

**COMMISSION ON ENHANCING AGENCY OUTCOMES
SUMMARY SHEET**

Attrition Rate for State Employees

The following information came from Linda Yelmini, head of the Office of Labor Relations at the Office of Policy and Management (OPM). Apparently there is not an overall attrition rate calculated but the table below are numbers from the State Employees Retirement System (SERS) for FY 07-08 and PRI staff calculated a separation rate. However, as the table shows, there were more hires/rehires than those who left during that year. Ms. Yelmini said you have to be cautious about thinking you would never have any new hires because many of those are in direct care or service like corrections or state police. The numbers are from the SERS, and while this would not count those in alternative plans, it does cover most state employees.

State Employee Status: FY 07-08	
Number	Category
52,438	Active on SERS at beginning
<i>Separations</i>	
2,444	Left the system
43	Terminated with vested retirement rights
1109	Retired
252	Took disability retirement
30	Died with a beneficiary
3878	Total Separated (7.3%)
<i>Hires</i>	
31	Were rehired
4,605	Were new hires on the system
4,636	Total Hires
758	Net additional
53,196	SERS count at end
Source of Data: SERS	