Succession Planning in the Legislature

Adriane Crouse and Patrick Baker
Critical Retirement Levels

Enrolling

Eligible Retirees
- 20% Beyond 2 years
- 80% Within 2 years

Secretary’s Office

Eligible Retirees
- 33% Beyond 2 years
- 67% Within 2 years

Research

Eligible Retirees
- 30% Beyond 2 years
- 70% Within 2 years
Approaching Retirement Levels

Computer Info Systems

- Eligible Retirees: 50% Beyond 5 years, 50% Within 5 years

Communications

- Eligible Retirees: 60% Beyond 5 years, 40% Within 5 years

Accounting and HR

- Eligible Retirees: 50% Beyond 5 years, 50% Within 5 years
Eventual Retirement Levels

Appropriations

Eligible Retirees

- Beyond 10 years: 20%
- Within 10 years: 80%

Computer Info Systems

Eligible Retirees

- Beyond 10 years: 30%
- Within 10 years: 70%
Overall Retirement Levels Senate-Wide

Before 2017-2018 hires
- Eligible Retirees
  - Beyond 10 years: 38%
  - Within 10 years: 62%

After 2017-2018 hires
- Eligible Retirees
  - Beyond 10 years: 49%
  - Within 10 years: 51%
Solutions

• Increased hiring
• Double up on positions
• Create a “floater” position
Challenges

- Budget
- Space
- Disruption of well-established procedures
- Pushback
The Case of Part-Time Employees

- Mass transition of retirement-eligible employees to part-time positions
  - Beneficial to retaining their experience
  - No need to train
  - Budget friendly
- But discourages new full-time hiring
- Adoption of retirement-eligible part-time employees creates logistical questions