

State of Rhode Island and Providence Plantations

Personnel Supplement



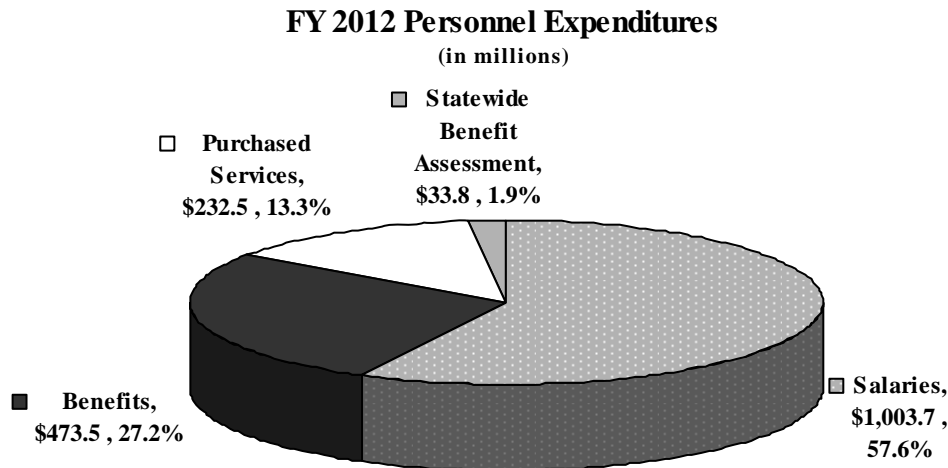
Fiscal Year 2012

Lincoln D. Chafee, Governor

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The Governor's FY 2012 recommended budget finances personnel at \$1.74 billion. This includes \$1.48 billion for salary and benefits (84.8 percent), \$232.5 million for purchased services (13.3 percent), and \$33.8 million (1.9 percent) for such statewide benefits as severance, unemployment and workers compensation that are funded by a statewide assessment. This total includes expenditures financed from general revenues, federal grants, restricted receipts, other funds, and internal service funds. General revenue finances 48.3 percent of FY 2012 personnel expenditures. Federal funds finance 23.5 percent, Other Funds (primarily college tuition funds) and Internal Service Funds finance 23.5 percent, and restricted receipts finance the remaining 4.7 percent. This document contains all expenditures for personnel, including those of the internal service funds, as noted above. Since internal service fund positions are financed through charges to state agencies categorized as operating expenses, totals shown in this document will differ in some cases from personnel costs shown in complementary documents of the FY 2012 Budget. After adjusting to reflect internal service fund personnel expenditures in the personnel category rather than as an operating expense, personnel expenditures constitute approximately 22.7 percent of the state budget, the second largest category of spending (after assistance, grants and benefits).



Personnel expenditures recommended for FY 2012 include a net increase of \$38.6 million, or 2.3 percent, from the FY 2011-revised budget. Direct salaries increase by 3.9 percent. Overtime decreases by 24.3 percent. Fringe benefits increase by 6.0 percent overall, with increases in retiree health (6.2 percent), as well as a larger increase in retirement (13.6 percent). Medical benefits (including the medical waiver bonus) increase by only 0.3 percent.

Constrained Hiring

The Governor recommends that State Government continue to operate with fewer state employees and that several measures be taken to reduce the overall cost of the workforce. Rhode Island state government experienced significant attrition from retirements in FY 2009. Between May 1, 2008 and October 1, 2008, 1,396 state employees, who were members of the Employees Retirement System, retired. Overall, state employee full time equivalent positions have been reduced from the FY 2008 final enacted level of 15,688.7 to 14,827.6 in the FY 2011 enacted budget, a reduction of 861.1 positions. In the FY 2011 revised budget, because of the need to fill certain critical positions, particularly due to the receipt of

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additional federal grants, as well as the conversion of contract positions to full time positions, the Governor recommends an FTE level of 15,007.6, an increase of 180.0 FTE's from the FY 2011 enacted budget. In the FY 2012 budget, the Governor recommends a reduction of 17.0 FTE's from the FY 2011 revised budget, or 14,990.6 FTE positions.

Government Reorganizations/Reductions

The Governor's recommended budget for FY 2012 includes the following transfers of FTE's:

- **Sheriffs.** The Governor proposes the transfer of 180.0 FTE's in the Sheriffs Department from the Department of Administration to the Department of Public Safety in FY 2012.
- **Dispatch Unit:** The Governor proposes to reverse the FY 2011 enacted budget transfer of 6.0 FTE's to the Department of Public Safety from the Department of Environmental Management in both the FY 2011 revised and FY 2012 budgets.
- **Veterans Affairs:** In accordance with 2009 legislation (R.I.G.L. 42-152), the Governor recommends the creation of a Department of Veterans' Affairs in FY 2012. The new department's proposed staffing level of 268.2 positions, 229.2 of which are currently in the Department of Human Services.
- **EOHHS Reorganization:** The Governor recommends a significant personnel reorganization within the Human Services function involving the transfer of positions into the Executive Office of Health and Human Services. Specifically, 80.0 positions associated with the administration and oversight of the State's Medical Assistance Program (Medicaid) have been relocated to the Executive Office of Health and Human Services (EOHHS) in FY 2012. These positions were formerly housed within the Department of Human Services. Other EOHHS reorganization measures result in a net reduction of 6.6 FTE positions, resulting from the transfer of 23.0 positions in from and 29.6 FTE out to other EOHHS agencies.
- **Children, Youth and Families:** The Governor recommends program reductions of 15.0 FTE's resulting from the consolidation of facilities, and 15.5 FTE's resulting from the implementation of the System of Care Transformation (SOC) to transition the department to community based services.

Pay Reduction Days/COLA Deferral

Through a cooperative effort, the Carcieri Administration and various collective bargaining units reached an agreement in the summer of 2009 that resulted in wage concessions for FY 2010 and FY 2011 in exchange for a "no layoff" provision and language that provides for reassignment as a result of reorganizations. In summary, the language provides an Appointing Authority (Agency Director/Head) with the right to transfer an employee between programs under his/her authority and/or from one agency to another due to transfer, reorganization, elimination or consolidation of functions, programs, units, divisions or departments within the Executive Branch. The language includes provisions regarding notice obligations, the opportunity for the union to present alternatives, the process for determining placement of the affected employee(s) across bargaining units/unions.

The enacted budgets included eight pay reduction days in FY 2010 and four such days in FY 2011, to apply to all non-union employees and the members of unions that had ratified the memorandum of agreement. For

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each of these pay reduction days, employees are entitled to accrue one and one quarter (1.25) additional days of paid leave, for a maximum of 10.0 days in FY 2010 and 5.0 days in FY 2011. Employees may request to discharge this additional leave day during any pay period following the payroll period in which it was earned and/or elect cash payment for four days upon termination from state service. Implementation of this measure saved \$17.2 million in salary costs in FY 2010. The measure is expected to save \$10.0 million in FY 2011, as well as associated fringe benefit costs. These savings are depicted within each department or agency as a negative amount in the line entitled Pay Reduction Days, while the fringe benefit components that are associated with this reduction (retirement, FICA, retiree health, and assessed fringe benefits) are reflected in the respective codes associated with each benefit.

Pay Reduction Days Fiscal Year 2011 (July 1, 2010 – June 30, 2011)

	Pay Period	Paycheck
1	1/2/2011-1/15/2011	1/21/2011
2	1/30/2011-2/12/2011	2/18/2011
3	2/27/2011-3/12/2011	3/18/2011
4	3/27/2011-4/9/2011	4/15/2011

In addition, the enacted FY 2011 budget provides that the three percent (3%) across the board salary increase, which would otherwise have been effective July 1, 2010, shall not be effective until January 2, 2011 for all non-union employees and the members of unions that had ratified the memorandum of agreement. Implementation of this measure will save \$9.6 million in salary costs in FY 2011, as well as associated fringe benefit costs. The salary reduction savings associated with the COLA deferral are reflected in each employee's FY 2011 salary displayed in this document, while the fringe benefit components associated with this reduction are reflected in the corresponding codes associated with each benefit.

The Board of Governors for Higher Education also adopted a pay reduction of approximately two percent (2.0%) on an annualized basis for about 300 employees including the presidents, vice presidents, all staff at the Office of Higher Education, and most non-union, non-classified employees who are funded by unrestricted revenue.

Pension Funding

In order to begin to address the unfunded liability of the state's pension system, the Governor recommends that the state employee contribution to the retirement fund be increased from the current level of 8.75 percent to 11.75 percent for FY 2012. The contribution for teachers would also increase from the current level of 9.5 percent to 11.75 percent. This change is in anticipation of the development of a longer term proposal that provides for a formula driven sharing of actuarial required contributions.

Article 16 of the FY 2011 appropriations act included new provisions for the pension system for state employees, teachers, and judges who were not eligible for retirement on September 30, 2009 and were not eligible to retire as of the act's enactment (June 12, 2010). These provisions limit cost of living adjustments to the first \$35,000 of the retirement allowance, indexed to inflation but capped at 3 percent, beginning on the third anniversary of the date of retirement or age 65, whichever is later. Savings from this action are estimated at \$14.0 million in general revenue expenditure, \$3.6 million from state employees and judges, and \$10.2 million from teachers (\$4.2 million from the state share and \$6.1 million from the municipalities).

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Current Retiree Health Benefit Structure

In order to address the unfunded liability associated with retiree health benefits and reduce the ongoing cost to the taxpayer, eligibility requirements and co-share percentages for retiree health were modified in the 2008 session of the General Assembly. The new plan provided that employees retiring after October 1, 2008 would be eligible for retiree health coverage through the State if they are age 59 or over with a minimum of 20 years of service. For employees retiring before October 1, 2008, an employee with over 10 years of service as of July 1, 2005 was eligible for retirement with at least 28 years of service at any age, or at least 10 years of service and at least age 60, and was therefore eligible for retiree health. For those employees with less than 10 years of service prior to July 1, 2005, the employee had to be age 59 with at least 29 years of service, age 65 with ten years of service, or age 55 with 20 years of service in order to be eligible for retirement and therefore also eligible for retiree health. The enacted reform modified the co-share percentage to require a 20 percent co-share on the full cost of the early retiree or post-65 plan in which the retiree is enrolled. For those retiring prior to October 1, 2008, the early retirees pay a co-share based on years of service on the active employee rate. For these employees retiring prior to October 1, 2008, who are over age 60 with at least 28 years of service, the state pays 100 percent of the cost of the plan.

Funding of Retiree Health Unfunded Liability

The Governor's recommended budget includes previously added provisions requiring that the State fund retiree health benefits on an actuarial basis and amortize the unfunded liability over a thirty year period. This funding mechanism will provide transparency with respect to the true cost of the benefit offered to state employees after employment. In compliance with GASB Statements 43 and 45, "Other Post Employment Benefits," in July 2007, the State obtained an actuarial estimate of the unfunded liability relating to retiree medical benefits. Pursuant to GASB Statement 45, "Other Post Employment Benefits" the State obtained an updated actuarial valuation of the unfunded liability relating to retiree medical benefits for the period ending June 20, 2009. The unfunded liability as of June 30, 2009 was determined to be approximately \$774.7 million, including \$673.6 million for State employees, \$67.1 million for State Police, \$11.8 million for Legislators, and \$8.7 million for Judges, and \$13.5 million for the State's share for teachers. This was calculated using an investment rate of return of 5.0% and assumes that future funding will be on an actuarial basis. The annual required contribution as a percentage of payroll in FY 2012 will be 6.86%, 33.18%, 46.35% and 7.19% (no rate for teachers), respectively. The total contributions made by the state and the other participating employees for retiree medical benefits were \$59.2 million in FY 2010, which contributions reflect only a pay-as-you-go amount necessary to provide for current benefits to retirees and administrative costs. Prior to FY 2011, the State had not set aside any funds on an actuarial basis to address the unfunded retiree medical benefit liabilities. During the 2008 session of the General Assembly, in order to begin funding this unfunded liability, legislation was enacted that would require the State to fund on an actuarial basis and authorized creation of a trust fund for retiree medical benefit liabilities. During the 2009 Session of the General Assembly, this actuarial funding requirement was delayed until FY 2011.

Beginning with the first pay period of FY 2011, the state is providing the resources necessary to the OPEB trust fund to finance retiree health benefit costs on an actuarial basis, which will be used to pay current benefits and hold assets for investment.

For FY 2012, because a new actuarial study had not been completed at the time, the FY 2012 current services targets assumed that retiree health rates would remain the same as in FY 2011. As of February 9, 2011, the OPEB Board has approved new rates based on the actuarial study completed by Gabriel Roeder and Smith for the fiscal year ending June 30, 2009. These new rates require the following changes:

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FY 2012 Retiree Health Rates

	FY 2011	FY 2012	Change
State Employees	6.74%	6.86%	0.12%
State Police	25.67%	33.18%	7.51%
Judges	9.86%	7.19%	-2.67%
Legislators	95.49%	46.35%	-49.14%

Statewide Cost of Living Adjustment

Under current labor contracts, union employees will receive a 3.0 percent (3.0%) cost of living adjustment on June 19, 2011 (the first pay period for FY 2012). All non-union employees will also receive this same COLA. This follows an annualized 1.5 percent cost of living adjustment for salaries and benefits in FY 2011 (3.0 percent effective January 2, 2011), reflecting negotiated and/or ratified union contracts with state employees.

State of Rhode Island Earns Gold Level Well Workplace Designation

In July 2009, the State of Rhode Island earned a Gold Level Well Workplace designation by the Wellness Councils of America (WELCOA). The designation is in place for three years until the end of FY 2012. Gold Well Workplaces are organizations that have successfully built comprehensive worksite wellness initiatives and are demonstrating and documenting concrete outcomes. By achieving this level of excellence in workplace wellness programming, the State of Rhode Island demonstrates its commitment to protecting and enhancing the health and well-being of its employees. Through its partnership with United Healthcare, the State has offered employees onsite activities and health screenings, annual health risk assessments, stress management and nutrition seminars and physical activity programs. Previously, the State of Rhode Island held a Silver Level designation. Based in Omaha, Nebraska, WELCOA is a national non-profit membership organization that is dedicated to promoting healthier lifestyles for all Americans, especially through health promotion initiatives at the worksite. The State's initiative helps employees stay healthy, get healthy or live better with an existing illness, at the same time detecting and preventing illness which could result in lower medical benefit claims costs. These claims costs are born by the State and the employees through the medical benefit co-share. Participation in pre-determined wellness programs and screenings allows eligible employees to earn up to \$500 in credit toward their health insurance co-shares.

Employee Medical Benefits

The FY 2011 enacted budget for health benefit costs was predicated upon a planning value of \$13,824 based on a weighted average of the three cost components, consisting of medical, dental, and vision rates for both individual and family plans. This planning value assumed savings of approximately 10 percent from the original planning values used in development of the FY 2011 budget. These savings were based on a review of trend data at the time, but this review did not take savings from prior medical holidays into account correctly and thus assumed savings when in fact there weren't any. The currently active rates for FY 2011, which are the rates used in the revised FY 2011 budget as recommended, are revised to a new weighted average of \$15,246. This is an increase of approximately 10.3 percent from the enacted level.

For FY 2012, the budget instructions contained an estimated planning value equal to \$16,498, an approximate increase of 8.1 percent from the original FY 2011 planning value of \$15,255. This is the increase upon which the statewide target adjustment was based. In fact, the true increase from the enacted FY 2011 planning values

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to the estimated planning value for FY 2012 is approximately 19.3 percent. Subsequent to this estimate, the State of Rhode Island was approved by the federal Department of Health and Human Services for participation in the federal Early Retiree Rebate Program (ERRP). This program was established by the federal Affordable Care Act and provides reimbursement to employment-based health plans for a portion of the cost of health benefits for early retirees and their spouses and dependents. The program reimburses plans for 80 percent of the costs of care provided per enrollee in excess of \$15,000 and below \$90,000. These funds will be used to offset premium increases in FY 2012 and thus can be used to reduce the amounts budgeted for medical costs in FY 2012.

As the state provides a single benefit plan, the state is required to apply the ERRP reimbursements to reduce premiums for all plan participants across the board and cannot choose to only apply for funds to retirees. The total award for this program is \$10,700,000 in total savings, which will be allocated between the active and retiree health plans when funds are received.

In addition, the state has entered into two new programs with United Healthcare: the Select Designated Pharmacy Program and the UnitedHealth Pharmaceutical Solutions Specialty Pharmacy Program. These two programs are projected to save the state up to \$561,366 in total in FY 2012.

Savings from both the ERRP and pharmacy programs have been allocated to each agency as part of the budget recommendations for medical costs and result in total general revenue savings of \$4,298,688 and all funds savings of \$8,236,806. This results in a new weighted average health benefits cost of \$15,722.

Health Benefits Cost	FY 2011 Enacted	FY 2011 Revised Planning Values	FY 2011 Budget Recommend	FY 2012 Planning	FY 2012 Budget Recommend
Medical	\$5,732	\$6,368	\$6,386	\$6,909	\$6,563
Vision	\$86	\$84	\$85	\$87	\$87
Dental	\$360	\$360	\$355	\$374	\$374
Individual	\$6,178	\$6,812	\$6,826	\$7,370	\$7,024
Medical	\$16,068	\$17,851	\$17,851	\$19,368	\$18,399
Vision	\$184	\$177	\$177	\$184	\$184
Dental	\$1,008	\$1,008	\$994	\$1,046	\$1,046
Family	\$17,260	\$19,036	\$19,022	\$20,598	\$19,629
Weighted Average Annual Cost Per FTE Position – All Plans					
Medical	\$12,864	\$14,291	\$14,291	\$15,506	\$14,730
Vision	\$153	\$148	\$148	\$154	\$154
Dental	\$807	\$807	\$796	\$838	\$838
Total	\$13,824	\$15,246	\$15,235	\$16,498	\$15,722

Most employees pay a co-share for medical benefits based on a percentage of premiums. The negotiated schedule provides for sliding co-shares based upon salary level, as shown in the following chart:

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FY 2011 Family Plans Co-Share – Percent of Premium	
<u>Salary Range</u>	
Below \$46,350	14.0%
\$46,350-\$92,700	20.0%
Over \$92,700	25.0%
Individual Plans Co-Share –Percent of Premium	
<u>Salary Range</u>	
Below \$46,350	17.5%
\$46,350-\$92,700	20.0%
Over \$92,700	25.0%
FY 2012 Family Plans Co-Share –Percent of Premium	
<u>Salary Range</u>	
Below \$47,741	15.0%
\$47,741-\$95,481	20.0%
Over \$95,481	25.0%
Individual Plans Co-Share –Percent of Premium	
<u>Salary Range</u>	
Below \$95,481	20.0%
Over \$95,481	25.0%

Full-Time Equivalent Positions (FTE)

The FY 2011 enacted budget contained 14,827.6 full-time equivalent (FTE) positions, including 785.0 FTEs that are federal/sponsored research positions in Higher Education. In order to maintain an acceptable level of critical services, the Governor recommends 15,007.6 FTE for FY 2011, an increase of 180.0 FTEs from the enacted level, primarily in federal and other funds. In FY 2012, the Governor recommends a total FTE level of 14,990.6, including 785.0 Higher Education federal/sponsored research positions, a net decrease of 17.0 FTE's from the revised FY 2011 level but a 163.0 increase from the FY 2011 enacted level.

In **General Government**, adjusting for the Sheriffs transfer, the Governor recommends a net decrease of 40.1 positions in FY 2012 from the FY 2011 enacted budget. The decrease is centered in Labor & Training's Workforce Development program (36.8) and Workforce Regulation (5.5) for limited period positions whose funding under the American Recovery and Reinvestment Act will cease in FY 2012. There is also a 1.0 FTE reduction in the Office of the Lieutenant Governor. There are offsetting increases in Business Regulation (3.0 federal funded Rate Review and Consumer Protection positions in the Office of the Health Insurance Commissioner); and other increases in Administration (2.0 in Central Management), Revenue (2.0 in Municipal Finance), and the Legislature (2.6).

In **Human Services**, the Governor recommends a net increase of 91.1 FTE in FY 2012 from FY 2011 enacted FTE cap. Net of the transfers discussed above, this includes 46.0 new positions in the Department of Health to be financed primarily with federal grants, including the conversion of some contract positions to full-time employees. Within in the Department of Human Services, there are 22.0 additional positions for the administration of the Supplemental Nutrition Assistance Program (SNAP) and 10.0 for the Office of Rehabilitation Services/Disability Determination Services. The Governor recommends 268.2 positions for the newly created Department of Veterans' Affairs, an increase of 39.0 FTE's over the current Veterans' Affairs Division primarily for additional clinical staff due to a plan to increase the census at the Veterans' Home.

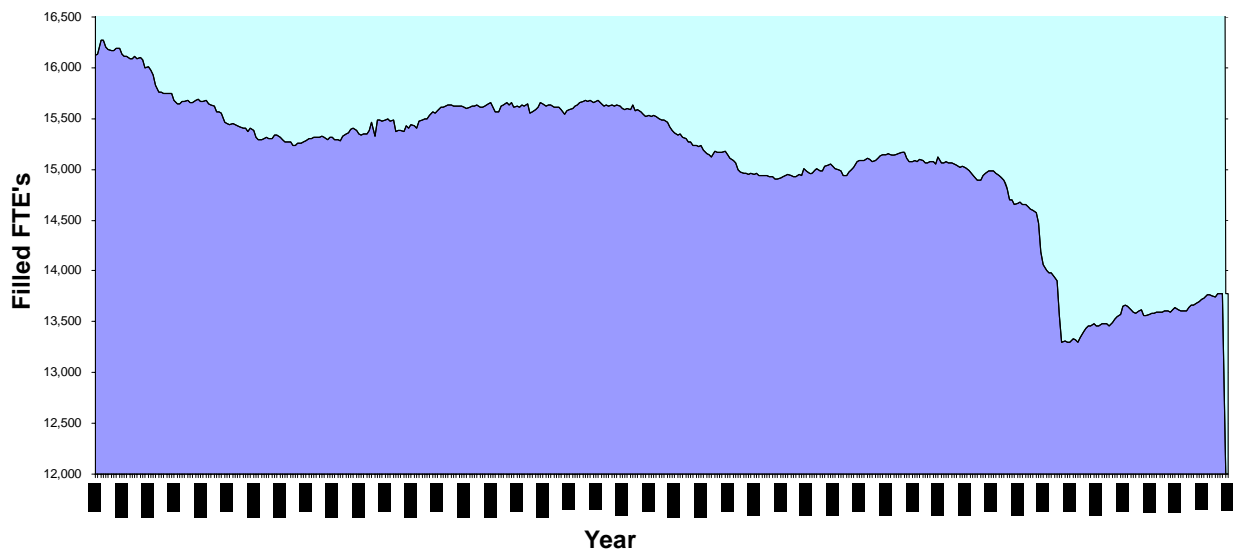
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In **Education**, the Governor recommends a net increase of 105.5 FTEs in FY 2012 from the FY 2011 enacted budget. This includes 23.0 FTE's in Elementary and Secondary Education, primarily for the federal Race to the Top grant. Public Higher Education includes an increase of 65.0 FTE at the Community College of Rhode Island and an increase of 17.5 professor positions in the Rhode Island College program due to an accreditation review.

In **Public Safety**, when adjusted for the 180.0 FTE Sheriffs transfer, the Governor recommends a net increase of 6.1 FTEs in FY 2012 from the FY 2011 Enacted budget, primarily reflecting the addition of 6.0 firefighters in the Military Staff for the Air National Guard, funded with federal funds.

In **Natural Resources and Transportation**, the Governor recommends no change from the enacted levels of 446.0 in the former, and a 0.4 FTE technical change to 772.6 in the latter, in both FY 2011 and FY 2012.

As directed by the Governor, the overall filled FTE level must be constrained through careful management by cabinet directors and other agency heads of existing and upcoming vacancies. Actual filled positions totaled 13,781.2 as of February 12, 2011, a 195.5 position increase from the 13,565.7 filled position level as of January 2, 2010, but still 1,301.6 below the 15,082.8 in July 2007. This included 572.9 filled sponsored research positions. Actual filled positions excluding sponsored research positions as of February 12, 2011 were 13,208.3, 1,304.3 less than in July 2007. The filled level of 13,781.2 FTE is 1,046.4 FTEs (7.1 percent) less than the enacted cap of 14,827.6. Since records have been kept on FTE levels, filled full-time equivalent positions are near an all time low. In the FY 2012 budget, turnover (all funds) is estimated to be 7.15 percent of salaries, compared to the FY 2011 enacted level of 2.2 percent (The FY 2011 revised rate is 5.95 percent). Because of resource constraints, as reflected in the Governor's recommended turnover increase across most agencies, there are FTE's in the roster that will not be filled in FY 2011 or FY 2012.



Salaries and Benefits

The largest category of personnel expenditures is for salaries and benefits. Salaries and benefits (including temporary and seasonal) represent \$1,477.2 billion or 84.8 percent of total personnel costs. Salaries, including payroll accrual, overtime, holiday, and other salary-related items, equal \$1.004 billion and fringe benefits equal \$473.5 million. Fringe benefit payments include \$171.5 million for retirement costs, \$169.7 million for medical benefits (including \$167.4 million for benefit plans and \$2.3 million for medical benefits-salary

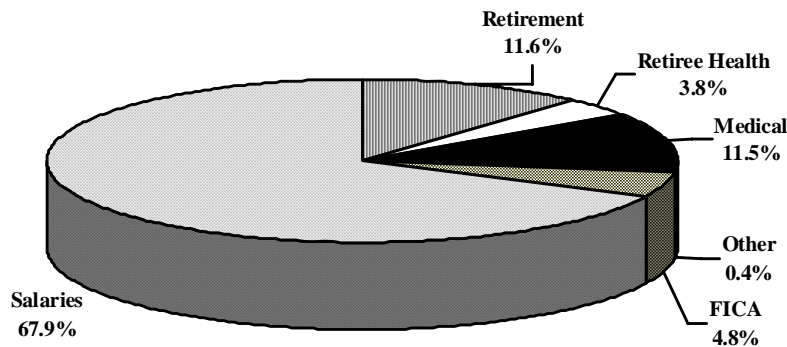
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disbursements), \$56.0 million for retiree health benefits, \$70.5 million for FICA, and \$5.7 million for other benefits, including group life insurance and other contract stipends. In addition, the statewide benefit assessment is included to finance severance, unemployment, employee assistance, workers' compensation payments and administrative costs, and DLT employer assessments, and totals \$33.8 million.

Direct Salaries (including uncompensated leave days) increase by 7.4 percent in the FY 2011 Revised Budget over FY 2010 (audited expenditures), and increase by a further 3.9 percent in FY 2012 over FY 2011 revised.

When adjusted for overtime, which decreases in the FY 2011 revised and FY 2012 budgets, the respective salary change is a 4.8 percent increase in FY 2011 and a 3.2 percent growth in FY 2012. On average, the FY 2011 increase after the impact of the wage concession in FY 2010 and FY 2011 is about a 3.1 percent annualized change. As shown below, the value of the concessions was roughly equal in FY 2010 and FY 2011, so the year over year increase is about equal to the cost of living increase. This could be further increased by step and longevity increases which average about 1.7 percent.

FY 2012 Salaries and Benefits



Included in the revised FY 2011 budget is a March 10, 2010 arbitration award to correctional officer personnel. Provisions of this award include an 8.74 percent increase effective June 21, 2009; 3.0 percent COLA increases effective on both June 20, 2010 and June 19, 2011; pay reductions of one day in FY 2009, eight days in FY 2010, and four days in FY 2011; and changes in medical benefit co-shares and plan designs, reflecting a switch from percent of pay to percent of premium. These provisions (at an estimated cost of \$7.4 million) are included in the enacted budget. The revised budget also includes an additional \$3.3 million to fund an additional provision of the above-discussed arbitrator award: a further increase of 2.95 percent effective on both June 20, 2010 and June 19, 2011, reflecting parity with a prior year award to the Sheriffs.

Fringe benefit adjustments increase by 14.6 percent in FY 2011 revised over FY 2010 and increases by 6.0 percent in FY 2012 over FY 2011 revised. **Retirement** increases by 7.9 percent in FY 2011 and 13.6 percent in FY 2012. Within state agency budgets, state employer retirement contributions are budgeted at 20.78 percent in FY 2011 revised, but at 22.98 percent of payroll for FY 2012. **FICA** increases by 7.0 percent in FY 2011 and by 2.4 percent in FY 2012.

For **medical benefits**, the recommended budget for FY 2011 revised of \$169.2 million includes an overall

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increase of 20.9 percent over FY 2010 actual expenditure levels. For FY 2012, the recommendation of \$169.7 million in medical benefits is an increase of 0.3 percent from the recommended revised budget amount for FY 2011.

The Governor recommends a **retiree health** budget of \$52.7 million in FY 2011 revised and \$56.0 million in FY 2012, a growth rate of 33.3 percent in FY 2011 from FY 2010, and a 6.2 percent increase from FY 2011 revised to FY 2012, due to the recommended increase for actuarial funding, as noted above. The rate has increased to 6.74 percent in FY 2011 and to 6.86 percent in FY 2012 for state employees, which assumes a transition to actuarial-based funding and amortization of the unfunded liability over a thirty year period. For state police, the rate rises from 25.67 percent in FY 2011 to 33.18 percent in FY 2012. For judges, however, the rate increased to 9.86 percent in FY 2011 but falls to 7.19 in FY 2012. For legislators, the rate rises to 95.49 percent in FY 2011 but falls to 46.35 percent in FY 2012.

Workers' compensation costs budgeted directly in the agencies in FY 2011 and FY 2012 are \$152,248 and \$151,941, respectively and are funded in the Departments of Corrections and Behavioral Healthcare, Developmental Disabilities and Hospitals. These amounts reflect the continuation of wages in excess of those amounts received as a result of the Workers' Compensation statute (primarily as a result of assault cases). Since FY 2001, all workers' compensation costs, as well as unemployment insurance and unused leave severance payments, have been paid from a separate Assessed Fringe Benefits Administrative Fund. The fund is financed by a statewide benefit assessment of a fixed percentage of direct salaries that is charged to every department and agency in this document. The FY 2011 revised budget includes a small decrease in the **assessed fringe benefit** rate from the initial planning value of 4.1 percent to 4.0 percent for regular state employees. However, certain agencies and/or certain employee classifications are not assessed the full rate because they do not receive worker's compensation benefits. Also, certain higher education employees do not receive severance payments. The exception rate for Public Safety related position decreased from 2.2 percent to 1.91 percent, but increased for university faculty from 3.15 percent to 3.46 percent. In FY 2012 the rates are to 4.0 percent, 1.9 percent, and 3.49 percent respectively. The assessed fringe benefit rate is applied to all direct salaries, except overtime. Expenditures from the fund have grown from \$31.1 million in FY 2008 to \$43.1 million FY 2009, but decreased in FY 2010 to \$28.8 million. The surge in severance payments was due to the large number of employees that retired prior to changes in retiree health benefit provisions, which became effective October 1, 2008. The FY 2011 revised budget is \$32.4 million, an increase of 12.7 percent from FY 2010 actual expenditure. The budget in FY 2012 is \$33.8 million, an increase of 4.3 percent from the revised recommendation.

The Assessed Fringe Benefit Fund is used to fund the following: services provided by the Donley Center; services of the Workers' Compensation Court; the Division of Workers' Compensation administrative costs related to workers' compensation activities; workers' compensation benefit payments to employees; payments to workers' compensation providers; unemployment compensation payments; severance payments to employees for unused leave upon termination from state service; and Cornerstone Program administrative costs for the Flexible Health savings account.

Impact of Negotiated Concessions on Growth in Salary and Benefit Costs

It is important to understand the relevance of the contribution which state employees have made during FY 2010 and FY 2011 and the impact that it has on operating budgets in FY 2011 and FY 2012. As noted above, the value of the concessions and corresponding budget reductions were roughly equal in FY 2010 and FY 2011. This results in a reduction of previously negotiated salaries of 3.1 percent in FY 2010 and

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3.0 percent in FY 2011, as shown below. In FY 2012, salaries will increase back to previously negotiated levels. For an employee making \$50,000 in FY 2010, their pay, after concessions would have been \$48,462 in FY 2010, \$49,958 in FY 2011, and \$53,045 in FY 2012. Salary only savings would be \$1,538, \$1,542 and zero in FY 2010, FY 2011, and FY 2012, respectively.

Impact on Salary Only of FY 2010 and FY 2011 Negotiated Concessions- Sample \$50,000 Salary

	Pay with no concessions	Pay with FY2010 & FY2011 concessions
<u>FY2010 Salary Impact</u>		
FY2010 Salary	50,000	50,000
8 pay reduction days		(1,538)
FY2010 Revised Salary	50,000	48,462
Salary Savings in FY2010		(1,538)
Percent Salary reduction in FY2010		-3.1%
<u>FY2011 Salary Impact</u>		
FY2010 Revised Salary	50,000	50,000
3.0% Cola	1,500	1,500
FY2011 Salary	51,500	51,500
Delay six months -3% COLA		(750)
4 pay reduction days		(792)
FY2011 Revised Salary	51,500	49,958
Salary Savings in FY2011		(1,542)
Percent salary reduction in FY2011		-3.0%
<u>FY2012 Salary Impact</u>		
FY2011 Salary	51,500	49,958
3.0% FY2012 Cola	1,545	1,545
Adjustment for concessions in prior year		1,542
FY2012 Salary	53,045	53,045
Salary Savings in FY2012		0
Percent salary reduction in FY2012		0.0%

As one can see on the next chart, when the cost of employee benefits is included, the savings to the State increase to \$2,100, \$2,146, and zero in FY 2010, FY 2011, and FY 2012, respectively. This is the result of lower contributions that are based on rate of pay, such as FICA. However, the percentage savings compared to the total salary and benefit package decreases slightly to -2.7%, -2.6% and zero because not all benefits are dependent upon the salary amount (i.e. medical benefits).

When reviewing the statewide personnel costs, one must be cognizant of aggregate dollar savings taken in both the FY 2010 and FY 2011 budgets compared to what was previously negotiated and projected as the current service costs. Because these savings are roughly equivalent, the year over year comparison will not show a decrease, but rather an increase. It is also important to note that the FY 2012 budget has significant growth in personnel costs because the savings from the concessions do not continue. By using the same

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\$50,000 salary, one can see the growth in estimated the salary and benefit costs for FY 2010, FY 2011, and FY 2012.

Impact on Budgeted Cost of Salary and Benefits of Negotiated FY2010 and FY2011 Concessions- Sample \$50,000 Salary

	Pay with no concessions	Pay with Concessions
	FY2010	FY2010
FY2010 Salary	50,000	48,462
Retirement, FICA, Retiree Health, Assessed Fringe Benefits*	18,260	17,698
Weighted Average Medical	10,302	10,302
Total FY2010 Salary & Benefits	78,562	76,461
Savings in FY2010		(2,100)
Percent Salary & Benefit savings in FY2010		-2.7%
	FY2011	FY2011
FY2011 Salary	51,500	49,958
Retirement, FICA, Retiree Health, Assessed Fringe Benefits*	20,173	19,568
Weighted Average Medical	12,188	12,188
Total FY2011 Salary & Benefits	83,861	81,714
Savings in FY2011		(2,146)
Percent Salary & Benefit savings in FY2011		-2.6%
	FY2012	FY2012
FY2012 Salary	53,045	53,045
Retirement, FICA, Retiree Health, Assessed Fringe Benefits*	22,008	22,008
Weighted Average Medical	12,578	12,578
Total FY2012 Salary & Benefits	87,631	87,631
Savings in FY2012		0
Percent Salary & Benefit savings in FY2012		0.0%

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Benefit Assumptions:	FY 2010	FY 2011	FY 2012
Retirement	18.71%	20.78%	22.98%
Retiree Health	5.62%	6.74%	6.86%
FICA	7.65%	7.65%	7.65%
Assessed Fringe	4.54%	4.00%	4.00%
Total Benefits Applied to Salary	36.52%	39.17%	41.49%
Weighted Average Medical Benefit Cost	12,877	15,235	15,722
Less Employee Co-share	(2,575)	(3,047)	(3,144)
Weighted Average Medical Benefit Cost	10,302	12,188	12,578

Budgeted Cost of Salary and Benefits – Sample \$50,000 Salary

	FY 2010	FY 2011	FY 2012
FY2010 Salary	48,462	49,958	53,045
Salary Only Dollar Growth		1,496	3,087
Salary Only Percentage Growth		3.1%	6.2%
FY2010 Salary & Benefits	76,461	81,714	87,631
Salary and Benefit Dollar Growth		5,253	5,917
Salary and Benefit Percentage Growth		6.9%	7.2%

Purchased Services

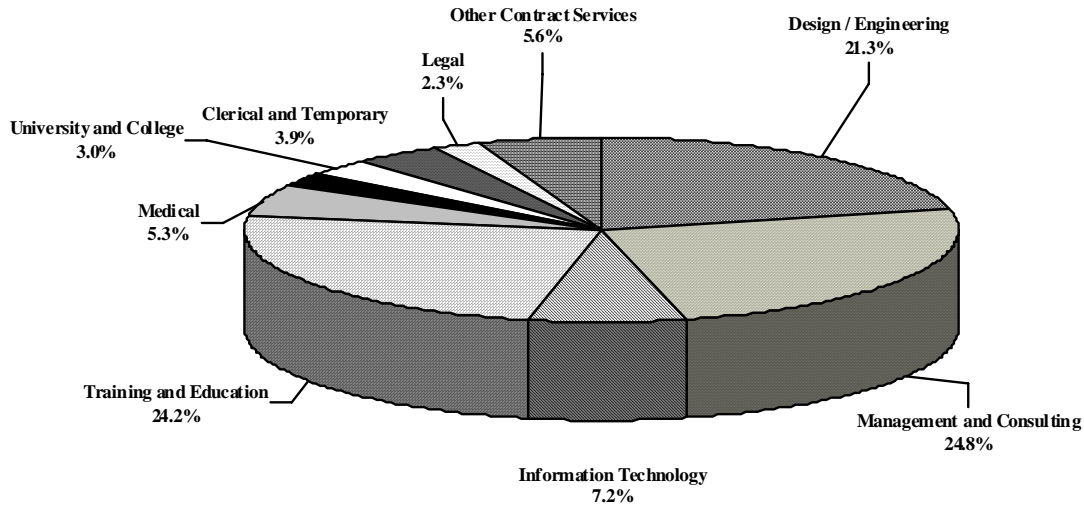
Purchased Services costs in the FY 2012 Budget are \$232.5 million, and represent 13.3 percent of total personnel costs. Expenditures in this category are for services provided by outside contractors in cases where special expertise is needed or where it would be less effective to hire full-time employees. Major categories of expenditure are management and consulting services (comprising 24.8 percent of the total), design and engineering services (comprising 21.3 percent), training and education services (comprising 24.2 percent), and information technology services (7.2 percent).

Recommended expenditures in FY 2011 revised are \$25.7 million more than FY 2010, a 32.4 percent increase in spending for services, including training and education services (\$8.7 million), management services (\$7.8 million), university/college services (\$6.7 million), and information technology services (\$4.9 million). Recommended expenditures in FY 2012 are \$15.96 million less than FY 2011 revised. The greatest decreases are in university and college services, management services, and information technology services. A major reason for the decline is the finalization of project work in FY 2011, particularly in the areas of university/college services (in the Coastal Resources Management Council for federal funded project work),

Introduction and Summary

information technology and design and engineering services, and the policy goal to reduce contract employee services. Training and Education services increase by \$3.5 million, reflecting additional federal funds in Elementary & Secondary Education for the Race to the Top program.

FY 2012 Purchased Services

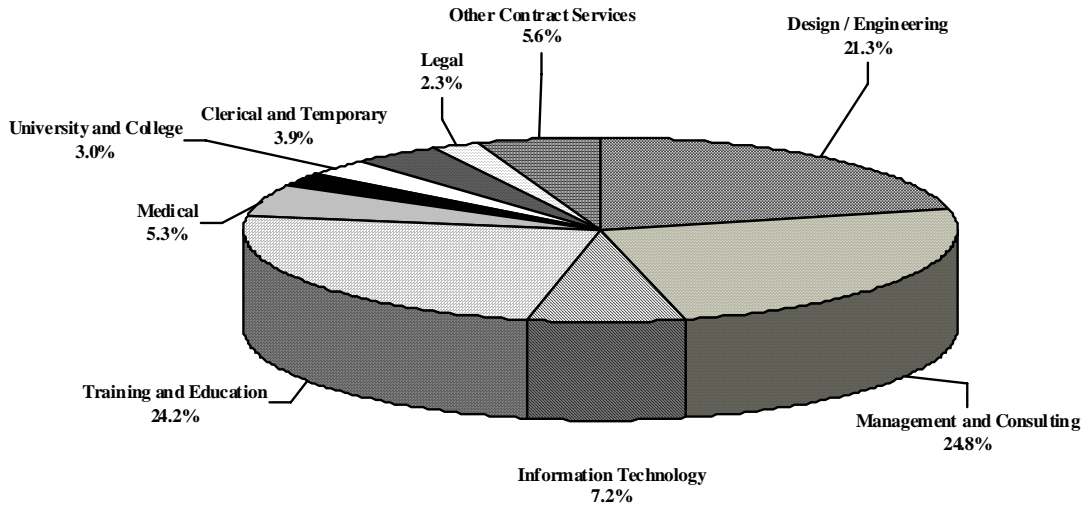


The various sections of the Personnel Supplement contain the personnel costs for each agency and program in state government for FY 2011 and FY 2012. All positions and their respective costs are displayed. Footnotes will assist readers in understanding variances between the years. Footnotes are included in the back section of this document. Additionally, there are a number of terms used in the Personnel Supplement that are not part of every day usage. A Glossary with extended explanations is included in the back of the Personnel Supplement. For more information on the codes used to identify the pay scales, refer to the Glossary. Pay scales are provided on the State's Human Resources web site under the Compensation and Classification section.

Introduction and Summary

information technology and design and engineering services, and the policy goal to reduce contract employee services. Training and Education services increase by \$3.5 million, reflecting additional federal funds in Elementary & Secondary Education for the Race to the Top program.

FY 2012 Purchased Services



The various sections of the Personnel Supplement contain the personnel costs for each agency and program in state government for FY 2011 and FY 2012. All positions and their respective costs are displayed. Footnotes will assist readers in understanding variances between the years. Footnotes are included in the back section of this document. Additionally, there are a number of terms used in the Personnel Supplement that are not part of every day usage. A Glossary with extended explanations is included in the back of the Personnel Supplement. For more information on the codes used to identify the pay scales, refer to the Glossary. Pay scales are provided on the State's Human Resources web site under the Compensation and Classification section.

Personnel Supplement Statewide Summary

<u>Distribution by Category</u>	<u>FY 2011</u>		<u>FY 2012</u>	
	FTE Positions	Cost	FTE Positions	Cost
Classified	9,412.5	507,613,013	9,381.3	538,303,757
Unclassified	2,409.2	158,447,966	2,409.2	165,015,104
Nonclassified	2,920.8	210,624,757	2,926.8	218,528,591
Pay Reduction Days	-	(9,995,845)	-	-
Overtime	-	63,702,161	-	48,252,266
Program Reduction/Expansion	-	-	5	(431,169)
Turnover	-	(52,178,301)	-	(65,899,777)
Cost Allocation from program Y	155.6	14,301,960	164.7	15,815,709
Cost Allocation to program X	(155.6)	(14,301,960)	(164.7)	(15,815,709)
Interdepartmental Transfers		-	-	-
Salaries	14,742.5	\$878,213,751	14,721.8	\$903,768,772
Benefits				
Retirement		150,929,259		171,493,630
Medical		169,244,549		169,688,186
FICA		68,900,202		70,522,152
Retiree Health		52,735,936		56,020,408
Other		4,874,146		5,746,353
Holiday Pay		6,907,458		7,060,353
Payroll Accrual		4,278,922		-
Salaries and Benefits	14,742.5	\$1,336,084,223	14,721.8	\$1,384,299,854
Cost per FTE Position		90,628		94,031
Temporary and Seasonal		87,980,054		92,878,740
Statewide Benefit Assessment		32,441,537		33,848,897
Worker's Compensation (assault)		152,248		151,941
Payroll Costs	14,742.5	\$1,456,658,062	14,721.8	\$1,511,179,432

Personnel Supplement Statewide Summary

	<u>FY 2011</u>		<u>FY 2012</u>	
Purchased Services		Cost		Cost
Medical Services		14,434,480		12,307,968
Design & Engineering Services		51,775,235		49,470,296
Training & Educational Services		52,407,822		56,310,531
Buildings and Grounds Maintenance		5,833,469		5,688,317
Information Technology		20,189,412		16,724,152
Legal Services		6,244,140		5,235,742
Management & Consultant Services		62,081,456		57,599,307
Clerical & Temporary Services		9,929,958		9,179,647
Other Contract Services		13,961,862		12,989,401
University/Colleges Services		11,621,921		7,018,289
Total		\$248,479,755		\$232,523,650
Total Personnel	14,742.5	\$1,705,137,817	14,721.8	\$1,743,703,082

	<u>FY 2011</u>		<u>FY 2012</u>	
<u>Distribution by Source of Funds</u>	FTE	Cost	FTE	Cost
General Revenue	7,432.5	798,183,720	7,594.8	841,779,835
Federal Funds	2,966.6	423,214,368	2,816.1	409,595,690
Restricted Receipts	524.9	76,321,010	528.2	83,277,979
Internal Service Funds	85.9	8,559,007	85.9	9,157,342
Other Special Funds	3,215.7	345,475,048	3,188.6	344,103,769
Other Funds Third Party-Research	516.9	53,384,665	507.9	55,788,467
Subtotal	14,742.5		14,721.8	
Reconcile to Higher Ed FTE Auth.	265.1		269.1	
Total: All Funds	15,007.6	\$1,705,137,818	14,990.6	\$1,743,703,082

Agency Summary

	FY 2011 FTE Positions	FY 2011 Personnel Costs	FY 2012 FTE Positions	FY 2012 Personnel Costs
General Government				
Administration	873.6	86,699,860	693.6	77,877,740
Business Regulation	93.0	10,537,176	93.0	12,052,111
Labor & Training	512.2	47,455,882	470.2	45,693,724
Revenue	428.5	37,743,105	428.5	40,261,607
Legislature	298.5	32,917,342	298.5	33,788,921
Office of the Lieutenant Governor	7.0	860,540	7.0	973,542
Secretary of State	57.0	5,796,808	57.0	6,067,348
General Treasurer	82.0	9,664,407	82.0	10,668,517
Board Of Elections	11.0	1,383,973	12.0	1,724,323
Rhode Island Ethics Commission	12.0	1,278,283	12.0	1,389,146
Office of the Governor	45.0	4,602,025	45.0	4,625,357
Commission for Human Rights	14.5	1,156,240	14.5	1,222,882
Public Utilities Commission	46.0	6,743,381	46.0	7,148,290
Subtotal - General Government	2,480.3	246,839,022	2,259.3	243,493,508
Human Services				
Office of Health and Human Services	77.6	7,726,484	149.0	16,758,741
Behavioral Healthcare ⁽¹⁾	1,372.2	119,177,373	1,376.2	116,825,632
Children, Youth, and Families	691.0	68,666,969	662.5	69,795,897
Elderly Affairs	31.0	3,022,156	32.0	3,070,458
Health	468.7	63,073,734	473.3	61,140,354
Human Services	988.2	143,954,744	674.0	108,300,929
Veterans Affairs	-	-	268.2	23,065,489
Office of the Child Advocate	5.8	592,792	5.8	642,174
Commission on the Deaf & Hard of Hearing	3.0	356,622	3.0	379,805
Governor's Commission on Disabilities	4.0	389,428	4.0	419,445
Office of the Mental Health Advocate	3.7	427,646	3.7	459,406
Subtotal - Human Services	3,645.2	407,387,948	3,651.7	400,858,330
Education				
Elementary and Secondary Education	348.4	76,991,998	348.4	85,029,819
Public Higher Education ⁽²⁾	4,217.1	445,471,824	4,234.6	452,344,154
RI Council On The Arts	8.6	805,192	8.6	868,688
RI Atomic Energy Commission	8.6	1,013,605	8.6	1,052,190
Higher Education Assistance Authority	41.6	10,613,701	41.6	11,226,305
Historical Preservation & Heritage Comm.	16.6	1,637,118	16.6	1,740,394
Public Telecommunications Authority	16.0	1,589,086	16.0	1,743,711
Subtotal - Education	4,656.9	538,122,524	4,674.4	554,005,261

Agency Summary

Public Safety				
Attorney General	231.1	22,788,650	231.1	23,308,914
Corrections	1,419.0	166,805,370	1,419.0	175,564,978
Judicial	723.3	76,087,902	723.3	78,835,461
Military Staff	117.0	10,482,868	117.0	11,054,337
Public Safety ⁽³⁾	423.2	52,424,043	603.2	71,934,657
Office of the Public Defender	93.0	9,191,685	93.0	9,897,502
Subtotal - Public Safety	3,006.6	337,780,518	3,186.6	370,595,849
Natural Resources				
Environmental Management	410.0	61,372,460	410.0	61,177,351
Coastal Resources Management Council	30.0	8,773,986	30.0	4,173,241
Water Resources Board	6.0	1,047,605	6.0	1,019,264
Subtotal - Natural Resources	446.0	71,194,051	446.0	66,369,856
Transportation				
Transportation	772.6	103,813,754	772.6	108,380,278
Subtotal - Transportation	772.6	103,813,754	772.6	108,380,278
Total	15,007.6	1,705,137,817	14,990.6	1,743,703,082

(1) Behavioral Healthcare, Developmental; Disabilities, and Hospitals; formerly Mental Health, Retardation and Hospitals

(2) Includes 785.0 FTEs in FY2011 and FY 2012 that are supported by Sponsored Research Funds and are included in the overall FTE cap.

(3) E-911, Rhode Island State Fire Marshal, Rhode Island Justice Commission, Municipal Police Training Academy, Capitol Police (DOA), and State Police are merged within the Department of Public Safety.

Full-Time Equivalent Positions

	FY 2009	FY 2010	FY 2011 Enacted	FY 2011 Revised	FY 2012
General Government					
Administration	845.6	835.4	871.6	873.6	693.6
Business Regulation	91.0	85.5	90.0	93.0	93.0
Labor & Training	395.3	514.4	519.4	512.2	470.2
Revenue	410.0	413.5	426.0	428.5	428.5
Legislature	297.9	288.8	295.9	298.5	298.5
Office of the Lieutenant Governor	8.0	8.0	8.0	7.0	7.0
Secretary of State	55.0	56.5	57.0	57.0	57.0
General Treasurer	83.0	79.5	82.0	82.0	82.0
Boards for Design Professionals (4)					
Board Of Elections	12.0	11.5	12.0	11.0	12.0
Rhode Island Ethics Commission	12.0	12.0	12.0	12.0	12.0
Office of the Governor	39.0	44.0	45.0	45.0	45.0
Commission for Human Rights	14.5	14.2	14.5	14.5	14.5
Public Utilities Commission	44.0	45.5	46.0	46.0	46.0
Rhode Island Commission on Women	1.0	1.0	-	-	
Subtotal - General Government	2,308.3	2,409.8	2,479.4	2,480.3	2,259.3
Human Services					
Office of Health and Human Services	85.1	52.9	75.6	77.6	149.0
Children, Youth, and Families	694.0	658.5	691.0	691.0	662.5
Elderly Affairs	32.0	29.5	31.0	31.0	32.0
Health	409.6	397.4	410.7	468.7	473.3
Human Services	884.6	919.7	963.6	988.2	674.0
Veterans. Affairs	-	-	-	-	268.2
Behavioral Healthcare, Developmental Disabilities, and Hospitals	1,352.4	1,294.0	1,372.2	1,372.2	1,376.2
Office of the Child Advocate	5.7	5.8	5.8	5.8	5.8
Commission On the Deaf & Hard of Hearing	3.0	3.0	3.0	3.0	3.0
Governor's Commission on Disabilities	4.0	4.0	4.0	4.0	4.0
Office of the Mental Health Advocate	3.7	3.7	3.7	3.7	3.7
Subtotal - Human Services	3,474.1	3,368.5	3,560.6	3,645.2	3,651.7
Education					
Elementary and Secondary Education	128.4	129.7	133.4	156.4	156.4
Davies	133.0	128.5	132.0	132.0	132.0
School for the Deaf	50.0	57.6	60.0	60.0	60.0
Elementary Secondary Education - Total	311.4	315.8	325.4	348.4	348.4
Office of Higher Education Non-Sponsored Research	19.4	16.2	18.4	18.4	18.4
URI Non-Sponsored Research	1,849.9	1,814.4	1,834.5	1,834.5	1,834.9
RIC Non-Sponsored Research	812.6	805.2	810.1	810.1	827.2
CCRI Non-Sponsored Research	713.1	706.4	704.1	769.1	769.1
Higher Education - Total Non-Sponsored	3,395.0	3,342.2	3,367.1	3,432.1	3,449.6

Full-Time Equivalent Positions

	FY 2009	FY 2010	FY 2011 Enacted	FY 2011 Revised	FY 2012
General Government					
Administration	845.6	835.4	871.6	873.6	693.6
Business Regulation	91.0	85.5	90.0	93.0	93.0
Labor & Training	395.3	514.4	519.4	512.2	470.2
Revenue	410.0	413.5	426.0	428.5	428.5
Legislature	297.9	288.8	295.9	298.5	298.5
Office of the Lieutenant Governor	8.0	8.0	8.0	7.0	7.0
Secretary of State	55.0	56.5	57.0	57.0	57.0
General Treasurer	83.0	79.5	82.0	82.0	82.0
Boards for Design Professionals (4)					
Board Of Elections	12.0	11.5	12.0	11.0	12.0
Rhode Island Ethics Commission	12.0	12.0	12.0	12.0	12.0
Office of the Governor	39.0	44.0	45.0	45.0	45.0
Commission for Human Rights	14.5	14.2	14.5	14.5	14.5
Public Utilities Commission	44.0	45.5	46.0	46.0	46.0
Rhode Island Commission on Women	1.0	1.0	-	-	
Subtotal - General Government	2,308.3	2,409.8	2,479.4	2,480.3	2,259.3
Human Services					
Office of Health and Human Services	85.1	52.9	75.6	77.6	149.0
Children, Youth, and Families	694.0	658.5	691.0	691.0	662.5
Elderly Affairs	32.0	29.5	31.0	31.0	32.0
Health	409.6	397.4	410.7	468.7	473.3
Human Services	884.6	919.7	963.6	988.2	674.0
Veterans. Affairs	-	-	-	-	268.2
Behavioral Healthcare, Developmental Disabilities, and Hospitals	1,352.4	1,294.0	1,372.2	1,372.2	1,376.2
Office of the Child Advocate	5.7	5.8	5.8	5.8	5.8
Commission On the Deaf & Hard of Hearing	3.0	3.0	3.0	3.0	3.0
Governor's Commission on Disabilities	4.0	4.0	4.0	4.0	4.0
Office of the Mental Health Advocate	3.7	3.7	3.7	3.7	3.7
Subtotal - Human Services	3,474.1	3,368.5	3,560.6	3,645.2	3,651.7
Education					
Elementary and Secondary Education	128.4	129.7	133.4	156.4	156.4
Davies	133.0	128.5	132.0	132.0	132.0
School for the Deaf	50.0	57.6	60.0	60.0	60.0
Elementary Secondary Education - Total	311.4	315.8	325.4	348.4	348.4
Office of Higher Education Non-Sponsored Research	19.4	16.2	18.4	18.4	18.4
URI Non-Sponsored Research	1,849.9	1,814.4	1,834.5	1,834.5	1,834.9
RIC Non-Sponsored Research	812.6	805.2	810.1	810.1	827.2
CCRI Non-Sponsored Research	713.1	706.4	704.1	769.1	769.1
Higher Education - Total Non-Sponsored	3,395.0	3,342.2	3,367.1	3,432.1	3,449.6

Full-Time Equivalent Positions

	FY 2009	FY 2010	FY 2011 Enacted	FY 2011 Revised	FY 2012
RI Council On The Arts	7.6	8.6	8.6	8.6	8.6
RI Atomic Energy Commission	8.6	8.6	8.6	8.6	8.6
Higher Education Assistance Authority	42.6	37.3	41.6	41.6	41.6
Historical Preservation and Heritage Commission	16.6	16.6	16.6	16.6	16.6
Public Telecommunications Authority	18.0	16.0	16.0	16.0	16.0
Subtotal - Education	3,799.8	3,745.1	3,783.9	3,871.9	3,889.4
Public Safety					
Attorney General	231.1	230.0	231.1	231.1	231.1
Corrections	1,423.0	1,402.5	1,419.0	1,419.0	1,419.0
Judicial	729.3	699.7	723.3	723.3	723.3
Military Staff	101.0	109.0	111.0	117.0	117.0
Public Safety	396.1	418.6	423.1	423.2	603.2
Office of the Public Defender	91.0	92.0	93.0	93.0	93.0
Subtotal - Public Safety	2,971.5	2,951.8	3,000.5	3,006.6	3,186.6
Natural Resources					
Environmental Management	409.0	402.5	410.0	410.0	410.0
Coastal Resources Management Council	30.0	30.0	30.0	30.0	30.0
Water Resources Board	6.0	6.0	6.0	6.0	6.0
Subtotal - Natural Resources	445.0	438.5	446.0	446.0	446.0
Transportation					
Transportation	691.2	739.4	772.2	772.6	772.6
Subtotal - Transportation	691.2	739.4	772.2	772.6	772.6
Statwide Retirement Vacancies					
Total Non Sponsored	13,689.9	13,653.1	14,042.6	14,222.6	14,205.6
Higher Education Sponsored Research *					
Office	1.0	1.0	1.0	1.0	1.0
CCRI	100.0	61.5	100.0	100.0	100.0
RIC	82.0	75.1	82.0	82.0	82.0
URI	602.0	550.1	602.0	602.0	602.0
Subtotal Sponsored Research	785.0	687.7	785.0	785.0	785.0
Total Personnel Authorizations	14,474.9	14,340.8	14,827.6	15,007.6	14,990.6
Total Personnel	14,474.9	14,340.8	14,827.6	15,007.6	14,990.6

*A total of 785.0 FTE positions in Higher Education in FY 2009 and FY 2010 represent FTE's supported by sponsored research funds. Commencing in FY2005, these positions were included in the overall FTE Cap. In addition, there are separate caps for each program and for sponsored/non-sponsored research FTE's.

(1) Formerly Mental Health, Retardation and Hospitals