

Recent pay increases and stabilization of the broader job market have helped to improve key metrics related to the state’s personnel system, but high turnover and the continued growth in the number of positions within state agencies have led to continued high vacancy rates. The State Personnel Office (SPO) reports the classified service vacancy rate is 23.8 percent, up 20 percent from the rate in FY21. This increase is partially due to the expanded number of positions. In FY23, state agency headcounts were roughly flat with the number reported in FY19, while the total number of authorized positions increased by 5 percent over the same period. While the state is attracting more applications from workers outside of state government, fewer employees are completing their probationary period. SPO reports more than 3,100 external hires in FY23, up one-third from the amount in FY21, but only 63 percent are completing their probationary period, down from 71 percent in FY21.

SPO reports agencies have made significant inroads in reducing the time it takes to fill position. In the first quarter, SPO reported it took agencies an average of 72 days to fill positions, measured from the date of posting to the extension of an employment offer to the candidate. By the fourth quarter, agencies reduced that number to 55 days, a 24 percent drop. SPO has prioritized reducing the time-to-fill metric, creating a task force with agency human resources officers and working with agencies to improve internal processes to reduce the time it takes to fill vacant positions.

At SPO’s request, a number of measures are classified as explanatory, meaning they do not have performance targets. However, ratings were given based, in part, on prior-year performance.

Budget: \$4,117.6 **FTE:** 46

	FY21 Actual	FY22 Actual	FY23 Target	FY23 Actual	Rating
Average number of days to fill a position from the date of posting*	50.5	69		55	G
Classified service vacancy rate*	19.9%	22.8%		23.8%	R
Percent of classified employees who successfully complete the probationary period*	71%	61%		63%	R
Average classified employee compa-ratio*	103%	105%		98.7%	G
Average classified employee new hire compa-ratio*	99%	102%		95.5%	G
Number of hires external to state government*	1,996	2,969		3,109	G
Number of salary increases awarded*	NEW	NEW		1,660	
Average classified service employee total compensation, in thousands*	NEW	NEW		\$99.8	
Cost of overtime pay, in millions*	NEW	NEW		\$41.1	
Program Rating	R	R			Y

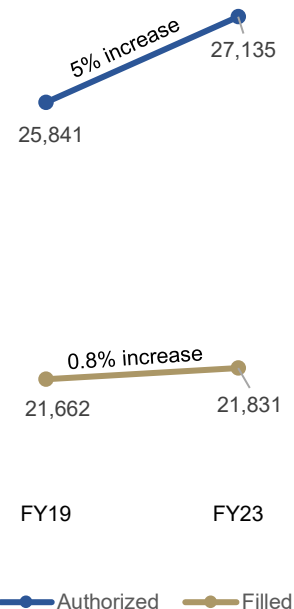
*Measure is classified as explanatory and does not have a target.

SPO’s quarterly report includes information on the average compa-ratio, or salary divided by midpoint of salary range, one possible indicator of salary competitiveness. Between FY22 and FY23 the average compa-ratio for state

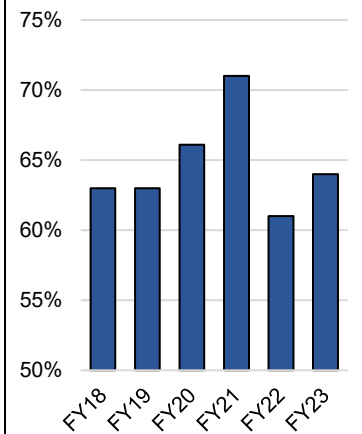
ACTION PLAN

Submitted by agency? Yes
Timeline assigned? No
Responsibility assigned? No

Change in Authorized and Filled Positions

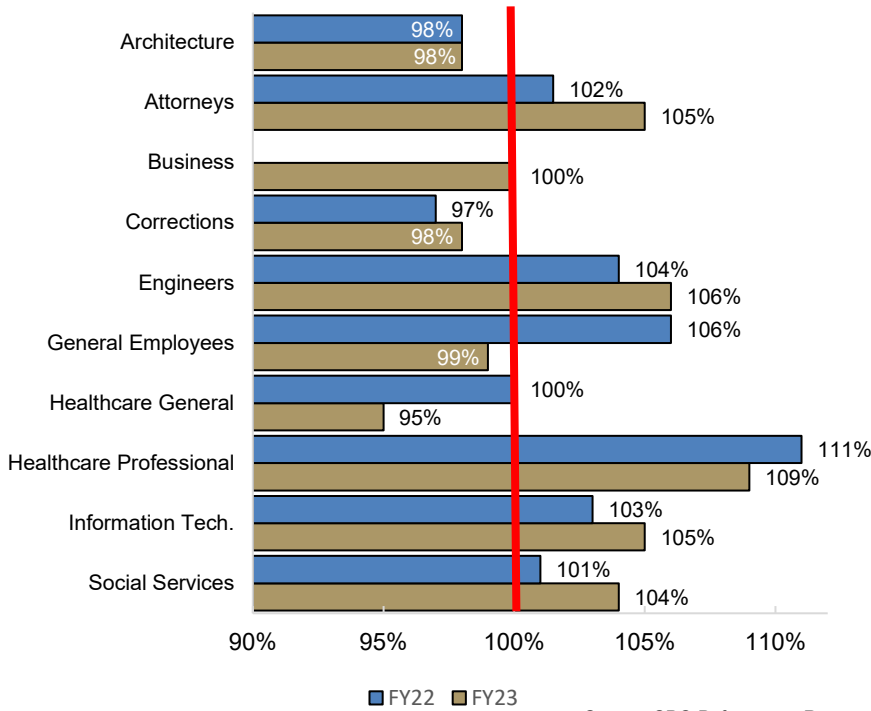


New Employees Completing One Year Probation Period



Source: SPO

Average Compa-Ratio by Salary Schedule, FY22 and FY23



employees fell to 99 percent from 105 percent. Average compa-ratios for new state employees fell to 96 percent from 102 percent. This indicates new employees are accepting employment offers below the position midpoint, suggesting the salary is more competitive with the broader job market. However, SPO reports some areas continue with high average compa-ratios, including classifications for attorneys, engineers, and information technology positions.

In FY23, agencies processed a large number of temporary salary increases, which could indicate some positions are requiring additional compensation. Agencies awarded 1,660 increases, or roughly one for every 10 classified state employees. SPO reports agencies have, in particular, taken advantage of temporary recruitment differentials to aid in hiring.