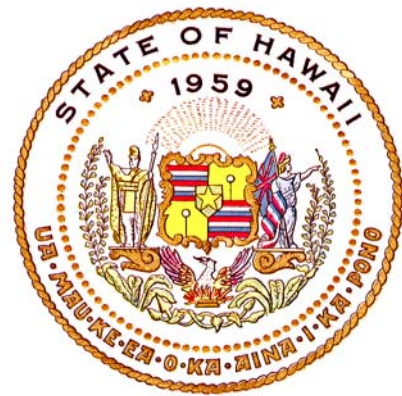


# State of Hawaii Executive Branch Workforce Profile



Linda Lingle  
Governor  
State of Hawaii

Marie C. Laderta  
Director

Department of Human Resources Development

May 2007



## 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, 2006. Although this report is not required by law, we believe the information provided in this project can be used by State program administrators and legislators as an aid in strategic planning and decision-making with regards to program services, staffing, and budgeting.

The first section of the report provides demographic data on the entire **Executive Branch Workforce**. The data 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 **Four Separate 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, **Projected Retirements**, provides information on the number of employees who are currently eligible for retirement and projects retirement numbers for the next five years. This year, we studied the aging workforce of the personnel system administered by DHRD in greater depth. Within five years, at least one-third of the civil service managers in all departments will be eligible to retire.

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

We hope that you find the information in this report helpful 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,

/s/ Marie C. Laderta

Marie C. Laderta  
Director



## Executive Summary

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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 50,551 civil service and exempt employees as of June 30, 2006.<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 Board of Education (BOE) as a result of the legislative transfer of 5,400+ civil service employees from the personnel system administered by DHRD to the BOE on July 1, 2005.<sup>2</sup> In fiscal year 2006, the system administered by BOE covered 45.05% of the Executive Branch workforce. The other systems administered by:

- DHRD covered 34.42%;
- University of Hawaii Board of Regents covered 13.36%; and
- Hawaii Health Systems Corporation covered 7.17%.

The largest agency was the BOE with 22,000+ civil service and exempt employees, of which 14,000+ were teachers and other certificated staff. The next largest agency was the University of Hawaii with 8,300+ employees, of which 3,500+ were academic staff. The smallest agency was the Department of Human Resources Development with 100+ employees.

69.9% of the workforce resided on Oahu; 14.6% on the Big Island; 9.3% on Maui; 4.8% on Kauai; .8% on Molokai; and .3% on Lanai.

Females comprised 63% of the workforce. The average employee was age 46 with 11 years of service. Notably, 4,660 employees who were members of the retirement system (9.22%) were eligible for retirement as of June 30, 2006, and it is projected that the number will grow to 11,015 employees (21.79%) by June 30, 2011.

The largest ethnic groups were: Japanese (29%), White (22.7%), and Hawaiian (16.2%). The five largest occupational groups were: Teachers (26%); Clerical and Allied (12.8%); Labor, Custodial and Domestic Services (9.2%); Social Services, Public Employment and Allied (8.4%); and Public Health and Medical Care (7%).

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

<sup>2</sup> See Act 51, SLH 2004.

## Executive Summary

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45,385 employees or 89.78% of the total workforce were covered by collective bargaining and represented by the following employee organizations:

- Hawaii Government Employees Association (46.3%);
- Hawaii State Teachers Association (28.5%);
- United Public Workers (17.5%);
- University of Hawaii Professional Assembly (7.3%); and
- Hawaii Fire Fighters Association (.4%).

Inquiries about the data presented in this report may be directed to Ms. Sherry 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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### The Four Personnel Systems of the Executive Branch

*This section reports on the four separate and autonomous personnel systems of the Executive Branch.*

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## Executive Branch Workforce

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*50,551 Employees*

*as of June 2006*



## EXECUTIVE BRANCH CIVIL SERVICE AND EXEMPT EMPLOYEES

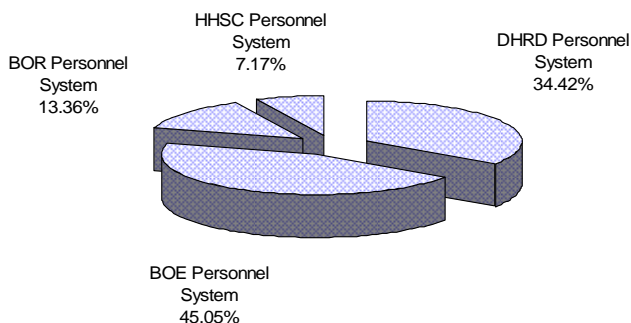
There are four independent personnel systems in the Executive Branch. They are:

1. The personnel system administered by the Department of Human Resources Development (DHRD), which includes employees in civil positions and some employees in exempt positions.
2. The Department of Education system, administered by the Board of Education (BOE), which includes civil service employees (transferred from the personnel system administered by DHRD), 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; lecturers; administrative, professional, and 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	15,470	30.60%
Exempt Employees	1,930	3.82%
<b>Department of Human Resources Development Total:</b>	<b>17,400</b>	<b>34.42%</b>
<b>Board of Education (BOE)</b>		
Civil Service Employees	5,526	10.93%
Support Services Personnel	3,160	6.25%
Teachers & Educational Officers	14,085	27.86%
<b>Board of Education Employees Total:</b>	<b>22,771</b>	<b>45.05%</b>
<b>Board of Regents (BOR)</b>		
Administrative, Professional & Technical Staff	1,869	3.70%
Executive/Managerial	199	0.39%
Faculty	3,509	6.94%
Graduate Assistants*	1,179	2.33%
Lecturers	**	
<b>Board of Regents Employees Total:</b>	<b>6,756</b>	<b>13.36%</b>
<b>Hawaii Health Systems Corporation (HHSC)</b>		
Civil Service Employees	3,427	6.78%
Exempt Employees	197	0.39%
<b>Hawaii Health Systems Corporation Total:</b>	<b>3,624</b>	<b>7.17%</b>
<b>TOTAL WORKFORCE:</b>	<b>50,551</b>	<b>100.00%</b>

\*Graduate Assistants are full-time graduate students in degree granting programs working as non-permanent, part-time teaching or research assistants.

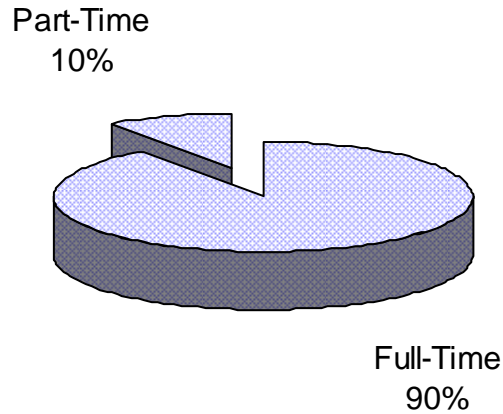
\*\*The University of Hawaii (UH) employs approximately 900 lecturers during the academic school year. Lecturers are not normally employed by UH on June 30. However, during the academic school year, lecturers are a significant part of UH's workforce.



## EXECUTIVE BRANCH COMPOSITION OF THE WORKFORCE

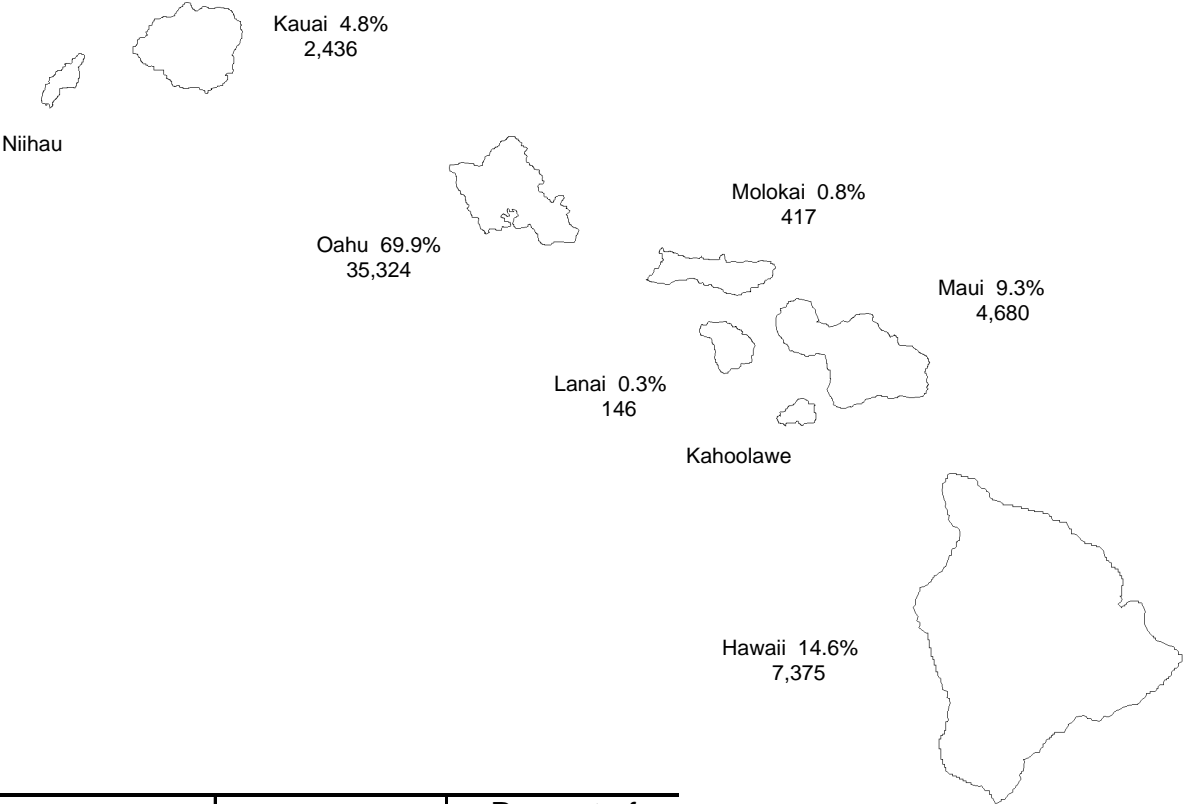
Number of full- and part-time employees in the four (4) personnel systems administered by the Department of Human Resources Development (DHRD), Board of Education (BOE), Board of Regents (BOR), and the Hawaii Health Systems Corporation (HHSC).

PERSONNEL SYSTEMS	TOTAL # OF EMPLOYEES	FULL-TIME	PART-TIME	FTE
Personnel System Administered by the Department of Human Resources Development (DHRD)	17,400	17,160	240	17,287.482
Board of Education (BOE)	22,771	20,101	2,670	21,601.655
Board of Regents (BOR)	6,756	5,051	1,705	5,845.157
Hawaii Health Systems Corporation (HHSC)	3,624	3,251	373	3,504.725
<b>TOTAL WORKFORCE:</b>	<b>50,551</b>	<b>45,563</b>	<b>4,988</b>	<b>48,239.019</b>



# EXECUTIVE BRANCH EMPLOYEES BY ISLAND

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

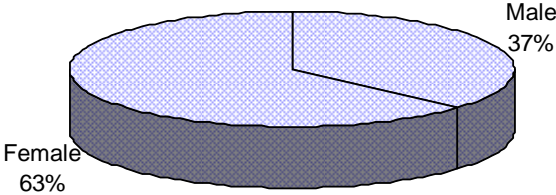


Island	Employees	Percent of Total Workforce
Oahu	35,324	69.9%
Hawaii	7,375	14.6%
Maui	4,680	9.3%
Kauai	2,436	4.8%
Molokai	417	0.8%
Lanai	146	0.3%
Other*	173	0.3%
<b>Total</b>	<b>50,551</b>	<b>100.0%</b>

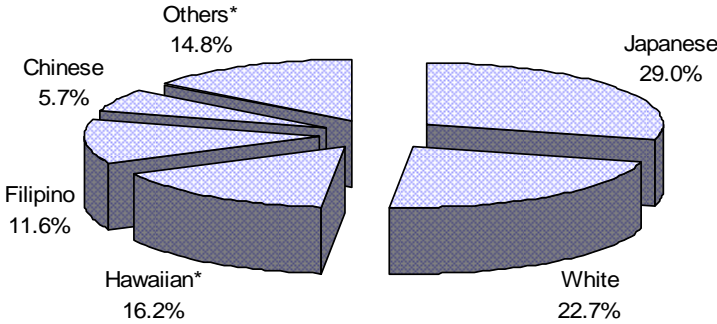
\*Employees having out-of-state mailing addresses are not reported.

# EXECUTIVE BRANCH WORKFORCE PROFILE

Executive Branch Workforce	50,551	100%
Male	18,484	37%
Female	32,067	63%



The Average	Age	Years of Service
Employee	46	11
Male	46	11
Female	45	11



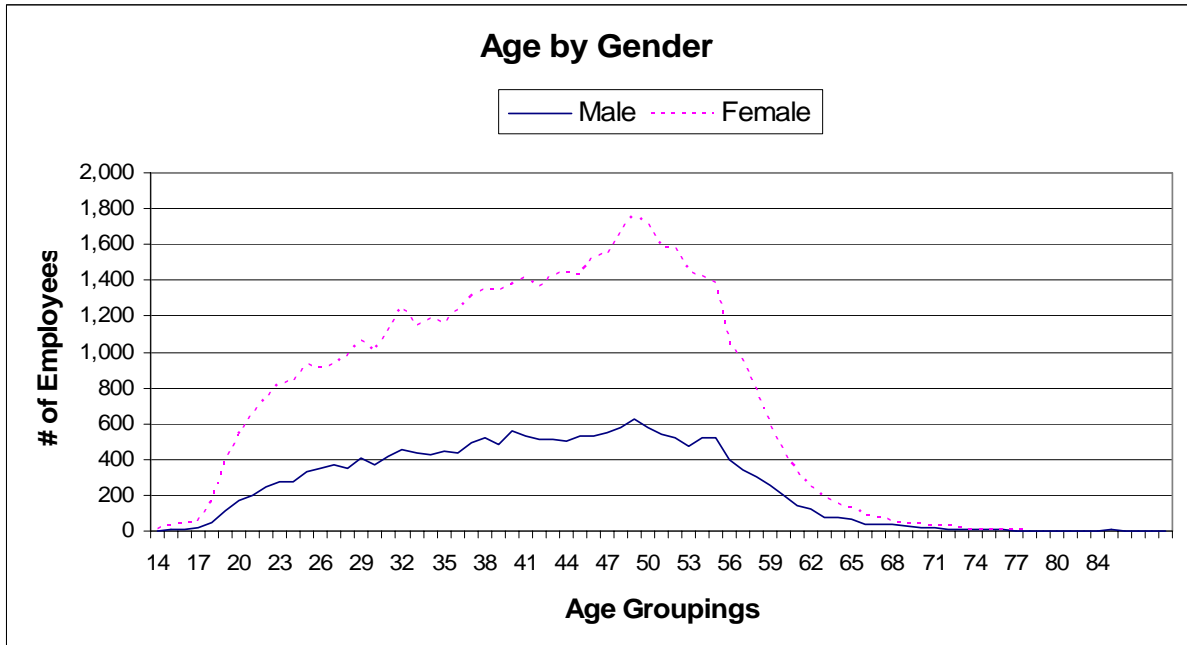
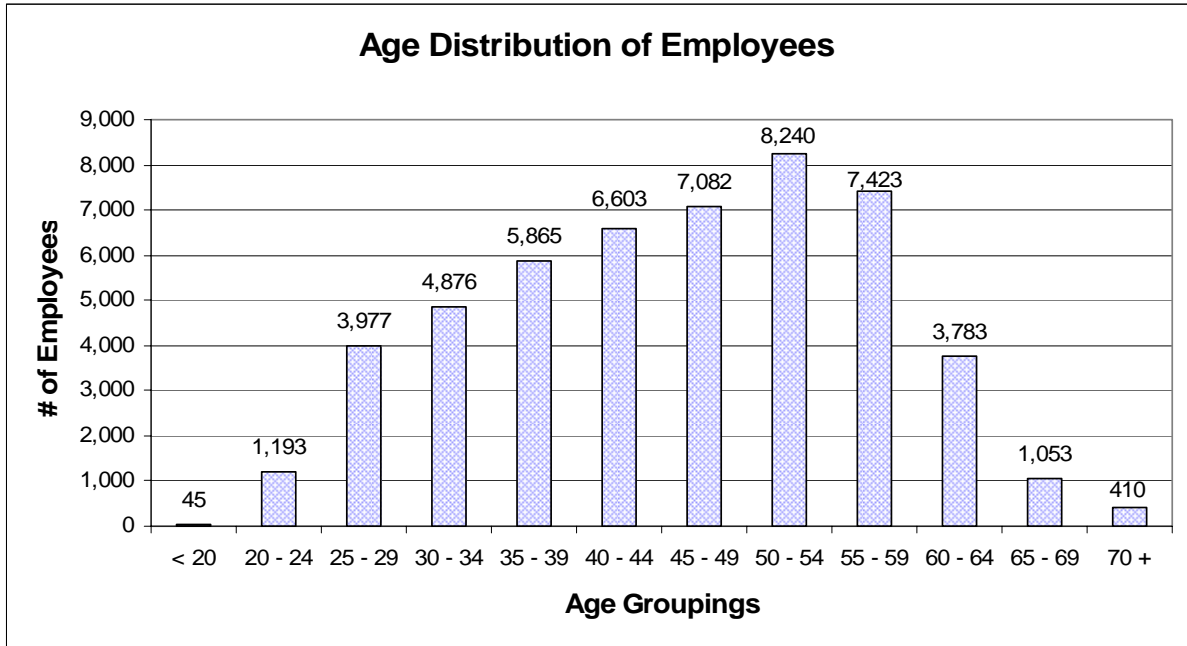
Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Workforce	Male	Female	Age	Service
Japanese	14,684	29.0%	4,906	9,778	47	15
White	11,461	22.7%	4,602	6,859	47	10
Hawaiian*	8,165	16.2%	2,867	5,298	44	10
Filipino	5,869	11.6%	2,040	3,829	45	10
Chinese	2,890	5.7%	1,109	1,781	46	12
Others*	7,482	14.8%	2,960	4,522	42	8
<b>Total Counts/Averages:</b>	<b>50,551</b>	<b>100.0%</b>	<b>18,484</b>	<b>32,067</b>	<b>46</b>	<b>11</b>

"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.



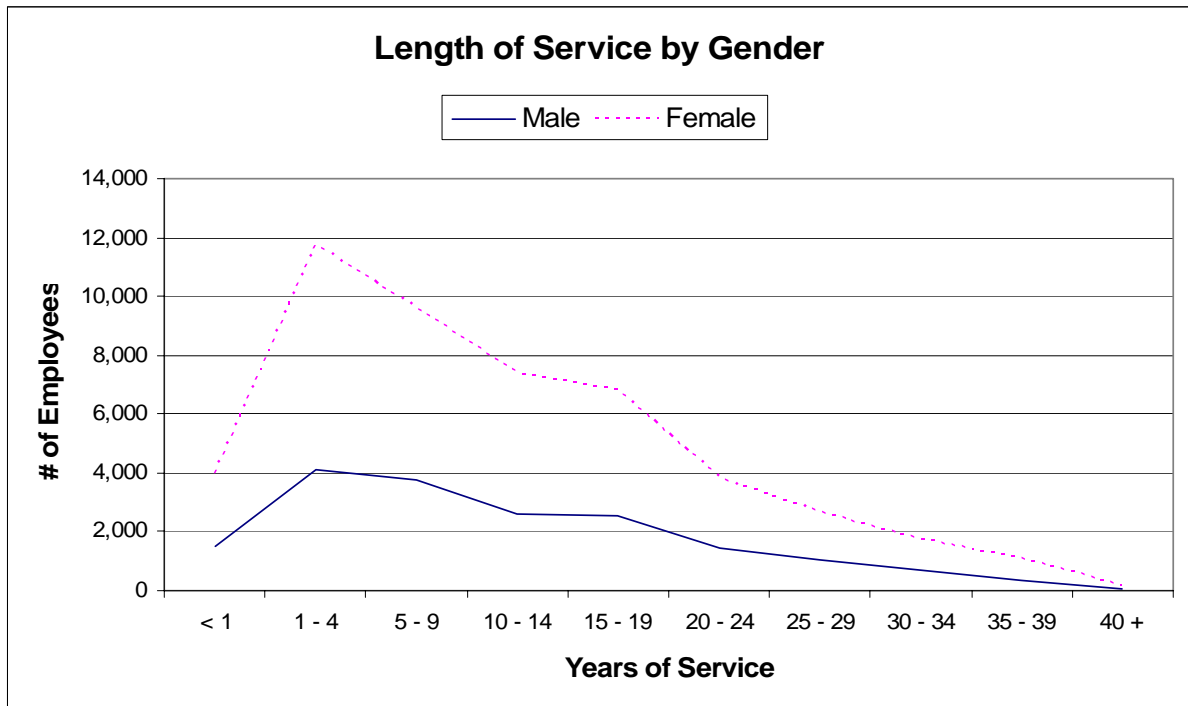
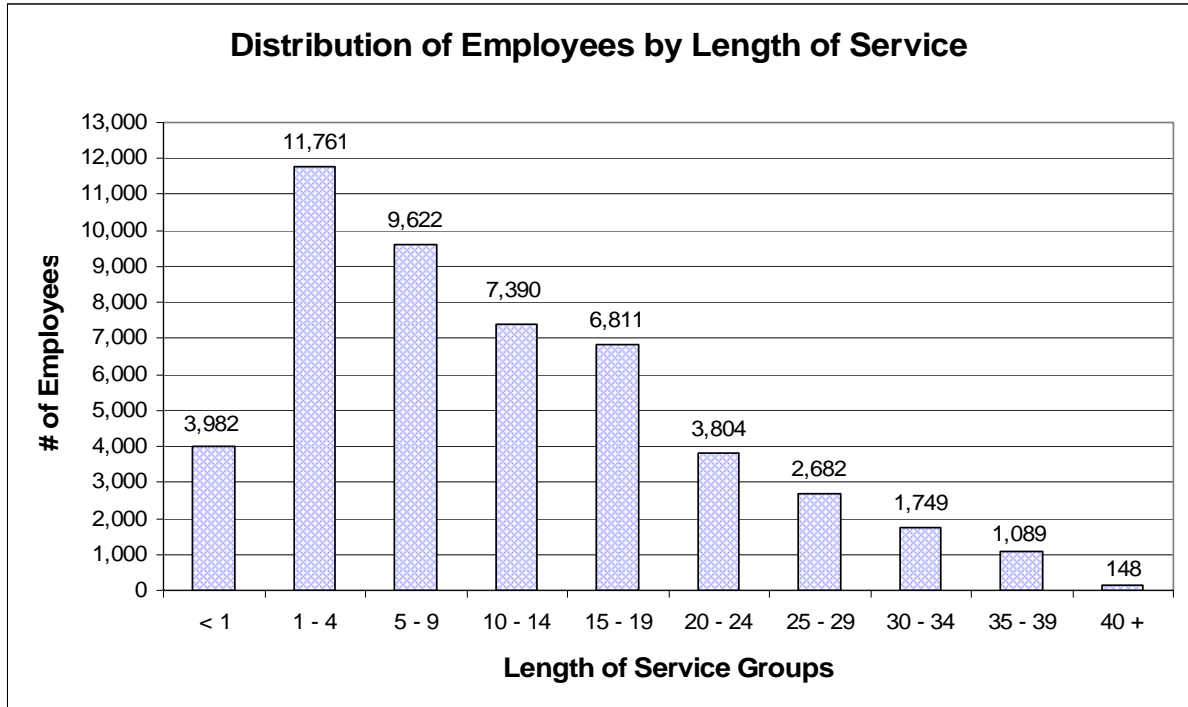
## EXECUTIVE BRANCH AGE DISTRIBUTION OF EMPLOYEES

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



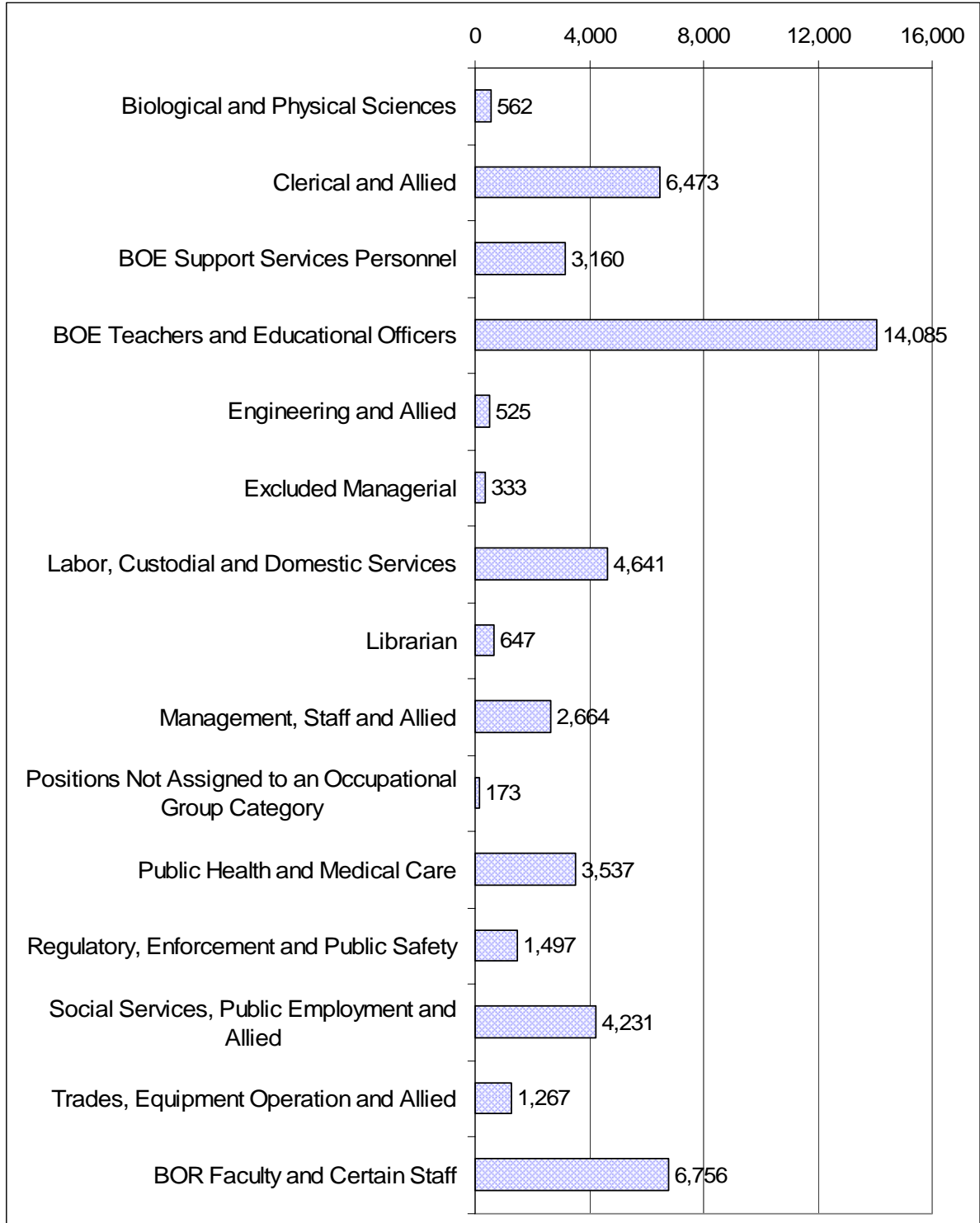
## EXECUTIVE BRANCH LENGTH OF SERVICE OF EMPLOYEES

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



## EXECUTIVE BRANCH WORKFORCE DISTRIBUTION BY OCCUPATIONAL GROUPING

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 Explanation of Terms, Categories, & Counts section of this report for further explanation of each occupational group.

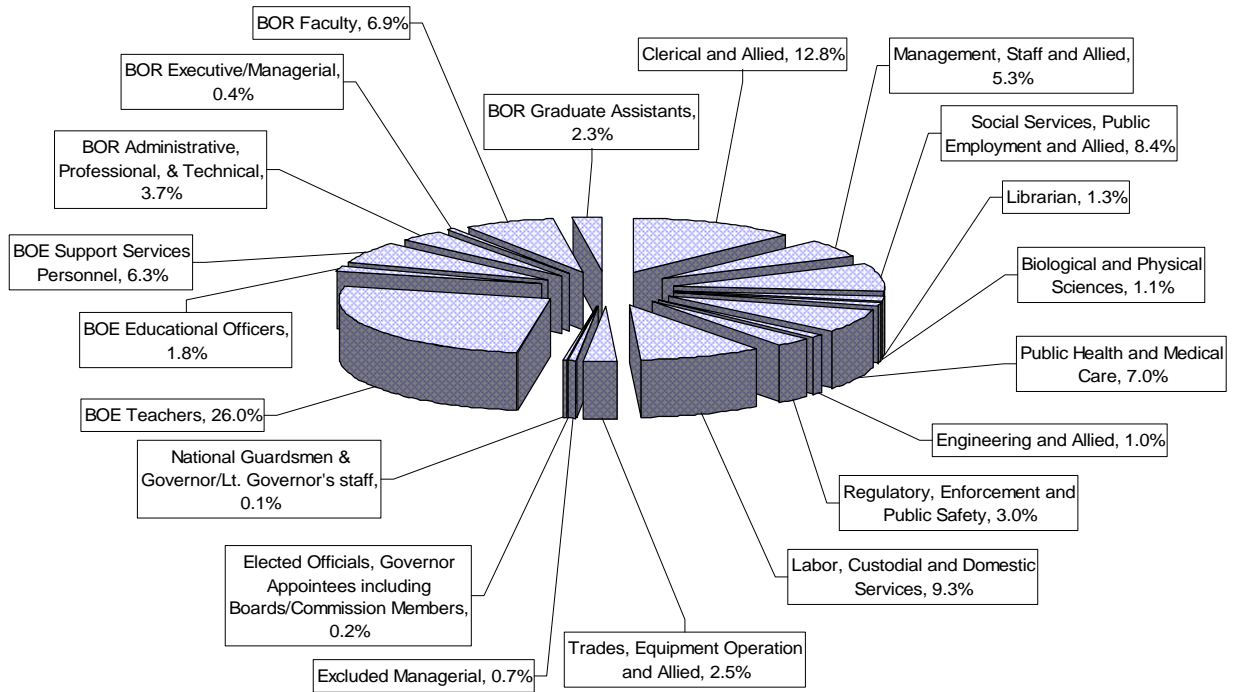
Count of Employees	Percent	Occup'l Group*	Occupational Group Description	Averages		
				Age	Years of Service	Annual Salary
6,473	12.8%	I	Clerical and Allied	47	12	\$31,153
2,664	5.3%	II	Management, Staff and Allied	48	12	\$56,238
4,231	8.4%	III	Social Services, Public Employment and Allied	45	11	\$43,058
647	1.3%	IV	Librarian	48	13	\$34,804
562	1.1%	V	Biological and Physical Sciences	46	12	\$46,344
3,537	7.0%	VI	Public Health and Medical Care	45	10	\$53,915
525	1.0%	VII	Engineering and Allied	47	13	\$53,432
1,497	3.0%	VIII	Regulatory, Enforcement and Public Safety	47	13	\$42,358
4,641	9.2%	IX	Labor, Custodial and Domestic Services	48	11	\$27,777
1,267	2.5%	X	Trades, Equipment Operation and Allied	50	14	\$38,724
333	0.7%	EM	Excluded Managerial	54	21	\$81,752
77	0.2%	Others	Elected Officials, Governor Appointees including Boards/Commission Members	54	10	\$76,025
65	0.1%		National Guardsmen & Governor/Lt. Governor's staff	44	4	\$50,656
13,168	26.0%	BOE	BOE Teachers	43	11	\$48,568
917	1.8%		BOE Educational Officers	51	20	\$83,836
3,160	6.3%		BOE Support Services Personnel	44	8	\$22,980
1,869	3.7%	BOR	BOR Administrative, Professional, & Technical	43	10	\$48,858
199	0.4%		BOR Executive/Managerial	56	17	\$119,628
3,509	6.9%		BOR Faculty	51	13	\$64,979
1,179	2.3%		BOR Graduate Assistants	30	3	\$15,562

Total Workforce: 50,551

# EXECUTIVE BRANCH WORKFORCE BY OCCUPATIONAL GROUP, OVERVIEW

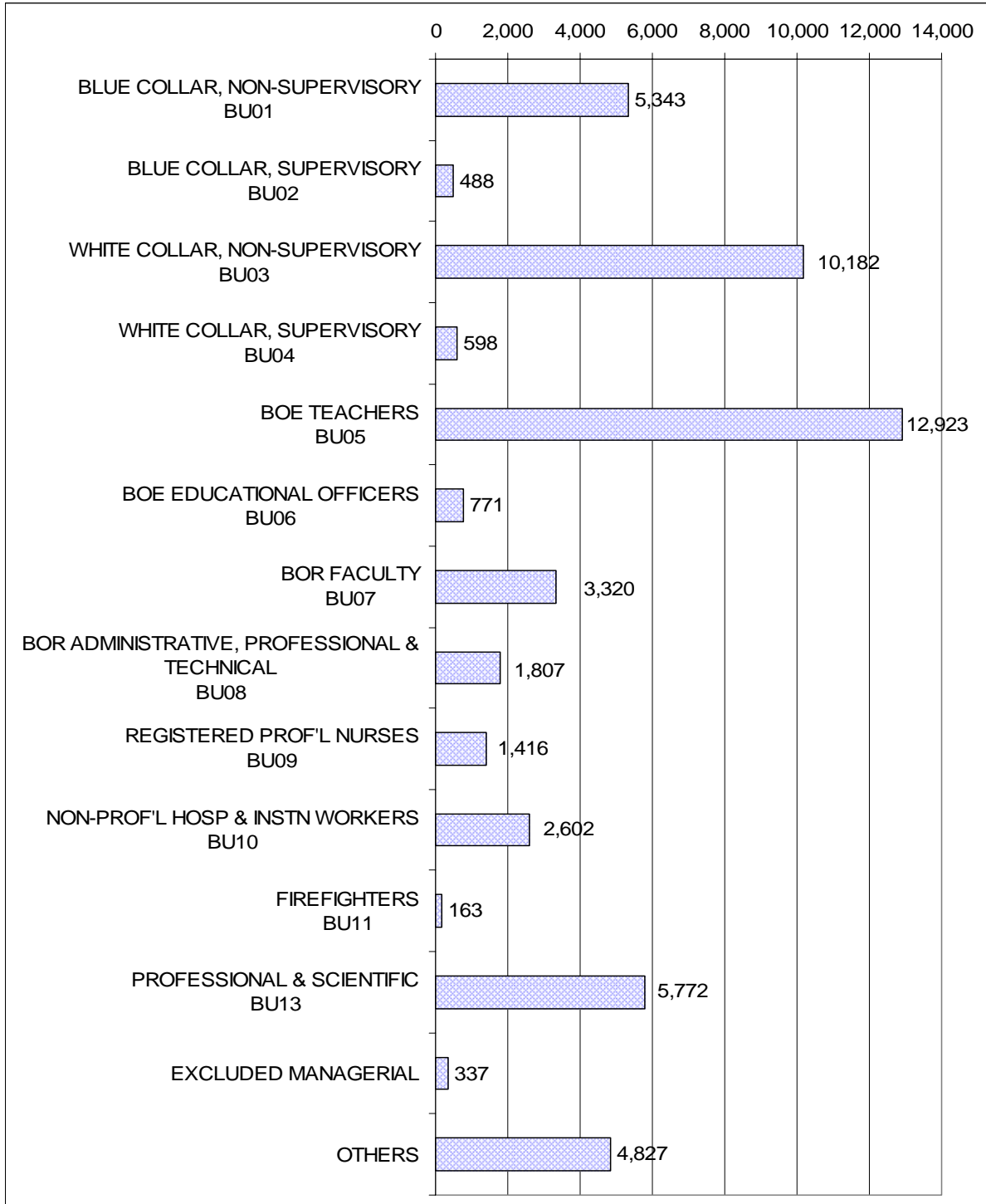
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Percentage distribution of employees in the Executive Branch by occupational group.



## EXECUTIVE BRANCH WORKFORCE DISTRIBUTION BY COLLECTIVE BARGAINING UNITS

Bargaining unit distribution of employees in the Executive Branch. Numbers may not add up to total workforce due to unreported bargaining unit codes.

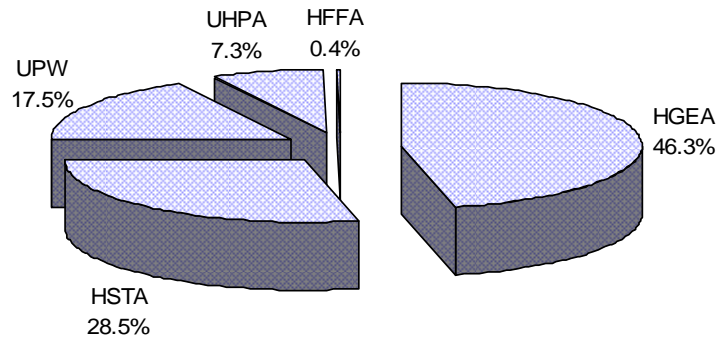


## EXECUTIVE BRANCH WORKFORCE BY COLLECTIVE BARGAINING UNITS, AVERAGES

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

BU	Exclusive Rep.	Collective Bargaining Group	Employee Count	Percent of Workforce	Averages		
					Age	Years of Service	Annual Salary
01	UPW	Blue Collar, Non-Suprvy	5,343	10.6%	49	11	\$29,171
02	HGEA	Blue Collar, Suprvy	488	1.0%	51	19	\$41,367
03	HGEA	White Collar, Non-Suprvy	10,182	20.1%	47	10	\$28,630
04	HGEA	White Collar, Suprvy	598	1.2%	50	19	\$43,329
05	HSTA	BOE Teachers	12,923	25.6%	43	11	\$49,037
06	HGEA	BOE Educational Officers	771	1.5%	51	21	\$83,479
07	UHPA	BOR Faculty	3,320	6.6%	51	13	\$67,707
08	HGEA	BOR APT	1,807	3.6%	43	10	\$48,972
09	HGEA	Registered Prof'l Nurses	1,416	2.8%	46	10	\$72,532
10	UPW	Non-Prof'l Hosp & Instn Workers	2,602	5.1%	42	10	\$37,565
11	HFFA	Firefighters	163	0.3%	43	13	\$48,512
13	HGEA	Professional & Scientific	5,772	11.4%	47	12	\$51,146
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			45,385	89.8%	46	11	\$44,252

Total Workforce: 50,551







# 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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*17,400 Employees*

*as of June 2006*

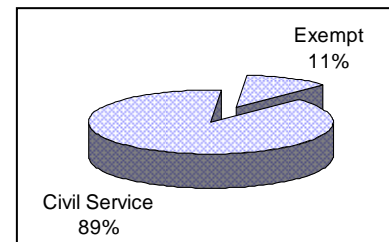
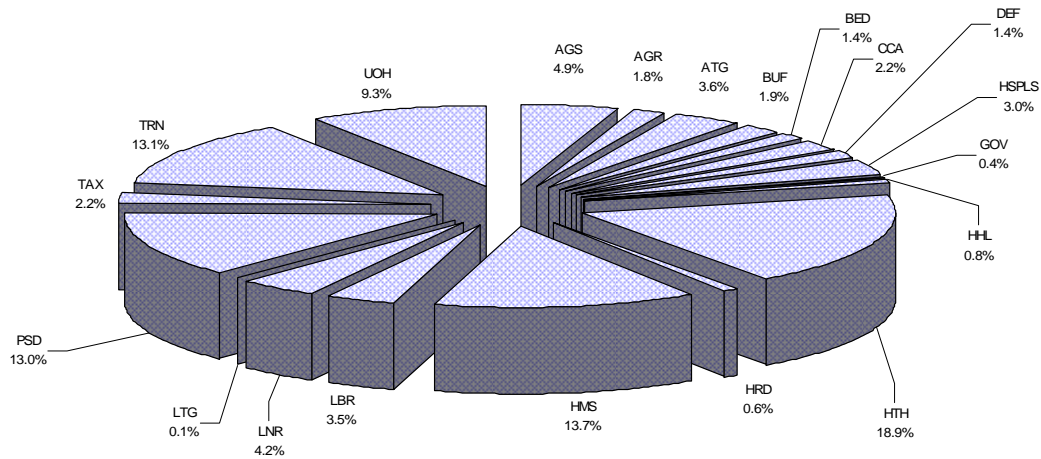


## PERSONNEL SYSTEM ADMINISTERED BY DHRD CIVIL SERVICE AND EXEMPT EMPLOYEES

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

Data on the employees in the Hawaii State Public Libraries System are reported like a department.

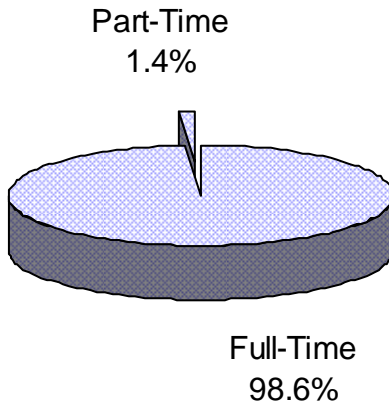
DEPARTMENT	CIVIL SERVICE	EXEMPT	TOTAL	PER CENT OF TOTAL HRD WORKFORCE
ACCOUNTING & GENERAL SERVICES (AGS)	804	51	855	4.9%
AGRICULTURE (AGR)	283	22	305	1.8%
ATTORNEY GENERAL (ATG)	410	217	627	3.6%
BUDGET & FINANCE (BUF)	161	169	330	1.9%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM (BED)	122	127	249	1.4%
COMMERCE & CONSUMER AFFAIRS (CCA)	201	171	372	2.2%
DEFENSE (DEF)	149	95	244	1.4%
HI STATE PUBLIC LIBRARIES SYSTEM (HSPLS)	518	5	523	3.0%
GOVERNOR (GOV)	1	60	61	0.4%
HAWAIIAN HOME LANDS (HHL)	60	76	136	0.8%
HEALTH (HTH)	2,820	462	3,282	18.9%
HUMAN RESOURCES DEVELOPMENT (HRD)	105	4	109	0.6%
HUMAN SERVICES (HMS)	2,201	185	2,386	13.7%
LABOR & INDUSTRIAL RELATIONS (LBR)	547	68	615	3.5%
LAND & NATURAL RESOURCES (LNR)	654	81	735	4.2%
LIEUTENANT GOVERNOR (LTG)	0	16	16	0.1%
PUBLIC SAFETY (PSD)	2,206	59	2,265	13.0%
TAXATION (TAX)	373	14	387	2.2%
TRANSPORTATION (TRN)	2,265	22	2,287	13.1%
UNIVERSITY OF HAWAII (UOH)	1,590	26	1,616	9.3%
<b>TOTAL:</b>	<b>15,470</b>	<b>1,930</b>	<b>17,400</b>	<b>100.0%</b>



## PERSONNEL SYSTEM ADMINISTERED BY DHRD COMPOSITION OF THE WORKFORCE

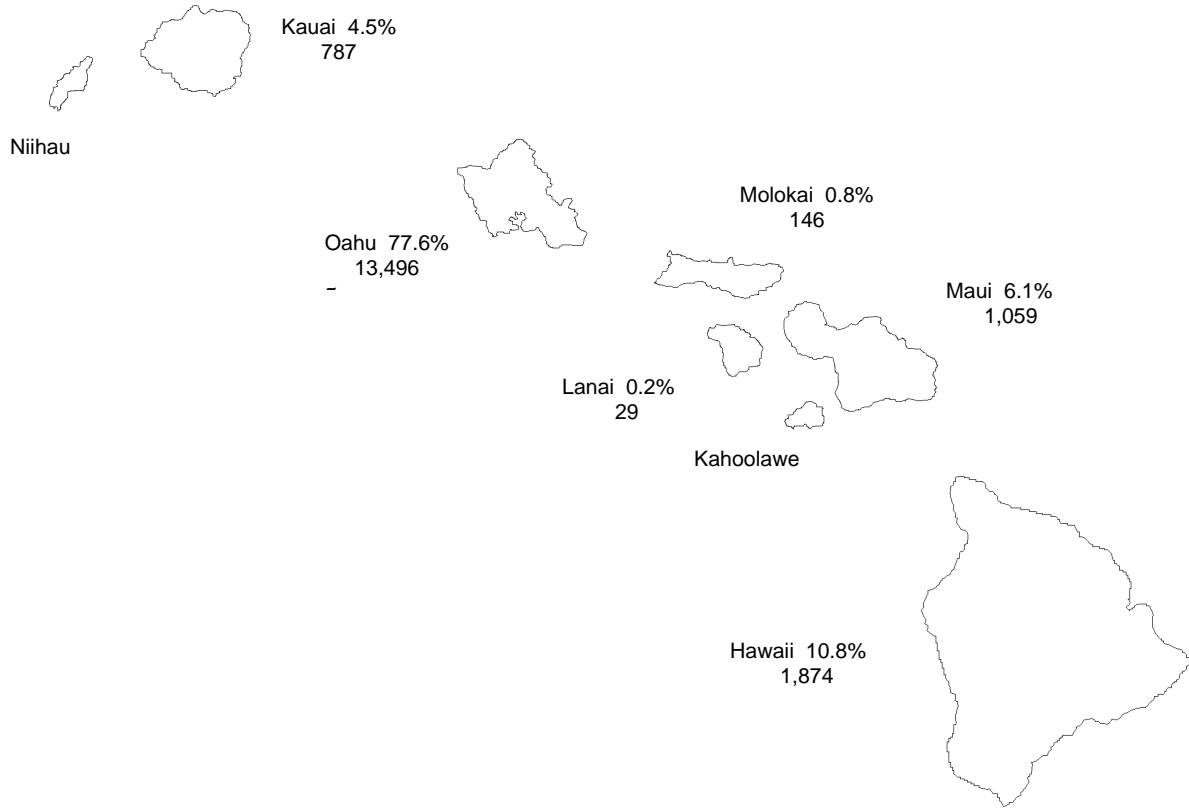
Number of full- and part-time employees in the personnel system administered by the Department of Human Resources Development.

DEPARTMENT	CIVIL SERVICE AND EXEMPT COUNT As of 06/30/2006				
	TOTAL NUMBER OF EMPLOYEES	FULL-TIME		PART-TIME	
		COUNT OF EMPLOYEES	PER CENT	COUNT OF EMPLOYEES	PER CENT
ACCOUNTING & GENERAL SERVICES	855	844	98.7%	11	1.3%
AGRICULTURE	305	303	99.3%	2	0.7%
ATTORNEY GENERAL	627	622	99.2%	5	0.8%
BUDGET & FINANCE	330	326	98.8%	4	1.2%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	249	247	99.2%	2	0.8%
COMMERCE & CONSUMER AFFAIRS	372	372	100.0%	0	0.0%
DEFENSE	244	242	99.2%	2	0.8%
HI STATE PUBLIC LIBRARIES SYSTEM	523	481	92.0%	42	8.0%
GOVERNOR	61	61	100.0%	0	0.0%
HAWAIIAN HOME LANDS	136	136	100.0%	0	0.0%
HEALTH	3,282	3,189	97.2%	93	2.8%
HUMAN RESOURCES DEVELOPMENT	109	109	100.0%	0	0.0%
HUMAN SERVICES	2,386	2,379	99.7%	7	0.3%
LABOR & INDUSTRIAL RELATIONS	615	604	98.2%	11	1.8%
LAND & NATURAL RESOURCES	735	726	98.8%	9	1.2%
LIEUTENANT GOVERNOR	16	15	93.8%	1	6.3%
PUBLIC SAFETY	2,265	2,256	99.6%	9	0.4%
TAXATION	387	387	100.0%	0	0.0%
TRANSPORTATION	2,287	2,281	99.7%	6	0.3%
UNIVERSITY OF HAWAII	1,616	1,580	97.8%	36	2.2%
<b>TOTAL:</b>	<b>17,400</b>	<b>17,160</b>	<b>98.6%</b>	<b>240</b>	<b>1.4%</b>



## PERSONNEL SYSTEM ADMINISTERED BY DHRD EMPLOYEES BY ISLAND

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	13,496	77.6%
Hawaii	1,874	10.8%
Maui	1,059	6.1%
Kauai	787	4.5%
Molokai	146	0.8%
Lanai	29	0.2%
Other*	9	0.1%
<b>Total</b>	<b>17,400</b>	<b>100.0%</b>

\*Employees having out-of-state mailing addresses are not reported.  
Due to rounding of percentages, the individual percentages may not add up to 100%.

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

13,496 employees or 77.6% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Oahu.

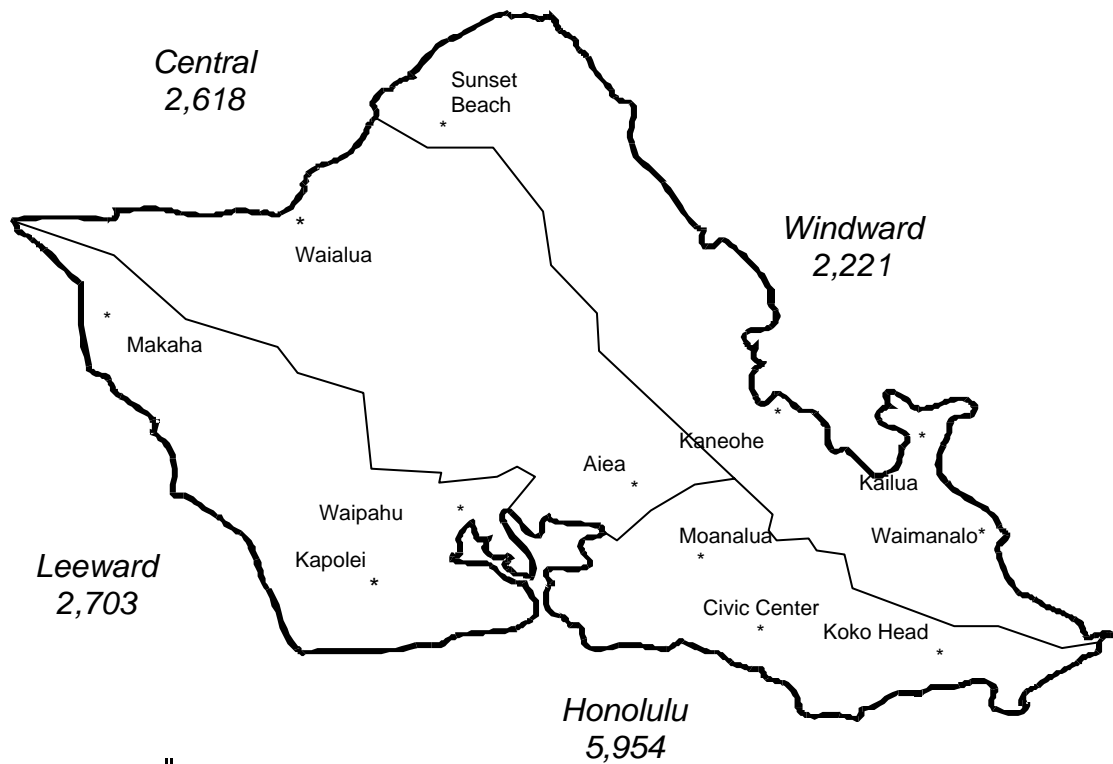
Honolulu = Southeast area of Oahu; Koko Head to Tripler/Moanalua.

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

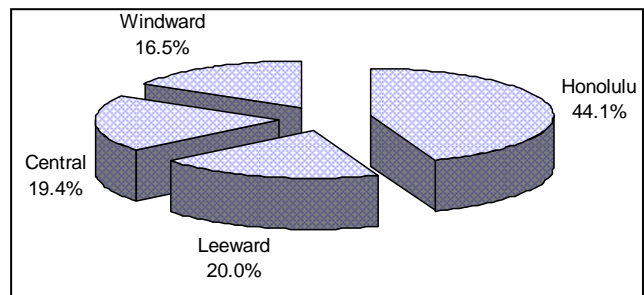
Leeward = Southwest area of Oahu; Waipahu to Makaha.

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

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

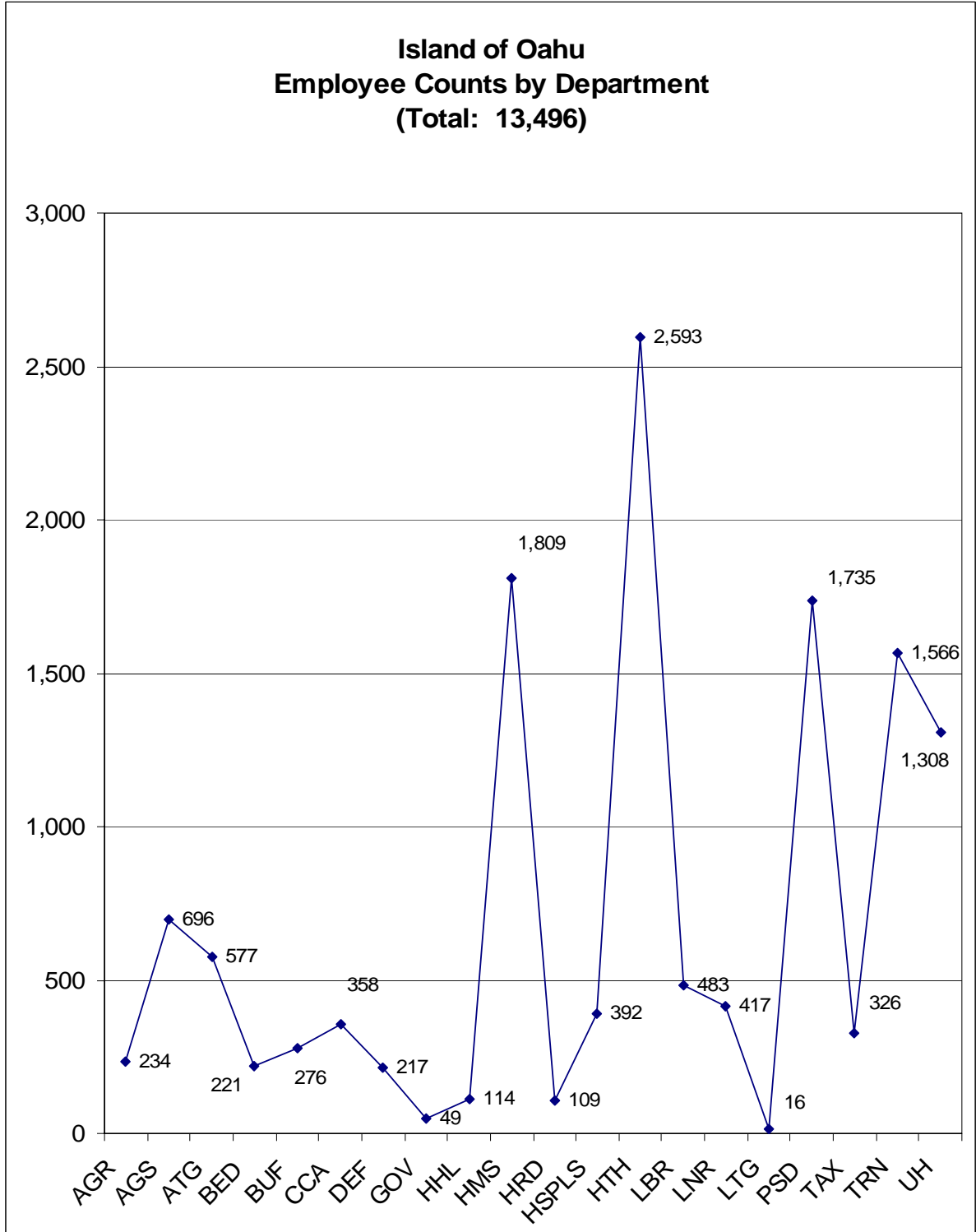


Oahu Districts	# of Employees
Honolulu	5,954
Leeward	2,703
Central	2,618
Windward	2,221
<b>TOTAL:</b>	<b>13,496</b>



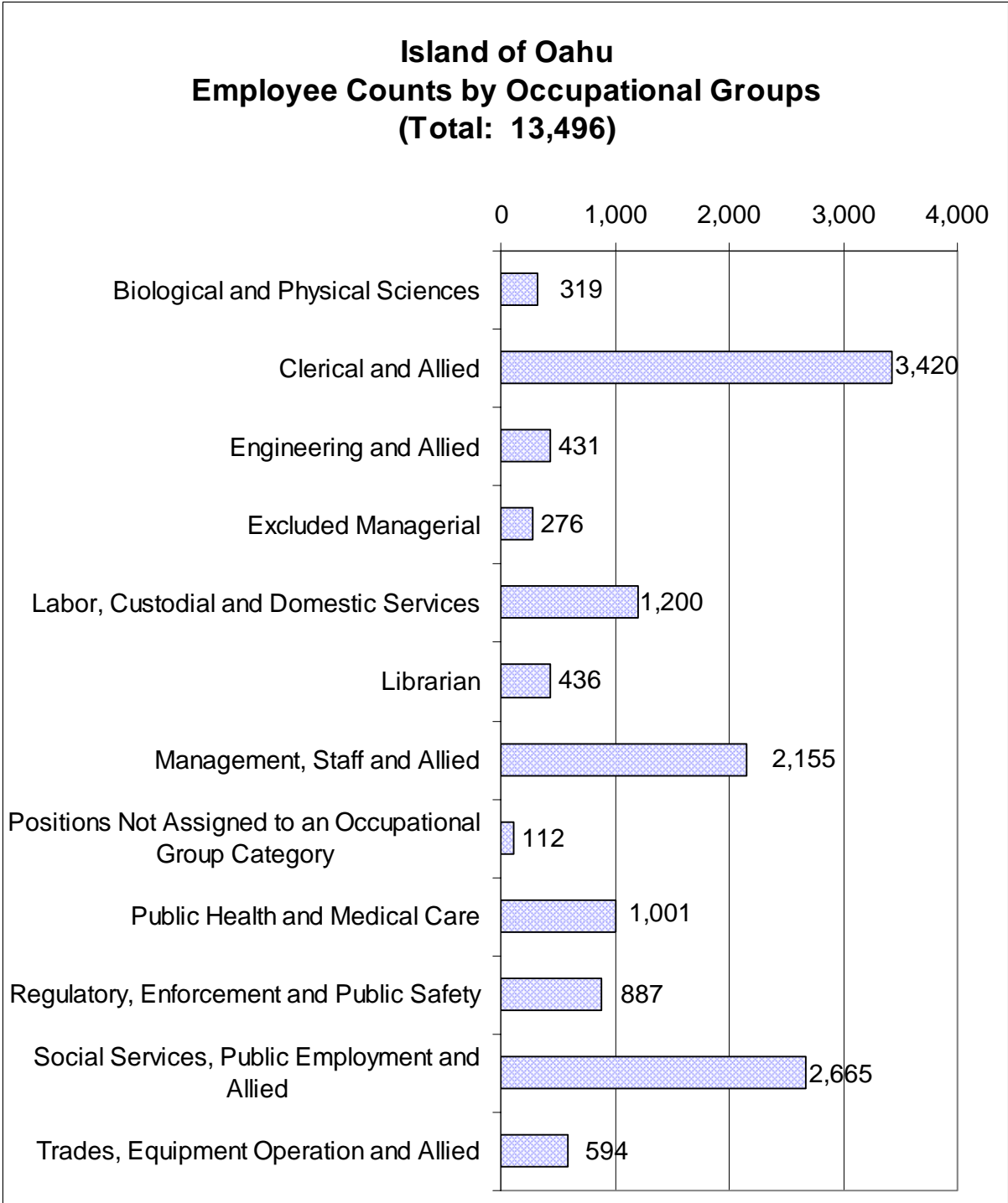


PERSONNEL SYSTEM ADMINISTERED BY DHRD  
OAHU EMPLOYEES BY DEPARTMENT



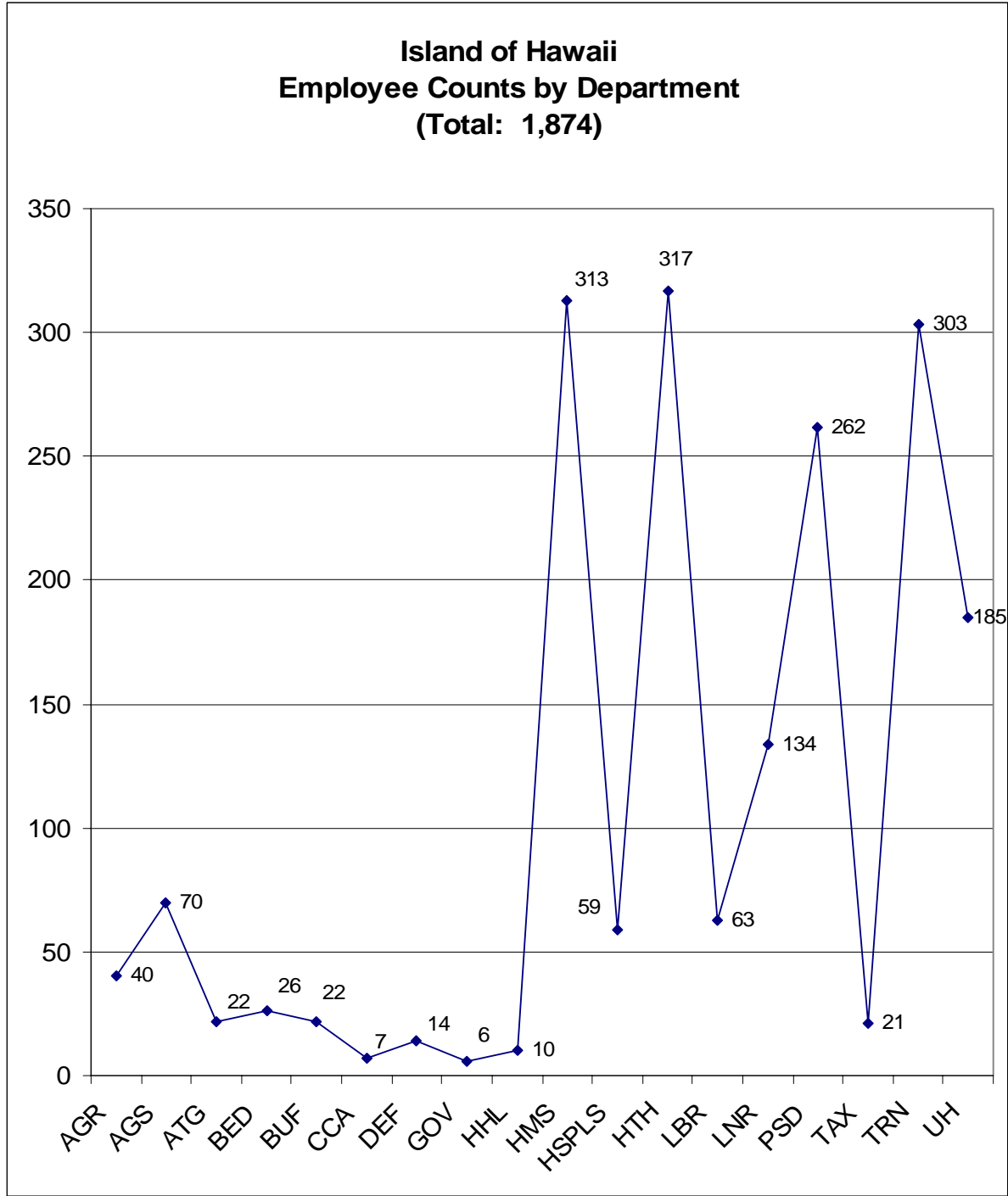
**PERSONNEL SYSTEM ADMINISTERED BY DHRD  
OAHU EMPLOYEES BY OCCUPATIONAL GROUP**

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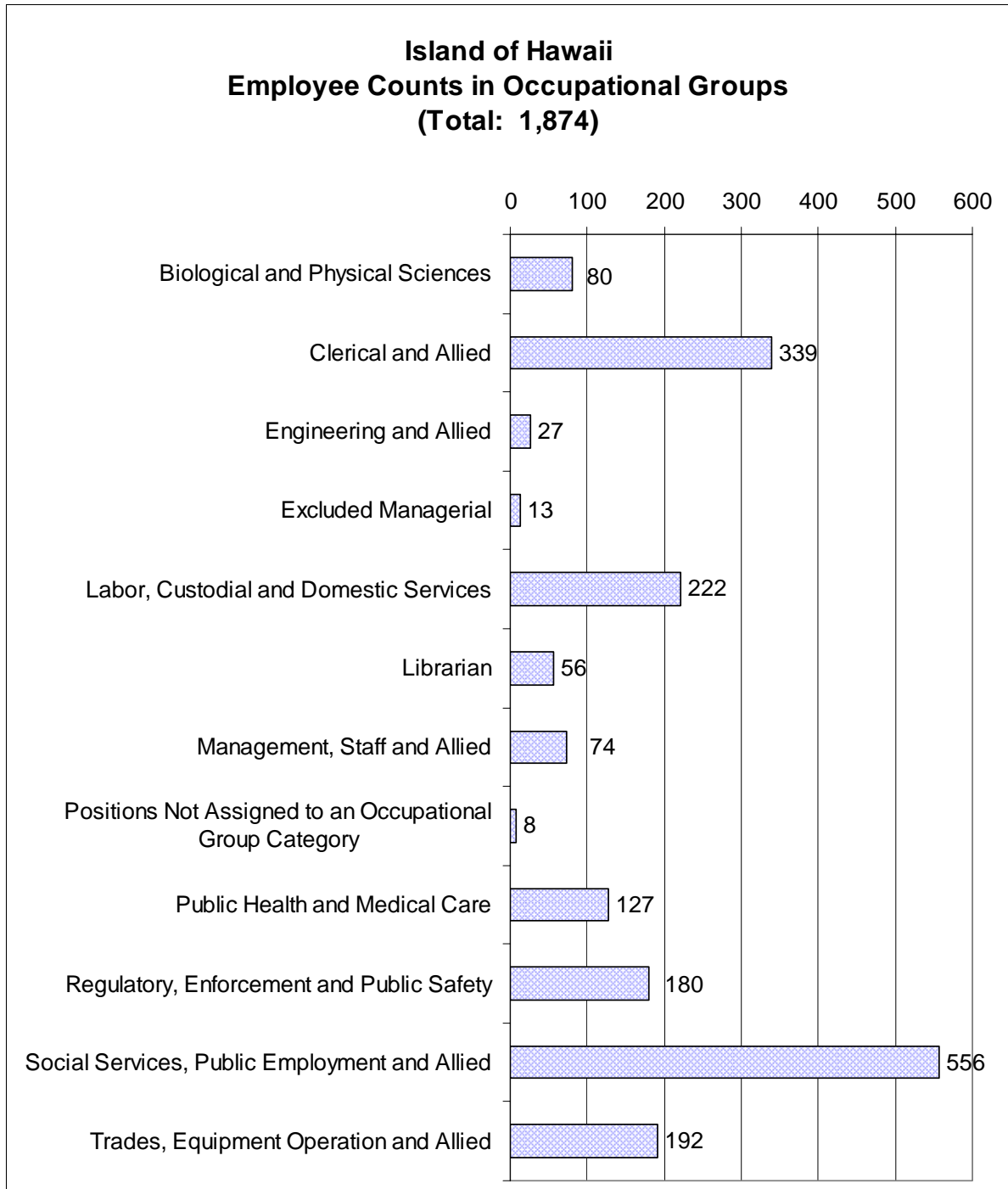


# PERSONNEL SYSTEM ADMINISTERED BY DHRD HAWAII EMPLOYEES BY DEPARTMENT

1,874 employees or 10.8% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Hawaii.

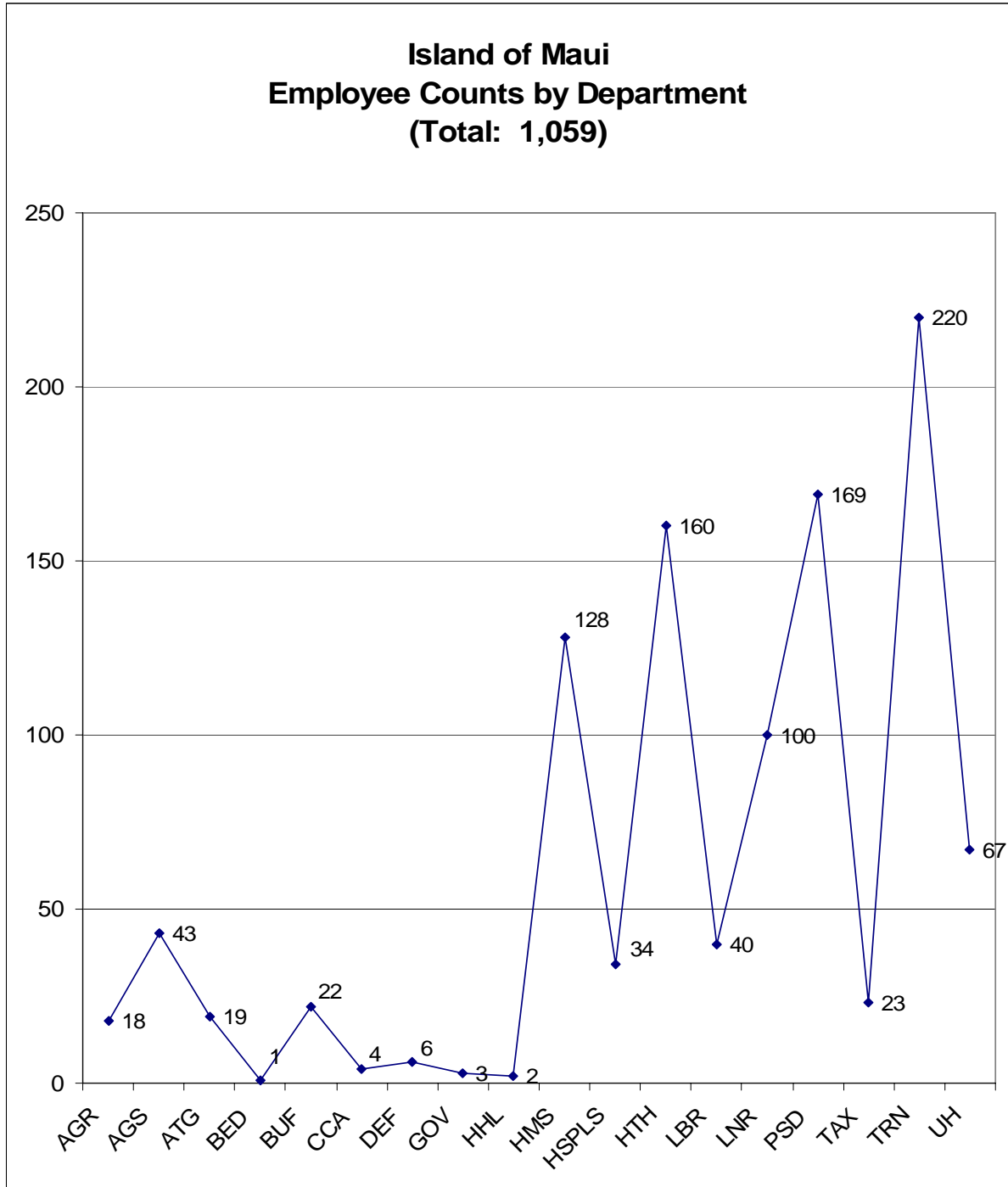


PERSONNEL SYSTEM ADMINISTERED BY DHRD  
HAWAII EMPLOYEES BY OCCUPATIONAL GROUP

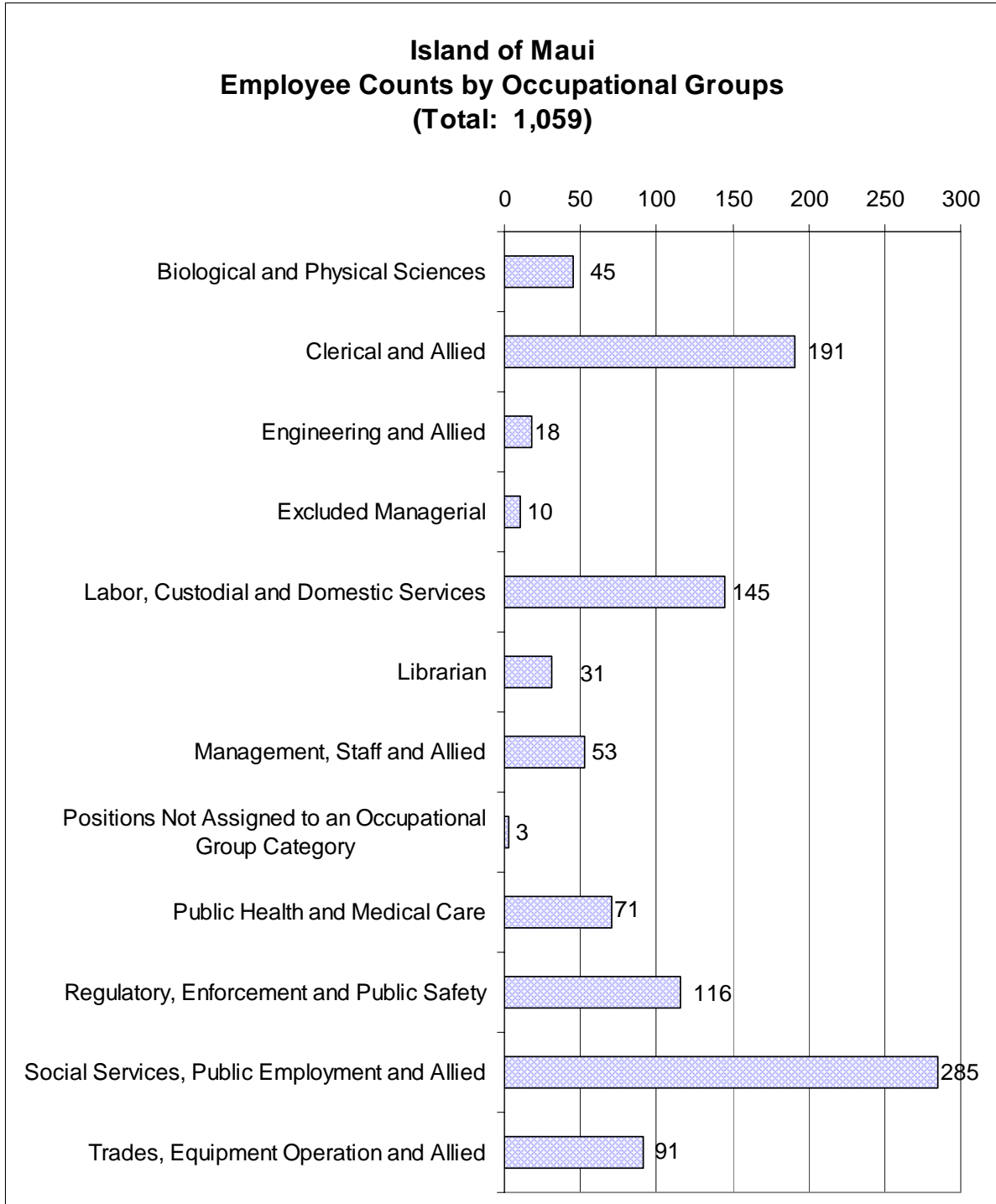


## PERSONNEL SYSTEM ADMINISTERED BY DHRD MAUI EMPLOYEES BY DEPARTMENT

1,059 employees or 6.1% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Maui.

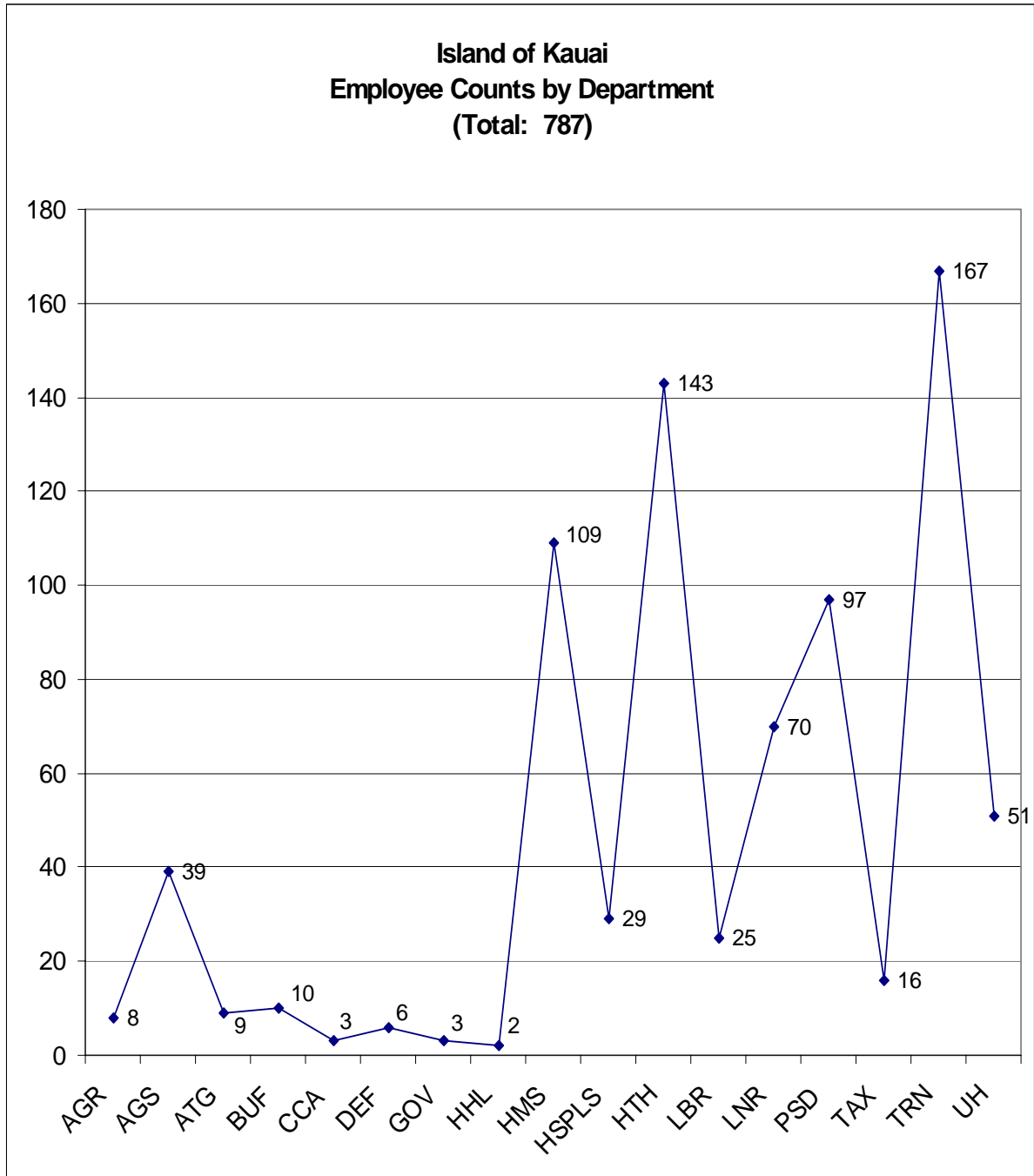


PERSONNEL SYSTEM ADMINISTERED BY DHRD  
MAUI EMPLOYEES BY OCCUPATIONAL GROUP

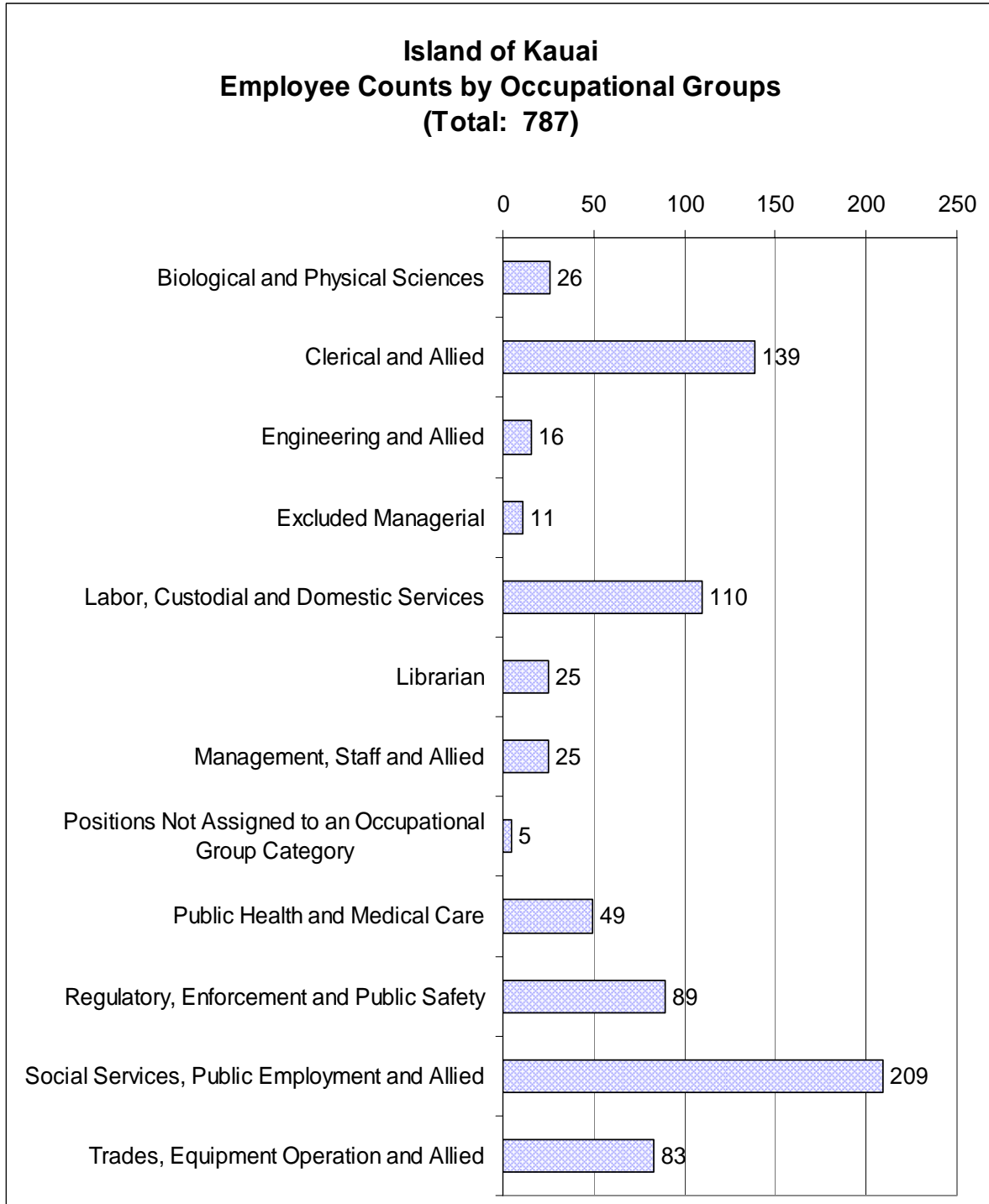


## PERSONNEL SYSTEM ADMINISTERED BY DHRD KAUAI EMPLOYEES BY DEPARTMENT

787 employees or 4.5% of the employees in the personnel system administered by the Department of Human Resources Development reside on the island of Kauai.



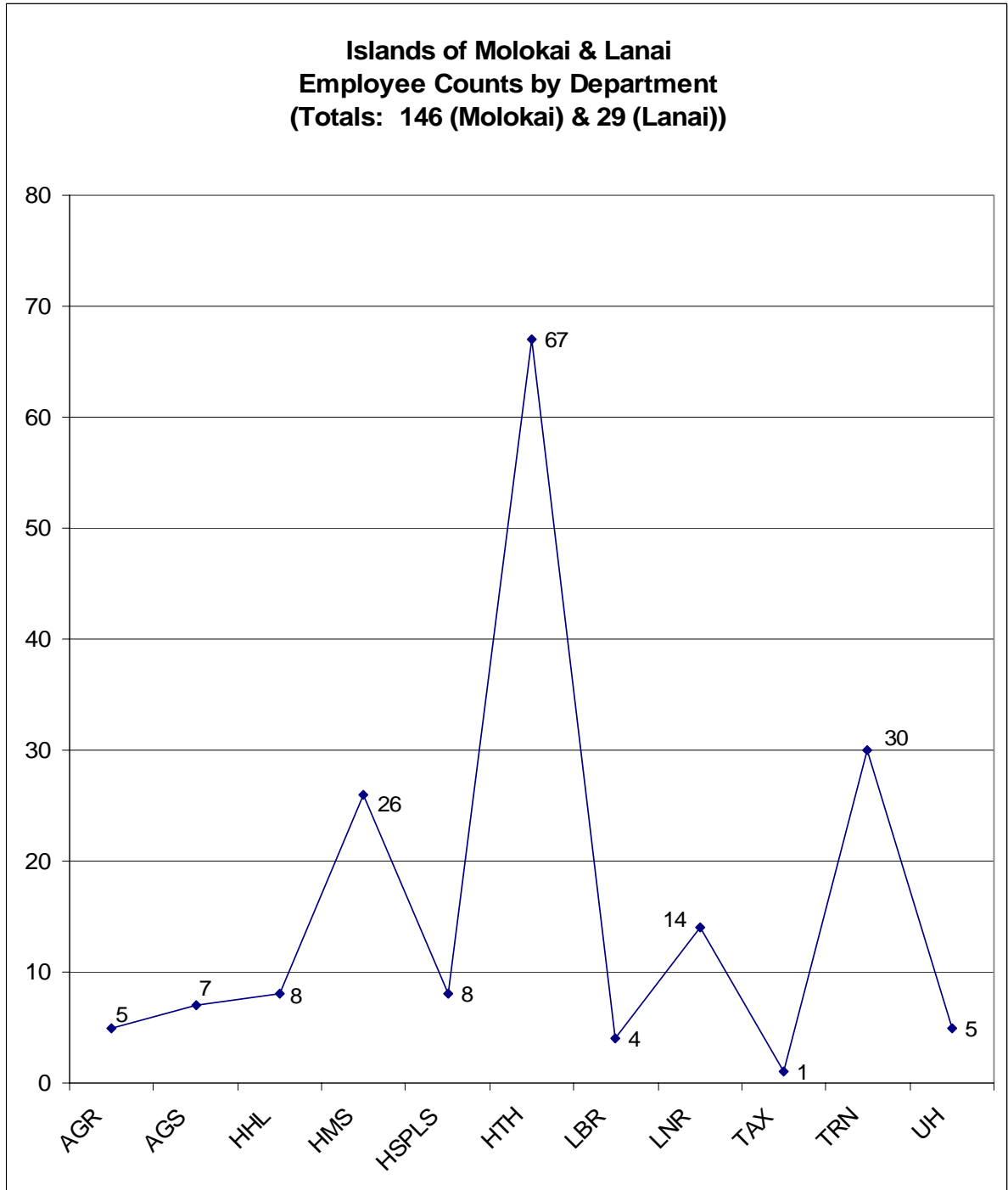
PERSONNEL SYSTEM ADMINISTERED BY DHRD  
KAUAI EMPLOYEES BY OCCUPATIONAL GROUP



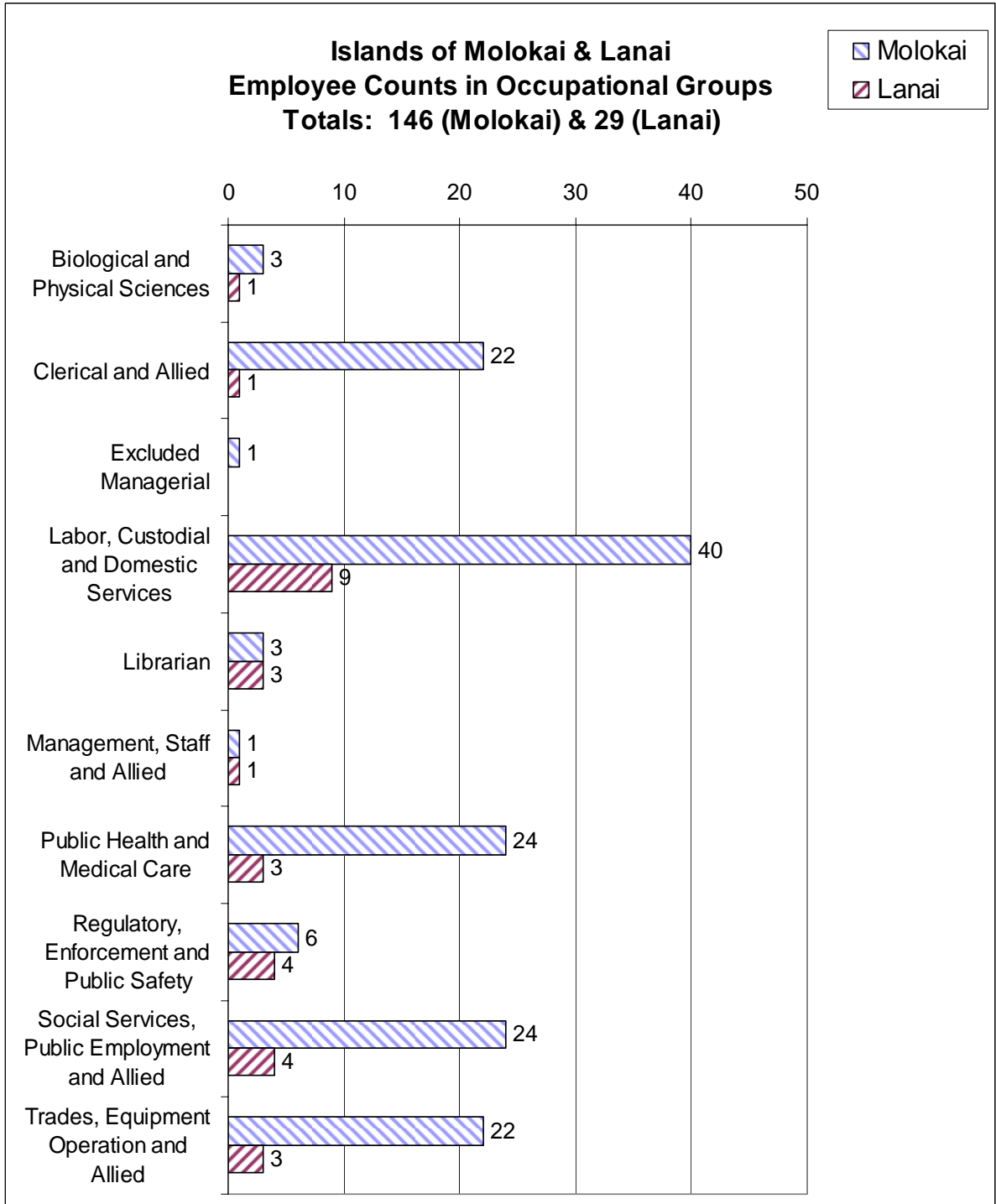


## PERSONNEL SYSTEM ADMINISTERED BY DHRD MOLOKAI & LANAI EMPLOYEES BY DEPARTMENT

175 employees or 1.0% of the employees in the personnel system administered by the Department of Human Resources Development reside on the islands of Molokai and Lanai.

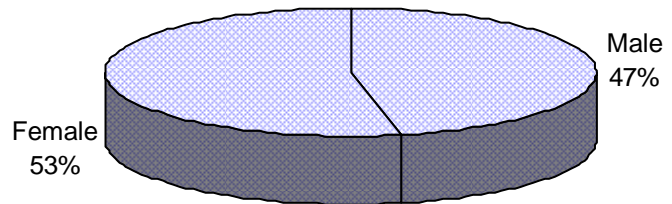


**PERSONNEL SYSTEM ADMINISTERED BY DHRD  
MOLOKAI & LANAI EMPLOYEES BY OCCUPATIONAL GROUP**



## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE PROFILE

DHRD Administered Workforce	17,400	100%
Male	8,114	47%
Female	9,286	53%



The Average	Age	Years of Service
Employee	47	12
Male	47	12
Female	48	13

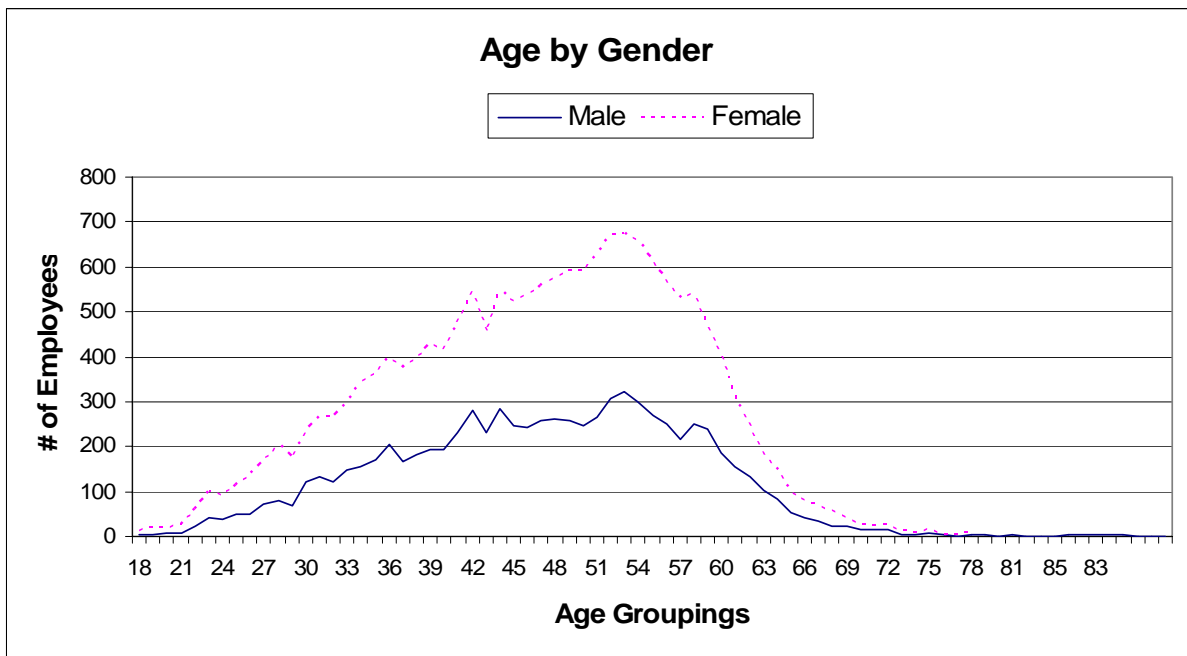
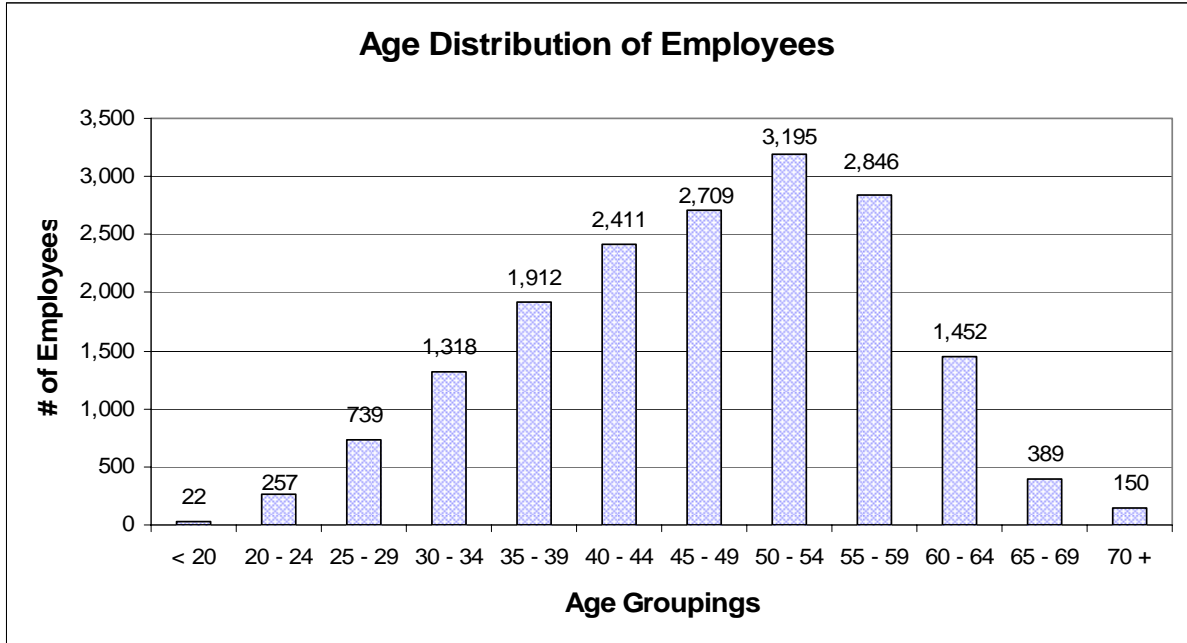
Ethnicity	Employees				Averages	
	Employee Count	Percent of Employees in the Personnel System Administered by HRD	Male	Female	Age	Service
Japanese	5,644	32.4%	2,323	3,321	49	16
Hawaiian*	3,271	18.8%	1,688	1,583	45	11
White	2,513	14.4%	1,254	1,259	50	10
Filipino	2,383	13.7%	1,080	1,303	46	10
Chinese	1,145	6.6%	469	676	48	13
Others*	2,444	14.0%	1,300	1,144	45	10
Total Counts/Averages:	17,400	100.0%	8,114	9,286	47	12

Due to rounding of percentages, the individual percentages do not add up to 100%.

"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.

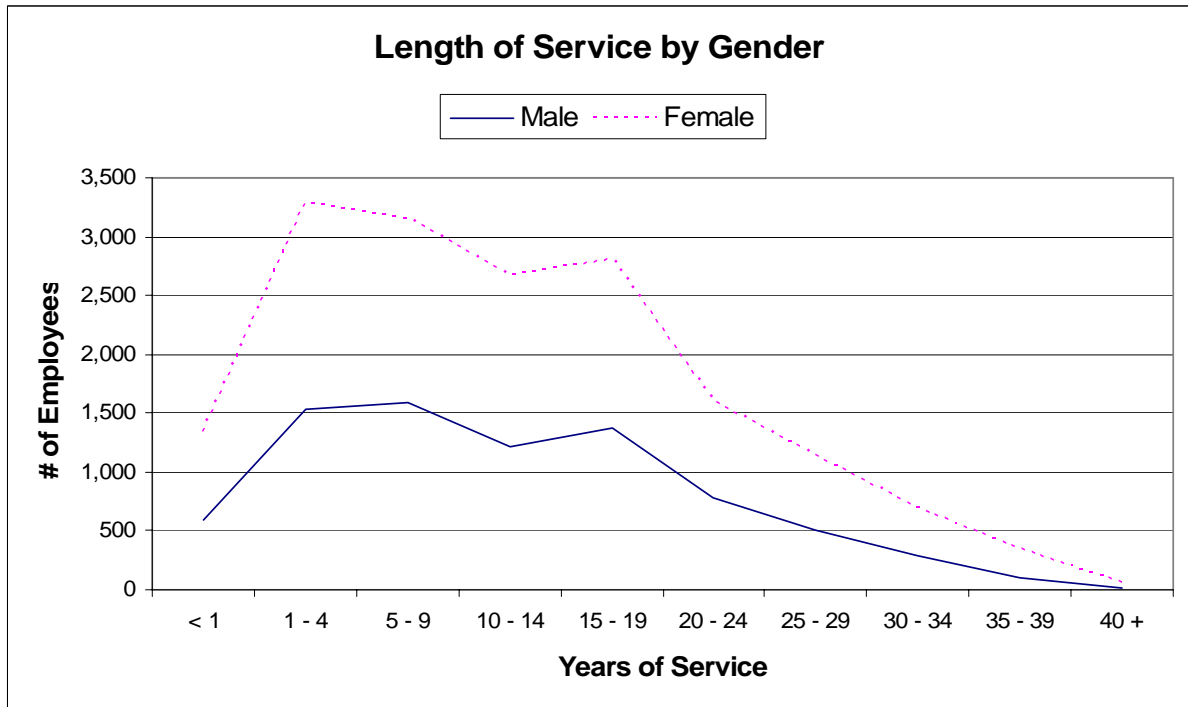
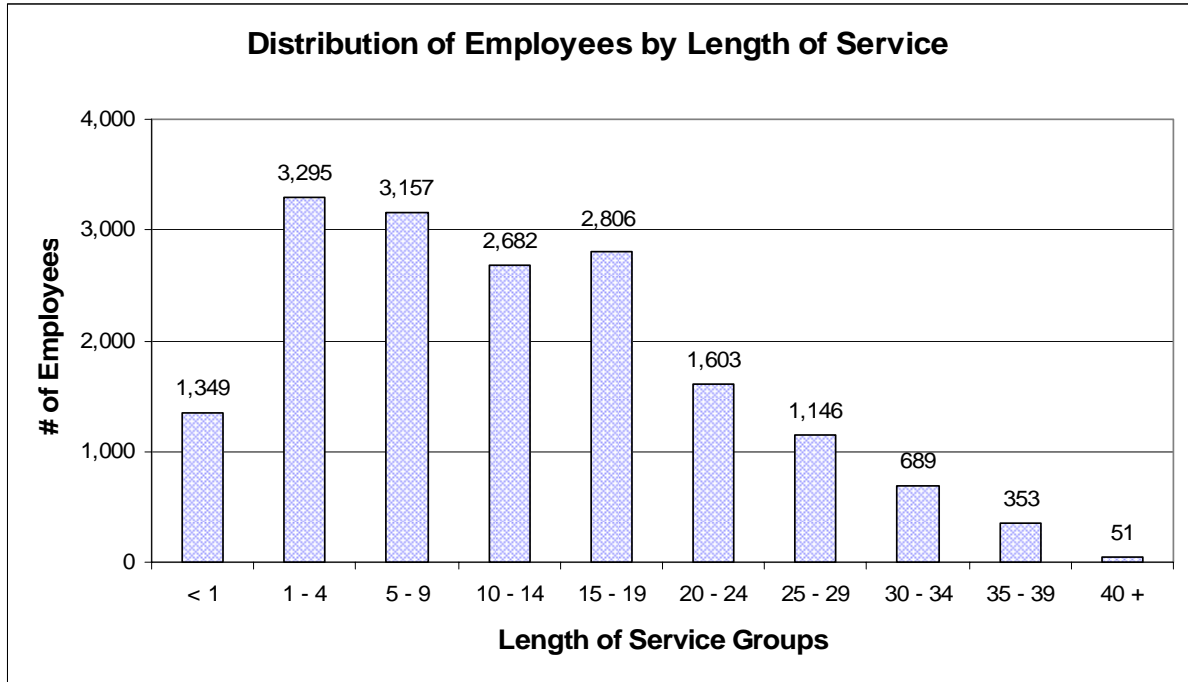
## PERSONNEL SYSTEM ADMINISTERED BY DHRD AGE DISTRIBUTION OF EMPLOYEES

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.



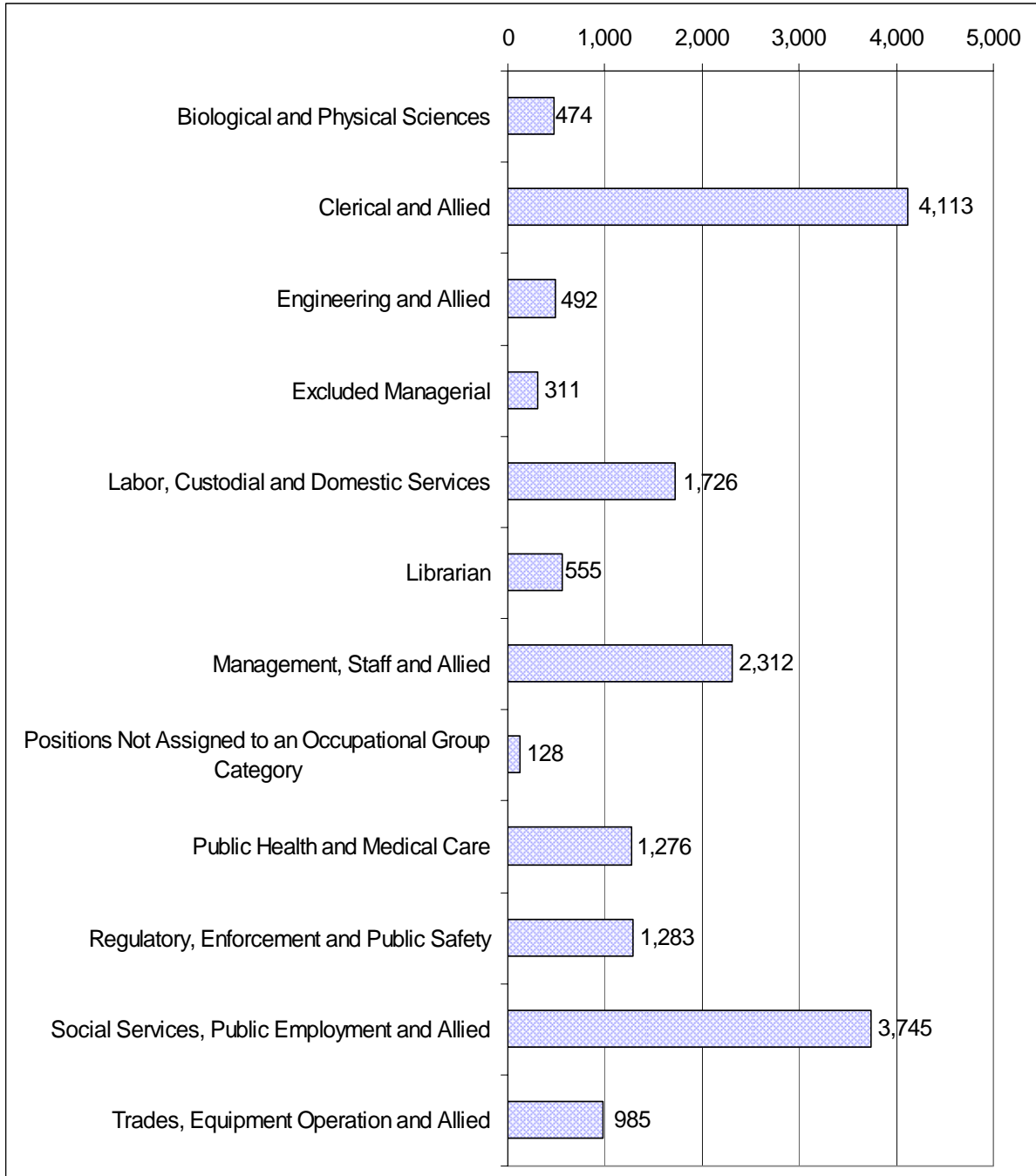
## PERSONNEL SYSTEM ADMINISTERED BY DHRD LENGTH OF SERVICE OF EMPLOYEES

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 Definitions section of this report for further explanation of each occupational group.

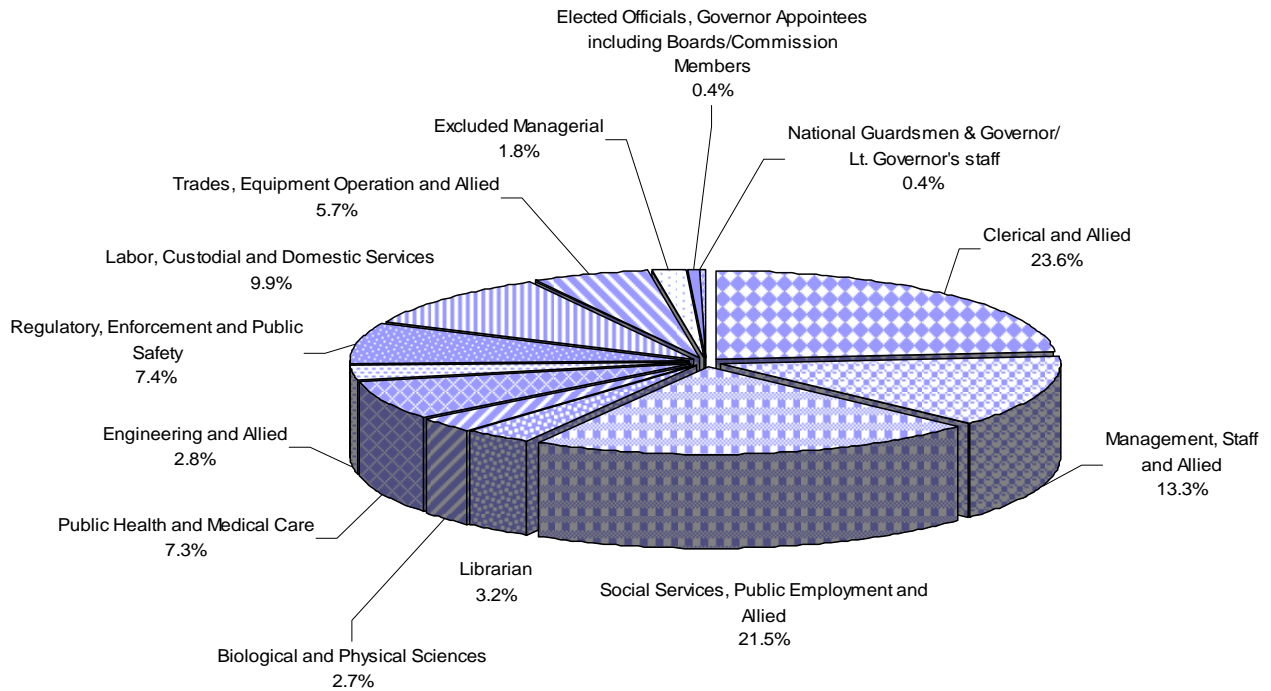
EMPLOYEE COUNT	OCCUP'L GROUP	OCCUPATIONAL GROUP DESCRIPTION	AVERAGES		
			AGE	YEARS OF SERVICE	ANNUAL SALARY
4,113	I	Clerical and Allied	48	13	\$32,348
2,312	II	Management, Staff and Allied	48	12	\$55,357
3,745	III	Social Services, Public Employment and Allied	45	11	\$42,825
555	IV	Librarian	49	14	\$35,199
474	V	Biological and Physical Sciences	46	12	\$45,353
1,277	VI	Public Health and Medical Care	48	11	\$48,034
492	VII	Engineering and Allied	47	13	\$53,519
1,283	VIII	Regulatory, Enforcement and Public Safety	47	14	\$45,421
1,726	IX	Labor, Custodial and Domestic Services	48	10	\$29,702
985	X	Trades, Equipment Operation and Allied	50	15	\$38,370
311	EM	Excluded Managerial	54	22	\$81,579
63	OTHER	Elected Officials, Governor Appointees including Boards/Commission Members	54	10	\$91,970
65		National Guardsmen & Governor/Lt. Governor's Staff	44	4	\$50,656

Total Workforce: 17,400

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

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

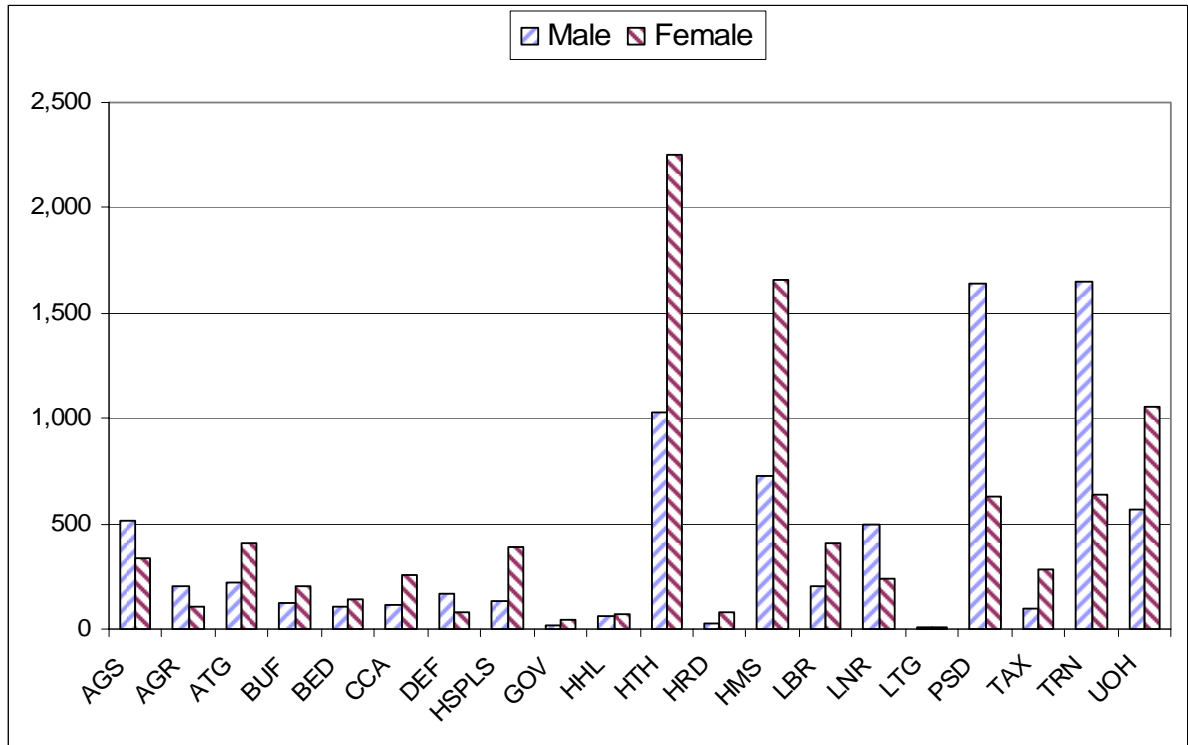




## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE DISTRIBUTION BY STATE AGENCY and GENDER

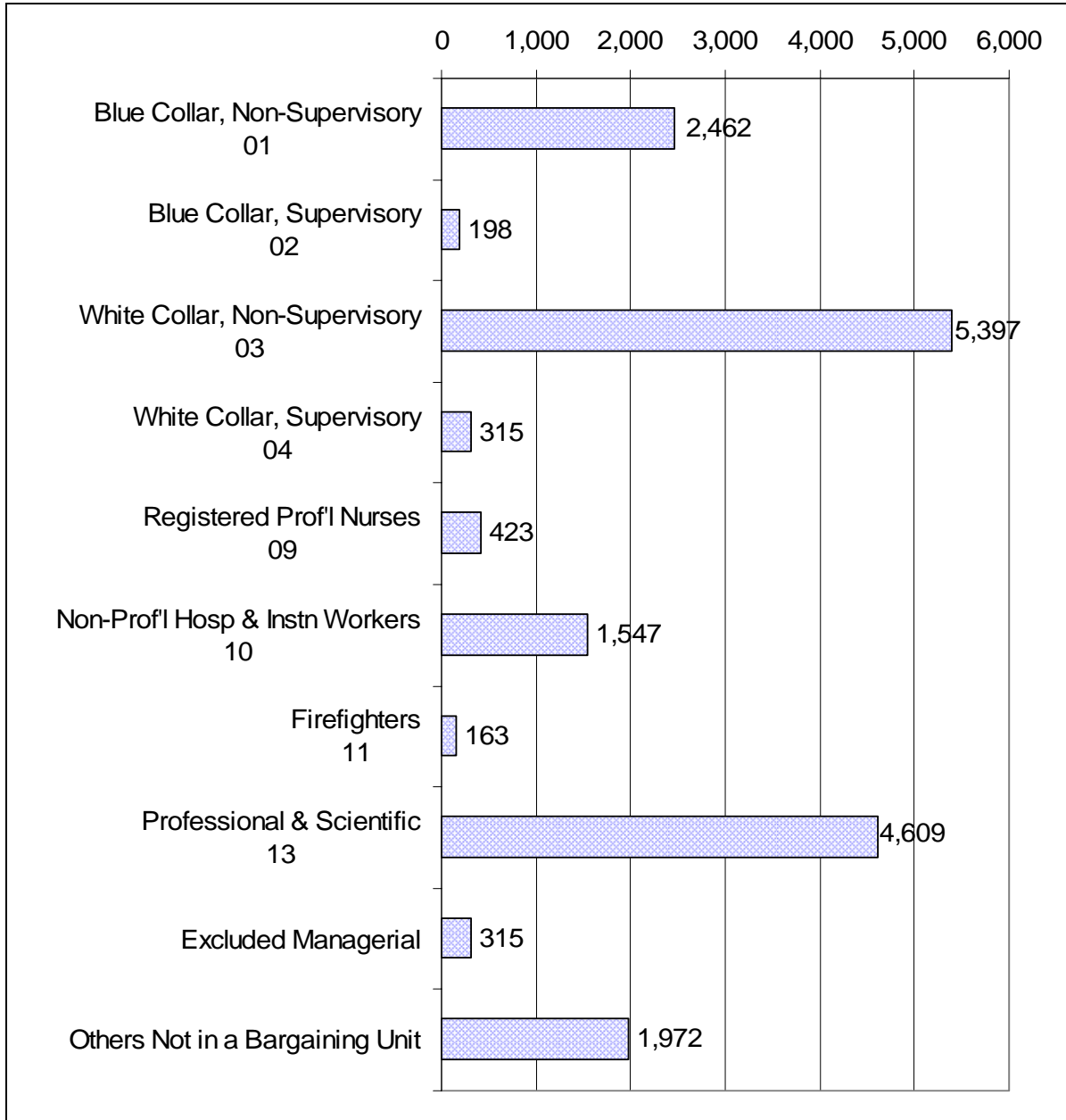
Gender distribution of employees in the personnel system administered by the Department of Human Resources Development.

Department	Total No. of Employees	Female		Male	
		Count of Employees	Per Cent	Count of Employees	Per Cent
Accounting & General Services	855	340	39.8%	515	60.2%
Agriculture	305	102	33.4%	203	66.6%
Attorney General	627	404	64.4%	223	35.6%
Budget & Finance	330	203	61.5%	127	38.5%
Business, Economic Development & Tourism	249	142	57.0%	107	43.0%
Commerce & Consumer Affairs	372	260	69.9%	112	30.1%
Defense	244	76	31.1%	168	68.9%
HI State Public Libraries System	523	388	74.2%	135	25.8%
Governor	61	44	72.1%	17	27.9%
Hawaiian Home Lands	136	73	53.7%	63	46.3%
Health	3,282	2,250	68.6%	1,032	31.4%
Human Resources Development	109	84	77.1%	25	22.9%
Human Services	2,386	1,656	69.4%	730	30.6%
Labor & Industrial Relations	615	408	66.3%	207	33.7%
Land & Natural Resources	735	242	32.9%	493	67.1%
Lieutenant Governor	16	10	62.5%	6	37.5%
Public Safety	2,265	629	27.8%	1,636	72.2%
Taxation	387	288	74.4%	99	25.6%
Transportation	2,287	635	27.8%	1,652	72.2%
University of Hawaii	1,616	1,052	65.1%	564	34.9%
TOTALS:	17,400	9,286	53.4%	8,114	46.6%



## 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.

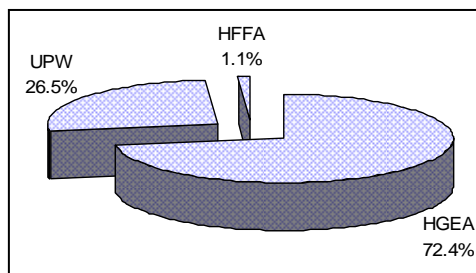


## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE BY COLLECTIVE BARGAINING UNITS, AVERAGES

Bargaining unit distribution 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-Supvry	2,462	14.1%	48	11	\$32,240
02	HGEA	Blue Collar, Supvry	198	1.1%	52	19	\$41,671
03	HGEA	White Collar, Non-Supvry	5,397	31.0%	48	13	\$32,397
04	HGEA	White Collar, Supvry	315	1.8%	52	21	\$45,927
09	HGEA	Registered Prof'l Nurses	423	2.4%	49	11	\$67,741
10	UPW	Non-Prof'l Hosp & Instn Workers	1,547	8.9%	42	11	\$38,425
11	HFFA	Firefighters	163	0.9%	43	13	\$48,512
13	HGEA	Professional & Scientific	4,609	26.5%	47	12	\$51,466
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			15,114	86.9%	47	12	\$40,370

Total Workforce: 17,400 Employees





Board of Education  
Certificated, Civil Service, and  
Support Services Employees

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*22,771 Employees*

*as of June 2006*

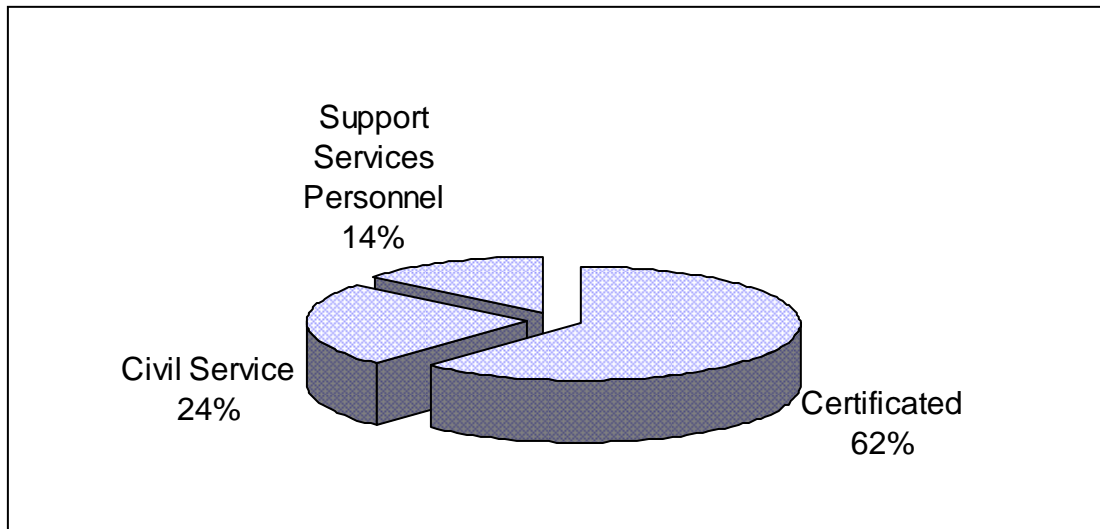


## BOARD OF EDUCATION WORKFORCE OVERVIEW

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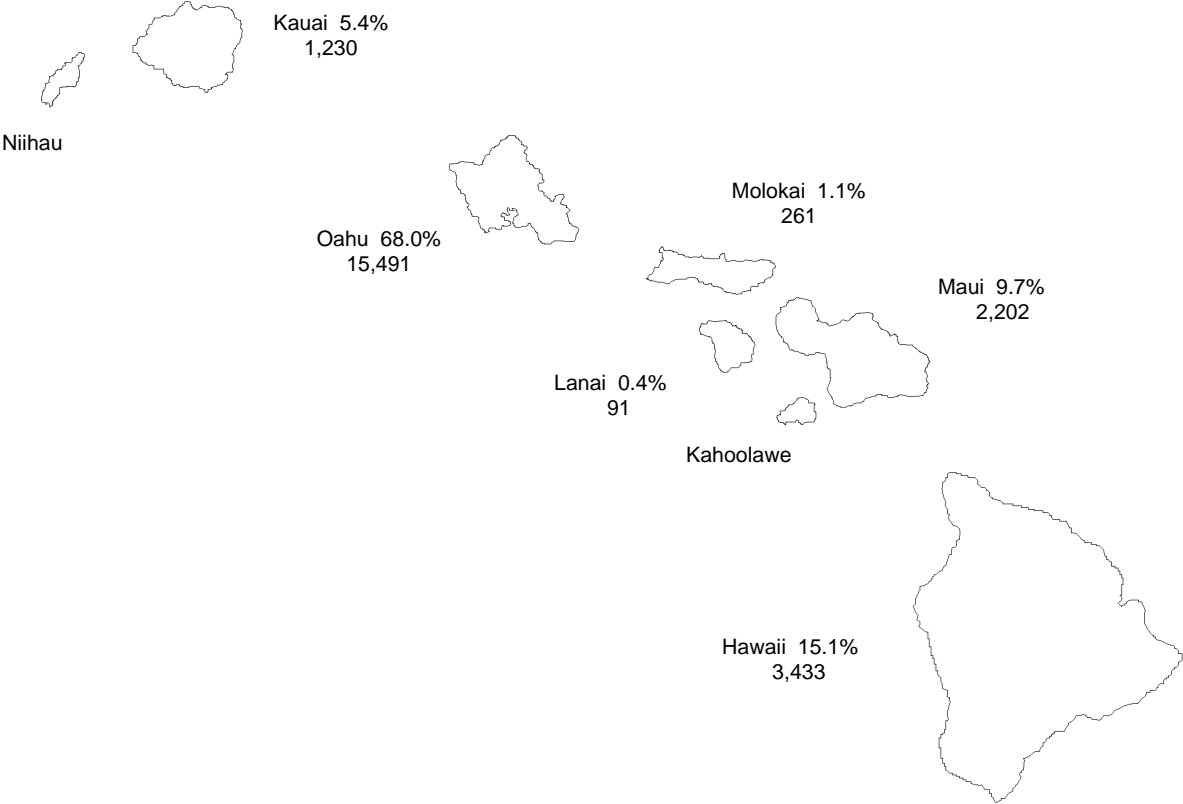
Number of employees in the three personnel systems administered by the Board of Education.

BOE Total Workforce	22,771	100%
Certificated	14,085	62%
Civil Service	5,526	24%
Support Services Personnel	3,160	14%



# BOARD OF EDUCATION EMPLOYEES BY ISLAND

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



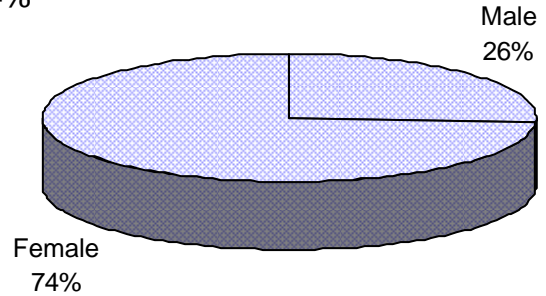
Island	# of Employees	Percent of Total Workforce
Oahu	15,491	68.0%
Hawaii	3,433	15.1%
Maui	2,202	9.7%
Kauai	1,230	5.4%
Molokai	261	1.1%
Lanai	91	0.4%
Other*	63	0.3%
<i>Total</i>	<b>22,771</b>	<b>100.0%</b>

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

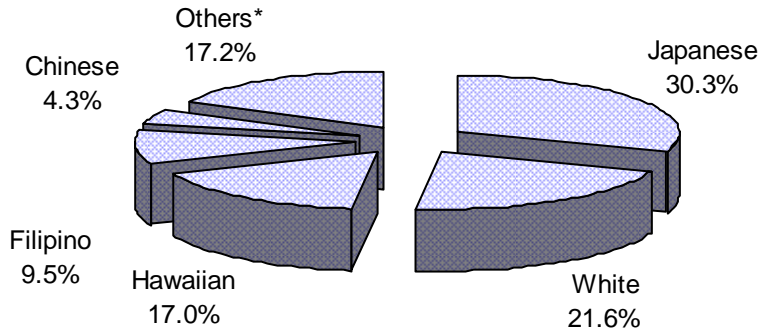


# BOARD OF EDUCATION WORKFORCE PROFILE

Board of Education Workforce	22,771	100%
Male	5,941	26%
Female	16,830	74%



The Average	Age	Years of Service
Employee	45	11
Male	44	11
Female	45	11



Ethnicity	Employees				Averages	
	Employee Count	Percent of BOE Workforce	Male	Female	Age	Service
Japanese	6,907	30.3%	1,684	5,223	46	15
White	4,912	21.6%	1,293	3,619	45	9
Hawaiian	3,870	17.0%	895	2,975	44	10
Filipino	2,170	9.5%	641	1,529	45	10
Chinese	989	4.3%	246	743	47	14
Others*	3,923	17.2%	1,182	2,741	40	7
<b>Total Counts/Averages:</b>	<b>22,771</b>	<b>100.0%</b>	<b>5,941</b>	<b>16,830</b>	<b>45</b>	<b>11</b>

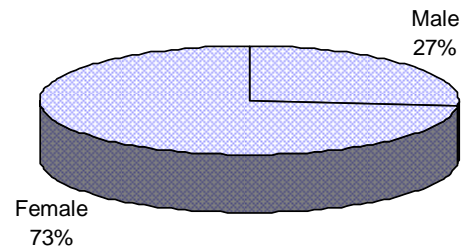
Due to rounding of percentages, the individual percentages do not add up to 100%.

"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.

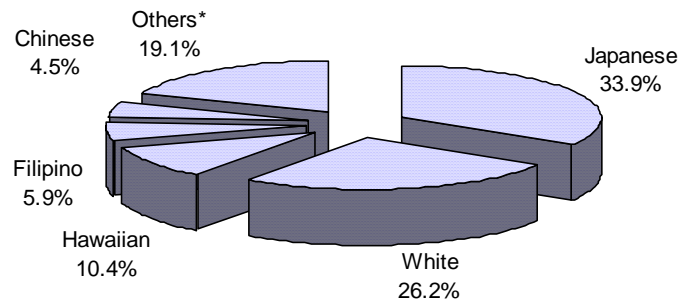
## BOARD OF EDUCATION CERTIFICATED EMPLOYEES

Workforce profile of employees in the Board of Education's certificated personnel system, which includes teachers and educational officers.

BOE Certificated Workforce	14,085	100%
Male	3,770	27%
Female	10,315	73%



The Average Employee	Age	Years of Service
Male	45	11
Female	44	11
Female	45	11



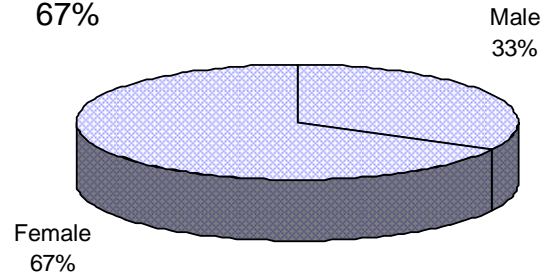
Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Certificated	Male	Female	Age	Service
Japanese	4,774	33.9%	1,151	3,623	45	16
White	3,696	26.2%	1,050	2,646	45	9
Hawaiian	1,467	10.4%	360	1,107	42	11
Filipino	829	5.9%	233	596	42	11
Chinese	635	4.5%	151	484	46	16
Others*	2,684	19.1%	825	1,859	38	7
<b>Total Counts/Averages:</b>	<b>14,085</b>	<b>100.0%</b>	<b>3,770</b>	<b>10,315</b>	<b>45</b>	<b>11</b>

"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.

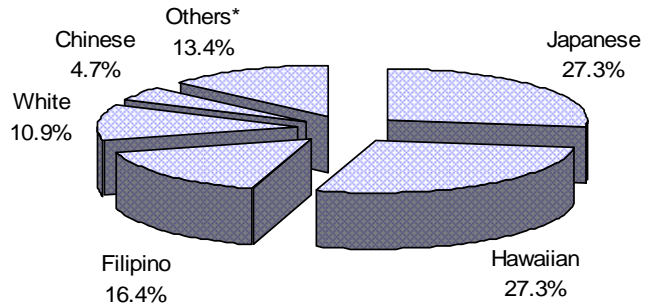
## BOARD OF EDUCATION CIVIL SERVICE EMPLOYEES

Workforce profile of the employees in the Board of Education's civil service personnel system.

BOE Civil Service Workforce	Count	Percentage
Male	1,815	33%
Female	3,711	67%



The Average Employee	Age	Years of Service
Male	47	10
Female	48	11



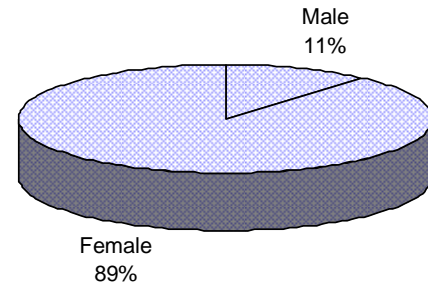
Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Civil Service	Male	Female	Age	Service
Japanese	1,511	27.3%	448	1,063	49	13
Hawaiian	1,507	27.3%	458	1,049	46	11
Filipino	904	16.4%	366	538	48	10
White	603	10.9%	175	428	47	8
Chinese	260	4.7%	85	175	49	12
Others*	741	13.4%	283	458	46	10
<b>Total Counts/Averages:</b>	<b>5,526</b>	<b>100.0%</b>	<b>1,815</b>	<b>3,711</b>	<b>47</b>	<b>11</b>

"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.

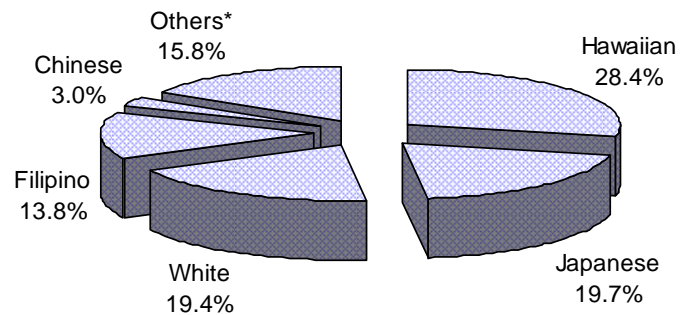
## BOARD OF EDUCATION SUPPORT SERVICES PERSONNEL

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

BOE Support Services Personnel Workforce	Count	Percentage
Male	356	11%
Female	2,804	89%



The Average	Age	Years of Service
Employee	44	8
Male	41	6
Female	45	8



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total SSP	Male	Female	Age	Service
Hawaiian	896	28.4%	77	819	43	7
Japanese	622	19.7%	85	537	46	10
White	613	19.4%	68	545	45	7
Filipino	437	13.8%	42	395	46	7
Chinese	94	3.0%	10	84	46	8
Others*	498	15.8%	74	424	41	7
<b>Total Counts/Averages:</b>	<b>3,160</b>	<b>100.0%</b>	<b>356</b>	<b>2,804</b>	<b>44</b>	<b>8</b>

Due to rounding of percentages, the individual percentages do not add up to 100%.

"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.

University of Hawaii  
Board of Regents Employees

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*6,756 Employees*

*as of June 2006*



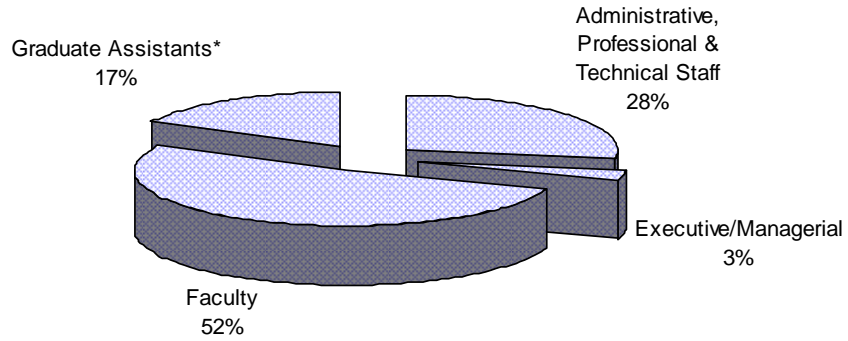
# BOARD OF REGENTS WORKFORCE OVERVIEW

The University of Hawaii workforce includes five groups of employees—the faculty; lecturers; graduate assistants; administrative, professional, and technical staff; and executive/managerial.

University of Hawaii Workforce	6,756	100%
Administrative, Professional & Technical Staff	1,869	28%
Executive/Managerial	199	3%
Faculty	3,509	52%
Graduate Assistants*	1,179	17%
Lecturers	**	0%

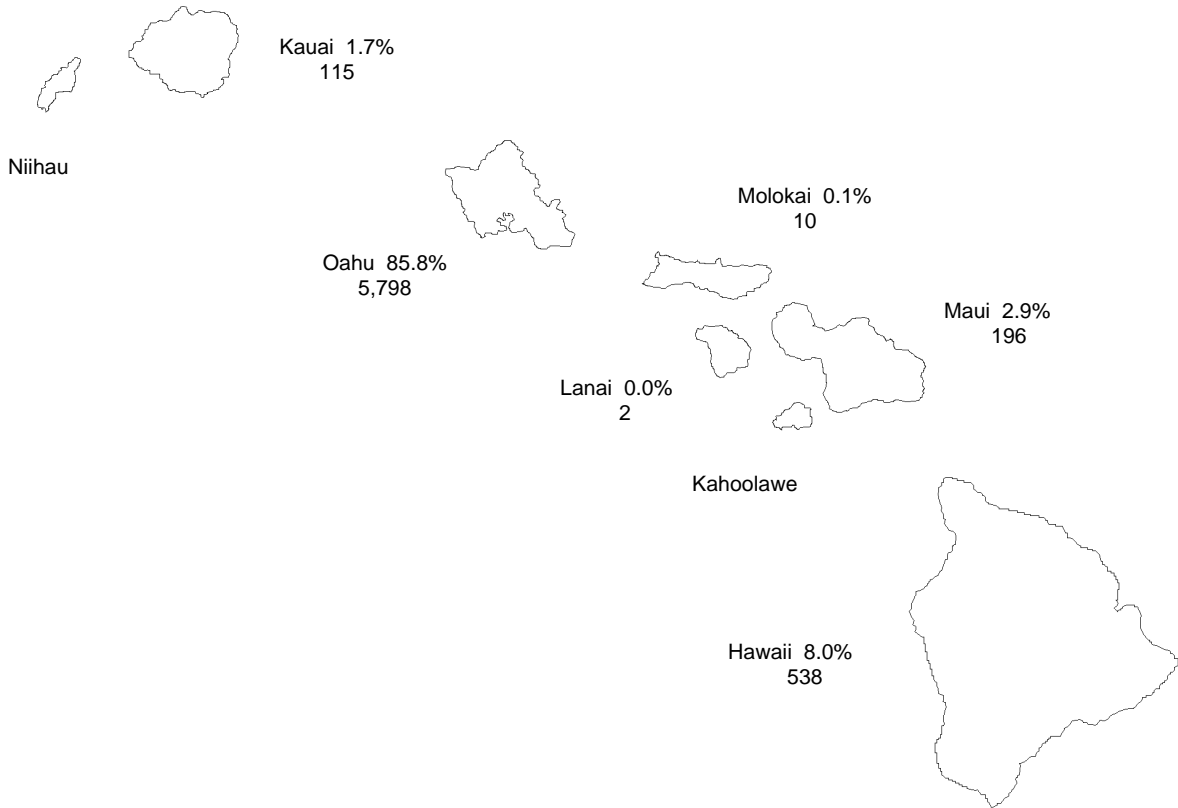
\*Graduate assistants are full-time graduate students in degree granting programs working as non-permanent, part-time teaching or research assistants.

\*\*The University of Hawaii employs approximately 900 lecturers during the academic school year.



# BOARD OF REGENTS EMPLOYEES BY ISLAND

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



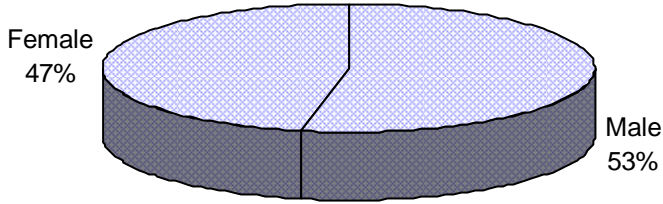
Island	# of Employees	Percent of Total Workforce
Oahu	5,798	85.8%
Hawaii	538	8.0%
Maui	196	2.9%
Kauai	115	1.7%
Molokai	10	0.1%
Lanai	2	0.0%
Other*	97	1.4%
<i>Total</i>	6,756	100.0%

\*Employees having out-of-state residence or information not reported.  
Due to rounding of percentages, the individual percentages do not add up to 100%.

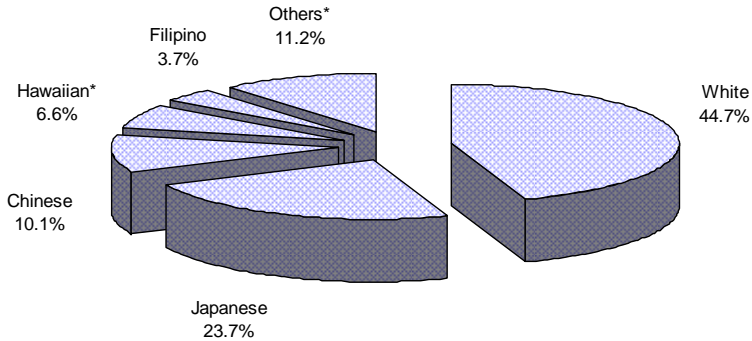


# BOARD OF REGENTS WORKFORCE PROFILE

Board of Regents Workforce	6,756	100%
Male	3,577	53%
Female	3,179	47%



The Average	Age	Years of Service
Employee	45	11
Male	47	12
Female	44	9



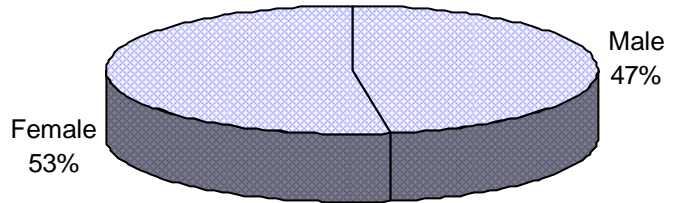
Ethnicity	Employees				Averages	
	Employee Count	Percent of BOR Workforce	Male	Female	Age	Years of Service
White	3,023	44.7%	1,799	1,224	47	11
Japanese	1,598	23.7%	740	858	46	13
Chinese	685	10.1%	371	314	43	10
Hawaiian*	443	6.6%	175	268	43	8
Filipino	248	3.7%	105	143	41	8
Others*	759	11.2%	387	372	40	7
<b>TOTAL COUNTS/AVERAGES:</b>	<b>6,756</b>	<b>100.0%</b>	<b>3,577</b>	<b>3,179</b>	<b>45</b>	<b>11</b>

\*\*"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.

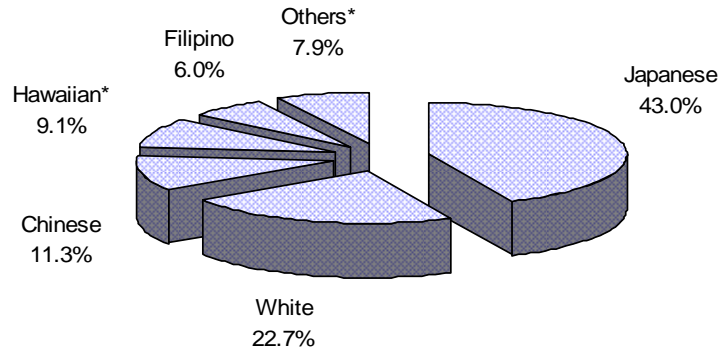
## BOARD OF REGENTS ADMINISTRATIVE, PROFESSIONAL, AND TECHNICAL

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

APT Total	1,869	100%
Male	886	47%
Female	983	53%



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



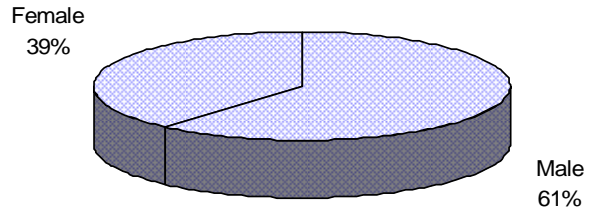
Ethnicity	Employees				Averages	
	Employee Count	Percent of Total APT	Male	Female	Age	Years of Service
Japanese	803	43.0%	362	441	44	13
White	425	22.7%	234	191	46	9
Chinese	211	11.3%	107	104	43	10
Hawaiian*	170	9.1%	70	100	42	8
Filipino	113	6.0%	51	62	38	8
Others*	147	7.9%	62	85	40	5
<b>TOTAL COUNTS/AVERAGES:</b>	<b>1,869</b>	<b>100.0%</b>	<b>886</b>	<b>983</b>	<b>43</b>	<b>10</b>

\*\*"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.

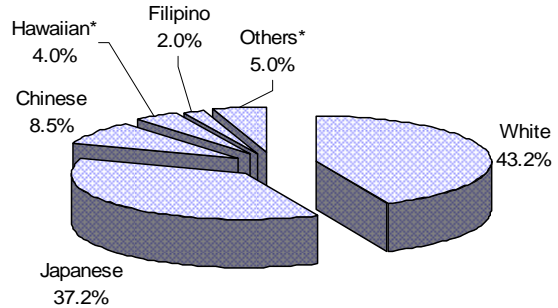
## BOARD OF REGENTS EXECUTIVE/MANAGERIAL

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

Executive/Managerial		
Total	199	100%
Male	122	61%
Female	77	39%



The Average	Age	Years of Service
Employee	56	17
Male	57	17
Female	54	17



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Executive/Managerial	Male	Female	Age	Years of Service
White	86	43.2%	57	29	56	15
Japanese	74	37.2%	43	31	55	20
Chinese	17	8.5%	8	9	57	17
Hawaiian*	8	4.0%	6	2	56	11
Filipino	4	2.0%	2	2	57	19
Others*	10	5.0%	6	4	53	14
<b>TOTAL COUNTS/AVERAGES:</b>	<b>199</b>	<b>100.0%</b>	<b>122</b>	<b>77</b>	<b>56</b>	<b>17</b>

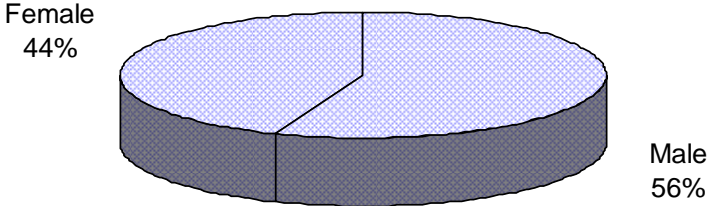
Due to rounding of percentages, the individual percentages do not add up to 100%.

\*\*"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.

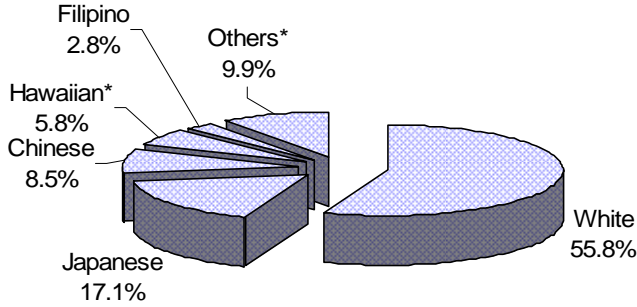
**BOARD OF REGENTS  
FACULTY**

Workforce profile of the faculty of the University of Hawaii and the Community College System, which includes professors, instructors, and researchers.

Faculty Total	3,509	100%
Male	1,951	56%
Female	1,558	44%



The Average	Age	Years of Service
Employee	51	13
Male	52	14
Female	49	11



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Faculty	Male	Female	Age	Years of Service
White	1,959	55.8%	1,195	764	52	13
Japanese	601	17.1%	277	324	51	15
Chinese	298	8.5%	174	124	49	13
Hawaiian*	205	5.8%	77	128	47	10
Filipino	98	2.8%	41	57	48	9
Others*	348	9.9%	187	161	47	9
<b>TOTAL COUNTS/AVERAGES:</b>	<b>3,509</b>	<b>100.0%</b>	<b>1,951</b>	<b>1,558</b>	<b>51</b>	<b>13</b>

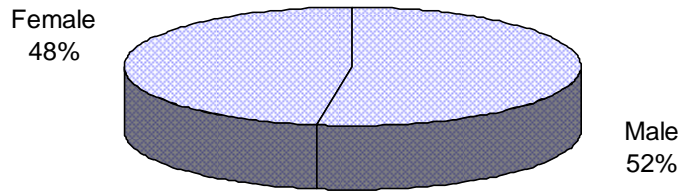
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\*\*"Hawaiian" includes full- and part-Hawaiian. "Others" include Blacks, Koreans, Puerto Ricans, Samoans, and employees of mixed ethnicity or whose ethnicity is unknown or not reported.

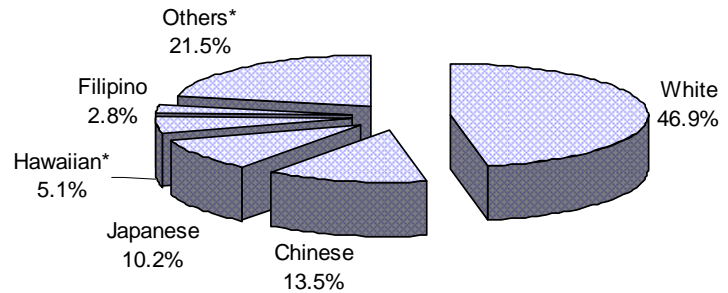
# BOARD OF REGENTS GRADUATE ASSISTANTS

Workforce profile of the graduate assistants of the University of Hawaii and Community Colleges.

Graduate Assistants		
Total	1,179	100%
Male	618	52%
Female	561	48%



The Average	Age	Years of Service
Employee	30	3
Male	30	4
Female	29	3



Ethnicity	Employees				Averages	
	Employee Count	Percent of Total Graduate Assistants	Male	Female	Age	Years of Service
White	553	46.9%	313	240	30	4
Chinese	159	13.5%	82	77	29	3
Japanese	120	10.2%	58	62	30	3
Hawaiian*	60	5.1%	22	38	29	3
Filipino	33	2.8%	11	22	30	3
Others*	254	21.5%	132	122	31	3
<b>TOTAL COUNTS/AVERAGES:</b>	<b>1,179</b>	<b>100.0%</b>	<b>618</b>	<b>561</b>	<b>30</b>	<b>3</b>

\*\*"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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*3,624 Employees*

*as of June 2006*

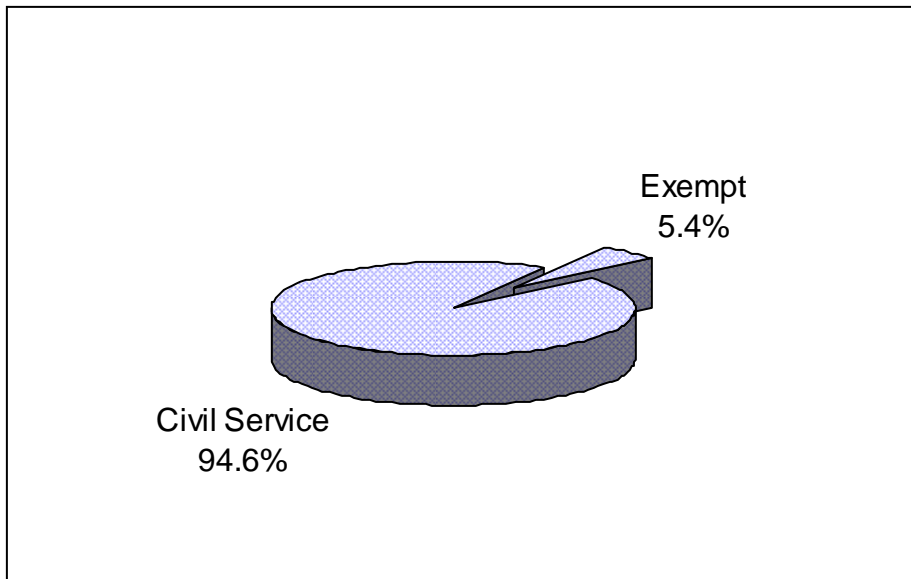




## HAWAII HEALTH SYSTEMS CORPORATION CIVIL SERVICE AND EXEMPT EMPLOYEES

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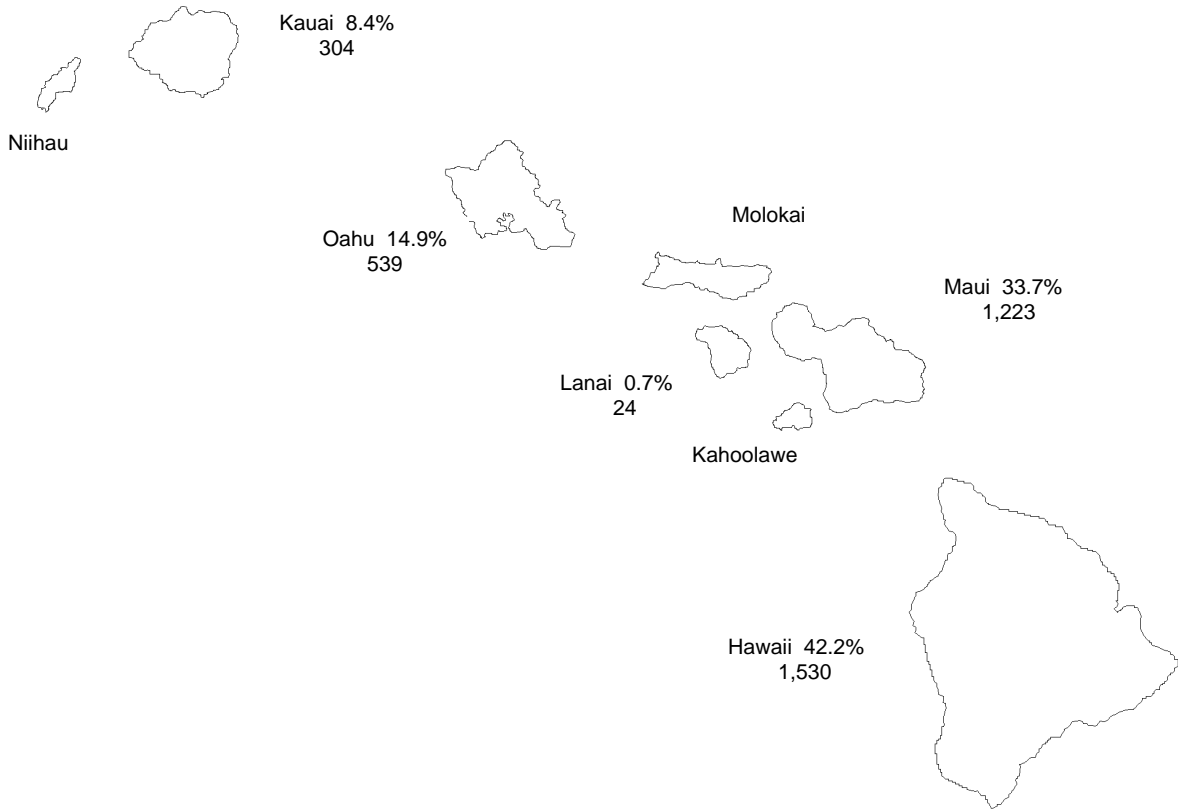
Total Workforce	3,624	100.0%
Civil Service	3,427	94.6%
Exempt	197	5.4%



## 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 code of the employee's mailing address.)

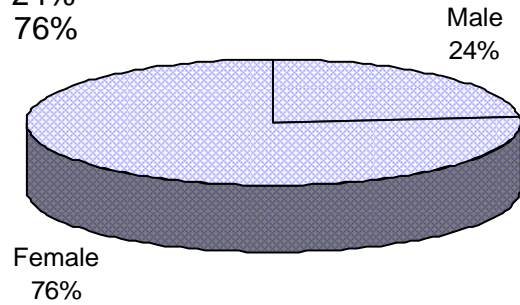


Island	# of Employees	Percent of Total Workforce
Hawaii	1,530	42.2%
Maui	1,223	33.7%
Oahu	539	14.9%
Kauai	304	8.4%
Lanai	24	0.7%
Others*	4	0.1%
<i>Total</i>	3,624	100.0%

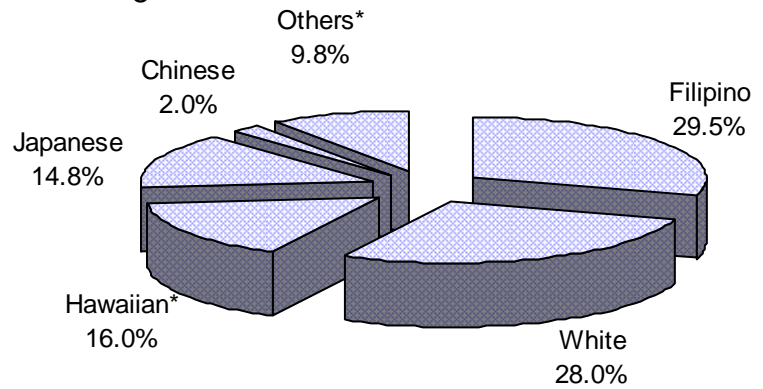
\*Employees having out-of-state mailing addresses are not reported.

## HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE PROFILE

HHSC Workforce	3,624	100%
Male	852	24%
Female	2,772	76%



The Average	Age	Years of Service
Employee	44	9
Female	44	9
Male	45	8



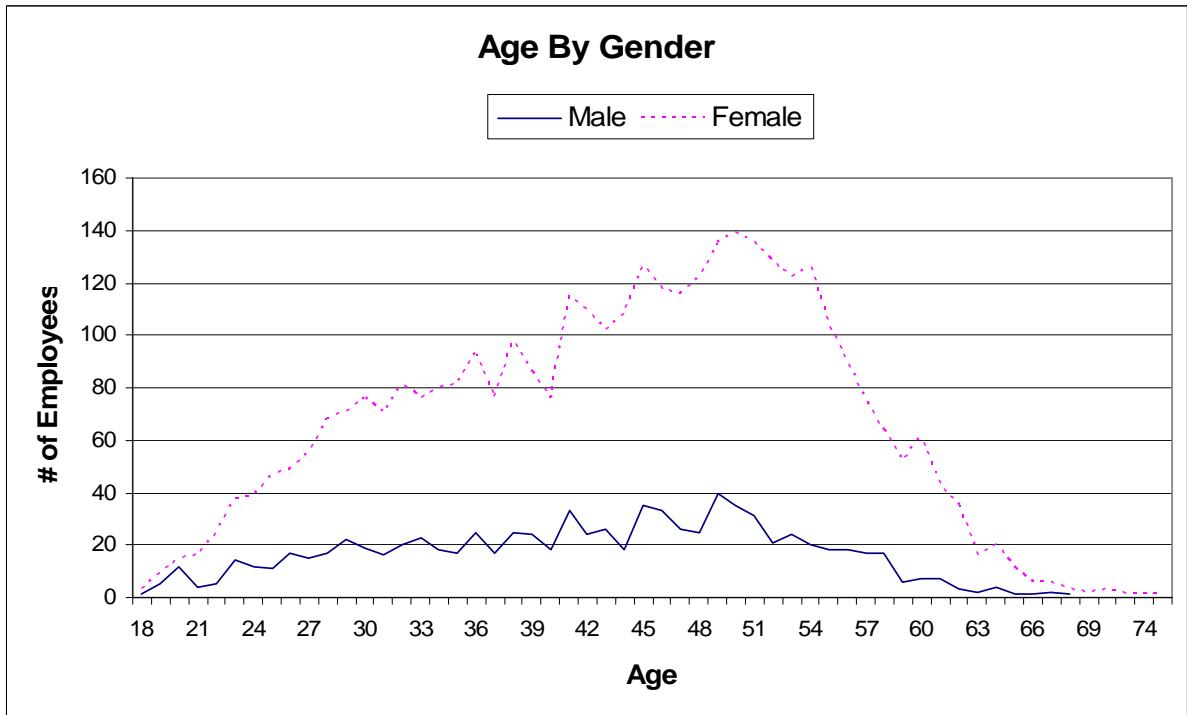
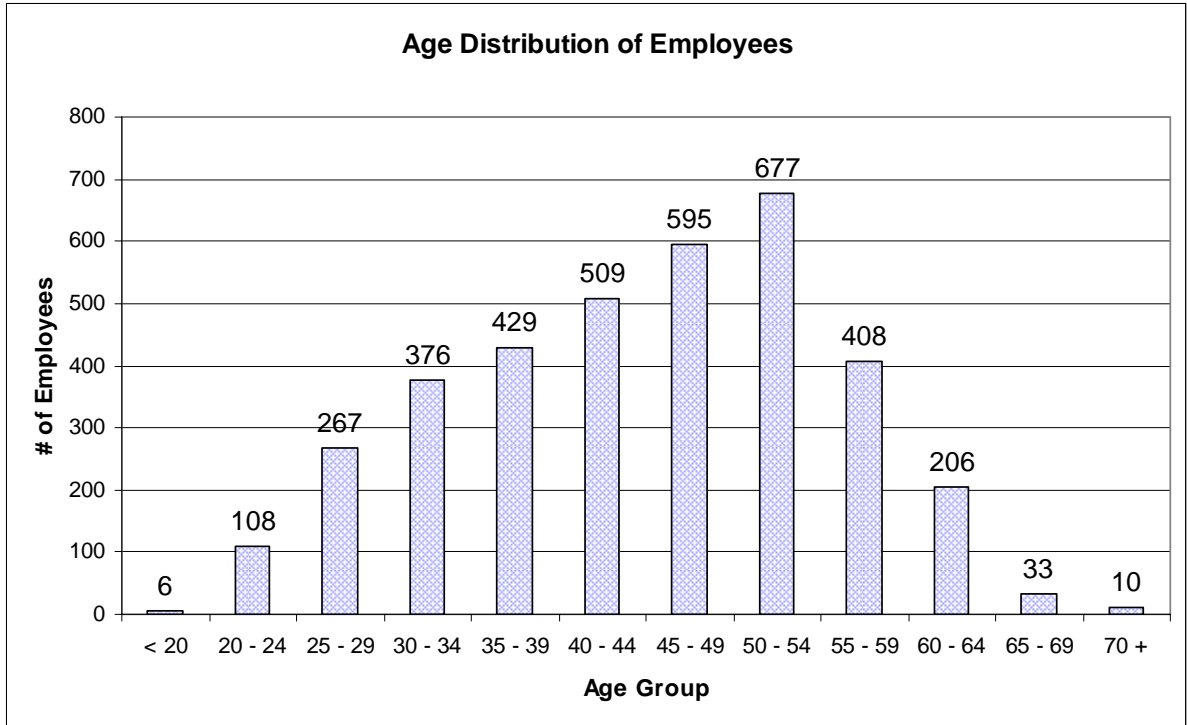
Ethnicity	Employees				Averages	
	Employee Count	Percent of HHSC Workforce	Male	Female	Age	Service
Filipino	1,068	29.5%	214	854	42	8
White	1,013	28.0%	256	757	47	7
Hawaiian*	581	16.0%	109	472	43	9
Japanese	535	14.8%	159	376	46	12
Chinese	71	2.0%	23	48	49	9
Others*	356	9.8%	91	265	43	8
<b>Total Counts/Averages:</b>	<b>3,624</b>	<b>100.0%</b>	<b>852</b>	<b>2,772</b>	<b>44</b>	<b>9</b>

Due to rounding of percentages, the individual percentages do not add up to 100%.

"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.

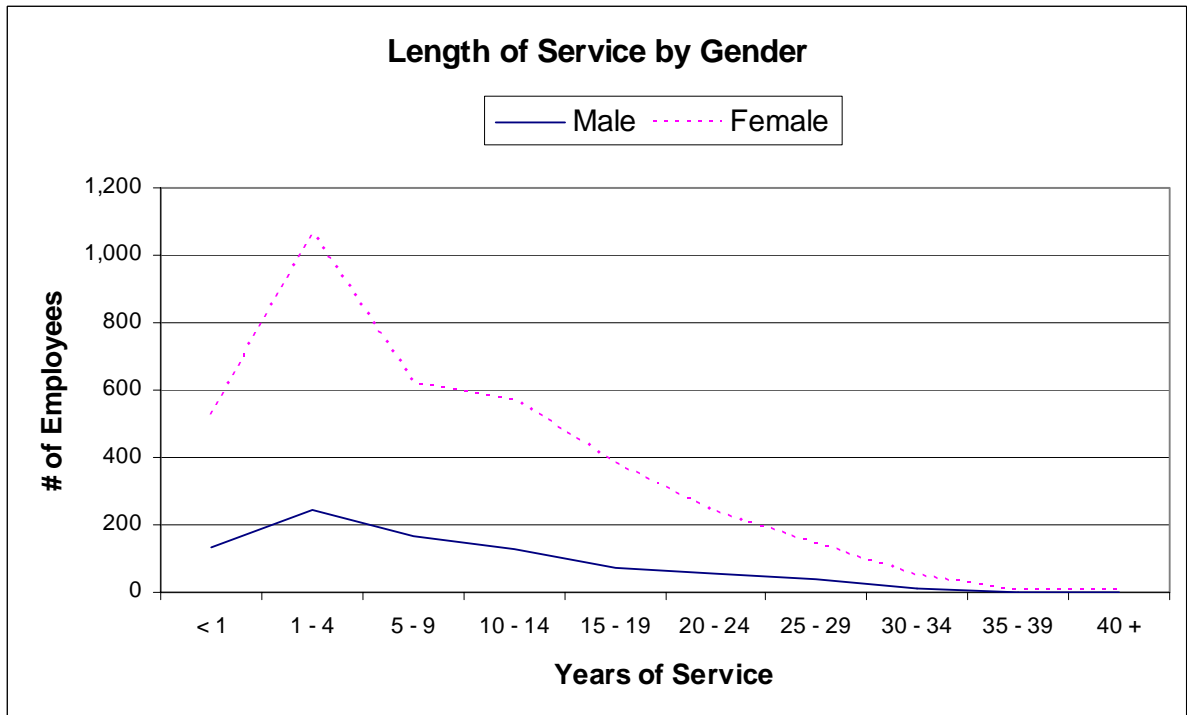
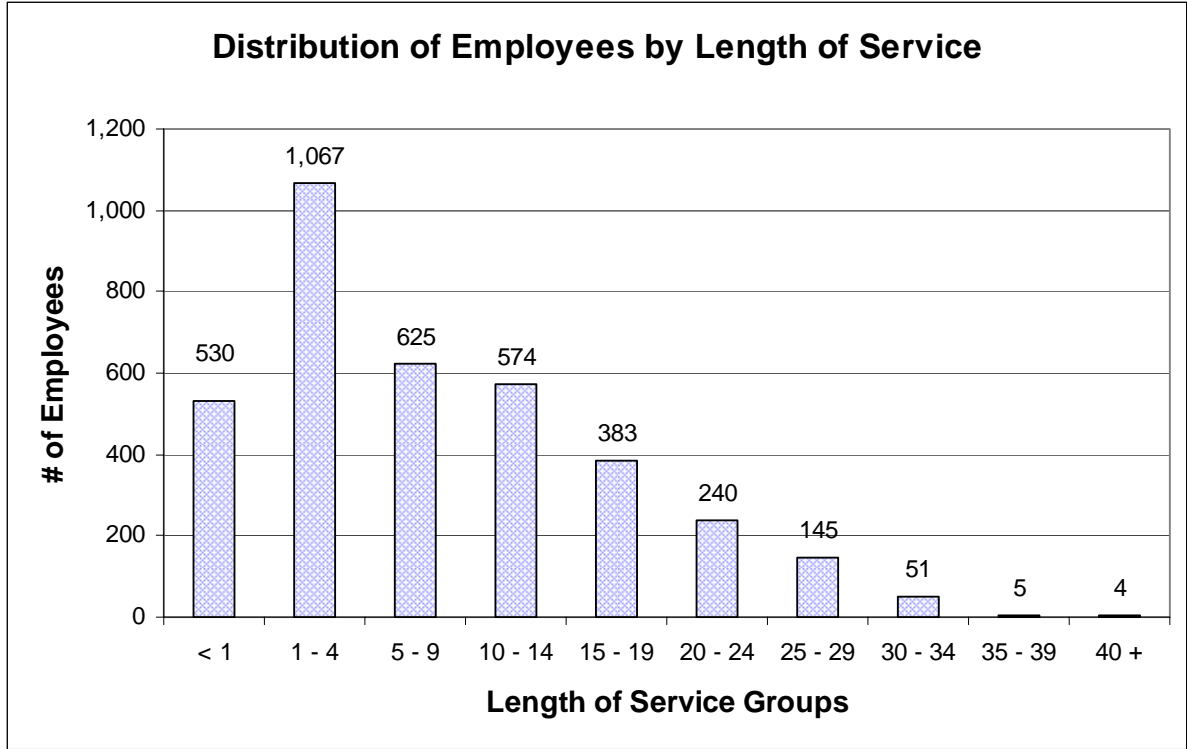
# HAWAII HEALTH SYSTEMS CORPORATION AGE DISTRIBUTION OF EMPLOYEES

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



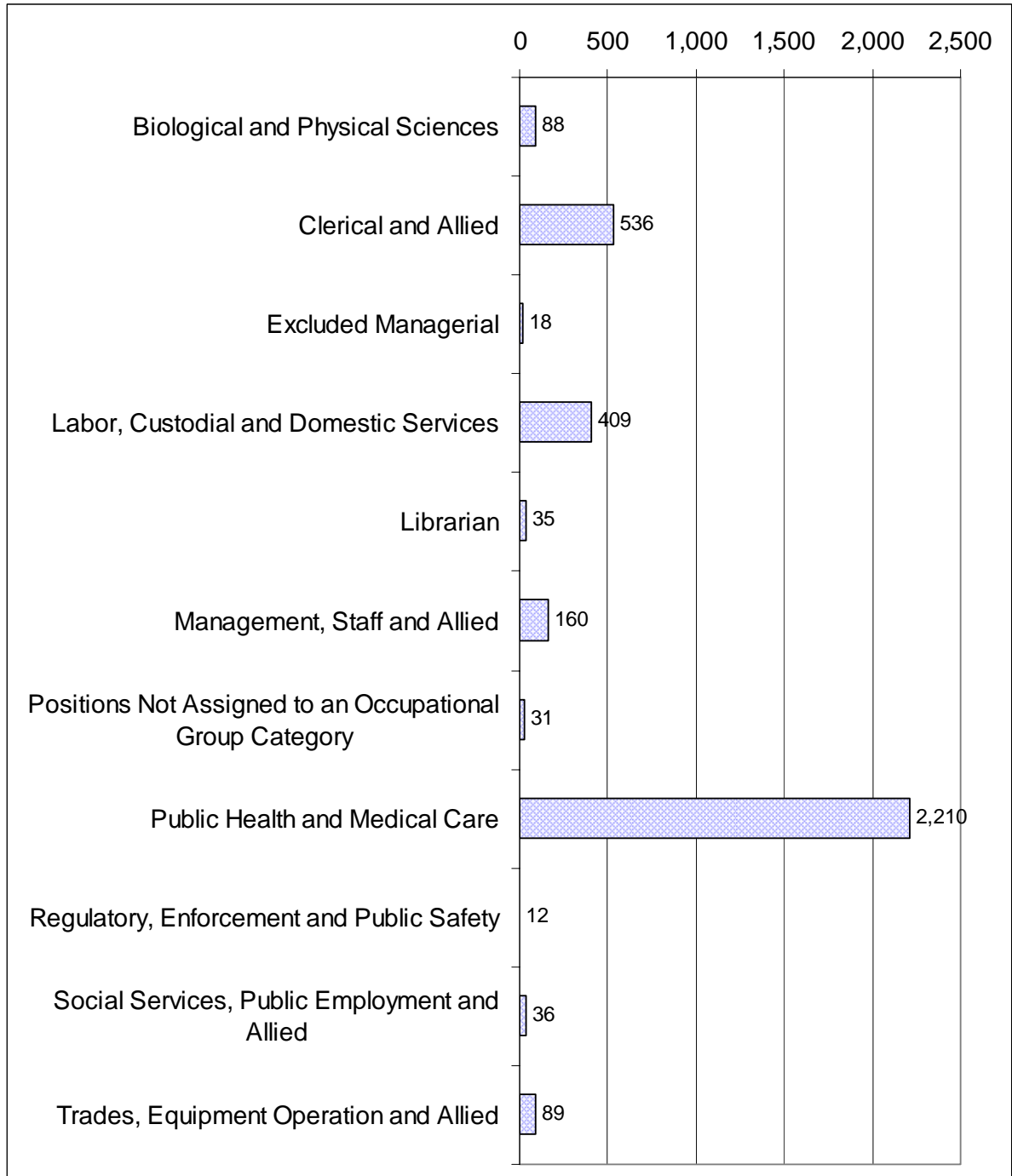
# HAWAII HEALTH SYSTEMS CORPORATION LENGTH OF SERVICE OF EMPLOYEES

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.

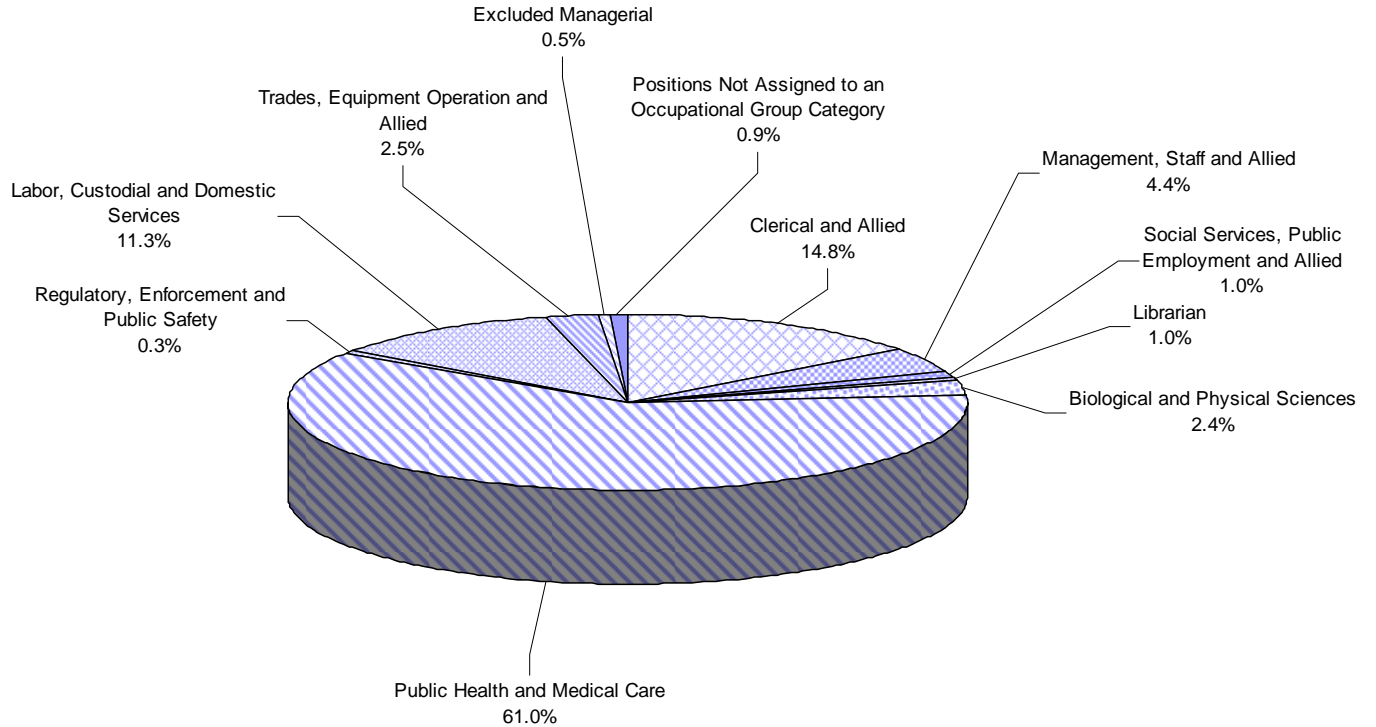
Employees	Occup'l Group	Occupational Group Description	Averages		
			Age	Years of Service	Annual Salary
536	I	Clerical and Allied	44	8	\$34,907
160	II	Management, Staff and Allied	47	8	\$79,173
36	III	Social Services, Public Employment and Allied	50	9	\$54,830
35	IV	Librarian	43	10	\$45,637
88	V	Biological and Physical Sciences	46	10	\$51,681
2,210	VI	Public Health and Medical Care	44	9	\$57,520
12	VIII	Regulatory, Enforcement and Public Safety	47	7	\$42,034
409	IX	Labor, Custodial and Domestic Services	46	10	\$36,034
89	X	Trades, Equipment Operation and Allied	50	10	\$46,054
18	EM	Excluded Managerial	49	11	\$87,260
31	Others	Positions Not Assigned to an Occupational Group Category	42	5	\$33,602

HHSC Workforce: 3,624 employees

# HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE BY OCCUPATION GROUP, OVERVIEW

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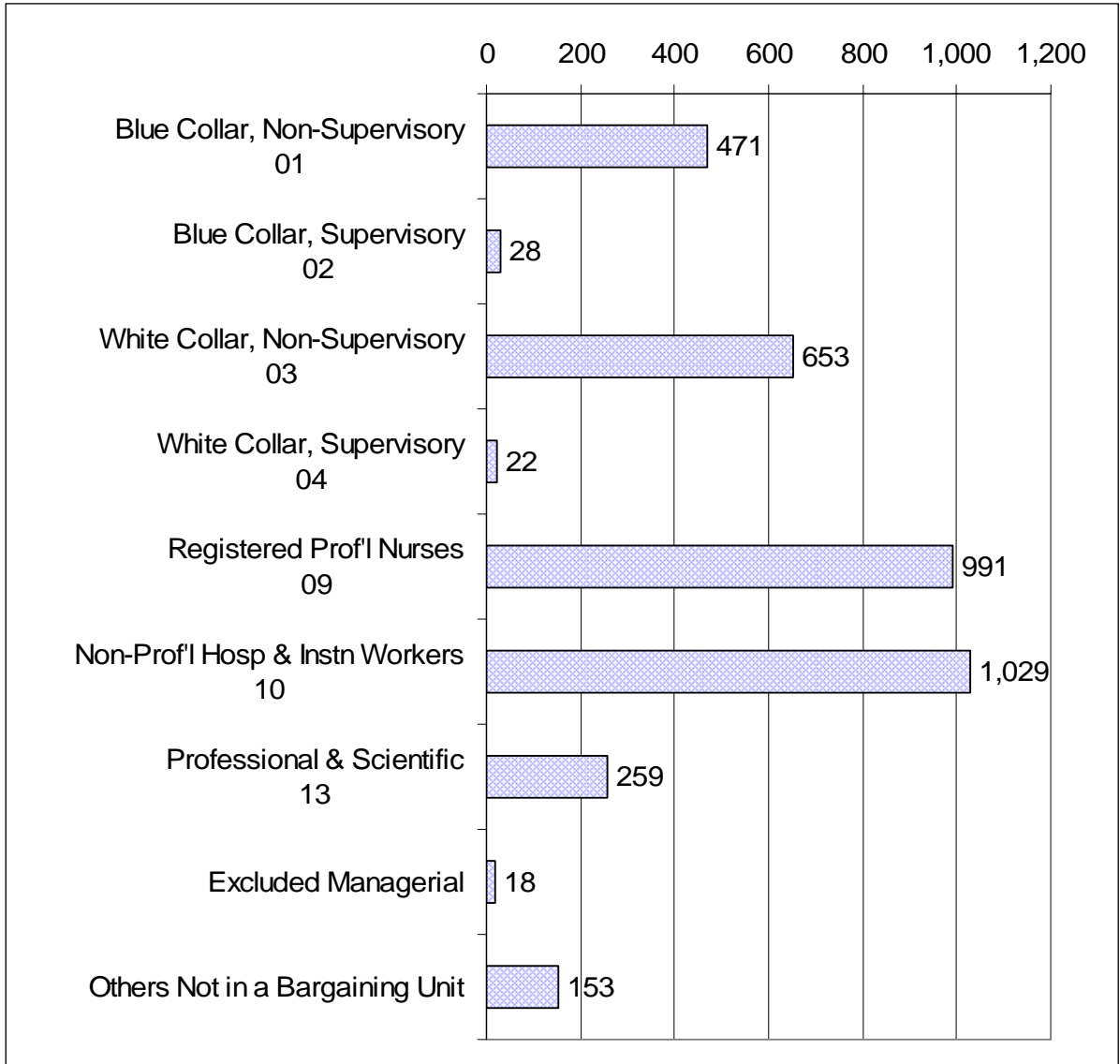
Percentage distribution of the employees in the personnel system administered by the Hawaii Health Systems Corporation by occupational grouping.





# 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.

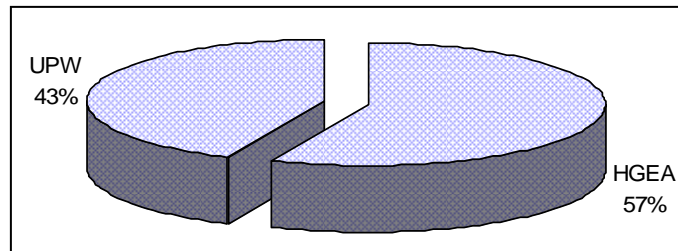


## HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE BY COLLECTIVE BARGAINING UNITS, AVERAGES

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

Union Code	Exclusive Rep	Collective Bargaining Group	Employee Count	Percent of Workforce	Averages		
					Age	Years of Service	Annual Salary
01	UPW	Blue Collar, Non-Supvry	471	13.00%	46	9	\$37,162
02	HGEA	Blue Collar, Supvry	28	0.77%	48	13	\$48,253
03	HGEA	White Collar, Non-Supvry	653	18.02%	44	8	\$38,592
04	HGEA	White Collar, Supvry	22	0.61%	48	17	\$55,102
09	HGEA	Registered Prof'l Nurses	991	27.35%	45	9	\$74,577
10	UPW	Non-Prof'l Hosp & Instn Workers	1,029	28.39%	42	8	\$36,406
13	HGEA	Professional & Scientific	259	7.15%	46	8	\$57,316
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			3,453	95.28%	44	9	\$49,661

Total Workforce: 3,624 employees



## PROJECTED RETIREMENTS

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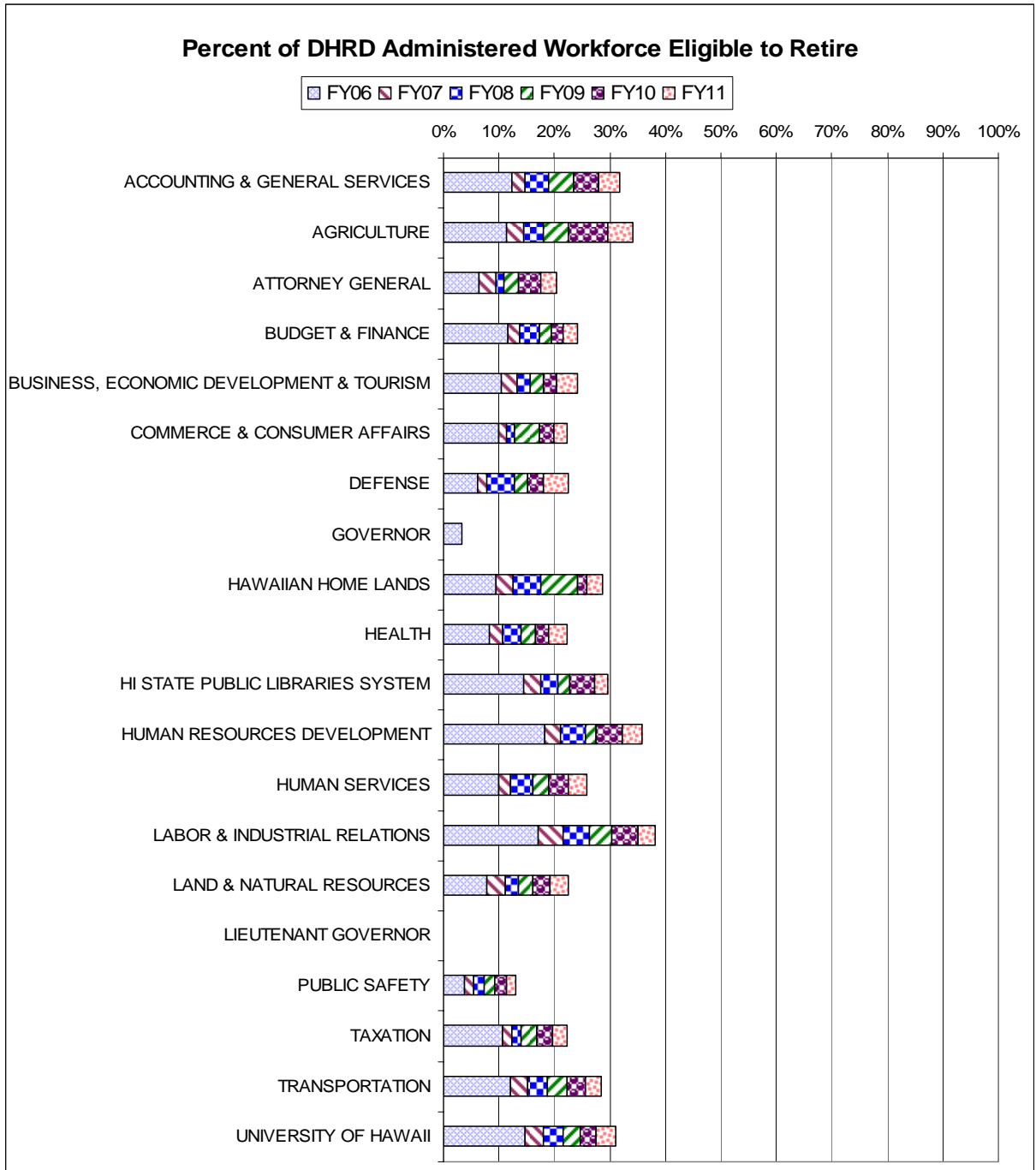
## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Five-year projection on the number of employees who will be eligible for retirement at the end of fiscal year 2010-2011 (i.e., ending June 30, 2011).

At the end of fiscal year 2011, the Departments of Agriculture, Human Resources Development, and Labor & Industrial Relations have the potential of seeing more than one-third of their entire workforce retire.

DEPARTMENT	TOTAL NUMBER OF EMPLOYEES IN THE PERSONNEL SYSTEM ADMINISTERED BY DHRD	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY06)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2011	PERCENT OF DEPARTMENTAL WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2011
			FY07	FY08	FY09	FY10	FY11		
ACCOUNTING & GENERAL SERVICES	855	106	19	37	38	40	31	271	31.7%
AGRICULTURE	305	35	9	11	14	21	14	104	34.1%
ATTORNEY GENERAL	627	40	19	10	15	26	18	128	20.4%
BUDGET & FINANCE	330	38	7	12	7	7	9	80	24.2%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	249	26	7	6	6	6	9	60	24.1%
COMMERCE & CONSUMER AFFAIRS	372	37	5	6	16	10	9	83	22.3%
DEFENSE	244	15	4	12	6	7	11	55	22.5%
GOVERNOR	61	2	0	0	0	0	0	2	3.3%
HAWAIIAN HOME LANDS	136	13	4	7	9	2	4	39	28.7%
HEALTH	3,282	273	78	104	93	77	107	732	22.3%
HI STATE PUBLIC LIBRARIES SYSTEM	523	75	17	16	11	23	13	155	29.6%
HUMAN RESOURCES DEVELOPMENT	109	20	3	5	2	5	4	39	35.8%
HUMAN SERVICES	2,386	238	53	96	68	80	84	619	25.9%
LABOR & INDUSTRIAL RELATIONS	615	105	28	29	24	29	19	234	38.0%
LAND & NATURAL RESOURCES	735	57	25	18	18	23	24	165	22.4%
LIEUTENANT GOVERNOR	16	0	0	0	0	0	0	0	0.0%
PUBLIC SAFETY	2,265	87	38	42	43	48	38	296	13.1%
TAXATION	387	41	7	6	11	11	10	86	22.2%
TRANSPORTATION	2,287	275	71	80	81	77	67	651	28.5%
UNIVERSITY OF HAWAII	1,616	239	53	58	47	48	58	503	31.1%
TOTALS:	17,400	1,722	447	555	509	540	529	4,302	24.7%

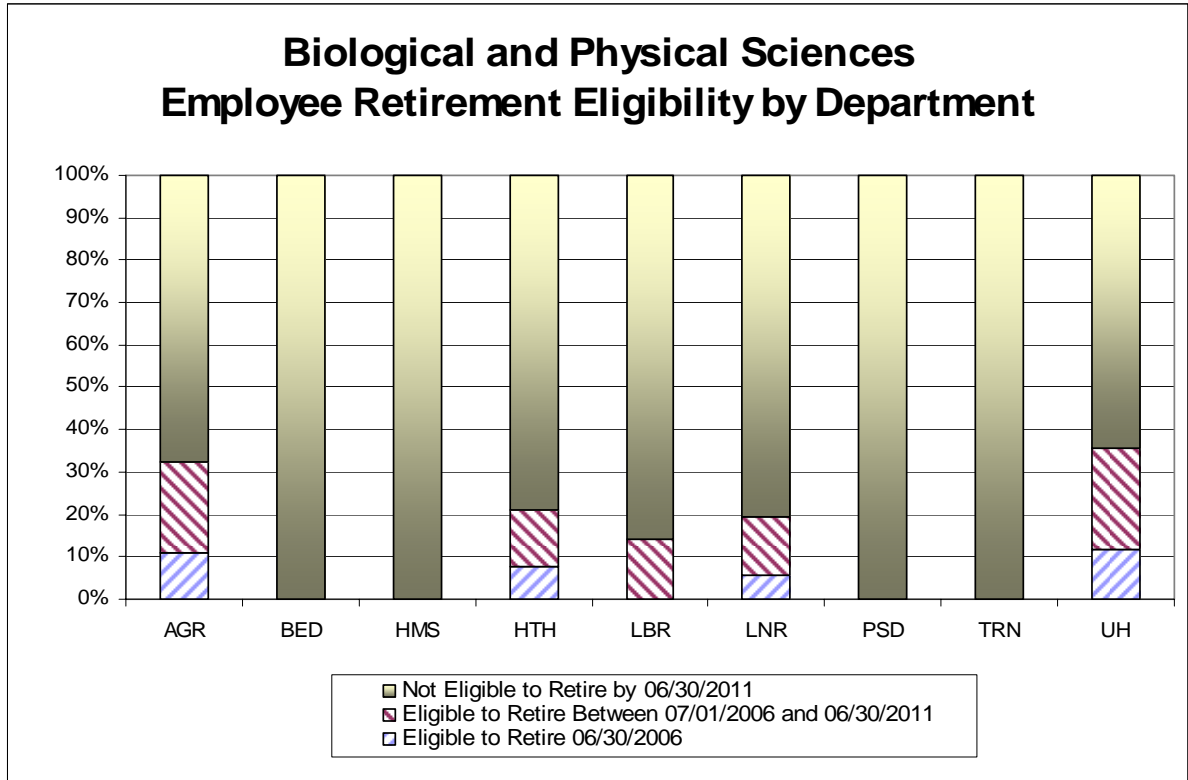
# PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD



## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Biological and Physical Sciences occupational group 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.

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), approximately one-third of the employees of the University of Hawaii, in this occupational group, will be eligible to retire.

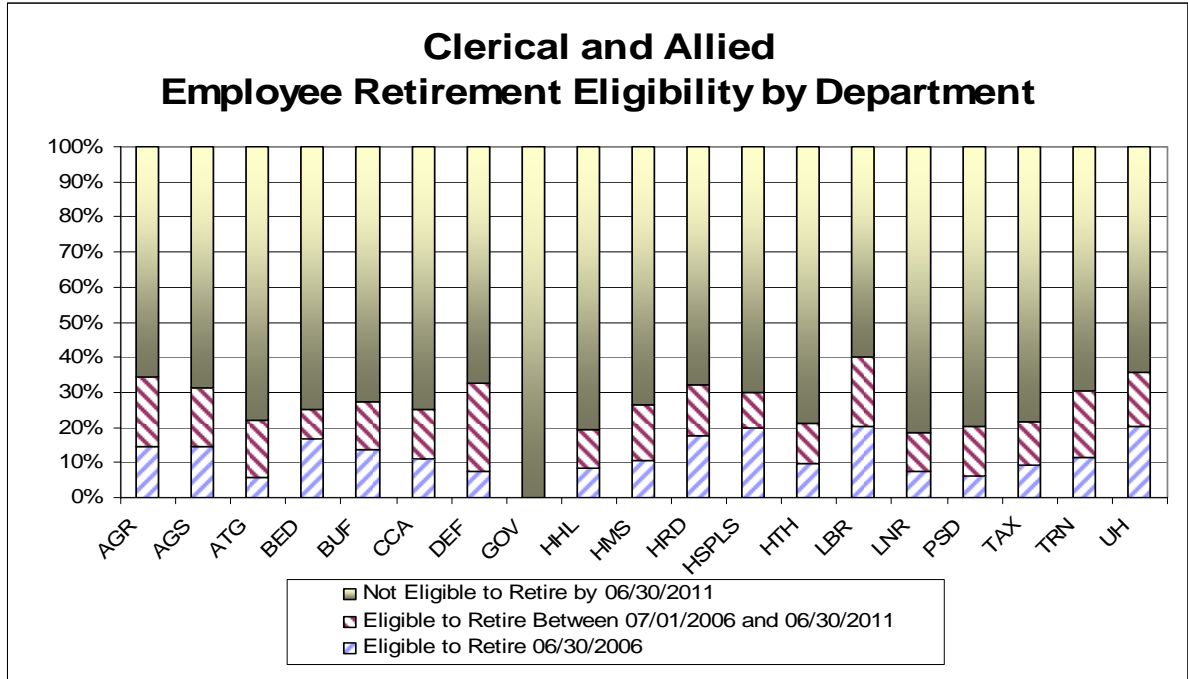


DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	4	10.81%	8	21.62%	25	67.57%
BED	0	0.00%	0	0.00%	3	100.00%
HMS	0	0.00%	0	0.00%	1	100.00%
HTH	16	7.77%	27	13.11%	163	79.13%
LBR	0	0.00%	1	14.29%	6	85.71%
LNR	8	5.59%	20	13.99%	115	80.42%
PSD	0	0.00%	0	0.00%	2	100.00%
TRN	0	0.00%	0	0.00%	8	100.00%
UH	8	11.94%	16	23.88%	43	64.18%

## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Clerical and Allied occupational group perform and/or supervise clerical, other support work and technical white collar functions.

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), approximately one-third of the employees of the Departments of Agriculture and Labor & Industrial Relations and the University of Hawaii, in this occupational group, will be eligible to retire.



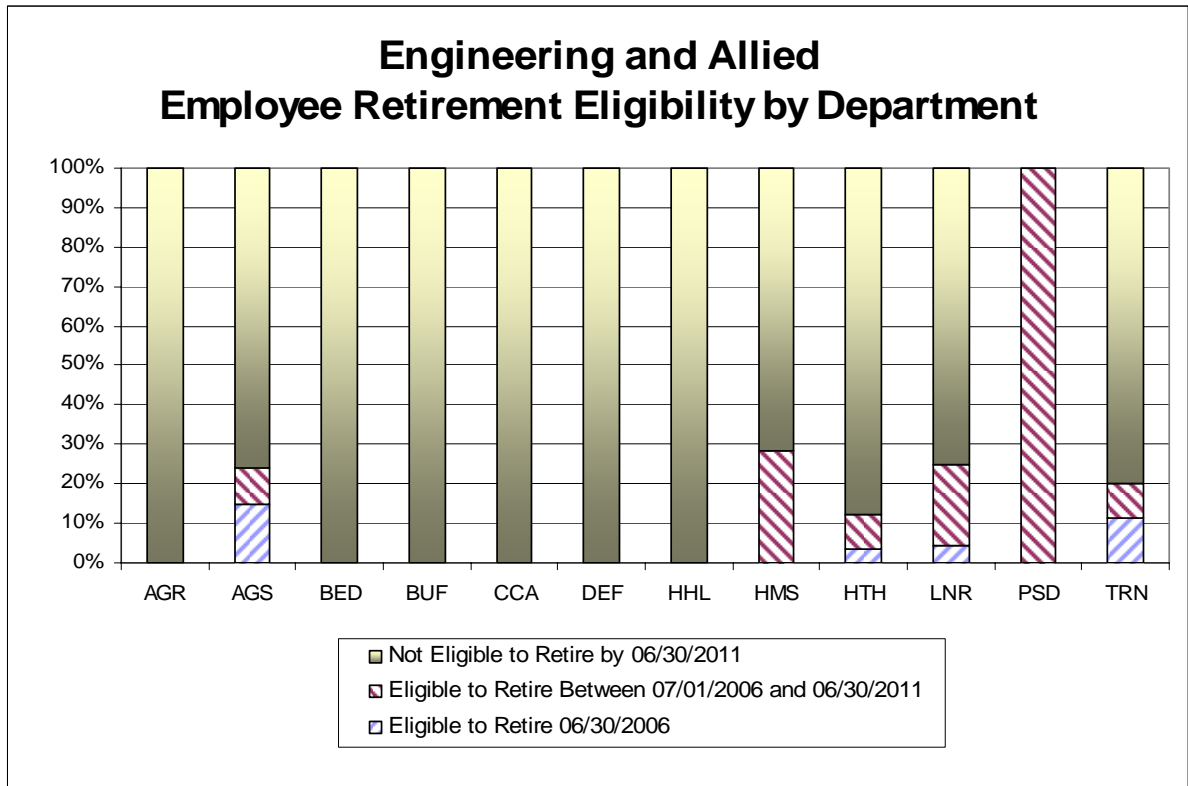
DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	6	14.63%	8	19.51%	27	65.85%
AGS	31	14.35%	37	17.13%	148	68.52%
ATG	14	5.71%	40	16.33%	191	77.96%
BED	10	16.67%	5	8.33%	45	75.00%
BUF	13	13.68%	13	13.68%	69	72.63%
CCA	18	11.11%	23	14.20%	121	74.69%
DEF	4	7.27%	14	25.45%	37	67.27%
GOV	0	0.00%	0	0.00%	3	100.00%
HHL	3	8.33%	4	11.11%	29	80.56%
HMS	57	10.40%	88	16.06%	403	73.54%
HRD	6	17.65%	5	14.71%	23	67.65%
HSPLS	4	20.00%	2	10.00%	14	70.00%
HTH	59	9.66%	69	11.29%	483	79.05%
LBR	28	20.14%	28	20.14%	83	59.71%
LNR	13	7.47%	19	10.92%	142	81.61%
PSD	14	6.17%	32	14.10%	181	79.74%
TAX	25	9.23%	33	12.18%	213	78.60%
TRN	40	11.56%	65	18.79%	241	69.65%
UH	168	20.24%	129	15.54%	533	64.22%



## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Engineering & Allied occupational group perform and/or supervise professional work involving the application of engineering principles and concepts. Also, included in this occupational group are employees who perform non-professional and technical classes performing engineering support services (e.g., Engineering Aids, Engineering Technicians, and Drafting Aids and Technicians).

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), the Department of Public Safety's sole engineer will be eligible to retire.

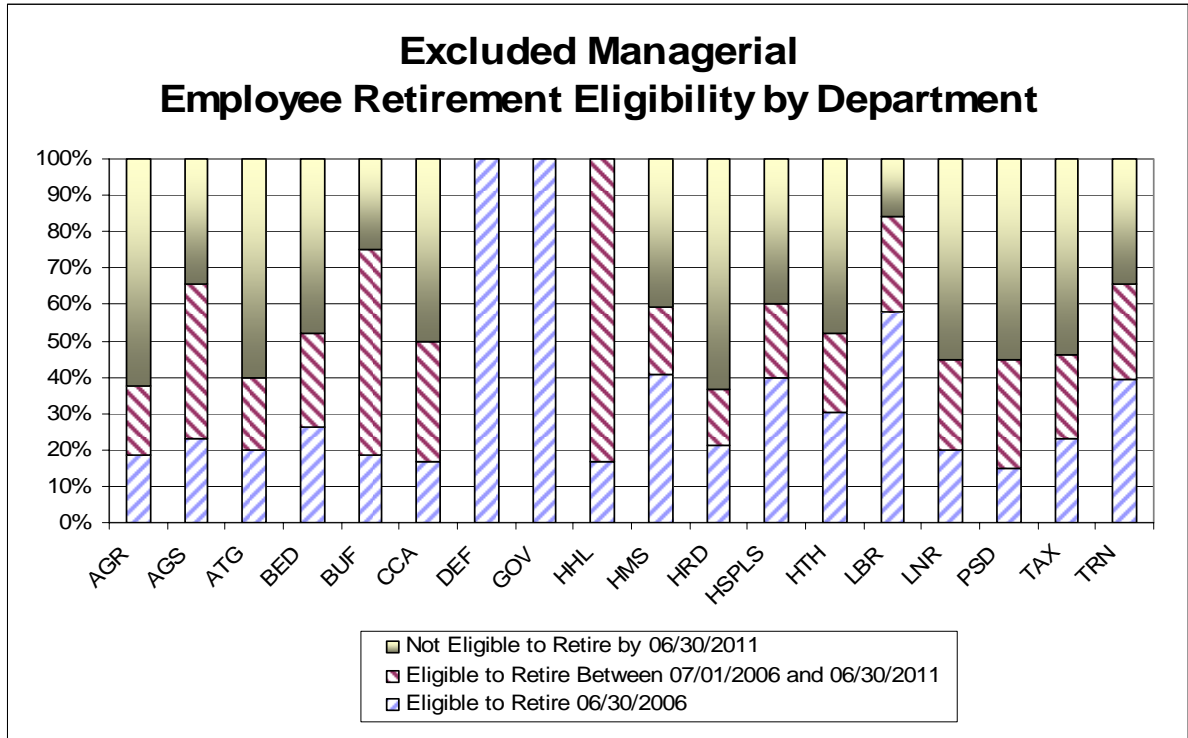


DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	0	0.00%	0	0.00%	2	100.00%
AGS	8	14.81%	5	9.26%	41	75.93%
BED	0	0.00%	0	0.00%	6	100.00%
BUF	0	0.00%	0	0.00%	2	100.00%
CCA	0	0.00%	0	0.00%	4	100.00%
DEF	0	0.00%	0	0.00%	7	100.00%
HHL	0	0.00%	0	0.00%	3	100.00%
HMS	0	0.00%	2	28.57%	5	71.43%
HTH	2	3.51%	5	8.77%	50	87.72%
LNR	1	4.17%	5	20.83%	18	75.00%
PSD	0	0.00%	1	100.00%	0	0.00%
TRN	37	11.38%	28	8.62%	260	80.00%

## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Excluded Managerial occupational group include top-level managerial and administrative personnel in civil service positions (e.g., chief of a major division or branch of a department).

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), at least one-third of the managers in all departments will be eligible to retire.

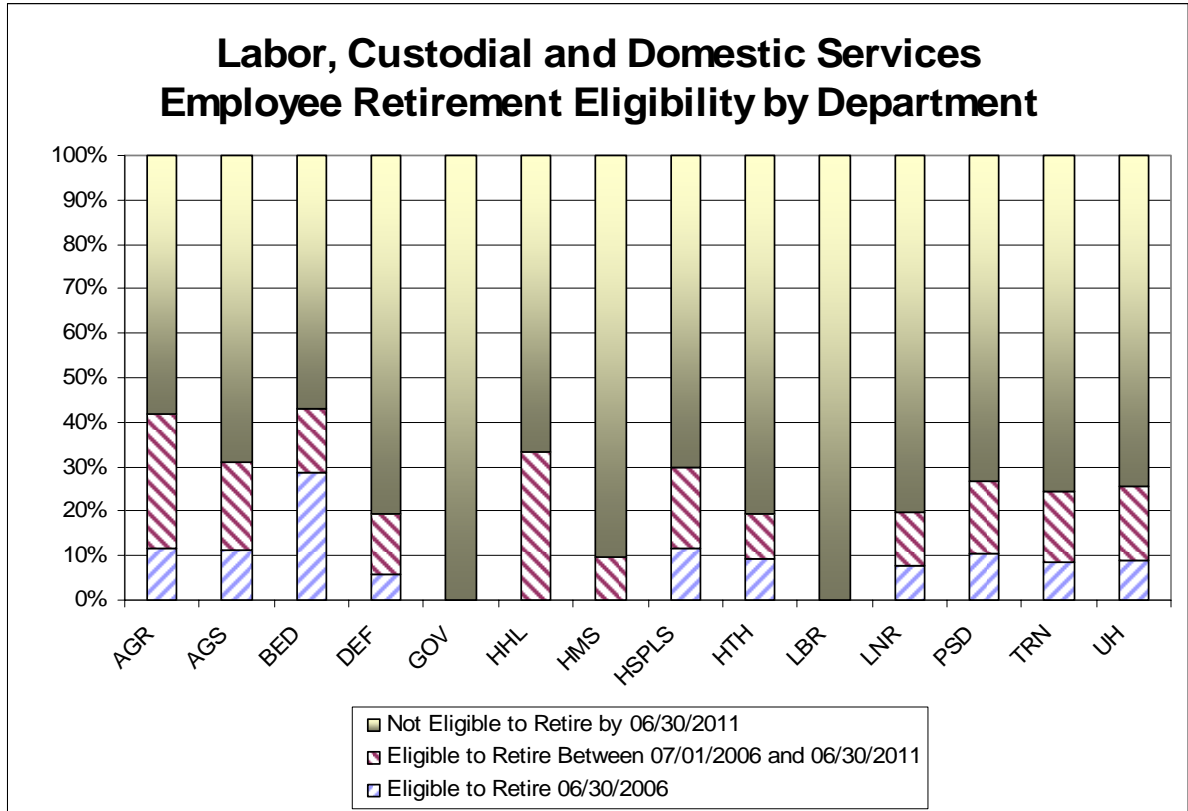


DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	3	18.75%	3	18.75%	10	62.50%
AGS	8	22.86%	15	42.86%	12	34.29%
ATG	1	20.00%	1	20.00%	3	60.00%
BED	6	26.09%	6	26.09%	11	47.83%
BUF	3	18.75%	9	56.25%	4	25.00%
CCA	1	16.67%	2	33.33%	3	50.00%
DEF	1	100.00%	0	0.00%	0	0.00%
GOV	1	100.00%	0	0.00%	0	0.00%
HHL	1	16.67%	5	83.33%	0	0.00%
HMS	9	40.91%	4	18.18%	9	40.91%
HRD	4	21.05%	3	15.79%	12	63.16%
HSPLS	2	40.00%	1	20.00%	2	40.00%
HTH	14	30.43%	10	21.74%	22	47.83%
LBR	11	57.89%	5	26.32%	3	15.79%
LNR	4	20.00%	5	25.00%	11	55.00%
PSD	3	15.00%	6	30.00%	11	55.00%
TAX	3	23.08%	3	23.08%	7	53.85%
TRN	15	39.47%	10	26.32%	13	34.21%

## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Labor, Custodial and Domestic Services occupational group perform and/or supervise blue collar manual work (e.g., janitorial and groundskeeping, laborer, and food service).

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), at least one-third of the employees of the Departments of Agriculture; Business, Economic Development & Tourism; and Hawaiian Home Lands, in this occupational group, will be eligible to retire.

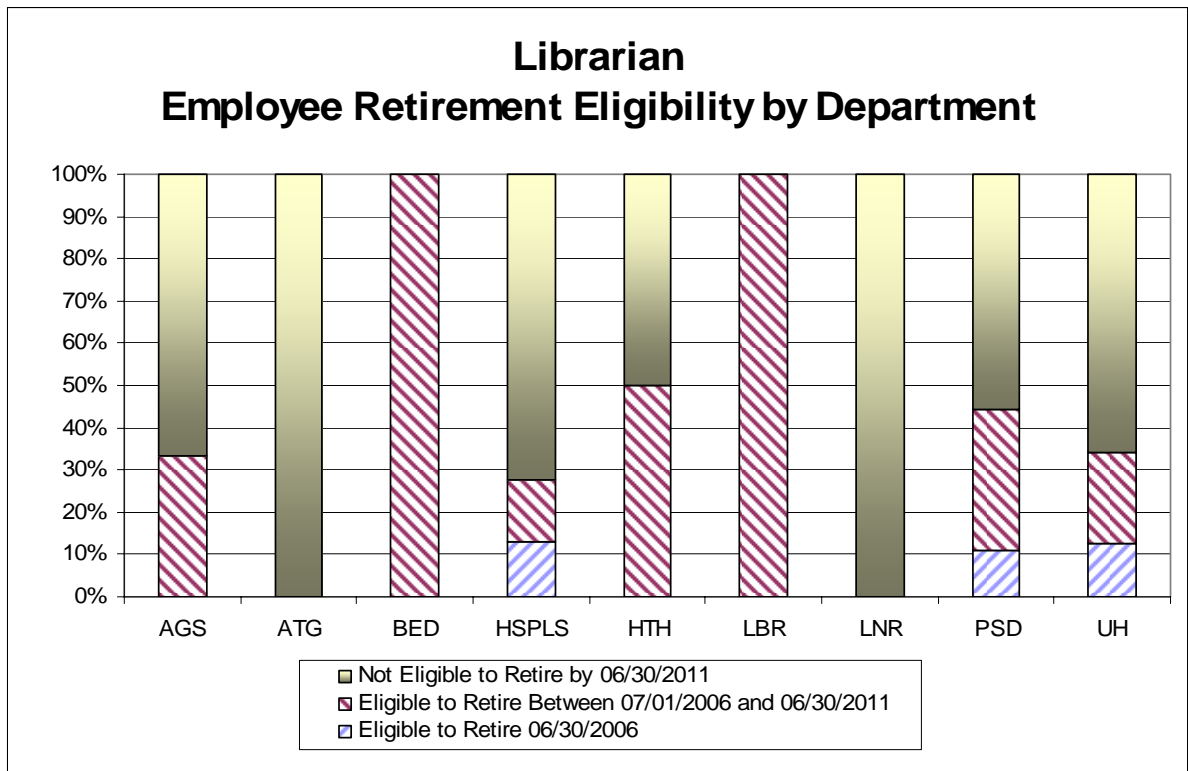


DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	5	11.63%	13	30.23%	25	58.14%
AGS	20	11.43%	34	19.43%	121	69.14%
BED	2	28.57%	1	14.29%	4	57.14%
DEF	3	5.77%	7	13.46%	42	80.77%
GOV	0	0.00%	0	0.00%	3	100.00%
HHL	0	0.00%	1	33.33%	2	66.67%
HMS	0	0.00%	4	9.76%	37	90.24%
HSPLS	7	11.67%	11	18.33%	42	70.00%
HTH	10	9.26%	11	10.19%	87	80.56%
LBR	0	0.00%	0	0.00%	7	100.00%
LNR	10	7.94%	15	11.90%	101	80.16%
PSD	12	10.34%	19	16.38%	85	73.28%
TRN	49	8.36%	94	16.04%	443	75.60%
UH	36	9.02%	66	16.54%	297	74.44%

## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Librarian occupational group perform and/or supervise professional work in providing library, government documents archival, and medical records. Also included in this occupational group are positions which provide or supervise non-professional and paraprofessional support (e.g., Library Assistants, Library Technicians, and Medical Record Technicians).

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), at least one-third of the employees in the Departments of Accounting & General Services; Business, Economic Development & Tourism; Health; Labor & Industrial Relations; and Public Safety; and the University of Hawaii, in this occupational group, will be eligible to retire.

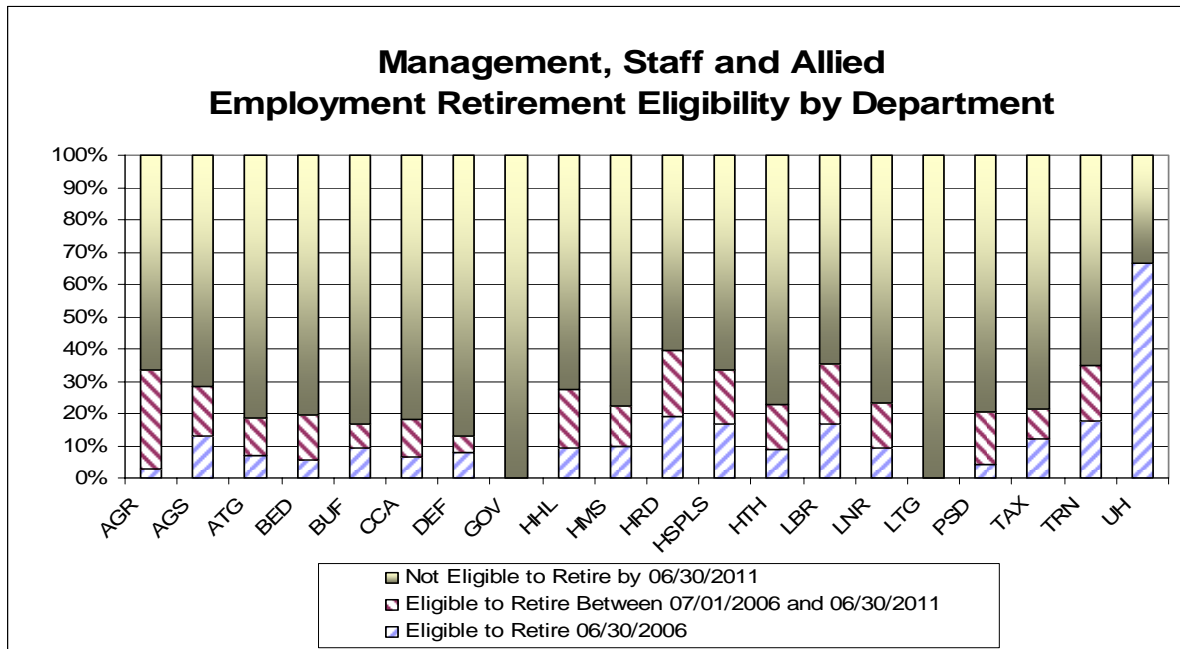


DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGS	0	0.00%	3	33.33%	6	66.67%
ATG	0	0.00%	0	0.00%	1	100.00%
BED	0	0.00%	2	100.00%	0	0.00%
HSPLS	52	12.81%	60	14.78%	291	71.67%
HTH	0	0.00%	2	50.00%	2	50.00%
LBR	0	0.00%	1	100.00%	0	0.00%
LNR	0	0.00%	0	0.00%	1	100.00%
PSD	2	11.11%	6	33.33%	10	55.56%
UH	13	11.50%	22	19.47%	67	59.29%

## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Management, Staff and Allied occupational group perform and/or supervise administrative, professional and technical work which require specialized knowledge and normally require at least a baccalaureate degree (e.g., Accountants, Computer Programmers, and Research Statisticians).

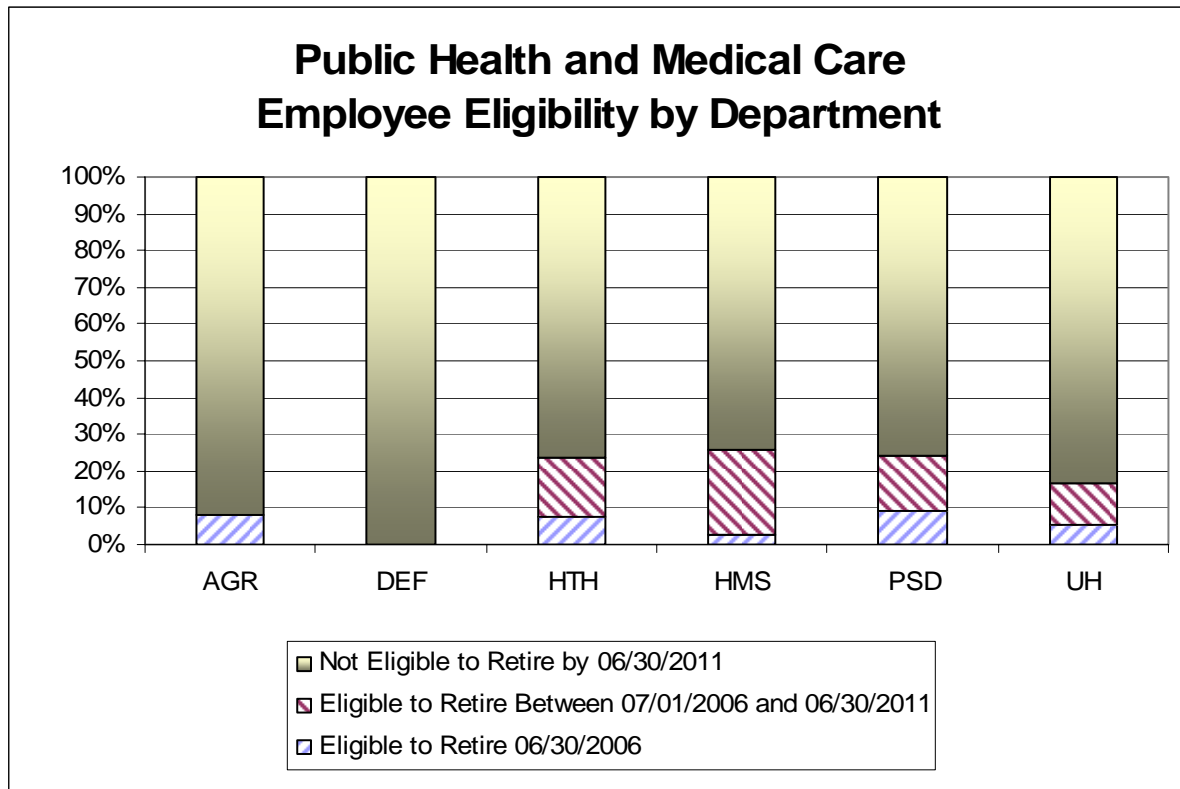
At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), at least one-third of the employees of the Departments of Agriculture, Human Resources Development, Labor & Industrial Relations, and Transportation; the Hawaii State Public Libraries System; and the University of Hawaii, in this occupational group, will be eligible to retire.



DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	1	2.56%	12	30.77%	26	66.67%
AGS	26	12.94%	31	15.42%	144	71.64%
ATG	21	7.12%	34	11.53%	240	81.36%
BED	8	5.76%	19	13.67%	112	80.58%
BUF	18	9.14%	15	7.61%	164	83.25%
CCA	9	6.34%	17	11.97%	116	81.69%
DEF	3	7.69%	2	5.13%	34	87.18%
GOV	0	0.00%	0	0.00%	4	100.00%
HHL	5	9.09%	10	18.18%	40	72.73%
HMS	19	9.79%	24	12.37%	151	77.84%
HRD	10	18.87%	11	20.75%	32	60.38%
HSPLS	2	16.67%	2	16.67%	8	66.67%
HTH	30	8.82%	48	14.12%	262	77.06%
LBR	20	16.53%	23	19.01%	78	64.46%
LNR	9	9.47%	13	13.68%	73	76.84%
LTG	0	0.00%	0	0.00%	9	100.00%
PSD	3	4.35%	11	15.94%	55	79.71%
TAX	12	12.12%	9	9.09%	78	78.79%
TRN	36	17.48%	36	17.48%	134	65.05%
UH	2	66.67%	0	0.00%	1	33.33%

## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Public Health & Medical Care occupational group 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 included in this occupational group are non-professional and paraprofessional support personnel (e.g., Veterinary Technicians, Para Medical Assistants, and School Health Aids).

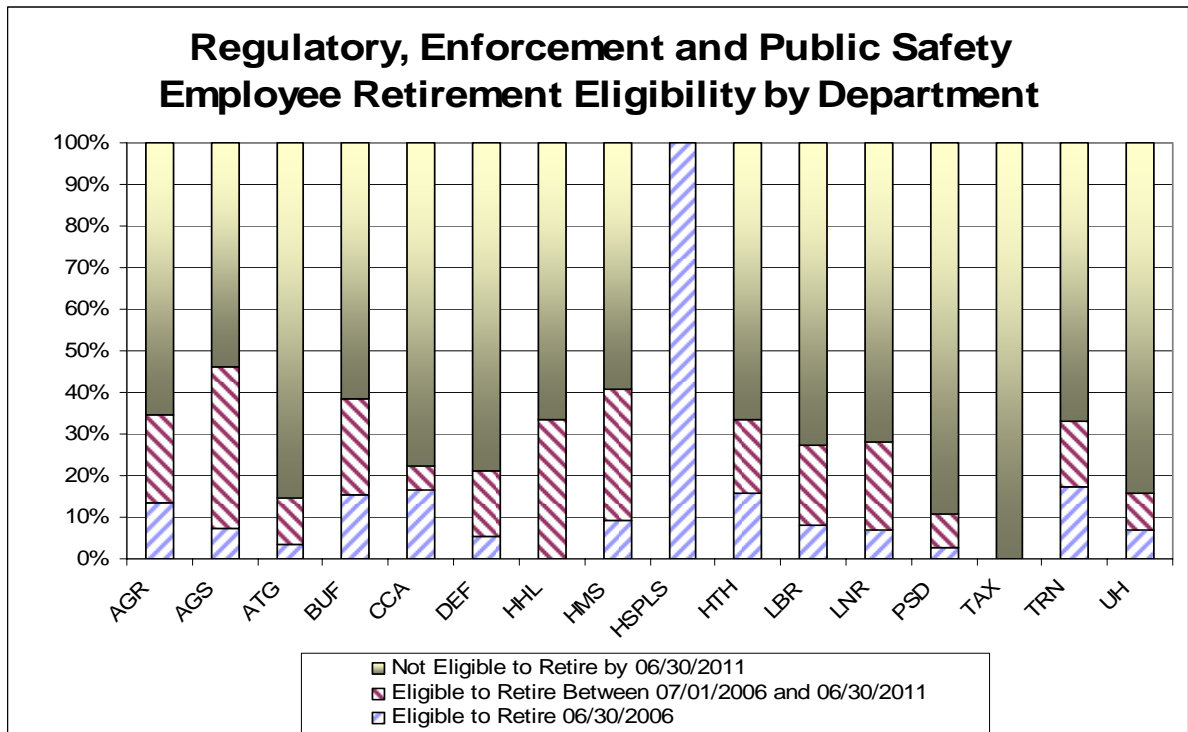


DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	1	8.33%	0	0.00%	11	91.67%
DEF	0	0.00%	0	0.00%	1	100.00%
HTH	83	7.42%	180	16.09%	856	76.50%
HMS	1	2.56%	9	23.08%	29	74.36%
PSD	8	9.30%	13	15.12%	65	75.58%
UH	1	5.56%	2	11.11%	15	83.33%

## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Regulatory, Enforcement & Public Safety occupational group perform and/or supervise work in the protection of persons and property, conduct of inspections, and/or investigations for various rules and regulations.

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), at least one-third of the employees of the Departments of Accounting and General Services, Agriculture, Budget & Finance, Hawaiian Home Lands, Health, Human Services, and Transportation and the Hawaii State Public Libraries System, in this occupational group, will be eligible to retire.

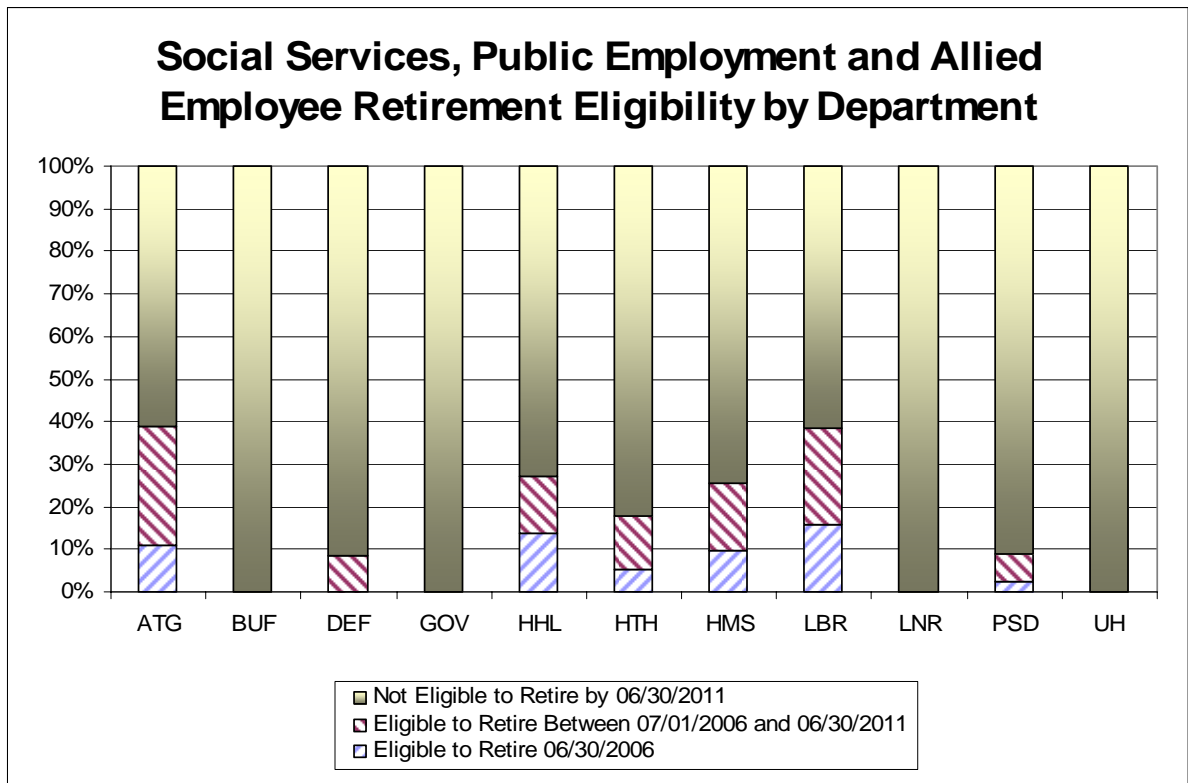


DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	15	13.64%	23	20.91%	72	65.45%
AGS	3	7.32%	16	39.02%	22	53.66%
ATG	2	3.28%	7	11.48%	52	85.25%
BUF	2	15.38%	3	23.08%	8	61.54%
CCA	9	16.67%	3	5.56%	42	77.78%
DEF	1	5.26%	3	15.79%	15	78.95%
HHL	0	0.00%	1	33.33%	2	66.67%
HMS	3	9.38%	10	31.25%	19	59.38%
HSPLS	1	100.00%	0	0.00%	0	0.00%
HTH	18	15.79%	20	17.54%	76	66.67%
LBR	5	8.06%	12	19.35%	45	72.58%
LNR	8	6.78%	25	21.19%	85	72.03%
PSD	8	2.60%	25	8.12%	275	89.29%
TAX	0	0.00%	0	0.00%	2	100.00%
TRN	52	17.28%	48	15.95%	201	66.78%
UH	3	6.82%	4	9.09%	37	84.09%

## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Social Services, Public Employment and Allied occupational group perform and/or supervise professional work in providing a variety of social and rehabilitative services to individuals and groups in the community. Also included in this occupational group are employees who perform non-professional and paraprofessional support work in such programs (e.g., Social Service Aids, Eligibility Workers, and Educational Assistants).

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), at least one-third of the employees in the Departments of the Attorney General and Labor & Industrial Relations, in this occupational group, will be eligible to retire.



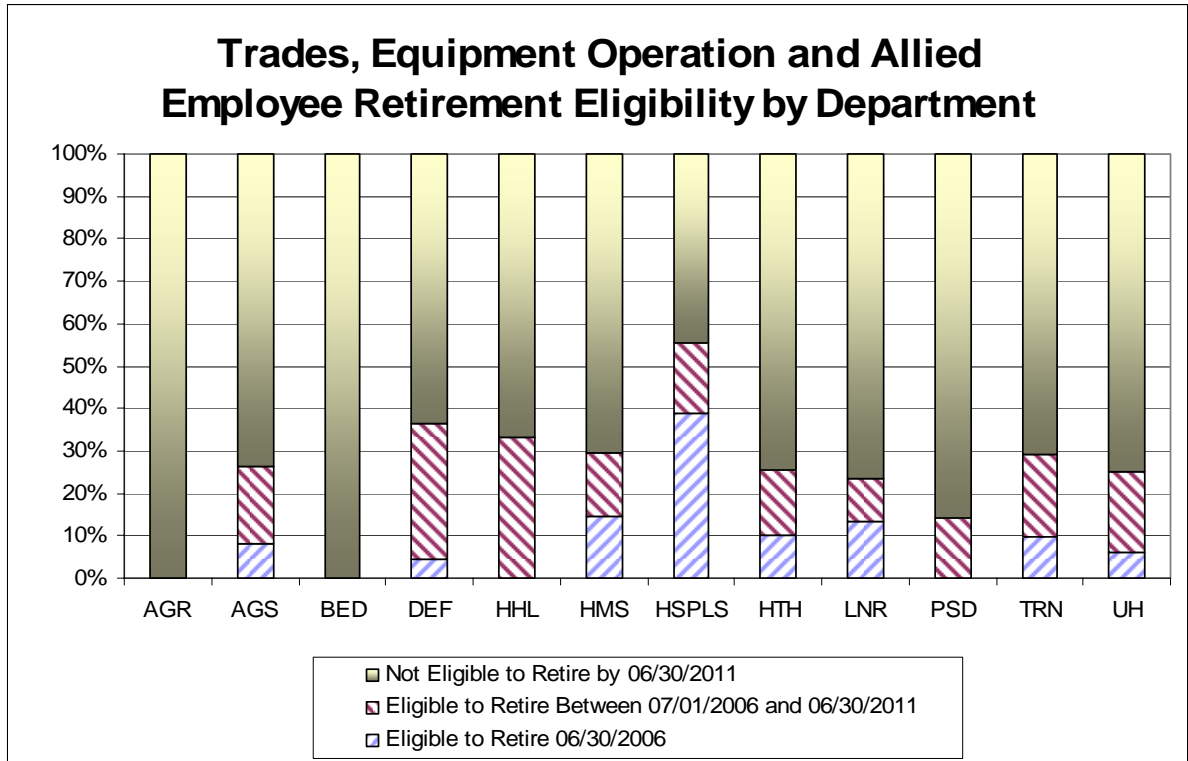
DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
ATG	2	11.11%	5	27.78%	11	61.11%
BUF	0	0.00%	0	0.00%	1	100.00%
DEF	0	0.00%	3	8.57%	32	91.43%
GOV	0	0.00%	0	0.00%	1	100.00%
HHL	3	13.64%	3	13.64%	16	72.73%
HTH	34	5.40%	78	12.38%	518	82.22%
HMS	134	9.54%	225	16.01%	1046	74.45%
LBR	40	15.94%	57	22.71%	154	61.35%
LNR	0	0.00%	0	0.00%	1	100.00%
PSD	36	2.63%	88	6.42%	1246	90.95%
UH	0	0.00%	0	0.00%	11	100.00%



## PROJECTED RETIREMENTS PERSONNEL SYSTEM ADMINISTERED BY DHRD

Employees in the Trades, Equipment Operation & Allied occupational group perform and/or supervise skilled and semi-skilled trade work or motorized equipment operation.

At the end of fiscal year 2010-2011 (i.e., ending June 30, 2011), at least one-third of the employees of the Departments of Defense and Hawaiian Home Lands and the Hawaii State Public Libraries System, in this occupational group, will be eligible to retire.

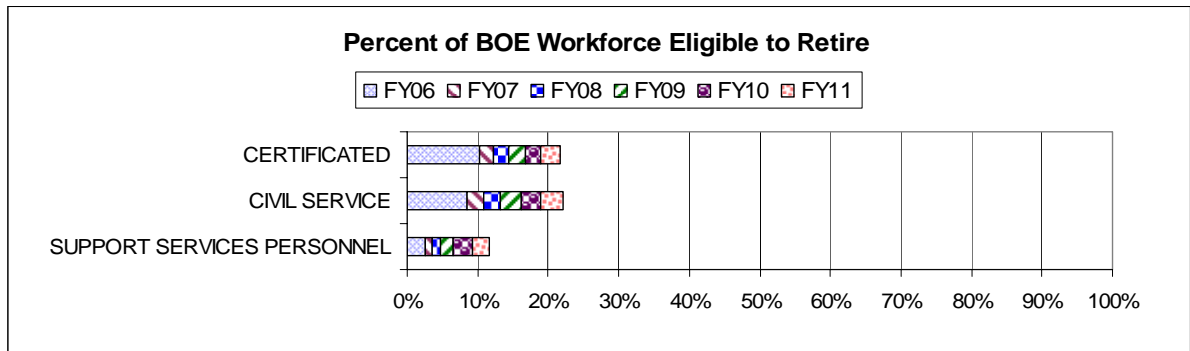


DEPT	Eligible to Retire 06/30/2006		Eligible to Retire Between 07/01/2006 and 06/30/2011		Not Eligible to Retire by 06/30/2011	
	# of EEs	%	# of EEs	%	# of EEs	%
AGR	0	0.00%	0	0.00%	3	100.00%
AGS	10	8.26%	22	18.18%	89	73.55%
BED	0	0.00%	0	0.00%	6	100.00%
DEF	1	4.55%	7	31.82%	14	63.64%
HHL	0	0.00%	2	33.33%	4	66.67%
HMS	14	14.74%	14	14.74%	67	70.53%
HSPLS	7	38.89%	3	16.67%	8	44.44%
HTH	4	10.26%	6	15.38%	29	74.36%
LNR	4	13.33%	3	10.00%	23	76.67%
PSD	0	0.00%	6	14.29%	36	85.71%
TRN	45	9.53%	92	19.49%	335	70.97%
UH	8	6.11%	25	19.08%	98	74.81%

## PROJECTED RETIREMENTS BOARD OF EDUCATION

Five-year projection on the number of Board of Education employees who will be eligible for retirement at the end of fiscal year 2010-2011 (i.e., ending June 30, 2011).

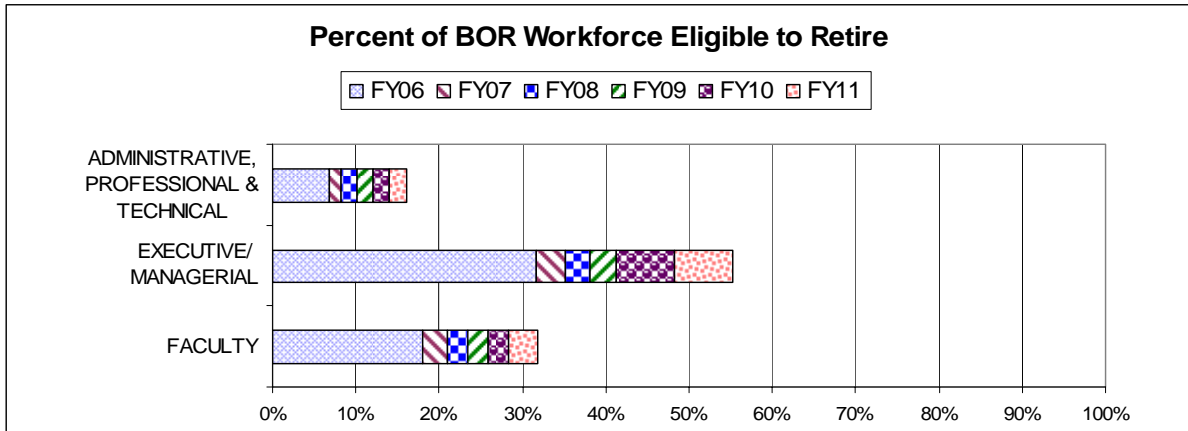
BOARD OF EDUCATION	TOTAL NUMBER OF EMPLOYEES IN THE BOE WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY06)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2011	PERCENT OF BOE WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2011
			FY07	FY08	FY09	FY10	FY11		
CERTIFICATED	14,085	1,438	285	314	335	299	379	3,050	21.7%
CIVIL SERVICE	5,526	467	133	129	161	154	179	1,223	22.1%
SUPPORT SERVICES PERSONNEL	3,160	80	32	38	58	83	76	367	11.6%
<b>TOTALS:</b>	<b>22,771</b>	<b>1,985</b>	<b>450</b>	<b>481</b>	<b>554</b>	<b>536</b>	<b>634</b>	<b>4,640</b>	<b>20.4%</b>



## PROJECTED RETIREMENTS BOARD OF REGENTS

Five-year projection on the number of UH Board of Regents employees who would be eligible for retirement at the end of fiscal year 2010-2011 (i.e., ending June 30, 2011).

BOARD OF REGENTS	TOTAL NUMBER OF EMPLOYEES IN THE BOR WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY06)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2011	PERCENT OF BOR WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2011
			FY07	FY08	FY09	FY10	FY11		
ADMINISTRATIVE, PROFESSIONAL & TECHNICAL	1,869	126	29	33	36	37	39	300	16.05%
EXECUTIVE/MANAGERIAL	199	63	7	6	6	14	14	110	55.28%
FACULTY	3,509	629	106	84	86	88	121	1,114	31.75%
GRADUATE ASSISTANTS	1,179	0	0	0	0	0	0	0	0.00%
<b>TOTALS:</b>	<b>6,756</b>	<b>818</b>	<b>142</b>	<b>123</b>	<b>128</b>	<b>139</b>	<b>174</b>	<b>1,524</b>	<b>22.56%</b>

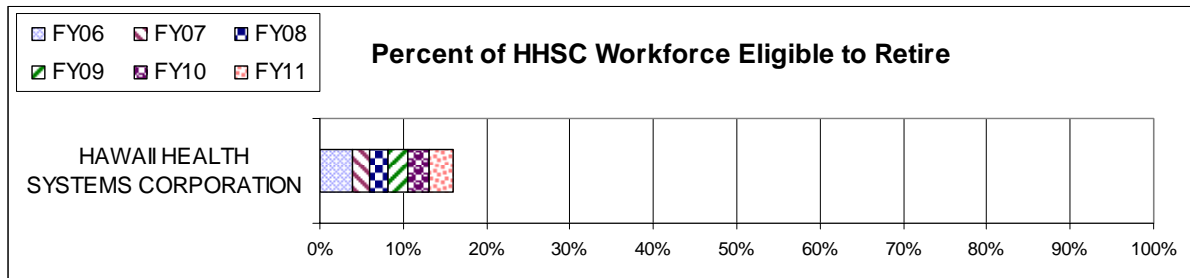


Note: The categories above do not include the civil service workforce within the UH system. The UH civil service group is included within the personnel system administered by DHRD.

## PROJECTED RETIREMENTS HAWAII HEALTH SYSTEMS CORPORATION

Five year projection on the number of Hawaii Health Systems Corporation employees who would be eligible for retirement at the end of fiscal year 2010-2011 (i.e., ending June 30, 2011).

TOTAL NUMBER OF EMPLOYEES IN HHSC WORKFORCE	TOTAL NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY06)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2011	PERCENT OF HHSC WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2011
		FY07	FY08	FY09	FY10	FY11		
3,462	135	68	81	77	89	99	549	15.9%



## Definitions Of Terms, Categories, & Counts

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## DEFINITIONS 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>DEFINITION</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>DEFINITION</u>
Education Workforce	Personnel of the Department of Education (DOE) and the University of Hawaii (UH) and whose positions are exempt from Chapter 76-16(b)(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>DEFINITION</u>
FTE	<b>Full Time Equivalency:</b> Based on an 8-hour workday, the FTE is the percent rate 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 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	Fourteen groups are identified and reported. They are: I. Clerical & Allied; II. Management, Staff & Allied; III. Social Service, Public Employment & Allied; IV. Librarian; V. Biological & Physical Sciences; VI. Public Health & Medical Care; VII. Engineering & Allied; VIII. Regulatory, Enforcement & Public Safety; IX. Labor, Custodial & Domestic Services; X. Trades, Equipment Operation & Allied; EM Excluded Managerial; DOE Support Services Personnel; DOE Teachers & Educational Officers; UH Faculty & Certain Staff; and Others Position/appointments not assigned to an occupational group category.

<u>TERM</u>	<u>DEFINITION</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.

## Acknowledgements

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## Special Acknowledgements

This report would not have been possible without the assistance of the following individuals, to whom DHRD wishes to express our deep appreciation:

**Department of Accounting & General Services/  
Information and Communication Services Division**

Florence Jakahi  
Liane Lakin  
Mark Yamamoto

**Department of Education**

Russell Ahana  
Raelynn Kawasaka  
Glenn Kunitake

**University of Hawaii/  
Administrative Division**

Steve Yamada  
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