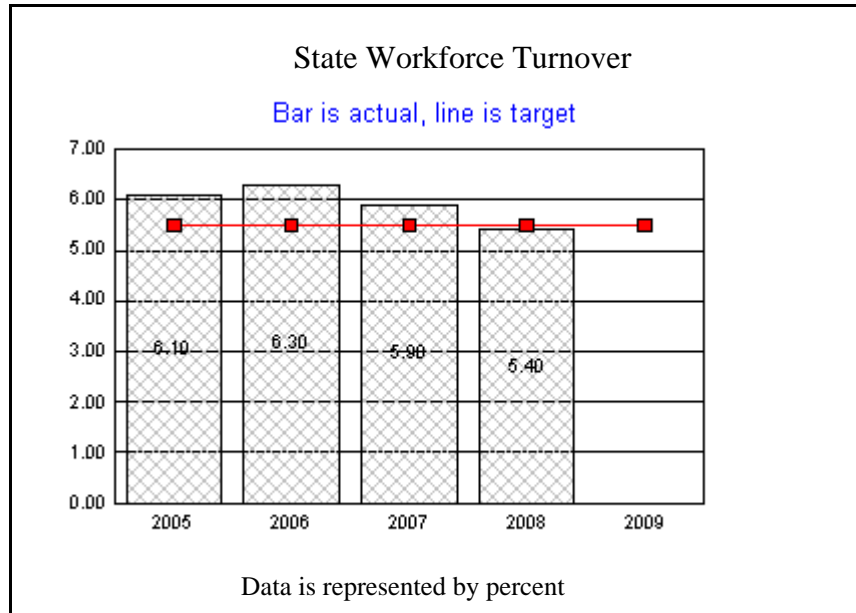


<b>KPM #4</b>	STATE WORKFORCE TURNOVER - Annual turnover rate for the state workforce.	1999
<b>Goal</b>	Adaptable government for future generations	
<b>Oregon Context</b>	Lead the pursuit of excellence in state government	
<b>Data Source</b>	Reports taken from the statewide position and personnel database (PPDB)	
<b>Owner</b>	Jen Coney, Human Resource Services Division, 503-378-6303	



**1. OUR STRATEGY**

The strategy is to create a work environment and employment opportunities to attract diverse and skilled workers.

**2. ABOUT THE TARGETS**

Provide a stable, knowledgeable workforce that is well-trained and able to provide quality service to the state's citizens. Create an environment that enables the state to be the employer of choice.

### 3. HOW WE ARE DOING

For July 1, 2007 - June 30, 2008, the state's resignation rate of 5.4 percent meets our target. A total of 1,765 employees resigned during the 2007-2008 fiscal year. The overall turnover-rate, which includes retirements, is slightly higher at 9.6 percent, which is over 1 percent lower than last year.

### 4. HOW WE COMPARE

Oregon compares favorably with turnover data from the U.S. Department of Labor. The U.S. Department of Labor's statistics on the resignation rate for state and local governments from September 2006 through August 2007 was 7.8 percent, compared with Oregon's 6.3 percent, in 2006 (July 1, 2005- June 30, 2006) and 5.9 percent in 2007 (July 1, 2006 - June 30, 2007).

### 5. FACTORS AFFECTING RESULTS

The growing economy is a factor affecting the results. Companies have been hiring more, as is evidenced by the low national and Oregon unemployment rates, which were both 5.5 percent respectively. The demand for workers to fill jobs has been high in recent years, however, the economy has significantly slowed, which we anticipate will be reflected in future data. The primary reasons for employees leaving the state workforce are shown in Table 1. The top secondary reasons for leaving are shown in Table 2.

Table 1  
Primary Reason for Leaving

In-State (Public)	11.5%
In-State (Private)	12.6%
Out-State (Public)	3.0%
Out-State (Private)	1.9%
Education	3.1%
Relocation	9.0%

Military Service 0.3%  
Stay Home 8.3%  
Resign w/o Reason 50.3%  
Total 100.0%

Table 2 (Top 7 Reasons)  
Secondary Reason for Leaving

Work/Life Balance Issues 7.6%  
Own or Family Health Reasons 6.2%  
Compensation or Benefits Issues 5.1%  
Change of Duties 4.4%  
Transportation or Commute Issues 2.3%  
Other 3.9%  
Personal (Will Not Disclose) 70.5%  
Total 100%

#### 6. WHAT NEEDS TO BE DONE

The state needs to continue to request departing employees to participate in the exit survey tool so we can obtain accurate and complete data to help determine why employees leave state service. Over half of departing employees elect to resign without designating a reason, so information gathered in an exit survey would enable more effective analysis.

#### 7. ABOUT THE DATA

The state's turnover ratio is based on voluntary separations (excluding retirement) between July 1, 2007, and June 30, 2008. Of the 1,765 employees who voluntarily left state service during that time only 405 completed the state's exit survey tool. There were 888 employees who chose not to identify his or her reason for leaving state service. Continuing to obtain a higher percentage of completed exit surveys will increase the Division's confidence level in identifying which issues need to be addressed.