

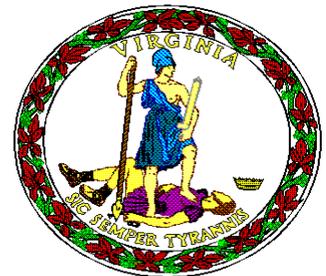
Demographic Overview of State Work Force

House Appropriations Committee Retreat

November 19, 2008

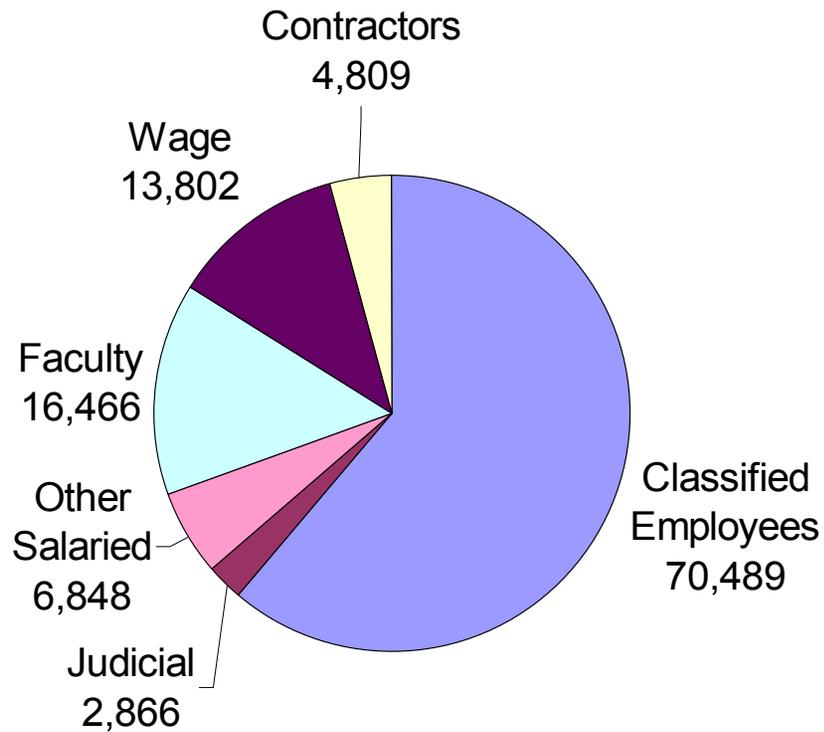
Michael Jay

House Appropriations Committee Staff

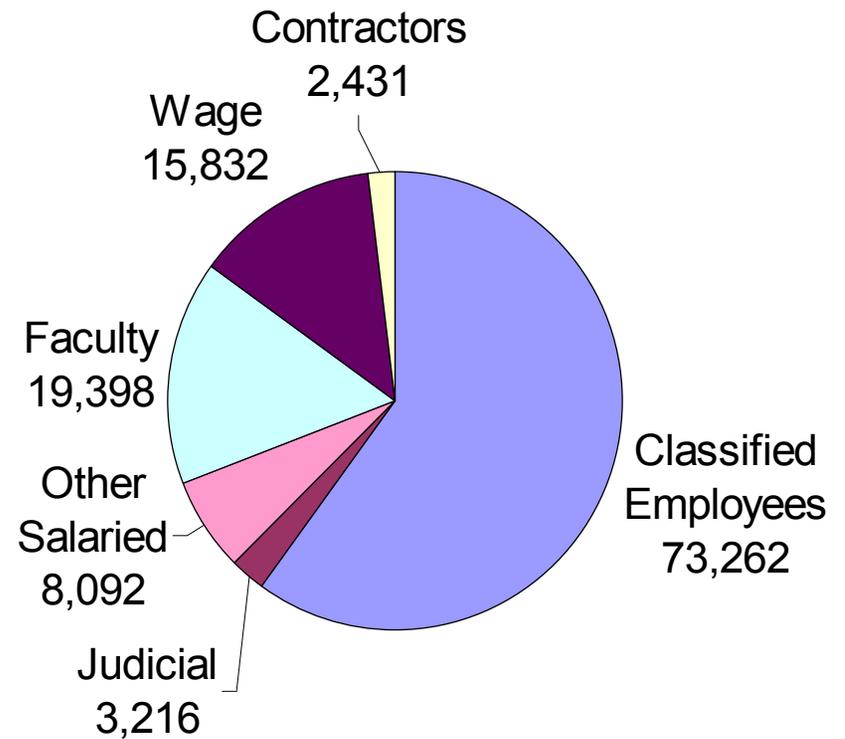


Snapshot of State Employment Levels (as of June 30)

FY 2003

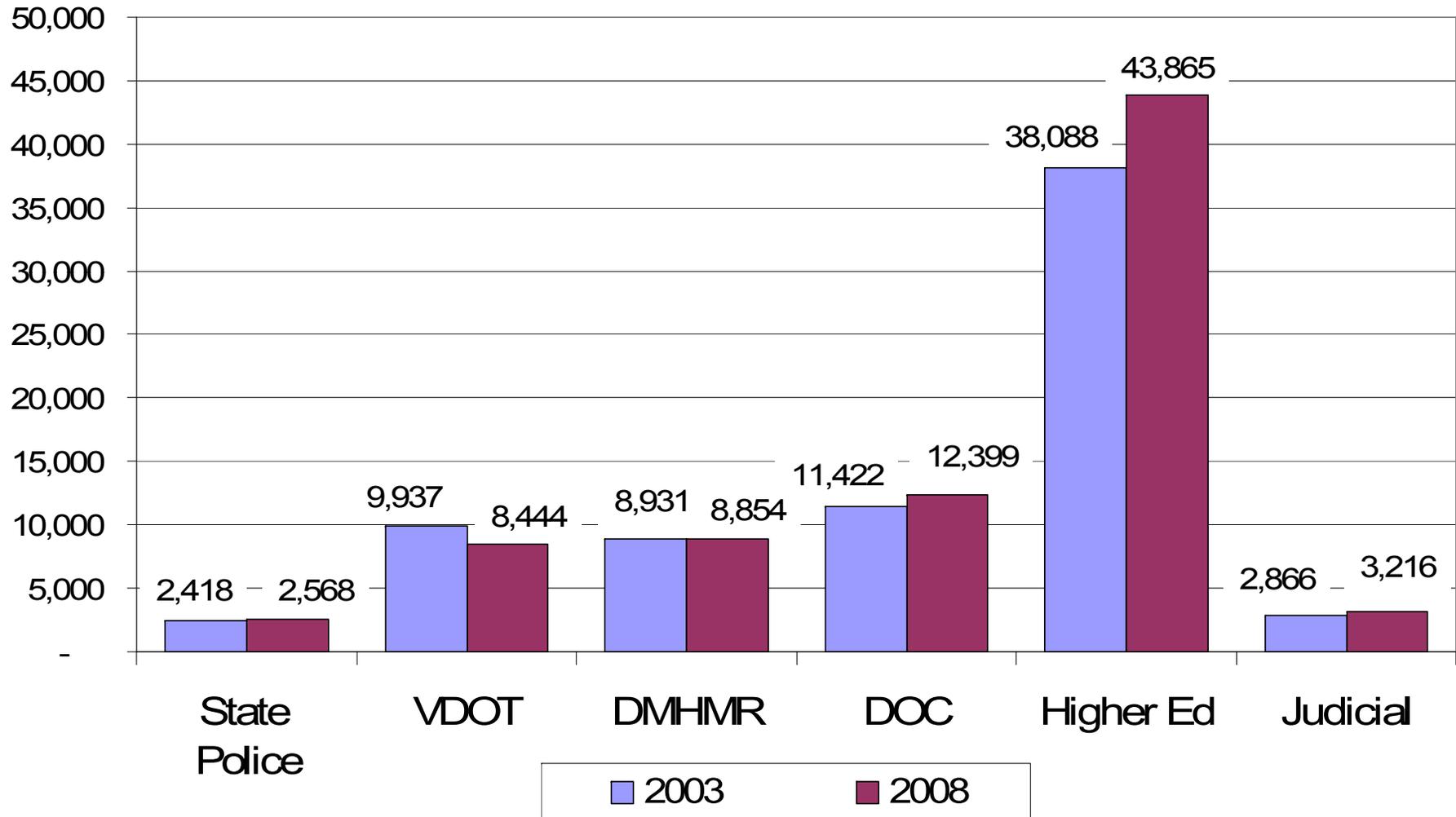


FY 2008



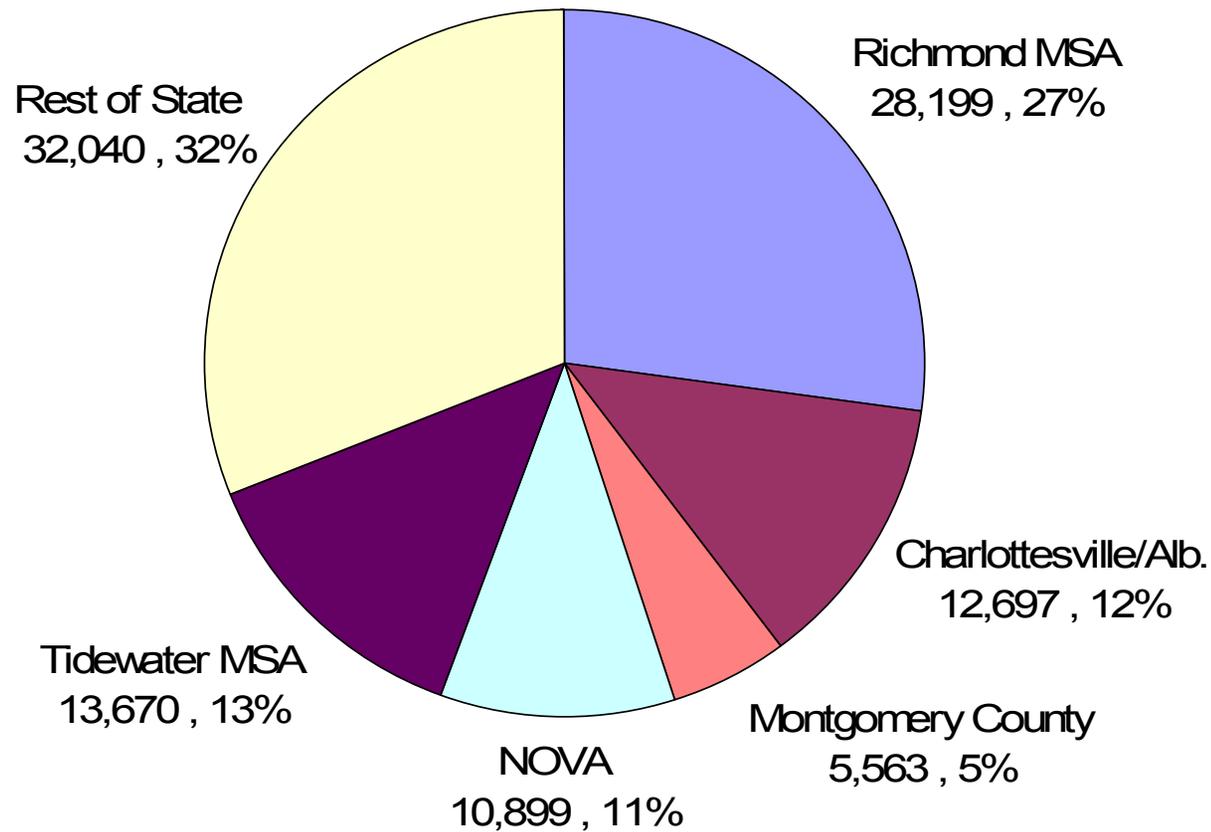
Salaried Employees By Major Agency

(as of June 30 of the Fiscal Year)



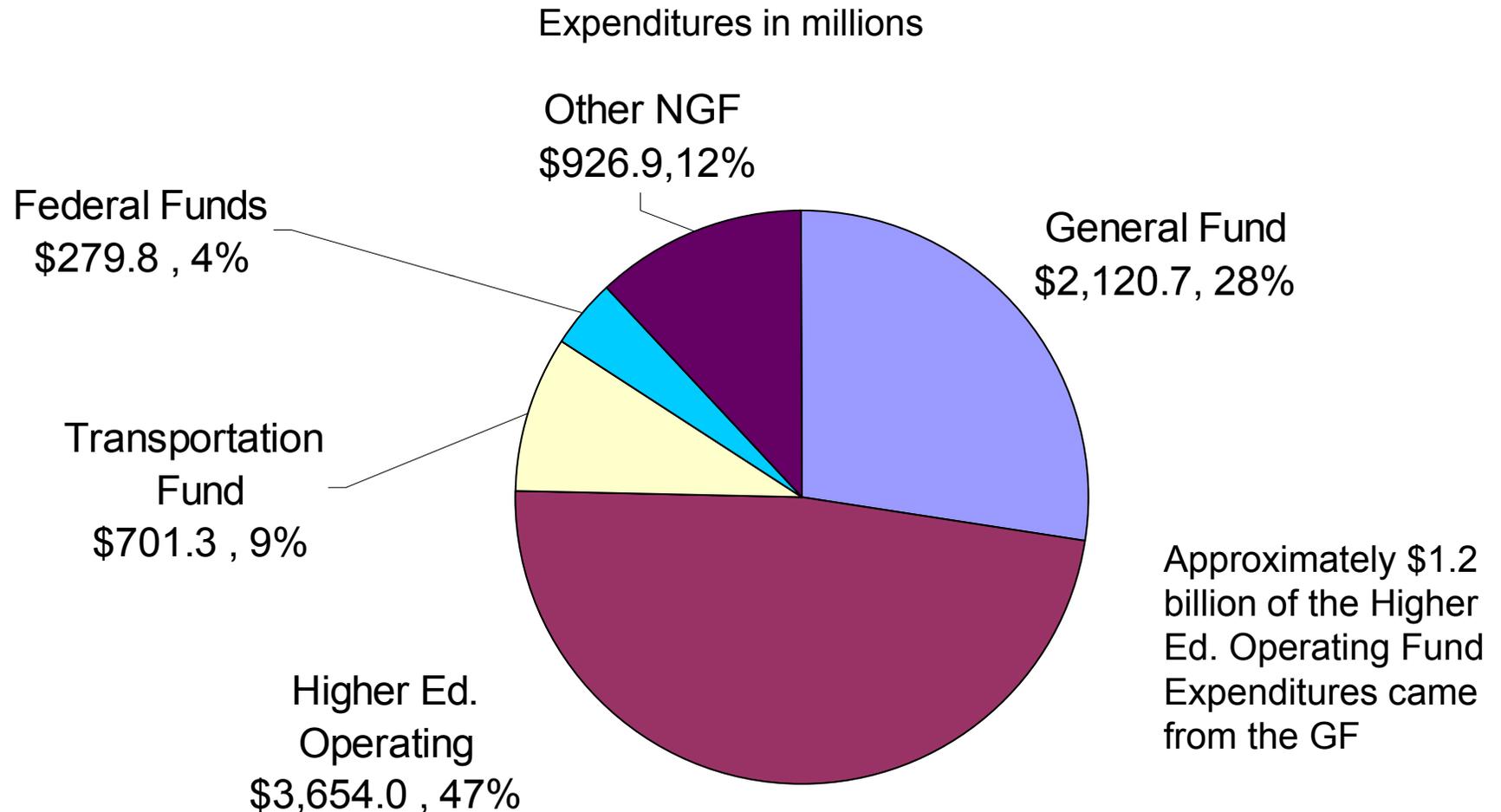
* These areas account for over 75% of the salaried workforce.

Salaried Employees By Region



Total Expenditures for Personal Services

\$7,682.7 million in FY 2008

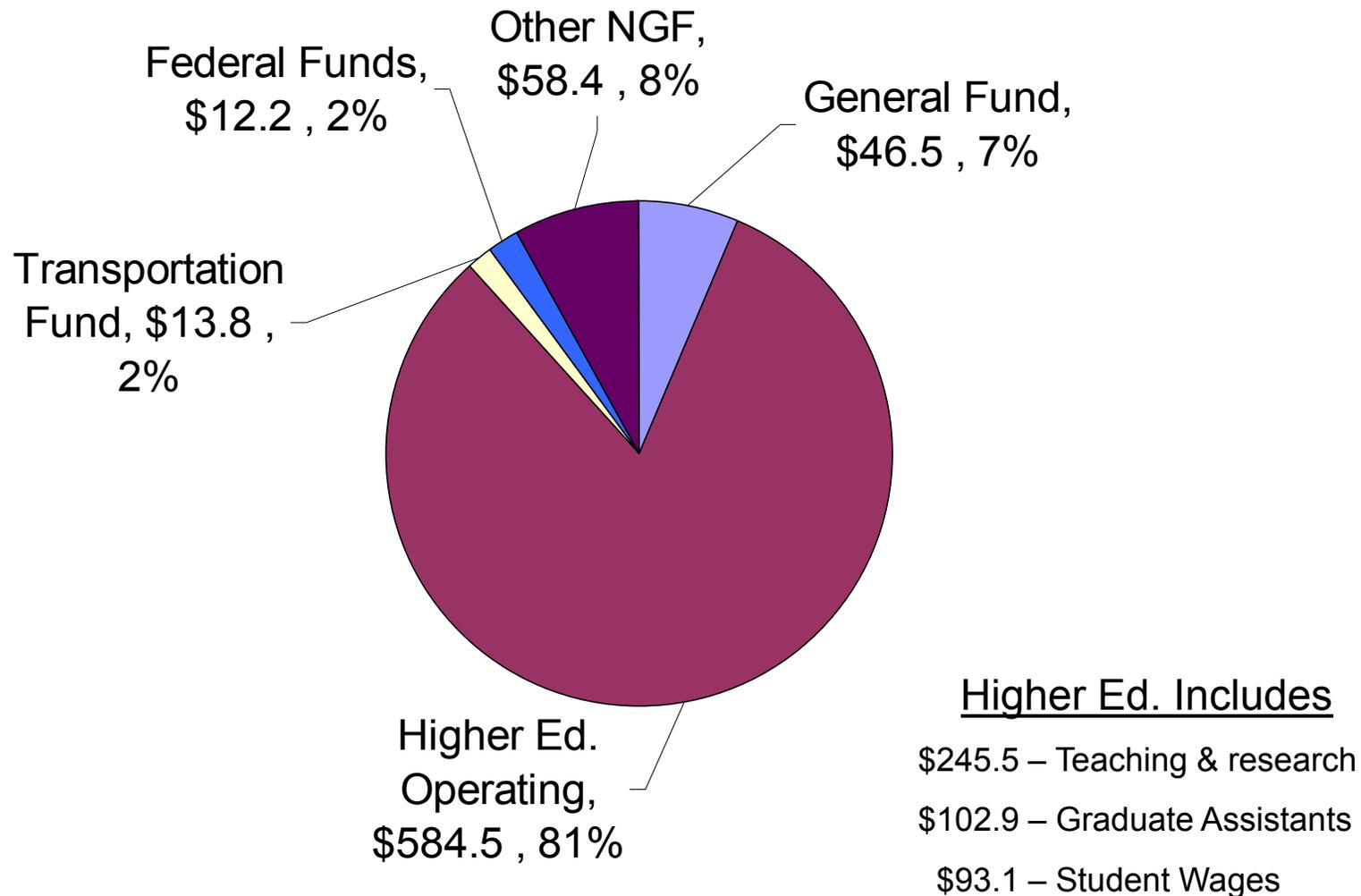


* Data source: FY 2008 expenditure data from DOA. For some universities 2008 data was not yet available and FY 2007 data was used as a proxy.

**Expenditures for Contractors are not included as personal services

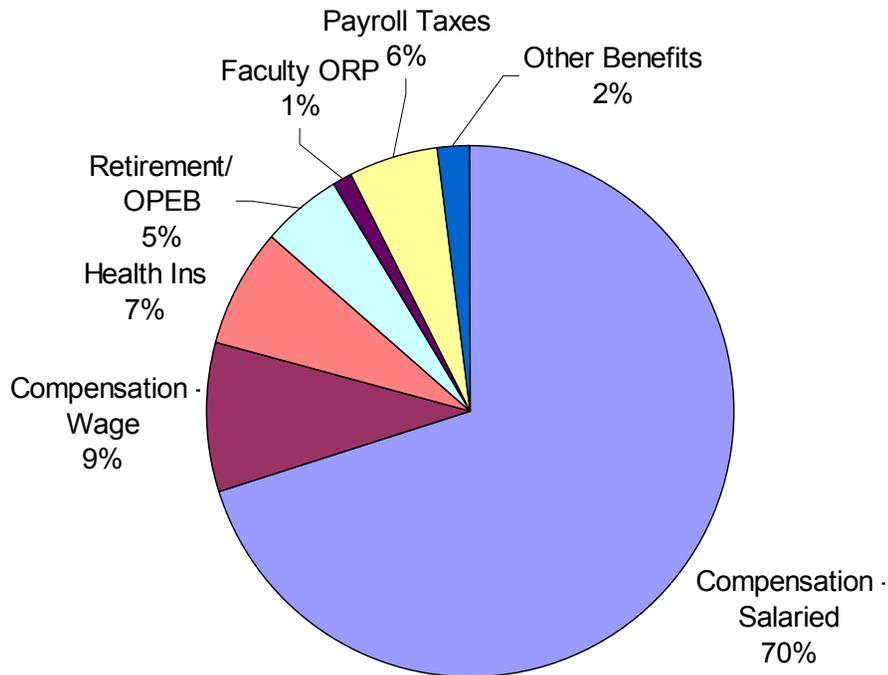
Wage Expenditures by Fund Type

(FY 2008 - in millions)



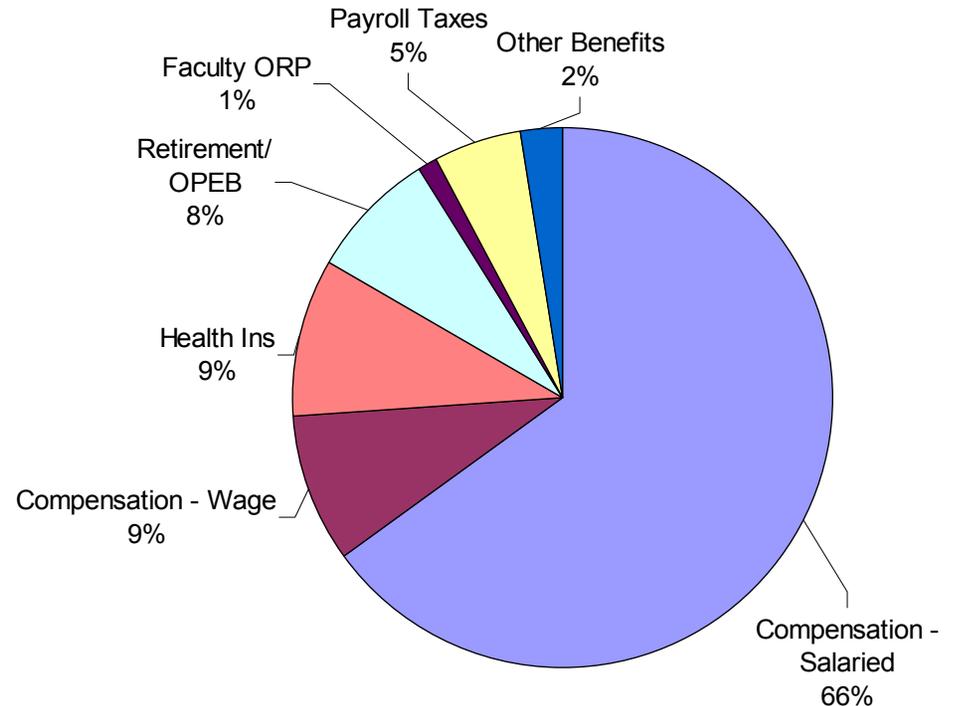
Personal Expenditures -Type of Benefit

FY 2003

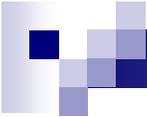


Total personal expenditures for FY 2003 were \$5,800.7 million.

FY 2008



Total personal expenditures for FY 2008 were \$7,682.7 million.

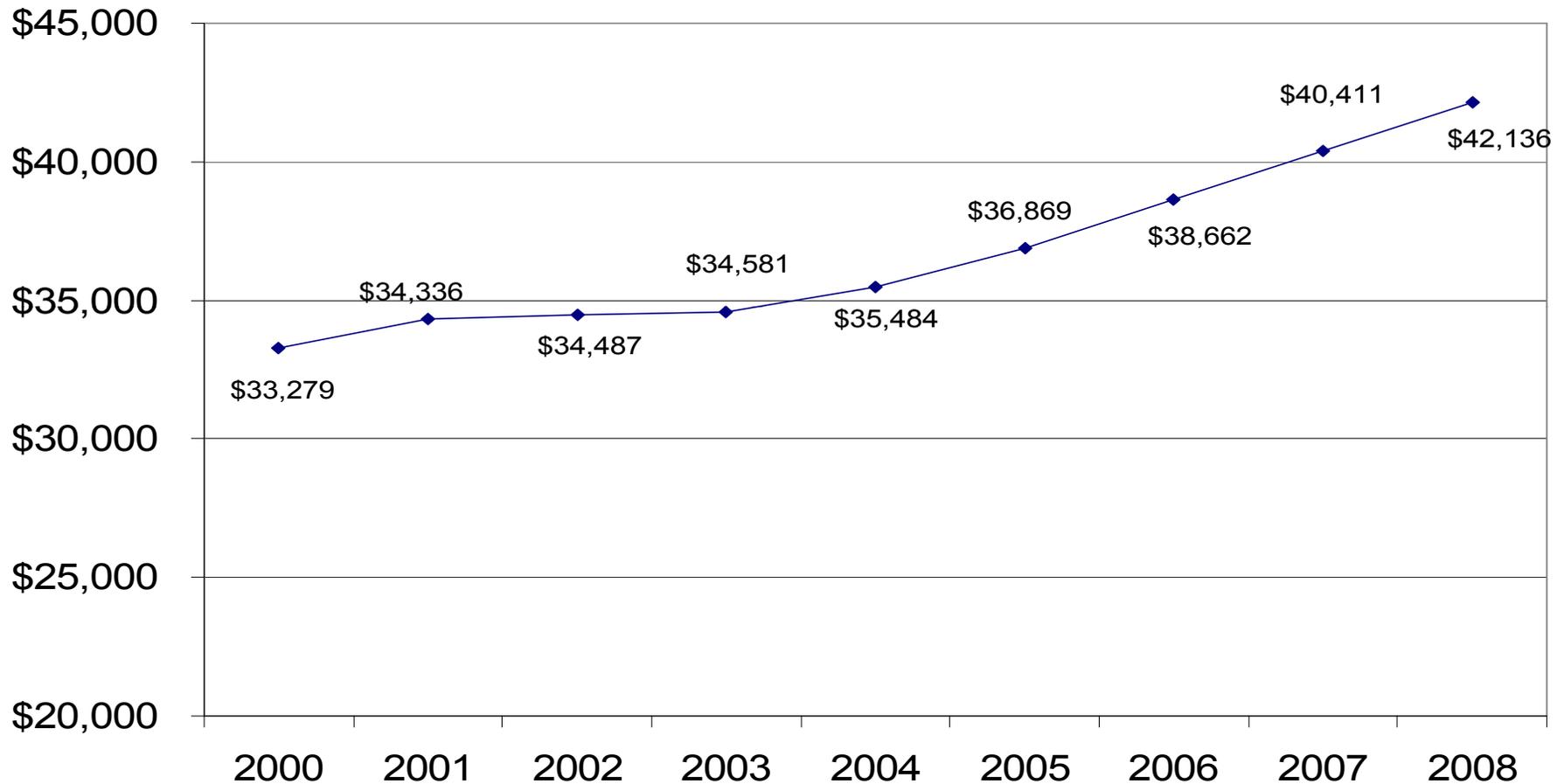


Demographics of Classified Employees

(June 30 , 2008)

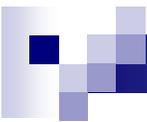
Average Age	45.5 yrs
Avg. Yrs. of Service	11.0 yrs
Average Salary	\$42,136
Currently Eligible to Retire	9.5%
Eligible to Retire in Less than \leq 5 yrs	22.4%
Retirement Rate - FY 2008	3.1%
Turnover Rate - FY 2008	12.4%

Average Annual Salary - Classified Employees



	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
Increases in Appropriation Act	3.3%	0.0%	0.0%	2.3%	3.0%	3.0%	4.0%	4.0%

* In FY 2006, the budget funded the 3% salary increase and a \$50 per year of service salary adjustment, resulting in a total average salary increase of 4.4%.



Other Salary Actions

- Actual Average Salary increases are slightly higher than authorized salary adjustments explained by
 - Internal salary actions
 - Targeted Salary Actions Funded in the Budget
 - FY 2004 - \$500 adjustment for sworn officers of the State Police
 - FY 2005 - \$630 adjustment for sworn officers of the State Police and additional salary adjustments to address salary compression issues with the State Police
 - FY 2006 – Address salary compression for scientific positions at the Department of Forensic Science
 - FY 2007:
 - Funding to develop a career ladder for direct care service workers at DMHMRSAS facilities
 - Set Department of Correctional Education Teacher salaries at levels comparable to public school teachers



Other Salary Actions

(continued)

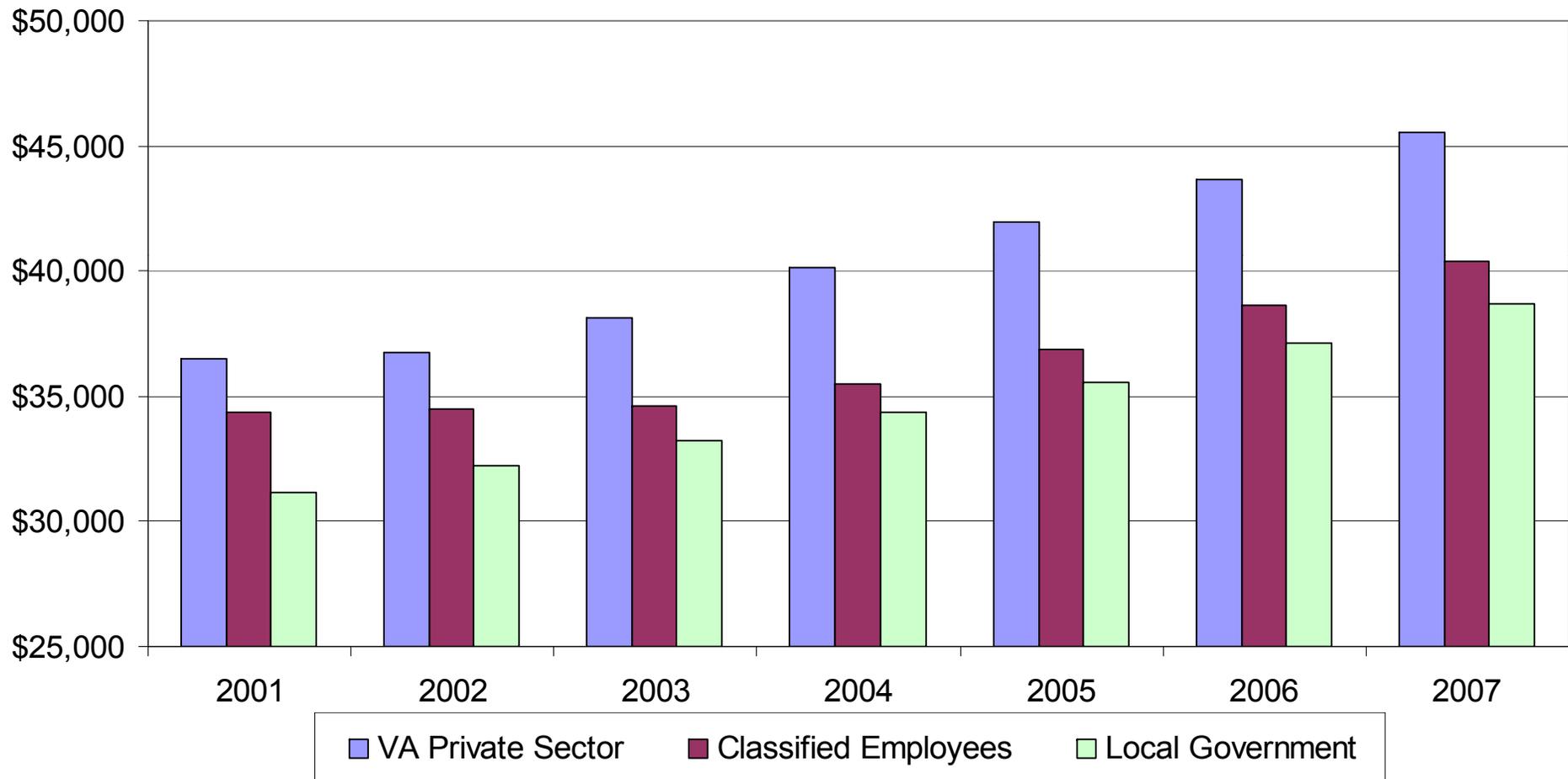
- FY 2007:

- \$2,100 adjustment for Consolidated Laboratory Technical staff
- \$1,000 adjustment for attorney's at AG office

- FY 2008:

- 9% for Public Defenders offices
- 23% for Capital Defender offices
- 4% for Judicial Employees
- 10% for Nursing Faculty
- \$1,200 adjustment for correctional officers/ \$600 for supervisors
- Benchmark salaries for DOA accounting staff
- Merit based adjustment for Senior AG staff
- Compensation supplements for DLS staff

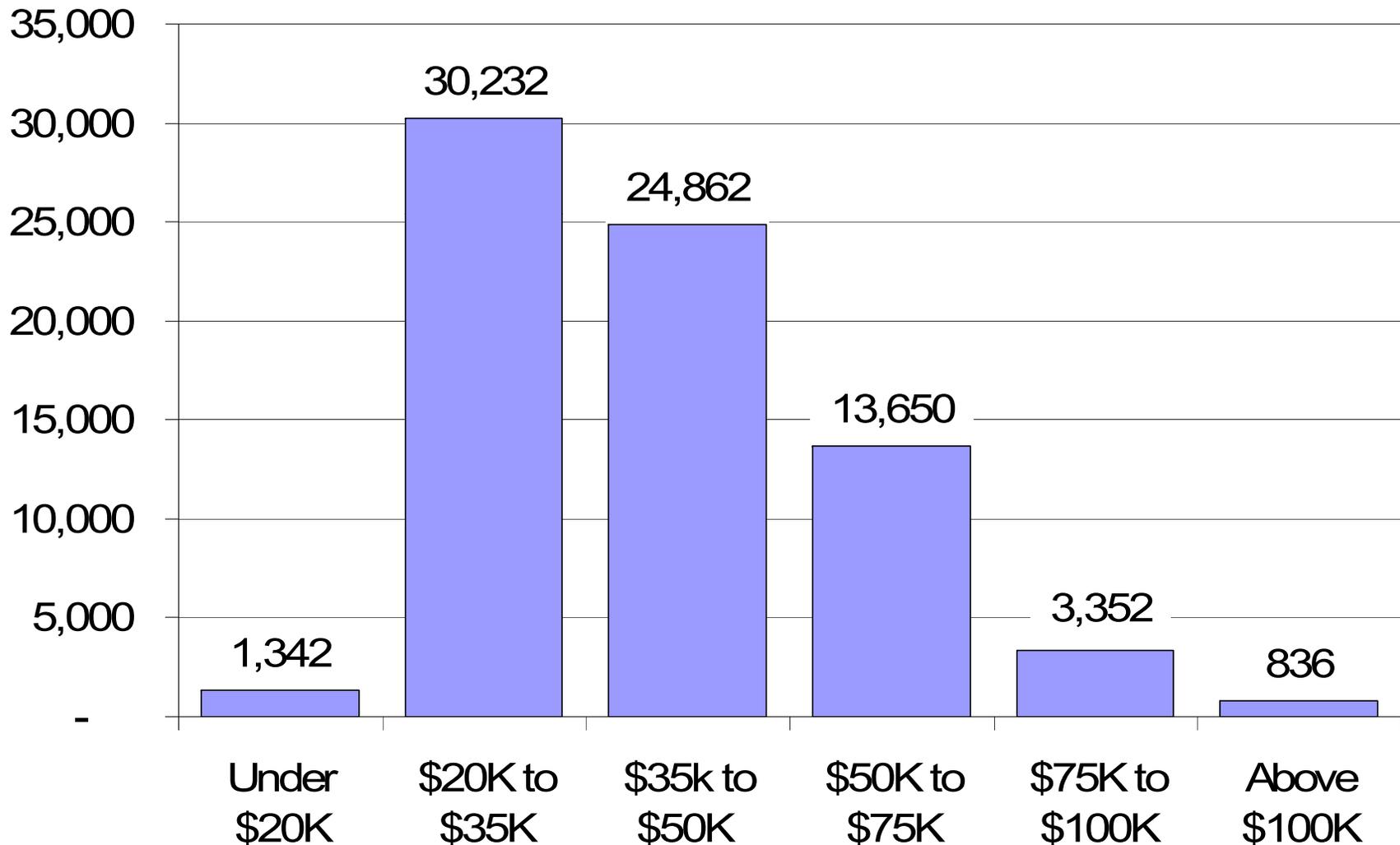
Comparison of Average Salaries



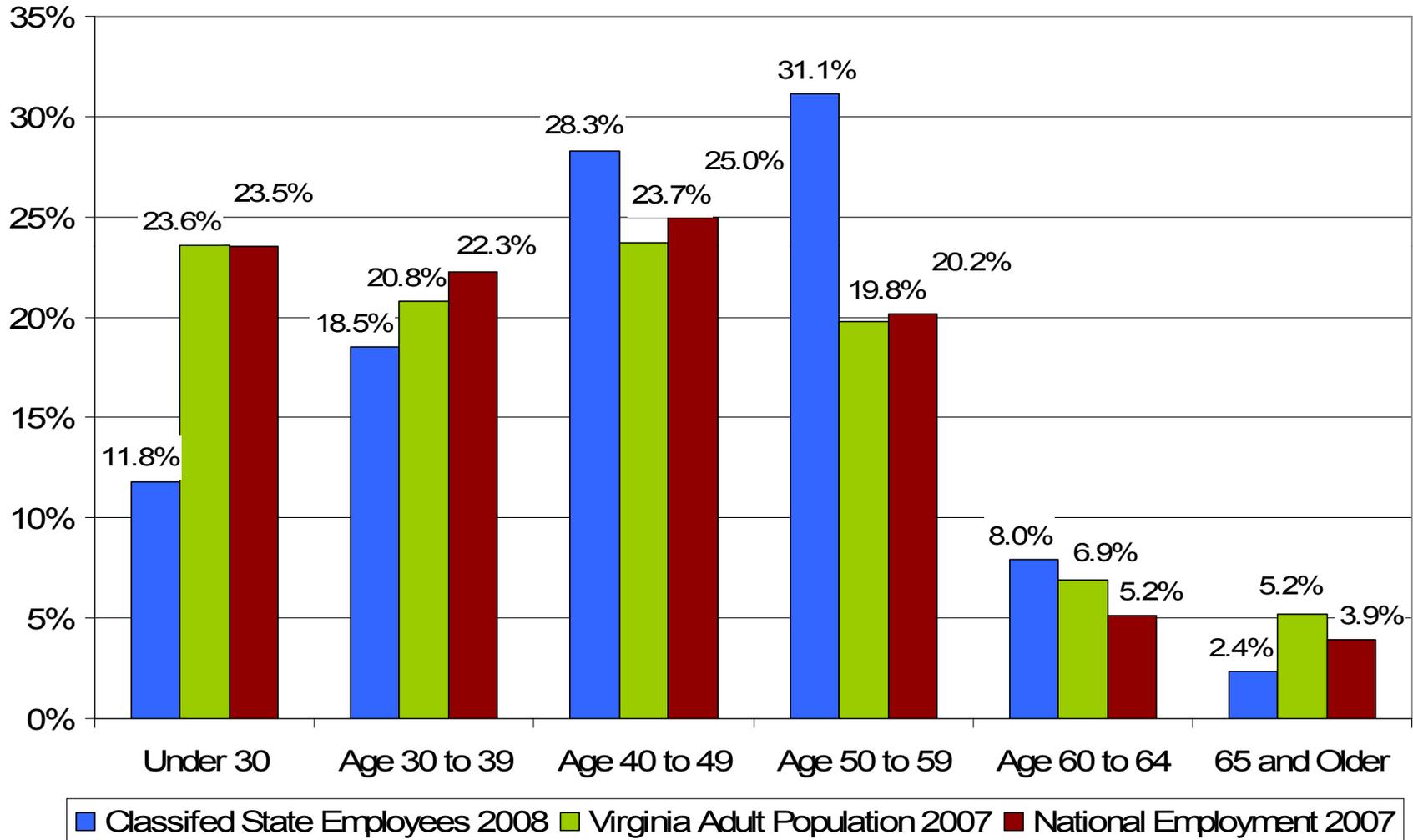
* Data sources: DHRM data for classified employees salaries and federal BLS data for other salary information

Distribution of Salaries – Classified Employees

of Employees



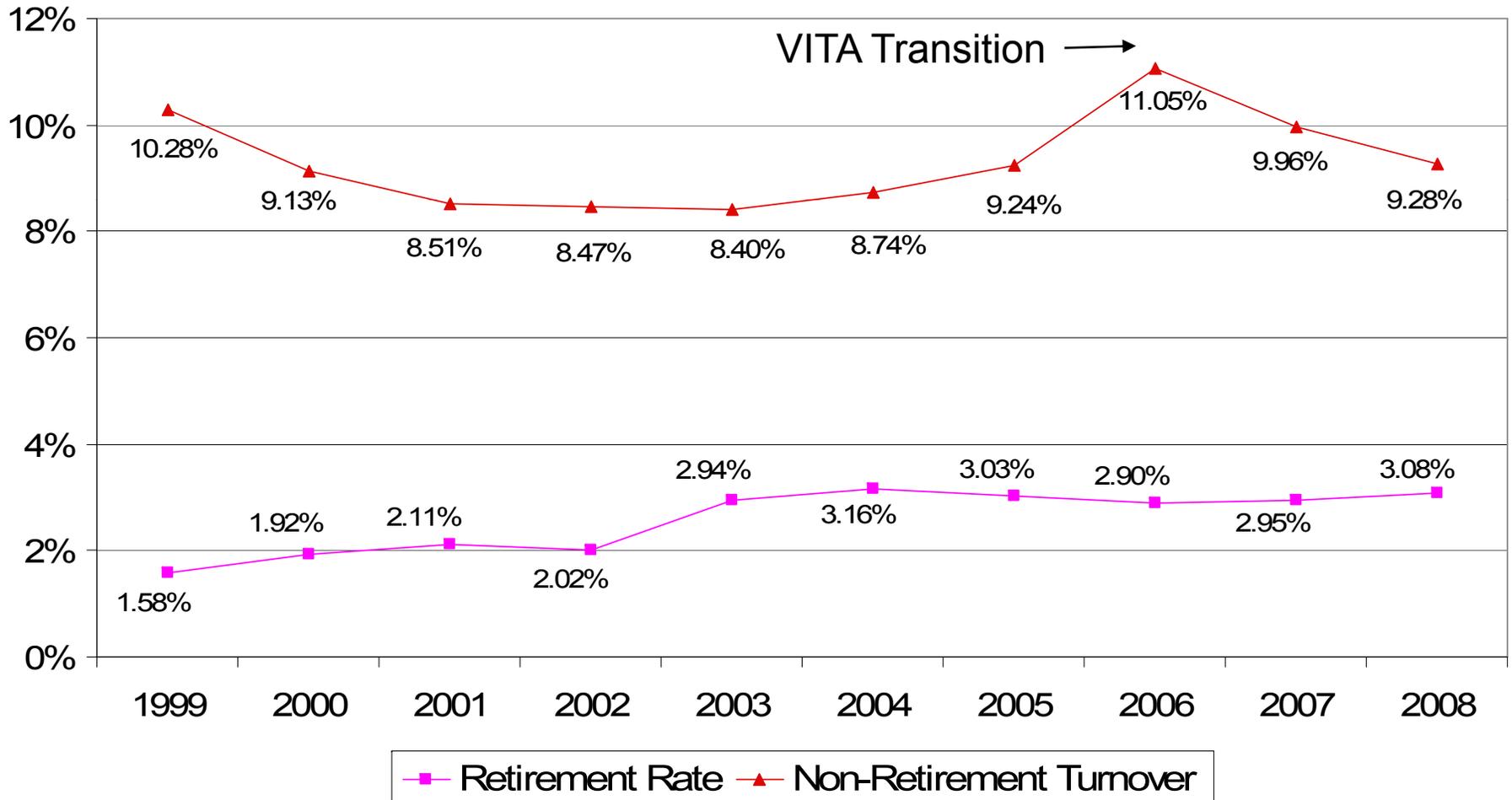
Distribution of State Workforce Compared to Overall Population



Note: Distribution of adult Virginia population includes ages 18 through 69

Turnover and Retirement Rate by FY

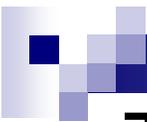
Turnover Rate in FY 2008 was 12.36%





Turnover is a Problem in Certain Areas

- Some facilities/agencies consistently experience turnover significantly above the statewide average
 - FY 2006 through FY 2008-11 DOC facilities have had an average annual turnover rate above 20%
 - 3 year average for Coffeewood Correctional Center is 28% and 24% for Sussex State Prison (1 & 2) and Fluvanna Correctional Center for Women
 - FY 2006 through FY 2008- 6 DMHMRSAS facilities have had an average annual turnover rate above 20%
 - 3 year average for Catawba Hospital and VA. Center for Behavioral Rehabilitation is 34% and 28% for the Northern Virginia Mental Health Institute

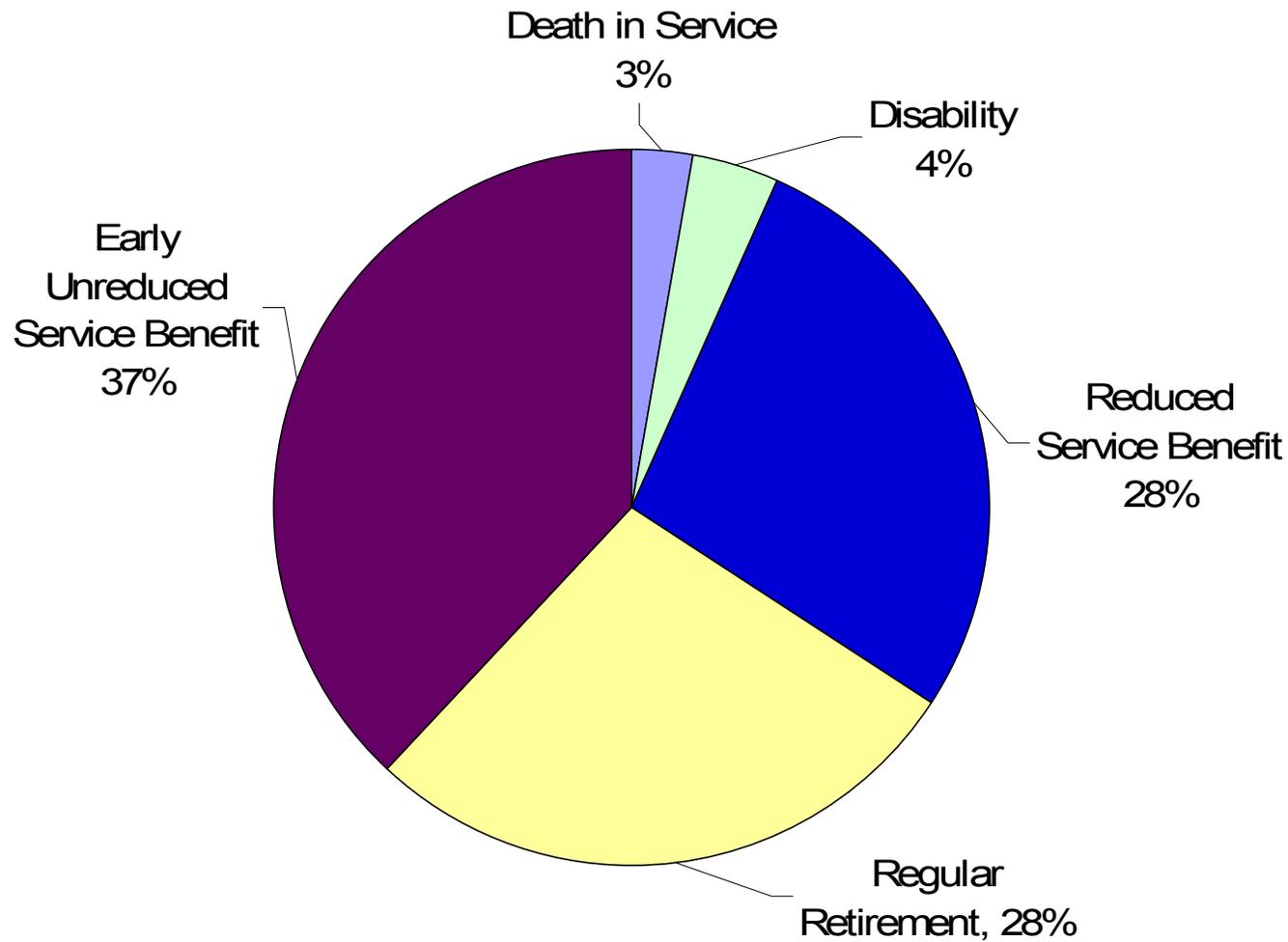


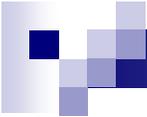
Turnover Varies Based on Length of Service

- In FY 2008, the turnover rate for employees in their first five years of state service was over 21.4% (6,128 employees left state service)
 - Almost 45% of these individuals had less than one year of service
- The Turnover rate drops dramatically the longer the employee stays with the Commonwealth
 - In FY 2008, the turnover rate for employees with 10 to 20 years of service was 5.7%
 - It increased to 6.7% for employees with 20 to 30 years of service
- The turnover rate increases for those employees over 30 years of service as they retire
 - In FY 2008 the turnover rate was 14.5% for employees with over 30 years of service

Retirement Statistics – 3 Year Period

(7,744 total retirements - FY 2006 through 2008)





Age Distribution for Early Retirees

(Unreduced Benefit - FY 2006 through FY 2008)

	<u>Under 55</u>	<u>Age 55-59</u>	<u>Age 60-64</u>	<u>Total</u>
VRS	638	906	1,015	2,559
SPORS	52	36	N/A	88
VALORS	178	96	N/A	274
JRS	<u>N/A</u>	<u>N/A</u>	<u>31</u>	<u>31</u>
Total	868	1,038	1,046	2,952



Average Pension Payments

- Average monthly pension payments as of June 2008 (including hazardous duty supplements)

State Employees Regular VRS	\$1,325
State Police	\$2,721
VaLORS	\$1,758
JRS	\$5,357
Teachers	\$1,658