

**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:** ADOPTED **DATE:** December 1, 2009 **RECOMMENDATION #:** 190

**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
<p>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.</p>	<p>Department of State Civil Service</p>	<p>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</p>	<p>Agency action</p>	<p>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.</p>	