

ADVISORY GROUP ON Civil Service and Employee Benefits

PROPOSAL #: AGCS # 52

SUBJECT: Turnover cost assessment

DATE ADOPTED BY ADVISORY GROUP: November 23, 2009

COMMISSION ACTION: _____

DATE: _____

RECOMMENDATION: The Department of State Civil Service should annually report to the Joint Legislative Committee on the Budget regarding the turnover rate in state agencies and the cost associated therewith; the report should provide data on specific job classifications where the turnover rate is especially high or the cost to the state is great.

Summary Description/Nature of Change	Key/Implementation Responsibilities	Need	Action Needed	Benefit/Saving	Done/ Study
The Department of State Civil Service should annually report to the Joint Legislative Committee on the Budget regarding the turnover rate in state agencies and the cost associated therewith; the report should provide data on specific job classifications where the turnover rate is especially high or the cost to the state is great.	Department of State Civil Service	To provide meaningful information to the legislature regarding the state's investment in its workforce and opportunities to increase return on that investment by maximizing retention of good employees	Agency action	Based on a costing model recommended by Louisiana State University the department estimates the Fiscal Year 2007 costs for a 17% turnover rate were between \$48 million (assuming all employees require only 3 months of training) and \$193 million (assuming 12 months of training). These costs would be reduced if the turnover rate were decreased.	