

Definitions for Employee Movement by Organizational Units

This report captures employee movement in and out of permanent classified, partially exempt and exempt positions.

Outgoing Definitions

Outgoing calculations represent the number of employees moving out of positions in each category during the fiscal year. The rates are calculated by the count of employees moving out of each category divided by the employee count by organizational unit at the end of the fiscal year.

Turnover Rate is the number of employees moving out of positions divided by the number of employees at the end of the fiscal year. This does not include employees moving laterally (same salary range or wage grade) within the same organizational unit. In addition, the Executive Branch and Dept of Public Safety Turnover Rates do not include Public Safety employees from the category of Transfer in Dept.

Promotion in Dept is the rate of employees moving within the department that received an increase in salary range or wage grade.

Transfer in Dept is the rate of employees moving within the department to a different organizational unit within the same salary range or wage grade. The data in this category for Dept of Public Safety is not included in Executive Branch Turnover rate of Dept of Public Safety Turnover Rate.

Transfer in Org Unit is the rate of employees moving in the same organizational unit to the same salary range or wage grade. This data is no included in the Turnover Rate.

Other Employee Movement is the rate of employees moving to a lower salary range within the department.

Movement to Another Dept or Branch is the rate of employees moving to another department or branch of government. This includes promotions, demotions and lateral transfers.

Separation is the rate of employees separating from state service including layoffs.

Incoming Definitions

Incoming calculations represent the number of employees into positions in each category during the fiscal year. These rates are calculated by the count of employees in moving into each category divided by the position count at the end of the fiscal year.

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Hire Rate is the number of employees moving into positions divided by the number of positions at the end of the fiscal year. This does not include employees moving laterally (same salary range or wage grade) within the same organizational unit. In addition, The Executive Branch and Dept of Public Safety Hire Rates do not include Public Safety employees from the category of Transfer in Dept.

Appointment New Employee is the rate of employees hired into permanent position who had no prior state service since May 1, 1990.

Appointment Rehire is the rate of employees hired into permanent position who have prior state service since May 1, 1990 including layoffs.

Promotion from Outside Dept is the rate of employees moving from another department or branch with an increase in salary range or wage grade.

Promotion in Department is the rate of employees moving within the department with an increase in salary range or wage grade.

Transfer in Department is the rate of employees moving within the department to a different organizational unit at the same salary range or wage grade. The data in this category for Dept of Public Safety is not included in Executive Branch Hire Rate or Dept of Public Safety Hire Rate.

Transfer within Org Unit is the rate of employees moving to a position at the same salary range or wage grade in the same organizational unit. This data is not included in the Hire Rate.

Other Appointments is the rate of employee movement to a lower salary range or wage grade from outside or within the department.

Transfer from Another Dept or Branch is the rate of employee movement to a position at the same salary range or wage grade from a different department or branch of government.