

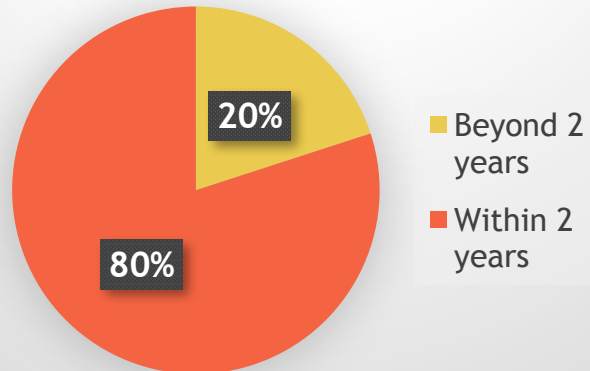
# Succession Planning in the Legislature

Adriane Crouse and Patrick Baker

# Critical Retirement Levels

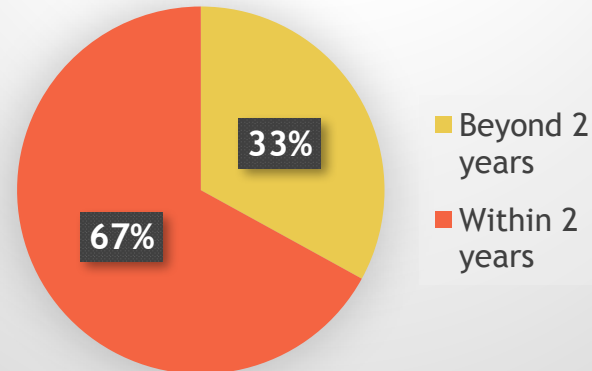
## Enrolling

### Eligible Retirees



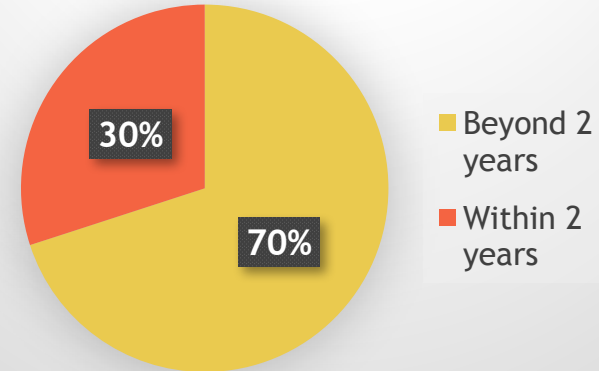
## Secretary's Office

### Eligible Retirees



## Research

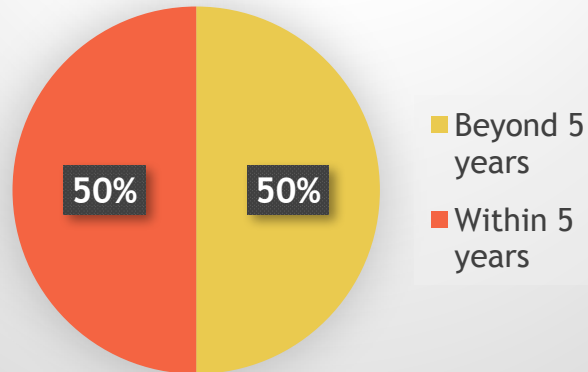
### Eligible Retirees



# Approaching Retirement Levels

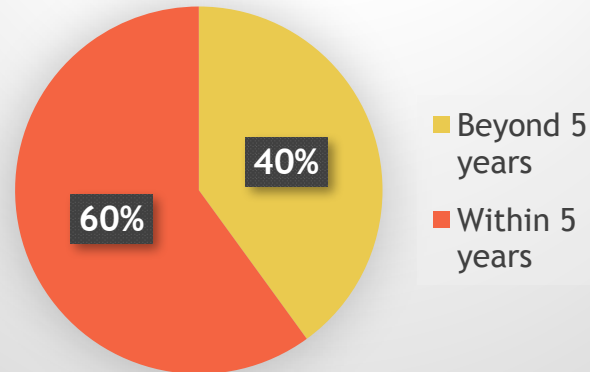
## Computer Info Systems

### Eligible Retirees



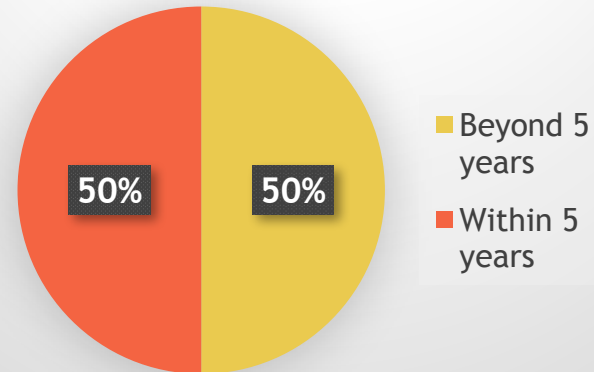
## Communications

### Eligible Retirees



## Accounting and HR

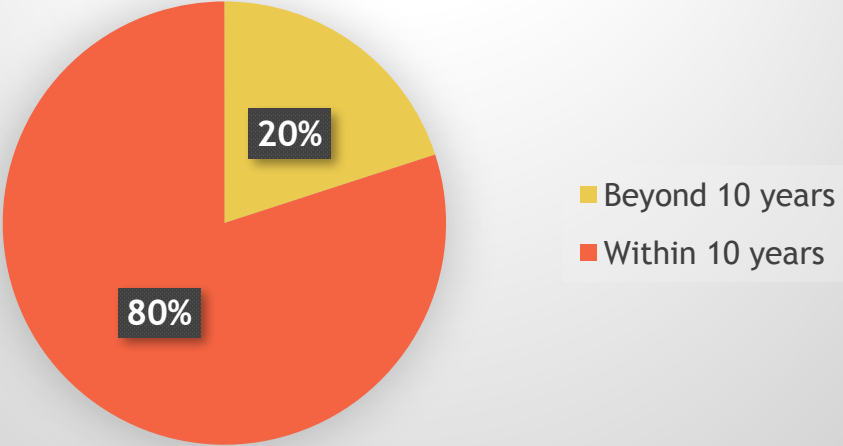
### Eligible Retirees



# Eventual Retirement Levels

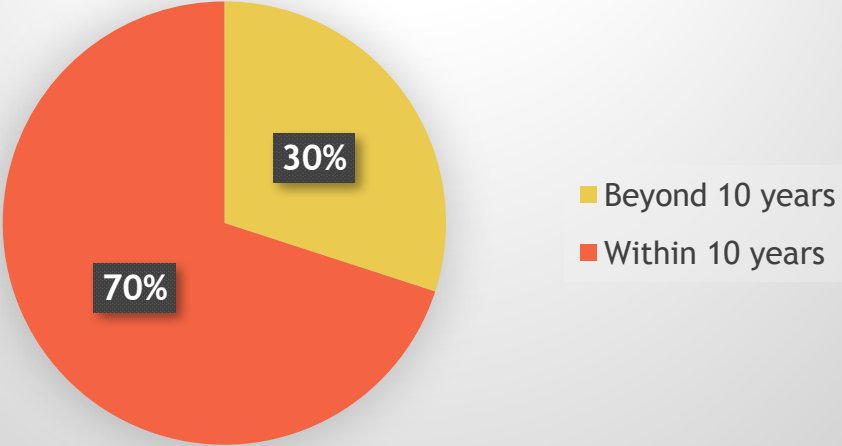
## Appropriations

### Eligible Retirees



## Computer Info Systems

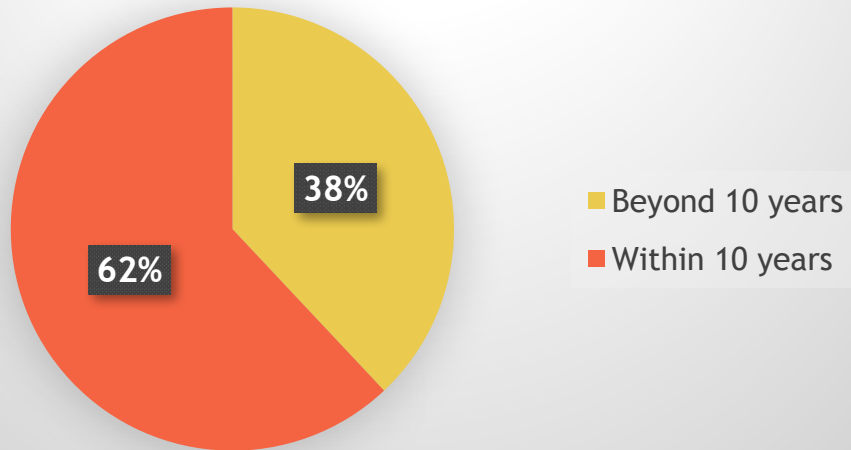
### Eligible Retirees



# Overall Retirement Levels Senate-Wide

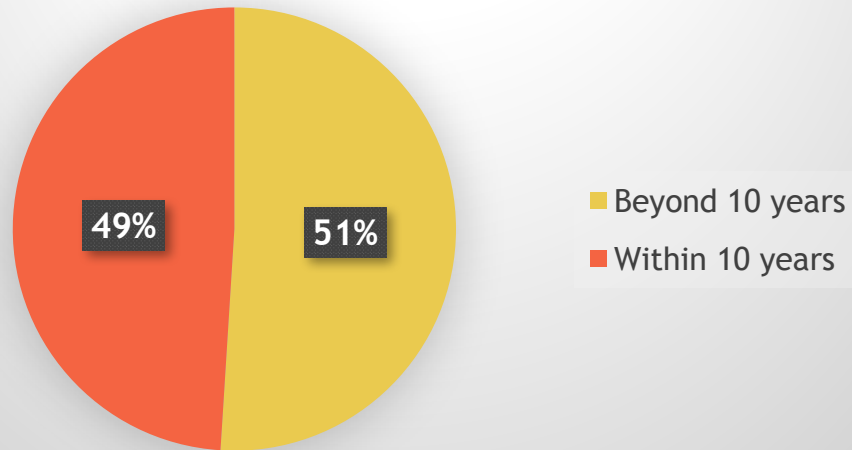
Before 2017-2018 hires

Eligible Retirees



After 2017-2018 hires

Eligible Retirees



# 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