State Civil Service Annual Report

FISCAL YEAR 2024-2025

Byron P. Decoteau, Jr., Director
Louisiana State Civil Service

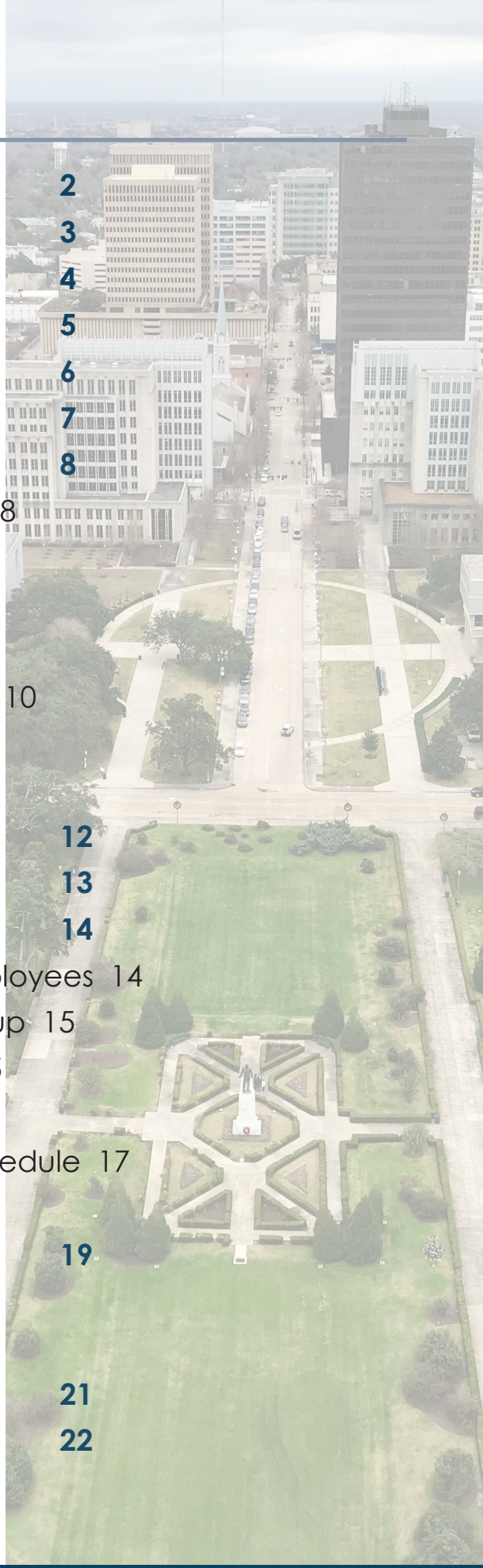
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LETTER FROM THE DIRECTOR

I am pleased to present the Louisiana State Civil Service Fiscal Year 2024–2025 Annual Report, which highlights the dedication of Louisiana's public servants to improving the well-being and quality of life for all citizens, as recognized by the State Civil Service Commission.

At State Civil Service, we believe every citizen deserves exceptional service from their state government. Our comprehensive human resources program is designed to attract, develop, and retain a talented workforce committed to that mission. We deeply value the vital contributions of our state employees, whose work helps bring Louisiana's vision to life. Together with the State Civil Service Commission, we remain steadfast in our commitment to supporting and promoting their efforts.

This report provides an overview of Louisiana's state government workforce as of June 30, 2025, including our mission, goals, workforce demographics, and key trends. The state workforce is composed of both classified and unclassified employees. Under the authority of the State Civil Service Commission, our department administers programs for classified employees. For additional information about these employee categories, please refer to Article X of the Louisiana Constitution.

On behalf of the State Civil Service Commission and the Department of State Civil Service, I extend our sincere appreciation to all state employees for their service and dedication, both in the workplace and in their communities.

We recognize the essential roles that all state employees play, classified and unclassified alike, and we remain committed to providing innovative, efficient, and equitable human resources programs. These initiatives enable state agencies to build and sustain a capable workforce that serves our citizens and supports economic growth across Louisiana. Our employees are the driving force behind the success of state government, and as a leader within this system, I am deeply grateful for their continued service.

I also wish to thank the State Civil Service Commission for its ongoing support and partnership. The Commission's guidance is instrumental in maintaining an effective, cost-efficient human resources system that delivers quality results and ensures accountability to the public.

I invite you to review this annual report and learn more about our department by visiting **civilservice.louisiana.gov**. To explore additional information about Louisiana state government, please visit **louisiana.gov**.

Byron P. Decoteau, Jr.
State Civil Service Director
November 5, 2025



ABOUT OUR AGENCY

State Civil Service is the central human resources agency for the state of Louisiana. We promote the understanding that the most critical factor in determining the success of Louisiana state government is its workforce. Our chief responsibility is to ensure the state is equipped with innovative workforce solutions designed to meet the unique needs of each state agency's mission.

As both a regulatory and consultative agency, we provide systems and services that will enable state agencies to make merit-based, quality decisions regarding the hiring, development and retention of skilled and capable individuals.

Our policies are guided by the provisions of Article X of the Louisiana State Constitution and are implemented in a manner, which is both efficient as possible and cost effective to the citizens of Louisiana. Such policies are founded upon the principles of equal pay for equal work, equal opportunity, ability-based employment and promotion, and freedom from political influence.

Our vision at State Civil Service is to set the standard of excellence in providing strategic state government workforce solutions.



STATE CIVIL SERVICE AGENCY VALUES

INTEGRITY

We believe that there is nothing more important than our reputation. Integrity is at the core of everything we do. We are honest and ethical because trust is key to the relationships with our stakeholders.

CUSTOMER COMMITMENT

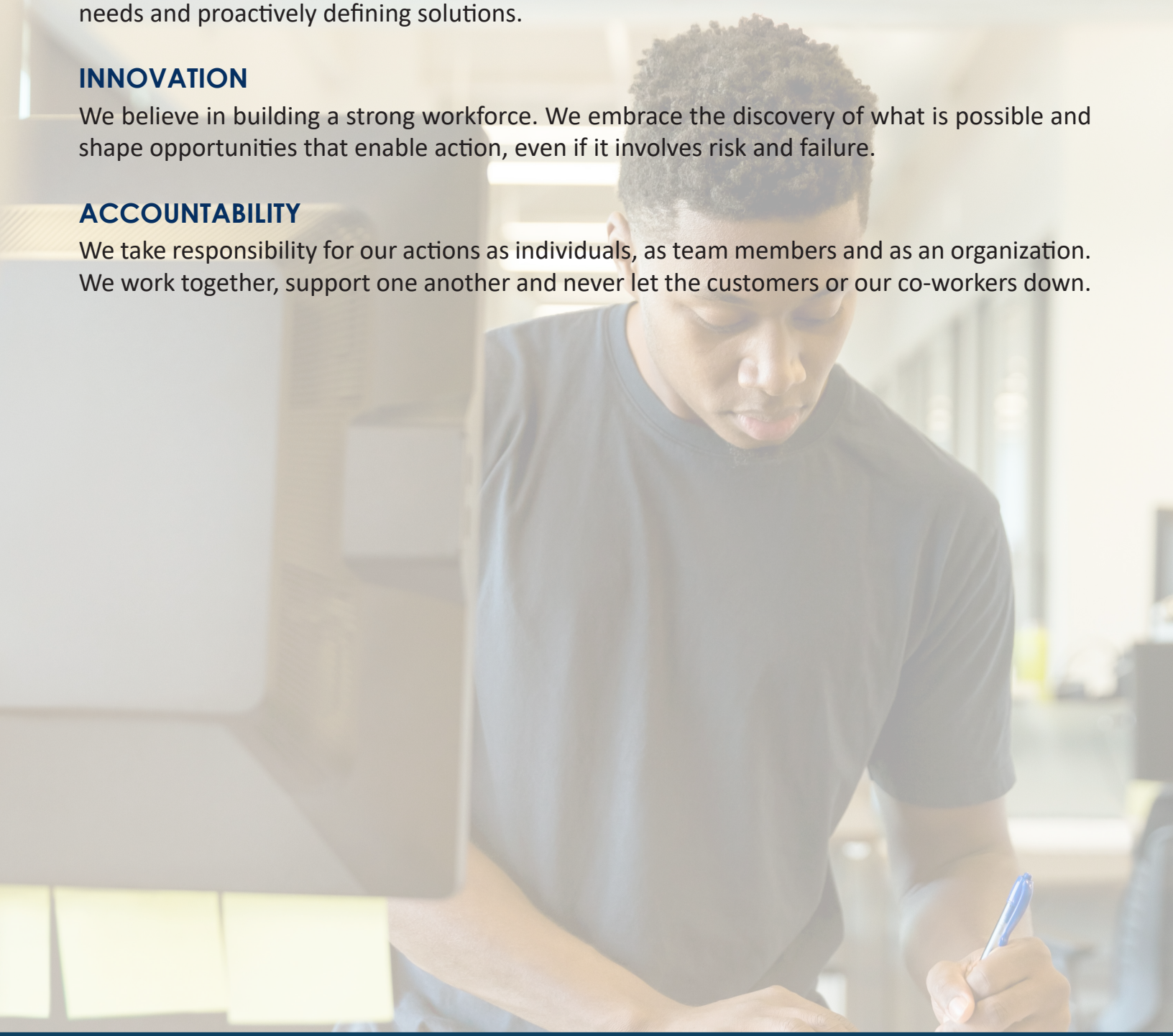
We acknowledge every stakeholder as a customer. We are committed to anticipating their needs and proactively defining solutions.

INNOVATION

We believe in building a strong workforce. We embrace the discovery of what is possible and shape opportunities that enable action, even if it involves risk and failure.

ACCOUNTABILITY

We take responsibility for our actions as individuals, as team members and as an organization. We work together, support one another and never let the customers or our co-workers down.



STATE CIVIL SERVICE COMMISSION

The State Civil Service Commission is a seven-member body that has final authority over the administration of the State Civil Service system. The Commission serves as an impartial review board that enacts and adjudicates State Civil Service Rules to regulate state personnel activities, and hears appeals from classified state employees and agencies. Commission meetings and hearings are held monthly and are open to the public.

Six of the Commission members are appointed by the governor; the seventh is an employee representative elected by fellow state employees. Each member serves a six-year term. When choosing an appointed member, the Governor must select from a list of three people nominated by the president of one of the state's major private universities. Current members of the Commission are listed below.

To contact Commission members, call the Department of State Civil Service at (225) 342-8272 or reach them via email at civilservicecommission@la.gov.

STATE CIVIL SERVICE COMMISSION MEMBERS FOR FY 2024-2025

Name	Nominated By	Term Expires
J. Stewart Gentry, Chairman	Louisiana Christian College	12/10/2030
D. Scott Hughes, Vice-Chairman	Centenary College	12/10/2028
Candes C. Carter	Xavier University	12/10/2028
Dr. Thomas Grimstad	Loyola University	12/10/2030
Craig A. Netterville	Tulane University	12/10/2028
Jo Ann Nixon	Dillard University	12/10/2026
Codi Plaisance	Employee Representative	4/30/2029



DEPARTMENT GOALS

- Provide effective Human Resources (HR) leadership driven by policies that effect transparent and accountable HR practices; resulting in employers having the key tools and skills needed to ensure that employees are empowered and equipped to accomplish the organization's desired outcomes and goals.
- Provide a prompt, inexpensive system for resolving removal, discipline, rule violation, and discrimination cases that satisfies due process requirements.
- Utilize technology to improve the productivity and effectiveness of State Civil Service and its user agencies.
- Provide workforce development services and an objective evaluation of the human resource practices used by state agencies to manage their classified workforce. [Louisiana Constitution, Article X]
- Administer the classification and compensation systems by developing and implementing flexible job evaluation and pay policies and practices that can be adapted to meet agencies' unique requirements.
- Create and administer programs, rules, assistance procedures and training that promote, encourage, and enhance effectiveness, efficiency, and accountability in state agencies and their employees.
- Provide processes and policies that enable state agency managers to fill vacant positions with highly qualified applicants in a timely fashion and in accordance with legal and professional standards.

ORGANIZATIONAL STRUCTURE

The Department of State Civil Service is comprised of the following major divisions.

Administration

Includes the Director's Office, public information, and management and finance. Provides fiscal, budgeting and personnel services for the Department, and through a shared services agreement, the division also performs these functions for three other state agencies, the Division of Administrative Law, the Ethics Administration and Municipal Fire and Police. In addition, personnel services are provided for the Board of Tax Appeals.

Appeals

Serves as the clerk of court for the State Civil Service Commission by receiving employee appeals of disciplinary actions or allegations of discrimination, scheduling hearings, issuing subpoenas, and compiling the record if judicial review is sought. The Appeals Division staff attorneys also hear and decide cases for the Commission.

Compliance and Audit

Provides an objective evaluation of the human resource practices used by state agencies to manage the classified work force. It assesses the effectiveness of those practices and the overall adherence to merit principles and compliance with Civil Service Rules.

Applications and Data Management/Information Technology

The Applications & Data Management Division and Information Technology oversees the collection, analysis, and reporting of data in regards to the State's workforce; the development and support of applications that serve the Department, Human Resources offices statewide and the public; and the storage of the Department's records and reports. The Information Technology team provides computer support services and is responsible for all components of our technical infrastructure.

Operations

Focuses on specific subject matters and functions to deliver effective and efficient consultation to state agencies to better serve the needs of our stakeholders: agency leaders and human resources community. In order to respond efficiently to the needs of state agencies, SCS has created four distinct divisions: Compensation, HR Program Support, Paper Agency Operations, and Talent Acquisition and Workforce Development.

Learning, Performance, and Culture

Support SCS's mission by providing award-winning instructional design of web-based and instructor-led training materials delivered through the Comprehensive Public Training Program. With the ongoing statewide implementation of an electronic performance management system, SCS is committed to providing as many resources to state agencies to allow for a seamless and efficient transition to the new system. LPC will be responsible for developing all resources dedicated to the new performance management system and any ongoing resource development needed.

Recruiting and Outreach Center

Provides a process whereby applicants for classified positions are evaluated through a validated, objective, and merit-based written examination and given scores that will assist state agencies in making effective hiring decisions.

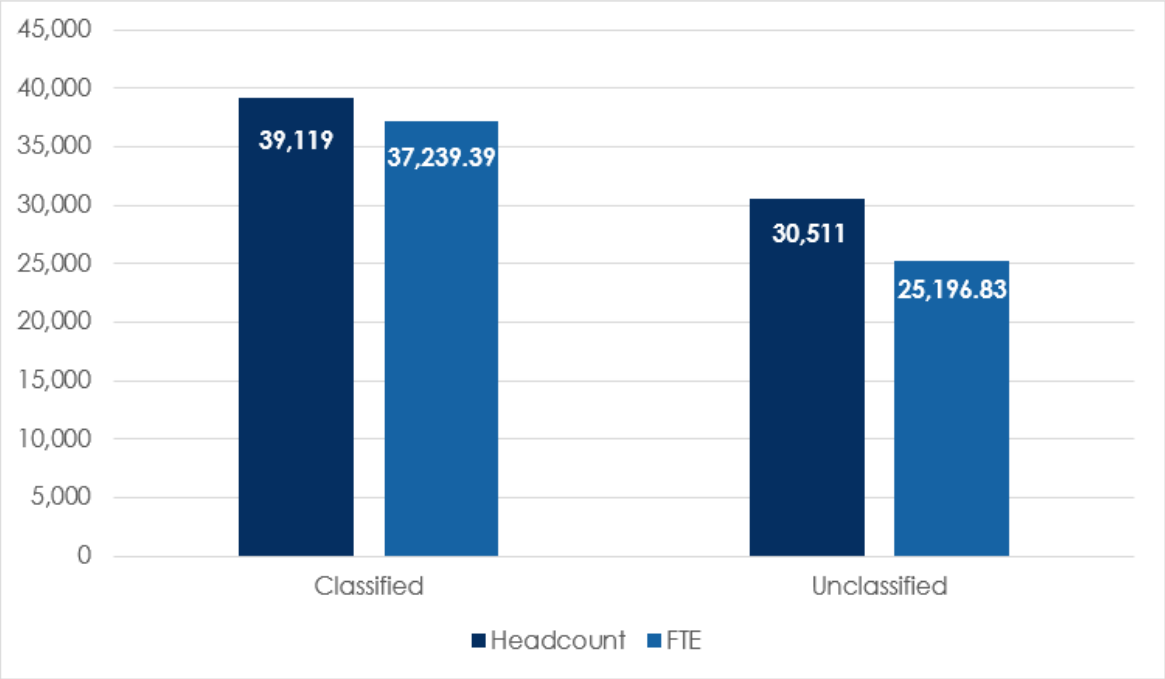
WORKFORCE DEMOGRAPHICS

STATEWIDE EMPLOYEE COUNT: CLASSIFIED vs. UNCLASSIFIED

The chart below depicts the headcount and full-time equivalence (FTE) of classified employees vs. unclassified employees in Louisiana's state government workforce in FY 24-25.

- A classified employee provides services to and for the State or any of its instrumentalities.
- Unclassified employees are specifically named in Article X of the Constitution and include, but are not limited to: elected officials, gubernatorial appointees, teaching and professional staff at universities, and members of the military.

State Civil Service has governing authority over classified employees only.



Headcount: Represents the actual number of employees.

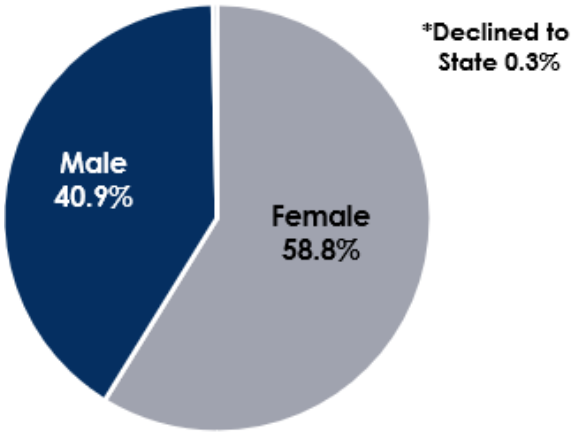
FTE: Represents the full time or part time assignment of employees. The FTE is .50 for an employee hired to work 20 hours per week. An agency with two employees (headcount) working each 20 hours per week = 1 FTE.

WORKFORCE DEMOGRAPHICS

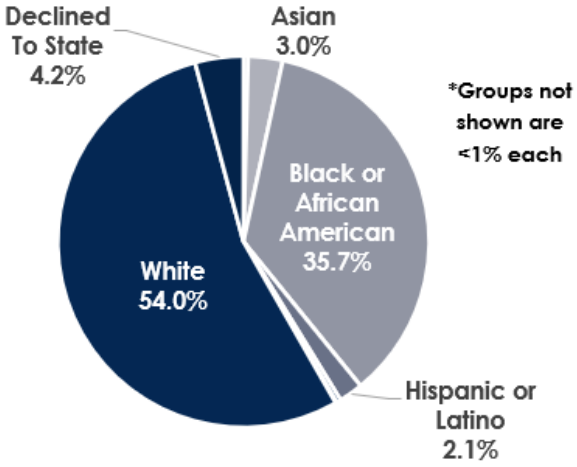
The following information reflects the demographics of the 69,630 employees of Louisiana state government at the end of Fiscal Year 2024-2025. Data includes both classified and unclassified employees.

STATEWIDE GENDER HEADCOUNT

Gender	Count
Female	40,937
Male	28,480
Declined To State*	213



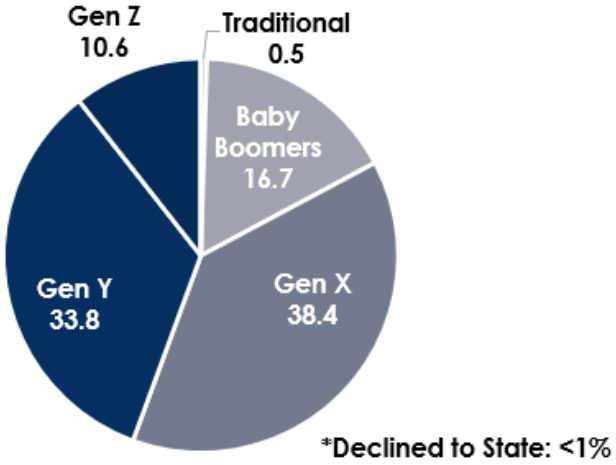
STATEWIDE RACE HEADCOUNT



Race	Count
American Indian or Alaskan Native*	277
Asian	2,117
Black or African American	24,882
Hispanic or Latino	1,495
Multi-Racial*	300
Native Hawaiian or Other Pacific Islander*	35
White	37,598
Declined To State	2,926

STATEWIDE GENERATION HEADCOUNT

Generation	Count
Traditional Workers (born before 1946)	359
Baby Boomers (1946-1964)	11,619
Generation X (1965-1980)	26,772
Millennials/Gen Y (1981-1996)	23,507
Generation Z (born after 1996)	7,372
Declined To State	1



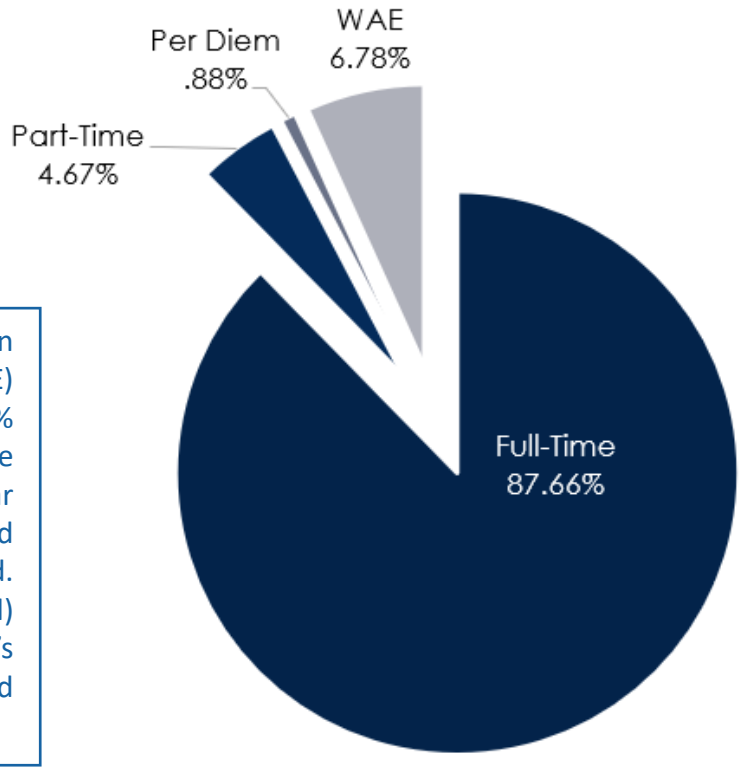
WORKFORCE DEMOGRAPHICS

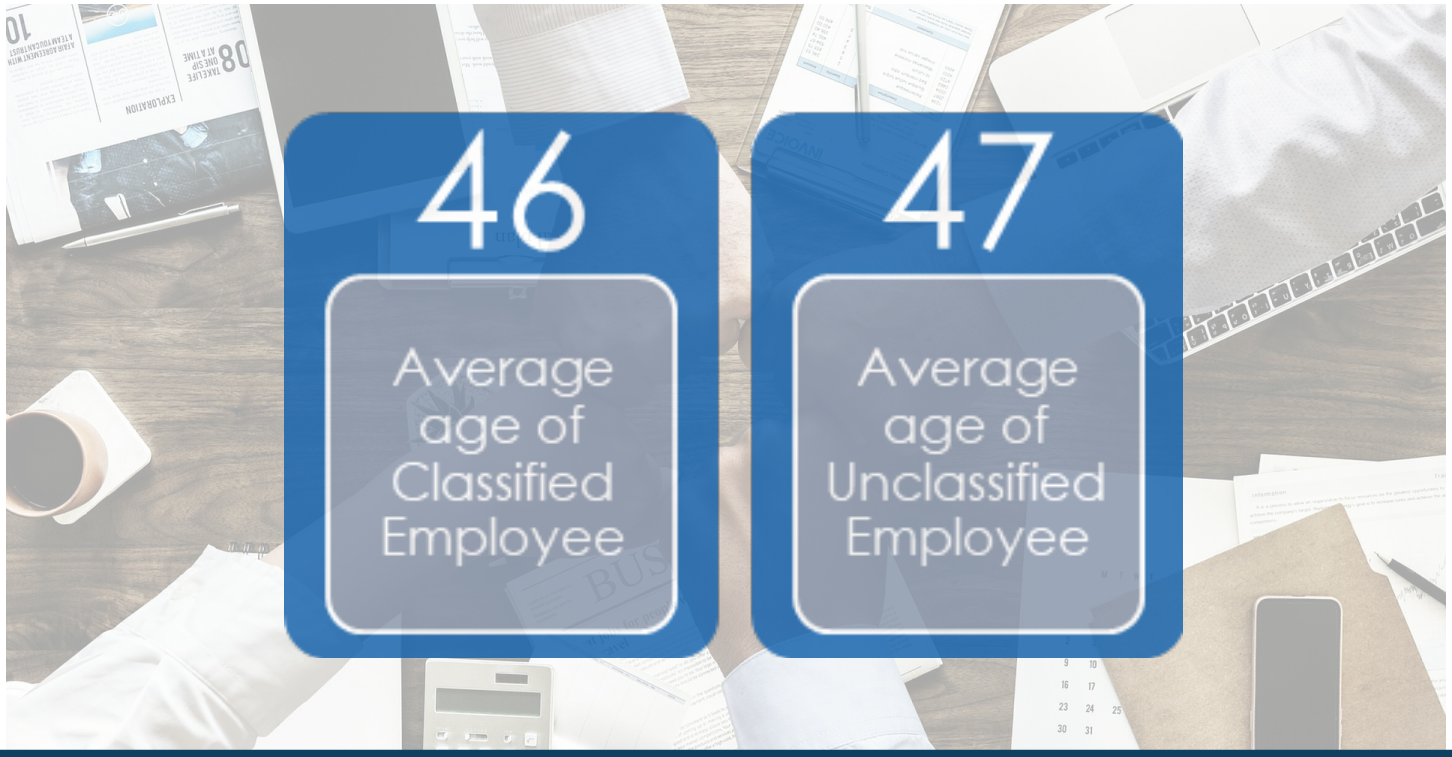
STATEWIDE EMPLOYEE HEADCOUNT BY EMPLOYEE GROUP

Includes Classified and Unclassified Employees
FY 2024-2025

Employee Group	Count
Full-Time	61,041
Part-Time	3,254
Per Diem	611
WAE	4,724

Employee group is determined by an employee's full-time equivalency (FTE) percent. A full-time employee has a 100% FTE percent while a part-time employee will have less than 100% FTE on a regular basis. A Per Diem designation is assigned to an employee paid by a daily stipend. A WAE (While Actually Employed) designation is given when an employee's position involves duties considered seasonal, temporary or intermittent.

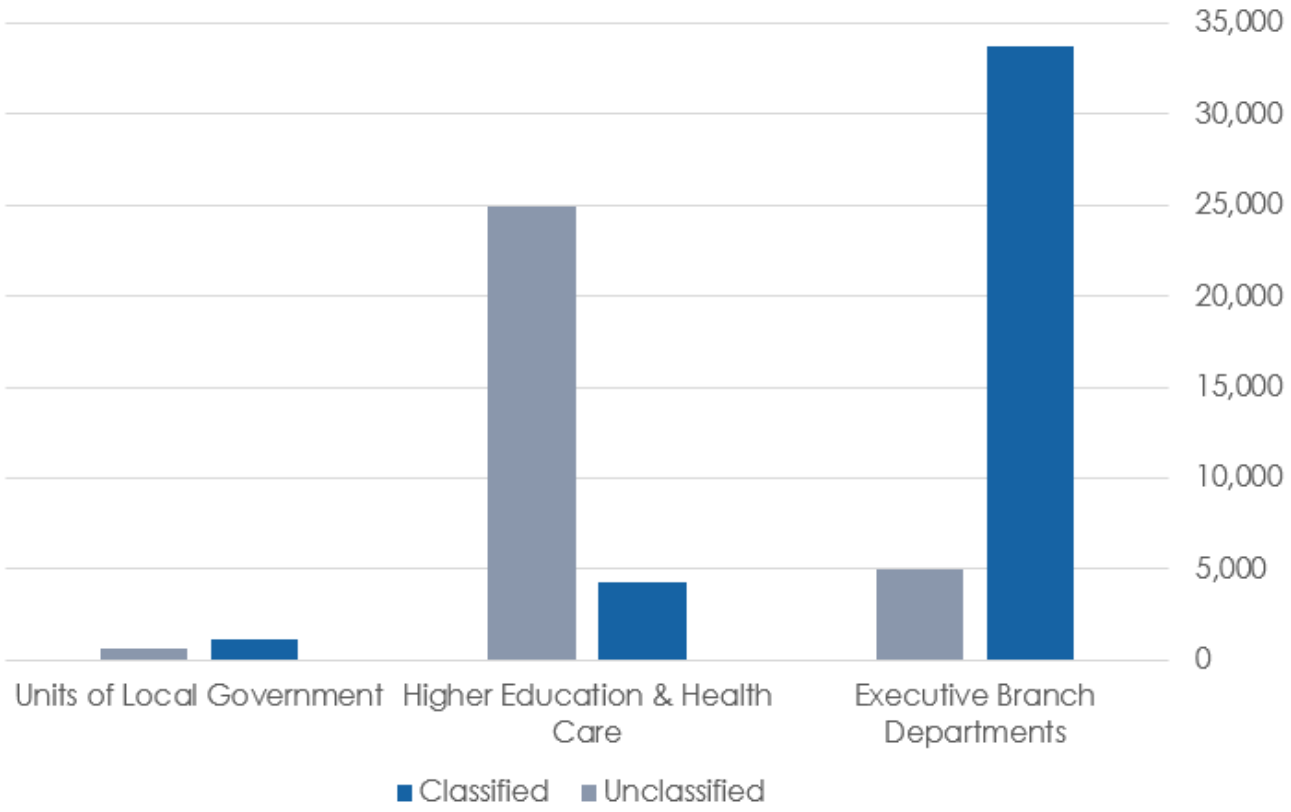




WORKFORCE DEMOGRAPHICS

STATEWIDE EMPLOYEE HEADCOUNT BY AGENCY TYPE

Includes Classified and Unclassified Employees



At the close of Fiscal Year 2024-2025, Louisiana state government employed 69,630 employees. This workforce consisted of 39,119 classified employees and 30,511 unclassified employees. Employees are categorized by agency in which they are employed. The graph above and the chart below depict the number of employees by agency type: Executive Branch Departments, Higher Education[1] and Health Care[2], and Units Local of Government[3].

Agency Type	Classified Headcount	Unclassified Headcount
Executive Branch Departments	33,740	4,997
Higher Education & Health Care	4,277	24,917
Units of Local Government	1,102	597

1. Higher Education: includes Universities, Community Colleges, Technical Colleges, and Health Care Services.
2. Health Care Services: includes Medical Centers and the Louisiana State University Health Services Division.
3. Units of Local Government: includes employees of local governments who are subject to State Civil Service Rules.

DEPARTMENT HEADCOUNTS

The following table represents the headcount (classified and unclassified) by Department at the close of FY 24-25. Headcount is considered the number of actual employees.

Category	Department or Agency Type	Employees
Executive Branch	Louisiana Department of Health	8,299
Executive Branch	Department of Public Safety & Corrections – Corrections Services	4,979
Executive Branch	Department of Transportation & Development	4,285
Executive Branch	Executive Department (including DOA, Gov's Office, National Guard, GOHSEP, OCPR, OGB, OFI, etc.)	4,150
Executive Branch	Department of Children & Family Services	3,586
Executive Branch	Department of Public Safety & Corrections – Public Safety Services	2,906
Executive Branch	Department of Education	1,273
Executive Branch	Department of Public Safety & Corrections – Office of Juvenile Justice	903
Executive Branch	Department of Veterans' Affairs	893
Executive Branch	Louisiana Workforce Commission	885
Executive Branch	Department of State (includes Registrars of Voters)	862
Executive Branch	Department of Wildlife & Fisheries	805
Executive Branch	Department of Culture, Recreation & Tourism	790
Executive Branch	Department of Revenue	700
Executive Branch	Department of Environmental Quality	699
Executive Branch	Department of Agriculture	598
Executive Branch	Department of Justice	590
Executive Branch	Department of Energy and Natural Resources	359
Executive Branch	Retirement Systems (LASERS, Teachers, School Employees, State Police)	343
Executive Branch	Department of Insurance	232
Executive Branch	Civil Service Agencies; SCS, Ethics, Division of Administrative Law, Municipal Fire & Police	229
Executive Branch	Department of Economic Development	184
Executive Branch	Department of Treasury	83
Executive Branch	Public Service Commission	76
Executive Branch	Lieutenant Governor's Office	18
Executive Branch	Independent	10
Higher Ed & Health Care	Higher Education	28,758
Higher Ed & Health Care	Health Care Services	436
Quasi-State Agencies	Ports, Levee Boards, Fresh Water Districts	1,167
Quasi-State Agencies	Housing Authorities	509
Quasi-State Agencies	Executive Department	12
Quasi-State Agencies	Louisiana Law Institute	7
Quasi-State Agencies	Independent	4

DEPARTMENT FULL TIME EQUIVALENTS

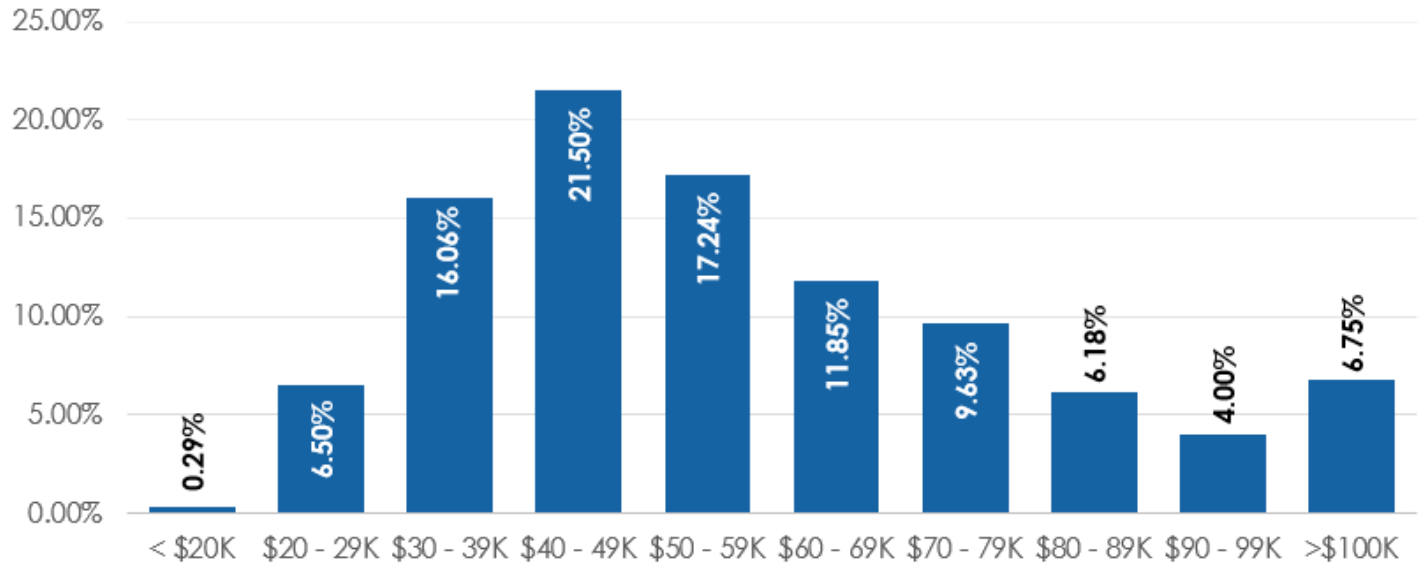
The following table represents the Full Time Equivalents (FTE) by Department (classified and unclassified) at the close of FY 24-25.

Category	Department or Agency Type	FTE Value
Executive Branch	Louisiana Department of Health	7,633.35
Executive Branch	Department of Public Safety & Corrections – Corrections Services	4,695.90
Executive Branch	Department of Transportation & Development	4,191.00
Executive Branch	Executive Department (including DOA, Gov's Office, National Guard, GOHSEP, OCPR, OGB, OFI, etc.)	3,683.59
Executive Branch	Department of Children & Family Services	3,535.50
Executive Branch	Department of Public Safety & Corrections – Public Safety Services	2,642.05
Executive Branch	Department of Education	1,087.60
Executive Branch	Department of Public Safety & Corrections – Office of Juvenile Justice	876.00
Executive Branch	Louisiana Workforce Commission	799.50
Executive Branch	Department of Wildlife & Fisheries	770.30
Executive Branch	Department of Veterans' Affairs	759.50
Executive Branch	Department of Environmental Quality	666.50
Executive Branch	Department of Revenue	655.85
Executive Branch	Department of State (includes Registrars of Voters)	594.50
Executive Branch	Department of Culture, Recreation & Tourism	573.50
Executive Branch	Department of Agriculture	571.00
Executive Branch	Department of Justice	559.25
Executive Branch	Department of Energy and Natural Resources	330.00
Executive Branch	Retirement Systems (LASERS, Teachers, School Employees, State Police)	303.50
Executive Branch	Department of Insurance	221.50
Executive Branch	Civil Service Agencies (SCS, Ethics, Division of Administrative Law, Municipal Fire & Police)	177.00
Executive Branch	Department of Economic Development	175.50
Executive Branch	Public Service Commission	76.00
Executive Branch	Department of Treasury	70.00
Executive Branch	Lieutenant Governor's Office	18.00
Executive Branch	Independent	2.00
Higher Ed & Health Care	Higher Education	25,124.75
Higher Ed & Health Care	Health Care Services	394.28
Quasi-State Agencies	Ports, Levee Boards	951.30
Quasi-State Agencies	Housing Authorities	288.50
Quasi-State Agencies	Independents	4.00
Quasi-State Agencies	Executive Department	3.00
Quasi-State Agencies	Legislative	2.00

CLASSIFIED SERVICE STATISTICS

Salary Distribution of Full-Time Classified Employees

The graph below represents the salary distribution of classified state employees. As depicted in the chart, a little more than 44 percent of the classified workforce earns an annual salary of less than $50,000.

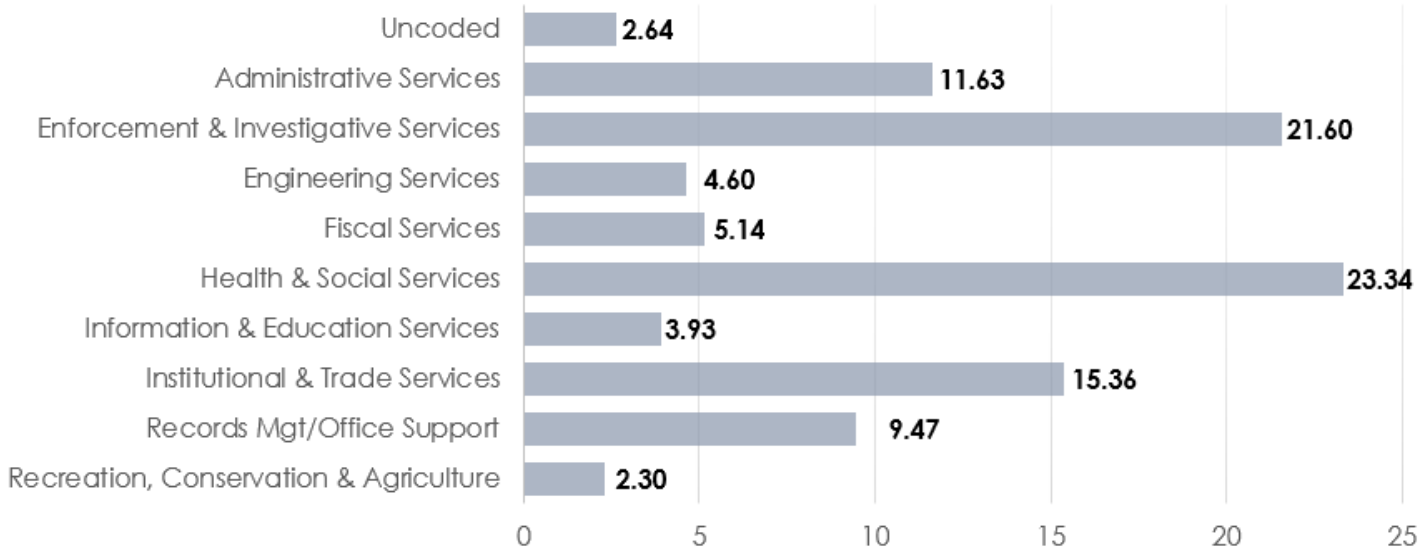




CLASSIFIED SERVICE STATISTICS

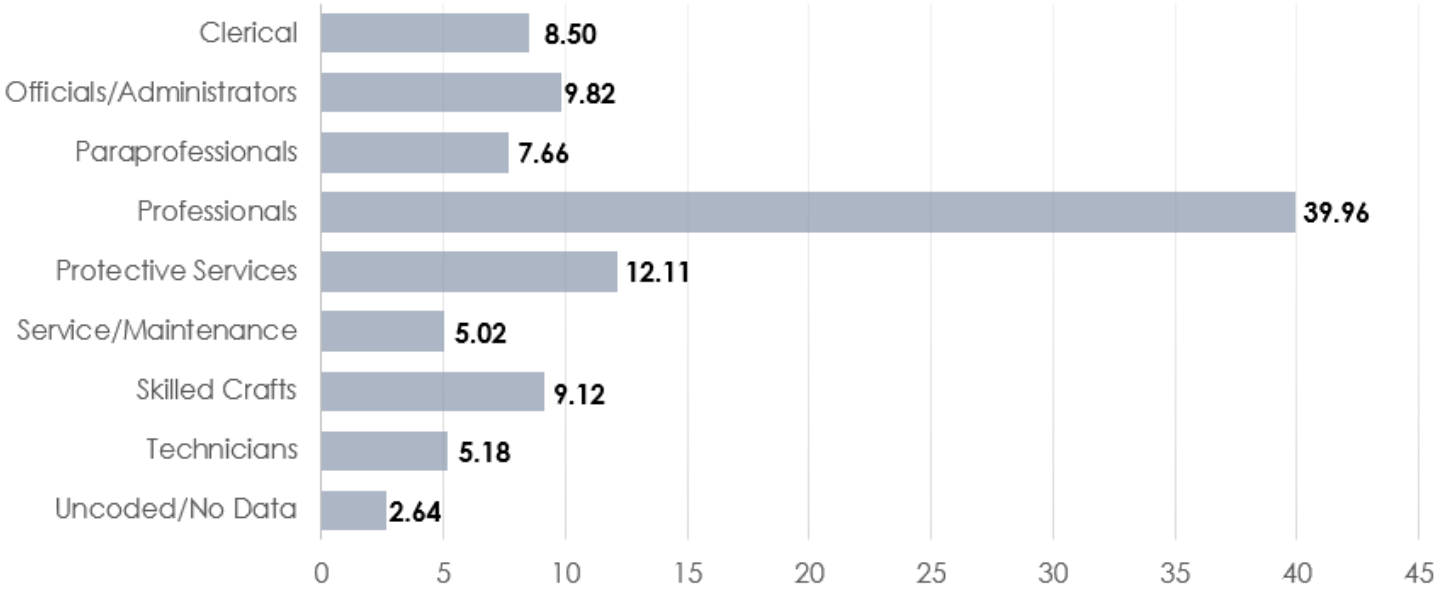
Classified Employees by Occupational Group

The graph below depicts the percentage of occupational groups of classified state employees at the close of FY 24-25.



Classified Employees by EEO-4 Category

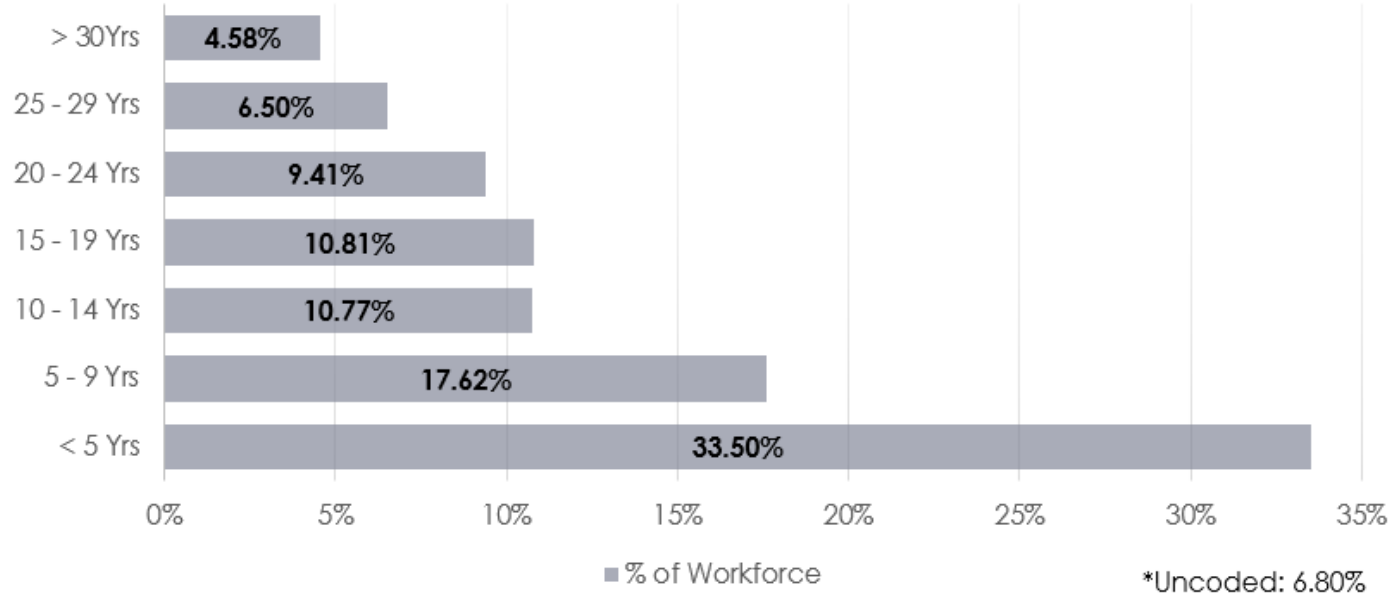
Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all State and local governments that have 15 or more employees are required to keep records and to make such reports to the Equal Employment Opportunity Commission as are specified in the regulations of the Commission. The graph below depicts percentage of the state's classified workforce by EEO-4 category at the close of FY 24-25.



CLASSIFIED SERVICE STATISTICS

Length of Service – Classified Employees

The data represented below indicates that at the close of FY 24-25, more than 51 percent of classified employees had less than ten years of state service. Career service employees with more than twenty years of service comprise over 20 percent of the workforce.

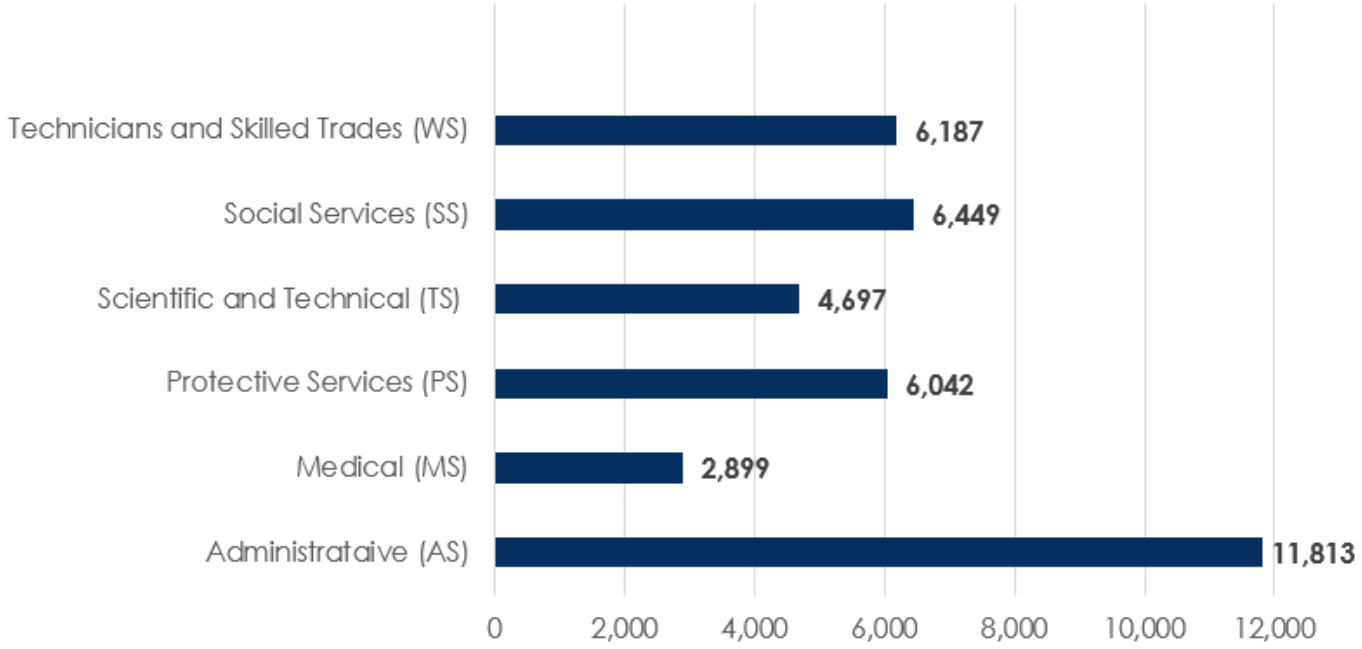




CLASSIFIED SERVICE STATISTICS

Number of Classified Employees by Pay Schedule

The graph below represents the number of classified state employees by pay schedule at the close of FY 24-25.



*Note: The number of classified employees by pay schedule does not include employees of Louisiana State Police.



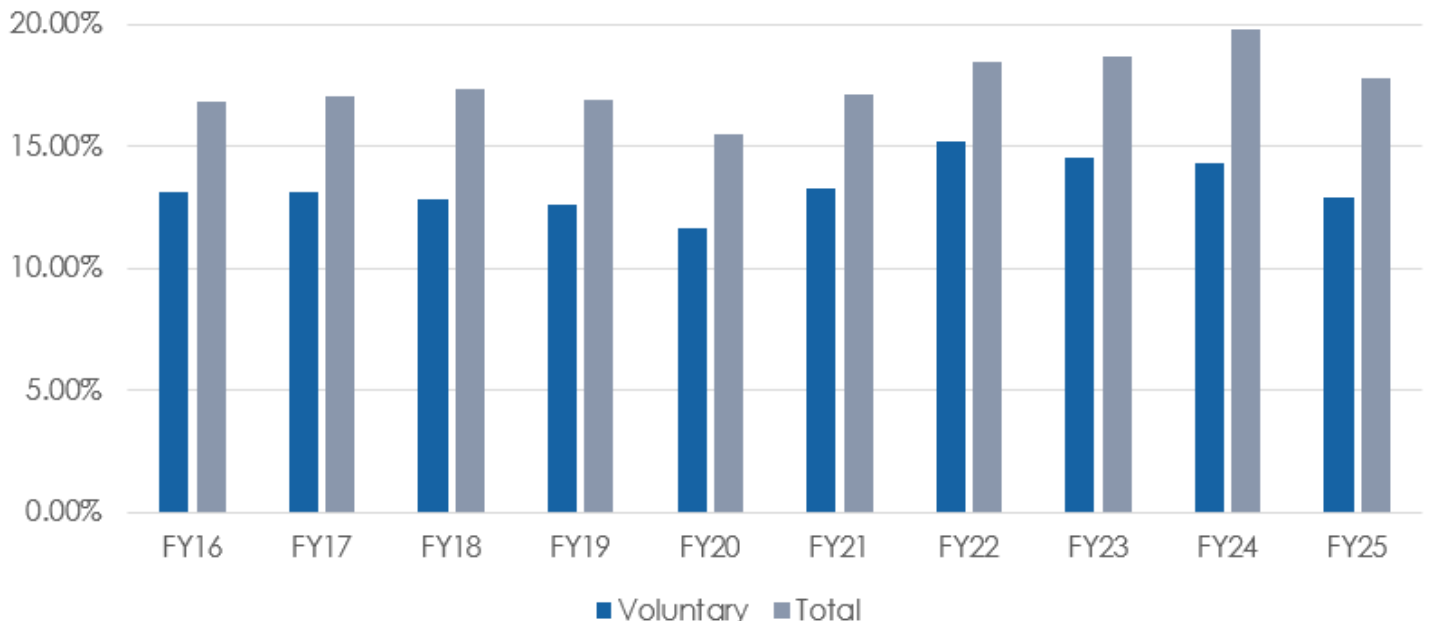
CLASSIFIED SERVICE STATISTICS

Classified Employee Turnover

The data presented in the graph below is based on an analysis of the number of classified employees serving in non-temporary positions who separated from state service during each fiscal year presented. This data does not reflect the following: separations of unclassified employees, separations of temporary classified employees and transfers from one state agency to another.

The data represents Voluntary Turnover, (separation from state service due to resignation, retirement or death) and Total Turnover (Voluntary Turnover plus Involuntary Turnover). Involuntary Turnover represents separation from state service through dismissal, layoff, separation during probationary period, or non-disciplinary removals.

Fiscal Year 2024-2025
Voluntary Turnover: 12.87%
Total Turnover: 17.78%

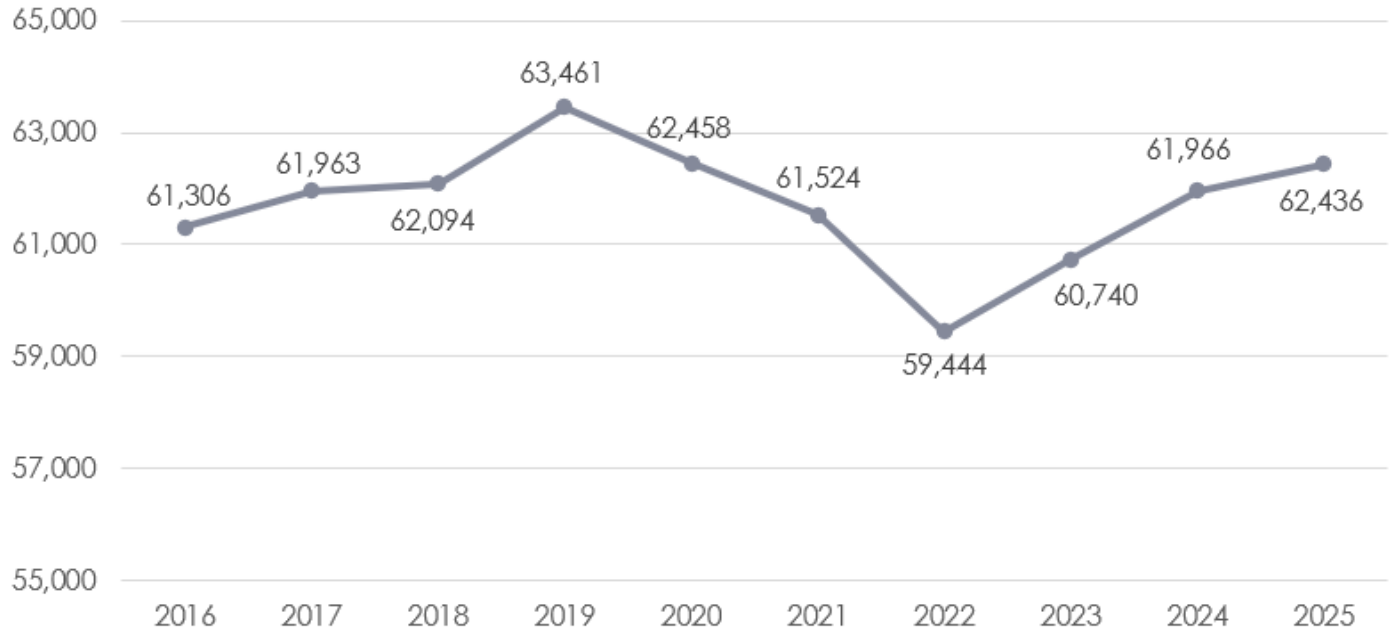


Trend of Turnover Rates for Classified Employees										
	FY15-16	FY16-17	FY17-18	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25
Voluntary	13.14%	13.10%	12.86%	12.59%	11.63%	13.29%	15.16%	14.54%	14.27%	12.87%
Total	16.79%	17.01%	17.35%	16.89%	15.52%	17.13%	18.42%	18.69%	19.80%	17.78%

WORKFORCE TRENDS

FTE Employment Levels

The chart below depicts employment levels in Louisiana state government from Fiscal Year 2016 to Fiscal Year 2025. It represents the total Full-Time Equivalents for both classified and unclassified.



Trend of State Employment Levels 2016 – 2025									
(Total Full-Time Equivalents – Classified & Unclassified)									
2016	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
61,306	61,963	62,094	63,461	62,458	61,524	59,444	60,740	61,966	62,436

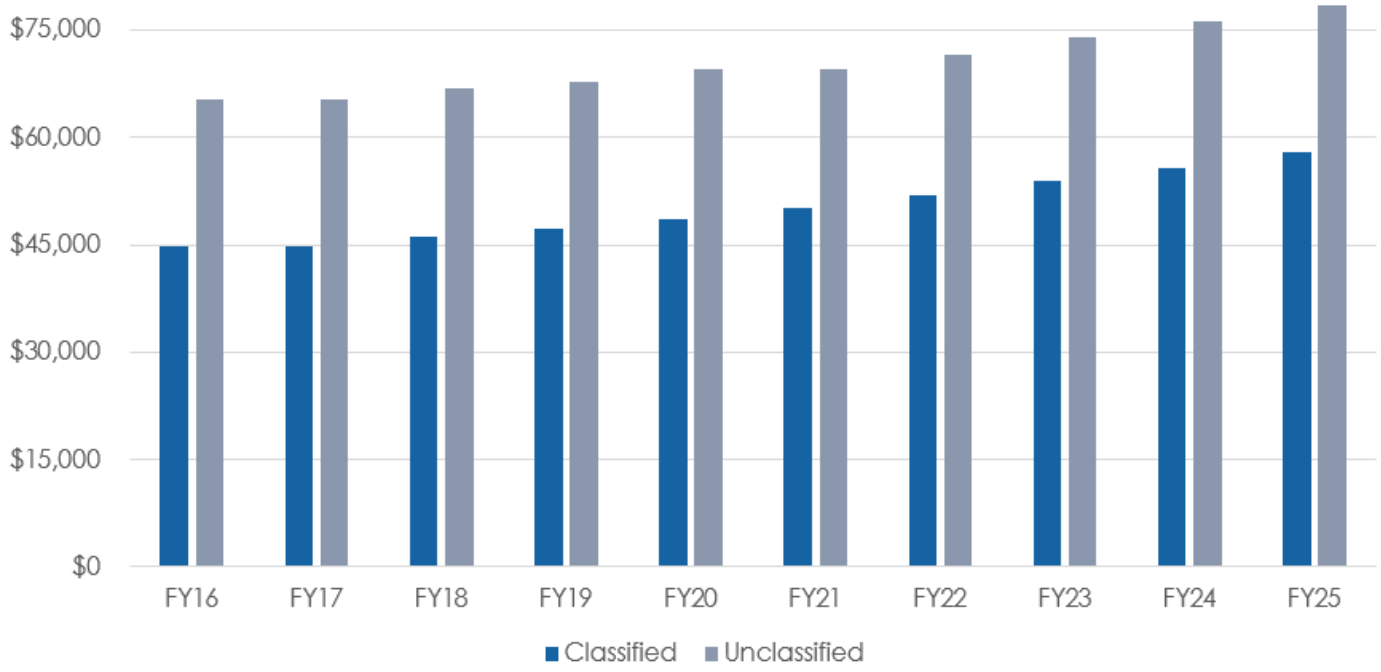
WORKFORCE TRENDS

Average Annual Pay Rate

The chart below depicts the average annual rate of base pay of for full-time classified employees compared to full-time unclassified employees.

*Note: The annual rates of pay do not include rates of pay for State Police.

Fiscal Year 2024-2025
CLASSIFIED: $57,862 vs. UNCLASSIFIED: $78,367



Trend of Average Annual Pay Rates for Full-Time Employees										
(*does not include State Police)										
	FY16	**FY17**	**FY18**	**FY19**	**FY20**	**FY21**	**FY22**	**FY23**	**FY24**	**FY25**
Classified	$44,907	$44,737	$46,102	$47,237	$48,583	$50,055	$52,046	$53,684	$55,817	$57,862
Unclassified	$65,414	$65,357	$66,816	$67,724	$69,597	$69,652	$71,476	$74,044	$76,172	$78,367

FISCAL YEAR REPORTS

The following reports are available upon request. Please contact the Public Information Office at the Department of State Civil Service at 225.219.9462 for more information.

Report on State Employment

This report is compiled by using information collected and maintained pursuant to La. R.S. 42:289 and La. R.S. 42:290. Data is collected by the Department of State Civil Service on a weekly basis and reflects actual data reported by state agencies. This report can be accessed on the Department's **website**.

Annual Pay Plan Review

State Civil Service is required by Civil Service Rule 6.2 to conduct an annual review of the compensation plan for classified state employees and to recommend appropriate changes based upon the results. The purpose of this review is to provide an analysis of the health of the SCS pay schedules as compared to the market in order to remain competitive in recruiting and retaining qualified personnel. Copies of this report are available upon request.

Report on Spanish Speaking Persons

This report was prepared in response to House Concurrent Resolution Number 110 of the 2010 Regular Session of the Legislature. On an annual basis, the report provides information regarding delivery of services to Spanish speaking persons with limited English proficiency. Copies of this report are available upon request.

FY2024-2025 Annual Payments Report

Prepared for the State Civil Service Commission, this report outlines payments by state agencies made under Civil Service Rules for Rewards and Recognition, Optional Pay, Attainment of Advance Degree and Gainsharing & Exceptional Performance Activity. Copies of this report are available by request.

FY2024-2025 Annual Turnover Report

Prepared for the State Civil Service Commission, this report contains data classified employee turnover. Copies of this report are available upon request.

FY2025-2025 Report on Turnover Rates

Prepared for the Joint Legislative Committee on the Budget, this report is compiled in accordance with La. R.S. 42:1601. The report outlines the turnover and turnover rate for each agency and the costs associated with the turnover, the five job classifications with the highest turnover rate and the five agencies and job classifications for which cost of turnover is the highest. Copies of this report are available upon request.

Report on State Employee Layoffs

Prepared for the Louisiana State Legislature, this report outlines the number of positions targeted for abolishment and the number of employees actually laid off from state service. Copies of this report are available upon request.

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