

RECENT REDUCTION IN FORCE AND OTHER PERTINENT STATE GOVERNMENT EMPLOYMENT DATA 2009 INTERIM

Introduction

At the request of the Legislative Fiscal Analyst, the Department of Human Resource Management (DHRM) compiled Reductions in Force (RIF) information, and other recent pertinent employment data. The Analyst prepared the following brief for the Legislature based on this information. The Appendix provides four tables of supporting data.

Reductions in Force

DHRM defines RIFs as: "Abolishment of positions resulting in the termination of career service staff. RIFs can occur due to inadequate funds, a change of workload, or a lack of work." RIFs are different from dismissals for cause. While DHRM does examine proficiency in the RIF process, a RIF is not a substitute for dismissal for performance. The department reported that during the period of October 1, 2008 through June 30, 2009 inclusive, state agencies reduced ("RIF'd") 69 employees. This reduction constituted 69 FTE positions (see table 1). Since July 1, 2009, another 2 employees have been reduced. From fiscal years 2005 through 2008, agencies "RIF'd" a total of 23 employees for a yearly average of 5.75 (see table 2).

Retirements and Resignations

Resignations from fiscal years 2005 through 2008 were fairly consistent, with an average for the period of 1,452.25. In fiscal year 2009 the number of resignations dropped significantly by 410 or 29.1 percent from the previous fiscal year. Total resignations in fiscal year 2009 were 1,000.

Retirements were consistent during the period of fiscal years 2005 through 2009, with no major changes occurring in fiscal year 2009. The average annual retirements amounted to 440.5. Total retirements in fiscal year 2009 were 417.

New Hires

State agencies' hiring increased from fiscal year 2005 through fiscal year 2008, but sharply declined in fiscal year 2009 (see table 3). Annual new hiring averaged 2,549 from fiscal years 2005 through 2008. However, fiscal year 2009 declined by 1,216 positions, or 45.8 percent, from fiscal year 2008 to 1,501.

Total Employment

The total statewide number of employees for fiscal year 2009 is 25,025. The total statewide number of employees is defined as all employees in all branches of state government (both full and part-time employees). The total core workforce number of employees for fiscal year 2009 is 17,331. The total core workforce is defined as the permanent and long term employees of the executive branch. This group consists of all career service employees (schedule B) and select non-career service employees in top level management and professional positions. The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches (see table 4 information and data provided by DHRM).

Higher Education

The Utah System of Higher Education reports that as of June 30, 2009, 936 positions were eliminated, with 223 being involuntary (similar to a RIF) and 713 being voluntary or otherwise reduced through attrition.

Conclusion

Although unquestionably difficult for the 69 employees reduced, this number was comparatively small considering the severity of the national economic recession and the total number of employees in state government. Prior to the arrival of one-time funding sources, it was estimated that between 1,000 and 3,000 RIFs would occur. The relatively small number of RIFs to date is a likely to increase in fiscal years 2010 and 2011 barring new revenues.

APPENDIX

Table 1 State RIF Information FY 2009			
No. Per Agency	Agency	Job Title	Date of RIF
6	Administrative Services	FACILITIES COORDINATOR III	5/12/2009
	Administrative Services	CUSTODIAN II	5/12/2009
	Administrative Services	JOURNEY MAINTENANCE/CONSTRUCTION SPECIALIST	5/12/2009
		APPRENTICE MAINTENANCE SPECIALIST	6/30/2009
	Administrative Services	GROUNDSKEEPER II	6/30/2009
	Administrative Services	ARCHIVAL TECHNICIAN	6/30/2009
2	Technology Services	IT ANALYST II	14-May-09
	Technology Services	IT ANALYST II	2/12/2009
18	National Guard	Supervisor, Security Spec, NG	6/26/2009
	National Guard	Security Specialist, NG	6/26/2009
	National Guard	Security Specialist, NG	6/26/2009
	National Guard	Security Specialist, NG	6/26/2009
	National Guard	Security Specialist, NG	6/26/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/30/2009
	National Guard	Security Specialist, NG	6/26/2009
15	Human Services	REVIEW BOARD COORDINATOR II	11/6/2008
	Human Services	INFORMATION SPECIALIST IV	3/24/2009
	Human Services	OFFICE SPECIALIST II	11/6/2008

Cont'd	Human Services	AUDITOR IV	6/18/2009
	Human Services	SERVICE REVIEW ANALYST	6/24/2009
	Human Services	HEARING OFFICER, DHS	4/16/2009
	Human Services	REVIEW BOARD COORDINATOR II	11/6/2008
	Human Services	SERVICE REVIEW ANALYST	3/26/2009
	Human Services	FACILITIES COORDINATOR III	6/24/2009
	Human Services	REVIEW BOARD COORDINATOR II	11/6/2008
	Human Services	EXECUTIVE SECRETARY	4/8/2009
	Human Services	EXECUTIVE SECRETARY	3/24/2009
	Human Services	AUDITOR II	6/18/2009
	Human Services	ACCOUNTING TECHNICIAN II	11/5/2008
	Human Services	EXECUTIVE SECRETARY	3/31/2009
13	Health	ACCOUNTING TECHNICIAN III	5/4/2009
	Health	OFFICE SPECIALIST I	4/13/2009
	Health	OFFICE SPECIALIST II	4/13/2009
	Health	HEALTH PROGRAM COORDINATOR	4/16/2009
	Health	HEALTH PROGRAM SPECIALIST III	4/16/2009
	Health	OFFICE SPECIALIST I	6/30/2009
	Health	HEALTH PROGRAM SPECIALIST III	4/16/2009
	Health	HEALTH PROGRAM SPECIALIST III	4/23/2009
	Health	HEALTH PROGRAM SPECIALIST II	4/13/2009
	Health	HEALTH PROGRAM MANAGER II	6/30/2009
	Health	HEALTH PROGRAM SPECIALIST III	4/16/2009
	Health	HEALTH PROGRAM SPECIALIST III	4/13/2009
	Health	AUDIOLOGIST/SPEECH PATHOLOGIST	6/30/2009
2	Education	OFFICE TECHNICIAN II	4/15/2009
	Education	OFFICE TECHNICIAN II	4/15/2009
6	Corrections	RECORDS MANAGER/ARCHIVIST III	12/11/2008
	Corrections	CORRL SPECIALIST I, POST	12/10/2008
	Corrections	OFFICE SPECIALIST II	12/10/2008
	Corrections	GENERAL MAINTENANCE WORKER II	6/2/2009
	Corrections	ARCHIVAL TECHNICIAN	6/2/2009
	Corrections	OFFICE TECHNICIAN II	6/16/2009
2	Environmental Quality	ENVIRONMENTAL SCIENTIST II	6/30/2009
	Environmental Quality	FINANCIAL ANALYST II	6/30/2009
3	Natural Resources	ACCOUNTING TECHNICIAN II	6/30/2009
	Natural Resources	FORESTRY PROGRAM COORDINATOR	6/30/2009
	Natural Resources	ENGINEERING TECHNICIAN IV	6/30/2009
1	Agriculture	OFFICE SPECIALIST I	3/11/2009
1	Community and Culture	OFFICE SPECIALIST I	6/25/2009
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Table 2					
Retirements and Resignations by Fiscal Year					
7/14/2009- DHRM					
Action Type	Fiscal Year				
	2005	2006	2007	2008	2009
Resignation	1,129	941	1,025	987	685
Resigned - More Money	39	54	63	40	12
Resigned - Other Employmnt	143	332	380	272	212
Resigned - Relocation	52	114	127	111	91
Retirement	403	675	315	369	417
Total Resignations	1,363	1,441	1,595	1,410	1,000
Total Retirements	403	675	315	369	417
	2005	2006	2007	2008	2009
Reduction in Force	14	3	1	5	69

This report includes only employees with benefits based on the employees' having a retirement plan.
Average annual number of RIFS, FY 2005 thru FY 2008 inclusive: 5.75.

Table 3					
Five Year History of New Hires by Fiscal Year					
Prepared 7/30/09 by DHRM					
Assignment Action	Fiscal Year				
	2005	2006	2007	2008	2009
New Hire	1,274	1,460	1,457	1,528	822
New Hire, Schedule A	736	752	720	801	478
Rehire	318	385	377	388	201
Grand Total	2,328	2,597	2,554	2,717	1,501

This report includes only employees with benefits based on the employees' having a retirement plan.
(New Hire from Schedule A refers to employees who are hired from a schedule A position (like AJ) into a career service position.)

Table 4					
Five Year History of Total State Employees					
Prepared 8/10/09 by DHRM					
Employee headcounts as of the first week of August					
	Fiscal Year				
	Aug-05	Aug-06	Aug-07	Aug-08	Aug-09
Total Statewide Employees ¹	24,892	25,013	25,180	25,771	25,025
Total Core Workforce ²	17,406	17,553	17,462	17,766	17,331

1 Total State Employees includes all employees in all branches of State government (both full time and part time employees).

2 The core is defined as the permanent and long term employees of the executive branch. This group consist of all career service employees (schedule B) and select non-career service employees in top level management and professional positions (schedules AD, AR, AS and AT). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.