AGENDA SUMMARY SHEET

Agenda Item: Personnel Report 2017-2018

Meeting Date: November 20, 2017

Department: Human Resources

Title and Brief Description: Human Resource Personnel Report 2017-2018

Action Desired: Report Only

Background: The annual 3 H U V R Q Q H O 5 H S R U W F R Q W D L Q V L Q I R U P D W I staffing levels, classroom enrollment averages, teacher preparation, experience, and student teacher placements. Report highlights include:

- We attended 17 university teacher recruiting events in Nebraska, Iowa, Kansas, and South Dakota.
- MPS hosted 72 student teachers from universities.
- Information on the Health Plan Fund is included in this report showing an average enrollment of 2,392 members. The third plan design option of the CHI only HDHP network assisted in providing cost savings to the District of over $250,000 in the first full year.
- Further decrease in teacher professional days usage to an average of 2.6 days
- Certificated staff members have worked for Millard for an average of 11.6 years and an average of 14.1 total years in education.
- A historical look at personnel distribution and ratios between staff positions is provided along with graphs to illustrate trends since 2011.
- Across all job classes, we show a decrease of 20.30 FTE from the previous school year.
- Additionally, we show a reduction of 6.3) 7 (¶ V I R U F H U W L I L F D W @ U } V @ W @

1,273 0 3 6 H P S O R \ H H V K D Y H H D G G H G V L Q W K H V F K R R O V G H J

- The information S U R Y L G H G L V D ³ V Q D S V K R W ´ R I L Q - I R U P D W L R Q day and year-to-year. As a result, staff changes reflect the difference in ³ V Q D S V K R W ´ R I 2 0 1 8 to October 2017

Recommendations: Report Only

Responsible PerT 744:

Millard Public Schools
Recruiting Report

2016-17

Our Human Resources staff attended numerous recruiting events throughout the year. Many of our teaching positions were filled by candidates we met at these events.

September 2016	UNO Student Teacher Symposium
September 2016	Millard Public Schools Student Teacher Interview Day
October 2016	UNL Fall Interview Day for Educators
October 2016	Nebraska Wesleyan Education Interview Day
November 2016	Doane University Education Interview Day
November 2016	Concordia University Education Interview Day
November 2016	Hastings College Education Interview Day
November 2016	Peru State College Education Interview Day
November 2016	Wayne State College Education Interview Day
November 2016	Chadron State College Education Interview Day
November 2016	Kearney State College Education Interview Day
November 2016	Midland University Education Interview Day
November 2016	Bellevue University Education Interview Day
November 2016	Creighton University Education Interview Day
November 2016	Dana College Education Interview Day
November 2016	Northwestern College Education Interview Day
November 2016	Grand View University Education Interview Day
November 2016	Iowa Western Community College Education Interview Day
November 2016	Iowa State University Education Interview Day
November 2016	Morningside College Education Interview Day
November 2016	Northwest Missouri State University Education Interview Day
November 2016	Simpson College Education Interview Day
November 2016	University of Northern Iowa Education Interview Day
November 2016	Wartburg College Education Interview Day
November 2016	Western Iowa Tech Community College Education Interview Day
November 2016	Buena Vista University Education Interview Day
November 2016	Dordt College Education Interview Day
November 2016	Graceland University Education Interview Day
November 2016	Northwestern College Education Interview Day
November 2016	Upper Iowa University Education Interview Day
November 2016	Western Illinois University Education Interview Day
November 2016	Western Iowa Tech Community College Education Interview Day
November 2016	Wayne State College Education Interview Day
November 2016	Chadron State College Education Interview Day
November 2016	Kearney State College Education Interview Day
November 2016	Midland University Education Interview Day
November 2016	Bellevue University Education Interview Day
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November 2016	Buena Vista University Education Interview Day
November 2016	Dordt College Education Interview Day
November 2016	Graceland University Education Interview Day
November 2016	Northwestern College Education Interview Day
November 2016	Upper Iowa University Education Interview Day
November 2016	Western Illinois University Education Interview Day

Health Insurance Rates - Traditional Plan

Benefit	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Millard Deductibles	$350/$700	$350/$700	$500/ $1,000	$600/ $1,200	$600/ $1,200	$750/ $1,500	$750/ $1,500	$900/ $1,800	$900/ $1,800
EHA - Closest Equivalent EHA Plan Deductibles	$350/$700	$350/$700	$600/ $1,200	$600/ $1,200	$750/ $1,500	$750/ $1,500	$750/ $1,500	$900/$ 1,800	$900/ $1,800
Millard - Single Premium	$349.68	$379.40	$394.58	$405.00	$445.00	$499.34	$506.46*	$525.33*	$562.69*
EHA - Single Premium	$479.57	$496.16	$431.25	$484.52	$514.80	$500.31	$509.82	$534.80	$577.53
Millard - Employee + Children Premium	$957.60	$1,039.00	$1,080.56	$1,110.00	$1,220.00	$923.87	$936.62*	$971.67*	$1,040.97*
- Employee + Children Premium	$887.22	$917.92							

(a) - Until January 1, 2015, Millard allowed only a family premium option while, since 2008-09, the EHA permits a three tier option beyond single coverage (Employee + Spouse, Employee + Children, and) D P L O \ 7 K H ³ (T X L Y D O H Q W) D P L O \ ´ U D W H V Please see the Better Comparison Situations Tab for arrive at this, we assumed that 22% would be employee + spouse, 7% employee + children, and 71% family. Effective January 1, 2015, Millard adopted a four tier rate structure.

(b) - EHA has had several different tiers of deductibles that can be elected for family coverage. For purposes of comparison, deductibles have not always lined up perfectly, so we have matched the closest EHA plan for purposes of comparing rates.

(c) - Effective January 1, 2015, Millard adopted a High Deductible Plan option (the Standard HDHP) Approximately 64% of employees elected the Standard HDHP option in calendar year 2015. In calendar year 2016, approximately 64% of employees elected the Standard HDHP. In calendar year 2017, approximately 62% of employees elected the Standard HDHP.

(d) ±Effective January 1, 2017, Millard adopted a second High Deductible Plan option utilizing a high performance network of the CHI Health Omaha area. This plan differs slightly from the Standard HDHP offered by Millard as deductible and out of pocket limits are lower. In calendar year 2017, approximately 6% of employees elected the CHI HDHP.

(e) ±Until January 1, 2016, plan terms such as deductibles generally changed on January 1 of each year while rates are generally changed on September 1 of each year. This is still true of EHA. However, Millard moved to changing rates on January 1 to align with open enrollment. Therefore, the rates in the 2015-16 year, 2016-17 year, and 2017-18 year are as follows:

i. Monthly rates effective January 1, 2018 for the Traditional PPO Plan are: $577.53 for Single; $1,212.82 for Employee & Spouse; $1,068.45 for Employee & Children; and $1,628.51 for Full Family Coverage.
ii. Monthly rates effective January 1, 2018 for the Standard High Deductible Health Plan are $487.27 for Single; $1,023.29 for Employee & Spouse; $900.83 for Employee and Children; and $1,373.26 for Full Family Coverage.
iii. Monthly rates effective January 1, 2018 for the high performance CHI network HDHP are $445.06 for Single, $931.77 for Employee & Spouse; $819.91 for Employee and Children; and $1,250.69 for Full Family Coverage.

(f) - EHA historical rates are posted on the EHA website. https://www.ehaplan.org/coverage-rates.html See December of 2011, EHA offered a one month premium holiday on the condition that the local bargaining unit agreed to the distribution of the savings between the employee and the employer. While it is our understanding that most districts did not receive 100% of this premium holiday, we have nonetheless reduced the EHA premiums by one-twelfth in 2011-12 for purposes of this chart.

Millard Public Schools Self-Funded Summary through FYE 2017

Section 1: Claims Review

Contract Year	Total Average Enrollment	Medical Claims Paid	Rx Claims Paid	Gross Medical/Rx Claims	Reinsurance Reimbursment After Deductibles	Net Paid Medical/Rx Claims
2005-06	1,978	$8,915,744	$2,808,235	$11,723,979	($128,952)	$11,595,027
2006-07	2,040	$11,074,333	$3,497,158	$14,571,491	($630,973)	$13,940,518
2007-08	2,178	$12,940,507	$3,649,886	$16,590,393	($236,293)	$16,354,100
2008-09	2,279	$16,357,773	$3,500,826	$19,858,599	($754,855)	$19,103,744
2009-10	2,374	$16,389,942	$3,995,880	$20,385,822	($744,039)	$19,641,783
2010-11	2,462	$19,905,919	$4,507,756	$24,413,675	($1,121,951)	$23,291,724
2011-12	2,448	$21,645,590	$4,849,169	$26,494,759	($197,990)	$26,296,769
2012-13	2,469	$20,941,879	$4,619,095	$25,560,974	$0	$25,560,974
2013-14	2,505	$21,575,942	$4,983,171	$26,559,113	($368,955)	$26,190,158
2014-15	2,453	$20,480,661	$5,079,579	$25,560,240	$0	$25,560,240
2015-16	2,387	$21,295,306	$5,333,476	$26,628,782	($852,086)	$25,776,696
2016-17	2,342	$20,553,179	$5,626,220	$26,179,399	($493,670)	$25,685,730

Section 2(a): Plan Income - Traditional PPO Plan

Contract Year	Average Number of Employees with Single Coverage	Single Monthly Premium	Average Number of Employees with Employee + Spouse Coverage	+ Spouse Premium

Millard Public Schools Self-Funded Summary through FYE 2017

Section 3: Income Versus Expenses

Contract Year	Total Annual Income	Annual Administrative Cost	Annual Reinsurance Cost	Net Paid Medical/Rx Claims	Employer Contributions to Health Savings Accounts	Total Annual Expenses	Other Adjustments (e.g. ERRP, flu shots, and wellness)	Taxes	Deficit or Surplus	Ending Employee Benefits Fund

Ancillary Benefits Rates

District

Days Absent by Reason by Employee Group 2016-17

Reason	Admin	Teachers	Nurses	ProfTechS	ProfTechH	EdPara	CustMaint	Food Serv
Personal Illness	112.0	5,067.7	35.0	178.5	853.9	1,374.5	1,361.0	446.7
Family Illness	72.5	3,837.1	18.5	106.0	309.0	503.9	189.6	201.5
Business/Emergency	25.0	1,290.0	11.5	33.0	215.4	323.3	177.3	197.5
Personal	-	577.5	3.0	-	-	-	-	-
Bereavement	17.5	390.5	3.0	17.0	66.9	67.8	66.5	45.3
Family Medical Leave	57.0	4,119.0	15.0	128.0	349.6	140.8	370.4	130.7
Total Days	284	15,282	86	463	1,795	2,410	2,165	1,022
Mean Avg Days/Employee	3.26	9.04	7.17	8.23	9.72	7.66	11.22	7.20
% of Scheduled Work	1.5%	4.7%	3.7%	3.7%	4.4%	4.1%	4.8%	3.9%
2015-16	2.3%	4.7%	3.2%	3.7%	4.1%	4.1%	4.6%	4.9%
2014-15	1.5%	4.8%	3.2%	3.5%	3.5%	4.2%	4.9%	4.4%
2013-14	1.6%	4.7%	3.5%	3.2%	3.4%	4.3%	5.0%	4.0%
2012-13	2.5%	4.7%	3.9%	4.9%	3.7%	4.2%	5.3%	4.8%
2011-12	2.3%	4.6%	3.4%	4.2%	3.2%	3.9%	4.8%	4.6%
2010-11	2.3%	4.7%	2.1%	3.7%	3.6%	3.8%	4.1%	4.0%
2009-10	2.3%	4.4%	4.0%	3.2%	3.4%	4.2%	4.3%	3.9%
2008-09	1.9%	4.2%	3.5%	4.3%	3.3%	3.6%	3.5%	4.3%
2007-08	1.7%	4.2%	3.0%	3.6%	3.4%	3.7%	3.8%	4.4%
Scheduled Absences								
Vacation	807.0	-	-	322.5	952.7	-	2,406.4	-
Military	-	-	-	-	-	-	-	-
Union	-	14.5	-	-	-	-	-	-
Jury/Election	6.0	69.5	-	3.0	12.6	4.2	-	6.3

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MILLARD
Times Remembered

Personnel Distribution

Full-time Equivalency

Employee Class	F.T.E. Change 16-17 to 17-18	Staff F.T.E. 17-18	Staff F.T.E. 16-17	Staff F.T.E. 15-16	Staff F.T.E. 14-15
Administrators	0.00	87.00	87.00	88.00	88.00
Teachers	-6.30	1683.30	1689.60	1701.23	1714.30
School Nurses	-1.00	11.00	12.00	14.00	14.00
Professional Technical Salaried	-3.00	53.20	56.20	64.95	58.95
Professional Technical Hourly	4.90	189.50	184.60	173.98	171.26
Educational Paraprofessionals	-7.60	307.10	314.70	312.10	310.39
Custodial/Maintenance	-9.20	183.80	193.00	194.44	192.69
Food Service	1.90	143.90	142.00	138.71	142.23
Totals	-20.30	2658.80	2679.10	2687.41	2691.82

Employee Count

Employee Class

Class	Current Job Class Title	FTE
A010	SUPERINTENDENT	1
A021	CHIEF FINANCIAL OFFICER	1
A030	ASSOC SUPT EDUC SERV	1
A060	ASSOC SUPT HR	1
A120	EXEC DIR TECHNOLOGY	1
A140	EXEC DIR LDRSHP STRATPLAN	1
A200	DIR EMPLOYEE RELATIONS	1
A205	EXEC DIR ASSMN-TRESR-EVAL	1
A210	DIR PERSONNEL	1
A230	DIR COMMUNICATIONS	1
A240	DIR STUDENT SERVICES	1
A250	DIR STAFF DEVELOPMENT	1
A260	DIR ELEM & EC9ID 1465DIR	

Staffing Teacher Positions

Class	Teacher	FTE
C011	MONTESSORI PRESCHOOL TCHR	3.0
C051	PRESCHOOL TEACHER	1.0
C081	MONTESSORI PRE/KDG TCHR	3.0
C091	KINDERGARTEN TEACHER	72.0
C101	MONTESSORI 1-3 TEACHER	9.0
C111	GRADE 1 TEACHER	74.0
C121	GRADE 2 TEACHER	77.0
C131	GRADE 3 TEACHER	72.0
C141	GRADE 4 TEACHER	70.0
C151	GRADE 5 TEACHER	71.0
C162	GRADE 6 TEACHER	69.5
C223		

Staffing Teacher Positions

C620	MEDIA SPECIALIST	1.0
C621	MEDIA SPECIALIST ELEM	24.4
C622	MEDIA SPECIALIST MS	6.0
C623	MEDIA SPECIALIST HS	4.0
C631	READ TEACHER ELEM	23.6
C641	EARLY LIT INT (ELI) TCHR	3.0
C652	LEARNING CTR TEACHER MS	4.0
C66I	ELL TEACHER	13.5
C670	TITLE 1 PRESCHOOL TCHR	9.0
C671	TITLE 1 TEACHER	6.0
C682	HIGH ABILITY LRNER TCH	4.5
C710	MEP TECH FACILITATOR	4.0
C711	TECHNOLOGY LEADER ELEM	0.5
C721	INSTR FACILITATOR	6.5
C731	INSTRUCTIONAL DEPT HEAD	0.5
C733	INSTRUCTIONAL DEPT HEAD	1.0
C741	MEP FACILITATOR ELEM	5.5
C743	MEP FACILITATOR HS	8.0
C751	LEADERSHIP/LEARNING FACIL	4.0
C770	MEA PRESIDENT	1.0
C771	ADMINISTRATIVE INTERN	12.0
C79I	INTERVENTIONIST	0.5
C811	SPED PROGRAM FACILITATOR	5.0
C831	SPED RESOURCE TEACHER ELE	45.0
C832	SPED RESOURCE TEACHER MS	29.5
C833	SPED RESOURCE TEACHER HS	33.5
C851	SPED MH TEACHER ELEM	13.0
C852	SPED MH TEACHER MS	7.0
C853	SPED MH TEACHER HS	16.0
C861	SPED BD TEACHER ELEM	4.5
C862	SPED BD TEACHER MS	3.0
C883	SPED MLC TEACHER	2.0
C891	AUDIOLOGIST	1.0
C90I	SPEECH PATHOLOGIST	61.0
C913	SPED VISION IMPAIRED TCHR	3.0
C922	BEHAVIOR SPECIALIST	1.0
C931	SPED INFANT TEACHER	3.0
C941	SPED PRESCHOOL TEACHER	13.5
C952	SPED HOMEBOUND TCHR MS	1.0
C961	EARLY CHLDHD LITERACY TCH	2.0
C97I	SCHOOL PSYCHOLOGIST	19.0

Class	Current Job Class Title	FTE
J010	EX SEC TO SUPERINTENDENT	1.0
J030	COMMUNICATIONS SPECIALIST	1.0
J040	ACTIVITIES/AD-HR SECRETRY	1.0
J100	HOME VISITOR B	2.0
J105	FAMILY FACILITATOR	2.0
J10S	HOME VISITOR S	1.0
J110	HR SPECIALIST CERT STAFF	1.0
J120	HR SPEC CLASSIFIED STAFF	2.0
J130	EMPLOYEE-4.4(51T96 15(E)-8.3(D))E.96 17P .7	

Class	Current Job Class Title	FTE
K111	PRESCH MONTESSORI ED F	7.9
K201	INSTRUCTIONAL PARA	18.3
K202	INSTRUCTIONAL PARA	8.5
K203	INSTRUCTIONAL PARA	1.2
K211	ELI ED PARA	2.3
K241	RETEACHING PARA	6.9
K242	RETEACHING PARA	1.0
K243	RETEACHING PARA HS	0.9
K261	MEDIA PARA	16.9
K262	MEDIA PARA	5.1
K263	MEDIA PARA	4.8
K301	PRESCHOOL SPED PARA	17.1
K311	RESOURCE SPED PARA-E	27.6
K312	RESOURCE SPED PARA-M	22.4
K313	RESOURCE SPED PARA-H	13.5
K31S	RESOURCE WITH STIPEND	0.8
K341	BD SPED PARA	7.6
K342	BD SPED PARA	7.9
K343	BD SPED PARA	0.8
K351	ACP SPED ELEM PARA	25.0
K352	ACP SPED MS PARA	14.5

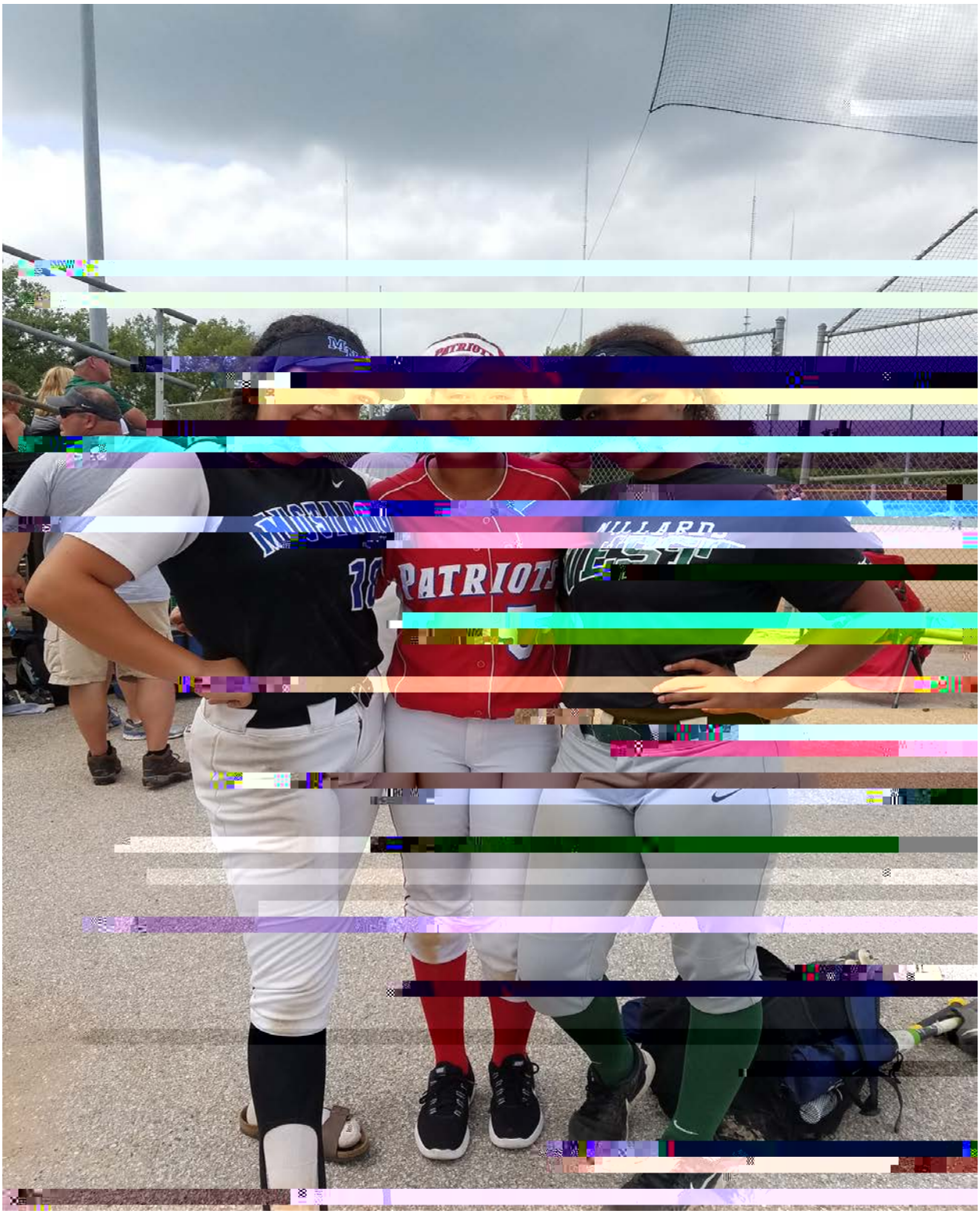
J921	ELEM SECRETARY 10 MO	25.0

Class	Custodial/Mainentance	FTE
M010	CUSTODIAN SPEC PROJECTS	1.0
M023	CUSTODIAN I DEPT HEAD HS	2.0
M031	DAY CUSTODIAN II	28.0
M040	CUSTODIAN I	1.0
M042	DAY CUSTODIAN I MS	7.0
M043	DAY CUSTODIAN I HS	9.0
M050	NIGHT CUSTODIAN I	2.0
M051	NIGHT CUSTODIAN I ELEM	30.0
M052	NIGHT CUSTODIAN I MS	17.0
M053	NIGHT CUSTODIAN I HS	30.0
M071	CUSTODIAN 10-MONTH ELEM	1.3
M080	PT CUSTODIAN 12-MO	0.5
M110	DELIVERY DRIVER	3.0
M120	WAREHOUSE ASSISTANT	2.0
M130	GENERAL LABORER	3.0
M310	DISTRICT GROUNDS LEADER	6.0
M315	DISTRICT GROUNDS ASST II	5.0
M320	DIST GROUNDS ASSISTANT I	4.0
M520	MECHANICAL TECHNICIAN	8.0
M530	ELECTRICIAN	1.0
M543	SR HI DAY ENGINEER	3.0
M553	SR HI NIGHT ENGINEER	3.0
M560	PREV MAINTENANCE ENGINEER	1.0
M572	MS DAY ENGINEER/CUST III	5.0
M582	CMS DAY ENGINEER/CUST IV	1.0
M592	CUSTODIAN ENGINEER	1.0
M600	CARPENTER	7.0
M700	PAINTER 1	1.0
M701	PAINTER 2	1.0
	Total (Full Time Equivalent)	183.8

Class	Current Job Class Title	FTE
P101	FS ELM PRODUCTION MANAGER	24.9
P102	FS MS PRODUCTION MANAGER	6.0
P103	FS HS PRODUCTION MANAGER	5.0
P201	FS ELM HELPER	33.1
P202	FS MS HELPER	29.0
P203	FS HS HELPER	35.6
P302	FS MS PRODUCTION LEAD	4.7
P303	FS HS PRODUCTION LEAD I	2.7
P313	FS C-STORE MANAGER	3.0
	Total(Full Time Equivalent)	

Department	Substitute Staffing	Employee Number
SUB CUST	SUB CUSTODIAN	37
SUB HRLY	SUBSTITUTES HOURLY	191
SUB TCH	SUBSTITUTE TEACHER	425
	Total(Employee Number)	653

Current Staff Demographics



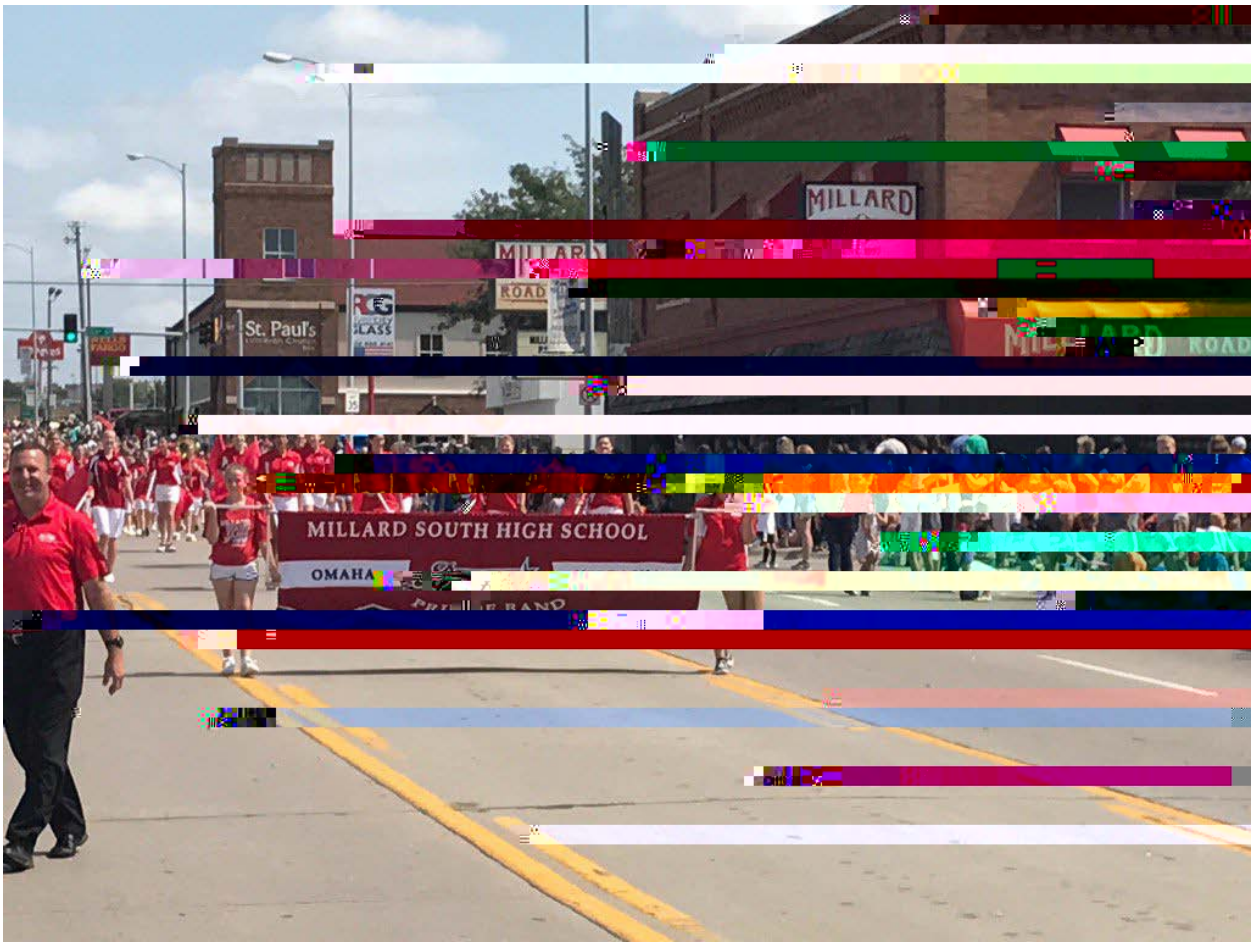
Building	Years in Total	Years in District
ABBOTT ELEMENTARY	16.9	14.1
ACKERMAN ELEMENTARY	17.1	14.9
ALDRICH ELEMENTARY	15.2	12.0
ANDERSEN MIDDLE SCHOOL	16.0	13.1

Building	RN	BSN	BA	MA	DR	EDS	Total
ABBOTT ELEMENTARY	0	0	8	19	1	0	28
ACKERMAN ELEMENTARY	1	0	13	19	0	0	33
ALDRICH ELEMENTARY	0	0	7	18	1	0	26
ANDERSEN MIDDLE SCHOOL	0	0	18	50	1	1	70
BEADLE MIDDLE SCHOOL	0	1	21	54	1	0	77
BLACK ELK ELEMENTARY	0	0	9	24	0	0	33
BRYAN ELEMENTARY	0	0	9	23	1	0	33
CATHER ELEMENTARY	0	0	10	17	0	0	27
CENTRAL MIDDLE SCHOOL	0	1	24	53	1	0	79
CODY ELEMENTARY	0	0	13	19	0	0	32
COTTONWOOD ELEMENTARY	0	0	7	24	0	0	31
DISNEY ELEMENTARY	0	0	12	18	0	0	30
DON STROH ADMIN CTR	0	0	2	10	10	1	23
EZRA MILLARD ELEMENTARY	0	0	8	21	0	1	30
HARVEY OAKS ELEMENTARY	0	0	4	17	0	0	21
HITCHCOCK ELEMENTARY	0	0	11	14	1	0	26
HOLLINGHEIGHTS ELEMENTARY	0	0	10	25	0	0	35
KEITH LUTZ HORIZON HS	0	0	6	18	0	0	25
KIEWIT MIDDLE SCHOOL	0	0	19	47	1	0	68
MISC LOCATION	0	0	0	1	0	0	1
MONTCLAIR ELEMENTARY	1	0	11	29	0	0	41
MORTON ELEMENTARY	0	0	11	13	0	1	25
NEIHARDT ELEMENTARY	0	0	13	29	0	2	44
NORRIS ELEMENTARY	0	0	10	22	0	0	32
NORTH HIGH SCHOOL	1	0	47	112	3	0	163
NORTH MIDDLE SCHOOL	0	1	17	44	1	0	63
REAGAN ELEMENTARY	0	0	14	21	0	0	35
REEDER ELEMENTARY	0	0	9	29	0	0	38
ROCKWELL ELEMENTARY	0	0	3	30	0	0	33
ROHWER ELEMENTARY	0	0	10	24	1	0	35
RON WITT SSC	0	0	1	22	5	22	50
RUSSELL MIDDLE SCHOOL	0	1	11	47	0	0	59
SANDOZ ELEMENTARY	0	0	9	29	1	0	39
SOUTH HIGH SCHOOL	1	0	26	118	2	1	148
UPCHURCH ELEMENTARY	0	0	9	26	1	0	36
WEST HIGH SCHOOL	0	0	31	123	4	0	158
WHEELER ELEMENTARY	0	0	9	32	0	0	41
WILLOWDALE ELEMENTARY	0	0	6	25	0	0	31
YOUNG ADULT PRG-CMS ANNEX	0	0	0	7	0	0	7
Total	4	4	458	1,273	36	29	1806

Staff Terminations September 1, 2016 through August 31, 2017

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education		1			2	2		
Contract Expired		1				1		

Staff Distribution History



School				F.T.E.			Total	Total	Ratios Stu/	Stu/	Staff/	Tch/
Year	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students	Staff	Tea	Adm	Adm
81-82	54	696	6	191	69	107	1,122	12,500	11.1	18.0	20.0	13.0
82-83	54	707	6	178	74	107	1,125	12,821	11.4	18.1	20.0	13.2
83-84	55	746	6	175	71	108	1,161	13,385	11.5	17.9	20.1	13.6
84-85	56	789	6	218	70	108	1,248	13,877	11.1	17.6	21.3	14.1
85-86	60	835	6	218	77	108	1,305	14,292	11.0	17.1	20.7	13.9
86-87	61	870	7	236	76	111	1,361	14,879	10.9	17.1	21.4	14.3
87-88	60	886	7	243	77	110	1,384	15,289	11.0	17.3	22.1	14.8
88-89	64	947	8	248	78	110	1,455	15,722	10.8	16.6	21.7	14.8
89-90	70	980	8	261	81	118	1,518	16,248	10.7	16.6	20.7	14.0
90-91	71	1012	8	276	81	119	1,567	16,728	10.7	16.5	21.1	14.3
91-92	74	1068	9	319	83	123	1,676	17,198	10.3	16.1	21.6	14.4
92-93	77	1115	9	333	83	126	1,742	17,411	10.0	15.6	21.8	14.6
93-94	82	1133	9	351	84	131	1,789	17,594	9.8	15.5	20.9	13.9
94-95	82	1191	10	377	94	139	1,894	17,637	9.3	14.8	22.2	14.6
95-96	82	1229	11	423	110	139	1,994	17,988	9.0	14.6	23.5	15.1
96-97	82	1254	12	441	115	135	2,038	18,380	9.0	14.7	23.9	15.3
97-98	77	1283	12	448	115	128	2,062	18,678	9.1	14.6	25.8	16.7
98-99	79	1317	12	502	117	149	2,176	18,736	8.6	14.2	26.5	16.7
99-00	80	1362	13	511	125	162	2,252	18,698	8.3	13.7	27.2	17.0
00-01	80	1394	13	541	137	162	2,327	18,828	8.1	13.5	28.1	17.4
01-02*	81	1446	13	473	115	166	2,293	18,917	8.2	13.1	27.3	17.9
02-03	81	1455	13	482	115	169	2,315	19,084	8.2	13.1	27.6	18.0
03-04	79	1460	13	485	119	167	2,323	19,497	8.4	13.4	28.4	18.5
04-05	82	1476	13	475	125	173	2,344	19,972	8.5	13.5	27.6	18.0
05-06	85	1529	14	494	127	182	2,432	20,469	8.4	13.4	27.6	18.0
06-07	85	1582	15	507	127	180	2,495	21,120	8.5	13.4	28.4	18.6
07-08	87	1633	15	510	132	188	2,581	22,041	8.6	13.5	28.5	18.8
08-09	88	1671	15	529	137	198	2,638	22,129	8.4	13.2	29.0	19.0
09-10	88	1693	15	539	139	201	2,675	22,593	8.4	13.3	29.4	19.2
10-11	90	1731	15	540	143	201	2,719	22,755	8.4	13.1	29.2	19.2

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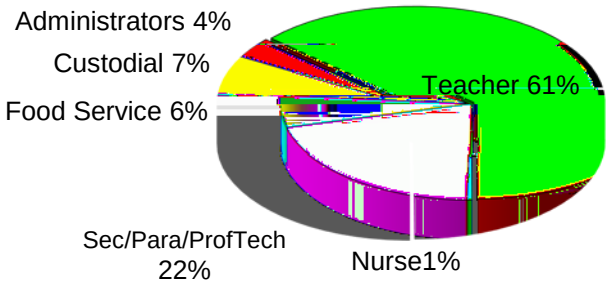
Personnel Distribution 2017 -2018



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