

Senate Resolution 1095

By: Senator Stoner of the 6th

### A RESOLUTION

1 Creating the Joint State Employee Turnover and Staffing Ratios Study Committee; and for  
2 other purposes.

3 WHEREAS, the Georgia Budget Policy Institute has published a study detailing the increase  
4 in state employee turnover in recent years; and

5 WHEREAS, continuity within the state work force is of vital importance to maintain  
6 effective business operations; and

7 WHEREAS, experienced personnel lead and train new workers and often form the pool for  
8 future leadership of the organization; and

9 WHEREAS, leading industry sources consider a turnover rate of 10 percent or more to have  
10 a negative effect on the productivity and effectiveness of state business, and the State of  
11 Georgia has been facing turnover rates of between 15 percent and 18.5 percent over the  
12 previous ten years; and

13 WHEREAS, the turnover rate has been increasing steadily over the previous four years with  
14 a FY 2005 state employee turnover rate equal to 16.6 percent; and

15 WHEREAS, as of July 1, 2004, over 43 percent of all employees had less than five years'  
16 tenure, over 62 percent of all employees had less than ten years' tenure, and 47 percent of all  
17 employees were over 45 years of age; and

18 WHEREAS, there are several reasons for the high state employee turnover rate including:  
19 state employees are taking on an increased work load, as over the past ten years the number  
20 of state employees as compared to the state population has decreased; state employee take  
21 home pay is not keeping up with inflation, since over the past five years, salary increases  
22 have totaled 11.4 percent while inflation has totaled 12.8 percent; the State of Georgia

1 Employees Retirement System has a ten-year vesting requirement, where, of the 100 largest  
2 state retirement systems, only 22 have a vesting requirement of ten years or more while 74  
3 have a vesting requirement of five years or less; and

4 WHEREAS, turnover is a critical cost driver to state government because the costs of  
5 recruiting and filling vacancies, lost productivity from vacant jobs, and the costs of training  
6 new employees increase operating costs and reduce output; and

7 WHEREAS, the cost of turnover has been estimated to range from 25 percent to 300 percent  
8 of the annual compensation amount of each employee being replaced; and

9 WHEREAS, the turnover rate needs to be studied thoroughly and a comprehensive solution  
10 to this problem needs to be presented.

11 NOW, THEREFORE, BE IT RESOLVED BY THE GENERAL ASSEMBLY OF  
12 GEORGIA that there is created the Joint State Employee Turnover and Staffing Ratios Study  
13 Committee to be composed of seven members. The Speaker of the House of Representatives  
14 shall appoint three members of the House of Representatives as members of the committee  
15 and shall designate one of such members as cochairperson. The Senate Committee on  
16 Assignments shall appoint three members of the Senate as members of the committee and  
17 shall designate one of such members as cochairperson. The Governor shall appoint one  
18 member of the committee. The cochairpersons shall call all meetings of the committee.

19 BE IT FURTHER RESOLVED that the Georgia General Assembly shall provide staff  
20 resources and assistance to the committee.

21 BE IT FURTHER RESOLVED that the committee shall undertake a study of the conditions,  
22 needs, issues, and problems mentioned above or related thereto and recommend any action  
23 or legislation which the committee deems necessary or appropriate. The committee may  
24 conduct such meetings at such places and at such times as it may deem necessary or  
25 convenient to enable it to exercise fully and effectively its powers, perform its duties, and  
26 accomplish the objectives and purposes of this resolution. The legislative members of the  
27 committee shall receive the allowances provided for in Code Section 28-1-8 of the Official  
28 Code of Georgia Annotated. Members who are citizens shall receive a daily expense  
29 allowance in the amount specified in subsection (b) of Code Section 45-7-21 of the Official  
30 Code of Georgia Annotated as well as the mileage or transportation allowance authorized for  
31 state employees. All other funds necessary to carry out the provisions of this resolution shall

1 come from funds appropriated to the House of Representatives and the Senate. The expenses  
2 and allowances authorized by this resolution shall not be received by any member of the  
3 committee for more than three days unless additional days are authorized. In the event the  
4 committee makes a report of its findings and recommendations, with suggestions for  
5 proposed legislation, if any, such report shall be made on or before December 31, 2006. The  
6 committee shall stand abolished on December 31, 2006.