

 MINNESOTA
Management
Budget

09 - 0181

DATE: January 26, 2009
TO: Greg Hubinger
Joint Subcommittee on Employee Relations
FROM: Judy Planter Assistant Commissioner
RE: Semi-Annual Appointment Report 7-1-2008 through 12-31-2008

The semi-annual Appointment Report, required under Minnesota Statutes 43A.04, Subd. 7, is enclosed. The total number of appointments is a count of specific human resource transactions that are tied to various statutes as indicated on the attached page. One person may have several different appointments throughout the year. Therefore, the total number of appointments does not reflect the actual number of new employees hired.

Similar to the trend noticed in the first half of 2008, the second half of 2008 continues to reflect a decrease in overall hiring activity.

Date	Overall Hiring Activity
July-December 2007	5828
January-June 2008	5452
July-December 2008	4855

The overall downward trend in hiring is most likely attributable to the hiring restrictions that have been in place since February 19, 2008 and the increasing pressure on state agency budgets. The following categories have, however, seen a noteworthy increase in activity:

- Competitive Promotional Appointments
- Class Transfers
- Demotion in Lieu of Layoff
- Trainee to Probationary Status

The movement of state employees "transferring" across comparable classes has increased by 9.5% since the first half of 2008. In addition, the appointment of individuals through the competitive promotional appointment process has increased by 29% during this same timeframe. Competitive promotional appointments to the classes Revenue Tax Specialist, Sr., Transportation Generalist, Transportation Generalist, Sr., Office & Administrative Specialist, Sr., Office & Administrative Specialist, Int., Engineering Specialist and Corrections Officer 3 account for almost 23% of the entire hiring activity in this category. There were 34 demotions in lieu of layoff processed during this time frame and affected a variety of classes and bargaining units across state agencies. No single agency absorbed this increase. Finally, the numbers of trainees to probationary status increased at the Department of Corrections. This increase is attributable to the graduation of 5 academy classes in the last half of 2008 compared to only 3 graduating academies in the first half of 2008.

If you have questions about this information, please feel free to contact Laurie Hansen, HRM Division Director at (651) 259-3620.

Enclosure

**Semi-Annual Appointment Report
For Period July 1, 2008 to December 31, 2008**

<u>Statutory Citation</u>	<u>Type of Appointment</u>	<u>Number of Appointments</u>
43A.08, Subd. 2a	Temporary Unclassified	257
43A.10, Subd. 1	Competitive Open	1,278
43A.10, Subd. 6a (1)	Layoff List	10
43A.10, Subd. 6a (2)	Competitive Promotional	590
43A.13, Subd. 3	Reemployment (Repealed 8/1/04)	0
43A.15, Subd. 2	Emergency	451
43A.15, Subd. 3	Temporary	845
43A.15, Subd. 4	Provisional	10
43A.15, Subd. 4	Provisional to Probationary	6
43A.15, Subd. 5	Non-competitive Promotion	561
43A.15, Subd. 6	Transfer (Class)	237
43A.15, Subd. 6	Transfer (Voluntary Agency)	71
43A.15, Subd. 6	Intergovernmental Transfer	3
43A.15, Subd. 6	Demotion (Voluntary)	99
43A.15, Subd. 6	Demotion (In Lieu of Layoff)	34
43A.15, Subd. 7	Unclassified to Probationary Status	129
43A.15, Subd. 8	Exceptional Qualification (Repealed 8/1/04)	0
43A.15, Subd. 9	Labor Service (Repealed 8/1/04)	0
43A.15, Subd. 10	Routine Service	69
43A.15, Subd. 11	Shortage Occupation (Repealed 8/1/04)	0
43A.15, Subd. 12	Trainee to Probationary Status	142
43A.15, Subd. 13	Revenue Seasonal	44
43A.15, Subd. 14	Qualified Disabled Examination	0
43A.15, Subd. 15	Reinstatement	19