

Office of the Governor | Mississippi Division of Medicaid

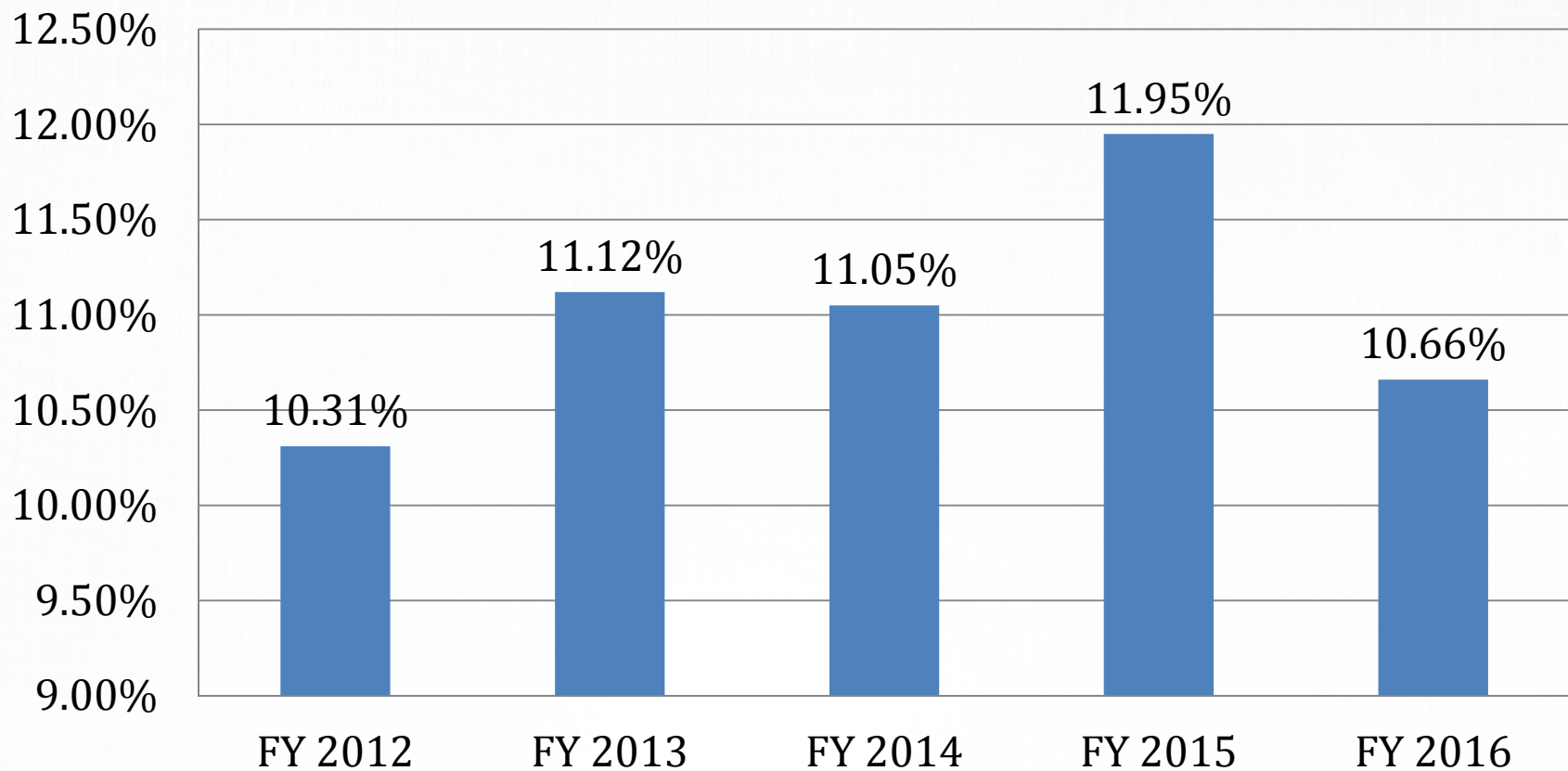
Employment Statistics

State of the Division of Medicaid Workforce

September 2016

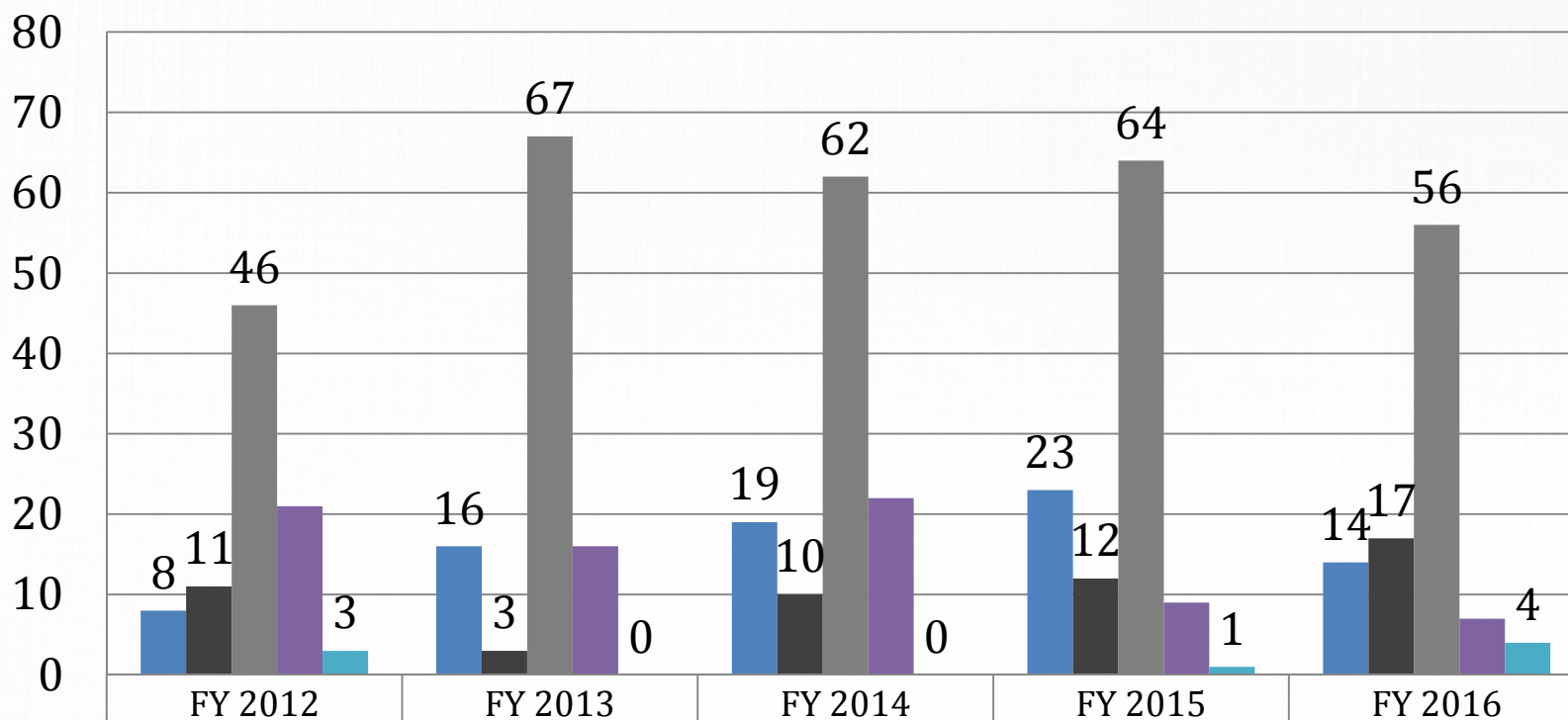


Attrition Per Year



Data as of 08/22/2016 – SPAHRS separation report

Separations Per Year



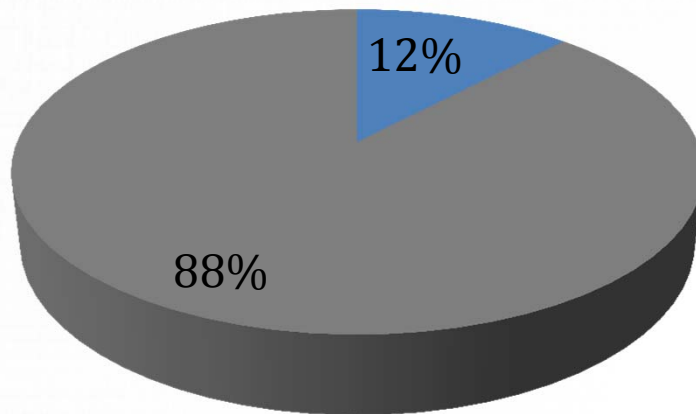
| | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 |
|-------------|---------|---------|---------|---------|---------|
| Retired | 8 | 16 | 19 | 23 | 14 |
| Transferred | 11 | 3 | 10 | 12 | 17 |
| Resigned | 46 | 67 | 62 | 64 | 56 |
| Dismissed | 21 | 16 | 22 | 9 | 7 |
| Death | 3 | 0 | 0 | 1 | 4 |

Data as of 08/22/2016 – SPAHRS separation report

DOM Employees Eligible to Retire

Employees Eligible to Retire Today = 113

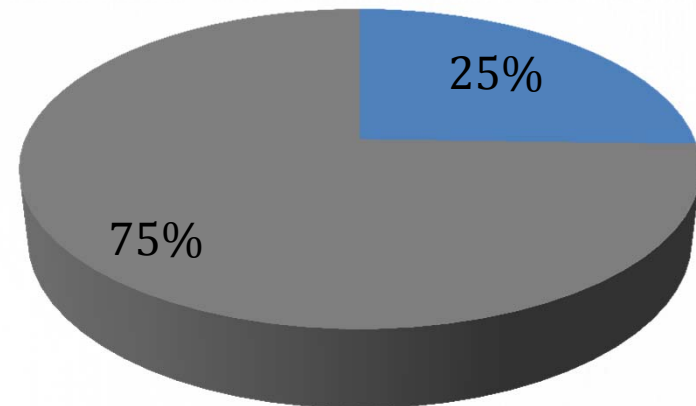
- Eligible - 25 years of service or age 60+ and vested
- Not eligible



Data as of 08/19/2016 – SPAHRS download

Employees Eligible to Retire Within 5 Years = 238

- Eligible - 25 years of service or age 60+ and vested
- Not eligible



Note: data does not factor in leave accruals that can be added to length of service to allow an employee to retire before 25 years of service.

The Cost of Medicaid Turnover

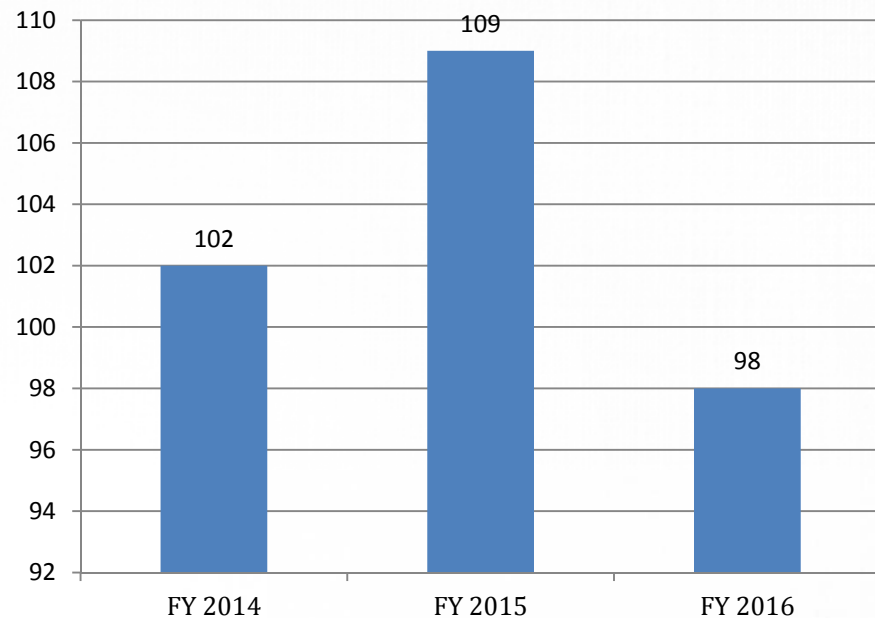
In FY2016, DOM had an **10.66% turnover rate** among state employees.

Over the last three years, DOM has lost and had to replace nearly **one-third** of its state workforce, a total of 309 people.

If DOM's turnover is calculated at being equal to the annual salary of the departing employee...

- FY2016 cost of turnover alone is over \$3.8 million.
- The cost for the past three fiscal years is \$12.2 million.

Number of DOM employees lost per fiscal year



Medicaid Overview

- Federal Medical Assistance Percentage (FMAP)
Lowest match 50%, MS has highest FMAP match at **74.17%**
- Eligibility determined by income and SSI status, based on the Federal Poverty Level (FPL) and family size
- 14,545 state employees under State Personnel Board purview, earn a salary less than \$30,000 annually (48% of all state employees)

2016 Federal Poverty Level Guidelines

| Family Size | 100% | 133% | 138% | 143% | 194% | 209% |
|-------------|----------|----------|----------|----------|----------|----------|
| 1 | \$11,880 | \$15,800 | \$16,394 | \$16,988 | \$23,047 | \$24,829 |
| 2 | \$16,020 | \$21,307 | \$22,108 | \$22,909 | \$31,079 | \$33,482 |
| 3 | \$20,160 | \$26,813 | \$27,821 | \$28,829 | \$39,110 | \$42,134 |
| 4 | \$24,300 | \$32,319 | \$33,534 | \$34,749 | \$47,142 | \$50,787 |

Data as of FY 2015 MSPB Annual Report