Today’s Focus

- Staffing
- Hiring
- Turnover
- Retirement
- Compensation
- Q & A
Full Time staff has fallen by 10% over 4 years.
Total Full Time Staff

- FYE 2018: 66,950
- FYE 2019: 66,248
- FYE 2020: 63,693
- FYE 2021: 60,640
1 in 5 state jobs are in the Law Enforcement Job Family.
5 Most Populous Job Families
(FYE 2021, Active, Full-Time, Non-Temporary, Primary in the Executive Branch)

- Law Enforcement: 19.26%
- Social Services: 16.57%
- Support Services: 15.56%
- Education and Training: 10.57%
- Health Care: 5.56%
Staff in Most Populous Job Families
(FYE 2021, Active, Full-Time, Non-Temporary, Primary in the Executive Branch)

- Law Enforcement: 9,492
- Social Services: 8,164
- Support Services: 7,667
- Education: 5,209
- Health Care: 2,741
Hiring
Hiring is decreasing at an increasing rate.
Total Full Time Hiring
(FY 2021, Executive Branch, Non-Temporary, Primary Records)

<table>
<thead>
<tr>
<th>Year</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10,200</td>
<td>11,139</td>
<td>9,192</td>
<td>7,548</td>
</tr>
</tbody>
</table>
The two youngest generations produce the most hires.

71% of new hires are Millennials or Gen Z.
Millennial Hiring
(Executive Branch, Full-Time, Non-Temporary, Primary Records)

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>56.4%</td>
</tr>
<tr>
<td>FY 2019</td>
<td>56.0%</td>
</tr>
<tr>
<td>FY 2020</td>
<td>59.4%</td>
</tr>
<tr>
<td>FY 2021</td>
<td>55.8%</td>
</tr>
</tbody>
</table>
Generation Z Hiring
(Executive Branch, Full-Time, Non-Temporary, Primary Records)

<table>
<thead>
<tr>
<th></th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generation Z</td>
<td>2.3%</td>
<td>4.8%</td>
<td>7.1%</td>
<td>11.4%</td>
</tr>
</tbody>
</table>

FY 2018 | FY 2019 | FY 2020 | FY 2021
Full Time Hires By Job Family
(FY 2021, Non-Temporary, Primary Records)

- Law Enforcement: 2,405 (Executive Branch), 2,429 (System-Wide)
- Social Services: 970 (Executive Branch), 1,738 (System-Wide)
- Support Services: 880 (Executive Branch), 1,340 (System-Wide)
- Health Care: 606 (Executive Branch), 1,588 (System-Wide)
- Education and Training: 548 (Executive Branch), 577 (System-Wide)
Applicant pools are shrinking dramatically.
Average Applicant Pool
(Team GA Careers, All Postings)

- FY 2018: 48.72
- FY 2019: 38.85
- FY 2020: 20.56
- FY 2021: 11.88
Turnover
Overall Turnover Rate
(Active, Full-Time, Non-Temporary, Primary Records)

- FY 2018: 20.1%
- FY 2019: 23.2%
- FY 2020: 21.5%
- FY 2021: 23.5%
Millennial Voluntary Turnover Rate
(Executive Branch, Full-Time, Non-Temporary, Primary Records)

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Turnover Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>19.1%</td>
</tr>
<tr>
<td>FY 2019</td>
<td>27.4%</td>
</tr>
<tr>
<td>FY 2020</td>
<td>25.1%</td>
</tr>
<tr>
<td>FY 2021</td>
<td>25.7%</td>
</tr>
</tbody>
</table>
Generation Z Voluntary Turnover Rate
(Executive Branch, Full-Time, Non-Temporary, Primary Records)

<table>
<thead>
<tr>
<th></th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate</td>
<td>32.5%</td>
<td>27.4%</td>
<td>72.9%</td>
<td>76.4%</td>
</tr>
</tbody>
</table>
Top 5 Turnover Reasons

- Resignation – 6,647
- Retirement – 1,625
- Presumed Resignation - 521
- Dismissal - 514
- Reduction in Force - 253
Turnover Rate By Job Family
(Full-Time, Non-Temporary, Primary Records)

- Food and Farm: 44.10%
- Law Enforcement: 37.27%
- Facilities and Equipment: 22.68%
- Health Care: 21.14%
- Transportation: 18.90%
Separations By Job Family
(FY 2021, Full-Time, Non-Temporary, Primary Records)
Hiring is not keeping pace with turnover.
Hires vs. Separations
(Executive Branch, Full-Time, Non-Temporary, Primary Records)

<table>
<thead>
<tr>
<th>Year</th>
<th>Hires</th>
<th>Terms</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>10,200</td>
<td>10,784</td>
</tr>
<tr>
<td>FY 2019</td>
<td>11,139</td>
<td>12,243</td>
</tr>
<tr>
<td>FY 2020</td>
<td>9,192</td>
<td>11,152</td>
</tr>
<tr>
<td>FY 2021</td>
<td>7,548</td>
<td>11,054</td>
</tr>
</tbody>
</table>
Hires vs Separations By Job Family
(FY 2021, Executive Branch, Full-Time, Non-Temporary, Primary Records)

<table>
<thead>
<tr>
<th>Job Family</th>
<th>Hires</th>
<th>Separations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Enforcement</td>
<td>-2,254</td>
<td></td>
</tr>
<tr>
<td>Social Services</td>
<td>-1,066</td>
<td></td>
</tr>
<tr>
<td>Support Services</td>
<td>-791</td>
<td></td>
</tr>
<tr>
<td>Health Care</td>
<td>-535</td>
<td></td>
</tr>
<tr>
<td>Education and Training</td>
<td>-396</td>
<td></td>
</tr>
</tbody>
</table>
Retirement Eligibility
Over 8% of staff could retire today.
Full Retirement Eligibility
(FYE 2021, Executive Branch, Full-Time, Non-Temporary, Primary Records)

- Immediately: 8.4%
- +1 Year: 2.3%
- +2 Years: 2.8%
- +3 Years: 3.2%
- +4 Years: 3.7%

Already Gained:
- Immediately: 8.4%
- +1 Year: 8.4%
- +2 Years: 10.7%
- +3 Years: 13.5%
- +4 Years: 16.7%
Compensation
<table>
<thead>
<tr>
<th>Year</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>$38,927</td>
</tr>
<tr>
<td>FY 2019</td>
<td>$39,705</td>
</tr>
<tr>
<td>FY 2020</td>
<td>$39,944</td>
</tr>
<tr>
<td>FY 2021</td>
<td>$41,405</td>
</tr>
</tbody>
</table>

FY 2018 - FY 2021 Median Salary Trends

- **Total**
- **New Hires**
QUESTIONS