

**TABLE 66a USE OF TEMPORARY EMPLOYEES IN FISCAL YEAR 2013**

Department	Temporary Categories							Total for Department		
	Bona Fide Emergency	Fill Ins	Intermittent	Part-Time Or- Going	Seasonal	Sporadic	Other	Num.	Hours	Gross Wages
Administration		1						1	80	\$2,400
Agriculture				1	1	3	2	7	3,341	\$59,391
Attorney General				1		1	1	3	764	\$12,279
Buildings & General Services	1	63	2	1	4	31	12	109	80,578	\$792,424
Children & Families	1	60	27	1	12	2	19	120	122,573	\$1,702,401
Commerce & Community Dev.		4	1			52	3	59	17,971	\$200,364
Corrections		109	3	53	5	3	8	175	137,342	\$1,692,149
Criminal Justice Training Council			2				1	3	2,955	\$43,130
Defender General		1						1	684	\$8,919
Disabilities, Aging & Ind. Living		3	1		2		7	13	5,239	\$93,674
Education		5	1			1	2	9	4,740	\$76,754
Enhanced 911			2					2	1,404	\$19,896
Environmental Conservation						48		48	35,166	\$600,054
Finance & Management		1	2					3	3,847	\$87,977
Financial Regulation						3		3	1,256	\$19,385
Fish & Wildlife						62		62	46,378	\$712,086
Forest, Parks & Recreation				1		439	2	441	244,546	\$2,766,840
Governor's Office		1	1					2	1,626	\$23,568
Health		6	3		62	6	11	88	23,758	\$335,848
Human Resources		3	1					3	1,255	\$22,796
Human Services							3	3	1,658	\$22,662
Information & Innovation						1		1	116	\$1,161
Labor		7	14			5	2	28	20,383	\$326,722
Lieutenant Governor		10			1	2		13	202	\$1,731
Liquor Control				1	1			2	7,437	\$95,869
Mental Health		18	11	2		1		32	20,733	\$291,355
Military		14				4	4	22	22,982	\$301,339
Natural Resources		1	2					3	3,011	\$50,965
Public Safety - Civilian	5	9	26	53	12	9	62	166	89,886	\$1,291,767
Public Safety - Sworn		4	5	25	3	3		40	9,215	\$141,997
Public Service			1				1	2	645	\$13,782
Secretary of State		5	1					6	6,605	\$107,241
State Treasurer					2	1	3	6	5,267	\$120,519
State's Attorneys & Sheriffs					2			2	2,161	\$42,406
Taxes			1			36	8	40	20,818	\$276,413
Transportation	4	7	16		4	313	18	351	155,068	\$2,281,592
Vermont Health Access						2	1	3	511	\$6,571
Vermont Human Rights Comm.					1			1	257	\$3,486
Vermont Lottery Commission		1						1	196	\$3,107
Vermont Veterans' Home	1		42		3	3	3	49	52,237	\$515,269
<b>Grand Total</b>	<b>12</b>	<b>333</b>	<b>165</b>	<b>139</b>	<b>115</b>	<b>1031</b>	<b>173</b>	<b>1923</b>	<b>1,154,888</b>	<b>\$15,163,287</b>

Source: The State's Human Resource Information System (VTHR). Data include only temporary employees of the Executive Branch for Fiscal Years 2013. "Other" was used when the type of temporary employment was not available. Please see Special Note on Table 66b. See Comment on Table 66b for the definition of temporary categories.

**TABLE 66b SUMMARY OF USE OF TEMPORARY EMPLOYEES BY FISCAL YEAR**

Summary of Temporary Usage FY 2009 to FY 2013					
State Totals	2009	2010	2011	2012	2013
Number	1,757	1,664	1,838	2,000	1,900
% Change from Previous FY	-10.9%	-5.3%	10.5%	8.8%	-5.0%
Hours	1,112,768	1,162,486	1,205,075	1,232,451	1,154,888
% Change from Previous FY	-5.4%	4.5%	3.7%	2.3%	-6.3%
Wages	\$12,987,104	\$13,798,749	\$14,794,591	\$15,661,967	\$15,168,287
% Change from Previous FY	-6.6%	6.2%	7.2%	5.9%	-3.2%

Source: The State's Human Resource Information System (VTHR). Data include only temporary employees of the Executive Branch for Fiscal Years 2009 to 2013.

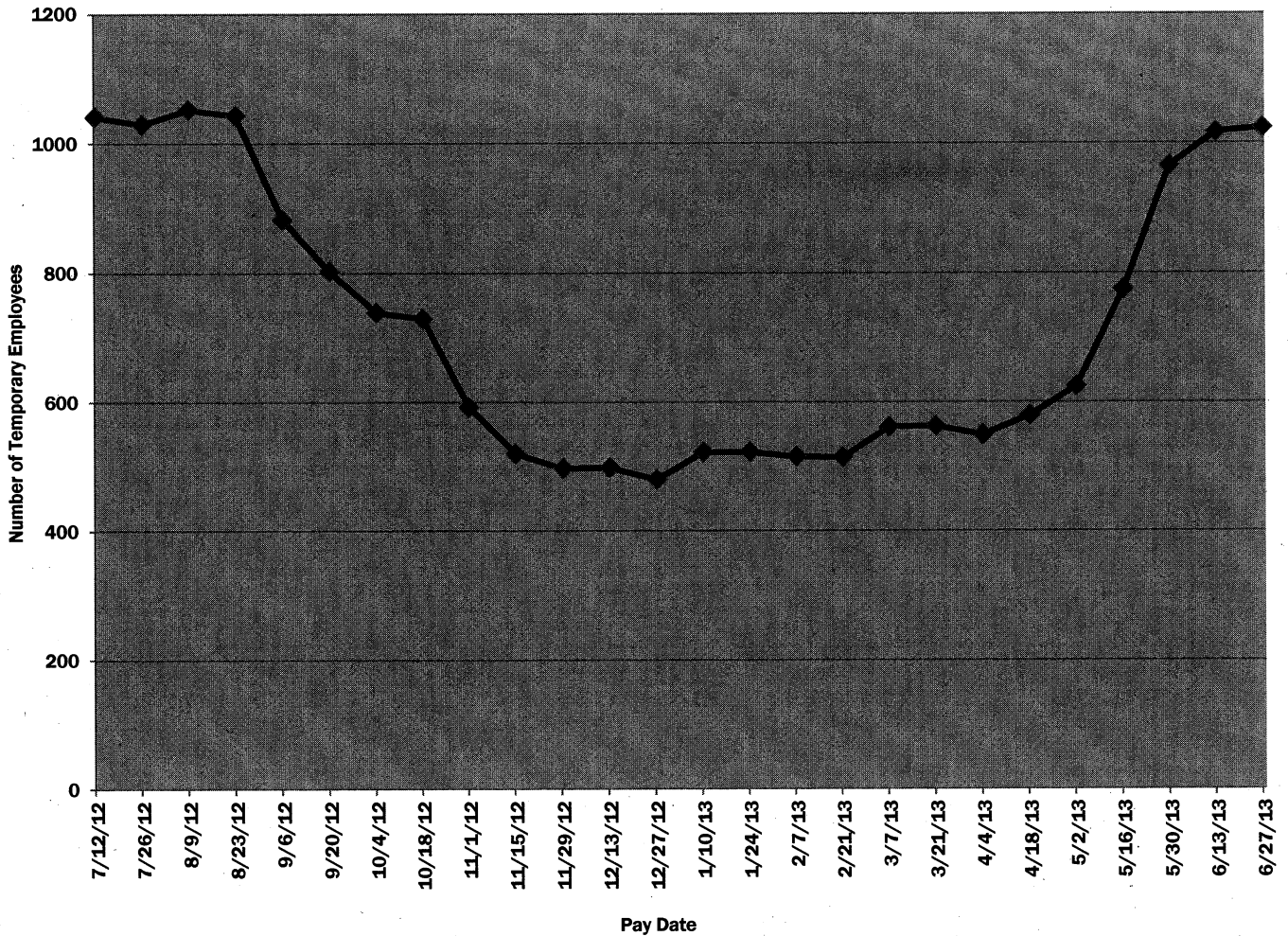
**SPECIAL NOTE:** Providing an exact count of temporary employees is troublesome. Temporary employees can work more than one time period, in more than one category, and for more than one department in a fiscal year. In the Table 66a under "Total for Department" the number for each individual department is accurate, but adding across the temporary categories for a particular department may not always sum to the department total since one individual may have worked in more than one category. The "Grand Total" row on the bottom of the Table 66a accurately shows the number of individuals who worked as temporary employees within each category. The "Grand Total" under "Total for Department" shows the sum across all departments (1,923) but the actual total of unique temporary employees (shown in Table 66b) was 1,900 because 23 individuals worked in more than one department.

In Fiscal Year 2013, 1,900 individuals worked as temporary employees for 1,154,888 hours and were paid a total of \$15,168,287 in gross wages.

The Table above compares the use of temporary employees for Fiscal Years 2009 to 2013. Fiscal Year 2013 saw a decrease from Fiscal Year 2012 in the number of unique temporary employees (-5.0%), in total hours (-6.3%) and total gross wages (-3.2%).

~~**Comment:** In accordance with 3 V.S.A. § 331, temporary positions are created when there is a short term need for additional employees. There are six categories of temporary employees: (1) **SEASONAL:** Seasonal employment is defined within each department and may vary by program. Each season has a defined beginning and end, and the season repeats on a yearly basis; (2) **BONA FIDE EMERGENCY:** This category is usually limited to an unforeseen situation that requires a short-term staffing increase to avoid a serious threat to critical services that would otherwise jeopardize public safety. Employment may be full time during the emergency; (3) **FILL-INS:** A fill-in is a one-for-one replacement of an existing employee who may be on a leave of absence for illness, military, educational, or family reasons. This category may also be used to fill-in for a vacant position that is actively under recruitment. Employment may be full time during the fill-in period; (4) **INTERMITTENT:** This category is reserved for situations where there are fluctuations in the workload that are not seasonal. Occasionally the employee may work 40 hours, but not on a regular basis; (5) **SPORADIC:** These situations have no pattern or order. They may include projects, special caseloads, and other situations where an employee is needed for a short period of time or on an occasional basis over a period of time; and (6) **PART-TIME ON-GOING:** This category covers regular, on-going part-time employment.~~

**TABLE 67 NUMBER OF TEMPORARY EMPLOYEES ON PAYROLL BY PAY DATE FOR FISCAL YEAR 2013**



Source: The State's Human Resource Information System (VTHR). Data include only temporary employees of the Executive Branch for Fiscal Year 2013.

The number of temporary employees on payroll at each pay date varies considerably over the span of the fiscal year.

While the number of temporary employees peaks during the summer months at over 1,000 employees per pay date, the median<sup>3</sup> number per pay date was 608 for FY '13. From early November (11/1/12) to mid-April (4/18/13) the number of temporary employees drops to under 600.

<sup>3</sup> The median is the midpoint in a series of numbers; half the values are above the median and half are below.