

State Workforce

The Executive Proposal for Workforce Reductions

By the end of 2008-09, the Executive estimates there will be 199,400 State employees, 1,770 below the number projected at the start of the fiscal year. The Executive proposes to reduce the State workforce by another 3,108 positions by the end of State Fiscal Year (SFY) 2009-10, bringing the workforce total to 196,292. This reduction would be achieved through continuation of a hiring freeze and various agency consolidations, mergers and facility closures. These reductions would primarily be attributable to losses of 4,205 positions due to attrition and 521 positions due to layoffs. In addition, the Executive recommends 1,618 new hires, including 300 new positions at the Department of Taxation and Finance alone (see Table 13).

Salary Reduction Proposals

The Executive proposal also recommends achieving reductions by proposing the elimination of negotiated salary increases for public employee unions that are scheduled to take effect in 2009 and through the deferral of five days of salary payments for State employees. The deferral would continue until such time as an employee leaves State service or the fiscal crisis over, whichever occurs first. The deferral is proposed to sunset on March 31, 2011 unless the Director of the Budget finds, for each fiscal year thereafter, that continuation of the deferral is necessary to meet the State's fiscal requirements.

Creating a New Tier V

As a further cost reduction measure, the Executive is proposing a new tier, Tier V, for pension benefits that would apply to new State and local public employees hired after enactment of the new tier. The new tier would eliminate many of the benefit enhancements that had been made to Tier IV, essentially reinstating the original Tier IV as a new Tier V. Major changes would include: continuing a three percent employee contribution to the pension fund beyond the current cutoff of ten years of service; raising the minimum retirement age from 55 to 62 years of age, and requiring a minimum of ten years of service rather than five in order to be eligible to draw pension benefits, in addition to other reductions. The proposed change in the minimum retirement age, however, will not apply to members of the New York City Retirement System, the New York City Teachers' Retirement System and the New York City Board of Education Retirement System.

Additional Workforce Proposals

At the request of the Mayor of the City of New York, the Executive has also advanced a separate proposal to establish a new pension tier for newly hired City of New York uniformed employees. This proposal would set a minimum retirement age of 50 with 25 years of service. Currently, uniformed employees may retire after 20 years of service, regardless of age.

The Executive is also recommending two actions in the SFY 2009-10 Executive

Budget that had originally been proposed in the Deficit Reduction Plan (DRP) for SFY 2008-09. These actions include requiring both State employees and retirees to contribute to Medicare Part B premiums and modifying the contribution made by certain retirees for health care.

In addition to these proposals which will require approval by the Legislature, the Executive has taken administrative action to rescind the vacation exchange program for 2008-09. This program allows management/confidential employees to exchange a limited amount of accrued vacation time for cash payments and provide savings will reduce spending by \$5 million in the current fiscal year.

Table 13

WORKFORCE IMPACT SUMMARY REPORT										
ALL FUNDS										
2007-08 Through 2009-10										
Major Agencies	2007-08	2008-09	Abolitions	Attritions	New Fills	Fund Shifts	Mergers	Net	2009-10	
	Actual	Estimate								
	(03/31/08)	(03/31/09)							(03/31/10)	
Audit and Control	2,515	2,643	0	0	0	0	0	0	2,643	
Children and Family Services	3,980	3,966	(127)	(167)	6	0	0	(288)	3,678	
Correctional Services	32,179	31,673	0	(1,503)	161	0	0	(1,342)	30,331	
Education	3,207	3,220	0	(21)	0	0	0	(21)	3,199	
Environmental Conservation	3,779	3,546	0	(40)	0	0	0	(40)	3,506	
General Services	1,723	1,601	0	0	0	0	0	0	1,601	
Health	5,690	5,807	0	0	0	0	0	0	5,807	
Labor	3,393	3,476	(3)	(12)	0	0	0	(15)	3,461	
Law	1,891	2,032	0	0	0	0	0	0	2,032	
Mental Health	17,014	17,071	(120)	(410)	586	0	0	56	17,127	
Mental Retardation	22,579	22,503	(110)	(174)	231	0	0	(53)	22,450	
Motor Vehicles	2,766	2,861	0	0	15	0	0	15	2,876	
Parks, Recreation, and Historic										
Preservation	2,217	2,226	0	(12)	0	0	0	(12)	2,214	
Parole	2,151	2,135	0	(29)	5	0	0	(24)	2,111	
State Police	5,870	5,989	0	0	0	0	0	0	5,989	
Taxation and Finance	4,781	5,036	0	0	300	0	0	300	5,336	
Temporary and Disability										
Assistance	2,244	2,280	0	0	0	0	0	0	2,280	
Transportation	10,245	9,897	0	(23)	51	0	0	28	9,925	
Workers' Compensation Board	1,504	1,533	0	0	0	0	0	0	1,533	
SUBTOTAL - Major Agencies	129,728	129,495	(360)	(2,391)	1,355	0	0	(1,396)	128,099	
Minor Agencies	12,313	12,925	(135)	(286)	180	0	0	(241)	12,684	
Hiring Freeze / Control Adjustment				(1,500)				(1,500)	(1,500)	
Universities and Off-Budget Agencies										
City University	12,032	11,455	0	0	0	0	0	0	11,455	
Industrial Exhibit Authority	45	49	0	0	0	0	0	0	49	
Roswell Park Cancer Institute	1,872	1,947	0	0	78	0	0	78	2,025	
State University Construction Fund	112	135	0	0	0	0	0	0	135	
State Insurance Fund	2,616	2,736	0	0	0	0	0	0	2,736	
Science, Technology, and										
Innovation	27	26	(26)	0	0	0	0	(26)	0	
State University	41,009	40,632	0	(28)	5	0	0	(23)	40,609	
GRAND TOTAL	199,754	199,400	(521)	(4,205)	1,618	0	0	(3,108)	196,292	