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January 24, 2017

DEPT. COMM. NO. 311

The Honorable Ronald Kouchi, President
and Members of the Senate
Twenty-Eighth State Legislature
State Capitol, Room 409
Honolulu, Hawaii 96813

The Honorable Joseph M. Souki, Speaker
and Members of the House
Twenty-Eighth State Legislature
State Capitol, Room 431
Honolulu, Hawaii 96813

Dear President Kouchi, Speaker Souki, and Members of the Legislature:

For your information and consideration, I am transmitting a copy of the Report on State of Hawaii Executive Branch Workforce Profile to the Twenty-Ninth State Legislature 2016 Regular Session submitted December 2016, *revised January 2017 (p.1)*.

In accordance with Section 93-16, Hawaii Revised Statutes, a copy of the report is also transmitted to the Legislative Reference Bureau Library, and the report may be viewed electronically at <http://dhrd.hawaii.gov/reports/workforce-reports/>.

Sincerely,

James K. Nishimoto

James K. Nishimoto
Director

Enclosure

cc: Legislative Reference Bureau Library

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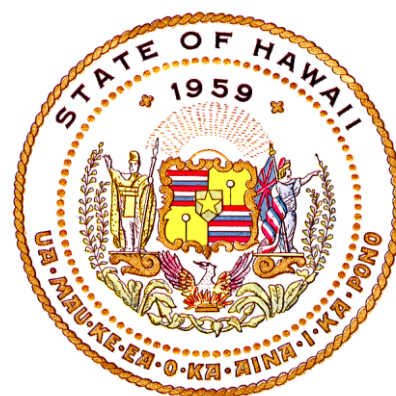
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State of Hawaii Executive Branch Workforce Profile



David Y. Ige
Governor
State of Hawaii

Department of Human Resources Development
James K. Nishimoto
Director

Submitted December 2016
Revised January 2017

Workforce Demographic Data
as of June 30, 2016

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EXECUTIVE SUMMARY

Section 76-1.5, Hawaii Revised Statutes, requires the Department of Human Resources Development (DHRD) to compile a profile on the workforce of the entire Executive Branch. The analysis presented in this profile is based on data obtained from the Department of Education (DOE), University of Hawaii (UH), Hawaii Health Systems Corporation (HHSC), in addition to data maintained by DHRD.

The Executive Branch had 49,207 civil service and exempt employees as of June 30, 2016.¹ These employees provide a wide spectrum of vital services to the people of Hawaii, ranging from public education and welfare, to health and safety.

Inquiries regarding the analysis presented in this report may be directed to Ms. Sherry Shishido, Personnel Program Manager of DHRD, at (808) 587-1097, Fax (808) 587-1088, or e-mail address sherry.c.shishido@hawaii.gov.

¹ Casual hires were not included in this report.

EXECUTIVE BRANCH WORKFORCE

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

1. The personnel system administered by DHRD, which includes employees in Executive Branch departments in civil service and exempt positions.
2. The DOE system, which includes civil service and exempt employees, 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 (UH) system, administered by the Board of Regents, which includes faculty; graduate assistants; lecturers; administrative, professional, and technical staff; and executive/managerial employees. UH's civil service employees are included in the UH personnel data system but are employed pursuant to DHRD policies, procedures, and oversight.
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 |
|---|--------------------|----------------------------|
| Department of Human Resources Development (DHRD) | | |
| Civil Service Employees | 12,905 | 26.23% |
| Exempt Employees | 1,839 | 3.74% |
| Department of Human Resources Development Total: | 14,744 | 29.97% |
| Department of Education (DOE) | | |
| Civil Service Employees**** | 5,090 | 10.34% |
| Exempt Employees**** | 47 | 0.10% |
| Support Services Personnel | 2,939 | 5.97% |
| Teachers & Educational Officers | 13,765 | 27.97% |
| Department of Education Employees Total*: | 21,841 | 44.38% |
| University of Hawaii (UH) | | |
| Administrative, Professional & Technical Staff | 2,503 | 5.09% |
| Civil Service | 1,302 | 2.65% |
| Exempt | 32 | 0.07% |
| Executive/Managerial | 212 | 0.43% |
| Faculty | 3,514 | 7.14% |
| Graduate Assistants** | 1,183 | 2.40% |
| Lecturers | *** | |
| University of Hawaii Employees Total***: | 8,746 | 17.78% |
| Hawaii Health Systems Corporation (HHSC) | | |
| Civil Service Employees | 3,749 | 7.62% |
| Exempt Employees | 127 | 0.26% |
| Hawaii Health Systems Corporation Total: | 3,876 | 7.88% |
| TOTAL WORKFORCE | 49,207 | 100.00% |

Due to rounding of individual percentages, the sum does not equal 100%.

*Does not include Public Charter School employees.

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

***UH employs approximately 1,300 lecturers during the academic school year. Lecturers are not normally employed by UH on June 30 and are not included in the above counts. However, during the academic school year, lecturers are a significant part of UH's workforce.

****Count of Employees revised January 2017.

EXECUTIVE BRANCH WORKFORCE

Gender distribution of employees in the Executive Branch. Numbers do not add up to total workforce due to unreported gender.

| Gender Distribution | 49,172 | 100% |
|---------------------|--------|------|
| Female | 30,986 | 63% |
| Male | 18,186 | 37% |

Bargaining unit distribution of employees covered by collective bargaining in the Executive Branch.

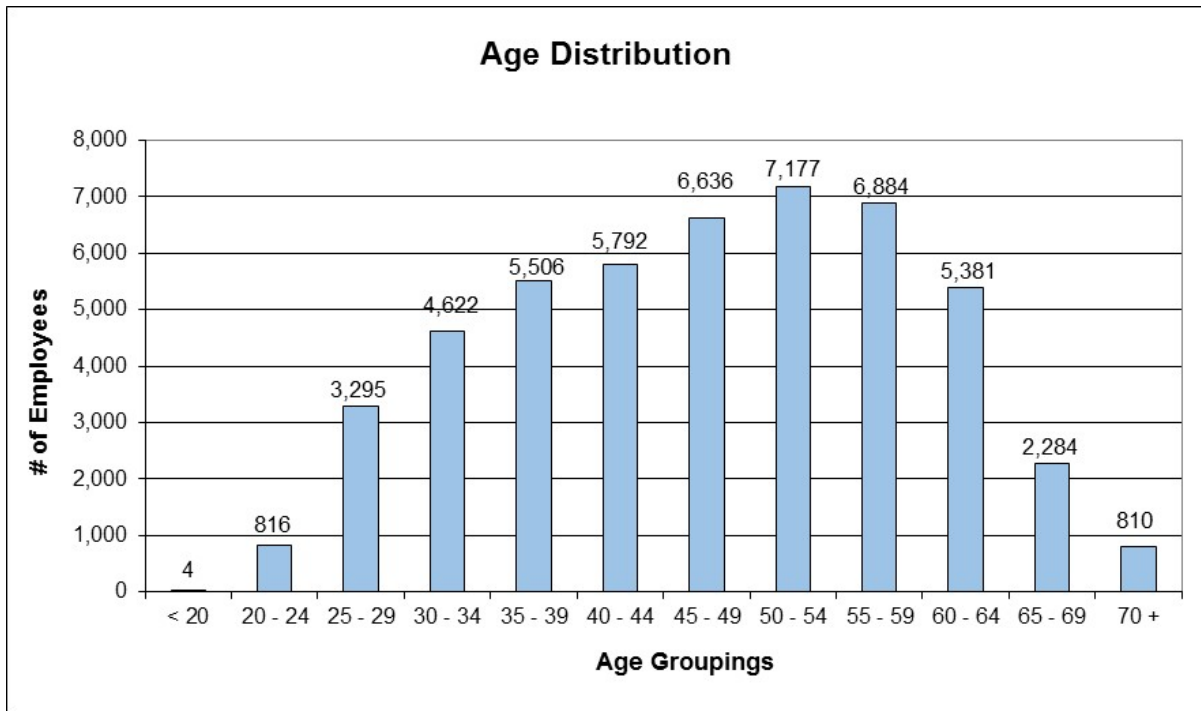
| Union Code | Exclusive Representative | Collective Bargaining Group | Employee Count | Percent of Workforce |
|---|--------------------------|--|----------------|----------------------|
| 01 | UPW | Blue Collar, Non-Suprvy | 4,798 | 9.75% |
| 02 | HGEA | Blue Collar, Suprvy | 457 | 0.93% |
| 03 | HGEA | White Collar, Non-Suprvy | 9,264 | 18.83% |
| 04 | HGEA | White Collar, Suprvy | 535 | 1.09% |
| 05 | HSTA | DOE Teachers | 12,572 | 25.55% |
| 06 | HGEA | DOE Educational Officers | 865 | 1.76% |
| 07 | UHPA | UH Faculty | 3,336 | 6.78% |
| 08 | HGEA | UH Administrative, Professional, and Technical | 2,382 | 4.84% |
| 09 | HGEA | Registered Professional Nurses | 1,638 | 3.33% |
| 10 | UPW | Institutional, Health and Correctional Workers | 2,706 | 5.50% |
| 11 | HFFA | Firefighters | 176 | 0.36% |
| 13 | HGEA | Professional & Scientific | 5,793 | 11.77% |
| 14 | HGEA | State Law Enforcement Officers | 426 | 0.87% |
| TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING: | | | 44,948 | 91.34% |

Total Workforce: 49,207

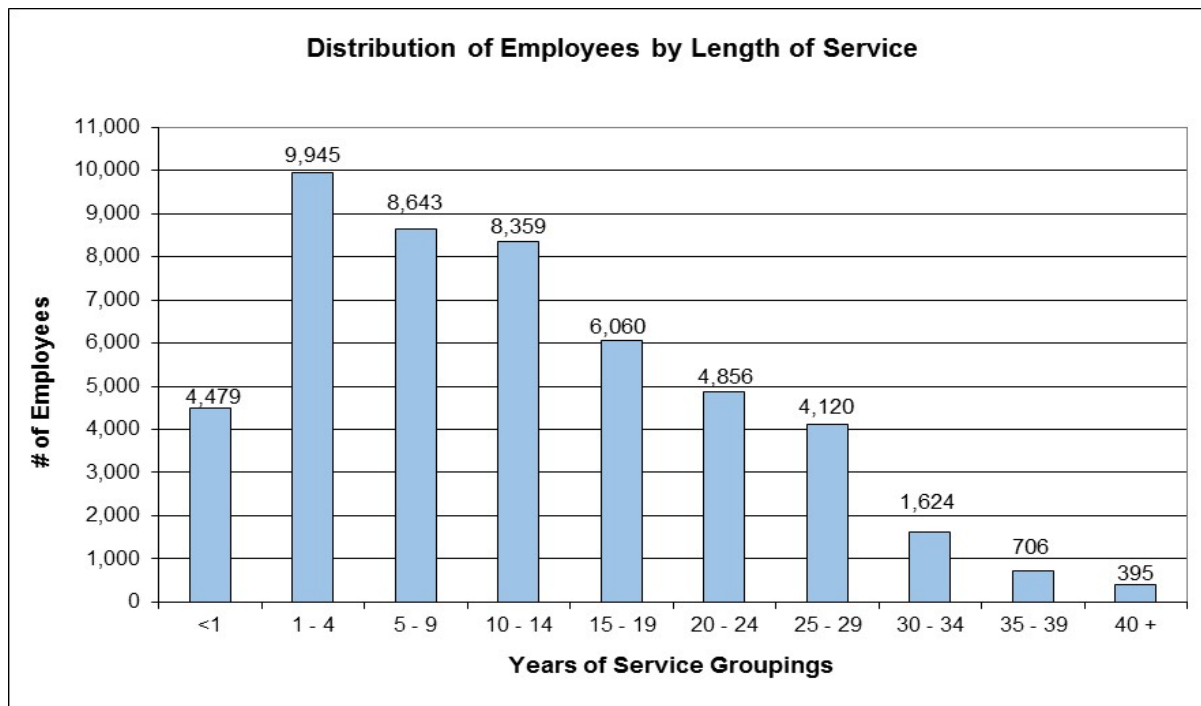
Due to rounding of individual percentages, the sum does not equal 91.34%.

EXECUTIVE BRANCH WORKFORCE

Age distribution of employees in the Executive Branch.



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



EXECUTIVE BRANCH WORKFORCE

Five-year projection of the number of employees in the Executive Branch who will be eligible for retirement by the end of fiscal year 2020-2021 (i.e., ending June 30, 2021).

| TOTAL NUMBER OF EMPLOYEES IN THE EXECUTIVE BRANCH | NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY16) | PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY | | | | | TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2021 | PERCENT OF EXECUTIVE BRANCH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2021 |
|---|--|--|-------|-------|-------|-------|---|--|
| | | FY17 | FY18 | FY19 | FY20 | FY21 | | |
| 49,207 | 6,724 | 1,446 | 1,488 | 1,426 | 1,455 | 1,447 | 13,986* | 28.42% |

*Assumes no retirements of eligible employees prior to 06/30/2021.

PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Number of employees in the personnel system administered by DHRD.

| DEPARTMENT | CIVIL SERVICE | EXEMPT | TOTAL | PERCENT OF TOTAL HRD WORKFORCE |
|--|---------------|--------|--------|--------------------------------|
| ACCOUNTING & GENERAL SERVICES | 663 | 77 | 740 | 5.02% |
| AGRICULTURE | 228 | 22 | 250 | 1.70% |
| ATTORNEY GENERAL | 373 | 235 | 608 | 4.12% |
| BUDGET & FINANCE | 160 | 179 | 339 | 2.30% |
| BUSINESS, ECONOMIC DEVELOPMENT & TOURISM | 110 | 159 | 269 | 1.82% |
| COMMERCE & CONSUMER AFFAIRS | 271 | 173 | 444 | 3.01% |
| DEFENSE | 171 | 197 | 368 | 2.50% |
| GOVERNOR | 0 | 43 | 43 | 0.29% |
| HAWAIIAN HOME LANDS | 44 | 74 | 118 | 0.80% |
| HEALTH | 2,337 | 331 | 2,668 | 18.10% |
| HI STATE PUBLIC LIBRARIES SYSTEM | 492 | 4 | 496 | 3.36% |
| HUMAN RESOURCES DEVELOPMENT | 83 | 3 | 86 | 0.58% |
| HUMAN SERVICES | 1,842 | 71 | 1,913 | 12.97% |
| LABOR & INDUSTRIAL RELATIONS | 434 | 46 | 480 | 3.26% |
| LAND & NATURAL RESOURCES | 690 | 75 | 765 | 5.19% |
| LIEUTENANT GOVERNOR | 0 | 21 | 21 | 0.14% |
| PUBLIC SAFETY | 2,435 | 69 | 2,504 | 16.98% |
| TAXATION | 339 | 30 | 369 | 2.50% |
| TRANSPORTATION | 2,233 | 30 | 2,263 | 15.35% |
| TOTAL: | 12,905 | 1,839 | 14,744 | 100.00% |

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

Gender distribution of employees in the personnel system administered by DHRD. Numbers do not add up to total workforce due to unreported gender.

| DEPARTMENT | TOTAL NUMBER OF EMPLOYEES | FEMALE | | MALE | |
|--|---------------------------|--------------------|---------|--------------------|---------|
| | | COUNT OF EMPLOYEES | PERCENT | COUNT OF EMPLOYEES | PERCENT |
| ACCOUNTING & GENERAL SERVICES | 740 | 269 | 36.35% | 471 | 63.65% |
| AGRICULTURE | 250 | 94 | 37.60% | 156 | 62.40% |
| ATTORNEY GENERAL | 608 | 407 | 66.94% | 201 | 33.06% |
| BUDGET & FINANCE | 339 | 205 | 60.47% | 134 | 39.53% |
| BUSINESS, ECONOMIC DEVELOPMENT & TOURISM | 269 | 154 | 57.25% | 115 | 42.75% |
| COMMERCE & CONSUMER AFFAIRS | 444 | 302 | 68.02% | 142 | 31.98% |
| DEFENSE | 368 | 130 | 35.33% | 238 | 64.67% |
| GOVERNOR | 41 | 26 | 63.41% | 15 | 36.59% |
| HAWAIIAN HOME LANDS | 118 | 71 | 60.17% | 47 | 39.83% |
| HEALTH | 2,657 | 1,763 | 66.35% | 894 | 33.65% |
| HI STATE PUBLIC LIBRARIES SYSTEM | 495 | 376 | 75.96% | 119 | 24.04% |
| HUMAN RESOURCES DEVELOPMENT | 86 | 73 | 84.88% | 13 | 15.12% |
| HUMAN SERVICES | 1,912 | 1,335 | 69.82% | 577 | 30.18% |
| LABOR & INDUSTRIAL RELATIONS | 480 | 322 | 67.08% | 158 | 32.92% |
| LAND & NATURAL RESOURCES | 763 | 287 | 37.61% | 476 | 62.39% |
| LIEUTENANT GOVERNOR | 21 | 15 | 71.43% | 6 | 28.57% |
| PUBLIC SAFETY | 2,502 | 677 | 27.06% | 1,825 | 72.94% |
| TAXATION | 369 | 245 | 66.40% | 124 | 33.60% |
| TRANSPORTATION | 2,261 | 615 | 27.20% | 1,646 | 72.80% |
| TOTAL: | 14,723 | 7,366 | 50.03% | 7,357 | 49.97% |

**PERSONNEL SYSTEM ADMINISTERED BY DHRD
WORKFORCE OVERVIEW**

Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by DHRD.

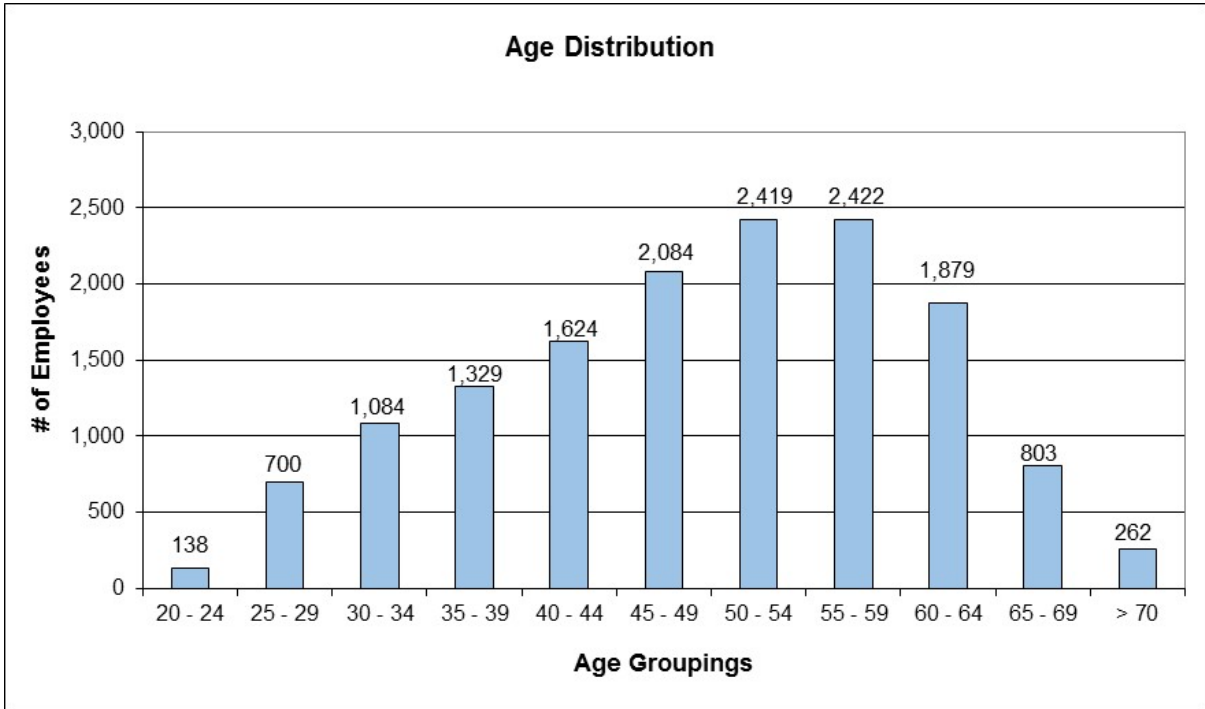
| Union Code | Exclusive Representative | Collective Bargaining Group | Employee Count | Percent of Workforce |
|---|--------------------------|--|----------------|----------------------|
| 01 | UPW | Blue Collar, Non-Supvry | 1,886 | 12.79% |
| 02 | HGEA | Blue Collar, Supvry | 182 | 1.23% |
| 03 | HGEA | White Collar, Non-Supvry | 3,490 | 23.67% |
| 04 | HGEA | White Collar, Supvry | 229 | 1.55% |
| 09 | HGEA | Registered Professional Nurses | 398 | 2.70% |
| 10 | UPW | Institutional, Health and Correctional Workers | 1,710 | 11.60% |
| 11 | HFFA | Firefighters | 176 | 1.19% |
| 13 | HGEA | Professional & Scientific | 4,445 | 30.15% |
| 14 | HGEA | State Law Enforcement Officers | 426 | 2.89% |
| TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING: | | | 12,942 | 87.78% |

Total Workforce: 14,744

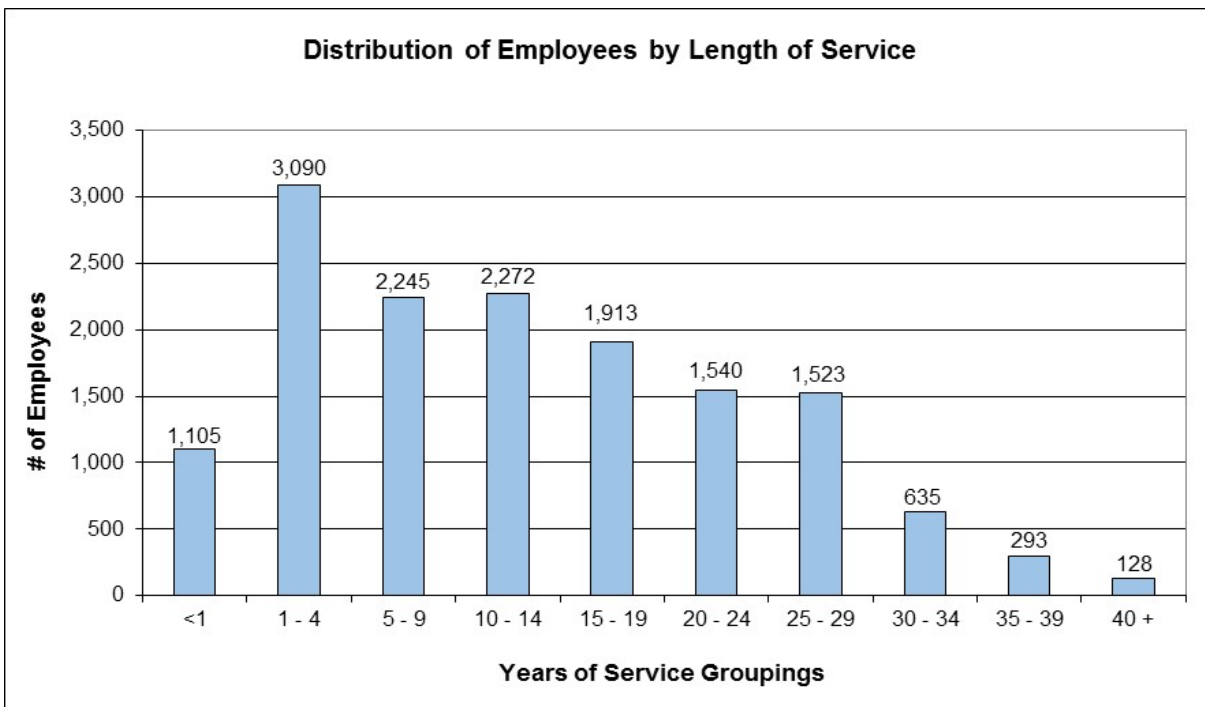
Due to rounding of percentages, the individual percentages do not add up to 87.78%.

PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by DHRD. Fifty-three percent (53%) of the employees in the personnel system administered by DHRD are 50 years old or older.



Length of service of employees in the personnel system administered by DHRD.



PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Five-year projection of the number of employees in the personnel system administered by DHRD who will be eligible for retirement by the end of fiscal year 2020-2021 (i.e., ending June 30, 2021).

| DEPARTMENT | TOTAL NUMBER OF EMPLOYEES IN THE PERSONNEL SYSTEM ADMINISTERED BY DHRD | NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY16) | PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY | | | | | TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2021 | PERCENT OF DEPARTMENTAL WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2021 |
|--|--|--|--|------|------|------|------|---|--|
| | | | FY17 | FY18 | FY19 | FY20 | FY21 | | |
| ACCOUNTING & GENERAL SERVICES | 740 | 151 | 26 | 30 | 31 | 29 | 32 | 299 | 40.41% |
| AGRICULTURE | 250 | 49 | 13 | 8 | 6 | 13 | 8 | 97 | 38.80% |
| ATTORNEY GENERAL | 608 | 125 | 18 | 19 | 16 | 18 | 16 | 212 | 34.87% |
| BUDGET & FINANCE | 339 | 45 | 7 | 13 | 7 | 8 | 10 | 90 | 26.55% |
| BUSINESS, ECONOMIC DEVELOPMENT & TOURISM | 269 | 56 | 10 | 8 | 9 | 10 | 6 | 99 | 36.80% |
| COMMERCE & CONSUMER AFFAIRS | 444 | 57 | 19 | 8 | 17 | 19 | 11 | 131 | 29.50% |
| DEFENSE | 368 | 52 | 13 | 3 | 6 | 13 | 9 | 96 | 26.09% |
| GOVERNOR | 43 | 4 | 2 | 0 | 0 | 0 | 0 | 6 | 13.95% |
| HAWAIIAN HOME LANDS | 118 | 26 | 10 | 2 | 2 | 4 | 2 | 46 | 38.98% |
| HEALTH | 2,668 | 440 | 91 | 94 | 92 | 92 | 92 | 901 | 33.77% |
| HI STATE PUBLIC LIBRARIES SYSTEM | 496 | 116 | 12 | 23 | 21 | 11 | 20 | 203 | 40.93% |
| HUMAN RESOURCES DEVELOPMENT | 86 | 22 | 1 | 3 | 7 | 6 | 3 | 42 | 48.84% |
| HUMAN SERVICES | 1,913 | 293 | 59 | 73 | 52 | 62 | 77 | 616 | 32.20% |
| LABOR & INDUSTRIAL RELATIONS | 480 | 123 | 14 | 14 | 17 | 17 | 12 | 197 | 41.04% |
| LAND & NATURAL RESOURCES | 765 | 109 | 32 | 20 | 26 | 24 | 22 | 233 | 30.46% |
| LIEUTENANT GOVERNOR | 21 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 4.76% |
| PUBLIC SAFETY | 2,504 | 370 | 67 | 91 | 88 | 85 | 77 | 778 | 31.07% |
| TAXATION | 369 | 61 | 16 | 8 | 14 | 8 | 12 | 119 | 32.25% |
| TRANSPORTATION | 2,263 | 385 | 83 | 89 | 76 | 100 | 87 | 820 | 36.24% |
| TOTALS: | 14,744 | 2,484 | 494 | 506 | 487 | 519 | 496 | 4,986* | 33.82% |

*Assumes no retirements of eligible employees prior to 06/30/2021.

DEPARTMENT OF EDUCATION
WORKFORCE OVERVIEW

DOE's workforce includes three groups of employees—civil service and exempt employees, support services personnel, and teachers and educational officers.

| | | |
|---------------------------------|--------|------|
| Total Workforce | 21,841 | 100% |
| Civil Service & Exempt | 5,137 | 24% |
| Support Services Personnel | 2,939 | 13% |
| Teachers & Educational Officers | 13,765 | 63% |

Gender distribution of employees in the personnel system administered by the DOE. Numbers do not add up to total workforce due to unreported gender.

| | | |
|---------------------|--------|------|
| Gender Distribution | 21,827 | 100% |
| Female | 16,008 | 73% |
| Male | 5,819 | 27% |

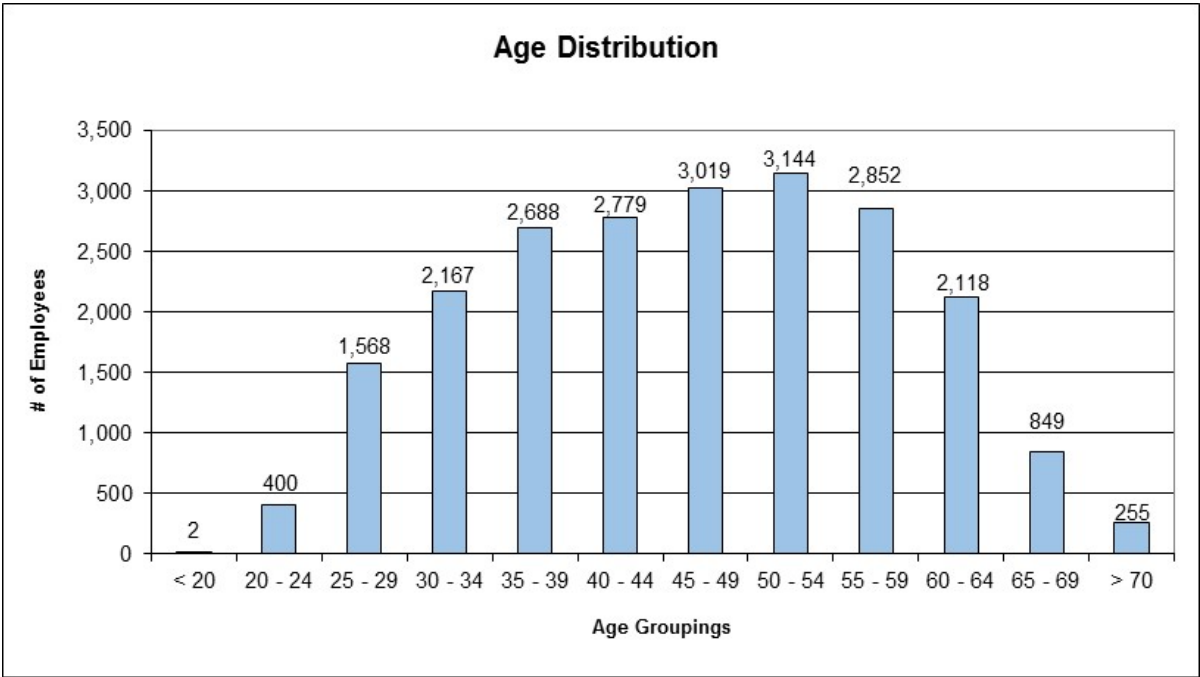
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by the DOE.

| Union Code | Exclusive Representative | Collective Bargaining Group | Employee Count | Percent of Workforce |
|---|--------------------------|--|----------------|----------------------|
| 01 | UPW | Blue Collar, Non-Suprvy | 1,937 | 8.87% |
| 02 | HGEA | Blue Collar, Suprvy | 243 | 1.11% |
| 03 | HGEA | White Collar, Non-Suprvy | 4,472 | 20.48% |
| 04 | HGEA | White Collar, Suprvy | 258 | 1.18% |
| 05 | HSTA | BOE Teachers | 12,572 | 57.56% |
| 06 | HGEA | BOE Educational Officers | 865 | 3.96% |
| 09 | HGEA | Registered Prof'l Nurses | 2 | 0.01% |
| 10 | UPW | Institutional, Health and Correctional Workers | 23 | 0.11% |
| 13 | HGEA | Professional & Scientific | 975 | 4.46% |
| TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING: | | | 21,347 | 97.74% |

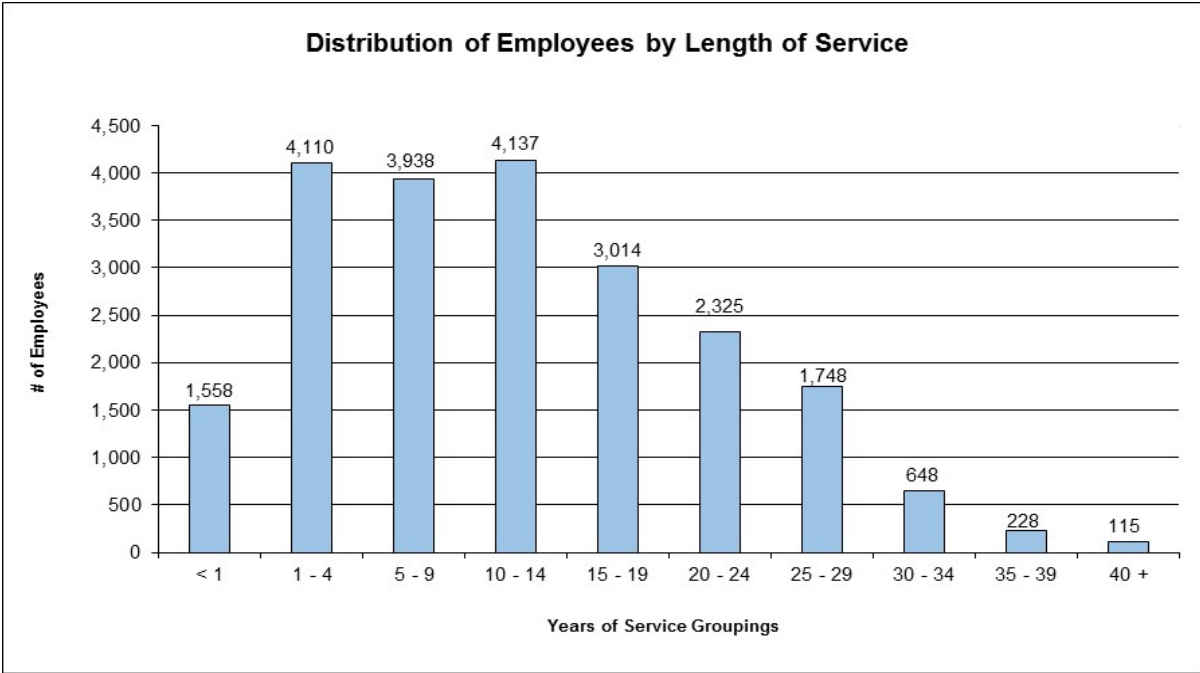
Total Workforce: 21,841

DEPARTMENT OF EDUCATION
WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by the DOE.



Length of service of employees in the personnel system administered by the DOE. Numbers do not add up to the total workforce due to unreported service dates.



DEPARTMENT OF EDUCATION WORKFORCE OVERVIEW

Five-year projection of the number of employees in the personnel system administered by the DOE who will be eligible for retirement by the end of fiscal year 2020-2021 (i.e., ending June 30, 2021).

| DEPARTMENT OF EDUCATION | TOTAL NUMBER OF EMPLOYEES IN THE DOE WORKFORCE | NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY16) | PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY | | | | | TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2021 | PERCENT OF DOE WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2021 |
|----------------------------|--|--|--|------|------|------|------|---|---|
| | | | FY17 | FY18 | FY19 | FY20 | FY21 | | |
| CIVIL SERVICE & EXEMPT | 5,137 | 744 | 195 | 174 | 180 | 169 | 199 | 1,661 | 32.33% |
| SUPPORT SERVICES PERSONNEL | 2,939 | 377 | 82 | 112 | 84 | 91 | 81 | 827 | 28.14% |
| CERTIFICATED | 13,765 | 1,430 | 324 | 378 | 345 | 356 | 341 | 3,174 | 23.06% |
| TOTALS: | 21,841 | 2,551 | 601 | 664 | 609 | 616 | 621 | 5,662* | 25.92% |

*Assumes no retirements of eligible employees prior to 06/30/2021.

UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

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

| Workforce | 8,746 | 100% |
|--|-------|-------|
| Administrative, Professional & Technical Staff | 2,503 | 28.6% |
| Civil Service & Exempt* | 1,334 | 15.3% |
| Executive/Managerial | 212 | 2.4% |
| Faculty | 3,514 | 40.2% |
| Graduate Assistants** | 1,183 | 13.5% |
| Lecturers | *** | 0.0% |

*UH's civil service and exempt employees are included in the UH personnel data system but are employed pursuant to DHRD policies and procedures.

**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 1,300 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.

Gender distribution of employees in the personnel system administered by the University of Hawaii.

| Gender Distribution | 8,746 | 100% |
|---------------------|-------|------|
| Female | 4,686 | 54% |
| Male | 4,060 | 46% |

UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by UH.

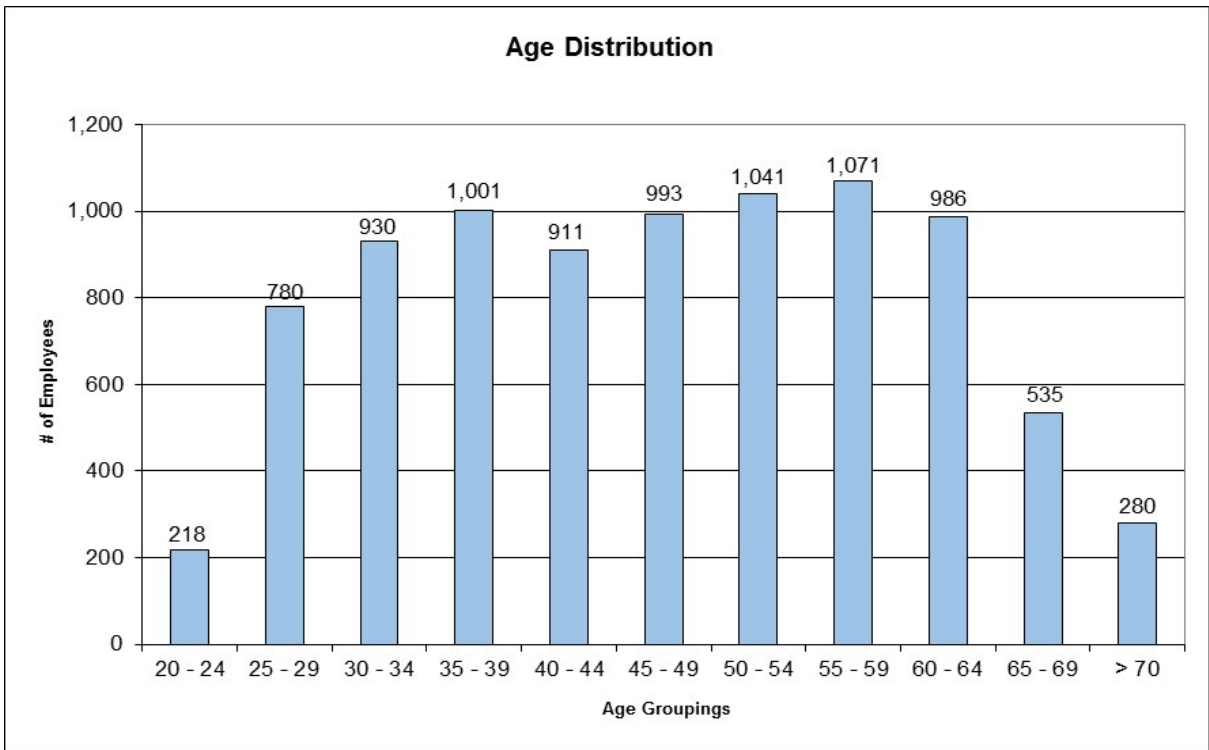
| Union Code | Exclusive Representative | Collective Bargaining Group | Employee Count | Percent of Workforce |
|--|--------------------------|--|----------------|----------------------|
| 01 | UPW | Blue Collar, Non-Supvry | 540 | 6.17% |
| 02 | HGEA | Blue Collar, Supvry | 13 | 0.15% |
| 03 | HGEA | White Collar, Non-Supvry | 689 | 7.88% |
| 04 | HGEA | White Collar, Supvry | 31 | 0.35% |
| 07 | UHPA | Faculty | 3,336 | 38.14% |
| 08 | HGEA | Administrative, Professional, & Technical | 2,382 | 27.24% |
| 09 | HGEA | Registered Prof'l Nurses | 9 | 0.10% |
| 10 | UPW | Institutional, Health and Correctional Workers | 1 | 0.01% |
| TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING: | | | 7,001 | 80.05% |

Total Workforce: 8,746

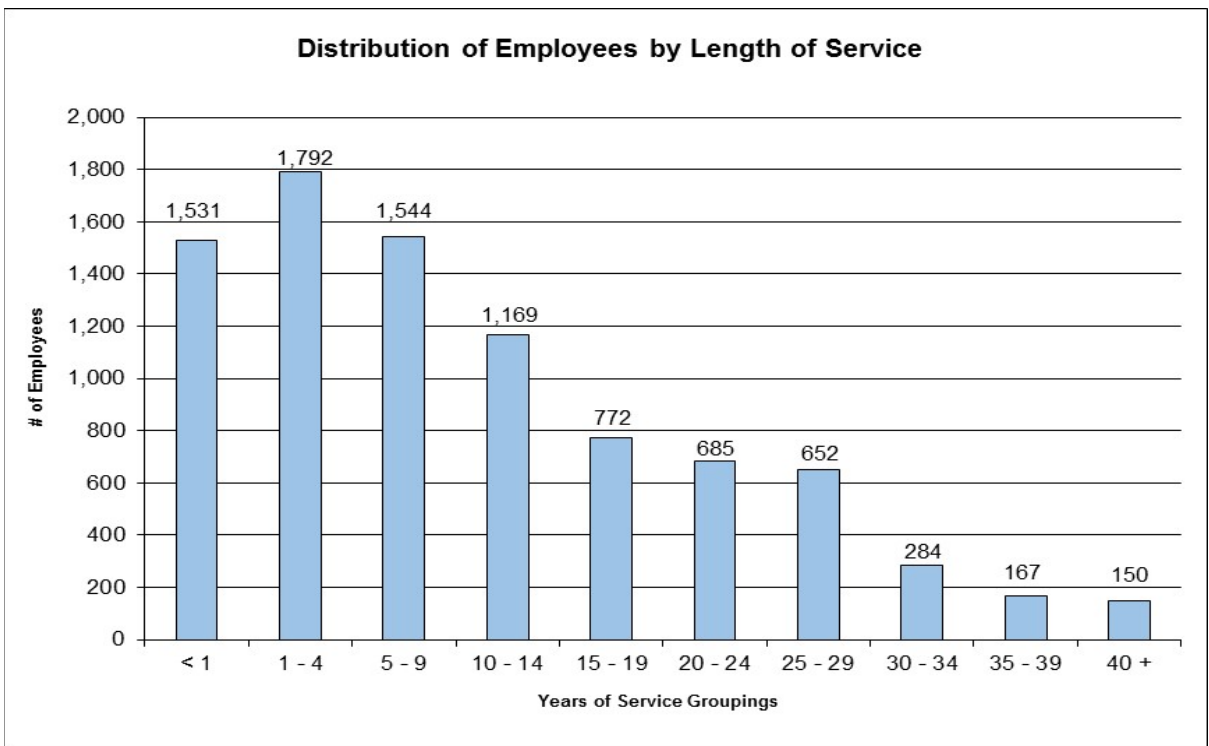
Due to rounding of individual percentages, the sum does not equal 80.05%.

UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by UH.



Length of service of employees in the personnel system administered by UH.



UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

Five-year projection on the number of employees in the personnel system administered by UH who will be eligible for retirement by the end of fiscal year 2020-2021 (i.e., ending June 30, 2021).

| UNIVERSITY OF HAWAII | TOTAL NUMBER OF EMPLOYEES IN THE UH WORKFORCE* | NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY16) | PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY | | | | | TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2021 | PERCENT OF THE UH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2021 |
|--|--|--|--|------|------|------|------|---|--|
| | | | FY17 | FY18 | FY19 | FY20 | FY21 | | |
| ADMINISTRATIVE, PROFESSIONAL & TECHNICAL | 2,503 | 272 | 62 | 63 | 60 | 73 | 65 | 595 | 23.77% |
| CIVIL SERVICE & EXEMPT | 1,334 | 271 | 62 | 62 | 65 | 61 | 63 | 584 | 43.78% |
| EXECUTIVE/MANAGERIAL | 212 | 74 | 9 | 5 | 4 | 5 | 5 | 102 | 48.11% |
| FACULTY | 3,514 | 765 | 118 | 91 | 93 | 64 | 92 | 1,223 | 34.80% |
| TOTALS: | 7,563 | 1,382 | 251 | 221 | 222 | 203 | 225 | 2,504** | 33.11% |

*Graduate Assistants are not eligible for retirement benefits. As a result, they are not included in this analysis.

**Assumes no retirements of eligible employees prior to 06/30/2021.

HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

Number of employees in the personnel system administered by HHSC.

| | | |
|-----------------|-------|------|
| Total Workforce | 3,876 | 100% |
| Civil Service | 3,749 | 97% |
| Exempt | 127 | 3% |

Gender distribution of employees in the personnel system administered by the HHSC.

| | | |
|---------------------|-------|------|
| Gender Distribution | 3,876 | 100% |
| Female | 2,926 | 75% |
| Male | 950 | 25% |

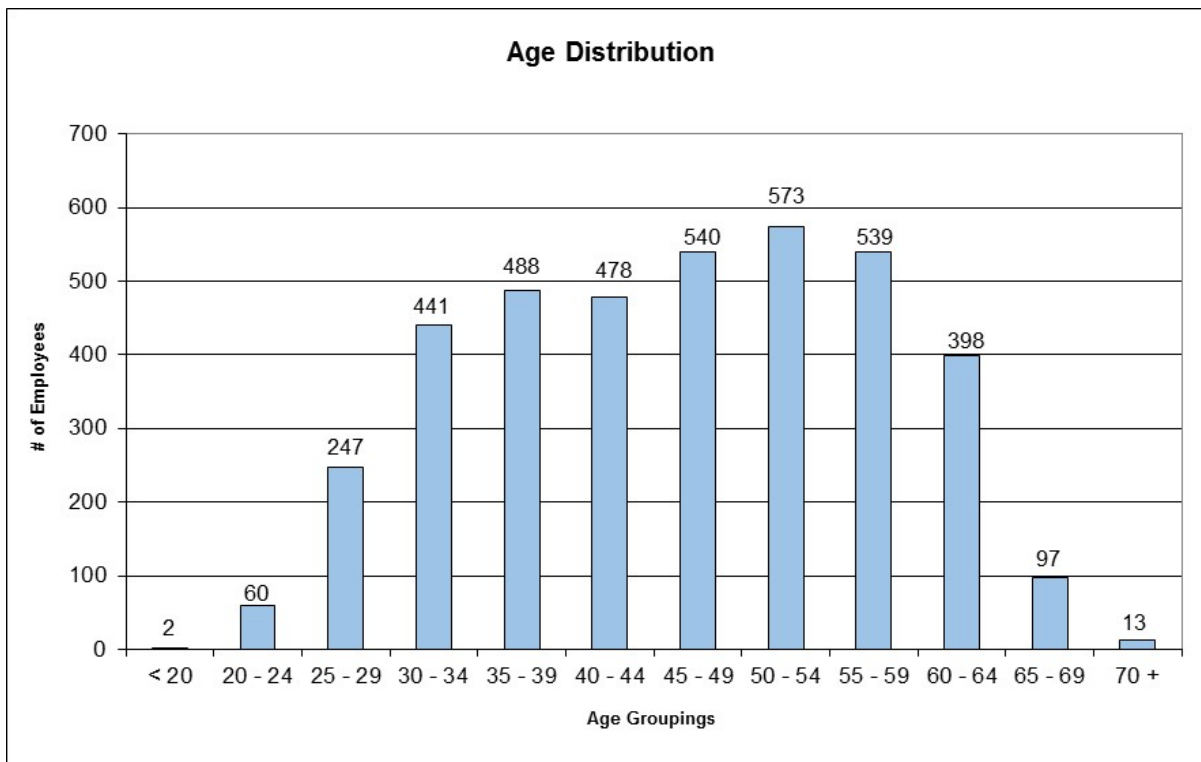
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by HHSC.

| Union Code | Exclusive Representative | Collective Bargaining Group | Employee Count | Percent of Workforce |
|---|--------------------------|--|----------------|----------------------|
| 01 | UPW | Blue Collar, Non-Supvry | 435 | 11.22% |
| 02 | HGEA | Blue Collar, Supvry | 19 | 0.49% |
| 03 | HGEA | White Collar, Non-Supvry | 613 | 15.82% |
| 04 | HGEA | White Collar, Supvry | 17 | 0.44% |
| 09 | HGEA | Registered Prof'l Nurses | 1,229 | 31.71% |
| 10 | UPW | Institutional, Health and Correctional Workers | 972 | 25.08% |
| 13 | HGEA | Professional & Scientific | 373 | 9.62% |
| TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING: | | | 3,658 | 94.38% |

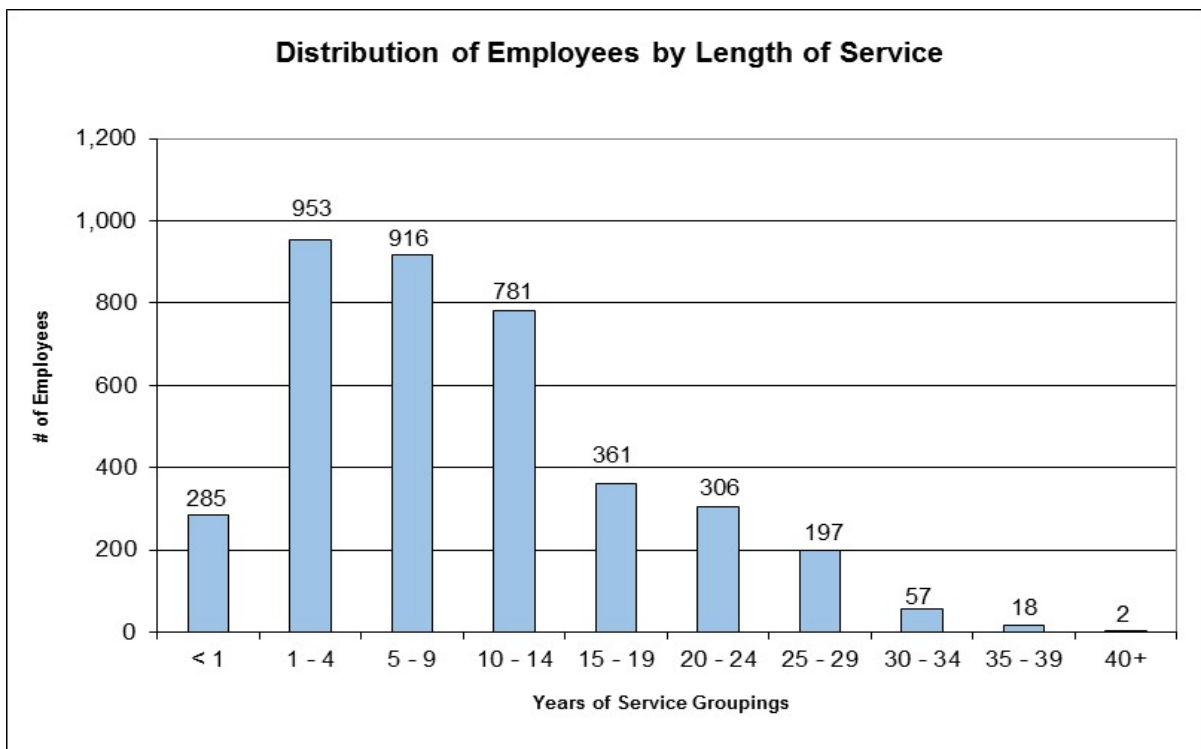
Total Workforce: 3,876

HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by HHSC.



Length of service of employees in the personnel system administered by HHSC.



HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

Five-year projection on the number of employees in the personnel system administered by HHSC who will be eligible for retirement by the end of fiscal year 2020-2021 (i.e., ending June 30, 2021).

| HAWAII HEALTH SYSTEMS CORPORATION | TOTAL NUMBER OF EMPLOYEES IN THE HHSC WORKFORCE | NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY16) | PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY | | | | | TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2021 | PERCENT OF HHSC WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2021 |
|-----------------------------------|---|--|--|------|------|------|------|---|--|
| | | | FY17 | FY18 | FY19 | FY20 | FY21 | | |
| CIVIL SERVICE | 3,749 | 294 | 96 | 91 | 107 | 115 | 103 | 806 | 21.50% |
| EXEMPT | 127 | 13 | 4 | 6 | 1 | 2 | 2 | 28 | 22.05% |
| TOTALS: | 3,876 | 307 | 100 | 97 | 108 | 117 | 105 | 834* | 21.52% |

*Assumes no retirements of eligible employees prior to 06/30/2021.