ATTACHMENT A

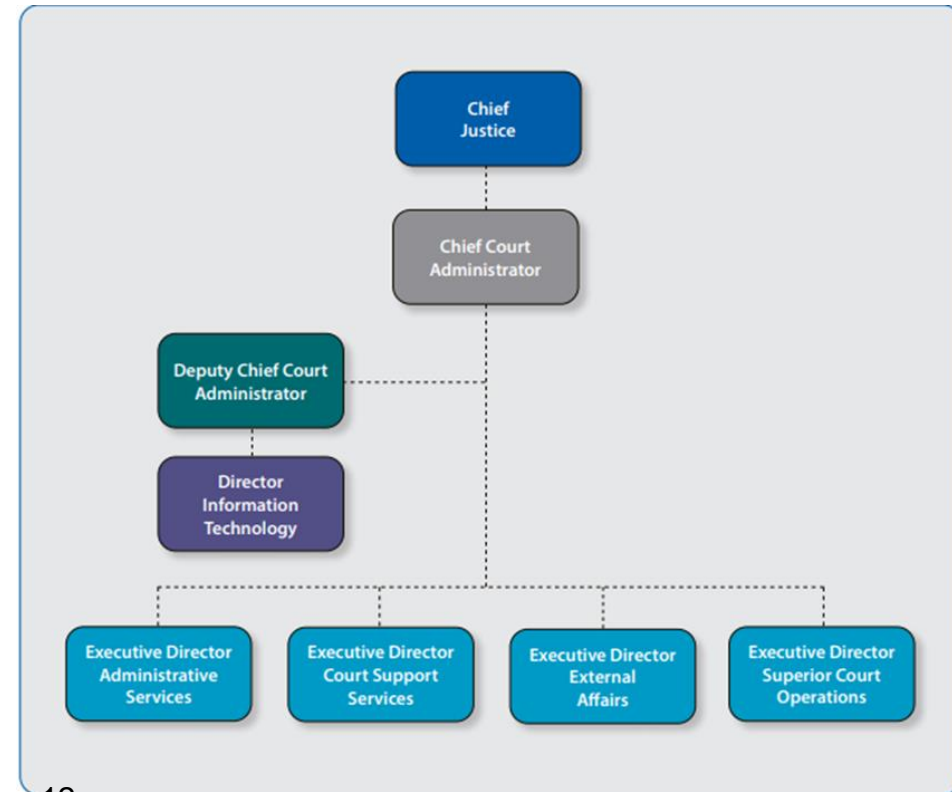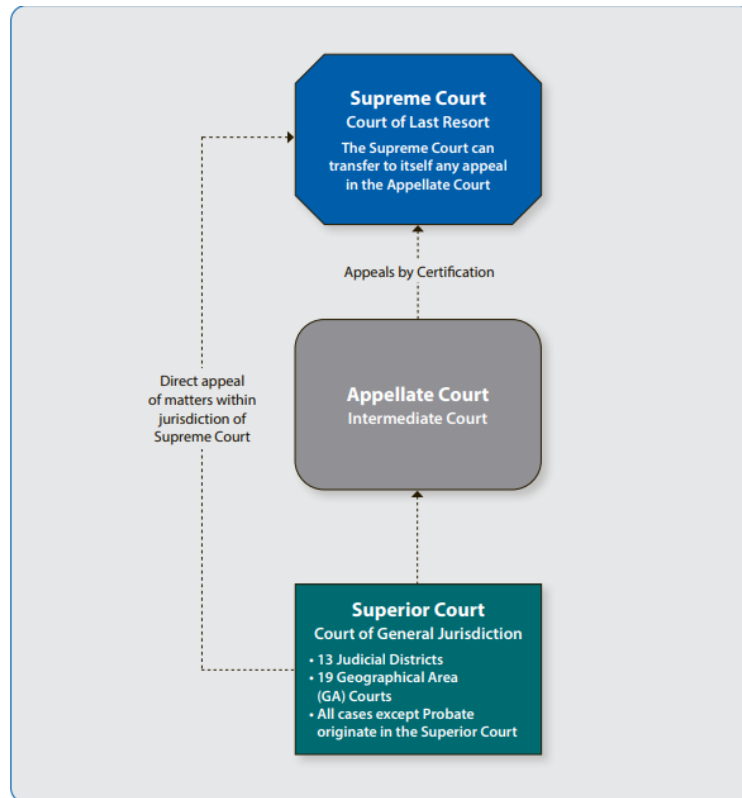# State of Connecticut Judicial Branch

Workforce Summary

Presentation to the

Task Force to Study the State Workforce and Retiring Employees

January 4, 2022

Overview/Organizational Chart

3,603 full time employees
182 part time employees

2020-2021 Workforce Analysis

- Analysis of SEBAC-related retirement wave began in 2017
- **Methodology**: Utilize current workforce data to estimate likelihood of retirement based on combination of age, years of service and hazardous duty status
- **Goal**: Visualize the Judicial Branch Workforce based on estimated likelihood of retirement
  - Most Likely to Retire (Purple): Age 60 with at least 25 years OR at least 20 years of hazardous duty service
  - Eligible/Likely to Retire (Yellow): Age 60 with at least 10 years of service
  - Eligible/Least Likely to Retire (Green): Age 55 with at least 10 years of service
  - Remaining Workforce (Blue): Not retirement eligible
- **Review and Share**: Disseminate division- and unit-specific visualizations for planning purposes and to increase service continuity

Retirement Projections Analysis

- Based on analysis completed in 2017, it was estimated that nearly 1,800 employees, or nearly 46% of the workforce, would be eligible to retire by mid-2022.

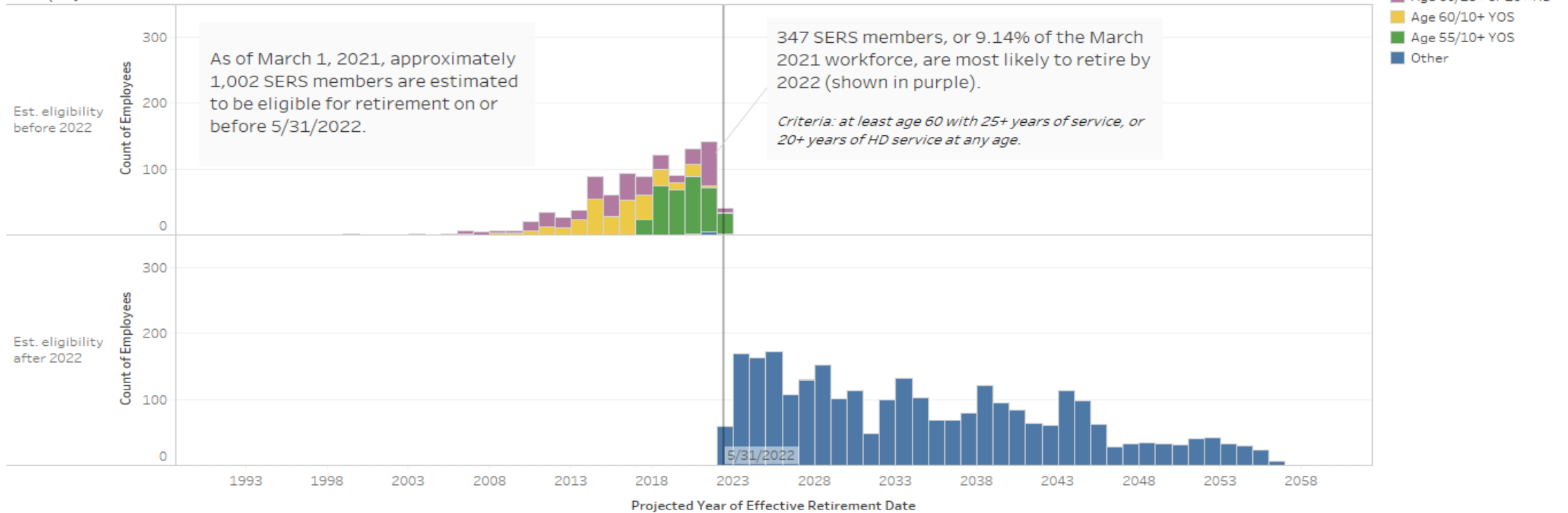- By October 2020, over half of these employees had already retired

March 2021 Workforce

Retirement Eligibility by Date
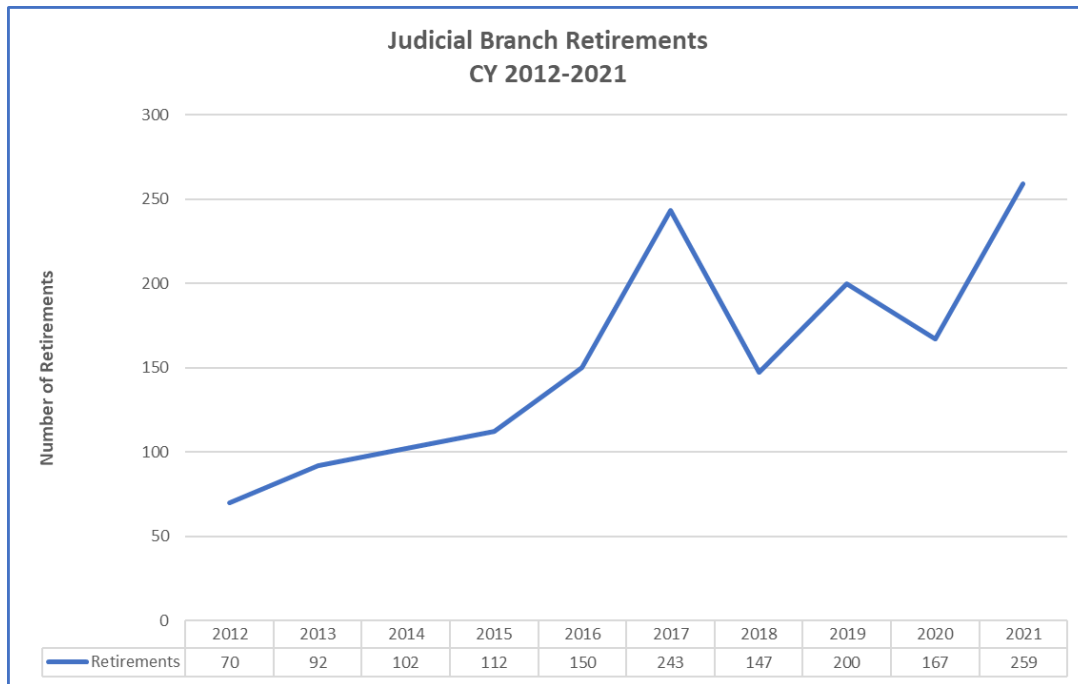Effective date of Early or HD retirements based on age and years of Judicial Vesting service on 5/31/2022
Data as of 3/1/2021

Eligibility Date (Project..

Legend
- Age 60/25+ or 20+ HD
- Age 60/10+ YOS
- Age 55/10+ YOS
- Other

As of March 1, 2021, approximately 1,002 SERS members are estimated to be eligible for retirement on or before 5/31/2022.

347 SERS members, or 9.14% of the March 2021 workforce, are most likely to retire by 2022 (shown in purple).

Criteria: at least age 60 with 25+ years of service, or 20+ years of HD service at any age.

Est. eligibility before 2022

Est. eligibility after 2022

5/31/2022

Projected Year of Effective Retirement Date

The plot of sum of Number of Records for Effective Retirement Date Year broken down by Eligibility Date (Projected) on page 3/1/2021. Color shows details about Legend. The data is filtered on Judge Indicator, Retirement System, Division (group) and Location (Group). The Judge Indicator filter keeps Not a Judge. The Retirement System filter keeps Active SERS Member. The Division (group) filter keeps multiple members. The Location (Group) filter keeps 39 of 39 members.

Judicial Branch Retirements Summary

Judicial Branch Retirements
CY 2012-2021

Number of Retirements

|	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Retirements	70	92	102	112	150	243	147	200	167	259

- Of the 1,002 employees estimated on March 1, 2021 as eligible to retire by the 2022 deadline, approximately 350 have already retired or submitted their intent to retire in the first six months of 2022

Age & YOS on 5/31/2022
Based on projected age and years of Judicial Vesting service on 5/31/2022
Data as of 3/1/2021

Legend
- Age 60/25+ or 20+ HD
- Age 60/10+ YOS
- Age 55/10+ YOS
- Other
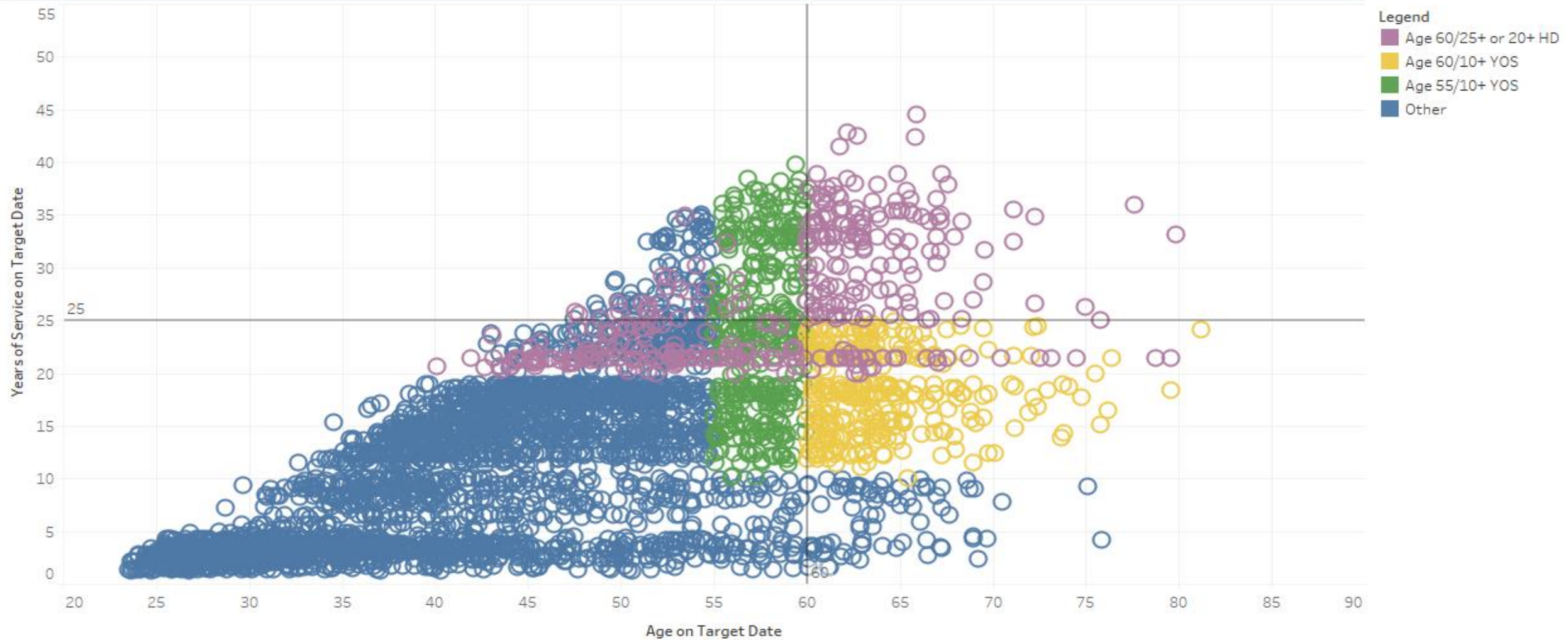
.Projected Age on Target Date vs. Service Calculation on Target Date. Color shows details about Legend. The data is filtered on Judge Indicator, Retirement System, Division (group), Location (Group) and Haz Duty Indicator. The Judge Indicator filter keeps Not a Judge. The Retirement System filter keeps Active SERS Member. The Division (group) filter keeps 6 of 6 members. The Location (Group) filter keeps 39 of 39 members. The Haz Duty Indicator filter keeps HD Position and Non-HD Position.

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Employees by JD & Retirement Likelihood (3/1/2021)
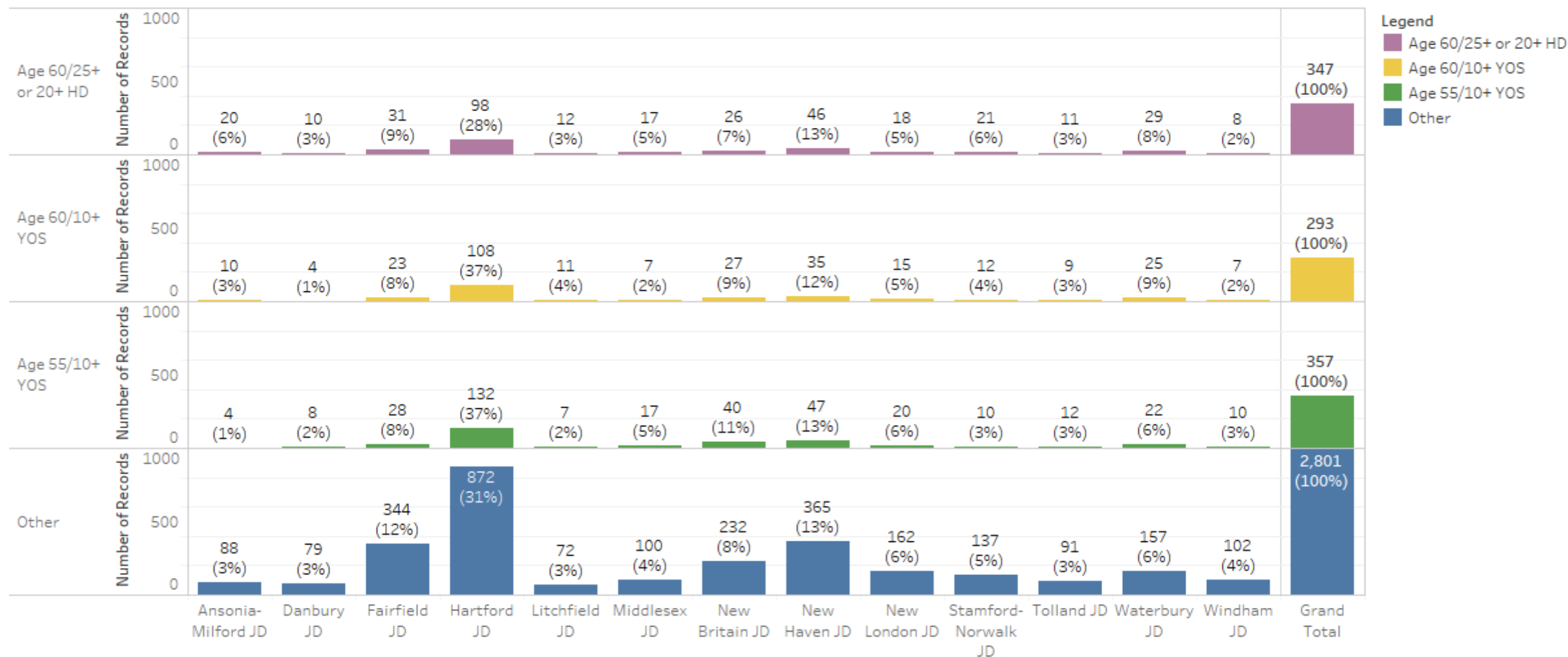
Sum of Number of Records for each JD broken down by .Retirement Category (Target Date) on page 3/1/2021. Color shows details about Legend. The marks are labeled by % of Total Number of Records and sum of Number of Records. The data is filtered on Judge Indicator, Retirement System, Employee Group, Division (group) and Location (Group). The Judge Indicator filter keeps Not a Judge. The Retirement System filter keeps Active SERS Member. The Employee Group filter keeps Judges & Family Support Magistrates, Law Clerks, Perm and Temp. The Division (group) filter keeps 6 of 6 members. The Location (Group) filter keeps 39 of 39 members. The view is filtered on JD, which excludes Null.

Strategies

- Improve the Efficiency of the Judicial Branch's Recruitment Process
  - Initiate the recruitment process before a retiree departs
  - Increase the number of job classifications on continuous recruitment to create an on-demand pool of potential candidates
  - Increase the number of positions that the Executive Directors can "auto-fill"
  - Revised Policy 301, Job classification and Salary Calculation, to allow in certain circumstances additional compensation to provide a more competitive salary (e.g. higher level IT job classifications)
- Initiated a limited scope remote work policy/agreement in September 2021
- Concentrated efforts on hard to recruit positions (Judicial Marshals, IT, Interpreters)