

Workforce Report

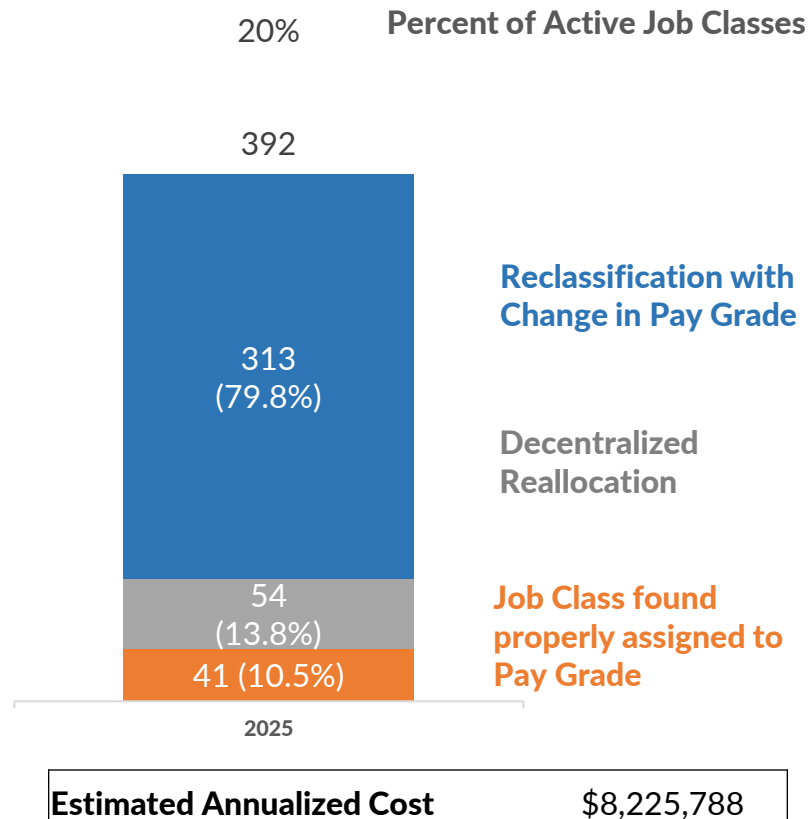
Testimony presented to House Appropriations
4/22/2026

Beth Fastiggi, Commissioner
Douglas Pine, HR Director

Cost of Classification Reviews

- In Fiscal Year 2025 requests for review were received for 392 job classes or 20% of all active job classes. This impacted 1,330 or 17% of all classified employees. This resulted in an estimated annualized cost of \$8,225,799.

Classification Reviews - Number of Job Classes - FY 2025



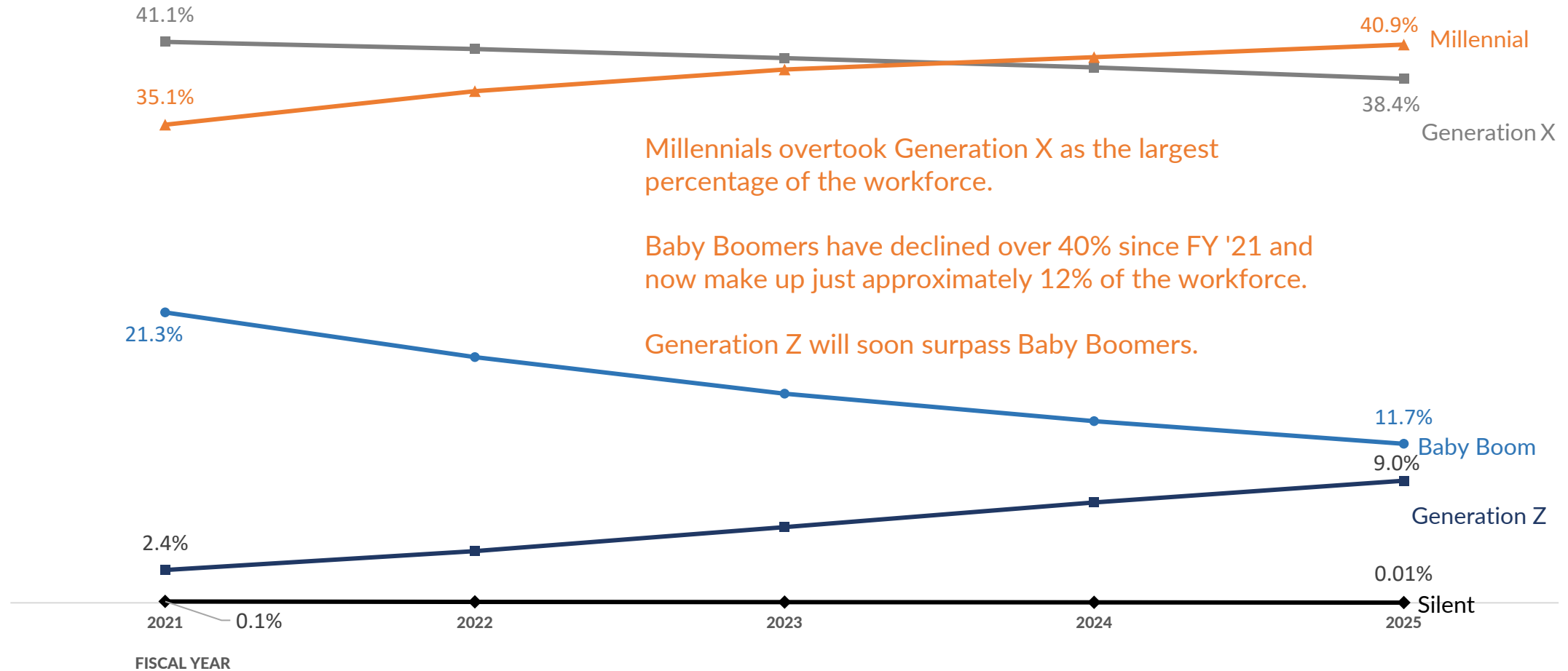
Top Five Themes Fiscal Year 2025 Workforce Report

[Link to Workforce Report - Fiscal Year 2025](#)

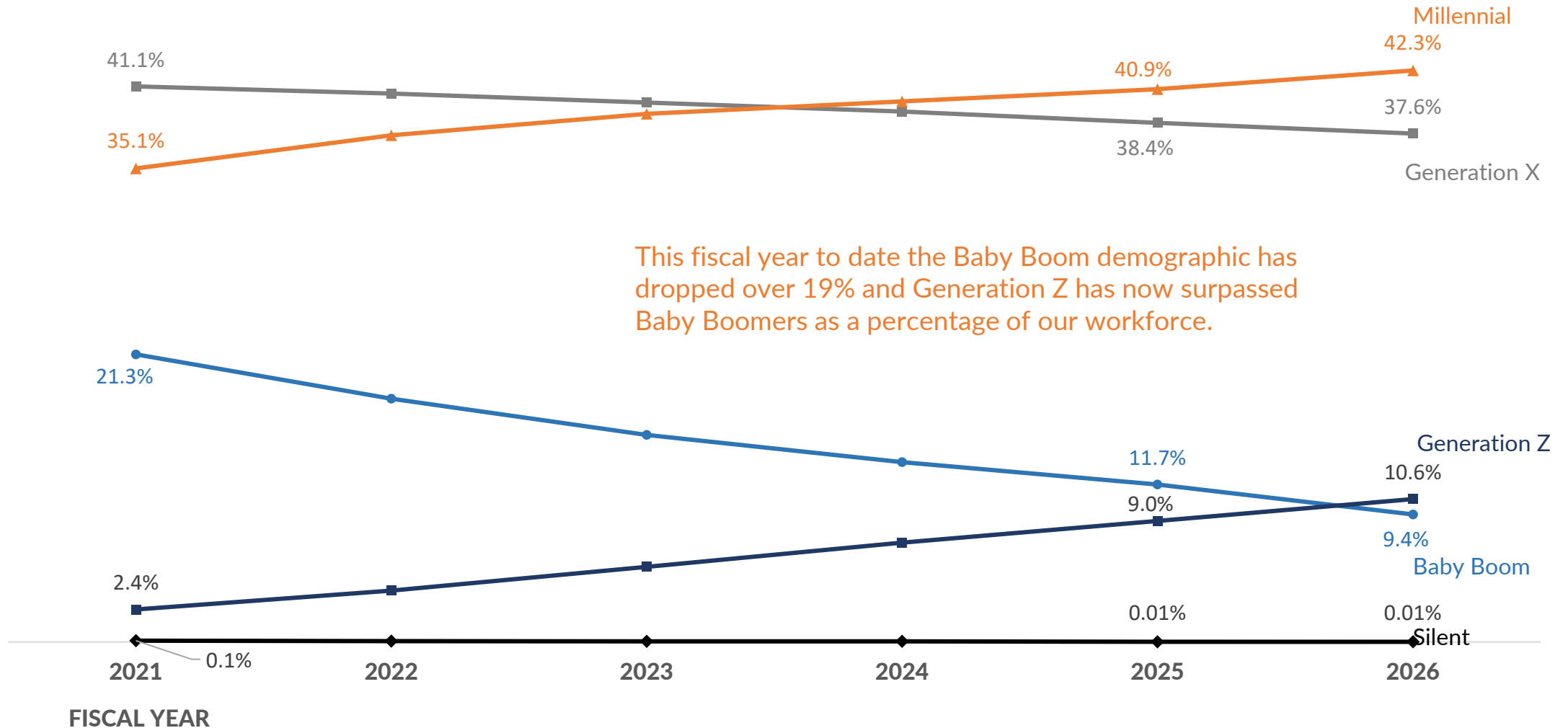
Generational Workforce Shift

- Millennials have officially become the largest generation in the state workforce, accounting for 40.9% of employees.
- Conversely, the Baby Boom generation continues to decline rapidly, decreasing by over 40% from FY 2021 to just 11.7% of the current workforce.
- Generation Z is the fastest-growing group, increasing more than three-fold since 2021.

Generational Workforce Shift



Generational Workforce Shift (Update 4/2026)

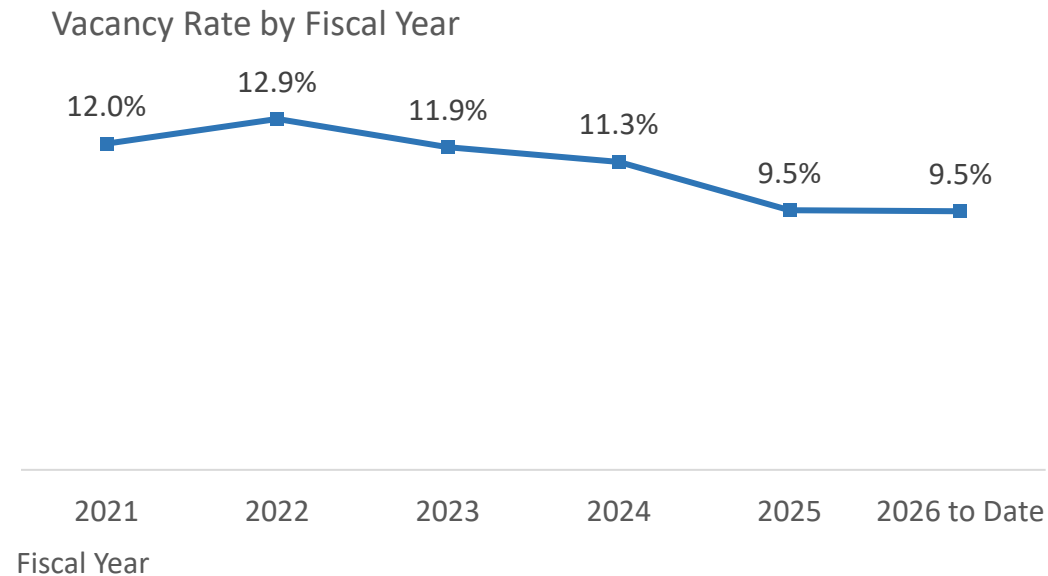


Improving Vacancy Rates

- The overall vacancy rate dropped significantly to 9.5% (912 positions) at the end of FY 2025, down from 11.3% in the previous year and a peak of 12.9% in FY 2022.

Update (4/2026)

- Current vacancy still stands at 9.5%

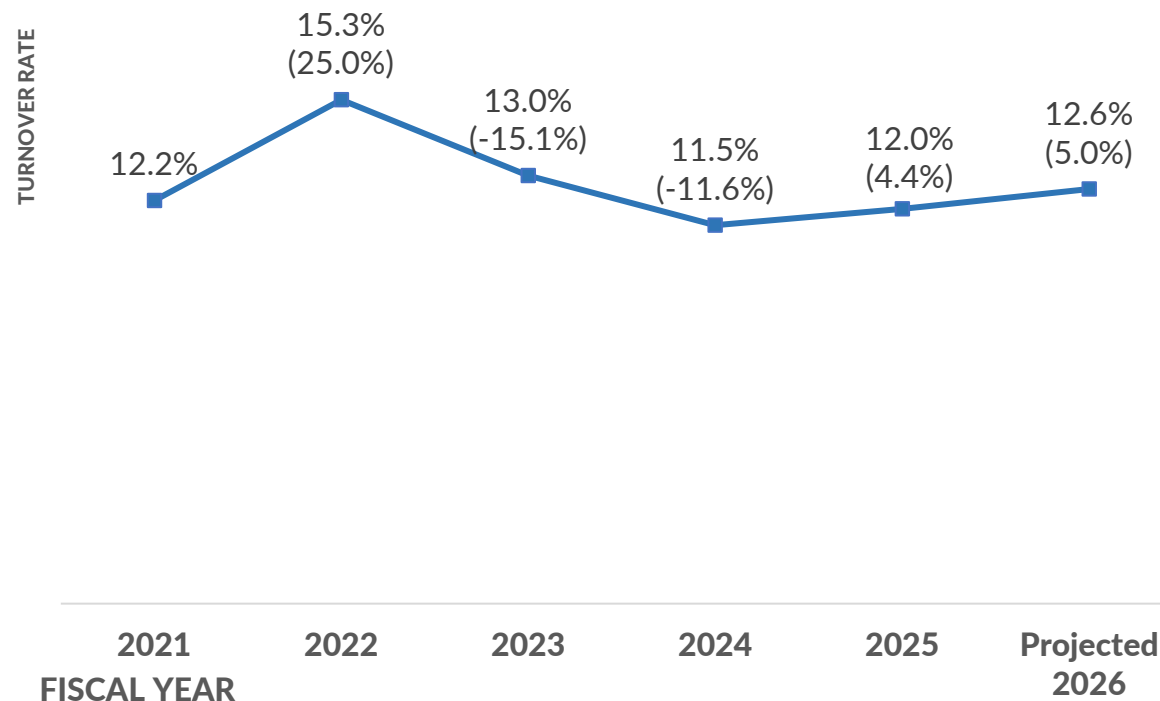


Turnover Flat / Historically Low Retirement Rates

- The overall turnover rate of 12.0% was only slightly higher than previous years.
- For the third consecutive year, the state experienced historically low retirement rates, with only 2.6% (around 200 employees) of the workforce retiring in FY 2025.

Turnover Flat / Historically Low Retirement Rates (Update 4/2026)

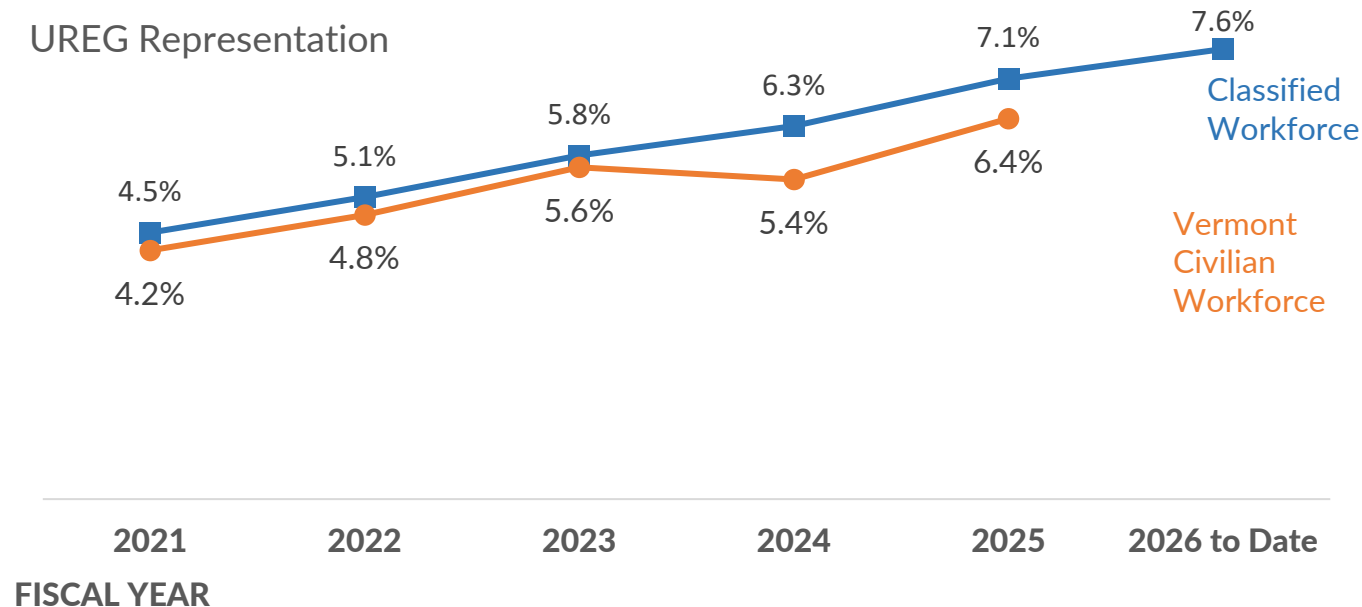
- Based on 21 pay periods current projection is a turnover rate of approximately 12.6%.
- Increased turnover has been primarily driven by an increase in retirements. Currently at 222, more retirements than we've seen since FY 2022. The highest number of retirements in the single year was in 2019 at 332.



Record High Diversity Representation

- Representation of Underrepresented Racial and Ethnic Groups (UREG) reached its highest level ever at 7.1% of the classified workforce.
- This represents an increase of over 70% in the number of UREG employees since FY 2021.

Update: As of mid-April 2026, we have reached a new high of 7.6% of the classified workforce

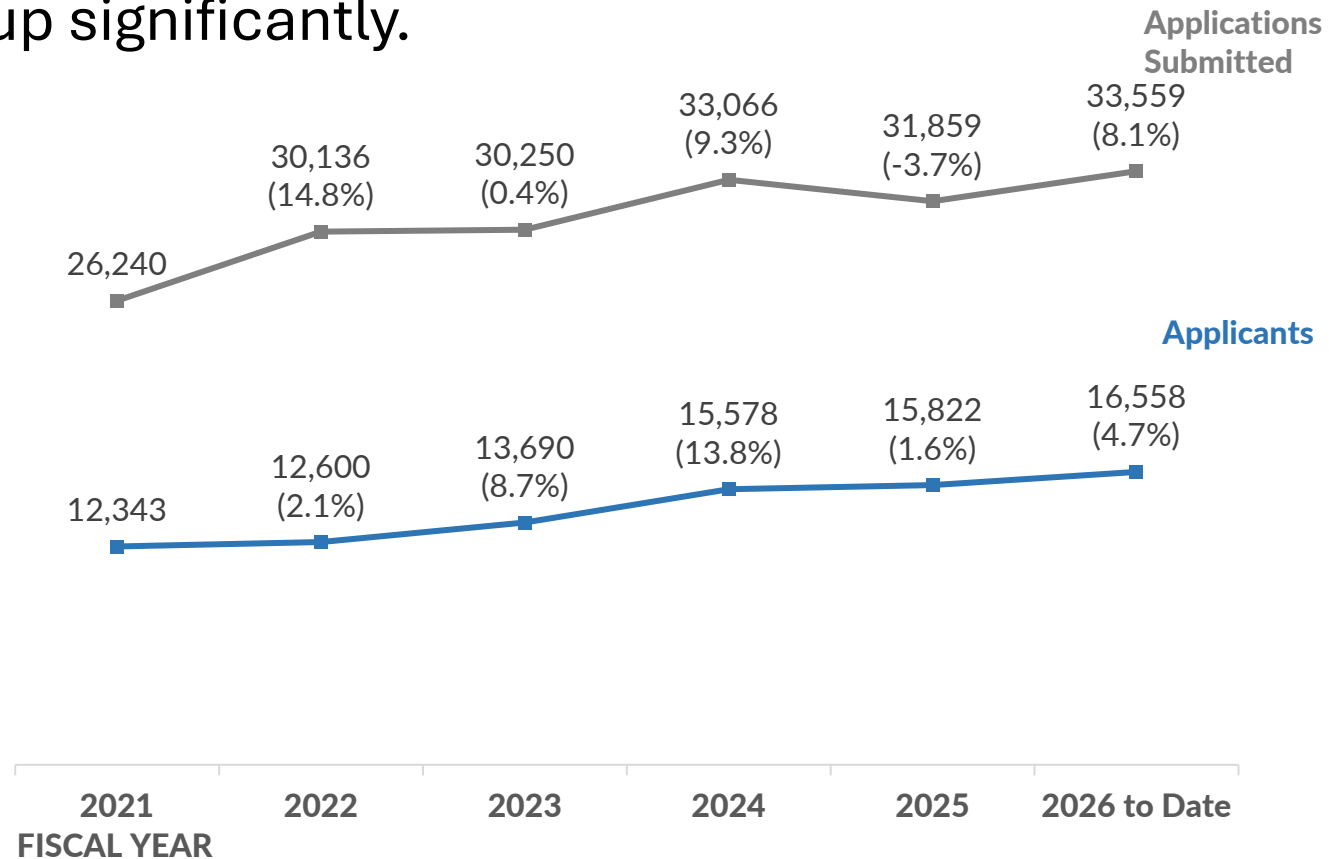


Changing Labor Market

- In Fiscal Year 2025 the number of applications decreased for the first time in the past five fiscal years.

Update (4/2026)

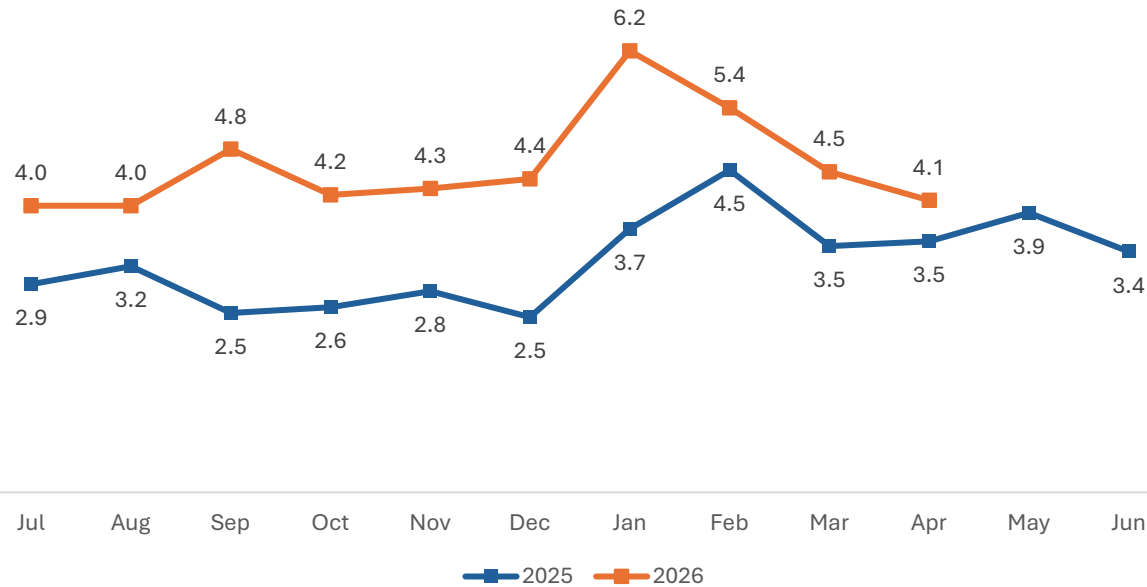
- Application volume is up significantly.



Changing Labor Market

- The number of applications is up significantly in Fiscal Year 2026. Even more noteworthy is that the number of applications per opening is on average 4.7 for Fiscal 26 to date versus 3.3 for Fiscal 2025.

Average Applications per Job Opening



Thank you!

Questions?