

**All Departments Fiscal Year 2021-22 RFI #1**

*All Departments -- Based on the Department's most recent available record, what is the FTE vacancy and turnover rate: (1) by department; (2) by division; (3) by program for programs with at least 20 FTE; and (4) by occupational class for classes that are located within a larger occupational group containing at least 20 FTE. To what does the Department attribute this turnover/vacancy experience? Do the statewide compensation policies or practices administered by the Department of Personnel help or hinder the department in addressing vacancy or turnover issues?*

In Fiscal Year 2020-21, the Office of the Governor, excluding OIT, saw an overall turnover rate of 20%. Voluntary separations were the driving force behind the Office’s turnover rate; accounting for 89% of all separations. The Office attributes the high volume of voluntary turnover to an increase in workload across all departments due to the COVID-19 public health crisis and to junior and mid-level staff being compensated at only 89.92% of the classified system’s mid-range, 17.58% below the prevailing market, and several staff being paid below the classified equivalent minimum salary. As the Office of the Governor is exempt from the state classified system, the Department of Personnel’s policies and procedures have not directly contributed to the Office’s turnover rate.

**TABLE 1: Office of the Governor Turnover Rate**

<b>Division</b>	<b>FTE</b>	<b>Total Turnover</b>	<b>Involuntary</b>	<b>Retire</b>	<b>Voluntary</b>	<b>Turnover Rate</b>
EAA	86	17	1	0	16	20%
EBA	27	4	1	0	3	15%
ECA	32	13	0	0	13	41%
EDA	111	21	1	2	18	19%
EFA	54	7	1	1	5	13%
<b>TOTAL</b>	<b>310</b>	<b>62</b>	<b>4</b>	<b>3</b>	<b>55</b>	<b>20%</b>