

ADVISORY GROUP ON Efficiency and Benchmarking **PROPOSAL #:** AGEB # 10
SUBJECT: Reduction of State Workforce **DATE ADOPTED BY ADVISORY GROUP:** August 24, 2009
COMMISSION ACTION: AMENDED / ADOPTED **DATE:** December 1, 2009 **RECOMMENDATION #:** 215

RECOMMENDATION: Each agency must review its historical vacancy and attrition rates and shall make strategic reductions in positions by five percent, first looking at layers of management and clerical staffing, each year for three years. Furthermore each agency should review process re-engineering and unit consolidation while preserving critical services such as public safety and direct patient care. Reductions can be achieved through outsourcing privatization and program elimination where feasible and cost effective. Each agency must report to the Commission on Streamlining Government by December of 2010 and 2011 the achieved reductions and explanation of why the target was not met. Finally, state personnel who learn new skills or increased scope of responsibility should be reviewed for pay increases using savings from staff reductions.

Summary Description/Nature of Change	Key/Implementation Responsibilities	Need	Action Needed	Benefit/Saving	Done/ Study
<p>Each agency must review its historical vacancy and attrition rates and shall make strategic reductions in positions by five percent, first looking at layers of management and clerical staffing, each year for three years. Furthermore each agency should review process re-engineering and unit consolidation while preserving critical services such as public safety and direct patient care. Reductions can be achieved through outsourcing privatization and program elimination where feasible and cost effective. Each agency must report to the Commission on Streamlining Government by December of 2010 and 2011 the achieved reductions and explanation of why the target was not met. Finally, state personnel who learn new skills or increased scope of responsibility should be reviewed for pay increases using savings from staff reductions.</p>	<p>Legislature, Governor</p>	<p>To save money by reducing workforce and overhead costs and to increase efficiency by making the state more consistent among other states in total workforce.</p>	<p>Legislation, Executive Order</p>		