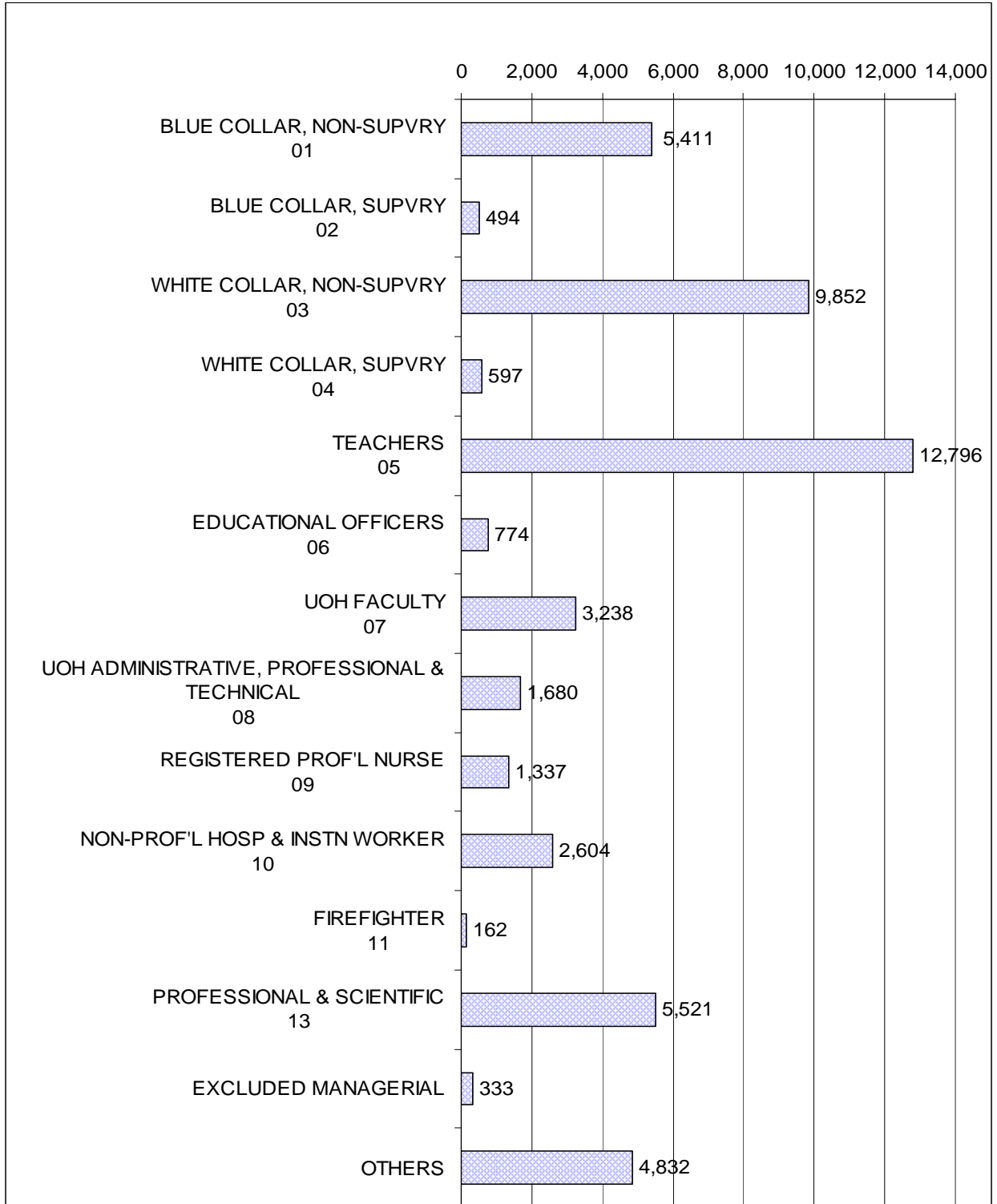
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Percentage distribution of employees in the Executive Branch by occupational group.



# EXECUTIVE BRANCH WORKFORCE DISTRIBUTION BY COLLECTIVE BARGAINING UNITS

Bargaining unit distribution of employees in the Executive Branch.

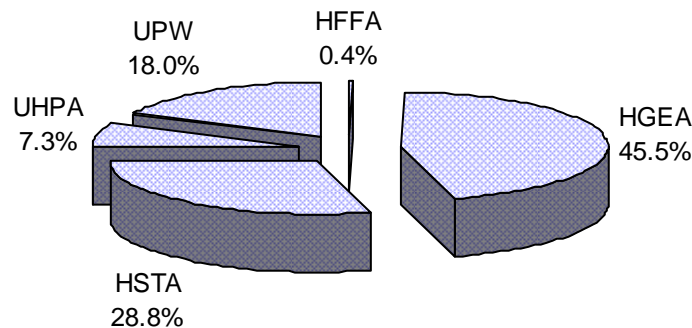


## EXECUTIVE BRANCH WORKFORCE BY COLLECTIVE BARGAINING UNITS, AVERAGES

Average age, years of service, and annual salary of employees in the Executive Branch by bargaining unit.

BU	Exclusive Rep.	Collective Bargaining Group	Employee Count	Percent of Workforce	Averages		
					Age	Years of Service	Annual Salary
01	UPW	Blue Collar, Non-Supvry	5,411	12.2%	48	10	\$24,966
02	HGEA	Blue Collar, Supvry	494	1.1%	50	18	\$36,837
03	HGEA	White Collar, Non-Supvry	9,852	22.2%	46	10	\$26,601
04	HGEA	White Collar, Supvry	597	1.3%	50	19	\$39,362
05	HSTA	Teachers	12,796	28.8%	43	12	\$45,187
06	HGEA	Educational Officers	774	1.7%	41	20	\$68,156
07	UHPA	UOH Faculty	3,238	7.3%	50	13	\$63,717
08	HGEA	UOH APT	1,680	3.8%	43	10	\$44,038
09	HGEA	Registered Prof'l Nurses	1,337	3.0%	47	10	\$56,344
10	UPW	Non-Prof'l Hosp & Instn Workers	2,604	5.9%	42	9	\$31,138
11	HFFA	Firefighters	162	0.4%	42	12	\$45,025
13	HGEA	Professional & Scientific	5,521	12.4%	46	12	\$47,951
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING			44,466	89.6%	45	11	\$39,993

Total Workforce: 49,631







# THE FOUR PERSONNEL SYSTEMS OF THE EXECUTIVE BRANCH

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Administered By:

- Department of Human Resources Development
- Board of Education
- Board of Regents
- Hawaii Health Systems Corporation



Civil Service and Exempt Employees  
Administered by the Department of Human  
Resources Development

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*22,782 Employees*

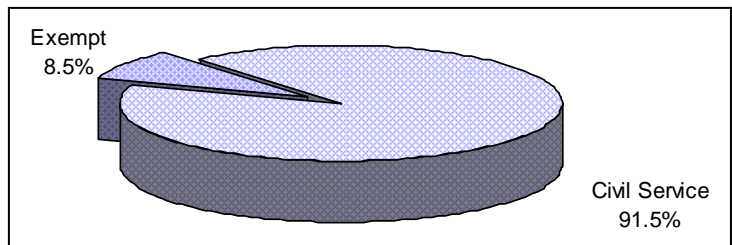
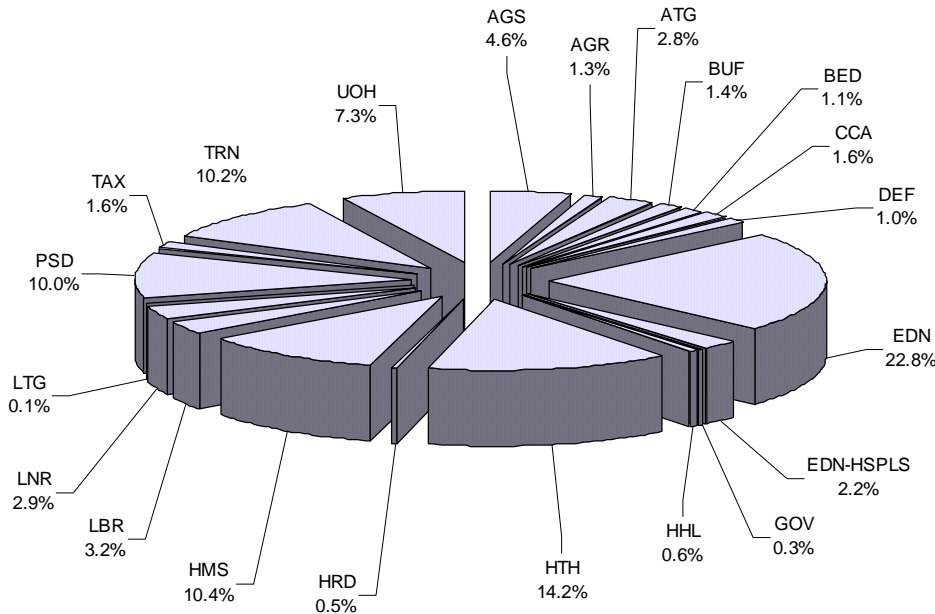
*as of June 2004*



# PERSONNEL SYSTEM ADMINISTERED BY DHRD CIVIL SERVICE AND EXEMPT EMPLOYEES

Number of employees in the personnel system administered by the Department of Human Resources Development.

DEPARTMENT	CIVIL SERVICE	EXEMPT	TOTAL	PER CENT
ACCOUNTING & GENERAL SERVICES (AGS)	986	65	1,051	4.6%
AGRICULTURE (AGR)	285	18	303	1.3%
ATTORNEY GENERAL (ATG)	412	216	628	2.8%
BUDGET & FINANCE (BUF)	156	162	318	1.4%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM (BED)	129	112	241	1.1%
COMMERCE & CONSUMER AFFAIRS (CCA)	202	170	372	1.6%
DEFENSE (DEF)	154	83	237	1.0%
EDUCATION (EDN)	5,117	76	5,193	22.8%
EDUCATION-HI STATE PUBLIC LIBRARY SYSTEM (EDN-HSPLS)	485	5	490	2.2%
GOVERNOR (GOV)	1	64	65	0.3%
HAWAIIAN HOME LANDS (HHL)	70	57	127	0.6%
HEALTH (HTH)	2,795	437	3,232	14.2%
HUMAN RESOURCES DEVELOPMENT (HRD)	106	5	111	0.5%
HUMAN SERVICES (HMS)	2,204	169	2,373	10.4%
LABOR & INDUSTRIAL RELATIONS (LBR)	638	90	728	3.2%
LAND & NATURAL RESOURCES (LNR)	590	81	671	2.9%
LIEUTENANT GOVERNOR (LTG)	1	16	17	0.1%
PUBLIC SAFETY (PSD)	2,223	50	2,273	10.0%
TAXATION (TAX)	342	13	355	1.6%
TRANSPORTATION (TRN)	2,300	25	2,325	10.2%
UNIVERSITY OF HAWAII (UOH)	1,645	27	1,672	7.3%
<b>TOTAL:</b>	<b>20,841</b>	<b>1,941</b>	<b>22,782</b>	<b>100.0%</b>

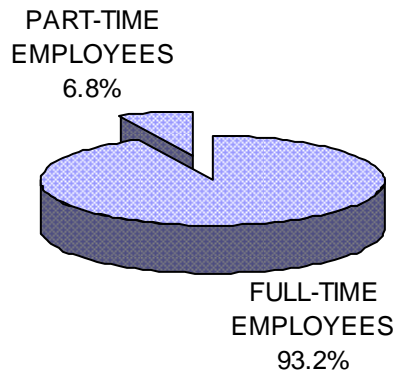


## PERSONNEL SYSTEM ADMINISTERED BY DHRD COMPOSITION OF THE WORKFORCE

Number of full- and part-time employees in the personnel system administered by the Department of Human Resources Development.

Data on the employees of the Hawaii State Public Libraries System, a division of the Department of Education, are reported like a department.

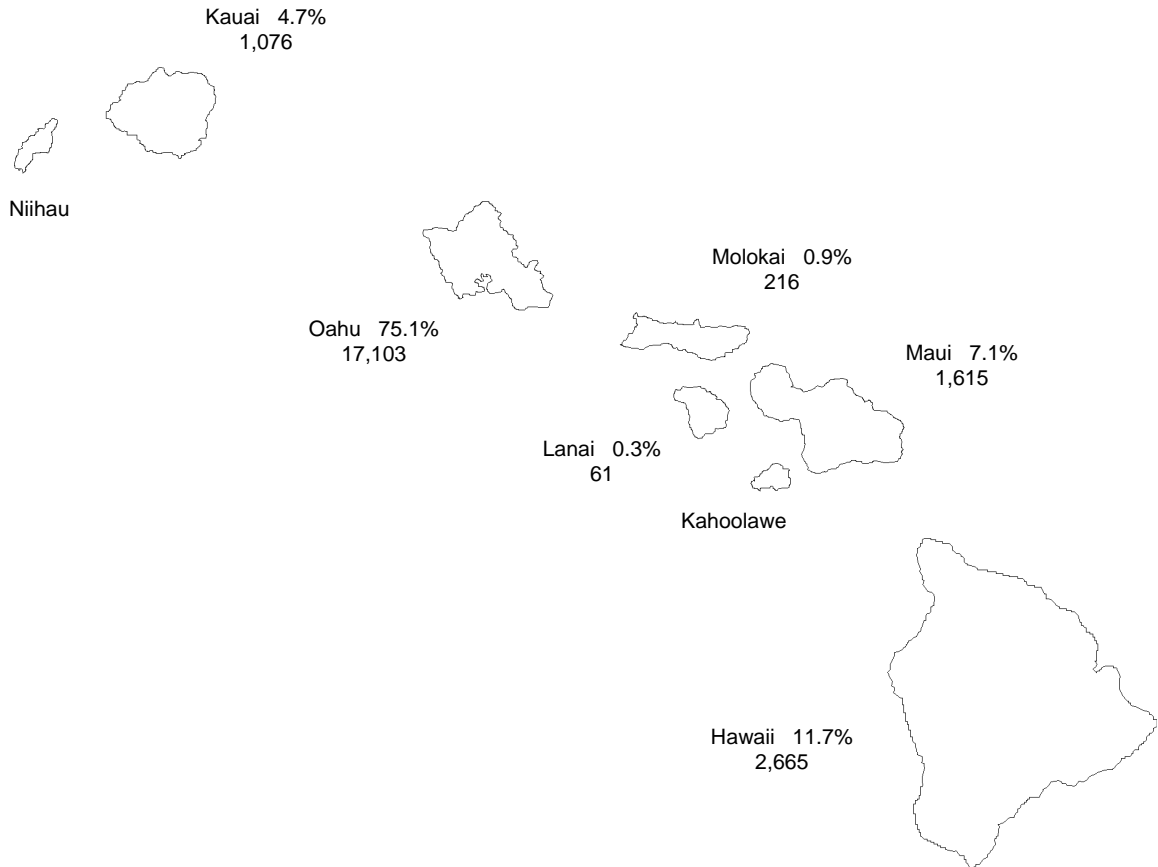
DEPARTMENT	CIVIL SERVICE AND EXEMPT COUNT As of 06/30/2004					TOTAL FTE
	TOTAL NUMBER OF EMPLOYEES	FULL-TIME		PART-TIME		
		COUNT OF EMPLOYEES	PER CENT	COUNT OF EMPLOYEES	PER CENT	
ACCOUNTING & GENERAL SERVICES	1,051	1,044	99.3%	7	0.7%	1,047.750
AGRICULTURE	303	302	99.7%	1	0.3%	302.500
ATTORNEY GENERAL	628	622	99.0%	6	1.0%	625.113
BUDGET & FINANCE	318	314	98.7%	4	1.3%	316.000
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	241	239	99.2%	2	0.8%	240.550
COMMERCE & CONSUMER AFFAIRS	372	372	100.0%	0	0.0%	372.000
DEFENSE	237	234	98.7%	3	1.3%	235.520
EDUCATION	5,193	3,908	75.3%	1,285	24.7%	4,550.188
EDUCATION-HI STATE PUBLIC LIBRARY SYSTEM	490	455	92.9%	35	7.1%	472.500
GOVERNOR	65	64	98.5%	1	1.5%	64.500
HAWAIIAN HOME LANDS	127	126	99.2%	1	0.8%	126.000
HEALTH	3,232	3,116	96.4%	116	3.6%	3,172.937
HUMAN RESOURCES DEVELOPMENT	111	111	100.0%	0	0.0%	111.000
HUMAN SERVICES	2,373	2,364	99.6%	9	0.4%	2,368.640
LABOR & INDUSTRIAL RELATIONS	728	708	97.3%	20	2.7%	718.370
LAND & NATURAL RESOURCES	671	665	99.1%	6	0.9%	668.426
LIEUTENANT GOVERNOR	17	17	100.0%	0	0.0%	17.000
PUBLIC SAFETY	2,273	2,259	99.4%	14	0.6%	2,265.900
TAXATION	355	353	99.4%	2	0.6%	354.000
TRANSPORTATION	2,325	2,316	99.6%	9	0.4%	2,320.250
UNIVERSITY OF HAWAII	1,672	1,637	97.9%	35	2.1%	1,656.550
<b>TOTAL:</b>	<b>22,782</b>	<b>21,226</b>	<b>93.2%</b>	<b>1,556</b>	<b>6.8%</b>	<b>22,005.694</b>



## PERSONNEL SYSTEM ADMINISTERED BY DHRD EMPLOYEES BY ISLAND

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Island distribution of employees in the personnel system administered by the Department of Human Resources Development. (Based on the employee's mailing address.)



Island	Employees	Percent of DHRD Workforce
Oahu	17,103	75.1%
Hawaii	2,665	11.7%
Maui	1,615	7.1%
Kauai	1,076	4.7%
Molokai	216	0.9%
Lanai	61	0.3%
Other*	46	0.2%
Total	22,782	100.0%

\*Employees having out-of-state mailing address are not reported.

## PERSONNEL SYSTEM ADMINISTERED BY DHRD RESIDENTIAL LOCALITY OF EMPLOYEES ON OAHU

17,103 employees or 75.1% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Oahu.

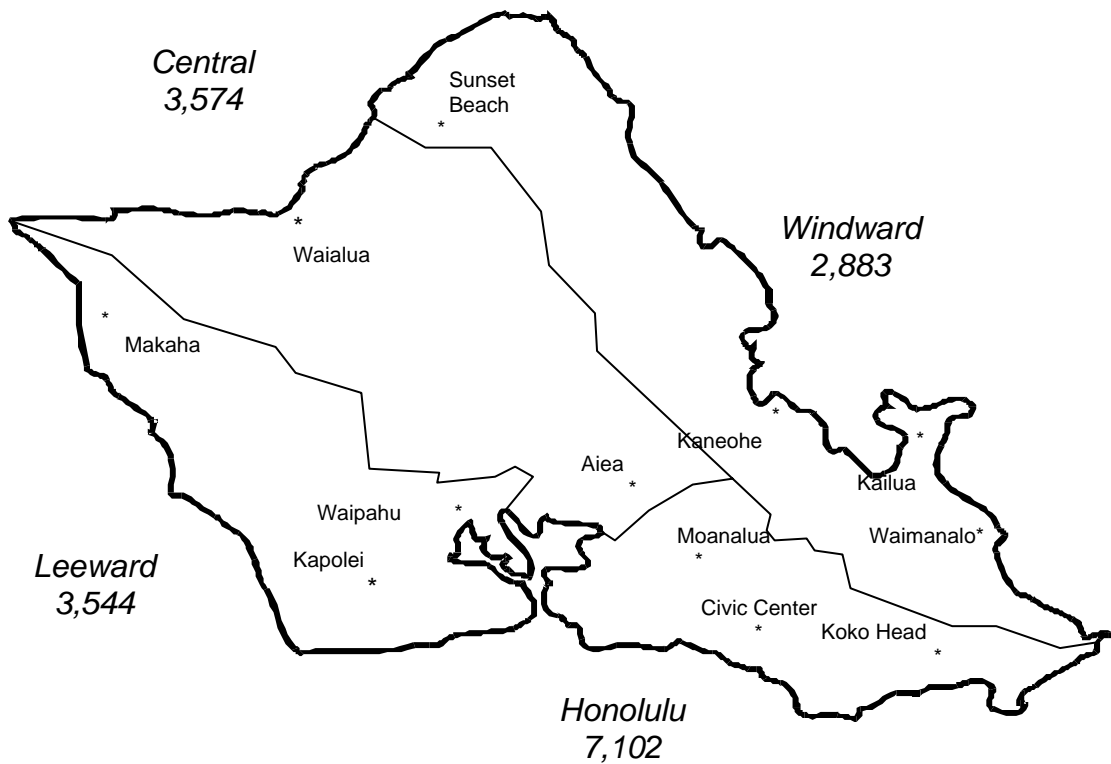
Honolulu = Southeast area of Oahu; Koko Head to Tripler/Moanalua.

Central = Middle area of Oahu; Aiea to Royal Kunia to Waialua.

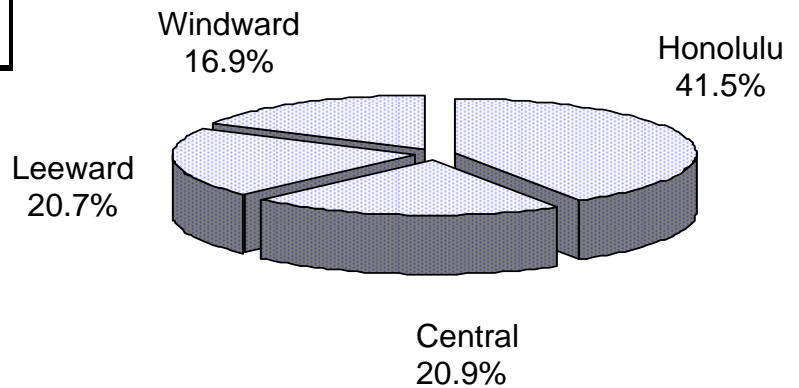
Leeward = Southwest area of Oahu; Waipahu to Makaha.

Windward = North and northeast area of Oahu; Sunset Beach to Waimanalo.

(Distribution based on postal zip codes of employee's mailing address.)

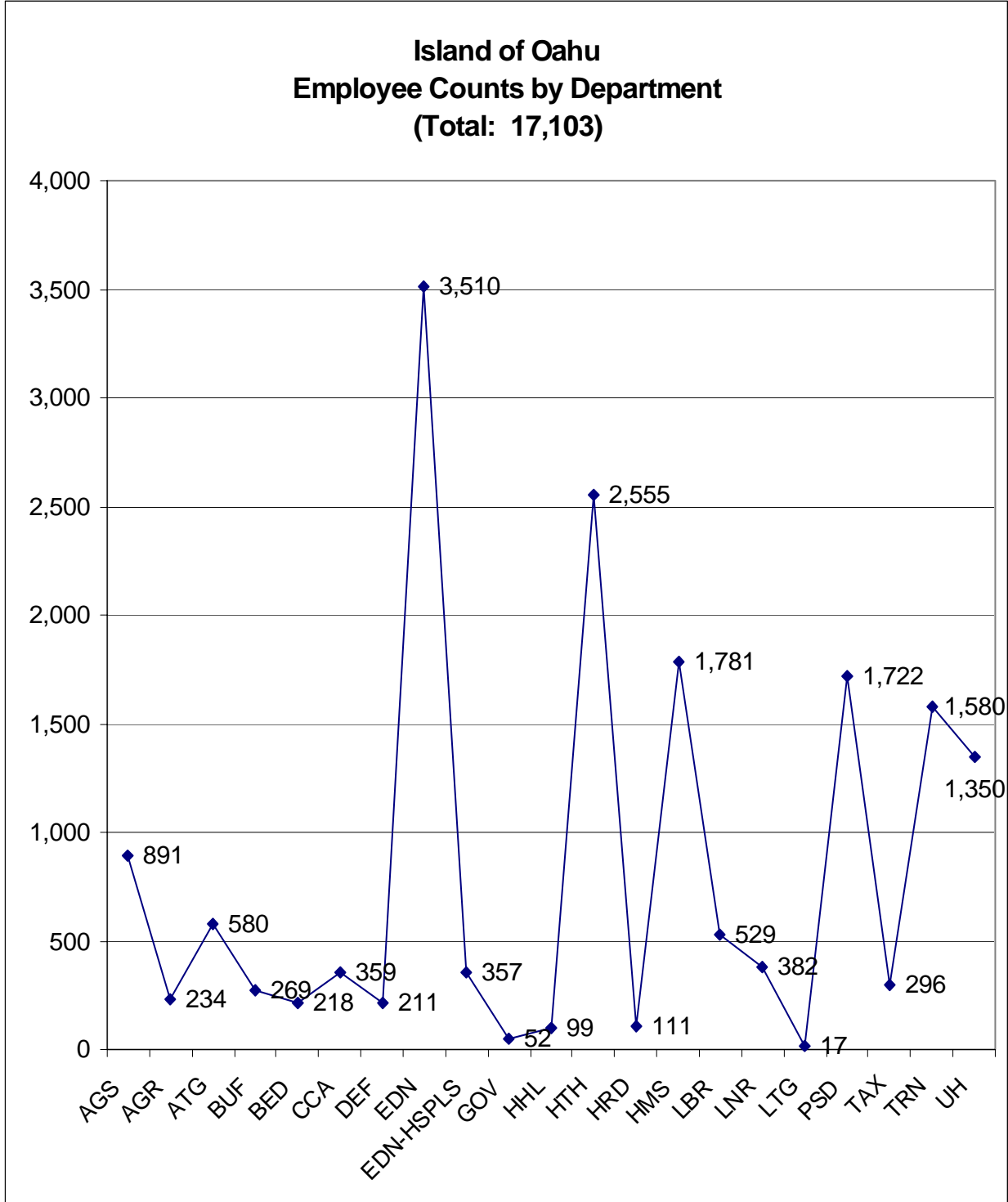


Oahu Districts	# of Employees
Honolulu	7,102
Central	3,574
Leeward	3,544
Windward	2,883
<b>TOTAL:</b>	<b>17,103</b>

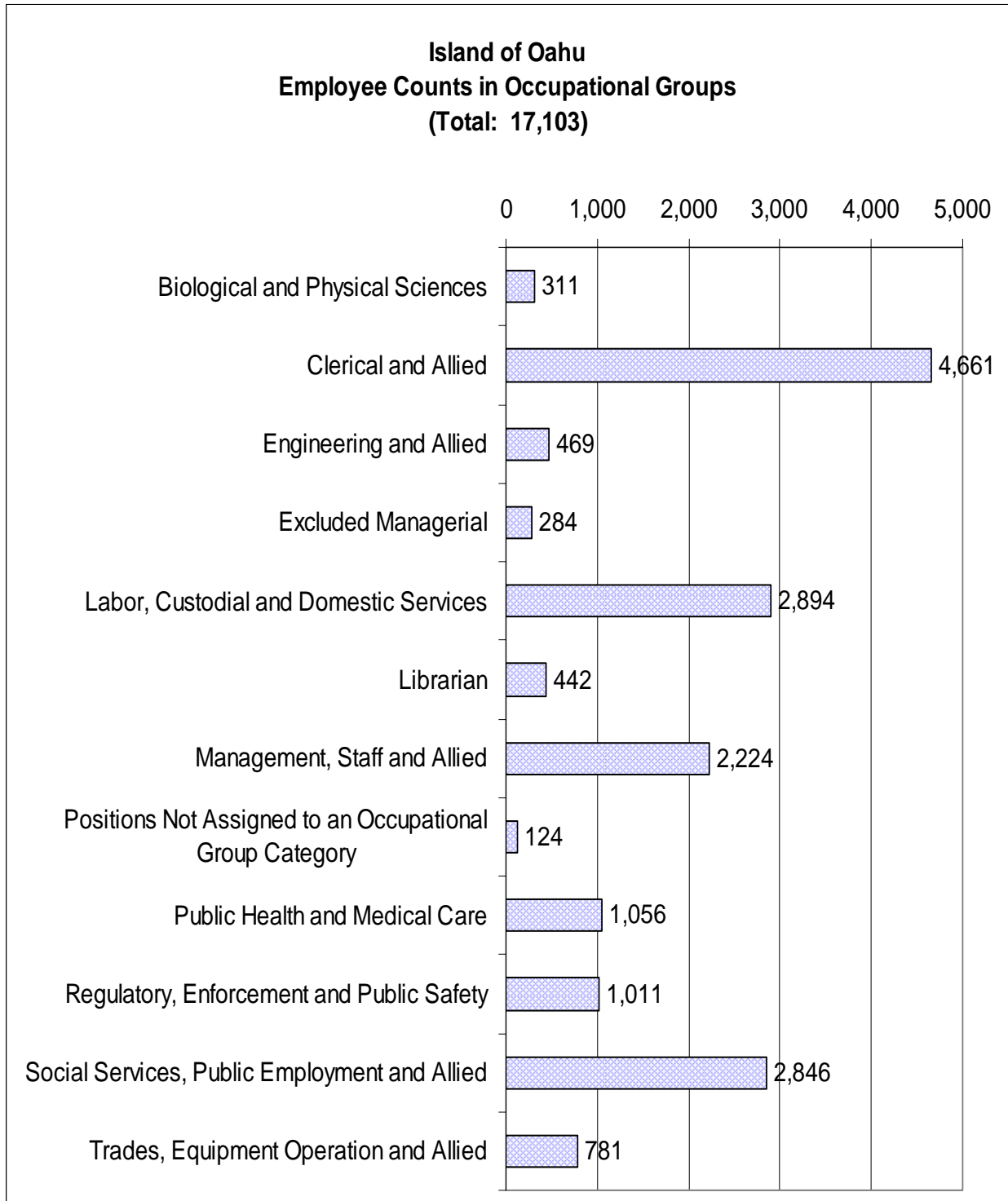




PERSONNEL SYSTEM ADMINISTERED BY DHRD  
OAHU EMPLOYEES BY DEPARTMENT

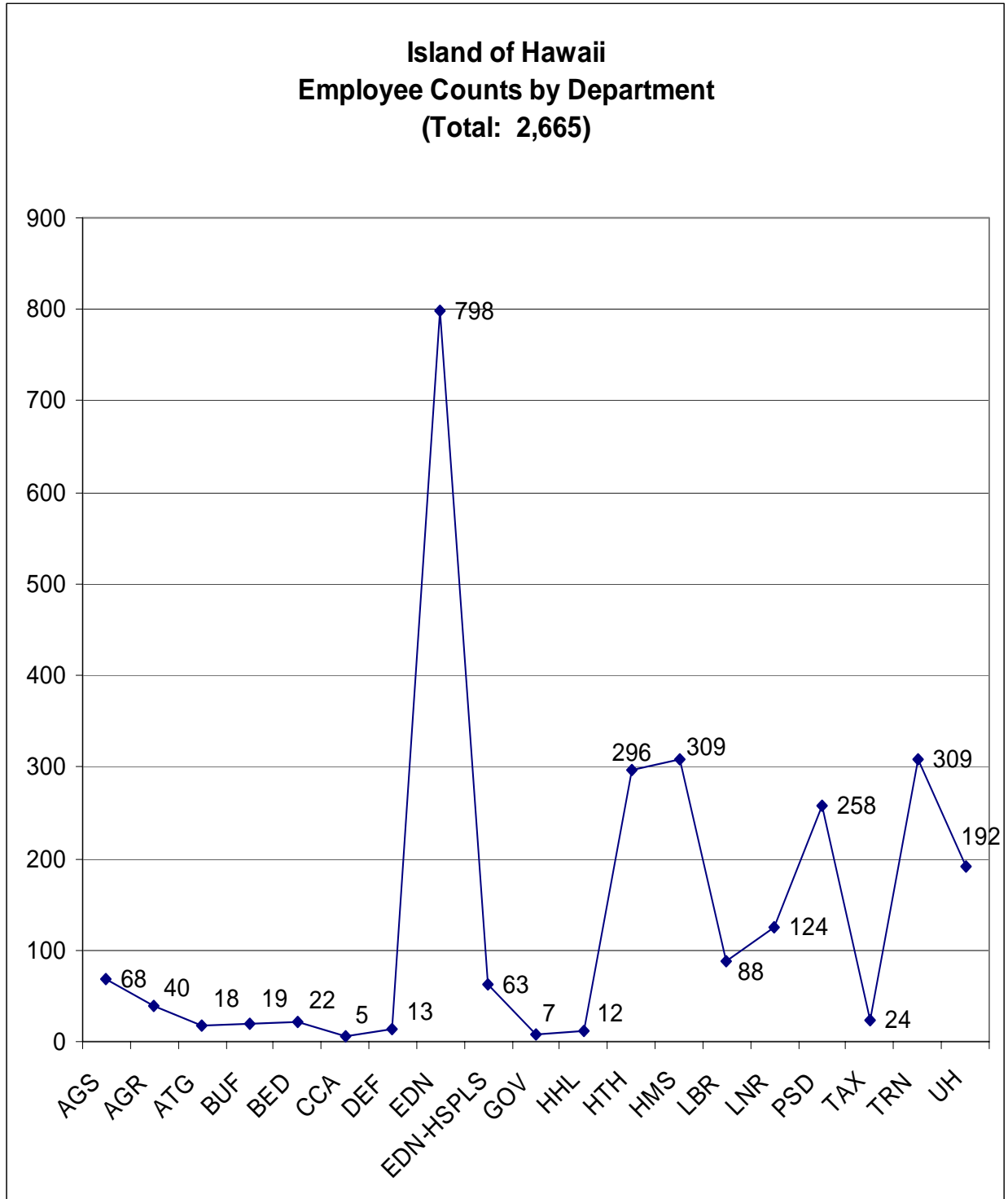


PERSONNEL SYSTEM ADMINISTERED BY DHRD  
OAHU EMPLOYEES BY OCCUPATIONAL GROUP

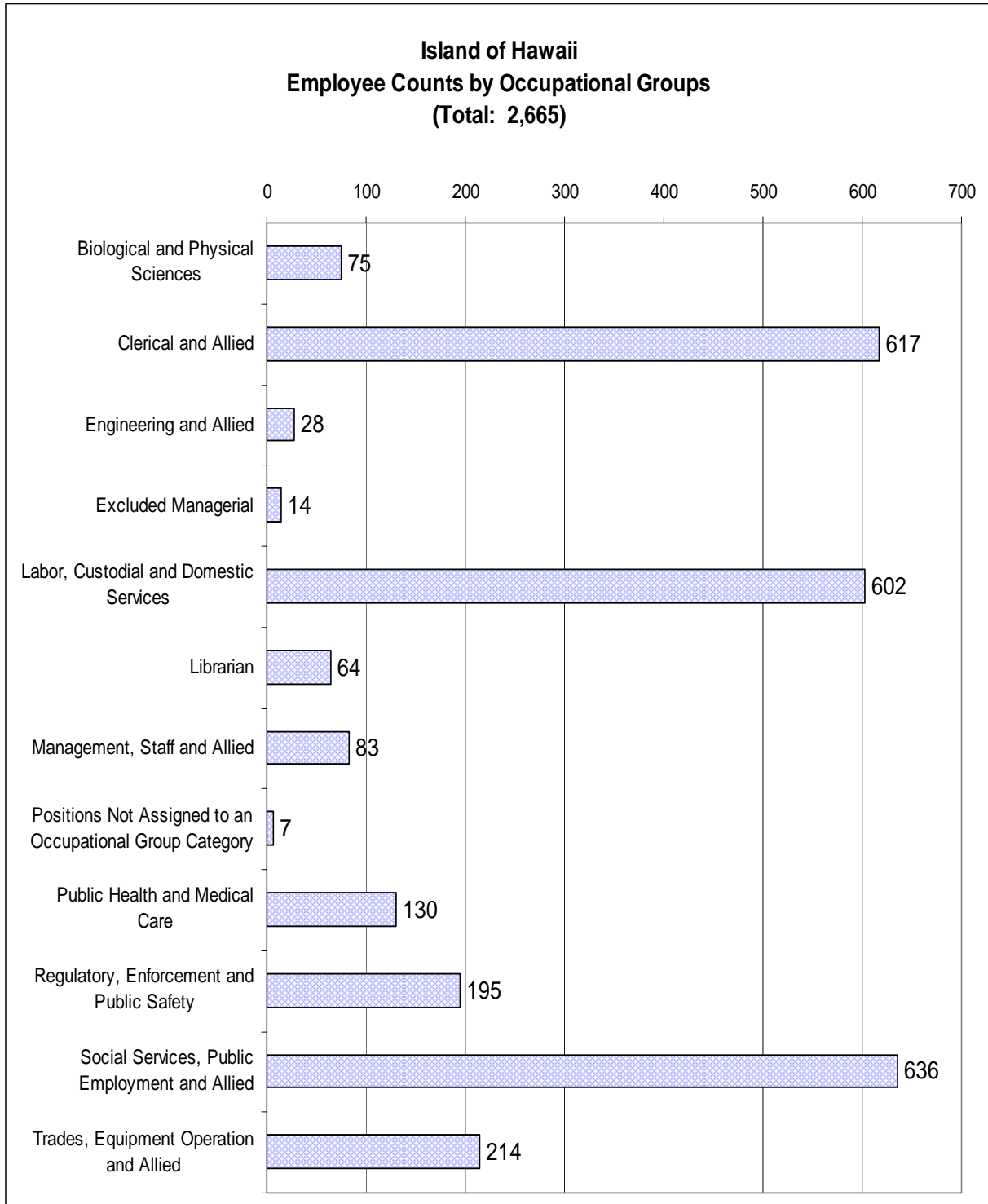


## PERSONNEL SYSTEM ADMINISTERED BY DHRD HAWAII EMPLOYEES BY DEPARTMENT

2,655 employees or 11.7% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Hawaii.

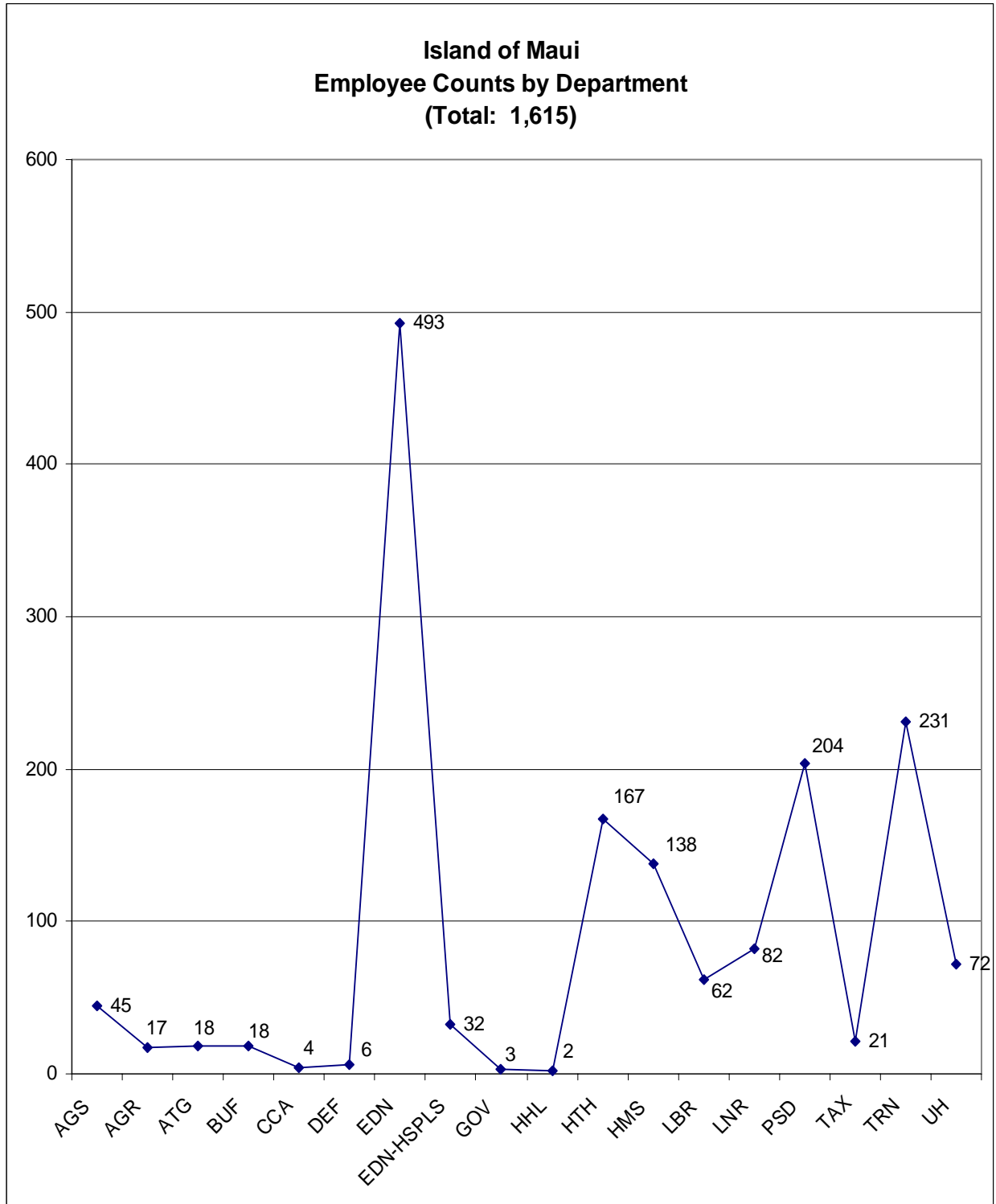


PERSONNEL SYSTEM ADMINISTERED BY DHRD  
HAWAII EMPLOYEES BY OCCUPATIONAL GROUPS

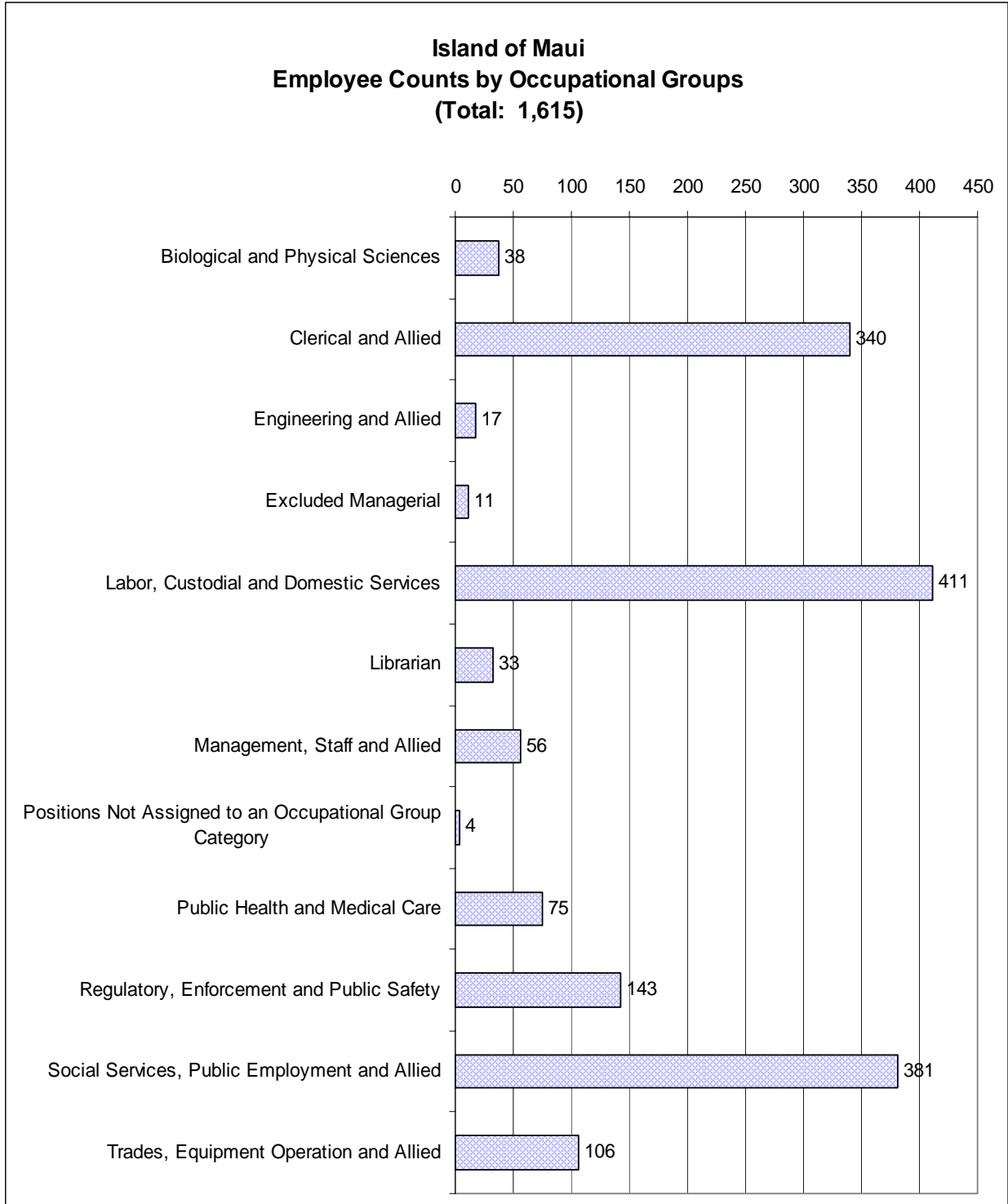


## PERSONNEL SYSTEM ADMINISTERED BY DHRD MAUI EMPLOYEES BY DEPARTMENT

1,615 employees or 7.1% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Maui.

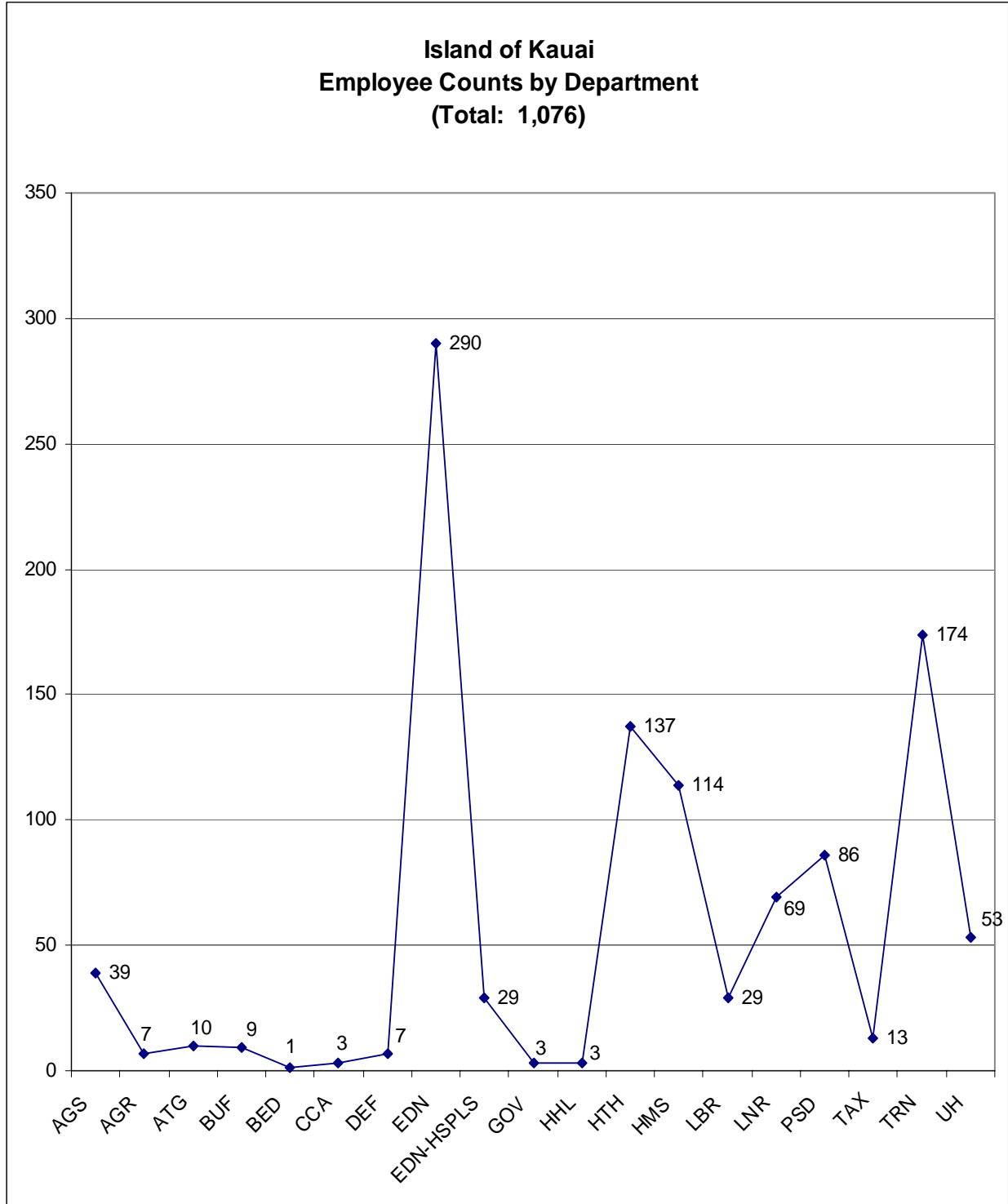


PERSONNEL SYSTEM ADMINISTERED BY DHRD  
MAUI EMPLOYEES BY OCCUPATIONAL GROUP

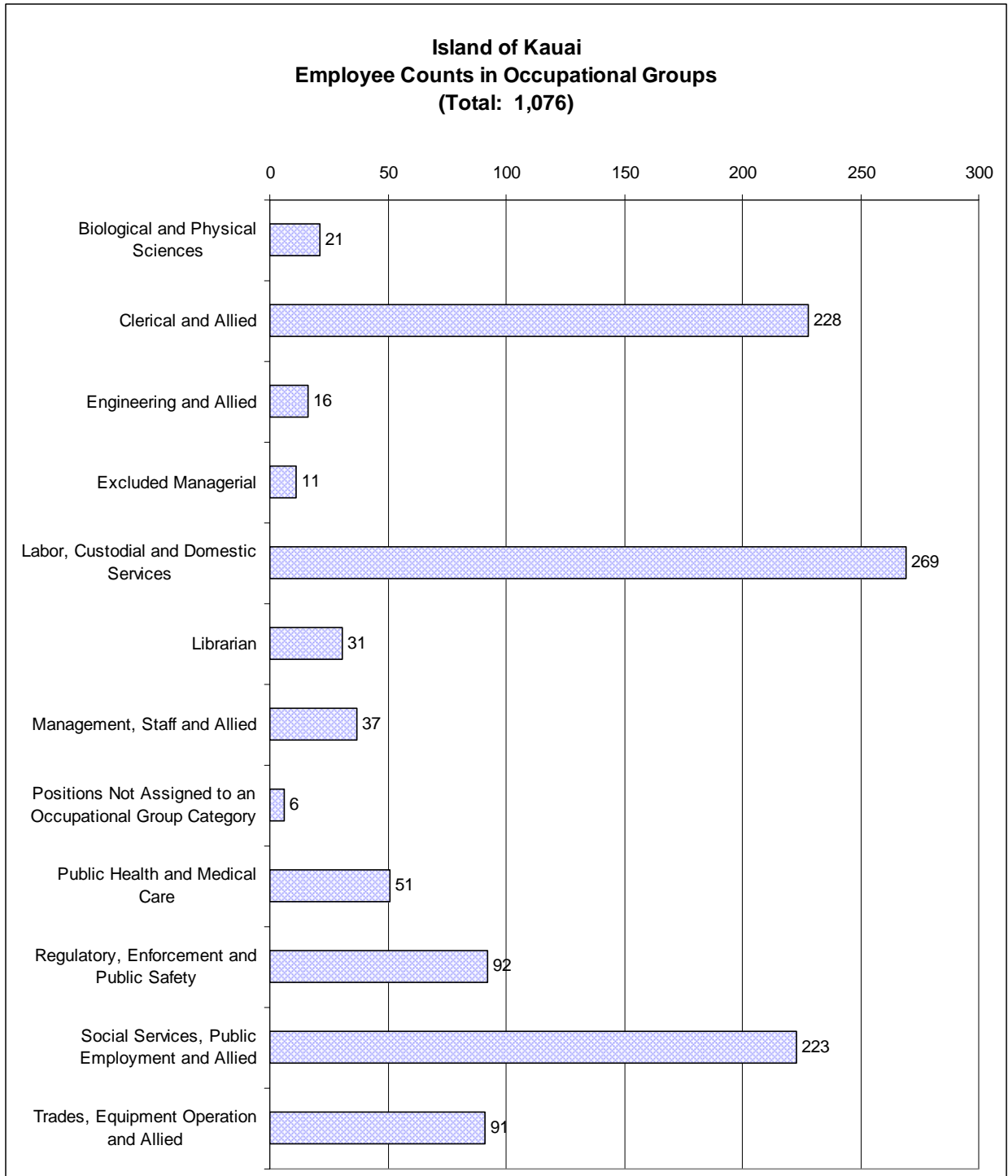


## PERSONNEL SYSTEM ADMINISTERED BY DHRD KAUAI EMPLOYEES BY DEPARTMENT

1,076 employees or 4.7% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Kauai.



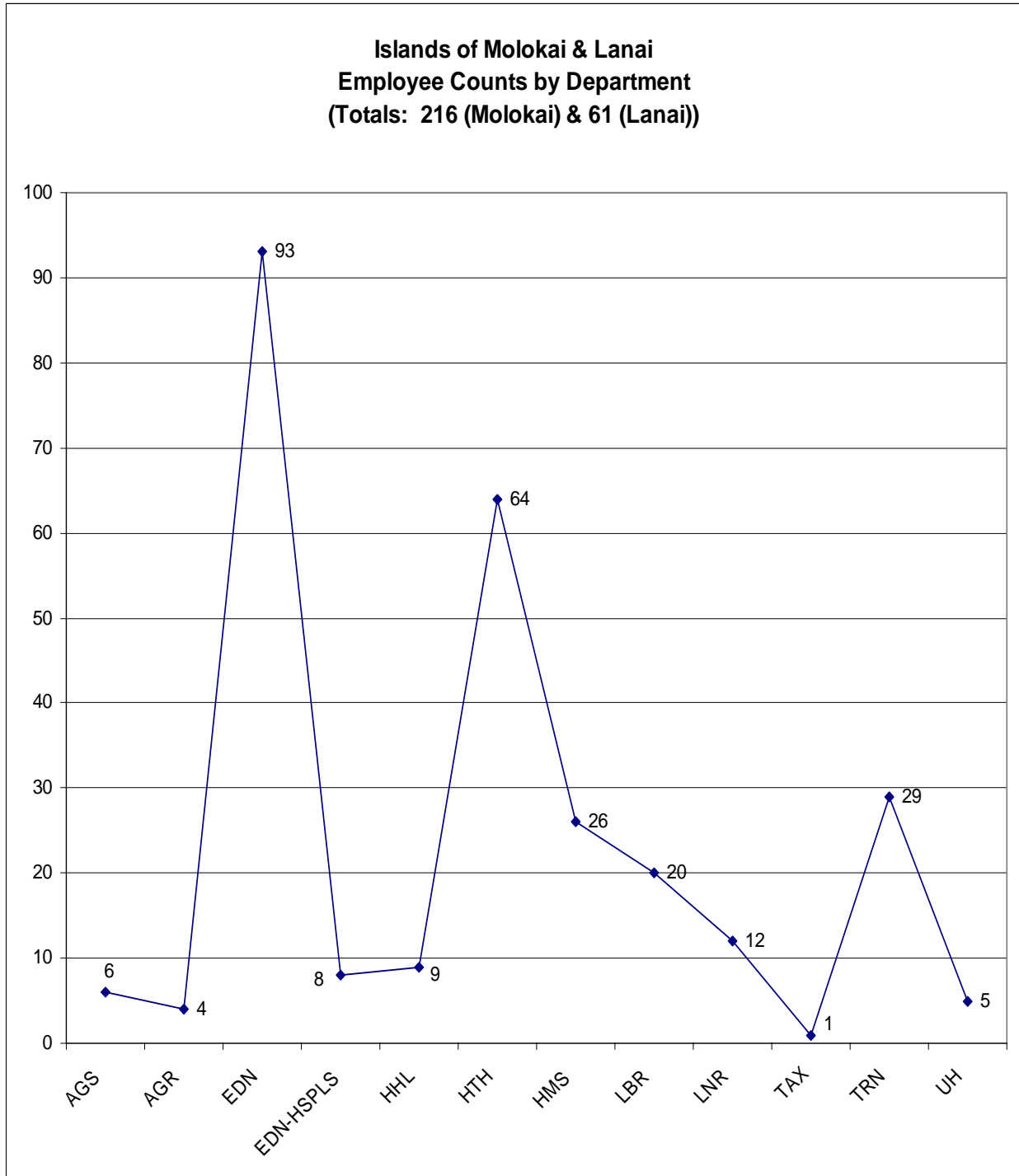
# PERSONNEL SYSTEM ADMINISTERED BY DHRD KAUAI EMPLOYEES BY OCCUPATIONAL GROUPS



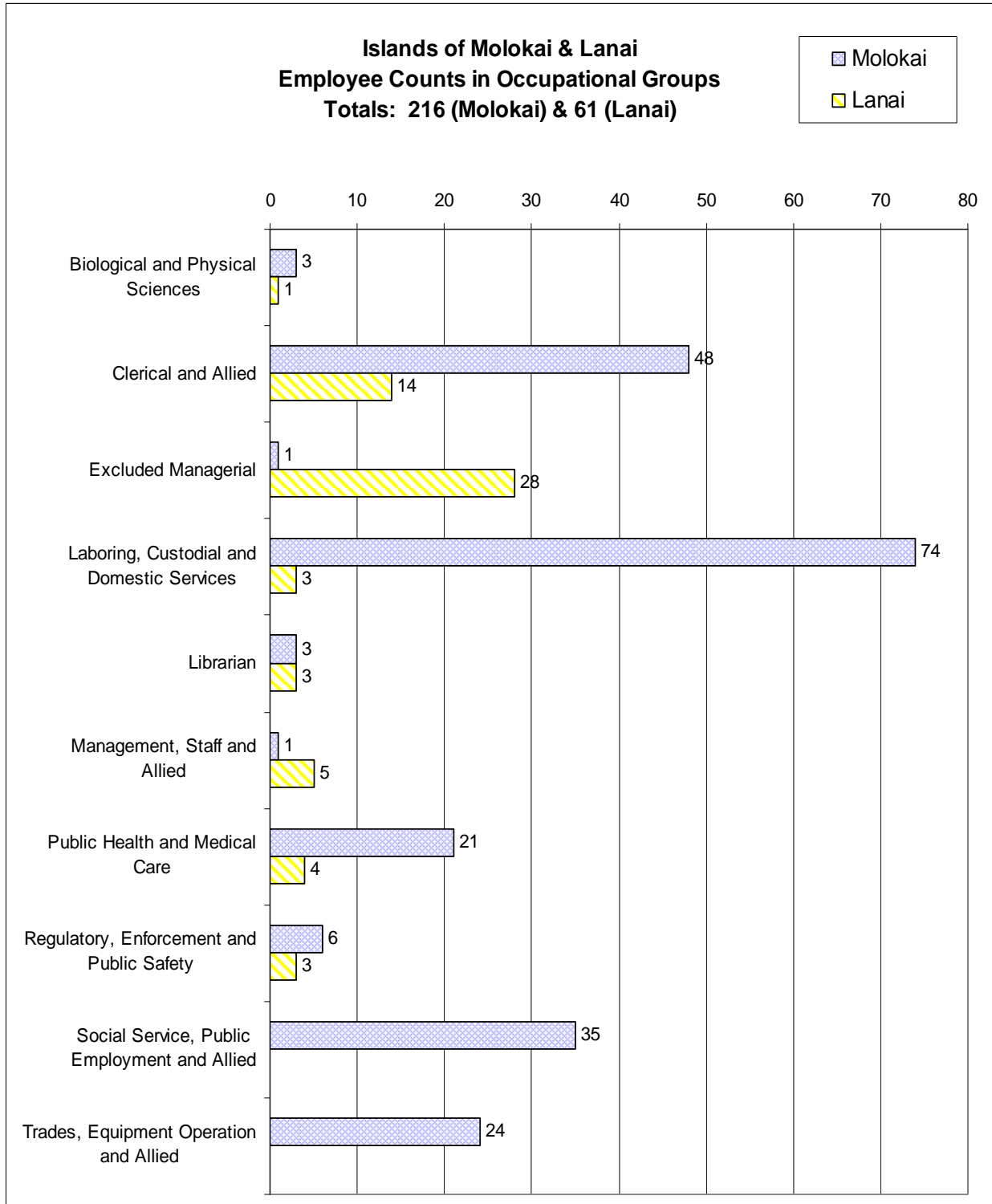


## PERSONNEL SYSTEM ADMINISTERED BY DHRD MOLOKAI & LANAI EMPLOYEES BY DEPARTMENT

216 or .9% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Molokai and 61 employees or .3% reside on the island of Lanai.

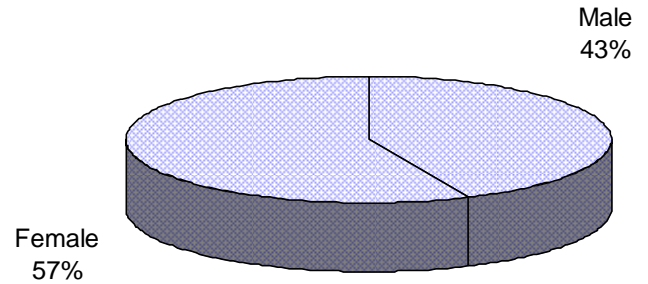


**PERSONNEL SYSTEM ADMINISTERED BY DHRD  
MOLOKAI & LANAI EMPLOYEES BY OCCUPATIONAL GROUP**



## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE PROFILE

Executive Branch Workforce	22,782	100%
Male	9,885	43%
Female	12,897	57%



The Average	Age	Years of Service
Employee	47	12
Male	46	11
Female	47	12

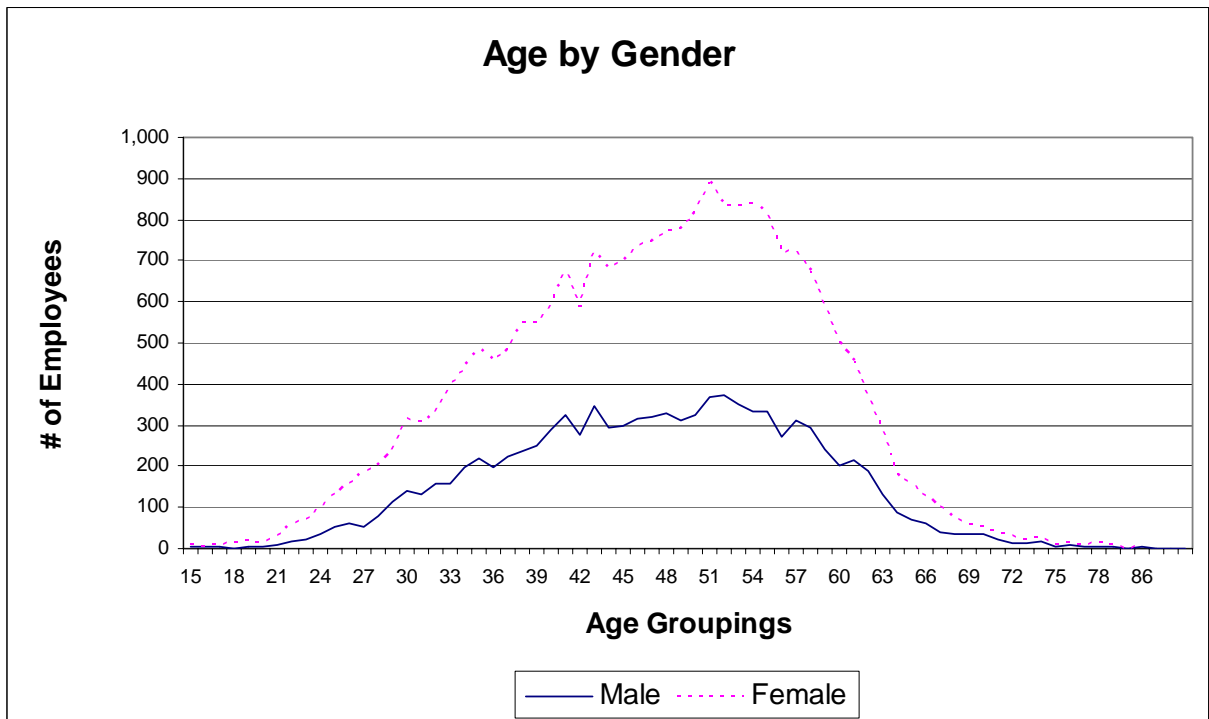
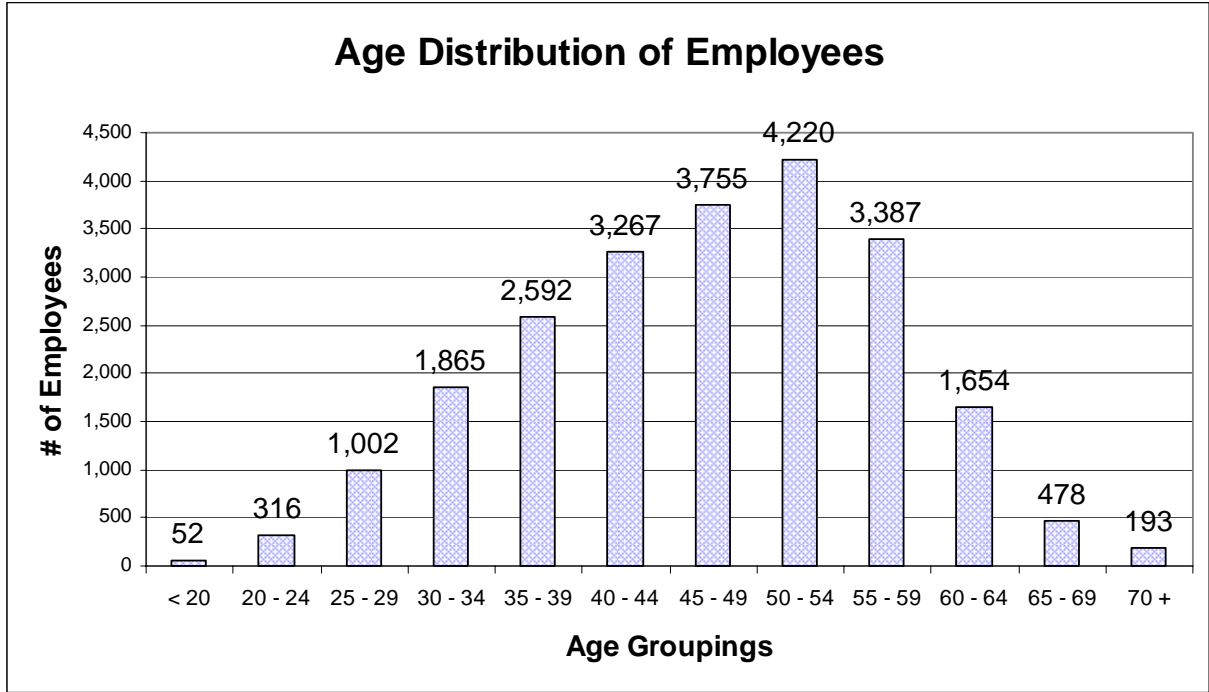
Ethnicity	Employees				Averages		Annual Salary
	Employee Count	Percent of Employees in the Personnel System Administered by HRD	Male	Female	Age	Service	
Japanese	7,344	32.2%	2,853	4,491	49	15	\$37,888
Hawaiian*	4,656	20.4%	2,115	2,541	45	11	\$30,642
White	3,206	14.1%	1,445	1,761	49	10	\$39,654
Filipino	3,113	13.7%	1,395	1,718	46	10	\$30,255
Chinese	1,357	6.0%	535	822	48	12	\$39,129
Others*	3,106	13.6%	1,542	1,564	44	10	\$33,058
<b>Total Counts/Averages:</b>	<b>22,782</b>	<b>100.0%</b>	<b>9,885</b>	<b>12,897</b>	<b>47</b>	<b>12</b>	<b>\$35,028</b>

Due to unreported data and rounding of percentages, some totals may not add up to the full amounts.

\*"Hawaiian" includes full- and part-Hawaiians. "Others" include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

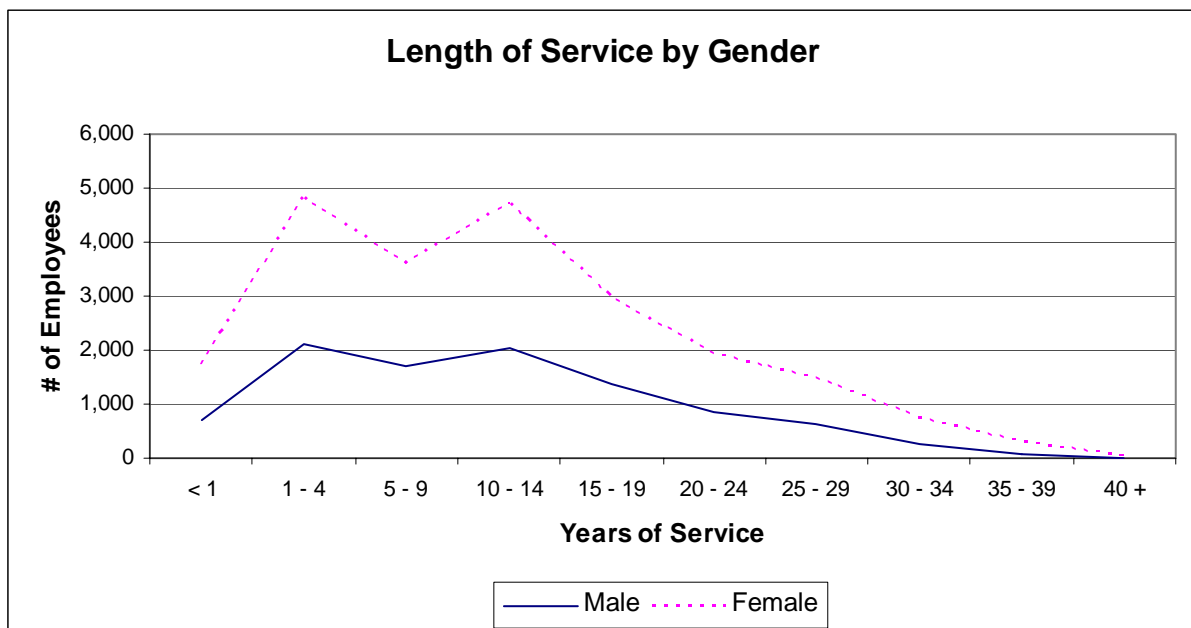
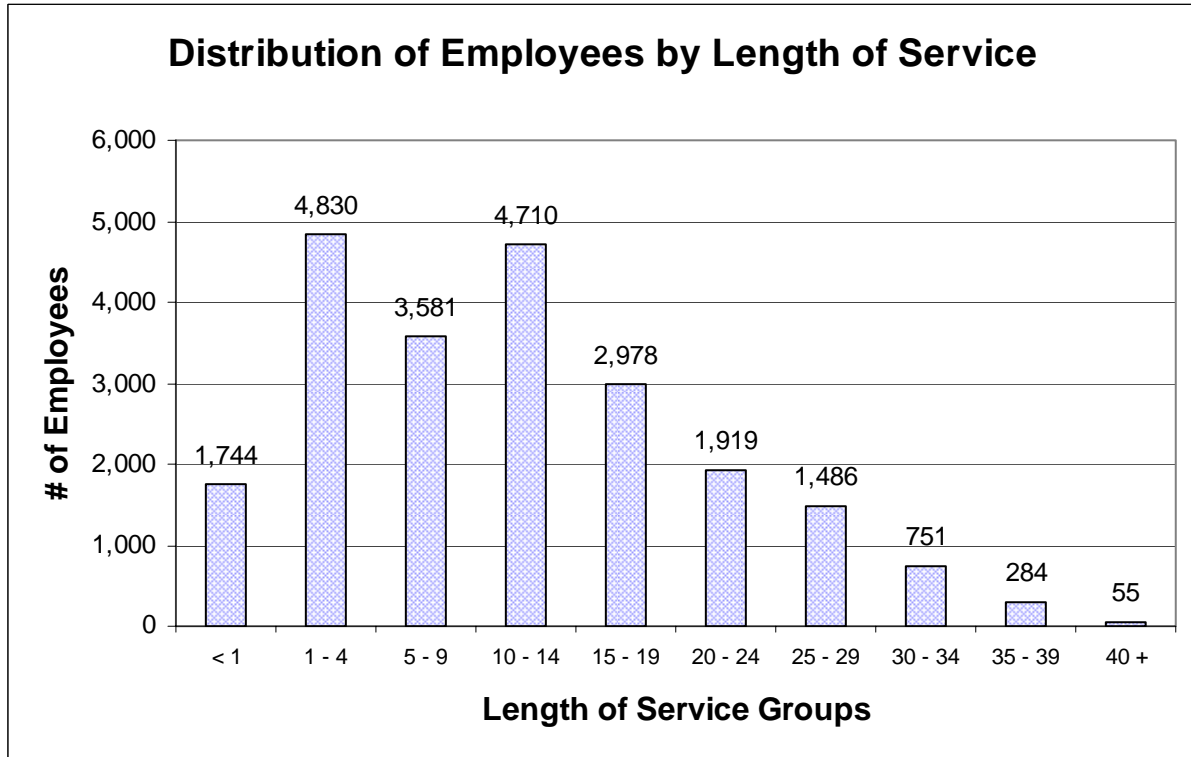
# PERSONNEL SYSTEM ADMINISTERED BY DHRD AGE DISTRIBUTION OF EMPLOYEES

Age distribution of employees in the personnel system administered by the Department of Human Resources Development. Numbers may not add up to the total workforce due to unreported birthdates.



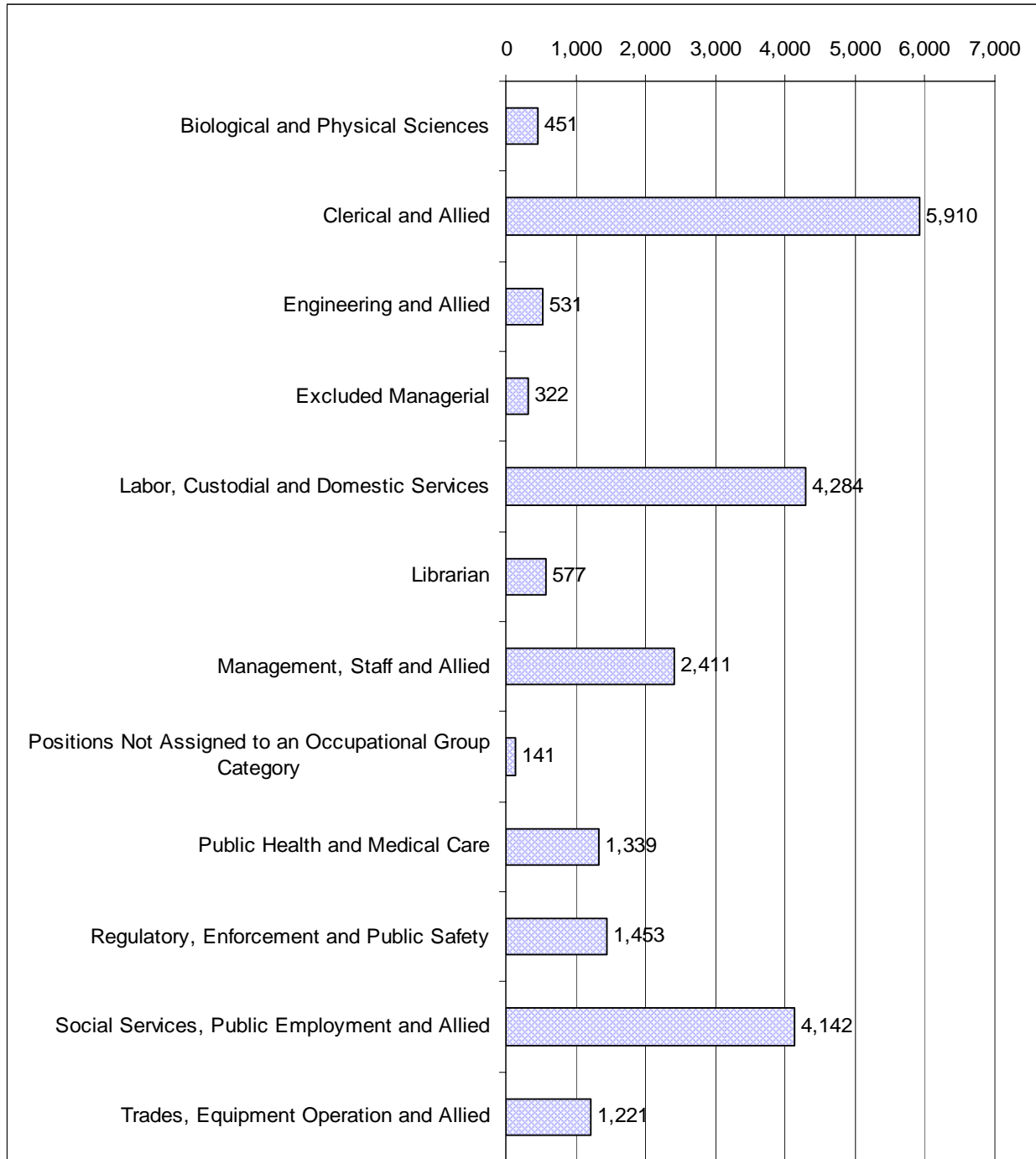
## PERSONNEL SYSTEM ADMINISTERED BY DHRD LENGTH OF SERVICE OF EMPLOYEES

Length of service of employees in the personnel system administered by the Department of Human Resources Development. Numbers may not add up to the total workforce due to unreported service dates.



## PERSONNEL SYSTEM ADMINISTERED BY DHRD DISTRIBUTION BY OCCUPATIONAL GROUPING

Occupational group distribution of employees in the personnel system administered by the Department of Human Resources Development.



## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE BY OCCUPATIONAL GROUPS, AVERAGES

Average age, years of service, and annual salary of employees in the personnel system administered by the Department of Human Resources Development.

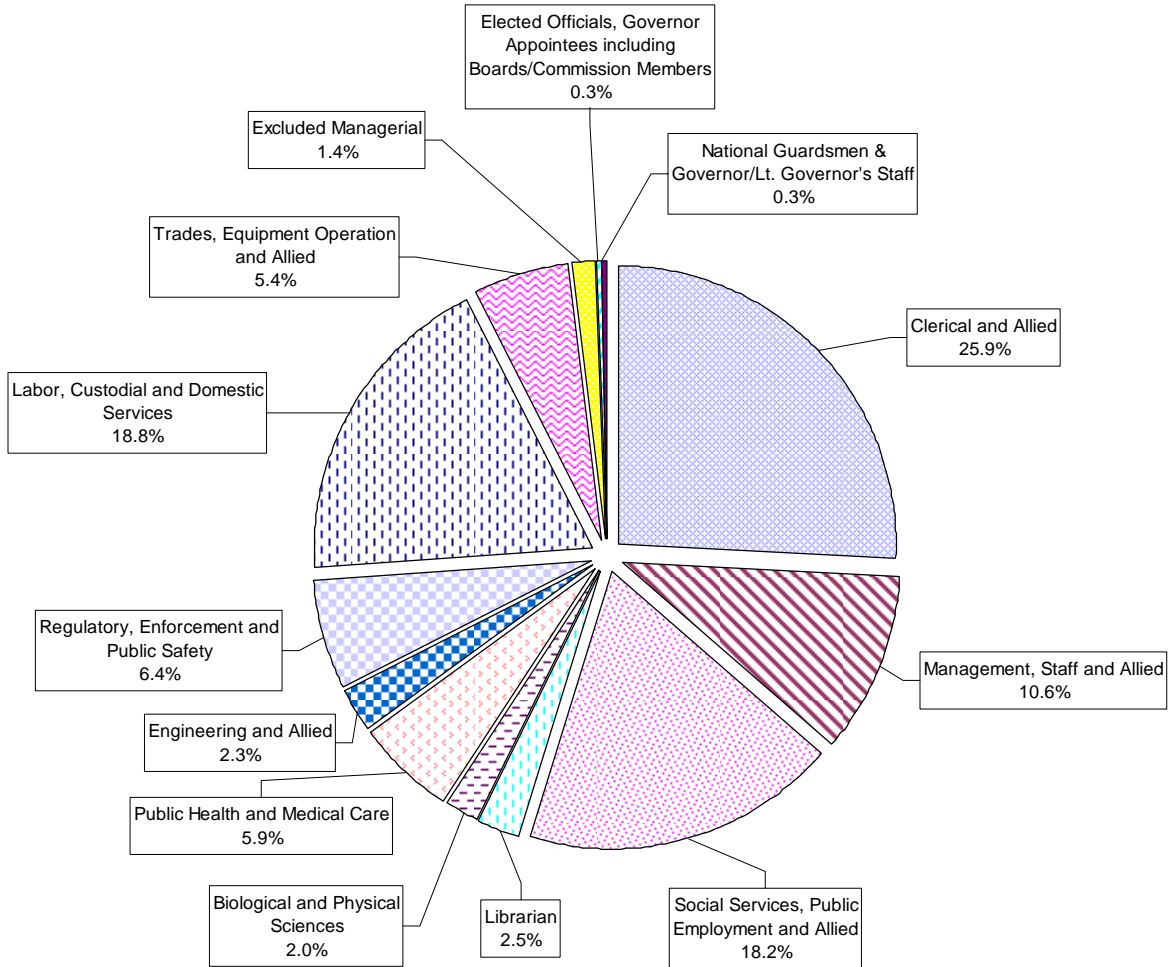
The data of Occupational Groups I – X, EM & others include civil service and certain exempt employees of the Civil Service system. Refer to the Definition section of this report for further explanation of each occupational group.

EMPLOYEE COUNT	OCCUP'L GROUP	OCCUPATIONAL GROUP DESCRIPTION	AVERAGES		
			AGE	YEARS OF SERVICE	ANNUAL SALARY
5,910	I	Clerical and Allied	46	12	\$27,999
2,411	II	Management, Staff and Allied	47	12	\$49,990
4,142	III	Social Services, Public Employment and Allied	44	10	\$39,083
577	IV	Librarian	48	14	\$31,356
451	V	Biological and Physical Sciences	46	12	\$41,149
1,339	VI	Public Health and Medical Care	48	11	\$42,601
531	VII	Engineering and Allied	46	12	\$48,380
1,453	VIII	Regulatory, Enforcement and Public Safety	46	13	\$38,575
4,284	IX	Labor, Custodial and Domestic Services	48	10	\$23,575
1,221	X	Trades, Equipment Operation and Allied	49	14	\$33,426
322	EM	Excluded Managerial	54	22	\$76,540
77	OTHER	Elected Officials, Governor Appointees including Boards/Commission Members	52	8	\$67,733
64		National Guardsmen & Governor/Lt. Governor's staff	45	2	\$47,286

Total Workforce: 22,782 employees

# PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE by OCCUPATIONAL GROUPS, OVERVIEW

Percentage distribution of the employees in the personnel system administered by the Department of Human Resources Development by occupational group.

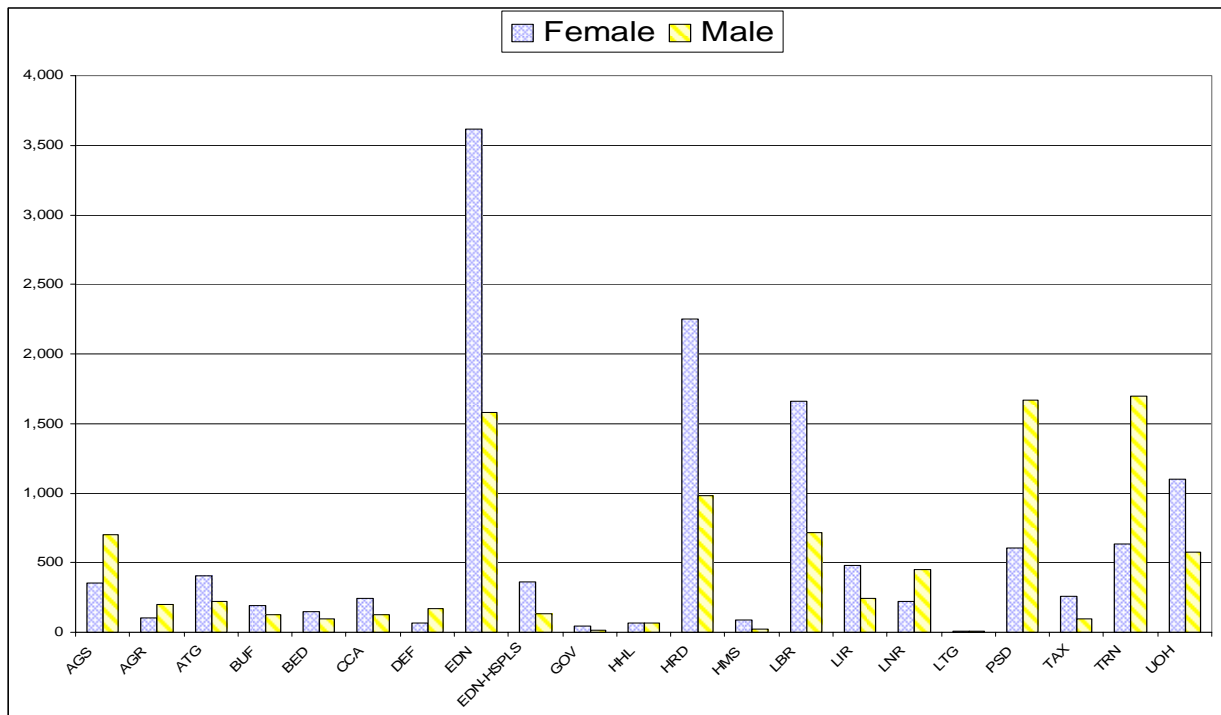




## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE DISTRIBUTION BY STATE AGENCY and GENDER

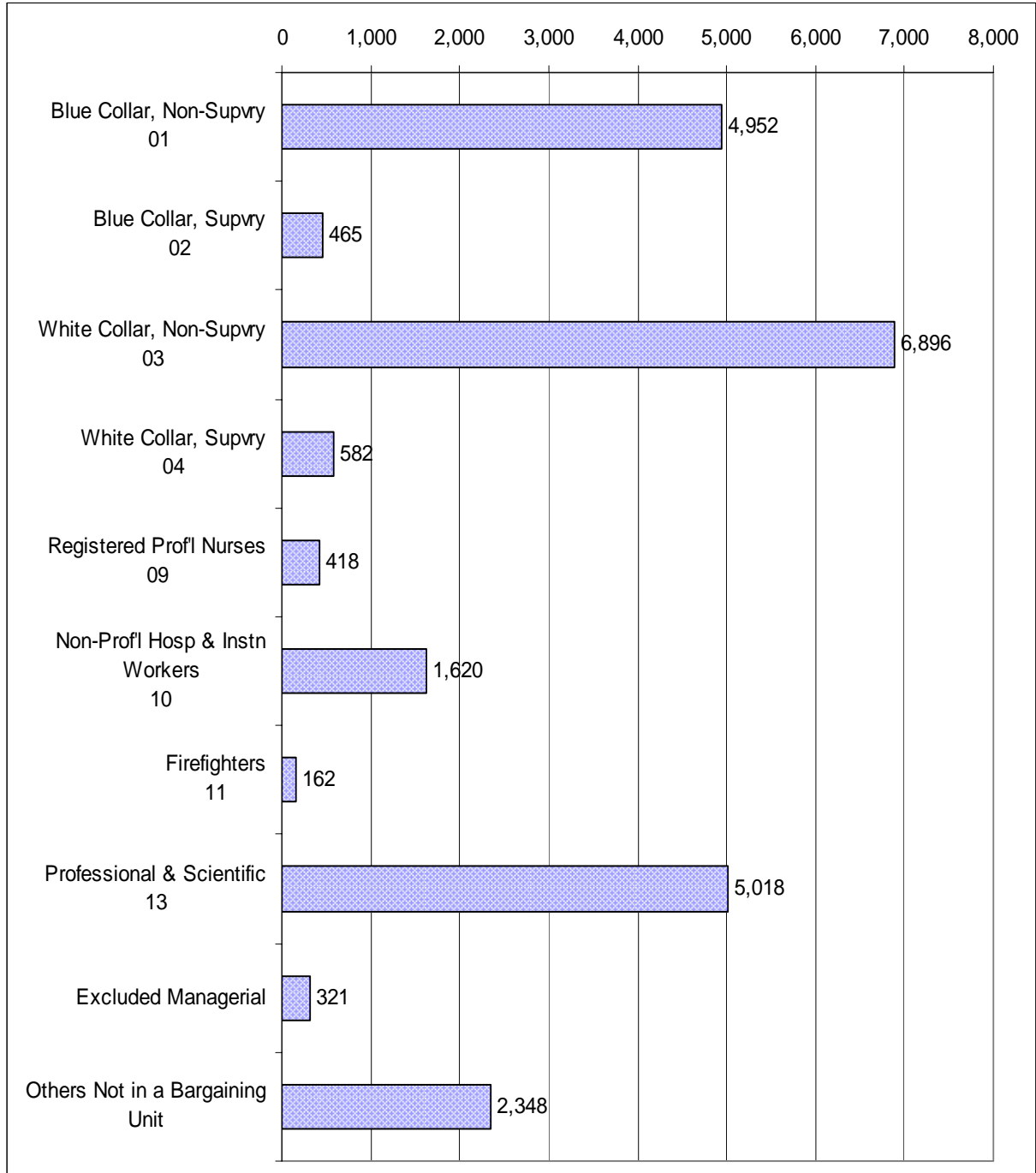
Gender distribution of employees in the personnel system administered by the Department of Human Resources Development.

Department	Total No. of Employees	Female		Male	
		Count of Employees	Per Cent	Count of Employees	Per Cent
Accounting & General Services	1,051	353	33.6%	698	66.4%
Agriculture	303	101	33.3%	202	66.7%
Attorney General	628	407	64.8%	221	35.2%
Budget & Finance	318	191	60.1%	127	39.9%
Business, Economic Development & Tourism	241	144	59.8%	97	40.2%
Commerce & Consumer Affairs	372	245	65.9%	127	34.1%
Defense	237	70	29.5%	167	70.5%
Education	5,193	3,615	69.6%	1,578	30.4%
Education-HI State Public Library System	490	360	73.5%	130	26.5%
Governor	65	47	72.3%	18	27.7%
Hawaiian Home Lands	127	64	50.4%	63	49.6%
Health	3,232	2,250	69.6%	982	30.4%
Human Resources Development	111	86	77.5%	25	22.5%
Human Services	2,373	1,657	69.8%	716	30.2%
Labor & Industrial Relations	728	483	66.3%	245	33.7%
Land & Natural Resources	671	221	32.9%	450	67.1%
Lieutenant Governor	17	11	64.7%	6	35.3%
Public Safety	2,273	604	26.6%	1,669	73.4%
Taxation	355	257	72.4%	98	27.6%
Transportation	2,325	631	27.1%	1,694	72.9%
University of Hawaii	1,672	1,100	65.8%	572	34.2%
<b>TOTALS:</b>	<b>22,782</b>	<b>12,897</b>	<b>56.6%</b>	<b>9,885</b>	<b>43.4%</b>



## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE DISTRIBUTION BY COLLECTIVE BARGAINING UNITS

Bargaining unit distribution of employees in the personnel system administered by the Department of Human Resources Development.



## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE BY COLLECTIVE BARGAINING UNITS, AVERAGES

Average age, length of service, and annual salary of employees covered by collective bargaining in the personnel system administered by the Department of Human Resources Development.

Union Code	Exclusive Rep	Collective Bargaining Group	Employee Count	Percent of Workforce	Averages		
					Age	Length of Service	Annual Salary
01	UPW	Blue Collar, Non-Suprvy	4,952	21.7%	48	10	\$24,789
02	HGEA	Blue Collar, Suprvy	465	2.0%	51	18	\$36,905
03	HGEA	White Collar, Non-Suprvy	6,896	30.3%	47	12	\$27,836
04	HGEA	White Collar, Suprvy	582	2.6%	50	19	\$39,179
09	HGEA	Registered Prof'l Nurses	418	1.8%	49	12	\$61,464
10	UPW	Non-Prof'l Hosp & Instn Workers	1,620	7.1%	42	10	\$34,402
11	HFFA	Firefighters (State Only)	162	0.7%	42	12	\$45,025
13	HGEA	Professional & Scientific	5,018	22.0%	47	12	\$46,535
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			20,113	88.3%	47	12	\$33,655

Total Workforce: 22,782 employees



Board of Education  
Certificated and Support Services Employees

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*17,008 Employees*

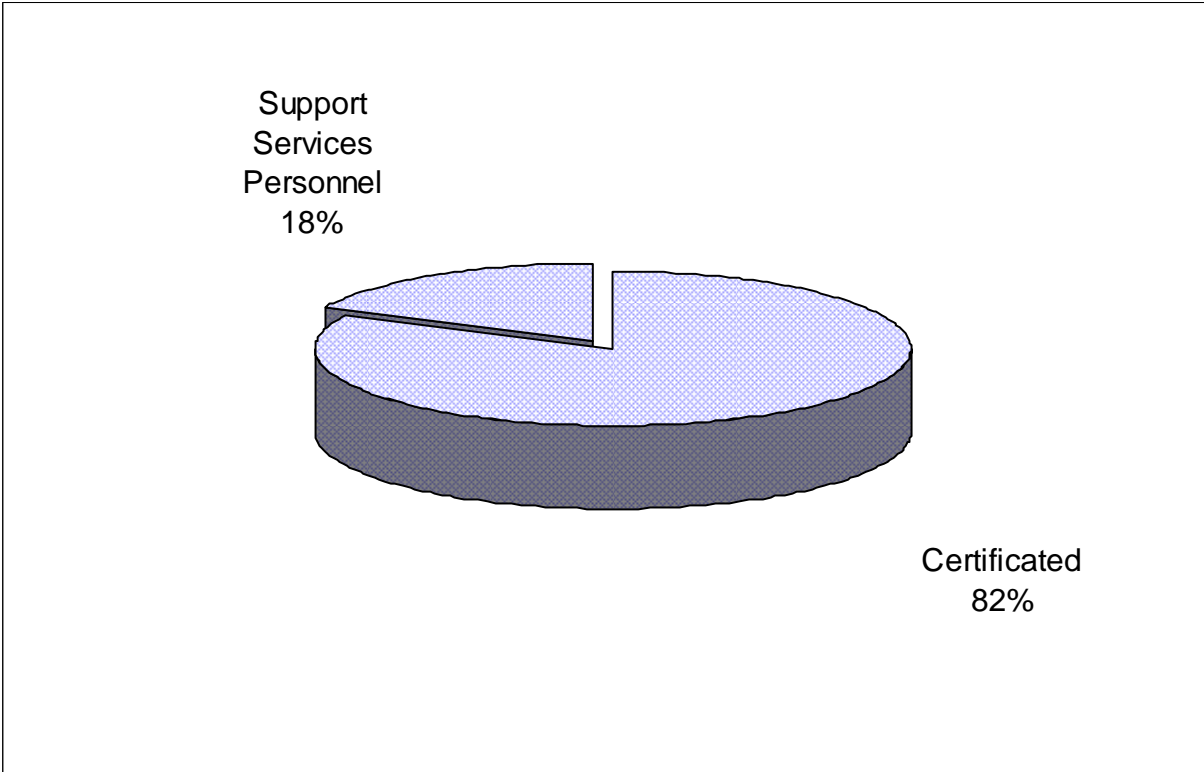
*as of June 2004*



BOARD OF EDUCATION  
WORKFORCE OVERVIEW

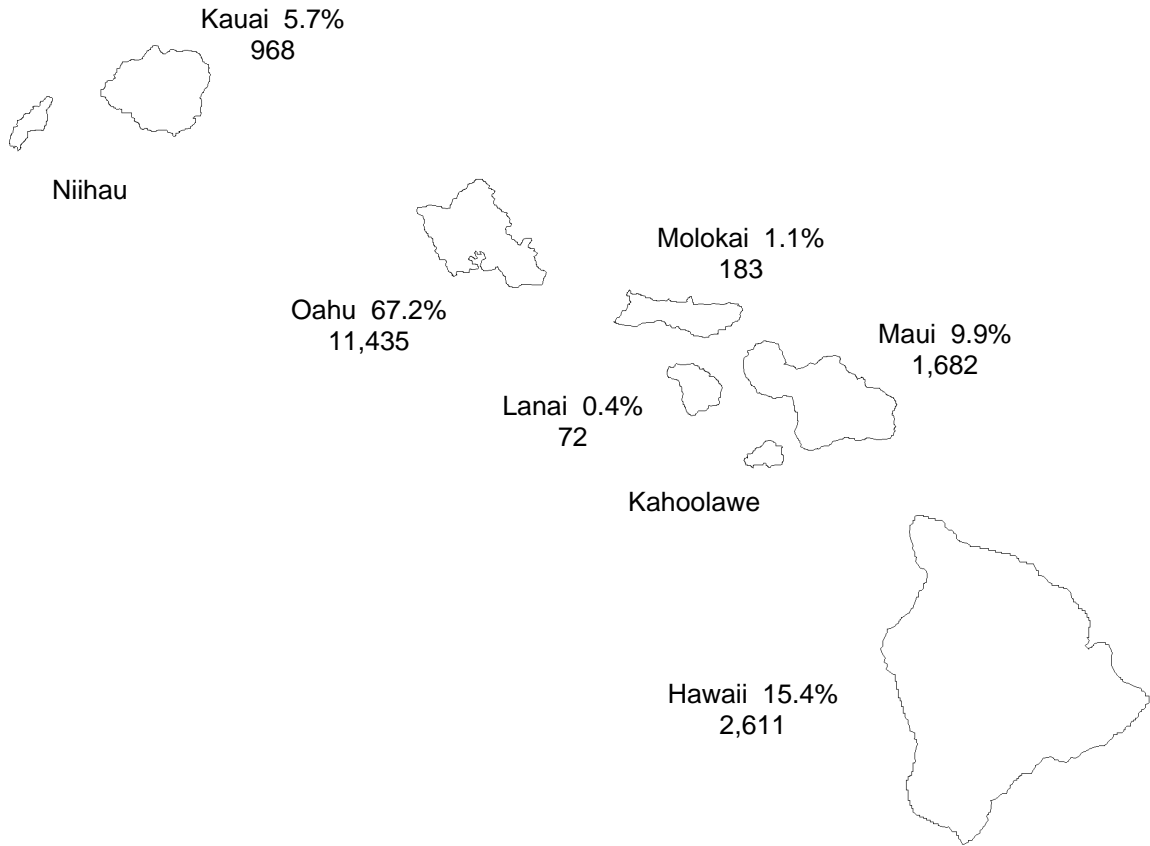
Number of employees in the two personnel systems administered by the Board of Education.

BOE Total Workforce	17,008	100%
Certificated	13,974	82%
Support Services Personnel	3,034	18%



## BOARD OF EDUCATION EMPLOYEES BY ISLAND

Island distribution of Board of Education employees. (Based on postal zip codes of the employee's mailing address.)



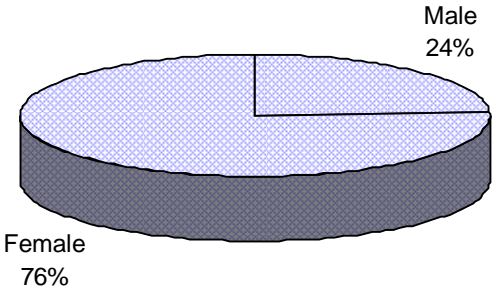
Island	# of Employees	Percent of Total Workforce
Oahu	11,435	67.2%
Hawaii	2,611	15.4%
Maui	1,682	9.9%
Kauai	968	5.7%
Molokai	183	1.1%
Lanai	72	0.4%
Other*	57	0.3%
<i>Total</i>	17,008	100.0%

\*Employees having out-of-state residence or information not reported.

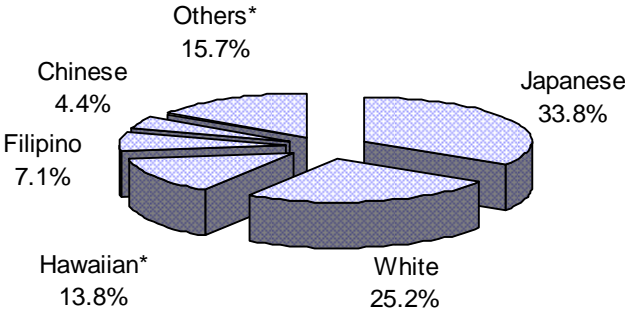


**BOARD OF EDUCATION  
WORKFORCE PROFILE**

Board of Education Workforce	17,008	100%
Male	4,077	24%
Female	12,931	76%



The Average	Age	Years of Service
Employee	43	11
Male	43	11
Female	43	11



Ethnicity	Employees				Averages	
	Employee	Percent of Workforce	Male	Female	Age	Service
Japanese	5,749	33.8%	1,277	4,472	45	16
White	4,288	25.2%	1,143	3,145	45	9
Hawaiian*	2,346	13.8%	459	1,887	38	9
Filipino	1,212	7.1%	261	951	43	9
Chinese	741	4.4%	168	573	46	15
Others*	2,672	15.7%	769	1,903	39	7
<b>TOTAL COUNTS/AVERAGES:</b>	<b>17,008</b>	<b>100.0%</b>	<b>4,077</b>	<b>12,931</b>	<b>43</b>	<b>11</b>

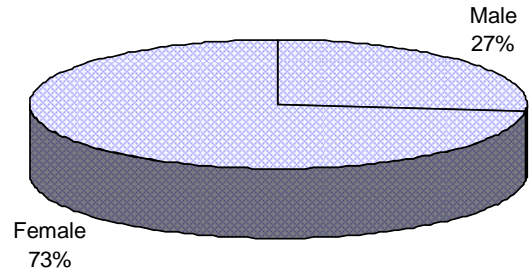
Due to unreported data and rounding of percentages, some totals may not add up to the full amounts.

\*\*"Hawaiian" includes full- and part-Hawaiian. "Others" include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

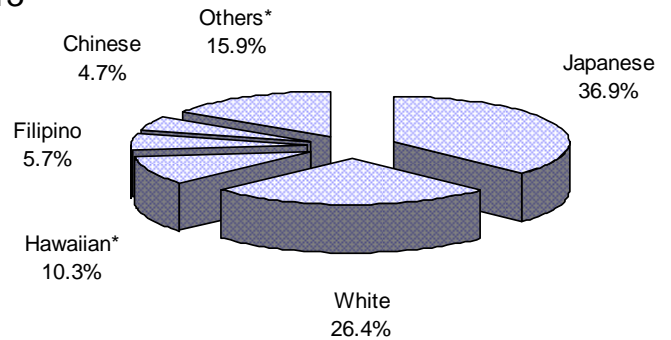
## BOARD OF EDUCATION CERTIFICATED EMPLOYEES

Workforce profile of employees in the certificated personnel system which includes teachers and educational officers.

Total Workforce	13,974	100%
Male	3,727	27%
Female	10,247	73%



The Average	Age	Years of Service
<i>Employee</i>	43	12
Male	43	12
Female	43	13



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Certificated	Male	Female	Age	Service
Japanese	5,158	36.9%	1,198	3,960	45	17
White	3,695	26.4%	1,068	2,627	45	9
Hawaiian*	1,441	10.3%	373	1,068	36	11
Filipino	792	5.7%	225	567	42	11
Chinese	663	4.7%	157	506	46	16
Others*	2,225	15.9%	706	1,519	39	7
<b>TOTAL</b>						
<b>COUNTS/AVERAGES:</b>	13,974	100%	3,727	10,247	43	12

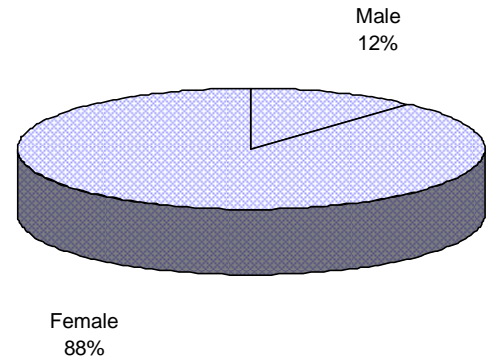
Due to unreported data and rounding of percentages, some totals may not add up to the full amounts.

\*\*"Hawaiian" includes full- and part-Hawaiian. "Others" include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

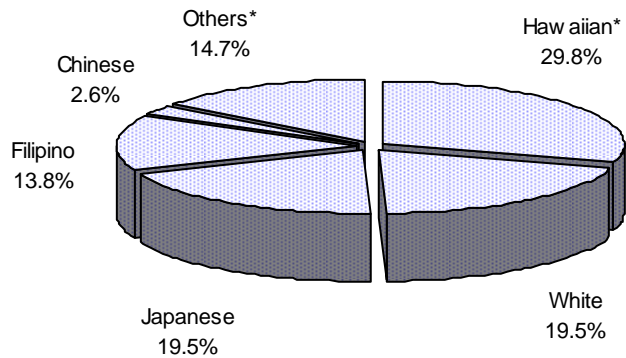
## BOARD OF EDUCATION SUPPORT SERVICES PERSONNEL

Workforce profile of employees in the support services personnel system which includes educational assistants, speech pathologists, etc.

Total Workforce	3,034	100%
Male	350	12%
Female	2,684	88%



The Average Employee	Age	Years of Service
Male	43	6
Female	40	5
Female	44	6



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total SSP	Male	Female	Age	Service
Hawaiian*	905	29.8%	86	819	41	5
White	593	19.5%	75	518	45	6
Japanese	591	19.5%	79	512	45	9
Filipino	420	13.8%	36	384	45	6
Chinese	78	2.6%	11	67	44	6
Others*	447	14.7%	63	384	41	5
<b>TOTAL COUNTS/AVERAGES:</b>	<b>3,034</b>	<b>100.0%</b>	<b>350</b>	<b>2,684</b>	<b>43</b>	<b>6</b>

Due to unreported data and rounding of percentages, some totals may not add up to the full amounts.

\*Hawaiian\* includes full- and part-Hawaiian and \*Others\* include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.



University of Hawaii  
Board of Regents Employees

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*6,435 Employees*

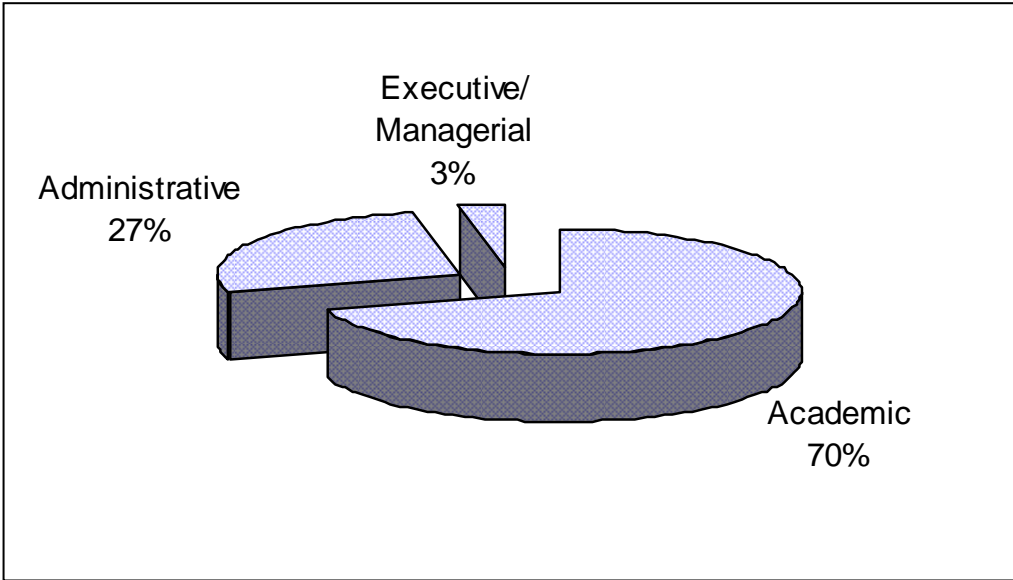
*as of June 2004*



BOARD OF REGENTS  
WORKFORCE OVERVIEW

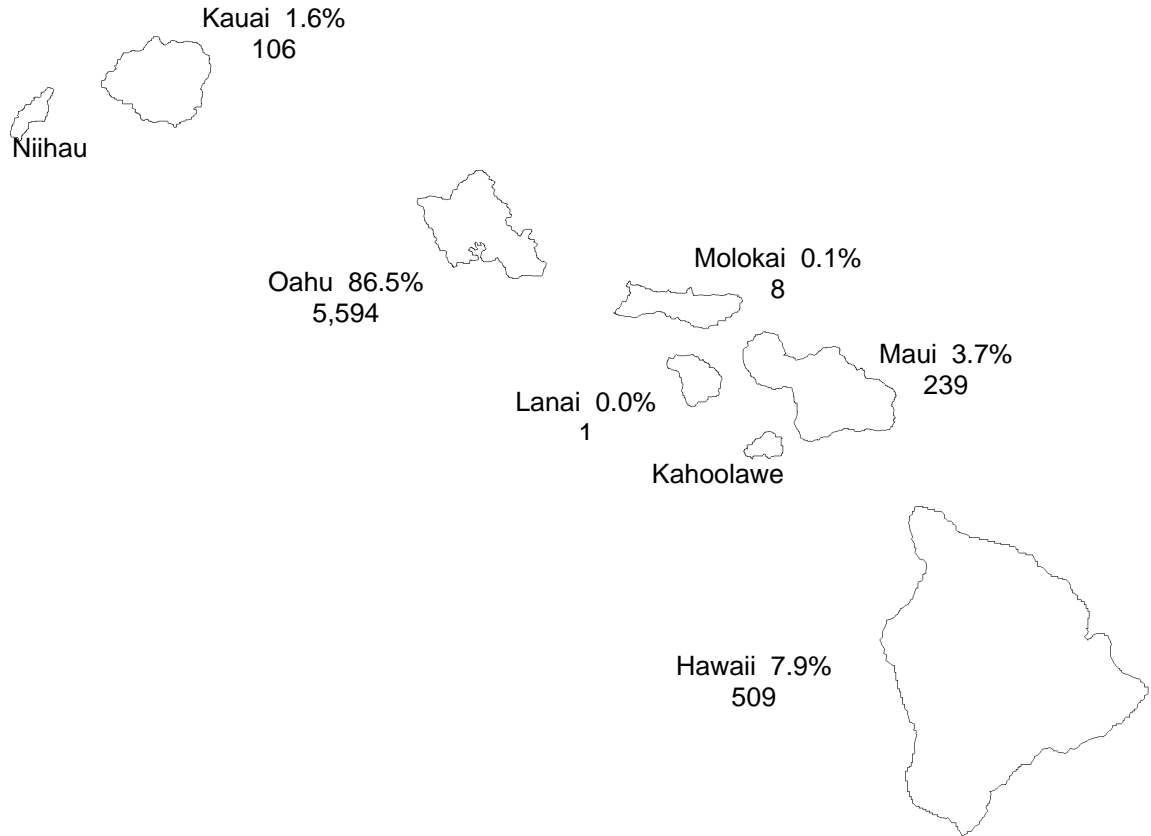
The University of Hawaii workforce includes three groups of employees—the faculty, administrative, and executive/managerial.

University of Hawaii Workforce	6,465	100%
Academic	4,534	70%
Administrative	1,738	27%
Executive/ Managerial	193	3%



## BOARD OF REGENTS EMPLOYEES BY ISLAND

Island distribution of Board of Regents employees. (Based on postal zip codes of the employee's mailing address.)



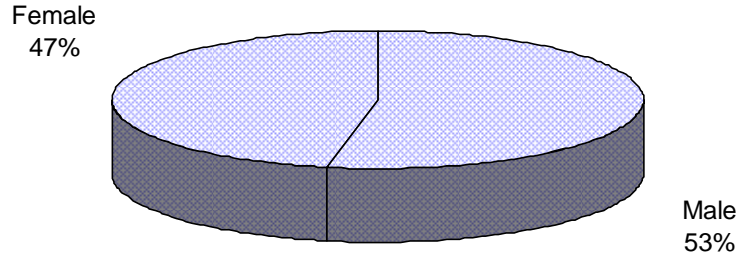
Island	# of Employees	Percent of Total Workforce
Oahu	5,594	86.5%
Hawaii	509	7.9%
Maui	239	3.7%
Kauai	106	1.6%
Molokai	8	0.1%
Lanai	1	0.0%
Other*	8	0.1%
<i>Total</i>	6,465	100.0%

\*Employees having out-of-state residence or information not reported.

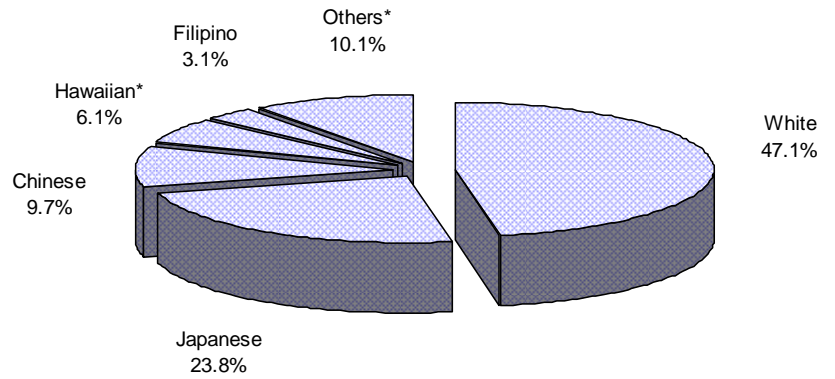


# BOARD OF REGENTS WORKFORCE PROFILE

University of Hawaii Workforce	6,465	100%
Male	3,437	53%
Female	3,028	47%



<b>The Average</b>	Age	Years of Service
Employee	45	10
Male	46	11
Female	44	9



Ethnicity	Employees				Averages	
	Employee Count	Percent of UOH Workforce	Male	Female	Age	Service
White	3,048	47.1%	1,812	1,236	47	10
Japanese	1,538	23.8%	698	840	46	13
Chinese	626	9.7%	344	282	43	10
Hawaiian*	394	6.1%	164	230	42	8
Filipino	203	3.1%	89	114	42	9
Others*	656	10.1%	330	326	40	7
<b>TOTAL COUNTS/AVERAGES:</b>	<b>6,465</b>	<b>100.0%</b>	<b>3,437</b>	<b>3,028</b>	<b>45</b>	<b>10</b>

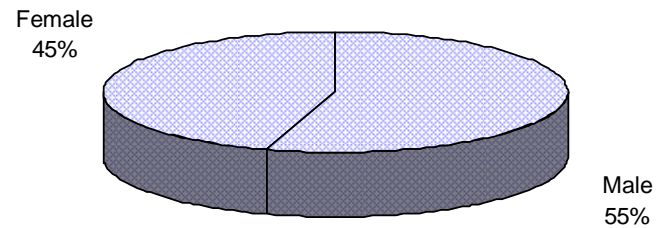
Due to unreported data and rounding of percentages, some totals may not add up to the full amounts.

\*"Hawaiian" includes full- and part-Hawaiian and "Others" include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

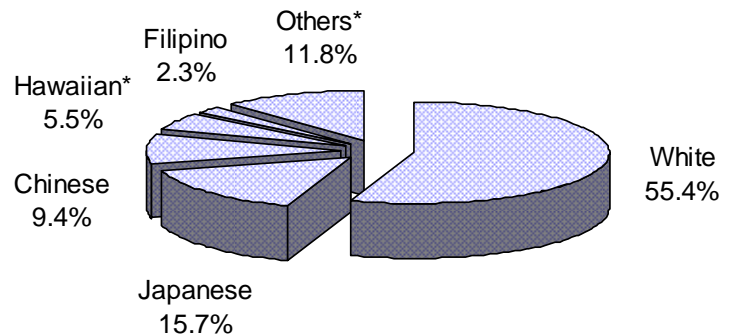
## BOARD OF REGENTS ACADEMIC

Workforce profile of the faculty, graduate assistants, and lecturers of the University of Hawaii and the Community College System.

<b>Faculty Total</b>	<b>4,534</b>	<b>100%</b>
Male	2,485	55%
Female	2,049	45%



<b>The Average</b>	<b>Age</b>	<b>Years of Service</b>
Employee	46	10
Male	47	11
Female	44	8



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Faculty	Male	Female	Age	Service
White	2,510	55.4%	1,499	1,011	47	10
Japanese	710	15.7%	323	387	47	13
Chinese	424	9.4%	243	181	43	9
Hawaiian*	248	5.5%	105	143	42	8
Filipino	105	2.3%	42	63	45	8
Others*	537	11.8%	273	264	40	7
<b>TOTAL COUNTS/AVERAGES:</b>	<b>4,534</b>	<b>100.0%</b>	<b>2,485</b>	<b>2,049</b>	<b>46</b>	<b>10</b>

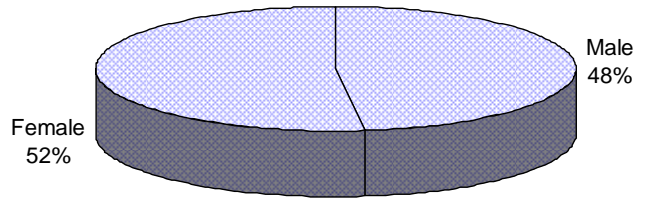
Due to unreported data and rounding of percentages, some totals may not add up to the full amounts.

\*"Hawaiian" includes full- and part-Hawaiian. "Others" include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

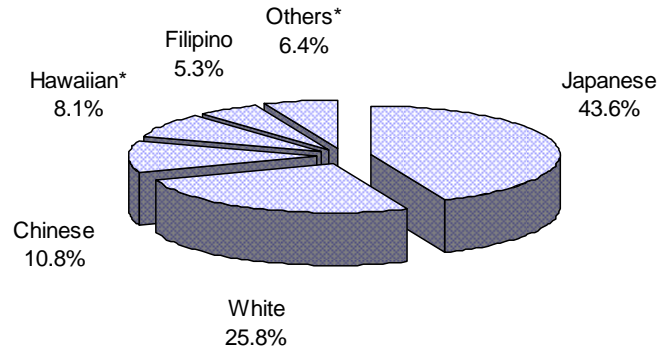
## BOARD OF REGENTS ADMINISTRATIVE, PROFESSIONAL, AND TECHNICAL

Workforce profile of the administrative, professional, and technical staff of the University of Hawaii and Community College System, includes athletic coaches.

APT Total	1,738	100%
Male	837	48%
Female	901	52%



The Average	Age	Years of Service
Employee	43	10
Male	44	10
Female	42	10



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total APT	Male	Female	Age	Service
Japanese	758	43.6%	338	420	43	12
White	449	25.8%	253	196	45	8
Chinese	188	10.8%	94	94	42	10
Hawaiian*	140	8.1%	55	85	41	9
Filipino	92	5.3%	44	48	38	8
Others*	111	6.4%	53	58	40	6
<b>TOTAL COUNTS/AVERAGES:</b>	<b>1,738</b>	<b>100.0%</b>	<b>837</b>	<b>901</b>	<b>43</b>	<b>10</b>

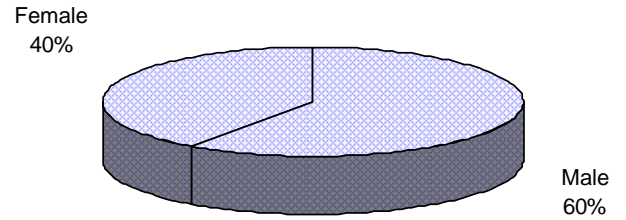
Due to unreported data and rounding of percentages, some totals may not add up to the full amounts.

\*\*"Hawaiian" includes full- and part-Hawaiian. "Others" include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

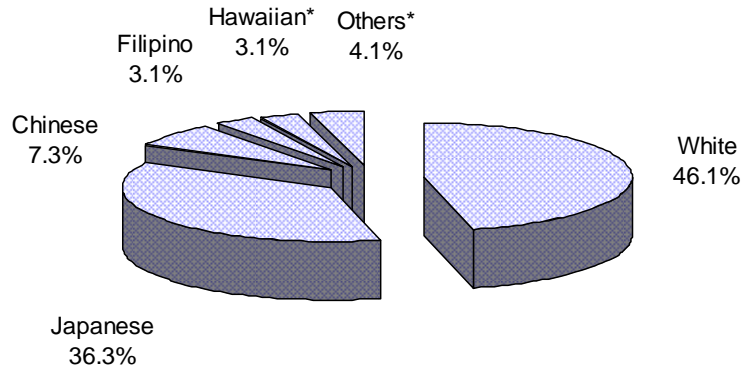
## BOARD OF REGENTS EXECUTIVE/MANAGERIAL

Workforce profile of the top level administrators of the University of Hawaii and Community Colleges, includes vice presidents, deans, and provosts.

<b>Executive/Managerial</b>	<b>193</b>	<b>100%</b>
Male	115	60%
Female	78	40%



<b>The Average</b>	<b>Age</b>	<b>Years of Service</b>
Employee	55	17
Male	56	16
Female	53	18



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Exec/Mgrl	Male	Female	Age	Service
White	89	46.1%	60	29	55	14
Japanese	70	36.3%	37	33	55	21
Chinese	14	7.3%	7	7	57	15
Filipino	6	3.1%	3	3	56	19
Hawaiian*	6	3.1%	4	2	47	10
Others*	8	4.1%	4	4	51	12
<b>TOTAL COUNTS/AVERAGES:</b>	<b>193</b>	<b>100.0%</b>	<b>115</b>	<b>78</b>	<b>55</b>	<b>17</b>

Due to unreported data and rounding of percentages, some totals may not add up to the full amounts.

\*\*Hawaiian\* includes full- and part-Hawaiian. \*Others\* include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

Hawaii Health Systems Corporation  
Civil Service and Exempt Employees

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*3,376 Employees*

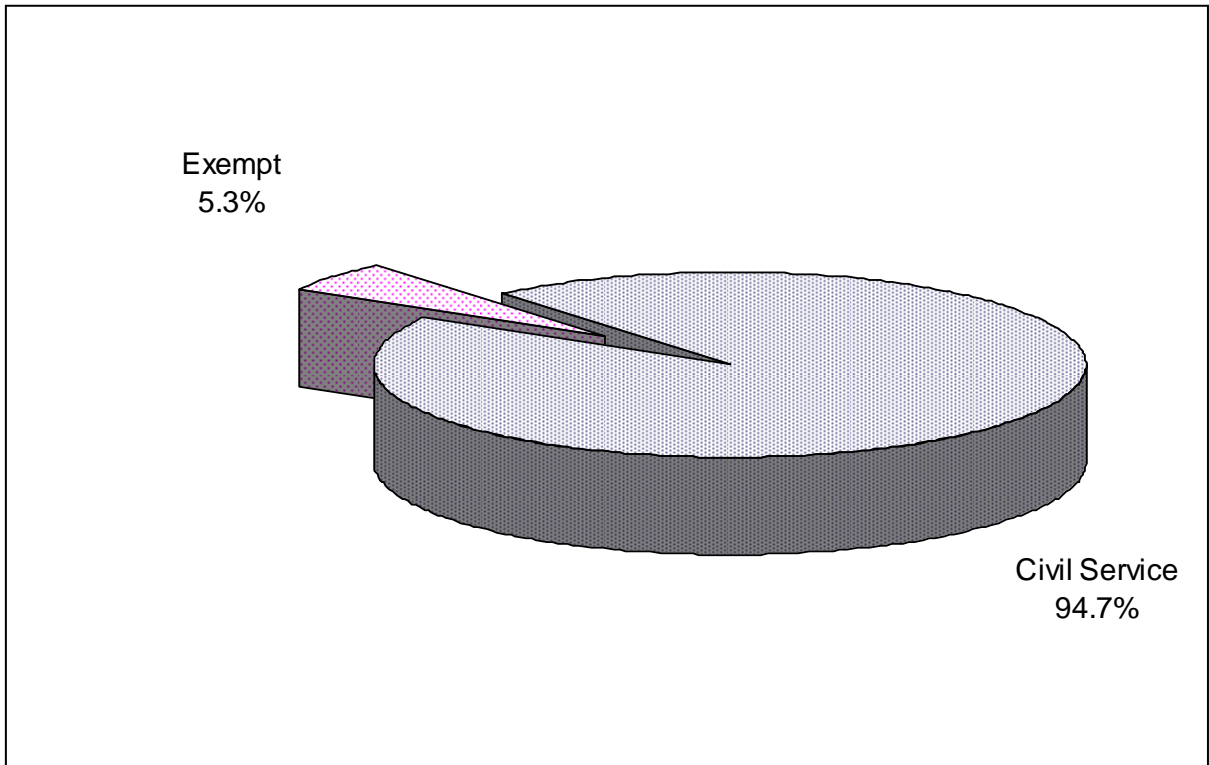
*as of June 2004*



## HAWAII HEALTH SYSTEMS CORPORATION CIVIL SERVICE AND EXEMPT EMPLOYEES

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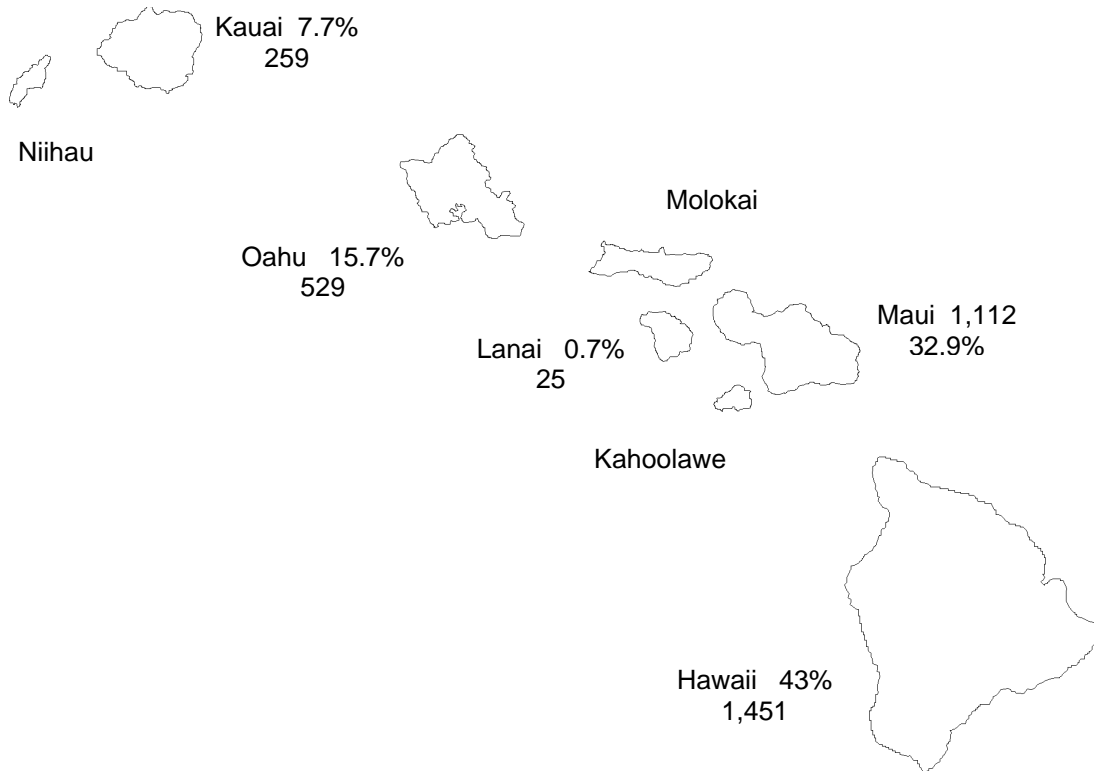
Total Workforce	3,376	100.0%
Civil Service	3,197	94.7%
Exempt	179	5.3%



## HAWAII HEALTH SYSTEMS CORPORATION EMPLOYEES BY ISLAND

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Island distribution of the employees in the personnel system administered by the Hawaii Health Systems Corporation. (Based on postal zip codes of the employee's mailing address.)

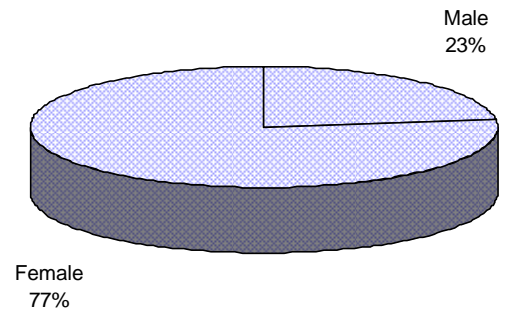


Island	# of Employees	Percent of Total Workforce
Hawaii	1,451	43.0%
Maui	1,112	32.9%
Oahu	529	15.7%
Kauai	259	7.7%
Lanai	25	0.7%
<i>Total</i>	3,376	100.0%

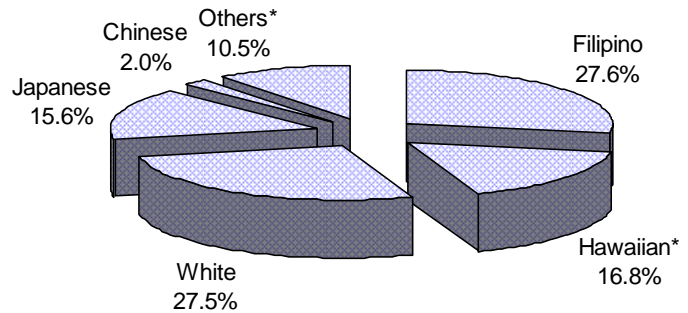


## HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE PROFILE

Total Workforce	3,376	100%
Male	782	23%
Female	2,594	77%



The Average	Age	Years of Service
<i>Employee</i>	45	9
Male	45	9
Female	44	9



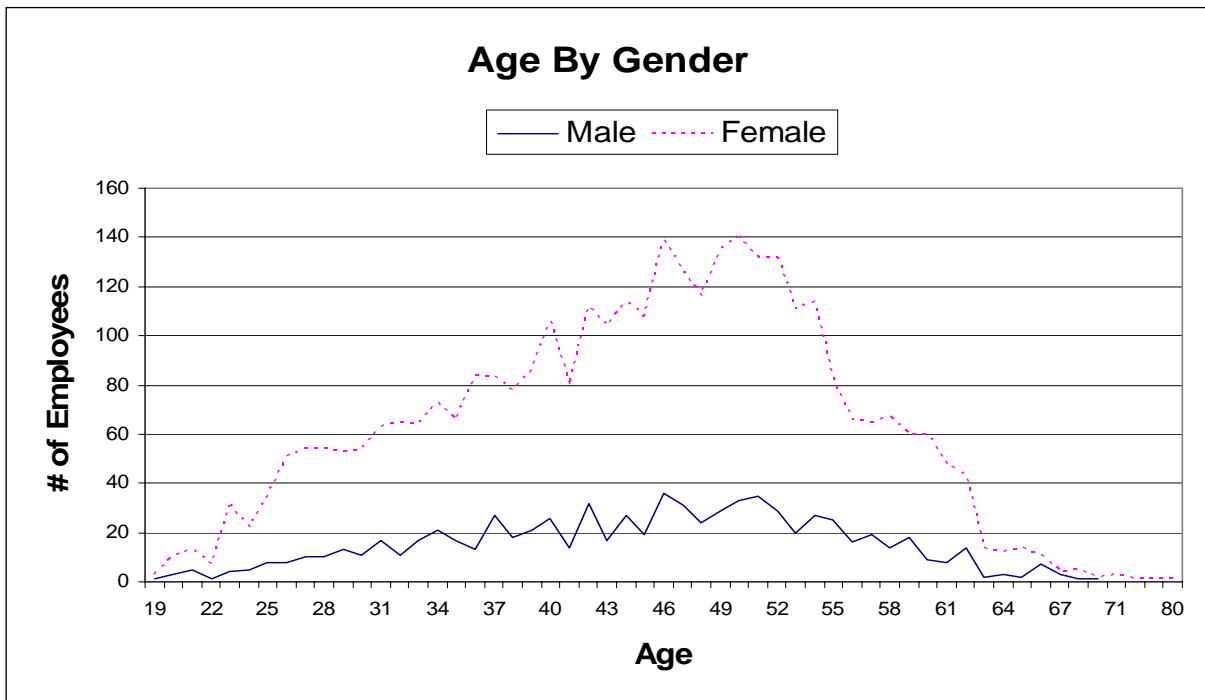
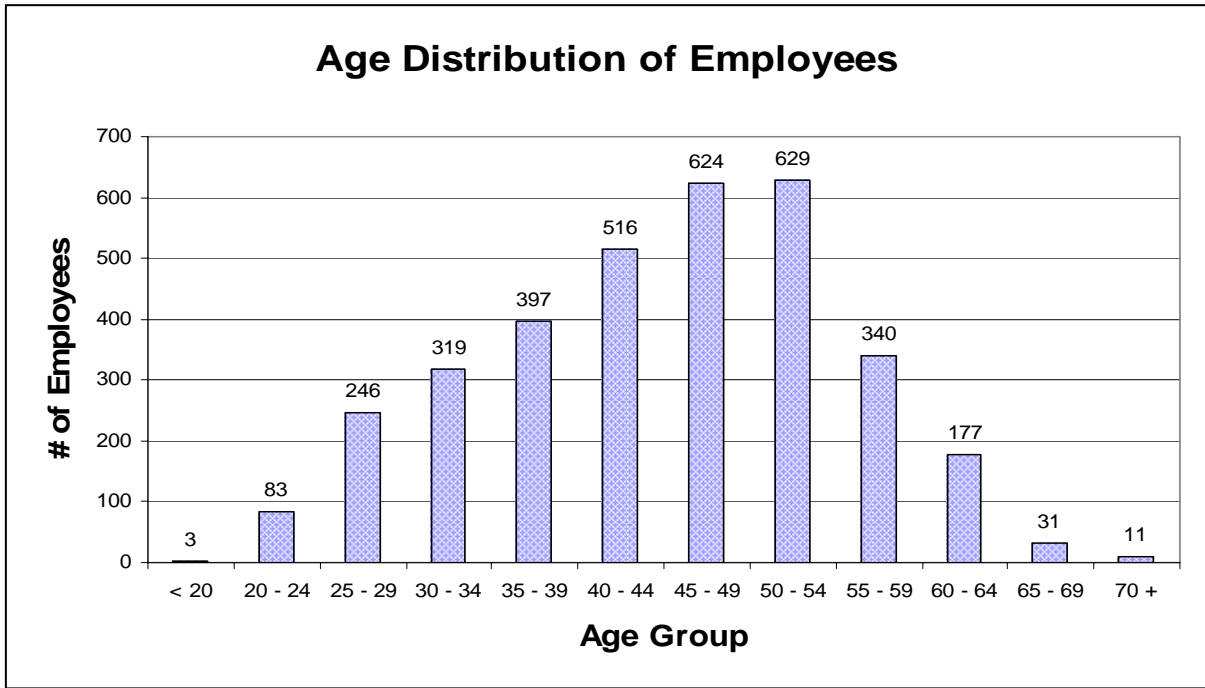
Ethnicity	Employees				Averages	
	Employee Count	Percent of Total HHSC	Male	Female	Age	Service
Filipino	931	27.6%	167	764	43	9
Hawaiian*	568	16.8%	112	456	43	9
White	927	27.5%	232	695	47	8
Japanese	526	15.6%	152	374	46	12
Chinese	68	2.0%	21	47	48	10
Others*	356	10.5%	98	258	43	8
<b>TOTAL</b>						
<b>COUNTS/AVERAGES:</b>	<b>3,376</b>	<b>100.0%</b>	<b>782</b>	<b>2,594</b>	<b>45</b>	<b>9</b>

Due to rounding, percentages do not equal 100%.

\*"Hawaiian" includes full- and part-Hawaiian. "Others" include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

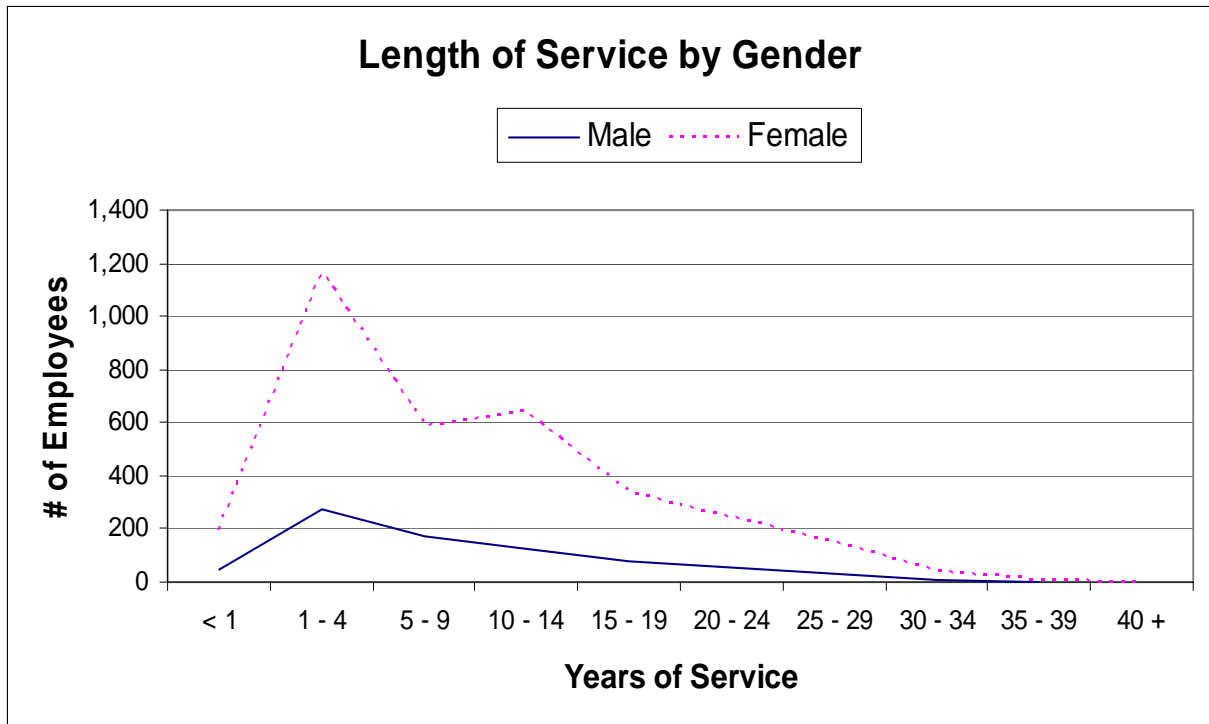
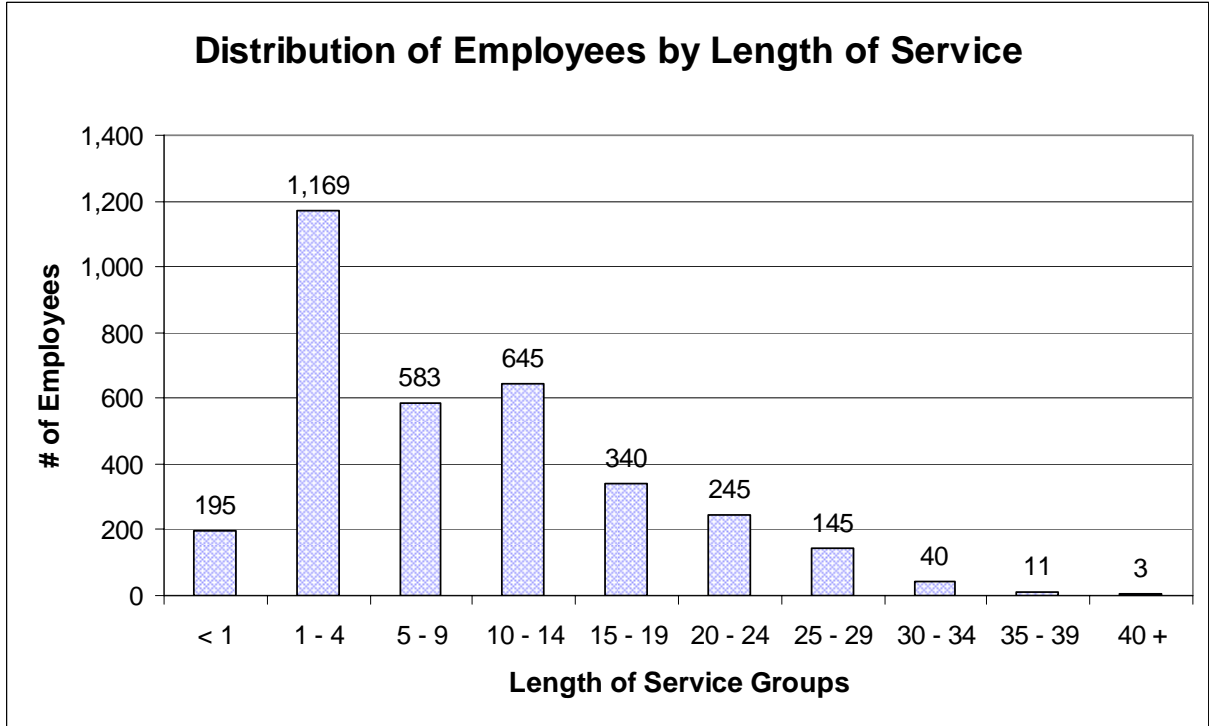
# HAWAII HEALTH SYSTEMS CORPORATION AGE DISTRIBUTION OF EMPLOYEES

Age distribution of the employees in the personnel system administered by the Hawaii Health Systems Corporation.



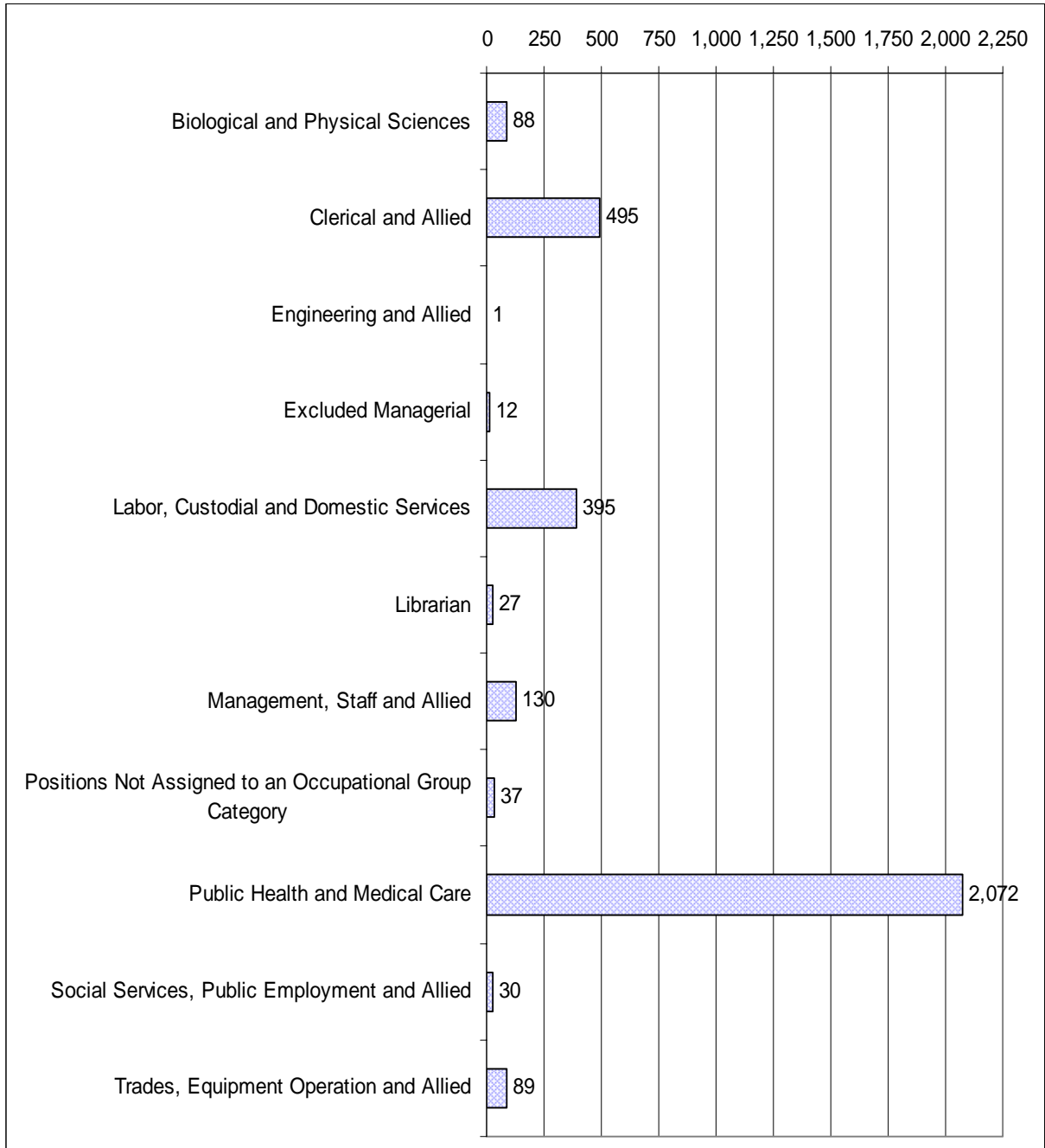
# HAWAII HEALTH SYSTEMS CORPORATION LENGTH OF SERVICE OF EMPLOYEES

Length of service of employees in the personnel system administered by the Hawaii Health Systems Corporation.



# HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE DISTRIBUTION BY OCCUPATIONAL GROUPING

Occupational group distribution of the employees in the personnel system administered by the Hawaii Health Systems Corporation.



## HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE BY OCCUPATIONAL GROUPS, AVERAGES

Average age, years of service, and annual salary of the employees in the personnel system administered by the Hawaii Health Systems Corporation.

The data for Occupational Groups I – X, EM, and others include civil service and certain exempt employees of the Personnel system. Refer to the Definition section of this report for further explanation on each occupational group.

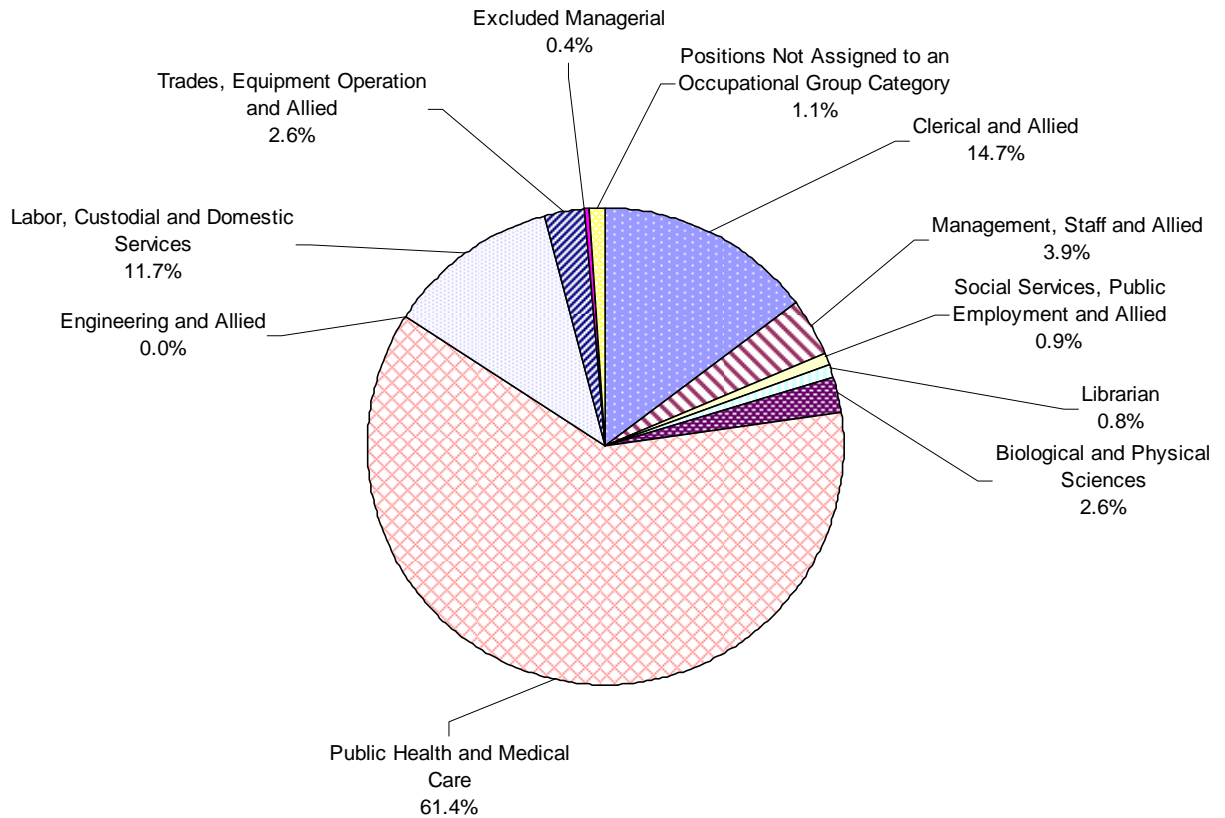
Employees	Occup'l Group*	Occupational Group Description	Averages		
			Age	Years of Service	Annual Salary
495	I	Clerical and Allied	43	9	\$26,235
130	II	Management, Staff and Allied	46	8	\$60,688
30	III	Social Services, Public Employment and Allied	49	10	\$42,122
27	IV	Librarian	41	13	\$33,942
88	V	Biological and Physical Sciences	46	11	\$39,757
2,072	VI	Public Health and Medical Care	44	9	\$40,699
1	VII	Engineering and Allied	46	1	\$45,612
395	IX	Labor, Custodial and Domestic Services	47	11	\$26,150
89	X	Trades, Equipment Operation and Allied	48	11	\$33,152
12	EM	Excluded Managerial	49	12	\$61,491
37	Others	Positions Not Assigned to an Occupational Group Category	40	5	\$24,498

3,376 HHSC Workforce

# HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE BY OCCUPATION GROUP, OVERVIEW

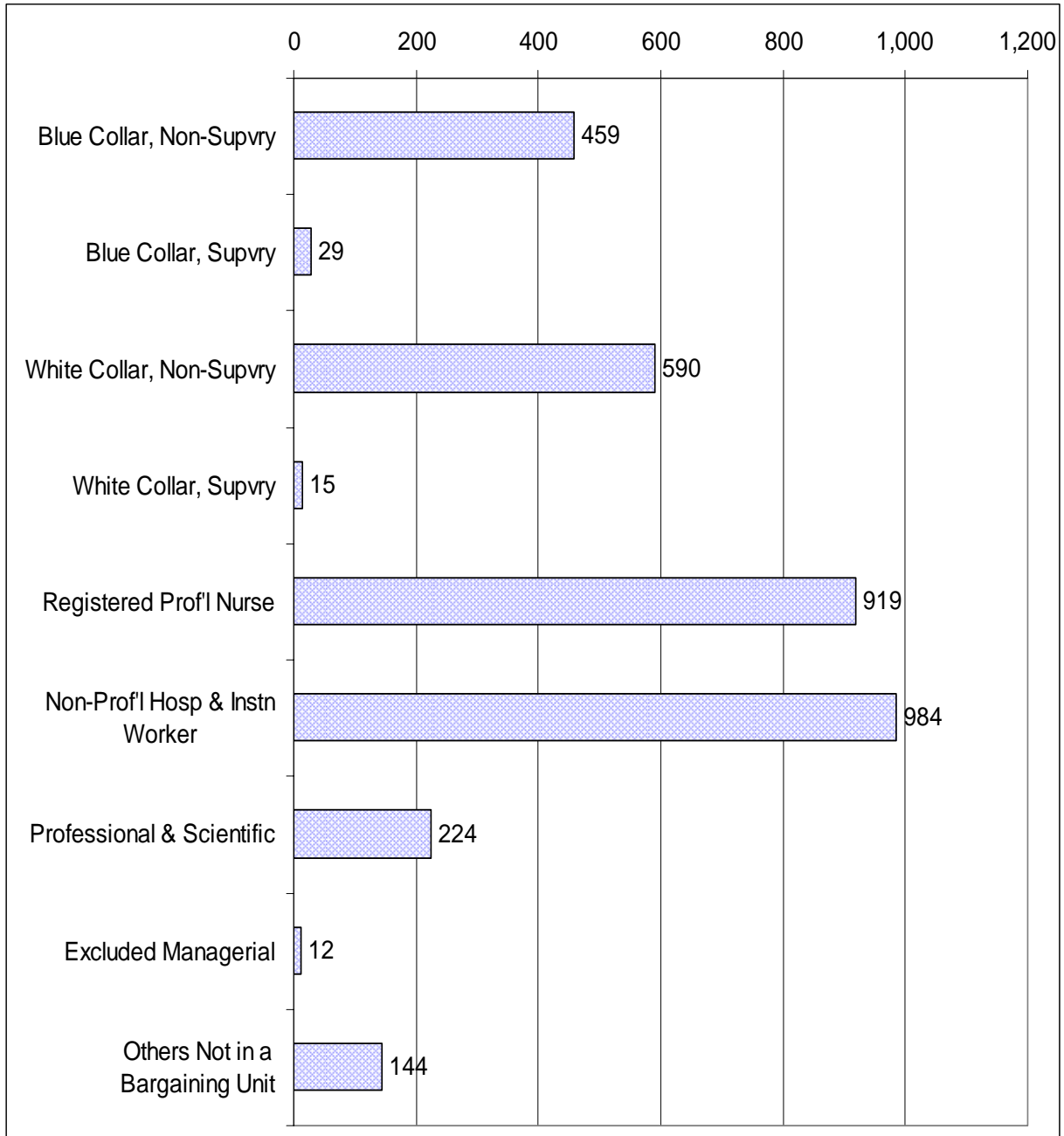
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Percentage distribution of the employees in the personnel system administered by the Hawaii Health Systems Corporation by occupational grouping.



## HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE DISTRIBUTION BY COLLECTIVE BARGAINING UNITS

Bargaining unit distribution of employees in the personnel system administered by the Hawaii Health Systems Corporation.



## HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE BY COLLECTIVE BARGAINING UNITS, AVERAGES

Average age, length of service, and annual salary of employees in the personnel system administered by the Hawaii Health Systems Corporation by bargaining unit.

Union Code	Exclusive Rep	Collective Bargaining Group	Employee Count	Percent of Workforce	Averages		
					Age	Length of Service	Annual Salary
01	UPW	Blue Collar, Non-Supvry	459	13.6%	47	11	\$26,869
02	HGEA	Blue Collar, Supvry	29	0.9%	49	15	\$35,748
03	HGEA	White Collar, Non-Supvry	590	17.5%	43	8	\$29,154
04	HGEA	White Collar, Supvry	15	0.4%	45	13	\$46,455
09	HGEA	Registered Prof'l Nurses	919	27.2%	45	10	\$54,016
10	UPW	Non-Prof'l Hosp & Instn Workers	984	29.1%	43	8	\$25,765
13	HGEA	Professional & Scientific	224	6.6%	45	9	\$42,938
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			3,220	95.4%	44	9	\$35,987

Total Workforce: 3,376 employees



## PROJECTED RETIREMENTS

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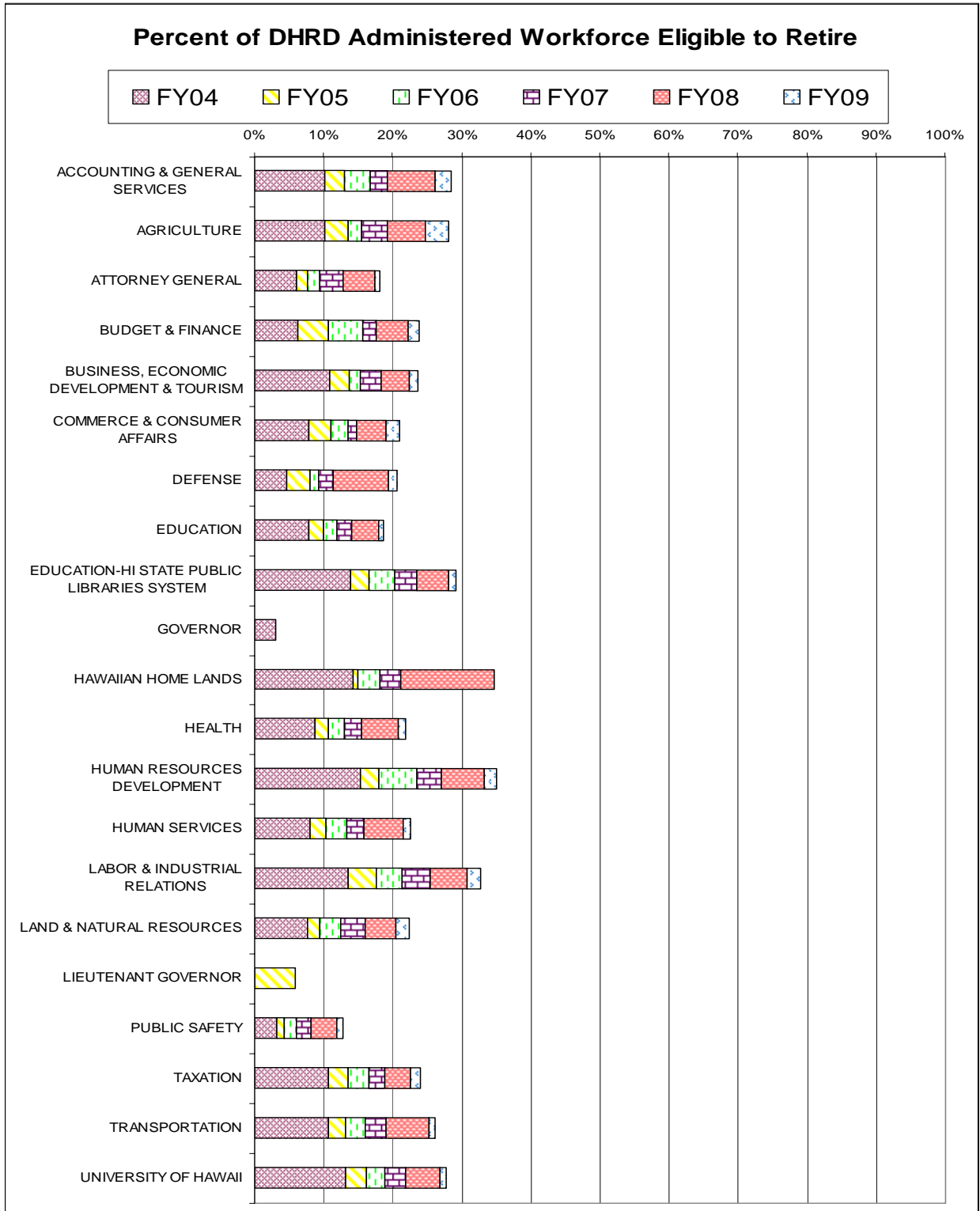
## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Five year projection on the number of employees who would be eligible for retirement at the end of fiscal year 2009 (i.e., June 30, 2009).

At the end of fiscal year 2009, the Departments of Hawaiian Home Lands, Human Resources Development, and Labor & Industrial Relations have the potential of seeing one-third of their entire workforce retire.

DEPARTMENT	TOTAL COUNT OF EMPLOYEES	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY04)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY:					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2009	PERCENT OF DHRD ADMINISTERED WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2009
			FY05	FY06	FY07	FY08	FY09		
ACCOUNTING & GENERAL SERVICES	1,051	106	30	39	27	73	24	299	28.4%
AGRICULTURE	303	31	10	6	11	17	10	85	28.1%
ATTORNEY GENERAL	628	38	10	11	22	28	5	114	18.2%
BUDGET & FINANCE	318	20	14	16	6	15	5	76	23.9%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	241	26	7	4	7	10	3	57	23.7%
COMMERCE & CONSUMER AFFAIRS	372	29	12	9	5	16	7	78	21.0%
DEFENSE	237	11	8	3	5	19	3	49	20.7%
EDUCATION	5,193	408	105	107	108	206	34	968	18.6%
EDUCATION-HI STATE PUBLIC LIBRARIES SYSTEM	490	68	13	18	16	23	5	143	29.2%
GOVERNOR	65	2	0	0	0	0	0	2	3.1%
HAWAIIAN HOME LANDS	127	18	1	4	4	17	0	44	34.6%
HEALTH	3,232	279	64	74	85	171	34	707	21.9%
HUMAN RESOURCES DEVELOPMENT	111	17	3	6	4	7	2	39	35.1%
HUMAN SERVICES	2,373	191	56	69	58	136	25	535	22.5%
LABOR & INDUSTRIAL RELATIONS	728	98	30	27	30	39	14	238	32.7%
LAND & NATURAL RESOURCES	671	51	12	20	25	29	14	151	22.5%
LIEUTENANT GOVERNOR	17	0	1	0	0	0	0	1	5.9%
PUBLIC SAFETY	2,273	71	28	40	49	84	19	291	12.8%
TAXATION	355	38	10	11	8	13	5	85	23.9%
TRANSPORTATION	2,325	249	58	66	70	143	24	610	26.2%
UNIVERSITY OF HAWAII	1,672	219	52	43	51	84	15	464	27.8%
TOTALS:	22,782	1,970	524	573	591	1,130	248	5,036	22.1%

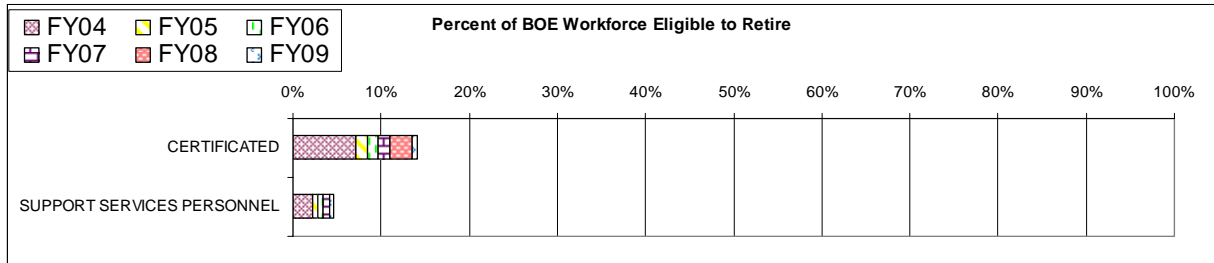
# PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD



## PROJECTED RETIREMENTS BOARD OF EDUCATION

Five year projection on the number of employees who would be eligible for retirement at the end of fiscal year 2009 (i.e., June 30, 2009).

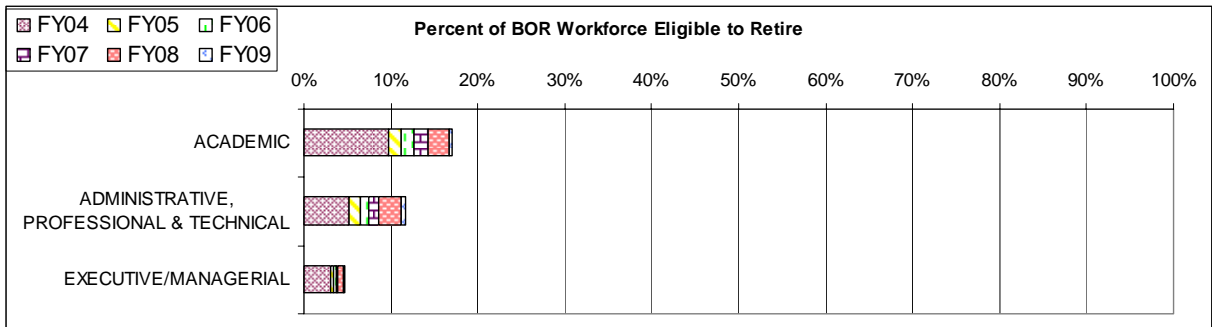
BOARD OF EDUCATION	TOTAL NUMBER OF EMPLOYEES IN THE BOE WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY04)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY:					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2009	PERCENT OF BOE WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2009
			FY05	FY06	FY07	FY08	FY09		
CERTIFICATED	13,974	1,001	179	166	199	338	93	1,976	14.1%
SUPPORT SERVICES PERSONNEL	3,034	66	20	19	23	55	12	195	6.4%
<b>TOTALS:</b>	<b>17,008</b>	<b>1,067</b>	<b>199</b>	<b>185</b>	<b>222</b>	<b>393</b>	<b>105</b>	<b>2,171</b>	<b>12.8%</b>



# PROJECTED RETIREMENTS BOARD OF REGENTS

Five year projection on the number of employees who would be eligible for retirement at the end of fiscal year 2009 (i.e., June 30, 2009).

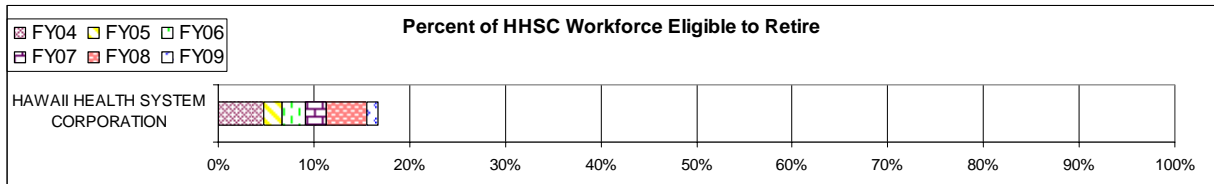
BOARD OF REGENTS	TOTAL NUMBER OF EMPLOYEES IN BOR WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY04)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY:					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2009	PERCENT OF BOR WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2009
			FY05	FY06	FY07	FY08	FY09		
ACADEMIC	4,534	444	62	67	77	108	13	771	17.0%
ADMINISTRATIVE, PROFESSIONAL & TECHNICAL	1,738	91	22	16	20	45	8	202	11.6%
EXECUTIVE/MANAGERIAL	193	53	6	7	3	10	3	82	42.5%
<b>TOTALS:</b>	<b>6,465</b>	<b>588</b>	<b>90</b>	<b>90</b>	<b>100</b>	<b>163</b>	<b>24</b>	<b>1,055</b>	<b>16.3%</b>



## PROJECTED RETIREMENTS HAWAII HEALTH SYSTEMS CORPORATION

Five year projection on the number of employees who would be eligible for retirement at the end of fiscal year 2009 (i.e., June 30, 2009).

TOTAL NUMBER OF EMPLOYEES IN HHSC WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY04)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY:					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2009	PERCENT OF HHSC WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2009
		FY05	FY06	FY07	FY08	FY09		
2,837	134	54	69	64	121	31	473	16.7%







## Explanations Of Terms, Categories, & Counts

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## Explanation of Terms, Categories & Counts

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This section explains the major terms, categories and counts referred to in this report.

<u>TERM</u>	<u>EXPLANATION</u>
Average Age	An arithmetic mean of the age of employees of a specific group.
Average Years of Service	The arithmetic mean of employees' years or length of government service that is calculated based on the estimated Service Computation date reported by departments.
Average Annual Salary	The arithmetic mean of employees' annual salary. For this report, the annual salary of an employee paid on a monthly basis is derived by multiplying the employee's monthly rate of pay by 12 months and by the employee's full time equivalency rate. An hourly paid employee's annual salary is calculated by multiplying the hourly rate of pay by 2080 hours (the standard work hours in a year) and by the employee's full time equivalency rate.
Biological & Physical Science (Occupational Group V)	Includes classes of positions which perform and/or supervise professional work in scientific research and development, and conservation and control relative to fish and wildlife, entomology, forestry, agriculture, ground water resources and allied fields.
Casual Hires	Employees who are employed either intermittently or seasonally. These employees do not have a regular schedule and are paid for the times they are called to duty. They are not included in the demographic portion of this report.
Certificated Workforce	Refers to personnel who have obtained certificates in the field of education as required by the Department of Education. Includes such persons as teachers, principals, vice principals, and professional employees of the state and district offices except those in the civil service.
Civil Service Workforce	Personnel covered by Chapters 76 and 78 of the Hawaii Revised Statutes, the civil service and public service laws for public officers and employees.
Clerical & Allied	Includes classes of positions which perform and/or supervise clerical, other office support work and technical white collar functions.

<u>TERM</u>	<u>EXPLANATION</u>
Education Workforce	Personnel of the Department of Education (EDN) and the University of Hawaii (UOH) and whose positions are exempt from Chapters 76-16(11), HRS. These employees include teachers, educational officers, classroom support personnel and faculty.
Employee	A person holding a position, civil service or exempt from civil service, on full-time or part-time basis, and paid hourly, daily, or salaried.
Engineering & Allied (Occupational Group VII)	Includes classes of positions which perform and/or supervise professional work involving the application of engineering principles and concepts. Also includes non-professional and technical engineering support services.
Ethnicity	An employee's race or origin. For this report, twelve (12) ethnic groups are reported. Employees who have not identified or listed their ethnicity are reported as Others.
Excluded Managerial (EMCP)	Top level managerial and administrative personnel in civil service positions; such as, chief of a major division or branch of a department.
Executive Branch	One of the three branches of government. Includes the offices of the Governor, Lieutenant Governor, and 18 departments— Agriculture; Accounting & General Services; Attorney General; Budget & Finance; Business; Economic Development & Tourism; Commerce & Consumer Affairs; Defense; Education; Hawaiian Home Lands; Human Services; Human Resources Development; Health; Labor Industrial Relations; Land & Natural Resources; Public Safety; Taxation; Transportation; and the University of Hawaii. For purposes of this report, also includes the Hawaii Health Systems Corporation.
Exempt Employees	Elected or appointed officials and employees in positions exempted from civil service and compensation laws for public officers and employees (Section 76-16, HRS); such as deputies attorney general, Hawaii national guard, department heads, teachers, educational officers and the faculties of the Department of Education and the University of Hawaii.

<u>TERM</u>	<u>EXPLANATION</u>
FTE	<b>Full Time Equivalency:</b> Based on an 8-hour workday, the FTE is the rate of percent that an employee is employed. Basically 100% FTE equates to an employee employed 8 hours each workday and 50% FTE equates to an employee employed 4 hours each workday, and so forth.
Hawaiian	Persons of Hawaiian descent. For the purposes of this report, persons reported part-Hawaiian are included in the Hawaiian count.
Labor, Custodial & Domestic Services (Occupational Group IX)	Includes classes of positions which perform and/or supervise blue collar manual work, e.g., janitorial and groundskeeping, laborer, and food service.
Librarian (Occupational Group IV)	Includes of classes of positions which perform and/or supervise professional work in providing library, government documents archival and medical records services. Also includes positions which provide or supervise non-professional and paraprofessional support.
Management, Staff & Allied (Occupational Group II)	Includes classes of positions that perform and/or supervise administrative, professional and technical work which require specialized knowledge and normally require at least a baccalaureate degree.
Occupational Groups	<p>Fourteen groups are identified and reported. They are:</p> <ul style="list-style-type: none"> <li>I. Clerical &amp; Allied;</li> <li>II. Management, Staff &amp; Allied;</li> <li>III. Social Service, Public Employment &amp; Allied;</li> <li>IV. Librarian;</li> <li>V. Biological &amp; Physical Sciences;</li> <li>VI. Public Health &amp; Medical Care;</li> <li>VII. Engineering &amp; Allied;</li> <li>VIII. Regulatory, Enforcement &amp; Public Safety;</li> <li>IX. Labor, Custodial &amp; Domestic Services;</li> <li>X. Trades, Equipment Operation &amp; Allied;</li> <li>EM Excluded Managerial;</li> <li>DOE Support Services Personnel;</li> <li>DOE Teachers &amp; Educational Officers;</li> <li>UH Faculty &amp; Certain Staff; and,</li> <li>Others Position/appointments not assigned to an occupational group category.</li> </ul>

<u>TERM</u>	<u>EXPLANATION</u>
Public Health & Medical Care (Occupational Group VI)	Includes classes of positions which perform and/or supervise professional work in public health and medical care in such fields as medicine, dentistry, nursing, occupational and physical therapy, dietetics and nutrition and veterinary medicine. Also includes non-professional and paraprofessional support personnel.
Regulatory, Enforcement & Public Safety (Occupational Group VIII)	Includes classes of positions which perform and/or supervise work in the protection of persons and property and/or the conduct of inspections and/or investigations for compliance with various rules and regulations.
Social Service, Public Employment & Allied (Occupational Group III)	Includes classes of positions which perform and/or supervise professional work in providing a variety of social and rehabilitative services to individuals and groups in the community. Also includes non-professional and paraprofessional support work in such programs.
Trades, Equipment Operation & Allied (Occupational Group X)	Includes classes of positions which perform and/or supervise skilled and semi-skilled trade work or motorized equipment operation.
Workforce	Unless otherwise noted, the Workforce includes employees of the Executive Branch of government of the State of Hawaii. The employees are in civil service and exempt positions, paid on a regular basis and employed 50% or more (100% is equivalent to that of an 8-hour-a-day workday). Casual and 89-day hires are not included.

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