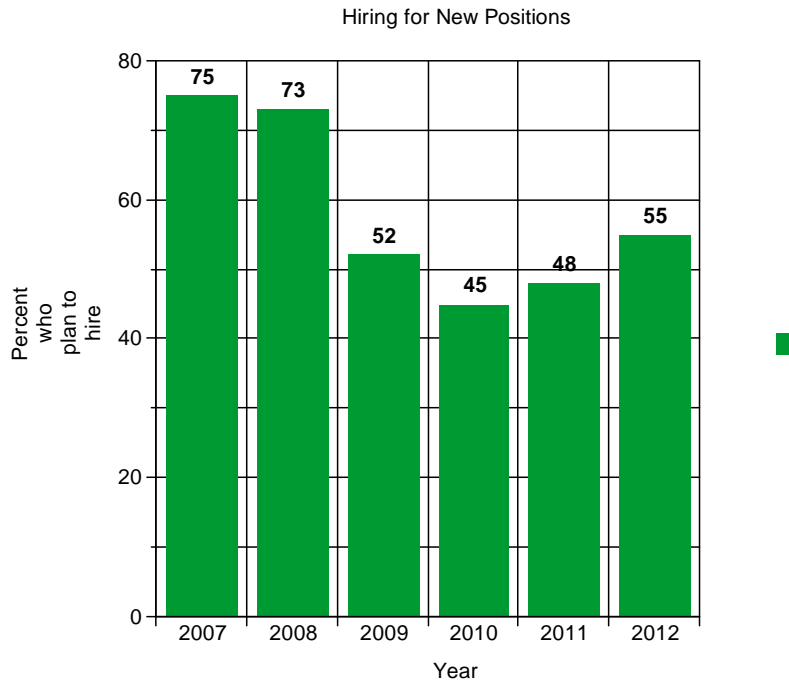
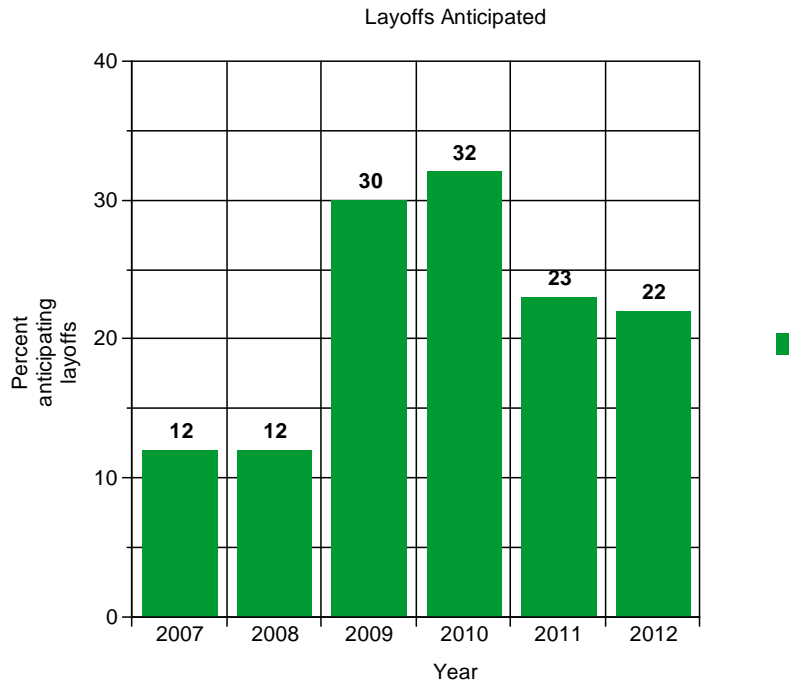


## 2012 Hiring Outlook: Improving

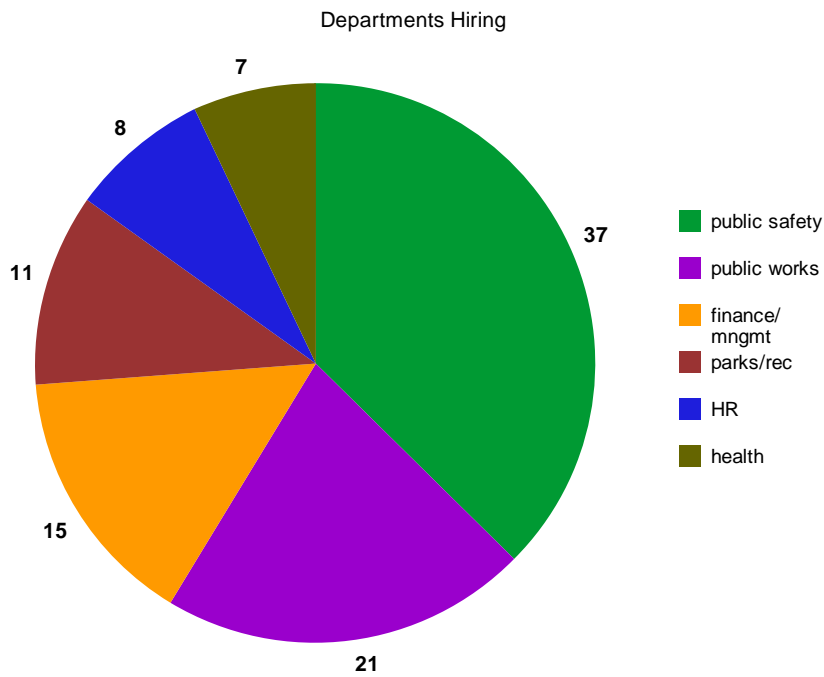
The future is looking brighter. Public employers are poised to hire more individuals in fiscal year 2012 based on the results of the Eighth Annual Employment Outlook Survey. Fifty-five percent of respondents anticipate hiring for new positions in fiscal year 2012 compared to 48 percent last year and 45 percent in 2010. The number is closer to 2009, when 52 percent of respondents anticipated hiring for new positions. The number still falls short of the pre-recession years when the number was closer to 75 percent of respondents.



Twenty-two percent of respondents anticipate layoffs this year, very similar to last year's figure of 23 percent. But, these numbers are lower than in 2009 and 2010 when 30 and 32 percent of respondents respectively anticipated layoffs. In the pre-recession years, the number of anticipated layoffs ranged from 12 to 18 percent of respondents.



Most of the hiring is anticipated in the area of public safety (37 percent) followed by public works (21 percent), finance/management (15 percent), and parks/recreation (11 percent). The top three departments are identical to last year. In the number four position, parks and recreation topped health services from 2011. Public safety and public works have topped the list every year.

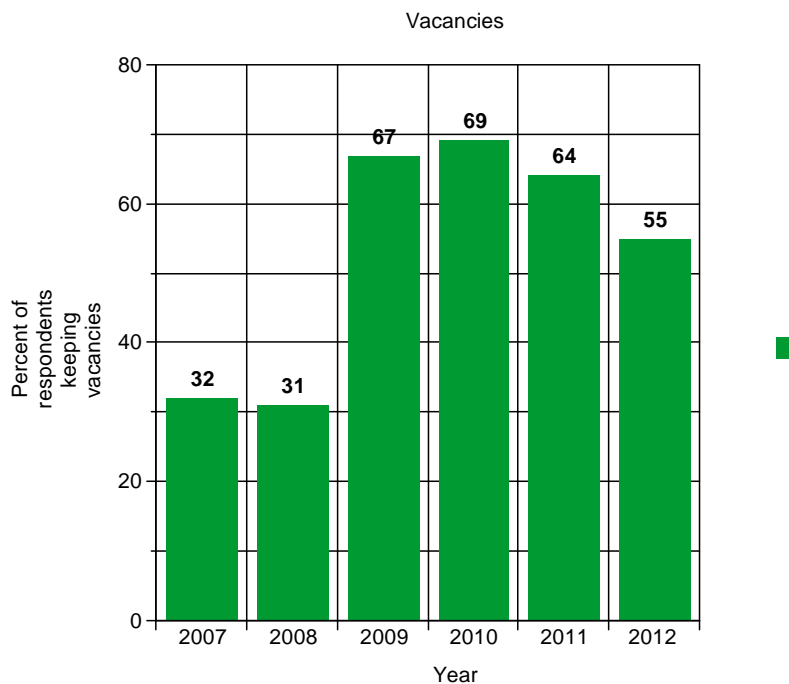


Once again, the overall number of jobs created is expected to represent only a small percentage of the current workforce with 38 percent of respondents indicating the number will represent less than one percent of the current workforce, 15 percent indicated in would represent between 1-2 percent of the current workforce and 4 percent indicating it would represent between 2-3 percent of the workforce.

Using the same measure, the overall number of jobs eliminated is expected to represent only a small percentage of the current workforce with 14 percent of respondents indicating that the number will represent less than 1 percent of the current workforce, 9 percent of respondents indicating that the number would represent between 1-2 percent of the current workforce and only 2 percent of respondents indicating that the number would represent between 2-3 percent of the current workforce.

Most of the layoffs are anticipated in the area of public works (8 percent) followed by public safety (7 percent), finance/management (6 percent) and parks/recreation (6 percent). These areas are similar to last year with slightly greater layoffs anticipated in each area.

There appears to be a decline in the number of employers purposefully leaving vacancies unfilled for budgetary reasons. In 2012, 55 percent of respondents indicated they were keeping these positions unfilled, compared to 64 percent in 2011, 69 percent in 2010, 67 percent in 2009. Pre-recession these numbers ranged from 31 to 39 percent.



Overall, the numbers appear to indicate that hiring among IPMA-HR members is improving. The survey was conducted from January 12 to January 23, 2012 with 483 respondents. Eighty percent are from a local municipality, 8 percent state, 3 percent federal, 2 percent university or college and 7 percent from special districts.